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INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

LABOR MARKET REVIEW

August 2024
Labor Market Review

Reported by: Jillian Gregory

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INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Economic Growth Region 10

Statistical Data Report for August 2024, Released October 2024

State Employment and Unemployment

Unemployment rates were higher in August in 6 states and the District of Columbia, lower in one state, and stable in 43 states, the U.S. Bureau of Labor Statistics reported. Twenty-five states and the district had jobless rate increases from a year earlier, four states had decreases, and 21 states had little change. The national unemployment rate changed little over the month at 4.2 percent but was 0.4 percentage point higher than in August 2023.

Nonfarm payroll employment increased in four states, decreased in one state, and was essentially unchanged in 45 states and the District of Columbia in August 2024. Over the year, nonfarm payroll employment increased in 30 states and was essentially unchanged in 20 states and the district.

South Dakota had the lowest jobless rate in August, 2.0 percent, followed by Vermont, 2.2 percent, and North Dakota, 2.3 percent. The District of Columbia had the highest unemployment rate, 5.7 percent, followed by Nevada, 5.5 percent. In total, 27 states had unemployment rates lower than the U.S. figure of 4.2 percent, 4 states and the district had higher rates, and 19 states had rates that were not appreciably different from that of the nation

Over the year, nonfarm payroll employment increased in 30 states and was essentially unchanged in 20 states and the district. The largest job gains occurred in Texas (+302,400), California (+287,100), and Florida (+207,400). The largest percentage increases occurred in Missouri and South Carolina (+3.3percent each), followed by Montana (+3.1 percent).

August 2024 Labor Force Estimates (not seasonally adjusted)

Area	Labor Force	Employed	Unemployed	Aug-24	Jul-24	Aug-23
U.S.	168,763,000	161,348,000	7,415,000	4.4%	4.5%	3.9%
IN	3,434,542	3,281,737	152,805	4.4%	5.0%	3.5%
EGR 10	156,445	150,207	6,238	4.0%	4.8%	3.2%
Clark Co.	63,312	60,724	2,588	4.1%	4.9%	3.3%
Crawford Co.	4,930	4,725	205	4.2%	5.2%	3.3%
Floyd Co.	42,621	41,040	1,581	3.7%	4.5%	2.9%
Harrison Co.	20,698	19,908	790	3.8%	4.7%	2.9%
Scott Co.	10,674	10,173	501	4.7%	5.1%	3.6%
Washington Co.	14,210	13,637	573	4.0%	4.7%	3.3%
Corydon	1,444	1,368	76	5.3%	6.3%	2.8%
Jeffersonville	26,226	25,094	1,132	4.3%	5.1%	3.4%
New Albany	18,999	18,205	794	4.2%	5.0%	3.2%
Salem	2,775	2,629	146	5.3%	6.3%	3.7%
Scottsburg	2,779	2,621	158	5.7%	5.6%	4.4%

Source: Indiana Department of Workforce Development, Research & Analysis, Local Area Unemployment Statistics | Unemployment Statistics Released: 09/24 | Notes: The data displayed are presented as estimates only. The most recent month's data are always preliminary and are revised when the next month's data are released.

Economic Growth Region (EGR) 10

Clark, Crawford, Floyd, Harrison, Scott, and Washington Counties

Unemployment Rates by State (seasonally adjusted): August 2024

U.S. - 4.2%

Illinois - 5.3%

Indiana - 4.2%

Kentucky - 4.8%

Michigan - 4.5%

Ohio - 4.5%

Source: U.S. Department of Labor, Bureau of Labor Statistics

Unemployment Rank by County (of 92 counties): August 2024

#24 - Scott (4.7%)

#37 - Crawford (4.2%)

#47 - Clark (4.1%)

#53 - Washington (4%)

#62 - Harrison (3.8%)

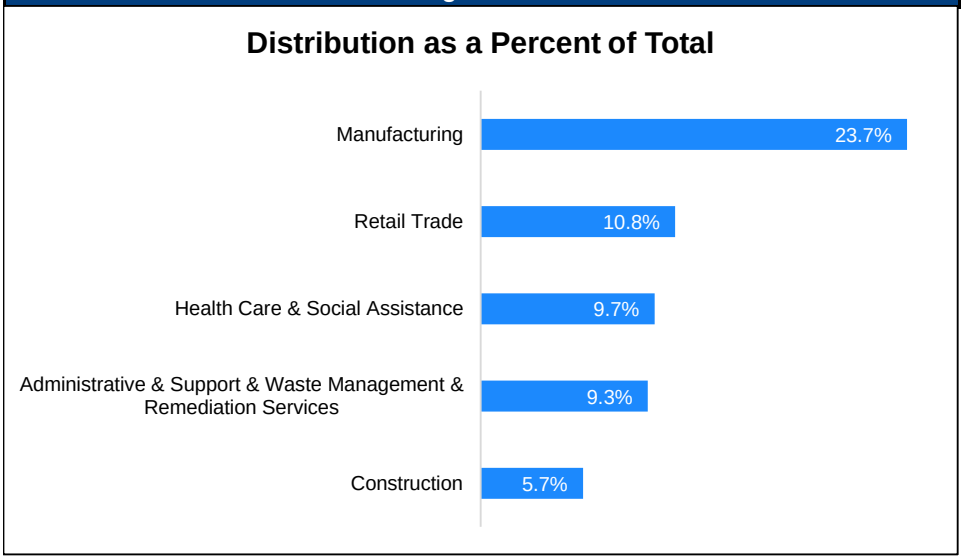
#69 - Floyd (3.7%)

Source: Indiana Department of Workforce Development, Research and Development, Local Area Unemployment Statistics

Consumer Price Index (CPI-U Change), Unadjusted Percent Change to August 2024 from				
CPI Item	Aug-23	Jul-24	Aug-23	Jul-24
	U.S. City		Midwest Region*	
All Items	**2.5%**	**0.1%**	**2.6%**	**0.1%**
Food & Beverages	2.0%	0.1%	1.8%	-0.1%
Housing	4.4%	0.3%	5.0%	0.3%
Apparel	0.3%	1.7%	-0.5%	0.9%
Transportation	-1.0%	-0.7%	-1.4%	-0.6%
Medical Care	3.0%	0.1%	1.5%	0.2%
Recreation	1.6%	0.0%	1.9%	-0.1%
Education & Communication	1.0%	0.3%	0.7%	0.3%
Other Goods & Services	3.9%	0.2%	6.8%	0.1%

*Midwest region = Midwest Urban Average. Midwest Region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin | Source: U.S. Bureau of Labor Statistics

Percentage of Unemployment Claims for Top 5 Region 10 Industries August 2024



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 10 for August 2024				
Company	City	County	# of workers affected	Notice Date
Triple Canopy Security Guards and Patrol	Various	Various	123	7/23/2024

Source: Indiana Department of Workforce Development, WARN Notices | For information on WARN Act requirements, you may go to the U.S. Department of Labor Employment Training Administration Fact Sheet:

https://www.doleta.gov/programs/factsht/warn.htm

Unemployment Claims: August 2024

Region 10

Initial Claims
08/03/24 - 69(D)
08/10/24 - 67(D)
08/17/24 - 59(D)
08/24/24 - 64(D)
08/31/24 - 60(D)

Continued Claims
08/03/24 - 534
08/10/24 - 518
08/17/24 - 538
08/24/24 - 529
08/31/24 - 497

Total Claims
08/03/24 - 603
08/10/24 - 585
08/17/24 - 597
08/24/24 - 593
08/31/24 - 557

State of Indiana

Initial Claims
08/03/24 - 2,751
08/10/24 - 2,831
08/17/24 - 3,685
08/24/24 - 3,880
08/31/24 - 3,084

Continued Claims
08/03/24 - 20,129
08/10/24 - 20,394
08/17/24 - 21,156
08/24/24 - 21,828
08/31/24 - 21,967

Total Claims
08/03/24 - 22,880
08/10/24 - 23,225
08/17/24 - 24,841
08/24/24 - 25,708
08/31/24 - 25,051

(D) indicates item is affected by non-disclosure issues relating to industry or ownership status | *Numbers subject to weekly revision I Source: Indiana Department of Workforce Analysis

Frequently Listed Jobs	
Top 20 job listings in Region 10 in the past month	
Rank	**Occupations**
1	Personal Care Aides
2	Electrical Engineers
3	Industrial Engineers
4	Licensed Practical and Licensed Vocational Nurses
5	Mechanical Engineers
6	Nursing Assistants
7	Registered Nurses
8	Agricultural Equipment Operators
9	Computer Systems Analysts
10	Market Research Analysts and Marketing Specialists
11	Marketing Managers
12	News Analysts, Reporters, and Journalists
13	Production Workers, All Other
14	Career/Technical Education Teachers, Postsecondary
15	Cooks, Fast Food
16	Customer Service Representatives
17	Engine and Other Machine Assemblers
18	Facilities Managers
19	First-Line Supervisors of Food Preparation and Serving Workers
20	First-Line Supervisors of Mechanics, Installers, and Repairers

Source: Indiana Workforce Development, Indiana Career Connect. * Due to an upgrade in the reporting system, there is a notable change in Job Postings recorded. The tool used to measure Job Postings was upgraded to prevent malicious or false postings. While customers adjust to the enhancements a drop in the record is to be expected.

Applicant Pool	
Top 20 occupations desired by applicants on their resumes in the past 12 months	
Occupations	**# of applicants**
Production Workers, All Other	252
Customer Service Representatives	198
Assemblers and Fabricators, All Other	192
Helpers--Production Workers	168
Heavy and Tractor-Trailer Truck Drivers	159
Laborers and Freight, Stock, and Material Movers, Hand	132
Office Clerks, General	132
Cashiers	116
Welders, Cutters, Solderers, and Brazers	91
Managers, All Other	88
Industrial Truck and Tractor Operators	70
Office and Administrative Support Workers, All Other	69
Construction and Related Workers, All Other	66
Receptionists and Information Clerks	64
Retail Salespersons	60
Construction Laborers	57
Shipping, Receiving, and Traffic Clerks	54
Inspectors, Testers, Sorters, Samplers, and Weighers	51
Packers and Packagers, Hand	51
First-Line Supervisors of Production and Operating Workers	49

Source: Indiana Workforce Development, Indiana Career Connect

The urgent need for women in technology: AI, security, and engineering

By Tonya T'ere Webb-Wallace, Director of Solution Delivery, Cox Automotive

INSIDE INDIANA BUSINESS WITH GERRY DICK

In the rapidly evolving landscape of technology, fields such as artificial intelligence (AI), cybersecurity, and engineering are becoming the bedrock of modern society. Yet, these critical sectors remain heavily male-dominated. The underrepresentation of women in these domains is not just a matter of equality; it's significant impediment to innovation, security, and progress. The inclusion of more women in technology is not merely desirable - it is imperative for the future of these fields and society at large.

The Benefits Women Bring to Tech

Women bring unique perspectives and problem-solving approaches that can drive innovation. Diverse teams are proven to be more creative and effective, as they combine different viewpoints and experiences. In AI, for instance, diversity is crucial to ensure that algorithms and systems are fair, unbiased, and representative of all user groups. Women can help identify and mitigate biases that predominantly male teams might overlook, leading to more inclusive and ethical AI applications.

In cybersecurity, the stakes are incredibly high. Cyber threats are evolving at an unprecedented rate, and a diverse workforce is essential to develop robust defense mechanisms. Studies have shown that women often excel in areas requiring meticulous attention to detail and collaborative problem-solving, traits that are invaluable in cybersecurity. Engineering, too, benefits immensely from gender diversity. Women engineers bring fresh ideas to the table, which can lead to groundbreaking innovations. Their contributions are vital in creating products and solutions that cater to a broader demographic, ensuring that technology serves everyone, not just a select few.

The Problem with a Male-Dominated Industry

The current male-dominated state of technology sectors has several detrimental effects. Firstly, it perpetuates a cycle of exclusion. Young women often feel discouraged from pursuing careers in tech due to a lack of visible role models and mentors. This absence not only limits their career opportunities but also deprives the industry of potential talent. Moreover, products and solutions developed by homogenous teams often fail to address the needs of a diverse user base. For example, voice recognition systems have historically struggled with female voices because they were primarily trained on male data sets. This oversight is a direct consequence of the lack of gender diversity in the development process. The gender gap in technology also exacerbates broader societal inequalities.

The Consequences of Inaction

If the technology industry continues to be predominantly male, the consequences will be far-reaching. The lack of diverse perspectives can lead to a stagnation of innovation. Industries thrive on fresh ideas and varied approaches to problem-solving, which are hard to achieve without gender diversity. In AI, the perpetuation of biased algorithms can have serious social implications. AI systems are increasingly being used in critical areas such as hiring, law enforcement, and healthcare. Biased systems can lead to unfair treatment of women and other marginalized groups, entrenching existing inequalities.

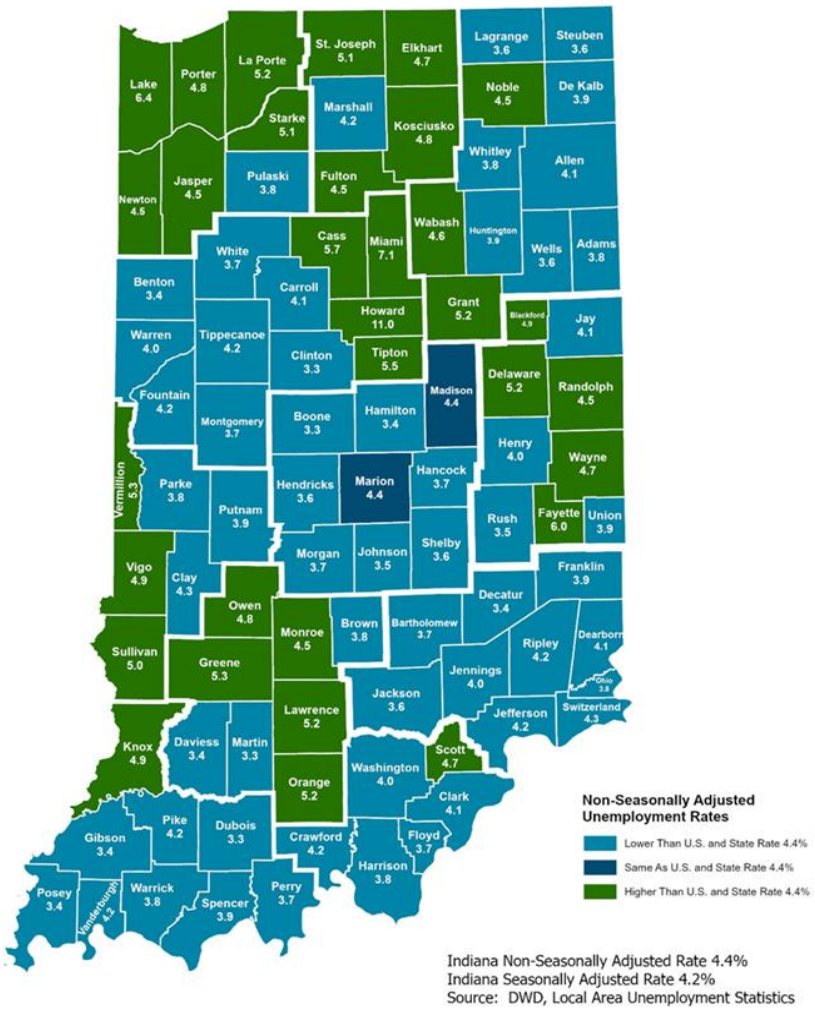
In cybersecurity, a homogeneous workforce may struggle to anticipate and counteract the wide array of tactics used by cybercriminals. The failure to attract and retain women in this field could result in weaker defenses against cyber threats, putting both national security and personal data at risk. Engineering, as the backbone of technological development, requires a diverse talent pool to tackle complex challenges and create solutions that benefit everyone. Without more women in engineering, the industry risks developing products that are not fully inclusive or representative of the needs of the entire population.

Moving Forward

To address these issues, concerted efforts are needed at multiple levels. Educational institutions must encourage more girls to pursue STEM (Science, Technology, Engineering, and Mathematics) subjects from an early age. This can be achieved through targeted outreach programs, scholarships, and the promotion of female role models in tech. Companies must also play a crucial role by creating inclusive workplaces that support the career growth of women. This includes implementing policies that promote work-life balance, offering mentorship programs, and actively working to eliminate gender biases in hiring and promotion practices.

Finally, societal attitudes towards women in tech need to shift. Celebrating the achievements of women in technology and highlighting their contributions can help break down stereotypes and inspire the next generation of female tech leaders.

County Unemployment Rates
August 2024 - Non Seasonally Adjusted



Indiana Non-Seasonally Adjusted Rate 4.4%
Indiana Seasonally Adjusted Rate 4.2%
Source: DWD, Local Area Unemployment Statistics

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Questions?

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