

Form Name: Allen County READI Proposal  
Submission Time: July 16, 2021 3:47 pm  
Browser: unknown / unknown  
IP Address: 184.18.37.135  
Unique ID: 836445042  
Location: 41.098701477051, -85.11799621582

## Allen County READI Proposal

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### Project or Program Contact Information

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<b>Project/Program Name</b>	Northeast Indiana FAME Advanced Manufacturing (AMT) Training Program
<b>Project/Program Contact</b>	Jeff Hansen
<b>Project/Program Contact Email</b>	jeff.hansen@steeldynamics.com
<b>Project/Program Contact Phone</b>	(260) 969-3500
<b>Relationship to Project/Program</b>	Chair, Northeast Indiana FAME

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### Project or Program Location

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<b>Address</b>	3800 N. Anthony Blvd., Fort Wayne, IN 46805 Fort Wayne, IN 46805
<b>County</b>	Allen

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### Project or Program Details

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<b>What type of project/program?</b>	Both
<b>What is the duration of the project/program?</b>	Ongoing
<b>Is this a hybrid project and program?</b>	Yes
<b>Select project/program focus areas. (You can select multiple)</b>	Grow the Workforce

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**Share a description of the project/program.**

The Northeast Indiana Federation for Advanced Manufacturing Education (NEINFAME) is partnering with Ivy Tech Community College of Indiana's Fort Wayne Campus to implement a dual-track, work-based learning program. The Advanced Manufacturing Technician (AMT) Training Program will create a pipeline of highly skilled workers to meet the needs of Northeast Indiana manufacturing employers. Industry partners include Advanced Machine and Tool, Fort Wayne Metals, LH Industries, Micropulse, Steel Dynamics Inc., and Zimmer Biomet. NEINFAME is part of the national FAME-USA network, which currently has 31 partnerships across 13 states, supported by more than 400 employers. NEINFAME is also part of the statewide Indiana FAME initiative, which has built similar partnerships in four regions around Indiana.

Students enrolled in the AMT Program will earn a two-year Advanced Manufacturing Associate Degree while working for one of the program partners. They will earn 60 college credit hours and complete approximately 1,800 hours of paid on-the-job training during the 5-semester program. The unique work-learn design of this program will allow students to graduate debt-free. The weekly school/work schedule will include two 8-hour school days, three 8-hour workdays and 2 to 4 hours of homework and study time each day. The education and training approach adopted by this partnership has the potential to transform skilled worker training in Northeast Indiana to guarantee employers that new hires are work-ready their first day on the job.

Ivy Tech Fort Wayne's INFAME AMT career pathway incorporates stackable credentials, including an Interdisciplinary Industrial Workforce Alignment Certificate (18 credit hours), an Industrial Workforce Alignment Technical Certificate (30 credit hours); and an Associate of Applied Science Degree in Industrial Technology (60 credit hours). The credit hours for each level apply directly to the next level. In other words, 18 credit hours for the Certificate are "stacked" onto the 12 additional credit hours to earn the Technical Certificate, and 30 additional credit hours are "stacked" onto the Technical Certificate to earn the 60-hour Associate of Applied Science degree.

Hands-on training for the INFAME AMT Program will take place in Ivy Tech's newly renovated 10,200 square foot Flex Lab funded, in part, by NEINFAME sponsor companies. The Flex Lab will be used to train students in advanced manufacturing technologies including robotics, automation, electrical, hydraulic, mechanical, safety, and more. The Flex Lab houses state-of-the-art equipment valued at more than \$2.2 million including mechatronic fully automated systems, FANUC robots, Allen Bradley programmable logic controllers, variable frequency drives, IO- Link, and Cognex machine vision.

Ivy Tech's Career Coaching and Employer Connections (CCEC) Department established in January 2020 is available to support NEINFAME's implementation of the work-based learning component.

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**Why is this project/program regionally significant?**

Ivy Tech Fort Wayne's 11-county service area matches the Northeast Indiana Regional Partnership's service area. Students for the NEINFAME AMT Program will be recruited from this area. The AMT Program's first cohort of 13 students represents 6 of the 11 counties in the service area including Allen, Dekalb, Kosciusko, Steuben, Wabash and Whitley. Over 50 students applied for acceptance into the program's inaugural 13-student cohort indicating wide interest from the entire 11-county region. READI Program funds will allow NEINFAME and Ivy Tech to create additional AMT cohorts to meet the demand for this program in Northeast Indiana. All of the students in the first cohort are recent high school graduates. However, the program model can also serve adult students and provide dual enrollment opportunities for high school students to begin the program before high school graduation.

The first AMT cohort will begin classes in fall 2021. NEINFAME proposes to use READI grant funds to add a second cohort in fall 2022 and a third cohort in fall 2023. Since the first cohort will graduate in 2023, there will actually be 2 new cohorts starting in fall 2023, one to replace the graduating cohort and one additional cohort for a total of 3 cohorts.

Additional equipment will be needed to maintain the student-to-equipment ratio for hands-on training when a third cohort is added.

The AMT Program at Ivy Tech Fort Wayne is industry-driven. NEINFAME member industries helped create the program and were involved in planning the curriculum, hands-on training, and work-based learning components of the program. They will continue to provide curriculum advice and will be involved in the actual implementation of the program by employing students in paid work-based learning opportunities and recruiting additional industry partners who will also provide paid work-based learning opportunities. Industry involvement will insure that the program continuously meets changing workforce needs and that graduates have the relevant knowledge and experience to enter the rapidly changing advanced manufacturing workforce in Northeast Indiana.

This program is a model for industry and educational institution partnerships to train the twenty-first century workforce in Northeast Indiana and can be easily replicated by other industries.

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**How does this project/program relate to the identified focus area(s)?**

Manufacturing makes up 29.3% of Northeast Indiana's workforce and is the largest sector of that workforce. The demand for manufacturing employees continues to exceed the number of skilled workers in our area. Many of the manufacturing jobs in Northeast Indiana require some postsecondary training but do not require a four-year degree. While efforts have been made to prepare workers for the twenty-first century manufacturing environment through dual credit and dual enrollment programs in high schools and hands-on technology education in both high school and at the postsecondary level, there is still a shortage of workers.

The NEINFAME AMT Program provides a model for industry/education partnerships, which integrate classroom learning, hands-on laboratory training, and real-world work experience to prepare employees for today's workforce. The Flex Lab at Ivy Tech, funded, in part, by industry partners provides a state-of-the-art education and training facility that can accommodate technology training required by multiple workforce sectors in addition to advanced manufacturing.

Some of the funds requested in this proposal will provide Smart Automation Certification Alliance (SACA) training for Ivy Tech faculty teaching in the AMT Program. "SACA certifications are industry-driven, developed for industry by industry. They are developed through a rigorous process that begins with the creation of truly international skill standards, endorsed by leading experts in Industry 4.0 technologies throughout the world." SACA's "vision is to provide highly affordable, accessible certifications that significantly increase the number of individuals who possess the skills represented by these credentials, thereby ensuring that companies have the highly skilled workers they need, and individuals are prepared to be successful in an Industry 4.0 world"

(<https://www.saca.org/smart-automation-certifications/>). SACA certification will ensure that Ivy Tech instructors are able to provide the highest quality of technology education for students enrolled in all of its technology programs. The fact that SACA certifications are industry-driven and nationally recognized will help make Northeast Indiana a leader in these industries and will provide a cutting-edge workforce for them.

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**What is the project/program timeline?**

The first cohort of 13 AMT students will begin the 5-semester program in August 2021. Ivy Tech plans to add a second cohort in August 2022 and a third and fourth cohort in August 2023. This timeline is contingent on three factors

1. Sufficient faculty to teach the courses;
2. Up-to-date equipment in Ivy Tech's new Flex Lab to provide hands-on training for three cohorts of students; and
3. An adequate supply of industry paid work-based learning partners.

NEINFAME partners are committed to developing an adequate supply of paid work-based learning opportunities for students enrolled in the AMT Program. READI grant funds will be used to pay a fulltime instructor during the first three years of program implementation and will pay for SACA training for all instructors involved in the program. Fulltime SACA certified faculty will mentor part-time faculty to ensure consistent application of SACA standards in all classes.

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**List the partners involved in this project/program.**

The NEINFAME partnership represents a wide range of advanced manufacturing industries, which will provide a variety of learning opportunities for students including a broad overview of the needs of the advanced manufacturing industry in Northeast Indiana. Partner List:

- Advanced Machine and Tool designs and builds coiling and winding equipment and various other types of automation used to manufacture electric motors, generators, and automotive alternators;
- Fort Wayne Metals is an industry leader in the manufacture of medical grade wire for use in the orthopedics industry;
- LH Industries is a world leader in the design and manufacture of progressive stamping dies and industrial control systems, as well as the production of high-quality, precision stamped products;
- Micropulse manufactures orthopedics instruments across all market segments;
- Steel Dynamics Inc. is one of the largest domestic steel producers and metals recyclers in the United States; and
- Zimmer Biomet. manufactures musculoskeletal products for the orthopedic industry.

These companies serve an international market and will provide student interns with an overview of the international manufacturing industry as well as specific job skills for this industry.

In addition to providing paid work experience for students enrolled in the AMT Program, the industry partners have committed a total of \$540,000 to the program to renovate the Ivy Tech Flex Lab to meet INFAME standards and to purchase equipment for the lab. Two Foundations have contributed to Flex Lab renovation and equipment: the Don Wood Foundation (formerly the 80/20 Foundation Trust) contributed \$100,000 over two years and the PNC Charitable Trusts Flora Dale Krouse Foundation contributed \$15,000. Additional industry and foundation requests are pending.

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## Project or Program Finances

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**What is the total amount of READI program funds requested?** \$750,000.00

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**Upload a file with project/program finances.** <https://www.formstack.com/admin/download/file/10991653605>

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**What is the sustainability of the project/program? Share your 3-year plan.**

After three years, increased AMT Program enrollment will provide funding for a fulltime faculty position. Ivy Tech Fort Wayne receives an annual allocation of U.S. Department of Education Carl D. Perkins funds, which can be used purchase equipment for career and technical education. Perkins funds will be used to update and replace Flex Lab equipment after the initial equipment purchase. Ivy Tech will continue to seek individual, corporate, and foundation donors to support technology programs. NEINFAME will continue to add industry partners to ensure work-based learning opportunities for increasing numbers of students.

Year 1: Cohort 1 begins with 13 students; 7 Ivy Tech faculty receive SAGA Gold Certification

Year 2: Cohort 1 continues and graduates; Cohort 2 begins with 15 students; 1 Ivy Tech faculty receives SAGA Gold Certification

Year 3: Cohort 2 continues and graduates; Cohorts 3 and 4 begin with 15 students each; 1 Ivy Tech faculty receives SAGA Gold Certification.

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**Describe the return on investment for this project/program.**

This project will create a continuous pipeline of highly skilled workers for the advanced manufacturing industry in Northeast Indiana. It will also serve as a model for high school and postsecondary workforce education and training including structured industry/education partnerships. While the project will graduate thirty students during the first three years, it has the potential to transform workforce education in Northeast Indiana, which will impact thousands of workers far beyond the term of this project.

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## Project or Program Assets

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**Share an image of the project/program. (Option 1)** <https://www.formstack.com/admin/download/file/10991653609>

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**Share an image of the project/program. (Option 2)** <https://www.formstack.com/admin/download/file/10991653610>

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**Share an image of the project/program. (Option 3)** <https://www.formstack.com/admin/download/file/10991653613>

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**If you would like to share more images or assets, please share a link to the material here.** INFAME Signing Day at Ivy Tech Fort Wayne:  
<https://heididettmer.smugmug.com/NEIN-Fame-Signing-Day/n-KqZmVg/>

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**READI Grant Request                    \$750,000**

**Salary and Wages**

FT Faculty – Hire a faculty position for 100% full time for the Fall and Spring semesters and 50% for the Summer semester instructing classes in the INFAME program.

YR 1 - \$58,620, YR 2 - \$59,792, YR 3 - \$60,988

Ivy Tech’s standard policy is to pay faculty a stipend for work performed outside their contractual hours. Ivy Tech faculty teach five courses each semester. They are not expected to assume additional duties while maintaining this teaching schedule.

Training Stipends for FT Faculty - It is required that all INFAME faculty have a SACA GOLD certification. To obtain the certification the FT instructors will complete approximately 40 hours of training outside their contractual hours.

YR 1 - (7) instructors \* \$40 p/hr \* 40 hours of training = \$11,200

YR 2 & 3 - (1) instructors \* \$40 p/hr \* 40 hours of training = \$1,632 / \$1,665

Mentor Stipend for FT Faculty – A FT INFAME instructor will be assigned to mentor an Adjunct instructor during the Fall and Spring semester. The FT Instructor will advise on certifications, teaching methods, and updates to the programs during the semesters.

\$750 p/semester \*2 semesters \* (7) instructors

YR 1, 2 & 3 - \$10,500 per year

Stipend for FT Faculty – Additional Training for technology changes, teaching and certification updates \$500 p/semester \*2 semesters (Fall/Summer) \* (7) FT instructors

YR 1, 2 & 3 - \$7,000 per year

Training Stipends for Adjunct Faculty - It is required that all faculty have a GOLD certification when an instructor in the INFAME program. To obtain the certification the Adjunct instructors will do approximate 40 hours of training outside their contractual hours.

YR 1 - (7) instructors \* \$17.15 p/hr \* 40 hours of training = \$4,802

YR 2 - (2) instructors \* \$17.49 p/hr \* 40 hours of training = \$1,399

YR 3 - (2) instructors \* \$17.49 p/hr \* 40 hours of training = \$1,427

Stipend for Adjunct Faculty – Additional Training for technology changes, teaching and certification updates

\$250 p/semester \*2 semesters (Fall/Summer) \* (7) Adjunct instructors

YR 1, 2 & 3 - \$3,500 per year

PT Lab Tech – Hire (1) PT Lab Tech to distribute tools, maintain and fix equipment and other duties as needed to keep the lab in working order.

\$15.50 p/hr \* 20 hrs p/wk, \* 50 wks \* (1) tech

YR 1 - \$15,500, YR 2 - \$15,810, YR 3 – \$16,126

**Fringe benefits**

**Fulltime Rate:** Includes FICA, Health, Dental, Life, Long-term Disability and Retirement, (contingent on benefit plan chosen by the individual)

**Part-time** is 7.65% FICA

FT Faculty -(YR 1&2 - 32%, YR 3 - 42%)	YR 1 - \$18,558, YR 2- \$18,929, YR 3 - \$24,406
FT Faculty Certification – FICA	YR 1 – \$857, YR 2 - \$125, YR 3 - \$127
FT Faculty Mentoring – FICA	YR 1 – \$803, YR 2 - \$803, YR 3 - \$803
FT Faculty additional training – FICA	YR 1 – \$536 YR 2 - \$536, YR 3 - \$536
Adjunct Certification – FICA	YR 1 – \$367, YR 2 - \$107, YR 3 - \$109
Adjunct additional training – FICA	YR 1 – \$268, YR 2 - \$268, YR 3 - \$268
PT Lab Tech – FICA	YR 1 – \$1,186, YR 2 - \$1,209, YR 3 - \$1,234

**Total Salary, Wages and Benefits**

YR 1 - \$133,697, YR 2- \$121,610, YR 3 - \$129,689

**Supplies and Expenses**

(Itemization of S&E cost are estimates; Actual cost may vary but will not exceed total S&E budget)

**Equipment**

Equipment to support current INFAME program and expands equipment-to-student ratio to support larger cohorts. Portable nature allows for use as needed. This will be supported by the grant, Foundation request, and Perkins funding.

YR 1 - \$15,942, YR 2- \$42,993, YR 3 - \$34,628

**Marketing**

Ivy Tech Fort Wayne will have a yearly Open House for Interested students to discuss with Instructors and employers about the INFAME program. Brochures, food and swag will be purchase for advertising purposes of the program.

**Recruitment/Outreach**

Ivy Tech will present the INFAME program information to interested students in groups and individually on a regular basis. INFAME program information will be presented through all Ivy Tech marketing channels and through enrollment advisors.

YR 1 - \$2,000, YR 2- \$1,500, YR 3 - \$1,000

**Professional Development**

**Travel:** All Ivy Tech travel policies will be followed and cost will not exceed IRS established per diem rates. The major purpose of project travel is to acquire SACA GOLD certification and to receive updates on INFAME requirements. Any additional standard Ivy Tech travel expenses will be paid by institutional support, if necessary.

**Professional Development for attainment of the SACA Gold Certification**

YR 1 – 5 Instructors, YR 2 & 3 - Instructors

Louisville, KY - 5 days \* 8 hrs p/day of training (certification, Lodging, P/diem, air, baggage, parking, taxi, etc.).

YR 1 – 21,800, YR 2 – 13,080, YR 3 - \$13,080

Yearly professional development conference on updates to technology, teaching methods, etc.

YR 1, 2, 3 – (7) FT instructors p/yr. \* \$3,000 = \$21,000 per year

**Total Supplies and Expenses**

YR 1 - \$60,742, YR 2- \$78,573, YR 3 - \$69,708

**Indirect Costs**

Ivy Tech's federally negotiated indirect cost rate is 50% of salaries and wages only

YR 1 - \$55,561, YR 2 - \$49,817, YR 3 - \$50,603

**Total Requested Budget            \$750,000**



# Preparing Indiana's Workforce

## Our Mission

We are Ivy Tech, Indiana's Community College. We serve the people of our state through accessible and affordable world-class education and adaptive learning. We empower our students to achieve their career and transfer aspirations. We embrace our vision of economic transformation inspired by the education and earnings attainment of our citizens, the vitality of our workforce, and the prosperity of our unique and diverse communities.

## READI Partnership Opportunities

Indiana Governor Eric J. Holcomb launched the Regional Economic Acceleration and Development Initiative (READI) in 2021, a transformational initiative that dedicates \$500 million in state appropriations to promote strategic investments to make Indiana a magnet for talent and economic growth.

Neighboring counties, cities, and towns are encouraged to collaborate and create a shared vision for their future, mapping out programs, initiatives, and projects that are critical for them to retain talent today and attract the workforce of tomorrow.

Local Ivy Tech leadership and campuses, through advisory committees and community involvement, can be a continued extension of community goals. Ivy Tech offers an array of resources, programs, and initiatives to support K-12 education, local businesses, and community organizations in talent development, upskilling, and entrepreneurship and innovation. Through local partnerships we are able to develop citizen and employer-focused programs that include student supports, coaching, customized and short-term training, and leverages available financial resources for tuition assistance.

## Our Strategic Goals

**Goal 1 Student Success:** Ensure every student persists towards their educational objective.

**Goal 2 Recruitment & Enrollment:** Recruit and enroll Hoosiers from every demographic into high-demand/high-wage career pathways.

**Goal 3 Completion:** Students earn 50,000 high-quality certificates, certifications, and degrees annually.

**Goal 4 Workforce:** Students succeed in high-demand/high-wage careers.

**Goal 5 Employee:** Become known as a great place to work.

**Goal 6 Financial:** Ensure the institution has sufficient financial resources to achieve our mission.

**Goal 7 Community:** Effectively engage with and serve our unique communities.

**Goal 8 Diversity, Equity, and Belonging:** Establish a sustainable culture of diversity, equity, and belonging.



## Strategic Initiative – Career Coaching & Employer Connections (CCEC)

### Purpose

Ivy Tech Community College implemented a system-wide program that emphasizes comprehensive career readiness practices alongside academics through the duration of the student experience. The model, known as **Career Coaching & Employer Connections (CCEC)**, transformed Ivy Tech's approach to Career Development and shifted the institution's approach to transformational career coaching and deeper employer engagement. A key guiding principle has been to build social capital in our students, through a lens of diversity, equity, and belonging, knowing we serve Indiana's most marginalized populations.

### Strategic Partnerships

CCEC partners with **Skillful Indiana** and the **Markle Foundation** to enhance the skills-based hiring methodology and to embed this in our career coaching practice with students. Ivy Tech is playing a lead role with Skillful creating career coaching tools and resources with a **focus on equity** as part of the [Rework America Alliance](#) that will change the way organizations hire talent as well as how the talent pool connects with opportunities in Indiana and beyond. Resources are being disseminated throughout Indiana and nationally free of charge to non-profits, community and faith-based organizations, higher education institutions, and government agencies.

Ivy Tech continues to partner with **Ascend Indiana** to implement CCEC on 19 campuses statewide. We are implementing the **Ascend Network** platform, a career matching tool, which connects talent with opportunity based on skills, experiences, and best-fit candidates to enhance recruiting success. Staff serve on the Ascend-led Youth Apprenticeship Policy Team and Community of Practice Team, taking a lead role as requested by Ascend.

Our work with KSM and Brighthouse continues with the development of a predictive modeling tool for employers as part of the ROI comprehensive project for CCEC. We are creating a data trust to hone the delivery of metrics and outcomes for CCEC in order to share the value of this endeavor for students, employers, and stakeholders.

### Focus Areas

**Student Experience** - The student experience was designed to include activities that occur throughout the student pathway. A comprehensive process outlines each component of the Career Development Portfolio (CPD) which students commence by credit hour 15 and incorporate content throughout their Ivy Tech experience. The CDP includes a resume, ongoing interview preparation, regular engagement with employers, employability skills, and a work-and-learn experience. As student's progress through milestone credits, they will revise and update the components within the CDP to reflect their experiences. Completion of all milestones results in a personal e-portfolio each student can utilize to communicate their applicable skills and accomplishments to employers.

**Career Coaching** - Industry trained Career Coaches approach student engagement through a combination of one-to-one coaching, group coaching approaches, course-oriented presentations or partnerships, career assessments, and workshops, or events. They utilize Ivy Connect to support the relationship management, tracking, and reporting processes.

**Employer Engagement** - Campuses have a standardized process for engaging with employers to allow for centralized coordination and tracking. This process creates clarity for employers regarding points of contact, reduced duplication of effort, and allows for smoother integration of employers into the student experience. Employer Consultants oversee this process through a consultative approach. The focus remains on skills training (non-credit and credit) for incumbent workers, as well as career and work & learn opportunities for Ivy Tech students. Employer Consultants continue to focus on the *Voice of the*

*Customer* talent pipeline alignment, including employability skills and career opportunities for Ivy Tech graduates and alumni based on a statewide high-wage, high-demand market approach with employers.

**Work-and-Learn** - All students have an opportunity to secure work-and-learn experiences to enhance their employability skills and to find best-fit opportunities on their career exploration journey. The new Career Experiences Specialist role focuses on the talent acquisition pipeline and helps employers create or sustain valuable work & learn experiences.

## Goals

- Better equip Ivy Tech students with the knowledge and skills necessary to attain meaningful careers in high-value fields; positioning students for upward mobility, and better than median wages
- Drive longitudinal social and economic change for individuals, employers, and communities
- Directly grow relationships across campuses to develop the process and best practices for the CCEC transformation statewide
- Build stronger relationships with local employers and community partners
- Enhance the Hoosier workforce and economy in campus' proximal community and statewide

## Geography

Before this strategy was developed, the College had fewer than 20 individuals focused on serving its over 100,000 students in this manner. With full rollout, the ratio will be about 1 staffer for every 700 students. With 19 campuses statewide, each campus will be staffed with an Executive Director serving on the Chancellor's Cabinet and leading the CCEC team. Career Coaches will work with students in individual and group coaching scenarios. Employer facing Career Experience Specialists and Employer Consultants will meet the needs of our employers statewide from talent acquisition, to designing custom skills-training programs for incumbent workers. The total statewide CCEC staffing will include 157+ professionally trained individuals.

## Timeline

Full rollout at the 19 campuses will occur in Fall 2021.

## Budget/Funding Considerations



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## Strategic Initiative – Workforce Alignment Programs and Resources

Ivy Tech has a number of programs and resources providing ready means for accelerating skills and credential attainment of Hoosiers to meet talent needs of local employers and support regional workforce development goals. Examples include:

### Apprenticeship

Recognizing that apprenticeship is a proven strategy for workforce development, economic development, employer engagement, and student/employee recruitment and retention, Ivy Tech is reimagining an Apprenticeship 2.0 model focused on improving and expanding apprenticeship to develop career pathways for high-wage high-demand careers critical to Indiana's economic success.

- Ivy Tech currently has nearly 7,000 building construction trades apprentices annually providing highly skilled carpenters, electricians, boilermakers, millwrights and teledata technicians and over 1,000 industrial apprentices. Additional expansion opportunities exist in other key economic sectors such as IT and healthcare.
- We also are working with numerous high schools and CTE's, DWD, and the Governor's Workforce Cabinet to develop State Earn and Learn (SEALs) programs for employers across the state; these SEALs include pre-apprenticeships for adults that feed into apprenticeship programs.

### Noncredit/Skills Credit Training

In addition to providing stackable, short- and longer-term post-secondary credential options, Ivy Tech also offers workforce and professional development training to meet the needs of Indiana's business, industry, nonprofit, and government sectors. The statewide teams offer customized, non-credit, assessments and professional development solutions, many of which lead to industry-recognized certifications and count toward an Ivy Tech credit-bearing credential.

- The College is pursuing a number of initiatives to closely align non-credit and credit programming through skills mapping and employer partnerships. One such initiative is Skills Academy, which will pilot in Fall 2021. The "micropathways" of stackable non-credit training and credit credentials are in advanced manufacturing, IT, and supply chain logistics.

### Prior Learning Assessment (PLA)

Ivy Tech is nationally recognized for its extensive prior learning assessment (PLA) crosswalks, which allow students to bring past experiences such as industry certifications, military experience, and employer training and apply those as credit toward a degree or credential. We know, however, that we can do more to expand the scope and use of PLA as an option for adult learners seeking to skill up, change careers, otherwise pursue additional education.

- Over the course of the next year, as part of our strategic plan priorities we seek to **dramatically scale the use of PLA for adult learners at Ivy Tech as a way to honor and apply their experience toward a credential and help them complete faster.**
- Over \$150,000 in state and philanthropic dollars are allocated to developing frameworks for PLA expansion and related community outreach helping individuals into better jobs.

### Achieve Your Degree (AYD)

Ivy Tech's innovative Achieve Your Degree (AYD) program offers many benefits to both students and

employers. AYD 1) removes financial barriers through tuition deferral, 2) provides high-touch student support through a concierge model with employer onsite assistance and intensive advising, 3) leverages employer tuition dollars through utilization of federal and state financial aid, and 4) supports completions in programs of student relevant to the employer's workforce needs.

- Since the program's inception in 2016, over 4,500 students have enrolled in the AYD program, earning over 1,000 degrees and other credentials. AYD credentials are concentrated in high-demand sectors, with the highest percentage (31%) awarded in business logistics and supply chain.
- Ivy Tech has more than 200 AYD employer partners and is collaborating with the Indiana Chamber of Commerce and others to continue to expand AYD.

### **Taking Hoosiers to the Next Level (THNL) Campaign**

Since fall 2020, Ivy Tech has worked closely with the state on a first-ever "Taking Hoosiers to the Next Level" (THNL) outreach directing thousands of unemployed and underemployed Hoosiers to free training and education at Ivy Tech in short-term certificate programs in high-demand fields eligible for state funding. Nearly 4,000 individuals have enrolled through this effort to date. with strong representation by women and people of color.

- As part of the THNL outreach effort, Ivy Tech is partnering with local employers to establish interview opportunities for THNL participants, as well as with community- and faith-based organizations to help provide wraparound and other related services, such as food, transportation, childcare, and study spaces.
- Additional student supports, such as career coaching and development services, also play a key role in helping THNL participants achieve their next step.
- This fall, we plan to launch "THNL 2.0", again in partnership with the Indiana Department of Workforce Development, with a focus on reaching over 300,000 Hoosiers who are unemployed or underemployed. Drawing from lessons learned in the first campaign, we anticipate folding in more robust student supports via partnerships such as **Inside Track**, which will provide additional career coaching services statewide, and a greater focus on helping students accelerate completion of a workforce-aligned credential through awarding credit for previous work and life experience (Prior Learning Assessment, PLA).

<b>Project Cost/Budget – Construction Projects (if applicable)</b>				
<b>Description</b>	<b>Cost – Fiscal Year 2022</b>	<b>Cost – Fiscal Year 2023</b>	<b>Cost – Fiscal Year 2024</b>	
Acquisition/Rights-of-Way Expense	\$	\$	\$	\$
Design/Inspection Expense	\$	\$	\$	\$
Legal/Financial Expense	\$	\$	\$	\$
Infrastructure Construction Cost	\$	\$	\$	\$
Building Construction Cost	\$	\$	\$	\$
Other Construction Costs	\$	\$	\$	\$
<b>Total Project Cost</b>	\$			
<b>Project Cost/Budget – Programs (if applicable)</b>				
<b>Description</b>	<b>Cost – Fiscal Year 2022</b>	<b>Cost – Fiscal Year 2023</b>	<b>Cost – Fiscal Year 2024</b>	
Personnel	\$ 111,122.00	\$ 99,633.00	\$ 101,206.00	\$
Fringe	\$ 22,575.00	\$ 21,977.00	\$ 28,483.00	\$
Equipment	\$ 15,942.00	\$ 42,993.00	\$ 34,628.00	\$
Marketing	\$ 2,000.00	\$ 1,500.00	\$ 1,000.00	\$
Professional Development	\$ 42,800.00	\$ 34,080.00	\$ 34,080.00	\$
Indirect Costs (50% of personnel)	\$ 55,561.00	\$ 49,817.00	\$ 50,603.00	\$
<b>Total Project Cost</b>	\$			750,000.00
<b>Funding Source</b>				
<b>Description</b>	<b>Cost – Fiscal Year 2022</b>	<b>Cost – Fiscal Year 2023</b>	<b>Cost – Fiscal Year 2024</b>	
Private/Philanthropic Funds \$	\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00	\$
Local Government Funds \$	\$	\$	\$	\$
Other Funds \$	\$	\$	\$	\$
<b>Total Project Cost</b>				\$3,000,000.00