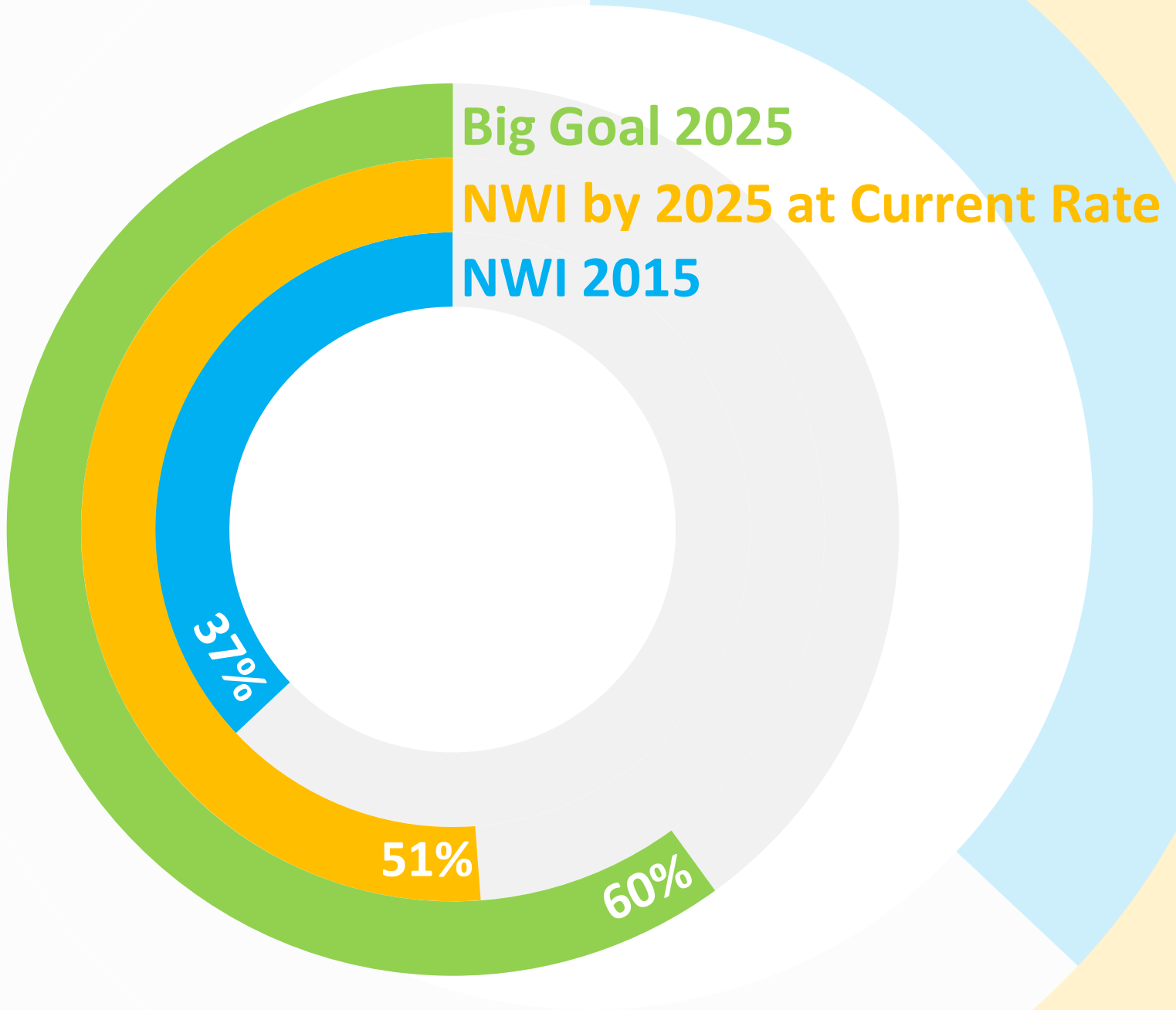


Northwest Indiana

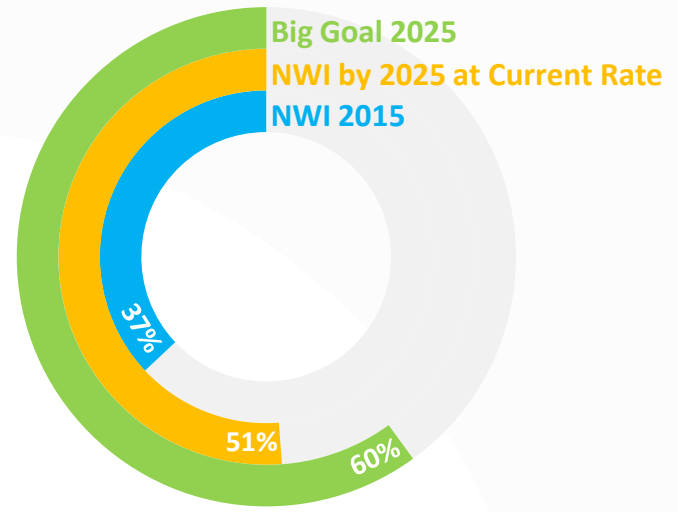
ANNUAL INDICATORS SNAPSHOT



BY 2025, MORE THAN 60% OF JOBS IN THE UNITED STATES WILL REQUIRE A POSTSECONDARY DEGREE OR HIGH-QUALITY CREDENTIAL

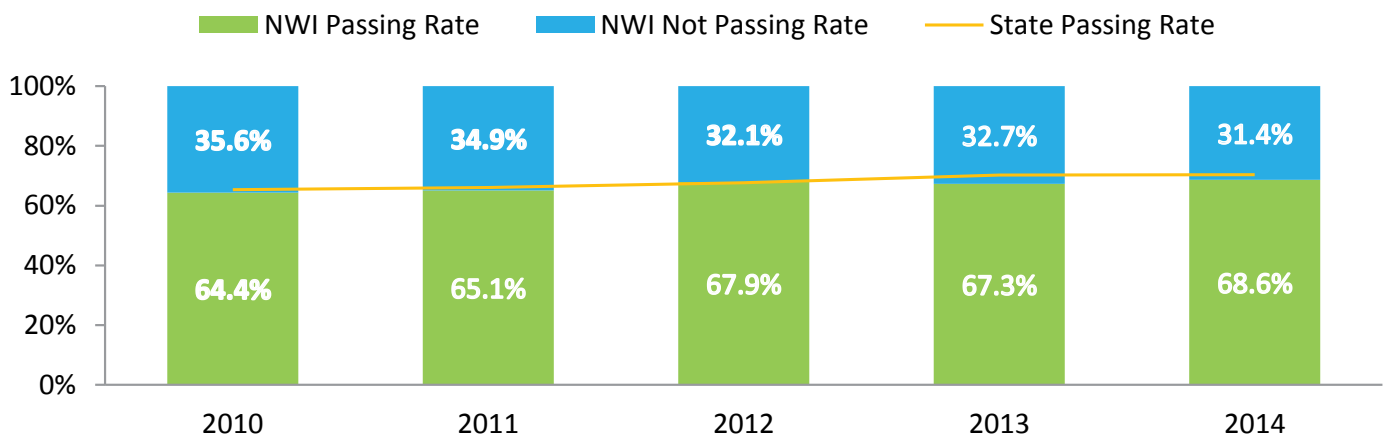
Northwest Indiana’s economic future is tied directly to our ability to accelerate educational attainment levels and create a new culture of education in the region. Our partners in education, economic development, workforce development, and government are embarking on a 10-year mission of collaboration to achieve our “60% by 2025” goal which requires us to move from the current 37% of adults with higher education credentials to the 60% level projected to be needed by our employers.

To meet the goal we will focus on key stages of development of our student talent pipeline (middle school to high school, high school to college, college to jobs in the region). But we cannot reach our goals without adults in our workforce also acquiring new skills and credentials. During the next ten years we are committed to annual review of progress across core indicators that are shown below. Each year we will also supplement the look at core indicators with supplemental data and insights that are impacted the measures so that we can, as a region, adjust our strategies and take the actions needed for collective impact to achieve the goals.



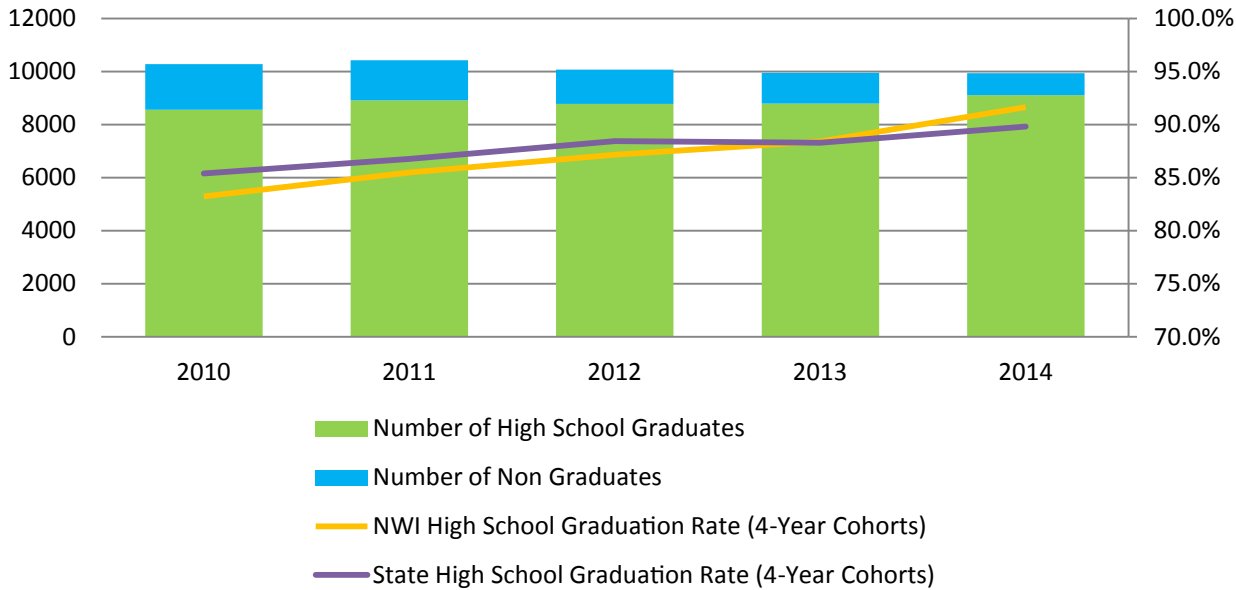
While the ISTEP assessment structure is being altered, it remains important that we establish a baseline for making progress at this critical transition point for each year in the next decade. Our educators continue to report that the biggest determinant of readiness of graduating seniors is the readiness the seniors had when they entered high school at the 9th grade. We will continue to work closely with our educators to refine the appropriate readiness benchmark for entering 9th grade students.

NWI 8th Grade ISTEP Passing/Not Passing Rates for English/Math Combined



Source: IDOE Compass data. 8th grade public school data only

NWI High School Graduates, Non-Graduates, and Graduation Rate Comparison

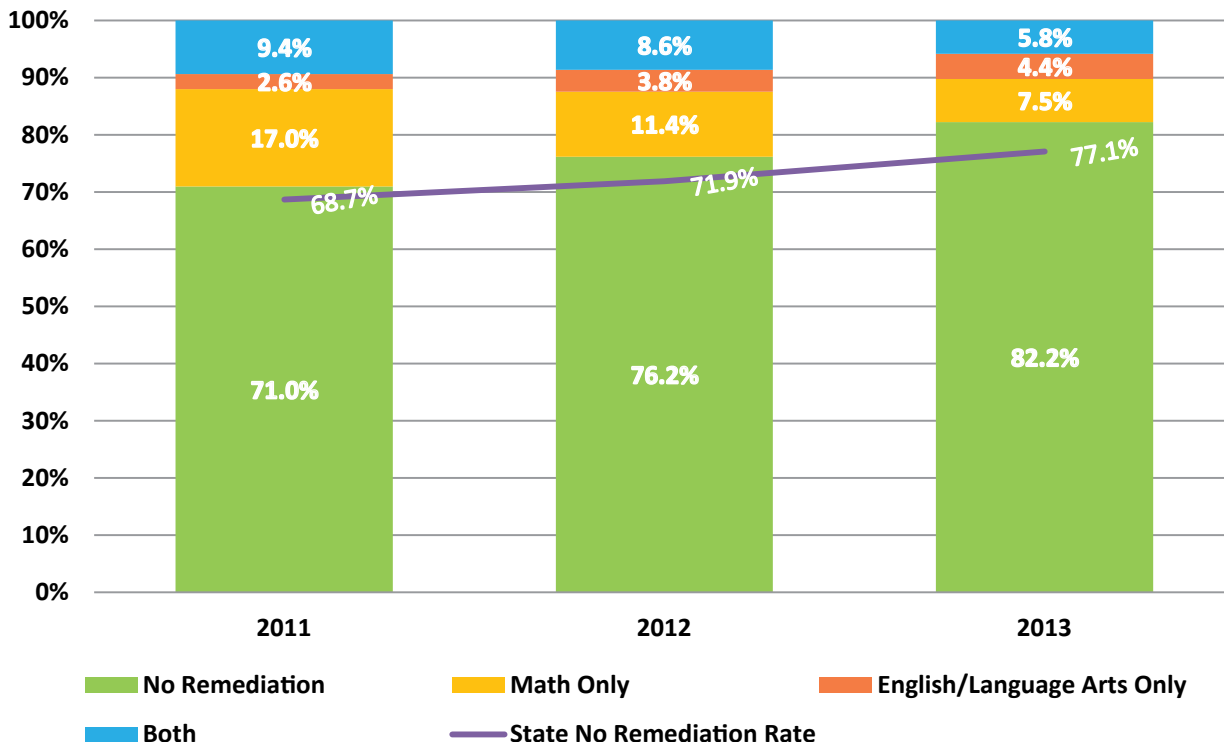


Our Northwest Indiana high school graduation rates have shown marked progress over the past five years, moving from a level below the state average in 2009-10 to well above the state average in 2013-14. This is particularly noteworthy as the State of Indiana reports one of the highest overall high school graduation rates in the nation at over 89%.

Source: IDOE Compass data. Public schools only

NWI Students College Remediation Distribution and Comparison to State Rate

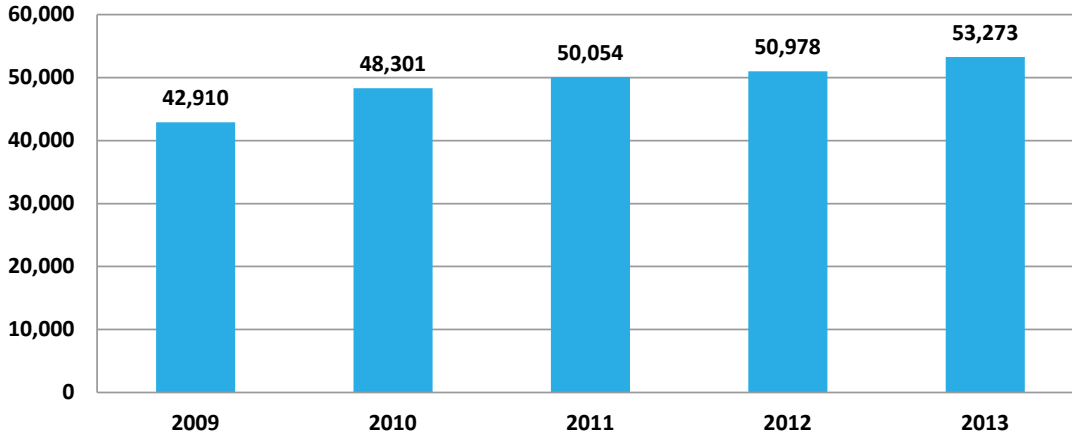
Note: Data represents NWI students enrolled in Indiana public colleges ONLY



Our Northwest Indiana high school graduates are entering college better prepared than ever before. 2013 reports from Indiana's public colleges indicate that 82% of entering Northwest Indiana students entered without the need for either math or language remediation.

Source: ICHE College and Career Readiness county-level reports

NWI College and University Enrollment



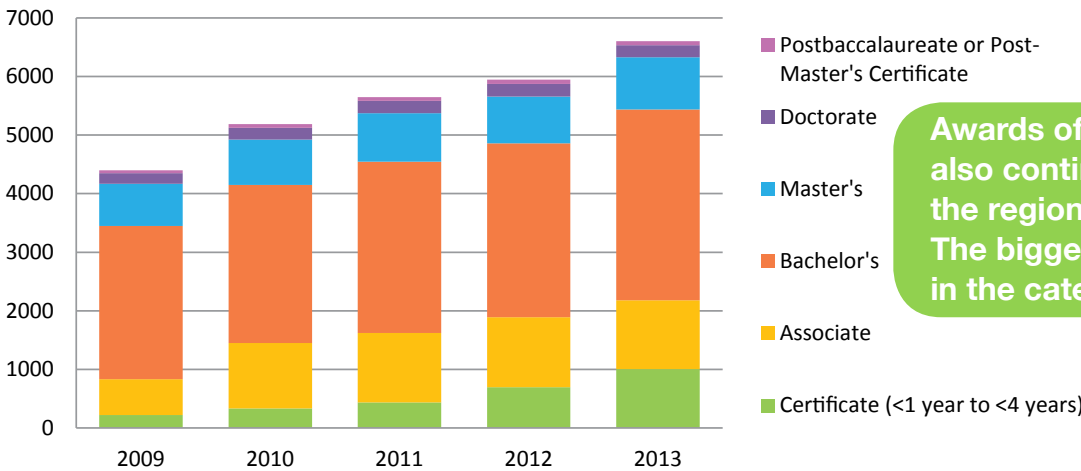
Source: IPEDS Data Center. 12-month unduplicated headcount enrollment

Steady increases have occurred over the past five years for enrollment levels for our region's eight colleges and universities.

Colleges/Universities included:

- Purdue North Central
- Purdue Calumet
- Indiana University Northwest
- Ancilla College
- Ivy Tech Northwest
- Calumet College of St. Joseph
- Valparaiso University
- Saint Joseph's College

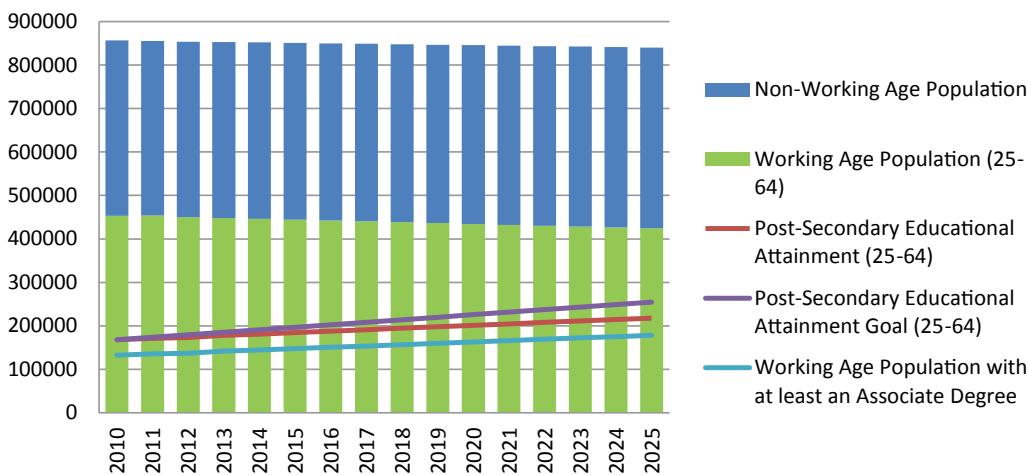
NWI College and University Awards by Level



Source: IPEDS Data Center. Total awards/degrees by award level

Awards of post-secondary credentials also continue on an upward trend for the region's colleges and universities. The biggest increases have occurred in the category of "Certificates."

NWI Educational Attainment Projections, Current vs. Big Goal, compared to Working and Non-Working Population Projections



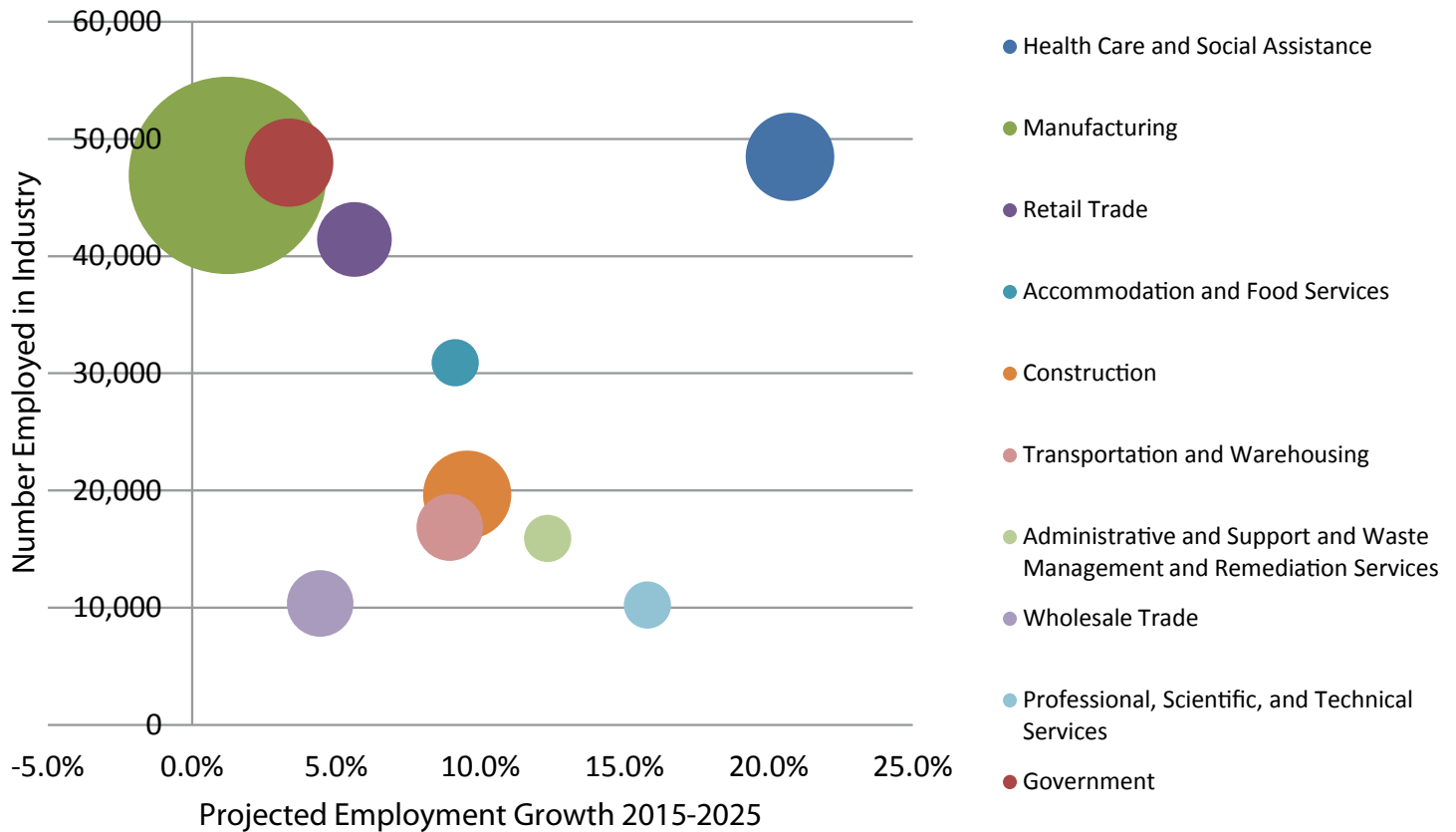
Source: U.S. Census. Resident Population via Population Estimates and Educational Attainment via American Community Survey. Data beyond 2014 calculated via straight-line projection.

Maintaining a highly-skilled talent pool for Northwest Indiana is a numerical challenge that must take into account multiple factors: slow population growth, projected decline in prime age workers, percent of labor force with relevant credentials, and replacement of Baby Boomers who will be leaving the workforce in this period.

Our goal is to have alignment between current and emerging needs of our employers and the skill and education levels available in our regional talent pool. The chart above illustrates at a glance the size of key sectors and the growth in employment of the sectors. Some sectors are large and not growing (but with significant ongoing hiring needs) and others are small and growing rapidly (with continually increasing needs over the next decade).

NAICS	Industry Description	2015 Jobs	Job Growth 2015-2025	GRP Contribution in 2013
62	Health Care and Social Assistance	48,480	20.7%	7%
90	Government	47,982	3.4%	7%
31	Manufacturing	46,885	1.2%	35%
44	Retail Trade	41,409	5.6%	5%
72	Accommodation and Food Services	30,918	9.1%	2%
23	Construction	19,647	9.5%	7%
48	Transportation and Warehousing	16,859	8.9%	4%
56	Administrative and Support and Waste Management and Remediation Services	15,906	12.3%	2%
42	Wholesale Trade	10,374	4.4%	4%
54	Professional, Scientific, and Technical Services	10,254	15.8%	2%
***	All Others	57,622	7.0%	25%

NWI Industry Mix by Employment, Growth, and GRP Contribution (Top 10)



Source: EMSI Inc. 2015.2 dataset. Bubble size corresponds with share of industry GRP contribution in 2013.

Northwest Indiana Partners for Workforce Readiness

Vision

By 2025 our Northwest Indiana talent pool of prime working age adults (age 25 – 64) will contain 60% or more post-high school credential holders. Credentials will include college degrees plus industry and occupational certificates valued by our employers. This vision is shared by the State of Indiana, the Lumina Foundation, and numerous other states.

Alignment of Jobs & Workforce

High quality jobs that are emerging in Northwest Indiana require specific credentials beyond high school. Our partners are committed to preparing youth and adults in the region to meet the increasing skill needs of our employers. Preparation includes academic, social, and financial readiness with multiple entry points on career pathways toward specific business sectors in the region.

Partner Roles in Success



Northwest Indiana Workforce Board

To engage employers in defining the education and training needs for high-quality jobs and in partnering with schools in promoting career opportunities and providing work-based learning that integrates with classroom education.



Region 1 Works Council

To promote a wide array of Career/Technical Education (CTE) pathways for high school students in the region, and to work with employers to develop new programs and curricula to meet technical skill needs and link to advanced certifications.



READY NWI

To provide the partnership framework to connect school-based leadership in college and career preparation with broader community economic growth goals, focusing on the readiness of regional students to access lifelong education and quality jobs.



College Acceleration Network

To build college and career readiness success plans at the school and individual student level, informed by assessment data and enabled by professional development of teachers, counselors and school-based planning teams.



Adult Education Consortium

To provide entry points for basic education and literacy needed by adults to move into occupational skills programs, providing concurrent literacy and occupational skills training with partners to ensure relevance in the labor market.



Northwest Indiana Forum

To be the voice of business in key issues related to businesses attraction, retention and expansion in the seven counties of Northwest Indiana, while partnering with workforce organizations and educational institutions to ensure the workforce of Northwest Indiana meets the needs of business attraction and the demands of existing businesses.



Center of Workforce Innovations

To provide staff support, research and fund development for workforce development partners in the region, while providing project management for key regional initiatives supported by grants and donations.



One Region

To improve the quality of life for residents of Northwest Indiana through implementation and coordination of a wide array of action strategies for jobs, education, transportation, healthcare and key priorities identified by our residents.

For an electronic copy visit www.innovativeworkforce.com