

Indiana Region 4 America's Promise

PARTNERSHIP LEAD ORGANIZATION – **TECUMSEH AREA PARTNERSHIP, INC.**

SERVICE AREA

INDIANA: Benton, Cass, Carroll, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren, White Counties; and the cities of Lafayette and Kokomo.



Program to Date (January 2017 – September 2020)

Overview

Indiana Region 4 America's Promise program was designed in direct response to the needs that were articulated by automotive and other manufacturers, the backbone of Indiana's economy.

Several types of training are offered that prepare participants for in-demand occupations:

- ★ Short-term training leading to Advanced Manufacturing Work Standardization certification, training leading to National Institute for Metalworking Skills (NIMS) certification in various duty areas, and Manufacturing Skills Standards Certification (MSSC) training for Certified Production Technician credentialing.
- ★ Long-term training leading to Aviation Maintenance Technician certification and an Associate Degree in Aviation Maintenance Technology.
- ★ Incumbent worker training leading to an Associate Degree in Organizational Leadership & Supervision or Industrial Maintenance Technology.
- ★ Joint labor-management apprenticeship training leading to journeyperson credentialing and Associate Degree attainment.
- ★ On-the-job training.

Program Highlight

One of the highlights of the Indiana Region 4 America's Promise program has been the opportunity to implement vestibule training. Vestibule training allows on-the-job training to take place at the hiring employers' location and utilizes current staff to provide training or to assist with training. This allows participants an opportunity to learn about the workplace culture and needed skills from the employer prior to starting on the floor. Employers and participants are able to get to know each other, learn appropriate communication techniques and what the challenges might be prior to employment.

Vestibule training has proven that it pays dividends for employers and new hires. Employers have seen a significant decline in the turnover rate which leads to a decline in the overall cost of recruitment and training. We have currently served over 1,000 participants and over 900 of those have completed training and obtained employment.



Regional Workforce Partnerships and Sector Strategies

The program has allowed us to strengthen existing partnerships due to the ability to plan for the long term. As partners we were able to build a system that had time to mature and improve. It has allowed us to refine recruitment, enrollment, training, and the buy-in of employers.

America's Promise brings together the employers, training providers, social services and the workforce board for a common purpose of skilling up the community to meet the current and future needs of the employers within the region. The advisory group continually monitors progress and makes recommendations to the program as the skills evolve for advanced manufacturers. In addition, by focusing only on manufacturing throughout the region this allows us to build training capacity for the specific skills required by local employers.



Success Story and Impact

JP attended Employability Skills Training. She was fairly suspicious of the process. At the same time, she knew it might be the only way out of her dead end jobs. Previously, she was barely making ends meet even while living with family. She struggled to get better work. JP is quite a smart and has a vibrant character and needed a positive experience to build on her personality. After a rough first week in the program, she began to gain confidence and change her attitude from defensive to thankful.

After attending Occupational Skills Training, she interviewed at a job fair and received several offers. She accepted an internship for \$13/hour. JP shared that she absolutely loves her job. It pays more than she ever made, it's close to home and she loves working second shift. She said, "It is great here, the people are nice and I am just so excited to be close to home and working. I needed this, I didn't even know how much, but I needed it."

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