




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

North Central Indiana Region:
Cass, Clinton, Fulton, Howard,
Miami, Tipton

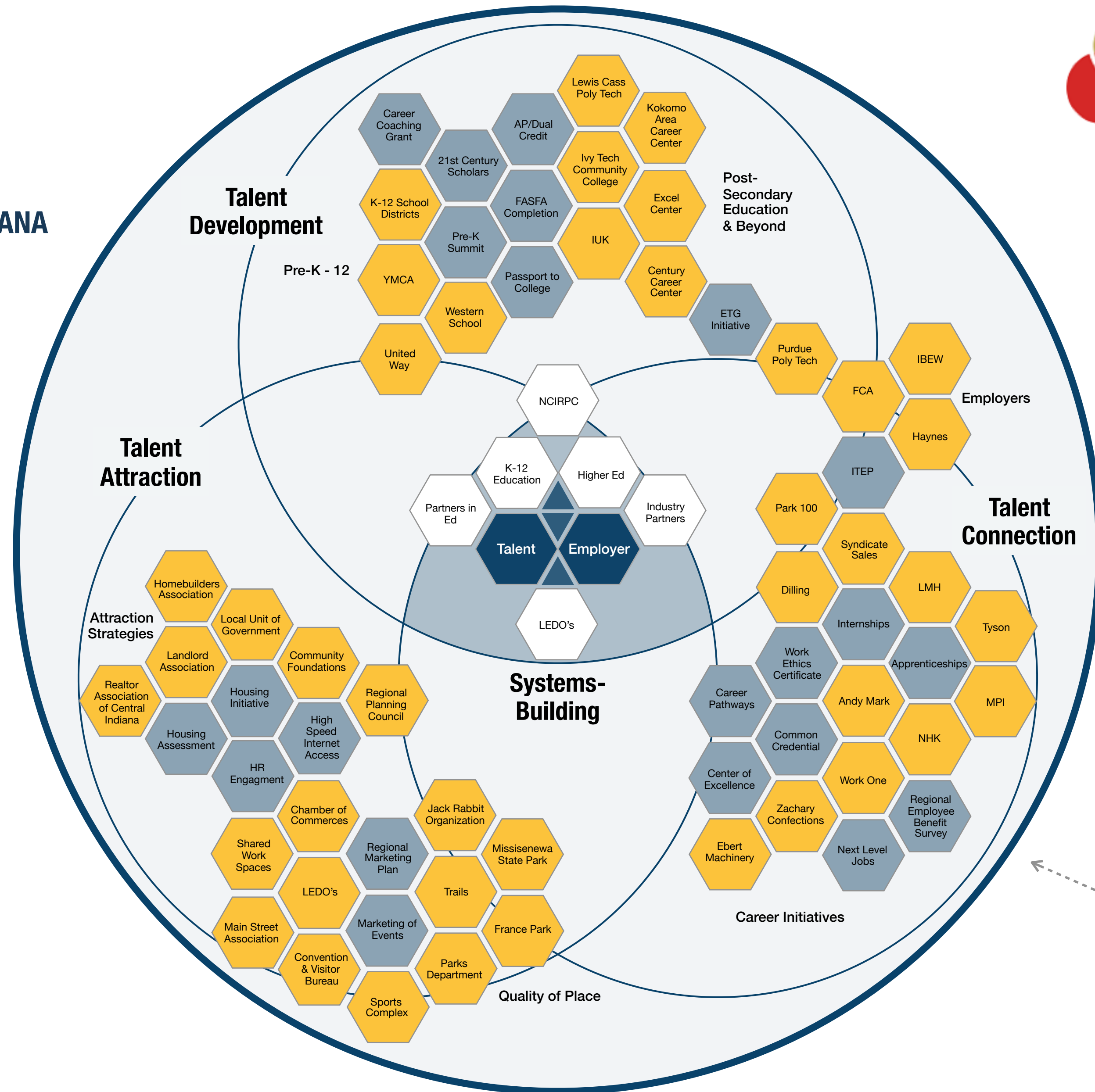
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CURRENT STATE DATA		COLLABORATIVE PARTNERSHIPS AND STRATEGIES				SHARED MEASURES			HIGH-DEMAND CAREERS AND CERTIFICATIONS																																																																														
TALENT ATTRACTION Leveraging the power of place to grow the population of the community and region 2025 Goal -2% → 1% 2010-2017 Population Growth	Daily Net Commuting Pattern (2016)	476 638	NCIRPC Regional Marketing Plan: Create a marketing plan to bring interest and exposure to the work being done in the region.				Possible Shared Measure: Year to year growth from Website visits: Imbedded Google Analytics			<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  NORTH CENTRAL INDIANA ECONOMIC DEVELOPMENT PARTNERSHIP </div> <div style="width: 45%; text-align: right;"> KEY ECONOMIC CLUSTERS Cass, Clinton, Fulton, Howard, Miami, Tipton counties Employment: 103,365 Entry Level Wage: \$19,947 Average Hourly Wage: \$19.53 </div> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>Avg. Annual Job Openings</th> <th>2028 Projected Growth</th> <th>Healthcare</th> <th>Manufacturing</th> <th>Agri-Business</th> <th>Transportation and Logistics</th> <th>Pharmaceuticals</th> </tr> </thead> <tbody> <tr> <td>Production Occupations</td> <td>2,000</td> <td>2%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> <tr> <td>Maintenance Technicians</td> <td>463</td> <td>3%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> <tr> <td>Production Managers</td> <td>92</td> <td>2%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> <tr> <td>Manufacturing Jobs</td> <td>3,469</td> <td>2%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> <tr> <td>Teachers</td> <td>302</td> <td>-9%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> <tr> <td>Nursing</td> <td>443</td> <td>4%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> <tr> <td>Industrial Maintenance</td> <td>514</td> <td>5%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> <tr> <td>Certified Medical Assistant</td> <td>42</td> <td>7%</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> <td>●</td> </tr> </tbody> </table>							Avg. Annual Job Openings	2028 Projected Growth	Healthcare	Manufacturing	Agri-Business	Transportation and Logistics	Pharmaceuticals	Production Occupations	2,000	2%	●	●	●	●	●	Maintenance Technicians	463	3%	●	●	●	●	●	Production Managers	92	2%	●	●	●	●	●	Manufacturing Jobs	3,469	2%	●	●	●	●	●	Teachers	302	-9%	●	●	●	●	●	Nursing	443	4%	●	●	●	●	●	Industrial Maintenance	514	5%	●	●	●	●	●	Certified Medical Assistant	42	7%	●	●	●	●	●
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Net Migration (2017)	-1,069 306																																																																																						
Population (2017)	223,358																																																																																						
Population Growth Projection (2010-2040)	-14.41%																																																																																						
Housing Costs % of Median Income	1.85	Human Resource Engagement / HR Advisory Group / Employer-Educator Council				Possible Shared Measure: # of Partners Engaged based on stakeholder mapping TBD																																																																																	
Life Expectancy	76.30	Diversify Housing Inventory / Strengthen RACI/HBA/EO Relationships				Single Family Housing Permits: 2,726 (Current), TBD (Goal)																																																																																	
Obesity Rate	32.97%																																																																																						
Average Median Age of Population	41.22																																																																																						
TALENT DEVELOPMENT Building a home-grown learning system to cultivate talent and increase educational attainment 2025 Goal 27.20% → 32% 2016 Educational Attainment Rate			YOUTH	K-12	POST-SECONDARY	ADULTS																																																																																	
	Youth Poverty Rate	27.42%	Population: 52,211	Enrollments: 38,699	Enrollments: 4,861 <small>FALL 2019 (Ivy Tech Kokomo + Indiana University Kokomo)</small>	Population: 154,412																																																																																	
	Youth Uninsured Rate	7.20%																																																																																					
	Free/Reduced Lunch	50.80%	Pre-K Summit – Awareness around need and support. Provide a way to connect current Pre-K providers with resources.				TBD TBD TBD																																																																																
	ISTEP Pass Rate	45.60%																																																																																					
	High School Graduation Rate	92.70%	K-12 FASFA Completion Initiative				FASFA Completion: 55.9% 60%																																																																																
	Post-Secondary Attainment Rate	27.20%	Increase AP/Dual Credit that is earned in our region (K-12)				Dual Credit/AP Enrollment: 64.9% 67%																																																																																
	% of Graduates without Any Post Secondary	39.90%	Increase regional ETG participants and Employer Training Grant submissions				Regional Participation: 45 TBD																																																																																
	% of High School Grads going to College	58.83%																																																																																					
	% of High School Grads going to Work	41.17%																																																																																					
TALENT CONNECTION Coordinating talent with equitable economic opportunities to raise household income and earnings 2025 Goal \$44,558 → \$50,686 2010-2025 Median Income Growth	Labor Force	108,824	Develop a Manufacturing Center of Excellence: Create a clearinghouse for employer engagement for the region.				Level of engagement from industry partners. Program plans. Enrollments Industrial Maintenance or Manufacturing.			Production Occupations: 2,000 2%																																																																													
	Unemployment Rate	3.27%								Maintenance Technicians: 463 3%																																																																													
	Youth Unemployment	11.80%								Production Managers: 92 2%																																																																													
	Workforce Participation Rate	57.65%																																																																																					
	Avg. Weekly Wages	\$830.80	Perform a regional benefits survey to get perspective on current deficiencies and needs.				Inc. in Median Weekly Income: \$832.80 \$840.00			Manufacturing Jobs: 3,469 2%																																																																													
	Median HH Income	\$50,686																																																																																					
	Job Growth (2010-2017)	9.20%																																																																																					
	Job Growth (2013-2018)	4.20%	Create and Develop Three New Dual Credit/Dual Enrollment Pathways				Shared Measure: TBD			Teachers: 302 -9%																																																																													
	Average Wage Growth (2010-2017)	22.53%								Nursing: 443 4%																																																																													
	Average Wage Growth (2013-2018)	16.75%								Industrial Maintenance: 514 5%																																																																													
Average Earnings per Job (2017)	\$42,400								Certified Medical Assistant: 42 7%																																																																														





THE TALENT ECOSYSTEM OF NORTH CENTRAL INDIANA



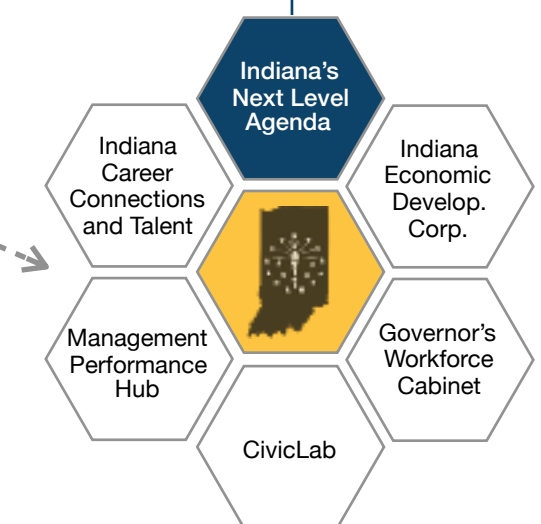
Career Connections and Talent
Focusing on Indiana's premier challenge: creating solutions in career connections and talent pipelines

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