

June Meeting 6/16/22





Key Themes & Actions Taken

Move Cabinet Meetings around the State

- 12 workforce regions host over two years
- August meeting in Lafayette/Region 4

Clarify Goals

- Reaffirm GWC Goals
- 2022 metrics

Form Small Working Groups

- Align assignments w/goals
- Groups will be employer-led

Increase Employer Voice

- Three new employer members appointed
- Employer presentation at Cabinet meetings



EmployIndy

Governor's Workforce Cabinet

June 16, 2022



Our Vision

Is for all Marion County residents to have access to services and training necessary to secure a livable wage and grow in a career that meets employer demand for talent.

Our Mission

EmployIndy guides the local workforce ecosystem and makes strategic investments to remove barriers to quality employment for underserved and underrepresented residents.



Strategic Plan Goals: 2017–2022

GOAL 1

Address systemic barriers
preventing employers
from connecting to
a strong pipeline of
workers

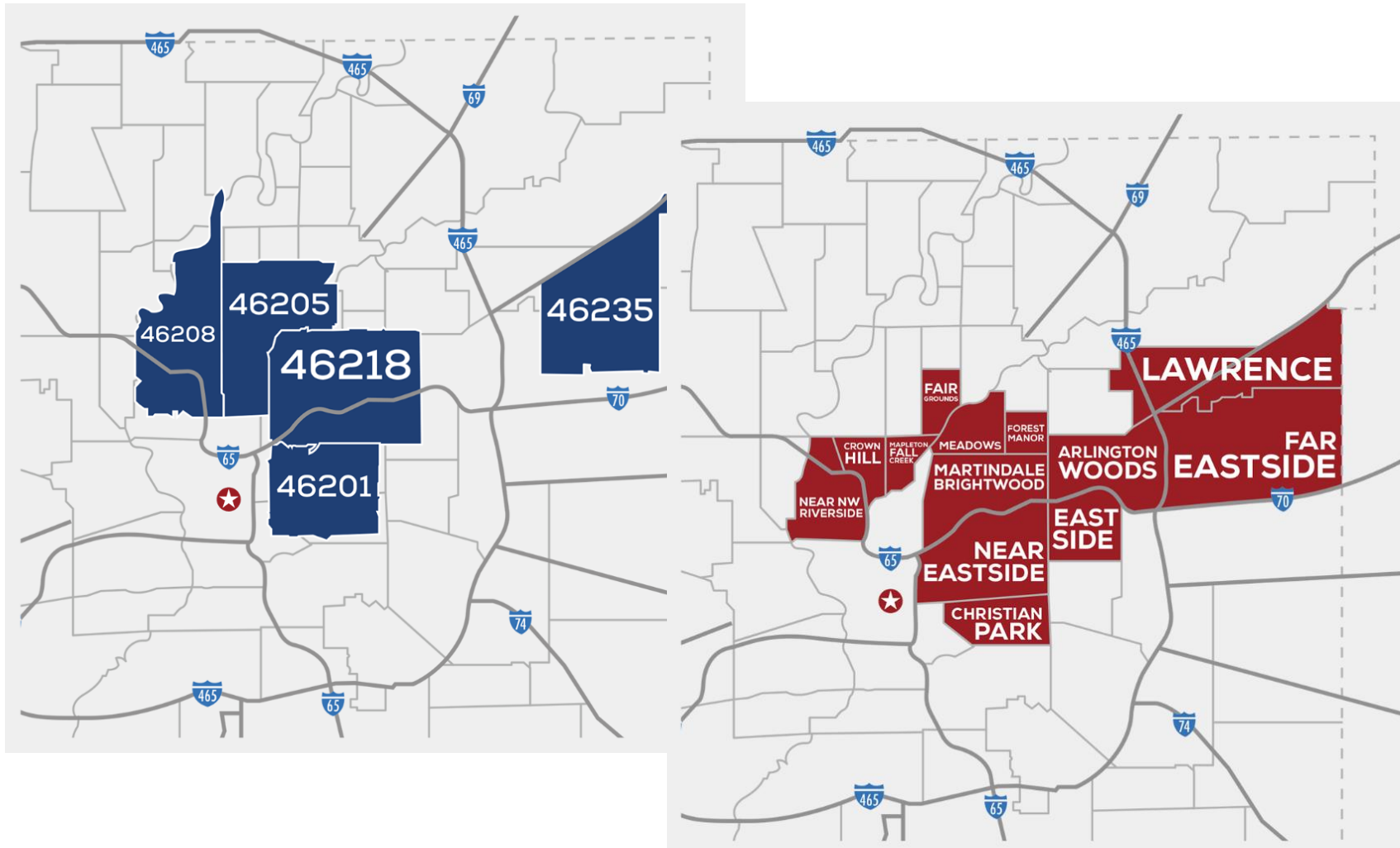
GOAL 2

**Create a positive
trajectory for
young adults** to
actively participate
in the workforce

GOAL 3

**Target neighborhoods
and services** to priority
communities, and
replicate across
Indianapolis

Target Impact Areas

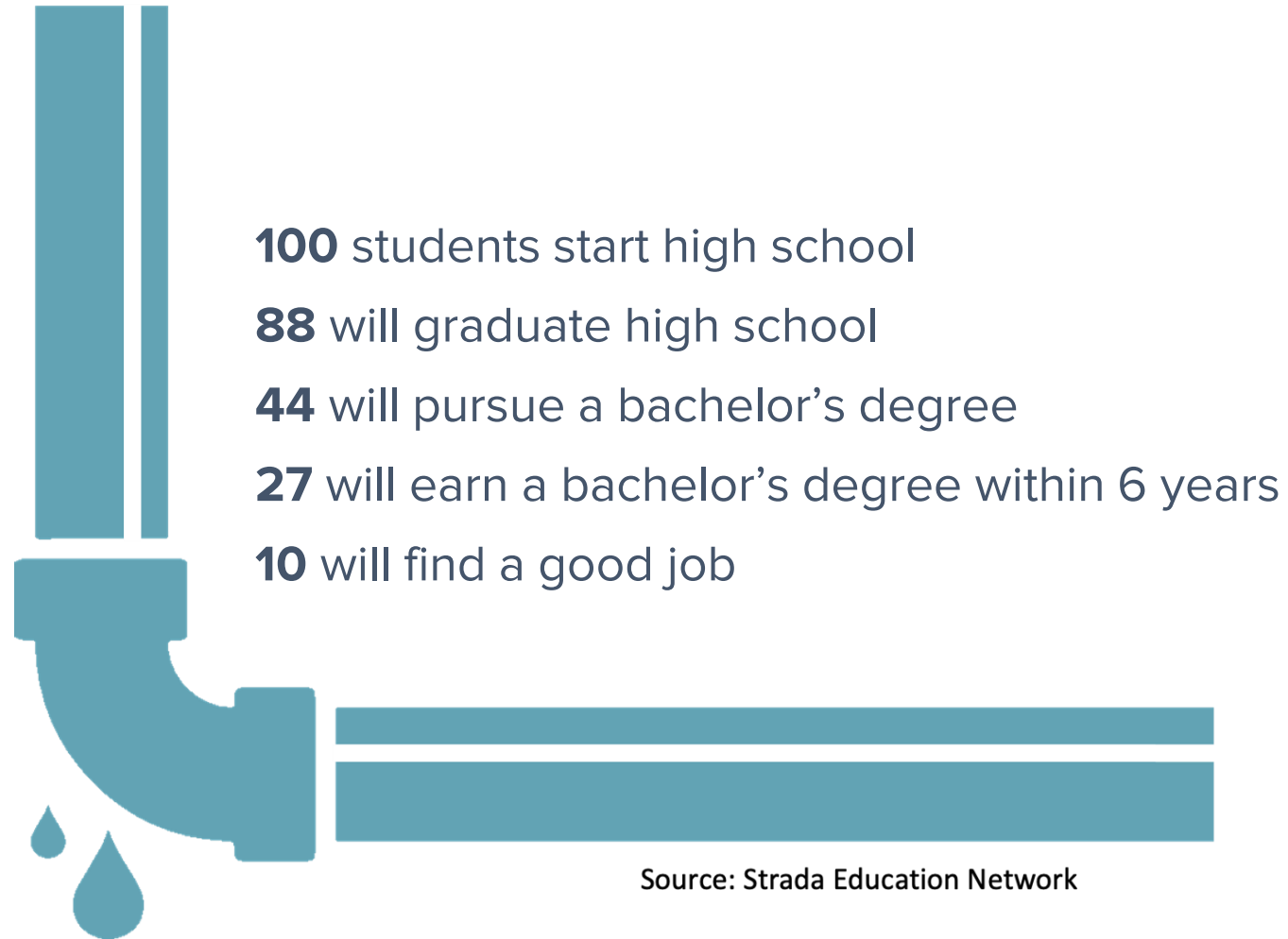


Community Data



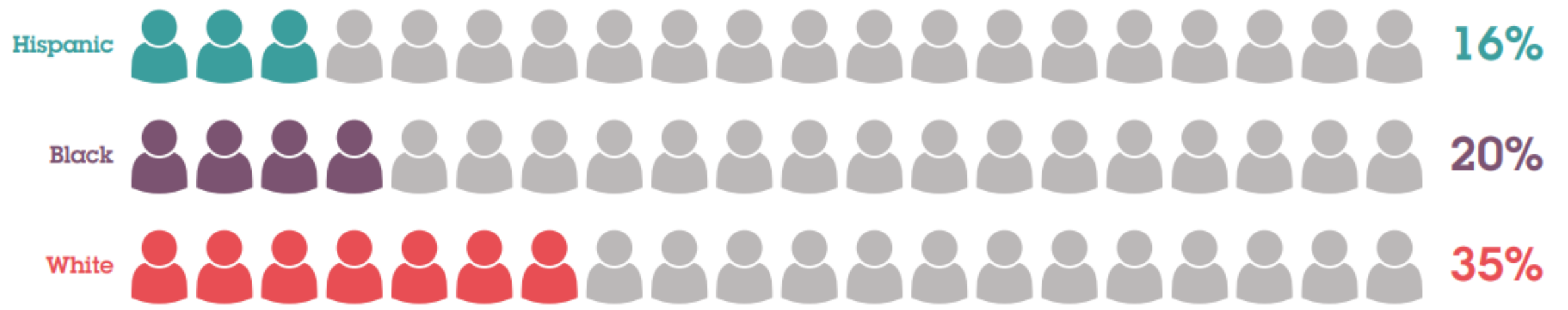
	Target Impact Areas (Combined)	Marion County
Total Population	143,603	951,869
People in Poverty	28%	18%
Black (Non-Hispanic)	50%	28%
Unemployment (Census)	11%	6%
Labor Force Participation (Census)	65.8%	67.1%
High School Diploma only (25+)	32%	28%
Bachelor's or Higher (25+)	22%	31%
Households without Vehicle Access	16%	9%
Households receiving Food Stamps	23%	13%

Indiana's Leaky Pipeline



Source: Strada Education Network

Education Attainment



Adults over age 25 in Indianapolis with a Bachelor's Degree or higher

Salary Inequities



Educational Attainment	White Residents	Black/African American Residents
High School Equivalency/Alt. Credential	\$15,021	\$11,842
High School Diploma	\$19,844	\$18,045
Some College (less than one year)	\$22,204	\$15,579
One or more years of college; No degree	\$26,049	\$20,986
Associate's Degree	\$29,375	\$35,573
Bachelor's Degree	\$51,286	\$36,176
Master's Degree	\$56,699	\$50,683
Professional Degree beyond Bachelor's	\$108,929	\$105,702
Doctoral Degree	\$94,745	\$64,606

Target Populations + Community Indicators



K-12 Students

Students who **graduate on time with a high school diploma**



Postsecondary Students

Students who **complete a postsecondary degree or credential**



Upskilled Workers

Workers who are **upskilled and placed in jobs with living wages of \$18+/hour**



Re-Engaged Residents

Workers who **enter or return to the labor force**

All Workers

Workers who have access to **good and promising jobs in the market**

Continuum of Initiatives



*Increase graduation rate,
decrease dropout rate*

*Increase postsecondary
enrollment & completion of a
degree or credential*

*Enter or return to the
labor force*

*Upskill and/or placement in
jobs with living wages of
\$18+/HR*

Preparation +
Connection

Dropout
Prevention

Postsecondary
Enrollment

Postsecondary
Completion

Intervention

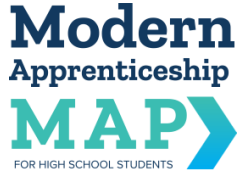
Re-
engagement

Productivity

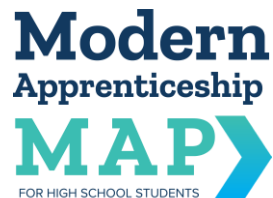
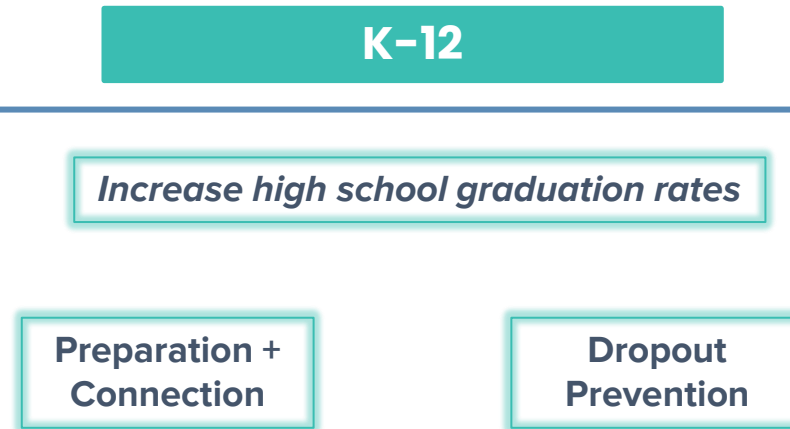
Placement



**RAPID
RE-EMPLOYMENT
RESPONSE**



Theory of Change: K-12



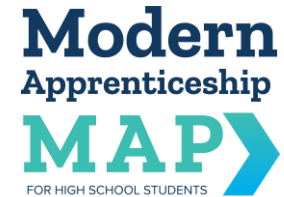
Theory of Change: Postsecondary

Postsecondary

Increase postsecondary enrollment & completion of a degree or credential

Postsecondary
Enrollment

Postsecondary
Completion



Theory of Change: Upskilled Workers

Upskilled Workers

*Upskill and/or placement in jobs
with living wages of \$18+/HR*

Productivity

Placement



**RAPID
RE-EMPLOYMENT
RESPONSE**



Theory of Change: Re-engaged Workers

Re-engaged Workers

Enter or return to the labor force

Intervention

Re-engagement



Theory of Change: Employers

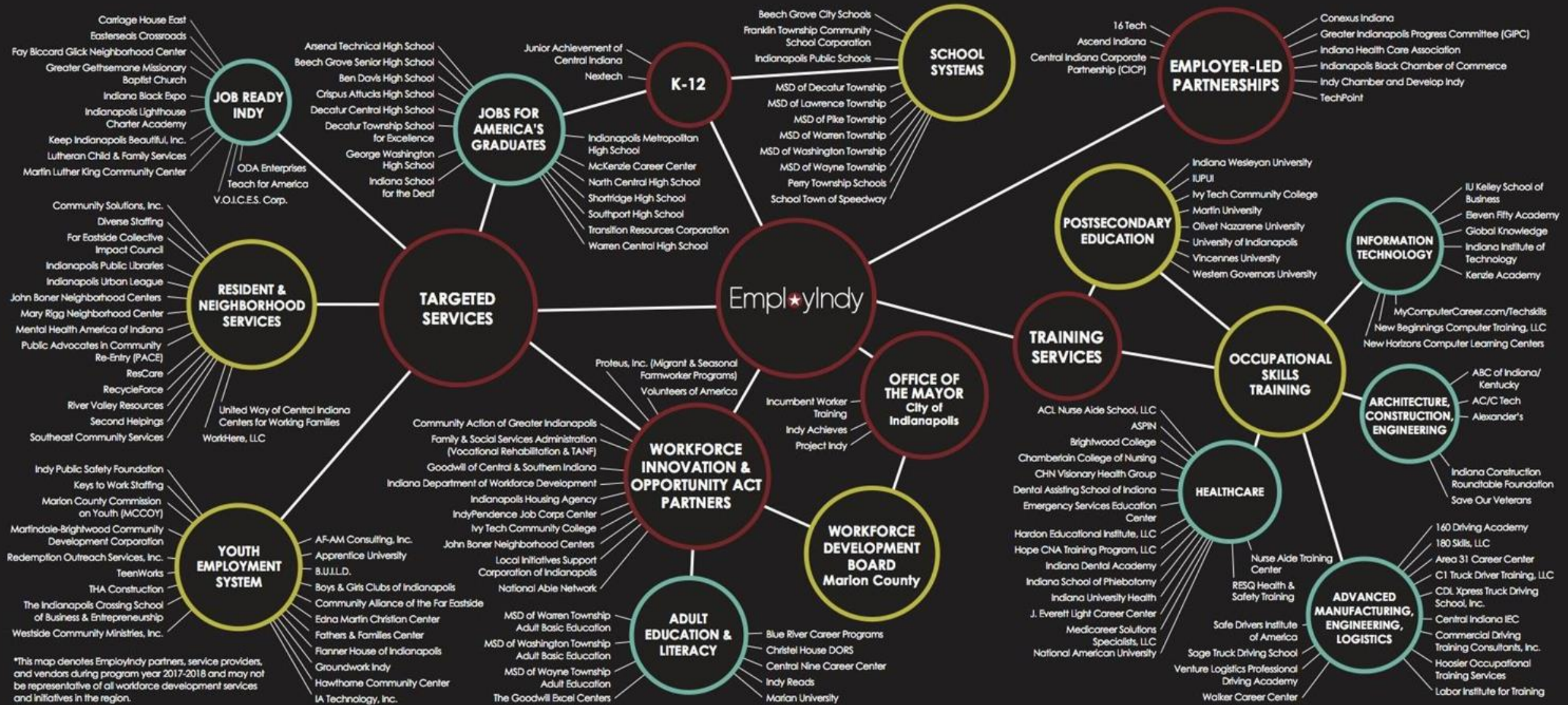
All Workers

*Access to good and
promising jobs*

Job Quality

**GOOD
WAGES**
INITIATIVE

MARION COUNTY WORKFORCE ECOSYSTEM



System Building

- ★ Conduct **research** + provide **labor market information**
- ★ Create data efficiency with **client tracking + technology systems**
- ★ Provide **professional development** to ensure quality career coaching via EmployIndy **Learning Hub**
- ★ Advocate for needed **federal + state policy**
- ★ **Braid + blend funds** for maximum leverage
- ★ Voice for workforce **equity, innovation, and inclusion**

Capacity Building

- ★ Diversity, Equity, Inclusion + Belonging (DEIB)
- ★ Fund management + resource development
- ★ Organizational redesign + talent development
- ★ EmployIndy Engine (CRM)
- ★ EmployIndy as a Choice Employer

PY17-21 Revenue

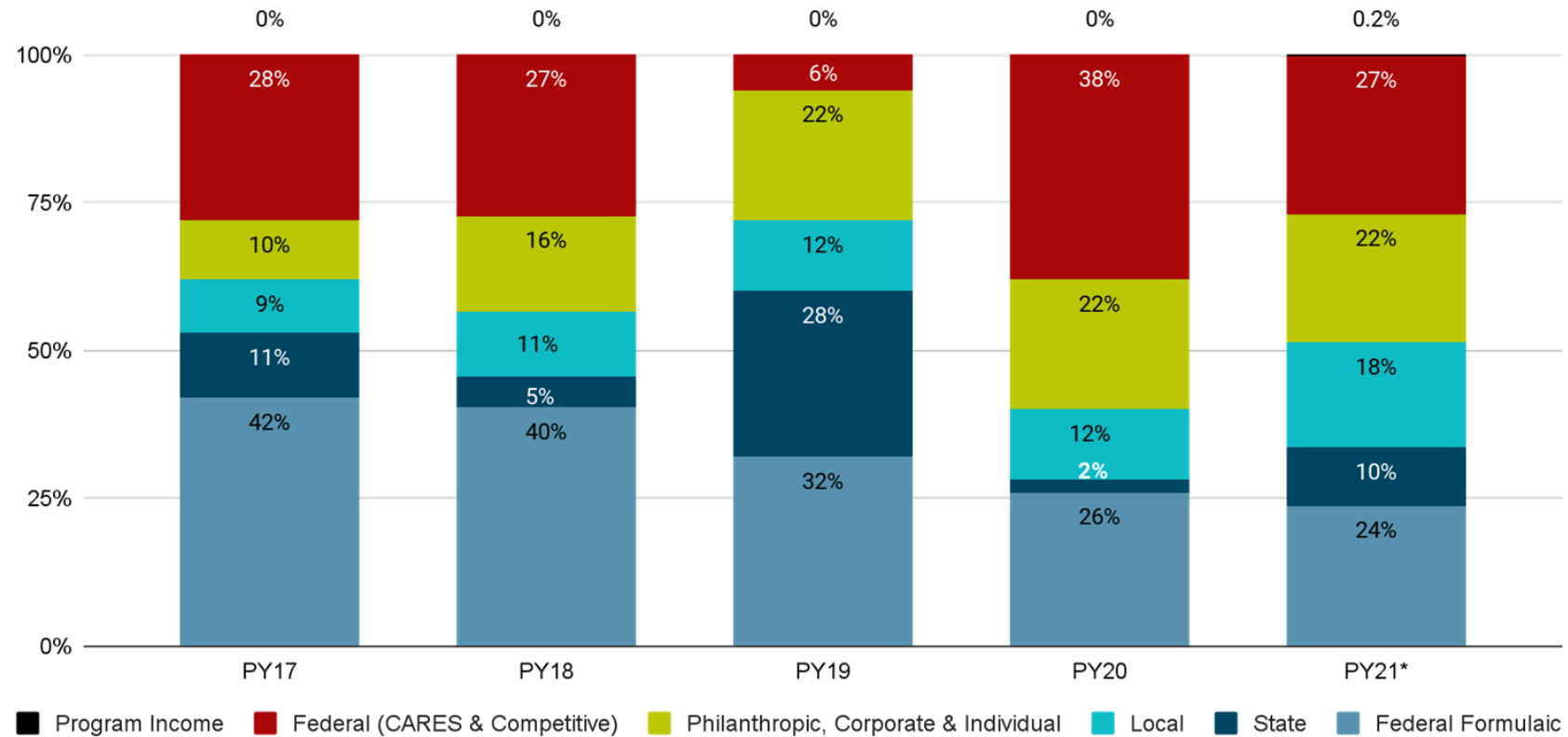
PY17 Total: \$21,247,276

PY18 Total: \$14,109,888

PY19 Total: \$15,186,275

PY20 Total: \$20,524,195

PY21 Budget: \$33,523,126



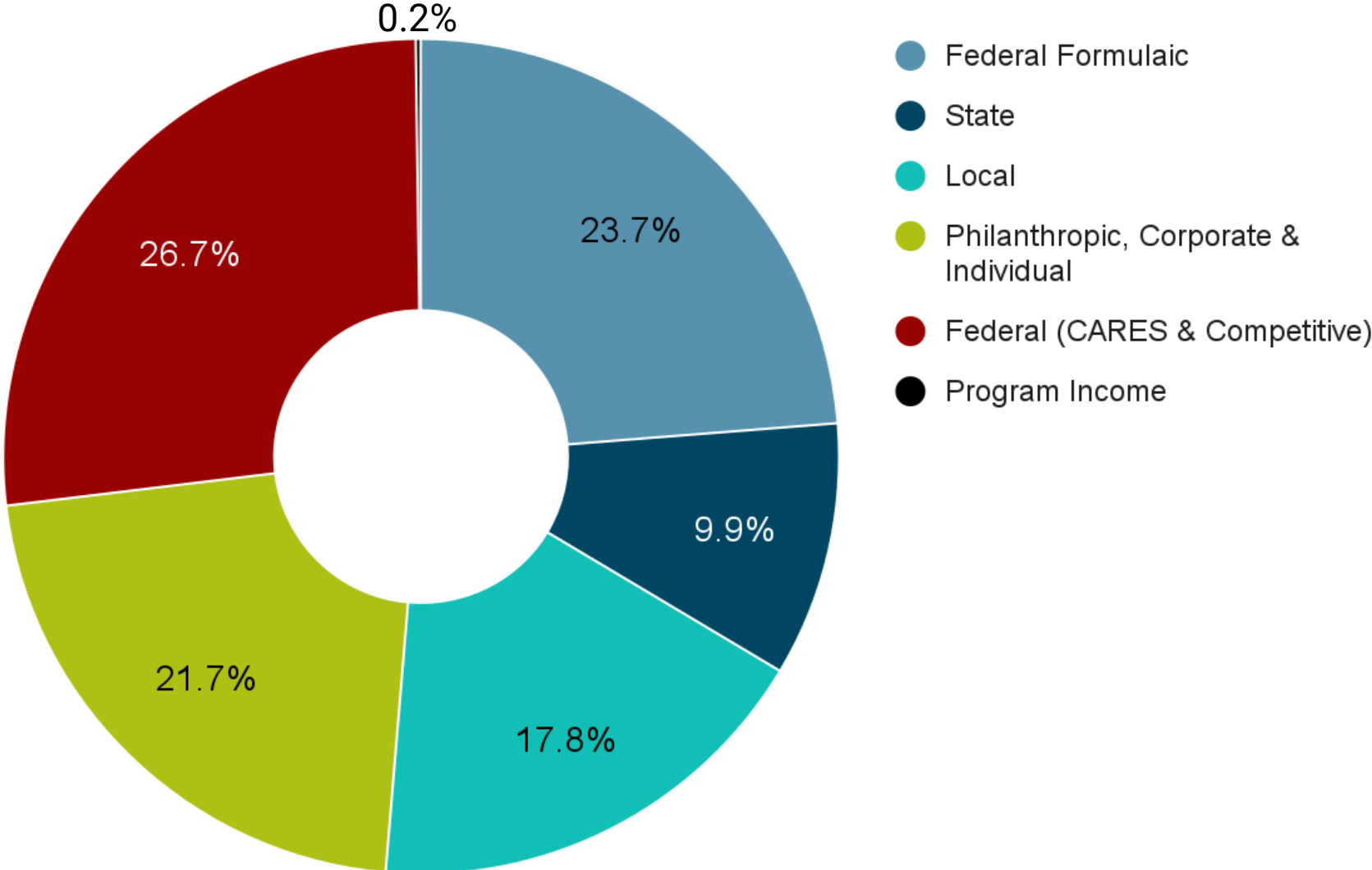
*Projected Amount

PY21 Budget - Revenue to Date

Total: **\$33,523,126**

Reimbursable: **61%**

Advance: 39%



PY17-21 Expenses

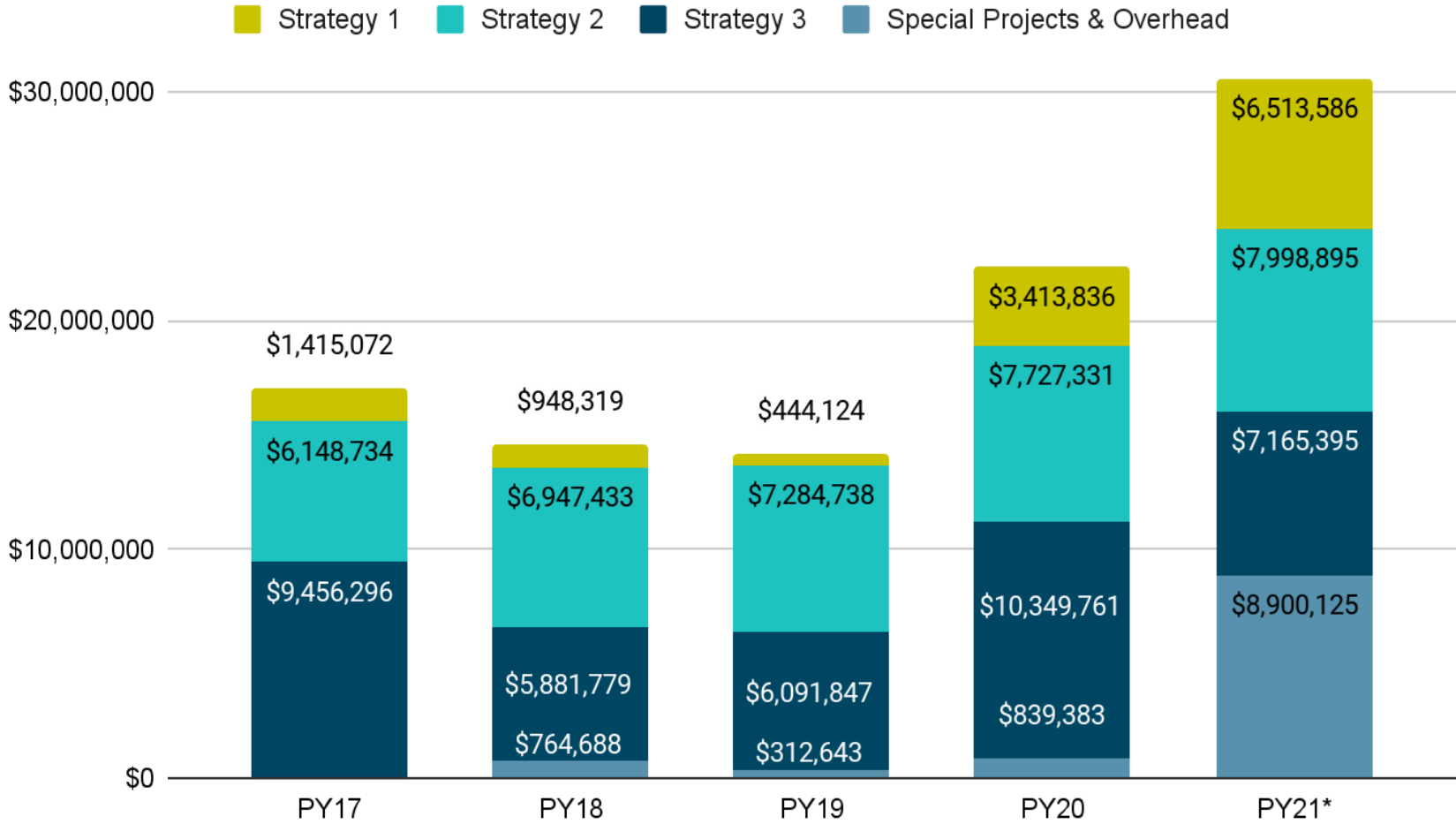
PY17 Total: \$17,020,102

PY18 Total: \$14,542,219

PY19 Total: \$14,133,352

PY20 Total: \$22,330,311

PY21 Budget: \$30,578,001



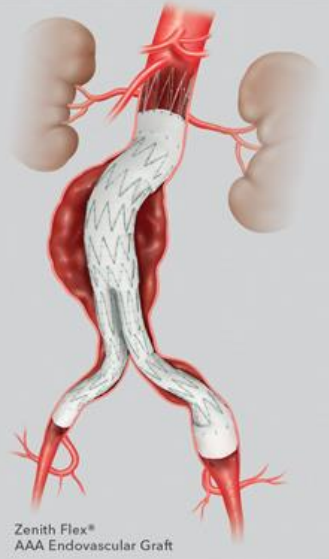


employindy.org

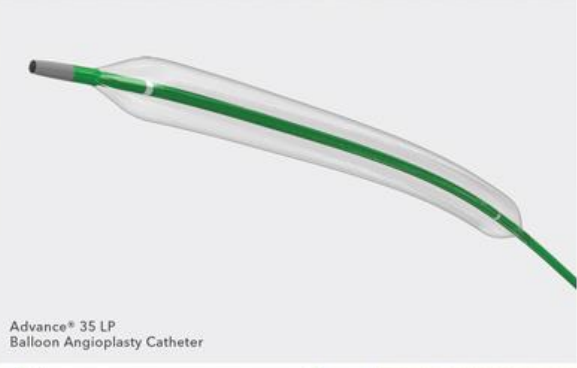


For over 50 years, we have been a family-owned company that takes great pride in its commitment to quality and the patients we serve.





Zenith Flex® AAA Endovascular Graft



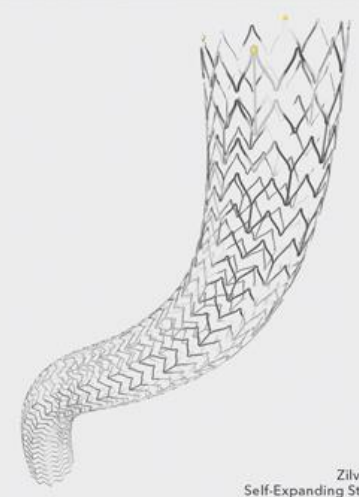
Advance® 35 LP Balloon Angioplasty Catheter



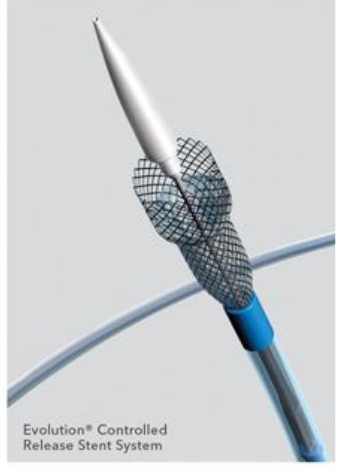
Coda® Balloon Catheter



Assisted Reproductive Technology



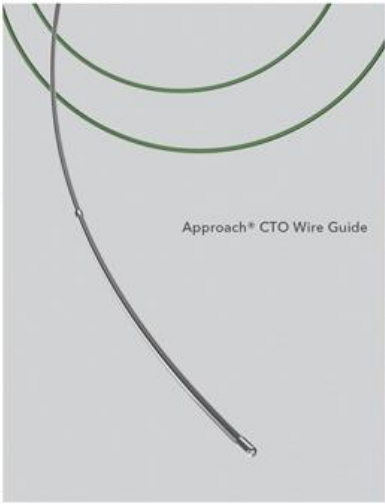
Zilver® Self-Expanding Stent



Evolution® Controlled Release Stent System



Resonance® Metallic Ureteral Stent



Approach® CTO Wire Guide

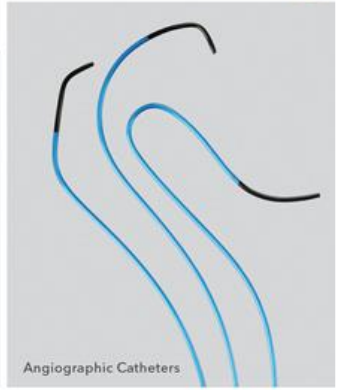


COOK
MEDICAL

AD LUX



Evolution® Mechanical Dilator Sheath



Angiographic Catheters



Günther Tulip® Vena Cava Filter



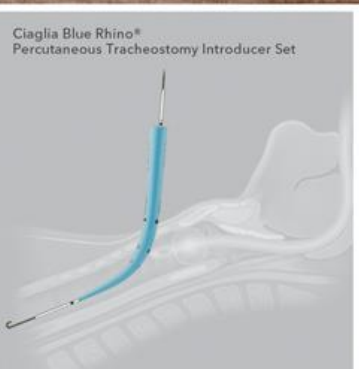
Cook Spectrum® Antibiotic Impregnated Central Venous Catheter



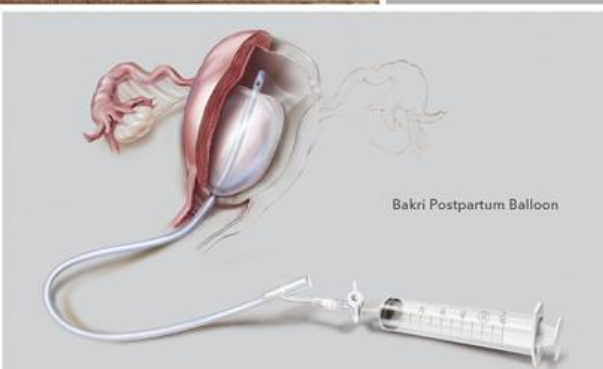
Embolization Coils



Flexor® DL Dual Lumen Ureteral Access Sheath



Ciaglia Blue Rhino® Percutaneous Tracheostomy Introducer Set



Bakri Postpartum Balloon



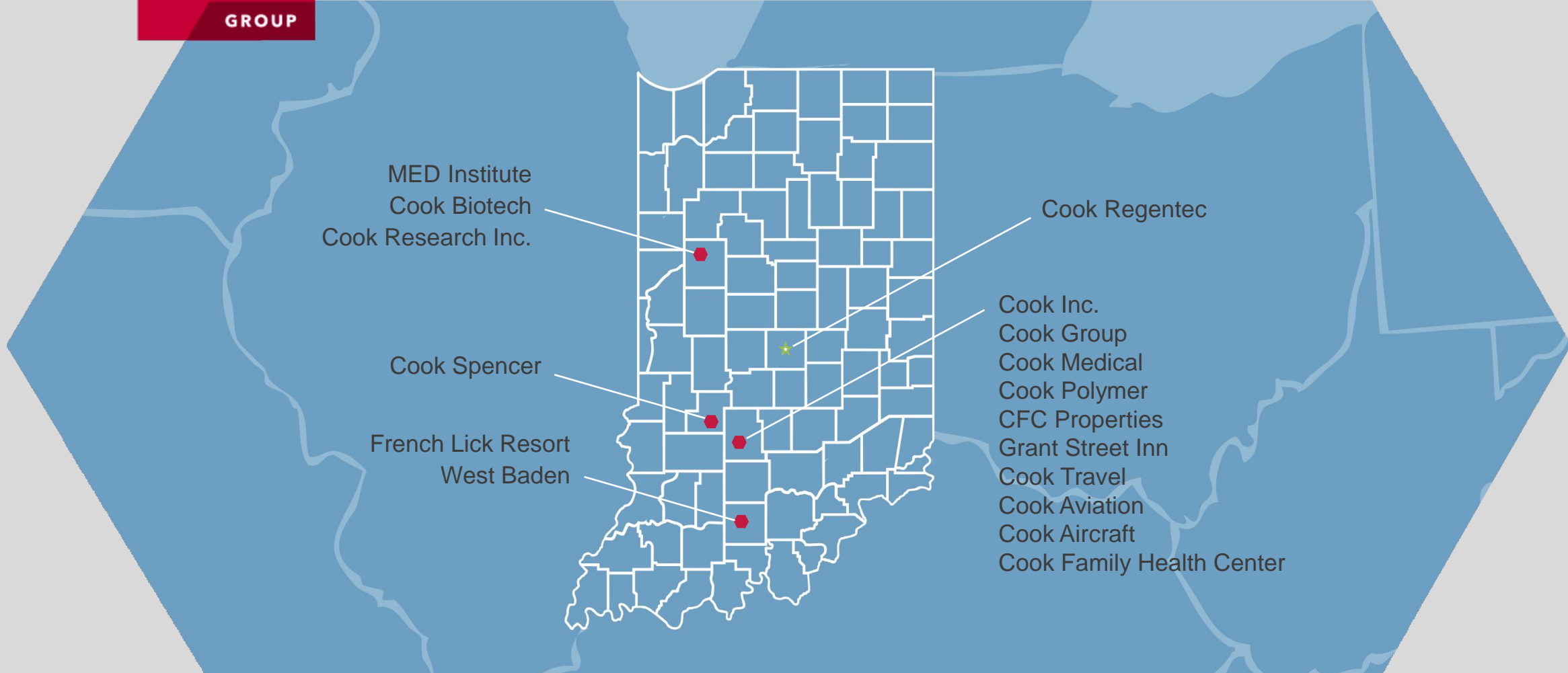
Percutaneous Drainage Catheters

Overview



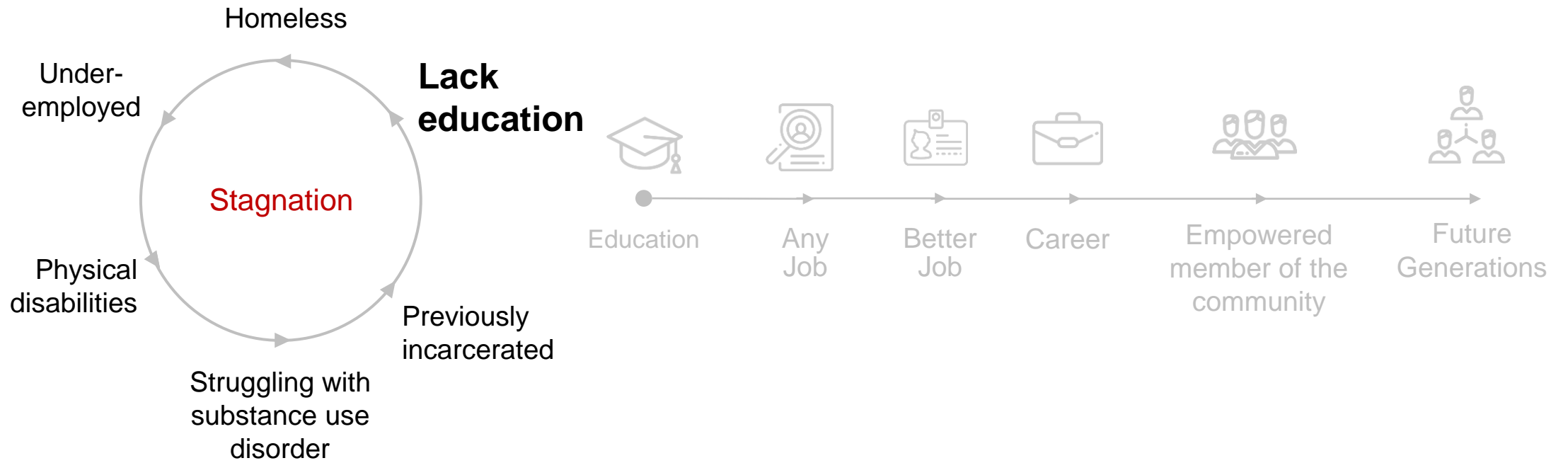


COOK COMPANIES EMPLOY 6,955 Hoosiers



CREATING MOBILITY

Barriers to Opportunity



OUR NEW APPROACH

My Cook Pathway

Program consists of four elements:



High School
Equivalency
program



Associate's Degree
partnership with
Ivy Tech



Bachelor's and
Master's Degree
(tuition pre-payment)



Professional
Development





High School Equivalency

- Work part-time while taking HSE preparatory courses through Ivy Tech
- Preparatory classes and test offered at no cost to the student-worker
- Once HSE is earned, the student-worker has the credentials needed to enter production jobs at Cook

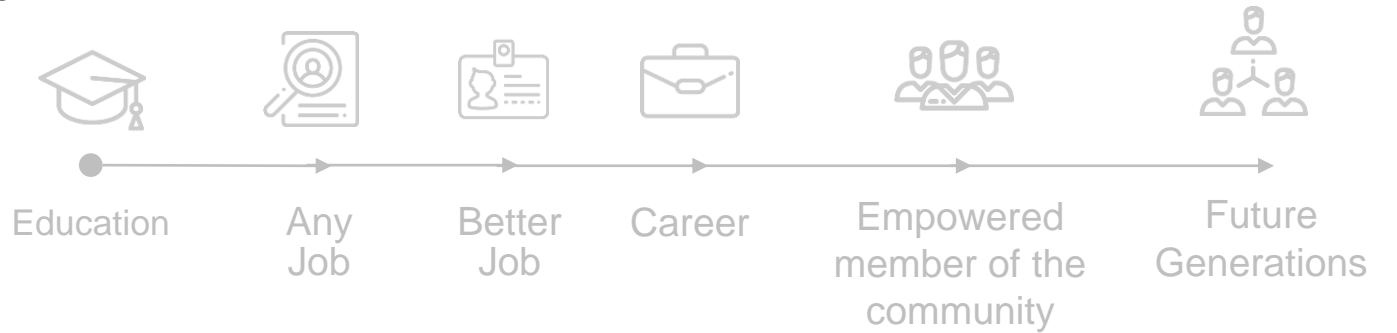
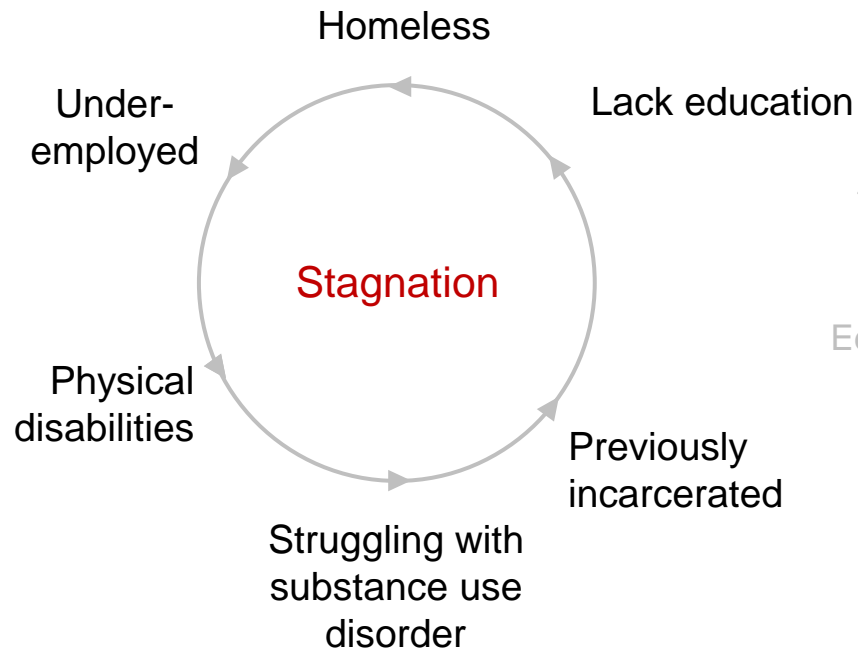


Tuition Assistance Program

- Changed model to upfront payment
- Aligned and partnered with education providers
- Eliminated clawback
- 100 to 1,000 users globally

CREATING MOBILITY

Barriers to Opportunity



Thank you.

