

Workforce UPDATE

MARCH 2019



Unemployment in Northwest Ohio averaged 4.5% for the fourth quarter of 2018. It was 4.5% for the same period in 2017. The fourth quarter average unemployment was 3.8% for the nation and 4.6% for Ohio. This was the lowest unemployment percentage for the fourth quarter in 10 years for Northwest Ohio and was equal to that in 2015 and 2017.

The average total available workforce for Northwest Ohio, which includes all employed and unemployed people was 605,033 for the fourth quarter of 2018. This is lowest number in 10 years for the

fourth quarter. It was 9% below 2008 and 1% below 2017. While unemployment has declined, so has the number of available workers in our region.

As of December 2018, 15,669 job openings were advertised in Northwest Ohio according to Wanted Analytics. The top three jobs in demand were Registered Nurses, Heavy/Tractor-Trailer Truck Drivers, and 1st Line Supervisors of Retail Salespersons. The four occupational categories—Healthcare, Sales, Office Support, and Transportation—represent 47% of all jobs posted in Northwest

Ohio. Transportation and Office Support were 20% of all jobs posted and moved to a tie for third place. This is a priority shift as transportation positions were traditionally the leading jobs posted in our area.

Of all jobs posted in December of 2018, approximately 29% required a high school education, 55% required a two-year degree, and 16% required a four-year degree or more. The number one certification sought was a CDL license. Four of the top 10 non-manufacturing corporations hiring were in the transportation fields while four were

healthcare. The top three occupations in the manufacturing area were Industrial Engineers, First Line Supervisors of Production, and Truck Drivers.

The Regional Growth Partnership and Jobs Ohio, Owens Community College, NORED, Terra State Community College, Penta County JVS, and Lucas and Wood County Ohio Means Jobs 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. U.S. Xpress
2. Roehl Transport, Inc.
3. Blanchard Valley Health System
4. Mercy Health
5. Celadon
6. ProMedica
7. The Dollar General
8. Tri-National
9. Anthem, Inc.
10. Lowe's

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. First-Line Supervisors of Food Preparation & Serving Workers

Top 10 Manufacturers Hiring

1. First Solar
2. Whirlpool
3. Owens-Illinois
4. Pepsi
5. Leggett & Platt
6. Owens Corning
7. Schwan Food Company
8. Oldcastle
9. Midway Products Group
10. Materion

Top 5 Open Manufacturing Occupations

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

Source: CEB Talent Neuron Analytics 02/11/19

The Erie Crescent Learning Population

by Gary J. Corrigan PhD

Surrounding the shores of western Lake Erie and encompassing a radius of 50 to 100 miles west is the Erie Crescent. This area includes the major urban areas of Toledo, Ohio and Detroit and Lansing Michigan as well as numerous other communities. The crescent is also bisected by a coast-

to-coast, North and South highway network.

Within the Erie Crescent is a learning population of 496,140 post-secondary students who attend 95 educational institutions. A learning population consists of people who choose to invest their time and money to attend educational institutions for skill advancement. They represent an emerging workforce.

According to the National Center for Education Statistics (nces.ed.gov/collegenavigator) the top five programs offered by all educational institutions in the US are: Health Profession, Education, Business, Biological / Biomedical, and Language / Literature / Linguistics. Within the Erie Crescent the following twenty-one institutions offer these programs and serve 288,441 students:

21 LARGEST SCHOOLS OFFERING TOP FIVE PROGRAMS:
Ashland University
Baldwin Wallace University
Bowling Green State University
Eastern Michigan University
Lansing Community College
Madonna University
Michigan State University
Mott Community College
Oakland University
Ohio Northern University
Owens Community College
Purdue University Fort Wayne
Siena Heights University
Spring Arbor University
Terra State Community College
The University of Findlay
University of Michigan-Ann Arbor
University of Michigan-Dearborn
University of Michigan-Flint
University of Toledo
Wayne State University

An institution's budget is a key economic driver. The University of Toledo, for example, reports a \$3.3 billion dollar impact to the region and mentions that they have 155,500

active Alumni with 33% living in the Toledo Area. The math of such institutions times all 95 becomes a multibillion-dollar infrastructure and people investment. This investment has been in place for a significant amount of time.

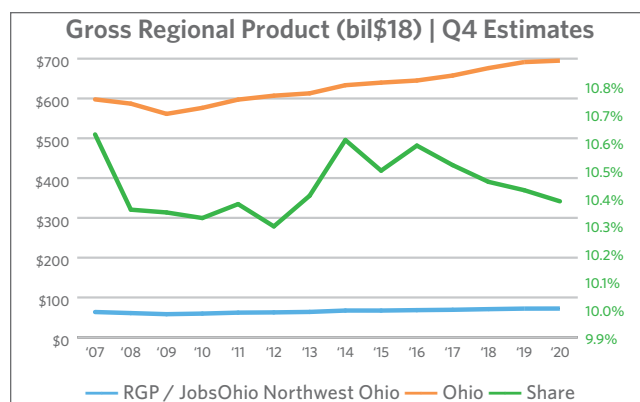
There are many other important reasons why the 95 institutions and nearly half a million students add value to the Erie Crescent and positively impact the economy. Such additional benefits of a large learning population are: Political Participation, Infrastructure, Culture, Image, Educational / Social Involvement, New Business Creation, Product / Service Innovations, Health Quality, and Reduced Crime.

This is important to businesses seeking to generate growth through the acquisition of Human Capital. Post-secondary students increase productivity through investments in their education. A Milken Institute study identified the results of such investment by noting that a year



of schooling added to a region's population increases real GDP in the region by 10.5%. The Erie Crescent has a half million such individuals and has created such year after year. The 95 institutions and their current student population and alumni enrich the fertility of the region.

Long-term results of a region's education investment indicate the human capital and productivity resources of that region. A sizable learning population exists and has existed in the Erie Crescent. The resources for productivity and growth are readily available within one geographic area for the long-term, sustainable success of any business or organization.



Gross Regional Product

- All dollars are in 2018 real/constant dollars
- Dollars are reported in billions
- Data were pulled February 2019
- Source: Moody's Analytics and Upjohn Institute

Lucas County—A Certified Work Ready Community



Michael Veh and Chad Olson, Lucas County Department of Planning and Development

At its annual Workforce Summit in early October, ACT Inc. (leading company known for career / college readiness assessments) designated Lucas County as a Certified Work Ready Community—one of only three in Ohio. The Lucas County Department of Planning and Development was recognized for its achievement in preparing the community to meet workforce needs of modern employers.

With support from the Board of County Commissioners, the department launched WorkReady Lucas County in 2014. The announcement of major expansions in the local auto manufacturing sector and the need for hundreds of new, skilled workers, led to a surge in interest in the WorkReady program.

The program was adapted to create WorkReady Manufacturing, which addresses the specific needs of the manufacturers building new facilities in Lucas County.

Months of community outreach, with orientation sessions taking place at the OhioMeansJobs Center, local library branches, public schools and community centers introduced thousands of local residents to the opportunities at hand and provided a pathway to a rewarding manufacturing career.

At the center of WorkReady Manufacturing is the National Career Readiness Certificate (NCRC), issued by ACT. The certificate measures and certifies the skills necessary for job success across industries. Everyone who completed the voluntary program earned a minimum of a bronze level certificate, demonstrating their determination to the development of skills valued by employers.

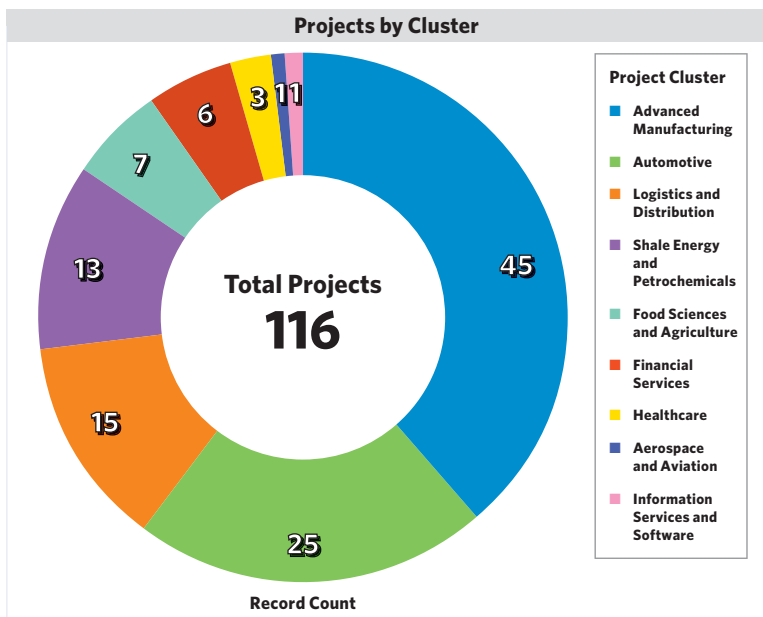
For Lucas County to meet the Certified Work Ready Community goals set by ACT, the County needed to test more than 2,000 workers and gain support from 171 employers. With WorkReady Manufacturing, Lucas County dramatically exceeded those numbers with nearly 3,700 certifications awarded and 244 employers voicing support through the end of January.

While WorkReady Manufacturing was designed specifically for the automotive sector, certificate holders are also currently employed in food manufacturing,

transportation, public service, healthcare, retail, and a host of other industries. Measuring critical thinking and problem solving, reading and using work-related documents, applying mathematical reasoning to workplace situations, and analyzing graphic information are essential skills documented by NCRC. These skills cover all industries.

For the project to be successful, more was required than simply moving workers toward certification. Certifying thousands of workers demonstrated the nimbleness of a department ready to adapt to the changing needs of business. With employers facing extremely compact timelines, the program needed to move to full speed very quickly. In only two months, WorkReady Manufacturing was created from scratch and launched, eventually engaging thousands of potential workers and bringing them into the program. Although the businesses for which the program was created are now fully operational, they still turn to the Lucas County Department of Planning and Development and OhioMeansJobs Lucas County for assistance filling open positions.

For additional information on how WorkReady can assist you go to www.workreadylucascounty.com or contact OhioMeansJobs 419-213-JOBS (5627).



JOB SOHIO INVESTMENT - 4TH QUARTER 2018

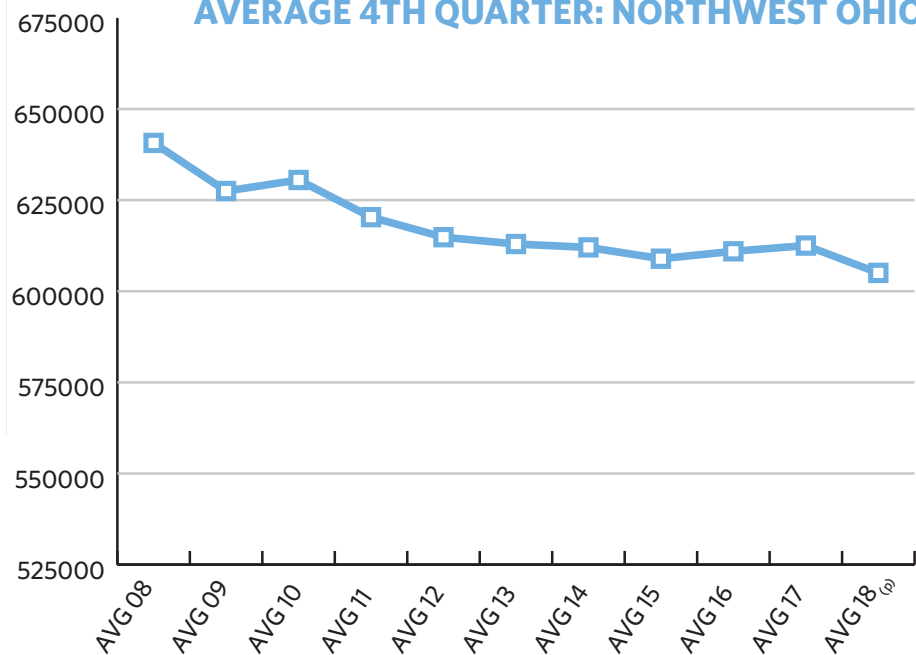
5,736 Jobs Created

21,544 Jobs Retained

\$3,168,164,618 Capital Investment

TOTAL AVAILABLE WORKFORCE

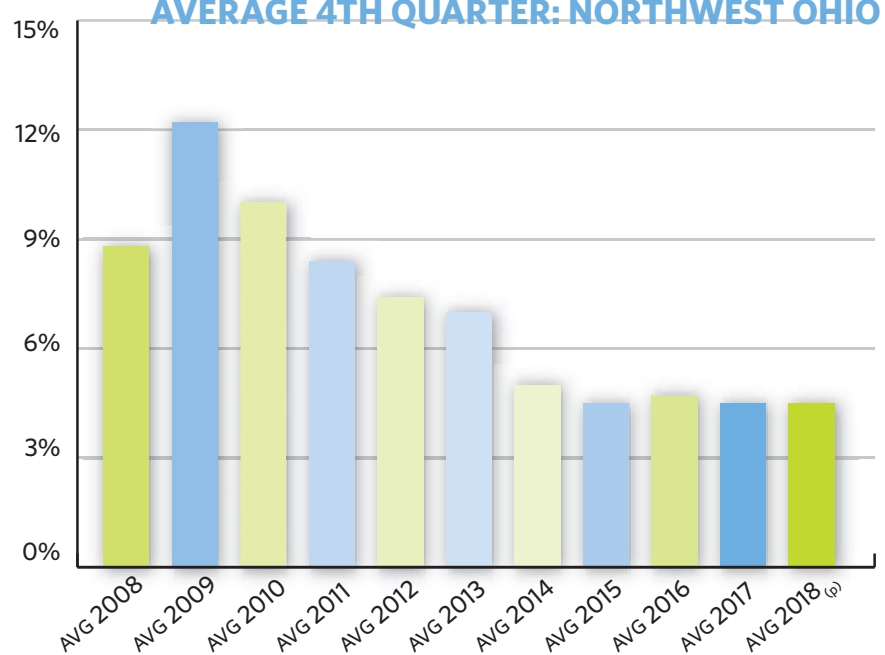
AVERAGE 4TH QUARTER: NORTHWEST OHIO



Source: OhioLMI

UNEMPLOYMENT RATE

AVERAGE 4TH QUARTER: NORTHWEST OHIO



Source: OhioLMI