

DirectEmployers Institute
Annual Review 2019

STATEMENTS

Letter From Board President



For DirectEmployers Institute (DEI), 2019 was an exciting and productive year.

Keeping with its mission of “bringing learning to life”, the DEI team, led by Director Simone Murray developed a suite of programs that served to transform the lives of over 1704 youth from multiple school districts across the state of Indiana. Effectively leveraging over 150 partnerships with industry, schools and other community organizations, DEI advanced not only the knowledge and skills of students, but engendered dispositions that fostered creativity, critical thinking, entrepreneurship and an orientation to learn from failure. These experiences will not only translate into positive academic shifts but will leave an indelible imprint that will help them carve a pathway to professional success.

Given DEI’s more holistic view of learner development, they offered a diverse set

of programs that not only supported learners’ academic development but also encouraged self-awareness, along with social and cultural consciousness. For the robust set of program offerings DEI received multiple recognitions for program quality which attests to the strength and expertise of the DEI team. In 2019, we also saw notable growth in participation of both students and partners which may serve as a launching pad for expansion of programs in the coming year. As we move into another decade, 2019 serves as an indicator of the strong impact a small, but passionate and motivated team, can have on positively transforming lives of young people.

The dedication and commitment of the DEI leadership and staff to enacting its mission has been inspiring. Onward and upward for 2020!

Dr. Dionne Cross Francis

Annual Review

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DirectEmployers Institute

History

In 2012, Indianapolis-based DirectEmployers Association made a commitment to support the Summer Jobs+ Program that was initiated by the Obama Administration and the U.S. Department of Labor. The purpose of Summer Jobs+ was to promote interest among employers regarding the importance of hiring underserved youth. Youth Jobs+ was a natural program for DirectEmployers Association to embrace because of its deep linkages with hundreds of leading global employer partners.

The leadership of DirectEmployers Association determined that the best way to connect youth to employers and to help employers hire a more diverse workforce was to establish a separate stand-alone organization, DirectEmployers Foundation. As a result, a Board of Directors was established, bylaws were submitted to Indiana's Secretary of State, and the organization received its IRS tax-exempt status effective March 13, 2012.

Vision

DirectEmployers Institute envisions a future in which students from underrepresented groups gain hands-on project-based experiences and workplace learning opportunities with local employers to prepare them to enter high wage careers in Science, Technology, Engineering and Math (STEM) and explore contemporary business practices with local employers. To achieve this vision, we work closely with educational and youth-serving organizations to identify high potential, underserved students and match them with employers that are committed to increasing equality and diversity in their workforce.

Mission

DirectEmployers Institute brings learning to life by uniting public and private employers, schools, and non-profit organizations that have a passion for creating a diversified workforce for students who are underserved or underexposed due to underrepresentation or disabilities.

We inspire and prepare the next generation of a more diverse global workforce by bringing a simulated workplace environment directly to students in our state-of-the-art, project-based STEM (Science, Technology, Engineering, and Math) Center and through local workplace learning programs.

WHERE LEARNING BECOMES LIFE



2019

Highlights

In 2019, DirectEmployers Institute and its partners received a few special recognitions for its programming listed below:

- Daviess Community Hospital Newsletter feature for Washington High School **WSP**
- Excellence in Summer Service Award for two **STEM YES!** 2019 Interns
- Glimpse of Culture Fundraising Event
- 2019 Impact Awards Employer of the Year Nominee
- IU publications of WSPs
- **Workplace Simulation Program** Publications through IU School of Education:

- Authentic learning: creating transparent candy glass windows for culinary arts through experimental design
- Enhancing STEM learning through an interdisciplinary, industry-generated project
- Supporting disciplinary and interdisciplinary knowledge development and design thinking in an informal, preengineering program: a **Workplace Simulation Project**

Fundraising Event: A Glimpse of Culture



The evening was hosted at Balmoral House and included an International Fashion Show, food from around the world, and special performances from:

Epiphany Dance Collective

West African Dance Company

The Indianapolis Chinese Community Center, Inc

Chinese Dance Showgroup

Leslie Red & IRB

Live Reggae Band

PARTNER OF THE YEAR AWARD:

Health and Science Innovations

SPONSORED BY:

Duke Realty, Ice Miller, Salesforce, and IDEAA.

DEI's 2019 fundraiser was unique to the Fashion Shows from previous years as it was a Glimpse of Culture.



Highlight 2 award winners from Glimpse of Culture

Kendall Baten & Brianna Benton

Forbes 20 under 20

Student stories from surveys

Internship Program

We are in our 5th year of hosting high school and undergraduate interns. We hired 9 interns who went through team building, Job Ready training, Indiana INTERNnet training, bullying prevention, resume training, and LinkedIn training. Interns had to network in their chosen field, design activities for **STEM YES!** 2019 and help lead both sessions of the camp. Each year our interns leave the program with professional skills of public speaking, group leadership, and teamwork, and are therefore well-equipped for their next job, and/or internship.



STEM YES!



WHAT DO YOU LIKE ABOUT THE CAMP?

I like the job shadows and the food here. I also really like building the robots. Something I would change. I wish we did other things besides Vex and Go-IT. Since we do it for so long it can get really boring. You can get frustrated easily and it is tiring.

Nia Simmons



DirectEmployers Institute's (DEI) Science, Technology, Engineering, and Mathematics Youth Enhancement Summer (STEM YES!) is an intensive summer program for underrepresented students, grades 8-12, who are interested in exploring STEM careers in a work-based environment.

Students can sign up for one of two, two-week sessions in their field of interest: Science/Healthcare or Engineering/Technology. Students develop competencies in teamwork, critical thinking, business planning, social etiquette, presentation skills, career, and college preparation. They also gain valuable knowledge and hands-on experience related to the day-to-day work of a STEM business professional in the areas of marketing, finance, business development, research and product development, information technology, and human resources.

Session: June 17-28

In this session students toured a cadaver lab observing anatomy and mechanics, participated in a panel discussion of medical professionals. Some students learned about the physical therapy career pathway at Community Health and all participating students were CPR certified by the end of the session. Students also completed a research project throughout the session for which they made posters and presented their findings at Eskenazi Health.



Partners: IU School of Medicine, Dr. Susan Walsh, IUPUI, IU School of Science, Health and Hospital Corporation, Corteva AgriSciences, Wheeler Missions, Community Health, Eskenazi, Hospital, Theratome Bio, Quick Response LLC, JobReady.

“

When I walked into Duke, I thought it would just be construction but after we went to the office and had stations and we are speaking to different people and I spoke to a pre-construction manager. He told me that Architects do a lot with design and modelling of buildings and that is when it clicked, and I realized that is exactly what I want and I want to further that study and education at Ball State University.

Jacob Jillani

“

My experience with DEI has been interesting, exciting, and educational. There are a lot of things that I learnt and think will be useful in my life such as public speaking/presenting, being social and taking opportunities when they present themselves. It was very interesting to learn about the types of energies and their qualities such as how wind is the best renewable source and what solar plates are made of (Silicon). Unfortunately, I was unable to attend my Job Shadow but the one I ended up going was also a great experience. I am glad that I came to these two programs (despite the fact that they took up 37% of my summer). The people here realize how important these skills are and so they encourage us to know and demonstrate these skills in our life. For this, I thank them.

Dakyz Howard



Session: July 8-19

In this session, Students were given the opportunity to participate in the **STEM YES!/IDEAA** hybrid program through which they explored Engineering/Technology hands-on product development in order to challenge and build mechanical skills. Throughout this session they completed GoIT modules to learn how to make an app, which they presented at the end of the session. They also received advice from professionals in the industry and learned about the many fields in the industry through lectures, site visits, and workshops.

Partners: HSI/IDEAA, TechPoint, TATA, IMMI, FedEx, Duke Realty, Professor Razban, BSA LifeStructures, Jared Barber, Salesforce, STEMhen Farris, JobReady.

“

My experience with the camp so far is amazing. I've had a lot of fun with my friends. I am also gaining a lot of knowledge through this camp. This confirms that I want to be an Engineer. This camp is great, I love it.

James Highsaw Jr.

“

I would like to say thank you for having me at this camp. At first, I thought this camp was going to be boring but as the days went by things started to get better. I made new friends and learned a lot of things like: The STEMs of Design Thinking, their empathy, define the problem, ideate, create a prototype and test. I also learned more about teamwork and how three minds are better than one. One thing that I really liked was the Job Shadow at BSA. I learned a couple things like how plumbing engineers use technology to create a pipe system and how they evolved from drawing to using technology. I really enjoyed the two weeks I have been here and hopefully I will be able to be here next year.

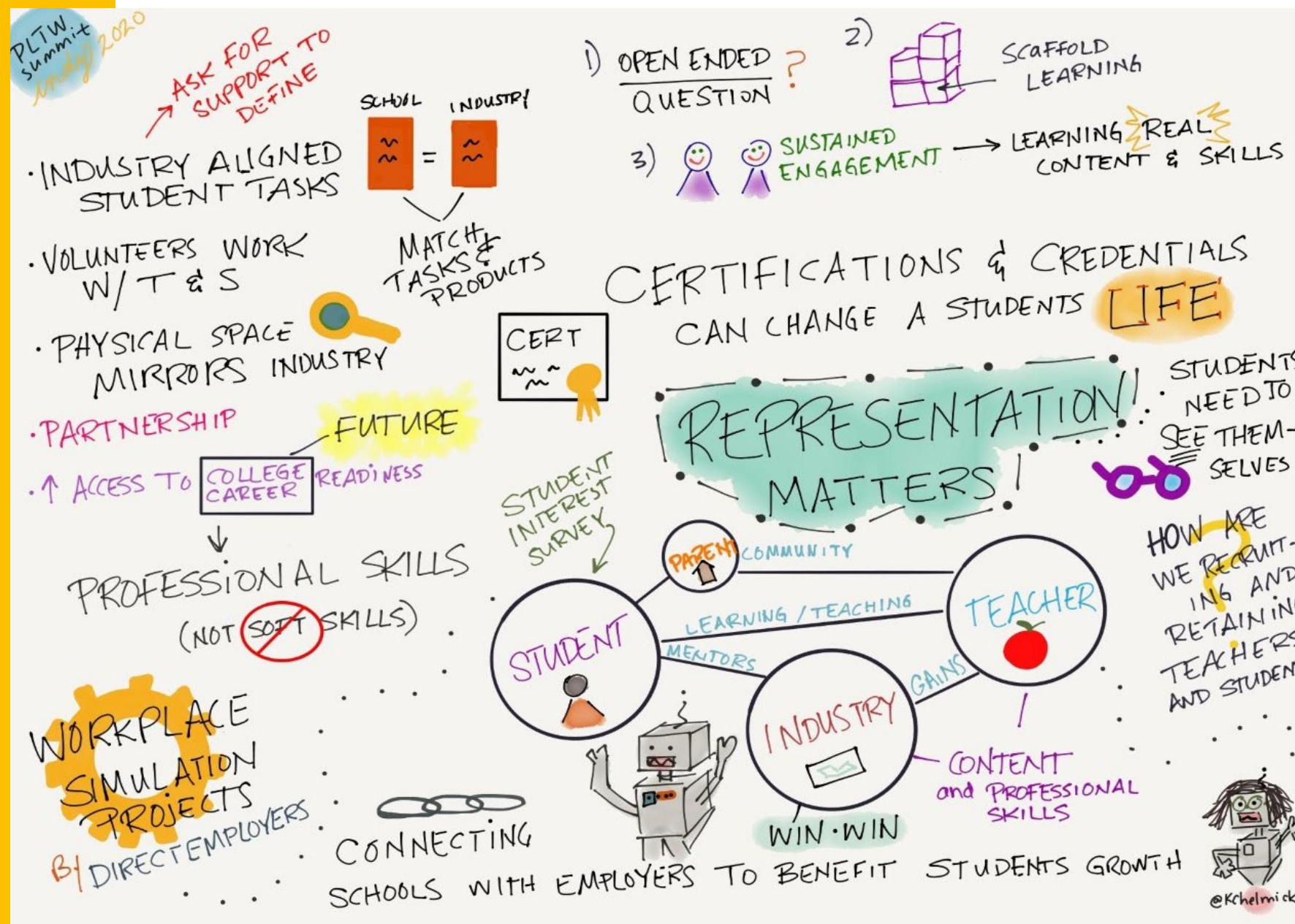
Alayne Holmes

Workplace Simulation Programs

The **Workplace Simulation Program** is an interdisciplinary project in which we bring central and southern Indiana employers and schools together to show underrepresented and underexposed students what a career in STEM looks like. This program allows the students to apply their classroom learning to a real STEM problem in spaces within Indiana High Schools during school hours while under the guidance and mentorship of industry professionals while learning hands-on STEM and Business skills. Additionally, while in the program, students learn professional standards and employability skills.

In 2015, we created a lab in Downtown Indianapolis at Indiana Public Schools (IPS) Career Technology Center, after which we added two more labs in Southern Indiana Schools, Loo-gootee Junior Senior High School and Bloomfield Jr/Sr High School.

In 2019 we launched our Daviess Community Hospital WSP at Washington High School, and in 2020, we will launch our new Clark County REMC WSP at Charlestown High School.



Ivy Tech Community College



This is the fifth year that this simulated lab with partner company, Duke Realty Corporation, has been up and running and the second year of the partnership with Ivy Tech's **Building Construction Management Program (BCM)**. The lab is located at Ivy Tech in central Indianapolis where many of Duke Realty's engineers, architects, and project managers volunteer their time to mentor the students.

NAVSEA Crane

Bloomfield Jr/Sr High School

DirectEmployers Institute partnered with Indiana University Center P-16 Research and Collaboration to develop and run a **WSP** with Bloomfield School District. This collaborative effort involves simulating an interdisciplinary project authentic to the Crane engineering design process. In this semester-long project, industry professionals from Crane work alongside the students and guide them as both mentors and role models. The project is conducted in a classroom at Bloomfield High School that is designed specifically to represent workspaces in Crane as well as foster collaboration between the participating classes. To incorporate 21st century employability skills and to model real-world environments, students periodically present what they are learning to an audience of Crane engineers.



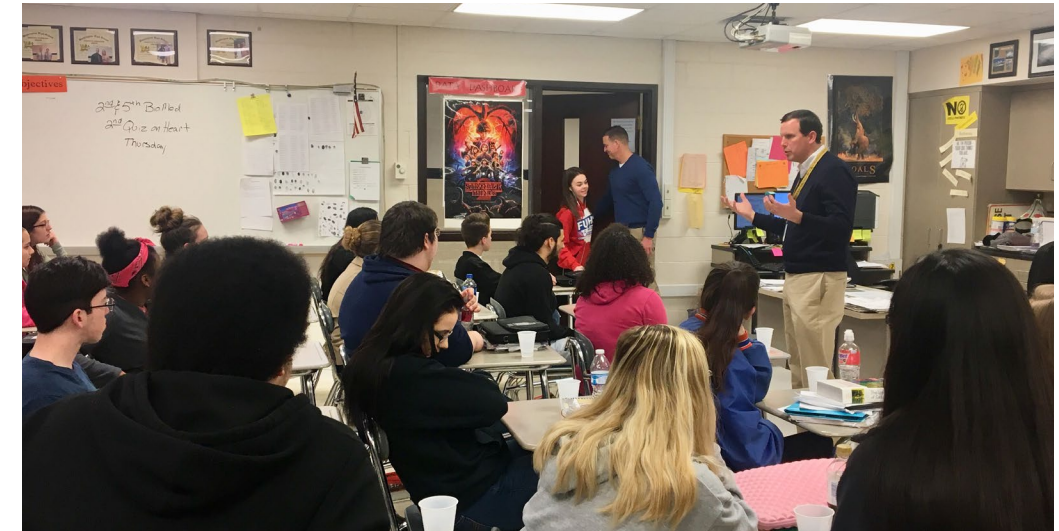
Stimulus Engineering

Loogootee Jr/Sr High School

The Loogootee High School **Workplace Simulation Project (WSP)** is a phased implementation designed in partnership with Stimulus Engineering. The **WSP** includes 35 students. During this project, students must:

- Design and build devices that detect an intruder (the POE class creates devices that detect a model intruder robot).
- Analyze the intruder's movement (the geometry class analyzes data provided by the POE class).
- Deter the intruder (the CIM class will design and build a

In this semester long project, industry professionals will work alongside the students and guide them as both mentors and role models. The project takes place in a classroom at Loogootee High School that is specifically designed to represent workspaces at Stimulus Engineering as well as will foster collaboration between participating classes.



Washington High School | Daviess Community Hospital

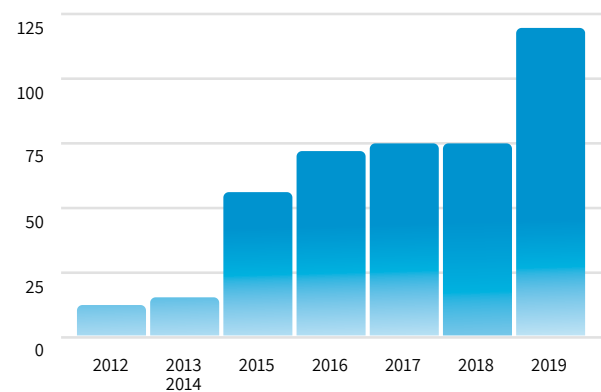
Students worked on the project titled «Operation Communicate!». During the program they mathematically tracked the spread of a dangerous disease throughout Washington. Using biology knowledge, students evaluated the type of disease and determined the best way to prevent and reduce its spread. By the end of the semester, students gained experience in investigating the role of microorganisms that cause disease, studied the impact of public health infrastructure (specifically, at Daviess Community Hospital), and developed a masterplan to communicate with the school population how certain infectious diseases spread.

Growth & Looking Ahead

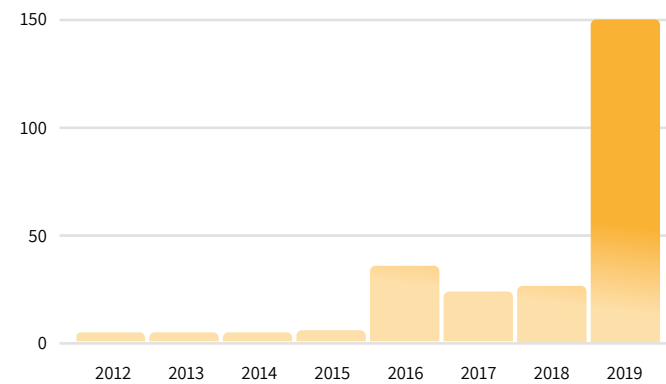
DirectEmployers Institute saw growth in a number of areas in 2019.

Below we've listed the ways in which we've improved.

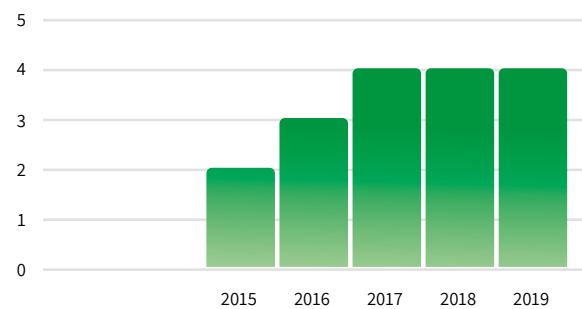
STEM YES! Students



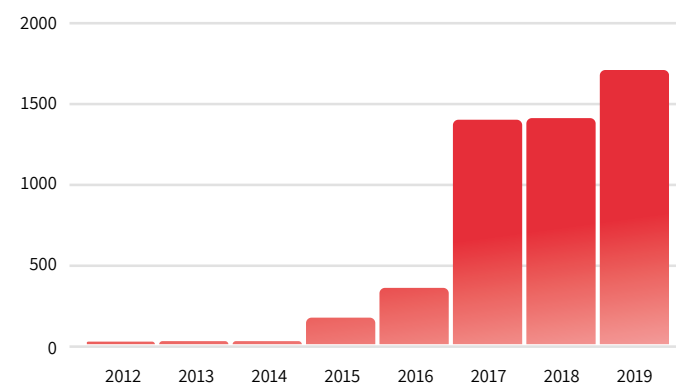
Job Shadow Partners



Workplace Simulation Labs



Students Impacted



WSPs to begin in 2020:
Charlestown High School | Clark County REMC

We look forward to seeing even more growth in 2020!

Our goals:

<p>140 STEM YES! students</p>	<p>4 Additional Workplace Simulation Labs</p>
<p>200 Employer Partners</p>	<p>2100 Students Impacted</p>

Partners and Sponsors

Special thanks to all of our sponsors,
partners, and supporters!



Profit and Loss

DirectEmployers Institute
January - December 2019

	TOTAL
Income	
Sales	190,000.00
Uncategorized Income	43,500.00
Total Income	\$ 233,500.00
GROSS PROFIT	\$ 233,500.00
Expenses	
Salaries & Wages	\$ 177,048.49
Total Expenses	\$ 177,048.49
NET OPERATING INCOME	\$ 56,451.51
Other Expenses	
Reconciliation Discrepancies	31,128.26
Total Other Expenses	31,128.26
Net Other Income	- 31,128.26
NET INCOME	25,323.25