

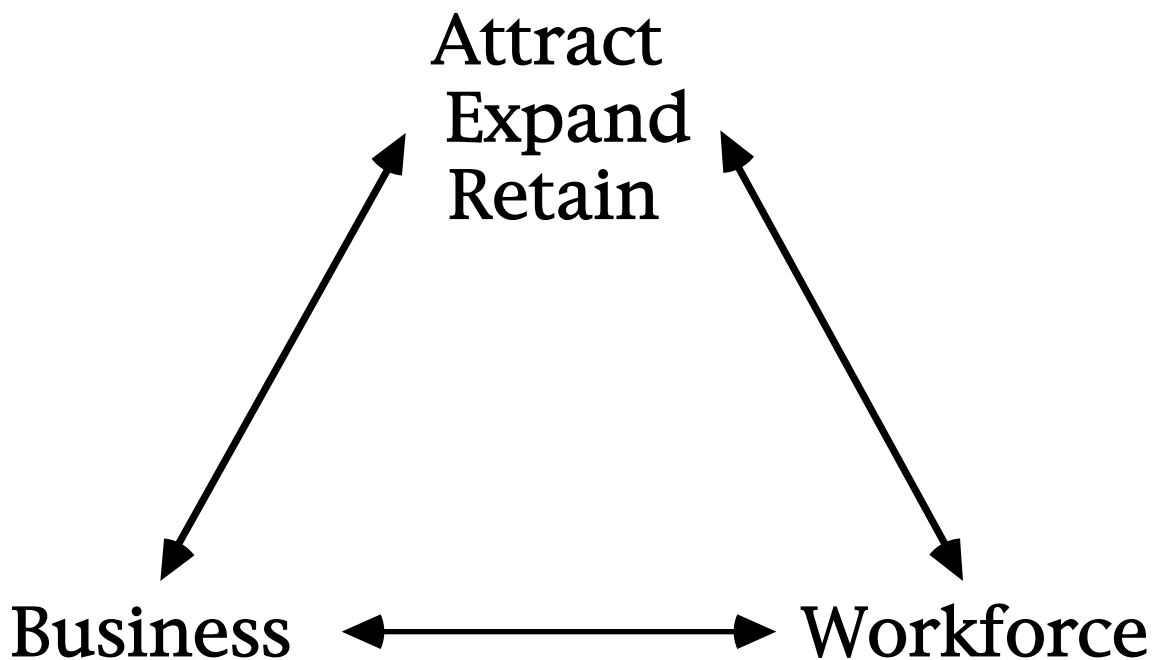
# Workforce Development for Economic Development

## *Today's Purposes:*

- Linkages
- Talent Pipelines
- Partnering
- Community Dashboard
- Benchmarking
- Next Steps

# Workforce Development for Economic Development!

## *A Vibrant Local Economy*



Workforce Development:  
Goals, Strategy, Partnership  
*Workforce Investment System*

*Economic Development:  
Creating Wealth for  
Individuals, Businesses,  
and Communities*

Seek “Development”!

- Attract, Retain Businesses  
through Workforce Quality

- Offer a

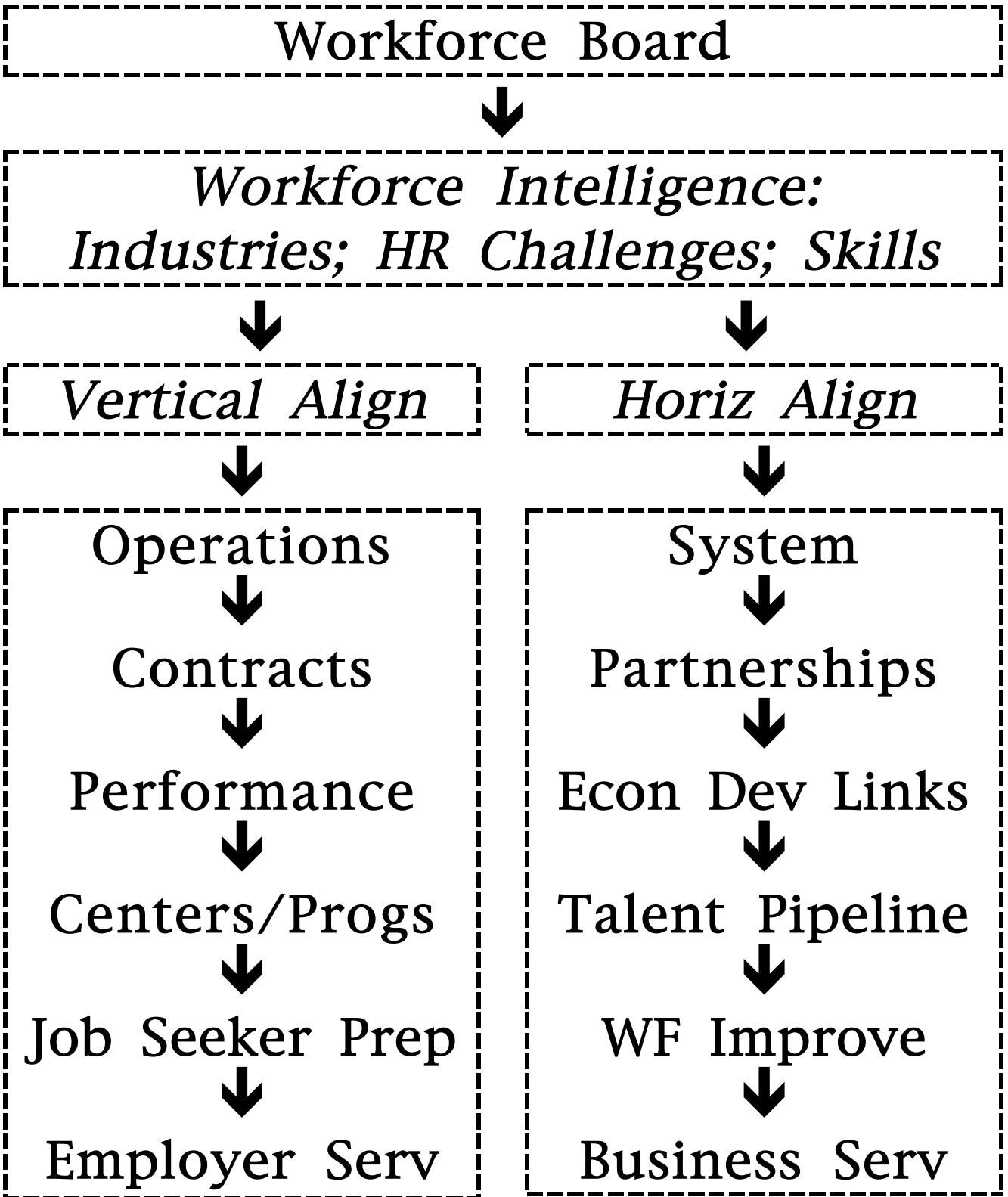
“Workforce” Incentive

- Move Up the  
Skill Food Chain

- Create and Nurture  
a Talentforce

- Attract New Talent;

Expand and Retain Local Talent



*Workforce Development for  
Economic Development  
Demand (↓) and Response (↑)*

Targeted Industry Clusters



Human Resource Challenges



Workforce Supply Chains



Credentials



Occupations



Knowledge and Skills

*Operate and Partner*

**Economic Growth Region 6:  
Demand-Drives for Alignment**



**Mission:**

The Eastern Indiana Regional Workforce Board is to create strategic alliances that advance the region's economic vitality and to direct a seamless network for services that develops and sustains a highly educated and skilled workforce in Eastern Indiana



**Workforce Intelligence (SSI): Demand Drives**



**Targeted Industries:**

- Manufacturing
- Health Care Services
- Agribusiness
- Transportation and Warehousing



**Human Resource Challenges:**

- Recruitment of a Skilled and Credentialed Workforce
  - Lack of Basic Skills and Work Ethics
- Workforce Training Investment May Lead to Migration
- Outward Migration of Skilled & Emerging Workforces
  - Aging Workforce



**Talent Pipeline (Root Causes):**

- Lack of Education  
(Basic Skills and Occupation-Specific)
- Lack of Career Awareness
- Lack of Capacity (Health Care Specific)



**Critical Occupations:**

- Health Diagnosing and Treating Practitioners
- Health Technologies and Technicians
- Life Scientists
- Business Operations Specialists
- Metal Workers and Plastic Workers
- Truck Drivers: Heavy and Tractor Trailer



**Critical Knowledge and Skills**

- Written and Verbal Communication
  - Reading Comprehension
  - Computer Literacy
- Mathematics and Science
  - Problem Solving
  - Leadership
  - Work Ethics

## Ten Human Resource Challenges

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1. Strategic Workforce Intelligence
2. Aging Workforce
3. Emerging Workforce
4. Underutilized Talent
5. Increasing Skill Requirements
6. Lifelong Learning to Compete
7. Recruitment of Talent
8. Competition for Talent
9. Retention of Talent
10. Improved HR Capacity

Map workforce supply chains to help workers advance and businesses find qualified workers

## Workforce Supply Chains:

- Where from?
- How keep?
- Where next?

*Three Talent Imperatives...*

- Recruit Talent
- Retain Talent
- Develop Talent

*Seek All Three...*

- Region and Industry
- Industry and Employer
- Employer and Demand Occupations

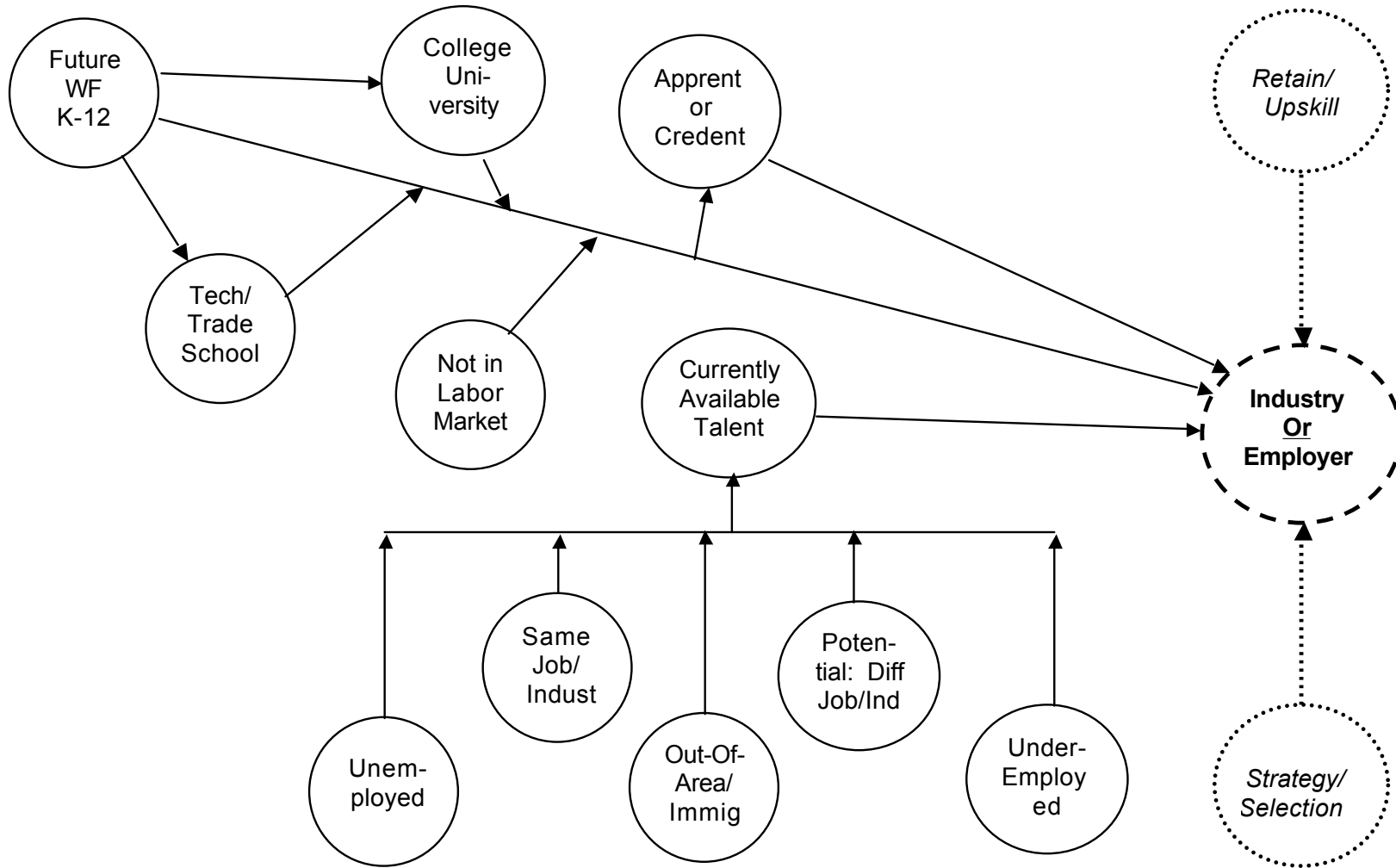
*Today and Tomorrow...*

- Current
- Near-Term
- Future

*Common to Unique...*

- Interest
- Skills
- Occupations
- Jobs

# Workforce Supply Chain: The Talent Pipeline



## *How Are We Doing?*

### The Community Dashboard

- Tracking
- Benchmarking
- Displaying
- Convening
- Influencing
- Evaluating
- Improving

# Partners for Progress

- Government
- Trade Associations
- Unions
- Economic Development
  - Workforce
  - Education
  - Residents
  - Media

## What's On the Dashboard?

- Population
  - Growth/Decline
  - Age Cohorts
  - In-Migration/Out Migration

- Wealth:
  - Wages
  - Household Income
  - Poverty
  - Public Assistance

- **Education:**

- High School Graduation
- 12 + 2>
- Credentials
- Skill Levels

- **Jobs:**

- Aggregate Growth/Decline
- Occupation Types
- Career Clusters
- Skill Clusters

- **Employment:**
  - Unemployment Rate
  - Unemployment Duration
  - Labor Force Participation Rate
  - Underemployment
  - Part-Time Jobs
  - Multiple Jobs

- **Industry:**
  - New Business Start-Ups
  - Sectors (All/Target)
  - Industry Clusters

## **Benchmarking:**

- County-to-County
- Other Indiana Regions
- The Whole Nation
- Benchmark Communities

## **Displaying and Influencing:**

*Next Steps...*