We can do anything with the right attitude.

What can you do with your ICD benefit this year?
## Contents

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overview of Your Education Benefit</td>
<td>2</td>
</tr>
<tr>
<td>Locations of other Regional ICD Centers Where You Can Take Classes</td>
<td>3</td>
</tr>
<tr>
<td>Customized Classes</td>
<td></td>
</tr>
<tr>
<td>Live &amp; Online</td>
<td>4</td>
</tr>
<tr>
<td>Off-Site</td>
<td>4</td>
</tr>
<tr>
<td>Technology</td>
<td>5</td>
</tr>
<tr>
<td>Woodworking</td>
<td>6</td>
</tr>
<tr>
<td>Wooden Décor</td>
<td>6</td>
</tr>
<tr>
<td>Technical</td>
<td>7</td>
</tr>
<tr>
<td>Finance</td>
<td>8</td>
</tr>
<tr>
<td>Business</td>
<td>8</td>
</tr>
<tr>
<td>Create</td>
<td>9</td>
</tr>
<tr>
<td>Home &amp; Garden</td>
<td>10</td>
</tr>
<tr>
<td>Language</td>
<td>10</td>
</tr>
<tr>
<td>Tuition Assistance Benefit</td>
<td></td>
</tr>
<tr>
<td>Local Colleges</td>
<td>11</td>
</tr>
<tr>
<td>Subscription Based Learning Programs</td>
<td>12-14</td>
</tr>
<tr>
<td>Tino Fulimeni Scholarship</td>
<td>15</td>
</tr>
<tr>
<td>2019 Events</td>
<td>16</td>
</tr>
<tr>
<td>2019 Calendar</td>
<td>17-18</td>
</tr>
<tr>
<td>2018 Thank You and 2018 Recap</td>
<td>19</td>
</tr>
</tbody>
</table>

### 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/](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

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 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.

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.jblearning.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.

**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.
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.

Jan 14 - Mar 11  Mondays - 8 weeks
JobLink, East Chicago  9-12/4:30-7:30 pm ET

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.

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.

Registration Begins November 30th
**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)  
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  
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  
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  
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  
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  
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  
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  
Mondays - 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

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

BBQ Cart from 2018 class.
New - Chainsaw - Maintenance/Repair/Safety
Students will identify parts and components. They’ll learn troubleshooting engines, proper chain maintenance, plus spring and fall maintenance. Emphasis will be on safety.
Mar 19 - Apr 9          Tuesdays - 4 weeks
New Carlisle           9-12/4-7 pm ET
Optional chainsaw available for purchase by enrolled student.

New - Basic Motorcycle Maintenance/Repair
Learn the latest tips and techniques available for the upkeep and repair of motorcycles. Students will gain hands-on experience in all facets of motorcycle systems. This class can save students thousands of dollars. Bring in your bike and get it in tip top condition. Free Oil Change!
May 23 - Jun 27         Thursdays - 6 weeks
New Carlisle           9-12/4-7 pm ET

New - Metal Detecting
Students will cover types of metal detectors, tools & safety, Code of Conduct, unit features and operation, motion and non-motion detectors, land and water detectors. Will cover if you need a license. Will share club and association contacts. Last day will be a field trip!
Aug 22 - Sep 12         Thursdays - 4 weeks
New Carlisle           9-12/4-7 pm ET
Optional metal detector available for purchase by enrolled student.

New - Automotive Code Reading
Program has been designed to teach the student the proper procedure to read and understand all of their codes that may come up on their vehicle. We will cover all service codes including engine, drivetrain, body and ABS codes. When the code is retrieved students will learn what that code means and how to properly diagnose the problem.
Oct 8 - Oct 29          Tuesdays - 4 weeks
New Carlisle           9-12/4-7 pm ET

Optional code reader available for purchase by enrolled student.

New - Sharpen It!
In this course students will be introduced to a wide range of sharpening products. Students will learn to use manual and electric sharpeners and learn to sharpen metal and ceramic. Students may bring in their own knives, scissors, chisels, planer blades and more. Come to class to learn this valuable skill and save money for sharpening.
Oct 24 - Oct 31         Thursdays - 2 weeks
New Carlisle           9-12/4-7 pm ET
Optional sharpener available for purchase by enrolled student.

New - All About Drones
In this class we will go over the history of drones and discuss their usage. We’ll have an emphasis on safety, rules and regulations. We’ll discuss the specifics on batteries, features, storage and Starting Your Own Business with Drones.
Nov 5 - Nov 26          Tuesdays - 4 weeks
New Carlisle           9-12/4-7 pm ET
Optional drone available for purchase by enrolled student.

FREE Classes
Actives, Retirees and Spouses can take these FREE Classes.

- Technology Open Labs  page 5
- Open Woodshop  page 6
- Bring Balance to Your Budget  page 8
- Rules of the Road  page 8
- Put Your Retirement to Work  page 8
- Making Your Money Last  page 8
**Business**

**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  
Tuesdays  
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  
Tuesdays - 8 weeks  
New Carlisle  
9-11/5 - 7 pm ET

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

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**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.*

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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 fashionble 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

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
- Cut the Cable! BYO Digital TV Antenna
- Setup HD Video Recorder & Record with TV Antenna
- Open Woodshop
- Bring Balance to Your Budget
- Rules of the Road
- Put Your Retirement to Work
- Making Your Money Last
- Kitchen 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 masala 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

**Online Opportunities**

**Custom Classes:**
- Business Plan I  Page 4
- Business Plan II  Page 4
- Easy Guitar  Page 4
- Taking Stock in Your Life and Finances  Page 4
- Microsoft Excel 2016 - Intro  Page 4

**Tuition Assistance:**
- Cisco Boot Camp  Page 4
- Rosetta Stone  Page 12
- Lynda.com/LinkedIn  Page 12
- Tooling U  Page 13
- The Great Course Plus  Page 13
- Penn Foster  Page 14
- IT University Online  Page 14
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


Key Features:

◊ Available 24/7
◊ Over 5,000 videos to choose from
**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

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**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.


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.


Key Features:

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

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IT University Online -
www.itonlie.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](http://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!
<table>
<thead>
<tr>
<th>Days</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
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<tr>
<td>1/1-1/4</td>
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<td>New Years Day</td>
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<td>Technology Lab</td>
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<td>1/7-1/11</td>
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<td>1/14-1/18</td>
<td>Vinyl Cutting</td>
<td>How to Start/Run a Biz</td>
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<td>2/4-2/8</td>
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<td>2/11-2/15</td>
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<td>2/25-3/1</td>
<td>Sign Language</td>
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<td>Soups On!</td>
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<td>3/4-3/8</td>
<td>Sign Language</td>
<td>Balance Your Budget</td>
<td></td>
<td>Soups On!</td>
<td></td>
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<td>3/11-3/15</td>
<td>Sign Language</td>
<td>Business Plan I</td>
<td></td>
<td>Soups On!</td>
<td></td>
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<td>3/25-29</td>
<td>Sign Language, Sublimation Printing</td>
<td>Business Plan I, Chain Saw</td>
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<td>4/1-4/5</td>
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<td>Technology Lab</td>
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<td>4/8-4/12</td>
<td>Laser Engraving, Jewelry</td>
<td>Business Plan I, Chain Saw</td>
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<td>Wooden Décor I</td>
<td>Technology Lab</td>
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<td>4/15-4/19</td>
<td>Laser Engraving, Jewelry, Kitchen Garden</td>
<td>Business Plan I</td>
<td>Mosaic Open Lab</td>
<td>Wooden Décor I</td>
<td>Good Friday</td>
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<td>4/22-4/26</td>
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<td>4/29-5/3</td>
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<td>5/6-5/10</td>
<td>3D Printing, Understanding Investment</td>
<td>Understanding Investment, BYO Cart</td>
<td>Mosaic Open Lab, Rules of the Road, Open Woodshop</td>
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<td>3D Printing, Understanding Investment</td>
<td>Business Plan I, Understanding Investment, BYO Cart</td>
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<td>Hanging Basket Wooden Décor, Open Woodshop</td>
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<td>Memorial Day</td>
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<td>6/3-6/7</td>
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<td>8/19-8/23</td>
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<td>Mosaic Epoxy Pour</td>
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<td>Wireless Alarm Security</td>
<td>Wood Décor II, BYO Yard Game</td>
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<td>Wireless Security Camera Mini Course</td>
<td>BYO Yard Game, Biz Plan II</td>
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<td>9/16-9/20</td>
<td>Wireless Security Camera Mini Course, Holiday Wooden Décor</td>
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<td>Reuse, Repurpose Mosaic Table, Open Woodshop</td>
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<td>9/23-9/27</td>
<td>Holiday Wooden Décor</td>
<td>BYO Yard Game, Biz Plan II</td>
<td>Reuse, Repurpose Mosaic Table, Open Woodshop</td>
<td>Sausage Making</td>
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<td>9/30-10/4</td>
<td>Holiday Wooden Décor</td>
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<td>Reuse, Repurpose Mosaic Table</td>
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<td>10/7-10/11</td>
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<td>Biz Plan II, Auto Code Reading</td>
<td>Making Money Last</td>
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<td>10/14-10/18</td>
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<td>Dabbling in Glass</td>
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<td>10/21-10/25</td>
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<td>Sharpen It!</td>
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<td>11/4-11/8</td>
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<td>11/18-11/22</td>
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<td>ICD Holiday Open House</td>
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<td>12/9-12/13</td>
<td>Cut the Cable! BYO Digital Antenna</td>
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<td>12/16-12/20</td>
<td>Setup HD Video Recorder and Record with TV Antenna</td>
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<td>12/23-12/27</td>
<td>Christmas Eve</td>
<td>Christmas Day</td>
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<tr>
<td>12/30-31</td>
<td>New Year’s Eve</td>
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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?**