

Playing to our strengths as a  
**21<sup>st</sup> Century Talent Region**



*Presented by the  
Center of Workforce Innovations*

**Navigating Beyond 2020**



- **Who is available for work?**
- **Where do our workers work now?**
- **How prepared is our workforce for current and future jobs?**
- **Do workers earn enough to support families?**
- **How equal is opportunity?**



# Who is Available for Work?



**2019 NWI POPULATION: 847,447**

Chicago MSA – 9.5 million

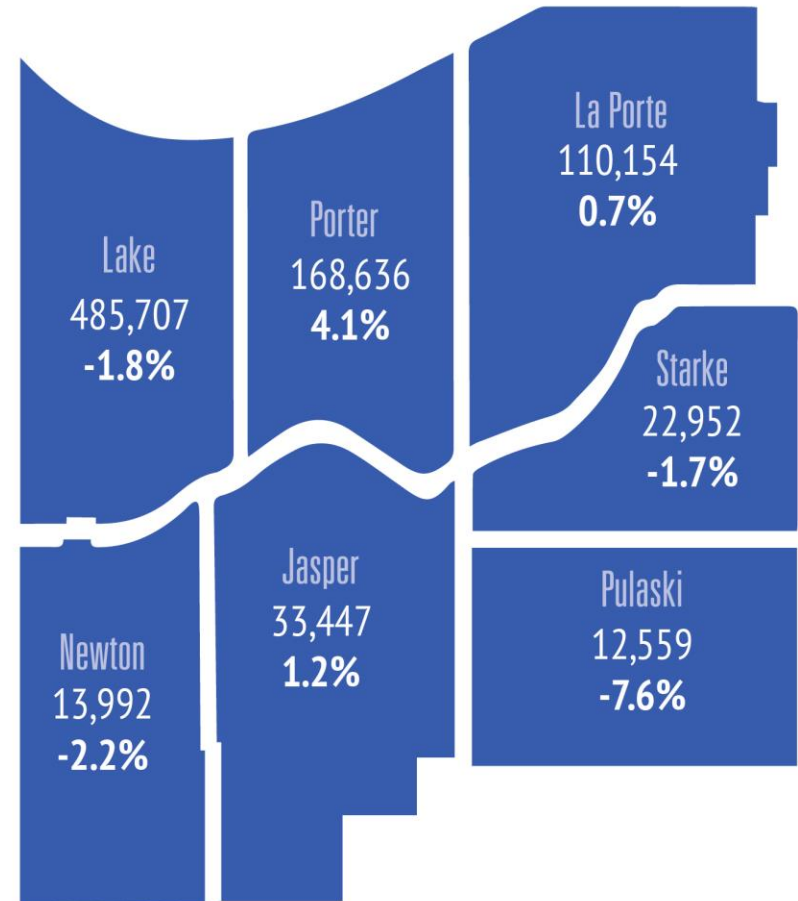
Indiana – 6.7 million

USA – 324.7 million

## COUNTY POPULATION CHANGE SINCE 2009

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

**0.5%**



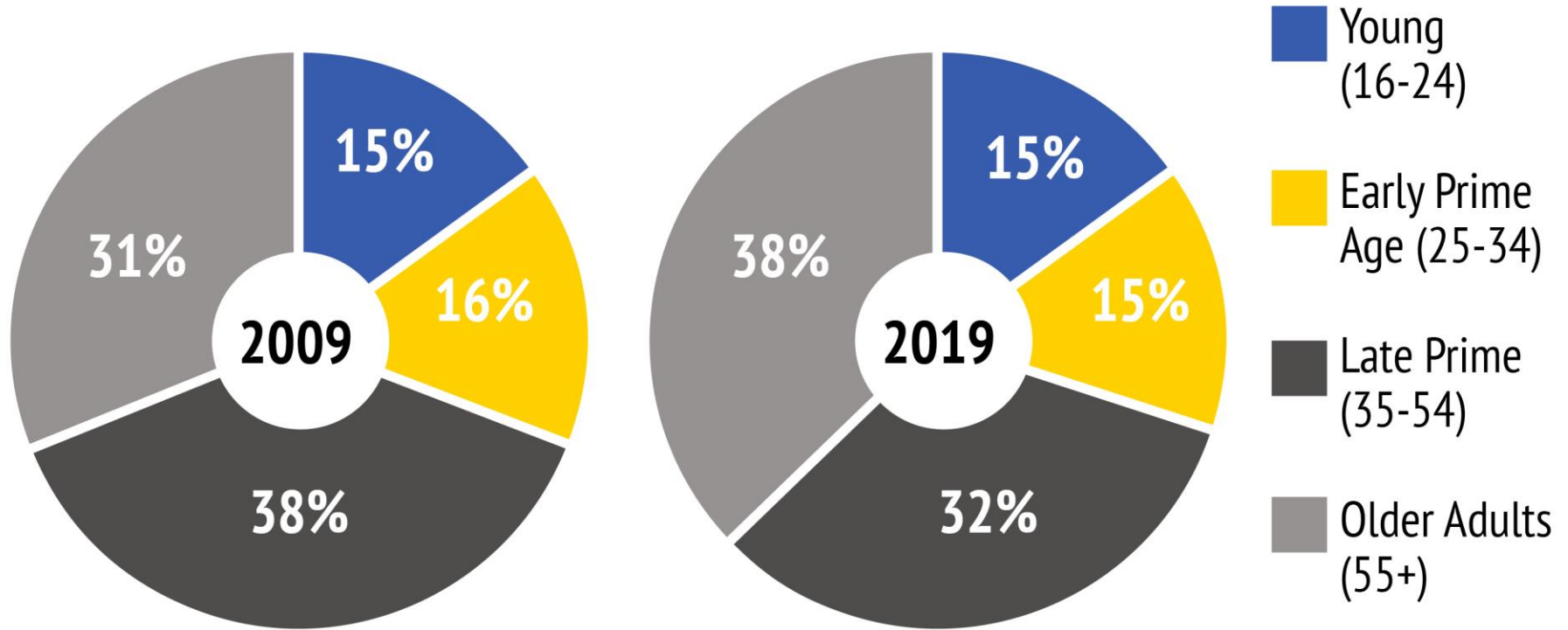
# Who is Available for Work?

## LABOR FORCE BY COUNTY WITH RATE CHANGE

	2019 Labor Force Participation Rate (16-64)	Rate Change since 2009
Jasper	72.5%	-5.4%
Lake	73.1%	-0.5%
La Porte	67.8%	-4.9%
Newton	71.3%	7.1%
Porter	73.1%	-2.8%
Pulaski	71.5%	-2.3%
Starke	68.3%	-0.6%
NWI Total	72.2%	-1.8%
Indiana	75.0%	-0.7%
United States	74.4%	-0.2%

# Who is Available for Work?

## LABOR FORCE BY AGE GROUP





# Who is Available for Work?

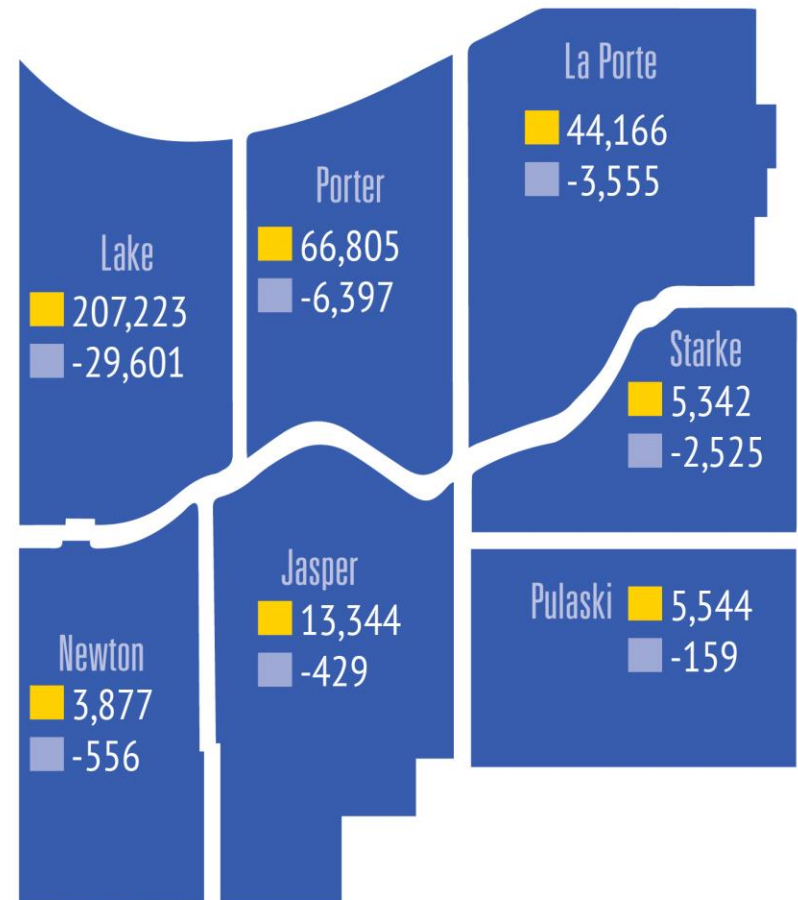
## IMPLICATIONS AND COVID CONSIDERATIONS

- **Regional Housing Squeeze**
- **Labor Force Challenges**
- **Reengaging Disconnected Individuals**
- **Higher Wages Fuel Employment**

# Where Do Our Workers Work Now?

**NWI 2018**  
**NET COMMUTERS: -43,222**

■ Total Jobs  
■ Net Commuters



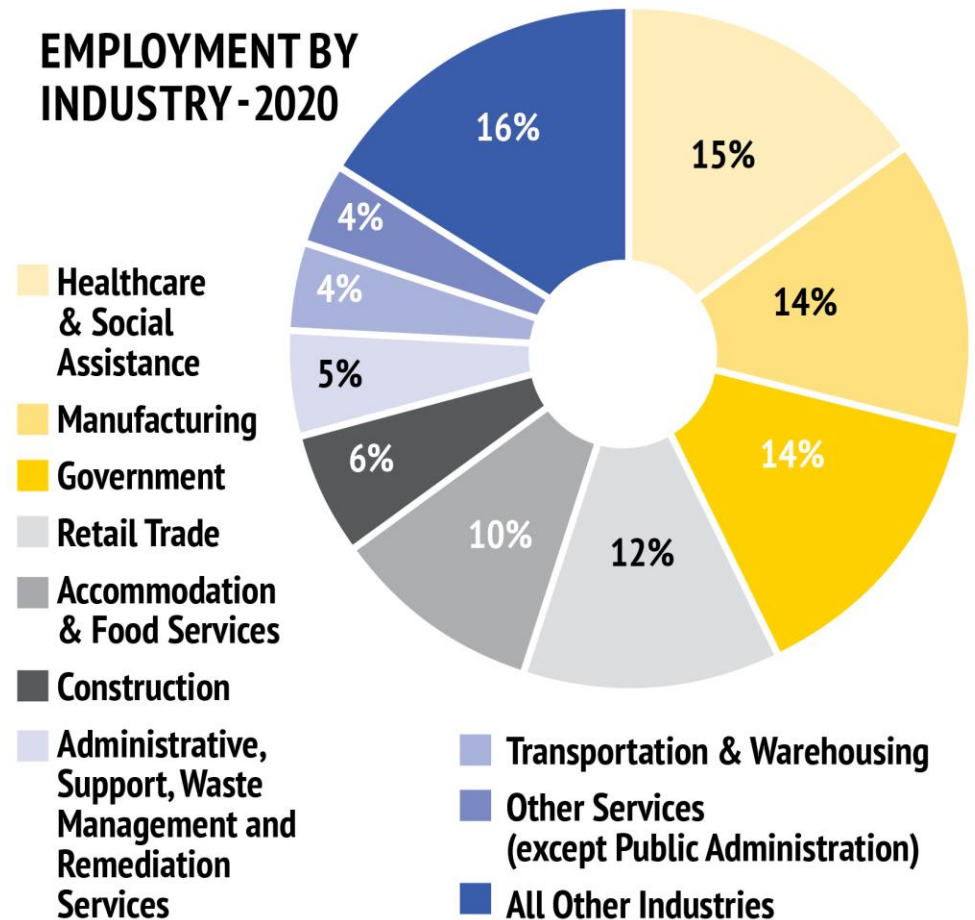
# Where Do Our Workers Work Now?

## NWI'S TOP EMPLOYERS

### Employer

Ameristar Casino Hotel East Chicago  
Arcelormittal Indiana Harbor  
Blue Chip Casino Hotel And Spa  
BraunAbility  
Community Hospital  
Eastern Express Inc  
Franciscan Health  
Horseshoe Hammond  
IU Health  
Methodist Hospitals  
Nisource Inc  
Northwest Health  
Purdue University Northwest

## EMPLOYMENT BY INDUSTRY - 2020





# Where Do Our Workers Work Now?

## TEN MOST COMMON OCCUPATIONS - 2020

	<b>Jobs</b>	<b>Median Hr. Wage</b>
Fast Food and Counter Workers	13,105	\$10.41
Retail Salespersons	10,752	\$11.06
Office Clerks, General	8,840	\$15.34
Registered Nurses	8,491	\$39.17
Cashiers	8,483	\$10.81
Waiters and Waitresses	6,338	\$9.60
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,096	\$13.38
Laborers and Freight, Stock, and Material Movers	5,837	\$14.72
Heavy and Tractor-Trailer Truck Drivers	5,687	\$22.06
Stockers and Order Fillers	5,114	\$11.35

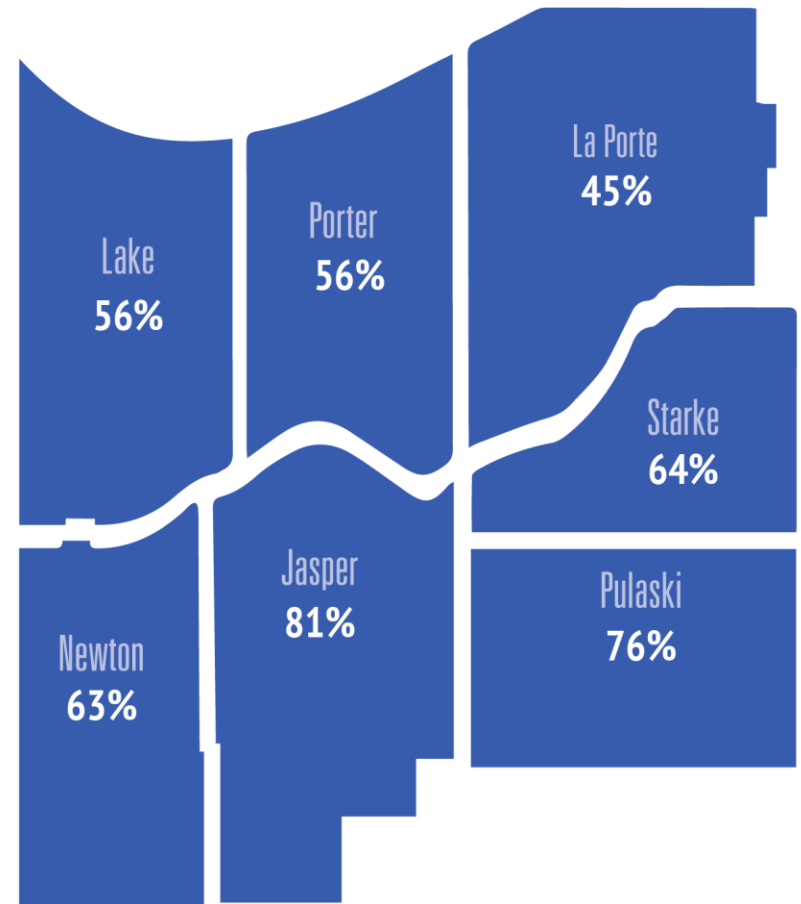
# Where Do Our Workers Work Now?

## IMPLICATIONS AND COVID CONSIDERATIONS

- **Commuting Outlook**
- **Service Economy Expansion**
- **Economy Wide Unemployment**
- **Pandemic Dislocations**

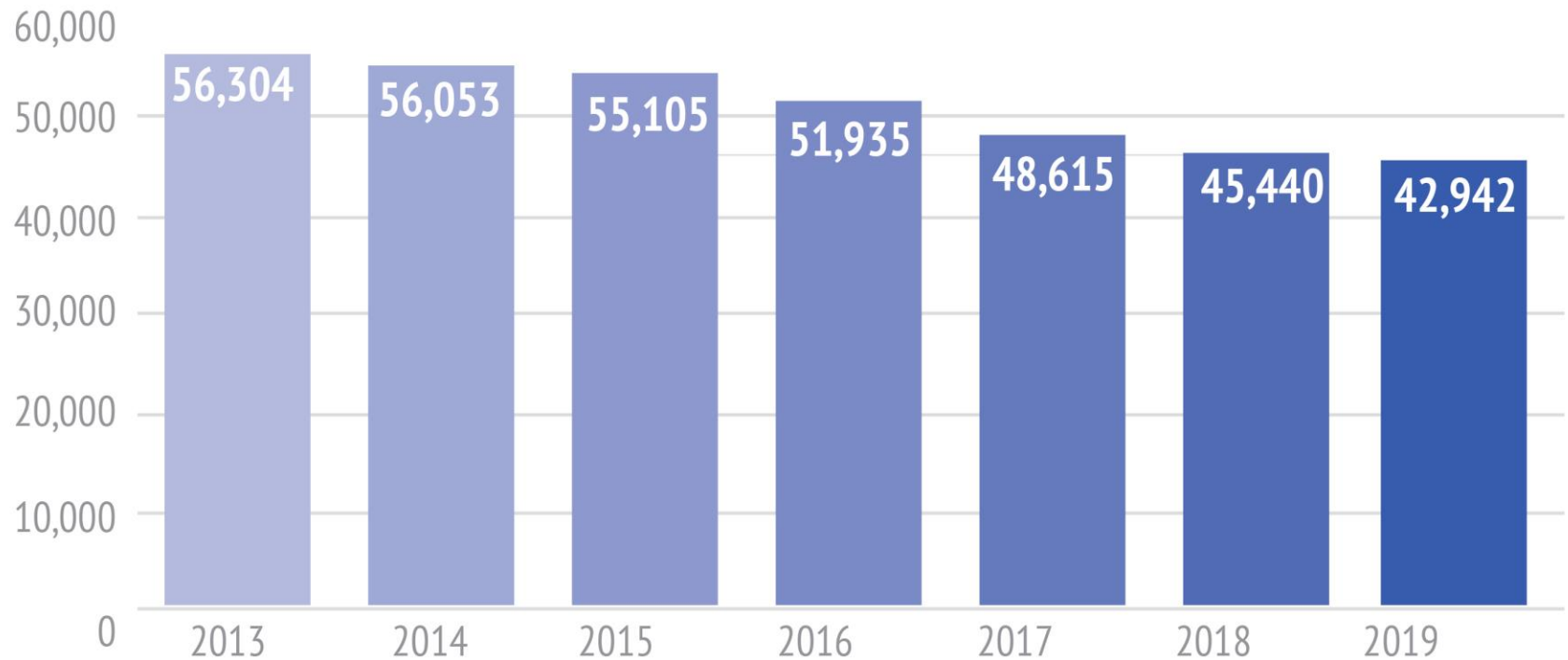
# How Prepared is Our Workforce?

## PERCENT OF 2018 COLLEGE GRADUATES EARNING DUAL CREDIT



# How Prepared is Our Workforce?

## NWI COLLEGE & UNIVERSITY ENROLLMENT



# How Prepared is Our Workforce?

## COLLEGE COMPLETION RATES-2018

Campus	On Time Completion Rate	5 year Change	6 Year Completion Rate	5 year Change
Indiana Public 2 yr	15.7%	8.8%	36.9%	9.1%
Ivy Tech Lake County	7.5%	*	27.2%	*
Ivy Tech Michigan City	14.3%	*	33.3%	*
Ivy Tech Valparaiso	6.9%	*	37.7%	*
Indiana Public 4 yr (Non-Main Campus)	29.1%	16.5%	52.6%	7.6%
Indiana University Northwest	22.2%	15.5%	44.7%	4.0%
Purdue Northwest	24.6%	14.5%	51.4%	7.6%

\*Data not available.



# How Prepared is Our Workforce?

## IMPLICATIONS AND COVID CONSIDERATIONS

- **NWI High Performing Schools**
- **Education's Pandemic Resilience**
- **Enrollment Decline as Opportunity**
- **New and Expanded Resources**

# What Do Our Workers & Families Earn?

## OCCUPATIONS BY FIELD

	2010 Median Hourly Earnings	2019 Median Hourly Earnings
Fast Food and Counter Workers	\$8.31	\$10.41
Retail Salespersons	\$9.19	\$11.07
Office Clerks, General	\$11.19	\$15.34
Registered Nurses	\$28.99	\$39.14
Cashiers	\$8.55	\$10.81
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$10.71	\$13.31
Heavy and Tractor-Trailer Truck Drivers	\$19.16	\$21.99
Waiters and Waitresses	\$9.11	\$9.60
Laborers and Freight, Stock, and Material Movers	\$11.10	\$14.70
Stockers and Order Fillers	\$9.75	\$11.35

# What Do Our Workers & Families Earn?

## PERCENTAGE OF TOWNSHIP RESIDENTS BELOW ALICE SURVIVAL BUDGET



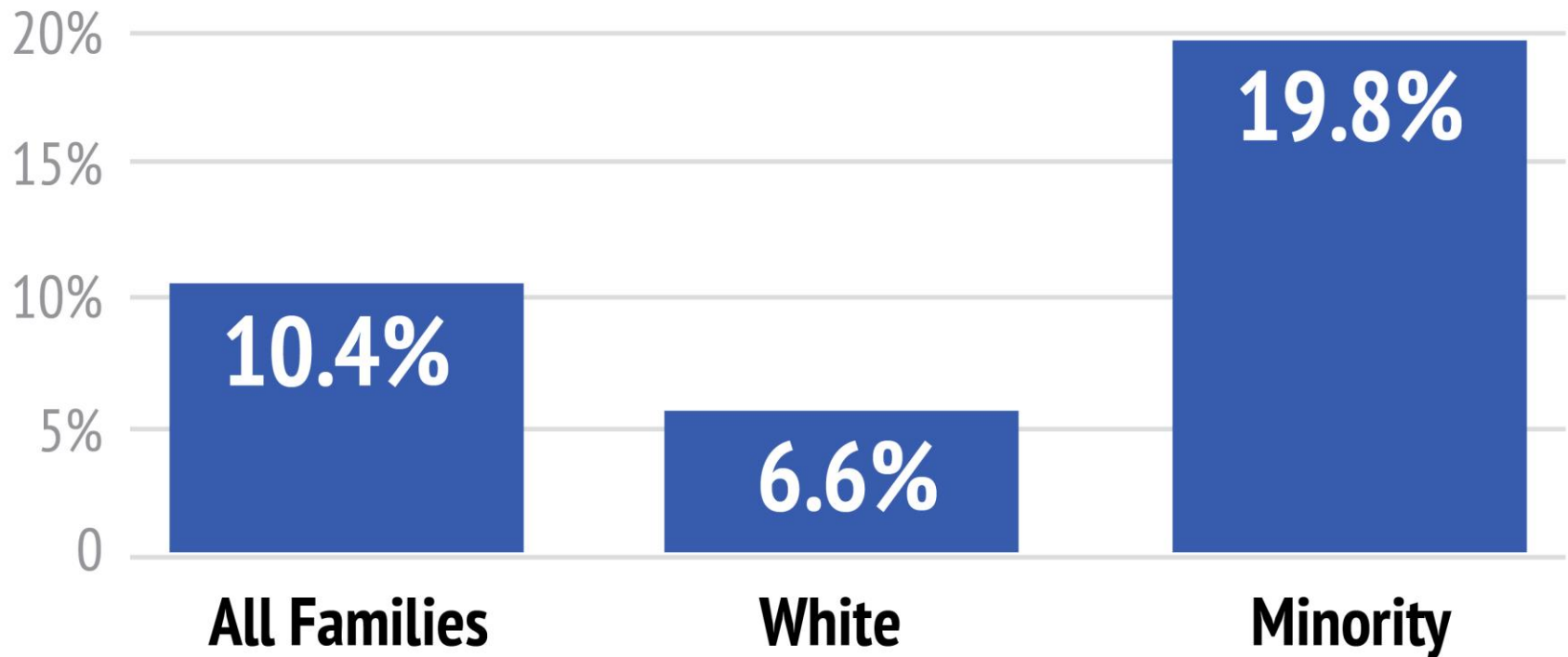
# What Do Our Workers & Families Earn?

## NWI POVERTY RATES

	2010	2019
Families	10.5%	10.4%
Families with Householder working Full-time	3.4%	3.3%
Families when Householder has more than HS Diploma	8%	7.8%

# How Equal is Opportunity?

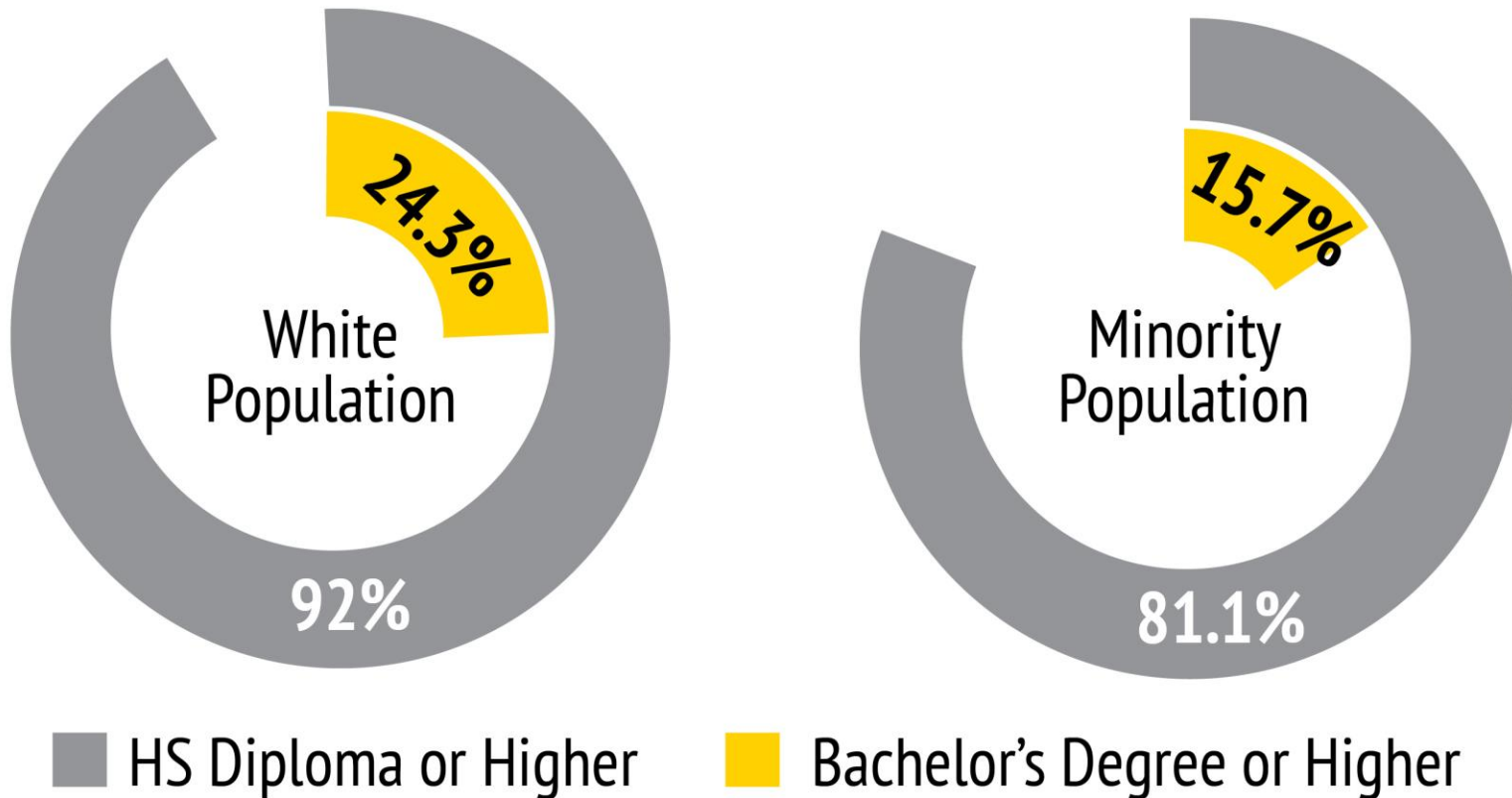
## 2019 NWI POVERTY RATES BY RACE





# How Equal is Opportunity?

## EDUCATIONAL ATTAINMENT BY RACE - 2019



# How Equal is Opportunity?

## MINORITY WORKFORCE BY FIELD


	Percentage of Region Workforce Minority	Average Annual Compensation
Manufacturing	25.9%	\$74,161
Retail Trade	27.4%	\$27,813
Transportation and Warehousing	28.4%	\$59,560
Management of Companies & Enterprises	26.8%	\$87,078
Administrative and Support and Waste Management and Remediation Services	38.1%	\$32,067
Health Care and Social Assistance	33.7%	\$49,909
Arts, Entertainment, and Recreation	42.2%	\$28,800
Accommodation and Food Services	36.8%	\$16,513
<b>Total</b>	<b>25.79%</b>	<b>\$46,004</b>

# How Equal is Opportunity?

## IMPLICATIONS AND COVID CONSIDERATIONS

- **Disparities Holding the Region Back**
- **Inequality of Opportunity**
- **Concentration of Pandemic Effects**
- **Remote Learning Realities**

# Bright Opportunities Ahead

A close-up photograph of two hands, one from the left and one from the right, reaching towards each other. They are holding a bright, glowing light source, possibly a small flame or a light bulb, which is the focal point of the image. The background is a soft, warm gradient of orange and yellow, suggesting a sunset or sunrise. The hands are silhouetted against the bright light, and the overall mood is hopeful and optimistic.

**We stand well  
positioned to meet the  
needs of the economy of  
the future and prosper.**

# Bright Opportunities Ahead



- **Creating a Region Prosperous for All**
- **Infrastructure for a Workforce of the Future**
- **New Opportunities for Work**
- **Local Focus, Regional Progress**



# Thank you for joining us today!

The full report can be found at  
[www.cwicorp.com/research-publications/](http://www.cwicorp.com/research-publications/)



May 26, 2021