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Economic Development is not just about investing, making a return, improving wages and growing a region's tax base. Economic Development is about changing lives, improving communities and making an impact that lasts from generation to generation.

LEADERSHIP LAGRANGE 2022 KICKOFF!

Leadership LaGrange County (LLC) returned in 2021 with a mission to identify, train, prepare and inspire community engagement and development, and economic growth and development throughout LaGrange County. In 2022 we're setting out to do the same thing with some improvements based on feedback from our program alumni and staff.

This week LCEDC held the first of six sessions slated for this years programming focused on *Gallup's CliftonStrengths*. Participants were all asked to complete a strengths assessment prior to the start of session one where we did a deep dive into Clifton's 34 different strengths, what our top five strengths are, and how they can be used to make each of us a better leader. The session also called in to question how our employees and co-workers strengths can work more effectively alongside our own if we understand their unique set of strengths and play on them together. Strength's coaching was presented by LaGrange County's Director of Human Resources, Jenny Landez, and Lakeland High School Principal, Jason Schackow.

Session one also hosted a one hour panel with leadership from the Chamber of Commerce, Convention and Visitor's Bureau and LCEDC where participants learned about the unique roles of each of the three organizations and were able to ask questions concerning roles, ongoing projects and benefits of their services.



Workshops on Attracting and Retaining Talent

Recently, the Purdue Center for Regional Development (PCRD) sent a survey to Local Economic Development Offices asking what we thought the upcoming short-term (next two years) and mid-term (3-5 years) challenges would be in our communities. The top challenge cited by LEDOs for both short- and mid-term timeframes was attracting talent and workforce, and the third top reported for both timeframes was retaining talent and workforce.

In response, Purdue's Center for Regional Development is offering a series of free interactive workshops for businesses and organizations in October and November built around attracting talent, candidate evaluation, selection and onboarding, and employee retention. The PCRD skillful talent workshops will be held online via Zoom and you will receive an email prior to the event that includes your link to join and all workshop materials. Additional information concerning the workshops can be found below, and a registration link has been included here for your convenience

[Skillful Indiana Registration](#)

SKILLFUL INDIANA

HIRE BASED ON SKILLS, NOT DEGREE.

60% of American workers over the age of 25 do not hold a four-year degree.*

Why are more companies moving from degree-focused hiring to skills-based hiring? To find quality applicants for hard-to-fill roles. Make your move to skills-based hiring to increase the size of your talent pool and remove barriers for candidates that might not have the degree or network.

Learn how to make this shift through the **free SKILLFUL Talent Series**. You will receive step-by-step guidance on skills-based practices, how to identify the required skills, and how to recognize those competencies in candidates.

COURSES

101

Attract the Right Talent

102

Candidate Evaluation

103

Selection & Onboarding

104

Employee Retention

We've partnered with Skillful Indiana through the Markle Foundation, to help employers and workforce development entities across Indiana learn more about skills-based hiring and implement new ways of finding that talent they need."

- Eric Holcomb, Indiana Governor





*Source: <https://www.bls.gov/cps/cpsaat07.htm>




Center for Regional Development


Learn More

purdue.link/skillful-indiana 

pcrd-web@purdue.edu 

(765) 494-7273 

Register

bit.ly/3KCELjU 



WHAT YOU WILL LEARN

Each two-hour interactive workshop is eligible for 2.0 PDCs for SHRM-CP(r) or SHRM-SCP(r). Earn up to 8.0 PDCs by participating in all four workshops! Register at <https://bit.ly/3KCELjU>.

101 Attract the Right Talent

- Learn skills-based hiring practices
- Design job descriptions around competencies needed for the job
- Broaden your talent pools to all qualified applicants
- Reduce hidden bias in your hiring process
- Source and recruit the right talent for your needs

102 Candidate Evaluation

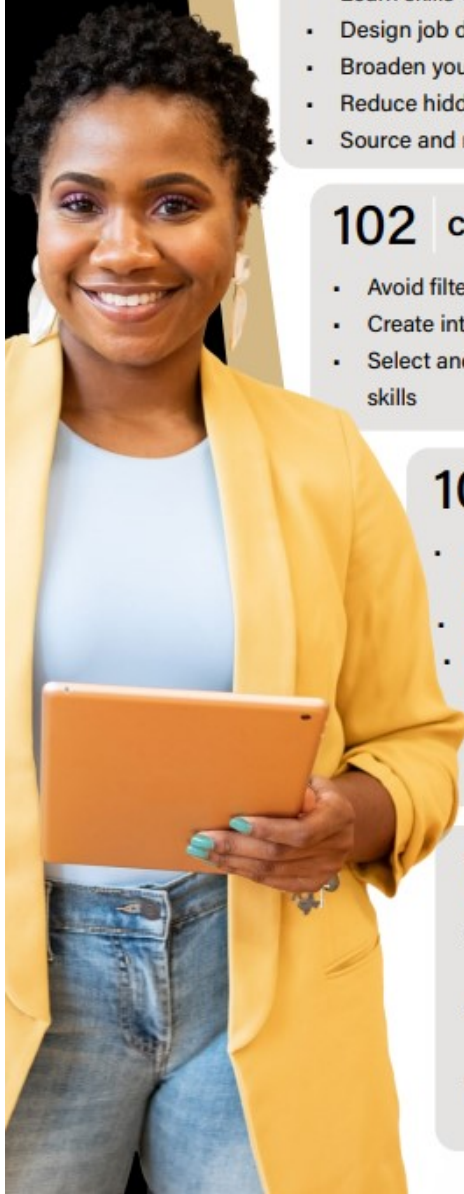
- Avoid filtering out qualified candidates in the screening process
- Create interview questions to uncover candidates' hard and soft skills
- Select and design an assessment to accurately evaluate candidates' skills

103 Selection & Onboarding

- Create guidelines for your selection process to identify and reduce bias
- Select the best candidate based on their skills
- Design an effective onboarding program to decrease new hire training time
 - Onboard your new hire and equip them with the tools and skills they need to succeed

104 Employee Retention

- Identify what skills your new hire has, and what skills they need
- Set up a training program to upskill new and current employees
- Create transparent and inclusive advancement opportunities for employees



Early Childhood Care and Education Survey

The Regional Chamber of Northeast Indiana and the Regional Partnership are currently accepting surveys about the impacts of childcare on the labor force. This data will be used to educate, inform and potentially impact policy discussions on early childhood care and education in NE Indiana. Below, we've included a link for you to participate in their survey.

Take the Survey

2022 Five County Economic Development Forum



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