

The Workforce Partnership, created in 1998 under the umbrella of JCIDC, was established with a goal to bring industry, schools, local elected officials, and economic development leaders together to make the county's employers more competitive.

In 1998, 12 manufacturing companies were members of the partnership. The following comprise the Workforce Partnership today:

- **19 manufacturing companies**
- **Schneck Medical Center**
- **City of Seymour**
- **Elwood Staffing**
- **Community Foundation of Jackson County**
- **Brownstown Central School Corporation**
- **Columbus Education Coalition**
- **Jackson County Visitor Center**

In addition, the Workforce Partnership receives funding from Eco15, Dream It Do It, and other grant dollars that support various projects and events throughout the year.

SCHOOL PROJECTS AND CAREER AWARENESS ACTIVITIES

The Partnership develops and administers programs in the Jackson County schools promoting manufacturing and healthcare careers and skills.

- **Educator Internship**...teachers touring and connecting with companies on job requirements and internships.
- **Educator Externship (IDWD Skill Up Grant)**...a week long exploration of manufacturing industries for high school, career and technical education, and Ivy Tech educators. Educators will be able to provide their students with a clearer understanding of career pathways and a more solid education in manufacturing, science, technology, engineering, and math, specifically focused on skilled trades (programming, CAD, precision machining, welding, engineering, electronics, etc.) and they will be able to answer the age-old question, "When will I ever use this?" The Externship facilitates shared experiences between local educators, providing teachers with valuable industry connections for classroom speaking and career advising, and encouraging collaboration between school administrators and local leadership.
- **Job Shadowing**...we match the student's interested profession with someone in that profession so the student can learn more about that profession and requirements.

- **Senior Mock Interviews**...100% of Jackson County senior students have the opportunity to participate in a one-on-one mock interview with local business/industry professionals.
- **Industry-to-School Days**...Industries have the opportunity to visit classrooms witnessing first-hand the curriculum and delivery offered to students building one-on-one relationships with today's educators
- **Engineering Week**...Coordinate programs and activities as a way of introducing engineering to students in Jackson County.
- **Tours**...Jackson County students tour local industries.
- **Classroom Presentations**
 - **CEO Panel**...CEO's from four manufacturing facilities serve on a panel to discuss workforce, employment opportunities and projections, skill demand, etc. Audience is senior students.
- **Career Days**
 - **iPOD Day for county high schools**...Industry Possibility and Opportunity Day is a career fair for all Jackson County high school students to meet industry professionals to discover more about that industry, education and skill requirements, career and internship opportunities, etc.
 - **Real World Seymour Career Day (RWSCD) at SMS**...is a career fair for 8th grade Jackson County students to meet industry/business professionals to discover more about industry and business in the community.
- **Marketing Tools**
 - **Fun Facts Booklet**...iPOD and RWSCD plus many more industries/businesses participate in this booklet with "fun" facts about their company and is distributed to every 8th grade student.
 - **Manufacturing Banners** ...Banner signs containing all partnership company names placed in all high school guidance offices and the learning center.
- **Jackson County Manufacturing Team**...a group of Jackson County graduates that have returned to their Jackson County home towns to work and raise a family. This group participates in our school programs when possible.
- **21st Century Business Program**...for 8th grade students (in conjunction with Seymour Chamber) teaching about careers, everyday finances, etiquette, and more from local volunteer professionals.
- **Speakers Bureau**...local professionals go to high schools to speak with certain classes on related topics.
- **Summer Robotics Camp (Aisin corporate sponsor)**...an introduction to incoming 7th – 9th students into Project Lead the Way, Gateway to Technology, and advanced manufacturing courses. Students have the opportunity to program and operate Amatrol robots during the week long camp.
- **LEGO engine build (Cummins and Seymour Engine Plant)**...an introduction to middle school students on Science, Technology, Engineering, and Math and Project Lead the Way/Gateway to Technology. The 30,000 piece LEGO engine

is a replica of the QSK95 engine (Hedgehog) produced at the Seymour Engine Plant in Seymour.

- **SMS Summer Advantage**...Lego build incorporated into the summer curriculum
- **Jackson County Fair**...County students participated in the build and demonstration at the fair – shared with the community.
- **“Mystery Chasers”**...an afterschool program at Girl’s Inc and Boys & Girls Club
- **VEX Robotics**...introduction for high schools students into competitive robotics competitions.
- **Maverick Challenge**...introduction to high school students into entrepreneurship – county and regional written and oral competitions with cash rewards.
- **School to Work**... Assistance in the coordination of workshops and placement of students into work assignments during the school year. Seymour and Brownstown high schools currently have an existing successful school to work program implemented. An Advisory Council has been developed to expand this school to work program to the smaller high schools which include Medora, Crothersville, and Trinity Lutheran high schools. The Advisory Council is also establishing a school to work program with more industries enabling more students an opportunity to participate in the workforce to discover career interests.

Seymour High School developed a Professional Career Internship class for students interested in a school to work program. Industry leaders visit this class to discuss resume writing skills and workforce expectations. Seymour High School places 40 students in the workforce.

Brownstown Central High School counselors work with industries to place their students in the workforce. Brownstown places 60-70 students in the workforce.

- **PLTW**...The High School Project Lead the Way (PLTW) Program is a four year sequence of courses which, when combined with traditional mathematics and science courses in high school, introduces students to the scope, rigor and discipline of engineering prior to entering college. However, those not intending to pursue further formal education will benefit greatly from the knowledge and logical thought processes that result from taking some or all of the courses provided in the curriculum. PLTW is offered in three Jackson County high schools.
- **HIRE TECHNOLOGY**...HIRE Technology is a two-year turn-key Advanced Manufacturing and Logistics (AML) program delivered through Indiana high schools and career centers. The program facilitates student achievement by including contextualized math and science concepts to reinforce academic STEM concepts while promoting the development of the applied problem-solving skills demanded by AML industry members. HIRE Technology is addressing the changing AML workforce landscape with the high school level curriculum for what are termed “middle skill workers”. This program is currently being offered at Brownstown Central High School.

- **INTRODUCTION TO ADVANCED MANUFACTURING AND LOGISTICS...**
 The High School Manufacturing Program is designed to promote interest in manufacturing careers. Prospective manufacturing students have the opportunity to take three Manufacturing courses beginning in the ninth grade. The courses are designed to increase the student's technological literacy and problem solving skills, introduce career opportunities in technology and engineering, and provide opportunities for the students to learn and experiment with engineering design principles. The courses are delivered through enterprise systems, modules, and master projects. Seymour High School is equipped with a state-of-the-art Amatrol Manufacturing Lab and offers a two year program primarily targeting freshmen and sophomore students. The following are some of the modules included in the program: Robotics, Computer Aided Design, AC/DC Electrical Systems, Graphic Design, Electrical Control, Pneumatics, Thermal Systems, Mechanical Drives and Systems, Machine Tools, Quality Assurance, and CNC Machines.
- **OWL MANUFACTURING...** Owl Manufacturing is a School Based Enterprise (SBE) exposing students to the potential of manufacturing –related careers, sharpening their technical skills, and instilling the soft skills and professionalism needed into the workforce. Students get hands-on opportunities to try out various roles in welding, machining, construction, office management, etc. that lead to skilled employment positions upon graduation from high school or pathways into post-secondary education and training. Seymour High School is initiating a two year program to be implemented into the 2016-17 school year and will engage junior and senior students.

Other Areas of Focus:

- Annual Wage & Benefit Survey
- Seymour Community Schools Curriculum Council
- Maintain Social Media for JCIDC
 - Facebook
 - Linked In
 - Twitter
 - Assist with website

DREAM IT DO IT

Dream It Do It (DIDI) is a nationwide effort to educate young people, parents, and educators about the outstanding opportunities available in manufacturing and help match people with careers they can be passionate about. Jackson County is part of the Southeast Indiana DIDI initiative.

- **Identify and work with high school DIDI Champions...**A champion is named at each high school in Jackson County working closely with the partnership in career and workforce activities throughout the school year.
- **Collect and report STEM (Science, Technology, Engineering, Math) enrollment numbers for county schools for regional reports**
- **Collect and tabulate career development numbers for regional reports**
- **Identify projects and work with DIDI Student Ambassadors from each high school...**Each high school has two student ambassadors that help to create awareness among their peers the opportunities in STEM careers
- **Reports to DIDI Regional team...**activities and programs coordinated throughout the school year from each county are combined into a regional report – successful programs are highlighted

EcO15

Economic Opportunities through Education by 2015 (EcO15) is a 10-county initiative funded through Lilly Endowment Inc. funding educational programs associated with advanced manufacturing, healthcare, and hospitality/tourism. Established in 2007, the goal of EcO15 is to advance people in the Southeast Indiana region by at least one level in their education, training, job placement, and income thus supporting existing companies while boosting the economy and creating a higher quality of life for residents in this region.

- **Phase I** ...Jackson County's focus was placing infrastructure to support PLTW (Project Lead the Way) and other STEM curriculum into county high school and middle schools. All schools also received state of the art computer labs.
- **Phase II** ...Work currently being done with the Phase II part of the EcO15 initiative is utilizing the infrastructure put in place during Phase I and creating "Seamless Career Pathways" in our secondary schools that lead into post-secondary education and workforce certification programs that will ultimately fulfill the workforce needs of area employers
- **Jackson County Workplan**...with assistance of the Jackson County Advisory Team, developed a work plan outlining areas of importance
- **Regional meetings and reporting**

JACKSON COUNTY LEARNING CENTER

The Jackson County Learning Center (JCLC) was built in 2010 through a partnership of the Community Foundation of Jackson County, the Greater Seymour Chamber of Commerce, and the City of Seymour. The Center was built specifically for the coordination and the delivery of post-secondary education, including workforce education, for the Jackson County community. This workforce centered education comes in the form of partnership with local colleges (Ivy Tech) and universities (IUPUC) to provide classroom and certification training.

JACKSON COUNTY EDUCATION COALITION

In November of 2010, the Jackson County Education Coalition (JCEC) was created and incorporated to pursue the educational needs of the community and coordinate the

delivery of post-secondary education for the Jackson County community. The coalition currently consists of education, industry, government, and community leaders that have come together to continue to develop and improve a comprehensive “learning system” within Jackson County providing programming for students Pre-K, K-12, and post-secondary and adult education. This learning system is directly connected to the regional Eco15 initiative.

JCEC has expanded JCLC’s operation with the installation of an Advanced Manufacturing Lab and Basic Science Education Lab.

The Workforce Partnership has partnered with JCEC and the Jackson County Learning Center to:

- **Working to expand dual credit classes for high school students**....promoting and encouraging students to continue their education following high school
- **Offer early college classes at JCLC for high school students**....schools are affording students the opportunity to leave high school campuses and enroll in college classes at JCLC. With the installation of the labs at the center, focus will be on offering classes that lead into industry workforce certifications leading to degree programs
- **Identify classes and workforce certifications recognized and beneficial to area employers**....these offerings will benefit incumbent workforce, clients of the WorkOne office located at JCLC, community members looking to raise personal skill levels, and students in our county schools.

COMMUNITY/REGIONAL PARTNER ACTIVITY

The Partnership Director and Coordinator are actively engaged in the community serving on various boards and committees.

- **Jackson County Human Resource Group**
 - Develop workshops and seminars
 - Lunch & Learn Series (Ivy Tech)
- **Seymour Chamber of Commerce**
 - Board of Directors
 - Education Committee
- **Leadership Jackson County**
 - Board of Directors
- **Jackson County Learning Center**
 - Programming
 - Operations