

SKILL LINK

Northeast Indiana Works

Developing New Industrial Maintenance, CNC Machining and Welding Talent

Premise of the Skill-Link Training Program

- Skilled industrial maintenance, CNC machining and welding workers are increasingly needed (but hard to find) across northeast Indiana
- Northeast Indiana Works and county-based EDCs work together to create a unique opportunity to deliver industrial-focused training programs at locations across the region
- Northeast Indiana Works utilizes Skill-Link funding to support these training activities for identified and eligible candidates (workers eligible for Northeast Indiana Works funding must currently be earning less than \$18 an hour and pass a drug screen)
- The curriculum is customized to meet the specific needs of employers associated with each project – in other words, employers will dictate what is included in the curriculum to ensure it produces workers with the right skills
- Typically, Northeast Indiana Works pays 80% of the cost of the training; employers pay the rest

The Training Process

- Training is designed around specific certifications, with training typically lasting 100 to 200 hours
- Training activities typically are delivered two evenings per week (6 hours per week)
- Training focuses on hands-on learning through industrial maintenance, CNC machining and welding activities. Skills assessments are built into the training program to ensure mastery of critical skills.
- Participants earn an industry-recognized certification to validate successful program completion

Identification of Candidates for Skill-Link Training Programs

- Individuals from current applicant pools can be selected and referred upon hire.
- Employers can identify workers in entry-level positions who (with successful completion of training) could be promoted into higher-paying skilled industrial maintenance, CNC machining and welding positions

Pre-Screening Process to Ensure Good Candidates for Skill-Link Training Activities

- Employers take a lead role in identifying candidates to be trained
- WorkOne Northeast screens all applicants against employer criteria
- WorkOne Northeast completes a drug screen with all candidates
- WorkOne Northeast tests for appropriate math and mechanical skills through formal hands-on assessments

Outcomes from Skill-Link Training Programs

- When lower-wage incumbent workers are trained and certified, manufacturers can promote program graduates into higher-skilled industrial maintenance, CNC machining and welding positions
- WorkOne Northeast helps locate candidates to backfill open entry-level positions that program graduates have vacated