

# Workforce UPDATE



Unemployment in Northwest Ohio went from 7.2% to 7.9% from April to June 2013. The total available workforce including all employed and unemployed people, was 615,000 in June of 2013, up from 603,000 in March. The number of people in the workforce is increasing and unemployment is declining from the beginning of the year when it was 9.1% unemployed.

Ohio's workforce number is up 129,000 people while the unemployment for the state was 7.5% in June, which is slightly better than Northwest Ohio. National unemployment for the country was 7.8% in June which is comparable to our region.

Five out of the top 10 businesses hiring are in healthcare while the leading job categories

in the region by number of openings advertised were the following: sales, transportation, administration, management, and healthcare.

There were 14, 842 job openings advertised in Northwest Ohio that was identified by Want Ad Analytics. The number one job in demand in our area was for truck drivers followed by retail salespeople.

The Regional Growth Partnership and JobsOhio, in collaboration with Owens Community College, offer a quarterly snapshot of the economic health in Northwest Ohio. These items indicate the strength of our regional economies as well as success stories.

## Top 10 Corporations Hiring

1. ProMedica
2. HCR ManorCare
3. Lowe's
4. Penn National Gaming
5. Blanchard Valley Health System
6. University of Toledo
7. Fresenius Medical Care
8. The Valley Hospital
9. Fifth Third Bank
10. PNC Financial Services

## Top 5 Open Occupations

1. Sales and Related Occupations
2. Transportation and Material Moving
3. Office and Administrative Support
4. Management Occupation
5. Healthcare Practitioners and Technical

## Top 10 Manufacturers Hiring

1. Cooper Tire & Rubber Company
2. Dana Limited
3. Owens Corning
4. Parker Hannifin
5. Owens-Illinois
6. Whirlpool
7. Oldcastle
8. Campbell's Soup Company
9. Cisco
10. First Solar

## Top 5 Open Manufacturing Occupations

1. Architecture and Engineering
2. Production
3. Business and Financial Operations
4. Office and Administrative Support
5. Installation, Maintenance, and Repair

Source: Want Ad Analytics

## CLF: What Makes You a Welcoming Community?

Why locate or grow your business in northwest Ohio? Site selection consultants using critical location factors (CLF) for their clients traditionally use transportation, labor, raw materials, markets, industrial sites, utilities, government attitude, tax structure, climate, and community. The importance of these factors varies widely from one industry to another. The important factors to a firm's location decision may be attainable in several places and can be influenced by people promoting their area as a "Welcoming Community". Such personal and intangible factors typically include community facilities and services, cultural qualities of the community, community leaders' cooperation, recreational facilities, and quality of schools.

The Regional Growth Partnership (RGP), an economic development group representing 17 counties, invited nine site consultants to hear executives from three Fortune 500 companies – Owens Corning, Owens-Illinois, and Marathon Petroleum Company – as well as executives from First Solar Corporation, North Star Bluescope Steel Corporation, Sauder Woodworking, and PRO-TEC. These consultants could hear firsthand the factors that make this area a welcoming community.

One site consultant, Dean Barber of Barber Business Advisors ([www.barberadvisors.com](http://www.barberadvisors.com)) wrote about this recent site visit to northwest Ohio. He noted that on a site selection project, companies – particularly manufacturers – will often have some general ideas on where they want to be based on the location of their customers and suppliers. His job is to hone the search down to those probable places "where success can be optimized".

A key takeaway from his recent visit to northwest Ohio was that this region was a small town/big city with everything within a 20-minute drive. Traffic congestion is not part of the local DNA.

He noted that Marathon Petroleum illustrated the idea of a welcoming community. In 2007, when there was a devastating flood in Findlay, the company could have chosen fight or flight. It chose to fight and remain a committed partner to the community because the people there made the difference.

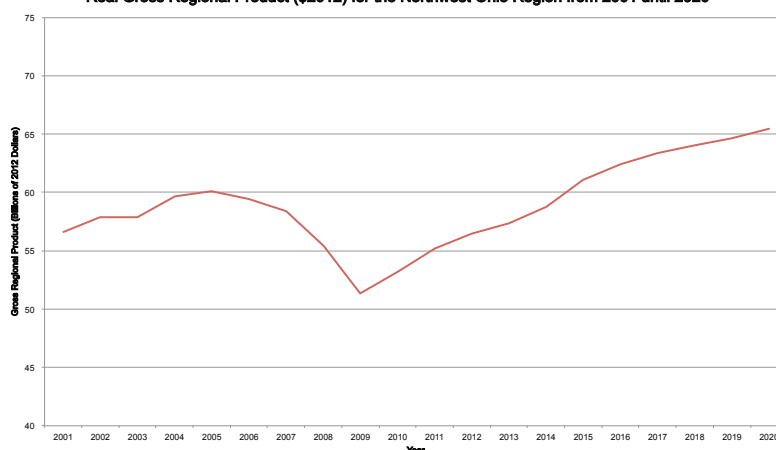
The human resources factor is critical and having a tradition that supports manufacturing needs to show a deep bench of talent and a pipeline for future talent.

All communities will say that their workforce is smart and motivated, but a welcoming community will be able to identify this unique spirit in their community. Local educational institutions such as community colleges are evidence of a welcoming environment. They are the principal trainers for a future workforce and speak the same language as local industry.

There are 23 community colleges in Ohio, four in the northwest region. In a welcoming community, these schools are reaching out to local companies to meet their training needs.

Companies go and stay where they are wanted. In a welcoming community the entire community demonstrates that they are a great place to do business. All citizens and their leaders need to make "welcoming" a critical location factor when someone wants to do business in northwest Ohio.

Real Gross Regional Product (\$2012) for the Northwest Ohio Region from 2001 until 2020



### Gross Regional Product

Market value of all final goods and services produced within a given area and time.

# Conflict and Your Business

Napoleon was once asked by his officers how they could make their soldiers smarter. He replied, "Make them all generals, because they know everything." Promotion and title changes are not a substitute for management training. For positive change to happen it must be planned and not be expected to happen by accident. Managers who engage in disputes are under stress and this can take a physical toll on their health and that of the business. Conflict can cause anger to become destructive within an organization.

If people take the opinion that conflict means that someone has to win and someone has to lose, it will result in negative consequences and frustration. Successful conflict management will keep people productive and provide a recruiting edge as your business needs expand.

According to a recent article in *The Wall Street Journal*, 18% of a manager's duties are spent settling disputes between employees. What if this time could be invested in growing the business or reducing costs or advancing business opportunities? No business is conflict-free, nor should it be as conflict is often a

precursor to growth and change. However, if you can reduce conflict by a percentage then you are improving your business's bottom line.

As companies become more complex and downsizing leads to job consolidation, it is not surprising that workplace conflict grows. We can act to help make the situation better now and in the future through an investment in supervisory training in conflict management. When you recognize that handling disagreements and conflicts in the workplace is a component of supervision you will become a more productive business.

Check your business and see if there could be conflict caused by:

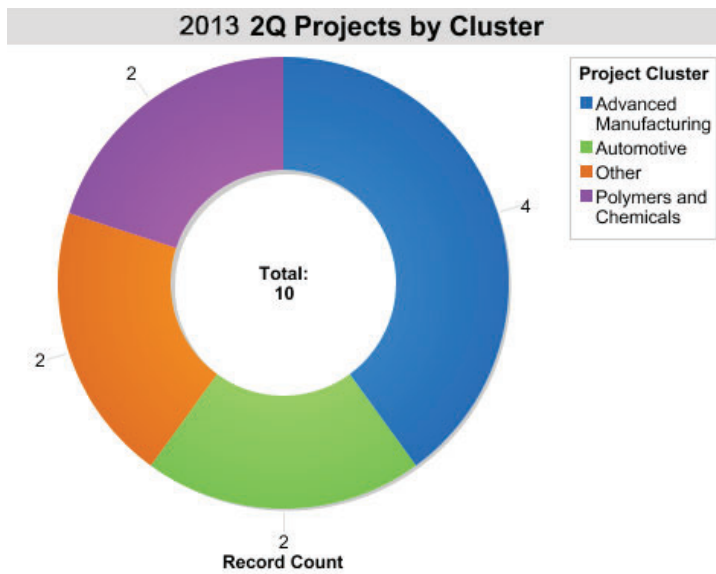
1. Communication breakdowns
2. Competition over scarce resources
3. Unclear job boundaries
4. Inconsistent policy application
5. Unrealized expectations
6. Time pressures

Serious conflict issues can be avoided. Many first-time supervisors or even experienced managers have not had much training in resolving conflicts. In a 2009 study in the *Journal of Education for Business* and reported in *The Wall Street Journal*, "Based on a survey of 97 business schools, fewer than half identified conflict management as a topic addressed in the curriculum, and fewer than one in five had a course dedicated to the subject."

Owens Community College is offering classes in Conflict Resolution and Effective Discipline as part of its Workforce Services Supervisory Series. These courses will identify what causes conflict and how to respond to it as well as realizing the cost of conflict to your organization. These timely and brief classes are an investment in economic growth and will reduce stress in your workplace.

Conflict begets more conflict. The time to address this issue is now.

For more information, contact Gary Corrigan at [gary\\_corrigan@owens.edu](mailto:gary_corrigan@owens.edu) or call him at 567-661-7455.



## JOBSONIO AND INVESTMENT - 2ND QUARTER 2013

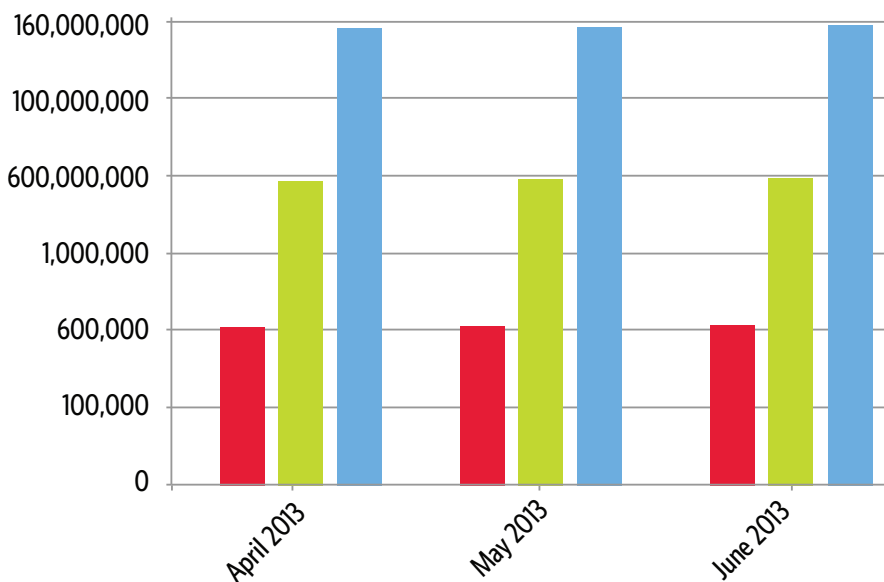
**10** Closed Won Projects

**1,612** Jobs Created & Retained

**\$59,606,290** Capital Investment

## TOTAL AVAILABLE WORKFORCE

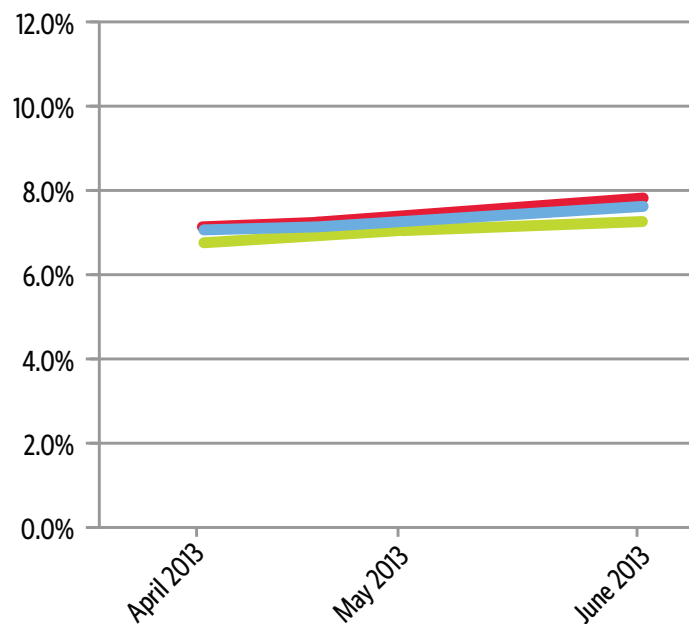
Northwest Ohio Ohio U.S.



Source: OhioLMI

## UNEMPLOYMENT RATE

Northwest Ohio Ohio U.S.



Source: OhioLMI