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IvyTech Bloomington Biotechnology student Jade Geatches prepares to practice transferring small volumes of fluid using a micropipettor.

Photo credit: Hope Shrum

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To find out more, visit [HoosierTalentNetwork.com](http://HoosierTalentNetwork.com).



# Associated Builders and Contractors



The ABC Commercial Construction Prep Academy is a two-year program for high school juniors and seniors. Our mission is to develop skilled and employable individuals and serve as an effective pipeline to aligned summer internships, employment, and ABC apprenticeship opportunities leading to essential careers in the construction trades.

The first year of the program is designed to allow students to explore the construction industry through hands-on, experiential learning. During the first year of the program students may earn the following industry recognized certificates:



OSHA 10, First Aid/CPR & AED, Lockout/Tag Out, Fall Protection Safety Awareness, Forklift, Boom Lift, Scissor Lift, Skid Steer, NCCER Core and NCCER Carpentry Level I. A wide array of paid summer internships through an ABC Member Business are available to students completing the first year of the program.

Second year students are dual enrolled in the first year of their adult apprenticeship in either carpentry, electrical, or plumbing and may earn up to a NCCER Level II in one of these trades. In addition to hands-on training, second year students also participate in work-based learning with an ABC Member Business aligned to the trade of their apprenticeship.

We have a year-over-year, 100% placement rate through our large consortium of ABC Member Businesses for any student who wants and is available for a paid summer internship, paid adult internship leading to full-time employment, or full-time employment with aligned postsecondary ABC apprenticeship opportunities.●

# Department of Workforce Development



**Connect Talent & Employers**

The Indiana Department of Workforce Development

is taking an all-hands-on-deck approach to supporting the state’s workforce and expanding the talent pipeline.

## Enable Indiana’s Workforce

DWD is engaging with the business community to increase work-based learning opportunities to recruit individuals considering a career change. At the same time, workforce development

initiatives have grown to skill up workers. Whether someone needs assistance with employment and career services, wants help finding a new job, or simply wants to explore career options or get career advice, there are resources and tools available to get started.

## Addresss Employers’ Needs

In workforce development, DWD and businesses play a collaborative role in addressing the needs of employers. Employer-driven data ensures education and training teaches the necessary skill sets to fill the jobs of today and tomorrow.●



# THE AVIATION CAREER SUMMIT

## INSPIRING, CONNECTING AND SUPPORTING FUTURE AVIATION PROFESSIONALS

The Aviation Career Summit is an exciting introductory event, presented by Republic Airways, for middle/high school and college students as well as job seekers and career changers interested in the growing aviation industry. We believe that aviation offers incredible opportunities, and one of the goals of this event is to introduce the industry to people of all backgrounds and cultures.

At this **free** three-day event taking place **October 21-23 in Indianapolis**, attendees will be presented with several amazing opportunities to work in aviation, attend aviation schools or participate in job-ready programs. Attendees will be able to meet industry and community leaders, ask questions and begin to build relationships with participating universities, companies and organizations here in Indiana and elsewhere.

Groundbreaking in scope and mission, the Aviation Career Summit aims to introduce a diverse audience of Hoosiers to all the possibilities that aviation offers for middle school, high school and college students as well as other individuals looking for a more meaningful and fulfilling career.

## REGISTER NOW!

To learn more about the Aviation Career Summit, register in a few easy steps at [aviationcareersummit.com](https://aviationcareersummit.com). Discover how your future can soar with a career in aviation!



### Here's what attendees can expect:

**10.21, 6 - 8 p.m.**

**Kick Off Meet 'n Greet at Indianapolis International Airport**  
Sponsors and leaders have an opportunity to interact with industry and community leaders.

**10.22, 10 a.m. - 3 p.m.**

**Symposium at Ivy Tech Community College**

The community will have the opportunity to participate in panel discussions with industry and community leaders.

**10.22, 5 - 8 p.m.**

**LIFT Academy Open Hangar Night and Reception**

Spend the evening at LIFT Academy's Indianapolis hangar to discover what LIFT is all about. Try out our flight simulation training devices, sit in one of our new Diamond aircraft and chat with current students and flight instructors! Refreshments will be served.

**10.23, 10 a.m. - 2 p.m.**

**Career Fair at the Republic Airways Hangar**

Schools, colleges, vendors, students and job seekers/career changers converge to learn about careers in the aviation ecosystem.

### Sponsorships

Sponsorship opportunities are also still available for organizations interested in supporting programs that will help make a future in aviation possible for the next generation of aviators.

### Thank you to our sponsors



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# Indiana Wesleyan University



In today's job market, it is important for workers to set themselves apart. Doing so requires a life-long commitment to learning. Indiana Wesleyan University (IWU) prepares Hoosiers with the essential skills to distinguish oneself and support a successful career. With degree pathways, certificates, and short-term skills training, IWU is the ideal partner in the life-long quest to advance one's career.



IWU offers more than 160 education and training opportunities 100% online or onsite at regional centers across the state and in Ohio and Kentucky. The university is

a reliable education partner and supports learners at all life stages. IWU is passionate about serving the current and future workforce with meaningful education and learning pathways, generous credit transfer approaches to save time and money, and a Christ-centered academic community.

For those seeking to differentiate themselves with a degree, the university offers associate through doctoral degrees in more than 17 disciplines, from business to technology and education. In some cases, a degree is not the preferred path, and short-term training can provide a just-in-time skill to gain a job or seek a promotion. IWU offers more than 30 skills training opportunities, with options in manufacturing, leadership, business, marketing, and technology.

For individuals interested in an IWU degree or skills training program, visit [iwueducation.com](http://iwueducation.com). Employers interested in corporate education and training programs, visit [thetalentladder.com](http://thetalentladder.com).

# Republic Airways and LIFT Academy



## About Republic Airways

Founded in 1974 and based in Indianapolis, Indiana, Republic Airways is one of the largest regional airlines in the U.S. and has a perfect safety record of nearly 50 years. Republic operates a fleet of over 200 Embraer 170/175 aircraft and offers scheduled passenger service with nearly 900 daily flights to 90 cities in the United States, Canada, and the Bahamas. Republic offers fixed-fee flights operated under major airline partner brands of American Eagle, Delta Connection and United Express.

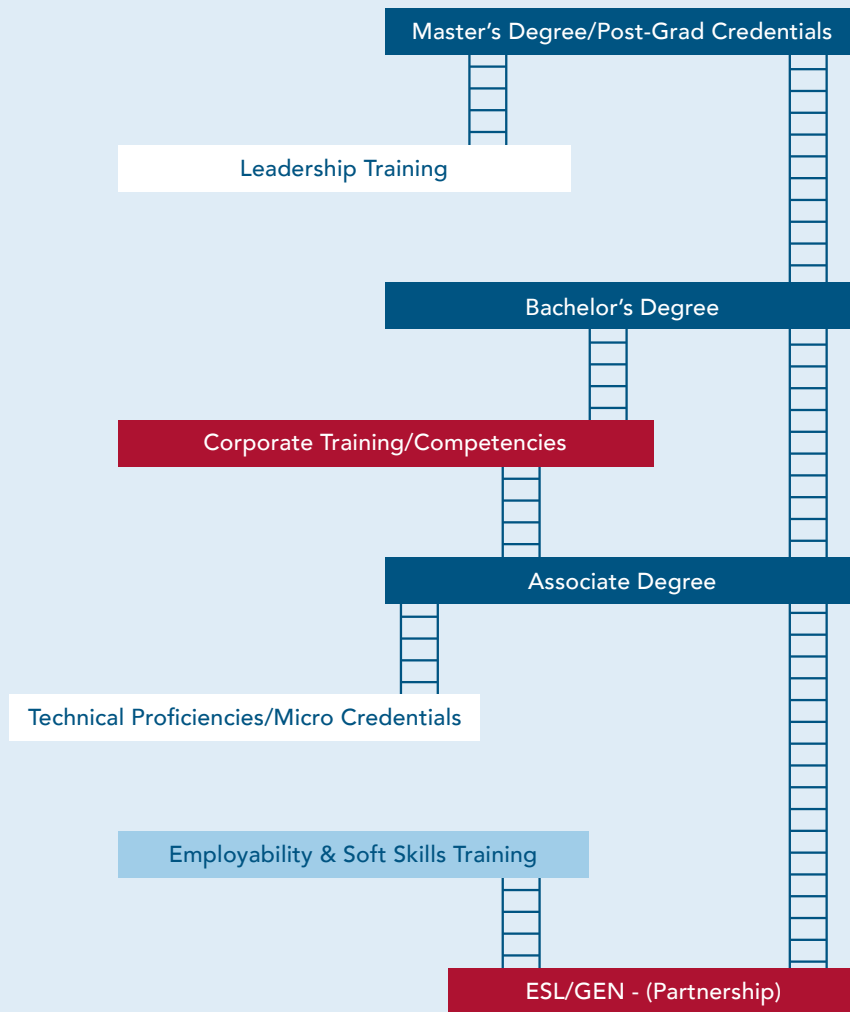
## About LIFT Academy

The Leadership In Flight Training (LIFT) Academy was born out of a desire to transform the standard pilot training model into one that is more widely attainable and attractive

while training the safest, most skilled airline pilots in the industry. By offering tuition that is more affordable than other pilot training programs, as well as direct classroom-to-cockpit opportunities, LIFT has thrown the hangar doors wide open to a world of possibilities for men and women who thought becoming a pilot was simply not within reach.

LIFT Academy is owned by Republic Airways Holdings Inc., one of the largest regional airlines in the United States. Republic is the only regional airline to own its own training academy. LIFT's flight school is designed to produce some of the most proficient commercial airline pilots in the industry due to its proven, rigorous training that is mission-focused for commercial airline preparedness.

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The Talent Ladder at Indiana Wesleyan University is a comprehensive answer to the talent alignment, attraction and retention gaps many employers face today.

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INDIANA**TECH**



### Center for Adult Learner Success

Assistance is within your reach with financial aid, employer reimbursement, scholarships and grant opportunities. For instance, the State of Indiana offers an Adult Student Grant, aimed at helping residents age 25 years and older pursue higher education.

## Going Back to School Just Got Simpler

## Highlights

### Your personal advocates in higher education

Whether you've attended college before or are new to the scene, the University of Southern Indiana's Center for Adult Learner Success is here to make this transition as simple as possible.



### Who is an adult learner?

There are always exceptions, but an adult learner typically identifies with at least one of the following:

- 25 years or older
- has dependents
- returning to school after 2+ years away

- Flexible course delivery, including many 100% online programs
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[USI.edu/adults](https://www.usi.edu/adults)

812-465-1045

[adult.learners@usi.edu](mailto:adult.learners@usi.edu)

# Is a Career in the Commercial Construction Trades Right for You?

**Q: Who should consider a career in the commercial construction trades?**

**A:** Individuals who tend to excel in a career in the construction industry prefer to learn by doing and working in a hands-on environment.

**Q: What different types of career paths are available in the commercial construction trades?**

**A:** There are many different career paths in the commercial construction trades. In fact, ABC is authorized to provide 26 different Department of Labor registered apprenticeships. Common trades include, carpentry, electrical technician, electrical lineman, heavy equipment operation, HVAC, masonry, pipefitting, plumbing, sheet metal, and welding. Examples of unique trade options include green/sustainable energy, glazing (glass and metal work,) and terrazzo (specialty walls and flooring.)

**Q: How many job openings are available in the commercial construction trades?**

**A:** The U.S. Bureau of Labor Statistics shows there are nearly 650,000 construction job openings nationwide.

**Q: How can I get started in the commercial construction trades?**

**A:** If you're a high school junior or senior in the following school year, you may be able to enroll in an ABC Commercial Construction Prep Academy.



**Q: What if I have already graduated or have a GED, can I still start my construction career path?**

**A:** Yes! You can enroll with ABC's

training program at one of our five locations across Indiana. Apprentices will receive all the same certifications offered by the Prep Academy program and then some!

**Q: How could enrolling in an ABC Prep Academy program help advance my entry into the commercial construction trades?**

**A:** The ABC Prep Academy program is a two-year program designed to introduce students to the commercial construction trades through hands-on experiential exposure with aligned postsecondary educational opportunities. Students in the second year of the program are dual enrolled in the first year of the adult apprenticeship of their choice. This means students can complete the first year of a typical four-year adult ABC apprenticeship while still in high school!

**Q: How can an adult ABC apprenticeship enhance my career in commercial construction?**

**A:** Through an adult ABC apprenticeship students can earn a journeyman license and NCCER certification in the trade of their apprenticeship. Students may also be able to earn an associate degree depending on location.

**Q: How much does an adult ABC apprenticeship cost?**

**A:** Adult ABC apprenticeship is typically free through employment with an ABC Member Business. •

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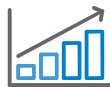
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# The hiring headache

**F**inding quality job candidates is as important as ever—and more challenging than most hiring managers have ever experienced. A tight labor market caused by low labor-force participation, high quit rates and evolving employee expectations is putting employers in a bind.

Small- and medium-sized businesses are especially desperate and, out of necessity, are searching for new sources of talent.

That's where the Indiana Department of Workforce Development, other state agencies and non-governmental sources can help. Whether you need help finding new employees or developing the talent you already have, you're sure to find an idea or two on the pages that follow.

Check out this section of Career Ready Indiana for advice on enhancing your workforce through adult education programs, apprenticeships, digital literacy training and often overlooked sources of eager-to-please employees: people with disabilities, the formerly incarcerated, and refugees who are new to our country and ready to work. •



# Work-based adult ed is a new solution to a better workforce

Companies needing help to skill up their existing workforce are finding a relatively new resource at their disposal: on-site adult education programs offered by state-approved providers.

On-site adult education is a valuable service to both employers and employees. Often the only necessities are a teaching space and some basic equipment, but more importantly, “You really have to get buy-in from the company,” said Todd Deley, director of adult education for Washington Township Schools in Marion County.

**“We had two or three supervisors tell us, ‘whatever you’re doing is working.’”**

That intangible exists at Heartland Food Products Group, which partnered with Washington Township to start what has become a robust adult education program at its Indianapolis manufacturing and distribution operation.

Not long after Heartland started its program, floor supervisors at the company noticed a dramatic improvement in the language skills of employees who had started their jobs without a firm grasp of the English language.

“We had two or three supervisors tell us, ‘whatever you’re doing is working,’” Deley recalled.

Heartland, whose workforce represents a diverse group of cultures and languages, was seeking improved communication, productivity, morale, and retention when it partnered

with Washington Township to offer on-site instruction,” said Bridget Raggio, training specialist at Heartland.

Heartland established its Center for Excellence training facility in the fall of 2019 and began offering English classes there in August 2020. “These classes have been helpful for our employees for communicating in the workplace but also in their everyday homelife,” Raggio said. “Not only has it made their written and oral communications more efficient, but it has also helped them acclimate to Heartland’s culture. It has boosted their morale, self-confidence and helped them participate fully in team-oriented tasks with their co-workers.

“The investment Heartland has made in this program and our employees has resulted in greater employee engagement and higher retention rates,” Raggio said.

“Out of the 20,000 adult learners statewide, approximately 2,000 of them are connected to an Indiana employer like Heartland,” said Lara Pastore, director of instructional design/adult education at the Indiana Department of Workforce Development.

The workforce education initiative is a partnership between Indiana Adult Education and Hoosier employers to help employees retain jobs, improve performance, and advance in their professions through foundational academic skills



English instructor, Marjory Pumar Suniga interacts with Heartland students Teodora Martinez and Marie Florestal.

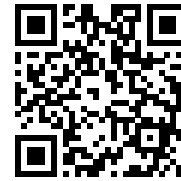


Dunia Miralda has attended class since November of 2020. Her increase in English proficiency facilitated her promotion to a supervisory role and allowed her to work in the computer systems as a primary function of her new position.

remediation, English classes, and career certification training.

“Indiana is a national leader in offering work-based adult education and was an early adopter” after federal legislation facilitated the program in 2016, Pastore said. Approximately 45 state-approved providers offer the service, which is available in all 92 counties. More than 100 employers around the state are taking advantage of it, she said.

Typically, seven to 10 hours a week of instruction is offered. Besides improving English skills, employers can use the program to offer certifications in



manufacturing, logistics, health care and other fields. Scan this QR Code to learn more. •

## Heartland Success Story: Marie Florestal

Marie Florestal is a full-time employee at Heartland Food Products Group and attends a Washington Township Adult Education English class located at the workplace two days a week. Because of her improved English skills over the past several months, Marie was able to pass the training modules that are required of every employee at Heartland to maintain employment.

Marie is originally from Haiti and moved to the United States with her husband five years ago for a better life and to be closer to her two adult children. In Haiti, she went to school for five years as a child. As an adult, she moved to several different countries in Central and South America in search of higher paying jobs. But she didn't receive any formal English education before moving to America.



Marie loves working at Heartland and attending English class. Her favorite thing about coming to work and class is the people that she's around, who help her improve her language and job skills. During class, her teacher, her classmates,

and the Burlington English computer program have helped her improve her English reading and listening skills.

“Marie arrives early to help place nameplates on the student tables and assist wherever she can,” said her teacher, Diane Cargile. “She is very personable and gets along well with everyone. Other students will assist her when she is having difficulty. Marie initially struggled with reading and recognition of letters and numbers. She now recognizes letters, sounds, and words. Learning the keyboard and digital literacy were also new skills for Marie. She is becoming more proficient in her skills every week. I am so proud of her progress.”

Along with her English skills, Marie has made huge progress in digital literacy. When she first came to Heartland, her knowledge

of a computer was very limited. She wasn't familiar with finding the letters on a keyboard or maneuvering a mouse. Her teacher worked one-on-one with her and showed her how to use Burlington English. Now Marie can utilize the program effectively, and she is able to transfer those computer skills to complete her employment requirements and training on the programs that Heartland uses.

“Marie has mastered reading skills to understand the activities and follow directions. As she becomes more proficient and confident in her literacy skills, she is able to better navigate in the digital world...Kudos to Marie for her consistency and determination to always be better,” Cargile said.

Bridget Raggio, the training specialist at Heartland, is impressed with Marie's progress on the job, thanks to Washington Township Adult Education. “Marie Florestal could not pass any of her testing when we hired her in August of 2021. We did not think she was going to make it here, but after enrolling and attending ELL classes each week, we have seen tremendous improvement.”

# Refugees are eager to work

Employers looking for both skilled and unskilled labor should consider an often-overlooked source: the refugee workforce.

At any given time, there are usually hundreds of refugees in Indiana who have come here legally and are looking for work, said Cassandra Sanborn, director of development for Exodus Refugee Immigration, a resettlement agency in Indianapolis.

“Refugees are incredibly hardworking and dedicated,” Sanborn said. “They had to work really hard to get here. They are so motivated to work hard and start building their new lives.”

The number of refugees Exodus works with at any given time varies, but world events sometimes boost the number of people who arrive looking to start anew. Between October 2021 and February 2022, Exodus welcomed more than 350 people from Afghanistan.

No matter where they come from, adult refugees arrive with work permits, formally known as employee authorization documents, that allow them to work in the United States. Sanborn said the refugee workforce includes many who are happy to start out with general labor and entry-level positions, such as warehouse workers or working in retail stocking



## CAREER SNAPSHOT:

### Winnie Betili Bulaya

**Age:** 50

**Background:** Born in Democratic Republic of the Congo; emigrated from Nairobi Kenya

**Arrived in U.S.:** June 8, 2010

**Job:** Housekeeping staff at IUPUI since 2013. Became leader of her work team in September 2021.

#### What do you like most about your job?

I am able to serve other people and make sure the building is clean for students and faculty to enjoy.

**What does being employed mean to you and your family?** Having a job helps me and my family because we are able to pay our bills and live a decent life. I am very grateful for my job.

**Giving back:** Bulaya founded Refugee Welcome Baskets, a not-for-profit that provides household essentials to new refugees.







shelves. But there are also skilled refugees who worked as plumbers or electricians in their countries of origin or who are trained medical professionals.

The language barrier can sometimes be discouraging to employers, but Sanborn said it's an obstacle that many employers and employees have learned to overcome. Employers interested in connecting with the refugee workforce should contact [exodusrefugee.org](http://exodusrefugee.org) or its employment manager, Yaza Swe, at [yswe@exodusrefugee.org](mailto:yswe@exodusrefugee.org).



Jawad

Sajjad Jawad is a refugee who is now supervisor of employment services at Catholic Charities, another refugee agency operating in the Indianapolis area.

Jawad said his agency provided employment services for 278 refugees in 2021. Employers should know that this is a reliable group, Jawad said.

“Many, many employers prefer hiring our clients,” he said. Refugees work very hard, aren't easily discouraged and are enthusiastically learning English. If they have a good experience, he said, “they will bring others from their community to work for you.”•



## CAREER SNAPSHOT:

### Shirzai Langarwal

**Age:** 22

**Background:** Worked as a translator in his home country of Afghanistan, where he was also studying computer science and guitar.

**Arrived in U.S.:** September 1, 2021

**Job:** Works in Amazon warehouse


#### **What do you like most about your job?**

The variety of work, the people, and having a forward-thinking, supportive company that realizes employees are their greatest asset. It is a good experience for me to work with people from different countries. I really enjoy it.

#### **What does being employed mean to you and your family?**

It helps me gain a sense of pride and self-satisfaction by reaffirming that I can support myself. Work is one of the primary ways to pursue meaning in my life.





## HIRE program matches you with employees who are grateful for the opportunity

Not to be overlooked in the search for qualified, dependable employees is the Hoosier Initiative for Re-Entry, or HIRE, program, which is run by the Indiana Department of Correction.

“These are people who want to work, who need to work, and are grateful for the opportunity,” said Kristen Abbott, the owner of Abbott People Solutions and former vice president of human resources at the Indianapolis manufacturer Diamond Chain.

Abbott worked with the HIRE program when she was at Diamond Chain, which had so much success hiring the formerly incarcerated that the company eventually started going straight into prisons to find future workers.

“It became our preferred way of hiring,” Abbott said.

HIRE has coordinators placed across Indiana ready to work with employers to find the right candidates.

“Our coordinators create a pipeline of qualified, in-facility clients who are ready to work and eager for a second chance,” said HIRE Director Carrie Heck. “These clients leave the facility with certification training that brings them in at a higher skill level than other applicants an employer might have.”

“Unfortunately,” said Abbott, “some employers are afraid to hire the formerly incarcerated because they worry doing so will create a bad impression with the public and existing employees.”

But HIRE encourages employers to overcome their fears and give the formerly incarcerated individual a second chance.

“We want to make sure our clients are focusing on positive life changes and upward mobility,” said Heck. “Once we humanize our clients to the businesses and walk through our extensive referral process, we get a lot more buy-in. When employers know our HIRE coordinators case manage the placed clients for a minimum of one year, this alleviates a lot of the push back.”

HIRE, which started 10 years ago, was recognized nationally in 2018 as a model of success for state workforce programs. As of fall 2022, coordinators have helped place over 16,000 formerly incarcerated individuals into jobs. It’s a great resource for employers, Abbott said.

HIRE works with employers to understand their business needs and to determine the knowledge, skills, abilities, and aptitude that will make an employee successful in their organization.

Its top industries for placement are production, restaurant, warehouse, and construction. Employers that participate in the HIRE program may be eligible for Federal Bonding, which is a theft insurance program, and a Work Opportunity Tax Credit. If needed, HIRE can help employers through the paperwork process. Visit [www.in.gov/idoc/re-entry/hire](http://www.in.gov/idoc/re-entry/hire) for more information. •

## CAREER SNAPSHOTS:



Watch Kevin's story



### Kevin Blue

**Age:** 38

**Number of years/months incarcerated:** 2 years

**Job:** Blue started with Diamond Chain in Indianapolis, and now works at PPG in Houston as a paint maker.

**What do you like most about your job?** The people I work with. Everyone is so helpful, and there is good camaraderie. We all work together to get the job done.

**What does being employed mean to you and your family?** It means everything! It's how we eat and remain stable. I love to work overtime. It feels good to contribute and grow with my employer.

### Steven Bush

**Age:** 44

**Number of years/months incarcerated:** 5 years and 5 months

**Job:** Packaging operator at Cerro Wire in Austin, Indiana

**What do you like most about your job?** I love the hours I work. I am scheduled to work three, 12-hour shifts. So, basically I'm working the equivalent of 14 days a month, which gives me more free time for my wife and kids and hobbies. I love hunting and fishing.

**What does being employed mean to you and your family?** It's more money per hour and better benefits like life insurance, with opportunities to move up in the company. I was just married Feb. 9. My wife and I eventually would love to buy our own home. With hard work and God's grace, all this is possible.



### Cassandra Longest

**Age:** 28

**Number of years/months incarcerated:** 14 months but I was sentenced to five years. I had about 2 months or so in jail and two and half years of house arrest time served.

**Job:** I work at PTS Electronics as a Repair Technician for cell phones. My HIRE Coordinator helped me get the interview. I had zero experience in repairing cell phones before this job. I did get Serv Safe certified through a culinary class while incarcerated and an IN2work program that I wasn't able to complete due to an early release.

**What do you like most about your job?** It's actually a pretty fun job. Never thought I would like repairing phones, but I do.

**What does being employed mean to you and your family?** I am able to provide for my family and pay my own bills. We have rates at PTS, so if I hit my rate or go over it significantly, I get bonuses weekly. It's been extremely helpful. It's a pretty good job to have.



## CAREER SNAPSHOT:

**Amanda Grace**

**Age:** 34

**Job:** Records clerk in the Registrar's Office at Ivy Tech.

**What do you like most about your job?**

I graduated from Ivy Tech with an associate's degree and was excited to find a job at a place I'm familiar with.

**What does this job mean to you?** This job allows me to work with lots of different people in an office environment. I went to school to study administration, so I think it's rewarding to work at the same school I graduated from. Ivy Tech also offers free classes to help me further my education.

**What Amanda's employer says about her:**

Amanda is dependable, punctual, and eager to learn. I appreciate her willingness to ask questions and learn new tasks. Her friendly personality is infectious and contributes to a wonderful office environment. She'll even surprise the office with snacks every now and then, which has been a big hit!

# Hoosiers with disabilities add value to our workforce

Vocational Rehabilitation programs across the country specialize in helping individuals with disabilities prepare for the workforce and then match them with appropriate employers.

Job candidates with disabilities include a wide range of people, including individuals with physical impairments, hearing loss, visual impairments, mental health conditions, and others.

"In my 30+ years of supporting individuals with disabilities in employment, I can confidently share that this population has a wide and diverse set of talents and skills that can help to fill workforce needs," said Kelly Mitchell, director of the Indiana Division of Disability and Rehabilitative Services.

In Indiana, DDRS is part of the Family and Social Services Administration and oversees Indiana Vocational Rehabilitation. VR partners with local employment and community services agencies around the state to transition individuals with disabilities into today's competitive workforce.

One of those agencies is New Hope of Indiana.

Patrick Mitchell, supportive employment leader at New Hope, said employers interested in hiring people with disabilities can engage directly with an agency like his. Or if they're just exploring the possibility, they can engage with the state VR office to learn the basics and find an appropriate agency in their area.

What employers don't always realize is that employees with disabilities are very capable of working on their own, and they tend to be very loyal, he said. "When they get a job in an environment where they feel comfortable and supported, they will stick around," Mitchell said. "Employers get a long-term solution for a position they've had trouble filling."

In terms of additional costs associated with onboarding an employee with a disability, the state has been very helpful in paying for extras, such as adaptive technology, that might be needed for them to do their job, Patrick Mitchell said.

There are also tax advantages for the employer—just one of the benefits of hiring from among the thousands of Hoosiers with disabilities who are eager to work. Among the benefits of partnering with Indiana Vocational Rehabilitation are:

- Access to a new talent pool of qualified candidates for employment.
- Access to a team of employment specialists and VR counselors with knowledge and expertise regarding the employment needs of people with disabilities.
- Guidance and consultation regarding the Americans with Disabilities Act, accommodations, and accessibility.
- Disability awareness training and resources.
- Consultation regarding Section 503 compliance and tax incentives like Work Opportunity Tax Credit.
- Opportunities for collaboration with community colleges, local employment-services programs and other organizations responsive to the workforce needs of businesses.
- Creation of work experiences, including internships and apprenticeships. •

## Employer Assistance and Resource Network facilitates hiring talent with disabilities

Among the first steps employers interested in hiring individuals with disabilities should take is to make sure their online application platform is accessible to individuals with visual impairments or other disabilities, and to make sure that job descriptions aren't unintentionally reducing the candidate pool.

A valuable resource for employers is the national Employer Assistance and Resource Network. It has a disability inclusion checklist for job descriptions and applications along with other resources for recruitment, hiring, retention, and advancement of candidates with disabilities.

Working toward a more inclusive workplace culture includes providing disability awareness training, developing or updating processes for addressing employee accommodation requests, and including individuals with disabilities on boards and advisory committees.



## CAREER SNAPSHOT:

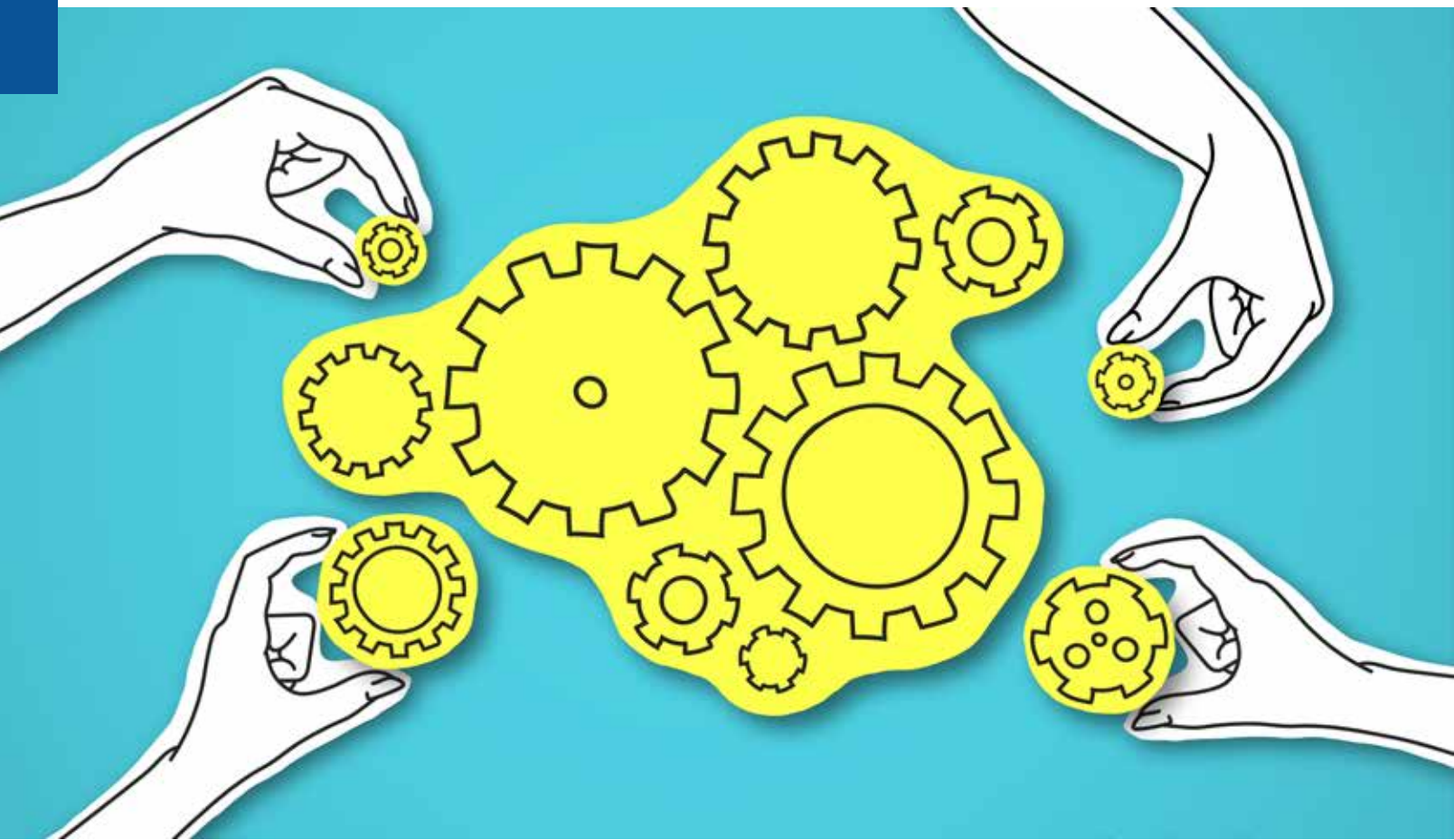
**Jason Earls**

**Age:** 30

**Job:** Product specialist at Apple store, where he helps customers fix or upgrade their devices.

**What led you to this job?** I was going through settings on my iPhone and looking at the wallpaper choices. When the voiceover setting gave me a well-written and informative description of what each wallpaper was, I immediately understood how deep Apple's commitment was to making sure tech can be used by everyone, including those of us who have disabilities. Ever since that experience, I was like, "I have to work here." He landed the job after taking classes that prepared him for employment and working with a job coach at New Hope of Indiana.

**What does this job mean to you?** Some might say that a job is a job, but in my case a job is a way into a new life. It's a way into self-development and growing as an individual, and it means I get paid to do one of my passions, which is helping others. I've already noticed changes in my confidence, even my speaking ability. This is definitely more than a job, it's a life.



## Use these teams to build your workforce

Many Hoosier businesses don't realize—let alone take advantage of—the workforce-building teams available to them through the Indiana Department of Workforce Development.

DWD exists to train a skilled workforce and then connect that workforce with Indiana employers. Its services, many of which are free, are designed to help employers not just find the talent they

need but to further develop those employees and retain them.

Here's what you need to know about the four teams that fall under DWD's Workforce Solutions and Engagement division. They all exist to help you, after all. For more information about any of them, contact Darrel Zeck, [dzeck@dwd.in.gov](mailto:dzeck@dwd.in.gov)•

# Finding and keeping talent

## Employer Engagement team does the heavy lifting for you

DWD's Employer Engagement team exists to help you attract and retain top talent. The Employer Engagement team will work with you to understand your talent needs and then use what it learns to take your message statewide.

"We serve as a sales team of sorts," said Bryon Silk, who leads Employer Engagement. "It's really about listening to businesses and ensuring their connectivity to our local workforce board partners."

**"The Employer Training Grant reimburses employers up to \$5,000 for each employee who is trained, hired, and retained for six months."**

Silk's team helps inform the critical talent supply chain work being delivered in DWD's 12 WorkOne Centers, the heart of Indiana's workforce development system. To ensure occupational demands are being met, his team

listens, and addresses the needs of businesses, workers, and communities, to promote long-term economic stability, competitiveness, and growth for Indiana. WorkOne Centers touch every part of the state and stand ready to help employers advertise job openings, set up on-the-job training, and untangle the complexities of unemployment insurance taxes. The centers will also set-up automated talent searches, help screen talent and host interviewing and hiring events.

The Employer Engagement team also administers The NextLevel Jobs: Employer Training Grants, which reimburse employers who train, hire, and retain new or incumbent workers to fill in-demand positions in six priority sectors: advanced manufacturing, agriculture, building & construction, health & life sciences, IT & business services, and transportation & logistics.



Indiana Department of Workforce Development leaders visited Rolls-Royce plc to discuss the development of work-based learning solutions for the manufacturer.

The Employer Training Grant reimburses employers up to \$5,000 for each employee who is trained, hired, and retained for six months. Employers can receive a maximum of \$50,000 under the program.

The Employer Engagement team also:

- Works with the Office of Work-Based Learning & Apprenticeship to develop Department of Labor Registered Apprenticeships; Certified State Earn and Learn (SEAL) programs; and other Work-Based Learning as applicable.
- Provides comprehensive, demand driven data analytics in your area.
- Provides customizable statewide awareness & connectivity campaigns that include social media; webinars; virtual job fairs; and website outreach.
- Promotes job openings nationally via the Hoosier Talent Network & the National Labor Exchange.
- Provides direct business engagement by helping access untapped labor pools, promoting strategic planning and economic development, helping with layoff aversion, and providing rapid response/business downsizing assistance.

All of these services are offered to Hoosier businesses as a no-cost, employment solution. For more information, visit [www.in.gov/dwd/business-services/](http://www.in.gov/dwd/business-services/)



## It's all about training

Office of Work-Based Learning & Apprenticeship can help you build and keep a skilled workforce

The Office of Work-Based Learning & Apprenticeship, launched in 2018, benefits employers—and Hoosier workers—by facilitating Registered Apprenticeship (RAP), Pre-Apprenticeship (Pre-RAP) and certified State Earn and Learn (SEAL) programs. Structured with employers' needs in mind, the three comprehensive programs offer employees on-the-job-training and related instruction that help them earn the credentials they need to succeed and advance in their careers.

“RAPs, SEALs and Pre-RAPs are really an agreement between the employer and employee to invest in one another,” said Jason Graves, senior director of the Office of Work-Based Learning and Apprenticeship.

RAPs, SEALs and Pre-RAPs all have the same six parts: instruction, training, mentorship, wage progression, rewards and certifications, Graves said. But there are differences. RAPs, for example, come with strict guidelines. SEALs are similar but offer more flexibility. Pre-RAPs are entry level programs that allow an employee to skill up before deciding whether to pursue a full apprenticeship. “Each one is a tool and depending on the employer and individual, can be useful in recruitment, retention and building a career pathway,” Graves said.

While such programs are often associated with the construction trades, apprenticeships and SEALs can also be implemented in advanced manufacturing, transportation and logistics, health care, and information technology.

For employers, apprenticeships and SEAL programs can:

- Aid recruitment
- Aid employee retention by building a culture of professionalism and continuous development that provides economic mobility
- Build a sustainable pipeline of highly-skilled talent with the education, skills, and certifications that employers value, and
- Reduce the net cost of training and production.

For more information, contact Jason Graves, [JGraves@dwd.IN.gov](mailto:JGraves@dwd.IN.gov).



Graduates of Hardon Education receive their SEAL certifications.



# Building an employee-friendly culture

## Serve Indiana helps you create an in-demand workplace

How do you make sure the front door of your business isn't a revolving door? That's an important consideration in today's competitive labor market, and one that DWD's Serve Indiana team can help you address.

"The younger generation of workers expects a company culture that encourages active participation in the community and allows for time off for volunteerism," said Darrel Zeck, executive director of DWD's Workforce Solutions and Engagement office.

Leading the team at Serve Indiana is Marc McAleavey, who hopes the work his team does simultaneously strengthens Indiana's workforce ecosystem and helps communities across the state.

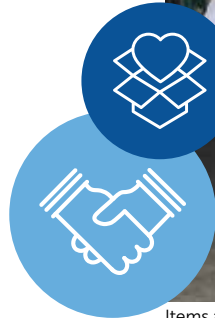
McAleavey's team evolved from the former Indiana Commission for Service and Volunteerism, which later became the Office of Faith-Based and Community Initiatives. Realizing the growing role volunteerism and service plays in the workplace, Serve Indiana evolved from those earlier incarnations and is now a volunteerism and service commission rooted in equity that builds relationships between Hoosier businesses and the state's large and thriving non-profit sector.

Those relationships help Hoosier businesses engage their workforce while giving back to their communities.

The Empathy Sector is a relatively new initiative of Serve Indiana that helps employers create a meaningful, welcoming, and inclusive culture while working together with diverse community leaders to strengthen community through employee-driven volunteerism and service.

The benefits of this work include, but are not limited to:

- Helping employers develop meaningful employer-based volunteer program structures that enhance corporate culture, strengthen employee recruitment efforts, and increase employee engagement/retention.



Items are prepared for kits provided to parents with newborn babies with Down Syndrome at a Serve Indiana-organized Department of Workforce Development Day of Service event.

- Equipping non-profit organizations with appropriate tools to develop their volunteer infrastructure to combat the most pressing challenges of their communities.
- Harnessing innovation in the way employers work with the non-profit community and grassroots leaders to address social challenges.
- Diffusing longstanding tensions in communities through volunteer service by bridging gaps created by cultural, ethnic, and socio-economic differences.

Serve Indiana's other major activities include:

- Providing Mini-Grants to fund Day of Service projects. The goal of the Mini-Grant program is to demonstrate the power of service as a solution to community needs.
- Administering the AmeriCorps State program in Indiana. AmeriCorps State provides opportunities for individuals to make an intensive commitment to service with the goal of "helping others and meeting critical needs in the community."
- Giving away the Serve Indiana Awards for Excellence. This is Serve Indiana's opportunity to honor individuals in Indiana communities for their service. Nominations generally open in the spring and are due in the summer with the award ceremony happening in the fall or spring.

For more information visit [www.in.gov/serveindiana](http://www.in.gov/serveindiana).

# Quality training is key

## Workforce Education & Training makes sure your team gets high-value instruction

There are many employee-training programs out there vying for the attention of employers, but not all of them are worth your time and expense.

Fortunately, the INTraining team, part of the Department of Workforce Development's Workforce Education and Training division, is constantly vetting providers and their programs to make sure they are accredited and providing quality instruction in a variety of occupational fields.

Right: Students of Hardon Education, an accredited woman- and minority-owned health care training provider in Indianapolis, receive hands-on Medical Assisting training.



## Don't overlook high school kids as a talent pipeline

DWD's Workforce Education and Training department tries to clear up misconceptions about where employers can find future employees. Below are some common myths held by employers about hosting 16- and 17-year-olds at their worksite, along with the team's response.

### Myth 1:

Our company can't engage in any substantial work-based learning activities with anyone under 18. It's company policy!

### Truth:

Sometimes this is just perception. But if it's actual policy, with careful collaboration that policy can be changed, particularly in an era when work-based learning has been recognized as an exceptional training pipeline to a future skilled workforce. An employer interested in work-based learning with minors should sit down with his or her insurance carrier to devise a specific plan regarding how and when training will take place, and who will be responsible for supervision and training—with a particular focus on ensuring the safety of the student/employee. A company's insurance carrier should be a partner in the

creation of a sound work-based learning plan that holds safety as a guidepost.

### Myth 2:

Training experiences at our company are too dangerous for employees under 18.

### Truth:

Both federal law and Indiana State Laws allow minors who are 16 or 17 to train for occupations that could be considered hazardous and are otherwise prohibited. Both apprentices and "student learners" may engage in most work-related training activities. A "student learner" can even participate in most "hazardous" activities if the student is closely supervised and if the activity considered "hazardous" is "incidental" to the job. Finally, such work should be intermittent and for short periods of time. For a complete list of guidance,



An employer can visit INTraining's website at [intraining.dwd.in.gov](http://intraining.dwd.in.gov) or scan the QR code to find providers around the state who offer specific occupational training. Many of the providers offer access to their programs through state and federal funding.

Once an employer establishes a relationship with a training provider, the relationship can be used as a direct pipeline for future hires. Creating a substantial benefit for the employer.

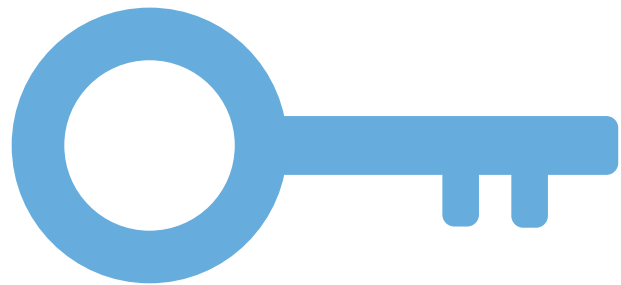
**"Think of the Promoted Industry Certifications List as a mechanism of quality control over credit- and non-credit-bearing training programs."**

DWD's Workforce Education and Training division also maintains Indiana's Promoted Industry Certifications list,

a list of Industry Recognized Certifications that have been vetted by employers and found to have value in the world of work.



"Think of the Promoted Industry Certifications List as a mechanism of quality control over credit- and non-credit-bearing training programs," said Beth Meguschar, department director for Workforce Education and Training. Use this QR code to find the list of Promoted Industry Certifications. •



see Exemptions from Hazardous Occupations at <https://www.in.gov/dol/2741.htm>

### Myth 3:

Our company cannot take on the expense of student interns/apprentices. The risk is not worth the cost!

### Truth:

While your company may not see an immediate reward from hosting interns, the benefit comes in the long-term return on investment in this training model. What is it worth to you to grow a pipeline? This is a pipeline in which you can shape the training experience and even cross-train to create more value and flexibility in your workforce. It can improve employee motivation and retention, and develop the leadership traits of current employees as they serve as mentors and instructors. Remember, \$10-15 in training wages is appealing to 17 year-olds and gives you a lot of room to gradually increase wages.

### Myth 4:

Our local school would never work with us to figure this out.

### Truth:

An increased focus on Career and Technical Education gives schools and their local industry strong reason to collaborate on workforce and education issues. Plus, many school systems have adopted the state's new Graduation Pathways requirement, which asserts that every Indiana graduate must demonstrate employability skills that can lead to success in post-secondary or career endeavors. One such method of demonstrating employability skills is for a student to participate in a meaningful work-based learning experience that connects the student's classroom learning to industry training or experiences. Work-based learning serves to benefit the student, the school and the participating industry. It's a WIN. WIN. WIN! For more information about Graduation Pathways and work-based learning, please visit the IDOE website at: [www.in.gov/doe/students/graduation-pathways](http://www.in.gov/doe/students/graduation-pathways).



Seth Garriott (left), Jade Geatches (center), and Sherrie Miller (right) don gowns and goggles in preparation for a biotechnology quality practices lab at Ivy Tech Bloomington's Indiana Center for the Life Sciences.

Photo credit: Hope Shrum

# Group effort puts Hoosiers in biomanufacturing jobs

## Industry and academia work together to offer non-traditional pathways to work

Hoosiers want good jobs with decent salaries. Indiana employers desperately need dependable, qualified workers. When those needs align, everyone wins—and it's worth taking a closer look at how it happened.

Look no further than Indiana's growing biomanufacturing sector, which is working with Ivy Tech Bloomington and the Indiana Department of Workforce Development to skill up the region's workforce quickly.

The Bloomington campus began working with area employers way back in 2004 to create programs tailor-made to give people the skills

they need to succeed at places like Catalent Pharma Solutions, Cook Medical, Boston Scientific, and Baxter BioPharma Solutions.

Since then, the biotechnology program at Ivy Tech Bloomington has grown and evolved to include a range of credential opportunities, from short-term certificates that can be achieved on-the-job to longer-term degrees—all created in partnership with area employers.

"It quickly became evident that employers needed people on their production lines with specialized training," said Kyle Hetrick, the department chair of biology and biotechnology

## Biotechnology at Ivy Tech

With the participation of industry partners, Ivy Tech's Biotechnology program offers instruction in:

- working in FDA-regulated environments
- workplace safety
- applying and working with personal protective equipment
- complying with current Good Manufacturing Practices (GMP)
- following standard operating procedures (SOP)
- documentation standards
- contamination prevention and detection
- quality control practices

Students typically start by earning a certificate in Biopharmaceutical Manufacturing, Medical Device Quality, or Regulatory Affairs. These certificates, which can be completed in 24 weeks, can "stack" into an Associate of Applied Science degree in Biotechnology.

Many of the courses include hands-on laboratory experience and/or are taught by people currently working in the industry. There are multiple opportunities for field trips, job shadowing, paid internships, and to hear guest speakers representing industry partners. Most students land well-paying jobs with excellent benefits; many of them begin working even before they finish earning their certificate or degree.

To increase access to these valuable credentials, Ivy Tech provides many opportunities for financial support, including:

- the NextLevel Jobs Workforce Ready Grant, which provides free tuition for eligible students to complete a certificate
- scholarships offered through the Ivy Tech Foundation, many of which were established by generous industry partners.
- tuition reimbursement for students currently working for an industry partner that provides this as a benefit
- the Achieve Your Degree initiative, where participating employers such as Cook Medical directly pay tuition to Ivy Tech, thus eliminating the need for the student to pay.

The Biotechnology program also offers a variety of short-term training opportunities in response to industry needs. These include:

- **Employer-Specific Non-Credit Training** to teach employees the fundamentals of topics such as good manufacturing practices, quality control, and following standard operating procedures. Sessions can be designed to last from a few hours to a few days.
- **The Biomanufacturing Technician Apprenticeship**, a three-week, non-credit registered apprenticeship program that was developed in 2020 for the Hoosier Hills Career Center in response to the training needs of three life science manufacturing industry partners in the Bloomington area: Catalent, Baxter Pharmaceuticals, and Boston Scientific.

at Ivy Tech. "They didn't need scientists, but they needed people who could work on a regulated product line. They needed basic skills, certain core skills, for anyone in the life sciences industry."

Ivy Tech is providing those skills by providing multiple pathways—many paid for by the state—that Hoosiers can take advantage of thanks in large part to continuous input from industry partners.

"We adapt and adjust according to what our employers need," Hetrick said. "You can't be static in this industry."

Matthew Hicks, senior manager of quality assurance at Catalent Biologics, has benefited from Ivy Tech's programs as both an employee and employer.

He got an entry level job on a manufacturing line at Catalent's predecessor, Cook Pharmica, back in 2010 and quickly realized he needed more education to advance his career. He enrolled at Ivy Tech, got the training he needed, and now supervises 34 people at Catalent.

Now he works with Ivy Tech to make sure it's continuing to provide the training opportunities Catalent needs for its employees. "I regularly use Ivy Tech resources to educate my employees," he said. "They get hands-on experience with scaled-down versions of what we do on our manufacturing lines."

Biomanufacturing · cont. on next page

Jade Geatches (left), and Sherrie Miller (right) learn the process of inspecting biopharmaceutical-filled vials for contamination.  
Photo credit: Hope Shrum



# Talent Seekers

## Cover Story

**Biomufacturing** · cont. from previous page

Ivy Tech's offerings have evolved to include short-term certificates in Biopharmaceutical Manufacturing, Medical Device Quality, and Regulatory Affairs. Those certificates require just 24 weeks of class time and are part of the state's Next Level Jobs initiative, meaning they can be paid for with Workforce Ready Grants.

Two years ago, Ivy Tech began offering a Biomufacturing Technician Apprenticeship, which involves three weeks of classroom learning and a year of on-the-job training as an apprentice.

The apprenticeship is now one of many pathways to a job in life sciences and is a good example of how work-based learning can help both employers and employees, said Jason Graves, senior director of the Office of Work-Based Learning and Apprenticeship at the Indiana Department of Workforce Development.

"I use this program as an example of a best practice," said Graves, who is using it as a model to develop similar training opportunities for high school students.

"I like that it's a relatively new industry—that it's manufacturing, but it's also science." Many people

still think manufacturing is an old-school, dirty occupation, but that's an outdated idea, Graves said. "These are high-paying jobs that are saving lives. Especially for people who have never seen themselves in manufacturing, this is their chance to get involved."

The integration of industry partners into the education model is key to its success, said Sarah Cote, Dean of Ivy Tech's School of Advanced Manufacturing, Engineering, and Applied Science.

Cote and her colleagues meet with industry partners at least twice a year to fine-tune the programs to keep up with changes in the industry. Ivy Tech also regularly responds to industry partners who ask for short training programs—as few as four hours in length—that can make a big difference for employers.

The variety of training opportunities Ivy Tech is offering is a major benefit to area employers, said Hicks of Catalent. It saves employers time and resources, and it helps employees become better at their jobs, he said.

"I'm a big cheerleader for these programs." •



Dr. Sengyong Lee (right), professor of biotechnology, instructs Seth Garriott, Sherrie Miller, and Jade Geatches in the use of equipment for the production of biopharmaceutical products. *Photo credit: Hope Shrum*



**IVY TECH**  
COMMUNITY COLLEGE  
BLOOMINGTON

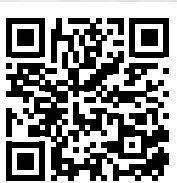
# QUALIFY FOR LIFE SCIENCES CAREERS IN LESS THAN A YEAR

Biotechnology certificates at Ivy Tech Bloomington quickly prepare you to start a good-paying job in the high-demand field of life sciences. Programs are flexible. The majority, if not all, of the courses are offered virtually or online so they can be completed from anywhere.

## Biotechnology Certificate Programs (18 credit hours)

- Biopharmaceutical Manufacturing
- Medical Device Quality
- Regulatory Affairs

Biotech certificates are **tuition-free for eligible students**, with costs covered by Indiana's Next Level Jobs Workforce Ready Grant. As an added benefit, certificate credits count toward earning an associate degree.



Scan the QR code for details & to see all tuition-free programs.



[IvyTech.edu/Bloomington/NLJ](https://IvyTech.edu/Bloomington/NLJ)

## Talent Seekers



### Indiana Office of Technology uses SEAL program to build talent pipeline

The Indiana Department of Workforce Development started its State Earn and Learn (SEAL) program in 2018 to give Indiana employers a way to offer structured, yet flexible, training programs to help fill their talent pipelines in a competitive labor market.

One year later, the Indiana Office of Technology became the first state agency to be certified to offer SEAL for its employees, and the IOT has made the most of it, quickly turning what started as a pilot program into a full-fledged talent pipeline.

Working with DWD's Office of Work-Based Learning and Apprenticeships and the IT staffing and training firm Brooksource, the IOT created a SEAL program that provides an opportunity for Hoosiers from diverse professional and personal backgrounds to reskill into information technology and information security careers.

"Using a balance between on-the-job studying for industry-valued IT certifications and hands-on, work-based learning ... the program gives its associates a meaningful foundation on which to start their careers," said Jon Rogers, IOT's director of strategic workforce planning.

Rogers said IOT has hired 40 SEAL IT associates since the program started in early 2020. The program has a 93 percent retention rate and is adding new employees to replace those who have graduated into full-time IOT careers. IOT is also working with other state agencies and as of late summer was about to place its first SEAL graduate with another state agency.

### The search for cybersecurity talent

Finding cybersecurity talent is a challenge for companies worldwide, but Indiana employers trying to climb that mountain are equipped with some basic resources to get them started.

Last year, the Indiana Department of Workforce Development and three partners launched CyberSeek Indiana ([cyberseekIN.org](http://cyberseekIN.org)), a website meant to help close the cybersecurity talent gap in Indiana by serving as a resource for employers, educators, workers, and students.

The site offers information on supply and demand in the cybersecurity job market, along with heat maps of job locations and apprenticeships and contacts for those providing training. DWD says data on the site is aimed at employers, educators and students with the ultimate goal of filling open positions and growing the cybersecurity employment network in the state.

DWD's partners in CyberSeek are CompTIA, the world's leading vendor-neutral IT certifying body; Burning Glass Technologies, a Boston-based market analytics firm; and Purdue University's Cyber Apprenticeship program.

Employers should also become familiar with the National Initiative for Cybersecurity Education. Its Workforce Framework is meant to help organizations develop their workforces to perform cybersecurity tasks.

### Have digital needs? Add your company to this new Purdue registry

The Purdue Center for Regional Development began teaching remote digital literacy long before the pandemic made remote work ubiquitous. The next step is connecting those who graduate from its programs with the employers who need them.

"We have 20 to 30 folks who have completed our Remote Work Certificate program that we would be happy to share with employers," said Roberto Gallardo, director of the PCRD.

Gallardo said the digital education courses started in 2018 as a way of skilling up residents in rural communities so that they could become remote workers for employers in other parts of the state.

Graduates of the programs can be placed through local economic development organizations that know the needs of businesses in their communities, but the ultimate goal, said Gallardo, is to create a portfolio of businesses interested in hiring graduates of the PCRD programs.

Creation of the portfolio was derailed by the pandemic, but Gallardo said the initiative is very much alive and PCRD is interested in hearing from businesses that want to participate. Interested businesses should contact [robertog@purdue.edu](mailto:robertog@purdue.edu).

See page 43 or [pcrd.purdue.edu/wtd](http://pcrd.purdue.edu/wtd) for more information about PCRD's Remote Work Certificate, Essential Digital Employability Skills, and Digital Ready Business programs.



# The search

**J**obs are plentiful these days but finding the right one for you and making sure you have the necessary skills takes patience, planning, and perseverance. Fortunately, there are many paths to a decent job and an army of people who want to help you get there. Read on to find out about hot jobs, how to find them, and how to get the training you need to qualify—all without breaking the bank. •



## Job Seekers Find your path



# Put these tools to work in your career search

Indiana has no shortage of resources—both online and in person—to start Hoosiers on their career journey and keep them on the path to a rewarding job. Don't overlook these valuable tools.

### Indiana Career Explorer

Indiana Career Explorer, [indianacareerexplorer.com](http://indianacareerexplorer.com), assists school-aged and adult Hoosiers find their future profession by exploring careers and the training needed to get those jobs. Indiana Career Explorer leads you through an assessment of your interests and skills to help identify professions that are a good match for you and then helps you develop a plan to acquire the needed education and training.

Part of the Indiana Career Explorer formula for achieving a successful career includes identifying jobs that are expected to be in high demand, potentially leading to greater job prospects. Indiana Career Explorer can help you find your path—whether you're a student considering your future or an adult changing course in life.

### Hoosier Talent Network

The Hoosier Talent Network, [hoosiertalentnetwork.com](http://hoosiertalentnetwork.com), is a new job-matching and career planning site powered by Artificial Intelligence to



help you quickly find the right job and uncover new opportunities. By understanding your skills and capabilities, the Hoosier Talent Network can unlock job and career opportunities based on your unique potential. Jobseekers are matched with jobs that best align with their current skills and other occupations that might require a bit more training.

### WorkOne Centers

WorkOne centers form the backbone of the Indiana Department of Workforce Development's workforce development system. These offices are where WorkOne staff help you find a new or better job, choose a career, access training or get the information needed to succeed in today's job market. Call or visit one of the WorkOne offices listed on the next page and read the success stories of WorkOne clients starting on page 38. WorkOne centers also offer a Virtual Client Engagement Portal where clients can schedule virtual appointments with a WorkOne expert to learn more about programs and services available through their local WorkOne office. •



# WorkOne Career Centers

**Region 1** – Offices in Rensselaer, 219-866-4330; Gary, 219-981-1520; Hammond, 219-933-8332; LaPorte, 219-362-2175; Michigan City, 219-809-0575; Morocco, 800-661-2258; Portage, 219-762-6592; Winamac, 574-946-6300; and Knox, 574-772-6882. Covers Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke counties.

**Region 2** – Offices in Elkhart, 574-295-0105; Rochester, 574-223-8542; Warsaw, 574-269-3050; Plymouth, 574-936-8919; and South Bend, 574-237-9675. Covers Elkhart, Fulton, Kosciusko, Marshall and St. Joseph counties.

**Region 3** – Offices in Decatur, 260-724-4963; Fort Wayne, 260-745-3555; Auburn, 260-925-0124; Marion, 765-668-8911; Huntington, 260-356-2858; LaGrange, 260-499-4835; Kendallville, 260-599-1000; Angola, 260-624-2004; Wabash, 260-563-8421; Bluffton, 260-824-0855; and Columbia City, 260-248-8611. Covers Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells and Whitley counties.

**Region 4** – Offices in Logansport, 574-722-6652; Kokomo, 765-450-3019; Peru, 765-472-3562; Lafayette, 765-474-5411; and Monticello, 574-583-4128. Covers Benton, Carroll, Cass, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren and White counties.

**Region 5** – Offices in Lebanon, 765-482-0160; Noblesville, 317-841-8194; Greenfield, 317-462-7711; Plainfield, 317-838-9335; Franklin, 317-736-5531; Anderson, 765-642-4981; and Shelbyville, 317-392-3251. Covers Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Morgan and Shelby counties.

**Region 6** – Offices in Muncie, 765-289-1861; Connersville, 765-825-8581; New Castle, 765-529-3010; Rushville, 765-932-5921; and Richmond, 765-962-8591. Covers Blackford, Delaware, Fayette, Henry, Jay, Randolph, Rush, Union and Wayne counties.

**Region 7** – Offices in Brazil, 812-448-2636; Rockville, 765-569-2021; Greencastle, 765-653-2421; Sullivan, 812-268-3358; Clinton, 765-832-3532; and Terre Haute, 812-234-6602. Covers Clay, Parke, Putnam, Sullivan, Vermillion and Vigo counties.

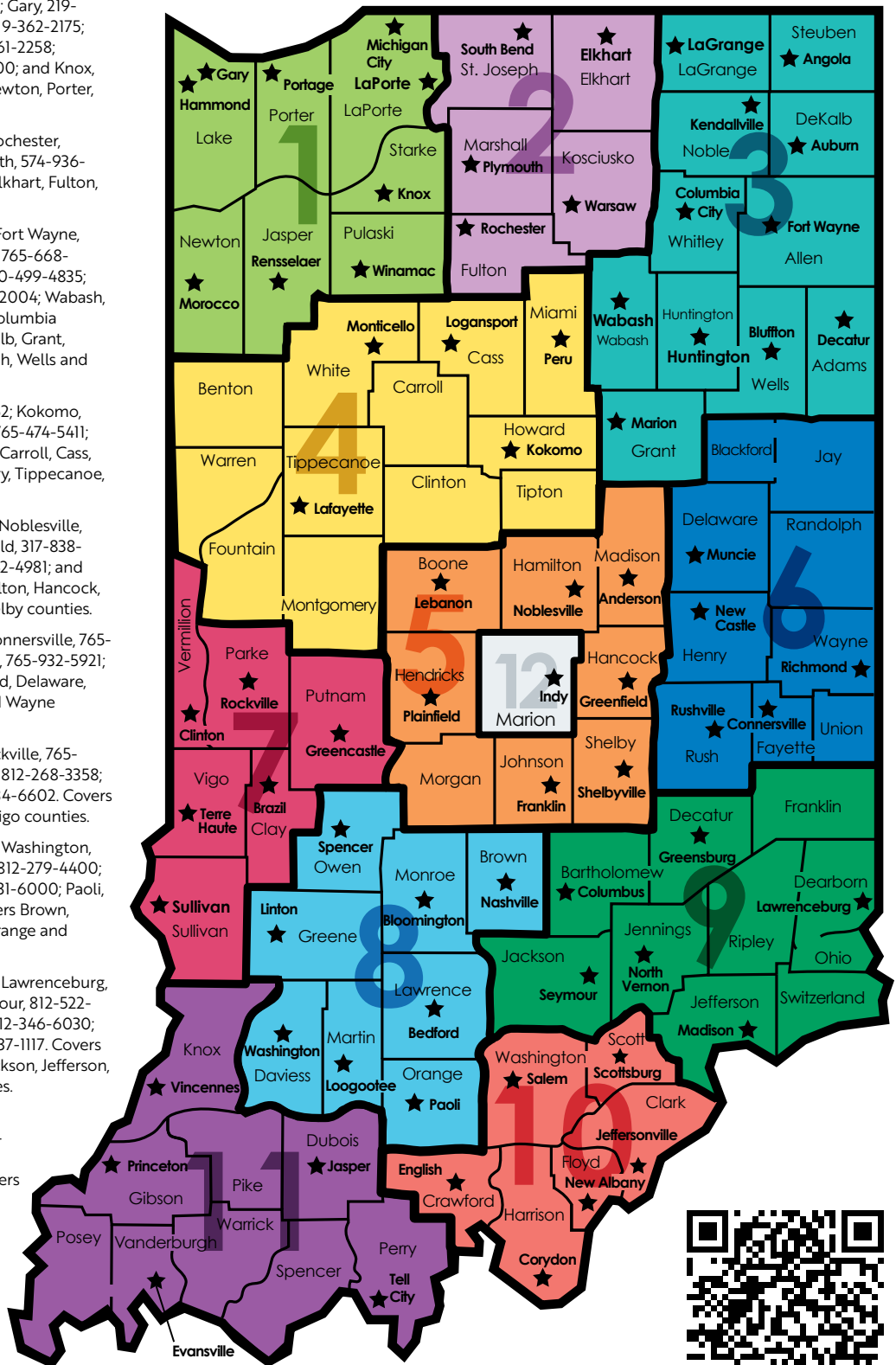
**Region 8** – Offices in Nashville, 812-988-6968; Washington, 812-254-7734; Linton, 812-847-4479; Bedford, 812-279-4400; Loogootee, 812-295-2722; Bloomington, 812-331-6000; Paoli, 812-723-2359; and Spencer, 812-829-6511. Covers Brown, Daviess, Greene, Lawrence, Martin, Monroe, Orange and Owen counties.

**Region 9** – Offices in Columbus, 812-376-3351; Lawrenceburg, 812-537-1117; Greensburg, 812-663-8597; Seymour, 812-522-9074; Madison, 812-265-3734; North Vernon, 812-346-6030; Rising Sun, 812-438-2437; and Batesville, 812-537-1117. Covers Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley and Switzerland counties.

**Region 10** – Offices in Jeffersonville, 812-620-6780; English, 812-620-6892; New Albany, 812-948-6118; Corydon, 812-620-6892; Scottsburg, 812-620-6780; and Salem, 812-620-6780. Covers Clark, Crawford, Floyd, Harrison, Scott and Washington counties.

**Region 11** – Offices in Jasper, 812-634-1599; Princeton, 812-386-7983; Vincennes, 812-882-8770; Tell City, 812-548-4870; and Evansville, 812-424-4473. Covers Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick counties.

**Region 12** – Office in Indianapolis, 317-798-0335. Covers Marion County.



Scan to find an interactive map with WorkOne location details

**WorkOne**  
americanjobcenter  
INDIANA

A partnership with  
**DWD**  
INDIANA DEPARTMENT OF  
WORKFORCE  
DEVELOPMENT



## TOP HEALTHCARE & LIFE SCIENCE JOBS



## TOP GOVERNMENT, LAW & PUBLIC SAFETY JOBS

### HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

OCCUPATION	FLAME RATING	SALARY RANGE
Pharmacy Technicians	🔥🔥🔥🔥	\$30-39K
Nursing Assistant (CNA)	🔥🔥🔥	\$31-38K
Medical Records Specialists	🔥🔥🔥🔥	\$38-51K

### CERTIFICATE / 2-YEAR DEGREE JOBS

Emergency Medical Technicians and Paramedics	🔥🔥🔥🔥	\$30-37K
Occupational Therapist Assistant	🔥🔥🔥🔥	\$50-66K
Dental Hygienists	🔥🔥🔥🔥	\$64-81K
Radiologic Technologists and Technicians	🔥🔥🔥🔥	\$50-75K
Respiratory Therapists	🔥🔥🔥🔥	\$61-65K

### 4-YEAR DEGREE JOBS

Registered Nurses	🔥🔥🔥🔥	\$63-80K
Microbiologists	🔥🔥🔥	\$48-64K
Chemist	🔥🔥🔥🔥	\$39-54K
Clinical Laboratory Technologists and Technicians	🔥🔥🔥🔥	\$38-63K
General and Operations Managers	🔥🔥🔥🔥🔥	\$63-131K
Operations-Medical Records Administration	🔥🔥🔥🔥🔥	\$77-123K
Network and Computer Systems Administration	🔥🔥🔥🔥	\$62-101K
Compliance Officers	🔥🔥🔥🔥	\$48-82K
Athletic Trainer	🔥🔥🔥	\$48-61K

### MASTER'S DEGREE

Nurse Practitioners	🔥🔥🔥🔥🔥	\$103-132K
Physician Assistants	🔥🔥🔥🔥	\$103-135K
Speech-Language Pathologists	🔥🔥🔥🔥	\$76-104K
Occupational Therapist	🔥🔥🔥🔥	\$78-103K

### DOCTORAL DEGREE

Dentist	🔥🔥🔥	\$105-174K
Physical Therapists	🔥🔥🔥	\$80-104K
Physician and Ophthalmologists, Except Pediatric	🔥🔥🔥	\$96K +

### HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

OCCUPATION	FLAME RATING	SALARY RANGE
Police and Sheriff's Patrol Officers	🔥🔥🔥🔥	\$54-76K
Correctional Officers and Jailers	🔥🔥🔥	\$40-44K
Highway Maintenance Workers	🔥🔥🔥	\$35-48K
Water and Wastewater Treatment Plant and System Operators	🔥🔥	\$39-51K
Office Clerks, General	🔥🔥🔥	\$30-44K
Police, Fire, and Ambulance Dispatchers	🔥🔥🔥	\$38-49K
Supervisors of Correctional Officers	🔥🔥	\$45-58K
Photographers	🔥🔥🔥🔥	\$34-78K
Community Health Workers	🔥🔥🔥🔥	\$34-51K
Automotive Body and Related Repairers	🔥🔥🔥🔥	\$49-62K

### CERTIFICATE/2-YEAR DEGREE JOBS

Paralegals and Legal Assistants	🔥🔥🔥🔥	\$38-51K
Firefighters	🔥🔥🔥🔥	\$50-68K

### 4-YEAR DEGREE JOBS

Forensic Science Technician	🔥🔥🔥	\$49-75K
General Operations Managers	🔥🔥🔥🔥🔥	\$90-211K
Secondary School Teachers, Except Special and CTE	🔥🔥🔥🔥	\$41-64K
Middle School Teachers, Except Special and CTE	🔥🔥🔥	\$48-63K
Elementary School Teachers, Except Special Education	🔥🔥🔥🔥	\$47-62K
Meteorologist	🔥🔥	\$64-117K
Probation Officers and Correctional Treatment Specialists	🔥🔥🔥	\$41-63K
Human Resources Specialist	🔥🔥🔥🔥	\$40-74K
Administrative Services and Facilities Manager/Building Supervisor, National Guard Armory	🔥🔥🔥🔥	\$62-101K
Social and Community Service Manager	🔥🔥🔥🔥	\$48-78K

### MASTER'S DEGREE

Librarians and Media Collections Specialists	🔥🔥🔥	\$48-78K
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### DOCTORAL OR PROFESSIONAL DEGREE

Lawyer	🔥🔥🔥🔥🔥	\$72-159K
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## TOP ADVANCED MANUFACTURING JOBS



## TOP BUSINESS & FINANCE JOBS

### HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

OCCUPATION	FLAME RATING	SALARY RANGE
Production, Planning, & Expediting Clerks	4 flames	\$46-65K
Supervisors of Production and Operating Workers	4 flames	\$63-84K
Assemblers & Fabricators	4 flames	\$39-50K
Aviation Maintenance	4 flames	\$58-80K
Supervisors of Transportation and Material moving works, except aircraft	4 flames	\$50-79K
Heavy and Tractor-Trailer Truck Drivers	4 flames	\$46-65K
Parts Salespersons	3 flames	\$38-50K
Industrial Truck and Tractor Operators	4 flames	\$39-49K
Welders, Cutters, Solders and Brazers	4 flames	\$39-57K
Bus and Truck Mechanics and Diesel Engine Specialists	4 flames	\$44-55K
Industrial Machinery Mechanics	5 flames	\$50-80K
Flight Attendants	3 flames	\$51-84K

### CERTIFICATE / 2-YEAR DEGREE JOBS

Chemical Technicians	3 flames	\$35-62K
Electrician	4 flames	\$58-79K
Automotive Service Technicians and Mechanics	4 flames	\$48-77K
Machinist	4 flames	\$48-64K
Aerospace Engineering and Operations Technologist/Technicians	3 flames	\$49-65K

### 4-YEAR DEGREE JOBS

General & Operations Managers	5 flames	\$85-175K
Industrial Production Manager	4 flames	\$80-131K
Architectural and Engineering Managers	4 flames	\$102-162K
Industrial Engineers	4 flames	\$78-105K
Mechanical Engineers	4 flames	\$78-106K
Airline Pilots, Copilots, and Flight Engineers	3 flames	\$108-176K
Robotics Engineers	4 flames	\$49-78K
Commercial Pilots	3 flames	\$66-137K

### HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

OCCUPATION	FLAME RATING	SALARY RANGE
Real Estate Agents	4 flames	\$34-75K
Supervisors of Non-Retail Sales Workers	3 flames	\$63-103K
Customer Service Representatives	4 flames	\$36-49K
Supervisors of Office and Administrative Support Worker	4 flames	\$50-80K
Insurance Sales Agents	4 flames	\$40-82K

### CREDENTIAL/ASSOCIATES

Bookkeeping, Accounting, and Auditing Clerks	3 flames	\$38-58K
Paralegals and Legal Assistants	4 flames	\$38-58K
Human Resources Assistants, except payroll and timekeeping	2 flames	\$39-50K

### 4-YEAR DEGREE JOBS

Sales Managers	5 flames	\$101-196K
Market Research Analysts & Marketing Specialists	4 flames	\$46-79K
Accountants & Auditors	4 flames	\$62-86K
Financial Risk Specialists	4 flames	\$62-96K
Stockbrokers	4 flames	\$40-102K
Loan Officers, Underwriters	4 flames	\$45-100K
Training and Development Specialists, Staff Trainers	4 flames	\$51-82K
Human Resource Manager	5 flames	\$99-136K
General & Operations Manager	5 flames	\$90-211K
Public Relations Specialists, Community Engagement, Community Affairs, and Community Relations	4 flames	\$51-\$94K
Management Analysts	4 flames	\$63-106K
Actuaries	3 flames	\$80-157K
Project Management Specialists	4 flames	\$57-108K
Claims Adjusters, Examiners, and Investigators	3 flames	\$50-79K

### MASTERS DEGREE

Statisticians	4 flames	\$80-128K
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## Job Seekers Find your path

# A late career change

Elise Galusha needs a new challenge to avoid getting bored. That's why she held a variety of jobs in the 36 years she spent working at an Indianapolis travel company.



That employer threw one final challenge her way when it laid her off due to the pandemic, which hit the travel industry especially hard.

Galusha, now 67, spent most of 2020 caring for sick family members and pondering where she might work when she was ready to get back into the job market. Along the way she heard about a bookkeeper/office manager job that was coming open at Badger Engineering, a small engineering firm in Zionsville.

Badger was participating in an On-the-Job-training reimbursement program offered by the Indiana Department of Workforce Development, so the company referred Galusha to DWD's WorkOne office in Lebanon to begin the process.

There she met Lucy Urban, the business recruiter for WorkOne Boone County.

"They were very responsive, and Lucy was great to work with," said Galusha, who admitted she had no office-manager experience and knew nothing about civil engineering when Badger brought her aboard in August 2021.

Galusha completed 16 weeks of On-the-Job training while receiving full benefits and compensation, completing the training in February of 2022. Badger was reimbursed by WorkOne for a portion of Galusha's pay and now has a valuable new member of the Badger team.

"It's a very small business. I kind of needed to learn everything about how the business runs. A lot of what I do is prepare the documents the engineer needs to do whatever he's doing for a specific client," Galusha said.

Galusha said she's been given more responsibility as she's gotten to know Badger and her employer has gotten to know her.

"I've learned way more about wastewater treatment plants than I ever thought I would," she said. "But I've always liked learning new things."

# Earn, learn and build your career with apprenticeships and other work-based learning programs



If you're looking for opportunities to fast-track your career goals, avoid debt, and earn competitive wages, look no further than the Indiana Office of Work-Based Learning and Apprenticeship.

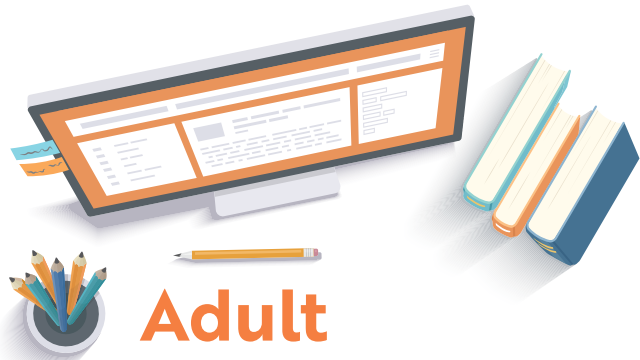
The OWBLA connects Hoosier job seekers with the employers who need them by promoting and supporting Registered Apprenticeships (RAPs), the State Earn & Learn (SEAL) program, and Pre-Apprenticeships, all of which are certified by the OWBLA for quality and consistency.

These are comprehensive, structured programs that offer flexibility in delivering on-the-job training, related instruction, certifications, and detailed training plans. The programs, which vary in length, are tailored to employers' needs and are available for adults and youth.

In all three programs, participants earn money while training for their chosen field. The apprenticeship and SEAL programs offer a guaranteed wage increase as you learn new skills. Most apprenticeships and SEALs include classroom instruction, and many come with college credit. Often working with mentors, participants can earn portable, nationally recognized credentials within their chosen industry.

According to the OWBLA, 94 percent of people who complete an apprenticeship retain their job, with an average annual salary of \$70,000.

To find the program that's best for you, contact your local WorkOne office or search the U.S. Department of Labor's Apprenticeship Finder tool at [apprenticeship.gov](https://www.apprenticeship.gov).



## Adult Education—in person and online

Indiana Adult Education programs provide math, reading, and writing instruction to help Hoosiers acquire the skills needed to earn a high school equivalency diploma, go to college, or participate in an entry-level occupational certification program. You can even earn a high school equivalency diploma and an occupational certificate at the same time, allowing you to get back to work or switch careers quickly.

There are approximately 45 authorized adult education providers throughout the state, and adult ed is available in all 92 Indiana counties. See a list of training providers at [www.in.gov/dwd/career-training-adult-ed/adult-ed/locations/](http://www.in.gov/dwd/career-training-adult-ed/adult-ed/locations/).

Free adult education is also available online. Vincennes University and Monroe County Community School Corp. have teamed up to offer Indiana Online Only (IOO), a unique and inclusive learning opportunity for online adult learners. IOO is the only approved online adult education program in Indiana.

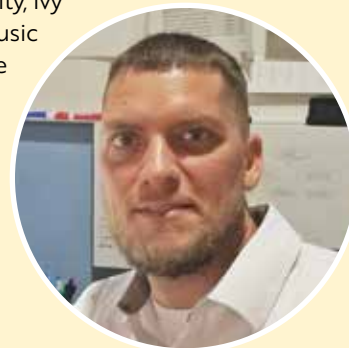
Completely free to Indiana residents, IOO allows students to prepare for the High School Equivalency exam or take an English language acquisition course on their own schedule—and from the comfort of their home. IOO meets students where they are, both physically and academically, and uses top-notch educational strategies and programs to ensure students receive an individualized learning plan that will lead to student success. IOO also offers job training opportunities that can lead to an industry certification. •

## Job Seekers Find your path

### A career upgrade

Michael Tubicsak-Lane's career journey started in the warehouse of HH Gregg, the defunct appliance retailer. He worked at HH Gregg while going to school at Ball State University, Ivy Tech Community College and a private music school in Florida, working his way from the warehouse into management.

He was happy at the retailer, but when HH Gregg went out of business in 2017, Tubicsak-Lane needed a new gig. He found it at a small, Indianapolis data management firm, where he spent about three years before starting to feel like his opportunities there were limited.



"I was doing a lot of project management work, but I didn't have that title or the compensation that went with it," Tubicsak-Lane said. Seeing the handwriting on the wall, he decided to pursue more education in project management and a job that offered more upward mobility.

A friend told him about WorkOne Indy and encouraged Tubicsak-Lane to check it out. What he found is that WorkOne is well-equipped to help its clients create a career path and then help them find training and how to pay for it.

"They walked me through every stage of it and were very hands-on," he said. "I still remember my first meeting with them. They spent four hours with me that day."

Tubicsak-Lane picked two online training programs—one in Project Management and another in SCRUM—offered by Directions Training Center in Chicago. When he found out that WorkOne had discontinued offering financial support to attend that specific program, he wrote an essay pleading his case and convinced WorkOne to make an exception for him.

Tubicsak-Lane spent about six weeks on an accelerated version of the two training programs he wanted, then he repeated the first one for good measure. After completing the courses in early January of this year, he put out his resume on **Indeed.com** with help from WorkOne Indy and within an hour his inbox was flooded with interest from prospective employers.

He estimates he went on three interviews per day over a period of about two weeks, ultimately finding the best fit with RPM Technologies in Indianapolis, where he has 12 direct reports and serves as service delivery manager.

Working for an IT services company is a completely new direction for Tubicsak-Lane, but it's a job he enjoys because of the company culture and the connections he's made with senior management.

He's very appreciative of the opportunity he's been given by his new employer, a job he said he wouldn't have without the help of WorkOne Indy.

"I had no idea how to transition careers. I told them what I wanted but that I didn't know how to get there. They laid out the path. WorkOne Indy definitely went above and beyond."

# Protect your future with a job in cybersecurity

Last year, the Indiana Department of Workforce Development and three partners launched CyberSeek Indiana ([cyberseekIN.org](http://cyberseekIN.org)), a website meant to help close the cybersecurity talent gap in Indiana, where there are more than 20,000 job openings that involve cybersecurity-related skills.

Visit the site to find out about the level of demand for cybersecurity workers in your region, the skills and education you need to work in the cybersecurity field, how much cybersecurity jobs pay, and the best entry level jobs in cybersecurity. For those already in the field, CyberSeek has advice for transitioning between cybersecurity roles and advancing your career. •



## Getting back to work

James Fox is happy being a truck driver, something he's done since the age of 21—shortly after getting his high school equivalency and commercial driver's license.

But Fox, now 45, had a major interruption in his work and personal life that caused him to have to start over two years ago.

He had purchased his own tractor-trailer and was an independent truck driver when his rig was destroyed by a distracted driver. Fox sustained serious injuries in the crash. After three years and three back surgeries, he was ready to get back to work and took a job at a Ruby Tuesday's restaurant in Kokomo, but that ended in March of 2020 when the restaurant closed due to the pandemic.

Fox was out of work and living in his fiancé's mother's house with his fiancé and three children. Desperate for a lifeline and finally feeling strong enough to get back into trucking, he started exploring what he needed to do to get retrained and get his commercial driver's license restored.

He found the appropriate training at Ivy Tech Community College, but he didn't have the money to pay for his classes.

So he turned to the WorkOne office in Kokomo and found the help he needed in Anthony Murphy, who manages the office.

"I went to WorkOne and had probably 1,000 questions. Tony answered all of them," Fox said. Murphy helped Fox enroll at Ivy Tech and arranged for the training to

be paid for with a Workforce Ready Grant.

Fox started and finished his training in August of 2020 and received his Class A Commercial Driver's License certification September 8, 2020. It's a day Fox remembers well. He'd been making calls and sending out applications as the end of his training approached, and very soon after the day he got his certification he landed a job at Sagamore Express, where he drives routes as far away as Texas and Maine to deliver a variety of goods—from snack food to building supplies—for Sagamore clients.

Two months after starting his job, the Hammond native who now lives in Frankfurt, was able to move his family into a three-bedroom house. In May of 2022, the family moved into a four-bedroom house they are renting with an option to purchase.

Money is still tight, but Fox and his family are on the right track. He even managed to take his fiancé to Las Vegas and his kids to Universal Studios.

He likes his job because "it keeps the country moving. Keeps products moving." Fox said he doesn't know where he and his family would be without the guidance of Murphy and the WorkOne office in Kokomo.

"Tony goes the extra mile to help people," Fox said. "The guy is thorough. If you're willing to help yourself, he'll lay it all out for you."





# Do *you* Have The Skills Indiana's Employers Are Searching For?

INDIANA EMPLOYERS WANT HIGHLY-SKILLED EMPLOYEES. DEVELOPING THESE 18 EMPLOYABILITY SKILLS CAN HELP YOU LAND YOUR DREAM JOB!

## MINDSETS

### Lifelong Learning



Demonstrate willingness to work and learn, and continually apply new knowledge.

Possess belief in own ability to succeed and assert self when necessary.



### SELF-CONFIDENCE

## LEARNING STRATEGIES

### Effective COMMUNICATION

Apply skills to clearly, effectively, and convincingly express ideas and messages to others appropriate to the environment.

### DECISION-MAKING

Utilize critical thinking skills and perspectives of others to make informed decisions based on options, rewards, risks, limits, and goals.



### INITIATIVE

Apply self-motivation and self-direction to work and learning.



### ATTENTION TO Detail

Achieve thoroughness and accuracy when accomplishing a task.



### PROBLEM SOLVING

Apply critical and creative thinking skills to resolve problems.



### APTITUDE Awareness

Identify and communicate individual interests and skills that align coursework and experiences to potential career paths and to in-demand occupations.



## WORK ETHIC

### Self-Discipline

Demonstrate self-control and behave in accordance to rules with minimal direction.



Successfully carry out expectations with minimal supervision.



### INDEPENDENCE

### PERSEVERANCE

Demonstrate endurance and capacity to complete tasks.

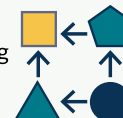


### Time Management & Organization

Plan and organize long and short-term goals while understanding how to balance school, home, and community activities.

### ADAPTABILITY

Manage transitions and adjust to changing situations and responsibilities.



### INTEGRITY

Act in a trustworthy and honest manner.



### PROFESSIONALISM

Demonstrate skills and behaviors appropriate for school and work.

## CONNECTION



Demonstrate the ability to network with others through social awareness and cultural sensitivity.

## SOCIAL & EMOTIONAL SKILLS

### REGULATION

Recognize and manage one's emotions.



### Collaboration

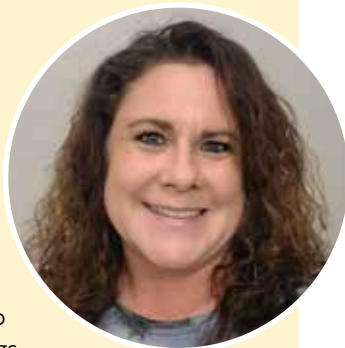
Work well with others in a team.



Want to learn more?  
[www.employabilityskills.in.gov](http://www.employabilityskills.in.gov)

## Job Seekers Find your path

# From despair to hope



When Kara Merritt's dad died unexpectedly in 2020, she began struggling at the medical office job she'd held for 20 years. She didn't like the job to begin with, and a move to another office made things even worse. Before long, she was grieving, jobless and seemingly without hope.

To get unemployment benefits, she was required to go to the WorkOne office in Anderson. What she thought would be a routine visit turned into the beginning of a fulfilling career change.

At WorkOne, Merritt met counselor Kristy Logan. They worked together to assess Merritt's work history, skills and passions and quickly determined that she wanted to work in the health industry and had a special interest in helping the elderly.

Merritt decided to pursue a Certified Nursing Assistant certification, but she and Logan hit a roadblock in locating the funding needed to pay for the coursework. Merritt became discouraged and began answering Logan's texts and emails less frequently. But the counselor persevered. She continued to reach out to Merritt and began looking for jobs that would allow her client to obtain certification through employment.

In April, she found one that would provide paid on-the-job training toward earning a Home Health Aide Certification. Merritt applied, landed the job easily, and recently received the Employee of the Quarter Award from her local office.

"I'm not naturally good at following thru with things," Merritt said. "I could sense that Kristy already figured that out about me. She worked really hard to help me find my current job. She helped me to believe in myself and pushed me to complete all the required tasks. Now I help others when they aren't able to do things for themselves. Seeing my clients happy fulfills the life I knew God had planned for me."



# A new pilot program works to keep students from dropping out of high school

Until 2020, Indiana residents had to have dropped out of high school to pursue a high school equivalency diploma, formerly known as a GED, in Indiana.

But a pilot program that started in 2020 in two school districts gives some high school seniors a path to graduation even if they have no chance of graduating. Those who complete the program can graduate with their classmates, leaving high school with a high school equivalency diploma and sometimes extra certifications that can be the building blocks to a successful job.

**"A lot of kids go to high school every day to eat and hang out with their friends, but they have no chance of graduating."**


"There are kids who go to high school every day to eat and hang out with their friends, but they have no chance of graduating," said Todd Deley, supervisor of adult education for Washington Township Schools. Deley, working in collaboration with the Indiana Association of Adult and Continuing Education, wanted to change that, giving those students a

way to make the most of their remaining days in high school.

They wrote a bill that was passed by the state legislature in 2020, giving the program the green light to be tested at Washington and Warren townships in Indianapolis. Participants must pass a High School Equivalency Test in five subjects: math, language arts, reading, science, and social studies.

In the 2021-2022 school year, 28 Warren Central students were enrolled and 21 at North Central, the high school in Deley's township. Deley and the school districts are pleased enough with the program results that they plan to meet with legislators in the fall of 2022 to lay the groundwork for making the program permanent and expanding it to other districts throughout the state.

According to the legislation, to participate, a student must be a senior who is still in school but has completed less than 50 percent of the credits needed to graduate. For more information about the high school equivalency diploma contact Lara Pastore at the Indiana Department of Workforce Development at [LPastore@dwd.IN.gov](mailto:LPastore@dwd.IN.gov).



## Digital, remote-work courses can unlock the door to your next job

Well-known coding bootcamps like Eleven Fifty Academy can help people skill up and find tech jobs relatively quickly. But some jobs don't require in-depth tech knowledge—they just require familiarity with the technical skills that almost all jobs require in today's economy.

The Purdue University Center for Regional Development offers two programs designed to help jobseekers gain the technology basics they need to function when working in-person or remotely.

The courses pre-date the pandemic and the explosion in remote work that it caused. They were created in 2018 in cooperation with regional economic development organizations to help people in rural areas learn how to work remotely so that they could be competitive for jobs outside their communities.

The most basic of the courses is the Remote Work Professional certificate class. It's a one-month training program that combines nine online work modules with four interactive workshops.

Completed entirely online, the \$199 program pairs participants with a coach who will help identify employment opportunities. To learn more, go to [pcrd.purdue.edu/remoteworkcertificate](https://pcrd.purdue.edu/remoteworkcertificate).

The second course, Essential Digital Employability Skills, complements the first one and teaches basic skills and functions all employees need to professionally communicate and collaborate with colleagues and clients in the ever-changing digital world.

It is offered through Purdue Online, with free online tutorials through platforms such as Google, Microsoft, and GCFGlobal.

The certificate or badge fee for the program is \$50 for Indiana residents and \$55 for non-residents. Participants have 60 days from registration to complete the course. •

## Patience pays off

Jennifer Vargas Garcia could have gone the traditional route after high school, attending college, earning a degree and pursuing a career in her chosen field.



But Vargas Garcia, now 20, took a different path after graduating from Shelbyville High School in the middle of the pandemic. She had access to a full scholarship, so it wasn't about the money. Going to college just didn't feel right, especially at a time when almost all learning was remote. "My learning style isn't great if I can't touch and see it."

But Vargas Garcia did make an important change. She quit her high school job at McDonald's and became a food aid at Major Hospital in her hometown. It was there that she heard about the Certified Medical Assistant program and decided, along with a friend, to pursue a career in health care.

"I was ready to jump into something academically." She applied for a scholarship at the WorkOne office in Shelbyville and began classes at Ivy Tech in February 2022.

She completed her formal training in June and began working as a CMA at Major, where she does basic lab testing and patient intake work.

Vargas Garcia is happy with her path and optimistic about pursuing a career in health care. She's already exploring the idea of studying to become a surgical technician.

"McDonald's was definitely an introductory job. Now I have more room to grow. I'm actually using skills and building on them," she said.

"Sometimes taking the traditional route isn't the best thing to do...depending on your needs and what your interests are. College isn't something to stress about for your whole life."

# How do you decide which career is best for you?

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# Military

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1-800-423-USAF

## US AIR FORCE ROTC

www.afrotc.com

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## US ARMY

www.goarmy.com

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## US ARMY ROTC

www.armyrotc.com

1-800-USA-ROTC

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www.navy.com

1-800-USA-NAVY

# Apprenticeship Programs

## ASSOCIATED BUILDERS & CONTRACTORS OF INDIANA

### State Headquarters

www.abcindianakentucky.org

5001 N. Shadeland Ave.

Indianapolis, IN 46226

800-333-9844; 317-596-4950

### Bowling Green Training Center

1333 Magnolia St.

Bowling Green, KY 42104

270-843-1866

### Elkhart Training Center

2701 Industrial Parkway, Suite 190

Elkhart, IN 46514

574-218-0340

### Fort Wayne Training Center

4201 Parnell Avenue

Fort Wayne, IN 46805

800-428-6215; 260-441-9897

### Lafayette Training Center

2841 concord Rd., Suite A

Lafayette, IN 47909

877-222-0520

### Lexington Training Center

157 Venture Court, Suites 1 & 2

Lexington, KY 40511

859-231-8453

### Louisville Training Center

1810 Taylor Ave.

Louisville, KY 40213

502-456-5200

### Muncie Training Center

6930 South S.R. 67

Muncie, IN 47302

765-288-0970

# Apprenticeship Programs (Union)

## BOILERMAKERS

### Great Lakes Area Boilermaker Apprenticeship Program

www.local374.org

760 N. Union St.

Hobart, IN 46342

219-845-1000

### Terre Haute Office

799 W. Johnson Dr.

Terre Haute, IN 47802

812-917-4102

### Dale Training Center

4777 East County Rd.

2100 N. Dale, IN 47523

812-937-9726

## BRICKLAYERS

www.baclocal4.org

8455 Moller Road

Indianapolis, IN 46268

1-800-322-2830

## CARPENTERS

### Columbus, OH

1899 Arlingate Lane

Columbus, OH 43228

614-236-4205

### Monroe, OH

361 Breaden Drive

Monroe, OH 45050

513-539-7849

### Richfield, OH

4100 Maple Dr

Richfield, OH 44268

330-659-9495

### Rossford, OH

9270 Bass Pro Boulevard

Rossford, OH 43460

419-872-4651

### Ashland

www.ikorcc.com

574 Carpenters Way

Grayson, KY 41143

606-929-1362

## Greenwood

www.ikorcc.com

711 Greenwood Springs Dr.

Greenwood, IN, 46143

317-807-1116

## Lafayette

www.ikorcc.com

2953 S. Creasy Ln.

Lafayette, IN 47905

765-447-5959

## Louisville

www.ikorcc.com

1245 Durrett Ln.

Louisville, KY 40213

502-366-8668

## Merrillville

www.ikorcc.com

1565 East 70th Court

Merrillville, IN 46410

219-947-3348

# Apprenticeship Programs (Union)

### **Muncie**

www.ikorcc.com  
4121 E. Centennial Ave.  
Muncie, IN 47303  
765-288-9015

### **Newburgh**

www.ikorcc.com  
5400 Covert Ct.  
Newburgh, IN 47630  
812-853-9312

### **Paducah**

www.ikorcc.com  
2029 Cairo Rd.  
Paducah, KY 42001  
812-853-9312

### **Terre Haute**

www.ikorcc.com  
3099 S. 6th St.  
Terre Haute, IN 47802  
812-466-7899

### **Warsaw**

www.ikorcc.com  
1095 Mariners Dr.  
Warsaw, IN 46582  
574-267-5264

## **ELECTRICIANS**

### **Evansville**

www.evvjadc.org  
2330 Lynch Rd.  
Evansville, IN 47711  
812-422-3343

### **Fort Wayne**

www.ibew305.org  
138 Chambeau Rd.  
Ft. Wayne, IN 46805  
260-484-9714

### **Indianapolis**

www.eti-indy.org  
1751 South Lawndale Ave  
Indianapolis, IN 46241  
317-270-5282

### **Lafayette**

www.lejadc.com  
2953 S. Creasy Ln., PO Box 5015  
Lafayette, IN 47903  
765-449-4300

### **Lake County**

www.697jadc.org/applications  
7200 Mississippi St., Ste. 100  
Merrillville, IN 46410  
219-845-3454

### **Marian-Kokomo**

www.ibew873.com  
2739 North 50 East, PO Box 2706  
Kokomo, IN 46901  
765-457-5371

### **Muncie**

www.ibew855.com  
4601 S. Meeker St.  
Muncie, IN 47302  
765-282-6392

### **Northern Indiana**

www.ibewlocal531.org  
2751 IN-39  
LaPorte, IN 46350  
219-362-2119

### **South Bend**

www.jatc153.com  
56365 Peppermint Rd.  
South Bend, IN 46619  
574-233-1721

### **Terre Haute**

www.thejadc.org  
950 Ohio St.  
Terre Haute, IN 47807  
812-235-7541

## **ELEVATOR CONSTRUCTORS**

www.iuec34.org  
2206 E. Werges Ave.,  
Indianapolis, IN 46237  
317-536-8173

## **GLAZIERS**

www.iupatdc91.com  
6501 Massachusetts Ave.  
Indianapolis, IN 46226  
219-246-4217

## **INSULATORS**

### **Evansville**

www.insulators37.org  
2360 N. Cullen Ave.  
Evansville, IN 47715-2115  
812-477-2341

### **Fort Wayne**

www.insulators41.com  
3626 N. Wells St.  
Fort Wayne, IN 46808-4005  
260-484-2834

### **Indianapolis**

www.insulators18.org  
1220 E. Epler Ave.  
Indianapolis, IN 46227  
317-786-3216

## **IRONWORKERS**

### **Evansville**

www.ironworkers103.org  
5313 Old Boonville Hwy.  
Evansville, IN 47715  
812-477-5317

### **Fort Wayne**

ironworkers147.org  
6345 Innovation Blvd.  
Fort Wayne, IN 46818  
260-484-8514

### **Indianapolis**

www.iw22jac.org  
5600 Dividend Rd.  
Indianapolis, IN 46241  
317-243-8222

### **Lake Station**

www.ironworkers395.com  
6570 Ameriplex Dr.  
Portage, IN 46368  
219-763-7900

### **South Bend**

www.ironworkerslocal292.com  
3515 Boland Dr.  
South Bend, IN 46628  
574-288-9033

## **LABORERS**

Statewide Training Center  
www.indianalaborerstraining.org  
439 Patton Hill Rd.  
Bedford, IN 47421  
812-279-9751 or 1-800-742-4086

## **OPERATING ENGINEERS**

### **Anderson**

www.iuoe103training.org  
4277 E. County Rd. 67  
Anderson, IN 46017  
765-378-0013

# Apprenticeship Programs (Union)

## Henderson

www.iuoelocal181.org  
700 N. Elm St.  
Henderson, KY 42419-0034  
270-826-2704

## Training Center

www.iuoelocal841.com  
2034 W. 1800 S, P.O. Box 146  
Universal, IN 47884  
765-828-1102

## PAINTERS

### Eastern Indiana

www.iupatdc91.com  
P.O. Box 42  
Chesterfield, IN 46017-0042  
219-246-4215

### Evansville

www.iupatdc91.com  
317 Millner Industrial Dr.  
Evansville, IN 47710  
812-483-0910

### Fort Wayne

www.iupatdc91.com  
3626 N. Wells St.  
Fort Wayne, IN 46808-4005  
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### Indianapolis

www.iupatdc91.com  
6501 Massachusetts Ave.  
Indianapolis, IN 46226  
219-246-4215

### Lafayette

www.iupatdc91.com  
2535 S. 30th St., Suite 11  
Lafayette, IN 47909-2786  
219-246-4228

## Northeast Indiana

www.iupatdc91.com  
8364 Minnesota St.  
Merrillville, IN 46410-6492  
219-947-0420

## South Bend

www.iupatdc91.com  
1345 Northside Blvd.  
South Bend, IN 46615  
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www.iupatdc91.com  
2901 Ohio Blvd.  
Terre Haute, IN 47803  
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## PLASTERERS & CEMENT MASONS

plcmlocal692.org  
3205 E. Thompson Rd.  
Indianapolis, IN 46227  
317-972-4720

## PLUMBERS

### Indianapolis

www.ualocal440.org  
1521 Brookville Crossing Way  
Indianapolis, IN 46239  
317-856-3771

### Bloomington Training Center

1650 W. Bloomfield Rd.  
Bloomington, IN 47403  
812-336-6037

### Evansville Training Center

www.ualocal136.org  
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Evansville, IN 47720  
812-424-8043

## Fort Wayne

www.ualocal166.org  
2930 W. Ludwig Rd.  
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## Lafayette

www.ualocal157.org  
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Lafayette, IN 47909  
765-477-7092

## Merrillville

www.plu210.org  
2901 E. 83rd Pl.  
Merrillville, IN 46410  
219-942-7224

## South Bend

www.ual72.org  
4172 Ralph Jones Ct.  
South Bend, IN 46628  
574-273-0300

## Terre Haute

www.157trainingcenter.org  
8707 E. Milner Ave.  
Terre Haute IN 47803  
812-877-1736



# ABC Indiana Kentucky

## PREP ACADEMY



## UNIFIED MISSION STATEMENT

The mission of the ABC Commercial Construction Prep Academy is to develop skilled and employable individuals and serve as an effective pipeline to aligned summer internships, employment, and ABC apprenticeship opportunities leading to essential careers in the construction trades.

## VISION

The ABC Prep Academy vision is to see all high school students graduate from our program as a prepared, diverse community of learners with access to a career in the skilled trades as a Craft Professional.

## PURPOSE & CORE VALUES

ABC's Prep Academy seeks to instill the values of merit, performance, and integrity in all students. These values give students a strong foundation upon which to begin their post-secondary education as craft professionals.

## ACADEMICS

The Prep Academy is a two-year program designed specifically for the hands-on learner and incorporates various industry recognized credentials that help facilitate students' entry into the construction trades.

## Why ABC Construction Prep Academy?

- ABC meets the unique needs of high school students
- ABC provides an opportunity for students to experience the trades first hand
- ABC is strongly committed to developing each student in preparing them for a career in construction
- ABC's Prep Academy is another first choice for students who enjoy hands-on learning

## For information, contact

**Robert Kneberg | 317. 914.0171**  
robert@abcindianakentucky.org



11837 Technology Lane, Fishers, IN 46038

[abcindianakentucky.org](http://abcindianakentucky.org)