

INDIANA'S GREAT SOUTHWEST

the new frontier for talent & business

Economic Development Coalition of Southwest Indiana

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Southwest Indiana Talks Talent

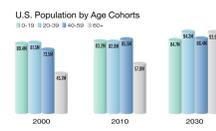


The Coalition hosted an important event, the *Talent Infrastructure Summit*, on September 28 at the DoubleTree by Hilton in downtown Evansville; and, here are the Cliffs Notes. The Summit was a natural extension of the **Regional Cities** initiative, which at its heart is about attracting and retaining talent to Southwest Indiana. From how to effectively blend a multi-generational workforce to the value of using good data to make decisions and why making strategic investments in quality of place really matter, the presentations and discussion were weighty. The Summit also featured a sneak peek at an innovative workforce pilot project being driven by the Coalition that focuses on extensive social media data and branding, more about the pilot project in upcoming e-newsletters as it progresses.

Three things really stuck out during the Summit and the first was how we view talent. Rather than thinking of talent as a key marketing function or as “talent acquisition”, we typically regard it as just another compliance function of the human resources department or, worse yet, just trying anything to fill a vacant slot on a production line.

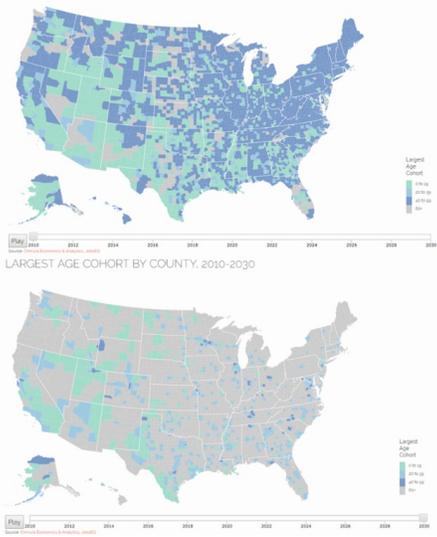
Another key takeaway was that millennials rely heavily on their parent’s opinions or viewpoints when making important decisions; and, if Southwest Indiana manufacturing companies want to convince millennials that manufacturing, which drives our region’s GDP, is a great career path then parents need an equal seat at the discussion table and are more influential in that regard than high school guidance counselors.

Possibly the presentation that won the award for the loudest audible gasp from the audience was from Dr. Chris Chmura with Chmura Economics & Analytics illustrating the “[Graying of America](#)” or the dramatic shift of population by age cohort for the U.S. from 2010 to 2030. The visual imagery was stunning as almost no American state or county escaped getting substantially older. Unfortunately, highly industrialized countries like Germany, Italy and Japan are aging at an even more rapid pace.



The Graying of America

Most people know that the percentage of



older Americans is increasing dramatically. What's less known to the average person is how that graying will impact different areas of the country. The overall demographic shift is illustrated in the chart...

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We learned as well that decisions made today have a clear impact on our ability as a region to attract talent in the future; and, whatever decisions made need to be *inclusive, data-driven and purposeful*. We need to ask how we are talking to others about Southwest Indiana and whether the experience of potential job candidates in the hiring process is welcoming or a barrier to their employment.

The most important thing we learned is that the conversation is far from over and must continue if our companies, organizations and community will be successful in attracting and retaining talent to Southwest Indiana. Your voice is essential and we urge you to stay tuned as there will be much more to come regarding talent over the coming months.



Blight Elimination Program extensions for Gibson, Posey and Warrick Counties

Gibson, Posey and Warrick Counties have received extensions of the BEP Project periods through December 31, 2018. The extensions will provide additional time to complete projects and fully utilize available surplus funds for the demolition of additional eligible structures.

The Coalition has helped Posey, Gibson and Warrick Counties demolish 150 blighted structures making properties viable to be added back to tax roles.

Your Input is Needed - Brownfields Identification

The Economic Development Coalition of Southwest Indiana is wrapping up its first EPA Brownfields Assessment program in our counties served. Due to the success of the initiative, the Coalition is now considering an application to EPA for additional Brownfields Assessment funding. To make that determination, we need your help – soon. [Click here for more information.](#)

[Submit Brownfield Properties Here](#)

Business Feature - Alcoa Warrick Operations

Alcoa Warrick Operations produces aluminum sheet for beverage and food can ends, tabs, and other flat-rolled aluminum products, including lithographic sheet. The facility is one of the world's largest producer of coated container sheet and the only North American supplier of

high-quality lithographic sheet.

The facility is comprised of the smelter, which is currently being restarted after dosing in 2016, and the rolling operations, which includes state-of-the-art casting, hot and cold rolling, slitting and coating capabilities. The operations also include the power supply for the smelter and rolling operations, consisting of a coal mine that fuels four generating units with a combined net capacity of about 750 megawatts.



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