

# Video

## ULI TAP Curtis Infrastructure Initiative

Date: November 15, 2022

00:00:00 --> 00:00:05: Good afternoon and welcome to today's discussion with the online

00:00:05 --> 00:00:09: Technical Assistance Panel in Indianapolis. IN where we've under the

00:00:09 --> 00:00:13: privilege and honor of the Curtis Infrastructure initiative, we are

00:00:13 --> 00:00:15: having a discussion.

00:00:15 --> 00:00:15: About.

00:00:16 --> 00:00:22: Central IN particularly workforce jobs and housing and how they're

00:00:22 --> 00:00:24: they're related to each other.

00:00:26 --> 00:00:27: You know I.

00:00:27 --> 00:00:30: Has a mission to help shape the future of the

00:00:30 --> 00:00:35: built environment for transformative impact on communities worldwide, and they

00:00:35 --> 00:00:39: do this through its membership that represents the entire spectrum

00:00:39 --> 00:00:42: of real estate development and land use disciplines.

00:00:44 --> 00:00:48: The US facilities facilitates an open discussion of ideas and information among industry leaders, policymakers dedicated to creating better places,

00:00:48 --> 00:00:54: utilize focuses on outreach, and encourage creative practice practical solutions

00:00:59 --> 00:01:04: for some of the more challenging issues facing today's communities.

00:01:06 --> 00:01:11: Works through technical assistance panels with communities to deliver fresh

00:01:11 --> 00:01:17: insights and discover innovative solutions to the challenges. Provide candidate

00:01:17 --> 00:01:21: and unbiased input input from expert land. Use professionals who

00:01:22 --> 00:01:25: volunteer their time or serve on these panels and to

00:01:25 --> 00:01:30: hopefully kick start critical conversations and deliver results in a

00:01:30 --> 00:01:34: very compact 1 1/2 to two day, sometimes up to

00:01:34 --> 00:01:35: one week long efforts.

00:01:36 --> 00:01:38: To focus on challenges.

00:01:39 --> 00:01:44: Through UI's National Curtis Infrastructure Initiative, UI Indiana has partnered

00:01:44 --> 00:01:49: with the Indianapolis Metropolitan Planning Organization, or the IM PO,

00:01:49 --> 00:01:53: to investigate the spatial mismatch between jobs and workers in

00:01:54 --> 00:01:58: the metropolitan Indianapolis area, with a focus on creating more

00:01:58 --> 00:02:03: equitable access to the regions manufacturing, distribution and logistics, or

00:02:03 --> 00:02:04: MDL, jobs.

00:02:06 --> 00:02:07: I am Kevin Buckeye.

00:02:07 --> 00:02:10: And your tap chair for today, I'm a senior planner

00:02:10 --> 00:02:14: at the law firm Creek Devault with experience in both

00:02:14 --> 00:02:18: public and private sector work. Mitch Balaga is the active

00:02:18 --> 00:02:23: transportation manager for the northwestern Indiana Regional Planning Commission, or

00:02:24 --> 00:02:26: sometimes referred to as Mercy.

00:02:26 --> 00:02:31: Andrew Bradley is the policy director at Prosperity Indiana. Tracy

00:02:31 --> 00:02:35: Kapsalis, who unfortunately could not be with us today but

00:02:35 --> 00:02:39: played key role in the discussions yesterday, is an Executive

00:02:39 --> 00:02:42: Vice President with Jones Lang LaSalle and Chris Pryor is

00:02:43 --> 00:02:47: the chief advocacy officer with my board Realtor Association.

00:02:51 --> 00:02:55: We were asked to investigate a perceived or an actual

00:02:55 --> 00:02:59: mismatch between the location of jobs and housing in the

00:02:59 --> 00:03:03: Indianapolis Metropolitan region, jobs in the MDL area. The MDL

00:03:03 --> 00:03:07: jobs are available in the suburbs, there may be qualified

00:03:07 --> 00:03:11: workers near the Indianapolis city core, and the region lacks

00:03:11 --> 00:03:14: a good connection connection between those two.

00:03:15 --> 00:03:18: Our goal is to provide guidance for the MPO to

00:03:18 --> 00:03:23: pursue in future planning projects and connect the MDL industry

00:03:23 --> 00:03:28: to supplement the MPO's ongoing relationships and planning work.

00:03:31 --> 00:03:34: We were asked to investigate 3 key questions here. What

00:03:34 --> 00:03:38: are the factors that contribute to that spatial mismatch of

00:03:38 --> 00:03:41: workers and jobs in central IN and can we rank

00:03:41 --> 00:03:45: those? Who has the power to influence these factors and  
00:03:45 --> 00:03:47: what our potential solutions?  
00:03:49 --> 00:03:52: There were a number of stakeholders that were invited to  
00:03:52 --> 00:03:55: yesterday's interviews. You see a list of some of those  
00:03:55 --> 00:03:58: who joined us on the screen today. Many more were  
00:03:58 --> 00:04:01: invited and hopefully they've all been able to check in  
00:04:01 --> 00:04:04: today for this this presentation, but we thank them for  
00:04:04 --> 00:04:06: their time out of their busy work days to help  
00:04:07 --> 00:04:08: us with this effort.  
00:04:11 --> 00:04:14: We discovered along the way there are a number of  
00:04:14 --> 00:04:17: things that seem to be going right in this arena.  
00:04:17 --> 00:04:21: Marion County has an inclusive incentive policy that tries to  
00:04:21 --> 00:04:25: incorporate the provision of bus stops, talks about wages and  
00:04:25 --> 00:04:28: are very helpful to the to the cause. Employers have  
00:04:28 --> 00:04:33: a desire to expand transportation networks and options.  
There is  
00:04:33 --> 00:04:37: an interest from some municipalities to expand the transit  
routes  
00:04:37 --> 00:04:41: into their geography and create a truly regional transit.  
00:04:41 --> 00:04:45: Some and some communities are considering how to provide  
wrap  
00:04:45 --> 00:04:49: around services to support workers in their efforts to reach  
00:04:49 --> 00:04:50: the jobs.  
00:04:52 --> 00:04:56: What we found is that there is a mismatch. It's  
00:04:56 --> 00:04:58: not just perceived, defining.  
00:04:58 --> 00:04:58: That.  
00:04:58 --> 00:05:02: Mismatch though is is different for the different players and  
00:05:02 --> 00:05:05: and the equation. There is not just one problem and  
00:05:05 --> 00:05:06: there are many contributing.  
00:05:06 --> 00:05:07: Factors.  
00:05:08 --> 00:05:12: However, calling it a spatial mismatch may be a misnomer.  
00:05:12 --> 00:05:15: And it involves more than just space and time. It's  
00:05:15 --> 00:05:19: transportation, it's skills, it's education and the wrap around  
services  
00:05:19 --> 00:05:20: that I.  
00:05:20 --> 00:05:20: Mentioned.  
00:05:22 --> 00:05:25: Uh, there are unlimited factors, those that rose to the  
00:05:25 --> 00:05:30: top of them, including business, workforce, transportation  
and access.  
00:05:30 --> 00:05:31: Housing.  
00:05:31 --> 00:05:35: Economic development policy and community and land use  
plan.  
00:05:38 --> 00:05:41: The region that we were asked to look at is

00:05:41 --> 00:05:45: really central IN everybody knows about Marion County and the

00:05:45 --> 00:05:49: donut counties. On the left hand part of your screen

00:05:49 --> 00:05:53: you see the region based on counties. The reddish brown

00:05:53 --> 00:05:56: areas on the on the left side indicate locations of

00:05:56 --> 00:06:00: existing MDL industries. What is missing from this is the

00:06:00 --> 00:06:04: rapid expansional on Mount Comfort Rd in Hancock County that

00:06:04 --> 00:06:07: has emerged over the last several years.

00:06:07 --> 00:06:11: The blue lines on the left map are a depiction

00:06:11 --> 00:06:16: of existing transit opportunities in Marion County and extending down

00:06:16 --> 00:06:20: into Johnson County. On the right hand side is the

00:06:20 --> 00:06:25: area map for the Indianapolis Metropolitan planning area of the

00:06:25 --> 00:06:29: MPO, and you can see that it very, very nicely

00:06:29 --> 00:06:34: nests inside of the county's perimeter boundary, but does not

00:06:34 --> 00:06:37: include all of the counties area.

00:06:40 --> 00:06:43: I'd like to turn it over now to Andrew, who

00:06:43 --> 00:06:45: will talk about the business climate.

00:06:46 --> 00:06:50: Thanks so much, Kevin. I'm again, I'm Andrew Bradley. I'm

00:06:50 --> 00:06:54: policy director for Prosperity Indiana, where the statewide association for

00:06:54 --> 00:06:58: Community Economic Development. And I'm going to be talking about

00:06:58 --> 00:07:02: the business climate and also the workforce climate and starting

00:07:02 --> 00:07:06: off with that business climate. I'm representing the coordination of

00:07:06 --> 00:07:10: the work from Tracy Kapsalis, who again couldn't be with

00:07:10 --> 00:07:13: us here today, but she helped bring together this information

00:07:14 --> 00:07:17: from across the region about business and employers.

00:07:17 --> 00:07:20: And their needs facing this issue. So to start out

00:07:20 --> 00:07:24: with one of the mentioned that you know these two

00:07:24 --> 00:07:28: issues dovetail well, well together that businesses, the demand and

00:07:28 --> 00:07:32: talent is the supply. But really there are two sides

00:07:32 --> 00:07:35: of the same coin. It's really one large issue to

00:07:35 --> 00:07:38: be solved and addressed throughout the region.

00:07:39 --> 00:07:40: What we're going to be talking about.

00:07:40 --> 00:07:43: In this portion is more of a qualitative analysis of

00:07:43 --> 00:07:46: what partners from across the region told us there's a

00:07:46 --> 00:07:47: lot of.

00:07:47 --> 00:07:51: Limitative work out there. In fact, the most recent analysis

00:07:51 --> 00:07:54: I know of is a new study from Ascend Indiana,  
00:07:54 --> 00:07:56: and employee indeed just came out.  
00:07:56 --> 00:07:57: Yesterday.  
00:07:57 --> 00:08:02: About Indiana's evolving labor market, I think that's certainly  
worth  
00:08:02 --> 00:08:07: studying that qualitative or quantitative side as well. Across  
that  
00:08:07 --> 00:08:11: qualitative side, we heard some common themes and one of  
00:08:11 --> 00:08:15: those is that the business climate and employer needs also  
00:08:15 --> 00:08:17: are quality of life.  
00:08:17 --> 00:08:21: Issues their quality of life. Issues that determine where  
business  
00:08:21 --> 00:08:25: wants to be located on the environment in which they  
00:08:25 --> 00:08:28: plan to be for the future. And then that also  
00:08:28 --> 00:08:30: becomes a business issue.  
00:08:31 --> 00:08:34: Another common theme that we heard and you're going to  
00:08:34 --> 00:08:38: hear throughout today's presentation is that transportation is  
an issue  
00:08:38 --> 00:08:41: and and that really rose time and again in the  
00:08:41 --> 00:08:45: discussion of business and employer concerns. And that's  
regionally, locally  
00:08:46 --> 00:08:49: and especially for businesses that last mile. You can have  
00:08:49 --> 00:08:53: a great infrastructure for transportation, but if it's not getting  
00:08:53 --> 00:08:56: employees to the front door, then businesses are still going  
00:08:56 --> 00:08:59: to consider that to be a major concern.  
00:09:02 --> 00:09:06: Umm, let's see. So several issues that we learned through  
00:09:06 --> 00:09:11: this discussion that upon site selection that labor is often  
00:09:11 --> 00:09:15: one of the the first questions that's asked. However,  
sometimes  
00:09:16 --> 00:09:19: there's not a lot of efforts been up front on  
00:09:19 --> 00:09:22: that how of getting people to these jobs on the  
00:09:23 --> 00:09:27: front end. And that's really where that last mile issue  
00:09:27 --> 00:09:31: can come into play. In the bigger picture, sometimes we  
00:09:31 --> 00:09:33: found that some companies.  
00:09:33 --> 00:09:38: Including international companies have thought ahead about  
these issues, about  
00:09:38 --> 00:09:41: labor considerations, but some of the more local and  
domestic  
00:09:42 --> 00:09:46: companies haven't thought about those ahead of time. And  
sometimes  
00:09:46 --> 00:09:49: that is a role that an intermediary can play is  
00:09:49 --> 00:09:51: helping them to think through the positions.  
00:09:52 --> 00:09:56: I heard time and again that the labor market currently  
00:09:56 --> 00:10:00: is very competitive and businesses are trying to wrap their

00:10:00 --> 00:10:04: head around how to not just attract but retain a  
00:10:04 --> 00:10:09: qualified workforce and the different types of incentives and  
internal  
00:10:09 --> 00:10:12: and public policies that are necessary for that.  
00:10:14 --> 00:10:18: Some of those challenges include providing wrap around  
services and  
00:10:18 --> 00:10:22: amenities and connections to the service industries that are  
necessary  
00:10:22 --> 00:10:24: for that attraction and.  
00:10:24 --> 00:10:25: Especially the retention.  
00:10:25 --> 00:10:29: Of talent and some of the big issues that we've  
00:10:29 --> 00:10:33: heard about were things as broad as childcare and and  
00:10:33 --> 00:10:37: having that childcare workforce in in place near the the  
00:10:37 --> 00:10:42: transportation logistics and manufacturing that we're talking  
about and as  
00:10:42 --> 00:10:43: small as having.  
00:10:43 --> 00:10:47: Quick service restaurants that are nearby so that employees  
are  
00:10:47 --> 00:10:49: are able to be fed along the way.  
00:10:51 --> 00:10:55: We heard a common theme that businesses sometimes  
ignore these  
00:10:55 --> 00:10:58: issues or don't want to face them, or they're not  
00:10:58 --> 00:11:01: motivated to come to the table until they reach a  
00:11:01 --> 00:11:04: pain point or a tipping point and then it's a  
00:11:04 --> 00:11:08: hot burning issue and really want to solve that issue  
00:11:08 --> 00:11:11: because it affects them being able to do what they  
00:11:11 --> 00:11:16: do. Transportation, again, big challenges getting people to  
their job.  
00:11:17 --> 00:11:19: Training is an issue that we've.  
00:11:19 --> 00:11:21: Talked about it throughout.  
00:11:21 --> 00:11:24: These discussions you know although that there are a lot  
00:11:25 --> 00:11:29: of public and larger and smaller higher education, workforce  
education.  
00:11:29 --> 00:11:33: We did hear that this is another issue where sometimes  
00:11:33 --> 00:11:37: employers are taking that challenge in House. When they  
reach  
00:11:37 --> 00:11:41: that pain point, you know they will do welding training  
00:11:41 --> 00:11:44: in house if that's what it takes to to get  
00:11:44 --> 00:11:47: welders. However a larger regional approach.  
00:11:47 --> 00:11:48: Would.  
00:11:48 --> 00:11:49: Be very helpful.  
00:11:51 --> 00:11:53: But would be best positioned in places in the region  
00:11:53 --> 00:11:56: where the need is greatest. That was a theme.  
00:11:58 --> 00:12:02: So who can influence change when it comes to business

00:12:02 --> 00:12:06: and employer needs? We heard again and again that employer

00:12:06 --> 00:12:11: engagement is critical, but this tension between needing to have

00:12:11 --> 00:12:15: the employer needs present, but also the lack of their

00:12:15 --> 00:12:19: ability or sometimes interest in engaging until they reach that

00:12:19 --> 00:12:22: pain point. So there needs to be a way for

00:12:22 --> 00:12:27: a regional strategy to be able to incorporate that business

00:12:27 --> 00:12:28: and employer voice.

00:12:28 --> 00:12:32: Without waiting on them to to attend, you know, multiple

00:12:32 --> 00:12:35: meetings that they don't have the capacity to or the

00:12:35 --> 00:12:35: interest.

00:12:35 --> 00:12:36: To.

00:12:36 --> 00:12:39: Or somehow incorporating their voice at times other than when

00:12:39 --> 00:12:41: they're feeling that way?

00:12:42 --> 00:12:46: We did hear that public sector, sector professional staff can

00:12:46 --> 00:12:49: and does play a role in trying to meet the

00:12:49 --> 00:12:53: needs of employers, sometimes in small batches of trying to

00:12:53 --> 00:12:57: get a small group of employees to work. But sometimes

00:12:57 --> 00:13:01: we found that they can't carry the full load, especially

00:13:01 --> 00:13:04: of advocacy. They can't be up front or out front

00:13:04 --> 00:13:08: in trying to make systemic change. You know, they don't

00:13:08 --> 00:13:11: have the capacity or sometimes the.

00:13:14 --> 00:13:17: The not the will, but the public to do that.

00:13:17 --> 00:13:21: However, it is an elected officials, they're the ones that

00:13:21 --> 00:13:25: really need to be champions for change in order to

00:13:25 --> 00:13:29: see the regional progress, making sure that those elected officials

00:13:29 --> 00:13:33: are aware and engaged and accountable for that change.

00:13:34 --> 00:13:38: So in terms of the the business and workforce, business

00:13:39 --> 00:13:44: and employer demand some potential solutions. There are things that

00:13:44 --> 00:13:48: businesses can do right now. There's ways that they can

00:13:48 --> 00:13:51: learn more and be educated and there are ways that

00:13:51 --> 00:13:55: they can work on broader solutions. So in terms of

00:13:55 --> 00:13:59: what some things that are working well now in the

00:13:59 --> 00:14:04: region, businesses are meeting that recent tight labor market by

00:14:04 --> 00:14:04: offering.

00:14:04 --> 00:14:08: Flexibility. We've heard examples of having a four day 10

00:14:08 --> 00:14:12: hour shift work week versus A5 day 8 hour shift

00:14:12 --> 00:14:16: and offering employees things like free lunches or meals to

00:14:16 --> 00:14:17: keep them.

00:14:17 --> 00:14:19: Coming back and and to be able to reduce that

00:14:19 --> 00:14:20: cost for.

00:14:20 --> 00:14:24: The employees offering flexibility of in terms of extra vacation

00:14:25 --> 00:14:28: or paid time off and also we hear about soft

00:14:28 --> 00:14:33: skills, but sometimes there's the soft recognition and making sure

00:14:33 --> 00:14:35: that employees feel valued.

00:14:35 --> 00:14:39: And having that public recognition of value as a retention

00:14:39 --> 00:14:39: strategy.

00:14:41 --> 00:14:47: On the transportation side, creative solutions like pooling several businesses

00:14:47 --> 00:14:51: within a employer complex to share the cost and shuttle

00:14:51 --> 00:14:54: services in order to get to that last mile issue

00:14:54 --> 00:14:56: for transportation.

00:14:57 --> 00:15:01: And another an area that there's opportunity is to revisit

00:15:01 --> 00:15:06: wages from a business and employer perspective with the rapidly

00:15:06 --> 00:15:12: changing labor market. Sometimes there's outdated information or assumptions and

00:15:12 --> 00:15:17: we heard from some local professional staff and sometimes they're

00:15:17 --> 00:15:21: able to educate businesses and help make sure that they're

00:15:21 --> 00:15:25: aware of the most recent information and that when businesses

00:15:25 --> 00:15:27: do offer competitive wages.

00:15:28 --> 00:15:31: That helps solve some of those employee based issues that

00:15:31 --> 00:15:34: we're going to talk about in just a moment. Then

00:15:35 --> 00:15:39: there are opportunities again for businesses really to be engaged

00:15:39 --> 00:15:43: in that broader systemic policy solution and that can be

00:15:43 --> 00:15:45: as small as the local level or the state or

00:15:45 --> 00:15:49: federal level. One example we heard about was in Logansport

00:15:49 --> 00:15:53: little bit outside of the direct central IN area but

00:15:53 --> 00:15:56: using a local option hacks and working with the local

00:15:56 --> 00:15:58: school corporation.

00:15:58 --> 00:16:02: To address some childcare issues that are barriers for.

00:16:02 --> 00:16:03: Employees OK, so we.

00:16:03 --> 00:16:07: Talked a bit, you know, on the the business side,

00:16:07 --> 00:16:10: now let's talk a bit about the workforce side, the

00:16:10 --> 00:16:13: the demand side or excuse me, we talked about the

00:16:14 --> 00:16:17: demand now the supply side. So again there's a lot

00:16:17 --> 00:16:20: of quantitative work out there, don't want to.



00:16:23 --> 00:16:27: Belabor that too much. But it is worth mentioning that  
00:16:27 --> 00:16:31: there is a skills mismatch that is quantifiable and that  
00:16:31 --> 00:16:34: shows up statewide and shows up regionally and in terms  
00:16:34 --> 00:16:38: of the education and skills training that Hoosiers in central  
00:16:38 --> 00:16:41: India have versus what employers are ask.  
00:16:43 --> 00:16:47: They're also, it's very much worth mentioning, we talked  
about  
00:16:47 --> 00:16:51: the the the spatial mismatch may not just be spatial  
00:16:51 --> 00:16:52: you may have.  
00:16:53 --> 00:16:57: Workers in a certain county that are going to another  
00:16:57 --> 00:17:01: county for a high paid job. Or you may have  
00:17:01 --> 00:17:05: folks from Marion County going into collar counties for lower  
00:17:05 --> 00:17:09: paying jobs because that's where they can find them.  
00:17:10 --> 00:17:15: However, a certain percentage of those households are not  
able  
00:17:15 --> 00:17:19: to meet their basic needs and throughout central IN there  
00:17:19 --> 00:17:23: are still 11% of households in poverty, 23% that United  
00:17:23 --> 00:17:27: Way calls asset limited, income constrained but employed.  
And they're  
00:17:28 --> 00:17:31: not able to meet those basic needs like childcare, like  
00:17:32 --> 00:17:36: transportation, like housing on the road. And it's very  
important  
00:17:36 --> 00:17:40: to mention that there are some specific geographic and also.  
00:17:41 --> 00:17:45: Racial disparities when it comes to the families that aren't  
00:17:45 --> 00:17:47: able to meet their basic needs.  
00:17:48 --> 00:17:52: Another element that we heard about from a workforce  
perspective  
00:17:52 --> 00:17:55: is that increasingly people with means and especially the  
younger  
00:17:55 --> 00:17:59: generation, they're choosing first where to live based on what  
00:17:59 --> 00:18:02: they want their lifestyle to look like based on things  
00:18:02 --> 00:18:05: like amenities, and then choosing jobs to go along with  
00:18:05 --> 00:18:08: it. Heard a great example about how the the town  
00:18:08 --> 00:18:10: of Lebanon has included this art project that you can  
00:18:11 --> 00:18:14: see on your screen now and that's helped revitalize the  
00:18:14 --> 00:18:16: downtown, attract businesses, attract.  
00:18:16 --> 00:18:17: Workers, people want to.  
00:18:17 --> 00:18:18: Live in a place that they feel.  
00:18:20 --> 00:18:25: And that's happening both in towns and in neighborhoods  
within  
00:18:25 --> 00:18:26: urban centers.  
00:18:27 --> 00:18:29: And that can be part of a strategy for for  
00:18:29 --> 00:18:33: the workforce. So in terms of who can influence change,  
00:18:33 --> 00:18:36: this was a conversation we talked about when it comes

00:18:36 --> 00:18:40: to barriers to the workforce, specifically some of these underlying

00:18:40 --> 00:18:45: issues like childcare, like wages, like skills, like housing stability,

00:18:45 --> 00:18:48: the state and the General Assembly has chosen to that.

00:18:48 --> 00:18:52: They are the ones that make those decisions. They've taken

00:18:52 --> 00:18:53: away local options.

00:18:55 --> 00:18:59: However, that meant we heard in the discussions that some

00:18:59 --> 00:19:04: local stakeholders within pessimistic about the ability for statewide policy

00:19:04 --> 00:19:09: change. However, it's still important for those local policymakers and

00:19:09 --> 00:19:13: stakeholders to be involved and to give voice to the

00:19:13 --> 00:19:17: positions then how to move forward. There are issue based

00:19:17 --> 00:19:21: coalitions that are out there bringing together a wide array

00:19:21 --> 00:19:25: of employers, workforce and other community stakeholders.

00:19:25 --> 00:19:29: That have been able to make some progress on skills

00:19:29 --> 00:19:33: training issues, on housing issues and other areas and that

00:19:33 --> 00:19:36: could present a model for change when it comes to

00:19:36 --> 00:19:39: this spatial mismatch. And so just to wrap up this

00:19:39 --> 00:19:44: section in terms of potential solutions, again reinforcing that if

00:19:44 --> 00:19:48: you're going to address systemic barriers to the workforce, then

00:19:48 --> 00:19:53: the employers and the people involved and the community organizations

00:19:53 --> 00:19:56: who serve them and know the community's best.

00:19:56 --> 00:19:59: All need to be part of that conversation or else

00:19:59 --> 00:20:03: you're likely going to solve an issue that doesn't exist

00:20:03 --> 00:20:07: or create unintended consequences. And if there are some specific

00:20:07 --> 00:20:12: areas to really zero in on poverty reduction, housing stability

00:20:12 --> 00:20:17: and affordability and broader economic opportunity, asset building and consumer

00:20:17 --> 00:20:21: protections for that work. And with that, let me turn

00:20:21 --> 00:20:24: it over to my new friend Mitch to talk about

00:20:24 --> 00:20:25: transportation and access.

00:20:27 --> 00:20:33: All right. Thank you, Andrew. So throughout this presentation, transportation

00:20:33 --> 00:20:36: has had quite the highlight. And so here are some

00:20:36 --> 00:20:37: factors.

00:20:37 --> 00:20:37: That we heard.

00:20:38 --> 00:20:42: From the panelists that we spoke with first of.

00:20:42 --> 00:20:42: All.

00:20:43 --> 00:20:46: A common theme was that no one believes that

transportation

00:20:46 --> 00:20:49: can or will happen in the way they would like

00:20:49 --> 00:20:51: it to come about. Those who feel this is an

00:20:51 --> 00:20:54: issue for their business will have to pay up to

00:20:54 --> 00:20:56: help bring solutions to reality.

00:20:57 --> 00:21:00: We heard quite a bit about the substandard transit network

00:21:00 --> 00:21:02: that needs to reach further into this region.

00:21:03 --> 00:21:07: Employees are not thinking about where their workers are coming

00:21:07 --> 00:21:09: from and how they will get to their businesses. We

00:21:09 --> 00:21:12: hear that they do locate in different places, but not

00:21:12 --> 00:21:14: with the idea of how people will reach them.

00:21:15 --> 00:21:19: And we also understand the realities at work with our

00:21:19 --> 00:21:23: labor force, we're driving isn't a cheap option. The average

00:21:23 --> 00:21:27: price of automobiles has risen 5% over the last year,

00:21:27 --> 00:21:29: probably with both new and used cars.

00:21:30 --> 00:21:33: So the importance pertaining to the questions that we were

00:21:33 --> 00:21:38: first presented with, lack of reliable and safe transportation connections

00:21:38 --> 00:21:42: to employment centers provides a clear mismatch between jobs and

00:21:42 --> 00:21:42: workers.

00:21:43 --> 00:21:48: We understand not everyone owns an automobile. Even though the

00:21:48 --> 00:21:51: US census says 93.7% of those in Indiana do.

00:21:52 --> 00:21:55: And we understand that people are in many cases reliant

00:21:55 --> 00:22:00: on alternate transportation sources to access their employment areas. Now

00:22:00 --> 00:22:03: these people include those too young to drive, people who

00:22:03 --> 00:22:07: cannot afford an automobile, people with disabilities, and the elderly

00:22:07 --> 00:22:08: primarily.

00:22:09 --> 00:22:13: Employers, however, do desire transit connections to the locations, but

00:22:13 --> 00:22:17: are unwilling to subsidize those costs as a disconnect.

00:22:19 --> 00:22:23: So who can influence the decisions for transportation in our

00:22:23 --> 00:22:26: region? Well, it's bountiful. Pretty much every level of government

00:22:26 --> 00:22:29: can be involved with it. But on the front lines

00:22:29 --> 00:22:32: are the local municipal officials, including your.

00:22:32 --> 00:22:32: Mayors.

00:22:33 --> 00:22:37: Your Councilman, your Council, women engineers, planning and public works

00:22:37 --> 00:22:40: directors, and your boards, your board of Zoning appeals and

00:22:40 --> 00:22:44: your planning commissions. Who receives many of these plans right

00:22:44 --> 00:22:46: up front and can make a lot of work and

00:22:46 --> 00:22:49: decision making, especially during comprehensive planning.

00:22:49 --> 00:22:54: Processes Indianapolis MPO, of course, holds great sway, and much

00:22:54 --> 00:22:58: of the regional funding priorities. Federal and state legislators can

00:22:58 --> 00:23:03: definitely play an active role. Business leaders can step up,

00:23:03 --> 00:23:06: as well as advocacy groups. So there are outlets for

00:23:06 --> 00:23:07: change here.

00:23:10 --> 00:23:13: There are a myriad of solutions to the issue that

00:23:13 --> 00:23:17: we have explored expanding the transit lines to reach areas

00:23:17 --> 00:23:21: of high employment outside Marion counties. Probably right on the

00:23:21 --> 00:23:24: top of this, we also would like to see last

00:23:24 --> 00:23:27: mile transportation options improve from transit.

00:23:27 --> 00:23:27: Stops.

00:23:28 --> 00:23:33: These include infrastructure improvements that promote which provide safe bicycle

00:23:33 --> 00:23:37: and pedestrian access along Rd corridors accessing jobs. Many of

00:23:37 --> 00:23:40: these places do not have this at this time.

00:23:41 --> 00:23:44: We do encourage all municipal entities to adopt the Complete

00:23:44 --> 00:23:48: Streets ordinance or policy to ensure the inclusion of infrastructure

00:23:48 --> 00:23:51: that safely accommodates all intended users of a corridor.

00:23:51 --> 00:23:55: We might think, of course, as pedestrians and bicyclists were

00:23:55 --> 00:23:59: there, but also people with disabilities, transit networks and the

00:23:59 --> 00:24:02: motorized vehicles so they all can work at harmony with

00:24:02 --> 00:24:05: with one another. We like to see employee incentives for

00:24:05 --> 00:24:08: riding their bike to work. There is plenty of them

00:24:08 --> 00:24:12: out there. Subsidies such as monetary bonuses. New bicycles are

00:24:12 --> 00:24:12: options.

00:24:12 --> 00:24:13: Here.

00:24:14 --> 00:24:17: Like to see the promotion of the central IN Regional

00:24:17 --> 00:24:21: Transportation Authority commuter connect website. It is a great website

00:24:21 --> 00:24:25: that provides great resources for those interested and ride sharing,

00:24:25 --> 00:24:28: van pulling or finding even a bike buddy to commute

00:24:28 --> 00:24:28: to.

00:24:28 --> 00:24:29: Work with.

00:24:30 --> 00:24:33: Need to provide local leaders with the tools that citizens

00:24:33 --> 00:24:35: support to expand transit connections and improve.

00:24:35 --> 00:24:36: The street infrastructure.

00:24:38 --> 00:24:41: Like to see opportunities enabled for increased access by non

00:24:41 --> 00:24:45: motorized means even with electric bicycles. This will lead to

00:24:45 --> 00:24:50: significant reduction of transportation costs and may help workers to

00:24:50 --> 00:24:53: even live closer to their jobs, seeing that transportation costs

00:24:54 --> 00:24:56: are a huge part of an income of any family.

00:24:57 --> 00:25:01: And even the thought of reviving old interurban lines for

00:25:01 --> 00:25:02: light rail use.

00:25:04 --> 00:25:06: This map here shows how it used to be some

00:25:06 --> 00:25:10: hundreds of years ago when interurban lines did Criss cross

00:25:10 --> 00:25:14: our Midwest area. So these options were always on the

00:25:14 --> 00:25:17: table and they were always a valuable option even back

00:25:17 --> 00:25:21: then. And I think it also provides an inspiration of

00:25:21 --> 00:25:24: us going forward with our thinking today.

00:25:24 --> 00:25:28: And now I will give this back to, I believe

00:25:28 --> 00:25:31: Kevin, Chris, Chris, I'm sorry for the housing.

00:25:31 --> 00:25:33: Environment. There you go.

00:25:34 --> 00:25:35: Thank you.

00:25:35 --> 00:25:38: Mitch and good afternoon everybody. Chris Pryor with my more

00:25:38 --> 00:25:40: realtor association and we're going to talk for a few

00:25:40 --> 00:25:41: minutes about.

00:25:42 --> 00:25:45: Housing and some of the challenges that that we heard

00:25:45 --> 00:25:49: about. So in meeting with stakeholders, we did hear that

00:25:50 --> 00:25:54: there was definitely a mismatch between jobs and housing and

00:25:54 --> 00:25:59: that there was especially a location location mismatch between supply

00:25:59 --> 00:26:03: price points and product types and the location of those

00:26:03 --> 00:26:05: jobs across the region.

00:26:05 --> 00:26:10: We heard often that especially new housing is too expensive.

00:26:11 --> 00:26:17: Stakeholders noted several times that new construction on average starts

00:26:17 --> 00:26:22: at around \$350,000, which is which is far outpacing wages

00:26:22 --> 00:26:27: and incomes across the region. Simply not keeping pace.

00:26:27 --> 00:26:27: With the cost.

00:26:28 --> 00:26:29: Of new construction.

00:26:30 --> 00:26:35: We often hear about Indianapolis being a very affordable place

00:26:35 --> 00:26:38: when it comes to housing, but when you add in

00:26:38 --> 00:26:44: transportation costs, those combined costs become quite significant for many

00:26:44 --> 00:26:45: households.

00:26:45 --> 00:26:45: And can.

00:26:46 --> 00:26:48: Be as much as 50% or even more of household

00:26:49 --> 00:26:53: income, really reducing the buying power of other households or

00:26:53 --> 00:26:56: all the other necessities in their lives. So those are

00:26:56 --> 00:27:00: significant factors. There's also an interest that was.

00:27:00 --> 00:27:04: We have seen an interest in building more workforce housing

00:27:04 --> 00:27:09: across the region, but there's also challenges presented in those

00:27:09 --> 00:27:13: efforts in time and money and securing tax credits financing

00:27:14 --> 00:27:18: that present big, big challenges to overcome and trying to

00:27:18 --> 00:27:19: achieve those.

00:27:19 --> 00:27:20: Goals.

00:27:20 --> 00:27:24: We've also heard that a few politicians or few political

00:27:24 --> 00:27:28: leaders have been open to changing zoning and development standards

00:27:28 --> 00:27:30: to encourage more affordable and.

00:27:30 --> 00:27:34: This product, we know that in every community across the

00:27:34 --> 00:27:38: region, we still face a lot of resistance to this

00:27:38 --> 00:27:43: type of development that often limits those types of products

00:27:43 --> 00:27:45: coming to the marketplace.

00:27:46 --> 00:27:50: We've heard that diversified housing is something that people are

00:27:50 --> 00:27:54: interested in, that people don't necessarily want, you know, 1950s

00:27:54 --> 00:27:57: home, but they're very interested in going back to the

00:27:57 --> 00:28:00: way things used to be in the 50s, with a

00:28:00 --> 00:28:04: vibrant mix of densities and housing typologies and price points

00:28:04 --> 00:28:08: that's often difficult to have to get approved and developments

00:28:08 --> 00:28:09: today.

00:28:10 --> 00:28:12: And finally, one of the things we heard was that

00:28:12 --> 00:28:17: neighborhood community quality of life, which has already been mentioned

00:28:17 --> 00:28:20: here by Andrew and as being a critical factor that

00:28:20 --> 00:28:23: is important to a lot of people when choosing where

00:28:23 --> 00:28:26: they're going to purchase a home and what community. We

00:28:26 --> 00:28:29: do have a few pieces of information that were supportive  
00:28:29 --> 00:28:31: of of what we heard from stakeholders.  
00:28:33 --> 00:28:36: One is this chart you see here, which is the  
00:28:36 --> 00:28:40: most recent Community preference survey that was  
conducted by the  
00:28:40 --> 00:28:44: Mibor Realtor Association and the MPO just a couple of  
00:28:44 --> 00:28:47: months ago. And this survey is done every four years.  
00:28:47 --> 00:28:51: And in this particular survey, we looked at the different  
00:28:51 --> 00:28:55: factors that are important to home buyers as they figure  
00:28:55 --> 00:28:58: out where they want to purchase a home in the  
00:28:58 --> 00:29:01: region and we look at a number of different factors  
00:29:01 --> 00:29:03: and their their level of.  
00:29:03 --> 00:29:08: Transaction with those factors that influence those decisions  
and the  
00:29:08 --> 00:29:11: thing that jumped out to us and this most recent  
00:29:11 --> 00:29:15: survey was the biggest drop in level satisfaction came in  
00:29:15 --> 00:29:18: the area of affordability of housing as you can see  
00:29:18 --> 00:29:20: from this chart suffered a.  
00:29:21 --> 00:29:24: A significant drop from previous years.  
00:29:28 --> 00:29:33: We also mentioned the factor about four Goliath housing  
combined  
00:29:33 --> 00:29:38: with the cost of transportation and you can see that  
00:29:38 --> 00:29:42: those combined cost add up to 50% or even more  
00:29:42 --> 00:29:47: in some of our locations and have a dramatic impact  
00:29:47 --> 00:29:52: on the overall household income for our families here in  
00:29:52 --> 00:29:53: central IN.  
00:29:58 --> 00:29:59: So why is all this?  
00:29:59 --> 00:29:59: Important.  
00:30:00 --> 00:30:03: We talked already a little bit today about some of  
00:30:03 --> 00:30:08: the challenges of transportation, and with those challenges,  
the location  
00:30:08 --> 00:30:11: of housing that meets the needs of workers becomes even  
00:30:11 --> 00:30:15: more critical. We need housing supply. Housing supply is our  
00:30:15 --> 00:30:18: biggest challenge by far facing the region. But it's more  
00:30:19 --> 00:30:22: than just supply, it's about the diversity of options that  
00:30:22 --> 00:30:24: are available to people.  
00:30:25 --> 00:30:29: Many of our communities today lack those options for for  
00:30:29 --> 00:30:32: people, whether it be price, product type.  
00:30:34 --> 00:30:37: Those things don't always exist in every one of our  
00:30:37 --> 00:30:41: communities, including densities that sometimes people are  
interested in in  
00:30:41 --> 00:30:45: finding housing products today, people do want, as I  
mentioned,

00:30:45 --> 00:30:47: a variety of housing options. They want to be able  
 00:30:48 --> 00:30:51: to have all of the different options as they progress  
 00:30:51 --> 00:30:54: through life, and they're different housing needs during that  
 time  
 00:30:54 --> 00:30:58: to exist within their community. From your starter home to  
 00:30:58 --> 00:31:01: your growing family to downsizing and eight being able to  
 00:31:01 --> 00:31:03: age in place, those things are correctly.  
 00:31:03 --> 00:31:07: Support for people to be able to experience within their  
 00:31:07 --> 00:31:11: own community. We also know we're still experiencing  
 challenges from  
 00:31:11 --> 00:31:15: the past. Many of our black residents are still experiencing  
 00:31:15 --> 00:31:19: housing disparities as a result of redlining discrimination, and  
 those  
 00:31:19 --> 00:31:24: those same disparities are also impacting our populations of  
 color  
 00:31:24 --> 00:31:27: and immigrant communities. And we need to continue to find  
 00:31:27 --> 00:31:31: ways to overcome those challenges and how they've set.  
 00:31:33 --> 00:31:35: Additional people in our communities from being able to  
 move  
 00:31:35 --> 00:31:37: forward, build generational wealth.  
 00:31:38 --> 00:31:39: People are expecting.  
 00:31:39 --> 00:31:43: Their communities to invest in quality of life. I think  
 00:31:43 --> 00:31:47: that's something we've already talked about and we'll talk  
 about  
 00:31:47 --> 00:31:50: why that's important as well. And here is just a  
 00:31:50 --> 00:31:54: quick example that we know that this is again from  
 00:31:54 --> 00:31:58: the most recent Community preference survey. We asked  
 people when  
 00:31:58 --> 00:32:02: choosing where to purchase a home, what was more  
 important  
 00:32:02 --> 00:32:05: to them, the quality of the home or the quality  
 00:32:05 --> 00:32:08: of the neighborhood and the community.  
 00:32:08 --> 00:32:11: Uh, which would where the home was located and far  
 00:32:11 --> 00:32:16: and away. Every year we've done this. Neighborhood  
 qualities and  
 00:32:16 --> 00:32:19: the quality of life in the community far outweighed the  
 00:32:19 --> 00:32:23: qualities of the home. So you can see that communities  
 00:32:23 --> 00:32:27: investing in quality of place is a critical component to  
 00:32:27 --> 00:32:28: the housing conversation.  
 00:32:31 --> 00:32:35: We also mentioned what's been happening with the five  
 housing  
 00:32:35 --> 00:32:39: and the and that it is our biggest challenge. Here's  
 00:32:39 --> 00:32:40: an example from.  
 00:32:40 --> 00:32:41: Our.



00:32:42 --> 00:32:46: Listing inventory here in central IN this is from the  
 00:32:46 --> 00:32:50: My Board LLC listing service and it shows the available  
 00:32:50 --> 00:32:54: inventory of homes going all the way back to 2009.  
 00:32:54 --> 00:32:58: You can see there's been a significant and steady drop  
 00:32:58 --> 00:33:01: and the supply of housing to today. And in fact,  
 00:33:02 --> 00:33:05: today we have 1.7 months supply of of housing. So  
 00:33:05 --> 00:33:09: if nothing new, we're listed for sale in the marketplace  
 00:33:09 --> 00:33:12: today and just over a month and 1/2.  
 00:33:12 --> 00:33:16: We would sell all available inventory of housing. And so  
 00:33:16 --> 00:33:20: supply is critical as we've mentioned at time and again.  
 00:33:22 --> 00:33:26: So let's touch on a few potential solutions. We need  
 00:33:26 --> 00:33:30: to fully understand the current state of housing options  
 across  
 00:33:30 --> 00:33:32: the region. We need to know in each of our  
 00:33:32 --> 00:33:36: communities with the makeup is of support, not only supply  
 00:33:36 --> 00:33:40: the price and product type in those different locations. We  
 00:33:40 --> 00:33:44: need to educate stakeholders of the need to diversify  
 housing  
 00:33:44 --> 00:33:48: and have them help them understand that why it's important  
 00:33:48 --> 00:33:51: to have an option of prices, types and locations in  
 00:33:51 --> 00:33:53: all of their communities.  
 00:33:53 --> 00:33:56: We need communities to invest in quality of place because  
 00:33:56 --> 00:33:59: again we saw that's a critical factor in where.  
 00:33:59 --> 00:34:00: People choose to live.  
 00:34:01 --> 00:34:06: And finally, our biggest challenge again is increasing supply,  
 but  
 00:34:06 --> 00:34:10: we also need to address access and habitability of housing  
 00:34:10 --> 00:34:11: across the region.  
 00:34:16 --> 00:34:18: And with that, I'll hand it back over to Kevin,  
 00:34:18 --> 00:34:21: who will talk about economic development and policy  
 considerations.  
 00:34:21 --> 00:34:24: And a quick bit of housekeeping before we go on  
 00:34:24 --> 00:34:27: at the start of the program. I forgot to mention  
 00:34:27 --> 00:34:30: that for those who are tuned in, if you have  
 00:34:30 --> 00:34:33: questions, please place those in the chat box and if  
 00:34:33 --> 00:34:37: you are directing your question to a specific panelist, please  
 00:34:37 --> 00:34:39: add that name in along with your question.  
 00:34:41 --> 00:34:46: The next area is economic development policy  
 considerations. Some of  
 00:34:46 --> 00:34:50: the things that we heard from our discussions yesterday  
 include  
 00:34:50 --> 00:34:55: that the the region remains attractive to list logistics  
 operations,  
 00:34:55 --> 00:34:59: but not every community has the available land to do

00:34:59 --> 00:35:03: that. Marion County, for example, has to be intentionally selective

00:35:03 --> 00:35:07: with its limited amount of available land, while the communities

00:35:08 --> 00:35:11: around Marion County have far more greenfields.

00:35:11 --> 00:35:16: For development opportunity and consensually give the land away if

00:35:16 --> 00:35:19: they need to to land an industry, central Indian or

00:35:19 --> 00:35:24: region may be suffering from bad economic development strategy. Are

00:35:24 --> 00:35:28: we putting too much energy into going after jobs that

00:35:28 --> 00:35:31: may become less relevant in future?

00:35:32 --> 00:35:37: Significant part of the state's economic development story has been

00:35:37 --> 00:35:42: built around logistics and transportation and the MDL communities industries

00:35:42 --> 00:35:47: are quickly becoming automated. It's impacting the employment generation by

00:35:47 --> 00:35:52: those industries. While they will remain important to the crossroads

00:35:52 --> 00:35:57: of America, we believe that those businesses are are anticipated

00:35:57 --> 00:36:01: to grow and employment initially going forward and then shrink.

00:36:01 --> 00:36:03: As automated automation.

00:36:03 --> 00:36:03: Comes.

00:36:03 --> 00:36:04: Online.

00:36:05 --> 00:36:08: As a region and state, we may have ascended to

00:36:08 --> 00:36:12: the Peter principle. Have we risen to the level where

00:36:12 --> 00:36:15: we are incompetent? Seems that we compete very well for

00:36:15 --> 00:36:19: new economic development, but we can't always close the deal.

00:36:20 --> 00:36:23: And we may not be doing things to lift the

00:36:23 --> 00:36:27: floor benefits and services to help the region win on

00:36:27 --> 00:36:31: the most recent big headline was about Amazon search for

00:36:31 --> 00:36:35: a second headquarters location. Indianapolis was in the.

00:36:35 --> 00:36:36: Run.

00:36:36 --> 00:36:40: Would follow that opportunity, but eventually lost out to others

00:36:41 --> 00:36:43: who were situated a little bit differently.

00:36:45 --> 00:36:48: There are also under the radar efforts on a micro

00:36:48 --> 00:36:52: level that are addressing some of these challenges independently. We

00:36:52 --> 00:36:55: heard Taliba and an immigrant community on the east side

00:36:55 --> 00:36:59: of Marion County that has organized its own transit option

00:36:59 --> 00:37:01: for the benefit of its residents.

00:37:03 --> 00:37:06: Public policy on the local level doesn't always support, and

00:37:07 --> 00:37:10: may not be able to implement quality of life improvements

00:37:10 --> 00:37:13: that address walkability and alternative mobility efforts.

00:37:15 --> 00:37:17: To get from from home to work.

00:37:18 --> 00:37:18: And the.

00:37:18 --> 00:37:23: Challenges of unigov as good as unigov is there, greater

00:37:23 --> 00:37:28: and different than those faced by the individual communities

00:37:28 --> 00:37:29: around

00:37:28 --> 00:37:29: Marion County.

00:37:30 --> 00:37:34: As I mentioned earlier, the availability of Greenfield land has

00:37:34 --> 00:37:39: driven industrial development farther and farther from the

00:37:39 --> 00:37:43: urban center.

00:37:39 --> 00:37:43: The MDL jobs will be transformed as and become less

00:37:43 --> 00:37:46: labor intensive. So we really need to figure out what's

00:37:46 --> 00:37:49: going to replace that, try to figure out how we

00:37:49 --> 00:37:52: can train for that so we can hit the ground

00:37:52 --> 00:37:56: running when that that that whole area evolves. It developed

00:37:56 --> 00:38:00: economic development champions in other places in the

00:38:00 --> 00:38:04: region.

00:38:00 --> 00:38:04: Choosing not to participate in this conversation about the

00:38:04 --> 00:38:08: MDL

00:38:04 --> 00:38:08: industries, some people in those places who may be

00:38:09 --> 00:38:12: interested

00:38:09 --> 00:38:12: in digging into the industries and talk about them have

00:38:12 --> 00:38:17: been encouraged to think in other directions. And essentially

00:38:17 --> 00:38:21: these

00:38:17 --> 00:38:21: industries, for some of the outlying communities have

00:38:21 --> 00:38:24: become a

00:38:21 --> 00:38:24: non starter for their economic development plans.

00:38:26 --> 00:38:30: Policy development requires multiple levels of education on

00:38:30 --> 00:38:36: all aspects

00:38:30 --> 00:38:36: of worse workforce issues, housing, transportation, wrap

00:38:36 --> 00:38:39: around services and

00:38:36 --> 00:38:39: the like for not only the policymakers but for the

00:38:39 --> 00:38:43: general public so they have a greater understanding as to

00:38:43 --> 00:38:46: what what are the issues and can maybe join in

00:38:47 --> 00:38:51: finding solutions. If there are real life examples that are

00:38:51 --> 00:38:54: within driving distance to where we can, we can share

00:38:54 --> 00:38:56: and see, feel and touch.

00:38:56 --> 00:39:00: What solutions may may be like in our own community?

00:39:00 --> 00:39:04: It helps people visualize and understand those options.

00:39:07 --> 00:39:12: Influencers always the policy and lawmakers at statewide,

00:39:07 --> 00:39:12: regional and

00:39:12 --> 00:39:16: local levels. That has to be a coordinated effort and  
00:39:16 --> 00:39:19: it might be most effective if it could be a  
00:39:19 --> 00:39:23: bottom up discussion because the locals know what the  
issues  
00:39:23 --> 00:39:30: are very intimately. Economic development professionals,  
professionals and allied organizations  
00:39:30 --> 00:39:34: need to be involved, as do individual and collective  
businesses  
00:39:34 --> 00:39:35: in the MDL.  
00:39:35 --> 00:39:39: Industries and the last but certainly not least are the  
00:39:39 --> 00:39:41: entrepreneurial. Entrepreneurial.  
00:39:41 --> 00:39:42: Spirit of those.  
00:39:42 --> 00:39:47: Ambitious migrants and immigrants and residents in our  
region.  
00:39:50 --> 00:39:55: Solutions include establishing a full and evolving  
understanding of all  
00:39:55 --> 00:40:00: influencers of the impact of technological advances,  
particularly on what  
00:40:00 --> 00:40:04: we consider to be our sweet spot business sectors. We  
00:40:04 --> 00:40:09: need to drive crystal ball on emerging opportunities and  
develop  
00:40:09 --> 00:40:13: advanced training and business attraction policies to to bring  
those  
00:40:14 --> 00:40:16: new industries into the community.  
00:40:17 --> 00:40:21: We recommend facilitating the development of a network of  
all  
00:40:21 --> 00:40:25: who are included in any aspect of of this area  
00:40:25 --> 00:40:29: of discussion. We need to connect disconnected efforts  
where we  
00:40:30 --> 00:40:34: find them and build on the strengths of the collective.  
00:40:36 --> 00:40:38: Community land use planning is also.  
00:40:38 --> 00:40:39: Important to the whole.  
00:40:39 --> 00:40:44: Discussion here neighborhood nodes can provide  
opportunities to live and  
00:40:44 --> 00:40:49: work in close proximity. As was mentioned before,  
placemaking is  
00:40:49 --> 00:40:53: important and makes these places enjoyable and desirable  
over time.  
00:40:53 --> 00:40:57: Many of these nodes are viable as a complete community  
00:40:57 --> 00:41:01: where you can be anywhere within your sub community of  
00:41:01 --> 00:41:04: the region within 15 minute walk or or bike ride.  
00:41:06 --> 00:41:09: Planners figured this out long ago, and such was the  
00:41:09 --> 00:41:14: routine design for cities. But urban design beard dramatically  
after  
00:41:14 --> 00:41:17: World War Two when we all became more car centric.

00:41:17 --> 00:41:21: Zoning variances are being approved in the BRT corridors in  
00:41:21 --> 00:41:25: Indianapolis. Those variances fly in the face of the adopted  
00:41:26 --> 00:41:31: Community development policy. For those corridors, surface  
parking lots is  
00:41:31 --> 00:41:32: not a real good idea.  
00:41:32 --> 00:41:34: Along the corridor or.  
00:41:34 --> 00:41:36: Around BRT.  
00:41:36 --> 00:41:39: Stops, so that needs to be addressed. Development is  
guiding  
00:41:39 --> 00:41:44: community in some instances rather than community  
correcting development where  
00:41:44 --> 00:41:46: it makes most sense.  
00:41:46 --> 00:41:46: For the whole.  
00:41:46 --> 00:41:51: Community and there has been generational change in the  
makeup  
00:41:51 --> 00:41:56: of communities, particularly the those surrounding Marion  
County down on  
00:41:56 --> 00:42:00: a parcel by parcel basis, sometimes many, many acres at  
00:42:00 --> 00:42:01: one fell.  
00:42:01 --> 00:42:02: Swoop.  
00:42:04 --> 00:42:06: We need to determine or if our current land use  
00:42:06 --> 00:42:10: decisions are tracking with what we really want to happen  
00:42:10 --> 00:42:13: in our communities or are there other policies that can  
00:42:13 --> 00:42:15: help guide this process?  
00:42:16 --> 00:42:20: Influencers are again state and local. Elected officials might  
be  
00:42:20 --> 00:42:24: another opportunity for the bottom up lead on this this  
00:42:24 --> 00:42:28: area of discussion. Private and public Economic Community  
development officials  
00:42:28 --> 00:42:32: and thought leaders should be at the table. Residents are  
00:42:32 --> 00:42:36: important as our community based organizations. Members  
of our appointed  
00:42:36 --> 00:42:40: boards and commissions who deal with land use issues and  
00:42:40 --> 00:42:43: the professionals who advise them need to be at the  
00:42:43 --> 00:42:44: table for this.  
00:42:44 --> 00:42:44: Discussion.  
00:42:46 --> 00:42:50: Some solutions and include engaging the elected officials in  
efforts  
00:42:51 --> 00:42:55: to coordinate development, possible policy across the region  
based on  
00:42:55 --> 00:42:57: a regional, wide, shared and unified vision.  
00:42:59 --> 00:43:03: We need the Commissioner work by professionals to help  
investigate  
00:43:03 --> 00:43:05: and help guide the discussions on these efforts.

00:43:06 --> 00:43:10: We need to provide intentional and ongoing training to the  
00:43:10 --> 00:43:14: decision making bodies regarding land use approvals and help them  
00:43:14 --> 00:43:18: understand the roles that they occupy in the process.  
00:43:20 --> 00:43:23: Turn it over to Mitch. Now talk about our ranking  
00:43:23 --> 00:43:27: of the contributing factors that we learned about through our  
00:43:27 --> 00:43:28: discussions yesterday.  
00:43:29 --> 00:43:30: Thank you, Kevin.  
00:43:33 --> 00:43:33: Alright.  
00:43:33 --> 00:43:37: So there are a number of issues that we tackled  
00:43:37 --> 00:43:41: here as we spoke to the stakeholders yesterday and we  
00:43:41 --> 00:43:45: took the time to rank these accordingly. And as a  
00:43:45 --> 00:43:49: caveat, there's nothing set in concrete. These are rankings that  
00:43:50 --> 00:43:54: are based on a regional look of this particular area.  
00:43:54 --> 00:43:59: Sometimes when you have particular case studies, you may rearrange  
00:43:59 --> 00:44:02: these, but for what we are dealing with our first.  
00:44:03 --> 00:44:08: Uh priority was the policy and economic development strategy that's  
00:44:08 --> 00:44:12: involved here with the issue of political will become second.  
00:44:12 --> 00:44:16: Some people might put that first, but political will is  
00:44:16 --> 00:44:22: extremely important to get these opportunities moving forward, and these  
00:44:22 --> 00:44:24: solutions are brought to attention.  
00:44:25 --> 00:44:29: #3 business decisions and site selection as we talked about  
00:44:29 --> 00:44:33: before, we have many businesses actually located far from their  
00:44:33 --> 00:44:37: potential employer employee pool would like to work on those.  
00:44:37 --> 00:44:42: #4 is lack of transportation options, expanding transit options and  
00:44:42 --> 00:44:46: non motorized transportation. There is a part of these that  
00:44:46 --> 00:44:49: do access our employment centers that we would like to  
00:44:49 --> 00:44:53: have a better focus on as I had mentioned earlier  
00:44:53 --> 00:44:56: about complete streets policies and the like.  
00:44:57 --> 00:45:00: We have workforce at #5. It is a people problem  
00:45:00 --> 00:45:06: and a people solution. Talk about training, childcare, wrap around  
00:45:06 --> 00:45:10: services and associated help for the workforce and then the  
00:45:10 --> 00:45:15: lack of housing supply again could be higher ranked in  
00:45:15 --> 00:45:18: some areas. For our purposes we put it here. It  
00:45:18 --> 00:45:22: is a concern with a lack of diversity and we  
00:45:22 --> 00:45:25: need better options for affordability.

00:45:26 --> 00:45:30: And now I'll get back to Kevin for future thinking.

00:45:31 --> 00:45:31: Thanks.

00:45:35 --> 00:45:38: That's the at the culmination of our discussions and in

00:45:38 --> 00:45:42: our work yesterday we we looked ahead to the fugitive

00:45:42 --> 00:45:46: try to offer some guidance in the phone of questions,

00:45:46 --> 00:45:50: possible opportunities and those are summarized on the next

00:45:50 --> 00:45:54: couple

00:45:50 --> 00:45:54: of slides here. It was clear that everyone in our

00:45:54 --> 00:45:57: discussions agree that there is a problem, there is a

00:45:57 --> 00:46:02: mismatch between jobs and workers, but there was no

00:46:02 --> 00:46:05: consensus

00:46:02 --> 00:46:05: as to the root of the problem or ultimately.

00:46:05 --> 00:46:09: Who's responsible for the solution? And we suspect that the

00:46:09 --> 00:46:13: causes and solutions are both multi pronged but but they

00:46:13 --> 00:46:17: need to be understood so that they the resolution can

00:46:17 --> 00:46:21: be found. Are we asking the right questions? We're not

00:46:21 --> 00:46:24: you know there there may be better questions. Are we

00:46:24 --> 00:46:28: solving for 40 years ago instead of today? Are there

00:46:28 --> 00:46:33: changes coming that will replace the outstanding issues with

00:46:33 --> 00:46:34: a

00:46:33 --> 00:46:34: whole new set of problems?

00:46:35 --> 00:46:38: You always need to be thinking about the horizon so

00:46:38 --> 00:46:40: that we can anticipate and and act.

00:46:41 --> 00:46:41: In a very.

00:46:41 --> 00:46:43: Good and timely manner.

00:46:43 --> 00:46:47: If we think think through scenarios of the impacts of

00:46:47 --> 00:46:51: our current policies and strategies, are we creating new

00:46:51 --> 00:46:53: issues?

00:46:51 --> 00:46:53: Are we creating issues of our past?

00:46:55 --> 00:46:59: The questions we are asking today will will have to

00:46:59 --> 00:47:03: evolve as technology advances. We need to be thinking

00:47:03 --> 00:47:05: beyond

00:47:03 --> 00:47:05: the next 10 years.

00:47:06 --> 00:47:09: As as an example, if we try to address the

00:47:09 --> 00:47:13: mismatch between workers and job opportunities today by

00:47:14 --> 00:47:18: adding hundreds

00:47:14 --> 00:47:18: of units of workforce housing around large industrial sites and

00:47:18 --> 00:47:23: what have been traditionally cornfields, then as those

00:47:23 --> 00:47:26: businesses automate,

00:47:23 --> 00:47:26: what will happen to the residents who moved there for

00:47:27 --> 00:47:30: those jobs? What will happen to the the shape and

00:47:30 --> 00:47:34: form and function of large industrial parks and those large

00:47:34 --> 00:47:35: big box structures?

00:47:36 --> 00:47:39: What types and sizes of communities and quality of life

00:47:39 --> 00:47:43: will exist between the industrial parks? What will the what  
00:47:43 --> 00:47:44: will the evolution be?  
00:47:47 --> 00:47:50: A common take away was that we're still building for  
00:47:50 --> 00:47:53: an American green that may not exist, and people on  
00:47:53 --> 00:47:57: both sides of the issue want a diversity of options.  
00:47:57 --> 00:48:00: We need to focus on eliminating barriers that are preventing  
00:48:00 --> 00:48:02: those options from playing out.  
00:48:04 --> 00:48:06: The MPO we believe in play a leadership role in  
00:48:07 --> 00:48:11: centering racial equity in their planning efforts by increasing  
awareness  
00:48:11 --> 00:48:13: and finding solutions for the reason region.  
00:48:15 --> 00:48:19: And we need to regional and local strategies created by  
00:48:19 --> 00:48:21: the coalitions that we've mentioned.  
00:48:21 --> 00:48:22: Before.  
00:48:22 --> 00:48:26: That consider the needs and impacts on businesses,  
potential workers,  
00:48:26 --> 00:48:30: local decision makers and service providers, as well as  
residents  
00:48:30 --> 00:48:31: of these communities.  
00:48:32 --> 00:48:36: And ultimately, we believe that we need to make sure  
00:48:36 --> 00:48:40: that we're chasing, incentivizing, supporting and building  
businesses that will  
00:48:41 --> 00:48:41: be here long.  
00:48:41 --> 00:48:42: Term.  
00:48:42 --> 00:48:44: And health build sound.  
00:48:44 --> 00:48:46: Stable, desirable communities.  
00:48:50 --> 00:48:53: In closing I'd like to thank all the participants in  
00:48:53 --> 00:48:57: our efforts over the last day and 1/2 certainly our  
00:48:57 --> 00:49:01: volunteer panelists. Thank you for your time. The the staff  
00:49:01 --> 00:49:05: behind the scenes have been invaluable to our efforts to  
00:49:05 --> 00:49:08: bring this to you today. The volunteers who joined us  
00:49:08 --> 00:49:12: yesterday for our conversations took time out of their busy  
00:49:12 --> 00:49:15: work days to come in and and help us address  
00:49:15 --> 00:49:18: these very important issues and.  
00:49:18 --> 00:49:23: Certainly. Last but not least, the Indianapolis MPO for  
focusing  
00:49:23 --> 00:49:26: our work over the last day and 1/2 and ULI  
00:49:26 --> 00:49:30: Indiana and shout out to ULI and Saint Louis Council  
00:49:30 --> 00:49:34: for their efforts in in assisting us today. Again mostly  
00:49:34 --> 00:49:39: behind the scenes but nonetheless valuable to our efforts. As  
00:49:39 --> 00:49:43: I mentioned before, if you have questions we would like  
00:49:43 --> 00:49:46: you to put those into the chat box and if  
00:49:46 --> 00:49:48: you have a particular panelist.



00:49:49 --> 00:49:52: Direct to your question two, please add that in. And

00:49:52 --> 00:49:54: do we have any questions? We have one.

00:49:55 --> 00:49:58: We do have one are there any case studies of

00:49:58 --> 00:50:02: communities that are doing a great job addressing these?

00:50:02 --> 00:50:02: Issues.

00:50:04 --> 00:50:07: OK. Are there any case studies of communities who are

00:50:07 --> 00:50:10: doing a great job of addressing these issues?

00:50:12 --> 00:50:15: I'm not sure that we had a tremendous amount of

00:50:15 --> 00:50:19: time to delve into looking for that type of opportunity.

00:50:21 --> 00:50:26: I'm sure there there are certainly transferable examples

00:50:26 --> 00:50:30: across the region, across the country frankly. And there are peer

00:50:30 --> 00:50:34: communities to the Indianapolis region to which we could look and

00:50:34 --> 00:50:38: advance that that investigation. So I'm sorry that we don't

00:50:38 --> 00:50:43: necessarily have an answer to your question, but anywhere

00:50:43 --> 00:50:44: there's an opportunity to.

00:50:47 --> 00:50:51: Borrow somebody's out somebody else's will rather than

00:50:52 --> 00:50:55: having to. Created a new, I think we're we're willing and able

00:50:55 --> 00:50:57: to do that. Are there any other thoughts on the

00:50:57 --> 00:50:58: on the panel?

00:51:00 --> 00:51:03: I I think that that's a definite next step is

00:51:03 --> 00:51:07: to take some of the qualitative advice and stories that

00:51:07 --> 00:51:11: we heard from here and look at where our similar

00:51:11 --> 00:51:14: areas Indiana doesn't operate in a bubble or in a

00:51:14 --> 00:51:18: vacuum or part of the Midwest. And I think that's

00:51:18 --> 00:51:21: a great place to start us to look at the

00:51:21 --> 00:51:24: Midwest region and see who's doing this best.

00:51:25 --> 00:51:26: Is there another question?

00:51:27 --> 00:51:29: One last question and then we'll be wrapped up.

00:51:31 --> 00:51:33: Could you guys just each share with us one major

00:51:34 --> 00:51:37: take away from your time and this intense process in

00:51:37 --> 00:51:40: the last day and 1/2? Obviously there's a lot to

00:51:40 --> 00:51:43: go over, but if you could just all share with

00:51:43 --> 00:51:45: us one major take away, that would be great.

00:51:46 --> 00:51:48: I'm going to go first, first put you on the

00:51:48 --> 00:51:49: spot.

00:51:50 --> 00:51:51: I'll go first.

00:51:51 --> 00:51:51: Then I.

00:51:51 --> 00:51:52: Get I get the.

00:51:53 --> 00:51:55: The first choice on this and it might be the

00:51:55 --> 00:51:58: easiest one here, I think one of the points that  
00:51:58 --> 00:51:58: really.  
00:52:00 --> 00:52:04: Brought it home to me was that while there's there's  
00:52:04 --> 00:52:08: this mismatch between potential workers and for the MDL  
industries  
00:52:08 --> 00:52:10: and the locations of those jobs.  
00:52:12 --> 00:52:16: The communities that are hosting one or the other may  
00:52:16 --> 00:52:20: not be focusing solely on making that connection.  
00:52:21 --> 00:52:25: They might be as as a community might be focused  
00:52:25 --> 00:52:30: on looking ahead to different industries that maybe aren't so  
00:52:30 --> 00:52:30: reliant on.  
00:52:32 --> 00:52:36: Of what may be a fading industry from an employment  
00:52:36 --> 00:52:41: standpoint and just it it was, it was another dynamic  
00:52:41 --> 00:52:45: piece of the discussion that kind of hit home for  
00:52:45 --> 00:52:45: me.  
00:52:48 --> 00:52:51: Ohh, I'll jump in a next time. I'm Kevin. I  
00:52:51 --> 00:52:53: think the thing that stood out to me was that.  
00:52:53 --> 00:52:54: The.  
00:52:54 --> 00:52:59: The challenges that were shared with us by stakeholders  
were  
00:52:59 --> 00:53:03: different across the region, but the the goals and objectives  
00:53:04 --> 00:53:08: and the things that people wanted to see achieved across  
00:53:08 --> 00:53:10: the region were pretty consistent.  
00:53:10 --> 00:53:11: And.  
00:53:11 --> 00:53:16: Wanting to be able to have strong quality communities with  
00:53:16 --> 00:53:17: the diversity of.  
00:53:17 --> 00:53:18: Housing.  
00:53:18 --> 00:53:19: Options.  
00:53:19 --> 00:53:23: Transportation that's adequate to to meet their needs and a  
00:53:23 --> 00:53:27: strong quality place can seem to be consistent regardless of  
00:53:27 --> 00:53:31: we were talking about and despite the differences that each  
00:53:31 --> 00:53:33: of our communities might face.  
00:53:36 --> 00:53:39: All right. I will interject with my field where it  
00:53:39 --> 00:53:43: deals with walkability, it deals with quality of life, and  
00:53:43 --> 00:53:47: I heard time and again the fact that people would  
00:53:47 --> 00:53:48: like to live.  
00:53:48 --> 00:53:50: Near where they work it's.  
00:53:50 --> 00:53:54: Becoming, you know, more desirable than you know. This is  
00:53:54 --> 00:53:58: again how we used to organize our communities many, many  
00:53:58 --> 00:54:01: years ago and we're returning to that, to that ideal.  
00:54:02 --> 00:54:06: And so hopefully we'll see more development cater to that.  
00:54:06 --> 00:54:09: And also provide options for safe travel for people that  
00:54:09 --> 00:54:12: would like to get around other than my automobile.

00:54:13 --> 00:54:16: I guess I would just add that I was really  
00:54:16 --> 00:54:19: struck by all the strengths of this region has all  
00:54:19 --> 00:54:23: the stakeholders that came in and talked with us. There's  
00:54:23 --> 00:54:27: a lot of amazing people and amazing work happening  
throughout  
00:54:27 --> 00:54:31: this region and central Indian as being a real economic  
00:54:31 --> 00:54:35: engine of of the state. But sometimes there's communities  
that  
00:54:35 --> 00:54:39: even straddle 2 county lines or they're trying to tackle  
00:54:39 --> 00:54:40: problems where.  
00:54:40 --> 00:54:41: Those.  
00:54:41 --> 00:54:45: Sometimes political boundaries make it challenging to bring  
together.  
00:54:45 --> 00:54:48: A larger solution. So a real take away that I  
00:54:48 --> 00:54:52: have is that in this busy time, we have increasing  
00:54:52 --> 00:54:57: prices and economic disruptions. And sometimes it's hard to  
get  
00:54:57 --> 00:55:02: stakeholders aligned on a regional vision. But that's what's  
going  
00:55:02 --> 00:55:05: to be really important is to make sure that there  
00:55:06 --> 00:55:10: is that type of regional economic development vision and that  
00:55:10 --> 00:55:14: those stakeholders and political leaders are aligned.  
00:55:15 --> 00:55:17: Or else we're going to see that fractured result.  
00:55:19 --> 00:55:21: And can I add one last thing that I think  
00:55:21 --> 00:55:24: that I that would take away for me is.  
00:55:24 --> 00:55:25: Just the.  
00:55:25 --> 00:55:29: Need that we that we be inclusive in our approach  
00:55:29 --> 00:55:32: to this and that it's easy for many of us  
00:55:32 --> 00:55:36: here in the region to kind of have our blinders  
00:55:36 --> 00:55:39: on. And you know, if you have a car and  
00:55:39 --> 00:55:39: have.  
00:55:39 --> 00:55:40: Sufficient.  
00:55:41 --> 00:55:42: Housing and. And.  
00:55:42 --> 00:55:43: Then.  
00:55:43 --> 00:55:46: All the needs that that are important to you, it's  
00:55:46 --> 00:55:49: still we still have those in our Community that.  
00:55:49 --> 00:55:53: Have challenges in those areas and it's important that for  
00:55:53 --> 00:55:57: the entire region to succeed, for our companies and  
employers  
00:55:57 --> 00:55:59: to be able to succeed, that we need to be  
00:55:59 --> 00:56:03: more inclusive about our thinking and make sure we're  
paying  
00:56:03 --> 00:56:06: attention to the needs of all those in our Community  
00:56:06 --> 00:56:09: in order to raise the entire Community.

**00:56:09 --> 00:56:09:** Of.  
**00:56:11 --> 00:56:14:** And that's a great point to end on. Thank you  
**00:56:14 --> 00:56:19:** for your participation and the presentation of the day. We  
**00:56:19 --> 00:56:24:** look forward to seeing growth and opportunity spring forward  
from  
**00:56:24 --> 00:56:28:** our efforts and to the to the continued improvement of  
**00:56:28 --> 00:56:32:** life and living and working and playing in the region  
**00:56:32 --> 00:56:35:** around Indianapolis. Thank you very much.

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