



RAPID RECOVERY REPORT

IVY TECH COMMUNITY COLLEGE • SEPTEMBER 8, 2020

SUMMARY

EMPLOYMENT AND WORKFORCE/EDUCATION DATA TRENDS

- The August jobs report indicates the national unemployment rate is 8.4% and 1.4 million jobs were added, better than analysts expected but less than the gains over each of the past three months. More unemployed people are now classified as permanently losing their old jobs.
- Indiana's unemployment rate for July 2020 was 7.9%, with 18 of 92 Indiana counties above the state rate. The number of Hoosiers filing first-time claims is just over 11,000, the lowest since March. Continued unemployment claims also have declined to about 121,000 over same timeframe.
- Strada Education Network's latest Public Viewpoint research suggests relevance is the most common factor linked to Americans' preferences for degree, nondegree, or skills training and that comfort and support as well as safety are important factors in determining education delivery options.

SECTOR AND REGIONAL INSIGHTS

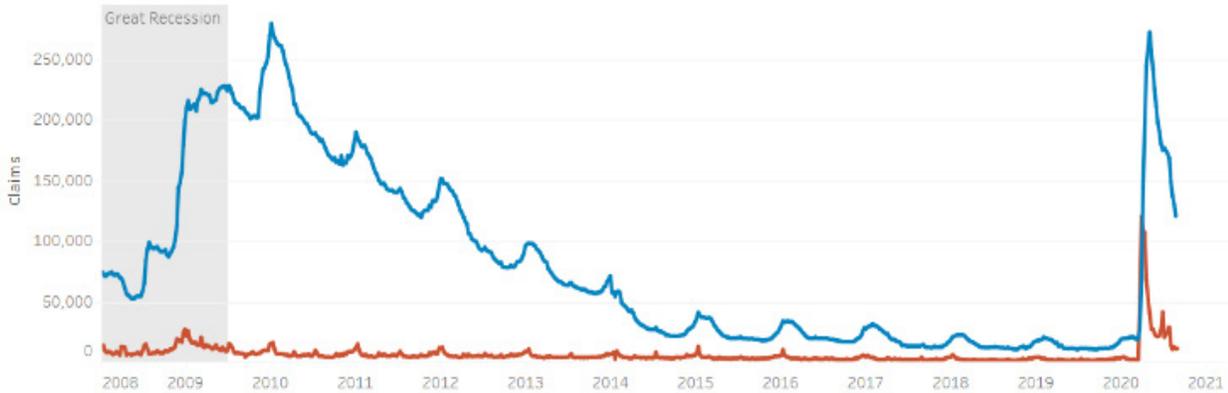
- **Advanced Manufacturing:** Automation and smart technology are changing manufacturing processes in Indiana and around the world and are key for thriving in post pandemic economy.
- **Business Logistics/Supply Chain:** Supply chains continue to face challenges given the significant numbers of individuals deferring going back into the workforce.
- **Construction:** New opportunities to train workers may develop as a result of recently released AIHA guidelines including a seven-step process to help keep construction workers safe from COVID 19.
- **Healthcare:** Challenges in obtaining clinical sites related to COVID vary across the state. Ivy Tech continues to work with healthcare providers to allow students access to clinical sites
- **Information Technology:** Powderkeg has launched a tool designed to bring more national attention to the Indianapolis tech scene as people seek relocation to Indianapolis to move into the tech space
- Campuses report growing demand for expanded Next Level Jobs-eligible noncredit trainings.

EMPLOYMENT DATA AND TRENDS

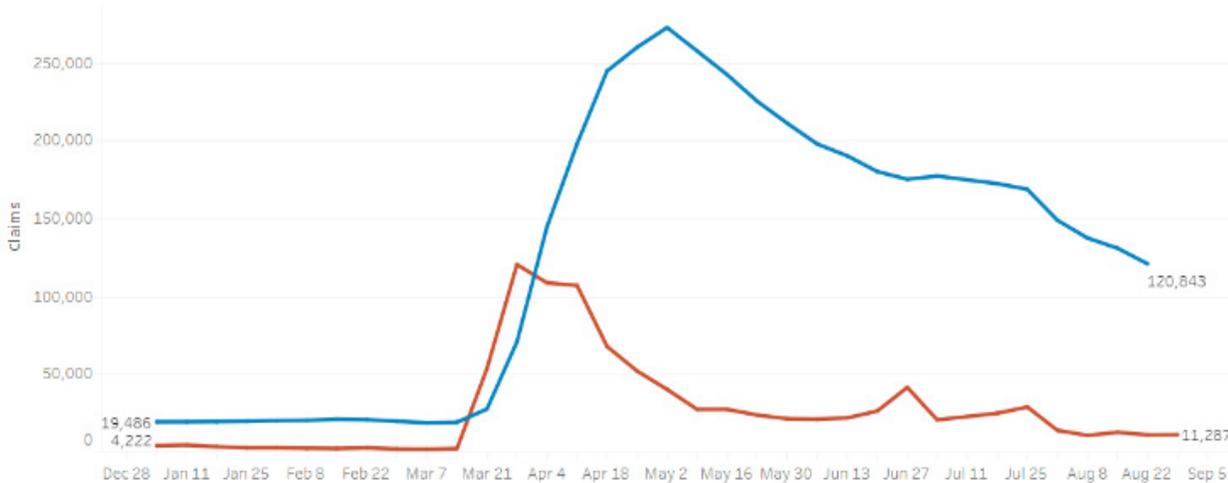
- The national unemployment rate declined in August from 10.2% to 8.4%. The Department of Labor’s August jobs report indicates that the U.S. added 1.4 million jobs last month, better than analysts expected but less than gains of each of the last three months.
 - o Of note, the economy has recovered about 42% of the 22 million jobs lost due to the pandemic recession. More unemployed people are now classified as permanently losing their old jobs—3.4 million in August versus 2.9 million in July.
 - o Retailers added 250,000 jobs and health care added 90,000, but manufacturers added just 29,000 jobs, one-tenth of their job growth in June. Construction added just 16,000 despite strong home building.
- Indiana’s unemployment rate for July 2020 was 7.9%, slightly below the national rate of 8.4%, with 18 Indiana counties above the state rate. The number of Hoosiers filing first-time unemployment is just over 11,000, the lowest since March. Continued unemployment claims also have declined to about 121,000 over same timeframe, with the highest sector-specific claims in: accommodation and food service; manufacturing; and administrative, support, waste management, and remediation services. See graphs below and next page (Source: <http://www.hoosierdata.in.gov>).

Select a county or region: Select industry sector:

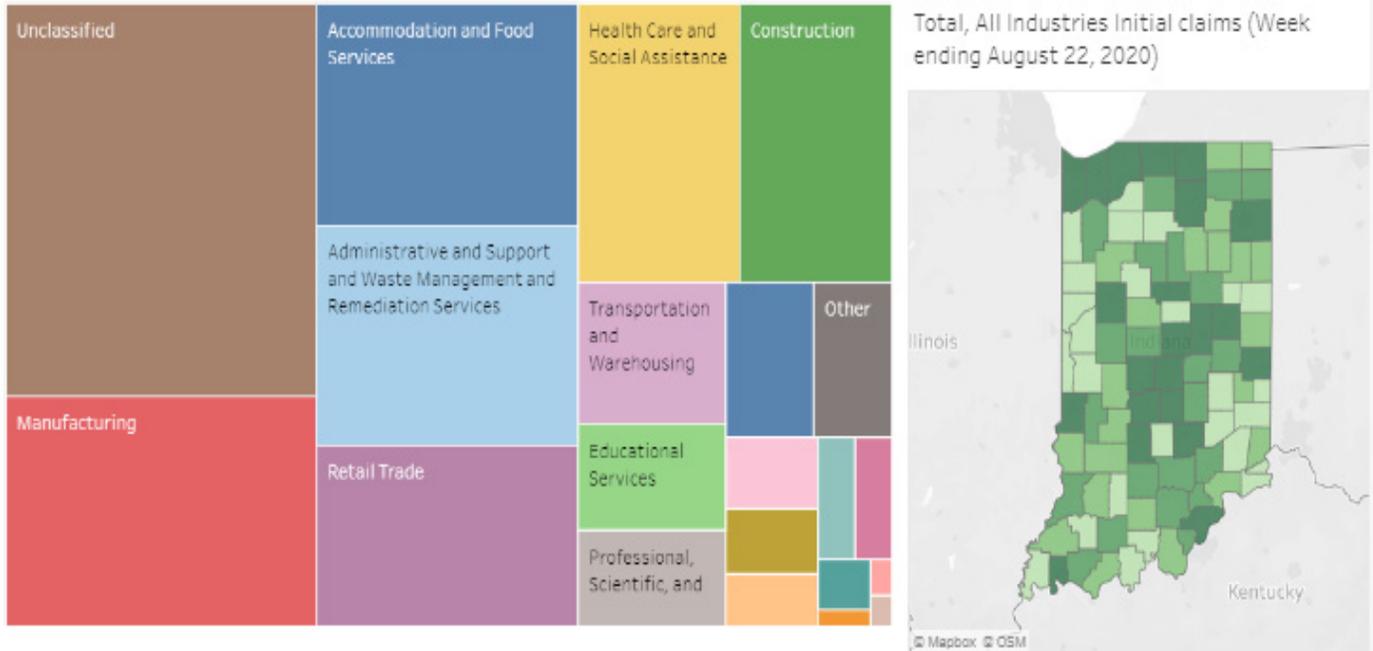
Indiana weekly **initial** and **continued** unemployment claims (Total, All Industries)



2020 claim trends for Indiana (Total, All Industries)



Note: Zeros indicate the data are suppressed because the total number of claims is less than 10.



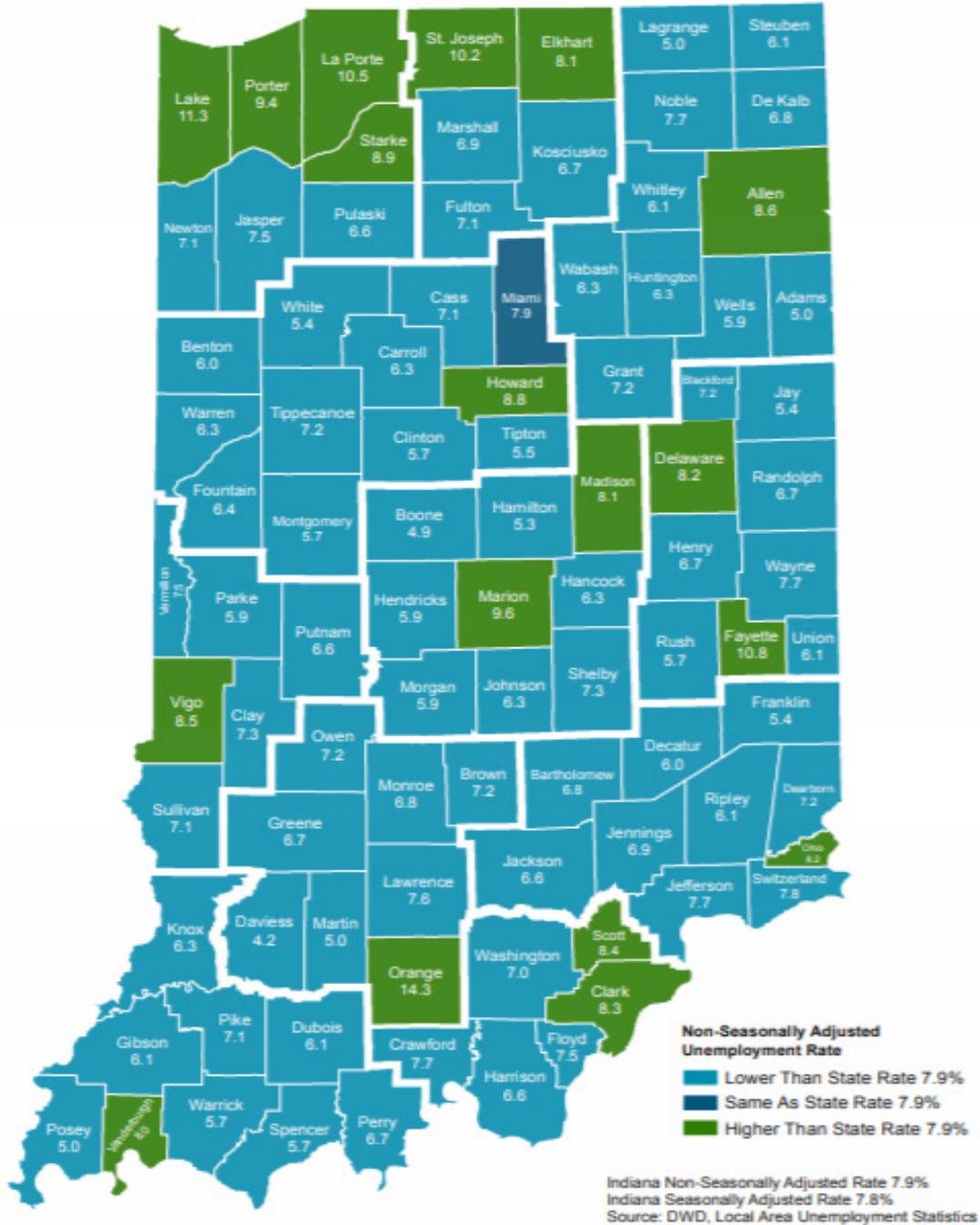
Indiana unemployment claims by industry

Naics Title	8/29/20		8/22/20		8/15/20		8/8/20		8/1/20		7/25/20	
	Initial	Continued										
Total, All Industries	11,287	120,843	11,180	130,850	12,765	137,409	10,801	148,765	14,047	168,643		
Accommodation and Food Services	1,115	21,213	1,170	23,517	1,428	25,013	1,106	26,943	1,479	30,829		
Administrative and Support and Waste Manag..	1,185	13,960	1,166	15,091	1,380	15,580	1,143	16,751	1,466	17,979		
Agriculture, Forestry, Fishing and Hunting	25	151	18	165	29	168	22	178	28	193		
Arts, Entertainment, and Recreation	100	3,363	98	3,630	133	3,823	110	4,152	146	4,751		
Construction	835	7,013	860	7,344	737	7,595	689	8,295	862	9,334		
Educational Services	257	2,211	316	2,434	336	2,617	251	2,937	365	3,153		
Finance and Insurance	145	1,498	124	1,539	134	1,567	135	1,665	150	1,787		
Health Care and Social Assistance	918	10,072	915	10,812	1,040	11,304	822	12,176	1,065	13,625		
Information	47	1,205	53	1,333	77	1,399	71	1,501	119	1,677		
Management of Companies and Enterprises	102	1,008	91	1,088	125	1,149	102	1,206	97	1,381		
Manufacturing	1,476	20,973	1,443	22,409	1,776	23,432	1,716	26,038	1,907	30,821		
Mining, Quarrying, and Oil and Gas Extraction	14	159	15	180	11	190	0	197	0	260		
Other Services (except Public Administration)	261	4,265	244	4,629	290	4,895	257	5,337	338	6,084		
Professional, Scientific, and Technical Services	271	3,892	287	4,133	311	4,292	246	4,473	302	4,899		
Public Administration	84	746	91	776	92	807	86	881	100	930		
Real Estate and Rental and Leasing	125	1,634	135	1,717	131	1,802	82	1,911	140	2,133		
Retail Trade	956	10,883	959	11,731	1,139	12,299	925	13,195	1,144	14,711		
Transportation and Warehousing	401	5,002	425	5,364	504	5,528	452	5,949	514	6,536		
Unclassified	2,716	7,263	2,478	8,391	2,816	9,232	2,331	9,771	3,466	11,678		
Utilities	0	50	13	52	0	55	0	65	0	68		
Wholesale Trade	251	4,268	279	4,504	268	4,652	243	5,137	344	5,807		

Note: Zeros indicate the data are suppressed because the total number of claims is less than 10.

Source: Indiana Business Research Center, using data from the Indiana Department of Workforce Development

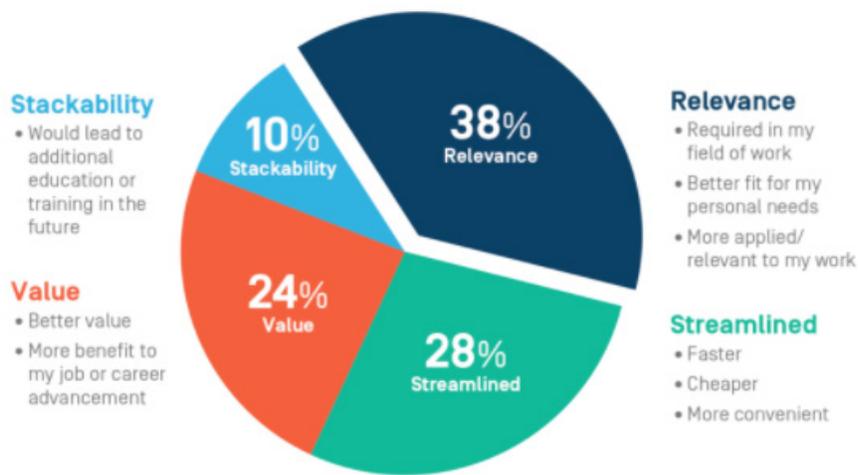
County Unemployment Rates July 2020 - Non Seasonally Adjusted



EDUCATION AND WORKFORCE POLLING

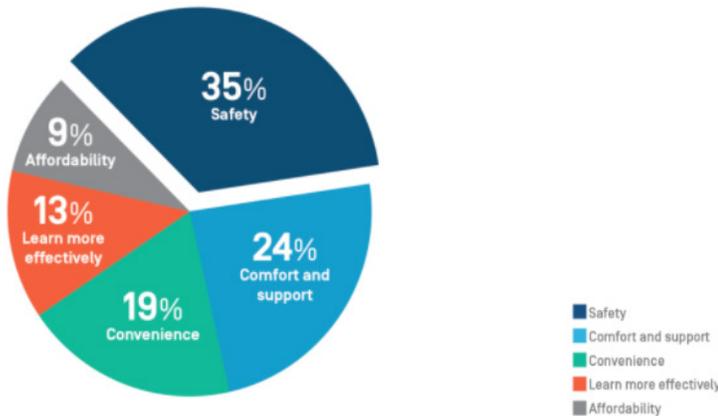
• **Strada Education Network's** latest Public Viewpoint research shows work/personal relevance is the most common factor linked to preferences for degree, nondegree, or skills training. Survey findings through August 26 suggest nearly 40 percent of Americans say the most important factors in deciding among degree and nondegree education options are whether a program is related to their work and suited to their personal needs. Comfort and support as well as safety are important factors in determining education delivery options.

2 in 5 Americans [38%] say the most important factors in choosing an education program are whether it is **related to their work** and **suited to their personal needs**.



1 in 3 Americans [35%] cite **safety as the most important factor** in deciding among in-person, hybrid, or online education.

Americans **without a college degree** are more likely to identify **comfort and support** as the most important factor in deciding among in-person, hybrid and online options.



SECTOR AND REGIONAL INSIGHTS

ADVANCED MANUFACTURING

- Automation and smart technology are changing manufacturing processes in Indiana and around the world. Experts agree that automation will be the technology that will ensure manufacturing thrives post pandemic by:
 - o Increasing savings and cutting costs - \$2.7 trillion total estimated savings
 - o Simplifying processes and supporting greater resiliency
 - o Increasing productivity – processes and labor
 - o Improving workplace safety – currently costing employers \$62 billion per year
 - o Supporting quick change over as reshoring production of critical goods continues
- New smart technologies also create connected worker platforms using digital applications like cloud, mobile, smart glasses, AI/ML and drones supporting a front-line workforce that is more intelligent and efficient.
- The Smart Automation Certification Alliance (SACA) and our partner, Amatrol, have developed certifications and training AMEAS is incorporating into current curricula and future curricula to support the new technology becoming more common in Indiana and the U.S. Certifications will also be delivered in skills credit modules and as digital badges.

BUSINESS/SUPPLY CHAIN MANAGEMENT

- Supply chains are still facing challenges given the significant numbers of individuals deferring going back into the workforce due to the nature of COVID-related unemployment benefits. The supply chain sector is particularly sensitive to the COVID benefit structure as it is hindering companies' ability to recover the workforce needed to perform at optimal levels.

CONSTRUCTION

- New guidelines have been released by the AIHA including a seven-step process to help keep construction workers safe from COVID 19. Construction activities done without HVAC and ventilation systems and in tighter spaces where social distancing is not possible puts workers at a higher risk so additional guidance for employers is critical. COVID 19 may be spread through HVAC systems. Filters and other in-duct filtration or air purification is being used to increase the safety of HVAC systems. New opportunities to train workers and employers in the new guidelines may develop.

HEALTHCARE

- Challenges in obtaining clinical sites related to COVID vary across the state. Ivy Tech continues to work with healthcare providers to allow students access to clinical sites. We have acquired enough PPE for our students and faculty for the semester that will allow them to continue to participate in labs and clinicals.
- Nursing and most Health Sciences programs are at full capacity this semester. Ivy Tech will continue to increase capacity where feasible in order to meet demand but clinical sites are the primary challenge at this time.

INFORMATION TECHNOLOGY

- Indianapolis-based tech networking platform Powderkeg has launched a tool designed to bring more national attention to the Indianapolis tech scene. Powderkeg says the Indianapolis Tech Profile has a particular focus on tech workers outside of Indiana who are looking elsewhere to advance their careers. Powderkeg Chief Executive Officer Matt Hunckler says now more than ever, people are looking to areas in the middle of the country such as Indianapolis to move into the tech space. The Tech Profile will help create national awareness around the Indy tech ecosystem so tech companies between the coasts can thrive and succeed. Ivy Tech Community College was featured in the Tech profile.
- Salesforce's Pathfinder Training Program is a workforce development initiative designed to train individuals with the technical and business skills necessary to pursue a career in the Salesforce ecosystem. Launched in 2018 in collaboration with Deloitte, Pathfinder began with a commitment to train the next generation of Trailblazers. Faculty at Ivy Tech nominate students and students can nominate themselves for the program. Applications for Pathfinders closed on Friday, with 40 Ivy Tech student applicants. To date, Ivy Tech has had 262 students graduate from the Pathfinder program.
- The Indiana Technology and Innovation Association (ITIA), a statewide association of Indiana's technology-driven companies and partners, recently formed an Equity Committee to identify and advocate for needed reform on priority areas such as improving minority access to high-quality education and workforce training programs, identifying and addressing gaps in minority entrepreneurs' access to resources and capital, and combatting racism that harms quality of life for the Black community in our state.

OTHER

- **Homeland Security:** The state provides training through the districts for free to participants throughout the state to fill the needs of the state in homeland security which includes fire training. Ivy Tech is piloting a partnership at the Multi-Agency Academic Cooperative (MAAC) in Valparaiso where we recruit and direct students into the MAAC training program along with their own efforts and pipeline. This will allow students to crosswalk their earned certifications for academic credits up to 37 credits and have a clear path of 23 more credit hours for degree completion at Ivy Tech. We also have supported the pipeline for those industries through the Volunteer Firefighter Scholarship. There is an opportunity to duplicate throughout the state.
- **Criminal Justice:** Community policing is under great scrutiny. Ensuring that training includes diversity, ethics, and use of force training will be critical moving forward and in response, Ivy Tech is developing a community policing certificate.
- **Human Services:** Addiction and mental health issues have accelerated during the COVID crisis. The capacity of our mental health system was already stressed and limitations only exacerbated by the pandemic. Ivy Tech has a unique two-year program that includes an intensive internship experience to ensure our students are ready to take on the complex issues around mental health in what has typically been a field staffed by bachelor's- and master's-degreed professionals. It will be critical to increase our output to meet these increasingly-needed skills in our communities.

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COMMUNITY ENGAGEMENT AND PARTNER PERSPECTIVES

Campuses report growing demand for Next Level Jobs/Workforce Ready Grant-eligible noncredit training programs.

- Various campuses including Bloomington, Evansville, Fort Wayne, Indianapolis, Lawrenceburg, Muncie, Sellersburg, and Terre Haute highlight growing enrollments in newly WRG-eligible noncredit training programs such as CDL-A, CNA, and welding, and are scheduling additional offerings over the next month to accommodate demand where facility capacity allows.
- Indianapolis, Madison, and others also are leveraging WRG-funded programs in partnership with community-based organizations and Achieve Your Degree (AYD) employers as a way to fill tuition assistance gaps and provide packaged wrap-around / concierge services.
- Campuses also are helping employers utilize the Next Level Jobs/Employer Training Grant dollars by serving as a provider for customized workforce training needs.
- Campuses such as Terre Haute are seeking additional funding opportunities to be able to continue to support student tuition when WRG is over for temporarily-eligible training such as CDL-A.

Importantly, while Next Level Job expanded funding is a plus, completing training in the timeframe required is creating more pressure on employers, many of whom continue to struggle to fill staffing needs.

- Richmond, for example, reports that employers are either extremely busy or still in a downturn based on sector and COVID-related economic impacts to supply chains and demand cycles. Those that are busy (pet food, plastics, funeral products) are so busy they do not have margin to train. Those that are down (automotive, small employers) have people furloughed and will not train. Finding employers who are active with margin to improve in the moment and take advantage of training is the challenge, but some are in that space and actively working with us. Many production facilities that are active are struggling to fill open floor positions due to continued fear to return to work, ongoing unemployment benefits, or the typical challenges of finding applicants who can meet their requirements. Production, maintenance continue to be leading needs for immediate hire.
- Madison has noticed that that their local manufacturing companies are struggling to find entry-level employees whom they can retain. One particular company, who also is an AYD partner, wants to start an apprenticeship program. One reason that they want to do so is to be able to increase employee morale in light of constant turnover during and post-pandemic.

Campuses continue to offer a variety of education/training delivery options, and based on various campus observations, employers appear to prefer that their employees take in-person or hybrid classes while student response to online courses remains positive.

- Evansville, for example, reports that the move back to in-person classes is critical to their campus success, noting that they are finally able to reschedule several training plans which were suspended for six months because of the pandemic.