

NORTH CENTRAL INDIANA ECONOMIC DEVELOPMENT PARTNERSHIP



LABOR AVAILABILITY BEYOND UNEMPLOYED

Normally, a low unemployment rate is a good thing and, in some communities, a low rate becomes a benchmark to gage economic growth and success. A low unemployment rate means jobs have been created and, in some cases, an extremely low rate (below 2.5%) means full employment within a given area.

To the contrary, a low unemployment rate can also be a detriment and an obstacle to continued growth and expansion within a community or region. A low rate can send a signal to companies, looking to relocate or expand operations, that finding qualified, skilled, or even general labor to support their relocation or expansion may be difficult. In some cases, this could be the reason the company chooses to go elsewhere or scrubs the overall project.

So, what should a community or region do? On one hand low unemployment is good, but on the other it could be bad and result in stagnant economic growth.

We, within the North Central Indiana Economic Development Partnership (NCIEDP), offer an alternative source of abundant labor in our region beyond those workers suggested by our monthly unemployment rate. This labor is currently employed in positions at less than full time or in jobs that are inadequate with respect to their training or financial needs. Also, and growing more important to employers in today's world, they have demonstrated a desire and commitment to work. Depending on the wage offered by a company, "underemployed" labor could be immediately available to fill positions offered by the company or business.

For example, if a company paid an average of \$15.00 per hour, the company could have access to an additional labor pool of 16,863 (those making less than \$15.00 per hour) throughout the region to fill positions. The following chart breaks down the potential availability of underemployed labor by a two-digit SOC Code and by potential wages offered.

The NCIEDP recognizes the fact that training of these underemployed workers may be necessary to meet the demands and needs of the employer. Subsequently, each of our regional counties as well as our Regional Workforce Board and educational institutions offer a myriad of training assistance programs to potentially match the hiring of the underemployed labor to a company's requirements.

For more information, please contact Jim Tidd, Chairman of NCIEDP at (765) 689-0159 or by email at jtidd@miamicountyeda.com.



Available Workforce Study

In looking at the available workforce in the North Central Indiana Economic Development Partnership (Cass, Clinton, Fulton, Howard, Miami, and Tipton Counties), the numbers below show that there are almost 30,000 workers making less than \$12 per hour and 47,000 make less than \$15 per hour. With some employer training, to skill them up to their standards, these individuals would be a readily available workforce.

The chart below shows the general occupations in which these individuals are employed.

SOC	Description	2017 Jobs	\$10 or less	\$10.01-\$12.00	\$12.01-\$15.00	\$15.00-\$20.00	\$20 or more
11-0000	Management Occupations	4,615		462		923	3231
13-0000	Business and Financial Operations Occupations	2,188			219	438	1532
15-0000	Computer and Mathematical Occupations	776				78	698
17-0000	Architecture and Engineering Occupations	1,646					1646
19-0000	Life, Physical, and Social Science Occupations	351				106	245
21-0000	Community and Social Service Occupations	1,444		144	289	578	434
23-0000	Legal Occupations	379			38	176	165
25-0000	Education, Training, and Library Occupations	4,945	494		989	1978	1483
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	895	269		358	180	91
29-0000	Healthcare Practitioners and Technical Occupations	4,881			488	977	3416
31-0000	Healthcare Support Occupations	2,507	251	1504	501		251
33-0000	Protective Service Occupations	1,602			160	961	481
35-0000	Food Preparation and Serving Related Occupations	8,667	6067	1733	867		
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,911	873	1165	582	291	
39-0000	Personal Care and Service Occupations	3,183	955	1910	318		
41-0000	Sales and Related Occupations	8,222	2466	3289		1644	823
43-0000	Office and Administrative Support Occupations	10,055	1005	2011	4022	2011	1005
45-0000	Farming, Fishing, and Forestry Occupations	969	291	388	194	97	
47-0000	Construction and Extraction Occupations	3,894		389	779	1557	1169
49-0000	Installation, Maintenance, and Repair Occupations	4,362		436	872	1745	1308
51-0000	Production Occupations	17,707		1771	3542	7083	5311
53-0000	Transportation and Material Moving Occupations	5,914	591	1183	2366	1183	591
55-0000	Military occupations	697	70	139	279		210
	Total Workforce	92,811	13,332	16,524	16,863	22,006	24,090
	Percentage of Total Workforce	100%	14.2%	17.6%	18.0%	23.5%	25.7%

Production Occupation Breakout

SOC	Description	2017 Jobs	\$10 or less	\$10.01-\$12.00	\$12.01-\$15.00	\$15.00-\$20.00	\$20 or more
51-1000	Supervisors of Production Workers	915				92	824
51-2000	Assemblers and Fabricators	3,272		327	654	1,309	981
51-3000	Food Processing Workers	1,773		532	709	532	
51-4000	Metal Workers and Plastic Workers	4,402		32	880	1,760	1321
51-5100	Printing Workers	154		15	31	61	46
51-6000	Textile, Apparel, and Furnishings Workers	471	47	94	188	94	47
51-7000	Woodworkers	244	24	49	98	49	24
51-8000	Plant and System Operators	196			20	39	137
51-9000	Other Production Occupations	6,280		628		5,024	628
	Total	17,707	71	1,677	2,580	8,960	4,008
	Percentage of Occupation		0.4%	9.5%	14.6%	50.6%	22.6%

Unemployed by Occupation – Available workforce in general occupation pools

SOC	Occupation	Unemployed (11/2017)	% of Regional Unemployment
11-0000	Management Occupations	460	13%
13-0000	Business and Financial Operations Occupations	89	3%
17-0000	Architecture and Engineering Occupations	72	2%
31-0000	Healthcare Support Occupations	101	3%
41-0000	Sales and Related Occupations	200	6%
43-0000	Office and Administrative Support Occupations	469	13%
47-0000	Construction and Extraction Occupations	423	12%
49-0000	Installation, Maintenance, and Repair Occupations	182	5%
51-0000	Production Occupations	742	21%
53-0000	Transportation and Material Moving Occupations	154	4%

Largest Occupations in North Central Indiana Region

Occupation	2012 Jobs	2017 Jobs	2022 Jobs	2017 LQ	2017 Avg. Hourly Earnings
Production	16,614	17,707	17,500	3.40	\$17.56
Supervisors of Production Workers	NCIEDP is a hotspot for this kind of talent. The national average for an area this size is 362 employees, while there are 912 here				
Assemblers and Fabricators	NCIEDP is a hotspot for this kind of talent. The national average for an area this size is 1,041 employees, while there are 3,247 here				
Food Processing Workers	NCIEDP is a hotspot for this kind of talent. The national average for an area this size is 473 employees, while there are 1,766 here				
Metal Workers and Plastic Workers	NCIEDP is a hotspot for this kind of talent. The national average for an area this size is 1,132 employees, while there are 4,380 here				
Plant and System Operators	NCIEDP is about average for this kind of talent. The national average for an area this size is 181 employees, while there are 190 here				
Other Production Workers	NCIEDP is a hotspot for this kind of talent. The national average for an area this size is 1,546 employees, while there are 6,274 here				
Office and Administrative Support	10,191	10,055	10,583	0.72	\$14.76
Food Preparation and Serving Related	8,061	8,667	9,036	1.10	\$8.99
Sales and Related	8,067	8,222	8,184	0.88	\$10.87
Transportation and Material Moving	5,653	5,914	6,262	0.95	\$15.21
Management	4,805	4,615	4,978	0.91	\$28.23
Installation, Maintenance, and Repair	3,919	4,362	4,696	1.23	\$20.79
Construction and Extraction	3,658	3,894	4,451	0.93	\$18.54
Personal Care and Service	2,989	3,183	2,869	0.82	\$10.48
Building and Grounds Cleaning and Maintenance	2,949	2,911	2,905	0.83	\$10.57

All Chart Sources: Emsi 2018.3 – QCEW Employees, Non-QCEW Employees, and Self-Employed