

Workforce UPDATE

SEPTEMBER 2016



Unemployment in Northwest Ohio went from 5.4% in March 2016 to 4.6% in June 2016. This is a 0.8 percentage point decrease from March and almost the same percentage for the average a year ago. The June seasonally adjusted unemployment was 4.9% for the nation and in Ohio it was 5.0%.

The average total available workforce for Northwest Ohio, which includes all employed and unemployed people, was 629,600 in the second quarter of 2016 — up 17,200 from the second quarter a year ago and down 30,400 from second quarter 2006. While the number of people in the workforce has been declining the last 10 years, it is showing its first quarterly increase since

2010. This indicates a potential trend in area resource growth. It is also the second quarter in a row showing an increase in total available employment in the region while having the lowest average quarterly unemployment rate in 10 years.

Wanted Analytics identified 14,245 job openings advertised in Northwest Ohio as of June 2016. The top three occupations in demand in our area were Heavy and Tractor-trailer Truck Drivers (1,573 jobs posted), followed by retail sales (462) and registered nursing (456).

Seven of the top 10 non-manufacturing corporations hiring were in the transportation fields while two were healthcare-

related. 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 second 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. Swift Refrigerated (Trucking)
2. US Class A Drivers
3. Mercy Health
4. ProMedica
5. Tri-National
6. JC Trucking
7. Big Nation Transportation
8. Ryder
9. Bob Evans Farms
10. P&S Transportation

Top 5 Corporate Occupations

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

Top 10 Manufacturers Hiring

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

Top 5 Open Manufacturing Occupations

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

Source: Wanted Analytics

Northwest Ohio: Talent Wanted!



Dean Monske,
President and CEO,
Regional Growth
Partnership

To address a significant need of business in the 21st Century economy,

JobsOhio has launched a Talent Acquisition initiative. Business leaders in all sectors listed finding skilled candidates as a primary concern and JobsOhio's Talent Acquisition Program will be a differentiator to attract new jobs and capital investment to the state.

Through this program, JobsOhio has provided financial resources to the Regional Growth Partnership to hire a Talent Acquisition Manager to support companies locating and expanding in Northwest Ohio. The Regional Growth Partnership (RGP) hired Carolyn Rodenhauer to focus on talent acquisition from a business perspective. Rodenhauer will work with the hiring company by providing a talent strategy tailored specifically to the operating environment, skill need, and hiring deadlines of the business. Similar positions have been created at the five other JobsOhio Network partner regions.

Finding the right talent is a key to a company's success, so this new position will play a major role in making Northwest Ohio even more competitive in the global marketplace. Carolyn has done this type of work for the past 10 years and been recognized as one of the best. She comes to the RGP after having previously served as the Workforce Development Administrator for Hancock County and Workforce One-Stop Operator for Hancock, Wood, and Wyandot counties.

This JobsOhio program is focused on larger talent projects that meet certain criteria of job creation and capital investment. With talent acquisition having grown into a national economic issue, JobsOhio believes this new statewide talent team will become an economic development differentiator for Ohio by meeting the evolving talent needs of business.

The program will focus on four services that will cover a wide variety of occupations and opportunities:

- Marketing of job opportunities
- Talent sourcing (identifying talent)
- Candidate pre-screening
- Candidate education / training

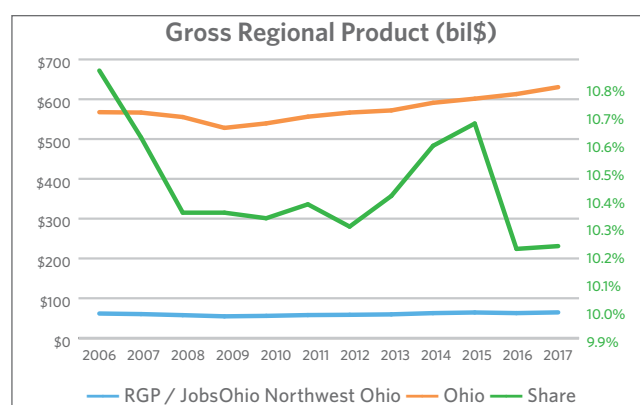
There will be times when the Talent Team is seeking higher tech skills and there will be times when the talent program, through

training and education of candidates, will help sharpen or equip candidates with the requisite skills to fill a job. The job opportunities run the gamut of skill sets, but they are all in-demand occupations.

A very important distinction is that this new program is not a replication of existing State of Ohio workforce programs, which include Ohio Department of Jobs and Family Services, OhioMeansJobs, and the Governor's Office of Workforce Transformation. The JobsOhio approach to talent is more global, seeking to fill multiple employment needs of an organization, whereas the State workforce programs — while addressing the needs of both the business and individual — allocate a significant portion of their resources to assisting the displaced worker.

Carolyn's initial time, already under way, will be spent meeting with such groups as educational / training providers, OhioMeansJobs centers, Workforce Investments Boards, and economic development organizations to better understand services, realize potential gaps, review partner capacities, and build collaboration among those who can produce talent.

We look forward to sharing more as this program further develops and begins providing added value for the State and all of Northwest Ohio.



Gross Regional Product

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

The Role Owens Community College Plays in Economic Development

Brian Paskvan, PhD,
Executive Director,
Owens Workforce &
Community Services

Many businesses in the community may be surprised at the role Owens Community College plays in supporting economic development in our region. For example, Owens is currently working closely with a German-based company that has enjoyed great success in Europe, but needed resources to meet challenges and grow their business.

The company's first challenge was to adjust its Quality Management System to align with American business standards. Each week, an Owens consultant who specializes in establishing and sustaining quality systems works systematically on the process of taking the company's

European practices and revising them to work according to American standards. This ongoing process will allow the company to expand the capacity of its Northwest Ohio facility.

The Owens Workforce organization is also working closely with an automotive parts supplier that is struggling to find reliable workers with the right skills to work on their production line. This involves collaborating with the company's staffing agency as well as local social service agencies to develop strategies for developing untapped populations in the community for these important jobs. The goal is to create a seamless process that supports workers who have in the past been neglected by parts of the workforce system. This is vital to the local economy at a time when

employment levels are high and the size of the workforce is shrinking.

Future workforce leadership development of companies is another important challenge addressed by Owens. For the past two years, The Andersons, Inc. has collaborated closely with the college to prepare its next generation of leaders. An element of the company's Leadership Institute is a daylong team-building experience held in the Owens Culinary Arts Center. It brings Andersons employees together to plan and prepare a meal, which is served in the evening to an audience of company leaders and other special guests. The team-building program was recently recognized by the Ohio Association of Community Colleges, which named The Andersons the State of Ohio's Community College Business Partner of the Year.

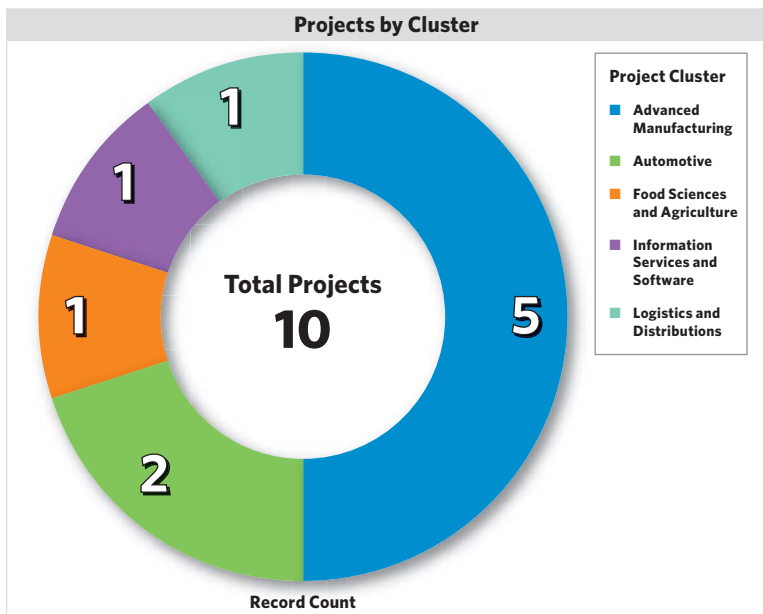


The college continues to work to develop individual talent. Such is the success of Gary King, who recently earned a nationally recognized Information Technology (IT) certification. In mid-2015, Gary invested in some test prep software intended to help him earn the CompTIA A+ Certification. Owens Community College offered self-paced, online classes designed to prepare for both A+ exams. "I couldn't believe the cost – so affordable!" he said.

When he learned that Owens could also offer large discounts on the exam fees, too, he was sold.

He spent three months working through the coursework. Before June ended, Gary already had his first IT job interview thanks to his new certification. "It shows you definitely know what you're doing and enhances your abilities in the employer's eyes," he said.

For large and small companies and the individual workforce, Owens is ready to serve your needs. To get started, contact Workforce & Community Services Executive Director Brian Paskvan at (567) 661-7742 or brian_paskvan@owens.edu.



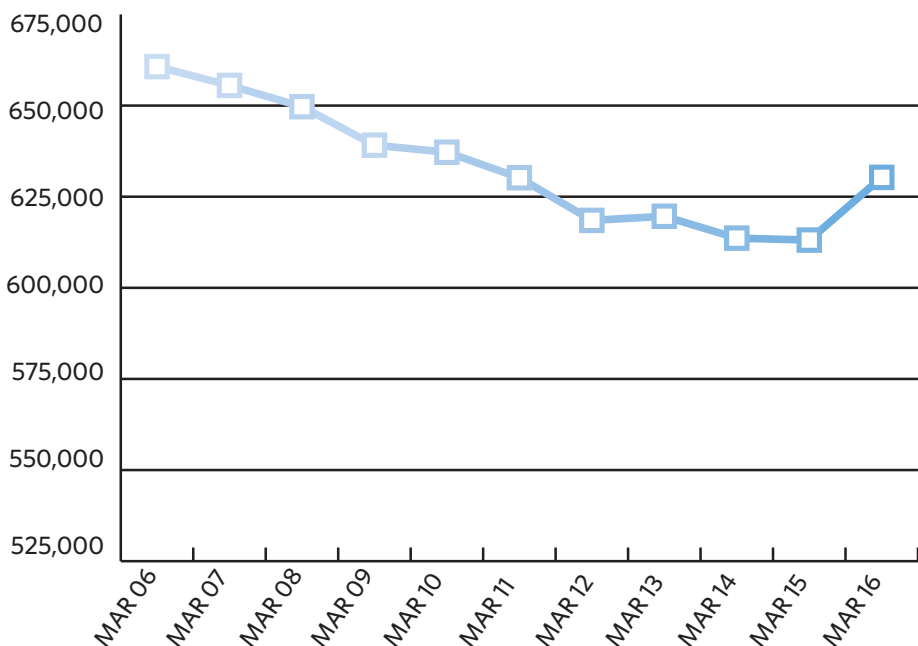
JOB SOHIO AND INVESTMENT - 1ST QUARTER 2016

556 Jobs Created

1,153 Jobs Retained

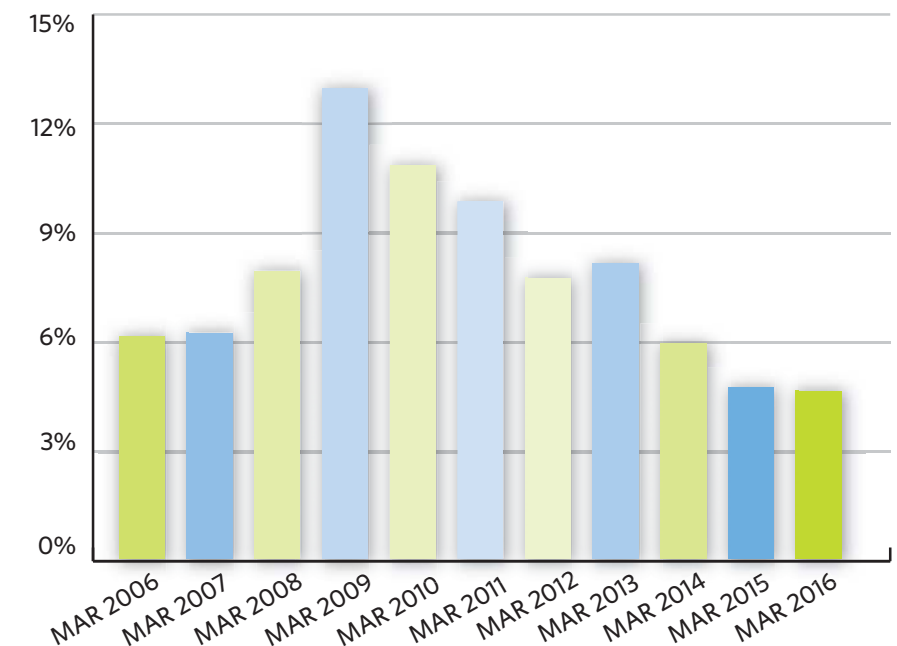
\$168,480,000 Capital Investment

TOTAL AVAILABLE WORKFORCE NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE NORTHWEST OHIO



Source: OhioLMI

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