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INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

LABOR MARKET REVIEW

August 2024
Labor Market Review

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Economic Growth Region 4
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 1 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, 4 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.

Economic Growth Region (EGR) 4

Benton, Carroll, Cass, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren and White Counties.

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 4	252,823	239,302	13,521	5.3%	5.1%	3.3%
Kokomo MSA	36,142	32,157	3,985	11.0%	7.0%	4.5%
Lafayette MSA	112,511	107,845	4,666	4.1%	5.0%	3.1%
Benton Co.	4,590	4,432	158	3.4%	3.8%	2.7%
Carroll Co.	10,232	9,817	415	4.1%	4.3%	2.8%
Cass Co.	17,701	16,698	1,003	5.7%	5.2%	3.7%
Clinton Co.	17,788	17,193	595	3.3%	3.7%	2.5%
Fountain Co.	8,205	7,861	344	4.2%	4.6%	3.1%
Howard Co.	36,142	32,157	3,985	11.0%	7.0%	4.5%
Miami Co.	15,330	14,234	1,096	7.1%	5.7%	3.7%
Montgomery Co.	19,097	18,395	702	3.7%	4.1%	2.9%
Tippecanoe Co.	97,689	93,596	4,093	4.2%	5.1%	3.1%
Tipton Co.	8,493	8,027	466	5.5%	4.4%	2.7%
Warren Co.	4,164	3,999	165	4.0%	4.6%	3.1%
White Co.	13,392	12,893	499	3.7%	3.9%	3.1%
Attica	1,597	1,540	57	3.6%	4.1%	2.9%
Crawfordsville	7,422	7,133	289	3.9%	4.6%	3.2%
Delphi	1,312	1,266	46	3.5%	5.1%	3.5%
Fowler	1,144	1,100	44	3.8%	4.1%	3.2%
Frankfort	8,379	8,089	290	3.5%	3.8%	2.8%
Kokomo	24,971	22,088	2,883	11.5%	7.3%	4.8%
Lafayette	37,504	35,850	1,654	4.4%	4.9%	3.2%
Logansport	7,759	7,355	404	5.2%	5.1%	4.3%
Monticello	2,644	2,547	97	3.7%	4.1%	3.0%
Peru	4,600	4,248	352	7.7%	6.2%	4.3%
Tipton	2,513	2,360	153	6.1%	5.0%	2.9%
West Lafayette	23,446	22,570	876	3.7%	4.6%	2.9%
Williamsport	843	807	36	4.3%	5.7%	3.3%

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.

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

#1 - Howard (11%)
#2 - Miami (7.1%)
#5 - Cass (5.7%)
#6 - Tipton (5.5%)
#38 - Fountain (4.2%)
#43 - Tippecanoe (4.2%)
#46 - Carroll (4.1%)
#52 - Warren (4%)
#71 - Montgomery (3.7%)
#74 - White (3.7%)
#83 - Benton (3.4%)
#90 - Clinton (3.3%)

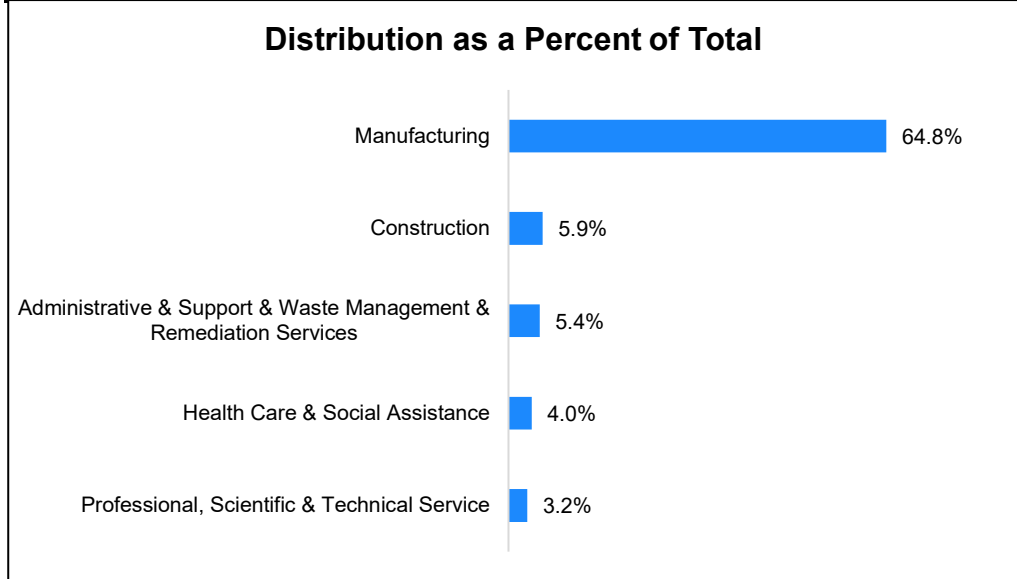Source: Indiana Department of Workforce Development, Research and Development, Local Area Unemployment Statistics

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 4 Industries August 2024

Distribution as a Percent of Total

Industry	Percent
Manufacturing	64.8%
Construction	5.9%
Administrative & Support & Waste Management & Remediation Services	5.4%
Health Care & Social Assistance	4.0%
Professional, Scientific & Technical Service	3.2%

Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 4 for August 2024

Company	City	County	# of workers affected	Notice Date
Triple Canopy(Security Guards and Patrol)	Various	Various	123	7/23/2024

There are no WARN Notices for August 2024 for Region 4.

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 4

Initial Claims
08/03/24 - 221(D)
08/10/24 - 204(D)
08/17/24 - 748(D)
08/24/24 - 929(D)
08/31/24 - 338(D)

Continued Claims
08/03/24 - 1,293
08/10/24 - 1,616
08/17/24 - 2,210
08/24/24 - 2,446
08/31/24 - 2,483

Total Claims
08/03/24 - 1,514
08/10/24 - 1,820
08/17/24 - 2,958
08/24/24 - 3,375
08/31/24 - 2,821

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 - 3084

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 Source: Indiana Department of Workforce Development, Research and Development

Kokomo MSA								
Wage and Salaried Employment		August 2024			# Change	% Change	# Change	% Change
Industry		Aug-24	Jul-24	Aug-23	Jul-24 to Aug-24		Aug-23 to Aug-24	
Total Nonfarm		**37,700**	**37,100**	**37,100**	**600**	**1.6%**	**600**	**1.6%**
Total Private		**33,100**	**33,000**	**32,500**	**100**	**0.3%**	**600**	**1.9%**
Goods Producing		10,300	10,200	10,200	100	1.0%	100	1.0%
Service-Providing		27,400	26,900	26,900	500	1.9%	500	1.9%
Private Service Providing		22,800	22,800	22,300	0	0.0%	500	2.2%
Mining, Logging and Construction		1,500	1,500	1,400	0	0.0%	100	7.1%
Manufacturing		8,800	8,700	8,800	100	1.2%	0	0.0%
Trade, Transportation, and Utilities		6,100	6,200	6,200	-100	-1.6%	-100	-1.6%
Wholesale Trade		900	900	900	0	0.0%	0	0.0%
Retail Trade		4,300	4,400	4,400	-100	-2.3%	-100	-2.3%
Transportation, Warehousing, and Utilities		900	900	900	0	0.0%	0	0.0%
Information		200	200	200	0	0.0%	0	0.0%
Financial Activities		1,200	1,200	1,200	0	0.0%	0	0.0%
Leisure and Hospitality		4,500	4,500	4,500	0	0.0%	0	0.0%
Other Services		2,600	2,600	2,500	0	0.0%	100	4.0%
Government		**4,600**	**4,100**	**4,600**	**500**	**12.2%**	**0**	**0.0%**
Local Government		3,500	3,000	3,500	500	16.7%	0	0.0%
Local Government Educational Services		2,000	1,500	2,000	500	33.3%	0	0.0%
Local Government excluding Educational Services		1,500	1,500	1,500	0	0.0%	0	0.0%

Source: Indiana Dept of Workforce Development, Research and Analysis, Current Employment Statistics

Kokomo MSA Employment Trends

Legend: 2021, 2022, 2023, 2024
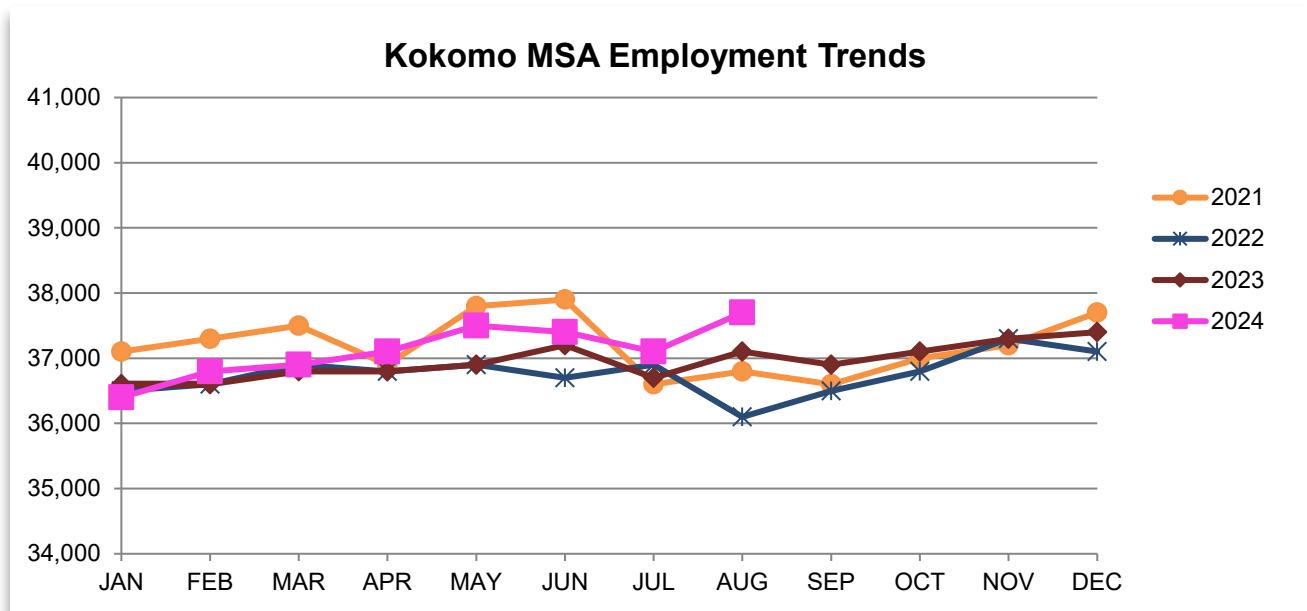
Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates for statewide data.

Lafayette-West Lafayette MSA								
Wage and Salaried Employment		August 2024			# Change	% Change	# Change	% Change
Industry		Aug-24	Jul-24	Aug-23	Jul-24 to Aug-24		Aug-23 to Aug-24	
Total Nonfarm		**108,600**	**106,600**	**106,600**	**2,000**	**1.9%**	**2,000**	**1.9%**
Total Private		**85,400**	**85,200**	**83,600**	**200**	**0.2%**	**1,800**	**2.2%**
Goods Producing		26,000	26,000	25,900	0	0.0%	100	0.4%
Service Providing		82,600	80,600	80,700	2,000	2.5%	1,900	2.4%
Private Service Providing		59,400	59,200	57,700	200	0.3%	1,700	3.0%
Mining, Logging and Construction		5,000	5,000	4,600	0	0.0%	400	8.7%
Manufacturing		21,000	21,000	21,300	0	0.0%	-300	-1.4%
Durable Goods		16,500	16,500	16,600	0	0.0%	-100	-0.6%
Trade, Transportation and Utilities		15,300	15,400	15,100	-100	-0.7%	200	1.3%
Wholesale Trade		3,000	3,000	2,900	0	0.0%	100	3.5%
Retail Trade		9,300	9,400	9,300	-100	-1.1%	0	0.0%
Transportation, Warehousing and Utilities		3,000	3,000	2,900	0	0.0%	100	3.5%
Information		700	700	700	0	0.0%	0	0.0%
Financial Activities		3,700	3,700	3,600	0	0.0%	100	2.8%
Professional and Business Services		9,600	9,500	9,700	100	1.1%	-100	-1.0%
Education and Health Services		14,000	14,000	13,900	0	0.0%	100	0.7%
Leisure and Hospitality		11,900	11,800	10,700	100	0.9%	1,200	11.2%
Accommodation and Food Services		11,000	10,900	9,700	100	0.9%	1,300	13.4%
Other Services		4,200	4,100	4,000	100	2.4%	200	5.0%
Total Government		**23,200**	**21,400**	**23,000**	**1,800**	**8.4%**	**200**	**0.9%**
Federal Government		500	500	500	0	0.0%	0	0.0%
State Government		15,500	15,200	15,400	300	2.0%	100	0.7%
Local Government		7,200	5,700	7,100	1,500	26.3%	100	1.4%
Local Government Educational Services		4,200	2,700	4,200	1,500	55.6%	0	0.0%

Source: Indiana Dept of Workforce Development, Research and Analysis, Current Employment Statistics

Lafayette-West Lafayette MSA Employment Trends
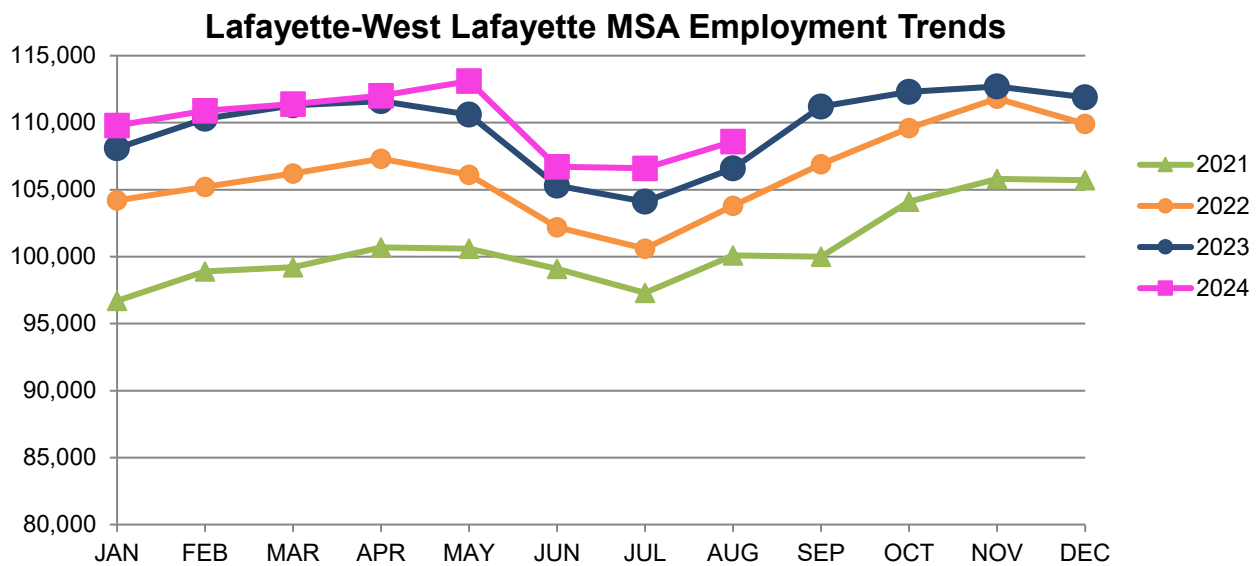
Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates for statewide data.

Frequently Listed Jobs	
Top 20 job listings by number of openings in Region 4 in the past month	
Rank	**Occupations**
1	Construction Laborers
2	Heavy and Tractor-Trailer Truck Drivers
3	Security and Fire Alarm Systems Installers
4	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
5	Registered Nurses
6	Personal Care Aides
7	Rail Transportation Workers, All Other
8	Production Workers, All Other
9	Licensed Practical and Licensed Vocational Nurses
10	Nursing Assistants
11	Stockers and Order Fillers
12	Managers, All Other
13	Preschool Teachers, Except Special Education
14	Maintenance and Repair Workers, General
15	Physical Therapists
16	Food Preparation Workers
17	Home Health Aides
18	Electrical Engineers
19	Occupational Therapists
20	Landscaping and Groundskeeping Workers

Applicant Pool	
Top 20 occupations desired by applicants on their resumes in the past 12 months	
Occupations	**# of applicants**
Production Workers, All Other	2,211
Assemblers and Fabricators, All Other	1,406
Helpers--Production Workers	1,055
Laborers and Freight, Stock, and Material Movers, Hand	633
Team Assemblers	415
Cashiers	413
Customer Service Representatives	345
Industrial Truck and Tractor Operators	299
Office and Administrative Support Workers, All Other	277
Extraction Workers, All Other	271
First-Line Supervisors of Production and Operating Workers	263
Managers, All Other	261
Office Clerks, General	244
Retail Salespersons	240
Welders, Cutters, Solderers, and Brazers	238
Electrical and Electronic Equipment Assemblers	232
Inspectors, Testers, Sorters, Samplers, and Weighers	208
Construction Laborers	207
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	193
General and Operations Managers	181

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.

Source: Indiana Workfroce Development, Indiana Career Connect.

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

Tuesday, September 24, 2024 06:00 AM EDT

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

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 a 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

Story Continues Below

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

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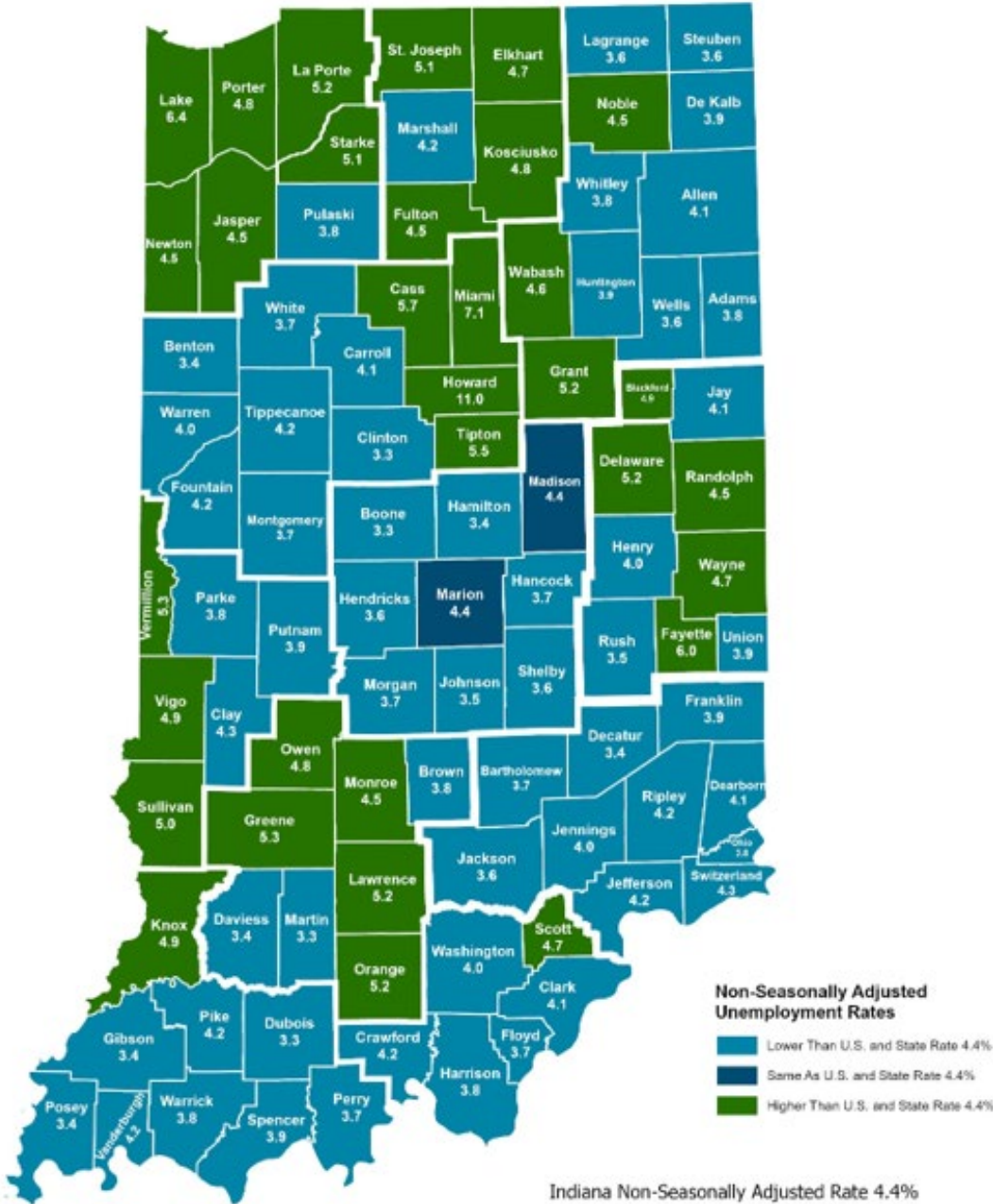
Questions?

Please contact the DWD Regional Workforce Analyst listed below:

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Reseach and Analysis

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