



State of the Workforce



Talent InSight 2030 Visionary Investors



Project Partners

BAGI
Carmel Clay Schools
City of Carmel
City of Westfield

Hamilton Heights Schools
Hamilton Southeastern Schools
Ivy Tech
Noblesville Schools

The Pursuit Institute
Westfield Washington Schools

Talent Trends

Labor Markets and the Future of Work

Presentation for Invest Hamilton County 3.19.24

Susan Koehn

Senior Consultant, Education & Government
Lightcast



THE **DEMOGRAPHIC DROUGHT** 

Bridging the Gap in our Labor Force



 **BCG** BOSTON CONSULTING GROUP



Competence over Credentials: The Rise of Skills-Based Hiring, with BCG



Informatics
Microsoft Word
Data Build Tool
Information Technology



The Lightcast Digital Skills Outlook 2024

Talent Attraction


SCORECARD

2023



Who is Going to do the Work?



AMERICA'S DECADES-LONG PRIORITIZATION OF THE 4-YEAR DEGREE HAS PUSHED A NEW GENERATION AWAY FROM THE SKILLED TRADES. WHAT CAN INDUSTRIES THAT NEED SKILLED-TRADE WORKERS DO ABOUT IT?



Grounding your regional growth strategy in shared data

“
The point of a data-driven approach is to hone your attraction and retention efforts into a **targeted, realistic strategy.**”

—Collin Perciballi
Lightcast Senior Consultant



Where job demand outstrips workforce supply, labor markets need to address:

GROWING THE WORKFORCE OVERALL

- Import new people (through migration)
- Engage untapped/sidelined people to join the workforce

ALIGNING WORKFORCE SKILLS WITH JOB DEMAND

WORKER PREFERENCES & THE VALUE PROPOSITION OF WORKING IN YOUR REGION



#1

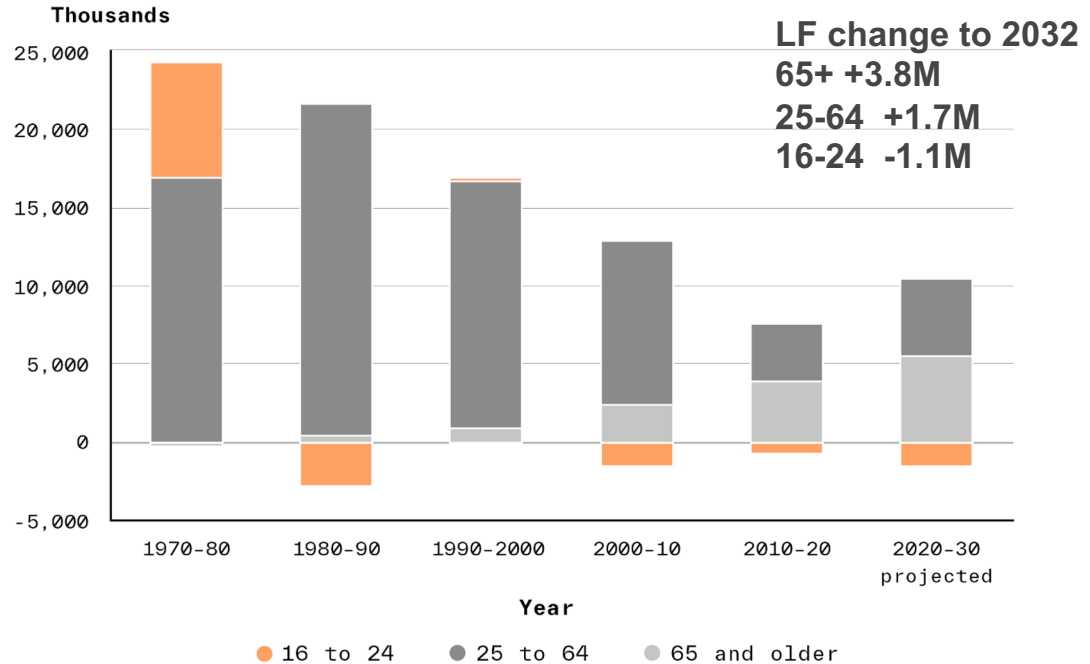
Demographic Drought



Most of our labor force growth to 2030 will be over 65 but the vast majority of those people will retire

To 2032, the 16-24 labor force is projected to decline 8%, 25-54 will grow 5%, 55+ will grow 7%

Labor force growth, by age group, for selected periods and 2020–30 projected

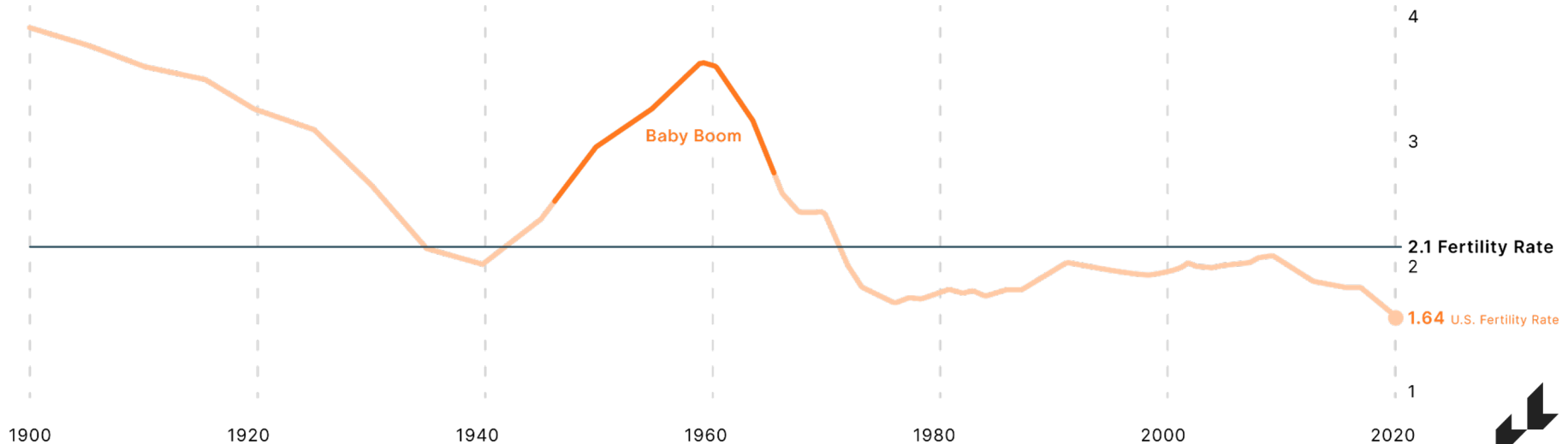


U.S. Bureau of Labor Statistics



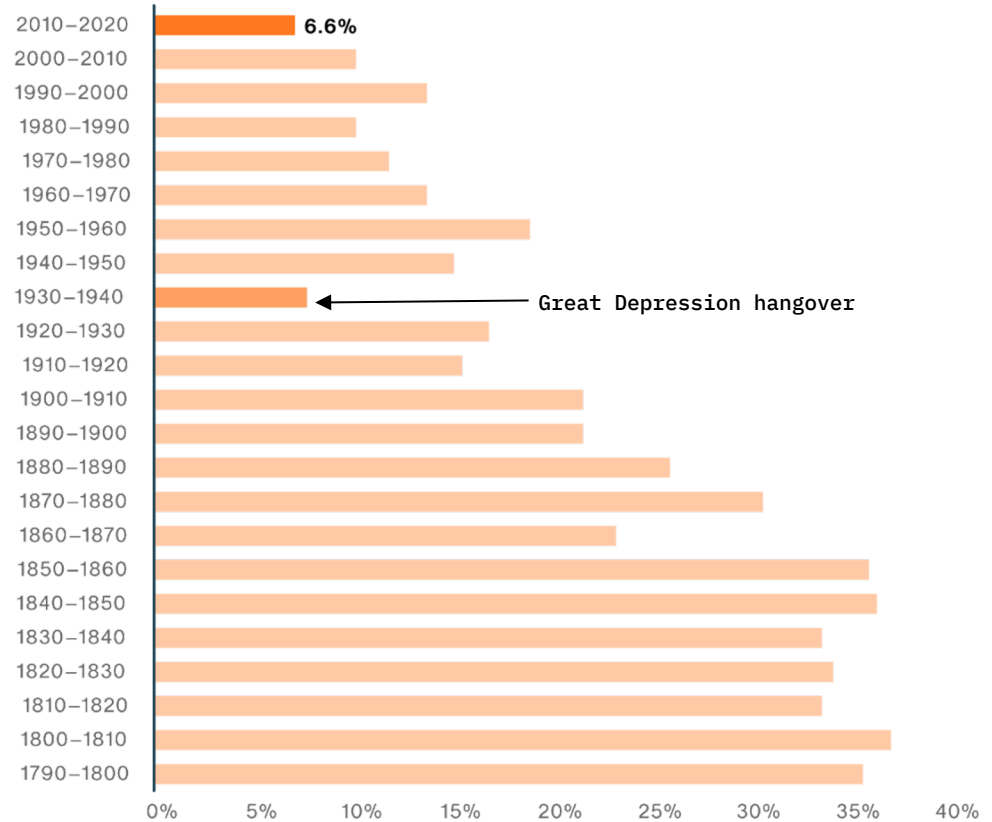
We're living below the 2.1 birth replacement rate

We can't employ what we don't have



US population growth by decade

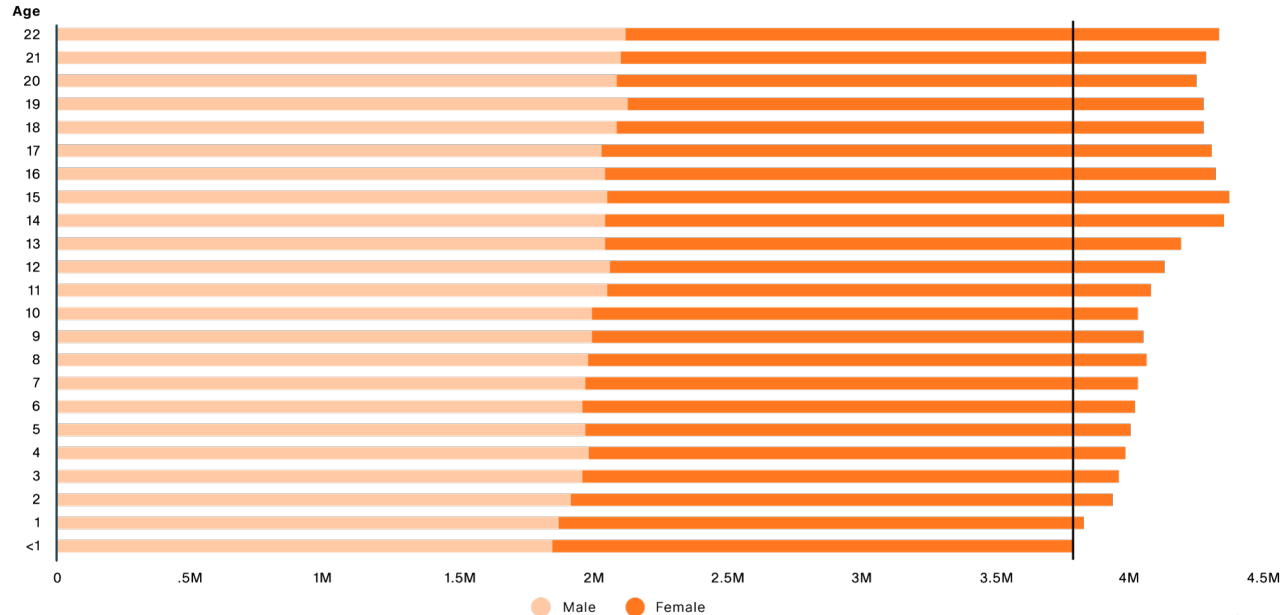
1790 to 2020 (estimated) censuses



Over the next 16 years, we will have nearly 1M fewer potential entrants

From 2010 to 2021, the 0 to 4 age group **declined 6.7%**, the largest drop of all age groups.

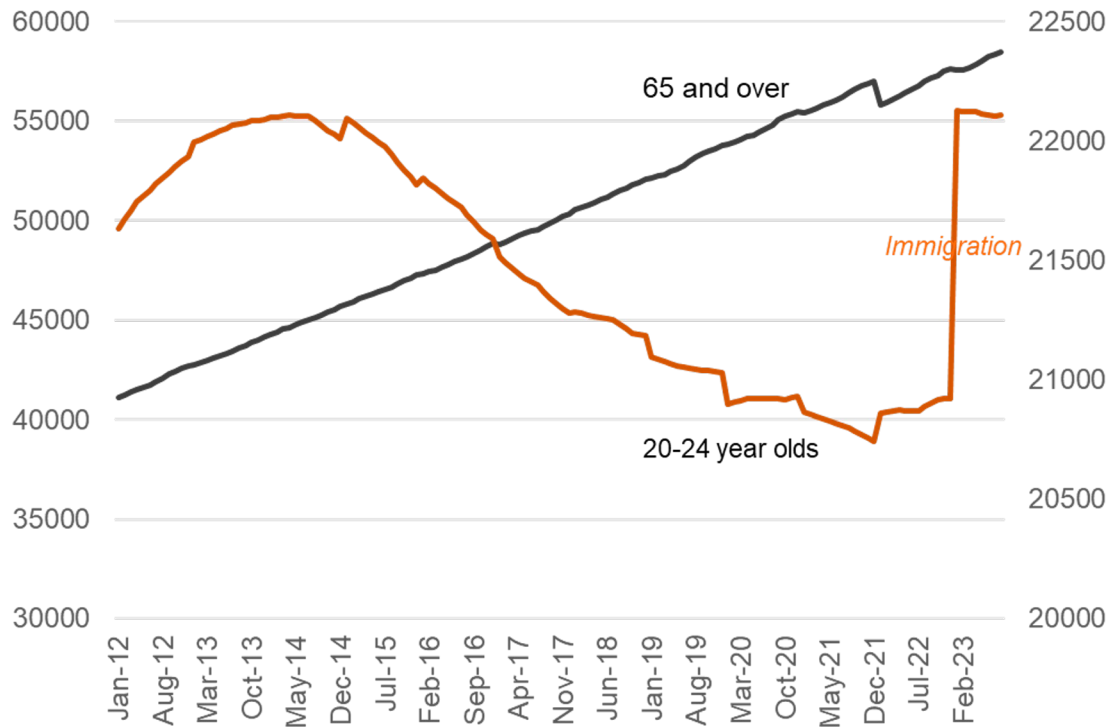
- USA Facts



While Our Dependent Population Has Exploded by 17M...

20-24-year-olds have seen no net growth in the past 10 years.

From 1960 to 1980, the 20-24 population grew by 10M, doubling its number.



“By **2034**, older adults will outnumber children for the first time in U.S. history.”

Demographic Drought: Bridging the gap in our Labor Force

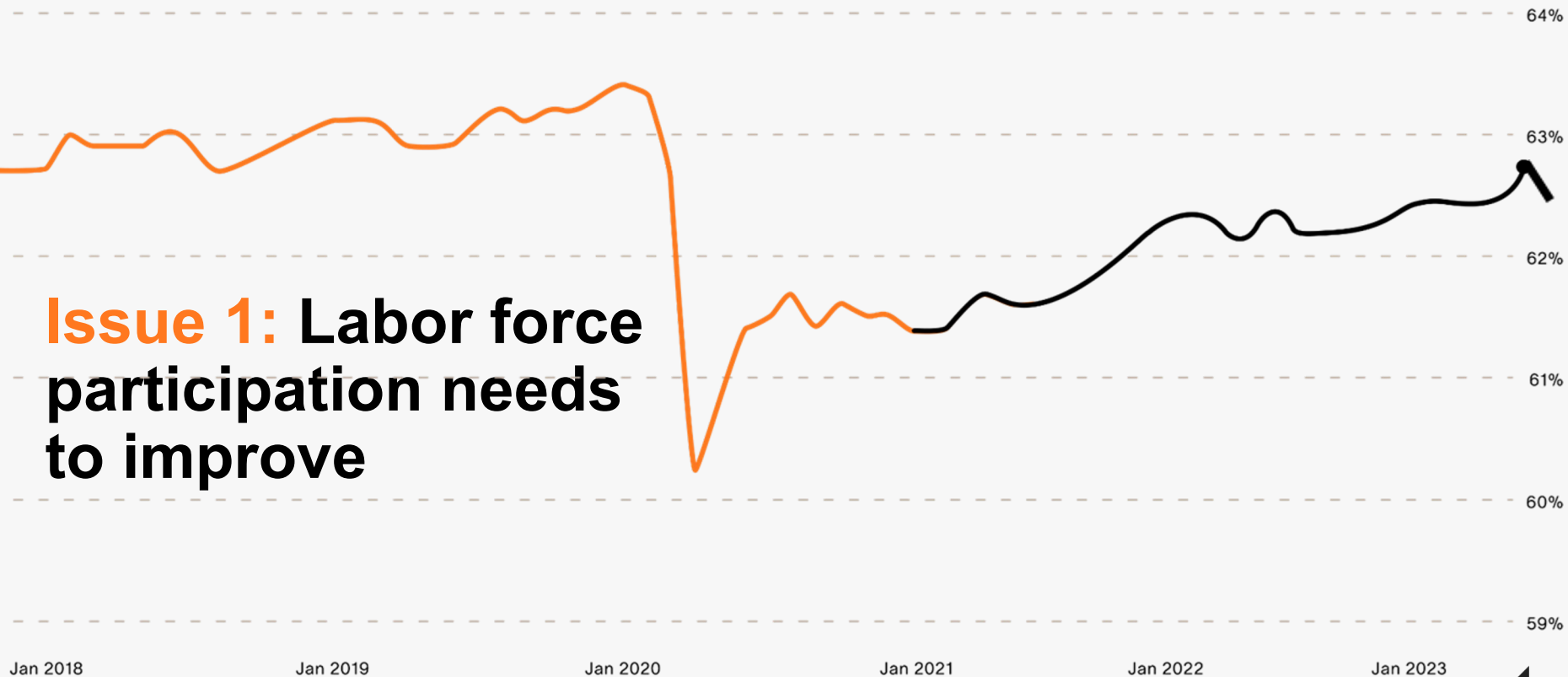


#2

Declining Labor Force Participation

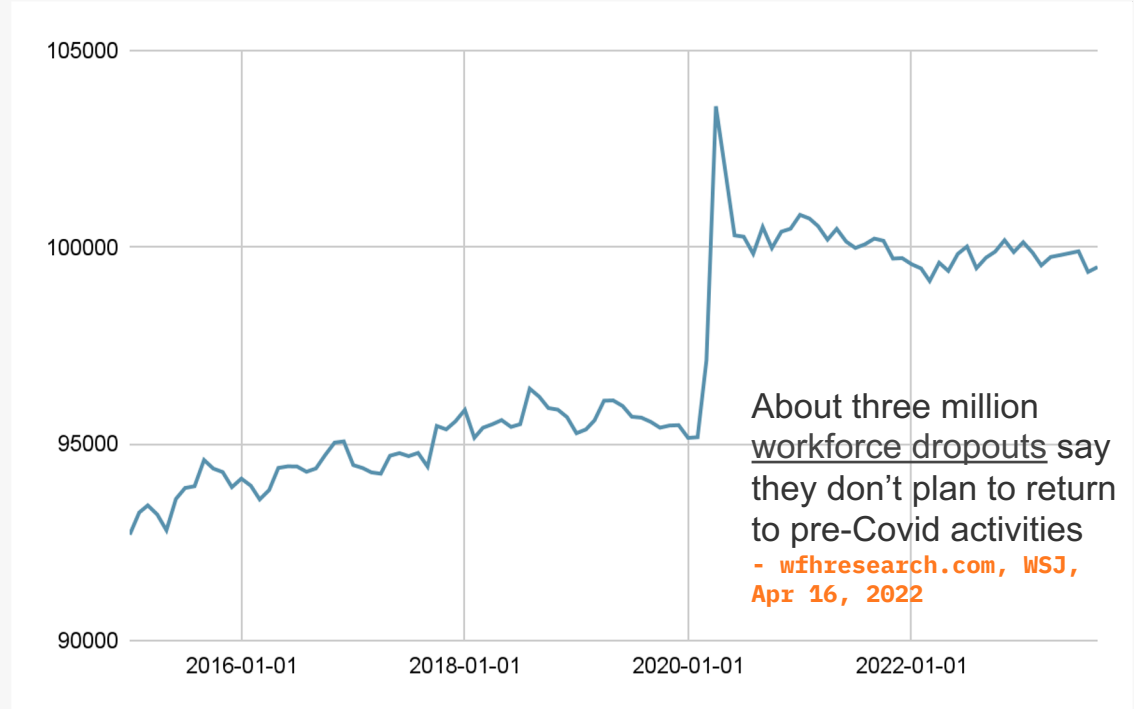


Issue 1: Labor force participation needs to improve



Those Not in the Labor Force had plateaued from late 2017 until February 2020. Then 5M people dropped out...and didn't come back.

80% of this change is accounted for in people 55 and older.



*16-24 not in labor force compared to same month 2019 due to extreme seasonality

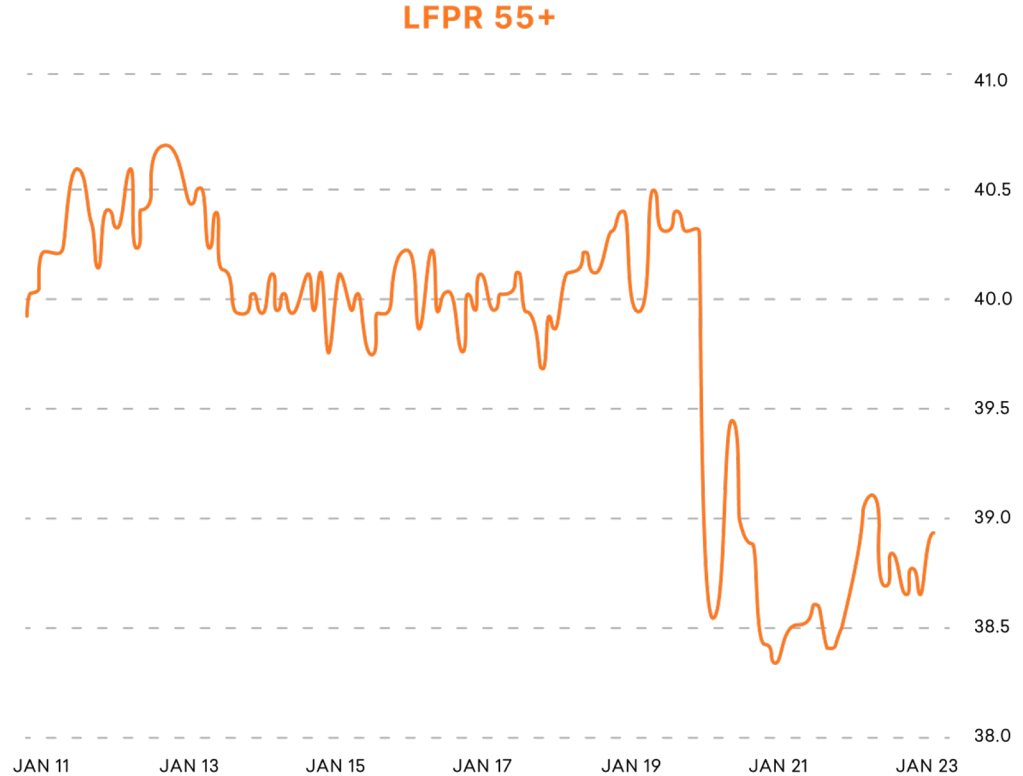


Labor force participation (55+) not recovering

Study by the St. Louis Fed:

Large majority of excess retirements from the **65–74**-year-old group.

Census data also shows small percentage of **55-61** yr olds retired early and the ones that did tended to be in poor health.



Of all people who are out of the labor force, nearly 60% say they are retired

<u>Reason out of labor force</u>	<u>% of those who gave a reason</u>
I am retired	57.5%
I am/was sick or disabled*	18.7%
I am/was caring for children not in school or daycare**	7.2%
I did not want to be employed at this time	6.0%
I am/was laid off or furloughed	4.1%
I am/was caring for an elderly person	2.7%
My employer closed/went out of business	2.0%
I do/did not have transportation to work	1.8%

*This includes mental health & drug or alcohol addiction/treatment

**Largest group only has a high school diploma. SOURCE: Census Pulse Survey, Sept 2023, Table 3



16-19 year olds: Not working

The 16-19 population is **3.4M larger** than 1966, the labor force **400K smaller**

16–19-year-old population

Boomer children helped explode this group, but that will continue to erode going forward.



16–19-year-old labor force

Despite a somewhat stable population, the number in the labor force fell for decades and has plateaued lower for a decade.



Will labor force participation increase in the future?

*“The labor force participation rate is projected to continue to trend down, declining from **61.7** percent in 2020 to **60.4** percent in 2030.”*

- BLS projections



Factors affecting labor force participation into the future

Mix shift.

Aging boomers with lower LFPRs will pull the overall percentage down for awhile and then it will improve as they age out of the workforce

Wealth transfer.

Millennials will receive an estimated \$68T through wealth transfers from their boomer parents at an average of \$1.2M per family. This should drive more older millennials out of the labor force.

Elderly parent care.

As the population ranks of aging boomers swells and a lack of labor to work in nursing care facilities becomes more compounded, more adults will have to stop working to take care of their parents. Currently that number is 2M of those out of the labor force.



#3

Education/Skills Misalignment



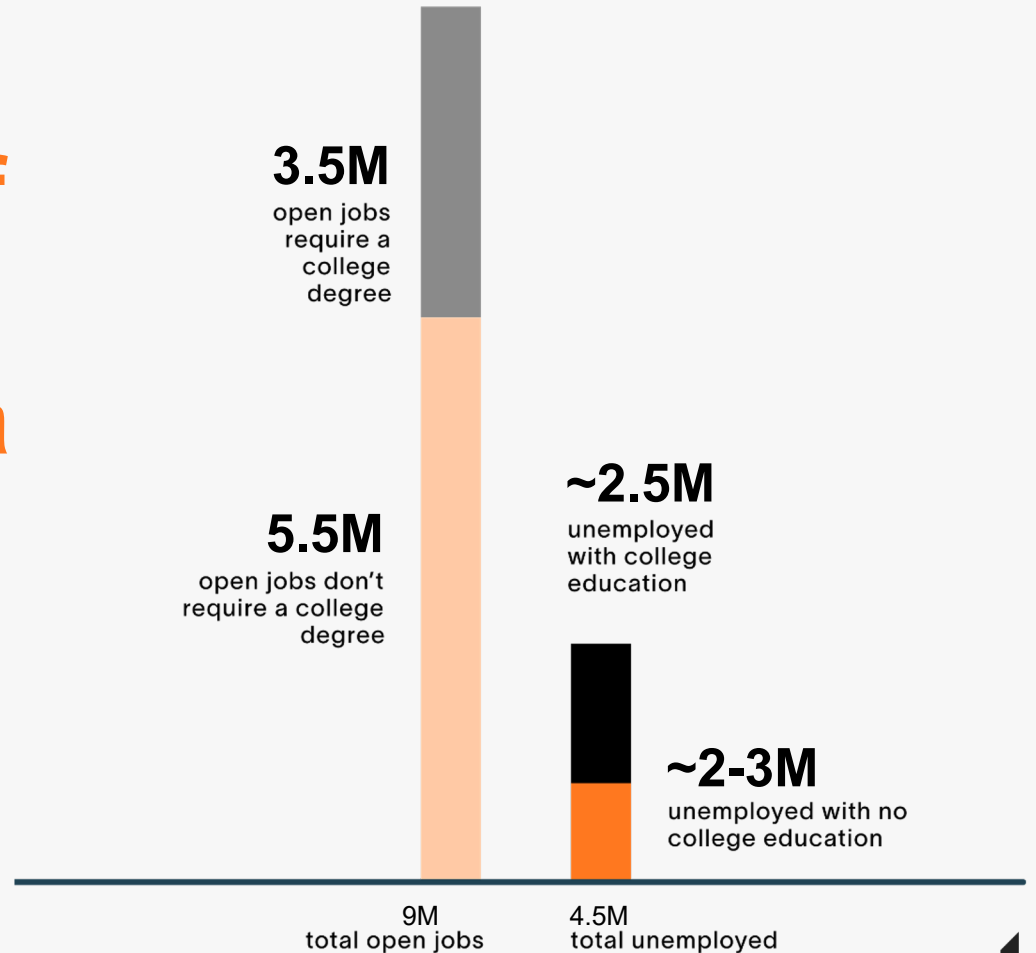
Roughly 5.5M of the 9M open jobs in America

need to be filled by people **without a college degree**

37% of people out of the labor force are those with a high school diploma.

Only 12% have a bachelors.

Unemployment rates for most college degreed jobs are low but not close to record low levels.

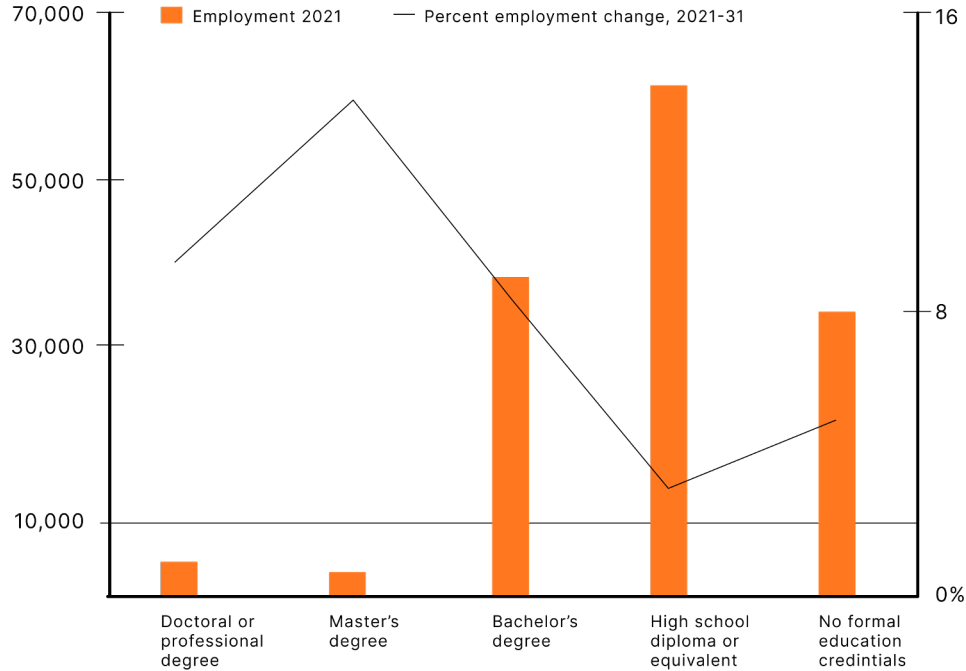


3x

In 2015, we had three times as many unemployed lower skilled job workers per job opening than we have now.



Employment Growth, 2021-2031, by Education



The US economy will need workers from every education level to grow, but, we're still primarily dependent on high school level workers.



Artificial intelligence as a savior?

**The current legal cases against
generative AI are just the beginning**

-TechCrunch, Jan, '23

**AI cannot replace the service jobs that
our country needs. It can paint
pictures, but not houses, it can help an
A/C repairman know what the problem
is, but it can't fix it.**

**Me yelling "REPRESENTATIVE!!!"
to the automated customer service**



Consumers don't want an "artificial" experience



#4

Changing Worker Preferences



Symbol	Price	Change	Volume
RUSPI Compos	^RUSPI	2070.21 - 2087.3	2085
Dow Jones Industri	^DJI	668.42 - 673.66	673
Alphabet Inc.	GOOG	1130.97 - 1141.9271	1140
Apple Inc.	AAPL	201.99 - 203.72	203
Bitcoin USD	BTC-USD	11692.26 - 12099.91	11692
Ethereum USD	ETH-USD	281.18 - 288.66	283
Bitcoin USD	OMG-USD	2.118 - 2.225	2
Bitcoin USD	BTCC-USD	130500.0 - 133000.0	131000
Bitcoin USD	BTCE-USD	115000.0 - 118000.0	118000
Bitcoin USD	BTCT-USD	6620.0 - 7660.0	7420
Bitcoin USD	BTCD-USD	107500.0 - 109000.0	101400



Jobs and JOLTS: Normal Doesn't Feel Normal

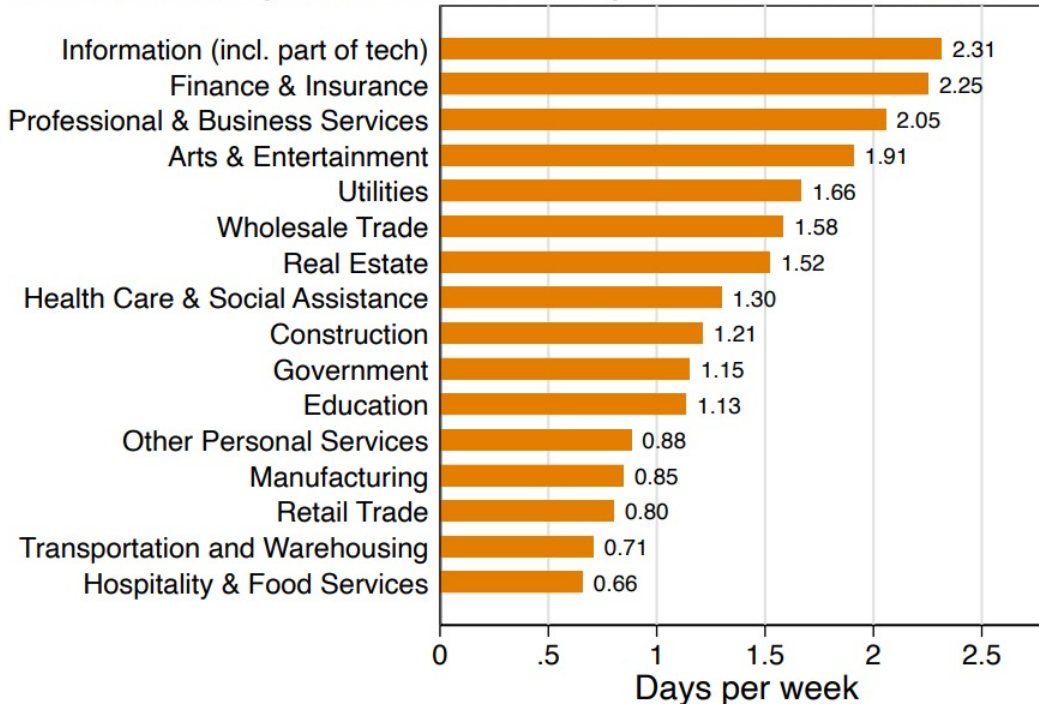
Jobs and JOLTS

2 0 1
3 6 1
3 7 9
3 9 1
3 8 0
3 7 7
3 9 7
2 0 1
4 0 0
3 9 8

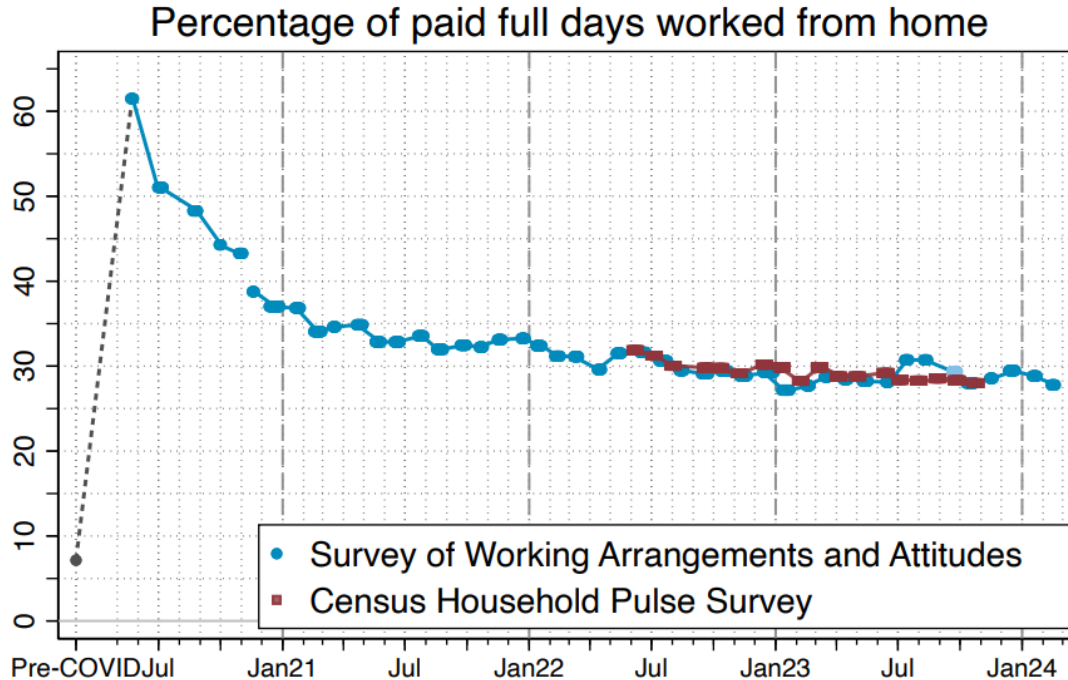


Working from home is most prevalent in the Tech, Finance, and Professional & Business Services sectors

Current working from home: All wage and salary employees



~28% of paid days in the US in February 2024 were work-from-home days



*We estimate the pre-COVID rate using the 2019 American Time Use Survey

*The break in the series in November 2020 reflects a change in the survey question.

*The SWAA Sept. 2023 estimate averages August and October due to data quality issues in September.



The definition of a labor market and its geographic boundaries have shifted

Americans Now Live Farther from Their Employers

1

The share of employees who live 50+ miles from their employers rose more than five-fold since 2020.



2

Employees in their 30s tend to live farther away from their employers than younger and older employees.



3

The more workers earn, the more likely they are to live far away from their employer.



4

Employees hired since March 2020 live much farther away from their employers.



Frontline Workers Want Flexibility Too



More Valued

- ✓ Choice of which days per week you work
- ✓ Increased PTO or vacation time
- ✓ Four-day workweek (e.g., four 10-hour days)

Less Valued

- Flexible start and/or end times
- Flextime (some choice over the hours you work)
- Relaxed dress code
- Remote work or work-from-home options
- Choice in which hours per day you work
- Three-day workweek (e.g., three 12-hour days)
- Shorter shift lengths
- Work at any location (on-site)



Local Context: Hamilton County



Telling (and selling) your story



Build a coalition

Level-set the data with community partners to provide:

- a shared understanding of challenges
- a collaborative call to action



Set specific & measurable goals

- Focus on growing the talent pool for high-demand roles
- Consider both skills and equity gaps
- Be realistic but bold—no time to tinker around the edges



Develop the playbook

Equip stakeholders in the region with common messaging around your unique value proposition for talent



Large Counties

#54/616

Hamilton County

#578/616

Marion County

Indiana ranked
#26 in state
rankings

Talent Attraction



<https://lightcast.io/resources/research/talent-scorecard>

Large Counties



Brought to you by  Lightcast

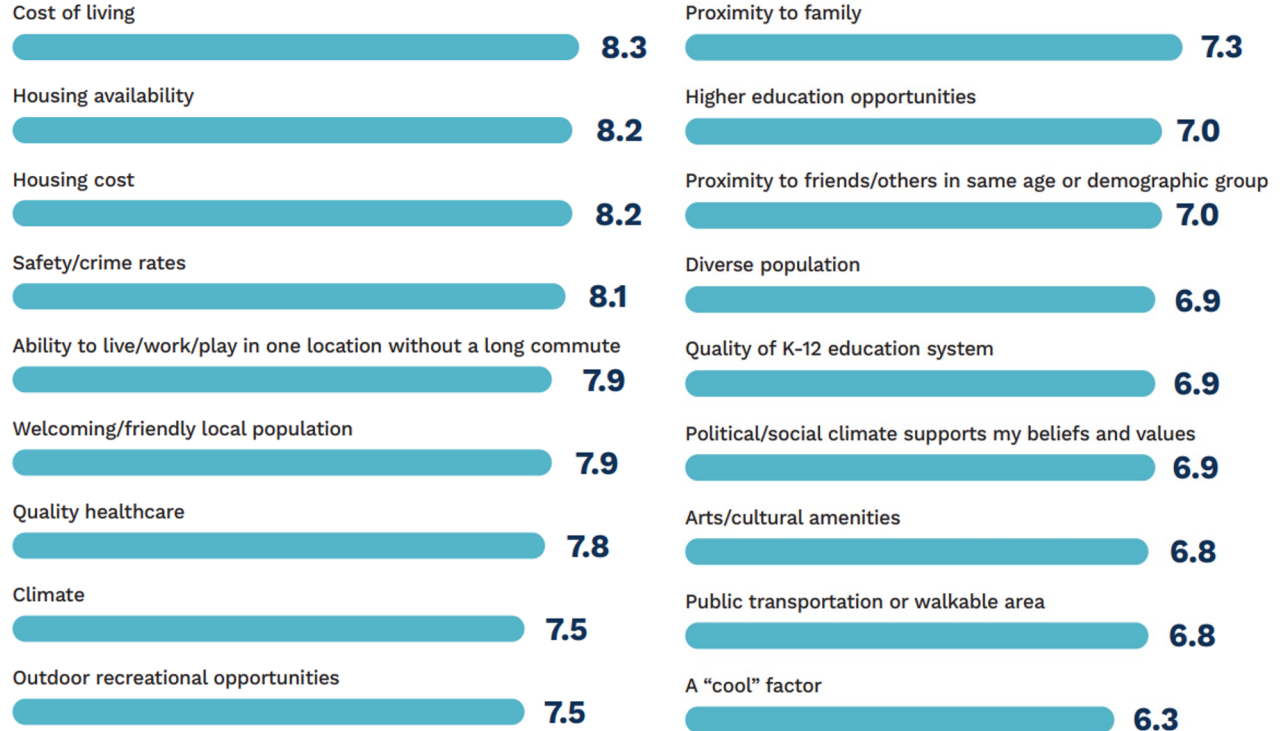
County	State	2023 Education Attainment Rank	2023 Job Growth Rank	2023 Skilled Job Growth Rank	2023 Job Openings per Capita Rank	2023 Competitive Effect Rank	2023 Migration Rank
Hamilton County	IN	#71	#57	#81	#260	#57	#60

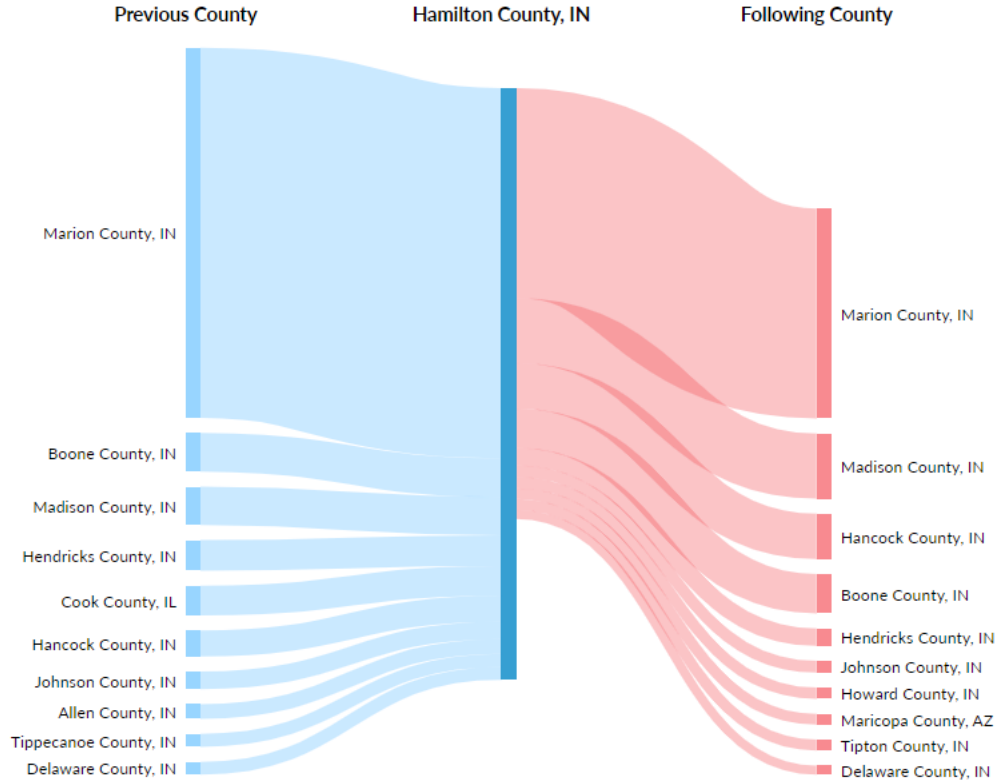


TALENT WARS

What People Look for in Jobs and Locations

How important were each of the following factors in your decision to relocate?





Source: IRS

Migration into and out of Hamilton County 2021

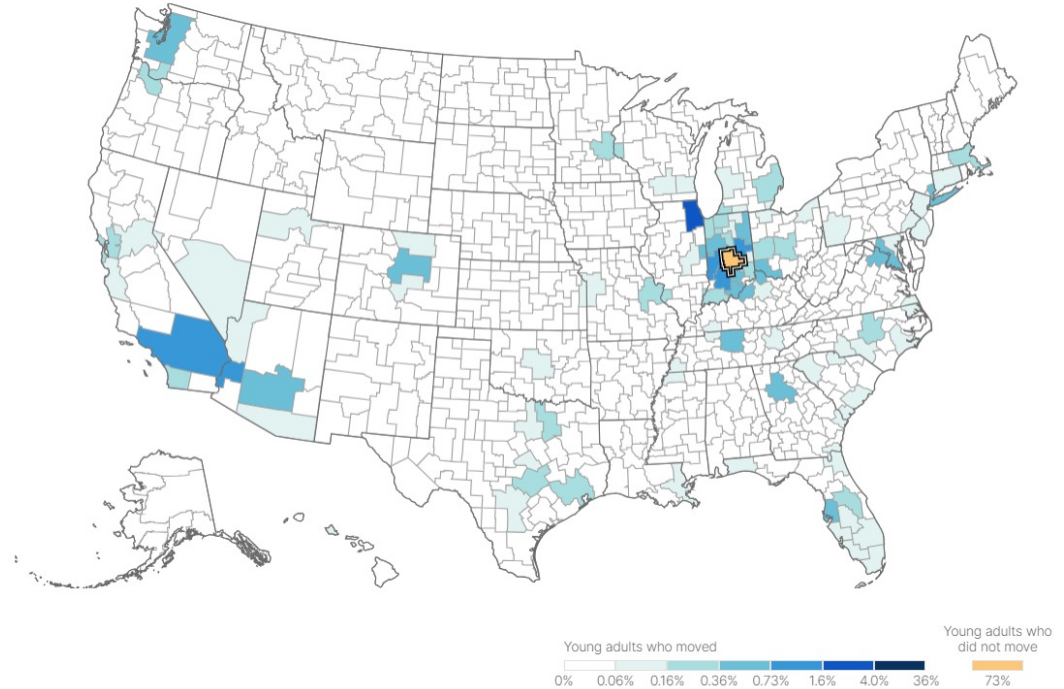


Where They're Going

**Indianapolis Region
retains 73%** of young
adults who grew up in
the area.

20% move out of state; **7%**
move to other
areas in Indiana.

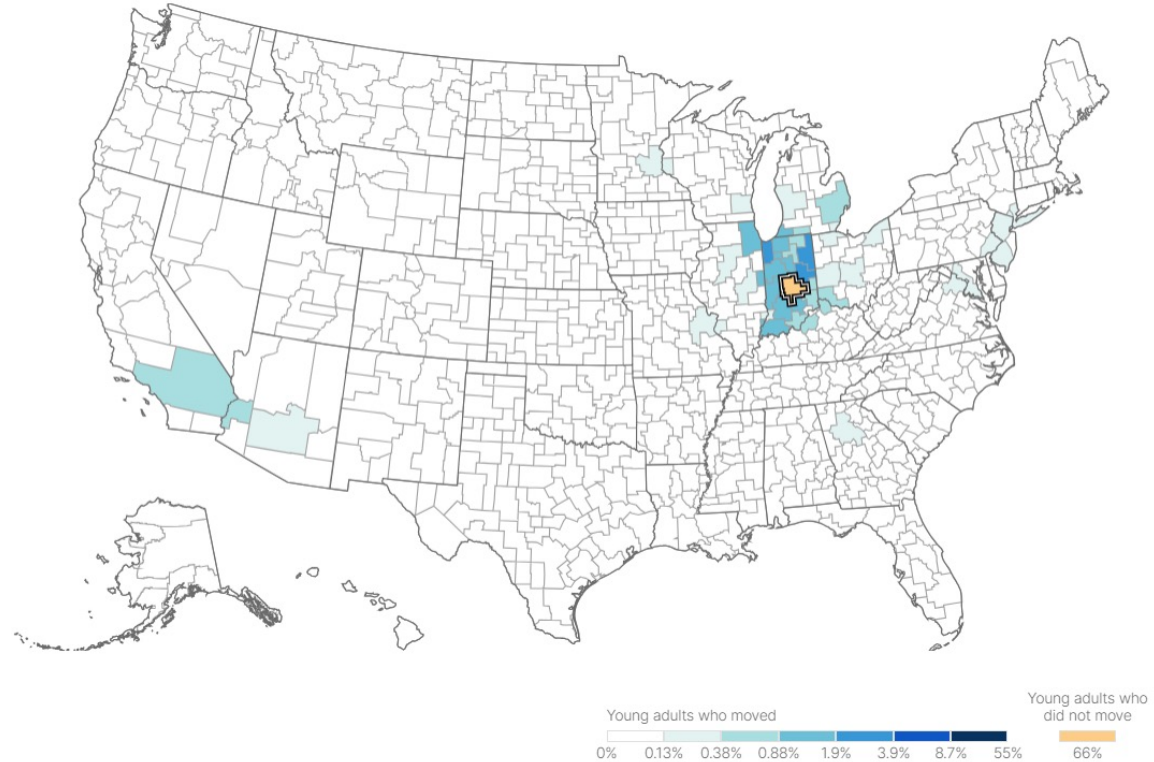
Study uses federal tax data from 1994, 1995, 1998-2018 linked to the 2000 and 2010 decennial censuses, 2005-2018 American Community Survey data, and Department of Housing and Urban Development address information. The analysis sample covers children born 1984-1992 measuring their childhood locations at age 16 and young adult locations at age 26.



Where They're Coming From

Top markets where Indianapolis Region young adult migration comes from include:

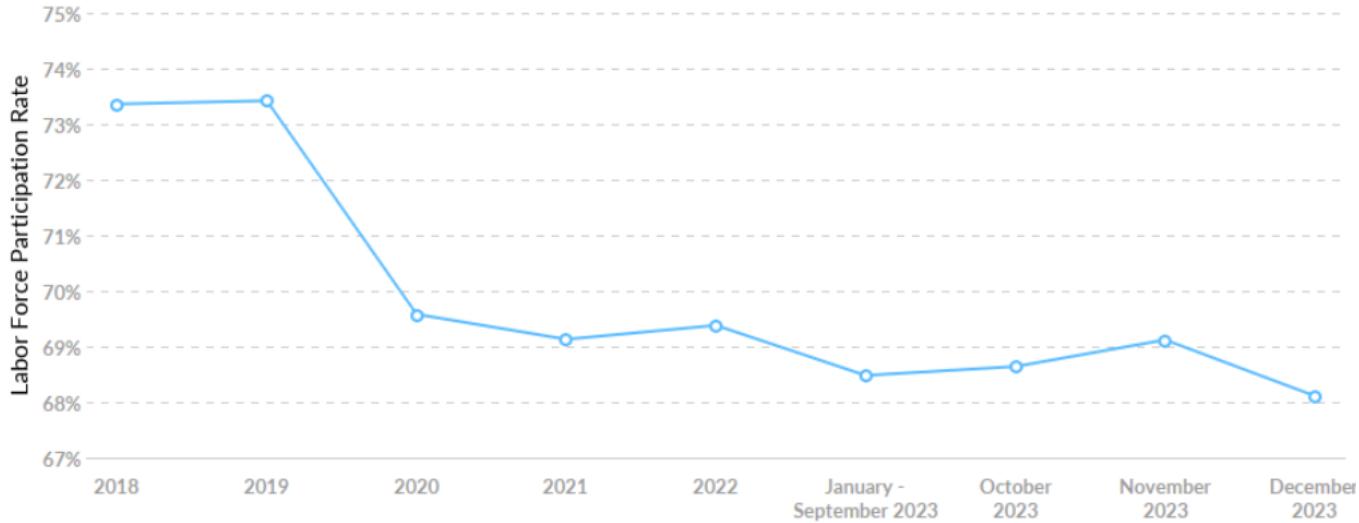
- Gary, IN
- Muncie, IN
- Fort Wayne, IN
- Chicago, IL



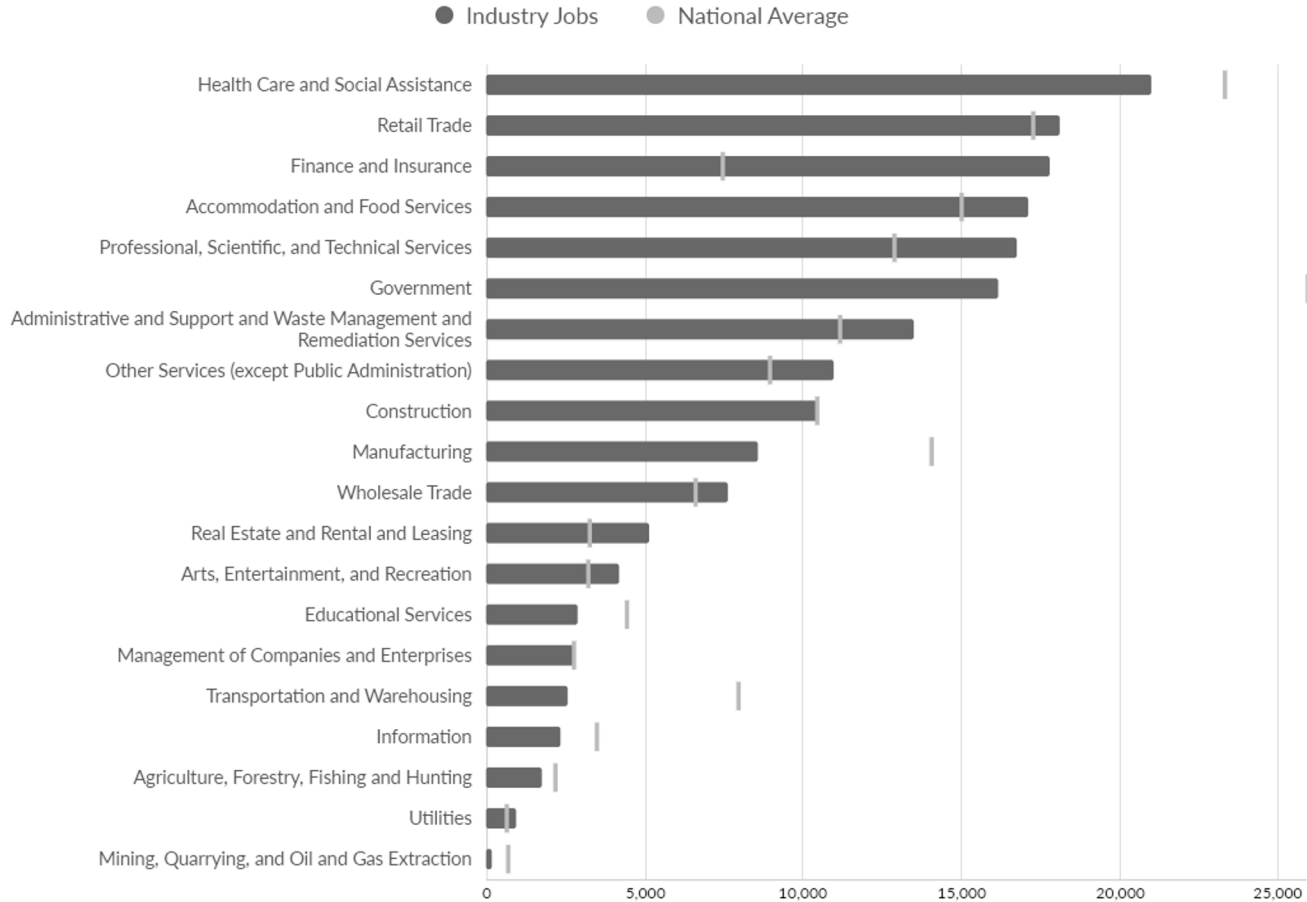
Source: <https://migrationpatterns.org/>



Labor Force Participation Rate Trends













Largest Industries



Largest Occupations













Top Posted Occupations

Occupation	Total/Unique (Mar 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurse	15,606 / 2,577	6 : 1 	30 days
Tractor-Trailer Truck Driver	12,806 / 1,714	7 : 1 	30 days
Retail Sales Associate	4,788 / 1,642	3 : 1 	30 days
Retail Store Manager / Supervisor	3,044 / 1,061	3 : 1 	29 days
Customer Service Representative	3,256 / 875	4 : 1 	28 days
Sales Representative	2,052 / 831	2 : 1 	28 days
Restaurant / Food Service Manager	2,083 / 738	3 : 1 	33 days
Office / Administrative Assistant	1,405 / 625	2 : 1 	27 days
Medical Assistant	1,216 / 560	2 : 1 	30 days
Preschool / Childcare Teacher	2,032 / 538	4 : 1 	29 days













Top Posted Occupations

Occupation	Total/Unique (Mar 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Waiter / Waitress	1,398 / 528	3 : 1 	31 days
Licensed Practical / Vocational Nurse	1,757 / 524	3 : 1 	33 days
Fast Food / Counter Worker	1,404 / 517	3 : 1 	32 days
Maid / Housekeeping Staff	1,240 / 461	3 : 1 	33 days
Automotive Service Technician / Mechanic	1,676 / 419	4 : 1 	26 days
Software Developer / Engineer	839 / 397	2 : 1 	27 days
Receptionist	957 / 366	3 : 1 	28 days
Janitor / Cleaner	769 / 365	2 : 1 	27 days
Physician	1,405 / 364	4 : 1 	24 days
Building and General Maintenance Technician	1,152 / 352	3 : 1 	32 days

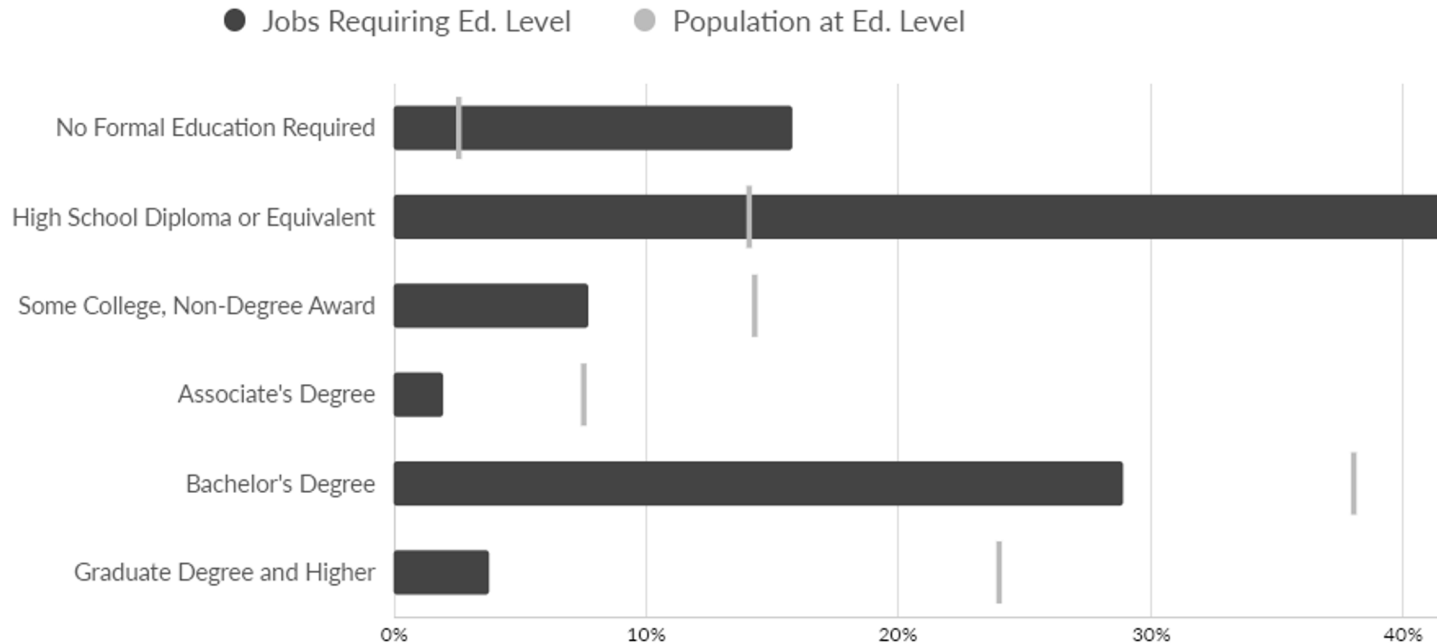


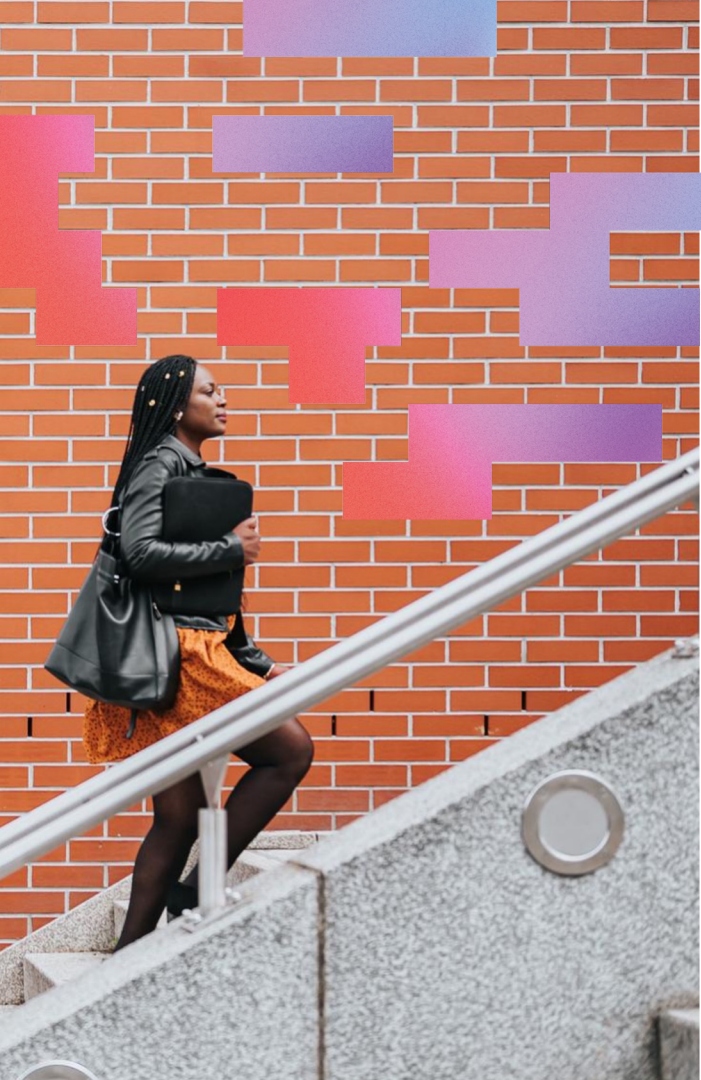
Top Industries Posting

Industry	Total/Unique (Mar 2023 - Feb 2024)	Posting Intensity	Median Posting Duration
Restaurants and Other Eating Places	6,552 / 2,287	3 : 1 	31 days
General Medical and Surgical Hospitals	4,925 / 1,326	4 : 1 	32 days
Offices of Physicians	3,470 / 1,227	3 : 1 	29 days
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	2,608 / 935	3 : 1 	30 days
Nursing Care Facilities (Skilled Nursing Facilities)	1,558 / 873	2 : 1 	34 days
All Other Ambulatory Health Care Services	3,127 / 839	4 : 1 	26 days
Computer Systems Design and Related Services	1,623 / 810	2 : 1 	26 days
Management Consulting Services	2,858 / 697	4 : 1 	28 days
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	2,114 / 651	3 : 1 	28 days
General Freight Trucking, Long-Distance	5,990 / 625	10 : 1 	33 days



An **Over supply** of Jobs Requiring **No Postsecondary** Credentials in Hamilton County





Community principles for talent development:

1. **Coordinate and collaborate** across organizations, understanding that the work cannot be accomplished in siloes.
2. **Follow the lead of employers**, the end-users of your region’s talent “supply chain.”
3. **Focus on skills**, the common language that brings together job seekers, employers, and educators for mutual benefit.



1 **Skilled Trades**, as well as any other non-college occupation **suffer from a marketing problem**

Compensation & Experience

Much quicker path to gaining experience, a four year head start

Career Progression

From apprentice to senior level experience in just a few years.

Value to society

Few are more equipped to give back to their community, help disadvantaged populations, travel the world and contribute to charitable agencies like those in skilled trades



2 Create Social Networks

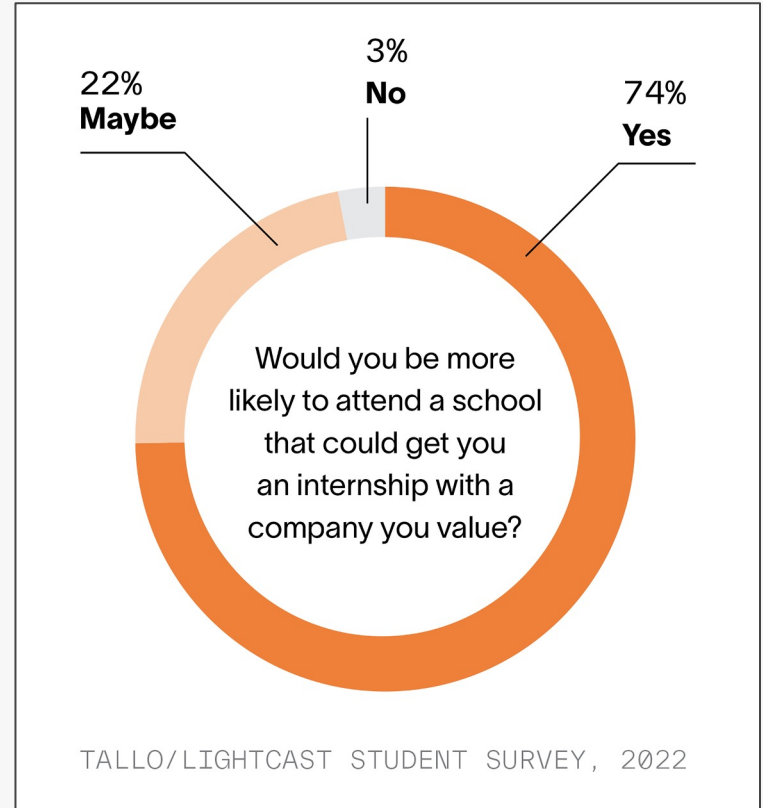
GenZ values the “**coming of age**” **experience** of college - work with other businesses to socialize young people with their peers



3 Internships and apprenticeships

Get young people on your job sites. Put them alongside your best workers.

SHOW them what the job is like.
TELL them the job's value to society.
MENTOR them to show you care about their development.



4 Training: Don't say people lack the skills you need, teach them the skills you need

40-60% of companies cited a **lack of skills** as the barrier to hiring but they had received numerous applicants.

- NFIB (Jan '22) Forbes
May 17, 2022

The surplus of job seekers when boomers flooded the market created a “**ready made employee**” mindset. That did not exist prior to the boomer population.

From the 1950s to the early 70s, **only 15%** of the US population had **completed a 4 year degree**, so most management positions were filled by workers who had started at the very bottom of the organization.



5 Network and get involved with immigrant communities.

Much like the H2-A program for agriculture, migrant populations will recruit each other if you provide a positive experience.



Develop a less worker dependent model...

- Industrial Engineering
- Desk Audits
- Core Competency

**... and then allocate
workers appropriately**

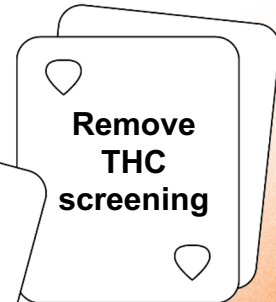
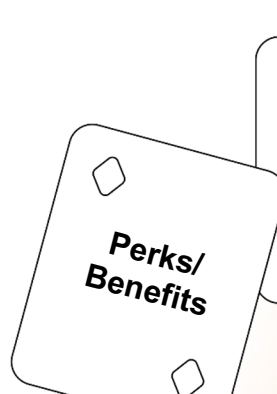
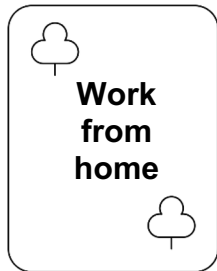
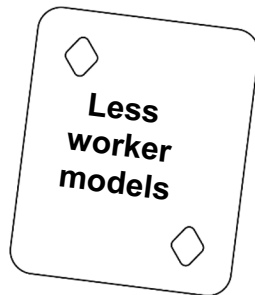
**What do you want to be great?
What can be just good?
What can you get rid of?**

“Taco Bell and Tim Hortons are both leaning hard on drive-thru prototypes that ditch the dining room. Starbucks, Chick-Fil-A and Panera have all dramatically expanded in last few years around dual-drive thru and takeout-heavy business focuses that drive revenue up and costs down.”



Put all your cards, all options on the table.

Assign risk and tolerance levels.





Susan Koehn

susan.koehn@lightcast.io

SCAN



To download the
“Who Is Going to Do the Work”
report from Lightcast.



THE PURSUIT INSTITUTE

Your Path. Your Career. Your Pursuit.



WHY NOW?

1972


Population of Hamilton County:
~55,000

TODAY: ~ 350,000



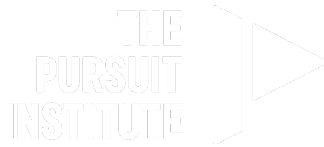
OUTCOMES

- 2% Students Served
- \$2.3M Annually

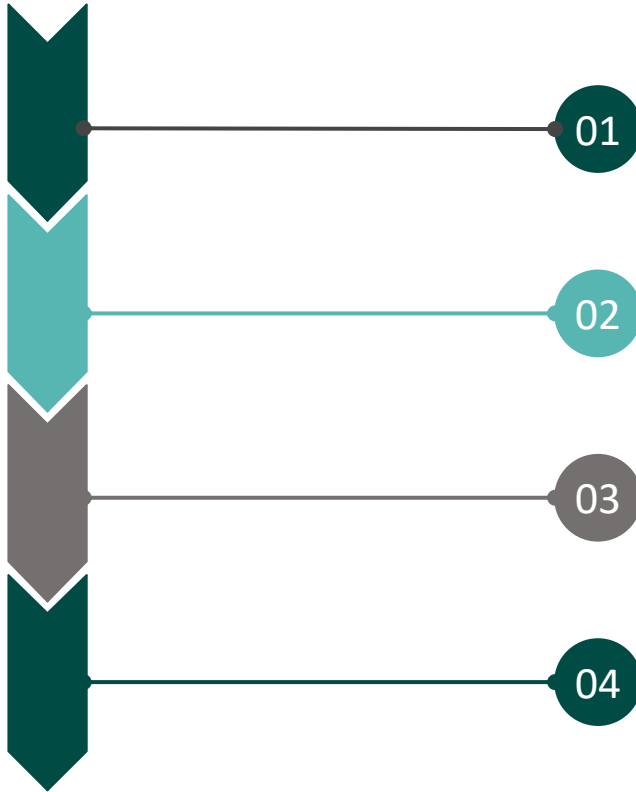


“No problem can be solved
from the same level of
consciousness that created it.”

Albert Einstein



THE VISION



Relevant Education

Create an integrated system of relevant education connected to postsecondary credentials and careers.

Workforce Development

Meet the current and future needs of business and industry in and around Hamilton County.

Economic Development

Align educational opportunities and experiences by investing in our local economy.

Sustainable Pathways

Develop and expand strategic pathways that foster public/private partnership.

BASELINE DATA (2020-2021)



\$2,338,127

\$7,806
per student @ JEL

TOTAL CTE Enrollment

\$6M for 13,804 enrollments

61%

Tuition to
CAREER CENTER

298 students

39%

Perkins Funding

Total \$476,127 to JEL

100%

CORE VALUES



01

Keep students as close to home as possible

Location

02

Increase revenue for school districts through CTE, Perkins & Local Tax Base Participation

Revenue

03

Expand and Centralize employer engagement

Employers

04

Coordinate grant & philanthropic investments to maximize impact

Funding

WHERE WE ARE NOW

\$4,160,907



TOTAL BREAKDOWN

\$3,759,387 reinvested into schools/programs



Daily operations of TPI

\$425,000 for staff and operations



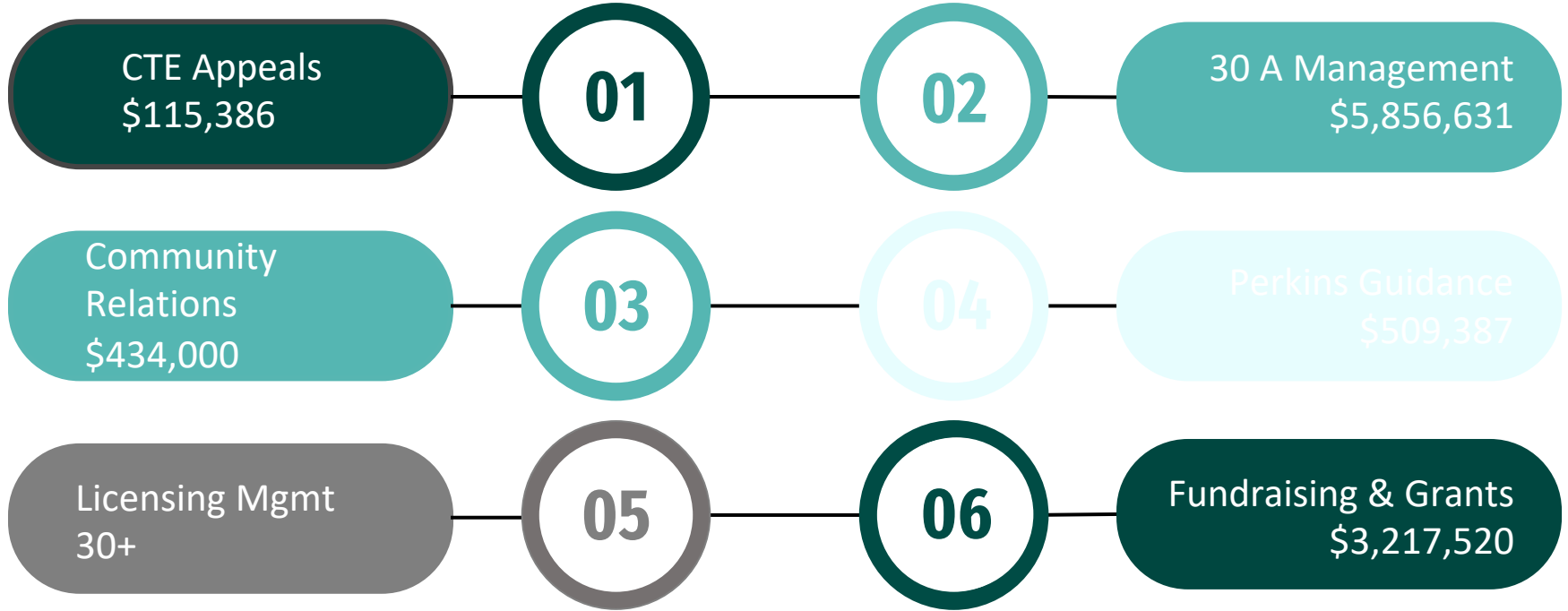
Financial Investment

\$0 financial investment by districts



FINANCIAL IMPACT

\$13,793,924



**YOUR PATH.
YOUR CAREER.
YOUR PURSUIT.**



Agriculture Mechanical & Engineering
Automotive Services
Aviation
CCMA
Cosmetology
Construction Trades
Cybersecurity
Dental Careers
Early Childhood

17 Programs in
7 Career Clusters

Education Professions
Pharmacy
Pre-Nursing/CNA
Precision Agriculture
Phlebotomy
Surgical Technician
Veterinary Science
Welding



YOUR ZIP CODE
SHOULD **NOT**
DETERMINE YOUR DESTINY



CARRIE LIVELY
EXECUTIVE DIRECTOR
THE PURSUIT INSTITUTE



State of the Workforce

Mike Thibideau, President & CEO



What is Workforce Development?

- ...

- ...

- ...

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ksm

CPAs & Advisors



VERIDUS
GROUP



HAMILTON COUNTY TALENT INSIGHT 2030

DATA CURATION, MANAGEMENT, AND FORECASTING



Talent InSight 2030 Visionary Investors



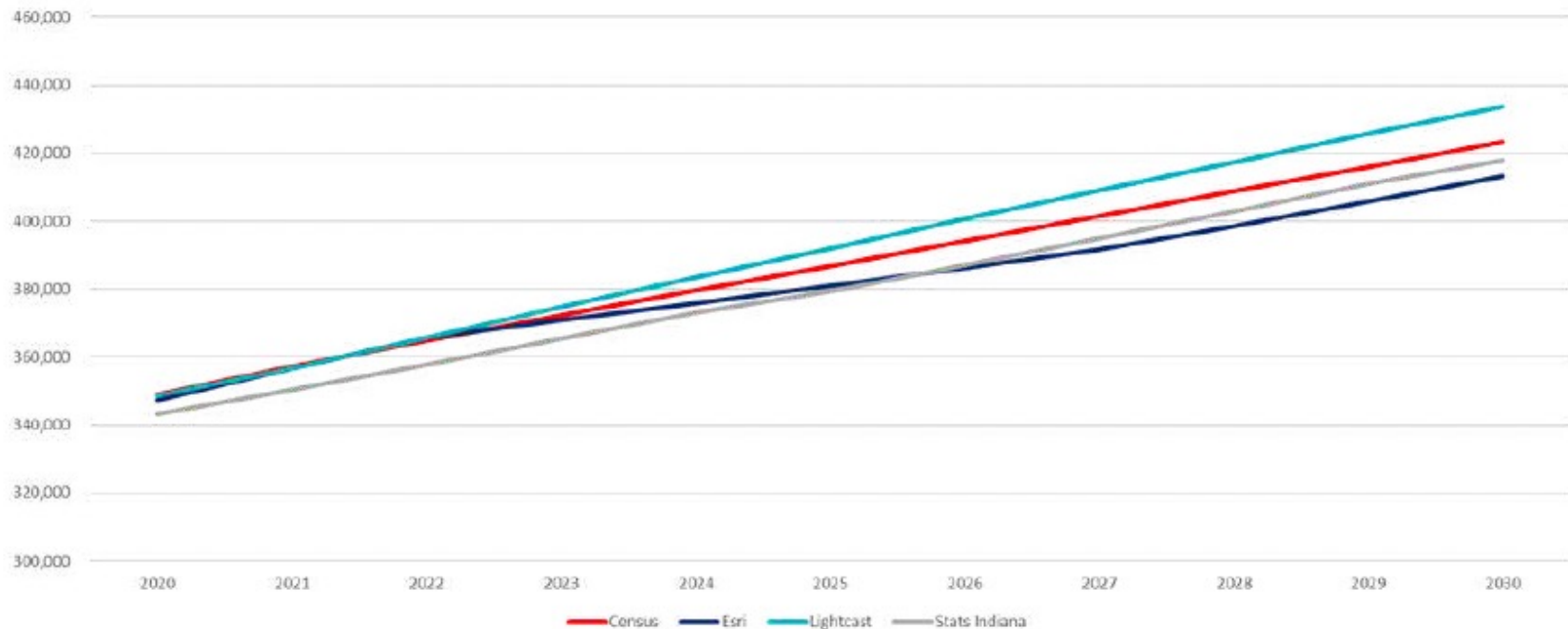
Project Partners

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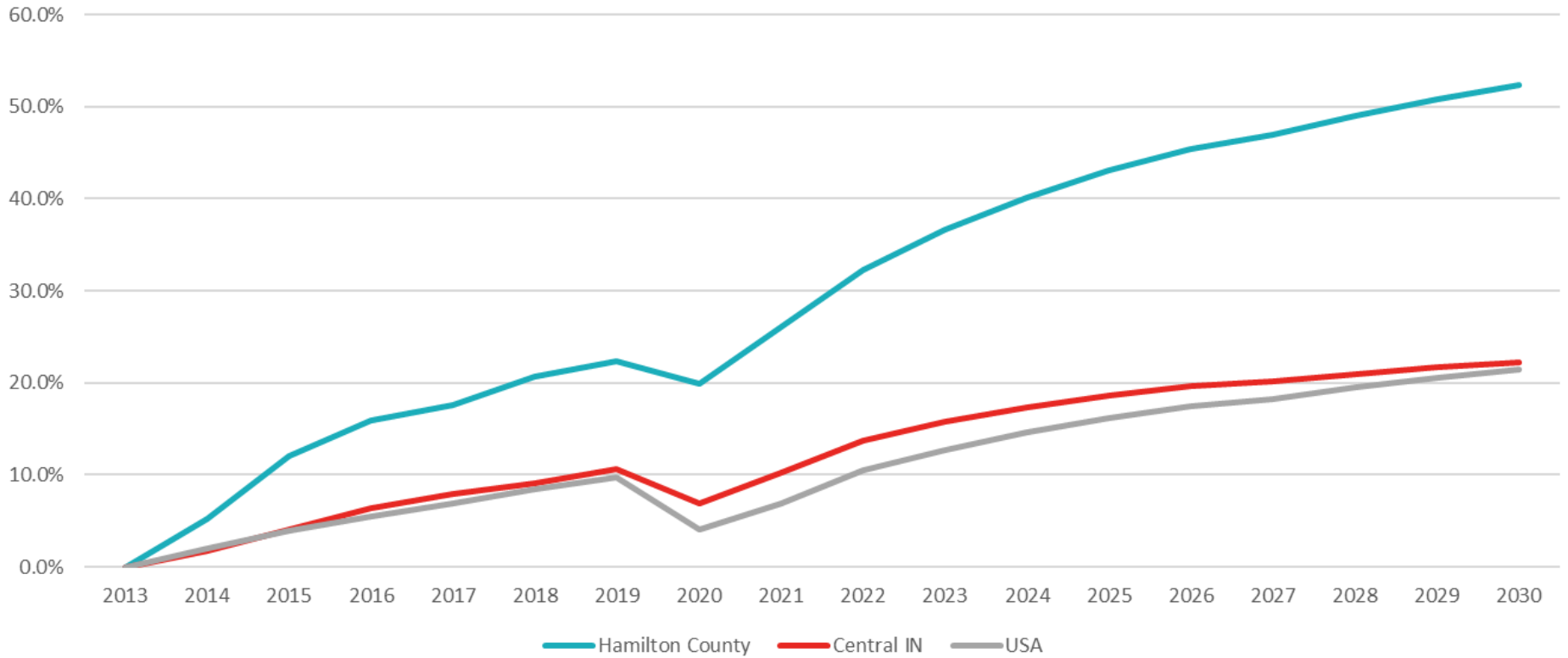
Hamilton Heights Schools
Hamilton Southeastern Schools
Ivy Tech
Noblesville Schools

The Pursuit Institute
Westfield Washington Schools

HAMILTON COUNTY POPULATION PROJECTIONS: MULTIPLE DATA SOURCES



Job Growth Comparison and Projections



TOTAL PROJECTED JOB CHANGE

21,809

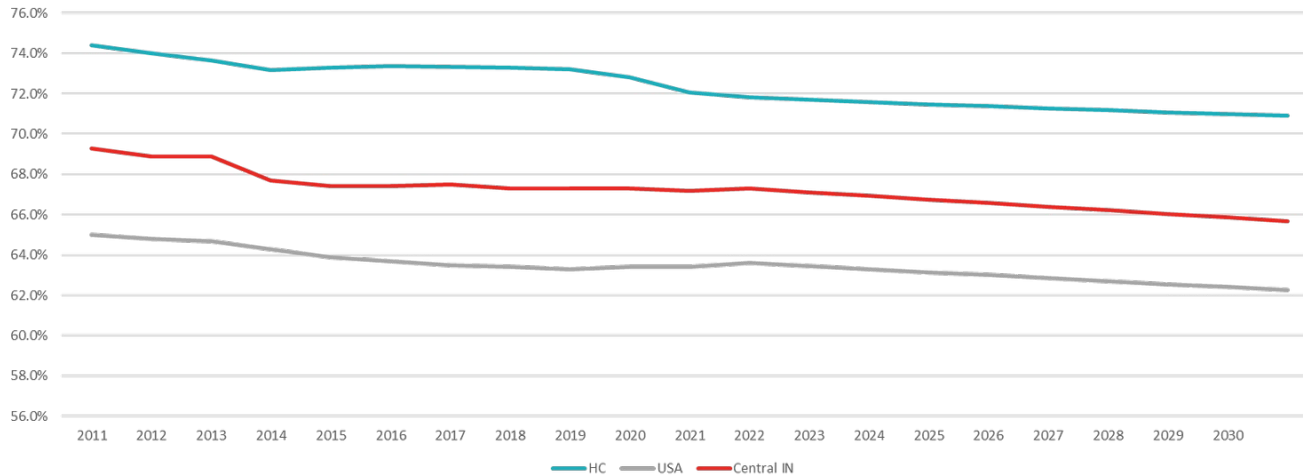
11%

TOTAL PROJECTED INCREASE

Central Indiana is projected to add 69,002 jobs in this same period
Hamilton County = 31% of Central Indiana Job Growth 2023-2030

LABOR FORCE PARTICIPATION

LABOR FORCE PARTICIPATION: HAMILTON COUNTY COMPARISON



Source: U.S. Census Bureau, American FactFinder, DP03: Selected Economic Characteristics

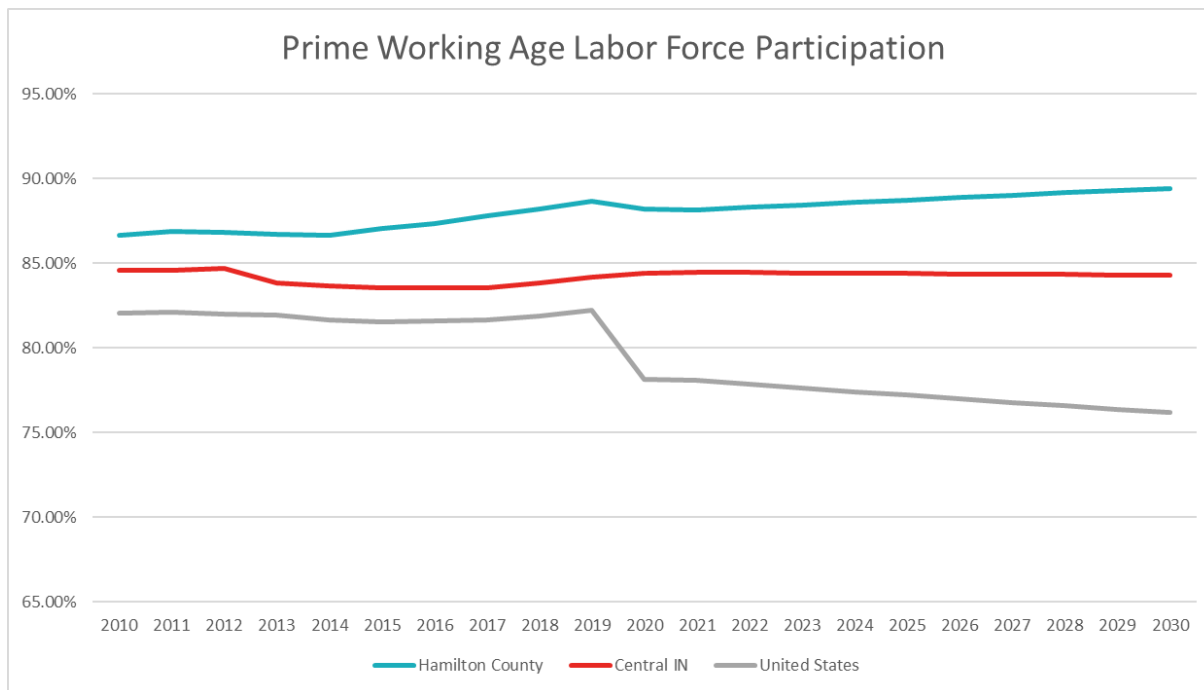
Description: This chart compares labor force participation for Hamilton County, Central Indiana, and the United States. All three regions of comparisons show declining labor force participation however, Hamilton County has a greater percentage of residents participating in the labor force than the United States and Central Indiana.

Estimates are based on American Community Survey (ACS) estimates for Hamilton County, Central Indiana, and the United States.

KEY TAKEAWAYS

- While jobs and the demand for talent is increasing, overall labor force participation among Hamilton County residents is decreasing
- Despite this decline, Hamilton County still has a higher labor force participation rate than the United States and Central Indiana

PRIME WORKING AGE LABOR FORCE PARTICIPATION



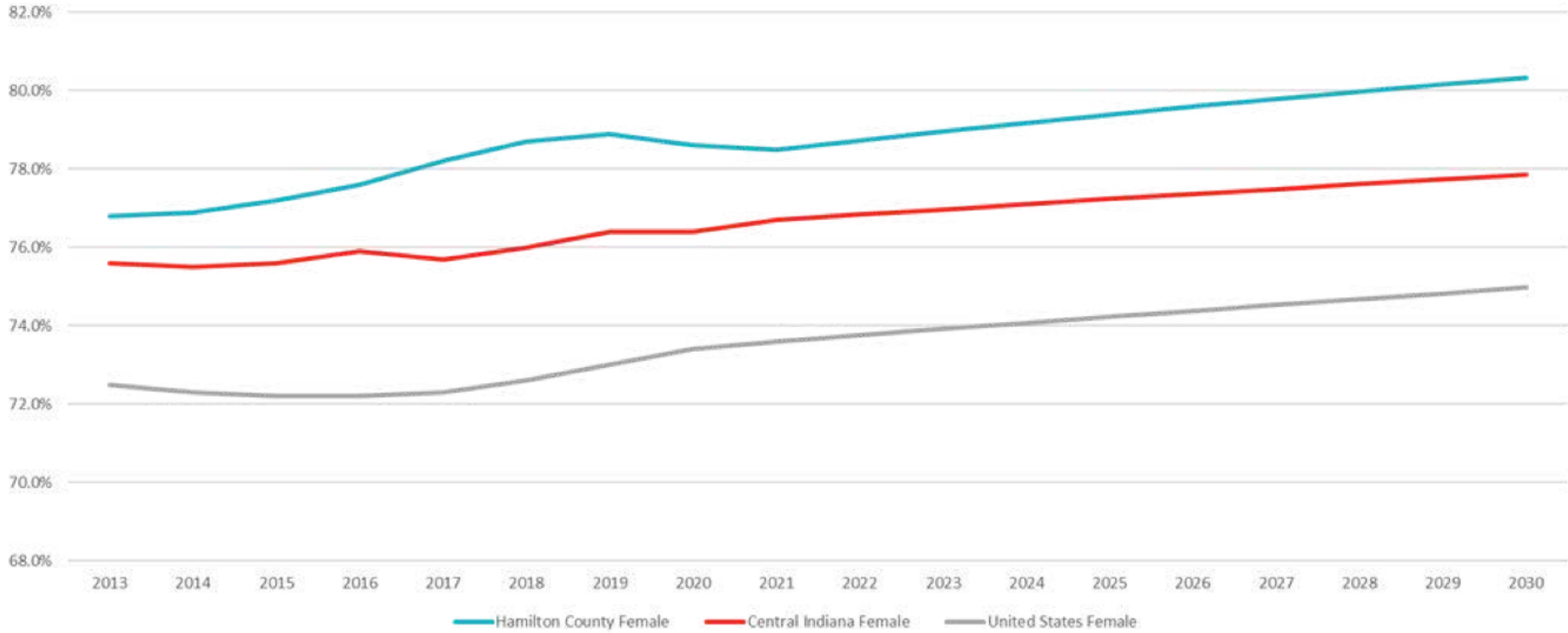
Source: US Census Bureau ACS 5-Year Estimates

KEY TAKEAWAYS

- Prime working age includes adults age 25-54
- While overall labor force participation is decreasing across the nation, prime working age residents in the County are participating at an increasing rate, while Central Indiana remains relatively unchanged

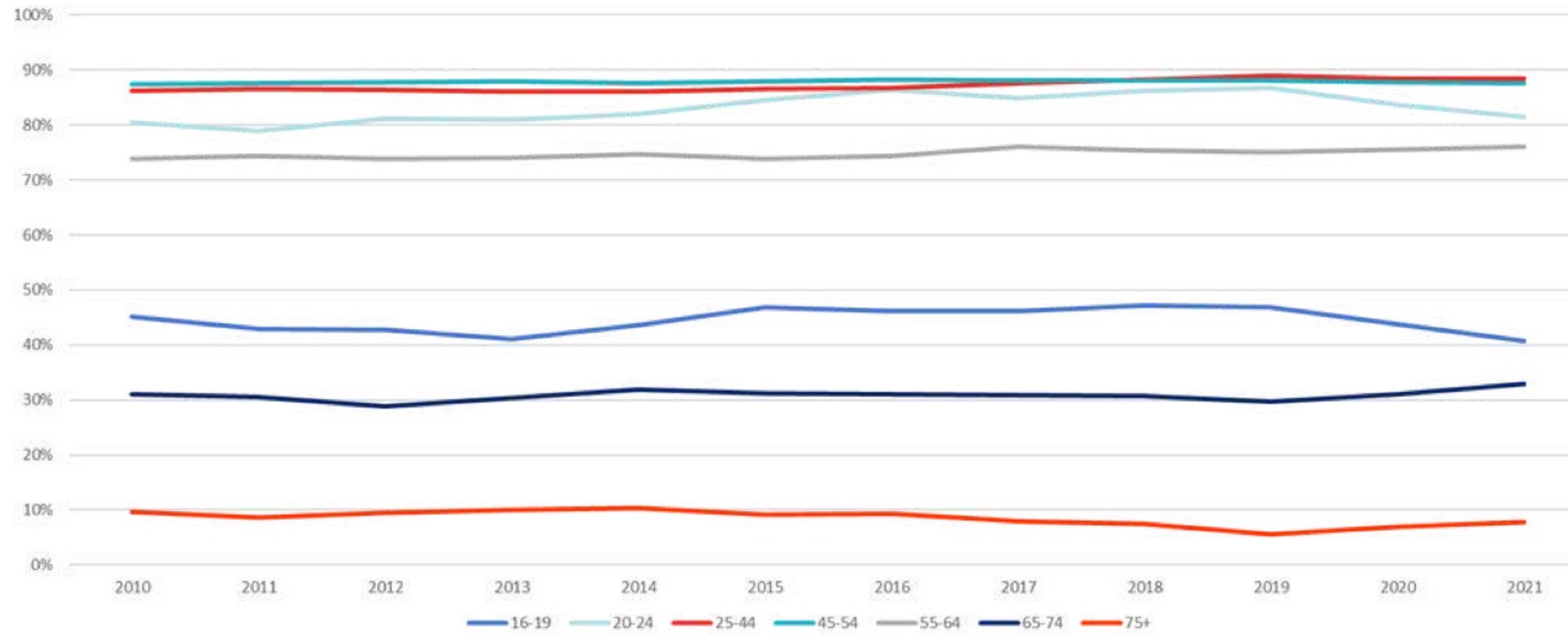


FEMALE LABOR FORCE PARTICIPATION: 20 - 64 YEARS



Source: U.S. Census Bureau

LABOR FORCE PARTICIPATION BY AGE



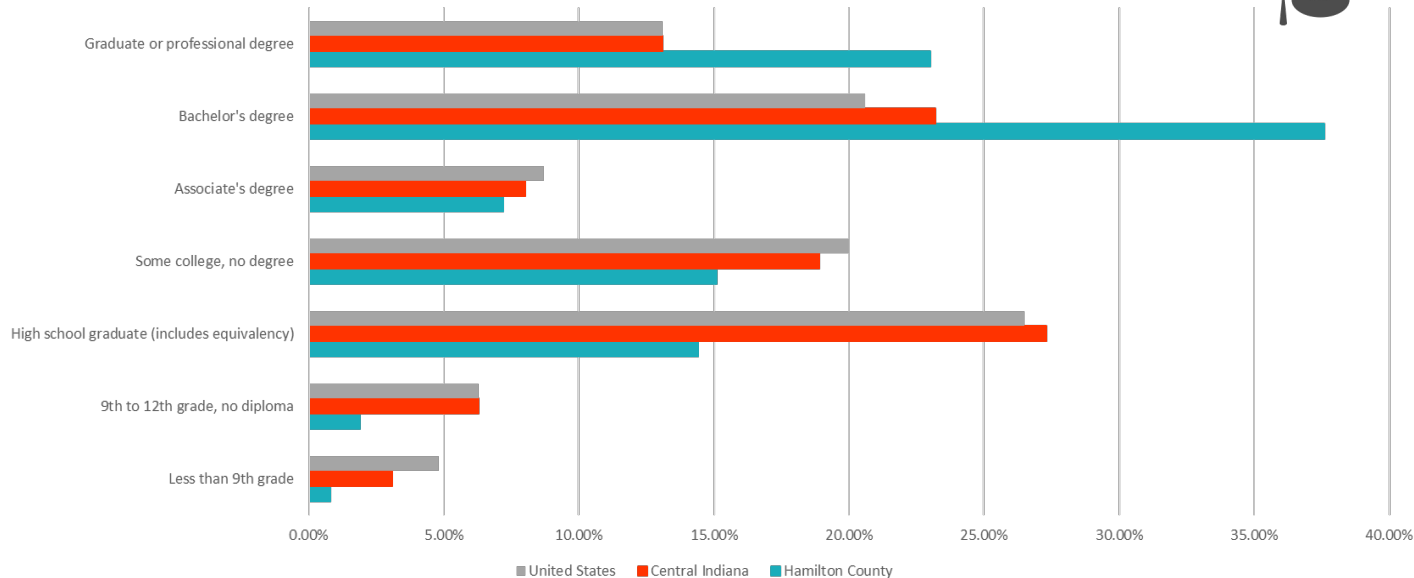
Source: U.S. Census Bureau, American FactFinder, DP03: Selected Economic Characteristics

Description: This chart examines labor force participation in Hamilton County at select age ranges between 2010 and 2021. Estimates are based on American Community Survey (ACS) estimates for Hamilton County.

EDUCATION SNAPSHOT



HAMILTON COUNTY EDUCATIONAL ATTAINMENT



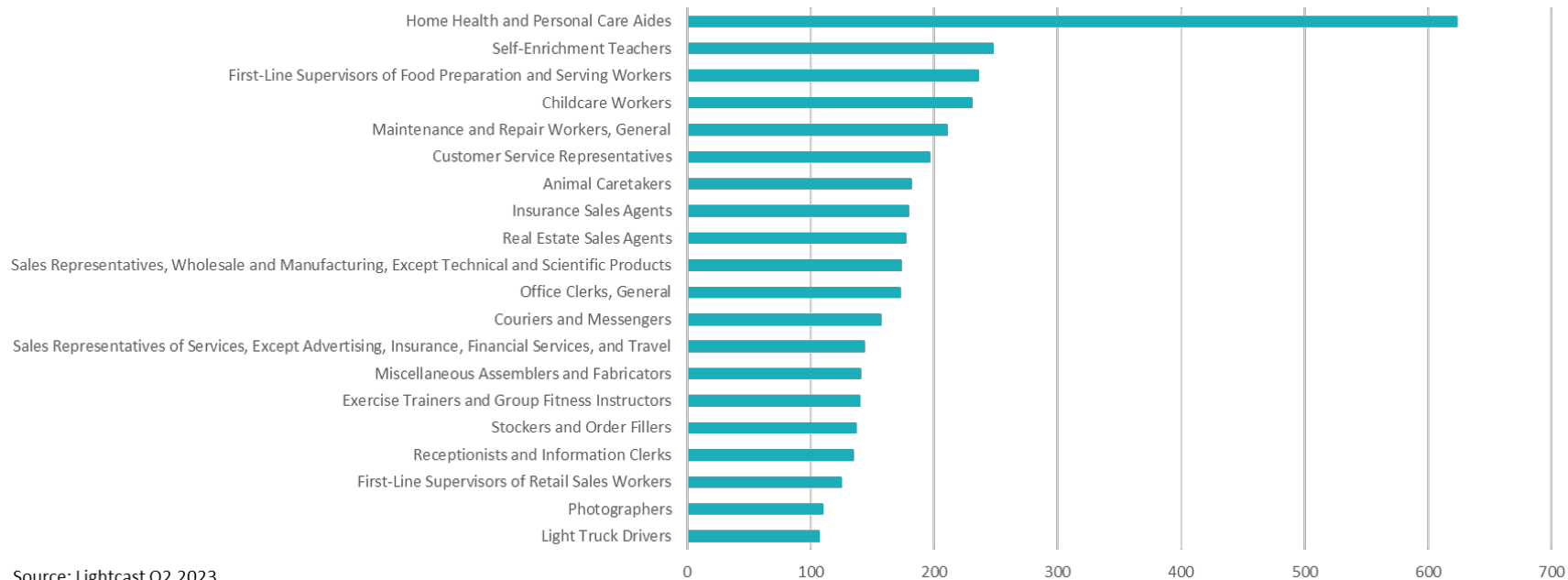
Source: U.S. Census Bureau

Description: This chart compares the current educational attainment in Hamilton County, Central Indiana, and the United States. Hamilton County significantly outpaces areas of comparison in percentage of residents with bachelor's degrees and graduate or professional degrees. It has a fewer percentage of residents at all lower levels of education.

OCCUPATION EDUCATION REQUIREMENTS

Description: This chart illustrates the 20 occupations requiring only a high school diploma that are projected to grow by the most workers between 2023 and 2030. Occupations listed are at the 5-digit SOC code level. This data is sourced from Lightcast's second quarter 2023 data run.

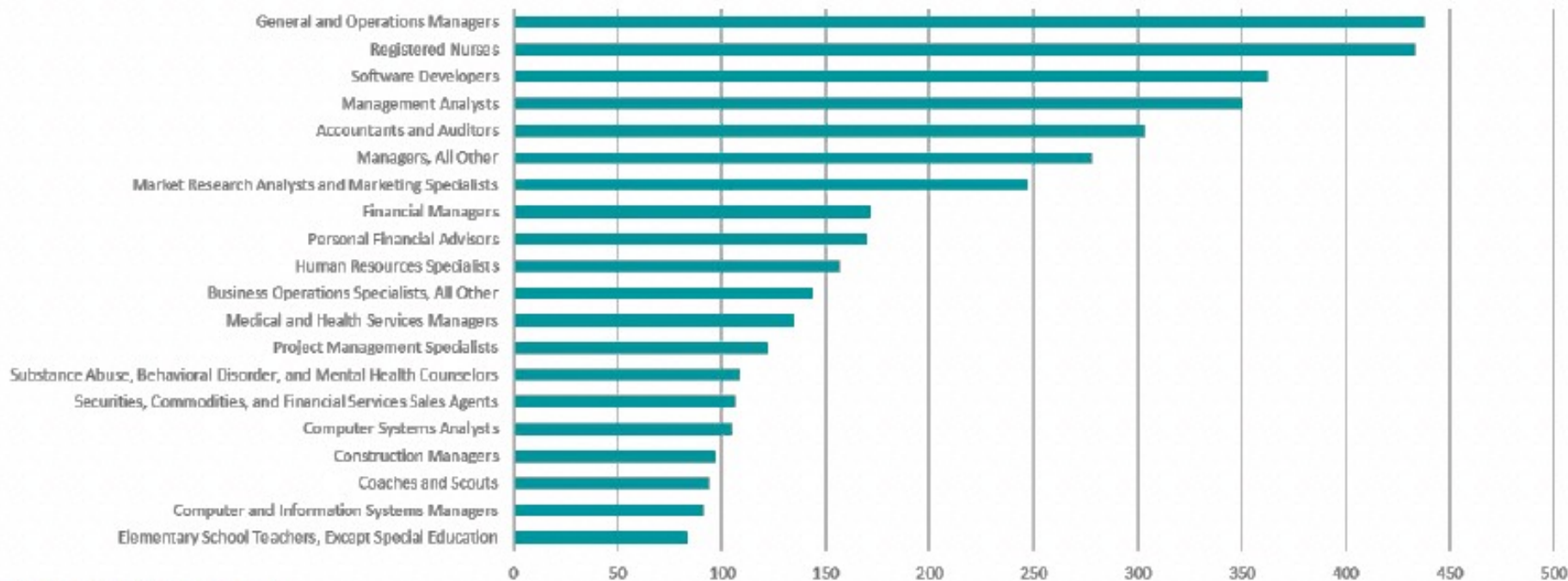
Top Growing Occupation - HS Diploma Only 2023-2030



Source: Lightcast Q2 2023

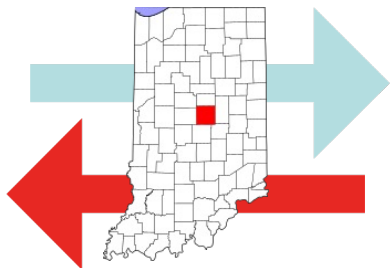
OCCUPATION EDUCATION REQUIREMENTS

Top Growing Occupation - College Degree 2023-2030

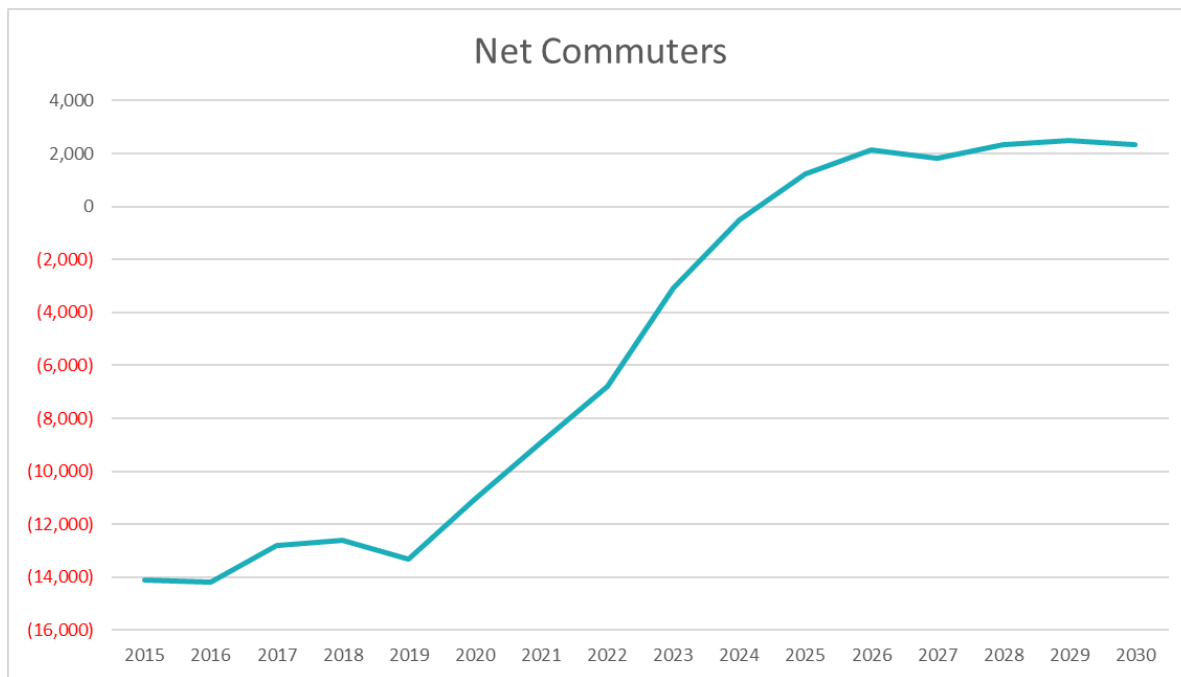


Source: Lightcast Q2 2023

Description: This chart illustrates the 20 occupations requiring at least a college degree that are projected to grow by the most workers between 2023 and 2030. Occupations listed are at the 5-digit SOC code level. This data is sourced from Lightcast's second quarter 2023 data run.



NET COMMUTERS



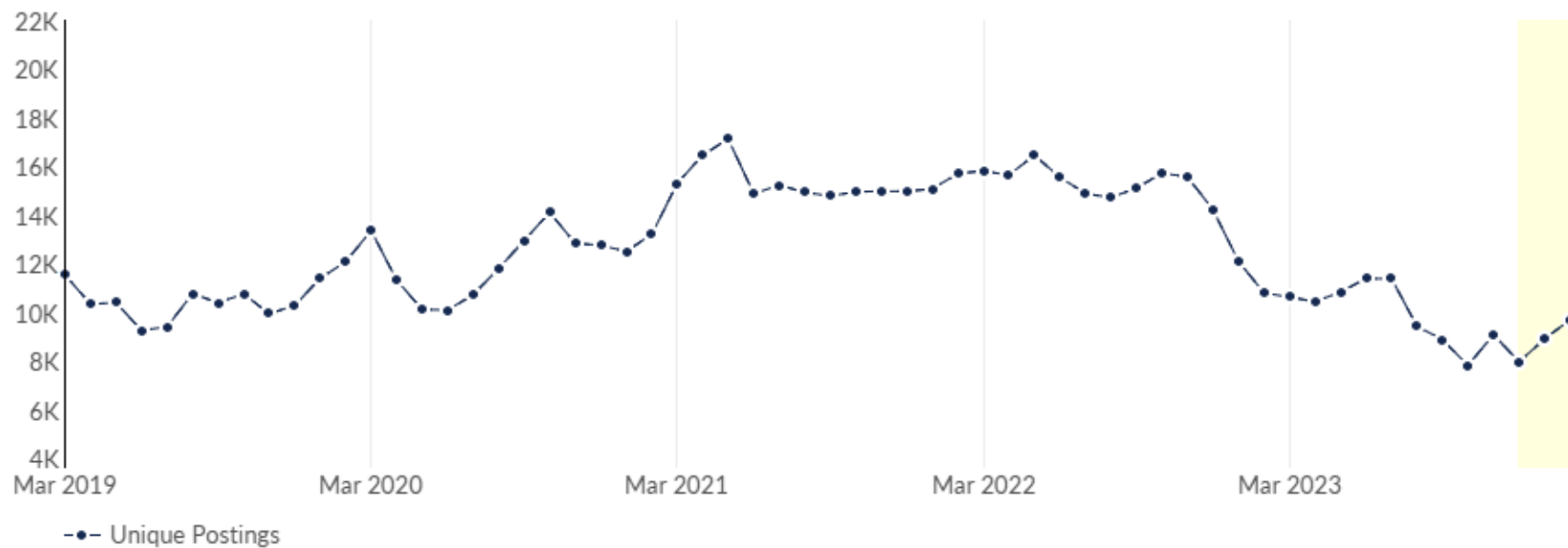
Source: Lightcast 2023.2

KEY TAKEAWAYS

- Historically, Hamilton County had more people commuting out of the county than into it for work
- This gap is shrinking and a net gain of over 2,000 daily commuters is projected by 2030
- Despite an overall increase in commuters into the county, some occupations will still need to import talent

Unique Postings Trend

[Jump to Job Postings Table](#) ■■■



Postings - Dec 2023 to Mar 1, 2024

Job Postings Overview



15,141

Unique Postings ⓘ

54,502 Total Postings

2,878

Employers Competing ⓘ

2,878 Total Employers

32 Days

Median Posting Duration ⓘ

Regional Average: 32 Days

4 : 1

Posting Intensity ⓘ

Regional Average: 4 : 1



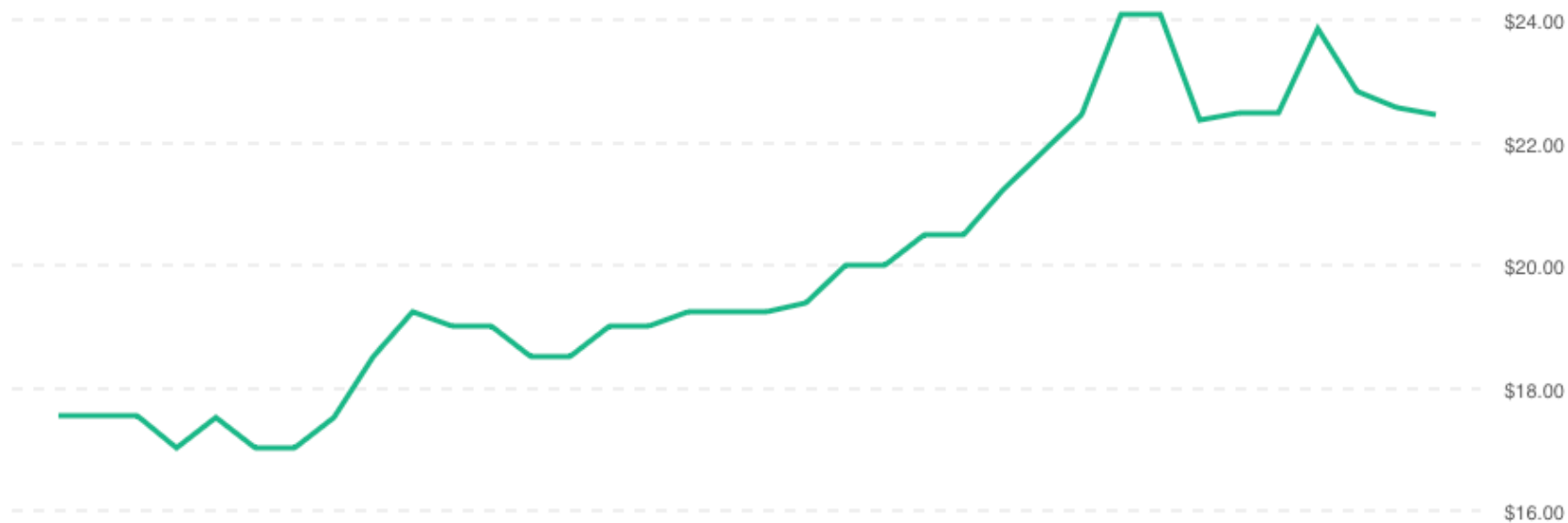
Advertised Wage Trend [?](#)



▲ **27.8%** Mar 2021 – Feb 2024

6M 1Y 3Y CUSTOM

\$20.03 Median



58,183 Job Postings

Source: Lightcast 2023.2

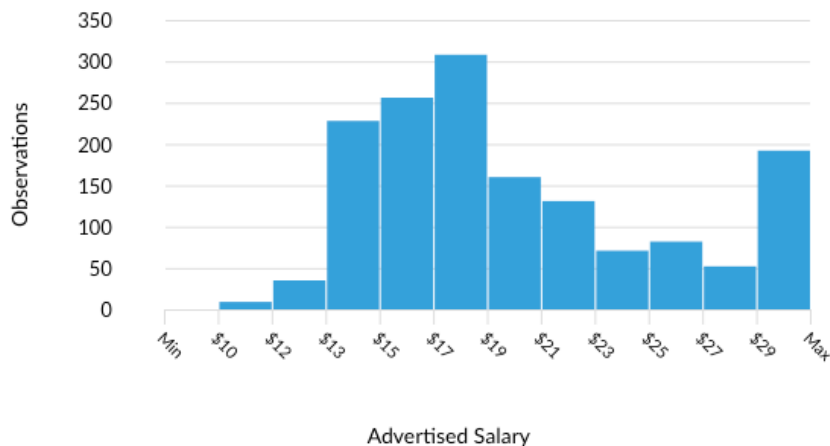
Wages – High School Equivalent Positions

Advertised Salary



There are 1,524 advertised salary observations (37% of the 4,084 matching postings).

\$18.52/hr
Median Advertised Salary



Wages – Bachelors + Education

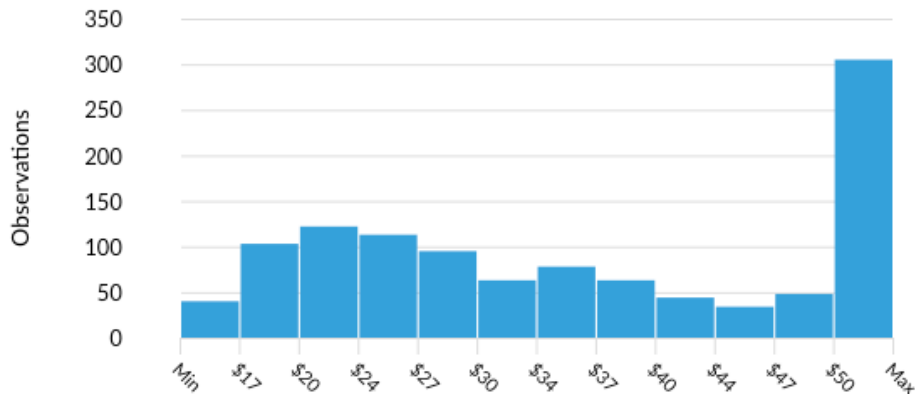
Advertised Salary



There are 1,108 advertised salary observations (33% of the 3,370 matching postings).

\$33.66/hr

Median Advertised Salary



Advertised Salary

Our goal is for every person
in Hamilton County to have
a path to the best life
they're capable of living



What is Workforce Development?

- ...Building systems/programs that change individual lives
- ...Addressing systemic barriers to opportunity
- ...Helping people of all ages make informed career and/or education decisions
- ...Facilitating macro-economic SDOH strategies
- ...Helping every place people work be a better one

What Does That Look Like?



invest
hamilton county
INDIANA





investability



invested



investonward

The Next Step Forward...



HAMILTON COUNTY
INDIANA



HAMILTON COUNTY
COMMUNITY FOUNDATION
A CICF AFFILIATE





- Engage **30** employers per year in disability-specific career exploration and discovery.
- Establish **5** innovative disability training sites county-wide, training over **130** individuals per year.



WESTFIELD
CHAMBER OF COMMERCE





Expand “**Intermediary**” role between employers and students, professionalizing, and centralizing connections county-wide to serve student-driven demand.



Accumulate buy-in and use for new **Career Coach** Web tool



Support The Pursuit Institute, and continued expansion of district-based CTE programming



- Coordinate employer engagement with county jail, community corrections and **justice-involved populations** through career fairs, hiring visits, and training programs.
- Launch **6-10** public trainings throughout 2024 in partnership with Township Trustees and community non-profits in fields like industrial maintenance, hospitality, and construction, along with an Employment 101 training.
- Deliver **4** Employment 101 courses in Community Corrections to assist work-release participants.

- Enable investments in over **16,000** addresses with sub-par broadband access county-wide.
- Facilitate over **200** hours of community volunteer engagement with re-entry, disability, and school-based workforce development programming.
- Deliver **Childcare Action and Investment Plan** to inform decision making and investing.
- Utilize **Talent InSight 2030** Hamilton County Labor Market Forecast to assist community stakeholders in strategic planning and collaborative initiatives around talent.
- Organize and distribute over **\$1.9 Million** to partnering organizations throughout the community in support of re-entry, disability hiring, mental health, childcare and school engagement and career exploration.
- Manage and/or support Hamilton County's **21st Century Talent Region**, HR Advisory Council, Broadband Task Force, and Behavioral Health and Housing Collaboratives
- Support county wide grant applications that encourage braided funding models and sustainable infrastructure



What Can You Do?

- 21st Century Talent Region Leader Team
- HR Advisory Council
- Career Fairs
- 1:1 Disability Career Exploration
- School engagement
- Adult Mentoring, mock interviews, etc...

THANK YOU FURRY MUCH



THANK YOU!!!!

Mike Thibideau

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