

2024 Pulaski County Workforce Update

Workforce development has experienced significant shifts across Northwest Indiana and the nation in recent years. To respond to ever-changing needs and demands, workers and employers alike are seeking economic regeneration. Center of Workforce Innovations (CWI), representing Northwest Indiana Workforce Board (NWIWB), is uniquely positioned to lead economic invigoration efforts and advance the Region's status as a thriving, regional workforce hub where individual workers and local communities prosper.

In 2022, CWI invited stakeholders from across the region to contribute to a strategic plan that benefits all of Northwest Indiana. Collectively, we aspire to ensure the vitality of the regional workforce by putting our clients' employment needs and quality of life first. The following presents how CWI is working toward regional regeneration, inclusive workplaces, and sustainable practices that will stand the test of time.



Workforce Report for **Pulaski County** Five Pillars of Opportunity

CWI's Strategic Plan was driven by stakeholders across seven counties: Jasper, Lake, La Porte, Newton, Porter, Pulaski, and Starke. The plan draws on insights from two regional convenings with more than 90 in-person participants, as well as interviews with subject matter experts, regional focus groups with more than 40 stakeholders, plus a region-wide survey with more than 100 total respondents. The findings resulted in five strategic initiatives that will define CWI's work through 2027.

1 Accessible Employment Opportunities

We promote equity-centered policies, practices, and systems that remove structural barriers for entry-level workers and those seeking new employment.

INITIATIVES

- Convenings and collaborations with community leaders including opportunity hub opportunities
- In discussion with Pulaski County Sheriff regarding work release training
- Working with the Navigator and Pulaski County Sheriff's office on re-entry and pathways to employment.

2 Informed and Engaged Youth

We are creating a safe, supportive young adult community, connecting young people (16 to 24) with workplace experiences and positive, demographically representative mentorship.

INITIATIVES

- Expansion of Jobs for America's Graduates program, adding 15 schools in NWI, including a new chapter at Pulaski High School
- Supporting in school youth with Intermediary Capacity Building grant to allow those students without a plan work based learning opportunities and career exploration exposure.
- Ohio Growth Opportunity Grant helping youth discover a career pathway and gain training and work experiences that help reduce recidivism
- Modern Youth Apprenticeship design grant with Ascend Indiana to broaden the scope and implementation in NWI

3

A Supported Workforce

We are ensuring new employees' success through quality onboarding, onsite support, and upskilling opportunities.

INITIATIVES

- Employer Training Grant through Next Level Jobs
- READI work-based learning and READI Upskilling with Metal Fab Engineering and area schools.
- Apprenticeship expansion considerations to support new and expansion of existing Department of Labor Registered apprenticeships

4

Aligned and Activated Partnerships

We are creating a client-centric regional culture by nurturing strategic partnerships and collective action.

INITIATIVES

- Workforce Talent Summits with area schools, employers and community partners to find ways forward to a sustainable workforce.
- Pathways to the Trades expansion through Adult Education
- Established a Farmer Apprenticeship with NWI Food Council and 5 Area Farmers
- Organized an employer advisory board for READY NWI education, employer and community partner consortium to identify value, work experiences and bridging the connection between all
- Partnering with Pulaski County Stakeholders on a Childcare Coalition to address the barrier to sustainable employment in the Community, including adding a Early Childhood training pathway in the schools

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An Inspiring and Trusted Leader

We are establishing trust and building an approachable public-facing identity that uplifts the organization's unique strengths and leadership role within the region.

INITIATIVES

- Applied for 9 different grants surrounding a village approach to support youth to adults and community action needs around skills gain and career awareness and/or work experiences.
- Convened regional partners like Regional Food Bank, Goodwill, NWICA, and others to understand how to work differently together to support the region as a group and strengthen and stabilize the work of each organization collectively.

Refocus on Skills

With a need to find qualified workers, employers are evaluating the need for skills and experience vs. the need for credentials and degrees. With an aging workforce, a lower birthrate bringing fewer new workers, and changing dynamics for educational paths and job interests, companies need new strategies for recruiting, retaining and training their employees.

We are leveraging an extensive network of educators, partners, and programs to attract new talent to the workforce.

- Job Posting and Talent Alignment System
- Recruit High School Talent to Open Jobs
- Pre-Apprenticeship Design
- Skilled and Career Ready Candidates

Rethink Training

Employers want to get new employees on the job as quickly as possible. 80% of surveyed employers rely on on-the-job training as their primary source of adding or increasing skills for employees.

We are customizing training opportunities for both new and existing staff ranging from short-term credentials to accredited coursework.

- On-the-Job Training
- Apprenticeship Design
- Existing Employee Upskilling
- High School Equivalency (HSE) and Industry High Demand Certification Skills

Reset Recruiting

With 77.5% of the NWI's workforce having less than a bachelor's degree, employers can no longer rely on a 4-year degree as a screening tool. We are helping employers working more closely with school districts to raise awareness of career paths in industries such as manufacturing, engineering, healthcare, construction and skilled trades.

We are helping employers access industry specific training as well as develop career pathways for their employees. We provide employers access to resources and our robust ecosystem, plus tools to grow and retain employees.

- Business Consulting
- Career Pathway Mapping
- Labor Market Data and Trends
- Training Plan Development
- Measure Return on Investment (ROI)



For more information, please don't hesitate to contact us.

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