

STATE OF THE WORKFORCE 2018

IGNITING THE REGION'S WORKFORCE



STATE OF THE WORKFORCE **2018**

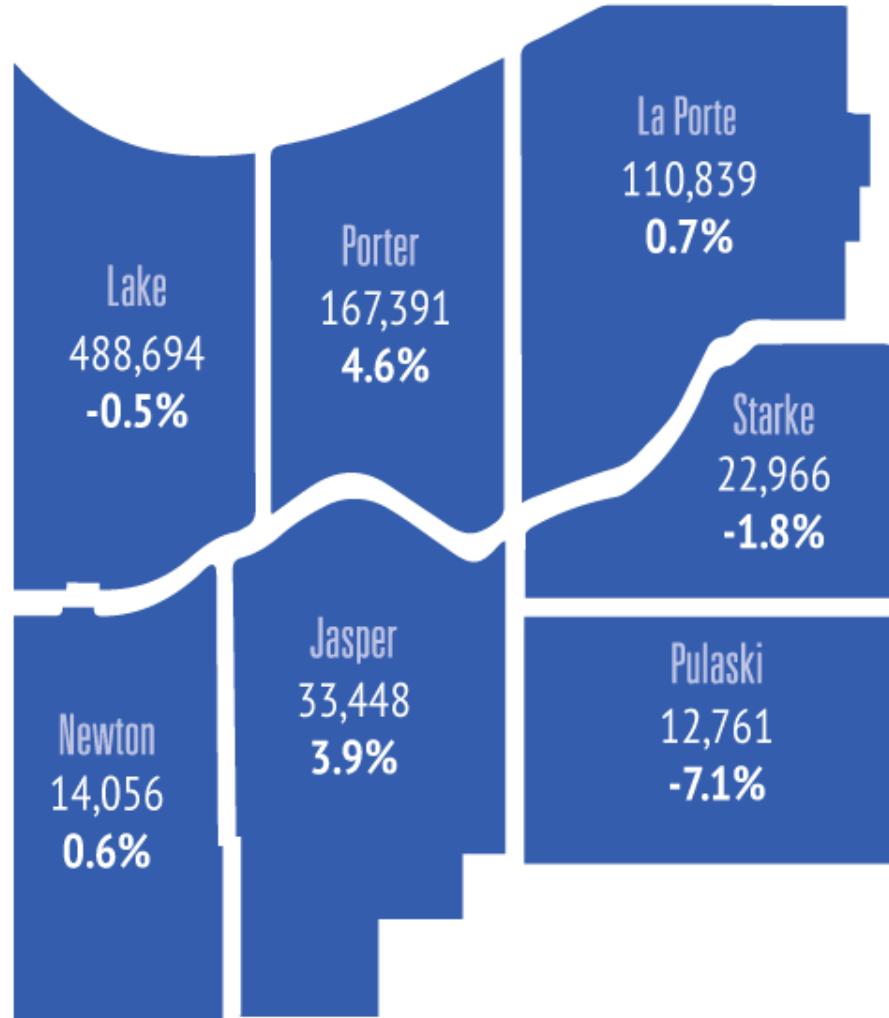
IGNITING THE REGION'S WORKFORCE

- Who is Available for Work?
- Where Does Our Workforce Work Now?
- Are Workers Prepared for Current & Future Jobs?
- Do Workers Earn Enough to Support Families?
- What are Implications for Regional Growth?

WHO IS AVAILABLE FOR WORK?

COUNTY POPULATION CHANGE SINCE 2009

NWI's total population has fallen over this same time period.



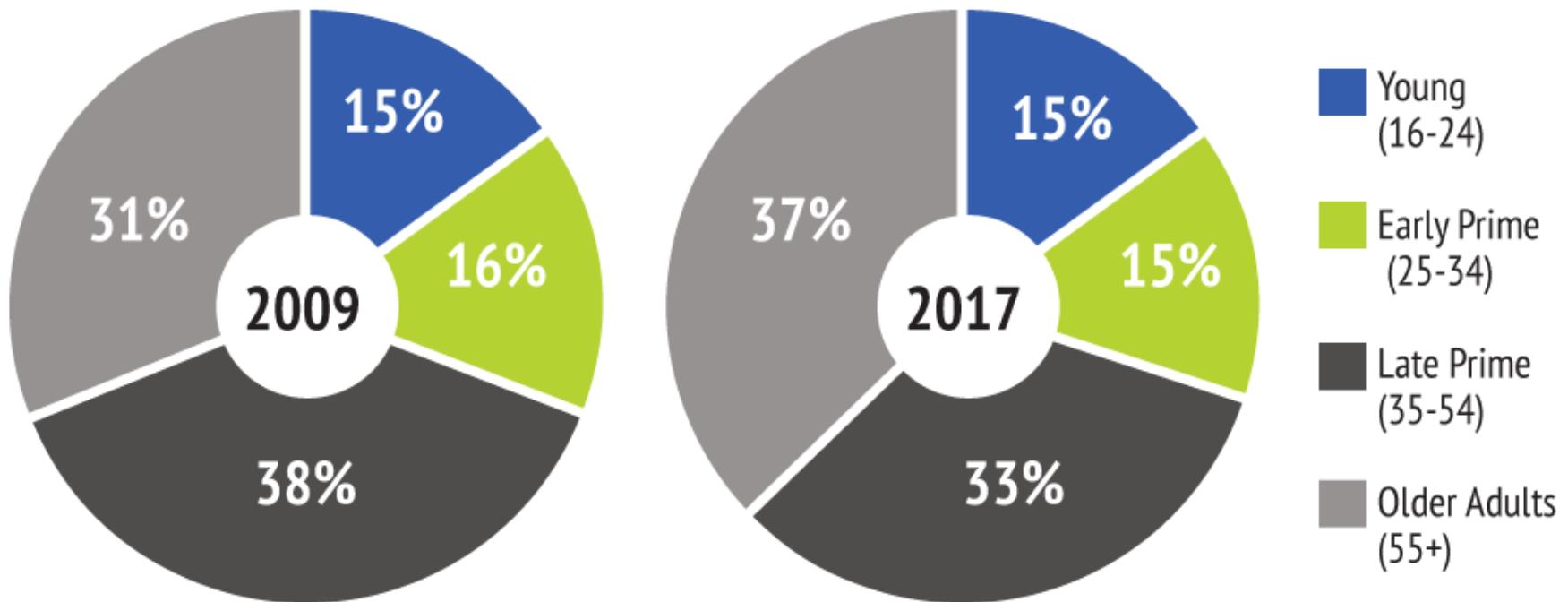
WHO IS AVAILABLE FOR WORK?

LABOR FORCE BY COUNTY WITH RATE CHANGE

	2017 Labor Force Participation Rate (16-64)	Rate Change since 2009
Jasper	72.6%	-5.3%
Lake	72.6%	-1.0%
La Porte	67.5%	-5.2%
Newton	71.1%	6.9%
Porter	73.5%	-2.4%
Pulaski	71.9%	-1.9%
Starke	69.0%	0.1%
NWI Total	72.0%	-2.0%
Indiana	74.5%	-1.2%
United States	73.9%	-0.7%

WHO IS AVAILABLE FOR WORK?

LABOR FORCE BY AGE GROUP



WHO IS AVAILABLE FOR WORK?

LABOR FORCE SIZE & UNEMPLOYMENT RATES

Current LMI Data

	Feb 2018 Labor Force Size	Feb 2019 Labor Force Size	Percentage Change	Feb 2018 Unemployment Rate	Feb 2019 Unemployment Rate	Percentage Change
Jasper	16,404	16,721	1.9%	5.2%	5.1%	-0.1%
Lake	230,497	234,962	1.9%	5.6%	5.8%	0.2%
La Porte	47,734	47,945	0.4%	5.3%	5.9%	0.6%
Newton	7,088	7,212	1.7%	5.7%	5.9%	0.2%
Porter	86,057	87,615	1.8%	4.5%	4.6%	0.1%
Pulaski	6,371	6,573	3.2%	3.6%	4.0%	0.3%
Starke	10,329	10,505	1.7%	5.4%	5.8%	0.4%
NWI	404,480	411,533	1.7%	5.3%	5.5%	0.2%

WHO IS AVAILABLE FOR WORK?

IMPLICATIONS:

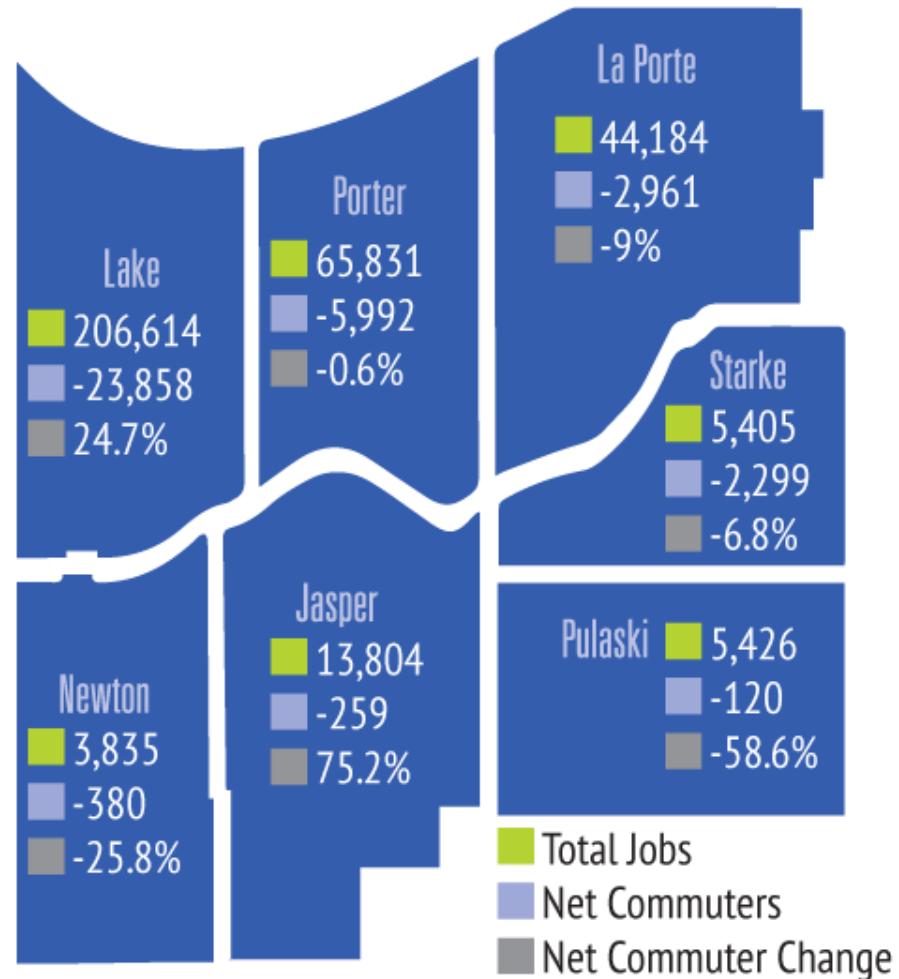
- **Quality of Place is Critical**
- **Technology and Automation can reduce pain points**
- **Employers need to cast a wider net**
- **The aging workforce as an asset**

WHERE DO OUR WORKERS WORK?

**NWI 2016
NET COMMUTERS
BY COUNTY: -38,423**

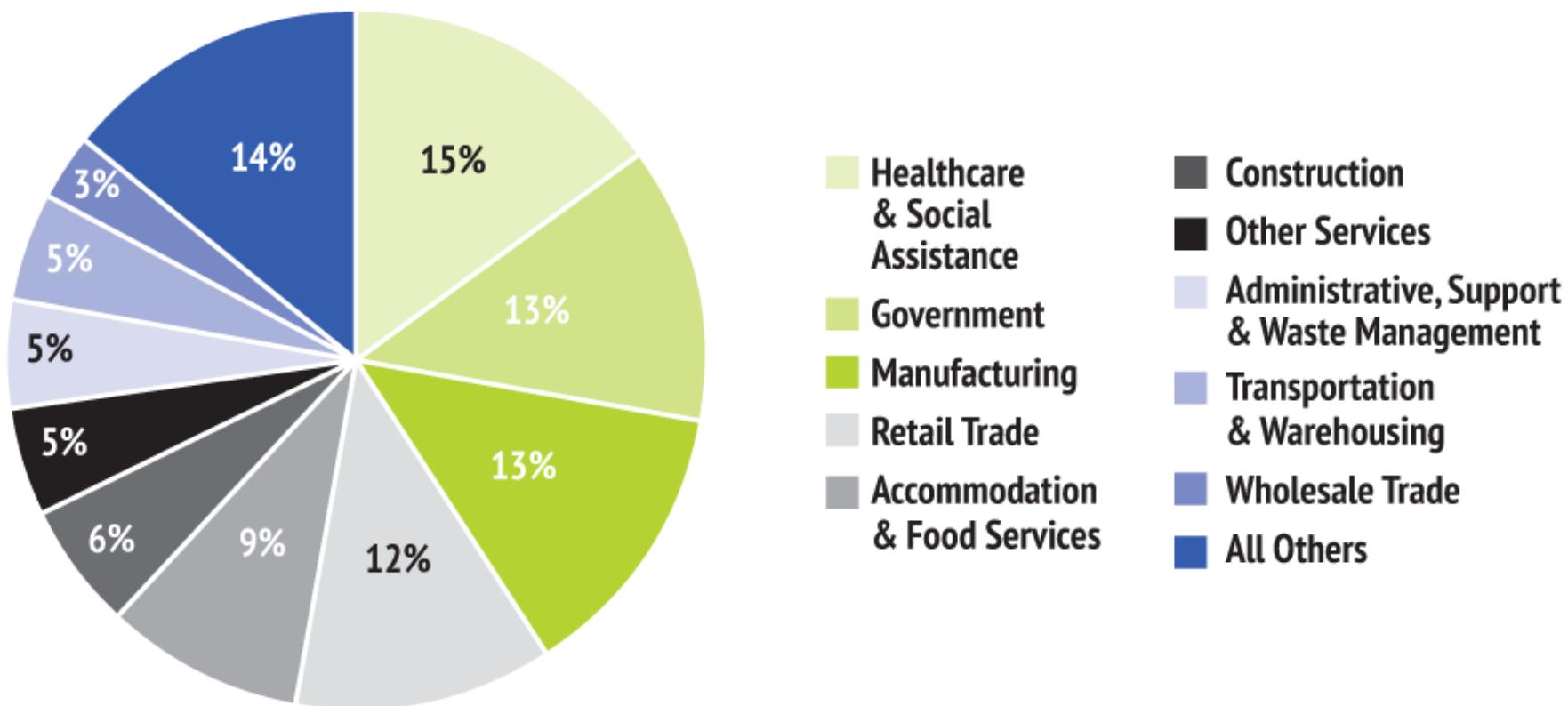
The number of people commuting from NWI to Illinois declined from 2009 to 2016

.25%



WHERE DO OUR WORKERS WORK?

EMPLOYMENT BY INDUSTRY



WHERE DO OUR WORKERS WORK?

TEN MOST COMMON OCCUPATIONS

	Jobs	Median Hr. Wage
Combined Food Preparation and Serving Workers, including Fast Food	12,291	\$8.98
Retail Salespersons	12,033	\$9.86
Cashiers	8,389	\$9.09
Registered Nurses	8,242	\$31.38
Office Clerks, General	7,327	\$14.85
Heavy & Tractor-Trailer Truck Drivers	6,656	\$21.66
Waiters & Waitresses	6,017	\$8.91
Janitors & Cleaners, Except Maids and Housekeeping Cleaners	6,003	\$12.70
General & Operations Managers	5,683	\$34.17
Secretaries & Administrative Assistants, Except Legal, Medical, and Executive	5,672	\$13.17

WHERE DO OUR WORKERS WORK?

IMPLICATIONS:

- Industrial employment distribution shift toward service industries
- Out-Commuters are talent base that can be harnessed
- Transportation is a two way street
- Funding is increasingly available for training in high-demand occupations

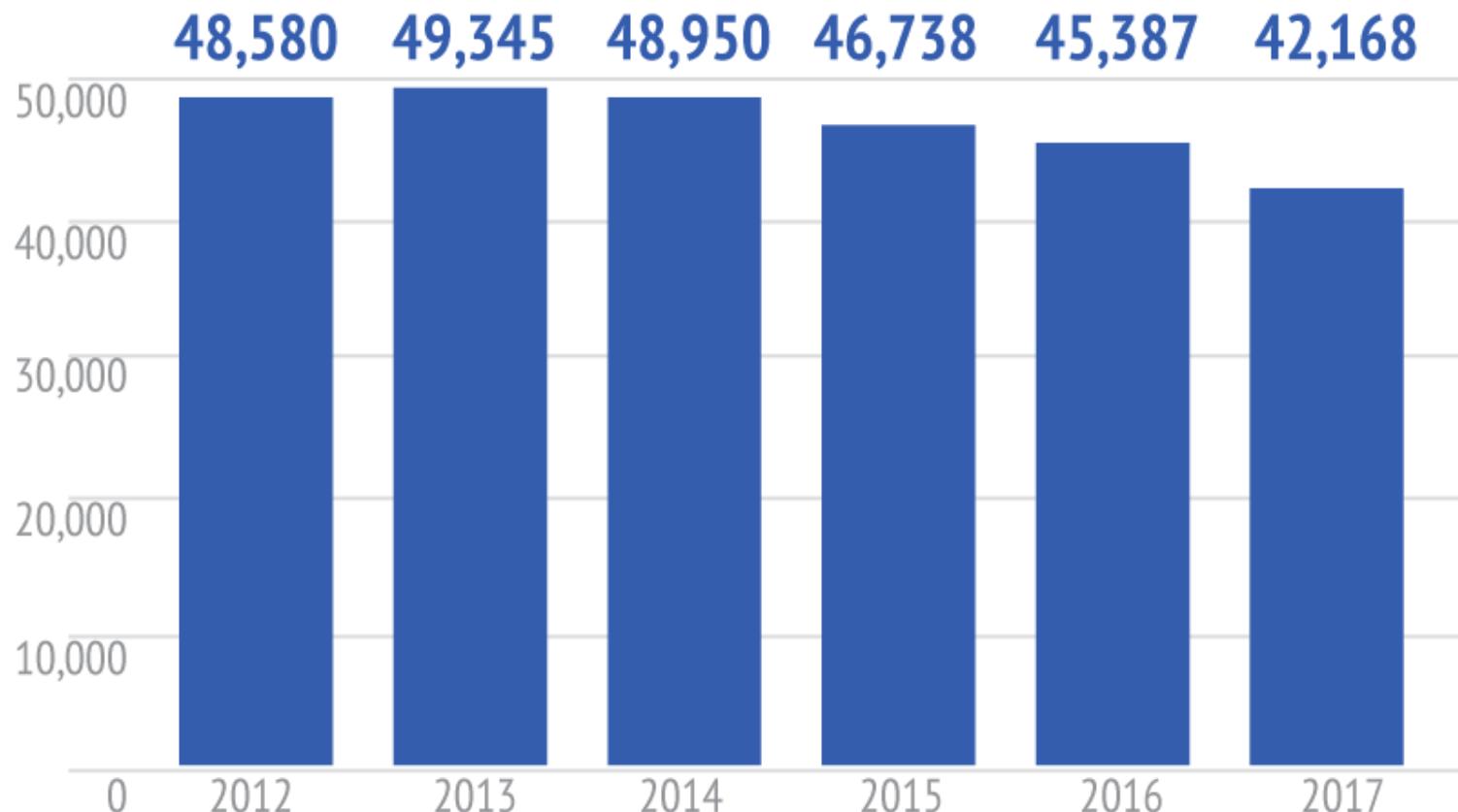
HOW PREPARED IS OUR WORKFORCE?

EDUCATIONAL ATTAINMENT

	18-24	25 - 34	35 - 44	45 - 64
No Diploma	18%	10%	9%	9%
	13,771	10,863	10,101	21,842
High School Diploma or Equivalent	37%	29%	29%	39%
	27,947	29,580	31,250	89,504
Some College, No Degree	34%	26%	24%	22%
	25,890	27,117	25,986	51,998
Associate's Degree	3%	10%	12%	9%
	2,460	10,463	13,317	20,705
Bachelor's Degree	7%	19%	17%	13%
	5,488	19,805	8,312	31,096
Graduate or Higher	1%	6%	7%	7%
	576	5,908	7,812	17,114

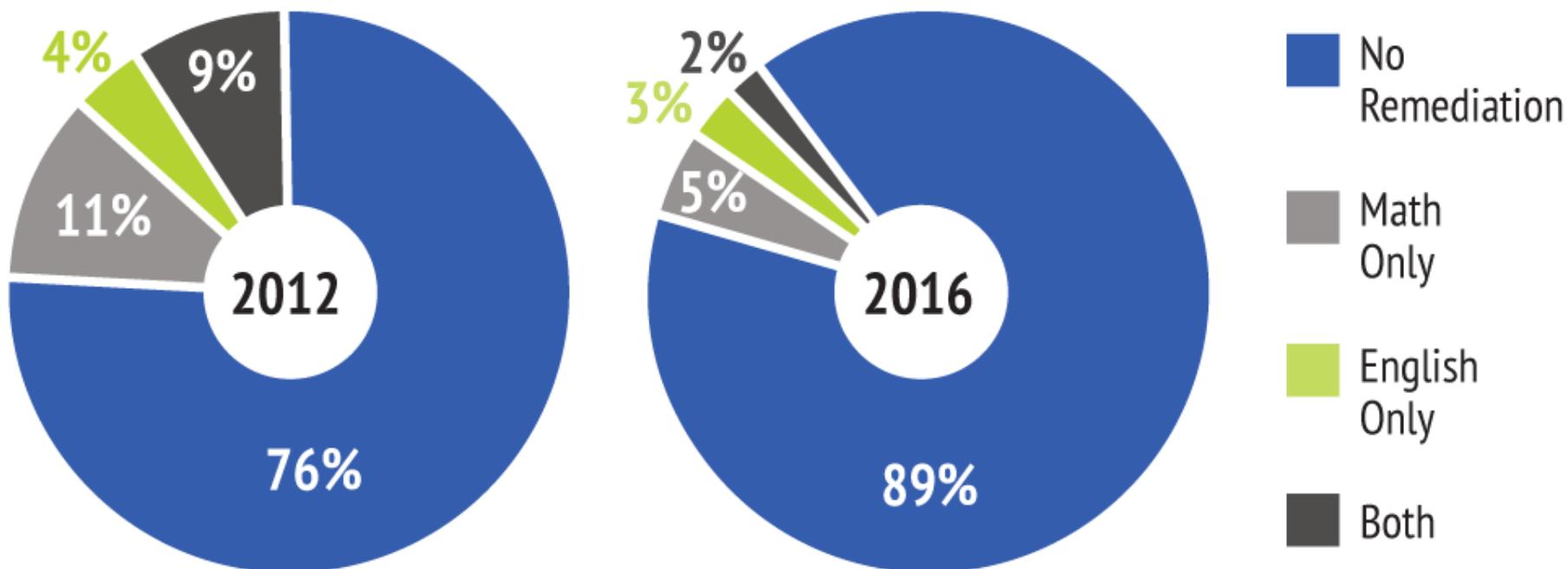
HOW PREPARED IS OUR WORKFORCE?

NWI COLLEGE & UNIVERSITY ENROLLMENT



HOW PREPARED IS OUR WORKFORCE?

COLLEGE REMEDIATION



HOW PREPARED IS OUR WORKFORCE?

IMPLICATIONS:

- Post-Secondary education will be the new minimum
- Soft skills are still key
- Higher education must become more accessible
- Employers as partners in the education system

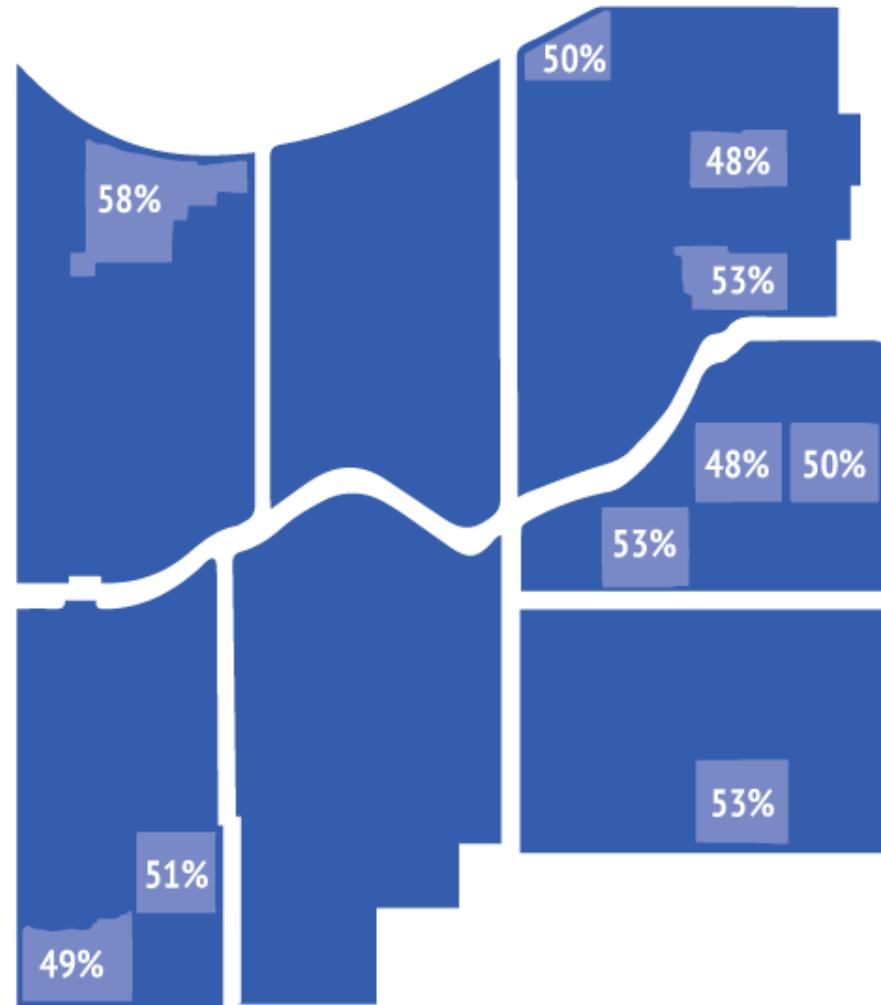
WHAT DO OUR WORKERS & FAMILIES EARN?

HOUSEHOLD POVERTY RATES

	2016 Rate	Change Since 2010
Jasper	7.8%	0.6%
Lake	15.3%	0.1%
La Porte	13.0%	-1.1%
Newton	11.0%	3.0%
Porter	8.7%	-2.2%
Pulaski	14.0%	-0.3%
Starke	13.9%	-0.6%
NWI Total	13.3%	-0.5%
Indiana	14.5%	0.4%
United States	12.7%	-1.6%

WHAT DO OUR WORKERS & FAMILIES EARN?

**PERCENTAGE OF
HOUSEHOLDS BELOW
ALICE SURVIVAL
BUDGET (2016)**



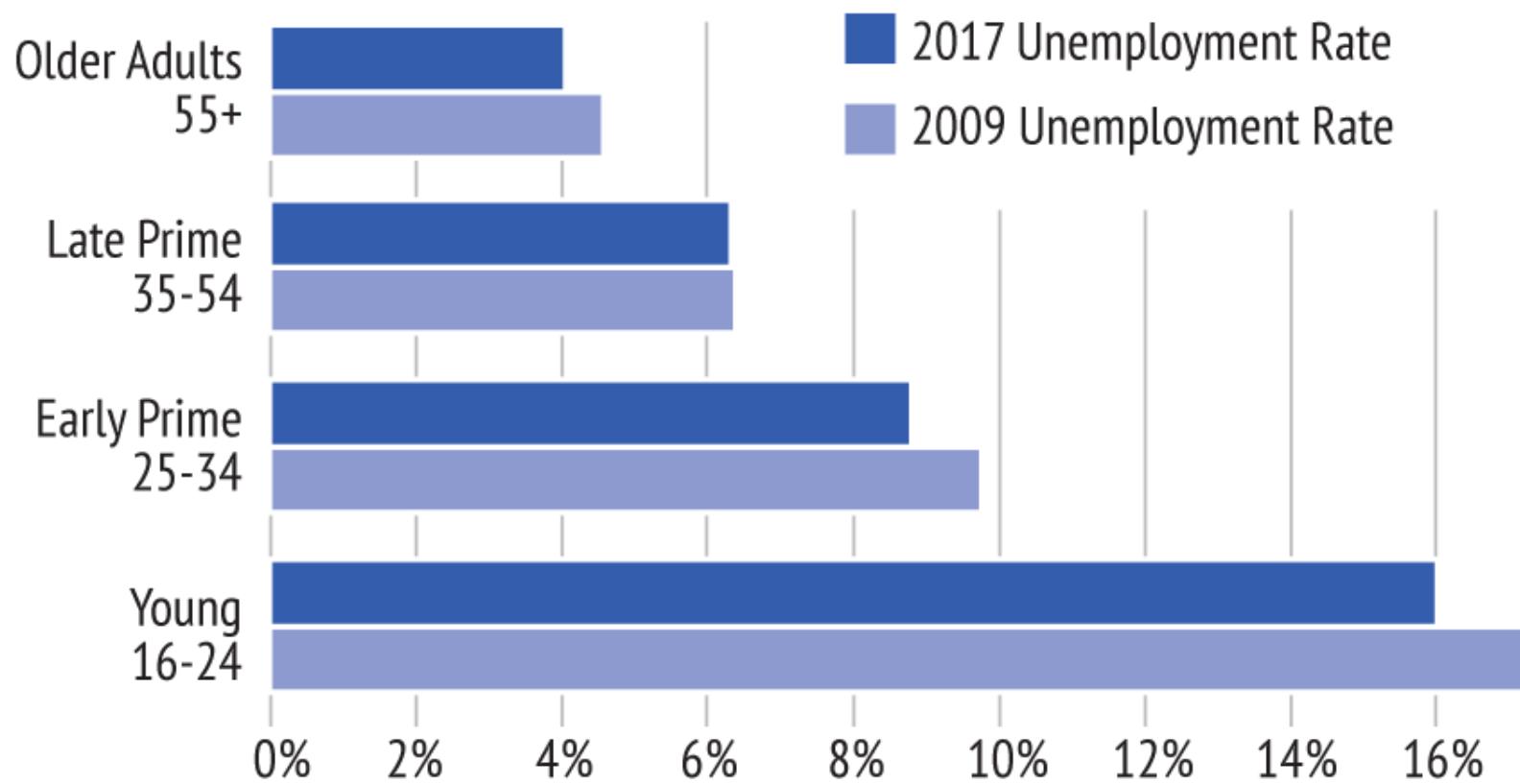
WHAT DO OUR WORKERS & FAMILIES EARN?

TEN MOST COMMON OCCUPATIONS

	NWI Median Hourly Wage	Remainder of Chicago MSA Median Hourly Wage
Combined Food Preparation & Serving Workers, Including Fast Food	\$8.98	\$10.13
Retail Salespersons	\$9.86	\$11.20
Cashiers	\$9.09	\$10.28
Registered Nurses	\$31.38	\$35.97
Office Clerks, General	\$14.85	\$17.00
Heavy & Tractor-Trailer Truck Drivers	\$21.66	\$22.32
Waiters & Waitresses	\$8.91	\$9.76
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	\$12.70	\$13.39
General & Operations Managers Secretaries & Administrative	\$34.17	\$53.65
Assistants, Except Legal, Medical, & Executive	\$13.17	\$17.82

WHAT DO OUR WORKERS & FAMILIES EARN?

UNEMPLOYMENT BY AGE



WHAT DO OUR WORKERS & FAMILIES EARN?

IMPLICATIONS:

- **Poverty remains stable**
- **Integrated education as a hiring strategy**
- **Deliberate career pathways**
- **We must be lifelong learners**

MAJOR TRENDS IMPACTING WORKFORCE & ECONOMY

- Automation
- Digitalization
- Hybridization
- Deliberate Development



OUR REGIONAL STRENGTHS TO BUILD ON

- **We are producers by nature**
- **We are more diverse than the state**
- **We graduate high school more ready to work and learn than ever**
- **We are regional and mobile**



Northwest Indiana **WORKFORCE BOARD**

Thank you for joining us today!

Special thanks to **IBEW Local 531** for their general sponsorship commitment towards today's event.

