

# Workforce UPDATE

DECEMBER 2015



Unemployment in Northwest Ohio went from 4.8% in June 2015 to 4.1% in September 2015. This is a 0.7 percentage point decrease from June and a 1.7% drop from a year ago. The June seasonally adjusted unemployment was 5.1% for the nation while in Ohio it dropped to 4.5%.

The total available workforce for Northwest Ohio which includes all employed and unemployed people was 605,400 as of September 2015, which was down 15,000 from June 2015 and 8,000 from a year ago. The number of people in the workforce is declining along with the unemployment rate. While this is

understandable because of workforce retirements and people no longer seeking employment, it indicates a potential vulnerability in future growth due to a shortage of available employees.

Wanted Analytics identified 18,466 job openings advertised in Northwest Ohio as of June 2015. The top three occupations in demand in our area were Heavy and Tractor-trailer Truck Drivers followed by registered nursing and retail sales.

Five of the top ten non-manufacturing corporations hiring were in healthcare fields while three were transportation related. The

top four leading occupation categories in the region by number of openings advertised were: transportation, retail sales, office service support, and healthcare. These four categories represent 51% of all positions advertised during the third quarter of 2015.

The Regional Growth Partnership and JobsOhio, in collaboration with Owens Community College, Northwest State Community College, NORRED, and Lucas 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 business development trends and issues.

## Top 10 Corporations Hiring

1. Hogan
2. ProMedica
3. Mercy Health
4. CRST
5. HealthPartners
6. Lowe's
7. Blanchard Valley Health Systems
8. USA Truck, Inc.
9. HCR ManorCare
10. Best Buy

## Top 5 Corporate Occupations

1. Heavy and Tractor Trailer Truck Drivers
2. Registered Nurses
3. Retail Salespersons
4. Maintenance and Repair Workers
5. Food Preparation and Serving

## Top 10 Manufacturers Hiring

1. Dana Corporation
2. Cooper Tire & Rubber Company
3. Owens-Illinois
4. Campbell Soup Company
5. Therma-Tru
6. Whirlpool
7. Johnson Controls
8. Kalmbach Feeds
9. Oldcastle
10. SimplexGrinnell LP

## Top 5 Open Manufacturing Occupations

1. First Line Supervisors of Production Workers
2. Industrial Engineer
3. Maintenance and Repair Workers
4. Production Workers
5. Mechanical Engineers

Source: Wanted Analytics

## THINK Manufacturing: Planning for the Future

Sandusky County Economic Development Corporation (SCEDC) has been working on two main projects that focus on bringing manufacturing jobs to Sandusky County and also close the skills gap.

A reshoring initiative was started as a long-term program to target 44 companies in Ohio and the surrounding states that have been identified as having plastic-related supplier needs. An initiative has been in place to contact these companies and work with them to eliminate their supplier in Mexico and replace it with a supplier in Sandusky County – or in the region – if this is a better alternative for the business. Kay E. Reiter, Executive Director of SCEDC stated “The United States continues to lose manufacturing jobs to offshore plants. Our plans are to connect companies with other manufacturers that are closer to them. This reduces the time needed to respond to changes in demand by having manufacturers in close proximity.”

The 2015 touchpoint is to send a Sandusky County Chamber of Commerce AG pack that is made in Sandusky County, to the 44 identified companies. Following these deliveries will be a focus on face-to-face meetings with those targeted manufacturers with a plastic supplier need.

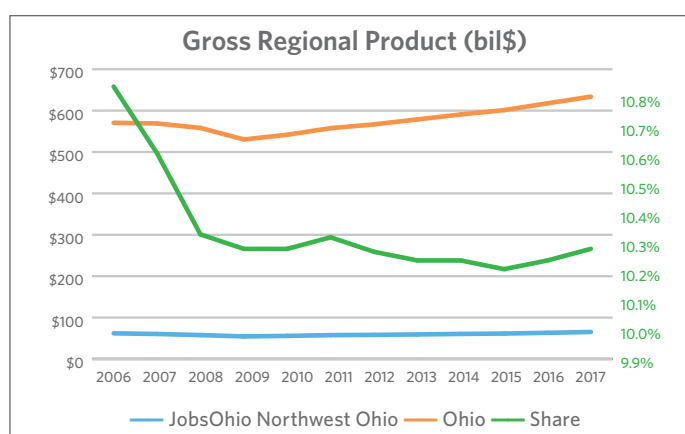
The SCEDC is also working on closing the skills and generational gap that faces manufacturers throughout our area. A Manufacturers' Career Showcase event was held on October 2, 2015. This event offered instruction in the seven

skill-sets that manufacturers said they were looking for in their employees. Seven different local Sandusky County schools participated in the event, and, in total, over 825 ninth grade students attended the Manufacturers' Career Showcase. The seven skill-sets were: teamwork / problem-solving; continuous improvement / Lean; employability; continuous learning; mechanical / electrical trades; machining trades / blueprint reading; and robotics.

Local representatives shared with students how basic workplace skills will help them succeed in an innovative – yet highly technical – industry and reacquaint youth with the process of designing and building products through hands-on activities. In addition, the event educated attendees about the varied career opportunities that are available to them in manufacturing.

The first Annual Manufacturers' Career Showcase event was a collaboration of local manufacturers, educators, economic development professionals, the workforce investment system, and community organizations. They came together to address workforce shortages in the industry, while providing career exposure opportunities for youth.

“There is a shortage in skilled trade workers that is leaving a generational gap in the manufacturing industry. We need to introduce the benefits of working in the skilled trades now, and let this generation know that they have options,” Reiter said. The long-term goals of the Sandusky County Manufacturers' Career Showcase is to raise awareness of opportunities in the field of advanced manufacturing, to change perceptions about employment in today's manufacturing environment, and to ensure a sufficient supply of talent for the future. In short, to “THINK Manufacturing.”



### Gross Regional Product

- All dollars are in 2014 real/constant dollars
- Dollars are reported in billions
- Data were pulled November 2015

# Cradle to Career: A generation impact initiative

In real estate it is location, location, location. In economic development these days it's workforce, workforce, workforce. Having a prepared and expanding workforce allowing for present and future growth is the grand challenge.

Northwest Ohio's economy is growing as existing businesses expand and new business is attracted to the area. This, combined with marginal population growth, an aging workforce, and expanded assistance programs, has resulted in increased demand for qualified employees and a shrinking labor pool. These conditions have led to high turnover rates and difficulty in filling open positions, particularly among temporary and entry-level positions. The result is increased costs of operations, quality issues, and production delays. Employers who can't appropriately staff will not expand and could potentially relocate. Employers considering locating in the region may be deterred from doing so.

Contributing factors include government assistance programs such as unemployment benefits. The maximum unemployment benefit for a person with three dependents in Ohio is currently \$564/week or \$14.10/hour based on a 40-hour week. Such entitlements, while providing an important social safety net, can also

effectively de-incentivize people from obtaining and retaining employment. (*BGSU College of Business Workforce Retention Analysis/Nov. 2014*)

Inadequate skills prevail with many entry level and first-time employed individuals lacking necessary skills to be successful. Absent in many are soft skills, knowledge of basic personal finance, and basic work skills. Other contributing factors include lack of adequate assessments, an urgent need to fill open positions, a tightening labor market, unrealistic employee expectations, unrealistic employer expectations, substance abuse, and child care.

To tackle this grand challenge, the Findlay-Hancock County Workforce Coalition is adopting a cradle to career to next generation collective impact initiative. Stakeholders include economic development, education, business, community, and local government.

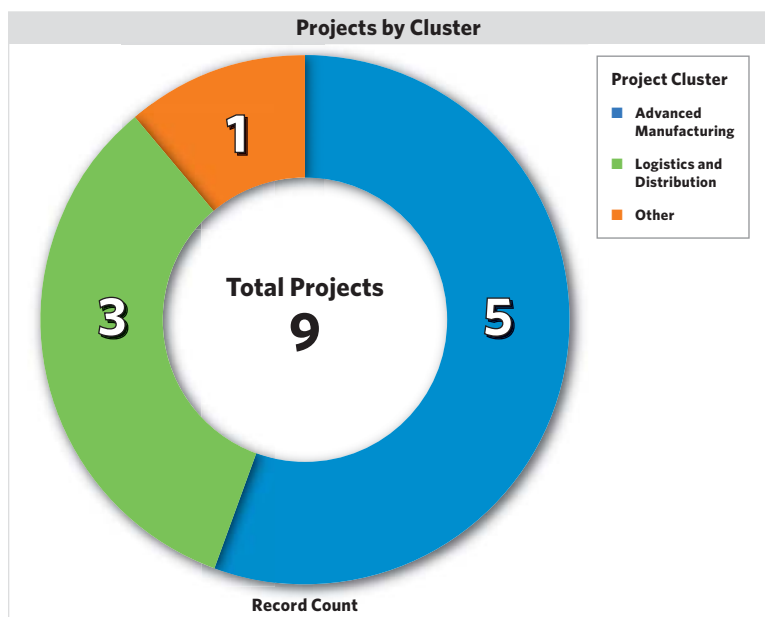
Building collective capacity means aligning and integrating the region's community learning system with economic growth. (*Institute for Coalition Building, Columbus IN*)

A short-term Early Warning Network is being

implemented to help fill open positions by way of common and specific assessments. A long-term plan is being launched to organically grow workforce. All area children will have access to pre-K opportunities in order to be ready to learn by kindergarten. "Ready to learn" mitigates the social and financial costs of future remediation during the course of a student's K-12 journey. All K-5 students will have access to social and leadership skill development programs. All middle school students will have explored career options and identified a career interest and career plan prior to high school. All students will graduate from high school with an understanding of a career planning process or be employment ready.

Successful workforce development in Findlay begins with a short-term coalition building (Early Warning Network and skilled worker recruitment) and long-term coalition building (organic growth via education and community development).

According to Dan Sheaffer, Coordinator, Early Warning Network, Findlay-Hancock County Economic Development: "For those of us in economic development, solving this grand challenge is our prime directive."



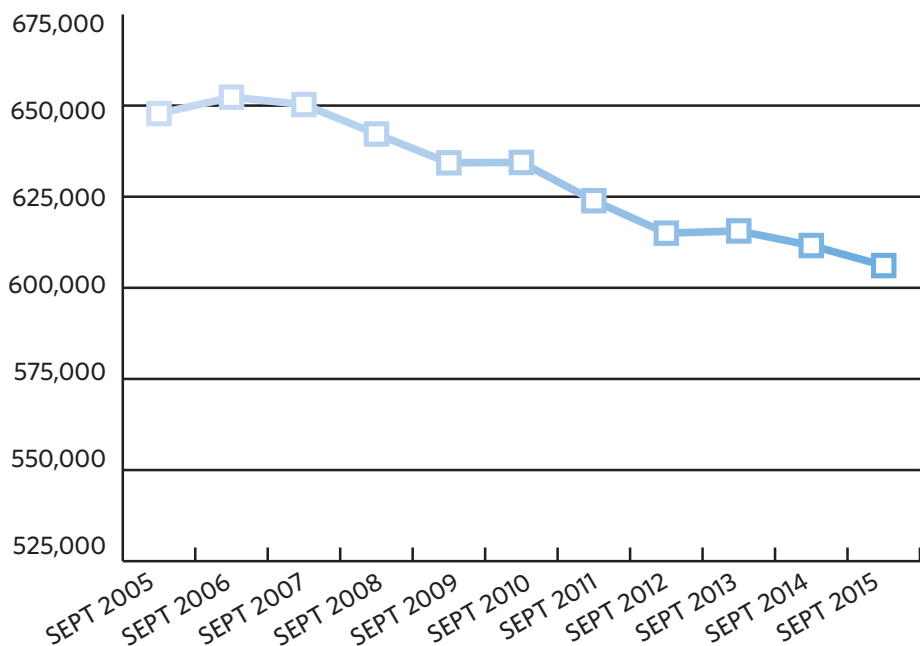
## JOBSONIO AND INVESTMENT - 3RD QUARTER 2015

**596** Jobs Created

**1,581** Jobs Retained

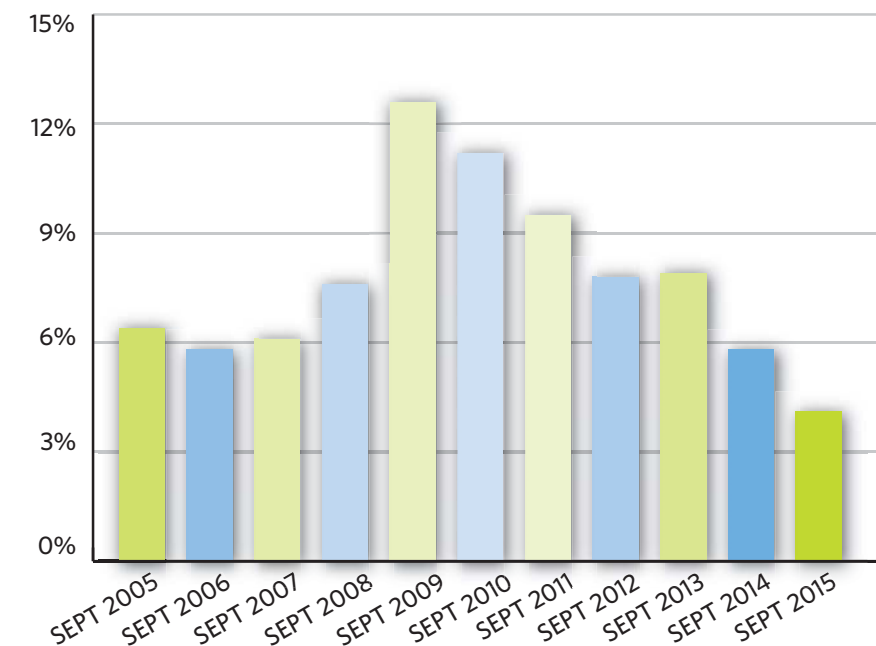
**\$137,000,000** Capital Investment

### TOTAL AVAILABLE WORKFORCE NORTHWEST OHIO



Source: OhioLMI

### UNEMPLOYMENT RATE NORTHWEST OHIO



Source: OhioLMI

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