

TECHPOINT

# Mission41K Update



**Powering Collaboration and  
Empowering Hoosiers**

July 2023

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### Take the Mission41K Pledge

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TECHPOINT

# Introduction



# Letter from TechPoint Leadership

## Reflecting on Progress Since Launch

The future of Indiana's economy heavily depends upon our ability to train and equip Hoosiers with the skills and talents needed to work in our rapidly changing digital economy. While Indiana leads many states in developing high skilled, tech-fluent talent, the number of individuals that businesses require with these skills has been growing markedly faster than the number of individuals with those skills. Many Hoosiers have faced barriers to training and access for tech-related careers. With the acceleration of AI and automation, many Hoosiers risk falling further behind and businesses face heightened inability to hire the talent needed for innovation and growth.

Mission41K was launched last year to attack these challenges head on through state-wide collaboration. We set a bold goal of inclusively growing Indiana's tech-enabled workforce by 41,000 workers by 2030. We spotlighted proven practices, such as skills-based hiring, work-based learning, employer talent development, and adult apprenticeship that could help us get there. Most importantly we highlighted the critical importance

of collaboration across all sectors and stakeholders to innovate, learn, and build together.

As this first annual report will show, Mission41K is succeeding in fostering collaboration and driving real increases in new job creation and the development of tech talent. More than 100 organizations signed on as collaborative partners in the Mission41K movement, and their stories in this report highlight new ways of working together, promising approaches, and early indications of positive progress.

The numbers also tell an encouraging story of initial success. We grew our tech workforce by more than 5.6%, double the prior year rate. We added more than 6,305 net new tech jobs, and we increased the percentages of women and people of color in the tech-related workforce. These early wins show the power of collaboration. By working collaboratively, we can have a major collective impact. This translates directly into increasing the economic well-being of Hoosier families and to catalyzing business creation and growth.

These encouraging signs are only the spring buds of possibility. Much work remains to be done. We hope you will find in the data and stories contained

in this report, inspiration and encouragement to lean in on your efforts. For those not already signed on to Mission41K, we encourage you to sign up to be part of our collective action [Community of Practice](#) group today. Together, we are building Indiana's future success.

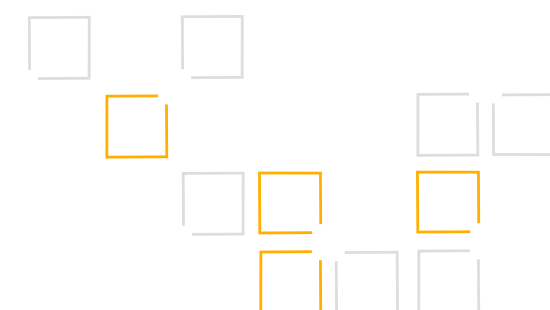
Sincerely,



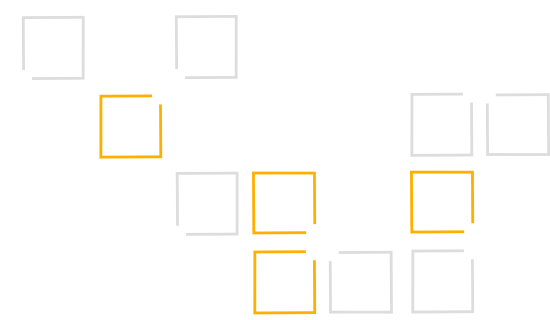
**Ting Goozee**  
*President & CEO*  
TechPoint



**Dr. Dennis Trinkle**  
*SVP of Talent, Strategy & Partnerships*  
TechPoint



# Mission41K Organizational Support



More than 100 organizations have pledged support for Mission41K and this shared goal:

**Inclusively add 41,000 net new tech workers to the Indiana workforce by the year 2030.**

They are working to open up more pathways into tech for individuals from traditionally underrepresented groups via one or more of the following methods:

- championing skills-based hiring,
- re-evaluating job requirements,
- employing adult apprentices,
- strengthening diversity, equity and inclusion practices embedded within talent development and succession planning programs; and,
- identifying new and innovative solutions for attracting, developing and retaining talent for Indiana companies and organizations.

These companies, which range from small start-ups to large institutions and enterprises, have committed to the focused work necessary to inclusively upskill and reskill talent so that we may continue to drive digital innovation in Indiana...now and in the future.

Later in this report, we are pleased to spotlight just a few of these committed organizational partners who are especially doing incredible work in support of Mission41K.



# XTERN<sup>X</sup>

## FILL YOUR TECH TALENT PIPELINE

Candidates screened from  
2,000+ applications

Comprehensive diversity  
recruitment strategy

Robust student summer  
internship experience including  
housing and programming

[TECHPOINT.ORG/XTERN-EMPLOYERS](https://techpoint.org/xtern-employers)



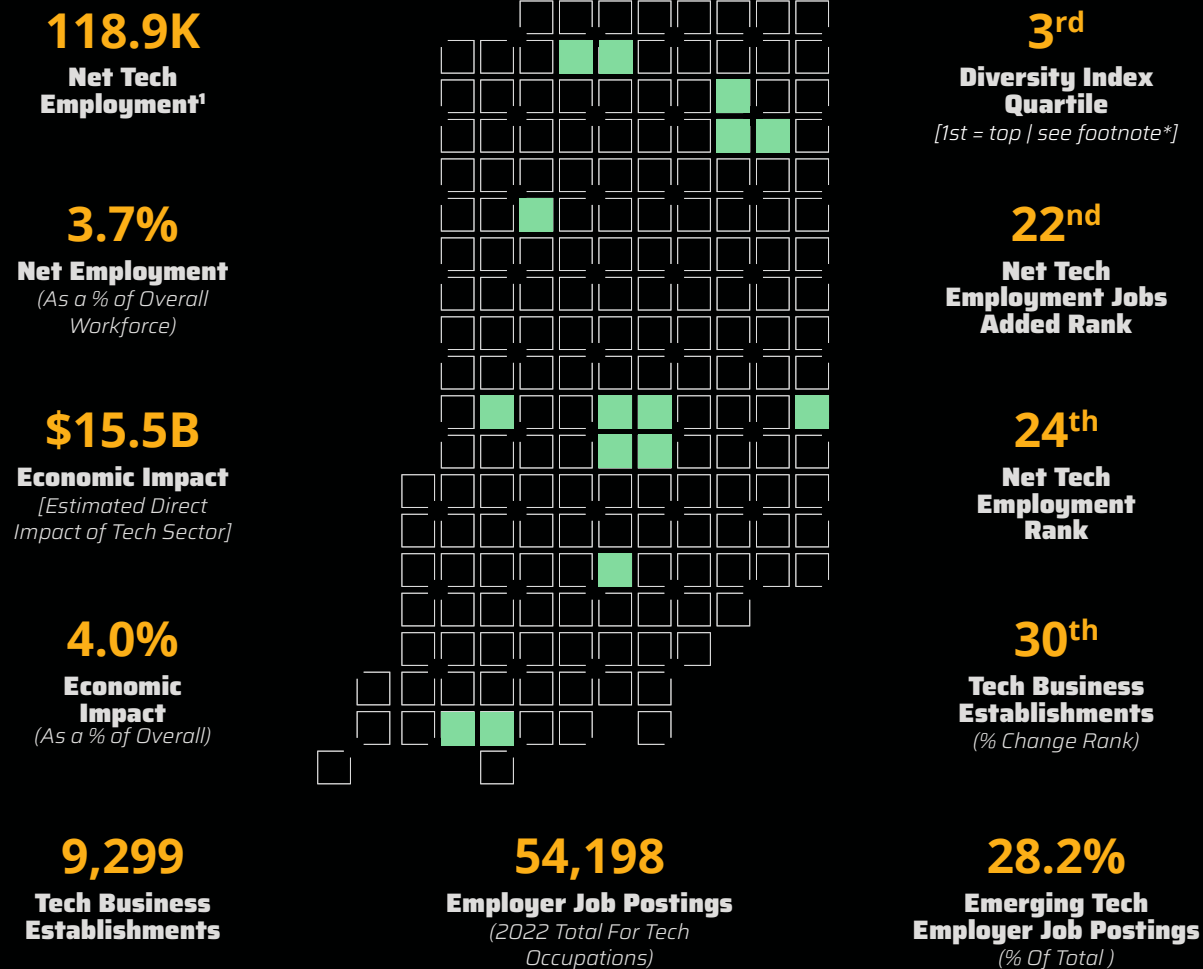
# Tech Workforce Data Update



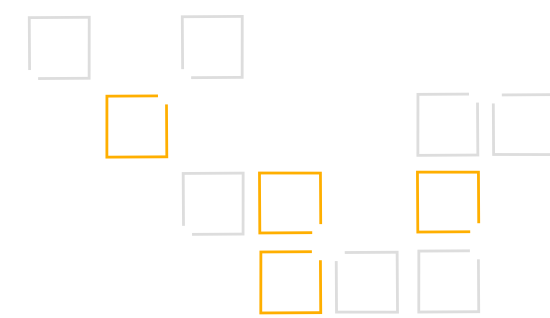
# Key Findings in Indiana

The aggregated source for data in this section was the *2023 CompTIA State of the Tech Workforce* report.

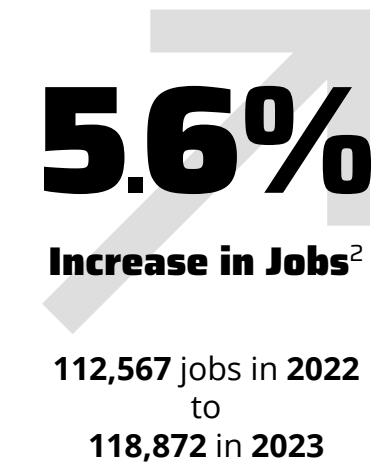
## State of Technology Summary



\* Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others  
1 Net of tech industry + tech occupation employment

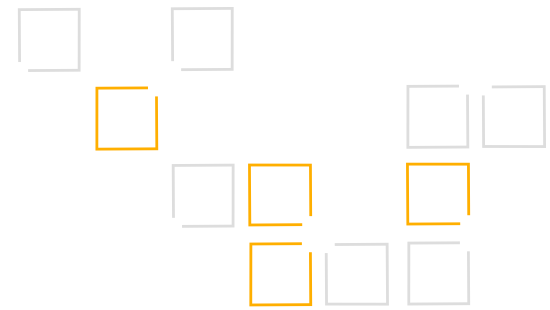


## Net Tech Job Growth



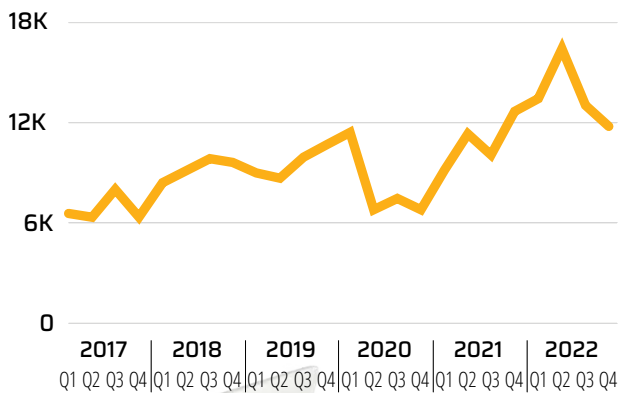
<sup>2</sup> Note that these numbers are representative of core tech roles and they don't include engineering or other tech-reliant roles.





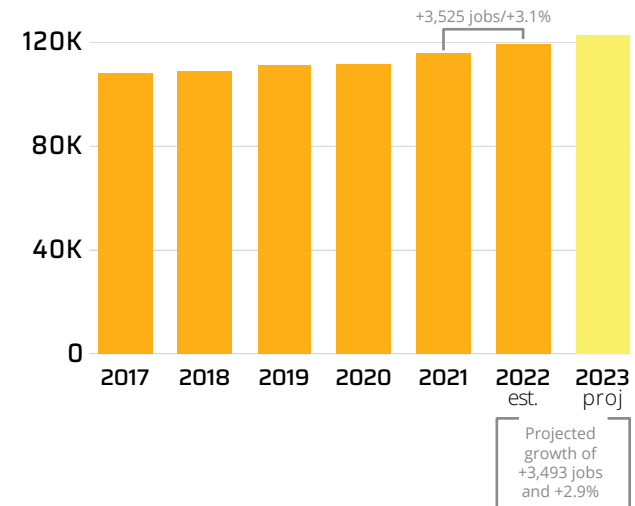
## Employer Hiring Activity Via Job Postings

Quarterly tech job posting trending<sup>3</sup>

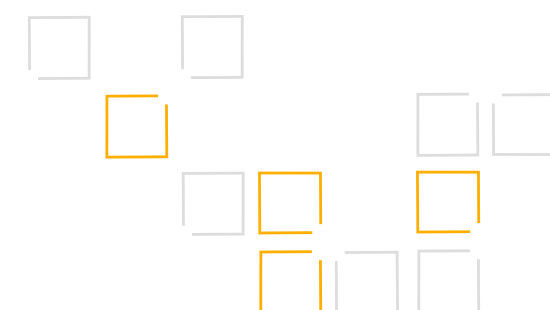


Tech occupations have been major contributors to Indiana’s overall job growth trends over the past 10 years, and Indiana has outpaced most states in the growth of its tech sector. Last year, Indiana ranked 16th in tech job growth rate. Demand for talent continued to rise sharply through 2022 and has remained high in early 2023. Indeed, tech job postings have more than doubled in five years, with strong growth in pre-pandemic years followed by major increases since 2021. This demand reflects the growth of Indiana’s tech sector and the impact of digital transformation and adoption. All companies today rely upon technology, and employers report that 92% of jobs require some level of digital skills.

## Net Tech Employment



<sup>3</sup> CompTIA analysis of Lightcast employer job posting data | core tech jobs



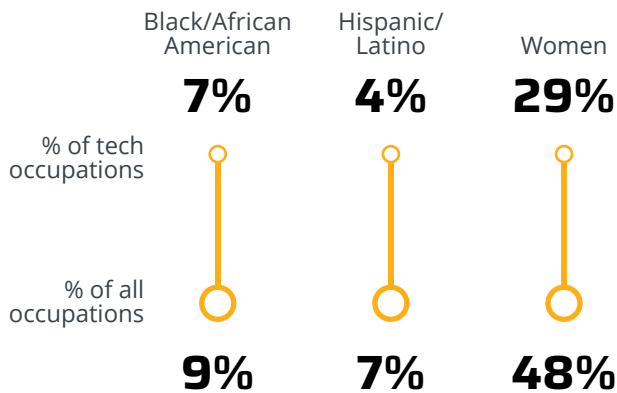
## Leading Tech Occupations

	2022	2023 % Change <sup>4</sup>
Software, Programmers, Web and QA	21,511	4.6%
IT Support Specialist and Repair Technicians	14,522	1.9%
Network Engineers, Architects and Support	12,515	1.6%
Cybersecurity and Systems Engineers	11,215	2.9%
Database, Data Science, Analytics and CS	4,184	3.9%
Emerging Tech, IT Project Mgt. and Other	4,084	3.3%

Indiana added nearly 6,000 new tech jobs in 2023, one of the highest additions of new tech jobs across the past two decades. The increase in tech job creation represents both the increasing demand for high-skilled tech-fluent talent and an increased pool of hired candidates. The increase reflects the impact of employers' strategies to grow their workforce under the Mission41K goals.

Demand for talent in 2022 was strong across all tech fields. Demand was especially high across the key drivers of digital transformation—software, infrastructure, cloud, AI and automation, and cybersecurity. These areas reflect Indiana's most pressing skill needs and the increased development of individuals with these vital skills.

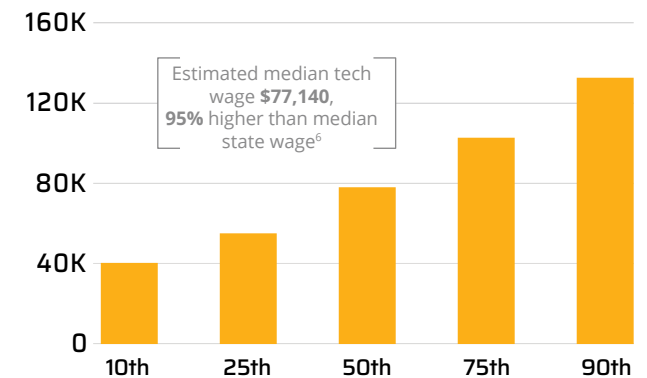
## Tech Workforce Characteristics<sup>5</sup>



A primary goal of Mission41K is inclusively growing Indiana's technology workforce. Both nationally and locally, tech roles have suffered from a lack of inclusion. To diversify talents, perspectives, and skills, tech needs to broadly attract and support all Hoosiers to reflect workforce and population demographics. The first year of Mission41K shows that progress is being made. While increases in participation of women and people of color only increased by 1%, the increase represents a step forward. There is much work to be done, but the initiatives that companies and organizations are adopting are beginning to move the needle.

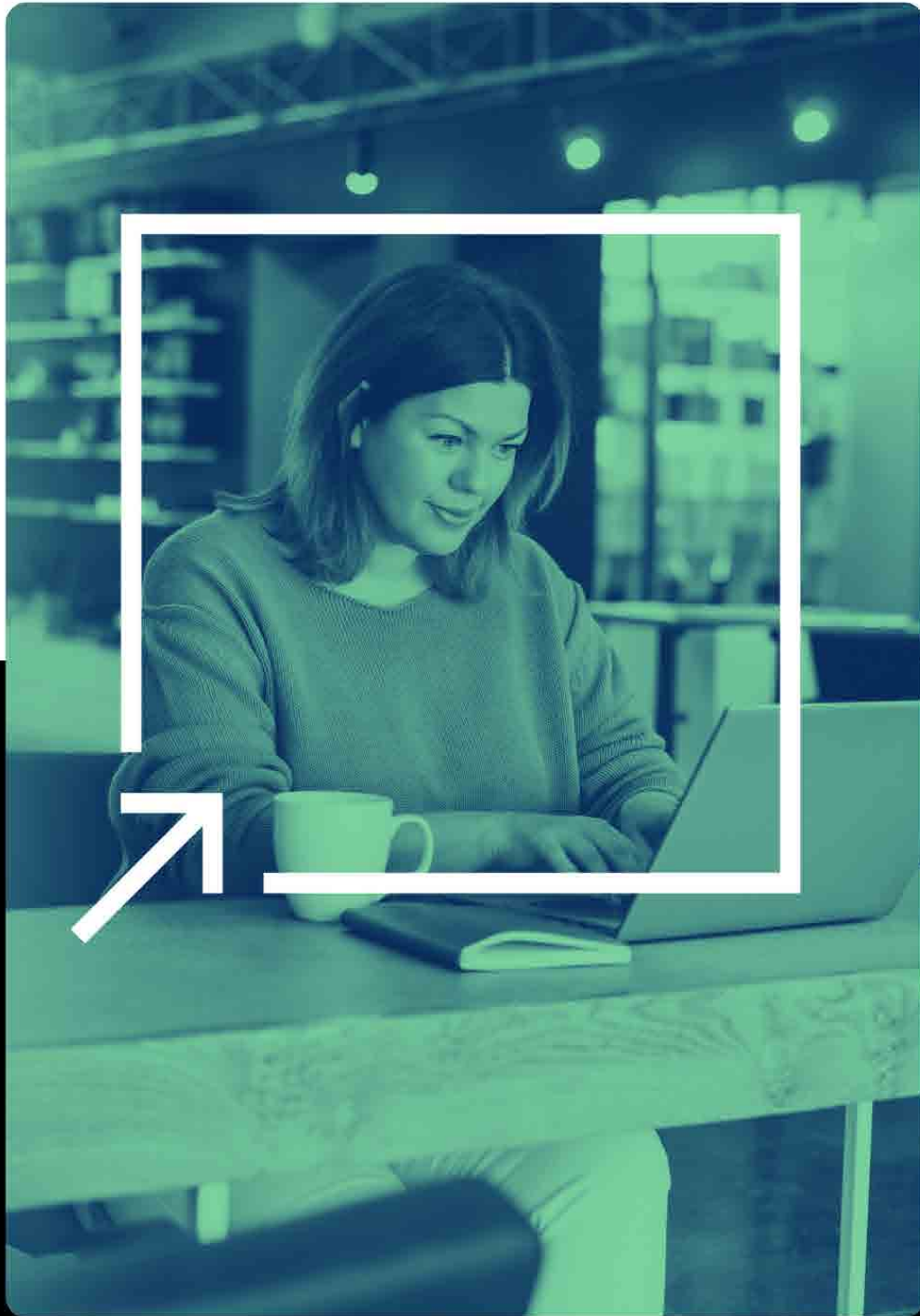
## Tech Occupation Wages

(by percentile)



Indiana witnessed strong wage growth across roles in 2022. This reflects the national and local pattern of rising wages driven by inflation and diminished labor participation rates.

<sup>4</sup> Projected growth rate for 2023  
<sup>5</sup> Data covers core tech occupations  
<sup>6</sup> 2021 data | most recent available



# CONSIDERING A CAREER IN TECH?



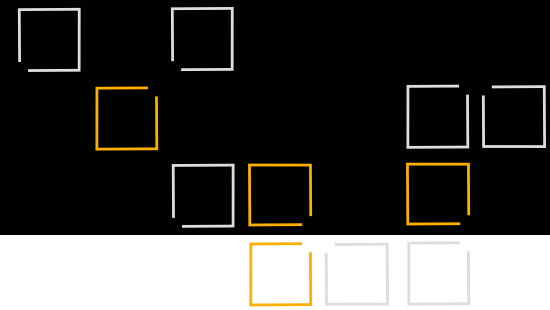
Careers in Tech is a resource tool for people interested in learning more about opportunities to break into Indiana's digital innovation economy.

**CAREERSINTECH.INFO**

TECHPOINT

# Mission41K Success Stories





# Allegion



## Comprehensive adoption of Mission41K programs

Ireland-based Allegion houses its Americas regional headquarters in Carmel. To date, it is the only Indiana company to participate in every element of Mission41K.

That commitment, in addition to the depth of its programming, earned the company TechPoint's [Mission41K Talent Champion of the Year Mira Award](#). Allegion:

- adopted skills-based recruiting and hiring, including removing degree requirements for hiring information technology roles,
- increased the effectiveness of its diverse recruiting,
- initiated an adult apprenticeship program, starting with a pilot of five IT roles,
- participated in TechPoint's Xtern program, and
- participated in TechPoint's Leadership Academy.

In 2021, the company committed to spending \$13 million to expand its manufacturing and engineering operations in the Indianapolis area over the next five years, creating valuable new jobs locally. The tech-enabled manufacturing company also continues to host "MFG Day" programs annually, which are designed to drive interest in the technical and technological skills required for modern manufacturing jobs among youth.

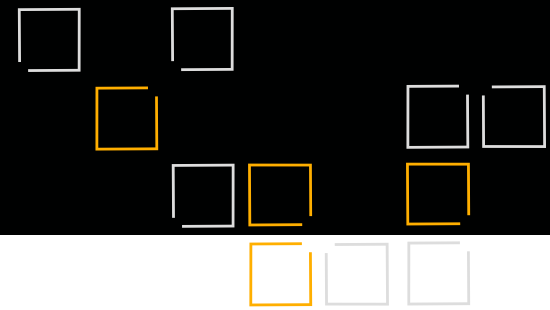


Creation of **325** high-wage jobs by December 2026



Participation in **Mission41K recommended programs**, including youth and adult apprenticeship, skills-based hiring, Xtern and the Leadership Academy

# Eli Lilly & Company



## Apprenticeship programs

Eli Lilly launched its Professional Apprenticeship program in 2021 with more than 20 participants and was among the first Indiana companies to take the Mission41K pledge in 2022.

In 2022, the Indianapolis-headquartered pharmaceutical manufacturer expanded its apprenticeship offerings by developing the Skills First @ Lilly program to provide historically underrepresented candidates who do not possess a four-year degree with a path to family-sustaining jobs in technology, manufacturing, finance, HR and more through a structured apprenticeship. The apprenticeship includes

- training and mentorship,
- extensive hands-on experience in the apprentices' chosen path, and
- wrap-around services.

The company also developed a Tech @ Lilly High School program for local, historically underrepresented diverse youth to create real-world opportunities while exploring and developing their interest in information technology. Lilly also

collaborated with two local colleges to create scholarship opportunities for students with diverse backgrounds. Last year, the company committed \$42.5 million over 10 years to fund an innovative new pharmaceutical manufacturing scholarship program for incoming Purdue University undergraduate students.

The scholarships include a guaranteed internship or co-op at Lilly and coordinated interaction with company leaders. Following this first scholarship announcement, Lilly committed \$15 million to the Ivy Tech Foundation to create a scholarship and an experiential learning program at Ivy Tech Community College for high school and college students with diverse backgrounds who intend to pursue careers in pharmaceutical manufacturing.



**120** participants have been hired into the **Skills First @ Lilly** apprenticeship programs

**75-100** underrepresented/first-generation students will be offered **Purdue University full tuition scholarships** annually for 10 years beginning fall 2023

**9** students were enrolled in the **Tech @ Lilly High School** program

Participation in **Mission41K recommended programs**, including youth and adult apprenticeship, skills-based hiring, Xtern and the Leadership Academy

# A TALENT SOLUTION THAT SCALES WITH YOUR NEEDS

Invest in hiring adult apprentices and create a proven program for developing diverse tech talent.

## Apprentice Roles:

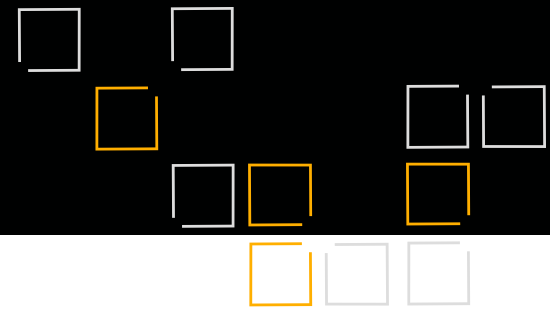
- AWS Cloud Supervisor
- Cyber Security
- Data Analytics
- Digital Marketing
- IT Generalist (ServiceNow)
- Project Management
- Sales Development
- Software Development

[TECHPOINT.ORG/ADULT-APPRENTICESHIP](https://techpoint.org/adult-apprenticeship)



# ADULT APPRENTICESHIP





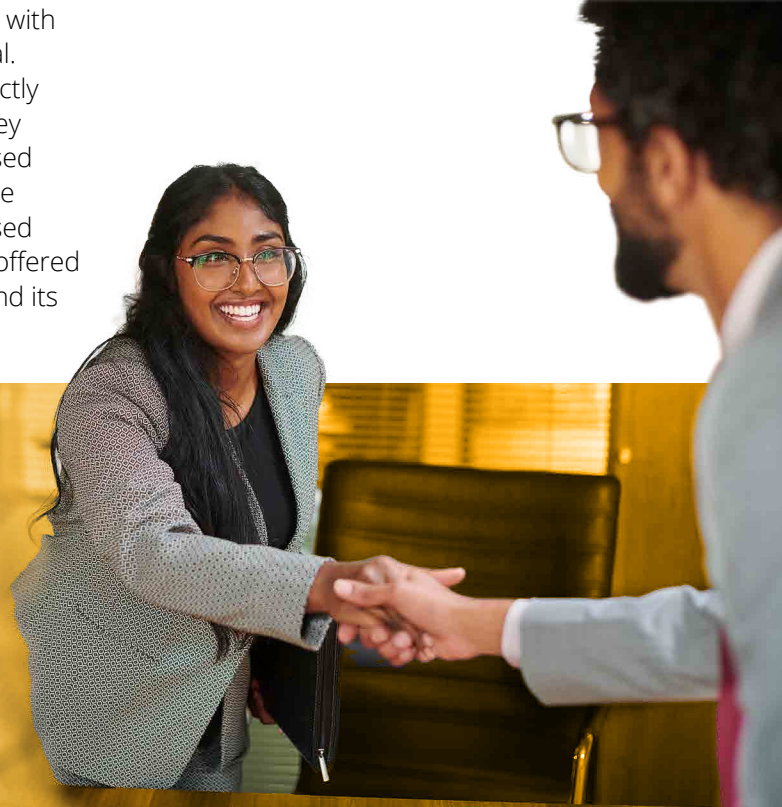
# Zotec Partners



## Skills-based hiring

For many years, Zotec Partners' recruiting process has been fair and equitable and has focused on building and growing an inclusive workplace.

Candidates are selected based on alignment with the company's core values, skill, and potential. Company officials viewed Mission41K as directly aligned with their hiring philosophy. What they didn't fully understand yet was how skills-based hiring could enhance their hiring process. The company is currently implementing skills-based techniques taught at a TechPoint workshop offered in partnership with the Markle Foundation and its Skillful Talent Series.



### IMPACT

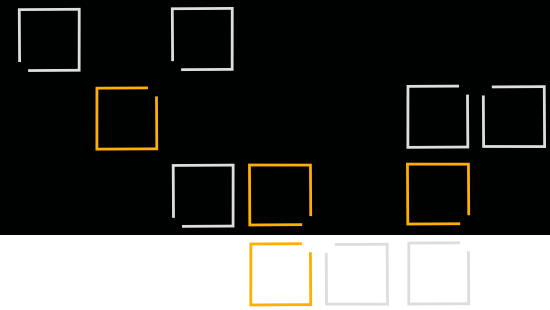


**Job descriptions** are being updated to reflect skills-based requirements



Interview guides, templates and resources are being updated to encourage managers to spend the majority of their interview time focusing on the skills that are actually needed in the position. As a result, we hope to expand our candidate pipeline by including candidates that may have been passed on previously.





# Ivy Tech



## New career pathways

In February 2023, Ivy Tech partnered with TechPoint to provide career pathways for Hoosiers that meet the needs of employers for tech and tech-reliant talent through Ivy Tech's [Ivy+ IT Academy](#).

The Academy offers students the most advanced and innovative way to get in-demand IT training and skills quickly and offers Indiana employers a "one-stop shop" for employees who need training with the largest variety of information technologies and tools offered anywhere.



## IMPACT

> **400** students have **enrolled** in one of five **Google certifications**: UX Design, Digital Marketing and E-Commerce, IT Support, Project Management, and Data Analytics

> **10-70%** **Projected salary** increases for graduates 

> **150** **companies** have signed on as prospective employers for graduates


# Indianapolis Public Schools (IPS)



## Education Readiness Grant

Indianapolis Public Schools (IPS) is using a \$75,000 Education Readiness Grant (ERG) from the Indiana Office of Career and Technical Education (CTE)

This grant will be used to encourage high school students to seek careers in information technology, cybersecurity and software development, identified as positions in high demand by Indiana businesses. IPS will focus its efforts on the IT Operations International Baccalaureate Career-related pathway at Shortridge High School.




**IMPACT**

**1 of 9**  
high schools  
selected to win  
a **2023 ERG**

and  
is

**1 of 4**  
implementing  
an **IT program**

 **Funding** will be used to purchase new and **innovative technologies** and equipment for implementation in the 23-24 school year.

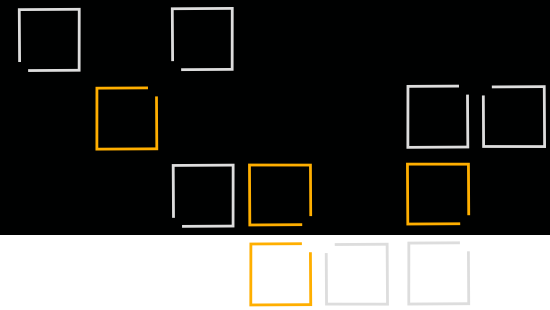
**ISP will partner with a local employer** to provide students with a work-based learning experience that complements their Advanced Manufacturing/IT CTE Pathway.



## **A PATH FOR STUDENTS TO A CAREER IN TECH**

A career exploration program to help students learn new skills and make plans to work toward a fulfilling career in the expanding tech industry.

**[TECHPOINT.ORG/XPLORE-STUDENTS](https://techpoint.org/xplore-students)**



# InnoPower



## Underserved population pathways

InnoPower partnered with TechPoint to conduct design thinking sessions in Indianapolis, Gary and Fort Wayne to begin strategic programs targeting Black Hoosiers who are interested in tech careers.

The three-phased sessions are designed to learn first from the target audience what obstacles exist keeping them from tech careers, develop ideas for how the obstacles can be overcome and then implement the ideas.

- Information from those sessions has been reviewed and used to build programming for the Fall of 2023.
- The effort earned the partners a \$300,000 grant from the Indianapolis African American Quality of Life Initiative to fund the partners' first action step – an adult apprentice program in central Indiana for low-income, Central Indiana Black men and women.

- The next step is to build an identifiable and connected statewide tech talent development and placement ecosystem. This interactive ecosystem will identify non-traditional training providers, traditional institutions, student support organizations, and employers. The interactive ecosystem map will allow us to connect the dots better, refrain from duplication of efforts and quantify progress in real-time. For more information, contact [info@innopowerindy.com](mailto:info@innopowerindy.com) or [download the design thinking sessions here](#).



The sessions were attended by **>150** community members and leaders.



Information gleaned from those sessions has been reviewed and used to build programming in 2023.

The effort earned the partners a **\$300K** grant from the Indianapolis African American Quality of Life Initiative to fund the partners' first action step – an adult apprentice program in central Indiana for low-income, central Indiana Black men and women.



# Take the Mission41K pledge.

**Is your organization ready to take part in the collective mission of inclusively growing the Indiana tech workforce by 41,000 workers by 2030?**

Partner with TechPoint for resources and guidance on

- adopting skills-based talent management,
- implementing apprenticeships, and
- sharing progress updates with TechPoint to demonstrate impact.