



2021 Work-Based Learning 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 Work-Based Learning 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

The BEI Learning and Talent Opportunities Taskforce issued a survey to Marion County nonprofit organizations, K-12 schools, colleges and universities, and corporations, in May 2021 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 to 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 Classification	Type / 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.

WORK-BASED LEARNING PROGRAM INDEX

Organization Name	Program Name	Page
Indianapolis Public Schools (IPS)	IU Health Fellowship at Crispus Attucks High School	WBL - 1
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EmployIndy and Ascend Indiana	Modern Apprenticeship Program (MAP)	WBL - 3
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<i>Corporate Partner</i>	<i>The Indianapolis Airport Authority: Modern Apprenticeship (MAP)</i>	WBL - 5
EmployIndy	Jobs for America's Graduates (JAG)	WBL - 6
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The Heritage Group	Field Manager Positions for Milestone Contracting Business	WBL - 42

IU HEALTH FELLOWSHIP AT CRISPUS ATTUCKS HIGH SCHOOL

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

Brief Program Summary: The IU Health Fellowship at Crispus Attucks High School introduces and prepares students for careers in the health-care industry. IPS and IU Health have partnered to expand and enhance high quality career pathways to jobs in healthcare by designing a healthcare-focused curriculum and fellowship for Crispus Attucks students. Upon graduation, students who have completed the fellowship will be offered a job with IU Health (the largest healthcare provider and employer in the state of Indiana) as a medical assistant or patient care tech. IU Health will provide tuition assistance so students can earn a two-year and/or four-year degree, depending on their career aspirations, and is committed to providing its employees with internal pathways, so team members have ample opportunity to further their academic and professional career(s).

Success Metrics: The Fellowship is a three-year program that prepares students to become a Certified Clinical Medical Assistant (MA) – Out-Patient Focus, or a Patient Care Technician/Assistant (PCA) – In Patient Focus. Throughout the fellowship, students will focus on learning about the health-care industry and the multiple employment opportunities the industry provides. The students' high school experience includes an overview of health-care delivery systems, health-care teams, as well as legal and ethical considerations. Students will also obtain the knowledge, skills and aptitude needed to provide basic care in a variety of health-care settings. Specifically, students will earn: Seven industry-recognized certifications, including an entry-level CNA (Certified Nursing Assistant) certification to work as a nursing assistant in health-care facilities while in high school; The NHA certification in either MA or PCA; Participate in several Work-Based Learning (WBL) experiences, including two paid internships, clinical experiences in

acute-care settings, and clinical experiences at long-term care facilities; Earn 29 dual credits to Ivy Tech, aligning with an associate degree in the school's Healthcare Specialist program; Participate in various extracurricular programming designed to build their employability and leaderships skills; Learn skills in patient care, treatment, anatomy, physiology, diagnosis and preventative care; Earn a Core 40 with Technical Honors Diploma.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
26	56%	37%

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: Partnership with Crispus Attucks

Resources

Annual Operating Cost: \$275,000

Initial Start-Up Cost: Initial costs were minimal as we only spent money on the announcement event.

ATTUCKS FELLOWSHIP

By IU Health (Corporate)

Contact Information

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

Respondent Name: Jamal Smith

Email: jsmith154@iuhealth.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	-
Work-Based Learning	Yes

Brief Program Summary: The IU Health (IUH) Fellowship at Crispus Attucks is designed to address the lack of minority representation amongst Healthcare professionals while combating the inequities and disparities within the Healthcare Industry. In partnership with the Indianapolis Public School (IPS) system, IUH's goal is to design a Medical Magnet/Health Sciences program at Crispus Attucks High School (CAHS) that is motivated by industry standards; creating a workforce pathway while removing the barriers – of access and finance – into post-secondary education. In addition to providing a platform for students to excel academically, the Crispus Attucks Legacy Project will (1) create pathways for students to advance their academic and professional careers, (2) create a pipeline of well-trained team members for IU Health, (3) leverage the collective impact of community stakeholders within the IUH Health District, and (4) contribute to the improvement of the educational landscape of Indiana by developing an industry driven academic platform that can be replicated throughout the state.

Correspondingly, graduating students from the IUH Fellowship at Crispus Attucks will have earned:

- Tuition-Support for enrollment in one of the partnering university undergraduate programs – to support their professional development and healthcare pathway pursuits, and a
- Guaranteed offer of Employment at IUH in one of the predetermined Health Care Pathways (Medical Assistant and Patient Care Assistant) for any Attucks Fellow seeking to enter the workforce upon completion of the program

Success Metrics: Evaluation metrics include:

- The number of students applying for the Fellowship
- The number of students accepted and enrolled into the Fellowship

- GPA vs. General Population
- Graduation Rates
- Social Barrier/Impediments cited by the Fellows
- Attendance
- Certification Completion
- # of Industry Mentors secured per # of Fellows

Additional platforms for evaluation include: Mental Health, Social Capital/Network, 2Gen Familiar/Home Environment Impact, etc.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
<p>The Fellowship is a pilot. Our hope is to provide proof of concept, track outcomes, and lobby for additional funds to open the opportunity up to more students / schools (districts)</p> <p>Year 1: 27 Fellows Year 2: 40 Fellows Year 3: 75 Fellows Year 4: 120 Fellows</p>	50-60%	50-60%

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: Currently looking to duplicate the Fellowship in Muncie, Indiana.

Resources

Annual Operating Cost: \$550,000

Initial Start-Up Cost: N/A

MODERN APPRENTICESHIP PROGRAM (MAP)

By EmployIndy and Ascend Indiana (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	-
Work-Based Learning	Yes

Brief Program Summary: Modern Apprenticeship Program (MAP) is a two- to three-year program designed to prepare Central Indiana high school students for the workforce with paid, hands-on experience that complements their traditional coursework. Apprentices start in their junior year and pursue jobs in growing fields such as business, advanced manufacturing, and information technology (IT). In addition to paid work experience, participants may earn college credit and build a professional network. Afterward, they can continue on to a college degree or jump right into the workforce. The first cohort of MAP launched in May 2021.

Success Metrics: In year one of the new Modern Apprenticeship model 30 Marion County students will be connected with high-quality apprenticeships.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
30	0%	0%

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: \$908,968

Initial Start-Up Cost: \$908,968

MODERN APPRENTICESHIP (MAP)

By The Heritage Group (Corporate)

Contact Information

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

Respondent Name: Betsy McCaw

Email: bmccaw@thgrp.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	-
Work-Based Learning	Yes

Brief Program Summary: Two-to three-year program designed to prepare high school students for the workforce with paid, hands-on experience in growing fields – such as business operations, advanced manufacturing, and information technology (IT) – that complements their traditional coursework. The Heritage Group will participate in the Ascend/Employ Indy Modern Youth Apprenticeship Initiative by hosting an apprentice in the initial cohort.

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	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: N/A

MODERN APPRENTICESHIP (MAP)

By The Indianapolis Airport Authority (Corporate)

Contact Information

Website: <https://www.ind.com/community>

Respondent Name: Rachel Stevens

Email: rstevens@ind.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	-
Work-Based Learning	Yes

Brief Program Summary: Two-to three-year program designed to prepare high school students for the workforce with paid, hands-on experience in growing fields – such as business operations, advanced manufacturing, and information technology (IT) – that complements their traditional coursework.

Success Metrics: The Indianapolis Airport Authority believes incorporating an apprentice program into its workforce development initiatives will develop the skills needed for to address 21st century workforce challenges by creating a pipeline of skilled employees, better matching of employee skills and character with IAA's needs and culture as well as development of future managers

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
2	20-30%	20-30%

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

JOBS FOR AMERICA'S GRADUATES (JAG)

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

Brief Program Summary: Jobs for America's Graduates is a state-based national nonprofit organization dedicated to reaching out to young people at risk of dropping out and assisting in overcoming serious barriers such as poverty, basic skills deficiency, living in foster care, and many others. JAG's mission is to keep young people in school through graduation and provide work-based learning experiences that will lead to career advancement opportunities or to enroll in a post-secondary institution leading to a rewarding career. EmployIndy currently operates 19 JAG programs in 14 Marion County high schools. JAG serves junior and senior high school students facing barriers to graduation and career success. The JAG program is a high school class that teaches career readiness skills such as resume building, career exploration, and self-empowerment. JAG students also receive adult mentoring and barrier-busting support.

Success Metrics: 98% Graduation Rate; 61% Employment rate; 87% full time placement rate; 84% positive outcome rate; 72% full-time jobs rate

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
1,013	51%	13%

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: \$1,854,774
Initial Start-Up Cost: \$105,019

JOBS FOR AMERICA'S GRADUATES (JAG)

By MSD of Decatur Township (K-12)

Contact Information

Website: <https://www.indianacareerready.com/JAG>

Respondent Name: Beth Bowling

Email: bbowling@employindy.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	-
Work-Based Learning	Yes

Brief Program Summary: Jobs for America's Graduates (JAG) is a state-based national non-profit organization dedicated to preventing dropouts among young people who are most at-risk. JAG is a resiliency-building workforce program that helps students learn in-demand employability skills and provides a bridge to post-secondary education and career advancement opportunities.

Success Metrics: 100% graduation rate (2021 cohort)

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
108	16.60%	10%

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: MSD Decatur Township

Resources

Annual Operating Cost: \$80,000

Initial Start-Up Cost: \$80,000

AREA 31 CAREER CENTER

By MSD of Decatur Township (K-12)

Contact Information

Website: <https://area31careercenter.com/>

Respondent Name: Patrick Biggerstaff

Email: patrick.biggerstaff@wayne.k12.in.us

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	-
Work-Based Learning	Yes

Brief Program Summary: Area 31 Career Center offers over 25 career and technical programs in Advanced Manufacturing, Business, and Technology, Communication, Construction and Manufacturing, Health Sciences, Human Services, Public Safety, and Transportation. Programs provide hands-on learning and real-world experiences preparing students for a high-wage, high demand career right out of high school. Additionally, students have the opportunity to earn up to 30 transferable college credits in select programs.

Success Metrics: MSD of Decatur Township's partnership with Area 31 Career Center provides additional learning pathways to prepare Decatur Central High School and Decatur Township School for Excellence students to be tomorrow ready.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
40	20%	17.50%

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: MSD Decatur Township

Resources

Annual Operating Cost: \$280,000

Initial Start-Up Cost: \$280,000

ARCHITECT/CONSTRUCTION PARTNERSHIP

By MSD Warren Township (K-12)

Contact Information

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

Respondent Name: Alyssa Criswell

Email: acriswel@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	-
Work-Based Learning	Yes

Brief Program Summary: MSD Warren Township partnered with CSO Architects and Skillman Construction Group to highlight students in the architecture and construction fields, particularly students of color, by engaging them in some of the construction and renovations within the district. A Black graduate student at IUPUI studying architecture and construction management mentored students as they developed a presentation and provided the School Board with an update on where are with the school construction. The partnership provided participating students with an “internship” of sorts, by providing an opportunity to work side by side with CSO and Skillman.

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	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**

WORK-BASED LEARNING INTERNSHIPS

By MSD Warren Township (K-12)

Contact Information

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

Respondent Name: Alyssa Criswell

Email: acriswel@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	-
Work-Based Learning	Yes

Brief Program Summary: In the commitment for connecting students in CTE programs with on the job training and experience and increase successful career outcomes beyond high school, MSD Warren Township's Walker Career Center has a dedicated position for Work and Learn Experiences. In addition to the in building CTE programs, junior and senior CTE students are eligible to apply for placement in local businesses for Work Based Learning Internships. These placements currently include automotive, dental, medical, human services, finance, IT, Radio and Criminal Justice careers. This program is continually expanding and building relationships with partnering businesses.

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
	56%	16%

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

WORK-BASED LEARNING

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	-
Work-Based Learning	Yes

Brief Program Summary: Students are enrolled in a Work-Based Learning course and employed by local businesses as part of the course.

Success Metrics: employment

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
300	60%	25%

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: None

Initial Start-Up Cost: \$0

CTE PROGRAMS

By MSD Warren Township (K-12)

Contact Information

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

Respondent Name: Dr. Steve Rogers

Email: srogers@warren.k12.in.us

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	-
Work-Based Learning	Yes

Brief Program Summary: MSD Warren Township has a renowned, award-winning career center that provides Career & Technical Education (CTE) for a wide variety of skills, ranging from culinary skills to cosmetology to welding, to Project Lead The Way courses, Biomedical and science & technology. These programs are promoted throughout the district beginning in elementary school. The district recognizes “Walker Week” each year to highlight all CTE programs. Elementary students visit the Walker Career Center each year. Junior/Senior CTE students present CTE Career Fairs at each Intermediate/Middle School. All MSD Warren Township students take Preparing for College and Careers in their freshman year to identify and explore individual career interests and post-secondary plans. These CTE courses and programs instill in all students the belief that they can do whatever they want to do.

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	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

CTE PROGRAMS

By Phalen Leadership Academies (K-12)

Contact Information

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

Respondent Name: Earl Martin Phalen

Email: emphalen@phalenacademies.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	-
Work-Based Learning	Yes

Brief Program Summary: Provides career technical education (CTE) to Phalen Leadership Academies high school students.

Success Metrics: # of children who successfully a credential and a job in a high demand career (goal is 80% receive jobs in fields that pay \$30k or more as a starting salary)

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
300	81%	17%

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 46235

Resources

Annual Operating Cost: \$565,000

Initial Start-Up Cost: \$750,000

PROJECT 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	Yes
Mentoring and Career Navigation	-
Work-Based Learning	Yes

Brief Program Summary: In May 2016, Indianapolis Mayor Joe Hogsett launched Project Indy, a city-wide initiative to ensure that employers and young workers prioritize youth employment for a pathway to success. Now housed at EmployIndy, Project Indy is comprised of a network of community organizations, employers, and corporate partners to provide job opportunities, soft-skill development, and job-readiness training to in-school and out-of-school youth in Marion County.

Success Metrics: 51 new employers registered for Project Indy in 2019 with a total of 4,167 jobs posted on the platform.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
1,078	56%	17%

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:** \$135,842**Initial Start-Up Cost:** \$1,900,000

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

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

UNCF ANTHEM CORPORATE SCHOLAR PROGRAM

By UNCF (Nonprofit)

Contact Information

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

Respondent Name: Andrea Neely

Email: Andrea.Neely@uncf.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	-
Work-Based Learning	Yes

Brief Program Summary: This program provides scholarships, internships and mentorships for rising college juniors and seniors in specified disciplines. The program fosters long term relationships with Anthem's business units and Foundation, students and participating academic institutions. By recruiting promising minority students, the program increases students' interest in Anthem and ultimately enlarges the pool of prospective candidates available to the company for its future workforce. The program's goal is to reduce financial barriers as well as arm college graduates with experience in their majors to allow them to rise to the top of the crop. A strong diversity internship program provides employers the opportunity to grab these rising stars early on and cultivate the best employees for their companies.

Success Metrics: 14 scholars receive an annual, \$5000 scholarship which is renewable for two years. These same scholars are placed in internships at Anthem for two years, with potential job placement at Anthem upon graduation.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
14	80%	15%

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: \$100,000

Initial Start-Up Cost: \$350,000

AHEC (AREA HEALTH EDUCATION CENTER)

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	-
Work-Based Learning	Yes

Brief Program Summary: A healthy Indiana needs healthy communities. And it needs health care professionals located in all areas of the state from the inner cities to the rural neighborhoods prepared to help educate citizens about health problems and issues and to provide quality service. Area Health Education Centers (AHECs) play an important role in providing communities with health care professionals prepared to meet their needs. Today, 54 AHEC programs with more than 200 centers operate in almost every state and the District of Columbia. An AHEC is a network of regional centers that are coordinated through a central program office. Each regional center is locally grown and is designed to assess and meet the needs of citizens in that specific region. AHECs perform four basic functions:

- Assist in the ambulatory training of health professionals. Health professionals who train in underserved communities are much more likely to serve those populations when their training is completed.
- Provide continuing education, especially for providers to the underserved. Continuing education programs improve the quality of care and enhance professional satisfaction, both of which contribute to provider retention.
- Recruit minority students into the health professions careers. Minority health professionals are substantially more likely to serve vulnerable populations than their majority counterparts.
- Respond to emerging health issues by distributing information necessary for practitioners and facilities to address critical health issues and threats in a timely way.

In accomplishing these goals, the AHEC can improve the quality of health care, especially primary and preventative care.

Success Metrics: IUPUI has a robust evaluation foundation to measure the impact of of the IN-AHEC program. For example, National Student Clearing House data is used to monitor whether AHEC Pipeline Students have matriculated into College/University and are potentially pursuing a health profession degree. Third Year medical students completing Family Medicine rotations are placed in rural and/or medically underserved areas to peak interest in practicing in primary care and serving in a rural area or MUC. Additionally, every two-years, IUPUI submits a match with the professional licensure database to see where IN-AHEC graduates are practicing and if they are serving in one oft the program's target areas: primary care, medically underserved communities, and/or rural area in the state of Indiana. To date, the IN-AHEC Network has located 6,563 former AHEC students now working as licensed health professionals in Indiana. Of those, 31% are working in a health professional shortage area.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
10,050	10.30%	10.60%

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: Statewide

Resources

Annual Operating Cost: \$3,638,257

Initial Start-Up Cost: \$0

PROJECT CONNECT

By YMCA of Greater Indianapolis (Nonprofit)

Contact Information

Website: <https://indymca.org/programs-and-activities/programs/special-activities/adult-education-and-training-programs/>

Respondent Name: Jim Wood

Email: jwood@indymca.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	-
Work-Based Learning	Yes

Brief Program Summary: This program is a workforce development certification for two industry sectors: child care and health care. The YMCA provides the Child and Youth Care certification credential and partners with MICI-AHEC (Metropolitan Indianapolis Central Indiana Area Health Education Center) to offer a Certified Nursing Assistant credential for young adults that reside in the Mid-north, North East Corridor and Far East communities.

Success Metrics: Receipt of Certificate Nursing Assistant, Qualified Medical Aide, or Child Youth Care Worker Certification.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
60	90%	3%

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: Mid-North, North East Corridor, Far East communities

Resources

Annual Operating Cost: \$190,000

Initial Start-Up Cost: \$220,000

MARTIN WORKS

By Martin University (College/University)

Contact Information

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

Respondent Name: Sean Huddleston

Email: shuddleston@martin.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	-
Work-Based Learning	Yes

Brief Program Summary: Urban Work College initiative that combines and embeds paid employer-based apprenticeships, degree completion, career services, wrap-around support, and community service in every student's academic program. Students graduate with career experience in their chosen fields of study and have developed relationships with major employers in our region.

Success Metrics: Success measures are based on (1) student retention, (2) graduation rates, and (3) post-graduation employment/career entry.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
25	94%	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: N/A

Resources**Annual Operating Cost:** \$450,000**Initial Start-Up Cost:** \$1,250,000

PROJECT BUILD

By Marian University (College/University)

Contact Information

Website: <https://www.marian.edu/educators-college/community-outreach/project-build>

Respondent Name: Judy Bardonner

Email: jbardonner@marian.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	-
Work-Based Learning	Yes

Brief Program Summary: From its earliest beginnings, Marian University has had a legacy of providing high quality educational opportunities to the community in which it lives. Founded in 1851, by the Sisters of St. Francis, Oldenburg, Indiana, Marian University's Franciscan Values of dignity of the individual, peace and justice, reconciliation, and responsible stewardship have taught us to live out our heritage through service to our community. Project Build, a community outreach arm of Klipsch Educator's College, is one example of how Marian University community initiatives are making a difference in the lives of our neighbors.

Through funding from the Indiana Department of Workforce Development, Project Build partners with EmployIndy, local community centers and nonprofits to bring high quality educational opportunities to adults living in Indianapolis' lowest resource areas. Project Build intentionally embeds itself in low resource areas working collaboratively with community partners such as EmployIndy, Edna Martin Christian Center, PACE Recovery Resource Center, Flanner House, Mary Rigg Neighborhood Center, Turner Housing, The Construction Roundtable Foundation, and Hope Center Indy. Project Build and its partners deliver academic and occupational training services where they are needed the most, helping community members earn their high school equivalency diploma, obtain an industry recognized entry-level certificate in a high demand field, or gain the literacy and math skills needed to enter postsecondary education.

Success Metrics: During Program Year 2020-2021, Project Build served 203 students with the following results: 90% completed workforce development training including workplace readiness skills; 72% earned industry recognized certifications; 71% earned High School Equivalency Diplomas.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
200	64%	11%

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: \$500,000

Initial Start-Up Cost: \$500,000

CATAPULT MARION COUNTY

By Conexus Indiana (Nonprofit)

Contact Information

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

Respondent Name: Brad Rhorer

Email: brhorer@conexusindiana.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	-
Work-Based Learning	Yes

Brief Program Summary: Catapult Indiana is a 160-hour advanced manufacturing training program offered to unemployed and underemployed adults and high school students. Curriculum is delivered both in a classroom setting and through simulated work experiences and introduces students to key advanced manufacturing and logistics principles. Students also develop critical thinking skills, a superior work ethic and an understanding of production processes and expectations.

Catapult graduates enter the workforce with the hard skills to succeed on the first day on the job and the soft skills to launch a life-long career in the advanced manufacturing industry.

Success Metrics: Catapult averages an 80-85% graduation rate and a 90-95% job placement rate in positions paying \$16/hour. Within 12-18 months, most students have advanced to positions earning \$20-\$25/hour plus benefits.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
100	20%	5%

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: \$400,000
Initial Start-Up Cost: \$400,000

RECYCLEFORCE

By RecycleForce (Nonprofit)

Contact Information

Website: www.recycleforce.org

Respondent Name: Gregg Keesling

Email: gkeesling@recycleforce.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	-
Work-Based Learning	Yes

Brief Program Summary: RecycleForce provides guaranteed transitional employment and paid education for people recently released from prison referred by the courts or criminal justice oversight like parole or community correction. Employment and training is provided within a recycling facility.

Success Metrics: A randomized controlled study showed that RecycleForce participants earned \$5800 more than peers leaving the Indiana Department of Corrections, and committed less crime, including violent crime, over a 30-month period.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
300	79%	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: High concentration of participants live in 46218, 46201, 46202, 46222

Resources**Annual Operating Cost:** \$4,000,000**Initial Start-Up Cost:**

IUL TRAINING WORKS

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

Brief Program Summary: The Indianapolis Urban League's (IUL) Training Works Program provides short-term training and supportive services needed to further develop employability and job training skills in high-demand industry sectors. IUL Training Works also assists individuals with successfully transitioning from assistance, incarceration, unemployment or underemployment to self-sufficiency.

Success Metrics: The Indianapolis Urban League is contracted to enroll 100 students into the IUL Training Works Program. Since its 2017 implementation, the IUL Training Works Program has successfully met and exceeded its performance goals. Program success is also determined by the number of participant enrollments, number of participants completing a work readiness program, number of participants completing a short-term training program, number of participants earning a short-term industry recognized training credential, number of participants successfully completing an externship, number of participants securing employment, and number of participants retaining employment 30 and 60 days.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
126	99%	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, Hendricks, Johnson, Marion
- Additional/Other Areas of Focus: N/A

Resources

Annual Operating Cost: \$110,000

Initial Start-Up Cost: \$90,000

EARLY LEARNING EDUCATOR SOLUTIONS

By Early Learning Indiana (Nonprofit)

Contact Information

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

Respondent Name: Emily Nelson

Email: emilyn@earlylearningindiana.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	-
Work-Based Learning	Yes

Brief Program Summary: As a provider of early learning and care, Early Learning Indiana understands the essential role program leaders, teachers and classroom support professionals play in delivering child outcomes. However, traditional early education preparation models are time-consuming and costly, leaving many committed professionals without practical solutions to advance their careers and increase classroom impact.

Early Learning Educator Solutions programs, supported by Richard M. Fairbanks Foundation, Lilly Endowment Inc. and United Way of Central Indiana, offer a competency-based, streamlined learning experience that empowers professionals to build their effectiveness in real-time, while decreasing the time to completion. Participants are able to advance their careers while still earning a salary. Participants begin with a program pre-assessment that measures their existing competency in program topics, and are eligible to test out of sections and receive a rebate for those areas of competency.

Each Early Learning Educator Solutions program follows the “Explore – Practice – Apply” model, seamlessly integrating instructional content with in-person, real-world application. Participants explore and practice new topics in the online environment and immediately apply their learning in the classroom. With the help of professional coaches and early learning leaders, participants receive support every step of the way.

At this time, Early Learning Indiana has just wrapped up a beta test of its Classroom Support Professional (CSP) credentialing program with team members from its Day Early Learning centers. This test group has provided valuable feedback to inform the full program that will be offered to other providers in the next year. ELI is simultaneously in talks with higher education institutions to partner on a similar degree program for classroom teachers.

Success Metrics: Early Learning Indiana receives funding support from United Way of Central Indiana for its CSP program. This grant is specifically intended to support parents/caretakers of Asset-Limited, Income-Constrained, but Employed (ALICE) families, with the goal to help them as they progress to self-sufficiency. ELI collects demographic data from all participants, including their race/ethnicity and family status.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
19	34%	1%

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: \$150,000

Initial Start-Up Cost: N/A

EDUCATE ME EARLY

By Early Learning Indiana (Nonprofit)

Contact Information

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

Respondent Name: Emily Nelson

Email: emilyn@earlylearningindiana.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	-
Work-Based Learning	Yes

Brief Program Summary: In October 2019, Early Learning Indiana launched the Educate ME Early pilot program to recruit, train and support men of color in entering the early childhood education field as classroom teachers. The program was a partner effort with Educate ME Foundation, Inc., an Indiana Nonprofit organization determined to increase the number of men and women of color in the field of education.

African American and Latino males who applied and were selected as fellows co-lead a classroom with the mentorship of a full-time teacher at an early childhood center in Central Indiana, with plans to transition to full-time teaching in the second year. In addition to the support of a mentoring teacher, Educate ME Early Fellows will receive individualized coaching and guidance from an Educate ME program coordinator throughout their experience.

The Educate ME Foundation team's goal was to recruit, train, place and support 50 men of color within Central Indiana to become program fellows. Ultimately, 48 people joined cohorts and completed training, and 7 participants found positions within the early learning sector. While the COVID-19 pandemic created unique challenges, the pilot program revealed some key areas to be addressed to strengthen the success of future cohorts.

Success Metrics: To increase diversity in early childhood education. To create a new talent pipeline to address workforce challenges (lack of early childhood educators) in the field. To accelerate teacher preparation and increase professionalization of the field by offering intentional training and professional development to new hires.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
48	98%	1%

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: \$100,000

Initial Start-Up Cost: N/A

BETHEL PARK EARLY CHILDHOOD EDUCATION (ECE) YOUTH APPRENTICESHIP PROGRAM

By pilotED Schools (K-12)

Contact Information

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

Respondent Name: Lauren Hall

Email: lhall@pilotED.org

Overview

Program Type Classification(s):

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

Brief Program Summary: ECE students' growth in terms of their academic achievement as well as their social-and-emotional learning, resilience, and empathy

Youth Apprentices growth in terms of their academic achievement and persistence, degrees and credentials acquired, economic mobility (increased pay overtime), and social-and-emotional wellness and behavioral health outcomes.

Success Metrics: -ECE students' growth in terms of their academic achievement as well as their social-and-emotional learning, resilience, and empathy

-Youth Apprentices growth in terms of their academic achievement and persistence, degrees and credentials acquired, economic mobility (increased pay overtime), and social-and-emotional wellness and behavioral health outcomes

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
30	50%	35%

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, Zip code 46203

Resources

Annual Operating Cost: \$95,000
Initial Start-Up Cost: \$95,000

TEACH FOR AMERICA INDIANAPOLIS

By Teach For America Indianapolis (Nonprofit)

Contact Information

Website: <https://www.teachforamerica.org/where-we-work/indianapolis>

Respondent Name: Amar Patel

Email: amar.patel@teachforamerica.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	-
Work-Based Learning	Yes

Brief Program Summary: Teach For America finds, develops, and supports equity-oriented leaders so they can transform education and expand opportunity with children, starting in the classroom. Teach For America recruits outstanding and diverse leaders to become TFA “corps members.” Corps members commit to teaching for two years in a low-income community, where they are employed by local schools and confront both the challenges and joys of expanding opportunities with kids. After two years, they become part of the TFA alumni network. Informed and inspired by their students, many alumni continue teaching; others pursue leadership roles in schools and school systems or launch careers in other fields that shape educational access, opportunity and equity. A large, diverse, and growing number of Indiana teachers, principals, school superintendents, and education policy leaders began their careers in education with Teach For America.

Success Metrics:

- Research shows that the number of Teach For America corps members working within a school is associated with increased student learning growth.
- Students of color benefit greatly from having teachers of color. Over 40% of Teach For America corps members are people of color, making TFA a key resource for increasing the racial diversity of talent teaching in schools and leading systems across the city.
- Teach For America Indianapolis corps members are working in high-need subjects like STEM, English as a Second Language (ESL) and Special Education.
- 75% of Teach For America Indy alumni are working locally in the field of education whereas 15% of incoming TFA corps members envisioned working in education beyond the two-year teaching commitment. Nearly 350 Teach For America Indianapolis corps members and alumni are current

teachers, 22 are school principals (leading nearly 20% of public schools in Center Township), 48 are mid-level school leaders, and 9 are senior school network leaders (e.g. superintendent of school system or network).

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
720	16%	11%

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: Specific emphasis on Center Township

Resources

Annual Operating Cost: \$4,100,000

Initial Start-Up Cost: N/A

CHARTER AND INNOVATION SCHOOL FELLOWSHIPS

By The Mind Trust (Nonprofit)

Contact Information

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

Respondent Name: Lauren Rush

Email: lrush@themindtrust.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	-
Work-Based Learning	Yes

Brief Program Summary: The Mind Trust's Charter and Innovation School Fellowships provide an opportunity for entrepreneurial, high-performing educators to spend one to two years developing a school model and launching a Charter School or Innovation Network School in Indianapolis at the conclusion of their Fellowship. The Mind Trust provides Fellows with compensation and benefits, significant support and professional development, and opportunities to learn from high-performing leaders locally, nationally, and globally. While the Fellowship is not limited to leaders of color, The Mind Trust places significant value on recruiting leaders of color given the importance for Indianapolis students to see people who look like them in leadership roles.

The Mind Trust's Fellowships began in 2014 and have changed over time based on feedback from school leaders, the needs of IPS, and the shifts in Indianapolis' education landscape. The Mind Trust will continue to evaluate the Fellowship annually and incorporate feedback and lessons learned in order to ensure we are providing leaders with an exceptional experience that results in the launch of equitable and high-quality schools. We anticipate that the Fellowship will continue to result in the launch of autonomous schools in Indianapolis and serving more students.

Success Metrics: The Mind Trust measures the effectiveness of the Charter and Innovation School Fellowships based on improved academic outcomes at charter and Innovation Network Schools and increased enrollment within Indianapolis Public Schools (IPS) boundaries. For example, more students attend a school within IPS boundaries today than at any time since 1993 which is a direct result of increased enrollment at charter and Innovation Network Schools launched through support from The Mind Trust. Additionally, each Fellow is provided with metrics

that are specific to their timeline for opening a school, the type of school they are opening, and their experience. All Fellows are required to apply for a charter with the Mayor’s Office of Education Innovation (Mayor’s Office), create and execute upon a community engagement plan, and meet Fellow-specific metrics that include identifying curriculum, creating a budget, and setting enrollment targets.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
37	57%	5%

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: \$1,250,000

Initial Start-Up Cost: \$140,000

PROVIDENCE CRISTO REY INTERN HOST

By Elements Financial (Corporate)

Contact Information

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

Respondent Name: Todd Shickel

Email: tshickel@elements.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	-
Work-Based Learning	Yes

Brief Program Summary: Students work in various departments in the Credit Union and have access to mentorship

Success Metrics: Access to the financial services industry and supporting students' development.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
5	80-90%	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: N/A

Resources

Annual Operating Cost: \$10,000

Initial Start-Up Cost: N/A

PROVIDENCE CRISTO REY INTERN HOST

By Emmis Communications (Corporate)

Contact Information

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

Respondent Name: Lindy Richman

Email: lindy@emmis.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	-
Work-Based Learning	Yes

Brief Program Summary: Emmis Communications currently employs a Providence Cristo Rey high school intern in its IT department. The intern spends one morning per week at Emmis, obtains hands-on work experience, and is making a positive impact in Emmis' IT department and on employees' understanding of the needs within our community. Emmis' financial commitment for this program is ~\$5000/year plus employee time training and managing the intern.

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	90-100%	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: \$5,000

Initial Start-Up Cost: N/A

ELI LILLY & COMPANY APPRENTICESHIP

By Eli Lilly & co. (Corporate)

Contact Information

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

Respondent Name: Danielle Neveles

Email: danielle.neveles@lilly.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	-
Work-Based Learning	Yes

Brief Program Summary: A year long intensive professional development program during which apprentices receive a combination of formal training, on-the-job learning, and mentoring in a key functional area to have the opportunity to seek full-time professional role (FTE) at the end of the apprenticeship.

Success Metrics: Impact is measured by the number of individuals hired into a family sustaining livable wage job

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
50	50-60%	20-30%

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

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

TEENWORKS

By Gene B. Glick Company (Corporate)

Contact Information

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

Respondent Name: Ryan Brady

Email: ryan.brady@glickco.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	-
Work-Based Learning	Yes

Brief Program Summary: The Gene B. Glick Company partners with TeenWorks to provide summer and year-round employment opportunities to aspiring students of color in order to prepare young adults for college, career, and community. TeenWorks participants are placed onsite at Glick properties to learn property management and maintenance technician skills. TeenWorks participants are matched to property management and maintenance supervisors onsite. The Gene B. Glick Company normally places TeenWorks participants at 1 to 2 properties per year.

Success Metrics: Success and impact is measured by TeenWorks' overall program metrics: 94% of participants in Indianapolis and 86% of participants in Muncie completed the six-week summer program with a daily attendance rate of 96% in Indianapolis. 99% of teens report understanding the importance of high school graduation and its correlation to gaining long-term employment. 95% of teens demonstrate an understanding of career opportunities in various industries. 95% of teens demonstrate an awareness of employment resources. 99% of teens demonstrate personal branding skills as assessed during mock interview. 94% of teens demonstrate proficiency in employability skills by earning a 2.5 or better on the Employability Skills Rubric. 90% of teens report an increase in their professional network. 95% of teens report having knowledge about types of financial institutions and be able to identify those institutions. 98% of teens will establish a basic budget. 78% of teens will maintain a direct deposit account. 93% Percentage of TeenWorks seniors go on to some form of post-secondary education or training.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
25	70-80%	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: N/A

Resources

Annual Operating Cost: \$25,000

Initial Start-Up Cost: The Gene B. Glick Company/Glick Philanthropies founded TeenWorks in 1981 (formally PRO 100). Over the past 40 years, Glick has invested approximately \$25 million in the program that has served approximately 7,000 teens.

ONEAMERICA PATHWAYS PROGRAM

By OneAmerica (Corporate)

Contact Information

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

Respondent Name: De'Niece Harrison-Hudson

Email: DeNiece.Harrison-Hudson@oneamerica.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	Yes
Mentoring and Career Navigation	-
Work-Based Learning	Yes

Brief Program Summary: OneAmerica designed the Pathways Program as a three-prong approach, each track of the program addressing specific workforce challenges. The tracks include:

- Junior Fellows Pathways Program - This Pathways track provides a 5-week fellowship experience for high school students and is intended to help participants develop the key practical and social skills outlined by Brookings as essential for upward earning mobility and workforce success.
- Pathways to Sustainable Income - Puts OneAmerica associates on the lowest end of the pay scale, and who have three years of sustained strong performance, to earn the opportunity to move to \$37,440 in total cash compensation with tenure and good performance.
- Pathways Program Career Track - This track is designed to be responsive to the graduates of the Junior Fellows program, giving them a next step opportunity for meaningful employment whether or not they pursue higher education.

Success Metrics: - Junior Fellows Pathways Program - Completion of 5 week curriculum and capstone project.

- Pathways to Sustainable Income - annual performance review metrics and salary guidelines, which enable OneAmerica associates to achieve sustainable income (\$37,440) within 10 years of employment
- Pathways Program Career Track - Matching recent graduates with entry level positions at OneAmerica, give them access to professional mentors, and provide ongoing training and support.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
20	50-60%	30-40%

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 & 46222

Resources

Annual Operating Cost: \$130,000

Initial Start-Up Cost: \$310,000

NEW SKILLS AT WORK CAREER READINESS PROGRAM

By JPMorgan (Corporate)

Contact Information

Website: <https://www.jpmorgan.com/global>

Respondent Name: Mambu Sherman

Email: mambu.sherman@jpmchase.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	-
Work-Based Learning	Yes

Brief Program Summary: JPMorgan is supporting the New Skills at Work Career Readiness Program in partnership with EmployIndy. EmployIndy will leverage momentum around the conversion of Indianapolis Public Schools (IPS) to career academies to lead a collaborative effort to build seamless transitions between high school and higher education. EmployIndy will work in collaboration with IPS, Ivy Tech Indianapolis, Indiana University Purdue University Indianapolis, Ascend Indiana and the Governor's Workforce Cabinet to create pathways to high wage jobs for high school students.

Success Metrics: Improve local and state pathways through standardizing high school CTE credits and shifting financial incentives for student enrollment in foundation courses to completion of advanced courses. Local and statewide policy to improve immersive work-based learning experiences, specifically youth apprenticeships, will be a priority. Medium term, programs of study will be scaled statewide; however, articulation agreements for dual credit courses will be established at the local level. Align regional courses for dual credit throughout the state will be a priority in order to create statewide pathways consistency. Long term, this initiative will be additive to local and state readiness and attainment goals to increase postsecondary skills and credentials of the workforce, scale apprenticeship, and ensure all high school students participating in high-quality career pathways graduate with postsecondary credentials.

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
5,000	40-50%	20-30%

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: Indianapolis Public Schools (IPS)

Resources

Annual Operating Cost: \$1,390,000

Initial Start-Up Cost: N/A

GOODWILL EXCEL CENTER

By Cook Medical (Corporate)

Contact Information

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

Respondent Name: Marsha Lovejoy

Email: marsha.lovejoy@cookmedical.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	-
Work-Based Learning	Yes

Brief Program Summary: To help address high rates of poverty and unemployment in a near eastside Indianapolis neighborhood, Cook Medical, Goodwill of Central & Southern Indiana, The Indianapolis Foundation, and the United Northeast Community Development Corporation partnered together to create opportunities for individual and community growth.

Employees will manufacture medical devices such as introducers, sheaths, drainage catheters, and needles for Cook Medical as employees of Goodwill Commercial Services. This high-skill manufacturing training will provide employees opportunities for long-term employment and career progression. Through Goodwill, the facility will also offer wrap around services, such as mental and physical health support, substance use disorder support, soft skills training, housing stabilization, and other services necessary to remove barriers to socioeconomic progress.

Employees can also advance their education for free, from a high school diploma through a master's degree, as well as other certifications.

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: Zip code 46226

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

NEIGHBORHOOD INVESTMENT

By Cook Medical (Corporate)

Contact Information

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

Respondent Name: Marsha Lovejoy

Email: marsha.lovejoy@cookmedical.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	-
Work-Based Learning	Yes

Brief Program Summary: Cook Medical has co-invested with the Central Indiana Community Foundation in a manufacturing site and community grocery store to provide workforce development, job opportunities and community improvements to an eastside neighborhood.

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: Zip code 46226

Resources

Annual Operating Cost: N/A

Initial Start-Up Cost: N/A

CORNERSTONE TECHNOLOGY TRAINING

By Langham Logistics Inc (Corporate)

Contact Information

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

Respondent Name: Jessica Foster

Email: HR@ELANGHAM.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	-
Work-Based Learning	Yes

Brief Program Summary: Education programs - online training

Success Metrics: Develop new skills, increase level of expertise

Demographics

Number Served & Racial Distribution:

Total Number of Individuals Annually Served	Black or African Americans Annually Served	Hispanic or Latinos Annually Served
N/A	40-50%	0-10%

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: Boone, Hamilton, Hancock, Hendricks, Marion, Shelby
- Additional/Other Areas of Focus: N/A

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
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N/A	N/A	N/A
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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	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

RACIAL EQUALITY AND JUSTICE TASK FORCE

By Salesforce (Corporate)

Contact Information

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

Respondent Name: Amy Waggoner

Email: awaggoner@salesforce.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	-
Work-Based Learning	Yes

Brief Program Summary: Salesforce established the Racial Equality and Justice Task Force in the summer of 2020 to commit to tangible actions across four pillars: people, purchasing, philanthropy and policy. Salesforce is most directly impacting education and workforce development outcomes through the Taskforce's philanthropy pillar, which has supported grants to Indianapolis Public Schools and EmployIndy. Salesforce has established a partnership with the National Urban League to provide employee volunteer hours, and to provide software, training and financial support to organizations including Equal Opportunity Schools.

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

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

INTERNSHIP

By The Heritage Group (Corporate)

Contact Information

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

Respondent Name: Kierstin Janik

Email: klj@thgrp.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	-
Work-Based Learning	Yes

Brief Program Summary: The Heritage Group has a robust internship program, and hosts approximately 40 interns each year across its portfolio of businesses. Interns must be college students, and work in multiple functions ranging from chemistry to engineering, HR and marketing.

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
40	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

FIELD MANAGER POSITIONS FOR MILESTONE CONTRACTING BUSINESS

By The Heritage Group (Corporate)

Contact Information

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

Respondent Name: Betsy McCaw

Email: bmccaw@thgrp.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	-
Work-Based Learning	Yes

Brief Program Summary: The Heritage Group hires 40 Field Managers for its milestone contracting business to supervise summer worksites. These managers must have some college experience, including pursuing an Associate's Degree via Ivy Tech Community College.

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
40	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

