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GROUP



# HAMILTON COUNTY TALENT INSIGHT 2030

DATA CURATION, MANAGEMENT, AND FORECASTING





# Talent InSight 2030 Visionary Investors



## Project Partners

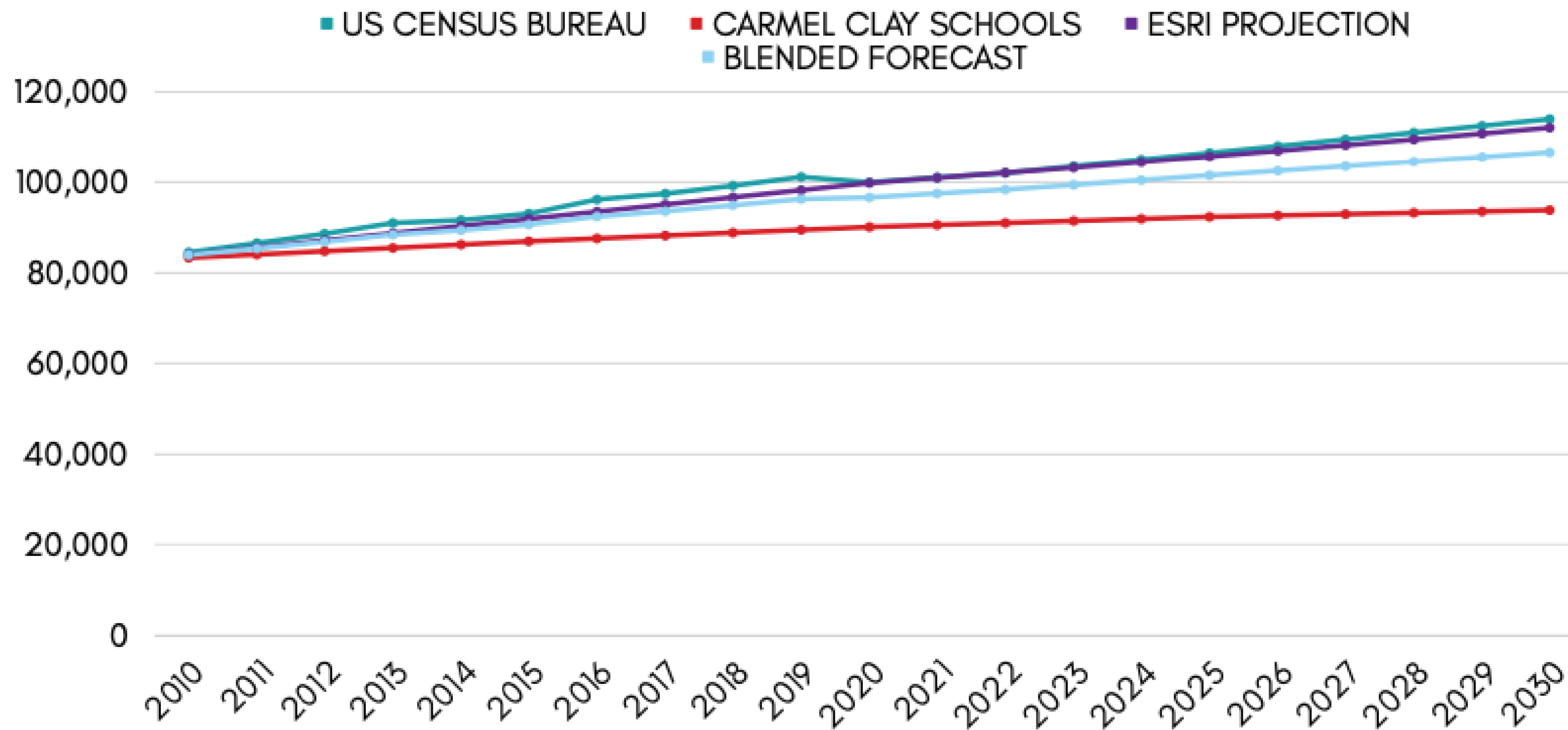
BAGI  
Carmel Clay Schools  
City of Carmel  
City of Westfield

Hamilton Heights Schools  
Hamilton Southeastern Schools  
Ivy Tech

Noblesville Schools  
Sheridan Schools  
The Pursuit Institute  
Westfield Washington Schools

# CARMEL POPULATION PROJECTIONS

## CARMEL POPULATION FORECAST



## KEY TAKEAWAYS

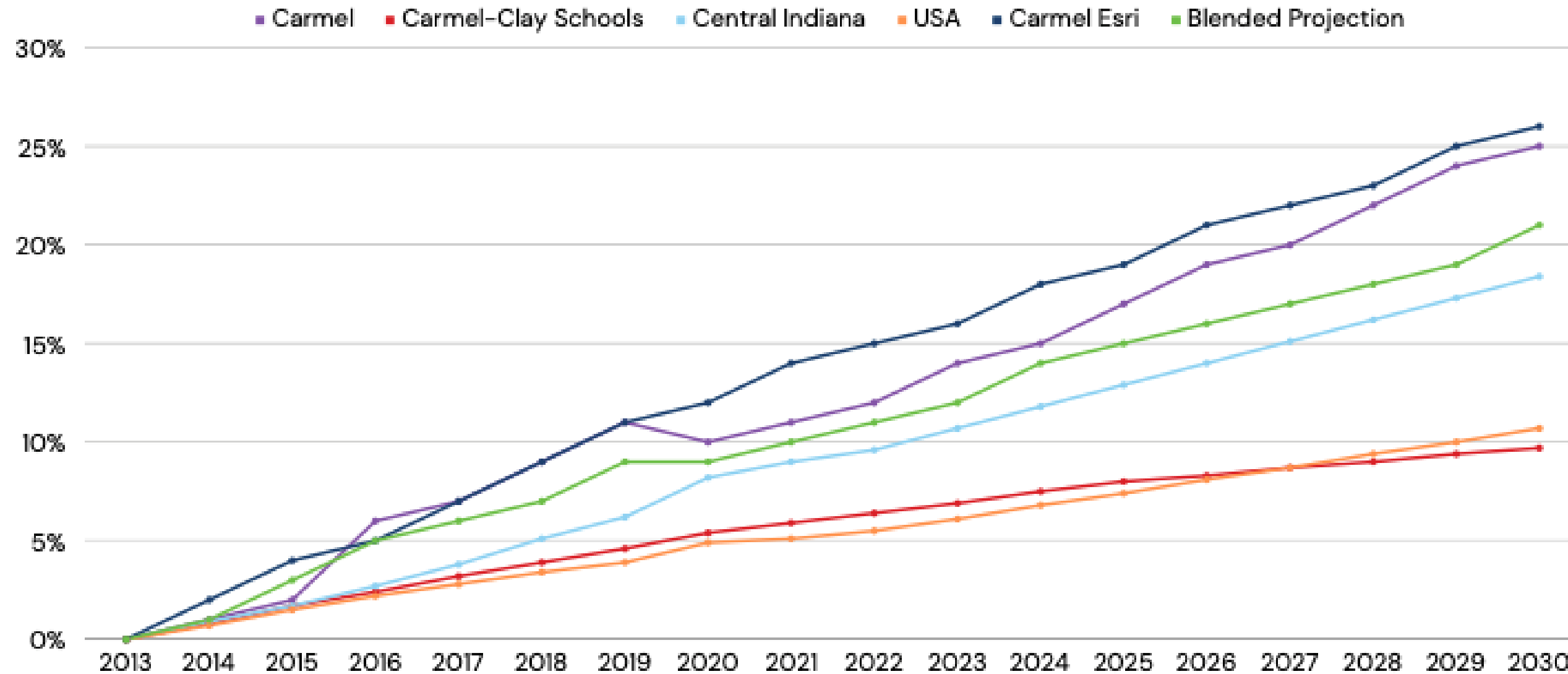
- 2030 High Estimate: 113,930
- 2030 Low Estimate: 93,780

SOURCE: Talent InSight 2030, Invest Hamilton County 2023

# CARMEL POPULATION PROJECTIONS

## MULTI SOURCE DATA COMPARISON

### CARMEL POPULATION PERCENT GROWTH

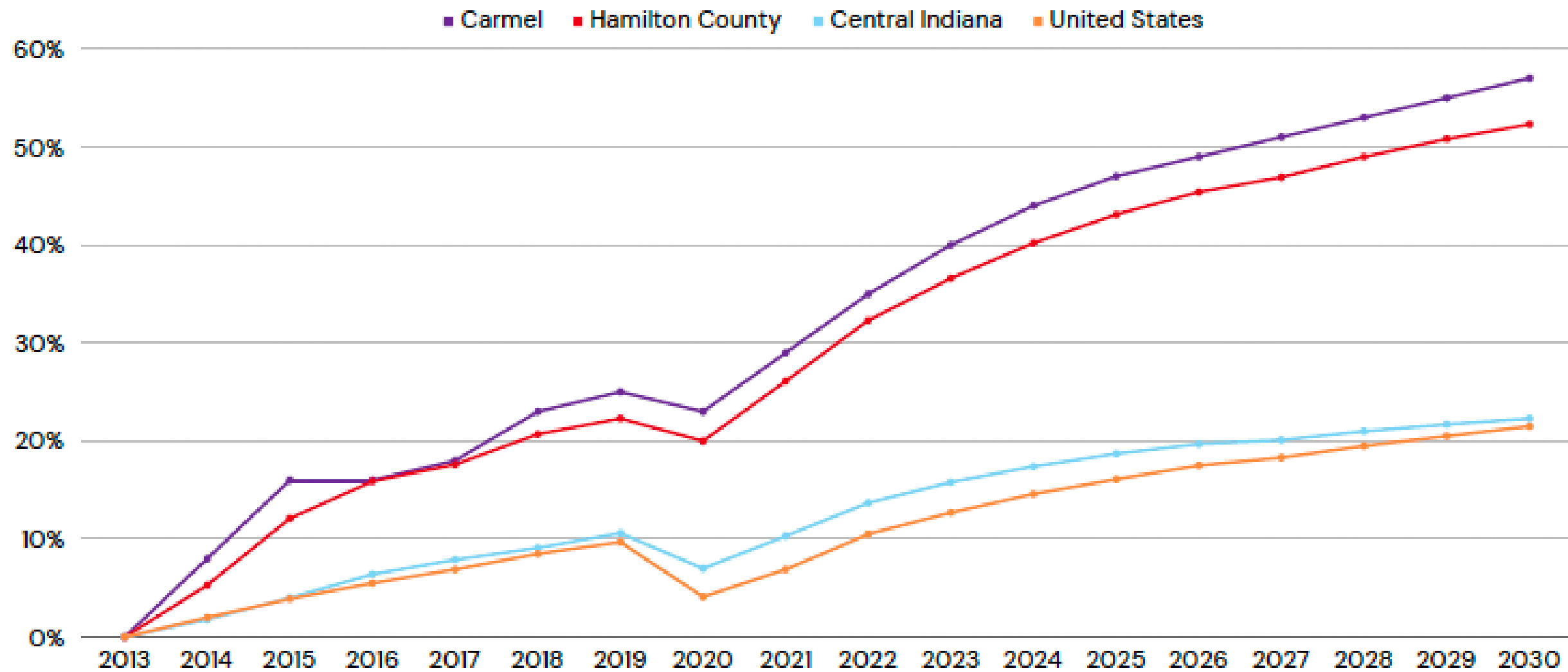


Source: US Census Bureau Esri, and Carmel Clay School District

Description: This chart demonstrates the historic population of the City of Carmel, Hamilton County, Central Indiana, and the United States, and projects future growth based on the historic trends. For comparison purposes, the chart is displayed in percent growth. The population data included in this chart was sourced from the U.S. Census Bureau Annual Estimates of the Resident Population for places in Indiana, Esri, and Carmel-Clay Public School District.

# CARMEL ECONOMIC CONTEXT

## CARMEL JOB GROWTH COMPARISON

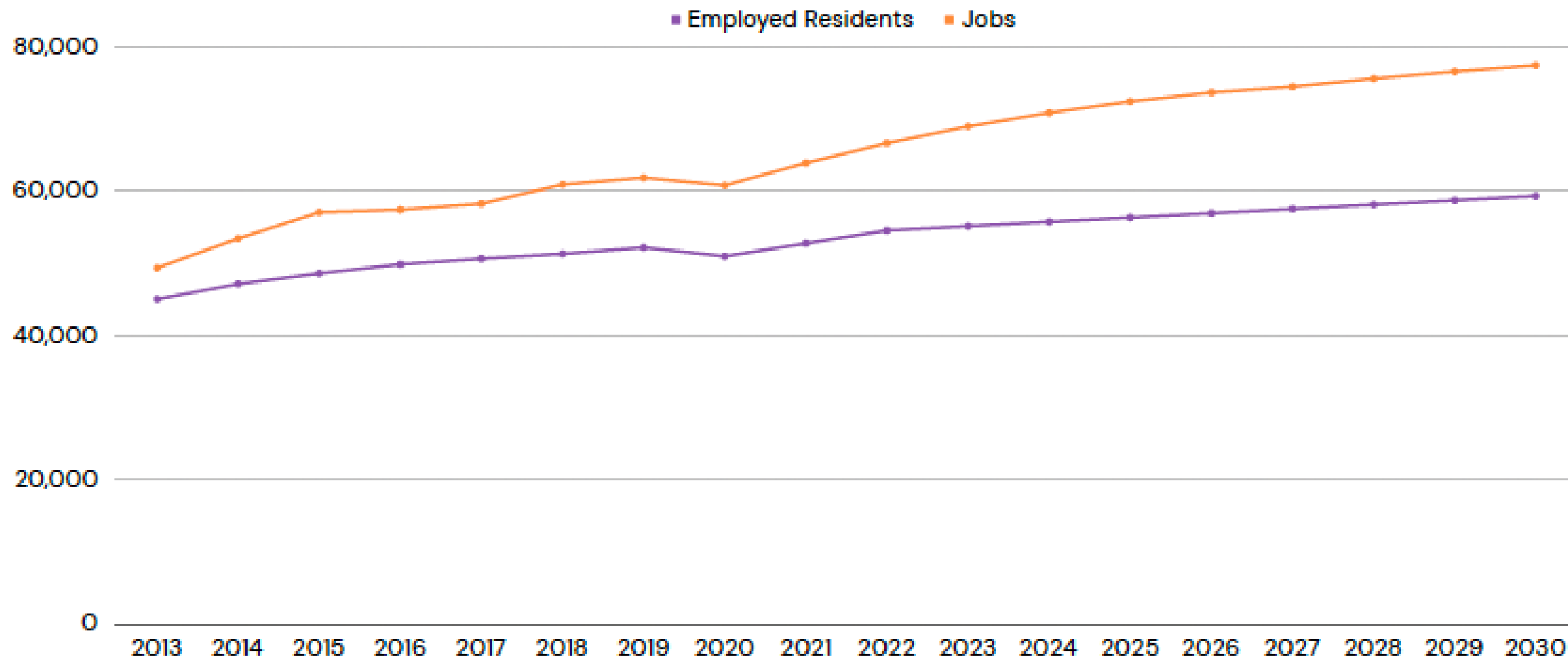


## KEY TAKEAWAYS

- Carmel is proj to have higher job growth than central Indiana, Indiana, Midwest and United States projections
- This shows the rate of growth since 2013, not annualized growth percentage

# HAMILTON COUNTY ECONOMIC CONTEXT

## CARMEL EMPLOYED RESIDENTS VS JOBS



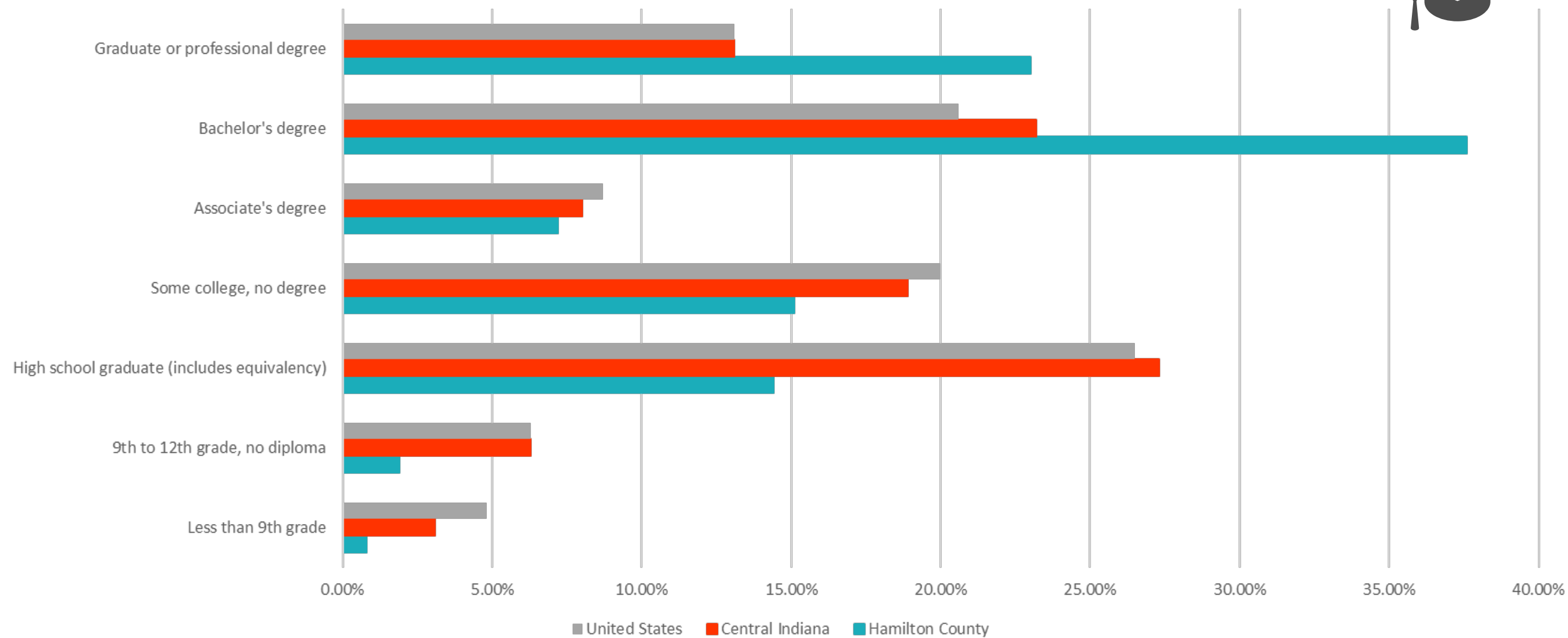
## KEY TAKEAWAYS

- Carmel has more jobs than employed residents
- This gap will only continue to increase into 2030

# EDUCATION SNAPSHOT



## HAMILTON COUNTY EDUCATIONAL ATTAINMENT



Source: U.S. Census Bureau

Description: This chart compares the current educational attainment in Hamilton County, Central Indiana, and the United States. Hamilton County significantly outpaces areas of comparison in percentage of residents with bachelor's degrees and graduate or professional degrees. It has a fewer percentage of residents at all lower levels of education.



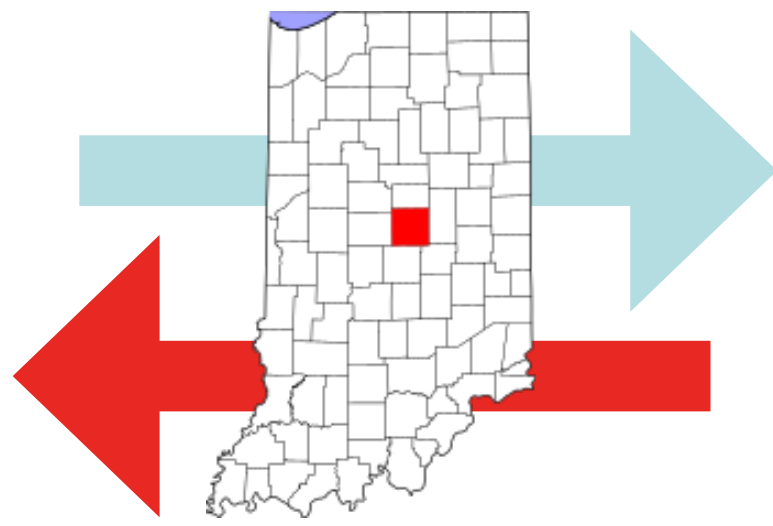
# Open Positions January-May 2024; Carmel, IN Education Requirements

## Education Breakdown



Education Level <a href="#">?</a>	Unique Postings	% of Total
No Education Listed	4,415	50%
High school or GED	2,230	25%
Associate's degree	801	9%
Bachelor's degree	2,048	23%
Master's degree	518	6%
Ph.D. or professional degree	141	2%

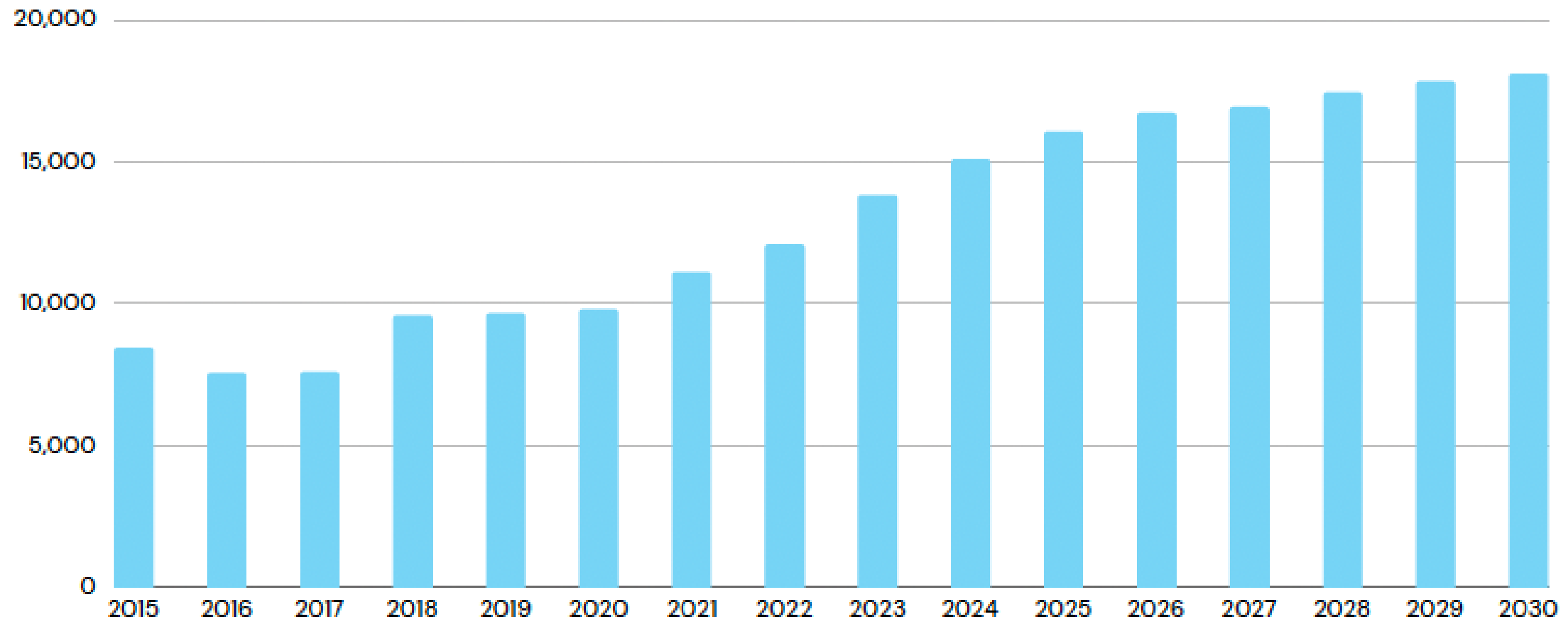




# NET COMMUTERS - CARMEL

Source: Lightcast  
2023.2

## NET COMMUTERS BY YEAR 2015 - 2030



### Where Talent Works

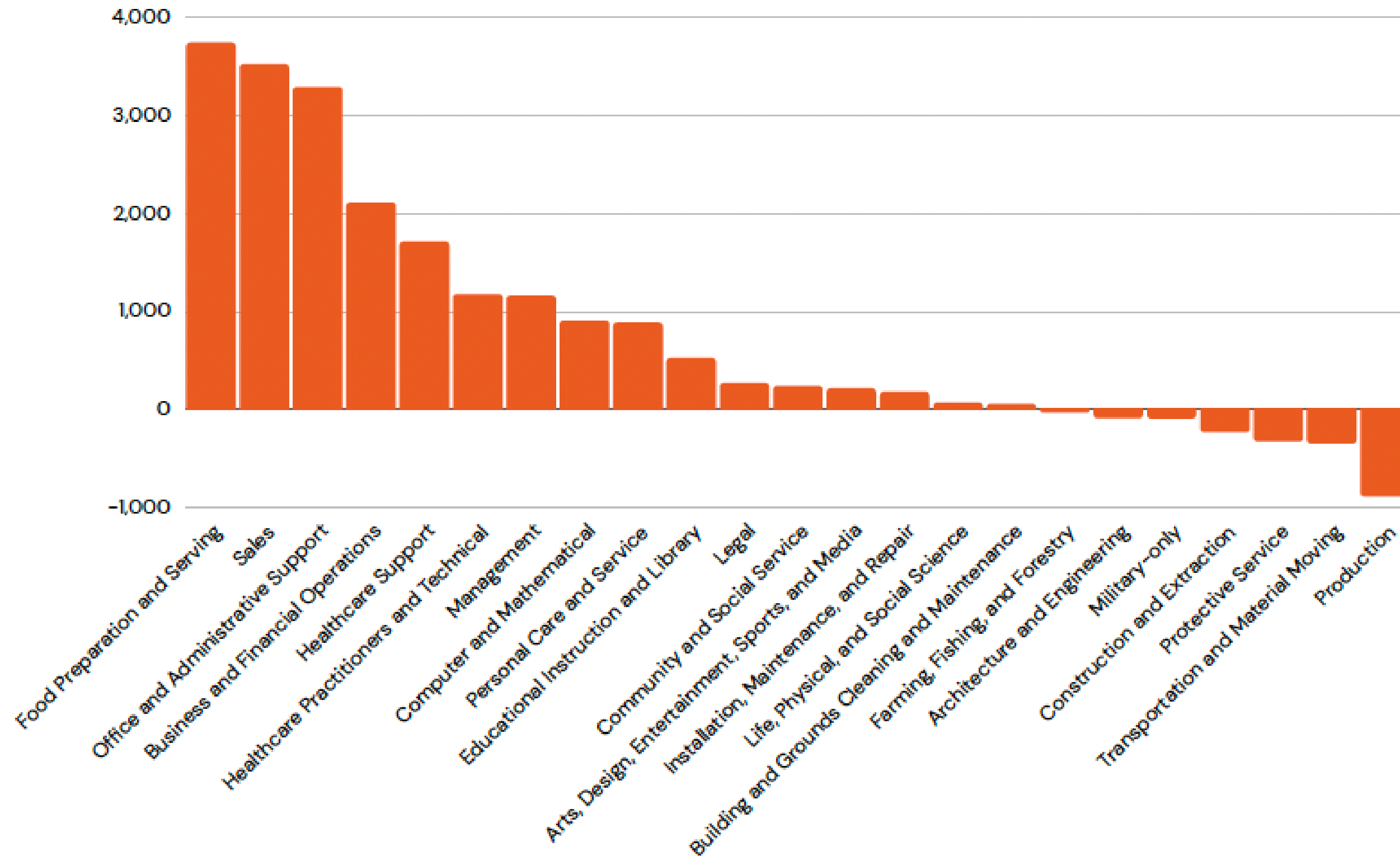
ZIP	Name	2023 Employment
46202	Indianapolis, IN (in Marion cou...	68,285
46032	Carmel, IN (in Hamilton county)	55,550
46268	Indianapolis, IN (in Marion cou...	50,773
46204	Indianapolis, IN (in Marion cou...	49,871
46241	Indianapolis, IN (in Marion cou...	36,625

### Where Talent Lives

ZIP	Name	2023 Workers
46143	Greenwood, IN (in Johnson co...	31,553
46032	Carmel, IN (in Hamilton county)	31,009
46227	Indianapolis, IN (in Marion cou...	28,399
46060	Noblesville, IN (in Hamilton co...	26,682
46074	Westfield, IN (in Hamilton cou...	26,210

# NET COMMUTERS BY OCCUPATION – Carmel

## CARMEL PROJECTED NET COMMUTERS BY OCCUPATION 2030



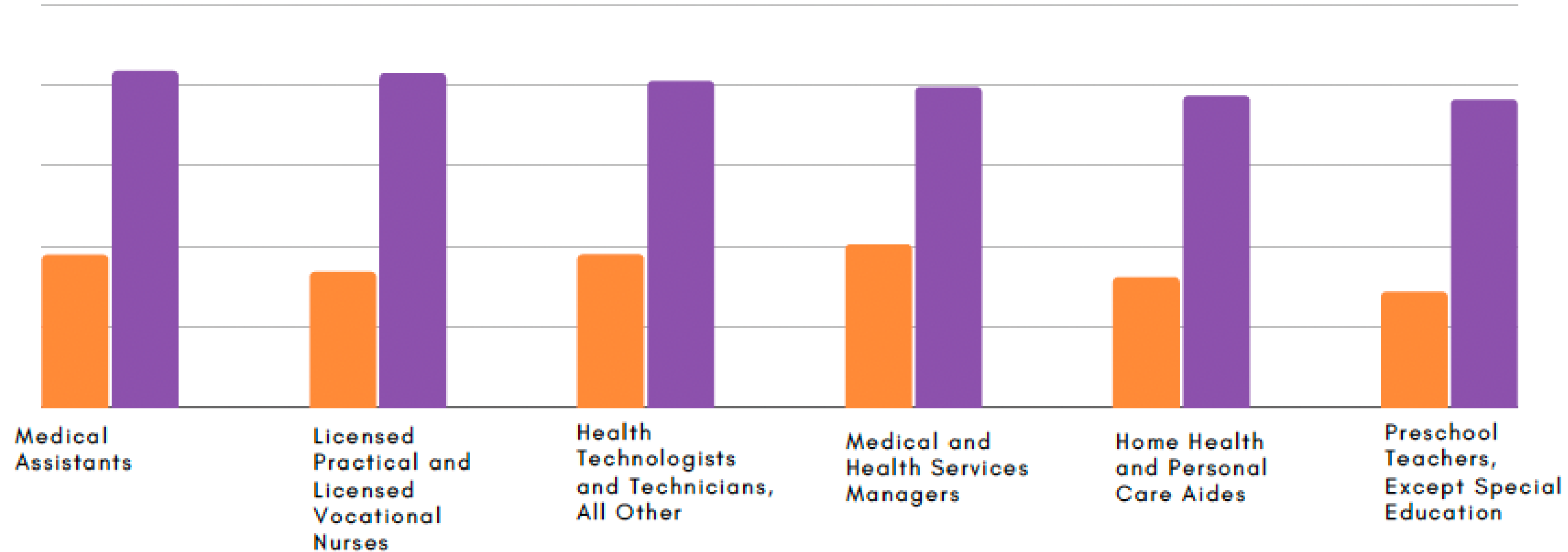
- Minimum number of workers who commute in or out of the region to satisfy the number of jobs held for a given occupation in the county
- By 2030, it is forecasted that there will be over 15,700 more jobs than employed residents in Hamilton County in occupations related to food preparation and serving, sales, personal care service, building maintenance, office administrative, and education.
- Hamilton County will need to import workers with the corresponding skills from other counties to fill these jobs.



# JOB POSTINGS - CARMEL

## EMERGING JOB POSTINGS COMPARING 2017 - 2020 AND 2020 - 2023

■ Unique Postings from Jun 2017 - Jun 2020 ■ Unique Postings from Jun 2020 - Jun 2023



## KEY TAKEAWAYS

- Emerging job postings identify jobs that have become more in-demand by county employers post-pandemic
- Prior to the pandemic, these jobs were not in the top-20 most posted

# Open Positions January-May 2024; Carmel, IN

## Job Postings Overview

8,856

Unique Postings [?](#)

23,080 Total Postings

1,497

Employers Competing [?](#)

1,497 Total Employers

27 Days

Median Posting Duration [?](#)

Regional Average: 27 Days

3 : 1

Posting Intensity [?](#)



Regional Average: 3 : 1

# Central IN Wages – All Roles 2017-2024

Advertised Wage Trend [?](#)



▲ **23.9%** Jan 2017 – Apr 2024  
\$41.7k Median

6M 1Y 3Y CUSTOM



664,969 Job Postings



# Central IN Wages – Bachelors Degree and Higher Roles 2017-2024

Advertised Wage Trend [?](#)



▲ 0.0% Jan 2017 – Apr 2024

\$65.0k Median

6M 1Y 3Y CUSTOM



120,216 Job Postings

# USA Remote Jobs Wages – Bachelors Degree and Higher Roles 2017-2024

Advertised Wage Trend [?](#)



▲ 24.9% Jan 2017 – Apr 2024

6M 1Y 3Y CUSTOM

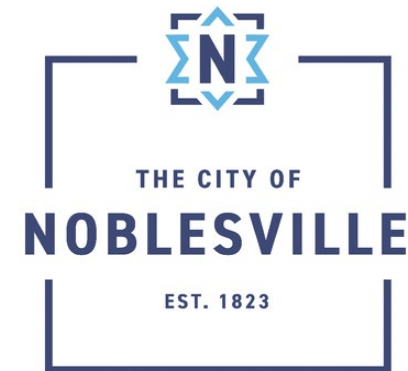
\$94.1k Median



1,873,128 Job Postings

Source: Lightcast via Invest Hamilton County Q2 2024

# Talent In Sight 2030 Visionary Investors



**HAMILTON COUNTY**  
**INDIANA**



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