

# CREATIVE WORKFORCE SOLUTIONS: EMPLOYER PATHWAYS TO SUCCESS

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**Tina Peterson**, *Regional Opportunity Initiatives*



VIDEO LINK:  
[https://youtu.be/x0s9nRKuy\\_s](https://youtu.be/x0s9nRKuy_s)

**MATTER  
of FACT**  
SOLEDAD O'BRIEN

**MATTER  
of FACT**

# CREATIVE WORKFORCE SOLUTIONS: EMPLOYER PATHWAYS TO SUCCESS

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Pete Yonkman, *Cook Medical*



BUSINESS + COMMUNITY

# Working Together

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April 18, 2019







For over 50 years, we have been a family-owned company that takes great pride in its commitment to quality and the patients we serve.



# Overview

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**12,000+**  
EMPLOYEES

Distribution  
into over

**135**  
COUNTRIES

**16,000**  
SKUs

Manufacturing on

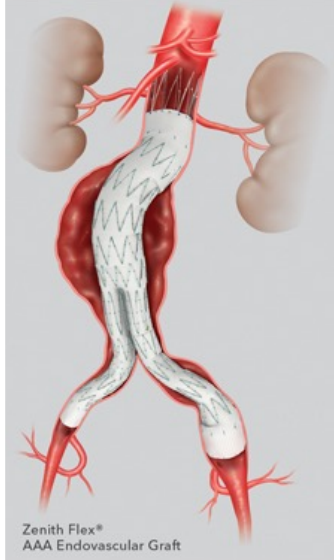
**3**  
CONTINENTS

**900**  
PRODUCTS

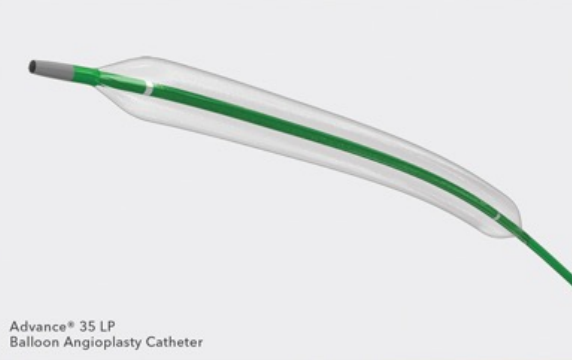
**2**  
CLINICAL  
DIVISIONS







Zenith Flex®  
AAA Endovascular Graft



Advance® 35 LP  
Balloon Angioplasty Catheter



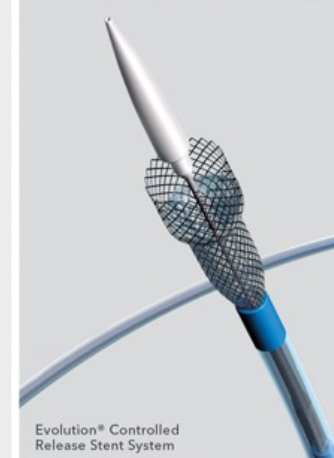
Coda® Balloon  
Catheter



Assisted Reproductive  
Technology



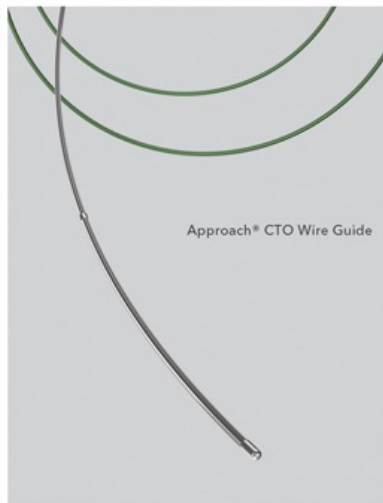
Zilver®  
Self-Expanding Stent



Evolution® Controlled  
Release Stent System



Resonance®  
Metallic Ureteral Stent



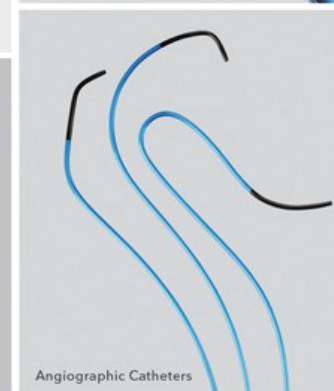
Approach® CTO Wire Guide



COOK®  
MEDICAL



Evolution® Mechanical Dilator Sheath



Angiographic Catheters



Günther Tulip® Vena Cava Filter



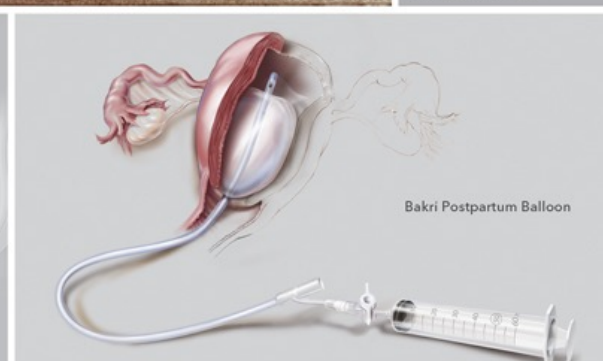
Cook Spectrum® Antibiotic  
Impregnated Central Venous Catheter



Flexor® DL Dual Lumen Ureteral Access Sheath



Ciaglia Blue Rhino®  
Percutaneous Tracheostomy Introducer Set



Bakri Postpartum Balloon



Percutaneous  
Drainage Catheters



Embolization Coils



# COOK COMPANIES EMPLOY **12,581 People Globally**







# COOK COMPANIES EMPLOY 9,000 People Nationally



# COOK COMPANIES EMPLOY 6,955 Hoosiers

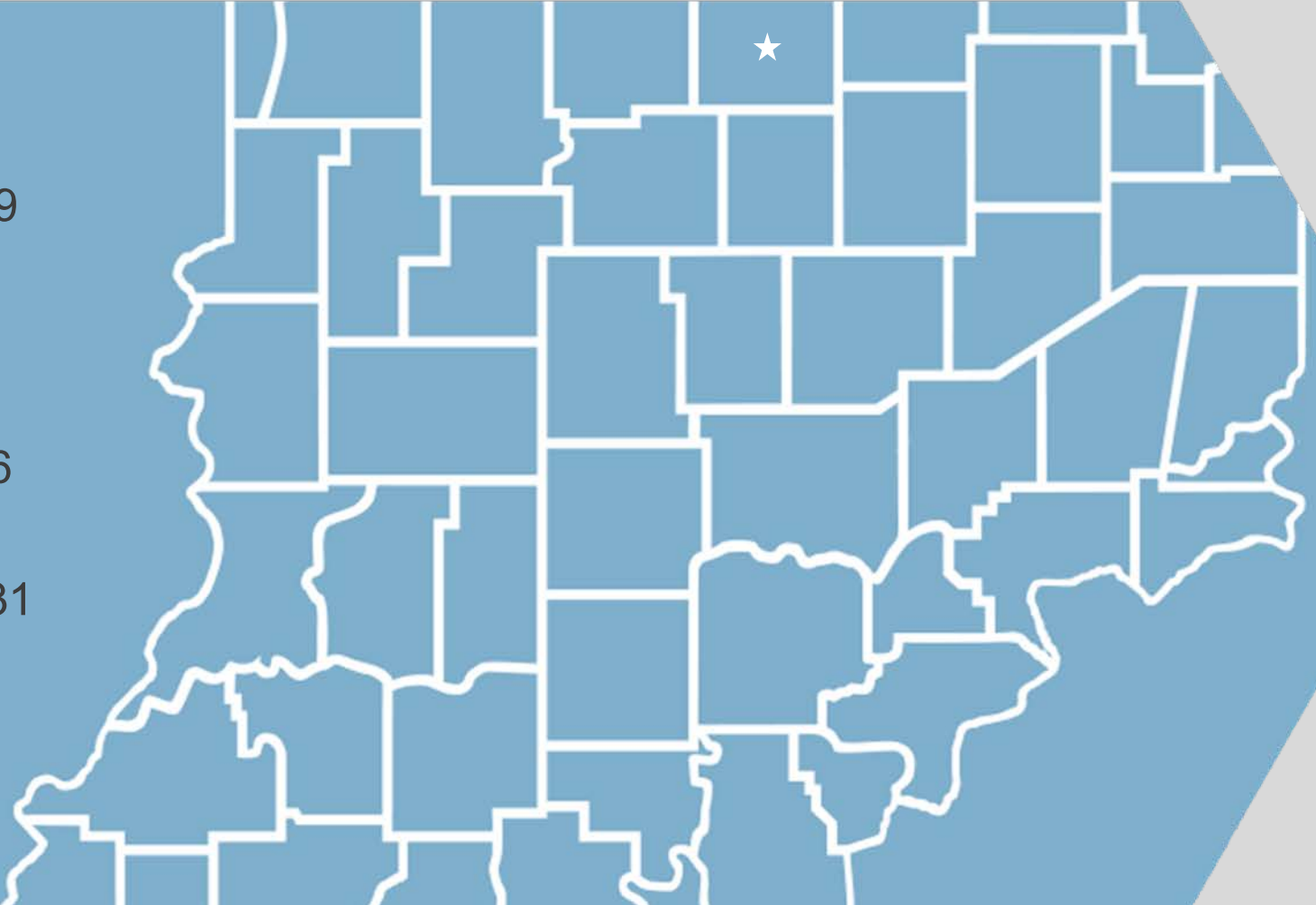


## COOK COMPANIES EMPLOY



# 5,858 People in SC Indiana

- Brown: 37
- Lawrence: 779
- Greene: 418
- Owen: 723
- Crawford: 57
- Monroe: 2,576
- Dubois: 118
- Washington: 31
- Martin: 86
- Orange: 723
- Daviess: 8





EXAMPLE

# Cook's Philosophy

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COOK GROUP

# Our Purpose

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We are a family of ethical and entrepreneurial companies that exists to empower people and communities to reach their full potential.



COOK GROUP

# Our Purpose

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We are a family of ethical and entrepreneurial companies that exists to empower **people** and **communities** to reach their full potential.





COOK GROUP

# Our Perspective

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“The best thing you can do for  
someone is give them a job.”

– Bill Cook

ADD EDUCATION SLIDE BACK



COOK GROUP

# A Systemic Problem: Our Hidden Workforce

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Monroe County has  
more than  
**5,000 adults**  
age 18-64 without  
a high school  
diploma.

In the 11-county Southwest  
Central Indiana region,  
**29,000 adults**  
age 18-64 do not have a high  
school diploma or High School  
Equivalency



COOK GROUP

# A Systemic Problem: Our Hidden Workforce

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- As employers, we can't sit back and wait for highly educated employees to show up at our door.
- We must be active participants in preparing our future workforce





EXAMPLE

# My Cook Pathway

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CURRENT PROGRAM

# My Cook Pathway

Program consists of four elements:



High School  
Equivalency  
program



Associate's Degree  
partnership with  
Ivy Tech



Bachelor's and  
Master's Degree  
(tuition assistance)



Professional  
Development

EXAMPLE

# My Cook Pathway

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**75**

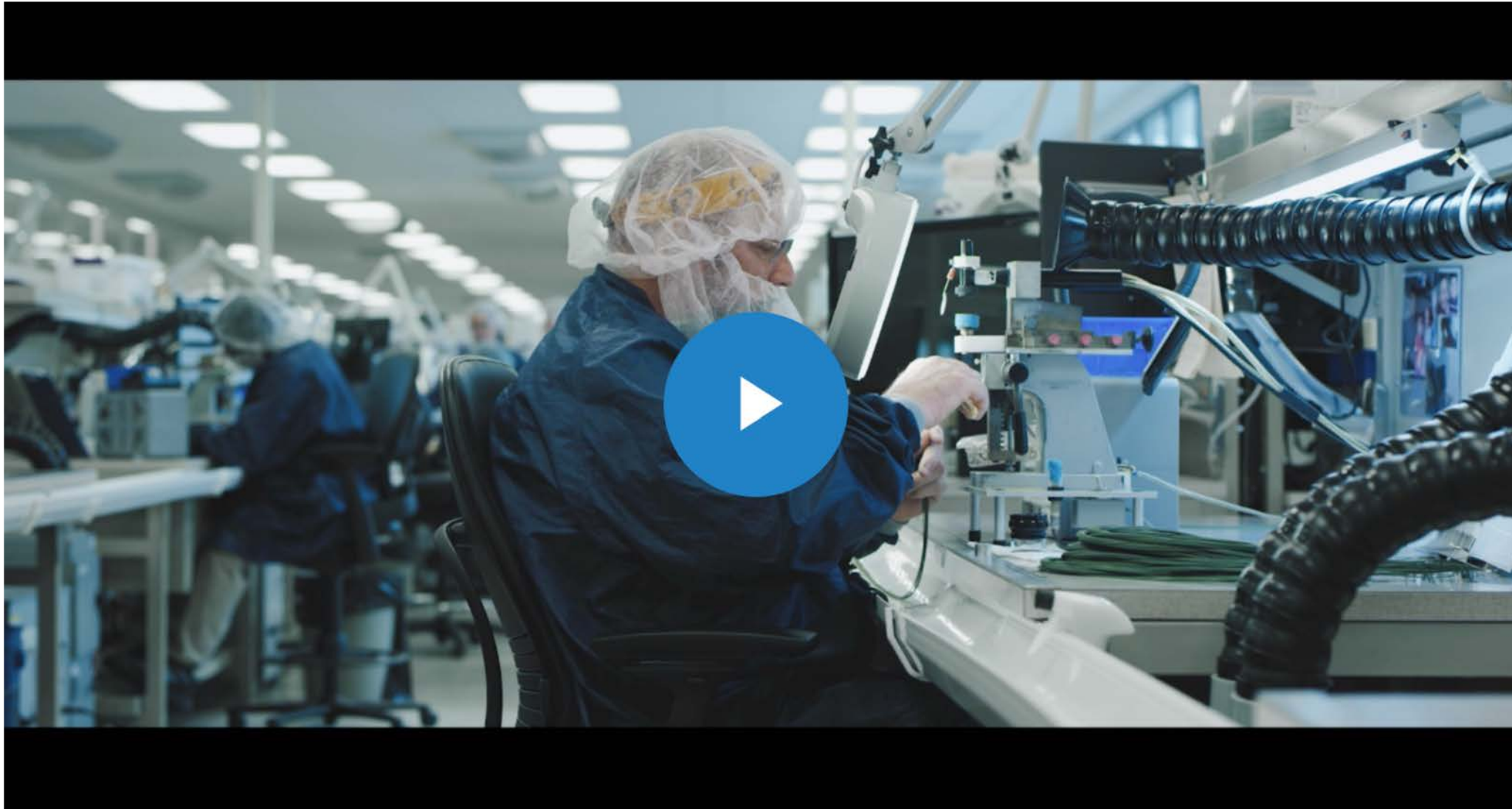
Participants  
2015

**800**

Participants  
Annually

**< \$2k**

Investment  
per person



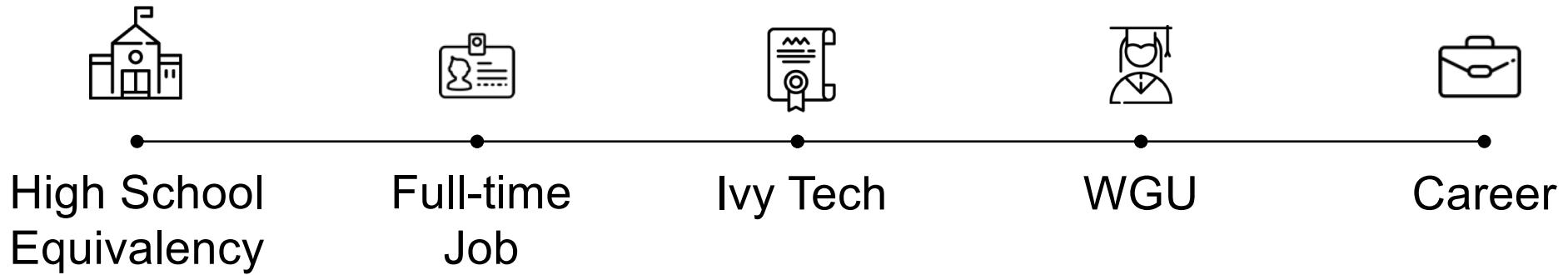
VIDEO LINK: <https://www.businesswire.com/news/home/20170710006236/en/Cook-Group-Celebrates-Workforce-Opportunity-Milestone>



EXAMPLE

# My Cook Pathway

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## BARRIERS TO MOBILITY

# High School Education

## Broadview Learning Center

- Non-traditional students
- Typically 18+ yrs. old
- Students earn a High School Equivalency
- State-funded through DWD line item

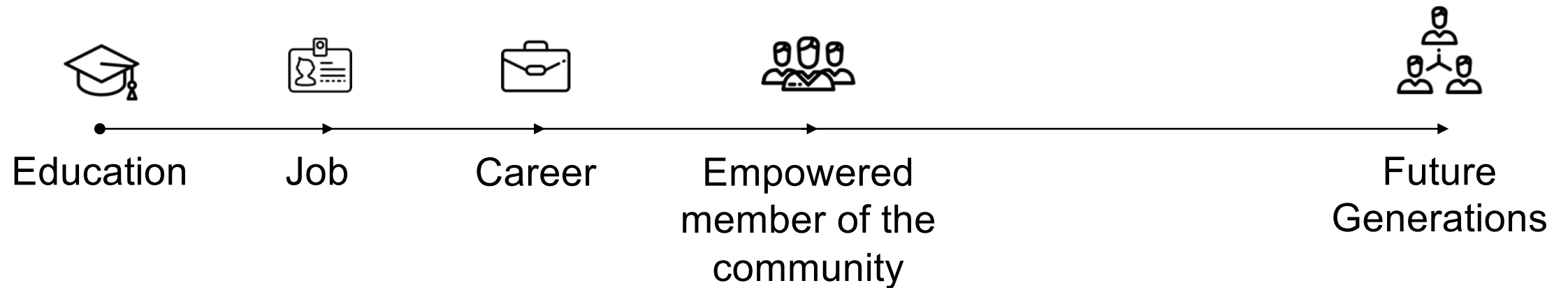
## Goodwill Excel Center

- Adult students
- Average age 24 yrs. old
- Students earn a High School Diploma, college credit, and industry-recognized certifications
- State-funded through DOE Adult Learners line item

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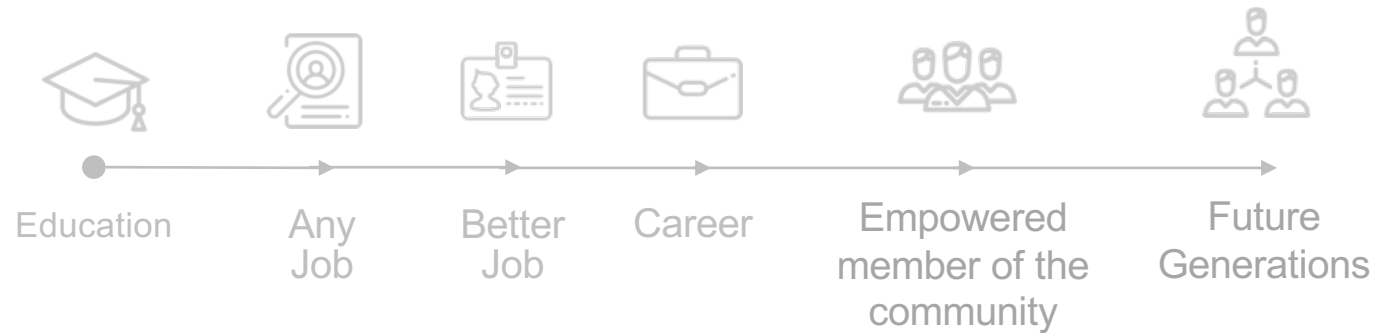
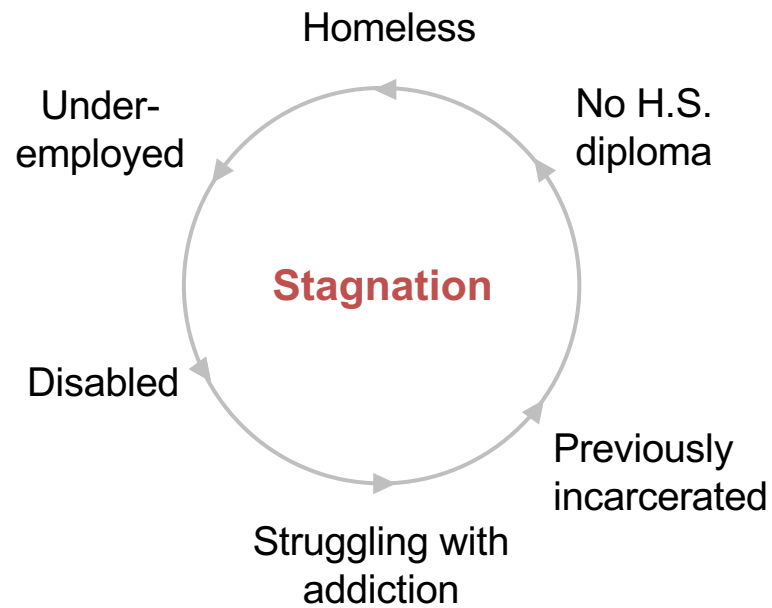
# Creating Mobility

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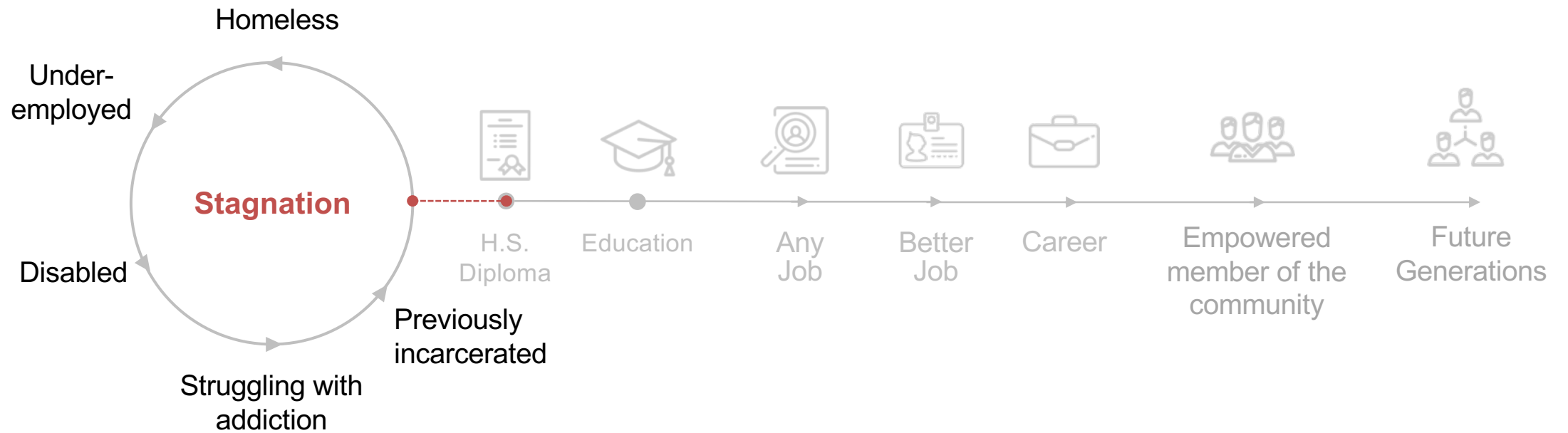
COOK GROUP

# Barriers to Mobility



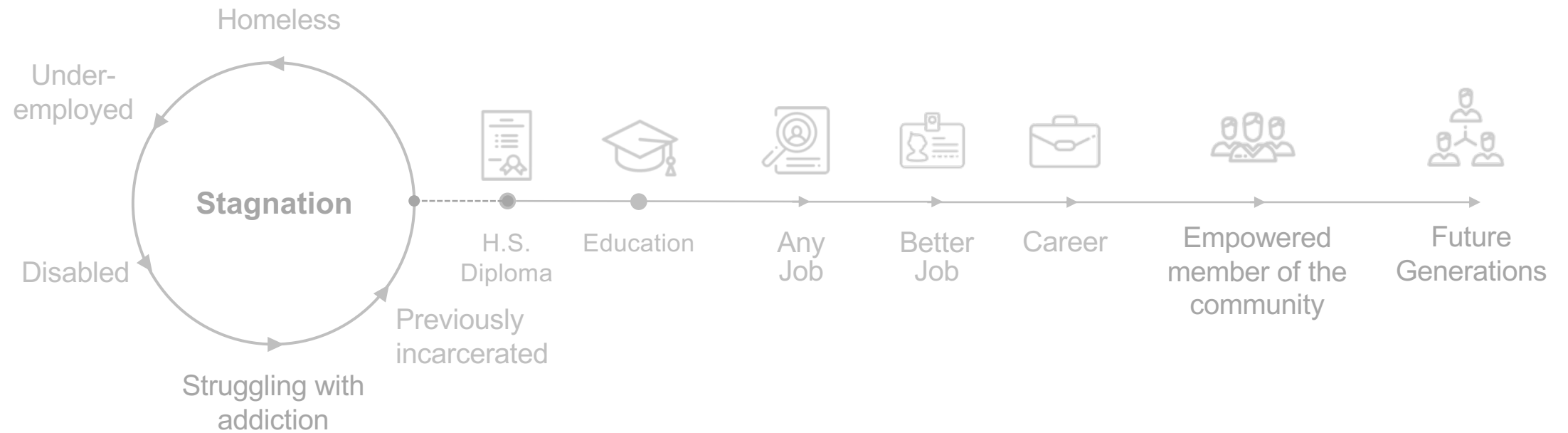
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# Pathway to Education



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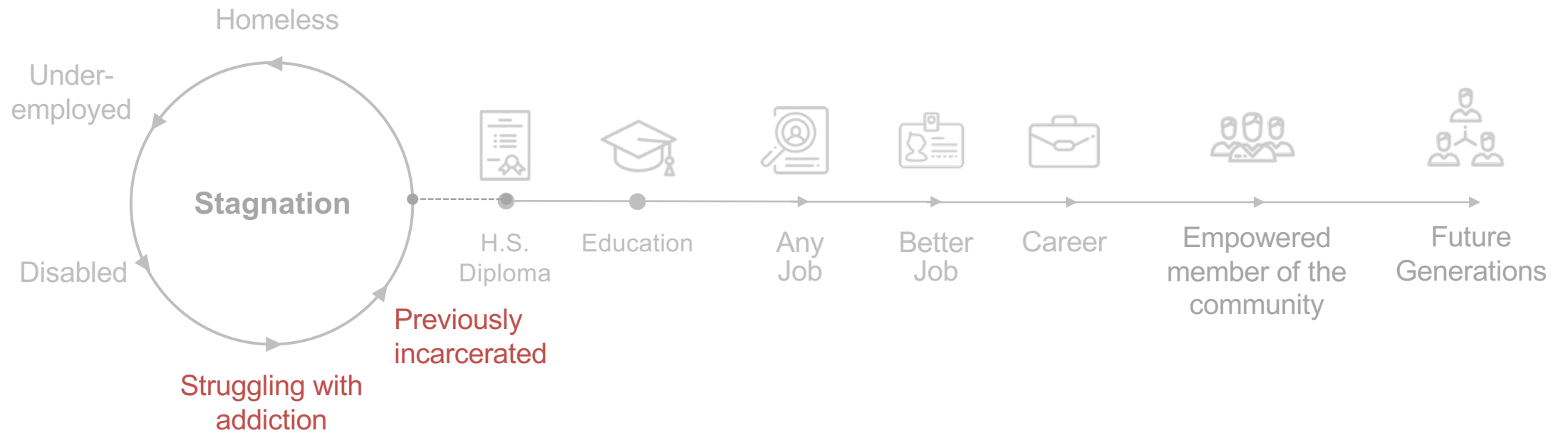
# Pathway to Education





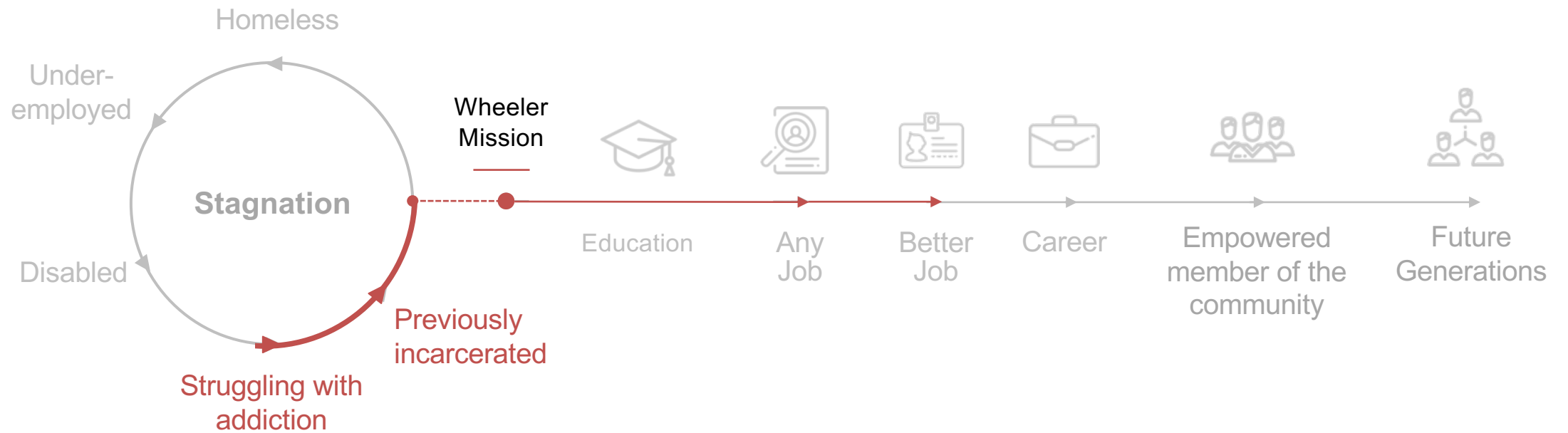
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# Pathway to Education



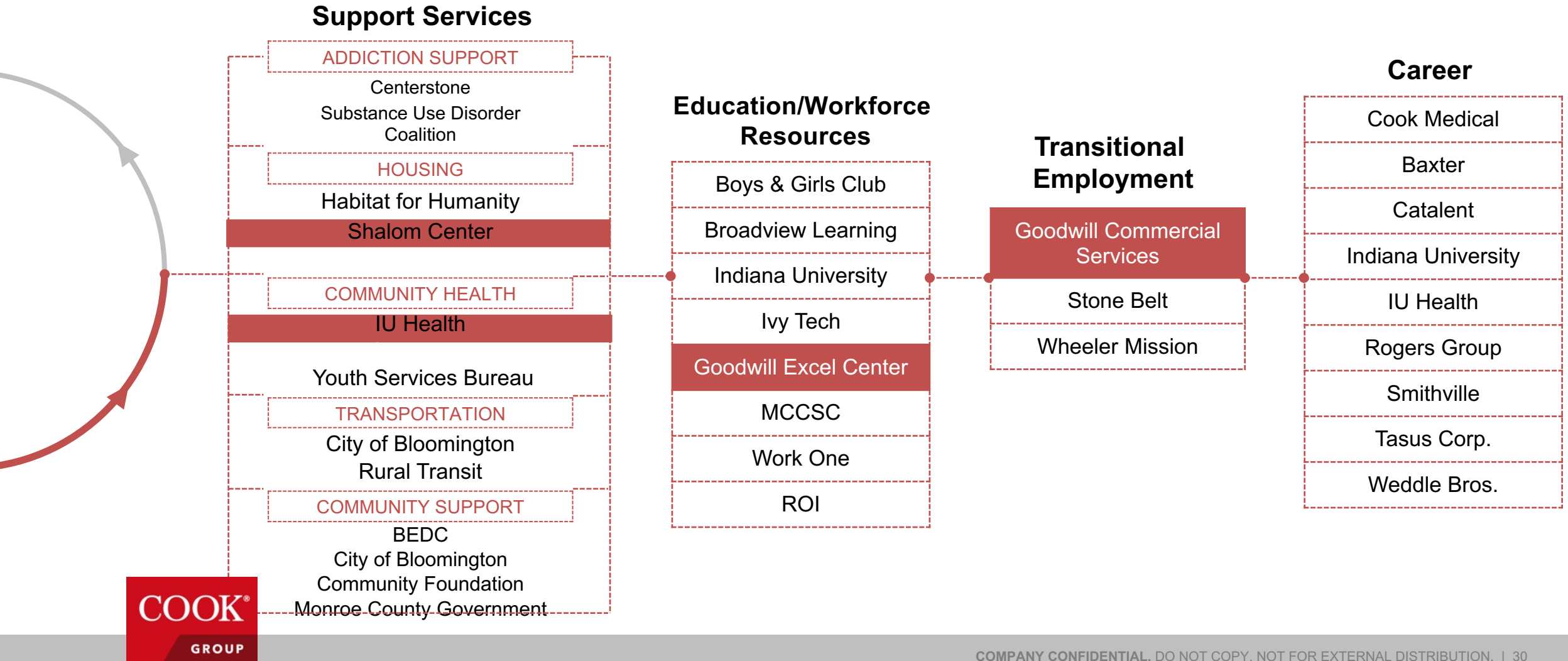
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# Pathway to Education



CREATING MOBILITY

# Additional Partnerships



# Questions?

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Pete.Yonkman@CookGroup.com



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**Greg Sapp**, *Artisan Electronics*





# WE WANT TO HEAR FROM YOU!

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**Share your thoughts on this session  
using the feedback surveys.**

*Thank you!*



# STAY CONNECTED

## [roi.rendezville.com](http://roi.rendezville.com)

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**Presenter bios, website links,  
social media links, and more!**

