



2021 Mentoring and Career Navigation 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 Mentoring and Career Navigation 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

Table of Contents

ABOUT BUSINESS EQUITY FOR INDY.....3

ABOUT BEI: LEARNING AND TALENT OPPORTUNITIES.....3

**ABOUT THE EDUCATION AND WORKFORCE DEVELOPMENT PROGRAM
REPOSITORY.....4**

MENTORING AND CAREER NAVIGATION PROGRAM INDEX.....6

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
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.
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.
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.

MENTORING AND CAREER NAVIGATION PROGRAM INDEX

Organization Name	Program Name	Page
Indianapolis Public Schools (IPS)	Freshman on Track	Men Car Nav - 1
Indianapolis Public Schools (IPS)	Future Centers	Men Car Nav - 2
<i>Corporate Partner</i>	<i>IU Health: Mosaic Center for Work, Life, and Learning</i>	<i>Men Car Nav - 3</i>
MSD of Wayne Township	Brothers of Another Color	Men Car Nav - 4
MSD of Wayne Township	Giant Kings	Men Car Nav - 5
MSD Lawrence Township	Crown Mentoring	Men Car Nav - 6
MSD Lawrence Township	Lilly Mentorship Program	Men Car Nav - 7
MSD Warren Township	Mentorship/Conferences	Men Car Nav - 8
MSD Warren Township	Moorhead Community Resource Center	Men Car Nav - 9
MSD Warren Township	Naviance	Men Car Nav - 10
MSD of Decatur Township	Communities In Schools of Indiana	Men Car Nav - 11
Outreach	ARCH	Men Car Nav - 12
Starfish Initiative	High School Mentoring 101	Men Car Nav - 13
Center for Leadership Development	Role Model/Advisory Experience	Men Car Nav - 14
Center for Leadership Development	Precious Miss	Men Car Nav - 15
Center for Leadership Development	Project Mr.	Men Car Nav - 16
Center for Leadership Development	College Prep Institute Services	Men Car Nav - 17
Center for Leadership Development	Business Orientation Project	Men Car Nav - 18
<i>Corporate Partner</i>	<i>Pacers Sports and Entertainment: Center for Leadership Development</i>	<i>Men Car Nav - 19</i>
Indianapolis Urban League	Project Ready	Men Car Nav - 20
100 Black Men of Indianapolis, Inc.	Robotics Program	Men Car Nav - 21
100 Black Men of Indianapolis, Inc.	Team Mentoring	Men Car Nav - 22
100 Black Men of Indianapolis, Inc.	Collegiate 100	Men Car Nav - 23
Ball State University	EXCEL Summer Mentor Program	Men Car Nav - 24
Ball State University	Reach Program	Men Car Nav - 25
Purdue University	Dr. Cornell A. Bell Business Opportunity Program (BOP)	Men Car Nav - 26
Ivy Tech Community College	IGNITE: Former Foster Success	Men Car Nav - 27
Ivy Tech Community College	Teen Works Scholars	Men Car Nav - 28
Ivy Tech Community College	Nina Scholars Program	Men Car Nav - 29
Ivy Tech Community College	Bowen Scholars	Men Car Nav - 30
Ivy Tech Community College	I-Succeed	Men Car Nav - 31
IUPUI	IU Student Success Corps	Men Car Nav - 32
IUPUI	Multicultural Oral Health Association (MOHA)	Men Car Nav - 33

IUPUI	TuFuturo Mentoring	Men Car Nav - 34
Ascend Indiana	Ascend Network	Men Car Nav - 35
EmployIndy	Talent Network (created by Ascend)	Men Car Nav - 36
EmployIndy	Career Coaching and Navigation	Men Car Nav - 37
EmployIndy	WorkOne Indy	Men Car Nav - 38
EmployIndy	YES Indy	Men Car Nav - 39
John Boner Neighborhood Centers	Financial Foundations	Men Car Nav - 40
Fathers and Families Center	Strong Fathers/Strong Families	Men Car Nav - 41

FRESHMAN ON TRACK

By Indianapolis Public Schools (IPS) (K-12)

Contact Information

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

Respondent Name: Jennifer O'Shea

Email: osheaj@myips.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Initiative to support students' transition from middle to high school.

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
1,500	41%	32%

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: \$0

Initial Start-Up Cost: N/A

FUTURE CENTERS

By Indianapolis Public Schools (IPS) (K-12)

Contact Information

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

Respondent Name: Jennifer O'Shea

Email: osheaj@myips.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Launched in Fall 2018, the Future Centers are physical spaces and serve as school-based advising centers where students can define their college and career plans, and receive guidance and support to execute them. Future Center staff partner with their school's traditional academic counselors and are equipped with educators focused solely on assisting students with developing and executing post-secondary plans.

The High School Future Centers are designed to help IPS students take the steps needed to successfully transition to Enrollment, Enlistment or Employment upon graduation. Students can avail themselves to valuable support services in the areas of college- and career-readiness skill building, mentoring, technical assistance, and more.

Featuring the latest technology, strong support from collegiate and corporate partners, and knowledgeable and friendly staff, the Future Center and its resources are available to scholars throughout their high school experience and during their journey through college or early years in the workforce.

Services include:

- Mentoring: Individualized or group mentoring sessions offer students support during their high school years to help them overcome any social and emotional hurdles they encounter.
- Interview Training: Mock interviews, through one-on-one or group training, help students prepare for upcoming job or college/military interviews by perfecting skills and providing valuable feedback.
- College Application Support: Staff provides students with assistance in understanding and completing financial-aid forms and scholarship applications, and researching additional ways to make college affordable and attainable.

- Tutoring: Whether students are preparing for college essays, the ACT or SAT, or just need additional support, tutoring in math and writing are provided to foster greater understanding and mastery of core curriculum.

Success Metrics: Future Center staff partner with their school’s traditional academic counselors and are equipped with educators focused solely on assisting students with developing and executing post-secondary plans.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
5,200	41%	32%

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: N/A

Resources

Annual Operating Cost: \$550,000

Initial Start-Up Cost: \$2.7 million

MOSAIC CENTER FOR WORK, LIFE, AND LEARNING

By IU Health (Corporate)

Contact Information

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

Respondent Name: Cassandra Tice

Email: ctice@iuhealth.org

Overview

Program Type Classification(s):

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

Brief Program Summary: The Mosaic Center will offer a “mosaic” of individualized and intensive services to help individuals chart pathways to meaningful careers at IU Health, other healthcare settings, or beyond the healthcare field. The Mosaic Center will support under- and unemployed individuals, entry-level IU Health employees, independent former foster care youth ages 18-26, and Crispus Attucks High School students in the IU Health Fellowship program, which uses a curriculum co-developed by IPS and IU Health and guarantees fellows job offers from IU Health upon graduation.

Success Metrics: IU Health has contracted Wilder Foundation to conduct a 5 year evaluation plan for the Mosaic Center. The following outputs will be tracked: Number of participants enrolled; Coaching (number of participants receiving coaching, hours); Hours of coaching provided; Number of participants enrolled in education program; Tuition assistance (Dollar amount and number of participants); Percent of participants with job placements at \$13-\$17.99/hr with a career pathway; Percent of participants with job placements at \$18+/hr; Career pathways (number and types identified); Fellowship students (number enrolled, number completed); Community partnerships (number and type); number of BIPOC in leadership positions; Internship/externship opportunities (number and type).

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
IU Health is currently building and implementing the Mosaic Center. The plan is by 2023 the Mosaic Center will be fully staffed and serving 800 participants annually.	20-30%	10-20%

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: The Mosaic Center will be located in the Near North neighborhood in Marion County, but it will serve anyone who walks in the doors. A majority of participants will be from Marion County.

Resources

Annual Operating Cost: \$2,500,000
Initial Start-Up Cost: \$10,500,000 million (First 5 years)

BROTHERS OF ANOTHER COLOR

By MSD of Wayne Township (K-12)

Contact Information

Website: <https://district.wayne.k12.in.us/>

Respondent Name: Denita Harris

Email: denita.harris@wayne.k12.in.us

Overview

Program Type Classification(s):

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

Brief Program Summary: Lynhurst 7th and 8th Grade Brothers of Another color is a program that was established within Wayne Township in 2010 in order to promote academic achievement, healthy relationships, and collaboration amongst African American, Latino, and other under-served male sub-groups. The program will provide a source of fellowship between African American, Latino, and other under-served male sub-groups and Wayne Township staff and community members. This program will also provide a way for students to become a support system for each other. It will provide positive adult role models for students. The intent is to prepare these students for college and also to dispel the urban myth that it is “un-cool” to get good grades and to be considered intelligent. They will also work on recognizing their strengths along with their weaknesses so they are able to build on both. They are bright students who may need assistance in reaching their full potential. This program will develop these students academically, socially, and morally to ensure they are reaching their full potential.

Success Metrics: Student outcomes including academic and discipline data.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
66	41%	50.3%

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: Wayne Township Schools, Ben Davis University High School

Resources

Annual Operating Cost: \$4,400

Initial Start-Up Cost: \$1,000

GIANT KINGS

By MSD of Wayne Township (K-12)

Contact Information

Website: <https://district.wayne.k12.in.us/>

Respondent Name: Denita Harris

Email: denita.harris@wayne.k12.in.us

Overview

Program Type Classification(s):

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

Brief Program Summary: This club creates a space where African-American males' leadership, identity, and career development can be utilized to empower our Wayne Township community.

Success Metrics: Ben Davis: Graduation rates, academic honors diplomas, dual credit/AP courses, college graduation rates

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
105	98%	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: Marion

- Additional/Other Areas of Focus: Wayne Township, Ben Davis Ninth Grade Center, Ben Davis High School

Resources

Annual Operating Cost: \$6,000

Initial Start-Up Cost: \$0

CROWN MENTORING

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: Coordinated by Pastor Richard Reynolds, Crown Mentoring connects elementary school students in MSD Lawrence Township with community mentors through an after-school program.

Success Metrics: Student outcomes including attendance, academics, discipline

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
300	85%	10%

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: \$270,000

Initial Start-Up Cost: \$0

LILLY MENTORSHIP PROGRAM

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: The Lilly Mentorship Program is a five-week program designed to connect college-bound Latino/a students with Latinx mentors currently employed by Eli Lilly & Co. The goal of the program is to provide direct support to students that may be facing barriers to educational attainment unique to Latino/a students.

Success Metrics: participation

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
36	0%	100%

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: Lilly mentor time

Initial Start-Up Cost: \$0

MENTORSHIP/CONFERENCES

By MSD Warren Township (K-12)

Contact Information

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

Respondent Name: Tim Hanson

Email: thanson@warren.k12.in.us

Overview

Program Type Classification(s):

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

Brief Program Summary: MSD Warren Township provides periodic mentorship conferences to provide a relatable role model for Warren Township students, especially students of color. Warren Township has partnered with the Indiana Department of Child Services, Reach For Youth and the Marion County Court system to identify past speakers.

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
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

MOORHEAD COMMUNITY RESOURCE CENTER

By MSD Warren Township (K-12)

Contact Information

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

Respondent Name: James Taylor

Email: jtaylor2@warren.k12.in.us

Overview

Program Type Classification(s):

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

Brief Program Summary: MSD Warren Township utilized some of its CARES ACT funding to convert a closed school building into the Moorehead Community Resource Center, which opened on October 31, 2020. The Moorehead Community Resource Center provides mentorships, food pantry, a space for students to study and a one-stop shop for accessing resources. The Center is staffed by a navigator and social worker that help identify resources that are available. MSD Warren Township is partnering with Eskenazi Health, Reach For Youth, and the Indiana Department of Child Services to provide on-site services, and the Warren Township Police Department is also headquartered at the Center. Most recently, the Center partnered with Indiana Black Expo and other community agencies to host a three day housing assistance workshop to provide support for families facing eviction. The Resource Center also works closely with the team of Family Engagement Liaisons from each school building to maintain relationships with all MSD Warren Families and connect students and families to individual family needs.

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
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	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

NAVIANCE

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: Naviance is a comprehensive college and career readiness solution that is supporting MSD Warren Township as it works to align student strengths and interests to postsecondary goals, improving student outcomes and connecting learning to life. Students are introduced to the Naviance College, Career and Life Readiness platform in 5th grade and create their own individualized portfolio beginning in 6th grade. From 6th grade and continuing throughout high school, students complete multiple self assessments in learning styles, individual strengths and career interests. Students are able to explore careers, post-secondary options, plan for future courses, and participate in virtual college visits. Course planning, financial literacy and long term life skills are also part of the middle and high school Naviance experience.

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
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
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-	Yes	Yes	-	-
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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

COMMUNITIES IN SCHOOLS OF INDIANA

By MSD of Decatur Township (K-12)

Contact Information

Website: www.cisindiana.org

Respondent Name: Hadley Moore

Email: hadleym@cisindiana.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Communities In Schools (CIS) is the nation's largest and most effective organization dedicated to keeping kids in school and helping them succeed in life. The Communities in Schools model positions site coordinators inside schools to assess students' needs and provide resources to help them succeed in the classroom and in life. CIS partners with local businesses, social service agencies, health care providers and volunteers. Whether it's food, school supplies, health care, counseling, soft skills, academic assistance, life skills, or a positive role model, Communities In Schools is there to help.

Success Metrics: 95% of students met or made progress toward at least one of their Academic goals.

89% of students met or made progress towards at least one of their Behavior or Social and Emotional Learning goals.

100% of students in grades K-11 were promoted to the next grade level.

100% of students in grade 12 graduated with post-secondary plans

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
547	26%	7%

Ages Served:

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

Geographic Scope:

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

Resources

Annual Operating Cost: \$75,000

Initial Start-Up Cost: \$75,000

ARCH

By Outreach (Nonprofit)

Contact Information

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

Respondent Name: Faith Musgrove

Email: fmusgrove@outreachindiana.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Outreach provides services to youth and young adults experiencing homelessness. Its ARCH (Advocacy, Relationship, Case Management in High Schools) Program assists homeless high school students with a wide range of services. Case managers help students obtain birth certificates, Social Security cards, Medicaid coverage, TANF/WIC, bus passes, and other important services. They provide educational assistance by helping with financial aid forms, taking students on college visits, and helping to apply for scholarships. ARCH staff champion youth towards graduation and beyond, journeying through life experiences with them.

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
482	58%	4%

Ages Served:

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

HIGH SCHOOL MENTORING 101

By Starfish Initiative (Nonprofit)

Contact Information

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

Respondent Name: Crystal Givens

Email: crystal@starfishinitiative.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Starfish Initiative is unique in Marion County as the only mentoring organization that focuses on the four years of high school, matching high potential, high risk students with adult mentors.

Success Metrics: Since 2009, 86% of Starfish Scholars who enrolled as high school freshmen completed the four-year Starfish program. Of those, 100% have graduated from high school and 98% have enrolled in college. Furthermore, 84% of those Scholars have persisted in college from year 1 to year 2.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
371	46%	22%

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:** \$650,000**Initial Start-Up Cost:** \$0

ROLE MODEL/ADVISORY EXPERIENCE

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: This one day initiative allows participants to hear directly from top African American professionals in various careers and professions who volunteer their time to share details of their education, work ethic, daily routine, personal challenges and opportunities. This experience is made possible by area physicians, RNs, financial planners, teachers, pharmacists, counselors, accountants, engineers, IT professionals and others.

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
105	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, Hancock, Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

PRECIOUS MISS

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: This program, designed for young ladies only, is led by African American female professionals. This all-girl program was created to help students discover and value themselves, strengthen character, explore friendships and relationships, develop positive body image, and increase self-esteem.

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
270	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, Hancock, Johnson, Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

PROJECT MR.

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: This program, designed for young men only, is led by African American professional men and focuses on responsibility, how to recognize and defuse pressures, setting goals, making healthy lifestyle choices, working cooperatively with peers and adults, and effective communication.

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
230	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: Marion
- Additional/Other Areas of Focus: N/A

Resources

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

COLLEGE PREP INSTITUTE SERVICES

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	Yes
Early Childhood	-
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	Yes
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: The College Prep Institute (CPI) is a college readiness resource center located within the Center for Leadership Development (CLD) dedicated to assisting students in grades 4 through 12, parents and community organizations serving youth by providing free resources and services. The CPI supports every point in an individual's educational journey – including evenings and weekends – with caring, highly qualified guidance counselors, tutors and other professionals.

Services Include:

- One-on-one Licensed Guidance Counseling
- Reading Assessment and Training
- College Research and Selection
- Study Sessions and Tutoring
- Internships
- Workshops

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
2,000	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

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

CENTER FOR LEADERSHIP DEVELOPMENT

By Pacers Sports and Entertainment (Corporate)

Contact Information

Website: <https://www.nba.com/pacers/>

Respondent Name: Daniel Lopez

Email: dlopez@pacers.com

Overview

Program Type Classification(s):

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

Brief Program Summary: Center for Leadership Development (CLD) currently delivers 17 services to students throughout Indianapolis including literacy, college prep, mentorship, enrichment, and more.

Success Metrics: The mission of the Center for Leadership Development is to foster the advancement of minority youth in Central Indiana as future professional, business and community leaders by providing experiences that encourage personal development and educational attainment.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
8,000	60-70%	20-30%

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: Marion
- Additional/Other Areas of Focus: N/A

Resources**Annual Operating Cost:** \$2,500 to \$250,000**Initial Start-Up Cost:** N/A

PROJECT READY

By Indianapolis Urban League (Nonprofit)

Contact Information

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

Respondent Name: Kimberly Simmons

Email: ksimmons@indplsul.org

Overview

Program Type Classification(s):

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

Brief Program Summary: The Indianapolis Urban League (IUL) Project Ready Program is a year-long education program designed to assist 9th-12th grade students with matriculating through high school and navigating college. Students are provided with academic, life skills, cultural, social, leadership and academic support through mentoring. The Project Ready Program uses an evidence-based curriculum developed jointly by the National Urban League and City University of New York (CUNY), and is comprised of three (3) major components: Academic Development, Social Development, and College Culture Awareness.

Success Metrics: The Indianapolis Urban League is contracted to enroll 225 students into the Project Ready Program. Program success is determined by the number of students successfully completing an Individual College Development Plan (ICDP), increased number of students matriculating to the next grade level or graduating from high school, increased number of students attending college tours, increased number of students completing FASFA forms, increased number of students applying to college, increased number of students joining the military, increased number of students entering workforce, increased number of students receiving remediation or tutoring, and increased number of students receiving financial literature or instruction.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
296	64%	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: \$237,500

Initial Start-Up Cost: \$36,112

ROBOTICS PROGRAM

By 100 Black Men of Indianapolis, Inc. (Nonprofit)

Contact Information

Website: <https://100blackmenindy.org/robotics>

Respondent Name: William Durham

Email: wdurham@100blackmenindy.org

Overview

Program Type Classification(s):

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

Brief Program Summary: 12 - 15 week program for 4th-8th grade students at IPS 43 who learn from trained mentors of major corporations on the mechanics of assembling and training robots. Students compete against their peers in local competitions.

Success Metrics: Students meet weekly with mentors from Salesforce, Lilly Co., Cummins Inc, and Rolls Royce. These leaders provide insight into the mechanics of assembling robots, mentoring, and hands-on training of students to one day compete against their peers in local competitions.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
20-30 students	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	-	-

Geographic Scope:

- Central Indiana Counties: Marion
- Additional/Other Areas of Focus: IPS School 43

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

TEAM MENTORING

By 100 Black Men of Indianapolis, Inc. (Nonprofit)

Contact Information

Website: <https://100blackmenindy.org/team-mentoring>

Respondent Name: William Durham

Email: wdurham@100blackmenindy.org

Overview

Program Type Classification(s):

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

Brief Program Summary: In partnership with IPS and most recently with Big Brothers Big Sisters (Saturday Team Mentoring), trained mentors connect with 5th-9th grade boys in an 18-week program. Students work with a Success Academy curriculum on health and wellness, education, economic empowerment, and leadership.

Success Metrics: Pre and Post assessments.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
20-30 students	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	-	-

Geographic Scope:

- Central Indiana Counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, Putnam, Shelby
- Additional/Other Areas of Focus: 100 Black Men's new partnership with Big Brothers Big Sisters allows for an expanded reach of this program beyond Marion County.

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

COLLEGIATE 100

By 100 Black Men of Indianapolis, Inc. (Nonprofit)

Contact Information

Website: <https://100blackmenindy.org/the-collegiate-100>

Respondent Name: William Durham

Email: wdurham@100blackmenindy.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Collegiate 100 of Indianapolis is an organization comprised of college students who share the common vision and intent of the 100 Black Men of Indianapolis, Inc. – to improve the quality of life for young African Americans. Participants in the program shall be committed to voluntarism and improving the community through group mentoring and tutoring. The Collegiate 100 (C100) is a program under the umbrella of College Connection. C100 is a campus-based student organization with its programmatic initiatives that support the development of social, emotional, and educational needs of youth who need positive role models in the communities in which they live.

The primary purpose of the Collegiate 100 program is to provide an avenue for 100 Black Men of Indianapolis, Inc to continue their one-on-one and group mentoring to students as they matriculate from high school to college; thereby supporting the Mentoring The 100 Way Across a Lifetime initiative.

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

EXCEL SUMMER MENTOR PROGRAM

By Ball State University (College/University)

Contact Information

Website: <https://www.bsu.edu/campuslife/student-life/programs-services/summer-bridge/excel-mentor-program>

Respondent Name: Diane Watters

Email: dbuck@bsu.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: A program for first-year students of color and first-generation college students. The program is designed to help students transition to their new home on campus, make new friends and get first-hand experience of college life before classes start. First year student participants are paired with a peer mentor who is a returning student with proven academic and social skills, who will guide them through their transition to Ball State. Students also learn techniques and skills focused on their academic and social development.

Success Metrics: First semester GPA, involvement in student organization, and retention rates.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
60	50%	50%

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: N/A
- Additional/Other Areas of Focus: N/A

Resources**Annual Operating Cost:** \$5,000 - \$6,000**Initial Start-Up Cost:** \$0

REACH PROGRAM

By Ball State University (College/University)

Contact Information

Website: <https://www.bsu.edu/campuslife/multicultural-center/programs-and-services/reach-peer-mentoring-program>

Respondent Name: Diane Watters

Email: dbuck@bsu.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: REACH (Retain, Engage, Aspire, Connect, Help) Peer Mentoring program is a 1-credit hour course (EDHI 401 800) designed to assist participants in successfully transitioning to life as a Ball State student. The program helps first-year students adjust to the academic, social, personal and professional challenges, with a focus on the experiences of students of color and first-generation college students.

Program Goals:

- Connect first-year students with an upper-class mentor, who will help guide them through the transition to life at Ball State University
- Provide intentional interactions with mentors, faculty, staff and alumni who encourage and support mentees through their unique cultural journey through college
- Inform mentees of academic, social, and personal resources to help them successfully navigate university systems and processes
- Help retain and graduate mentees through four years at Ball State University

Success Metrics: First semester GPA, involvement in student organization, and retention rates.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
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20	50%	50%
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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: N/A
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: \$1,000

Initial Start-Up Cost: \$0

DR. CORNELL A. BELL BUSINESS OPPORTUNITY PROGRAM (BOP)

By Purdue University (College/University)

Contact Information

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

Respondent Name: Darren Henry

Email: henrydl@purdue.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: Designed to create a more diverse student body, the Business Opportunity Program (BOP) recruits, enrolls, educates and provides support for Krannert School of Management undergraduate and graduate students. It begins with an eight-week summer session to jumpstart studies within the School of Management. BOP provides a number of support services, including academic advising, coaching, tutoring services, and financial support. Peer-to-peer mentoring is the foundation of a student's support group, which ultimately leads to the goal of academic excellence for all BOP students.

Success Metrics: Since taking wing in 1968 with 11 undergraduate student participants, BOP has provided opportunities for more than 1,400 undergraduate and graduate students. BOP has a 95% graduation rate and 100% job placement rate.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
30	40%	35%

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: North Central, Brebruf, Hamilton Southeastern High School, Lawrence North High School

Resources

Annual Operating Cost: \$300,000

Initial Start-Up Cost: N/A

IGNITE: FORMER FOSTER SUCCESS

By Ivy Tech Community College (College/University)

Contact Information

Website: <https://www.ivytech.edu/indianapolis/34125.html>

Respondent Name: Kevin Hillman

Email: khillmn5@ivytech.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: IGNITE is a grant funded program at Ivy Tech Community College, sponsored by the Nina Mason Pulliam Trust. IGNITE serves former foster and homeless youth between the ages of 18 and 26 years old. The goals of the program are to provide wrap around services to current and future students who meet the program requirements. The students have access to enrollment assistance, financial aid assistance, connection to community resources and much more. These program supports are designed to help students navigate higher education and create a culture of belonging.

Success Metrics: Semester and Cumulative GPA, program participation, retention rates

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
30	72.7%	9.1%

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: N/A

Resources**Annual Operating Cost:** \$100,000**Initial Start-Up Cost:** \$100,000

TEEN WORKS SCHOLARS

By Ivy Tech Community College (College/University)

Contact Information

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

Respondent Name: Amy Griffin

Email: agriffin76@ivytech.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: The Glick Scholars Program (TeenWorks Scholars Program) provides wraparound services and support to Ivy Tech Community College students receiving a scholarship from the TeenWorks Scholarship Fund, a fund of CICF. It is the expectation that the Glick Scholars Program will produce high retention and graduation rates, as well as provide a guided pathway to a career goal.

Success Metrics: Graduation through certification and/or diploma (Associates degree)

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
25	56%	31%

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: N/A

Resources

Annual Operating Cost: \$1,000,000 over 5 years

Initial Start-Up Cost: \$1,000,000 over 5 years

NINA SCHOLARS PROGRAM

By Ivy Tech Community College (College/University)

Contact Information

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

Respondent Name: Andrea Thomas

Email: athomas8@ivytech.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: This program provides variable financial support toward the cost of attendance for up to 4 years at Ivy Tech Community College. In addition to tutoring, and other support services, the program provides books & a living allowance of \$3,200 annually. To remain eligible for this scholarship students must participate in individualized guidance, mentoring, service learning, cultural events, monthly advising and student group meetings.

Success Metrics: 88% completion rate & 92% retention rate

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
32	36%	4%

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: Central Indiana (students assigned to our service area)

Resources

Annual Operating Cost: \$255,000

Initial Start-Up Cost: \$190,000

BOWEN SCHOLARS

By Ivy Tech Community College (College/University)

Contact Information

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

Respondent Name: Andrea Thomas

Email: athomas8@ivytech.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: The Bowen Scholars Program seeks to serve African American residents who plan on attending Ivy Tech Community College - Central Indiana. The scholarship provides tutoring, support services, as well as a living allowance each semester.

Success Metrics: Overall Cumulative GPA, Retention, and Graduation Rate of participants

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
40	87%	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, Hendricks, Marion

- Additional/Other Areas of Focus: Preference given to Marion County

Resources

Annual Operating Cost: \$475,000 over 5 years

Initial Start-Up Cost: \$25,000

I-SUCCEED

By Ivy Tech Community College (College/University)

Contact Information

Website: <https://www.ivytech.edu/indianapolis/32600.html>

Respondent Name: LaKeisha Williams

Email: lwilliams43@ivytech.edu

Overview

Program Type Classification(s):

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

Brief Program Summary: The I-SUCCEED program is part of a research study working to help students succeed in college and the workforce. Students in I-SUCCEED are eligible for \$50 monthly incentives if they meet specific enrollment requirements and attend regular coaching meetings.

Success Metrics: I-SUCCEED is part of the national MDRC Scaling Up College Completion Efforts for Student Success (SUCCESS) study, which seeks to improve graduation rates for traditionally underserved students at two- and four-year colleges, by helping states and institutions align their resources with evidence-driven practices. SUCCESS combines components from multiple programs that have proven themselves to be effective at helping students succeed in college. It seeks to create financially sustainable programs that will dramatically improve graduation rates at scale.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
300	74%	4%

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, Hendricks, Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: \$400,000
Initial Start-Up Cost: \$100,000

IU STUDENT SUCCESS CORPS

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: The IU Office of Community Engagement leads a statewide tutoring, mentoring, college/career readiness, and family engagement program in collaboration with six other IU campuses. IU students across the state provide services for students in grades 6-12. The IU Student Success Corps (SSC) is a statewide equity program that focuses on students who will benefit from additional academic and social support. The program is free to all students. IU students, who serve as tutors and mentors, are prepared to support culturally diverse students with diverse learning needs, including students with special needs.

Success Metrics: Participation goals: Total number of students tutored and mentored, total number of workshop participants

Outcome goals: Percentage of students that improved academically (target goal 80%), Percentage of parents/ guardians that report increased or improved knowledge from workshops (target goal of 80%), Percentage of students that develop goals for academic, college and career plans with a mentor (target goal is 80%), Percentage of parents/ guardians who attended workshops that report increased knowledge of college and career readiness, financial literacy related to college costs and admission procedures (target goal 80%), Percentage of students in the 12th grade that say that they will apply for Post- Secondary Education, Percentage of students that applied for the 21st Century Scholars Programs.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
400	18.8%	16.7%

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: \$500,000
Initial Start-Up Cost: \$0

MULTICULTURAL ORAL HEALTH ASSOCIATION (MOHA)

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	-
Early Childhood	-
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: The mission of the Multicultural Oral Health Association (MOHA) is for IU Dental Students to give back to the community by mentoring students (from preschool age to graduate students), promoting diversity through activities and events, and providing fellowship among its members. The organization focuses its efforts on community service.

- **Promote Diversity:** Provide a voice for historically underrepresented oral health students i.e. Blacks, Hispanics and Native Americans at the Indiana University School of Dentistry.
- **Engage in Community Service:** Promote the oral health of the underrepresented community, in Indiana through improved education, prevention and treatment.
- **Educate the Community:** Stimulate interest and encourage entry of minorities into oral health careers. Provide cultural and educational experiences for non-minority students who wish to learn more about underrepresented cultures.

The activities that the MOHA students participate in include programs and/or partnerships that are facilitated through the Division of Diversity, Equity & Inclusion. During these activities the students usually provide oral health education, dental career exploration, hands on activities and a student panel.

Success Metrics: Education: Access for underrepresented populations

Health and Wellness: Other: Dental Care

Community and Economic Development: Career and professional development

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	-

Geographic Scope:

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

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: \$0

TUFUTURO MENTORING

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	-
Early Childhood	-
Financial Literacy	-
Job Shadow	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: Members of the VidaSana team serve as mentors with the TuFuturo program and students at Lawrence Township schools. This allows for parents to also connect with and learn more about options to achieve their educational goals. The TuFuturo program serves primarily Latinx and immigrant families in Central Indiana.

Success Metrics: Education: Access for underrepresented populations, Adult/lifelong learning, After-School programming, Completion, Developmental education (remedial), Dropout prevention, English as a second language, K-12 education, Literacy, Mentoring, Retention, School readiness, Tutoring

Social Issues: Equity, diversity, or inclusion, Family services, Human rights, Immigration issues/services

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
10	0%	100%

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: MSD Lawrence Township

Resources

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

ASCEND NETWORK

By Ascend Indiana (Nonprofit)

Contact Information

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

Respondent Name: Alyssa Anderson

Email: alyssa.anderson@ascendindiana.com

Overview

Program Type Classification(s):

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

Brief Program Summary: Ascend Indiana is the talent and workforce development initiative of the Central Indiana Corporate Partnership (CICP), an organization that brings together industry, higher education and philanthropic leaders to advance Central Indiana's prosperity and growth. Ascend's vision is for Indiana to be a place of economic opportunity for all. To achieve this, Ascend bridges talent and communication gaps by creating connectivity between people and employers. Ascend has focused its efforts around three core priorities: connecting job seekers to career opportunities through the Ascend Network talent platform, catalyzing transformative employer and education partnerships through Ascend Services, and informing workforce research and public policy through thought leadership.

Success Metrics: Meetings with job seekers.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
2,502	11%	6%

Ages Served:

Ages: 0 to 4	Ages: 5 to 11	Ages: 12 to 18	Ages: 19 to 25	Age: N/A
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-	-	-	Yes	-
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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: \$7,500,000

Initial Start-Up Cost: N/A

TALENT NETWORK (CREATED BY ASCEND)

By EmployIndy (Nonprofit)

Contact Information

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

Respondent Name: Angie Carr Klitzch

Email: acarrklitzsch@employindy.org

Overview

Program Type Classification(s):

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

Brief Program Summary: EmployIndy utilizes the Ascend Indiana multi-tenant platform to connect job seekers in Indianapolis directly with employers seeking talent and listing employment opportunities offering a wage of \$13/hr. or higher with benefits on the network. EmployIndy employs Recruiters who work on behalf of business partners to vet job candidates and match job seeker skill-sets to job functions/responsibilities on the network.

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: N/A
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

CAREER COACHING AND NAVIGATION

By EmployIndy (Nonprofit)

Contact Information

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

Respondent Name: Angie Carr Klitzch

Email: acarrklitzsch@employindy.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Indiana has a plethora of Career Coaching and Navigation programs that operate in separate and distinct environments and systems (K-12, post-secondary, public workforce system, etc.), but there is limited consistency and continuity in the tools that career coaches use, or coordination with labor market data and connection to in-demand occupations. EmployIndy is contemplating new modules or systems to strengthen the network of career coaching services across Indianapolis, including continued build-out of a Resource Hub and Learning Management System for a cadre of Career Coaches irrespective of Employer-of-Record (EOR).

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
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-	-	Yes	Yes	-
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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

WORKONE INDY

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: The Workforce Investment Act (WIOA) of 1998 established the American Job Centers (one-stop career centers) to provide job matching and support under one roof. All Indiana American Job Centers have been coined by the Indiana Department of Workforce Development as WorkOne Centers--WorkOne Indy locally. WorkOne Indy is managed by EmployIndy's Career Services team but frontline services are provided by service provider, Eckerd. WorkOne Indy, often called "the re-employment office," provides connectivity between unemployed and underemployed job seekers and employers, serves workers dislocated by layoffs and changing industry needs, and provides informative career navigation and connection to local resources for advancing a promising career.

Success Metrics: EmployIndy measures the effectiveness of this program by calculating the total number of residents served at WorkOne Indy, connected to career services, enrolled in training, and the number of individuals who utilize computers onsite. We serve approximately 40,000 participants a year, but that number may be duplicated.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
40,000	56%	7%

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: N/A

Resources

Annual Operating Cost: \$823,128

Initial Start-Up Cost: N/A

YES INDY

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	-
Leadership/Soft Skills and College/Career Prep Support	-
Mentoring and Career Navigation	Yes
Work-Based Learning	-

Brief Program Summary: Originally known as Youth Employment Services, YES Indy has empowered over 6,000 low-income, out-of-school Marion County residents since 2003 through barrier-busting support (such as vouchers for child care, legal assistance, housing, or transportation), career services, and connection to education, training, and job opportunities. Acting as a guide and intermediary, EmployIndy utilizes its network of local community organizations as the purveyors of YES Indy services. We further support these partners by providing technical assistance, evidence-based best practices, and professional development opportunities through our workforce Ecosystem Enrichment programming. EmployIndy further supports YES Indy by establishing partners to help with outreach and promotion via multiple YES Indy Re-engagement Centers (RECs).

YES Indy providers include: Community Alliance of the Far Eastside (CAFE), Edna Martin Christian Center, Fathers & Families, Flanner House, Hawthorne Community Center, Keys to Work, Martindale Brightwood CDC, Mary Rigg Neighborhood Center, YMCA, and PACE Indy.

Success Metrics: Each of the YES Indy providers track the enrollment, job readiness, HSE completion, work experiences, training or certification placement and completion, postsecondary placement and completion, and job placement.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
396	80%	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: Marion
- Additional/Other Areas of Focus: Zip codes 46201, 46205, 46208, 46218, 46235

Resources

Annual Operating Cost: \$1,599,540

Initial Start-Up Cost: N/A

FINANCIAL FOUNDATIONS

By John Boner Neighborhood Centers (Nonprofit)

Contact Information

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

Respondent Name: Dean Johns

Email: djohns@jbncenters.org

Overview

Program Type Classification(s):

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

Brief Program Summary: The John Boner Neighborhood Center offers Bridge training programs to Black/African American and/or Hispanic/Latino(a/x) people ages 0-25 years in Central Indiana - these courses are open to all neighbors. Individuals can work with a career coach to complete interest/career assessments, enroll in HSE and/or industry recognized credential programming. The center offers connection to community based/college based training as well as partners with education providers to offer on-site certification and credential trainings

Success Metrics: Enrollment, completion rates, employment placement and employment retention rates

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
145	57%	2%

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

STRONG FATHERS/STRONG FAMILIES

By Fathers and Families Center (Nonprofit)

Contact Information

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

Respondent Name: Joseph Palus

Email: joseph.palus@fathersandfamiliescenter.org

Overview

Program Type Classification(s):

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

Brief Program Summary: Fathers and Families Center (FFC) helps fathers (including from 15% to 50% between the ages of 16-24, depending on the year) to become better partners, providers and parents through a three week Strong Fathers class, workforce development services, case management/barrier assistance, and access to professional certifications as well as physical/mental/behavioral health services through relationships with partners. In addition to supporting the organization financially and hiring FFC graduates, corporate partners serve as board members, advocate for FFC in the community, and provide mock interviews and resume review for participants. Warren Township Community School Corporation affords FFC the opportunity to offer the High School Equivalency Test (HSET) on-site and provides a part-time instructional assistant to support the full-time education specialist who prepares participants to pass the exam. Ivy Tech works with participants interested in both degree programs and non-degree certifications leading to higher wages. All other partners above offer training programs leading to high-wage/high-demand jobs.

Success Metrics: Fathers and Families Center assess its economic impact in terms of job placement/retention, wages earned, credentials obtained, advancement/promotion from Any job to a Better job to a Career job. Non-economic impact is assessed across several domains including child educational attainment, growth of social networks, family function and wholeness, health and well-being of family members, and basic needs of family members met.

Participants enter the Fathers and Families program with an average income of roughly \$8,000, with over 50% reporting no income at all. The average wage for jobs participants obtain through Fathers and Families' efforts is \$14.68/hour, with the vast majority of participants working full-time jobs. Accordingly, participants increase their earnings by over 280% on average. Just as

importantly, graduates of the program report spending more quality time with their children, utilizing constructive discipline, and engaging more intensively in their children's education. Finally, graduates report improved relationships with their co-parents and/or current partners, creating a home life more likely to help children in the home thrive and succeed.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
1000 fathers, impacting 4,000 children and about 50 women each year.	89%	2%

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: A slim majority of participants come from the five zip codes designated by the mayor as high-crime/high-poverty: 46218, 46235, 46226, 46208 and 46201.

Resources

Annual Operating Cost: \$1.4 million

Initial Start-Up Cost: N/A

