

# NEXT LEVEL VISION

*A look at Indiana's Labor Market &  
Demand-Driven Workforce Development System*

*Nicholas Goodwin, DWD Chief Strategy Officer*



# WHERE HAVE WE BEEN AND WHERE ARE WE PROJECTED TO GO?

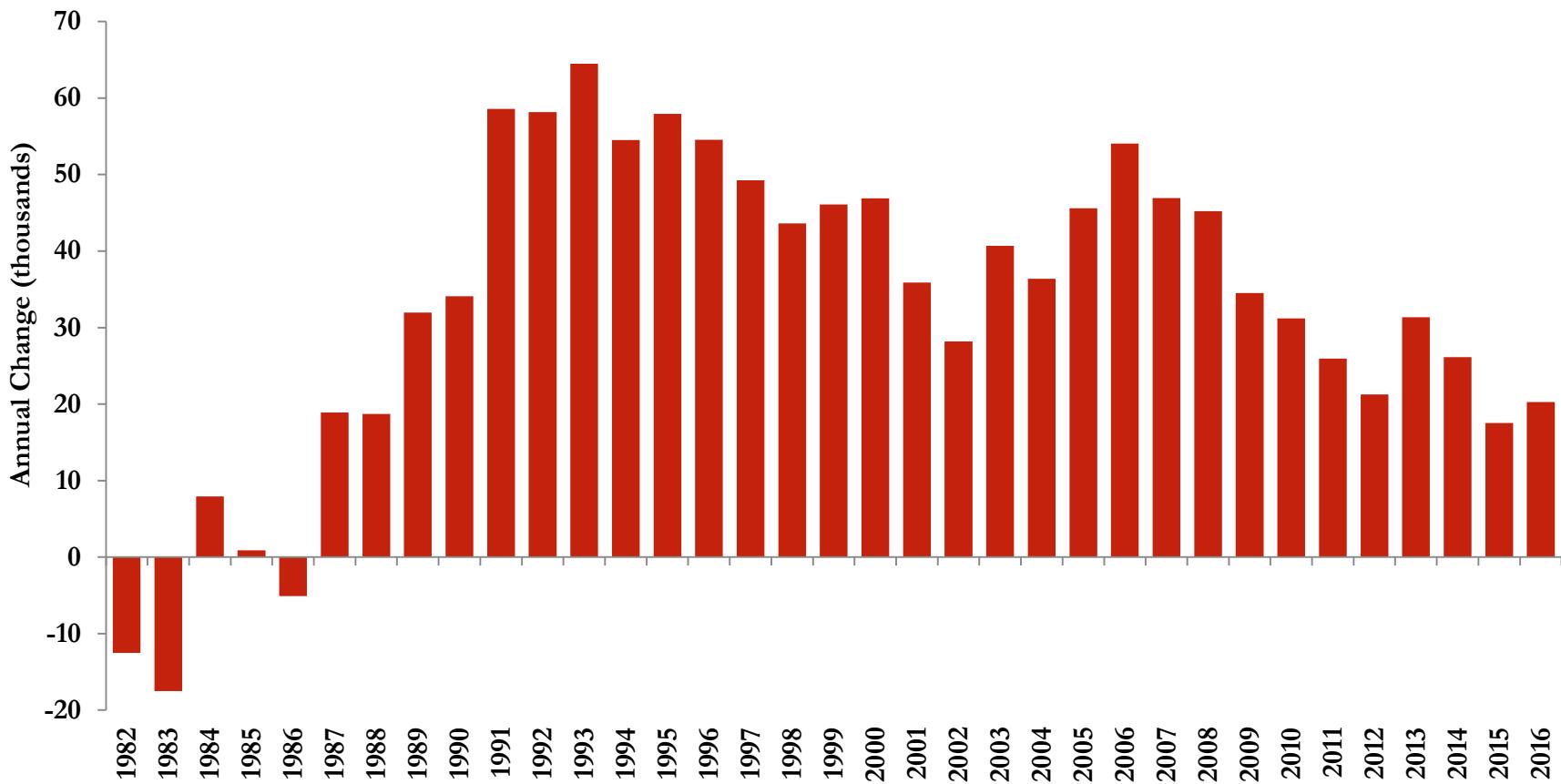
*A Look at Population and Labor Force Trends*



# SLUGGISH POPULATION GROWTH

So far this decade, Indiana's population is growing by an average of 24,800 residents per year, compared to 40,300 in 2000s and 53,600 in 1990s

**Indiana Annual Population Change, 1982 to 2016**

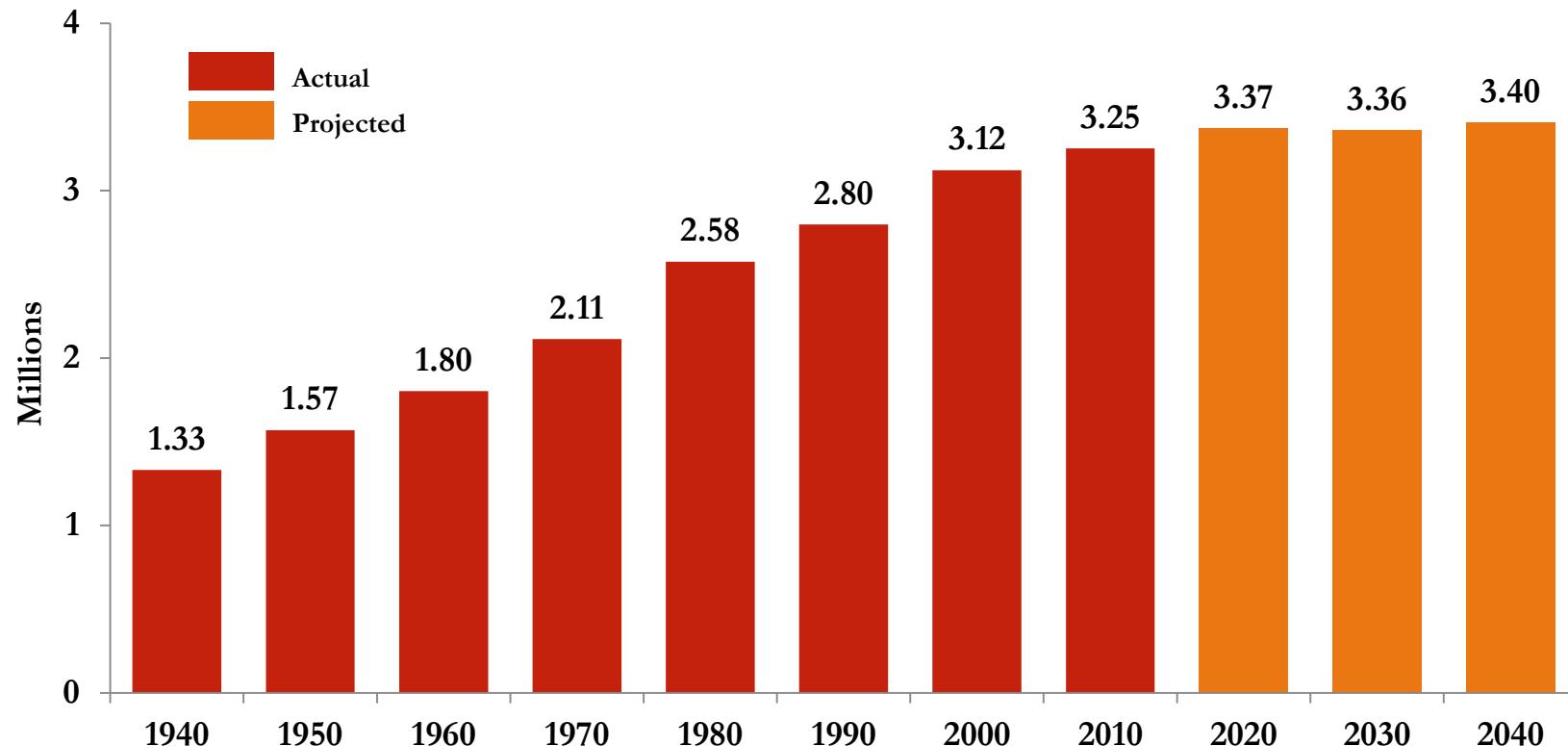




# INDIANA'S LABOR FORCE GROWTH

Indiana's labor force doubled from 1.57 million in 1950 to 3.12 million in 2000. The largest jump in Indiana's labor force occurred during the 1970s when the state added more than 460,000 workers.

**Indiana's Total Labor Force, 1940 to 2040**

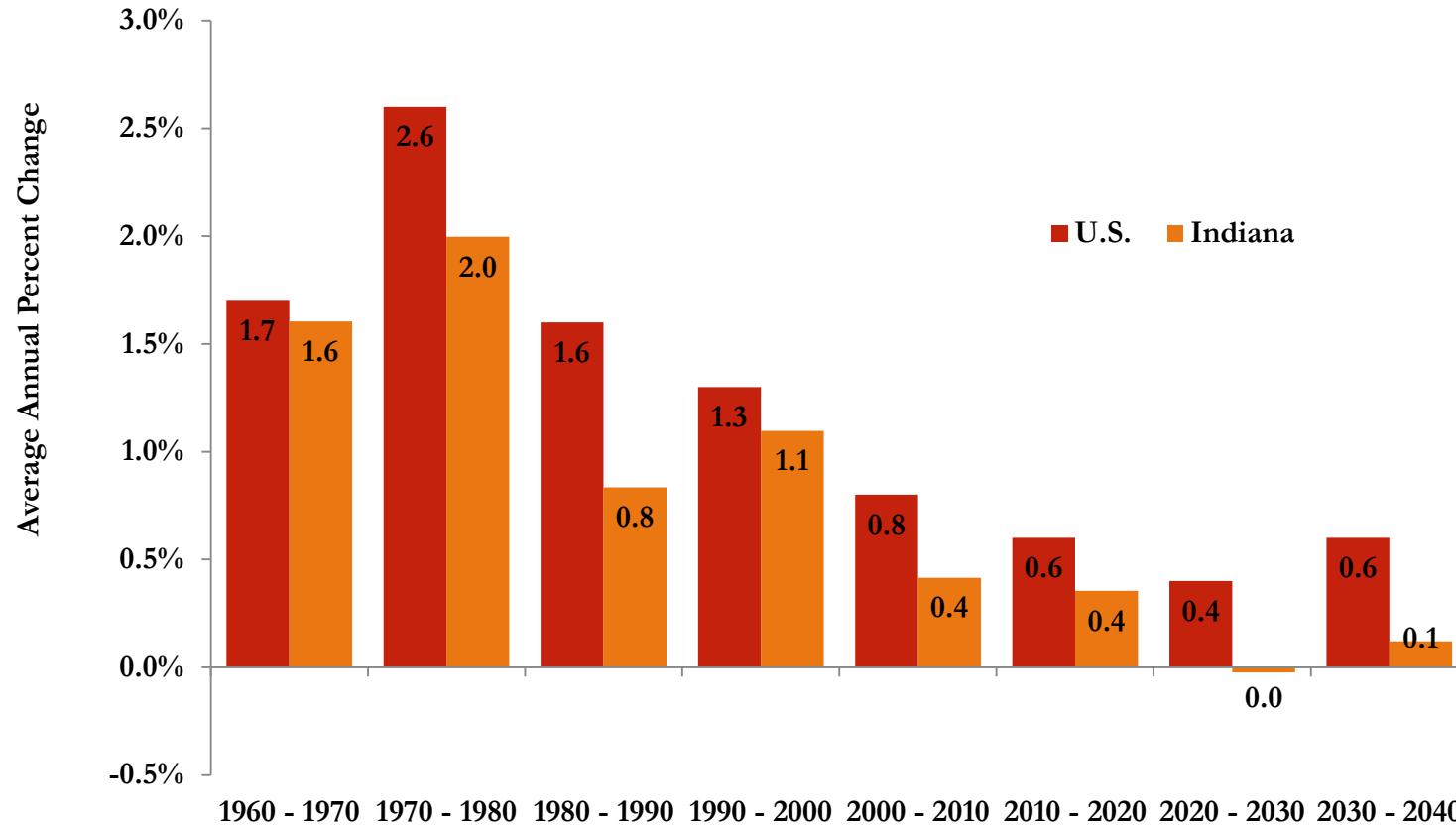




# LABOR FORCE CHANGE IN PERSPECTIVE

U.S. labor force growth expected to slow in coming decades, as well.

**Labor Force Growth Rates by Decade, 1960 to 2040**

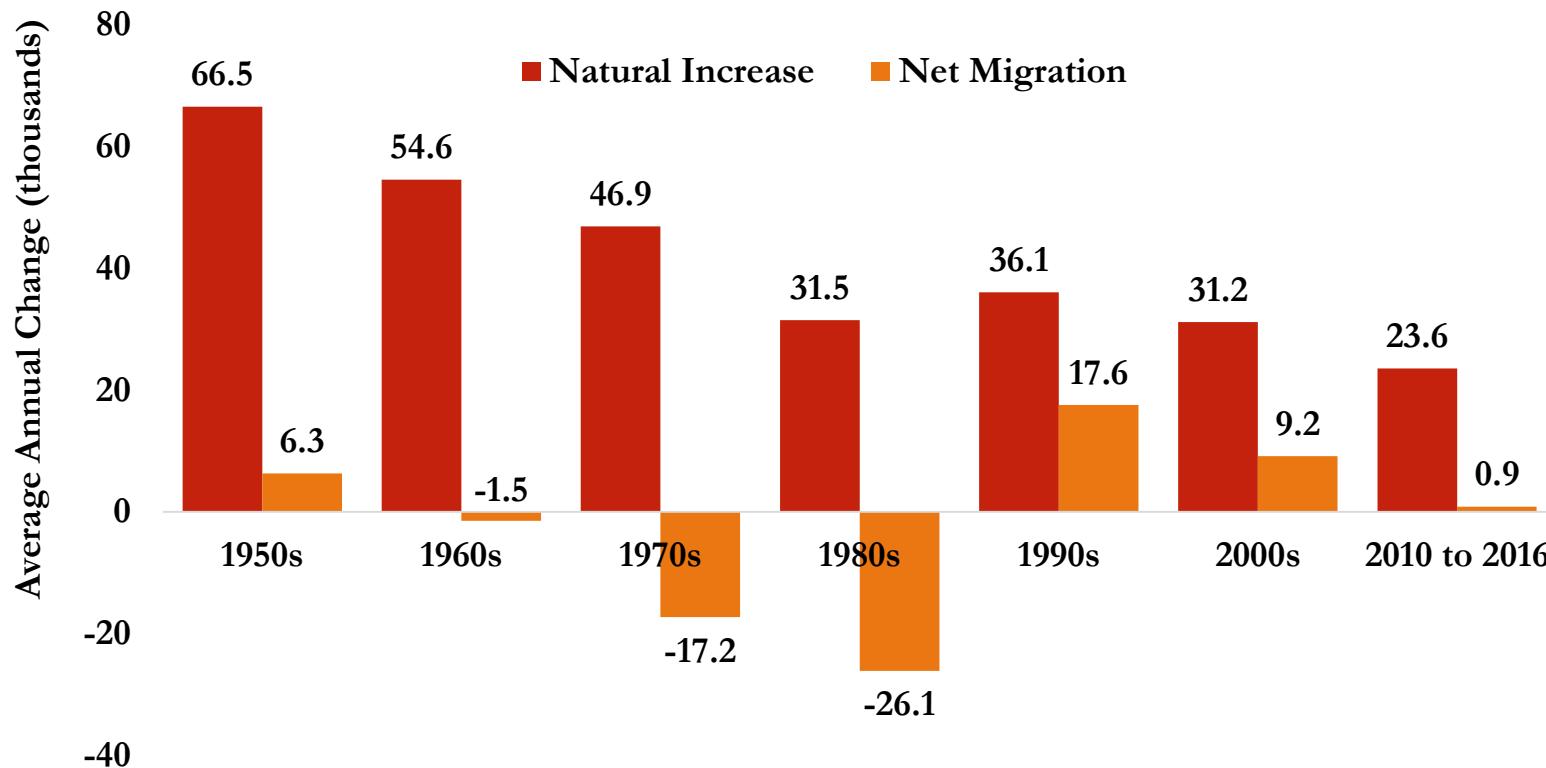




# SLUGGISH POPULATION GROWTH

So far this decade, Indiana's natural increase is about 25% lower than last decade, and net migration to the state is about 90% lower

## Indiana's Components of Population Change, 1950 to 2016

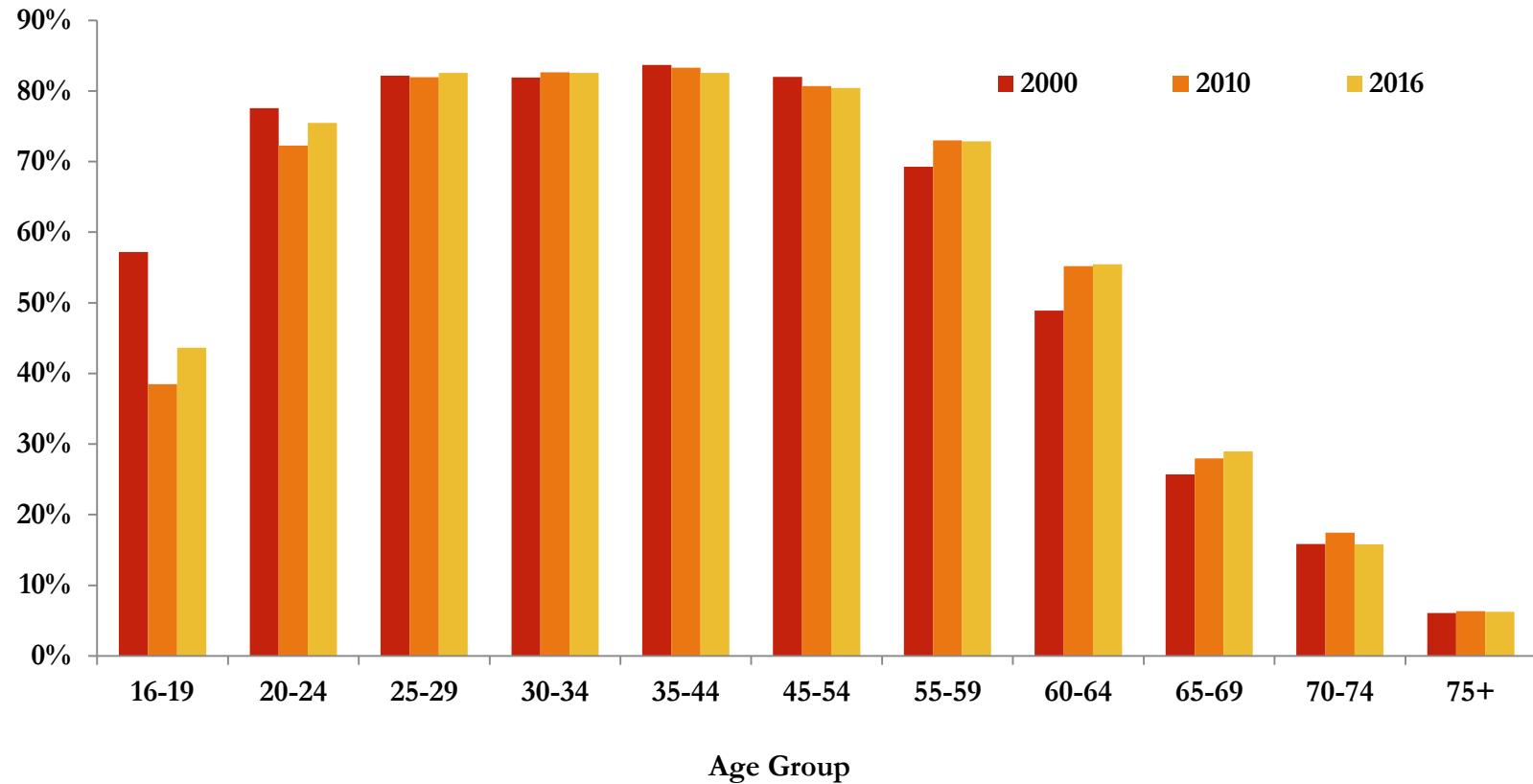




# DRIVERS OF LABOR FORCE CHANGE

Compared to 2000, fewer young Hoosiers are in the labor force, but participation is up among older workers.

**Indiana Labor Force Participation Rates by Age**

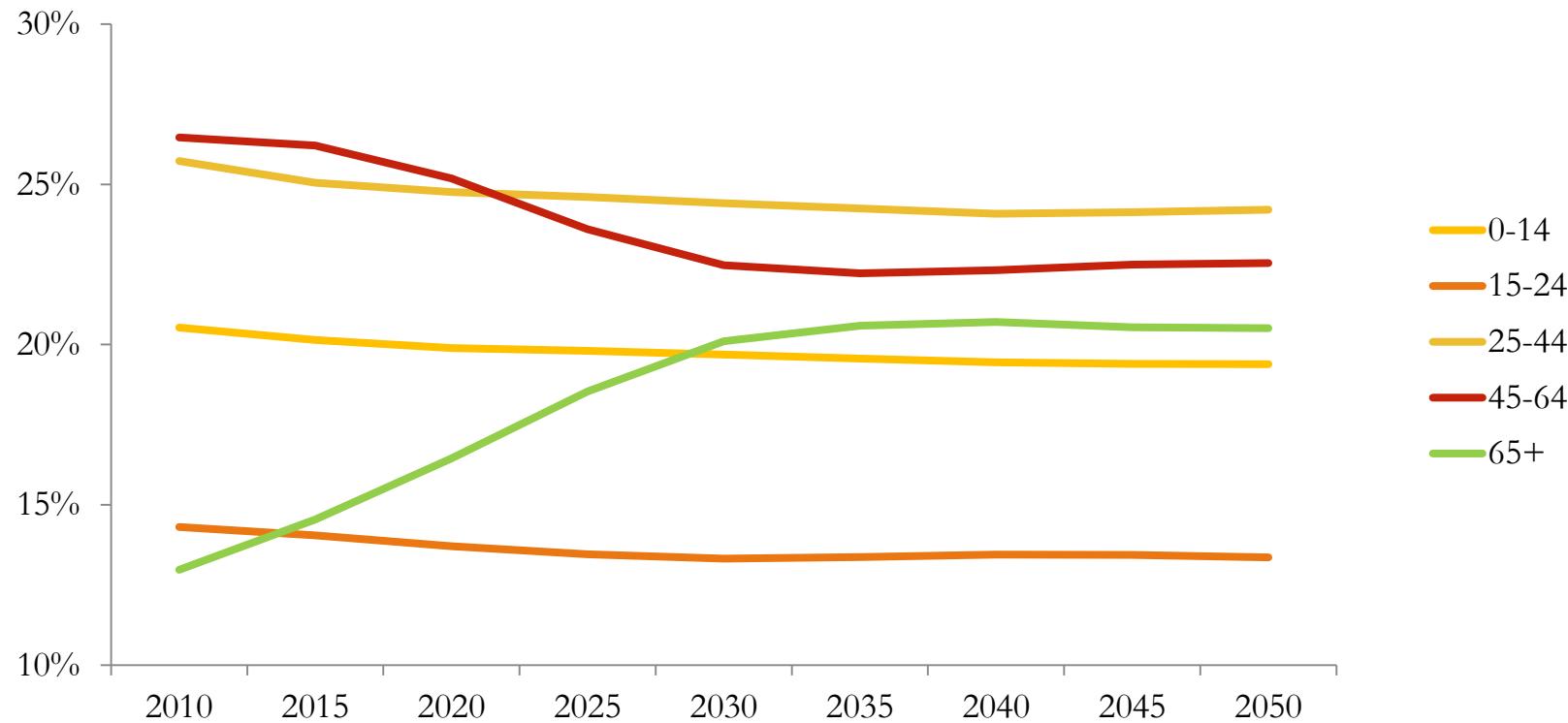




# DRIVERS OF LABOR FORCE CHANGE

The number of Hoosiers age 65 or older will increase by nearly 50 percent between 2015 and 2030.

**Indiana's Projected Share of Total Population by Age Group, 2010 to 2050**

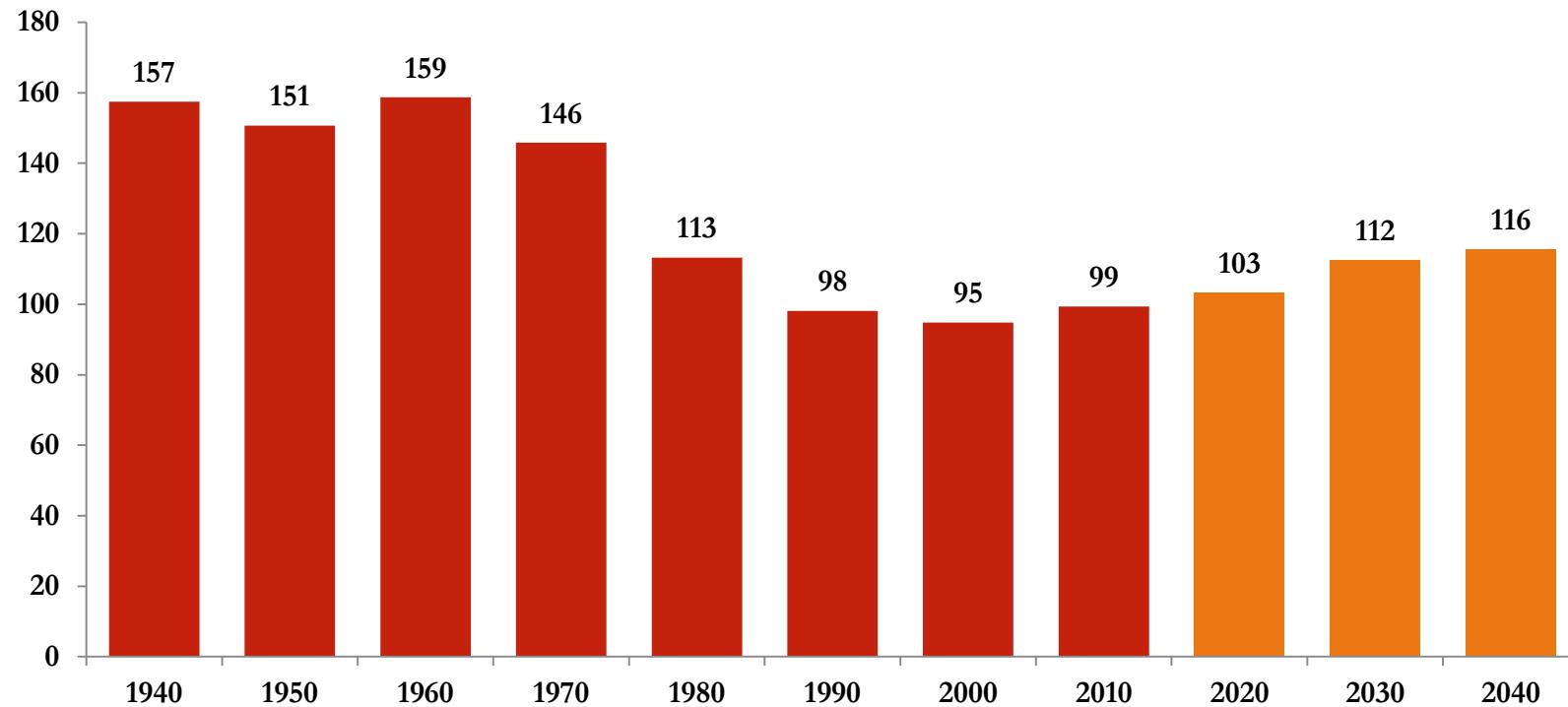




# IMPLICATIONS OF LABOR FORCE TRENDS

In 2010, there were 99 Hoosiers not in the labor force for every 100 residents in the labor force. This mark should climb to 116 per 100 workers by 2040.

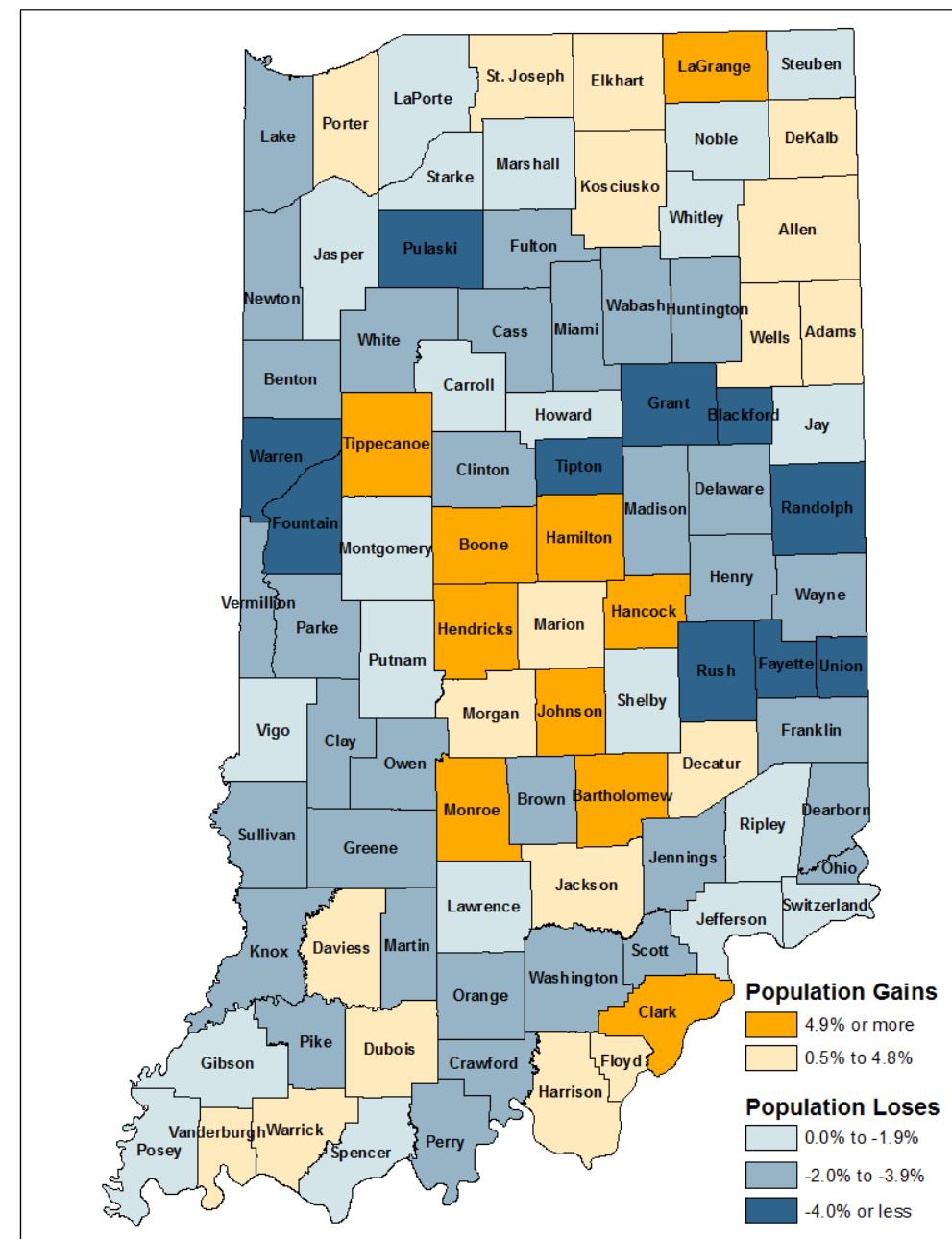
**Indiana's Economic Dependency Ratio, 1940 to 2040**





# METRO AREAS DRIVING POPULATION GROWTH

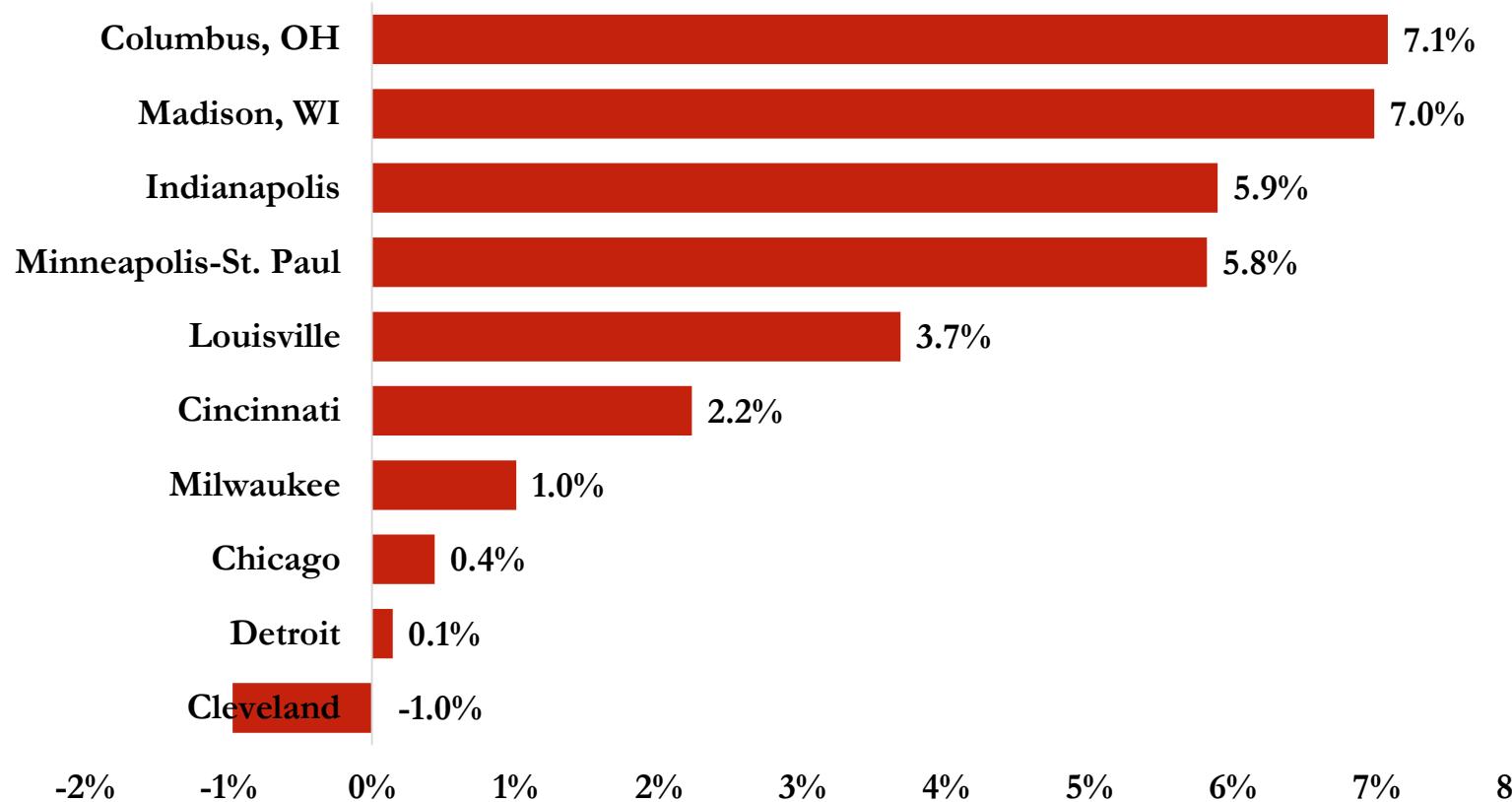
- Only 34 of Indiana's 92 counties have grown between 2010 and 2016.
- Hamilton, Boone, and Hendricks Counties lead the way with each growing by more than 10% over this period.



# MIDWEST METRO AREA GROWTH

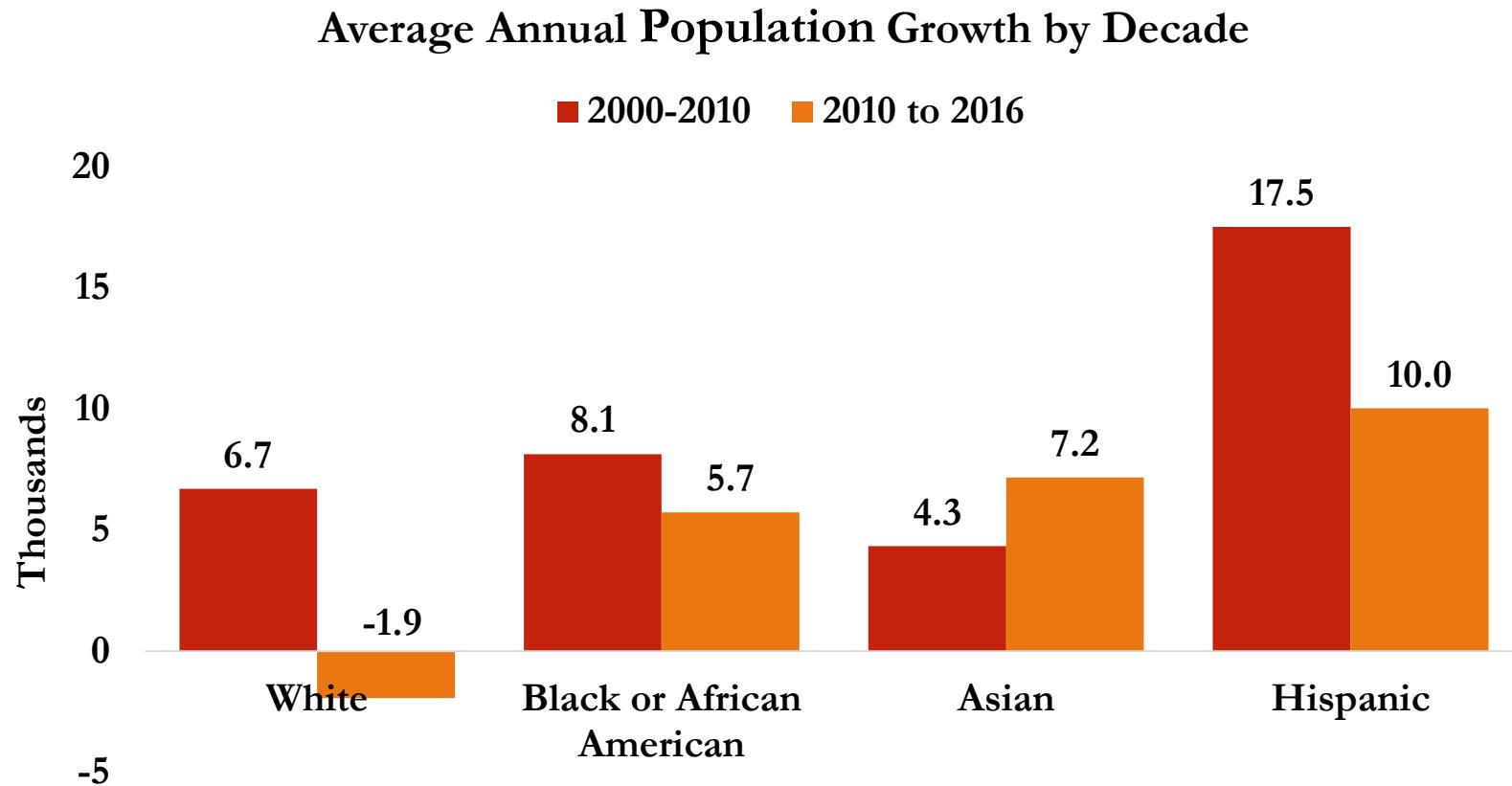
Indianapolis area among strong-performing Midwest metros.

Population Growth Rates for Select Midwestern Metro Areas, 2010 to 2016



# INCREASING DIVERSITY

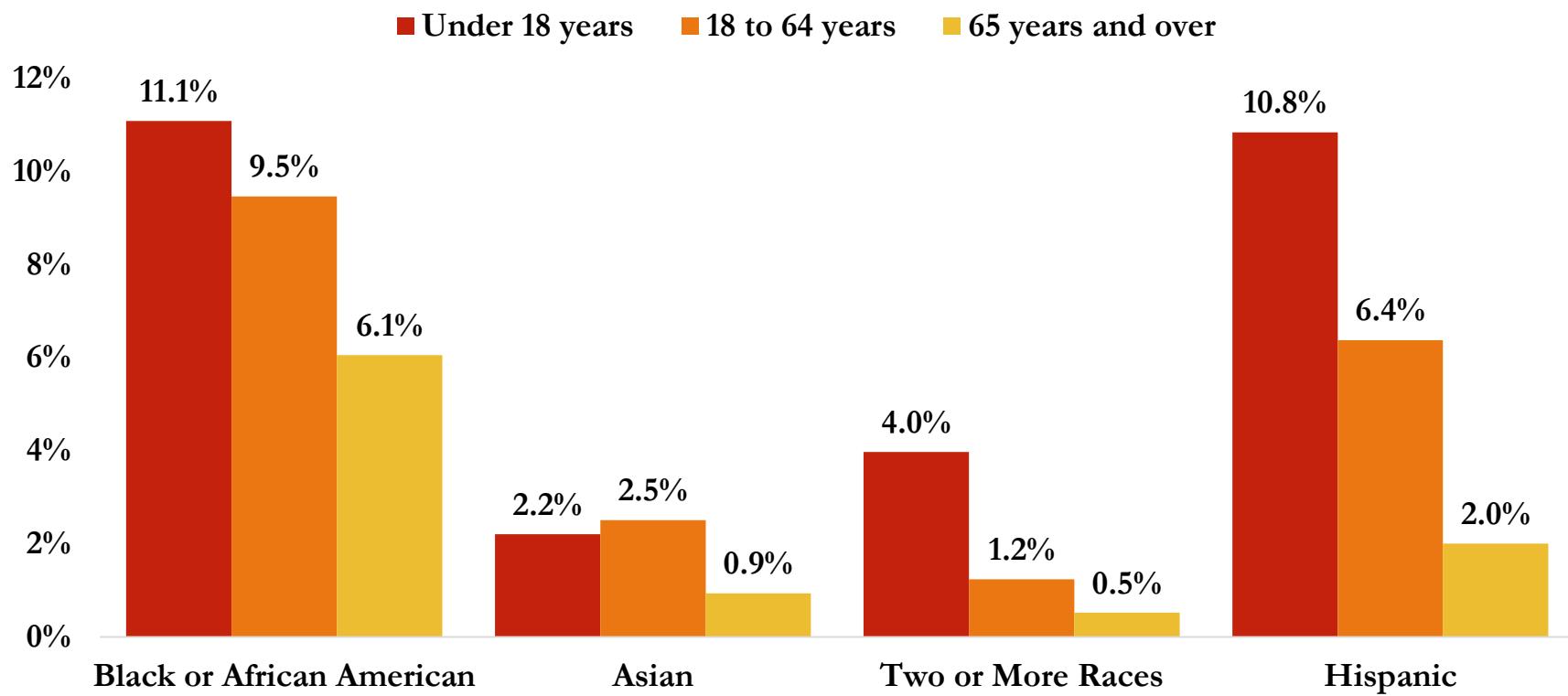
So far this decade, only Indiana's Asian population is growing at a greater rate than last decade.



# INCREASING DIVERSITY

In 2016, non-Hispanic whites account for 90% of Indiana's population in the 65+ age group; 80% of 18 to 64 group; 72% of the younger than 18 group.

## Share of Total Population by Age Group, 2016



# DEMOGRAPHIC SUMMARY

- Indiana is:
  - Growing slowly, curbing labor market growth
  - Becoming more urbanized, rural counties losing population
    - Population gains realized in urban metro areas primarily due to rural decline vs. attracting new, out-of-state residents
  - Becoming more diverse
  - Getting older, higher economic dependency on current and future labor force to care for aging Baby Boomers

# ECONOMIC SUMMARY

- Indiana's unemployment rate is 3.5%; national rate is 4.4%
- Indiana's unemployment rate has decreased 0.9 percentage points over the year, 7th best in the U.S.
- Indiana's labor participation rate is currently 64.4% vs. 62.9% for national, outperforming the national average for 39 months in a row.
- Indiana Total Employment: ~3.2M (total population ~6.6M)
- Indiana private sector jobs have increased by 25,400 this year.
- Weekly initial unemployment insurance claims and regular unemployment insurance claims are at their lowest point in more than three decades.



# **UNDERSTANDING THE WORKFORCE CHALLENGE**

# INDIANA'S WORKFORCE CHALLENGE

700K  
JOBS TO  
BE  
REPLACED



1,000,000+  
INDIANA  
JOBS

300K JOBS  
TO BE  
ILLED



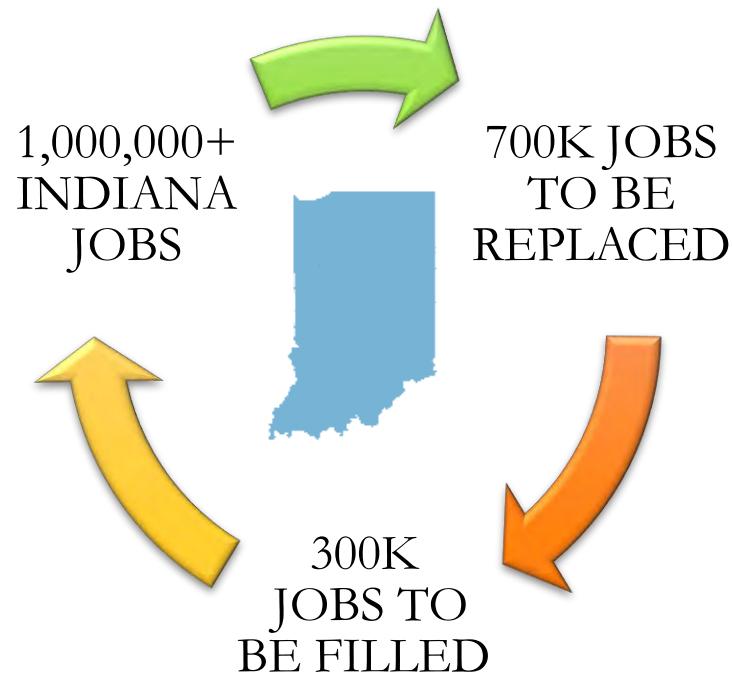
Over the Next 10 Years

# INDIANA'S WORKFORCE CHALLENGE

## Current Educational Attainment

### Level of IN Workforce:

- **26%** - Bachelor's Degree & Above
- **10%** - Associate's Degree
- **27%** - Certificate/Certification
- **37%** - High School Diploma and below



# ESTIMATED ANNUAL WORKFORCE SUPPLY

**Projected Demand: 100,000 annually**

<b>K-12 Not Graduates</b>	<b>8,748 *</b>
<b>K-12 Graduates</b>	<b>70,026 *</b>
<b>35% Do not immediately go to college/post –secondary</b>	<b>24,509</b>
<b>College Graduates</b>	<b>78,408 **</b>
Associate's Degree	13,596
Bachelor's Degree	47,322
Master's Degree	13,777
Professional Degrees	3,713
<b>45% Employed FT in Indiana after 1 Year</b>	<b><u>35,284</u></b>
<b>Total Estimated Supply from Education</b>	<b><u>68,541</u></b>



\* K-12 Data is from 2015 and is after 4 yrs of H.S.

\*\* Data includes Public & Private colleges and out of state residents who attend college in Indiana

# CREDENTIALS NEEDED

## Current Annual Demand for Jobs Requiring at least a Certificate:

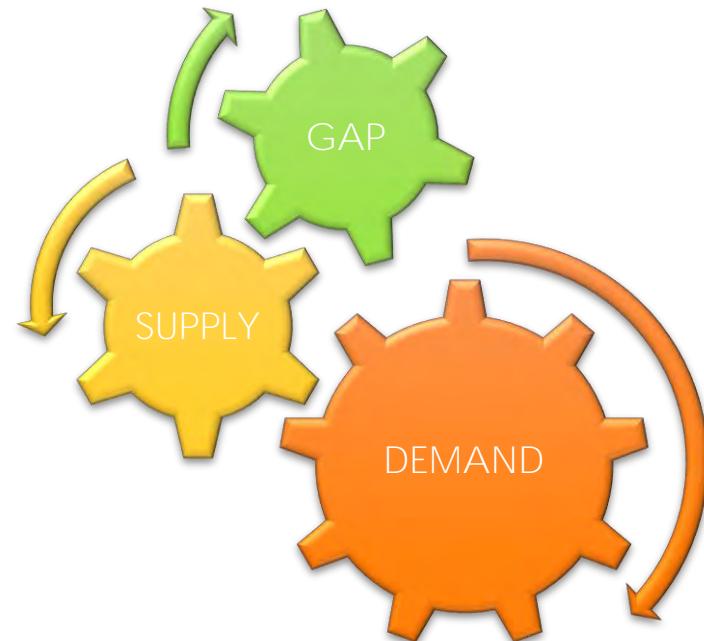
- **27,000** (estimate)

## Current Annual Supply:

- ~ **4,000** H.S. seniors earning CTE certificate/credential and not continuing to post-secondary
  - ~ **2000** Industry-recognized certificate in high-wage / high-demand occupation
- ~ **700** Adult Basic Education/WorkINdiana
  - ~ **700** In-demand occupations
- ~ **8,800** Ivy Tech/VU Graduates with a Certificate
  - ~ **6,500** In-demand occupations

## Current Annual Gap:

- ~ **18,000**





# COMPREHENSIVE SOLUTIONS

*Aligning Education and Training Opportunities*

# DWD'S MISSION/INITIATIVES

- **Recognize and Address Worker Shortage and Skills Gaps**
  - 1M+ available jobs over the next 10 years; largest gap in “middle skill” jobs
- **Align Government Programs and Initiatives around DWD’s Demand-Driven Workforce System**
  - Coordination of one workforce system; life-long learning from preschool to retirement for all populations
  - Creating a synergy between educators and employers
    - CTE, WBL, Apprenticeships, ABE, Occupational Skills Training, etc.
    - Employer engagement and accountability of education system
- **Grow and Expand Programming to Address Critical Issues**
  - ICE – Career Awareness Tool
  - JAG – High School Retention, At-Risk Youth
  - ABE/WorkINdiana – Skilling Up Adult Population to Industry-Recognized Certifications
  - HIRE – Offender Job Placement Program
- **Public-Private Partnerships – Seed Funding Innovation**
  - Skill UP Indiana! Grants – Innovation Networks
  - Partnerships with Employers, CICP, Higher Ed/K-12, etc.

# INDIANA CAREER EXPLORER



Welcome, Jane ▾  
Not Jane? Sign In



Jane Doe  
a worker exploring a change  
to an entirely different  
occupation

- [\*\*Home\*\*](#)
- ▼ [Things to Do](#)
- [Take an Assessment](#)
- ▼ [Explore Occupations](#)
- ▼ [Plan for Education](#)
- ▼ [Plan for Work](#)
- ▼ [Find a Job](#)
- ▼ [My Portfolio Items](#)
- [My Assessments](#)
- ▼ [My Job Search Tools](#)
- ▼ [My Favorites](#)
- [My Documents](#)
- [My e-Profile](#)

## Welcome to Indiana Career Explorer

Indiana Career Explorer is an online education and career planning system that gives you the tools you need to build a foundation for lifelong career success. You will learn what your interests, skills and work values are and how to apply them to a career plan for your future. You will be able to access information about jobs and skills that employers need now and in the future so you can plan your long-term career path.

This website also helps you with real-world skills such as how to [write resumes and cover letters](#), how to [research employers](#), and how to [prepare for job interviews](#). You can even create an [electronic profile](#) that you may choose to share online with prospective colleges or employers.

### Begin by Taking Assessments

Your assessment results will help us tailor your experience throughout the site.

#### Kuder Career Interests Assessment®

Connect your top interests with career paths



[Begin ➔](#)

#### Kuder Skills Confidence Assessment®

What do you believe you're good at doing?



[Begin ➔](#)

#### Super's Work Values Inventory-revised

Learn what is most important to you



[Begin ➔](#)

#### Review My Assessments

[Assessment](#)

[Completed](#)

You have not yet completed any assessments

#### Recommended Links

[Links](#)

[Recommended By](#)

Trip to College

Indiana Department of  
Education

#### Information Missing

Your education goals are incomplete. Please visit [account settings](#) to update your information.

Your needs are incomplete. Please visit [account settings](#) to update your information.

#### Completed Tasks

#### My Next Steps

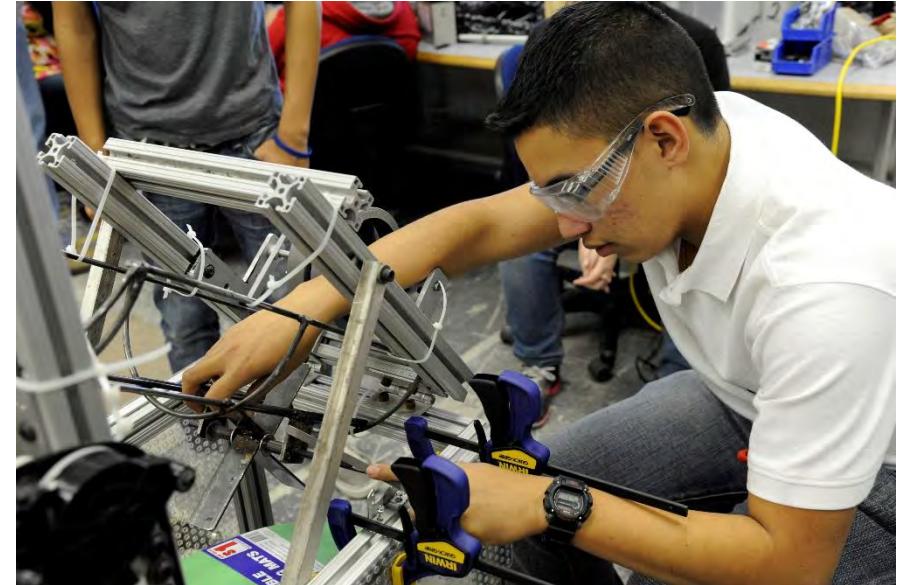
- Take an interest assessment
- Assess your skills
- Review your work values
- Prioritize your possible occupational choices
- Find schools
- Find financial aid
- Write or edit a resume
- Upload important documents

- In 2016, more than 150,000 ICE assessments were taken by more than 72,000 middle school and high school students.
- 15-school pilot program launch – 2017-18 school year (SEA 198), statewide implementation following the conclusion of the pilot.



# FUTURE OF CAREER & TECHNICAL ED

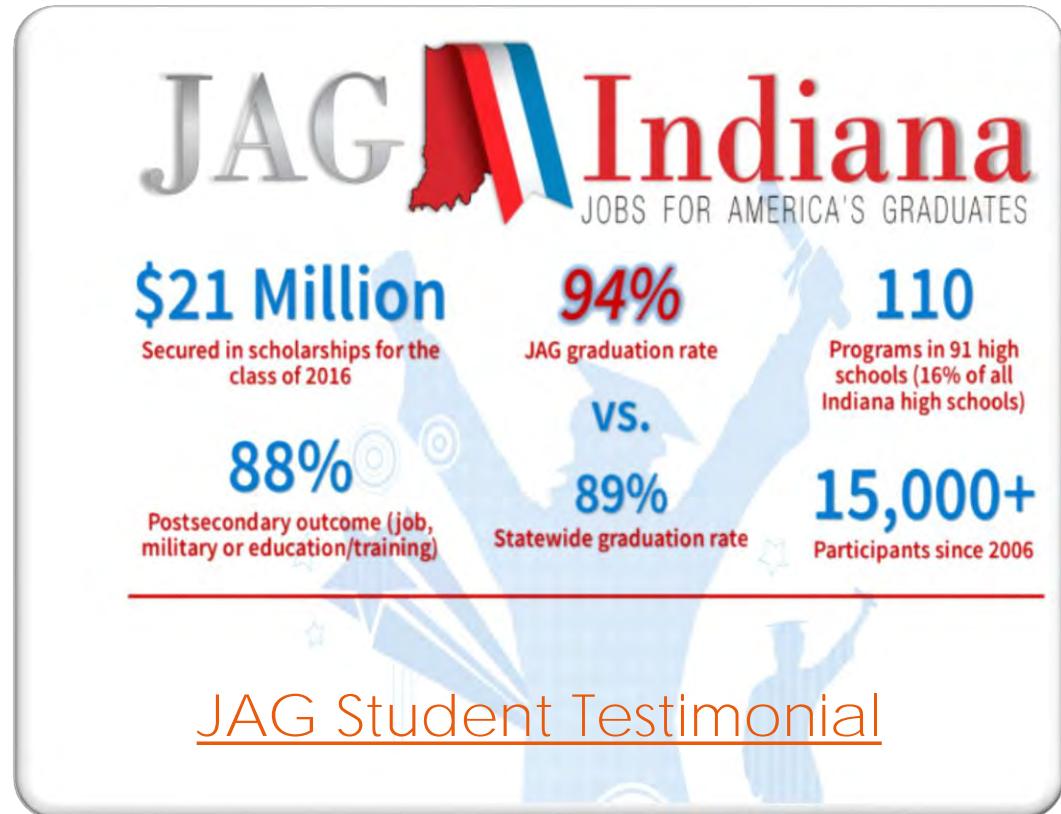
- DWD data to be used by SBOE for CTE programming/long-term plans
- 9 CTE program designations to be consolidated to 3 (18/19 school yr.) with new funding amounts at:
  - High Value: \$680/credit
  - Moderate Value: \$400/credit
  - Less Than Moderate Value: \$200/credit
- DWD to determine course designations and grant eligibility in a report that will be submitted to SBOE
- For the 2014-2015 school year, 95.18% of CTE concentrators graduated from high school in comparison to the state average of 88.9%.





# JOBS FOR AMERICA'S GRADUATES

- Largest JAG program in the country, 110 programs
- State funding increased \$2.2M/year for FY18/19
  - Over 25 schools will be included in expansion.
- JAG served 5,800 students in the 2015-16 school year alone





# ADULT BASIC EDUCATION

**Approximately 460,000 adult Hoosiers are currently below a HSE.**

## Program Year 2015 Facts:

- Total Enrollments: 28,168
  - Adult Education: 22,381
    - 5.9 grade level or below: 10,532 (47%)
    - 6-8.9 grade level: 7,205 (32%)
    - Above 9<sup>th</sup> grade level: 4,644 (21%)
  - ELL: 5,787
    - Beginning Level: 4,043
    - Intermediate Level: 1,547
    - Advanced Level: 197
- Impact of ABE:
  - 32% of AE students obtained HSE
  - 70% of AE students above 5.9 grade level obtained HSE
  - Of the adult students unemployed at entry who exited the program, 49% gained employment.



INDIANA

DEPARTMENT OF

**WORKFORCE**  
DEVELOPMENT

# WORK INDIANA – ADULT BASIC ED

## Facts:

- 5,267 adult students served since 2011
- 2,972 certifications earned through July 2016
- 86% completion rate
- 93% of 2013 program completers still employed in 2015

## Expansion:

- State funding doubled for FY 18/19 to \$5M/year

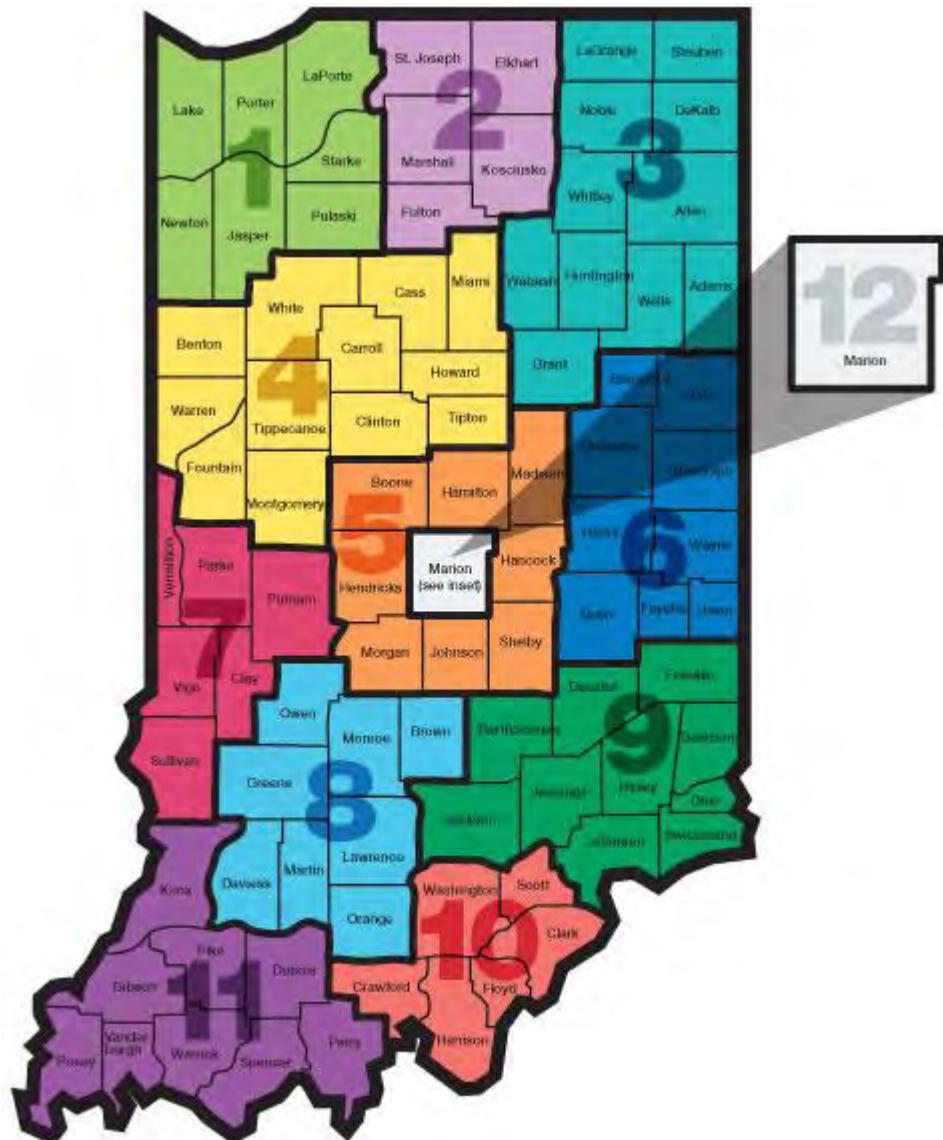
## Goal:

- Increase from 750 to 4,500 adult students earning their HSE and an industry-recognized certificate per year



## WORKONE SERVICES

- ~220,000 WIOA Clients Served Annually
  - 73% entered employment
  - 85% retained employment
- ~35,000 RESEA Clients Served Annually
  - 21 Comprehensive Offices
  - 61 Affiliate Offices





# **ADULT LITERACY REPORT**

## **Senate Enrolled Act 108 (Public Law 228)**

Required DWD to work with an entity to identify math and reading literacy programs that exist throughout Indiana and serve adults who are at least eighteen (18) years of age, specifically identifying:

- 1) the types of services offered;
- 2) the number of people served on an annual basis through each service offered;
- 3) the source and amount of funding;
- 4) the number of staff;
- 5) the estimated unmet need;
- 6) to what extent a program tracks employment and further job training and higher education outcomes; and
- 7) the extent to which low literacy is a barrier to future employment and career advancement

ILF awarded the contract and will be conducting this work following final approval.



[NextLevelJobs.org](http://NextLevelJobs.org)

- Workforce Ready Grant – For students and employees
- Employer Training Grant – For employers training employees



# WORKFORCE READY GRANT

## What Does the Grant Cover?

The grant covers certificate programs (not associate or bachelor's degrees).

- The certificate programs are less than two years.
- Programs must be in one of the following five sectors: Advanced Manufacturing, Building & Construction, Business & IT, Health & Life Sciences, Transportation & Logistics

## Who is Eligible?

- Recipients must already have a high school diploma or equivalent.
- Recipients cannot already have a college degree.
- Recipients cannot already have a certificate that is covered by the Next Level Grant.

[NextLevelJobs.org](http://NextLevelJobs.org)



Advanced  
Manufacturing



Building &  
Construction



IT & Business  
Services



Health &  
Life Sciences



Transportation  
& Logistics



**NextLevel Jobs**  
INDIANA



# EMPLOYER TRAINING GRANT

## What Does the Grant Cover?

- Reimbursed training cost of up to \$2,500 per new employee who is trained, hired and retained for at least six months. The cap is \$25,000 per employer.
- Eligible training must cover job skills for in-demand occupations within six business sectors. HR training and job shadowing do not qualify.
- Jobs must be middle skill, high demand, high wage jobs requiring more than a high school diploma but less than an associate degree.

## What Employers are Eligible?

- Any business from one of six high demand sectors – Advanced Manufacturing, IT/Business Services, Transportation and Logistics, Health Sciences, Building and Construction, and Agriculture.

[NextLevelJobs.org](http://NextLevelJobs.org)



Advanced  
Manufacturing



Building &  
Construction



IT & Business  
Services



Health &  
Life Sciences



Transportation  
& Logistics



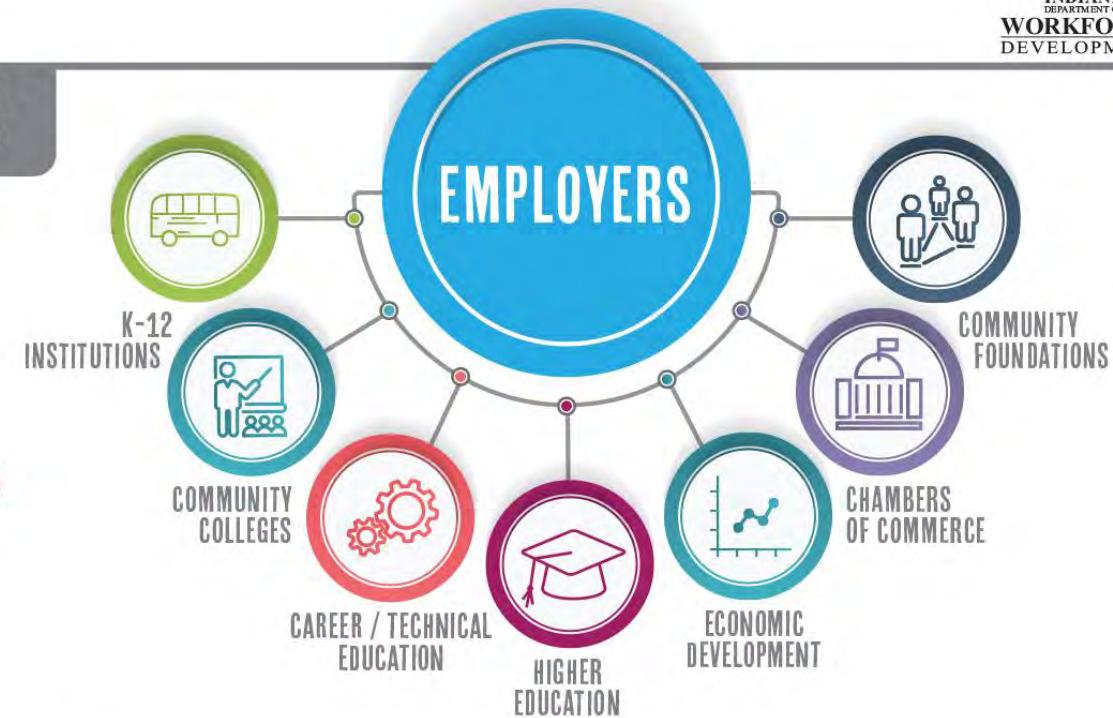
**NextLevel Jobs**  
INDIANA



# SKILL UP INDIANA! INNOVATION NETWORKS

## WORKFORCE INNOVATION NETWORK RELATIONSHIP

**SKILL**  **INDIANA!**



## WORKFORCE INNOVATION NETWORK FORMATION

### FORMATION

- LOCAL EMPLOYERS
- EDUCATORS
- COMMUNITY ORGANIZATIONS
- WORKFORCE & ECONOMIC DEVELOPMENT PARTNERS



### EMPLOYER COMMITMENT

- VALIDATE NEED
- PARTICIPATE IN PATHWAY ACTIVITIES



### DEMAND VALIDATION

- 10-YEAR INDUSTRY DEMAND
- OCCUPATIONAL DEMAND
- OCCUPATIONAL SKILLS
- EDUCATIONAL LEVELS



### OCCUPATIONAL FOCUS

- DETERMINE PATHWAYS OF FOCUS
- MOST IN DEMAND



### PATHWAY CREATION

- CREATION / MODIFICATION OF EDUCATION / TRAINING
- IMPLEMENTATION OF WORK & LEARN OPPORTUNITIES
- SCALE TO ALL POTENTIAL TALENT PIPELINES





# **SKILL UP INDIANA! INNOVATION NETWORKS**

## **Hosts:**

Allen County Public Library  
Evansville Vanderburgh Public Library  
Bloomfield Eastern Greene Public Library  
Merrillville - Lake County Public Library  
Elkhart Public Library  
Lakeville Public Library  
Warsaw Community Public Library  
Rensselaer Public Library  
West Lafayette Public Library  
Kokomo Howard County Public Library  
Richmond - Morrisson-Reeves Library  
Terre Haute - Vigo County Public Library  
Seymour - Jackson County Learning Center  
Jeffersonville Public Library  
Anderson Public Library  
Indianapolis Public Library  
Westfield Washington Public Library

**THANK YOU!!**

# INDIANA CAREER READY.COM



The image shows the homepage of the Indiana Career Ready website. At the top, the Indiana CAREER READY logo is displayed, followed by a subtext: "An initiative of the Indiana Department of Workforce Development". Below this is a navigation bar with links for "Job Seekers", "Employers", "Students / Parents", "Teachers / Counselors", "Education / Training Providers", and "Workforce Partners". The main content area features a large photograph of two people working at a computer. Overlaid on the photo is the text: "THE INDIANA WORKFORCE CHALLENGE: 1,000,000+ Jobs To Be Filled Over The Next Ten Years". At the bottom of this section is a blue banner with the text: "THE RIGHT SKILLS • AT THE RIGHT TIME • IN THE RIGHT WAY".

## Welcome to INDIANA CAREER READY.com

Indiana has the challenge of filling more than 1 million jobs over the next 10 years. To meet this goal, we need more specially-trained and skilled workers meeting the needs of Indiana employers. INDIANA CAREER READY is your single source providing the tools needed to prepare and **find high-demand and high-wage jobs** needed now and in the future. Step inside and discover the next level of your career!



The image shows a section titled "Department of Workforce Development Resources" featuring seven icons arranged in a row. From left to right, the icons are: "Apply for a Job" (document with a pen), "Labor Market Information" (bar chart on a computer screen), "Indiana Career Explorer" (binoculars), "Indiana Career Connect" (three people in a network), "Training" (person with gears in a head), "uplink" (two people with a gear), and "INDemand Jobs" (flame with the text "INDemand JOBS").

[Sign In](#)[Create an Account](#)

*An initiative of the Indiana Department of Workforce Development*

[Job Seeker](#)[Explore Interests](#)[Explore Careers](#)[Search INDemand Jobs](#)[Learn About Education and Training](#)[Apply for a Job](#)[Career Guidance](#)

## Job Seekers

INDIANA CAREERREADY provides tools to help prepare and connect you to high-demand, high-wage jobs available now and in the future. Whether you are looking for a new job, searching for something more or wondering what skills employers need, INDIANACAREERREADY can help take your career to the next level.

Additional resources are available for young adults and job seekers with military service, job seekers with disabilities, and job seekers with legal barriers.



## Job Seeker Career Roadmap







INDIANA  
DEPARTMENT OF

**WORKFORCE**  
DEVELOPMENT

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