



ECONOMIC CONTEXT

Talent InSight 2030

RAPID GROWTH DEMANDS

Workforce development is a cornerstone of regional economic growth, and it hinges on the alignment of two critical pillars: the population of the region and the job opportunities available. These two pillars do not always perfectly align, and bridging the gap between them is essential for the county's prosperity. **Hamilton County is experiencing rapid growth, surpassing the national average, driven by various regional attraction and expansion projects. However, this growth is also creating challenges in terms of workforce development.** While job opportunities are increasing, participation is declining, and maintaining low unemployment rates for both residents and employers presents a unique challenge.

DYNAMICS OF DISPARITIES

One key insight from our analysis is the disparity between the education demographics of positions posted in Hamilton County and the educational attainment of its residents. While the majority of job listings require a high school diploma or have no formal education requirement, over 60% of Hamilton County's residents possess a bachelor's degree or higher. This mismatch between job requirements and the skills of the local population underscores the county's role as a critical economic driver for the state of Indiana.

Hamilton County's highly-skilled residents have the potential to work closer to home, provided they are offered competitive salaries and reduced commute times. This presents an opportunity to address the workforce shortage issues that the county is currently facing.

Our analysis also examines the total number of job openings, not just current vacancies, which averaged 16,000 positions per month over the span of 12 months. While this number has decreased by 5,000, the county had the capacity to absorb this reduction due to the high number of open positions.