

The American Worker

A COMPETITION THAT INDIANA IS POISED TO WIN

CHANGED WORKPLACE

REMOTE WORKERS
MIGRATION OF WORKERS
COMPETITION FOR WORKERS



*DYNAMIC CREATES GREAT OPPORTUNITY FOR
COMMUNITIES THAT ARE PREPARED*

REMOTE WORKERS

REMOTE WORK IS HERE TO STAY

- 25% of all professional jobs in North America will be remote by the end of 2022. *Forbes.*

APPROXIMATELY 59% STAY HOME BY CHOICE RATHER THAN NECESSITY

- 61% choose not to go into their workplace
- 38% are working from home because their workplace is closed or unavailable to them. *Pew Research.*

WORKER MIGRATION

2021: Acceleration of movers to smaller, mid-sized towns and cities

- Avoid infection
- Increased flexibility in remote working. *US News & World Report.*

Preference for less density

- The number of adults that prefer city living down 25% since 2018
- More people prefer suburban living (up 4%). *Pew Research.*

COMPETITION FOR WORKERS

- **“THE WORKER SHORTAGE IS A CRISIS”** U.S. CHAMBER PRESIDENT AND CEO SUZANNE CLARK.
- **11 MILLION JOB OPENINGS AND ONLY 6.5 MILLION UNEMPLOYED WORKERS.**
- NEXT DECADE TRENDS: TIGHTER LABOR MARKET, ON AVERAGE, AND A LOT BETTER FOR WORKERS
- **DON'T EXPECT EASY HIRING CONDITIONS.** US CHAMBER.

IF YOU DON'T BELIEVE THE STATS, BELIEVE THE CAT



INDIANA'S RESPONSE

FIRST OF ITS KIND HOME-RULE BASED APPROACH

**IND. CODE §§ 36-1-29.5-1 - 14
(PART OF SEA 361)**

1. FIRST OF ITS KIND ECONOMIC DEVELOPMENT TOOL
2. ENABLES COMMUNITIES TO DEVELOP AND IMPLEMENT MARKETING STRATEGIES, IDENTIFY AND RECRUIT TALENT
3. EVALUATE TALENT (DEVELOP APPLICATION PROCESS AND PROCEDURE)
4. INCENTIVIZE OUT-OF-STATE WORKERS TO RELOCATE TO INDIANA.
5. TOOL THAT CAN AND SHOULD BE USED BY ALL COMMUNITIES
 - a. GROWING
 - b. STAGNATE
 - c. DECLINING POPULATION

LET'S DO A BRIEF DEEP-DIVE



TO RECRUIT, YOU MUST HAVE RESOURCES. WHERE'S THE MONEY?

myriad of local funds- sources including local income tax

appropriate funds during annual budget process. IC 36-1-29.5-9(b)

funds allocated for other purposes – repurpose funds. IC 36-1-29.5-12(a)(b)

grants and donations. IC 36-1-29.5-9(b); IC 36-1-29.5-12(a)(1)

TIF. IC 36-1-29.5-12(a)(3)(B)

FUNDING THE PROGRAM

APPROPRIATIONS DURING THE BUDGET PROCESS - MOST DIRECT AND TIMELY

SURPLUS, UNEXPENDED, UNAPPROPRIATED, UNENCUMBERED, OR OTHERWISE

- GENERAL ACCOUNT
- REVERTING OR NONREVERTING FUND
- SPECIAL ACCOUNT
- TRUST
- DONATIONS



UNENCUMBERED ACCOUNTS?

- GENERAL FUND
 - DEPARTMENTAL ACCOUNTS
 - RAINY DAY/CASH RESERVES
 - OTHER APPROPRIATIONS
- IF YOU HAVE ALREADY APPROPRIATED, CAN YOU STILL USE THOSE FUNDS? - - YES

IC 36-1-29.5-12(b)

INSUFFICIENT GENERAL FUND DOLLARS

- HAVE YOU APPROPRIATED YOUR **AMERICAN RESCUE PLAN ACT (ARPA) FUNDS?**
- **4 CATEGORIES OF USES:**
 - RESPONSE TO THE PUBLIC HEALTH EMERGENCY OR ITS NEGATIVE ECONOMIC CONSEQUENCES;
 - PROVISION OF PREMIUM PAY TO ELIGIBLE WORKERS;
 - REVENUE REPLACEMENT; AND
 - INVESTMENTS IN WATER, SEWER AND BROADBAND INFRASTRUCTURE

ARPA STANDARD ALLOWANCE

Election to be treated as having experienced \$10M of "revenue loss" as a result of the COVID- (like a std. deduction on your tax bill; no need to document loss)

CAN THEN USE FUNDS ON **GOVERNMENT SERVICES: VERY BROAD AND NON-EXHAUSTIVE LIST THAT INCLUDES:**

Buildings, roads, infrastructure, health services, environmental services, police, fire, public safety

USE ARPA FUNDS TO FREE UP GENERAL FUND DOLLARS

- GOVERNMENT SERVICES GENERALLY INCLUDE **ANY SERVICE TRADITIONALLY PROVIDED BY A GOVERNMENT, UNLESS TREASURY HAS STATED OTHERWISE.**
- USE FOR POLICE, FIRE, ROADS, ADMINISTRATION AND FREE UP MONEY ALLOCATED FOR THOSE PURPOSES FOR THE WORKFORCE RECRUITMENT PROGRAM.
- ACCOUNTING FUNCTION

DON'T FORGET DONATIONS AND GRANTS



CORPORATE DONATIONS
COMMUNITY FOUNDATIONS
OTHER ALLOCATIONS FOR
WORKFORCE DEVELOPMENT

EASIER QUESTION:

WHAT CANNOT BE USED?

Bond Proceeds & Funds for
Restricted Purpose

FUNDS NOT AVAILABLE FOR USE

Bond Proceeds

Police And Fire
Pension

Motor Vehicle
Highway Fund

Debt Service
Funds (Like
Wastewater)

Limited Purpose
Federal And
State Grants

Funds Contractually
Limited (For Example, TIF
Pledged To Early
Redemption Of Bonds Or
Pledged To A Developer)

TRANSFERRING FUNDS TO PROGRAM

Transfer by fiscal body – follow typical appropriations procedure IC 36-7-29.5-12(a).

Executive consults fiscal body and transfers or loans money to program from dedicated fund –even if purpose of fund not accomplished

Approval of body or commission holding other funds, for example a redevelopment commission allocating tax increment

WHO CAN BE RECRUITED?

OUT-OF-STATE WORKERS

IC 36-1-29.5-11

Remote Workers - Regardless of the employer's domicile

- Need residential population and taxes and output resulting from those individuals

IN College Grad - Graduate of IN college from out of state, relocates to unit to work with employer in unit

Out-of-State Resident - Relocates to unit to work with employer in unit

- Brick and mortar business but need work

WHO DO YOU TARGET? DEPENDS ON NEED

Greater
Residential
Population

Traditional Brick
& Mortar
Businesses

Combination

ESTABLISHING THE PROGRAM

ESTABLISHING THE PROGRAM

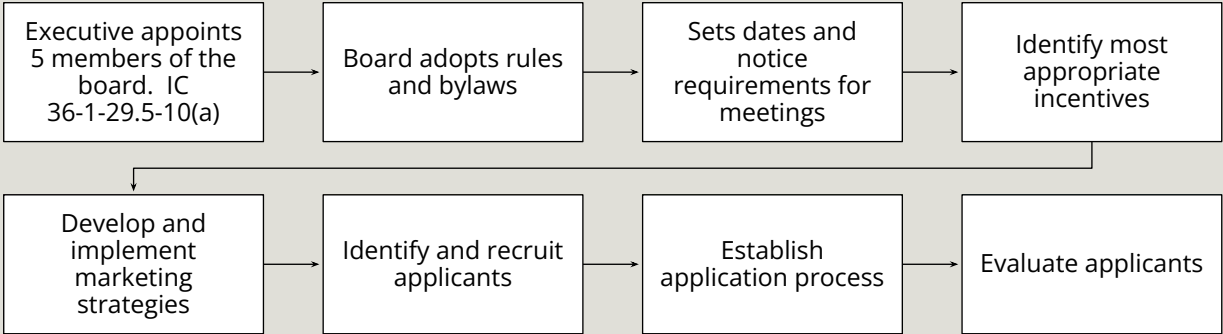
IC 36-1-29.5-9(c)

Resolution or Executive Order by Executive

Fiscal Officer shall create fund. IC 36-1-29.5-9(b)

Executive administers fund in coordination with workforce fund board

WORKFORCE FUND MANAGERS



KEY TAKEAWAYS



NOW HAVE LEGAL MECHANISM TO MARKET YOUR COMMUNITY AND RECRUIT TALENT



CAN USE A MYRIAD OF SOURCES AND CAN HELP YOU IDENTIFY SOURCES SPECIFIC TO YOUR COMMUNITY



THE PROGRAM SHOULD BE DEVELOPED TO FIT YOUR COMMUNITY – FOCUS ON WHO YOU WANT AND HOW YOU CAN BEST ATTRACT THOSE INDIVIDUALS



MARKETING



RECRUITMENT



INCENTIVES

ALL FUNCTIONS OF THE EXECUTIVE AND FUND MANAGERS ARE NOT TYPICAL MUNICIPAL FUNCTIONS

LAW USES STRONG UNEQUIVOCAL LANGUAGE CONCERNING ESTABLISHING THE PROGRAM

KEY DOCUMENTS PROVIDED IN YOUR PACKET TODAY:

1. Resolution/Executive Order
2. Bylaws
3. Resolution transferring funds
4. Employee/Recruitment Agreement