

INDIANA'S EDUCATION
ROUNDTABLE

Partnership for Indiana's Future

Economic Growth Region 1

Education and Workforce Data

June 2012

Background

In 2012 Indiana's Education Roundtable provided grants to six regions across the state, including Economic Growth Region 1, with the goal of building a world-class workforce in Indiana. In addition to a collaborative strategic planning process, regions were tasked with measuring the status of students and workers across a variety of demographic and economic categories.

To better understand where our region's workforce has been, and where it is headed, Region 1 presents the following analysis of education and workforce data.

This report is divided into five sections:

Section 1: Demographics provides a look into Region 1's educational attainment levels, including education by age group as well as the relationship between education and poverty, median earnings, and employment. It concludes by placing Region 1 in an international context of educational attainment, comparing it with Indiana, the Midwest, and nations around the globe.

Section 2: Education Completions examines high schools across Region 1 by diploma type, along with certificate, associate degree and bachelor degree+ completions at the region's postsecondary institutions.

The region's high school student remediation rates are found in **Section 3: Education Performance**. This section also reviews graduation rates of the region's postsecondary institutions, including four-year public and private colleges and universities, 2-year

public and for-profit colleges, and certificate-granting institutions.

Section 4: Occupational Requirements provides an in-depth analysis of growing occupations in the health care, manufacturing, and transportation industries and the areas of knowledge, skill, and ability required to build a quality workforce for the coming decade.

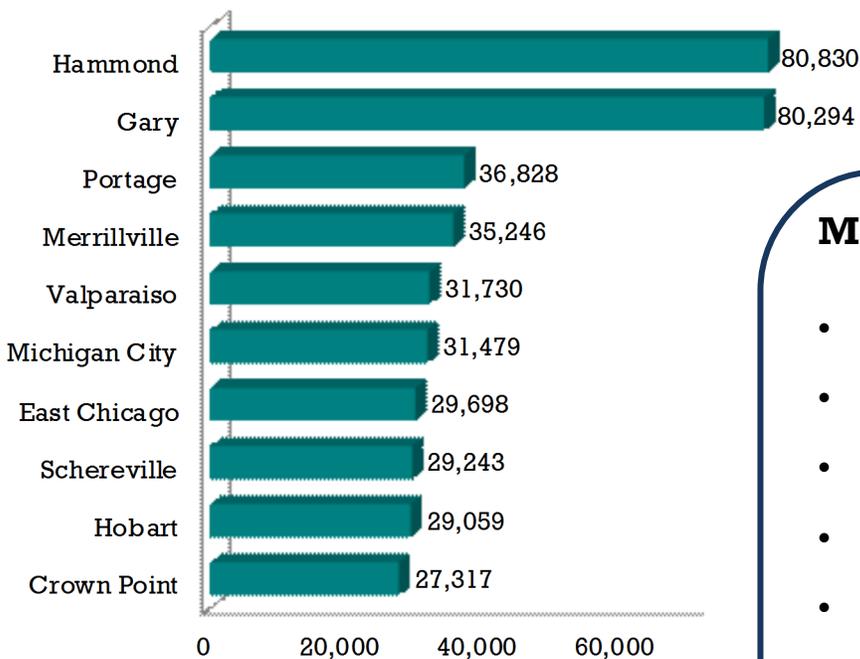
Finally, to achieve the goal that 60% of Indiana's students go on to complete some form of postsecondary education, we must understand **Section 5: The Math of the Big Goal**. That is, if 90% of Indiana's high school students graduate from high school, roughly 70% must complete post secondary education to reach an overall postsecondary achievement rate of 60%.



About Region 1

Region 1 is in the Northwest corner in Indiana and is comprised of seven counties: Jasper, Lake, LaPorte, Newton, Porter, Pulaski, and Starke. The region has a median wage of \$33,218, a median poverty rate of 10.6%, and an average unemployment rate of 8.8%. For adults ages 25 to 34, 33.0% have an Associate's Degree or higher.^β Key target industries within the region include Manufacturing and Health Care. The average Work Keys required by these industries are 4.1 and 4.1 in Applied Mathematics, 4.6 and 4.1 in Reading for Information, and 4.6 and 3.7 in Locating Information, respectively.

Largest Cities and Towns (2010) by Population



Major Regional Employers:

- United States Steel Corporation
- Mittal Steel
- Community Hospital
- St. Margaret Mercy Health Care
- Worthington Industries Inc.
- Ameristar Casino
- Blue Chip Hotel and Casino
- Horseshoe Casino
- Valparaiso Hospital
- Methodist Hospitals

^β Data collected from the 2008-2010 Census

* All other information gathered from the Indiana Department of Workforce Development

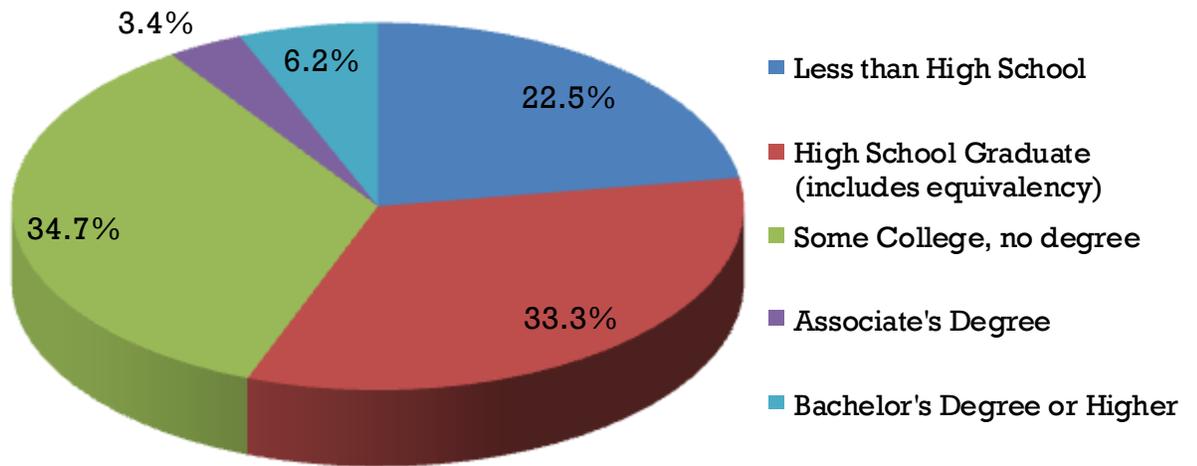
(Section 1)

Workforce Demographics

Education

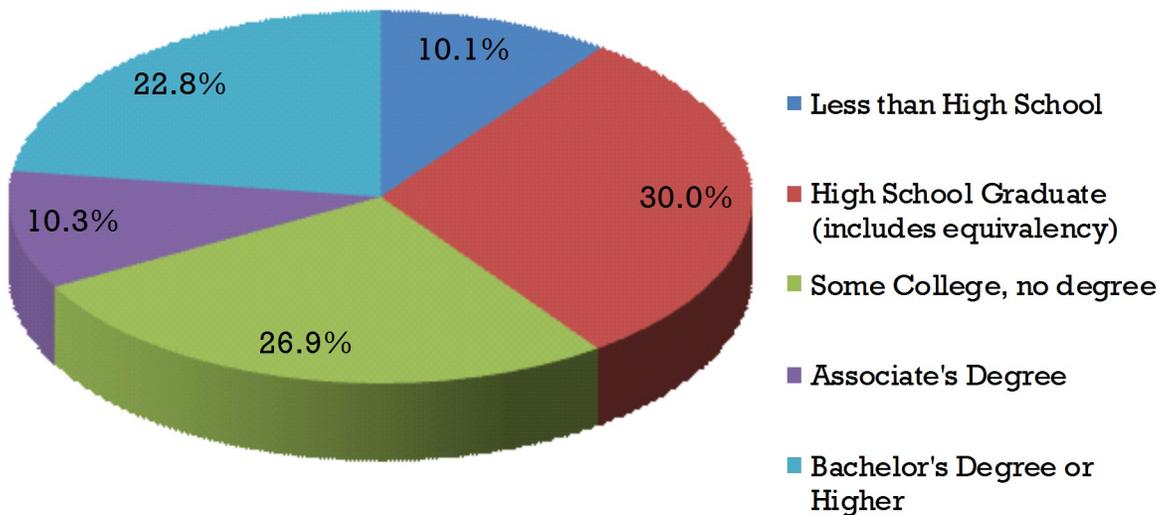
More than **55%** of individuals 18-24 did not go on to postsecondary education

Population 18-24: Regional Educational Attainment



Population 25-34: Regional Educational Attainment

Over **66%** of young adults age 25-34 have not secured a postsecondary degree

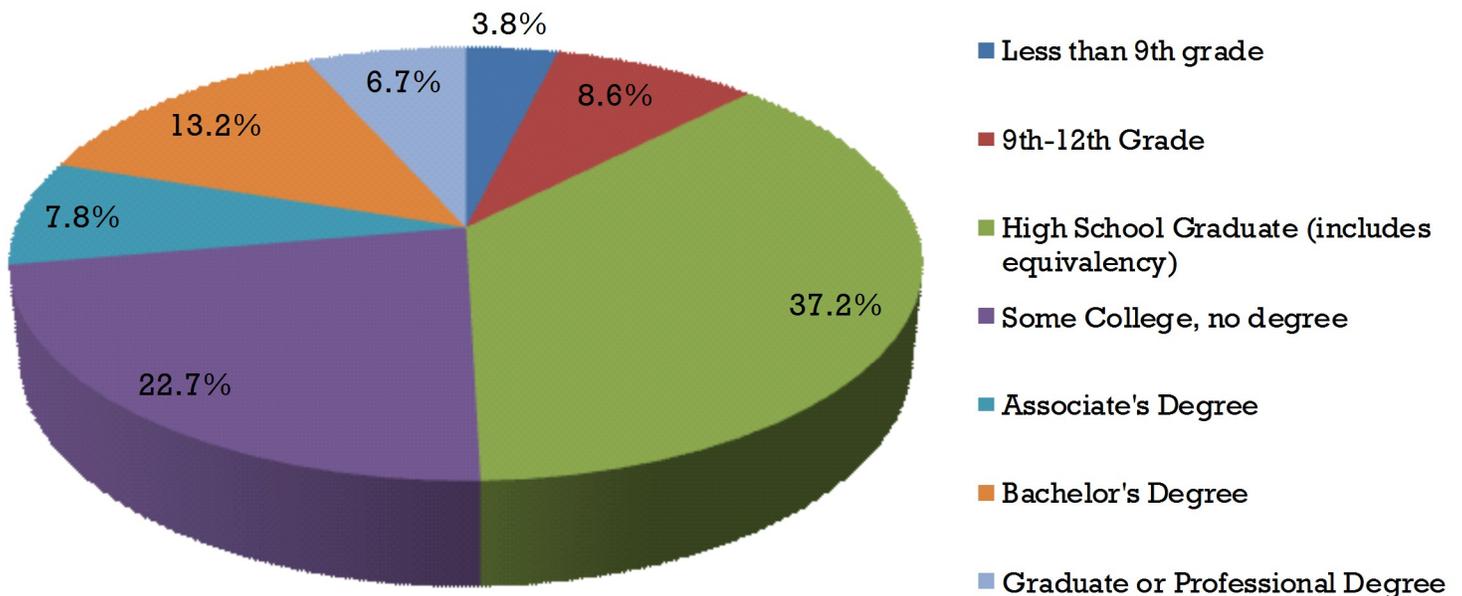


* Information gathered from the 2008-2010 3-year Census Survey

Education

Only **27.7%** of Individuals 25 and above have attained an Associate's Degree or Higher

Population 25 and Older: Regional Educational Attainment



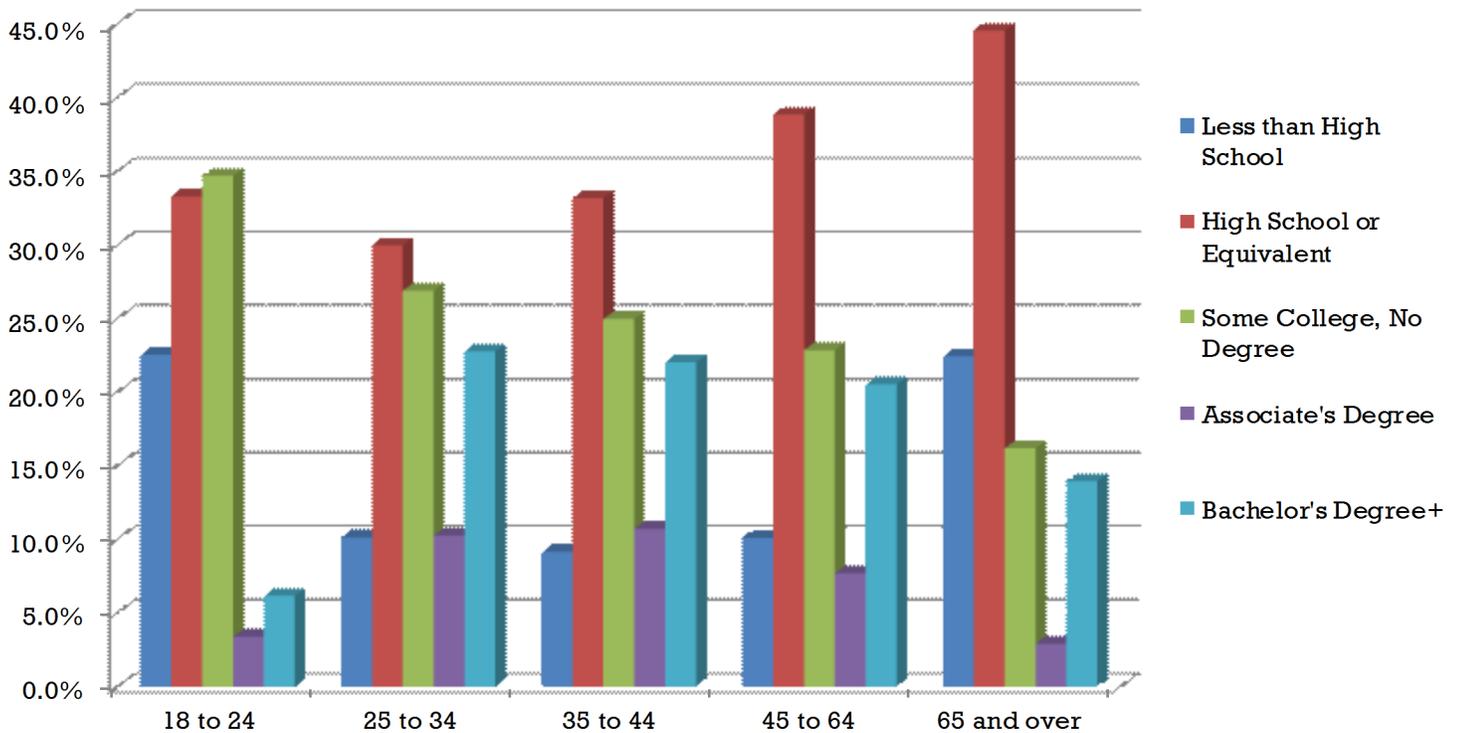
Age

70% of the Region's primary workforce (individuals 25-64) have an educational attainment less than an Associate's Degree

Only 25.6% of individuals 18 and over in Region 1 have completed a postsecondary degree or certificate

Individuals 25-34 have the highest percent attainment of Associate's Degrees or higher, at 33.0%

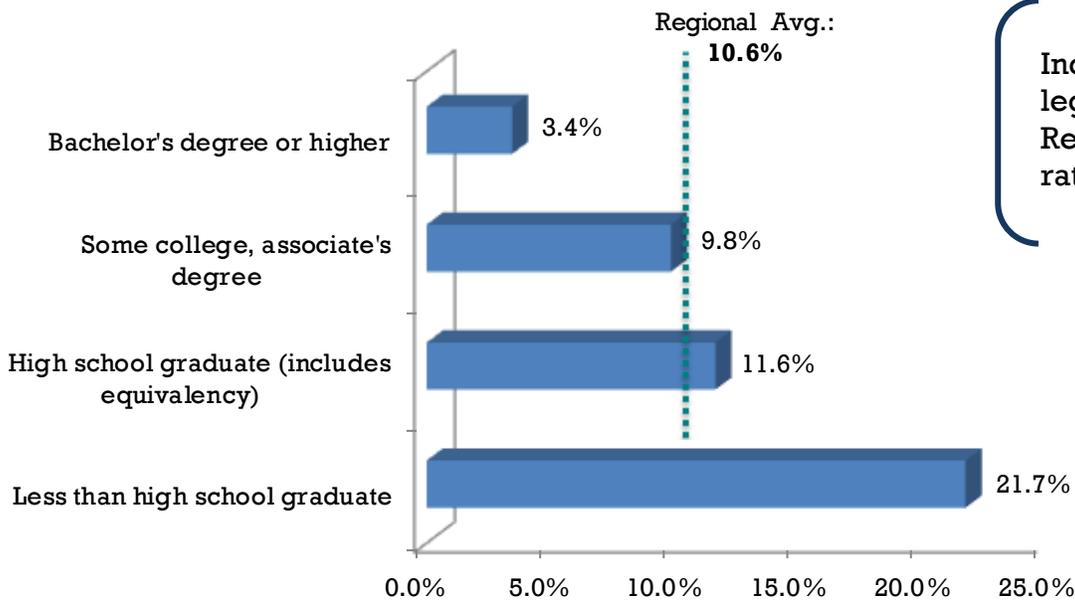
Educational Attainment by Age Group



* Information gathered from the 2008-2010 3-year Census Survey

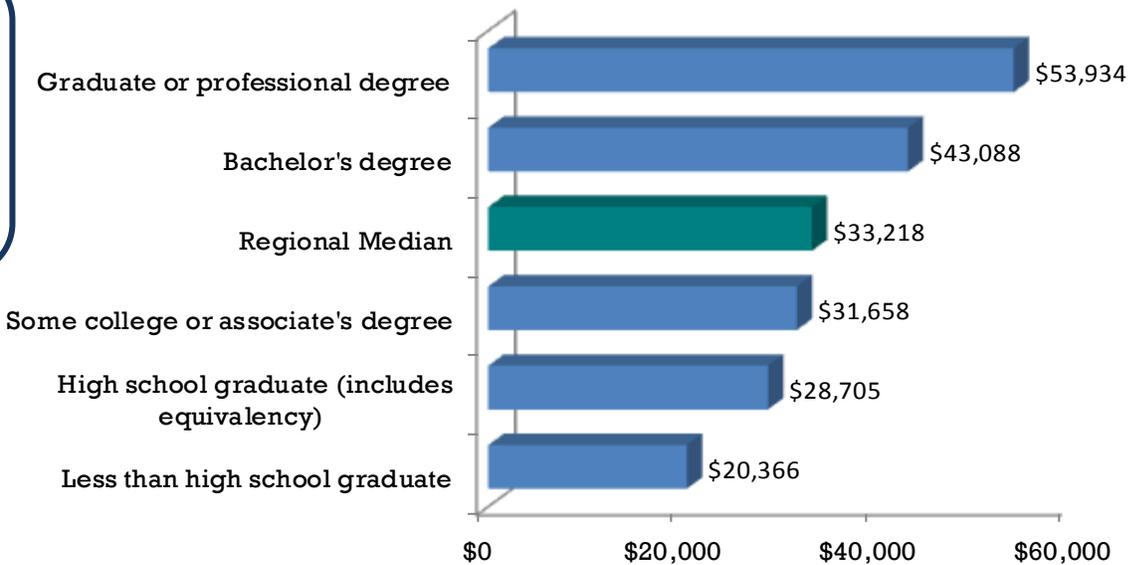
Poverty & Earnings

Poverty Rate by Education Level
2008-2010 Region 1 Average



Individuals with some college or higher are below Region 1's average poverty rate

Median Earnings by Education Level
2008-2010 Region 1 Average

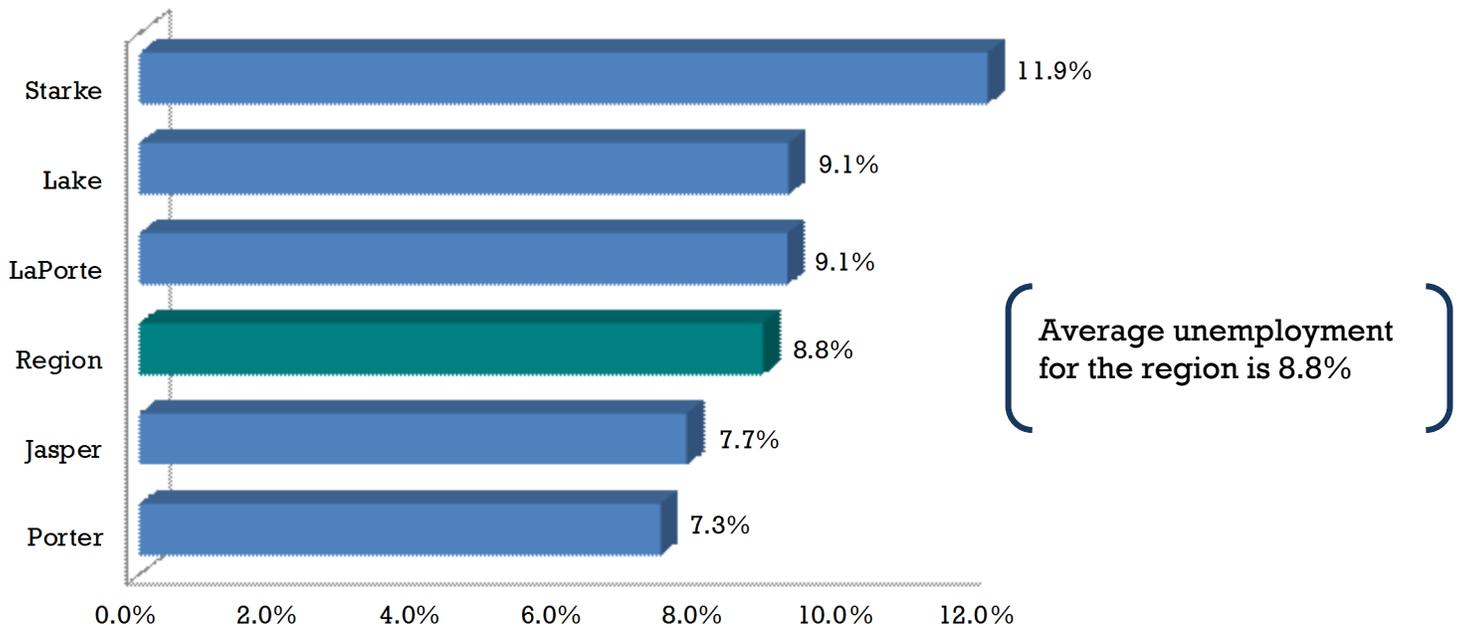


Individuals with a Bachelor's Degree or higher have median annual earnings above the regional median

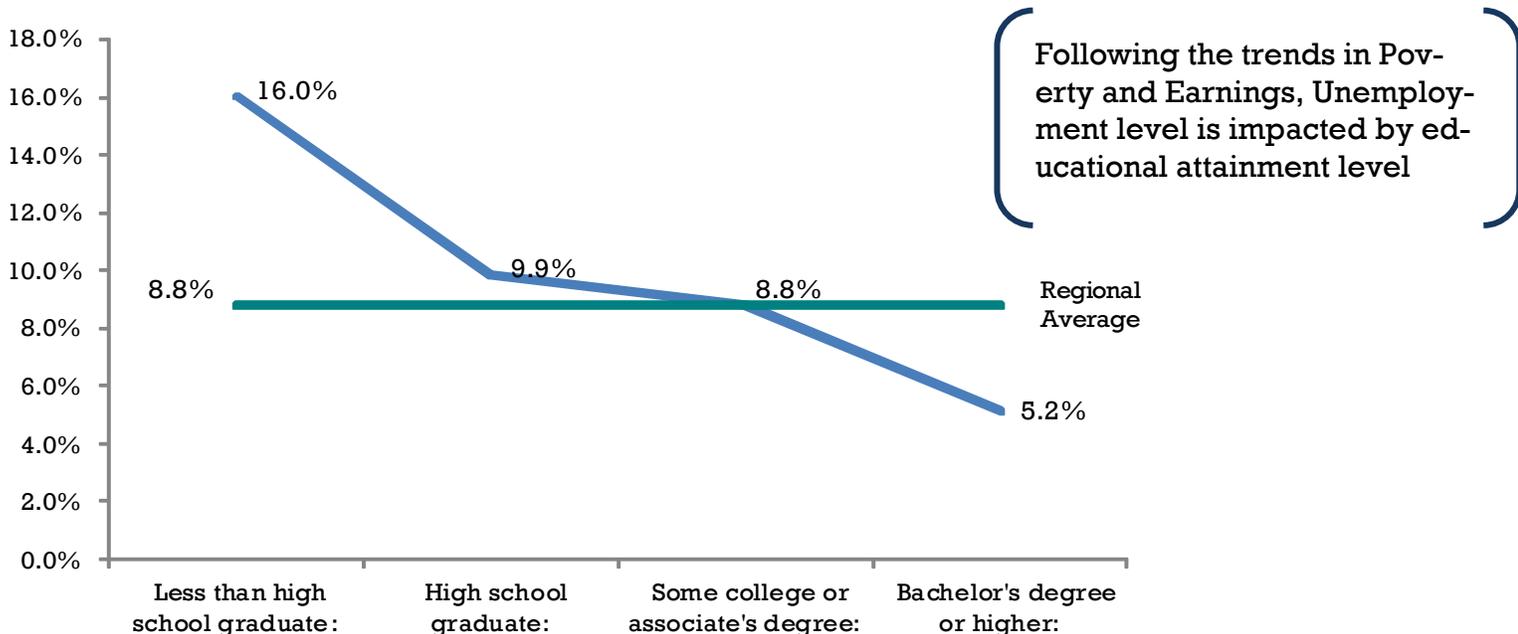
* Information gathered from the 2008-2010 3-year Census Survey

Employment

Unemployment by County*



Unemployment Rate by Education Level



* Information gathered from the 2008-2010 3-year Census Survey. Not all counties had 3-year Census data available

National

To gain a perspective of Indiana’s educational attainment, the percentage of adults ages 25-34 with an Associate’s degree or higher were compared with the same age range and educational attainment on a national and regional scale.

Percentage of Adults 25-34 with an Associate Degree or Higher

Indiana		United States
	68%	District of Columbia
	54%	Massachusetts
	51%	North Dakota
	49%	Minnesota , New York
Region 5	47%	
	46%	New Jersey, Maryland, New Hampshire, Connecticut,
Region 8	45%	Rhode Island, Illinois
	44%	Vermont, Virginia
	43%	Nebraska , Pennsylvania
	42%	Colorado, Hawaii, Montana
	41%	Kansas , Washington, Wisconsin
	40%	South Dakota
Marion County	39%	Missouri , North Carolina
	38%	California, Utah, Ohio , Oregon, Maine
Region 11	37%	Delaware
Region 4	36%	Michigan , Georgia, South Carolina, Florida
Indiana	35%	
	34%	Kentucky
Region 1, Region 3	33%	Tennessee, Wyoming
Region 2, Region 9, Region 10	32%	Arizona, Alabama, Texas, Oklahoma
	31%	Idaho, Louisiana
	30%	Alaska, West Virginia
	29%	Mississippi, Nevada, New Mexico, Arkansas
Region 7	28%	
Region 6	27%	

* Bold states are in the Midwest

* Information gathered from College Board’s The College Completion Agenda 2011, and 2008-2010 3-year Census Survey

International

To gain an even wider perspective of Indiana's educational attainment, the percentage of adults ages 25-34 with an Associate's degree or higher were compared with the same age range and educational attainment on an international scale (2009 data).

Percentage of Adults 25-34 with an Associate Degree or Higher

United States		OECD Countries
District of Columbia	68%	
	63%	Korea
	56%	Canada
	56%	Japan
Massachusetts	54%	
North Dakota	51%	
Minnesota, New York	49%	
	48%	Ireland
	47%	Norway, New Zealand
New Jersey, Maryland, New Hampshire, Connecticut, Iowa	46%	
Rhode Island, Illinois	45%	United Kingdom, Australia, Denmark
Vermont, Virginia	44%	Luxembourg
Nebraska, Pennsylvania	43%	France, Israel
Colorado, Hawaii, Montana	42%	Belgium, Sweden
Kansas, Washington, Wisconsin	41%	United States
South Dakota	40%	Netherlands, Switzerland
Missouri, North Carolina	39%	Finland
California, Utah, Ohio, Oregon, Maine	38%	Spain
Delaware	37%	OECD average, Estonia
Michigan, Georgia, South Carolina, Florida	36%	Iceland
Indiana	35%	Poland, Chile
Kentucky	34%	
Tennessee, Wyoming, Region 1	33%	
Arizona, Alabama, Texas, Oklahoma	32%	
Idaho, Louisiana	31%	
Alaska, West Virginia	30%	Slovenia
Mississippi, Nevada, New Mexico, Arkansas	29%	Greece
	26%	Germany
	25%	Hungary
	23%	Portugal
	21%	Austria, Slovak Republic
	20%	Czech Republic, Mexico, Italy
	17%	Turkey
	12%	Brazil
	6%	China

* Information gathered from OECD Factbook 2011-2012, College Board's The College Completion Agenda 2011, and 2008-2010 3-year Census Survey

〔Section 2〕

Education Completions

Data Methodology

Bureau of Labor Statistics and EMSI Analyst

BLS reports the minimum educational requirement for an occupation

To better understand the projections data presented in this report, we provide a brief discussion here on methodology. In this section and the following sections we utilize state and regional data from Economic Modeling Specialists, Inc. (“EMSI”). EMSI utilizes national and state data from the Bureau of Labor Statistics (BLS) when forecasting occupational and skills demand. Like BLS, EMSI reports the minimum educational requirements needed for an individual to hold a specific occupation.

BLS data holds minimum educational demand constant when projecting future demand

In addition to reporting minimal education requirements, BLS also projects occupational data by holding educational demand within occupational classifications constant. BLS assumes that the status-quo of occupation-specific educational demand does not change, or changes very little, over time. Therefore, the occupations that require a post secondary degree in 2012 will be the same ones that require a post secondary degree in 2021. However, BLS and EMSI occupational growth projections do point to a greater need for educational attainment in the aggregate.

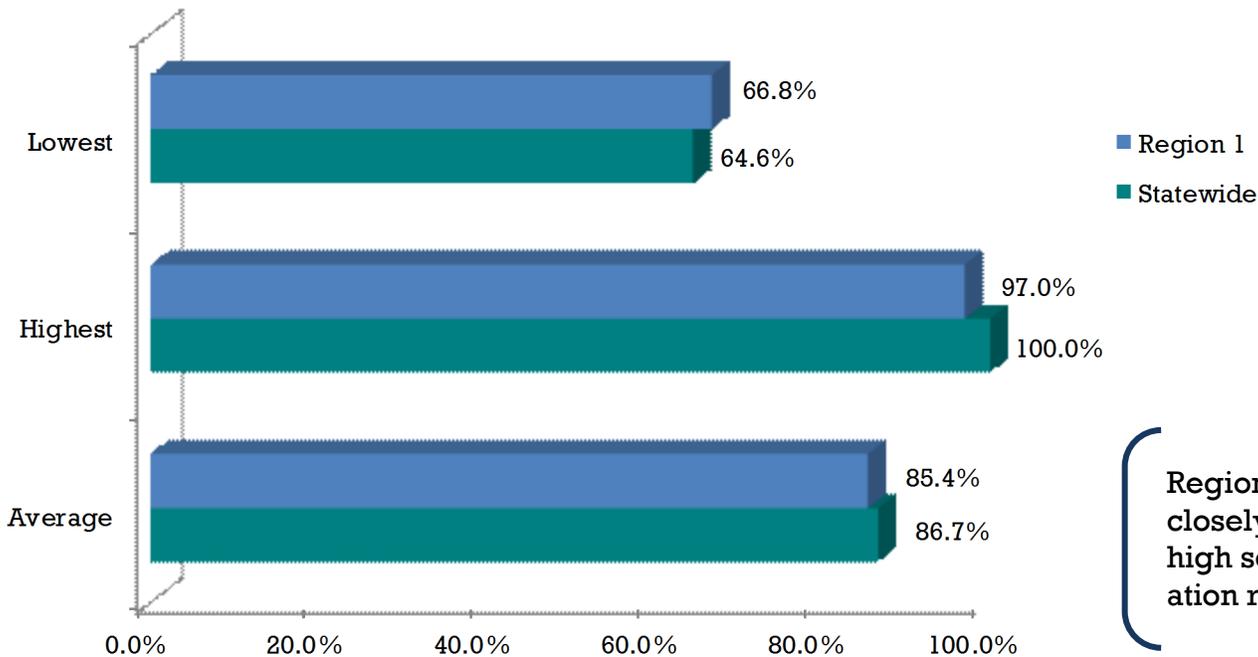
What does this mean?

Other reports, such as the Lumina Foundation’s *A Stronger Nation through Higher Education* modify the traditional approach to estimate the change in postsecondary education demand at the individual occupation level. The result is a different—and often higher—estimate of higher education requirements for the coming years.

Either way, the need is clear. We must do better at graduating graduate college or career ready students who move on to postsecondary education and receive a relevant credential more quickly and affordably than before.

High School

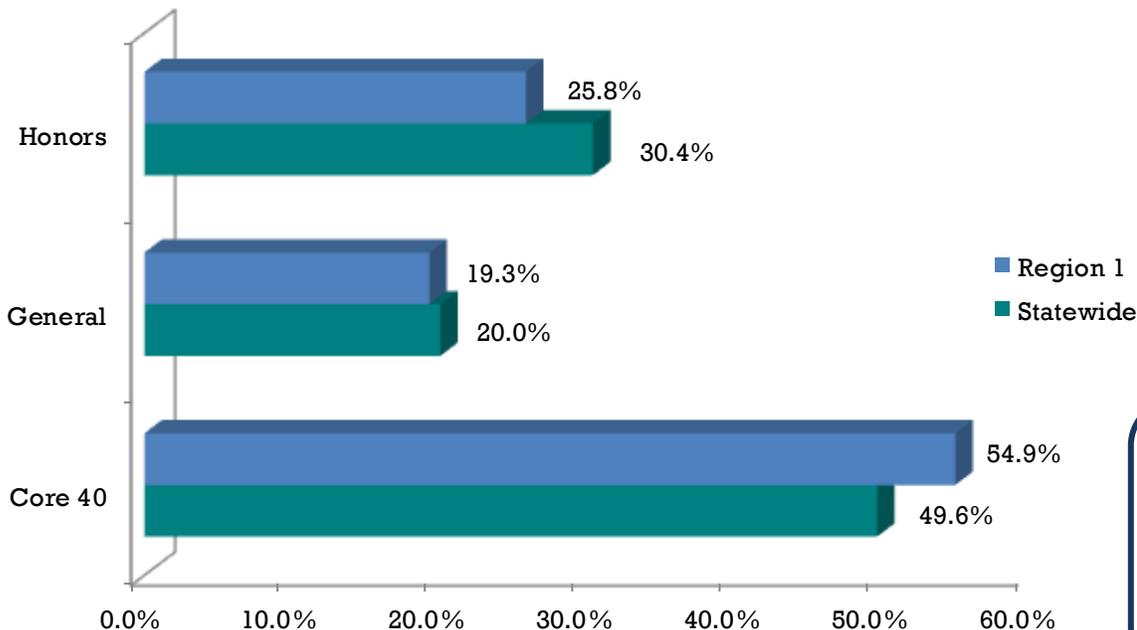
High School Graduation Rates (2010-11)



Region 1 follows closely with State high school graduation rate figures

» Lowest and Highest refer to the range of school district graduation rates within the State/Region

Graduates by Diploma Type (2010-11)



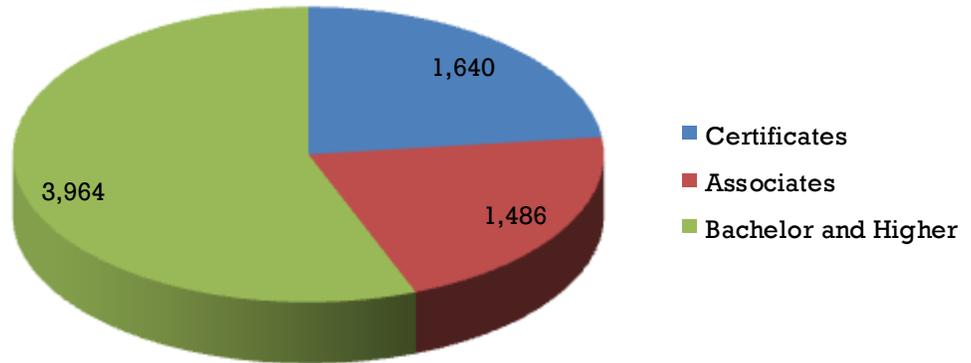
Region 1 schools graduate a larger percentage of Core 40 students than the State average

* Information gathered from Indiana Department of Education 2010-2011 Fact Sheet and include only Public High Schools

Higher Education

Higher Education Completions (2010-11)

Out of 7,090 individuals, over 55% of Higher Education Completions are bachelor's degrees or higher



Higher Education Institutes in Region 1, 2010-2011 School Year

	Associate	Bachelor	Master	Doctor	Certificate	Total
Purdue University-Calumet Campus	157	975	330	0	9	1471
Indiana University-Northwest	124	467	139	0	26	756
Purdue University-North Central Campus	188	387	31	0	0	606
Valparaiso University	4	645	256	190	33	1128
Calumet College of Saint Joseph	15	235	68	0	0	318
Saint Josephs College	0	214	2	0	0	216
Ivy Tech Community College-Northwest	602	0	0	0	205	807
Brown Mackie College-Merrillville	121	12	0	0	0	133
Kaplan College-Hammond	100	0	0	0	272	372
Brown Mackie College-Michigan City	112	10	0	0	0	122
Kaplan College-Merrillville	47	0	0	0	184	231
College of Court Reporting Inc	16	0	0	0	0	16
ITT Technical Institute-Merrillville	0	0	0	0	0	0
University of Phoenix-Northwest Indiana Campus	0	3	0	0	13	16
Regency Beauty Institute-Merrillville	0	0	0	0	8	8
Everest College-Merrillville	0	0	0	0	614	614
Success Schools LLC	0	0	0	0	90	90
Merrillville Beauty College	0	0	0	0	62	62
Don Roberts Beauty School	0	0	0	0	29	29
Tricoci University of Beauty Culture	0	0	0	0	52	52
Don Roberts School of Hair Design	0	0	0	0	25	25
Knox Beauty College	0	0	0	0	18	18

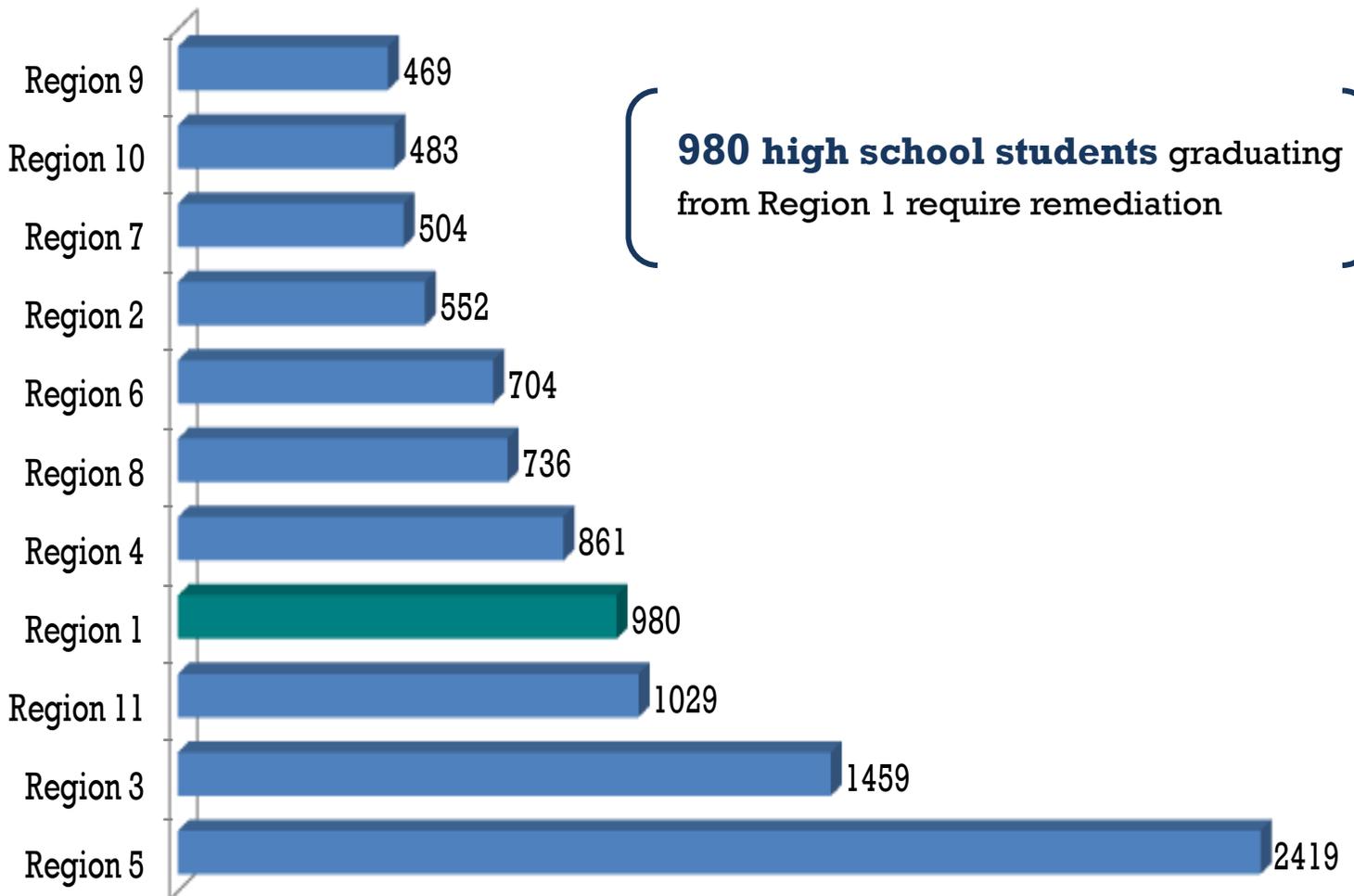
* Information gathered from the National Center for Education Statistics, 2010-2011 School Year

(Section 3)

Education Performance

High School

Number of High School Graduates Requiring Remediation (2010)

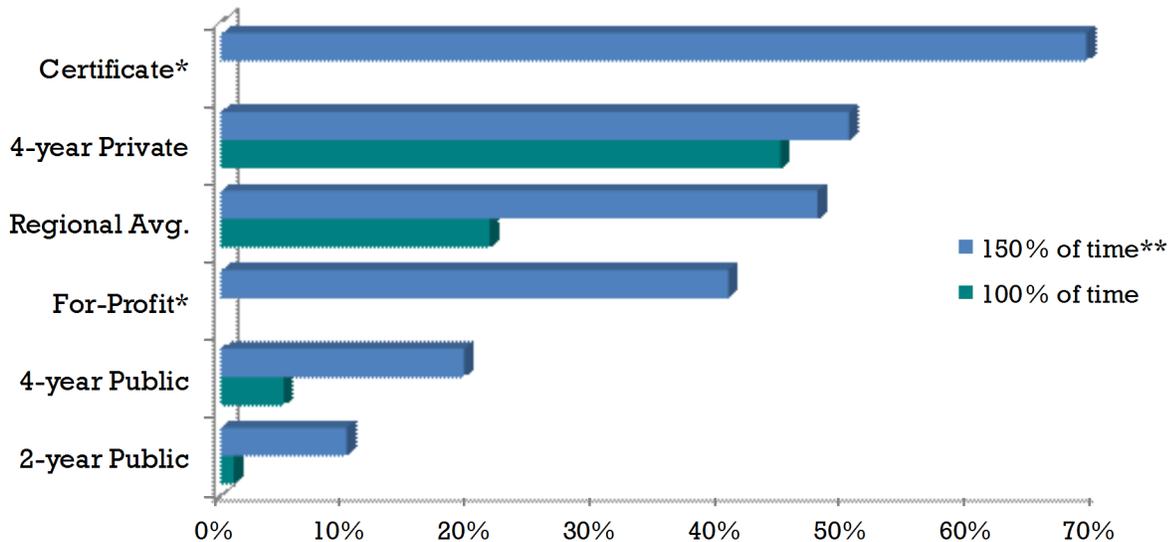


In total, the state of Indiana has **10,196 high school graduates** who require remediation for post secondary education

Includes the raw number of High School graduates by Economic Growth Region requiring Remediation for Postsecondary Education.

Higher Education

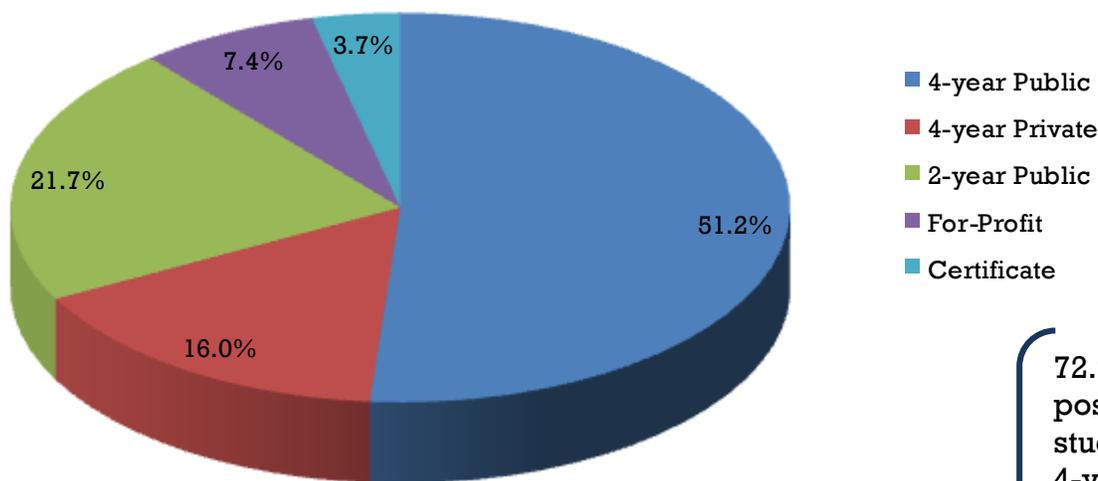
Average Postsecondary Graduation Rates, 2010



**150% of time is defined as within 6 years for a 4-year program and within 3 years for a 2-year program. 100% of time is the advertised, expected length of a full-time program, such as 4 years for a typical bachelor's degree or 2 years for a typical associate's degree.

*On-time graduation rates are not publicly available for certificate and for-profit schools. This means accurate benchmarking is not currently possible.

Postsecondary Enrollment by School Type, 2010



72.9% of Region 1's postsecondary students attend public 4-year or 2-year colleges/universities

(Section 4)

Occupational Requirements

*All information for this section was gathered from EMSI which collects educational level requirement data from O*Net. O*Net monitors individuals while they work to create a profile for each job description. O*Net sources its data on certificates as "Postsecondary Vocational Awards." For the purpose of this report, all O*Net data originally categorized as "Postsecondary Vocational Awards" have been renamed to "Vocational Certificates" to keep consistency throughout the report.*

Work Keys information was collected from ACT Workforce Resources

Methodology

Knowledge, Skills, and Abilities

To better help education providers and technical institutes prepare individuals for today's workforce needs, several sets of Knowledge, Skills, and Abilities (KSAs) were analyzed. KSAs represent both the soft skills and academic skills required for an individual to perform a specifically defined occupation and are broken apart into 120 subcategories. Breaking down workforce needs into high demand KSAs helps to facilitate the integration of these workforce competencies into current education programs. To more comprehensively understand the current needs of the labor market, two sets of KSAs were examined. KSAs range in level of importance from 1 to 100 for each occupation.

By Industry

KSAs for each target industry were identified for occupations chosen by a combination of their projected growth from 2011 to 2021 and projected 2021 employment. Occupations were separated by each of the two target industries: Manufacturing and HealthCare. Then, for each industry the median wage for all occupations was calculated. Individual occupations which offered wages below 80% of the overall median wage were removed from each of the lists. From these revised tables, ten occupations were chosen for each industry based on the occupations with the highest projected employment and growth. KSA requirements for each of these ten occupations were then compiled using a weighted average that places greater emphasis on the KSA requirements of jobs with the highest growth. The top 10 associated Knowledge requirements and the top 5 Skills and Abilities are examined in this report.

By Level of Education

Next, a different set of KSAs were examined based on the top growth occupations within each education level. First occupations were separated by minimum educational requirement: On-the-Job Training, Vocational, Associate, Bachelor, and Masters or higher degrees. Then, for each education level the median wage for all occupations was calculated. Individual occupations which offered wages below 80% of the overall median wage were removed from each of the lists. From these revised tables, ten occupations were chosen for each education level based on the occupations with the highest projected growth from 2011 to 2021. KSA requirements for each of these ten occupations were then compiled using a weighted average that places greater emphasis on the KSA requirements of jobs with the highest growth. The top 10 associated Knowledge requirements and the top 5 Skills and Abilities are examined in this report.

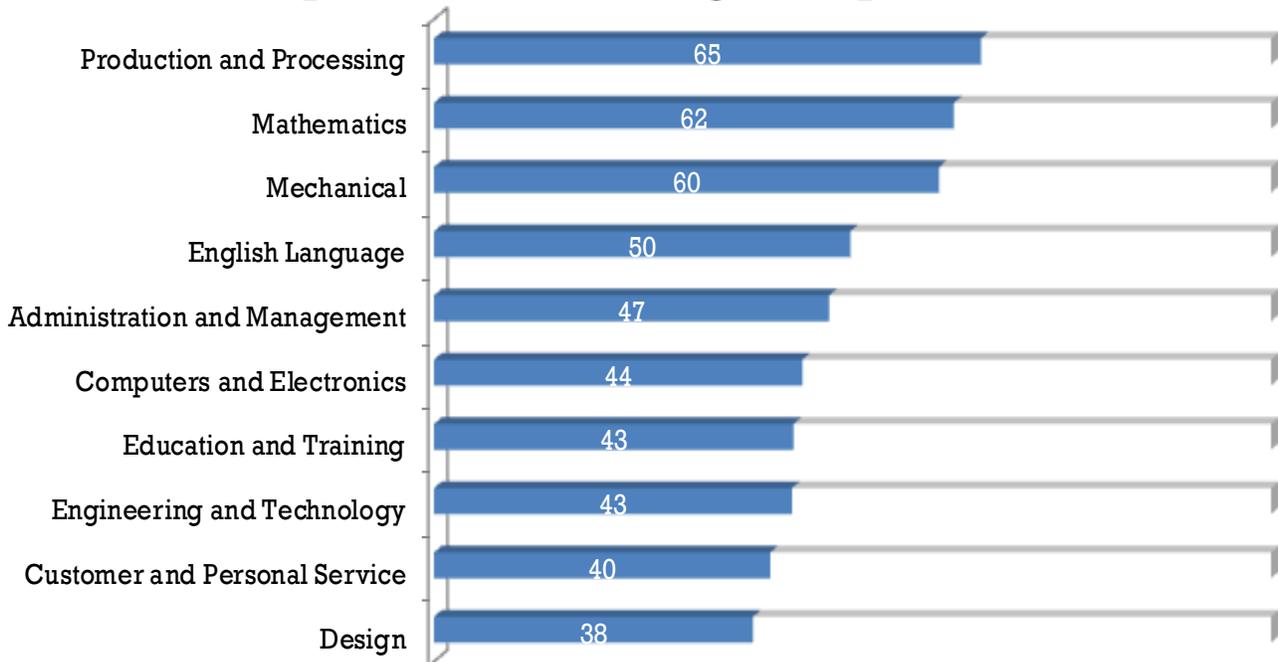
Work Keys

To examine competency requirements, Work Keys scores in Applied Mathematics, Reading for Information, and Locating Information were gathered for each of the occupations identified in KSA analysis. For both categories, "By Level of Education" and "By Industry", Work Keys scores were compiled using a weighted average that places greater emphasis on the score requirements of occupations with the highest growth from 2012 to 2021.

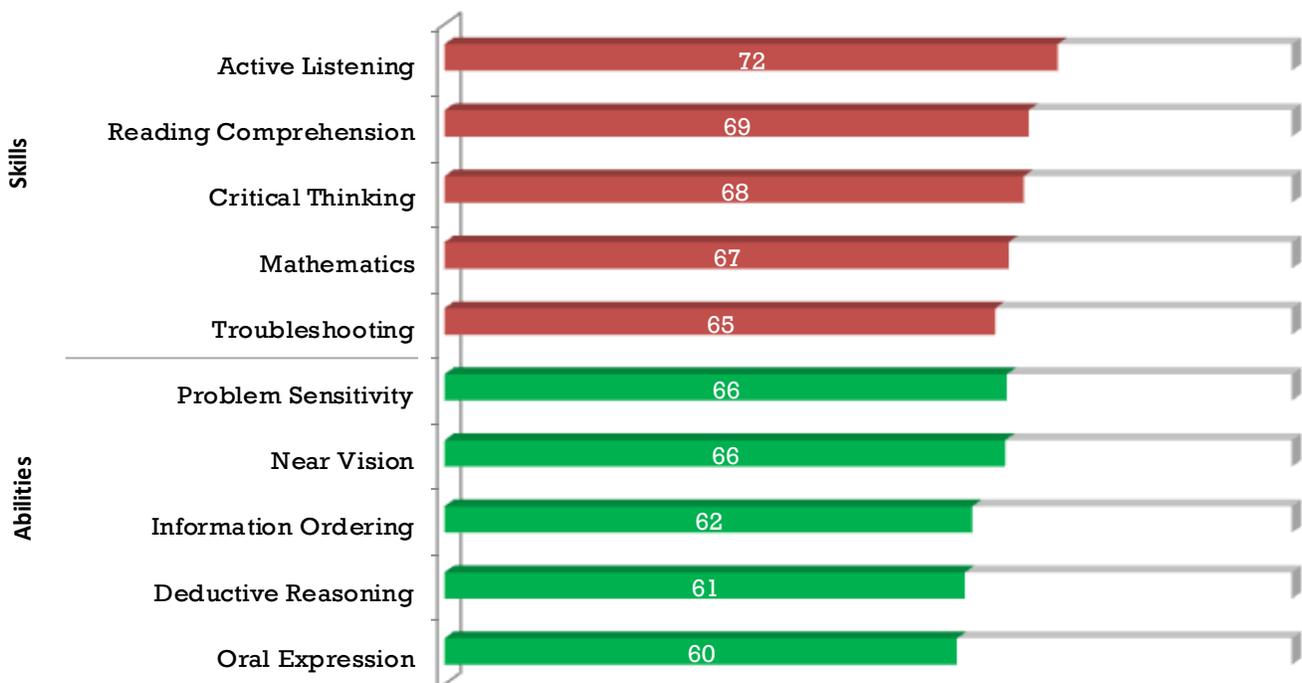
Target Industry

Manufacturing– Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Manufacturing Occupations

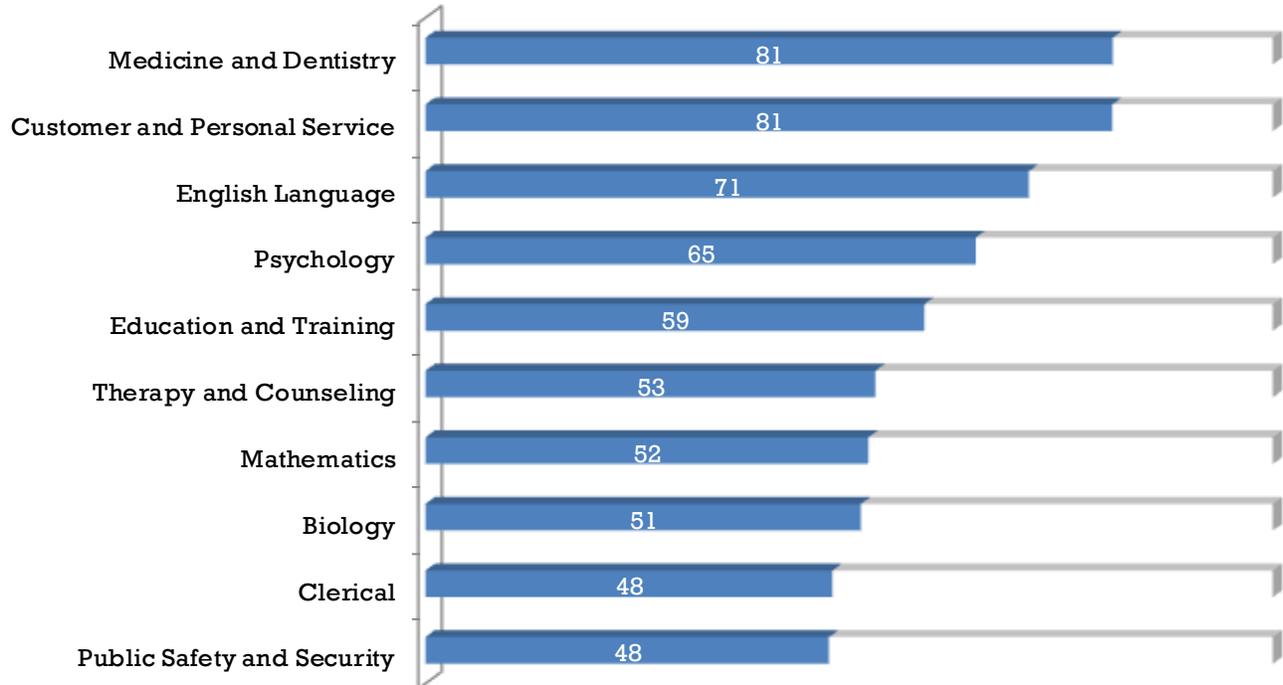


Average Required Competency Levels for Top Ten Manufacturing Occupations

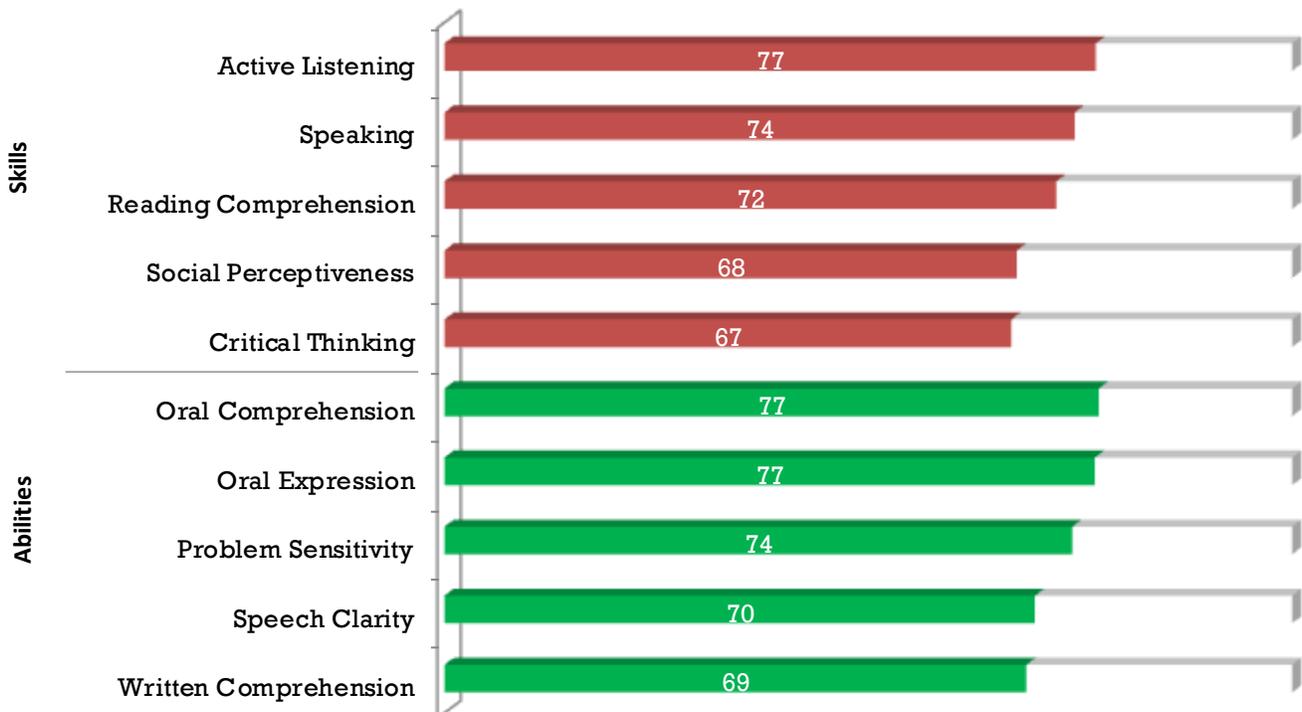


Health Care – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Health Care Occupations

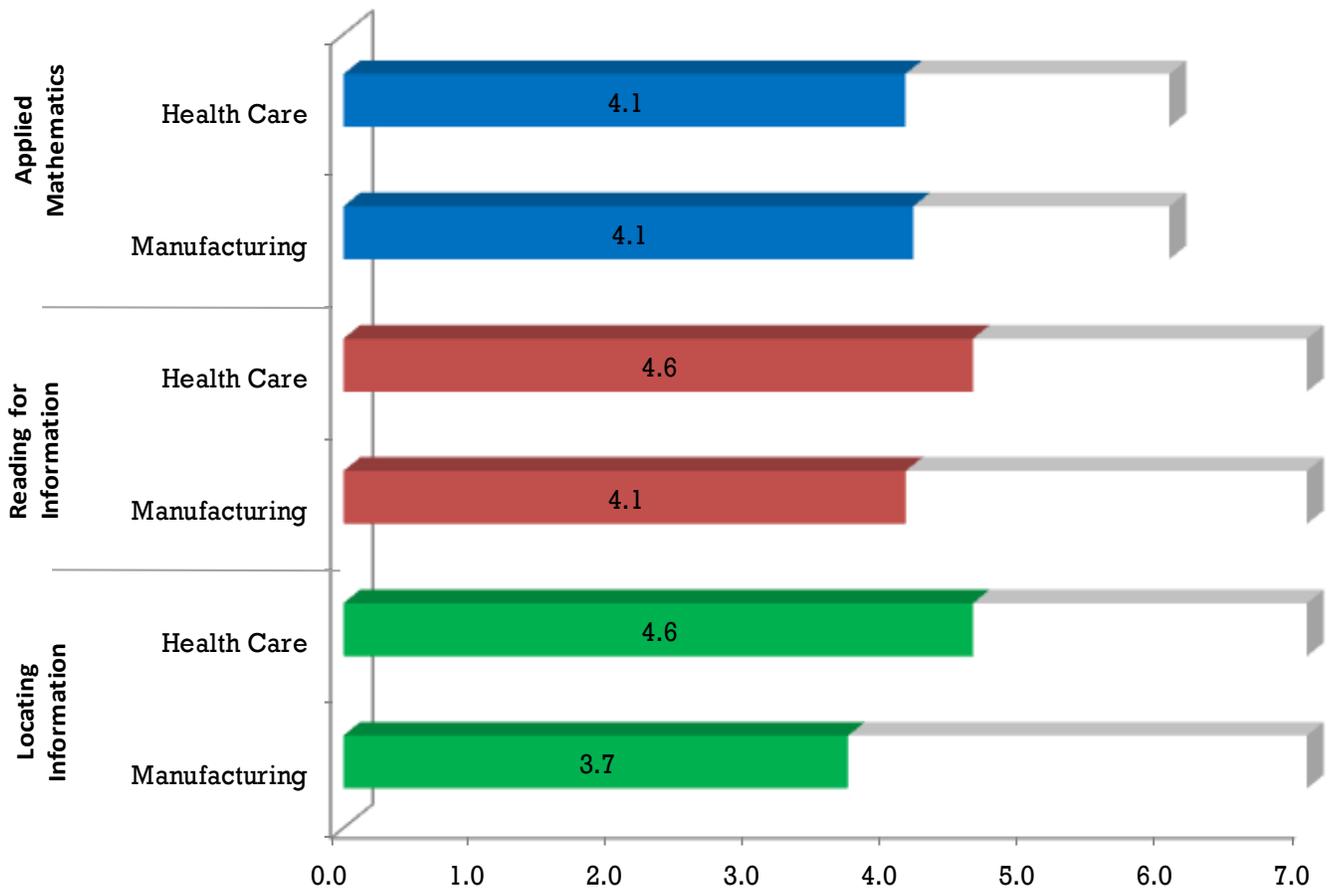


Average Required Competency Levels for Top Ten Health Care Occupations



Work Keys

Average Required Work Keys by Industry

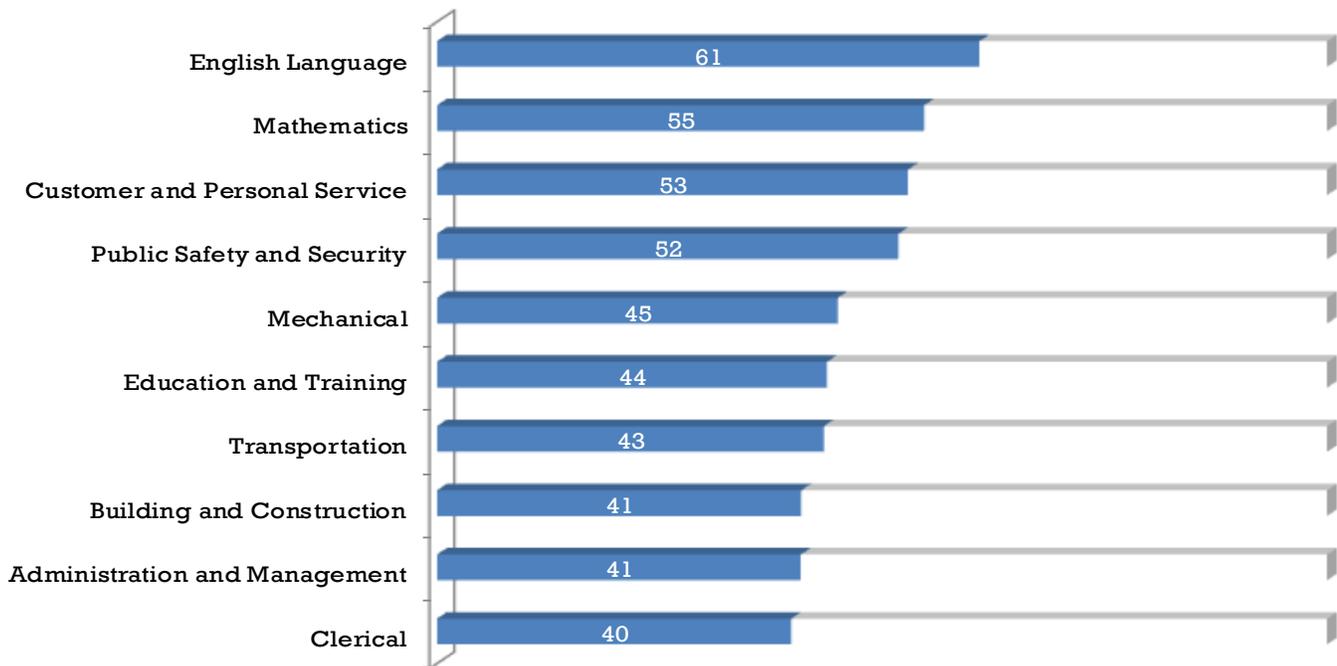


Reading for Information and Locating Information are both rated on a scale from 0-7. Applied Mathematics is rated on a scale from 0-6.

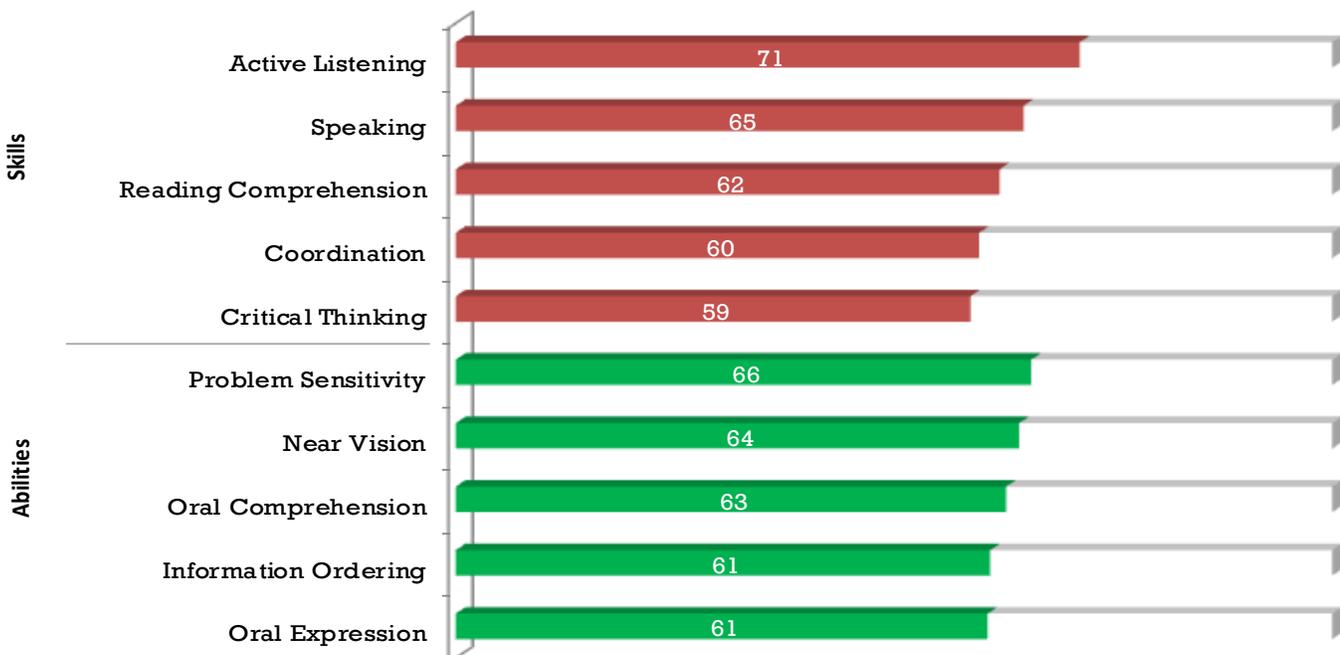
Educational Attainment

On-the-Job Training – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten OJT Occupations

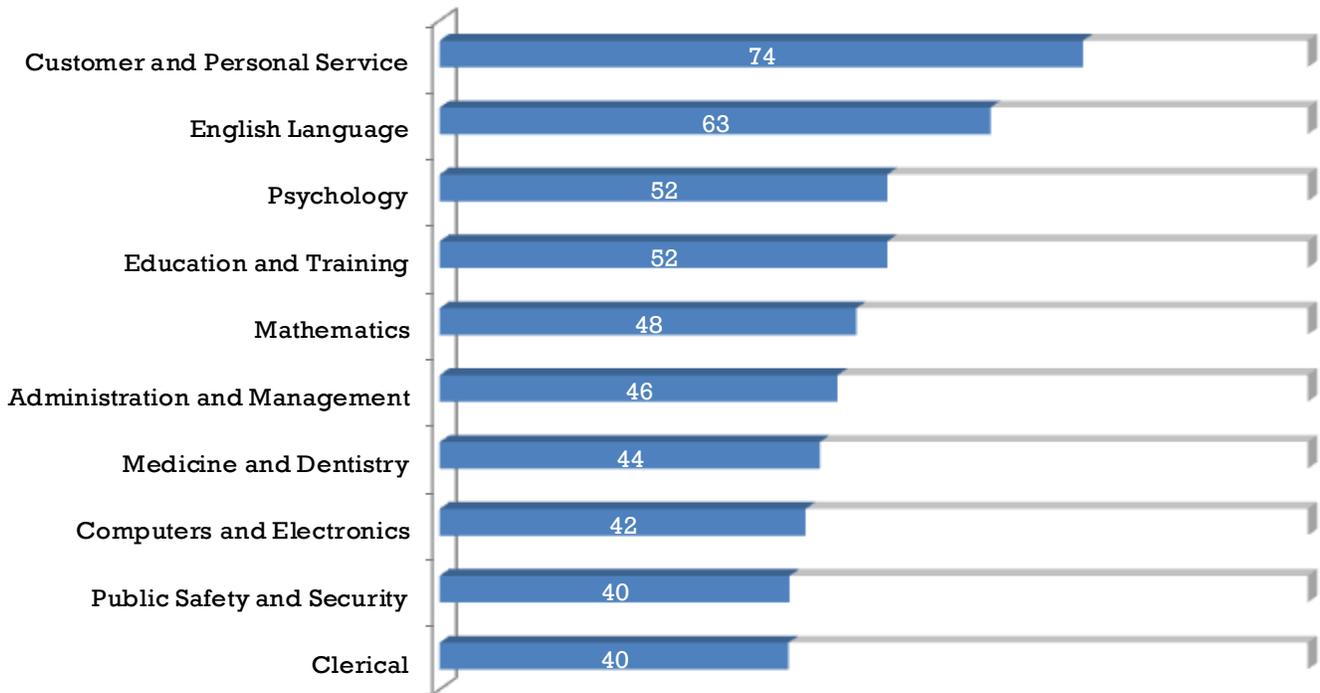


Average Required Competency Levels for Top Ten OJT Occupations

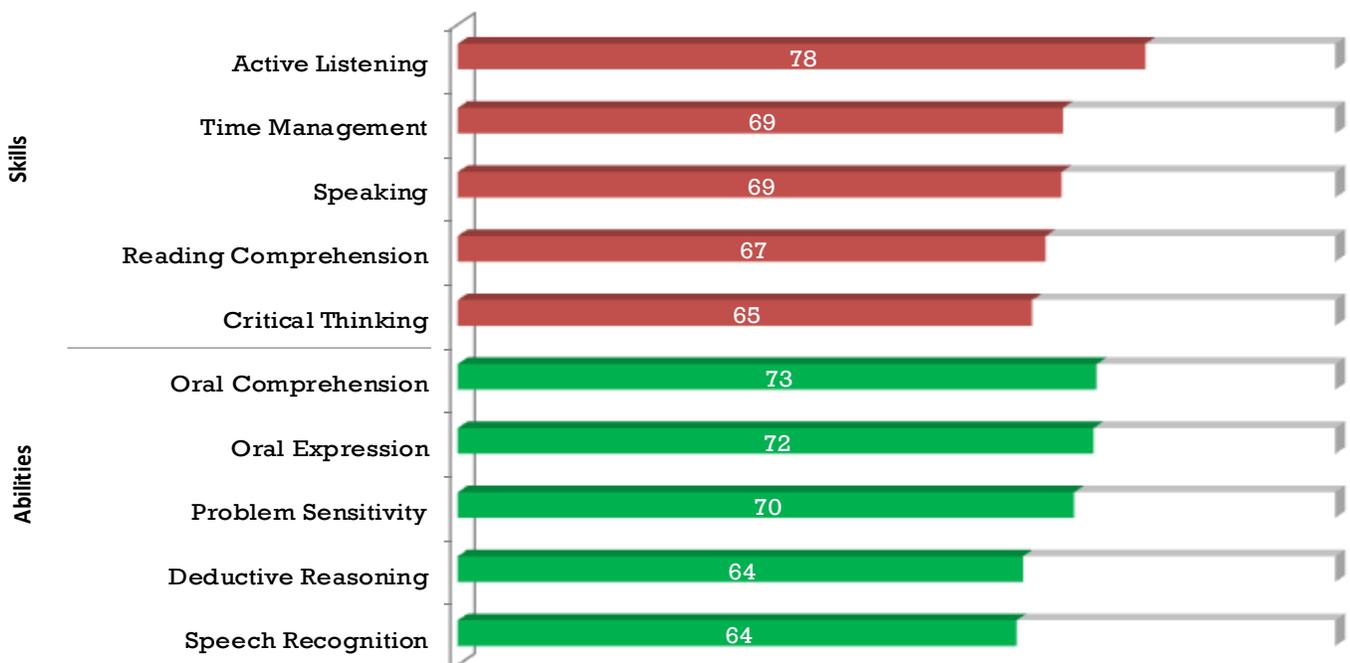


Vocational Certificate – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Vocational Occupations

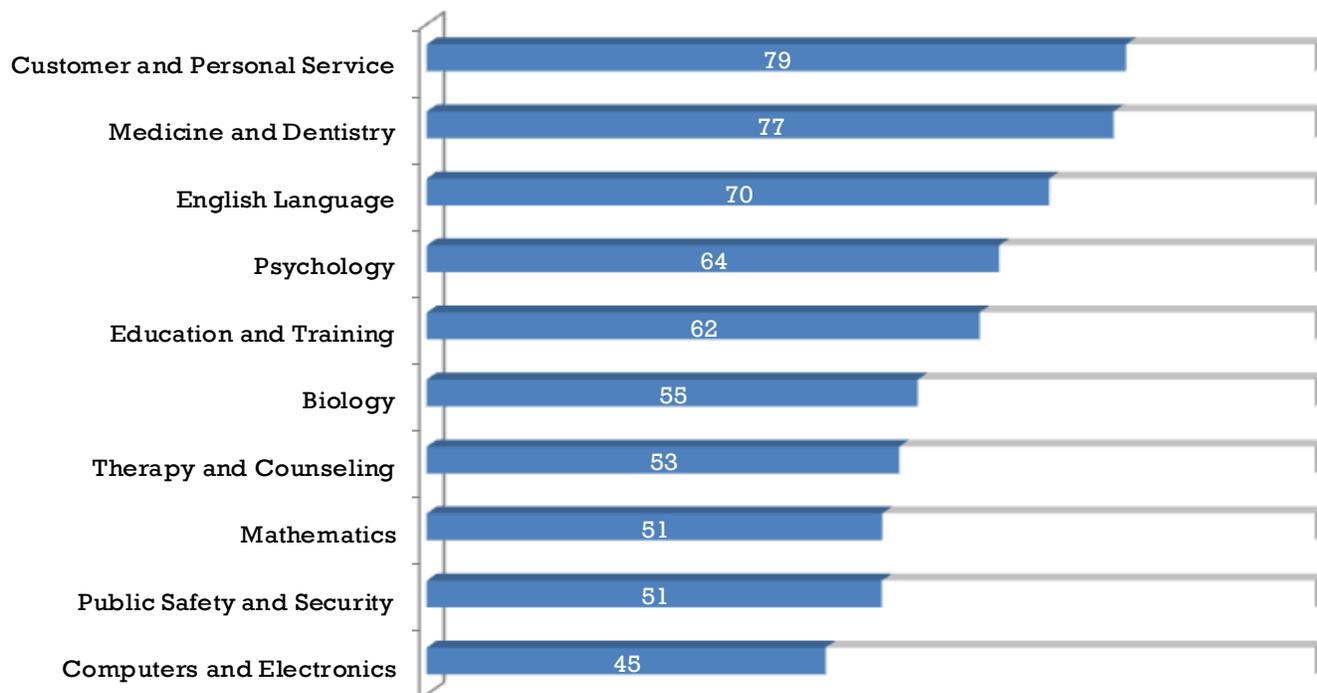


Average Required Competency Levels for Top Ten Vocational Occupations

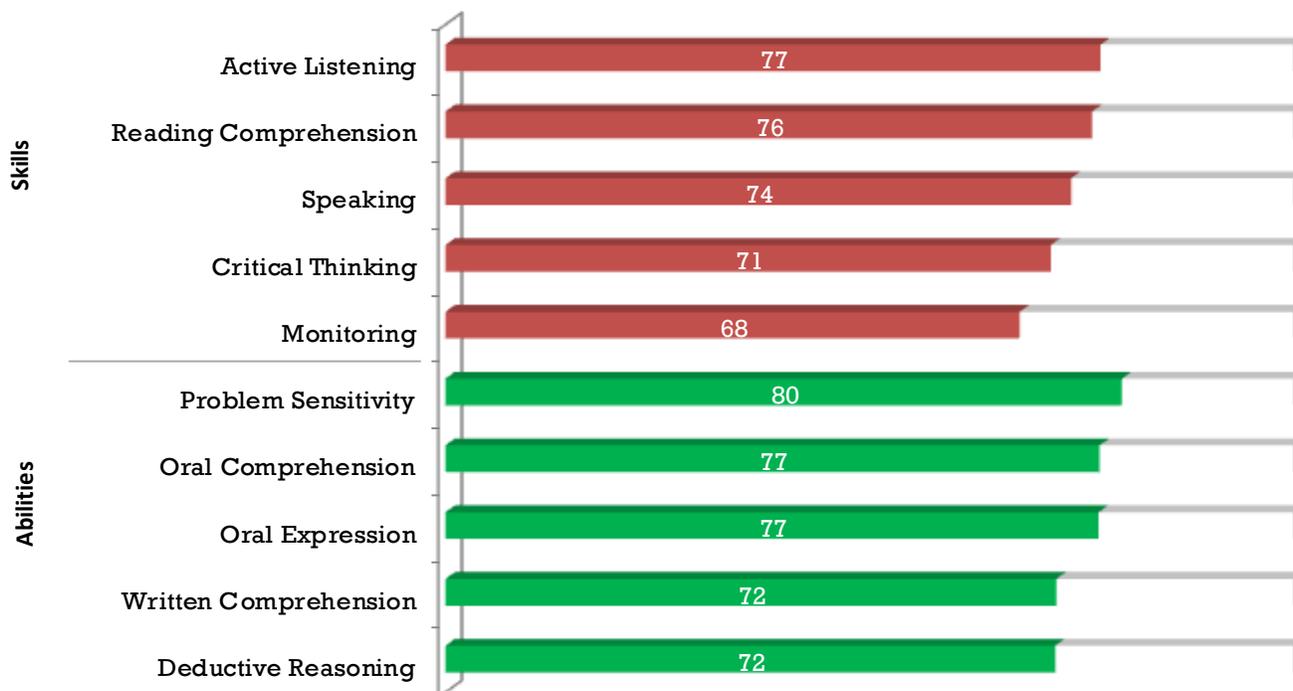


Associate Degree – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Associate Occupations

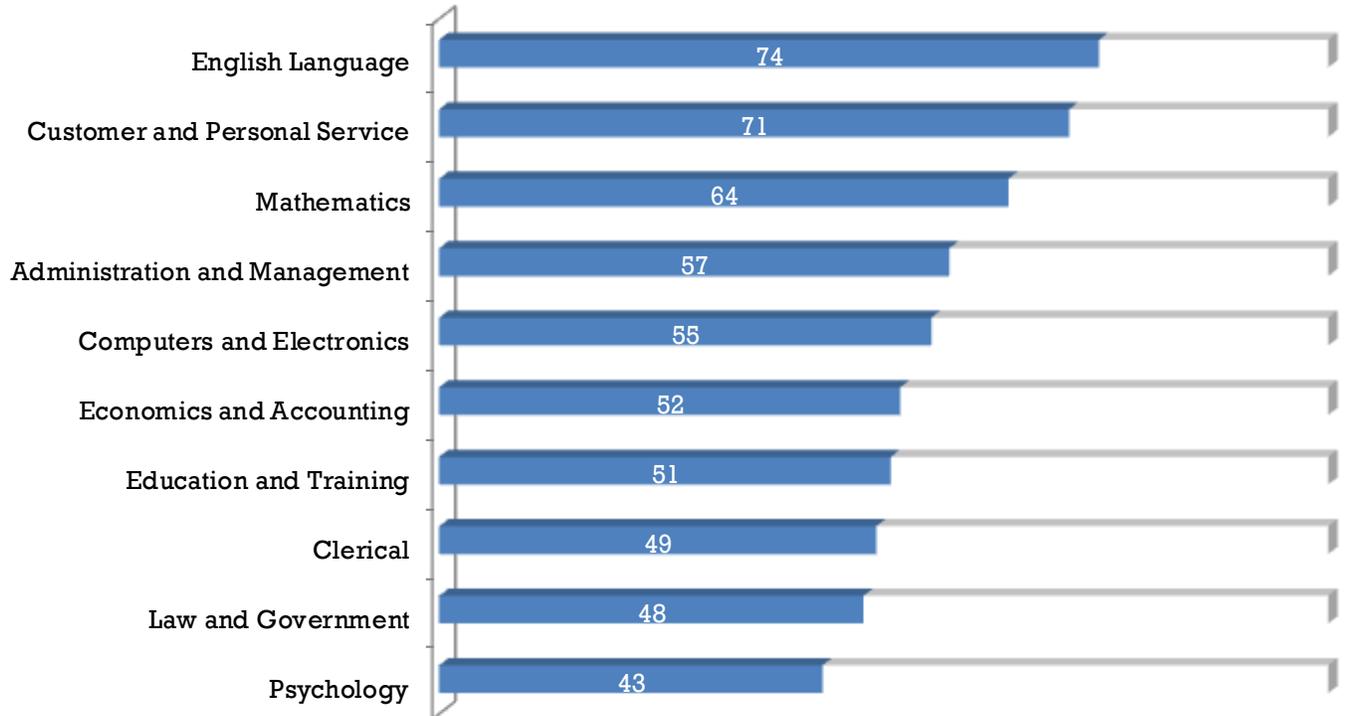


Average Required Competency Levels for Top Ten Associate Occupations

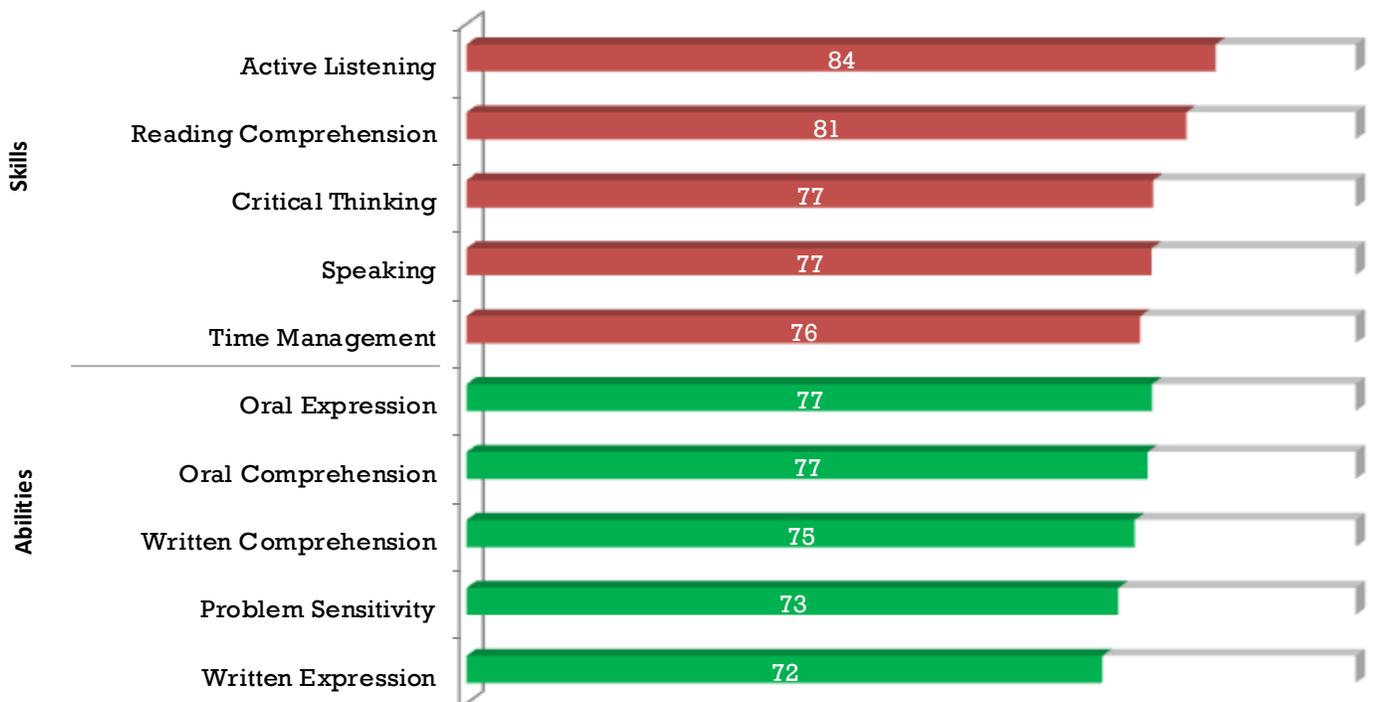


Bachelor's Degree – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Bachelor's Occupations

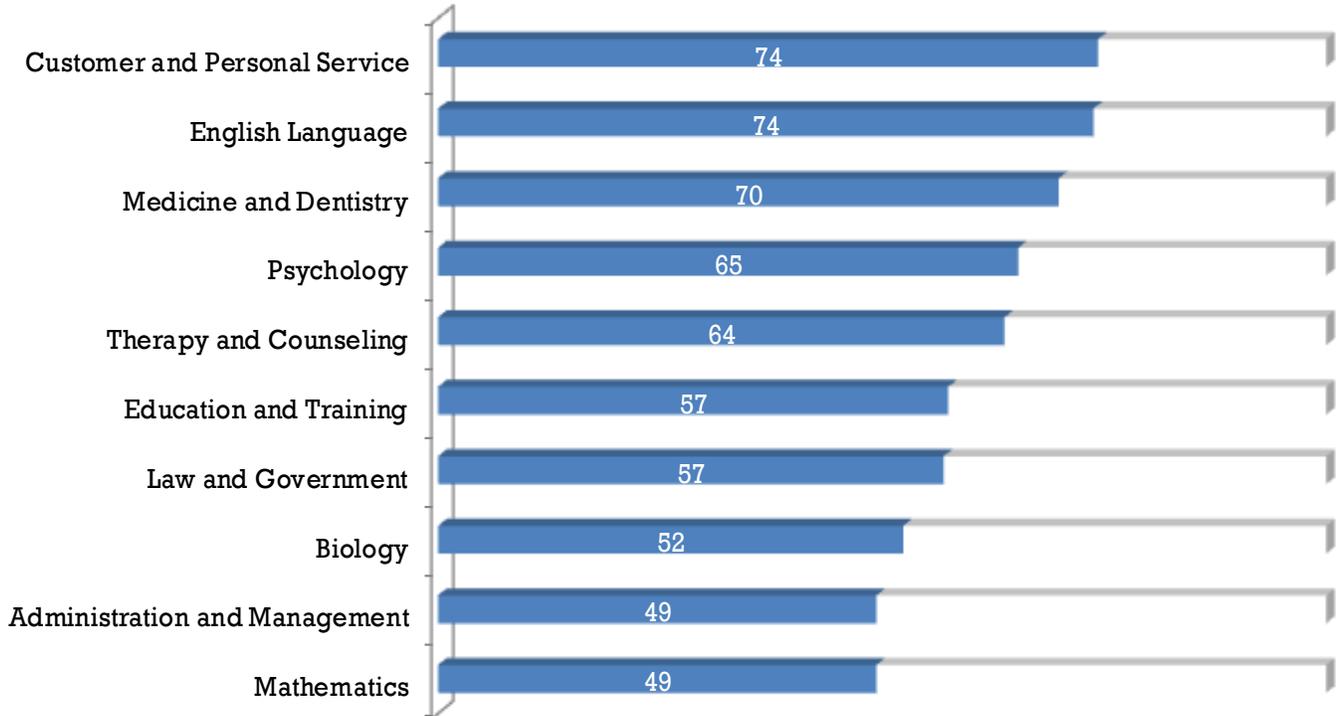


Average Required Competency Levels for Top Ten Bachelor's Occupations

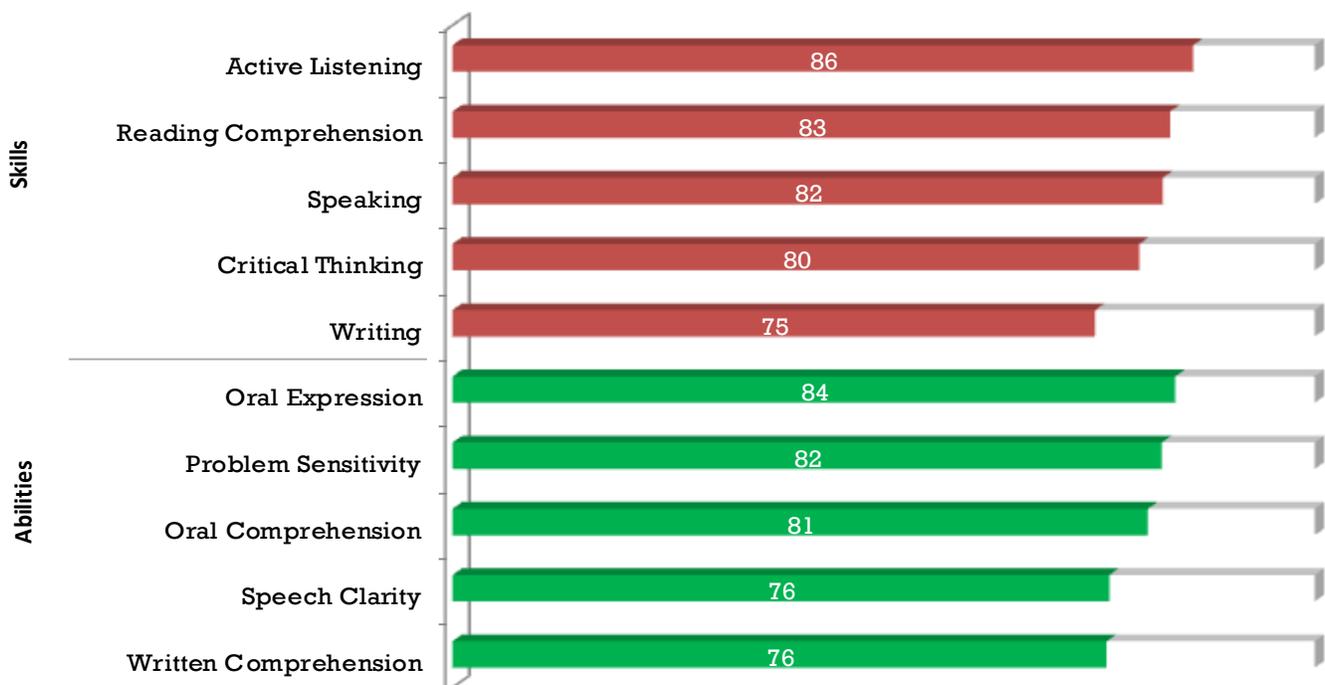


Master's Degree+ – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Master's or Higher Occupations

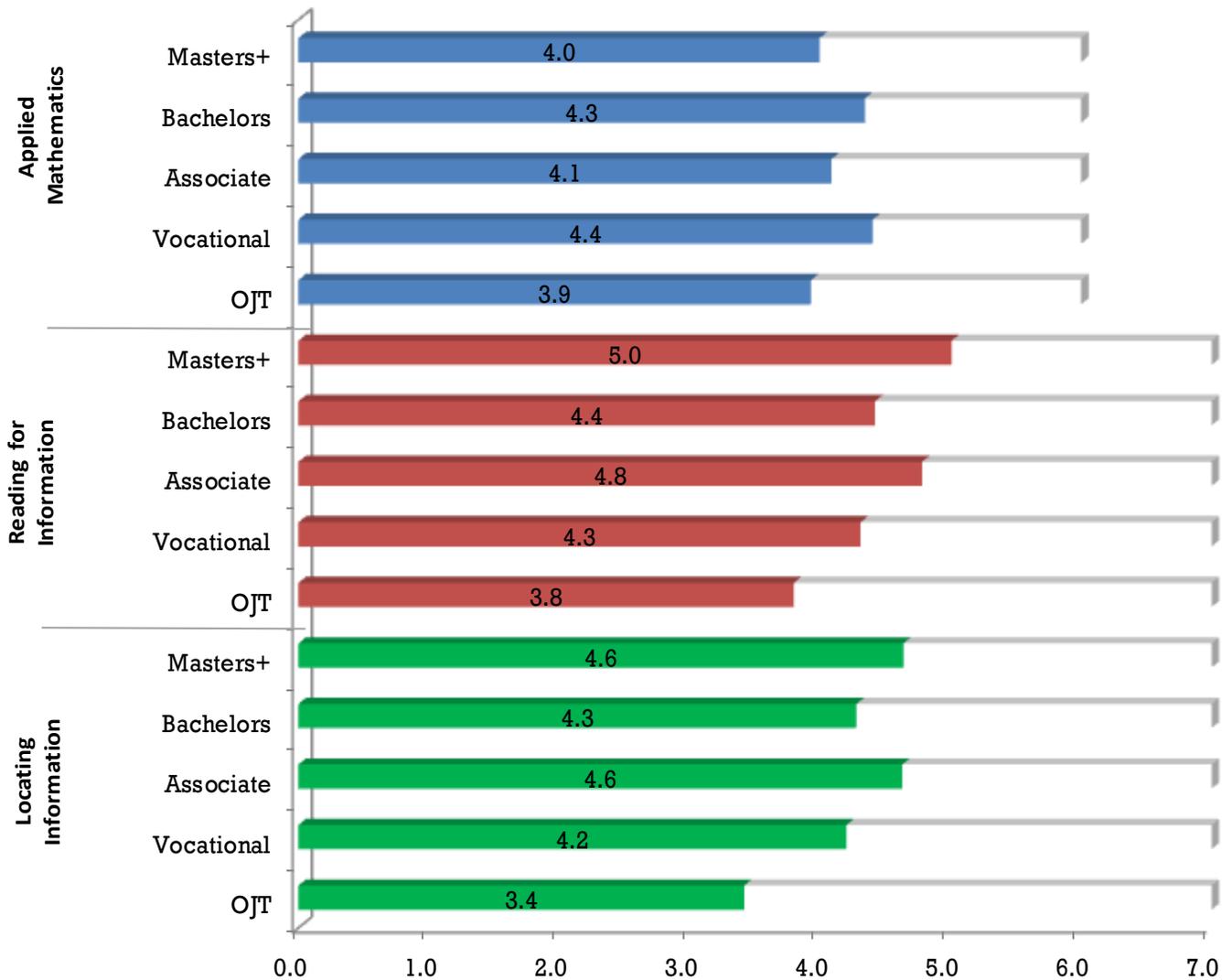


Average Required Competency Levels for Top Ten Master's or Higher Occupations



Work Keys

Average Required Work Keys by Education



Reading for Information and Locating Information are both rated on a scale from 0-7. Applied Mathematics is rated on a scale from 0-6.

(Section 5)

The Math of a World-Class Workforce

Data Methodology

Georgetown University Center on Education and the Workforce

The Center estimates all educational requirements for an occupation

To better understand the data presented within this section of the report, a brief discussion on data methodology is provided here. This

section describes the Big Goal of 60% of Indiana’s Labor Force with High-Quality Degrees and Credentials by 2025 as calculated by the **Georgetown University Center on Education and the Workforce**, here after called “the Center”. The Center’s use of data and projection estimates are very different than that of BLS and EMSI. Unlike the approach of using minimal educational requirements, the Center uses an estimation of the distribution of educational requirements within each occupation.

The Center uses a dynamic model for educational projections

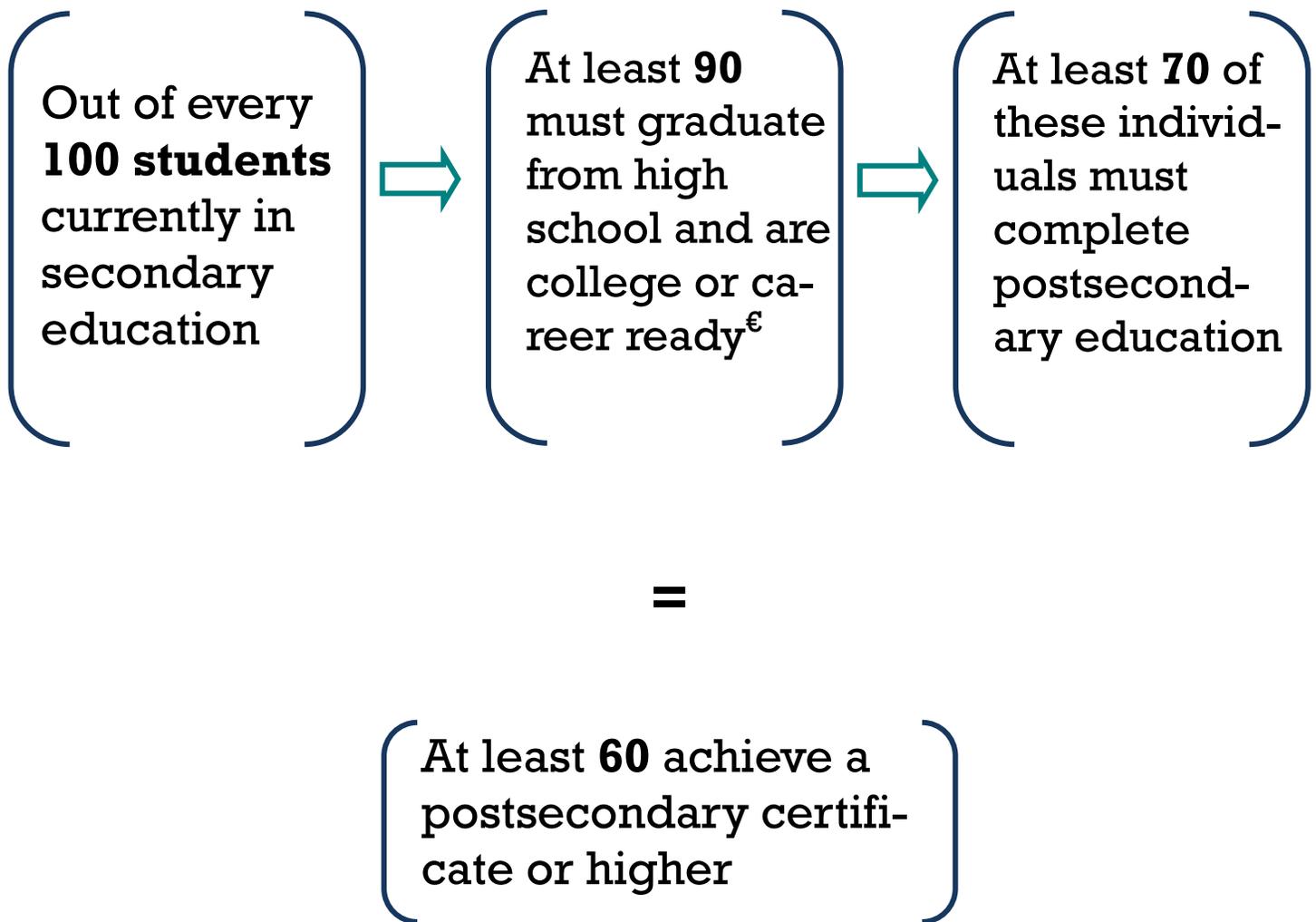
An additional difference is, while BLS holds minimum educational demand constant while creating projections, the Center uses a dynamic

model for estimating future educational requirements. **Key assumptions made by the Center when using this dynamic model include, changing educational requirements within occupations and changing educational demand from changes in employment composition.** These assumptions of dynamic occupations and employment composition stem from the following reasoning:

- Economic growth tends toward industries and occupations that require more education
- Upskilling - or the changes in requirements for existing occupational categories

The Big Goal

60% of Indiana's Labor Force with High-Quality Degrees and Credentials by 2025



[€] College or career ready is defined as an individual who does not require remediation after high school

〔Attachments〕

A. Occupational Projections

B. Data Sources

A: Growth Occupations

Target Industry Staffing Patterns

Manufacturing					
Occupation	Employed in Industry (2012)	Employed in Industry (2021)	Change	% Change	2011 Median Hourly Wage
Chemical Technicians	143	165	21	15%	\$28.27
Computer-Controlled Machine Tool Operators, Metal and Plastic	542	592	36	6%	\$15.55
Industrial Engineers	319	350	25	8%	\$36.51
Industrial Machinery Mechanics	916	975	34	4%	\$25.17
Mechanical Engineers	165	179	11	7%	\$35.47
Mixing and Blending Machine Setters, Operators, and Tenders	417	483	66	16%	\$18.16
Molders, Shapers, and Casters, Except Metal and Plastic	85	102	18	21%	\$15.58
Printing Machine Operators	201	215	13	6%	\$14.47
Purchasing Agents, Except Wholesale, Retail, and Farm Products	168	191	22	13%	\$26.71
Structural Metal Fabricators and Fitters	118	132	13	11%	\$17.79

Health Care					
Occupation	Employed in Industry (2012)	Employed in Industry (2021)	Change	% Change	2011 Median Hourly Wage
Dental Assistants	683	858	202	31%	\$15.46
Licensed Practical and Licensed Vocational Nurses	1,781	2,118	389	22%	\$19.49
Medical and Clinical Laboratory Technicians	410	531	144	37%	\$22.59
Medical and Clinical Laboratory Technologists	347	458	132	40%	\$24.39
Medical and Health Services Managers	595	715	143	25%	\$32.78
Medical Secretaries	903	1,137	274	32%	\$13.90
Pharmacy Technicians	317	436	136	45%	\$13.43
Physical Therapists	446	572	149	35%	\$34.30
Radiologic Technologists and Technicians	681	821	167	26%	\$24.73
Registered Nurses	6,652	8,102	1,679	26%	\$29.63

* All occupations use O*Net data collected from EMSI

A: Growth Occupations

Education Level Staffing Patterns

On-the-Job Training						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	Median Wage[¥]
Bookkeeping, Accounting, and Auditing	4,762	5,032	270	6%	88	\$14.49
Carpenters	4,470	4,850	380	9%	101	\$19.70
Construction Laborers	4,192	5,102	910	22%	129	\$22.04
Hazardous Materials Removal Workers	453	692	239	53%	38	\$18.62
Maintenance and Repair Workers, Gen-	7,015	7,445	430	6%	166	\$23.02
Medical Assistants	1,625	2,091	466	29%	69	\$12.12
Medical Secretaries	1,074	1,333	259	24%	43	\$13.90
Pharmacy Technicians	1,141	1,451	310	27%	62	\$13.43
Plumbers, Pipefitters, and Steamfitters	1,768	2,048	280	16%	68	\$30.42
Truck Drivers, Heavy and Tractor-	9,453	10,390	937	10%	279	\$19.31

Vocational Certificate						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	Median Wage
Automotive Service Technicians and	1,883	1,989	106	6%	49	\$14.59
Bus and Truck Mechanics and Diesel	811	846	35	4%	24	\$18.59
Fitness Trainers and Aerobics Instruc-	479	565	86	18%	18	\$15.85
Heating, Air Conditioning, and Refriger-	668	924	256	38%	39	\$18.36
Insurance Sales Agents	1,741	1,928	187	11%	63	\$18.05
Licensed Practical and Licensed Voca-	2,026	2,394	368	18%	103	\$19.49
Massage Therapists	557	737	180	32%	27	\$14.74
Medical Transcriptionists	417	463	46	11%	10	\$15.20
Respiratory Therapy Technicians	77	105	28	36%	5	\$23.02
Surgical Technologists	312	404	92	29%	18	\$19.57

¥ Defined as 2011 Median Hourly Wage

Education Level Staffing Patterns

Associate Degree						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	Median Wage
Cardiovascular Technologists and Technicians	124	148	24	19%	4	\$18.93
Dental Hygienists	340	417	77	23%	15	\$33.19
Diagnostic Medical Sonographers	147	171	24	16%	5	\$33.64
Medical and Clinical Laboratory Technicians	439	561	122	28%	22	\$22.59
Medical Equipment Repairers	239	542	303	127%	39	\$28.19
Paralegals and Legal Assistants	416	511	95	23%	15	\$16.98
Physical Therapist Assistants	234	299	65	28%	10	\$21.46
Radiologic Technologists and Technicians	689	829	140	20%	25	\$24.73
Registered Nurses	7,495	9,023	1,528	20%	297	\$29.63
Respiratory Therapists	414	503	89	21%	17	\$25.43

Bachelor's Degree						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	Median Wage
Accountants and Auditors	2,236	2,520	284	13%	69	\$24.32
Construction Managers	1,428	1,634	206	14%	34	\$28.46
Cost Estimators	671	804	133	20%	30	\$30.48
Dietitians and Nutritionists	268	483	215	80%	32	\$25.28
Elementary School Teachers, Except Special Education	4,307	4,679	372	9%	139	\$22.32
Management Analysts	1,173	1,337	164	14%	38	\$28.74
Medical and Clinical Laboratory Technologists	372	484	112	30%	19	\$24.39
Medical and Health Services Managers	796	933	137	17%	30	\$32.78
Personal Financial Advisors	1,450	1,744	294	20%	48	\$27.08
Securities, Commodities, and Financial Services Sales Agents	1,400	1,649	249	18%	69	\$19.90

Master's Degree+						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	Median Wage
Chiropractors	97	120	23	24%	5	\$27.49
Clinical, Counseling, and School Psychology	474	504	30	6%	17	\$29.63
Family and General Practitioners	365	450	85	23%	16	\$73.56
Lawyers	1,267	1,382	115	9%	36	\$38.90
Occupational Therapists	141	171	30	21%	6	\$38.84
Pharmacists	920	1,064	144	16%	36	\$49.65
Physical Therapists	499	624	125	25%	20	\$34.30
Physician Assistants	138	176	38	28%	7	\$41.55
Speech-Language Pathologists	265	301	36	14%	10	\$38.85
Veterinarians	132	170	38	29%	7	\$41.85

B: Data Sources

EMSI Analyst provides in-depth and current local employment data, updated it four times per year. To extrapolate data to the county and ZIP code level where it is otherwise unavailable, EMSI 2112.1 relies on more than 90 data sources, including the following: Bureau of Economic Analysis and U.S. Census Bureau from the U.S. Department of Commerce; Bureau of Labor Statistics and Employment and Training Administration (ETA) from the U.S. Department of Labor; and Integrated Postsecondary Education Data System (IPEDS), Common Core of Data (CCD), and Characteristics of Private Schools in the United States from the U.S. Department of Education, National Center for Education Statistics.

Additional Resources:

- ACT Workforce Resources
- College Board's The College Completion Agenda 2011
- Indiana Commission for Higher Education, Indiana College Readiness Reports 2012
- Indiana Department of Education 2010-2011 Fact Sheet
- Indiana Department of Workforce Development
- Lumina Foundation, Goal 2025
- National Center for Education Statistics, 2010-2011 School Year
- Organization for Economic and Co-operative Development (OECD) Factbook 2011-2012: Economic, Environmental and Social Statistics
- U.S. Census Bureau 2008-2010 3-year American Community Survey