

4T ACADEMY INDIANA CASE STUDY

REDEFINING WORKFORCE READINESS

4T Academy is not just a program—it's a workforce innovation engine. Built through deep collaboration with Toyota Motor Manufacturing and public school districts, this next-generation model prepares high school students for high-demand careers in advanced manufacturing. Combining technical training, professional skill development, and hands-on, industry-immersive experiences, 4T is changing the trajectory of students and solving real workforce gaps in real time.

Since launching in Princeton, Indiana, in 2020, 4T Academy has rapidly expanded across multiple schools and districts, fueling career-connected learning throughout the region.

SCHOOLS ENGAGED

- Seven high schools across five counties participate, including: Southridge High School, Gibson Southern High School, Benjamin Bosse High School, Wood Memorial High School, Pike Central High School, Princeton High School and Forest Park High School
- Top-engaged schools: Southridge High School (140 students) and Benjamin Bosse High School (137 students)

KEY OUTCOMES (2020 - 2025)

- 301 students participated
- 147 students graduated the program
- 133 conditional job offers (CJOs) extended
- 43 students hired
- 70 students dropped/opted out (with tracking underway for re-engagement strategies)



Class of 2024

MOMENTUM BY NUMBERS

Enrollment growth grew from 42 students in 2020-21 to 100 students in 2024-25

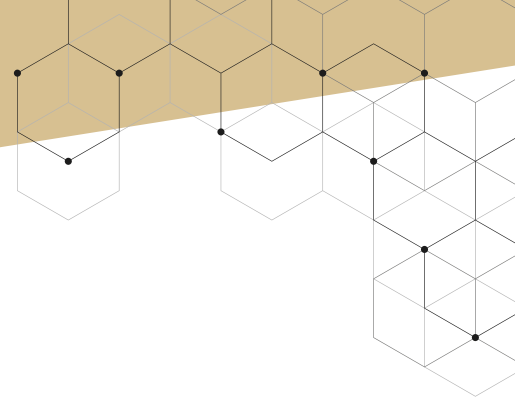
Current enrollment holds strong at 86 students, with continued demand

Strong pipeline, real outcomes

Graduation-to-hire pipeline is working: Of the 147 graduates, 133 received CJOs, and 43 have been hired to date

4T grads now hold roles such as: Team Leads, Skilled Team Member, Production Team Leader

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WHAT MAKES 4T DIFFERENT?

Built with industry, not just for it

- Toyota is deeply embedded, providing mentorship, facility access, and a direct career pipeline

Project- and work-based learning

- Students apply academic knowledge in real manufacturing environments while being paid

Professional readiness

- Includes communication, teamwork, safety, and leadership development

Pathway customization

- Flexible schedules, transportation solutions, and community alignment ensure local adaptability

LESSONS LEARNED

One-size-fits-none

- Every 4T location is built from the ground up with local context in mind.

Employer voice drives relevance

- Toyota's leadership ensures training aligns with actual workforce demand.

Retention requires wraparound supports

- Scheduling flexibility and transportation access are mission-critical.

BEYOND INDIANA

4T Academy's success in Indiana led to expansion into:

Toyota Motor Manufacturing West Virginia (2022)

- Eight high schools in Kanawha County
- Further growth into Putnam and Mason Counties

Toyota Motor Manufacturing Kentucky (2024)

- Scott County Schools

Toyota Motor Manufacturing Mississippi (2024)

- New Albany Schools
- Union County Schools

WHAT'S NEXT?

4T Academy is more than a school-to-work program—it's a scalable blueprint for workforce transformation across industries and geographies. The model continues to evolve with:

- Broader industry adoption outside automotive
- Deeper integration with postsecondary pathways
- Smart data systems to track student ROI and long-term outcomes

FOR MORE INFORMATION

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