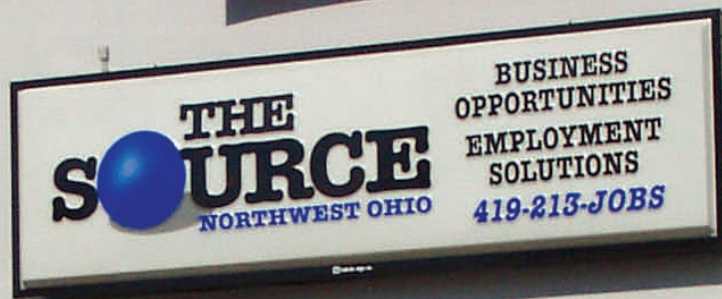


Lucas County State of the Workforce Comprehensive Report Workforce Area 9



July 1, 2004 through June 30, 2008



Board of Lucas County Commissioners



"This report reflects our continued efforts to provide the training and resources job seekers need to find lasting careers that strengthen our community."

President, Tina Skeldon Wozniak



"In these tough economic times, it is vital that we have strong training for dislocated workers, available tools that help people in finding good jobs, and the building blocks to bring new businesses to Lucas County. Our Workforce Development Agency has worked hard to make sure these things are happening in our community."

Commissioner Pete Gerken



"We are proud to present this report to the community. Our Workforce Development Agency continues to lead Ohio in presenting innovative ways to keep our citizens employed."

Commissioner Ben Konop



Workforce Investment Board
OF LUCAS COUNTY

Board Members

300 Martin Luther King Jr. Drive, Suite 200
Toledo, OH 43604 PHONE: 419.213.4510

The WIB is composed of community leaders in business, education, labor, social service agencies, and economic developers who are appointed by the Lucas County Board of County Commissioners for two-year terms. The full membership of the WIB and the Youth Council meet quarterly, while the Executive Committee meets monthly.

Executive Committee

William Brennan, Chair - Construction Contractors Council
Stacy Hammer, Vice-Chair - Manpower, Inc.
Ann Okuley, Youth Council Chair - Ohio Rehabilitation Services Commission
Bill Benner - International Brotherhood of Electrical Workers, Local 8
Gary Johnson - Nationwide Floor & Window Coverings
Jim O'Brien - Modern Data, LLC
Deb Ortiz-Flores - Lucas County Department of Jobs and Family Services
Ron Rothenbuhler - Regional Council of Carpenters
Steve Weathers - Regional Growth Partnership

Board Members

Debra Ball
St. Luke's Hospital
Jacqueline Barnes
Renhill Staffing
Michael Bankey
Owens Community College
Michael Beazley
Lucas County
C. Kaye Brazier
Ironworkers Local 55
Doris Beach
Experience Works
Dan Briones
Air Force One
Charles Cornwell
Toledo Federation of Teachers
Kathy Brentlinger
Senior Care Management
Mollie de Rojas
ODJFS District One
David Dmytryka
Dmytryka Jacobs Engineering
Clement Cybulski, Jr.
Veteran Services Commission
Joanne Gall
Attorney At Law
Rev. Otis Gordon
Toledoans United for Social Action

Jim Fry
Fry Heating & Cooling
Kimberly Johnson
Neighborhoods in Partnership
Bob Maxwell
Lathrop Company
Olivia Holden
Assets Toledo
Jan Ruma
Hospital Council of Northwest Ohio
Dale Shreve
Harbor Behavioral Healthcare
Amy Mergen
Lourdes College
Gregg Simon
Jones & Henry Engineers
Teresa Smith
Key Bank
Gary Thompson
Oregon Economic Development
Mary Jo Waldock
University of Toledo
Linnie Willis
Lucas Metropolitan Housing Authority

Youth Council

Ann Okuley, Chair
Ohio Rehabilitation Services Commission
Jacqueline Barnes
Renhill Staffing
C. Kaye Brazier
Ironworkers Local 55
Scotlin Henshaw
Youth Representative
Olivia Holden
Assets Toledo
Charlie Johnson
Youth Treatment Center
Dawn Kerschner
Ohio Department of Youth Services
David Kontur
Lucas County Family Council
Stephen MacDonald
YMCA Youth Opportunity Program
Kevin McCann
Toledo Public Schools
Rachel Rodriguez
Harbor Behavioral Healthcare
Les Schultz
Lucas County Education Service Center
Teresa Smith
Key Bank
Mary Jo Waldock
University of Toledo
Shelly Wilbert
Big Brothers/Big Sisters
Jennifer Wise
Lucas Metropolitan Housing Authority



Workforce Investment Board
OF LUCAS COUNTY



300 Martin Luther King Jr. Drive, Suite 200, Toledo, OH 43604 PHONE: 419.213.4510

Our Mission

The mission of the Workforce Investment Board is to provide leadership and oversight to the workforce development system within Lucas County. Through strategic partnerships with business, government, economic developers, educators, and service organizations, we seek to increase the economic potential of our community with education, training, and placements of our workforce.

An Alliance For The Future

In the spring of 2006, the WIB embarked upon a dynamic strategic alliance with the Lucas County Improvement Corporation (LCIC) to coordinate our efforts in workforce development with the efforts of economic development coordinated by the LCIC. Aligning economic development and workforce development is critical for the growth of our area and the prosperity of our residents. Within Ohio, Lucas County is in the forefront of efforts to operationally align economic and workforce development.

Through our partnership with the LCIC, the WIB is positioned to build more meaningful relationships with the business community to further assist in the retention and growth of local businesses by providing a local workforce with the skills and education in demand now and in the future.

Leadership & Funding

Authorized through the Workforce Investment Act of 1998, the Workforce Investment Board is governed by a Board of Directors appointed by the Board of Lucas County Commissioners. Our board members include community leaders from business, labor, education, economic development, and non-profit service organizations.

The WIB receives operational funding from the Workforce Investment Act (WIA) through an agreement with the Lucas County Board of County Commissioners. The WIB is charged with oversight of WIA funding for services provided to eligible individuals and businesses at Lucas County's one-stop career center, The Source.



Lucas County Improvement Corporation

Economic Development Assistance

The Lucas County Improvement Corporation (LCIC) was founded in 1964 to advance, encourage and promote the industrial, economic, and civic development of Lucas County. Historically, the LCIC has accomplished this goal through public finance assistance. When local firms need assistance processing revenue bonds or revolving loan funds, the LCIC serves as the public finance conduit.

In July 2006, the LCIC Board initiated a partnership between economic and workforce development entities in Lucas County. The restructuring allowed a consolidation of staff and resources and ushered in a new environment of economic and workforce development collaboration in the County. The combined staff and resources allow the LCIC to provide prompt, innovative public finance solutions for the business community.

LCIC is structured as a private non-profit organization. We are committed to maximizing the economic potential of the region by providing the best resources, planning, and expertise to industry and the public sector. The LCIC works cooperatively with the Workforce Investment Board of Lucas County, the Lucas County Workforce Development Agency, the Toledo-Lucas County Port Authority, Regional Growth Partnership, Lucas County Board of Commissioners, and all municipal and township entities in the County.

The LCIC understands the importance of creating and retaining good, high-paying jobs in Lucas County and has worked with local partners to develop public finance solutions to further this goal. Through a variety of programs, we aim to attract private investment and generate new wealth throughout the County. A handbook is available that provides a comprehensive overview of programs at the federal, state, and local levels. The Economic Development Assistance Handbook should be a useful resource for individuals, small business owners, large firms, and project developers in their efforts to expand or relocate their operations in Lucas County. The dedicated and experienced staff at the LCIC is ready to assist your business in meeting its public finance needs.

Please call the LCIC at 419.213.4510 for more information.

**300 Martin Luther King Jr. Drive
Suite 200**

Toledo, OH 43604

PHONE: 419.213.4510

FAX: 419.213.2129

info@lcicoh.com

<http://www.lcicoh.com>

Lucas County Improvement Corporation

Economic Development Assistance

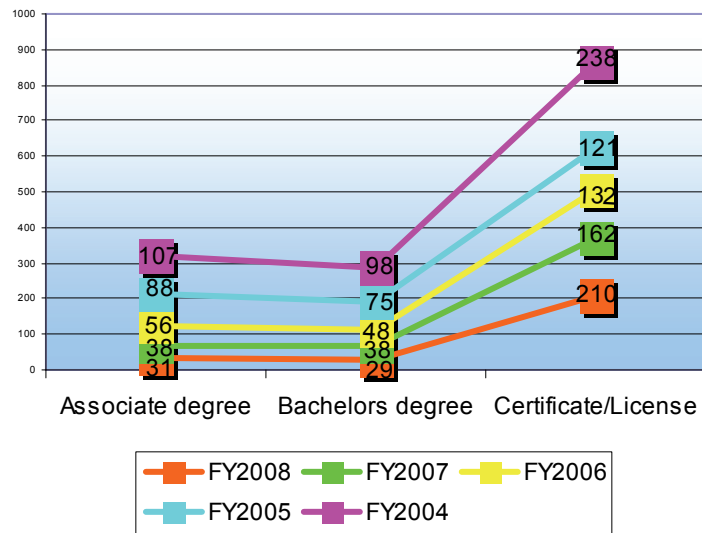
Business Name	Type of Business	Number of Jobs Created	Number of Jobs Re-tained	Total Capital Investment
Aunt Minnie's Frozen Food (Phase 1)	Food Processor (MBE)	12	0	\$ 200,000
City of Oregon (Land Acquisition)	Government	?	?	\$ -
ClappDico	Manufacturing	42	86	\$ 7,000,000
Dorr Street Coalition (Phase 1)	Community Development	0	0	\$ 80,000
Fresenius (Phase 2)	Manufacturing	100	35	\$ 3,000,000
Greyhound (ISIF Grant)	Passenger Transportation	0	20	\$ 750,000
Jerusalem Baptist Church	Community Development	0	5	\$ 1,560,000
Legend's Bar & Grille	Food Retail	20	0	\$ 1,090,000
Next Resins	Manufacturing	25	0	\$ 4,000,000
ONYX, Inc. (215 City Park)	Community Development	0	0	\$ 35,000
Performance Technology, Inc.	Manufacturing	0	15	\$ -
Pinnacle Tool & Supply	Wholesale	10	10	\$ 510,000
Pizza Papalis (Under Construction)	Food Retail	65	0	\$ 2,300,000
Priceless Rent-A-Car	Automotive Retail (MBE)	2	5	\$ 65,000
Quality Time Child Care	Childcare (MBE)	2	8	\$ 83,000
REDOT, LLC/ Allen Brothers Trucking	Transportation (MBE)	4	0	\$ -
Waterville Development (CDBG Grant)	Commercial Retail	?	?	\$ 400,000
TOTALS		282	184	\$ 21,073,000

Training for Tomorrow's Skilled Workforce

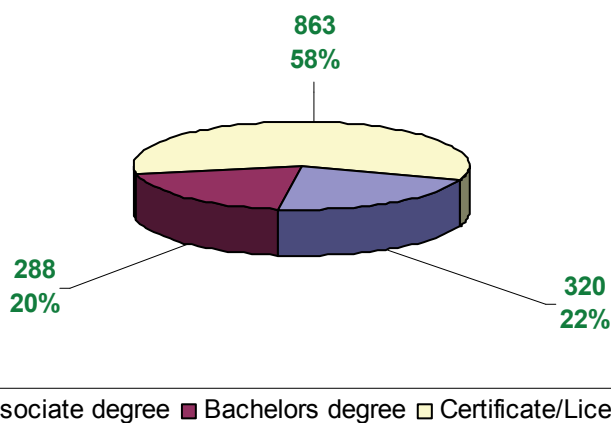
Today's workers need more skills than ever before. Rapid changes in technology, the expansion of "team" working environments, and increases in production productivity make constant learning and retraining essential.

According to the US Census Bureau, just over 22 percent of adults in Lucas County have a Bachelor's Degree or higher contrasted to the national average of 27 percent. With today's jobs requiring higher levels of education and tomorrow's jobs demanding it, training and retraining have become common.

In addition, the high growth, high wage jobs in healthcare, advanced manufacturing, renewable energy, transportation and logistics, information technology and "green" construction call for more training beyond high school. While all of these professions do not ask for college degrees, certain levels of training are expected and could result in specialized certifications or other credentials.



2008 Totals



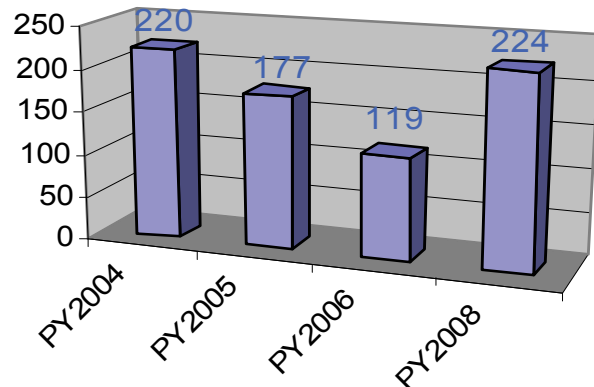
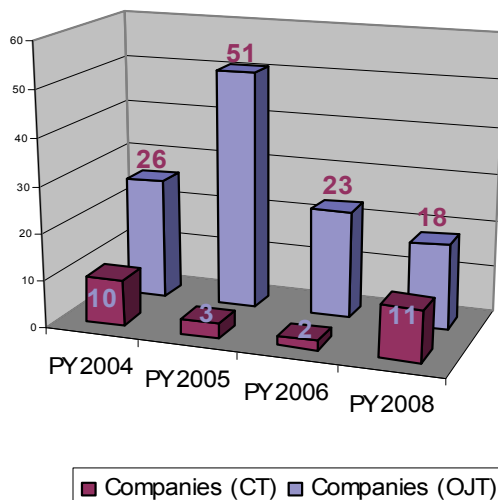
Using funds coming from the US Department of Labor allocated through the Workforce Investment Act of 1998 the Workforce Development Agency assists workers retool their skills by helping finance their education and training. Individual Training Accounts (ITA) allows job seekers to work toward an Associate Degree or certification in a variety of high demand skills.

Training for Tomorrow's Skilled Workforce

The number of Lucas County residents hired and trained on the job by their employers increased in 2008 hitting the four year high of 224 individuals. Of the two on-site programs overseen by LCWDA, On-the-Job (OJT) training was clearly the most popular although the past year saw a significant rise in the number of companies taking advantage of available Customized Training (CT) programs.

While similar in implementation, there are significant differences between OJT and CT programs. In general, workers hired through an OJT program are brought on-board by their new employer and trained while they work. This training is often conducted by other workers, supervisors or company training staff. The OJT program through The Source and LCWDA offsets some of the expenses incurred by the company and reimburses them up to fifty percent of the wages paid to the workers during the training.

Customized Training, on the other hand, usually involves hiring a training professional who works with the new employees and teaches them what they need to know to be successful in their job. With this program, the employer is reimbursed for up to half of the costs related to the trainer as opposed to the wages paid during training.



While the number of companies utilizing training funds available through LCWDA increased roughly sixteen percent over the previous year, the major shift was toward CT programs. A total of 29 companies trained workers with 11 of them using CT funds as opposed to only two the prior year. While the numbers themselves are small, the drastic movement back toward CT is significant.

Regional Economic Data

Unemployment Rate

Area	Year	Period	Labor Force	No. of Employed	Unemployment	Unemployment Rate %
Lucas County	2008	Jun	226,300	208,700	17,600	7.8
Ohio	2008	Jun	6,055,000	5,648,800	406,200	6.7

High Wage Occupations

Occupation	Year	Time Period	Median	Hourly First Quartile	Hourly Third Quartile
Dentists, General	2006	Apr	\$57.22	N/A	N/A
Engineering Managers	2006	Apr	\$44.06	\$36.94	\$53.67
Financial Managers	2006	Apr	\$43.38	\$34.56	\$58.06
Industrial Production Managers	2006	Apr	\$43.02	\$33.04	\$53.90
Pharmacists	2006	Apr	\$41.86	\$37.16	\$46.58

Fast Growing Industries

Industry	Employment Projections			% Change	Growth Rate
	2004	2014	Change		
Education and Health Services	59,900	73,400	13,500	22.5	2.1
Arts, Entertainment, and Recreation	8,500	10,400	1,900	22.4	2.0
Professional and Business Services	39,100	46,300	7,200	18.4	1.7
Construction	19,100	21,100	2,000	10.5	1.0
Leisure and Hospitality	45,500	50,200	4,700	10.3	1.0

Data for Lucas County is not available. Data for Northwest OH - Econ Dev Region 2 has been displayed for Fast Growing Industries

Fast Growing Occupations

Occupation	Employment Projections			% Change	Growth Rate
	2004	2014	Change		
Home Health Aides	2,860	4,450	1,590	55.6	4.5
Crossing Guards	240	360	120	50.0	4.1
Computer Software Engineers, Applications	390	580	190	48.7	4.0
Medical Assistants	1,580	2,340	760	48.1	4.0
Network Systems and Data Communications Analysts	310	450	140	45.2	3.8

Data for Lucas County is not available. Data for Northwest OH - Econ Dev Region 2 has been displayed for Fast Growing Occupations

Data Source: Ohio Workforce Informer (<http://www.ohioworkforceinformer.org>)

Supporting Business Growth and Job Creation

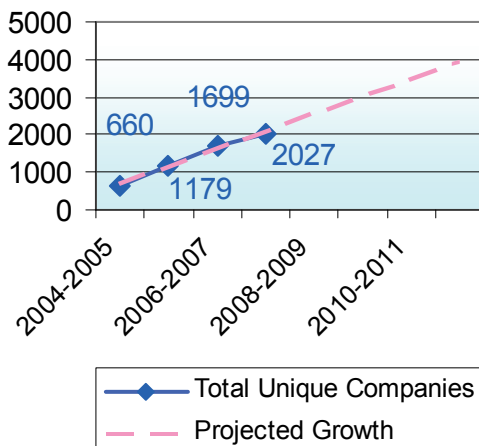
During the 2008 Program Year, the Workforce Development Agency Business Services Team adopted a targeted, cluster based approach to business outreach. By focusing on identified, high-growth industries, the team was able to provide training and staffing services to a steadily growing number of businesses.

While working to strengthen the region's industrial base by providing training funds to automotive manufacturers such as Reiter Automotive and the Ohio Modular Manufacturing Company (OMMC), LCWDA also worked with other industries as well. JM Smucker Company and Johns Manville also received a share of incumbent worker training funds.

Targeted Industry Clusters	
Manufacturing Automotive Advanced Manufacturing	Food Manufacturing Transportation/Logistics
Healthcare Education and Social Services	Information Technology Engineering/Business Services "Green" Construction

A number of other companies also received training assistance in the form of On-the-Job Training funds. Representing a cross-section of the region's business community, these companies were large, small and everything in between. Nearly 230 workers were trained while working with their new employers, gaining valuable skills in the workplace.

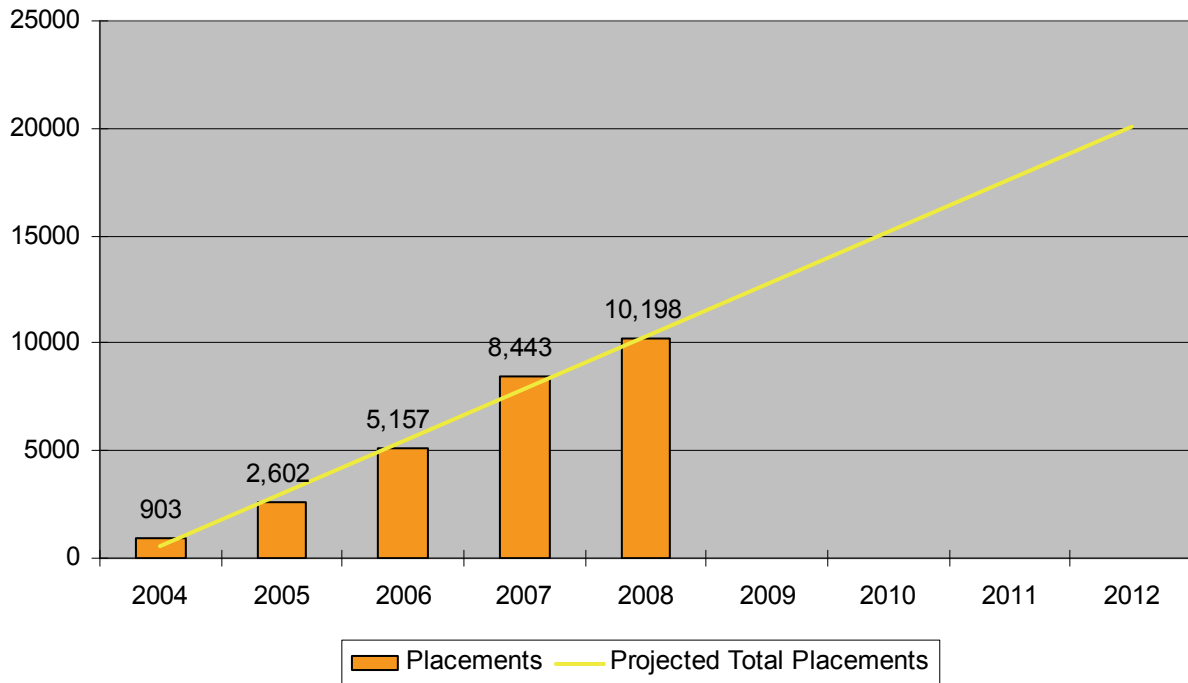
The Business Services Team spent time building bonds with area economic development officials, assisting in their efforts to attract new business to the area. LCWDA has partnered with the Lucas County Improvement Corporation, the Regional Growth Partnership, the City of Toledo, the Ohio Department of Development and the Lucas-County Port Authority, to name but a few of the organizations involved.



Also, the team has been involved in a number of projects that include The University of Toledo, Lourdes College and Owens Community College as well as Bowling Green State University, Terra Community College, Northwest State College and others throughout the region. Many of these projects are part of major state-wide initiatives designed to bolster job creation, educational development and economic stability and growth.

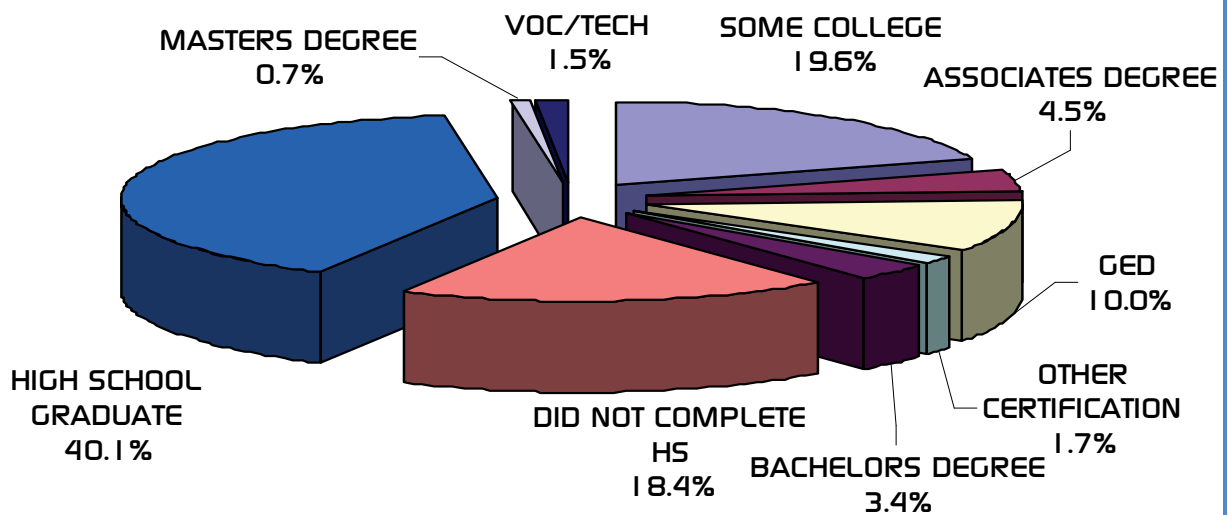
2008 Placement Data

Total Placement Projections



Placement figures represent Lucas County residents only and not necessarily placements exclusively through The Source

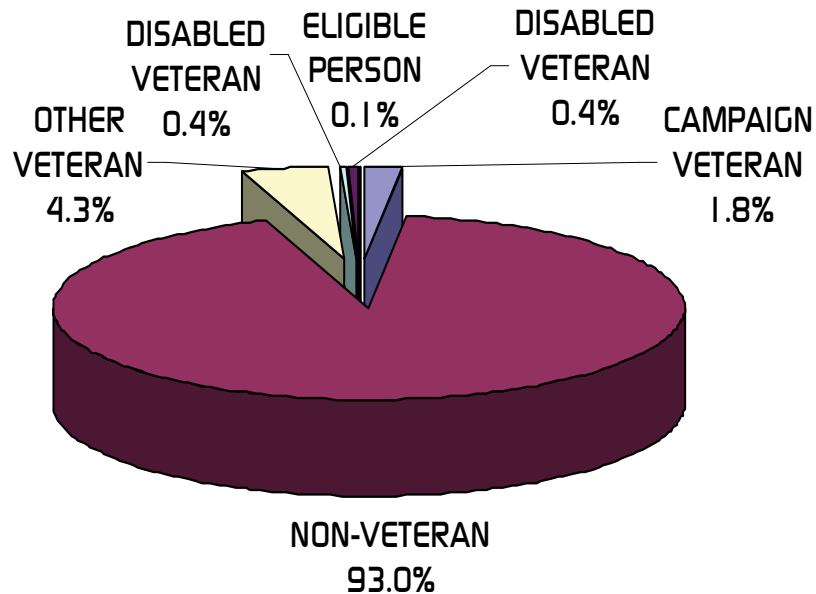
Education Level of Placed Workers



Data presented was compiled from the ODJFS Sharing Career Opportunities and Training Information Database

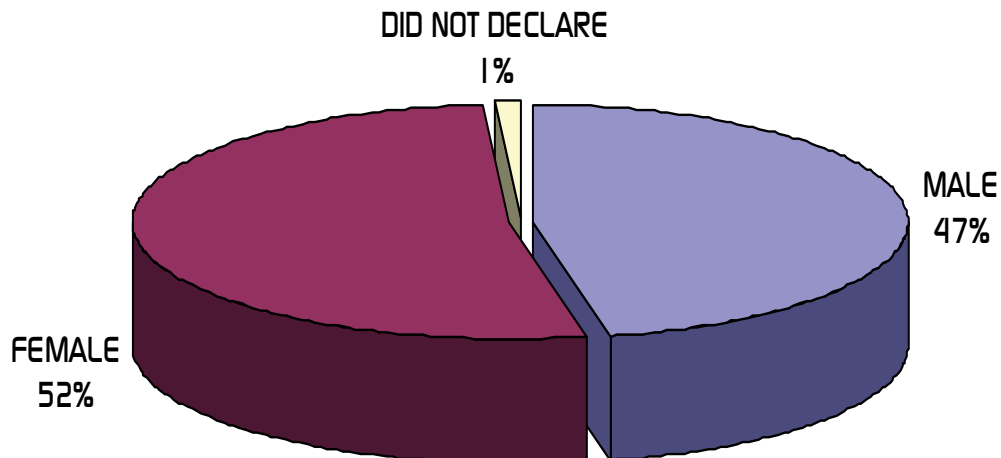
2008 Placement Data

Veteran Status of Placed Workers



Identified Disabled Workers	7.34%
Identified Dislocated Workers	1.89%
Average Starting Wage:	\$10.09/hour
Average Age:	34.4 years

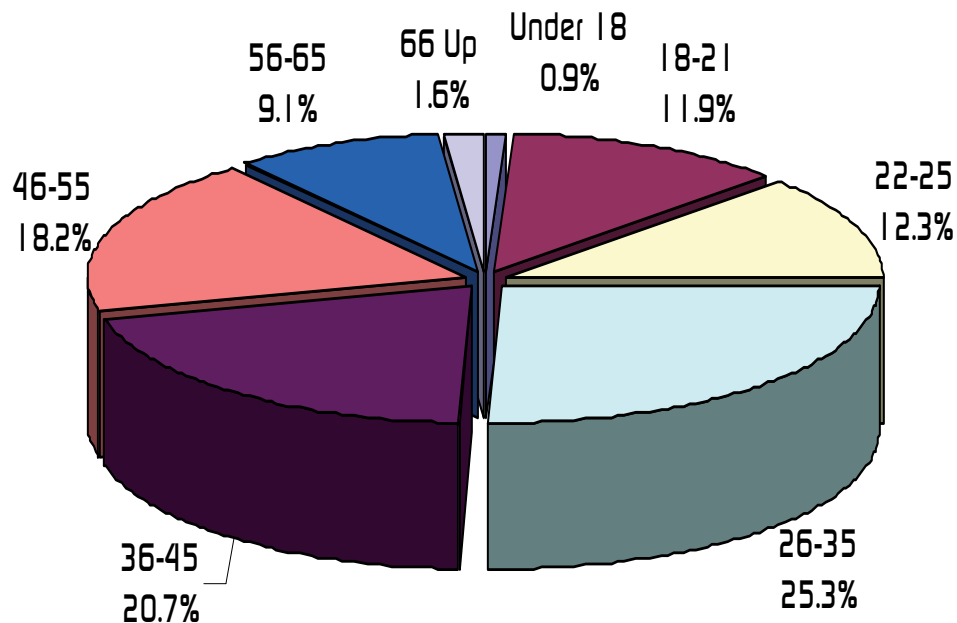
Gender of Placed Workers



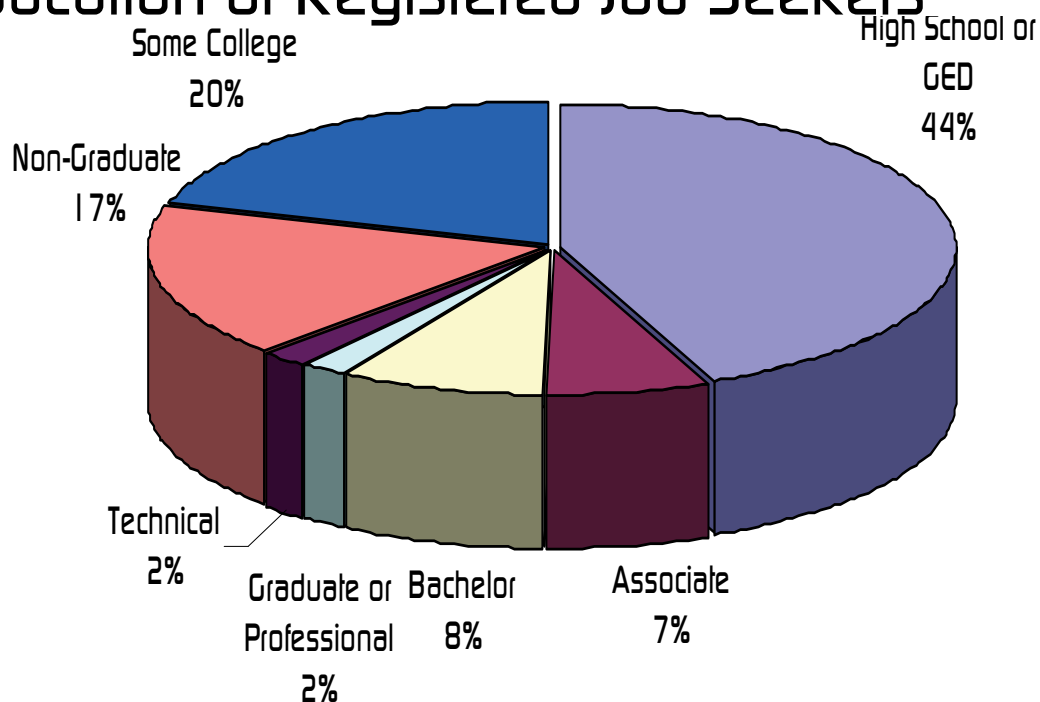
Data presented was compiled from the ODJFS Sharing Career Opportunities and Training Information Database

Workforce Demographics

Age of Registered Job Seekers



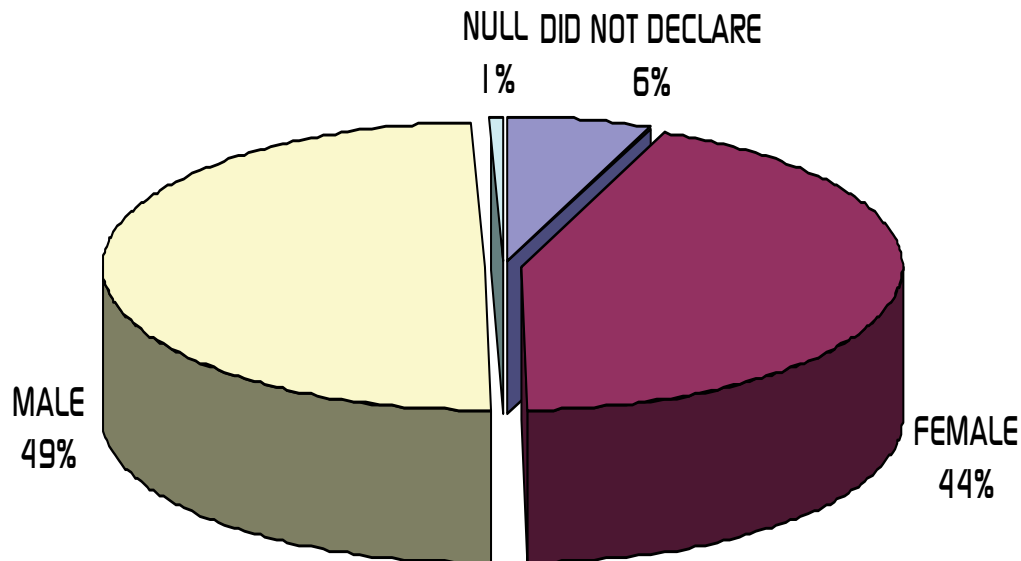
Education of Registered Job Seekers



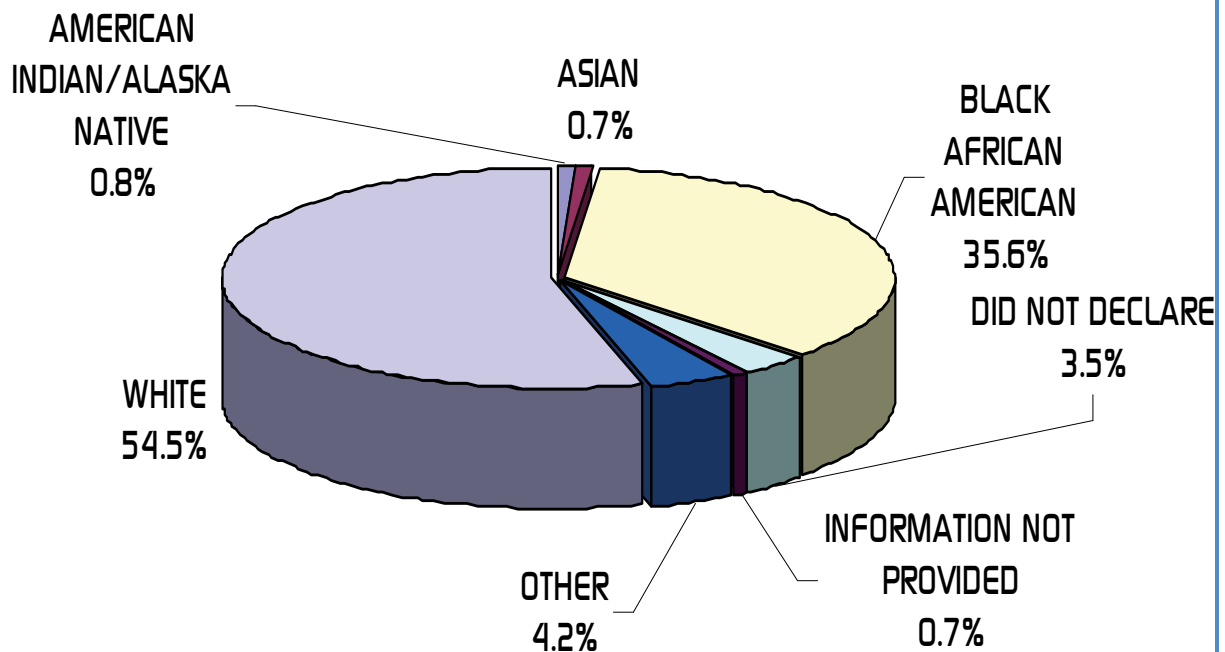
Data presented was compiled from the ODJFS Sharing Career Opportunities and Training Information Database

Workforce Demographics

Gender of Registered Job Seekers



Race of Registered Job Seekers



Data presented was compiled from the ODJFS Sharing Career Opportunities and Training Information Database

Source Partners

NetWORK

One Stop Operator

(419) 213-JOBS (5627)

Education & Training Partners

(419) 213-6324

Lourdes College
Oregon Career & Technology Center
Penta Career Center
Toledo Public Schools
Washington Local Schools

Lucas County Educational Service Center
Owens Community College
Sylvania City Schools
The University Of Toledo

Economic Opportunity Planning Association (EOPA)

<http://www.eopa.org/>
(419) 242-7304
505 Hamilton Street
Toledo, OH 43604-8520

Experience Works

<http://www.experienceworks.org>
Doris Beach
(419) 255-7102
615 Cherry Street
Toledo, OH 43604

Harbor/Career Connections

<http://www.harbor.org/harbor/>
(419) 475-4449
4334 Secor Road
Toledo, OH 43623

Job Corps

<http://jobcorps.dol.gov/>
(800) 677-3374
US Department of Labor
Frances Perkins Building
200 Constitution Avenue, NW
Washington, DC 20210

Lucas County Job & Family Services

<http://www.lucasjfs.org>
(419) 213-8999
3210 Monroe Street
Toledo, OH 43606

Lucas County Metropolitan Housing Authority (LMHA)

<http://www.lucasmha.org>
(419) 259-9448
435 Nebraska Avenue
PO BOX 477
Toledo, OH 43697-0477

Lucas County Workforce Development Agency

<http://www.co.lucas.oh.us/WDA/>
(419) 213-6300
1301 Monroe Street
Toledo, OH 43604

Ohio Department of Job & Family Services

<http://jfs.ohio.gov/>
(800) 589-2733

Ohio Rehabilitation Services Commission Bureau of Vocational Rehabilitation

<http://www.rsc.ohio.gov/>
(800) 352-4330
400 E. Campus View Blvd.
Columbus, OH 43235-4604

Veterans Service Commission

<http://www.co.lucas.oh.us/veterans/Brochure.asp>
Clement Cybulski
(419) 213-6090
1301 Monroe Street Suite 180
Toledo, OH 43604

Winner of the State of Ohio Workforce 411 One-Stop Customer Service Award for 2007



Pictured from left to right: Commissioner Pete Gerken, Ann Okuley, Stacy Hammer, Craig Gebers, Commission President Tina Skeldon Wozniak, Gary Johnson, Commissioner Ben Konop, WIB Chairman Bill Brennan, Workforce Director Eric Walker



www.thesourcenwo.com

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