



# 21ST CENTURY TALENT REGIONS TALENT DASHBOARD

21st Century Talent Regions are places that commit to using a systems approach to attract, develop, and connect Hoosier talent

City: Northwest Indiana  
Counties: Lake, Porter, LaPorte, Newton, Jasper, Pulaski, and Starke  
Economic Growth Region: 1

Version: 7/01/2020

CURRENT STATE DATA		COLLABORATIVE PARTNERSHIPS AND STRATEGIES				SHARED MEASURES			HIGH-DEMAND CAREERS AND CERTIFICATIONS									
<b>TALENT ATTRACTION</b>  Leveraging the power of place to grow the population of the community and region  <b>-1.1%</b> 2010-2018 Population Growth	Daily Net Commuting Pattern (2016)	-1,052	Maximize the transit-oriented development (TOD) potential associated with the South Shore Line Double Track NWI and West Lake Corridor rail projects.				Population Growth	Baseline Measure	2019 Current	2025 Goal								
	Net Migration (2018)	117	Support the development of vibrant downtowns and distinct neighborhoods and districts.								Metric to be Determined							
	Population (2018)	846,797	Ensure the region encourages and promotes the development of diverse and affordable housing options.								Metric to be Determined							
	Populations Growth Projection (2010-2040)	-1.1%	Support the talent recruitment efforts of large regional employers.				Talent Targets Engaged	TBD	TBD	TBD								
	Housing Costs % of Median Income	19.43%	Create a digital ambassadors program that utilizes a network of "connectors" who share positive stories about Northwest Indiana online and through social media.				Ambassadors Engaged	TBD	TBD	TBD								
	Life Expectancy	76.49																
	Obesity Rate	33.54%																
<b>TALENT DEVELOPMENT</b>  Building a home-grown learning system to cultivate talent and increase educational attainment  <sup>2025 Goal</sup> <b>32.7% → 60%</b> 2018 Educational Attainment Rate			<b>YOUTH</b>	<b>K-12</b>	<b>POST-SECONDARY</b>	<b>ADULTS</b>												
	Youth Poverty Rate	27.93%	Population	49,201	Enrollments	143,112	Enrollments	45,282	Population	437,901								
	Youth Uninsured Rate	4.9%	Kindergarten Return Rate	4.85%	Early Childhood Initiatives: Head Start/ Geminus, SELF, Success by 6				PreK Enrollment	25.7%	25.7%	TBD						
	Free/Reduced Lunch	51.45%	NWI READY – Increase success in moving grad directly to post high school education & training				High School Graduation Rate	89.2%	89.2%	TBD								
	ILEARN Pass Rate	49.2%	JAG Program – Increase high school graduation rate & college enrollments				High School Graduation Rate	98.9%	93.6%	TBD								
	High School Graduation Rate	89.2%	Increase post-high school success of Latinx students, along with enrollment in Hispanic-serving post-secondary institutions and Latinos Count.				% of Graduating Latinos attending Post-Secondary	56.9%	56.9%	TBD								
	Post-Secondary Attainment Rate	32.7%	Increase skills of working adults through Level Up & NWIWB				Metric TBD	TBD	TBD	TBD								
<b>TALENT CONNECTION</b>  Coordinating talent with equitable economic opportunities to raise household income and earnings  <b>13.9%</b> 2010-2018 Median Income Growth	Labor Force	407,427	Increase number and quality of direct employer connections to students via work based learning experiences leveraging READY NWI work and Graduation Pathways				Learning Opportunities Offered	TBD	TBD	TBD	Mechanical Engineer	624	-1%	●	●		●	●
	Unemployment Rate	7.1%	Expand and deepen sector partnerships focused on addressing workforce needs of specific industries				Active Business Engagement	TBD	TBD	TBD	Machinist	169	1%	●			●	
	Youth Unemployment	23.9%	Engage READY NWI colleges in creating increased success in transition college graduates directly to employers in the region				New Internship and Pathways	TBD	TBD	TBD	Production Technician	543	-1%	●			●	●
	Workforce Participation Rate	56.8%	Leadership Northwest Indiana				Number of Participants and Students Reached	TBD	TBD	TBD	Manufacturing Supervisor	240	-3%	●			●	●
	Avg. Weekly Wages	\$894	Both Department of Labor registered apprenticeships and SEAL				Apprentices Enrolled	TBD	TBD	TBD	Emergency Medical Technician	93	17%		●			
	Median Income	\$55,460	Post-Secondary Talent Connection with Regional employees				Post-Secondary Career Pathway Placements	TBD	TBD	TBD	Registered Nurse	589	7%		●			
	Job Growth (2010-2018)	2.7%	Impact Labs with related SBDC initiatives				New Business Starts	TBD	TBD	TBD	Medical Assistant	278	13%		●			
	Avg. Wage Growth (2010-2018)	13.9%									Certified Logistics Technician	175	-2%	●	●	●	●	●
											Computer Support Specialists	57	5%	●	●	●	●	●
											Information Security Analyst	9	11%	●	●	●	●	●

### ECONOMIC GROWTH REGION 1

Description of talent region geography: The counties of Lake, Porter, LaPorte, Newton, Jasper, Pulaski, and Starke.



Employment 390,724  
Entry Level Hourly Wage \$11.62  
Median Hourly Wage \$20.00

Avg. Annual Job Openings  
2028 Projected Growth

### KEY ECONOMIC CLUSTERS

Advanced Manufacturing	Health Care	Information Technology	Construction	Transportation
●	●		●	●
			●	
●			●	●
●			●	●
	●			
	●			
	●			
●	●	●	●	●
●	●	●	●	●





# THE TALENT ECOSYSTEM OF NORTHWEST INDIANA



**Career Connections and Talent**  
Focusing on Indiana's premier challenge: creating solutions in career connections and talent pipelines

**Indiana Economic Development Corporation**  
Attracting and supporting new business investment, creating new jobs for Hoosiers, and furthering our legacy as one of the top states in the nation for business

**Management Performance Hub**  
Providing analytics solutions tailored to address complex management and policy questions enabling improved outcomes for Hoosiers

**Governor's Workforce Cabinet**  
Realigning Indiana's workforce development programs and services to help more Hoosiers learn the skills they need to secure great jobs

**CivicLab**  
Serving Indiana communities and regions by advancing the practice of civic collaboration and systems-building



- Systems Governance and Leadership
- Systems-Building and Coordination
- Initiatives and Projects
- Stakeholder Organizations