



## Background

Under the approval of the Governor's Workforce Cabinet, the Indiana Department of Workforce Development awards the community and employer-recognized Governor's Work Ethic Certificate (GWEC) to be earned by high school seniors, recognizing the invaluable currency of "employability skills." The program is structured to connect employers to their local school district through a College and Career Readiness Advisory Council, (comprised entirely of local educators and employers) establishing a fundamental, collaborative partnership for this program and continued alignment between the business community and our education system.

## Current Status/Metrics

- Over **800** Indiana employers across every major industry support the GWEC program
- In program year 2019-20, **180 schools** statewide participated in the GWEC program, with a potential reach of over **30,000 high school seniors**.
- DWD issued **3,102 certificates to Class of 2019 students**, illustrating the rigor of this program, sending a strong signal to the employer community, and increasing student marketability in pursuing college or a career.

## Standards

All student participants must demonstrate a minimum proficiency in the following 9 competencies to earn the GWEC:

- Possess a **cumulative GPA of 2.0 or higher** and meet all graduation requirements
- **Attendance rate of 98%** or higher
- One **or fewer** discipline referrals during the eligible school year
- Minimum of **6 hours of school or community service** during the eligible school year
- Perseverance and problem-solving
- Service to others, possess a positive attitude, and strong communication skills
- Ability to be a self-starter and critical thinker
- Reliability, responsibility, and teamwork
- Organization skills, importance of punctuality, and self-management



2018 Governor's Work Ethic Certificate students from Maconaquah, Peru and North Miami High Schools, along with DWD Commissioner Fred Payne, Rep. Bill Friend, and Jim Yates, Chairman of the Miami Co Econ. Dev. Association

## Real World Currency

As illustrated in the testimonial section, employer partners will offer guaranteed interviews, increased base pay, industry tours, tuition reimbursement, and other incentives in order to recruit these qualified students.

## Educator and Employer Testimonials

- “We are promising higher wages for students who earn a new [work ethic] certification... Having help from school systems to determine how good an employee a student may be is worth time and money to me. We are willing to pay \$1 more per hour to a student earning the GWEC for all Elkhart County seniors.” [South Bend Tribune](#)
  - **John Place, President of Ancon Construction**
- “Workplace skills or “soft skills” are fundamental for employees and businesses to be successful in today’s society, but unfortunately, we are seeing too many individuals lacking these basic requirements. For this reason, the SWIC, which is mostly comprised of industry representatives, and former-Governor Mike Pence established the Work Ethic Certificate to promote high school graduates who had the drive, professionalism, and team work skills necessary to be productive employees or postsecondary students. The value to the employer community is absolute.”
  - **Paul Perkins, Chair of the SWIC and President of Amatrol**
- “It’s a win-win situation: Businesses will see the certificate on a resume and use it as a way to better vet potential employees, while students may receive special incentives, such as guaranteed job interviews or mentoring opportunities... The end user is going to be the businesses. For them, it’s an advantage to be a recipient of these students coming out of the program. We’re guaranteeing that these students have the skills they’re looking for.” [Greater Greenwood News](#)
  - **Dana Monson, Director of the Johnson County Development Corporation**
- “We are often called by community members to recommend students for various jobs. The students our staff members suggest fulfill the points for work ethic. Our communities can only remain strong and self-sufficient if we invest in our future adults, and the more they are involved in the continuous development of Northwest Indiana, will keep us climbing high.” [Post-Tribune](#)
  - **Jon Groth, Principal of the Porter County Career and Technical Center**
- “I have had nothing but positive feedback in talking with businesses about the GWEC. Our talks focus on soft skills and providing students with the skills to be successful in the workforce. These talks are always received with a smile and how do we sign-up. I have had Doug Mansfield at Kirby Risk speak to our GWEC students and encourage them to earn the GWEC and tell them how important it is. I have Myers Spring, in Logansport, signed on to be a GWEC partner, and they are willing to offer kids with the GWEC a guaranteed job interview, a 10% increase in base pay, professional seminars, tuition reimbursement, and a health club membership.”
  - **J.D. Dubes, Asst. Principal at Logansport High School**



2018 Greenfield-Central student Billy Kise proudly displaying his Work Ethic Certificate

If your organization is interested in joining the Governor’s Work Ethic Certification program, [apply today!](#)

For more information about specific Governor’s Work Ethic Certification program details and how to have your school apply, as well as an interactive map of all current participating GWEC schools, CTE centers and employers, please visit: <https://www.indianacareerready.com/GWEC/Index>

For any questions about the Governor’s Work Ethic Certification, please email [workethic@dwd.in.gov](mailto:workethic@dwd.in.gov)