

Workforce UPDATE

MARCH 2015



Unemployment in Northwest Ohio decreased slightly from 4.9 percent to 4.7 percent in the period from September 2014 to December 2014. During the same time, the national unemployment rate dropped from 5.7 percent to 5.6 percent, while in Ohio, unemployment also fell from 5.1 percent to 4.8 percent.

The total available workforce for Northwest Ohio, which includes all employed and unemployed people, was 608,000 as of September 2014 and was down to 602,400 in December. The number of people in the workforce is decreasing and unemployment is also declining.

The top three businesses hiring in Northwest Ohio were in healthcare while it represented only 7 percent of all advertised openings. The top three leading occupation categories in the

region by number of openings advertised were transportation, retail sales, and office service support. These three categories represent 41 percent of all positions advertised.

There were 15,779 job openings advertised in Northwest Ohio in December 2014 as identified by Wanted Analytics. The number one job in demand in our area was 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. ProMedica
2. AllMed Healthcare Management
3. Mercy
4. The Dollar General
5. Lowe's
6. HCR ManorCare
7. Trilogy Health Services
8. University of Toledo
9. Burger King
10. United States Infrastructure Corporation

Top 5 Open Occupations

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

Top 10 Manufacturers Hiring

1. Cooper Tire & Rubber Company
2. First Solar
3. Dana Corporation
4. MAHLE
5. Johns Manville
6. Owens-Illinois
7. Owens Corning
8. Chrysler Group
9. Alex Products
10. American Axle & Manufacturing

Top 5 Open Manufacturing Occupations

1. Architecture and Engineering
2. Production
3. Management
4. Business and Financial Operations
5. Installation, Maintenance and Repair

Source: Wanted Analytics

Are Your Employees WorkReady?

The Board of Lucas County Commissioners has streamlined its economic and workforce development efforts with a special emphasis on matching employers' needs with potential employees' skills. As the local economy rebounds, businesses are looking for a strong workforce with demonstrable skills.

To meet this need Lucas County is launching WorkReady, which will quantify and improve the skill levels of our workforce through a standardized skill credential and a data infrastructure that helps measure, identify, and close skill gaps. This is part of a national strategy for work readiness.

WorkReady Lucas County uses the National Career Readiness Certificate (NCRC) to authenticate the quality of the local workforce and provides the tools necessary to improve job seekers' skills. Created by ACT Inc., a company known for its college readiness assessments, the NCRC will measure reading, locating information, and applied mathematics from a workplace – rather than an academic – perspective. This shift in focus provides employers a way to determine if a job applicant has the work-related skills necessary for the job. In addition to documenting basic job skills, the NCRC indicates that a potential employee has the knowledge and ability to learn new skills and grow into the worker that the company needs.

More than 7,500 companies across the country recognize the NCRC. Some companies have even used it as the basis for promoting workers internally. By having job profiles done on their positions and using the skills measured by the NCRC as the benchmark for qualifications, businesses can quickly identify existing employees who may be ideal for promotion. In addition, independent evaluations and case studies have also shown better performance and retention for employees with Work Readiness Certificates. "WorkReady takes the



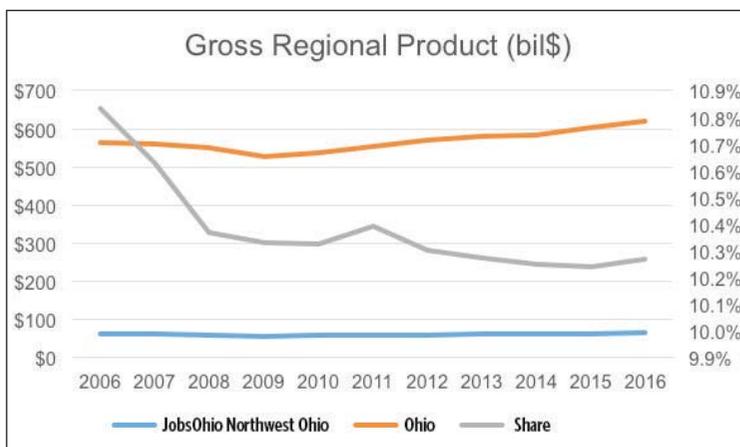
guesswork out of the hiring process. Businesses will have access to employees with certified skills – and job seekers will know exactly what employers want," said Tina Skeldon Wozniak, President of the Board of Lucas County.

Lucas County provides free access to tutorial programs so that people are well-prepared to take the NCRC test. Known as CareerReady 101, these Internet-based tutorials allow individuals to work at their own pace, on their schedule, and in locations that are convenient to them. Tailored to match the skills measured by the NCRC, CareerReady 101 also includes sections dealing with "essential skills" like work behaviors, performance, and other similar topics that employers require.

The Department of Planning & Development is working with branches of the Toledo-Lucas County Public Library system – locations where computers are readily available – to ensure that as many people as possible can access CareerReady 101. Other locations such as schools, community centers, and neighborhood groups will also be engaged.

Work Ready Lucas County will endeavor to certify more than 2,000 citizen job seekers and nearly 200 businesses. The ultimate goal is to build a strong and highly qualified workforce. Work Ready Lucas County is fully integrated in the county's economic development efforts. Workforce development helps drive our region's economic engine.

For more information about Work Ready Lucas County, please call (419) 213-JOBS or visit OhioMeansJobs.com/lucas.



Gross Regional Product

- All dollars are in 2014 real/constant dollars
- Dollars are reported in billions
- Data were pulled on 12/10/15

Apprenticeships Provide On-the-job Training, Grow Workforce

Are you finding the workers you need? Are you seeing a skills gap that threatens your business's productivity and growth? There is a solution to these problems: apprenticeships. Apprenticeships offer an alignment with the skills employers want and the training workers receive. It's a successful way to transfer skills while working on a job. Interest in apprenticeships is growing. In 2012 Ohio had 11,838 registered apprentices and in 2013 the total increased by 15 percent to 13,619.

Apprenticeship is a system of on-the-job training and traditional study. Most of the training is done while working for an employer who helps the apprentice learn the trade or profession, in exchange for continued labor for an agreed period of time. The concept of on-the-job training leading to competence over a period of years is found in many fields of skilled labor. The modern concept of an internship is similar to an apprenticeship. Both approaches succeed when talent, training, and time are invested in developing peoples' skills. Free information on getting an apprenticeship solution for your business is available on the following government website: http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf.

See how many questions you answer YES regarding whether apprenticeships are a solution for your business.

- Do you have difficulty finding workers with the right skills?
- Do your skilled positions have a high turnover?
- Is your highly skilled workforce retiring soon?
- Is your industry advancing faster than your employees' skills?
- Do you have positions requiring skills that can be learned on the job?
- Do you have difficulty attracting new and/or diverse talent?

The notion of apprenticeships and structured internships is expanding as on-the-job training begins to align with formal education. Any skill can be developed with the apprenticeship model to produce a credentialed experience that is productivity proven.

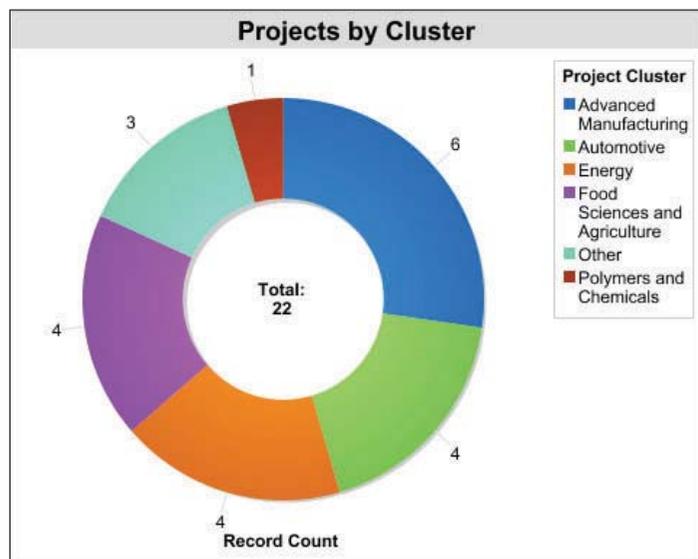
Companies with poorly-trained workers are not successful and certainly not profitable. In many cases, employers are finding that apprenticeships actually help with recruitment and retention, as workers who come up through apprenticeships see the investment their employers are making in their career and reciprocate with a greater sense of loyalty.

Owens Community College can assist in the development of a custom program for your needs. Owens has trained more than 75,000 apprentices in 40 years, offering programs for registered and aligned apprenticeships that meet industry, state, and federal standards.

Owens can also design a customized program to meet your needs whether it is time-based, competency-based, or a blend of the two. The following are services for apprenticeship development:

- Develop curriculum for instruction
- Deliver related instruction to apprentices
- Provide college credit for courses that transfer to a degree.
- Reduce your skilled trade development costs.
- Attract quality candidates for apprenticeship positions
- Offer pre-apprentice training certificate

To begin or expand your apprenticeship program, contact David Siravo at Owens Community College Workforce/Community Services at (567) 661-7449 or dave@owens.edu.



JOB SOHIO AND INVESTMENT - 4TH QUARTER 2014

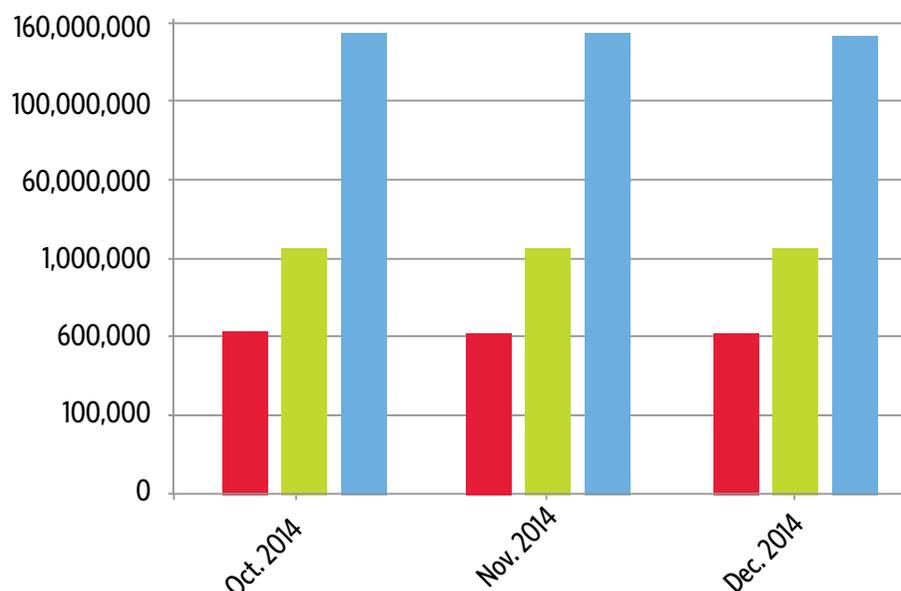
894 Jobs Created

2,405 Jobs Retained

\$406,840,000 Capital Investment

TOTAL AVAILABLE WORKFORCE

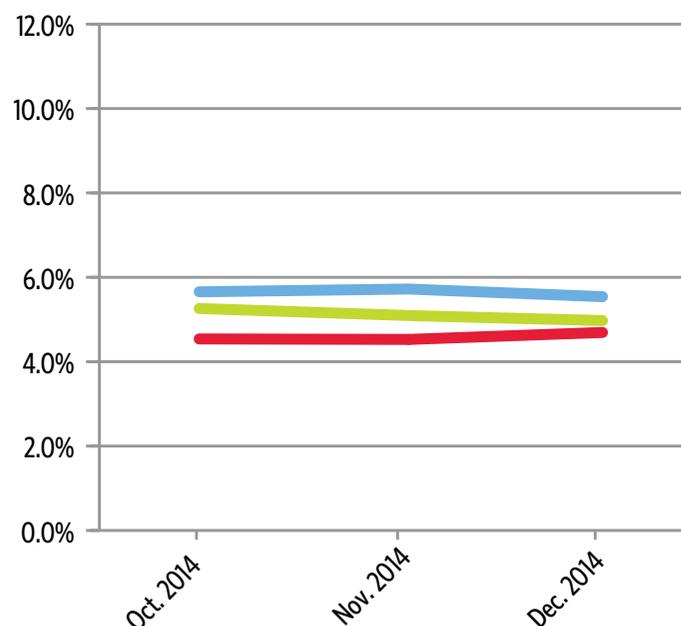
Northwest Ohio Ohio U.S.



Source: OhioLMI

UNEMPLOYMENT RATE

Northwest Ohio Ohio U.S.



Source: OhioLMI

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