



2021 Job Shadow and Career Fair Program Catalogue

The Business Equity for Indy (BEI): Learning and Talent Opportunities Taskforce conducted a landscape scan of existing programs and initiatives that support the education and training needs of Black and Hispanic individuals, ages 0 to 25, in greater Indianapolis, Indiana.

This document summarizes the Job Shadow and Career Fair Programs in Marion County, Indiana that were identified during the landscape scan, and is one part of the overall [Education and Workforce Development Program Repository](#). The repository complements the BEI Learning and Talent Opportunities Taskforce's [recommendations](#) for companies to improve education and workforce development outcomes for Black and Hispanic individuals, and identifies specific programs and initiatives in which the corporate community can engage.

Date 11/9/2021

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ABOUT BUSINESS EQUITY FOR INDY

Business Equity for Indy (BEI), a joint venture of Central Indiana Corporate Partnership (CICP) and the Indy Chamber in partnership with the Indianapolis Urban League, exists to help businesses take action and advance racial equity. We are bringing together business leaders, changing processes that no longer serve our community and creating measurable strategies that hold us accountable to make large-scale changes across our region.

Over the past year, the global pandemic has challenged our community in ways that we did not think possible. While hardships caused by COVID-19 have affected us all, these impacts are felt unequally. Our Black neighbors and communities of color have suffered disproportionately from COVID-19 in all its health-related, social, and economic impacts. Black populations and other people of color are experiencing one of the most tumultuous chapters in recent history, and we continue to see devastating racial disparities for individuals, families, and communities.

As business leaders, parents, children, friends, and human beings, we are strengthening our commitment to advance racial equity. We recognize that we play a vital role in removing barriers, reducing disparities, and expanding access. We have an extraordinary opportunity and responsibility to shift business behaviors that will help impact the quality of people's lives while creating inclusive growth for a more equitable future.

ABOUT BEI: LEARNING AND TALENT OPPORTUNITIES

Learning and Talent is one of five BEI pillars for advancing racial equity. In December 2020, the BEI Learning and Talent Opportunities Taskforce (Taskforce) launched with a goal to identify specific actions that the corporate community can take to improve education and training outcomes for Black and Hispanic individuals in greater Indianapolis. Led by co-chairs Claire Fiddian-Green, President and CEO, Richard M. Fairbanks Foundation and Dr. Adrienne Sims, VP Talent Management, Human Resources, OneAmerica, Taskforce members collected, analyzed and reviewed Marion County education and workforce data, and identified the following priorities where businesses can engage and take meaningful action:

1. Access to high-quality early learning programs
2. Support for K-12 student success with an emphasis upon:
 - a. STEM skills development
 - b. Successful transition from high school to postsecondary education and/or careers
3. Access to and persistence through postsecondary education, and access to careers.

ABOUT THE EDUCATION AND WORKFORCE DEVELOPMENT PROGRAM REPOSITORY

In May 2021, the BEI Learning and Talent Opportunities Taskforce issued a survey to Marion County nonprofit organizations, K-12 schools, colleges and universities, and corporations to identify current programs and initiatives that are helping to address the education and training needs of Black people ages 0-25 years in Central Indiana, with an emphasis on Marion County. Respondents were made aware that responses to this request were to be included in a public-facing landscape scan that the BEI will release in 2021 and will help to inform recommendations developed by the Learning and Talent Opportunities taskforce regarding specific programs or initiatives that CICP and Indy Chamber members can support to help address racial disparities in education and workforce development in Central Indiana.

Organizations were asked to focus their survey responses on programs that fit within the following criteria:

| | |
|--|---|
| Geographic Focus | Central Indiana, with an emphasis on Marion County |
| Population Focus | <ul style="list-style-type: none"> • Phase 1: Black/African American individuals, ages 0-25 years • Phase 2: Hispanic/Latino individuals, ages 0-25 years • Phases 1 and 2: <ul style="list-style-type: none"> ○ Individuals enrolled in early learning or childcare, school, college/university, or participating in a training program ○ Individuals that are employed, unemployed, or underemployed ○ Individuals disconnected from education systems |
| Education/Workforce Development Focus | <ul style="list-style-type: none"> • Early learning (birth to 5) • K-12 education • Post-secondary education or training/workforce development program |

The Education and Workforce Development Program Repository consists of eight (8) separate documents: a summary of all programs identified in survey responses, as well as seven separate program catalogues, organized by program type. A program may appear in multiple catalogues if it has more than one program type classification.

| Program Type / Classification | Definition |
|---|--|
| Academic | Curriculum-based or other instruction to develop academic skills (e.g., literacy, math, computer science, CTE) to improve overall academic proficiency and future career preparation. |
| Early Childhood | Program targeted to children ages 0-5 (or through preschool), such as childcare programs, early learning centers, and other efforts to develop foundational academic or social skills. |
| Financial Aid Support and Financial Literacy | Program that assists with scholarship access (e.g., FAFSA, 21 st Century Scholars, and completion of other scholarship applications applications), or program that develops financial literacy skills, such as budgeting, personal or professional financial management, and home ownership knowledge/skills. |

| | |
|---|---|
| Job Shadow and Career Fair | Career exploration program that allows students or individuals to learn about career opportunities and/or observe jobs in action to help inform their future career selection. Individual participants are not contributing hands-on work in a career fair or job shadow program. |
| Leadership/Soft Skills and College/Career Prep Support | Program that develops communications, leadership, or relationship-building skills or helps participant complete college/postsecondary application, develop a resume, prepare for interviews, or develop other skills to support postsecondary enrollment or secure employment. |
| Mentoring and Career Navigation | Program in which individual receives guidance and support identifying postsecondary and career pathways, or advice on soft skills development. This support is often provided through a one-on-one advisor relationship. |
| Work-Based Learning | Program providing on-the-job learning and training, such as an apprenticeship, internship, or other hands-on work experience. Program may or may not provide credit-bearing experience. |

The Program descriptions within the program catalogues contain a subset of data collected from each survey response.

Programs were classified by type by the Taskforce, and any edits to program descriptions were made by the Taskforce for clarity. The BEI Taskforce accepts responsibility for any inaccuracies resulting from these classifications and edits.

JOB SHADOW AND CAREER FAIR PROGRAM INDEX

| Organization Name | Program Name | Page |
|-----------------------------------|---|---------|
| Center for Leadership Development | Bowen Engineering Initiative | JS - 1 |
| Center for Leadership Development | Business Orientation Project | JS - 2 |
| Center for Leadership Development | Lilly Summit | JS - 3 |
| Center for Leadership Development | Rawls Scholars Medicine Initiative | JS - 4 |
| EmployIndy | Talent Bound | JS - 5 |
| Girls Inc. | Eureka | JS - 6 |
| IUPUI | Dr. Camp and Camp M.D. | JS - 7 |
| IUPUI | Minority Engineering Advancement Program (MEAP) | JS - 8 |
| Junior Achievement of Indiana | JA Continuum | JS - 9 |
| MSD Warren Township | College & Career Readiness - Junior Achievement (JA) | JS-10 |
| MSD Lawrence Township | Next Level Career Fair | JS - 11 |
| MSD Warren Township | SeniorFest | JS - 12 |
| Corporate Programs | | |
| Allison Transmission | Diverse & Inclusive Outreach and Educational Initiative | JS - 13 |
| Comcast | Indianapolis Urban League Job Fairs | JS - 14 |
| EnerDel Inc. | Believe Circle City High School Job Shadowing Event | JS - 15 |

BOWEN ENGINEERING INITIATIVE

By Center for Leadership Development (Nonprofit)

Contact Information

Website: <https://cldinc.org/>

Respondent Name: Terry Bailey

Email: tbailey@cldinc.org

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: Presented in partnership with Bowen Engineering and Purdue Minority Engineering Program, this one day initiative introduces participants to the scope of possibilities in engineering, entrepreneurship and science related careers.

Success Metrics: 90% of Center for Leadership Development (CLD) students value CLD's Principles for Success

95% of CLD Alumni are neither suspended nor expelled from school

Each CLD Alumni achieves 98% school attendance

95% of Alumni participants complete programs they start

65% of CLD students in grades 10-12 report studying at least two hours per day for a total of 10 hours per week

95% of CLD Alumni graduate from high school

90% of CLD Alumni enroll in college or other postsecondary institution

90% of CLD Alumni persist from first year to second year of college

75% of CLD Alumni earn bachelor's degree or credential within six years

95% of CLD Alumni are self-supporting

50% of CLD Alumni donate to CLD

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 15 | 91% | 0% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | Yes | - | - |

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A
Initial Start-Up Cost: N/A

BUSINESS ORIENTATION PROJECT

By Center for Leadership Development (Nonprofit)

Contact Information

Website: <https://cldinc.org/>

Respondent Name: Terry Bailey

Email: tbailey@cldinc.org

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | Yes |
| Mentoring and Career Navigation | Yes |
| Work-Based Learning | - |

Brief Program Summary: This 11-week program, in partnership with I.U. Kelley School of Business, pairs students with minority business owners, entrepreneurs and professionals for real-world business perspective. Sessions include career planning, how to operate a business, write business correspondence, interview and speak publicly.

Success Metrics: Code4Excellence; Principles for Success; Weekly Assessments; Pre- and Post-Tests

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 29 | 91% | 0% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | Yes | - | - |

Geographic Scope:

- Central Indiana Counties: Hamilton, Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

LILLY SUMMIT

By Center for Leadership Development (Nonprofit)

Contact Information

Website: <https://cldinc.org/>

Respondent Name: Terry Bailey

Email: tbailey@cldinc.org

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | Yes |

Brief Program Summary: The Lilly Summit is a once-a-year opportunity for student leaders interested in activities related to professional development. The Lilly Summit is a three phase program between CLD and Eli Lilly & Co:

Phase 1: Lilly Summit: career discovery experience at Eli Lilly & Co. for 11th and 12th graders who are CLD Alumni (graduates of Self-Discovery/Career Exploration Project) that includes facility tours, networking sessions and a strength building workshop.

Phase 2: Lilly Experience: summer job-shadowing experience with Eli & Lilly Co. staff, reserved for emerging college freshmen/sophomores who are CLD Alumni (graduates of Self-Discovery/Career Exploration Project). This is by invitation only and takes place over the summer.

Phase 3: Lilly Internship: reserved for college juniors/seniors who are CLD Alumni (graduates of Self-Discovery/Career Exploration Project). This is by invitation only and takes place over the summer.

Success Metrics: Lilly Summit participants' performance in each phase could possibly* position participants for a job offer from Eli Lilly & Co after receiving their undergraduate degree.

90% of CLD students value CLD's Principles for Success

95% of CLD Alumni are neither suspended nor expelled from school

Each CLD Alumni achieves 98% school attendance

95% of Alumni participants complete programs they start

65% of CLD students in grades 10-12 report studying at least two hours per day for a total of 10 hours per week

95% of CLD Alumni graduate from high school
 90% of CLD Alumni enroll in college or other postsecondary institution
 90% of CLD Alumni persist from first year to second year of college
 75% of CLD Alumni earn bachelor's degree or credential within six years
 95% of CLD Alumni are self-supporting
 50% of CLD Alumni donate to CLD

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 21 | 91% | 0% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | Yes | Yes | - |

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

RAWLS SCHOLARS MEDICINE INITIATIVE

By Center for Leadership Development (Nonprofit)

Contact Information

Website: <https://cldinc.org/>

Respondent Name: Terry Bailey

Email: tbailey@cldinc.org

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: This 6-week program - named after the late Dr. George Rawls - offers a rare opportunity to closely interact with medical students and professionals through a partnership with Eskenazi Health. Participants shadow trauma services staff, tour Eskenazi Hospital and gain an insider's perspective of the I.U. School of Medicine.

Success Metrics: 90% of CLD students value CLD's Principles for Success
95% of CLD Alumni are neither suspended nor expelled from school
Each CLD Alumni achieves 98% school attendance
95% of Alumni participants complete programs they start
65% of CLD students in grades 10-12 report studying at least two hours per day for a total of 10 hours per week
95% of CLD Alumni graduate from high school
90% of CLD Alumni enroll in college or other postsecondary institution
90% of CLD Alumni persist from first year to second year of college
75% of CLD Alumni earn bachelor's degree or credential within six years
95% of CLD Alumni are self-supporting
50% of CLD Alumni donate to CLD

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 35 | 91% | 0% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | Yes | - | - |

Geographic Scope:

- Central Indiana Counties: Hamilton, Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: \$0

TALENT BOUND

By EmployIndy (Nonprofit)

Contact Information

Website: <https://employindy.org/>

Respondent Name: Robin Kildall

Email: rkildall@employindy.org

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | Yes |

Brief Program Summary: EmployIndy's Talent Bound initiative envisions a future where all Indianapolis youth and young adults actively pursue integrated academic and career experiences that empower them to follow career pathways leading to economic mobility and future prosperity. Talent Bound connects employers and educators to provide opportunities for Indianapolis youth and young adults to engage in rigorous career experiences that develop in-demand skills and inform education and career decisions.

This construct has evolved into a sequence of activities that begins in 7th and 8th grade with Career Exposure activities (Talent Talk, Talent Day, Talent Prep, Talent Group Mentor), then progresses to Career Engagement events (Talent Tour, Talent Challenge, Talent Shadow) in 9th grade, and leads to Career Experience opportunities (Talent Intern, Talent Apprenticeship, Talent Hire) that begin in 11th and 12th grade and often transition into postsecondary.

With EmployIndy as the intermediary, leading much of the model design and engaging employers, Talent Bound was launched in all IPS high schools. The Talent Bound team is currently in the process of expanding to other districts and community-based organizations.

Success Metrics: Success is measured by the number of students participating in Career Exposure (goal: 15,900), Engagement (goal: 785), and Experience activities (goal: 1050).

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 1,312 | 56% | 33% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | Yes | Yes | - |

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Indianapolis Public Schools (IPS)

Resources

Annual Operating Cost: \$2,429,631

Initial Start-Up Cost: \$500,000

EUREKA

By Girls Inc. (Nonprofit)

Contact Information

Website: <https://girlsinc.org/>

Respondent Name: Mackenzie Pickerell

Email: mpickerrell@girlsincindy.org

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|-----|
| Academic | Yes |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | Yes |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: Eureka! scholars participate in a five-year science, technology, engineering, and math (STEM) focused program that begins with a four-week camp the summer before eighth grade. Eureka! builds girls' confidence and skills through hands-on programs featuring STEM activities. Eureka! fosters personal development and college and career readiness, promotes lasting relationships with peers and mentors, and encourages positive risk-taking. Within a cohort of 30 peers, Eureka! scholars will be inspired to pursue educational, professional, and personal growth. During the school year, Eureka! scholars meet monthly for workshops and field trips to maintain their connection with the program and peers.

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 45 | 33% | 7% |

Ages Served:

| | | | | |
|--------------|---------------|----------------|----------------|----------|
| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|

| | | | | |
|---|---|-----|---|---|
| - | - | Yes | - | - |
|---|---|-----|---|---|

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

DR. CAMP AND CAMP M.D.

By IUPUI (College/University)

Contact Information

Website: <https://www.iupui.edu/>
Respondent Name: Karen Dace
Email: kdace@iupui.edu

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|-----|
| Academic | Yes |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: Medical students at IU School of Medicine collaborate with Metropolitan Indianapolis Central Indiana-Area Health Education Centers each year to host two camps for students ranging from 6th grade to 12th grade. These camps are designed to promote medical education for underrepresented populations by providing an introduction to medical school and medicine itself.

Success Metrics: Education: Access for underrepresented populations, Postsecondary education, STEM education
Social Issues: Equity, diversity, or inclusion

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| N/A | N/A | N/A |

Ages Served:

| | | | | |
|--------------|---------------|----------------|----------------|----------|
| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|

| | | | | |
|---|---|-----|---|---|
| - | - | Yes | - | - |
|---|---|-----|---|---|

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A
Initial Start-Up Cost: \$0

MINORITY ENGINEERING ADVANCEMENT PROGRAM (MEAP)

By IUPUI (College/University)

Contact Information

Website: <https://www.iupui.edu/>

Respondent Name: Karen Dace

Email: kdace@iupui.edu

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|-----|
| Academic | Yes |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: The Minority Engineering Advancement Program (MEAP) is a week-long, summer, non-residential camp on the IUPUI campus. MEAP aims to:

- Identify, recruit, and select minority students (grades 6-12) with demonstrated academic potential and to expose them to the fields of engineering and technology.
- Increase the students' awareness of career options available to engineers and technologists.
- Facilitate students' access to and interaction with positive role models from the fields of education and industry who will serve MEAP as workshop instructors, counselors, and mentors for students.
- Provide hands-on laboratory experiences and academic instruction similar to that of a typical first year of study in an engineering or technology curriculum.
- Demonstrate work-place environments by providing students with tours of local industries.

Success Metrics: Education: Access for underrepresented populations, Information technology and computer literacy, K-12 education, Postsecondary education, School readiness, STEM education

Social Issues: At-Risk youth, Equity, diversity, or inclusion

Arts and Culture: Visual arts

Community and Economic Development: Workforce development

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 30 | 75% | 20% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | Yes | - | - |

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: \$0

JA CONTINUUM

By Junior Achievement of Indiana (Nonprofit)

Contact Information

Website: <https://www.juniorachievement.org/web/ja-indy/>

Respondent Name: Jennifer Burk

Email: jennifer@jaindy.org

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|-----|
| Academic | Yes |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | Yes |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: Junior Achievement (JA) delivers experiential, research-based programs for every grade level, which build hope, engagement and self-efficacy. JA programs are inclusive, delivered to EVERY student as a part of the school day ensuring there are no barriers to participation; are correlated to Indiana’s academic standards (welcomed by educators); support Indiana graduation requirements, SEL Competencies and Employability Standards; and include meaningful interaction with JA trained volunteers (5,000+ annually) from more than 300 local businesses.

Success Metrics: JA’s goals include contributing to a sustained increase in high school graduation rates, an actionable post-secondary plan for every student, a decrease in multi-generational poverty, and a stronger central Indiana workforce and community. JA of Central Indiana implements pre and post tests to our students as well as coordinating a collection of surveys for both students and teachers. Locally, we also work with third parties such as TPMA to evaluate programs that we create here in Central Indiana. Nationally, JA USA evaluates programs through third party organizations.

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 38,000 | 40% | 30% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|---------------------|----------------------|-----------------------|-----------------------|-----------------|
| - | Yes | Yes | - | - |

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: \$2,200,000

Initial Start-Up Cost: \$500

COLLEGE & CAREER READINESS - JUNIOR ACHIEVEMENT (JA)

By MSD Warren Township (K-12)

Contact Information

Website: <https://www.warren.k12.in.us/>

Respondent Name: Laura Butgereit

Email: lbutgere@warren.k12.in.us

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | Yes |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: MSD Warren Township maintains a collaborative relationship with Junior Achievement of Central Indiana. Their program provides extensive college and career exploration and readiness opportunities, as well as specific skill development in financial literacy for MSD Warren students beginning in Kindergarten and continuing through the high school and graduating seniors. These annual programs include: JA Career Day for all grades K-4, Biztown, Finance Park, Job Spark and Career Day for all students grades 5-8, and the 3E (Enroll, Enlist, Employ) Career Fair for all students 9-12.

Success Metrics: JA participation data and individual student feedback

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 11,612 | 55% | 18% |

Ages Served:

| | | | | |
|---------------------|----------------------|-----------------------|-----------------------|-----------------|
| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|---------------------|----------------------|-----------------------|-----------------------|-----------------|

| | | | | |
|---|-----|-----|---|---|
| - | Yes | Yes | - | - |
|---|-----|-----|---|---|

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Warren Township

Resources

Annual Operating Cost: N/a
Initial Start-Up Cost: N/A

NEXT LEVEL CAREER FAIR

By MSD Lawrence Township (K-12)

Contact Information

Website: <https://www.ltschools.org/>

Respondent Name: Troy Knoderer

Email: troyknoderer@msdl.t.k12.in.us

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: In partnership with the Lawrence Chamber of Commerce, Lawrence Township offers a Next Level Career Fair to connect students with potential employment. Students are supported in developing resume-building and interviewing skills. Lawrence businesses are provided a pool of potential student employees.

Success Metrics: Participation, job offers

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 50 | 50% | 30% |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | Yes | - | - |

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Lawrence Township

Resources

Annual Operating Cost: \$0

Initial Start-Up Cost: \$0

SENIORFEST

By MSD Warren Township (K-12)

Contact Information

Website: <https://www.warren.k12.in.us/>

Respondent Name: Laura Butgereit

Email: lbutgere@warren.k12.in.us

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | Yes |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | Yes |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: 2021 is the first of an Annual event for all MSD Warren Senior Students. SeniorFest will provide the opportunity for senior students to participate in workshops to support the college and post-secondary education process including: applications, personal essays and financial aid. Students interested in apprenticeship and high skilled certifications will be introduced to and interact with various local programs. Employers seeking high school graduates will be able to connect with prospective students and provide on-site interviews. Other career readiness supports will include development of soft skills, resume writing, and mock interviews.

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 900 | 55% | 18% |

Ages Served:

| | | | | |
|---------------------|----------------------|-----------------------|-----------------------|-----------------|
| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|---------------------|----------------------|-----------------------|-----------------------|-----------------|

| | | | | |
|---|---|-----|---|---|
| - | - | Yes | - | - |
|---|---|-----|---|---|

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Warren Township

Resources

Annual Operating Cost: N/A
Initial Start-Up Cost: N/A

DIVERSE & INCLUSIVE OUTREACH AND EDUCATIONAL INITIATIVE

By Allison Transmission (Corporate)

Contact Information

Website: <https://www.allisontransmission.com/>

Respondent Name: Corrine King

Email: corinne.king@allisontransmission.com

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | Yes |
| Work-Based Learning | Yes |

Brief Program Summary: Allison Transmission supports local nonprofit organizations through monetary contributions, donations, memberships and volunteering. The goal for this initiative is to reach out to the Black/African, Hispanic/Latino and other minority communities to share Allison and STEM careers opportunities. In addition, Allison's Diverse & Inclusive Outreach and Educational Initiative is in alignment with the corporate social responsibility focus areas: EDUCATION, EQUALITY OF OPPORTUNITY and EMPLOYEE ENGAGEMENT. Allison Transmission employees participate as mentors, conduct mock interviews, volunteer at specific events, such as student career fairs and others. In addition, employees have registered for an educational event or donated supplies.

Allison Transmission internships are full and part time usually during the summer. However, Allison also has interns and co-op students during the entire year. The internship program supports the professional development of the interns and are in alignment with the interns' professional interests.

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
|---|--|-------------------------------------|

| | | |
|-----|-----|-----|
| N/A | N/A | N/A |
|-----|-----|-----|

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| Yes | Yes | Yes | Yes | - |

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

INDIANAPOLIS URBAN LEAGUE JOB FAIRS

By Comcast (Corporate)

Contact Information

Website: <https://corporate.comcast.com/>

Respondent Name: Maria Holmes

Email: Maria_Holmes@comcast.com

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: Comcast participates in the Indianapolis Urban League's job fairs and has hired many young African American men and women through that job fair.

Success Metrics: N/A

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| N/A | N/A | N/A |

Ages Served:

| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|--------------|---------------|----------------|----------------|----------|
| - | - | - | Yes | - |

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

BELIEVE CIRCLE CITY HIGH SCHOOL JOB SHADOWING EVENT

By EnerDel Inc. (Corporate)

Contact Information

Website: <https://enerdel.com/>

Respondent Name: Melissa Smith

Email: melissa.smith@enerdel.com

Overview

Program Type Classification(s):

| Program Type Classification(s) | |
|--|------------|
| Academic | - |
| Early Childhood | - |
| Financial Literacy | - |
| Job Shadow | Yes |
| Leadership/Soft Skills and College/Career Prep Support | - |
| Mentoring and Career Navigation | - |
| Work-Based Learning | - |

Brief Program Summary: EnerDel participated in Believe Circle City High School's job shadowing event. The school's purpose of this experience is to give scholars the opportunity to see a day in the life of professionals and learn valuable information about a career of their choice.

Success Metrics: BELIEVE Circle City High School uses this event for the scholars to explore various careers and their scholars have the opportunity to evaluate their interests, research pathways, and set goals for their future. EnerDel seeks opportunities to be involved in events that will educate students while they are in the process of identifying and choosing their careers.

Demographics

Number Served & Racial Distribution:

| Total Number of Individuals Annually Served | Black or African Americans Annually Served | Hispanic or Latinos Annually Served |
|---|--|-------------------------------------|
| 15 | 20-30% | 70-80% |

Ages Served:

| | | | | |
|---------------------|----------------------|-----------------------|-----------------------|-----------------|
| Ages: 0 to 4 | Ages: 5 to 11 | Ages: 12 to 18 | Ages: 19 to 25 | Age: N/A |
|---------------------|----------------------|-----------------------|-----------------------|-----------------|

| | | | | |
|---|---|-----|---|---|
| - | - | Yes | - | - |
|---|---|-----|---|---|

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: Zip code 46208

Resources

Annual Operating Cost: \$550
Initial Start-Up Cost: N/A

