

The Chamber Scene

HUNTINGTON COUNTY CHAMBER OF COMMERCE

305 Warren Street • Huntington, Indiana 46750 • (260) 356-5300 • www.huntington-chamber.com • May 2025

Recruiting new talent for an aging workforce

Source: Indiana Business Research

As Baby Boomers move into retirement and the state deals with a projected decline in population growth, Indiana companies are trying to figure out how to fill positions with fewer people entering the workforce.

According to Matthew Kinghorn, senior demographer at the Indiana Business Research Center, state population growth from 2020 to 2060 is projected to be lower than it was between 2000 and 2010. Within 10 years, one out of every five Hoosiers will be a senior citizen, and the under-20 population is expected to drop.

Current laborers in Indiana will also need to evolve. An Ivy Tech Community College white paper revealed more than 82,000 working Hoosiers must develop new skills through non-degree credentials every year of the next decade to keep up with the state's workforce demands.

Here's how some companies in Indiana are approaching recruitment, retention and upskilling to shore up employment.

In nearly 30 years, Toyota Indiana in Princeton has grown from around 1,200 employees to more than 7,650. As some team members have retired, new generations have joined the business, according to President Tim Hollander.

"One thing I take pride in is that in many cases, we have generations of families working here, and that's a testament to the family, team-member-first atmosphere we create, in addition to long-term job stability," he said.

The company works with local and regional educators, workforce development organizations and nonprofits to help grow talent at home and retain young employees.

Toyota Indiana has implemented programs such as the Advanced Manufacturing Technician program at Vincennes University, which includes a two-year associate degree combining a hands-on, innovative curriculum with paid work experience. The company also created the 4T Academy, which started at high schools in Gibson County and expanded to include Bosse in



Evansville, Southridge in Huntingburg and Pike Central in Petersburg.

"Senior year, the (4T Academy) offers a paid internship at Toyota Indiana. Upon graduation, students complete high school fully prepared for a career in advanced manufacturing or whatever they choose as their next step in life," said Hollander.

At Jasper Engineering, "We're always forward-thinking, always looking at who's near that retirement age, looking for that succession, trying to figure out who that next person is that will be prepared over the next couple of years to fill those shoes," said recruiter Amy Schroering.

To compete for younger workers in the area, the business created a community outreach role.

Recruiter Jason Recker goes into local high school and college classrooms to create partnerships and provide STEM activities as well as hands-on work opportunities. A few of the schools even manufacture small parts for the company.

Jasper Engines & Transmissions works with Vincennes University Jasper Campus to hire students from its Automation and Robotics Academy and Career Advancement Partnership programs. The business also has internships.

"We hire college interns during summer breaks in various sectors of our business, many of which receive full-time offers for when they graduate," said Schroering. "We also offer internships to high school students for various programs."

The company provides in-house training throughout employees' careers to sharpen skills and enable growth opportunities.

"We have our leadership development

program, which is a three-month-long task of courses that people can take to help them on a path to potentially leadership or improve their professional skills," she said.

Out of more than 3,000 employees at Ascension St. Vincent Evansville, nearly 1,200 are in nursing. When Jessica Micklo became nursing recruitment manager a few years ago, she came into the role with the strategy of starting recruitment young.

"Previously, we focused on junior and senior students. But I go to the freshman class first. I want to be the first person they see and talk to in hopes of hiring them before competitors," she said. "I've been able to start hiring them as early as high school."

Micklo said the hospital hosts events such as Spring into Healthcare in March, where students can learn about the facility and career opportunities. Students may also attend Health Care Academy for Medical Professions Day camps in June to spend time in simulation labs, perform job shadowing and more.

"High school students are looking for opportunities. College students want flexibility. I've changed our student nurse intern program over the years to try to make it flexible for students because they want to work, but they also want to have a life as well as school," said Micklo.

"We offer payment for certifications. If a nurse wants to get more education, we pay for that. We've got tuition reimbursement if they want to go further in education. For nursing students, I have scholarships while they're in school," said Micklo. "We have our seasoned nurses adopt our new grads, so they are with them in addition to their preceptor for a full year once they accept a position. This helps new grads feel supported and encouraged."

Businesses need to continually search for employees, start earlier, offer internships, tuition reimbursement, hands-on training and opportunities to grow within the company. Companies that do not offer these options may find it more difficult to hire and retain employees in the future.

Twelve students honored at Student Awards Day

The Huntington County Chamber of Commerce along with the local Optimist Club partnered to hold the annual Student Awards Day on Wednesday, April 23. The event was held in the library at Huntington North High School.



Todd Latta, immediate past chairman of the Chamber board, welcomed those in attendance and led the group in the Pledge of Allegiance. Michelle Crone, president of the local Optimist Club, led the Optimist Creed. Chuck Brimbury, Director of Secondary Education, recognized the students and their many accomplishments, and thanked the sponsors for their investment into the children of the Huntington County Community Schools. Tiffaney Drummond, Director, Learning Center, introduced the students and Russ Degitz, principal, Huntington North High School, and Michelle Crone gave the students their certificates and a gift from the Chamber and Optimist Club.

Twelve students from twelve different disciplines were honored during the luncheon ceremony. This year the recipients recognized were Seth Gilbert, Agriculture, sponsored by Commodity Blenders, LLC; Marissa Trout, Business, sponsored by First Federal Savings Bank; Damon Burkett, Automotive, sponsored by Bendix Commercial Vehicle Systems and Emma Johnson, Certified Nurse Aide, sponsored by Huntington University.

Also honored were Anna Spitler, Criminal Justice, sponsored by Bowers Brewer Garrett & Wiley LLP; Aubree Cox, Education Professions, sponsored by Truitt Law Office; Ethan Hyde, Construction, sponsored by FCI Construction and Aiden Skidmore, Welding, sponsored by Novae.

Other students recognized were Nathan Kreiger, IT Operations, sponsored by G6 Military Grade I.T.; Marissa LeMar, Fire & Rescue, sponsored by Huntington City Fire Department; Austin Collins, Precision Machining, sponsored by Huntington County Chamber of Commerce and Lillian Brumbaugh, Worked Based Learning/ICE, sponsored by Ecolab.



Shown in the above photo on the front row, from left, are Nathan Kreiger, Marissa LeMar, Austin Collins and Lillian Brumbaugh, all student award winners. Back row, from left, include Drew Pothast, sponsor, G6 Military Grade I.T.; Tony Johnson, sponsor, Huntington City Fire Department; Todd Latta, sponsor, Huntington County Chamber of Commerce and Chris Troxell, sponsor, Ecolab.



Shown in the above photo on the front row, from left, are Seth Gilbert, Damon Burkett, Marissa Trout and Emma Johnson, all student award winners. Back row, from left, include Terrie Feemster, sponsor, Commodity Blenders, LLC; Carrie Miller, Huntington County Chamber of Commerce board member, sitting in for sponsor, Bendix Commercial Vehicle Systems; Amanda Stroup, sponsor, First Federal Savings Bank and Michelle Fulkerson, Trea Kiefer, sponsor, Huntington University.



Shown in the above photo on the front row, from left, are Ethan Hyde, Anna Spitler, Aubree Cox and Aiden Skidmore, all student award winners. Back row, from left, include Nick Alwine, sponsor, FCI Construction; Joe Wiley, sponsor, Bowers, Brewer, Garrett & Wiley; Phil Truitt, sponsor, Truitt Law Office and Heather Eash, Huntington County Chamber of Commerce board member, sitting in for sponsor, Novae.



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Entrepreneurial 'Meet & Greet' in Markle, May 28

The Entrepreneurial Leadership Council, a committee of the Huntington County Chamber of Commerce, will hold its eighth entrepreneurial 'Meet & Greet' on Wednesday, May 28 from 5:30 to 7:30 p.m. at the Markle

Church of Christ, 455 E. Morse Street, Markle.



The gathering will feature guest speakers Zach Halsema, owner, The Bread Guy LLC, Markle; Josh Eltzroth, co-owner, GenSolar Power, Markle and Nadean Brown, owner, Nadean's Cakes/Cookies/Catering, Markle.

Halsema will share with those attending how bringing his passion and love of baking Artisan breads, pastries and more keep him going and sharing his breads with those in

the area. The Bread Guy bakes bread for several places in and around Markle.

Eltzroth will speak about his business GenSolar Power.

According to his Facebook page, GenSolar Power has a goal of providing the best backup power solution for anyone's needs because not every home requires a full standby system. He feels the system he provides is adequate for many homeowners today.



Brown will share how her love of cooking and baking has led her to owning and operating her own business, Nadean's Cakes/Cookies/Catering. Brown has a bakery in downtown Markle, but also does catering

for many businesses and events in the area.

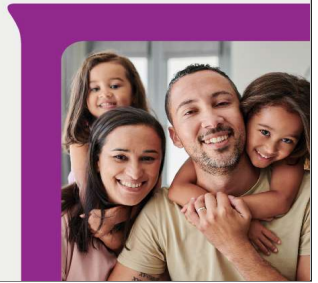
All three entrepreneurs will share their own individual story to those in attendance. The three will speak on what it's like to own and operate a business. Owning a business is hard work, entrepreneurs will face struggles and challenges along the way, but the typical entrepreneur understands at the end of the day it is worth the effort.

If you are an entrepreneur, aspiring entrepreneur, own your own business, thinking about starting a business or simply interested in learning more about growing entrepreneurial wealth in Huntington County, this gathering is for you. If you would like to attend this get-together reply to skimmel@huntington-chamber.com. There is no cost to attend, but you must RSVP as the Chamber needs to know how many will be attending. Food will be catered by Nadean's Cakes/Cookies/Catering, Markle.

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Cholula opens in downtown Huntington

Cholula Mexican Grill & Café recently opened for business in downtown Huntington. The new restaurant is family-owned and operated, and located at 40 W. Washington Street, the former site of the Red Eye restaurant.



The new restaurant serves breakfasts to include omelets, breakfasts skillet, pancakes, Belgium waffles, French toast, biscuits and gravy, breakfast burritos and more. Lunch and dinner feature salads, several different sandwiches including specialty burgers, quesadillas, burritos, tacos, Birria pizza, dinner and fajita plates. Cholula also carries several different desserts.

You can reach Cholula Mexican Grill & Café by email at cholulamexicangrillandcafe@gmail.com or by calling (260) 224-6092. For more information or to read their menu visit their Facebook page.

The restaurant's new hours are Sunday and Monday 8 a.m. to 4 p.m.; Tuesday through Saturday 7 a.m. to 8 p.m.

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YMCA to honor veterans with brick purchases

As a salute to our Huntington County veterans and active-duty service men and women,



Parkview Huntington Family YMCA is creating a landscaping brick and concrete feature that will surround the American flagpole located in the circle drive at the Y.

The completed brick feature will be showcased and unveiled in a ceremony at the annual July 4th celebration held on location at the Y. The sale of personalized bricks also further continues the Y efforts to provide scholarships for memberships and programming to YMCA patrons who need financial assistance.

Interested individuals may order 4"x 8" bricks with character personalization and/or graphic personalization. Personalized 8"x 8" corporate bricks may also be purchased by interested businesses. The three-color options available in each size brick include lighthouse gray, nutmeg or regimental red which are each at different price points, beginning as low as \$100. Bricks may be purchased in honor or memory of veterans or those in active military service.

Brick orders are completed through "That's My Brick" and their website automatically stores the order for our specific YMCA project. Orders are being taken now through May 15, so the project will be complete by the July 4th celebration. To order, follow the step-by-step process online. When completing the online order be sure you are happy with the brick design as the image on your computer will look very similar to the final product. When completing the online order, payments may be made with a major credit card. To place an order or learn more about the bricks and how they can be personalized, go online <https://www.thatsmybrick.com/PHFYMCA>.

If you are unable to place an order online, the YMCA has paper forms available for completion and can accept payment of cash, check, money order or credit card at the YMCA front desk. Parkview Huntington Family YMCA is located at 1160 W 500 N, Huntington. For questions, contact Terri Bartrom Brumbaugh at teresa.bartrom@huntingtony.org.

We hope to see you and your featured brick at the July 4th celebration!



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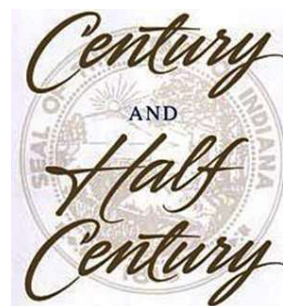
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Century, Half Century awards being accepted

Nominations are being accepted for the Governor's Century and Half Century Business Awards program. The Governor's Century and Half Century Business Awards honor Indiana businesses that have remained in operation for at least 100 or 50 years, and have demonstrated a history of community service.



Indiana companies that have been in operation for 50 to 99 years and meet program criteria are eligible for the Half Century Award. Indiana companies that have been in operation for 100 years or more and meet program criteria are eligible for the Century Award.

By signing the application, each business recognizes, acknowledges and agrees it is in full compliance with the Indiana Secretary of State. A business not in compliance with this entity will not be eligible to receive an award.

- Each business must have had continuous operations in Indiana for at least 100 or 50 years by December 31, 2024. Companies that have been in business for more than 100 or 50 years are welcome to apply for an award.

- Each company must be involved in the same type of business as when it was founded. If different, an explanation of the evolution into the current business must be provided on the nomination form.

- Each business must have been located in the state of Indiana for base operations since the founding of the company.

- If ownership has shifted from the original founder, the nomination form must demonstrate chain of ownership from founder to present.

- A company may only receive Century or Half Century business recognition from the state of Indiana one time. Half Century Award recipients may later qualify for a Century Award. By completing an application, the company certifies it has not previously received the award for which it is applying.

If you would like help applying, contact Sen. Andy Zay at azay@sbeglobal.net. Applications must be submitted by May 30, 2025.



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Six managers named at Bowen Health

Katie Shomo, right, was recently named Director of Community Engagement for Bowen Health, Huntington. Shomo was named along with five other managers.

Shomo began her career at Bowen Health more than eight years ago where Shomo very quickly moved into leadership positions. Her knowledge and familiarity with the community will allow her to continue to build relationships that will benefit patients. Shomo recently joined the board of directors for the Huntington County Chamber of Commerce.

The other five individuals named were Kim Shininger, Director of Community Engagement, Wabash; Rebekah Morgan, Director, Cass, Grant and Tipton counties; Brianna Myers, Director, Adams, Blackford, Delaware, Jay and Wells counties; Elizabeth Bearman, Associate Director of Patient Experience and Sonya Houin, Associate Director of Healthcare Quality and Compliance.



Katie Shomo

Senior EXPO at the HU Fieldhouse on May 22

The Huntington County Senior Citizens EXPO is scheduled to take place on Thursday, May 22 from 8 a.m. to 1:30 p.m. in the Fieldhouse at Huntington University. This event is free to attend and is not associated with Huntington University.

People of all ages are welcome to attend this fun and helpful event that offers exhibitors and information about services for seniors.

For more information on the EXPO, call the Council on Aging's office at (260) 359-4410 or email Richard Murray at dmurray@huntingtoncountycoa.org.



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Parkview to host Check-Up Day May 7, 21

Parkview Huntington Hospital and the Parkview Center for Healthy Living invite area residents in need of lab testing to sign up for Check-Up Day events at the hospital in May.

Check-Up Day makes it convenient to obtain common lab tests at a reduced cost. The event will take place in the Wellness Classrooms from 7 to 9:30 a.m. on two Wednesdays, May 7 and 21.

Wellness packages

Participants have a choice between two blood test packages.

The Green Package includes a lipid profile and glycohemoglobin A1C for \$50.

Also, any of these tests can be added for an extra charge:

- Comprehensive metabolic profile (CMP), \$25
- Complete blood count (CBC), \$15
- Thyroid stimulating hormone (TSH), \$30
- Prostate-specific antigen (PSA) for men, \$30.

The Diamond Package includes the two tests in the Green Package PLUS the four optional tests listed above for a total cost of \$115. The Diamond Package can also be purchased without the PSA for \$100.

Individuals who choose either wellness package can also add any of these additional tests:

- Iron, \$15
- Vitamin B12, \$25
- Vitamin D, \$40.

Either wellness package requires a 10- to 12-hour fast before the appointment. During fasting, it is okay to drink water to avoid dehydration and take regular medications as prescribed. Questions may be directed to (260) 266-6500.

Single tests

Apart from the wellness packages, three single tests are available. Fasting is not required for these tests:

- Glycohemoglobin A1C, \$30
- TSH, \$35
- PSA, \$35

Pre-registration is required

Participants must register for a Check-Up Day event in advance by calling (260) 266-6500. Make sure to leave a voice-mail if a Parkview Center for Healthy Living team member is unavailable to take your call. Payment by credit card at the time of pre-registration is required.

For questions about which lab test options may be appropriate for you, please talk with your medical provider.

Information about this event can also be found at parkview.com/checkupdays.

Empowering Future Investors

Encourage youth ages 12-17 to learn money management and build a solid financial history with a Youth Debit Account

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Beacon's Design-a-Debit¹ Program lets young account holders express their creativity by customizing their debit cards, adding a fun personal touch to their banking experience.

Encouraging youth to take charge of their finances is a gift that lasts a lifetime. Open an account today.

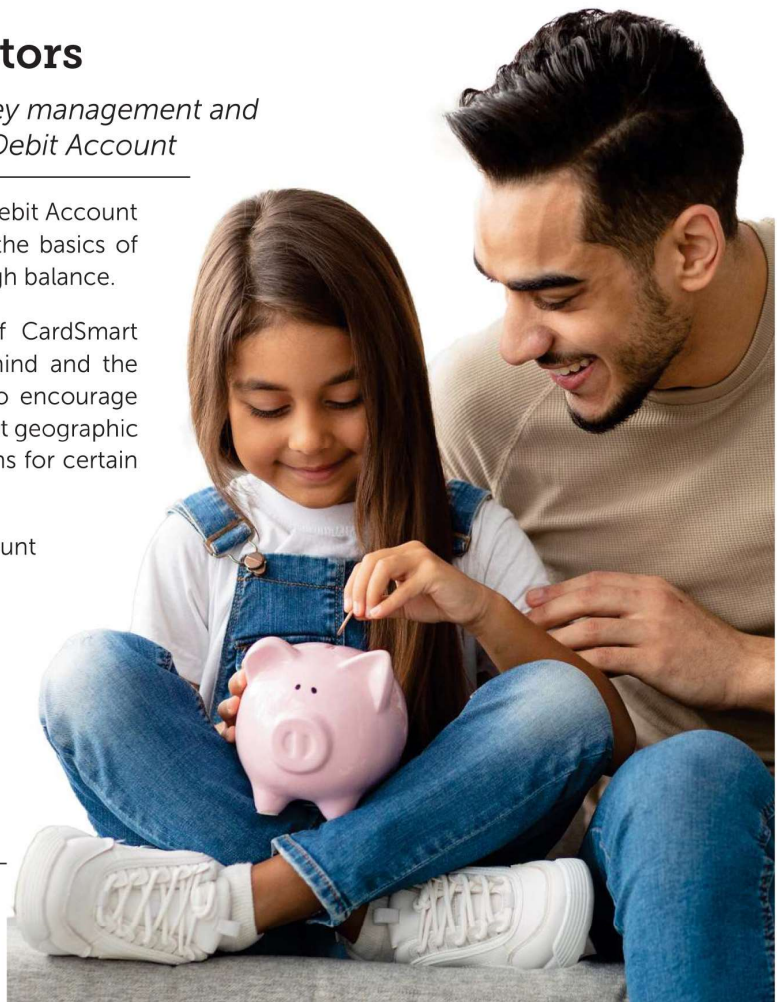
beaconcu.org

¹Membership savings account required. \$5 Monthly Account Maintenance Fee (can be avoided by receiving eStatements).



AMERICAN SHARE INSURANCE
Each account insured up to \$250,000.
By members' choice, this institution is not federally insured.

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Let your money work hard for you.

Advantage Plus Checking

Earn up to 3.00% APY²
and \$15 in ATM fee refunds
each month.



²Annual Percentage Yield as of 05/01/2025; subject to change. Must have ACH deposit(s) totaling \$1000 or more during statement cycle, receive eStatements, and complete at least twenty five (25) point-of-sale (POS) transactions which post to account during the statement cycle to earn advertised APY and ATM foreign surcharge fee refunds (up to \$4.99 per transaction with a maximum of \$15.00 per month). Foreign fee surcharge must be submitted with the appropriate ATM switch fee coding to qualify for rebate. Limit one account per tax reporting name. If monthly requirements are met, 3.00% APY is earned on balances up to \$10,000 and .05% APY is earned on all balances above \$10,000. If monthly requirements not met; all balances earn .05% APY. \$50 minimum required to open; no minimum balance required after opening. Membership savings account required. \$5 Monthly Account Maintenance Fee (can be avoided by receiving eStatements).



Beacon
CREDIT UNION



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OF HUNTINGTON COUNTY

305 Warren Street
Huntington, IN 46750

Visit Us on the Web!
www.huntington-chamber.com

Mark Your Calendars

Chamber After Hours

Tuesday, May 6, 2025, 4 to 6 p.m.
The Huntington Bicycle Shop, 45 Etna Avenue, Suite 100

Chamber Coffee Connections

Wednesday, May 7, 2025
Habecker Dining Commons, Huntington University, 8 a.m.

Entrepreneurial 'Meet & Greet'

Wednesday, May 28, 2025, 5:30 p.m. to 7:30 p.m.
Markle Church of Christ, 455 E. Morse Street, Markle

Trails, Beer & Wine Festival

Friday, June 6, 6 to 10 p.m.
Huntington County Fairgrounds

Heritage Days

Wednesday, June 11 to Sunday, June 15
Around Huntington

For A Complete Calendar of Events

Visit our website at www.huntington-chamber.com

Lime City Title Services, LLC

327 N. Jefferson St.
Huntington, IN 46750



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Fax: 260-356-5201
jbonewitz@limecitytitle.com
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Give us a call for all of your Title needs. We'll take care of you just like our own family!

Jenny M Bonewitz
Manager



HUNTINGTON COUNTY COMMUNITY
LEARNING CENTER

The LC is here to ensure all citizens have access to local educational opportunities that foster life-long learning.

Contact Tiffanney Drummond

P: 260-356-2858

E: tdrummond@hccsc.k12.in.us

W: www.HuntingtonLearning.org