

Elkhart County

GOVERNOR'S WORK ETHIC CERTIFICATION

Businesses

- ✓ Create a learning environment that supports academic growth
- ✓ Provide opportunities for job shadows, tours, internships, visit schools for career fairs or mock interviews, or work-study programs
- ✓ Demonstrate exploration of career pathways by showing a variety of opportunities
- ✓ Provide incentives to graduates who earn a Work Ethic Certificate

Connectors

- ✓ Build awareness of the Work Ethic Certificate to Elkhart County businesses
- ✓ Help bridge connections and communication between schools and businesses
- ✓ Help businesses determine effective incentives for the Work Ethic Certificate
- ✓ Promote the Work Ethic Certificate as an advantage for businesses, students, and Elkhart County

Schools

- ✓ Promote PRIDE and the Work Ethic Certificate to students in grades K-12
- ✓ Provide opportunities for high school students to participate in work-based learning
- ✓ Provide opportunities for students to participate in volunteer activities in the community
- ✓ Effectively communicate the requirements of the Work Ethic Certificate to all students and encourage participation



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Criteria for WEC

- » 98% school attendance during senior year
- » No more than 4 tardies during senior year
- » Minimum cumulative 2.0 GPA
- » No more than 1 office referral during senior year
- » Complete 6 hours of community service during senior year, at least 2 weeks prior to graduation
- » Must complete internship, job shadow, or work place tour during senior year
- » 3 signatures verifying they have demonstrated consistent levels of **Persistence, Respectfulness, Initiative, Dependability, and Efficiency**
- » Student will submit to and pass a random drug test during their senior year

Agreement

The School-Business Partnership Agreement is a document that identifies how the business will partner with the schools. The following is a list of partnership possibilities:

- » Allow students to do a job shadow or internship
- » Offer work place tours to students
- » Allow teachers to do an externship at the business
- » Partner with teachers on Project Based Learning
- » Join the WEC Advisory Committee
- » Visit schools; participate in career fairs, mock interviews, resume discussions
- » Provide incentives for the Work Ethic Certificate

Job Incentives

Upon completion of the Work Ethic Certification, businesses are providing a wide range of incentives to graduates, including:

- » Guaranteed job interview
- » Applicant pool preference
- » Increased base pay
- » Bonus vacation day
- » Abbreviated probationary period
- » Sign-on bonus
- » Six-month bonus
- » One-year bonus
- » Anniversary bonus
- » Tuition reimbursement
- » Scholarships

LEARN MORE ABOUT WORK ETHIC CERTIFICATION

<http://elkhartcountyworkethiccertification.com> or Contact a Connector: Elkhart Area Career Center, Economic Development Corporation of Elkhart County, Goshen Chamber of Commerce, Greater Elkhart Chamber of Commerce, Horizon Education Alliance, Middlebury Chamber of Commerce, Nappanee Chamber of Commerce, Wakarusa Chamber of Commerce, Work One Northern Indiana



PRIDE

Persistence • Respectfulness • Initiative • Dependability • Efficiency

PRIDE: The Foundation of Work Ethic Certification

PRIDE is an acronym for the work and life characteristics that are important to successful businesses to have from their best employees:

How is PRIDE demonstrated in the classroom?

- **Persistence:** Student is able to persevere through challenges and problem-solve.
- **Respectfulness:** Student accepts and demonstrates service to others, possesses a positive attitude, communicates clearly and accepts constructive criticism. This includes teamwork and leadership.
- **Initiative:** Student is a self-starter, critical thinker, is able to prioritize, make decisions and complete required tasks with minimal assistance.
- **Dependability:** Student is reliable; demonstrates responsibility, teamwork and job readiness.
- **Efficiency:** Student is organized, punctual and demonstrates self-management.

What is the Elkhart County Governor's Work Ethic Certificate?

The combined mission of all Elkhart County high schools is to ensure every student graduates ready to meet the challenge of post-secondary opportunities, i.e. four or two year college, workforce, military, etc. In order to achieve their goal(s), we acknowledge students must have both academic and soft/process skills to succeed in their chosen post-secondary setting. All ten Elkhart County high schools, as well as the Elkhart Area Career Center, have committed to implementing Work Ethic Certification.

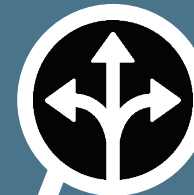
Work Ethic Certification is a verified way to identify graduating seniors throughout Elkhart County who have, during their senior year of high school, demonstrated they have obtained the work characteristics that will make them the ideal candidates for employment. The Indiana Governor's Work Ethic Certificate is recognized by participating business around the state and has been implemented, or will be soon, by a number of high schools in the state of Indiana. The student criteria for Work Ethic Certification is outlined on the back page.

Businesses

The business and school partnership is where the rubber meets the road. It is truly about creating a learning environment that supports academic growth and the exploration of career pathways, especially in Elkhart County. Ultimately it is about working to prepare Elkhart County students to be successful workers in an ever changing economic environment.

Connectors

The high schools are working with a group of business connectors from around Elkhart County. The individuals from these organizations will work with their business connections to help them understand and become part of the Work Ethic Certification.

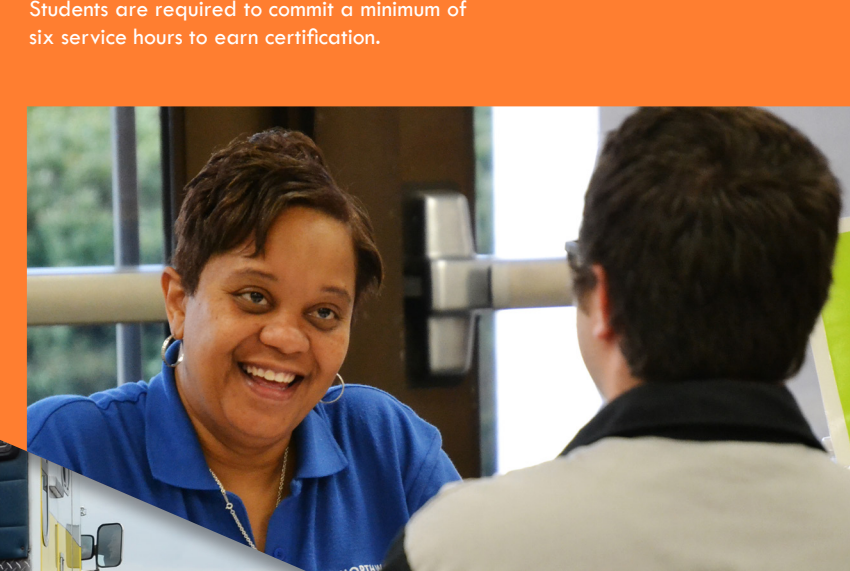
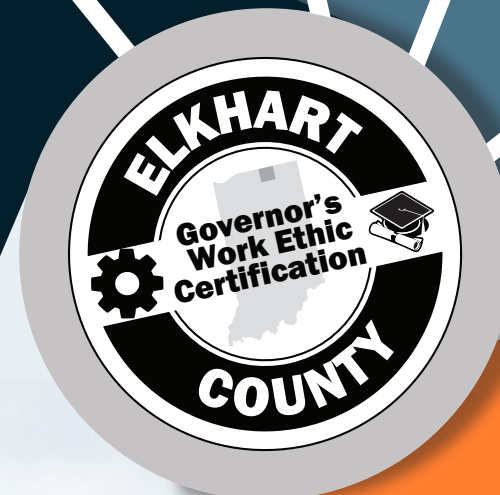


Schools

In Elkhart County, all 10 high schools, as well as the Elkhart Area Career Center, have committed to implementing the Work Ethic Certificate program to recognize the hard work and career readiness of graduates.

Community

One key component to Work Ethic Certification is a requirement to volunteer in the community. Students are required to commit a minimum of six service hours to earn certification.



Is the Work Ethic Certificate recognized throughout the state?

The State Workforce Innovation Council (SWIC) views the development and adoption of a community and employer recognized Work Ethic Certificate (WEC) as an important tool that can help provide skilled high school graduates to today's workforce. The employability skills recognized in the Governor's WEC have been vetted by Hoosier employers, community based organizations and post-secondary education institutions and are designed to encourage students to meet the benchmarks that will assist them in their college or career goals. The Indiana Governor's Work Ethic Certificate is recognized by participating business around the state and has been implemented by a number of high schools in the state of Indiana.

