

**State of Indiana
Governor's Workforce Cabinet**

Thursday, June 22, 2023

Meeting Minutes (Region 9/Columbus)

I. Call to Order

The Governor's Workforce Cabinet met in regular session starting at 10:02 a.m. ET at Cummins, 500 Jackson Street, Columbus, IN 47201, with Chairman Ryan Kitchell presiding.

Member Introductions & Roll Call

Members Present: David Adams, Robert Coons, Dr. Sue Ellspermann, Jody French (virtual), Megan Glover, Joyce Irwin (virtual), Dr. Katie Jenner, Sherm Johnson, Mark Kara, Loren King, Ryan Kitchell, Chris LaMothe (virtual), Chris Lowery, Richard Paulk, Fred Payne, Paul Perkins, Dan Peterson (virtual), Marilyn Pitzulo, Sen. Jeff Raatz, Todd Richardson, Dr. Steve Rogers (virtual), Steve Schreckengast (virtual), Rebecca Schroeder (virtual), Dave Shane (virtual), Steve Thalheimer, Tony Vespa (virtual)
Regrets: Rep. Bob Behning, Maurice Coates Jr., Tony Denhart, Dr. Chuck Johnson, Theresa Koleszar, Becca McCuaig, Courtney Penn

GWC Executive Staff: Whitney Ertel, Fran Valentine

II. Materials were distributed to Cabinet members ahead of the meeting, including an Economic Growth Region (EGR) 9 Data Snapshot. Select highlights:

- Current population is 336,111 with a 3.6% population growth rate since 2010. EGR 9 currently ranks eighth out of twelve regions statewide for population size. It is estimated to add 8,600 in population by 2030. (Source: Indiana University Business Research Center)
- Median Household Income by County
 - Dearborn (\$72,674), Bartholomew, Franklin and Decatur counties have a higher than state average median household income (\$62,723). Switzerland County has the lowest median household income in the region (\$56,268).
- Lack of internet and disability are the top reported barriers to employment according to the U.S. Census Bureau.
- Top industries served by WorkOne Southeast Indiana include Health Care, Retail Trade and Manufacturing. Most business served were "engaged," and they were most commonly small businesses. Because of the strong manufacturing presence, major employers being served may have more total employment share, but a lesser "count" of employers which may account for the number of manufacturers being served. Employer information assistance made up the majority of business service type.
- Top five software skills requested within job postings within the region include the Microsoft suite, and software development. Top five most requested job posting qualifications include a valid drivers license, Registered Nurse (RN), Basic Life Support (BLS) certification, CPR certification, Licensed Practical Nurse (LPN), and Certified Nursing Assistant (CNA). Manufacturing job postings are more prevalent in EGR 9 compared to the state average share of job postings. There is a

smaller share in EGR 9 of Professional and Business Services job postings compared to the state average (Source: Lightcast).

- In the most recent year (2021-2022) Career Tech Education is exceeding the state average rate in dual credit attainment, but slightly lower than the state average in work-based learning participation, post program placement, and credential attainment.
- Adult Education performed higher than the state rate in the most recent year of data in employment second quarter after exiting other metrics were on par. Nearly 500 individuals earned their high school equivalencies in the past two reported program years. 19,370 individuals in the region are without a high school degree.

III. Opening Comments

Chairman Kitchell reminded guests that the GWC was created in 2017 by Governor Holcomb and the Legislature, to bring together industry, educators in K-12/CTE/Postsecondary, legislators and community partners to try and optimize the education and workforce system for individuals and employers.

The goal of the regional meetings is to learn about that specific region, hear from local employers, training providers and the community. The Cabinet wants to learn about the great things happening at a local level that perhaps can be scaled and shared across the state. The Cabinet also wants to learn of barriers and obstacles a local region is facing and discuss what can be done at the state level to try and help.

Chairman Kitchell thanked Cabinet member Steve Thalheimer for his service. Mr. Thalheimer had been filling the Superintendent role and the June meeting was his last.

Chairman Kitchell thanked Cummins for hosting the meeting and Elwood Staffing for attending, and turned comments over to Brett Merritt, Cummins, Vice President – On-Highway, Engine Business & Strategic Customer Relations.

Mr. Merritt expressed his gratitude for the opportunity to host the GWC and for the work it is doing. Mr. Merritt acknowledged Columbus Mayor Jim Lienhoop and city councilman Tom Dell. Mr. Merritt provided some of the history of Cummins and talked about product highlights and the company's goals for the coming years.

IV. Cummins TEC (Technical Education for Communities) & the Arsenal Tech High School Partnership

Dr. Dannette Howard of Cummins, Corporate Responsibility Director/Education

Dr. Howard shared that she joined the organization in March -- not because she knows a lot about engines but because she was drawn to Cummins' excellence in terms of products and service, and also for its long-standing commitment to making the communities in which it resides better.

Dr. Howard talked about the company's global education strategy and how employers can work together to make an impact on the lives of individuals.

Presentation: [Cummins-TEC-Update-July-2023.pdf](#)

V. Talent, Employers and Today's Market – Elwood Staffing

Diane Bohman, President, Elwood Staffing

Ms. Bohman shared statistics on the temporary staffing industry:

- From a national staffing industry perspective, about \$144 billion is spent annually on temporary labor.
- That's 16,000,000 individual people who participate at some point during the year on average.
- There are about 2.7 million people every day, employed in a temporary role that can be anything from no skill, low skilled job, all the way to engineers and white-collar type of roles.
- With 2.7 million per day, yet 16 million on an annual basis, yes, it is a very high turnover business that we are in.
- The average compensation for a temporary worker is about \$44,000. That's just a little over \$21.00 an hour.
- We estimate there are about 37,000 staffing offices around the country.
- The average tenure on a job is about 10 weeks.
- When you look just within Indiana, there about 84,000 staffing jobs at any given point in time.
- Jobs that are primarily temporary are in transportation and material moving, distribution and logistics, and basic production.
- Those are the two big hitters, also office and administrative support, building and ground cleaning, maintenance and then business and financial.

Elwood Staffing: Staffing, Recruiting and Workforce Solutions: [PowerPoint Presentation](#)

VI. Consideration of the Minutes

Chairman Kitchell asked for a motion to approve the GWC meeting minutes from April 27, 2023, in Region 7/Terre Haute. The minutes were unanimously approved by the Cabinet.

VII. Group Discussion

Senator Jeff Raatz shared guidance on working with the legislature and said they are already thinking about the upcoming session. He encouraged people to start early and communicate early, even though some legislation does take shape during session.

Chairman Kitchell shared that a smaller group would be formed to work on the state's federal Workforce Innovation and Opportunity Act (WIOA) plan submission and asked interested Cabinet members to let he or Executive Director Whitney Ertel know.

Chairman Kitchell solicited future meeting topics of interest from the Cabinet and shared a reminder for the next GWC meeting: Thursday, August 24, 2023, in Bloomington/Region 8, at Dimension Mill.

VIII. Adjournment

Chair Kitchell adjourned the meeting at 11:58 p.m. ET.