

**THE  
EAST CENTRAL INDIANA  
CENTRAL REGION  
LABOR AVAILABILITY REPORT**

**May, 2017**

**Compiled and Prepared by**



**THE PATHFINDERS**

**[www.thepathfindersus.com](http://www.thepathfindersus.com)**

## TABLE OF CONTENTS

<b>I.</b>	<b>INTRODUCTION.....</b>	<b>1</b>
<b>II.</b>	<b>KEY FINDINGS.....</b>	<b>2</b>
<b>III.</b>	<b>METHODOLOGY.....</b>	<b>3</b>
<b>IV.</b>	<b>NUMBER OF AVAILABLE WORKERS .....</b>	<b>5</b>
<b>V.</b>	<b>ASSESSMENT OF THE UNDEREMPLOYED WORKFORCE.....</b>	<b>6</b>
<b>A.</b>	<b>Desired Wages.....</b>	<b>6</b>
<b>B.</b>	<b>Characteristics.....</b>	<b>8</b>
<b>C.</b>	<b>Experience and Skills.....</b>	<b>11</b>
<b>D.</b>	<b>Factors Affecting Job Desirability .....</b>	<b>16</b>
<b>VI.</b>	<b>NATIONAL COMPARISONS OF THE UNDEREMPLOYED WORKFORCE .....</b>	<b>18</b>
<b>A.</b>	<b>Desired Wages .....</b>	<b>18</b>
<b>B.</b>	<b>Experience.....</b>	<b>19</b>
<b>C.</b>	<b>Skills .....</b>	<b>22</b>
<b>VII.</b>	<b>ASSESSMENT OF THE UNEMPLOYED WORKFORCE .....</b>	<b>25</b>
<b>A.</b>	<b>Individuals Actively Seeking Work.....</b>	<b>26</b>
<b>B.</b>	<b>Individuals Considering Re-Entering the Workforce.....</b>	<b>30</b>
<b>VIII.</b>	<b>EMPLOYERS’ RATINGS OF THE WORKFORCE .....</b>	<b>34</b>



## INTRODUCTION

The Pathfinders has employed its many years of experience in workforce assessments for corporate site-selection clients and civilian workforce assessments for the Department of Defense in locations that faced military base closures to produce this evaluation of the East Central Indiana Central Region workforce. In site-selection projects, the question that most often drives the search is whether the candidate location has the workforce needed for a new or expanding operation. When considering the workforce of a possible location, a prospect basically wants to know:

- Can I find the workers I need in this location?
- Do these workers have any skills and/or experience that pertain to my operation?
- How much will these workers cost?

Consequently, an analysis of an area's workforce became a key component of site searches conducted by The Pathfinders. The report that follows was developed as a tool for economic development officials for use in business recruitment and workforce development efforts. Senior human resources executives from among corporate clients assisted in refining the methodology and report format.

With regard to labor availability, while unemployed workers are a source considered in hiring, companies typically also staff a new operation with individuals who are working but who desire better jobs and who appear to possess the skills, education, and experience to qualify them for those better jobs. **By that definition**, those individuals can be considered "underemployed" and are identified as such in this report.

The Pathfinders was retained to quantify the extent to which both unemployment and underemployment exist in the East Central Indiana Central Region. This report also presents the objective and professional findings of The Pathfinders with regard to workforce quality, availability, costs, experience and skills that a new or expanding employer can expect in the East Central Indiana Central Region.

**The information presented in this report has been developed independently of the client, and the client has not influenced the findings.**



## KEY FINDINGS

- The East Central Indiana Central Region, referred to in this report as the “labor shed”, has a household population of approximately 577,900; a civilian labor force of approximately 275,100; and a pool of approximately 14,200 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 54,800 underemployed workers.
- The median current pay rate of the underemployed workers in the labor shed is \$18.00 per hour, and their median desired pay rate is \$20.25 per hour.
- 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 22 miles.
- Survey results indicate 18% of the underemployed and 4% of unemployed, actively seeking work individuals in the labor shed have bachelor degrees or higher.
- The median desired pay rate of the unemployed workers who are actively seeking work is \$10.00 per hour.
- Approximately 6,200 unemployed individuals in the labor shed who are not actively seeking work would consider re-entering the workforce.
- The median desired pay rate of the unemployed workers who are considering re-entering the workforce is \$12.00 per hour.
- In total, the East Central Indiana Central Region has approximately 75,200 available workers for new or expanding businesses.



## METHODOLOGY

The first step in assessing the workforce of the East Central Indiana Central Region was to determine the boundaries of the area to be assessed. The survey area includes those locations from which workers might be drawn to a new employer and is referred to in this report as the “labor shed”. This labor shed consists of Blackford, Delaware, Grant, Henry, Jay, Madison, Randolph, and Wayne Counties in Indiana and Darke and Mercer Counties in Ohio.

A map of the East Central Indiana Central Region labor shed is included on the following page.

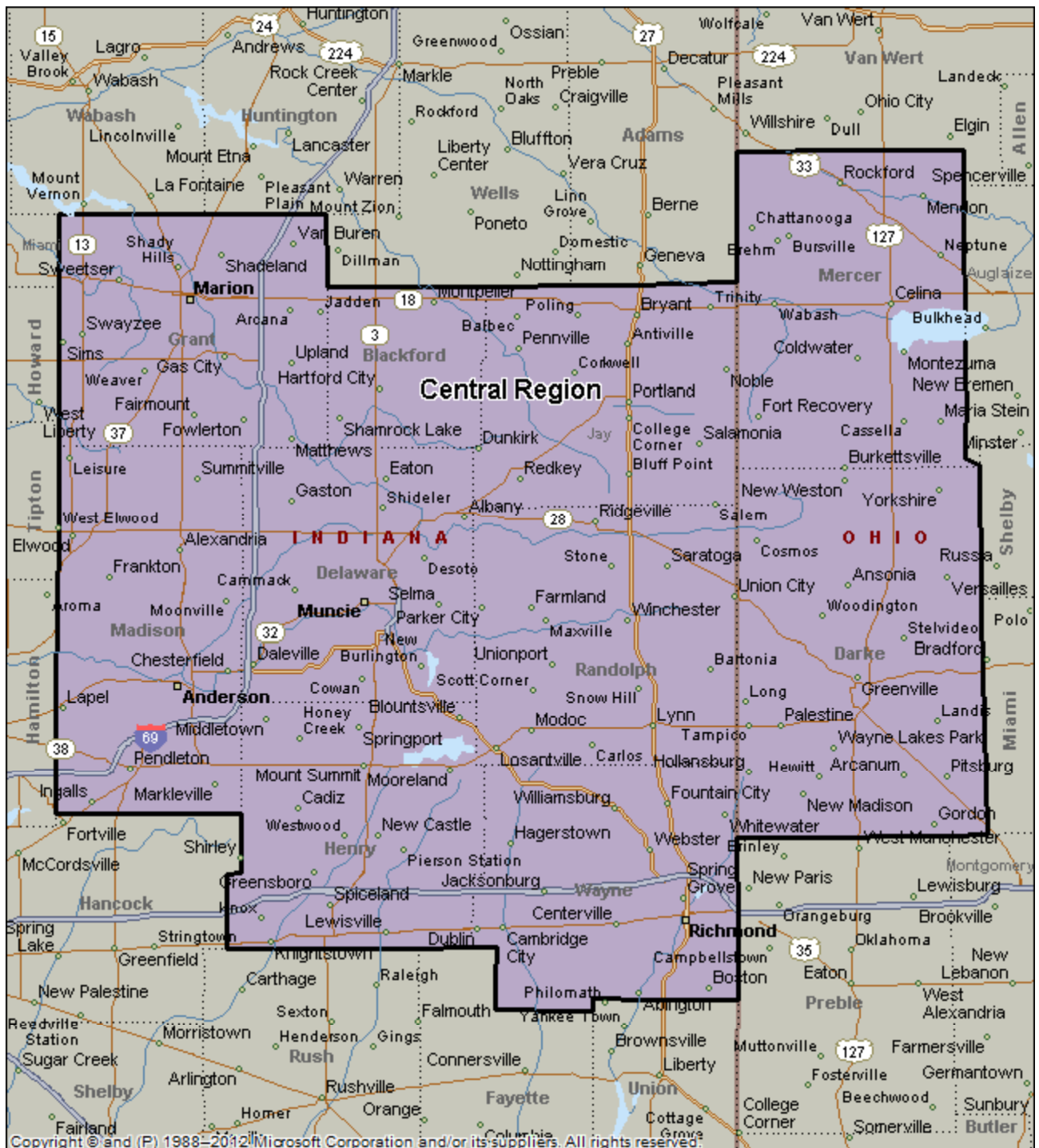
Telephone interviews were then conducted with individuals throughout the region. Those individuals were proportionally stratified across age, household income, and zip codes. The purpose of these interviews was to ascertain availability for work with a new employer; determine desired pay rates; and, collect information on such factors as age, education, commuting patterns, experience, and skills.

The data obtained as a result of those interviews enabled The Pathfinders to apply and employ a proprietary methodology that accurately determined the existence of underemployment and the quality and characteristics of both the underemployed and unemployed workers in the area. Further, The Pathfinders applied a proprietary process to the analysis of the data to correct for invalid responses. For example, those persons indicating they would take a new job but also indicating the desire for increased or decreased pay that is unreasonable are not included in the results.

Additionally, selected online resources were used in this project.



### MAP OF THE EAST CENTRAL INDIANA CENTRAL REGION LABOR SHED



## NUMBER OF AVAILABLE WORKERS

### The East Central Indiana Central Region Labor Shed

The East Central Indiana Central Region labor shed has a household population of approximately 577,900. The civilian labor force numbers approximately 275,100 and the labor shed contains approximately 14,200 unemployed people who are actively seeking work.

The results of this assessment determined that approximately 54,800 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. Another 6,200 individuals would consider re-entering the workforce. Together with the unemployed, actively seeking work individuals, the East Central Indiana Central Region has approximately 75,200 available workers for new or existing employers.

#### TOTAL AVAILABLE WORKERS

<b>Number of underemployed workers</b>	<b>54,800</b>
<b>Number of unemployed, actively seeking work individuals</b>	<b>14,200</b>
<b>Number of unemployed individuals who are considering re-entering the workforce</b>	<b>6,200</b>
<b>Total Number of Workers Available for Employers*</b>	<b>75,200</b>

\* 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.



## ASSESSMENT OF THE UNDEREMPLOYED WORKFORCE

### The East Central Indiana Central Region Labor Shed

The 54,800 underemployed workers identified in this report might also be termed “upgraders”. They desire to move into an upgraded job and appear to possess the skills, education, and experience to enable them to do so. The following charts represent the desired pay rates of the underemployed individuals in the labor shed. Desired wages are shown by specific rates, range and percentiles.

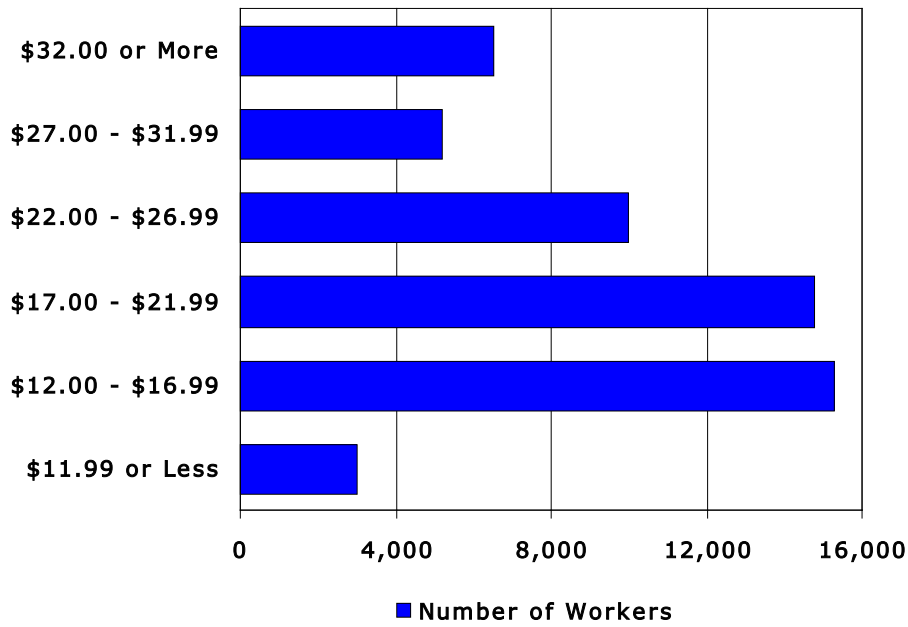
#### NUMBER OF UNDEREMPLOYED WORKERS AVAILABLE AT SPECIFIC WAGE RATES PER HOUR (rounded)

Desired Pay Rate	Number Available
\$10.99 or Less	1,300
\$11.00 - \$12.99	2,100
\$13.00 - \$14.99	6,200
\$15.00 - \$16.99	8,700
\$17.00 - \$18.99	4,400
\$19.00 - \$20.99	8,600
\$21.00 - \$22.99	4,900
\$23.00 - \$24.99	3,000
\$25.00 - \$26.99	3,900
\$27.00 - \$28.99	2,200
\$29.00 - \$30.99	2,600
\$31.00 - \$32.99	400
\$33.00 - \$34.99	1,300
\$35.00 - \$36.99	400
\$37.00 or More	4,800

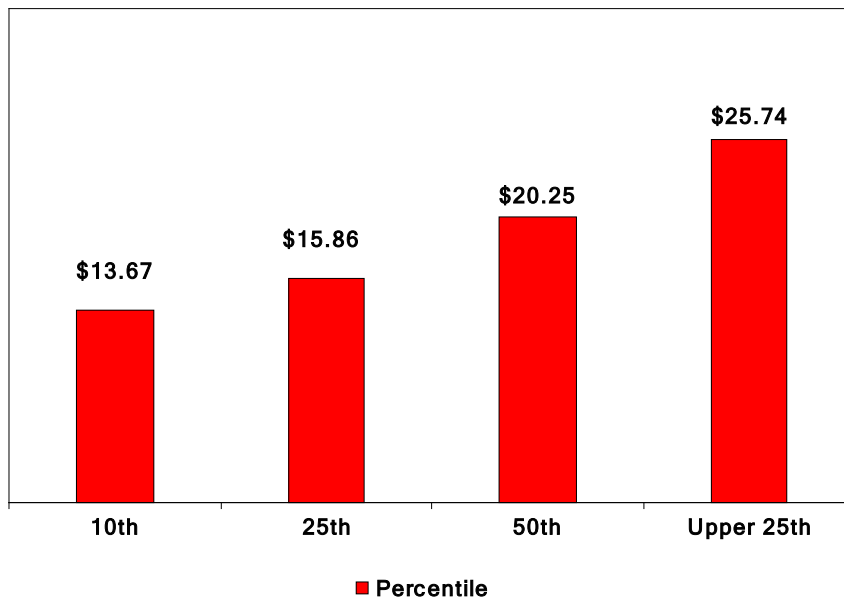




**DESIRED WAGE RATES PER HOUR BY RANGE**  
**54,800 Underemployed Workers**



**DESIRED WAGE RATES PER HOUR BY PERCENTILE**  
**54,800 Underemployed Workers**



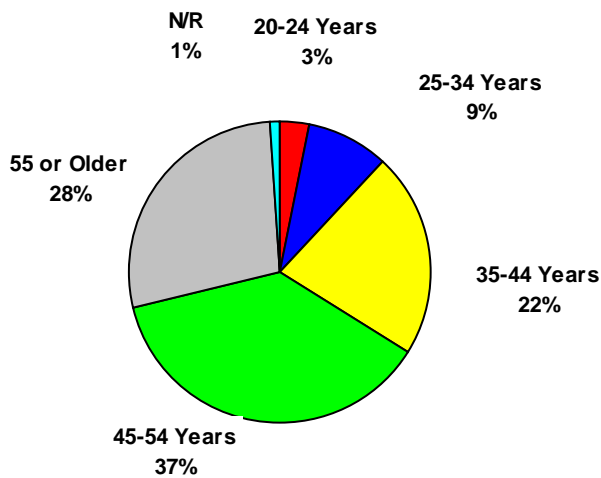
## CHARACTERISTICS OF UNDEREMPLOYED WORKERS

### The East Central Indiana Central Region Labor Shed

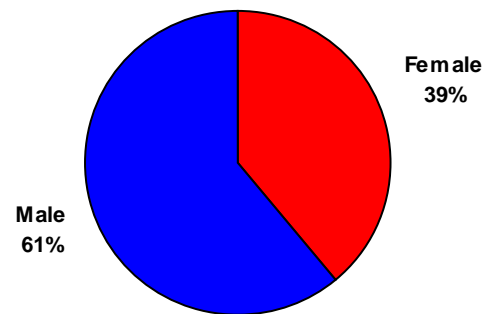
### 54,800 Underemployed Workers

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.**

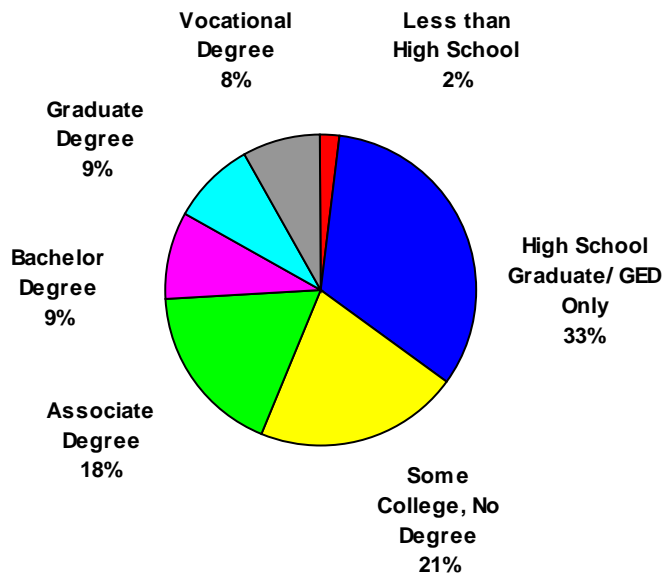
**AGE - Average 44 Years**



**GENDER**

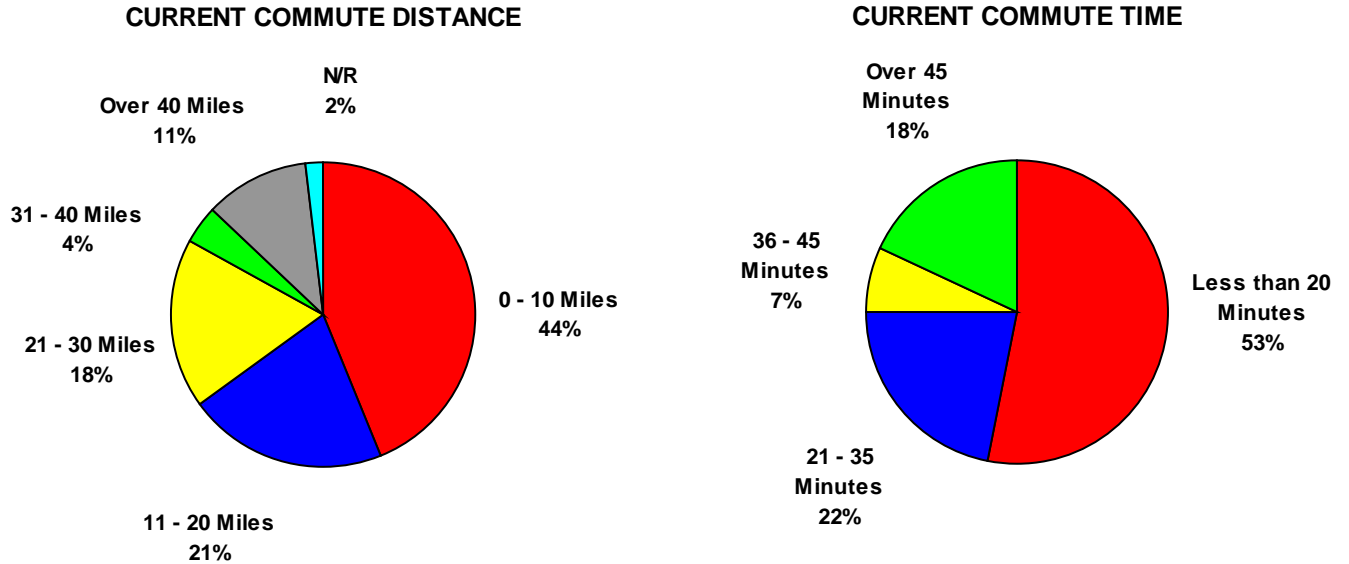


**EDUCATION**



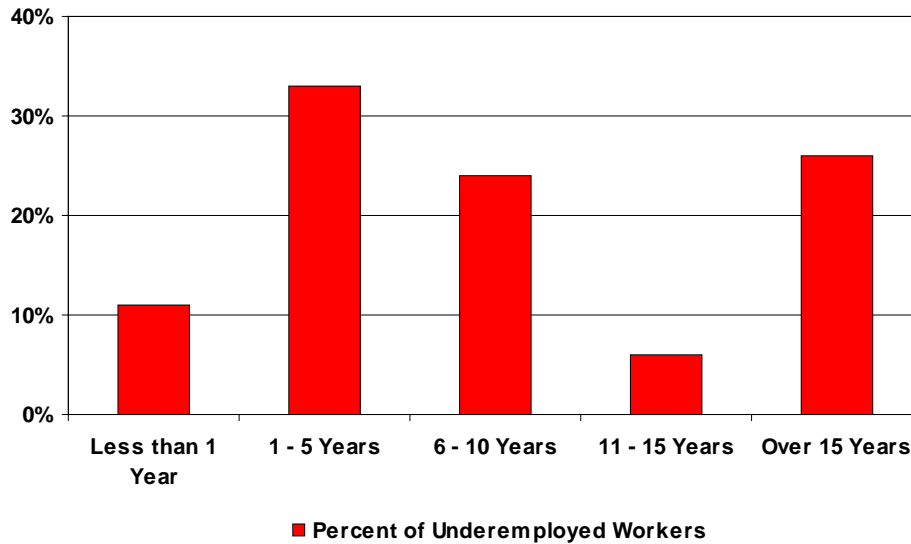
## CHARACTERISTICS OF UNDEREMPLOYED WORKERS

### 54,800 Underemployed Workers



The average commute time of the underemployed workers in the labor shed is 45 minutes, and the average current commute distance is 22 miles.

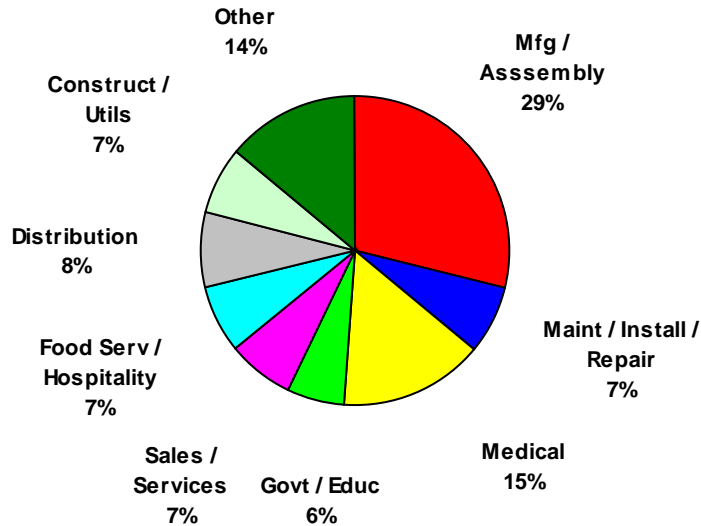
### LENGTH OF TIME IN CURRENT JOB



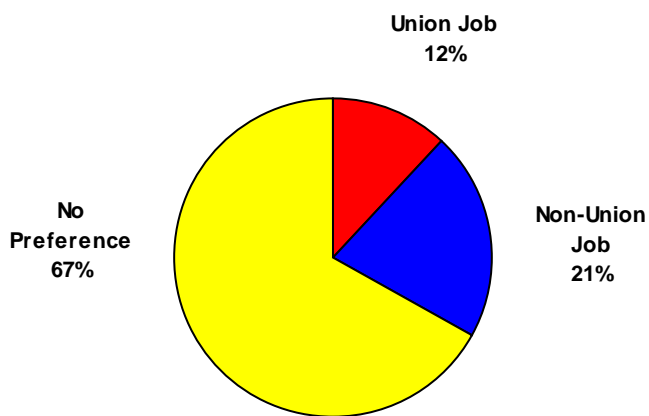
## CHARACTERISTICS OF UNDEREMPLOYED WORKERS

### 54,800 Underemployed Workers

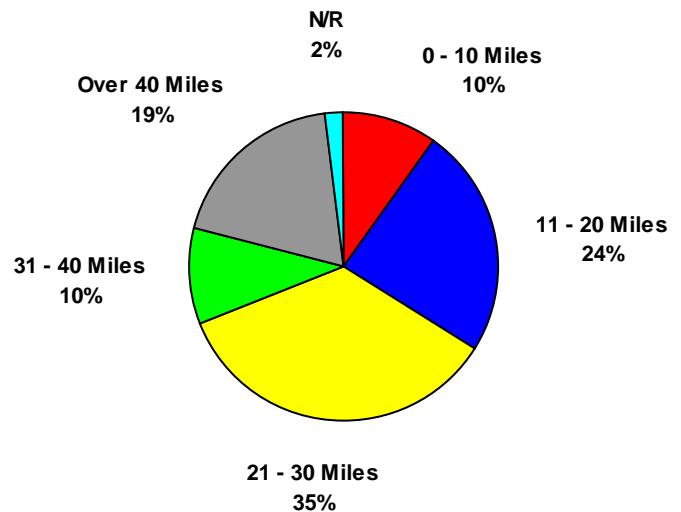
#### CURRENT AREA OF EMPLOYMENT



#### UNION PREFERENCE



#### MILES WILLING TO COMMUTE Average 30 Miles



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## EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

### 54,800 Underemployed Workers

The experience and skills categories used in this report are designed to provide accurate workforce data for employers which fall into one or more of the following four broad groups:

- manufacturing, assembly, fabrication or other industrial operations;
- back office, data processing, call centers, information technology, customer service or sales operations;
- distribution or transportation operations; and,
- biotechnology, pharmaceuticals or medical research operations.

The experience and skills categories are purposefully similar in order to present the most accurate worker availability for operations in one of those four groups and are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations.

The experience chart reports the approximate number of underemployed workers experienced in each category. The chart also gives the percentage of the total number of underemployed experienced in each category and the average number of years of experience in each category. Further, an accompanying chart illustrates the percentage of the total underemployed workers in the labor shed who are experienced in each category and the percent of those who use each category of experience in their current jobs.

Likewise, for the skills categories, the charts illustrate the approximate number of underemployed workers in the labor shed who are skilled in each of the categories, the percent of the total underemployed, and the percent of underemployed workers who use each skills category in their current jobs.

**It should be noted that individuals polled normally have experience and skills in multiple categories; therefore, the category number of workers will not total to the number of underemployed, nor will the percentages equal 100%.**



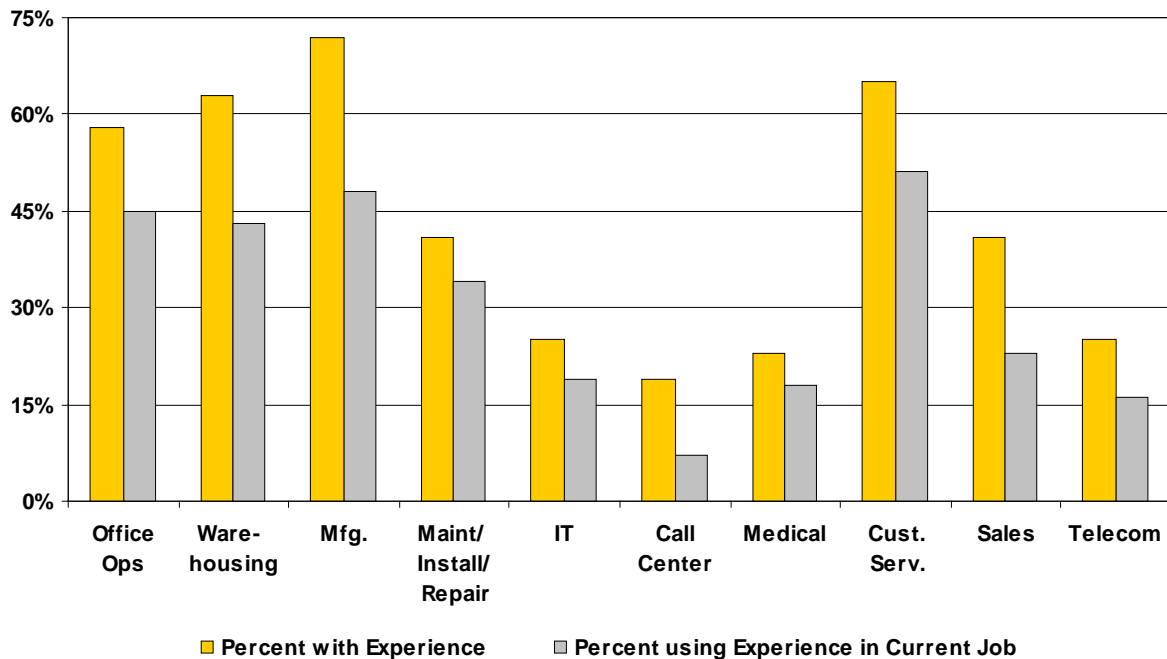
## EXPERIENCE OF UNDEREMPLOYED WORKERS

### 54,800 Underemployed Workers

Experience Category	Number of Workers*	Percentage of Total	Average Years of Experience
Manufacturing/Assembly/Fabrication	39,500	72%	13
Customer Service	35,600	65%	13
Warehouse/Distribution/Transportation	34,500	63%	11
Office Operations	31,800	58%	13
Sales	22,500	41%	9
Maintenance/Installation/Repair	22,500	41%	13
Telecommunications	13,700	25%	10
Information Technology	13,700	25%	9
Medical/Health Sciences	12,600	23%	13
Call Center	10,400	19%	5

\* Rounded

### EXPERIENCE USED IN CURRENT JOB



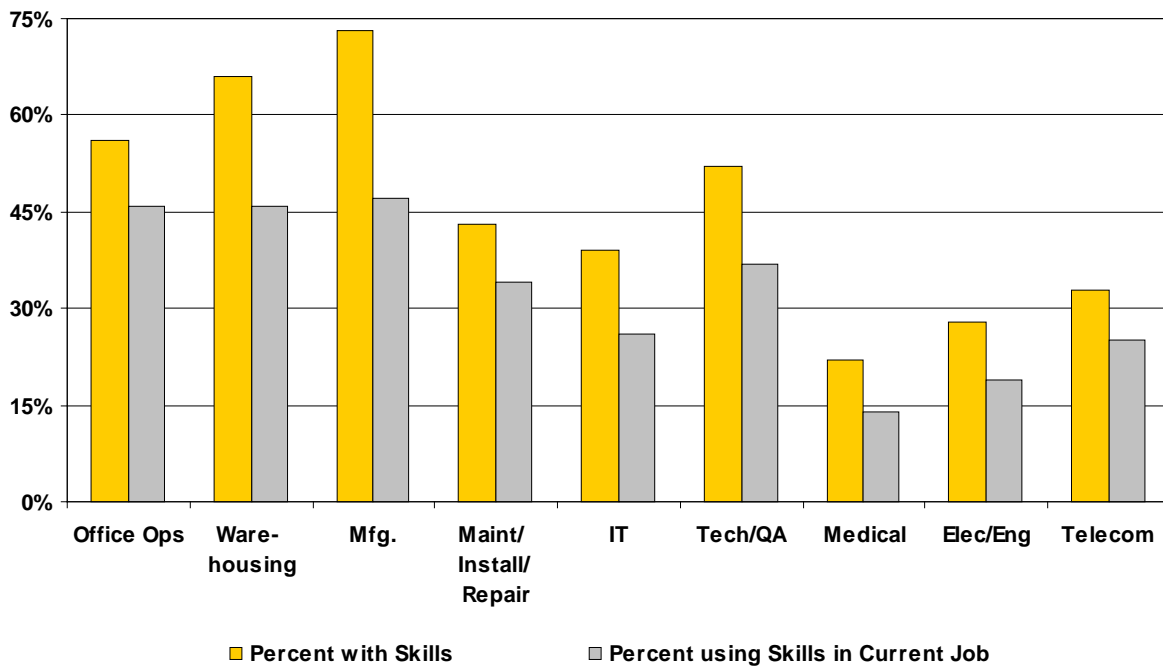
## SKILLS OF UNDEREMPLOYED WORKERS

### 54,800 Underemployed Workers

Skills Category	Number of Workers*	Percentage of Total
Manufacturing/Assembly/Fabrication	40,000	73%
Warehouse/Logistics	36,200	66%
Office Operations	30,700	56%
Technician/Quality Assurance	28,500	52%
Maintenance/Installation/Repair	23,600	43%
Information Technology	21,400	39%
Telecommunications	18,100	33%
Electronics/Engineering	15,300	28%
Medical/Health Sciences	12,100	22%

\* Rounded

### SKILLS USED IN CURRENT JOB



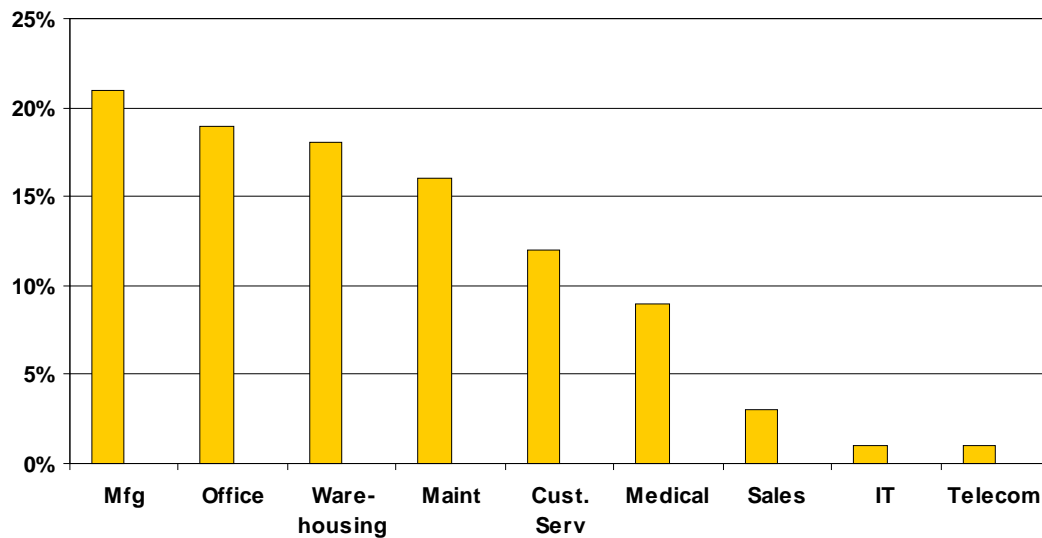
## EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

### 54,800 Underemployed Workers

The survey respondents were asked to identify the one category of experience in which they felt they were most experienced and, also, the single skills category in which they believed themselves to be most skilled. The charts below reflect the results of these questions.

#### CATEGORY OF MOST EXPERIENCED

Experience Category	Percentage of Respondents
Manufacturing/Assembly/Fabrication	21%
Office Operations	19%
Warehouse/Distribution/Transportation	18%
Maintenance/Installation/Repair	16%
Customer Service	12%
Medical/Health Sciences	9%
Sales	3%
Information Technology	1%
Telecommunications	1%



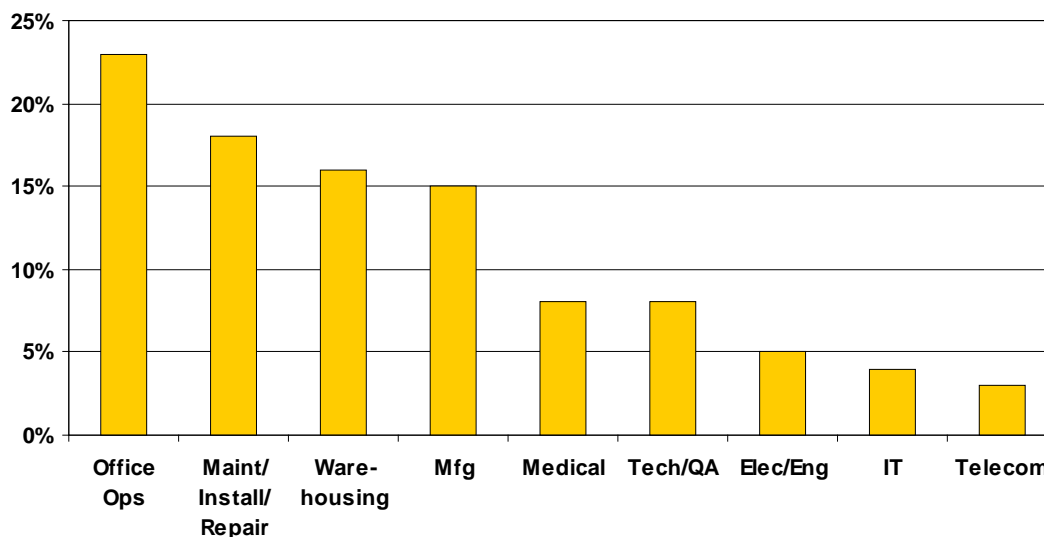


## EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

### 54,800 Underemployed Workers

#### CATEGORY OF MOST SKILLED

Skills Category	Percentage of Respondents
Office Operations	23%
Maintenance/Installation/Repair	18%
Warehouse/Logistics	16%
Manufacturing/Assembly/Fabrication	15%
Medical/Health Sciences	8%
Technician/Quality Assurance	8%
Electronics/Engineering	5%
Information Technology	4%
Telecommunications	3%



## FACTORS AFFECTING JOB DESIRABILITY

### 54,800 Underemployed Workers

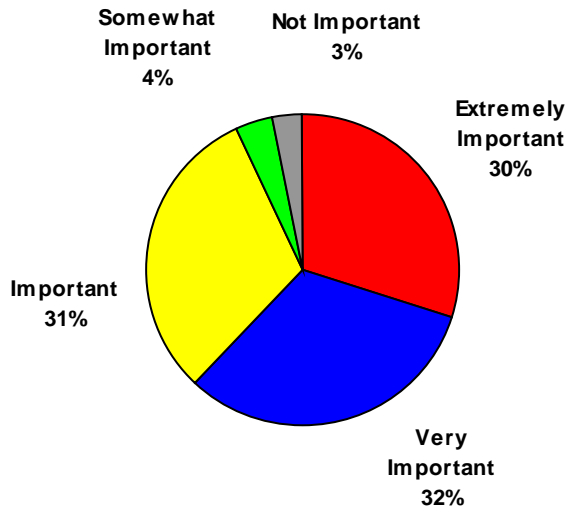
In an effort to identify those factors most important to the East Central Indiana Central Region’s underemployed workers relative to consideration of an employer’s desirability and a potential job change, the respondents were asked to rate the following job factors from “extremely important” to “not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



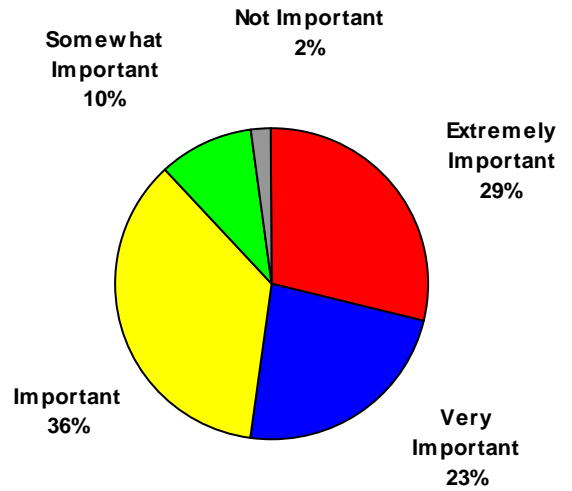
## FACTORS AFFECTING JOB DESIRABILITY

### 54,800 Underemployed Workers

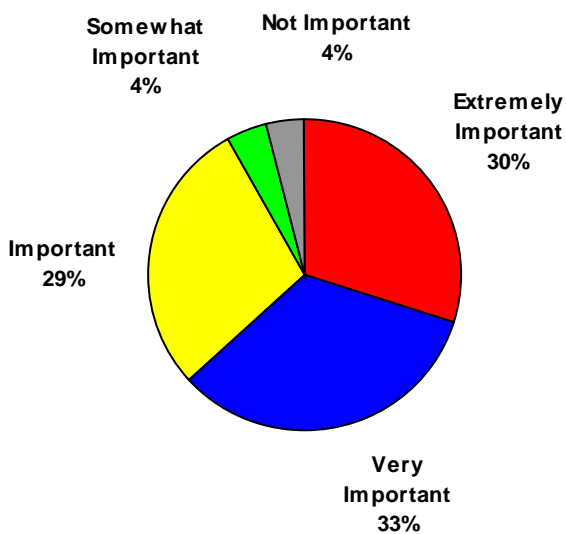
#### PHYSICAL WORKING ENVIRONMENT



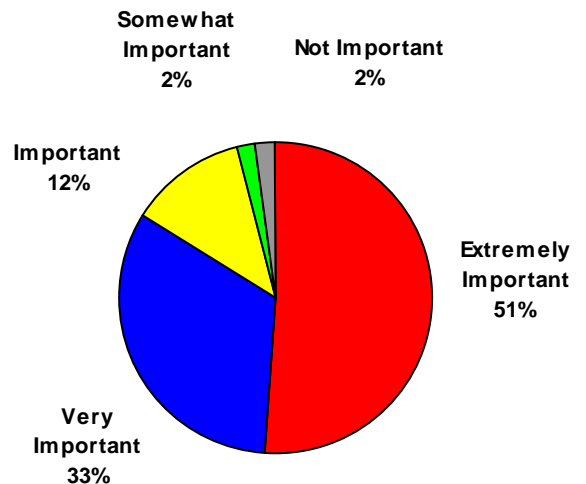
#### PAID TRAINING PROGRAMS



#### FLEXIBLE WORK SCHEDULE



#### OPPORTUNITY FOR ADVANCEMENT

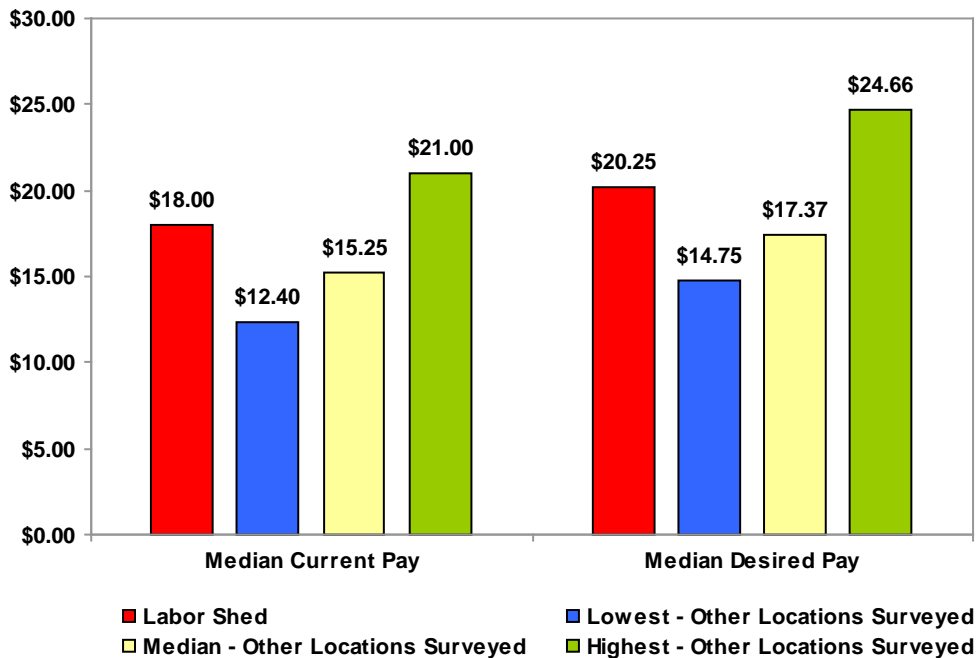


## NATIONAL COMPARISONS OF UNDEREMPLOYED WORKFORCE

This section of the report provides comparisons of the pay rates, experience and skills of the labor shed’s underemployed workforce with the underemployed workforces in other areas previously surveyed by The Pathfinders. A prospect company considering the East Central Indiana Central Region as a location will judge its workforce on a comparative basis. The Pathfinders maintains a continuing database of surveyed counties and communities. In the charts, the East Central Indiana Central Region is referred to as “labor shed”.

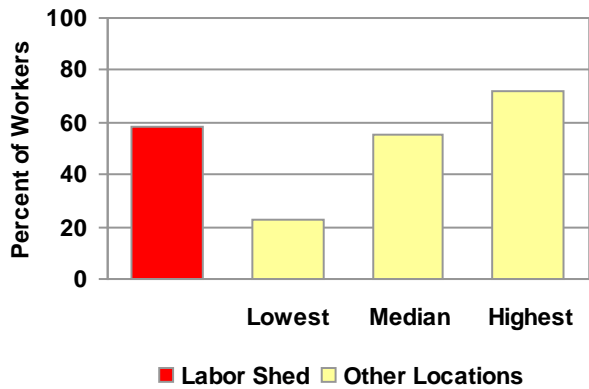
The chart below illustrates the median current and desired wages of the underemployed workers in the East Central Indiana Central Region labor shed as compared to those underemployed workers in other locations surveyed by The Pathfinders.

### COMPARISON OF MEDIAN CURRENT / DESIRED WAGES (per hour)



**COMPARISON OF EXPERIENCE  
UNDEREMPLOYED WORKERS  
The East Central Indiana Central Region /  
Other Locations Surveyed**

**OFFICE**



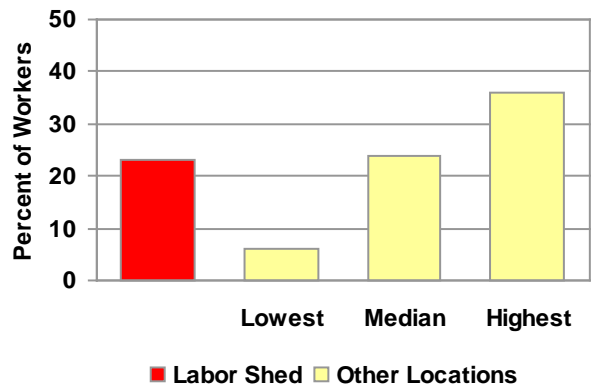
**WAREHOUSE / DISTRIBUTION /  
TRANSPORTATION**



**MANUFACTURING / ASSEMBLY /  
FABRICATION**



**MEDICAL /  
HEALTH SCIENCES**



**COMPARISON OF EXPERIENCE  
UNDEREMPLOYED WORKERS  
The East Central Indiana Central Region /  
Other Locations Surveyed**

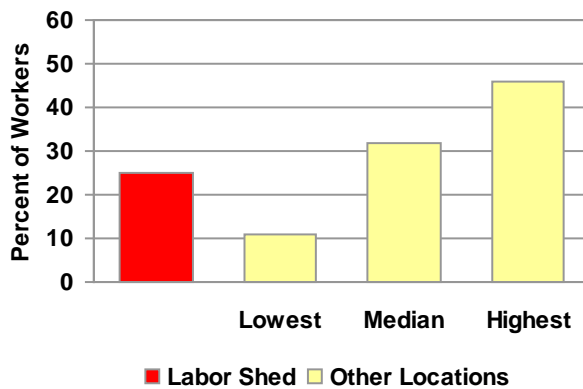
**MAINTENANCE /  
INSTALLATION / REPAIR**



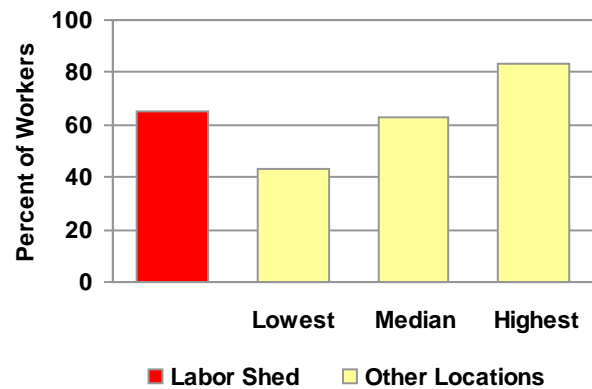
**CALL CENTER**



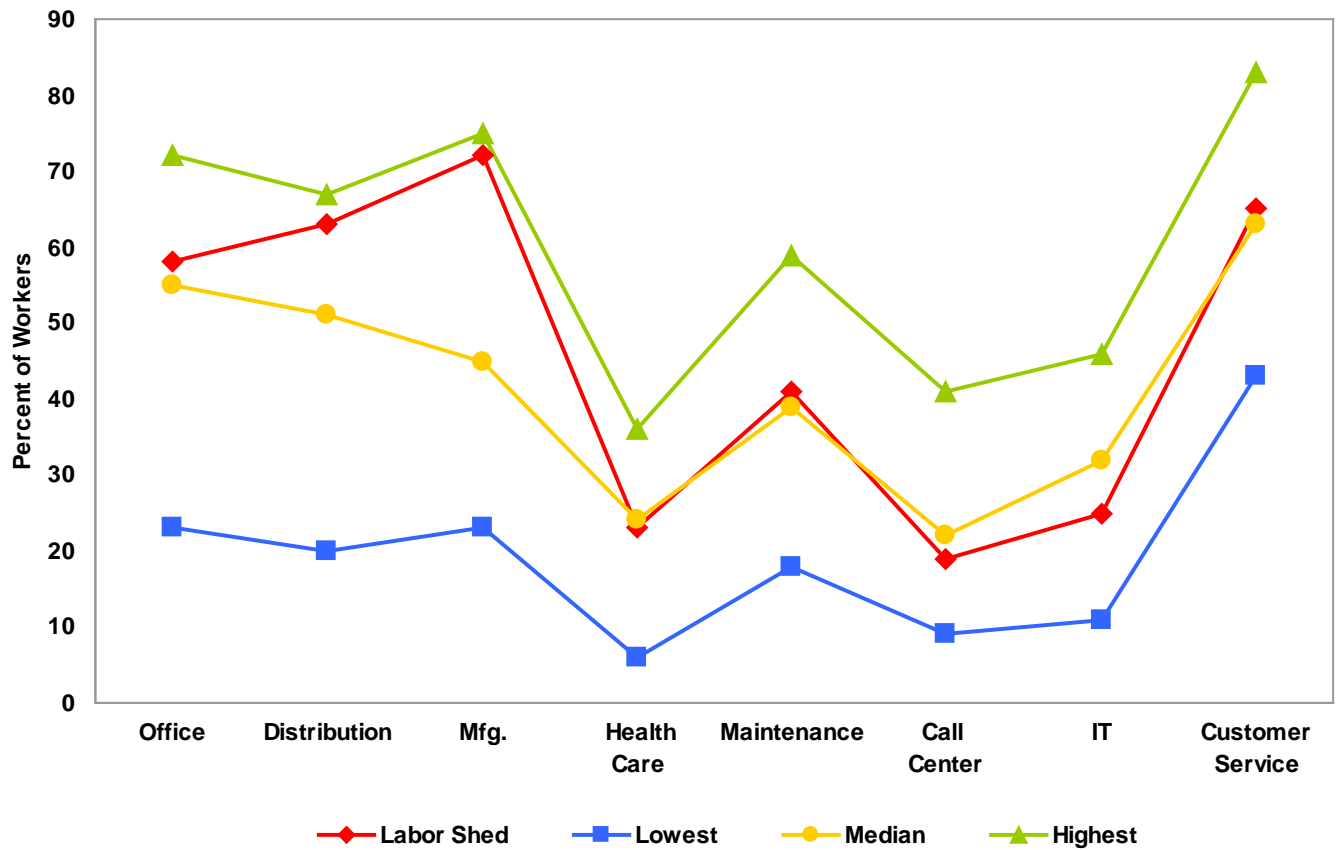
**INFORMATION TECHNOLOGY**



**CUSTOMER SERVICE**



**SUMMARY COMPARISON OF EXPERIENCE**  
**UNDEREMPLOYED WORKERS**  
**The East Central Indiana Central Region /**  
**Other Locations Surveyed**



**COMPARISON OF SKILLS  
UNDEREMPLOYED WORKERS  
The East Central Indiana Central Region /  
Other Locations Surveyed**

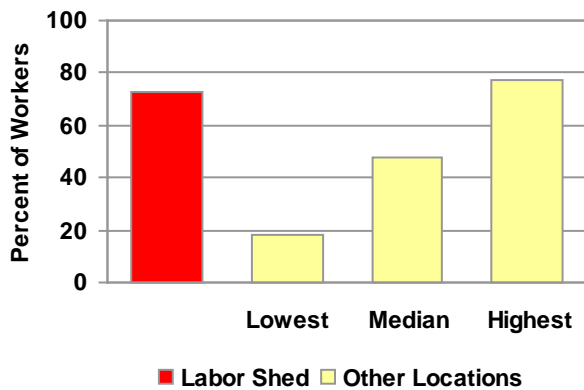
**OFFICE**



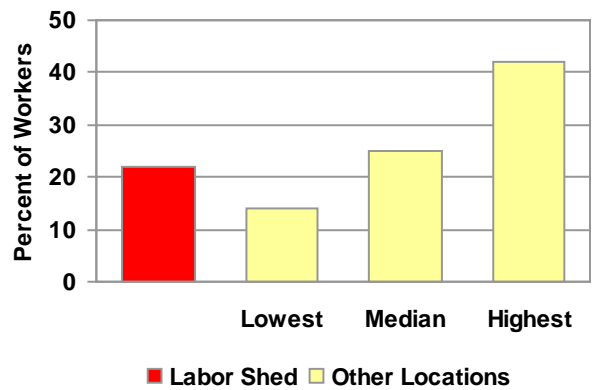
**WAREHOUSE /  
LOGISTICS**



**MANUFACTURING / ASSEMBLY /  
FABRICATION**



**MEDICAL /  
HEALTH SCIENCES**



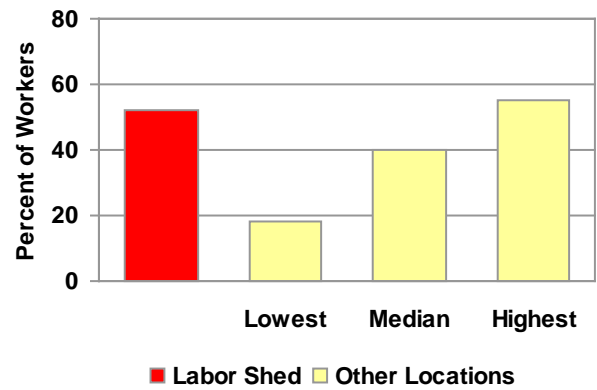


**COMPARISON OF SKILLS  
UNDEREMPLOYED WORKERS  
The East Central Indiana Central Region /  
Other Locations Surveyed**

**MAINTENANCE /  
INSTALLATION / REPAIR**



**TECHNICIAN / QUALITY  
ASSURANCE**



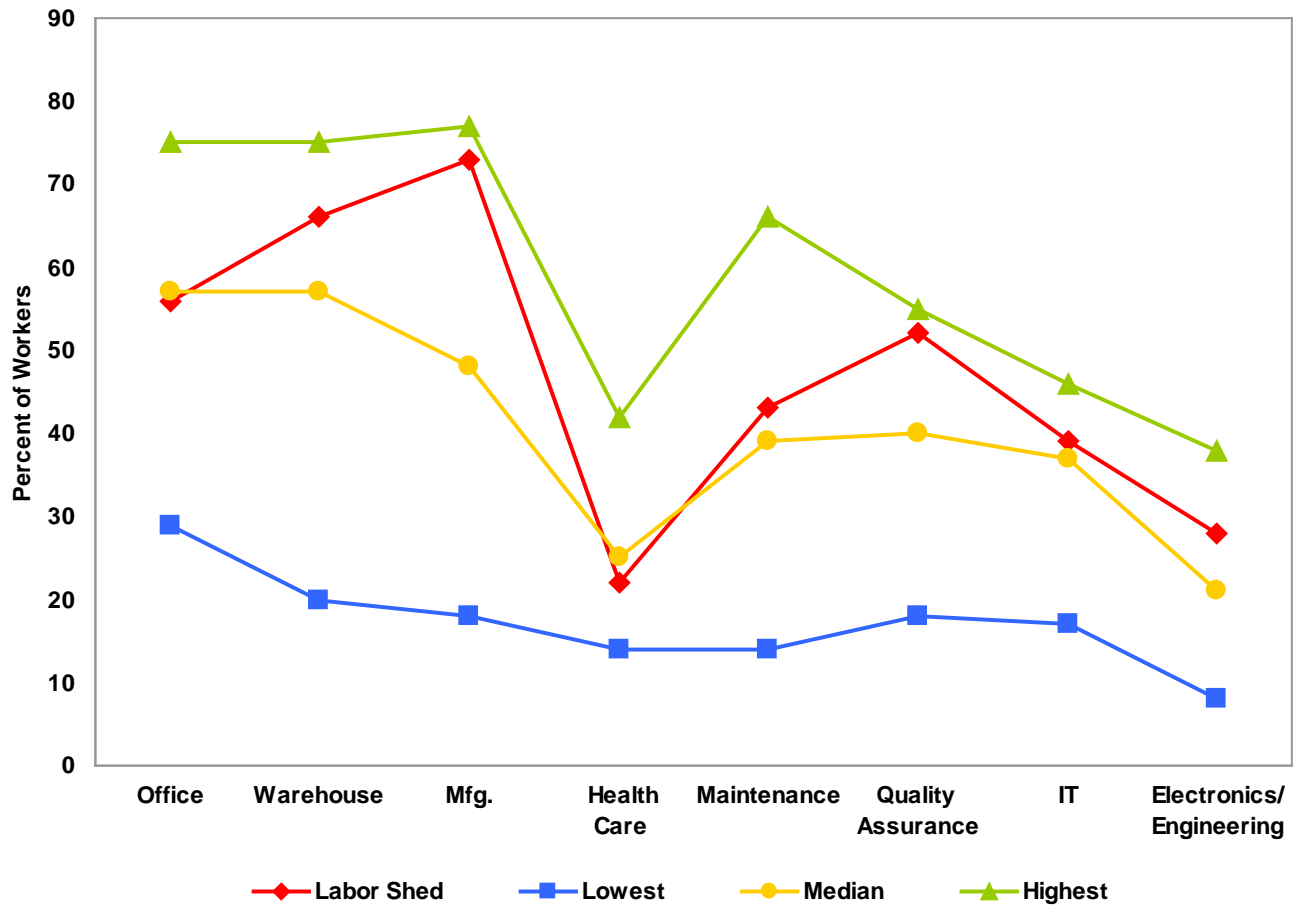
**INFORMATION TECHNOLOGY**



**ELECTRONICS /  
ENGINEERING**



**SUMMARY COMPARISON OF SKILLS  
UNDEREMPLOYED WORKERS  
The East Central Indiana Central Region /  
Other Locations Surveyed**



## **ASSESSMENT OF THE UNEMPLOYED WORKFORCE**

### **The East Central Indiana Central Region Labor Shed**

This report documents two groups of unemployed individuals in the East Central Indiana Central Region labor shed who would be available workers for a new or expanding business. The groups are classified as:

- Individuals who are actively seeking work
- Individuals who are considering re-entering the workforce

Published statistics document 14,200 unemployed workers in the labor shed who are actively seeking work. This number could possibly be higher due to individuals looking for work who are not on the roles of the state unemployment agencies. Survey results suggest that an additional 6,200 people, who are not currently employed or actively seeking work, would consider re-entering the workforce.

In total, the labor shed has approximately 20,400 unemployed individuals who would be considered potential workers for a new or expanding operation.

#### **UNEMPLOYED INDIVIDUALS**

<b>Number of unemployed, actively seeking work individuals</b>	<b>14,200</b>
<b>Number of unemployed individuals who would considering re-entering the workforce</b>	<b>6,200</b>
<b>Total Number of Unemployed Individuals Available for Employers</b>	<b>20,400</b>

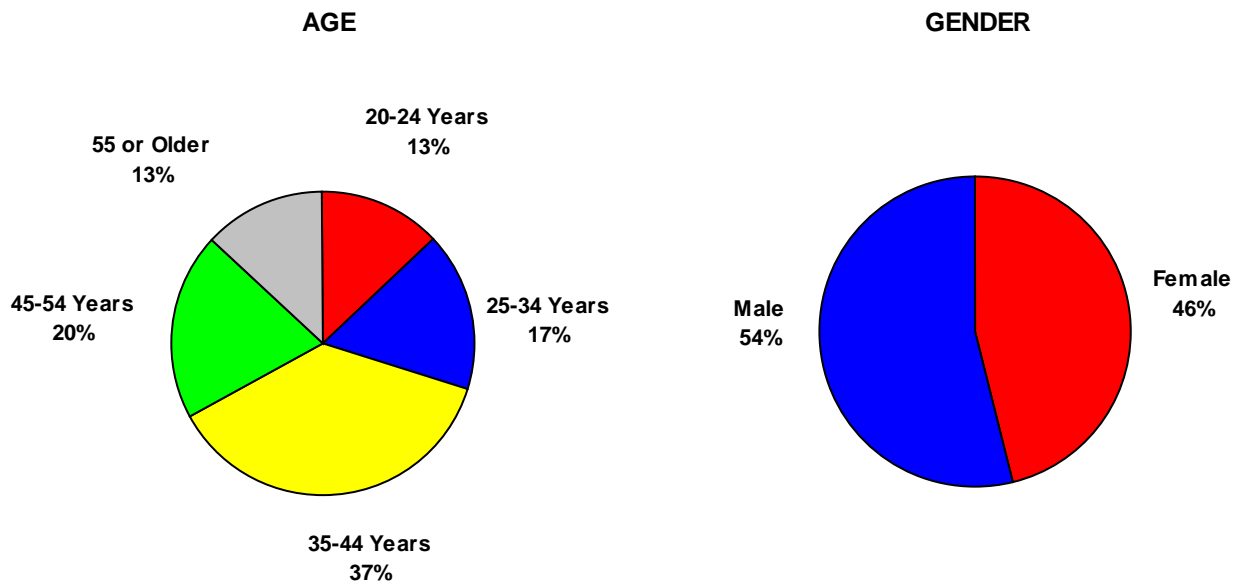
**The determinations for these two segments of the workforce have a larger statistical variance than that for the underemployed.**



**CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE  
ACTIVELY SEEKING WORK  
 14,200 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 Central Region labor shed, according to published sources, there are approximately 14,200 individuals who are actively seeking work. Survey results indicate the average age of these individuals is 39 years.



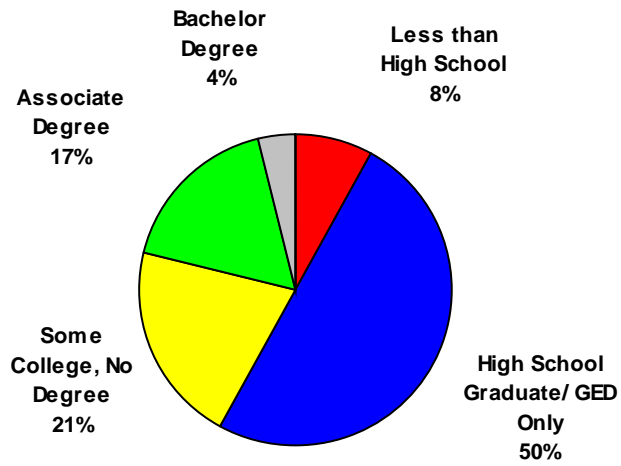
The median desired pay rate of the individuals who are unemployed, actively seeking work is \$10.00 per hour. These available workers have been out of the workforce for an average of 54 months and are willing to commute an average of 23 miles for a job.



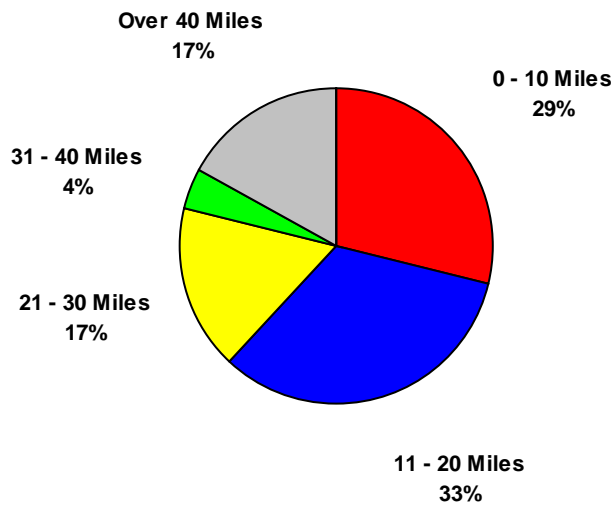
## CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

14,200 Workers

### EDUCATION



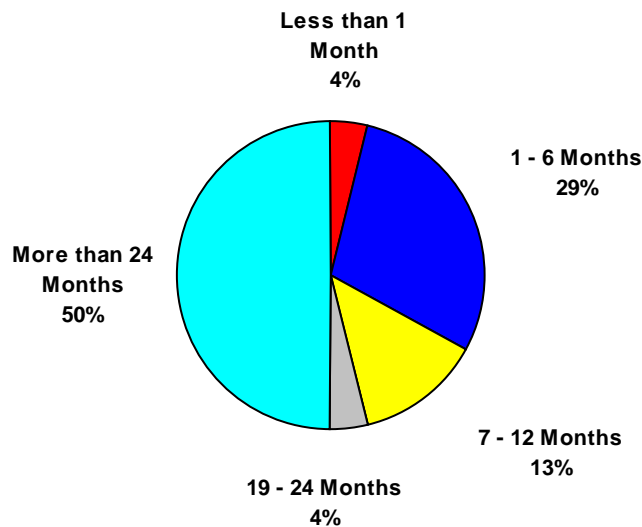
### MILES WILLING TO COMMUTE – Average 23 Miles



## CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

**14,200 Workers**

### MONTHS OUT OF WORKFORCE



### REASON FOR BEING OUT OF WORKFORCE

REASON	Percentage of Respondents
Laid Off / Job Eliminated	29%
Medical/Disability	29%
Personal Choice / Stay-At-Home	26%
No Jobs / Discouraged	4%
Student	4%
Company Closed / Relocated	4%
Other	4%



## CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

**14,200 Workers**

Experience Category	Number of Individuals*	Percentage of Total
Customer Service	11,200	79%
Manufacturing/Assembly/Fabrication	8,900	63%
Warehouse/Distribution/Transportation	7,700	54%
Office Operations	6,500	46%
Sales	6,500	46%
Call Center	5,400	38%
Maintenance/Installation/Repair	4,100	29%
Telecommunications	3,000	21%
Information Technology	2,400	17%
Medical/Health Sciences	2,400	17%

The similarities between the experience and skills categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations. **It should be noted that individuals polled normally have experience and/or skills in multiple categories.**

Skills Category	Number of Individuals*	Percentage of Total
Warehouse/Logistics	9,500	67%
Manufacturing/Assembly/Fabrication	8,200	58%
Office Operations	7,700	54%
Telecommunications	4,700	33%
Information Technology	3,600	25%
Technician/Quality Assurance	3,600	25%
Maintenance/Installation/Repair	3,600	25%
Medical/Health Sciences	3,600	25%
Electronics/Engineering	2,400	17%

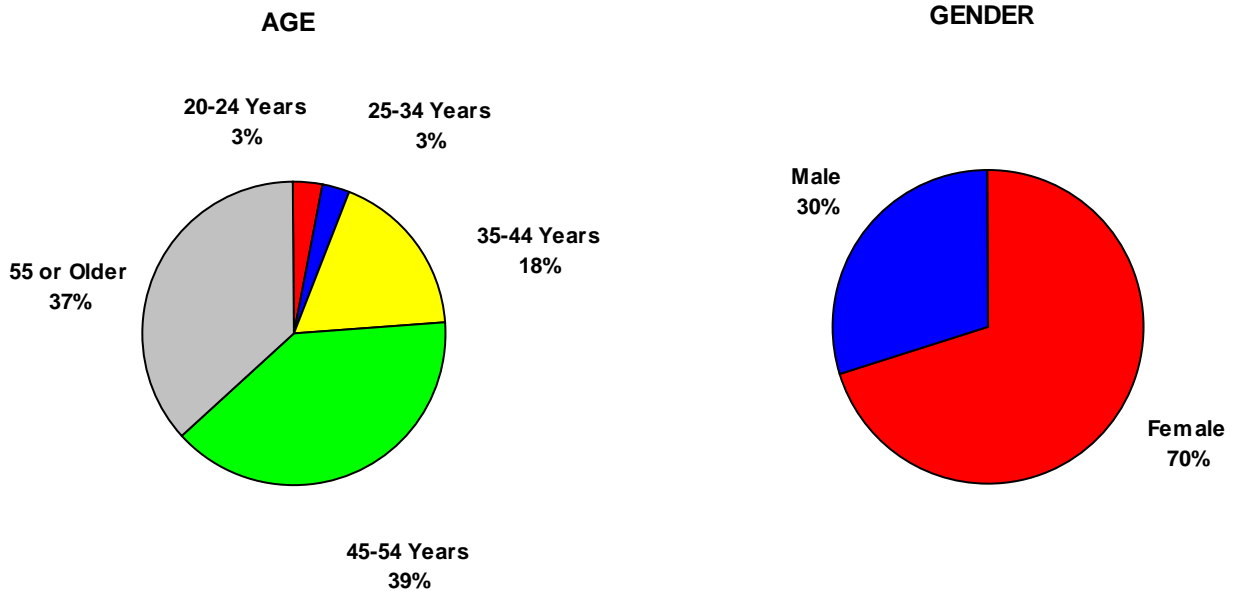
\* Rounded



**ASSESSMENT OF INDIVIDUALS WHO  
WOULD CONSIDER RE-ENTERING THE WORKFORCE  
6,200 Potential Workers**

The following charts provide information on that segment of unemployed individuals in the labor shed who would consider re-entering the workforce. **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 Central Region labor shed, there are approximately 6,200 individuals who are currently unemployed, not actively seeking work, but would consider re-entering the workforce. Survey results indicate the average age of these individuals is 45 years.

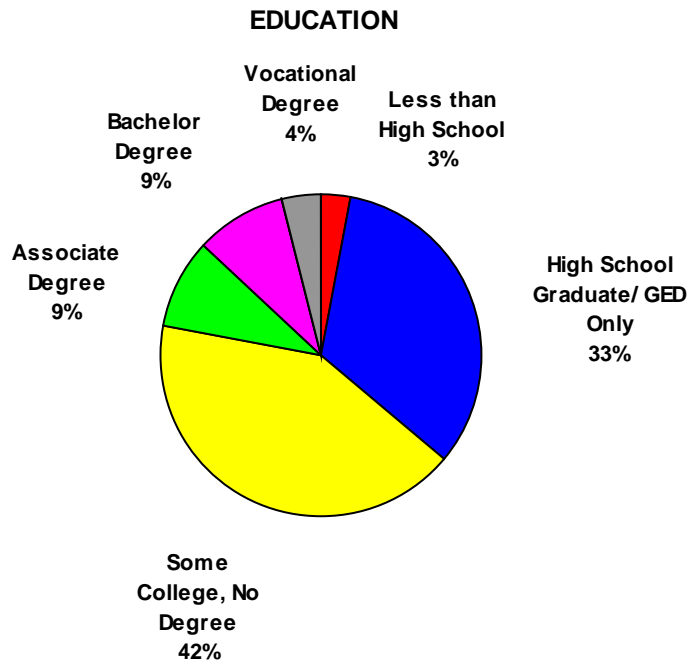


The median desired pay rate of the individuals who would consider re-entering the workforce is \$12.00 per hour. These potential workers have been out of the workforce for an average of 66 months and are willing to commute an average of 23 miles for a job.

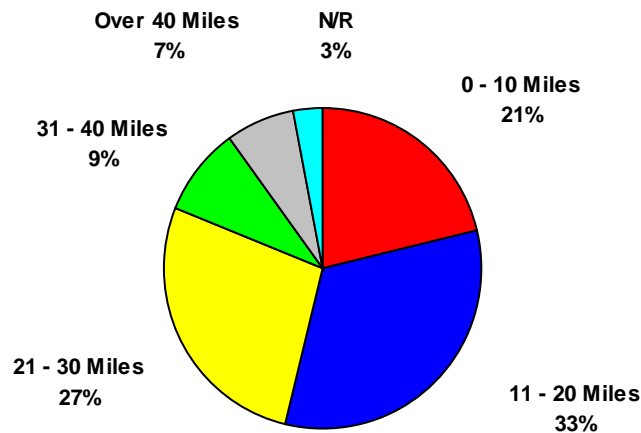




**CHARACTERISTICS OF INDIVIDUALS WHO  
WOULD CONSIDER RE-ENTERING THE WORKFORCE  
6,200 Potential Workers**



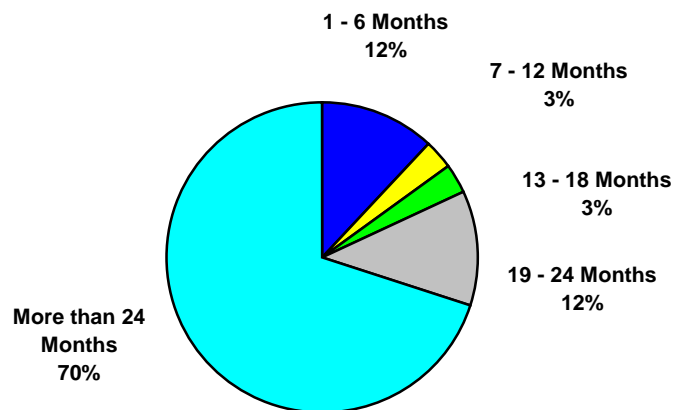
**MILES WILLING TO COMMUTE – Average 23 Miles**



## **CHARACTERISTICS OF INDIVIDUALS WHO WOULD CONSIDER RE-ENTERING THE WORKFORCE**

**6,200 Potential Workers**

### MONTHS OUT OF WORKFORCE



### REASON FOR BEING OUT OF WORKFORCE

REASON	Percentage of Respondents
Medical/Disability	49%
Personal Choice / Stay-At-Home	33%
Laid Off / Job Eliminated	9%
Retired or Close to Retirement	6%
Company Closed / Relocated	3%



**CHARACTERISTICS OF INDIVIDUALS WHO  
WOULD CONSIDER RE-ENTERING THE WORKFORCE  
6,200 Potential Workers**

Experience Category	Number of Individuals*	Percentage of Total
Customer Service	4,500	73%
Sales	3,200	52%
Office Operations	3,200	52%
Manufacturing/Assembly/Fabrication	3,000	49%
Warehouse/Distribution/Transportation	2,900	46%
Medical/Health Sciences	2,200	36%
Telecommunications	2,200	36%
Call Center	2,000	33%
Maintenance/Installation/Repair	1,100	18%
Information Technology	700	12%

The similarities between the experience and skills categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations. **It should be noted that individuals polled normally have experience and/or skills in multiple categories.**

Skills Category	Number of Individuals*	Percentage of Total
Warehouse/Logistics	3,200	52%
Office Operations	3,000	49%
Telecommunications	2,900	46%
Manufacturing/Assembly/Fabrication	2,400	39%
Technician/Quality Assurance	2,000	33%
Medical/Health Sciences	1,900	30%
Information Technology	1,700	27%
Maintenance/Installation/Repair	700	12%
Electronics/Engineering	700	12%

\* Rounded



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

In developing a profile of existing workers in the East Central Indiana region, The Pathfinders considered such factors as labor availability, productivity, attitudes, costs, and education. The findings were based upon surveys conducted with senior management and human resources professionals from companies located in the labor shed.

As determined from the employer surveys, the tables below reflect the top five methods used to recruit hourly and salaried workers in the East Central Indiana region and the percent of employers utilizing each method. Employers may use multiple recruitment methods.

### RECRUITMENT METHODS

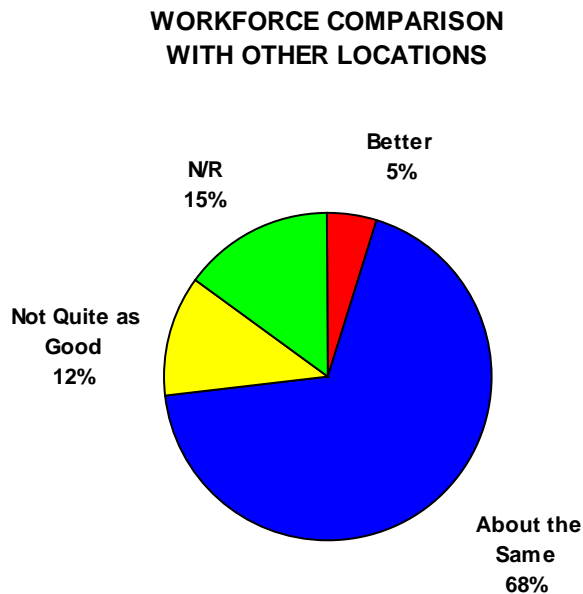
Recruiting Methods – Hourly Workers	% of Employers
Word of Mouth	88%
Internet	73%
Referrals	70%
Staffing, Temp Agency	58%
WorkOne	55%

Recruiting Methods – Salaried Workers	% of Employers
Internet	72%
Word of Mouth	72%
Referrals	67%
Recruiters	53%
Networking	44%



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

67% of the employers surveyed stated their companies had operations in other regions of the United States. Of these employers, those familiar with the workforces in those other locations reported their East Central Indiana area operations were comparable to or better than the other regions in terms of profitability and production.



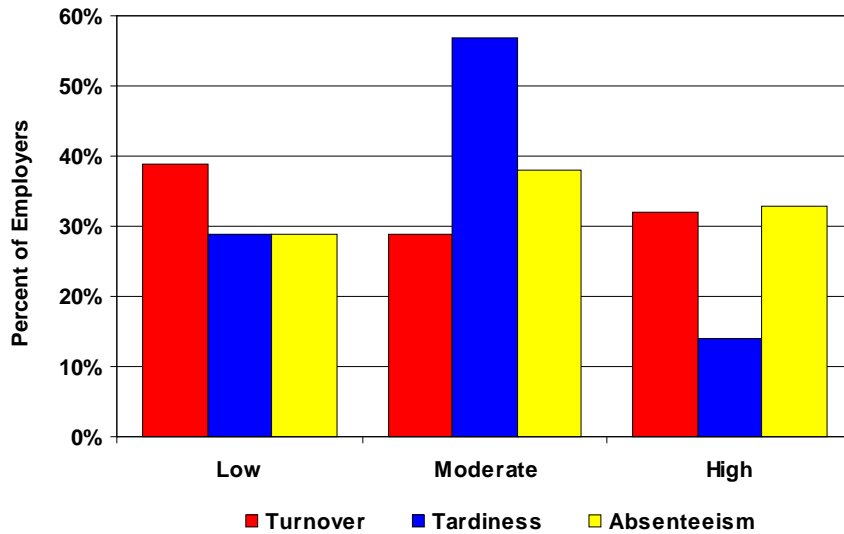
The employers surveyed in this study were asked to rate turnover, tardiness and absenteeism among their workers as "Low", "Moderate" or "High". Further, they were surveyed as to their substance abuse testing practices and asked to rate substance abuse among the area workforce.

The charts on the following pages illustrate the percent of employers' ratings for these and other factors, including educational facilities, worker productivity and reliability, teamwork and basic skills.

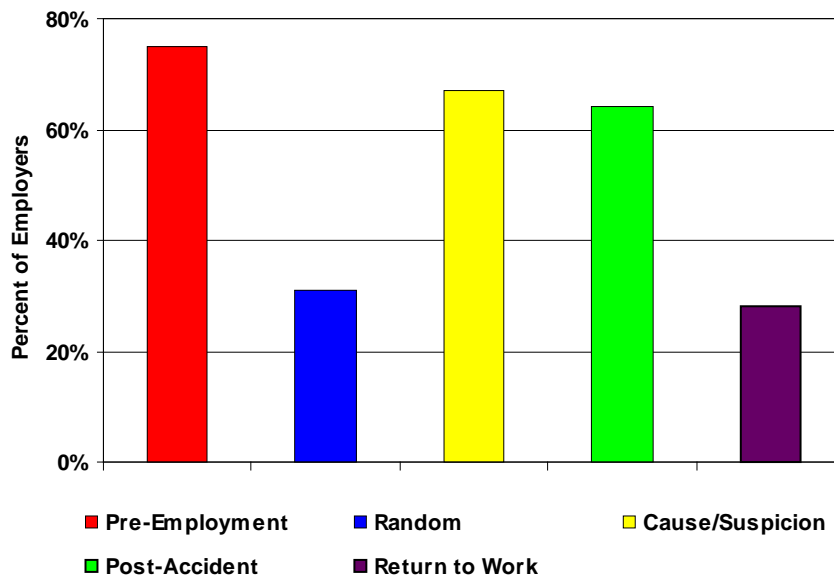


## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

### TURNOVER / TARDINESS / ABSENTEEISM

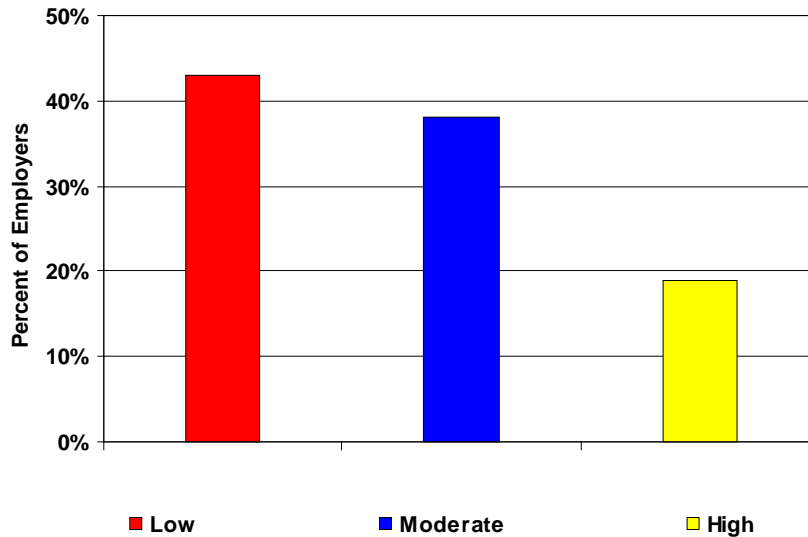


### SUBSTANCE ABUSE TESTING PRACTICES



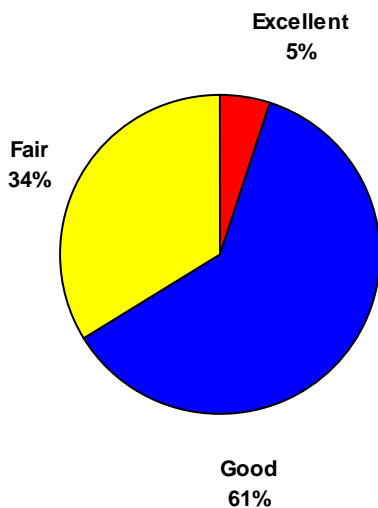
## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

### SUBSTANCE ABUSE RATING – AREA WORKFORCE

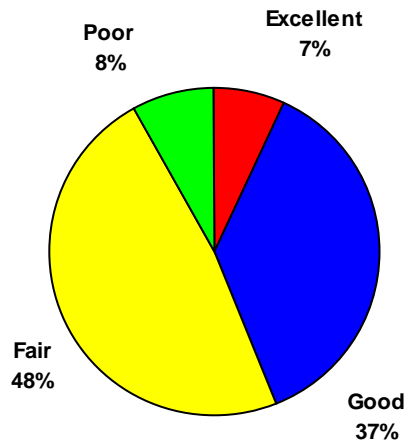


Further, 77% of the employers surveyed completed criminal background checks on potential employees; 44% checked for valid drivers' licenses; and, 2% performed nicotine checks.

### WORKER PRODUCTIVITY

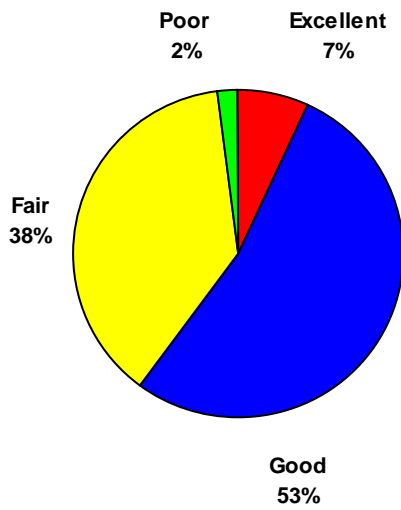


### WORKER RELIABILITY

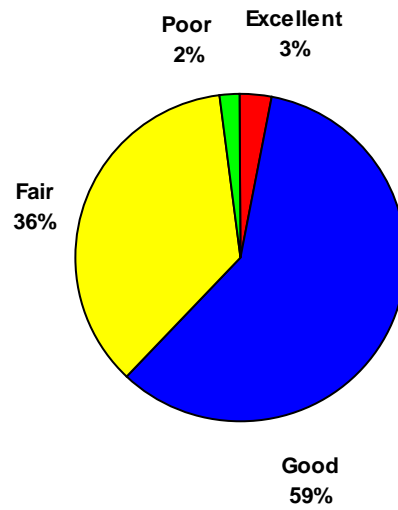


## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

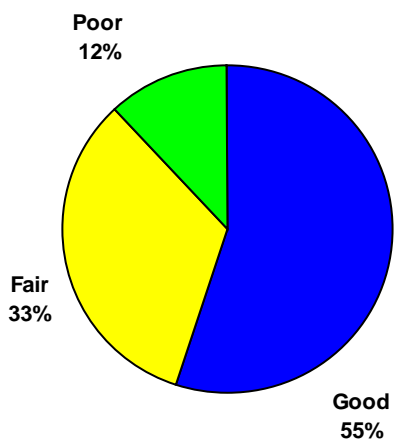
### WORKER ATTITUDES



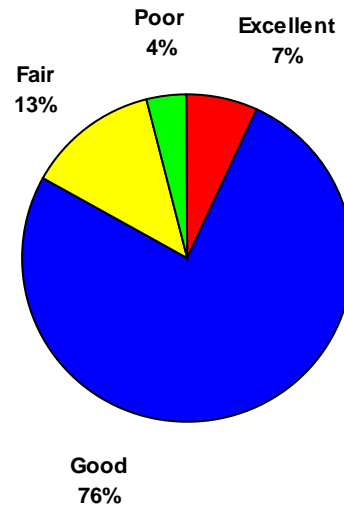
### WORKER TEAMWORK SKILLS



### LOCAL PUBLIC SCHOOLS



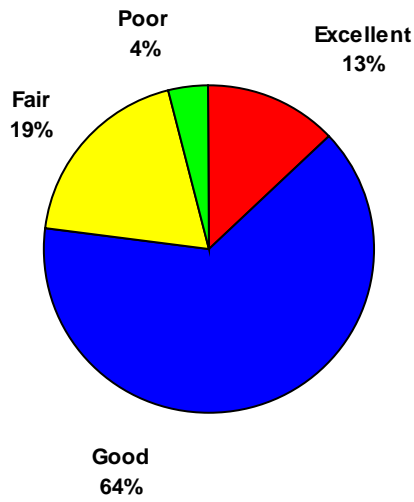
### LOCAL COMMUNITY COLLEGES



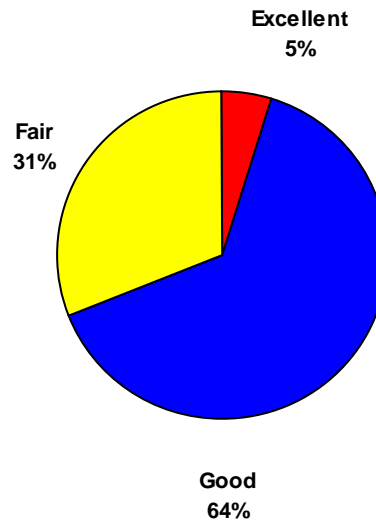


## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA TOTAL WORKFORCE

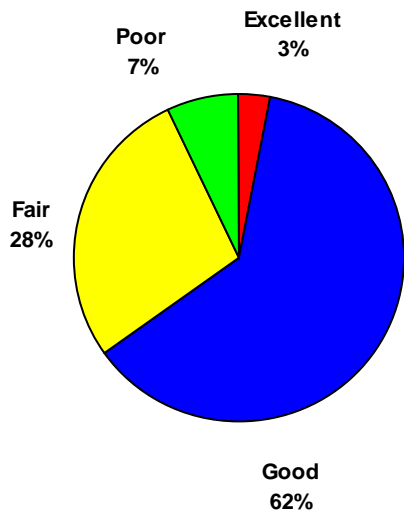
### LOCAL TECHNICAL / TRADE SCHOOLS



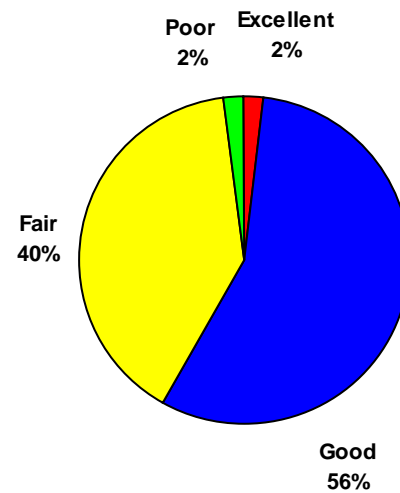
### READING SKILLS



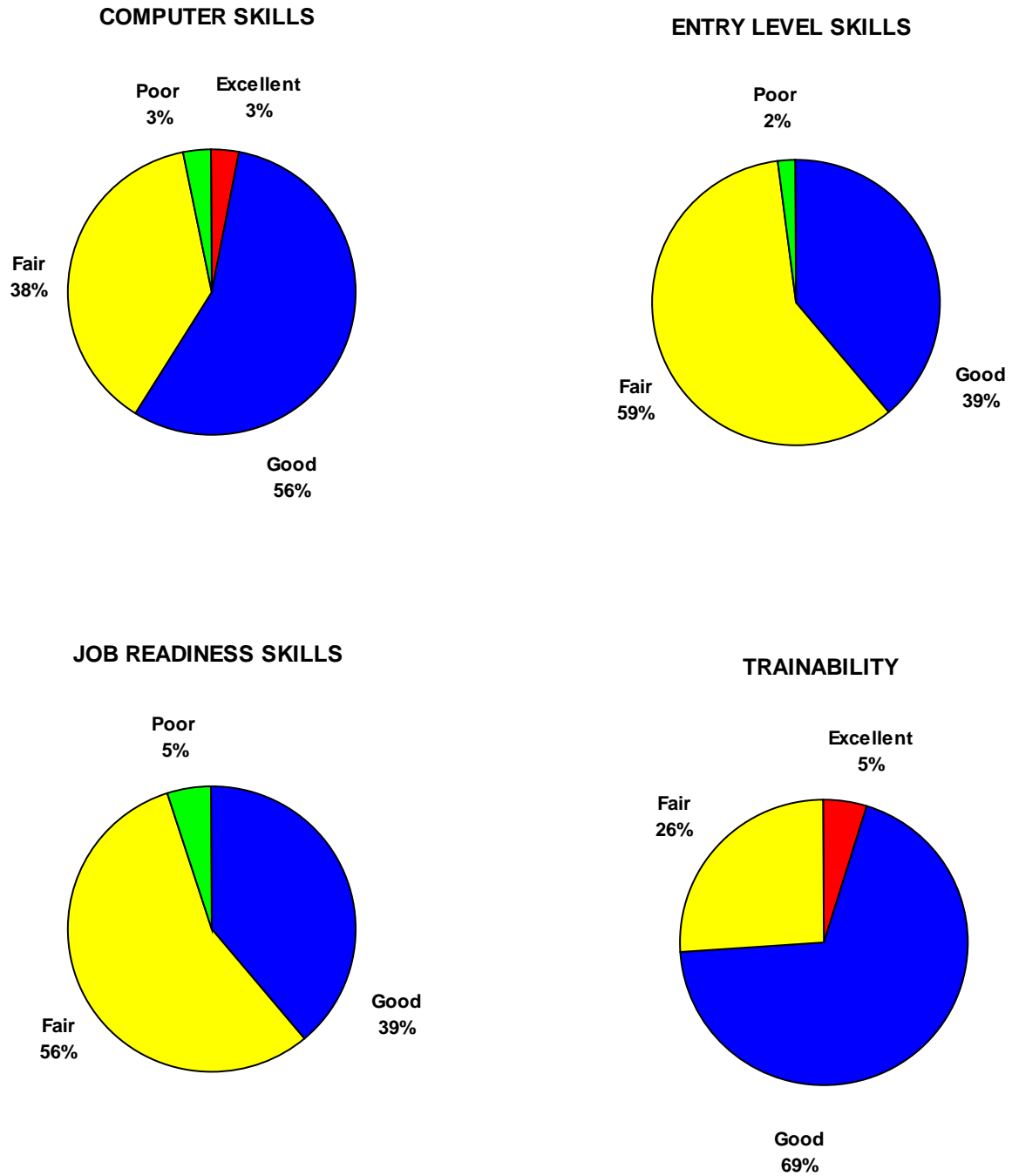
### WRITING SKILLS



### MATH SKILLS

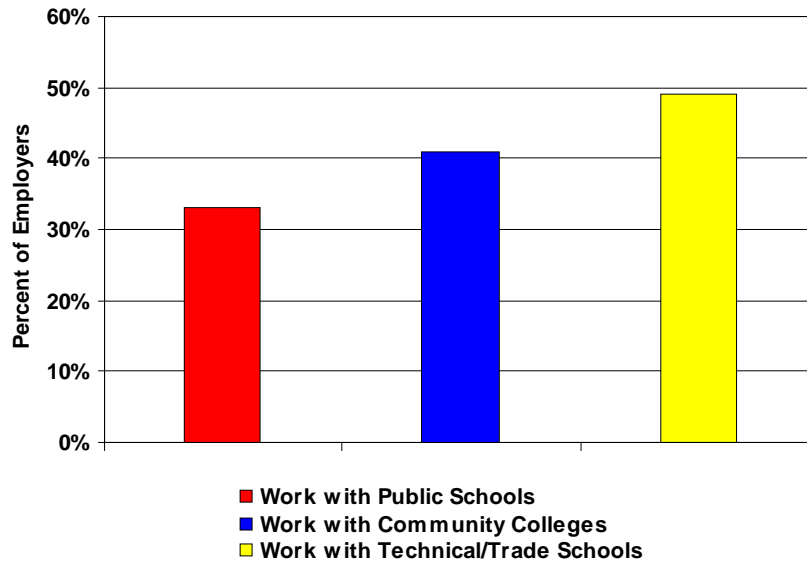


## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

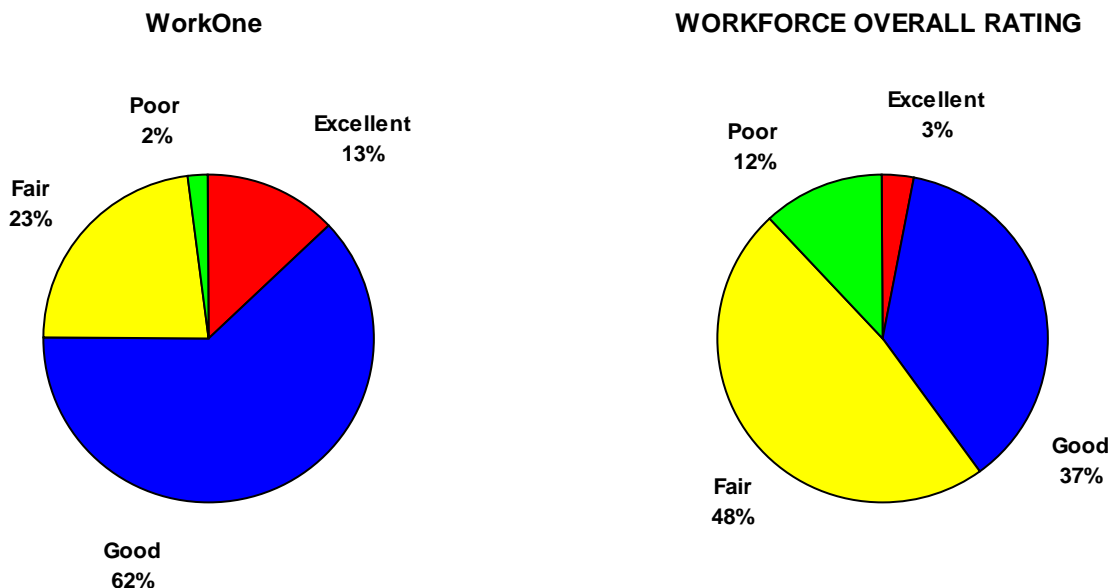


## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

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



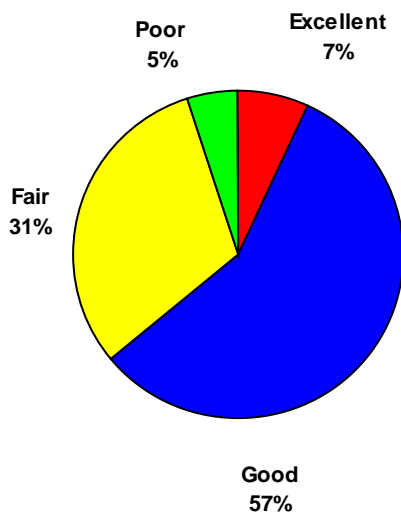
The participating employers were asked to rate the area's workforce development system (WorkOne) and to give an overall rating of the area's workforce in consideration of all factors.



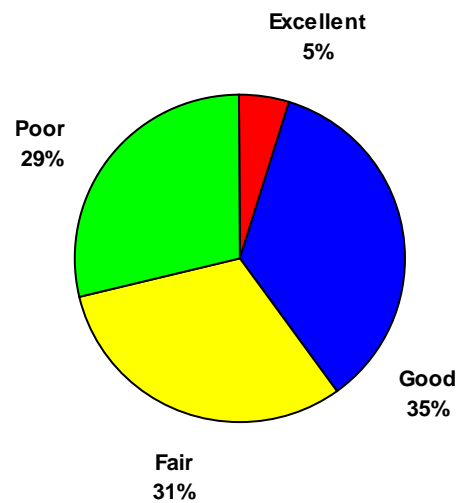
## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

Further, the employers who were surveyed gave the following ratings to the area's business climate in terms of such factors as support and communication, the area's transportation system, day care, and the area's overall quality of life. In addition, the employers offered their opinions on the availability of labor in the area.

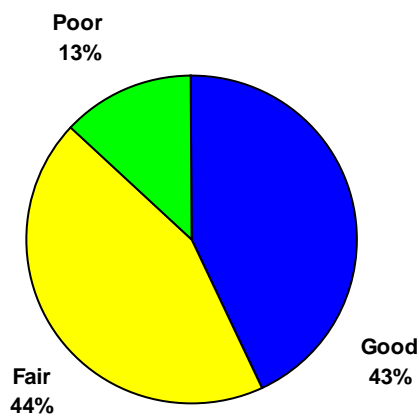
**AREA BUSINESS CLIMATE**



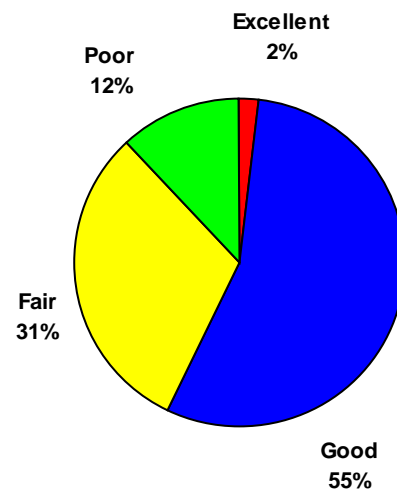
**AREA TRANSPORTATION SYSTEM**



**AREA DAY CARE**

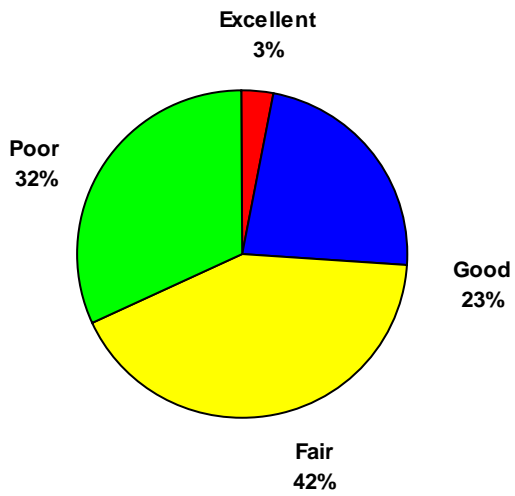


**AREA QUALITY OF LIFE**

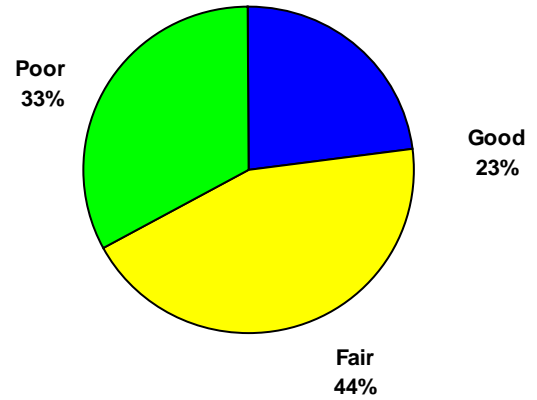


## EMPLOYERS' VIEWS AND RATINGS OF THE EAST CENTRAL INDIANA AREA TOTAL WORKFORCE

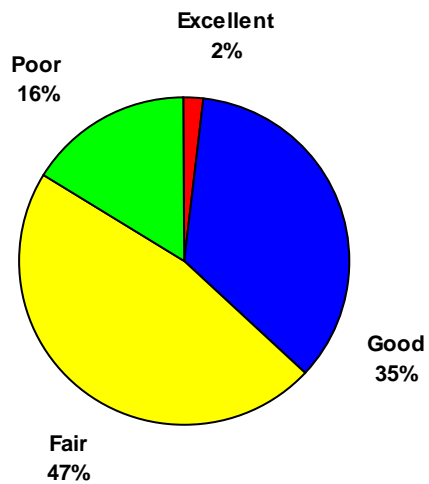
### SKILLED WORKERS AVAILABILITY



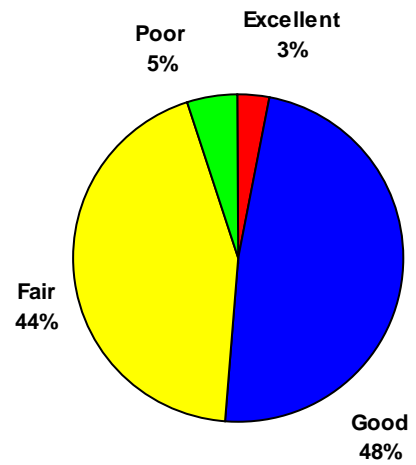
### TECHNICAL WORKERS AVAILABILITY



### PROFESSIONAL WORKERS AVAILABILITY



### UNSKILLED WORKERS AVAILABILITY





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