



2021 Learning and Talent Program Database

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 database provides a brief summary about more than 200 existing education and workforce development programs in Marion County, Indiana. The database 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.

Updated 6/13/2022

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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. Expand access to high-quality early learning programs
2. Increase exposure to and preparation for college and careers for middle and high school students
3. Increase access to and persistence through postsecondary education.

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 Database allows employers and community stakeholders to search for programs by type/classification, age of individual served, and organization type (nonprofit, education institution or corporation).

The program types are defined as follows:

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.

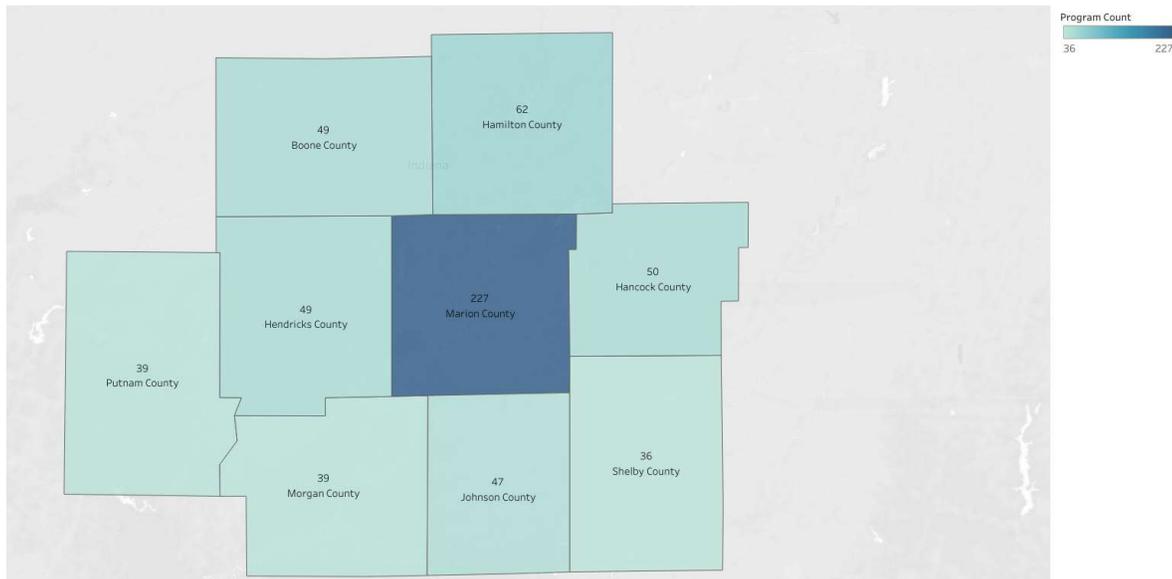
SUMMARY OF SURVEY RESULTS

Total Organizations
Surveyed
264

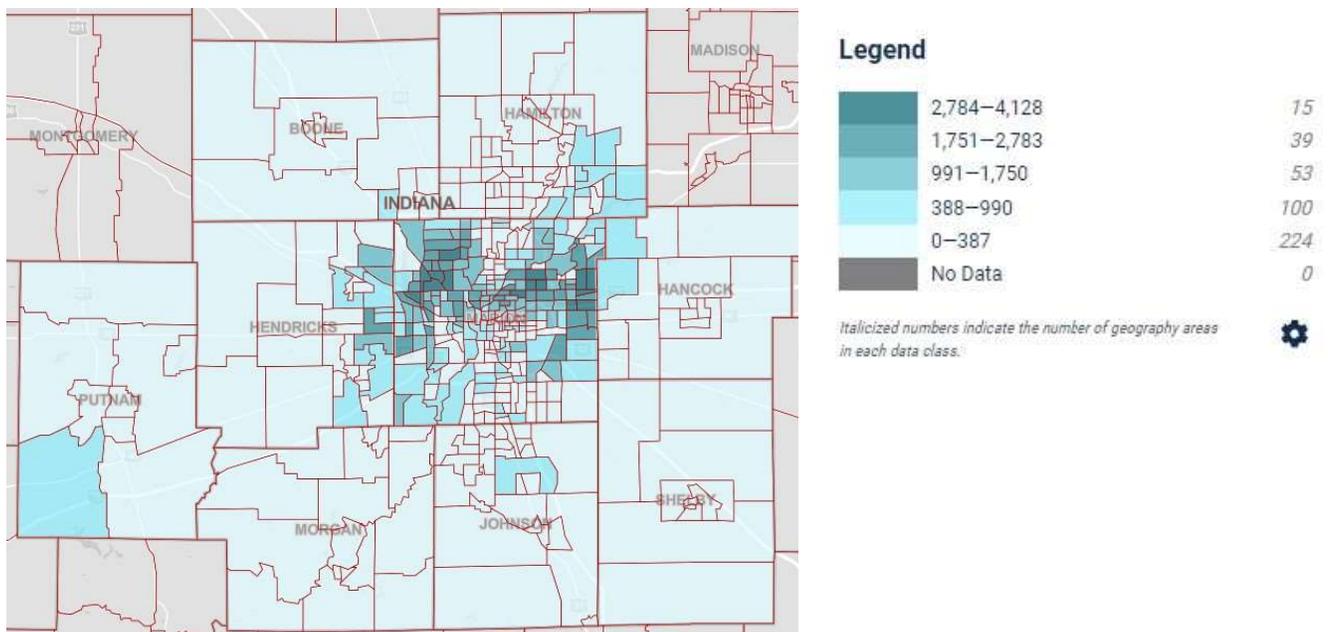
Total Responding
Organizations
89

Programs Captured in
Responses
248

Programs Serving Central Indiana by County



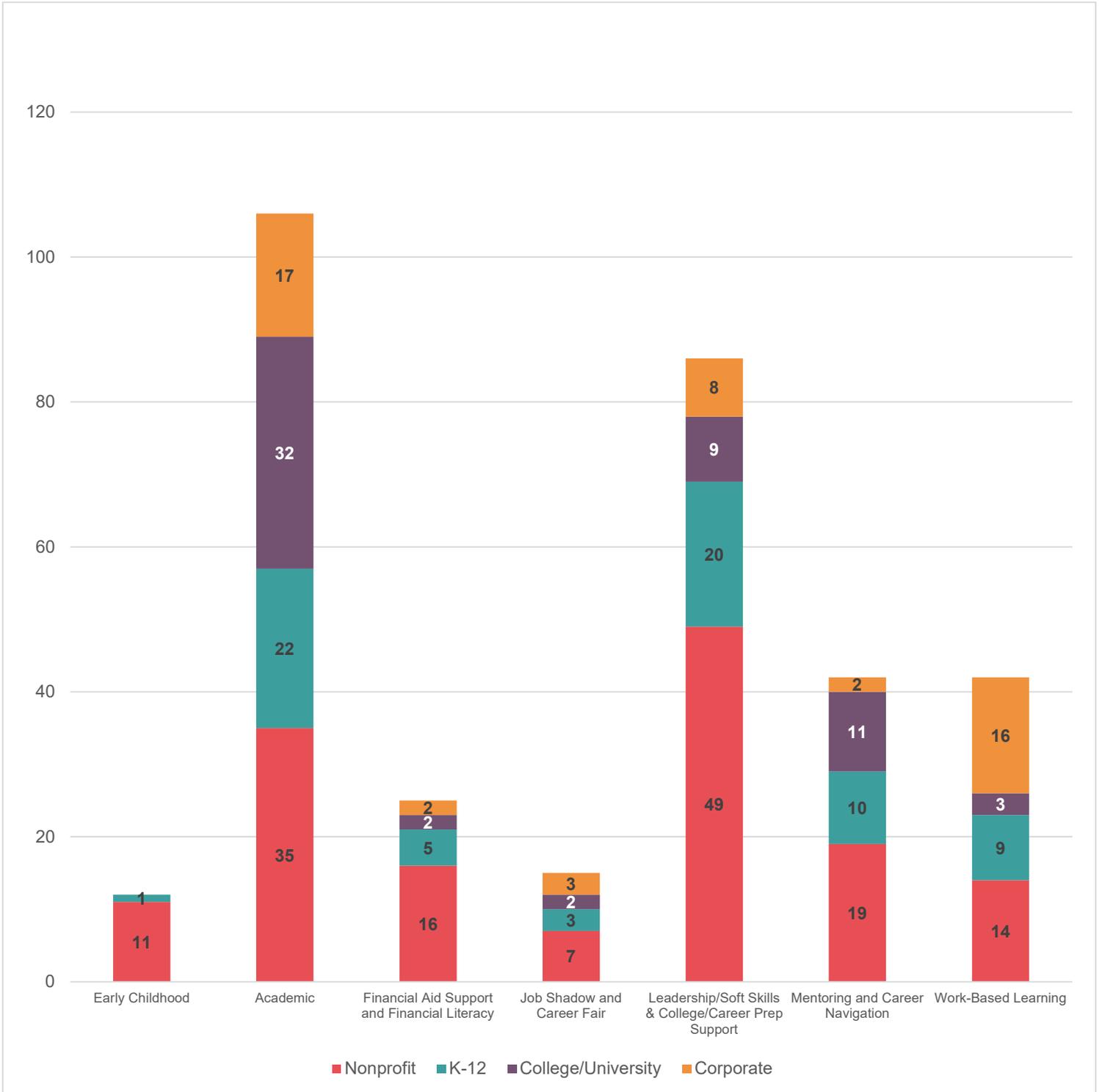
Black or African American Population by Census Tract within Central Indiana Counties



NOTE: Programs can serve more than one county. Data labels represent the count of distinct programs serving within each county.

Programs Offered by Type

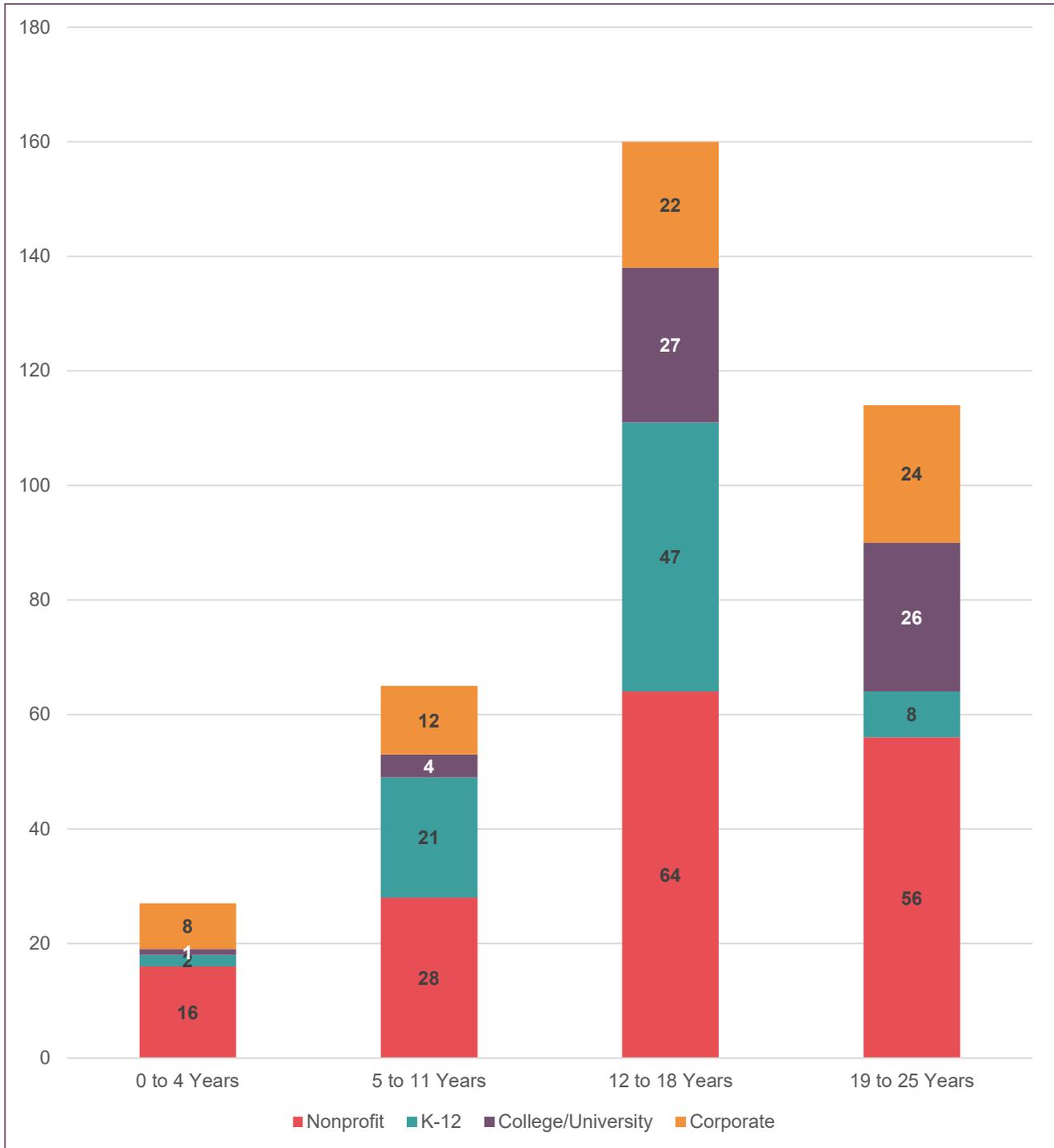
Existing programs and initiatives offered by impact type



NOTE: Programs can be classified into more than one program type. Bars represent the count of distinct programs serving each specific program type.

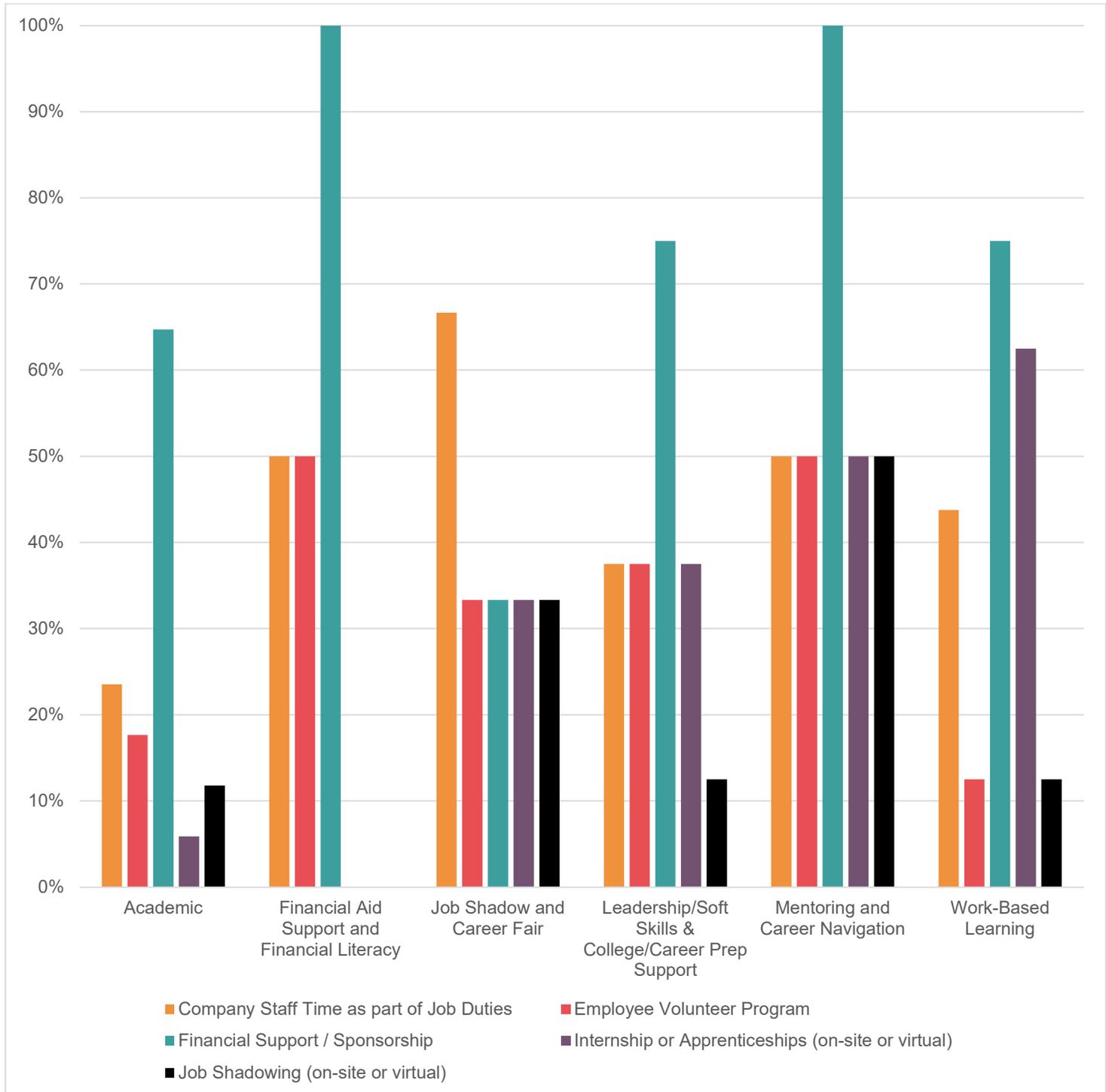
Programs Available by Age Group

Existing programs and initiatives offered by age group. Limited to ages 0-25 years.



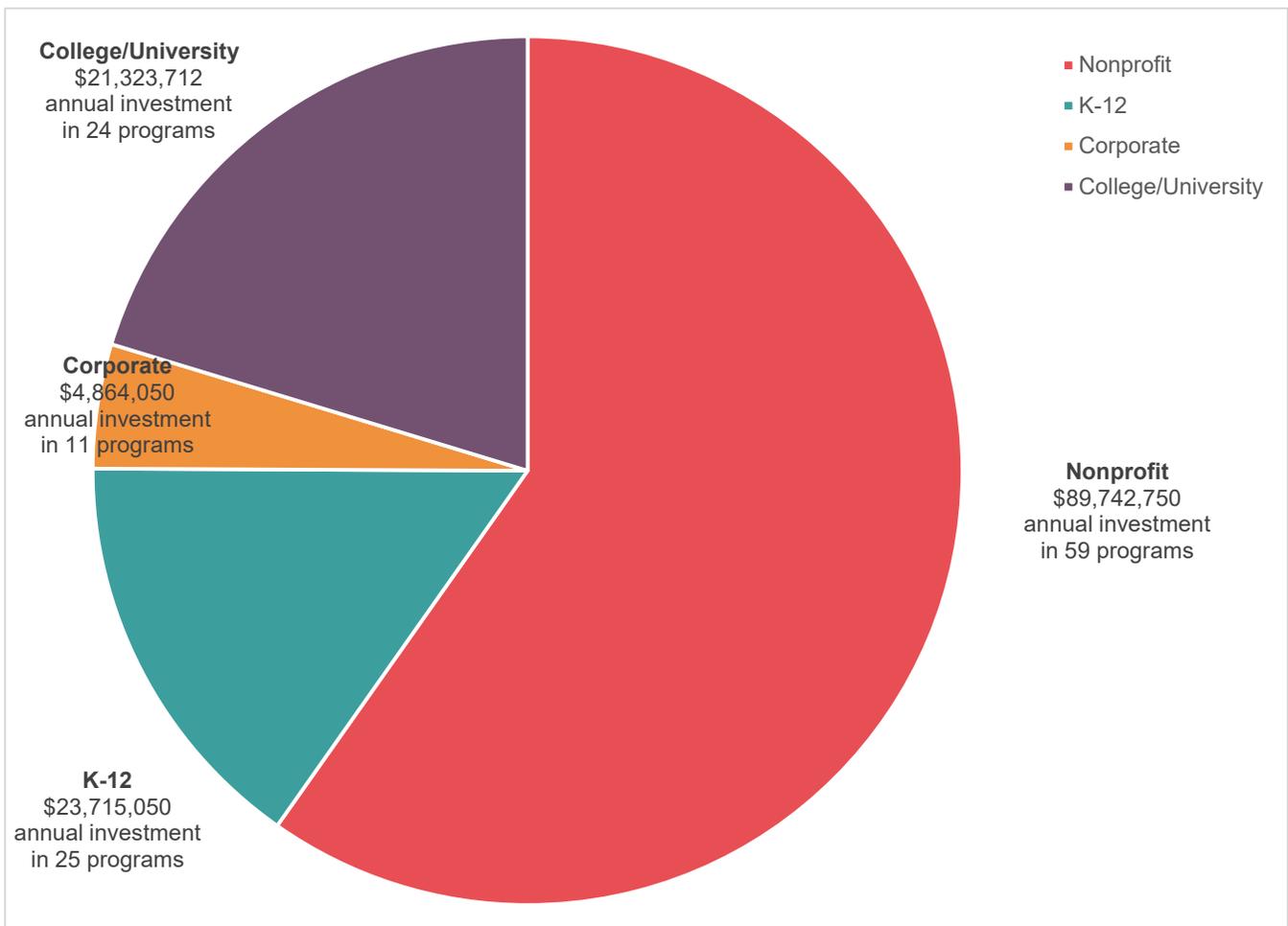
NOTE: Programs can serve more than one age group. Bars represent the count of distinct programs serving each specific age group.

Program Requirements of Corporate Organizations



Annual Cost/Investment
in 119 Programs by 61 Organizations
\$139,645,532

Annual Cost/Investment by Organization Type



Note: Annual investment does not reflect all programs included in survey responses. Program cost estimates were reported by 62 organizations for 120 programs.

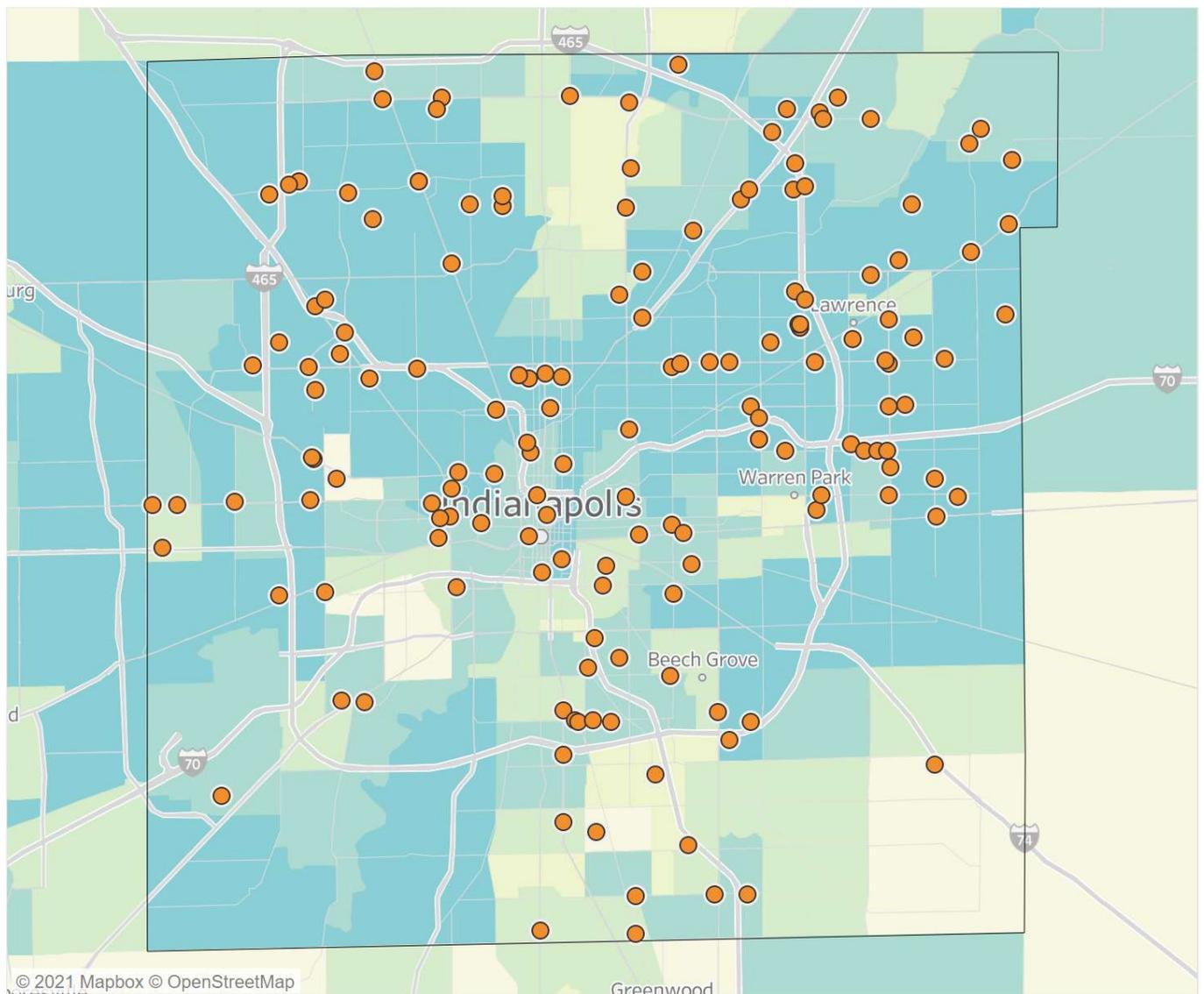
Marion County's High-Ranking Early Childhood Care Providers

Orange points represent providers with a Paths to Quality Ranking of 3 or 4. **Teal** choropleth represents the Black or African American population within each census tract.

2018 Black or African American Population

0 to 23 23 to 101 101 to 295 295 to 867 867 to 17,100

● Early Childhood Care Provider (with Paths to Quality Ranking of 3 or 4)



Note: This map does not include survey response data, but is included to supplement survey summary data.

PROGRAM SPOTLIGHT

The Taskforce has identified four programs through survey responses as examples of impactful initiatives addressing issues that directly fit within the Taskforce's scope and align with the Taskforce's recommendations. These respondents were able to provide significant, detailed insight into their program(s).



IUL Urban Family Engagement Program

BY THE INDIANAPOLIS URBAN LEAGUE

Serving 295 individuals annually | \$100,000 in estimated start-up costs | \$150,000 estimated annual operating costs

The Urban Family Engagement Program is the Indianapolis Urban League's (IUL's) two-generation initiative to improve economic stability through employment pathways, education skill building, post-secondary education, training, health and wellness, peer and family services for parents who have successfully completed the IUL New Beginnings Program, and provide access to high-quality education programs, educational support and peer and family counseling for their children, while keeping the entire family in mind for additional services and support.

The Indianapolis Urban League was contracted to enroll 50 families into its newly launched Urban Family Engagement Program in 2020 but met and exceeded enrollment goals by enrolling 94 families during the 2019-2021 grant period. Program success is also determined by the number of enrolled parents that successfully completed a work readiness training program, number of parents completing a Family Success Plan (FSP) detailing familial goals to be achieved by the entire family, increased number of parents enrolled in Adult Basic Education (ABE), number of parents completing a resume, increased number of parents enrolling in a credentialed training program, increased number of parents earning an industry recognized training credential, number of parents accessing health insurance, number receiving healthy foods, increased number of parents engaged in physical fitness activities, increased number of parents engaged in children's school activities, increased number of students having access to backpacks and school supplies, increased number of children maintaining or improving grades, and increased number of children receiving tutoring to improve their grades and standardized test scores.



TeenWorks

BY THE GENE B. GLICK COMPANY

Serving 25 individuals annually | \$25,000 estimated annual operating costs

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 our property management and maintenance supervisors onsite. The program normally places TeenWorks participants at 1 to 2 properties per year.

Success and impact are 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.



Self-Discovery/Career Exploration

BY CENTER FOR LEADERSHIP DEVELOPMENT

Serving 330 individuals annually

As the flagship program of Center for Leadership Development (CLD), this 13-week experience helps students gain insight into personal, educational and career goals. This rigorous and transformative program helps answer the questions – Who am I? Where am I going? How do I get there? It also includes discussions, role play, activities, and presentations. Completion of this program results in the graduates becoming CLD Alumni. The Self-Discovery/Career Exploration program is a prerequisite to other CLD programs including College Prep, Emerging Scholars, Business Orientation Project and Rawls Scholars Medicine Initiative.

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, and 50% of CLD Alumni donate to CLD.



Indiana University Health



IU Health Fellowship at Crispus Attucks High School

BY INDIANAPOLIS PUBLIC SCHOOLS AND IU HEALTH

Serving 26 individuals annually | \$275,000 estimated annual operating costs

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).

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; earn 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 leadership skills; learn skills in patient care, treatment, anatomy, physiology, diagnosis and preventative care; earn a Core 40 with Technical Honors Diploma.