

Workforce UPDATE

DECEMBER 2016



Unemployment in Northwest Ohio went from 4.6% in July 2016 to 4.7% in September 2016. This is a 0.01% percentage point increase but a 0.03% decrease from 2015 quarterly average a year ago. The September seasonally adjusted unemployment was 5.0% for the nation and in Ohio it was 4.8%.

The average total available workforce for Northwest Ohio, which includes all employed and unemployed people was 616,900 in the 3rd quarter of 2016. This is a 1% increase from third quarter last year and the first increase for third quarter since 2011. The number of total available people in the workforce has been declining the last 10 years.

With the last nine months in a row showing an increase in total available workforce in the region — while having the lowest average quarterly unemployment rate in 10 years — there are more people working in Northwest Ohio.

Wanted Analytics identified 14,534 job openings advertised in Northwest Ohio as of September 2016. The top three occupations in demand in our area as of October 28th 2016 were Heavy/Tractor-Trailer Truck Drivers (1,228 jobs posted) followed by Retail Sales (424) and Registered Nurses (403).

Eight of the top ten non-manufacturing corporations hiring were in the transportation fields while two were in healthcare.

The top four leading occupation categories in the region by number of openings advertised were: transportation, retail sales, healthcare, and office service support. These four categories represent 48% of all positions advertised during the third quarter of 2016. This was unchanged from the previous quarter.

The Regional Growth Partnership and JobsOhio, Owens Community College, Toledo-Lucas County Port Authority, NORED, and OhioMeansJobs Lucas County offer this quarterly snapshot of the economic status in Northwest Ohio. This data tracks the vitality of our regional economies as well as offers insights into workforce development trends and issues.

Top 10 Corporations Hiring

1. Celadon
2. Industrial Transport Services
3. Mercy Health
4. JC Trucking
5. ProMedica
6. Big Nation Transportation
7. LP Driving
8. Tri-National
9. Swift
10. West Side Transport

Top 5 Corporate Occupations

1. Heavy and Tractor Trailer Truck Drivers
2. Retail Salespersons
3. First Line Supervisors of Retail Sales Workers
4. Registered Nurses
5. Customer Service Representatives

Top 10 Manufacturers Hiring

1. NSP
2. Dana
3. Owens-Illinois
4. Materion
5. Advanced Drainage Systems
6. Oldcastle
7. Eaton Industries
8. Bunge
9. FCA US / Chrysler
10. Principle Business Enterprises, Inc.

Top 5 Open Manufacturing Occupations

1. Industrial Engineers
2. First Line Supervisors of Production Workers
3. Maintenance and Repair Workers
4. Mechanical Engineers
5. Industrial Machinery Mechanics

Source: Wanted Analytics

Build it! Will they come? Overland Industrial Park Experience



Paul Toth,
President/CEO
Toledo-Lucas County Port Authority

Nearly 100 years after John North Willys began

constructing what would later become known as the Toledo Jeep Parkway Plant, the Toledo-Lucas County Port Authority acquired what many accurately describe as the birthplace of Jeep. Now known as Overland Industrial Park, the former Jeep site was once a major employer in northwest Ohio and southeast Michigan.

The Port Authority invested approximately \$14 million into redeveloping the site making it attractive to many potential end users; and in 2014, the Port Authority partnered with NAI Harmon Group to construct a 100,000 square foot class "A" pre-cast, concrete industrial warehouse, built on the premise that it would be used to market and attract industrial manufacturers to the site — a financial risk the Port Authority and NAI Harmon Group took in order to escalate interest in the park. Studies show that approximately

85% of businesses looking at a region are looking to purchase or lease an existing building rather than constructing a new facility in an industrial park or on a greenfield site.

The risk has paid off. In May 2016, Dana Holding Corporation announced it will lease the 100,000 square foot building and open a new high-tech axle manufacturing facility at Overland Industrial Park, making it the first tenant on the recently redeveloped site. The new facility has the potential to employ over 300 associates by 2020. The Port Authority has agreed to expand the building to nearly 300,000 square feet to accommodate Dana's manufacturing operation.

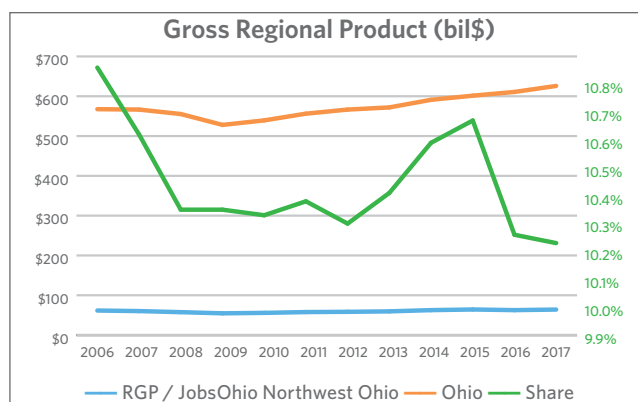
The announcement of Dana's plans to locate operations at Overland Industrial Park has created a surge of interest in the iconic site. In August 2016, the Port Authority and NAI Harmon Group announced the construction of a 130,000 square foot manufacturing facility at Overland, which will be leased to Detroit Manufacturing Systems to support its automotive Tier 1 Supplier business. The new facility has the

potential to create up to an additional 140 new jobs for northwest Ohio.

The Toledo-Lucas County Port Authority is committed to the success of Overland Industrial Park and to bringing new job opportunities and training to nearby residents. Overland Industrial Park is conveniently located directly off I-75. The neighborhood surrounding Overland Industrial Park currently has a 14% unemployment rate.

As a result, the Port Authority, along with several community partners, is working to establish an out-of-the-box workforce development effort to increase employment within the surrounding neighborhood. The addition of 440 new jobs to the area will provide significant economic impact on Overland's adjacent neighborhood and the region. The workforce development effort will prepare area residents to compete for one of the 440 positions coming to Overland Industrial Park, and will include drug testing, background checks, and on-the-job training.

The Port Authority's vision of redeveloping Overland Industrial Park into a first class industrial park is coming to fruition, and the commitment to provide workforce training to area residents, impacted by Overland's recent announcements, will soon become a reality.



Gross Regional Product

- All dollars are in 2015 real/constant dollars
- Dollars are reported in billions
- Data were pulled November 2016

Workforce Development Solutions: Fulton County Style

Workforce availability challenges economic development organizations at the municipal, county, and regional levels to innovate and create unique solutions. This matter requires that the community be proactive to attract labor to their market. Economic development organizations are involved in developing methods of attracting labor.

The Fulton County Economic Development Corporation (FCEDC) has been involved in workforce attraction since its inception in 2014. They developed a website for its members called *WorkInFultonCounty.com* and immediately initiated a marketing campaign around it. This campaign marketed its members' employment opportunities on a regional level. They are developing an application that can be sent to every high school senior in Fulton County as they contemplate career and college opportunities.

This website is not a job-posting site, but instead directs employment candidates to its members' websites based off the type of position the candidate is seeking. This method creates less work for HR managers, as they do

not need to remember to post new employment opportunities or remove posts after jobs were filled. As long as the company website's career pages remain updated and accurate, *WorkInFultonCounty.com* remains updated and accurate.



FULTON COUNTY
Economic Development Corporation

The exodus of young people from Northwest Ohio has become increasingly alarming. In the next decade, more than half of the executive and middle management positions within area companies will transition to a new employee due to retirement and attrition as well as growth. Companies are increasingly seeking high-skilled labor to fill managerial, finance, engineering, and IT and other technical skills to prepare for attrition that they know will be coming.

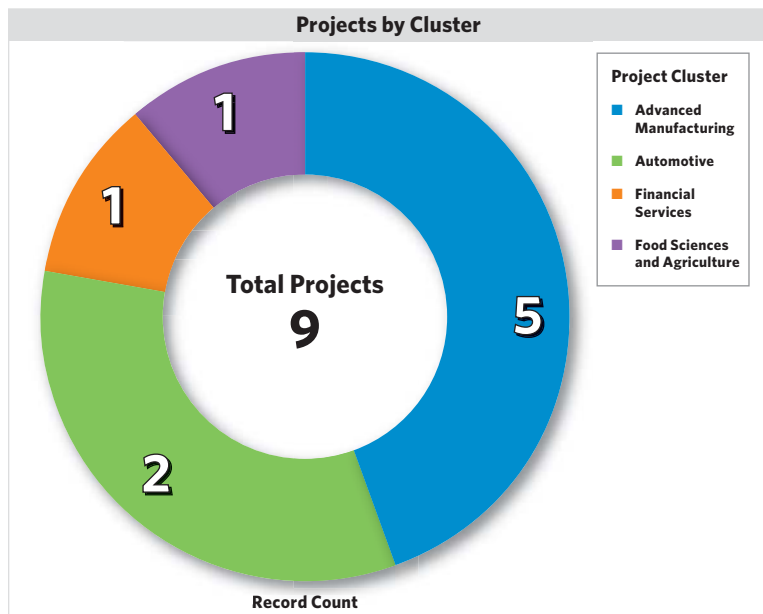
Many young people in the last decade have left Northwest Ohio to begin their careers elsewhere.

Volunteers involved in the FCEDC have shared that they believe that the best way to communicate with young people is through social media. In the past six months, the FCEDC has hired interns to research where recent alumni from Fulton County high schools are living,

what education they are receiving or have received, and what career they are pursuing. This research is providing valuable data as to what is happening among young people as it relates to their career, education, and lifestyle decisions. More importantly, it allows us to communicate with young people that left our communities in Fulton County to share with them career opportunities in or near their hometown. When one of our members has a technical or high-skill position that is difficult to fill, we are able to search our database and contact young people that have moved elsewhere to ask if they would consider a career opportunity near their hometown.

We are creating a message that resonates with young people as to why living and working in our region will enhance their lifestyle. Our community will be welcoming to immigration from other parts of Ohio, other states, and beyond. We are doing what we can to welcome the development of homes and residences for people of various incomes and demographics.

For further information contact *Matt Gilroy, Executive Director, Fulton County Economic Development* at (419) 337-9255, Cell: (419) 438-0035, or mgilroy@fultoncountyoh.com.



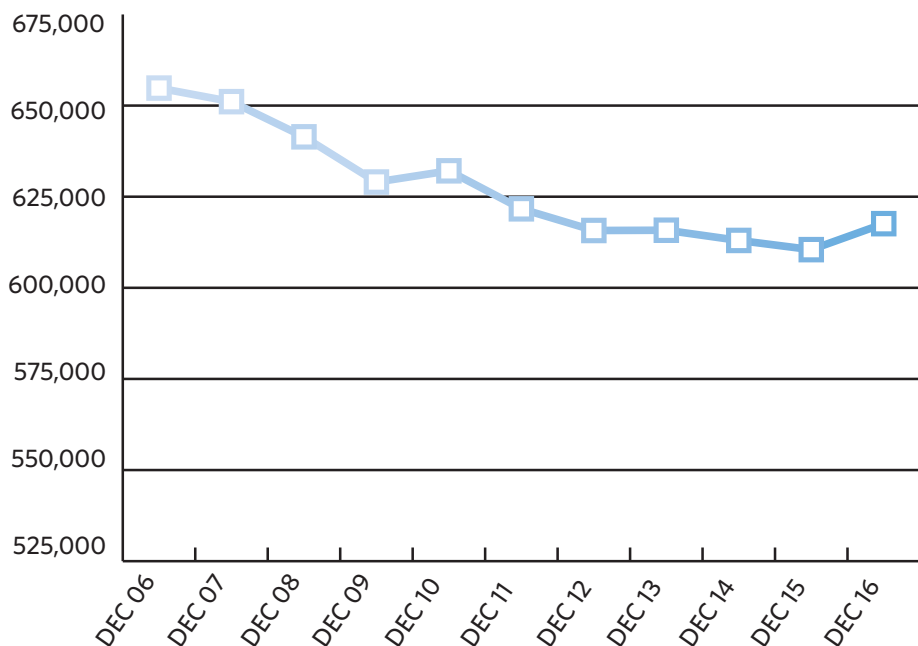
JOBSONIO AND INVESTMENT - 2ND QUARTER 2016

1,066 Jobs Created

6,389 Jobs Retained

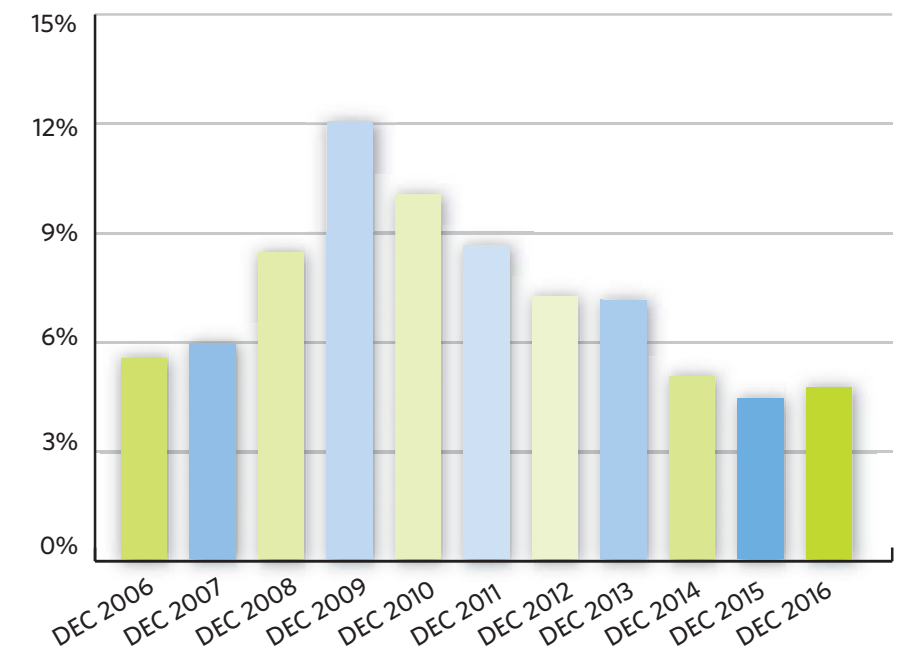
\$451,283,200 Capital Investment

TOTAL AVAILABLE WORKFORCE NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE NORTHWEST OHIO



Source: OhioLMI

For more information about Workforce Update, contact garyjcorrigan@aol.com.