

# Innovative Work and Learn Grant Summary



## REGION 1

- Project Director: Barbara Grimsgard, [bgrimsgard@innovativeworkforce.com](mailto:bgrimsgard@innovativeworkforce.com)
- Fiscal Agent: Center of Workforce Innovations, Jennifer Zatarski, [jzatarski@innovativeworkforce.com](mailto:jzatarski@innovativeworkforce.com)
- Grant Funding: \$39,365
- Private Match: \$10,000
- Total Funding: \$49,365
- Proposal Snapshot: Develop a definition of a quality high functioning work and learn experience through asset mapping, facilitated discussions, engagement with employers, pilot programs including development of student internships and project-based learning, central clearinghouse, and a white paper incorporating the lessons learned and definition of a high quality work and learn experience.
- Outcomes:
  - The creation of a clear definition of work and learn for the region
  - Understanding employer expectations for work and learn programs
  - Generating greater employer interest in further work and learn opportunities
  - Developing a model for liberal arts students to ultimately enter internships
  - One asset map completed
  - One white paper completed
  - At least seven work based learning experiences successfully organized and operated
  - At least eight employer facility tours organized and completed

## REGION 2

- Project Director: Jason Harrison, [jharrison@heaindiana.org](mailto:jharrison@heaindiana.org)
- Fiscal Agent: Horizon Education Alliance, Brian Wiebe, [bwiebe@heaindiana.org](mailto:bwiebe@heaindiana.org)
- Grant Funding: \$39,300
- Private Match: \$13,467
- Total Funding: \$52,767
- Proposal Snapshot: Document and improve an existing work-and-learn program and provide junior and senior high school students with meaningful work-and-learn opportunities through the Polytech model and expand the program to include JAG and adult learners. Goals include students completing a full year of the program including multiple work-and-learn activities; pilot the adult education component of the Polytech model with at least 5 adult learners; producing a

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playbook for a comprehensive Polytech model for students in grades 11, 12, and adult learners to share and distribute regionally; and identify a minimum of three additional sites for Polytech expansion across the region.

- Outcomes:
  - *Outcome 1:* At least 95% of enrolled students earn dual credit
  - *Outcome 2:* At least 95% of enrolled 11th grade students demonstrate basic knowledge of the industry through successful completion of the job shadowing experience
  - *Outcome 3:* At least 90% of enrolled 11th grade students demonstrate basic industry skills through completion of the practicum
  - *Outcome 4:* At least 95% of enrolled 11<sup>th</sup> grade students earn basic NIMS Certification
  - *Outcome 5:* At least 90% of enrolled 12<sup>th</sup> grade students earn advanced NIMS Certification
  - *Outcome 6:* At least 60% of 11<sup>th</sup> and 12<sup>th</sup> grade students that complete the program year enter into a paid summer internship (11<sup>th</sup> graders) or a regular paid position (12<sup>th</sup> graders) in their field of study
  - *Outcome 7:* At least 80% of enrolled students complete their HSE
  - *Outcome 8:* At least 70% of students earn a NIMS Certification
  - *Outcome 9:* At least 80% of students earn an employability skills certification
  - *Outcome 10:* A leadership team comprised of HEA Adult Education staff, EACC Staff, Ivy Tech Community College staff, an industry leader, and a Polytech student, facilitated by HEA staff, meets regularly over the 12-month period to research and document the Polytech model
  - *Outcome 11:* HEA Adult Education and JAG staff design the adult education component to fully integrate with the model and enable adults to pursue an HSE at the same time as they pursue an industry credential and develop crucial employability skills
  - *Outcome 12:* Project leaders are aware of statewide best practices in work-and-learn and incorporate these practices into the Polytech model
  - *Outcome 13:* A minimum of 5 focus groups will be conducted with high school principals, high school guidance counselors, high school youth, parents, and industry leaders to ensure the Polytech model aligns with and incorporates educator, industry, and student needs
  - *Outcome 14:* Leadership from all of the region's high schools are aware of the Polytech model and understand the requirements for developing an effective program
  - *Outcome 15:* Industry leaders from across the region are aware of the Polytech model and the potential benefits for the region's workforce and for their business

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## REGION 3

- Project Director: Gary Gatman, [ggatman@NEINworks.org](mailto:ggatman@NEINworks.org)
- Fiscal Agent: Northeast Indiana Works, Kathleen Randolph, [krandolph@NEINworks.org](mailto:krandolph@NEINworks.org)
- Grant Funding: \$40,000
- Private Match: \$10,000
- Total Funding: \$50,000
- Proposal Snapshot: Development of a regional model for work and learn programs that can be implemented and scaled up in all 5 CTE districts with students across the spectrum of CTE programming with components of evaluation and input, national research, action planning, and implementation.
- Outcomes:
  - Development of a regional plan for implementing and scaling up “best practice” work and learn activities to engage employers on a consistent basis and in a consistent model
  - The number of employers that get connected to the regional work and learn model in each of the five CTE districts in northeast Indiana.
  - The implementation of the regional work and learn model in all CTE programs in the district
  - The number of students that participate in work and learn activities – the goal will be to define a model that allows for every CTE student in the region to participate in work and learn activities.

## REGION 4

- Project Director: Kara Webb, [kwebb@greaterlafayettecommerce.com](mailto:kwebb@greaterlafayettecommerce.com)
- Fiscal Agent: Tecumseh Area Partnership dba/Region 4 Workforce Board, Tara Bradley, [tbradley@tap.lafayette.in.us](mailto:tbradley@tap.lafayette.in.us)
- Grant Funding: \$40,000
- Private Investment: \$10,000
- Total Funding: \$50,000
- Proposal Snapshot: Leveraging existing resources to address immediate work-and-learn opportunities, develop a cohesive plan for implementing advanced manufacturing career pathways with work-and-learn opportunities, and build relationships with critical stakeholders to move forward the action steps of the plan through hiring a Pathways Champion to move forward the regional plan.

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- Outcomes:
  - An advanced manufacturing work-and-learn career pathway plan to be developed with stated goals, objective, action steps, and timelines for the region to act and build upon.
  - The Pathways Champion will meet with stakeholders identified by the Council, host a minimum of 2 engagement events, and develop a work-and-learn internship model to reduce burdens on employers and/or educators.
  - The Pathways Champion will attend 6 additional community events to promote careers in advanced manufacturing.
  - Meet other goals set by the Council after plan is developed such as a list of employers for internships, a list of students to be connected to internships, funding sources for paid internships and the number of work-and-learn connections made.

## REGION 5

- Project Director: Erika Cheney, [echeney@employindy.org](mailto:echeney@employindy.org)
- Fiscal Agent: EmployIndy, Steve Wakolbinger, [swakolbinger@employindy.org](mailto:swakolbinger@employindy.org)
- Grant Funding: \$40,000
- Private Match: \$29,000
- Total Funding: \$69,000
- Proposal Snapshot: Design a Work & Learn plan for operationalizing three key components of Hire Up for current and recent high school students throughout the 41 school districts in the region to include mapping work and learn opportunities, gap analysis to identify opportunities to scale promising work and learn programming and engaging more employers in the process, and operationalize to scale best practices.
- Outcomes:
  - Baseline information on the # and nature of work-and-learn experiences in Region 5
  - Growth goals determined and aligned with partner organizations goals
  - All superintendents, high school principals, CTE Directors, employer partners agree on application process
  - Target # for summer youth employment finalized
  - Target # for other work-and-learn programming finalized
  - Outreach goals are met
  - Application rate is at least 100% of spots available
  - Private sector employers make up have of available spots
  - Retention rate of students from offer to first day on the job.

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## REGION 6

- Project Director: Dr. Scot Croner, [scroner@blackfordschools.org](mailto:scroner@blackfordschools.org)
- Fiscal Agent: Blackford County Schools, Dr. Scot Croner, [scroner@blackfordschools.org](mailto:scroner@blackfordschools.org)
- Grant Funding: \$37,936
- Private Match: \$24,000
- Total Funding: \$61,936
- Proposal Snapshot: Provide spring semester internships for Ivy Tech students and Blackford and Jay County High School seniors who have successfully completed 15 hours of college coursework in advanced manufacturing/industrial maintenance. The internship will include “soft” skill training through the WorkOne Golden Ticket Program, and Industry created framework with all instructions needed for companies to host interns, and intern cohort meetings to coach students on careers and create a sense of community.
- Outcomes:
  - To secure internship positions with employers through the Jay-Blackford Manufacturing Council (JBMC).
  - To recruit and select applicants from manufacturing/industrial maintenance programs at Ivy Tech East Central advanced, Blackford High School and Jay County High School.
  - To have 100% of the selected interns complete the WorkOne Golden Ticket Program during fall semester.
  - To have 100% of the selected interns complete the internship with an average or above rating on Cooperativeness, Initiative, Reliability, Communication, Work Quality and Professional Promise as rated by the employer.

## REGION 7

- Project Director: Eliot Utterback, [emu@vigoschools.org](mailto:emu@vigoschools.org)
- Fiscal Agent: Vigo County School Corp, Robert Karr, [rek@vigoschools.org](mailto:rek@vigoschools.org)
- Grant Funding: \$40,000
- Private Match: \$33,716
- Total Funding: \$73,716
- Proposal Snapshot: Support a pilot work-based learning program to include an employability skills component in a minimum of 4 satellite sites in each CTE district. Students will be at their work-based learning for four days a week and employability training once a week. By the end of the program, students will have accumulated up to 48 hours of classroom instruction and

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between 180-240 hours of work experience which is enough to award high school work based learning credit pending IDOE approval.

- Outcomes:
  - Student placement and alignment to career pathway.
  - Student participation in employability skills classes.
  - Student completion of required hours.

## REGION 8

- Project Director: Brenda Duncan-Davis, [brenda.duncandavis@gmail.com](mailto:brenda.duncandavis@gmail.com)
- Fiscal Agent: Vincennes University, Robert E. King, [reking@vinu.edu](mailto:reking@vinu.edu)
- Grant Funding: \$40,000
- Private Match: \$15,165
- Total Funding: \$55,165
- Proposal Snapshot: Develop a comprehensive curriculum to prepare all students with the skills needed to be successful in the workplace based on the *Indiana's Employability Skills Benchmarks*, a skill set created by the Department of Workforce Development and vetted by Hoosier employers. Curriculum will also be aligned to Indiana Department of Education academic standards. Activities include establishing a comprehensive employability skills curriculum, professional development training, virtual tours of industry, and presentations at professional conferences.
- Outcomes:
  - Establishment of a comprehensive employability skills curriculum.
  - The skill sets outlined will provide the foundational elements of the work-and-learn activities.
  - Sustainable use through the Train-the-Trainer model conducted regionally and then progressing statewide. Teachers will provide a uniform delivery of the curriculum throughout the region.
  - Metrics including the number of teachers trained, number of classroom sessions offered, number of students reached, and number of mock interviews conducted will be measured. Number of work-and-learn placements, number of job placements, and number of industry partners will be documented.
  - Outcomes reflective of student preparation for entry level work-and-learn opportunities with industry partners will be measured by surveying teachers trained by means of this grant.

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## REGION 9

- Project Director: Harold Wilson, [harold.wilson@cummins.com](mailto:harold.wilson@cummins.com)
- Fiscal Agent: Ivy Tech Community College, Brian Thomas, [bthomas164@ivytech.edu](mailto:bthomas164@ivytech.edu)
- Grant Funding: \$40,000
- Private Match: \$10,004
- Total Funding: \$50,004
- Proposal Snapshot: Assess and document current work-and-learn opportunities in Region 9 to include capturing the number of programs in each community, the number of business partners involved, and the amount of students participating in the programs. Another goal is to establish regional coordination of existing work-and-learn opportunities and activities by compiling a directory with a brief summary of each program. Five most well-established programs will be selected and compiled into a framework and shared in the areas or sectors identified with a gap in work-and-learn programs. The framework will be distributed to EcO as a tool and future efforts. At the conclusion of the project, a half-day Work-and-Learn Summit will be held at Ivy Tech.
- Outcomes:
  - The completion of a comprehensive list of all regional work-and-learn programs and a replicable framework
  - The completion of a regional map showing current work-and-learn programs and gaps that exist throughout Region 9
  - In coordination with EcO, community meetings will take place in each area or sector identified to be without work-and-learn programs. At the completion of the project, a summit will be held at a central location in Region 9 to share the findings with businesses, school corporations, organizations, community members, and others interested from across the state
  - EcO will have a directory of all work-and-learn programs to connect educators, parents, and students

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## REGION 10

- Project Director: Alan Taylor, [ataylor@nafcs.k12.in.us](mailto:ataylor@nafcs.k12.in.us)
- Fiscal Agent: New Albany Floyd County School Corp, Fred McWhorter, [fmcwhorter@nafcs.k12.in.us](mailto:fmcwhorter@nafcs.k12.in.us)
- Grant Funding: \$40,000
- Private Match: \$10,000
- Total Funding: \$50,000
- Proposal Snapshot: Support two primary activities of hiring a Work Based Learning Coordinator for South Harrison School Corporation and New Albany Floyd County School Corporation. Also, in Greater Clark County Schools will utilize funding to support, in part, professional development required to implement the nationally acclaimed Ford Next Generation Learning Framework (FNGL).
- Outcomes:
  - Develop strong partnerships between Region 10 school corporations, employers, and communities that will result in comprehensive work based learning programs and activities being integrated in traditional CTE programming, as well as, other academic programming.
  - Nurture an outstanding work ethic in Region 10 students as needed to succeed in any workplace or career endeavor.
  - Implement the nationally acclaimed Ford Next Gen Learning Framework in selected Region 10 schools.

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