

# Indiana Michigan Power-Served Indiana Counties



1 Riverside Plaza, 12th Floor Columbus, Ohio 43215

# Contents

Report Parameters	1
Economy Overview	2
Jnemployment by Demographics	4
Historic & Projected Trends	8
Population Characteristics	12
nbound and Outbound Migration	
ndustry Characteristics	
Business Characteristics	22
Norkforce Characteristics	24
Educational Pipeline	30
n-Demand Skills	31
Appendix A (Geographies)	32



# **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**

# 2,255,756

#### Population (2023)

Population grew by 78,133 over the last 5 years and is projected to grow by 72,888 over the next 5 years. 1,094,693

#### **Total Regional Employment**

Jobs grew by 14,381 over the last 5 years and are projected to grow by 29,640 over the next 5 years.

# \$66.4K

Avg. Earnings Per Job (2023)

Regional average earnings per job are **\$17.0K below** the national average earnings of \$83.3K per job.

#### Takeaways

- As of 2023 the region's population increased by 3.6% since 2018, growing by 78,133. Population is expected to increase by 3.2% between 2023 and 2028, adding 72,888.
- From 2018 to 2023, jobs increased by 1.3% in Indiana Michigan Power-Served Indiana Counties from 1,080,312 to 1,094,693.
  This change fell short of the national growth rate of 4.3% by 3.0%. As the number of jobs increased, the labor force participation rate decreased from 64.4% to 62.1% between 2018 and 2023.
- Concerning educational attainment, **19.5% of the selected regions' residents possess a Bachelor's Degree** (1.6% below the national average), and **9.1% hold an Associate's Degree** (0.3% above the national average).
- The top three industries in 2023 are Restaurants and Other Eating Places, Education and Hospitals (Local Government), and General Medical and Surgical Hospitals.

	Population (2024)	Labor Force (Mar 2024)	Jobs (2023)	Cost of Living	GRP	Imports	Exports
Region	2,270,960	1,084,661	1,094,693	94.9	\$141.91B	\$160.82B	\$161.75B
State	6,915,286	3,366,203	3,490,851	95.6	\$469.36B	\$460.40B	\$541.41B

#### Mar 2024 Labor Force Breakdown



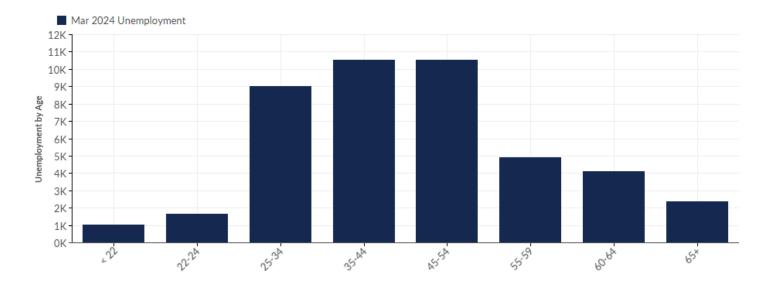
#### **Educational Attainment**

Concerning educational attainment, **19.5% of the selected regions' residents possess a Bachelor's Degree** (1.6% below the national average), and **9.1% hold an Associate's Degree** (0.3% above the national average).

	% of Population	Population
Less Than 9th Grade	3.5%	53,090
• 9th Grade to 12th Grade	5.8%	87,313
High School Diploma	31.9%	480,505
Some College	19.2%	290,021
Associate's Degree	9.1%	137,418
Bachelor's Degree	19.5%	294,224
• Graduate Degree and Higher	11.0%	165,725

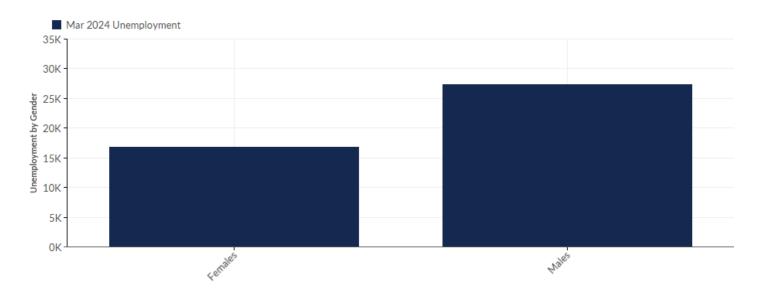
# Unemployment by Demographics

# Unemployment by Age



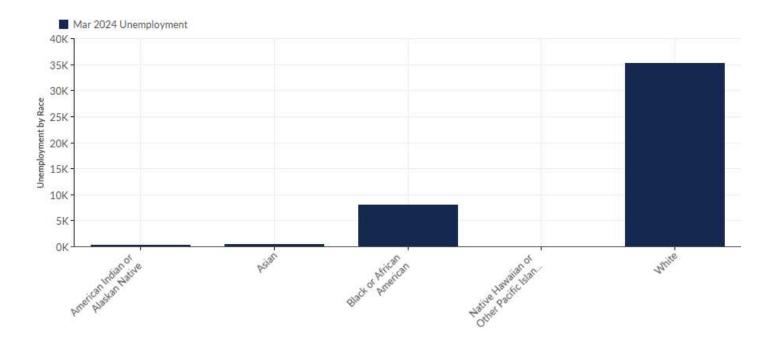
Age	Uner (	nployment Mar 2024)	% of Unemployed
< 22		1,009	2.29%
22-24		1,650	3.74%
25-34		9,032	20.49%
35-44		10,512	23.84%
45-54		10,514	23.85%
55-59		4,900	11.11%
60-64		4,103	9.31%
65+		2,366	5.37%
	Total	44,086	100.00%

#### **Unemployment by Gender**



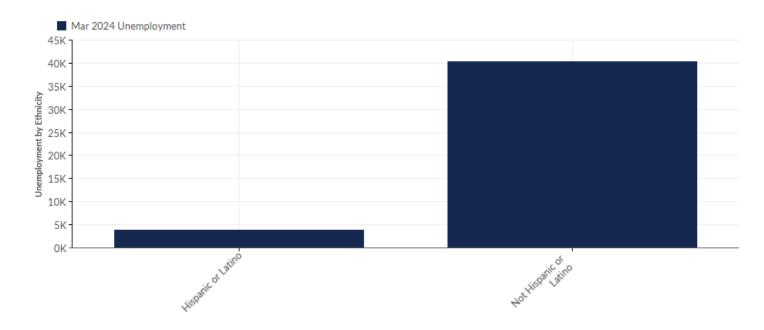
Gender	Uı	nemployment (Mar 2024)	% of Unemployed
Females		16,826	38.17%
Males		27,260	61.83%
	Total	44,086	100.00%

#### **Unemployment by Race**



Race	Une	employment (Mar 2024)	% of Unemployed
American Indian or Alaskan Native		304	0.69%
Asian		450	1.02%
Black or African American		8,028	18.21%
Native Hawaiian or Other Pacific Islander		60	0.14%
White		35,244	79.94%
	Total	44,086	100.00%

#### **Unemployment by Ethnicity**

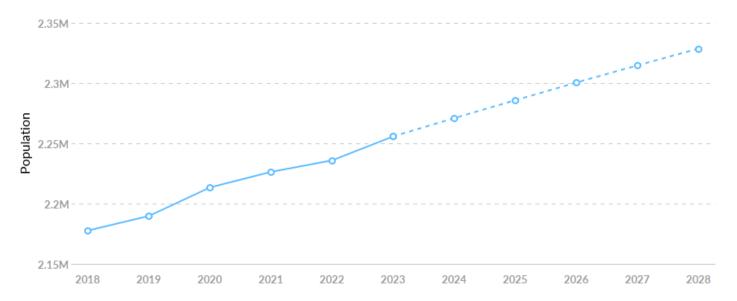


Ethnicity	Unemploymen (Mar 2024	t % of Unemployed
Hispanic or Latino	3,793	8.60%
Not Hispanic or Latino	40,293	91.40%
	Total 44,086	100.00%

# Historic & Projected Trends

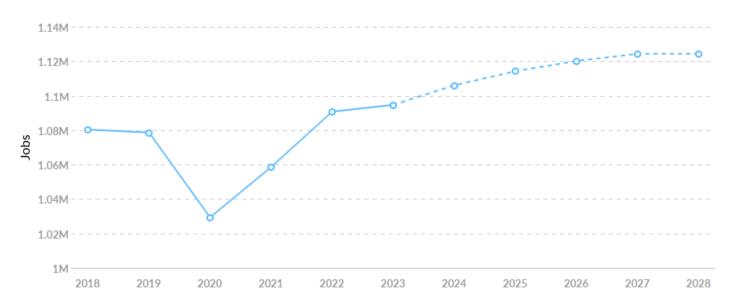
#### **Population Trends**

As of 2023 the region's population **increased by 3.6%** since 2018, growing by 78,133. Population is expected to **increase by 3.2%** between 2023 and 2028, adding 72,888.



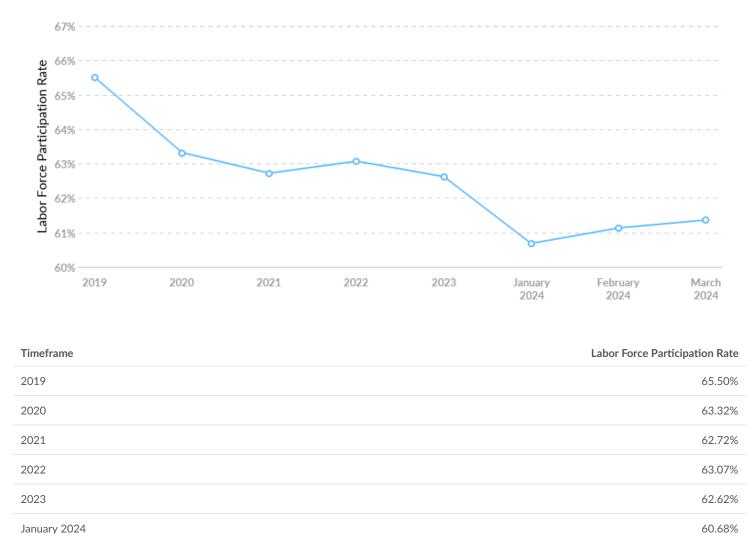
Timeframe	Population
2018	2,177,623
2019	2,189,744
2020	2,213,416
2021	2,226,329
2022	2,235,891
2023	2,255,756
2024	2,270,960
2025	2,285,793
2026	2,300,491
2027	2,314,722
2028	2,328,644

#### **Job Trends**



From 2018 to 2023, jobs **increased by 1.3%** in Indiana Michigan Power-Served Indiana Counties from 1,080,312 to **1,094,693**. This change **fell short of the national growth rate of 4.3% by 3.0%**.

Timeframe	Jobs
2018	1,080,312
2019	1,078,610
2020	1,029,281
2021	1,058,528
2022	1,090,724
2023	1,094,693
2024	1,106,045
2025	1,114,226
2026	1,120,179
2027	1,124,313
2028	1,124,333



## Labor Force Participation Rate Trends

Lightcast Q3 2024 Data Set | lightcast.io

January 2024

February 2024

March 2024

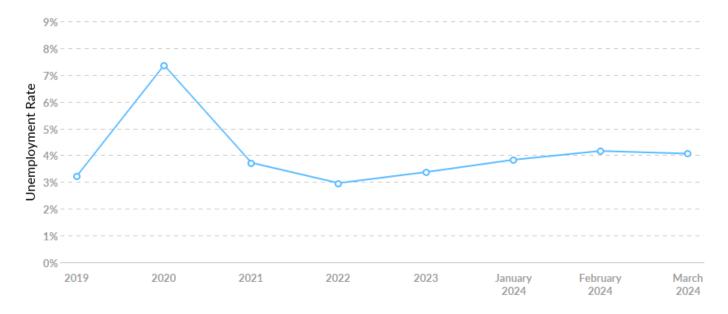
61.13%

61.36%



## **Unemployment Rate Trends**

Your areas had a March 2024 unemployment rate of 4.06%, increasing from 3.22% 5 years before.



Timeframe	Unemployment Rate
2019	3.22%
2020	7.36%
2021	3.72%
2022	2.96%
2023	3.37%
January 2024	3.83%
February 2024	4.16%
March 2024	4.06%



# **Population Characteristics**



#### 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.

49090 49083 49076 49176 48178 48205
8 52032 52031 61028 61044 61088 60152 60012 60044 49013 49011 49224 49202 48103 48101
52205 52207 52206 61053 61010 60110 60104 49022 49045 49087 49011 49241 49230 48176 5012 60109 60129 60109 60626 40021 49045 49087 49011 49229 48117
49101 49031 4902 49202 49202 49202 49204 15 16 10 16 10 16 16 16 16 16 16 16 16 16 16 16 16 16
61042 60033 60415 46312 46301 46703 43501 43501 43504 43611 44084 4008
52749 61240 61235 61311 61301 60468 46303 46302 46340 46538 46701 43526 43512 43523 43402 43431 43464 44001 44028 44056 44231 44410 52653 61231 6125 60407 46366 46501 46566 45501 4656 45513 43413 43407 44811 44000 4755 44223 4455 1612
52653 61231 61414 51476 61296 61323 60407 FORT 46310 46501 46513 46513 4675 45813 44090 44256 44223 44266 1614
61412 61414 61426 61336 60420 60900 47943 47946 46939 46962 45849 45856 44802 44807 44837 44235 44203 44201 44406 46962 45849
52601 61447 45817 43350 44614 44001 44408 46950 45817 43350 45817 43350
52° Net Commuters 432 61637 61530 61728 60921 47942 47995 46940 46781 46711 45862 43323 44843 44606 4470 4651 26050 4532 44811 44612 44651 26050 4532 45895 43310 43340 44611 44612 44651 26050
3 232 to 5 818 5 601/2/ 61830 canod 61844 17000 47307 40000 47383 5 45000 45000 43749 43009 VX 125 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
21300 to 32/34 c2/13 cptin 61756 61880 61841 4793 4002 4033 4739 45304 45369 (3119 43068 (a)via 43723 43713
3      2322 to 5.818      62656      61727      61839      61801      61844      47932      47967 46035      40307      47333      43318      43072      43009      43016      43011      43749      49977      26003        01      0 10 0 37251      62613      61756      61841      47932      46025      46037      47333      45304      45304      43016      43001      43723      45304        01      0 10 099 62612      62526      61813      61800      61800      61800      47832      46102      46103      47327      45304      43316      4310      43783      43724      43716        0 10 10 09 6 2612      2563      62549      61953      61910      61934      46107      44310      4338      43704      43716      153        1 0 00 fo - 2,233      62615      62517      62191      61912      47836      46104      46133      45003      45044      45104      45334      43106      43102      43716      153        1 0 00 fo - 2,233      62515      62517
6 0 10 1099 4533 45341 45109 4526 45256 62513 62549 61953 61917 46105 46123 4512 4512 4530 45314 43146 43110 43783 43720 43716 153
$\begin{array}{cccccccccccccccccccccccccccccccccccc$
6 3732 to -5818 62510 61928 61912 47804 46120 46106 40110 45054 45011 45054 45169 43115 43135 43144 26146 26339 63 5.819 to -10.560 5005 62571 62441 47802 47833 46120 46126 47272 47024 45011 45054 45111 45054 43135 43135 43144 26146 26339 63 5.819 to -10.560 5005 62075 62447 7272 47833 46120 47833 46124 47272 47024 45011 45054 45011 45054 45101 45054 45011 45011 45054 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011 45011
53 5819 to -10.560 62075 62447 62420 47833 646124 47006 45159 45123 45601 45651 45701 26187 26456 2
6 - 3/232      to -58/18      6533      62571      61928      61912      47804      46120      46106      43004      45054      45169      43115      43144      26146      26339        631      -58.18      to -10.560      62075      62401      47804      46120      44104      47004      45011      45014      45169      43115      43144      26187      26339      26187      26339      26187      26337      26467      26337      26467      26337      26456      2      2      47004      47001      45039      45215      45107      45133      45614      45770      26337      26456      2      2      47004      47001      47023      47032      41074      45133      4513      45614      2637      26456      2      2      333      62006      62052      62009      62401      62401      47641      47427      47001      47023      47032      41074      45133      45614      45613      26337      26456      2        333      62006      62052 </td
1333 62005 62052 62009 62019 62418 62449 47861 47461 47424 47424 47401 47023 47032 47032 47032 47053 47032 47054 45154 45154 45154

Where Talent Lives

#### Where Talent Works

ZIP	Name	2023 Employment	ZIP	Name
46032	Carmel, IN (in Hamilton	55,462	46032	Carmel, IN (in Hamilton
46516	Elkhart, IN (in Elkhart co	36,984	46060	Noblesville, IN (in Hamil
46514	Elkhart, IN (in Elkhart co	31,425	46074	Westfield, IN (in Hamilt
46825	Fort Wayne, IN (in Allen	30,730	46038	Fishers, IN (in Hamilton
46804	Fort Wayne, IN (in Allen	28,459	46037	Fishers, IN (in Hamilton

2023 Workers

31,049

26,959

26,956

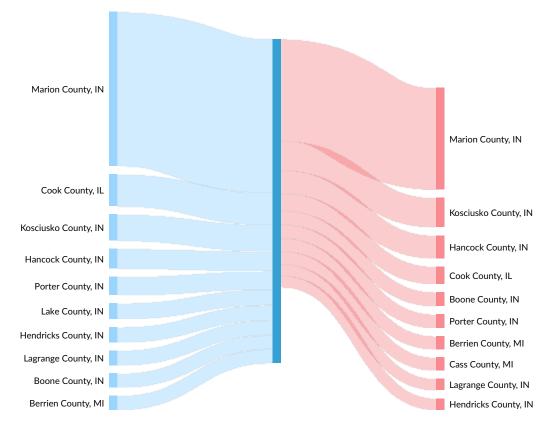
26,536

26,194

# 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 2021, 9,891 people have migrated from Marion County, IN to Indiana Michigan Power-Served Indiana Counties. In the same year, 6,539 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 2021 was 8,260.



#### Previous County Indiana Michigan Power-Served Indiana Counties Following County

Top Previous Counties	Migrations
Marion County, IN	9,891
Cook County, IL	2,052
Kosciusko County, IN	1,688
Hancock County, IN	1,265
Porter County, IN	1,173

Lightcast Q3 2024 Data Set | lightcast.io

Top Previous Counties	Migrations
Lake County, IN	1,007
Hendricks County, IN	968
Lagrange County, IN	947
Boone County, IN	903
Berrien County, MI	902
Tippecanoe County, IN	729
Johnson County, IN	657
Cass County, IN	595
Maricopa County, AZ	573
Cass County, MI	562
Top Following Counties	Migrations
Marion County, IN	6,539
Kosciusko County, IN	1,887
Hancock County, IN	1,474
Cook County, IL	1,111
Boone County, IN	897
Porter County, IN	875
Berrien County, MI	840
Cass County, MI	835
Lagrange County, IN	737
Hendricks County, IN	730
Maricopa County, AZ	640
Lake County, IN	583
Tippecanoe County, IN	572
Johnson County, IN	511



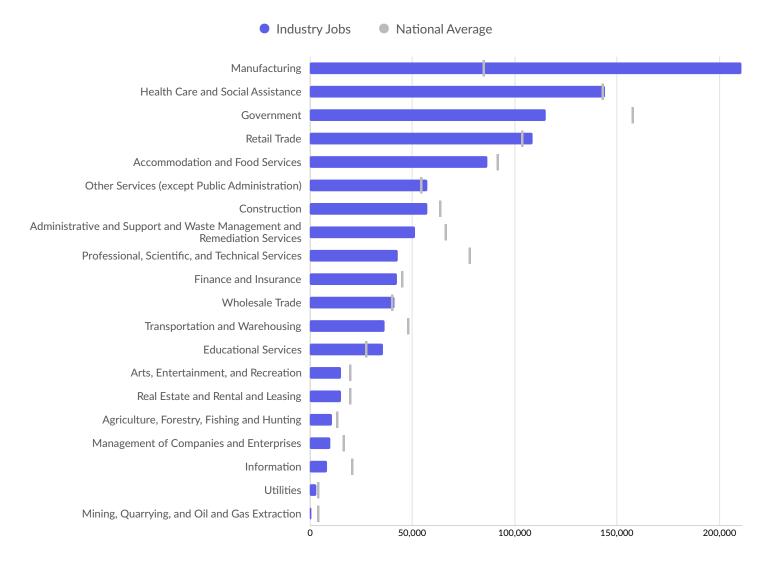
**Top Following Counties** 

Lee County, FL

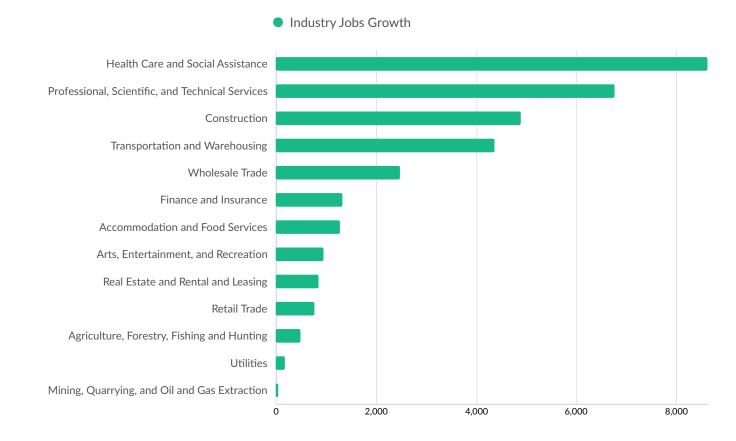
Migrations

# Industry Characteristics

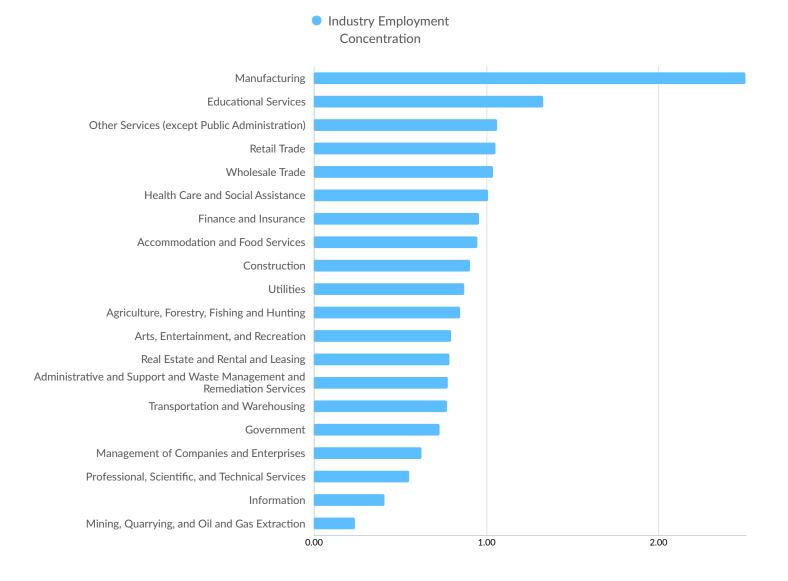
#### **Largest Industries**



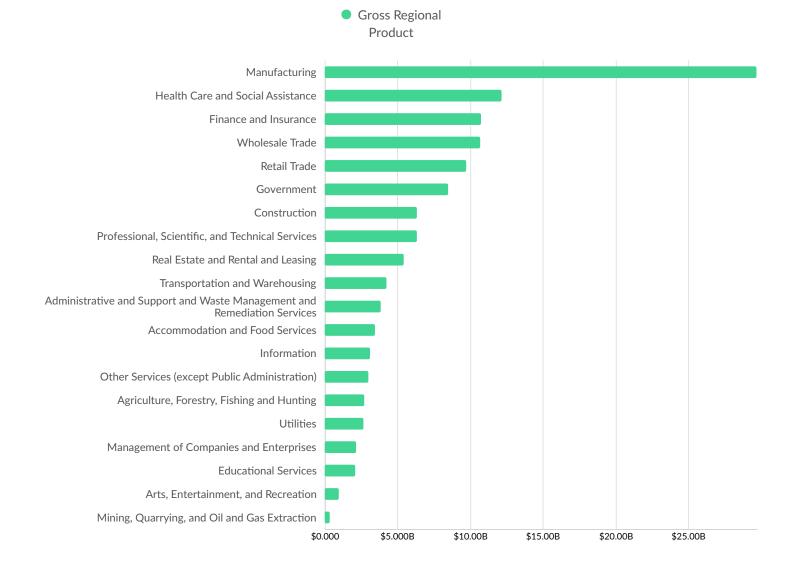
#### **Top Growing Industries**



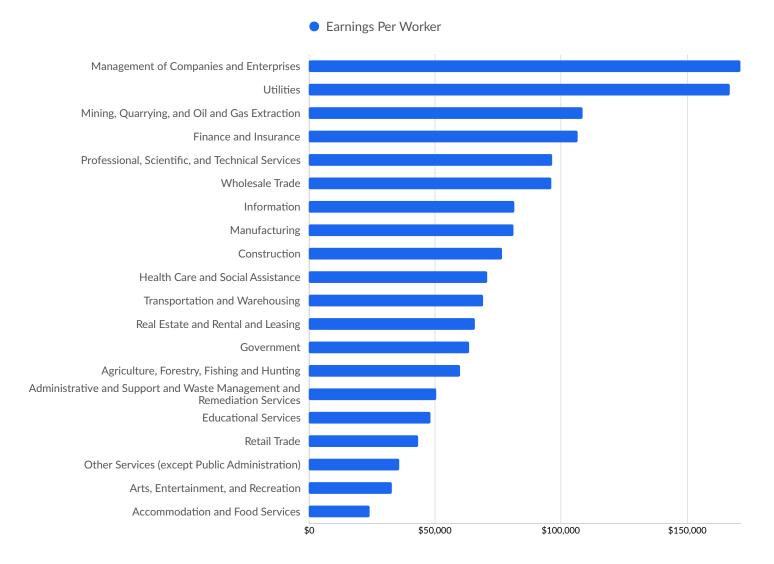
#### **Top Industry Employment Concentration**



#### **Top Industry GRP**



#### **Top Industry Earnings**



# **Business Characteristics**

#### 124,758 Companies Employ Your Workers

Online profiles for your workers mention 124,758 companies as employers, with the top 10 appearing below. In the last 12 months, 14,894 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings	
Indiana University	6,110	Eagle Care	3,829	
University of Notre Dame	5,484	Indiana University	2,002	
Parkview Health	5,038	Corewell Health	1,588	
Ball State University	3,788	Parkview Health	1,498	
Walmart	3,002	American Senior Communities	1,491	
Ivy Tech Community College	2,580	Ascension	1,363	
Eli Lilly	2,324	University of Notre Dame	1,351	
General Motors	2,139	Aerotek	1,341	
Fort Wayne Community Schools	2,022	Walmart	1,341	
State of Indiana	1,956	State of Indiana	1,241	

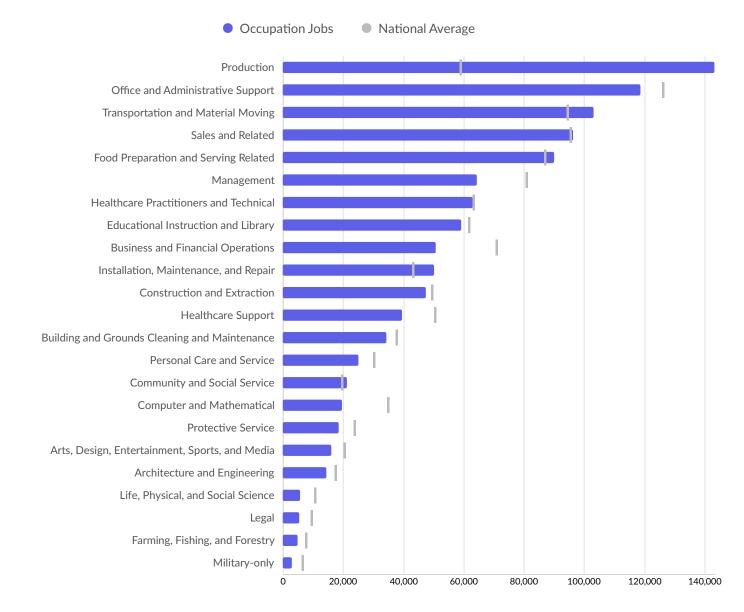
#### **Business Size**

	Percentage	<b>Business Count</b>
• 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

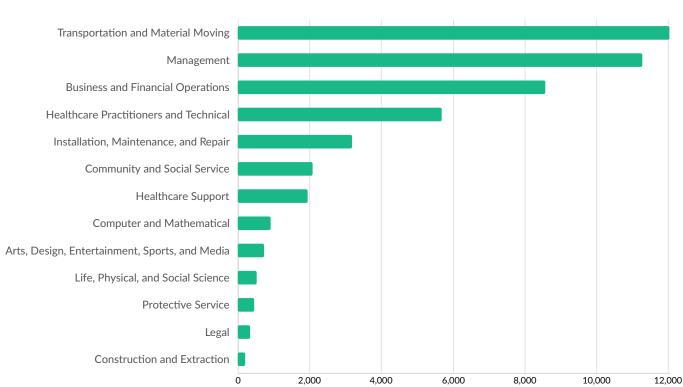
\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on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

# Workforce Characteristics

#### **Largest Occupations**

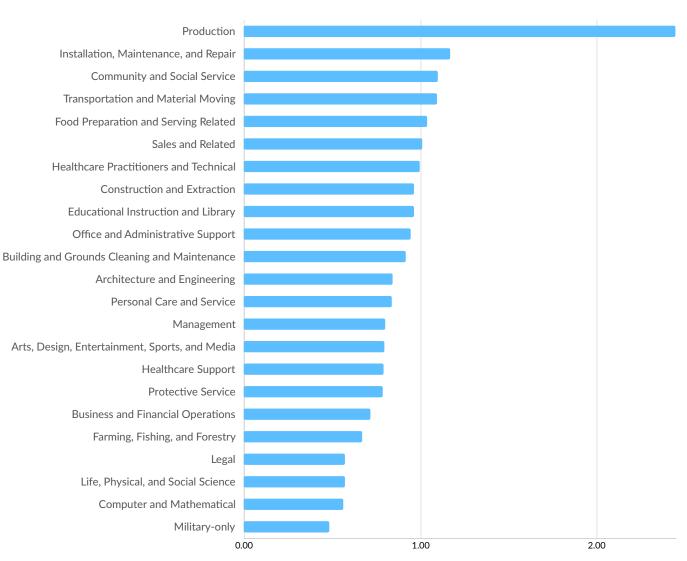


#### **Top Growing Occupations**



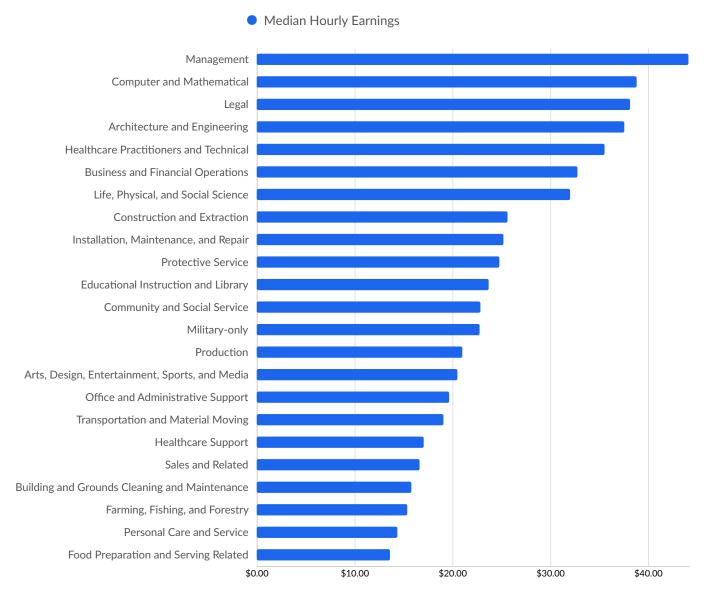
Occupation Jobs Growth

#### **Top Occupation Employment Concentration**

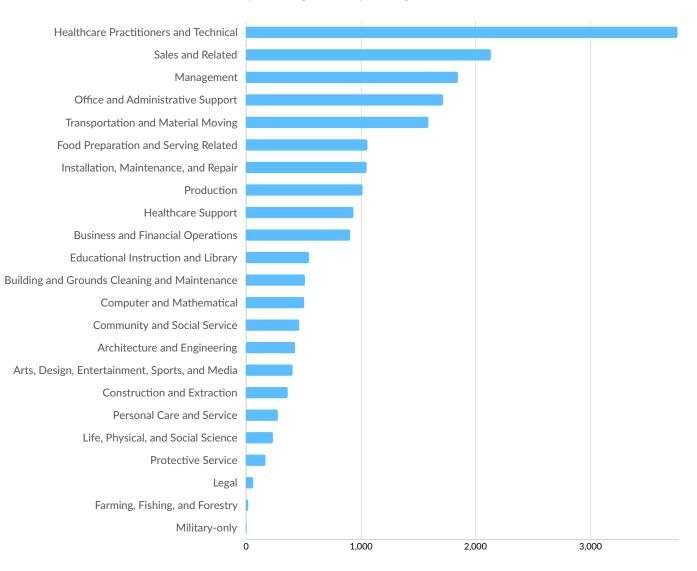


Occupation Employment Concentration

#### **Top Occupation Earnings**

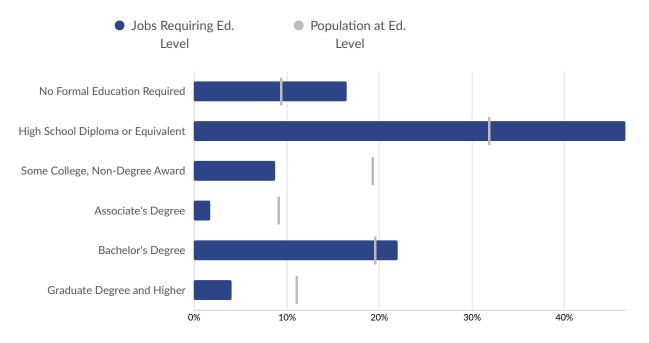


## **Top Posted Occupations**



Unique Average Monthly Postings

#### Underemployment



# **Educational Pipeline**

In 2022, there were 24,128 graduates in Indiana Michigan Power-Served Indiana Counties. This pipeline has shrunk by 4% over the last 4 years. The highest share of these graduates come from "Registered Nursing/Registered Nurse" (Bachelor's), "Business Administration and Management, General" (Bachelor's), and "Business Administration and Management, General" (Master's or Higher).

School	Total Graduates (2022)	Graduate Trend (2019 - 2022)
Ball State University	5,700	
University of Notre Dame	4,755	
Indiana Wesleyan University-National & Global	3,247	
Purdue University Fort Wayne	1,288	
Indiana Wesleyan University-Marion	919	
Indiana University-South Bend	916	
University of Saint Francis-Fort Wayne	693	
Indiana University-Kokomo	679	
Indiana Institute of Technology-College of Professional Studies	670	
Trine University	595	

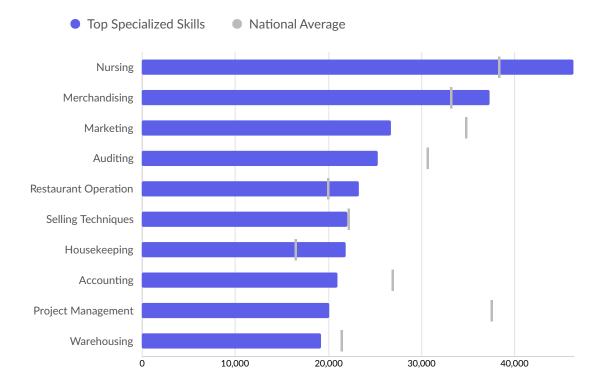
Certificate

• Associate's

 Master's or Higher

• Bachelor's

# **In-Demand Skills**



# Appendix A (Geographies)

Code	Description	Code	Description
18001	Adams County, IN	18091	La Porte County, IN
18003	Allen County, IN	18095	Madison County, IN
18009	Blackford County, IN	18099	Marshall County, IN
18033	DeKalb County, IN	18103	Miami County, IN
18035	Delaware County, IN	18113	Noble County, IN
18039	Elkhart County, IN	18135	Randolph County, IN
18053	Grant County, IN	18141	St. Joseph County, IN
18057	Hamilton County, IN	18151	Steuben County, IN
18065	Henry County, IN	18159	Tipton County, IN
18067	Howard County, IN	18169	Wabash County, IN
18069	Huntington County, IN	18179	Wells County, IN
18075	Jay County, IN	18183	Whitley County, IN