



Workforce: The Big Picture April 9, 2019

Sheridan Hadley welcomed everyone on behalf of the League of Women Voters of Montgomery County. The League, a nonpartisan organization, encourages informed and active participation in government through education and advocacy. Lunch with the League has been very successful at this for many years, but the time of day excludes many. The Economic Health committee is interested in the workforce as one aspect of economic health. Knowing MCCF had similar interests related to the Lilly Endowment GIFT (Giving Indiana Funds for Tomorrow) VII challenge, it made sense to collaborate. From that the idea for Community Insights developed.

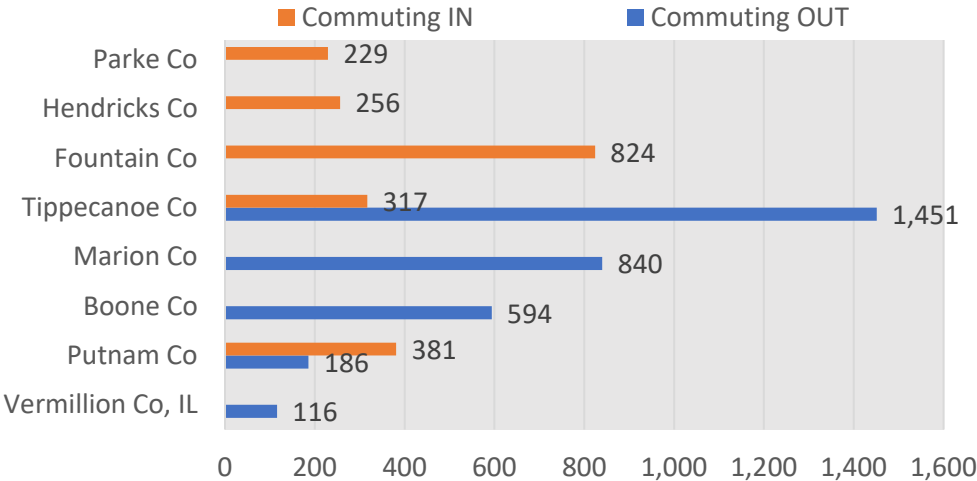
Kelly Taylor welcomed everyone on behalf of Montgomery County Community Foundation. She explained the community leadership portion of Lilly Endowment’s GIFT VII. MCCF has applied for a Planning Grant, a portion of which involves conducting listening sessions around three priorities: workforce, childcare, quality of place. The intent is to learn what issues people are seeing in the community. The MCCF board will use the information as they develop a new strategic plan and it will provide direction for future grantmaking here in our community. Lilly Endowment is offering two additional grant opportunities after the planning grant and community involvement will be an important part of that process. This three-part series begins that effort.

Cheryl Morpew, Crawfordsville & Montgomery County Economic Development

Total Employment in Montgomery County is 20,508

Top Employment Sectors:

- Manufacturing, 24.7%
- Government, 10.4%
- Retail, 10%
- Accommodations/Food Service, 6.8%
- Transportation/Warehousing, 6.2%
- Farm, 3.7%
- Healthcare/Social Service & Professional/Technical – unknown due to Bureau of Economic Analysis Non-disclosure.



February Unemployment Rates:

Montgomery County was 3.6 %

State of Indiana was 4.1%

Anything under 5% means everyone who can be/wants to be is employed.

Montgomery County Average Wages (Base salary, does not include raises or benefits) Includes everyone in the particular sector, entry level to CEO.

- **Top Paying Sectors**
- Manufacturing \$78,675 (state average of just over \$79,107)
- IT \$50,601 (state average is \$68k)
- Government \$47,537 (state average is \$57k)
- Transportation/Warehousing \$46,007 (state average is \$55,000)

Workforce Trends: Challenges or Opportunities?

- Impact of Baby Boomers (those born 1946 – 1964)
 - 10,000/Day Reach Age of 65 (meaning 31 million jobs are available due to Boomers retiring)
 - Many are Choosing to Work Beyond 65, But Many Are Not (some because they haven't saved enough and they may want to continue working, at least part-time)
- Unemployment Rate Remains Low
 - Technically at "Full Employment"
- Skills Gap Continues (What can we do to work with the educators to correct this. Includes both hard skills (certifications) and soft skills (work ethic, critically thinking, working collaboratively.))
- Increased Demand for Skilled Trades vs Low Inventory of Qualified Workers. (Many of the skilled trades are currently filled by Boomers) Great skilled trades careers possible for minimal educational costs at schools such as Ivy Tech.

Low Inventory of Qualified Workers

- Impact of Automation & IoT (Automation, 4th generation of the Industrial Revolution. Camp MoCo RoBo and Dojo Coding for kids is important to prepare new workers).
- Employers' Focus on Upskilling of Current Employees

Chamber of Commerce

Rick Hernandez

Rick reported on what he hears from the Chamber's members which number over 300.

- Mayor's Workforce Roundtable – brings employers together, sharing, networking, educational topics.
- Many times members are excited to expand, but corporate says no because they cannot fill their current positions.
- Employers are being creative and innovative to tap employees. Millennial employees want to work for employers that are interested in community involvement, downtown improvement, etc. Consequently the Chamber has an interest in Quality of Life.
- Many in upper management live outside Montgomery County. They love the community but say their family has other needs related to Quality of Life and Quality of Place.

- Employers are trying to be more intentional with k12 education. How can we expose students to skills needed and instill values at an early age?
- Chamber is participating with the new Childcare Committee and has come up with funds to support preschools on their Paths to Quality.
- Employers are getting creative in scheduling – LSC’s Weekend Warriors.
- Employers are trying to increase wages across the board, they are losing people over a \$1/hour difference.
- Chamber is working to establish a Clinic to offer basic healthcare which employers could provide for their employees. These would generally be employees who cannot afford to offer health insurance.
- Employers are expanding their searches outside the county.
- Hire Program at Rockville Penitentiary. This is a telemarketing center where prisoners are working and developing skills to serve them upon release.
- Members are having to lower their expectations in order to retain employees.
- Members have voiced that access to their facility can be a problem. Some employees have no transportation. Some have no sidewalk access to their buildings.

Questions/comments

Age demographics - Cheryl says largest group is over 60 years.

Concerns expressed over no maternity services at local hospital, and fear that we might lose it in the future.

Health Info – Robert Wood Johnson Report newly released

The Bowen Center is a source of workforce information

The group then broke out into four small groups and discussed three questions. The notes from that discussion follow:

What other information do we need and who else needs to be at the table?

- Why are those working in upper management here, not living here?
- The percentage of those working in the Healthcare field were not listed, Bureau of Economic Analysis Non-Disclosure. Can we find those numbers somewhere else?
- Retirement facility
- Healthcare, role of the local hospital
- Transportation
 - Sidewalks
 - Trains
- Millennials
- Commuters – those coming in and those going out
- Housing – what is holding us back on new housing developments?
- Survey students – are they seeking college or trades?
- Childcare
- Better data

What did you learn today?

- Surprised that so many leave the county for work
- Boomers are being recruited
- Employers are lowering their standards for employee in order to fill jobs
- Pay rates – how we compare to the state level – some were higher than expected, others lower
- Employers are thinking outside the box to fill positions
- Health data is available through the Robert Wood Johnson Center
- Data is incomplete
- Surprised at what a low percentage of the workforce is Agricultural

What did you find most compelling and where do you see opportunity for action?

- Childcare
- Teacher pay – as it relates to attracting teachers and new families
- Helping small businesses start and stay
- Boomers being recruited because of their reliability
- Skill sets – same or varied
- Are boomers leaving because they feel behind on their technology skills?
- Make sure all voices are heard (young people in particular).
- Transportation
- Train and retain youth collaboratively

Kelly wrapped the meeting up by thanking everyone for attending and reminding them that their input will be extremely valuable to each group, the LWV and MCCF. She invited everyone to The Workforce: the Human [resources] Perspective on April 17 and The Workforce: Getting Schooled on April 23.