

Workforce UPDATE

JUNE 2017



Unemployment in Northwest Ohio averaged 5.5% for the first three months of 2017. It was 5.3% for the same period in 2016. This is the second lowest average, yearly unemployment number in 10 years. The first quarter average unemployment was 4.7% for the nation and 5.1% for Ohio in 2017.

The average, total available workforce for Northwest Ohio, which includes all employed and unemployed people was 610,100 for Q1 2017. This is the second increase in 10 years and is up 0.2% from the 2016 first quarter average.

There were 576,167 people working and 34,000 people unemployed in our region for the first quarter.

As of March 2017, 12,790 job openings were advertised in Northwest Ohio according to Wanted Analytics. The top three occupations in demand continue to be Heavy/Tractor-Trailer Truck Drivers, Retail Sales, and Registered Nurses. The three categories—Transportation, Sales, and Healthcare—represented 36% of all jobs posted in Northwest Ohio. The categories for supervisors in retail sales and food service, respectively, represented 16% of the jobs posted. These five categories equaled 52% of all job openings advertised in Northwest Ohio.

Of all jobs posted in March of 2017 approximately 50% required a high school education, 23% required a two-year degree, and 36% required a four-year degree or more. The number one certification

sought was a CDL license. The second was a driver's license. Seven of the top 10 non-manufacturing corporations hiring were in the transportation fields, while two were in healthcare. The top five occupations in the manufacturing area were first line supervisors of production, maintenance/repair, first line supervisors of mechanics, bus/truck mechanics, and helpers/production workers.

The Regional Growth Partnership and JobsOhio, Owens Community College, 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. NTB Inc.
2. Barr-Nunn
3. Panther Premium Logistics
4. The Dollar General
5. Paschall Truck Lines
6. ProMedica
7. P&S Transportation
8. Averitt Express
9. Carrier One Inc.
10. Mercy Health

Top 5 Corporate Occupations

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

Top 10 Manufacturers Hiring

1. Bob Evans Farms, Inc.
2. HCR ManorCare
3. Lowe's
4. Aramark
5. McLane Company
6. FCA US / Chrysler
7. Dana
8. Oldcastle
9. The Andersons, Inc.
10. Owens Corning

Top 5 Open Manufacturing Occupations

1. First Line Supervisors of Production & Operating Workers
2. Maintenance and Repair Workers, General
3. First Line Supervisors of Mechanics, Installers & Repairers
4. Bus & Truck Mechanics & Diesel Engine Specialists
5. Helpers - Production Workers

Source: Wanted Analytics

The Right Training for the New Business Reality



Owens Community College offers solutions designed for the new reality faced by business today of doing more with less. As the economy grows, some businesses may be reluctant to bring on new hires or cannot find the talent they want.

That means existing employees will need new tools for productivity and efficiency. One solution is to increase the skills of existing people through leadership development. Owens recommends its DDI leadership training from a company known nationally for using data-driven analytics to design its training content. DDI training focuses on skills for communicating leadership success, coaching for peak performance, resolving workplace conflict, and driving change.

Companies are also seeing the benefit of having a true project management professional (PMP) in the organization. PMPs can help everyone in the company accomplish their work by carefully managing limited resources — like time, manpower, and money. Owens collaborates with the Project Management Institute to deliver PMP certification training three times per year. The training is also available on-demand for

area companies.

One key to growth is making your business one where Multiskilling is built in to the company's culture. An effective approach is our Train the Trainer solution. Our experienced facilitators can turn your employees into trainers able to transfer their knowledge and skills to others in your organization. Manufacturers know Multiskilling is mission critical. Owens delivers cross-training programs for employers large and small in the area.

Automotive component manufacturer Dana Incorporated is also learning to rely on Owens Community College for Just In Time Training of new workers at its West Toledo manufacturing facility. As Dana hires production and maintenance workers, Owens delivers training seamlessly as part of the company's onboarding process. Training covers a range of subjects, from workplace safety and precision measurement to automation equipment and robotics.

Kristi Hill, Dana's Senior Manager of Human Resources, says, "Owens workforce development resources help to provide Dana with a workforce that is ready to hit the ground running on day one. In any busy facility, especially with a new launch, the ability to prepare workers that will

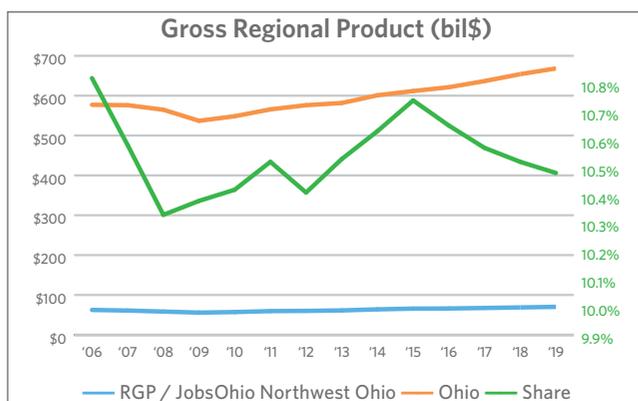
add immediate value is essential."

Rob Kraus, Executive Director of Workforce and Community Services at Owens, has seen the resurgence of the Apprenticeship concept at companies that need skilled workers. **"The last recession left its mark on businesses that cut back on the training and development of their people. The demand for talent is greater than the supply."**

Smart companies are learning that developing their employees through a formal process leads to workers who have the right skills to sustain growth and who stay with the company for the long haul.

Owens Community College takes away many of the burdens companies face when planning and managing an Apprenticeship program. The College's specialists help companies plan a customized curriculum that blends on-the-job training within your organization and formal college coursework at Owens. As the program unfolds, Owens takes on much of the work associated with keeping your program in compliance with State standards.

For additional information, contact Robert Kraus, Director of Skilled Trades, Owens Community College, 419-661-7449, or rob@owens.edu.



Gross Regional Product

- All dollars are in 2017 real/constant dollars
- Dollars are reported in billions
- Data were pulled May 2017

Workforce Strategy Growth in Seneca County

“The new challenge is helping businesses find the talent that they need to grow and expand”



by David R. Zak, President & CEO,
Seneca Industrial & Economic Development Corp.

Tiffin and Seneca County, Ohio have experienced an economic development renaissance with 1,200 new jobs being created since 2014. The new challenge is helping businesses find the talent that they need to grow and expand. There are 240,000 workers within a 30-mile commute, so how do you attract them to businesses in our area?

In 2016, a strategic plan for workforce development was created by more than 50 public- and private-sector stakeholders. This 18-point plan to attract and retain a vibrant workforce in Seneca County centered on the areas of education, training, research, community services, employer-employee relations, financial and workplace literacy, job shadowing, and plan sustainability. The first annual Workforce Summit will be held on November 30, 2017 to report out results and plan the next year's activities.

In addition a commitment was made in the Seneca County Department of Job & Family Services to create a Business Services Liaison position that will help businesses by posting jobs online, doing custom resume searches to find candidates for positions, and connecting businesses with grants and other resources.

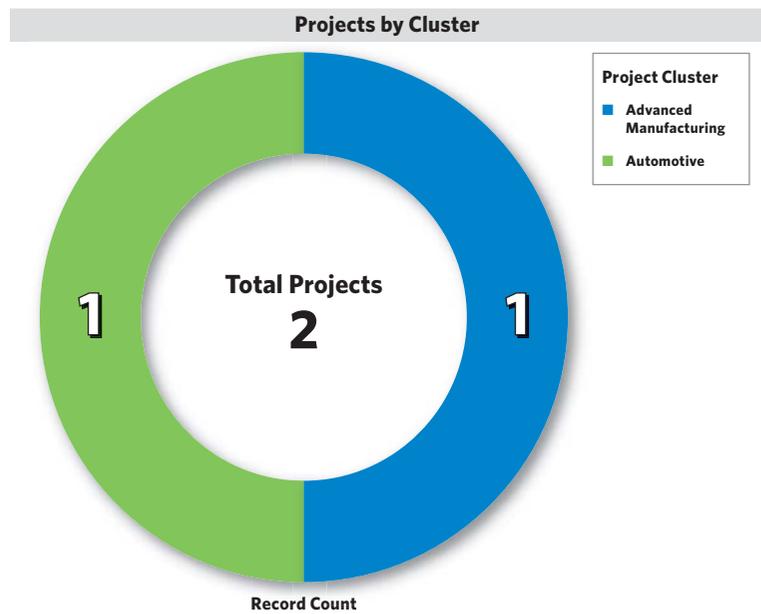
Another important step was to align with the area educational resources such as the Sentinel Career & Technology Center in Tiffin, which is a leading career and technical

skills school. They successfully have 98% of all students being placed in employment, the military, or college following school. Sentinel is also well-known for successfully developing training and employment partnerships that expose students to area employers. There has also been an intentional effort to expose students to different career paths and options.

In 2015, a bus tour was held for teachers and guidance counselors from nine area schools. Last year, a Manufacturing Showcase was held for 750 high-school students from 12 schools to explore skills and opportunities among 14 area manufacturers. In 2017 the first-ever student job fair for middle school, high school, and college students was held so students could interact with 50 area employers.

Additionally, we also used the educational resources of Terra State Community College. This institution provides great programs for local businesses in technical skill areas that fill critical talent needs. The college's Kern Center for Business and Industry Training designs and delivers training programs and courses, certification and testing, and apprenticeship programs for individuals and organizations. This past year, they have worked with 75 companies on 257 training projects. According to Michelle Palm of National Machinery: "We worked with the Kern Center at Terra State to quickly set up a training at our company and had 30 people successfully trained in a timely manner that fit our schedule."

For additional information please contact David R. Zak, President & CEO, Seneca Industrial & Economic Development Corp. at 19 W. Market St., Suite C, Tiffin, OH 44883, 419.447.3831, or www.senecasuccess.com



JOB SOHIO INVESTMENT - 1ST QUARTER 2017

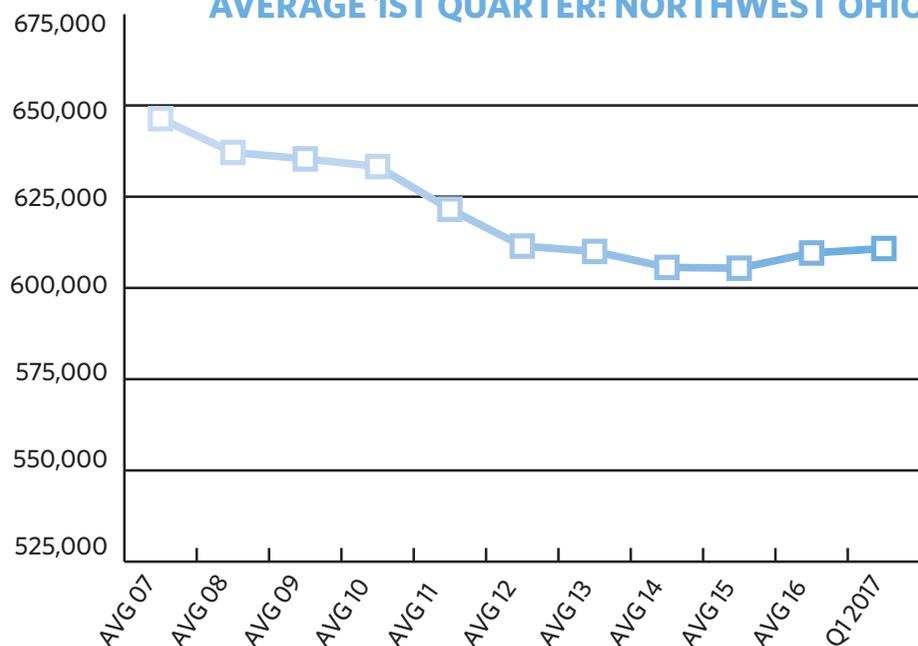
50 Jobs Created

130 Jobs Retained

\$3,700,000 Capital Investment

TOTAL AVAILABLE WORKFORCE

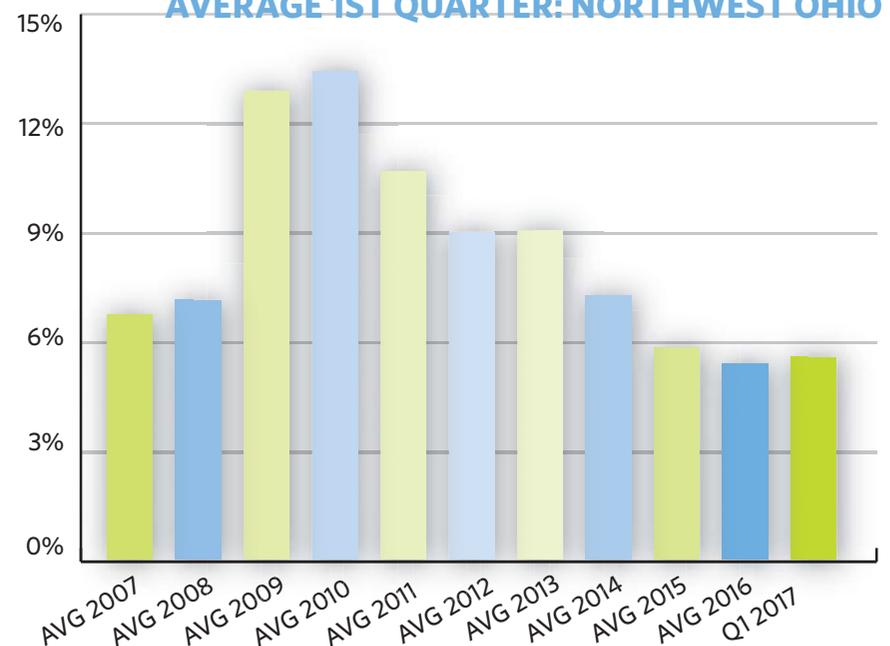
AVERAGE 1ST QUARTER: NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE

AVERAGE 1ST QUARTER: NORTHWEST OHIO



Source: OhioLMI

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