

TALENT EVV

EVANSVILLE REGION

Talent EVV is our region's strategic transformation plan. This work is powered and made possible by the residents, organizations, institutions, businesses, and municipalities that make up our region.

**ANNUAL
REPORT
2023**



Over the past year, stakeholders, businesses, community partners, municipalities and residents in the Evansville Region worked toward achieving Talent EVV goals. This report provides a snapshot of activities, strategies and milestones, showcasing progress in making the region a nationally recognized place to call home.

Talent EVV, our long-term strategic plan since 2018, involves data collection, collaboration, and achieving milestones.



TYLER STOCK
EXECUTIVE DIRECTOR
OF TALENT EVV

“Talent EVV is all about building quality of life and place for the Evansville Region. I have the honor of leading Talent EVV, yet without the amazing organizations and stakeholders across this region, the progress and impact that has been and will continue to be achieved wouldn’t have been possible. The Evansville Region has a bright future. With thousands of young professionals, families and individuals ready to make an impact, get engaged, innovate and be advocates for the region, anything is possible. I look forward to the partnerships that will continue to be built across the region to advance the goals of Talent EVV and drive impact. As a region we have never been positioned better to advance the quality of life and place for our current and future residents!”

The report focuses on four areas:

1. Population Growth
2. Thriving Workforce
3. Upward Mobility
4. Live Well

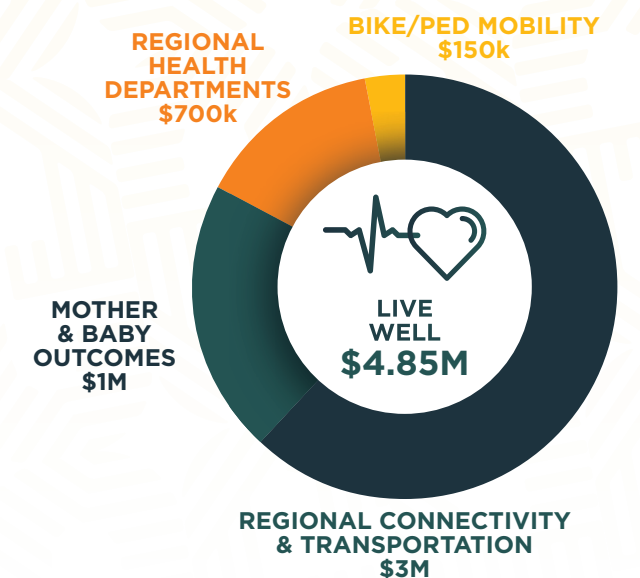
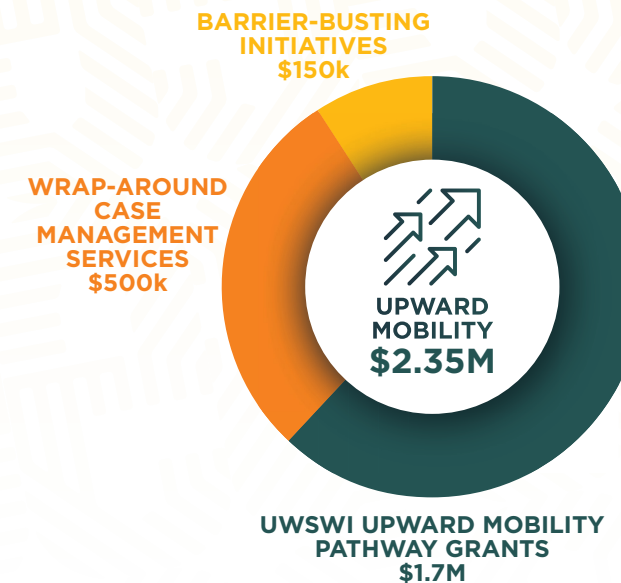
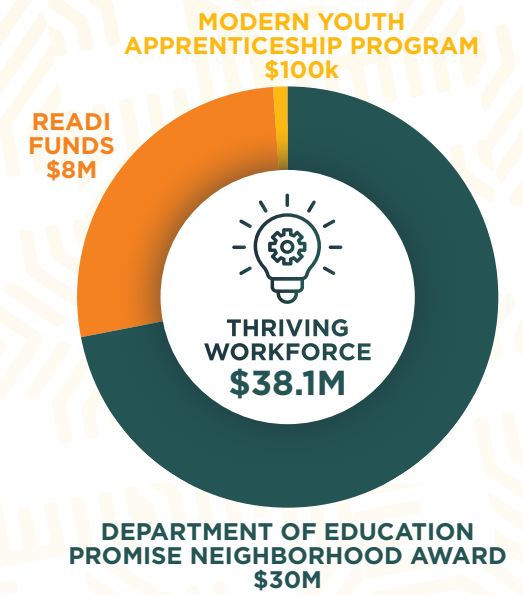
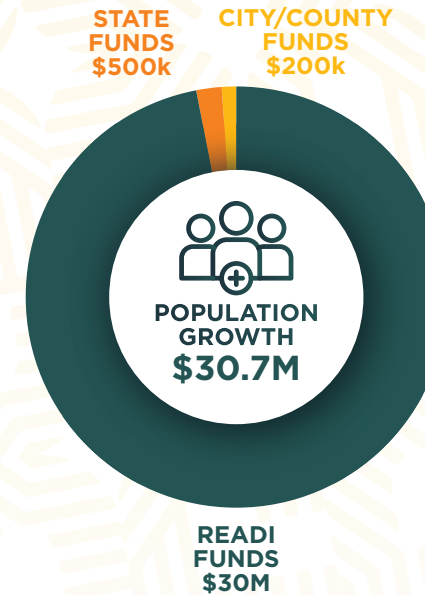
Aligned with 5 Regional Goals:

1. A Growing Young Adult Population
2. Future Facing High-Wage Jobs
3. Globally Relevant Talent
4. Increased Economic Prosperity
5. Improved Health Outcomes

Numerous community groups and initiatives contribute to these goals, emphasizing the collective effort required.

For more information on Talent EVV please visit the Talent EVV webpage at evansvilleregion.com, or contact the Executive Director of Talent EVV, Tyler Stock, directly at tstock@evvregion.com.

TALENT EVV EVANSVILLE REGION 2023 INVESTMENTS



POPULATION GROWTH

GOAL:

Increase our population by 10,000 residents, half of whom are in the early stage of their careers.

COMMUNITY ACHIEVEMENTS:



#1 REMOTE WORK PROGRAM

in the State in attracting 15 remote workers/households through MakeMyMove program

\$1 MILLION+
in economic impact

\$110,000+
average income



BREEZE AIRWAYS

Partnered to attract new air service to EVV



e is for everyone

SUCCESSFULLY LAUNCHED
dynamic Regional Marketing Strategy through *e is for everyone* campaign

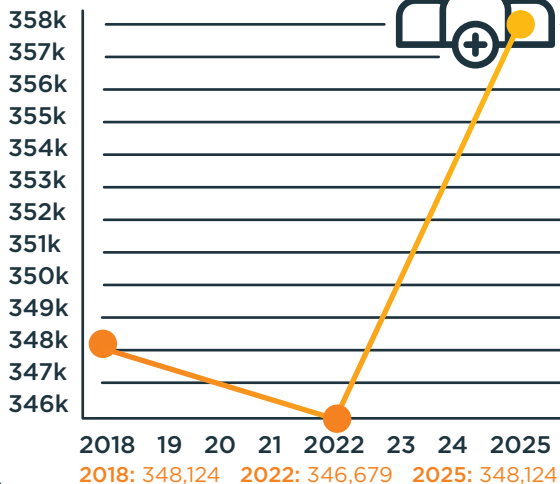
STUDENT RETENTION

e is for everyone marketing strategy embedded into student retention and attraction in the Evansville Region's three largest postsecondary institutions

REGIONAL IMPROVEMENTS SINCE 2018:

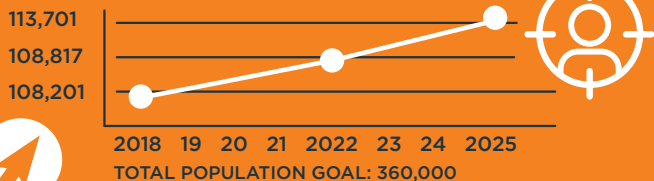
GROW POPULATION

GOAL: ADD 10K RESIDENTS



INCREASE YOUNG ADULT POPULATION

GOAL: INCREASE 20 - 34-YEAR-OLDS BY 5,500



YOUNG ADULT POPULATION

0.2%

MINORITY POPULATION

1.5%



LOGAN JENKINS

“ I am truly appreciative of the warm welcome I’ve received since moving here in April, and really look forward to getting more involved in all aspects of the community.”

I moved to Evansville because my girlfriend, a Hospitalist at Deaconess, influenced the decision. In less than a year, I’ve made this place my home and am passionate about making a positive impact across the region and state. With a decade of experience in advanced materials, the energy sector and the circular economy, I transitioned from a Dubai-based company that acquired my materials firm through remote work. Despite selling my company seven years ago, I’m still exploring my career path.

Since moving I founded a nonprofit, Circular Ventures, focused on entrepreneurship and the circular economy. Through connections with the University of Evansville’s Center for Innovation and Change, I collaborated with Robert Lopez on the Toyota Trinity Stormwater Park, aiming for completion in Fall 2024. I’ve built relationships and started projects, intending to stay in Evansville and contribute to the community. Grateful for the warm welcome, I look forward to deeper involvement in all aspects of the community.



KIM WREN

I’m an Atlanta native who first came to Evansville in 2014 to teach music. Impressed by the community’s support for the arts and education, I felt at home. When the pandemic prompted a career change into wealth management, I temporarily returned to Atlanta. However, I realized Evansville was my true home, with friends and a professional network there. I came back in the summer of 2020 and haven’t looked back. Evansville is special, more than just a place to live — it’s about the people, community and the chance to make a real impact. Choosing Evansville isn’t just a one-time decision; it’s a commitment that goes beyond.

“ I’m proud to call this place my home, and I plan to do my part to make it a welcoming and attractive place for others to join as well.”



WHAT’S NEXT:

“Our Talent EVV Population Growth Strategy transcends beyond digital marketing; it’s about building meaningful connections with newcomers and returnees, helping them find their place. Together, we connect talent to our region, and welcome them to contribute to our shared success. In 2024, Talent EVV will continue to seek ways to collaborate, invest and lead initiatives aimed at retaining and attracting talent to the Evansville Region.”



ABBY ELPERS
Evansville Regional Economic Partnership

THRIVING WORKFORCE

GOALS:

Goal 1: A highly trained workforce that is globally competitive and relevant.

Goal 2: Be deliberate about bringing 5,000 high-paying new job opportunities to our region that build on our strong manufacturing industry and rapidly growing health and life sciences sector.

COMMUNITY ACHIEVEMENTS:



AWARDS

PROMISE NEIGHBORHOOD
Department of Education Award

MODERN YOUTH APPRENTICESHIPS
1 of 3 state leading regions

EARLY LEARNING OUTCOMES
Statewide best in class approach

**#1
HIGH SCHOOL
SIGNATURE
SCHOOL**

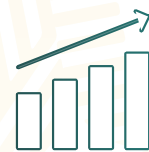
U.S. News &
World Report



SUSTAINABILITY CONSORTIA

Created for and led
by regional industry

Awarded US DOE
Voucher for Circularity
Hub creation



GROWTH

SMART MANUFACTURING ROADMAP regional report

ECONOMIC IMPACT STUDY for Stone Family Center for
Health and Life Sciences & Health and Life Sciences Sector

CURRICULUM MAPS for all regional postsecondary institutions

WARRICK PATHWAYS CAREER & TECHNICAL CENTER
opened to support the capacity of the region

WORK-BASED LEARNING
expanded on more than 10 new
high-quality experiences

**1ST
REGIONAL
SUPPLIER
DEVELOPMENT
PROGRAM**

**ANNUAL
AVERAGE
WAGE**

+\$9k

**EMPLOYMENT
GROWTH**

1.7%

**ADULT
BACHELOR
OR HIGHER**

2.8%

INCREASE EDUCATIONAL ATTAINMENT

**GOAL: INCREASE HIGH-SCHOOL GRAD RATE
& PERCENTAGE OF POPULATION WITH A
COLLEGE DEGREE**



88%

HIGH SCHOOL GRAD
+3.4% BY 2025

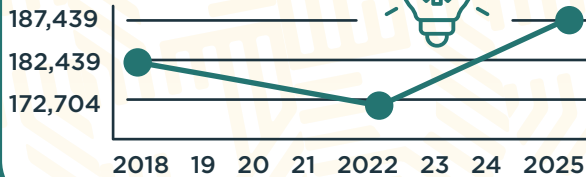
25%

BACHELOR'S DEGREE
+1.8% BY 2025



GROW EMPLOYMENT

GOAL: ADD 5,000 JOBS



When I was 13, entering 7th grade, I didn't have a clear direction for my future like many students. Everything changed for me when I had the opportunity to attend JobSpark, an interactive day exposing students to various career paths linked to local businesses. That experience ignited my interest in engineering and advanced manufacturing.

I continued my journey at New Tech and the Southern Indiana Career and Technical Center, gaining hands-on experience that prepared me for a role in manufacturing. Now, thanks to Vincennes University's Advanced Maintenance Technician (AMT) program, I'm on track to graduate with my associate's degree, an industry-recognized credential, work experience and a resume that positions me for a quick entry into any of our regional manufacturing firms.



OLIVIA POLK

I credit my work-based learning experiences for providing me with career direction, educational attainment, and access to immense career opportunities."



JOHN CARTER

I'm John Carter, the Owner and Chief Pilot at Precision Aerial Services, LLC - a company specializing in drone-based aerial imaging and data capture using both fixed-wing and UAV aircraft. I consider myself a self-motivated professional who thrives on teaching and mentoring young adults eager to explore entrepreneurship.

As a cohort member of the E-REP Supplier Development Program, my focus is on aligning Minority Business Enterprises with management education, access to capital and corporate procurement opportunities.

My current emphasis within the program involves scaling with a robust financial plan, enhancing commercial visibility through marketing, and expanding my team. Precision Aerial Services provides a range of services spanning agriculture, recreational water sports, construction, data analysis, roofing, inspection, 3D modeling, surveying and mapping.

With Disadvantaged and Minority Business Enterprise certifications, I bring decades of wisdom to the Supplier Development program."



WHAT'S NEXT:

"The Talent EVV Thriving Workforce Strategy centers on the vital link between education, employment and wage advancement. In the Evansville Region, Advanced Manufacturing and Health and Life Sciences stand out as our largest and fastest-growing sectors. Recognizing the synergies between these industries is crucial for our collective success. In 2024, strategic investments will focus on areas like biomedical, circular economies, technology and data, connecting us closely to promising opportunities for growth."



MARCIA FORSTON
Junior Achievement of
Southwestern Indiana

REGIONAL IMPROVEMENTS SINCE 2018:

LIVE WELL

GOAL:

To improve residents' quality and quantity of life.

COMMUNITY ACHIEVEMENTS:



CORE PUBLIC HEALTH SERVICES

advocated for the successful passing of Senate Bill 4, which will provide funding for county health departments to provide core public health services

200+
FAMILIES

actively engaged in the Pre To 3 program



GROWTH

COMPLETE STREETS ORDINANCE passed

REGIONAL TRAILS MASTER PLAN underway

NEXT LEVEL TRAILS awarded by Indiana Governor

UPGRADE MODEL embraced by two EVSC schools, Highland Elementary and Thompkins Middle School



57+

EMPLOYERS

& 120+

INDIVIDUALS

RECEIVED MENTAL HEALTH FIRST AID

LAUNCHED

RONALD MCDONALD CARE MOBILE

project was fully funded and is set to launch in 2024

METS MICRO TRANSIT PROGRAM

launched as a first-of-its-kind transportation program that will set a precedent to improve connectivity



IMPROVE HEALTH

GOAL: IMPROVE COUNTY HEALTH RANKING



OPPORTUNITIES FOR CHANGE:



DECREASE
PREMATURE
DEATHS & LOW
BIRTH RATES



DECREASE
TOBACCO
USE



INCREASE
DIET &
EXERCISE

2018: (-0.3) 2022: (-0.2)
(00.0 NATIONAL AVERAGE)

200

ATTENDEES

of the **Regional Infant**
Mortality Summit

HEALTH INDEX
STAYED THE SAME AT

-0.3%



“Pre To 3 program helps me be the mom I want to be while helping me practice self-regulation and social emotional skills.”

After being referred to the Pre To 3 program by the VCHD lab, she is now sober and in recovery from substance use disorder. She was weary of the program at first but promised herself to give it a try. She met with the Pre To 3 team from 8 weeks prenatal until now... 18 months postpartum! She proudly shares how the tools learned in Pre To 3 not only helps her be the mom that she wants to be for her child but helps her practice self-regulation and social emotional skills that aid in managing her recovery.

“They are choosing to make healthier decisions by will of their own, which has made this Highland family not only healthier but happier too.”

Toward the end of Highland Elementary School's first year in the Upgrade program, a parent sent his praise. He stated it can be challenging to instill healthy behaviors into children with life being so busy, so when his kids came home from school talking about eating healthy and being active, he was so proud. Because of what they were learning at school, they began suggesting family activity outside instead of turning on the TV. They suggested different options for dinner rather than unhealthy requests.



WHAT'S NEXT:

“Live Well has diligently focused on six key areas to enhance the quality and quantity of life in the Evansville Region, encompassing healthy living, improved built environments, maternal and child health, workplace wellness, reduced tobacco usage and enhanced healthcare transportation. While these areas remain pivotal, reflecting on our progress and the evolving landscape, we anticipate new perspectives in 2024. Mental health, addressing population disparities — especially within immigrant and refugee communities — and a deeper exploration of workplace wellness will take center stage. By proactively addressing emerging trends, we aim to stay at the forefront of strategies for the well-being of our residents and communities.”



ANDREA HAYS
Welborn Baptist Foundation

REGIONAL IMPROVEMENTS SINCE 2018:

UPWARD MOBILITY

GOAL:

Reduce the percentage of households living in poverty by 2,100.

COMMUNITY ACHIEVEMENTS:



UNITED WAY OF SW INDIANA

(UWSWI) transitioned its funding model to align with Upward Mobility for the region

261

FAMILIES

who receive affordable housing services developed a sustainable household budget



410

NEW MIXED-USE HOUSING UNITS

within the Promise Zone



LAUNCHED

IMPACT INVESTING

launched from Community Foundation Alliance

GRASSROOTS INNOVATION HUB

launched at UWSWI to engage and serve populations who experience poverty at disproportionate levels

DECREASE POVERTY

GOAL: 2,100 FEWER PEOPLE LIVING IN POVERTY

52,219

15%

2018

47,955

13.9%

2022

35,000

<10%

2025



INCREASE WAGES

GOAL: INCREASE AVERAGE ANNUAL WAGES BY \$10K

\$44,751



2018

\$50,297



2022

\$54,751



2025



GROWTH

CDFI FRIENDLY NETWORK developed to accelerate community and business development

EPWORTH EXPRESS partnership to support no-cost transportation service to unserved areas of Eastern Vanderburgh/Western Warrick counties

GOODWILL EXCEL CENTER supported successful advocacy for regional seats

NEIGHBORHOOD NAVIGATORS First-of-its-kind program from SWIN Workforce Board

EVANSVILLE CHRISTIAN LIFE CENTER'S GAIN INITIATIVE a journey toward stability – program expansion



MEDIAN HOUSEHOLD INCOME

+4k

POVERTY RATE

2.3%

REGIONAL IMPROVEMENTS SINCE 2018:



WHAT'S NEXT:

"In 2024, the Talent EVV Upward Mobility Strategy goes beyond poverty reduction, taking a holistic approach to address complex factors that hinder residents from thriving. Exciting initiatives will be operational, providing critical services to under-resourced populations. We'll respond to economic shifts, identify service gaps, create pipelines, develop indicators for progress and advocate for systemic change in key areas like housing, child care and transportation."



AMY MANGOLD
United Way of Southwestern Indiana

"I lost my part-time job and needed help to obtain another one. I do not have a high school diploma and found it difficult finding a good job to support my family. I could only find part-time employment, but then I met the Neighborhood Navigator at the Tuesday Lunch where I volunteered. She enrolled me in the program and offered several times for me to start classes to obtain my high school diploma and I declined. It took a while...and I finally was hired full time earning a good wage, on the shift I like, so I can spend time with my family."

A client facing significant challenges, including social anxiety and childhood trauma, initially lacked a high school diploma and driver's license. Through our wrap-around case management, she gained the confidence to set goals, starting with obtaining her driver's permit. With consistent study sessions and encouragement, she not only secured her permit but also passed the driver's test. Encouraged by this success, she set further goals, obtaining her GED and navigating public transportation. Supported by newfound friends and additional tutoring, she reported improvements in her support system, family relationships and reduced anxiety in social settings.



IN PARTNERSHIP WITH:

all of you

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP
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