



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

Eco Network
Columbus Area Economic Growth Council
Economic Growth Region 9



Version: 2/21/2020

CURRENT STATE DATA		COLLABORATIVE PARTNERSHIPS AND STRATEGIES				SHARED MEASURES				HIGH-DEMAND CAREERS AND CERTIFICATIONS							
TALENT ATTRACTION Leveraging the power of place to grow the population of the community and region 2025 Goal 6.8% → TBD% 2010-2017 Population Growth	Daily Net Commuting Pattern (2017)	8,005	Envision Columbus: Urban Grocer, Conference Center and Hotel, Crump Adaptive Re-Use, Housing Pilots Other Key Placemaking Strategies: Landmark Columbus, Riverfront Project, Trails Project				Population	-	82,040	TBD	Progress Trend						
	Net Migration (2017)	-241	Veterans Attraction Initiative				Attracted Veterans	TBD	-	-	Progress Trend						
	Population (2016)	81,873	Creative Talent Attraction				Creative Talent	TBD	-	-	Progress Trend						
	Population Growth Projection (2010-2050)	21%	Welcoming Community Survey and Talent Attraction Communication Strategy				Welcoming Community	TBD	-	-	Progress Trend						
	Housing Costs % of Median Income	19.4%	Entrepreneurial Attraction: Velocities and Elevate Ventures, Fish Tank Co-Working Space				Entrepreneurs	TBD	-	-	Progress Trend						
	Life Expectancy (yrs)	77.8															
Obesity Rate	33.9%																
TALENT DEVELOPMENT Building a home-grown learning system to cultivate talent and increase educational attainment 2025 Goal 43% → 60% 2017 Educational Attainment Rate	Youth Poverty Rate	15%	EARLY LEARNING	K-12	POST-SECONDARY	ADULTS											
	Youth Uninsured Rate	8%	Population Ages 0-5	Enrollments	Enrollments	Population											
	Free/Reduced Lunch	43.9%	5,349	12,526	4,093	16,685											
	Dual Credit	85.9%	Completion Goal per Year	Completion Goal per Year	Completion Goal per Year												
	Kindergarten Return Rate	1.9%	Council for Youth Development Early Learning Coalition, On My Way Pre-K				On My Way Pre-K Enrollments	2018 2019	89	79	100	Progress Trend					
	High School Graduation Rate	86.4%	iGrad High School Coaching Initiative				iGrad Participants	600	H.S. Grad. Rate	2011 2019	80.9%	86.4%	96%	Progress Trend			
	Post-Secondary Attainment Rate (2017)	43.4%	Latino Education and Outreach BCSC Legado Academy Two-Way Immersion Pathway				H. S. Graduation Latino Equity Gap	2011 2019	-1.7%	-6.1%	0%	Progress Trend					
			Powerhouse Credentials: Talent Hubs: Adults with No Degree				EGR 9 Educational Attainment Rate	2015 Baseline	2018 Current	2020 Goal	Progress Trend						
							Bartholomew Co. Baseline	Current	Vision	Progress Trend							
							Bartholomew Co. Pathway Enrollments	2014-15 Baseline	2017-18 Current	2024-25 Goal	Progress Trend						
TALENT CONNECTION Coordinating talent with equitable economic opportunities to raise household income and earnings 2025 Goal 114% → 120% 2017 Median Household Income as a Percent of State 2025 Goal \$28.23 → TBD Average Hourly Wages	Labor Force	44,516	Manufacturing Network Targeted Manufacturing Pathways: C4 Career Technical Ed Center, Ivy Tech Community College, Purdue Polytechnic, IUPUC; Connection & Engagement Strategies				Bartholomew Co. Pathway Enrollments	653	544	625	Progress Trend						
	Unemployment Rate	2.2%	Healthcare Network Targeted Healthcare Pathways: C4 Career Technical Ed Center, Ivy Tech Community College, IUPUC; Connection & Engagement Strategies				Pathway Enrollments	817	856	983	Progress Trend						
	Workforce Participation Rate	66.9%	Information Technology Network Targeted IT & Computing Pathways: Ivy Tech Community College Cyber Security, & IT Pathways; Purdue Polytechnic; Connection & Engagement Strategies				Pathway Enrollments	38	86	99	Progress Trend						
	Avg. Weekly Wages	\$1,273	Teacher Workforce Development Pilot, IUPUC Division of Education				Pathway Enrollments	TBD	-	-	Progress Trend						
	Median Income	\$61,943	Indiana University School of Art, Architecture + Design				Pathway Enrollments	-	24	75	Progress Trend						
	Job Growth (2010-2017)	23.5%															
	Average Wage Growth (2010-2017)	18.6%															
Better Same Worse Compared to State: Trendline Over Time:		Existing Strategies New Strategies New Investment															



ECONOMIC GROWTH REGION 9

KEY ECONOMIC CLUSTERS

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



Employment
137,230

Entry Level Wage
\$10.08

Average Hourly Wage
\$19.67

Avg. Annual Job Openings
2026 Projected Growth

Cluster	Avg. Annual Job Openings	2026 Projected Growth	Manufacturing	Health Care	Information Technology	Education	Architecture and Design
Industrial & Mechanical Engineers	190	19%	●				
Supervisors of Production Workers	241	11%	●				
Machinists & Industrial Machinery Mechanics	293	6%	●				
Registered Nurses	169	21%		●			
Nursing Assistants (CNA) & Medical Assistants (MA)	249	16%		●			
Computer Systems Analysts	28	10%	●	●	●		
Computer User Support Specialist	24	11%	●	●	●	●	
Network and Computer Systems Administrators	19	4%	●	●	●	●	
Elementary, Middle & Secondary School Teachers	216	9%				●	
Architects, Surveyors, Cartographers / Art & Design Workers	42	4%					●





THE TALENT ECOSYSTEM OF COLUMBUS, INDIANA



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

Version: 6/11/2019



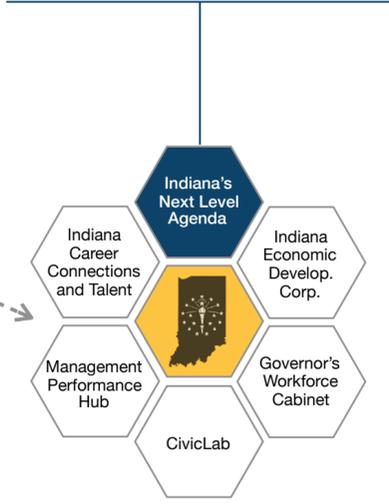
Career Connections and Talent
Focusing on Indiana's premier challenge: creating solutions in career connections and talent pipelines

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





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

EcO Network
Jackson County Industrial Development Corporation
Economic Growth Region 9



Version: 7/24/2019

CURRENT STATE DATA		COLLABORATIVE PARTNERSHIPS AND STRATEGIES				SHARED MEASURES				HIGH-DEMAND CAREERS AND CERTIFICATIONS																																																																																												
TALENT ATTRACTION Leveraging the power of place to grow the population of the community and region 2025 Goal 4.1% → TBD% 2010-2017 Population Growth	Daily Net Commuting Pattern (2016)	816	Vision 2025: Promote Seymour Brand, Crossroads Acoustic Fest, Revitalize One Chamber Square, Trails, Farmer's Market, Building Murals				Population	-	43,933	TBD	—																																																																																											
	Net Migration (2017)	-174	IMPACT Main Street: Main Street revitalization for One Chamber Square, Ball State study to design and implement business investment strategies for downtown				IMPACT Goal	TBD	-	-	—																																																																																											
	Population (2017)	44,111	JCIDC Strategic Plan: Business retention/expansion; Increased community development; Continue to evolve workforce development collaboration/initiatives				Business Retention Goal	TBD	-	-	—																																																																																											
	Population Growth Projection (2010-2040)	7.66%	United Way Global Results & Economic Mobility: Improve socioeconomic status for individuals/families; Coaching for Success; Financial education; Cold Night Out Shelter				Economic Mobility Goal	TBD	-	-	—																																																																																											
	Housing Costs % of Median Income	19.4%	Healthy Jackson County: Tobacco, Nutrition, Increased Physical Activity				Overall Health Outcomes	60	57	-	—																																																																																											
	Life Expectancy	76.41																																																																																																				
	Obesity Rate	36.90%																																																																																																				
	Tobacco Rate	20%																																																																																																				
	TALENT DEVELOPMENT Building a home-grown learning system to cultivate talent and increase educational attainment 2025 Goal 26.6% → 60% 2016 Educational Attainment Rate	Youth Poverty Rate	19.83%	EARLY LEARNING	K-12	POST-SECONDARY	ADULTS																																																																																															
		Youth Uninsured Rate	6.2%	Population Ages 0-4	Enrollments	Enrollments	Population																																																																																															
Free/Reduced Lunch		51.51%	3,029	6,983	4,093	2,815																																																																																																
Kindergarten Return Rate		5.30%	On My Way Pre-K				On My Way Pre-K Enrollments	-	62	-	—																																																																																											
IREAD-3		81.8%	JAG				JAG Enrollment	30	70	100	—																																																																																											
High School Graduation Rate		87.5%	Cultural Connect				Program Enrollment	TBD	-	-	—																																																																																											
Dual Credit		78.08%	High School + Certificate/Associates Program				Enrollments	TBD	-	-	—																																																																																											
Post-Secondary Attainment Rate		26.60%	EcO Attainment Network				Powerhouse Credentials: Talent Hubs: Adults with No Degree EGR9 Attainment Rate	30.7%	32.6%	35.2%	—																																																																																											
TALENT CONNECTION Coordinating talent with equitable economic opportunities to raise household income and earnings 2025 Goal 15.1% → TBD 2010-2018 Median Income Growth \$21.79 → TBD Average Hourly Wages		Labor Force	22,909	EcO Industry Sector Networks Manufacturing Network Regional Targeted Manufacturing Pathways: C4 Career Technical Ed Center, Ivy Tech Community College, Purdue Polytechnic, IUPUC; Connection & Engagement Strategies Jackson County Specific: Project-Based Learning, Project Lead the Way, HIRE Technology, Owl Manufacturing, Robotics Vex IQ, Boot Camps, STEM Programs				EGR9 Pathway Enrollments	653	544	625	—																																																																																										
		Unemployment Rate	2.42%					Owl Manufacturing Enrollments	15	57	-	—																																																																																										
	Youth Unemployment	3.7%	Healthcare Network Regional Targeted Healthcare Pathways: C4 Career Technical Ed Center, Ivy Tech Community College, IUPUC; Connection & Engagement Strategies Jackson County Specific: Project Lead the Way - BioMed, CNA Program				EGR9 Pathway Enrollments	817	856	983	—																																																																																											
	Workforce Participation Rate	63%					CNA Enrollments	-	20	-	—																																																																																											
	Avg. Weekly Wages	\$896	The Maverick Challenge: High School Entrepreneurship Program				Students Participating	48	31	-	—																																																																																											
	Median Income	\$48,789	Agriculture, Welding, and CDL Focused Initiatives				Welding Enrollments	-	12	-	—																																																																																											
	Job Growth (2010-2017)	5.4%	"Hire Me" Facebook				Jobs Posted	-	90	-	—																																																																																											
	Average Wage Growth (2014-2018)	15.1%	Educator Externships																																																																																																			
			— Existing Strategies - - - - - New Strategies ■ New Investment		Jackson County Jail: Skills Development Training & Interviewing		Class Participants	-	8	-	—																																																																																											
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										KEY LOCAL ECONOMIC CLUSTERS <table border="1"> <thead> <tr> <th></th> <th>Avg. Annual Job Openings</th> <th>2026 Projected Growth</th> <th>Manufacturing</th> <th>Health Care</th> <th>Agriculture</th> <th>Education</th> <th>Others</th> </tr> </thead> <tbody> <tr> <td>Industrial & Mechanical Engineers</td> <td>190</td> <td>19%</td> <td>●</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Supervisors of Production Workers</td> <td>241</td> <td>11%</td> <td>●</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Machinists & Industrial Machinery Mechanics</td> <td>293</td> <td>6%</td> <td>●</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Registered Nurses</td> <td>169</td> <td>21%</td> <td></td> <td>●</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Nursing Assistants (CNA) & Medical Assistants (MA)</td> <td>249</td> <td>16%</td> <td></td> <td>●</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Diesel Mechanic (Automotive Service)</td> <td>176</td> <td>6.1%</td> <td>●</td> <td></td> <td>●</td> <td></td> <td></td> </tr> <tr> <td>Agricultural (Farm, Ranch, and Animals)</td> <td>687</td> <td>3.7%</td> <td></td> <td></td> <td>●</td> <td></td> <td></td> </tr> <tr> <td>Class A & B CDL Drivers</td> <td>2,828</td> <td>8.3%</td> <td>●</td> <td>●</td> <td>●</td> <td></td> <td></td> </tr> <tr> <td>Elementary, Middle & Secondary School Teachers</td> <td>216</td> <td>9%</td> <td></td> <td></td> <td></td> <td>●</td> <td></td> </tr> <tr> <td>Agriculture Workers (Commercial Applicators)</td> <td>14</td> <td>12.5%</td> <td></td> <td></td> <td>●</td> <td></td> <td></td> </tr> </tbody> </table>						Avg. Annual Job Openings	2026 Projected Growth	Manufacturing	Health Care	Agriculture	Education	Others	Industrial & Mechanical Engineers	190	19%	●					Supervisors of Production Workers	241	11%	●					Machinists & Industrial Machinery Mechanics	293	6%	●					Registered Nurses	169	21%		●				Nursing Assistants (CNA) & Medical Assistants (MA)	249	16%		●				Diesel Mechanic (Automotive Service)	176	6.1%	●		●			Agricultural (Farm, Ranch, and Animals)	687	3.7%			●			Class A & B CDL Drivers	2,828	8.3%	●	●	●			Elementary, Middle & Secondary School Teachers	216	9%				●		Agriculture Workers (Commercial Applicators)	14	12.5%			●		
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THE TALENT ECOSYSTEM OF JACKSON COUNTY



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

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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



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
County
Economic Growth Region #

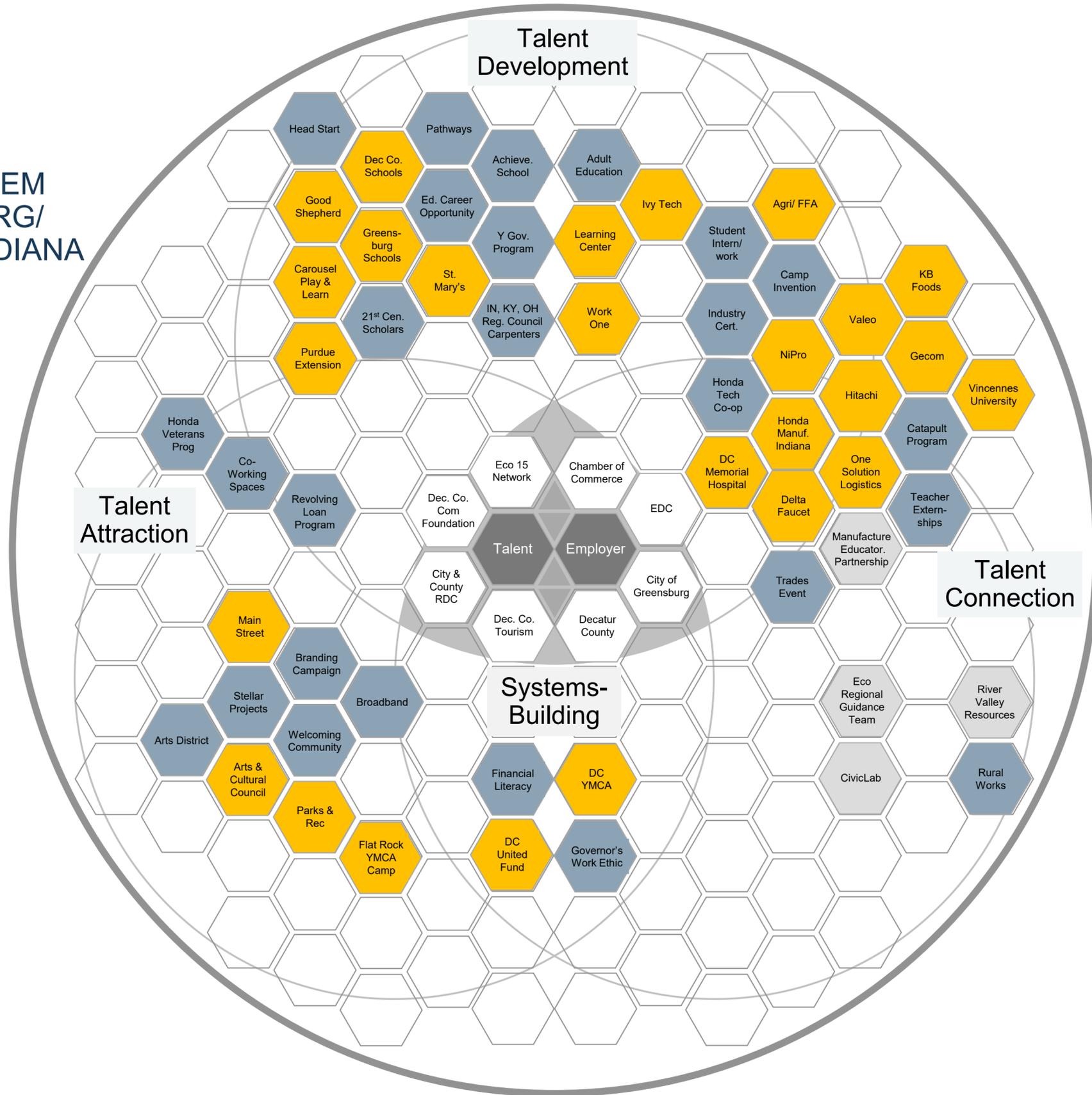
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CURRENT STATE DATA		COLLABORATIVE PARTNERSHIPS AND STRATEGIES				SHARED MEASURES				HIGH-DEMAND CAREERS AND CERTIFICATIONS				
TALENT ATTRACTION Leveraging the power of place to grow the population of the community and region 4.1% 2010-2018 Population Growth	Daily Net Commuting Pattern (2016)	+194	Increase Number and Variety of Quality Housing in Community: single-family, condos, townhouses, mixed use, market-rate apartments, and renovations/remodels Building Permits: <input type="text"/> - <input type="text"/> 46 <input type="text"/> 65 <input type="text"/>				Baseline Measure 2018 Current 2025 Goal Progress Trend				Decatur County KEY ECONOMIC CLUSTERS: Manufacturing, Information Technology, Healthcare, Education, Agriculture Science Employment: 14,851 Entry Level Wage: \$21,356 Average Hourly Wage: \$22.55 Avg. Annual Job Openings: <input type="text"/> 2026 Projected Growth: <input type="text"/>			
	Net Migration (2017)	18	Quality of Experience: Cultural Events, Sports Tournaments, Community Family Activities Activity outcomes will be tracked at the local level				Walkscore.com Walkability #: <input type="text"/> <input type="text"/> 60 <input type="text"/> 75 <input type="text"/>							
	Population (2017)	26,794	Quality of Place: Build an attract investment in Q of P infrastructure, including: trails; small businesses such as coffeehouses and "third place" entities; fitness facilities; daycare; and family facilities such as parks and greenspaces Welcoming and Integration Initiatives: Community appearance, outreach, communication Activity outcomes will be tracked at the local level				Activity outcomes will be tracked at the local level							
	Population Growth Projection (2010-2040)	7%	Attracting Targeted Populations: Veterans, Young Families, Returning Grads; Diverse residents Activity outcomes will be tracked at the local level				Activity outcomes will be tracked at the local level							
	Housing Costs % of Median Income	16%	Early Learning Initiatives: Greensburg Pre-School; On My Way Pre-K; Childcare for 2 nd & 3 rd Shift Kindergarten Return Rate: <input type="text"/> 4.5% <input type="text"/> 6.3% <input type="text"/> 3.0% <input type="text"/>				# Participation in Targeted Initiatives: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>							
	Life Expectancy	78.1yrs	Innovative School Initiatives: Cyber Academy; Ag School; Z Space Lab; Design Innovation Labs; Career Tech Education # Participation in Targeted Initiatives: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>				# Participation in Targeted Initiatives: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>							
	Obesity Rate	32.7%	Career Exploration Initiatives: Apprenticeships; Internships; Catapult Training; EIAHEC; FAM # Participation in Targeted Initiatives: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>				# Participation in Targeted Initiatives: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>							
TALENT DEVELOPMENT Building a home-grown learning system to cultivate talent and increase educational attainment 32.8% → 40% 2025 Goal 2016 Educational Attainment Rate	Youth Poverty Rate	21.38%	EARLY LEARNING Population Ages 0-5: <input type="text"/> 1,684	K-12 Enrollments: <input type="text"/> 4,371 Completion Goal per Year: <input type="text"/> 97%	POST-SECONDARY Enrollments: <input type="text"/> 336 Completion Goal per Year: <input type="text"/> 75%	ADULTS Adults with at least some College Population: <input type="text"/> 8,521 (47%) Goal 2025: <input type="text"/> 65%	Affordability Initiatives: FAFSA Completions; 21 st Cen. Scholars; State Transfer Gen Education Core; Shelby Promise FAFSA Completion Rate: <input type="text"/> 45% <input type="text"/> 75% <input type="text"/> 85% <input type="text"/>				Progress Trend			
	Youth Uninsured Rate	5.8%	Manufacturing Education Partnership (MEP) Decatur Co. 2014-15 Baseline 2018-19 Current 2024-25 Goal Progress Trend Pathway Enrollments: <input type="text"/> N/A <input type="text"/> 20% <input type="text"/> 24% <input type="text"/> -				Industrial & Mechanical Engineers: 1892 18% <input type="text"/>							
	Free/Reduced Lunch	51.34%	Healthcare Network Pathway Enrollments: <input type="text"/> N/A <input type="text"/> 27% <input type="text"/> 32% <input type="text"/> -				Industrial Production Managers: 584 8.1% <input type="text"/>							
	Dual Credit	85.6%	Information Technology Pathway Enrollments: <input type="text"/> N/A <input type="text"/> 10% <input type="text"/> 15% <input type="text"/> -				Industrial Machinery Mechanics: 631 12.0% <input type="text"/>							
	High School Graduation Rate	95%	Education Pathway Enrollments: <input type="text"/> N/A <input type="text"/> 3% <input type="text"/> 7% <input type="text"/> -				Registered Nurses: 1693 20.7% <input type="text"/>							
	Post-Secondary Attainment Rate	45.7%	Agriculture Pathway Enrollments: <input type="text"/> N/A <input type="text"/> 8% <input type="text"/> 11% <input type="text"/> -				Nursing Assistants (CNA) & Medical Assistants (CMA): 2483 19% <input type="text"/>							
	TALENT CONNECTION Coordinating talent with equitable economic opportunities to raise household income and earnings 11.46% 2010-2017 Median Income Growth	Labor Force	15,535	Other Programs and Pathways				Computer Systems Analysts: 276 9.9% <input type="text"/>						
Unemployment Rate		2.82%	Education				Computer User Support Specialist: 233 10.7% <input type="text"/>							
Youth Unemployment		2.9%	Education				Network and Computer Systems Administrators/Analysts: 32 18.2% <input type="text"/>							
Workforce Participation Rate		67.88%	Education				Elementary, Middle & Secondary School Teachers: 243 11.3% <input type="text"/>							
Avg. Weekly Wages		\$899	Education				Early Childhood Educators & Daycare: 1360 8.2% <input type="text"/>							
Median Income		\$55,808	Education				Ag Business Specialist/Mgmt: 14 12.5% <input type="text"/>							
Job Growth (2010-2017)		23.5%	Education				Ag Business Specialist/Mgmt: 14 12.5% <input type="text"/>							
Average Wage Growth (2010-2017)	23%	Education				Ag Business Specialist/Mgmt: 14 12.5% <input type="text"/>								





THE TALENT ECOSYSTEM OF CITY OF GRENSBURG/ DECATUR COUNTY, INDIANA



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