



Cross-Cutting Resources: Workforce Needs

With the potential technological transformation of aluminum and steel manufacturing, and associated supply chains, including electric vehicles, aluminum packaging, and clean energy infrastructure, ensuring a robust, diverse, skilled workforce will be key to continuing the success of Indiana as a manufacturing state.

Opportunities



Increased industrial manufacturing = more job opportunities in Indiana.



Federal tax incentives and grant programs can support state-based initiatives to enhance workforce training.



State agencies can capitalize on available federal grants that can support and enhance state-issued incentives.

Challenges



Many new manufacturing jobs require specialized training and skills. It will be necessary to efficiently match training programs to available jobs in the state.



Employers and trainers will need to assess what skills are necessary for these jobs to determine how and where to find workers suitable for these positions and use available training programs such as registered apprenticeships and pre-apprenticeships to build a robust pipeline of prepared workers.



There may be a need for wraparound services (e.g., reliable transportation, childcare) to help bridge the gap while people train for new positions.

Potential Paths Forward

Expand existing workforce programs such as the Governor's Workforce Cabinet and create new programs that ensure there is adequate upskilling or reskilling of existing workers to match market needs.

Leverage Office of Energy Development, the Indiana Economic Development Council, and industrial manufacturers to address specific needs of Indiana residents and to ensure wages are competitive.

Case Study: South Carolina

South Carolina offers various workforce incentives to attract and retain highly skilled employees. Some of these incentives include tax credits, job development credits, and training programs such as ReadySC and the Incumbent Working Training. The state also has an Enterprise Zone Retraining Program (Ezone) that offers a tax incentive for companies looking to expand their technologies. Additionally, the South Carolina Department of Commerce provides a Workforce Data Assistance program to help companies evaluate wages, recruitment difficulties, and high turnover rates. South Carolina also has an online database linking workforce services and resources in a one-stop shop for employers and job seekers. By designing similar programs and resources, Indiana can grow a stronger workforce that is well positioned to support a local clean energy economy.