

Who is Conexus Indiana?



Conexus Indiana is an economic driver for Indiana's largest industry sector, **advanced manufacturing and logistics.**

We bring together business, government and academic partners to create a business environment where advanced manufacturing and logistics companies can invest, employ, succeed.



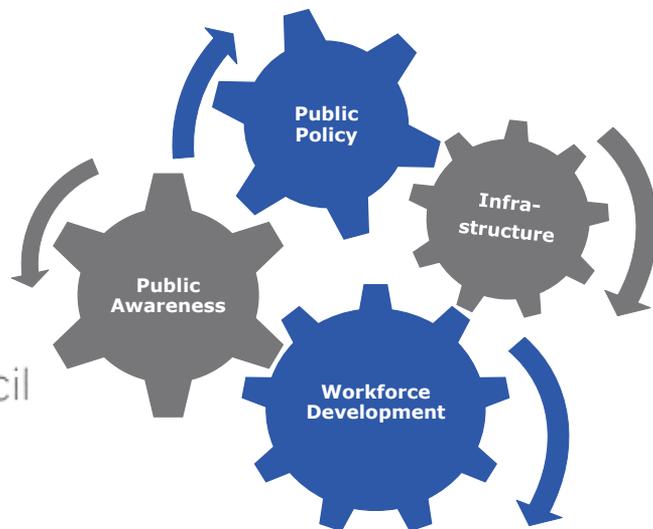
Together, We Make Opportunity

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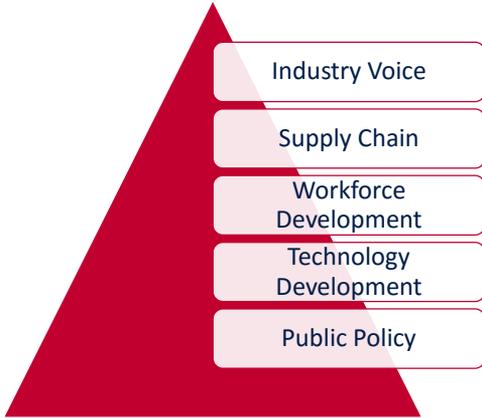
LOGISTICS
COUNCIL



A statewide partnership of logistics executives and stakeholders working together to implement strategic initiatives.



270 Logistics Council Members



The mission of the Conexus Indiana Aerospace & Defense Council ("IADC") is to support the long-term growth of Indiana's aerospace and defense industry

50 Council Members



The Indiana Automotive Council's ("IAC") mission is to enhance, grow and promote the automotive industry in Indiana. The IAC focuses on strengthening the competitiveness of Indiana in the global automotive marketplace to stimulate long-term job creation and capital investment.

Automotive Council Members **43**

The IAC is a collaboration between industry, government and higher education.



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INVETS



HOLISTIC APPROACH FOR TACKLING THE LARGEST ISSUES VETERANS FACE

Recruitment

- Consistent on-base presence
- Pitching high-demand careers

Employment

- Giving companies access to interested and qualified veterans
- Translating military performance

Retention

- Partnering with companies to develop support systems
- Working with communities to simplify transition

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ICON

Connecting Hoosier Suppliers with the World



Free to register and search



Over 6,600 Indiana-based companies



Procurement postings



Over 2,000 companies are diversity-owned



GIS enabled



Search by keyword

The Workforce Strategy

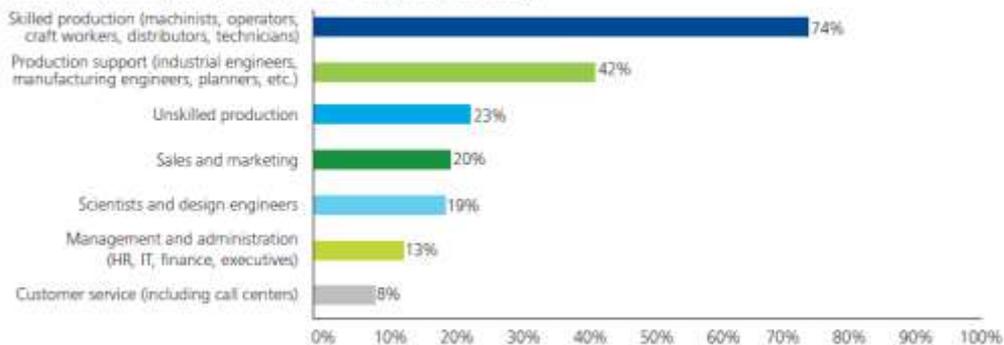
Boiling point? The skills gap in manufacturing



Q: Workforce Shortages

A: Skilled Production

Figure 3: For which employee segments have workforce shortages or skill deficiencies had a significant negative impact on your company's ability to expand operations or improve productivity?



Source: Deloitte Development LLC and The Manufacturing Institute

Boiling point? The skills gap in U.S. manufacturing



Q: Most important for success

A: Skilled Workforce

Figure 10: Given the change in the economy and business environment, which of the following will be most important to your company's future business success during the next 3-5 years?



Source: Deloitte Development LLC and The Manufacturing Institute

The Pull System



The future is bright for those who are prepared

The skills gap is widening

Over the next decade nearly 3 1/2 million manufacturing jobs will likely be needed and



The implications are significant

Every job in manufacturing creates another 2.5 new jobs in local goods and services. For every \$1 invested in manufacturing, another \$1.37 in additional value is created in other sectors.



Source: Deloitte analysis based on data from U.S. Bureau of Labor Statistics and Gallup Survey

The Need for Advanced Manufacturing and Logistics Talent

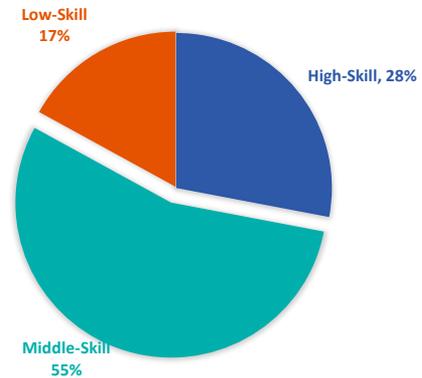



71% of Hoosier manufacturers suffer a moderate to severe shortage of skilled production workers



Manufacturing jobs pay **40%** more than average

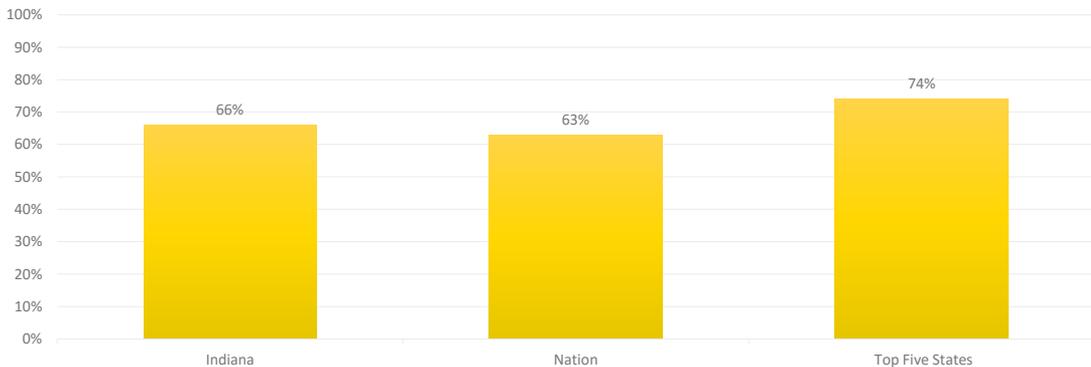
INDIANA JOB OPENINGS BY SKILL LEVEL 2014-2024



High School Graduates Immediately Enrolling in College



College Enrollment

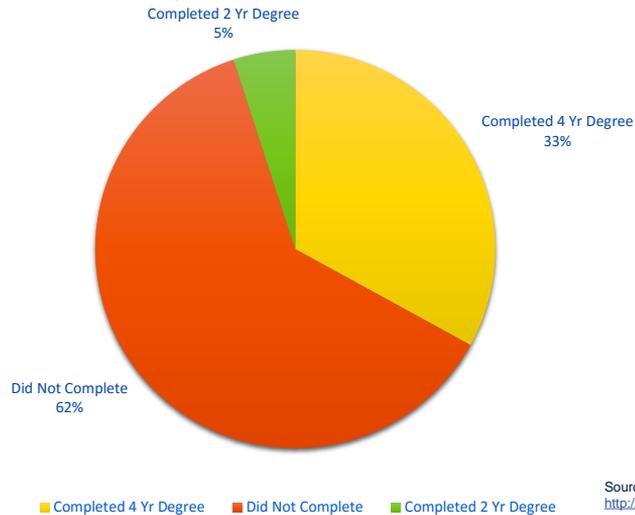


* Median of top five states.
 Source: Tom Mortenson, Postsecondary Opportunity
<http://www.higheredinfo.org/dbrowser/?year=2006&level=nation&mode=data&state=0&submeasure=63>

College Completion



Completion Rate (200% Time)



The Solution



Convened HR and operations executives from industry across Indiana ranging from 50 to 1,000 employees -- from automotive to life sciences to aerospace

Determined the skills required for a successful middle-level employee

Cross-walked the identified skills with current high school and post-secondary courses

Collaborated with education partners (DOE, secondary and post-secondary) to create new or revised programs to meet industry needs

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HIRETECH

DUAL CREDITS & CREDENTIALS

SECOND EDITION

FIRST YEAR: INTRODUCTION TO ADVANCED MANUFACTURING AND LOGISTICS		SECOND YEAR: ADVANCED MANUFACTURING 1	
UNIT 1 <small>IvyLearn Course: MPRO100</small>	UNIT 2 <small>IvyLearn Course: MPRO106</small>	UNIT 3 <small>IvyLearn Course: MPRO102</small>	UNIT 4 <small>IvyLearn Course: MPRO122</small>
<p>Ivy Tech MPRO100: Plant Floor <i>(3 dual credits)</i></p> <p>Ivy Tech MPRO106: Safety <i>(3 dual credits)</i></p> <p>MSSC: Safety** <i>(1 credential)</i></p>	<p>APICS: Elements of Logistics <i>(1 credential)</i></p> <p>APICS: Elements of Operations <i>(1 credential)</i></p> <p>Ivy Tech White Belt <i>(1 credential)</i></p>	<p>Ivy Tech MPRO102: Print Reading <i>(3 dual credits)</i></p> <p>Ivy Tech MPRO122: Mechatronics Electrical* <i>(3 dual credits)</i></p>	<p>MSSC: Quality** <i>(1 credential)</i></p> <p>Ivy Tech MPRO201: Lean* <i>(2 dual credits)</i></p>
 6 Dual Credits  1 Credential	 3 Credentials	 6 Dual Credits	 3 Dual Credits  1 Credential

**ADMP101 credit is available upon enrollment at Ivy Tech to those who earn both the MSSC Safety and the MSSC Quality certifications.

*MPRO122 and MPRO201 are only earned in integrated (4+ high school) credits/ implementations of the 2nd year course.

APICS = Association for Supply Chain and Operations Management
MPRO = Manufacturing Productions and Operations
MSSC = Manufacturing Skill Standards Council

Critical Partners for Success



Statewide Single Point Access

- Adult certification
- Dual credit
- High school certification



College, Career, or Both



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A+PARTNERS



A+ Partner provides partner school with industry access, advocacy, and advice

Educators and A+ Partners collaborate to:

- align classroom instruction with industry standards
- design class projects
- tour facilities
- pair mentors with students
- place interns
- and more



252 Companies are A+ Partners

A+ Partners in Action

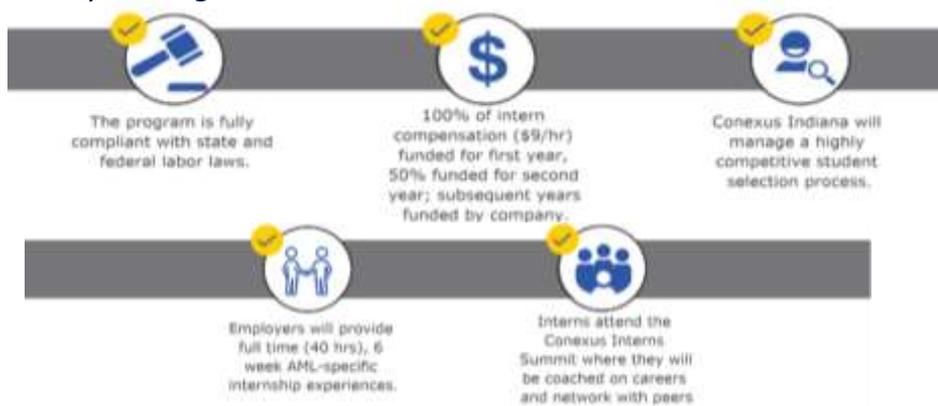


CONEXUS INDIANA iNTERNS

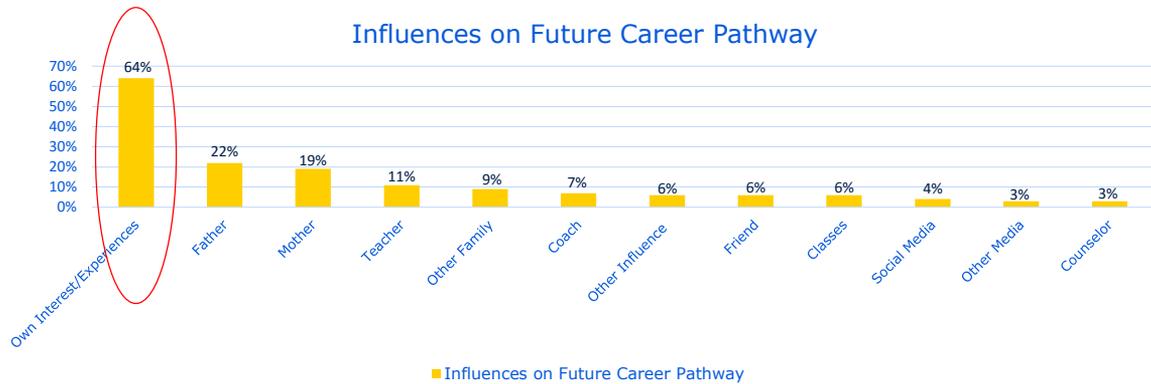


Program Highlights

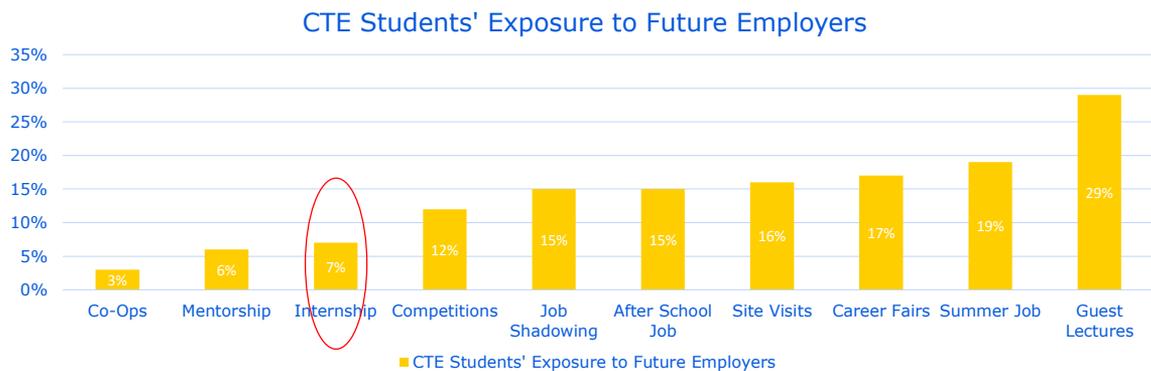
- Conexus Interns is a high school internship program that places select advanced manufacturing and logistics (AML) students in industry throughout Indiana.



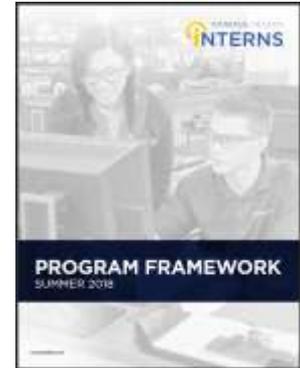
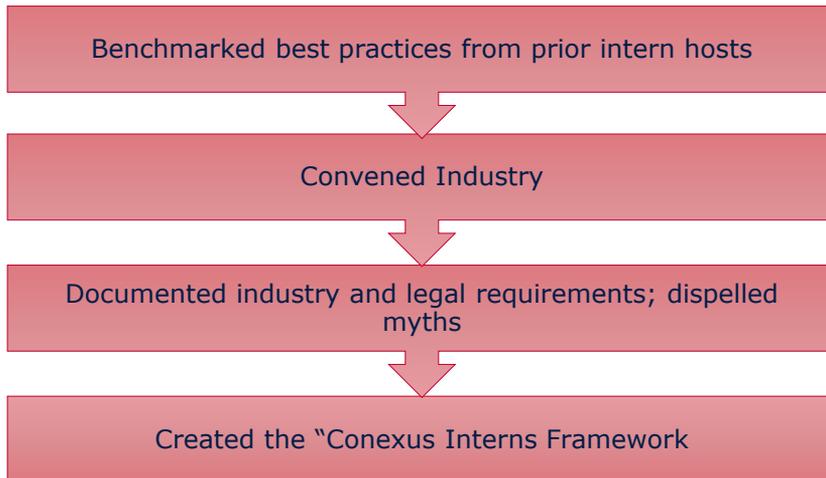
Why Internships?

Why Internships?

Program Development



Myth: Students Under 18 Years Old Aren't Allowed to Work In Manufacturing or Logistics Facilities



- Interns can complete meaningful work that benefits both the student's learning objectives and the host company.
 - "Child Labor Provisions for Nonagricultural Occupations Under the Fair Labor Standards Act"

What CAN interns do?

- | | | |
|----------------------------|------------------------------|-----------------------------|
| • Safety Audits | • Packing | • ERP System |
| • MSDS Review | • 5S | • WMS/TMS |
| • Quality Inspections | Implementation | Management |
| • Inventory Cycle Counting | • Kaizan Event Participation | • Planning & Scheduling |
| • CAD Design | • Process Review | • Physical Inventory Taking |
| • Receiving | • Freight Cost Analysis | • Fixed Asset Counting |
| • Picking | • Quoting | |

Myth: My Insurance Policies Don't Allow Anyone Under 18 On The Production Floor



- Conexus Interns are hired as employees
- Interns are most likely covered under existing insurance plan
- Companies that currently host interns state that most often a call to confirm with insurance company is all that's needed



CONEXUS INDIANA iNTERNS



Future Employees

Over 80% of interns reported they were more likely to pursue a career in AML after their experience.



Coming Back for More

Over 90% of intern host companies are likely to return year after year.



574 Interns
in **134** companies

Conexus Interns on the Job



A DECADE OF OPPORTUNITY

2008

- Conexus Indiana signed a Memorandum of Understanding with the National Association of Manufacturers.
- Conexus Indiana signed the first annual "The State of Manufacturing & Logistics" contract in partnership with the Indianapolis Business Journal.

2010

- Conexus Indiana signed the Indiana Aerospace & Defense Council to support and guide Indiana's aerospace and defense sector.

2011

- Conexus Indiana signed the Indiana Logistics Council to address Indiana's concerns in the global automotive industry.

2012

- Conexus Indiana signed the Indiana Tech consortium with the state to allow "Tech students" the opportunity to seek lodging credit.

2013

- The Indiana Automotive Council published a Strategic Plan for Indiana's Automotive Industry.

2014

- The Conexus Indiana Logistics Council published the "Indiana Logistics Future" the grand second statewide logistics strategy plan.
- Indiana Tech signed a partnership with the state to allow "Tech students" the opportunity to seek lodging credit.

2015

- Conexus Indiana signed the Indiana Tech consortium with the state to allow "Tech students" the opportunity to seek lodging credit.

2016

- Conexus Indiana signed the Indiana Tech consortium with the state to allow "Tech students" the opportunity to seek lodging credit.

2017

- Conexus Indiana signed the Indiana Tech consortium with the state to allow "Tech students" the opportunity to seek lodging credit.

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Aviation & Aerospace INDIANA

WILLIAM HARRIS | JEFFREY BELL

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Together we make opportunity

