

Indiana Michigan Power-Served Indiana Counties



BOUNDLESS ENERGY™

1 Riverside Plaza, 12th Floor
Columbus, Ohio 43215

Contents

Report Parameters	1
Economy Overview	2
Historic & Projected Trends	4
Population Characteristics	8
Industry Characteristics	9
Business Characteristics	15
Workforce Characteristics	17
Educational Pipeline	25
In-Demand Skills	26
Appendix A (Geographies)	27

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	<i>See Appendix A for all 24 Counties</i>	

Class of Worker

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

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

Economy Overview

2,186,269

Population (2019)

Population **grew by 44,882** over the last 5 years and is projected to **grow by 36,079** over the next 5 years.

1,075,007

Total Regional Employment

Jobs **grew by 61,657** over the last 5 years and are projected to **grow by 46,677** over the next 5 years.

\$53.7K

Avg. Earnings Per Job (2019)

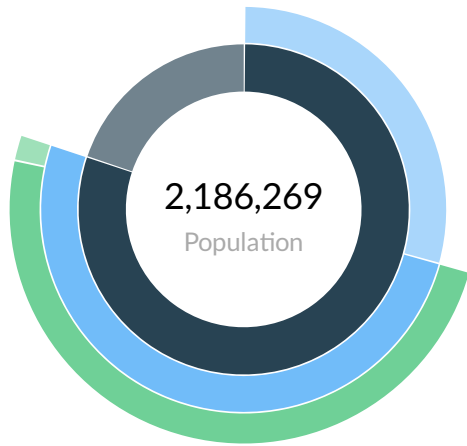
Regional average earnings per job are **\$13.6K below** the national average earnings of \$67.3K per job.

Takeaways

- As of 2019 the region's population **increased by 2.1%** since 2014, growing by 44,882. Population is expected to **increase by 1.7%** between 2019 and 2024, adding 36,079.
- From 2014 to 2019, jobs **increased by 6.1%** in Indiana Michigan Power-Served Indiana Counties from 1,013,350 to **1,075,007**. This change **fell short of the national growth rate of 6.9% by 0.8%**. As the number of jobs increased, the **labor force participation rate increased from 61.1% to 63.5% between 2014 and 2019**.
- Concerning educational attainment, **16.9% of the selected regions' residents possess a Bachelor's Degree** (1.9% below the national average), and **8.1% hold an Associate's Degree** (the same as the national average).
- The top three industries in 2019 are Restaurants and Other Eating Places, Education and Hospitals (Local Government), and General Medical and Surgical Hospitals.

	Population (2019)	Labor Force (2019)	Jobs (2019)	Cost of Living	GRP	Imports	Exports
Region	2,186,269	1,111,791	1,075,007	94.7	\$111.65B	\$133.31B	\$146.53B
State	6,715,335	3,419,898	3,374,798	95.3	\$355.18B	\$366.63B	\$435.86B

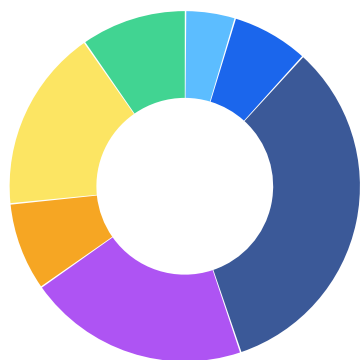
2019 Labor Force Breakdown



	Population
● Total Working Age Population	1,750,936
● Not in Labor Force (15+)	639,145
● Labor Force	1,111,791
● Employed	1,072,564
● Unemployed	39,227
● Under 15	435,334

Educational Attainment

Concerning educational attainment, **16.9%** of the selected regions' residents possess a **Bachelor's Degree** (1.9% below the national average), and **8.1%** hold an **Associate's Degree** (the same as the national average).

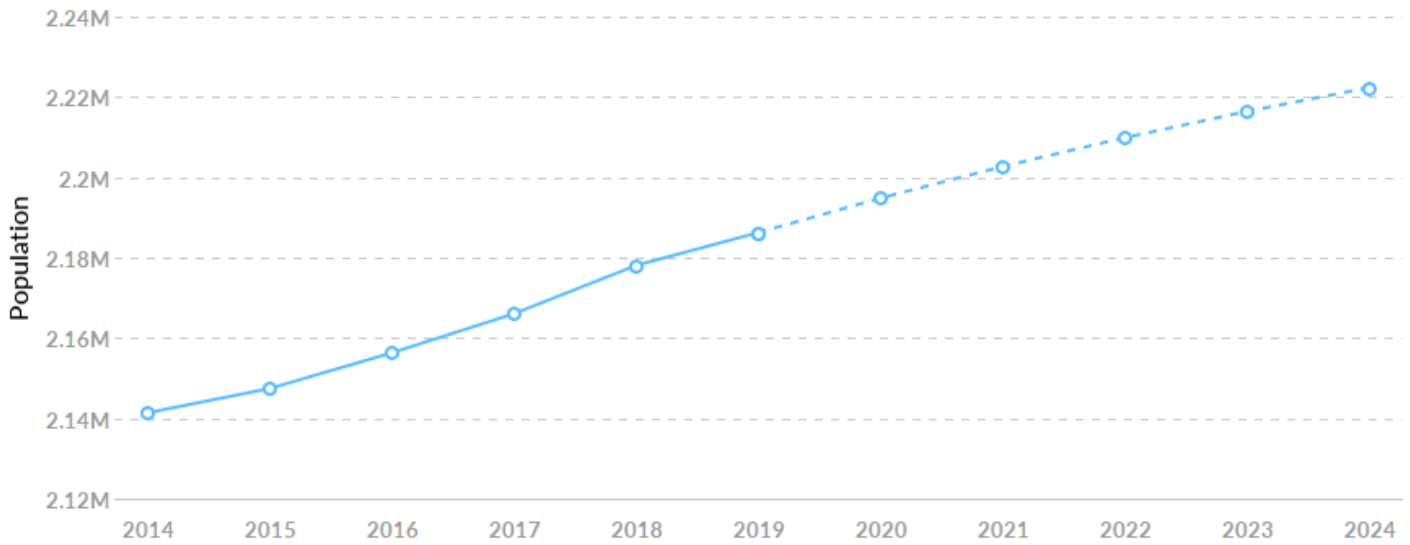


	% of Population	Population
● Less Than 9th Grade	4.6%	66,615
● 9th Grade to 12th Grade	7.1%	103,177
● High School Diploma	33.1%	480,966
● Some College	20.4%	296,967
● Associate's Degree	8.1%	118,410
● Bachelor's Degree	16.9%	246,016
● Graduate Degree and Higher	9.8%	141,872

Historic & Projected Trends

Population Trends

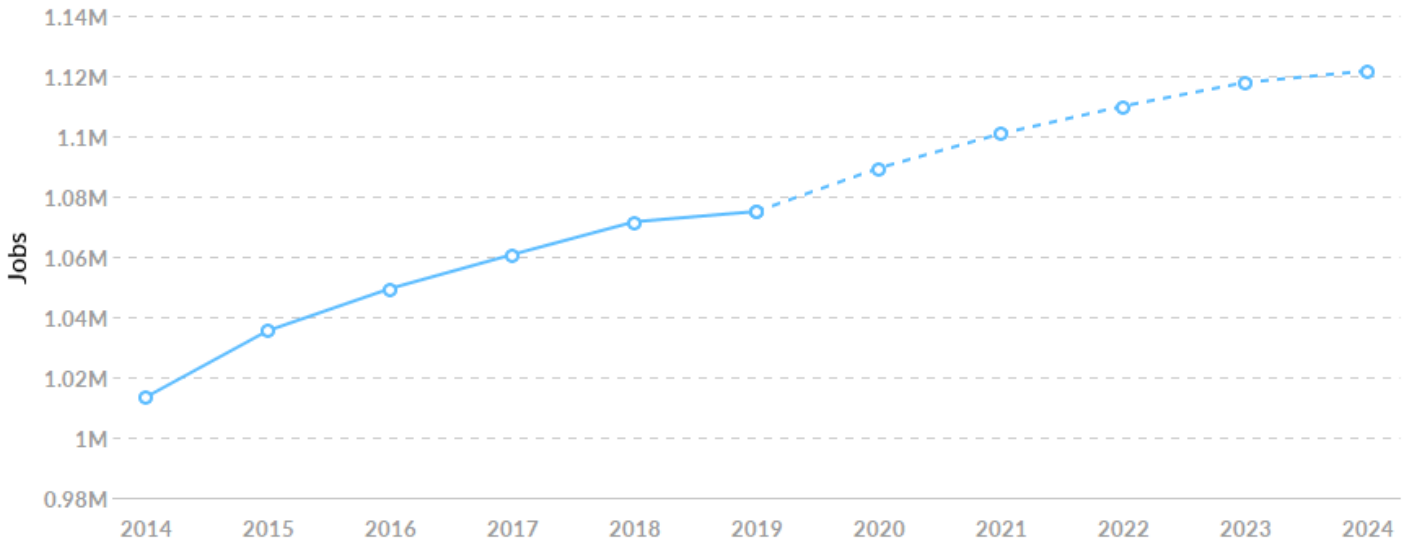
As of 2019 the region's population increased by 2.1% since 2014, growing by 44,882. Population is expected to increase by 1.7% between 2019 and 2024, adding 36,079.



Timeframe	Population
2014	2,141,387
2015	2,147,437
2016	2,156,336
2017	2,166,076
2018	2,178,093
2019	2,186,269
2020	2,194,850
2021	2,202,712
2022	2,209,892
2023	2,216,428
2024	2,222,349

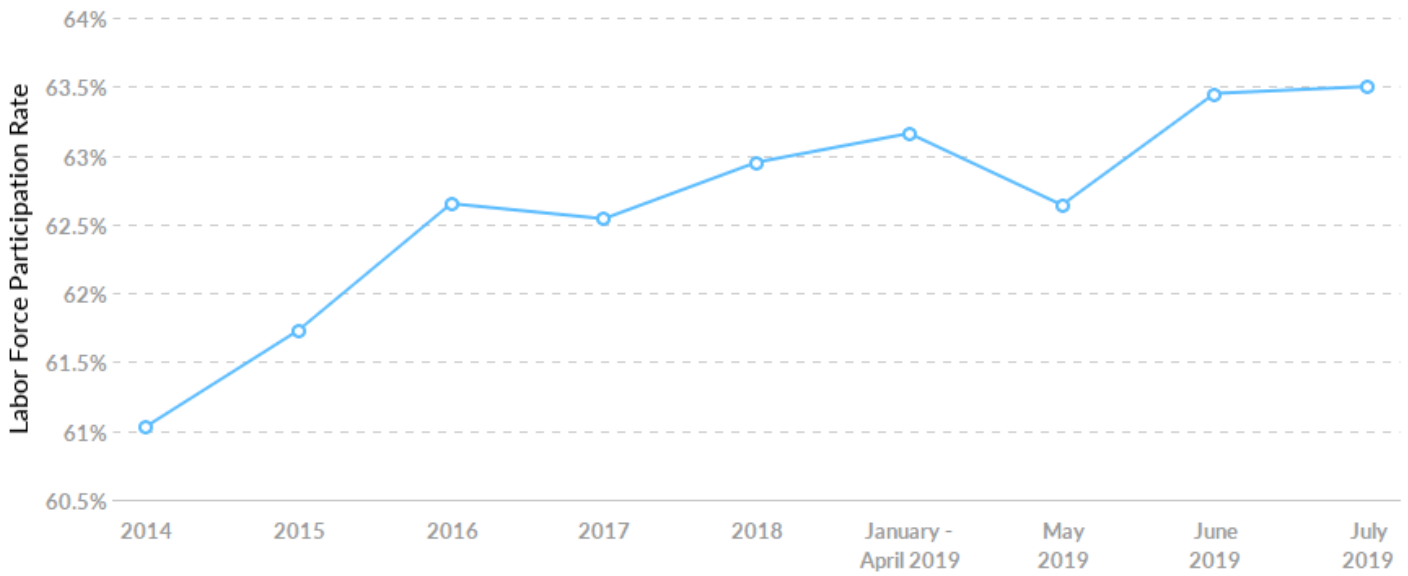
Job Trends

From 2014 to 2019, jobs increased by 6.1% in Indiana Michigan Power-Served Indiana Counties from 1,013,350 to 1,075,007. This change fell short of the national growth rate of 6.9% by 0.8%.



Timeframe	Jobs
2014	1,013,350
2015	1,035,442
2016	1,049,416
2017	1,060,694
2018	1,071,583
2019	1,075,007
2020	1,089,407
2021	1,100,832
2022	1,109,969
2023	1,117,827
2024	1,121,684

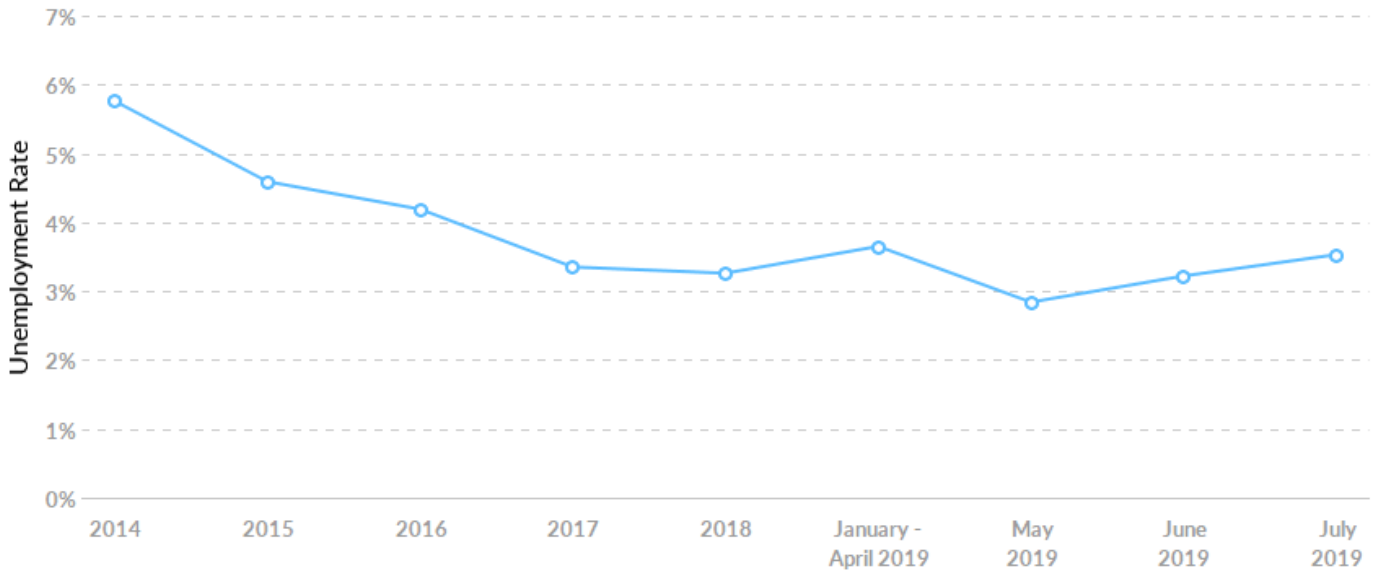
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2014	61.03%
2015	61.73%
2016	62.65%
2017	62.54%
2018	62.95%
January - April 2019	63.16%
May 2019	62.64%
June 2019	63.45%
July 2019	63.50%

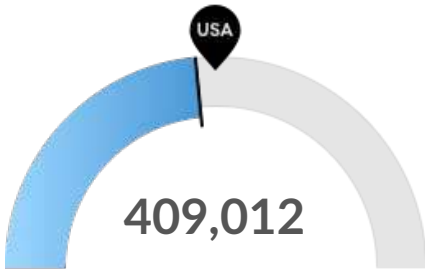
Unemployment Rate Trends

Your areas had a July 2019 unemployment rate of 3.53%, decreasing from 5.76% 5 years before.



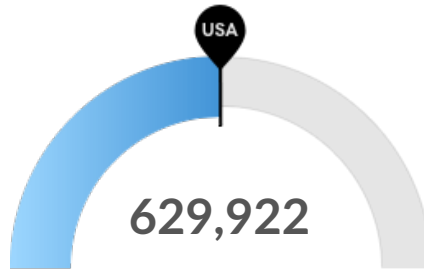
Timeframe	Unemployment Rate
2014	5.76%
2015	4.59%
2016	4.19%
2017	3.35%
2018	3.26%
January - April 2019	3.65%
May 2019	2.84%
June 2019	3.22%
July 2019	3.53%

Population Characteristics



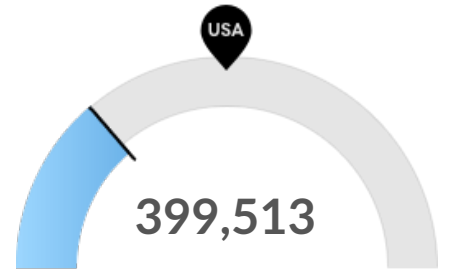
Millennials

Your area has 409,012 millennials (ages 25-39). The national average for an area this size is 447,787.



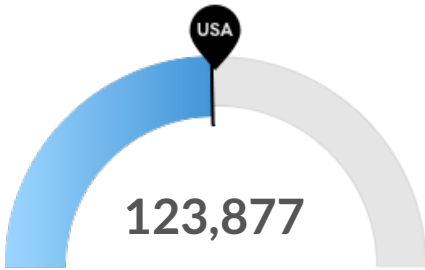
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 630,484 people 55 or older, while there are 629,922 here.



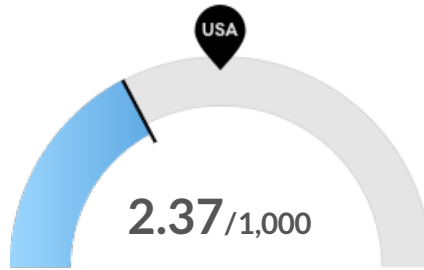
Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 862,942 racially diverse people, while there are 399,513 here.



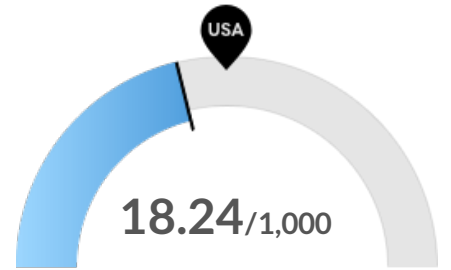
Veterans

Your area has 123,877 veterans. The national average for an area this size is 126,170.



Violent Crime

Your area has 2.37 violent crimes per 1,000 people. The national rate is 3.87 per 1,000 people.

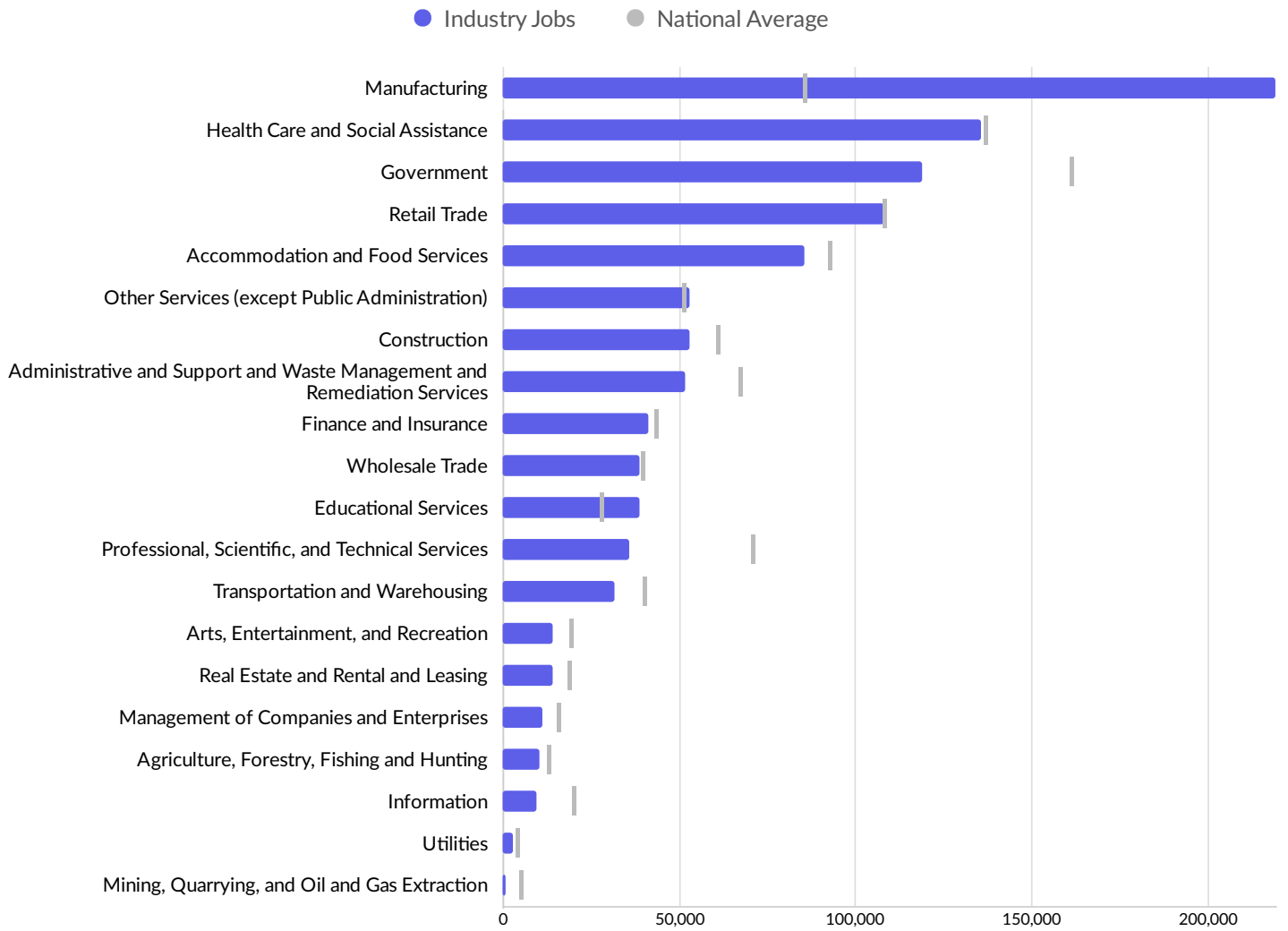


Property Crime

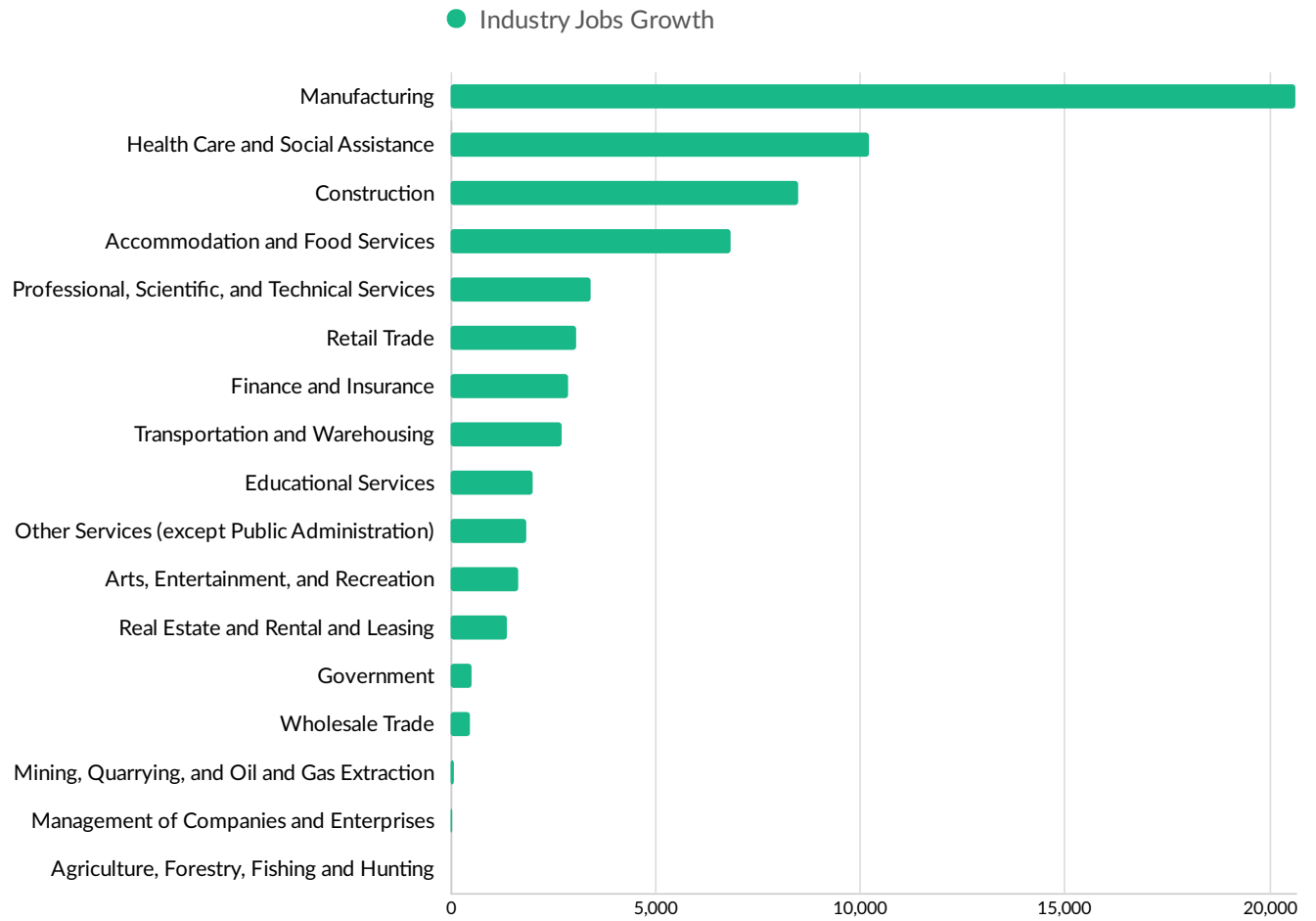
Your area has 18.24 property crimes per 1,000 people. The national rate is 22.98 per 1,000 people.

Industry Characteristics

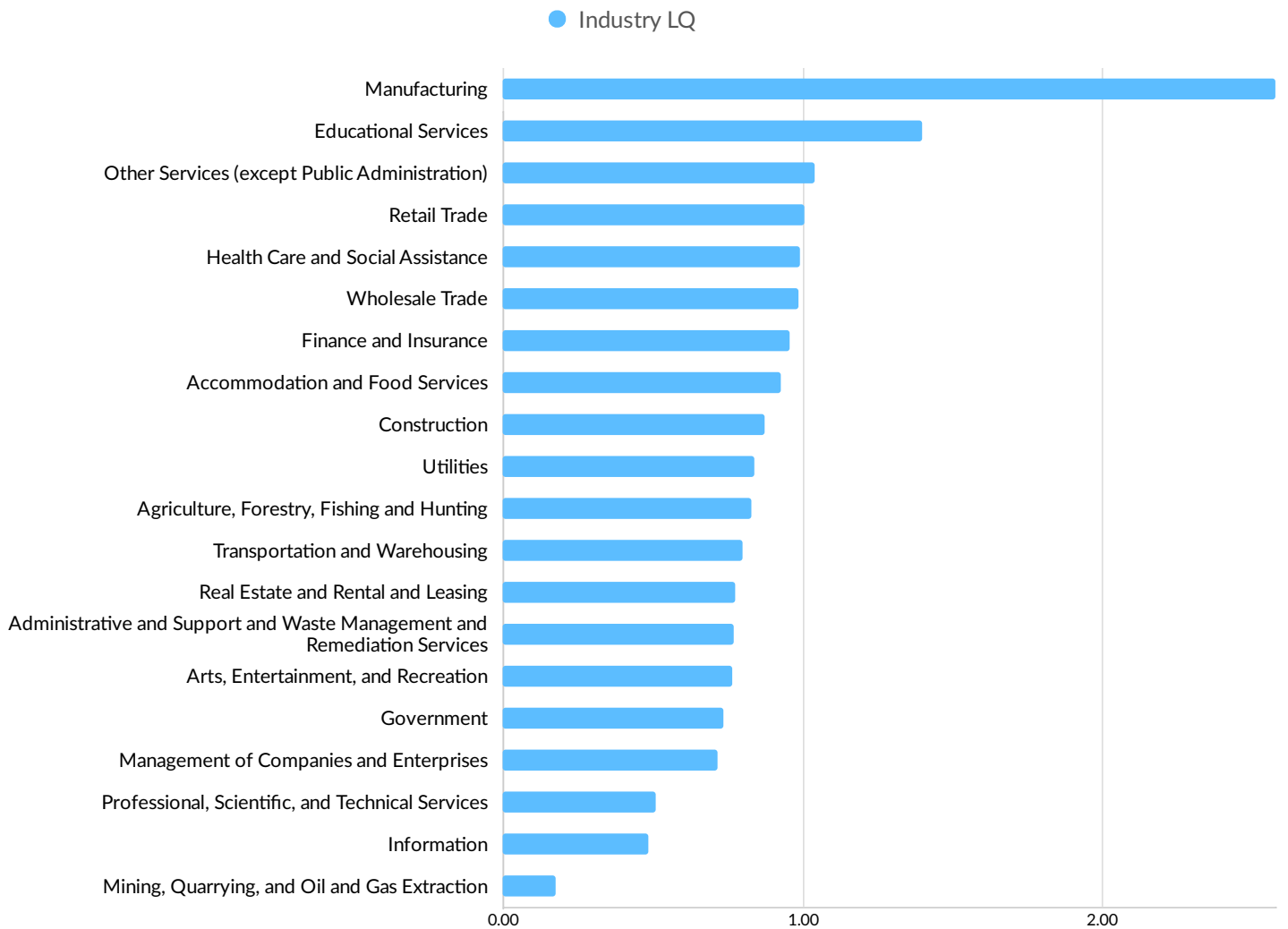
Largest Industries



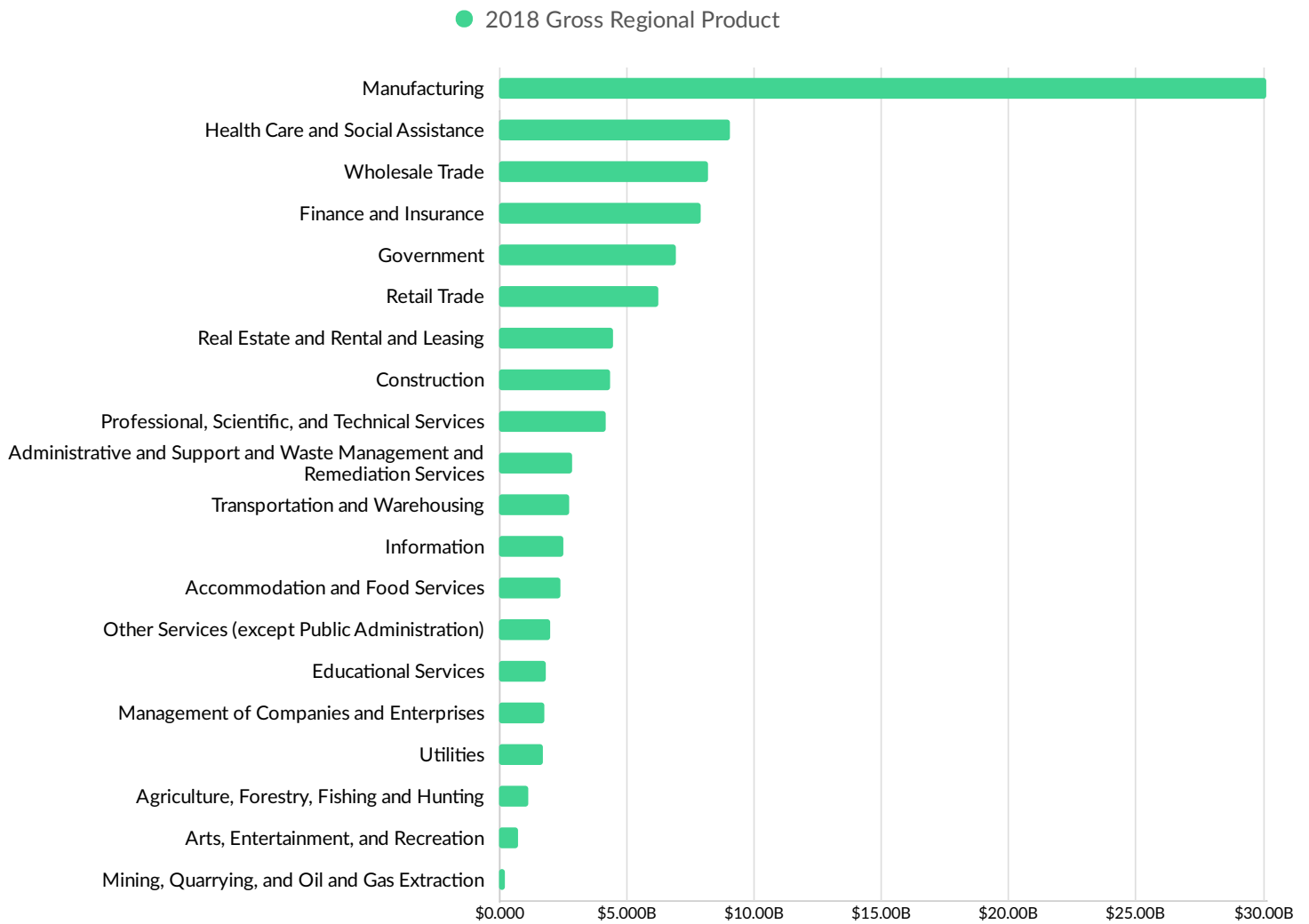
Top Growing Industries



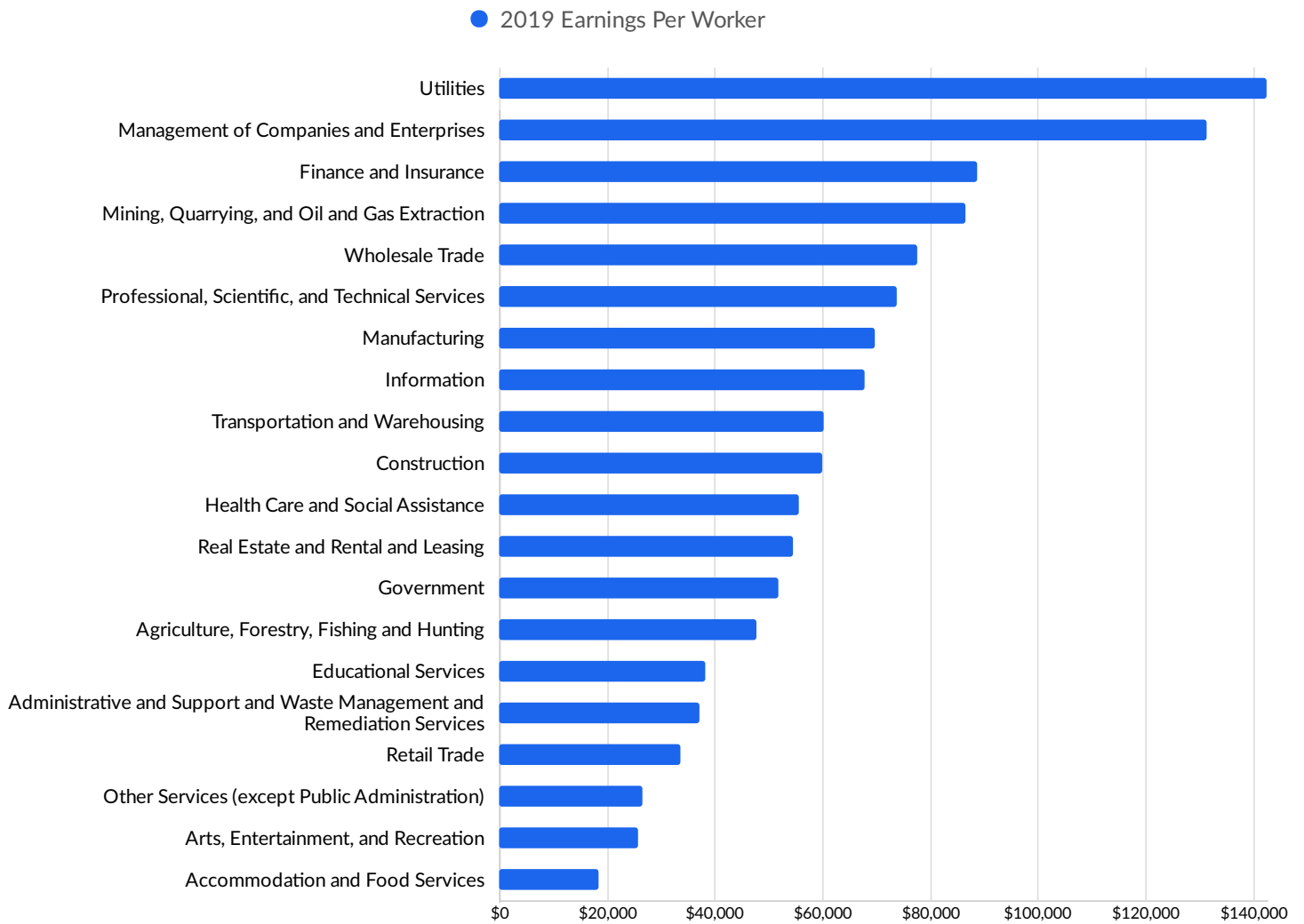
Top Industry LQ



Top Industry GRP



Top Industry Earnings























Industry	2014 Jobs	2019 Jobs	Change in Jobs	% Change in Jobs	2019 LQ	2019 Earnings Per Worker	2018 GRP
Manufacturing	198,570	219,213	20,643	+10%	2.58	\$69,669	\$30.14B
Health Care and Social Assistance	125,358	135,576	10,218	+8%	0.99	\$55,712	\$9.06B
Government	118,380	118,883	503	+0%	0.74	\$51,839	\$6.94B
Retail Trade	105,007	108,089	3,082	+3%	1.00	\$33,603	\$6.24B
Accommodation and Food Services	78,716	85,571	6,855	+9%	0.93	\$18,477	\$2.41B
Other Services (except Public Administration)	51,115	52,980	1,865	+4%	1.04	\$26,681	\$2.02B
Construction	44,406	52,884	8,478	+19%	0.87	\$59,929	\$4.35B
Administrative and Support and Waste Management and Remediation Services	53,712	51,736	-1,976	-4%	0.77	\$37,137	\$2.86B
Finance and Insurance	38,496	41,360	2,864	+7%	0.96	\$88,798	\$7.91B
Wholesale Trade	38,413	38,894	481	+1%	0.99	\$77,745	\$8.21B
Educational Services	36,700	38,716	2,016	+5%	1.40	\$38,169	\$1.86B
Professional, Scientific, and Technical Services	32,660	36,068	3,408	+10%	0.51	\$73,940	\$4.21B
Transportation and Warehousing	29,071	31,789	2,718	+9%	0.80	\$60,242	\$2.73B
Arts, Entertainment, and Recreation	12,652	14,301	1,649	+13%	0.77	\$25,682	\$765.42M
Real Estate and Rental and Leasing	12,722	14,084	1,362	+11%	0.77	\$54,524	\$4.48B
Management of Companies and Enterprises	11,067	11,107	40	+0%	0.72	\$131,467	\$1.77B
Agriculture, Forestry, Fishing and Hunting	10,315	10,327	12	+0%	0.83	\$47,909	\$1.14B
Information	11,928	9,541	-2,387	-20%	0.49	\$67,773	\$2.55B
Utilities	3,342	3,079	-263	-8%	0.84	\$142,570	\$1.70B
Mining, Quarrying, and Oil and Gas Extraction	711	807	96	+14%	0.18	\$86,724	\$206.28M

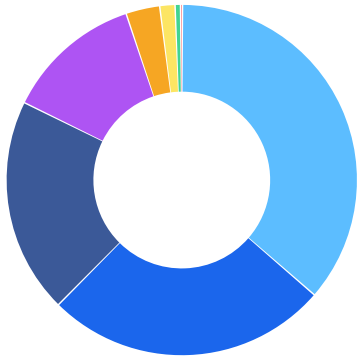
Business Characteristics

104,015 Companies Employ Your Workers

Online profiles for your workers mention 104,015 companies as employers, with the top 10 appearing below. In the last 12 months, 21,291 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
University of Notre Dame	4,200 	CRST International, Inc.	10,483 
Wal-Mart Stores, Inc.	3,390 	U.S. Xpress, Inc.	6,296 
Ball State University	3,275 	HealthCare Employment Netwo...	6,056 
Parkview Health System, Inc.	3,110 	Anthem, Inc.	6,014 
Ivy Tech Community College	2,116 	Hogan Transports Inc	3,860 
Indiana State University	1,816 	Roehl Transport, Inc.	3,712 
McDonald's Corporation	1,729 	Teach For America, Inc.	3,560 
Fort Wayne Community Schools...	1,683 	Roadrunner Transportation Syste...	3,413 
Zimmer Biomet Holdings, Inc.	1,570 	Dollar General Corporation	3,404 
General Motors Company	1,535 	J.B. Hunt Transport Services, Inc.	2,970 

Business Size

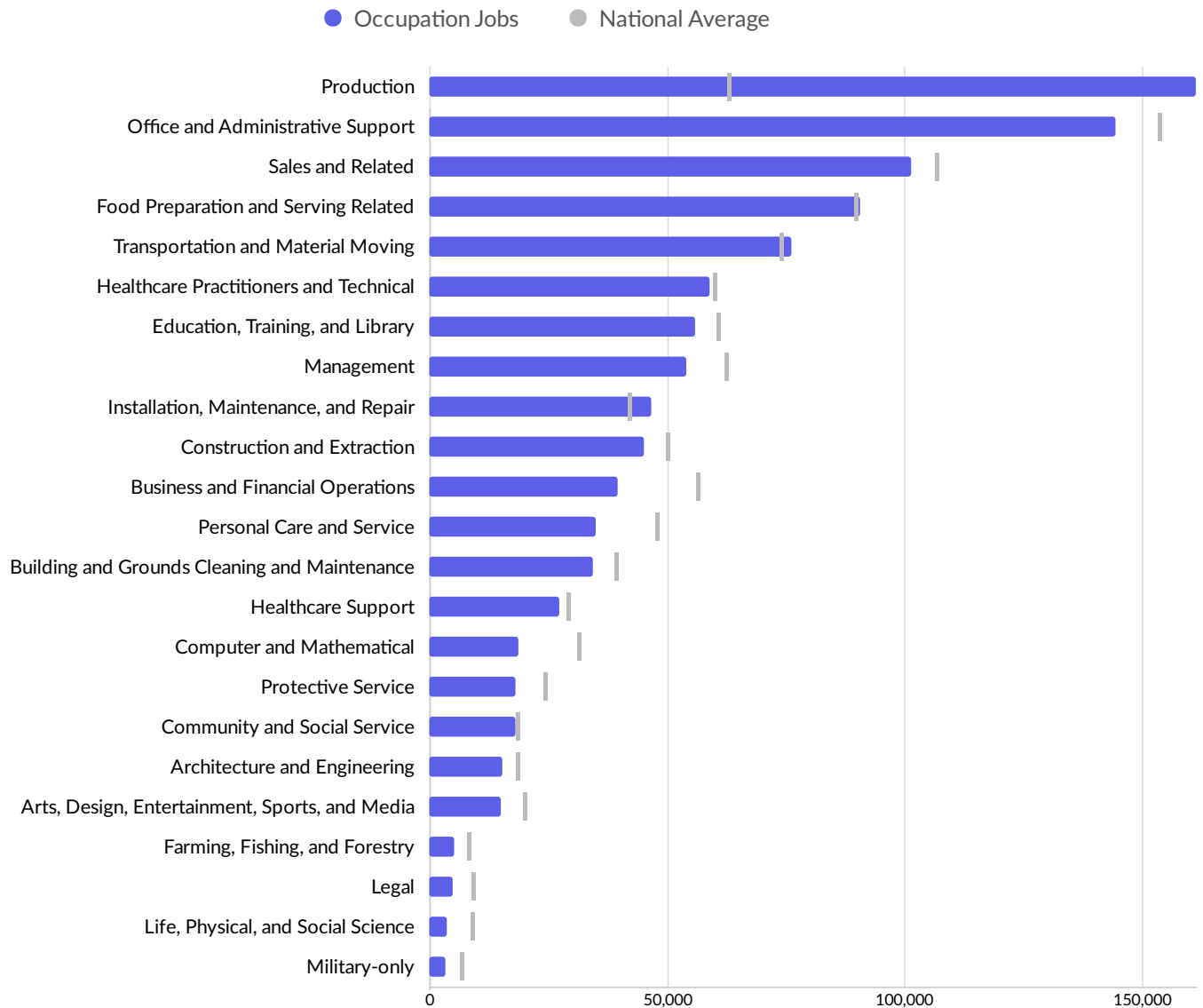


	Percentage	Business Count
1 to 4 employees	36.3%	25,568
5 to 9 employees	26.1%	18,356
10 to 19 employees	19.9%	13,989
20 to 49 employees	12.6%	8,869
50 to 99 employees	3.1%	2,201
100 to 249 employees	1.4%	989
250 to 499 employees	0.5%	349
500+ employees	0.2%	131

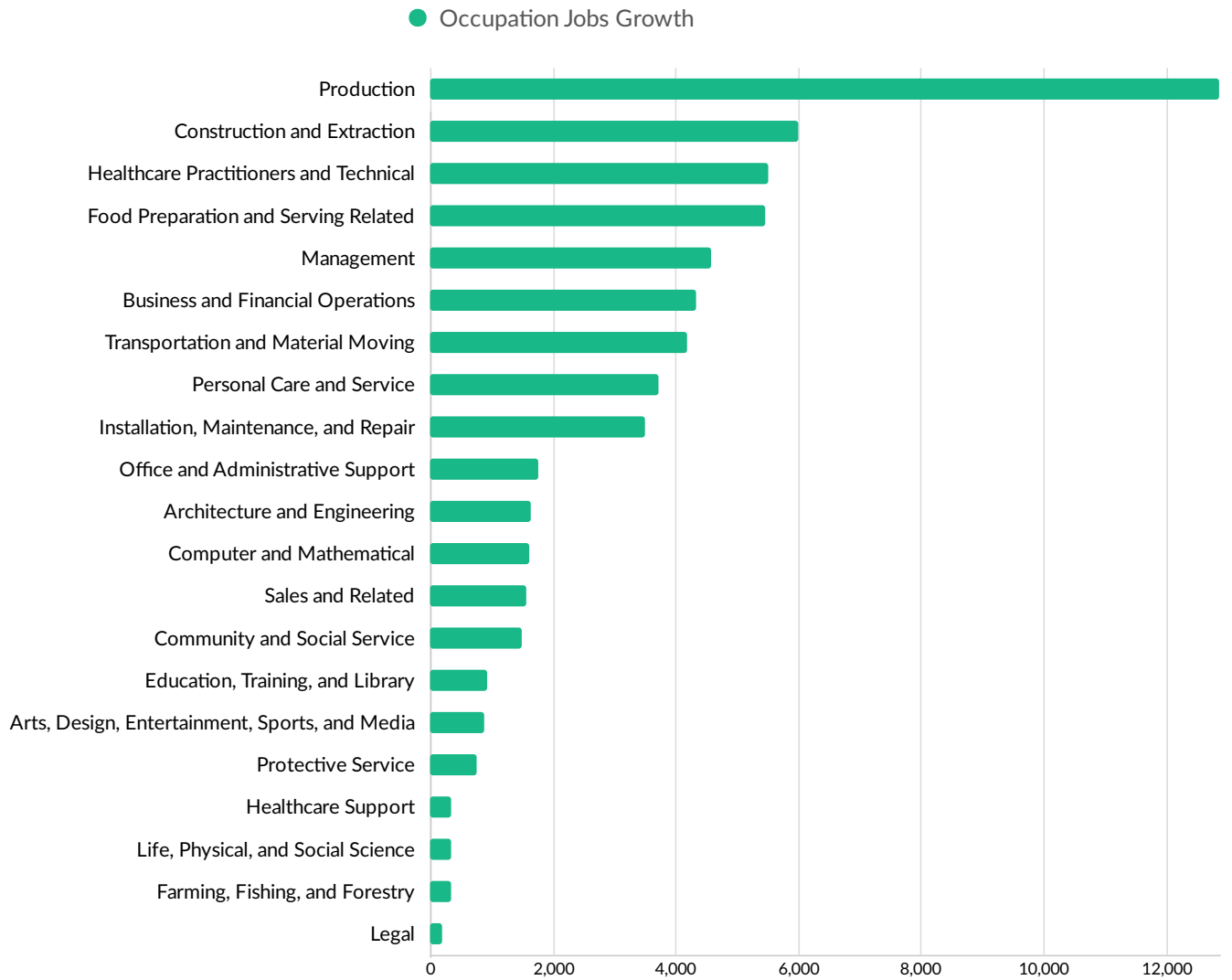
**Business Data by DatabaseUSA.com is third-party data provided by Emsi to its customers as a convenience, and Emsi does not endorse or warrant its accuracy or consistency with other published Emsi data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

Workforce Characteristics

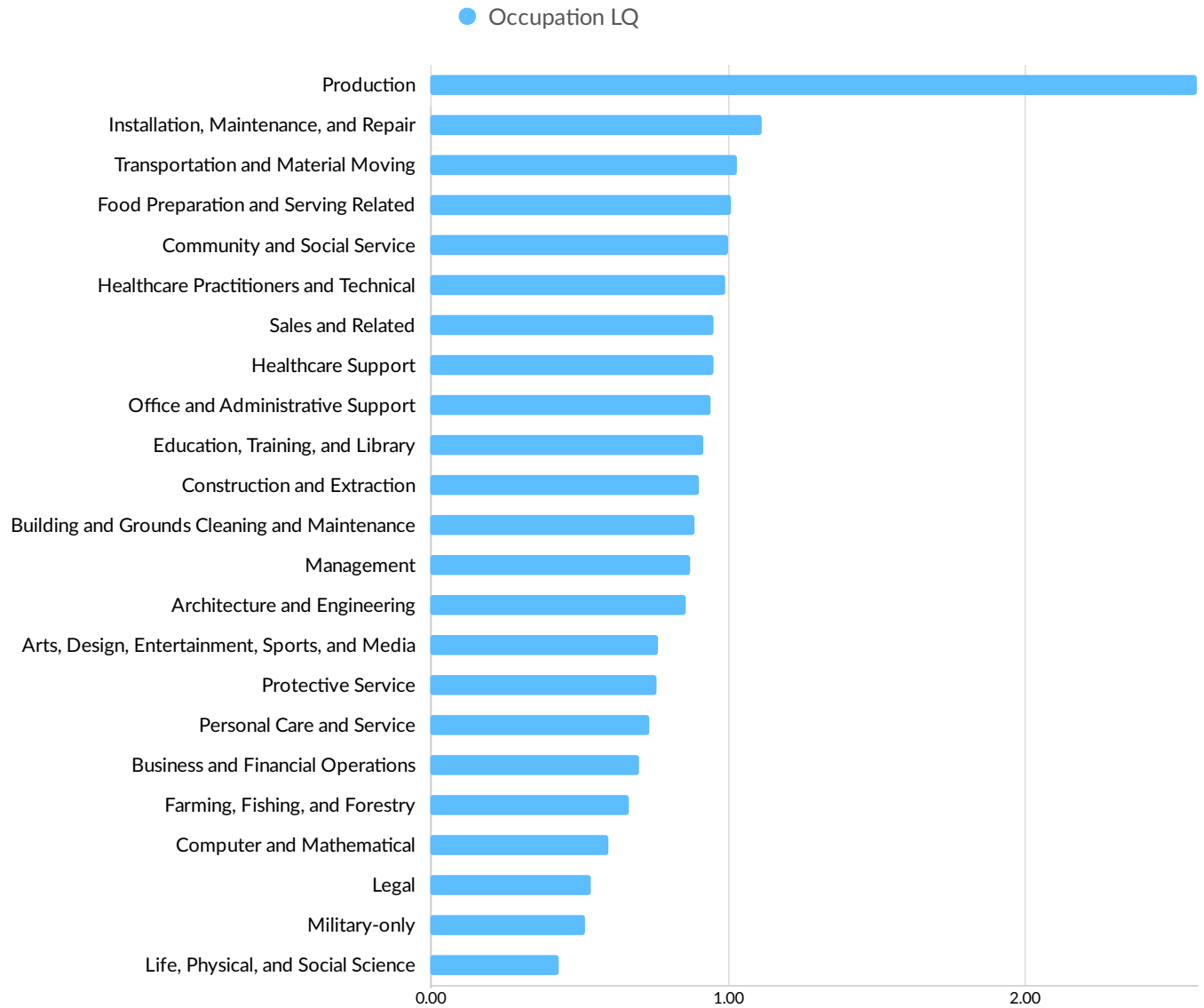
Largest Occupations



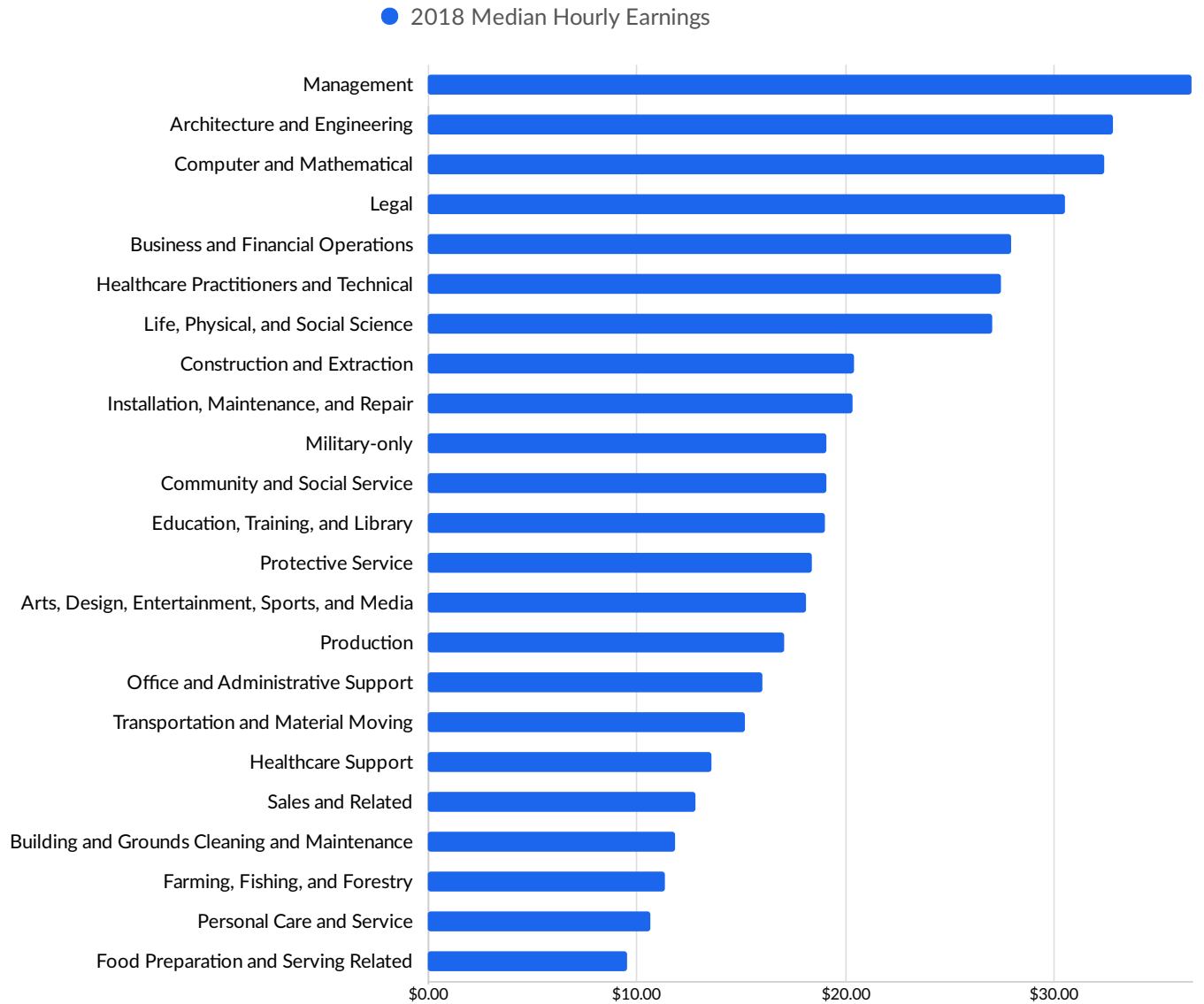
Top Growing Occupations



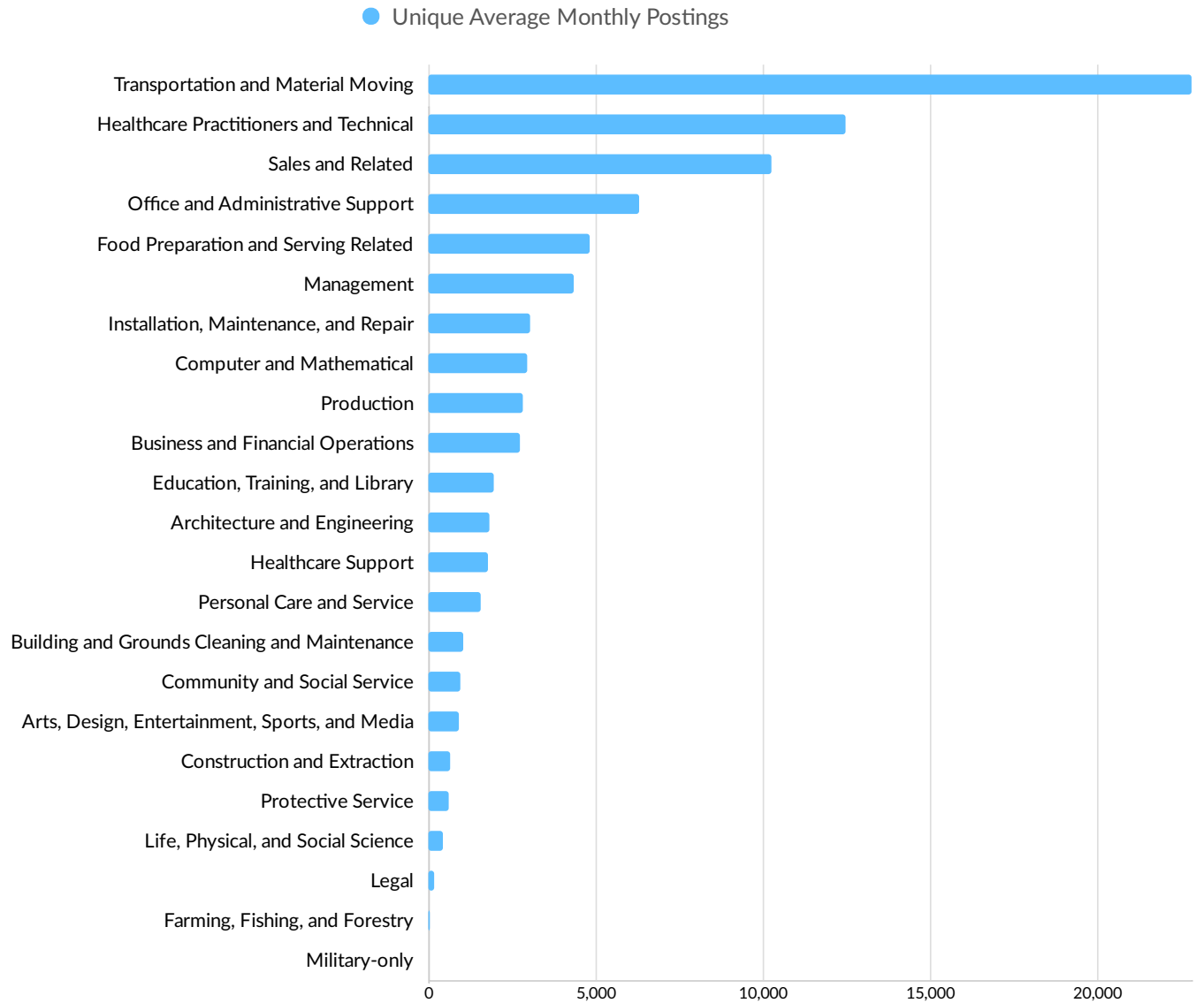
Top Occupation LQ



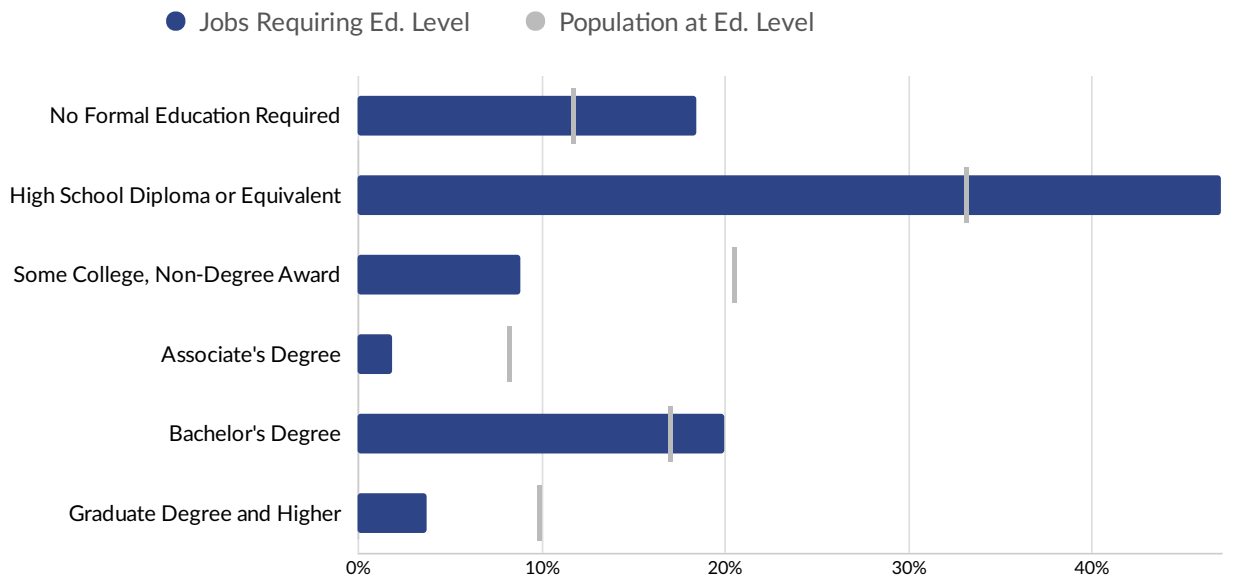
Top Occupation Earnings



Top Posted Occupations



Underemployment



Occupation	2014 Jobs	2019 Jobs	Change in Jobs	% Change in Jobs	2019 LQ	2018 Median Hourly Earnings	Nov 2018 - Oct 2019 Unique Average Monthly Postings
Production	148,633	161,501	12,868	+9%	2.58	\$17.13	2,843
Office and Administrative Support	142,860	144,614	1,754	+1%	0.94	\$16.04	6,306
Sales and Related	99,964	101,530	1,566	+2%	0.95	\$12.85	10,269
Food Preparation and Serving Related	85,298	90,769	5,471	+6%	1.01	\$9.58	4,842
Transportation and Material Moving	72,012	76,192	4,180	+6%	1.03	\$15.25	22,822
Healthcare Practitioners and Technical	53,567	59,070	5,503	+10%	0.99	\$27.50	12,497
Education, Training, and Library	54,944	55,865	921	+2%	0.92	\$19.05	1,954
Management	49,612	54,204	4,592	+9%	0.87	\$36.65	4,366
Installation, Maintenance, and Repair	43,172	46,680	3,508	+8%	1.11	\$20.40	3,038
Construction and Extraction	39,059	45,070	6,011	+15%	0.90	\$20.43	667
Business and Financial Operations	35,217	39,565	4,348	+12%	0.70	\$27.96	2,742
Personal Care and Service	31,232	34,949	3,717	+12%	0.73	\$10.65	1,577
Building and Grounds Cleaning and Maintenance	34,869	34,600	-269	-1%	0.89	\$11.86	1,064
Healthcare Support	27,133	27,485	352	+1%	0.95	\$13.60	1,792
Computer and Mathematical	17,085	18,705	1,620	+9%	0.60	\$32.43	2,971
Protective Service	17,533	18,286	753	+4%	0.76	\$18.42	625
Community and Social Service	16,678	18,183	1,505	+9%	1.00	\$19.13	968
Architecture and Engineering	13,885	15,523	1,638	+12%	0.86	\$32.88	1,817

Occupation	2014 Jobs	2019 Jobs	Change in Jobs	% Change in Jobs	2019 LQ	2018 Median Hourly Earnings	Nov 2018 - Oct 2019 Unique Average Monthly Postings
Arts, Design, Entertainment, Sports, and Media	14,061	14,940	879	+6%	0.76	\$18.13	930
Farming, Fishing, and Forestry	5,004	5,339	335	+7%	0.67	\$11.40	51
Legal	4,615	4,817	202	+4%	0.54	\$30.57	162
Life, Physical, and Social Science	3,426	3,772	346	+10%	0.43	\$27.06	417
Military-only	3,493	3,346	-147	-4%	0.52	\$19.15	4

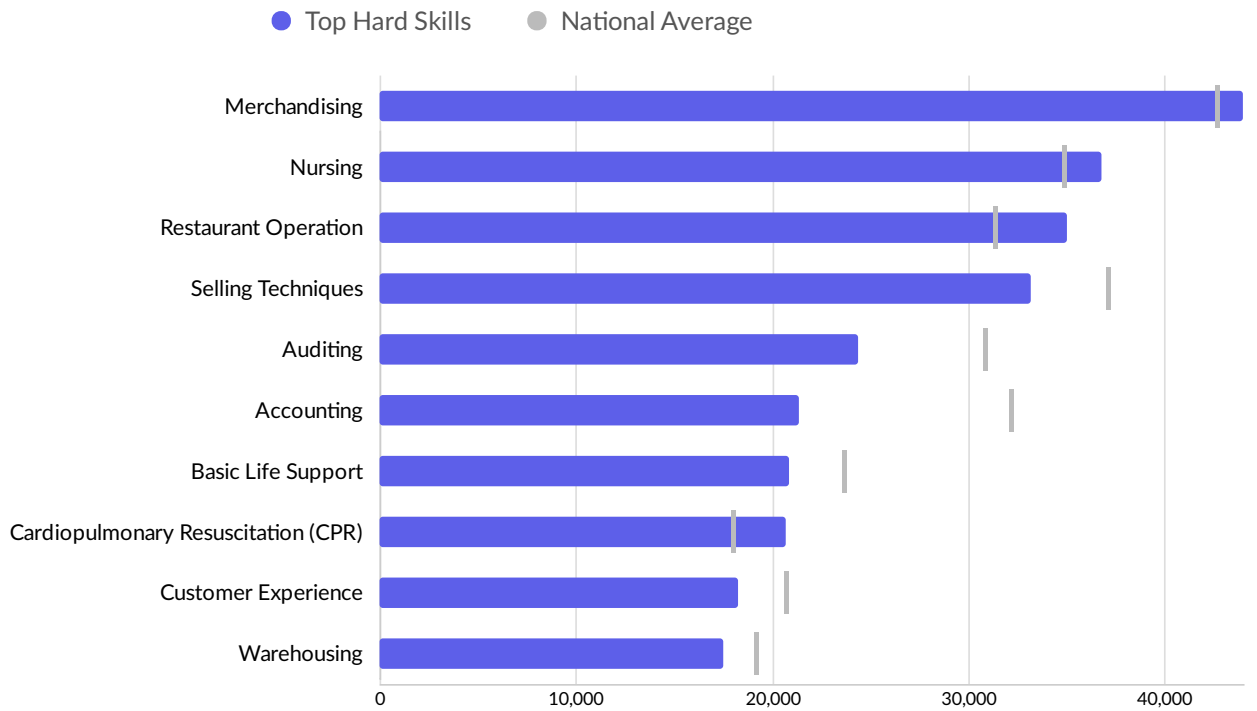
Educational Pipeline

In 2018, there were 25,308 graduates in Indiana Michigan Power-Served Indiana Counties. This pipeline has shrunk by 2% over the last 5 years. The highest share of these graduates come from Registered Nursing/Registered Nurse, "Business Administration and Management, General", and "Business Administration and Management, General".

School	Total Graduates (2018)	Graduate Trend (2014 - 2018)
Ball State University	5,597	
University of Notre Dame	4,270	
Indiana Wesleyan University-National & Global	4,220	
Indiana University-Purdue University-Fort Wayne	1,824	
Indiana University-South Bend	927	
Indiana Wesleyan University-Marion	836	
University of Saint Francis-Fort Wayne	708	
Indiana Institute of Technology-College of Professions Studies	701	
Indiana University-Kokomo	636	
Anderson University	557	

● Certificate
 ● Associate's
 ● Bachelor's
 ● 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