

New Carlisle ICD Learning Center

2019 Education Benefit Catalog



We can do anything with the right attitude.

What can you do with your ICD benefit this year?



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ICD Learning Center Weather Policy

ICD follows the New Prairie School System Closures
No school means no classes at the ICD Center

<http://www.npusc.k12.in.us/>



Overview of Your Education Benefit

How to Register

- ⇒ For Tuition Assistance, fill out a Tuition Assistance application and submit it to the ICD Coordinator via e-mail, mail or drop it off at the ICD Learning Center.
- ⇒ For Custom Classes, call, text or e-mail the ICD Coordinator.

ICD Learning Center

Jen Kuzdas, ICD Coordinator

7071 E SR 2, New Carlisle, IN 46552, open M-F 9 am - 1 pm ET

W - 219-778-2287 C - 219-448-0083

Jennifer.Kuzdas@ArcelorMittal.com



USW9231 I/N Tek & I/N Kote ICD Learning Center

Local Joint Committee

Union President - Todd Kegley

Company - Sally Buckner

Union Co-Chair - Rick Podkul

Company Co-Chair - Pat Reardon

Committee:

Sherri Barydlo

Paul Bata

Anthony Piech

Shaun Krenzke

ICD Resources

- ⇒ This ICD Annual Catalog
- ⇒ ICD Monthly Newsletters
- ⇒ ICD Weekly E-mails
- ⇒ ICD Facebook Page
- ⇒ ICD Bulletin Boards at the Plant
- ⇒ ICD Bulletin Board at the Union Hall

ICD Events

- ⇒ Learning Opportunities Week - 2nd week of June
- ⇒ Holiday Open House - Late Nov. or early Dec.

Tuition Assistance Program

- ⇒ **\$2500** a year, not cumulative **NEW HIGHER AMOUNT!**
- ⇒ Accredited College or pre-approved School
- ⇒ Degree or non-degree seeking
- ⇒ Actives only
- ⇒ Must submit passing grades before each new application
- ⇒ Up to **\$500** for online subscriptions, 1 per year
- ⇒ Can apply for Issuance 14 to combine Custom Class funds and Tuition Assistance funds for a combined **\$4500** to use per calendar year.

Customized Classes

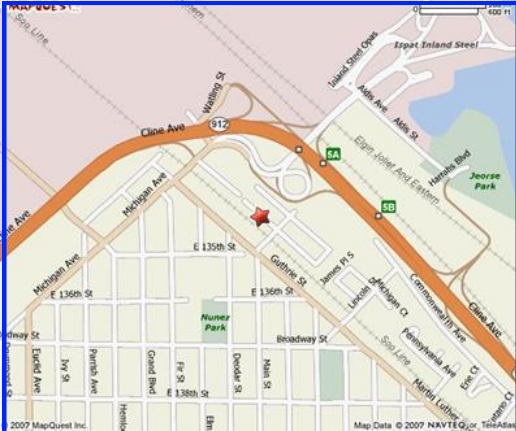
- ⇒ **\$2000** a year, not cumulative
- ⇒ Must have at least 5 active team members. Will be announced 1 week before class if enough to run class.
- ⇒ Most classes are at the ICD Learning Center
- ⇒ You may take classes at other local ICD Centers
- ⇒ Includes Live & Online classes
- ⇒ The average is 4-5 classes a year
- ⇒ Available to all actives
- ⇒ Flat rate classes available to retirees and spouses if there is additional seating
- ⇒ Cannot use more than **\$1250** on Personal Development classes in a calendar year
- ⇒ Active team members can start registering **Nov. 30**
- ⇒ You must give 2 full business days notice before the start of class to drop out without being charged
- ⇒ All classes and times are subject to change
- ⇒ All times given in Eastern/Plant time

ICD Scholarship

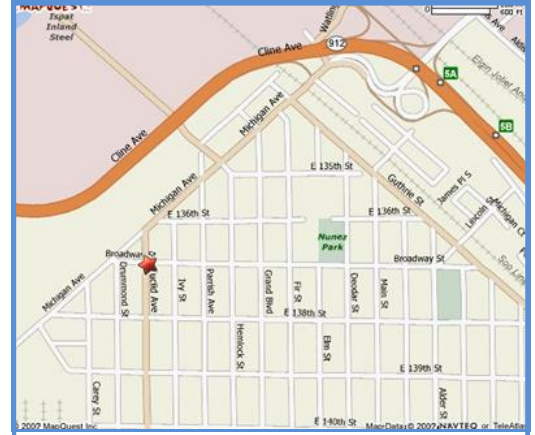
- ⇒ Benefit of the ICD Home Office in Merrillville
- ⇒ **\$1000** scholarships available to children/grandchildren of active steelworkers

Other Local ICD Centers Where You Can Take Customized Classes:

You must enroll at your local New Carlisle ICD Learning Center for classes at other centers



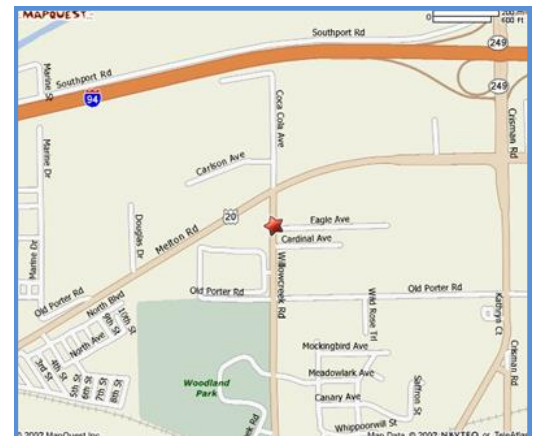
USW/ArcelorMittal—Bernard Kleinman JobLink,
3210 Watling St., MC-7-200, East Chicago, IN 46312,
219.399.8134 - Marcia Taylor, ICD Site Coordinator,
Marcia.taylor@arcelormittal.com, www.bkjoblink.org



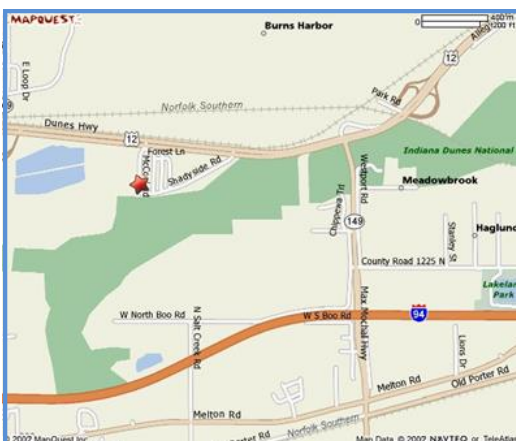
USW/ArcelorMittal - Indiana Harbor West,
1410 Broadway, East Chicago, IN 46312, 219.398.9363
Mariano Flores, Career Development Coordinator,
marianoflores1011@yahoo.com, www.ihlearning.org



USW/U.S. Steel - Garyworks, 1221 East Ridge Road,
Gary, IN 46409, 219.884.7930
Debbie Rodriquez, Career Development Coordinator,
Debbie@usscareer.com, www.usscareer.org



USW/U.S. Steel - Midwest, 1919 Willowcreek Road,
Portage, IN 46368, 219.762.1010
Tracy Clark, Career Development Coordinator,
tracy@ussmidwestcareer.com, ussmidwest.com



USW/ArcelorMittal - Burns Harbor, 1275 1/2 McCool Rd,
Burns Harbor, IN 46304, 219.787.3101
Sarah Head, Coordinator, sarahisg@frontier.com,
www.mittalcareer.com

JobLink and Leon Lynch
together produce two six-month catalogs a year. Visit one of their websites to view it.

Garyworks & Midwest
together produce two six-month catalogs a year. Visit one of their websites to view it.

Did you know that as an Active Team Member you can take classes at any of these centers? Go to their website to view their catalog. Then call your local ICD Coordinator to sign-up for classes. It's just that easy!

Live & Online

www.CareerDevelopmentChannel.org

L&O classes are Career Development Classes offered by the JobLink and Leon Lynch Learning Centers which are recorded and available to other sites via streaming technology. See page 4 for a list of Winter Classes.

Live & Online

Business Planning I

Scott Williams

See description under "Business" page 8. We are also offering this class here in New Carlisle if you want to attend locally.

Jan 10 - Feb 28

8 weeks

Live & Online

24/7

Business Planning II

Scott Williams

See description under "Business" page 8. We are also offering this class here in New Carlisle if you want to attend locally.

Mar 14 - May 2

8 weeks

Live & Online

24/7

Easy Guitar: Let's Play the Blues V3 Eric Lambert

Let's play the Blues! In this class we'll develop our guitar skills by learning from the music of Jimmy Reed, Muddy Waters, Elmore James and more to discover how the blues have influenced rock bands like the Rolling Stones, Allman Brothers and others. Have fun! Play Guitar! Prerequisites: Own a Guitar.

Jan 7 - Apr 1 (-1/21)

12 weeks

Live & Online

24/7

Taking Stock in Your Life & Finances Tom Cook

You'll be introduced to a new-found confidence and understanding of the markets and how they may affect individuals in their financial growth and retirement. Students will learn to trade on the stock market and build a strong list of stocks and mutual funds.

Jan 8 - Feb 12

6 weeks

Live & Online

24/7

Microsoft Excel 2016 - Intro* George Zahariadis

This class introduces the skills necessary for productive development of workbooks. It includes tasks to explore Excel, create formulas, copy and move data, and print worksheets. The student will also learn how to work with ranges and use the Office assistant, basic workbook skills, and page setup. This class covers basic skills needed to prepare worksheets for publication. It includes tasks to format numbers, text, and cells.

Jan 16 - Feb 6

4 weeks

Live & Online

24/7

* Recommended for Understanding Your Investment page 8.

TAP* Cisco Boot Camp

Bill Needles

Cisco's CCNA is one of the most recognized and valuable certification in the industry. You will learn to install, configure, operate, and troubleshoot small and medium-sized networks. In this exclusive course, you will:

- ⇒ Describe network fundamentals and build simple LANs
- ⇒ Establish Internet connectivity
- ⇒ Manage and secure network devices
- ⇒ Expand small to medium sized networks
- ⇒ Troubleshoot networks

Jan 22 - Jun 11

20 weeks

Live & Online

24/7

This is a Tuition Assistance Class. You must submit a Tuition Assistance Application.

Off-Site

Class A CDL

Randall Williams

This class provides you with 40 hours of the full training program as required by the FMCSA. Included is written material and instruction to obtain your Class A CDL Permit. Opportunity to enroll with Driveco CDL Learning Center to complete the driving portion, leading to the state CDL skills exam.

Feb 4 - Apr 8

Mondays - 10 weeks

JobLink, East Chicago

9-1/5-9 pm ET

FAA Private Pilot Ground School

Jessica Richardson

Taking this class meets the requirements of the FAA to have 25 hours of ground training to be able to get a private pilot license. Will take a Written Knowledge Test as required by the FAA. Class requires dedicated home study as well as classroom attendance.

Jan 22 - Mar 7

Tu/Th - 7 weeks

Eagle Aircraft in Valpo

7-9:30 pm ET

Basic Welding & Metalworking

Bill Cameon

Learn the basics of stick and arc welding as well as cutting and bending metal. Use skills for practical applications or creative ones at home.

Jan 14 - Mar 11

Mondays - 8 weeks

JobLink, East Chicago

9-12/4:30-7:30 pm ET

Registration Begins
November 30th

Technology

George Zahariadis



New - Vinyl Cutting

Use software to create designs, learn about different types of vinyl and equipment, how to use the cutting equipment, how to transfer your design and how to use adhesive vinyl.

Jan 14 - Feb 4 (-1/21)

Mondays - 3 weeks

New Carlisle

10-12:30/4-6:30 pm ET

New - Google Home Mini

Learn how to setup the device and activate it using voice controls. Review add-ons, how to get news, podcast and more. Connect with Chromecast and set alarms.

Feb 11

Monday - 1 Day Only!

New Carlisle

12-2:30/4-6:30 pm ET

Sublimation Printing

Use photo editing software to create designs, learn to use sublimation equipment and how to transfer your design to hard surfaces. Bring your own photos to make mementos.

Mar 18 - Apr 1

Mondays - 3 weeks

New Carlisle

10-12:30/4-6:30 pm ET

New - Laser Engraving

Learn to use vector graphics software to create a design. Learn different types of equipment while learning to transfer designs to different types of surfaces.

Apr 8 - Apr 22

Mondays - 3 weeks

New Carlisle

10-12:30/4-6:30 pm ET

3D Printing 101

Learn the hardware types, create 3D models using free software, turn multiple digital pics into 3D objects and learn the costs associated with this popular tech.

Apr 29 - May 20

Mondays - 4 weeks

New Carlisle

10-12:30/4-6:30 pm ET

Raspberry Pi Computer with Raspbian & Kodi

You'll learn to install, set-up an operating system, see add-on components, review options, use the Raspbian OS, use the LibreElec OS and learn income opportunities.

Jun 3 - Jun 17

Mondays - 3 weeks

New Carlisle

10-12:30/4-6:30 pm ET

New - Wireless Alarm Security Systems Mini Course

Learn how to install alarm systems, where to find best prices, work with different sensors and devices and learn about exciting business opportunities.

Aug 19 - Aug 26

Mondays - 2 weeks

New Carlisle

10-1/4-7 pm ET

New - Wireless Security Camera Mini Course

Learn to install a camera system, how to price them out, about the different devices, and business opportunities.

Sep 9 - Sep 16

Monday - 2 weeks

New Carlisle

10-1/4-7 pm ET

New - How to Buy & Sell on Ebay, Amazon & Craigslist

Set up an account with each including Paypal while learning how to bid and purchase. Compare costs, benefits and best practices to set up a market plus hone follow-up sales skills.

Oct 14 - Oct 28

Mondays - 3 weeks

New Carlisle

10-12:30/4-6:30 pm ET

Amazon Fire Stick with Kodi

Learn to install the KODI app to gain access to thousands of streaming options. You'll learn to set-up and allow third party app installations.

Nov 4 - Nov 18

Mondays - 3 weeks

New Carlisle

10-12:30/4-6:30 pm ET

Cut the Cable! BYO Digital TV Antenna

Use the hardware and tools to build your own HD TV antenna. Then learn to connect and wire the hardware to work with any HD TV. Program and scan TV for live broadcasts.

Dec 9

Mondays - 1 Day Only

New Carlisle

12-2/4-6 pm ET

New - Setup HD Video Recorder & Record w TV Antenna

Set up a DVR box with TV antenna while learning to record live broadcasts and watch recordings on your computer.

Dec 16

Mondays - 1 Day Only!

New Carlisle

12-2/4-6 pm ET

New - Technology Open Labs

We expanded our Computer labs. Now you can learn how to upgrade or repair your tech or cell phone, ask questions on alarm and security systems, and NEW - use the sublimation equipment, vinyl cutter, laser engraver or 3D Printer

(prerequisite - must take a class on this equipment first.)

Open to Retirees and Spouses.

Fridays: 1/11, 1/18, 2/8, 2/15, 3/22, 3/29, 4/12, 4/26, 5/10, 5/17, 6/7, 6/14, 7/5, 7/12, 8/16, 8/23, 9/13, 9/20, 10/18, 10/25, 11/8, 11/15, 12/13, 12/20

New Carlisle

9 - 5 pm ET

*(Spouses may attend George's classes with the registered active team member and work on **ONE PROJECT**. Retirees and Spouses can attend the Technology Open labs.)*

Woodworking

Jim Balina

New - Open Woodshop

Patterned after our Computer Open lab, we wanted to give our ICD a new service. We are starting a woodworking open lab for those who want to take their projects to the next level. Use our woodshop and instructor expertise to work on self-guided projects. We do not supply any materials for this class. Prerequisite: You must have basic woodworking knowledge or taken one of Jim's wooding classes.

Wednesdays or Thursdays: 4/3, 4/10, 5/8, 5/9, 9/18, 9/25, 10/23, 10/30

New Carlisle 9-5 pm ET

New - BYO Cart

Build a versatile backyard addition for your outdoor entertaining. You have the choice of a BBQ, cooler, fridge, or sink cart. All wood, materials, hardware and tools provided.

May 5 - Jun 4 Tuesdays - 5 weeks

New Carlisle 9-12/4-7 pm ET

New - BYO Yard Games

Learn to make one-of-a-kind yard games. You'll plan your project with a focus on safety. You'll learn how to finish carpentry, tool identification and use, scale a pattern and much more. Choose from wide variety of games.

Aug 27 - Sep 24 Tuesdays - 5 weeks

New Carlisle 9-12/4-7 pm ET

Registration Begins
November 30th



BBQ Cart from 2018 class.

Wooden Décor

Kim Woods

Customized Wood Décor I

Students will learn how to 'age' their wood projects. Then they'll learn the appropriate stains and techniques to stain their projects. Students will use custom vinyl stencils to paint personalized sayings on their projects. Class starts with a basic project then moves to 4 custom projects.

Apr 4 - May 2

Thursdays - 5 weeks

New Carlisle

9-1/3-7 pm ET

New - Customized Welcome Sign with Hanging Basket

In this one day class students will age, stain, stencil and install a basket for their welcome sign.

May 9

Thursday - 1 Day Only!

New Carlisle

9-1/3-7 pm ET

New - Rustic Holiday Trio

Students will pick out a trio of either fire crackers, pumpkins, snowmen, Santas, or candles. They will stain, stencil, paint and decorate with picks or lights.

Jun 26

Wed. - 1 Day Only!

New Carlisle

9-1/3-7 pm ET

New - Customized Wood Décor II

Students must have taken Customized Wood Décor I. Students will add to their skills by assembling bigger, more personalized projects than the first level course. Students will be making 4 projects in this class.

Aug 6 - Sep 3

Tuesdays - 5 weeks

New Carlisle

9-1/3-7 pm ET

New - Porch Post with Holiday Hangers

Students will build the project first. Then they will learn to stain and customize the project using a vinyl stencil and painting techniques. They will paint and customize six holiday hangers as well.

Sep 16 - Sep 30

Mondays - 3 weeks

New Carlisle

9-1/3-7 pm ET



Finance

Bringing Balance to Your Budget Sarah Brown

Take control of your financial future. Simplifying your spending and savings strategies can help you bring balance to your budget. You'll learn how to set personal financial goals; balancing savings, spending and borrowing to help achieve your goals; strategies for controlling debt and improving credit scores; and practical savings options for now through retirement

Mar 6 Wed. - One Day Only!
New Carlisle 10-11/5-6 pm ET

Rules of the Road Sarah Brown

Why are some people more successful investors than others? Luck? Probably not. Do they know a "secret?" Definitely not - because there are no real secrets to investing. But there are rules you can follow to work toward your goals. In this class you'll learn the most common investing mistakes and how to avoid them; investing strategies to help reach your long-term goals; and what you can do now to prepare for retirement.

May 8 Wed. - One Day Only!
New Carlisle 10-11/5-6 pm ET

Put Your Retirement Plan to Work Sarah Brown

Retirement can mean different things to different people. Maybe you want to travel, volunteer, start your own business or go back to school! Whatever you decide, you need to be financially prepared.

Aug 7 Wed. - One Day Only!
New Carlisle 10-11/5-6 pm ET

Making Your Money Last Sarah Brown

What matters most to you? What type of lifestyle do you want in retirement? Once you can picture your retirement, you'll need a strategy designed to help make it happen. We can help. We'll discuss ways to help you work toward fulfilling your retirement expectations. And we'll focus on how to provide for your income needs including your retirement income for the future.

Oct 9 Wed. - One Day Only!
New Carlisle 10-11/5-6 pm ET

Understanding and Optimizing Your Financial

Options EIS Trish Nelson

You will learn the best choices for your investment portfolios: 401K, Roth IRA, Standard Brokerage and ESA. Learn

how these accounts work. Learn how the market really works. Learn simple strategies to build and adjust your portfolio for economic conditions. Learn about the choice and potential for gain in your 401K and other investments: Index Funds, Sector Funds and Exchange Traded Funds.

May 6, 7, 13, 14, 20, 21 Mon/Tue - 6 classes
New Carlisle 9-12/4-7 pm ET

** For those who want to learn how to do their financial records in Excel, I would recommend taking George's online Excel 2016 Introduction class. See page 4. If five or more of you want a specific Excel investing class, George and I can set something up after this class runs.*

Business

Scott Williams

How to Start & Run a Small Business

Planning before starting is an important step toward operating a successful business! This is an introductory course that reaches the basics of starting ANY TYPE of business. The course will focus on licenses/permits, requirements, taxation, expenses you can deduct, insurance, banking, records to keep and legal issues.

Jan 15 - Feb 26 (-2/5) Tuesdays - 6 weeks
New Carlisle 9-11/5-7 pm ET

Business Planning I - Intro to Developing a Business Plan

This is an introductory course in developing a business plan that requires no previous knowledge of the business planning process. This course will provide you with the ability to learn what is involved in developing a plan for a successful small business. You will learn about an operational plan, a management plan, personnel planning and finally a marketing and financial plan.

Mar 12 - May 14 (-4/2, 5/7) Tuesday - 8 weeks
New Carlisle 9-11/5-7 pm ET

Or you can take this online Jan 1—Feb 28, see page 4

Business Planning II - Developing a Final Draft

This course allows the participant the opportunity to complete an initial draft of a business plan. The initial draft will include an operational plan, a management plan, a marketing plan, as well as, a financial plan. The financial plan will include a comprehensive sales forecast, a profit and loss projection and a cash flow projection.

Sep 10 - Nov 12 (-10/1, 11/5) Tuesdays - 8 weeks
New Carlisle 9-11/5-7 pm ET

Or you can take this online Mar 14—May 2, see page 4

Registration Begins November 30th

Create

Mosaic Open Lab

Beth Harrigan

Students will learn the art of mosaic using glass, stone, and tile to decorate their home or garden. There is a choice of a bird bath, garden bench, mirror and serving tray combo or address plaque and decorative garden pot set combo. Students will choose or create a pattern, cut glass, glue into place, grout and clean then seal their projects.

Apr 17 - Jun 5

Wednesdays - 8 weeks

New Carlisle

9-12/4-7 pm ET

New - Mosaic Epoxy Art

Beth Harrigan

Using glass, shells, sand, or anything you choose, you will create a beautiful mosaic or a window or glass frame. Then you will pour epoxy over your items to create a beautiful art project. This is a great way to use those shells, coral, rocks or any other items you have collected as souvenirs on vacation to create a lasting memory.

Aug 22 - Aug 28

Wednesdays - 2 weeks

New Carlisle

9-12/4-7 pm ET

New - Reuse, Repurpose Mosaic Table

Beth Harrigan

Do you have a table with a scratched top or find a cute table at a yard sale that needs a little TLC? In this class you will learn how to give that table a new look by adding a mosaic finish. Or, if you just want to learn this skill, I will have some odds and end tables for you to learn on. Students will create a pattern, choose glass, cut class, glue, grout and seal tables

Sep 11 - Oct 2

Wednesdays - 4 weeks

New Carlisle

9-12/4-7 pm ET

New - Dabbling in Glass

Beth Harrigan

Three different types of glass will be taught in this class. It's the perfect class if you have ever wondered about glass art and haven't tried it. You will make a mosaic project, a fused glass project and a copper foil stained glass project.

Oct 16 - Oct 30

Wednesdays - 3 weeks

New Carlisle

9-12/4-7 pm ET

New - Jewelry Design 100

Rhoda Jenkins

Students will learn techniques on how-to-assemble fashionable jewelry. Students will assemble and design jewelry using various base metals, Swarovski crystals, Bali silver and seed beads. Learn how to start your own jewelry line to generate extra income!

Apr 8 - Apr 29

Mondays -4 weeks

New Carlisle

9-12/4-7 pm ET



Beautiful 2018 project by the Kliblinskis

Retirees/Spouses

Retirees and Spouses may register for the following classes ONE WEEK before the start date of the class. They are required to pay the material fees for class out-of-pocket. Active Team Members have first preference.

Technology Open Labs	page 5
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Setup HD Video Recorder & Record with TV Antenna	page 5
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June 2018 Learning Opportunities Week

Home & Garden

New - Kitchen Garden Karren Coplen

This class will use the latest and smartest techniques to plant a small raised bed with the essentials of small space kitchen garden. We'll mulch the ground, assemble a framework for a raised bed, fill it with good soil, plant a small assortment of the yummiest veggies, herbs and flowers, add a soaker hose and timer to make it low maintenance and mulch it to keep it relatively weed free. You'll go home with instructions to duplicate it at home and the ICD Center will have salads all summer long. You need this at your home, even if you only have a small yard.

Apr 15 Mon. - One Day Only!
New Carlisle 9-12/4-7 pm ET

New - The Art of Sausage Making C&C Ops

It seems daunting, but yes, you can make sausage at home. Once you learn the fundamentals, you can make almost any sausage, from spicy Italian to an awesome lamb masa- la to whatever meat and seasoning combo you dream up. We will cover delicious recipes for all kinds of sausage. This class will teach you everything you need to know to take on this rewarding project.

Sep 26 - Oct 17 Thursdays - 4 weeks
New Carlisle 9-12/4-7 pm ET

New - Soups On! C&C Ops

Everyone loves soups and stews - but how best to prepare these sometimes challenging dishes. Come to class to learn tips, techniques and equipment needed to make tempting soups and stews. We will start with homemade stock, and move on to creams, bisques, chowders, noodle and much more. You will learn to make family favorites like Chicken Noodle Soup and Irish stew. You don't want to miss out on this class!

Feb 28 - Mar 31 Thursdays - 4 weeks
New Carlisle 9-12/4-7 pm ET

Language

New - Sign Language Rhoda Jenkins

The goal of this class is to train students how to communicate using American Sign Language. Students will gain the knowledge of basic traditional signs used by the hearing-impaired or deaf. They will learn the manual alphabet, handshape usage, common phrases, vocabulary training, grammar, and inter-active vocabulary - building exercises.

Feb 25 - Apr 1 Mondays - 4 weeks
New Carlisle 9-12/4-7 pm ET

One Day Classes!

Short on Time? We have plenty of options for one day only classes!

Google Home Mini	Page 5
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Online Opportunities

Custom Classes:

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Tuition Assistance:

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Tuition Assistance Program

We have so many local choices of schools to attend. We have a voucher system set up with many of these programs so you don't have to pay any tuition out-of-pocket. To take classes, you must fill out the Tuition Assistance Application.

Indiana University South Bend

- www.iusb.edu - 574-520-4839 - 1700 Mishawaka Ave, South Bend, IN 46615
- Over 100 degree options
- Local and convenient
- Voucher program in place so you don't pay for tuition out-of-pocket



Purdue Polytechnic South Bend

- www.polytechnic.purdue.edu/south-bend - 574-520-4180 - 1733 Northside Blvd, South Bend 46634
- Electrical, mechanical, organizational, robotics & more
- Local and convenient



Ivy Tech

- www.ivytech.edu - South Bend, La Porte, Michigan City, Valpo
- Welding, MTM, MTE, Mechanical, IT, Electrical, Advanced Manufacturing, and more
- Local and convenient
- Voucher program in place so you don't pay for tuition out-of-pocket



Indiana Wesleyan University

- www.iindwes.edu - 4201 S Washington St, Marion, IN 46953 - 866-468-6498
- Business, Computer Science, Communication, & more
- 80 undergraduate degrees, 38 graduate degrees and 5 doctorates



Online Subscription Programs

Each year you can apply for up to **\$500** of Tuition Assistance toward subscription based learning. You can only enroll in one plan at a time. To apply, you must fill out the Tuition Assistance Application and submit it to the Coordinator at the ICD Learning Center. New for 2019, you now have **\$2500** available to you in Tuition Assistance!

Rosetta Stone - www.rosettastone.com

Rosetta Stone Catalyst is the newest version of Rosetta Stone and is now available to ICD Team Members. They offer over 24 different languages to choose from. When you sign up for a year's subscription for \$499, you get a link to start your 24/7 online subscription and a pair of headphones with a built in mic to help you in your studies. With Catalyst, you can also choose to improve your business communication skills.



Languages: Arabic, Mandarin Chinese, Dutch, US English, UK English, Tagalog Filipino, French, German, Greek, Hebrew, Hindi, Irish, Italian, Japanese, Korean, Farsi Persian, Polish, Brazilian Portuguese, Russian, Latin Spanish, Spain Spanish, Swedish, Turkish and Vietnamese

Key Features:

- ◇ Assessments keep you on target for your learning goals
- ◇ Speech Recognition provides auditory feedback
- ◇ Optional Online Tutoring
- ◇ Mobile Support for laptops, tablets and phones
- ◇ Training, Implementation, and Support service to foster positive learning outcomes

Lynda.com - www.lynda.com (Now LinkedIn Learning)

With Lynda.com you have access to over 5,000 video tutorials, 24/7 on your computer, phone or tablet. Videos cover a wide range of topics from business to software training and everywhere in-between. Basic plans start at \$19.99 a month. You must pay out-of-pocket and get reimbursed after approved by ICD.

Categories Include: 3D & Animation, Audio & Music, Business, CAD, Design, Developer, Education & ELearning, Marketing, Photography, Video and Web

Some Classes Include: Mastering Word, Six Sigma, Ethical Hacking, Digital Marketing, Web Design, Digital Illustration, Graphic Design, IT Security Specialist, Project Coordinator, Python, Programming with Java, Publish an EBook, etc.

Key Features:

- ◇ Available 24/7
- ◇ Over 5,000 videos to choose from



Online Subscription Programs - Cont.

Tooling U - www.toolingu.com



2018 was our rollout year for this popular online subscription course. With this \$500 annual subscription, you get 24/7 access to over 500 online classes aligned with industry standards and industry backed certifications. Tooling U programs result in a 20% average increase in knowledge gained utilizing the pre- and post- assessment tools.

Program Includes: Machining, Industrial Maintenance, Welding and Manufacturing Fundamentals

Classes Include: Welding, Robotics, CNC, PLC, Electrical, Mechanical, Motor Controls, Hydraulics, Pneumatics, & more

Key Features:

- ◇ 24/7 access to over 500 online courses
- ◇ This program aligns with Nationally Recognized Certifications such as Certified Manufacturing Technologist (CMfgT), Certified Manufacturing Engineer (CMfgE), Certified Additive Manufacturing, Lean Certification.
- ◇ Full Class Catalogs available from ICD Coordinator upon request

The Great Courses Plus - www.thegreatcoursesplus.com



New to 2018, we now offer the Great Courses Plus as a subscription based video on demand service. Videos are available 24/7 using App Store, Google Play, Roku, Apple TV, Chrome Cast, Amazon Fire TV, and Amazon Echo. Classes are taught by Ivy League Professionals or experts in their fields. You must pay out-of-pocket and get reimbursed after ICD approval.

Program Includes: History, Science, Travel, Professional, Health, Food & Wine, Hobby & Leisure, Economics, Music, Literature, Philosophy & Religion and Mathematics.

Key Features:

- ◇ Award-winning professors from Ivy League and other top schools
- ◇ Experts from National Geographic, the Smithsonian, The Culinary Institute of America, the Mayo Clinic and more.
- ◇ Thousands of topics with no homework, no tests and no pressure

Online Subscription Programs - Cont.

Penn Foster -
www.pennfoster.edu



Approved November 2018 as a National recognized partner with ICD, you can now apply to Penn Foster for their High School, Career or College Programs. ICD participants receive a **15% reduction** in the cost of tuition on over 100+ accredited certificate and diploma programs and 100+ college courses. Classes are all online for these licensed and accredited programs.

Some Classes Include: Certification in Microsoft 2013 & 2016, National Electrical Code 2017, Paralegal, Fitness & Nutrition, Accounting, HR, Property Management, Business Management Essentials, Computer Programming, E Business Management and so many more.

Key Features:

- ⇒ Offers Associates, Bachelor's Degrees and Undergraduate Certificates
- ⇒ Courses are all online
- ⇒ 15% off tuition for enrolling with ICD

IT University Online -
www.itonline.com/icd



- ⇒ Over 200 courses
- ⇒ Work toward industry certifications like A+, Microsoft, Cisco, VMware, and even web & application development
- ⇒ Classes include: IT, Project Management, Accounting, Business, Marketing, and so many more
- ⇒ Watch on your computer, phone, tablet or TV 24/7. Includes instructor-led videos, practice exams, ebooks, flash cards and strategic learning games
- ⇒ One year subscription is \$350

Tino Fulimeni Scholarship Fund

The Tino Fulimeni Scholarship Fund was established to honor the memory of Brother Fulimeni. Tino was a fanatic about ICD. His commitment and contribution are evident in the success of the Career Development Program.

The Fund is administered by ICD in Merrillville, Indiana.

The following criteria must be met to be eligible for the scholarship drawing:

- Applicant must be a high school graduate enrolled in college and beginning in the fall semester of 2019 or the spring semester of 2020 or a college student returning to school in the fall semester of 2019 or spring semester of 2020.
- Applicant must have maintained, in the past, at least a cumulative 3.0 grade point average and can demonstrate this with a transcript if selected.
- Applicant must be the child/grandchild of a United Steelworkers member who is currently eligible to participate in the Career Development Program.

The application will be available in 2019 at the New Carlisle ICD Learning Center for the 2019 scholarship. You can submit an application online at www.icdlearning.org when enrollment starts:

Or MAIL or FAX applications to:

Tino Fulimeni Scholarship Fund

c/o the Institute for Career Development, Inc.

1300 E. 85th Ave.

Merrillville, IN 46410

Fax: 219-736-9216

ICD Events



Learning Opportunities Week

Wednesday, June 12, 2019

More details to come. Mark your calendar now for this one full day event!



Holiday Open House

Friday, December 6, 2019

Every year we host an ICD Holiday Open House for active team members, retirees and spouses. Those who come are treated to being the first to find out about and sign-up for the next year's classes.

The day is full of food, prizes, instructors, colleges, catalogs and we even throw in some fun learning.

It's never too soon to mark your calendar!



Days	Monday	Tuesday	Wednesday	Thursday	Friday
1/1-1/4		New Years Day			
1/7-1/11					Technology Lab
1/14-1/18	Vinyl Cutting	How to Start/Run a Biz			Technology Lab
1/21-1/25	MLK Day	How to Start/Run a Biz			
1/28-2/1	Vinyl Cutting	How to Start/Run a Biz			
2/4-2/8	Vinyl Cutting				Technology Lab
2/11-2/15	Google Home Mini	How to Start/Run a Biz			Technology Lab
2/18-2/22		How to Start/Run a Biz			
2/25-3/1	Sign Language	How to Start/Run a Biz		Soups On!	
3/4-3/8	Sign Language		Balance Your Budget	Soups On!	
3/11-3/15	Sign Language	Business Plan I		Soups On!	
3/18-3/22	Sign Language, Sublimation Printing	Business Plan I, Chain Saw		Soups On!	Technology Lab
3/25-29	Sign Language, Sublimation Printing	Business Plan I, Chain Saw			Technology Lab
4/1-4/5 - NP Spring Break	Sign Language, Sublimation Printing	Chain Saw	Open Woodshop	Wooden Décor I	
4/8-4/12	Laser Engraving, Jewelry	Business Plan I, Chain Saw	Open Woodshop	Wooden Décor I	Technology Lab
4/15-4/19	Laser Engraving, Jewelry, Kitchen Garden	Business Plan I	Mosaic Open Lab	Wooden Décor I	Good Friday
4/22-4/26	Laser Engraving, Jewelry	Business Plan I	Mosaic Open Lab	Wooden Décor I	Technology Lab
4/29-5/3	Jewelry, 3D Printing	Business Plan I	Mosaic Open Lab	Wooden Décor I	
5/6-5/10	3D Printing, Understanding Investment	Understanding Investment, BYO Cart	Mosaic Open Lab, Rules of the Road, Open Woodshop	Hanging Basket Wooden Décor, Open Woodshop	Technology Lab
5/13-5/17	3D Printing, Understanding Investment	Business Plan I, Understanding Investment, BYO Cart	Mosaic Open Lab		Technology Lab
5/20-5/24	3D Printing, Understanding Investment	Understanding Investment, BYO Cart	Mosaic Open Lab	Motorcycle	
5/27-5/31	Memorial Day	BYO Cart	Mosaic Open Lab	Motorcycle	
6/3-6/7	Raspberry Pi	BYO Cart		Motorcycle	Technology Lab
6/10-6/14	Raspberry Pi		Learning Opportunities Week	Motorcycle	Technology Lab
6/17-6/21	Raspberry Pi			Motorcycle	
6/24-6/28			Rustic Holiday Trio	Motorcycle	
7/1-7/5				4th of July	Technology Lab

Days	Monday	Tuesday	Wednesday	Thursday	Friday
7/8-7/12					Technology Lab
7/15-7/19					
7/22-7/26					
7/29-8/2					
8/5-8/9		Wood Décor II	Retirement Plan		
8/12-8/16		Wood Décor II			Technology Lab
8/19-8/23	Wireless Alarm Security	Wood Décor II	Mosaic Epoxy Pour	Metal Dectecting	Technology Lab
8/26-8/30	Wireless Alarm Security	Wood Décor II, BYO Yard Game	Mosaic Epoxy Pour	Metal Dectecting	
9/2-9/6	Labor Day	Wood Décor II, BYO Yard Game		Metal Dectecting	
9/9-9/13	Wireless Security Camera Mini Course	BYO Yard Game, Biz Plan II	Reuse, Repurpose Mosaic Table	Metal Dectecting	Technology Lab
9/16-9/20	Wireless Security Camera Mini Course, Holiday Wooden Décor	BYO Yard Game, Biz Plan II	Reuse, Repurpose Mosaic Table, Open Woodshop		Technology Lab
9/23-9/27	Holiday Wooden Décor	BYO Yard Game, Biz Plan II	Reuse, Repurpose Mosaic Table, Open Woodshop	Sausage Making	
9/30-10/4	Holiday Wooden Décor		Reuse, Repurpose Mosaic Table	Sausage Making	
10/7-10/11		Biz Plan II, Auto Code Reading	Making Money Last	Sausage Making	
10/14-10/18	Ebay	Biz Plan II, Auto Code Reading	Dabbling in Glass	Sausage Making	Technology Lab
10/21-10/25	Ebay	Biz Plan II, Auto Code Reading	Dabbling in Glass, Open Woodshop	Sharpen It!	Technology Lab
10/28-11/1	Ebay	Biz Plan II, Auto Code Reading	Dabbling in Glass, Open Woodshop	Sharpen It!	
11/4-11/8	Amazon Fire Stick	Drones			Technology Lab
11/11-11/15	Amazon Fire Stick	Biz Plan II, Drones			Technology Lab
11/18-11/22	Amazon Fire Stick	Drones			
11/25-11/29		Drones		Thanksgiving	
12/2-12/6				ICD Holiday Open House	
12/9-12/13	Cut the Cable! BYO Digital Antenna				Technology Lab
12/16-12/20	Setup HD Video Recorder and Record with TV Antenna				Technology Lab
12/23-12/27		Christmas Eve	Christmas Day		
12/30-31		New Year's Eve			

THANK YOU!!!



Thank you to everyone who used your Education Benefit in 2018. It was a tough year for sure with 55% of the classes canceled. But as of November, our participation rate is **31%**. That is double the national participation rate. You should pat yourselves on the back. We may be smaller than other sites, but we have active, awesome participants in our program.

We had **134** team members use their benefit this year. **30** used their tuition assistance benefit which is significantly higher than previous years. This is due to great programs being offered online like Tooling U and Rosetta Stone.

Only **2 NEW** people participated in the program this year. I would love to get that number up in 2019. We have several new hires. Did you know your benefit starts on your first day? Come see what all the excitement is about.

Thanks to all of our dedicated instructors who brave the “lake effect” region to bring us interesting and fun classes.

And I want to say a personal thank you to all of you. Thanks for giving me the opportunity to bring this great benefit to life here in New Carlisle. I have heard so many wonderful and heartfelt stories of things you learned and how it changed your life. It’s a constant reminder to me of the importance of continued education and sets a great example for my children who love that mom helps adults with their education goals.

Let’s make 2019 even better. Check out all of the great classes the instructors have proposed. Sign up for a class or two! If you want to learn online, there are so many options. Are you a spouse or retiree? We have classes for you too. We have long and short classes. Find out what you are interested in and have an **I Can Do** Attitude in 2019!



We can do anything with the right attitude.

What can you do with your ICD benefit this year?