A partnership of the Indiana Department of Workforce Development and IBJ Media Content Studio

# Career Ready INDIANA

# Need Talent? GROW YOUR OVN

2023-24

Apprenticeships are a proven winner | pg 22

Onsite adult ed can be a game-changer | pg 15

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# COMING TO INDIANAPOLIS —— FALL 2024 ——





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# Career Ready

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### 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

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# **Associated Builders and Contractors**

The ABC Commercial Construction Prep Academy is a high school program that introduces students from 9th grade through 12th grade to career opportunities within the construction industry. Our mission is to develop skilled and employable future craft professionals, while serving as an effective pipeline to aligned summer internships, employment, and ABC apprenticeship opportunities leading to essential careers in the construction trades.

With multiple types of program offerings throughout the state with educational partners within the public, private, charter, and homeschool sectors. Typically, students are in a program for at least two years. In all formats, students explore the construction industry through hands-on, experiential learning. Within one year of training with the Prep Academy, students can expect to earn industry credentials like; OSHA 10 hour, NCCER Core and level 1 certifications, first aid/CPR & AED, lockout/ tag out, fall protection awareness, and other key credentials recognized within the industry.

Students who complete two years of training within the Prep Academy complete up to 1-2 years of their adult apprenticeship in either carpentry, electrical, plumbing, or HVAC. In addition to hands-on training, students also have the opportunity to participate in work-based learning with an ABC Member Business aligned to the trade of their perspective apprenticeship career path.

With industry credentials earned, portions of apprenticeship training completed, and employment connections made, Prep Academy graduates continue on with advancing careers they have started while still in high school. From the Prep Academy through apprenticeship, students build skills and connections that lead to a long-term successful career.•

Advance your career. Enhance you in the constant of the consta

Read the 2023-24 issue and past issues online at www.ibj.com/career-ready.





Find more resources at **www.in.gov/dwd**.





# <sup>⊥vy⁺</sup> IT Academy

#### Areas of Study

- IT Support
- Cybersecurity
- Mobile Application Development
- In-Demand Technology Certifications

# 41,000

Tech workers needed to fill workplace demand by 2030\*

#### **Our Partners**

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#### **Training For**

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- Career Changers
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- Employers

\*Source: TechPoint & Fourth Economy

## Learn More at IvyTech.edu/it-academy

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# **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.

#### Address 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.•



### Recognizing Sue G. Smith for Over 30 Years at Ivy Tech

Congratulations to Ivy Tech's Vice President for the School of Advanced Manufacturing, Engineering, and Applied Science, Sue G. Smith, for receiving the Jean Koch Outstanding Technical Education Achievement Award at the American Technical Education Association (ATEA) national conference this year. This award was presented in recognition of her contributions to the improvement, promotion, development, and progress of postsecondary technical education and ATEA.

Sue has served at Ivy Tech for over 30 years in various roles. As Vice President, she oversees all of Ivy Tech's technology and applied science degree programs and works to align them with industry needs by engaging corporate partners and stakeholders. She represents Ivy Tech in state, national, and international manufacturing organizations and has spoken at several educational and technical conferences. As part of her efforts to keep Ivy Tech on the cutting edge, Sue led the development of the first associate level Industry 4.0 degree in the nation. Thank you Sue for all of the incredible work you've done to help students pursue better lives.

## Purdue University in Indianapolis is bringing accessible excellence to central Indiana

It's the next giant leap for our capital city: A new extension of Purdue's flagship campus will create a strong pipeline of Boilermaker talent for Indiana. Coming to Indianapolis in fall 2024, Purdue University in Indianapolis will connect students to real, hands-on experience with city businesses and startups and fuel a new innovation-based economy.

Purdue University in Indianapolis will award degrees in critical and emerging fields like cybersecurity, artificial intelligence, computer science, biomedical engineering, sports technology, mechanical engineering and more. It will also offer the only undergraduate motorsports engineering program in the country that's recognized by ABET, which accredits programs in applied and natural science, computing, engineering and engineering technology.



"This announcement launches transformative growth for our state's land-grant university, and Boilermakers are excited to serve the people, businesses and communities of Indianapolis," Purdue President Mung Chiang said. "An urban setting offers unique programs in academics, research and partnership for students and faculty, and Indianapolis has its many special strengths. The new opportunities for Purdue University in Indianapolis are limitless."

Purdue University has achieved excellence at scale and has been recognized as the world's most innovative education company (Fast Company, 2023). Visit purdue.university/indy to learn more.• Pending HLC approval.



# Work in the heart of airline operations.

Let your career take off with Republic Airways Dispatcher Apprenticeship Program! An Aircraft Dispatcher is in constant communication with flight personnel and plays a critical role in getting flights where they need to be safely and on time.

Be paid to train for this exciting career while receiving health benefits and flight privileges.



Scan the QR code to learn more and apply for our next Aircraft Dispatcher Apprenticeship Program. @RepublicAirways

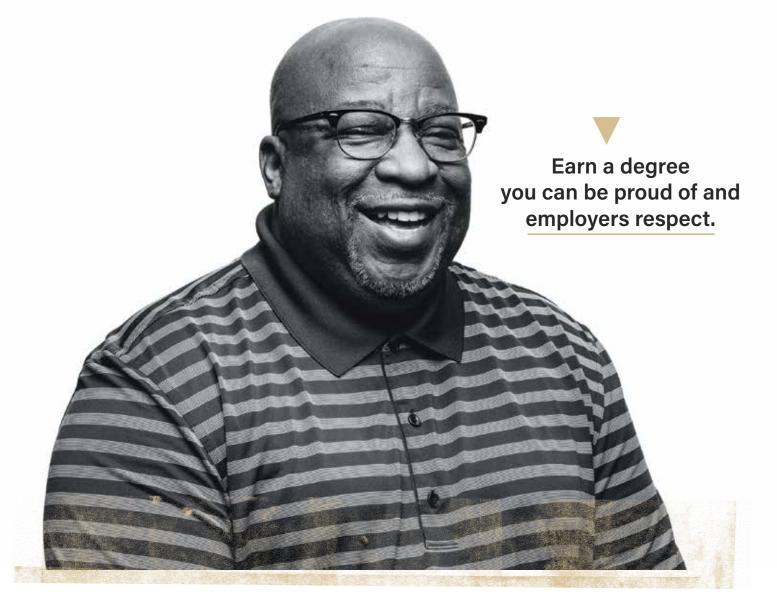
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**Opportunity Elevated** 

# "MY BUSINESS CHANGED, AND NOW MY POSITION REQUIRES A BACHELOR'S DEGREE ... THIS IS MY COMEBACK."

Timothy / BS Business (Purdue Global)





Purdue's online university for working adults. purdueglobal.edu

# **CAREERS TAKEOFF** *at Republic Airways and LIFT Academy*

Have you ever considered a career in the exciting aviation industry? Whether it's on the ground or in the air, a job at Republic Airways or LIFT Academy can really take you places — literally!

In addition to working for a company that fosters a culture of trust, respect, care and fun, we offer opportunities for all our Associates to experience professional and personal growth. Every Associate at Republic and LIFT receives flight benefits, regardless of location, to anywhere in the world with our three partner airlines, American, Delta and United. See what we mean about a job that takes you places?

Your opportunities are elevated at Republic and LIFT. *Visit careers.rjet.com* to see open jobs and apply.

### See Yourself in an Aviation Career

Picture yourself as one of these aviation career roles available at Republic and LIFT:

- Pilot
- Aviation Maintenance Technician
- Flight Attendant
- Dispatcher
- Crew Scheduler

- Corporate
- HR
- IT
- Marketing & Communications
- Finance & Accounting
- Supply Chain
- Aviation Engineering Technology
- Certificated Flight Instructor
- Recruiting

### About Republic Airways

Founded in 1974, Republic Airways is one of the largest regional airlines in the U.S. Republic operates the world's largest all E-Jet fleet of over 200 Embraer 170/175 aircraft and offers scheduled passenger service with daily flights to 100 cities in the U.S., Canada and the Caribbean. The airline provides fixed-fee flights operated under its codeshare partners' brands American Eagle, Delta Connection and United Express. The airline employs more than 6,000 aviation professionals.

### **Our Vision**

With the BEST People, Products and Performance, we will be America's regional airline of choice.

### **Our Guiding Principles**

Be good stewards of our resources Encourage a culture of fun and action Strive for excellence in everything we do Trust, respect and care for one another

#### About LIFT Academy

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In May 2018, Republic opened the Leadership In Flight Training (LIFT) Academy, a commercial aviation pilot and maintenance technician training school in Indianapolis. LIFT uses state-of-the-art training technologies that combine flight, flight simulator, online and in-classroom training. Graduates have a defined pathway to a job as a pilot or aircraft technician at Republic. In 2023, LIFT opened a second training facility in Myrtle Beach, South Carolina.

**Republic Airways** 





**Opportunity Elevated** 

# **GROUTALENT** EMPOWERING EMPLOYERS TO CREATE TALENT

Building and growing talent, specific to your needs, can be done with no-cost resources from the Indiana Department of Workforce Development for:

- Implementing an apprenticeship program
- Work-based learning instruction
- Upgrading employee skills
- Employer Training Grants
- Overcoming language barriers



"We continue to put our money into our people because we know that's our greatest asset."

> Darin Hackman VP of Construction Custom Concrete

"The Department of Workforce Development and Ivy Tech brought simplicity to the whole process."



**Ryan Priest** Chief Operating Officer Premier Companies





Learn what options are available to you at DWD: Business Services



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# Find the talent! Be the talent!

veryone knows the labor market is challenging. Finding the talent to power your business takes wisdom, creativity, and perseverance. The most successful companies are aware of the considerable resources that exist to help them succeed—not just to recruit talent but to grow it.

And for potential employees, finding and tapping into the right training program can be the ticket to a rewarding career. The Indiana Department of Workforce Development has a full menu of programs that help existing workers skill up and thrive.• Read on to find the stories of businesses that are winning the talent-creation game and the people who are skilling up to power Indiana's future.

# **Education** doesn't stop when you graduate.

Because education, just like your drive to be the bestdoesn't stop.

Whether you're interviewing for your first job or looking to advance in your career, we can help you continue to learn, make connections, and sharpen the skills you need to succeed.

Get unlimited access to IBJ and Inside INdiana Business and take advantage of our subscriber only benefits that bring out the best in all of us.

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**Adult Education** 

# 66

[Adult Ed] will increase the retention of your employees. It is a FREE service to the employer. It will increase your safety record and the safety of your employees.

—Todd DeLey, director of adult education for Washington Township Schools, Indianapolis

# Indiana's adult education system is a national leader that benefits employers, workers

Indiana Adult Education provides High School Equivalency preparation, English instruction, and career training opportunities to adults and employers throughout the state.

As a national leader in adult education, Indiana has led the country in the percentage of students making measurable skill gains for the past five years and been in the top three states for number of high school credentials and career certifications earned.

For the most recent program year, adult ed served more than 22,000 adults, with about 70% of all students achieving a measurable skill gain (progress usually toward a credential or employment), more than 4,000 earning a high school credential, and nearly 2,100 attaining a

On-site adult education is an especially powerful tool for attracting and keeping workers. career certification.

On-site adult education is an especially powerful tool for attracting and keeping workers. For the 2022-23 program year, adult ed providers had formal agreements with approximately 200 Indiana employers to provide workbased learning, hiring collaborations, preapprenticeships, and onsite classes for current employees.

A common misconception among employers is that employees will leave once they increase their academic skills and/or earn certifications, said Lara Pastore, director of instructional design/ adult education at the Indiana Department of Workforce Development.

"In reality, savvy employers are building advancement opportunities connected to student progression and using the educational opportunities to recruit, promote, and retain valued employees," Pastore said.

The cost to employers is minimal, with the main requirements being classroom space, technology and management buy-in to support employees' educational goals. Classes are provided free of charge to students through adult ed providers that are approved and funded by the state.• Adult Education

Ensure you offer employees incentives and additional support for attending adult education class. Balancing education with busy lives and various obligations can be challenging, so providing encouragement can make a significant difference.

-Natalie Reuter, director of adult and continuing education for the Metropolitan School District of Warren Township, Indianapolis

# Dormakaba unlocks the potential of adult education

Indianapolis is the U.S. headquarters for the door-hardware unit of Dormakaba, a Switzerland-based access control and security systems company. The company averages about 400 hourly employees at its Indianapolis campus. Turnover is low at Dormakaba, but the company has struggled to attract skilled workers.

The Challenge: Finding talent with advanced manufacturing experience in CNC (computer numerical control), punch press & stamping, and tool & die.

 The Solution: A growing, on-site adult education program started in 2021 and provided by Warren Township Adult Education, adulteducation.warren.kl2.in.us. Dormakaba's adult ed program is unlocking a formidable talent pool: non-native English speakers.

Getting Started: Dormakaba hired Luis Aldrey, who had been a consultant with a translation services company. Aldrey had connections at Warren Township Adult Education and worked with Warren to bring on-site English-language acquisition classes to Dormakaba. The program, which has expanded to include high school equivalency classes, is attracting non-English speakers to Dormakaba. They are great employees. And many of them have college degrees in their native countries, making them great candidates for Dormakaba's most-skilled positions.

Building on Success: The English-language acquisition and HSE classes are cultivating so much talent from within Dormakaba that the company is laying plans for an apprenticeship program in advanced manufacturing. It recently hired a manufacturing training and development specialist dedicated to creating the apprenticeship program leveraging resources available from the Department of Workforce Development. in.gov/dwd/business-services/ business-resource-guide/adult-education

**Long-term Outlook:** Dormakaba Senior Human Resources Manager Ty Howard says the company couldn't be happier with its focus on adult education. Starting with Englishlanguage classes, adding HSE, and then creating an apprenticeship program takes time, but Dormakaba sees it as an essential strategy. "If we don't move down this road, we're not going to be able to fill these positions," Howard said.•

## Success Story Ana Rodriguez

Age: 27

Job: Quality auditor

Time with company: One year

**Path to Dormakaba:** Rodriguez joined Dormakaba after working as a manager at a fast food restaurant, a job that required her to work almost every day. She wanted to work for an employer that would offer advancement and found Dormakaba online.

Adult Education: Rodriguez wasn't aware that adult ed was offered when she took the job, but she was happy about the opportunity and took nine weeks of English and simultaneously got her high school equivalency.

**How it's helped her:** Rodriguez said her improved English skills make her more comfortable at work. "I feel better because I can communicate with other people at work."

**Future plans:** Eventually, Rodriguez would like to attend community college and study nursing.





## Success Story Felix Valero

**Age:** 50

Job: Various assembly jobs.

Time with company: Almost two years

**Path to Dormakaba:** Valero had worked for several manufacturers and learned about Dormakaba from his wife, who recommended the company because of the opportunities it offers employees and its good treatment of Venezuelan workers. Dormakaba sent Valero to Pennsylvania to learn about the assembly of a product that is now made in Indianapolis.

Adult Education: Valero said none of his previous manufacturing employers offered adult education. At Dormakaba, he got the opportunity to improve his English and get his high school equivalency.

**How it's helped him:** "I'm more confident with my English." Valero is grateful for the help he has received at Dormakaba.

**Future plans:** Valero wants to continue to develop his skills and advance at Dormakaba.





## Success Story Eduardo Cortez

**Age:** 19

Job: Assembly

Time with company: More than a year

**Path to Dormakaba:** The job at Dormakaba is Cortez's first job. A friend who works at Dormakaba told him about the company and recommended that the company hire him.

Adult Education: Cortez was taking English classes at Christel House, but he switched those classes to Dormakaba because of the opportunity to simultaneously earn his High School Equivalency.

**His impressions of adult ed at Dormakaba**: "Everything was very well structured. It was really fast."

**Future plans:** Cortez wants to pursue a career in manufacturing and plans to take classes at Ivy Tech, which Dormakaba partners with to provide additional education to employees.

# Do's and Don'ts for English Language Instruction

**Do:** Offer basic English classes to lower level ELL employees. It improves overall safety and can help ELLs begin to make steps toward improving basic communication in the workplace.

**Do:** Support ELL employees by offering these classes at work. It shows the company's commitment to immigrants and an understanding of the challenges of living and working in a new language.

**Don't:** Rely on helping managers learn Spanish as a way of improving communication with native Spanish speakers.

**Do:** Support and encourage ELL team members who show leadership skills and have developed English proficiency. Looking to them for leadership encourages other ELLs that their employer sees potential in immigrant team members.

Provided by Gretchen Easterday, ELL Coordinator for Vincennes University Adult Education

My advice for companies who want to improve the language levels of their team members would be to reach out to their local Adult Education program and propose a partnership.

-Gretchen Easterday, ELL Coordinator for Vincennes University Adult Education

Adult Education

# Onsite English classes keep Perdue Farms' plant humming

Perdue Farms is a major processor of chicken, turkey, and pork and has operations from coast to coast. The Maryland-based company's turkey processing plant and feed mill in Washington, Ind., harvests 35,000 turkeys a day and employs more than 800 people, making it the largest employer in Daviess County.

**The Challenge:** Standing out as a place where people want to work. "There are plenty of job opportunities in southwest Indiana," said Perdue Farms Plant Manager Colby Rigg, citing other major employers, like Toyota and Kimball, as competitors for employees. "It's really up to employees where they want to go, so you want to be the preferred employer."

**The Solution:** Adding classes in English for Perdue's large number of employees who are Haitian immigrants. Perdue hires most of its immigrant employees through a temp agency that provides the workers with housing and other services. Hiring through the temp agency "has really helped stabilize our staffing situation," said Rigg, who added that staffing became more of a challenge after the COVID-19 pandemic.

**Getting started:** Two years ago, Perdue began offering onsite English classes provided by Vincennes University to help its Haitian employees become better workers. The company's relationship with adult ed and Vincennes goes back several years, when Perdue began offering adult education classes to prepare employees for the High School Equivalency exam. How it works: Perdue Farms offers both its HSE and English classes onsite and while workers are on the clock.

The benefit of Englishlanguage training: Rigg said Perdue Farms is happy with the results of its adult ed offerings. English proficiency improves workers' confidence and selfesteem, he said, and that translates to better performance. "An educated worker is a better worker."

**Becoming an employer of choice:** Perdue Farms tries to rise above the competition as a draw for workers by treating people well, genuinely caring about their wellbeing, and offering benefits like on-the-clock adult education, Rigg said. Being able to take classes at Perdue Farms while working is a big benefit to employees. Perdue Farms also supports employees who want to study for associate, bachelor's and advanced degrees provided the subject matter is job-relevant and students maintain good grades.

**Ongoing challenges:** After temp employees have a track record with Perdue Farms they are offered direct employment with the company, but many opt to stay with the temp agency because of the housing assistance it provides. Lack of affordable housing is a problem for Perdue Farms and employers across the state. (Go to page 37 to See how Cook Group is tackling this problem for its workforce.)•

### Earn more with an HSE Diploma

The Indiana High School Equivalency program is an alternative to earning a high school diploma that can really pay off.

Workers who have an HSE Diploma or traditional high school diploma typically earn \$8,000 more per year than those who don't, and they have the foundation they need to pursue post-secondary education—a certificate, two-year associate degree or four-year bachelor's degree.

Adult education providers offer the instruction needed to earn an HSE Diploma, which is earned after completing a test based on five subject areas: math, reading, writing, science and social studies. The classes and tests are often free if provided through an employer.



Learn more about an HSE Diploma



# Use Employer Training Grants to skill up your workforce

oosier employers will need to fill at least 1 million jobs over the next 10 years according to the Bureau of Labor Statistics. To help skill up the talent employers need, the state of Indiana created the Employer Training Grant program to help pay for the training.

"The Department of Workforce Development's Employer Training Grant,

"The Department of Workforce Development's Employer Training Grant has a tremendous impact on Hoosier businesses." as part of Gov. Holcomb's Next Level Jobs Initiative, has a tremendous impact on Hoosier businesses. Since its inception in 2017, our grant program has

served more than 1,300 partners, empowering them to unlock the full potential of nearly 30,000 employees through upskilling," said DWD Commissioner Richard Paulk.

"By investing nearly \$74 million in training, we have seen Hoosier businesses produce talent, rather than merely consuming talent, driving a positive transformation in our local industries and enhancing the competitiveness of our state," Paulk said.•



Learn more about
Employer Training Grants

#### **Employee Training Grant basics**

What: A pool of money set aside by the state to reimburse for job skills training in six key industry clusters: Advanced Manufacturing, Technology & Business Services, Transportation & Logistics, Health & Life Sciences, Building & Construction, Agriculture.

**How it works:** Employers can be reimbursed \$5,000 for every employee who completes training, up to a total of \$50,000 per employer. Training must be at least 40 hours in length and yield a post-secondary credential or a nationally recognized industry credential. Reimbursement of up to \$3,000 per employee is available for company specific training.

**Timing:** Reimbursement is available for every employee who is retained for at least six months from the time training begins. For employees who earn a credential but change employers before six months, reimbursement is still available to the employer that provided the training if the employee continues to work in the same field.

**New this year:** Wage requirements that dictate new employees make at least \$17 an hour and existing employees receive a minimum raise of 3% after training. Employer reimbursement amount is based upon the actual cost of training and the type of training provided.

## 4C Health uses Employer Training Grants to keep staff engaged

4C Health is a non-profit that offers mental, behavioral, and crisis care services in 10 counties in north central Indiana. It has more than 400 employees, the majority of which are skills trainers who meet clients in homes, prisons, schools and other settings to deliver daily living classes, depression management, budgeting help and assistance with a variety of other life skills.

**The Challenge:** Fighting the misperception among the public that skills trainers jobs require an advanced degree and then fighting a high burnout rate in what can be a stressful position. "From a retention perspective, people who feel like they are growing and learning have a higher likelihood of staying," said Chief Revenue Officer Lisa Willis-Gidley.

**The Solution:** Letting people know the jobs don't require a college degree. And offering Community Health Worker training funded by Indiana's Employer Training Grant program. 4C Health is in its third year of offering classes to groups of 10 employees at a time. "It's on the employer to make sure [employees] get the training and development they need," Willis-Gidley said.

**Why ETG Matters:** "It can be costly to train people, so the funding helps get people quality training without impacting the bottom line," Willis-Gidley said. The Employer Training Grant program pays 4C \$5,000 for every employee who completes the training and stays at 4C (or in a similar position for another employer) for at least six months. She said 4C Health succeeds in keeping and getting reimbursement for roughly 80 percent of the employees who complete training.

**Flexibility Counts:** When Willis-Gidley started at 4C Health 16 years ago, skills trainer positions required candidates with a bachelor's degree. "We had to reassess whether this was realistic," she said, because of the scarcity of candidates in the rural counties 4C Health works in. Now the positions require relevant experience or the state's Community Health Worker certificate, which employees can acquire through the ETG-funded training.

**More Burnout Help:** To help employees cope with the demands of their jobs and to prevent burnout, 4C Health works with employees on work-life balance. Toward that end, the company in late 2022 began offering a four-day, 32-hour work week. Willis-Gidley said 90 percent of 4C's workforce is now on the four-day plan.•



# Success Story: Cheyenna Mills

**Age:** 24

Job: Skills Trainer

**Time with company:** Cheyenna has been with 4C Health for more than four years.

**Her story:** Cheyenna had been working in daycare for a few years when she heard about opportunities at 4C Health through a college professor. In 2020, Cheyenna decided to take the Community Health Worker training that 4C Health is able to offer thanks to the state's Employer Training Grant program.

**The benefit of training:** "I believe one of the most beneficial aspects of the training was the collaboration with colleagues on topics we were discussing. This made me feel more connected to others in the field and [helped me] dive deeper into the content we were learning."

**Working for 4C Health:** "4C Health has given me a plethora of opportunities to gain new experiences, including a masterlevel therapy internship position and tuition assistance to further my education. The internship is only possible due to 4C Health's 4-day work week schedule."



# Want to grow your own talent? Endress + Hauser's model is a proven winner

Switzerland-based Endress + Hauser is a giant international company that supplies measuring devices, services and solutions for industrial process engineering. Despite its size and the complex nature of its work, the

> company has a grassroots approach to finding and developing talent. It's an approach that's working!

E+H—whose North American headquarters is in Greenwood, Ind—takes the long view, beginning its talent cultivation efforts as soon as children enter elementary school.

"Our leadership understands that this is not a short game," said Nicole Otte, director of workforce development/human resources at the E+H campus in Greenwood. The company's talent cultivation efforts begin in earnest at the middle school level and grow from there. "We will see the fruits of our labors in four, five, six years," Otte said.

Otte is a former high school teacher who then made the jump to Central Nine Career Center, which offers career preparation programs to high school students in Marion and Johnson counties.

It was at Central Nine that Otte became familiar with E+H and its Community Career + Education Forum, an event the company started in 2014 to expose 7th, 8th and 9th graders and their parents and educators to STEM (Science, Technology, Engineering & Math) disciplines

### Endress + Hauser's formula for talent creation

#### **Innovation Studio**

Otte

A physical learning lab for children in **kindergarten through 9th grade** where teachers can bring students for a variety of STEM activities. Ready made curriculum aligned with national standards.

#### **Student Job Shadow**

A one- to three-day program offered to **high school juniors and seniors** that exposes them to specific positions at Endress + Hauser.

#### Community Career + Education Forum

An annual event that exposes **7th-9th graders** and their parents and educators to STEM, trades and manufacturing.

#### Youth STEM LEAD

#### **Classroom Experiences**

Field trips, demonstrations, guest speakers, mentoring, grants and other opportunities that teachers of all grade levels can bring to their classrooms.

A program that **high school students** must be accepted into that includes monthly programs led by Endress + Hauser employees who lead students through various activities related to STEM, trades, manufacturing, business, and leadership.

#### **Apprenticeships**

and how they apply to various trades and manufacturing.

In its first year, the CC+E Forum drew 300 attendees. By 2019, it was attracting around 1,000. A year earlier, Otte had left Central Nine and joined E+H to help fill out what was already becoming a robust talent-identification infrastructure. It was in Otte's first year that the company started an apprenticeship program that funnels high school graduates onto the E+H campus.

The apprenticeship program recently graduated its third class of students who simultaneously work at E+H and take advanced manufacturing technician classes at Ivy Tech.

Completion of the three-year apprenticeship supplies E+H with a pool of potential employees who are well-positioned to master the technical skills the company relies on, but it doesn't mean graduates are eligible only for technical roles within the company.

One former apprentice works in human resources; another took a job as an apprentice trainer. The approximately 500 positions at the





E+H campus in Greenwood are a mix of assembly and production jobs, engineering and technical positions, and sales positions, all of which require a certain level of technical proficiency.

The company's exposure, immersion, and employment program touches students, educators, and other community members. It's an extensive network of opportunities built over several years, and Otte hopes it can be an example to other employers interested in growing their own talent.

"Whenever we meet with companies, we say 'find the one thing you want to start with and don't worry about getting it wrong.' Make it an iterative process so that you can improve it every year," Otte said. "I'd hate for a company to not do this because of their fear of failure. If you have the right intent, it will be a good experience for everyone."•

#### **Student internships**

A full-school-year internship that exposes **high school seniors** to a variety of opportunities at Endress + Hauser to help them determine a career path.

#### **Educator externships**

Forty to 80 hours of instruction to give educators a deeper understanding of careers and projects in STEM and manufacturing.

#### **Postsecondary experiences**

Endress + Hauser provides **high school graduates and postsecondary educators** with a variety of experiences, including internships and apprenticeships. Recent college graduates are hired full time at Endress + Hauser and do rotations that determine which area of the company they will work in.

#### Advanced Manufacturing Program

The AMP program pushes traditional apprenticeship programs into high school. After completing Early College coursework in their high schools, juniors and seniors spend half their day taking courses at Ivy Tech Community College while employed by local companies. Students graduate with a high school diploma, earn an associate degree in Industrial Technology with a focus in advanced automation and robotics, and accumulate 1,200 hours of work experience.

# **Apprenticeships: A win-win-win**

Apprenticeships are not all the same, but they all pay off for employers, employees and the communities they serve, said Jason Graves, senior director of the state's Office of Work-Based Learning and Apprenticeship.

"There's never been a better time for employers to build out a Registered Apprenticeship," Graves said, noting Indiana is No. 1 in the country, per capita, in the number of people participating in Registered Apprenticeships.

Apprenticeships, no matter the industry, all share five common components: training, on-the-job learning, mentorship, certification (upon completion), and financial rewards for skills gains.

# Here are the different kinds of apprenticeships:

- Registered Apprenticeship Program: Registered Apprenticeships are U.S. Department of Labor approved programs that combine paid onthe-job training and related instruction for a skilled occupation resulting in a national industry certification with wage increases at specified intervals. Available in many different occupations in all key economic sectors, completion of the program results in a national credential with some also including industry certifications and college degrees. Apprenticeships typically last 2 to 5 years. People who successfully complete an apprenticeship reach the "journeyman" or professional certification level of competence in thousands of occupations.
- Certified Pre-Apprenticeship Program: Pre-Apprenticeships are state-certified programs that typically last six months to two years. Each certified pre-apprenticeship has an articulation agreement, a formal document that lays out how that pre-apprenticeship feeds into a registered apprenticeship. Graves said some pre-apprenticeships give participants credit toward completion of a registered apprenticeship while others only guarantee admission. Graves said the sweet spot is a preapprenticeship that gets participants at least

a quarter of the way toward completing their registered apprenticeship program.

• State Earn and Learn (SEAL) Program:

SEALs are state-certified programs that, like apprenticeships, contain on-the-job training and related instruction leading to industry certifications. This ensures a comprehensive program that focuses on skill attainment and career progression. Unlike pre-apprenticeships, they do not require an articulation agreement with a registered apprenticeship; they are stand-alone programs. They typically last 4 months to 2 years and can be for new or existing employees.•



Want to create an apprenticeship? Scan for information on how to get started.

#### Apprenticeship benefits

#### For Business

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

#### For Communities

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

#### For Individuals

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

## Apprenticeships work!

Tonn and Blank Construction LLC with offices in Michigan City, Fort Wayne, Lafayette and Indianapolis—is among the companies finding future employees through apprenticeships.

"We are honored to offer students an opportunity to gain direct knowledge of the trades and a potential career in the industry," said Megan Wheeler, who is in charge of apprenticeships for Tonn and Blank. "The students have exceeded our highest expectations and we have extended offers for full-time positions to each student that has worked for Tonn and Blank Construction through the program. Their success is a testament to the power of hands-on learning and mentorship and we feel very fortunate to be part of the process."•

## Success Story Mason Castro

#### **Age:** 17

School: Senior at Chesterton Senior High School

Job: Pre-apprentice at Tonn and Blank Construction

**Best part of being a pre-apprentice:** I learned so much by enrolling in this program and would absolutely recommend it to anyone who is not completely sure if this is the right path for them or [anyone who] would like to start their career early. I got to experience a lot of different types of work—from setting cabinets and countertops, to doing insulation, putting in backing for metal studs to even doing temporary doors outside. It was neat to see how the different skilled trades worked together to complete the same project. I was fortunate enough to work on a union commercial job—a new hospital. Tonn and Blank had an amazing SEAL program that allowed me

this opportunity. I am very grateful for that.

Future plans: Carpentry apprentice

## Success Story Alexis Giesler

#### **Age:** 17

School: Valparaiso High School

**Job:** Pre-apprentice at Tonn and Blank Construction

**Best thing about being a pre-apprentice:** What I like best about this program is how I get to go out to actual job sites and work with my hands learning new skills. I also like how every day is not the same; there is always something different going on each day. I can experience a little bit of everything that construction workers do, from building walls to pouring concrete.

**Future Plans:** Continue working in the construction industry and join a local union.

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

Elementary and Secondary School Teachers Retail Salespersons PHYSICAL HUMAN RESOURCE SPECIALIST THERAPIST NURSE PRACTITIONER General and Operations Marketing Specialist SOFTWARE DEVELOPERS Medical Records Administration PLUMBERS Accountants and Auditors CONSTRUCTION MANAGERS POLICE AND FIREFIGHTERS

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Plan your future by exploring careers and the education or training needed to make your dreams come true.

- Learn which jobs will be in-demand in the future
- Assess your interests and skills
- Develop a plan to get the education and training you need







# HIRE program matches employers with an eager pool of talent

ooking for a pool of job candidates who want and need to work and are thankful for the opportunity? The Hoosier Initiative for Re-Entry, or HIRE program, has a pipeline of such candidates ready to match with Indiana employers.

HIRE, which is run by the Indiana Department of Correction, works with employers across the state to bring them pre-qualified candidates who have been incarcerated but are trying to become productive citizens and join the Hoosier workforce.

The top industries for placement are production, restaurant, warehouse, and construction.

HIRE started over 10 years ago and was recognized in 2018 as a model of success for state workforce programs. Its coordinators don't stop at matching qualified candidates with employers; they stick around after an employee is hired to make sure the transition back to work goes smoothly.• Employers that participate in the HIRE program may be eligible for Federal Bonding and Work Opportunity Tax Credits.



Visit in.gov/idoc/re-entry/hire for more information about how to get started.

**HIRE Program** 

# Solar farms find a ready source of labor

The Hoosier Initiative for Re-Entry offers classes at some correctional facilities for anyone interested in pursuing a career as an electrical worker. Among its offerings are classes about how to work with solar panels. The International Brotherhood of Electrical Workers is taking advantage by hiring graduates of the classes to work on large-scale solar farms that are strapped for workers.

**Why:** IBEW got involved in HIRE in anticipation of manpower needs that exceed the supply of available workers. Hiring the formerly incarcerated isn't just good for companies that need electrical workers, it's in line with IBEW's dedication to community service work, said Brandon Wongngamnit, IBEW's organizing coordinator for Indiana.

**How it works:** HIRE invites Wongngamnit and representatives of Indiana's 10 IBEW locals to correctional facilities to interview candidates who are close to release and on a path toward becoming an electrical worker. Right now the greatest need is for employees to install racks, rails and panels at Indiana solar farms.

What it's not: Wongngamnit is not recruiting into an apprenticeship program. Those require more extensive math training than most HIRE candidates have received, although landing a job as an electrical worker combined with additional training can lead to an apprenticeship.

**Successes:** IBEW hired a candidate two months prerelease who is now excelling at his job at a solar farm. He's one of three that have been hired through the program, Wongngamnit said.

Advice for employers: "Give a person a chance. Don't count someone out just because they made a mistake in the past."•

# HIRE Success Story

## **Michael Adams**

#### **Age:** 46

**Time incarcerated:** One year and eight months

**Job:** Electrical Helper and logistics crew member for Cupertino Electric through IBEW Local 873.

**Career path:** Being a member of IBEW gives me an opportunity for learning and growth in the electrical industry, which could open doors for advancement down the road.

What it means: Being employed means I am able to provide for myself and my loved ones. It helps create stability for me; it also gives me a sense of purpose and belonging. I'd like to sincerely thank God, the HIRE program and the IBEW for working together to create this opportunity for me and others.

# Construction trades build bridges for the formerly incarcerated

The Indiana/Kentucky/Ohio Regional Council of Carpenters, or IKORCC, represents approximately 35,000 building trades craftspeople and is adding to its ranks by helping people who were formerly incarcerated land valuable apprenticeships as carpenters, millwrights and floor coverers.

Last year, IKORCC entered into an agreement with the Hoosier Initiative for Re-Entry (HIRE) program that pre-approves four-year construction trades apprenticeships for anyone who has been involved with the criminal justice system and completes training, either before or after release, through Ivy Tech.

**Why:** "If you're looking for someone who will be a loyal employee and appreciates the opportunity, go to HIRE," said Hope Harp, outreach specialist for the IKORCC's carpenters and millwrights joint apprenticeship training fund. "The ripple effect you create by providing an opportunity for someone who has been justice-involved is huge."

**How it works:** IKORCC's agreement with HIRE is essentially a stamp of approval for the training provided by Ivy Tech for incarcerated individuals who want to prepare for an apprenticeship in the trades. The training can occur while their sentence is being served or after release. Upon successful completion of training, they can be immediately accepted for an apprenticeship, which involves on-the-job experience and one week of classroom instruction every two- to three months.

**Compensation and costs:** Apprentices are paid during weeks they're not in school. They receive benefits and only pay \$100 a year for books and \$17 a month in dues.

**Successes:** IKORCC has brought on four apprentices through the program and is about to add a fifth.

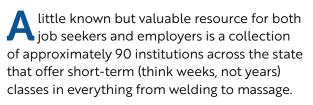
Advice for employers: "Go for it! You're giving these people an opportunity they probably never thought they'd have," Harp said.•

### Go for it! You're giving these people an opportunity they probably never thought they'd have.

-Hope Harp, outreach specialist for the IKORCC's carpenters and millwrights joint apprenticeship training fund.



# Quick paths to a rewarding career



Graduates of the programs offered by these institutions can land jobs in fields such as phlebotomy, crane operation, and bartending after completing around 12 weeks of classes.

Many of the institutions are operated by employers who recognize their value in providing a pipeline of trained employees, but even those that aren't typically have connections that help place graduates in relevant jobs.

Overseeing these institutions is the Indiana Office for Career & Technical Schools, which is responsible for regulating non-credit bearing, non-degree granting postsecondary proprietary institutions.

The institutions represent approximately 15 careers and in many cases students can enroll at low or no cost. Most require that candidates be at least 18 years old and have a high school diploma or equivalent.•



Scan for a list of OCTSapproved institutions.

## Train for these jobs

These are some of the popular occupations for which people can train.

#### Phlebotomy

12 OCTS Institutions	
Estimated hours =	95
Estimated weeks =	9 Weeks
Estimated cost for program =	\$1,692

#### **Massage Therapy**

12 OCTS Institutions	
Estimated hours =	743
Estimated weeks =	39 Weeks
Estimated cost for program =	\$16,601

#### Dental Assistant

13 OCTS Institutions

Estimated hours =	174
Estimated weeks =	12 Weeks
Estimated cost for program =	\$3,581

#### Welding

#### **4 OCTS Institutions**

Estimated hours =	99
Estimated weeks =	8 Weeks
Estimated cost for program =	\$2,575

#### **Crane Operator**

#### 2 OCTS Institutions

Estimated hours =	120
Estimated weeks =	3 Weeks
Estimated cost for program =	\$6,998

Office for Career & Technical Schools

# Evansville spa jumps into training

After about a decade of running Ahh Spa in Evansville, owner Reanna Jake and her partner became dissatisfied with the training available to massage therapists in the city. "We felt like we were retraining people who had already graduated" from massage classes, said Jake.

With demand for massage therapists rising, Ahh Spa's owners decided to take matters into their own hands and create an in-house training program, the Ahh Spa Academy. That was more than four years ago, and Jake couldn't be more pleased with the result.

"We have no intention of slowing down," she said.

**Getting started:** Jake recommends starting out by contacting Indiana's Office for Career & Technical Schools. She had never heard of OCTS, but now understands the important role the office plays in helping set up and maintain training providers. For starters, the office can evaluate whether a training program being considered requires OCTS authorization.

**Requirements for massage therapists:** Licensed massage therapists need at least 625 hours of training and must pass the Massage Bodywork Licensing Exam (MBLEx). Once they've passed, they can apply for a license with the Indiana Professional Licensing Agency.

Ahh Spa Academy training: The academy recruits primarily through social media and offers a 700-hour program, which is typically completed over the course of a year. Although some training programs offer low- or no-cost options, Ahh Spa Academy tuition is \$8,900, plus books. Sometimes the school can offer tuition assistance. The academy never has more than eight students at a time and starts classes in either the fall or spring.

With demand for massage therapists rising, Ahh Spa's owners decided to take matters into their own hands and create an in-house training program, the Ahh Spa Academy.

Placement: Ahh Spa Academy<br/>boasts 100 percent<br/>placement of its graduates,<br/>Jake said. Many of them<br/>are hired by the spa,<br/>but the academy<br/>also has contacts at<br/>chiropractors and<br/>other providers that<br/>hire graduates.

## Success Story Lauren Frisse

#### **Age:** 32

**Job:** Licensed Massage Therapist at Ahh Spa.

**Background:** Worked as a Student Behavioral Coach with Southwestern Behavioral Healthcare. "I was stuck in my position unless I wanted to get an advanced degree."

**Career switch:** Frisse was an Ahh Spa client who got the idea of massage training from one of Ahh Spa's therapists.

**About the training:** Frisse had classes two days a week for a year. "The length [of training] was manageable, especially since I have a family." The training was affordable, she said, because of a payment plan offered by Ahh Spa.

Why she likes her job: "This career path is flexible, which is exactly what I need at this point in my life since I have children. I can make my own schedule, set my own hours and take off when I need to."

Office for Career & Technical Schools



# Success Story Zachery Rodriguez

#### **Age:** 20

**Job:** Pipefitter since graduating in November 2022. Belongs to Pipefitters Local 597 in Merrillville, Ind.

**Background:** Worked in the restaurant industry for 3-4 years.

What drew you to welding: "My brother is in Local 597, and I took a welding class in high school."

**About the training:** "Once I got into the groove of things, days went by a lot faster and I was excited to go back the next day and weld more. The price of the program was a little scary for me at first, but now looking back on it, it was very much worth it."

**Best part of the job:** "It has been great so far learning a lot of things every day, such as screwed pipe, copper piping, rigging, and much more. Getting into the union definitely put my parents at ease knowing I now have a career I can look forward to." Calumet uses its deep connections in the Chicago region to help find jobs for almost all of its graduates.

## Welders have many job options

After Ryan Kondrat's dad bought a company that does welding inspections, it wasn't long before he started fielding calls from companies looking for welders.

In 2009, he started Calumet Welding Center in Griffith, Ind., of which Kondrat is now director, to begin training people for jobs in welding.

"Everyone who works here is passionate about welding," Kondrat said. That passion drives Kondrat and his colleagues to graduate students who are well-versed in the trade, which has application in many different industries/settings.

**Classes offered:** Among Calumet's offerings are three "bread-andbutter" welding courses: a six-month pipe course, a four-process structural steel course that lasts 15 weeks, and a two-process structural steel course that is 10 weeks. "All of our classes are a derivative of the pipe course," Kondrat said.

Who trains at Calumet: Kondrat said the institution attracts students through word-of-mouth and social media. Most are 18- to 25-year-olds who have a long-standing interest in welding through a family member or other connection. Some are people in their 20s who are searching for a career and decide to give welding a try. And there's an older group of people who are career changers and want to try something new.

**Capacity:** Calumet can accommodate up to 30 students but usually trains about 20 students at any given time.

**Costs:** Calumet's courses range from \$6,000 to \$18,000. Kondrat offers weekly, no-interest payment plans for those paying out of pocket. The majority of students get funding through WorkOne centers or the Veterans Administration.

**Placement:** Calumet offers placement, but it's not part of the curriculum. However, Calumet uses its deep connections in the Chicago region to help find jobs for almost all of its graduates.

# Dental training school offers hands-on experience

Being a dental assistant gave Candice Napier some insight into what was lacking in her profession: better training. So, Napier started the Dental Assisting School of Indianapolis in 2021 to make sure those who want to enter the field are getting hands-on experience and enough practice to be able to hit the ground running when they get a job.

"Our job is all hands-on," Napier said, noting that some training programs don't devote enough time to learning and practicing the things that dental assistants and expandedfunction dental assistants are asked to do on a regular basis: taking x-rays, suctioning and other routine tasks.

"We want people to be able to come here and change their lives," she said.

**Getting started:** Napier secured space for her training business and then outfitted it like a real dental office. "I love training," said Napier, who still works two days a week as an expanded functions dental assistant in a local dental office. She is one of two instructors at the school, which is her full-time job.

**Available classes:** Dental Assisting School of Indianapolis offers a 12-week dental assisting program that requires students to attend a full day of class once a week. Once that training is completed, students can opt for two other programs: a twosession coronal polishing/fluoride application class and a sixweek expanded functions dental assistant program.

**How it works:** Napier limits classes to 10 students so that she and another instructor can give each student the proper instruction and oversight. Most students learn about Dental Assisting School of Indianapolis by word of mouth, but the school also relies on Google ads and Facebook to draw students. Napier said students have ranged in age from 18 to 41, meaning the school draws students looking for their first job but is also attractive to people who want to change careers.

**Money matters:** To make training accessible, the school offers a zero-interest, 12-month plan for paying the \$4,000 cost of the foundational dental assisting program. The two-class polishing and fluoride class is \$675 and must be paid in advance. Students in the extended functions class get three months to pay the \$1,900 tuition. Average salaries in the field are around \$44,000 a year.

**Placement and licensing:** "Dental offices reach out to us every day looking for assistants," Napier said. Most students have found a job at a dental office before they even graduate. Graduates leave the school with a dental assisting certificate and a provisional radiology license that must be renewed after six months by passing an exam given by the Dental Assistant National Board.•

## Success Story Meranda Wrigley

#### **Age:** 29

**Job:** Expanded functions dental assistant

**Background:** Wrigley had completed some college classes, had a cosmetology license and was working as a hair stylist before deciding to enroll at Dental Assisting School of Indianapolis.

**Career switch:** "I've always loved the idea of working in a dental office. I never knew what to do, so I reached out to different schools."

About the training: "For me, the length and the cost of the training was amazing. I needed something that was on the weekends and wasn't going to cost me that much."

**Best part of the job:** "I've been able to do a dream job that I never thought I'd be able to do. I am now going back to school to be a dental hygienist. I would never have chased my dream if it wasn't for [Dental Assisting School of Indianapolis] answering my call that day when I inquired about the class."





Talent with Disabilities

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# Hoosiers with disabilities make great employees

A s recently as last year, there were more than 16 million working-age Americans with disabilities, but the majority of them were unemployed. In Indiana, companies looking for loyal, responsible job candidates are learning that Hoosiers with disabilities are a great source of talent.

From IU Health to Toyota, hiring individuals with disabilities is a growing path to filling jobs. Some of the credit goes to The Arc of Indiana, an advocate for Hoosiers with disabilities, and its foundation, which in 2016 founded the Erskine Green Training Institute. EGTI, embedded in a Courtyard by Marriott hotel in Muncie, is the country's first postsecondary vocational training program of its kind, providing training in hospitality, food service, health care, and inventory distribution.

In 2023, the Indiana General Assembly took note and passed legislation aimed at replicating

the Erskine Green model. Andy Kirby, chief operations officer for The Arc of Indiana and executive director of The Arc of Indiana Foundation, said his organization is working with the Indiana Department of Workforce Development to seek funding and identify pilot sites where training can occur and trainees can be connected with nearby manufacturers.

Kirby noted that 18 months after graduating from ETGI, 80 percent of graduates remain employed.•



Learn more about The Arc of Indiana, the Erskine Green Training Institute and how your company can connect with this valuable source of labor.

### IU Health has long history of hiring workers with disabilities

IU Health Ball Memorial Hospital in Muncie has been partnering with the Erskine Green Training Institute, which offers postsecondary training to people with disabilities, for about as long as EGTI has been around. What started in Muncie has spread to other hospitals in the IU Health network. The system now employs Erskine Green graduates in hospitals throughout the state in environmental services, nutrition, patient transport and inventory distribution roles.

**Why:** "It's a workforce pipeline that we need," said Brian Reed, the vice president of human resources for IU Health's east central region. "The value is it helps us have a team that reflects the communities we work in. It helps us provide better patient experiences. Our teams are more well-rounded, and it creates a more supportive environment."

**How it works:** Trainees receive either 10 or 13 weeks of training at EGTI. The training period involves significant time spent working at the hospital, but they don't become paid employees until they've completed training. The hospital is typically involved in the training of between five and 10 job candidates per year. Trainees can have physical or neurological disabilities.

**Successes:** IU Health now employs more than 30 Erskine Green graduates throughout the state.

Advice for employers: Erskine Green has instructors that help employers and employees forge a successful relationship, but the employer must be committed to the process. "Be prepared to invest some of your team's time into this," Reed said.•

## Success Story Rony Warner

#### **Age:** 28

Job: Patient Transporter for IU Health

Time at IU Health: 3 years

**Previous job:** "I was never ever able to have a real job, so I would mow or volunteer to work."

**Best parts of your job:** Working on teams to help patients feel comfortable, learning new skills.

## How has this job improved your life?

"It has been a pleasure to work with my team and have support to grow into the man I want to be."

# Success Story Jamie Beck

#### **Age:** 33

Job: Housekeeping for IU Health

Time at IU Health: 5 years

**Previous jobs:** Worked three jobs, including taking photographs of plants for a local shop. Also worked at Pizza Hut cleaning the dining room and doing dishes.

**Best part of your job:** Training new Erskine Green Institute students. "The training of the Erskine Green students is really special to me since I get to have that one-on-one time with them and figure out how to help the student to do a little better .... I like interacting with patients and helping my teammates."

How has this job improved your life? "It gives me a good chance. People who are like me—it is a lot harder for us to get a job. It makes me thankful."

## Workers with disabilities drive process improvement at Toyota

Toyota Motor Manufacturing of Indiana started to explore hiring people with disabilities more than a decade ago after seeing firsthand that it was working at Toyota plants elsewhere.

The plant in Princeton initially partnered with The Arc of Southwest Indiana to assemble a team, starting with four people per shift, for a total of eight employees. It wasn't long before the Toyota plant had added eight more people on a second assembly line. The experience was so good, said Ted Brown, the plant's vice president of administration and secretary, that Toyota decided to go solo and hire people with disabilities directly, without contracting them through The Arc of Southwest Indiana.

**Why:** "It's an incredible talent pool to tap into. When we've looked at our data, the success of these individuals rivals those without disabilities. Their safety record is impeccable," Brown said.

**How it works:** People with a variety of disabilities typically become production team members, although it isn't unheard of for them to go into engineering or administrative roles. About three years ago, Toyota worked with the organization The Arc of Southwest Indiana to create a 12-week apprenticeship either on the production floor or with a Toyota supplier. Toyota supplies a mentor for each trainee, and that relationship/training period replaces all of the standard onboarding and initial assessment that all Toyota employees go through.

**Successes:** Toyota now employs almost 100 people with disabilities across its Princeton campus. The rate of retention among those employees is better than the retention rate



among the general plant population, Brown said.

#### Advice for employers:

"Don't worry about accommodations," Brown said. "A lot of manufacturing folks get scared of the word accommodation." Toyota's experience,

he said, has been in line with its dedication to "kaizen," a Japanese term for continuous improvement. Any process changes made to accommodate employees with disabilities has been adopted by all employees and has improved overall efficiency, Brown said.•

## Success Story Vitaliy Thompson

#### **Age:** 21

Job: Production Track Team Member. "I set up parts on the jig in the Weld department by using a motion sensor to start the robots. The robot then picks up the part and moves it."

Time at Toyota Indiana: 1 year, 4 months

Previous job: Worked at an area pizza restaurant.

**Best part of your job:** "I really like my team. Everyone is great! I have a great team leader and team that is supportive and helps me."

How has this job improved your life? She now lives on her own.



## Success Story Elizabeth "Lizzy" Clutter

Age: 21

Job: Production Track Team Member

Time at Toyota Indiana: l year

**Previous jobs:** Worked at a botanical garden and at another area manufacturer.

**About Toyota Indiana:** "I toured Toyota Indiana as a young girl and told my mom it was my dream job and that Toyota was awesome!"

**Best part of your job:** "The people I work with are what I like most about my job at Toyota."

**How has this job improved your life?** "Working at Toyota Indiana is like one big family. I like to make everyone laugh!"

# **Cook Group is role model for talent creation, retention**

One of Indiana's life sciences heavyweights leaves nothing to chance when it comes to developing and keeping talent.

Bloomington-based Cook Group is separating itself from the talent-hungry pack with innovative education and housing programs.

Cook is building 300 houses for its employees in south central Indiana and making it easier for all of its people to earn academic credentials. It's even lifting up an entire urban community, creating employment opportunities—and wealth—in a former downtrodden area whose residents might otherwise go missing from the labor force.

Cook partnered with several organizations to build a \$15.6 million manufacturing plant in the Devington neighborhood on the northeast side of Indianapolis. The plant hires almost exclusively from the neighborhood.

To make the neighborhood more attractive as a place to work and live, the company even attracted a grocery store to Devington, further testing the link between neighborhood building, job creation and workforce training.

# Cook helps bridge the work-school divide

With more than 12,000 positions globally—7,000 of those in Indiana—Cook Group can't be passive in its quest to attract and keep talent. So in 2016 it rolled out My Cook Pathway to help Cook employees with the time and tuition assistance they need to earn academic credentials.

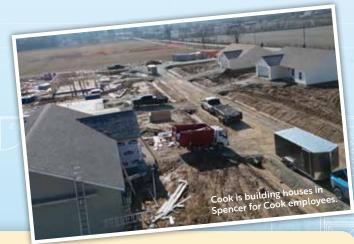
"Investing in employees through education is one of the best ways to help them achieve their personal and career goals," said Nicky James, Cook Group's vice president of human resources and talent development.

My Cook Pathway provides education assistance for a range of credentials, from high school equivalency to college degrees.

The high school equivalency program gives employees the opportunity to work part-time and study part-time on their way to earning a full-time "This has expanded our manufacturing capacity. It has expanded our labor market," said Marsha Lovejoy, global manager of public relations for Cook Medical.

"Mr. Cook always said that the best thing you can do for a person is give them a job," Lovejoy said, referring to Cook founder Bill Cook. "We've expanded that to giving them an education. It really builds the community."

With Cook's relatively new involvement in building workforce housing near its home base in Bloomington, the company is making an impact in both urban and rural settings. It's improving the lives of not just those who receive its medical devices, but also those who make them.•



paycheck. It removes a common barrier: the inability of many people to take unpaid time to study for their high school equivalency exam.

Since the program started, 224 Cook employees have received their Indiana high school equivalency diploma in a state where workers with a high school diploma typically earn \$8,000 more per year than those who haven't graduated.

My Cook Pathway also has partnerships that help employees earn degrees at Ivy Tech Community College, Western Governors University, Indiana Wesleyan University, and Purdue Global University. Almost 200 Cook employees have achieved a degree through an Achieve Your Degree program in partnership with Ivy Tech. Another 18 have received associate degrees, 72 have earned bachelor's degrees and more than 150 have achieved master's degrees.

# 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**, 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.

# WorkOne Career Centers

WorkOne Career 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. 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.•



# WORKING MOMS + DADS



# LIFE CHANGING EDUCATION

Indiana Tech will help you go further with 100-plus quality online degree and certificate programs. Our class schedules allow you to take one class at a time and make rapid progress toward program completion.

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# 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.

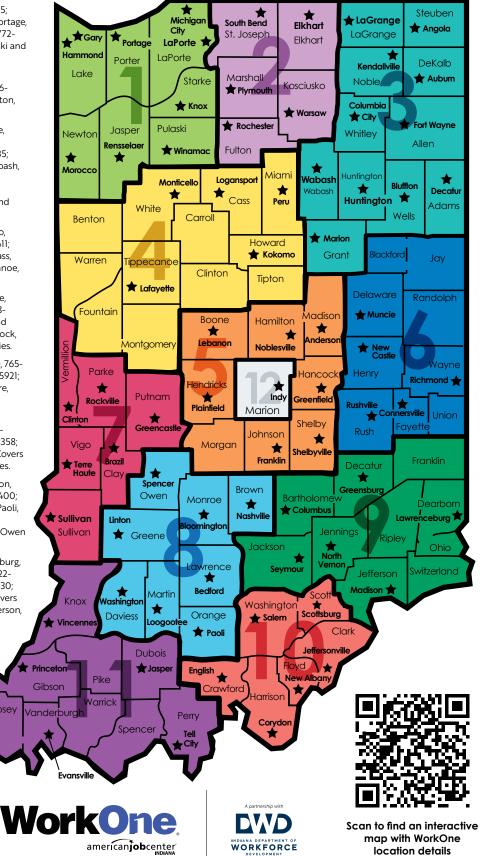
Region 9 - Offices in Columbus, 812-376-3351; Lawrenceburg, 812-537-1117; Greensburg, 812-663-8597; Seymour, 812-522-9074; Madison, 812-265-3734; North Vernon, 812-346-6030; Rising Sun, 812-438-2437; and Batesville, 812-537-1117. Covers Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings,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

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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.



# TOP HOSPITALITY & Tourism Jobs



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# TOP AGRICULTURAL, Food & Natural Resources Jobs

# HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

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OCCUPATION	FLAME RATING	SALARY RANGE
Flight Attendants	666	\$53-84K
Umpires, Referees, & Other Sports Official	<u> </u>	\$18-27K
Supervisors of Housekeeping & Staff	6666	\$40-58K
Supervisors of Food Prep & Servers	۵۵۵ 👘	\$34-52K
Supervisors of Office & Admin Staff	6666	\$42-61K
Food Service Managers	6666	\$62-82K
Counter & Rental Clerks	666	\$21-25K
Animal Caretakers	è è	\$27-35K
Animal Trainer, Animal Curator	666	\$38-72K
Concessions Attendants	66	\$20-27K
Chef & Head Cook	6666	\$49-67K
Advertising Sales Agents	666	\$27-75K
Vending Machine Service & Repairers	666	\$32-49K
CERTIFICATE / 2-YEAR DEGREE JOBS		
Maintenance, Airframe & Pilot	6666	\$43-76K
Videographer	666	\$34-51K
4-YEAR DEGREE JOBS		
Marketing Manager	6666	\$80-135K
Camera Operator Television, Video, & Film	۵۵۵	\$23-53K
Broadcast Announcers & Radio Disc Jockeys	۵ ۵	\$34-75K
Sales Managers	666	\$67-132K
Human Resource Specialist	66666	\$36-67K
Market Research Analyst & Marketing Specialist	66666	\$38-66K
Computer User Support Specialist	6666	\$29-60K
Public Relations Specialist	6666	\$42-64K
Social Media Manager	6666	\$59-105K
Meeting, Convention, & Event Planners	6666	\$34-50K
General & Operations Managers	66666	\$48-127K
Stage Manager	💩 🍐 🍐 👘 👘	\$43-79K
MASTER'S DEGREE JOBS		
Museum Curator	<b>è</b> è	\$44-72K

HS DIPLOMA / EQUIVALENCY / TRAINING JOBS		
OCCUPATION	FLAME RATING	SALARY RANGE
armworkers for Farm or Aquacultural Animals	è è è	\$23-37K
Ag Equipment Operator	è è è è	\$37-50K
Farm Equipment Mechanics	6666	\$42-62K
Farmworkers for Crop or Nursery	۵۵۵	\$30-42K
Packaging Machine Operators	è è è è	\$36-\$46K
CERTIFICATE / 2-YEAR DEGREE JOBS		
Food Science Technicians	۵ 🍐	\$45-68K
Forest & Conservation Technicians	۵ 🍐	\$36-49K
/eterinary Technologists & Technicians	è è è è .	\$36-47K
Electricians	66666	\$64-76K
Electrical Power-Line Installers & Repairers	è è è	\$56-95K
4-YEAR DEGREE JOBS		
Agricultural Inspector	۵۰ الله الله الله	\$35-52K
Foresters	۵.	\$44-72K
Life Scientists	۵ ۵ ۵	\$49-62K
Food Scientists & Technologists	۵ ۵ ۵	\$58-102K
Conservationists Scientists	۵ الله ال	\$47-85K
Agricultural Engineers	۵ 🍐	\$76-115K
Engineers, All Other	۵ ۵ ۵	\$82-119K
Software Developers		\$73-101K
Animal Scientists/Geneticists	۵ ا	\$67-102K
Soil & Plant Scientists/Geneticists	۵ 💩	\$40-80K
Project Management Specialist	66666	\$79-137K
Chemists	۵۵۵۵	\$86-135K
Conservation Law Enforcement Officers	۵	\$62-75K
Dietitians & Nutritionists	۵۵۵	\$52-69K
MASTERS DEGREE JOBS		
Farm & Home Management Educators	è è -	\$65-67
DOCTORAL DEGREE JOBS		
/eterinarian	ا 🝐 🍐 🍐 💧	\$85-136K

VeterinarianImage: A gricultural Sciences Teachers, PostsecondaryImage: A gricultural Sciences Teachers, Store Store



SCAN THE QR CODE TO EXLPORE THE ENTIRE INDEMAND JOBS LIST.





# TOP ARCHITECTURAL, ENGINEERING & CONSTRUCTION JOBS

# TOP TECHNOLOGY JOBS

# HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

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OCCUPATION	FLAME RATING	SALARY RANGE
Multiple Machine Tool Setters, Operators, & Tender	• • • •	\$50-57K
Office Clerks, General	۵ ک ک	\$38-58K
Medical Records Specialists	۵ ۵ ۵ ۵	\$37-57K
Janitors & Cleaners	۵ ۵ ۵	\$32-40K
CERTIFICATE / 2-YEAR DEGREE JOBS		640 77V

#### **Medical Equipment Repairers** \$40-77K الم الم الم **Aerospace Engineer** \$50-68K **Electrical & Electronics Engineering** ۵ ۵۵ ۵ \$49-65K Technicians Computer, Automated Teller, & Office Machine Repairers انى 💩 🍐 \$34-48K ۵ ۵۵ ۵ **Tool & Die Makers** \$63-75K **4-YEAR DEGREE JOBS** ا الله الله الله الله الله الله \$95-124K **Software Developers** ۵ ۵ ۵ ۵ ۵ \$69-111K **Computer Systems Analysts** ام الم الم الم **Health Informatics Specialists** \$69-111K **Data Scientists** À 🍐 🍐 🍐 \$72-108K ام اله اله اله \$84-135K **Computer Occupations Web Developers** اه اله اله اله \$59-105K **Network & Computer Systems** المه الم الم الم \$66-104K Administrators **Computer Network Architects** \$61-131K **Computer User Support Specialists** \$38-61k **Computer & Information Systems** \$104-167K Managers **Information Security Analysts** ام اله اله اله \$70-110K **Sales Representatives, Wholesale** اه اله اله اله & Manufacturing, Technical & \$67-127K Scientific Products **Database Administrators** \$68-124K **Project Management Specialists** \$71-128K <u>è</u> è è \$49-65K **Graphic Designer** اه اه اه اه اه **Clinical Data Managers** \$72-108K ۵ ۵۵ ۵۵ \$61-135K **Robotics Engineers** \$66-118K **Computer Programmers**

HS DIPLOMA / EQUIVALENCY / TRAININ	HS DIPLOMA / EQUIVALENCY / TRAINING JOBS		
OCCUPATION	FLAME RATING	SALARY RANGE	
Cement Masons & Concrete Finishers	۵ ۵۵ 💧	\$47-61K	
Carpenters	ا الله الله الله الله الله الله الله ال	\$47-67K	
Landscaping & Groundskeeping Workers	۵ ۵ ۵	\$28-41K	
Brickmasons & Blockmasons	💩 🍐 🍐 💧	\$59-73K	
Occupational Health & Safety Technicians	۵ ۵ ۵	\$65-95K	
Construction Laborers	💩 🍐 🍐 💧	\$39-59K	
Painters, Construction, & Maintenance	۵۵۵۵	\$38-56K	
Structural Iron & Steelworkers	۵۵۵۵	\$49-80K	
Welders, Cutters, Solderers, & Brazers	ا الله الله الله الله الله الله الله ال	\$47-65K	
Operating Engineers & Other Construction Equipment Operators	è è è è è	\$54-84K	
Elevator & Escalator Installers & Repairers	۵ ۵ ۵	\$78-108K	
Construction & Building Inspectors	è è è	\$40-75K	
CERTIFICATE / 2-YEAR DEGREE JOBS			
Mechanical Drafters		\$53-74K	
Industrial Engineering & Technicians	<u> </u>	\$39-79K	
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	۵۵۵۵	\$46-65K	
Electrician	<u> </u>	\$50-85K	
Plumbers, Pipefitters, & Steamfitters	ا الله الله الله الله الله الله الله ال	\$51-89K	
4-YEAR DEGREE JOBS			
General & Operations Managers		\$74-162K	
Civil Engineers	6666	\$67-108K	
Landscape Architect		\$46-133K	
Environmental Scientists & Specialists	6666	\$62-90K	
Surveyors	è è è	\$59-85K	
Construction Managers	0000	\$80-120K	
Health & Safety Engineers	۵ ۵۵	\$86-92K	
Interior Designer	۵ ۵ ۵	\$50-74K	
MASTER'S DEGREE			
Urban & Regional Planners	è è	\$81-87K	









# TOP BUSINESS & FINANCE JOBS

# HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

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OCCUPATION	FLAME RATING SALARY RANGE
Production, Planning, & Expediting Clerks	🍐 🍐 🍐 💧 🛛 \$47-65К
Supervisors of Production & Operating Workers	🍐 🍐 🍐 💧 🕺 \$54-84K
Inspectors, Testers, Sorters, Samplers, & Weighers	🍐 🍐 🍐 💧 \$40-58K
Computer Numerically Controlled (CNC) Operators	🌢 🍐 💧 \$42-61K
Assemblers & Fabricators	🍐 🍐 🍐 💧 🕺 \$39-67K
Aviation Maintenance	🍐 🍐 🍐 💧 🛛 \$43-76K
Supervisors of Transportation & Material Moving Workers, except aircraft	🍐 🍐 🍐 💧 \$52-80К
Heavy & Tractor-Trailer Truck Drivers	🍐 🍐 🍐 💧 🖇 \$48-68K
Parts Salespersons	🍐 🍐 🍐 \$43-50К
Industrial Truck & Tractor Operators	🍐 🍐 🍐 💧 \$39-47K
Welders, Cutters, Solders & Brazers	🍐 🍐 🍐 💧 \$40-52K
Bus & Truck Mechanics & Diesel Engine Specialists	è è è è \$46-62K
Industrial Machinery Mechanics	🍐 🍐 🍐 🍐 💲 \$64-80K
CERTIFICATE / 2-YEAR DEGREE JOBS	
Chemical Technicians	🍐 🍐 🍐 🍐 \$37-62K
Robotics Technicians	🍐 🍐 🛛 \$50-102К
Electrician	🍐 🍐 🍐 🍐 💲 \$78-81K
Automotive Service Technicians & Mechanics	🌢 🍐 🍐 🖇 \$48-75К
Machinist	🍐 🍐 🍐 🍐 \$42-61K
Aerospace Engineering & Operations Technologist/Technicians	🍐 🍐 💧 \$50-68К
4-YEAR DEGREE JOBS	
General & Operations Managers	🍐 🍐 🍐 🍐 \$88-184К
Industrial Production Manager	🍐 🍐 🍐 💧 🛛 \$83-128К
Architectural & Engineering Managers	🍐 🍐 🍐 🍐 \$105-168K
Industrial Engineers	🍐 🍐 🍐 🍐 \$79-109К
Mechanical Engineers	🍐 🍐 🍐 💧 🛛 \$77-109К
Airline Pilots, Copilots, & Flight Engineers	🍐 🍐 🍐 \$123-135K+
Commercial Pilots	🍐 🍐 🍐 🍐 \$77-155K

HS DIPLOMA / EQUIVALENCY / TRAINING JOBS			
OCCUPATION	FLAME RATING	SALARY RANGE	
Real Estate Agents	èèèè è	\$63-100K	
Secretaries & Admin Assistants	۵ ۵ ۵	\$34-49K	
Supervisors of Non-Retail Sales Workers	è è è	\$66-112K	
Customer Service Representatives	è è è	\$38-51K	
Supervisors of Office & Admin Staff	6666	\$50-80K	
Insurance Sales Agents	èèèè	\$48-89K	
CREDENTIAL/ASSOCIATES			
Bookkeeping, Accounting, & Auditing Clerks	666	\$34-51K	
Paralegals & Legal Assistants	6666	\$40-67K	
Human Resources Assistants	è è	\$44-56K	
4-YEAR DEGREE JOBS			
Sales Managers	6666	\$98-179K	
Market Research Analysts & Marketing Specialists	66666	\$46-82K	
Accountants & Auditors	6666	\$61-94K	
Financial Risk Specialists	è è è	\$61-97K	
Stockbrokers	6666	\$45-88K	
Loan Officers, Underwriters	6666	\$48-100K	
Staff Trainers	6666	\$53-\$79K	
Human Resource Manager	6666	\$106-\$169	
General & Operations Manager	66666	\$85-207K	
Public Relations Specialists, Community Engagement	66666	\$49-102K	
Management Analysts	66666	\$63-109K	
Actuaries	è è è	\$76-238K	
Project Management Specialists & Product Development	****	\$62-104K	
Claims Adjusters, Examiners, & Investigators		\$51-82K	
MASTERS DEGREE		i gu	
Statisticians	🔞 🌢 🍐 🔚	\$91-117K	





# TOP HEALTHCARE & LIFE SCIENCE JOBS





# HS DIPLOMA / EQUIVALENCY / TRAINING JOBS

OCCUPATION	FLAME RATING SALARY RANGE
Pharmacy Technicians	👌 👌 👌 👌 🔰 \$36-44K
Medical Records Specialists	🍐 🍐 🍐 💧 🕺 \$38-58K
CERTIFICATE / 2-YEAR DEGREE JOBS	
Emergency Medical Technicians	👌 🍐 💧 🛛 \$31-39К
Surgical Technologists	💩 🍐 💧 🕺 \$51-64K
Nursing Assistant (CNA)	🍐 🍐 💧 \$31-38К
Occupational Therapist Assistant	👌 👌 👌 👌 🔹 \$49-66K
Dental Hygienists	👌 🍐 🍐 🍐 🕺 \$76-88K
Radiologic Technologists & Technicians	👌 💩 💩 💧 🛛 \$56-79К
Respiratory Therapists	🔌 🄌 🍐 🍐 🖇 \$64-78K
4-YEAR DEGREE JOBS	
Registered Nurses	👌 💩 💩 💧 💦 \$66-85K
Microbiologists	🍐 🍐 🍐 \$48-68K
Chemist	💩 💩 💩 🔹 \$50-131K
Clinical Laboratory Technologists & Technicians	à à à à 🖇 \$40-67K
General & Operations Managers	💩 💩 💩 💩 🔹 \$67-148K
Operations-Medical Records	👌 👌 🍐 🍐 🍐 🕺 \$76-121K
Health Information Management	👌 💩 💩 🔹 💲 \$59-99К
Computer Support Help Desk	💩 💩 💩 🔹 🕹 \$46-66K
Compliance /Risk Management	👌 💩 💩 🔹 🛛 \$47-90К
Athletic Trainer	🍐 🍐 💧 \$48-60К
MASTER'S DEGREE	
Nurse Practitioners	👌 💩 💩 💩 💧 💲 \$110-135K
Physician Assistants	🍐 🍐 🍐 🍐 🕺 \$108-141K
Speech-Language Pathologists	💩 💩 🍐 💧 🕺 \$80-109K
Occupational Therapist	🔌 🄌 🍐 🍐 🕺 \$81-105K
DOCTORAL DEGREE	
Dentist	🍐 🍐 🍐 👘 \$111-175K+
Physical Therapists	💩 💩 💩 💩 💧 \$82-108K
Family Medicine Physicians	👌 👌 💧 🕴 \$175-227K+

HS DIPLOMA / EQUIVALENCY / TRAINING JO	BS	
OCCUPATION	FLAME RATING	SALARY RANGE
Police & Sheriff's Patrol Officers	۵ ۵ ۵ ۵	\$55-77K
Correctional Officers & Jailers	۵ کې کې	\$39-\$47K
Highway Maintenance Workers	ا الله الله الله الله الله الله الله ال	\$40-48K
Water & Wastewater Treatment Plant & System Operators	۵ ک	\$46-59K
Office Clerks, General	۵ ال ال	\$31-47K
Police, Fire, & Ambulance Dispatchers	۵ ۵ ۵	\$38-50K
Supervisors of Correctional Officers	۵.	\$45-57K
Photographers	۵ 🍐 🍐 👘	\$29-49K
Community Health Workers	۵ ۵ ۵ ۵	\$35-51K
Automotive Body & Related Repairers	۵ ۵ ۵ ۵	\$47-65K
CERTIFICATE/2-YEAR DEGREE JOBS		
Paralegals & Legal Assistants	0000	\$42-57K
Firefighters	۵ ۵ ۵ ۵	\$49-74K
4-YEAR DEGREE JOBS		
Forensic Science Technician	۵ ک ک	\$42-57K
Non-profit Management	è è è è è è	\$65-\$129K
Secondary School Teachers, Except Special & CTE	***	\$47-64K
Middle School Teachers, Except Special & CTE	6666	\$47-64K
Elementary School Teachers, Except Special Education	6666	\$46-61K
Meteorologist	۵. 💧 💧	\$79-108K
Probation Officers & Correctional Treatment Specialists	ê ê ê	\$45-66K
Humans Resources Specialist	000	\$46-79K
Administrative Services & Facilities Manager/ Building Supervisor, National Guard Armory	***	\$60-99K
Social & Community Service Manager	6666	\$65-82K
MASTER'S DEGREE		
Librarians & Media Collections Specialists	è è è 👘	\$39-53K
DOCTORAL OR PROFESSIONAL DEGREE		
Lawyer	66666	\$77-162K





# Public Colleges & Universities

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#### US ARMY ROTC

www.armyrotc.com 1-800-USA-ROTC

US COAST GUARD www.uscg.mil 1-877-NOW-USCG

# **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 US MARINES www.marines.com 1-800-MARINES

**US NATIONAL GUARD** 

www.nationalguard.com 1-800-GO-GUARD

US NAVY www.navy.com 1-800-USA-NAVY

**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

#### 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

#### Directories

# Apprenticeship Programs (Union)

### **ELECTRICIANS**

#### Evansville

www.evvjatc.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.lejatc.com 2953 S. Creasy Ln., PO Box 5015 1220 E. Epler Ave. Lafayette, IN 47903 765-449-4300

# Lake County

www.697jatc.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.thejatc.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.insulators4l.com 3626 N. Wells St. Fort Wayne, IN 46808-4005 260-484-2834

### Indianapolis

www.insulators18.org 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

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

# LABORERS

219-763-7900

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

#### 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.jupatdc91.com 317 Millner Industrial Dr. Evansville, IN 47710 812-483-0910

# Fort Wayne

www.iupatdc91.com 3626 N. Wells St. Fort Wavne, IN 46808-4005 219-246-4232

# 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 574-246-4236

# **Terre Haute**

www.iupatdc91.com 2901 Ohio Blvd. Terre Haute, IN 47803 219-246-4235

### **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 2300 N. Saint Joseph Ave. Evansville, IN 47720 812-424-8043

## Fort Wayne

www.ualocal166.org 2930 W. Ludwig Rd. Fort Wayne, IN 46818 260-490-5696

### Lafayette

www.ualocal157.org 2555 S. 30th St. 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**

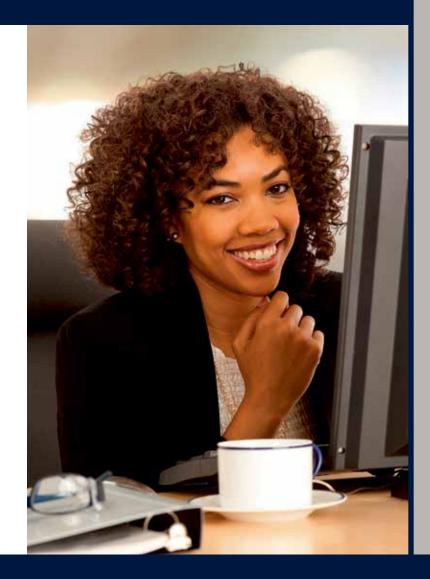
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# UNIFIED MISSION STATEMENT

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

11837

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.

> Indiana Ken<u>tuckv</u>

# 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

# LOCATIONS

# **ABC Construction Prep Academy**

# Robert Kneberg | 317.914.0171

robert@abcindianakentucky.org 11837 Technology Lane, Fishers, IN 46038



LCOME TO YO

# Ft. Wayne Campus

Gabe Galvan | 260.441.9897 gabe@abcindianakentucky.org

4201 Parnell Avenue, Fort Wayne, IN 46805

# **Grant County Campus**

Gabe Galvan | 765.664.9091 gabe@abcindianakentucky.org

750 W. 26th St. (Door 7C) Marion, IN 46953

# abcindianakentucky.org