



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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Anderson - Gaylor - Muncie**



Elkhart County Partners
Thor Motor Coach
Forest River
Kem Krest
RVTIA

Traditional Campus

Entrepreneurial
Training Center

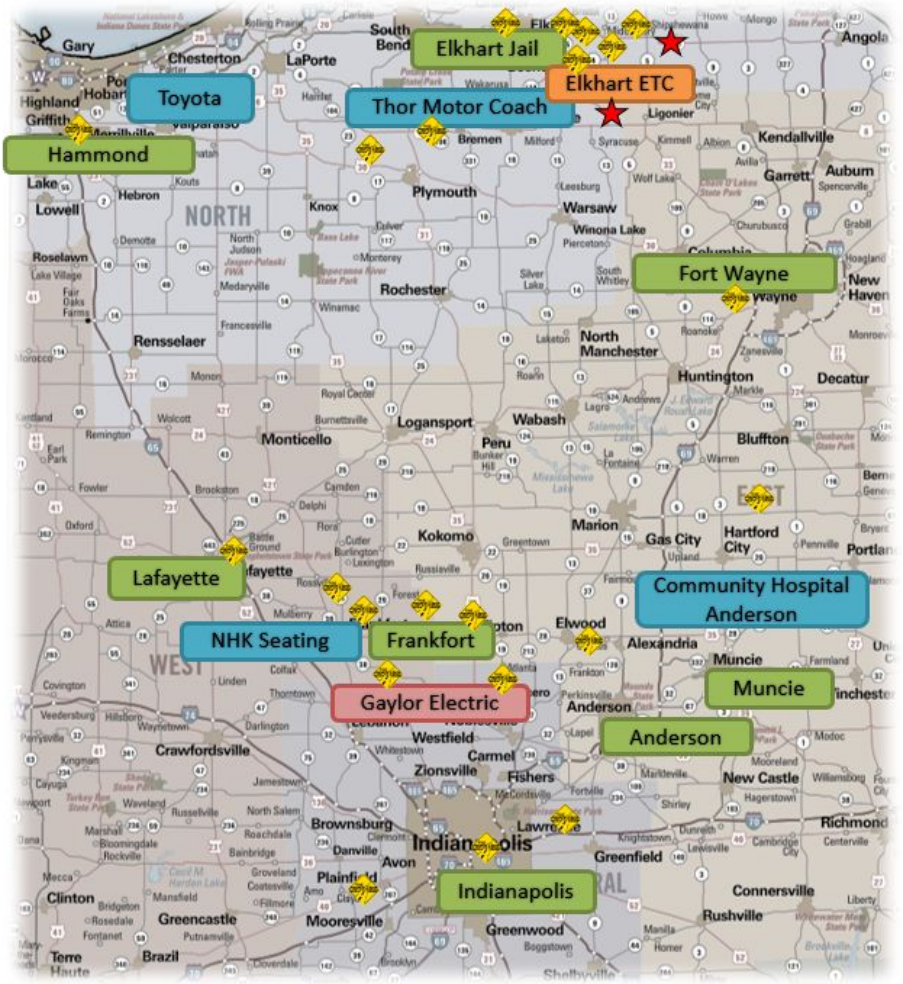
Satellite Location

Work Team

★ Apprenticeship
Partner

🚧 School Partner

State-Wide Map



What we offer:

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



HIGH SCHOOL
DIPLOMA

Core 40
Credit Recovery



CTE ELIGIBLE
PROVIDER

Career Pathways &
Job Placement



FAITH-BASED
CHARACTER EDUCATION

Core Values
Family Environment



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:

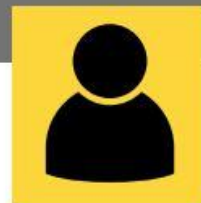
- Guest Speakers
- Career Fairs
- Job Shadowing
- School-Based Enterprise Support



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/)

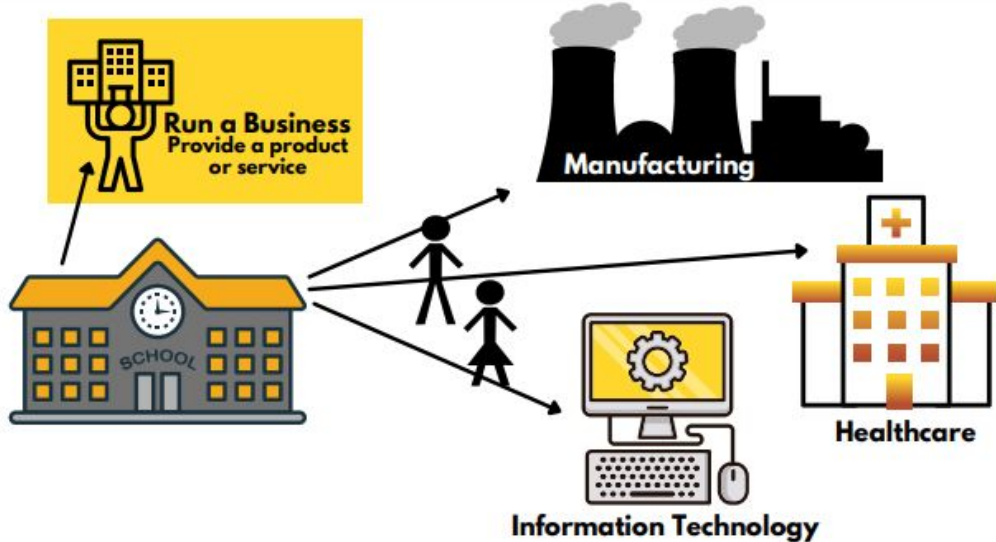


The screenshot shows a web browser window with the URL <https://www.crossingeducation.com/business-partnerships/>. The navigation bar includes links for About, Job Training, Enroll, Partner, Contact, Student Login, and XTreme Tr. The main heading is "Work Based Learning". Below this, there are three main content areas:

- Work-Based Learning Partnerships**: A section with a magnifying glass icon and a "THE CROSSING" logo. It lists three partnership types:
 - Resource Partnerships**: Includes "Guest Speakers", "Career Fairs", "Job Shadowing", and "School-Based Enterprise Support".
 - Satellite Partnerships**: Described as "Become part of the Crossing". It lists: "Host students", "Provide authentic work experiences", "On-site or Rotating (Crossing student supervision)", "Meaningful paid or unpaid student experiences", and "Develop level system".
 - Source Partnerships**: (Partially visible on the left).
- Employment EXECUTE AND MASTER**: Includes "ongoing training and learning" and "Career Plan/Post Secondary Education/Technical Training".
- Field Deployment APPLY AND EXECUTE**: Includes "increasingly independent use of workforce" and "aligned skills within a company".
- Field Training PRACTICE AND APPLY**: Includes "learned skills in an authentic work environment".
- Pre-Training IDENTIFY AND PRACTICE**: Includes "basic business concepts, tool usage, introductory soft skills & industry practices".

At the bottom of the page, there is a large "LEARN MORE" button.

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



Northend Community Center



Go to: www.crossingeducation.com/partners for more information

CROSSING
SCHOOL OF BUSINESS & ENTREPRENEURSHIP

CLA/CLT

CERTIFICATION PROGRAMS

CERTIFIED LOGISTICS ASSOCIATE
CERTIFIED LOGISTICS TECHNICIAN

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

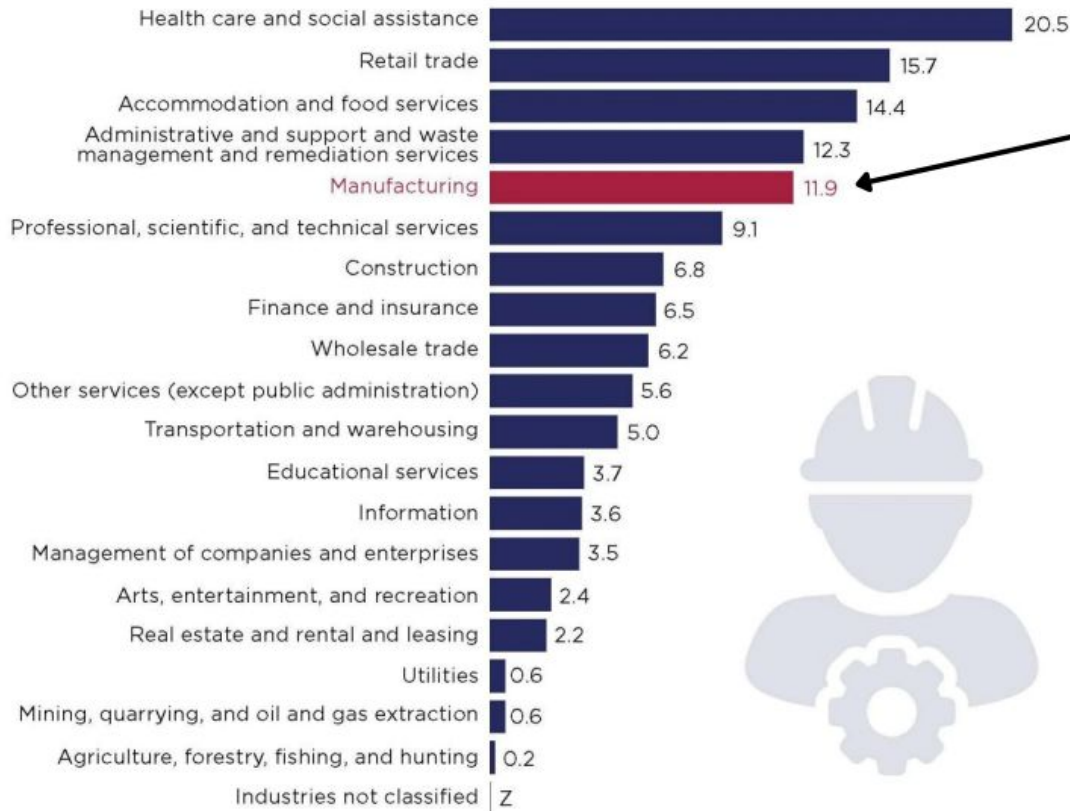
TEACHING SKILLS FOR SUCCESS

- 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 organizations 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: 10-10-2019
Plant Manager 1000, Leaning of America

TURNOVER

Industry Average: 10-15%
Highly successful: 5-10%
Highly successful: 5-10%
Highly successful: 5-10%



- [About](#)
- [Programs](#)
- [Enroll](#)
- [Partner](#)
- [Contact](#)
- [Student Login](#)
- [XTreme Tree Service](#)
- [Donate](#)



BUSINESS PARTNERSHIPS

Work-Based Learning Business Partnerships