



# BUSINESS PARTNER PRESENTATION

Partners in empowering struggling high school students





## VISION

Transforming lives through education by focusing on the heart and mind.

## MISSION

Empowering struggling students to become contributing members of their communities through academics, job training, and faith-based character education.







# Our Mission

Empowering struggling students to become contributing members of their communities through Academics, Job Training, and Faith-Based Character Education.



87% of graduates from the past 3 years are contributing to the community - Currently enrolled in higher ed/military and/or working



50% of satellite graduates were hired by the satellite partner in full time positions.





# Our Vision

Transforming lives through education  
by focusing on the heart and mind

- ➔ 68% of Crossing students say they are involved in less criminal activity.
- ➔ 46% say they participate in less sexual activity.
- ➔ 58% use drugs/alcohol less since attending the Crossing.
- ➔ 58% say they act on feelings of anger or sadness less since attending the Crossing.



**CROSSING**  
SCHOOL OF BUSINESS & ENTREPRENEURSHIP



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# State-Wide Map

Elkhart County Partners  
Thor Motor Coach  
Forest River  
Kem Krest  
RVTIA

Traditional Campus

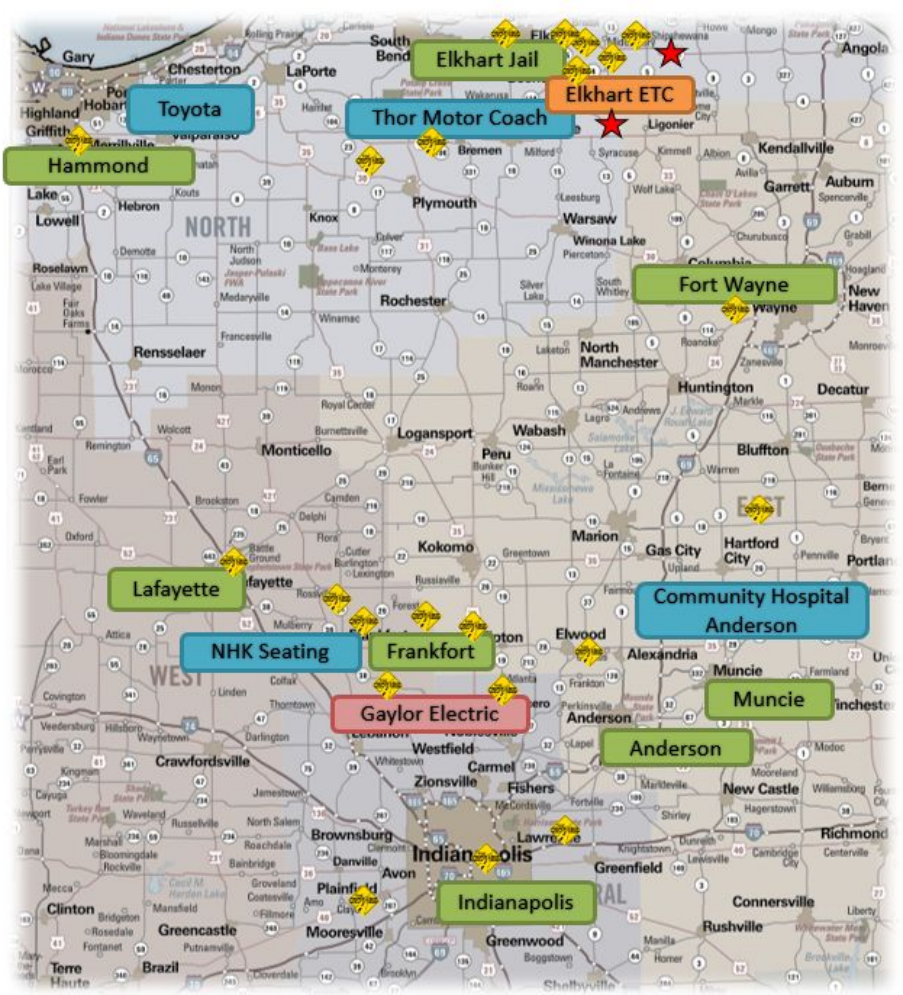
Entrepreneurial  
Training Center

Satellite Location

Work Team

★ Apprenticeship  
Partner

🚚 School Partner



# What we offer:

State-accredited not-for-profit private school established to support public schools



HIGH SCHOOL  
DIPLOMA

Credit recovery



CTE ELIGIBLE  
PROVIDER

Career Pathways &  
Job Placement



FAITH  
BASED

Character Education





# Crossing Contributors Plan

We are committed to:



## Financial Stability

Well Funded and Sustainable; Invest in transformational learning and increased impact

Increase revenue annually

Annual balanced budget with 3 months reserve funding



## Student Achievement

Innovative competency based educational systems

**Graduates will contribute through:**

Non-Poverty Employment

Continuing Education, Skill Development and Lifelong learning

Integrate with local Faith Community



## Operational Excellence

Strategic Plan Driven

Continuous improvement of operational systems

Effective resource management and Alignment



## Thriving People

Staff aligned and contributing to our vision, mission and values

Grow our team via engagement, ownership and professional development

Increase impact and engagement of community partners



**Employment**

**L4**

## **EXECUTE AND MASTER**

ongoing training and learning

Career Plan/Post Secondary Education/Technical Training



**Field Deployment**

**L3**

## **APPLY AND EXECUTE**

increasingly independent use of workforce  
aligned skills within a company



**Field Training**

**L2**

## **PRACTICE AND APPLY**

learned skills in an authentic work environment



**Pre-Training**

**L1**

## **IDENTIFY AND PRACTICE**

basic business concepts, tool usage,  
introductory soft skills & industry practices



**BUSINESS  
PARTNERS**

**COMPETENCY BASED LEVELS**



# Work-Based Learning Partnerships



## Resource

Support the Crossing:

- Guest Speakers
- Career Fairs
- Job Shadowing
- School-Based Enterprise Support



## Satellite

Become part of the Crossing:

- Host students
- Provide authentic work experiences
- On-site or Rotating  
(Crossing student supervision)
- Meaningful paid or unpaid student experiences
- Develop level system



# Work-Based Learning Partnerships

## Resource Partnerships

Guest Speakers

Career Fairs/Facility Tours

Job Shadowing

School-Based Enterprise Support

## Satellite Partnerships

Satellite Training Programs involve opportunities to deploy, train, and upskill high school students in your company. Our unique work-based learning program allows students to become part of your company prior to graduating from high school.

[WBL Partnership Web Page](https://www.crossingeducation.com/business-partnerships/)



The screenshot shows a web browser displaying the URL <https://www.crossingeducation.com/business-partnerships/>. The page features a navigation bar with links: About, Job Training, Enroll, Partner, Contact, Student Login, and XTreme Tr. The main heading is "Work Based Learning". Below this, there are two main content areas. The left area is titled "Work-Based Learning Partnerships" and includes a section for "Satellite" partnerships, which involves becoming part of the Crossing. The right area is titled "Employment" and includes sections for "EXECUTE AND MASTER", "Field Deployment", "Field Training", and "Pre-Training". The bottom of the page features a large "LEARN MORE" button.

## Work Based Learning

### Work-Based Learning Partnerships

**Satellite**  
Become part of the Crossing.

- Host students
- Provide authentic work experiences
- On-site or Rotating (Crossing student supervisor)
- Meaningful paid or unpaid student experiences
- Develop level system

### Employment

**EXECUTE AND MASTER**  
ongoing training and learning  
Career Plan/Post Secondary Education/Technical Training

**Field Deployment**  
**APPLY AND EXECUTE**  
increasingly independent use of workforce aligned skills within a company

**Field Training**  
**PRACTICE AND APPLY**  
learned skills in an authentic work environment

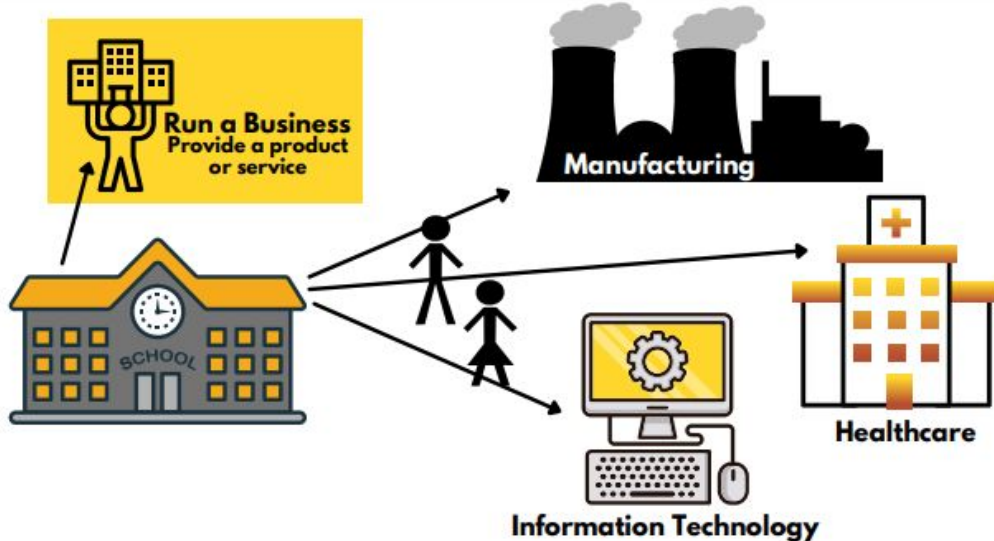
**Pre-Training**  
**IDENTIFY AND PRACTICE**  
basic business concepts, tool usage, introductory soft skills & industry practices

**COMPETENCY BASED LEVELS**

## LEARN MORE



# Work-Based Learning



Powered by: 

School Language	Business Language
Career Pathways = Career Areas of Study	Industry area of study + exposure and knowledge + basic skills training
CTE = Career & Technical Education	Industry training in numerous fields + students pick 1 + funding mechanism for schools
Work Based Learning = Real-life experiences where students apply academic and technical knowledge to develop their employability skills	Students typically leave school building and gain practical experience embedded in an industry or running a business = job training

# Business Partners - Region 2



Go to: [www.crossingeducation.com/partners](http://www.crossingeducation.com/partners) for more information



# Business Partners

KAF | HOME



SYCAMORE  
TREE CARE



Northend Community Center



Go to: [www.crossingeducation.com/partners](http://www.crossingeducation.com/partners) for more information

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# CLA/CLT

## CERTIFICATION PROGRAMS

CERTIFIED LOGISTICS ASSOCIATE  
CERTIFIED LOGISTICS TECHNITION

Students at all campuses have the opportunity to earn CLA and/or CLT certifications resulting in graduates who are more qualified for today's workforce

At the Crossing, we believe in:  
EQUIPPING STUDENTS WITH THE SKILLS  
THEY NEED FOR SUCCESS



# EMPLOYABILITY SKILLS



COMMUNICATION



PROBLEM  
SOLVING



TEAMWORK



PROFESSIONALISM



ATTENDANCE  
(WORK ETHIC)



POSITIVE  
ATTITUDE



ABILITY



WILLINGNESS  
TO LEARN

## LEVEL 1

EXPRESSES SELF  
CLEARLY

RESOURCEFUL

CREATES  
POSITIVE  
RELATIONSHIPS

APPROPRIATE  
PRESENTATION  
OF SELF

WORKS HARD

OPTIMISTIC &  
UPBEAT

SELF  
CONFIDENT

LIFELONG  
LEARNING  
MINDSET

## LEVEL 2

ACTIVELY  
LISTENS

CONSIDERS  
MULTIPLE  
PERSPECTIVES

WORKS WELL  
WITH OTHERS  
IN A TEAM

WORKS WELL  
UNDER PRESSURE

DEDICATED TO  
GETTING THE JOB  
DONE

GENERATES  
GOOD ENERGY  
AND GOOD WILL

TIME  
MANAGEMENT

LEARNS FROM  
MISTAKES

## LEVEL 3

EXPRESSES  
VIEWPOINT IN A  
WAY THAT  
BUILDS UP  
OTHERS

TAKES  
OWNERSHIP OF  
PROBLEMS

LEADS WHEN  
APPROPRIATE

COMMITMENT TO  
THE  
ORGANIZATION

GOES ABOVE  
AND BEYOND

INSPIRES  
OTHERS

ADAPTABLE

ABLE TO LEARN  
FROM  
CONSTRUCTIVE  
CRITICISM



# BUSINESS COMPETENCIES

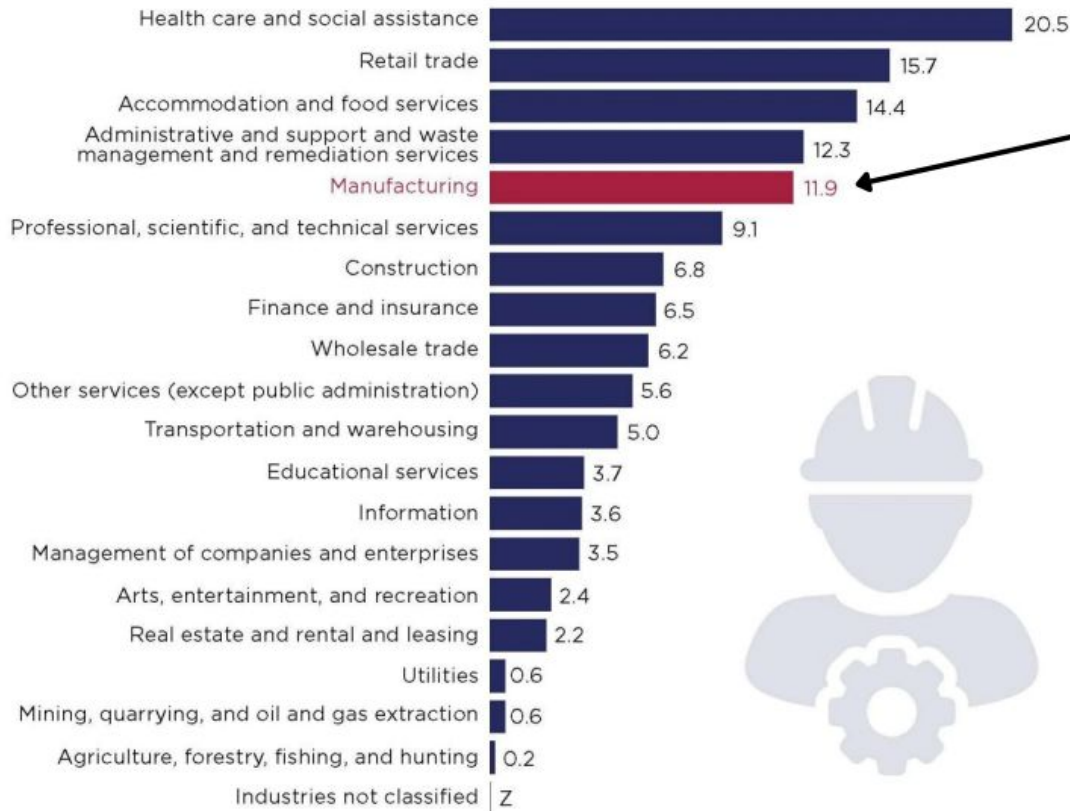
## TEACHING SKILLS FOR SUCCESS

- Strategic Improvement Planning
- EOS System
- Bookkeeping
- Financials
- Marketing/Brand
- Build/Manage Processes
- Continuous Improvement
- HR Processes
- Leadership



## Total U.S. Statistics

### Manufacturing Is the Fifth-Largest Employer (Millions of employees)



## Indiana Manufacturing Facts

Manufacturers in Indiana account for **27.84%** of the total output in the state, employing **17.07%** of the workforce compared to 11.9% of the Total US.

Total output from manufacturing was \$102.09 billion in 2018.

In addition, there were an average of **541,000** manufacturing employees in Indiana in 2019, with an average annual compensation of \$78,702.82 in 2018.

According to a 2021 Purdue Study the average employee turnover for manufacturing is 40%

Average cost of onboarding a new employee = \$4,000





# BUSINESS PARTNER

## FACT FINDER QUESTIONNAIRE

### GENERAL INFORMATION

#### BUSINESS NAME

#### NAME

First:

Last:

#### CONTACT INFORMATION

Phone:

Email:

PREFERRED

#### PREFERRED CONTACT PERSON NAME

First:

Last:

#### CONTACT INFORMATION

Phone:

Email:

PREFERRED

### BUSINESS INFORMATION

WHAT INDUSTRY DOES  
YOUR BUSINESS  
REPRESENT?

- ☐ Manufacturing
- ☐ Logistics
- ☐ Construction
- ☐ Healthcare
- ☐ Culinary
- ☐ Other:

WHAT YEAR WAS YOUR  
BUSINESS ESTABLISHED?

CURRENT NUMBER OF  
EMPLOYEES

WHAT CROSSING LOCATION  
CLOSEST TO YOU?

#### YOUR MISSION

What is your organization's mission statement?

#### CORE VALUES

What are the core values that define your business?

### FACT FINDER



#### HIGH COST OF TURNOVER

Are you, like most companies,  
experiencing high turnover  
percentage rates?

Yes: ☐ No: ☐

#### TURNOVER RATE

What is your estimated employee  
turnover rate? \_\_\_\_\_ %

**\$4,200**

"We have the restroom monster...  
employees ask to use the restroom  
and they never come back."

Source: Industry  
Event Manager 10/18, leading of America

THE AVERAGE  
COMPANY SPENDS \$4,200  
PER EMPLOYEE IN  
TURNOVER.  
Industry average according  
to the 2018, 2019 and 2020  
turnover survey conducted by  
perkins law firm.

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## BUSINESS PARTNERSHIPS

Work-Based Learning Business Partnerships