

Workforce UPDATE



The Regional Growth Partnership and JobsOhio, in collaboration with Owens Community College, offers a quarterly snapshot of the economic health in Northwest Ohio. These items indicate the strength of our regional economies as well as success stories. Much of the information in this report comes from Ohio Means Jobs "Help Wanted Analytics" data. Of interest is the decline in unemployment in our area as compared to the rest of the

country. On September of 2012, NW Ohio had a 6.44% unemployment rate compared to 7.6% for the rest of the US on that same date. The labor force in our area is down about 1% compared to the remainder of the country which is up 1 million from a year ago. The Gross Regional Product metric continues to trend upward which indicates healthy growth from our workforce. The top five open occupations remain the same this quarter.

Top 10 Corporations Hiring

1. ProMedica
2. Pizza Hut
3. Dollar General
4. ProMedica Flower Hospital
5. ProMedica St. Luke's Hospital
6. ProMedica Bay Park Community Hospital
7. University of Toledo
8. Blanchard Valley Health System
9. Macy's
10. Lowe's

Top 5 Open Occupations

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

Top 10 Manufacturers Hiring

1. First Solar
2. Owens Corning
3. PepsiCo
4. Cooper Tire & Rubber Company
5. Owens-Illinois
6. Chrysler
7. Whirlpool
8. Dana Limited
9. Johns Manville
10. Johnson Controls

Top 5 Open Manufacturing Occupations

1. Architectural and Engineering
2. Production
3. Management
4. Computer and Mathematical
5. Installation, Maintenance, and Repair

LCEDC= 600 Jobs Saved

The Lucas County Economic Development Corporation's (LCEDC) primary focus is economic development. It has connected with over 400 existing businesses to offer assistance with economic development challenges they are confronting such as financing for expansion, programs for training workers, assistance with regulatory issues, and to upgrade utilities. The LCEDC also works in partnership with other state, federal and local economic development resource providers.

The LCEDC's primary economic development partners are the Small Business Development Center at the Toledo Regional

Chamber of Commerce, Toledo-Lucas County Port Authority, University of Toledo, State of Ohio/JobsOhio, Owens Community College, Regional Growth Partnership and the Lucas County Workforce Development Agency.

Two key areas of service that the LCEDC provides local clients are assistance with site selection and economic incentives for growth and preservation of employment. Two recent efforts resulted in 600 jobs retained in Lucas County and potentially over 250 positions created for the future.



Ford P. Weber
President
Lucas County Economic Development Corporation

Two Success Stories: Canberra and Johnson Controls

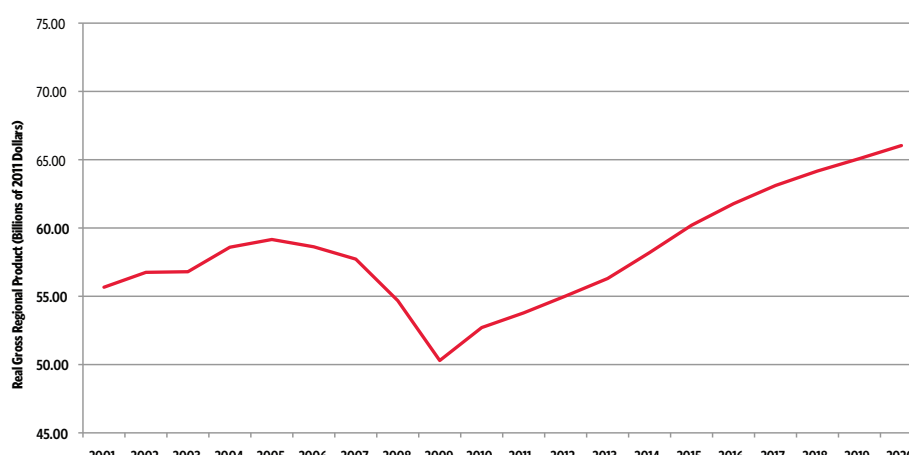
Canberra, a locally owned manufacturer of commercial, institutional and industrial cleaning and personal care products, needed to expand its operation. Current expansion plans related to the development of an innovative JAWS (Just Add Water System) product line that would retain approximately 200 employees and have the potential to create up to 200 additional jobs over the next several years. Canberra was planning a multi-million dollar expansion to their facility. The LCEDC provided assistance to the company in securing a lease on additional adjacent property and resolved additional site issues. LCEDC referred them to partner agency, the Lucas County Workforce Development Agency for assistance with recruiting, screening and training new workers.

Johnson Controls, a major supplier of automotive batteries, was looking for the best location for

building a new stop-start automotive batteries operation. The Holland, Ohio battery plant was one of the finalists for the business. Johnson Controls contacted the LCEDC to assist it in developing an incentive proposal that would help the plant compete against other locations. The LCEDC responded by working with Spencer Township and the Lucas County Board of County Commissioners to provide tax relief for the \$138 million project. The resulting incentive package consisted of State and local incentives that helped ensure that the new batteries would be manufactured in Lucas County. As a result 400 jobs were preserved and 50 jobs were created.

LCEDC works with its partners to advance the growth of businesses in our community. For further information contact Ford P. Weber, President, Lucas County Economic Development Corporation, Two Maritime Plaza, Ground Floor, Toledo, Ohio 43604 or call 419-213-4646.

Real Gross Regional Product (\$2011) for the Northwest Ohio Region from 2001 until 2020



Gross Regional Product
Market value of all final goods and services produced within a given area and time.

First Solar: Training ROI Success



If someone offered to give you over \$15,000 for every hour you invested in training people in your business, would you accept the offer? Owens Community College's Workforce Services did just that with First Solar, a local manufacturer of solar panels. Working with the training leadership and management of First Solar, a Lean Six Sigma training program was delivered on-site at First Solar to reduce waste and improve processes in their manufacturing operations. A total of 184 hours of training in Lean Six Sigma processes produced continuous improvement savings in excess of \$2.8 million dollars. Ten people also passed the American Society of Quality Green Belt or Black Belt Exam and will be able to provide quality improvements long after the training program is over.

That is not all, the ROI for Waste Water Treatment training delivered by Owens produced over \$700 for every hour invested in the program.

What gets measured gets done and First Solar knows what to measure. They established key metrics for their training programs with Owens Work Force

Services and set the following Goals/Results:

Goal	Result / Actual
Train 490 employees	559
Jobs retained 1010	1120
Forecasted jobs to be created 190	111

Owens collaborated on additional training to address First Solar's concerns to move more people into leadership roles within the company. The focus of the training was in two areas – Quality and Productivity. The Lean training from Owens combined with their quality improvement training to reduce costs and meet the expected outcomes of the company. Armed with an Energizing Careers grant, Owens was able to deliver training in 18 months that would normally require three years. "This was true speed to market education and learning in an industry that is rapidly changing," said Eric Levos, First Solar Training Manager, Global OD & Learning.

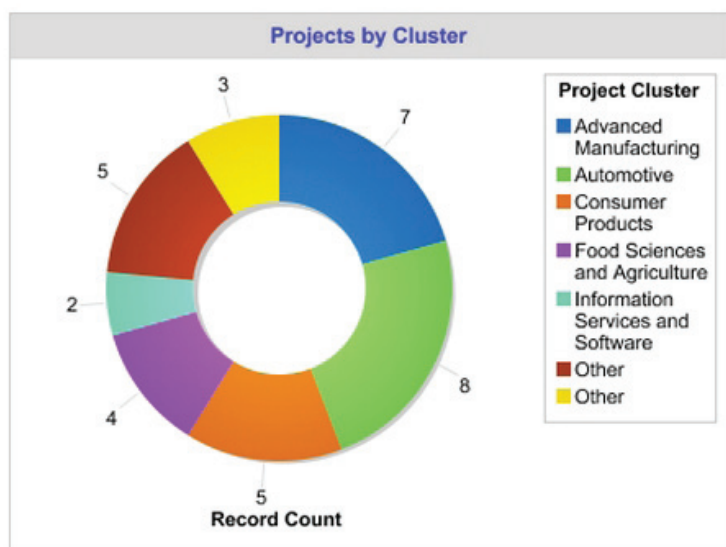
Owens also responded to First Solar's request to create a way for its maintenance staff to grow on the job and

have opportunities for future positions within the company. This led to pilot delivery of a multi-craft certificate and degree program. Owens went on-site to deliver certificate and for-credit courses that lead to customized Associates of Technical Studies (ATS) degree from Owens Community College. The ATS degree is especially for experienced individuals that want their skills packaged in a college degree that would transfer to a University. This is what the ATS Degree accomplishes besides developing the advanced skills necessary for growth within the company.

"Owens training through its Workforce Services produced superior ROI, (Return-on-Investment) for us because the training was skill-specific, application-based and focused on immediate results," concluded Levos.

Contact michael_bankey@owens.edu for more information about lean training solutions.

Closed Won Projects: Contracts Closing - Closed TY



Source: Toledo RGP

JOB OHIO AND INVESTMENT-3RD QUARTER 2012

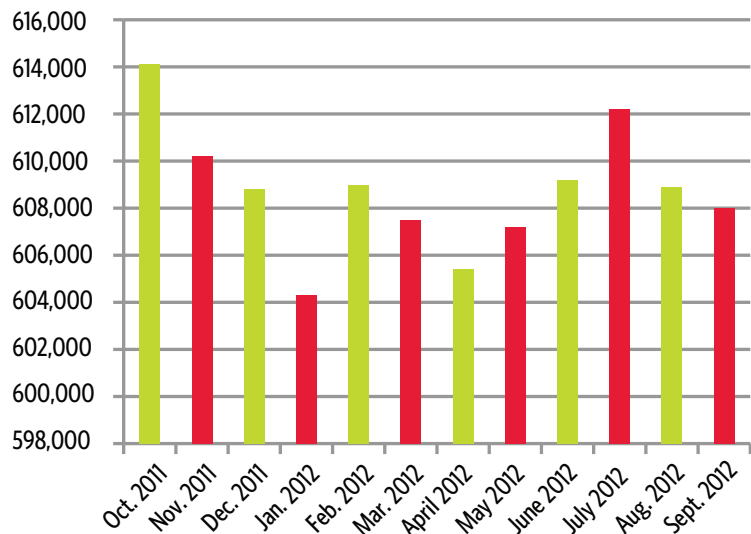
10 Closed Won Projects

2,539 Jobs Created & Retained

\$90,143,000 Capital Investment

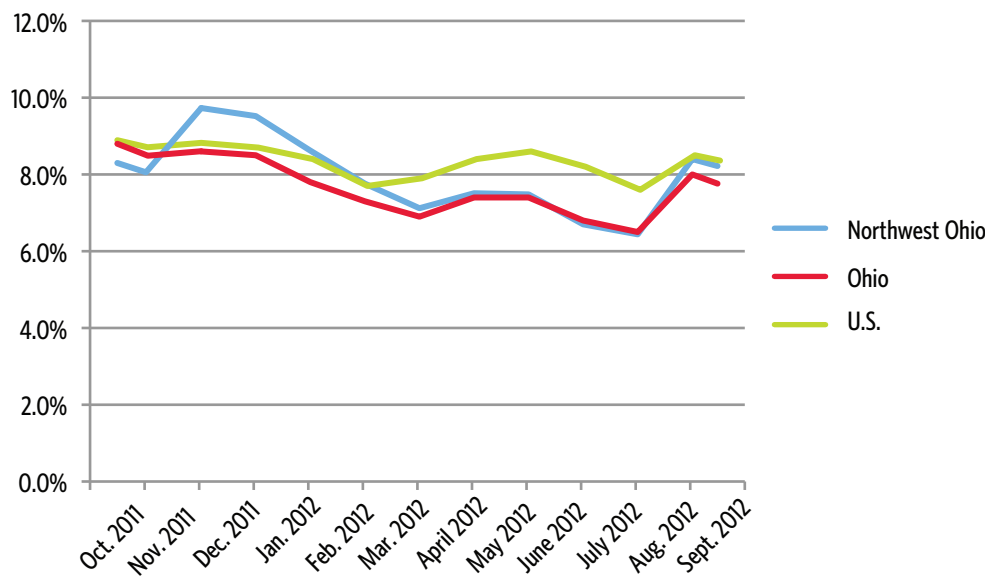
Source: ohiojmi.com

TOTAL AVAILABLE WORKFORCE (EMPLOYED/UNEMPLOYED PERSONS) 17 NORTHWEST OHIO COUNTIES FROM OCTOBER 2011- SEPTEMBER 2012



Source: ohiojmi.com

UNEMPLOYMENT RATE



Source: ohiojmi.com