Team NEO is Focused and Driving Outcomes as Northeast Ohio’s Economic Development Partner

• One of six network partners for JobsOhio

• Uniquely positioned to advance communities and companies by harnessing local, regional and state resources

• Develop insights about the regional economy to inform businesses about growth opportunities and influence solutions to business challenges

• Drive strategies focused on job creation and retention, regional investments, and business assistance

• Accelerate the pace and equity of business development outcomes in Northeast Ohio

Since 2015:

- 424 Project Wins
- 31,730 Jobs Created
- $1.6B New Payroll
- $8.7B Capital Investment

Our strategy aligns with JobsOhio as well as local economic development partners who value a cohesive state, regional and local economic development strategy
Address the talent supply/demand gap

Team NEO’s Aligning Opportunities report compares the region’s credentials awarded to job openings.

We provide best practice consulting and hands-on implementation to support talent acquisition needs of growing Northeast Ohio companies.

Talent Initiatives Informed Through Aligning Opportunities
- Pathways to Successful People
- Regional Talent Development Council
- JobsOhio Talent Acquisition Services
1. A deeper look at equity as it relates to labor force opportunities

2. An updated snapshot of the talent supply and demand mismatch

3. Fresh insights into emerging high-potential careers

4. New case studies illustrating how Aligning Opportunities is being used around the region
In the short term, alignment of credentials with in-demand jobs will be even more important.
As our population and labor force continue to shrink, it is imperative to educate talent for the jobs of the future.
If Northeast Ohio grew retention to 57% annually, the region could retain:

- **445** more Health Care BA+ grads
- **3,130** more total BA+ grads
- **162** more IT BA+ grads
- **263** more Architecture & Engineering BA+ grads
## Demand-Supply Alignment

<table>
<thead>
<tr>
<th>Occupation Group</th>
<th>Total Demand 2019</th>
<th>Entry-Level Demand 2019</th>
<th>Credentials Awarded 2018</th>
<th>Alignment 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>IT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer &amp; IT Workers</td>
<td>17,442</td>
<td>6,457</td>
<td>2,208</td>
<td>(15,234)</td>
</tr>
<tr>
<td>Metal &amp; Plastic Workers</td>
<td>5,979</td>
<td>2,546</td>
<td>161</td>
<td>(5,818)</td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair Occupations</td>
<td>6,901</td>
<td>2,659</td>
<td>519</td>
<td>(5,382)</td>
</tr>
<tr>
<td>Skilled Production Workers</td>
<td>9,478</td>
<td>5,189</td>
<td>1,423</td>
<td>(8,065)</td>
</tr>
<tr>
<td>Manufacturing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Diagnosing &amp; Treating Practitioners</td>
<td>19,857</td>
<td>8,071</td>
<td>6,735</td>
<td>(13,122)</td>
</tr>
<tr>
<td>Health Technologists &amp; Technicians</td>
<td>9,562</td>
<td>5,566</td>
<td>2,778</td>
<td>(6,784)</td>
</tr>
<tr>
<td>Health Care Therapist Aides &amp; Support Workers</td>
<td>1,094</td>
<td>338</td>
<td>539</td>
<td>(555)</td>
</tr>
<tr>
<td>Nursing, Psychiatric &amp; Home Health Aides</td>
<td>5,503</td>
<td>1,456</td>
<td>590</td>
<td>(4,913)</td>
</tr>
<tr>
<td>Life Sciences/Education/Engineering</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Architects &amp; Engineering Technicians</td>
<td>8,388</td>
<td>1,436</td>
<td>1,828</td>
<td>(6,556)</td>
</tr>
<tr>
<td>Education</td>
<td>10,436</td>
<td>1,519</td>
<td>8,209</td>
<td>(2,177)</td>
</tr>
<tr>
<td>Engineers</td>
<td>4,661</td>
<td>1,925</td>
<td>2,177</td>
<td>(2,484)</td>
</tr>
<tr>
<td>Life Science Workers</td>
<td>2,295</td>
<td>821</td>
<td>6,105</td>
<td>3,810</td>
</tr>
<tr>
<td>Finance &amp; Business Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Clerks</td>
<td>6,198</td>
<td>3,324</td>
<td>162</td>
<td>(4,984)</td>
</tr>
<tr>
<td>Financial Specialists</td>
<td>6,260</td>
<td>2,541</td>
<td>2,118</td>
<td>(4,142)</td>
</tr>
<tr>
<td>Information &amp; Record Clerks</td>
<td>12,967</td>
<td>4,954</td>
<td>220</td>
<td>(10,747)</td>
</tr>
<tr>
<td>Secretaries &amp; Administrative Assistants</td>
<td>6,305</td>
<td>2,406</td>
<td>413</td>
<td>(4,892)</td>
</tr>
<tr>
<td>Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Managers, Professional &amp; Health</td>
<td>12,666</td>
<td>4,146</td>
<td>10,956</td>
<td>(1,701)</td>
</tr>
<tr>
<td>Supervisors of Skilled Workers</td>
<td>4,497</td>
<td>2,299</td>
<td>190</td>
<td>(2,307)</td>
</tr>
</tbody>
</table>

- **Yellow**: There is more supply of credentials than demand.
- **Light Green**: Demand and supply appear in relative balance.
- **Red**: There is more demand than supply of credentials.

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**Aligning Opportunities**

**Prepared by**: Team NEO

**In Partnership with**: Delta Dental

**With Generous Support by**: Sherwin-Williams, ASG Alliance Solutions Group
Computer & IT Careers
By The Numbers

Top Emerging Careers
- Cybersecurity Specialist,
- Artificial Intelligence Engineer,
- Data Scientist

2019 Jobs
46,812

Median Annual Salary
$78,165

Entry-Level Demand 2018
6,457

Credentials Awarded 2018
2,208

Entry-Level Unfilled Jobs 2018
4,249

SOURCE: Burning Glass Labor Insight Jobs, EMSI 2020, Team NEO Calculations
NOTE: SOC 15-1000

PREPARED BY Team NEO
IN PARTNERSHIP WITH Delta Dental
WITH GENEROUS SUPPORT BY

aligning OPPORTUNITIES

Teamneo
Delta Dental
SHERWIN-WILLIAMS
ASG Alliances Solutions Group
Misaligned Opportunities:

How Racial Inequities Lead to Skills Gaps in Northeast Ohio

2020 REPORT

In-Demand Industries Combined

- White: 71%
- Hispanic or Latino: 11%
- Black or African American: 11%
- Asian: 3%
- Other: 4%

with OICRC's support from
Level Setting

Minorities in Northeast Ohio Represent 19% to 23% of Population and Employment Throughout the Region.
Level Setting

By Most Meaningful Measures of Economic Progress, People of Color Have Been Disproportionately Excluded from Equal Economic Opportunity.
Some of These Disparities Can be Explained through the Lack of Minority Credentialing for In-Demand Occupations
Minorities in Northeast Ohio are Underrepresented in 19 of 20 Key In-Demand Occupations.
IBM & Youngstown State University
• IT Workforce Accelerator program, bringing in-demand credentials and experience to underserved job seekers

Lorain County Community College
• Disaggregating program data based on race to identify gaps and influence program structure going forward

College Now Greater Cleveland & Lumina Foundation
• CLE Talent Hub, increasing educational attainment and employment outcomes, specifically for African American residents

Stark County Minority Business Association & Hall of Fame Village Powered by Johnson Controls
• Ensuring minority contractor representation and support throughout the Hall of Fame Village’s ongoing transformation project

Greater Cleveland Partnership
• The Inclusion Marketplace, an online portal connecting MBEs with demand for goods and services

Fund for Our Economic Future
• Job Hubs program, connecting underserved communities with centers of employment

Greater Akron Chamber & ConxusNEO
• RAISE program, a series of job fairs bringing wraparound services directly into Akron neighborhoods
• Health care, IT, and Manufacturing continue to drive the largest share of unfilled jobs
• It is likely that due to COVID-19, many of these trends will be accelerated
• There is no “silver bullet” to address these challenges, and multi-pronged strategies will be required to build the workforce of the future
• Equity will be a key component to how we address these challenges
• Minorities represent less than their proportionate share in 19 of the 20 top in-demand occupations
• Educational attainment can mask the fact that the best paying, most in-demand occupations are still significantly lower represented by people of color Demographic headwinds will only heighten the need for greater equity in the labor force
• Bringing parity to the equity gap could close the overall alignment gap by 20-30%