

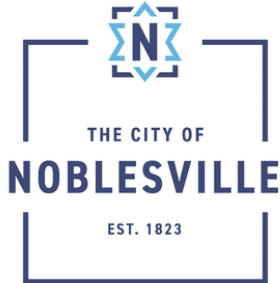
# Talent InSight

HAMILTON COUNTY 2030



JANUARY 2024

# THANK YOU TO THE TALENT INSIGHT 2030 VISIONARY INVESTORS



HAMILTON COUNTY  
INDIANA



WESTFIELD  
CHAMBER OF COMMERCE



## THANK YOU TO OUR PROJECT PARTNERS

**BUILDERS ASSOCIATION OF GREATER INDIANAPOLIS  
CARMEL CLAY SCHOOLS  
CITY OF CARMEL  
CITY OF WESTFIELD  
HAMILTON HEIGHTS SCHOOLS  
HAMILTON SOUTHEASTERN SCHOOLS  
IVY TECH  
NOBLESVILLE SCHOOLS  
SHERIDAN SCHOOLS  
THE PURSUIT INSTITUTE  
WESTFIELD WASHINGTON SCHOOLS**





# A UNIFIED VISION

WITH A UNIQUE DELIVERABLE

Invest Hamilton County appreciates an ecosystem with strong and visionary stakeholders is not best served by one centralized top-down goal but rather by multiple bottom-up aligned goals focused on the common vision. Economic Development representatives and city officials from each of the four cities were engaged to inform the scope of the full Hamilton County report and support in data curation efforts. A report card for each city has been created and will be refreshed annually.

## FISHERS

FISHERS is adept at balancing booming economic growth with the addition of more remote workers in the increasing life sciences and tech industries. Capturing the constantly shifting dynamics of the tech market, the city is keenly aware of the quick nature of the private sector they're host to, and the need to capture an inventory of employee assets for the city. Coupling their economic resilience with talent attraction is a key focus for their workforce of the future and the selective nature of business attraction and retention opportunities.

FISHERS has embarked on an extraordinary journey of economic development, paving the way for a new chapter that is set to define its future. The city's concerted efforts in recent years have positioned it at the forefront of a remarkable \$1 billion economic investment, showcasing a commitment to progress and innovation. With a focus on enhancing the quality of life for its residents, Fishers is shaping a community along the Nickel Plate Trail that boasts world-class walking paths, state-of-the-art fitness facilities, and top-notch amenities for everyone. The city's forward-thinking approach has attracted significant interest, notably from the pharmaceutical and biotechnology manufacturing industry, as well as a world class racing headquarters. Companies recognize the potential for growth in the area, partnering with city leaders in visionary collaboration which reflects Fishers' commitment to supporting businesses in a thriving and dynamic environment, aligning with the city's trajectory of population growth and making it a hub of innovation and opportunity.

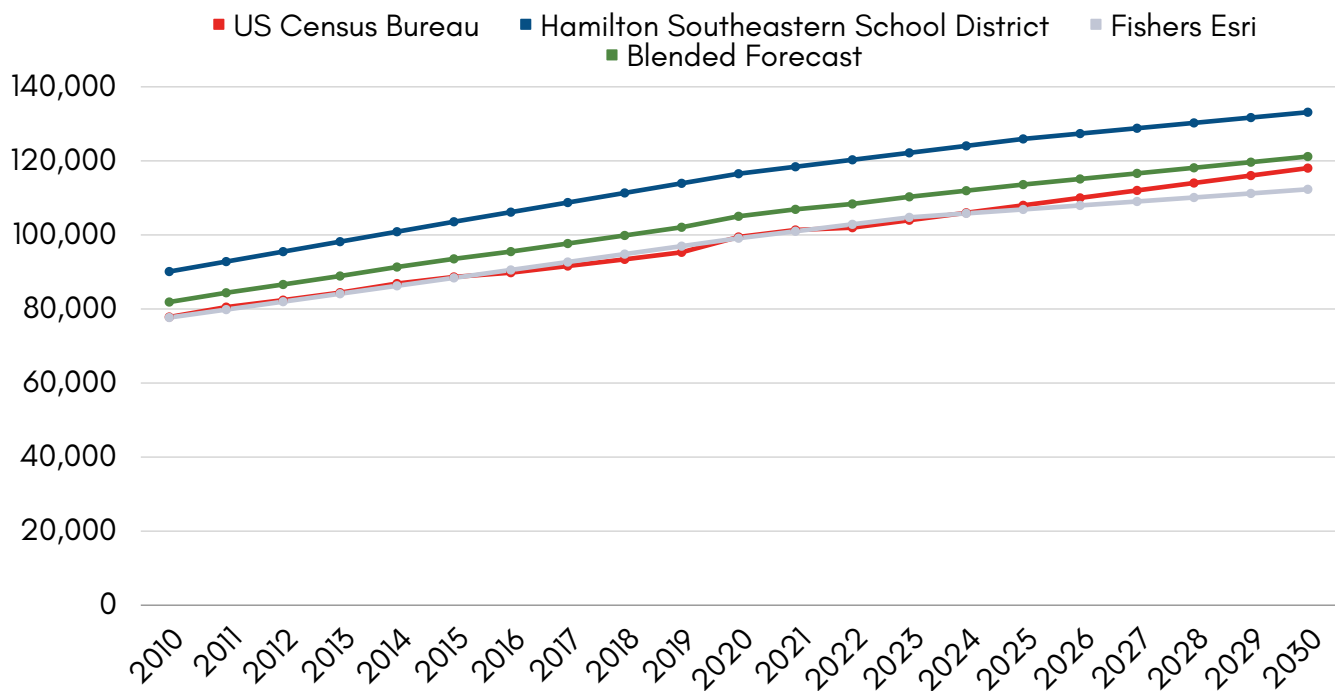


# POPULATION

Forecasting a school district's future population is crucial for effective resource planning, considering diverse factors that impact enrollment changes. These factors may affect different areas within the district at varying magnitudes and rates, necessitating adaptable strategies. The primary challenge lies in generating population forecasts, particularly in deriving rates of change in fertility, mortality, and migration. School districts in our county, classified as "small area" populations, pose added complexity due to local irregularities in these factors, making forecasts more challenging than at broader regional, state, or national scales.

Hamilton Southeastern Schools issues a population and demographic study every five years to calculate potential growth and capacity needs of school buildings. The district shares this data with the City for planning purposes.

## FISHERS POPULATION FORECAST

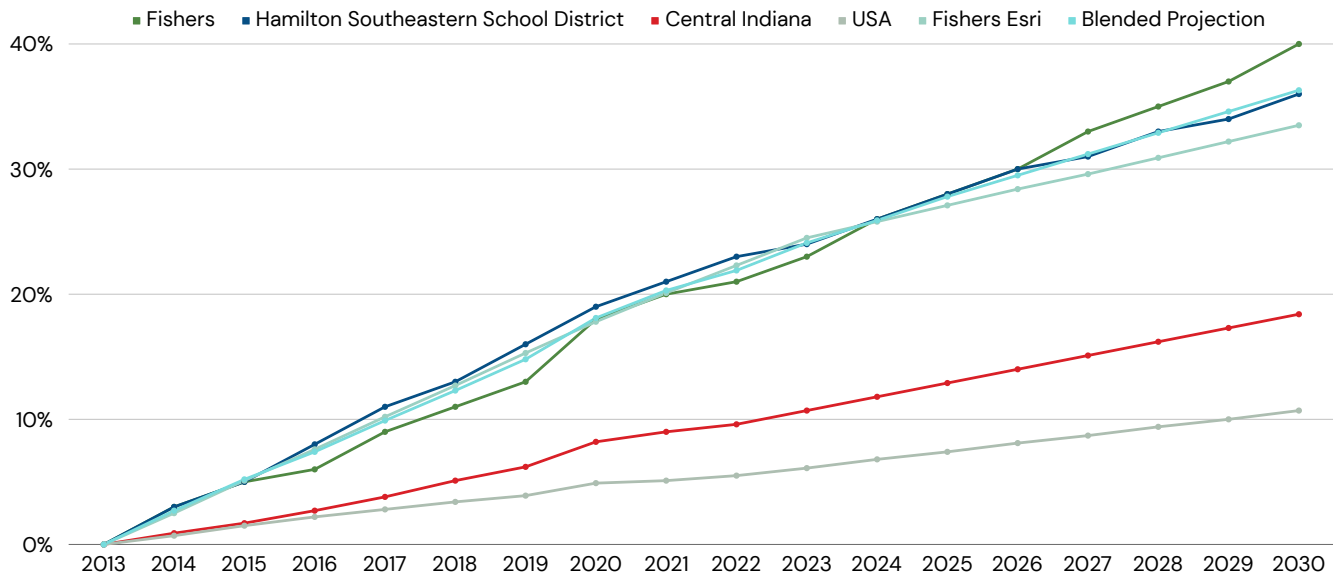


Source: US Census Bureau, Esri, and Hamilton Southeastern School District

Description: This chart demonstrates the historic population of the City of Fishers and projects future growth based on the historic trends. The population data included in this chart was sourced from the U.S. Census Bureau Annual Estimates of the Resident Population for places in Indiana and Esri. Data provided by Hamilton Southeastern School District was also included as a population forecast benchmark. This data illustrates an expected minimum and maximum range that Fishers' population could grow to by 2030. The high estimate is 133,150 residents and the low estimate is 112,330 residents. A blended forecast is also included to average the data.



## FISHERS POPULATION PERCENT GROWTH



Source: US Census Bureau, Esri, and Hamilton Southeastern School District

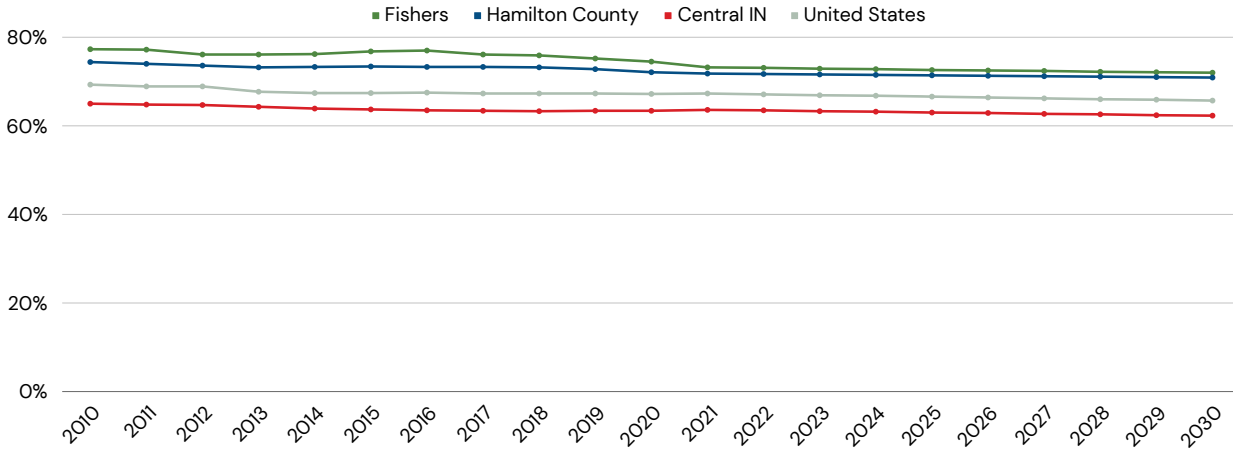
Description: This chart demonstrates the historic population of the City of Fishers, Hamilton County, Central Indiana, and the United States, and projects future growth based on the historic trends. For comparison purposes, the chart is displayed in percent growth. The population data included in this chart was sourced from the U.S. Census Bureau Annual Estimates of the Resident Population for places in Indiana, Esri, and Hamilton Southeastern Public School District.



# LABOR FORCE PARTICIPATION

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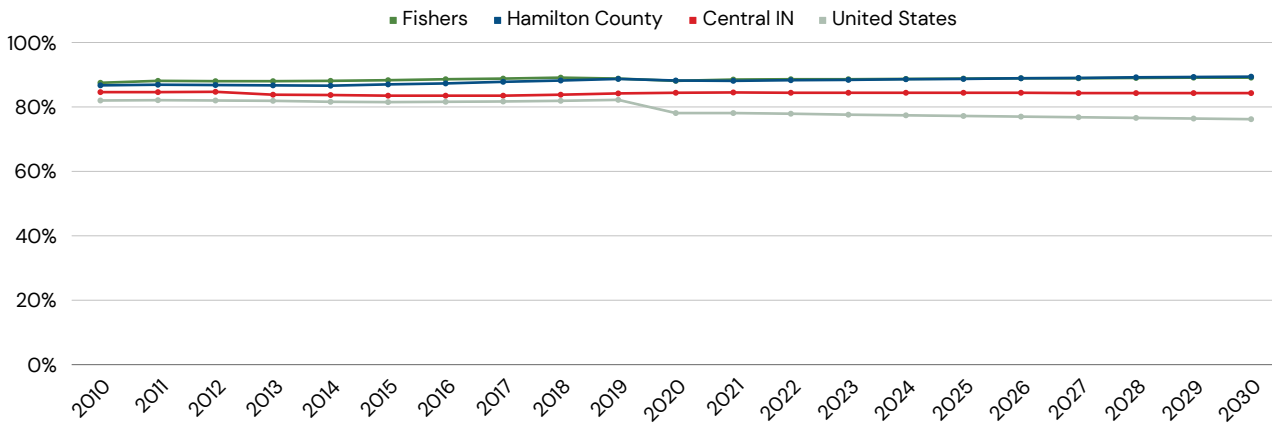
## FISHERS LABOR FORCE PARTICIPATION



Source: U.S. Census Bureau, American FactFinder, S2301: Employment Status

Description: This chart compares labor force participation for The City of Fishers, Hamilton County, Central Indiana, and the United States. All four regions of comparison show declining labor force participation however, Fishers has a greater percentage of residents participating in the labor force than the United States, Central Indiana, and Hamilton County. Estimates are based on American Community Survey (ACS) estimates for the City of Fishers, Hamilton County, Central Indiana, and the United States.

## PRIME WORKING AGE LABOR FORCE PARTICIPATION



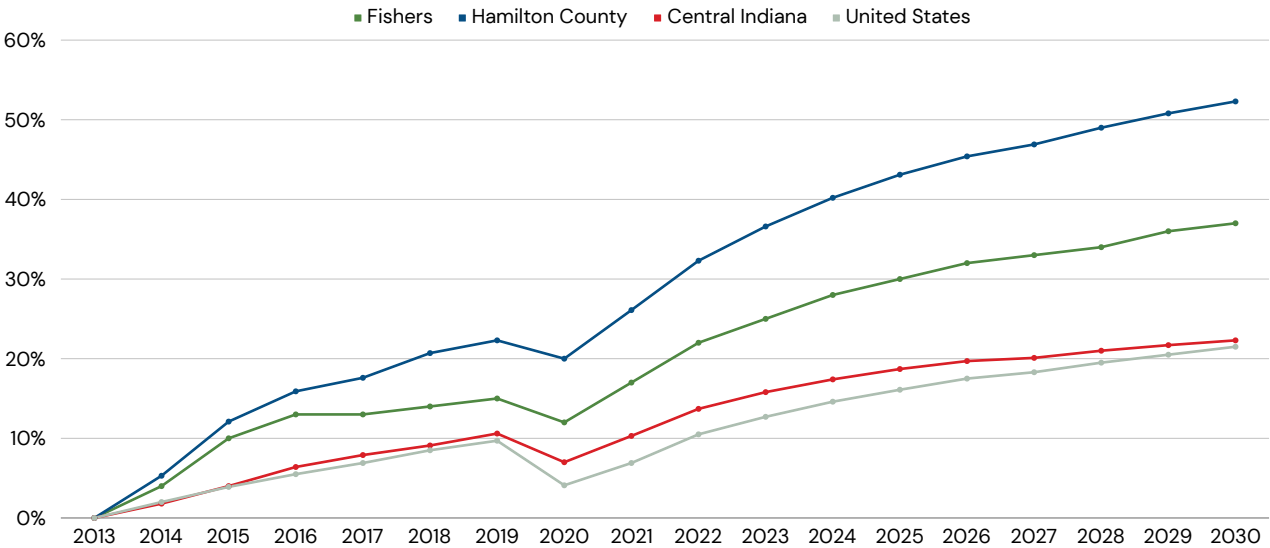
Source: U.S. Census Bureau, American FactFinder, S2301: Employment Status

Description: This chart compares prime working age labor force participation for the City of Fishers, Hamilton County, Central Indiana, and the United States. Prime working age represents residents ages 25-54. This group is considered adults that are in their prime working years. Fishers and Hamilton County are forecast to see a slight increase in labor force participation from prime working age residents. Central Indiana is likely to remain stagnant and the United States is forecast to decline. Estimates are based on American Community Survey (ACS) estimates for Fishers, Hamilton County, Central Indiana, and the United States.





## FISHERS JOB GROWTH COMPARISON



Source: Lightcast Q2 2023

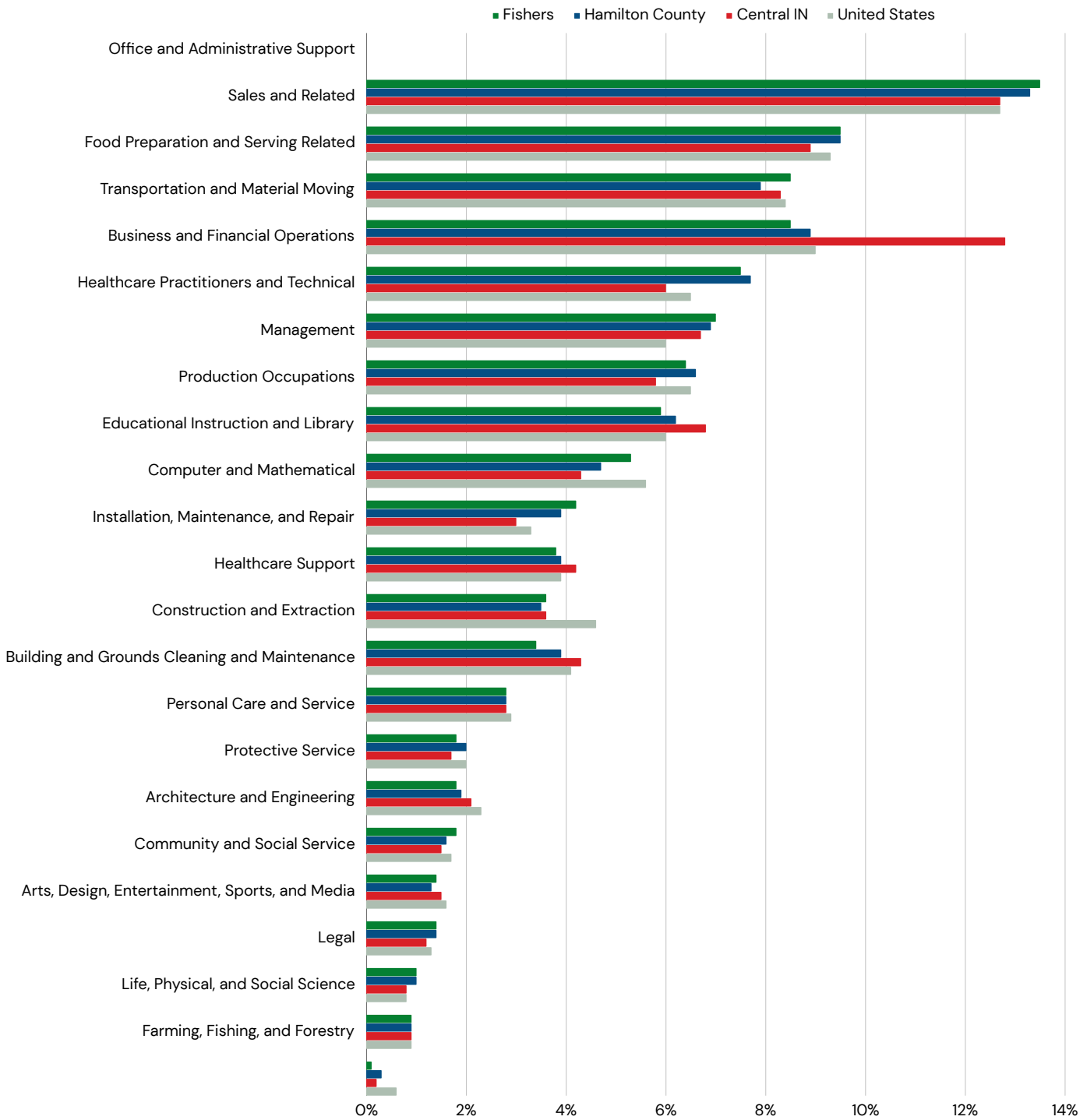
Description: This chart illustrates historic and forecast job growth for Fishers, Hamilton County, Central Indiana, and the United States. Total job growth in Hamilton County and Fishers has significantly outpaced the United States and Central Indiana. The rate of job growth in Fishers is projected to increase at a lower rate than Hamilton County as a whole. This data is sourced from Lightcast’s second quarter 2023 data run.



# OCCUPATION DATA

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## FISHERS QUARTERLY CENSUS OF EMPLOYMENT & WAGES RESIDENT WORKERS



Source: Bureau of Labor Statistics QCEW and Lightcast

Description: This chart and table illustrate the number of resident workers in Fishers. It also includes the percentage of resident workers in each occupation to examine how the city's workforce profile compares to Hamilton County, Central Indiana, and the United States. This data is from BLS QCEW which excludes a variety of occupations. A summary of these exclusions is listed on the following page.





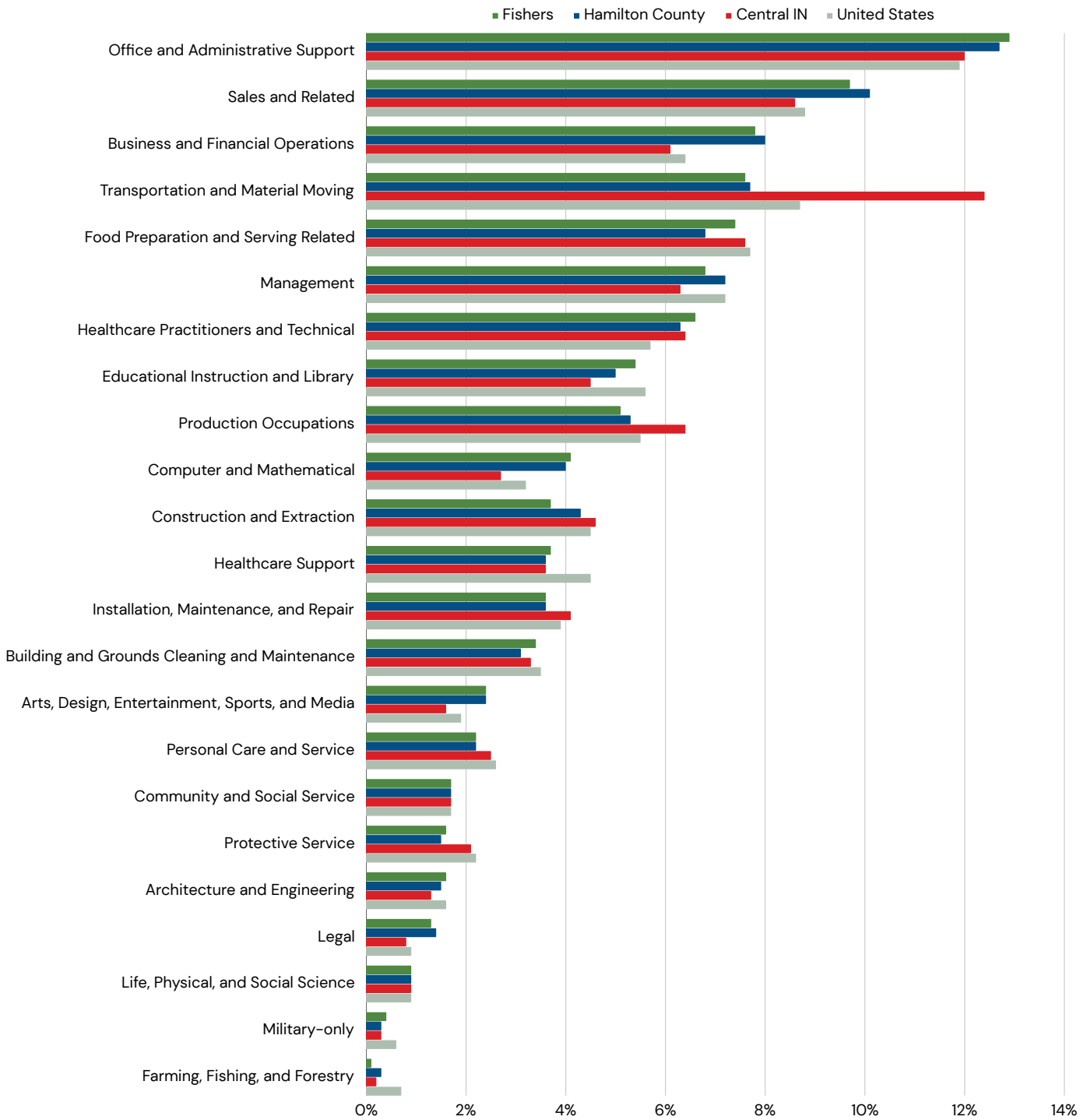
## QCEW EXCLUSIONS

The Quarterly Census of Employment and Wages (QCEW) is a program conducted by the U.S. Bureau of Labor Statistics (BLS) that collects and publishes detailed information on employment and wages by industry. While the QCEW is comprehensive in its coverage of employment and wage data, there are certain categories of workers and businesses that may be excluded or not fully represented in the data for various reasons. Some of the common exclusions or limitations in QCEW data include:

- **Self-Employed Individuals:** QCEW primarily focuses on wage and salary employment, so self-employed individuals, freelancers, and independent contractors may not be included in the data.
- **Agriculture:** QCEW often excludes agricultural workers and establishments because they are typically covered by a separate program, the Agricultural Quarterly Survey.
- **Federal Government:** Federal government employees are excluded from QCEW data, as their employment data is collected separately.
- **Domestic Workers:** Some domestic workers, such as those employed in private households, may not be included in the data.
- **Proprietors and Partnerships:** Owners of non-incorporated businesses, such as sole proprietors and partners in partnerships, may not be covered in the same detail as wage and salary workers.
- **Small Establishments:** In some cases, very small businesses or establishments with a small number of employees may not be included to protect the confidentiality of data.
- **Seasonal and Temporary Workers:** Depending on the timing of data collection, seasonal and temporary workers may not be fully represented in the data.
- **Informal Economy:** Workers and businesses operating in the informal economy or "under the table" may not be included in the QCEW data.

It's important to note that the QCEW is primarily designed to capture data from formal, payroll-based employment and may not fully account for all types of work arrangements and labor market segments. To obtain a complete picture of the labor market, researchers and policymakers often use multiple data sources in conjunction with the QCEW.

## FISHERS RESIDENT WORKERS BY OCCUPATION TYPE



Source: Lightcast Q2 2023

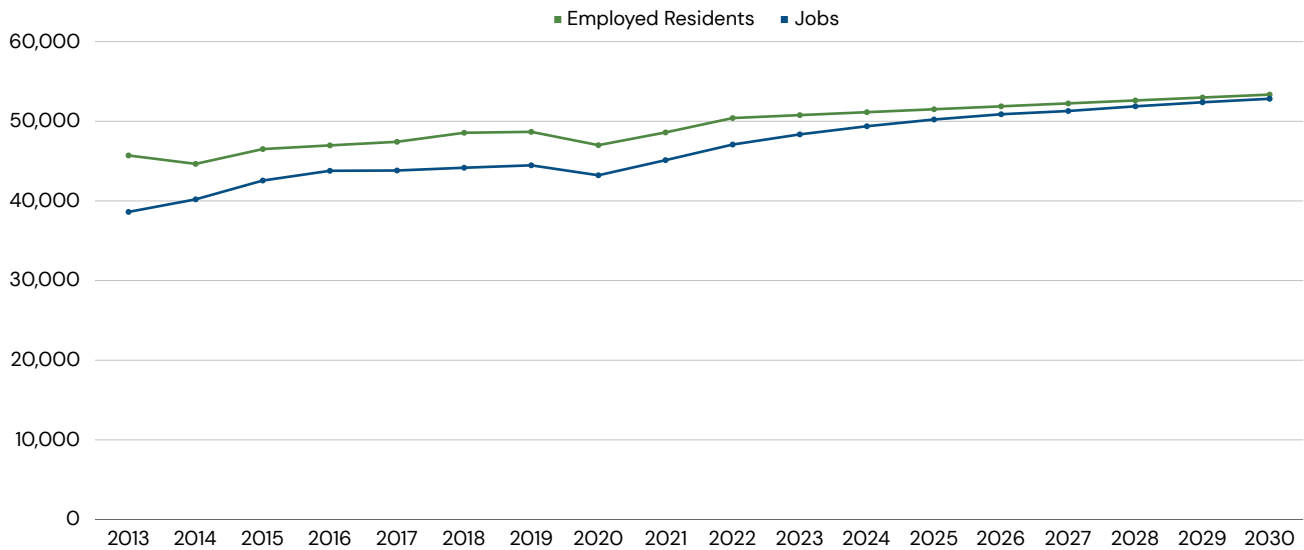
Description: This chart illustrates the number of resident workers in Fishers. It also includes the percentage of resident workers in each occupation to examine how the county's workforce profile compares to Hamilton County, Central Indiana and the United States. This data is from Lightcast and includes self employed workers.



# COMMUTING DATA

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## FISHERS EMPLOYED RESIDENTS VS JOBS

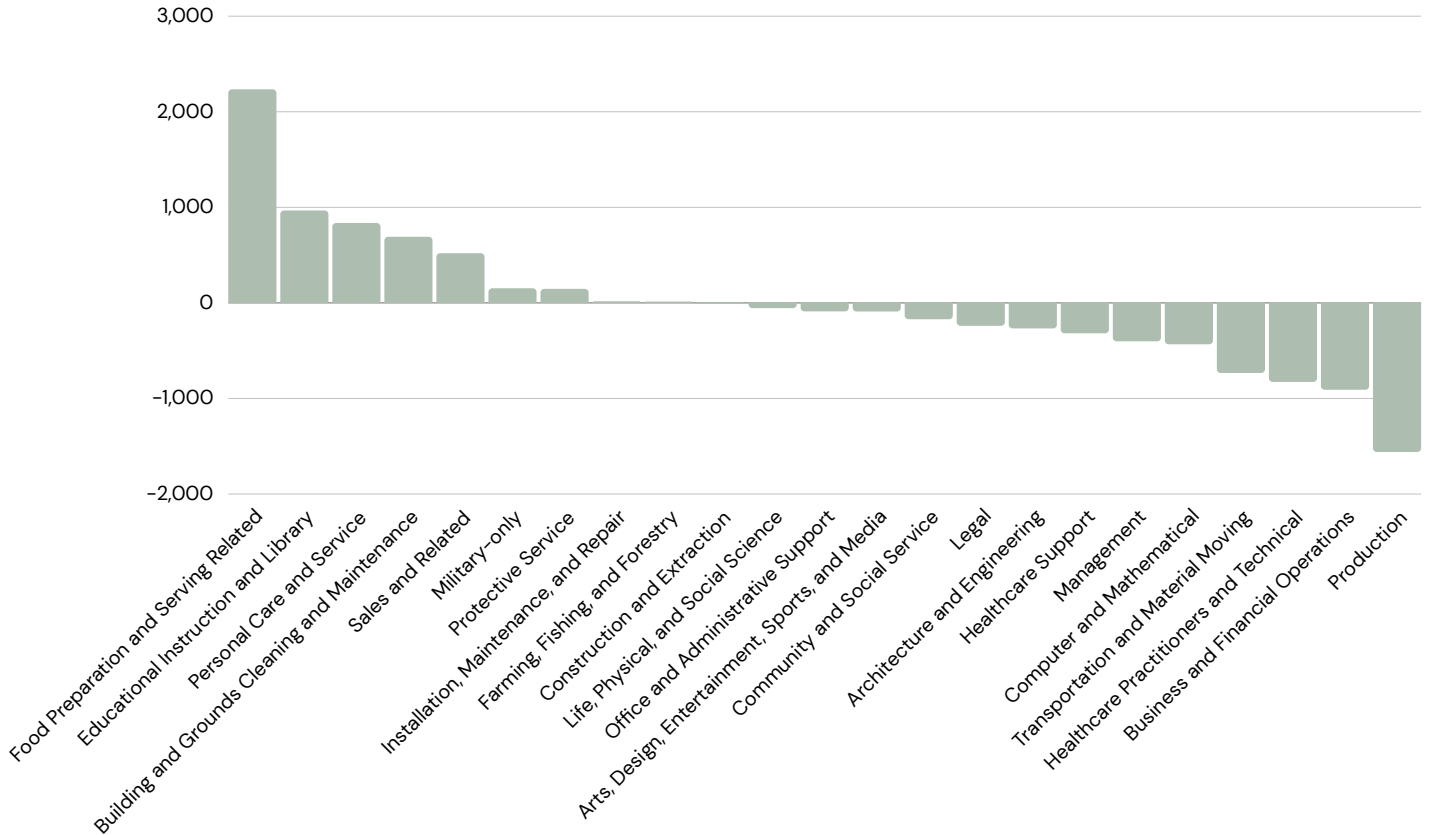


Source: Lightcast Q2 2023

Description: This chart compares employed residents living in Fishers to total jobs that exist in the city. Historic data from 2015-2022 is used to forecast the number of employed residents and jobs by 2030. Overall, The gap between employed persons living in the city and total jobs is shrinking. This may increase the number of workers local employers import from places outside the city. This data is sourced from Lightcast's second quarter 2023 data run.



## FISHERS PROJECTED NET COMMUTERS BY OCCUPATION 2030



Source: Lightcast Q2 2023

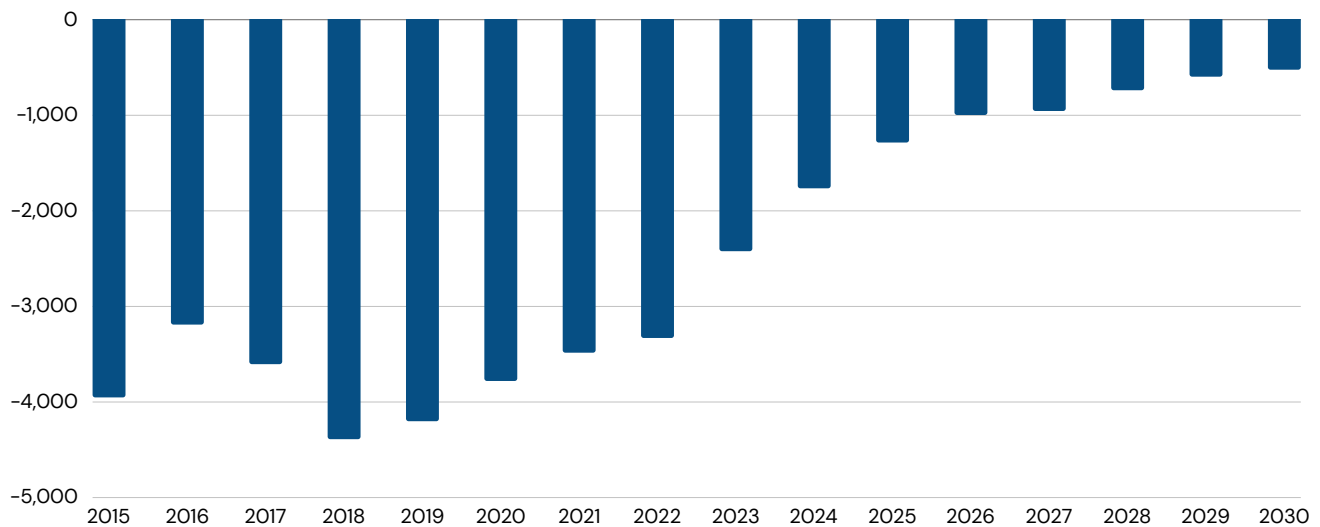
Description: This chart shows the projected gap or surplus in net commuters in Fishers in the year 2030 by 2-digit SOC code. Net commuter identifies minimum number of workers who commute in or out of the city to satisfy the number of jobs held for a given occupation in the city. It is estimated that nearly 5,600 workers from outside the city will be needed to fill the jobs gap that exist within Fishers in 2030. This gap primarily includes occupations related to food preparation and serving, education, cleaning and maintenance, and personal care and service occupations. This data is sourced from Lightcast's second quarter 2023 data run.



# COMMUTING DATA

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## NET COMMUTERS BY YEAR 2015 - 2030



Source: Lightcast 2023.2

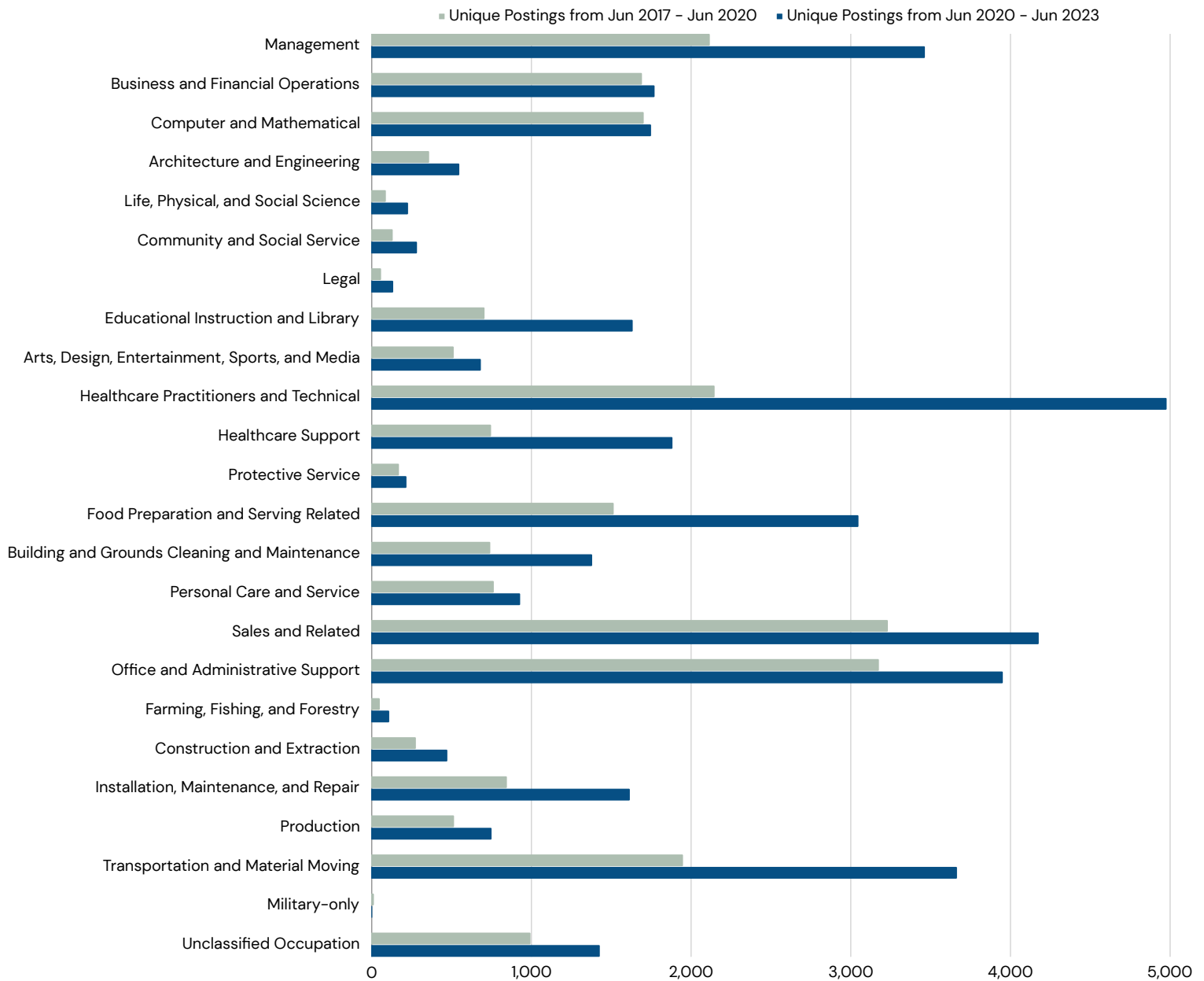
Description: This chart illustrates the net commuters into or out of Fishers for work based on the difference between total jobs and resident workers. Historically, Fishers had more people commuting out of the city than into it for work. This gap is shrinking and a net gain of over 2,800 daily commuters is projected between 2023 and 2030. Despite an overall increase in commuters into the city, some occupations will still need to import talent as Fishers is estimated to lose approximately 500 more resident workers during compared to jobs in the city. This data is sourced from Lightcast's second quarter 2023 data run.



# JOB POSTING DATA

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## JOB POSTINGS BY OCCUPATION COMPARISON OF 2017-2020 AND 2020 - 2023

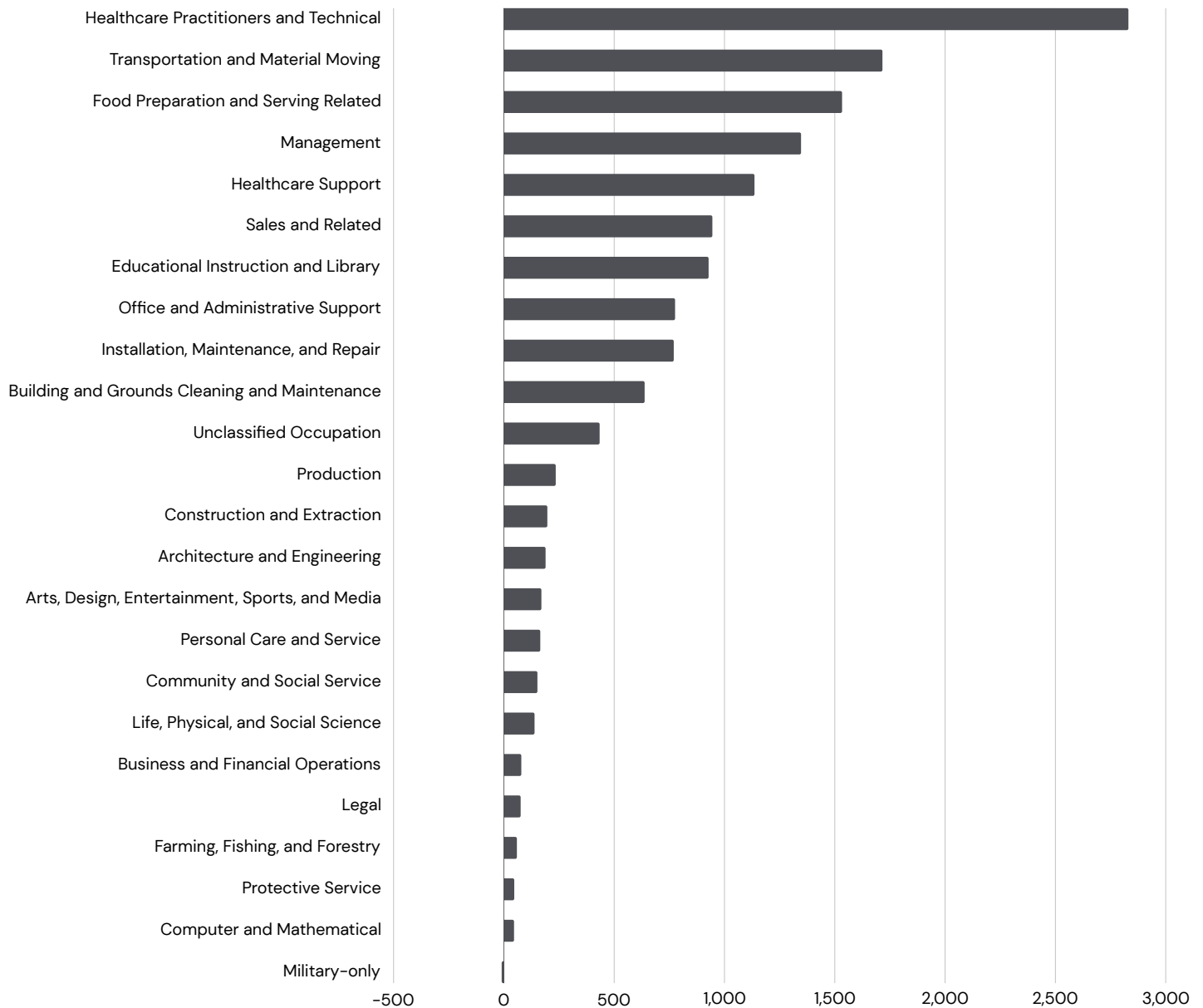


Source: Lightcast 2023.2

Description: This chart compares total job postings by 2-digit SOC code in Fishers between 2017-2020 (pre-pandemic) and 2020-2023 (post pandemic) to identify how posting frequency may have changed due to the pandemic. The total number of postings increased between 2020-2023 for nearly all occupations except military. This data is sourced from Lightcast's second quarter 2023 data run.



## JOB POSTINGS BY OCCUPATION CHANGE



Source: Lightcast 2023.2

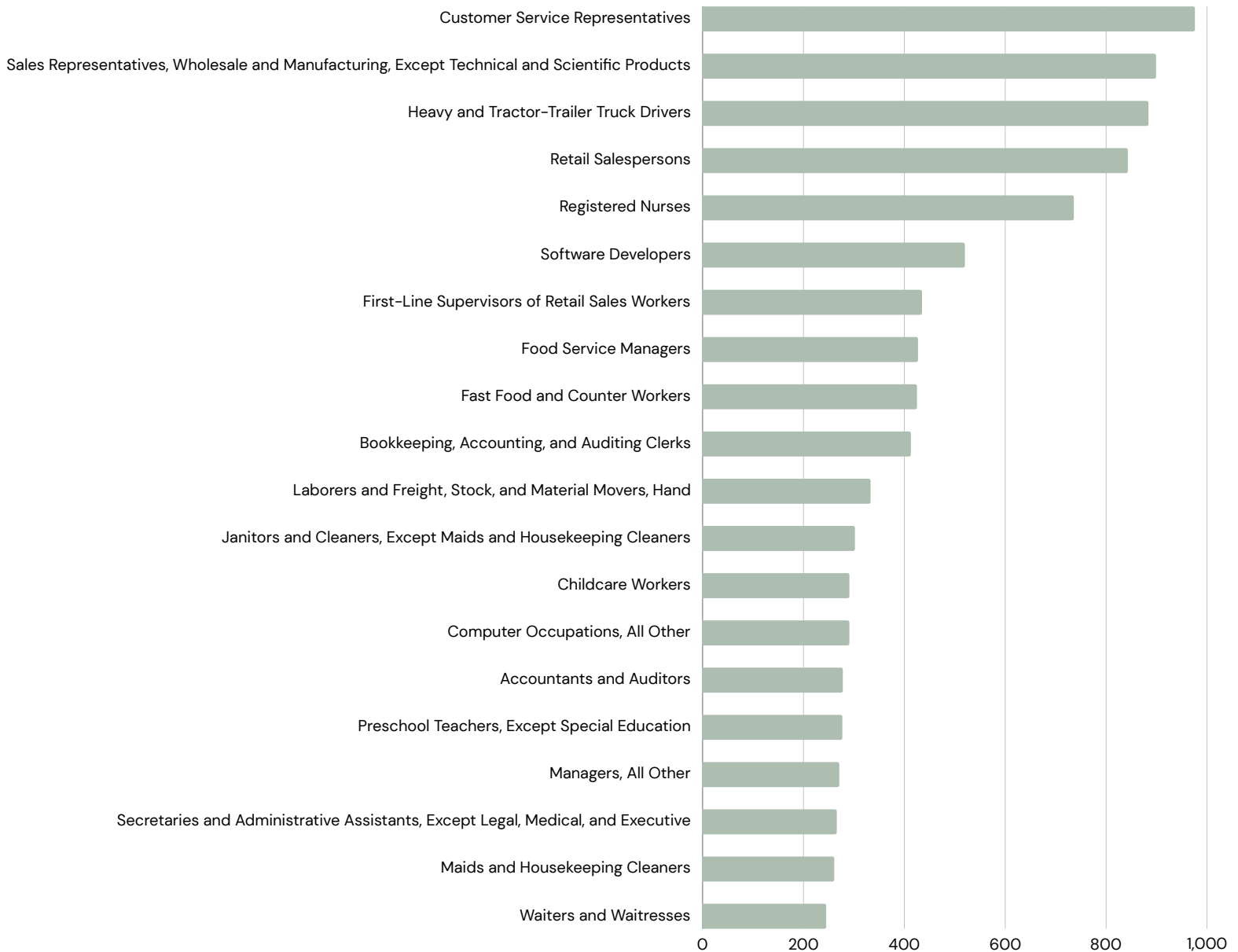
Description: This chart shows illustrates the difference in job postings for occupations in Fishers at the 2-digit SOC code level. The difference was calculated by subtracting total postings between June 2020 through June 2023 from June 2017 through June 2020 postings. This illustrates the number of new postings since the COVID-19 pandemic. During this time, postings for healthcare practitioners has increased substantially. This data is sourced from Lightcast's second quarter 2023 data run.



# JOB POSTING DATA

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## UNIQUE POSTINGS FROM JUNE 2017 - JUNE 2020



Source: Lightcast 2023.2

Description: Unique postings illustrates the top 20 most posted occupations from 2017-2020 at the 5-digit SOC code level. This data is sourced from Lightcast's second quarter 2023 data run.

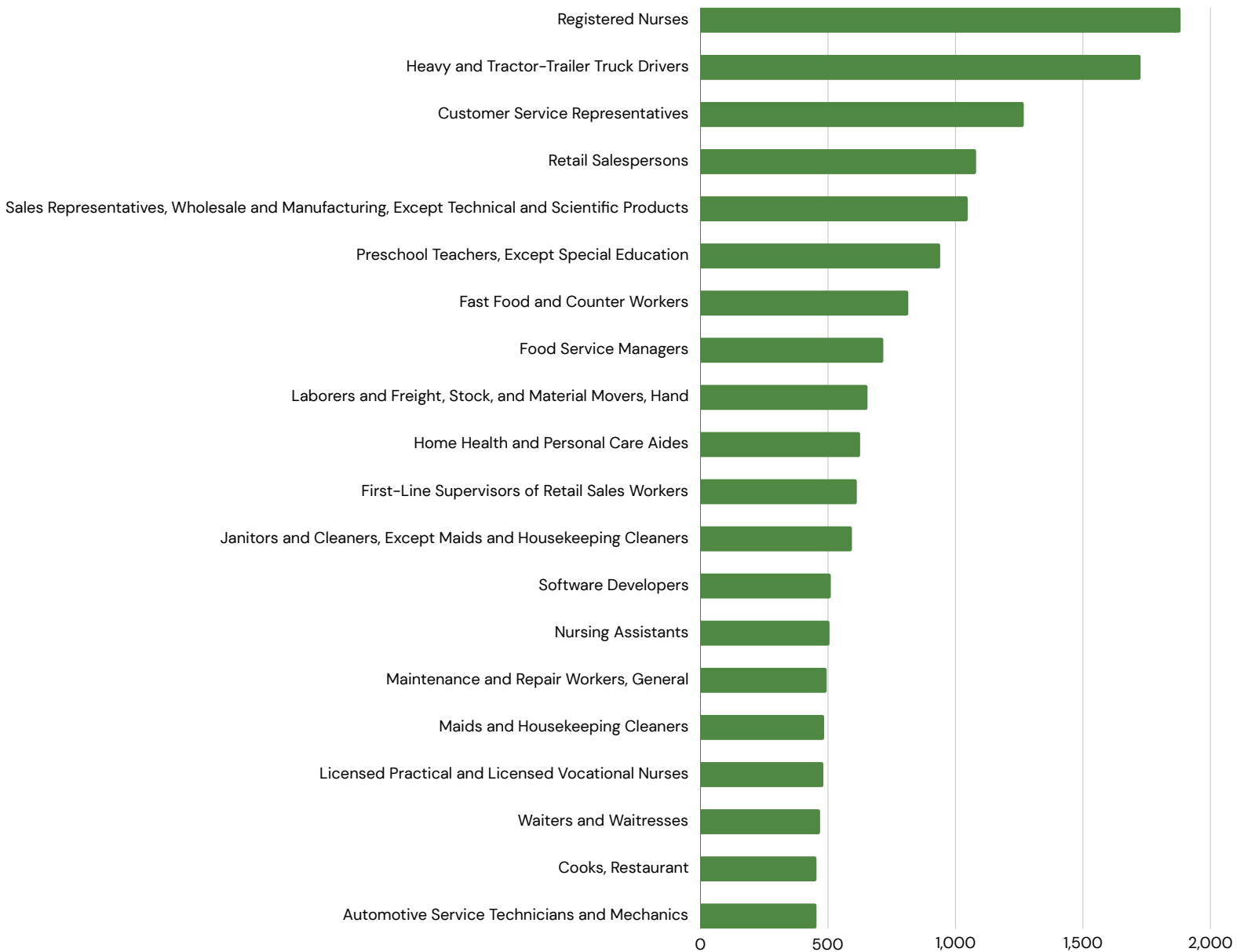




# JOB POSTING DATA

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## UNIQUE POSTINGS FROM JUNE 2020 - JUNE 2023

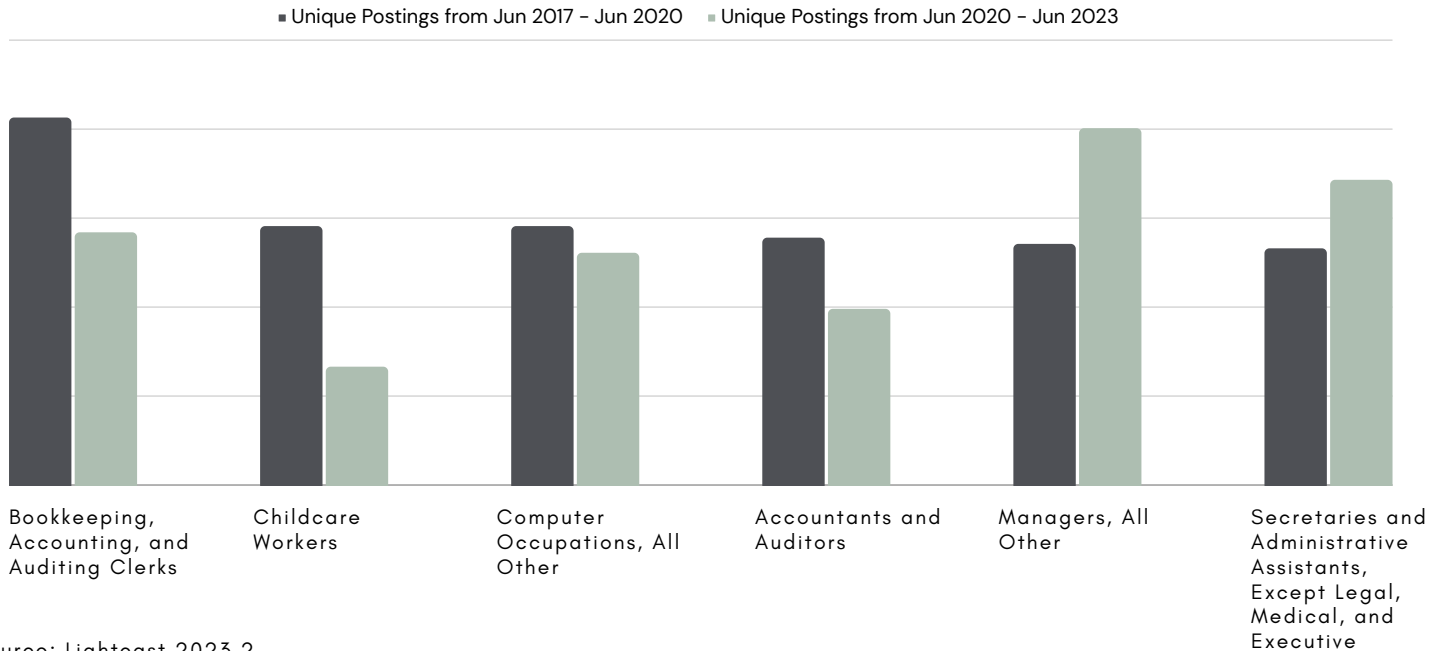


Source: Lightcast 2023.2

Unique postings illustrates the top 20 most posted occupations from 2020-2023 at the 5-digit SOC code level. This data is sourced from Lightcast's second quarter 2023 data run.



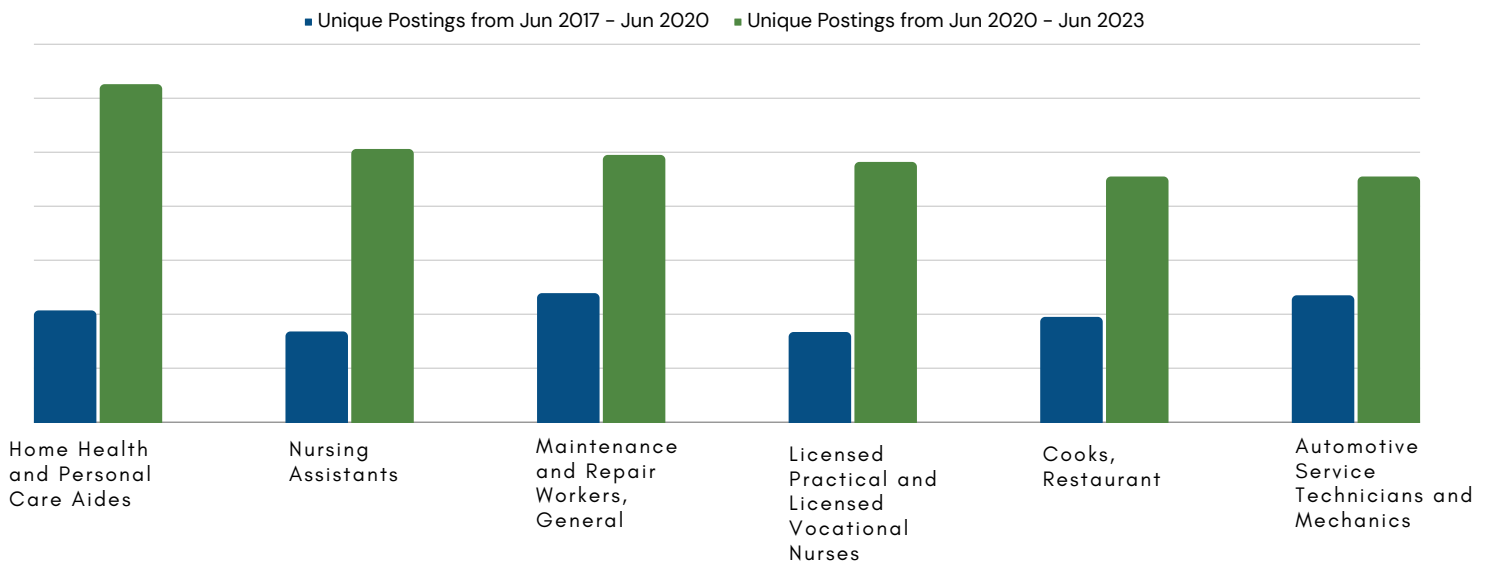
## LESS PROMINENT JOB POSTINGS COMPARING 2017 - 2020 AND 2020 - 2023



Source: Lightcast 2023.2

Declining job postings illustrates the three occupations at the 5-digit SOC code level that dropped out of the top-20 most posted occupations from 2020-2023. These postings were in the top-20 between 2017-2020 but were less frequently posted between 2020-2023. This may suggest that these jobs were less in demand. This data is sourced from Lightcast's second quarter 2023 data run.

## EMERGING JOB POSTINGS COMPARING 2017 - 2020 AND 2020 - 2023



Source: Lightcast 2023.2

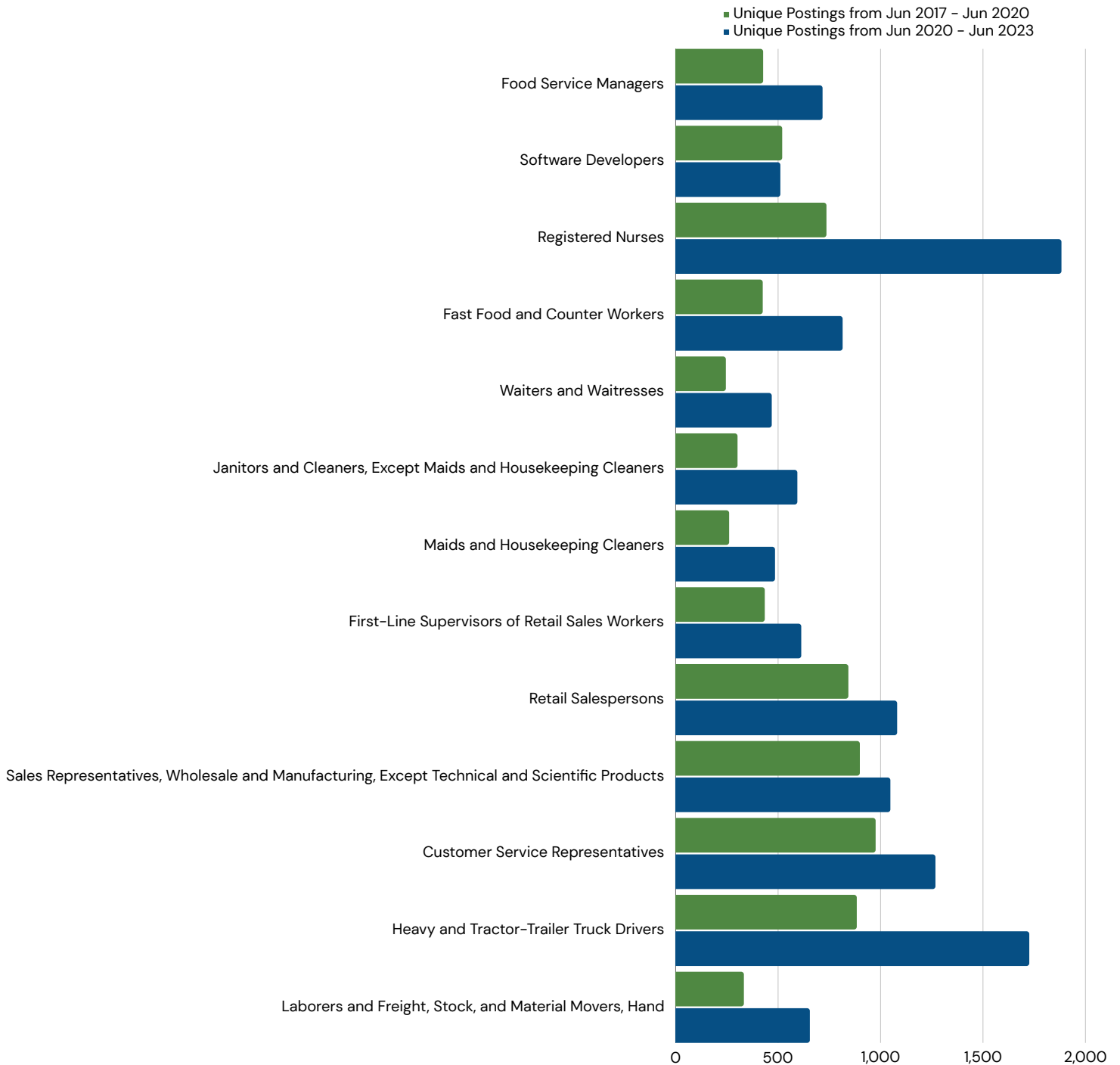
Emerging job postings illustrates the five occupations at the 5-digit SOC code level that appeared in the top-20 most posted occupations from 2020-2023. These postings were not included in the top-20 between 2017-2020 but were more commonly posted between 2020-2023. This may suggest that these jobs were more in demand. This data is sourced from Lightcast's second quarter 2023 data run.



# JOB POSTING DATA

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## TOP COMMON JOB POSTINGS COMPARISON 2017 - 2020 AND 2020 - 2023



Source: Lightcast 2023.2

Top common job postings illustrates the 17 most frequently posted jobs that existed between both 2017-2020 and 2020-2023 at the 5-digit SOC level. The difference in posting frequency during these time periods is compared in the graph. This data is sourced from Lightcast's second quarter 2023 data run.





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