



## FOR IMMEDIATE RELEASE

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### **IN-MaC Implementing Proven Pathways That Take Indiana Students Directly from High School to High-Paying Careers**

*Pathways are built to specifically address critical gaps in Indiana's current and future workforce*

The [Indiana Manufacturing Competitiveness Center](#) (IN-MaC) is partnering with educators and industry leaders to build systemic pathways that start with high school freshmen and end with highly-skill workers landing high-paying manufacturing jobs, often in the students' own backyards.

Manufacturing accounts for more than 17 percent of Indiana's workforce. Roughly more than 85,000 jobs go unfulfilled due to lack of education and required training. This number continues to grow as manufacturing becomes more automated and additional high-tech skills are needed.

This is compounded by the fact that many students are unaware that the average wage for highly-skilled manufacturing workers in Indiana is \$55,000 annually and that many opportunities are often available in a student's own community.

IN-MaC actively seeks out industry and education partners who are in need of talent to build systemic, customized programs that allow high school students to take specialized curriculum, gain on the job training and obtain paid positions within industry, all before graduation. Upon graduation, these students move on to full-time positions and/or post-secondary programs that enable them to continue advanced training

Once the industry and education partners are identified, IN-MaC acts as a liaison between area educators, local community organizations and the industry partners to develop a pathway system that meets the needs of the community, the students and the hiring entity.

"The Toyota 4T Academy was the first and most mature pathway. When I began working with Toyota Motor Manufacturing of Indiana (TMMI) in Spring 2019, we knew three things: TMMI was struggling to find qualified team members in multiple job categories. Gibson County Schools was looking to provide a manufacturing program for students who were seeking more hands-on experience, and our state was in the early stages of launching a CTE reform," said Lisa Deck, program manager of education and workforce at IN-MaC. "Since that time, the academy has launched and expanded into Southridge High School, Dubois County and Benjamin Bosse High School, Vanderburgh County."

In May, 22 seniors from Gibson and Dubois counties graduated from the 4T Academy. 19 graduates were offered full-time positions with Toyota and several are considering pursuing STEM-based college programs. Toyota is so encouraged by the program that the company is expanding 4T to its campus in West Virginia.

Other pathway systems are being developed around the state of Indiana, including opportunities in Alexandria, Dekalb Central, Muncie Area Career Center, and West Central Indiana CTE, which are still in the planning stages. Partners include Toyota Motor Manufacturing Indiana, Toyota Motor Manufacturing West Virginia, Alexandria High School, and Muncie Area Career Center in partnership with Ivy Tech Community College Lafayette. Six industry partners, multiple higher education partners, 30+ high schools and countless community partners are invested in the success of Indiana's students through support of the pathway program.

"Working with IN-MaC has helped us create pathways for students who might not otherwise realize the benefit of working in advanced manufacturing," said David Rosier, plant president at Toyota Motor Manufacturing West Virginia. "Lisa Deck and IN-MaC have played an important role in the development of West Virginia's Toyota 4T Academy. They are creative, committed, task oriented and bring true passion to career development initiatives. They clearly understand the end goal is to help students reach their potential. We are thankful for their support."

IN-MaC provides the leadership and equity of voice when exploring career pathway programs that support relevant hands-on learning for students to acquire the academic, technical and professional skills needed for today's workforce. To learn more about the IN-MaC Pathways program and IN-MaC's role in facilitation, contact Lisa Deck at [adeck@purdue.edu](mailto:adeck@purdue.edu).

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### About IN-MaC

IN-MaC provides programs and services to enhance the talents and capabilities of Indiana's present and future workforce by facilitating connections between educators and industry to catalyze the formation of near-term and long-term skills in a highly accessible manner across Indiana. IN-MaC supports a variety of STEM-type, skilled trades, degree (associates and undergraduate) and certificate programs. IN-MaC leverages its resources, networks and partnerships with industry, local communities, educators and interested stakeholders to provide a variety of formal courses and informal activities that embolden pathways to meet the talent needs of the present and future manufacturing workforce.



*Juniors and Seniors from multiple West Virginia high schools celebrate signing day as they commit to joining the 4T Academy.*

