

# HAMILTON COUNTY ECONOMIC DEVELOPMENT CORPORATION

## 2020 Year in Review

*Hamilton County faced an unusual workforce issue in 2020. The pandemic caused unemployment to jump to 10.2% just a month after it had reached a low of 2.2%.*

*Local leadership came together to connect newly unemployed residents with companies still hiring and in need of adding to their workforce. As companies, small businesses, employees, and county leaders all pivoted during this crisis, it was reassuring to see how Hamilton County came together to help our community. As we look back at what was accomplished during a difficult year, HCEDC is also looking to the future to ensure Hamilton County is positioned for the recovery to come by continuing to attract workers to consider working in our workforce culture.*

Learn more about the  
Hamilton County Economic Development Corporation  
[InvestHamiltonCounty.com](https://InvestHamiltonCounty.com)

### **Hamilton County Workforce Recovery Task Force**

Workforce leaders came together in April 2020 to create the Hamilton County Workforce Recovery Task Force. The group created the short term goal of getting displaced workers back to work and helping companies who were hiring to find the workforce they needed.



- In Spring, a Hamilton County Job Board was created and promoted through paid social media. Through early November, the Job Board saw over 52,700 visitors.
- The Task Force worked with a virtual Job Fair company to plan and implement three job fairs that helped connect companies hiring with job seekers.
- By November, the unemployment rate had dropped to below 4% but work continued to match the unemployed with great Hamilton County companies.
- Additional Job Fairs will be added in 2021 including providing an opportunity for companies to promote internships and apprenticeships.

## Talent Attraction & Retention

Efforts with out-of-state worker attraction paused in 2020 but planning is under way to re-engage a marketing campaign and expand testimonial blogs. Innovative work with the Hamilton County school system to attract students back to the county continued this year despite the challenges.

A program was created to stay connected with graduating high school students as a tool for talent attraction and retention.

- *HCEDC and the county supported efforts with the company TMap to create a database of Hamilton County high school alumni as the first step in talent attraction.*
- *Preliminary marketing outreach was started to find alumni who are interested in returning to Hamilton County to live and work. Efforts will continue into 2021 by signing up current students to track their career paths and making connections with Hamilton County alumni and companies.*
- *HCEDC continues to work with the county's HCWIN program to support workforce development and provide pathways for career choices through special training.*

## 21st Century Talent Region

Hamilton County was awarded the designation as a 21st Century Region in December 2019. Committee work took a break for a few months but re-activated in the fall and is working toward goals that include:

- *Increase Employer Engagement with Internships and Apprenticeships*
- *Increase On-Time Post-Secondary Graduation*
- *High School Student Attraction and Retention*
- *Pursue Opportunities to Collaborate with Neighboring Counties*
- *Housing and Transportation Challenges*
- *Initiatives to Support and Attract Veterans*

*The Duke Energy Foundation provided a grant to assist in the Veteran Initiatives and a veteran attraction video available in early 2021.*

## Three Virtual Job Fair Partnerships Were Held

Virtual  
**JOBFAIR**

**ADVANCED MANUFACTURING  
& ENGINEERING**

Thursday  
Nov, 5



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[hcwin.org/advanced-manufacturing-engineering-virtual-job-fair](https://hcwin.org/advanced-manufacturing-engineering-virtual-job-fair)

## Countywide Engagement

Hamilton County Economic Development continues to support our mission to coordinate and deliver innovative solutions and services to attract and retain workforce talent for current and future needs. To achieve our goals, it is imperative to engage the entire county to become Indiana's leader in workforce development, attraction, retention, and connection.

- *HCEDC continues to engage with an HR Advisory Council*
- *Leads the efforts of the Workforce Recovery Task Force and 21st Century Talent Region.*
- *Inclusion on the Ivy Tech Noblesville Advisory Council*
- *Consultant Selection Committee for the Comprehensive Economic Development Strategy (CEDS) for the Indianapolis Metropolitan Planning Organization.*

## Looking Ahead

Recovery is expected to increase workforce demand by the second quarter of 2021. HCEDC will continue to use data resources and partner intelligence to make sure Hamilton County is prepared for the future needs of our businesses and provide opportunities for our workforce to have the skills needed for the next several years.