GREATER CINCINNATI LABOR MARKET STUDY

CHARACTERISTICS OF EMPLOYMENT OPPORTUNITIES IN GREATER CINCINNATI

Prepared for the

Ohio Region 5
School-to-Work Alliance

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Executive Summary

The major findings from the *Greater Cincinnati Labor Market Study -- Characteristics of Employment Opportunities in Greater Cincinnati* are outlined below. Our findings are based on more than 600 surveys with local businesses as well as employment projections from the Ohio Bureau of Employment Services.

The employment growth we have experienced in the Cincinnati area will continue.

According to the Ohio Bureau of Employment Services, employment in the Greater Cincinnati area will grow by 18 percent from 1994 to 2005. This employment growth translates to an increase of 159,740 jobs. This rate compares favorably with projected rates for Ohio (13.6 percent) and the nation as a whole (14.0 percent) over the same period.

The two occupation groups that will experience the most growth between now and 2005 represent different employment paths for new entrants into the Greater Cincinnati labor force. One occupation group is associated with jobs that pay well, have good benefits, have relatively high education and experience requirements, and place a higher emphasis on thinking skills.

Contrary to popular opinion, most employment growth will *not* occur in the lowest paying occupations. The professional, paraprofessional, and technical occupations will account for 28 percent of new employment opportunities between 1994 and 2005. Employees in these occupations earn a median starting wage of $12.53 per hour in Greater Cincinnati, compared to the median starting wage of $11.54 for all occupations. The education requirements for these occupations are more extensive than average.

Examples of high-growth occupations in the professional, paraprofessional, and technical occupation group include the following:

- Computer systems analysts, with a 9.5 percent annual growth rate and 359 job openings per year.

- Human services workers, with a 5.2 percent annual growth rate and 126 job openings per year.

- "Other" engineers, with a 2.9 percent annual growth rate and 109 job openings per year. (Other engineers do not include: aeronautical, metallurgist, chemical, civil, electrical, computer, industrial, safety, and mechanical engineers.)

Figure 7: Summary of Major Findings by Occupation

	Mana-gerial	Profess-ional	Teacher-Related	Health-Related	Marketing and Sales	Clerical	Service	PPCR*	OF&L*	Overall
Median Wage Rate	$15.89	$12.53	$11.27	$14.41	$12.01	$8.37	$6.63	$11.81	$9.00	$11.54
Average Annual Growth	1.9%	2.4%	2.2%	2.3%	1.7%	0.6%	2.2%	1.3%	1.1%	1.6%
Annual Job Openings	2,993	4,232	1,976	1,781	5,142	4,142	7,312	3,543	5,167	37,032
Minimum Education Requirements, Percent of Jobs (2001)										
No education	2%	3%	0%	9%	6%	8%	35%	16%	20%	11%
High school degree	23%	19%	24%	25%	42%	62%	42%	48%	61%	41%
Post secondary, other than college degree	21%	24%	25%	28%	24%	22%	18%	30%	15%	22%
College or advanced degree	53%	50%	51%	32%	27%	7%	3%	3%	1%	23%
Experience Requirements, Percent of Jobs (2001)										
Less than 1 year	10%	20%	46%	32%	39%	51%	65%	22%	49%	36%
Between 1 and 3 years experience	34%	47%	41%	52%	40%	41%	32%	51%	42%	42%
More than 3 years experience	56%	32%	14%	16%	20%	8%	2%	27%	9%	23%
Most Important Skill Necessary to Perform Job	Thinking	Thinking	Thinking	Thinking	Personal	Basic	Basic	Thinking	Basic	Thinking
Reasons for Difficulty Hiring Employees, Percent of Hard-to-Fill Jobs										
Inadequate education	18%	26%	29%	5%	15%	16%	21%	26%	21%	20%
Inadequate experience	62%	66%	53%	43%	46%	48%	37%	51%	38%	50%
Inadequate skills	41%	50%	42%	15%	35%	51%	46%	52%	53%	46%
Major Reason for Difficulty Keeping Employees, Percent of Hard-to-Fill Jobs										
Poor quality of work	41%	41%	71%	49%	63%	62%	67%	61%	71%	59%
Poor work ethic	41%	41%	71%	31%	64%	51%	74%	64%	65%	56%
Employee not happy with pay	30%	43%	50%	46%	28%	36%	47%	33%	35%	38%

*** PPCR** refers to Precision Production, Craft, and Repair Occupations. **OF&L** refers to Operators, Fabricators, and Laborers