Community Assessment Subcommittee
Preliminary Report to the: Lucas County Human Service Planning Committee

ECONOMIC AND EMPLOYMENT ANALYSIS OF TOLEDO MSA

A. CHARACTERISTICS OF MSA'S LOW-WAGE /LOW SKILL LABOR FORCE

Patterns of Employment Among Low-Wage Earners

Virtually no local research, of a comprehensive nature, has been done on the patterns of employment among local low-wage earners of welfare recipients. This means that detailed information related to performance, tenure, work patterns, etc. of local low-wage earners/welfare recipients is not readily available. However, findings from national studies and those done in other local areas present a pattern of results, which are, for the most part, consistent with what we know about Toledo. (Based on committee members' intuitive and experiential understanding of our local labor market conditions and the results of local studies of employer needs and issues related to the local workforce).

Local studies of the concerns and needs of business relative to workforce issues have recently been conducted by the Regional Growth Partnership *(Regional Growth Partnership Workforce Readiness Leadership Interview Report*. Novenber11, 1997), The corporation for Effective Government (*A Citizen Research Project for The Toledo Area Private Industry Council: Analysis of Current and Future Labor Market Needs*. April 1998) and The Urban Affairs Center (*Industrial Retention and Expansion Survey: of Firms Located in Toledo's Industrial Core.* October 15,1997). The results of these studies consistently identify a lack of basic skills (reading, writing, interpersonal communication skills, basic math, etc.) in Toledo's entry Level workforce.

The patterns and themes that emerge from the studies conducted nationally and in other localities are compatible with what has been done in Toledo and are not at all surprising. They show that welfare recipients have lower educational attainment, less work experience, fewer "hard" skills (reading skills, math skills, specific vocational skills), and fewer "intangible skills (getting to work consistently and on time, getting along with co-workers, supervisors and customers) (Bartik, *Short-Term Employment Persistence for Welfare Recipients: The "Effects" of Wages, Industry, Occupation, and Firm Size 1997*). These studies also show that low basic skills and low educational attainment severely affect the ability of welfare recipients to gain access to all but the lowest wage jobs.

<u>Tenure and Retention</u>

For those who are able to secure jobs (which end up being the lowest wage/lowest skilled jobs)—job tenure and retention. Some of the recurring themes reflected in the research include:

1. Welfare recipients who enter the workforce at a higher wage are more likely to stay in workforce—however basic and /or intermediate skills are necessary to enter the workforce at a higher starting wage.

2. Once hired into low-wage jobs—retention becomes an issue. Factors that affect retention include:

    - Absenteeism (reliable child care and back-up child care)
    - Interpersonal skills (communication, teamwork, etc.)
    - Reliable transportation

3. Job tenure is unsteady among low-wage/low-skilled jobholders.

    - Employer offer little job security (they may view jobs as temporary and the employees as dispensable)
    - Employees have unsteady job tenure (They often move on or quit in order to obtain incremental changes in wage or benefits or because of an inability to pay for reliable child care or transportation)
    - So: Low skills=Less value to employers=Lower wages=Poor job retention

<u>Occupation and Industry Effects on Retention</u>

Researchers also suggest that short-term success in the labor market is a predictor of future long-term success in the labor market (Bartik, 1997). The research suggests that successfully holding onto a job for the first three to six months following placement is a good indicator of the likelihood of long-term retention. This also suggests that intensive follow-up and intervention efforts during this short time period may have a big impact on long-term retention. It is important to note that Batik's study, along with the numerous case studies cited in his work strongly suggest that it is the lack of "intangible" skills that have the greatest impact on retention.

These job retention problems of welfare recipients may occur in part because of the large differences between the daily activities of unemployed recipients and the daily activities expected of workers in low-wage jobs. (Bartik, 1997).

In addition, Bartik found, based on his study of a large sample of welfare recipients, that the type of job and the specific industry have a significant bearing on job, with industry being more important than occupation. He also found that while higher wages have some impact on job retention, it is not as significant as the type of job or occupation.

Bartik identified the top 15 occupations and industries of welfare recipients who found employment and look at their continued employment after one year (see appendices 2&3). He found that:

> *"The industries that have the most positive influence on this year's employment and earnings are hospitals and educational services. In contrast, as one might*

expect, jobs held last year in the temporary help industry are negatively correlated with this year's employment. Among the occupations that have negative effects on this year's employment are handlers and laborers, and cashiers."

It might be important to note that those industries where recipients were most successful are industries in which women traditionally hold jobs and supervisory positions. Which might suggest that within these industries, there is a different culture of work or supervisory style.

B. ECONOMIC CONDITIONS OF TOLEDO MSA

Current Local Labor Market Conditions (Material provided by: Private Industry Council and The Ohio Bureau of Employment Services, Labor Market Division)

In 1996, the Toledo MSA's actual average employment reached 26 year high of 312,700, an increase of4, 492 over1995. The Toledo MSA outpaced the other Ohio MSA's in nonagricultural wage and salary employment growth during 1992 to 1994. The percentage change from 1993 to 1994 was a 4.2% growth. The 1992 –1993 employment growth rate for the Toledo MSA was 3.1%. From 1994 to 195 the Toledo MSA experienced a healthy and stable 1.5% growth.

Evidence of recovery in the Toledo MSA employment levels is clear…since the 1991 recession, total employment has grown by 31,700 workers or 11.3%.

Toledo led the state MSAs in manufacturing job growth in 1996. Toledo MSA showed an increase of 1.8% in manufacturing employment whereas the other MSAs experienced and average decline of 1.2%. Almost 61,000 people work in manufacturing in the Toledo MSA. Manufacturing employment grew by 11.8% or 6,400 workers from 1991 to 1996.

While actual manufacturing employment continues to grow, its percentage of total employment continues to decline. Like most Midwestern metropolitan areas North west Ohio is seeing a shift from its traditional manufacturing base to service oriented industries. In 1983,24.3% of the Toledo MSA's total employment was manufacturing. This dropped to 20.4% in 1990 and is projected to drop to 17.1% by the year 2000.

Conversely, the service component of employment has grown from 23.6% of the economy in 1983 to 23.2% of the economy in 1990. This component is projected to rise to 28.8% by the year 2000. Construction and service industries in the Toledo MSA employ more workers that in the outlying seven county area. About 67% of the construction workers are employed in the Toledo MSA. About 74% of the "white-collar" workers are employed in the Toledo MSA.

EMPLOYMENT BY INDUSTRY IN TOLEDO MSA

Industry	1994	1995	% Change
Wholesale & Retail	74,613	76,078	2.00%
Service Producing	132,348	133,670	1.00%
Manufacturing	58,242	59,533	2.20%
Government	37,691	38,338	1.70%
Transportation	13,208	13,126	-0.60%
Construction	12,020	12,428	3.40%
Finance& Insurance	11,187	10,245	-8.40%
Total	**339,309**	**343,418**	**1.20%**

SOURCE: OBES, Occupational outlook 1994-2005

Projected Local Labor Market Conditions

According to the Toledo MSA Job Outlook: 1994-2005, a publication of the Ohio Bureau of Employment Services which projects employment by industry and occupation, the Toledo MSA will experience a net increase in employment of 13% from 1994 to 2005. (From 303,200 jobs). The industries projected to grow included:

PROJECTED EMPLOYMENT BY INDUSTRY IN TOEDO MSA 1994-2005

Industry	1994	2005	% Change
Wholesale & Retail	75,600	84,300	1.9%
Service Producing	85,800	113,700	27.9%
Manufacturing	58,200	56,100	-2.1%
Government	45,400	48,200	2.8%
Transportation	14,500	15,100	0.6%
Construction	12,500	14,200	1.7%
Finance & Insurance	11,400	11,300	-0.1%
Total (Includes non-listed categories)	**332,500**	**374,500**	**41.8%**

SOURCE: OBES, Occupational Outlook 1994-2005

The US economy has had steady growth since 1994. While the national unemployment rate was 7.3% in 1992 and 6.5% in 1993, it has been at or below 5 percent since then. The Lucas County unemployment rates were 8.6% in 1992, 6.95 IN 1993, 5.7% IN 1994, and about 5% from 1995 to the present. It has been said that if the high savings rates of the boomers continue, the US economy can be relatively solid for the next decade – irrespective of other factors.

A few caveat. There has been a general pattern for decades that when US car sales drop, the Toledo economy has had a material decline. The Toledo economy is said to have not diversifies to the extent necessary to be relatively stable in a recession, compared to Franklin County. Lucas County had a lower % of employment in insurance firms, federal employment, and state employment than Franklin County.

News articles state that the Asian economic situation has affected US exports, causing a substantial decline in our West Coast economy since late last year. There is some word that our East Coast economy is beginning to slow in the last few months, evidently for the same reason. This kind of event has affected the Toledo economy in the past. Cheap imports from Asia and selling of vast holdings in US T-Bills by Asian nations can result in a reduction in US economic activity. It has been predicted that China has a huge water crisis looming, which has not yet become apparent. Many prominent economists are uncertain that the US economy can e sustained at present levels beyond this year.

There has been a general shortage in Lucas County of applicants for jobs paying under $10 and hour since about 1996.

It is quite obvious that local employers have had a very difficult time finding job applicants for paying 10 or less for the last 2 or 3 years. The demographics have been that the Baby Boom ended about 1969, meaning that fewer people were reaching age 18 after 1987. There was a large shortage of jobs in our area in the early 90's, however with retirements and fewer young people entering the workforce, this reversed itself by about 1996. There also seems reluctance for younger people to enter the trades.

These changes have resulted in a situation that has not occurred for many years. Employer is finding it very difficult to locate prospective employees in many occupations. It has been said that many Columbus firms are outsourcing manufacturing operations to other areas.

A number of job opportunities for welfare clients should appear in service industries that provided service for welfare clients themselves. These include childcare, transportation, drug and alcohol clinics, etc. Opportunities should exist both as employees and entrepreneurs. It is hoped that the entrepreneurial aspect of this activity can be organized on a national level to show how to set up such services, how to organize the business, how to market the business, and the legal aspects.

Leading indicators as of February 1998 showed a drop in Toledo MSA manufacturing around the first of the year. Housing had its usual decline over the winter. Employment

Projections show Services and Constructions having the highest growth rate through 2005. In lower skilled occupations that study shows the best prospects for salespersons, cashiers, wait staff, nurse's aides, general office clerks, janitors, laborers, guards, receptionists, hand packagers, and light truck drivers, in that order.

Employment gains over the past year in the Toledo MSA have occurred primarily in Transportation and Public Utilities; Wholesale Trade; Finance Insurance and Real Estate; and Services. Employment declines have occurred in Retail Trade and Government in that period.

C. AVAILABLILITY AND SCOPE OF LOW-WAGE JOBS

While our local economy, which continues to be strong and growing, is often characterized as having a "tight labor market"--in reality we have a tight "skills" market. In fact, according to a study of the Midwest economy's job creation potential, the authors suggest that:

> *"…While there is a scarcity of job seekers with higher skills, simultaneously there is a surplus of persons seeking low-skilled jobs. This translates into high unemployment in that segment of the labor market to which most welfare recipients will have to turn." (Kleppner, Theodore, 1997)*

Jobs Available for Low-Skilled workers

Kleppner and Theodore's study of the Midwest Economy reveals a disturbing picture of the projected availability of family supporting jobs in the Midwest (the study include figures for Lucas County). They found that the Midwest economy is not creating enough low-skilled jobs. There is, in fact, a job-gap----more low-skilled job seekers than there are low-skilled jobs. The projected job gap for Lucas County appears below.

Numeric Job Gap & Worker to Job Ratio Lucas County—Project 2000

Industry	Lucas	NW Ohio	% Of Region
Low-skilled Job Openings	3,543	12,054	29
Job Seekers			
Low	9,827	31,081	32
High	17,086	44,912	38
Job Gap			
Low	6,283	19,027	33
High	13,543	32,858	41
Worker-to Job Ratio			Difference
Low	2.8	2.6	+2
High	4.8	3.7	+1.1

Note: NW Ohio includes Allen, Auglaize, Hardin, Mercer, Champaign, Logan, Shellby, Crawford, Marion, Wyandot, Defiance, Paulding, Putnam, Van Wert, Erie, Ottawa, Sandusky, Fulton, Henry, Williams, Hancock, Seneca, Lucas, and Wood Counties Source: Kleppner, Theodore 1997 P. 38

What is even more disturbing is that Klemper and Theodore found that the Midwest Economy is creating even fewer jobs that pay an adequate wage to move a family from welfare to self-sufficiency?

> *" Less than 4% of low-skilled job openings in the Midwest pay workers at a level that would allow them to earn a livable wage for a family of three. This staggering figure reflects the low-wage nature of the labor market for welfare recipients, and is a prelude to the daunting task that confronts them in their quest* for self-sufficiency." (Kleppner, Theodore, 1997, P .26).

Percent of Low-skilled Jobs That Pay Various Income Levels in Ohio— 1997

Poverty $12,278	150% Of Poverty $18,417	Livable Wage $25,907
17.4	6.1	3.7

Number of Low-Skilled Jobs That Pay Various Income Levels in Ohio— 1997

Poverty	150% of Poverty	Livable Wage
14,074	4,921	3,250

Klemper and Theodore have calculated that in 1997 there were 55-99 workers in need of livable wage jobs for every single livable wage job available. Their projected livable wage job gap for the tear 2000 is 63-99 livable wage job seekers per job. Although these figures are aggregated to the state level, the information does not bode well for Lucas County welfare recipients seeking jobs to support their families. These figures suggest that that moving people from welfare to work is a complicated challenge that must involve more than just the traditional training and job placement activities. Klemper and Theodore suggest that:

> "*The challenge to policymakers is to move beyond the rhetoric of welfare reform and direct attention where it is needed most—to the development of public policies that encourage job creation, enhance the labor market preparation of welfare recipients, and foster an environment that assists families in escaping poverty and achieving self-sufficiency" (p. 26)*

Klemper and Theodore's work focused on the types of jobs that are more readily accessible to welfare recipients with low-skills (see appendices 2 & 3). They found that skill levels are an important component of the marketability of job seekers and their ability of acquire higher level/higher paying jobs. The acquisition of skills need not be

thought of as a daunting task, Klemper and Theodore cited a job training study conducted in Chicago, Illinois that showed that just 3 months of training increased number of jobs for which welfare recipients qualified by 158%.

D. THE MAPS

The Community Assessment Committee had a big task--time and few resources with which to work. One of the resources we were able to use--was data. There was a feeling that mapping the locations of welfare recipients in relation to the location of day care providers, TARTA bus routes, the location of specific types of employers, etc. might prove to be useful as the Welfare to Work Committee entered into its planning activities. The following maps depict that type of information. The maps represent a lot of work that went into manipulating, entering and encoding data to place it on the maps. It is likely, that as the planning continues, there will be other data that the committee would like to see mapped and it is possible to add layers of information to the existing maps when and if they are needed.

List of Maps (Maps appear in Appendix 4)

Map 1	Agriculture 7 Construction employment and Welfare Recipients
Map1a	Agriculture & Construction Employment and TARTA bus routes
Map 2	Finance, Insurance & Real Estate Employers and Welfare Recipients
Map 2a	Finance, Insurance & Real Estate Employers and TARTA bus routes
Map 3	Manufacturing Employers and Welfare Recipients
Map 3a	Manufacturing Employers and TARTA bus routes
Map 4	Service and Health Care Employers and Welfare Recipients
Map 4a	Service and Health Care Employers and TARTA bus routes
Map 5	Wholesale and Retail Trade Employers and Welfare Recipients
Map 5a	Wholesale and Retail Trade Employers and TARTA bus routes
Map6	Transportation Employers and Welfare Recipients
Map 6a	Transportation Employers and TARTA bus routes
Map 7	DHS Day Care Providers, Day Care Centers & Welfare Recipients
Map 8	Welfare Recipients and TARTA bus routes

E SOME INITIAL CONCLUSIONS

If, as a community, we are to successfully move Lucas County's welfare population into jobs that will enable them to be self sufficient, we must recognize the complexity of the task we are undertaking. Nearly every action of every policymaker will have an impact on our success. The information gathering undertaken by the Community Assessment Committee has convinced us that our success will depend upon not only on the results of our immediate efforts, but additionally on our ability to communicated the need for comprehensive thinking, and planning, and action across-the-board. Some of the obvious conclusions we have drawn include:

- As we all know, the availability of transportation, health care, day-care are all-important.

- Certainly, decisions in the area of education an workforce training are important.

- In may be advisable to place a heavy emphasis job readiness skills that emphasis the "intangible" skills as well a basic and vocational skills.

- It may also be advisable to place a heavy emphasis on the three-to six-month period following placement for support services to augment retention.

- In looking at the maps we can see how poverty is concentrated. Some interesting distributional patterns for specific industries and types of jobs are also evident. The patterns appear to affect the accessibility of welfare recipients to certain types of jobs.

- We also need to remember that economic development activities that are designed to lead to job creation must be well thought out--in the context of what our community desperately needs. Those decisions need to take into account, not just the needs of the employers, but also the needs of the unemployed workforce that will be seeking those jobs--and hopefully supporting their families with the adequate wages provided by those jobs. We also need to think about the types of industries we should be trying to attract and support. We should to pay attention to the working conditions and wages of those industries. The availability of career paths and ongoing training opportunities are also important considerations, as are the decisions about where to physically locate facilities so that the people who need the jobs have access to them.

- The Bartik study, along with the other more general research suggests that targeting jobs, targeting job characteristics, and targeting training for welfare recipients may be advisable--this may be undertaken in collaboration with employers and economic development agents/agencies that are attempting to attract and grow jobs locally.

Appendix 1

Low-Skilled Census Occupations

administrative support*
animal care
assemblers
auctioneers
bartenders
billing machine operators
bridge tenders
bus drivers
butchers
cashiers
childcare, private
classified advertising clerks
compression machine operators
construction trades*
construction laborers
cooks, private household
correctional institution officers
crane operators
crossing guards
crushing machine operators
data entry keyers
drillers, oil well
drillers, earth
drilling machine operators
driver-sales workers
drywall installers
duplicating machine operators
elevator operators
excavating operators
expediters
fabricating machine operators
family childcare providers
farm workers
file clerks
fishers
folding machine operators
food counter
forestry work not logging
forging machine operators
forming machine operators
freight handlers*
furnace operators
garage and service station
garbage collectors
glue machine operators
grader, dozer, and scraper operators
graders and sorters, not agricultural
graders agricultural products
grinding machine operators
groundskeepers
guards and police except public service
guides
hand cutters
hand painters
hand engravers
hand molders
hand packers
heat treatment equipment operators
helpers, construction
helpers, surveying
helpers, repairers
helpers, extractive
hoist winch
hotel clerks
industrial truck tractor operators
inspectors agricultural products
interviewers
janitors
kitchen workers,food preparation
knitting machine operators
laborers except construction
lathe operators
laundry machine operators
launderers
library clerks
longshore equipment operators
machine maintenance occupations
machine feeders
maids
mail carriers
mail clerks nonpostal
mail preparing
machine operators
material records clerks*
mechanical repairers*
metal plating machine operators
meter readers
milling machine operators
mining occupations*
mining machine operators
miscellaneous food preparers
miscellaneous hand work
miscellaneous textile machine operators
miscellaneous moving operators
miscellaneous metal plating machine operators
miscellaneous machine operators
miscellaneous wood machine operators
miscellaneous metal machine operators
mixing machine operators
molding machine operators
motor transportation*
nailing machine operators
news vendors
nursery workers
nursing aides
office machine operators*
operating engineers
order clerks
packaging machine operators
paint machine operators
parking lot attendants
paving equipment operators
peripheral equipment operators
personal service*
pest control
press machine operators
printing press operators
private servants
production testers
production samplers
production helpers
production inspectors
punching machine operators
rail vehicle operators*
rail brake operators
recreation attendants
records clerics
roasting machine operators
rolling machine operators
sailors
sales counter clerks
separating machine operators
sewing machine operators
shaping machine operators
shoe machine operators
slice machine operators
solderers
statistical clerks
stevedores
stock handlers
stock clerks
street sales workers
taxi drivers
teacher aides
telephone operators
textile sewing machine operators
textile cutting machine operators
timber cutting
traffic clerks
truck drivers
typists
ushers
vehicle and equipment washers
waiters
waiters' assistants
washing machine operators
weighers
winding machine operators
wood lathe operators*

Source: *Work After Welfare: Is the Midwest's Booming Economy Creating Enough Jobs?*, Paul Kleppner, Nikolas Theodore (Appendix 3)

- not elsewhere classified

Appendix 2
15 Leading Occupations of Sample of-Welfare Recipients

Occupation	Percentage of Sample
Cashiers (276)	9.8
Nursing aides (447)	6.7
Waitresses (435)	6.3
Maids (449)	4.3
Cooks(436)	4.0
Janitors (453)	3.9
Secretaries (313)	2.8
Child care (466)	2.6
Household cleaning (407)	2.1
Assemblers (785)	1.8
Miscellaneous food preparation (444)	1.7
Textile machine operators (744)	1.7
Bartenders (434)	1.5
Miscellaneous sales (274)	1.5
Household child care (406)	1.5
Total of 15 leading occupations	52.1

of sample of 6,720 welfare recipients from 1983-95 March Current Population Survey

Source: Timothy J. Bartik. 1997. *Short-Term Employment Persistence for Welfare Recipients: The "Effects" of Wages, Industry, Occupation, and Firm Size.* Upjohn Institute for Employment Research: Staff Working Papers. (p.9)

Appendix 3
15 Leading Industries of Sample of Welfare Recipients

Industry	Percentage of Sample
Eating and drinking places (641)	16.4
Nursing and personal care (932)	5.6
Private household services (761)	4.2
Hotels and motels (762)	4.1
Grocery stores (60 1)	3.7
Elementary and secondary schools (842)	3.6
Department stores (591)	3.1
Personnel supply services (731)	2.9
Hospitals (931)	2.9
Services to dwellings and buildings (722)	2.4
Child day care services (862)	2.2
Miscellaneous social services (871)	2
Colleges and universities (850)	1.9
Apparel and accessories (15 1)	1.8
Health services (940)	1.7
Total of 15 leading industries of sample of 6,720 welfare recipients from 1983-95 March Current Population Survey	58.1

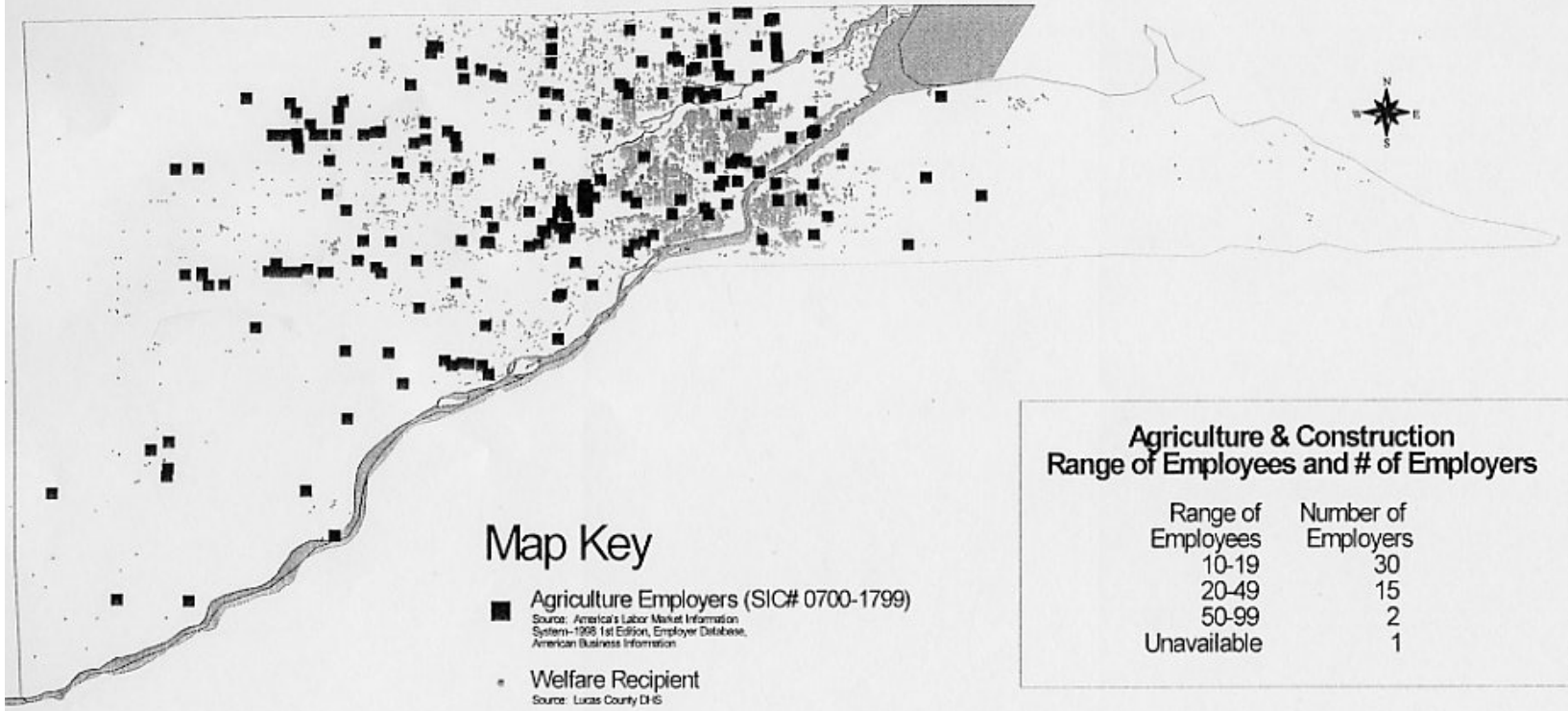
Source: Timothy J. Bartik. 1997. *Short-Term Employment Persistence for Welfare Recipients: The "Effects" of Wages, Industry, Occupation, and Firm Size.* Upjohn Institute for Employment Research: Staff Working Papers. (p.10)

Appendix 4 – The Maps

Agriculture & Construction

Map 1

Employers with Greater Than 10 Employees



Map Key

- Agriculture Employers (SIC# 0700-1799)
  Source: America's Labor Market Information System--1998 1st Edition, Employer Database, American Business Information
- Welfare Recipient
  Source: Lucas County DHS

Agriculture & Construction
Range of Employees and # of Employers

Range of Employees	Number of Employers
10-19	30
20-49	15
50-99	2
Unavailable	1

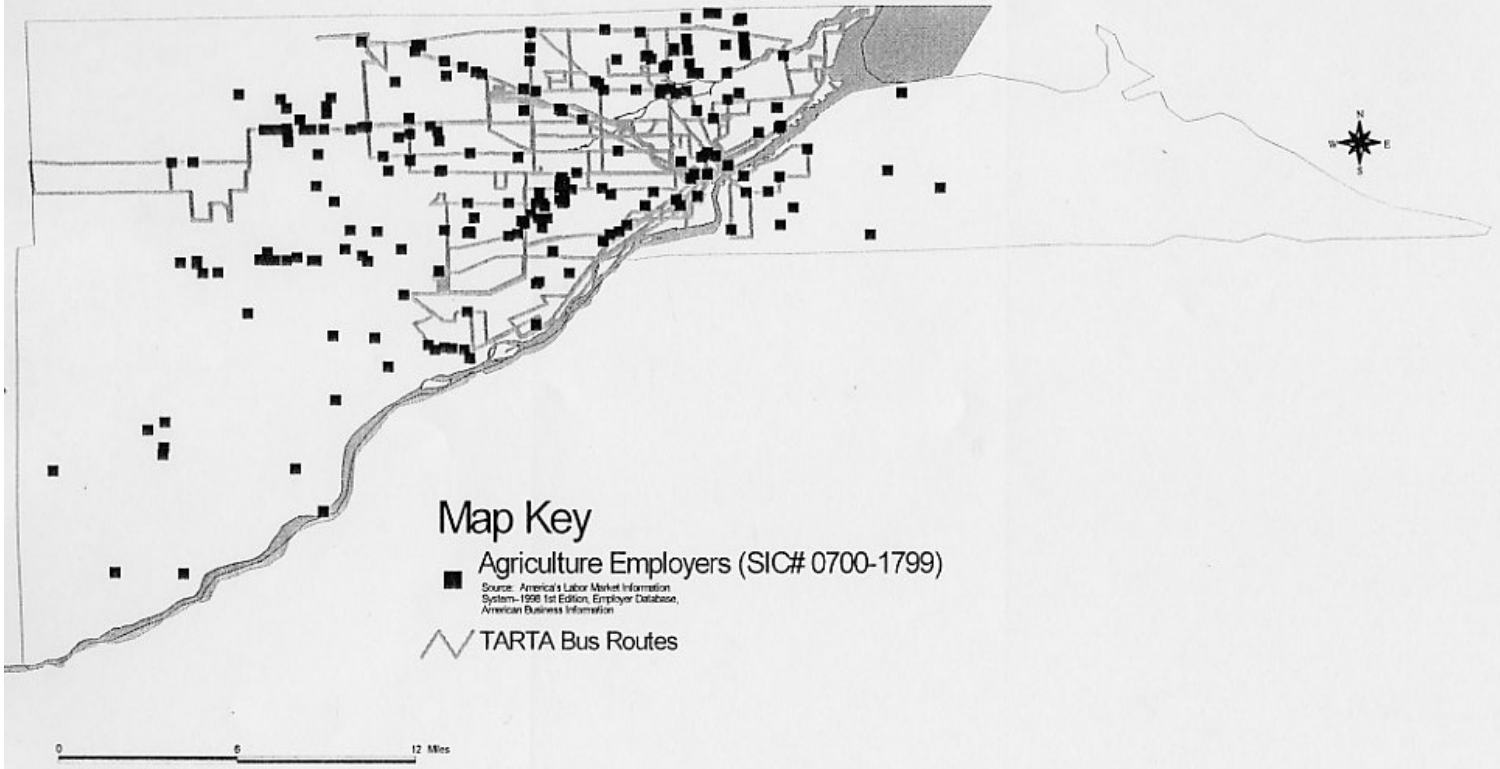
0 5 10 Miles

Map prepared by the Urban Affairs Center (July 1998)

Agriculture & Construction

Map 1a

Employers with Greater Than 10 Employees

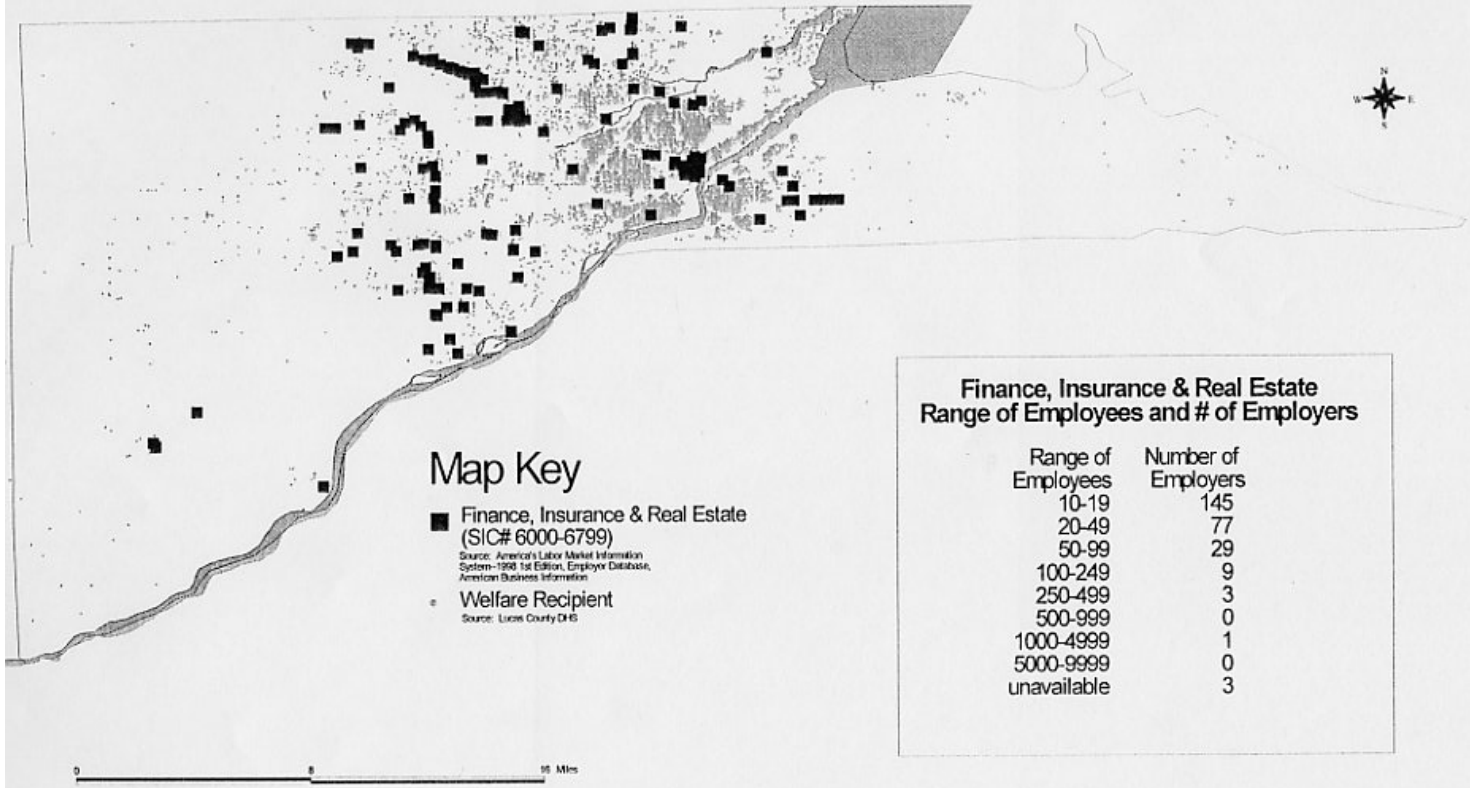


Map prepared by the Urban Affairs Center (July 1998)

Finance, Insurance & Real Estate

Map 2

Employers with Greater Than 10 Employees



Finance, Insurance & Real Estate
Range of Employees and # of Employers

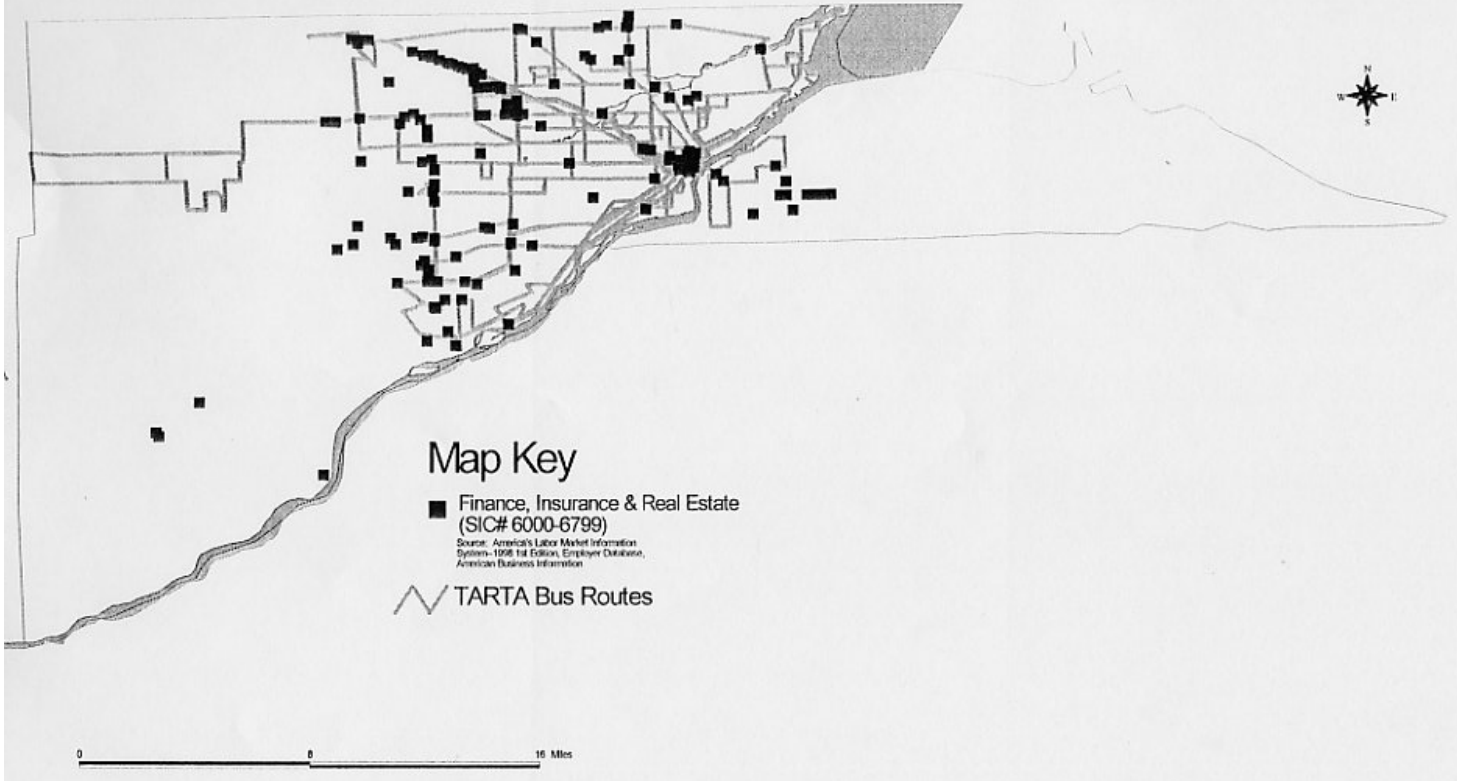
Range of Employees	Number of Employers
10-19	145
20-49	77
50-99	29
100-249	9
250-499	3
500-999	0
1000-4999	1
5000-9999	0
unavailable	3

Map prepared by the Urban Affairs Center (July 1998)

Finance, Insurance & Real Estate

Map 2a

Employers with Greater Than 10 Employees

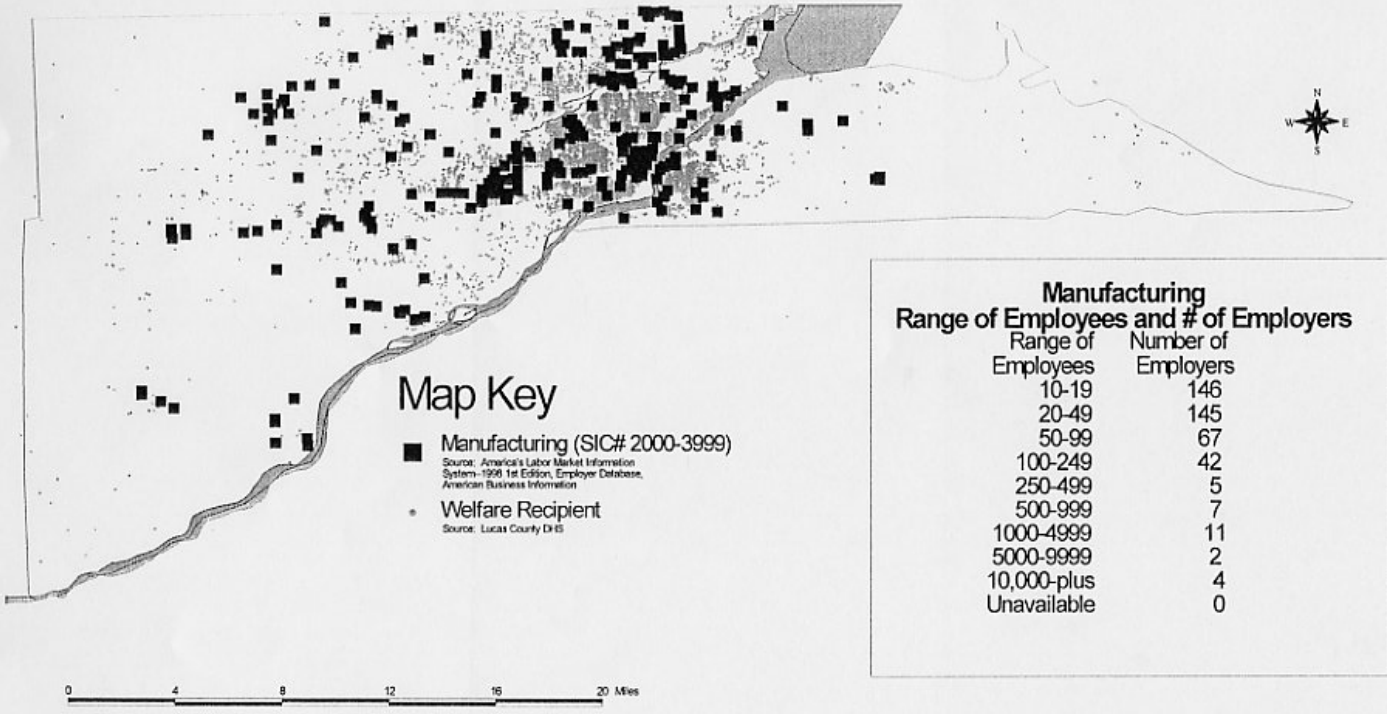


Map prepared by the Urban Affairs Center (July 1998)

Manufacturing

Employers with Greater Than 10 Employees

Map 3



Manufacturing
Range of Employees and # of Employers

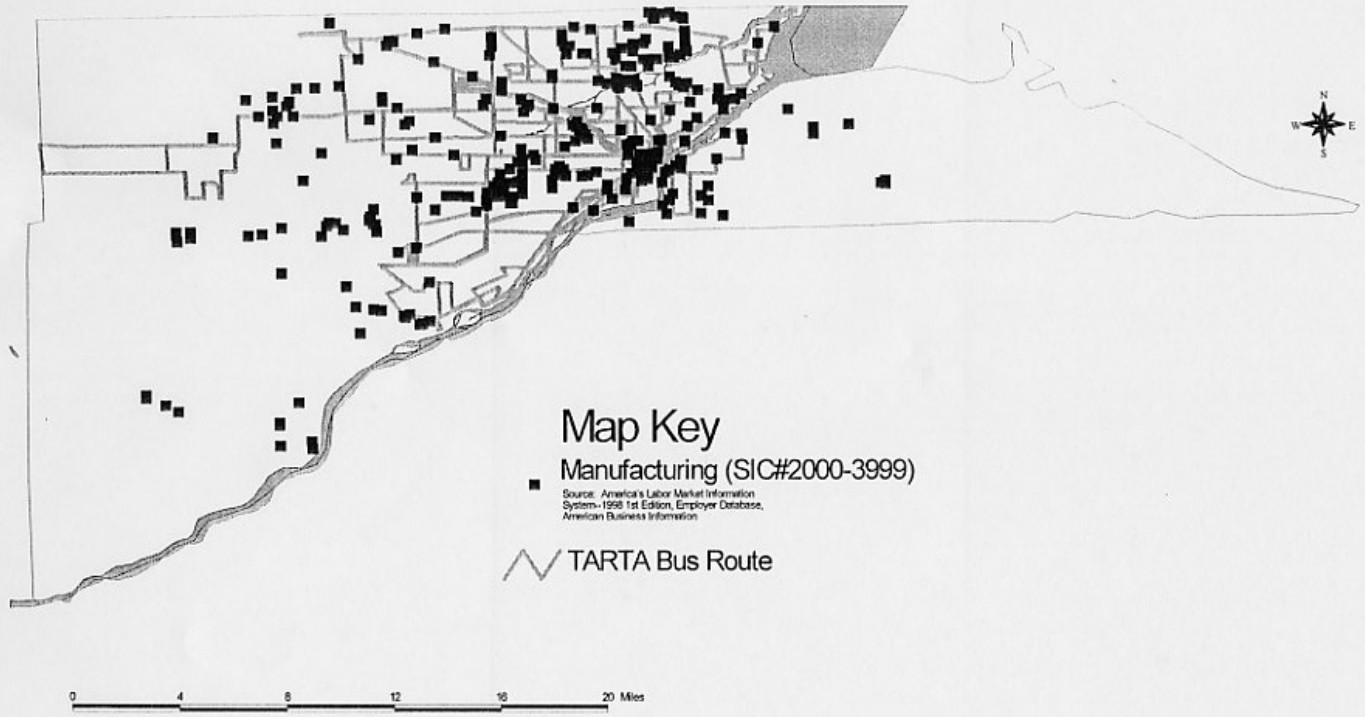
Range of Employees	Number of Employers
10-19	146
20-49	145
50-99	67
100-249	42
250-499	5
500-999	7
1000-4999	11
5000-9999	2
10,000-plus	4
Unavailable	0

Map prepared by the Urban Affairs Center (July 1998)

Manufacturing

Employers with Greater Than 10 Employees

Map 3a

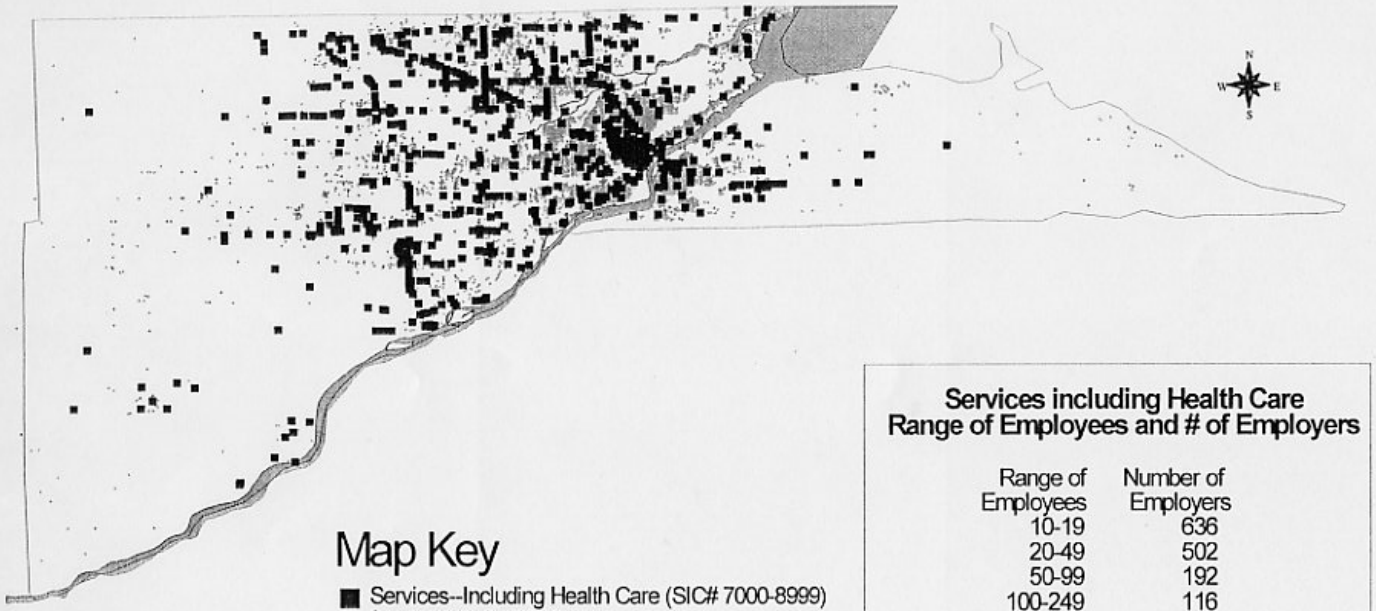


Map prepared by the Urban Affairs Center (July 1998)

Services--Including Health Care

Map 4

Employers with Greater Than 10 Employees



Map Key

- Services--Including Health Care (SIC# 7000-8999)
  Source: America's Labor Market Information System- 1998 1st Edition, Employer Database, American Business Information
- Welfare Recipient
  Source: Lucas County DHS

0 2 4 6 8 10 Miles

Services including Health Care
Range of Employees and # of Employers

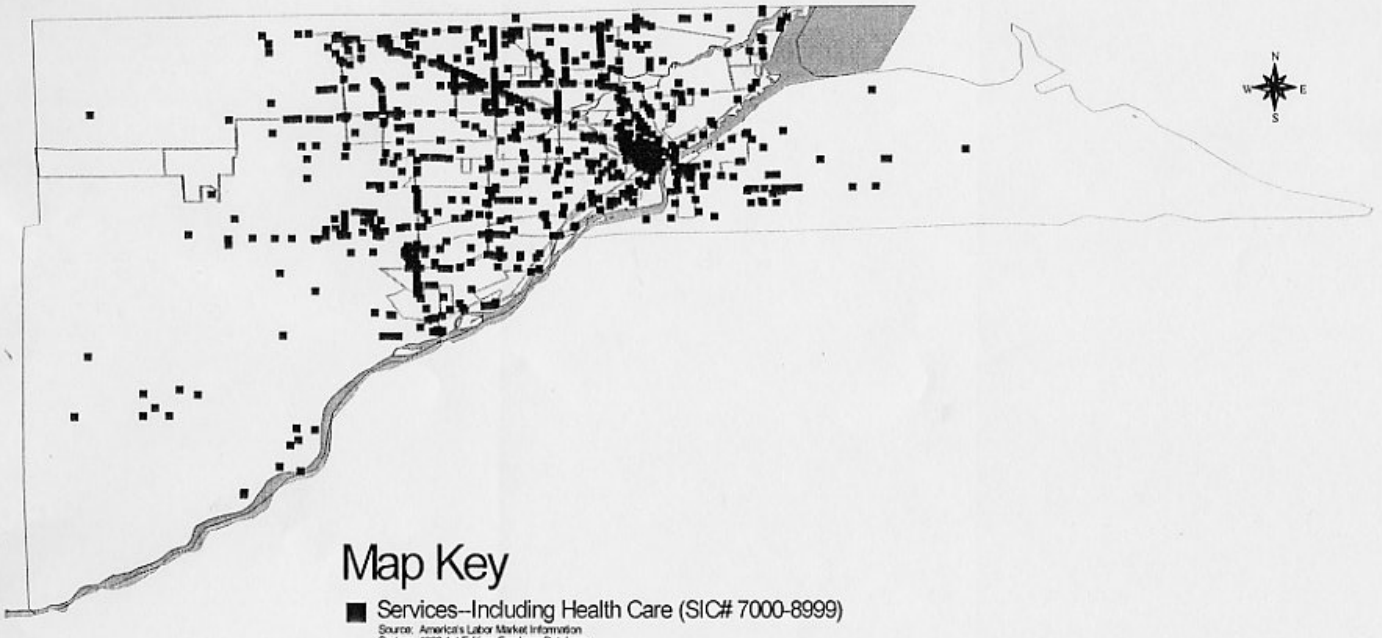
Range of Employees	Number of Employers
10-19	636
20-49	502
50-99	192
100-249	116
250-499	13
500-999	2
1000-4999	6
5000-9999	0
10,000-plus	1
Unavailable	4

Map prepared by the Urban Affairs Center (July 1998)

Services--Including Health Care

Map 4a

Employers with Greater Than 10 Employees



Map Key

Services--Including Health Care (SIC# 7000-8999)

Source: America's Labor Market Information System--1998 1st Edition, Employer Database, American Business Information

TARTA Bus Routes

Source: TARTA Bus Route Pamphlets & Map

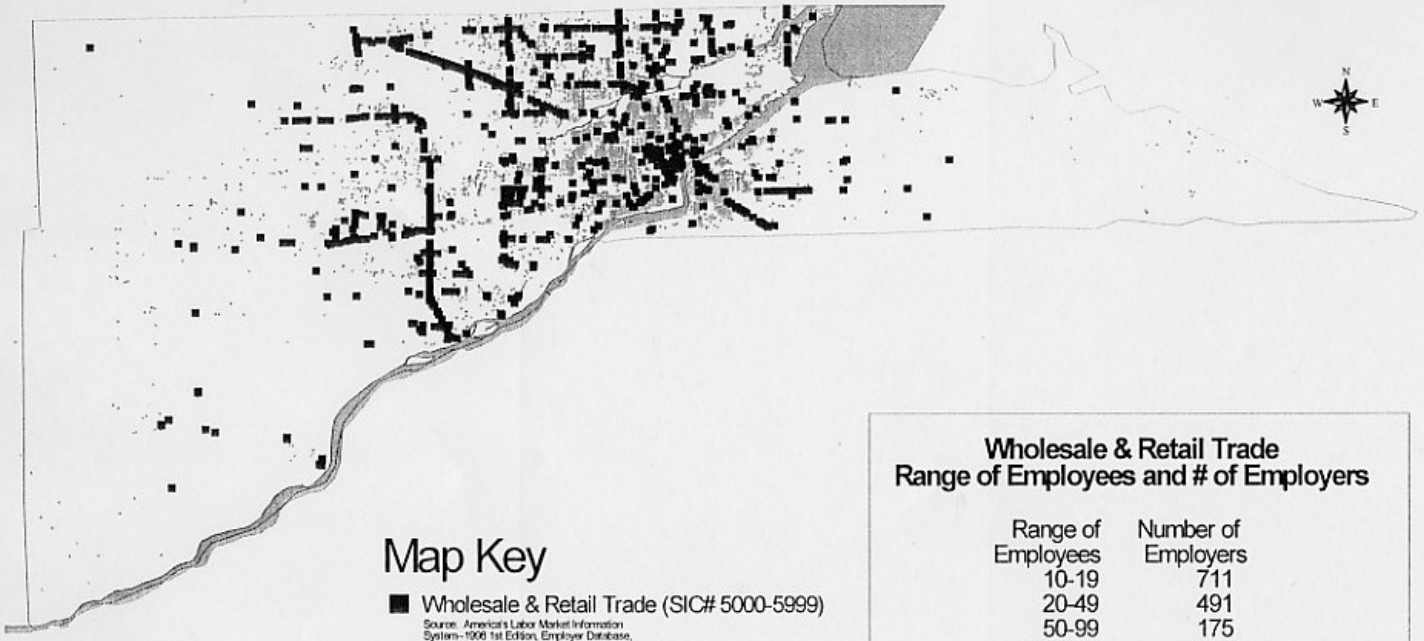
0 2 4 6 8 10 Miles

Map prepared by the Urban Affairs Center (July 1998)

Wholesale & Retail Trade

Map 5

Employers with Greater Than 10 Employees



Map Key

- Wholesale & Retail Trade (SIC# 5000-5999)
  Source: America's Labor Market Information System--1998 1st Edition, Employer Database, American Business Information
- Welfare Recipient
  Source: Lucas County DHS

0 2 4 6 8 10 12 Miles

Wholesale & Retail Trade
Range of Employees and # of Employers

Range of Employees	Number of Employers
10-19	711
20-49	491
50-99	175
100-249	82
250-499	18
500-999	4
1000-4999	2
5000-9999	1
10,000-plus	0
Unavailable	6

Map prepared by the Urban Affairs Center (July 1998)

Wholesale & Retail Trade

Employers with Greater Than 10 Employees

Map 5a

Map Key

■ Wholesale & Retail Trade (SIC# 5000-5999)

Source: America's Labor Market Information System--1998 1st Edition, Employer Database, American Business Information

TARTA Bus Routes

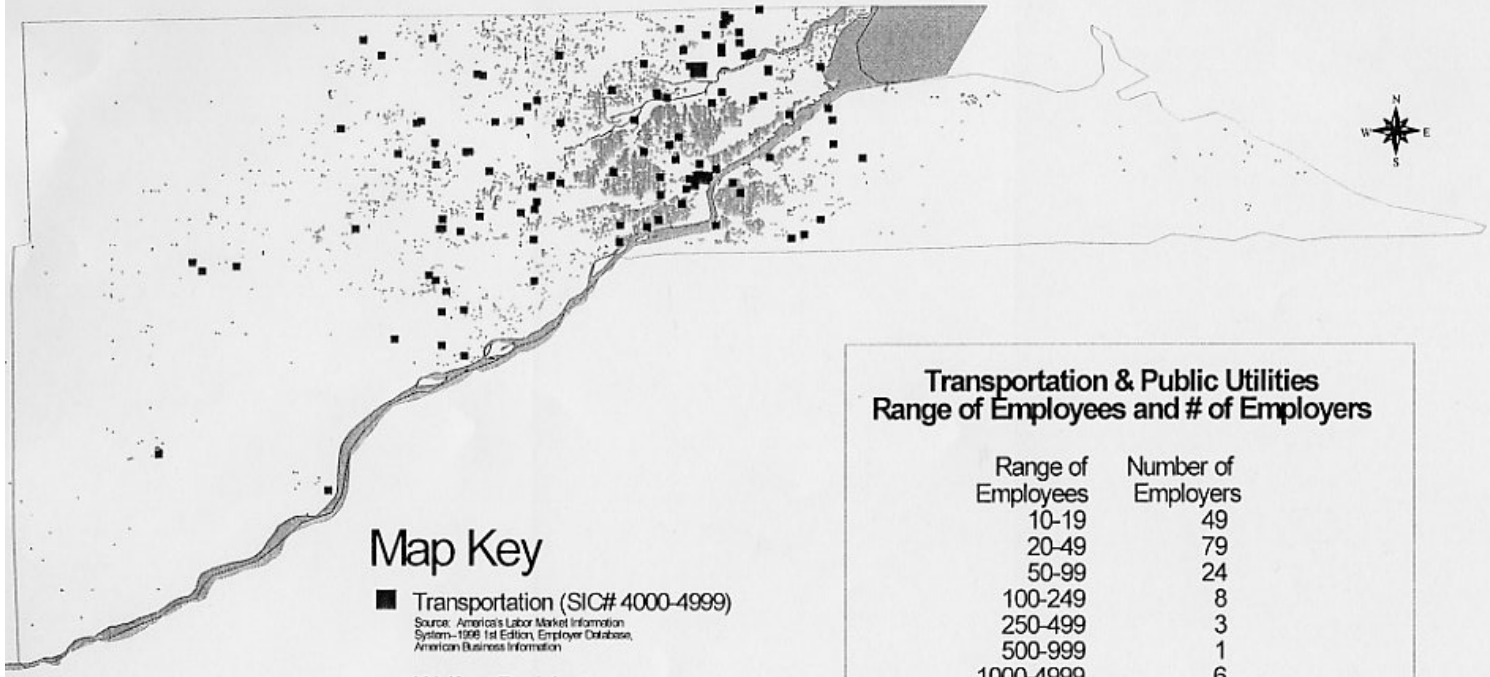
0 2 4 6 8 10 12 Miles

Map prepared by the Urban Affairs Center (July 1998)

Transportation

Map 6

Employers with Greater Than 10 Employees



Transportation & Public Utilities
Range of Employees and # of Employers

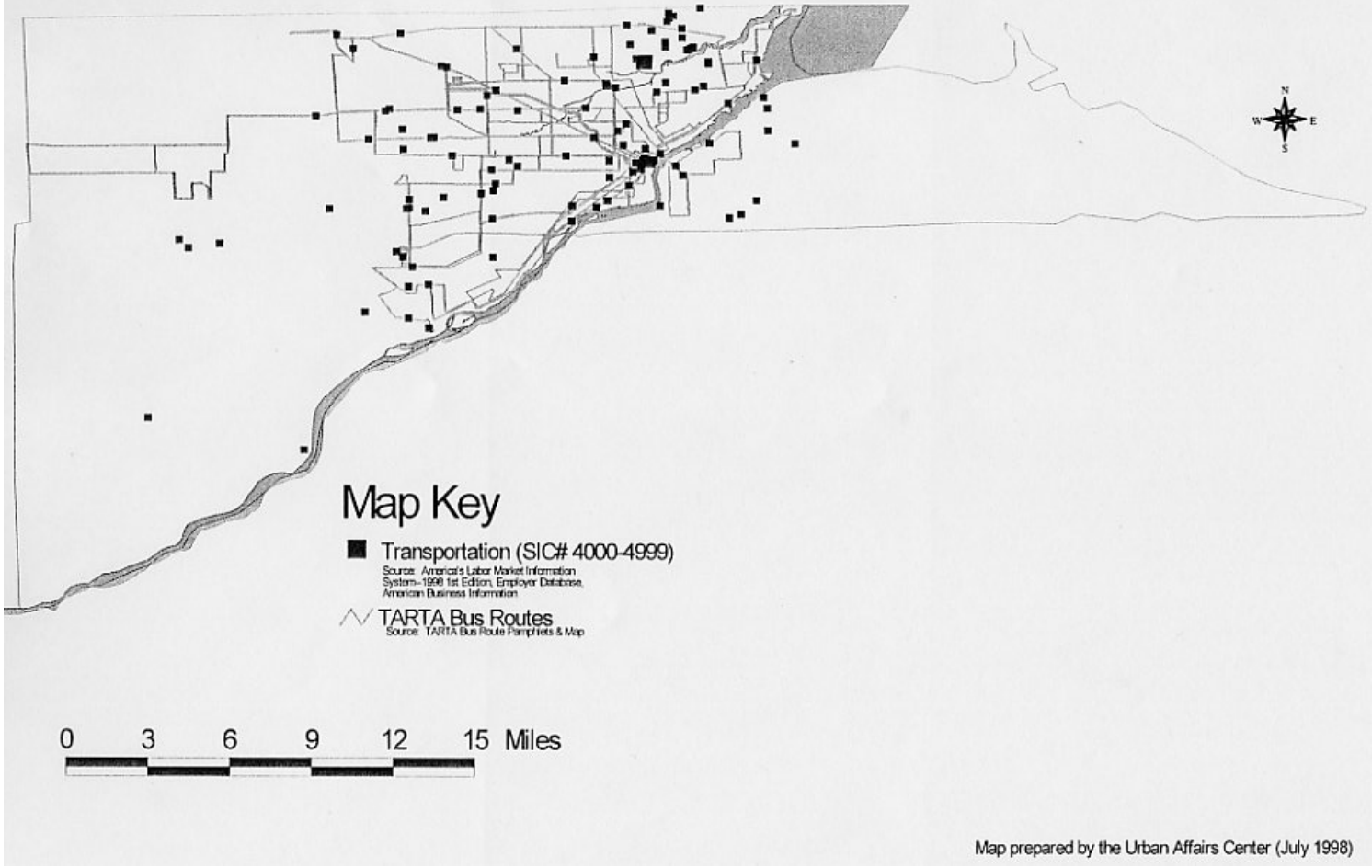
Range of Employees	Number of Employers
10-19	49
20-49	79
50-99	24
100-249	8
250-499	3
500-999	1
1000-4999	6
5000-9999	0
10,000-plus	0
Unavailable	0

Map prepared by the Urban Affairs Center (July 1998)

Transportation

Map 6a

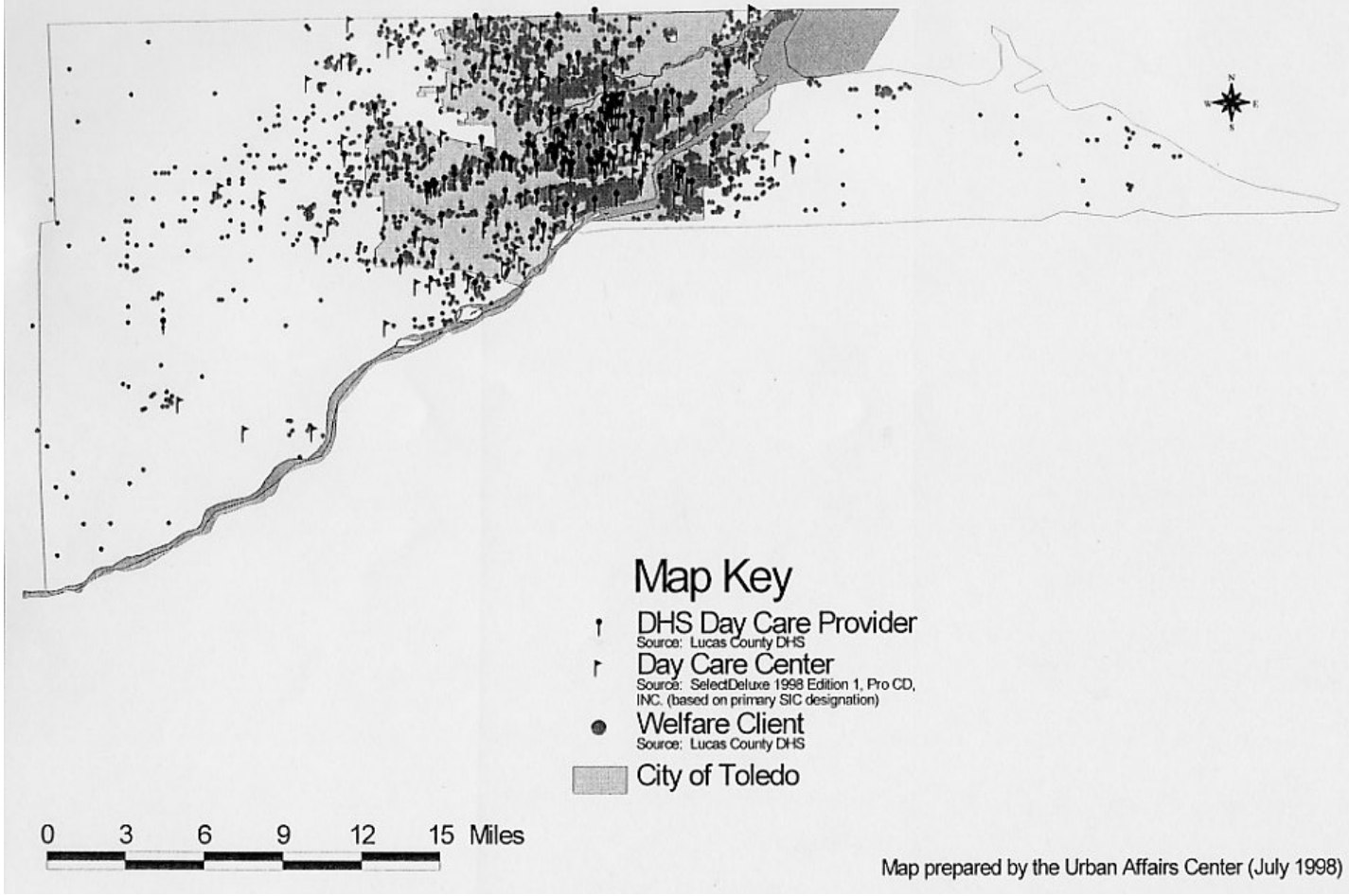
Employers with Greater Than 10 Employees



Map prepared by the Urban Affairs Center (July 1998)

DHS Day Care Providers, Day Care Centers & Welfare Recipients

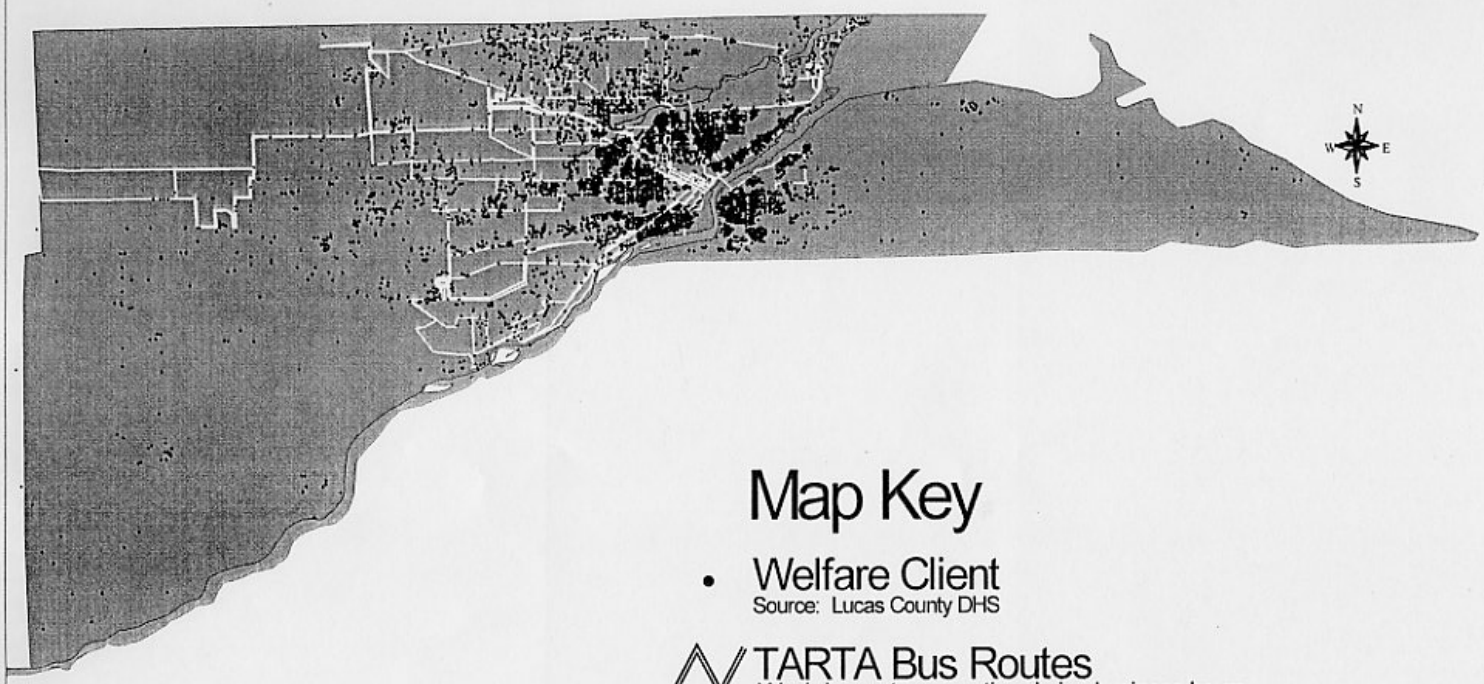
Map 7



Map prepared by the Urban Affairs Center (July 1998)

Welfare Recipients with TARTA Bus Routes

Map 8



Map Key

- Welfare Client
  Source: Lucas County DHS

TARTA Bus Routes
Weekday routes operating during business hours.

0 3 6 9 12 15 Miles

Map prepared by the Urban Affairs Center (July 1998)

OHIO DEPARTMENT OF HUMAN SERVICES
STATISTICS FOR ADC RECIEPIENTS FOR MAY 1998
DISTRICT: TOLEDO COUNTY: LUCAS

	Recipients
1. OPEN ADC ASSISTANCE GROUPS:	9981
2.ELIGIBLE INDIVIDUALS RECEIVING ADC:	25,703
3.ADC RECIEPIENT AGE	
<1	1488
1-2	2752
3-5	3982
6-12	6989
13-17	2829
18-21	1550
22-25	1669
26-40	3686
41-59	738
60 & OVER	20
4.ADC SEX	
MALE	9888
FEMALE	15815
UNKNOWN	0
5. ADC RACE	
ASIAN OR PACIFIC ISLANDER	40
BLACK, NOT OF HISPANIC ORIGIN	13884
HISPANIC ORIGIN	1711
AMERICAN INDIAN OR ALASKAN NATIVE	2
OTHER	312
SOUTHEAST ASIAN	3
WHITE, NOT OF HISPANIC ORIGIN	9751
6.	
7.ADC ASSISTANCE GROUP SIZE	
1 PERSON	2075
2 PERSONS	3460
3 PERSONS	2318
4 OR MORE	2128
8.ADC EARNED INCOME	
PERSONS WITH EARNED INCOME	2120
AVERAGE HOURS EMPLOYED PER MONTH	109
AVERAGE GROSS MONTHLY EARNED INCOME	553
9.ADC UNEARNED INCOME	
VETERAN'S BENEFITS	8
SOCIAL SECURITY BENEFITS	418
WORKER'S COMPENSATION	3
UNEMPLOYMENT COMPENSATION	25
OTHER	670
TOTAL	1112
AVERAGE MONTHLY UNEARNED INCOME	178

10.NUMBER OF YEARS ON ADC BY INDIVIDUAL	
0-6 MONTHS	N/A
7-12 MONTHS	N/A
13-18 MONTHS	N/A
19-24 MONTHS	N/A
25-35 MONTHS	N/A
3-5 YEARS	N/A
MORE THAN 5 YEARS	N/A
AVERAGE TIME ON ASSISTANCE IN MONTHS	N/A
11.INDIVIDUALS WHO HAVE NOT RECEIVED PRIOR ADC	N/A
12.LENGTH OF TIME SINCE LAST ADC	
0-6 MONTHS	N/A
7-12 MONTHS	N/A
13-18 MONTHS	N/A
19-24 MONTHS	N/A
25-35 MONTHS	N/A
3-5 YEARS	N/A
MORE THAN 5 YEARS	N/A
AVERAGE TIME SINCE LAST ASSIST IN MONTHS	N/A
13.LENGTH OF TIME OF PRIOR ASSISTANCE	
0-6 MONTHS	N/A
7-12 MONTHS	N/A
13-18 MONTHS	N/A
19-24 MONTHS	N/A
25-35 MONTHS	N/A
3-5 YEARS	N/A
MORE THAN 5 YEARS	N/A
AVERAGE TIME OF PRIOR ASSIST IN MONTHS	N/A
14.ADC EDUCATIONAL LEVEL	
RECIPIENTS WITH GED/HS GRAD	4217
RECIPIENTS WITH NO GED/HS GRAD	21486
15.ADC PRIOR WORK HISTORY	
RECIPIENTS WITH PRIOR WORK HISTORY	0==Wrong!
RECIPIENTS WITH NO PRIOR WORK HISTORY	25703
16.ADC FINANCIAL RESOURCES	
0-500	25415
501-999	288
AVERAGE RESOURCE AMOUNT $104	
17.ADC EMPLOYMENT EXEMPTIONS	
RECIPS WHO ARE AGED,INCAP,OR DISABLED	331
RECIPS WHO ARE EMPLOYABLE	25372

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LUCAS COUNTY OHIO DEPARTMENT OF HUMAN SERVICES
CHILD CARE ENROLLMENT BY ZIP CODE

Lucas Co. Zip Codes	N/Tot	Infant			Toddler Enroll			Preschool			School Age Enroll			Total
		Lic	Enroll %	Vac	Lic	%	Vac	Lic	Enroll %	Vac	Lic	%	Vac	
43504	1/1	0	0	0	1	1	0	16	16	0	6	7	0	0%
43560	6/6	43	36	16%	121	91	25%	275	219	20%	107	45	58%	30%
43537	4/5	52	51	0.01%	111	98	12%	184	154	16%	105	109	0	7%
43528	3/4	34	33	0.03%	69	59	14%	149	134	10%	56	53	0.05%	6%
43566	1/2	18	10	44%	20	20	0	45	30	33%	35	0	100%	44%
43571	1/1	0	0	0%	8	9	0	70	70	0	70	70	0	0%
43616	3/3	58	56	0.03%	107	98	89%	232	160	31%	97	43	56%	24%
43617	2/2	10	8	2%	27	19	30%	52	31	40%	18	14	22%	24%
43618	0/0													
Co.Totals	21/24	215	194	8%	464	395	11%	1023	814	19%	494	341	316	17%
Toledo Zip Code														
43602	0/0													
43604	6/6	62	52	16%	178	125	30%	234	177	24%	88	56	3%	26%
43605	4/4	22	22	0%	37	37	0%	294	286	2%	108	95	12%	3%
43606	10/12	101	91	9%	201	158	21%	503	338	33%	172	107	37%	25%
43607	3/3	0	0	0	7	0	100%	69	51	26%	4	0	100%	57%
43608	5/5	51	40	22%	82	71	13%	141	117	17%	51	39	24%	19%
42609	2/2	17	14	18%	38	36	5%	72	41	43%	98	68	31%	24%
43610	0/0													
43611	2/2	19	17	10%	36	38	22%	94	94	0%	85	85	0%	8%
43612	4/4	10	10	0%	94	72	23%	284	208	27%	95	50	47%	24%
43613	7/7	25	25	0	85	76	11%	351	312	11%	169	148	12%	9%
43614	9/10	22	20	0	113	88	22%	467	443	5%	502	457	9%	9%
43615	9/9	46	42	8%	152	125	2%	388	334	14%	115	88	23%	12%
43620	3/3	0	0	0	30	10	6%	133	107	20%	41	27	34%	40%
42623	7/7	117	112	4%	216	187	13%	457	410	10%	212	132	38%	16%
43624	3/4	24	22	0.08%	49	43	12%	128	104	19%	54	31	43%	19%
Tol.Totals	74/78	516	467	6%	1318	1066	24%	3615	2962	18%	1794	1383	32%	20%
Grand Totals	95/102	731	661	7%	1782	1461	17.50%	4638	3776	18.5%	2288	1724	31.5%	18.5%

OHIO DEPARTMENT OF HUMAN SERVICES
OFFICE OF FAMILY SUPPORT AND JOBS
JOBS ASSESSMENT & ASSIGNMENT DEMOGRAPHIC REPORT
PERIOD: 06/01/1998-06/30/1998

COUNTY: LUCAS	ADCR & ADCI		ADCU		TOTAL ADC		ADC PERCENT		
	TARGET	NONTARGET	TARGET	NONTARGET	TARGET	NONTARGET	TARGET OF TOTAL	FSET	GA ONLY
HIGHEST GRADE COMPLETED									
0 to 5	10	10	1	7	11	17	39.28	4	0
6 to 8	58	48	9	10	67	58	53.6	17	0
9 to 10	451	229	35	48	486	277	63.69	96	0
11 to 12	434	308	47	33	481	341	58.51	106	0
H.S.DIPLOMA	1012	1060	68	171	1080	1231	46.73	269	0
G.E.D	219	153	17	28	236	181	56.59	51	0
13	0	4	0	0	0	4	0	1	0
14	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0
CERTIFICATE	49	47	0	4	49	51	49	17	0
ASSOC.DEGREE	43	45	4	4	47	49	48.95	25	0
BACHELOR DEGREE	5	16	1	7	6	23	20.68	8	0
GRADUATE DEGREE	0	2	0	0	0	2	0	1	0
READING LEVEL									
0 to 5	42	38	7	6	49	44	52.68	27	0
6 to 8	29	16	2	3	31	19	62	11	0
9 to 10	16	12	0	1	16	13	55.17	6	0
11 to 12	42	23	3	5	45	28	61.64	12	0
NOT TESTED	2152	1833	170	297	2322	2130	52.15	539	0
MATH LEVEL									
0 to 5	56	45	8	6	64	51	55.65	32	0
6 to 8	30	18	1	5	31	23	57.4	14	0
9 to 10	16	8	1	2	17	10	62.96	3	0
11 to 12	27	18	1	2	28	20	58.33	7	0
NOT TESTED	2152	1833	171	297	2323	2130	52.16	539	0
LENGTH OF TIME ON ADC									
< 1 YEAR	60	364	33	147	93	511	15.39	240	0
1 to 3 YEARS	622	708	70	120	692	828	45.52	164	0
4 to 5 YEARS	853	485	55	28	908	513	63.89	138	0
> 5 YEARS	746	365	24	17	770	382	66.84	53	0
NUMBER FORMER LEAP									
Former LEAP	448	138	23	11	471	149	75.96	40	0