

Workforce UPDATE

MARCH 2020



Lucas County
Wood County



Top 10 Corporations Hiring

1. Mercy Health
2. ProMedica
3. The Dollar General
4. Walmart
5. Lowe's
6. University of Toledo
7. Lima Memorial Hospital
8. Blanchard Valley Health System
9. HCR ManorCare
10. Owens Community College

Top 5 Corporate Occupations

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

Top 10 Manufacturers Hiring

1. Midway Products Group
2. Owens-Illinois
3. First Solar
4. Whirlpool
5. Pepsi
6. Oldcastle
7. Johns Manville
8. Continental Structural Plastics
9. FirstEnergy
10. Owens Corning

Top 5 Open Manufacturing Occupations

1. Heavy & Tractor-Trailer Truck Drivers
2. First-Line Supervisors of Production & Operating Workers
3. Industrial Engineers
4. First-Line Supervisors of Transportation and Material-Moving Machine & Vehicle Operators
5. Production Workers, All Other

Source: CEB Talent Neuron Analytics 02/13/2020

4TH QUARTER INTERNSHIP REPORT: NORTHWEST OHIO

TOP FIVE COMPANIES ADVERTISING INTERNSHIPS

1. RSM US llp
2. State of Ohio
3. Sherwin Williams
4. Trilogy Health Services
5. General Electric

TOP FIVE INTERNSHIP POSITIONS ADVERTISED

1. Market Research
2. Industrial Engineers
3. Accounting
4. Mechanical Engineers
5. Computer Support

Source: Conference Board (<http://ohiolmi.com/asp/omj/hw.htm>)

Lowest Unemployment in 10 years

Unemployment in Northwest Ohio averaged 4% for the 4th quarter of 2019. It was 4.6% for the same period in 2018. This is the lowest 4th quarter unemployment percentage in 10 years. The fourth quarter average unemployment was 3.5% for the nation and 4.2% for Ohio in 2019.

The average total available workforce for Northwest Ohio—which includes all employed and unemployed people—was 608,100 in the fourth quarter of 2019. There were 583,967 people employed. This is 3% more people employed in the region than 10 years ago with 4% fewer people.

As of December 13, 2019, 16,026 job openings were advertised in Northwest Ohio according to Wanted Analytics. The top four occupations in demand were Registered Nurses, First Line Supervisors, Retail Sales, and Food Service Supervisors. These four categories—Sales, Healthcare Practitioners, Office Support, and Food Service—represented 47% of all jobs posted in Northwest Ohio. The Sales Support and Healthcare categories represented 28% of all jobs posted. There were 940 RN jobs posted in September. Transportation related positions were in fifth place among all advertised openings and had 357 Truck Driver positions posted.

Of all jobs posted in December 2019, approximately 54% required a high school education and 46% required a two-year degree or more. The total number of internships advertised was 3,449. This was an increase of 90 ads from the 4th quarter last year. Sixty-five percent of the internships wanted a bachelor's degree or more.

The number one certification sought was a driver's license. The number one skill was Microsoft Office. Five of the top 10 non-manufacturing corporations hiring were in healthcare. The top five occupations in the manufacturing area were HD truck drivers, First Line Supervisors-Production, Industrial Engineers, First Line Supervisors-Transportation, and Production Workers.

The Gross Regional Product for the region was up \$12.11 billion at \$73.54 billion compared to 2009. The State of Ohio was up \$119.37 billion at \$698.71 billion from 2009. The region's share of this amount was down 0.07% from 2009.

The Regional Growth Partnership and JobsOhio, Owens Community College, NORED, Terra State Community College, Penta County JVS, and Lucas and Wood County OhioMeansJobs 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 Jobs: Finding the Talent You Need



Lee Daher,
Chair, Lucas County
Workforce
Development Board

This past December, the State of Ohio announced the release of Ohio's Top Jobs – a website (<https://topjobs.ohio.gov/>) dedicated to promoting the high-demand, high-skill career opportunities available in the State. These jobs have a higher projected annual growth rate than other jobs and a high number of expected openings. In addition, in demand jobs on the State list pay 80% of the State's median wage at \$14.10 or more per hour.

Many of the jobs in the State with the highest growth include those in medical professions (Registered Nurse, Licensed Practical Nurse, Medical Assistant) but there are many opportunities in a host of other industries. The need for Materials Handlers, Customer Services Representatives, and Truck Drivers is clearly illustrated by a high projected number of openings statewide. In addition,

high growth is projected for Construction Workers and Financial Managers.

However, Ohio is a very diverse state and while the overall projections are important, it is essential to look at data tailored to the needs of our own region. Fortunately, the website does allow for filtering the data provided by geographic region. While still closely aligned to the statewide data, the information for Northwest Ohio places some jobs at a higher priority level than the more expansive list. Inclusion of Agricultural Managers, for example, reflects the rural nature of large portions of the region and, due to our large manufacturing base, Team Assemblers rank high in the number of projected openings.

While the data provided by the State is important, most of it is based on projections from the Bureau of Labor Statistics and, although accurate from a high-level perspective, the list may not reflect the actual needs of local employers. In order to make sure local workforce professionals are helping individuals develop the skills needed for the companies in our region, the Lucas County Workforce Development Board is launching a survey intended to ask local businesses what they really need

and where they are struggling to fill key positions.

OhioMeansJobs Lucas County and the Lucas County Department of Planning and Development will be assisting the Workforce Board in distributing the survey and the hope is that businesses across the region will be willing to take a few minutes to respond to a few online questions. All sizes of employers are invited to participate, regardless of the industry they represent or the number of workers they employ. By providing this information, companies will be helping the Workforce Board direct training funds and job seekers to programs that will help bridge the local skills gap.

As the Chair of the Workforce Development Board, I encourage all companies to take part in the survey. Our initial plan will be to reach out directly but it would be unrealistic to believe that we will be successful in reaching every employer in the region. Companies can access the survey directly at <http://bit.ly/LCWDB-Biz>, by visiting <http://OhioMeansJobs.com/lucas> or by going to <http://www.workreadylucascounty.com> and selecting "Business Solutions." I hope you will assist us in identifying the real "demand occupations" for our region.

Putting Northwest Ohio on the Map



Logan Sander,
Co-founder of
Midstory

Two years ago, after a combined 24 years pursuing education and careers on the East Coast, the four co-founders of Midstory returned to

Toledo with neither jobs nor prospects but simply a desire to give back to the region that raised them.

Unfortunately, this story seems to be atypical, at best a pleasant surprise. With all of the age-old selling points of our city—low rent, high quality of living, a great museum and zoo—why are we still losing people, and millennials the most?

According to a 2019 study spearheaded by the Toledo Regional Chamber of Commerce, Toledo's 35-to-54-year-old population has shrunk by nearly 20% over the last

10 years. While the economy is growing and job growth is on the rise, the working age population is decreasing, leaving employers struggling to find a local workforce or attract talent here—especially young talent.

This same study identifies Toledo's weaknesses and threats as "Employers struggling to find and retain the right talent," "Negative perception about Toledo among residents" and "Misperception of Toledo compared to other Midwest cities."

In deciding to move home, the four of us—Sam, Logan, Ruth, and Alex—were met with everything from "Where's Toledo?" to "Are you crazy?" or even a few sympathetic looks implying we must not have had success elsewhere. Our fellow Princeton, Harvard, and MIT graduates were flowing into NYC, DC, SF, or occasionally Chicago, where places like Toledo aren't even on the map.

Midstory began with the goal to change that: to make our story of finding a home

in Northwest Ohio no longer an anomaly. Midstory is a 501(c)(3) non-profit organization dedicated to retain, cultivate, and attract young people through creative storytelling and solutions-oriented research; in other words, we are working to change per-

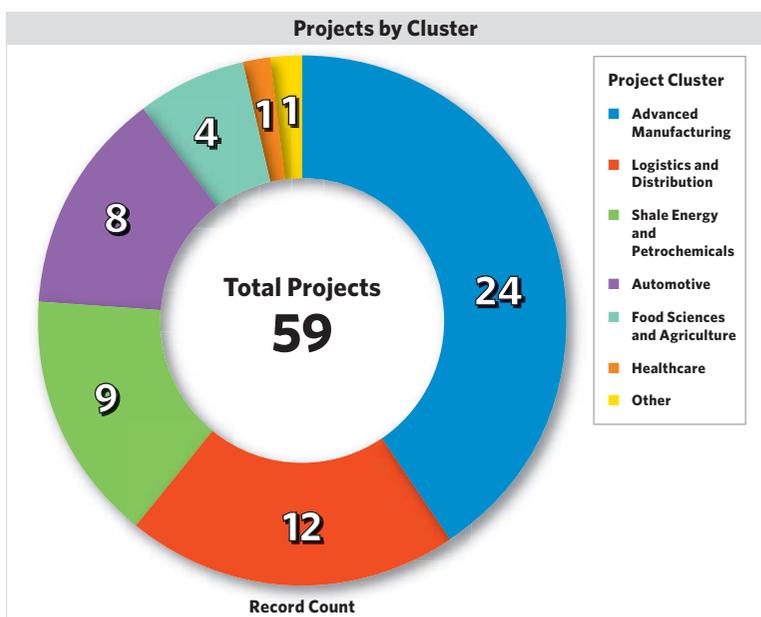
MIDSTORY

ception of our region through robust storytelling—and getting young people involved in doing it. All of our challenges—empty buildings, an in-the-works city identity, systemic problems in education, poverty, infrastructure and more—drew us home, and could help to attract other young people searching for meaningful, contributing roles in society. Problems can actually be entrances for expertise and innovation—an investment our community needs.

According to a recent Gallup report, millennials are hopping jobs more often than any other generation, and 60% of surveyed millennials said they'd be open to new job opportunities. For these young people, it seems to be less about the one, dream job and more about other factors.

Solving our millennial depopulation and labor shortage problems requires much more than just marketing or job offers, and perhaps part of the solution lies in exposing our challenges in productive discourse, sounding a call-to-action for those who want to take part in envisioning and shaping a city-in-progress. That's the call that led us to this area when every other path led elsewhere: to have agency and lasting legacy in redefining an oft-undervalued city as "home." And that's a call you won't find in the "big city."

To learn more about Midstory, the work they do and the stories they tell, visit www.midstory.org.



JOB OHIO INVESTMENT - 4TH QUARTER 2019

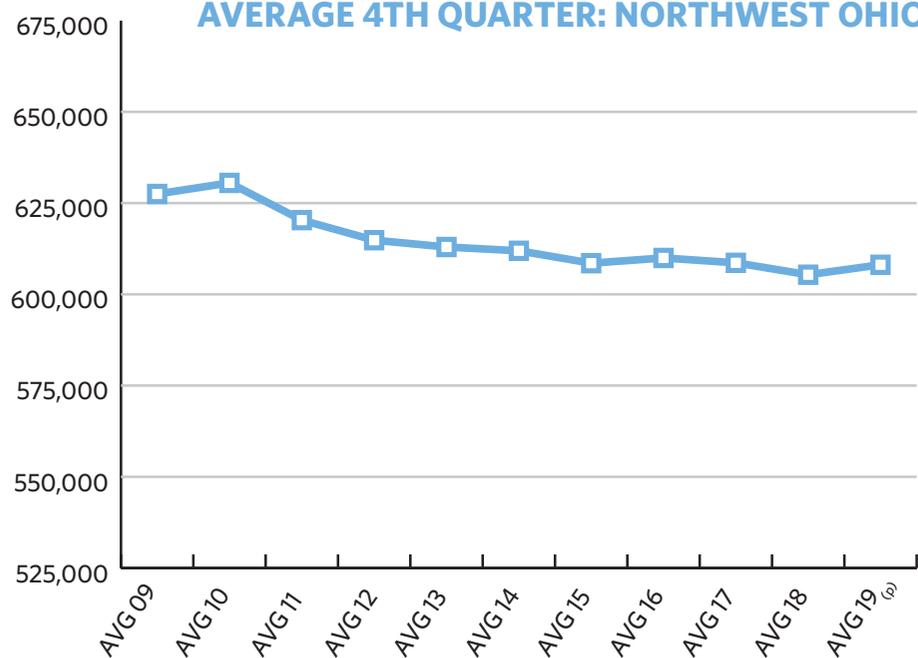
1,666 Jobs Created

10,140 Jobs Retained

\$1,263,028,488 Capital Investment

TOTAL AVAILABLE WORKFORCE

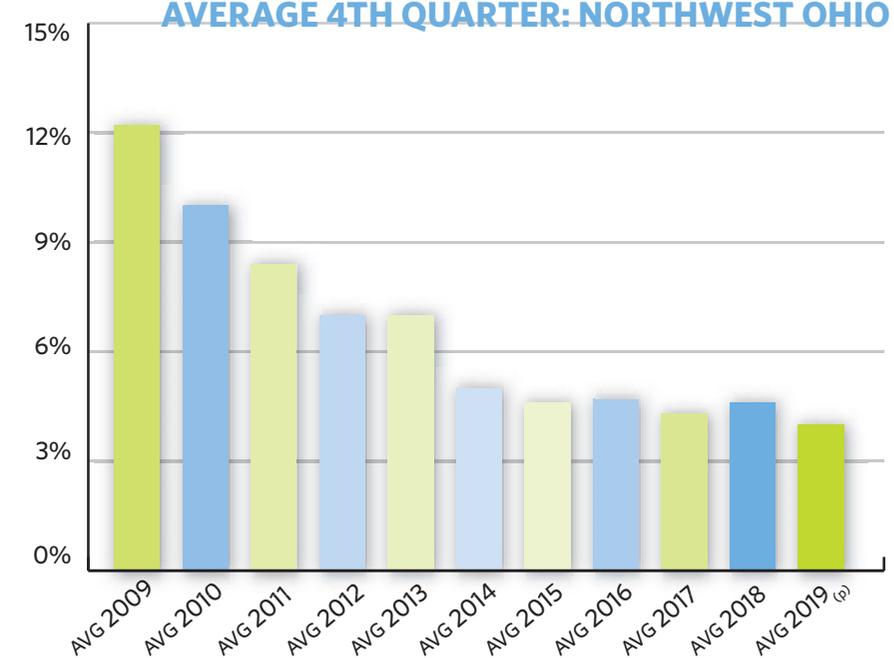
AVERAGE 4TH QUARTER: NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE

AVERAGE 4TH QUARTER: NORTHWEST OHIO



Source: OhioLMI