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

THESE ARE COMMUNITIES AND REGIONS THAT COMMIT TO USING A SYSTEMS APPROACH TO ATTRACT, DEVELOP, AND CONNECT HOOSIER TALENT
ECONOMIC STRENGTHS

- Income and Earnings

SYSTEMS-BUILDING

- Attracting Talent
- Developing Talent
- Connecting Talent

LEARNING SYSTEM

- Educational Attainment

POWER OF PLACE

- Population Growth

EQUITY-FOCUSED

- Population Growth

21ST CENTURY TALENT REGION
THE TALENT DEVELOPMENT SYSTEM

THE STAKEHOLDER MAP
A map depicting the key stakeholders and initiatives committed to using a comprehensive systems approach to attract, develop, and connect Hoosier talent.

THE TALENT DASHBOARD
A dashboard depicting 1) the current state of a community's talent attraction, development, and connection efforts, 2) the projected high-demand certifications and well-paying employment opportunities necessary for the future, and 3) the interrelated connection strategies and shared measures that coordinate and align the talent system.

THE REGIONAL MAP
A geographic map showing how the comprehensive talent strategies are deployed at a regional level.
ENSURE THAT THE KEY STAKEHOLDERS—PUBLIC, PRIVATE, AND SOCIAL—SEE THEY ARE A PART OF SOMETHING LARGER THAN THEMSELVES AND HAVE A ROLE TO PLAY IN BUILDING-OUT THE TALENT SYSTEM

TRANSFORMING A SYSTEM IS ULTIMATELY ABOUT TRANSFORMING THE RELATIONSHIPS OF THE STAKEHOLDERS THAT SHAPE THE SYSTEM
### Talent Development Dashboard

**21st Century Talent Regions**

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

**Current State Data**

<table>
<thead>
<tr>
<th>TAULT ATTRACTION</th>
<th>COLLABORATIVE PARTNERSHIPS AND STRATEGIES</th>
<th>SHARED MEASURES</th>
<th>HIGH-DEMAND CAREERS AND CERTIFICATIONS</th>
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<td>Daily Net Commuting Pattern 2016</td>
<td>Net Migration 2015</td>
<td>Population 2015</td>
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<td>Net Migration 2015</td>
<td>Population Growth</td>
<td>Housing Costs</td>
<td>% of Median Income</td>
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<tr>
<td>Population Growth</td>
<td>Housing Costs by Income Level</td>
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<tr>
<td>Housing Costs</td>
<td>% of Median Income</td>
<td>Obesity Rate</td>
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**Talent Development**

<table>
<thead>
<tr>
<th>TALENT DEVELOPMENT</th>
<th>YOUTH</th>
<th>K-12</th>
<th>POST-SECONDARY</th>
<th>ADULTS</th>
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<td>Youth Poverty Rate</td>
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<td>Youth Uninsured Rate</td>
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<td>Free/Reduced Lunch</td>
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<td>High School Graduation Rate</td>
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<td>Post-Secondary Enrollment Rate</td>
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**Talent Connection**

<table>
<thead>
<tr>
<th>TALENT CONNECTION</th>
<th>LABOR FORCE</th>
<th>UNEMPLOYMENT RATE</th>
<th>YOUTH UNEMPLOYMENT</th>
<th>WORKFORCE PARTICIPATION RATE</th>
<th>AVE. WEEKLY WAGES</th>
<th>MEDIAN INCOME</th>
<th>AVG. WAGE GROWTH 2010-2017</th>
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<tr>
<td>Labor Force</td>
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<td>Workforce Participation Rate</td>
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<tr>
<td>Avg. Weekly Wages</td>
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<td>Median Income</td>
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<td>Job Growth 2010-2017</td>
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</table>
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<table>
<thead>
<tr>
<th>TALENT ATTRACTION</th>
<th>TALENT DEVELOPMENT</th>
<th>TALENT CONNECTION</th>
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</thead>
<tbody>
<tr>
<td>Daily Net Commuting Pattern (2017)</td>
<td>Youth Poverty Rate</td>
<td>Labor Force</td>
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<td>Net Migration (2017)</td>
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<td>Unemployment Rate</td>
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<tr>
<td>Population (2017)</td>
<td>Youth Unemployed Rate</td>
<td>Workforce Participation Rate</td>
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<tr>
<td>Housing Costs % of Median Income</td>
<td>Post-Secondary Attainment Rate</td>
<td>Median Income</td>
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<tr>
<td>Median Income</td>
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<td>Job Growth (2010-2017)</td>
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### Collaborative Partnerships and Strategies

<table>
<thead>
<tr>
<th>Manufacturing Network</th>
<th>Healthcare Network</th>
<th>Information Technology Network</th>
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<tr>
<td></td>
<td>Pathway Enrollments</td>
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<td>653</td>
<td>817</td>
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### Shared Measures

<table>
<thead>
<tr>
<th>Envision Columbus: Urban Groove, Conference Center and Hotel, Crump Adaptive Re-Use, Housing Pilots Other Key Placemaking Strategies: Landmark Columbus, Riverfront Project, Trails Project</th>
<th>Population</th>
<th>Baseline Measure</th>
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<tr>
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<td>Baseline Measure</td>
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<td>Creative Talent Attraction</td>
<td>Creative Talent</td>
<td>Baseline Measure</td>
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</tbody>
</table>

### High Demand Careers and Certifications

#### EcoNetwork

**ECONOMIC GROWTH REGION 9**

- Bartholomew, Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley and Switzerland counties

- Employment: 137,230
- Average Hourly Wage: $19.07
- Entry-Level Wage: $10.08

**Key Economic Clusters**

- Health Care
- Information Technology
- Education
- Architecture and Design

#### 21st Century Talent Regions

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

**City County**

- Economic Growth Region 9

#### Current STATE Data

- **Population Growth**
  - 2010-2017: 6.8% growth
- **2010-2017 Population Growth**
  - 42% goal
  - 2016 Educational Attainment Rate

#### Talent Attraction

- Leverage the power of places to grow the population of the community and region

#### Talent Development

- Building a homegrown learning system to cultivate talent and increase educational attainment

#### Talent Connection

- Coordinating talent with equitable economic opportunity to raise household income and earnings

- 2010-2018 Median Income Growth: 11.2%
CREATE A COMPREHENSIVE APPROACH THAT INCLUDES COLLABORATIVE STRATEGIES FOR ATTRACTING, DEVELOPING AND CONNECTING TALENT

IT’S A SYSTEMS THING, NOT A SINGLE THING
TALENT ATTRACTION
Leveraging the power of place to grow the population of the community and region
6.8%
2010-2017 Population Growth

TALENT DEVELOPMENT
Building a homegrown learning system to fuel a strong and diverse educational workforce
42% - 66%
2016 Educational Attainment Rate

TALENT CONNECTION
Coordinating talent with marketable economic opportunities to raise household income and earnings
11.2%
2010-2018 Median Household Growth

Income Growth
2010-2018 Median earnings
11.2%

Income Growth
2010-2018 Median earnings
11.2%

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
BEGIN 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

21st Century Talent Regions

TALENT ATTRACTION

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

6.8% 2010-2017 Population Growth

TALENT DEVELOPMENT

Building a locally-based, globally oriented talent development system to drive local talent and support educational advancement.

42% 2010 Educational Attainment Rate

TALENT CONNECTION

Coordinating talent with marketable economic opportunities to raise household income and earnings.

11.2% 2010-2016 Median Income Growth

Income Growth 2010-2018 Median earnings household income and opportunities to raise equitable economic attainment.

Attainment Rate 2016 Educational Population Growth 2010-2017

6.8%

2010-2017 Median Income Growth

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**TALENT CONNECTION**

**TALENT DEVELOPMENT**

**TALENT ATTRACTION**

**21ST CENTURY TALENT REGIONS**

**TALENT DASHBOARD**

**CURRENT STATE DATA**

**COLLABORATIVE PARTNERSHIPS AND STRATEGIES**

**SHARED MEASURES**

**HIGH-DEMAND CAREERS AND CERTIFICATIONS**

**KEY ECONOMIC CLUSTERS**

**CONNECT TECHNICAL ASSISTANCE PARTNERS WHO CAN HELP COMMUNITIES IDENTIFY BEST PRACTICES, SHARE LEARNING, AND IMPLEMENT THEIR CHOSEN CONNECTION STRATEGIES**
### 21ST CENTURY TALENT REGIONS

**TALENT DASHBOARD**

**CURRENT STATE DATA**
- **TALENT ATTRACTION**
  - Daily Net Commuting: 4,467
  - Net Migration: 201
  - Population: 50,043
  - Population Growth: 10%
  - Housing Costs: 10.4%
  - Life Expectancy: 87.3 yrs
  - Obesity Rate: 23.8%  

**TALENT DEVELOPMENT**
- **Youth Poverty Rate**: 15%
- **Youth Uninsured Rate**: 8%
- **Free/Reduced Lunch**: 48%
- **ISTEP Pass Rate**: 79%
- **High School Graduation Rate**: 89%
- **Post-Secondary Completion Rate**: 43.2%  

**TALENT CONNECTION**
- **Labor Force**: 15,230
- **Unemployment Rate**: 3.2%
- **Youth Unemployment**: 3.5%
- **Weekly Wages**: 812.72
- **Median Income**: $54,165
- **Job Growth**: 2010-2017: 6.8%
- **Average Wage Growth**: 2010-2017: $54,165

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**COLLABORATIVE PARTNERSHIPS AND STRATEGIES**
- Envision Columbus: Urban Grove, Conference Center and Hotel, Crunch Adaptive Re-Use, Housing For Health
- Creative Talent Attraction: Envision Columbus, Urban Grove, Conference Center and Hotel, Crunch Adaptive Re-Use, Housing For Health
- Talent Attraction Communication Strategy: Envision Columbus, Urban Grove, Conference Center and Hotel, Crunch Adaptive Re-Use, Housing For Health
- Early-Learning: On My Way Pre-K
- Powerhouse Credentials: Talent Hub: Adults with No Degree

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**SHARED MEASURES**

**ECONOMIC GROWTH REGION 9**
- **ECONOMIC GROWTH REGION:** 127,850
- **Entry Level Wage:** $15.39
- **Average Hourly Wage:** $19.37

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**HIGH-DEMAND CAREERS AND CERTIFICATIONS**

**ECONOMIC GROWTH REGION 9**
- **Highly Demanded Career:** Health Care
  - **Certification:** EOC Health Care Network
  - **Other Programs and Pathways:** Other Programs and Pathways
  - **IT and Cybersecurity Network:** IT and Cybersecurity Network

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**21ST CENTURY TALENT REGIONS**
- **City:** County Economic Growth Region #9
- **Version:** 6/11/2019

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**VERSION:** 6/11/2019
# 21st Century Talent Regions

## TALENT DASHBOARD

**TALENT ATTRACTION**

- Daily Net Commuting Pattern: 41.4%
- Net Migration: -24.1%
- Population: 50,048
- Population Growth: 10%
- Housing Costs: 14.6%
- % of Median Income: 87.3%
- Life Expectancy: 78.8%

**Income Growth**

- 2010-2018 Median Earnings: 11.2%

- Equitable Economic Coordinating talent with Attainment Rate

**TALENT DEVELOPMENT**

- Youth Poverty Rate: 15%
- Youth Uninsured Rate: 3%
- Free/Reduced Lunch: 48%
- ISTEP Pass Rate: 76%
- High School Graduation Rate: 89%
- Post-Secondary Attendance Rate: 43.2%

**TALENT CONNECTION**

- Labor Force Participation Rate: 62.8%
- Unemployment Rate: 2.6%
- Youth Unemployment: 0.3%
- Avg. Weekly Wages: $1,273
- Median Income: $54,165
- Job Growth (2010-2017): 18.5%
- Average Wage Growth (2010-2017): 18.5%

## SHARED MEASURES

<table>
<thead>
<tr>
<th>Measure</th>
<th>Baseline</th>
<th>2015 Data</th>
<th>2020 Goal</th>
<th>Progress Trend</th>
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</table>

## HIGH-DEMAND CAREERS AND CERTIFICATIONS

### Economic Growth Region 9

- **High-Demand Careers and Certifications**

#### ECONOMIC GROWTH REGION 9

- **Medical, Health & Personal Care**
- **Education**
- **Architecture and Design**

### Manufacturing

- **ECONOMIC CLUSTERS**

#### Manufacturing

- **Biotechnology and Genetic Engineering**
- **Computers and Information Technology**
- **Engineering and Architecture**
- **Education and Training**
- **Health and Personal Care**
- **Architecture and Design**

#### Key Economic Clusters

- **Biotechnology and Genetic Engineering**
- **Computers and Information Technology**
- **Engineering and Architecture**
- **Education and Training**
- **Health and Personal Care**
- **Architecture and Design**

### Industry of Police

- **Manufacturing**
- **Construction**
- **Community Services**
- **Manufacturing**
- **Construction**
- **Community Services**

### Economic Growth Region 9

- **High-Demand Careers and Certifications**

#### Economic Growth Region 9

- **Medical, Health & Personal Care**
- **Education**
- **Architecture and Design**

### Manufacturing

- **ECONOMIC CLUSTERS**

#### Manufacturing

- **Biotechnology and Genetic Engineering**
- **Computers and Information Technology**
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### Economic Growth Region 9

- **High-Demand Careers and Certifications**

#### Economic Growth Region 9

- **Medical, Health & Personal Care**
- **Education**
- **Architecture and Design**

### Manufacturing

- **ECONOMIC CLUSTERS**

#### Manufacturing

- **Biotechnology and Genetic Engineering**
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### Industry of Police

- **Manufacturing**
- **Construction**
- **Community Services**
- **Manufacturing**
- **Construction**
- **Community Services**
The Indiana Talent Networks (ITN) is a collaboration of communities, regional and state stakeholders that share information and resources, leverage agendas and avoid duplication of services to connect postsecondary educational and career attainment to opportunities available for Indiana employees. This stakeholder collaborative of Indiana regions organized to support Goal 2025. The group meets quarterly to discuss each region’s work and how the group might work collectively in a few key areas including serving traditional age college students, adults with some college no degree, and adults with no college, while also impacting policy at the local and State level, and data sharing and dashboards.

The group includes representation from the following regions and partners who are serving in a backbone capacity:

Ready Northwest Indiana (Region 1)
Ready for College, Ready for Careers. Ready NWI’s commitment is to ensure that our high school students graduate academically, socially, and financially prepared to go directly to further education without the need for remediation and to obtain degrees and other certifications that directly meet the needs of Northwest Indiana employers.

Horizon Education Alliance/South Bend Regional Chamber (Region 2)
HEA works with the community to launch and examine the outcome of innovative, evidence-based education programming for local residents from birth to adulthood.

Northeast Indiana Regional Partnership (Region 3)
Developing a curricula around key manufacturing and skilled trades-related CTE programs to ensure their ability to produce graduates with the skills and experiences needed by employers in key manufacturing and skilled trades disciplines.

Community Education Coalition/EcO Network (Region 9)
A partnership of education, business, and community leaders focused on aligning and integrating the Columbus, Indiana and region’s community learning system with economic growth and a high quality of life. EcO Network (Economic Opportunities through Education) focuses its work on regional “Networks” that are currently targeted at increasing educational attainment aligned with the key economic sectors of advanced manufacturing and healthcare.

Education Matters Southern Indiana (Region 10)
The EMSI initiative serves to strengthen the workforce and improve the economic advantages of our region by increasing the educational attainment of those adults with some form of post-secondary education but no degree or certification.

Regional Opportunity Initiatives (ROI) (Region 8)
Established to advance economic and community prosperity in Southwest Central Indiana (SWCI), ROI is implementing an education and workforce plan and a regional opportunity fund for quality-of-place investments in an 11-county area.

Southwest Indiana Chamber/Grow Southwest Indiana Workforce Board (Region 11)

Wabash Heartland Innovation Network (Region 4)
The Wabash Heartland Innovation Network is a consortium of 10 counties in north-central Indiana devoted to working together to fuel prosperity by harnessing the power of internet-enabled sensors to develop the region into a global epicenter of digital agriculture and next-generation manufacturing.


START WHERE THE ENERGY IS…
TALENT STRATEGY | GEOGRAPHY
--- | ---
Attraction | Columbus, MSA
Development | Bartholomew | Brown | Decatur | Dearborn | Franklin | Jackson | Jefferson | Jennings | Johnson | Marion | Monroe | Ohio | Ripley | Switzerland
Connection | Bartholomew | Brown | Decatur | Dearborn | Franklin | Jackson | Jefferson | Jennings | Johnson | Marion | Monroe | Ohio | Ripley | Switzerland

INDIANA TALENT NETWORKS (ITN)

21ST CENTURY TALENT REGIONS

- Attraction Strategies
- Development Strategies
- Connection Strategies

Columbus, Indiana, MSA
Bartholomew County
Economic Growth Region 9

DAILY COMMUTING PATTERN

ANNUAL POPULATION CHANGE: 2016

- Domestic Migration
- International Migration
- Natural Increase
TALENT STRATEGY | GEOGRAPHY
---|---
Attraction | Columbus, MSA
Development | Bartholomew, Brown, Decatur, Dearborn, Franklin, Jackson, Jefferson, Jennings, Johnson, Marion, Monroe, Ohio, Ripley, Switzerland

Connection | Bartholomew, Brown, Decatur, Jackson, Jennings, Johnson, Marion, Monroe

Attraction Strategies | Development Strategies | Connection Strategies
---|---|---

21ST CENTURY TALENT REGIONS

TALENT STRATEGY GEOGRAPHY
Attraction Columbus, MSA
Development Bartholomew, Brown, Decatur, Dearborn, Franklin, Jackson, Jefferson, Jennings, Johnson, Marion, Monroe, Ohio, Ripley, Switzerland

Connection Bartholomew, Brown, Decatur, Jackson, Jennings, Johnson, Marion, Monroe


dalcommutingpattern.png

ANNUAL POPULATION CHANGE: 2016
- Domestic Migration
- International Migration
- Natural Increase

INDIANA TALENT NETWORKS (ITN)

Columbus, Indiana, MSA Bartholomew County Economic Growth Region 9

Attraction: Placemaking
Development: Education
Connection: Labor Force

Columbus, Indiana, MSA
Bartholomew County
Economic Growth Region 9

Indiana Talent Networks (ITN)

Attraction Strategies
Development Strategies
Connection Strategies
Attraction Strategies
Development Strategies
Connection Strategies
30 Minute Commute

45 Minute Commute
21st Century Talent Regions

Further information

Contact:
Indiana Office of Career Connections and Talent

Website: www.IN.gov/CCT
E-mail: secretary@cct.in.gov
Phone: 317-234-4311