



2023

WORKFORCE CASE STUDY

PIKE COUNTY, INDIANA



*A community built around the coal industry with a workforce
ready to diversify skills and work for you.*

Table of Contents

CONTENTS

01.

Pike County Works

02.

Ready to Work - Workforce

03.

Training in Progress

04. & 05.

Workforce in Action

06. & 07.

Pike Central High School
Local Talent

08. & 09.

Testimonials

10. & 11.

Regional Labor Quality &
Availability Snapshot

12. & 13.

Business Environment
Snapshot

14.

Regional Community
Assessment

15.

Acknowledgements



PIKE COUNTY WORKS

Pike County is miles of opportunity! We are a pro-business community with a strong work-ethic. Pike County public and private stakeholders support new business and industry within the community and want to see economic growth. Pike County elected officials have collaborated to establish TIF districts, master planning efforts, infrastructure improvements over \$50 million of capital improvements, and new residential housing initiatives are underway. Our county population is 12,300 with a regional population of 427,000 and a workforce population of 219,000 with a 45-minute drive time from development sites at the Petersburg I-69 interchange. In 2022, the average annual wage is \$52,300. Historically, Pike County's local economy has been built around the coal industry with coal-fired power plants, coal mining, and support businesses that work for the fossil fuel industry.



WE HAVE YOUR WORKFORCE

Using Jobs EQ to quantify the labor force related to the fossil fuel industry within a 45-mile radius and various power plants have phased retirement schedules from 2025 to 2028, there's a workforce of approximately 7,000 people that will be impacted. Southwest Indiana and the Illinois Coal Basin region are facing unprecedented times as the energy transition is unfolding.

- Pike County and southwest Indiana is more than unemployment numbers.
- The region is more than population data
- The region has supported the coal industry for the last 100 years and that is changing. The energy transition isn't expressed in the typical workforce data.



READY-TO-WORK WORKFORCE

AES Indiana's Petersburg Generating Station is Pike County's largest employer, which towers over the White River in southwest Indiana, has been burning coal to generate electricity since the late 1960s. That era, though, will come to an end soon. Two of the power plant's four coal-burning units have already retired and the last is planning to shut down in 2025. "AES Indiana will be the first utility out of coal in the state," said Kelly Young, a spokeswoman for the company, which has more than half a million customers in the Indianapolis area. Power generation, however, will continue. Two of those coal units will be switched out to cleaner burning natural gas, and the company is also building an 800 megawatt-hour battery storage array at the Petersburg plant to take advantage of the existing grid connections and meet its electric capacity obligations.

Our largest employer, AES Petersburg is a coal-fired power plant, The other two units will be converted to natural gas in quarter four of 2025 with over 100 dislocated workers. Many of these jobs at the power plant are engineering, welding, precision machining, electrical, mechanical positions that are transferable skill sets. While this is not good news for our local workforce, we have an opportunity to re-skill these workers. Our community is prepared to be proactive to re-train these employees to meet the needs of your company.

Pike County will retrain and reskill these workers at the new Buchta Entrepreneur and Technology Center, which is an 8,700 square feet facility. This location offers co-working and maker space available for rent, private office spaces available and a training facility which we are working with Ivy Tech, Lincoln Trail College, and Vincennes University on a partnership to offer customizable training for existing and prospective employers in Pike County.



TRAINING IN PROGRESS



20 CCMA GRADUATES



**90 SUMMER CAMP
PARTICIPANTS**



**30 LOCAL & REGIONAL
ENTREPRENEURS**

One word that describes Pike County, Indiana is grit! This community has grit and determination drive new development and new jobs to the community. The Elmer Buchta Technology Center is a prime example of this. The Technology Center was constructed from a \$2 million coal communities grant from the U.S. Economic Development Administration grant and match with over \$515,000 from local benefactor's and donors. This facility has forged partnerships between existing employers, collegiate partners, and Pike Central High School students. We have developed a pipeline that to offer renewable energy certificates, data center certifications, CCMA certifications, and broadband certifications. With strong public-private partnerships we are leaning into our future to supply a workforce that support industry for the next generation.

We are located within 1 hour drive time of Indiana University, University of Southern Indiana, University of Evansville, Ivy Tech, Vincennes University, and Purdue University satellite location. We are centrally located to be 30 minutes from Evansville Regional Airport and 90 minutes from Indianapolis International Airport (FedEx National Hub), and 2-hour drive time to Louisville International Airport (UPS World Port).



WORKFORCE IN ACTION



Certified Medical Assistant Training

The Buchta Technology Center since opening in March of 2021 has partnered with Vincennes University to offer a Certified Clinical Medical Assistant program at the Tech Center. This program prepares medical assistant students to perform patient clinical skills in the medical office setting. Students perform clinical procedures including administering medications, assisting with minor surgery, performing an electrocardiogram, obtaining laboratory specimens for testing, educating patients, and maintaining clinical equipment in an ambulatory care setting. Medical assistants perform routine clinical tasks to keep the offices of physicians, podiatrists, chiropractors, and optometrists running smoothly.



20 CCMA GRADUATES

Educational Requirements

High school diploma or GED equivalent.

Training Times

14-week program meets 3 times a week,
6 – 9:30 PM, plus 80 hour clinicals.



WORKFORCE IN ACTION



Solar Panel Construction Training

According to the U.S. Department of Energy, as the number of solar installations in the United States continues to grow, there is more demand and opportunity for people to join the solar industry. While installation jobs comprise about two-thirds of the solar workforce, there are many professions that range from power systems engineering and manufacturing to building and systems design, just to name a few.

Ivy Tech Community College is offering contracted 24 hour Solar Panel Helper classes in partnership with the Elmer Buchta Technology Center in Petersburg, IN. Employees will obtain the industry recognized OSHA 10 Construction Certification and learn construction safety, basic electrical and photovoltaic installation safety, and industry related workforce skills.



Launching 2024

COURSEWORK OVERVIEW

- OSHA 10 online self study pre-requisite
- Basic Tools Overview
- Introduction to Construction Safety
- Photovoltaic Installation Basics
- Workforce Ready Skills



PIKE CENTRAL HIGH SCHOOL



TALENT PIPELINE

Pathway Information

Per the State of Indiana, each high school student is required to enroll in and complete a pathway to meet graduation requirements. *A pathway is designed to initiate learning in an area of interest.* As career requirements change, students are required to complete their pathway of choice based up on their cohort. Due to this, pathway requirements change over time, making the pathway sequence different for each cohort.

The following courses are offered at Pike Central High School for the following cohorts:

2024 Student Cohort Pathways

Biomedical Sciences	Business/ Entrepreneurship	Construction Trades	Criminal Justice	Engineering	Fire & Rescue	Horticulture / Landscape	Human & Social Services	Marketing	Precision Machining	Welding
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2025 - 2027 Student Cohort Pathways

Agriculture	Biomedical Sciences	EMT*	Engineering	Fire and Rescue	Hospitality	Human Services	Precision Machines	Welding
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***EMT - Program is available to PCHS students at Vincennes University - Jasper Campus**

***2024 cohort students are required to complete 4 credit hours from their chosen pathway.**

***2025 - 2027 cohort students are required to complete 9 credit hours from their chosen pathway.**

PIKE CENTRAL HIGH SCHOOL

LOCAL TALENT

Pike Central High School and the Patoka Valley Cooperative

Pike Central High School is a participating member school in the Patoka Valley Cooperative. *The Patoka Valley Career & Technical Education Cooperative composed of 9 school corporations serving area high schools in Dubois, Pike, Perry, and Spencer counties with the goal to more effectively and efficiently provide career & technical education and training to high school students.*

Patoka Valley Cooperative



Member Schools

Jasper High School	Pike Central High School
NED Dubois High School	Perry Central High School
Forest Park High School	Tell City High School
Southridge High School	Cannelton High School
Heritage Hills High School	

21 Program Offerings



Fire Science at Pike Central
Welding at Pike Central
Precision Machining at Pike Central
Criminal Justice at Pike Central
Culinary Arts at NE Dubois
..... and more!



**Courses available for PCHS
students at
Vincennes University - Jasper.**



Automation & Robotics



Criminal Justice



EMT

Dual Credit Opportunities



&



**Criminal Justice I & II
IT Support & Cyber Security
Medical Terminology
Precision Machining I & II
EMT
Automotive Services I & II**

**Computer Integrated Manufacturing
Introduction to Engineering
Pre-Calculus
Trigonometry
Quantitative Reasoning
Calculus**

4T Program



The 4T Program is a partnership with Toyota and Southridge High School allowing students to participate in dual credit manufacturing courses. *In the second year, students have the opportunity to complete a paid internship with Toyota.*

LOCAL BUSINESS TESTIMONIALS



AES Indiana is an anchor employer and will be invested in the next 50+ years with their new \$250 million investment in a 250 MW solar array in Petersburg. Additional millions of dollars are being invested in a 200 MW battery storage facility on their plant site.

“Wow; EBTC is an incredible facility. Our remote business team met in the conference room and had everything we needed for productive meetings. The staff is amazing to work with and Pike County is blessed to have such a great resource at hand.”



Kara Woolsey, CEO of Mom Water



“When we started our business in Pike County, our kids were in elementary and middle school; keeping our roots here was important to us for many reasons. The charm and perseverance of a small-town community is hard to match, we felt we had to stay if we could. The workforce we have been able to develop is reliable and the cost of living is reasonable for our employees. We partner with Pike Central High School and their precision machining class makes parts for us. We never imagined our daughters would decide to join us in business and raise their families here too. Sisson Steel Inc. has now been in business in Pike County Indiana for 40 years!” - Jim Gaskins, Founder



“We provide customized training programs to enhance the skills of current employees at the Buchta Center, as well as at the Vincennes campus, Jasper campus, and Gibson Center. Whatever a Pike County employer may need in the area of education and training, Vincennes University is ready and able to assist.”

David A. Tucker
Vice President Workforce Development and Community Services

REGIONAL LABOR QUALITY & AVAILABILITY SNAPSHOT

Talent market that can accommodate new operations and offers a competitive cost structure .

DEMOGRAPHICS



427k

2020 Population



40.3

Median Age
IN: 37.8 | US: 38.2

Average Annual Population Growth, 2015-2020



Pike County Region, 0.1%



Indiana, 0.4%



US, 0.7%

Targeted talent attraction and retention strategies may be required to ease labor concerns for major investments given that the Pike County region is older than the US, on average, and is growing at a slower rate.

WORKFORCE AND TALENT PIPELINE

63.2%

Labor Force
Participation Rate
IN: 63.7% | US: 63.2%



219k

2022 Labor Force



2.5%

2022 Job Growth
IN: 2.6% | US: 2.9%

Top Occupations

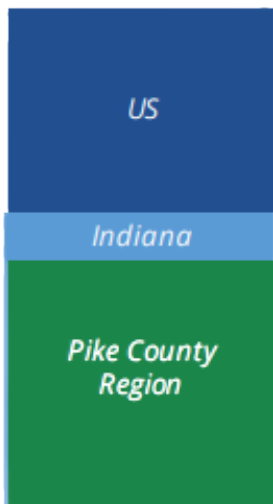
2022 Jobs and 5-Year Growth Forecast

- 1 Production, 29,557 ↓
- 2 Office and Administrative Support, 23,162 ↓
- 3 Transportation and Material Moving, 22,171 ↓
- 4 Sales and Related, 19,205 ↓
- 5 Food Preparation and Serving Related, 16,796 ↑

REGIONAL LABOR QUALITY & AVAILABILITY SNAPSHOT

Talent market that can accommodate new operations and offers a competitive cost structure .

WORKFORCE AND TALENT PIPELINE



\$52,300

2022 Average Annual Wage

IN: \$54,100 | US: \$62,100



39.0%

IN: 38.7% | US: 43.6%

of regional residents (25-65) have an Associate's Degree or higher, on par with the State of Indiana and US

DEMOGRAPHICS



219k

2022 Completions



2.5%

Unemployment Rate

IN: 2.7% | US: 3.7%

BUSINESS ENVIRONMENT SNAPSHOT

Efficient business operating conditions that demonstrate regional and statewide support of prospective investments

RECENT REGIONAL ANNOUNCEMENTS



88

Total Regional Project Announcements since 2013, representing 3.4% of total announcements in the state of Indiana



\$4.5B

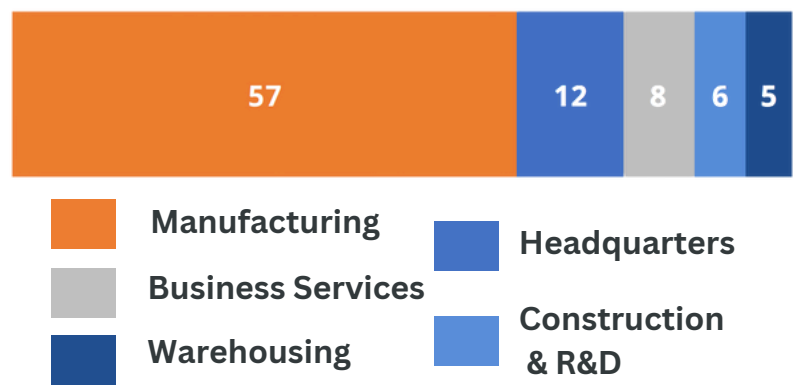
Capital Invested in the Pike County Region since 2013



6,603

New Jobs Announced by 78 companies in the Pike County Region since 2013

MOST ACTIVE INDUSTRIES



INDIANA - MOST ACTIVE SOURCE MARKETS



Business Friendliness³



Property Tax Abatements



Ease of Permitting



Favorable Regulatory Environment



Sales/Use Tax Rate Exemptions

Low Favorability ■ ■ ■ ■ *High Favorability*

BUSINESS ENVIRONMENT SNAPSHOT

Efficient business operating conditions that demonstrate regional and statewide support of prospective investments

STATE INCENTIVES ACTIVITY



\$8.1 M

Average state incentives package value, on par with average national deal size (\$8.6M)



\$36,754



9.1%

Average state incentives package value per new job created, higher than national average (\$28,530)

Average state incentives package value as a percentage of CapEx, on par with nation (9.2%)



State programs often account for the largest portion of a prospective company's incentives offer. Property tax abatements, tax exemptions, and reduced land costs are typically the most influential incentive mechanisms local communities can offer to impact a project's bottom-line. Non-monetary programs and commitments can also bolster a community's overall Property Tax Abatements attractiveness (e.g., due diligence, temporary office space).

REGIONAL COMMUNITY ASSESSMENT

Livability attributes that support the retention and attraction of high-caller talent.

HOUSING AVAILABILITY AND AFFORDABILITY



\$139k

Median Home Value
IN: \$149k | US: \$230k



71.8%

Home Ownership Rate
IN: 69.5% | US: 64.4%



1.1%

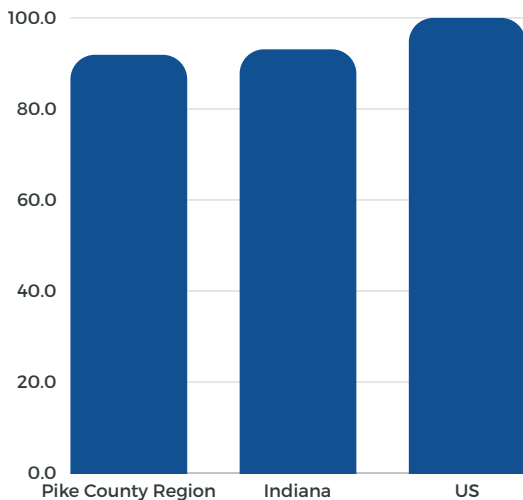
Homeowner Vacancy
IN: 1.3% | US: 1.4%



Housing affordability and availability has emerged as a hot topic in recent years; corporate executives want to ensure there is diversity in housing supply proximate to a prospective site to satisfy the needs of leaders who may relocate as well as entry-level workers.

Desktop results reveal low housing costs in the Pike county region, although low homeowner vacancy rates may lead to an imbalance between housing supply and demand.

COST OF LIVING



Livability attributes are often more influential in an office or technology-related site selection assessment. However, industrial users are placing more emphasis on quality of life location decisions to ensure a stream of potential talent in the short and long-term.

CRIME AND SAFETY



Pike County, 46



Pike County Region, 83



Indiana, 97

CLIMATE

*Likelihood of Natural Disasters
& Significant Weather Events*



The FEMA National Risk Index rates Pike County, IN, **VERY LOW** when compared to the rest of the US.

ACKNOWLEDGEMENTS

Thank you for your interest in learning about Pike County, Indiana's current workforce picture. We are a coal community that is working to transition and attract new business and industry. We invite you to visit Pike County, Indiana to learn more about the community and our various strengths and impressive work ethic.

Schedule your visit soon! Contact:

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We are Miles of Opportunity!

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