

## IGNITE THE REGION IMPLEMENTATION MATRIX

Notes	
<b>4. TALENT: Expand the talent assets of Northwest Indiana and strengthen connections to the region's employers.A122:C133</b>	
<b>4.1. Expand and deepen sector partnerships focused on addressing workforce needs of specific industries.</b>	
4.1.1. Establish a sector partnership for the information technology (IT) sector.	CWI has published the Technology Report with developed framework including definitions of the sector, specify jobs, skills, credentials required, comparison with existing labor market knowledge, assets currently in place, projecting what might need to be incorporated in education and skills training to support career pathways in the industry.
<b>4.2. Enhance the efforts of the region's education and training institutions to strengthen Northwest Indiana's talent pipeline.</b>	
4.2.1. Build on the work of READY NWI K-12 educators in the region to connect employers to students at all grade levels in alignment with the state of Indiana's new Graduation Pathways Policy.	<ul style="list-style-type: none"> <li>* Work continues by READY NWI educators who are continuing to build awareness, individually and collectively, on the new requirements for high school graduation.</li> <li>*Strengthen awareness and recognition for Pre-K learning as a foundation to graduation and careers enabling business, community, and state support.</li> </ul>
	<ul style="list-style-type: none"> <li>* First presentation made on March 28th to group of business leaders - Northwest Indiana Workforce Board.</li> <li>* Working on short animation of "Graduation Requirements 101" for employers and public. Suitable for multiple business and community venues. Target is the start of fall of 2019 school year with messages from the individuals, schools, and the broader community.</li> <li>* READY NWI educators are continuing to build awareness, individually and collectively, on the new requirements for high school graduation, as the first class that will have to meet these requirements enters high school in Fall 2019.</li> <li>* This year's READY NWI Summer Institute 2019 (8th Annual) will assemble over 100 educators in NWI and will focus on strategies for student success under the new requirements.</li> <li>* Several presentations on Graduation Pathways for both the LEDO's and employer</li> </ul>
4.2.2. Foster greater awareness of and support for the region's universities and colleges.	<ul style="list-style-type: none"> <li>* Colleges and universities are to work on the development of database from various disciplines which identifies the number of students starting and graduating in the pipeline. Work in progress.</li> <li>* Universities and Colleges to present to LEDO's their respective programs which align with the current economic development strategy by sector and will feature programming with numerous students as consideration for other economic development focus.* Pending.</li> </ul>

<p>4.2.3. Create a coordination plan among the region's colleges and universities aimed at helping students to achieve on-time completion and to make connections with regional employers.</p>	<p>* Formation of a sub-group of college Career Services leads from our regional colleges to work on sharing data related to first jobs after graduation (by geography, type of job, type of major) and explore relationships with regional employers on connecting our graduating college students to them. Work in progress. * Survey of our regional colleges to catalogue the approaches being taken to advance student retention and increase the rate of on time completes from colleges. Work in progress.</p>
<p><b>4.3. Build greater awareness of Northwest Indiana's job opportunities and strong manufacturing employment base.</b></p>	
<p>4.3.1. Compile and maintain key regional economic data, a list of job postings that includes high-demand skills, certifications, and major employers by sector.</p>	<p>PNW, IUN, and CWI presenting and maintaining key data. CWI is developing and posting the lists of high-demand skills, certifications, and major employers as a starting point. Regional and county based data ready to be posted on IGNITE website.</p>
<p>4.3.2. Distribute this information through various channels that will reach residents and prospective recruits.</p>	<p>Career and labor market information be collected or developed to distribute.</p>
<p>4.3.2. Distribute this information through various channels that will reach residents and prospective recruits.</p>	<p>* A larger cohort of volunteers will be convened to determine their interest and willingness to distribute information and to promote opportunities to the community at large. There are a number of Faith-based, Community-based, and Civic Organizations, that may be willing to distribute information and promote opportunities. Most information will be easily accessible on IGNITE website.</p>
<p><b>4.4. The region's LEDOs should utilize the Center of Workforce Innovations (CWI) to a greater degree when working with investment prospects.</b></p>	
<p>4.4.1. When appropriate, include CWI as part of a local or regional site visit team. CWI offers a wealth of data and knowledge about regional, state, and federal workforce programs that employers can take advantage of.</p>	<p>* CWI, the SBDC and the RDA presented to the LEDO Council to better familiarize them with each of these services.</p>
<p><b>4.5. Build on the "The Grass Is Greener on the Other Side!" initiative to develop a more comprehensive, talent-attraction campaign.</b></p>	
<p>4.5.1. Build on the website to create an expanded online talent portal that provides relocation information about working and living in the region.</p>	<p>* Link Indiana Career Connect to IGNITE. Regional and county based data available through IGNITE website.</p>
<p>4.5.2. Launch new talent attraction initiatives aimed at former residents and alumni to support employers in talent-recruitment efforts.</p>	<p>From the survey and collaboration with the marketing pillar, we will be able to develop the #/marketing piece at the 6/20 meeting. Updated surveys will be provided in the next meeting.</p>

<p>4.5.3. Create a digital ambassadors program that utilizes a network of “connectors” who share positive stories about Northwest Indiana online and through social media.</p>	<p>Work is occurring to identify and recruit young leaders or young professionals to share the "good news" online and through social media. 6/12 the idea is to create a Young Professionals Profile page. An example of what the Ignite webpage would look like was shared. *Stalled due to COVID.</p>
<p><b>4.6. Support the talent recruitment efforts of large regional employers.</b></p>	
<p>4.6.1. Provide regional employers with promotional materials to more effectively promote Northwest Indiana to potential employees.</p>	<p>* Marketing Pillar will take the lead.</p>
<p>4.6.2. Provide PowerPoint presentation templates containing pertinent regional data for employers to use for their recruitment events.</p>	<p>Available PowerPoint presentation with the foundation of this piece was shared. As more ideas and creative comes out of the meetings, we can add to or tailor this. *Stalled due to COVID.</p>
<p><b>4.7. Establish a region-wide young professionals (YP)/civic leadership program connecting existing leaders and providing a regional perspective with a focus on economic development.</b></p>	
<p>4.7.1. Build on the work of the South Shore Leadership Center (SSLC), Michigan City NOW, Full Circle Young Professionals, and One Region to engage young leaders.</p>	<p>This will be a page similar to the YP profile page. It will include the young professional/group with the logo, description of the organization, mission, meeting dates and a main contact. *Stalled due to COVID.</p>

	In process
	Complete
	Stalled