

Workforce UPDATE

MARCH 2018



Unemployment in Northwest Ohio averaged 4.4% for the fourth quarter of 2017. It was 4.8% for the same period in 2016. The fourth quarter average unemployment was 4.9% for Ohio and 4.1% for the nation in 2017.

The average, total available workforce for Northwest Ohio, which includes all employed and unemployed people was 615,300 for fourth quarter 2017. This is the second increase since 2008 and is up 1% from the 2016 4th quarter average. For the year it was the second consecutive increase out of the last 10 years. The two-year trend is that

more people are returning to the workforce and unemployment is low. The total available workforce is still 4% less (26,400) than in 2008.

As of December 2017, 12,872 job openings were advertised in Northwest Ohio according to Wanted Analytics. The top four occupation categories advertised were Transportation, Healthcare, Sales, and Office Support. These four represented 47% of all job posted in Northwest Ohio. The four jobs with the most ads were Heavy Truck Drivers, Registered Nurses, Retail Sales Supervisors,

and Retail Salespersons.

Of all jobs posted in December 2017, approximately 84% required a high school education or Associates degree while 16% required a four-year degree or more. The number one certification sought was a CDL license, second was a Purchasing Manager certification, and third was HAZMAT certification.

Eight of the top 10 non-manufacturing corporations hiring were in the Transportation fields while the remainder were in healthcare. The top five occupations in the

manufacturing area were First-Line Supervisors of Production & Operating Workers, General Production Workers, Machinists, Machine Operators, and Computer-Controlled Machine Operators.

The Regional Growth Partnership and JobsOhio, Owens Community College, NORED, Rhodes State College, 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. ProMedica
2. CRST
3. U.S. Xpress
4. Roehl Transport, Inc.
5. Celadon
6. Mercy Health
7. Western Express
8. Paschall Truck Lines
9. Hyway Trucking Company
10. Central Hauling Co.

Top 5 Corporate Occupations

1. Heavy & Tractor-Trailer Truck Drivers
2. First-Line Supervisors of Retail Sales Work
3. Registered Nurses
4. Retail Salespersons
5. First Line Supervisors of Food Preparation and Serving Workers

Top 10 Manufacturers Hiring

1. FCA US LLC / Chrysler
2. Midway Products Group
3. ConAgra
4. Woodsage
5. Oldcastle
6. Kasai North America, Inc.
7. Kalmbach Feeds, Inc.
8. Advanced Drainage System
9. Johns Manville
10. Whirlpool

Top 5 Open Manufacturing Occupations

1. First-Line Supervisors of Production & Operating Workers
2. Helpers – Production Workers
3. Machinists
4. Packaging and Filling Machine Operators and Tenders
5. Computer-Controlled Machine Tool Operators, Metal & Plastic

Source: CEB Talent Neuron Analytics 02/08/18

Good News and Innovative Solutions

by Joe Luzar, Lucas County Workforce Development Board

A booming economy and low unemployment are good news to most people, but with a shortage of skilled and experienced job applicants, companies are often forced to raid the workforces of competitors or, worse yet, leave important positions vacant.

There are innovative solutions available for those companies willing to take bold action regarding their hiring practices. Here are some suggestions that businesses might find helpful:

Compare Your Benefits – Many companies face high turnover rates in a tight labor market, in part because their competition is enticing experienced workers with creative benefit packages. OhioMeansJobs Lucas County and the Lucas County Department of Planning and Development (LCDPD) can provide comparative wage data for your open positions. This free information can deliver a baseline for determining if your pay rate is competitive to attract and retain talent.

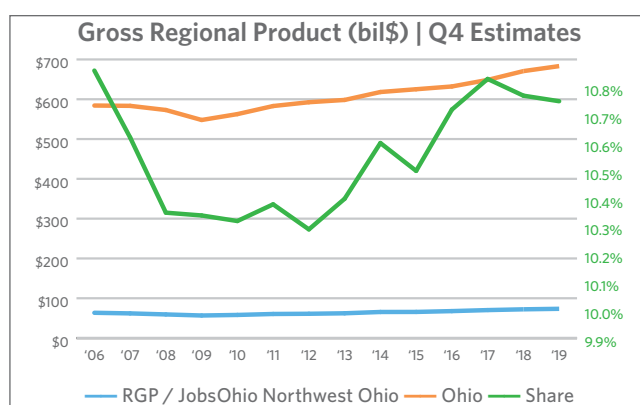
Grow Your Own Workforce – Building your own workforce can be accomplished in several different ways. Some of these techniques include creating links in the form of mentorships or internships with local high schools, technical schools, and community colleges to tap into the pool of young adults just entering the workforce. LCDPD can assist with the creation of apprenticeship programs and may be able to offset some of the costs related to on-the-job training programs.

Look Outside Your Usual Applicant Pool – Immigrants, refugees, and others often come to Northwest Ohio with in-demand skills they obtained in their home countries but may face language

challenges or possess certifications from other countries that may not be recognized here. Returning citizens (ex-offenders) looking to make a fresh start and individuals with disabilities who may need accommodation or additional assistance frequently possess necessary skills or have the desire to learn if given the opportunity. Veterans bring experience and skills acquired through their military service and older workers tend to have a strong work ethic and the dedication demanded by employers. Assistance is available to help you transition these workers into your open positions and LCDPD can provide connections to organizations that can help.

Recognize the WorkReady Certification – Through the WorkReady Lucas County initiative, more than 2,500 individuals have documented their skills and earned a National Career Readiness Certificate issued by ACT, Inc. – the company best known for their college readiness exams. This program measures an individual's ability to read for information; locate information using graphs, charts, and illustrations; and do applied mathematics. This program not only helps identify job applicants with the skills necessary to learn the job, but also – because it is entirely voluntary – it shows employers which applicants are willing to go the extra mile to get the job done. Recognized by more than 200 local employers of all sizes, this program has helped companies like Johnson Controls, Detroit Manufacturing Systems, and Fiat Chrysler Automobiles find applicants who are ready to learn and willing to work.

OhioMeansJobs Lucas County and the Lucas County Department of Planning & Development can assist with no-cost job posting, applicant pre-screening, and referral of qualified applicants and assistance with recruiting events and interviewing. More information can be found online at www.workreadylucascounty.com or by calling 419-213-JOBS (5627).



Gross Regional Product

- Dollars in millions for 2017
- Data were pulled February 2018
- Source: Moody's Analytics and Upjohn Institute

Plus-50: New Age Talent Opportunities

The loyalty and experiences of Plus-50 employees are talent opportunities for our times

by Gary J Corrigan, PhD

The trends in workforce employment can create new opportunities to hire from reliable but non-traditional resources such as individuals over 50. In the fourth quarter of 2008, the unemployment rate in Northwest Ohio peaked at 12.7% and 79,400 Northwest Ohioans were unemployed. A decade later, 31,000 were unemployed and Northwest Ohio had its second increase in 10 years of the total number of people in the workforce. The unemployment rate was 5%.

Now, Northwest Ohio, like the rest of the country, faces a demand for qualified workers. The idea that there are plenty of qualified people available to work is not the case today. Employment dynamics are changing and will affect hiring decisions.

In Northwest Ohio businesses will face some of the following challenges:

- Locating to more labor resource rich areas
- Hiring less experienced workers
- Increasing labor expenses: wages, benefits, recruitment costs
- Increasing investment in automation.

According to the National Federation of Independent Business (NFIB) Index, finding qualified workers remains a persistent problem for small business owners. The growth in the available workforce and the decline in unemployment is an opportunity for companies to answer questions about their hiring strategies regarding anticipated retirements or turnovers.

One solution is to consider those over 50 as a potential talent pool. Below are eight wisdoms about people who are over fifty:

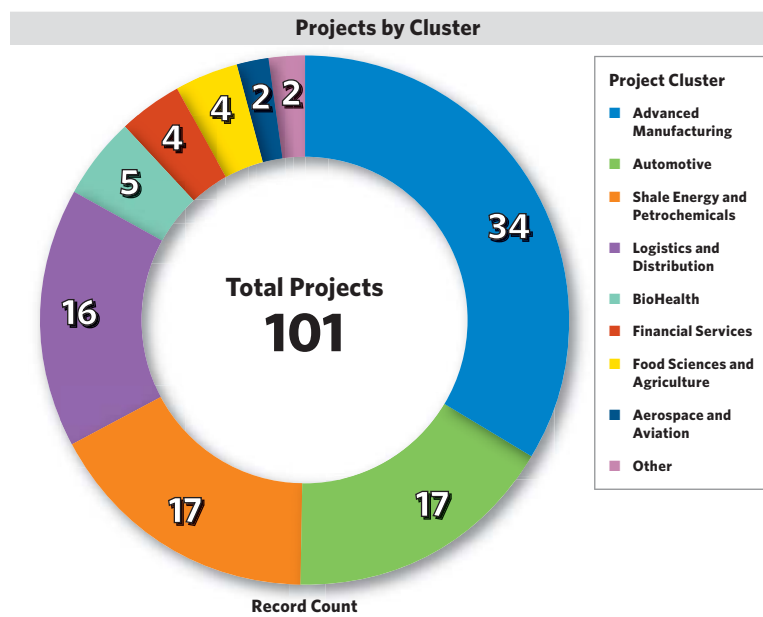
1. Plus-50 people plan to continue working well into traditional retirement years.
2. Most people ages 55 to 70 continue to work, either full or part-time.
3. Workers over the age of 55 do not sustain more injuries or absences than younger workers.
4. Healthcare costs are directly related to the incidence of individual health risks.
5. Most Plus-50 workers are computer-savvy and up-to-date on their technology skills.
6. Plus-50 workers who qualify for Medicare may embrace a "cafeteria-style" package of benefits options or a reduced employer benefits plan.

7. Worker engagement and motivation increases with age. Those 55 and up are the most motivated.

8. Plus-50 adults are eager to work and can be fiercely loyal to their employers.

Most jobs are posted online and attract numerous applicants that are sorted by various hiring criteria. If you eliminate potential applicants by the criteria of age, you are missing a valuable talent resource. The Plus-50 applicant wants to work and contribute to a business. They are seeking stability and sustainability to maintain their lifestyle and prepare for their future. They are a hiring solution.

Hiring sources are facing the challenge of not being able to quickly find the talent that fits their job descriptions. As the economy grows they often find that employee retention is also becoming an issue. Some employers even have job search strategies that target underemployed people to fill their job openings. The loyalty and experiences of Plus-50 employees are talent opportunities that address the hiring reality of our times. The future is not what it used to be.



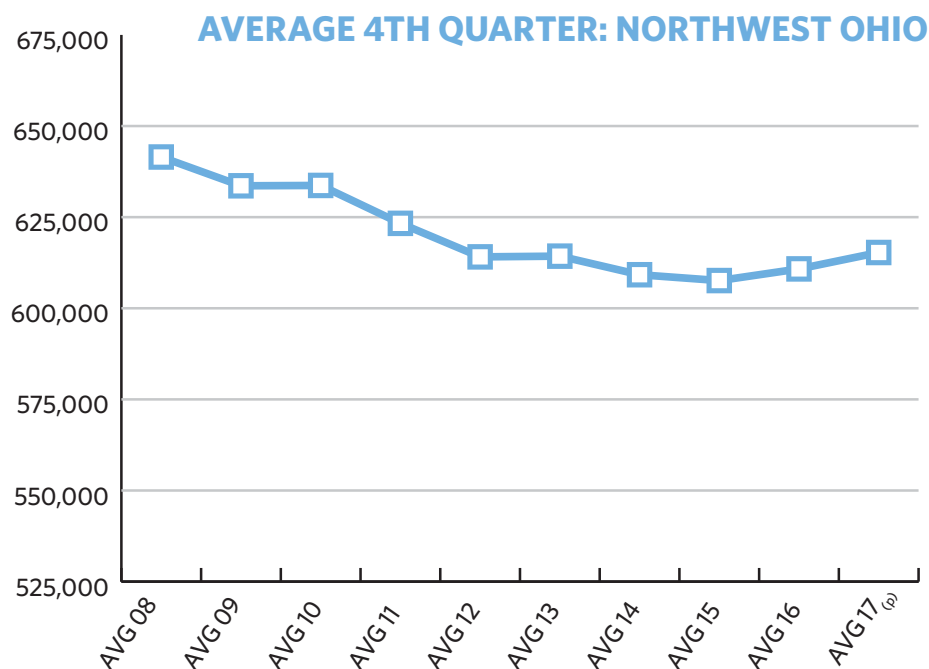
JOB OHIO INVESTMENT - 4TH QUARTER 2017

2,082 Jobs Created

6,901 Jobs Retained

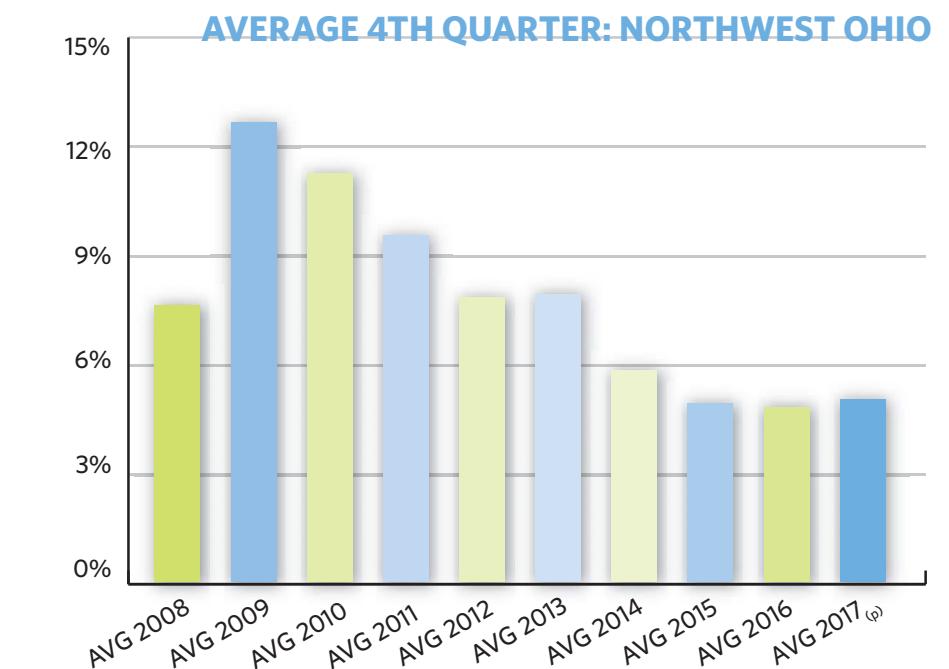
\$2,863,069,321 Capital Investment

TOTAL AVAILABLE WORKFORCE



Source: OhioLMI

UNEMPLOYMENT RATE



Source: OhioLMI

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