



## Report 2009.1.CO067

*IWIS – the Indiana Workforce Intelligence System – is a collaborative project of the Indiana Department of Workforce Development, the Indiana Commission on Higher Education, the Indiana Department of Education and the Indiana Business Research Center to utilize state records to expand our knowledge of the workforce and education.*

Howard County, Indiana, has long been a major player in the transportation equipment industry. Its employment and unemployment trends strongly reflect the turbulent fortunes of that sector. Recent conditions notwithstanding, Kokomo companies continue pioneering new electronic circuitry for automobiles, steel alloys for industrial use, and continue the design and manufacture of automobile transmissions, injection molding, and much more.

As a result of its dependence on the auto industry, Howard County is also vulnerable to volatile business and consumption cycles. For this reason, the study team chose Howard County for its first in-depth research as part of the Indiana Workforce Intelligence System, a collaboration of the Indiana Department of Workforce

Development, the Indiana Commission for Higher Education, the Indiana Department of Education, and the Indiana Business Research Center.

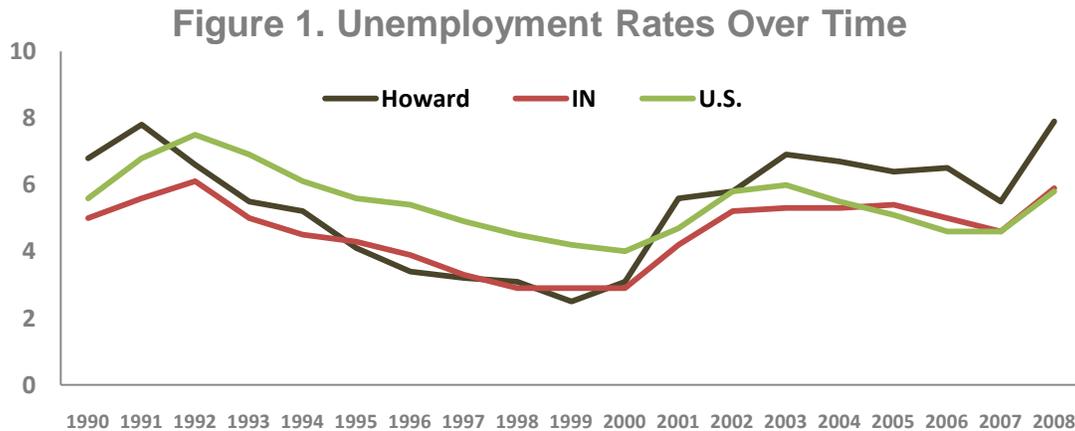
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## Howard County Overview

Howard County has a population of 84,000 (in 2008) and ranks in the top 700 most populous counties in the nation (out of 3,141). Among Indiana's 92 counties, it is the 18<sup>th</sup> largest and the City of Kokomo is among the 20 largest cities in the state.

In 2008, the average size of Howard County's resident labor force was 36,900. Employment levels in 2008 averaged 34,012 while unemployment was averaged 7.9 percent, up from 5.5 percent in 2007.

During the manufacturing boom times of the 1990s, Howard County experienced unemployment rates generally well below those of the nation. The economic downturn in the early part of the current decade triggered a reversal that continues to change, at least for the short term, the employment picture in Howard County, Indiana. See figure 1.



Howard County is shaped heavily by the auto manufacturing industry. Statewide, about 30 percent of people who experienced unemployment filed for unemployment insurance compensation. In Howard County, this figure ranges from 40 to 60 percent, as it is dependent on the manufacturing cycles of the auto industry.

Howard County has long had one of the highest average-wage-per-job ranks in the nation (93rd out of 3,141 counties) and ranks 16<sup>th</sup> in the nation on the measure of average wage per manufacturing job (33 percent of payroll jobs were in that sector in 2008). Health care and social assistance comprises 9 percent of jobs in the county, with retail, accommodation and food services another 23 percent combined (see table 1 for further detail on payroll employment in Howard County).

<b>Table 1. Industry Employment in 2007</b>	<b>Firms</b>	<b>Jobs</b>	<b>Percent of jobs in county</b>	<b>Annual Avg. Wage</b>
<b>Total Covered Employment and Wages</b>	1,814	40,177	100%	\$48,844
<b>Private</b>	1,731	33,772	84%	\$51,416
<b>Manufacturing</b>	79	13,219	33%	\$90,802
<b>Retail trade</b>	325	5,171	13%	\$20,455
<b>Accommodation and food services</b>	171	3,831	10%	\$11,655
<b>Health care, social assistance</b>	175	3,518	9%	\$33,469
<b>Administrative, waste services</b>	93	1,608	4%	\$17,062
<b>Other services</b>	150	1,049	3%	\$18,701
<b>Construction</b>	169	1,044	3%	\$34,900
<b>Finance and Insurance</b>	139	915	2%	\$48,093
<b>Wholesale trade</b>	95	848	2%	\$52,380
<b>Professional, technical services</b>	139	842	2%	\$47,479
<b>Transportation, warehousing</b>	44	715	2%	\$43,114
<b>Real estate, rental, leasing</b>	87	400	1%	\$23,632
<b>Arts, entertainment, recreation</b>	22	314	1%	\$12,419
<b>Information</b>	21	301	1%	\$39,609
<b>Utilities</b>	4	152	<1%	\$68,327
<b>Educational services</b>	43	40	<1%	\$13,179
<b>Public administration</b>	34	32	<1%	\$51,456
<b>Management of companies &amp; enterprises</b>	9	24	<1%	\$40,164

## Study Methodology

To study the nature of unemployment in Howard County, the research team needed to make some decisions. First, the focus would be on people filing claims for unemployment insurance (UI) benefits as opposed to the number of claims filed – since multiple claims can be filed by a single person. With the focus on claimants, a data set was created that included demographics, employer industry, education level at time of first filing during the period and then subsequent education at public institutions of higher education during the study period.

The people dimension of the unemployment situation was key to this work, as the goal was to understand the aggregate experiences of claimants residing in this county and how the experience may have changed over a three-year time period. Duration and frequency of unemployment was also an important measure to understand, since people may experience multiple spells of unemployment during a 12-month period (referred to as the benefit year).

Once the study universe was determined, it was necessary to choose a starting point and then move forward through that time period to see when and

what changes occurred to claimants based on industry, age and other factors. The research period began with 2005 and closed with 2008. This provided a three-year, multiple-quarter time series across which the demographic, employment and education characteristics of Howard County claimants could be viewed and analyzed. (See endnotes for Definition of Terms)

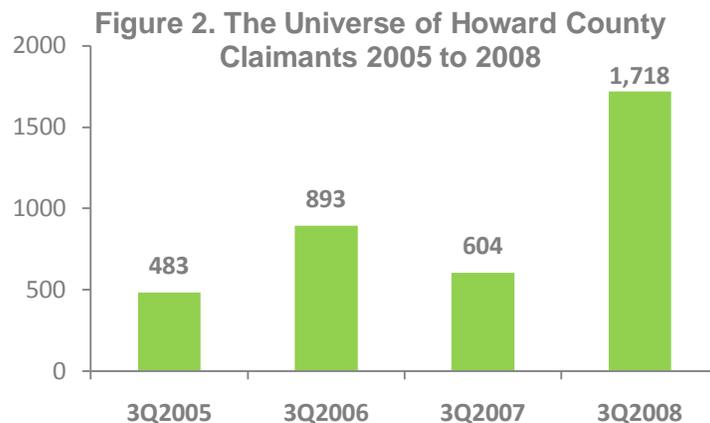
The universe: Howard County residents who filed for unemployment benefits from the 3<sup>rd</sup> quarter of 2005 to the third quarter of 2008. Those residents may work anywhere, although the vast majority of them both lived and worked in Howard County.

## Findings

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### Howard County Claimants

Between 2005 and 2008, the total number of distinct claimants rose from fewer than 500 in 2005 to more than 1,700 in 2008. Between those points in time, unemployment claimants increased in 2006 but declined significantly in 2007. Strong employment in 2007 through early 2008 accounts for greater declines in employment and a rise in claimants as the economic downturn began in the 3<sup>rd</sup> quarter of 2008.

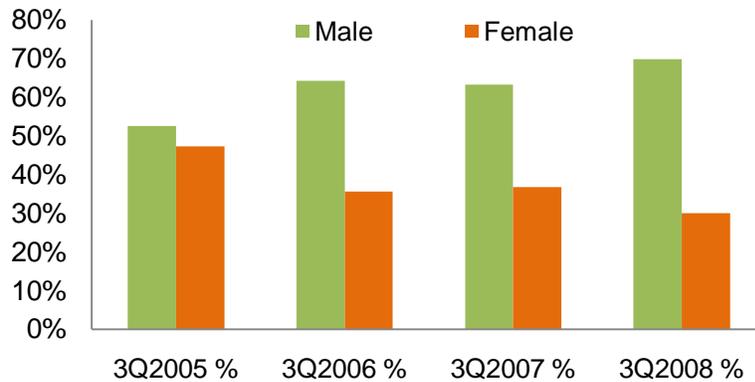


### Men and Women

The mix of male and female claimants was remarkably similar in 2005. This balance changed in 2006 when far more men than women comprised the claimant universe in the county and their numbers increased through the 3<sup>rd</sup>

quarter of 2008, when the proportion (and numbers) of male claimants was more than double that of women (see figure 3).

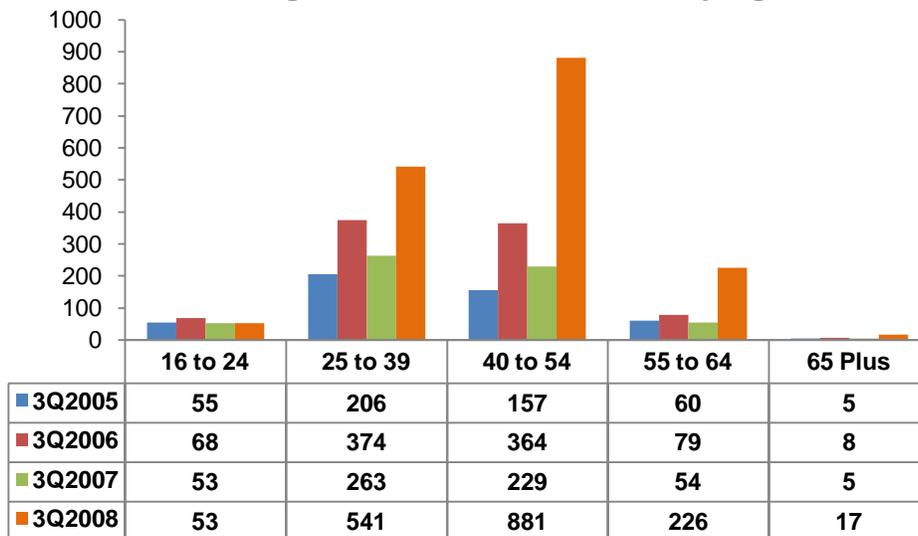
**Figure 3. Howard County Claimants by Sex**



### Unemployment Experience by Age

Unemployment claims filed in 2008 became the domain of the 40-to-54 age group in Howard County. The majority of claimants over the period were those in the 25-to-54 age range, often referred to as the prime working age cohort. As shown in figure 4, the 40-to-54 portion of the prime working age group took the brunt of unemployment by the 3<sup>rd</sup> quarter of 2008. The only age group not showing a significant increase by the 3<sup>rd</sup> quarter of 2008 was that of 16-to-24 year-olds.

**Figure 4. Howard Claimants by Age**



## County of Work

Howard County employs a substantial number of its own residents as well as drawing workers from nearby counties. While the majority of Howard County claimants worked at a Howard County establishment (74 percent in 2008), the remaining 26 percent worked in a nearby county. Of those residents working outside Howard, the majority were separated (meaning let go) by employers in Marion County, Hamilton, Miami, Madison or other nearby counties.

Figure 5. Howard County claimants who worked in other counties

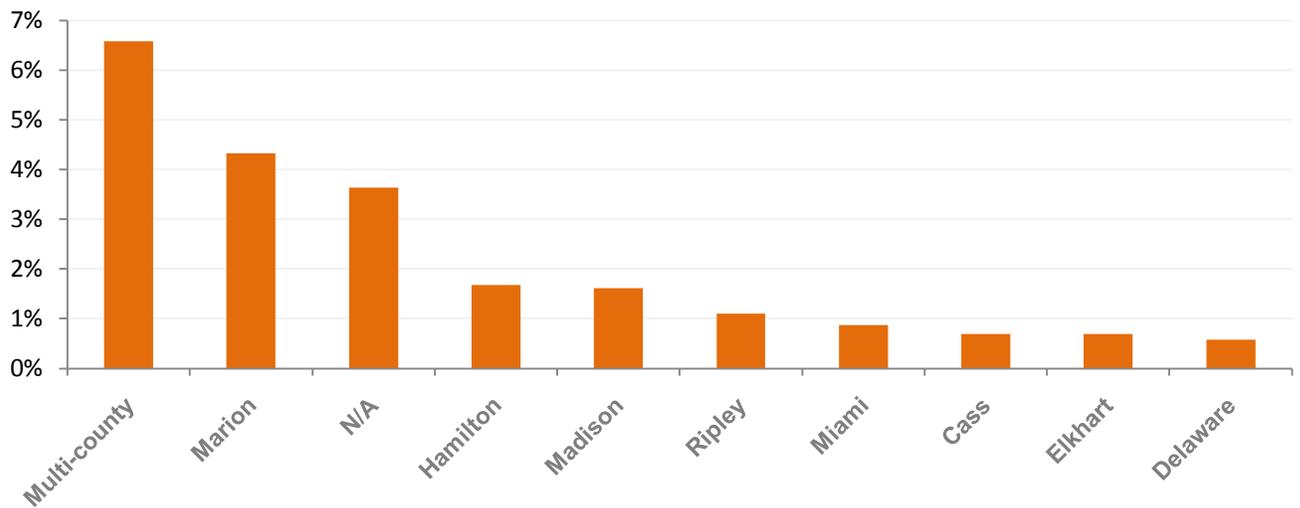
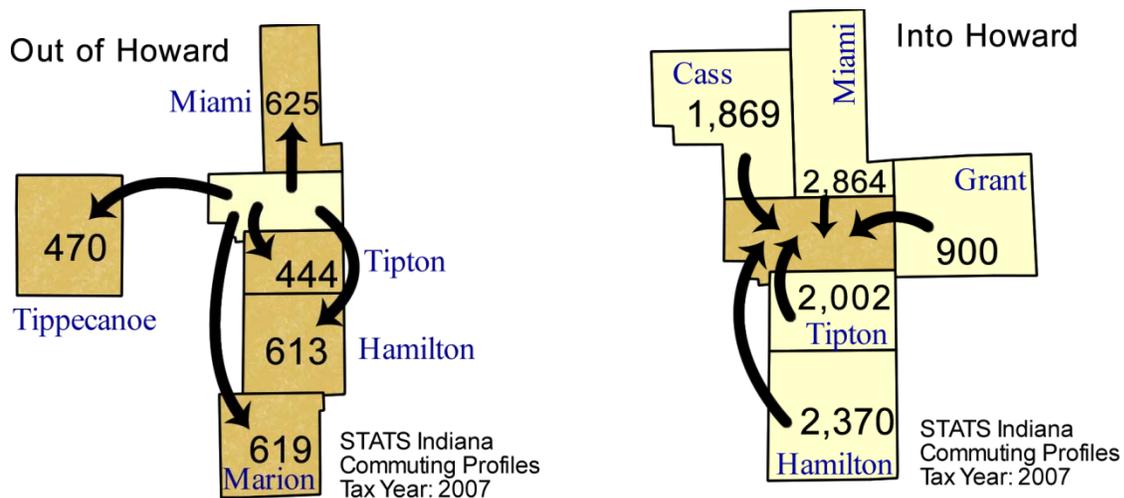


Figure 6. Commuting Patterns



## Layoffs by Industry

The auto industry provided the largest number of claimants in 2008, as was expected. However, in 2005 (third quarter), the number of claimants beginning their benefit year was only 60, compared to 450 the following year and 1,129 by the 3rd quarter of 2008. These numbers reflect the escalation of gas prices, the American Axle strike and the recession that began in December 2007 (see table 2). It is significant to note that temporary services showed a significant increase in unemployment toward the end of 2008, as many of these establishments provide temporary help to manufacturers.

**Table 2. Largest numbers of claimants from selected industries**

Table 2. Highest Number of Claimants from these Industries:	2005		2006		2007		2008	
	Number	Percent of Total Claims						
Motor Vehicle Transmission and Power Train Parts Manufacturing	60	13%	450	53%	182	29%	1129	67%
Other Motor Vehicle Electrical and Electronic Equipment Manufacturing	23	5%	61	7%	33	5%	69	4%
Temporary Help Services	10	2%	15	2%	26	4%	41	2%
General Medical and Surgical Hospitals	5	1%	2	0%	0	0%	19	1%
Full-Service Restaurants	10	2%	15	2%	7	1%	16	1%

## Distinct Patterns of Unemployment

The characteristic layoff patterns in the transportation equipment industry provided an important dimension to the study of unemployment. Historically, automakers (and often their suppliers) close their production facilities each summer – usually including the week of July 4 – for annual retooling connected to model year changes.

Another recurring layoff typically occurs at the end of the year to encompass both the Christmas and New Year holidays. Historically, these holiday layoffs lasted less than two weeks in most years. During the 2007 and 2008 calendar years, the practice of “rolling” or recurring layoffs has sometimes

idled one group of workers for 1 to 2 weeks, followed by their return to work and the layoff of a different group of workers for a similar period.

In seeking to study this dimension of unemployment, spells of unemployment were analyzed. Spells of unemployment are defined as continuous weekly periods for which unemployment benefits were claimed and claimants were eligible for benefits based on then-current Indiana Department of Workforce Development benefit determination standards. A spell of unemployment ends when no claim is received for the succeeding two weeks; a new spell of unemployment for the same individual would typically begin with the filing of another claim for benefits after that two-week window. In the case of rolling layoffs, each period of unemployment punctuated by a return to work of at least two weeks would be considered a separate spell of unemployment.

Looking at the number of spells of unemployment for Howard County resident claimants during the 3-year period, the most common number of spells was one spell (38.8 percent), followed by 19.2 percent of claimants with two spells of unemployment.

The number of claimants continued to drop as the number of spells increased (see table 3). A total of 207 claimants (3.7 percent) had six spells of unemployment in the 3-year study period – consistent with two layoffs a year in each of the three years.

Table 3 provides breakouts by selected industry sectors based on the claimant's separating employer. Predictably, claimants from the manufacturing sector dominate, regardless of the number of spells of unemployment; but this is particularly and increasingly true as the number of spells of unemployment increased by 2008.

Next was considered the question of how many spells of unemployment claimants experienced during the 12 months following their initial claim for benefits. Similarly, 41.5 percent of the claimants only had one spell of unemployment during a 12-month period, but 24.2 percent had two spells during at least one of their benefit years. (Note that claimants may have had as many as three benefit years during the 3-year study period.)

Another measure of duration, as opposed to frequency, examined the number of weeks in these continuous spells of unemployment, finding that 24.3 percent were for a single week and 17.7 percent for spells lasting 2 weeks. Nearly 64 percent of all unemployment spells during the 3-year period lasted six weeks or less. Only 3.1 percent lasted 25 weeks or more.

Claimants separated from manufacturing sector employers represented 52.7 percent of all claims; construction claimants were a distant second at 14 percent. Because of the dominance of manufacturing-sector claimants in Howard County, the frequency distribution for the number of weeks in an unemployment spell is very similar for all industries to that for manufacturing claims alone.

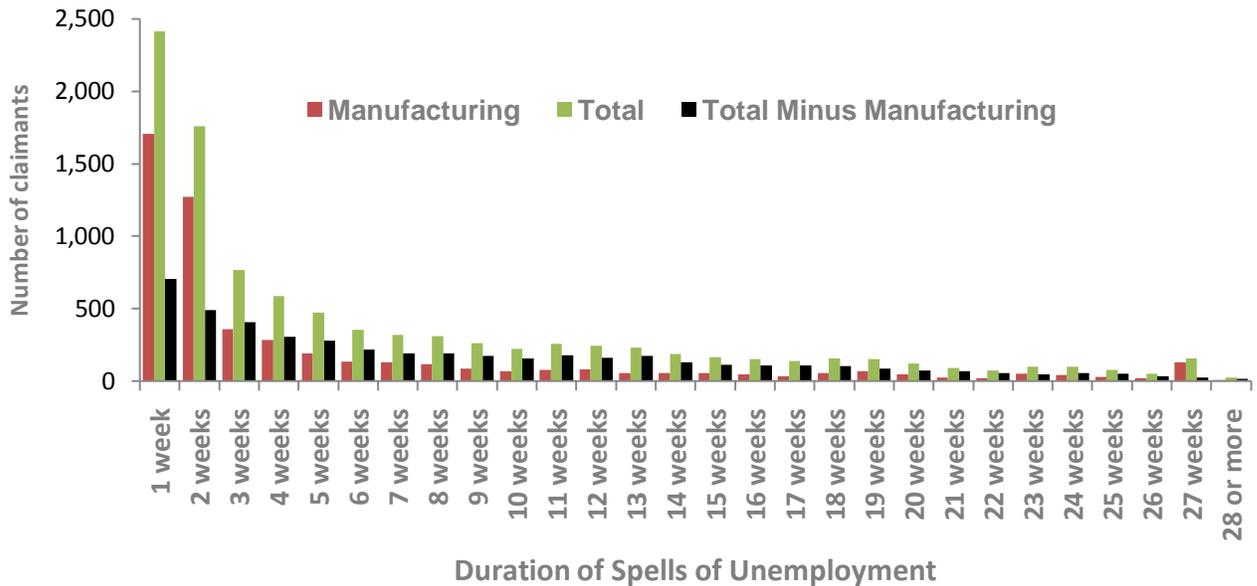
**Table 3. Periods/Spells of Unemployment During 3-Year Study Period**

	All-Industry Total	Construction	Manufacturing	Trade, Trans. & Utilities	Prof. & Bus. Services	Educ. & Health Services	Leisure, Hosp.
<b>One spell</b>	<b>2167</b>	198	707	368	298	137	211
	<b>38.8%</b>	9.1%	32.6%	17.0%	13.8%	6.3%	9.7%
<b>Two spells</b>	<b>1074</b>	145	394	138	150	54	80
	<b>19.2%</b>	13.5%	36.7%	12.8%	14.0%	5.0%	7.4%
<b>Three</b>	<b>711</b>	119	362	57	75	22	35
	<b>12.7%</b>	16.7%	50.9%	8.0%	10.5%	3.1%	4.9%
<b>Four</b>	<b>480</b>	74	300	30	40	4	11
	<b>8.6%</b>	15.4%	62.5%	6.3%	8.3%	0.8%	2.3%
<b>Five</b>	<b>253</b>	42	150	21	18	3	5
	<b>4.5%</b>	16.6%	59.3%	8.3%	7.1%	1.2%	2.0%
<b>Six</b>	<b>207</b>	30	156	7	5	1	3
	<b>3.7%</b>	14.5%	75.4%	3.4%	2.4%	0.5%	1.4%
<b>Seven</b>	<b>147</b>	19	111	5	4	2	0
	<b>2.6%</b>	12.9%	75.5%	3.4%	2.7%	1.4%	0.0%
<b>Eight</b>	<b>116</b>	5	98	5	4	0	1
	<b>2.1%</b>	4.3%	84.5%	4.3%	3.4%	0.0%	0.9%
<b>Nine</b>	<b>146</b>	10	132	0	2	0	1
	<b>2.6%</b>	6.8%	90.4%	0.0%	1.4%	0.0%	0.7%
<b>Ten</b>	<b>142</b>	5	131	1	4	0	0
	<b>2.5%</b>	3.5%	92.3%	0.7%	2.8%	0.0%	0.0%
<b>More than 10</b>	<b>137</b>	13	119	1	1	0	2
	<b>2.5%</b>	9.5%	86.9%	0.7%	0.7%	0.0%	1.5%
Excludes natural resources, mining, information, financial, other services							

**Table 4. Number of Continuous Weeks in an Unemployment Episode**

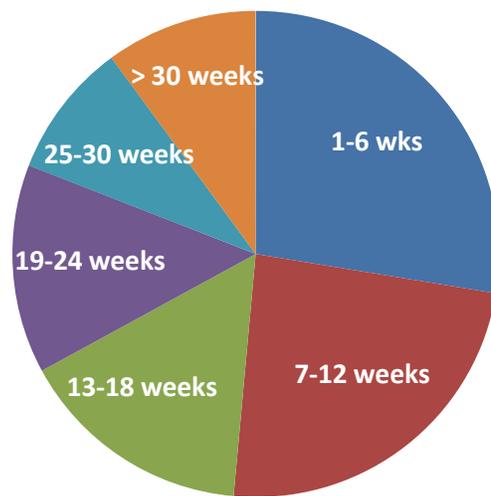
Continuous Weeks	Total All Industries	Const.	Manuf.	Trade, Trans., Utilities	Prof., Bus., Services	Educ., Health	Leisure, Hospitality
<b>1 week</b>	2412	253	1705	128	129	40	69
<b>1 to 2 weeks</b>	4173	460	2975	214	188	70	121
Percent	42.0%	11.0%	71.3%	5.1%	4.5%	1.7%	2.9%
<b>1 to 6 weeks</b>	6349	890	3941	408	430	145	247
Percent	63.9%	14.0%	62.1%	6.4%	6.8%	2.3%	3.9%
<b>7 to 12 weeks</b>	1614	326	560	180	222	67	100
Percent	16.2%	20.2%	34.7%	11.2%	13.8%	4.2%	6.2%
<b>13 to 18 weeks</b>	1033	176	301	158	146	48	82
Percent	10.4%	17.0%	29.1%	15.3%	14.1%	4.6%	7.9%
<b>19 to 24 weeks</b>	637	52	253	98	77	27	55
Percent	6.4%	8.2%	39.7%	15.4%	12.1%	4.2%	8.6%
<b>25 + weeks</b>	310	13	185	39	19	18	11
Percent	3.1%	4.2%	59.7%	12.6%	6.1%	5.8%	3.5%
<b>Total Claimants</b>	9,943	1,457	5,240	883	894	305	495
Percent of Total		14.7%	52.7%	8.9%	9.0%	3.1%	5.0%

Figure 7. Continuous Weeks of Unemployment in a Single Spell



A third measure of duration simply totaled the number of weeks individuals claimed and were eligible for benefits during the 3-year period. This analysis found that 27.6% (1,509 claimants) claimed benefits for 1-6 weeks during the 3-year period, with 11.2% (611 claimants) claiming only 1 to 2 weeks of benefits. Another quarter (23.9% or 1,306 claimants) filed for benefits for 7 to 12 weeks over the 3 years, while just over 10% (10.1% or 552 claimants) claimed benefits for over 30 weeks during the study period. Note that claimants are eligible for benefits if they meet certain standards for wage levels in prior quarters, reason for separation, etc. but do not receive payments during the first week of unemployment (the “waiting week”) and may not receive benefits in subsequent weeks if employer payments for vacation, holidays, etc. for the week exceed the benefit amount.

**Figure 8. Proportion of Weeks Claimed in the 3-Year Period**



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### **The Post-Unemployment Work Experience**

To examine the employment status of separated claimants in the wake of the layoff, claimants were grouped by quarter and subsequent wage records were searched for a match. For this analysis, we looked at wage records for the 2<sup>nd</sup> quarter following the layoff event (4 to 6 months later). The matched records were divided into those where the claimant had returned to work for the same employer from whom he or she had earlier been separated, and those working for a new employer at that point in time.

Individual quarter records were then grouped into 4-quarter years beginning with claimants from the 3<sup>rd</sup> quarter of 2005. Manufacturing sector claimants who had wage record matches were very likely (over 70 percent) to be working again for the same employer four to six months later. For claimants from construction sector employers, only about 11 to 12 percent were working for the same employer two quarters later. Professional & business services claimants experienced roughly a 5 percent re-hire rate with the separating employer; all other sectors were below 5 percent. This pattern makes sense in light of the temporary layoffs typical of the manufacturing sector -- and the transportation equipment sector in particular -- and the seasonal nature of the construction industry.

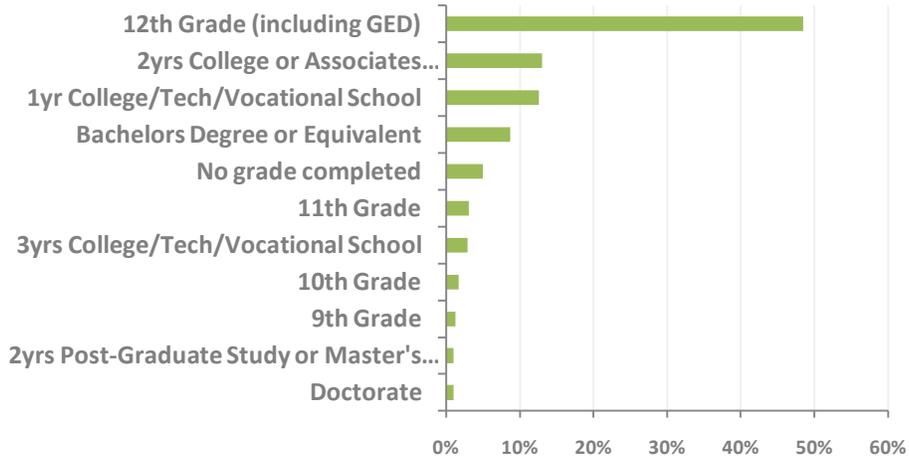
**Table 5. Post-Employment Experience**

		Total Claimants	Manufacturing	Construction	Prof. & Bus. Services	Trade, Trans., Utilities	Leisure & hosp.	Educ. & health
2005 to 2006	New Employer	777	183	154	123	145	80	63
	Percent	100%	22.29%	18.76%	14.98%	17.66%	9.74%	7.67%
	Same Employer	2,031	1,489	245	103	91	54	24
	Percent	100%	73.31%	12.06%	5.07%	4.48%	2.66%	1.18%
2006 to 2007	New Employer	860	258	166	146	132	76	62
	Percent	100%	27.80%	17.89%	15.73%	14.22%	8.19%	6.68%
	Same Employer	2,068	1,558	250	92	81	39	19
	Percent	100%	74.40%	11.94%	4.39%	3.87%	1.86%	0.91%
2007 to 2008	New Employer	756	313	144	104	95	36	40
	Percent	100%	38.45%	17.69%	12.78%	11.67%	4.42%	4.91%
	Same Employer	2,288	1753	251	125	78	38	16
	Percent	100%	75.82%	10.86%	5.41%	3.37%	1.64%	0.69%

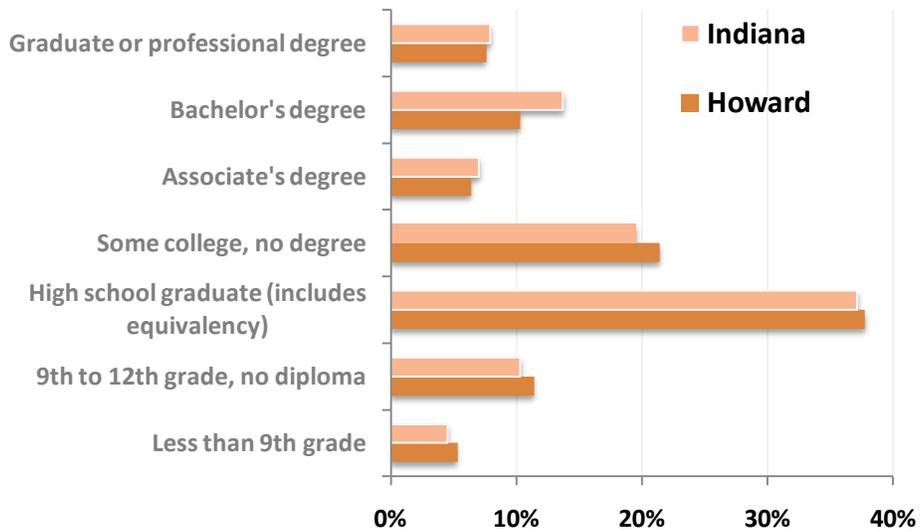
## Education

The majority of claimants, regardless of the year, had not gone further than a high school education, whether obtaining a diploma or a GED. Where high school-only claimants comprised nearly 50 percent of the rolls in 2008, a distant second for claimants during this period was at least some college or more. That included garnering an associate’s degree, a one-year certificate or a bachelor’s degree.

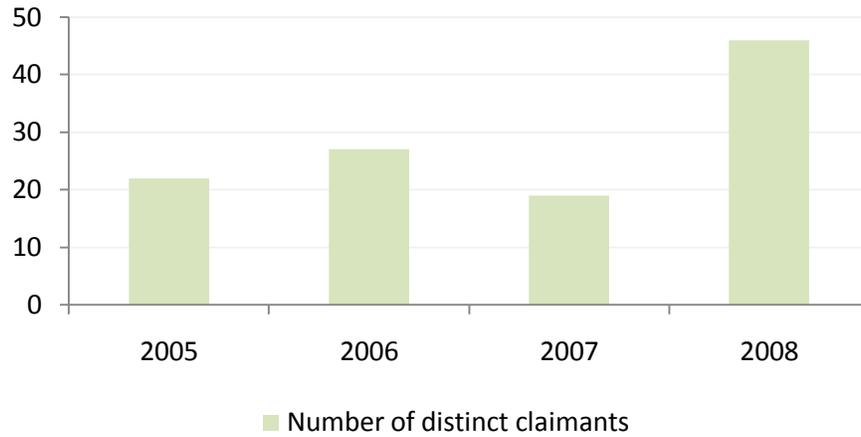
**Figure 9. Claimant Education Levels - 2008:3**



**Figure 10. Education Attainment of the Population 25+ (2007 ACS)**



**Figure 11. Claimants With College Degrees at Time of Filing for Unemployment**



Approximately 110 claimants within the study period 2005 to 2008 had already attained a college degree when they first filed for unemployment insurance. Of the approximately 120 claimants who obtained a degree during the study period, the most common type of degree was a General Studies Associate or Bachelor Degree from Ivy Tech or Indiana University. Six other degree types were common among at least 4 percent of the claimants.

**Table 6. Howard County Claimants receiving degrees or certificates from a public university or college in Indiana**

Public College or University	Claimants
Ball State University-Muncie	Approximately 15
Indiana State University-Terre Haute	
Indiana University-Bloomington	
Indiana University-Indianapolis	
Indiana University-Kokomo	38
Ivy Tech Community College of Indiana-Kokomo	37
Purdue University-West Lafayette	13

**Table 7. Claimants Enrolled (by class level)**

Associate (Freshman)	41%
Associate (Sophomore)	19%
Baccalaureate (Freshman)	8%
Baccalaureate (Junior)	2%
Baccalaureate (Senior)	7%
Baccalaureate (Sophomore)	2%
Certificate (1 year)	3%
Master's	3%
Post Baccalaureate Certificate	1%
Unclassified Undergraduate	3%
Unknown	12%

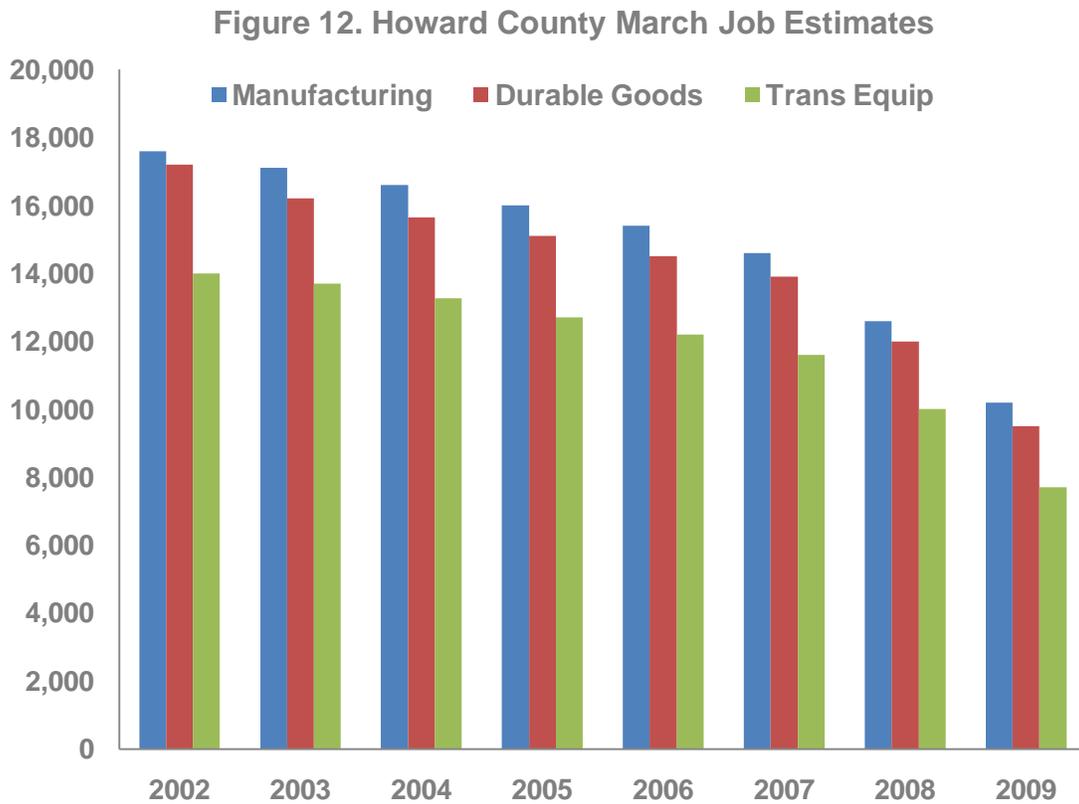
Degrees in business, management, computers, health, and education may provide a path to employment in some of the hottest jobs in this region. However, with such a small percentage of claimants obtaining a degree during the period covered by this study, unemployment or underemployment may become more common in this county. Further study is needed to analyze data regarding the pursuit of higher education and the ultimate jobs and earnings it results in for the unemployed.

**Table 8. Claimant Enrollment by Program (in 2005 and 2006)**

<p><b>20 or more claimants/students enrolled:</b></p> <p>Undeclared</p>
<p><b>10 to 19 claimants/students enrolled:</b></p> <p>General Studies</p>
<p><b>1 to 9 claimants/students enrolled in each of the following:</b></p> <p>Accounting Technology/Technician and Bookkeeping</p> <p>Automobile/Automotive Mechanics</p> <p>Business Administration and Management, General</p> <p>Business/Commerce, General</p> <hr/> <p>Cabinetmaking and Millwork/Millwright</p> <p>Carpentry/Carpenter</p> <p>Computer and Information Sciences, General</p> <p>Construction Trades, Other</p> <p>Criminal Justice/Safety Studies</p> <hr/> <p>Dental Hygiene/Hygienist</p> <p>Drafting and Design Technology/Technician, General</p> <hr/> <p>Early Childhood Education and Teaching</p> <p>Electrical and Power Transmission Installers, Other</p> <p>Electrician</p> <p>Elementary Education and Teaching</p> <p>Executive Assistant/Executive Secretary</p> <hr/> <p>Industrial Production Technologies/Technicians, Other</p> <p>Labor Studies</p> <p>Legal Assistant/Paralegal</p> <p>Liberal Arts and Sciences / Liberal Studies</p> <hr/> <p>Medical/Clinical Assistant</p> <p>Multi-/Interdisciplinary Studies, Other</p> <p>Nursing - Registered Nurse Training</p> <p>Operations Management and Supervision</p> <hr/> <p>Physical Therapist Assistant</p> <p>Pipefitting/Pipefitter and Sprinkler Fitter</p> <p>Psychiatric/Mental Health Services Technician</p> <p>Public Administration</p> <hr/> <p>Radiologic Technology/Science – Radiographer</p> <p>Social Sciences, Other</p>

## Current Struggles

Auto sales are down and domestic auto makers are struggling to reorganize. Chrysler, which employs thousands in Howard County, has filed for bankruptcy and Fiat is the likely new owner. Workers are anticipating further downsizing and extended layoffs. Figure 12 shows the trajectory based on the month of March for the years since 2002.



## **Future Opportunities**

With its large labor force, Howard County has significant numbers of workers with transferrable skills. The skills required for many green jobs are well within reach for the current labor pool (and potential labor pool of dislocated auto workers) in Howard County. 30 or more occupations common to the transportation equipment industry are most often cited by studies as having the most potential for transfers of skills to green jobs.

With funding available in the 2007 Green Jobs Act, and in the recently passed American Recovery Act, opportunities should be available to the Indiana and Howard County workforce. A recent report from the program Green Jobs for America provides state-by-state fact sheets detailing their estimates of what green jobs might do for state economies, which they indicate to be multi-thousands in Indiana. Research suggests three main categories of green jobs that require workers similar to those in transportation equipment:

- 1) **Energy Efficiency:** The most common green jobs include many construction and manufacturing trades that are modified for energy efficiency. These are infrastructure projects, and retrofitting homes and businesses to use less energy. Jobs include Heating and Air Ventilation workers, electricians, roofers, construction managers and laborers.
- 2) **Hazardous Materials and Waste Clean-up projects:** Team Assemblers have a relatively high transferability score to Hazardous Material Removal Workers.
- 3) **Renewable Energy:** Some of these jobs will require advanced training and education – but not all. This industry includes wind, solar, and bio-fuels. Jobs will vary from entry level construction laborers to advanced engineers. Research suggests a need for steel workers, welders, machinists, and other occupations that will require similar skill-sets to those of auto manufacturing.

Table 9 provides a selected view of staffing patterns in the region that includes Howard County that can be considered amenable to work in green industries. More than 35,000 such jobs in the region are deemed “transferrable skills friendly”.

**Table 9. Transfer-friendly Transportation Equipment Jobs in Region 4**

<b>Occupations in Transportation Equipment Manufacturing in Economic Growth Region 4 (which includes Howard)</b>	
<i>* Highlighted occupations have the most highly transferable skills to "Green Jobs" and the emerging Energy Efficiency and Renewable Energy Industries</i>	<b>2007 Employment</b>
Team Assemblers	3,360
Assemblers and Fabricators	2,960
Installation, Maintenance, and Repair	2,460
Transportation and Material Moving	1,420
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,180
Industrial Machinery Mechanics	1,040
Tool and Die Makers	940
Construction and Extraction	840
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	830
First-Line Supervisors/Managers of Production and Operating Workers	770
Architecture and Engineering	680
Office and Administrative Support	620
Inspectors, Testers, Sorters, Samplers, and Weighers	600
Machinists	590
Industrial Truck and Tractor Operators	550
Laborers and Freight, Stock, and Material Movers, Hand	510
Plumbers, Pipefitters, and Steamfitters	390
Business and Financial Operations	370
Maintenance and Repair Workers	320
Electricians	300
Industrial Engineers	250
Industrial Production Managers	210
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	200
Mechanical Engineers	190

## Other common occupations transferable to emerging Green Jobs

Building Inspectors
Building Weatherization Occupations
Carpenters
Construction Equipment Operators
Construction Managers
Electrical Engineers
Energy Management Analysts
Environmental, Energy Engineers
Heating/Air Conditioning Installers
Insulation Workers
Iron and Steel Workers
Millwrights
Roofers
Sheet Metal Workers

Source: Green Jobs listing from research by the John J. Heldrich Center for Workforce Development, *Preparing the Workforce for a Green Jobs Economy*

### Conclusion

The primary purpose of this first study was to explore, through the new abilities of IWIS, the unemployment experience in a particular county. There have long been assumptions gleaned from anecdotal evidence or national statistics about the demographics, education, and duration of unemployment in manufacturing counties. Using the results generated from IWIS, it was possible to draw a more detailed picture of the unemployment experience and to provide insights into the makeup of the labor force in a particular county and its patterns of unemployment.

The results have described a pattern of recurring, regular periods of unemployment that was largely industry specific, and is currently undergoing significant change, along with the automotive industry at large. In addition, the analysis of claimant demographics has confirmed the continued need for additional education and specific skills training to equip workers for jobs in the 21<sup>st</sup> century. IWIS work will continue to produce data for all 92 counties, particularly in light of the significant challenges faced by workers during the economic downturn that began in 2008, coupled with the transformation of the auto sector.

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Partners: the Indiana Department of Workforce Development, the Commission for Higher Education, the Indiana Department of Education and the Indiana Business Research Center.

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## **Useful Resources Related to Howard County, Indiana**

Quick Stats: [www.hoosierdata.in.gov/region4.asp](http://www.hoosierdata.in.gov/region4.asp)

County Highlights: [www.hoosierdata.in.gov/highlights/](http://www.hoosierdata.in.gov/highlights/)

News: [www.kokomotribune.com](http://www.kokomotribune.com)

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## **DEFINITIONS AND EXPLANATION OF TERMS**

### **Unemployment Insurance (UI) Claimant**

Anyone who files a claim for unemployment insurance; they may or may not receive benefits (payments).

### **Benefit Year**

A 52-week period of time beginning from the filing of an initial claim for unemployment benefits by a claimant.

### **New Initial Claim**

First appearance of the claimant record/first appearance in a "benefit year" (claimants are not paid for the 1st week of unemployment);

### **Continued Claim**

The claim filed subsequent to the initial claim, reporting continued unemployment. The claimant may or may not receive benefits based on employer payments for holiday or vacation pay (monetarily eligible) or for other reasons of eligibility.

### **Separating employer**

Employer from whom employee claims "separation", usually through being fired, laid off, or terminated due to business closings.