



LET **INDIANA**  
**WORK FOR YOU**

**PARTNER TOOLKIT**





# About Let Indiana Work for You

**Let Indiana Work for You was enacted in 2019 with the mission to help keep Hoosier graduates—both our in-state students and those who come to us from out of state—in Indiana.**

**We know Indiana’s future depends on keeping talented graduates in their communities and in our state. Let Indiana Work for You aims to provide colleges and universities with information and resources concerning workforce opportunities, economic and financial benefits, and quality of life incentives from a regional and statewide perspective. Let Indiana Work for You hopes to illustrate that Indiana is a place to live, work and play—a place to put down roots.**

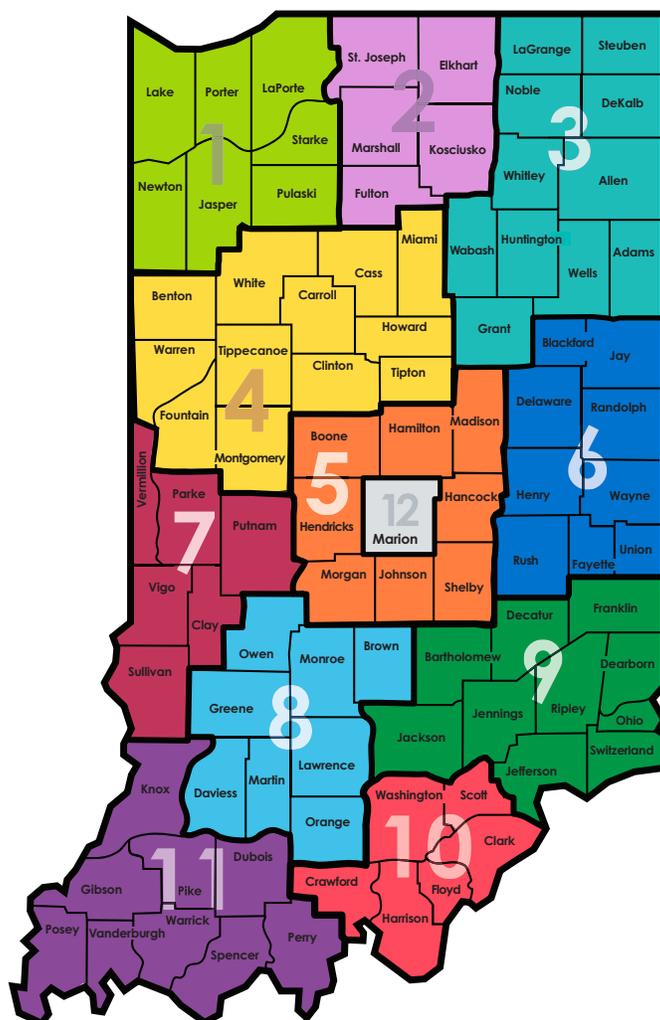
**In the following pages, you’ll find information on Let Indiana Work for You, as well as materials and suggested use, social media guidelines, and resources and supports to help you as you implement this on your campus.**

Let Indiana Work for you is a partnership between the Indiana Commission for Higher Education (CHE), the Indiana Department of Workforce Development (DWD), the Indiana Economic Development Corporation (IEDC), the Indiana Destination Development Corporation (IDDC), and the Indiana Secretary of Career Connections and Talent (CCT).



# Regional Information: Economic Growth Regions

For the purposes of Let Indiana Work for You, regions are broken down by Economic Growth Regions, as defined by the Indiana Department of Workforce Development. Look at the map below to find out what region your institution is in. And, learn more about Economic Growth Regions in Indiana here: [hoosierdata.in.gov/nav.asp?id=221](http://hoosierdata.in.gov/nav.asp?id=221).



# Materials & Suggested Use: Workforce Opportunities

Materials provided for the Workforce Opportunities section include information on incentives for entrepreneurs and startups, on top industry sectors, and on major employers in the state and regionally.

## CAREER CLUSTERS INCLUDED IN LET INDIANA WORK FOR YOU ARE:

- |   |  |
|---|--|
|  Agriculture, Food & Natural Resources |  Hospitality & Tourism                            |
|  Architecture & Construction           |  Human Services                                   |
|  Arts, AV Technology & Communications  |  Information Technology                           |
|  Business Management & Administration  |  Law, Public Safety, Corrections & Security       |
|  Education & Training                 |  Manufacturing                                   |
|  Finance                             |  Marketing, Sales & Service                     |
|  Government & Public Administration  |  Science, Technology, Engineering & Mathematics |
|  Health Science                      |  Transportation, Distribution & Logistics       |

## YOU MIGHT CONSIDER USING WORKFORCE OPPORTUNITIES MATERIALS BY:

- Helping undecided students look at the top industries in your region.
- Connecting students with internships, job shadowing or meet-and-greets with the major employers in your region.
- Bringing representatives from top job sectors in your region in to talk to students about the opportunities in their sector.
- Ensuring your career fairs have representatives from your top job sectors.
- Helping students identify the regions in Indiana where their career interests align.
- Pointing students to [hoosierdata.in.gov/buslookup/BusLookup.aspx](https://www.hoosierdata.in.gov/buslookup/BusLookup.aspx) where they can find employers that align with their interests in different parts of the state.

## Materials & Suggested Use: Economic & Financial Benefits

Materials provided for the economic and financial benefits section include information on median wages statewide and regionally, as well as comparison factors like cost of living and average home prices in Indiana versus other locations in the midwest and on the coasts.

It is important to note that average wages listed in these pages account for jobs at all education levels. In most instances, average wages are higher for individuals with higher education. Students can learn more about wage information, by education level and program level, using the Commission for Higher Education's Return on Investment Report, available here: [IN.gov/cche/4865.htm](https://www.in.gov/cche/4865.htm). We also encourage you to share first destination wage data, when available, to further illustrate appropriate wage information for your students.

The overall message here is that Indiana is an affordable place to put down roots. Information is available by region, and can be broken down further by county using the 21st Century Talent Dashboard at [IN.gov/cct/datadisplay.htm](https://www.in.gov/cct/datadisplay.htm) and the Indiana County Highlights at [hoosierdata.in.gov/highlights/default.asp](https://www.hoosierdata.in.gov/highlights/default.asp).

### YOU MIGHT CONSIDER USING ECONOMIC & FINANCIAL BENEFITS MATERIALS BY:

- Providing students with information about the annual wages and starting salaries in different regions of Indiana and having a conversation about affordability.
- Providing students with information about the value of a dollar here and in other states, illustrating the affordability of Indiana.
- Encouraging students to use cost of living calculators, like [hoosierdata.in.gov/calculator.asp](https://www.hoosierdata.in.gov/calculator.asp), to get a good idea of where they can afford to live now and in the future.
- Helping students identify how much they can expect to make in their first job and working through a budget so they know where they can afford to live. Use [hoosierdata.in.gov/inreality](https://www.hoosierdata.in.gov/inreality) to help show students what kind of lifestyle they can afford.
- Share information with students about county taxes, property taxes and more so they understand what kind of money they'll be expected to pay into taxes, depending up where they want to live. View an interactive map about county taxes here: [in.gov/dor/6823.htm](https://www.in.gov/dor/6823.htm).

## Materials & Suggested Use:

# Quality of Life & Young Professional Benefits

Materials provided for the quality of life and young professional benefits section include recreational information, like green spaces, museums and breweries, in the state and regionally, as well as information on how—and why—to get involved in volunteering, young professional groups and coworking spaces.

One other major perk is Indiana is our world-class Indianapolis International Airport. With no one in Indiana more than a few hours away from the airport, residents have a direct link to other major cities and countries, meaning that traveling and vacations are that much easier.

### **YOU MIGHT CONSIDER USING QUALITY OF LIFE & YOUNG PROFESSIONAL BENEFITS MATERIALS BY:**

- Sharing handouts about quality of life perks in Indiana and encouraging them to explore their local communities during spring break and on the weekends.
- Creating a social media campaign about what's in your community for students to explore. Anything that's quirky or "Instagram worthy" will excite students. This is a great task for an intern or student worker interested in social media marketing. Visit [visitindiana.com](https://www.visitindiana.com) to explore Indiana by region.
- Providing information to students about volunteering and how many opportunities there are in Indiana.
- Connecting students with young professional groups in your area or in other communities in Indiana.
- Making sure students—especially those interested in startups—know about the vast network of coworking spaces in the state. Learn more about the Indiana Co-working Passport, where members can utilize over 40 coworking spaces all over the state at [launchindiana.org](https://www.launchindiana.org).



# Social Media: Suggested Posts & How-To's

Social media is a strong marketing vehicle for college students. Below, you'll find general information about marketing to college students, as well as sample social media posts for each of the content areas included in Let Indiana Work for You.

## CONNECT WITH US

Connect with us on social media, and be sure to use **#LetINWork4U** in your posts.

Facebook: @LearnMoreIN. Instagram: @LearnMoreIndiana. Twitter: @ LearnMoreIN.

## USE PHOTOS, VIDEOS AND EMOJIS

To find creative assets specific to Indiana, look through Instagram accounts that house photos and videos taken by members of the community, such as **@igers\_btown** and **@igersfortwayne**.

## USE PHOTO CAPTIONS, POST DESCRIPTIONS AND TARGETED HASHTAGS

Photo captions and post descriptions should always include an authentic message and targeted hashtags. Look up popular career related hashtags and use **#LetINWork4U**, too.

## GET PEOPLE TO INTERACT WITH YOUR MATERIAL

The best way to encourage sharing of your content is to give viewers a call to action (CTA). Examples of how to provide a CTA, based on post goals, are included below.

**To increase followers, get users to follow your account or encourage friends to follow.**

“ Follow [Insert Account Name] to be in the know about the latest high-demand jobs in your area! ”

**To encourage shares, start a conversation to increase engagement:**

“ Tag a small business in [your city/region] you couldn't live without! ”

“ What does [your city/region] need more of? Give us your ideas below! ”

**To encourage traffic to your website, include captions that lead them to click a link.**

“ [City/Region] is more than just cornfields! Check out [website] to learn more about relaxation and entertainment that won't break the bank! ”

## Social Media: Suggested Posts & How-To's

Below you'll find sample social media posts about workforce opportunities, economic & financial benefits, and quality of life & young professional benefits. These posts talk about statewide opportunities, but we encourage universities to share posts about your regional information, too.

### WORKFORCE OPPORTUNITIES

“ Not sure what you want to do for a living? Start by exploring Indiana's top employment industries so you're ensured a job after college: [nextleveljobs.org](http://nextleveljobs.org). ”

“ Whether you want to work for a large or small company, here are 10 of the major employers in Indiana: [hoosierdata.in.gov/buslookup/BusLookup.aspx](http://hoosierdata.in.gov/buslookup/BusLookup.aspx). ”

### ECONOMIC & FINANCIAL BENEFITS

“ Living your best life can get expensive. Find out how much you need to make annually to support your ideal lifestyle: [hoosierdata.in.gov/inreality](http://hoosierdata.in.gov/inreality). ”

“ It's not work if you enjoy it, right? Check out different #Hoosier employers that align with your interests and reflect your career goals: [hoosierdata.in.gov/buslookup/BusLookup.aspx](http://hoosierdata.in.gov/buslookup/BusLookup.aspx). ”

“ #Indiana is one of the most affordable places to live in the US. Check out how it ranks compared to other states across the country: [hoosierdata.in.gov/calculator.asp](http://hoosierdata.in.gov/calculator.asp). ”

### QUALITY OF LIFE & YOUNG PROFESSIONAL BENEFITS

“ No need to travel out of state for your weekend getaway. Check out @VisitIndiana's "Don't-Miss Destinations" and start crossing places of your list! [visitindiana.com/best-of-indiana/featured-in-travel-guide/2016/dont-miss-destinations](http://visitindiana.com/best-of-indiana/featured-in-travel-guide/2016/dont-miss-destinations). ”

“ MYTH: Silicon Valley is the only place to work in a #start-up. FACT: Launch Indiana is creating economic opportunities through entrepreneurial support in every county in #Indiana! Check out these co-working spaces across the state: [launchindiana.org](http://launchindiana.org). ”

“ Love Euchre but need a team? Want to talk politics with likeminded people? Training for your first 5k? Not sure what careers are out there? Try using Meetup to join a local group to meet fellow #Hoosiers, try something new or do more of what you love: [meetup.com](http://meetup.com). ”





## Resources & Supports:

# Additional Information and Contacts

If you're looking for Indiana data—whether it's statewide, regionally or by county—there are plenty of places to go. Below you'll find a list of websites and resources where you can go to find out more about the data and resources included in Let Indiana Work for you.

### **21ST CENTURY TALENT REGIONS DATA DISPLAY: [IN.GOV/CCT/DATADISPLAY.HTM](http://IN.GOV/CCT/DATADISPLAY.HTM)**

Find county-level information that falls into three main categories: attraction, development and connection.

### **HOOSIERS BY THE NUMBERS: [HOOSIERDATA.IN.GOV](http://HOOSIERDATA.IN.GOV)**

Find information about Indiana, including Economic Growth Regions, like labor market reviews, industry snapshots, employment statistics, job demand and unemployment information.

### **INDIANA CAREER READY: [INDIANACAREERREADY.COM](http://INDIANACAREERREADY.COM)**

Find information and tools to prepare for and find high-demand and high-wage jobs in Indiana now and in the future.

### **INDIANA COMMISSION FOR HIGHER EDUCATION: [IN.GOV/CHE](http://IN.GOV/CHE)**

Find information and reports on college readiness and completion, as well as ROI data and information about educational equity in our state. Also connect to Indiana financial aid resources.

### **INDIANA ECONOMIC DEVELOPMENT CORPORATION: [IEDC.IN.GOV/INDIANA-ADVANTAGES](http://IEDC.IN.GOV/INDIANA-ADVANTAGES)**

Find information about advantages of living in Indiana, like tax benefits, low cost of living, and more. This page also connects you to regional IEDC offices.

### **INDEMAND JOBS: [INDIANACAREERREADY.COM/INDEMANDJOBS](http://INDIANACAREERREADY.COM/INDEMANDJOBS)**

Find information about high-demand, high-wage jobs for now and for the future. Information can be broken down by job sector, InDemand ranking, education level, etc.

### **VISIT INDIANA: [VISITINDIANA.COM](http://VISITINDIANA.COM)**

Find information on attractions, outdoors & sports, shopping, visitor services and agritourism. You can even connect to local tourism offices to find out what is located in your region.

Thank you for participating in Let Indiana Work for You. If you have questions or comments about Let Indiana Work for You, including best practices we can include in future iterations, please email [info@che.IN.gov](mailto:info@che.IN.gov).



# Resources & Supports: Logo and Branding

Colleges and universities are welcome to cobrand Let Indiana Work for You tools, resources and handouts with their existing resources and campus branding. When possible, Let Indiana Work for You logos should be placed in the upper left corner of the page (as illustrated in this toolkit).

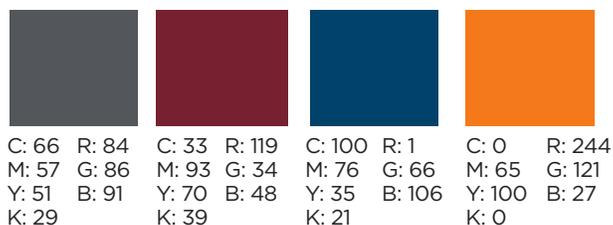
Full color and one color logos are available for use below, as well as the color palette for the program. If you need additional logos or have branding questions, contact [info@che.in.gov](mailto:info@che.in.gov).

During the pilot phase of this program, colleges and universities will be asked to provide feedback, including additional information they would like to see included. Please keep this in mind as you cobrand and think through what materials may be missing.

## LOGO OPTIONS



## COLOR PALETTE



## CAREER CLUSTER ICONS



# Workforce Opportunities: Statewide Top Current Industries

Indiana has opportunities for job seekers in nearly every career field imaginable. Below, you'll find the top industries in the state of Indiana; these career fields are going to have the most job opportunities for you throughout the state.

It's important to remember that each of these career fields will need all kinds of employees. Manufacturers need HR personnel, hospitals need IT professionals, and logistics companies need sales professionals. These top industries may be a great fit for you, even if it's not in a field you're majoring in. Keep an open mind when you're on the job search. Learn more about all the career clusters in Indiana at [indianacareerready.com/Indemandjobs](http://indianacareerready.com/Indemandjobs).



## HEALTH SCIENCE

Planning, managing and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.



## TRANSPORTATION, DISTRIBUTION AND LOGISTICS

Planning, management and movement of people, materials and goods by road, pipeline, air, rail and water, and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.



## BUSINESS MANAGEMENT AND ADMINISTRATION

Planning, organizing, directing and evaluating business functions essential to efficient and productive business operations.



## MANUFACTURING

Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing and process engineering.



# Workforce Opportunities: Northeast Indiana

## Top Current Industries

Indiana has opportunities for job seekers in nearly every career field imaginable. Below, you'll find the top industries in Northeast Indiana; these career fields are going to have the most job opportunities for you in this region.

It's important to remember that each of these career fields will need all kinds of employees. Construction companies need HR personnel, hospitals need IT professionals, and logistics companies need sales professionals. These top industries may be a great fit for you, even if it's not in a field you're majoring in. Keep an open mind when you're on the job search. Learn more about all the career clusters in Indiana at [indianacareerready.com/Indemandjobs](http://indianacareerready.com/Indemandjobs).



### HEALTH SCIENCE

Planning, managing and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.



### ARCHITECTURE AND CONSTRUCTION

Careers in designing, planning, building and maintaining the built environment.



### BUSINESS MANAGEMENT AND ADMINISTRATION

Planning, organizing, directing and evaluating business functions essential to efficient and productive business operations.



### TRANSPORTATION, DISTRIBUTION AND LOGISTICS

Planning, management and movement of people, materials and goods by road, pipeline, air, rail and water, and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.

\*Information based on Economic Growth Region 3 containing the following counties: Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells and Whitley. Learn more at [hoosierdata.in.gov/region3.asp](http://hoosierdata.in.gov/region3.asp).

# Workforce Opportunities: Northwest Central Indiana Top Current Industries

Indiana has opportunities for job seekers in nearly every career field imaginable. Below, you'll find the top industries in Northwest Central Indiana; these career fields are going to have the most job opportunities for you in this region.

It's important to remember that each of these career fields will need all kinds of employees. Manufacturers need HR personnel, hospitals need IT professionals, and educational industries need support staff in several areas sales. These top industries may be a great fit for you, even if it's not in a field you're majoring in. Keep an open mind when you're on the job search. Learn more about all the career clusters in Indiana at [indianacareerready.com/Indemandjobs](http://indianacareerready.com/Indemandjobs).



## **EDUCATION AND TRAINING**

Planning, managing and providing education and training services and related learning support services.



## **MANUFACTURING**

Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing and process engineering.



## **ARCHITECTURE AND CONSTRUCTION**

Careers in designing, planning, building and maintaining the built environment.



## **HEALTH SCIENCE**

Planning, managing and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.

\*Information based on Economic Growth Region 4 containing the following counties: Benton, Carroll, Cass, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren and White. Learn more at [hoosierdata.in.gov/region4.asp](http://hoosierdata.in.gov/region4.asp).

# Workforce Opportunities: East Central Indiana

## Top Current Industries

Indiana has opportunities for job seekers in nearly every career field imaginable. Below, you'll find the top industries in East Central Indiana; these career fields are going to have the most job opportunities for you in this region.

It's important to remember that each of these career fields will need all kinds of employees. Manufacturers need HR personnel, hospitals need IT professionals, and logistics companies need sales professionals. These top industries may be a great fit for you, even if it's not in a field you're majoring in. Keep an open mind when you're on the job search. Learn more about all the career clusters in Indiana at [indianacareerready.com/Indemandjobs](http://indianacareerready.com/Indemandjobs).



### EDUCATION AND TRAINING

Planning, managing and providing education and training services and related learning support services.



### ARCHITECTURE AND CONSTRUCTION

Careers in designing, planning, building and maintaining the built environment.



### HEALTH SCIENCE

Planning, managing and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.



### MANUFACTURING

Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing and process engineering.

\*Information based on Economic Growth Region 6 containing the following counties: Blackford, Delaware, Fayette, Henry, Jay, Randolph, Rush, Union and Wayne. Learn more at [hoosierdata.in.gov/region6.asp](http://hoosierdata.in.gov/region6.asp).

# Workforce Opportunities: West Central Indiana

## Top Current Industries

Indiana has opportunities for job seekers in nearly every career field imaginable. Below, you'll find the top industries in West Central Indiana; these career fields are going to have the most job opportunities for you in this region.

It's important to remember that each of these career fields will need all kinds of employees. Construction companies need HR personnel, hospitals need IT professionals, and logistics companies need sales professionals. These top industries may be a great fit for you, even if it's not in a field you're majoring in. Keep an open mind when you're on the job search. Learn more about all the career clusters in Indiana at [indianacareerready.com/Indemandjobs](http://indianacareerready.com/Indemandjobs).



### HEALTH SCIENCE

Planning, managing and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.



### EDUCATION AND TRAINING

Planning, managing and providing education and training services and related learning support services.



### ARCHITECTURE AND CONSTRUCTION

Careers in designing, planning, building and maintaining the built environment.



### TRANSPORTATION, DISTRIBUTION AND LOGISTICS

Planning, management and movement of people, materials and goods by road, pipeline, air, rail and water, and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.

\*Information based on Economic Growth Region 7 containing the following counties: Clay, Parke, Putnam, Sullivan, Vermillion and Vigo. Learn more at [hoosierdata.in.gov/region7.asp](http://hoosierdata.in.gov/region7.asp).

# Workforce Opportunities: Southwest Indiana

## Top Current and Emerging Industries

Indiana has opportunities for job seekers in nearly every career field imaginable. Below, you'll find the top industries in Southwest Indiana; these career fields are going to have the most job opportunities for you in this region.

It's important to remember that each of these career fields will need all kinds of employees. Construction companies need HR personnel, hospitals need IT professionals, and logistics companies need sales professionals. These top industries may be a great fit for you, even if it's not in a field you're majoring in. Keep an open mind when you're on the job search. Learn more about all the career clusters in Indiana at [indianacareerready.com/Indemandjobs](http://indianacareerready.com/Indemandjobs).



### HEALTH SCIENCE

Planning, managing and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.



### ARCHITECTURE AND CONSTRUCTION

Careers in designing, planning, building and maintaining the built environment.



### MANUFACTURING

Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing and process engineering.



### TRANSPORTATION, DISTRIBUTION AND LOGISTICS

Planning, management and movement of people, materials and goods by road, pipeline, air, rail and water, and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.

\*Information based on Economic Growth Region 11 containing the following counties: Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick. Learn more at [hoosierdata.in.gov/region11.asp](http://hoosierdata.in.gov/region11.asp).

# Workforce Opportunities: Statewide Major Employers

Finding a job isn't just about figuring out what kind of career you want. You also need to think about where you want to work, what kind of work culture is a good fit for you, what kinds of benefits you're looking for, what your long-term goals are and more.

Maybe you're looking to work for a large company. Maybe you'd like to work for a small, family-owned business. Maybe you'd like to work somewhere with unlimited vacation, or somewhere that offers a lot of upward mobility. No matter your goals, Indiana has a wealth of employers that want to hire Hoosier grads! Take a look at 10 of the major employers in Indiana, and visit [hoosierdata.in.gov/buslookup/BusLookup.aspx](https://www.hoosierdata.in.gov/buslookup/BusLookup.aspx) to learn more about employers in your backyard—and all across the state—that are large, small and everything in between.

-  Purdue University West Lafayette
-  IU Health University Hospital
-  St. Vincent Emergency Department
-  St. Vincent Health Center
-  Delphi Electronics & Safety
-  Indiana University - Bloomington
-  Peyton Manning Children's Hospital
-  Indiana University-Purdue University Indianapolis (IUPUI)
-  IU Health
-   Roche Diagnostics Corp

# Workforce Opportunities: Northeast Indiana

## Major Employers

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-  Parkview Hospital Randallia
-  Parkview Health
-  Parkview Regional Medical Center
-  GM Fort Wayne Assembly Plant
-  Lutheran Hospital
-  Uniroyal-Goodrich Tire Manufacturing
-  Harris Corporation
-  Lincoln Financial Advisors
-  Purdue University Fort Wayne
-  BF Goodrich Tire Manufacturing

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# Workforce Opportunities: Northwest Central Indiana

## Major Employers

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-  Purdue University West Lafayette
-  Delphi Electronics & Safety
-  Subaru-Indiana Automotive Inc.
-  Tyson Fresh Meats
-  R R Donnelley
-  Frito-Lay Inc.
-  IU Health Arnett Hospital
-  Wabash National Corporation
-  Franciscan Saint Elizabeth East
-  Dana Incorporated

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# Workforce Opportunities: East Central Indiana

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-  Ball State University
-  IU Health Ball Memorial Hospital
-  UPMC Jameson Hospital
-  Draper Inc.
-  Lifeline
-  Henry Community Health
-  FCC Indiana
-  Youth Opportunity Center
-  New Castle Correctional Facility
-  Fayette Regional Health System

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# Workforce Opportunities: West Central Indiana

## Major Employers

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-  Maternal Health Clinic
-  Union Hospital
-  Great Dane
-  Air National Guard Recruiter
-  Amcor Flexibles
-  UAP Clinic
-  International Automotive Components
-  Walmart Distribution Center
-  DePauw University
-  Terre Haute Regional Hospital

\*Numbers based on Economic Growth Region 7 containing the following counties: Clay, Parke, Putnam, Sullivan, Vermillion and Vigo. Learn more at [hoosierdata.in.gov/region7.asp](https://hoosierdata.in.gov/region7.asp).

# Workforce Opportunities: Southwest Indiana

## Major Employers

Finding a job isn't just about figuring out what kind of career you want. You also need to think about where you want to work, what kind of work culture is a good fit for you, what kinds of benefits you're looking for, what your long-term goals are and more.

Maybe you're looking to work for a large company. Maybe you'd like to work for a family-owned business. Maybe you'd like to work somewhere with unlimited vacation or somewhere that offers upward mobility. No matter your goals, Indiana has employers that want to hire Hoosier grads! Below are 10 of the major employers in Southwest Indiana. Don't see something you're interested in? Remember there are small and mid-sized employers covering every career cluster in your region. Visit [hoosierdata.in.gov/buslookup/BusLookup.aspx](https://www.hoosierdata.in.gov/buslookup/BusLookup.aspx) to learn more about employers in your backyard—and all across the state—that are large, small and everything in between.

-  Deaconess Health System
-  Toyota Motor Manufacturing Indiana Inc.
-  Deaconess Hospital
-  Berry Global Group Inc.
-  St Vincent Evansville
-  Alcoa Warrick Operations
-  Ascension Health Information Services
-  Mead Johnson Nutrition Co.
-  Deaconess Diet & Nutritional
-  TJ Maxx Distribution Center

\*Numbers based on Economic Growth Region 11 containing the following counties: Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh and Warrick. Learn more at [hoosierdata.in.gov/region11.asp](https://www.hoosierdata.in.gov/region11.asp).



# Workforce Opportunities: Entrepreneurs & Startups

Indiana is embracing innovation and growth throughout the state with programs to help startups and entrepreneurs start and grow their businesses. From advisory boards to organizations designed to help match startups with funding, you'll find the resources you need in Indiana to make your entrepreneurial dreams a reality.

## **ELEVATE VENTURES - [ELEVATEVENTURES.COM](http://ELEVATEVENTURES.COM)**

Elevate Ventures supports efforts to help high-growth startups and entrepreneurs, making capital more accessible and attracting private co-investment. Elevate Ventures has established five regional partnerships across the state in North Central, Northeast, South Central, Southeast and Southwest Indiana. Each region provides entrepreneurs with advisory services to help navigate the uncharted waters of starting a business, from launch to exit.

## **GBETA PROGRAM - [GBETASTARTUPS.COM/INDIANA](http://GBETASTARTUPS.COM/INDIANA)**

gBETA offers a free, seven-week program for early-stage companies to help build consumer awareness and establish the industry-specific metrics needed to become candidates for angel investment or full-time accelerators.

## **INDIANA SMALL BUSINESS DEVELOPMENT CENTER (SBDC) - [ISBDC.ORG](http://ISBDC.ORG)**

The Indiana SBDC offers a one-stop shop for entrepreneurs looking to start and grow a business, delivering no-cost, expert guidance and resources ranging from business planning and valuation to export assistance and market research.

## **INNOVATION-FOCUSED ECONOMIC DEVELOPMENT TOOLS - [IEDC.IN.GOV](http://IEDC.IN.GOV)**

- Headquarters Relocation Tax Credit: Better incentivizes the relocation of small, high-growth companies.
- Venture Capital Investment (VCI) Tax Credit: Increases the pool of potential investors to high-growth, early-stage companies by making the tax credit transferable starting in 2020.
- Innovation Vouchers: Provides grants to small businesses that partner with Indiana universities for activities like research, technology development, or commercialization.

## **NEXT LEVEL FUND - [NEXTLEVELINDIANAFUND.COM](http://NEXTLEVELINDIANAFUND.COM)**

The Next Level Fund was a key component of Governor Holcomb's 2017 Next Level legislative agenda and aims to build and support increased entrepreneurship and innovation by making targeted investments in Indiana venture capital funds and Indiana businesses.



# Economic & Financial Benefits:

## Cost of Living - Value of a Dollar

Your dollar goes further in Indiana. When it comes to affordability, Indiana is among the most affordable in the country. That means you'll have more money to spend on you—on things like travel, hobbies and even buying a home or vehicle. In fact, when looking at other popular states for Hoosiers to move to, including other midwestern states, coastal states and states with a large influx of out-of-state movers, Indiana is one of the most affordable! The chart below indicates how far \$100 dollars will get you in other states. Using the national average of \$100, in Washington D.C., \$100 will only get you about \$85 dollars of goods and services, where you'll get about \$111 in Indiana. That adds up over the course of a lifetime, or even a couple of years.

If you're interested in checking out how Indiana compares to other locations in the United States, visit [Hoosierdata.in.gov/calculator.asp](http://Hoosierdata.in.gov/calculator.asp) to compare metro regions in state and out of state. Simply enter an estimate of your starting salary out of college to compare how far that salary will go.

State	Value of a Dollar
Kentucky	\$113.77
Ohio	\$112.49
Indiana	\$111.36
South Carolina	\$110.62
Tennessee	\$110.62
Georgia	\$108.11
Michigan	\$107.53
Texas	\$103.09
Illinois	\$101.52
Oregon	\$100.50
Colorado	\$96.90
Washington	\$93.98
California	\$87.11
New York	\$86.36
District of Columbia	\$85.54

Information from the Indiana Economic Development Corporation, [iedc.in.gov](http://iedc.in.gov).



# Economic & Financial Benefits: Median and Starting Wages in Indiana

Not sure where you want to live in Indiana? Your community is a great place to start looking! you’ve likely already started to build up personal and professional networks and you know what to expect. If you’re set on moving out of your hometown or college town, you’ll want to consider area employers, but you’ll also want to think about things like average wages and median housing prices. The median housing price in Indiana is only about \$143,784, far lower than many other states. That money you’ll save on a mortgage payment can be used to for all kinds of things, like saving for retirement or traveling.

Average wage information includes individuals from all education backgrounds. Individuals with higher education tend to have higher average wages. You can learn more about how much you can expect to make in Indiana—based on your degree—with the Indiana Commission for Higher Education’s Return on Investment Report: [IN.gov/che/4865.htm](http://IN.gov/che/4865.htm).

You can find region and county level breakdowns using the 21st Century Talent Region Dashboard at [in.gov/cct/datadisplay.htm](http://in.gov/cct/datadisplay.htm) to learn more about economic factors in Indiana. You can also research things like county taxes to find out how much of your earnings you’ll be paying out. You can look at tax rates by Indiana County here: [in.gov/dor/6823.htm](http://in.gov/dor/6823.htm).

	Statewide	Northeast	Northwest Central	East Central	West Central	Southwest
<b>Median Household Income</b>	\$54,123	\$53,966	\$52,430	\$46,072	\$48,720	\$56.306
<b>Average Hourly Wage</b>	\$19.67	\$19.62	\$20.14	\$17.52	\$18.39	\$22.03
<b>Median House Price</b>	\$143,784	\$139,518	\$124,188	\$83,721	\$92,267	\$143,239

Information from the Indiana Secretary of Career Connections and Talent, [in.gov/cct/datadisplay.htm](http://in.gov/cct/datadisplay.htm).



# Quality of Life and Young Professional Benefits:

## Quality of Life - Statewide

There's more than corn in Indiana. In fact—from our world class Children's Museum to state parks and sporting events—there's plenty to do in your own backyard when you live in Indiana. Check out some of the best things to do in Indiana!

### **ARTS**

From nationally-ranked museums—like the Children's Museum of Indianapolis—to concert venues all over Indiana, there's something for everyone. You'll also find philharmonic orchestras and theaters in every corner of the state to see popular musicals and plays like *Hamilton*.

### **BEER & WINE**

There are nearly 100 breweries and wineries in Indiana. We have big name breweries—like 3 Floyds and Sun King—and Indiana-famous names like Bad Dad Brewing Co. If wine is more your thing, Two EE's Winery and Oliver Winery, among others, have beautiful scenery and great wine.

### **FESTIVALS**

Check out summer and fall festivals filled with live music and great food. Evansville's Fall Festival, Vincennes' Rendezvous, Fort Wayne's Johnny Appleseed Festival and the Indiana State Fair—just to name a few—bring in visitors from all over Indiana and beyond.

### **SPORTS**

Taking in a live sporting event is easy in Indiana. Central Indiana is home to several major teams and events—like the Indy 500, Brickyard 400, Indianapolis Colts, Indy Fever and Indiana Pacers. And, you'll find minor league teams all over the state, too.

### **STATE PARKS**

Indiana's rural regions are home to dozens of state parks and lakes, so there's plenty of opportunity to camp, hike and paddle your way through Indiana. Turkey Run State Park and Brown County State Park are regularly voted among the top parks in Indiana.

### **BONUS: ROADTRIP-WORTHY SIGHTS**

Indiana is filled with quirky, fun locations for a quick road trip with friends. From the World's Largest Steer in Kokomo to the Market Street Catacombs in Indianapolis, there are weird and unusual attractions all over the state perfect for a quick trip and some photos.





# Quality of Life and Young Professional Benefits: Quality of Life - Northeast Indiana

## **FOR THE OUTDOORSY TYPE: RIVERFRONT FORT WAYNE'S PROMENADE PARK**

Fort Wayne's newest park is at the heart of downtown, near other great places like an art museum and tons of restaurants. The park features a treetop canopy trail, an accessible playground, water features, an amphitheater, dining options, boat rides and more. Learn more at [riverfrontfw.org](http://riverfrontfw.org).

## **FOR THE ANIMAL LOVER: BLACK PINE ANIMAL SANCTUARY**

Black Pine Animal Sanctuary, located in Albion, Indiana, provides refuge for more than 50 species of displaced, captive-raised exotic animals. Visitors can take a self-guided tour, or sign up ahead of time to take a guided tour or experience. Learn more at [bpsanctuary.org](http://bpsanctuary.org).

## **FOR THE ADVENTURER: TOBOGGAN AT POKAGON STATE PARK**

One of northern Indiana's hidden gems, Pokagon State Park is home to the only refrigerated, twin-track toboggan slide in Indiana. Each year, about 90,000 visitors come to ride the quarter mile track. Going as fast as 42 mph, thrill seekers will love this winter ride. Learn more at [in.gov/dnr/parklake/4699.htm](http://in.gov/dnr/parklake/4699.htm).

## **FOR THE SPORTS FAN: PARKVIEW FIELD**

Parkview Field was ranked as the Number 1 Minor League Baseball Experience in the country by *Stadium Journey Magazine* for three years! During the summer, take in a Fort Wayne TinCaps game. Mondays and Thursdays are Fort Wayne favorites, featuring food and drink specials, like hot dogs and domestic draft beers for one dollar. Learn more at [parkviewfield.com](http://parkviewfield.com).

## **FOR THE ROADTRIPPER: THE GARFIELD TRAIL**

If you're looking for a weekend roadtrip, consider heading to Fairmount to check out The Garfield Trail. Garfield creator, Jim Davis, is from Fairmount, and there are 14 Garfield statues spread out across 9 small cities in the area for you to take photos of. Learn more at [showmegrantcounty.com](http://showmegrantcounty.com).





# Quality of Life and Young Professional Benefits:

## Quality of Life - Northwest Central Indiana

### **FOR THE ANIMAL LOVER: WOLF PARK**

Wolf Park is an education and research center in Battle Ground, Indiana that specializes in wolves, coyotes, foxes and bison. Visitors can take part in tours that allow them to see the animals close up and in special events—like Wine and Wolves—to help them fundraise. Learn more at [wolfpark.org](http://wolfpark.org).

### **FOR THE ARTS AND CULTURE SEEKER: THE STATE THEATRE**

The State Theatre, located in Logansport, Indiana, hosts local musicians, touring bands, comedians, movies and more. The State Theatre, which opened in 1940, is currently undergoing restoration to bring it back to its original grandeur. Learn more at [statetheatreive.com](http://statetheatreive.com).

### **FOR THE ROADTRIPPER: EXPLORATION ACRES**

If you've ever felt like exploring an 18-acre corn maze, Exploration Acres in Lafayette, Indiana is for you! This fall favorite has a famous corn maze, pumpkin patches, fire pits, hay rides and more. Learn more at [explorationacres.com](http://explorationacres.com).

### **FOR THE OUTDOORSY TYPE: KOKOMO CANOE & KAYAK RENTALS**

Explore the Kokomo Reservoir and Wildcat Creek in Kokomo with Kokomo Canoe & Kayak Rentals. They offer rentals on canoes, single and tandem kayaks, inflatable paddleboards and pedal fishing kayaks—perfect for solo or group experiences. Learn more at [kokomocanoekayak.com](http://kokomocanoekayak.com).

### **FOR THE ADVENTURER: IN ZIPLINE TOURS**

Indiana Zipline Tours, located in Crawfordsville, Indiana, is a treetop canopy tour perfect for thrill seekers. The tour consists of 8 ziplines, 1 swinging bridge and Indiana's only suspended platform in the trees. The zipline is suitable for kids and adults. Learn more at [indianaziplinetours.com](http://indianaziplinetours.com).





# Quality of Life and Young Professional Benefits: Quality of Life - East Central Indiana

## **FOR THE ATHLETIC TYPE: CARDINAL GREENWAYS**

Cardinal Greenways, which spans from Marion to Muncie to Richmond, is a 62 mile bike trail perfect for biking enthusiasts of all ages. The trail is the longest rail-trail in Indiana, with a vision of eventually linking the trail with trails in Illinois and Ohio. Learn more at [cardinalgreenways.org](http://cardinalgreenways.org).

## **FOR THE BASKETBALL LOVER: INDIANA BASKETBALL HALL OF FAME MUSEUM**

Basketball is serious business in Indiana. The Indiana Basketball Hall of Fame Museum in New Castle, Indiana celebrates all things Hoosier basketball from the 1890s to today. The 14,000 square foot museum is a must-see for sports lovers. Learn more at [hoopshall.com](http://hoopshall.com).

## **FOR THE ROADTRIPPER: WICK'S PIES**

Wick's Pies started as a factory cantina in 1944, and it's been operating in Winchester, Indiana ever since. Wick started out using his grandmother's recipes and they got so popular that he started delivering them just a few years later. Today, you can visit their bakery to pick up one (or more) of these tasty pies. Learn more at [wickspies.com](http://wickspies.com).

## **FOR THE ARTS AND CULTURE SEEKER: EMENS AUDITORIUM**

Emens Auditorium is an arts and culture hub in Muncie for music, Broadway productions, ballet, comedians and more. Since its opening in 1964, Emens Auditorium has hosted Stevie Wonder, Adam Sandler, the musical *Cats* and more. Learn more and view upcoming events at [bsu.edu/web/emens](http://bsu.edu/web/emens).

## **FOR THE WINE DRINKER: BELGIAN HORSE WINERY**

There are dozens of great wineries in Indiana, and Belgian Horse Winery is among them. Located in Middletown, Indiana, Belgian Horse Winery offers tastings and live music every Wednesday night. Learn more at [belgianhorsewinery.com](http://belgianhorsewinery.com).





# Quality of Life and Young Professional Benefits: Quality of Life - West Central Indiana

## **FOR THE ANIMAL LOVER: THE EXOTIC FELINE RESCUE CENTER**

The Exotic Feline Rescue Center in Center Point, Indiana provides a permanent home for exotic cats that have been abused, abandoned or cannot be back in the wild. Their center houses about 150 big cats, and they host special events throughout the year. Learn more at [efrc.org](http://efrc.org).

## **FOR THE HISTORY BUFF: CANDLES HOLOCAUST MUSEUM AND EDUCATION CENTER**

In 1995, Eva Mozes Kor opened the CANDLES Holocaust Museum in Terre Haute, Indiana with the mission to prevent hatred through education about the Holocaust. As Indiana's only Holocaust museum, it's seen thousands of visitors. Learn more at [candleholocaustmuseum.org](http://candleholocaustmuseum.org).

## **FOR THE OUTDOORSY TYPE: SUGAR VALLEY CANOE TRIPS**

Sugar Valley Canoe Trips in Marshall, Indiana offers trips for canoers of all experiences. With trips as little as 3 miles up to overnight, 21-mile adventures, the trips take place in Turkey Run State Park and Shades State Park. Learn more at [sugarvalleycanoes.com](http://sugarvalleycanoes.com).

## **FOR THE ROADTRIPPER: DITZLER ORCHARD**

Ditzler Orchard, located in Rosedale, Indiana, is dedicated to enhancing bio-diversity and increasing awareness of the benefit of regional food production. It's also a great roadtrip destination, with a pick-your-own program that runs from May to October where you can pick strawberries, black raspberries, blueberries, blackberries, peaches and apples. Learn more at [ditzlerorchard.com](http://ditzlerorchard.com).

## **For the Arts and Culture Seeker: Historic Ritz Theater**

The Historic Ritz Theater opened in 1912 as an opera house. It was renovated in the 1930s to take on an Arte Moderne Style, which is still around today on the exterior marquee. Today, it operates as a first-run movie theater and a playhouse with an old time theater feel. Learn more at [historicritztheater.com](http://historicritztheater.com).





# Quality of Life and Young Professional Benefits: Quality of Life - Southwest Indiana

## **FOR THE HISTORY BUFF: EVANSVILLE AFRICAN AMERICAN MUSEUM**

The mission of the Evansville African American Museum is to collect, preserve and educate the public on the history and traditions of African American families and communities. The museum showcases local artists and citizens as well as traveling and permanent exhibits. Learn more at [evvafricanamericanmuseum.org](http://evvafricanamericanmuseum.org).

## **FOR THE ROADTRIPPER: NEW HARMONY, INDIANA**

New Harmony is a historic town in Posey County, Indiana that was formed in 1814. The town is straight out of the past—with history tours, more than one labyrinth, and a quaint downtown filled with restored buildings. Learn more at [visitnewharmony.com](http://visitnewharmony.com).

## **FOR THE SPORTS FAN: EVANSVILLE OTTERS**

Bosse field, home to the Evansville Otters, opened in 1915, making it one of the three oldest ball parks in the United States. Its other claim to fame: it's the site of the filming of the 1992 hit movie *A League of their Own*. So, while you're taking in an Evansville Otters game, check out the historic architecture. Learn more at [evansvilleotters.com](http://evansvilleotters.com).

## **FOR THE FAMILY TRIP: HOLIDAY WORLD**

Indiana's famous Holiday World is located in Santa Claus, Indiana. Home to all things holiday—from the 4th of July to Thanksgiving and Christmas—holiday world is filled with rides, slides and a water park. While you're there, explore Santa Claus and enjoy the holidays any time of the year. Learn more at [holidayworld.com](http://holidayworld.com).

## **FOR THE ARTS AND CULTURE SEEKER: HAYNIE'S CORNER**

Haynie's Corner is the arts district in Evansville, Indiana. Made up of 4 neighborhoods, it's a space for art and music, plus a brewery, galleries, restaurants and bars. Haynie's Corner hosts a monthly First Friday celebration with art, live music, street performers, food and more. Learn more at [hayniescorner.com](http://hayniescorner.com).





# Quality of Life and Young Professional Benefits: Coworking Spaces & Young Professional Groups

Communities all over Indiana are dedicated to making our state work for its young professionals. With over 50 coworking spaces—including at least one in every corner of the state—and dozens of young professional groups, there's a community for you no matter where you choose to set down roots in Indiana.

## **COWORKING AND HOW TO GET INVOLVED**

Coworking is an office or arrangement of small offices that workers and small businesses from different kinds of sectors share. Common spaces and equipment cut down on costs for everyone, and the possibility for cross collaboration is huge. It's easy to find coworking spaces in your area by using a simple Google search.

If you're serious about coworking, Launch Indiana is dedicated to increasing the number of Indiana innovation-driven enterprises. They've put together the Indiana Co-working Passport, where members can utilize over 40 coworking spaces all over the state. It's perfect if you're traveling throughout Indiana as you build your network. Learn more at [launchindiana.org](http://launchindiana.org).

## **YOUNG PROFESSIONAL GROUPS AND HOW TO GET INVOLVED**

Young professional groups are a network of young people—typically in their 20s and 30s—that provide leadership development, networking opportunities and community volunteer involvement. It's a great way to build up your network, make friends and strengthen your community. Young professional groups can be location based, industry based or a combination of both.

Most regions in Indiana have a number of young professional groups to choose from. Not sure where to get started? Talk to your career center, coworkers, intern supervisor, or local chamber of commerce (find yours here: [web.iceaonline.com/Chamber-of-Commerce](http://web.iceaonline.com/Chamber-of-Commerce)) to find out if they know of any.





# Quality of Life and Young Professional Benefits: Volunteering & Giving Back

Indiana residents love giving back. In fact, more than 1.8 million Indiana residents volunteered last year, and their service has an estimated economic value of more than \$4 billion. Whether you're looking for long-term volunteer opportunities like serving on a board or a one-time event, there are so many opportunities to get involved in your community in Indiana.

If you're new to a community—or even if you're not—volunteering is an opportunity to network. Volunteering is a way for you to dedicate time to a passion outside of work. From animals to the environment to literacy and STEM development, Indiana has opportunities for everyone. Plus, according to the Corporation of National and Community Service, volunteers are more likely to talk to their neighbors, participate in civic groups, discuss community issues and more. Volunteering is an effective way to stay involved and make a difference. Learn how to get connected using the resources below.

## **IN ASSOCIATION OF VOLUNTEER CENTERS: [IN.GOV/SERVEINDIANA/VOLUNTEER/2418.HTM](https://www.in.gov/serveindiana/volunteer/2418.htm)**

The Indiana Association of Volunteer Centers (IAVC) is a group of organizations and a great place to start to connect with volunteer opportunities. They can help you find a site that fits your skills, schedule and values.

## **VOLUNTEERMATCH: [VOLUNTEERMATCH.ORG](https://www.volunteermatch.org)**

VolunteerMatch works with over 128,000 nonprofits around the world to connect them with volunteers. You can filter by city or state to find volunteer opportunities near you. If you can't find anything in your region, contact your local chamber of commerce for assistance.

## **REGION-FOCUSED VOLUNTEER SERVICES**

Search online for opportunities. Some non-profits post their needs on their website or on LinkedIn. Others, like IndyHub ([indyhub.org](https://www.indyhub.org)) and VolunteerCenter ([volunteerfortwayne.org](https://www.volunteerfortwayne.org)), connect volunteers to organizations directly.

## **YOUNG PROFESSIONAL VOLUNTEER GROUPS**

Many large non-profits have young professional boards to join, and volunteer organizations that target young professionals, like Giving Sum ([givingsum.org](https://www.givingsum.org)), offer a great way to network in your community.

Information from Serve Indiana, [in.gov/serveindiana](https://www.in.gov/serveindiana).

