

People want an **ECONOMICALLY HEALTHY** community.

THEIR CONCERNS

- Resistance to change
- Holding on to manufacturing
- History (not diversifying our base)
- Stagnant population growth
- Looking ahead at our culture 10-20 years from now.
- Focusing on workforce and work ethics
- Valuing vocational opportunities
- Getting young people to stay

“We have to show students there’s a path to move forward to a career. We have lots of good things going on in education, but we’re not coordinated, not everyone has bought in.”

Howard County Resident, 2019

Actions that would make a difference	Who is working on it?
<p>Put more emphasis on education; especially focus both on college and trade schools</p>	<p><u>IUK</u> has had a huge expansion, not only their degrees, but in their athletics, as well.</p> <p><u>Ivy Tech</u> is changing their workforce development alignment. Now there is an emphasis on Career Coaching and Employer Engagement which creates a pipeline of students coming out of Ivy Tech and into the workforce. Kokomo is one of seven Alpha Pilot Sites for a new program, Career Coaching and Employer Connections (CCEC). The emphasis is on coaching, work base learning, training, education, and talent pipelines for employers. They are searching for an executive director now and another employee or two.</p> <p>They are establishing a career coaching program. College and academic career coaches will be at area high schools one day a week (on average) for an entire day. There are four people who will do this.</p>

TAKING EFFECTIVE COMMUNITY ACTION (TECA)

Put more emphasis on education; especially focus both on college and trade schools (Cont.)

NCIEDP (North Central Indiana Economic Development Partnership) offers regional initiatives. An Employer Educator Council is part of their comprehensive plan. Steven Ray and Jake Adams are working on this. They will base it on Blair Milo's 21st Century Talent Regions and see if this area can be one.

Also included under this plan is the development of a Center of Excellence for Advanced Manufacturing. Ivy tech has been designated as this entity and will act as a nucleus for employers/employees. The focus is on K-12 and higher education.

Integrated Technology Education Program (ITEP). In April 2014, Ivy Tech Community College in Kokomo was one of 24 grantees across the United States to receive funding to participate in The Youth Career Connect Grant, awarded by the Department of Labor. This grant focuses on the workforce skills gaps by developing training programs for youth before they graduate from high school. The amount awarded to the Ivy Tech Kokomo region was \$3.2 million to provide 11th grade students in local high schools and career centers the opportunity to begin a career pathway toward an associate degree during their last two years of high school in one of eight industrial technology/advanced manufacturing fields, including working closing with FCA/Chrysler Industrial trades. Students earn college and high school credits simultaneously. They also do 16 weeks of work in the facility, where students are mentored by employees. This program has gone so well that it's now expanding into auto technicians/local auto dealerships. Button Motors has partnered with Ivy Tech to establish a dual credit pathway. Button will also pay for college education for students who need it. Ivy Tech wants to expand to information technology and building trades.

IUK is also partnering to offer final two years toward a bachelor's degree to ITEP students.

TAKING EFFECTIVE COMMUNITY ACTION (TECA)

Put more emphasis on education; especially focus both on college and trade schools (Cont.)

Micro certifications are available with Ivy tech, IUK, and Indiana Wesleyan through Economic Development

SHAK Makerspace offers no certifications, but they do offer skills training, helping create a pipeline of people to go into the trades; focusing on The Crossing Students, exposure to trade and skills, welding, and pipe fitting. This is project-based now, but they are looking to make it quarterly.

Kokomo Area Career Center – Provides career and technical training for students in grades 8-12 from four counties and nine school districts. Students have the option to earn more than 165 college dual credits. The career center offers 10 career clusters and pathways in Agriculture, Architecture and Construction, Arts/AV Technology and Communication, Business and Marketing, Health Sciences, Hospitality and Human Services, Manufacturing (including welding certificate), Public safety, STEM, and Transportation.

Work release with Ivy Tech offers welding certification, wherein several men from work release get their certificates and a skill set. They would like to see this program grow.

Other Comments:

We're seeing more influence from people who value education.

Idea of reverse college degree - getting people to get people to live in their area, and they will get their college debt paid.

TAKING EFFECTIVE COMMUNITY ACTION (TECA)

<p>Develop strong workforce partnerships between schools and businesses</p>	<p><u>The CEO Program</u> creates business involvement with students, from mentorships to internships.</p> <p><u>The Partners in Education Program</u> lost its participation from employers so they restructured. It is now the “Employer- Educator Roundtable” and its purpose is to enhance communication between businesses and education.</p> <p><u>Internships exist</u> with major employers at the college level, such as Haynes, FCA, etc.</p>
<p>Keeping existing businesses alive</p>	<p><u>Incentives are an option</u> but they are designed more for the primary employers, those who are not reliant on local customers’ markets, such as tax abatements, property tax at the local level, and income tax.</p> <p><u>The Chamber of Commerce</u> offers various workshops and networking events to educate and connect businesses.</p> <p><u>Small Business Development Center (SBDC)</u> offers free business counseling, workshops, market research, economic gardening model, info and other resources for start-up and existing businesses.</p> <p><u>The Technology and Industry Revolving Loan Fund Program</u> – Read more at www.cityofkokomo.org/departments/development.</p> <p><u>Kokomo Comprehensive Plan</u> is, according to the Economic and Workforce Development Plan 2017, as follows: <i>Strengthen & diversify existing business by adapting to demands of the local industries; allow for new businesses and industries that strengthen the local supply chains, promote sites with significant investment and job creation opportunities; remove barriers that impact local businesses; collaborate with local and regional planning organizations to align efforts; support efforts to integrate graduates into the local workforce.</i></p>

TAKING EFFECTIVE COMMUNITY ACTION (TECA)

<p>Keeping existing businesses alive</p>	<p><u>North Central Indiana Regional Planning Council</u>, September 2017 Regional Economic Development Plan <i>Accelerate the growth, placement, connectivity, and innovation of potential new businesses to the region by increasing business survival rates to 50% by 2023</i> - this included start-up, attraction, resource development and other key actions.</p>
<p>Attracting high wage, high skilled jobs</p>	<p><u>The China trips</u> local leaders have taken are a way to attract higher wage jobs.</p> <p><u>“The Drive” pitch contest</u> was for local entrepreneurs by GKEDA. Money was given to winners to scale up their businesses.</p>
<p>Creating an innovative and diverse business environment</p>	<p><u>SHAK Makerspace</u> has several people working with entrepreneurs right now, working on patented items.</p> <p><u>Inventrek Technology Park</u> and related programs, such as “The Drive”, a pitch competition for local entrepreneurs by GKEDA, wherein money was given to winners to scale up their businesses.</p> <p>They want to diversify away from the automotive industry despite their history of a strong UAW. Some projects won’t locate near UAW.</p> <p>Market ready sites are very important in ensuring that the focus doesn’t shift from place making and diversification. Dedicated land is needed to make this happen.</p>

TAKING EFFECTIVE COMMUNITY ACTION (TECA)

<p>Developing the amenities that appeal to young people, so they'll come back here to live</p>	<p><u>Existing amenities:</u></p> <ul style="list-style-type: none"> • YMCA • The Coterie • The Fade store • Brews on Buckeye • Kokomo Beach • Jackrabbits Stadium • Youth Sport Complex • The Arts- need more focus (Supporting the arts) • Civic Theater <p><u>Greater Kokomo Downtown Association: Official Arts District Certification</u> will happen in downtown Kokomo next year. They want to continue the sculpture art exhibit and fund it for another two years.</p> <p><u>More public art is desired. We need to finish</u> the Allies and the painting in the community, along with electronic and audio art.</p> <p><u>They will continue First Friday events.</u></p>
<p>Communicating our message consistently and collaboratively</p>	<p><u>GKEDA</u> plans to pull together marketing directors from IUK, and Ivy Tech in 2020 to coordinate and collaborate a unified message on a quarterly basis.</p> <p><u>GKEDA has obtained a Healthy Community Designation</u> for Howard County from the State of Indiana and the Indiana State Chamber, through the Wellness Council of Indiana. It's a 2-year designation. GKEDA markets it and shares it with employees.</p>

People and organizations they trust:

- Community Foundation of Howard County
- Greater Kokomo Economic Development Alliance
- Local business leaders
- Media
- Schools
- United Way and other nonprofits

Additional Notes from Research Sessions for the Community Foundation's Reference:

Inviting people who are influencers (have online businesses) through incentives and enticing them to relocate to this community.

We asked each member of the group where the community foundation could make the most impact regarding this aspiration?

- JB – Have a convener of all workforce development organizations/programs to make the process more user friendly (one center and one main contact). This could be a “non-partisan” position or connected with an organization that is currently working in the area.
- We are telling the story of Kokomo at a statewide and regional level and it has changed for the better there, but the local population isn't aware.

ECONOMICALLY HEALTHY community

Harwood stage of community life is

- Undetermined

Discussion on what role the Community Foundation could play in this Aspiration:

- There is a lot of opportunity to talk to Charlie at Greater Kokomo Economic Development Alliance (GKEDA). There is a lack of formal programs to assist in business retention. The Director should make contact to find out the needs of businesses.
- Also, GKEDA could partner with Ivy Tech

To do:

- There are enough entities in existence who are dealing with or could be dealing with the aspirations here.

The community foundation will focus on the following actions:

- Share the information with GKEDA

And this role:

- Communicator

Action Plan for an **Economically Healthy** Community

Action	Lead	Completion by
Share info with Charlie Sparks and GKEDA	Greg Aaron	December 2019
Speak to the board about considering setting aside funds that could support non-profit grant applications that address this aspiration.	Greg Aaron	January 31, 2020