



Indiana Michigan Power-Served Indiana Counties



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Report Parameters

24 Counties

18001	Adams County, IN	18039	Elkhart County, IN
18003	Allen County, IN	18053	Grant County, IN
18009	Blackford County, IN	18057	Hamilton County, IN
18033	DeKalb County, IN	18065	Henry County, IN
18035	Delaware County, IN	See Appendix A for all 24 Counties	

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical areas.

Economy Overview

2,278,831

Population (2025)

Population **grew by 65,246** over the last 5 years and is projected to **grow by 58,149** over the next 5 years.

1,105,272

Total Regional Employment

Jobs **grew by 75,808** over the last 5 years and are projected to **grow by 30,008** over the next 5 years.

\$71.9K

Avg. Earnings Per Job (2025)

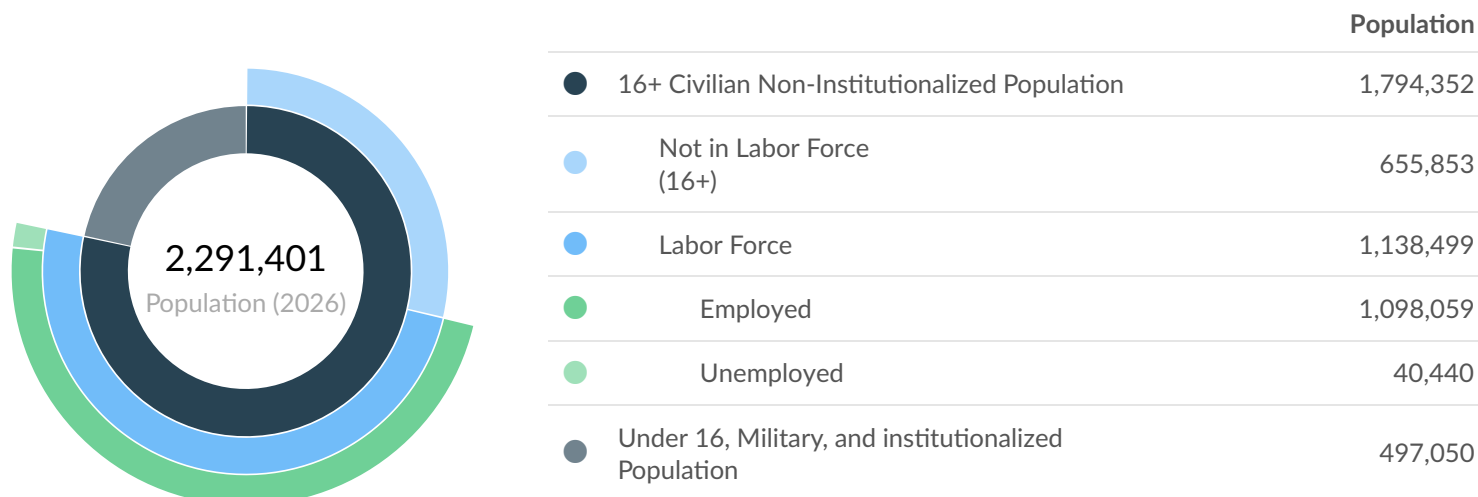
Regional average earnings per job are **\$18.7K below** the national average earnings of \$90.6K per job.

Takeaways

- As of 2025 the region's population **increased by 2.9%** since 2020, growing by 65,246. Population is expected to **increase by 2.6%** between 2025 and 2030, adding 58,149.
- From 2020 to 2025, jobs **increased by 7.4%** in Indiana Michigan Power-Served Indiana Counties from 1,029,464 to **1,105,272**. This change **fell short of the national growth rate of 10.7% by 3.3%**. As the number of jobs increased, the **labor force participation rate decreased from 64.3% to 62.7% between 2020 and 2025**.
- Concerning educational attainment, **20.1% of the selected regions' residents possess a Bachelor's Degree** (1.7% below the national average), and **9.1% hold an Associate's Degree** (0.3% above the national average).
- The top three industries in 2025 are Restaurants and Other Eating Places, Education and Hospitals (Local Government), and General Medical and Surgical Hospitals.

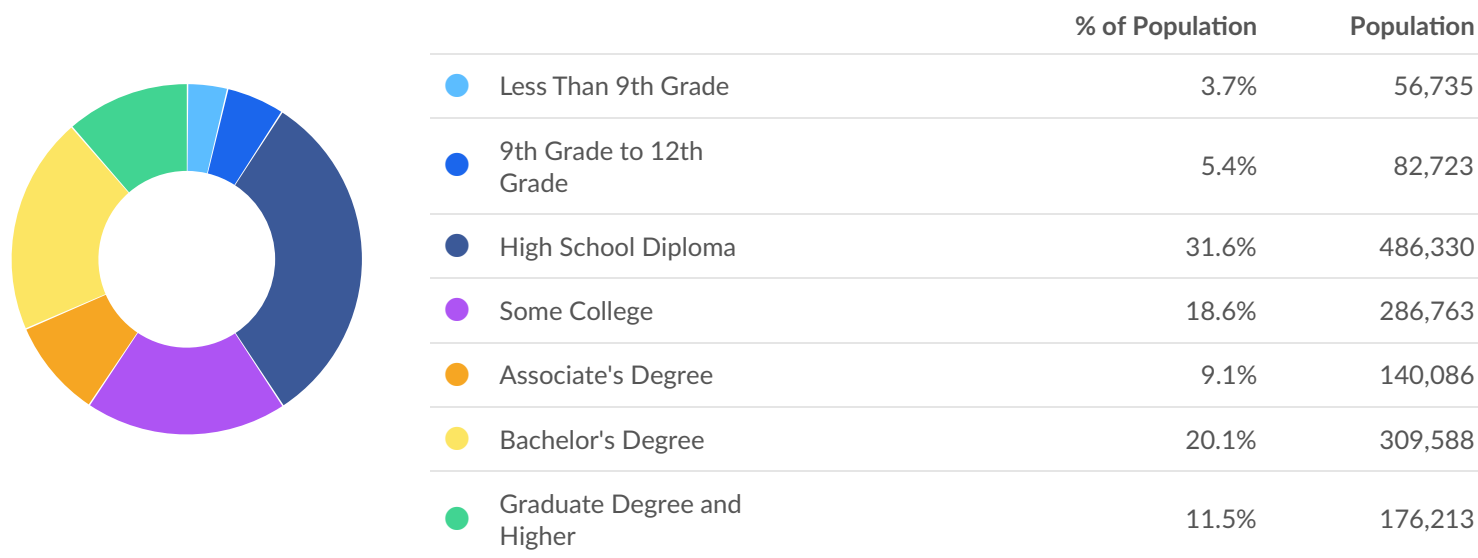
	Population (2026)	Labor Force (Jun 2026)	Jobs (2025)	Cost of Living	GRP	Imports	Exports
Region	2,291,401	1,138,499	1,105,272	95.0	\$158.66B	\$166.08B	\$165.30B
State	6,984,810	3,533,789	3,534,218	95.7	\$526.03B	\$479.10B	\$558.84B

Jun 2026 Labor Force Breakdown



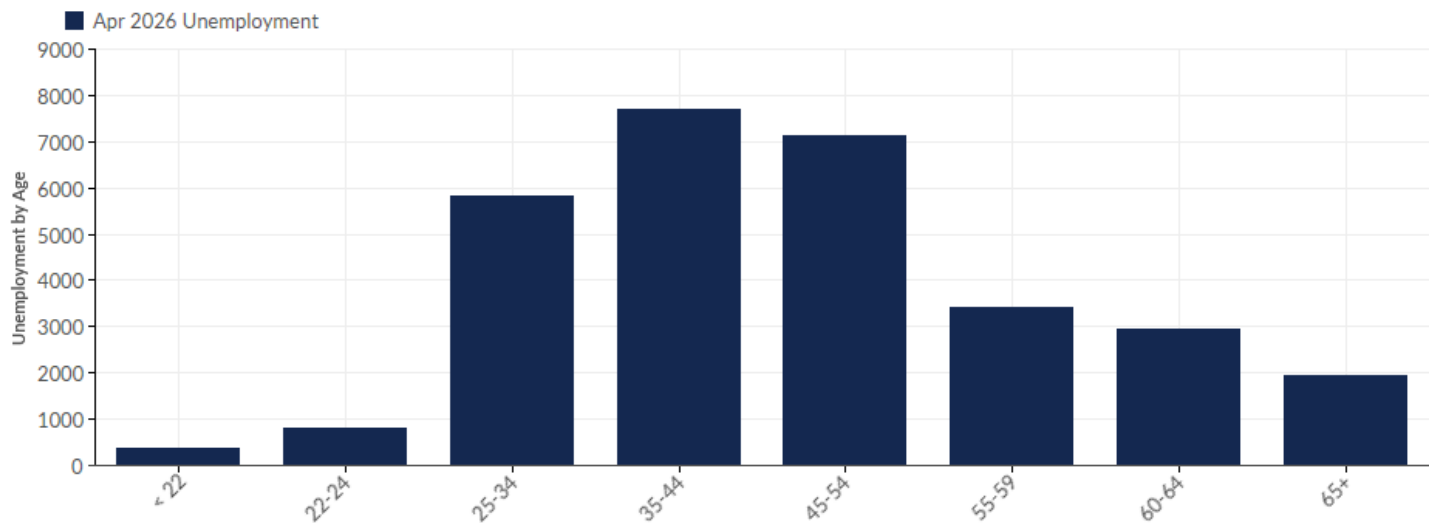
Educational Attainment

Concerning educational attainment, **20.1% of the selected regions' residents possess a Bachelor's Degree** (1.7% below the national average), and **9.1% hold an Associate's Degree** (0.3% above the national average).



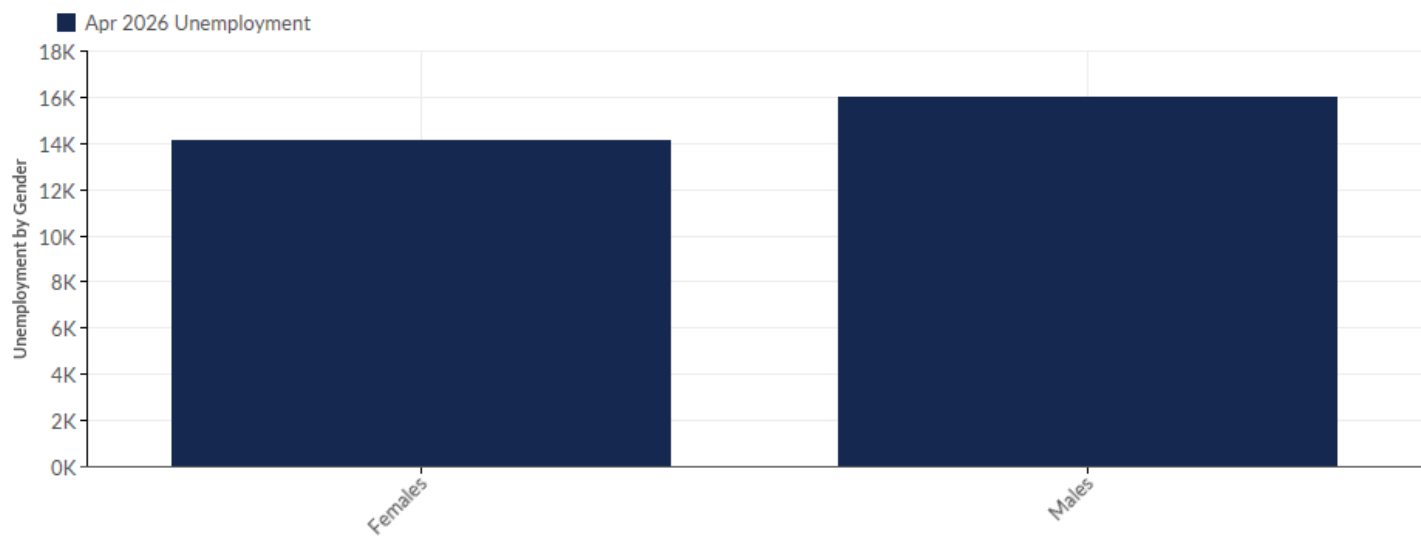
Unemployment by Demographics

Unemployment by Age



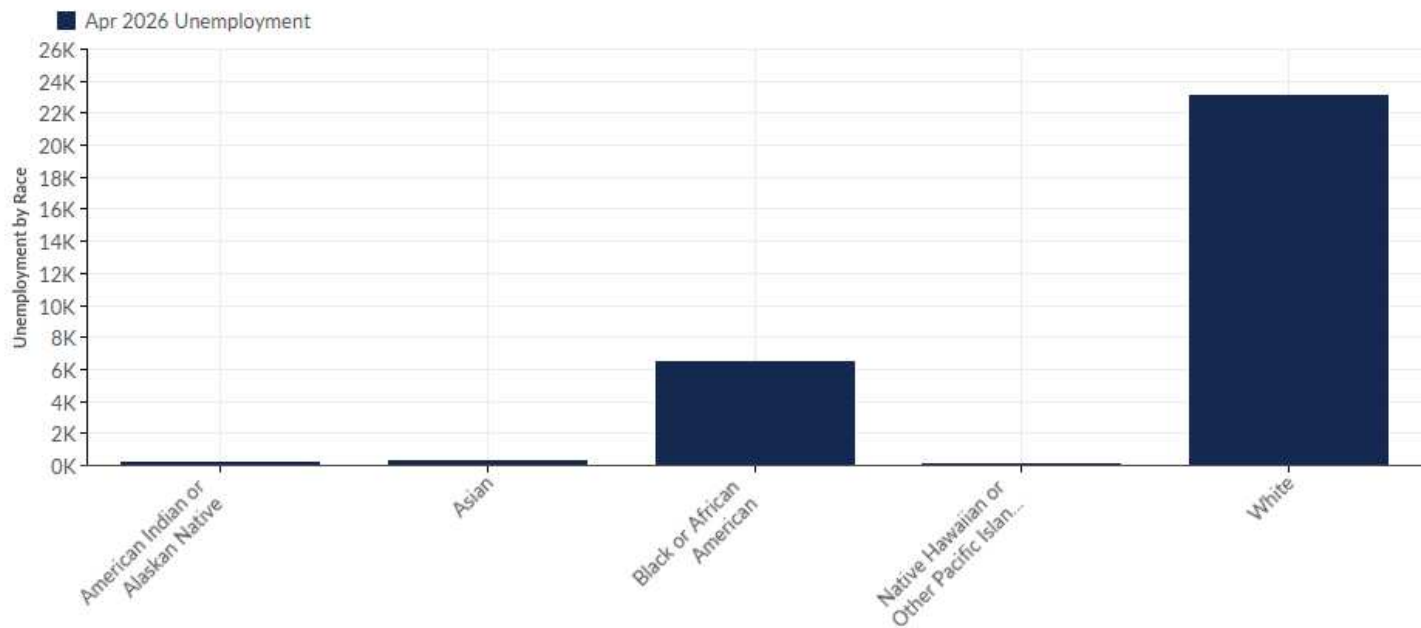
Age	Unemployment (Apr 2026)	% of Unemployed
< 22	382	1.27%
22-24	816	2.71%
25-34	5,836	19.37%
35-44	7,689	25.52%
45-54	7,125	23.65%
55-59	3,397	11.27%
60-64	2,951	9.79%
65+	1,937	6.43%
Total	30,133	100.00%

Unemployment by Gender



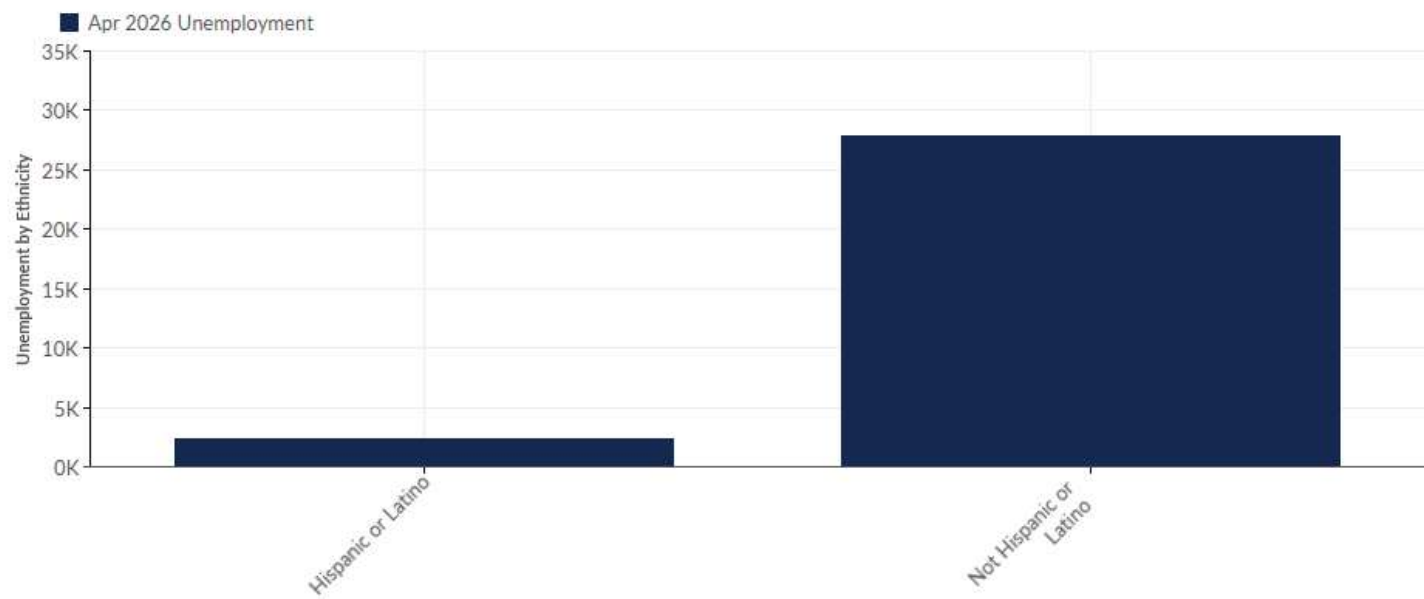
Gender	Unemployment (Apr 2026)	% of Unemployed
Females	14,109	46.82%
Males	16,024	53.18%
Total	30,133	100.00%

Unemployment by Race



Race	Unemployment (Apr 2026)	% of Unemployed
American Indian or Alaskan Native	203	0.67%
Asian	326	1.08%
Black or African American	6,464	21.45%
Native Hawaiian or Other Pacific Islander	73	0.24%
White	23,067	76.55%
Total	30,133	100.00%

Unemployment by Ethnicity

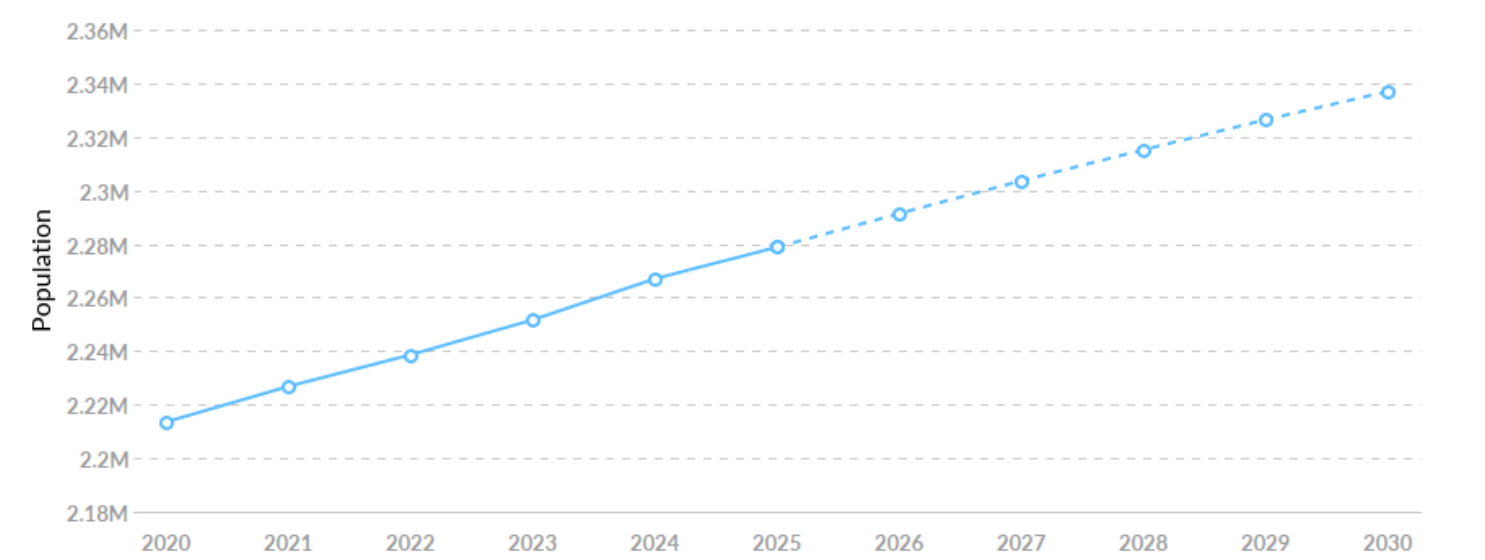


Ethnicity	Unemployment (Apr 2026)	% of Unemployed
Hispanic or Latino	2,319	7.70%
Not Hispanic or Latino	27,814	92.30%
Total	30,133	100.00%

Historic & Projected Trends

Population Trends

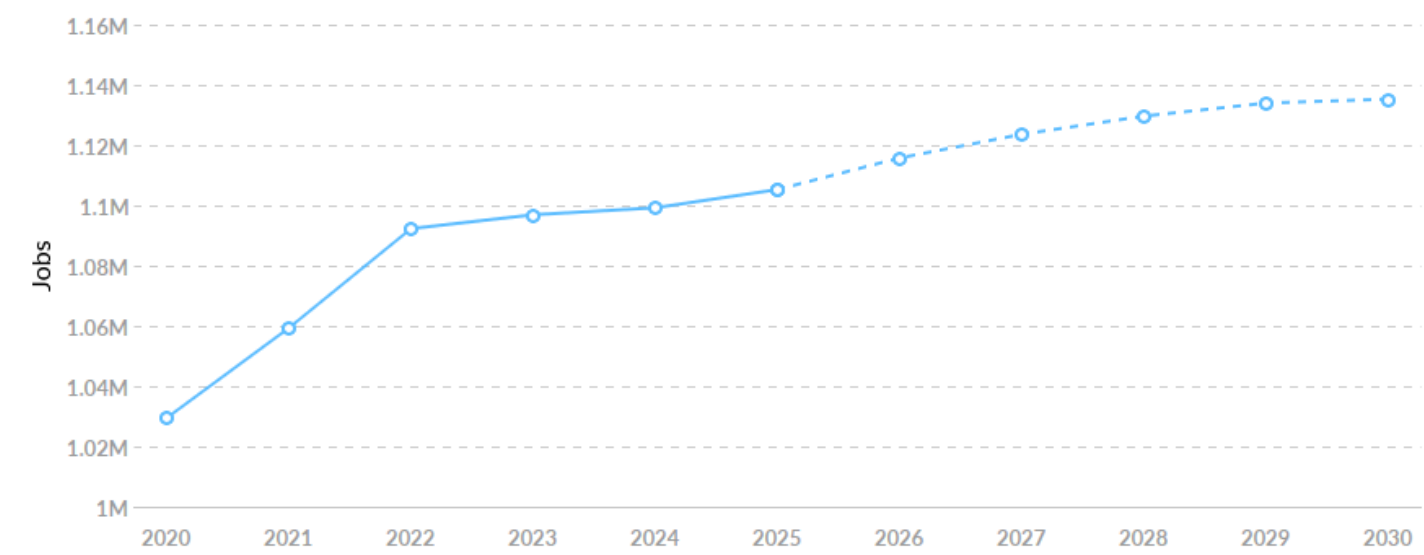
As of 2025 the region's population **increased by 2.9%** since 2020, growing by 65,246. Population is expected to **increase by 2.6%** between 2025 and 2030, adding 58,149.



Timeframe	Population
2020	2,213,585
2021	2,226,846
2022	2,238,641
2023	2,251,704
2024	2,267,030
2025	2,278,831
2026	2,291,401
2027	2,303,615
2028	2,315,204
2029	2,326,401
2030	2,336,980

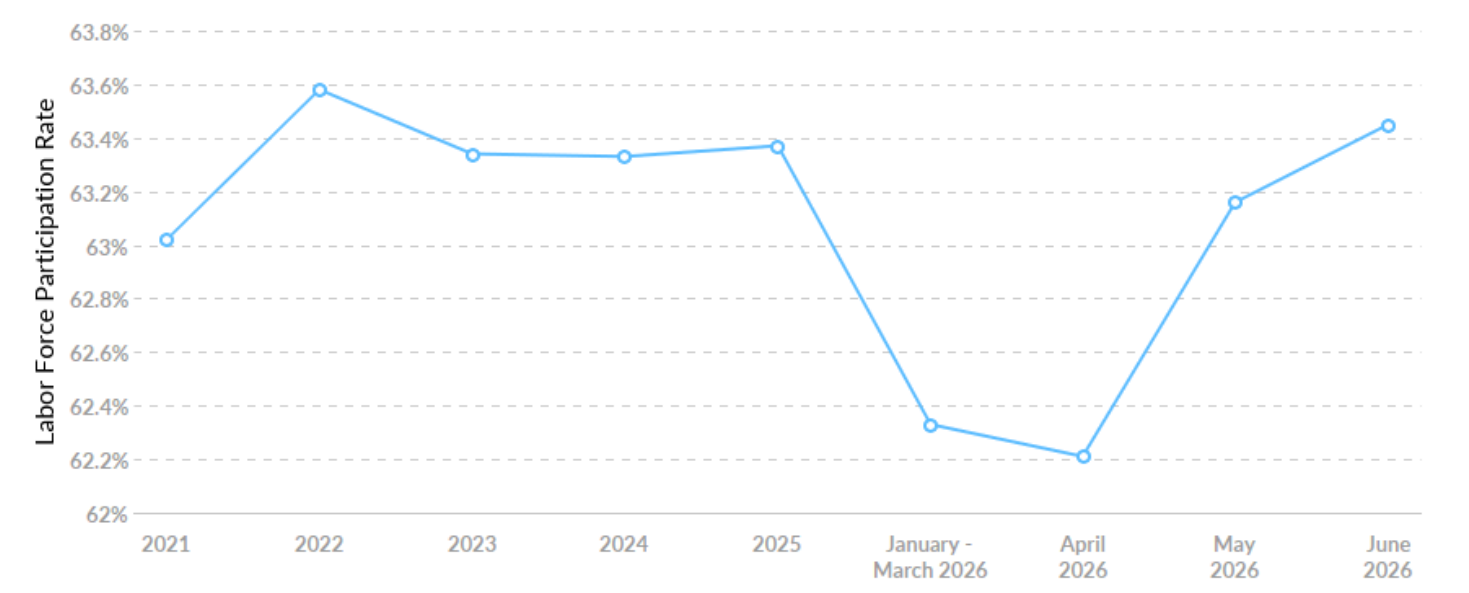
Job Trends

From 2020 to 2025, jobs **increased by 7.4%** in Indiana Michigan Power-Served Indiana Counties from 1,029,464 to **1,105,272**. This change **fell short of the national growth rate of 10.7%** by 3.3%.



Timeframe	Jobs
2020	1,029,464
2021	1,059,324
2022	1,092,297
2023	1,096,898
2024	1,099,223
2025	1,105,272
2026	1,115,750
2027	1,123,619
2028	1,129,648
2029	1,133,978
2030	1,135,280

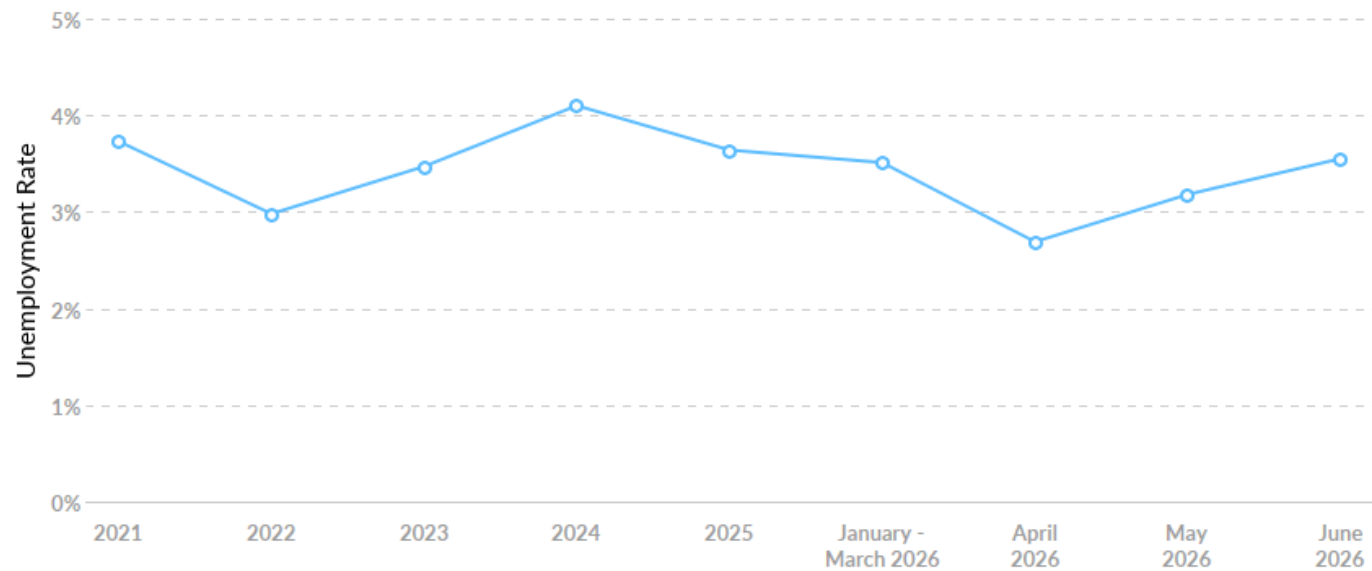
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2021	63.02%
2022	63.58%
2023	63.34%
2024	63.33%
2025	63.37%
January - March 2026	62.33%
April 2026	62.21%
May 2026	63.16%
June 2026	63.45%

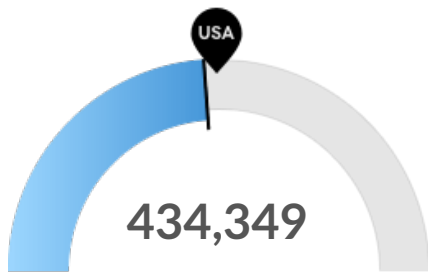
Unemployment Rate Trends

Your areas had a June 2026 unemployment rate of 3.55%, **decreasing from 3.73%** 5 years before.



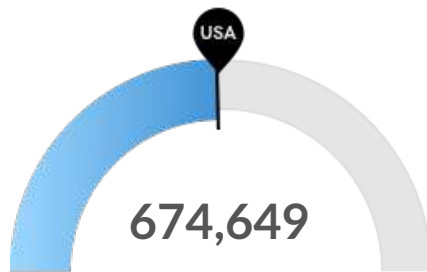
Timeframe	Unemployment Rate
2021	3.73%
2022	2.98%
2023	3.47%
2024	4.10%
2025	3.64%
January - March 2026	3.51%
April 2026	2.69%
May 2026	3.18%
June 2026	3.55%

Population Characteristics



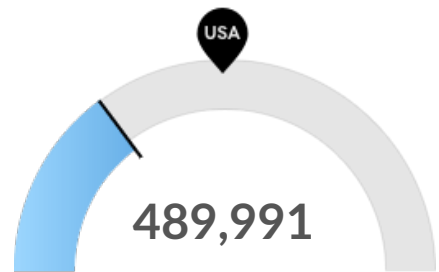
Millennials

Your area has 434,349 millennials (ages 25-39). The national average for an area this size is 464,082.



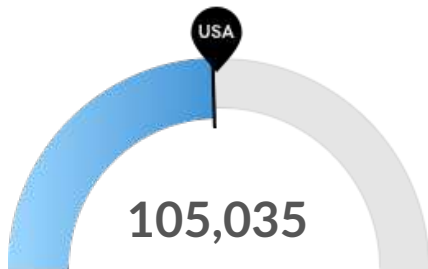
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 685,497 people 55 or older, while there are 674,649 here.



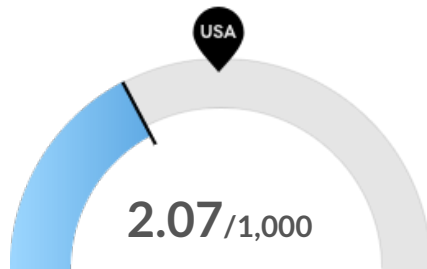
Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 964,358 racially diverse people, while there are 489,991 here.



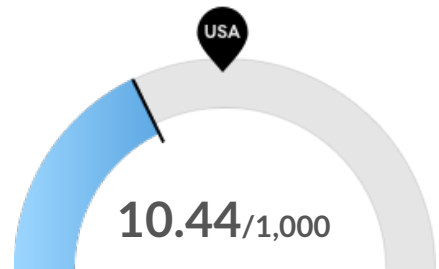
Veterans

Your area has 105,035 veterans. The national average for an area this size is 107,888.



Violent Crime

Your area has 2.07 violent crimes per 1,000 people. The national rate is 3.38 per 1,000 people.

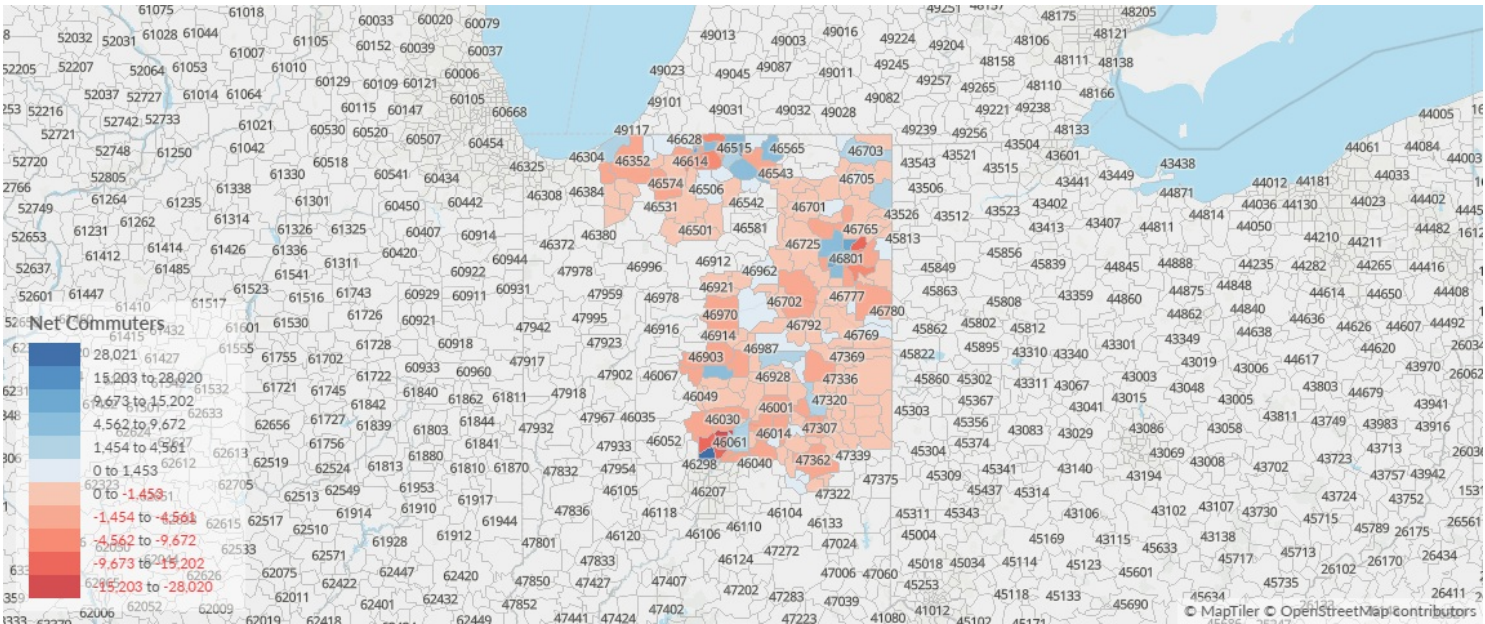


Property Crime

Your area has 10.44 property crimes per 1,000 people. The national rate is 16.44 per 1,000 people.

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions.



Where Talent Works

ZIP	Name	2025 Employment
46032	Carmel, IN (in Hamilton ...	58,741
46516	Elkhart, IN (in Elkhart co...	35,068
46060	Noblesville, IN (in Hamil...	28,907
46804	Fort Wayne, IN (in Allen...	28,663
46514	Elkhart, IN (in Elkhart co...	27,390

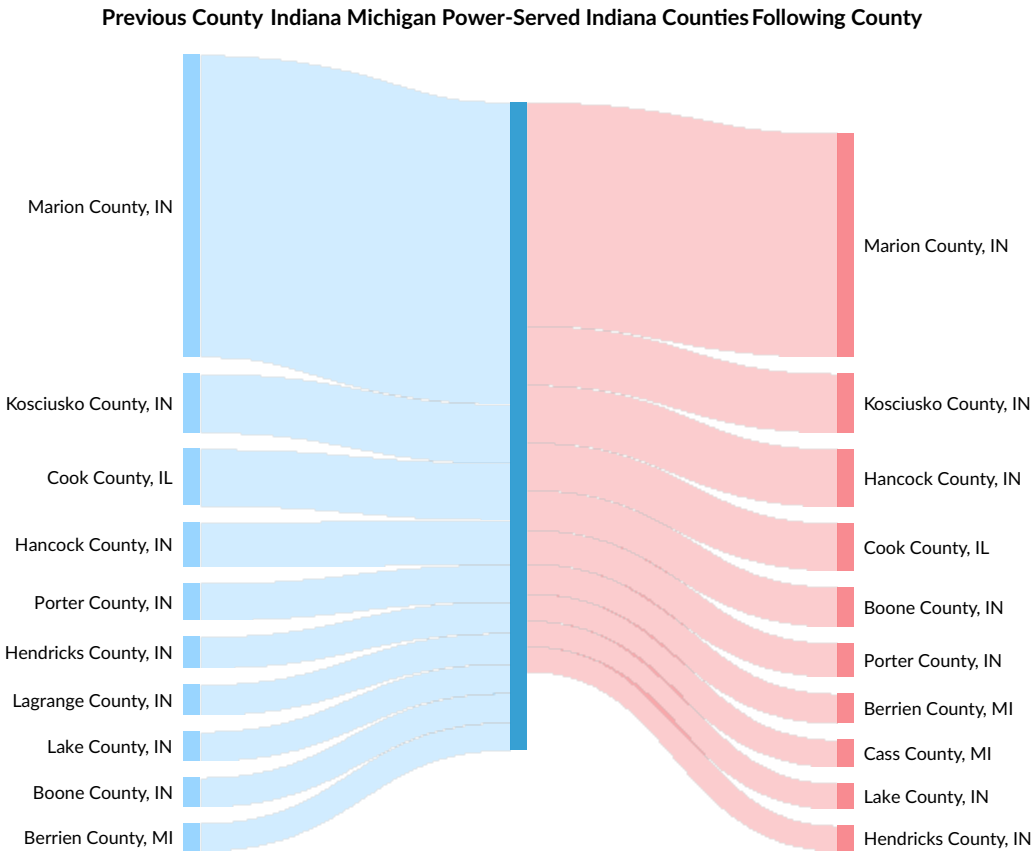
Where Talent Lives

ZIP	Name	2025 Workers
46032	Carmel, IN (in Hamilton ...	30,721
46074	Westfield, IN (in Hamilt...	27,712
46037	Fishers, IN (in Hamilton ...	27,211
46060	Noblesville, IN (in Hamil...	26,829
46038	Fishers, IN (in Hamilton ...	26,173

Inbound and Outbound Migration

The table below analyzes past and current residents of Indiana Michigan Power-Served Indiana Counties. The left column shows residents of other counties migrating to Indiana Michigan Power-Served Indiana Counties. The right column shows residents migrating from Indiana Michigan Power-Served Indiana Counties to other counties.

As of 2023, 8,865 people have migrated from Marion County, IN to Indiana Michigan Power-Served Indiana Counties. In the same year, 6,566 people left Indiana Michigan Power-Served Indiana Counties migrating to Marion County, IN. The total Net Migration for Indiana Michigan Power-Served Indiana Counties in 2023 was 2,885.



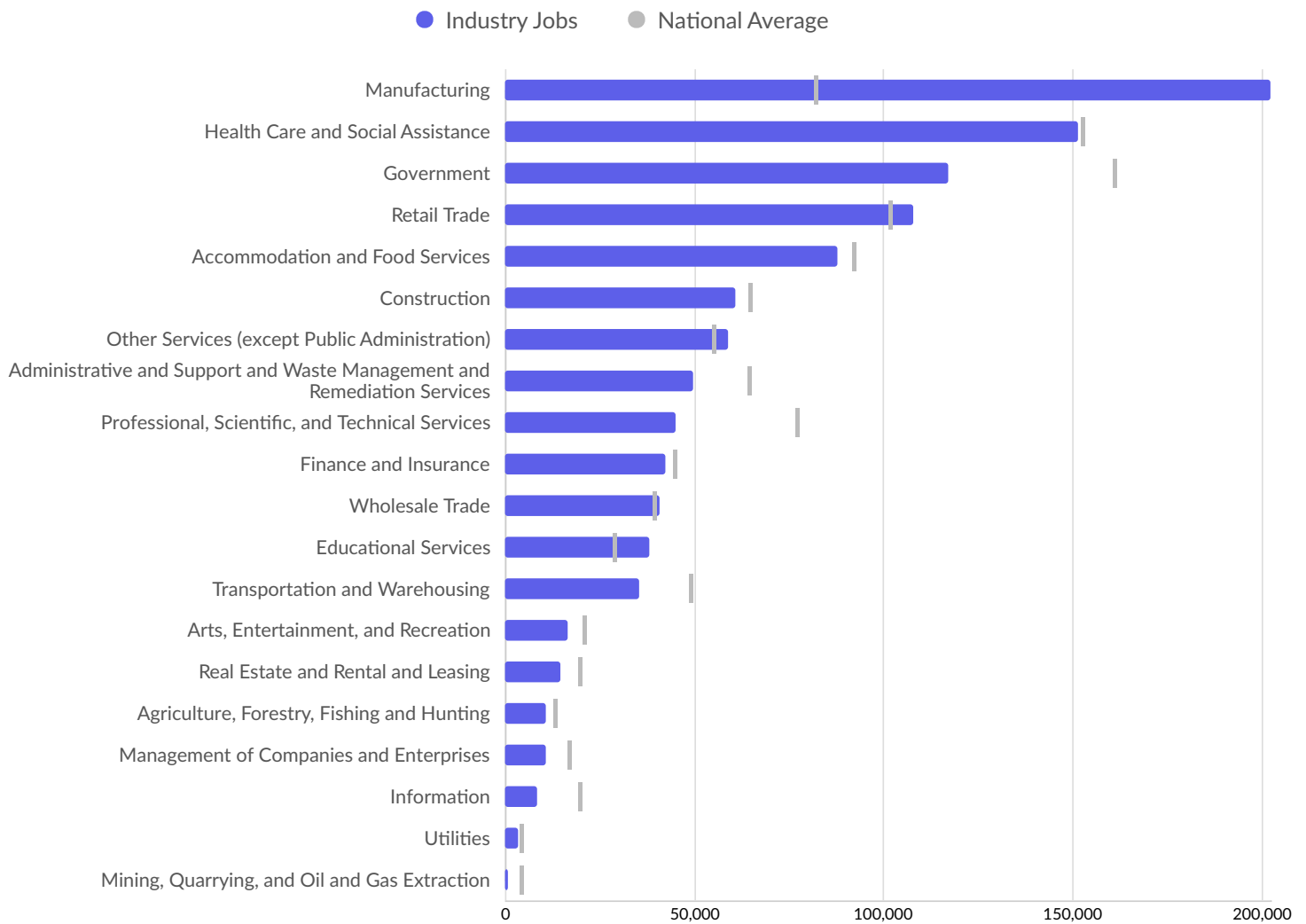
Top Previous Counties	Migrations
Marion County, IN	8,865
Kosciusko County, IN	1,732
Cook County, IL	1,664
Hancock County, IN	1,316
Porter County, IN	1,083

Top Previous Counties	Migrations
Hendricks County, IN	923
Lagrange County, IN	897
Lake County, IN	864
Boone County, IN	859
Berrien County, MI	813
Tippecanoe County, IN	736
Johnson County, IN	641
Cass County, MI	628
Cass County, IN	562
Maricopa County, AZ	554
Top Following Counties	Migrations
Marion County, IN	6,566
Kosciusko County, IN	1,738
Hancock County, IN	1,691
Cook County, IL	1,389
Boone County, IN	1,171
Porter County, IN	991
Berrien County, MI	876
Cass County, MI	796
Lake County, IN	754
Hendricks County, IN	744
Lagrange County, IN	735
Johnson County, IN	661
Tippecanoe County, IN	635
Maricopa County, AZ	590

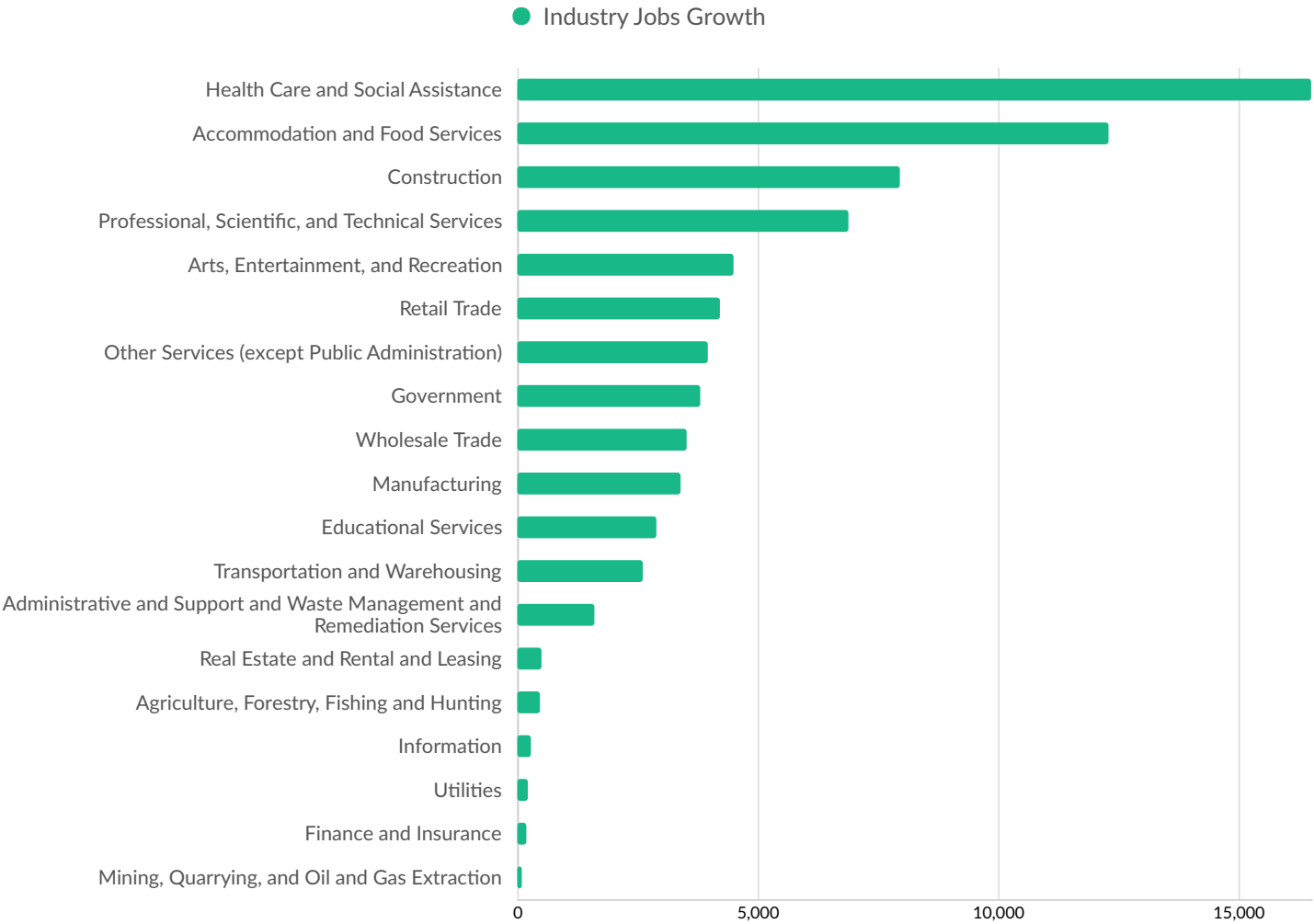
Top Following Counties	Migrations
Cass County, IN	500

Industry Characteristics

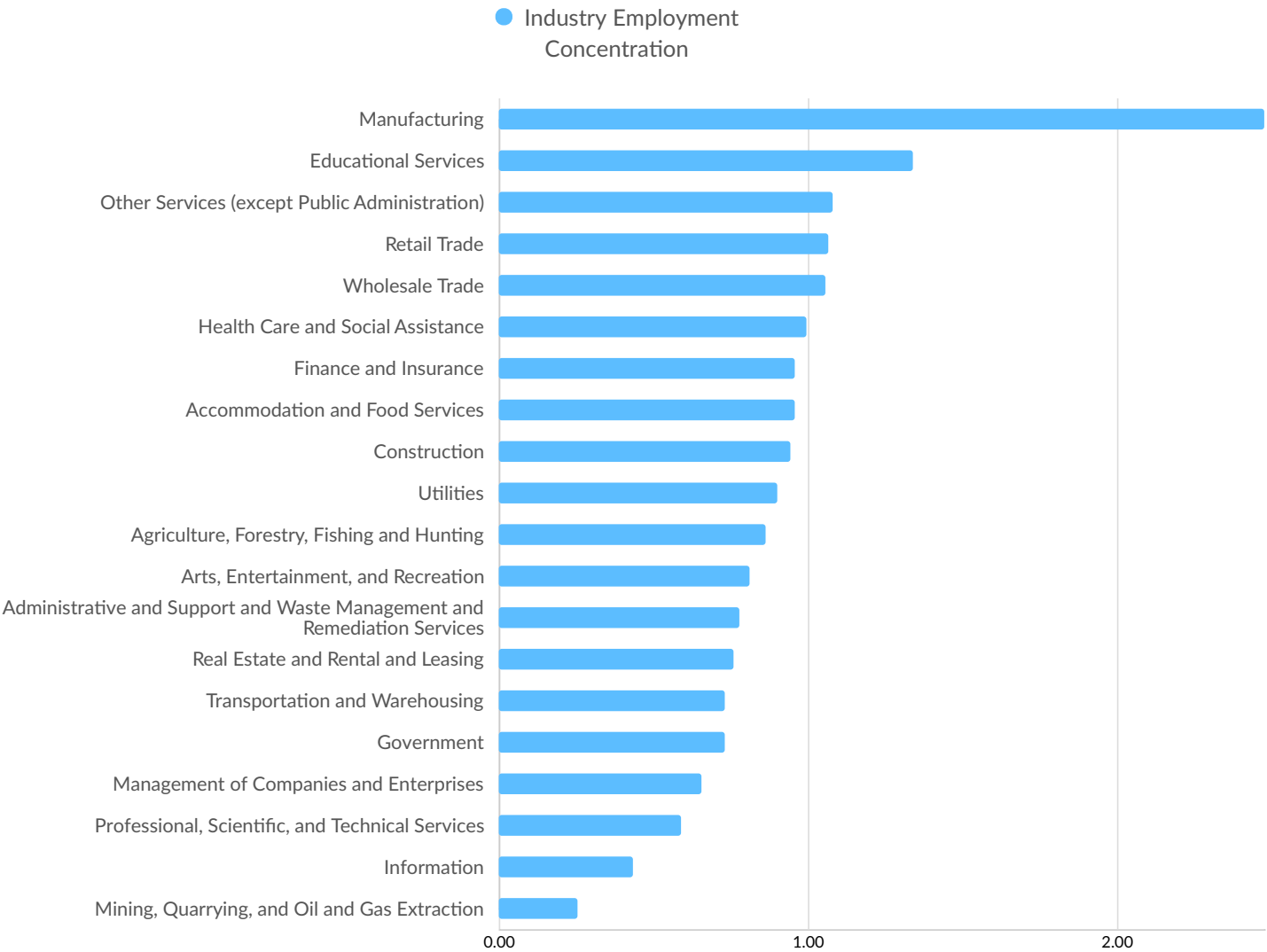
Largest Industries



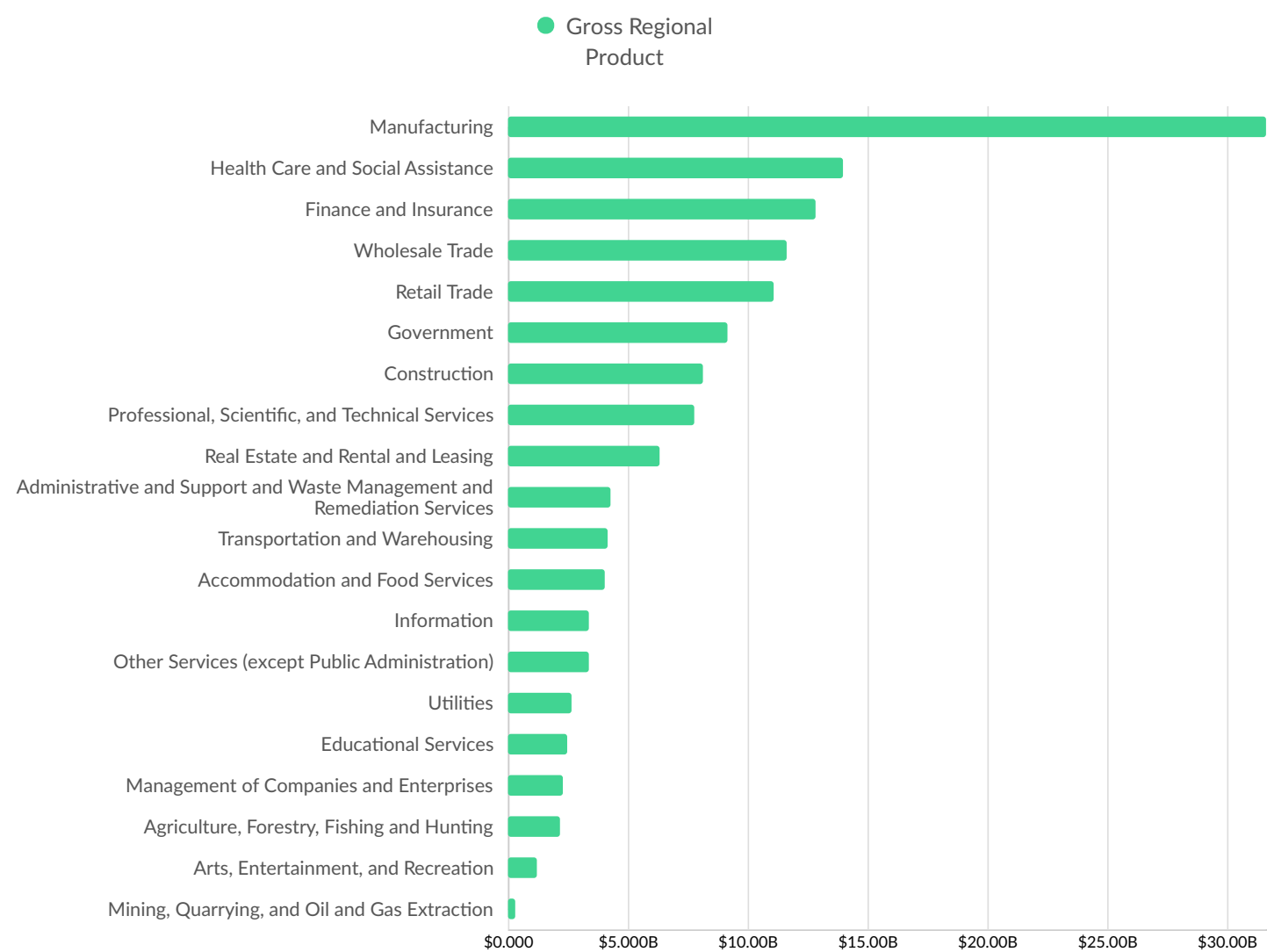
Top Growing Industries



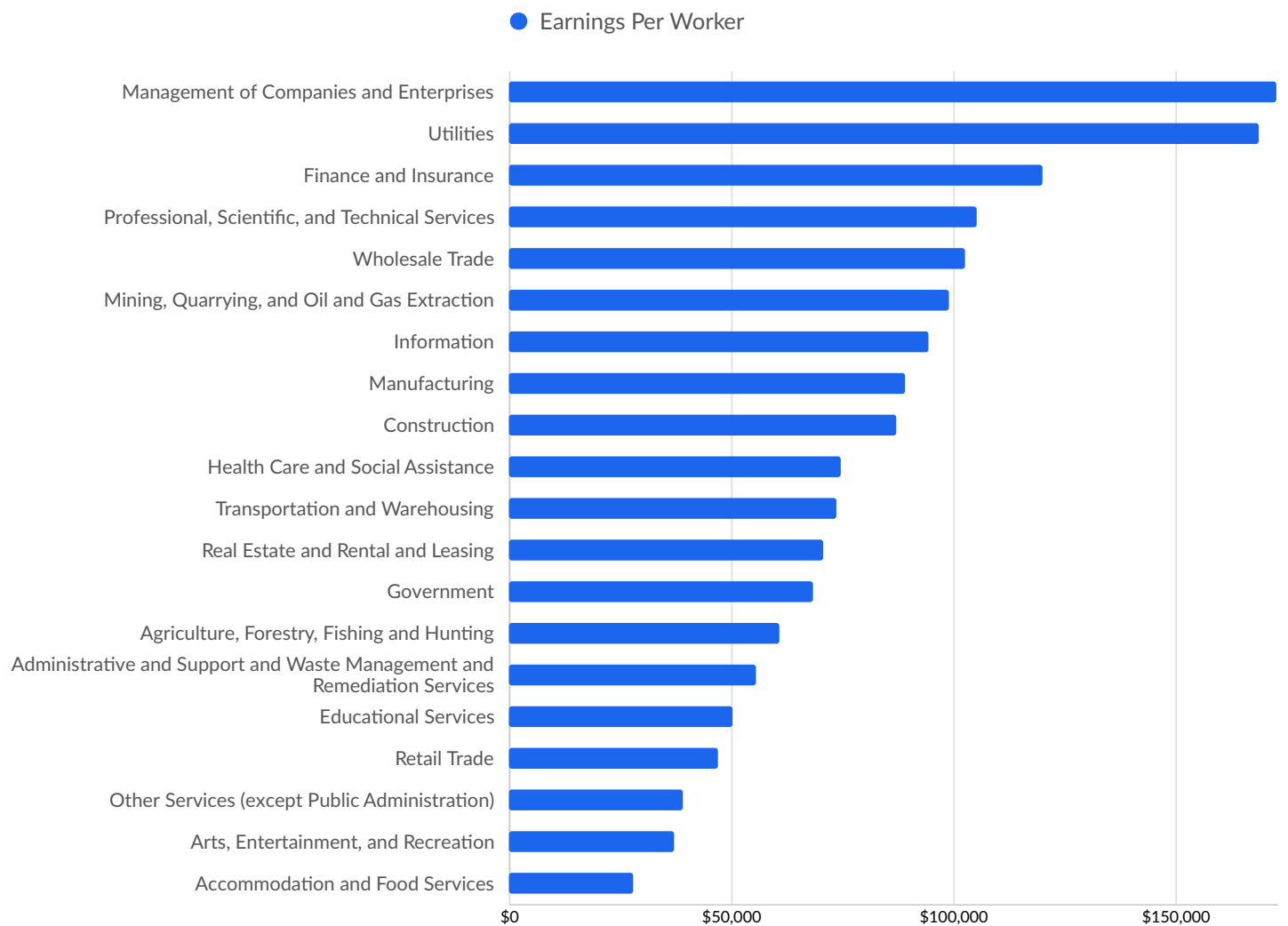
Top Industry Employment Concentration



Top Industry GRP



Top Industry Earnings



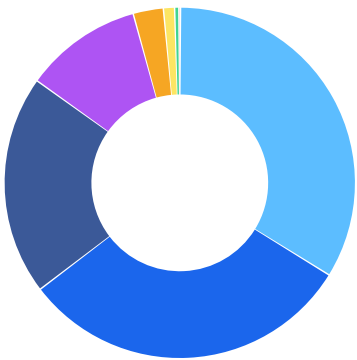
Business Characteristics

129,709 Companies Employ Your Workers

Online profiles for your workers mention 129,709 companies as employers, with the top 10 appearing below. In the last 12 months, 15,822 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Parkview Health	6,063	Indiana University-Bloomington	2,649
University of Notre Dame	5,863	Parkview Health	1,894
Indiana University-Bloomington	4,598	Walmart	1,863
Ball State University	4,318	GPAC	1,650
Ivy Tech Community College	2,672	Beacon Health System	1,631
Walmart	2,251	Soliant Health	1,548
Fort Wayne Community Schools	2,137	Community Health Systems Pro...	1,513
Eli Lilly	2,046	Creative Financial Staffing	1,468
Ascension	1,994	American Senior Communities	1,460
Stellantis	1,957	Ascension	1,370

Business Size

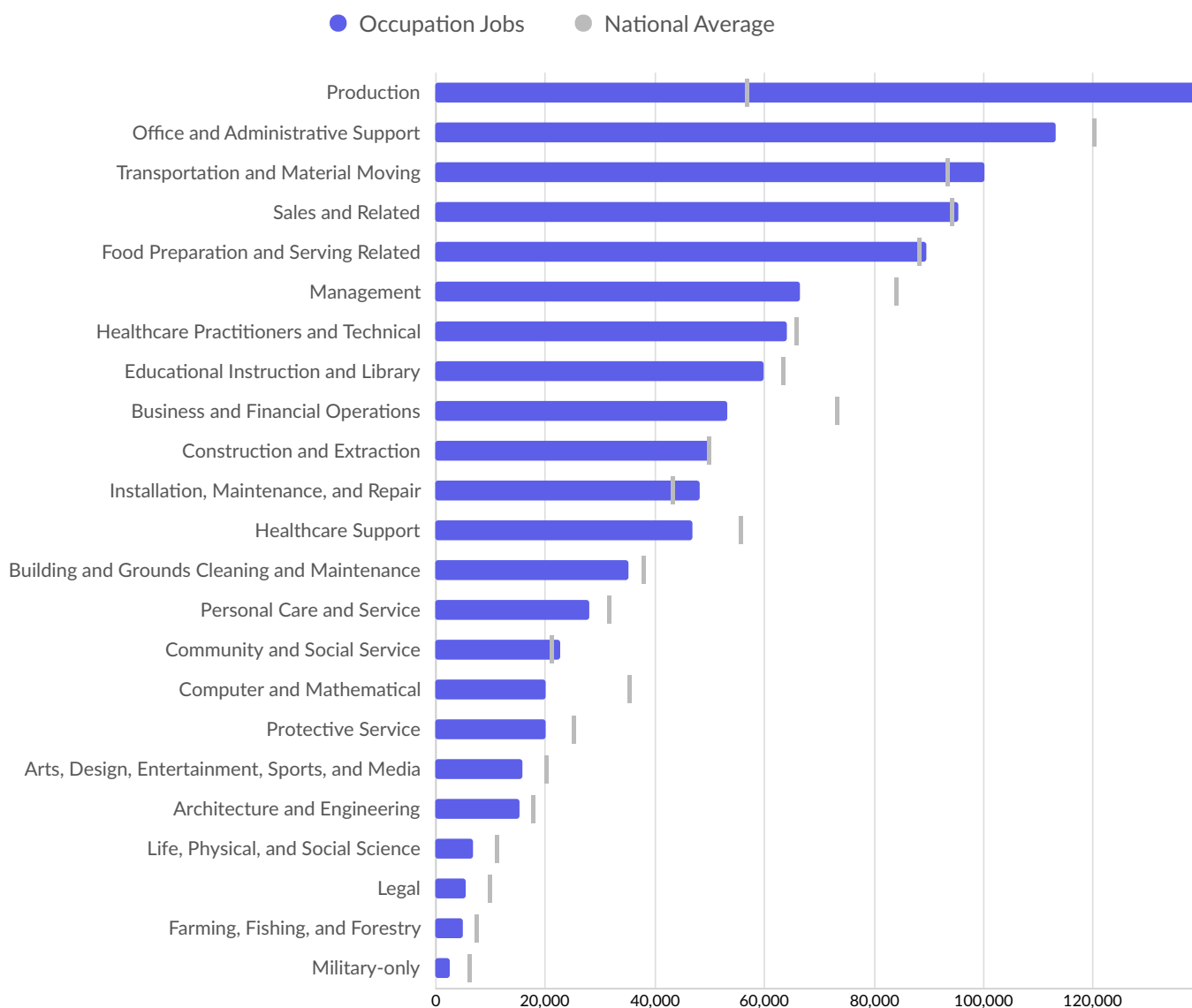


	Percentage	Business Count
1 to 4 employees	33.7%	29,298
5 to 9 employees	30.8%	26,784
10 to 19 employees	20.2%	17,587
20 to 49 employees	10.8%	9,414
50 to 99 employees	2.8%	2,420
100 to 249 employees	1.0%	891
250 to 499 employees	0.4%	338
500+ employees	0.2%	132

**Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

Workforce Characteristics

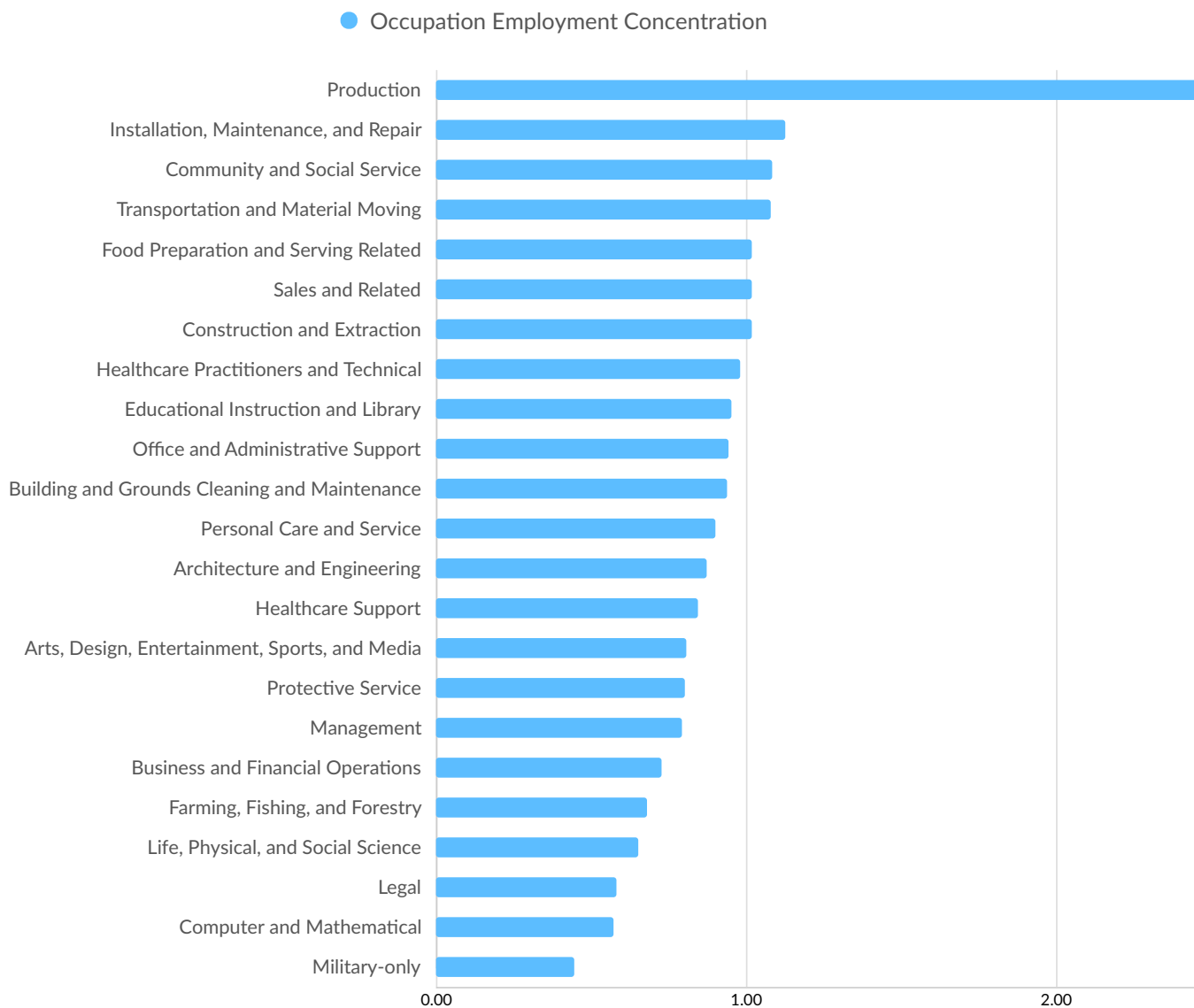
Largest Occupations



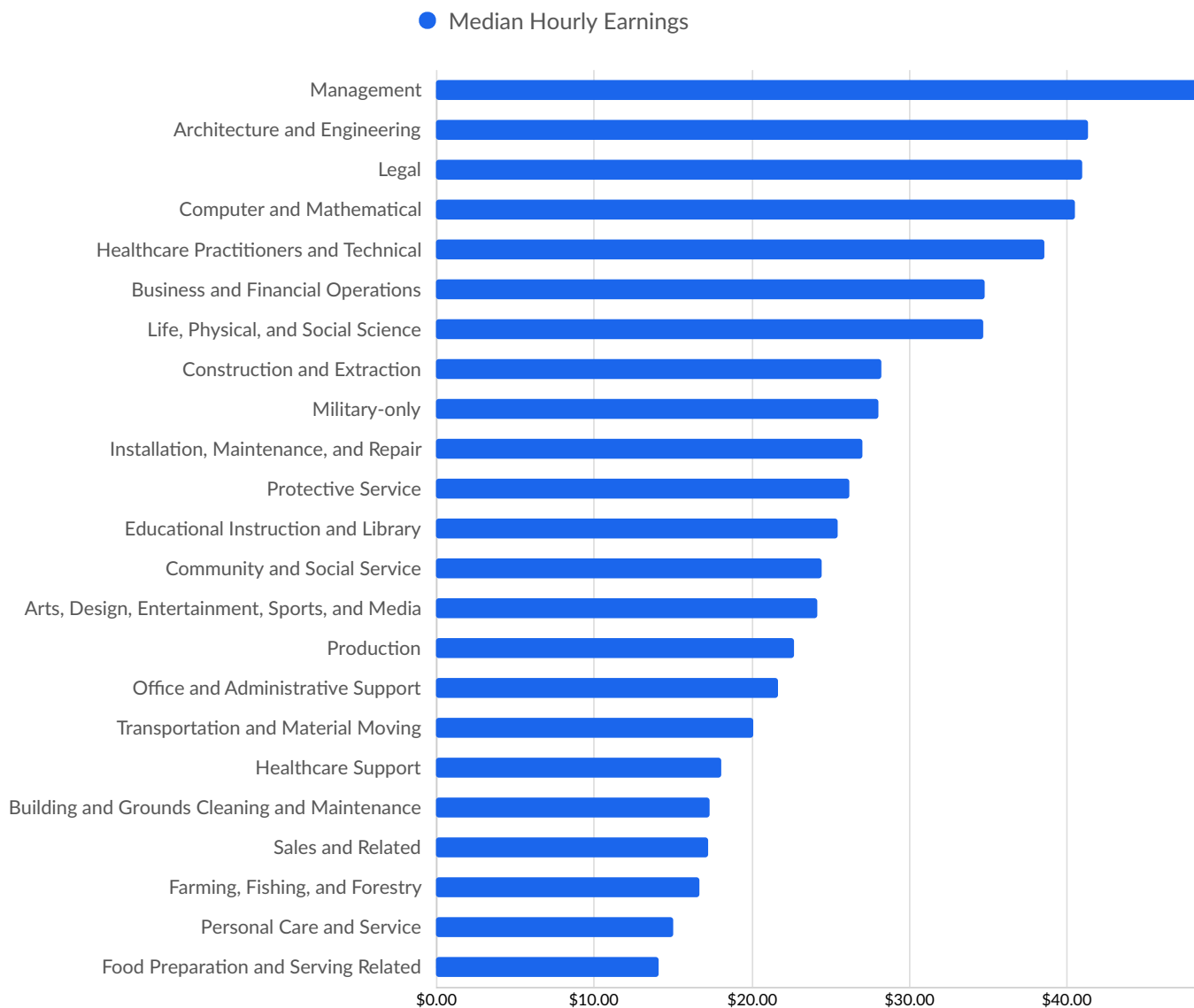
Top Growing Occupations



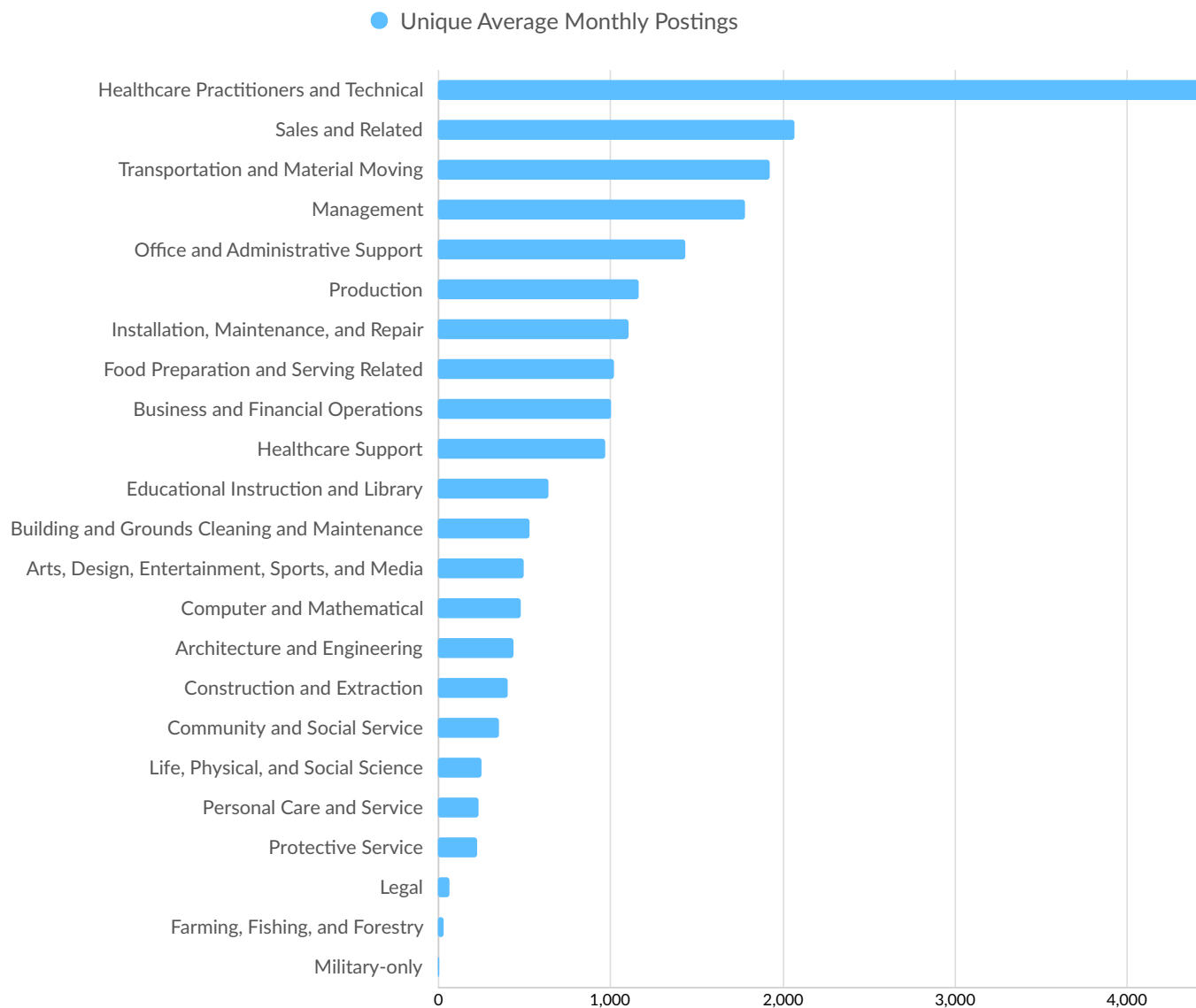
Top Occupation Employment Concentration



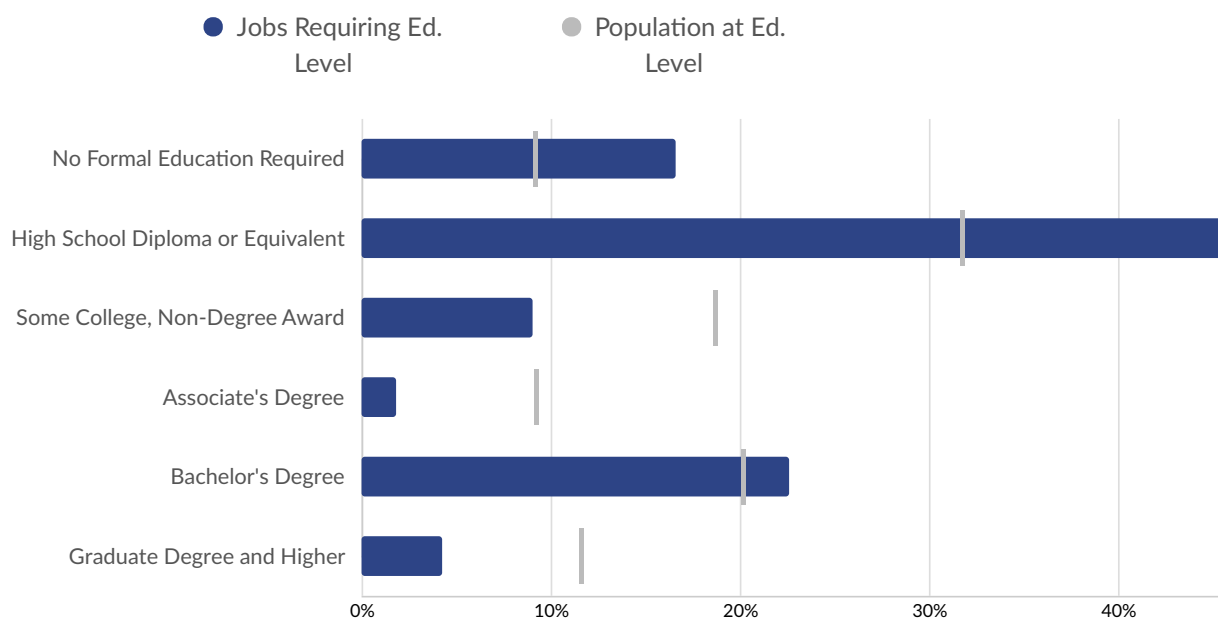
Top Occupation Earnings



Top Posted Occupations

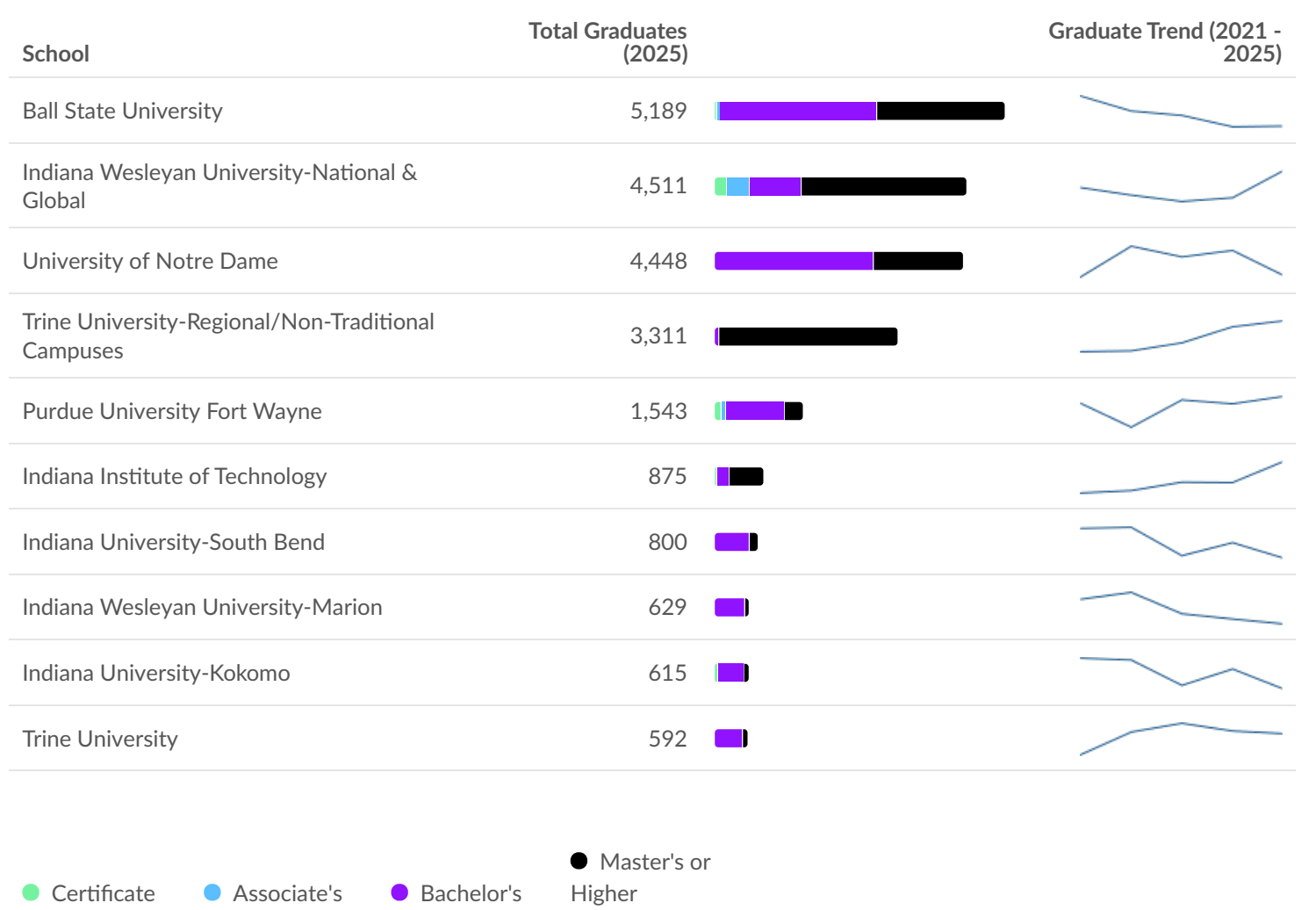


Underemployment

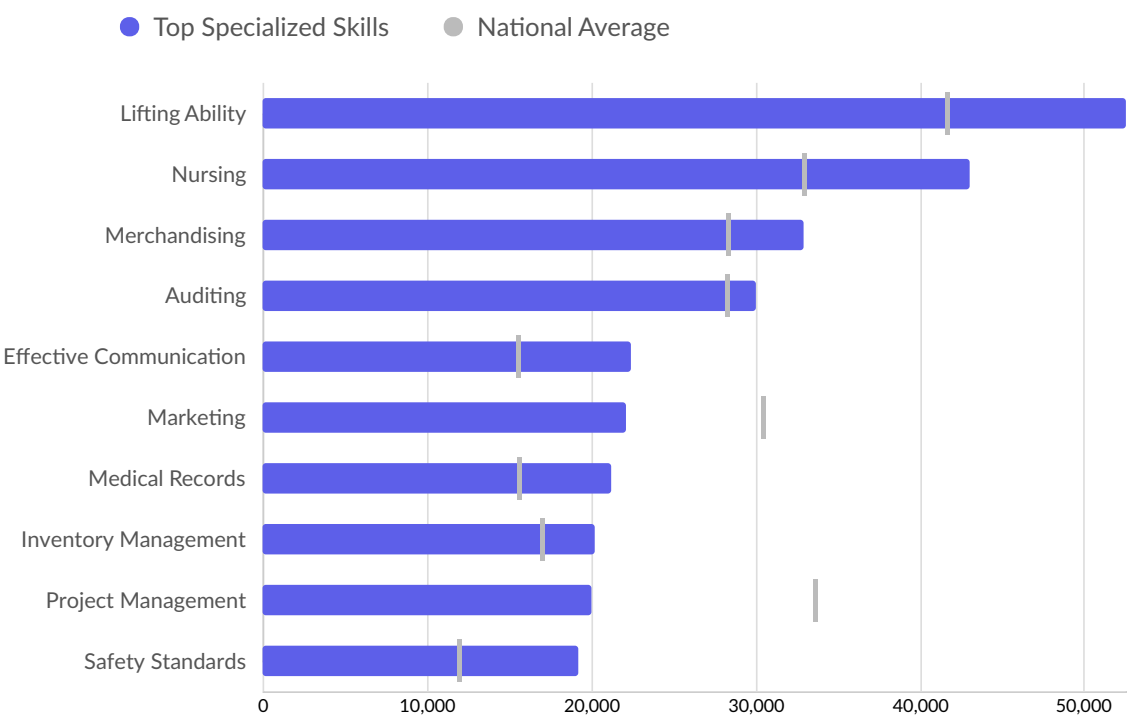


Educational Pipeline

In 2025, there were 27,363 graduates in Indiana Michigan Power-Served Indiana Counties. This pipeline has grown by 11% over the last 5 years. The highest share of these graduates come from "Education/Teaching of Individuals with Multiple Disabilities" (Master's or Higher), "Registered Nursing/Registered Nurse" (Bachelor's), and "Information Science/Studies" (Master's or Higher).



In-Demand Skills



Appendix A (Geographies)

Code	Description
18001	Adams County, IN
18003	Allen County, IN
18009	Blackford County, IN
18033	DeKalb County, IN
18035	Delaware County, IN
18039	Elkhart County, IN
18053	Grant County, IN
18057	Hamilton County, IN
18065	Henry County, IN
18067	Howard County, IN
18069	Huntington County, IN
18075	Jay County, IN

Code	Description
18091	La Porte County, IN
18095	Madison County, IN
18099	Marshall County, IN
18103	Miami County, IN
18113	Noble County, IN
18135	Randolph County, IN
18141	St. Joseph County, IN
18151	Steuben County, IN
18159	Tipton County, IN
18169	Wabash County, IN
18179	Wells County, IN
18183	Whitley County, IN