



## WORK-BASED LEARNING THROUGH THE ADVANCING MANUFACTURING PARTNERSHIP

**Industry-driven:** Convened by Indiana's Region 4 Workforce Investment Board,<sup>7</sup> Advancing Manufacturing Partnership launched in 2012 with more than twenty advanced manufacturing businesses as members including Subaru Automotive of Indiana, Kirby Risk, AdKev, Ball Corp., and Caterpillar. Industry partners identify their future workforce needs and partner with the workforce board, education and human services partners to train and support workers to fill this need.

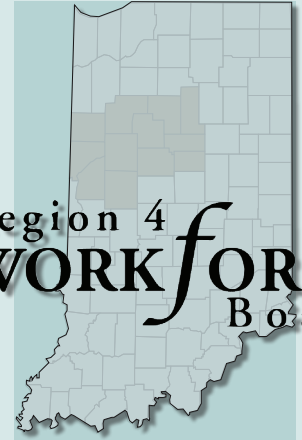
**Aligned with workforce, education, and human services systems:** Purdue Polytechnic, and the Lafayette and Kokomo Ivy Tech Colleges provide instruction for the partnership's training, including their work-based learning cohorts. WorkOne West Central Indiana, economic development organizations, and community groups along with Kokomo, Lafayette, and Monticello city government representatives also participate, ensuring the approach aligns with economic development outcome goals for the cities and counties covered by the partnership. As the recipient of WIOA funds, the board is able to co-enroll training participants under their Department of Labor (DOL) grants in WIOA to leverage individual training account funds and funding for support services like transportation subsidies and gear for the worksite.

**Locally-based:** Industry partners represent a combination of companies with national reach and those based primarily in the partnership's target region. The partnership began analysis of workforce needs based on the Strategic Skills Initiative, a state effort in Indiana to identify skill shortages and workforce solutions to those shortages that started at the state level and was designed to provide workforce local areas with necessary analysis to launch industry or sector partnerships at the local level.<sup>8</sup> Relationships forged by workforce and education stakeholders enabled this region to respond quickly to advanced manufacturing needs identified during the Strategic Skills Initiative.

**Expanding work-based learning:** The partnership has been supported by multiple national DOL grants, relying on the funding to cover administrative costs of running the partnership as well as pre-employment training costs. Since 2014, 723 participants have completed advanced manufacturing pre-employment training programs funded through one DOL program, Ready to Work, which targets long-term unemployed adults. Of those, 686 were hired after their training and 125 received structured on-the-job training supported by their employer as a first step in their employment. The partnership also subsidizes wages

for participants for four to twelve-week paid internships, designed to be a pathway to long-term employment with the employer with whom they are hired. Average starting wages in the internships are \$14.

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*A student, Morgan, gets on-the-job training with JD Dent Repair in Indiana*