



WHAT WE ARE FACING:

WHAT THE DATA TELLS US

SURVEYING THE LANDSCAPE: GRANT COUNTY

TOTAL POPULATION (2025)

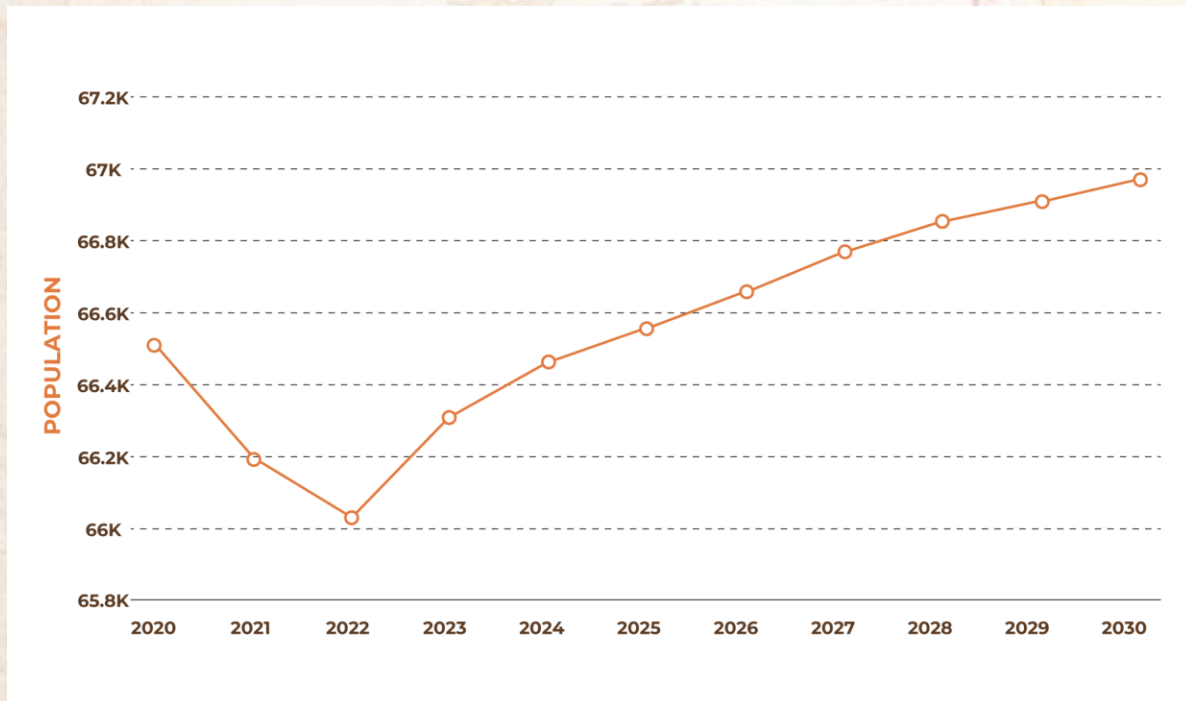
66,533

PROJECTED POPULATION (2030)

66,970

5-YEAR PROJECTED GROWTH

0.6%



- Population growth is projected at just 0.6%, an increase of approximately 417 residents over the next five years.
- 0.6% projected growth places Grant County squarely in the middle of our 10-county region, yet below Indiana's projected 2.3% growth rate.
- Stability is not the same as momentum, and modest growth will require intentional strategy.

SURVEYING THE LANDSCAPE: GRANT COUNTY

MEDIAN HH INCOME (2023)

\$54K

RESIDENTS WITH 4-YR DEGREE

12.8%

RESIDENTS WITH ASSOC. DEGREE

10.7%



	% of Population	Population
● Less Than 9th Grade	3.5%	1,520
● 9th Grade to 12th Grade	6.7%	2,934
● High School Diploma	36.2%	15,871
● Some College	21.5%	9,401
● Associate's Degree	10.7%	4,674
● Bachelor's Degree	12.8%	5,623
● Graduate Degree and Higher	8.6%	3,787

- Median household income ranks 89th out of 92 counties in Indiana, reflecting constrained opportunity and urgency to raise earning potential across our community.
- Bachelor's degree attainment sits 9% below the national average and 6.3% below the state average, while associate degree attainment exceeds both national and state averages.
- We have built strength in two-year pathways — now the opportunity is to expand and align credentials with high-demand careers.

SURVEYING THE LANDSCAPE: GRANT COUNTY

TOTAL JOBS
(2025)

32,618

TOTAL LABOR FORCE
(2025)

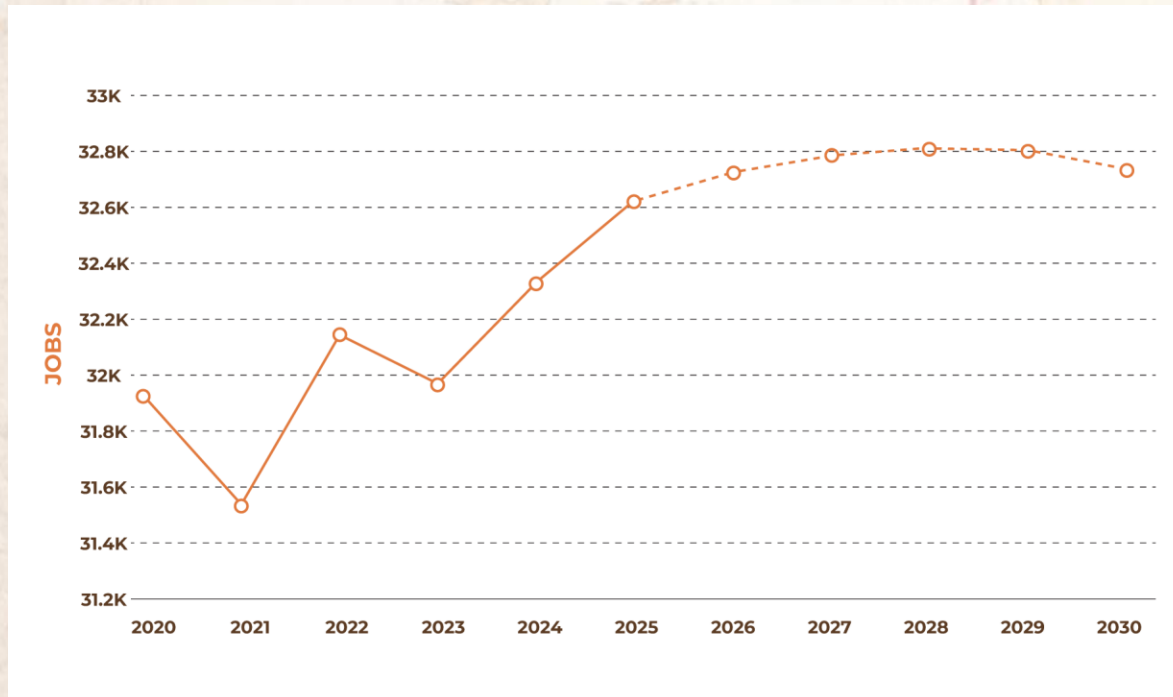
31,474

JOB GROWTH
2020-2025

2.2%

PROJECTED JOB GROWTH
2025-2030

0.34%



- Today, we have more jobs than available local labor—that reality signals economic activity and opportunity, but it also highlights a gap between job creation and resident workforce capacity.
- Over the past five years, employment has grown by 2.2%. While growth is progress, it trails the national rate by 8.4%, reminding us that we are moving forward—but not at the pace of the broader economy.
- Current projections show modest job growth of 0.3% over the next five years. Yet projections are built on past patterns, not future potential.

DISCOVERING PITFALLS & POTENTIAL: LABOR PARTICIPATION

TOTAL POTENTIAL
WORKFORCE (2025)

53,415

TOTAL LABOR FORCE
(2025)

31,474

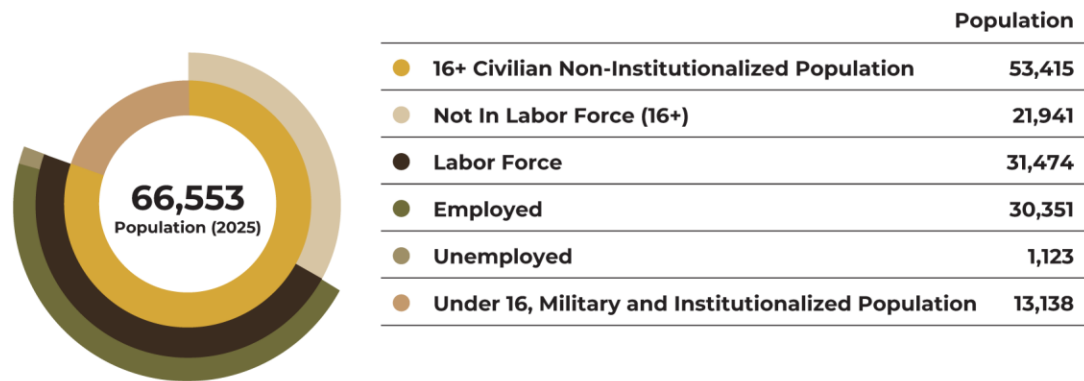
NOT IN LABOR FORCE
(16+)

21,941

UNEMPLOYMENT RATE
(NOV 2025)

3.57%

Nov 2025 Labor Force Breakdown



- While unemployment remains low—just 3.57% as of November 2025—the deeper story lies elsewhere. The challenge is not simply jobs; it is engagement.
- 41% of our potential workforce over the age of 16 is not participating in the labor force at all. That represents a significant pool of untapped talent—individuals who, for a variety of reasons, are not currently connected to employment opportunities.
- And yet, there is reason for optimism. Labor force participation is at a five-year high and has risen nearly 2% over the past year. Momentum is building.

DISCOVERING PITFALLS & POTENTIAL: EDUCATION GAPS

% POTENTIALLY UNDER-EMPLOYED POPULATION

22%

% OF JOBS REQUIRING 4-YEAR DEGREE

20%

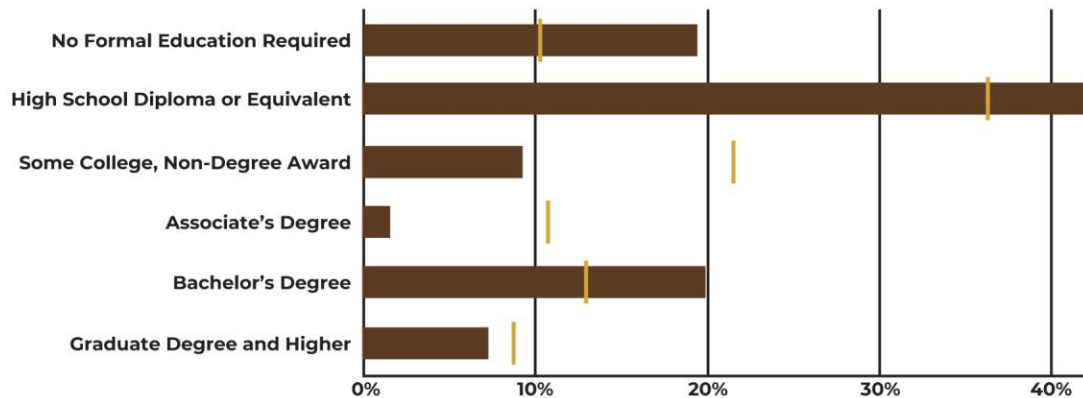
% OF POPULATION WITH SOME COLLEGE, NON-DEGREE AWARD, OR ASSOC.

32%

Underemployment

● Jobs Requiring Ed. Level

● Population at Ed. Level



- Under-employment isn't just a workforce issue — it's a community-wide economic challenge that results in lower wages and reduced spending—slowing our overall economic growth.
- Gaps between educational attainment and the skill levels required for available jobs signal inefficiencies in our system. When talent and opportunity fail to align, productivity suffers and potential goes unrealized.
- The question before us is clear: how do we ensure our workforce is equipped with the skills our employers need today—and tomorrow? The answer lies in stronger alignment between education, training, and industry.

DISCOVERING PITFALLS & POTENTIAL: COMMUTING

TOTAL INBOUND COMMUTERS
(2025)

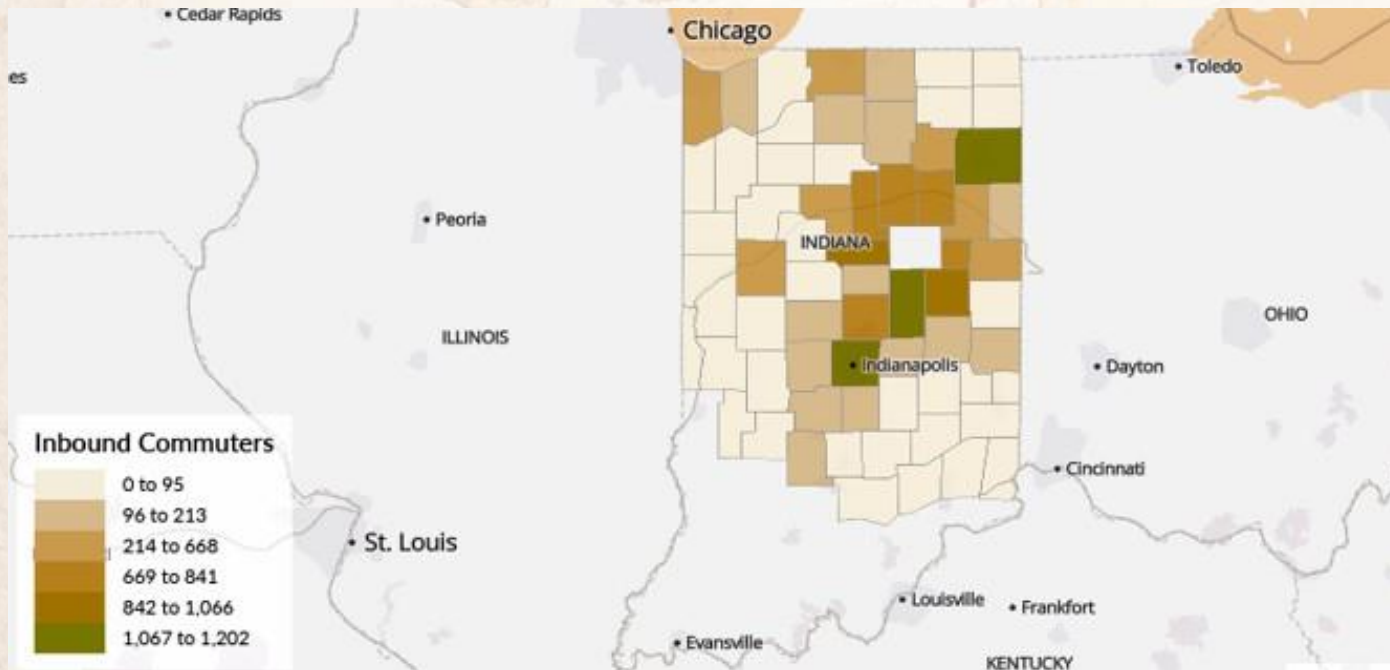
13,691

TOTAL OUTBOUND COMMUTERS
(2025)

11,804

NET COMMUTERS
(2025)

1,887



- 42% of the individuals who power our workplaces commute into Grant County each day—but they build their lives elsewhere.
- At the same time, 36% of our residents leave the county each morning to contribute their skills and energy to other communities.
- Together, these realities tell a powerful story about movement, choice, and connection. They challenge us to rethink how we approach talent attraction, retention, and workforce development.

READY FOR ACTION: INDUSTRY DATA AND TRENDS

JOBS TOP 5 LARGEST INDUSTRIES
(2025)

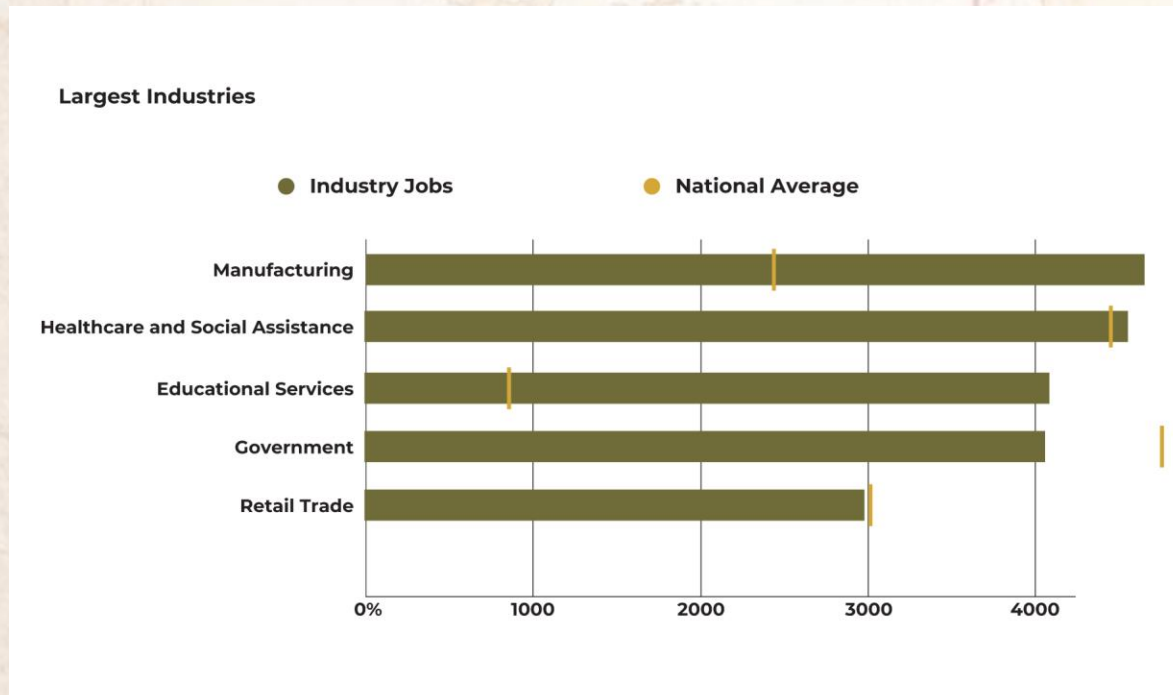
20,318

% OF TOTAL JOBS COMPRISED BY
TOP 5 LARGEST INDUSTRIES

62%

5-YEAR PROJECTED GROWTH RATE
TOP 5 LARGEST INDUSTRIES

-11%



- Our five largest industries account for 62% of all jobs locally, yet collectively are projected to decline by 11% over the next five years.
- That trend appears daunting. But the deeper story reveals pockets of innovation and expansion within those industries—areas where targeted investment and workforce alignment can fuel growth.
- The data is clear: what sustained us in the past will not carry us into the future. To shift our trajectory, we must anticipate change, strengthen emerging sectors, and plan with precision—staying one step ahead rather than reacting one step behind.

KEY TAKEAWAY

Where we are today does not have to define where we go tomorrow. Our current reality is simply the starting point—not the destination.

If we are willing to mine for opportunity, challenge conventional thinking, and work across sectors with intention and trust, we can shape a stronger future than the one projected for us.

KEY TAKEAWAY

At the heart of our future is a responsibility to retain our emerging workforce. When our students and young professionals see meaningful pathways here at home, community development and workforce development move forward together. Talent retention is not just an economic strategy—it is a commitment to the long-term vitality of our county.

KEY TAKEAWAY

We must acknowledge a critical tension: regionally and locally, we face a mismatch between educational attainment and employer demand. Too many individuals are under-employed—not because they lack ability, but because our systems are not fully aligned. This gap represents both a challenge and a powerful opportunity to better connect education, training, and industry needs.

KEY TAKEAWAY

While our largest industries today are not projected to be the fastest growing over the next five years, that data does not signal decline—it signals the need for strategy.

By leveraging labor market insights and working collaboratively, we can intentionally build a county-wide talent pipeline that prepares residents not only for today's jobs, but for the workforce of the future.