

Workforce UPDATE

DECEMBER 2017



Unemployment in Northwest Ohio averaged 5.2% for the third quarter of 2017. It was 4.5% for the same period in 2016. The third quarter average unemployment was 5.3% for Ohio and 4.3% for the nation in 2017.

The average, total available workforce for Northwest Ohio, which includes all employed and unemployed people was 619,600 for third quarter 2017. This is the largest increase since 2011 and is up 2% from the 2016 3rd quarter average.

As of September 2017, 13,420 job openings were advertised in Northwest Ohio according to Wanted Analytics. The top four occupation categories advertised were Transportation, Sales, Healthcare, and Office Support. These four represented 45% of all jobs posted in Northwest Ohio. The four jobs with the most ads were Heavy Truck Drivers, Registered Nurses, Retail Sales Supervisors, and Retail Salespersons.

Of all jobs posted in September 2017,

approximately 32% required a high school education, 50% required a two-year degree, and 18% required a four-year degree or more. The number one certification sought was a CDL license, second was a driver's license, and third was HAZMAT certification.

Five of the top 10 non-manufacturing corporations hiring were in the transportation fields while three were in healthcare. The top five occupations in the manufacturing area were First-Line Supervisors of Production & Operating

Workers, Industrial Engineers, Maintenance and Repair Workers, General Production Workers and Heavy Tractor-Trailer Truck Drivers.

The Regional Growth Partnership and JobsOhio, Owens Community College, NORED, Rhodes State College, 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. ProMedica
2. Roehl Transport, Inc.
3. Mercy Health
4. U.S. Xpress
5. CRST
6. Celadon
7. The Dollar General
8. Anthem, Inc.
9. Paschall Truck Lines
10. Bob Evans Farms, Inc.

Top 5 Corporate Occupations

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

Top 10 Manufacturers Hiring

1. Owens-Illinois
2. Dana Corporation
3. Advanced Drainage System
4. Pepsico
5. Therma-Tru
6. Kalmbach Feeds, Inc.
7. FCA US LLC / Chrysler
8. Principle Business Enterprises
9. Oldcastle
10. Pilkington

Top 5 Open Manufacturing Occupations

1. First-Line Supervisors of Production & Operating Workers
2. Industrial Engineers
3. Maintenance and Repair Workers, General
4. Helpers – Production Workers
5. Heavy & Tractor-Trailer Truck Drivers

Source: CEB Talent Neuron Analytics 11/08/17

Apprenticeships Grow Talent at Rhodes State and Your Company!

What is a Registered Apprenticeship program?

An apprentice is a company employee who is provided a structured training program combining classroom instruction and on-the-job training. An apprenticeship is many times created when an employer is unable to hire individuals with specific skills. This is a "grow your own" program that provides a solution to the retirement of highly skilled employees. From their first day of work, apprentices receive a paycheck that is guaranteed to increase as their training progresses. The average starting wage for an apprentice is \$15.00 an hour. Apprentices complete a combination of job-related instruction in the classroom and hands-on training at the job site. It leads to the nationally-recognized, portable journeyman credential issued by the United States Department of Labor (USDOL) and a well-trained and productive employee for the employer.

Apprentices earn competitive wages and receive incremental raises as skill levels increase. Upon completion, apprentices earn an average of \$50,000 annually. Apprentices who complete their program earn approximately \$300,000 more during their career than non-apprenticeship workers.

Rhodes State College (RSC) became involved in

apprenticeships in 2012, as several companies were strategically utilizing apprentices to fill urgently needed positions in the skilled trades. RSC will help companies choose the appropriate instruction and assist in the creation of an on-the-job work schedule.

Starting an apprenticeship is not intimidating with the assistance of RSC. College staff will support your company with all the steps required to begin and complete an apprenticeship program. A dozen companies are now operating Apprenticeship programs at RSC with 140 apprentices currently enrolled in classes learning job-related skills and getting training at their job site. RSC is also recognized as a USDOL Registered Community College Sponsor for Apprenticeships by ApprenticesOhio. RSC supports apprentices by providing their required college coursework as part of an educational pathway to academic certificates and degrees.

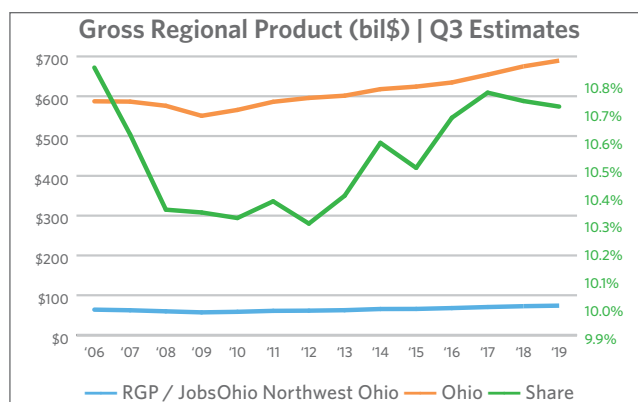
The Community College Sponsorship model is also attractive to companies that lack the administrative support to initialize and sustain their own Registered Apprenticeship model. RSC is responsible for all support and reporting information required by the USDOL. RSC uses this model to solve a company's workforce needs.



The programs combine classroom and on-the-job training to help apprentices learn the skills employers need. The ApprenticesOhio initiative at RSC is focused on careers in advanced manufacturing. "Registered Apprenticeship is a proven tool to build a skilled workforce. This model provides multiple opportunities to allow companies to use apprenticeships with flexible time durations," said Kent Kahn, Executive Director of Workforce, Economic Development and Continuing Education at RSC. "The program is tailored to meet the specific needs of the company beginning a Registered Apprenticeship."

The partnership between ApprenticesOhio and RSC enables students to pursue well-paying careers in industries that need skilled workers. Utilizing a USDOL grant, RSC is able to provide tuition reimbursement to participating students entering registered pre-apprenticeship and apprenticeship programs. This makes apprenticeships an attractive solution to growing talent in our region and at your company.

For additional information please call Kent Kahn at 419-995-8283 or email him at kahn.k@rhodesstate.edu.



Gross Regional Product

- All dollars are in 2017 real/constant dollars
- Dollars are reported in billions
- Data were pulled November 2017
- Source: Moody's Analytics and Upjohn Institute

The Hidden Hiring Advantage: People with Disabilities



by Tim Menke, CEO of Lott Industries, Inc.

Talent is the investment that drives a business' innovation and growth.

Businesses that include people with disabilities benefit from a wider pool of talent. This can be a creative business solution to periodic and predictable labor needs. Work environments that are flexible and open to the talents of all qualified individuals, including those with disabilities, can find employment solutions that are often hidden and overlooked by market competitors.

There is a positive correlation between a business' profitability,

employee morale, and engagement as well as lower turnover, good safety records, innovation, and higher productivity among their employees with disabilities.

"For customer-facing companies, there is the side benefit of customer loyalty from America's largest minority group, numbering 56.7 million Americans," said Shawna Berger, director of marketing and communications at the US Business Leadership Network.

Employers' concerns often dissolve after hiring employees with disabilities. They discover specific benefits to hiring those who have Intellectual and Developmental Disabilities (IDD). More than three-quarters of

employers surveyed ranked such employees with IDD as good or very good on work quality, motivation, engagement, integration with co-workers, dependability, and attendance.

Assisting local companies with workforce solutions is a key objective of Lott Industries. We offer two options to local businesses in a tight labor market.

First, Lott helps employers struggling to find ways of restructuring their operations or fulfilling projects by completing contract work at our production facility on Hill Avenue in Toledo, Ohio. Dozens of businesses utilize our 160,000 square feet of production floor space, and our steady, well-trained workforce for labor-intensive assignments

such as light assembly, packaging, sorting, mobile work crews, documentation destruction, and highway safety products. We serve a variety of industries including tool and die, pharmaceutical, food distributors, lawn care, and packaging. Lott has more than 200 individuals employed in partnership with area businesses in its production and community locations.

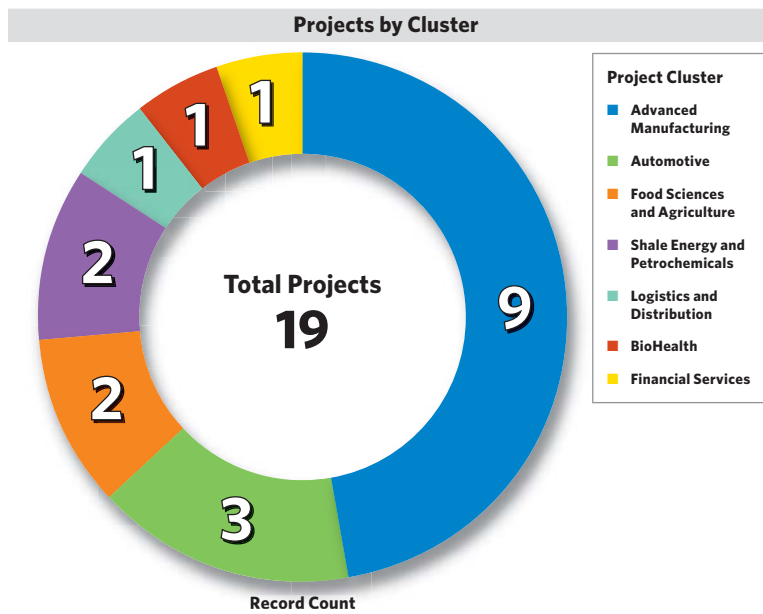
As one client stated, Lott industries has been a superior supplier. "We had several quality issues prior to moving a key job to Lott. Those issues are no longer a concern due to the organization's focus on quality and delivery," explained Mary Short, vice president, operations and quality of GB Manufacturing. "We will continue to move work to Lott Industries due to their impressive and consistent performance. They are a top-notch partner to our operations and supply the perfect solution to our needs."

Secondly, working together with local companies and community partners, Lott offers solutions to businesses seeking quality workers that are reliable and affordable. Helping employers search and place qualified candidates in the right job openings is an important component of Lott's mission. Once a match is made, Lott provides job coaching and follow-up services to make sure the orientation of the individual goes well and that the match is right for the employer. The right matches generate successful labor solutions for companies and their cultures.

Lott has served its clients of all sizes for over six decades with their outsourced production demands while employing hundreds of adults with intellectual and developmental disabilities.

For additional information contact Tim Menke, CEO of Lott Industries, Inc. at 419-276-4658 or tmenke@lottserves.com.

JOB SOHIO INVESTMENT - 3RD QUARTER 2017



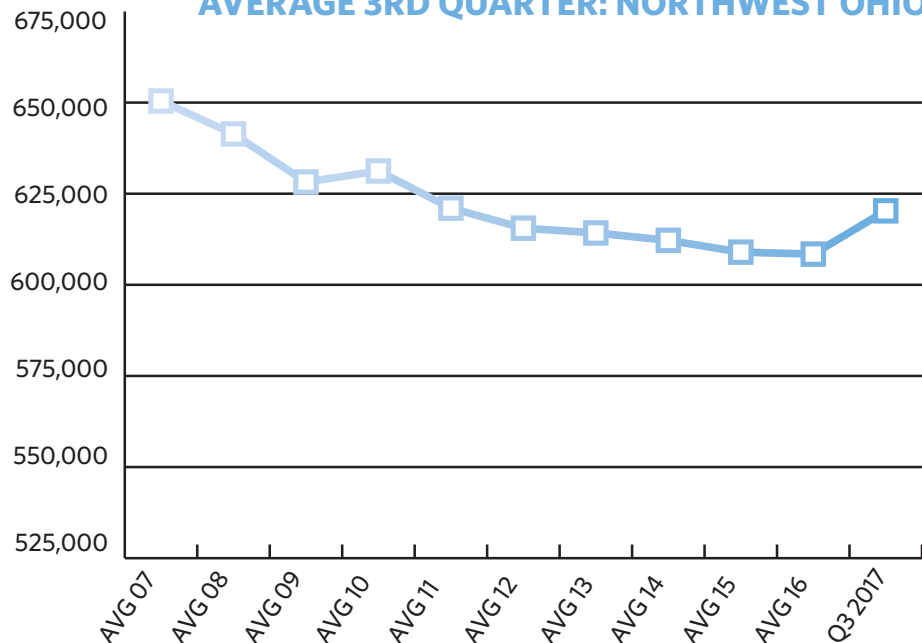
1,184 Jobs Created

2,572 Jobs Retained

\$1,016,124,627 Capital Investment

TOTAL AVAILABLE WORKFORCE

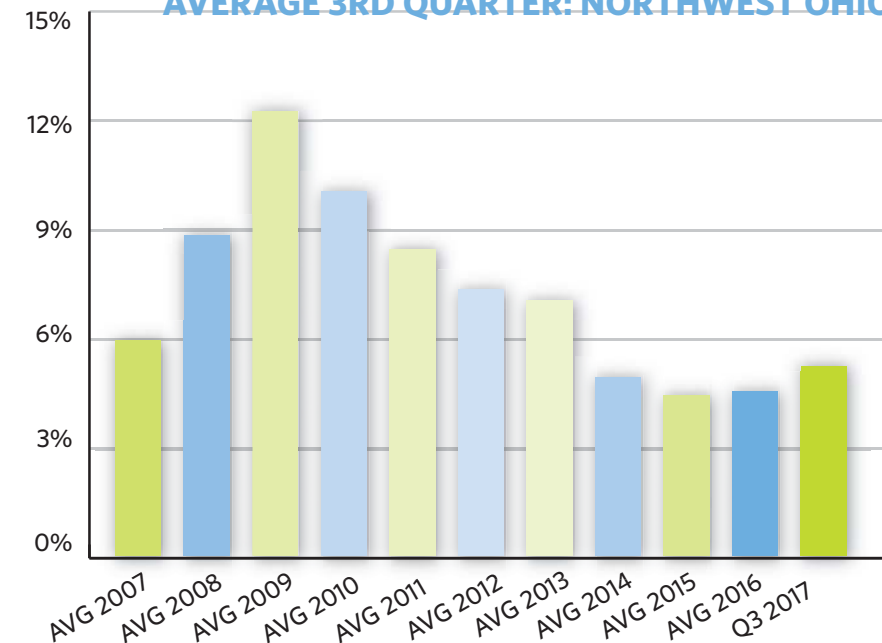
AVERAGE 3RD QUARTER: NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE

AVERAGE 3RD QUARTER: NORTHWEST OHIO



Source: OhioLMI

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