

Workforce UPDATE

MARCH 2014



Unemployment in Northwest Ohio went from 7.3% to 7.0% from October to December 2013. The national percent went from 7% to 6.5% while Ohio moved from 7% to 6.6%. The total available workforce for Northwest Ohio, which includes all employed and unemployed people, was 604,700 in December of 2013. This is down from 609,200 in October. The number of people in the workforce is decreasing and unemployment is declining from the beginning of the year when it was 9.1% unemployed.

Two of the top 10 businesses hiring were in the fourth quarter were in healthcare. The leading job categories in the region by number of openings advertised were transportation, sales, administration support, healthcare and management. The categories were unchanged with office administration openings moving to third and healthcare to fourth.

There were more than 16,500 job openings advertised in Northwest Ohio in December as identified by Wanted Analytics. The number one job in demand in our area was for Heavy and Tractor-trailer Truck Drivers followed by retail salespeople.

The Regional Growth Partnership and JobsOhio, in collaboration with Owens Community College, 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 business development trends and issues.

Top 10 Corporations Hiring

1. Ryder
2. CRST
3. Swift Transportation
4. Sears Holding Corporation
5. Pizza Hut
6. ProMedica
7. Lowe's
8. University of Toledo
9. Barr-Nunn
10. USA Truck, Inc.

Top 5 Open Occupations

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

Top 10 Manufacturers Hiring

1. First Solar
2. Owens-Illinois
3. PPG
4. Cooper Tire and Rubber Company
5. Campbell's Soup Company
6. FedEx
7. Owens Corning
8. Dana Holding
9. Whirlpool
10. Magna International

Top 5 Open Manufacturing Occupations

1. Architecture and Engineering
2. Production
3. Management
4. Sales
5. Installation, Maintenance and Repair

Source: Wanted Analytics

Hey World! You'll do Better Here!



Paul Zito
Vice President of International Development
Regional Growth Partnership

The Toledo/Northwest Ohio area is establishing itself as a leading region for international development. Paul Zito, vice president of international development at the Regional Growth Partnership, describes the area's "international infrastructure" as the linchpin to serve the region's rising imports and inward foreign direct investment.

"We have everything an overseas company needs to succeed in the U.S. and global markets," Zito said. "There is a long established and dynamic network of potential partners in a wide variety of industries and world-class service providers, such as banks, law firms and accounting firms - all with experience in, and knowledge of, the international market."

In 2013, more than 3,500 new jobs were created as a result of foreign direct investment in Northwest Ohio. Those jobs came from new companies establishing operations in the region as well as existing foreign-owned expansion projects.

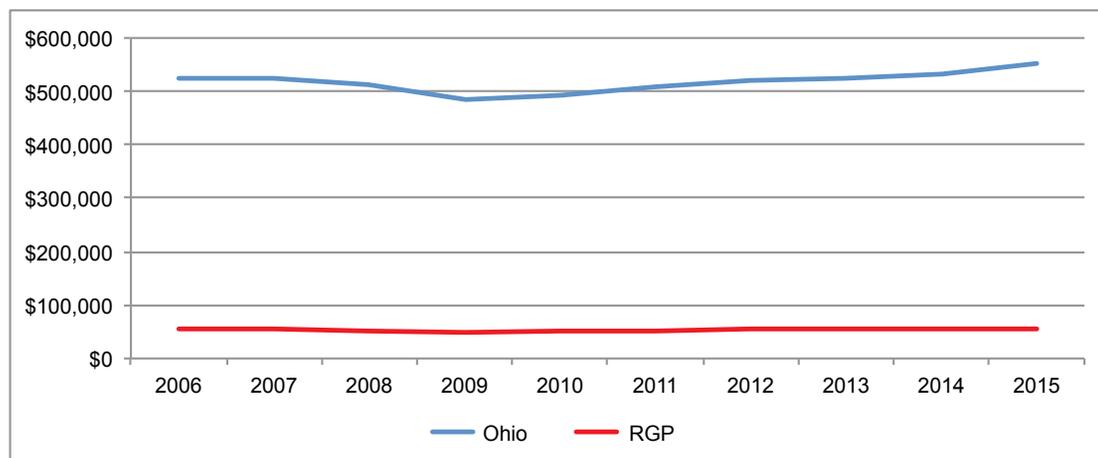
The region's central location in the North American market offers great appeal for international investors. In addition, our regional transportation assets include three of the country's most traveled highways and the busiest seaport on the Great Lakes. Also, Toledo is less than one

hour from Detroit Metro, one of the top international airports in the world. The region's nationally acclaimed workforce and the myriad of colleges and universities also present great value to foreign investors.

At the RGP, Zito has implemented a proactive strategy to target foreign companies. In collaboration with other regional partners, the region welcomed 20 overseas companies for visits last year. The *New York Times*, *Forbes* and *Foreign Direct Investment* magazine have all published glowing stories on our efforts. Newspaper reporters from many countries, including China, Denmark and Russia, have all visited this area to report on our international initiatives.

But it's not just foreign direct investment which has helped the Toledo region gain prominence on the global stage. Total goods and services exports in Toledo totaled \$5.5 billion. Between 2009 and 2012, the annualized export growth rate for Toledo was 12.4%, which ranked ninth among the top 100 metros in the United States.

"More than 11,000 jobs are tied directly to exports in the Toledo metro area, and those exports support more than 25,000 jobs in total," Zito said. "Exports are also responsible for nearly 20% of the gross domestic product." Zito added that companies which export usually have greater growth rates and are less susceptible to financial difficulties. International trade and development is important for the Toledo region and will continue to grow as a significant part of our community's success.



Gross Regional Product

Northwest Ohio shows stable growth compared to all Ohio.

Are You Ready for a Second Brain Drain?

Do you face a potential loss of experienced people through retirement? When this happens a lifetime of knowledge and skills also depart. How do you avoid this brain drain at your business?

Every eight seconds a person turns 65 in this country. In Lucas, Wood, and Hancock counties over one third of the populations are over 50. The total available workforce for Northwest Ohio has been continuously declining over the past few years. Good fortune favors the prepared.

A recent Ernst & Young survey of Fortune 1000 companies found that 62% of employers believe future retirements will result in a labor shortage. With every passing year there will be fewer workers with the knowledge and experience to lead effectively.

A Sloan Center on Aging and Work survey found that 68% of employers had not analyzed the

demographics of their workforce and that 77% had not analyzed the projected retirement rates of their employees. A series of AARP surveys found that few employers had taken active steps to prepare for worker retirements.

The brain drain resulting from retirements in key business functions has predictable consequences. The opportunity exists to organize the collective experience of those preparing to exit their careers and inventory their assets.

Ensure your organization's future success and prevent the loss of valuable knowledge and experience by developing programs that will transfer critical knowledge and skills to the next generation of employees.

Owens Community College Workforce Development has several services and training programs that can prepare for a structured transition of talent in

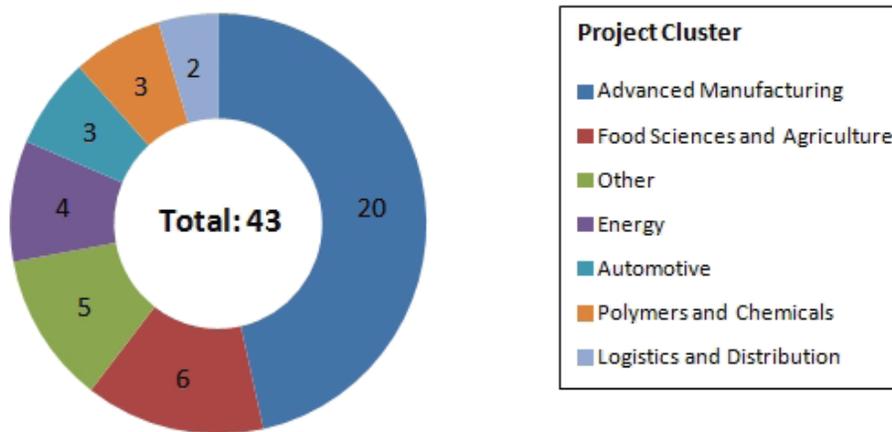
your organization. Begin the transfer of learning opportunities with our train the trainer courses, supervisory development, and technical skill courses to bridge experience gaps.

As the global economy recovers from the deepest recession in 70 years, organizations need every competitive advantage they can find to survive and thrive. Employers that explore and develop ways to leverage the knowledge and experience of employees approaching retirement age will discover that these workers offer a lasting value of outstanding performance.

Contact gary_corrigan@owens.edu for additional information on developing a stronger and sustainable workforce for your business. Mentoring and on the job training needs to happen before your company's "Brain Drain" begins.



Projects by Cluster



JOBOSHIO AND INVESTMENT - 4TH QUARTER 2013

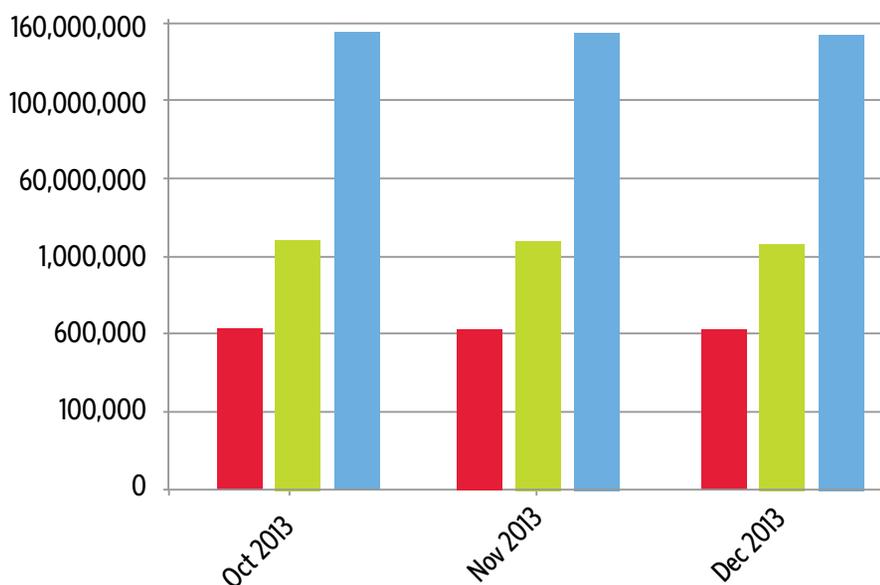
43 Closed Won Projects

992 Jobs Created

\$1,728,220,081 Capital Investment

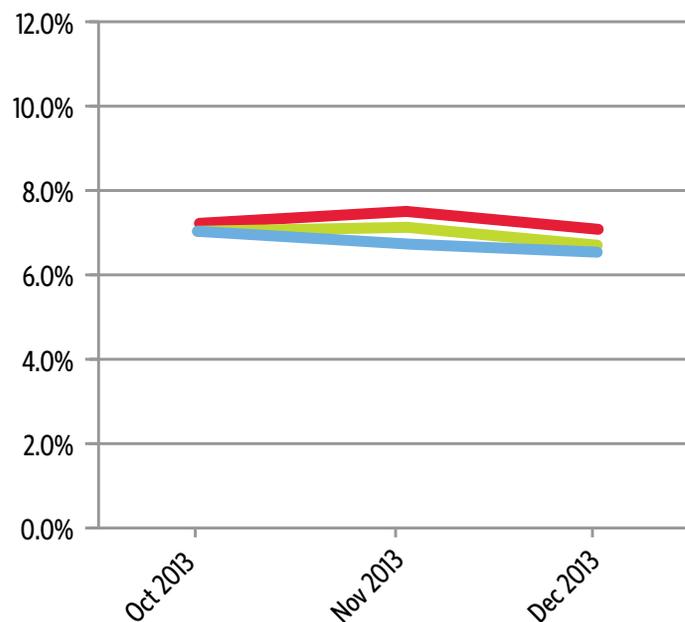
TOTAL AVAILABLE WORKFORCE

Northwest Ohio Ohio U.S.



UNEMPLOYMENT RATE

Northwest Ohio Ohio U.S.



Source: OhioLMI

Source: OhioLMI

For more information about Workforce Update, contact dickerson@rgp.org or brian_paskvan@owens.edu.