

# 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.



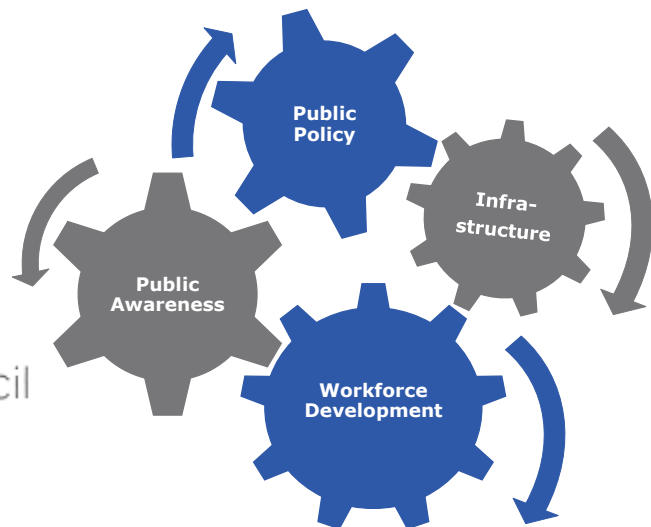
***Together, We Make Opportunity***

CONEXUS INDIANA

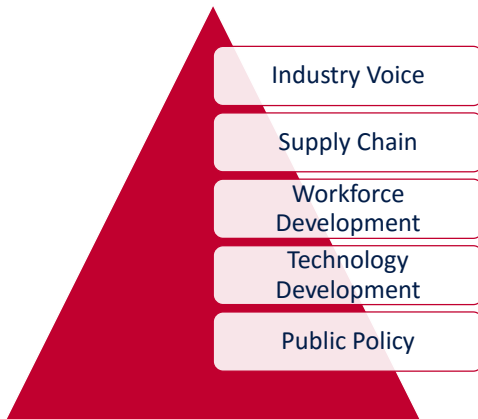
**LOGISTICS**  
COUNCIL



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**

Free to register and search



Over 6,600 Indiana-  
based companies



Over 2,000 companies  
are diversity-owned



GIS enabled



Procurement postings



Search by keyword

# The Workforce Strategy

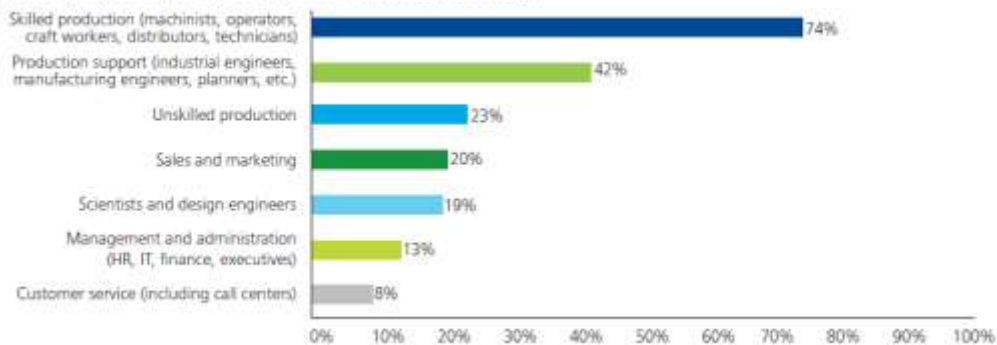
## Boiling point? The skills gap in manufacturing



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?

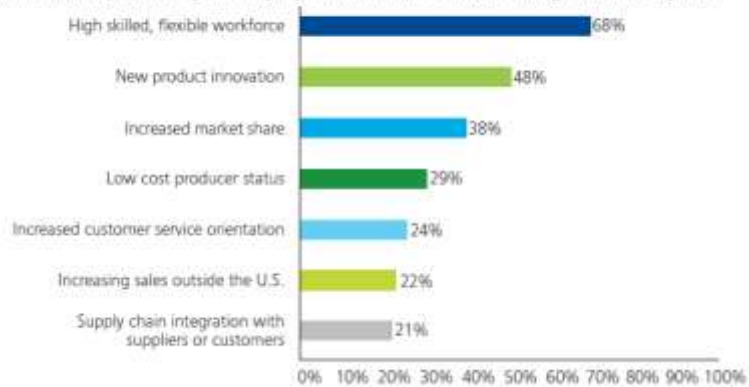
## The skills gap in U.S. manufacturing



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

2015 **2 Million** 2025  
are expected to go unfilled due to the skill gap

#### 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.

**2.7 Million**  
Baby boomer retirements  
+  
700K manufacturing jobs expected from economic expansion

Only 1.4 Million jobs are likely to be filled

**3.4 Million**  
manufacturing jobs are likely to be needed over the next decade

leading to an expected **2 Million** manufacturing jobs unfilled due to the skill gap

By 2025 the skills gap is expected to grow to **2 million**  
In 2011, 600K jobs were unfilled due to the skills gap

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

# The Need for Advanced Manufacturing and Logistics Talent

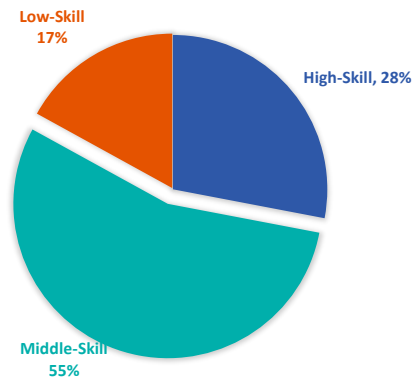


**71%** of Hoosier manufacturers suffer a moderate to severe shortage of skilled production workers



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

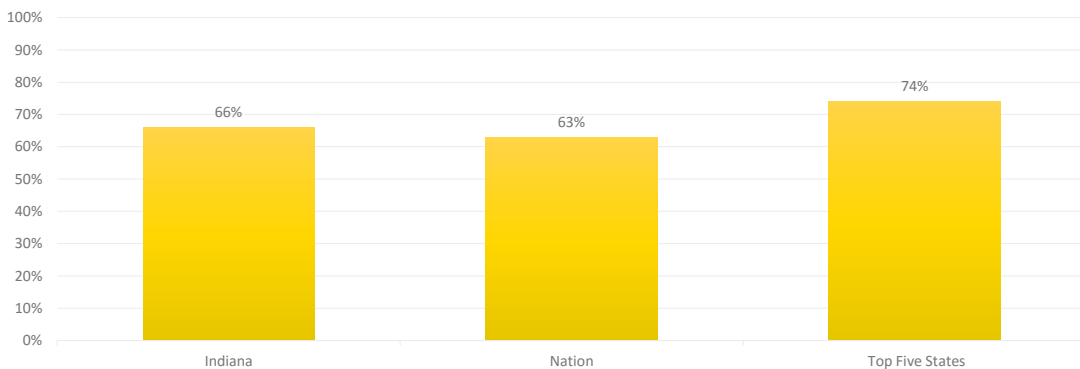
INDIANA JOB OPENINGS BY SKILL LEVEL  
2014-2024



## High School Graduates Immediately Enrolling in College



College Enrollment



\* Median of top five states.

Source: Tom Mortenson, Postsecondary Opportunity

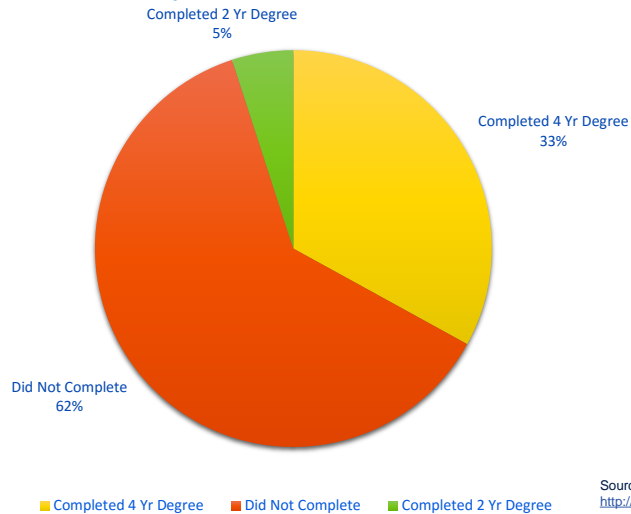
<http://www.higheredinfo.org/dbrowser/?year=2006&level=nation&mode=data&state=0&submeasure=63>



# 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



[illegible]

- High school
- Two years
- Industry Partnerships
- Immersive online training environment
- Real-life projects
- Educator professional development
- 15 dual credits
- 5 industry credentials
- Professional development



**205** Hire Tech Schools  
*have reached*  
**7,244** Students with Curriculum



**16,641** Dual Credits  
*and*  
**8,384** Credentials Earned

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**HIRETECH**




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www.conexusindiana.com




## DUAL CREDITS & CREDENTIALS

SECOND EDITION

**FIRST YEAR:**  
**INTRODUCTION TO ADVANCED MANUFACTURING AND LOGISTICS**

UNIT 1 IvyLearn Course: MPRO100	UNIT 2 IvyLearn Course: MPRO106
Ivy Tech MPRO100: Plant Floor <i>(3 dual credits)</i>	APICS: Elements of Logistics <i>(1 credential)</i>
Ivy Tech MPRO106: Safety <i>(3 dual credits)</i>	APICS: Elements of Operations <i>(1 credential)</i>
MSSC: Safety** <i>(1 credential)</i>	Ivy Tech White Belt <i>(1 credential)</i>
 <b>6</b> Dual Credits  <b>1</b> Credential	 <b>3</b> Credentials

**SECOND YEAR:**  
**ADVANCED MANUFACTURING 1**

UNIT 3 IvyLearn Course: MPRO102	UNIT 4 IvyLearn Course: MPRO122
Ivy Tech MPRO102: Print Reading <i>(3 dual credits)</i>	MSSC: Quality** <i>(1 credential)</i>
Ivy Tech MPRO122: Mechatronics Electrical* <i>(3 dual credits)</i>	Ivy Tech MPRO201: Lean* <i>(3 dual credits)</i>
 <b>6</b> Dual Credits	 <b>3</b> Dual Credits  <b>1</b> 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 accelerated (1+ 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



**A+ PARTNERS**

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### **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

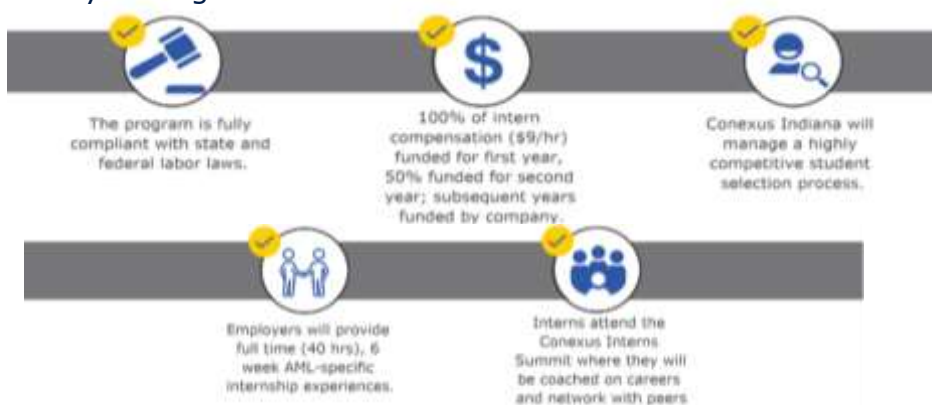


## CONEXUS INDIANA INTERNS

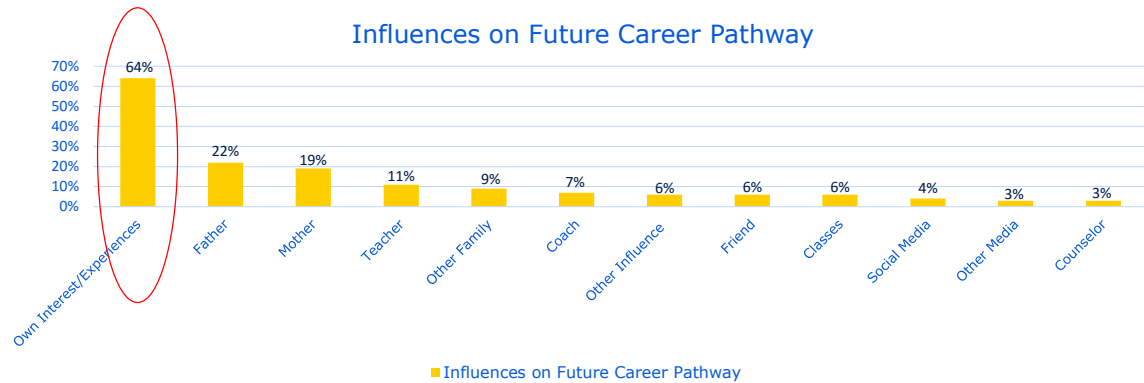


### Program Highlights

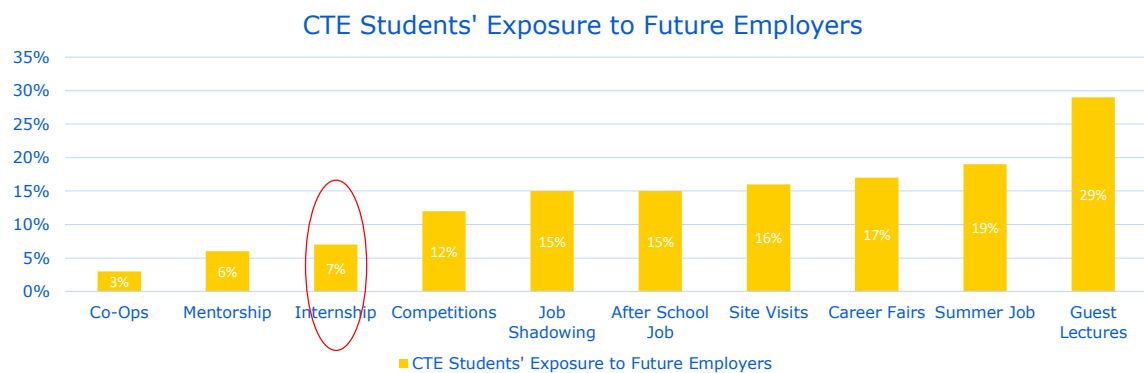
- Conexus Interns is a high school internship program that places select advanced manufacturing and logistics (AML) students in industry throughout Indiana.



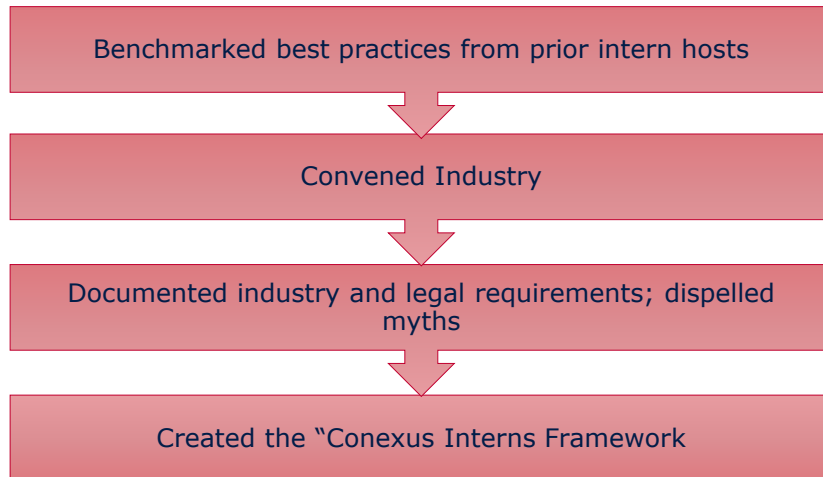
# Why Internships?



# 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 | • Kaizen 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

**2007**

- Conexus Indiana Corporate Partnership formally launched. Conexus Indiana is the catalyst to provide students with the recognized global leader in advanced manufacturing and logistics.
- Conexus Indiana created the **Conexus Indiana Logistics Council**, advising, coordinating and helping guide Indiana efforts to become a leader in distribution, logistics, and supply chain operations.
- Conexus Indiana launched the **Conexus Indiana Supply Chain**, an online tool connecting regional suppliers with contracting opportunities.
- The Conexus Indiana Logistics Council published **Indiana's A Plan for Indiana's Logistics Future**, outlining strategies in the areas of infrastructure, public policy, workforce development, and public awareness.

**2008**

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

**2009**

- Conexus Indiana was named one of the top 100 educational organizations by **Forbes** magazine.

**2010**

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

**2011**

- Conexus Indiana's **High Tech** program was named as one of the top 100 programs in the state of Indiana.

**2012**

- Conexus Indiana's **High Tech** program was named as one of the top 100 programs in the state of Indiana.

**2013**

- Conexus Indiana's **High Tech** program was named as one of the top 100 programs in the state of Indiana.

**2014**

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**2015**

- Conexus Indiana's **High Tech** program was named as one of the top 100 programs in the state of Indiana.

**2016**

- Conexus Indiana's **High Tech** program was named as one of the top 100 programs in the state of Indiana.

**2017**

- Conexus Indiana's **High Tech** program was named as one of the top 100 programs in the state of Indiana.

**Together we make opportunity**

