



NEXT LEVEL VISION

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

Nicholas Goodwin, DWD Chief Strategy Officer



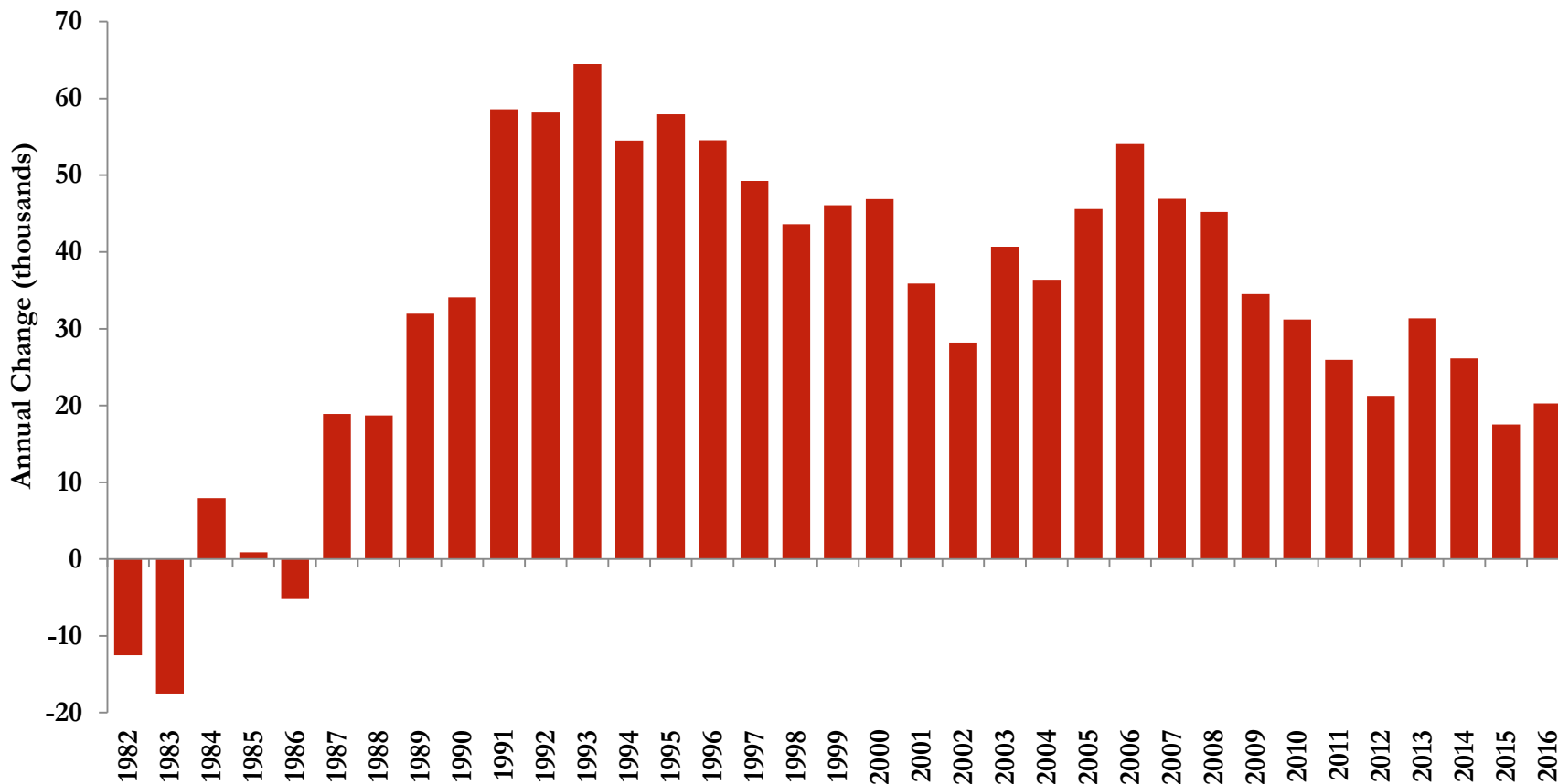
WHERE HAVE WE BEEN AND WHERE ARE WE PROJECTED TO GO?

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

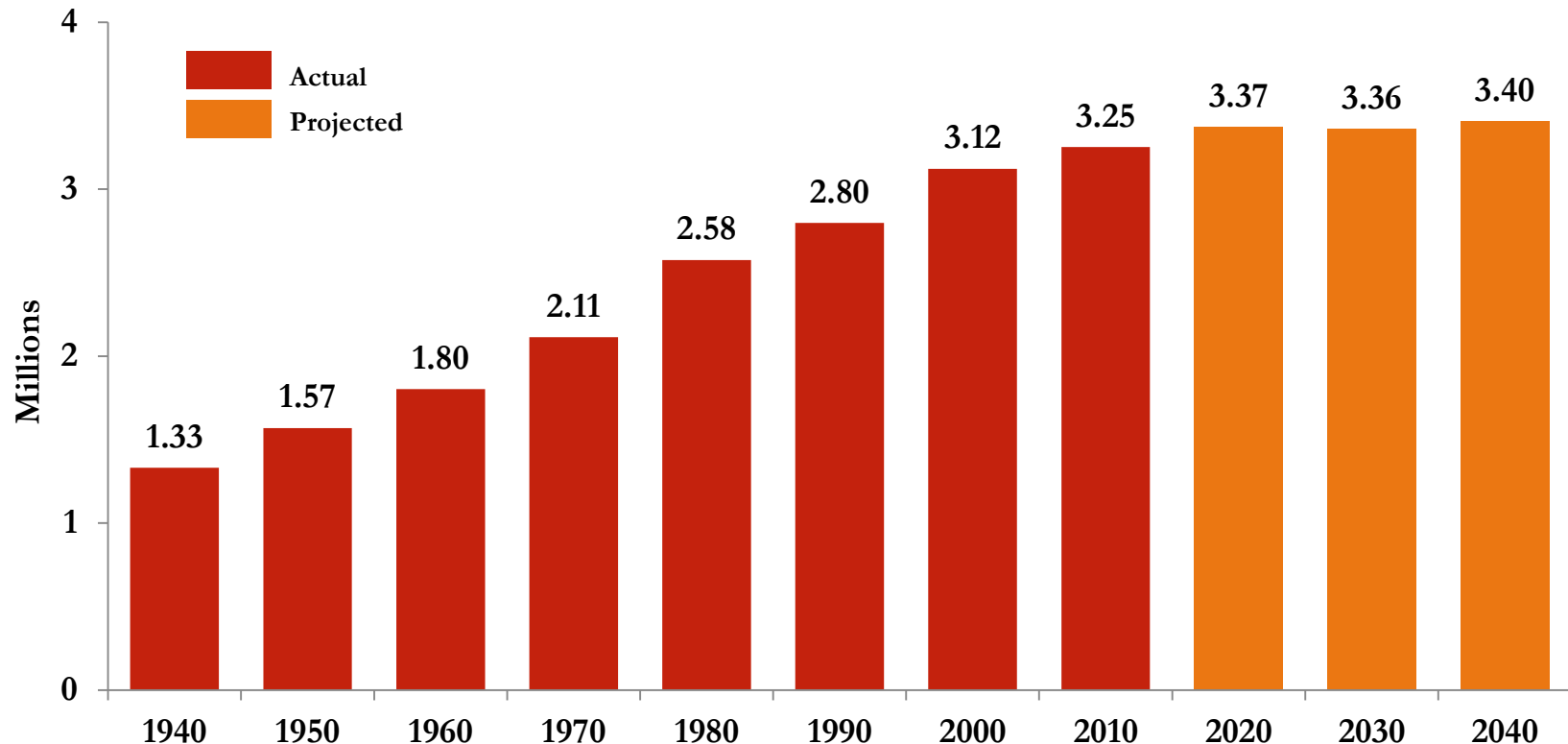
Indiana Annual Population Change, 1982 to 2016



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.

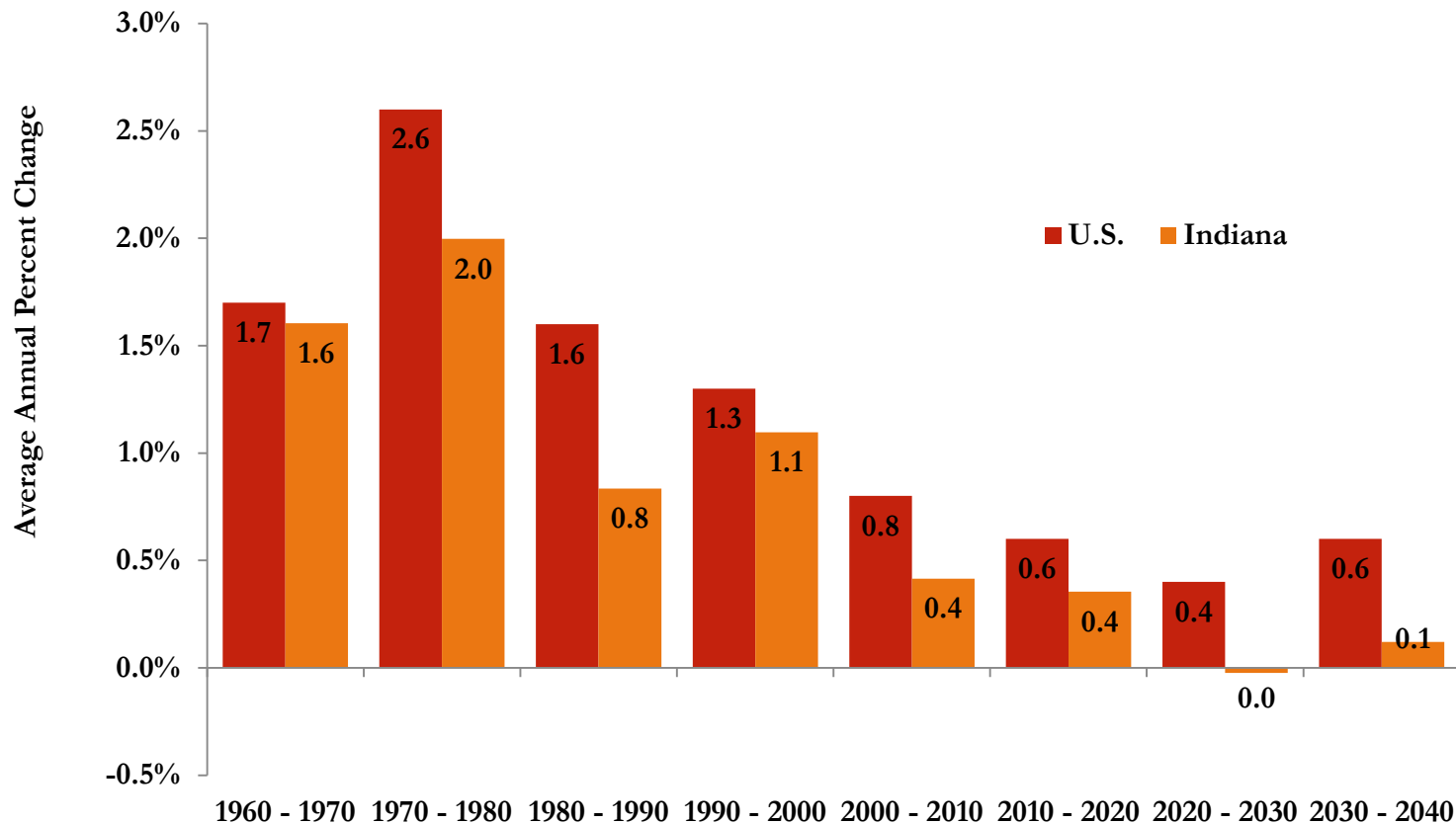
Indiana's Total Labor Force, 1940 to 2040



LABOR FORCE CHANGE IN PERSPECTIVE

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

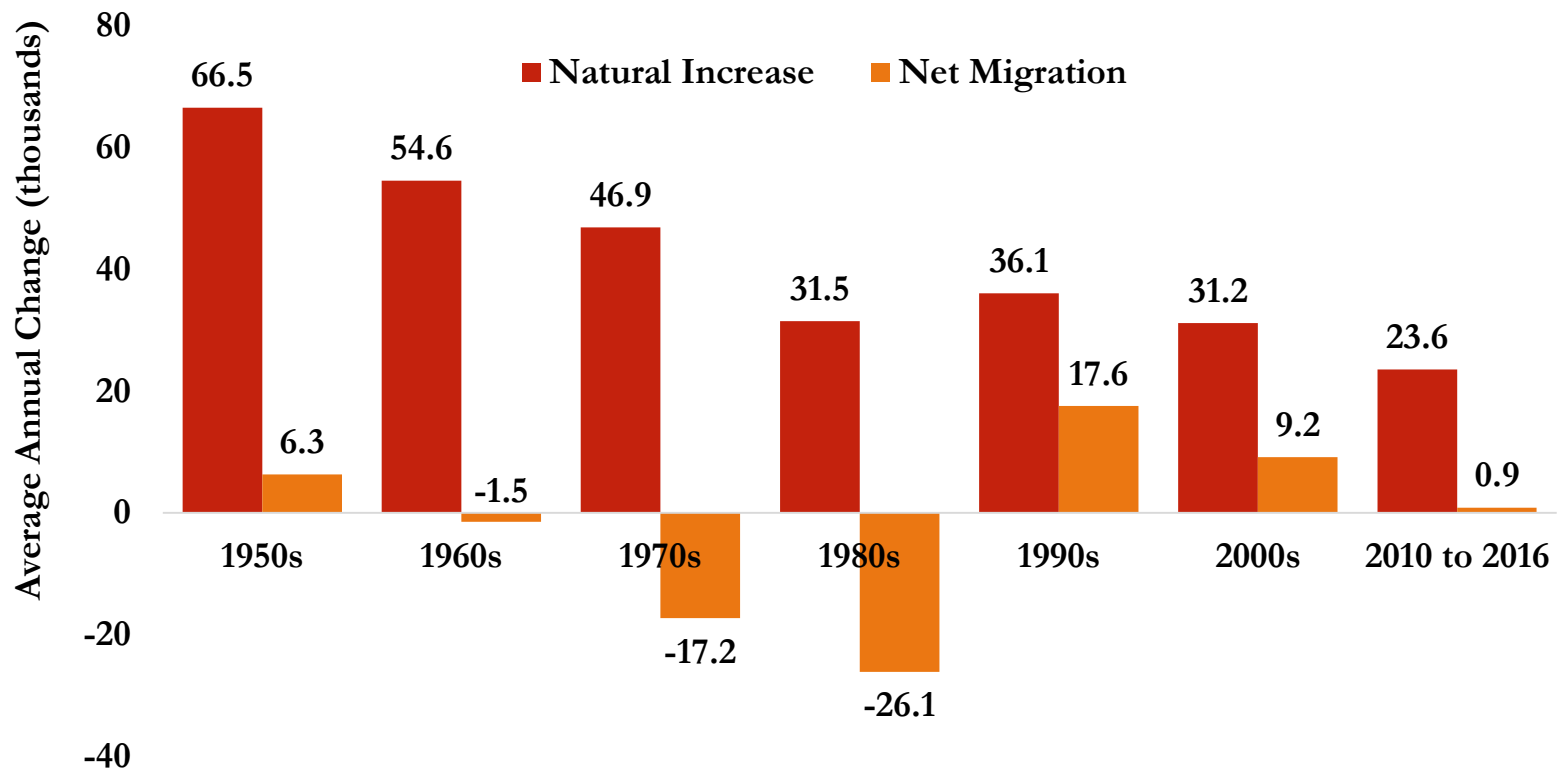
Labor Force Growth Rates by Decade, 1960 to 2040



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

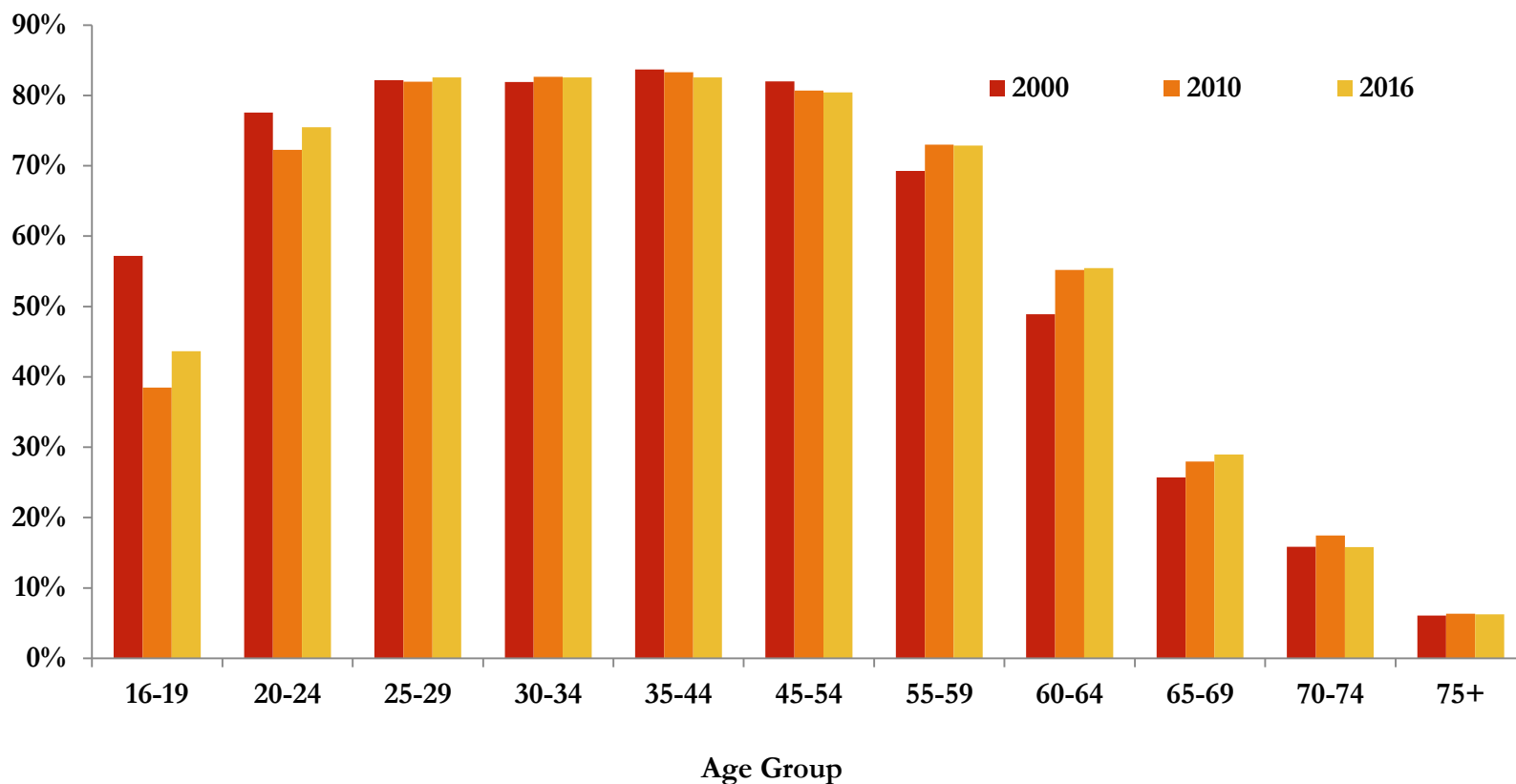
Indiana's Components of Population Change, 1950 to 2016



DRIVERS OF LABOR FORCE CHANGE

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

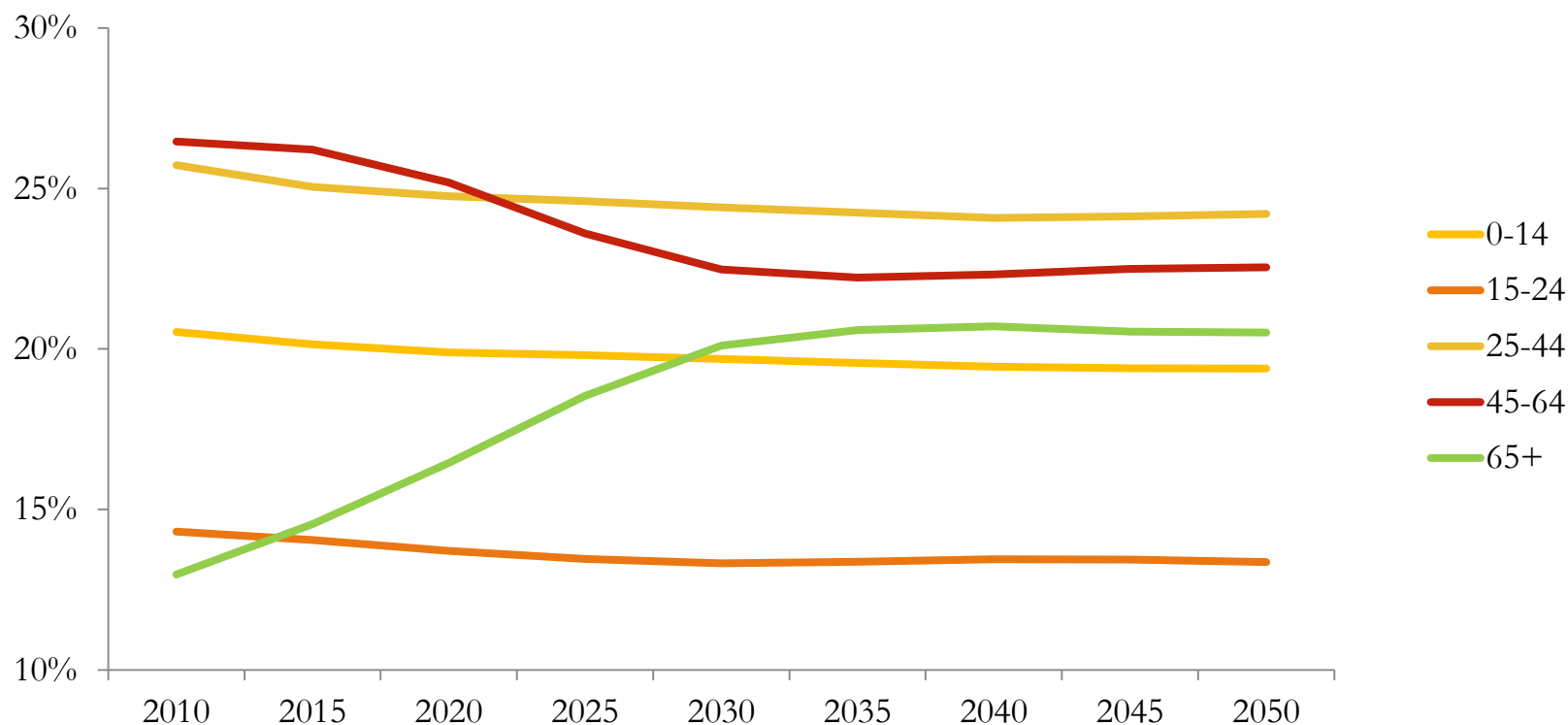
Indiana Labor Force Participation Rates by Age



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

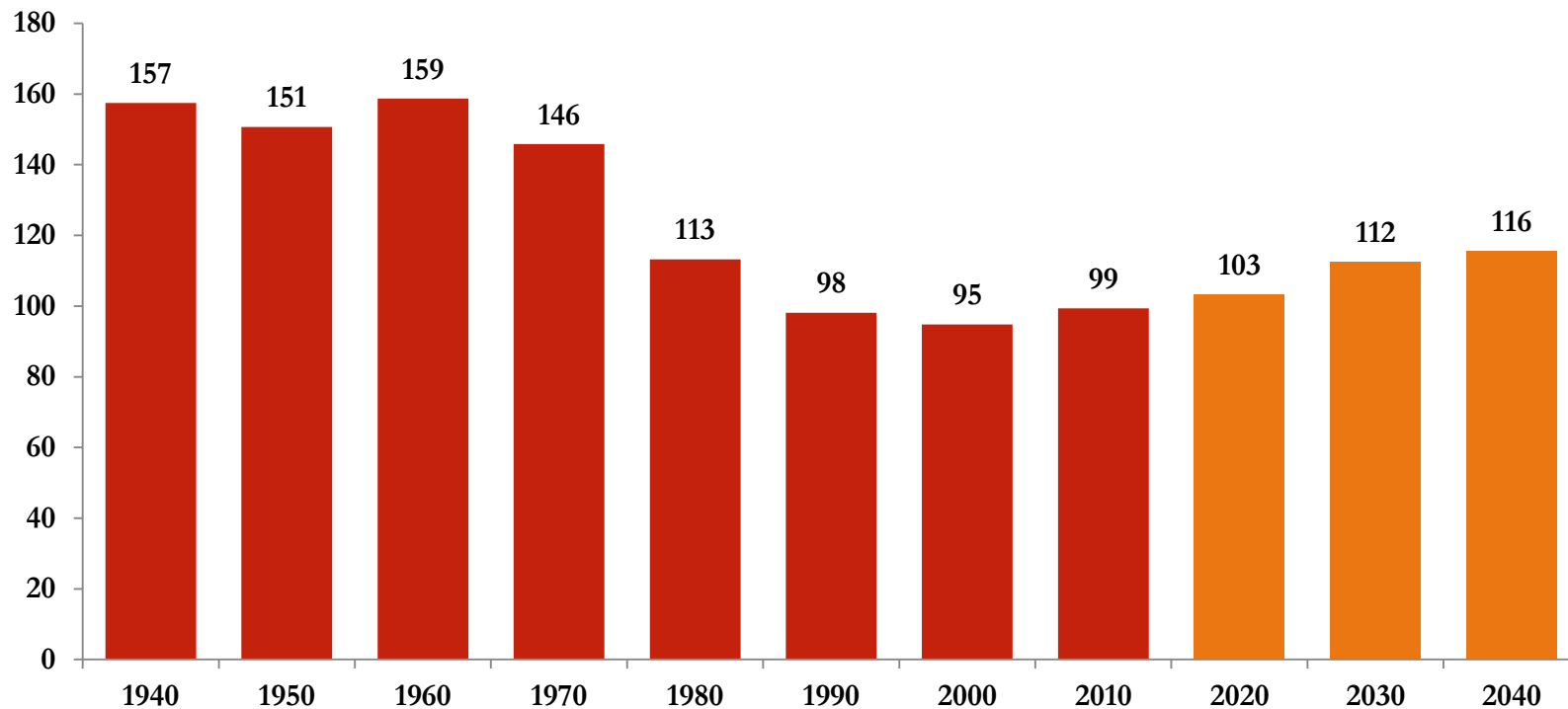




IMPLICATIONS OF LABOR FORCE TRENDS

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

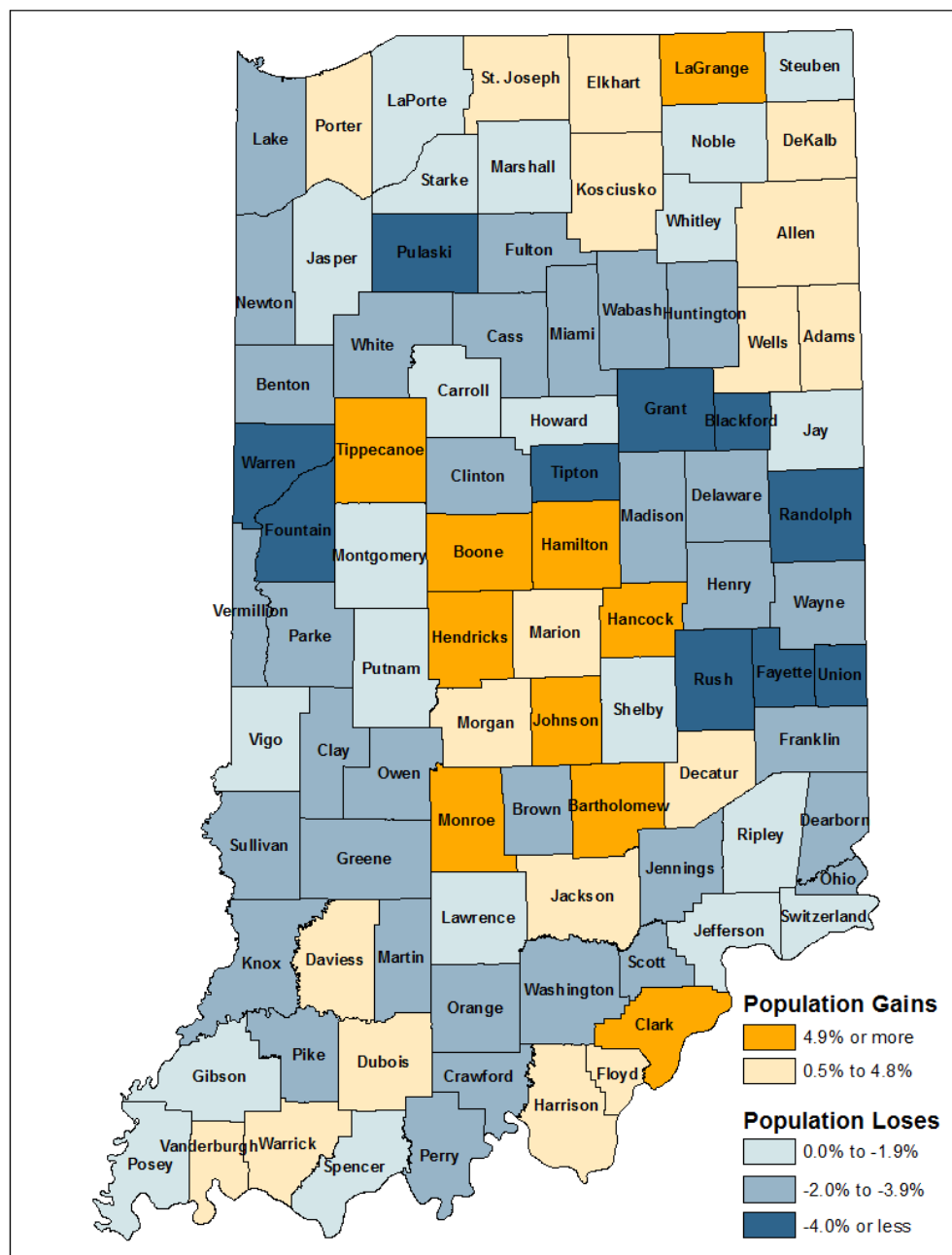




METRO AREAS DRIVING POPULATION GROWTH

- 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.

Population Change by County, 2010 to 2016

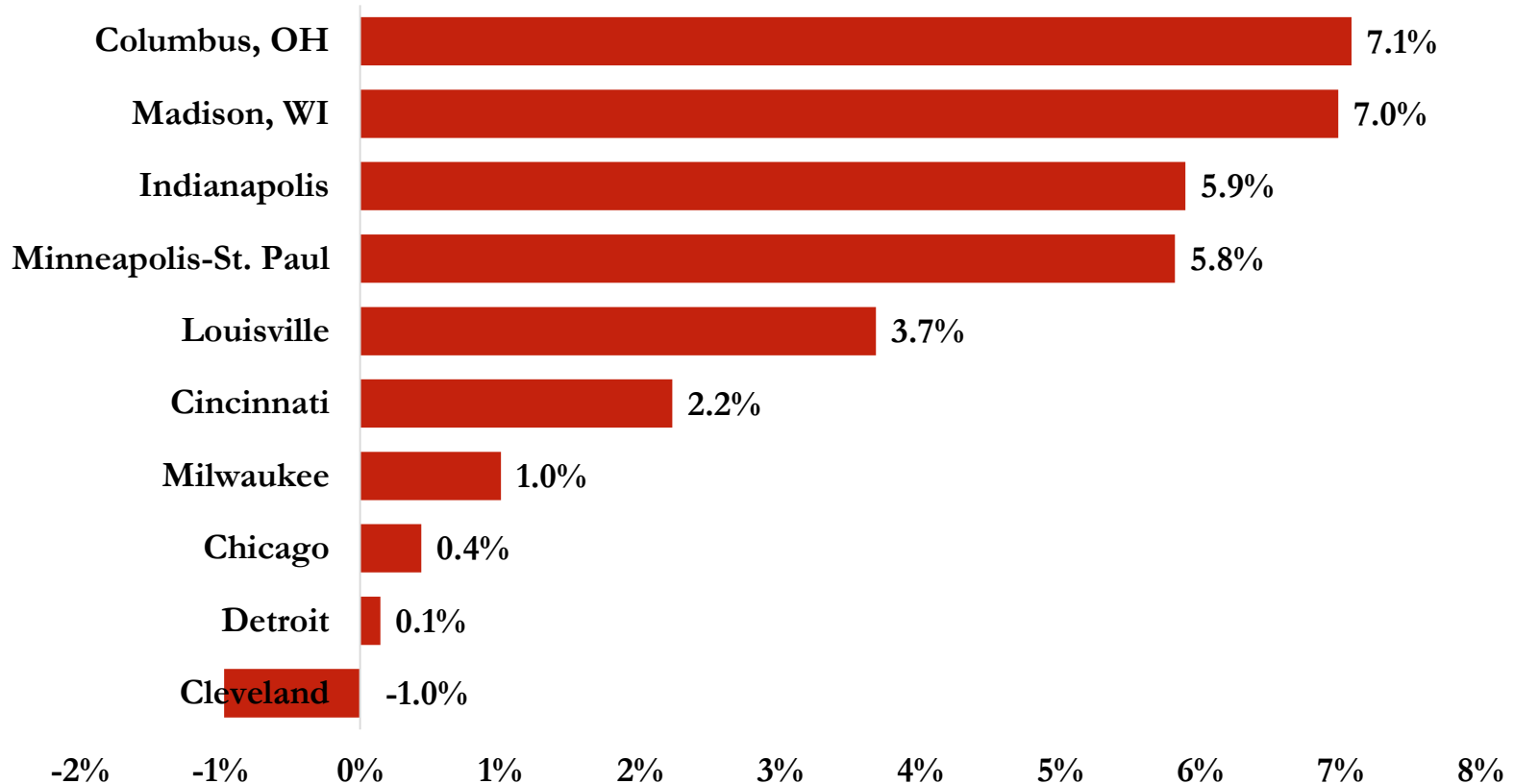


Source: U.S. Census Bureau Population Estimates

MIDWEST METRO AREA GROWTH

Indianapolis area among strong-performing Midwest metros.

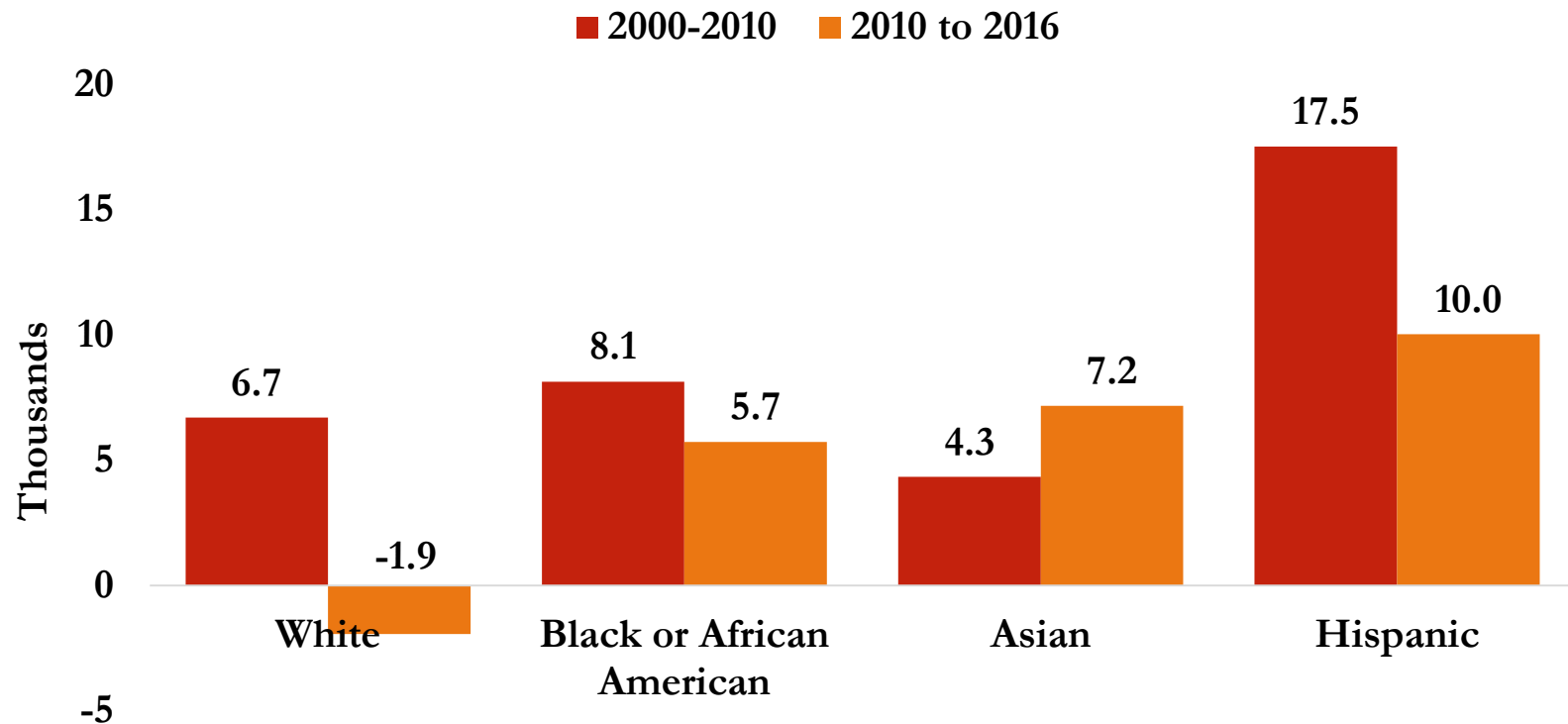
Population Growth Rates for Select Midwestern Metro Areas, 2010 to 2016



INCREASING DIVERSITY

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

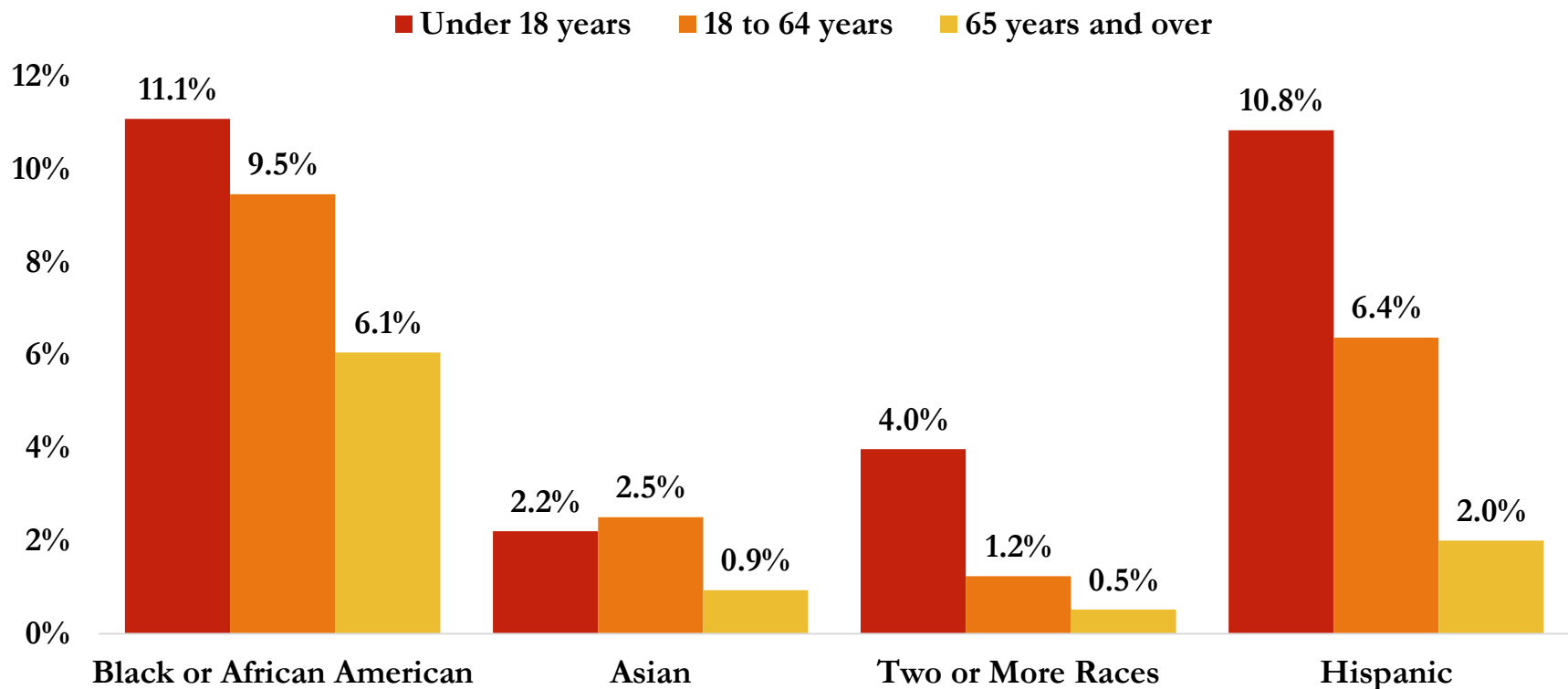
Average Annual Population Growth by Decade



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

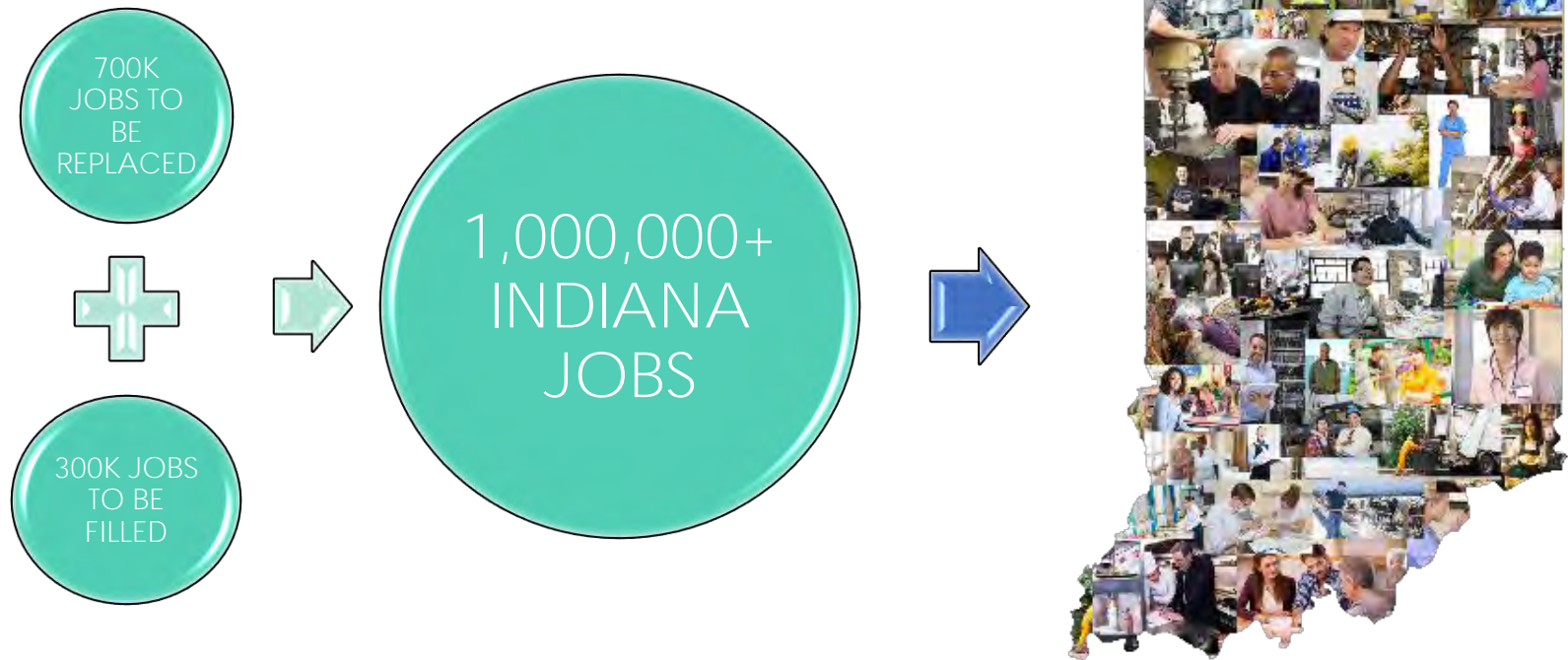
ECONOMIC SUMMARY

- 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

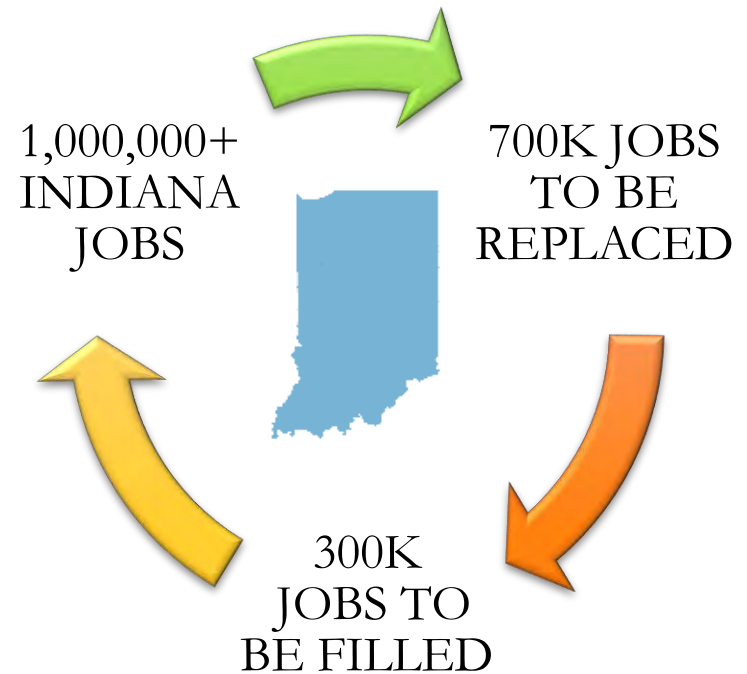


Over the Next 10 Years

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

K-12 Not Graduates

8,748 *

K-12 Graduates

70,026 *

**35% Do not immediately go to
college/post –secondary**

24,509

College Graduates

78,408 **

Associate's Degree

13,596

Bachelor's Degree

47,322

Master's Degree

13,777

Professional Degrees

3,713

45% Employed FT in Indiana after 1 Year 35,284

Total Estimated Supply from Education

68,541



** 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:

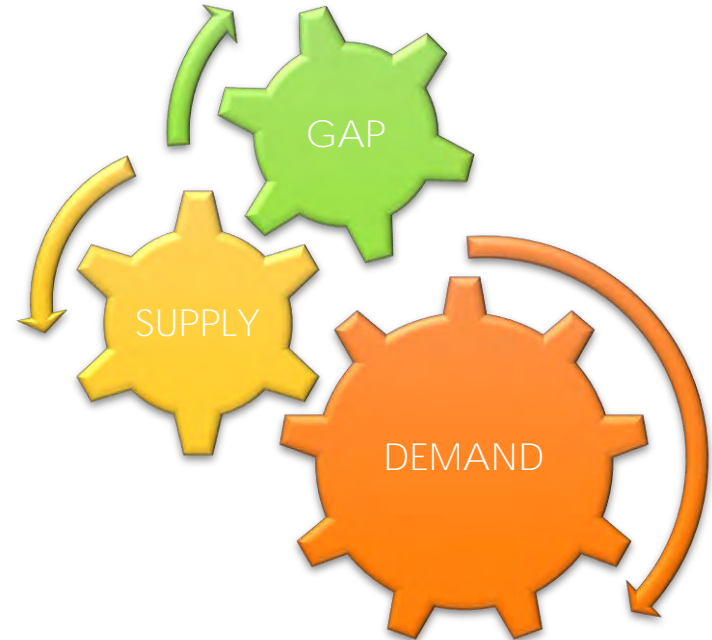
- **27,000** (estimate)

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**





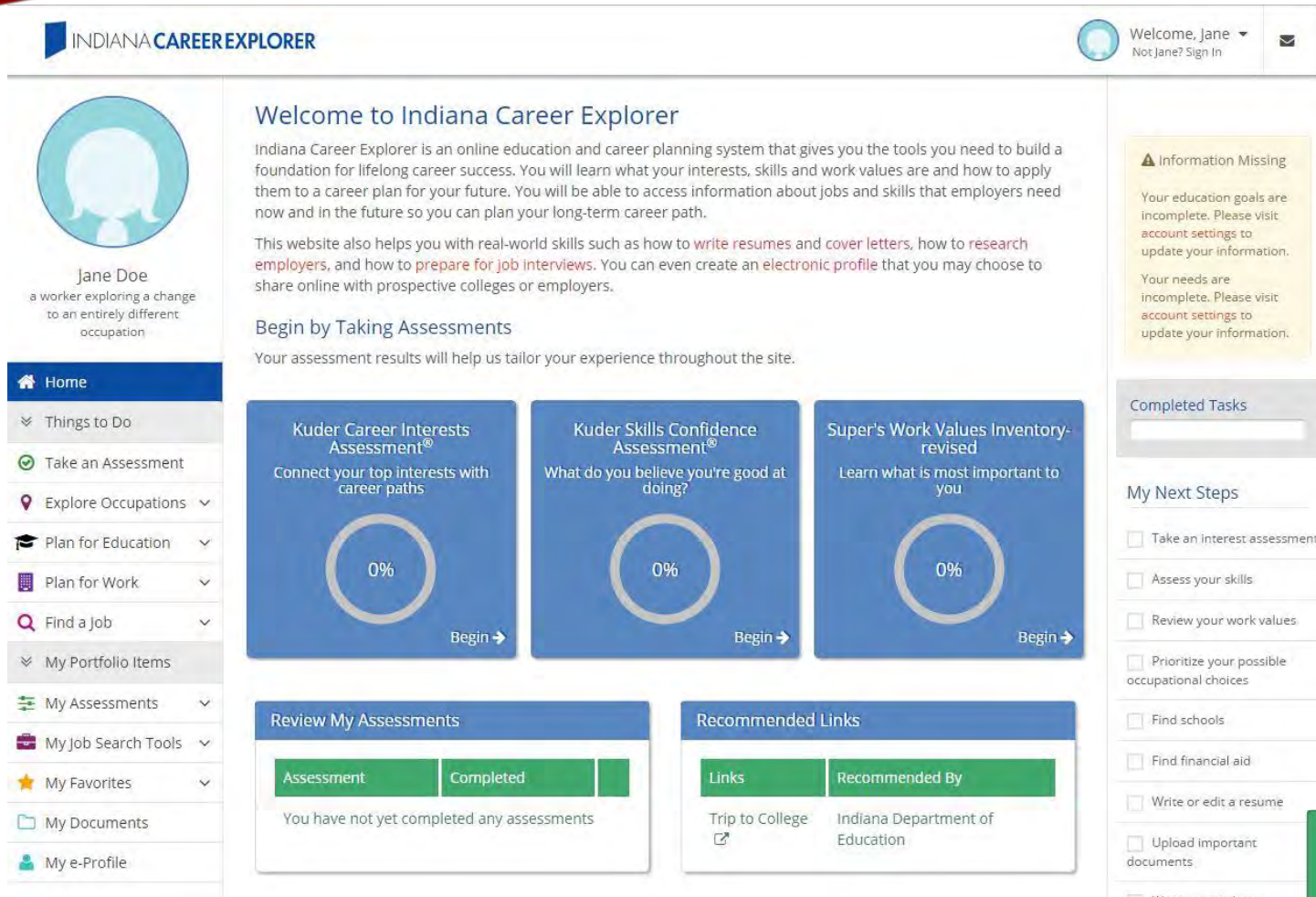
COMPREHENSIVE SOLUTIONS

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



The screenshot shows the Indiana Career Explorer website. At the top, there's a navigation bar with the site logo, a welcome message for 'Jane Doe', and a sign-in link. The main content area is divided into a left sidebar with navigation links, a central dashboard, and a right sidebar with alerts and tasks.

Left Sidebar Navigation:

- 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

Central Dashboard:

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.

Assessment Cards:

- Kuder Career Interests Assessment®**: Connect your top interests with career paths. Progress: 0%. [Begin](#)
- Kuder Skills Confidence Assessment®**: What do you believe you're good at doing? Progress: 0%. [Begin](#)
- Super's Work Values Inventory-revised**: Learn what is most important to you. Progress: 0%. [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

Right Sidebar:

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

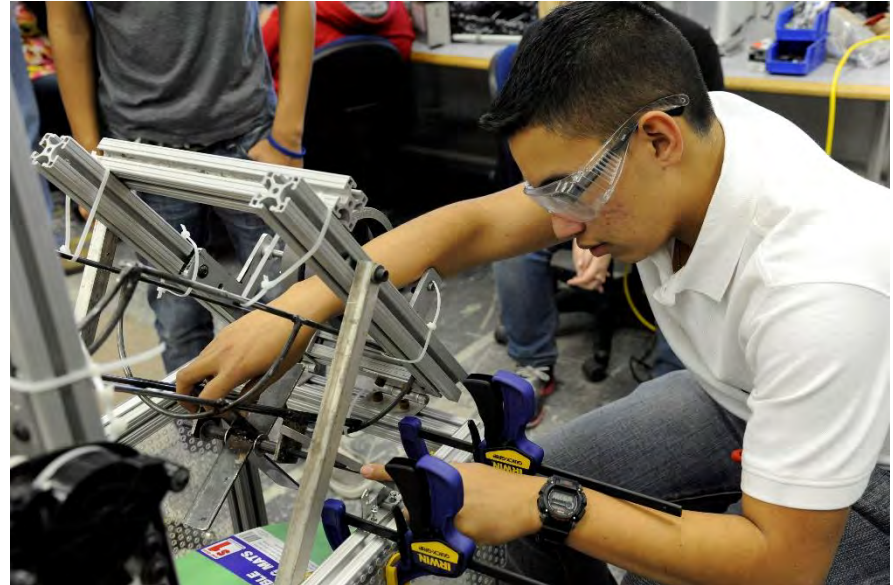
My Next Steps

- ☐ 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
- ☐ Write a cover letter

- 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

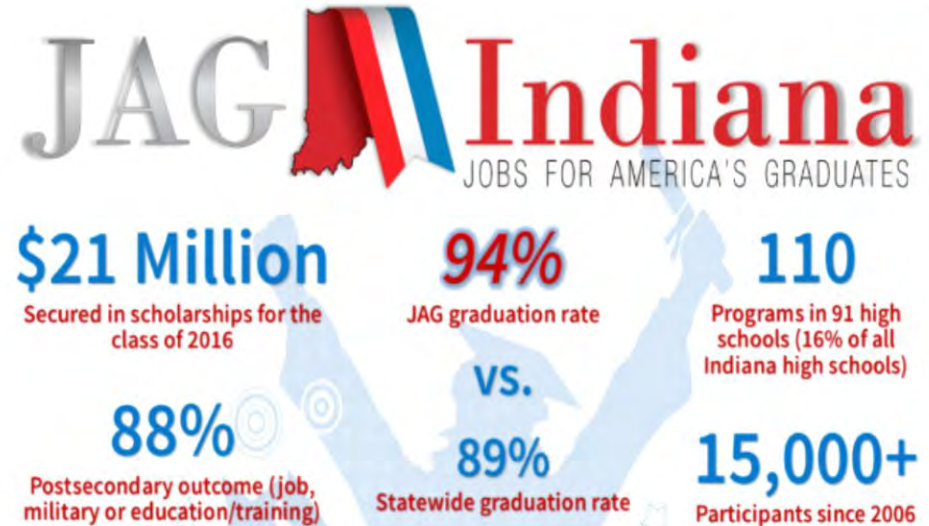
- DWD data to be used by SBOE for CTE programming/long-term plans
- 9 CTE program designations to be consolidated to 3 (18/19 school yr.) with new funding amounts at:
 - High Value: \$680/credit
 - Moderate Value: \$400/credit
 - Less Than Moderate Value: \$200/credit



- 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



[JAG Student Testimonial](#)



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 9th 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.



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

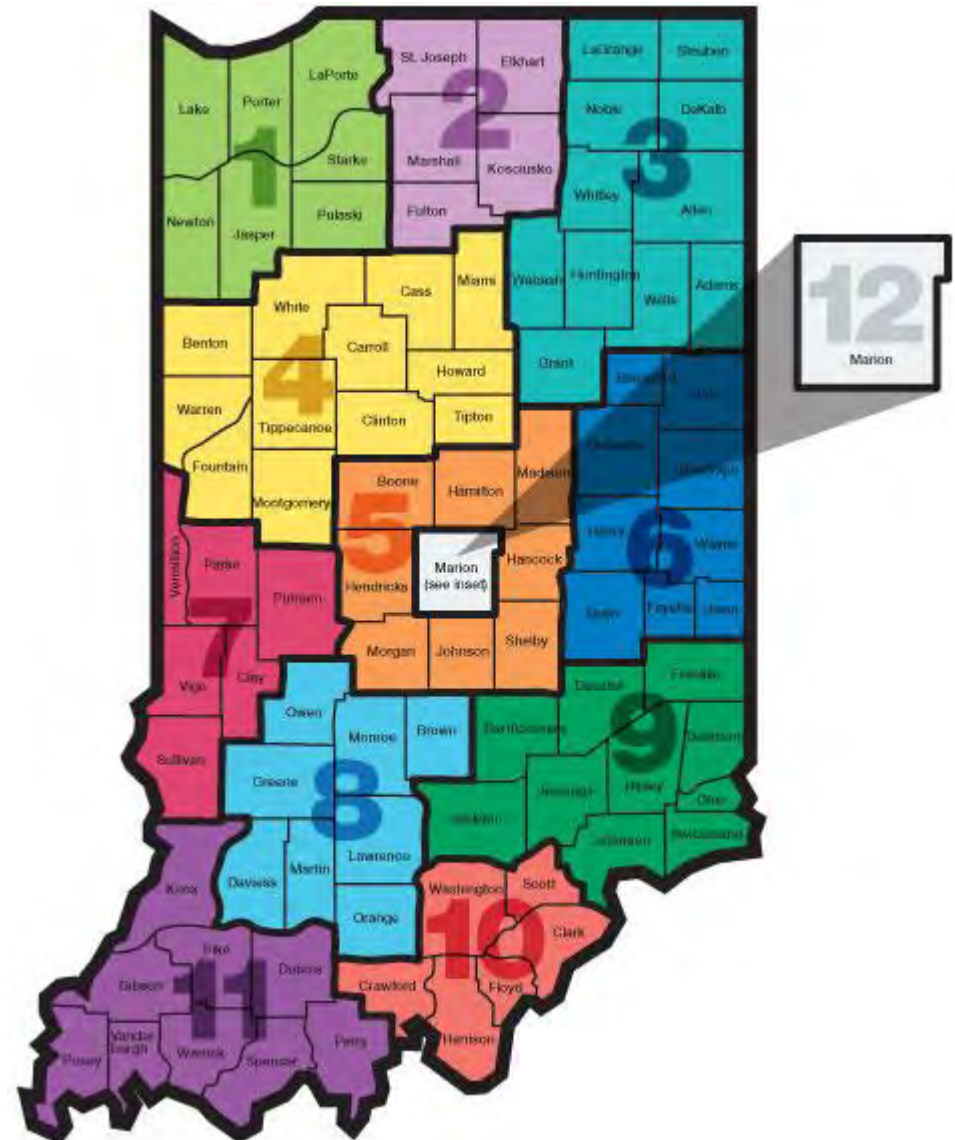
Goal:

- 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

- 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



**Advanced
Manufacturing**



**Building &
Construction**



**IT & Business
Services**



**Health &
Life Sciences**



**Transportation
& Logistics**

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



**Advanced
Manufacturing**



**Building &
Construction**



**IT & Business
Services**



**Health &
Life Sciences**



**Transportation
& Logistics**



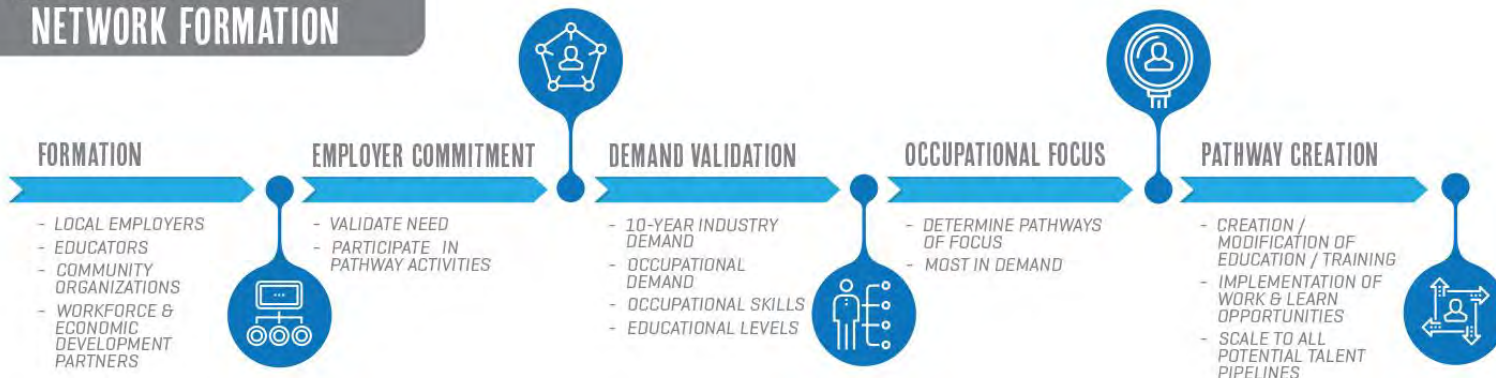
SKILL UP INDIANA! INNOVATION NETWORKS

WORKFORCE INNOVATION NETWORK RELATIONSHIP

SKILL↑
INDIANA!



WORKFORCE INNOVATION NETWORK FORMATION





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



An Initiative of the Indiana Department of Workforce Development

Job Seekers | Employers | Students / Parents | Teachers / Counselors | Education / Training Providers | Workforce Partners

THE INDIANA WORKFORCE CHALLENGE:
1,000,000+ Jobs To Be Filled
Over The Next Ten Years



THE RIGHT SKILLS • AT THE RIGHT TIME • IN THE RIGHT WAY

Welcome to INDIANACAREERREADY.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. INDIANACAREERREADY 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!

Department of Workforce Development Resources



Apply for a Job



Labor Market
Information



Indiana Career
Explorer



Indiana Career
Connect



Training



Indiana
Unemployment
Insurance



INDemand Jobs

INDIANA CAREER READY.COM



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An initiative of the Indiana Department of Workforce Development

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[Explore Interests](#)

[Explore Careers](#)

[Search INDemand Jobs](#)

[Learn About Education and Training](#)

[Apply for a Job](#)

[Career Guidance](#)

Job Seekers

INDIANACAREERREADY 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, INDIANA CAREER READY 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




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INDemand Jobs

INDIANACAREERREADY focuses on high-demand, high-wage jobs for today and tomorrow. The INDemand focus will help ensure a long and rewarding career. The demand indicator used is based on a methodology that ranks all Indiana jobs based on future growth and wages. Whether you are searching for your first job, changing jobs, re-entering the workforce or planning a career change make the INDemand Jobs page the cornerstone of your efforts.



Search Options

Select an Area

Statewide

I'm looking for a career in:

Search Job Title...

Refine Results

Demand Outlook:

- ☐ Any
- ☐ 1 flame
- ☐ 2 flames

Sort By: Highest Demand

Compare	INDemand Ranking	Job Title	Search Jobs	Education	Average Salary	Find Training
<input type="checkbox"/>	★★★★★	General and Operations Managers	Job Postings	Bachelor's Degree	\$81,460	Training
<input type="checkbox"/>	★★★★★	Computer and Information Systems Managers	Job Postings	Bachelor's Degree	\$102,140	Training
<input type="checkbox"/>	★★★★★	Medical and Health Services Managers	Job Postings	Bachelor's Degree	\$80,580	Training
<input type="checkbox"/>	★★★★★	Management Analysts	Job Postings	Bachelor's Degree	\$68,930	Training
<input type="checkbox"/>	★★★★★	Market Research Analysts and Marketing Specialists	Job Postings	Bachelor's Degree	\$50,380	Training



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