



# Southern Indiana Works 2023 YEAR IN REVIEW





## A Note From Our President & CEO

Reflecting on the efforts and accomplishments of the past year, our commitment to the community is clear. It is also clear that empowering individuals and strengthening businesses remains at the heart of what we do. Together, we served 520 businesses and 3,858 job seekers in 2023.

This past year we have lived our mission by leveraging funds, forging new partnerships, and delivering impactful services. This has created a number of new initiatives and opportunities, such as:

- Jobs for the Future – Selected as a Community of Practice
- Indiana Department of Workforce Development – Expansion of Jobs for Americas Graduates (JAG)
- National Fund for Workforce Solutions – Human Centered Design in collaboration with KentuckianaWorks
- Launch of SummerWorks Southern Indiana
- Ascend Indiana – Selected as a Modern Youth Apprenticeship Accelerator Site
- Indiana Family Social Services Administration – Creation of SoINCares
- Indiana Commission for Higher Education – K-12 Intermediary for Career Coaching

Our efforts – and our impact – are bolstered by a team of committed board members as well as community partners and stakeholders. Their support in advancing the mission of Southern Indiana Works is truly appreciated. I am excited to continue this spirit of collaboration and innovation as we look to the future. Together, we will build a brighter future for our community.

Warm regards,

Tony Waterson  
President and CEO  
Southern Indiana Works

## SIW's Vision and Mission

### Vision

**A workforce that empowers regional businesses to be competitive in the global economy.**

### Mission

**To lead a robust talent development system and cultivate a skilled workforce that advances our community, economy, and quality of life.**

# Making an Impact in the Community

July, 2022 – June, 2023

**3,858**

Hoosiers Engaged in  
Workforce Development  
Activities



**\$6,668,813**

Approximate Total  
Economic Wage  
Impact



**62**



Participated in Work  
Based Learning

**520**



Local Businesses  
Served



**357**

K-12 Students and  
Youth Served



**146**

Entered  
Employment



**\$21.96**

Average  
Wage



## Our Priorities...

- Talent Development
- Economic Development
- Next-Generation Talent
- Customer Centric

# Economic Development



## All Abilities Job Fair

The All Abilities Job Fair, hosted at the SIW WorkOne Career Center, brought together 12 employers committed to fostering inclusive work environments with more than 58 job seekers of diverse abilities. The event was a great success as numerous employers met face to face with exceptionally qualified candidates, scheduling immediate interviews with individuals with a wide range of skills, from entry-level to seasoned professionals. SIW looks forward to future All Abilities Job Fairs, ensuring employers' access to an often-overlooked talent pool that is sure to enhance organizational diversity and overall success.

## Employer Training Grant

Through DWD's Next Level Jobs Employer Training Grant, SIW deployed \$556,000 to support local businesses in upskilling their workforce. This initiative supported 23 employers in developing their employees through tailored training programs designed to keep their workforces competitive.

Many success stories emerged from this initiative. For example, specialized training allowed Azariah, an employee at Kelley Dental, the opportunity to master 3D printers for dental applications – giving both him and his employer an edge.



## STARS

After launching the SolnAccess initiative at last year's Summit, SIW conducted STARS workshops (Strategic Talent Attractions and Retention Series) to enhance employer talent initiatives related to justice-involved individuals, individuals with disabilities, and newcomers to America. These free workshops, including Work Based Learning 101, Give Employees a Chance (or Two) and SolnAccess Employer Network, equipped 39 HR professionals from the service area with valuable insights and practical tools. SIW is excited to bring back the STARS series with a compelling line-up of speakers and topics that will be announced in Spring 2024

## Business Services

In the past year, SIW Business Services made a profound impact on the region's economic landscape, with an impressive tally of 4,168 services provided to local businesses. This dedicated effort included 520 unique businesses, offering tailored solutions to meet their diverse needs and challenges. Additionally, the organization facilitated 50 dynamic hiring events, fostering connections between employers and job seekers, thereby bolstering employment opportunities and driving economic growth across Southern Indiana. These numbers reflect SIW's steadfast commitment to supporting businesses and fostering a thriving workforce ecosystem within the region.



## Employer Testimonial

**"I'd like to thank you for the above-and-beyond service and assistance you and the team at Southern Indiana Works have provided to our organization. By taking the time to listen to our needs you provided us with resources and options we did not know were available. Our organization is already working on the important resources and services you facilitated, and we remain optimistic we will realize significant value from these efforts and initiatives. Your willingness to listen and assist us in our efforts is greatly appreciated and we look forward to a beneficial relationship with you and your team."**

—Michael Harlowe, PhD  
Partner, GHK Truss, LLC

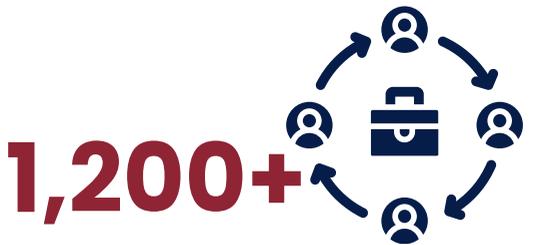


## Sponsoring Our Community

Over the past year, SIW has been a proud sponsor of over 30 community events, each contributing to the economic development of our region. These sponsorships have been instrumental in fostering partnerships, attracting visitors, and promoting local businesses. From entrepreneurial showcases to job fairs, these events have served as catalysts for economic growth, creating opportunities for innovation and prosperity. SIW remains committed to supporting initiatives that drive economic development and strengthen the fabric of our community.



# Economic Development By The Numbers



Job Seekers Linked to Employers at Job Fairs



**39**



HR professionals attended STARS



**50**

Hiring Events

**520**



Local businesses Served



**\$556,000**

Employer Training Grant to support local businesses

**20+**



BRE Projects with Local LEDOs

**206**



Incumbent Workers Trained

# Talent Development

## Services Offered

- Career Coaching
- Hiring Events
- Workshops
- Training Services
- Jobs for America's Graduates, (JAG)

SOUTHERN INDIANA WORKS

# WorkOne

americanjobcenter  
INDIANA

CAREER CENTER

## Customer Successes

Tevin embarked on a transformative journey when he sought career services at the SIW WorkOne Career Center. Guided by his career coach's assistance, he found his path to success at Knight School of Welding, where he honed his skills and expertise in welding. His dedication and training led him to secure a position as a Structural Welder at Kodiak in Omaha, Nebraska, a testament to his determination and the invaluable support he received. Tevin's story underscores the profound impact of accessible resources and tailored guidance in empowering individuals to achieve their career aspirations.



## Workshops

SIW WorkOne Career Center sets job seekers up for success through workshops focused on Job Search Skills and Digital Skills. Workshop topics include resume writing, interview skills, job search strategies, professionalism, healthy habits, financial literacy, computer basics and Microsoft Office. Over the year, 382 job seekers took advantage of our workshops to hone their skills, navigate the modern workforce with confidence, and land good jobs.

# Next-Generation Talent

## Career Development Conference

SIW's Jobs for America's Graduates (JAG) students showcased their talents and aspirations at our Career Development Conference. Across the 13 competitions, the students demonstrated their mastery of crucial career skills, from professional communication to strategic problem-solving. Through various challenges and presentations, they proved their potential as future leaders in the workforce. The conference fostered healthy competition and served as a platform for personal growth and development.



## SummerWorks Southern Indiana

In the pilot year, 17 youth worked 1,800 hours during the six-week program. Participants worked at various city departments throughout New Albany, Clarksville, and Charlestown. SummerWorks was the first job for 30% of participants. The participants reported that:

- 100% felt that they were better prepared for their next job because of the experience;
- 100% believed that they learned new skills during their work experience; and
- 100% felt supported by the staff of their worksite.

Of the worksite supervisors, 100% would host another participant, and would recommend 93.3% of the participants for future employment.



## Youth Outreach

Through participation in more than 20 community events and high school career fairs, SIW connected with youth to empower their futures. Career Coaches share information about resources and provide guidance as the next generation of talent explores career pathways and prepares for the demands of the workforce. Additionally, we participated in mock interviews with K-12 students throughout the year to give them experience as well as the opportunity for reflection and growth.



# What's New for SIW?



## KidZone

SIW knows that pursuing career goals can be a family affair. To support parents and caregivers seeking our services, we partnered with Samtec Cares to create the KidZone at the SIW WorkOne Career Center. The KidZone creates an inclusive environment and provides a customer-centered experience for job seekers with young children. In addition, our young visitors get to explore careers through the toys and activities available in the KidZone.

## JAG Expansion

SIW is in the process of significantly expanding the number of JAG programs in the region. SIW recently added Salem High School as a new program and added second programs at Austin High School and New Albany High School. The number of active students increased from 166 to 283, highlighting our commitment to empowering youth through education and mentorship. Even in follow-up, our impact remains strong, with 90 students engaged in 2023 and 76 in 2024. As we move forward into Fall 2024, we are poised for further growth, with plans to add at least four new programs. By the end of the 2024-2025 school year there will be 15 JAG programs in the region.



## SolnCares

The SolnCares initiative focuses on recruiting, training, and employing justice-involved individuals and those in recovery. It aims to prepare them for entry-level roles in the behavioral health sector, facilitating their personal and professional growth. Targeted occupations include Peer Recovery Coaches, Community Health Workers, Behavioral Health Technicians, and Wrap Around Services Case Managers. SolnCares also aims to enhance the skills of existing Behavioral Health Workers for career progression and educate employers on fostering "Recovery Supportive Workplaces."

# Talent Development & Next-Generation Talent

## By The Numbers



Current JAG programs



Current JAG students



SummerWorks Participants

21



Next-Generation Talent Events

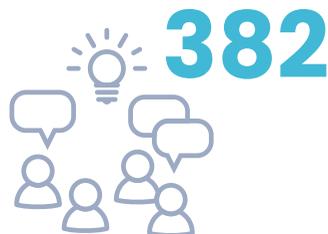
175

Credentials earned



41

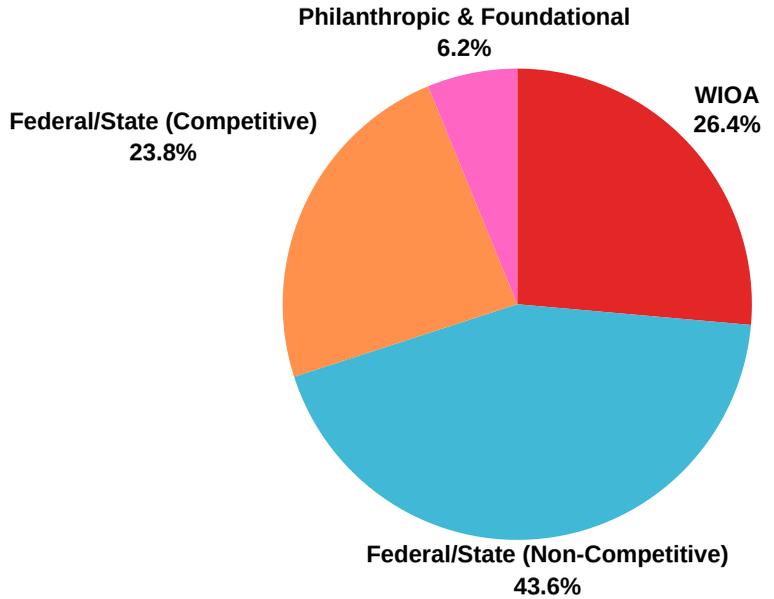
Code Louisville Participants



Benefited from workshops

# SIW Funding

**Current Year Funding**



## Funding Highlights

**9**  
**New awards**



**Over \$1.7 million to award training grants to Hoosiers**



**Largest single competitive award**  
**\$500,000**



	PY21	PY22	PY23
WIOA	\$2,026,626.00	\$2,014,915.00	\$1,620,354.00
Federal/State (Non-Competitive)	\$3,658,548.00	\$3,081,821.00	\$3,219,459.00
Federal/State (Competitive)	\$1,340,993.00	\$1,504,719.00	\$1,849,997.00
Philanthropic & Foundational	\$232,609.00	\$250,368.00	\$395,927.00
<b>Total</b>	<b>\$7,258,776.00</b>	<b>\$6,851,823.00</b>	<b>\$7,085,737.00</b>

# Board Members

**Craig White**

Board Chair

**Darrell Voelker**

Secretary

**Wendy Dant Chesser**

Executive Committee

**Rick Grider**

**Justin Teipen**

**Michael Schroyer**

**Ann Carruthers**

**Trudie Dillman**

**Lyn Longmeyer**

**Craig Engleman**

**Travis Haire**

**Konnie McCollum**

**Pam Ottersbach**

**Tammy Pollock**

**Shane Stuber**

Vice-Chair

**Ryan Pavlina**

Treasurer

**Brian Churchill**

Executive Committee

**Brian Keith**

Executive Committee

**Ima Abbot**

**Ryan Banet**

**Wendy Broughton**

**Donna Cassidy**

**Mike Embry**

**Tony Toran**

**Louis Jensen**

**Craig Menke**

**Paul Perkins**

**Rita Shourds**

*Thank you*

for your unwavering dedication and invaluable contributions to our organization. Your guidance, expertise, and commitment have been instrumental in advancing our mission of fostering economic growth and empowering individuals in our community. Your leadership has been a driving force behind our success, and we are deeply appreciative of the time and effort you invest in supporting Southern Indiana Works. Thank you for your continued partnership and steadfast commitment to making a positive impact on the lives of those we serve.

# Our Investors

Over the past year, the following entities have invested in SIW and our vision of a workforce that empowers regional businesses to be competitive in the global economy.

## TITLE INVESTORS

\$20K+



INDIANA COMMISSION for  
HIGHER EDUCATION



## COMMUNITY INVESTOR

\$10K - \$19K



## TALENT INVESTOR

\$2.5K - \$9K



## Friends of SOINWORKS

Under \$2.5K

Trilogy Health Services  
Crowe LLP  
Amatrol  
The Koetter Group  
River Ridge Development Authority  
Soln Tourism

One Southern Indiana  
JobWorks JETS  
Mister "P" Express  
W.M. Kelley  
First Harrison  
Caesars Southern Indiana

Goodwill of Central & Southern Indiana  
Bedrock Financial Group  
The Marketing Company

