



Annual STATE OF THE WORKFORCE Summit MARCH 2024



Event Emcee

Shane Stuber



Shane is the current Vice Chair of Southern Indiana Works' Board of Directors and is a consultant in the non-profit and healthcare sectors.

Presenting Sponsor 



IVY TECH
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SIW's State of the Workforce Summit- March 12, 2024







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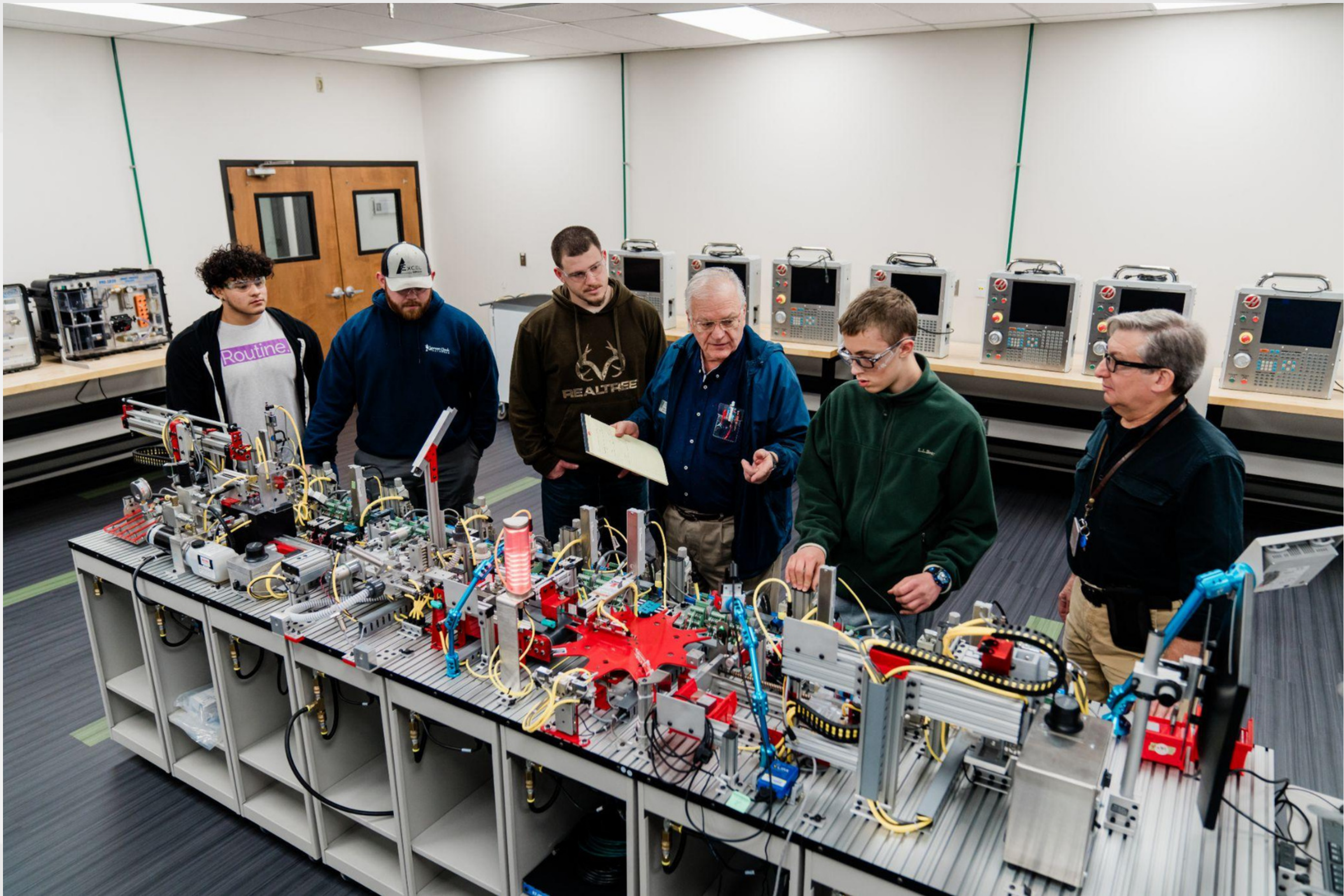








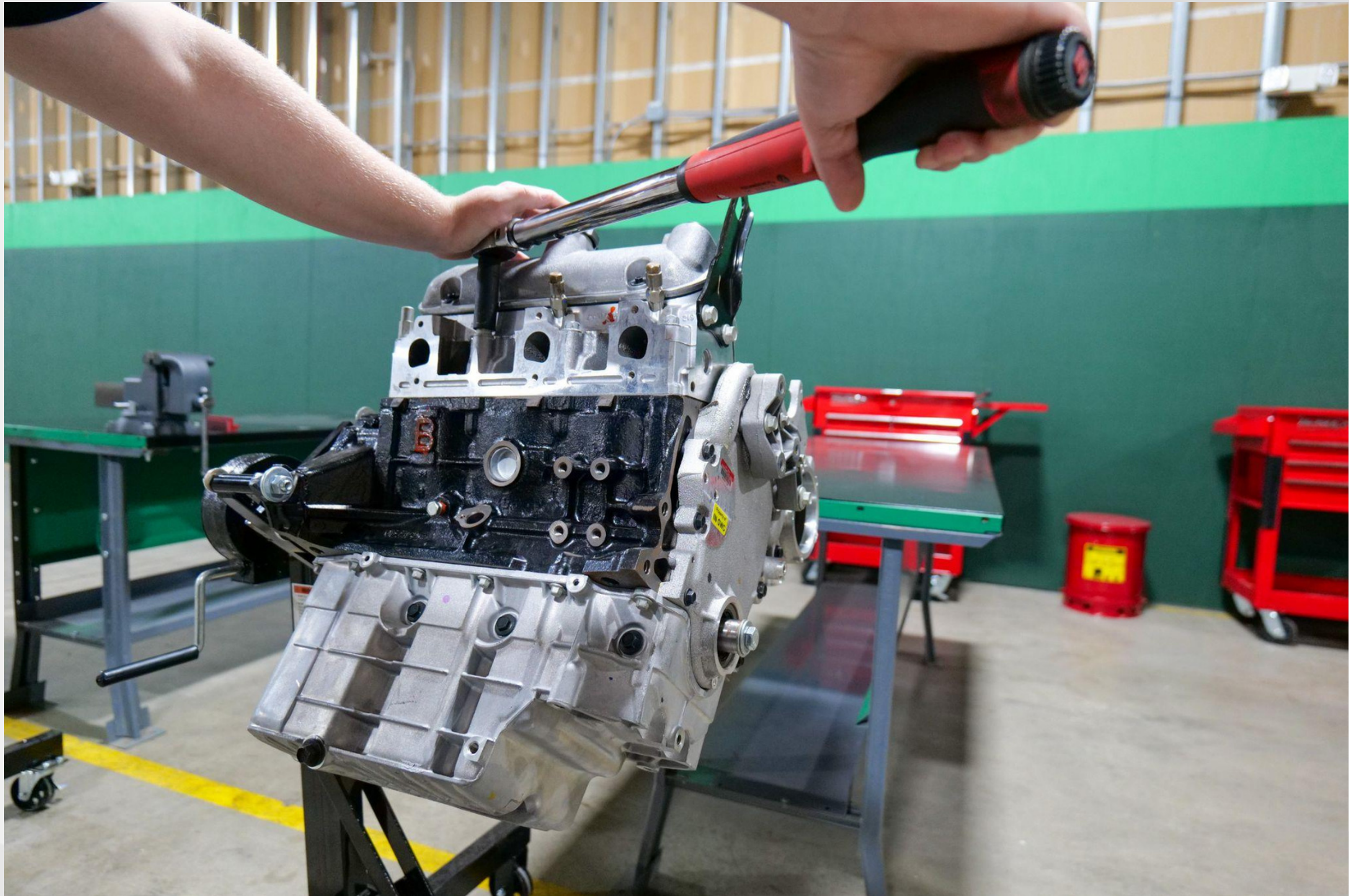
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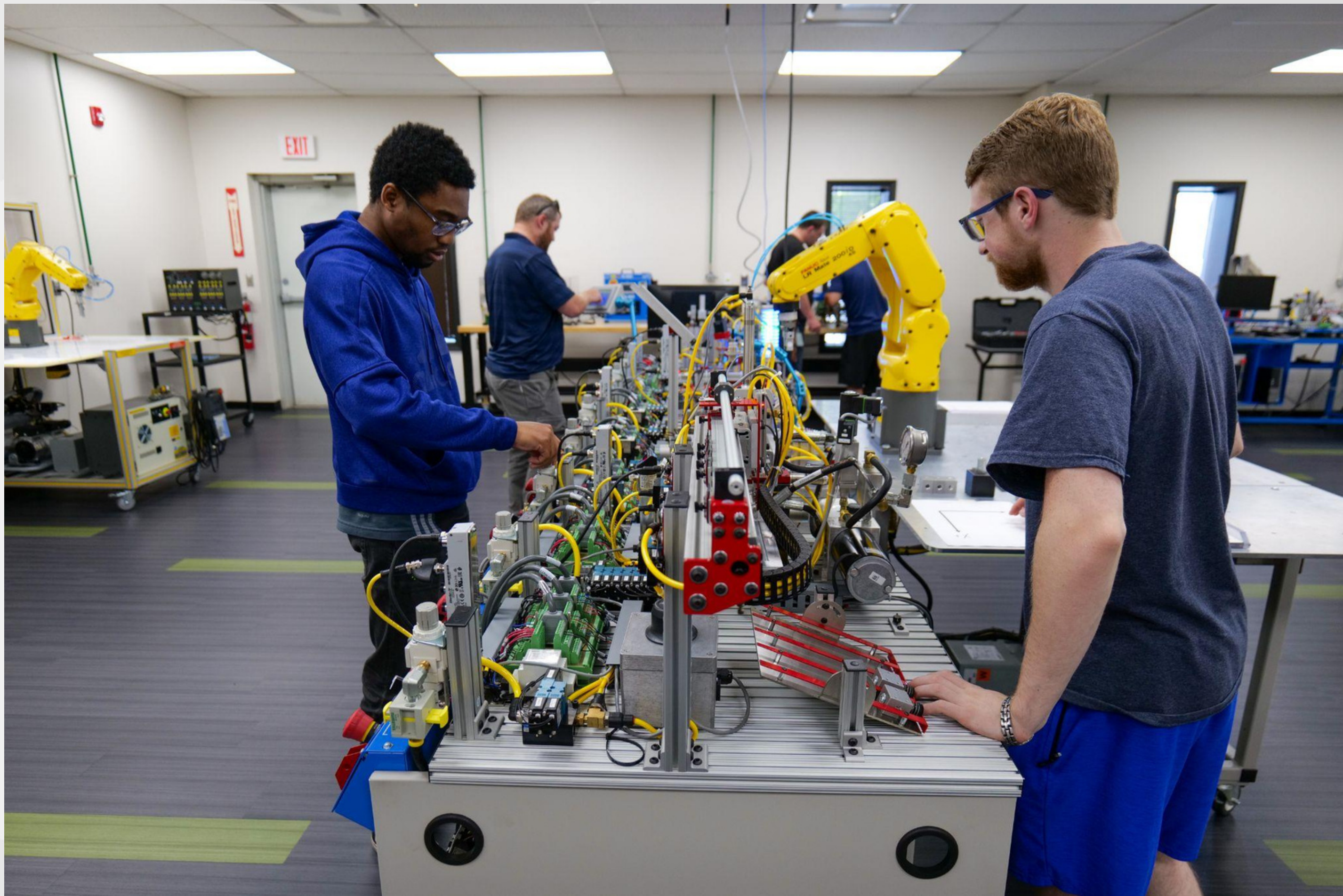


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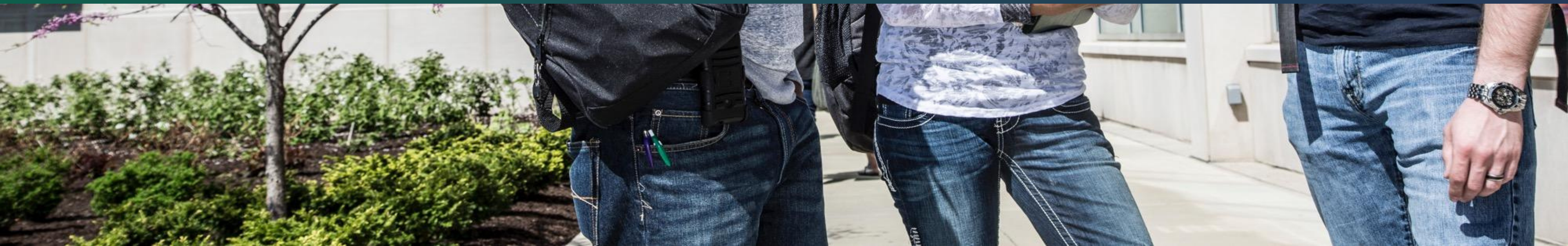


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Sellersburg

Thank you!



Labor Market Intelligence Report

State of the Workforce Summit
March 12, 2024

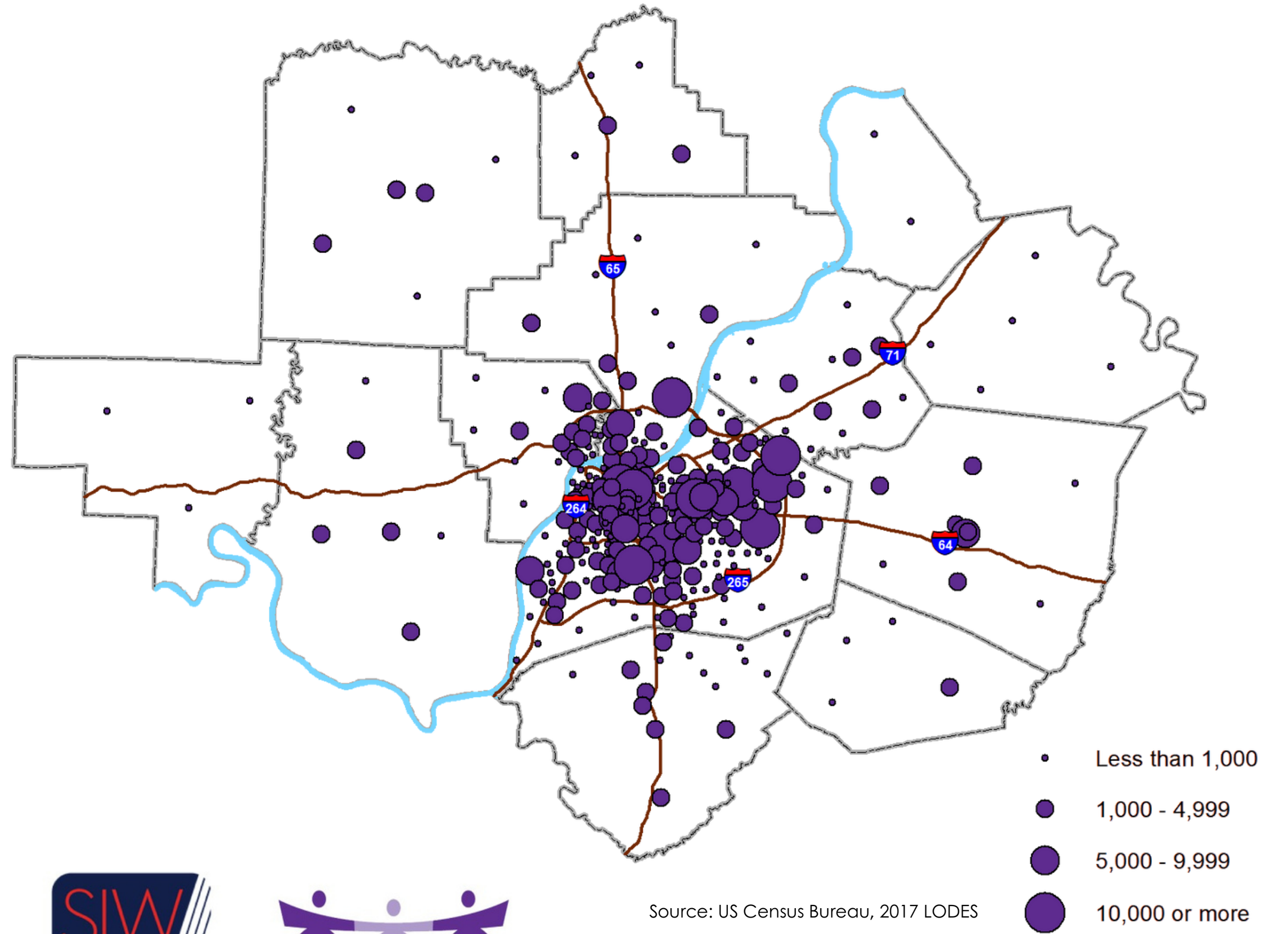


Kentuckiana Bi-State Region

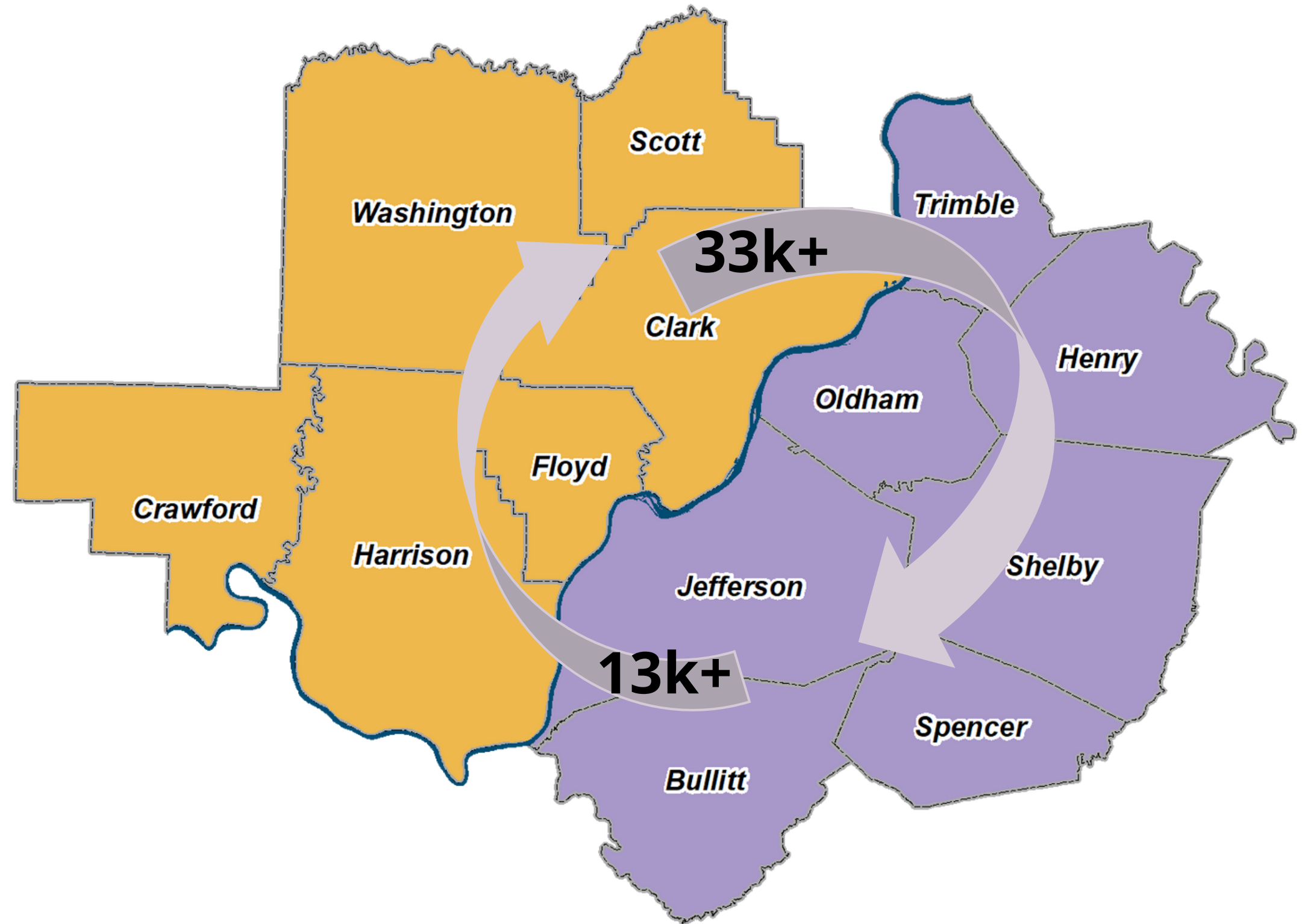


Large employment centers on both sides of the river

Number of Jobs by Census Tract



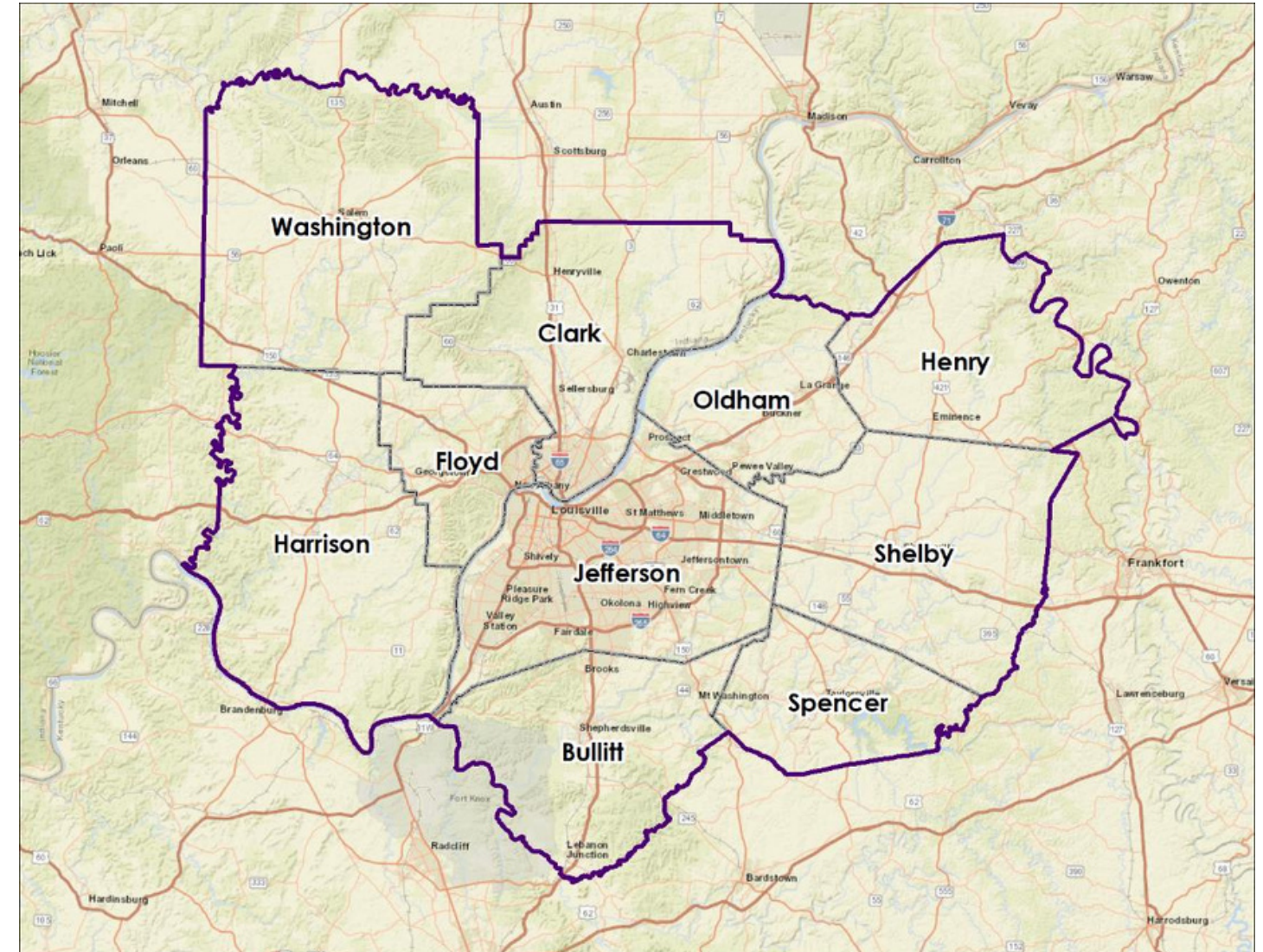
People live
and work on
both sides of
the river



Source: US Census Bureau, 2021 LODES

Louisville MSA

- Louisville Metropolitan Statistical Area (MSA)
- Defined by Federal Office of Management and Budget
- Based on population living in an urban area and commuting patterns

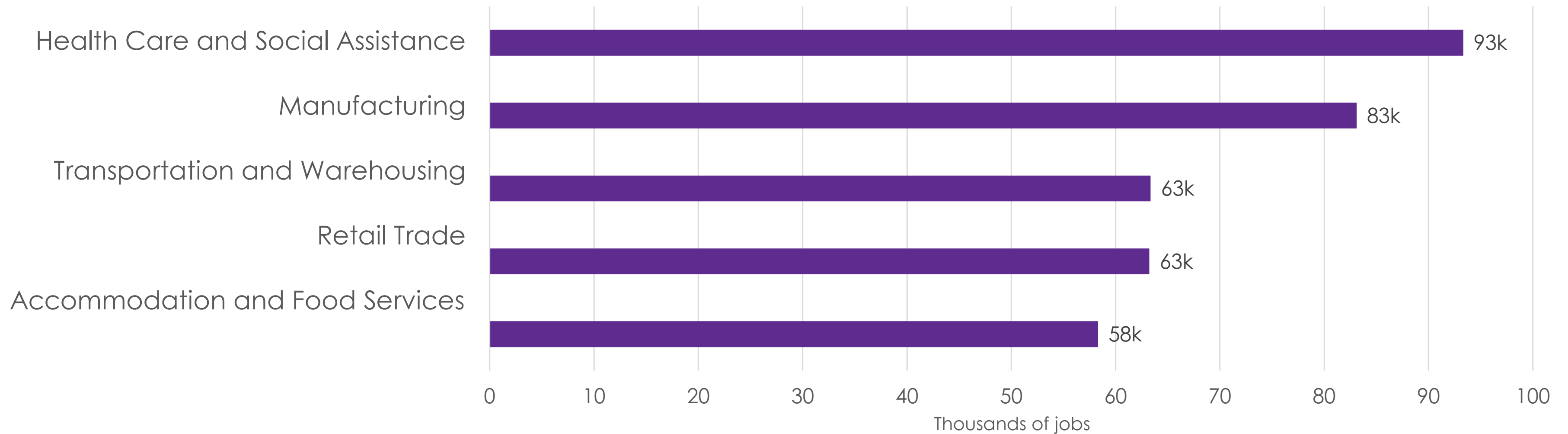


Economic Overview



Five industries account for over half of local private sector jobs.

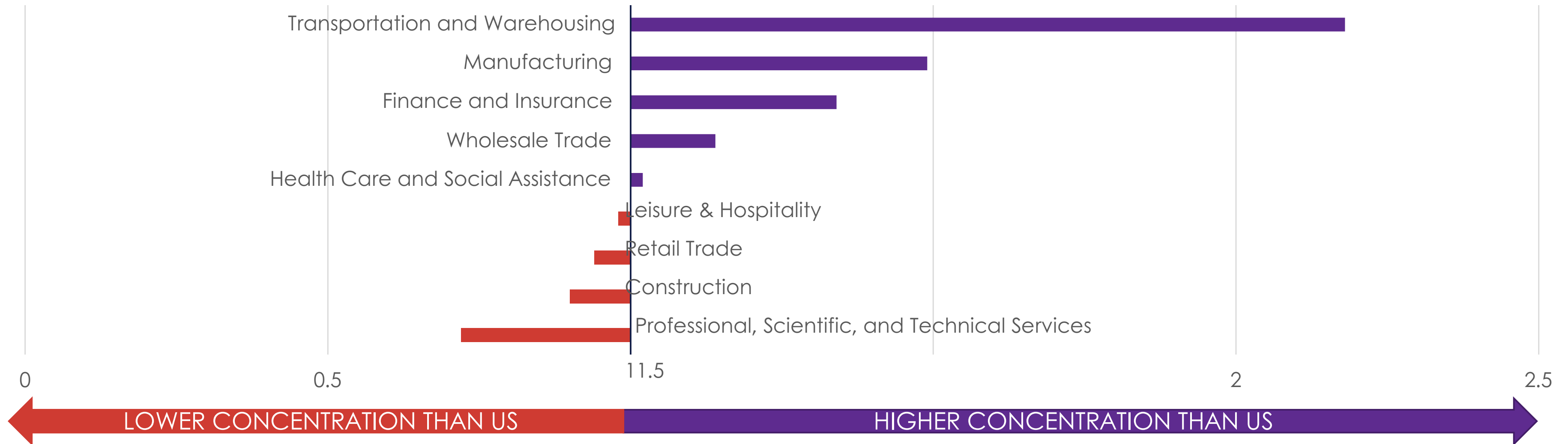
2023 Private Sector Employment by Industry –Kentuckiana Region



Source: Lightcast2024.1

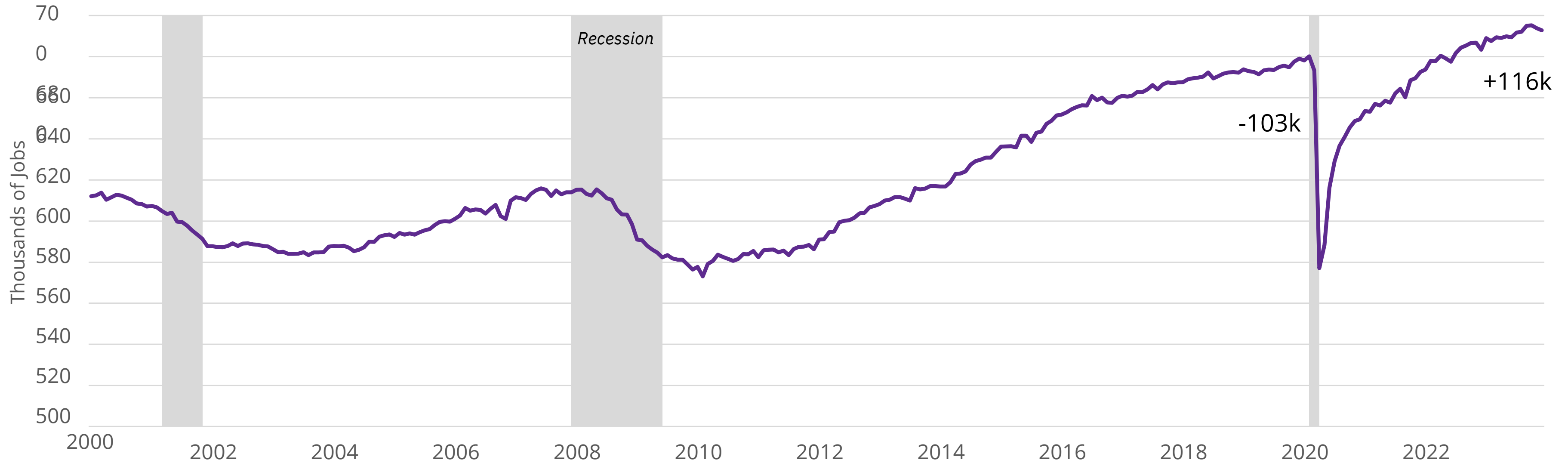
Relative to the US economy, the region has the most concentrated employment in logistics, manufacturing, and insurance.

2023 Location Quotient, Select Industries, Kentuckiana Region



The region has recovered all of the jobs lost during the COVID-19 recession.

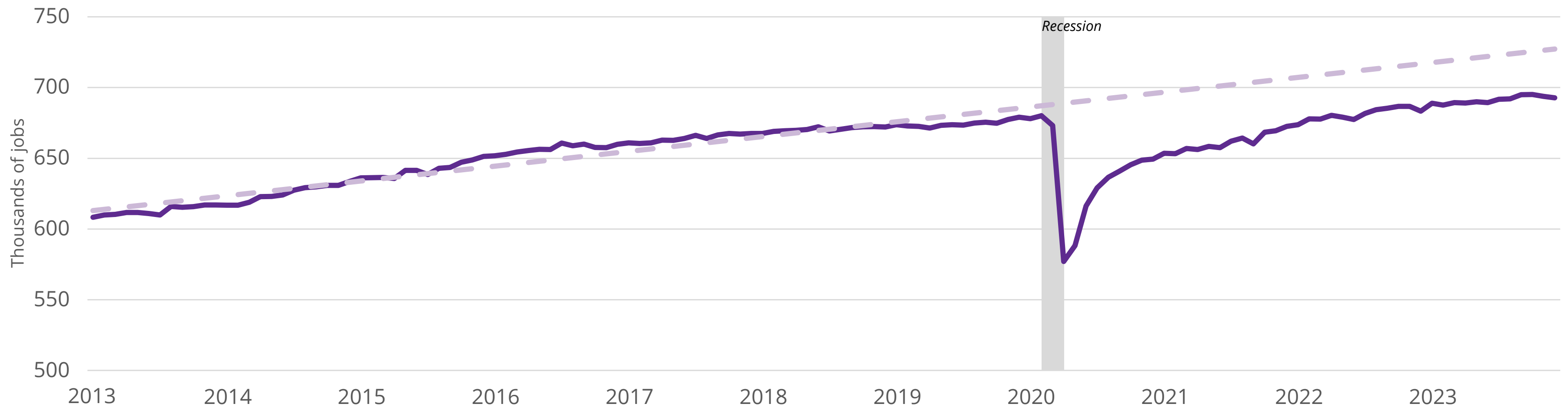
Total Nonfarm Employment -Louisville MSA



Source: Bureau of Labor Statistics
Note: Seasonally Adjusted data, Dec. 2023 is preliminary.

The number of jobs on payrolls increased in 2023, but is still below pre-COVID trend.

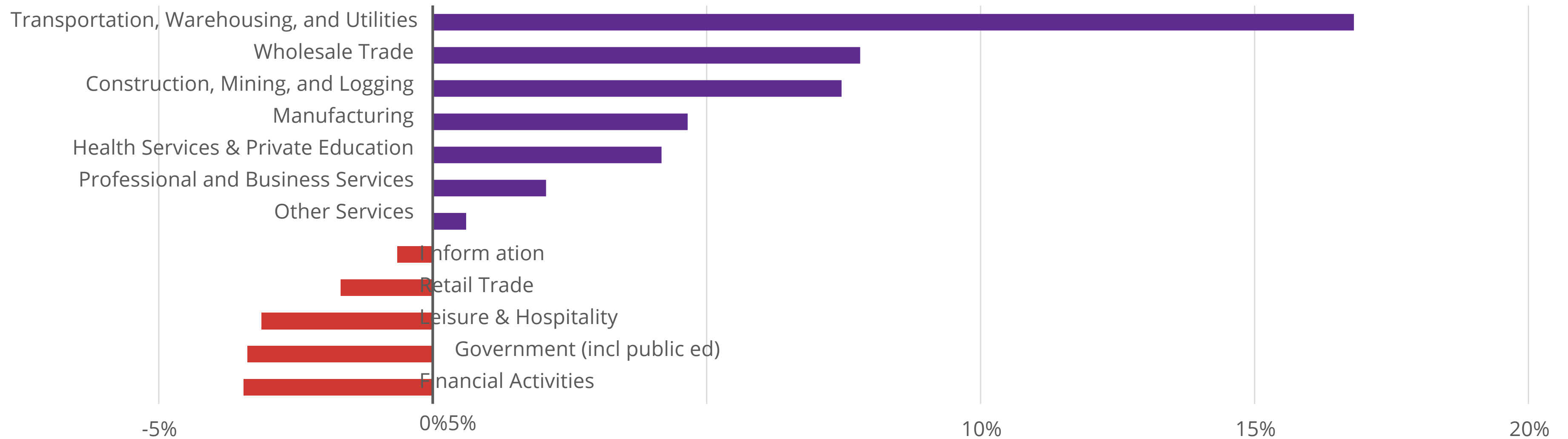
Total Nonfarm Employment –Louisville MSA



Source: Bureau of Labor Statistics
Note: Seasonally Adjusted data, Dec. 2023 is preliminary.

Even though the region recovered the total number of jobs, they are not the same jobs.

Payrolled Employment Change, Louisville MSA, 2019-2023

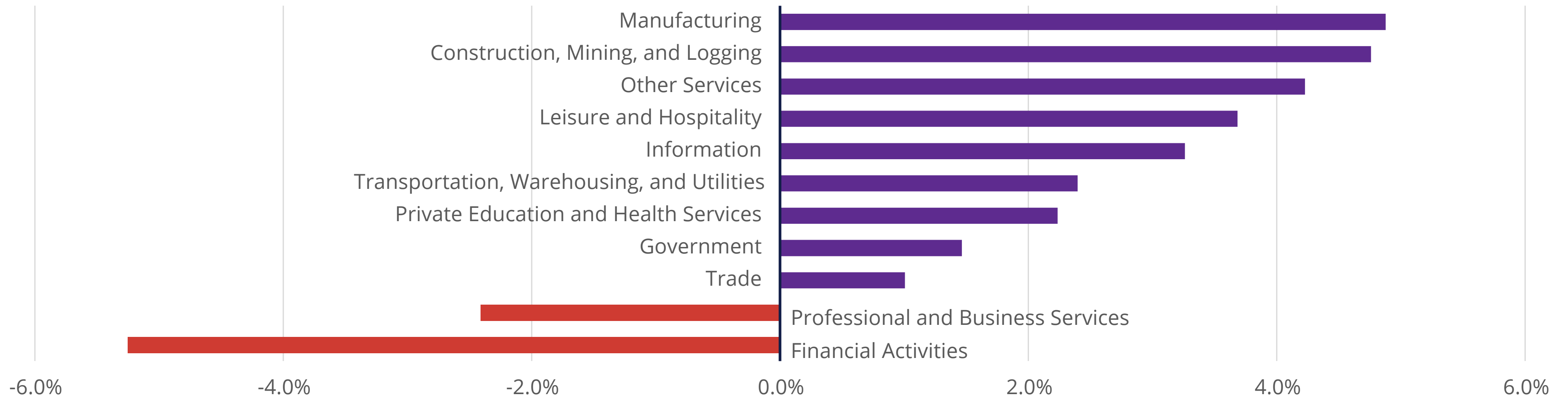


Source: Bureau of Labor Statistics
Note: Non-Seasonally Adjusted data, Dec. 2023 is preliminary.



Manufacturing and Construction realized the fastest job growth between 2022 and 2023.

Payrolled Employment Change, Louisville MSA, 2022-2023

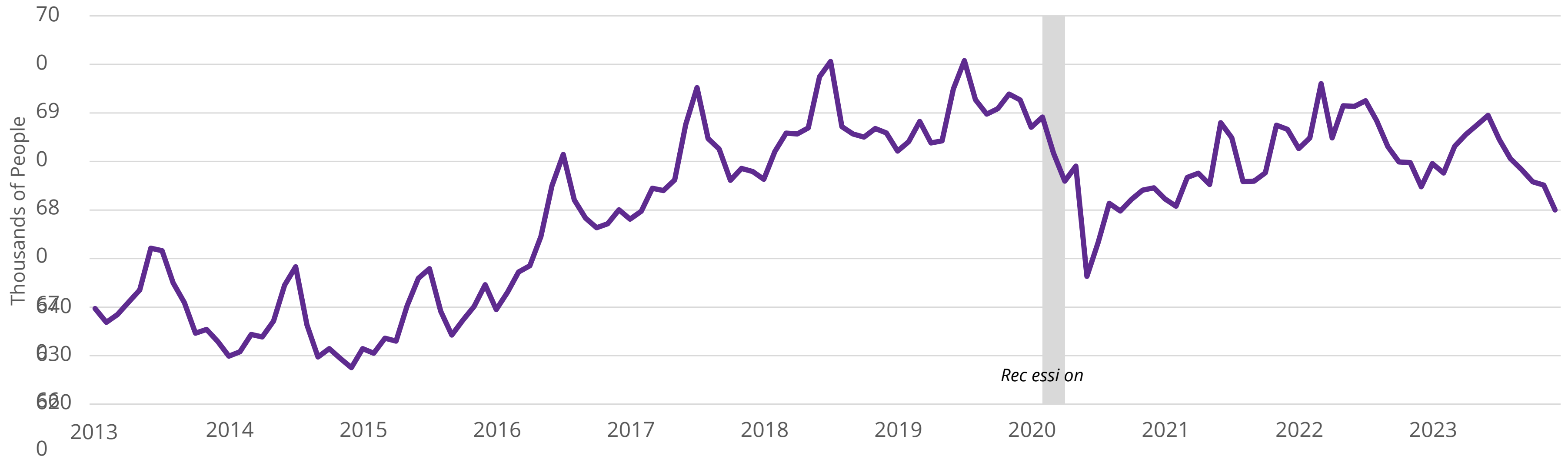


Source: Bureau of Labor Statistics
Note: Non-Seasonally Adjusted data, Dec. 2023 is preliminary.



The average size of the labor force was about 1.5% smaller in 2023 than it was before the pandemic.

Size of the Labor Force –Kentuckiana Region



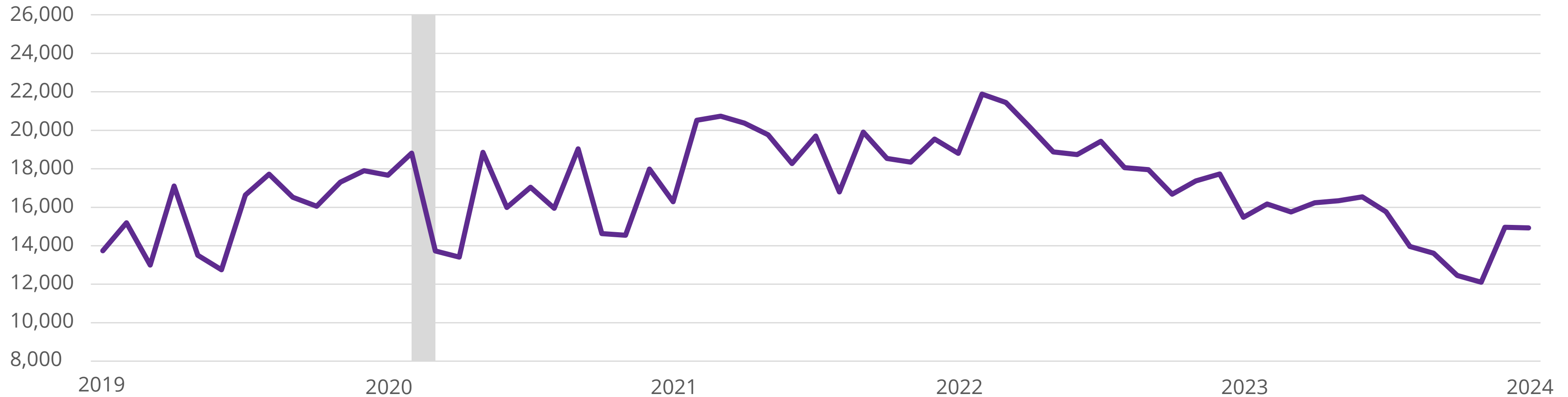
Recession

Source: Bureau of Labor Statistics
Note: Non-Seasonally Adjusted data, Dec. 2023 is preliminary.



The number of local online job postings reached record highs last year, but demand is starting to slow.

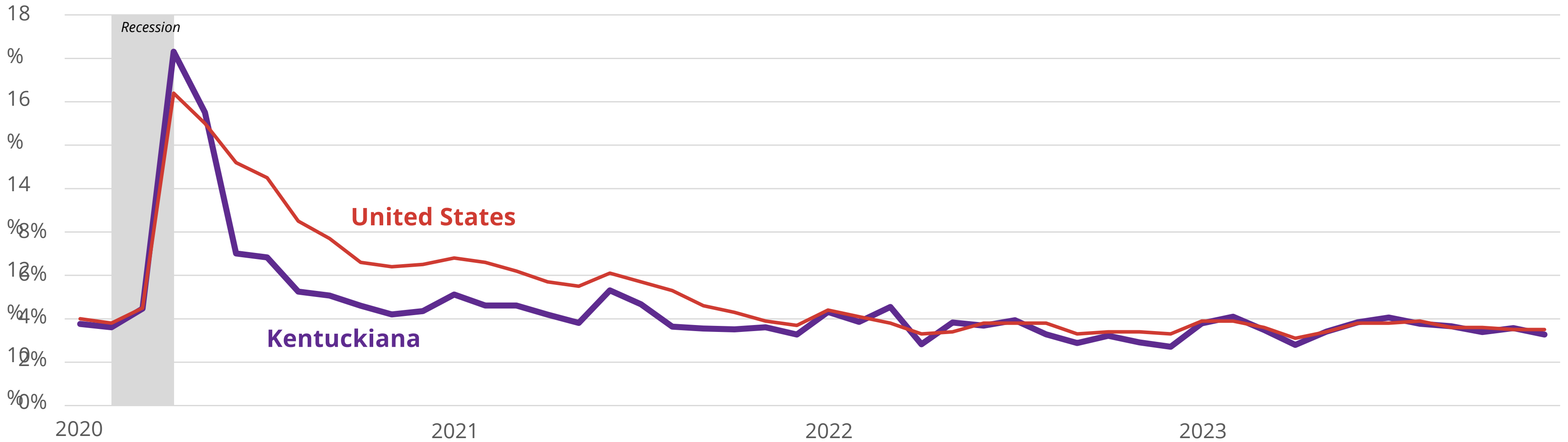
Monthly Online Job Postings –Louisville MSA



Source: Lightcast

The unemployment rate remained low throughout 2023, even though it was slightly higher than the rates experienced in 2022.

Unemployment Rate -Kentuckiana Region



Source: Bureau of Labor Statistics
Note: Non-Seasonally Adjusted data, Dec. 2023 is preliminary.

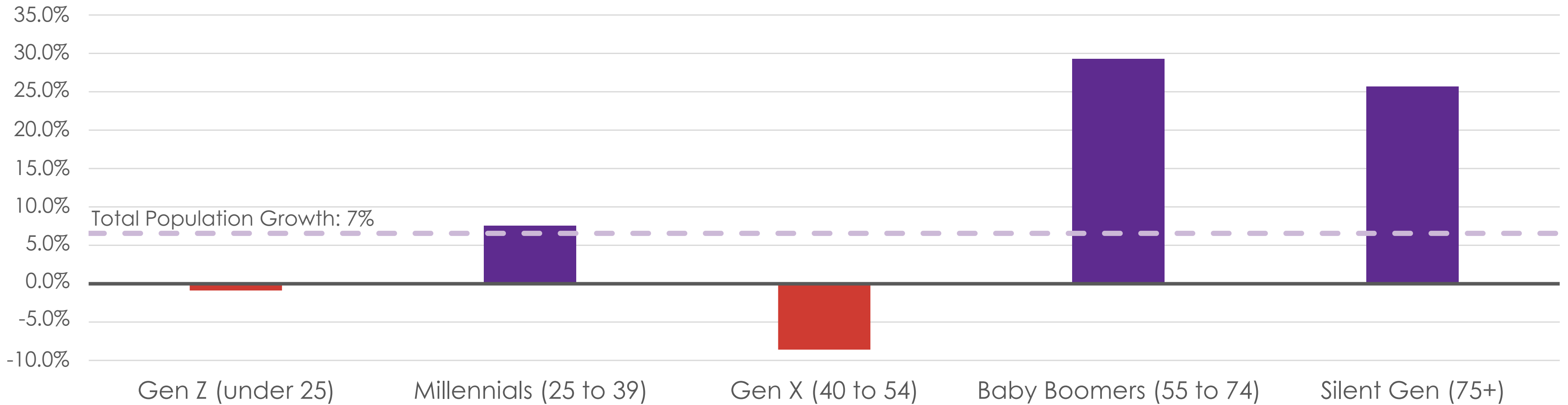


The Population is Aging



The biggest contributor to the region's population growth are people age 55+

Population Change, 2010 –2022, Kentuckiana Region



Source: US Census Bureau, 2010 Census, 2022 Population Estimates



Lots of older workers retire

Research from the St. Louis Fed estimates that were 2.4 million “excess retirements” over the retirement trend seen before the pandemic.

Actual Retirements Began to Greatly Surpass the Predicted Trend during the Pandemic



FEDERAL RESERVE BANK OF ST. LOUIS

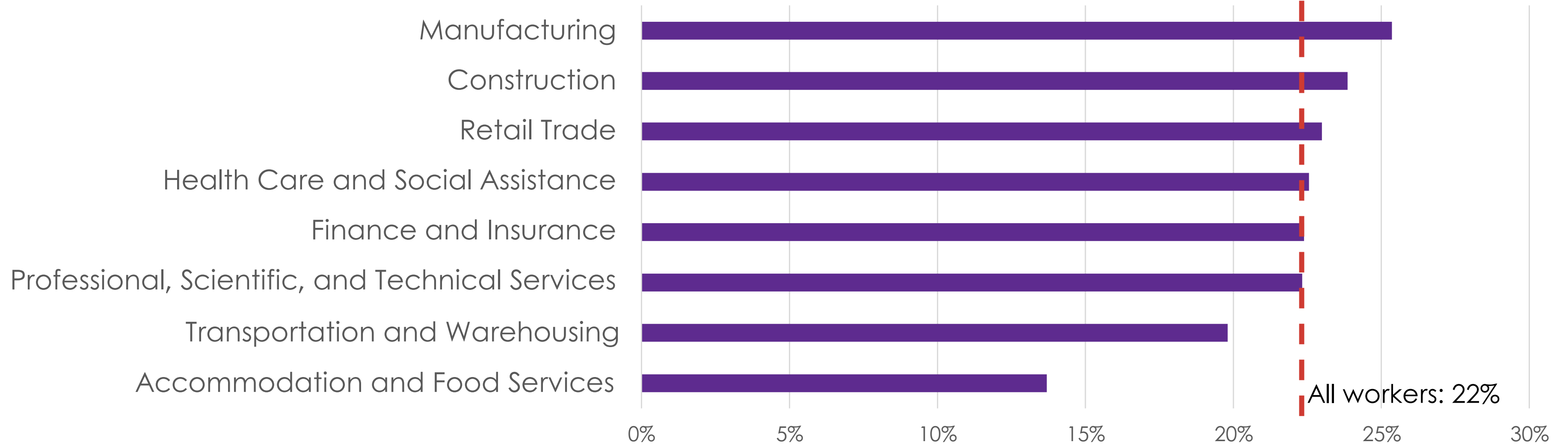
NOTES: The retirement shares are computed using Current Population Survey microdata with weights adjusted for changes in population controls as a result of the 2020 census. The model predicting the retirement share follows Montes, Smith and Dajon, 2022. Data are seasonally adjusted using the X13-ARIMA-SEATS procedure from the Census Bureau.

Source: Castro & Jordan-Wood, “Excess Retirements Continue despite Ebbing COVID-19 Pandemic, June 2023



1-in-5 of the region's workers are age 55+

% Age 55+ Select Industries, Kentuckiana Region



Source: Lightcast2024.1



Next Generation Talent



Workforce pipeline impacted by youth disconnection

- Across the metro area, **1-in-8** young people ages 16 to 24 were not working or enrolled in school in 2022 –more than 17,500 young adults!
- The region's youth disconnection rate is higher than other nearby metros, including Indianapolis and Cincinnati
- Adverse outcomes from the pandemic may increase disconnection rate
 - Chronic absenteeism, lower college enrollment, poor mental health

Source: ACS PUMS 2022



The economic costs of youth disconnection

INDIVIDUAL

- Lost income
- Poorer health outcomes
- More involvement with the criminal justice system

TAXPAYER

- Lower tax revenue
- Higher government expenditures
 - Police, corrections
 - Public assistance programs

NATION

- Lower economic output
- Higher poverty
- Higher crime

Source: Belfield & Levin, *The Economics of Investing in Opportunity Youth*, (2012)



Opportunities to Engage with Young Adults



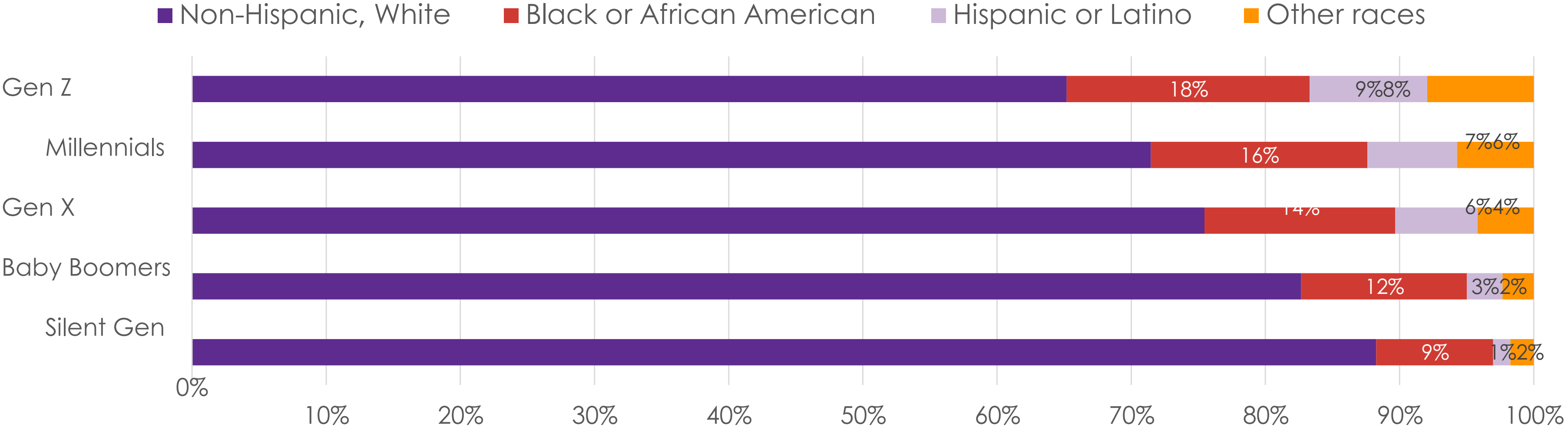
Summer Youth Employment Programs

- Develop social networks
 - Exposure to new possibilities
 - Adult mentors
- Improve soft skills
 - Responsibility
 - Accepting feedback
 - Learning when to seek assistance
 - Punctuality
- Connection between school and work
 - Higher level of school engagement and performance
- Income
- Benefit to businesses too
 - Diversity of perspectives of Future workforce



Younger generations are more racially diverse

Age Groups by Race –Kentuckiana Region



Source: US Census Bureau, 2022 Population Estimates



Thank you!

Sarah Ehresman
Director of Labor Market Intelligence
KentuckianaWorks

<http://kentuckianaworks.org/lmi>

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502.208.5654



Youth Apprenticeship Accelerator Initiative

03.12.2024

 Ascend





Ascend Overview



Our Vision

Indiana is a place of economic opportunity for all.

Our Mission

We connect people to careers, catalyze transformative employer and education partnerships, and generate labor market insights that enable a modern workforce ecosystem.



The gap between **open jobs & available talent** continues to widen.



Employers can't find talent.
Talent can't find jobs.

Demand



There is a **lack of awareness**
of available jobs & talent.

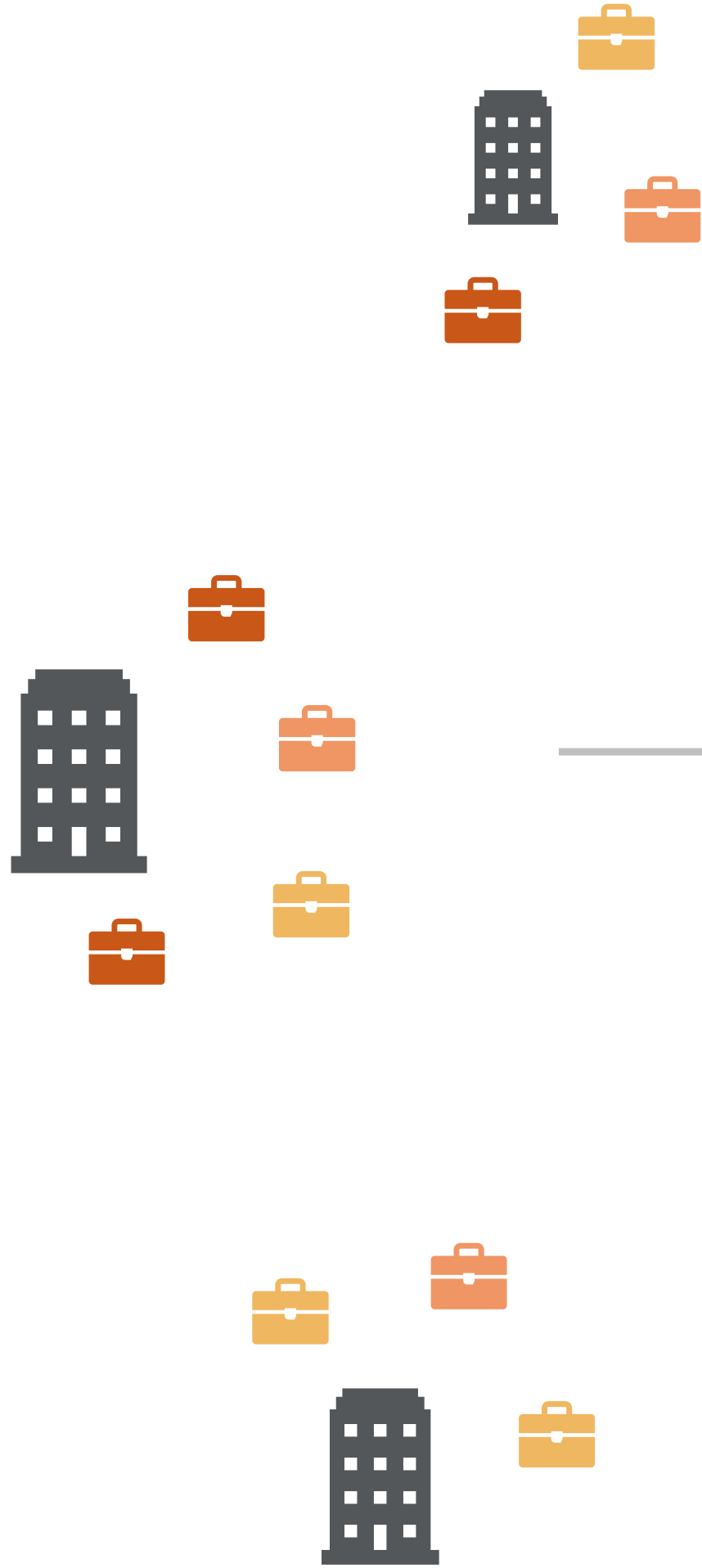
There is **insufficient supply**
to meet demand.

And the **public policy**
system is antiquated.



Supply

Demand



 Ascend



Supply

Ascend Solutions

ASCEND NETWORK



ASCEND SERVICES



ASCEND INSIGHTS



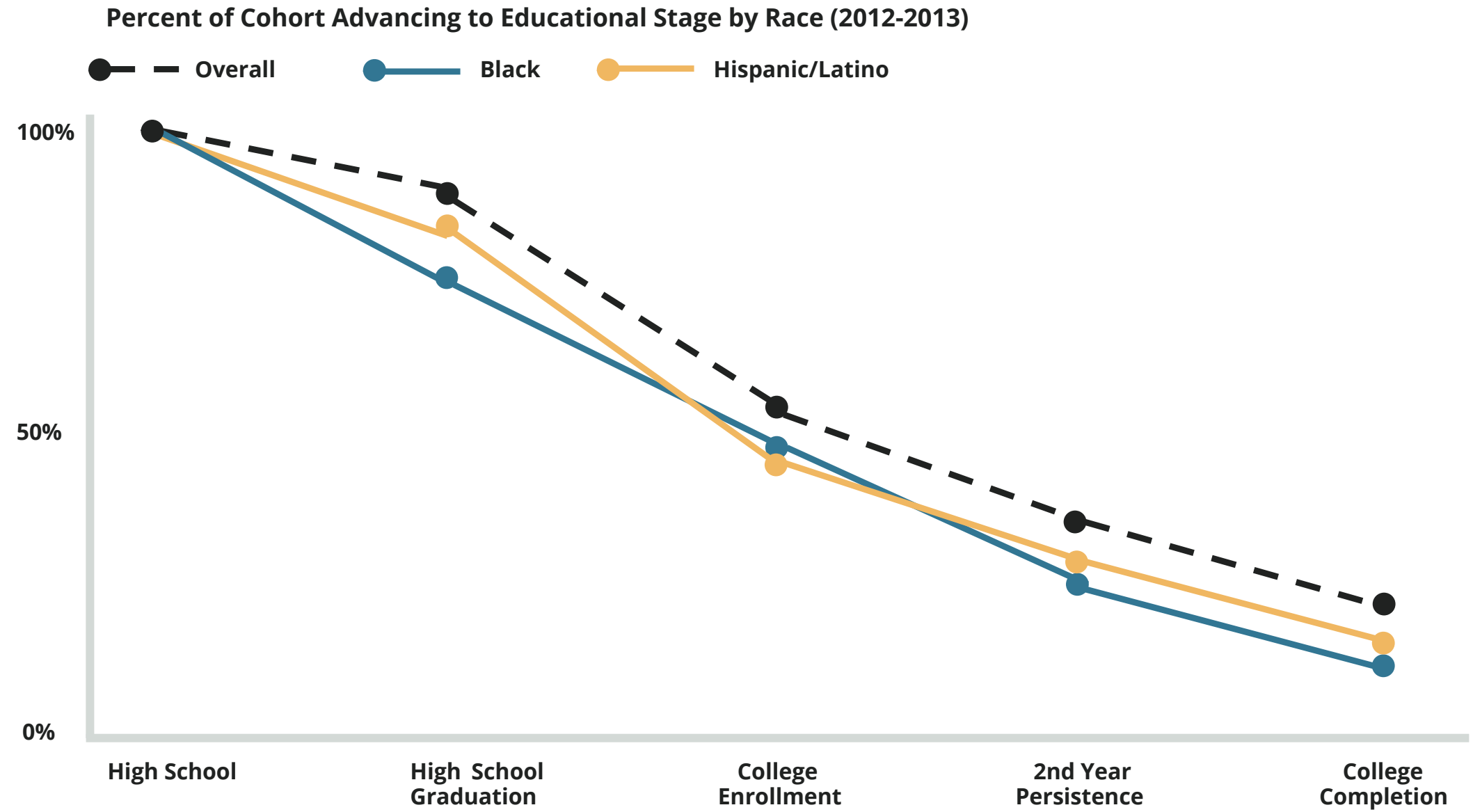


State of Youth Apprenticeship in Indiana



Supply

Far too many students fall out of Indiana's high school to postsecondary graduation pipeline.

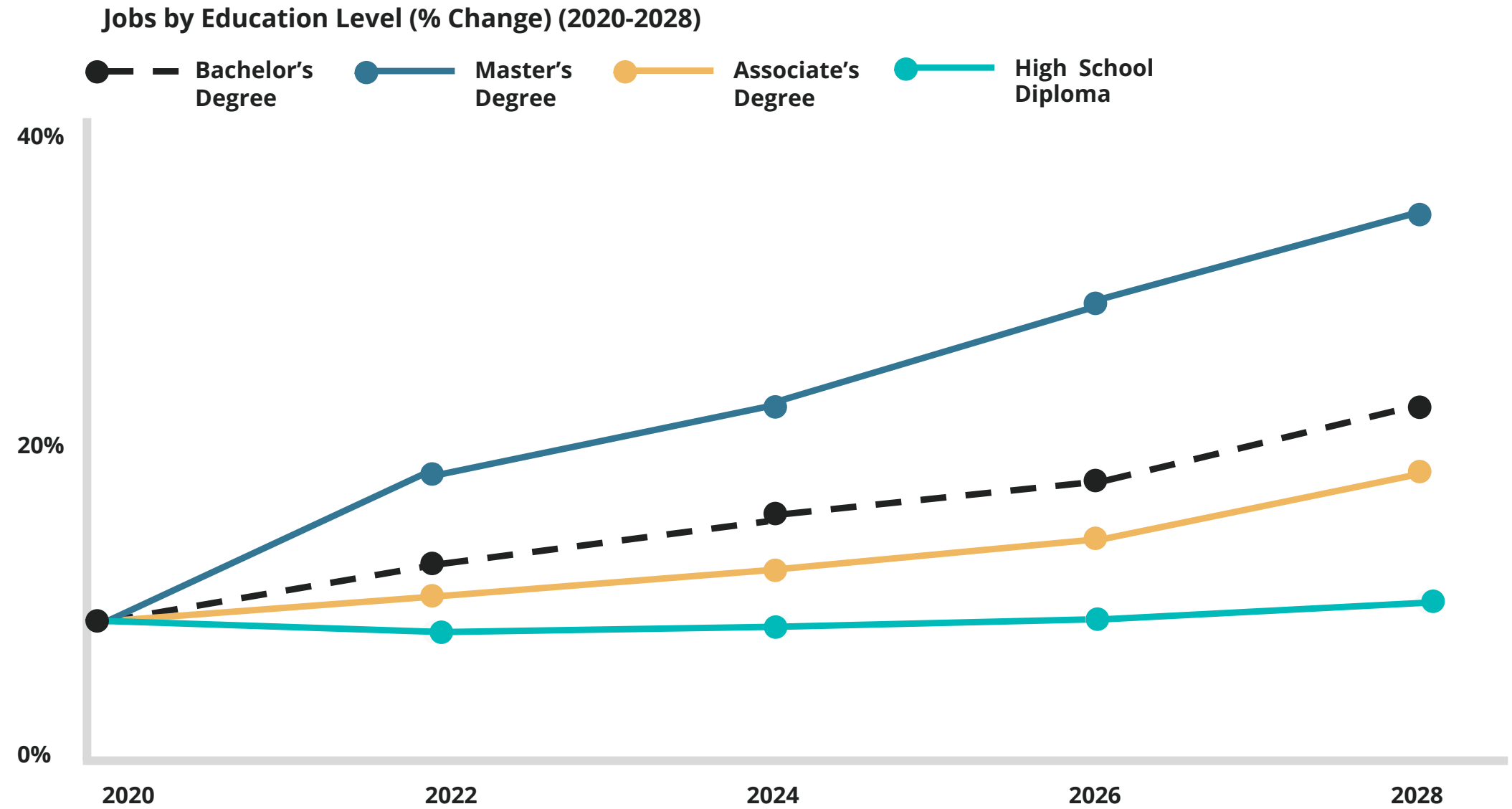


Source: Cohort count from Indiana Management Performance Hub; all other data from Commission for Higher Education College Readiness Reports



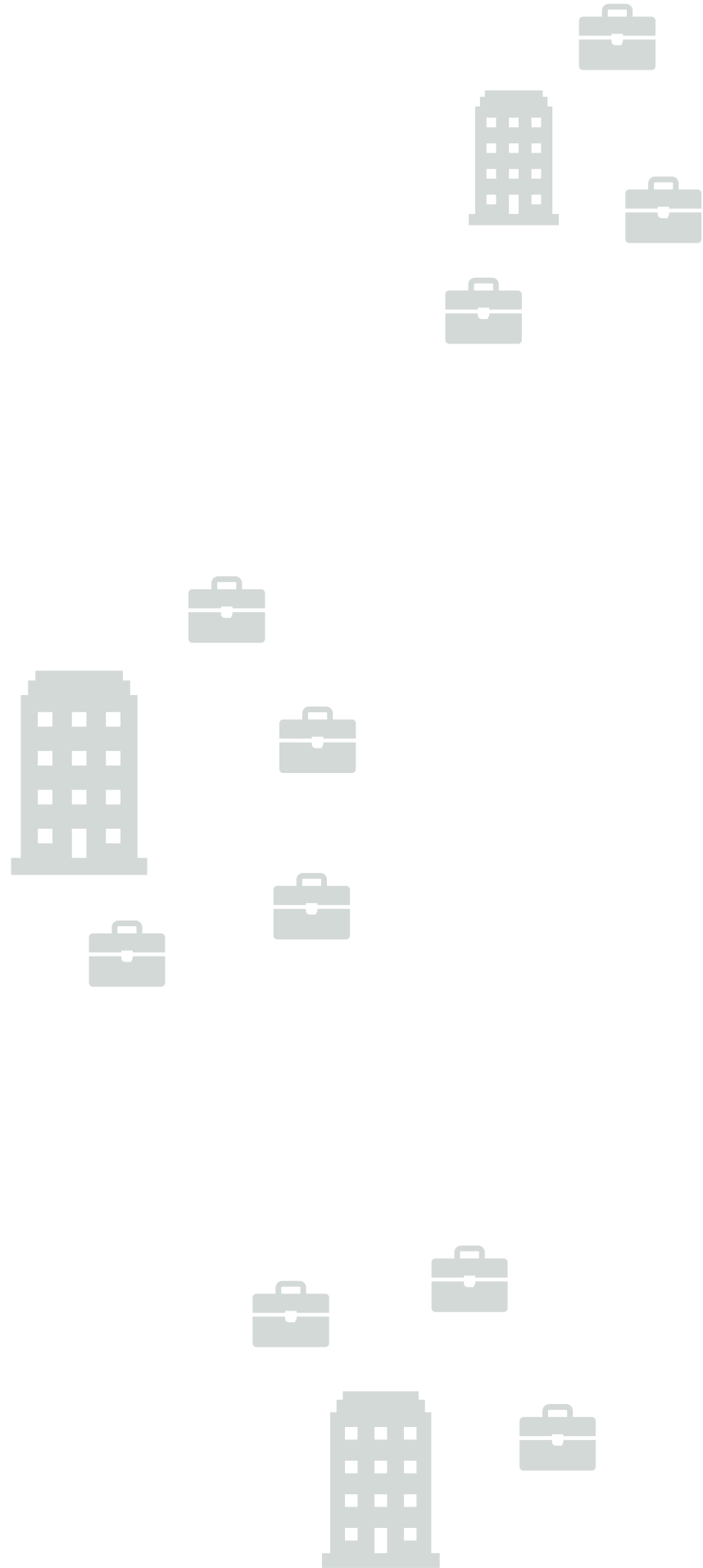
Demand

COVID-19 has accelerated the demand for postsecondary credentials & degrees and decelerated jobs needing only a high school diploma/equivalent.



Source: EMSI, 2022

Demand



To improve youth employment and education attainment outcomes and meet business demand, we need **stronger linkage between educators and employers.**



Supply



Youth Apprenticeship

It is a 3-year work-based learning program typically starting during a student's junior year in high school, creating a talent pipeline that meets employer demand now & in the future.

- 1 Paid employment
- 2 On-the-job learning
- 3 Related academics
- 4 Industry credentials
- 5 College credit
- 6 USDOL RA alignment

How Does this Differ from an Internship?

An apprenticeship is **not**...

- An internship
- Focused only on trades
- Prescriptive career placement
- The end of the student's career journey
- Employment available only to individuals aged 18 or older

An apprenticeship **is**...

- A job & integrated education & training
- For all 21st Century industries
- Career & development multiplier
- A solid jumping off point to their career
- Opportunity for 16+17-year-olds to have significant impact

The Value of Modern Apprenticeship

Addresses **business needs** while setting students up for a **successful career**.



EMPLOYERS

Fill a specialized talent pipeline & **address talent challenges** while earning measurable ROI & **diversifying** the workforce



STUDENTS

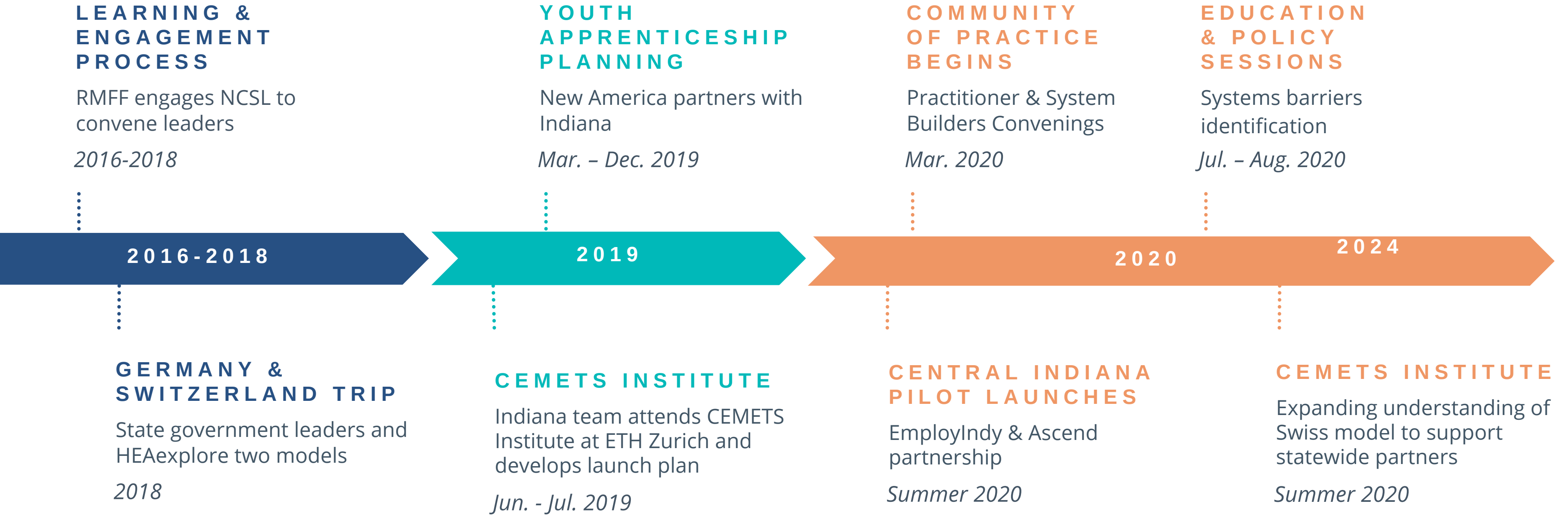
Earn a **credential** & aligned **college credit** while **getting paid** & developing real-world **work experience** & **social networks**



EDUCATION

Secure **industry input** on standards and curriculum, build **business partnerships** & provide **student opportunities**

Indiana's Youth Apprenticeship Journey



Indiana's Youth Apprenticeship Journey

YA ACCELERATOR LAUNCHES

Expansion of YA accelerators with Bloomberg Philanthropies & PAYA grant funding
Sept. 2021

BROOKINGS INSTITUTE

Peer learning with a national coalition of WBL experts
Jan. 2022

NGA POLICY ACADEMY

Indiana joins national YA consortium including Colorado and Alabama
June 2023

YA ACCELERATOR PHASE II LAUNCHES

Expansion of YA with grant funding from Walton Family Foundation
Oct. 2023

2021

2022

2023

2024

OCTE PARTNERSHIP

OCTE supports tools & resources that enable scale
Early 2021

CEMETS INSTITUTE

Practitioners and policymakers deepen understanding of policy and practice
Jun. 2021

COMMUNITY OF PRACTICE

Practitioners identify most critical systems-level barriers
2022

CEMETS INSTITUTE

Indiana leaders work on core systems barriers in Zurich
Jun. 2023

INDY CHAMBER LEX TRIP

Indy Chamber brings leadership exchange (LEX) delegation to Zurich to learn about the Swiss system, discuss next steps for scaling YA in Indiana
Sept. 2023

Youth Apprenticeship Statewide Progress

YOUTH APPRENTICE PLACEMENTS

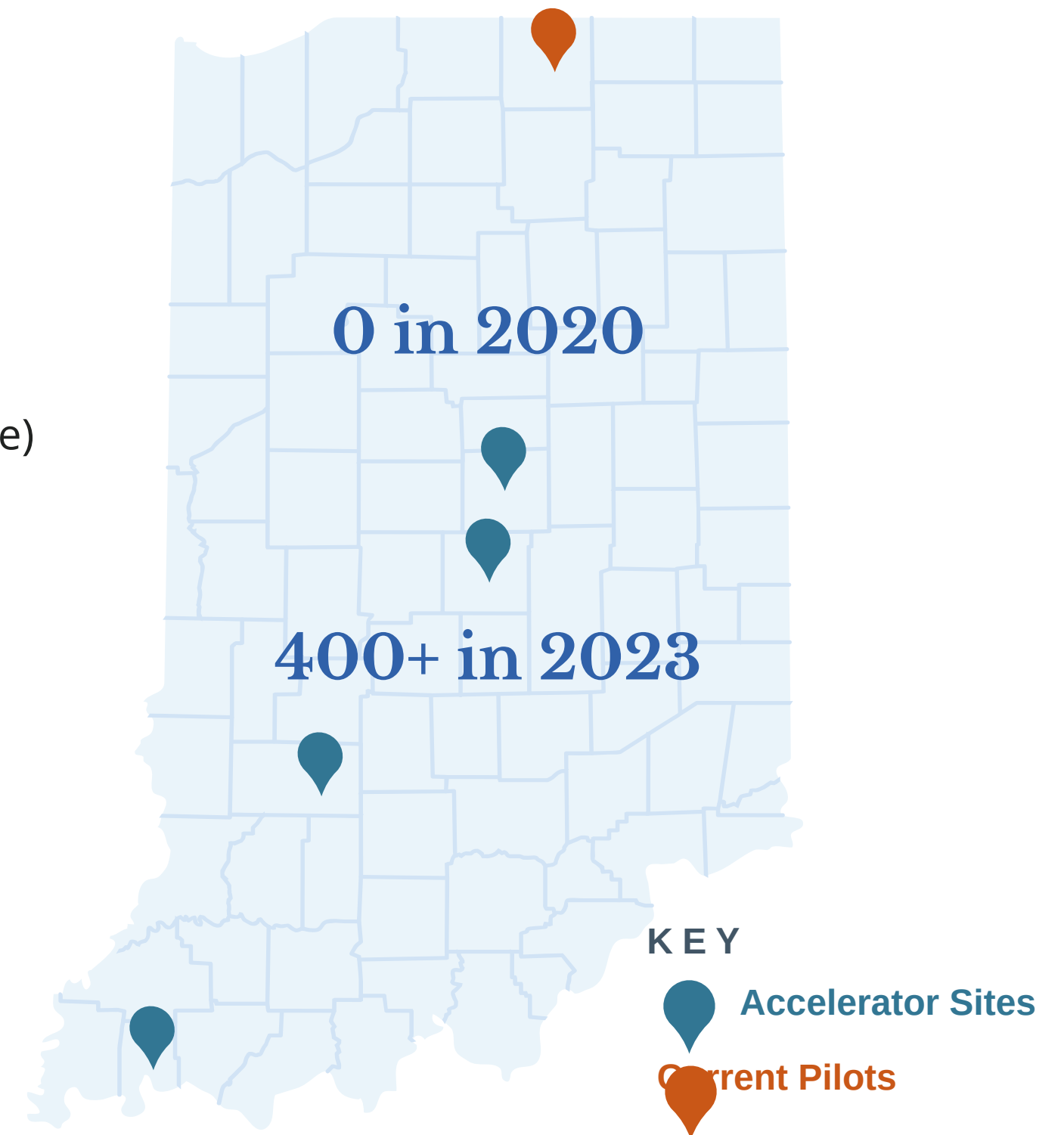
- **113:** Indianapolis (Modern Apprenticeship led by EmployIndy)
- **57:** Uplands (Upskill Work & Learn led by Regional Opportunity Initiatives)
- **215:** Hamilton County (led by The Pursuit Institute)
- **21:** Evansville (led by OptIn and Ivy Tech Evansville)
- **68 :** Elkhart (Modern Youth Apprenticeship led by Horizon Education Alliance)

EMPLOYERS ENGAGED

- More than **50** employers in diverse industries

SCHOOL PARTNERSHIPS

- **31** schools engaged across Indiana



Indiana's Accelerators are currently pursuing **various occupations across in-demand industries.**

BUSINESS OPERATIONS

- Business Operations Associate
- Human Resources Associate
- Project Coordinator
- Marketing Coordinator

FINANCIAL SERVICES

- Claims Representative Staff
- Accountant
- Retail Banker
- Universal Teller

INFORMATION TECHNOLOGY

- IT Support Technician
- Junior Coder / Developer
- Quality Assurance Technician
- Computer Technician

HEALTHCARE SERVICES

- Certified Nursing Assistant
- Surgical Technician
- Medical Assistant

EDUCATION

- Future Educator

ADV. MANUFACTURING

- Maintenance Technician
- Manufacturing Technician
- Logistics Technician
- Welding Fabricator
- Production Technician
- Electrical Engineering
- Mechanical Design and Technologies
- Medical Device Development

Apprentice Testimonials

 Ascend



Ariana Rodriguez-Shinault, QA Tech

"This is a completely different environment than I'd ever been in, but I would say applying to MAP was the best decision I could ever make. I feel more confident when life shows me challenges."

 Roche



Uriah Khoury, Business Ops Assoc.

"I have become a much better communicator throughout the program and have become more organized. My favorite part of this experience is learning more about Roche while knowing that I am making an impact."

Employer Testimonials



Ascension
St. Vincent



Cindy Adams, Chief Nursing Officer

“COVID-19 has exacerbated the need for new approaches to recruiting and training talent in healthcare as well as other high-demand professions.

Modern Apprenticeship offers a promising path to meet today’s

workforce

needs and positions Central Indiana employers with the talent they need to thrive in the future.”



Indianapolis Airport Authority



Mario Rodriguez, Exec. Director

“This program is a no brainer. The program gives us the ability to bring in students, train them, hopefully keep them, and give them a career as our older workforce is retiring.”



Accelerator II Overview



Accelerator II Purpose

CONTEXT

The **Youth Apprenticeship Accelerator II** is an initiative of Ascend Indiana designed to advance Youth Apprenticeship efforts in Indiana, with generous support from Partnership to Advance Youth Apprenticeship (PAYA), Bloomberg Philanthropies, and Walton Family Foundation.

APPROACH

The Accelerator Initiative serves to bolster the programmatic growth and innovation of youth apprenticeship sites across the state. By distributing subgrants and delivering technical assistance, Ascend will facilitate the design and launch of youth apprenticeship programs within a new Accelerator Cohort.

OUTCOMES

- Expand **youth apprentice footprint** across the state by readying communities
- Develop strong **local workforce ecosystem connections** between education and employers, leading to talent pipelines and enhancing the local economy
- Provide **robust WBL experiences** for youth that prepares them with skills for their career

Cohort II Accelerator Sites



Center of Workforce
Innovations



Eastern Indiana
Works



Southern Indiana
Education Center



Southern Indiana
Works

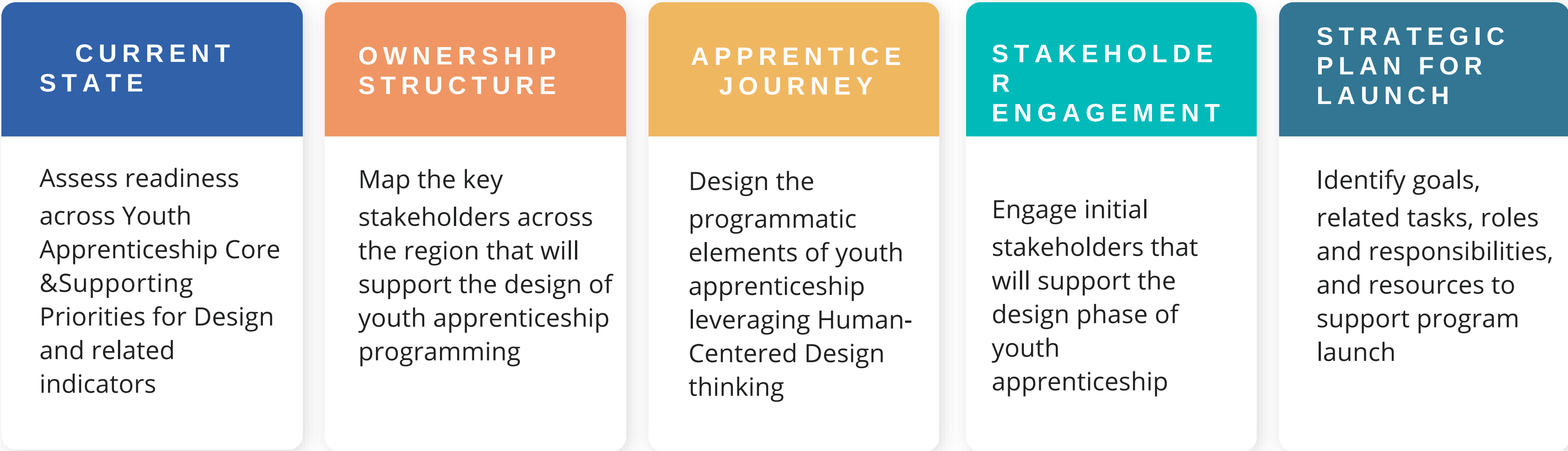


West Central
Indiana CTE

Accelerator II Sites are in a Design Phase

- Youth Apprenticeship is a **challenging program to start and implement**
- To ensure a successful launch, sites will need to **develop core programmatic components** of their youth apprenticeship
- Youth Apprenticeship Design Phase walks sites through core priorities related to design and implementation and tools and resources to **launch a pilot cohort**
- Youth Apprenticeship Design Phase provides regions with **time and capacity to build plans** **launch for** and related and ongoing Technical Assistance conversations

Design Phase Approach



CURRENT STATE

Assess readiness across Youth Apprenticeship Core & Supporting Priorities for Design and related indicators

OWNERSHIP STRUCTURE

Map the key stakeholders across the region that will support the design of youth apprenticeship programming

APPRENTICE JOURNEY

Design the programmatic elements of youth apprenticeship leveraging Human-Centered Design thinking

STAKEHOLDER ENGAGEMENT

Engage initial stakeholders that will support the design phase of youth apprenticeship

STRATEGIC PLAN FOR LAUNCH

Identify goals, related tasks, roles and responsibilities, and resources to support program launch

Pre-work: **October 23, 2023**
Due: **December 31, 2023**

Pre-work: **October 23, 2023**
Due: **December 31, 2023**

Start: **November 2023**
Due: **February 2024**

Start: **November 2023**
Due: **March 2024**

Start: **January 2024**
Due: **March 2024**

Updates shared in 1:1 coaching

Updates shared in 1:1 coaching

Updates shared in 1:1 coaching

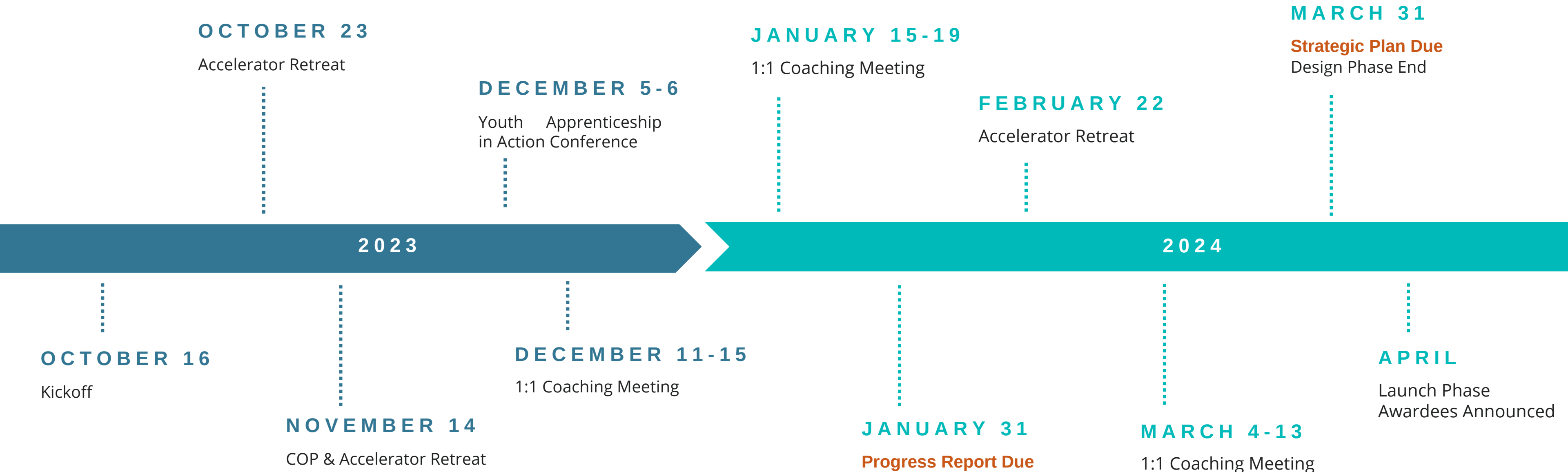
Southern Indiana Works Apprenticeship Experience

Apprentices split time between school and work, operating on a schedule determined in collaboration with employer and schools.

	Year 1 (Junior)	Year 2 (Senior)	Year 3 (Postsecondary)
Employment	10-16 hours per week	20-24 hours per week	28+ hours per week
Competencies (On-the-Job Training)	Rotational (10 departments)	Pathway Specific (Nursing, Diagnostic Imaging, Surgical Tech)	Pathway Specific (Nursing, Diagnostic Imaging, Surgical Tech)
Related Technical Instruction	Prosser Pre-Nursing Program (CNA, Dementia Care, CPR)	Pathway Specific (Ivy Tech Community College, Prosser, etc.)	Pathway Specific (Ivy Tech Community College, etc.)

Post-apprenticeship: Years 4+ is full-time employment in high-demand role. Apprentices are able to continue post-secondary education.

Path Forward for Accelerator II



STRATEGIC PLAN DEVELOPMENT



SIW Year End Review



Tony Waterson

President and CEO

Southern Indiana Works

SOUTHERN INDIANA WORKS

WorkOne

americanjobcenter
INDIANA

CAREER CENTER

Over 5,000 unique visits to our career centers



382 workshop attendees



\$6.5 million in economic impact



Business Services



Over 4,000
Services
Provided.



520
Business
Served.

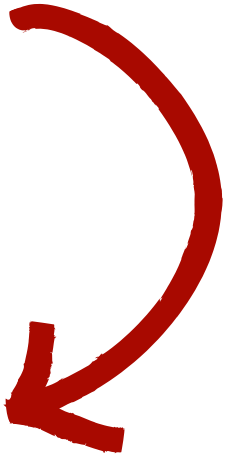
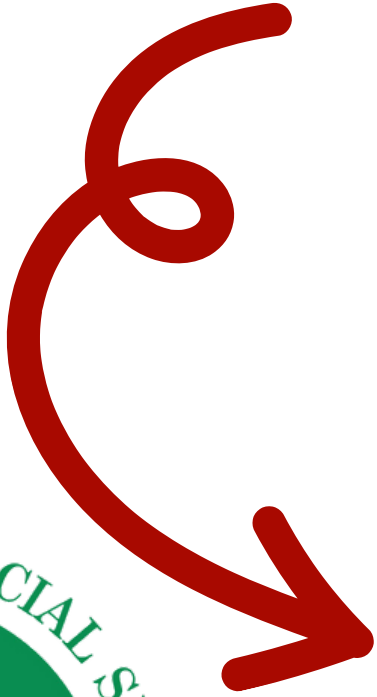
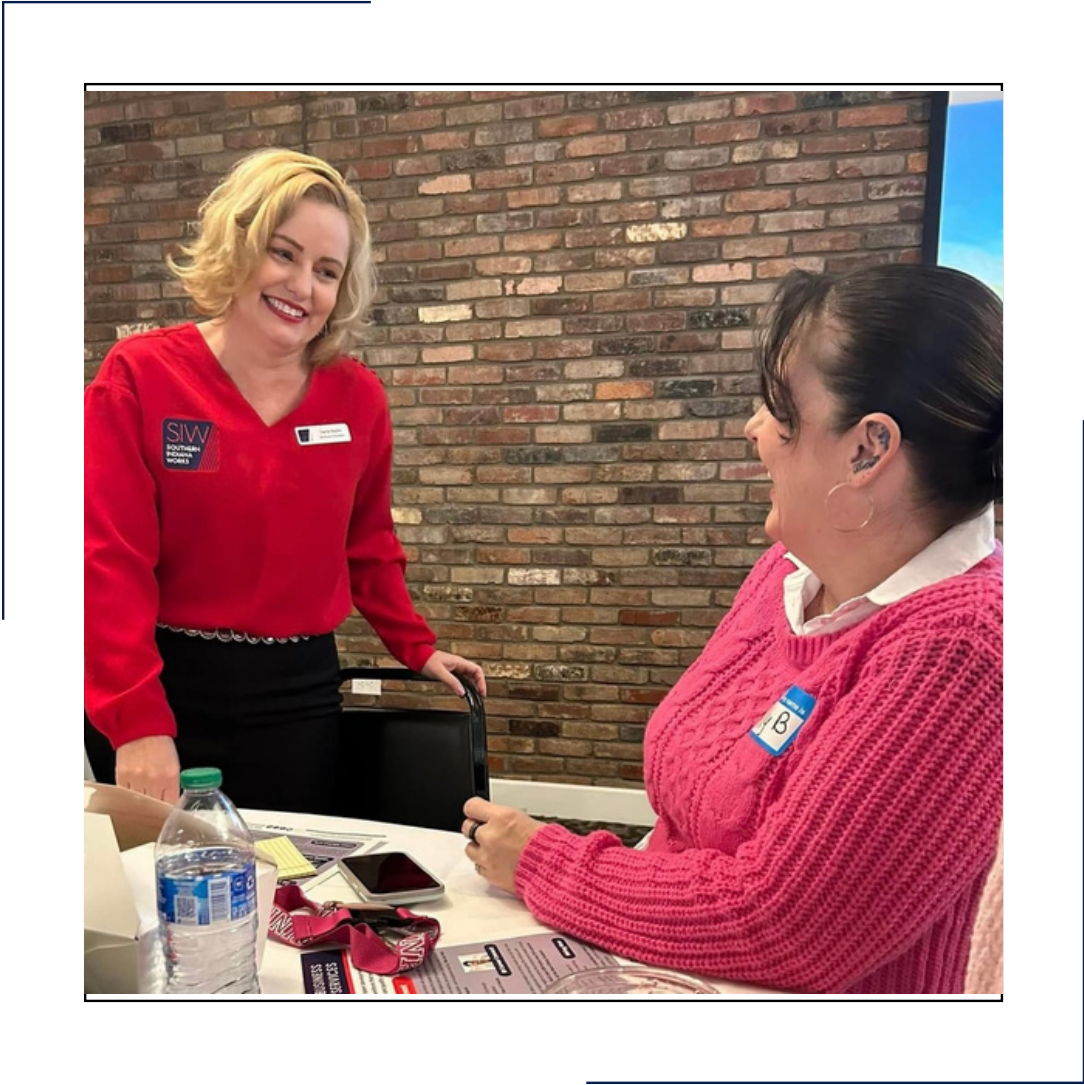


SIW
SOUTHERN
INDIANA
WORKS

New In 2023



KidZone

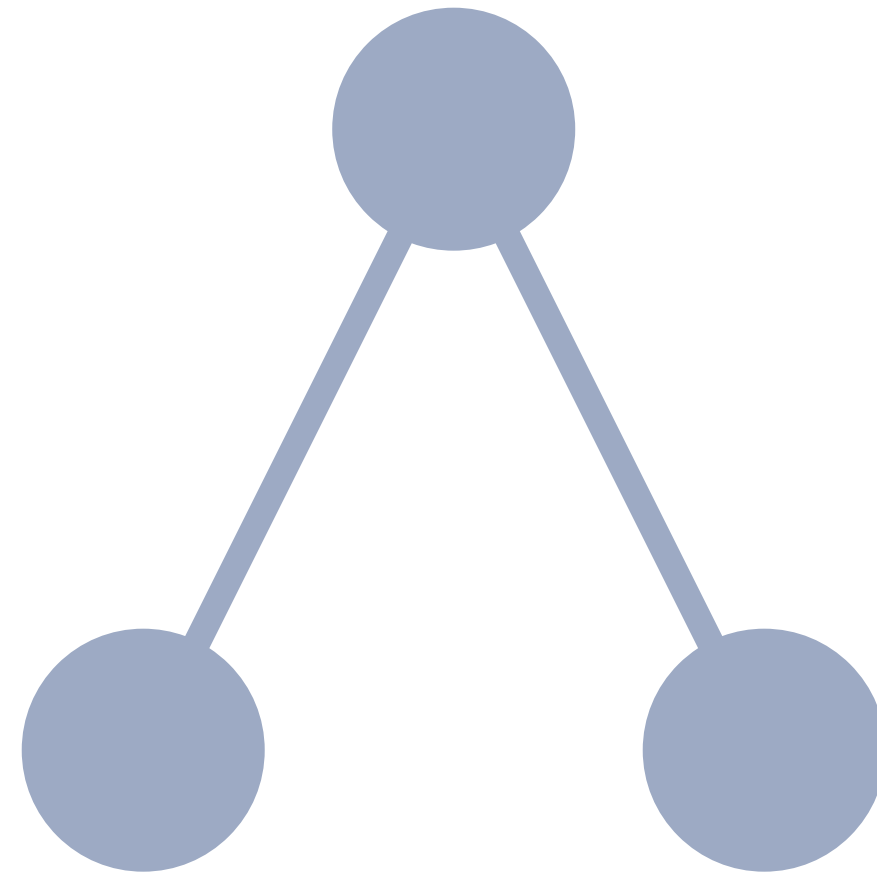


SolnCare

A Look Into The Future



**Modern Youth
Apprenticeship**



SOUTHERN INDIANA
WORKS
SummerWorks



Thank you!

JAG | SOUTHERN INDIANA
WORKS

JAG  Indiana
JOB FOR AMERICA'S GRADUATES



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