



# 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

Cities and Towns: Carmel, Fishers, Noblesville, Westfield, Arcadia, Atlanta, Cicero, Sheridan  
County: Hamilton

Version: 11/01/2019

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>330,402 → 356,846</b>  2019-2024 Population Growth	Daily Net Commuting Pattern (2016)	12,224 out 5,390 in	Attraction Marketing Initiatives: Hamilton County Economic Development and Tourism, Tmap, Indy Chamber, InVets, HS and College Alumni				HCEDC Web Traffic	2019 Baseline: 4,000	2020 Goal: 6,000	Progress Trend:					
	Net Migration (2017)	3,701	Targeted Population Initiatives: Veterans, Millennials, Entrepreneurs				Specific population tracked - under development								
	Population (2017)	330,402	Employer Engagement Strategies: Training/Retention/Post Secondary Internships and Apprenticeships				Employer engagement tracking - under development								
	Population Growth Projection (2010-2040)	39.26%	Welcoming Initiatives: Innovative Tourism Project, Westfield Welcome, Creative Economies Initiative, Chambers				Engagement tracking - under development								
	Housing Costs % of Median Income	35%	Attainable Workforce Housing Efforts with Elected Officials				Advocacy Initiatives - under development								
	Life Expectancy	81.78 yrs													
	Obesity Rate	25.90%													
<b>TALENT DEVELOPMENT</b>  Building a home-grown learning system to cultivate talent and increase educational attainment  2025 Goal <b>41.9% → 60%</b>  2016 Educational Attainment Rate	YOUTH		K-12		POST-SECONDARY		ADULTS								
	Youth Poverty Rate	5.47%	Population	97,503	Enrollments	57,723	Enrollments	3,436							
	Youth Uninsured Rate	4.1%	Completion Goal per Year		98%	Completion Goal per Year		60%							
	Free/Reduced Lunch	23.1%	Hamilton Workforce Innovation Network		HCWIN Completed Internship Programs		2018 Current	76	2021 Goal	100	Percent Increase	32%	Progress Trend		
	ISTEP Pass Rate	66.1%			CurioCity Completed Experiences (County-wide expansion opportunity)			382		420		10%			
	High School Graduation Rate	95.8%			CTE Signing Day Participation (HSE & Noblesville will be added)			145		-		20%			
	College 4-year On Time Graduation	47.3%			High School Career Tracking System Created with Partners		Under Development								
	College 2-year On Time Graduation	13.9%			Hamilton County Companies Post Secondary Internships posted on Indiana InterNET			34		44		30%			
	Credentials/Military Svc/Apprenticeships	TBD			Veterans Programs: Job Ready Vets, INVets			13,847	Will be tracked through Veterans organizations						
					Entrepreneurial Program: Launch Fishers, IoT Lab, Test Kitchen, Ivy Tech Future Work Lab, TechPoint, AgriNovis,		Will be tracked with partners								
<b>TALENT CONNECTION</b>  Coordinating talent with equitable economic opportunities to raise household income and earnings  <b>10%</b>  2010-2018 Median Income Growth	Labor Force	179,378	Internships, SEALS, and Certification Initiatives: K-12 career and post secondary programs. Regional Employer Program.		Current Employees	2,189	2020-21 Goal	-	Progress Trend						
	Unemployment Rate	2.54%				1,109		-							
	Workforce Participation Rate	69.8%				1,010		-							
	Avg. Hourly Wages	\$26.38	Hamilton County Industry Sector Network		Internship and career education Initiatives: K-12 career education with regional employers.			3,148		-					
	Median Income	\$90,600						4,965		-					
	Job Growth (2010-2017)	17.6%						4,220		-					
					Apprenticeship, Internships, Certifications, and Employer Training Initiatives: K-12 and secondary programs with regional employers			1,991		-					
								6,409		-					
					Business Attraction and Retention, Post Secondary Education Opportunities			101		-					
								2,027		-					
										Existing Strategies New Strategies New Investment					
										<b>HAMILTON COUNTY</b> Carmel, Fishers, Noblesville, Westfield, Arcadia, Atlanta, Cicero, Sheridan  Employment: 158,935 Entry Level Wage: \$21,728 Average Hourly Wage: \$26.38  Avg. Annual Job Openings: [ ] 2024 Projected Growth: [ ]  <b>KEY ECONOMIC CLUSTERS</b> Healthcare, Finance & Insurance, Technology, Manufacturing, Construction					
										Registered Nurses: 141 (7%) Occupational/Physical Therapists: 89 (18%) Certified Nursing Assistant: 132 (15%) Sales Agents: 358 (9%) Finance & Insurance Support: 661 (6%) Financial Specialists: 437 (10%) Management & Supervisors: 212 (12%) Skilled Craftpersons: 803 (11%) Information Security Analysts: 11 (22%) Software, Development, & Support: 188 (13%)					





# THE TALENT ECOSYSTEM OF HAMILTON COUNTY



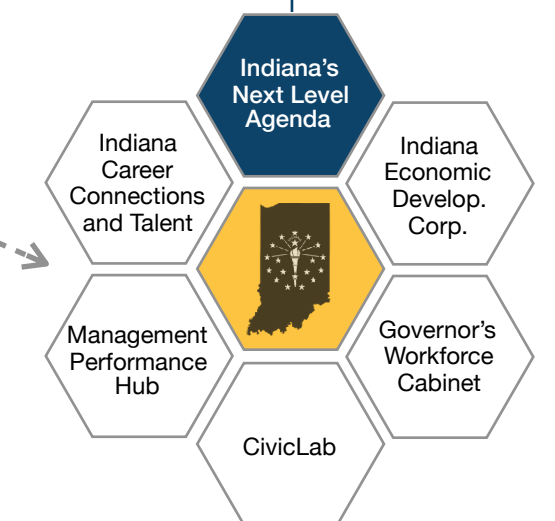
**Career Connections and Talent**  
Focusing on Indiana's premier challenge: creating solutions in career connections and talent pipelines

**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

**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