

**Workforce Development
Board of Directors Meeting
February 20, 2025**

Call to Order

Beth Rovazzini

Welcome & Introductions

Marie Mackintosh

Official Business

- Minutes Review and Approval
- Contracts Review and Approval
 - The Plaid Agency
 - CAFE
- Finance Report
 - Cash Flow Report
 - Balance Sheet Report

Beth Rovazzini

Ken Clark

Ken Clark

Executive Report

Marie Mackintosh

Adjourn

Beth Rovazzini



EmployIndy Workforce Development Board of Directors Meeting

Wed Nov 20, 2024 11:00 AM - 1:00 PM EST

Attendance

Members

Present: Marie Mackintosh, Rachel Stevens, Belinda Denning, Reginald McGregor, Chelsea Meldrum, Jennifer Andres, Betsy Revell, Rodney Francis, Janet St. Peters, Beth Rovazzini, Jay Styles, Matthew Rust, Gina Ashley, Jerome Stanford, Natalie Reuter, Dionne Banks, Twana Ellis, Gartha Ingram, Ken Clark, Ricky Reeves, Mackenzie Higgins, Nancy Manley, Richard Proctor

Absent: Kelli Jones, Devon Doss, Georgiana Reynal, Don Bough, Jonathan Kraeszig, Nate Klinck, Molly Dodge, Drue Anderson, Soren Chamorro Gonzalez

1. Call to Order

1. The meeting was called to order at 11:03am by Beth Rovazzini.
2. We did not have quorum at that time, so we moved to the financial review section of the agenda.

2. Welcome & Introductions

- Introduce New Board Members

3. Public Comments

- This is an open meeting to the public and comments are welcome but limited to 3 minutes per individual.

4. Official Business

a. Presentation of New Finance Committee members

1. Matt Rust presented the slate of new Finance Committee members for approval.
- i. Motion to approve the new members of the Finance Committee



Motion to approve the new members was moved by Jerome Stanford, seconded by Beth Rovazzini, motion passes unanimously.

b. Presentation of the minutes from the August 21, 2024 meeting

1. Beth Rovazzini presented the minutes from the August 21, 2024 meeting. No questions were asked or changes made.

i. Motion to approve the minutes



Motion to approve the minutes from the August 21, 2024 meeting was moved by Janet St. Peters, seconded by Natalie Reuter, motion passes unanimously.

c. Presentation of contracts

1. Rodney Francis presented the Eckerd contract for an extension of 6 months to act as employer of record for RESEA services. The extension is needed because they state is exploring how they can take back the oversight of these services.
2. Beth Rovazzini has about the reasoning for high staff turnover in this area. Rodney Francis shared that staff get burned out due to the clients being frustrated due to their UI benefits coming to an end and all the requirements they have to complete to continue those.
3. Gina Ashley shared that all parties involved are in a very difficult situation because the federal funding is decreasing which is affecting the state funding and how they can deliver those UI services.
4. Garth Ingram asked about how this potential change of the state taking over RESEA services will affect our staff. Rodney Francis shared that we are working on a consolidation of the staff at WorkOne, and we may have to shift some positions around to other areas of need.

i. Motion to approve the contracts



Motion to approve the Eckerd contract was moved by Gartha Ingram, seconded by Dionne Banks, motion passes unanimously.



Motion to approve the Forvis contract was moved by Rachel Stevens, seconded by Dionne Banks, motion passes unanimously.

5. Finance Report

a. Financial Update

- Cash Flow Report
 - Balance Sheet Report
1. Nancy Manley presented the balance sheet and cash flow statement for month ending September 30, 2024.
 2. Gartha Ingram asked about the cash flow from investing. Ken Clark shared that we have some investments with Key Bank that we have cashed out and will continue to do that when those investments become due.

6. Executive Report

a. EmployIndy Scorecard Review

1. Marie Mackintosh presented the strategic plan KPIs as shown in the attached slide deck.

b. Board Retreat Debrief and Next Steps

1. Marie Mackintosh reviewed the highlights of board feedback coming out of the Board Retreat in October 2024 to assist with streamlining operations.
2. Ken Clark and Marie Mackintosh reviewed the spreadsheet projected revenue against the budget requests of each team following the request for them to cut 30% of their budgets to adjust for the decrease in funding.
3. To date, we have secured \$879,747 towards our goal of \$4 million.
4. Marie Mackintosh pointed out that she is having conversations with other non-profit leaders, and many are experiencing the same issues with lack of funding. Some philanthropic funders in the past are shifting their priorities.
5. At this time, the board members broke out into small groups to discuss the following topics:
 - What networks or connections do board members have that could support our fundraising efforts?
 - Are there opportunities for board members to engage in non-ask activities (e.g., hosting events, sharing our story, or cultivating relationships)?
 - Are there innovative fundraising approaches we should consider, such as peer-to-peer campaigns, corporate sponsorships, or leveraging technology for virtual events? – What are other boards/nonprofits in our community doing to address funding challenges?
 - How can we better communicate the impact of our programs and the importance of donor support?
 - Are there success stories or data points that we should highlight more effectively?

6. Summary of the notes:

Summary of Board Meeting Notes on Fundraising and Strategic Engagement: Board Meeting on November 20, 2204

1. Leveraging Board Networks and Connections

- Identify specific companies where board members can provide introductions or leads.
- Engage with key stakeholders, such as Strada Education, United Way, CICF, LISC, and IU Health, to explore funding opportunities.
- Investigate opportunities with influential groups, such as Braun's transition team, for insights on workforce priorities and funding.

2. Non-Ask Activities for Board Members

- Encourage board members to host events at the EmployIndy office to build connections and visibility.

- Support storytelling efforts to share the impact of EmployIndy's programs and their ROI to donors.
- Foster relationship cultivation activities that do not directly involve monetary requests.

3. Innovative Fundraising Approaches

- Consider launching a peer-to-peer fundraising campaign or corporate sponsorship initiatives.
- Explore leveraging technology for virtual events.
- Evaluate a potential capital campaign with targeted efforts, such as collaboration with Lilly for directed donations.
- Investigate offering a suite of services to businesses, such as talent acquisition solutions, legislative advocacy, and administrative services for small to mid-sized agencies.

4. Communicating Impact and Importance of Donor Support

- Highlight compelling success stories, such as student and family outcomes, to appeal to funders.
- Showcase Adult Education outcomes and other metrics not currently part of KPIs to demonstrate broader impact.
- Create a video to depict EmployIndy's community role, focusing on the "why" behind its work.
- Emphasize emotional storytelling for individual donors and measurable ROI for corporate or private philanthropic funders.

5. Success Stories and Data Points

- Develop a "Natalie-like" process (like the Chamber of Commerce) to feature personal stories of beneficiaries.
- Share highlights of EmployIndy's work and outcomes on social media.
- Tie success stories and program data to donor expectations, focusing on specific targets, outcomes, and gaps addressed by EmployIndy.

6. Strategic Considerations

- Clarify funding priorities and gaps to align strategies with funder interests.
- Explore partnerships or service consolidation with other nonprofits to maximize impact and reduce redundancy.
- Identify unrestricted grants and alternative revenue streams to bridge the \$4M funding gap.
- Prioritize efforts by industries, occupations, and pipeline sizes to address critical workforce needs.
- Approach the Governor's Workforce Cabinet with targeted questions on funding priorities.

7. Recommendations for Immediate Action

- Develop a targeted list of companies and stakeholders for board outreach.
- Design non-ask engagement opportunities for board members.

- Initiate storytelling campaigns and create marketing assets (e.g., videos, social media content).
- Research unrestricted grant opportunities and launch exploration discussions on new services or partnerships.

c. 2025 Board of Directors & Finance Committee Meeting Dates

d. Attachments

- Contracts not requiring approval
- Slide Deck

7. Adjournment

Meeting was adjourned at 12:58pm by Beth Rovazzini.

Workforce Board Meeting
Strada Headquarters
10 W Market Street, Suite 1100
Indianapolis, IN 46204

Thursday, February 20, 2025

For workforce Board Consideration

Motion to approve the minutes

To approve the meeting minutes from November 20, 2024, Board of Directors meeting as presented at the February 20, 2025, meeting.

2/20/2025	Contractor	Action	Funding Source	Modification Amount	Contract Total Amount	Purpose	Current Contract End		
Contract Updates	T3 Career Pathways	Contract	ARPA - Choice Employers	\$0.00	\$25,000.00	Funding for the Career Pathways Planning and Consulting Project to model career pathways in construction - covering HVAC, plumbing, electrical, and general construction in Marion County through December 31, 2025.	12/31/2025	Private	\$75,000.00
	Schunk Moreland Strategies	Contract	ARPA - Choice Employers	\$0.00	\$44,275.00	Funding to provide the strategic planning process as outlined by Good Wages Initiative to develop a comprehensive strategic plan through May 31, 2025.	5/31/2025	ARPA	\$69,275.00
	Wii Connect, LLC	Contract	DOL-YouthBuild	\$0.00	\$30,000.00	Funding to act as the Mentoring and Leadership Development provider to the YouthBuild program participants through April 30, 2026.	4/30/2026	DOL	\$30,000.00
	Education Strategy Group	Contract	AccelerateED	\$0.00	\$75,000.00	Funding to provide Cybersecurity and BioPharma career pathway opportunities for youth across Indianapolis through November 30, 2025.	11/30/2025	Updates Total	\$174,275.00

2/20/2025	Contractor	Action	Funding Source	Modification Amount	Contract Total Amount	Purpose	Current Contract End		
Contract Approvals	The Plaid Agency, LLC	Modification	Combined Funds	\$46,000.00	\$243,000.00	Additional funding to capture content to improve the visual look of the new Employ/Indy website.	6/30/2025	Combined Funds	\$46,000.00
	CAFE	Modification	Triology	\$25,000.00	\$387,420.00	Additional funding to support childcare barriers for YES and YouthBuild participants who are in the Health Care training program.	6/30/2025	Philanthropic	\$25,000.00
								Approvals Total	\$71,000.00

Workforce Development Board Meeting

EmployIndy

101 West Washington Street

Indianapolis, IN 46204

February 20, 2025

FOR WORKFORCE DEVELOPMENT BOARD CONSIDERATION

Motion #1:

To allow EmployIndy leadership to modify the contract with The Plaid Agency in the amount of \$46,000.00 in combined funds to capture content to improve the visual look of the new EmployIndy website for a total contract amount of \$243,000.00 through June 30, 2025.

Workforce Development Board Meeting

EmployIndy

101 West Washington Street

Indianapolis, IN 46204

February 20, 2025

FOR WORKFORCE DEVELOPMENT BOARD CONSIDERATION

Motion #2:

To allow EmployIndy leadership to modify the contract with CAFE in the amount of \$25,000.00 in philanthropic funds to support childcare barriers for YES and YouthBuild participants who are in the Health Care training program for a total contract amount of \$387,420.00 through June 30, 2025.

Additional Information

Trilogy Health Services Foundation granted EmployIndy \$25,000.00 to support YouthBuild participants within the healthcare program track at CAFE.

Workforce Board Meeting
Strada Headquarters
10 W Market Street, Suite 1100
Indianapolis, IN 46204

Thursday, February 20, 2025

For workforce Board Consideration

Motion to approve the Contracts



Balance Sheet
For the Period Ending,

Assets	09/30/24	12/31/24
Cash	\$ 1,203,962	\$ 1,642,099
Cash - reserve	315,428	218,786
Total Cash	<u>\$ 1,519,390</u>	<u>\$ 1,860,885</u>
Grant reimbursements receivable		
Prepaid expenses	180,740	205,885
Contributions receivable	3,935,147	4,577,807
Right of Use asset, net	1,145,040	1,033,797
Property and equipment, net	114,670	106,210
Total Assets	<u><u>\$ 6,894,987</u></u>	<u><u>\$ 7,784,585</u></u>
Liabilities		
Accounts payable	\$ 550,044	\$ 1,397,800
Notes payable	\$ 6,012	
Accrued expenses	42,363	70,353
Deferred revenue	-	-
Lease liabilities	1,209,930	1,099,406
Payroll liabilities	252,726	188,239
Total Liabilities	<u>\$ 2,061,075</u>	<u>\$ 2,755,798</u>
Net Assets	<u>\$ 4,833,912</u>	<u>\$ 5,028,786</u>
Total Net Assets	<u><u>4,833,912</u></u>	<u><u>5,028,786</u></u>
Total Liabilities and Net Assets	<u><u>\$ 6,894,987</u></u>	<u><u>\$ 7,784,585</u></u>
	\$ -	\$ -



**Statement of Cash Flow
For the Quarter Ended,**

	09/30/24	12/31/24
Cash and Cash Equivalents (Current)	1,513,379	1,860,885
Cash and Cash Equivalents (Beginning of Quarter)	3,520,506	1,513,379
Net Increase (Decrease) in Cash	(2,007,128)	347,507
Net Cash (Used In) Operating Activities	(1,993,088)	355,967
Cash Flows from Financing Activities	(6,012)	0
Cash Flows from Investing Activities	(8,028)	(8,460)



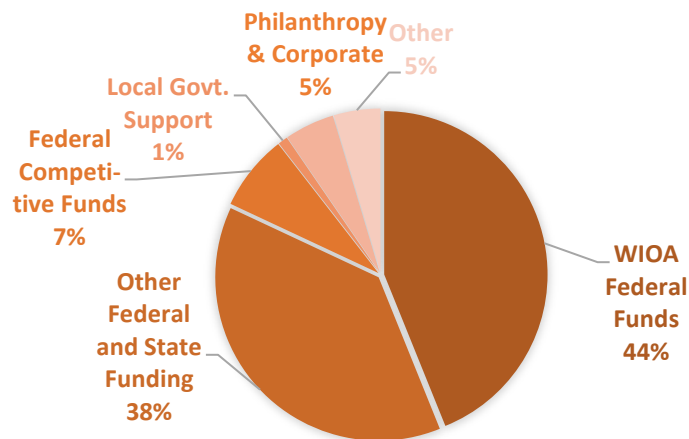
2025 POLICY PRIORITIES

Background: The Indiana Workforce Alliance is a collective body, representing all of Indiana's 12 Workforce Development Boards. In 2024, Alliance members leveraged a combined \$109 million in funding to provide career services to more than 288,000 Hoosiers and business services to over 18,000 employers.

2024 Highlights

- 288,000 Individuals Served and/or Provided Information
- 56,000 K-12 Students Enrolled in Youth Programming
- 13,000 Placed in Employment
- 5,500 Received Training
- 5,400 Credentials Awarded
- 1,900 Work-Based Learning Placements
- 18,200 Businesses Served
- \$12 Million Invested in Employer Training Partnerships

ALLIANCE FY 2024 FUNDING STREAMS



Priority #1: Move the administration of TANF/SNAP employment services to Indiana workforce development boards. In many states and localities, the administration of TANF/SNAP employment services (which are mandated for recipients) are contracted to workforce development boards.

- *Coordination of IMPACT* - Indiana IMPACT provides employment resources and support to Hoosiers receiving SNAP or TANF and is not coordinated with the public workforce system, as administered by Indiana's workforce development boards. The Alliance believes that moving IMPACT to workforce development boards (like the [Texas Choices](#) program) will better serve TANF/SNAP recipients who require employment and training services to achieve self-sufficiency.
- *Leverage Existing Infrastructure* - Workforce development boards are required by federal law to have at least one comprehensive brick-and-mortar presence within their region (known as a WorkOne career center in Indiana), and many have far more physical access points in which to connect with jobseekers, making them ideal to serve SNAP/TANF recipients. This move would leverage the existing public workforce infrastructure to serve these Hoosiers.



Priority #2: Continue state funding for workforce development at existing levels. Workforce development boards value state funded programs to help us serve at-risk youth and adults, as well as employers in our communities. Please continue this funding and consider increasing it over time. A loss of any of this funding will be detrimental to board operations and will result in fewer Hoosiers receiving employment services. Continued state funding support is particularly necessary, as the federal government continues to reduce workforce funding in Indiana, due to the state's consistently low unemployment rate. It is important to remember that while unemployment is low, employer demand for talent increases.

- *Jobs for America's Graduates (JAG)* - JAG is particularly sensitive to state funding decisions. Governor Holcomb expanded JAG by diverting flexible TANF funds to the program. If this funding is prioritized for another use, then the workforce development boards that administer JAG must eliminate programs or be forced to secure additional private funding to continue programs stood up in 2024. JAG national research indicates that JAG graduates are 2.3 times more likely to be employed full-time, are projected to produce over \$5,000,000 in increased earnings and spending annually, and are estimated to increase state and local tax revenue by over \$200,000 by the midpoint of their careers.
- *Employer Training Grant* – Workforce development boards are required (by federal law) to provide business services to area employers, but with virtually no funding to do so. When the Employer Training Grant is administered at a regional/board level, workforce development boards can use this as a tool to serve employers. Some boards have previously provided priority awards to employers who are working with state/local economic development partners on business expansion and retention projects.
- *Workforce Ready Grant* – This tuition support makes it possible for jobseekers and incumbent workers who want to learn new skills to enroll in free short-term educational opportunities. This gives Indiana a competitive edge compared to other states – many workforce development boards elsewhere must use federal workforce funding to pay for training for these populations. The Employer Training Grant and Workforce Ready Grant make it possible for Indiana workforce development boards to serve more Hoosier jobseekers through the provision of comprehensive career services.
- *Adult Basic Education (ABE)* - While most Indiana workforce development boards do not directly provide ABE, all the boards work with their area ABE providers daily to provide career advising and employment to youth and adult learners. Continued funding for ABE at or above current levels is critical, as these individuals are often not in the labor force and with minimal intervention may be served, trained, and matched with a good job.



Priority #3: Leverage Workforce Development Boards as the state builds out more youth workforce programming. Workforce development boards are naturally suited to lead in this work. All of Indiana's workforce development boards administer JAG in their regions. All the boards have been designated as Registered Apprenticeship intermediaries by the United States Department of Labor. Many of the boards are actively acting as Commission for Higher Education [approved](#) intermediaries and career coaching providers. Several boards are currently operating or building comprehensive youth apprenticeship or YouthBuild programs.

- *Leverage the existing workforce development ecosystem* - Workforce development boards are employer-led, making them perfect regional conveners as Indiana looks to build the necessary infrastructure to provide more opportunities for Hoosier K-12 students. Alliance members ask that as more youth programming is created, Indiana leverage these existing relationships and the existing work of the boards. The Alliance already has great relationships with employers, K-12 partners, and higher education –workforce development boards can uniquely provide career awareness and education to Hoosier K-12 students and help them connect to Good Jobs.
- *Consider increasing funding for youth programming, including youth apprenticeship, Next Level Programs of Study, and K-12 career coaching and navigation* – the Alliance has supported the recent work to enhance Career and Technical Education (CTE) offerings and to create youth apprenticeship and employment opportunities for high school students. However, the Alliance knows that for these programs to work, it will take significant time and investment before they become truly sustainable.

Priority #4: Streamline Indiana's public workforce system, remove inefficiencies, and eliminate unnecessary bureaucracy, thereby providing more local autonomy and flexibility. Indiana's federal workforce funding (WIOA) has decreased 40% in the past decade. At the same time, many resources remain at the state level and are not available for regional workforce development boards to use to serve jobseekers and employers. The Alliance recommends making changes at the state level that will provide flexibility for local employers and local elected officials who govern workforce development boards – in this way, they may make decisions that best suit their regional needs.

- *State Governance* - Statutorily designate a seat on the Governor's Workforce Cabinet to a representative of a Workforce Development Board, as nominated by the Alliance.
- *Support Regional Administration and Decision Making* - Streamline programs and build efficiencies at a state level and identify flexible state and federal funding that may serve more Hoosiers if deployed at the regional level by workforce development boards.



INDIANA

Class of '23 Outcomes:

97% Graduation

70% Employed

84% Full-time
Employed

43% Further Education

84% Full-time Positive
Outcomes



“
JAG changed my life. It made me think about who I wanted to be and taught me leadership skills I know I'll use in the future.
”

-Angel T.
South Ripley High School

A lack of resources shouldn't limit a student's opportunities.

We believe every young person deserves the chance to succeed, regardless of circumstances. Based on this founding principle, JAG was created over 40 years ago to address the outcome of the inequalities experienced by many of America's youth. By providing resources and support to overcome barriers to success, we can equip students to overcome adversity and be successful in education, employment and life.



Visit www.jagindiana.org for more information.

PROVEN SUCCESS:

The JAG program is a national workforce preparation model, funded by the Indiana Department of Workforce Development, that delivers proven success for youth and young adults in and out-of-school and on-the-job. We do this by combining an engaged learning environment, structured support, and employment opportunities.

Since inception in 2006, JAG Indiana has served over 50,000 Hoosier young people and established 250 programs in middle schools, high schools, and college campuses throughout the state.

EmployIndy



EmployIndy Workforce Development Board Meeting

Thu Feb 20, 2025 11:00 AM - 1:00 PM EST

Attendance

Members

Present: Marie Mackintosh, Rachel Stevens, Devon Doss, Chelsea Meldrum, Jennifer Andres, Beth Rovazzini, Gina Ashley, Jerome Stanford, Natalie Reuter, Dionne Banks, Ken Clark, Richard Proctor, Janet St. Peters, Twana Ellis, Matt Rust

Remote: Kelli Jones, Reginald McGregor, Jonathan Kraeszig, Jay Styles, Drue Anderson, Soren Chamorro Gonzalez

Absent: Belinda Denning, Betsy Revell, Nate Klinck, Molly Dodge, Gartha Ingram, Ricky Reeves, Mackenzie Higgins, Nancy Manley

Guests

Remote: Robert Stieneker

1. Meeting was called to order at 11:05am by Beth Rovazzini

Welcome and Introductions

1. Thank you to Strada for hosting and welcome to our newest Board Member, Robert Steineker.

Official Business

1. The Plaid Agency:

\$243,000 total contract, review by Sam and Chelsea. \$46,000 to capture photography and video to increase quality of content and have digital assets to use in the future. Funding is available in the budget by moving funds around (Matt Rust).


Jerome Stanford asked if funding is not approved, can it be used in a different way. Ken Clark added that he can terminate agreements if we do not receive funding for every contract that we are engaged in.

Reginald McGregor asked what services we won't get if we don't receive the funding. Sam Hanes shared that our team would be responsible for populating content on the website which may result in use of stock assets and not our people.

Twana Ellis shared concerns about using amateur photography. Chelsea Meldrum shared that we have integrated 10 websites into one site which makes a smarter digital media strategy. The first phase of this work is the new EI site, and programs will come after that. Marie Mackintosh shared the need for us to streamline our work and bring it all under the EI brand.


Reginald McGregor shared that in during uncertain times we should not spend unless it is critical and asked if the work would halt if not figured out? Sam Hanes shared that we would need to internally develop content quickly to be launched by March.

Dionne Banks shared that students are wanting to build their resumes and could we save funds by using students for this work. Rachel Stevens agreed. Students need development for their portfolio, but it would take too long to develop this project in the timeline we need.

 Motion was made to table this contract until there is more clarity on funding streams by March 14th. Beth Rovazzini presented the motion, Reginald McGregor seconded, and all were in favor of tabling the motion.

2. CAFE

Dionne Banks shared that an additional \$25,000 is coming from Trilogy who reached out to us in support of the healthcare participants to support barriers for childcare and other resources. Not restrictive resource. 66% are parents or pregnant. 16–24-year-olds.

 Motion to approve the CAFE contract was moved by Natalie Reuter, seconded by Beth Rovazzini, and approved unanimously.

3. Finance Report

Nancy Manley shared that there is an increase over Q1 and a positive operational cash flow.

Total liability has increased from Q1 to Q2, and equity has improved as such.

Ken Clark shared that DWD monitoring kicked off in January and had positive comments related to all programs. In addition, Forvis is conducting the FY23-24 audit as well with positive feedback so far. Results will be shared in March with the board and discussion at the June board meeting.

Ken Clark shared that the IT RFP is out as well as application development and DRM. We will likely need to do an electronic vote when final review is complete. In addition, One Stop Operator RFP will be coming up as well.

Executive Report: Marie Mackintosh

Marie shared an update on INWBA as well as the new verticals for the State Government leadership.

There is a possible increase of 2% in k-12 funding, but based on increase in vouchers, will be flat. We will likely see a significant decrease in Economic development funds and workforce funding

JAG has moved to DOE as an allowable use but does not need to use workforce boards. We are not sure what DOE wants to do with the funding- \$172 million appropriation. DOE will need to determine how to leverage funds since they have not done that before.

Marie Mackintosh shared that EI uses various funding sources to fund current programming that we leverage.

Governor Braun is planning provide more opportunities for incumbent workers to get upscaled such as NLJ programming. Hoosier upscaling credit through the IEDC which is a \$5000 credit per employee with \$50,000 max. The result is 25% wage increase over two quarters. Nonrefundable tax credit vs. cash that can be carried over a few years. May not do both.

Career Coaching grants are moving to Department of Education.

Bachelor's and associate degree candidates may be eligible for additional training, but no funding is available for it.

Braun has indicated that he will veto if not in his format with less impact on schools and local government. \$146 million in the 1st year.

Could cause 1/3 of IPS schools to close. Future levies of communities will have to share with charter schools in one proposal. Lower business personal property taxes if it happens will have negative impact on the schools.

Chamber is pro-business relief. Association of Indiana counties and schools are fighting.

Medicaid matters- will reinstitute work requirements in the HIP program. 700,000 people enrolled in Indiana. Increased 74% in the last decade. Expect limitations to how many can be and how long they can be on it.

State Executive orders are mirroring what is going on at the federal level. Be careful with words we use, i.e. the second chance for Justice Involved is not ok but have not been told what words are appropriate.

Marie shared that 46% of our funds are federal funds and 12% are state funds, so need to be compliant. Services are being provided, but with careful messaging to continue to do the work that we do. For example, AmeriCorps is redoing all their contracts to comply with language. Project 2025- WIOA is mentioned in a positive light and sounds like they like workforce development changes. Less registered apprenticeship, more industry focused. Less guardrails for quality. Current programs are portable, with new programs, not portable from state to state.

We are working to be a resource to the state and be conscious about our team's presence on social media. Sharing more success stories.

Marie shared that we have a lot of uncertainty with our budget. The goal is max impact in community but will need to reduce staffing structure. Fundraising is a priority and getting close to our goal for the year. The forecast is better than it has ever been, but back to pre-pandemic levels, so lower. Plan is to reduce staff by 20% by June, to a 50-person organization. PY25 budget will be released in June which has been in the making since October 2024 ensuring that we are leveraging people's strengths and skill sets and keeping the strong staff.

Rick Proctor asked if 10-12 individuals are anticipated to be impacted at different times throughout the year, June and December dates.

Marie shared the results of our most recent engagement survey which showed a healthier organization, more trust in leadership team and better understanding of our org.

KPIs were reviewed with no questions at this time.

Marie shared that testimonials are needed from leaders regarding why JAG matters.

Jay Styles shared the strategic planning process for Good Wages and asked board members to attend one of two input sessions coming up.

Meeting was adjourned at 1:02pm but Beth Rovazzini.



Board of Directors Meeting

February 20, 2025

Empl[★]yIndy

VISION

For all Marion County residents to have access to services and training necessary to secure a livable wage and grow in a career that meets employer demand for talent.

MISSION

EmployIndy guides the local workforce ecosystem and makes strategic investments to promote equity and remove barriers to quality employment for underserved and underrepresented residents.



1

**Welcome &
Introductions**

2

Official Business

3

Executive Report





Welcome & Introductions



New Board Members

- Robert Stieneker, Plumbers and Pipefitters Local 440





Official Business



Official Business

- Minutes from November 20, 2024
 - Motion to approve the minutes

Contract Approvals

- The Plaid Agency
- CAFE



The Plaid Agency: \$243,000

- Modify current digital media strategy + website contract by +\$46k
- Identified a need for photography and video and planned for production in PY24
- Allocated funds for asset capture in PY24 budget, distributed across 10 fund codes
- Visual direction of website creates need for asset capture to have website top-of-mind
- Project will fulfill all website content needs and provide EmployIndy with digital assets: brand videos, 300 images and b-roll footage to use across all channels and properties
- PLAID has in-depth knowledge of our organization, programs, and audiences from past projects, making them the most efficient and highest quality vendor for production



Community Alliance for the Near Eastside: \$387,420

- **Childcare Barrier:** Additional funds support parents in training.
- **Identified Need:** 66 enrollees in 8 months cited parenting/pregnancy as a barrier.
- **Current Impact:** 7 in DOL Healthcare training; 5 are parents.
- **Funding Benefits:**
 - Boosts retention & completion.
 - Expands parent support.
 - Strengthens workforce readiness.
 - Community Impact: Supports success & a stronger workforce.





Finance Report

Financial Review



Balance Sheet For the Period Ending,

Assets	09/30/24	12/31/24
Cash	\$ 1,203,962	\$ 1,642,099
Cash - reserve	315,428	218,786
Total Cash	\$ 1,519,390	\$ 1,860,885
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Prepaid expenses	180,740	205,885
Contributions receivable	3,935,147	4,577,807
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Property and equipment, net	114,670	106,210
Total Assets	\$ 6,894,987	\$ 7,784,585
Liabilities		
Accounts payable	\$ 550,044	\$ 1,397,800
Notes payable	\$ 6,012	
Accrued expenses	42,363	70,353
Deferred revenue	-	-
Lease liabilities	1,209,930	1,099,406
Payroll liabilities	252,726	188,239
Total Liabilities	\$ 2,061,075	\$ 2,755,798
Net Assets	\$ 4,833,912	\$ 5,028,786
Total Net Assets	4,833,912	5,028,786
Total Liabilities and Net Assets	\$ 6,894,987	\$ 7,784,585
	\$ -	\$ -



Financial Review



Statement of Cash Flow For the Quarter Ended,

	09/30/24	12/31/24
Cash and Cash Equivalents (Current)	1,513,379	1,860,885
Cash and Cash Equivalents (Beginning of Quarter)	3,520,506	1,513,379
Net Increase (Decrease) in Cash	(2,007,128)	347,507
Net Cash (Used In) Operating Activities	(1,993,088)	355,967
Cash Flows from Financing Activities	(6,012)	0
Cash Flows from Investing Activities	(8,028)	(8,460)



Financial Review

- DWD Monitoring
- FY23-24 Audit
- IT Services RFP



Executive Report

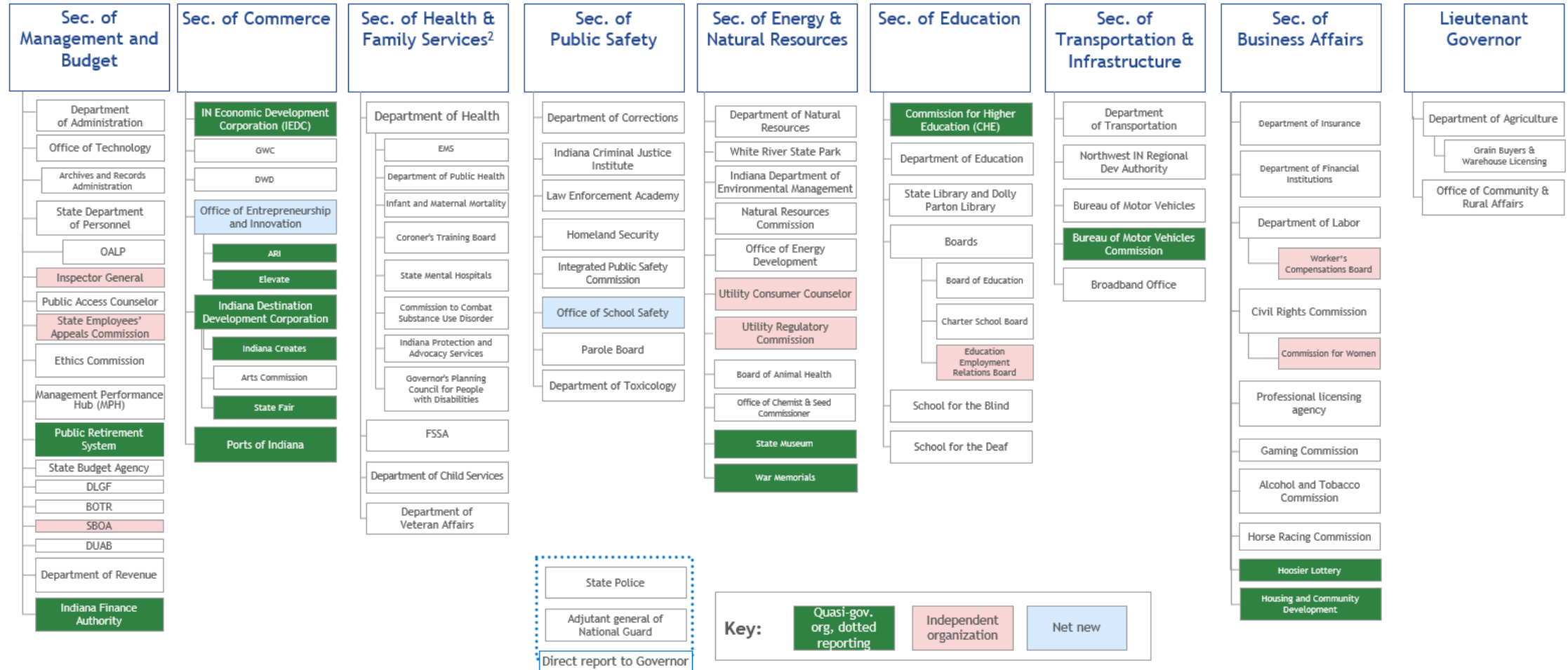


Executive Report

- **Federal + State Funding**
- Budget Update + Timeline
- Employee Engagement
- Website
- Elevating Impact
- Board Engagement



State Agency Reorganization



HB 1001: State Budget

Line Item	Difference from previous budget
21st Century Scholars	-
Adult Education	\$4 million
Adult Student Grant	-
Career Advising/Career Coaching Grant	\$5 million
Career Scholarship Accounts	\$15 million
Earn Indiana	-
High Value Workforce Ready Credit Bearing Grant	-
Employer Training Grants	-
Workforce Ready Grants	-
Perkins State Match	\$488,000
Promoted Industry Certification Exams	-
Governor's Workforce Cabinet	\$14.1 million
Workforce Diploma Reimbursement Program	-



HB 1001: State Budget

- Freedom and Opportunity in Education
 - Wraps up variety of education expenses into one, large \$172m appropriation
 - Expenditures *may* include items such as:
 - Expanding ILEARN pilot statewide
 - Implementing new academic advising tool
 - Educator supply/demand marketplace
 - Teacher recruitment in high-need areas
 - Computer science program expansion
 - **Dropout prevention**
 - Science of Reading initiatives
 - Crossing the Finish Line initiative
 - Literacy achievement grants
 - Student learning recovery grants
 - No mandated expenditures
 - Includes dropout prevention, which funds State JAG, as an allowed but not required expense
 - Items funded at discretion of DOE



HB 1001: State Budget

- Employee upskilling programs
 - Governor proposed \$15m appropriation
 - House changed it to tax credit
- Career Coaching Grants
 - Replaces previous Career Advising Grant Program, moves from CHE to DOE
- Career Scholarship Accounts
 - Increased funding
 - Language to prevent overcharging on part of CTE centers



Workforce Bills

- SB285 – Comparative college and career information
- SB 365 – Education matters
 - ROI reporting for education and workforce programs
 - Moves career coaching grant administration to DOE
- SB 488 – Skills training pilot program
- HB 1289 – Employment social enterprises
- HB 1515 – Education and higher education matters



Economic Development Bills

- SB 377 – Funding for regional economic development
 - Renews Central Indiana Regional Development Authority
 - Implements planning and review requirements before economic development funding is released
- HB 1172 – Office of Entrepreneurship and Innovation
 - Establishes office



State and Local Fiscal Health + Executive Orders

- SB 1 – Property tax relief
- SB 2 – Medicaid matters
- SB 518 – School property taxes
- State Executive Orders
 - Eliminate State DEI Programs
 - Direct local police to fully cooperate with federal officials on immigration laws
 - State employees return to office on July 1.



Federal Funding and Executive Orders

- According to our [annual report](#):
 - 46% of revenue comes from federal funds
 - 12% from state funds
- Federal Executive Orders
 - Immigration
 - Increased enforcement targeting undocumented immigrants
 - Nonprofits providing immigration-related services may lose federal funding
 - “Sanctuary City” policies being challenged
 - Documented immigrants with certain work rights are being targeted too.
 - LGBTQ+ Rights Rollbacks
 - Rescinds protection for gender identity and LGBTQ+ inclusion in federal programs
 - Prohibits federal funds from supporting gender-affirming care



Federal Funding and Executive Orders

- Federal Executive Orders
 - Eliminate Federal DEI Programs
 - Require contractors to certify that they do not promote DEI Initiatives that “violate anti-discrimination laws.”
 - Restrict Federal Funding
 - Organizations with federal funding must remove DEI language to maintain eligibility.
 - Rescission of Affirmative Action
 - Eliminates EO 11246, which required affirmative action in federal contracts.
- Project 2025 Approach to WIOA



Next Steps

Federal

- Many national membership organizations are lobbying Congress
 - Expectation of WIOA 50% Training Requirement
- Waiting for a budget/CR in March

State

- Indiana Workforce Alliance policy priorities

EmployIndy

- Resource to state legislators
- Refine messaging
 - Reiterate social media and participant data policies
- Share success stories



Executive Report

- Federal + State Funding
- **Budget Update + Timeline**
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Budget Realities and Priorities

Realities

- Federal and State funding outlook
- Mixed review from foundations on funding priorities; lots of strategic planning
- Scarcity of resources across non-profit and human services sector

Priorities

- Maximize impact in community
- Reduce staffing structure to allow for long-term sustainability



Expiring Grants

Source	Funds Expiring in 2024-2025
Federal	\$8,597,796
Philanthropic	\$8,921,719



Fundraising Goal: \$4M

FY24-25 activity to date:

- All competitive + philanthropic proposals submitted total \$7,439,000
- New competitive + philanthropic awards received total \$4,582,629
 - EDA/ARI Heartland BioWorks
 - Gates Foundation Accelerate ED
 - CDBG Community-Based Workforce Training
- Available total is \$1,793,830 – 45% to \$4M goal for FY25-26 thru Jan 25

Pending proposals + prospects:

- Three pending competitive + philanthropic proposals total \$1,603,307, including DOL Growth Opportunities MUS regional award
- Actively stewarding 30+ prospects



Revenue + Expense Highlights

Revenue

- Forecast: \$21,232,961
- Conservative assumptions on grants
- 50 different funding streams
- Down approximately \$11M from current budget.

Expense Reductions

- Administrative: Staff reductions in PY23
- Programs: Reduction and consolidation of staffing associated with expiring/reduced grant funding



2025 Budget Timeline

October to January 2024

- Clear financial picture with PY24 budget-to-actuals expenditures
- Revenue forecasts finalized

February to March 2024

- Senior leadership input on budget needs
- Executive leadership review

March to June 2024

- Executive and Finance Committee
- Cascade messaging to leaders and staff
- Board approval of budget in June



Executive Report

- Federal + State Funding
- Budget Update + Timeline
- **Employee Engagement**
- Elevating Impact



2025 Employee Engagement Survey Highlights

2025 Survey had 92% participation rate

Engagement

- 83% Favorable
- I am very proud to say I work for EmployIndy (93)

Job

- 77% Favorable
- I am excited about the work I do every day (93)

Manager

- 95% Favorable
- My manager supports us in times of change (100)



2025 Employee Engagement Survey Highlights

2025 Survey had 92% participation rate

People

- 84% Favorable
- I feel respected by the people I work with (97)

Organization

- 74% Favorable
- Everyone here is treated fairly regardless of race, gender, sexual orientation, or other background (90).



2025 Employee Engagement Survey Highlights

Opportunities for Growth

- 58% feel there is strong teamwork between departments (+24% from Jan 2024)
- 57% see career growth opportunities (+8% from Jan 2024)
- 62% believe there is open, honest communication (+31% from Jan 2024)

Next Steps

- Executive leaders will receive details for their teams to review
- Senior Leaders will review engagement plan progress



Executive Report

- Federal + State Funding
- Budget Update + Timeline
- Employee Engagement
- **Elevating Impact**



2024 Strategic Plan KPIs QTRs 1+2

	Performance Indicator	Data Definition (Data Source)	PY24 Target	PY24 Output (% to Target)
Organizational Indicators	Career-Connected Learning	Total number of WBL + CCL activities facilitated or supported through EmployIndy (Talent Bound Dashboard)	45,000	19226 (43%)
	Coaching + Training	Total number of participants enrolling in any coaching or training activity through EmployIndy (EI Scorecard)	6,400	3,117 (49%)
	Talent Connection	Total number of EmployIndy participants placed in a good or promising job (EI Scorecard)	3,290	1,391 (42%)
	Good Jobs	Total number of employers with whom EmployIndy works to improve job quality (GWI Dashboard)	145	114 (31%)
ADDED Organizational Indicators	Career-Connected Learning	Total number of Talent Experience activities supported through EmployIndy	1,000	243 (24%)
	Coaching + Training	Total number of participants completing postsecondary education or training through EmployIndy	1,770	331 (19%)
	Talent Connection	Total number of EmployIndy participants placed in "A" job	2,190	277 (13%)
	Good Jobs	Total dollar amount of increased wages among GWI employers annually	\$800,000	\$98,550 (12%)





YES Indy Holiday Celebration recognized the hard work and accomplishments of our community partners in 2024.





YouthBuild Celebration



EmployIndy’s YouthBuild Indy program, were selected by their peers to join more than 40 other young leaders in Washington, D.C. at the 36th Annual YouthBuild Global AmeriCorps Conference of Young Leaders (CoYL) in late 2024.





Jr. Park Ranger Program Training Completion Celebration.





A photograph showing four women seated around a dark table in a meeting room. The woman on the far left wears a plaid jacket and glasses. The woman next to her has her hair in a bun and wears glasses and a dark blazer. The woman in the center-right is speaking and gesturing with her hands; she wears a dark blazer over a graphic t-shirt and has a name tag. The woman on the far right is partially visible, wearing a dark top with a colorful pattern. On the table are various items: a gold textured vase, a water bottle, a white cup, a small calendar, a pen, and some papers. The background is a plain wall with a wooden baseboard.





GWI 100th Employer Celebration





Talent Day event at Broad Ripple Middle School hosted by Junior Achievement for their Career Exploration Day Series. Participants included Brandi Tibbs, Cristina Werthwine, and Matt Simpson.

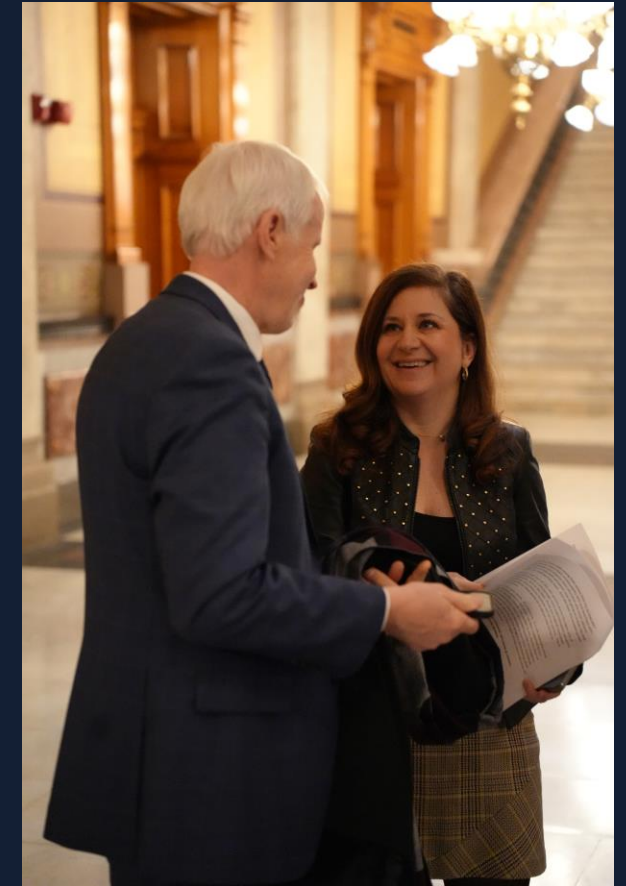


JAG Career Development Conference





Statehouse Day



Takeaways, Commitments + Next steps

- Board Engagement Opportunities:
 - 3/11: **Project Indy Kickoff + Hiring Event** – 5:30pm @ Frederick Douglass Park
 - 3/12: **Andre Carson Youth Opportunities Fair** – noon-7pm @ Ivy Tech Culinary and Conference Center
 - 3/28: **WorkOne Nonprofit/Government hiring Event** – 11am-2pm @ WorkOne Indy
 - Ongoing: **Wednesdays@WorkOne**



Takeaways, Commitments + Next steps

- Board Commitments
 - 45% of the board completed our form
 - 32% have committed a financial gift (thank you!)
 - Development team follow-up by the end of CY Q1
- EmployIndy Success Stories
 - JAG Testimonial (but not limited)
 - Comms team will reach out and support
- Next Board Meeting
 - June 24, 2025 @ 9am.



Thank You!

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