



NOW HIRING WHO? UNDERSTANDING LABOR TRENDS AND OUR FUTURE

CHRISTINE TOUELLE, OPRA

SHYAM SUCHAK, ANNE GRADY SERVICES

- **SHYAM SUCHAK, ANNE GRADY SERVICES**

Shyam Suchak, serves as the Chief Organizational Development Officer at Anne Grady Services in Toledo, Ohio. In this position he supports the Organizations HR, Training and Development, Community Relations, and Fundraising teams along with serving as thought partner to the leadership team for various operational initiatives. He is also the Founder and CEO of Prime Consultancy, LLC. Shyam has a Bachelor's of Arts in Communication from the University of Toledo, A Masters in Organizational Leadership, is a certified John Maxwell Team Coach, Trainer and Speaker, Certifies as a Professional in HR through HRCI, and is currently pursuing his Masters of Arts in Clinical Counseling at Spring Arbor University. Shyam's background in healthcare and nonprofit operations, human resource management and organizational leadership has allowed him to lead teams to operate cohesively and efficiently. Shyam was born and raised in Tanzania and lived in India for 4 years before moving to the US and calling Toledo home in 2001.

- **CHRISTINE TOUVELLE, OPRA**

Christine has her Bachelors of Science in Social Work from The Ohio State University, a Masters of Legal Studies with a specialization in healthcare law from the University of Oklahoma, and is currently attending night law school at Capital University. As Director of Advocacy, Christine helps coordinates OPRA's advocacy efforts at a state and federal level, monitors the rules and laws from various state and federal agencies, helps coordinate member feedback on the changes, and helps educate members on what the changes may impact their business. Christine leads our Advocacy Army advocacy training series and works closely with OPRA's contract lobbyists to influence legislation important to OPRA Members. Christine is the staff liaison to the HR and Healthcare Committee, provides technical assistance on rules and regulations, attends state stakeholder meetings on behalf of OPRA Members, and helps coordinate OPRA's government relations efforts.





WHY THIS PRESENTATION?

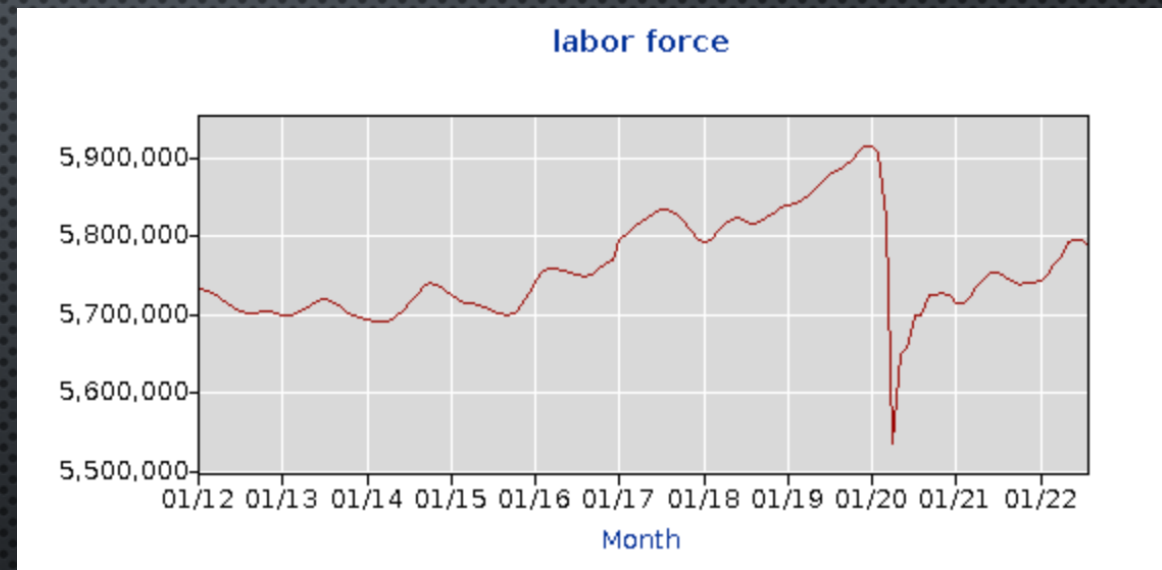
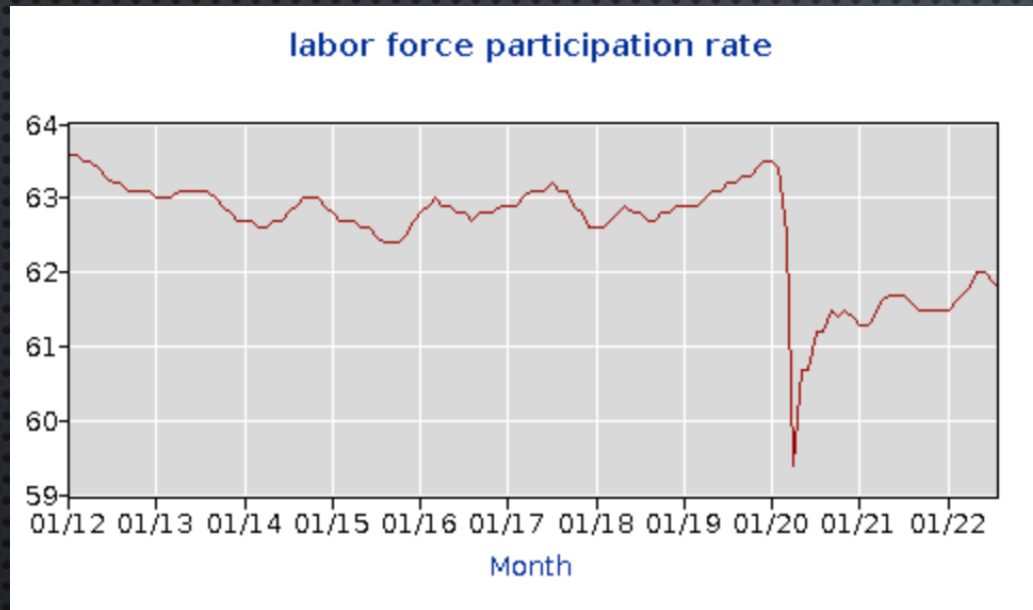
- **WHY CAN'T PROVIDERS FIND STAFF?**
- **WHAT IS GOING IN THE LABOR FORCE?**
- **WHAT DOES THIS MEAN FOR THE SYSTEM IN THE LONG-TERM?**

***DISCLAIMER: REAL-TIME LABOR FORCE DATA IS DIFFICULT TO ACCURATELY GET- MOST DATA PRESENTED IS FROM THE BEGINNING OF 2022 AND THE END OF 2021**

“POST”-PANDEMIC WORKFORCE

LABOR FORCE PARTICIPATION

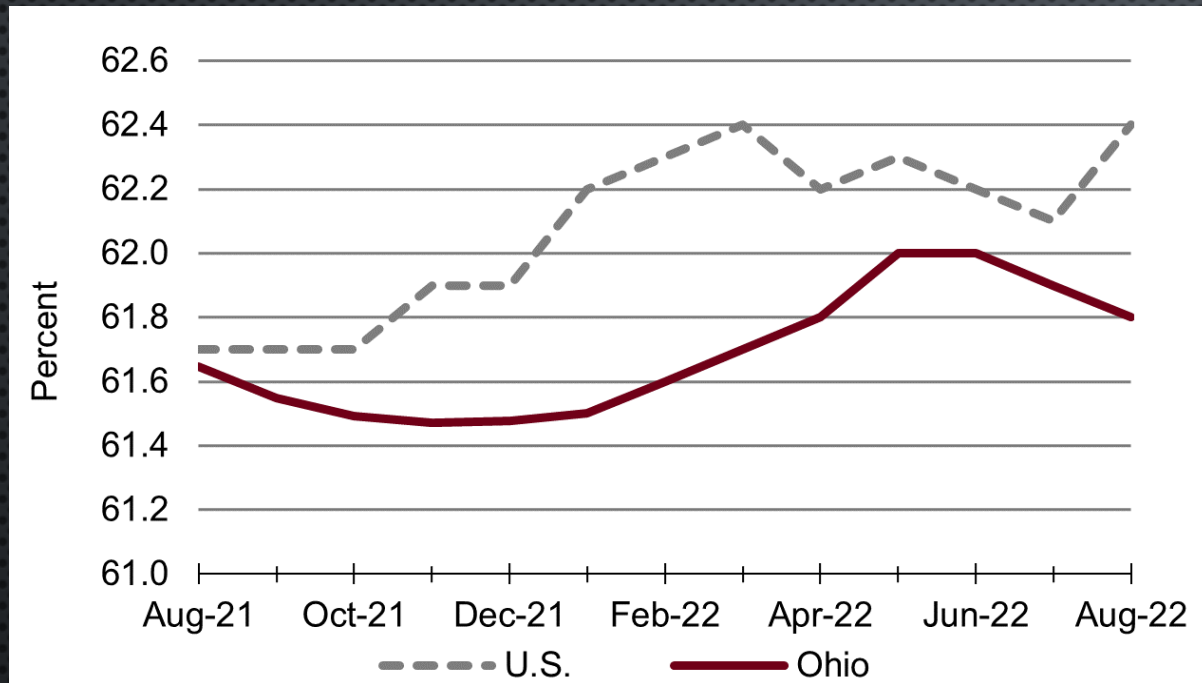
Labor Force Percentage Rate: the percentage of the civilian, non-institutionalized population that is either working or actively looking for work



There are slightly more than 100,000 people still out of the workforce from pre-pandemic times

https://data.bls.gov/timeseries/LASST390000000000006?amp%253bdata_tool=XGtable&output_view=data&include_graphs=true

OHIO'S LABOR FORCE PARTICIPATION



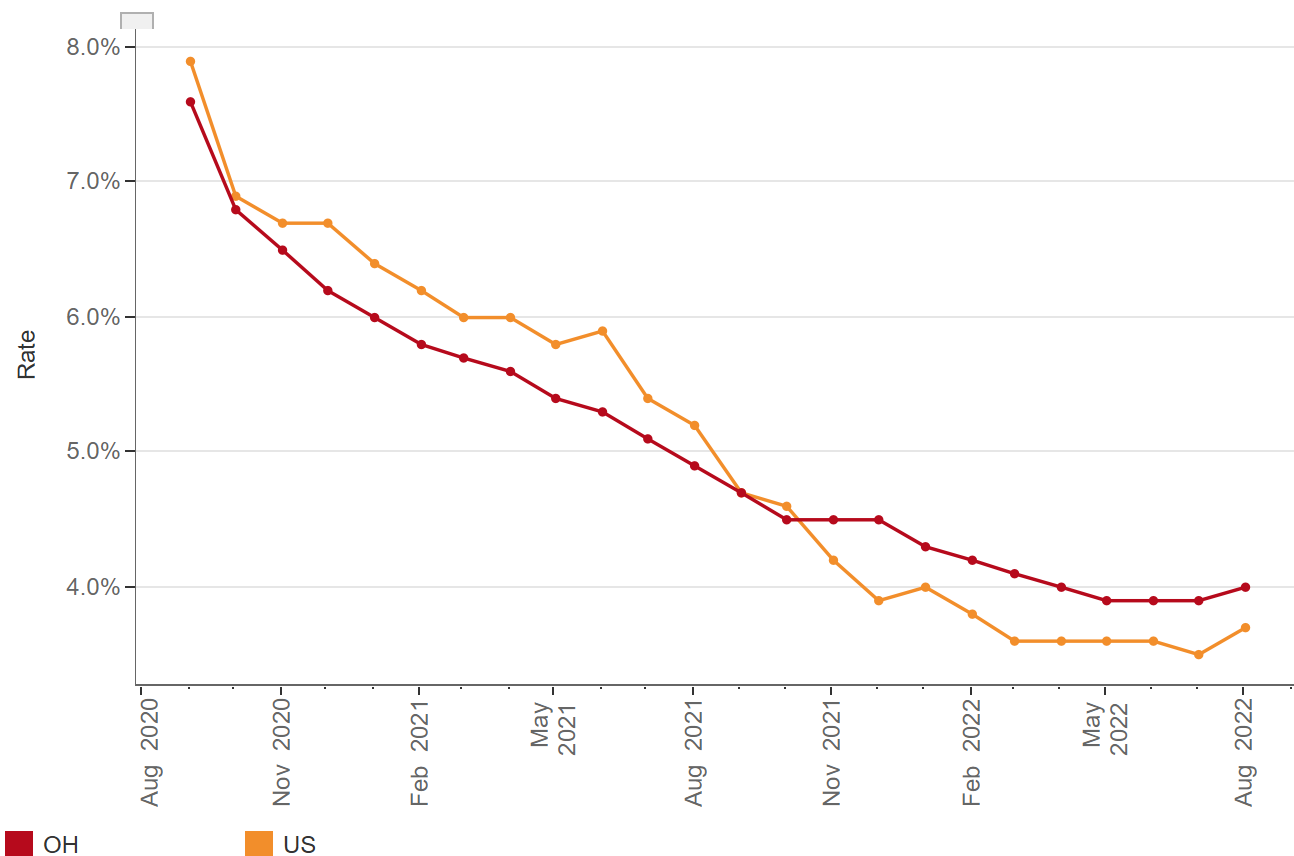
- THE PAST YEAR
- WHO ARE THE OTHER 40%?
 - ELDERLY
 - CHILDREN
 - ADULTS IN FULL-TIME EDUCATION (COLLEGE STUDENTS OR STUDENTS IN PROFESSIONAL SCHOOL)
 - SOME PEOPLE WITH DISABILITIES (DD, PHYSICAL DISABILITIES, MENTAL ILLNESS, SUD, LONG COVID, ETC.)
 - ADULTS WITH FULL-TIME CARETAKING RESPONSIBILITIES

<https://jfs.ohio.gov/RELEASES/unemp/202209/index.stm>

UNEMPLOYMENT

Percentage of workers in the labor force who do not currently have a job but are actively looking for work

State: Ohio | Date Range: September 2020 to August 2022



229,000 PEOPLE ON UNEMPLOYMENT IN AUGUST

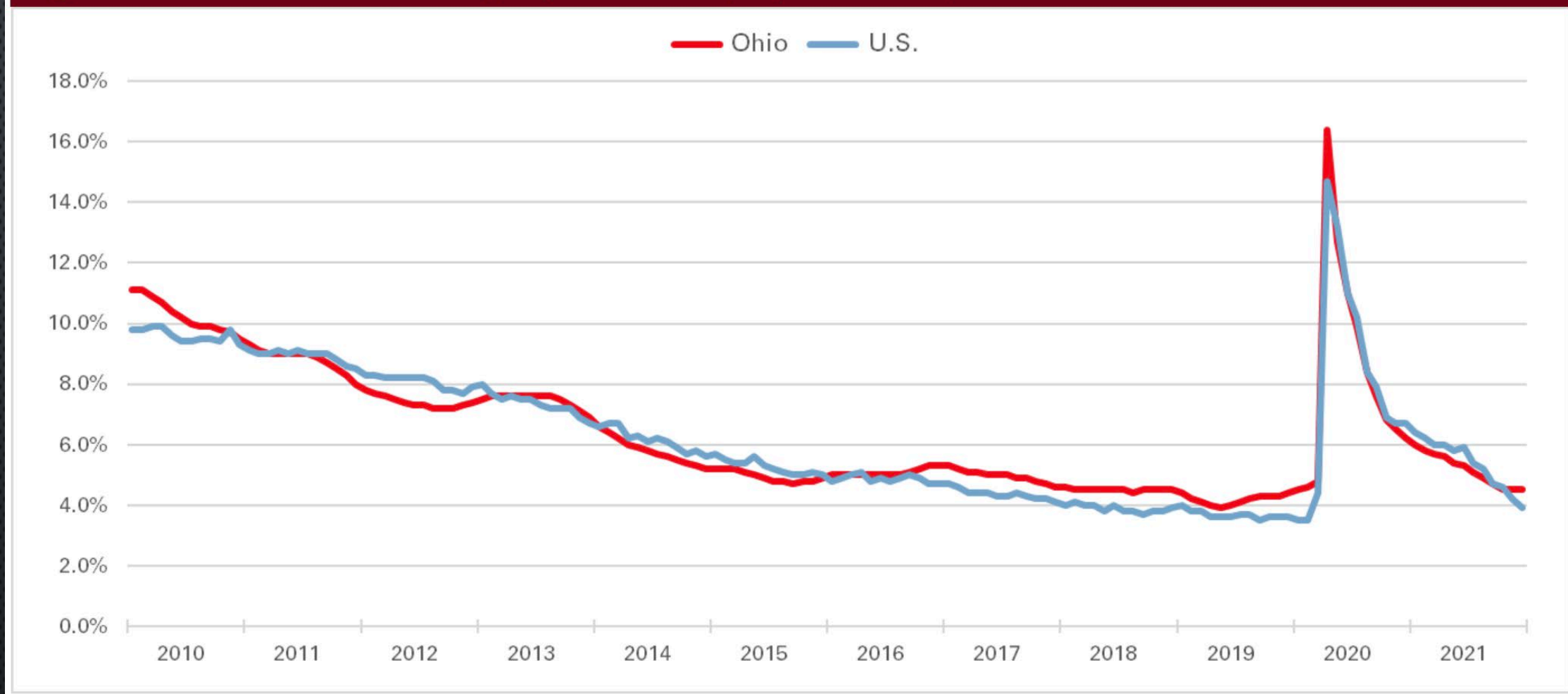
WITH PANDEMIC ENHANCED UNEMPLOYMENT, WE SAW MANY PEOPLE STAY OUT OF THE WORKFORCE

BUT ARE PEOPLE STAYING HOME FROM WORK TO CLAIM UNEMPLOYMENT NOW?

[HTTPS://OHIOLMI.COM/INDEX](https://ohiolmi.com/index)



Figure 1. U.S. and Ohio Seasonally Adjusted Unemployment Rates, 2010 – 2021



<https://ohiolmi.com/docs/ResearchPublications/publications/2021AnnualEconomicReport.pdf>



GREAT RESIGNATION:

**HISTORICAL DATA SHOWS “GREAT
RESIGNATIONS” ARE COMMON AFTER
RECESSIONS, ESPECIALLY WHEN
ECONOMIES RECOVERY RAPIDLY**

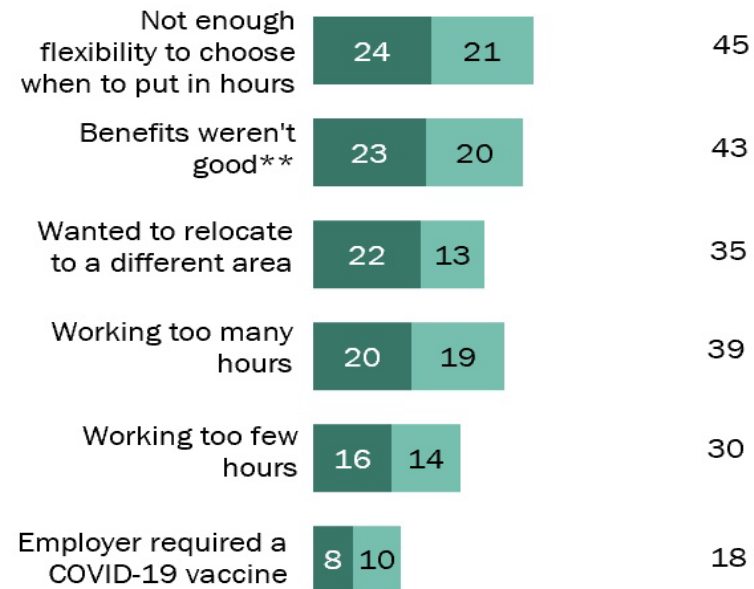
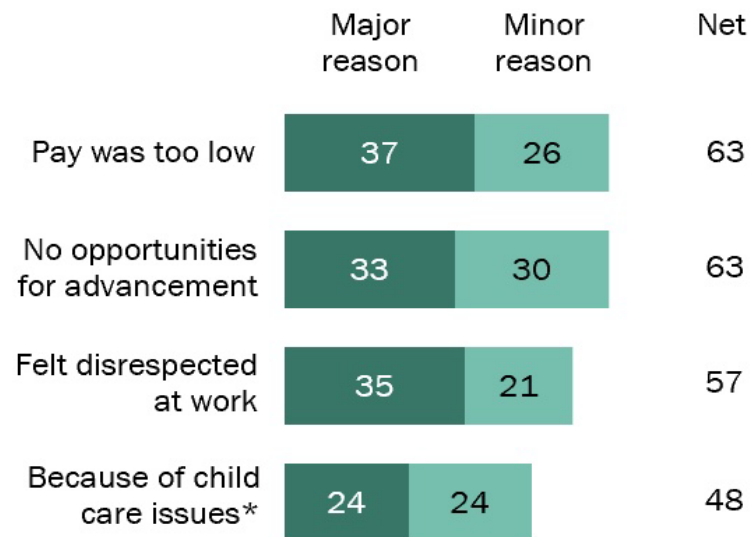
FED. RESERVE BANK OF SAN FRANCISCO-

[HTTPS://WWW.FRBSF.ORG/ECONOMIC-RESEARCH/PUBLICATIONS/ECONOMIC-
LETTER/2022/APRIL/GREAT-RESIGNATIONS-ARE-COMMON-DURING-FAST-RECOVERIES/](https://www.frbsf.org/economic-research/publications/economic-letter/2022/april/great-resignations-are-common-during-fast-recoveries/)

THE GREAT RESIGNATION: DRIVERS

Top reasons why U.S. workers left a job in 2021: Low pay, no advancement opportunities

Among those who quit a job at any point in 2021, % saying each was a ____ why they did so



*Among those with children younger than 18 living in the household.

**Question provided health insurance and paid time off as examples.

Note: Figures may not add to subtotals due to rounding.

Source: Survey of U.S. adults conducted Feb. 7-13, 2022.

PEW RESEARCH CENTER

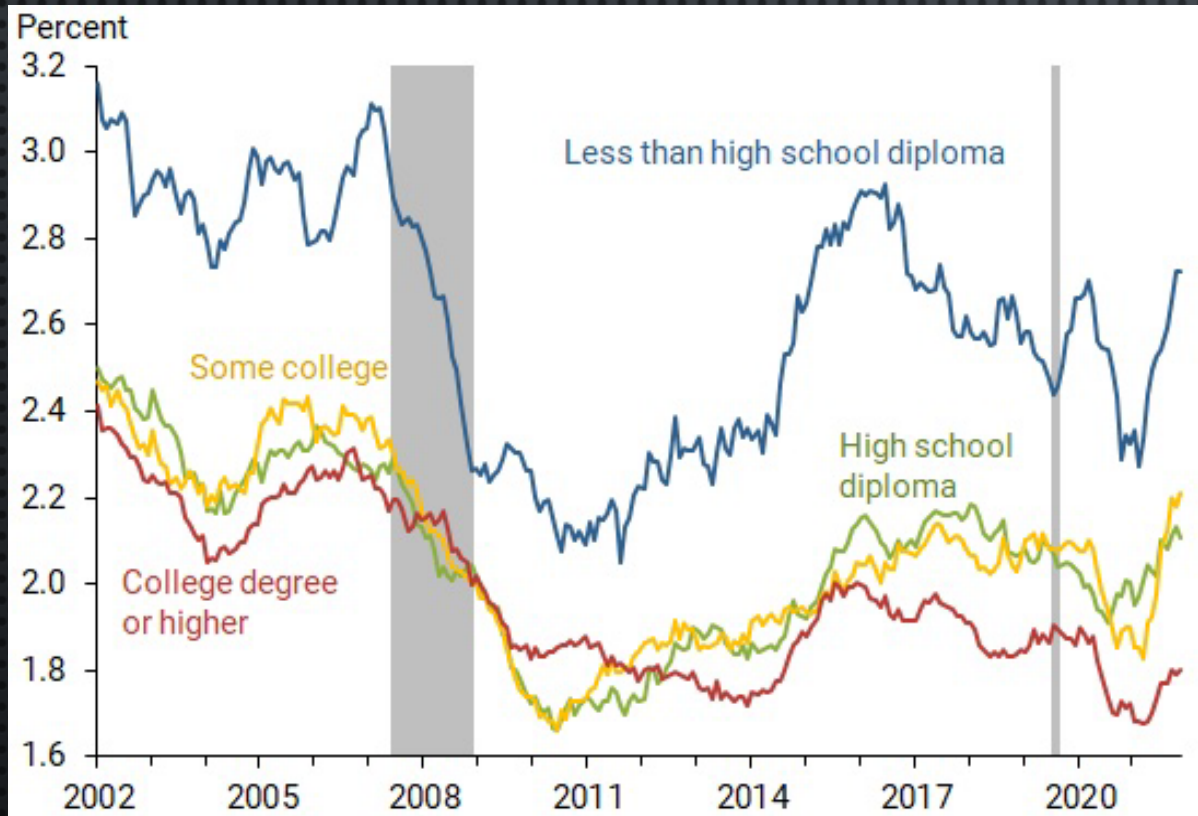
Pew Research Center,
<https://www.pewresearch.org/fact-tank/2022/03/09/majority-of-workers-who-quit-a-job-in-2021-cite-low-pay-no-opportunities-for-advancement-feeling-disrespected/>

THE GREAT RESIGNATION: WHO IS QUITTING?

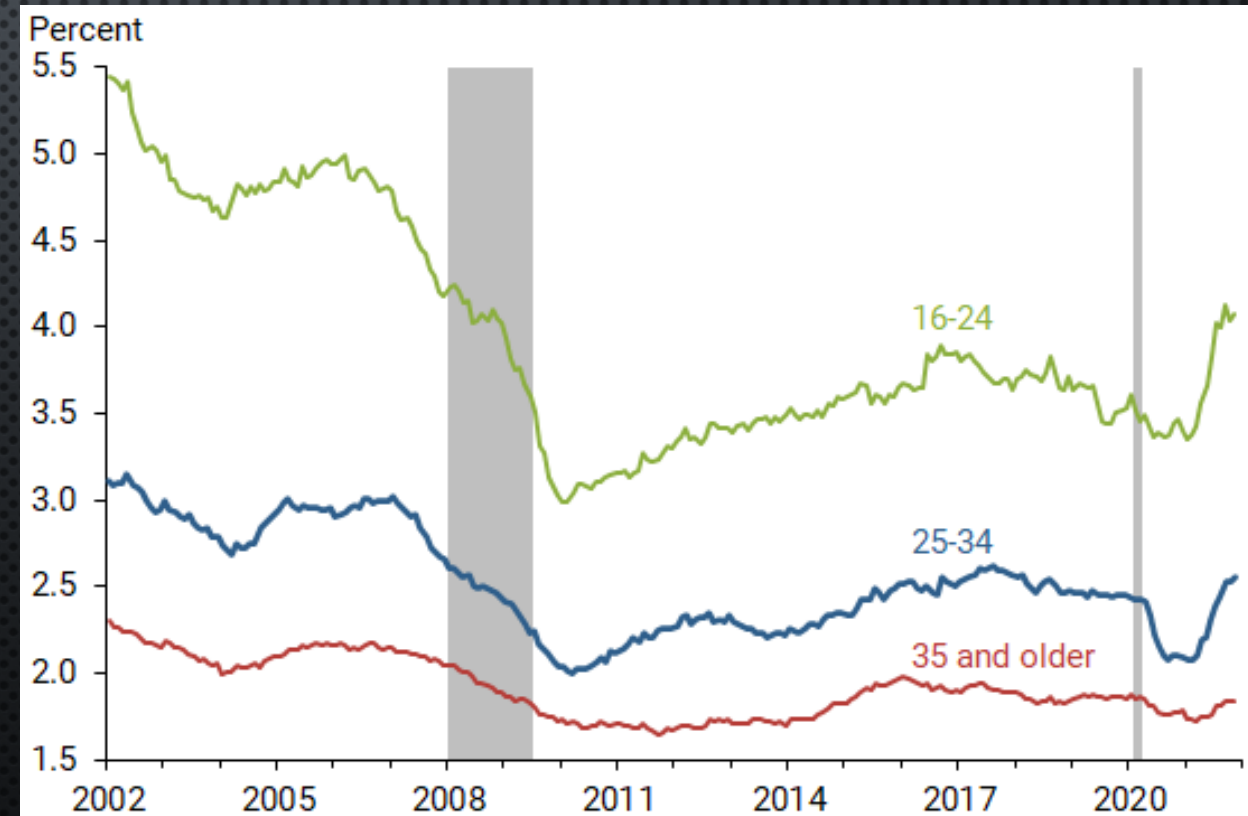
Fed. Reserve Bank of San Francisco

<https://www.frbsf.org/economic-research/publications/economic-letter/2022/april/great-resignations-are-common-during-fast-recoveries/>

By Education
Level

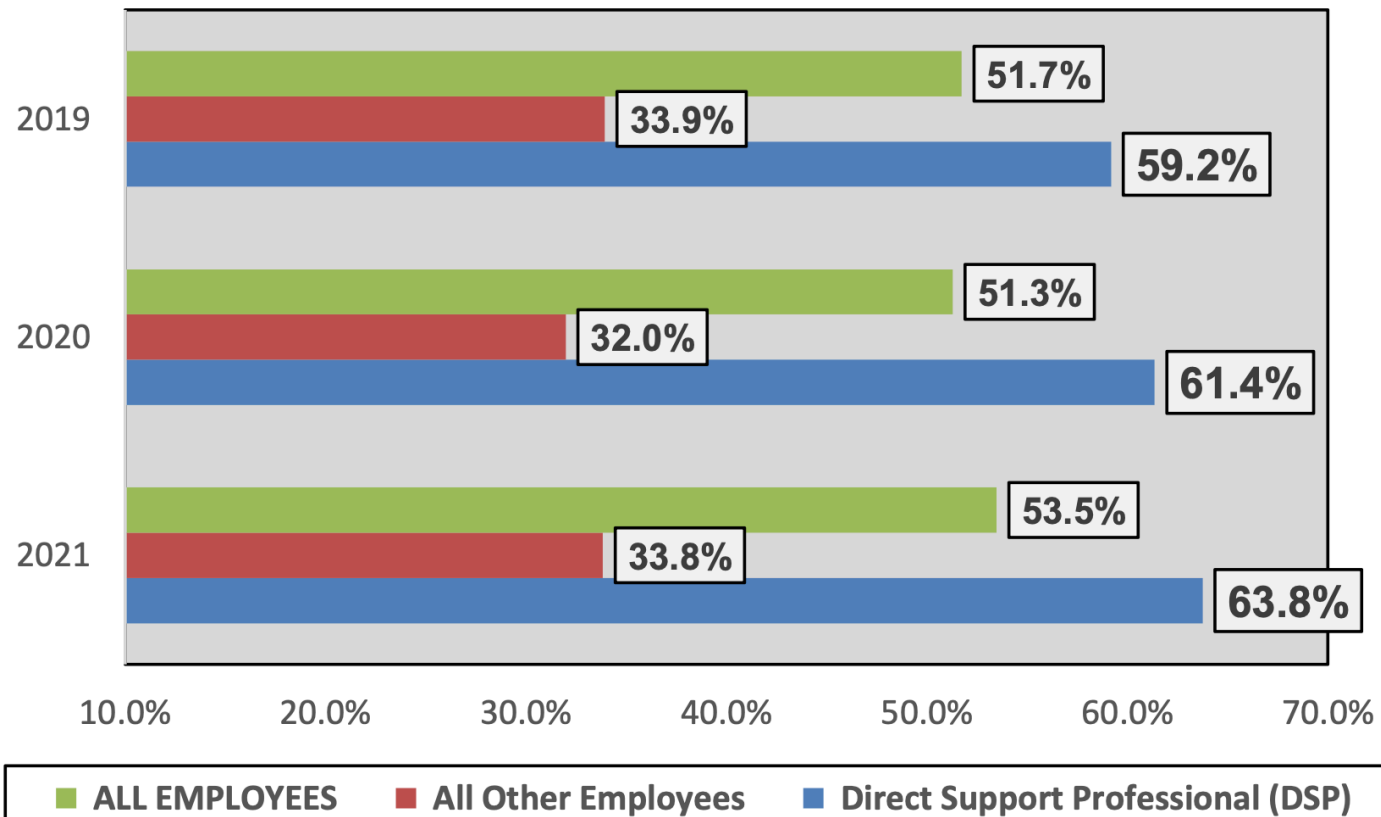


By Age
Group





Employee Turnover Rates
2019, 2020, 2021



OPRA TURNOVER SURVEY



NEW TRENDS

WHAT ELSE IS HAPPENING IN THE LABOR FORCE THAT IS SHIFTING HOW PROVIDERS ATTRACT AND RETAIN QUALITY STAFF?

1. GIG ECONOMY
2. CREATOR/INFLUENCER ECONOMY
3. EMPLOYEES CHANGING RELATIONSHIP TO WORK



THE IMPACT OF GIG ECONOMY

- WHAT IS GIG ECONOMY? DRIVING FOR UBER/LYFT, MAKING DELIVERIES VIA GRUB HUB/DOORDASH, MAKING OTHER DELIVERIES SUCH AS PACKAGES AND GROCERIES (INSTANT CART)
- WORKING IN THESE ROLES HAS INCREASINGLY BECOME A LARGE PART OF THE ECONOMY
 - 68% OF WORKERS ON THE PLATFORMS USE THEM AS A SECOND STREAM OF INCOME
 - 58% OF WORKERS SAID THE MONEY FROM THE JOB WAS EITHER ESSENTIAL OR IMPORTANT TO MEETING THEIR FAMILY'S BASIC NEEDS
- THE MAJORITY OF WORKERS ON THE GIG WORK PLATFORMS ARE RACIAL MINORITIES, HAVE LOW INCOME, HAVE A HS DIPLOMA OR LESS, AND ARE UNDER 30
- 17% OF GIG WORKERS SAY THEIR GIG WORK EXPERIENCE WAS SOMEWHAT OR VERY NEGATIVE
- [HTTPS://WWW.PEWRESEARCH.ORG/INTERNET/2021/12/08/THE-STATE-OF-GIG-WORK-IN-2021/](https://www.pewresearch.org/internet/2021/12/08/the-state-of-gig-work-in-2021/)



THE IMPACT OF THE CREATOR/INFLUENCER ECONOMY

- ABOUT 50M CREATORS WORLD-WIDE IN A MARKET THAT GENERATES ABOUT \$100B A YEAR
- 2M PROFESSIONAL CREATORS
- THE IMPROVEMENT OF TECHNOLOGY, NEW SUBSCRIPTION PLATFORMS, PANDEMIC BIRTHED A MASSIVE BOOM IN THE SECTOR
- 63% OF CREATORS ARE GEN Z
- GLOBAL CREATOR ECONOMY ABOUT \$100B, INFLUENCER ECONOMY ABOUT \$17B
- [HTTPS://WWW.USCREEN.TV/BLOG/CREATOR-ECONOMY-TRENDS/](https://www.uscreen.tv/blog/creator-economy-trends/)
- [HTTPS://FUTUREOFMARKETING.TINTUP.COM/THE-RISE-OF-THE-CREATOR-ECONOMY/](https://futureofmarketing.tintup.com/the-rise-of-the-creator-economy/)



EMPLOYEES AND THE CHANGING RELATIONSHIP TO WORK

- TIKTOK AND OTHER SOCIAL MEDIA IS MOVING THE CONVERSATION ABOUT PEOPLE'S RELATIONSHIP TO WORK IN A WAY THAT HAS NEVER BEEN SEEN
- QUIET-QUITTING, FIRE MOVEMENT, VAN/NOMAD LIFE
- [HTTPS://WWW.VOX.COM/THE-HIGHLIGHT/22977663/GEN-Z-ANTIWORK-CAPITALISM](https://www.vox.com/the-highlight/22977663/gen-z-antiwork-capitalism)

LONG-TERM POPULATION TRENDS

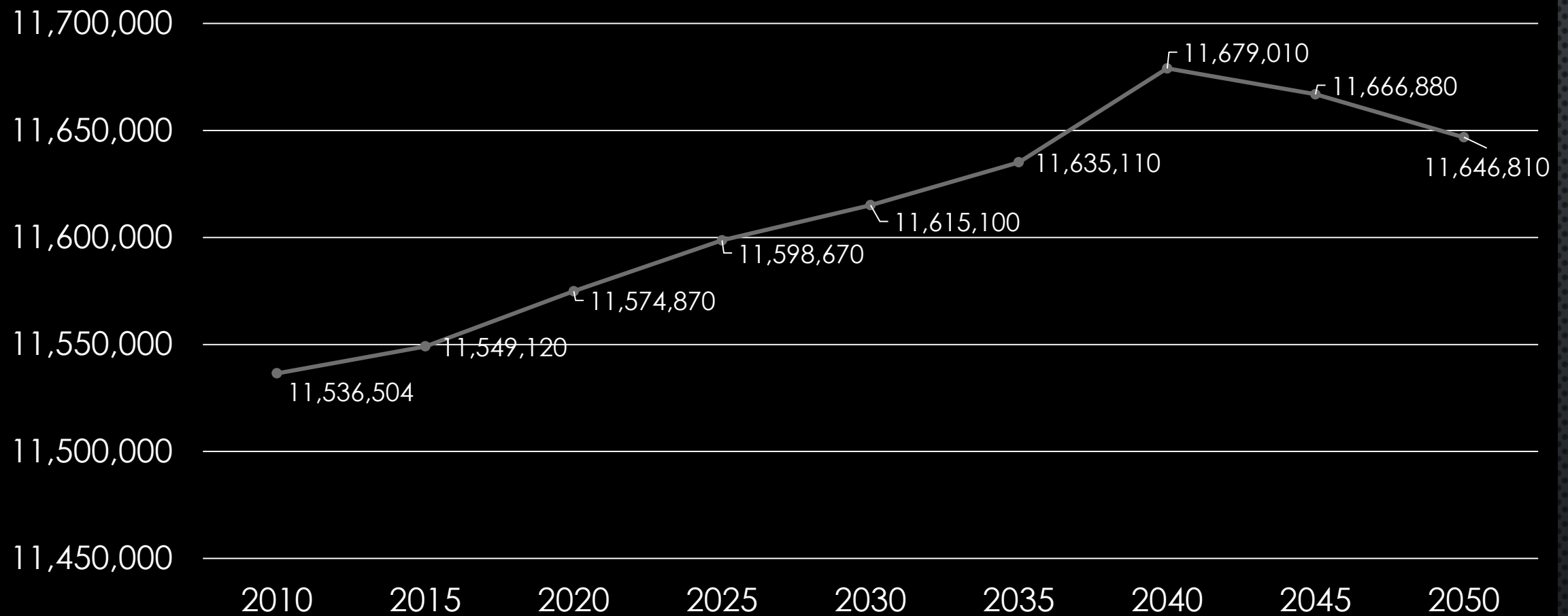
LONG-TERM POPULATION TRENDS

- WHO CARES?
- UNDERSTANDING OHIO'S POPULATION TRENDS IS CRUCIAL FOR UNDERSTANDING THE LONG-TERM WORKFORCE OUTLOOK FOR THE STATE





Ohio's Projected Population



Data from the Ohio Department of Development,
<https://devresearch.ohio.gov/files/research/P6090.pdf>

POPULATION

- PROJECTED GROWTH OF 104,000 RESIDENTS BETWEEN 2020 AND 2040
- PROJECTIONS FOR THE SAME TIME FRAME AT THE COUNTY LEVEL-
[HTTPS://DEVRESEARCH.OHIO.GOV/FILES/RESEARCH/P6090.PDF](https://devresearch.ohio.gov/files/research/P6090.pdf)
 - PROJECT THAT 22 COUNTIES WILL GROW, 66 COUNTIES WILL SHRINK IN POPULATION BETWEEN 2020 AND 2040
 - GROWTH RANGES FROM 25% (DELAWARE COUNTY) TO 0.31% (TUSCARAWAS COUNTY)
 - SHRINK RANGES FROM ALMOST 19% (PREBLE COUNTY) TO 0.44% (MERCER COUNTY)



Projected Percentage of Population Change by County 2020-2040

Adams		-0.36%
Allen		-3.19%
Ashland		6.54%
Ashtabula		-12.91%
Athens		-3.17%
Auglaize		-2.96%
Belmont		-4.44%
Brown		-9.72%
Butler		9.10%
Carroll		-13.62%
Champaign		-6.40%
Clark		-3.92%
Clermont		3.38%
Clinton		-4.52%
Columbiana		-0.93%
Coshocton		-8.71%
Crawford		-15.35%
Cuyahoga		-8.89%
Darke		-11.17%
Defiance		-6.28%
Delaware		25.15%
Erie		-17.28%
Fairfield		15.70%
Fayette		-0.14%
Franklin		12.69%
Fulton		-4.95%
Gallia		-9.39%
Geauga		1.02%
Greene		-1.31%
Guernsey		-6.75%

Hamilton		-0.86%
Hancock		-2.78%
Hardin		-2.29%
Harrison		-2.00%
Henry		-5.99%
Highland		-0.55%
Hocking		-11.99%
Holmes		1.13%
Huron		-6.09%
Jackson		-3.47%
Jefferson		1.01%
Knox		5.19%
Lake		-0.52%
Lawrence		-3.96%
Licking		14.60%
Logan		-4.92%
Lorain		5.20%
Lucas		-5.15%
Madison		5.91%
Mahoning		-11.18%
Marion		-3.38%
Medina		7.36%
Meigs		-5.87%
Mercer		-0.44%
Miami		1.04%
Monroe		-8.34%
Montgomery		-5.28%
Morgan		-6.87%
Morrow		-2.17%
Muskingum		-4.63%

Noble		-0.79%
Ottawa		-8.88%
Paulding		-5.72%
Perry		-0.92%
Pickaway		7.72%
Pike		2.98%
Portage		-6.68%
Preble		-18.81%
Putnam		-1.92%
Richland		-4.69%
Ross		0.52%
Sandusky		-11.71%
Scioto		-9.91%
Seneca		-7.10%
Shelby		-4.78%
Stark		-3.87%
Summit		-2.39%
Trumbull		-7.55%
Tuscarawas		0.31%
Union		21.61%
Van Wert		-6.89%
Vinton		-4.02%
Warren		5.30%
Washington		-10.01%
Wayne		-1.28%
Williams		-8.78%
Wood		2.76%
Wyandot		-9.75%



AGING POPULATION

- BY 2030, 26% OF OHIO'S POPULATION WILL BE OVER 60
- AGING WORKERS NOT BEING REPLACED BY YOUNGER WORKERS AT A SUFFICIENT RATE

[HTTPS://WWW.MIAMIOH.EDU/CAS/ACADEMICS/CENTERS/SCRIPPS/RESEARCH/OHIO-POPULATION/INTERACTIVE/INDEX.HTML](https://www.miamioh.edu/cas/academics/centers/scripps/research/ohio-population/interactive/index.html)

Ohio 60+ Population by County, 2010-2050

2010



2020



2030



Percentage of population 60+

- 14%-19.9%
- 20%-24.9%
- 25%-29.9%
- 30% or more

2040



2050



Number of counties

Percentage of 60+	2010	2020	2030	2040	2050
14%-19.9%	28	5	2	2	2
20%-24.9%	56	28	15	26	37
25%-29.9%	3	52	54	52	43
30% or more	1	3	17	8	6
Total	88	88	88	88	88

Data source: Population projections by age and sex, 2015 to 2050, Ohio Developmental Service Agency, Office of Research (April 2018).

MIAMI UNIVERSITY
SCRIPPS GERONTOLOGY CENTER
An Ohio Center of Excellence

Contact Information:
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396 Upham Hall
Oxford, OH 45056
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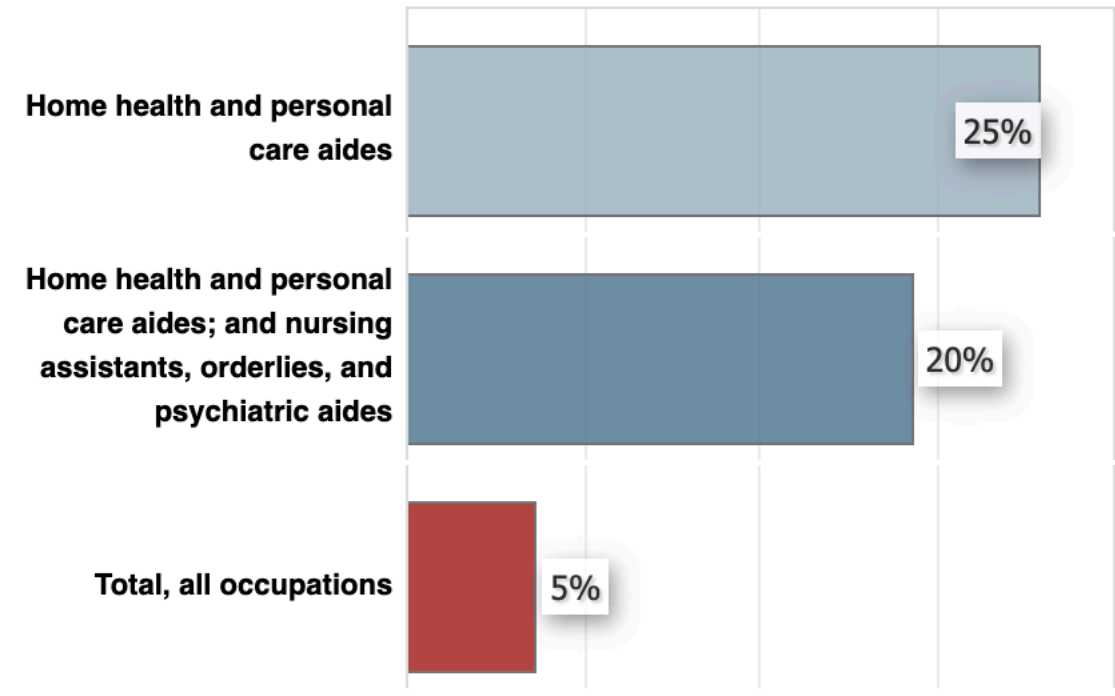
INCREASING NEED FOR IN-HOME SUPPORTS

NATIONWIDE HOME HEALTH AND PERSONAL CARE AIDE EMPLOYMENT EXPECTED TO GROW FROM 3.6M EMPLOYEES NATIONWIDE IN 2021 TO 4.56M IN 2031

- [HTTPS://WWW.BLS.GOV/OOH/HEALTHCARE/HOME-HEALTH-AIDES-AND-PERSONAL-CARE-AIDES.HTM#TAB-6](https://www.bls.gov/ooH/healthcare/home-health-aides-and-personal-care-aides.htm#TAB-6)
- **OHIO SPECIFIC INFORMATION-**
[HTTPS://TOPJOBS.OHIO.GOV/TOP-JOBS-LIST](https://topjobs.ohio.gov/top-jobs-list)

Home Health and Personal Care Aides

Percent change in employment, projected 2021-31



Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Employment Projections program



hmm...



THANK YOU

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