

**THE
EAST CENTRAL INDIANA
WESTERN SECTOR
AREA
LABOR AVAILABILITY REPORT**

October, 2010

Compiled and Prepared by



THE PATHFINDERS

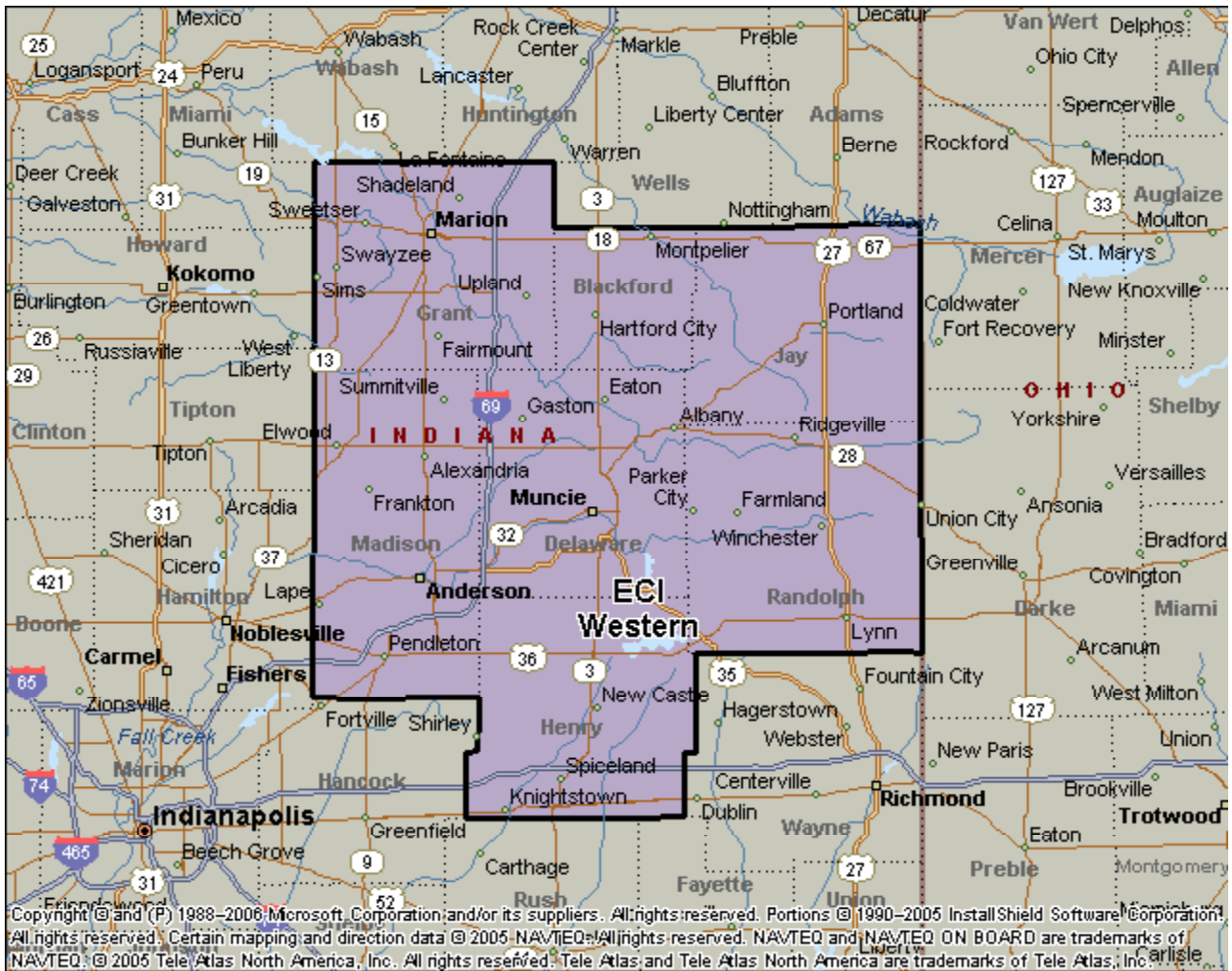
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KEY FINDINGS

- The East Central Indiana Western Sector area, referred to in this report as the “labor shed”, has a household population of approximately 423,100; a civilian labor force of approximately 201,600; and a pool of approximately 22,600 unemployed persons who are actively seeking work.
- The results of this survey indicate that a new or expanding employer will be able to attract employees from an additional pool of about 28,500 underemployed workers.
- The desired pay rates of the underemployed workers are reasonable when compared to their existing pay rates. The median current pay rate of the underemployed workers is \$15.46 per hour, and their median desired pay rate is \$16.13 per hour.
- Survey results indicate that the underemployed workers in the labor shed have high levels of experience and skills in manufacturing and customer service
- Results indicate that underemployed workers are willing to commute an average of 30 miles to a new job, in contrast to their current average commute of 17 miles.
- Survey results indicate 2% of the underemployed and 4% of unemployed, actively seeking work individuals have less than a high school degree.
- The median desired pay rate of the unemployed workers who are actively seeking work is \$12.34 per hour.
- In total, the East Central Indiana Western Sector area has approximately 51,100 available workers for new or expanding businesses.



MAP OF THE EAST CENTRAL INDIANA WESTERN SECTOR LABOR SHED



NUMBER OF AVAILABLE WORKERS

The East Central Indiana Western Sector Area Labor Shed

The East Central Indiana Western Sector area labor shed has a household population of approximately 423,100. The civilian labor force numbers approximately 201,600, and the labor shed contains approximately 22,600 unemployed people who are actively seeking work.

The results of this assessment determined that approximately 28,500 workers can be defined as underemployed: those individuals who are currently working but would take a better job if offered by a new or existing employer and who appear to possess the skills, education, and experience to qualify them to do so. Together with the unemployed, actively seeking work individuals, the East Central Indiana Western Sector area has approximately 51,100 available workers for new or existing employers.

TOTAL AVAILABLE WORKERS

Number of underemployed workers	28,500
Number of unemployed, actively seeking work individuals	22,600
Total Number of Workers Available for Employers*	51,100

* The reader is cautioned that, while the number of workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.



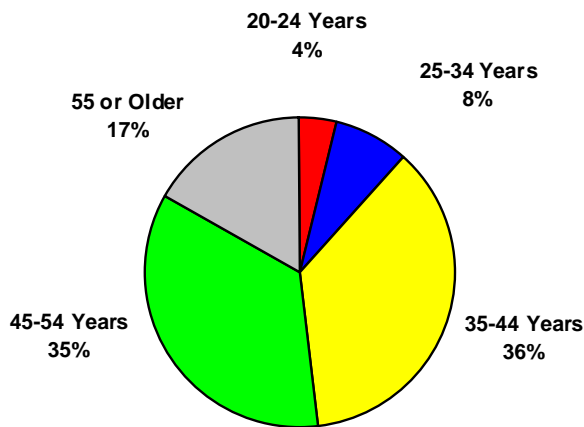
CHARACTERISTICS OF UNDEREMPLOYED WORKERS

The East Central Indiana Western Sector Area Labor Shed

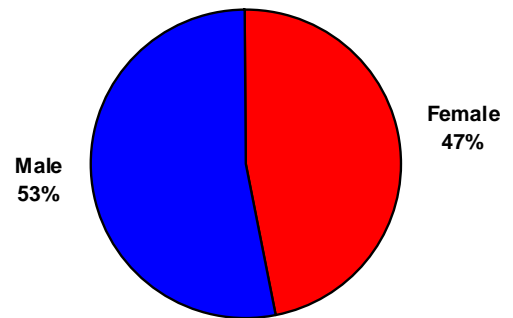
28,500 Underemployed Workers

The following charts provide information on various characteristics of the underemployed workers in the labor shed. **As these data relate solely to those individuals in the labor shed who are underemployed, they will vary from data representative of the population and civilian labor force as a whole.**

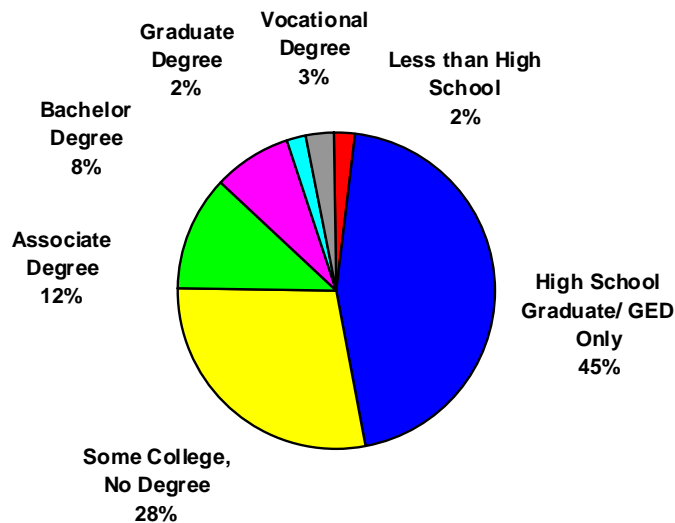
AGE - Average 45 Years



GENDER

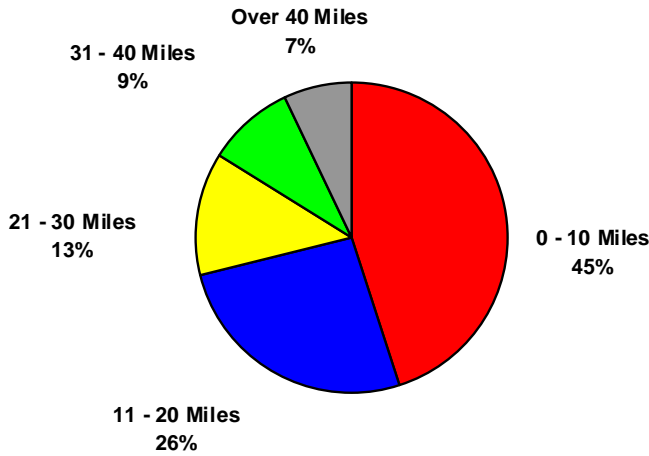


EDUCATION

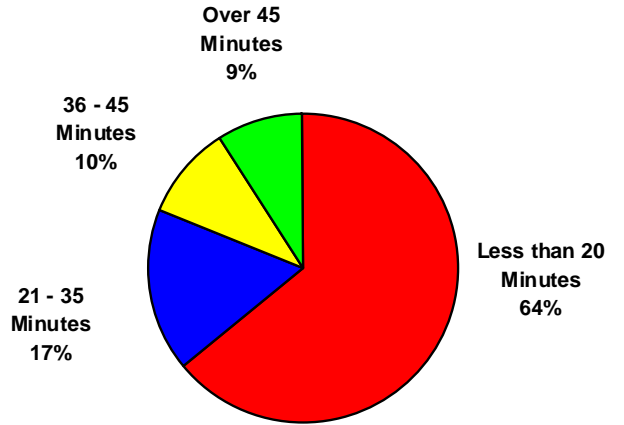


CHARACTERISTICS OF UNDEREMPLOYED WORKERS 28,500 Underemployed Workers

CURRENT COMMUTE DISTANCE

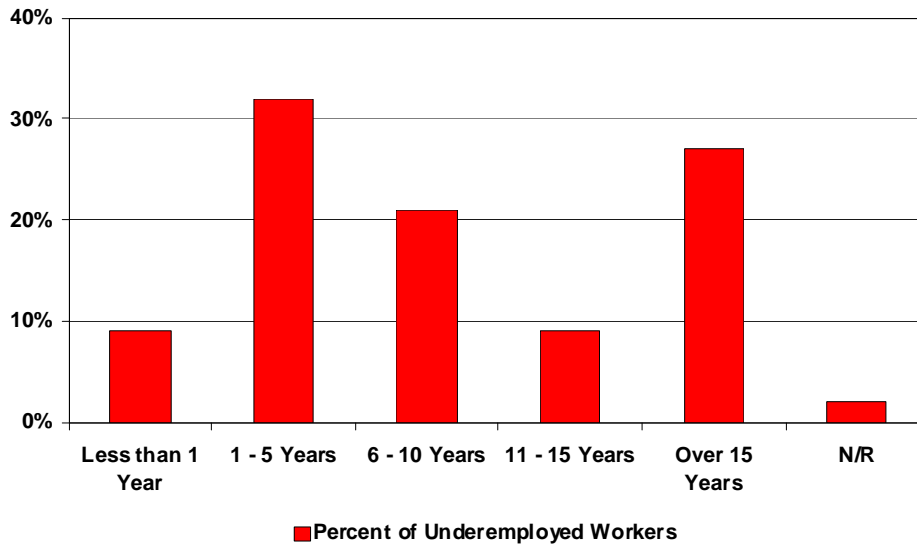


CURRENT COMMUTE TIME



The average commute time of the underemployed workers in the labor shed is 22 minutes, and the average current commute distance is 17 miles.

LENGTH OF TIME IN CURRENT JOB

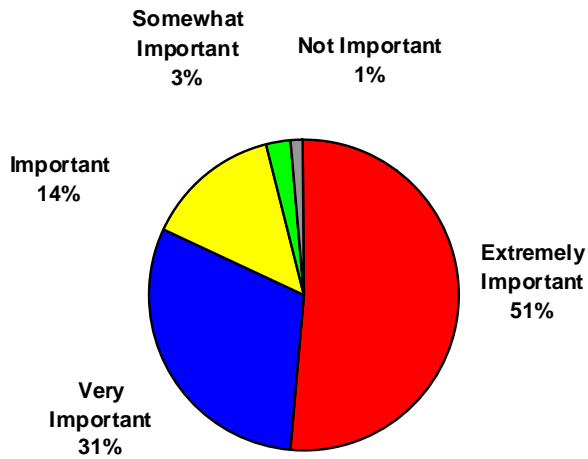


FACTORS AFFECTING JOB DESIRABILITY

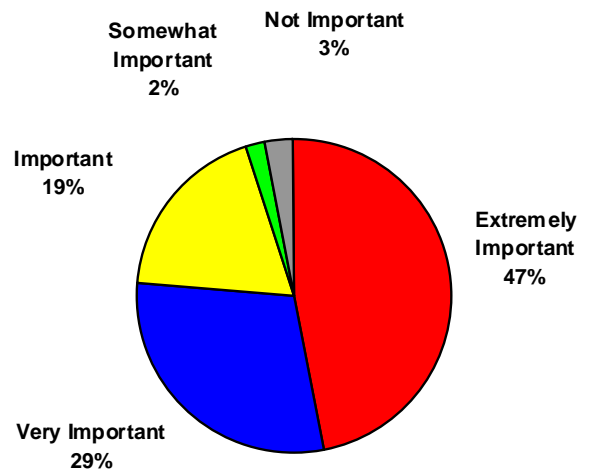
28,500 Underemployed Workers

In an effort to identify those factors most important to the East Central Indiana Western Sector area's underemployed workers relative to consideration of an employer's desirability and a potential job change, the respondents were asked to rate the following job factors from "extremely important" to "not important".

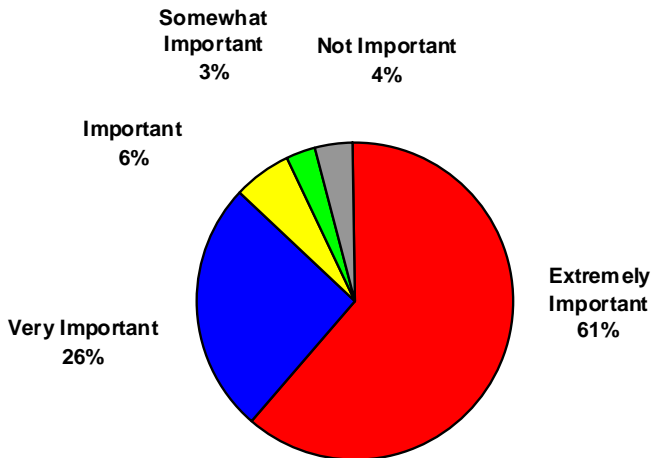
SALARY



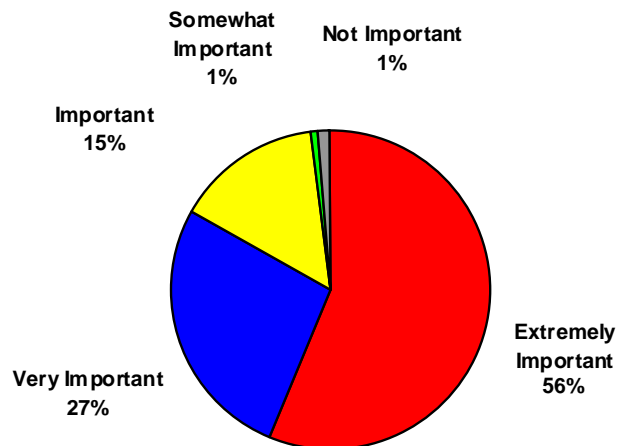
LOCATION



INSURANCE BENEFITS



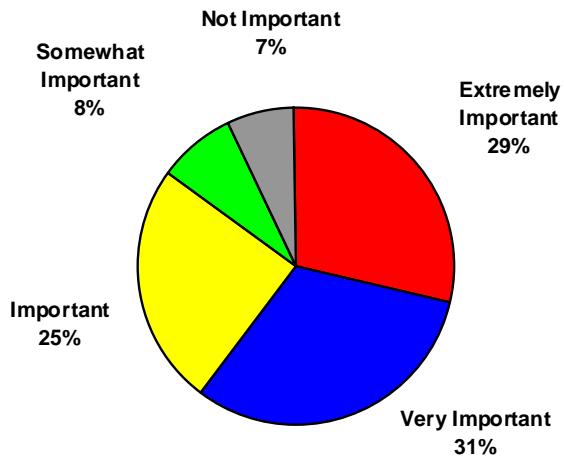
RETIREMENT BENEFITS



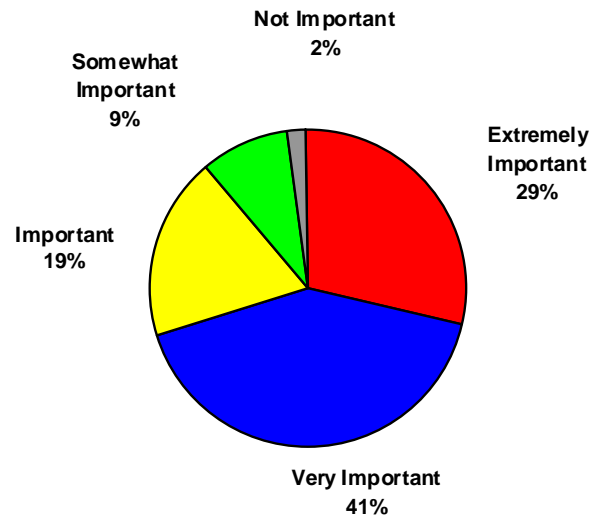
FACTORS AFFECTING JOB DESIRABILITY

28,500 Underemployed Workers

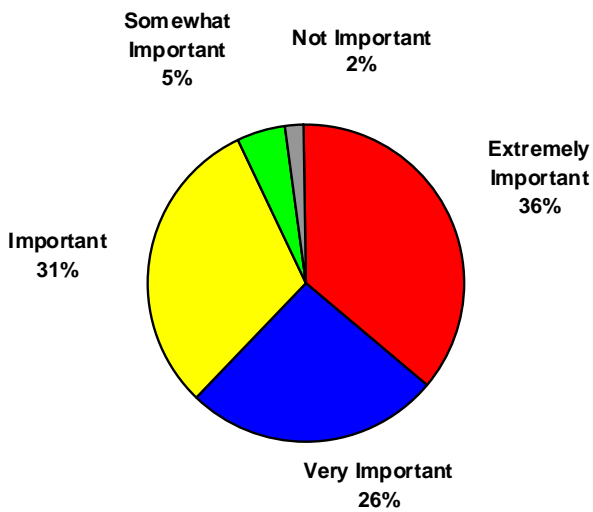
PHYSICAL WORKING ENVIRONMENT



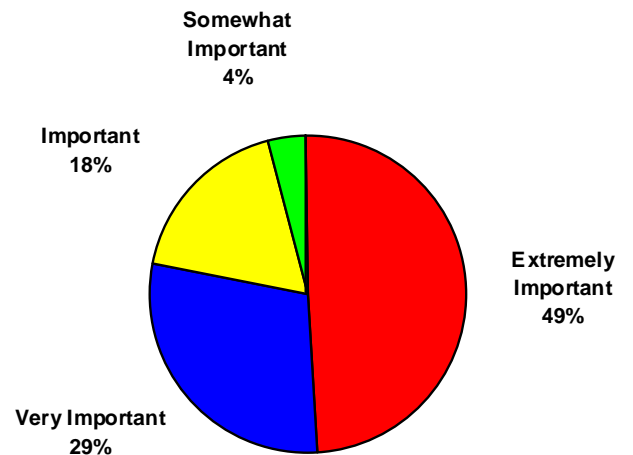
PAID TRAINING PROGRAMS



FLEXIBLE WORK SCHEDULE



OPPORTUNITY FOR ADVANCEMENT

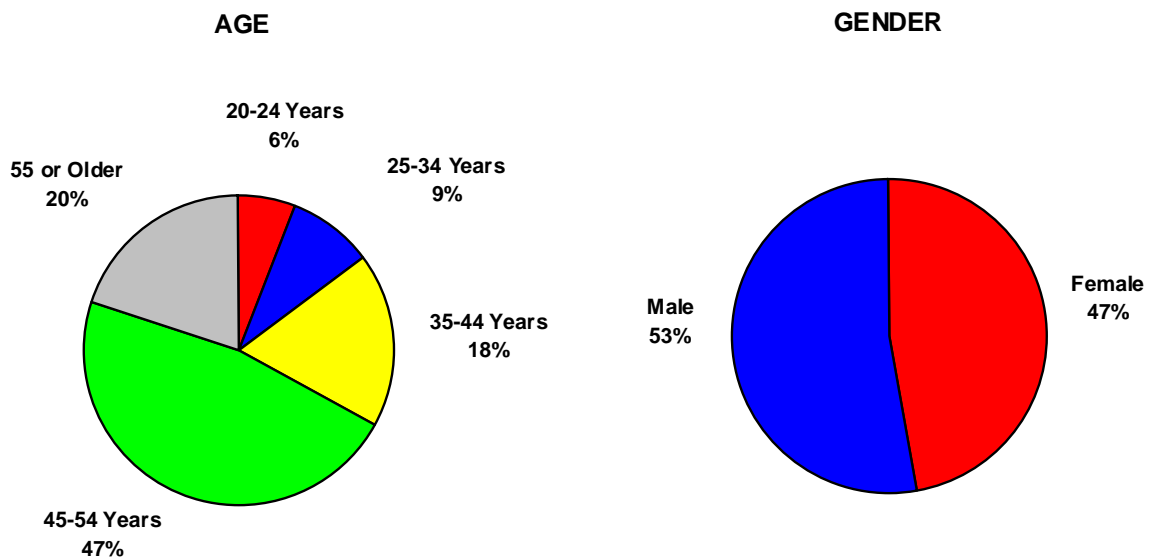


**CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

22,600 Workers

According to survey results, the following charts provide information on those unemployed workers in the labor shed who are actively seeking work. **As these data relate solely to those individuals in the labor shed who are unemployed, they will vary from data representative of the population and civilian labor force as a whole.**

In the East Central Indiana Western Sector labor shed, according to published sources, there are approximately 22,600 individuals who are actively seeking work. Survey results indicate the average age of these individuals is 46 years.



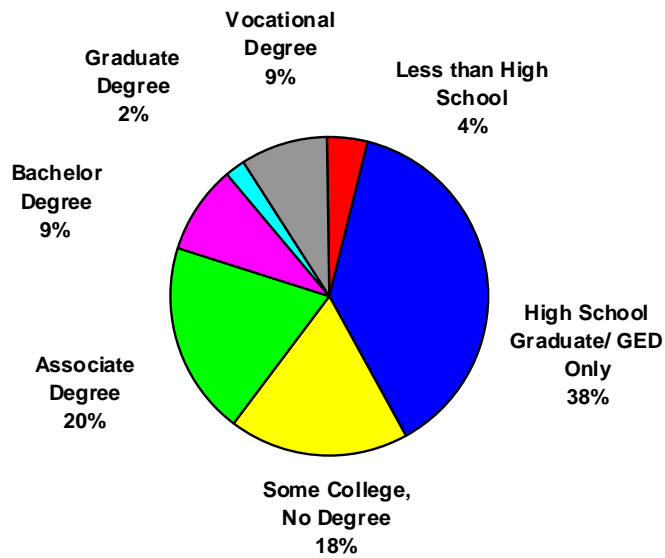
The median desired pay rate of the individuals who are unemployed, actively seeking work is \$12.34 per hour. These available workers have been out of the workforce for an average of 43 weeks and are willing to commute an average of 30 miles for a job.



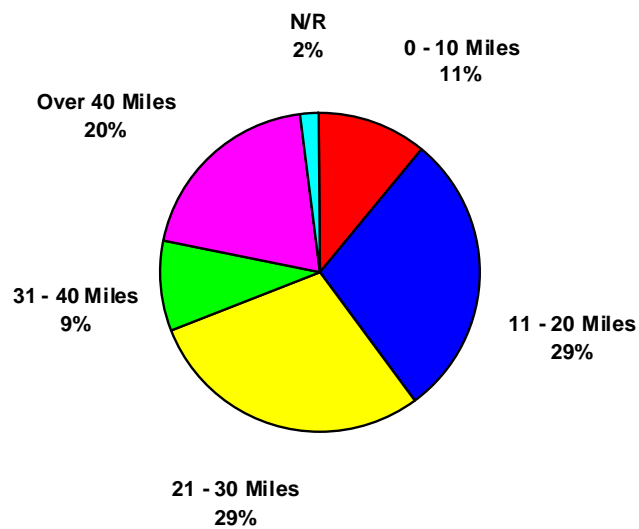
CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

22,600 Workers

EDUCATION

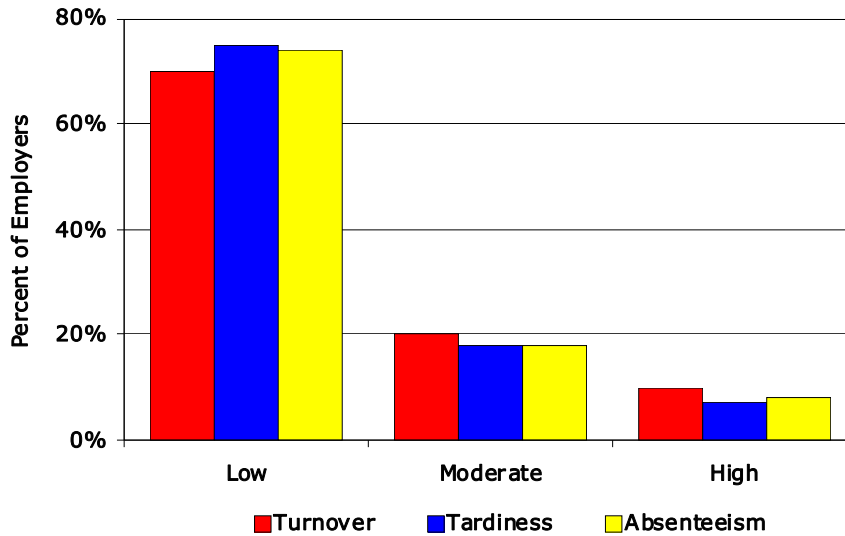


MILES WILLING TO COMMUTE – Average 30 Miles



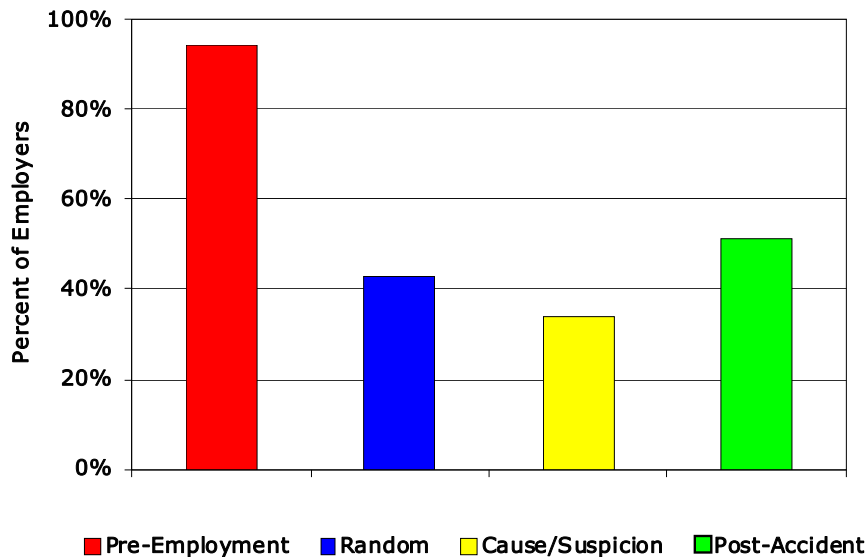
EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

TURNOVER / TARDINESS / ABSENTEEISM



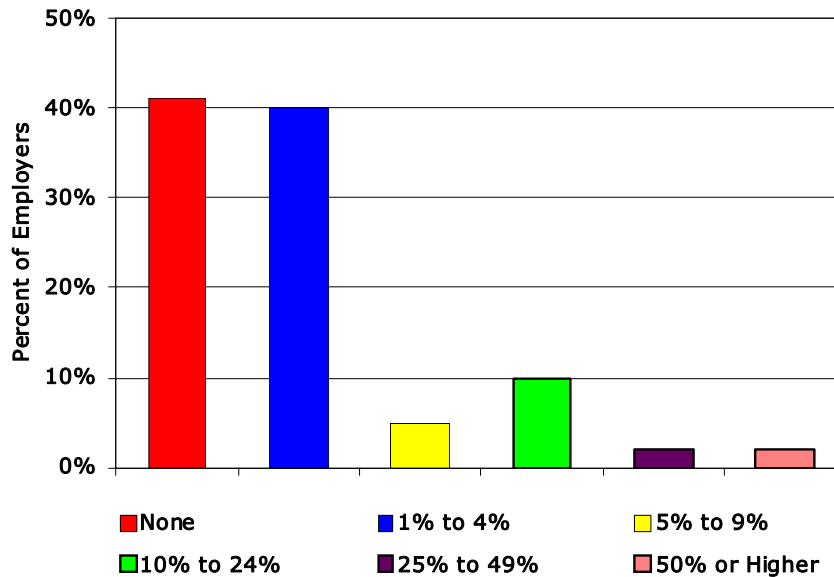
In the East Central Indiana labor shed, 77% of the employers interviewed stated their companies tested for substance abuse, using one or more of the following practices:

SUBSTANCE ABUSE TESTING PRACTICES

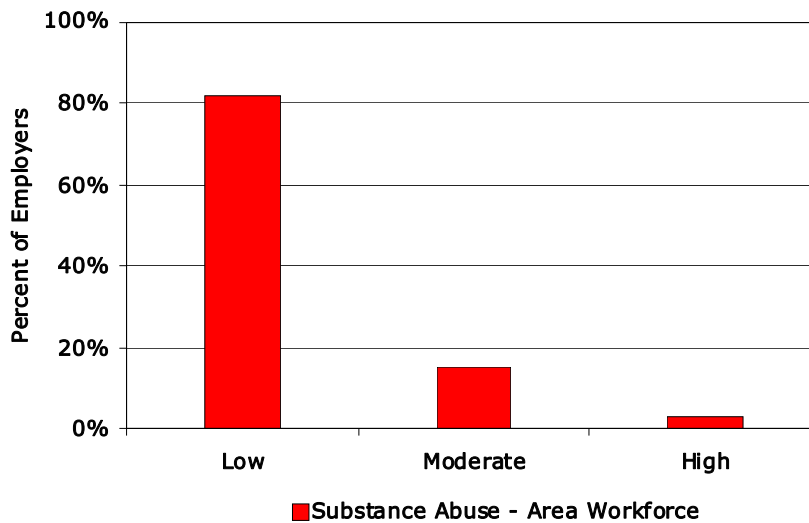


EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

PERCENT OF APPLICANTS WHO FAIL PRE-EMPLOYMENT DRUG TEST

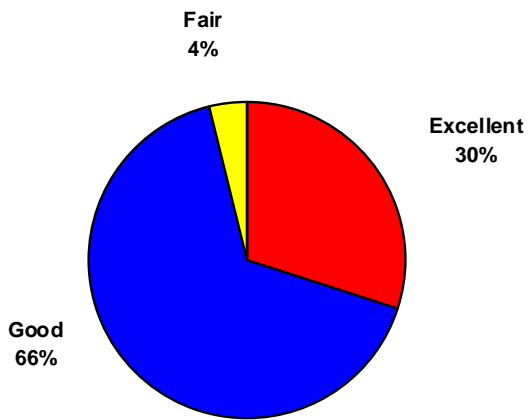


SUBSTANCE ABUSE RATING – AREA WORKFORCE

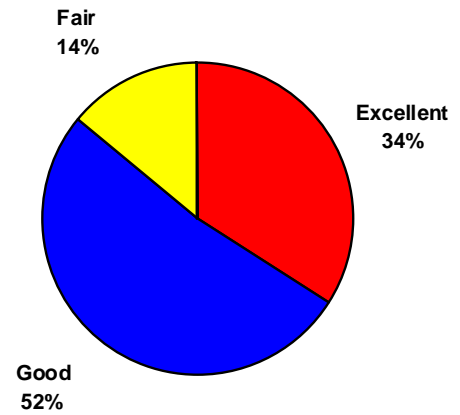


EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

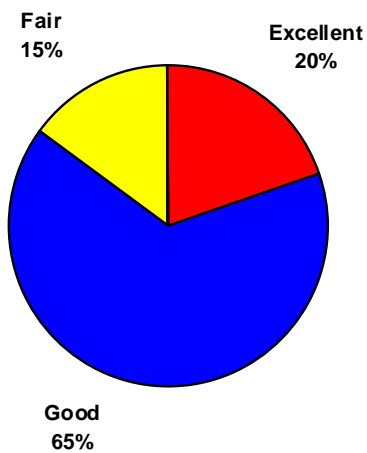
WORKER PRODUCTIVITY



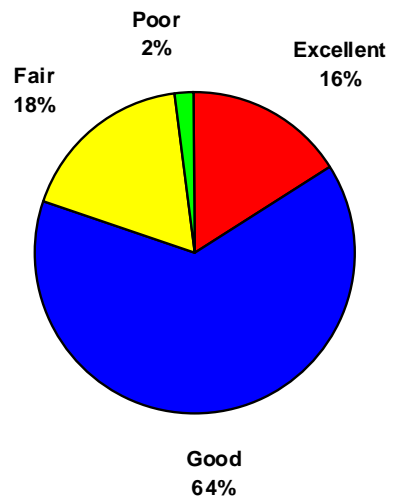
WORKER RELIABILITY



WORKER ATTITUDES



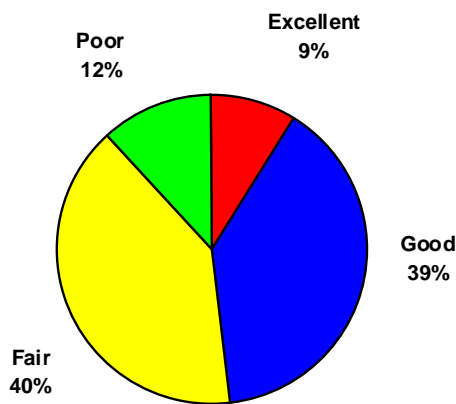
TEAMWORK SKILLS



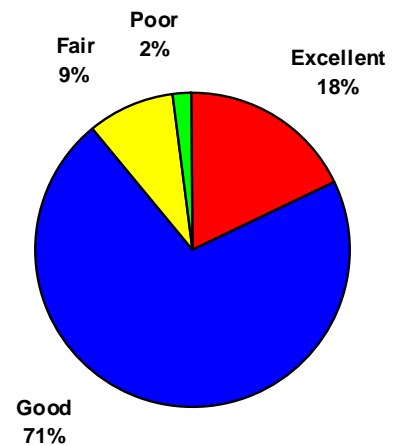
EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

The educational competencies of employees are additional factors used to evaluate an area's labor force. In the East Central Indiana area, 48% of the employers interviewed rated the local public schools as "Excellent" or "Good", and 89% rated the local community colleges and technical schools as "Excellent" or "Good". Ratings for basic skills and other factors are also shown.

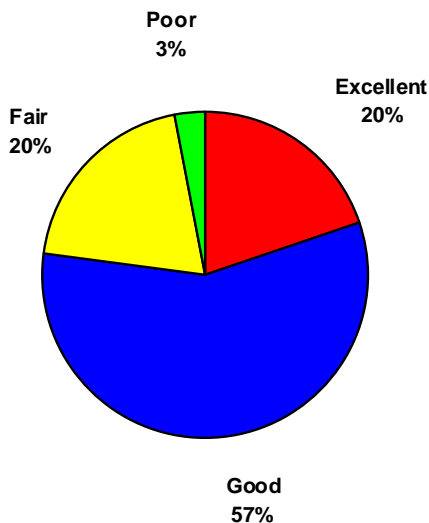
LOCAL PUBLIC SCHOOLS



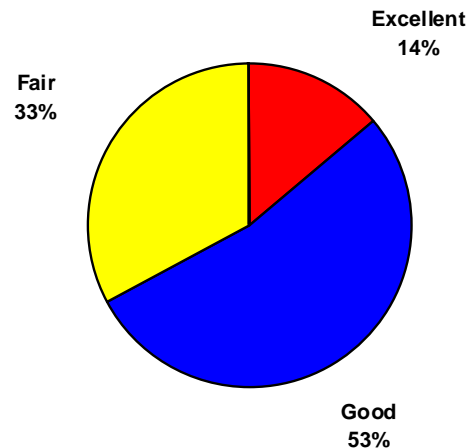
LOCAL COMMUNITY COLLEGES AND TECH SCHOOLS



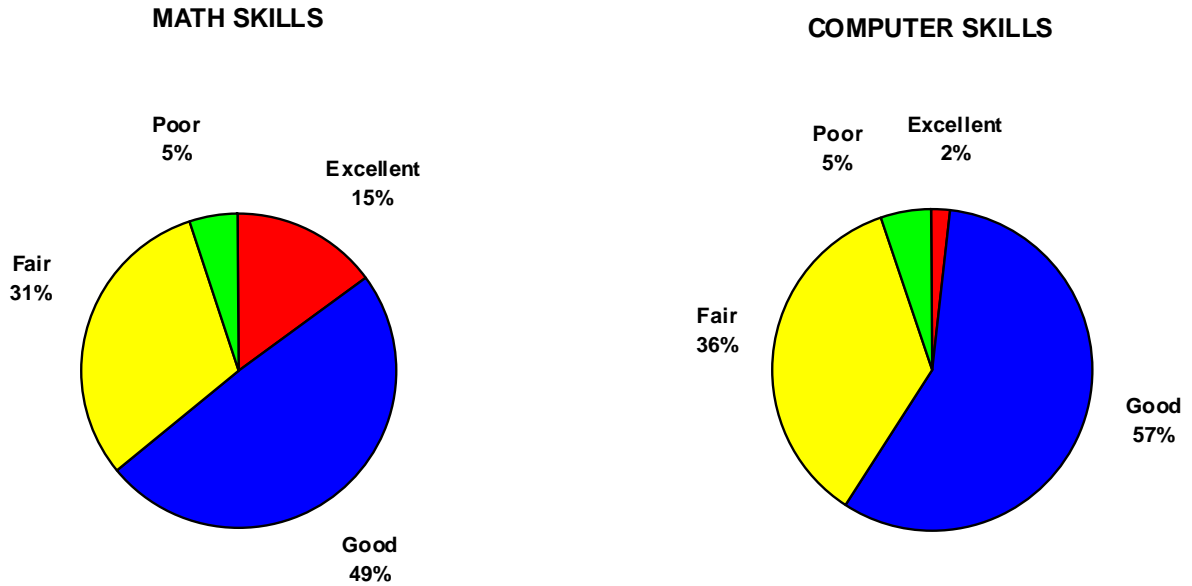
READING SKILLS



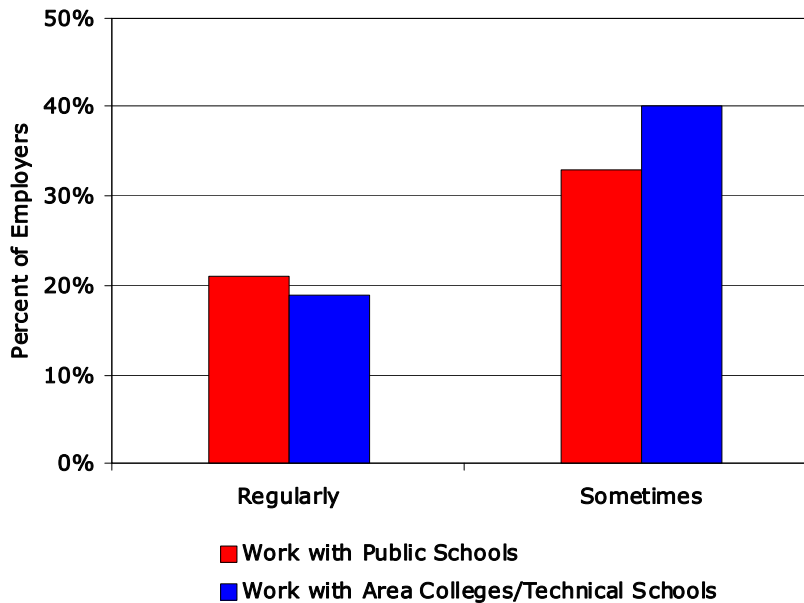
WRITING SKILLS



EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

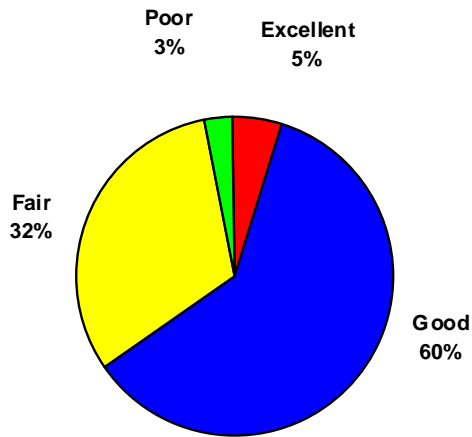


Additionally, many of the employers interviewed stated their companies worked with the area educational institutions in terms of apprenticeships, internships or other training programs.

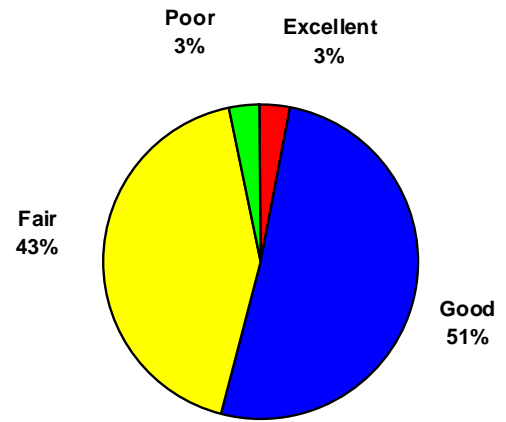


EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

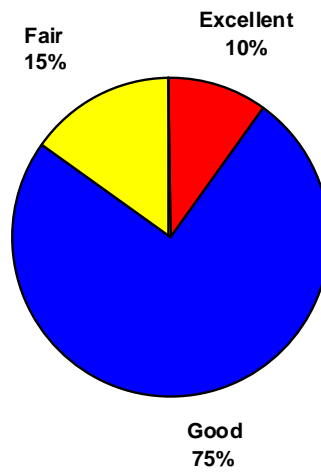
WORKER ENTRY LEVEL SKILLS



JOB READINESS SKILLS



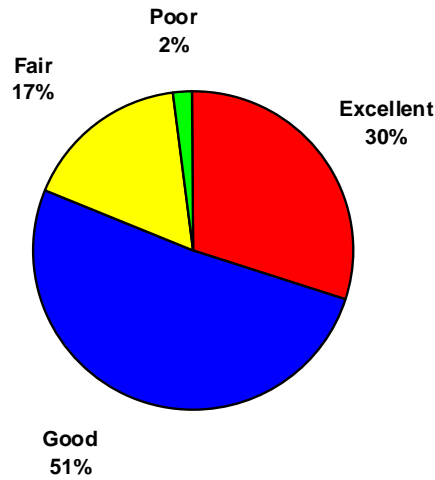
WORKER TRAINABILITY



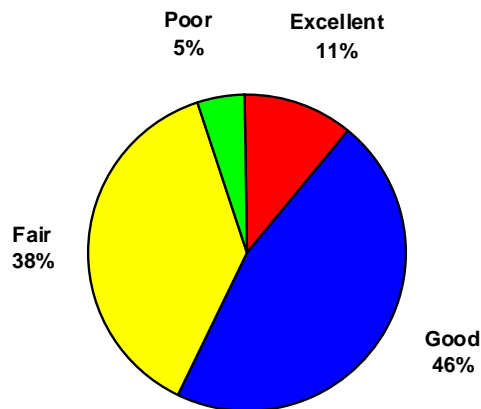
EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

The employers who were interviewed gave the following ratings to the area's business climate in terms of such factors as support and communication and also rated the area's overall quality of life. In addition, the employers offered their opinions on the availability of labor in the area.

AREA BUSINESS CLIMATE

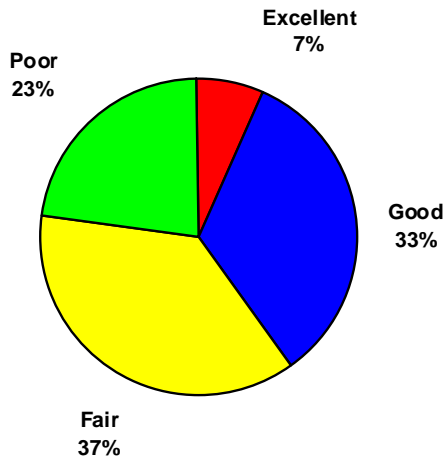


AREA QUALITY OF LIFE

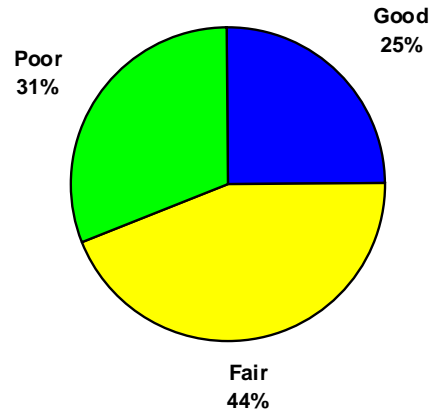


EMPLOYERS' VIEWS AND RATINGS OF THE THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

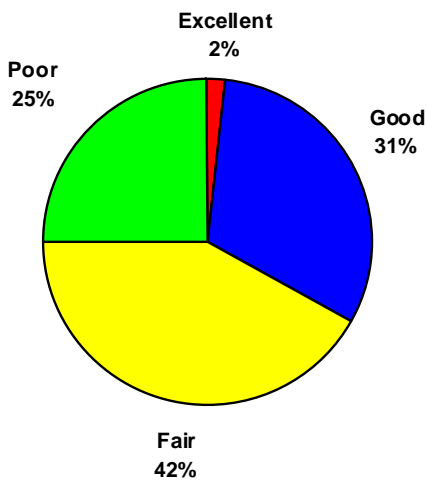
SKILLED WORKERS AVAILABILITY



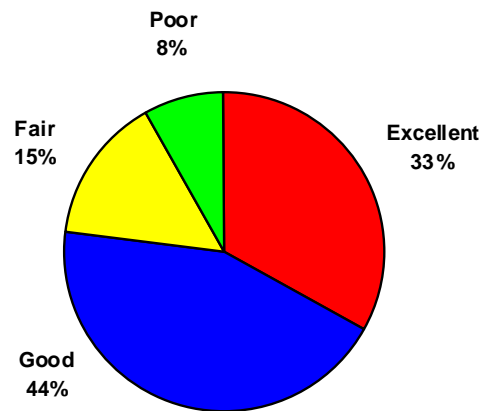
TECHNICAL WORKERS AVAILABILITY



PROFESSIONAL WORKERS AVAILABILITY



UNSKILLED WORKERS AVAILABILITY





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