Workforce UPDATE

DECEMBER 2020

RGP NORTHWEST OHIO · JobsOhio · OWENS COMMUNITY COLLEGE · Ohio MEANS Jobs Lucas County Wood County · NORED northwest ohio regional economic development · PENTA CAREER CENTER

Top 10 Corporations Hiring

1. Mercy Health
2. FedEx
3. ProMedica
4. Amazon
5. The Dollar General
6. HCR ManorCare
7. University of Toledo
8. Lowe's
9. Walmart
10. Blanchard Valley Health System

Top 5 Corporate Occupations

1. Heavy & Tractor-Trailer Truck Drivers
2. Registered Nurses
3. Laborers and Freight, Stock and Material Movers, Hand
4. First-Line Supervisors of Retail Sales Workers
5. Retail Salespersons

Top 10 Manufacturers Hiring

1. First Solar
2. Midway Products Group
3. Pepsi
4. Whirlpool
5. Continental Structural Plastics
6. O-I Corporation
7. Owens Corning
8. Old Castle
9. Hearthside Food Solutions
10. Magna International

Top 5 Open Manufacturing Occupations

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

Source: CEB Talent Neuron Analytics 11/13/2020

3RD QUARTER INTERNSHIP REPORT: NORTHWEST OHIO

TOP FIVE COMPANIES ADVERTISING INTERNSHIPS

1. **First Solar**
2. **Menards**
3. **Marathon Petroleum Corporation**
4. **Walgreens**
5. **University of Toledo**

TOP FIVE INTERNSHIP POSITIONS ADVERTISED

1. **Pharmacists**
2. **Market Research**
3. **Mechanical Engineers**
4. **Sales Reps / Industrial Engineers**
5. **Managers**

Source: Conference Board (http://ohiolmi.com/asp/omj/hw.htm)

Total workforce lowest in 10 years, 3rd highest unemployment rate

Unemployment in Northwest Ohio averaged 8.1% for the 3rd quarter of 2020. It was 4.2% for the same period in 2019. This is the third-highest 3rd quarter unemployment percentage in 10 years. The 3rd quarter average unemployment was 8.8% for the nation and 8.8% for Ohio in 2020.

The average total available workforce for Northwest Ohio – which includes all employed and unemployed people – was 605,900 for the 3rd quarter of 2020. This was the lowest number in 10 years. There were 556,533 people employed in the 3rd quarter, which is also the lowest number of people employed in the region in 10 years.

As of September 13, 2020, 25,971 job openings were advertised in Northwest Ohio according to Wanted Analytics. The top four occupations in demand were Heavy Truck Drivers, General Labor, Registered Nurses, and First Line Retail Sales Supervisors. These four occupations represented 32% of all jobs posted in Northwest Ohio. There were 1,190 RN jobs posted in September. Transportation-related positions were in first place among all advertised openings. There were 4,881 Heavy Truck positions posted.

Of all jobs posted in September of 2020, approximately 52% required a high school education, 25.8% required a two-year degree, and 21.8% required a four-year degree or more. The total number of internships advertised was 428. This was an increase of 24 ads from the 3rd quarter last year. Sixty-three percent of the internships wanted a bachelor's degree or more.

The number one certification sought was a CDL driver's license. The second was a class-A driver's license, and third was a driver's license. Three of the top 10 non-manufacturing corporations hiring were in healthcare. The top five occupations in the manufacturing area were HD Truck Drivers, Production Workers, First Line Supervisors, Industrial Engineers, and Maintenance / Repair / General Workers.

The Gross Regional Product for the region was up $8.23 billion at $61.30 billion compared to 2010. The State of Ohio was up $69.29 billion at $647.75 billion from 2010. The region's share of this amount was up 0.13% from 2010.

The Regional Growth Partnership and JobsOhio, Owens Community College, NORED, Penta County JVS, and Lucas and Wood County OhioMeansJobs 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.

Northwest Ohio on Growth Track

Jim Robey, Upjohn Institute, Director of Regional and Economic Planning

As a partner of the Toledo Regional Growth Partnership, the Upjohn Institute provides regular economic outlooks to the RGP and its partners. During this time of the year, we are often asked to share our thoughts on the upcoming year – but there's no crystal ball clear enough to forecast the outlook for 2021. Due to much uncertainty in the near term, including the shape of the recovery curve and administrative decisions due to increasing virus levels in Ohio and nationally, we are looking at recovery in the long run. And our latest estimates suggest that the *region is on track to surpass pre-pandemic growth projections.*

In January of this year, we were in the longest business cycle in modern economic history – including 18 months of contraction and 127 months of expansion. The unemployment rate (U-3) for the 17 counties in the RGP footprint was 4.8%, on track with Ohio as a whole, and slightly higher than the national rate at 3.8%. The labor force (employed + unemployed) totaled 612,923 workers and the labor force participation rate was 62.9%, about the same as the state and the nation.

Enter the pandemic recession. By April, the unemployment rate for the region sat at 20.9%, and the labor force had declined slightly to 611,560 workers. What's the difference? The number unemployed had gone from 29,274 in February to 127,570 in April.

By September (the most recently available data from the Bureau of Labor Statistics), the labor force in the region had shrunk to 601,446. The number unemployed, however, was down to 44,735 and the unemployment rate was 7.4%, lower than both Ohio and the nation. And whereas in April there were 483,990 people working in the region, by September that number had grown to 556,711 – just over 95% of the number (583,649) working in the region in February.

The Upjohn Institute uses a forecasting model from Regional Economic Models, Inc (*www.REMI.com*) to estimate long-term economic outlooks. In the graph, we demonstrate that in a pre-pandemic economy the region was forecast to see some ebb and flow in employment, but generally lean toward growth. Impacts from the virus escalated in March, April, and May and the picture for the region became increasingly grim. Alternatively, September estimates suggest that while employment may be down in the region compared to the pre-pandemic forecast, the regional economy returns to full employment in 2026 and 2027, then exceeds the pre-pandemic forecast in the out years.

Total Projected Employment in Northwest Ohio
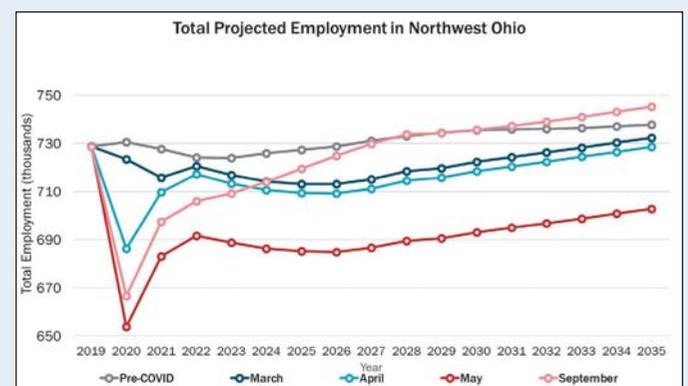
Addition by Subtraction

*Tim R. Mayle
Director,
Findlay•Hancock
County Economic
Development*

"Your unemployment rate is one of the lowest in the State, why would we invest in Findlay?" I get the question all the time. I quickly point out over the past 10 years our total employment has increased 16.6%. The fact companies continue to establish new facilities or expand existing sites in Findlay demonstrates we have the ability to absorb increased employment.

Workforce in NW Ohio cannot be measured by political boundaries. Every day hundreds of thousands of people drive to and from work crossing municipal and county lines. Our solution to grow workforce capacity includes the attraction of talent, residential construction, seamless education, encouragement of M&E investment leading to fewer jobs, and immediate placement of unemployed residents.

Our focus on residential development in 2018 and 2019 has resulted in several wins including townhomes (92 units), workforce housing (80 units), senior housing (40 units), downtown living (40 units) and single family (200 units). Much like industrial development, residential development requires proper zoning, annexation agreements, revenue sharing agreements, infrastructure, and incentives.
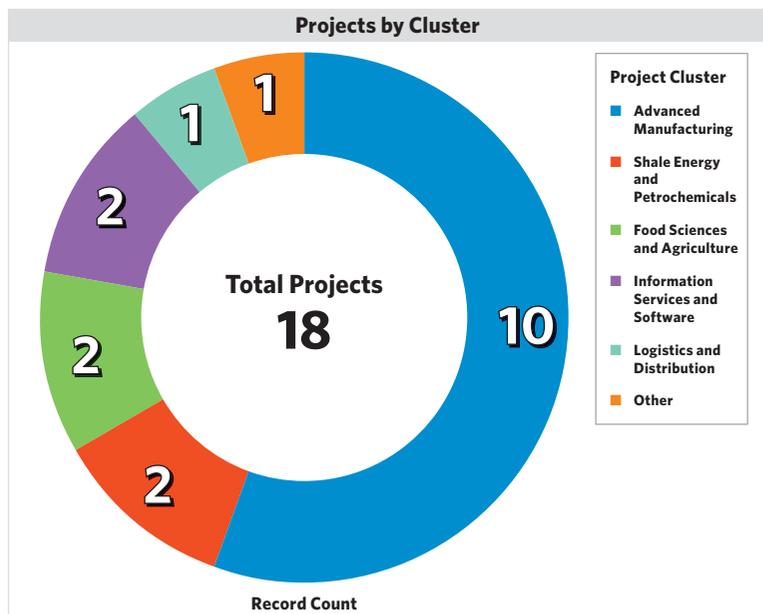
> **"The fastest way to increase your workforce is to increase the population."**

"Our turnover rate is so high and we cannot find people, what should we do?" I received this question in the summer of 2019. To complicate the matter, the company's overseas HQ would not allocate additional money for wages or M&E. Fast-forward 18 months. Result: A healthy large Tier 1 Honda supplier who did not have a workforce issue to begin with. My office hired Cornerstone Consulting to determine what the workforce issue was. The determination: A fundamental gap in strategic thinking, lack of sufficient technical resources to build and maintain superior performance, low morale and high frustration void of institutional 5S discipline, and no Toyota Production Model culture resulting in operational issues and high turnover. Cornerstone demonstrated an immediate return on investment for capital expenditures and a much-improved operation, which allowed for the elimination of the shift with the highest turnover.Finally our office works closely with Hancock Means Jobs in a very non-traditional way. Individuals on unemployment are introduced to Economic Development through a letter delivered from the Director of JFS. I invite the individuals to visit a dedicated website and share the following; name, email, most recent industry, preferred industry, and pay expectation. Our partnership is identifying individuals desiring to reenter the workforce. Our employers then receive this information and the hiring process begins. When someone loses their job they have a lot on their plate. Our goal is to make returning to the workforce as easy and immediate as possible.

Workforce is a numbers game and sometimes it is addition by subtraction.

For additional information on Findlay economic development opportunities contact Tim R. Mayle, tmayle@findlayhancockED.com, 419.788.0490 Mobile, 419.422.3313 Ext. 115.

Projects by Cluster

Total Projects **18**

Project Cluster
- Advanced Manufacturing
- Shale Energy and Petrochemicals
- Food Sciences and Agriculture
- Information Services and Software
- Logistics and Distribution
- Other

Record Count

JOBSOHIO INVESTMENT - 3RD QUARTER 2020
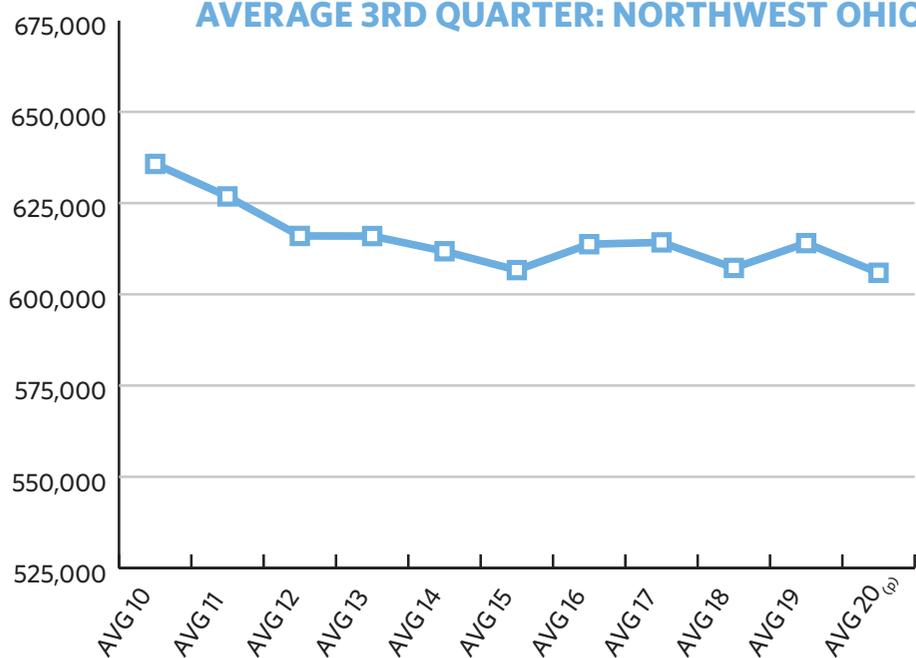
1,072 Jobs Created

1,203 Jobs Retained

$128,674,763 Capital Investment

TOTAL AVAILABLE WORKFORCE

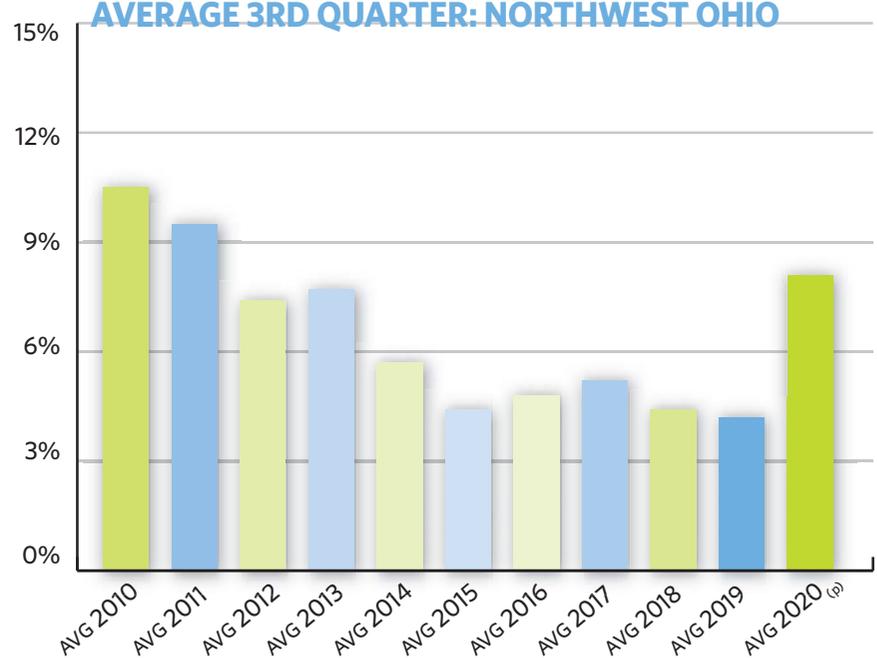### AVERAGE 3RD QUARTER: NORTHWEST OHIO

Source: OhioLMI

UNEMPLOYMENT RATE

AVERAGE 3RD QUARTER: NORTHWEST OHIO

Source: OhioLMI