21ST CENTURY Talent Regions

A Systems Approach to Attracting, Developing and Connecting Hoosier Talent
CREATE A DESIGNATION RECOGNIZING INDIANA 21ST CENTURY TALENT REGIONS

ECONOMIC STRENGTHS
- Income and Earnings

SYSTEMS-BUILDING

EQUITY-FOCUSED

ATTRACTING TALENT

CONNECTING TALENT

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POWER OF PLACE
- Population Growth

DEVELOPING TALENT

LEARNING SYSTEM
- Educational Attainment

THESE ARE COMMUNITIES AND REGIONS THAT COMMIT TO USING A SYSTEMS APPROACH TO ATTRACT, DEVELOP, AND CONNECT HOOSIER TALENT
21st Century Talent Regions

**WHAT**

Designation earned by regions to attract, grow, connect and retain talent.

- Regions who build and implement a plan to:
  - increase education attainment
  - raise household income
  - grow population

- 12 Pilot regions to receive Technical Assistance
21st Century Talent Regions

WHO/WHERE:
Self-defined by participants, but will include at least 3 cities, towns or townships with a designated leader

• Membership including, but not limited to:
  - Business
  - K-12 education
  - Higher Education
  - Non-profit(s)
  - Economic development
  - Workforce development
  - Local government

• Multi-county regions leveraging existing (if applicable) regional planning organizations will be encouraged
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WHEN:

- Regions can begin organizing and collaborating with the Office of Career Connections and Talent/IEDC immediately
  - Visit www.in.gov/cct to apply
  - Timeline for gaining the designation will be dependent on the progress of the region
  - 12 regions receiving technical assistance will be phased and developed over biennium commencing 2019

WHY:

- Regionalism works
- Proven model
- Synthesizes efforts through common metrics, goals, efforts and regular communication
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HOW:

- Start where the energy is
- Evaluate Collaboration Readiness
  - Help regions understand their current state
- Provide a systems-based talent framework
- Provide key data for populating framework -> dashboard
- Engage/organize stakeholders to build dashboard
  - **Education attainment**
  - **Household income**
  - **Population**
- Set goals
- Implement/continue connecting initiatives
- Measure progress

Emerging regions participating in the Indiana Talent Network (ITN)
### CURRENT STATE DATA

#### TALENT ATTRACTION
- Leverage the power of strategic partnerships to grow the regional talent community and region.
- Net Migration: 0%
- Population: 2017
- Population Growth: %
- % in Median Income
- Average Hourly Wage
- Job Growth

#### TALENT DEVELOPMENT
- Building a high-performance system to connect talent and economic opportunities.
- Youth Enrollment: %
- K-12 Graduation Rate: %
- Post-Secondary Attainment Rate: %
- Adult Education: %

#### TALENT CONNECTION
- Creating the leading economic opportunities for success.
- Labor Force Participation Rate: %
- Unemployment Rate: %
- Median Income: $

### COLLABORATIVE PARTNERSHIPS AND STRATEGIES

- Existing Strategies
- New Strategies
- New Investment

### SHARED MEASURES

#### High-Demand Careers and Certifications

### ECONOMIC GROWTH REGION 9

#### KEY ECONOMIC CLUSTERS
- Description of the region's economic clusters
- Employment: %
- Entry-Level Wage: $
- Average Hourly Wage: $
- Annual Job Projections: %

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**NextLevel INDIANA**

[State Seal]
21ST CENTURY
Talent Regions

TALENT ATTRACTION
Leveraging the power of place to grow the population of the community and region.

6.6%
2015-2017 Population Growth

TALENT DEVELOPMENT
Building a more-robust learning system to cultivate talent and increase workforce attainment.

42% → 60%
2015 Educational Attainment Rate

TALENT CONNECTION
Coordinating the working system with increased opportunity to increase household income and earnings.

11.2%
2015 Child Poverty Income Growth

CREATE A COMPREHENSIVE APPROACH THAT INCLUDES COLLABORATIVE STRATEGIES FOR ATTRACTING, DEVELOPING AND CONNECTING TALENT

IT’S A SYSTEMS THING, NOT A SINGLE THING
PARTNER WITH DATA PROVIDERS TO UNDERSTAND THE CURRENT STATE OF THE REGION’S TALENT ATTRACTION AND DEVELOPMENT EFFORTS
**Create a Shared Understanding of High-Demand Careers and Certifications by Convening a Discussion Among Employers, Educators and Community**

**Collect and Share Both the Primary Stakeholder Voices and the Secondary Systems-Level Data**
**TALENT DASHBOARD**
A Systems-Guided Approach to Attracting, Developing and Connecting Hooser Talent

**TALENT ATTRACTION**
- Leveraging the power of plans to grow the population of the community and region.
  - 6.6%
  - 2011-2017 Population Growth

**TALENT DEVELOPMENT**
- Building a home-grown learning system to cultivate talent and increase educational attainment.
  - 42% → 60%
  - 2015 Educational Attainment Rate

**TALENT CONNECTION**
- Coordinating the learning system with economic development to influence success and earnings.
  - 11.2%
  - 2011-2017 Median Income Growth

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**BEGAN BY MAPPING THE EXISTING LANDSCAPE OF COLLABORATIVE WORK ALREADY UNDERWAY**
NEXT, IDENTIFY AND PRIORITIZE NEW CATALYTIC PROJECTS THAT COULD CONNECT THE TALENT DEVELOPMENT SYSTEM TOGETHER
CONNECT TECHNICAL ASSISTANCE PARTNERS WHO CAN HELP COMMUNITIES IDENTIFY BEST PRACTICES, SHARE LEARNING, AND IMPLEMENT THEIR CHOSEN CONNECTION STRATEGIES.
TALENT DASHBOARD
A Systems Building Approach to Attracting, Developing and Connecting Workforce Talent

Columbus, Indiana, MSA
Brown County
Economic Growth Region 9

21ST CENTURY Talent Regions

CURRENT STAIDE DATA

TALENT ATTRACTION
Levelling the playing field to change the population of the community and region (6.8%)
2013-2017 Population Growth

TALENT DEVELOPMENT
Building a more-open learning system to cultivate talent and increase educational attainment (42% to 60%)
2015 Educational Attainment Rate

TALENT CONNECTION
Coordinating the learning system with economic development strategies to increase earnings (11.2%)
2015-2016 Median Income Growth

SHARED METRICS TO COLLECTIVELY SET GOALS AND MEASURE PROGRESS

ECONOMIC GROWTH REGION 9

KEY ECONOMIC CLUSTERS

INDIANA

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TALENT ATTRACTION
- Envision Columbus: Urban Groves, Conference Hotel, Crump Adaptive Re-Use, Housing Plots
- Veterans Attraction Initiative
- Creative Talent Attraction
- Talent Attraction Communication Strategy
- Entrepreneurial Attraction: Velocities and Elevate Ventures, Fish Tank Co-Working Space

TALENT DEVELOPMENT
- Building a homegrown learning system to cultivate talent and increase educational attainment
- Early Learning: On-My-Way Pre-K
- iGrad High School Coaching Initiative
- Latino Education and Outreach
- Powerhouse Credentials
- Talent Hubs: Attainment and Adults with No Degree

TALENT CONNECTION
- Coordinating the learning system with economic opportunity to increase household income and earnings
- STEM Champions and Ambassadors
- Workforce Certificates
- Internships and Teacher Externships
- Conseco Indiana Catapult
- Work-Based Learning
- Accelerated BSN Program and Clinicals
- CNA Program
- IT and Cybersecurity Network
- STEM Teacher Development Pilot
- Indiana University School of Art, Architecture + Design

DAILY COMMUTING PATTERN

ANNUAL POPULATION CHANGE: 2016

INdiana TALENT NETWORKS (TN)

NextLevel INdiana
Cascading Talent Development Strategies

Communities:
- Local Employer and Stakeholder Voices
- Informing Regional Needs and Alignment

Regions:
- Informing Policy Development
- Determining Assistance Needs
- Informing State Alignment

State:
Further information

Contact:
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