

**Developing the NOW Regional Plan:
Understanding Labor Markets**
2016 Regional Workforce Development Forum

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Objective of WIOA

The act stipulates the following objectives:

- * Increase employment, retention, and earnings of clients
- * Increase attainment of recognized credentials
- * Improve quality of workforce
- * Reduce welfare dependency
- * Increase economic self-sufficiency

Information to Support the Regional Planning Process

This research seeks to provide insights and hard data on major challenges and opportunities in the labor market of WIOA NEO:

- * Analysis of existing and in-demand jobs within NEO industries that are growing
- * Analysis of skills needed by workers, based on employer demand
- * Analysis of the workforce in the region based on skills, prior work experience and barriers to job entry
- * Analysis of NEO postsecondary education capacity to address the skills gap between demand and supply of workers in the region
- * Search for in-demand job opportunities for persons currently not participating equally in the job and income recovery

NEO Economic Realities and Labor Market Dynamics

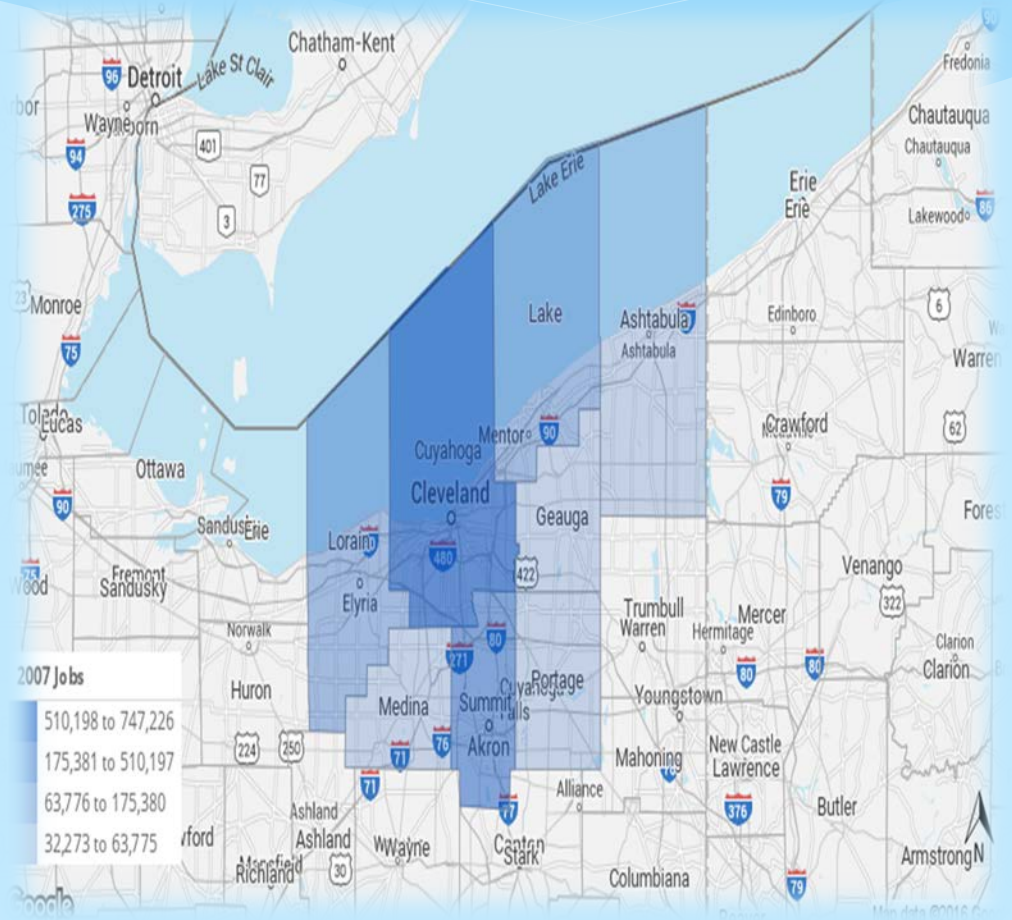
Focus of Investigation:

- * Where are jobs located in the region and commute to work patterns?
- * What is the region's 'skills gap'?
- * What is learned from online job ads about rapidly changing employer demand for skills and jobs?
- * Are there in-demand jobs for the region's workers who have less than a Bachelor's Degree? Do these jobs provide a living wage?
- * To compete for these jobs, what skills will be needed by those not benefitting from the region's job recovery?

NEO Labor Market & Job Access

NEO Jobs Concentrated in Cuyahoga and Summit Counties

- * There were 1,403,050 jobs provided by industry (including government) in 2007.
- * Cuyahoga—53% and Summit with 20%.
- * Healthcare (65%) and IT jobs (80%) are the most concentrated in Cuyahoga.
- * The region's population is far more decentralized by comparison.



WIOA NEO Region a Web of Inter-related Labor Markets

- * NEO workers often live in one county or Workforce Area and work in another.
- * Akron and Cleveland MSA operate somewhat independently as local labor markets: Jobs in demand and pay scales differ.

| County of Workplace | cleveland MSA | | | | | | Akron MSA | | Total WIOA NEO |
|----------------------|---------------|----------------|---------------|---------------|---------------|---------------|----------------|---------------|------------------|
| | Ashtabula | Cuyahoga | Lake | Geauga | Lorain | Medina | Summit | Portage | |
| County of Residence | | | | | | | | | |
| Ashtabula | 68.7% | 6.1% | 12.3% | 4.9% | 0.4% | 0.1% | 0.8% | 0.3% | 93.5% |
| Cuyahoga | 0.0% | 90.3% | 2.3% | 0.5% | 1.8% | 0.9% | 2.8% | 0.5% | 99.2% |
| Lake | 1.2% | 32.4% | 60.8% | 3.1% | 0.3% | 0.1% | 1.2% | 0.4% | 99.5% |
| Geauga | – | 37.6% | 11.1% | 44.3% | 0.4% | 0.3% | 3.0% | 1.9% | 98.6% |
| Lorain | 0.1% | 31.5% | 0.4% | 0.1% | 62.3% | 1.7% | 1.0% | 0.1% | 97.3% |
| Medina | 0.0% | 34.0% | 0.4% | 0.1% | 2.5% | 45.9% | 12.1% | 0.6% | 95.6% |
| Summit | 0.1% | 14.1% | 0.4% | 0.3% | 0.4% | 2.2% | 73.3% | 4.1% | 94.8% |
| Portage | 0.1% | 14.7% | 0.5% | 2.5% | 0.1% | 0.5% | 21.5% | 44.0% | 84.0% |
| Total Workers | 31,557 | 695,834 | 95,639 | 30,906 | 95,517 | 52,496 | 235,884 | 53,276 | 1,291,109 |

For more information on sampling and estimation methods, confidentiality protection, and sampling and nonsampling errors, see www.census.gov/acs/www/Downloads/data_documentation/Accuracy/MultiyearACSAccuracyofData2010.pdf.

A Case for Regional Cooperation

A regional plan needs to recognize that:

- * The majority of jobs are located in the two largest counties, which are in two different workforce or metro areas.
- * The labor market opportunities for workers and employers alike are not aligned with the five local workforce areas.
- * Akron and Cleveland labor markets exhibit different patterns of demand for workers.

“Plan regionally, implement locally”

NEO Job Growth... Sluggish at Best; Inadequate at Worst

- * Total jobs in the economy are still below 2007; recovery much slower than Ohio or nation.
- * Expected net gains of total jobs for the NEO economy are only 37,000 jobs by 2021, six years from now. In a region of nearly 1.4million jobs, that is an
- * NEO may lose population

WIOA NEO Economy: Total Jobs Compared to Ohio and Nation 2015 & 2021

| Region | 2007 Jobs | 2015 Jobs | 2007-2015 Change | % Change | 2021 Jobs | 2015-2021 Change | % Change |
|--------------|-------------|-------------|------------------|----------|-------------|------------------|----------|
| WIOA NEO | 1,403,050 | 1,353,196 | (49,853) | -3.6% | 1,390,138 | 36,942 | 2.7% |
| Ohio | 5,306,828 | 5,257,760 | (49,068) | -0.9% | 5,485,355 | 227,595 | 4.3% |
| Nation | 135,366,499 | 139,286,250 | 3,919,751 | 2.9% | 148,830,227 | 9,543,977 | 6.9% |
| EMSI Analyst | | | | | | | |

Manufacturing and Government Jobs Hit Hardest

From an industry view:

- * Surprising lack of job recovery to 2007 levels is Professional, Scientific and Technical Services; Finance and Insurance and IT
- * Bright spots are Healthcare and Management of Companies and Enterprises (corporate functions & Holding companies) and Arts, Entertainment & Recreation.

| NAICS | Description | 2007 Jobs | 2015 Jobs | 2007 - 2015 Change | 2021 Jobs | 2015-2021 Change |
|-------|--|-----------|-----------|--------------------|-----------|------------------|
| 62 | Health Care and Social Assistance | 188,781 | 215,620 | 26,840 | 247,681 | 32,061 |
| 72 | Accommodation and Food Services | 105,086 | 115,181 | 10,095 | 117,916 | 2,735 |
| 55 | Management of Companies and Enterprises | 36,457 | 43,857 | 7,400 | 46,357 | 2,500 |
| 71 | Arts, Entertainment, and Recreation | 19,046 | 22,086 | 3,040 | 23,870 | 1,784 |
| 61 | Educational Services | 28,384 | 29,280 | 897 | 32,059 | 2,778 |
| 53 | Real Estate and Rental and Leasing | 19,604 | 20,359 | 756 | 21,042 | 683 |
| 21 | Mining, Quarrying, and Oil and Gas Extraction | 1,169 | 1,047 | (122) | 996 | (51) |
| 11 | Crop and Animal Production | 2,818 | 2,640 | (177) | 2,311 | (329) |
| 99 | Unclassified Industry | 550 | 325 | (225) | 143 | (182) |
| 22 | Utilities | 4,993 | 4,354 | (639) | 4,281 | (73) |
| 81 | Other Services (except Public Administration) | 41,523 | 39,308 | (2,215) | 39,734 | 426 |
| 54 | Professional, Scientific, and Technical Services | 69,673 | 67,001 | (2,673) | 74,118 | 7,118 |
| 48 | Transportation and Warehousing | 38,318 | 34,842 | (3,476) | 35,152 | 309 |
| 51 | Information | 22,711 | 18,597 | (4,114) | 16,024 | (2,573) |
| 42 | Wholesale Trade | 69,962 | 62,239 | (7,723) | 61,202 | (1,038) |
| 56 | Administrative and Support and Waste Management and Remediation Services | 84,410 | 76,220 | (8,190) | 82,511 | 6,291 |
| 44 | Retail Trade | 147,345 | 138,367 | (8,978) | 139,760 | 1,393 |
| 23 | Construction | 53,203 | 44,222 | (8,982) | 47,255 | 3,034 |
| 52 | Finance and Insurance | 63,762 | 54,160 | (9,601) | 50,906 | (3,255) |
| 90 | Government | 183,763 | 169,473 | (14,290) | 166,941 | (2,533) |
| 31 | Manufacturing | 189,220 | 164,020 | (25,200) | 149,021 | (15,000) |
| | | 1,370,777 | 1,323,201 | (47,576) | 1,359,280 | 36,079 |

Silver Lining of Job Growth by Occupation

* Job growth occurred in these occupation groups. Note absence of Science and Engineering.

* Only lower skill jobs growing were in Food Preparation and Serving.

From an industry view:

* Most growth was in Healthcare and manufacturing firms producing in niche markets

| WIOA NEO: Occupations with 1000 and More Jobs in 2015 | | | | | |
|---|---|-----------------------------------|-----------------------------------|---------------------|------------------------|
| SOC | Description | Employed in Industry Group (2007) | Employed in Industry Group (2015) | Change 2007 to 2015 | Median Hourly Earnings |
| Managerial | | | | | |
| 11-9111 | Medical and Health Services Managers | 4,032 | 4,471 | 439 | \$43.52 |
| 11-9033 | Education Administrators, Postsecondary | 1,137 | 1,350 | 213 | \$36.20 |
| 11-9141 | Property, Real Estate, and Community Association Managers | 1,599 | 1,810 | 211 | \$25.56 |
| 11-9151 | Social and Community Service Managers | 1,070 | 1,213 | 142 | \$32.39 |
| 11-9051 | Food Service Managers | 1,927 | 2,068 | 141 | \$22.20 |
| Business and Financial | | | | | |
| 13-1161 | Market Research Analysts and Marketing Specialists | 4,497 | 4,833 | 336 | \$28.84 |
| 13-2052 | Personal Financial Advisors | 1,762 | 1,879 | 117 | \$34.06 |
| 13-1081 | Logisticians | 1,232 | 1,338 | 106 | \$32.35 |
| Computer and Mathematics | | | | | |
| 15-1121 | Computer Systems Analysts | 6,706 | 7,423 | 718 | \$36.63 |
| 15-1132 | Software Developers, Applications | 5,646 | 6,096 | 450 | \$38.13 |
| 15-1199 | Computer Occupations, All Other | 2,232 | 2,370 | 138 | \$38.63 |
| Community and Social Service | | | | | |
| 21-1015 | Rehabilitation Counselors | 1,128 | 1,440 | 312 | \$19.22 |
| 21-1022 | Healthcare Social Workers | 1,707 | 1,924 | 217 | \$25.64 |
| 21-1021 | Child, Family, and School Social Workers | 3,053 | 3,262 | 209 | \$22.16 |
| 21-1023 | Mental Health and Substance Abuse Social Workers | 1,300 | 1,470 | 169 | \$18.21 |
| 21-1093 | Social and Human Service Assistants | 1,930 | 2,081 | 151 | \$14.25 |
| 21-1014 | Mental Health Counselors | 923 | 1,026 | 104 | \$20.94 |
| Education, Training, and Library | | | | | |
| 25-3021 | Self-Enrichment Education Teachers | 1,521 | 1,668 | 147 | \$20.07 |
| Healthcare Practitioners and Technical | | | | | |
| 29-1069 | Physicians and Surgeons, All Other | 5,527 | 6,205 | 678 | \$46.77 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 8,978 | 9,617 | 638 | \$20.75 |
| 29-2071 | Medical Records and Health Information Technicians | 2,501 | 2,743 | 242 | \$17.67 |
| 29-2034 | Radiologic Technologists | 2,275 | 2,507 | 233 | \$25.96 |
| 29-1171 | Nurse Practitioners | 1,350 | 1,575 | 226 | \$44.22 |
| 29-2055 | Surgical Technologists | 919 | 1,067 | 148 | \$20.96 |
| 29-2052 | Pharmacy Technicians | 3,382 | 3,526 | 144 | \$13.77 |
| 29-2012 | Medical and Clinical Laboratory Technicians | 1,522 | 1,659 | 136 | \$20.37 |
| 29-1123 | Physical Therapists | 1,718 | 1,852 | 134 | \$40.46 |
| 29-1126 | Respiratory Therapists | 1,511 | 1,638 | 127 | \$26.56 |
| 29-2021 | Dental Hygienists | 1,911 | 2,038 | 127 | \$31.79 |
| 29-2099 | Health Technologists and Technicians, All Other | 1,282 | 1,405 | 124 | \$20.12 |

This Sheds Little Light on Labor Market Activity— Job Churn is Source of Most Hiring

Most hires employers need to make are due to job churn, which occurs as worker change employers. Large numbers of workers are involved—they pursue better jobs & employers re-design & up-skill jobs.

“The vast majority of hiring in the U.S. is driven by the need to replace workers who leave one job for another.”¹

- * Churn is greatest among lower skill jobs (food service is highest) and lowest for advanced, higher skill jobs (Engineers is lowest).
- * To successfully improve their jobs, many workers need to improve skill sets to align with what employers seek from new hires.
- * Some attend postsecondary education to address skills and educational credentials they lack.

¹ CareerBuilder and EMSI, *The Pulse of U.S. Hiring Activity: Labor Market Churn by Occupation & Metro*, <http://www.economicmodeling.com/2014/12/02/the-slowdown-in-job-churn-explained-and-visualized/>

Matching Jobs in Demand to Workforce Quality

- * Lower/ Middle Skills Jobs in Demand: Typically require high school credential and some training or college up to and including an Associate Degree; these jobs are primarily found in Sales; Office/ Administrative Support; Installation, Maintenance and Repair; and Production.
- * Middle-to-Higher Skill Jobs In Demand: Typically require a Bachelor's Degree; jobs mostly found in Management; STEM; and Healthcare Professional and Technical occupations. Industries with the most job ads are in Professional Services; Healthcare; Manufacturing; Finance and Insurance; and on a smaller scale IT industries.

Importance of Middle-skill, Entry-level Job Opportunities for Lower Skill Workers

- * Jobs for persons, employed or not, with serious skill deficiencies and other barriers to gainful employment. These are persons yet to benefit from economic job recovery.
- * Jobs for semi-skilled workers but lack the new skills in demand for entry-level jobs.
 - * For Medical Secretaries or Assistants, what paths are accessible in or out of healthcare?
 - * Or, Sales Associates working part-time in retail? What career moves exist for them and what skills and education do employers seek?

Middle Skills Jobs are Important to Employers & Job Seekers:

Jobs Typically Not Needing a Bachelor's Degree and Pay Living Wage

- * What are in-demand Jobs in NEO? Where are they located? And who has them?
- * Why do these jobs pay better? Have the skills for these jobs been upgraded?
- * What impact does newly required digital skills have?

Breaking Down Labor Market Supply

Who Applies for Jobs?

WHO IS ACTIVELY RESPONDING TO JOB ADS?

- * Persons currently working are the largest pool of job applicants (includes under-employed), which results from job churn
- * Unemployed
- * Persons pursuing postsecondary education and training credentials
- * Persons entering job market for the first time
- * Workers living in other regions

Opportunity Occupations Not Requiring Bachelor's Degree and Pay Above Average Wages²

Ranked by number of occupations by Families of Occupations, there were:

- * Office and Administrative Support (6)
- * Sales (4)
- * Installation, Maintenance and Repair (4)
- * Production (3)
- * Business and Finance (2)
- * Healthcare—RN & LPN (2)

² Kyle Fee and Lisa Nelson, A Look behind the Numbers, Vol. 7, Issue 1; January 22, 2016, Federal Reserve Bank of Cleveland

Top 30 Occupation Posts for Jobs Typically Middle Skill: WIOA NEO 2015

| BGTOCC | Occupation | Job Postings % |
|----------------------------|--|----------------|
| 29114100 | Registered Nurse | 11.0% |
| 53303200 | Tractor-Trailer Truck Driver | 8.2% |
| 41401100 | Sales Representative | 7.2% |
| 41101100 | Retail Store Manager / Supervisor | 4.5% |
| 43601400 | Office / Administrative Assistant | 4.2% |
| 43303100 | Bookkeeper / Accounting Clerk | 3.0% |
| 11202200 | Business Development / Sales Manager | 2.3% |
| 49907191 | Maintenance Technician | 2.3% |
| 29206100 | Licensed Practical / Vocational Nurse | 1.8% |
| 15115100 | Computer Support Specialist | 1.8% |
| 13107192 | Human Resources / Labor Relations Specialist | 1.6% |
| 15114100 | Database Administrator | 1.5% |
| 49302300 | Automotive Service Technician / Mechanic | 1.4% |
| 15114200 | Network / Systems Administrator | 1.4% |
| 13201194 | Account Manager / Representative | 1.3% |
| 43414100 | Personal Banker / Banking Sales Staff | 1.2% |
| 43601300 | Medical Secretary | 1.2% |
| 13107191 | Recruiter | 1.1% |
| 43414100 | Intensive / Critical Care Nurse | 1.1% |
| 43601300 | Laboratory Technician | 1.0% |
| 13107191 | Insurance Sales Agent | 1.0% |
| 29114103 | Office Manager | 0.9% |
| 29201200 | Loan Officer | 0.9% |
| 41302100 | Quality Inspector / Technician | 0.9% |
| 43101191 | General Manager | 0.9% |
| 13207200 | Repair / Service Technician | 0.9% |
| 51906100 | Clinical Case Manager | 0.9% |
| 11102192 | Maintenance / Service Supervisor | 0.8% |
| 49909900 | Restaurant / Food Service Manager | 0.8% |
| Total Posts: 80,693 | | 67.1% |

Top 30 Occupations Listing Advanced or Occupation-Specific Digital Skills

- * Many are Healthcare Professional/ Technical; IT; Engineering; Office and Administrative Support; and Management.
- * Two-thirds (20) also appear as Middle skill opportunities.
- * Up-skilling these jobs appears to play a role in why these jobs pay better without requiring a Bachelor's Degree.
- * Many of the others on listed typically require a Bachelor's Degree.

Top 30 Occupations Listing Digital Skills in Ads during 2015

| BGTOCC | Occupation | Job Postings |
|----------|--|--------------|
| 29114100 | Registered Nurse | 8,877 |
| 15113100 | Software Developer / Engineer | 6,032 |
| 41401100 | Sales Representative | 5,817 |
| 43405100 | Customer Service Representative | 4,466 |
| 41101100 | Retail Store Manager / Supervisor | 3,664 |
| 43601400 | Office / Administrative Assistant | 3,378 |
| 43303100 | Bookkeeper / Accounting Clerk | 2,403 |
| 29117100 | Nurse Practitioner | 2,161 |
| 15112100 | Systems Analyst | 1,864 |
| 13201193 | Accountant | 1,846 |
| 11202200 | Business Development / Sales Manager | 1,830 |
| 13111100 | Business / Management Analyst | 1,634 |
| 29206100 | Licensed Practical / Vocational Nurse | 1,444 |
| 15115100 | Computer Support Specialist | 1,443 |
| 31909200 | Medical Assistant | 1,396 |
| 13107192 | Human Resources / Labor Relations Specialist | 1,324 |
| 15119902 | Network Engineer / Architect | 1,282 |
| 15119909 | Project Manager | 1,265 |
| 15114100 | Database Administrator | 1,245 |
| 17214100 | Mechanical Engineer | 1,138 |
| 15114200 | Network / Systems Administrator | 1,134 |
| 13201194 | Account Manager / Representative | 1,070 |
| 15119995 | IT Project Manager | 1,041 |
| 13205100 | Financial Analyst | 1,037 |
| 15113300 | Computer Systems Engineer / Architect | 1,019 |
| 43405103 | Registrar / Patient Service Representative | 977 |
| 11911191 | Nursing Manager / Supervisor | 971 |
| 43414100 | Personal Banker / Banking Sales Staff | 952 |
| 43601300 | Medical Secretary | 944 |
| 15113492 | Web Developer | 934 |

Source: Labor Insight Jobs (Burning Glass Technologies)

Goal of Economic Inclusion

Moving Lower Skill Workers into Gainful Employment

Barriers that individual job seekers face in accessing training or gainful employment:

- * Limited evidence of an ability to perform or sustain employment.
- * Employers exclude job seekers for reasons other than an ability to perform the job (i.e. non-economic reasons).
- * Local labor market failures that limit choices of employers and job seekers, most of whom are not employed or even in the labor force.

Reflect Gender and Race Differences?

Is Pending Retiring of Workforce an Issue?

Demographics of Employed Workers

African Americans are employed most often in lower skilled occupations. Few in STEM and Management. They are Under-represented in:

- * Construction (1 in 20)
- * Manufacturing (1 in 11)
- * Wholesale Trade (1 in 14)
- * *Efforts to improve the inclusion of African Americans will need to address skills, education and other barriers.*
- * *Male workers are 90% to 100% of workers in 162 occupations to the exclusion of women.*
- * *Efforts to include women in Management and STEM careers can improve the overall effectiveness of the region's workforce.*

Occupations Concentration or Absence of African American Workers

| SOC | Description | Black or African American |
|--|---|---------------------------|
| Healthcare Support Services | | |
| 31-1011 | Home Health Aides | 43% |
| 31-1013 | Psychiatric Aides | 35% |
| 31-1014 | Nursing Assistants | 39% |
| 31-1015 | Orderlies | 38% |
| Protection Services | | |
| 33-9031 | Gaming Surveillance Officers and Gaming Investigators | 40% |
| 33-9032 | Security Guards | 31% |
| 33-9093 | Transportation Security Screeners | 38% |
| 35-2019 | Cooks, All Other | 31% |
| Personal Care and Service | | |
| 39-6011 | Baggage Porters and Bellhops | 43% |
| 39-6012 | Concierges | 36% |
| 39-9021 | Personal Care Aides | 33% |
| Office and Administrative Support | | |
| 43-3041 | Gaming Cage Workers | 32% |
| 43-5053 | Postal Service Mail Sorters, Processors, and Processing Machine Operators | 32% |
| Production | | |
| 51-6011 | Laundry and Dry-Cleaning Workers | 31% |
| 51-6021 | Pressers, Textile, Garment, and Related Materials | 34% |
| Transportation and Materials Moving | | |
| 53-3011 | Ambulance Drivers and Attendants, Except Emergency Medical Technicians | 34% |
| 53-3021 | Bus Drivers, Transit and Intercity | 39% |
| 53-3022 | Bus Drivers, School or Special Client | 31% |
| 53-4041 | Subway and Streetcar Operators | 37% |
| 53-6021 | Parking Lot Attendants | 37% |
| 53-6061 | Transportation Attendants, Except Flight Attendants | 32% |

Two Implications for Workforce Development: Age of Workers

- * Aging into retirement (ages 55-64) is only a major issue for Production occupations. The majority of these jobs are impacted.
- * Manufacturers may not need to replace these workers over the next ten years.
- * In contrast, IT and Law Enforcement are occupations where workers are reaching their prime working ages (35 to 44).
- * Incumbent worker training may be needed by employers.

| Occupations with Largest Percentage of Workers 55 to 64 | | |
|---|---|---------------------------|
| SOC | Description | Age 55-64 % of Occupation |
| Production | | |
| 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic | 34% |
| 51-4032 | Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 31% |
| 51-4061 | Model Makers, Metal and Plastic | 33% |
| 51-4062 | Patternmakers, Metal and Plastic | 37% |
| 51-4111 | Tool and Die Makers | 34% |
| 51-4191 | Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic | 32% |
| 51-4194 | Tool Grinders, Filers, and Sharpeners | 36% |
| 51-6052 | Tailors, Dressmakers, and Custom Sewers | 32% |
| 51-8011 | Nuclear Power Reactor Operators | 31% |
| 51-8012 | Power Distributors and Dispatchers | 38% |
| 51-8013 | Power Plant Operators | 30% |
| 51-8021 | Stationary Engineers and Boiler Operators | 31% |
| 51-8092 | Gas Plant Operators | 36% |

Growing & Aligning Labor Market Alignment Strategies

When it comes to improving labor market outcomes, the focus on supply is straight forward:

- * Grow the pipeline of workers attracted to the jobs in demand—grow numbers of qualified workers.
- * Improve and broaden workforce skill sets to better to match employers expectations—improve quality
- * Improve ways for job seekers and employers to connect in real time around jobs in demand—overall labor market failure—improve connections.

Improving Quality of Workforce through Education and Training

Number of Completers of Associate Degrees in IT by Type of Institution, 2010 to 2014

| Institution Type | 2014 | 2013 | 2012 | 2011 | 2010 | Total |
|---|------------|------------|------------|------------|------------|--------------|
| For Profit | 162 | 229 | 228 | 222 | 207 | 1,048 |
| Private, Non-profit College | 15 | 24 | 56 | 28 | 21 | 144 |
| Public Community College or Branch Campus | 294 | 354 | 305 | 312 | 231 | 1,496 |
| Total | 471 | 607 | 589 | 562 | 459 | 2,688 |

- * This potential pipeline of new (or newly trained) workers is a good indicator of the region's ability to impact the quality (as well as quantity) of IT talent over time.
- * Is this rate of increase in the region's potential IT job seekers large enough to impact the skills gap? Probably not.
- * Is the number of graduates from the 28 different IT degree concentrations the right mix of skills given the IT skills and jobs most in demand?

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Addressing the Skills Gap: Whose Job is it?

- * **The State expects that WIOA Regional Plans will stipulate how to:**
 - * Align Ohio's education and training programs with the needs of business
 - * Guide job seekers and students to careers that are most likely to result in employment that provides a family-sustaining wage
 - * Create industry-led dialogue with local and state workforce partners to identify skill gaps ways to address any shortfalls
- * *Two positive outcomes: employers satisfy hiring needs from residents of the region; in turn, more of the region's workforce attain better jobs.*

This is everyone's job