

Employee Workforce Assessment Results Summary

For:
Ohio Valley Employment Resource
And participating County Economic Development Programs

Prepared by:
July 2007



Buckeye Hills - Hocking Valley
Regional Development District

Employee Workforce Assessment Summary

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Who Was Surveyed?

The Ohio Valley Employment Resource (OVER) conducted a regional survey of selected employers to determine workforce needs for the next five years. The study provided trends for Monroe, Morgan, Noble and Washington counties in Ohio. Some businesses of key importance to OVER objectives also participated from Guernsey County, Ohio and Wood, Tyler, Ohio and Wetzel Counties in West Virginia.

Survey targets included manufacturing, health care, retail, service, finance, construction, transportation, utility and selected government and educational institutions. More than 400 organizations (with five to as many as 1150 full-time employees) were invited to participate. Survey results were received from 131 of these businesses. The total workforce of full-time hourly and salaried personnel at all locations combined was 14,664 employees.

What Are the Top Job Opportunities in the Next Five Years?

Due to turnover, new positions, retirements and replacements, employers in this study said that the following jobs would have the most full-time openings in the next five years:

- health care aides (with the largest number of projected openings);
- assemblers/fabricators;
- registered nurses;
- pipefitters;
- welders;
- truck drivers (with CDLs);
- machine operators;
- salespeople;
- and iron workers.

All but six businesses surveyed indicated they expect to hire new or replacement employees in full-time positions in the next five years. Among the businesses surveyed, the highest number of anticipated retirements was in nursing and pipefitter jobs.

What Are the Most Common Issues in Hiring?

Common regional hiring issues cited by employers included:

- Lack of specific skill sets;
- Absenteeism;
- Shift or weekend work expectations;
- Alcohol and drug problems;
- Personal appearance;
- Travel required by the position;
- Limited opportunity for advancement;
- No benefits or retirement plan;

How Can I Learn More About My County's Survey Details?

Contact your county's Office of Economic Development or the OVER Office at (740) 732-1441.