John Jay Center for Learning

JAY-BLACKFORD

Manufacturing Strategic Plan

Committed to meeting the training needs of our local manufacturing partners.

OBJECTIVE 1
Establish Job Forecast and Skill Demand

OBJECTIVE 2
Conduct Profiles and Identify Gap Analysis

OBJECTIVE 3
Develop Competency Maps

OBJECTIVE 4
Create Employer-Driven Curriculum

OBJECTIVE 5
Provide Employer-Driven Workforce Training

OBJECTIVE 6
Integrate Counseling Advising System

OBJECTIVE 7
Identify High-Wage Sectors and Related Jobs

OBJECTIVE 8
Coordinate with Educators

OBJECTIVE 9
Grow Existing Businesses and Attract New Business

OUR STORY

Manufacturing is the number one employer in Jay and Blackford Counties, making up 50% of total private employment in Jay County and 36% of total private employment in Blackford County. As goes manufacturing, so goes the local economic future in our region. Our employers have met through a series of collaboration sessions and have identified three areas of demand for talent in their organizations: Industrial Maintenance, Automation/Robotics, and Soft Skills.

In Jay/Blackford, there are approximately 2,700 workers employed in the manufacturing sector – on a per capita basis, this is 288% higher than the national average. These workers work in 108 different manufacturing-related business occupations.

The goal of the Jay-Blackford Manufacturing Alliance is to improve the system ensuring we are teaching the right skills, at the right time, in the right way. This will lead to direct employment in local manufacturing. To achieve this, we will build a Pathway System.

Our Pathway System will answer three driving questions: Are employer's needs being met, are we teaching the right skills, and are we raising personal income?

We are committed to achieve routine direct employment and accelerate skills-based career progression through our combined efforts.

OUR VISION

Our region will be work-ready, with a high quality workforce employed in high-wage, high-demand jobs that promotes a strong middle class and prosperous communities.

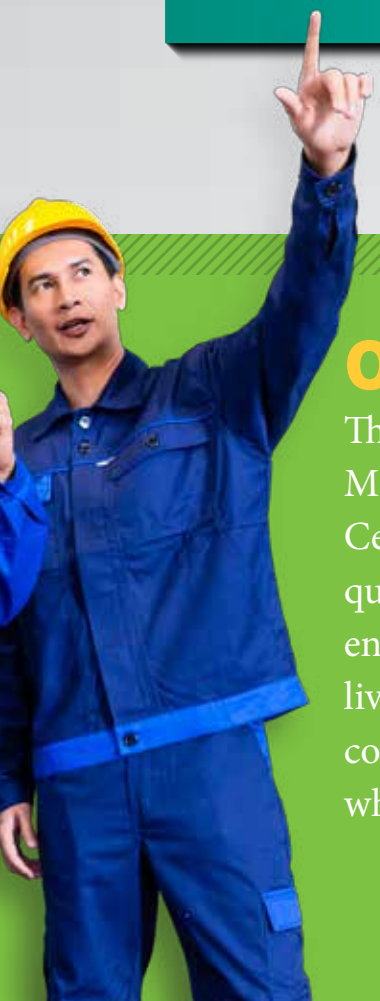
OUR PLAN

The three-part framework drives toward engaging, aligning and advancing. These nine objectives will position Jay and Blackford counties to change the current trajectory and achieve our vision.

ENGAGE
ARE EMPLOYER NEEDS BEING MET?

ALIGN
ARE WE TEACHING THE RIGHT SKILLS AND BUILDING TALENT PIPELINES?

ADVANCE
ARE WE RAISING PERSONAL INCOME?



OUR MISSION

The mission of Jay Blackford Manufacturing Council at John Jay Center for Learning is to provide quality education and training that enables students to better their lives financially and to positively contribute to the communities in which they work and live.

OUR HISTORY

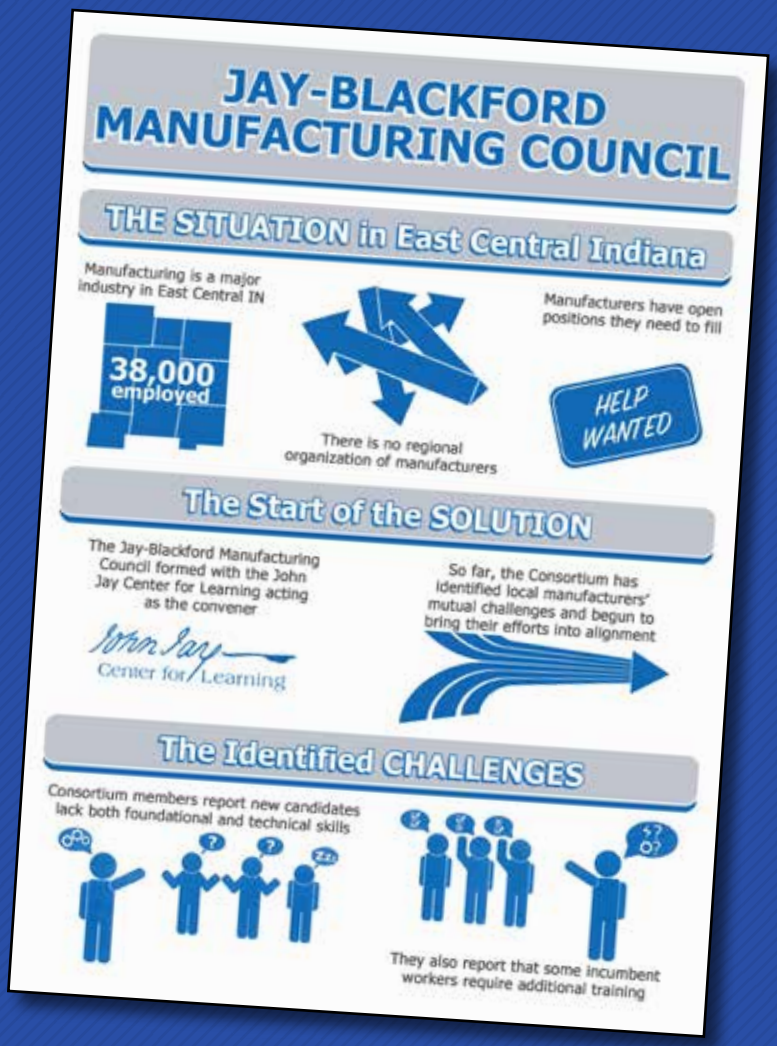
John Jay Center for Learning was born out of a conversation that said that if Jay County wanted to compete in the 21st Century's global economy, there was a need for a community college and opportunities for post-secondary education. So in 1999, a group of concerned citizens met every Monday morning at 7am to discuss the possibility and reality of this very notion. In 2001, the idea of John Jay Center for Learning became a reality with a storefront building, a partnership with Ivy Tech Community College, and bigger dreams of offering career and technical education in a county where manufacturing and agriculture are king.

In a region where more than 40% of the economy is driven by jobs in manufacturing, as goes manufacturing, so goes Jay and Blackford County. And with an aging population in the current workforce, and without skilled workforce coming behind them to fill jobs of future retirees, there was an issue that needed to be addressed.

John Jay Center for Learning, Jay School Corporation and Blackford County Schools has formed the Jay-Blackford Manufacturing Alliance to help make our communities better.

The Jay-Blackford Manufacturing Alliance will provide opportunities to fill the skills gap, and provide high skill, high demand, and high paying jobs in our region. With classes focused on Advanced Manufacturing to be held in the lower level of John Jay in Portland, students will have educational opportunities at a level never before offered. This training, in Advanced Manufacturing and Industrial Maintenance, will equip current and future workers with in-demand skills that will provide them job opportunities anywhere across the region. This newly educated workforce will create a deeper talent pool for manufacturers to choose from. There are too many studies which have been done that show the more education a workforce possesses, the more good things happen in those communities.

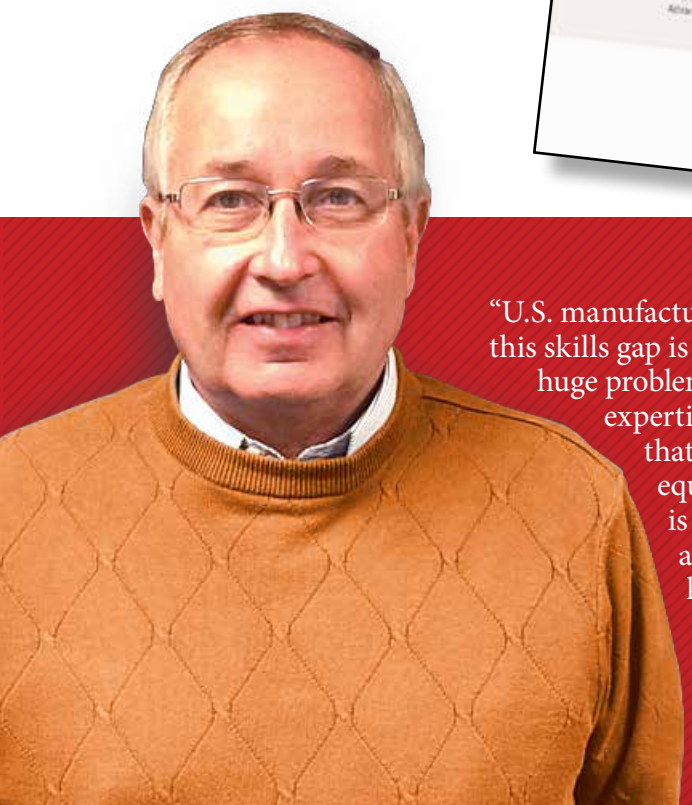
We live in a time when the population is shifting and moving more to centralized urban areas. But in small communities such as ours, there remains a significant number of people who do not go away to college, but stay home and enter the workforce. This manufacturing alliance is our chance to make our "most" better. Better education. Better opportunities. A better life for their families. A better future for East Central Indiana.



OBJECTIVE ONE:
Establish Job Forecast and Skill Demand

WE WILL target skills gap needs identified by our regional partnership aimed at meeting workforce needs and aligning education to the occupations that will be available in the region and across the state.

WE WILL DO THIS BY utilizing the correct WorkOne systems of record (including the Indiana Network of Knowledge (INK) to ensure that real-time demand data informs our Pathway System. We will establish a process to validate this information with human resource directors from our partnering employers. This information will inform our curriculum and ensure skill delivery systems are aligned. In addition, we will anticipate and plan enrollment goals to fill demand.



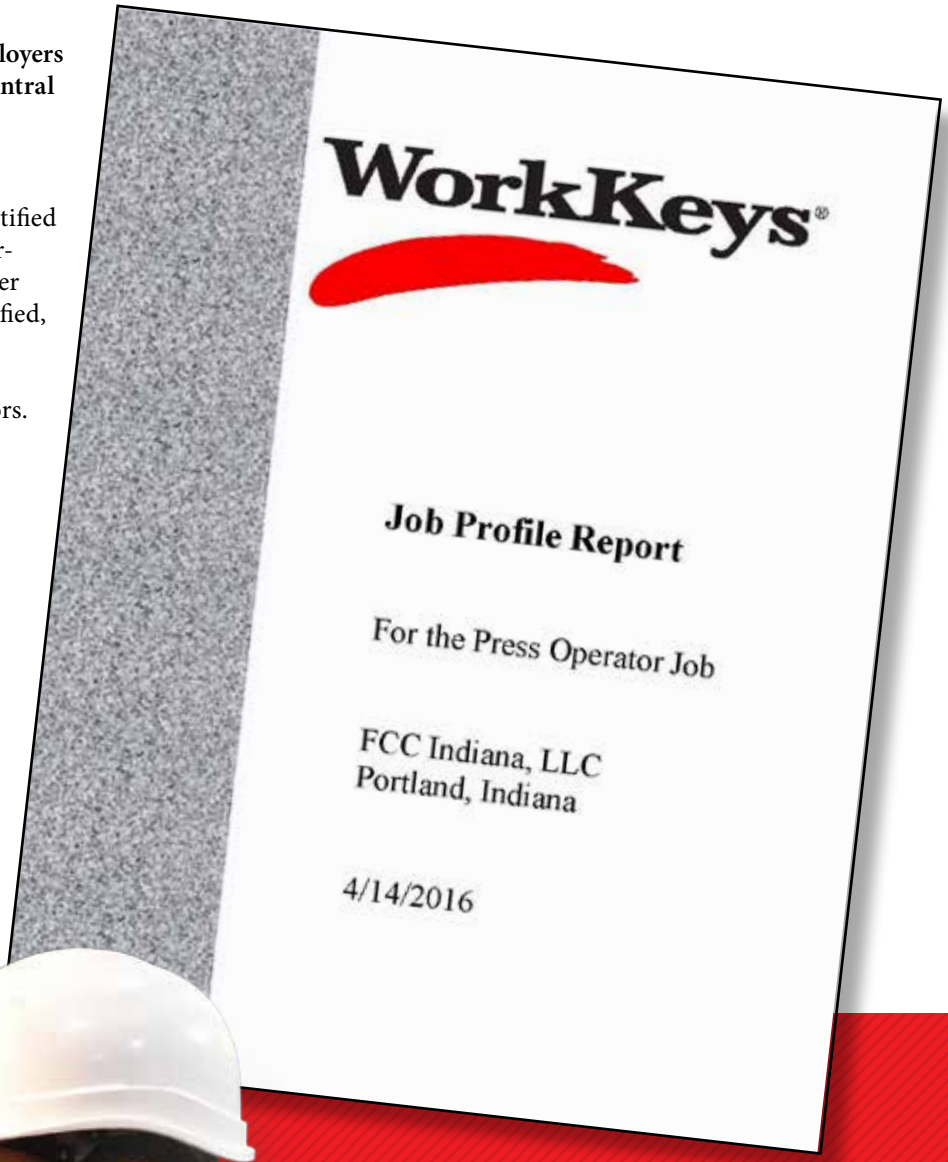
"U.S. manufacturing is on the move, but this skills gap is a problem. It's just a huge problem if you don't have the expertise to maintain and repair that kind of manufacturing equipment … Technology is going to keep advancing, and automation is going to keep advancing. The costs of this type of equipment are large and you can't afford to have them down, because of the amount of investment, plus meeting your customer's needs. What we can do is utilize courses that are taught at John Jay. We can have our apprentice go there to get certain pieces or the whole body of knowledge that they need to get ."

Dean Jetter,
CEO
Fort Recovery Industries

OBJECTIVE TWO:
Conduct Profiles and Identify Gap Analysis

WE WILL gather information from employers in order to identify knowledge and skills central to workers performing specific job duties successfully.

WE WILL DO THIS BY utilizing certified ACT Workforce Profilers to obtain employer-defined, job-specific training plans and career pathways. We will use this data to link qualified, skillful job seekers with the appropriate positions while identifying skill gaps that inform curriculum development for educators.


WorkKeys®

Job Profile Report

For the Press Operator Job

FCC Indiana, LLC
Portland, Indiana

4/14/2016

Classes in Automation and Robotics at the high school level have helped me to build a physical and conceptual understanding of the machinery that is used in the process of manufacturing in modern day industry. These classes will help me through all of my life because more than likely I will be going into a field of work requiring these skills.

----Alex LeMaster, Grade 11

OBJECTIVE THREE:
Develop Competency Maps

WE WILL develop and utilize curriculum around the needed knowledge, skills, and abilities identified by our regional sector partnership.

WE WILL DO THIS BY training our teachers and workforce providers to link competencies to curriculum. Students will be prepared for in-demand positions because they have met learning objectives that prepare them to apply knowledge, skills, abilities, and behaviors to the specific jobs identified by employers. The competency-based approach also streamlines the hiring process because of the involvement of employers from the beginning.

(Skills) Curriculum mapping is a process for collecting and recording curriculum-related data that identifies core skills and content taught, processes employed, and assessments used for each subject area and grade level. This skills mapping will be used to tailor the content to be taught in the classroom, as evidenced by what employers think are the most important things.

SkillsTrac
Certifying the Advanced Manufacturing Workforce

"Wright State University–Lake Campus is proud to support an Advanced Manufacturing program for businesses, technicians, and students in East Central Indiana at John Jay Center for Learning. SkillsTrac is a comprehensive industrial maintenance training program, designed for our rapidly changing manufacturing industry. This program is geared towards full-time adult incumbent workers working as a maintenance tech or incumbent workers in other fields who would like to work in the maintenance field.

SkillsTrac is a blended program, offering online learning from ToolingU SME, a partner since 2009. Online classes can be taken anytime and anywhere with the hands-on validation labs taken at the Lake Campus. The program is composed of multiple skill modules and each module builds upon the skills learned in earlier modules or your actual work experience. Employers or employees can take individual modules if a certain skill set is lacking in the employee. Each module is composed of smaller certificated levels."

Ray Luffkin, Wright State University - Lake Campus

OBJECTIVE FOUR:
Create Employer-Driven Curriculum

WE WILL develop a program of study aligned with employer defined priorities.

WE WILL DO THIS BY:

a. Expanding work-and-learn opportunities

b. Expanding the Promise Indiana CollegeChoice 529 program in the Jay and Blackford School Corporations.

c. Aligning the curriculum to postsecondary technical credentials and degree attainment.

d. Utilizing WorkKeys assessments for all high school Juniors as a counseling tool.

e. Improving student work ethic and soft skills.

EXPANDING WORK-AND-LEARN OPPORTUNITIES

ALIGNING CURRICULUM TO POSTSECONDARY TECHNICAL CREDENTIALS AND DEGREE ATTAINMENT

EXPANDING THE PROMISE INDIANA COLLEGECHOICE 529 PROGRAM

UTILIZING WORKKEYS ASSESSMENTS FOR ALL HIGH SCHOOL JUNIORS AS A COUNSELING TOOL

EXPAND ROBOTICS PROGRAMMING IN JAY AND BLACKFORD SCHOOL CORPORATIONS

IMPROVING STUDENT WORK ETHIC AND SOFT SKILLS

OBJECTIVE FIVE:
Provide Employer-Driven Workforce Training

WE WILL establish the region's premier industrial maintenance adult workforce training center.

WE WILL DO THIS BY the SkillsTrac curriculum, designed for incumbent workers interested in the maintenance field. The competency based program is housed at the John Jay Center for Learning in Portland Indiana and is employer funded. The approach assesses prior experience and provides the following:

- Employer validated and tailored instruction for incumbent workers
- Adult workforce training that meets the needs of local advanced manufacturing employees for entry level and skilled positions
- Fundamental skills development that leads to employment, reemployment or enhanced employment for adults and out-of-school students as well as, career pathways, academic and career counseling services

This "apprenticeship" approach features employers and John Jay Center for Learning providers sharing responsibility for improving the skillsets of workers/students.

INDUSTRIAL MAINTENANCE
as a career in Jay and Blackford County

Entry Level

Initial Hiring

Take a skills assessment test and interview with department manager
Job offered based on skills and job interview
Average starting wage $14.00 to $16.50/hr ($29,120 - $34,320 annually)

A Level

Evaluation of Skills or Passed Skills Attainment Class

Take a hands on skills assessment every 2 years
Promotion and pay raise based on skills assessment and assessed soft skills
Average A-Level wage $18.30 to $21.60/hr ($38,064 - $44,928 annually)

B Level

Evaluation of Skills or Passed Skills Attainment Class

Take a hands on skills assessment every 2 years
Promotion and pay raise based on skills assessment and assessed soft skills
Average starting wage $21.50 to $24.20/hr ($42,640 - $50,336 annually)

C Level

Evaluation of Skills or Passed Skills Attainment Class

Take a hands on skills assessment every 2 years
Promotion and pay raise based on skills assessment and assessed soft skills
Average starting wage $25.16 to $29.00/hr ($48,172 - $60,320 annually)

OBJECTIVE SIX:
Integrate Counseling Advising System

WE WILL provide career counseling support throughout the system.

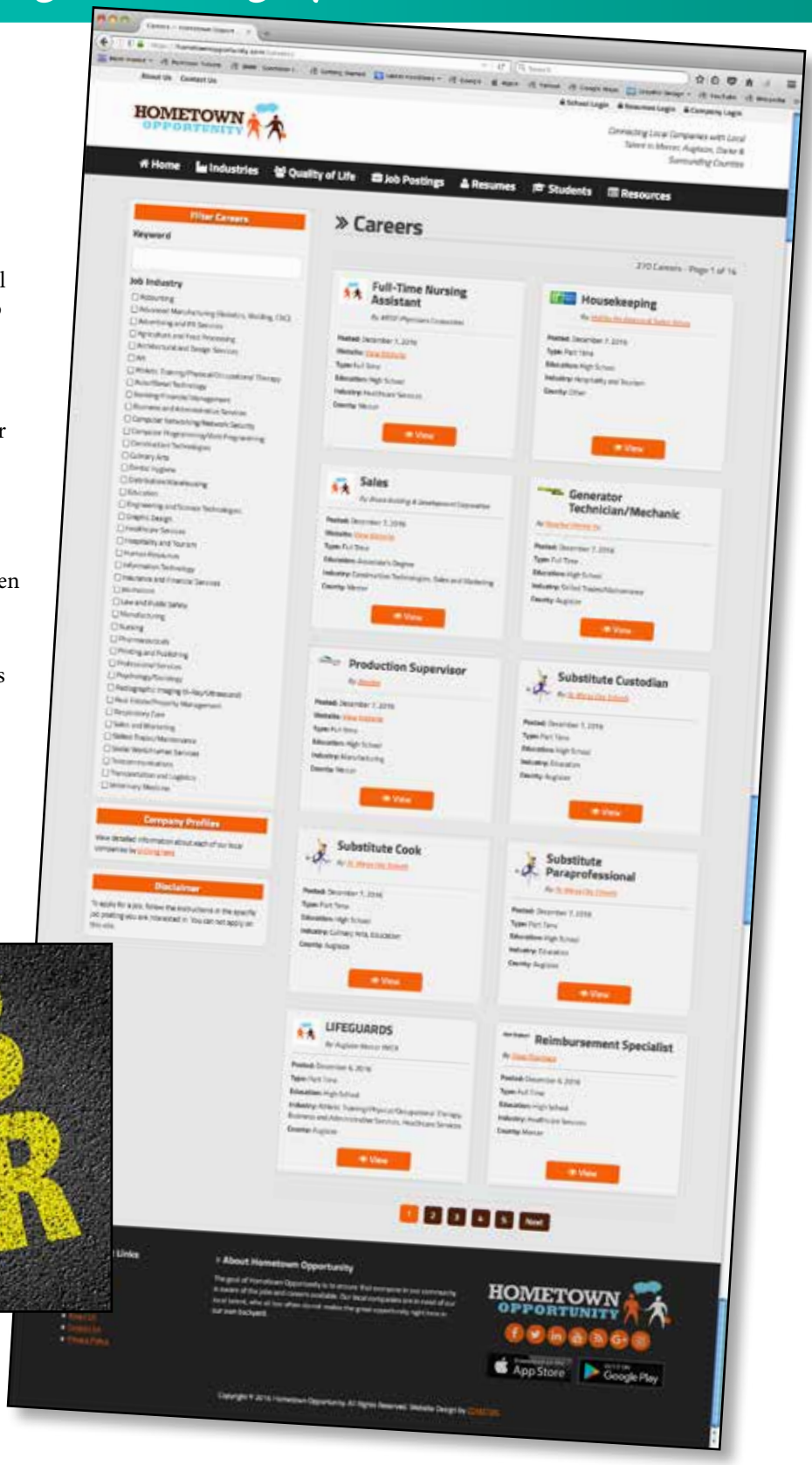
WE WILL DO THIS BY:

a. Ensuring that everyone in our community is aware of the jobs and careers available. Our local companies are in need of local talent, who all too often do not realize the great opportunity right here in their own backyard.

b. Creating a Career Pathway Advocate position to coordinate counseling supports between member high schools, incumbent workforce training providers (John Jay Center and WorkOne) with and our Manufacturing Council.

c. Piloting Department of Workforce Development online counseling tools that reflect demand-driven data in real time.

d. Conducting routine "Hiring Fairs" for direct employment pulled from pools of students/adults who have demonstrated competency through completion of member-defined and recognized certifications and training programs.



OBJECTIVE SEVEN:
Identify High-Wage Sectors and Related Jobs

WE WILL align education to the occupations that are forecasted to be available in the region and across the state.

WE WILL DO THIS BY ensuring alignment of our Pathway System to our Regional Economic Development Strategy and employer growth plans. We will identify career pathways within existing businesses and align postsecondary and workforce training systems to drive career progression and personal income. We will expand a skill-driven wage increase framework that targets incumbent industrial maintenance workers.

Cameron Kunkle was an early participant in the Jay County High School Advanced Manufacturing Program. He was one of the first individuals assigned to an internship as part of this program. As a result, Cameron was hired in Industrial Maintenance by the company where he interned and is on track for a promotion in the next 18 months. Cameron has a bright future that started with his participation in the Jay Blackford Manufacturing Academy. Five years from now we hope to have 20 Camerons who are on their way to high way employment and a bright future in the manufacturing community.

OBJECTIVE EIGHT:
Coordinate with Educators

WE WILL ensure that our Career Pathway System is aligned with competencies that culminate in a locally defined, industry recognized certification process and direct employment.

WE WILL DO THIS BY co-designing with our manufacturing council the key curriculum, training, certifications, projects, experiences and employability skills they want candidates to have for employment in their businesses. We will weight those elements based on importance and every student will be rank ordered on their attainment of these skills. Students who meet predetermined cut scores will earn a "Straight to Work" certification that every council member recognizes and guarantees an interview for the student with hiring and wage/benefit preferences.

OBJECTIVE NINE:
Grow Existing Businesses and Attract New Business

WE WILL **link workforce and economic development to market our communities for outside investment.**

WE WILL DO THIS BY ensuring that the results of our Pathway System are manifested in the economic development websites for our counties and develop strategic communications for use by our Local Economic Development Offices. We will support to the "Work Ready Community" initiative currently being deployed in East-Central Indiana (Region 6).

JAYCOUNTY DEVELOPMENT CORPORATION

Blackford County INDIANA USA Economic Development

"The closer to home education and training can take place, the greater chance we will have of seeing the re-tooling of the American workforce for the 21st century. The John Jay Center for Learning was designed for such an endeavor, bringing the necessary training to the backyard of the citizens of Jay County. Indeed, it is a blessing that will make our county competitive for decades to come."

William E. Bradley, Jr.,
Executive Director
The Jay County Development Corporation

"In today's competitive economic development environment, access to skilled workers has become a prominent issue. This stretches across the entire labor force from high school students to new workers, career changers, and existing employees. Our economy in Blackford County is rooted in the industrial sector; as such, it is imperative that our existing and future employers have the ability to hire well-trained workers and also upskill their existing staff to meet the ever-changing demands of advanced manufacturing. Positioning the John Jay Center for Learning to deliver quality, employer-driven training options is extremely valuable to Blackford County's current employers and will enable our entire region to attract and retain more skilled jobs in the long-term."

Jacob Everett,
Executive Director,
Blackford County Economic Development Corporation

In 1999, a group of concerned citizens gathered to discuss how Jay County could compete in the rapidly approaching 21st century. These forward-thinking citizens agreed that a repository for post-secondary education was needed, and the John Jay Center for Learning was born.

These visionary founders of John Jay not only knew that college classes and degrees were going to be necessary, but they also knew that vocational training would be a must in order keep up with the demands of local manufacturers. With the turn-of-the-century workforce aging closer to retirement, it was acknowledged that there would be a skills gap, and that training was going to be needed. Manufacturing in the 21st Century was going to be different. The days of employees working at a single machine in a dark, dingy factory would fade away.

Manufacturing plants of the 21st Century have become very clean and automated. Employees are required to have specific technical knowledge on how to program, troubleshoot, and manage an area of a production floor. This knowledge requires training outside of the walls of a high school to prepare incumbent and emerging employees to meet this critical need.

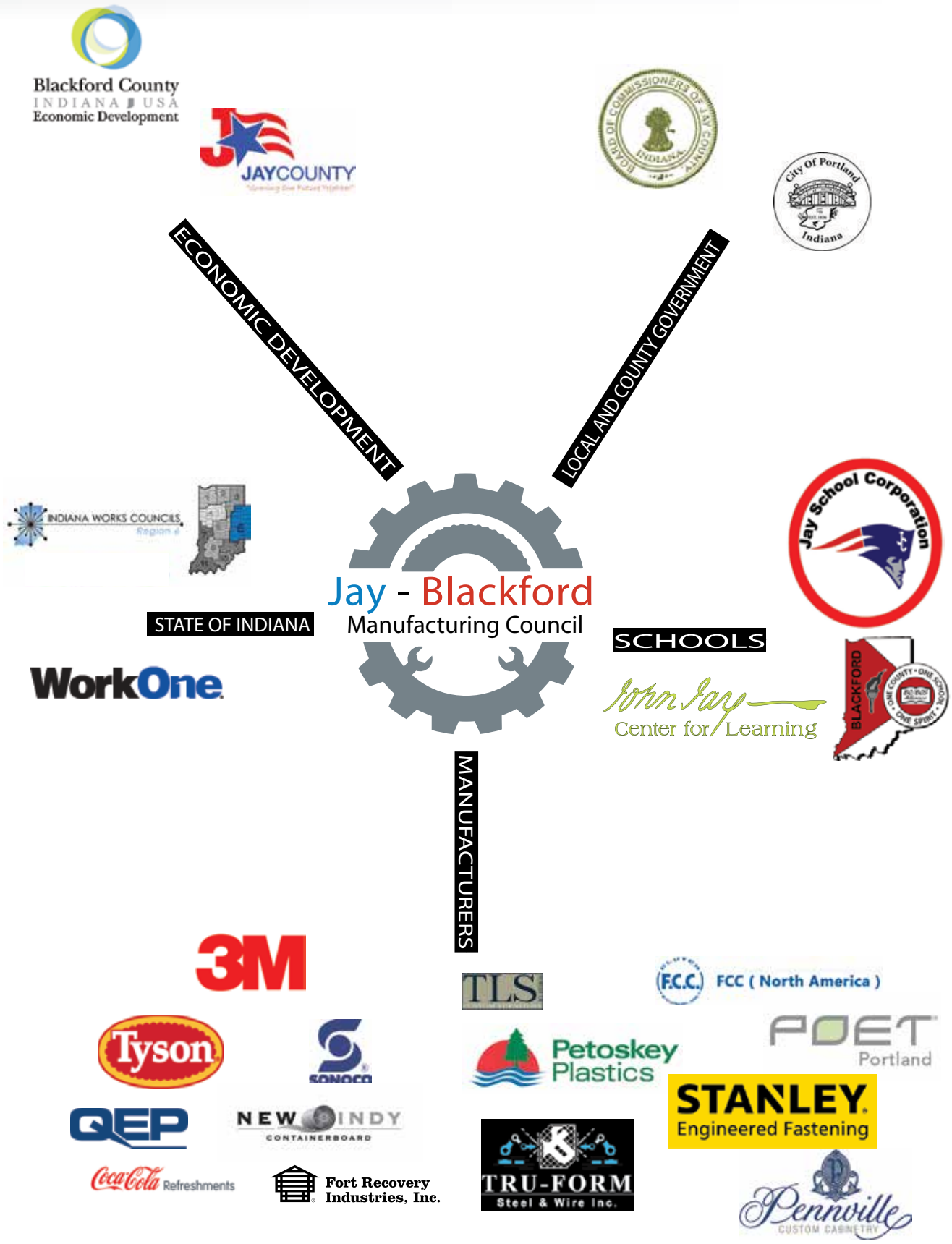
JEREMY GULLEY
JJCL PRESIDENT AND JAY SCHOOL CORPORATION SUPERINTENDENT

It is now 2016, and we are finally in a position to fulfill the vision of our predecessors. With a significant investment from the Indiana Department of Workforce Development, John Jay Center for Learning will be able to offer Advanced Manufacturing classes with an emphasis on Industrial Maintenance. This will create a deeper talent pool from which our regional employers can draw. This training will be demand-driven by the Jay-Blackford Manufacturing Council (JBMC). The JBMC will have the say in what is being taught in order to best serve the industrial need in both counties. They have agreed that the SkillsTrac program which is currently being offered at Wright State University-Lake Campus is the training needed in our area. We are partnering with Wright State to bring this training to our area.

With industry informing JBMC of their needs, John Jay Center for Learning will become a regional training hub. This training will bring students and employers together from across county and state lines. This program will be the model that other rural communities across the state of Indiana will look to and seek to replicate.

We are excited and proud to be at the forefront of a positive change in East Central Indiana. It has taken the hard work and dedication of many people throughout the years to get us to this point: the point of being an overnight sensation 17 years in the making.

RUSTY INMAN
JJCL EXECUTIVE DIRECTOR


Blackford County
INDIANA USA
Economic Development
JAYCOUNTY
ECONOMIC DEVELOPMENT
LOCAL AND COUNTY GOVERNMENT
City Of Portland
Indiana
INDIANA WORKS COUNCILS
STATE OF INDIANA
WorkOne
Jay - Blackford
Manufacturing Council
Jay School Corporation
SCHOOLS
John Jay
Center for Learning
BLACKFORD
MANUFACTURERS
3M
TLS
FCC (North America)
Tyson
SONOCO
Petoskey
Plastics
POET
Portland
STANLEY
Engineered Fastening
QEP
NEW INDY
CONTAINERBOARD
Coca-Cola Refreshments
Fort Recovery
Industries, Inc.
TRU-FORM
Steel & Wire Inc.
Pennville
CUSTOM CABINETRY

John Jay Center for Learning

John Jay Center for Learning
101 S. Meridian St
Portland, IN 47371
260.729.5525 ext. 222

Email – info@johnjaycenter.com
www.johnjaycenter.com

Facebook - @johnjaycenter
Twitter – @johnjaycenter4