

# 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

00:00:48 --> 00:00:54: information among industry leaders, policymakers dedicated to creating better places,

00:00:54 --> 00:00:59: 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.  
00:04:33 --> 00:04:37: There is  
00:04:37 --> 00:04:41: an interest from some municipalities to expand the transit  
00:04:41 --> 00:04:45: routes  
00:04:45 --> 00:04:49: into their geography and create a truly regional transit.  
00:04:49 --> 00:04:50: Some and some communities are considering how to provide  
00:04:52 --> 00:04:56: wrap  
00:04:56 --> 00:04:58: around services to support workers in their efforts to reach  
00:04:58 --> 00:04:58: the jobs.  
00:04:58 --> 00:05:02: What we found is that there is a mismatch. It's  
00:05:02 --> 00:05:05: not just perceived, defining.  
00:05:05 --> 00:05:06: That.  
00:05:06 --> 00:05:07: Mismatch though is is different for the different players and  
00:05:07 --> 00:05:12: and the equation. There is not just one problem and  
00:05:12 --> 00:05:15: there are many contributing.  
00:05:15 --> 00:05:19: Factors.  
00:05:19 --> 00:05:20: However, calling it a spatial mismatch may be a misnomer.  
00:05:20 --> 00:05:25: And it involves more than just space and time. It's  
00:05:25 --> 00:05:30: transportation, it's skills, it's education and the wrap around  
00:05:30 --> 00:05:31: services  
00:05:31 --> 00:05:35: that I.  
00:05:35 --> 00:05:38: Mentioned.  
00:05:38 --> 00:05:41: Uh, there are unlimited factors, those that rose to the  
00:05:41 --> 00:05:44: top of them, including business, workforce, transportation  
00:05:44 --> 00:05:47: and access.  
00:05:47 --> 00:05:50: Housing.  
00:05:50 --> 00:05:53: Economic development policy and community and land use  
00:05:53 --> 00:05:56: plan.  
00:05:56 --> 00:05:59: 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

00:16:47 --> 00:16:51: 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

00:17:15 --> 00:17:19: 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.

00:17:28 --> 00:17:31: 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

00:17:36 --> 00:17:40: 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

00:17:52 --> 00:17:55: perspective

00:17:52 --> 00:17:55: is that increasingly people with means and especially the

00:17:55 --> 00:17:59: 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

00:18:25 --> 00:18:26: 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 region? Well, it's bountiful. Pretty much every level of government

00:22:23 --> 00:22:26: can be involved with it. But on the front lines

00:22:26 --> 00:22:29: are the local municipal officials, including your.

00:22:29 --> 00:22:32: Mayors.

00:22:32 --> 00:22:32: Your Councilman, your Council, women engineers, planning and public works

00:22:33 --> 00:22:37: directors, and your boards, your board of Zoning appeals and

00:22:37 --> 00:22:40:

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 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  
00:33:30 --> 00:33:32: across  
00:33:32 --> 00:33:36: the region. We need to know in each of our  
00:33:36 --> 00:33:40: communities with the makeup is of support, not only supply  
00:33:40 --> 00:33:44: the price and product type in those different locations. We  
00:33:44 --> 00:33:48: need to educate stakeholders of the need to diversify  
00:33:48 --> 00:33:51: housing  
00:33:51 --> 00:33:53: and have them help them understand that why it's important  
00:33:53 --> 00:33:56: to have an option of prices, types and locations in  
00:33:56 --> 00:33:59: all of their communities.  
00:33:59 --> 00:34:00: We need communities to invest in quality of place because  
00:34:01 --> 00:34:06: again we saw that's a critical factor in where.  
00:34:06 --> 00:34:10: People choose to live.  
00:34:10 --> 00:34:11: And finally, our biggest challenge again is increasing supply,  
00:34:16 --> 00:34:18: but  
00:34:18 --> 00:34:21: we also need to address access and habitability of housing  
00:34:21 --> 00:34:24: across the region.  
00:34:24 --> 00:34:27: And with that, I'll hand it back over to Kevin,  
00:34:27 --> 00:34:30: who will talk about economic development and policy  
00:34:30 --> 00:34:33: considerations.  
00:34:33 --> 00:34:37: And a quick bit of housekeeping before we go on  
00:34:37 --> 00:34:39: at the start of the program. I forgot to mention  
00:34:41 --> 00:34:46: that for those who are tuned in, if you have  
00:34:46 --> 00:34:50: questions, please place those in the chat box and if  
00:34:50 --> 00:34:55: you are directing your question to a specific panelist, please  
00:34:55 --> 00:34:59: add that name in along with your question.  
00:34:59 --> 00:35:00: The next area is economic development policy  
00:35:00 --> 00:35:05: considerations. Some of  
00:35:05 --> 00:35:10: the things that we heard from our discussions yesterday  
00:35:10 --> 00:35:15: include  
00:35:15 --> 00:35:20: that the the region remains attractive to list logistics  
00:35:20 --> 00:35:25: operations,  
00:35:25 --> 00:35:30: 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 changed 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 Indianapolis. Those variances fly in the face of the adopted Community development policy. For those corridors, surface parking lots is

00:41:21 --> 00:41:25:

00:41:26 --> 00:41:31:

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 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 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 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 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 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 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 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,

00:48:26 --> 00:48:30: potential workers,

00:48:30 --> 00:48:31: local decision makers and service providers, as well as residents

00:48:31 --> 00:48:32: 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

00:50:30 --> 00:50:34: region, across the country frankly. And there are peer

00:50:34 --> 00:50:38: communities

00:50:38 --> 00:50:43: to the Indianapolis region to which we could look and

00:50:43 --> 00:50:44: advance that that investigation. So I'm sorry that we don't

00:50:47 --> 00:50:51: necessarily have an answer to your question, but anywhere

00:50:52 --> 00:50:55: there's

00:50:55 --> 00:50:57: an opportunity to.

00:50:57 --> 00:50:58: Borrow somebody's out somebody else's will rather than

00:51:00 --> 00:51:03: having to.

00:51:03 --> 00:51:07: Created a new, I think we're we're willing and able

00:51:07 --> 00:51:11: to do that. Are there any other thoughts on the

00:51:11 --> 00:51:14: on the panel?

00:51:14 --> 00:51:18: I I think that that's a definite next step is

00:51:18 --> 00:51:21: to take some of the qualitative advice and stories that

00:51:21 --> 00:51:24: we heard from here and look at where our similar

00:51:25 --> 00:51:26: areas Indiana doesn't operate in a bubble or in a

00:51:27 --> 00:51:29: vacuum or part of the Midwest. And I think that's

00:51:31 --> 00:51:33: a great place to start us to look at the

00:51:34 --> 00:51:37: Midwest region and see who's doing this best.

00:51:37 --> 00:51:40: Is there another question?

00:51:40 --> 00:51:43: One last question and then we'll be wrapped up.

00:51:43 --> 00:51:45: Could you guys just each share with us one major

00:51:46 --> 00:51:48: take away from your time and this intense process in

00:51:48 --> 00:51:49: the last day and 1/2? Obviously there's a lot to

00:51:50 --> 00:51:51: go over, but if you could just all share with

00:51:51 --> 00:51:52: us one major take away, that would be great.

00:51:52 --> 00:51:55: I'm going to go first, first put you on the

00:51:55 --> 00:51:55: spot.

00:51:55 --> 00:51:55: I'll go first.

00:51:55 --> 00:51:55: Then I.

00:51:55 --> 00:51:55: Get I get the.

00:51:55 --> 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.

---

*This video transcript has been machine-generated, so it may not be accurate. It is for personal use only. Reproduction or use without written permission is prohibited. If you have a correction or for permission inquiries, please contact [\[email protected\]](#).*