

Regional Workforce Data Profile: Economic Growth Region 5



GOVERNOR'S
WORKFORCE
CABINET

Measuring Progress - EGR 5

Employment Metrics	WIOA EMPLOYMENT				
	Program Year 2022 (PY22) Q1, Rolling	Job Placement After Exit	Job Placement Target	Retained Employment	Retention Target
	WIOA Adult	81%	79%	78%	77%
	WIOA Dislocated Worker	76%	77%	78%	81%
	WIOA Youth (age 14-24)	84.4%	80%	81%	78%
MEDIAN EARNINGS PROGRAM YEAR 2022 (PY22) Q1, ROLLING		EGR 5	TARGET		
Median Earnings Youth	\$4,299	\$3,610			
Median Earnings DW	\$10,578	\$9,506			
Median Earnings Adult	\$8,325	\$6,799			

Legend: | = Target

Category	Job Placement (%)	Retention (%)
WIOA Adult	81%	78%
WIOA Dislocated Worker	76%	78%
WIOA Youth (age 14-24)	84.4%	81%

Education Attainment	POST SECONDARY GOING RATE (2020 Cohort)	EGR 5: 57%	STATE: 53%		
	Post Secondary Completion Rate	EGR 5: On Time	State: On Time	ERG 5, 6 year (Extended)	State: 6 Year (Extended)
	2 Year Public	Ivy Tech- Central Indiana: 11.8%	18.6%	Ivy Tech- Central Indiana: 38.9%	42.5%
	4 Year Public	Indiana University-Purdue University Indianapolis: 38.6%	50.8%	Indiana University-Purdue University Indianapolis: 66.0%	72.2%

Student Engagement and Preparation	CAREER TECHNICAL EDUCATION 2019 -2020, 2020 -2021 CTE Concentrator Cohorts	2019-2020		2020-2021	
		EGR 5	STATE	ERG 5	STATE
	Post Program Placement	331/410 = 81%	7,409/8719 = 85%	310/398 = 78%	7,496/9,801 = 76%
	Credential Attainment	88/410 = 21%	1,943/9801 = 20%	107/395 = 27%	2,432/11,956 = 20%
	Dual Credit Attainment	116/410 = 28%	4,490/9801 = 46%	180/395 = 46%	5,142/11,956 = 43%
	Work Based Learning Participation	41/410 = 10%	1,784/9801 = 18%	34/395 = 9%	1,781/11,956 = 15%
HIGH SCHOOL STUDENTS WHO EARN A CREDENTIAL (2021 graduating cohort)		3.1%	5.5%		

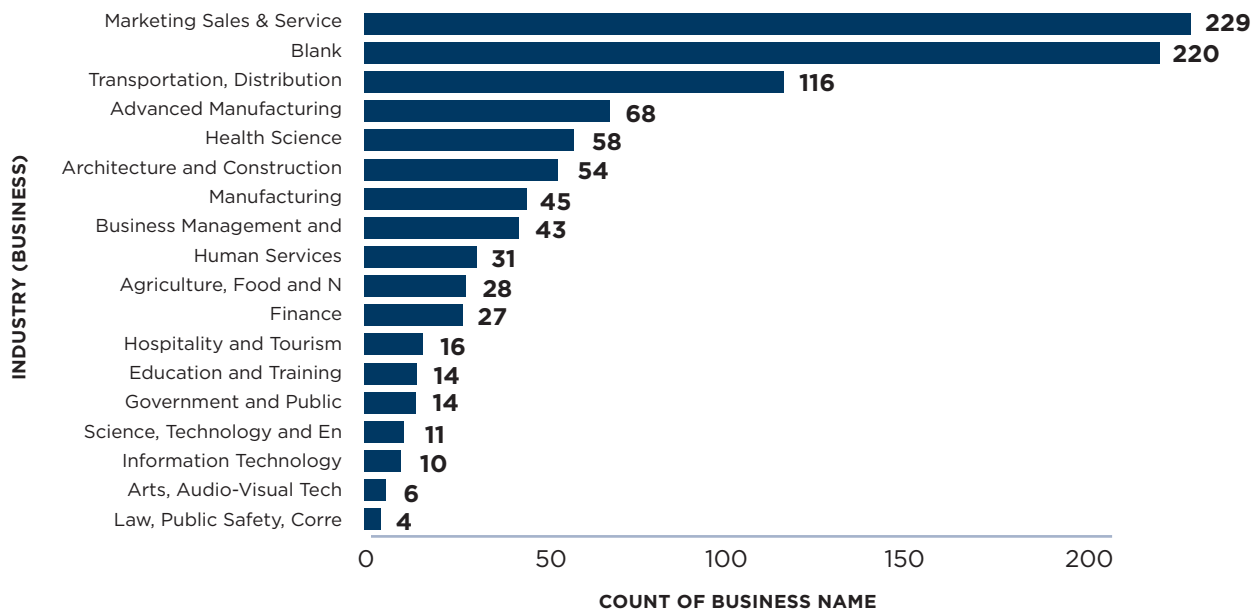
Adult Education		2019-2020		2020-2021	
		EGR 5	STATE	ERG 5	STATE
	Enrollment	1782	21,468	1292	17,541
	High School Equivalency Diplomas Earned	405	4,146	356	4,744
	Workforce Education Initiative Classes	7	115	5	119
	Workforce Education Initiative Enrollment	93	1,497	67	1,381
	Employment 2nd Qtr. After Exit	60%	52%	66%	46%
	Employment 4th Qtr. After Exit	78%	78%	81%	73%
Median Earnings 2nd Qtr. After Exit	\$5,594	\$4,791	\$6,282	\$4,985	

Regional Workforce Data Profile: EGR 5 WIOA Business Services Metrics



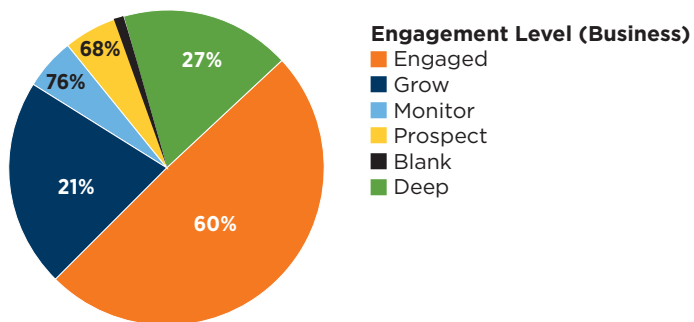
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BUSINESSES SERVED BY INDUSTRY

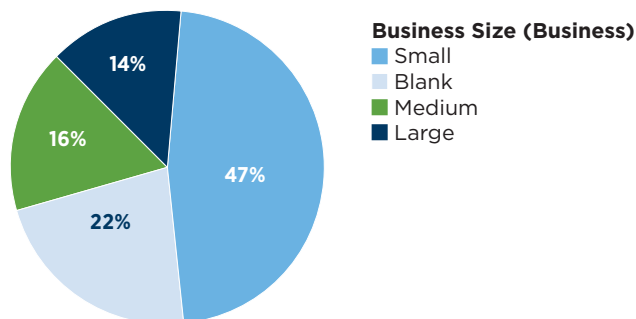


BUSINESSES SERVED BY ENGAGEMENT LEVEL

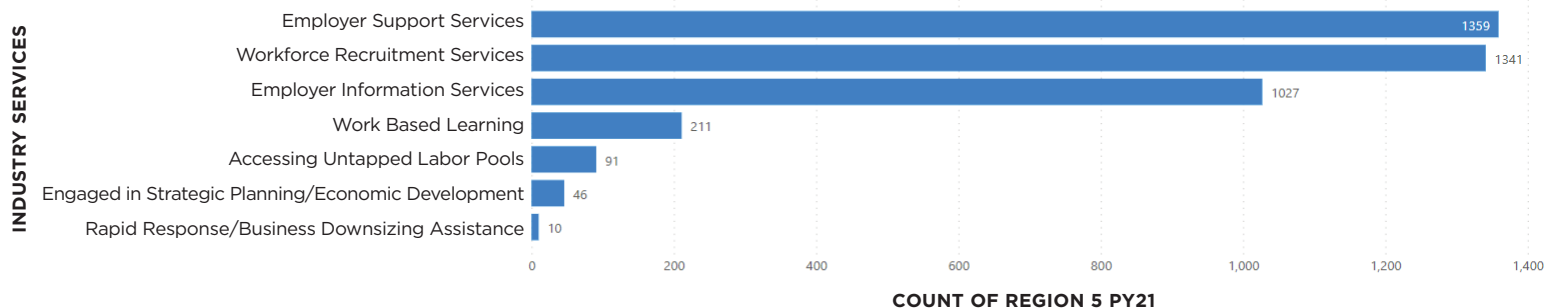
Business Engagement Level



Business Size



BUSINESS SERVICE TYPE



Regional Workforce Data Profile: EGR 5 Regional Job Posting Analytics



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Top 25 Employers by Employment Count*

- TOA (USA), LLC
- Amazon Fulfillment Ctr
- CNO Financial Group Inc
- RCI LLC
- New Era Technology
- Duke Energy Indiana LLC
- Navient Corp
- Fukai Toyotetsu
- Hendrick's Regional Health
- Horseshoe Indianapolis
- Keihin IPT Mfg LLC
- Carter Express Inc
- Community Hospital Anderson
- Harrah's Hoosier Park Racing
- Q-Edge Corp
- Roche Diagnostics Corp
- Carey James
- St Vincent Anderson Community Affairs
- Nice-Pak Products Inc
- Knauf Insulation Inc
- KAR Auction Svc Inc
- Penske Logistics
- Witham Hospital
- Whisper Hearing Ctr
- IU Health North Hospital

*Employment count is approximate and based on EGR 5 establishment location, not total company footprint. Source: Data Axle, Hoosiers by the Numbers

Top 25 Software Skills

- Microsoft Excel
- Microsoft Outlook
- Microsoft PowerPoint
- Microsoft Word
- SQL (Programming Language)
- SAP Applications
- Operating Systems
- Python (Programming Language)
- Microsoft Azure
- Amazon Web Services
- Warehouse Management Systems
- Microsoft Access
- Java (Programming Language)
- JavaScript (Programming Language)
- Application Programming Interface (API)
- Microsoft SharePoint
- AutoCAD
- Software Systems
- C# (Programming Language)
- HyperText Markup Language (HTML)
- Inventory Management System
- Google Workspace
- JIRA
- Tableau (Business Intelligence Software)
- Linux

Top 25 Qualifications

- Advanced Cardiovascular Life Support (ACLS) Certification
- Advanced Life Support
- American Registry of Radiologic Technologists (ARRT) Certified
- American Society For Clinical Pathology (ASCP) Certification
- ANCC Certified
- Automotive Service Excellence (ASE) Certification
- Barber License
- Basic Cardiac Life Support
- Basic Life Support (BLS) Certification
- Board Certified/Board Eligible
- Board Certified Behavior Analyst
- CDL Class A License
- CDL Class B License
- Certified Clinical Medical Assistant
- Certified Dietary Manager (CDM)
- Certified Information Systems Security Professional
- Certified Loss Control Specialist
- Certified Medical Assistant
- Certified Nursing Assistant
- Certified Pharmacy Technician
- Certified Public Accountant
- Commercial Driver's License (CDL)
- CompTIA A+
- EPA 608 Technician Certification
- FINRA Series 7 (General Securities Representative)

*Lightcast, Q4 2022

Regional Workforce Data Profile: EGR 5



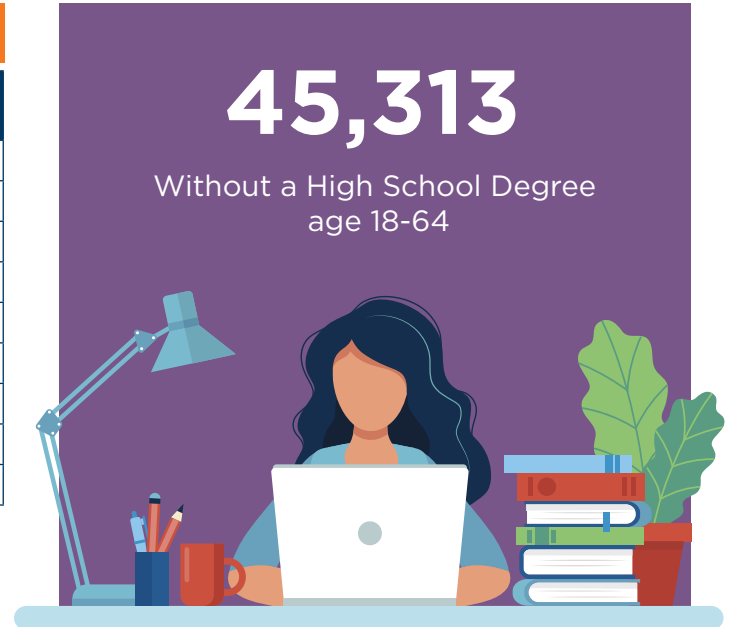
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LABOR MARKET PROFILE

MEDIAN HOUSEHOLD INCOME

	Median Household Income (2020)	% of State Median Household Income
Indiana	\$60,794	100.0%
Boone County, IN	\$92,302	151.8%
Hamilton County, IN	\$96,359	158.5%
Hancock County, IN	\$77,916	128.2%
Hendricks County, IN	\$86,905	142.9%
Johnson County, IN	\$76,868	126.4%
Madison County, IN	\$51,718	85.1%
Morgan County, IN	\$67,004	110.2%
Shelby County, IN	\$59,252	97.5%

US Census Bureau, American Community Survey, 2020



Source: U. S. Census Bureau

Total Payrolled Employment

1,138,700

MAJOR EDUCATIONAL INSTITUTIONS

Name

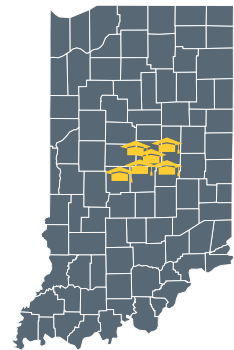
Indiana University-Purdue University Indianapolis
Ivy Tech-Central Indiana
American College of Education
Anderson University
Butler University
Franklin College
Marian College
Martin University
University of Indianapolis
University of Phoenix - Indianapolis

Type

Four-year
Two-year
Independent
Independent
Independent
Independent
Independent
Independent
Independent
Independent

City

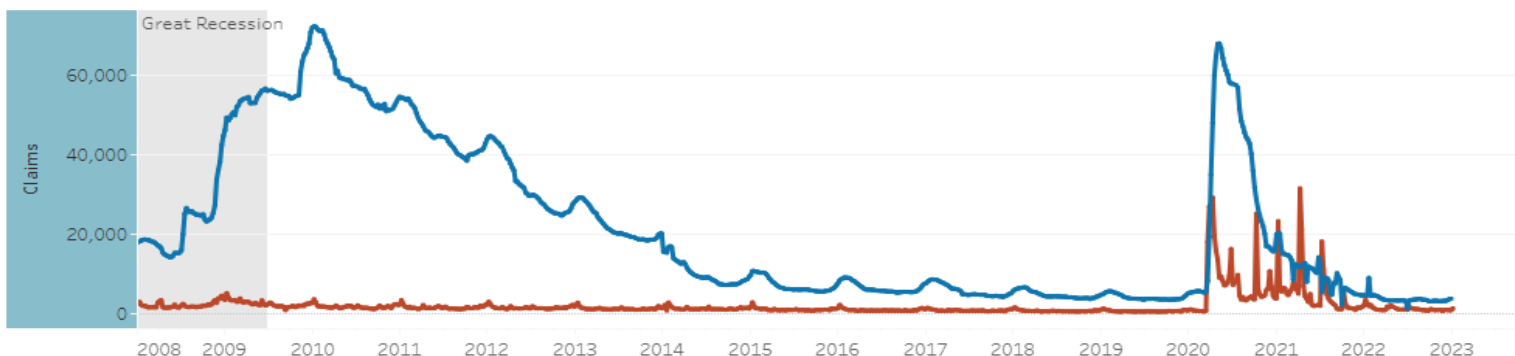
Indianapolis
Indianapolis
Indianapolis
Anderson
Indianapolis
Franklin
Indianapolis
Indianapolis
Indianapolis
Indianapolis



Source: Indiana Commission for Higher Education

EGR 5 WEEKLY INITIAL AND CONTINUED UNEMPLOYMENT CLAIMS

EGR 5 weekly **initial** and **continued** unemployment claims (Total, All Industries)



Regional Workforce Data Profile: EGR 5



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LABOR MARKET PROFILE

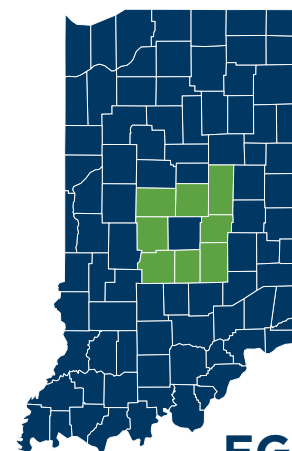
Population
1,103,171



POPULATION OVER TIME

Yesterday (2010)	931,517	1	14.40%	6,484,050
Today (2021)	1,103,171	1	16.20%	6,813,532
Tomorrow (2030 projection)*	1,242,616	1	17.40%	7,143,795
Percent Change 2010 to Today	18.40%	1		5.10%

Sources: U.S. Census Bureau; Indiana Business Research Center



EGR 5

Includes: Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Morgan, Shelby Counties

Unemployment Rate State vs Region

STATE
2.2%

EGR 5
3.1%



Labor force participation rate - Age 20-64

STATE:
78%

EGR 5:
82%



TOP 10

EGR 5 INDUSTRY SECTORS BY EMPLOYMENT

1. Retail Trade
2. Health Care and Social Services
3. Transportation & Warehousing
4. Accommodation and Food Services
5. Manufacturing
6. Admin, Support, Waste Management
7. Construction
8. Professional, Scientific, Technical
9. Finance and Insurance
10. Wholesale Trade



Regional Workforce Data Profile: EGR 5



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BARRIERS TO EMPLOYMENT

| = Statewide



Housing costs **19.1%** of median income

Lack of internet **12.6%** of households

Disability **10.8%** of people 18-64



Less than HS Diploma/GED **9.5%** of people age 25+

Food assistance **7.6%** of people

Children under 6 **7.5%** of people

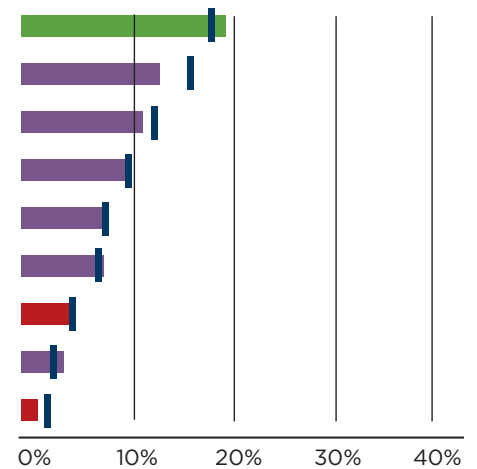
Vehicle available **5.7%** of households



Limited English-speaking **4.1%** of people

Working in poverty **2.3%** of households

U.S. Census Bureau



JOB POSTINGS BY INDUSTRY

| = Statewide

Q4 2021-Q4 2022



Health care and social assistance

Retail trade

Manufacturing



Professional and business services

Accommodation and food services

Transportation, warehousing, and utilities



Finance and insurance

Educational services

Other services



Real estate and rental leasing

Information



Government

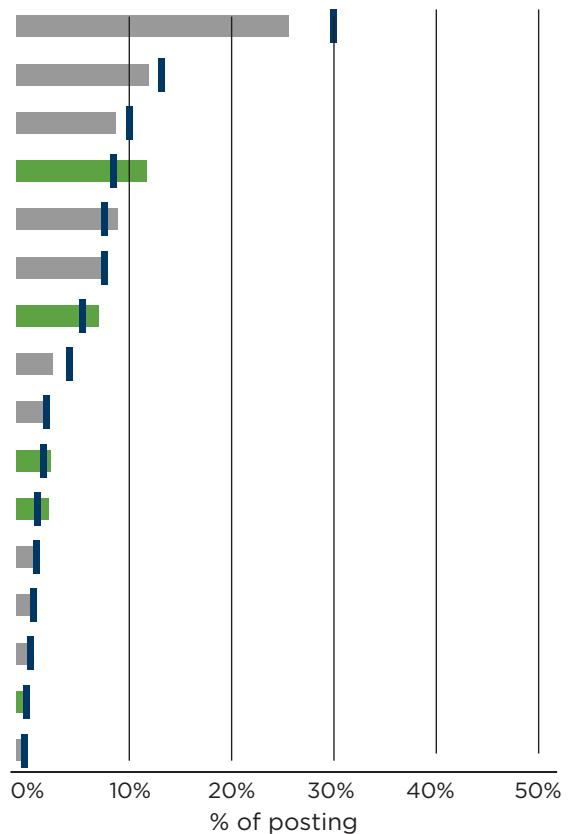
Construction

Wholesale trade



Arts, entertainment, and recreation

Mining and logging



For more information:

<https://datavizpublic.in.gov/views/WorkforceProfile/Dashboard1?embed=y>

Regional Workforce Data Profile: EGR 5



GOVERNOR'S
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STATE FISCAL YEAR PAID INVOICE ALLOCATIONS

Only includes IN Department of Workforce Development pass through funding

State Fiscal Year 2020	SFY20	ACTIVE/Y,N	TYPE
Workforce Innovation & Opportunity Act	\$2,785,454	Ongoing	Federal
Jobs for Americas Graduates	\$743,633	Ongoing	State
Jobs for Americas Graduates (TANF)	\$143,486	Ended	Federal
Re-Employment Services and Eligibility Assessment	\$288,000	Ongoing	Federal
Infrastructure Cost Agreement	188,685	Ongoing	Federal
WIOA Performance Support Grant	\$149,000	Ongoing	Federal
Business Consultant	\$120,000	Ongoing	Federal
Pre-Employment Transition Services	\$76,800	Ongoing	Federal
Work INdiana	\$47,612	Ended	State
Rapid Response COVID Grant	\$30,000	Ended	Federal
Jobs for Hoosiers	\$24,035	Ended	State
UI Covid	1,000	Ended	Federal
Total	\$4,597,705		
Total State	\$815,280		
Total Federal	\$3,782,425		
Expired Funding Total	\$246,133		

State Fiscal Year 2021	SFY21	ACTIVE/Y,N	TYPE
Workforce Innovation & Opportunity Act	\$2,784,162	Ongoing	Federal
Workforce Ready Grant - CARES	\$778,327	Ended	Federal
Jobs for Americas Graduates	\$571,322	Ongoing	State
Jobs for Americas Graduates - TANF	\$79,782	Ended	Federal
Re-Employment Services and Eligibility Assessment	\$297,692	Ongoing	Federal
Infrastructure Cost Agreement	\$192,648	Ongoing	Federal
Employment Recovery - Dislocated Worker Grant	\$177,199	Ended	Federal
Business Consultant	\$120,000	Ongoing	Federal
WIOA Performance Support Grant	\$102,603	Ongoing	Federal
Disaster Recovery - Dislocated Worker National Emergency Grant	\$88,451	Ended	Federal
Rapid Response COVID Grant	\$78,217	Ended	Federal
Employer Training Grant - CARES	\$53,541	Ended	Federal
Pre-Employment Transition Services	\$31,294	Ongoing	Federal
UI Covid	\$19,000	Ended	Federal
Grant Writing Service	\$6,500	Ended	State
Jobs for Hoosiers	\$2,000	Ended	State
Apprenticeship State Expansion Grant	\$326	Ended	Federal
WorkINdiana	\$288	Ended	State
Total	\$5,383,351		
Total State	\$580,110		
Total Federal	\$4,803,241		
Expired Funding Total	\$1,283,630		

Regional Workforce Data Profile: EGR 5



GOVERNOR'S
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STATE FISCAL YEAR PAID INVOICE ALLOCATIONS (CONTINUED)

Only includes IN Department of Workforce Development pass through funding

State Fiscal Year 2022	SFY22	STATUS	TYPE
Workforce Innovation & Opportunity Act	\$2,646,475	Ongoing	Federal
Next Level Jobs - Employer Training Grant	\$2,504,898	Ongoing	State
Workforce Ready Grant - CARES	\$524,428	Ended	Federal
Jobs for Americas Graduates	\$486,468	Ongoing	State
Employment Recovery - Dislocated Worker Grant	\$438,449	Ended	Federal
Re-Employment Services and Eligibility Assessment	\$376,955	Ongoing	Federal
Workforce Ready Grant - State	\$322,605	Ongoing	State
WIOA Performance Support Grant	\$305,725	Ongoing	Federal
Pre-Employment Transition Services	\$178,181	Ongoing	Federal
Infrastructure Cost Agreement	\$161,280	Ongoing	Federal
Disaster Recovery - Dislocated Worker National Emergency Grant	\$125,091	Ended	Federal
Business Consultant	\$120,000	Ongoing	Federal
Rapid Response COVID Grant	\$77,679	Ended	Federal
Apprenticeship State Expansion Grant	\$45,947	Ended	Federal
Total	\$8,314,180		
Total State	\$3,313,971		
Total Federal	\$5,000,209		
Expired Funding Total	\$1,211,594		

State Fiscal Year 2023 (Represents invoices paid as of 1/4/23)	SFY23	STATUS	TYPE
Workforce Innovation & Opportunity Act	\$1,338,085	Ongoing	Federal
Workforce Ready Grant - State	\$423,908	Ongoing	State
Next Level Jobs - Employer Training Grant	\$374,513	Ongoing	State
Jobs for Americas Graduates	\$290,781	Ongoing	State
Re-Employment Services and Eligibility Assessment	\$203,465	Ongoing	Federal
WIOA Performance Support Grant	\$148,405	Ongoing	Federal
Infrastructure Cost Agreement	\$80,854	Ongoing	Federal
Business Consultant	\$55,094	Ongoing	Federal
Apprenticeship State Expansion Grant	\$53,726	Ended	Federal
Pre-Employment Transition Services	\$28,019	Ongoing	Federal
Employment Recovery - Dislocated Worker Grant	\$27,581	Ended	Federal
Rapid Response COVID Grant	\$17,836	Ended	Federal
Total	\$3,042,268		
Total State	\$1,089,202		
Total Federal	\$1,953,066		
Expired Funding Total	\$99,143		

Measuring Progress Data Definitions

WIOA Adult

Participants in the WIOA Title I Adult program must meet the following eligibility criteria:

- U.S. citizen or otherwise legally entitled to work in the United States;
- Age 18 or older; and
- Selective Service Registration.

There are no additional eligibility criteria for the Adult Program. However, as required by WIOA 134(c)(3)(E), priority for career and training services funded by and provided through the adult program shall be given to veterans and recipients of public assistance, other low-income individuals, individuals who are basic skills deficient, and any additional priority of service groups defined by the Governor or Local Workforce Development Board (LWDB) for receipt of career and training services determined appropriate to obtain or retain employment. Priority of service status is established at the time of eligibility determination and does not change during the period of participation.

WIOA Dislocated Worker

Participants in the WIOA Title I Dislocated Worker program must meet the following criteria:

- U.S. citizen or otherwise legally entitled to work in the United States;
- Age 18 or older;
- Selective Service Registration; and
- Meet one of the following categories:

Category A:

An individual who: (i) has been terminated or laid off, or who has received a notice of termination or layoff, from employment; (ii) (I) is eligible for or has exhausted entitlement to unemployment compensation; or (II) has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center referred to in section 121(e), attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that were not covered under a state unemployment compensation law; and (iii) is unlikely to return to a previous industry or occupation

Category B:

An individual who: (i) has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility, or enterprise; (ii) is employed at a facility at which the employer has made a general announcement that such facility will close within 180 days; or (iii) for purposes of eligibility to receive services other than training services described in section 134(c)(2)(A)(xii), or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close.

Category C:

An individual who was self-employed (including employment as a farmer, a rancher, or a fisherman) but is unemployed because of general economic conditions in the community in which the individual resides or because of natural disasters.

Category D:

An individual who is a displaced homemaker

Category E:

An individual who: (i) is the spouse of a member of the Armed Forces on active duty (as defined in section 101(d) (1) of title 10, United States Code), and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; or (ii) is the spouse of a member of the Armed Forces on active duty and who meets the criteria described in paragraph (16)(B). https://www.in.gov/dwd/files/activepolicies/2021-03-P_WIOA_AD_DW_Eligibility.pdf

WIOA Youth

Workforce Innovation and Opportunity Act participants must be between the ages of 14 and 24 AND meet criteria related to WIOA in school or out of school criteria and corresponding eligibility. More information can be found here: [2017-03-P_Youth_Eligibility.pdf](https://www.in.gov/dwd/files/activepolicies/2017-03-P_Youth_Eligibility.pdf) (in.gov)

WIOA Quarterly Rolling Measures

Look back at previous ten quarters % of job placement. Released every quarter.

WIOA Quarterly Rolling Median Earnings

Each quarterly file contains a rolling ten (10) quarters of data. Q4 files contain data from Q1, Q2, and Q3 and are considered the annual dataset.

Postsecondary Going Rate is reported for 2020 Indiana high school graduates. Postsecondary Going Rate is reported as those that entered an Indiana public, Indiana non-public, or out of state college within 1 year after high school graduation. <https://www.in.gov/che/college-readiness-reports/>

Post Program Placement: The percentage of CTE concentrators who, in the second quarter after exiting from secondary education, are in postsecondary education or advanced training, military service or an eligible service program, volunteers (i.e. Peace Corps), or are employed.

Credential Attainment: The percentage of CTE concentrators in the reporting cohort **who attained a postsecondary credential.** A postsecondary credential is defined as a promoted industry certification or state issued license that counts as an Indiana's Graduation Pathways Postsecondary Readiness Competency, or a postsecondary certificate, technical certificate, or degree.

Dual Credit Attainment: The percentage of CTE concentrators in the reporting cohort **who earned at least 9 postsecondary credits** in courses that map toward a postsecondary certificate or degree program.

Work-Based Learning Participation: The percentage of CTE concentrators in the reporting cohort **who participated in at least 75 hours of a work-based learning experience** where the student has a work record in a position(s) aligned to the student's career pathway on their graduation plan. Examples of a work-based learning that would fit this definition include: job site placement and internship; apprenticeship/pre-apprenticeship; State Earn and Learn; clinical or practicum; school-based enterprise; or simulated work environment.

Measuring Progress Data Definitions (continued)

High School Students Who Earn a Credential

High School Students who Earn a Credential is reported as those students that earned a Technical Certification (TC), Certificate of Graduation (CG), Certificate (CT), or Indiana College Core (ICC) or Associates Degrees while in high school. This is replicated from the certificates requested for GPS (DOE Dashboard) for alignment. Source: MPH; The Education and Workforce Data System.

Business Engagement Levels:

Prospect: Identified or Referred as a prospect. No contact at all but identified as a possible partner.

Monitor: Early state of relationship. Example: Received direct contact, not yet engaged in any discussion.

Grow: Relationship established and some engagement. Example: Discussed candidate through skill marketing and/or provided guidance on job postings.

Engaged: Immediate responsiveness and active engagement. Example: Hire/places participants. Participation in job/hire fairs.

Deep: Model/Reliable Supporter of sector initiative. Example: Actively seeks pathway participants for openings, work experience and internships

Business Service Code Definitions

Accessing Untapped Labor Pools

Establish talent pipeline activities/outreach to youth, veterans, individuals with disabilities, older workers, ex-offenders, ESL, ect; Industry Awareness Campaigns; Joint partnerships with educators.

Employer Information Services

Provided information to “warm leads” about and engagement in local job market/economy and the range of services available through the local One Stop delivery system.

Employer Support Services

Business consultations, targeted education about local job market and specific services strategies available through the local One Stop delivery system (Example: On Site visits)

Engaged in Strategic Planning/Economic Development

Partnering in community based efforts, sponsoring employer forums, sharing industry LMI, information sharing for corporate economic development planning, and partnering in collaborative efforts.

Layoff Aversion

Business consultation, planning with employers in advance notification of a current or projected temporary or permanent closure or mass layoff.

Rapid Response/Business Downsizing Assistance

Plan a layoff response following notification of a current or projected temporary or permanent closure or mass layoff, including natural or other disasters.

Work Based Learning

Received publicly funded training assistance, including customized training, OJT, incumbent worker training and certificate training.

Workforce Recruitment Assistance

Assisting employer to meet their human capital and skilled workforce needs; search/source qualified candidates, candidate screening, assessments; hiring events; facility space for talent outreach.

Adult Education

Indiana Adult Education providers are mix of different types of secondary and post-secondary educational institutions, community organizations, and not for profit agencies. The largest percentage of providers are K12 schools with most being connected to a stand-alone career center. In Region 5, all six providers are connected to the K-12 system. They include:

- Blue River Career Center - Shelbyville
- Central Nine Career Center - Greenwood
- Elwood/Hinds Career Center - Elwood
- MSD Warren Township
- MSD Washington Township
- MSD Wayne Township

Warren, Washington and Wayne Township Schools, while located in Marion County, also offer programming in EGR 5 counties

The Workforce Education Initiative (WEI) is a partnership between Indiana Adult Education and Hoosier employers to help employees retain jobs, improve performance, and advance in their professions. Employers need a higher-skilled workforce to optimize safety, increase productivity, and improve performance quality. WEI provides incumbent workers with limited skills, access to quality and contextualized training that build their abilities, helps them attain industry-recognized credentials, and prepare for more advanced training.