



FUND FOR  
OUR.  
ECONOMIC  
FUTURE

# where are the workers?

An initiative of the Fund for Our Economic Future

**Bishara Addison**

Director of Job Preparation

December 2, 2022

The Literacy Cooperative

For the most up-to-date information on this  
analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)





# Who We Are

**A civic collaborative focused  
on what matters and what  
works for long-term, equitable,  
economic growth**



# Our Vision

**A growing Northeast Ohio  
economy creating good jobs  
and rising incomes for all,  
regardless of race or place.**



# How We Work

- **Develop tools and analysis**
- **Foster a civic network**
- **Test ideas**

*Working remotely for a company outside NEO*

*Staying home to take care of others*

*Living off  
expanded benefits*

*Working for  
Instacart*

*Still sick with  
COVID*



# where are the workers?

In partnership with



Summit and Medina  
Workforce Area  
Council of Governments

*Retired*

*Don't want to work anymore*

For the most up-to-date information on this  
analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)

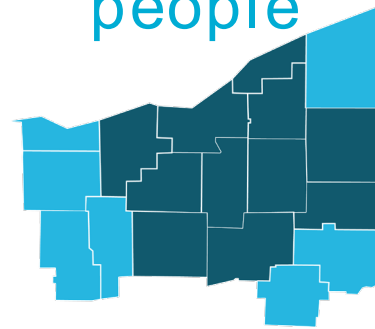




# Sources for analysis presented today

~5,000 adults  
surveyed across  
11 counties and  
select focus  
groups

Results  
representative  
of 2.899 million  
people

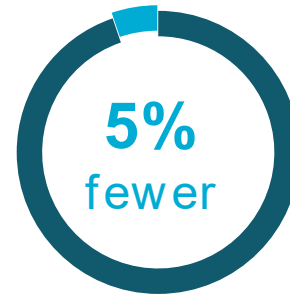


~600 employers  
via survey

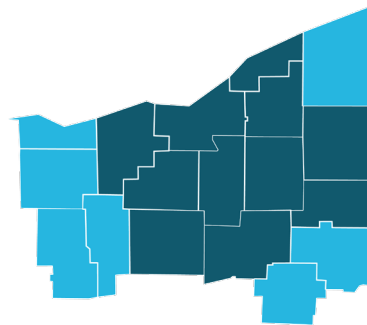
~350 employers  
in follow on  
focus groups



**The labor  
market  
feels tight  
because it  
is tight**



95,510 people in jobs in  
Northeast Ohio (5%)  
fewer than in 2019



Roughly two  
jobs for every  
one worker in  
across the  
county



**The labor  
force feels  
different  
because it  
is different**

**An economic shock. More than  
630,000 Northeast Ohioans  
were laid off or lost their jobs**  
at some point following the  
onset of the pandemic.

**More stress. 56% of workers  
say they're more stressed** at  
work now than pre-pandemic





**The labor  
force feels  
different  
because it  
is different**

**New plans. 454,672 Northeast Ohioans said the pandemic cause them to change their career plans**

**More working remotely. 27% of workers work fully or mostly from home** and 41% of those started since the pandemic



**The labor  
force feels  
different  
because it  
is different**

**New working arrangements. 21% of adults, regardless of employment status, do some freelance or consulting work and 72% of those started since the pandemic began**

**More working multiple jobs. About 48% of people working two jobs started doing so since the pandemic began.**





**The labor  
force feels  
different  
because it  
is different**

**Racial diversity has increased  
over the past 20 years**

| Northeast Ohio Workforce |                |       |
|--------------------------|----------------|-------|
|                          | ~ 10%<br>Gen Z | * POC |
| 2001                     | 85%            | 15%   |
| 2021                     | 80%            | 20%   |

\* People of Color includes: Hispanic or Latino, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, or two or more races.

Source: Lightcast (formerly Emsi Burning Glass)

**Gen Z and Millennials make up an  
increasing proportion of the workforce**





# A Closer Look

**Gen Z, Women with Children, Residents with HS Diploma or Less**





# Gen Z (18-24 year-olds)

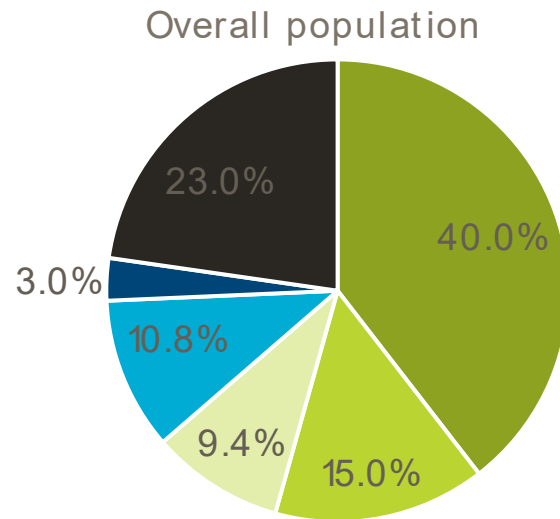
**More part-time and gig workers, less work satisfaction and greater desire + support needed for training**

For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)

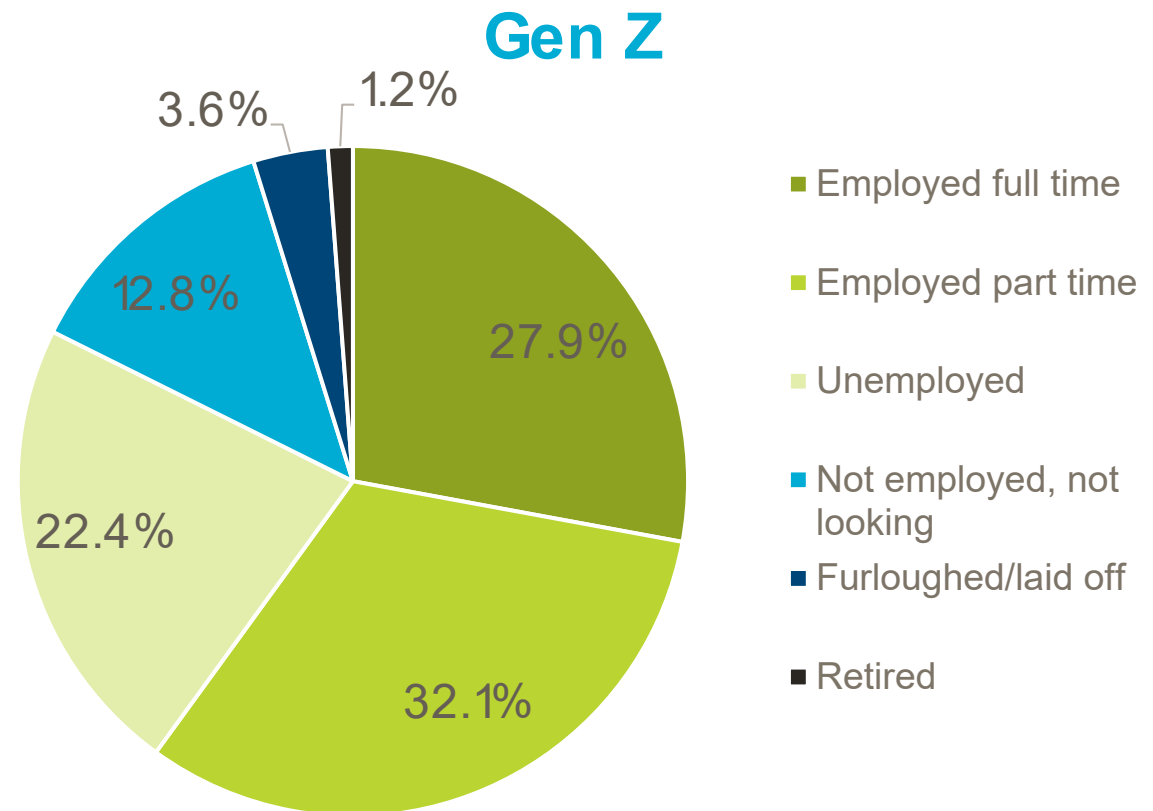
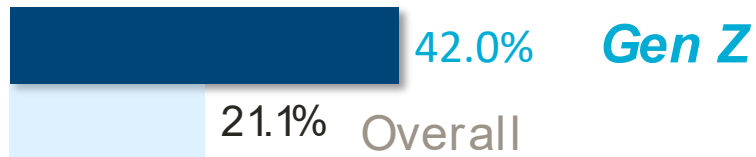




# Employment

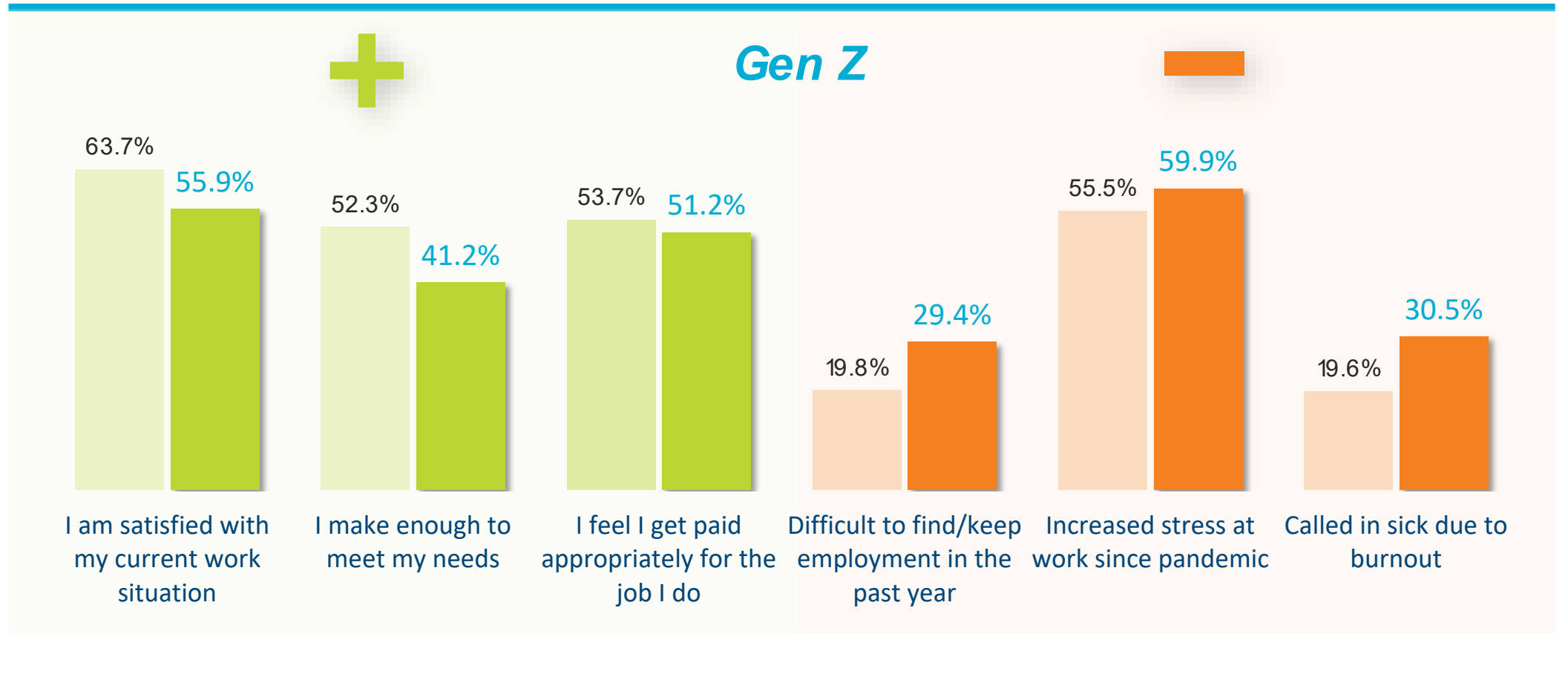


Freelance, contract or gig work in past year





# Feelings About Work

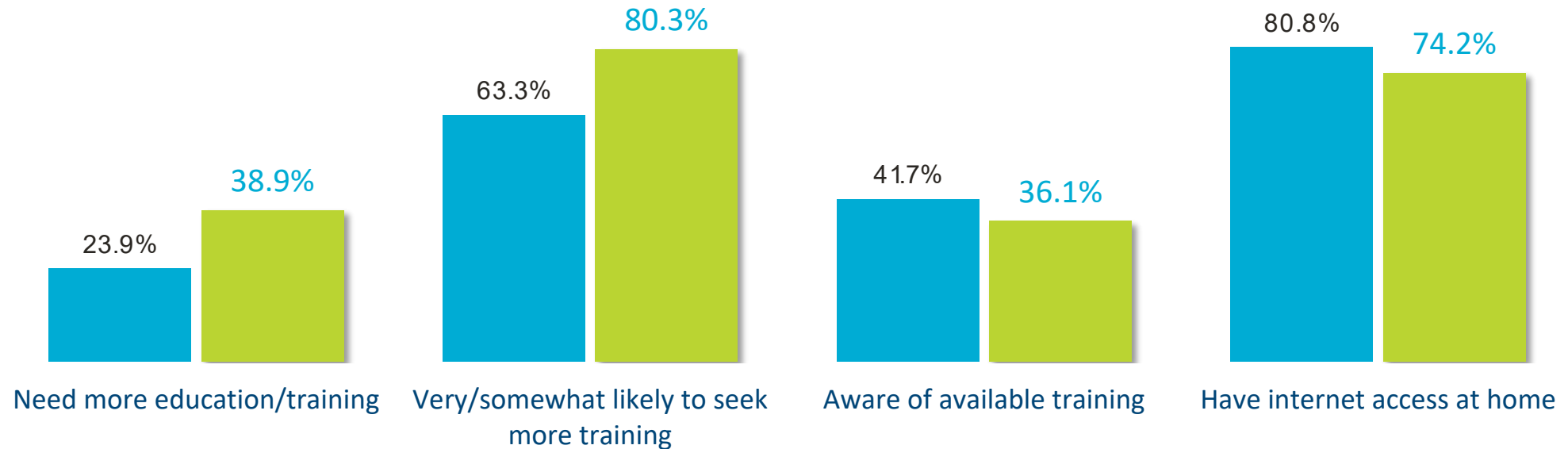


For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)



# Training and Digital Access

## Gen Z



For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)





# Women with Children Under 5

**Most likely to report hard time finding/keeping work, increased stress**

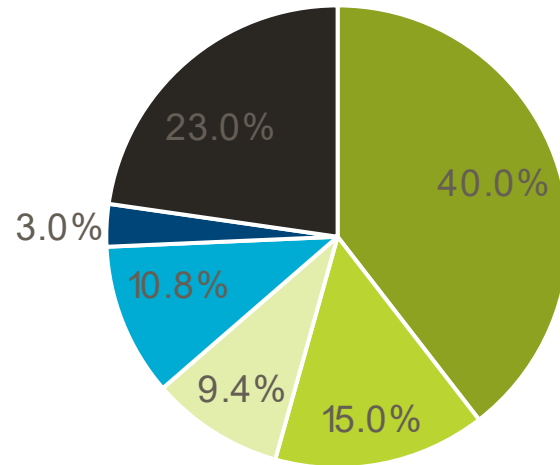
For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)





# Employment

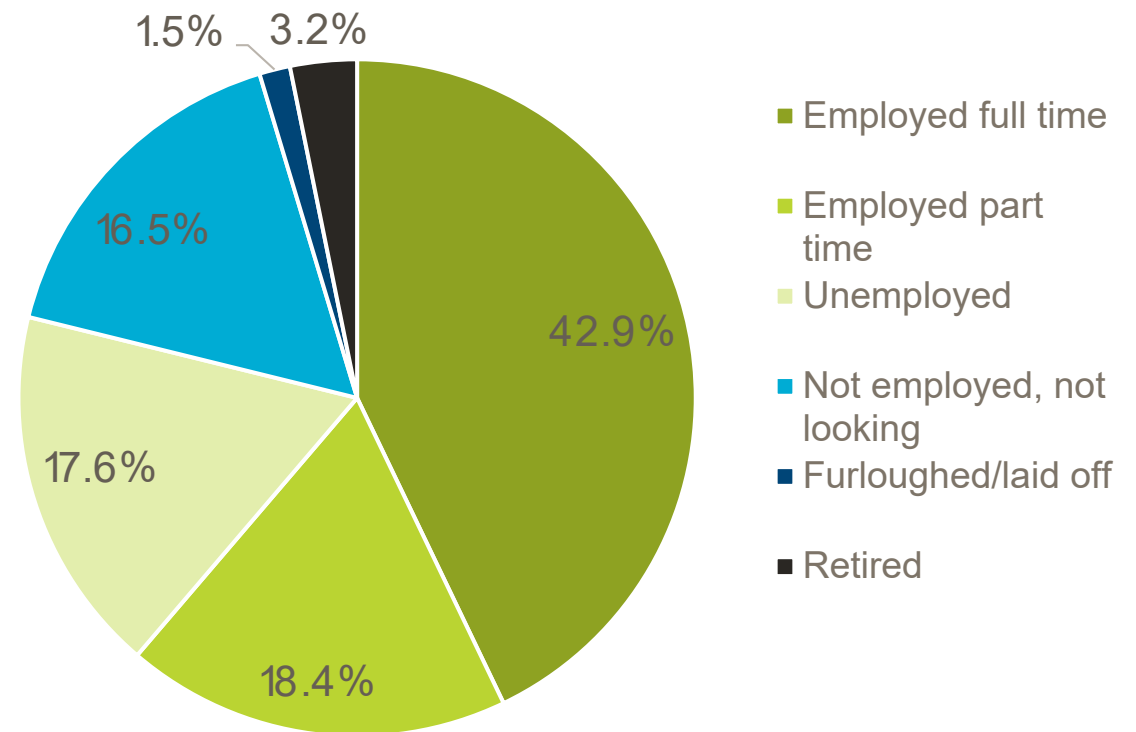
Overall population



Freelance, contract or gig work in past year



*Women w/ Children <5*

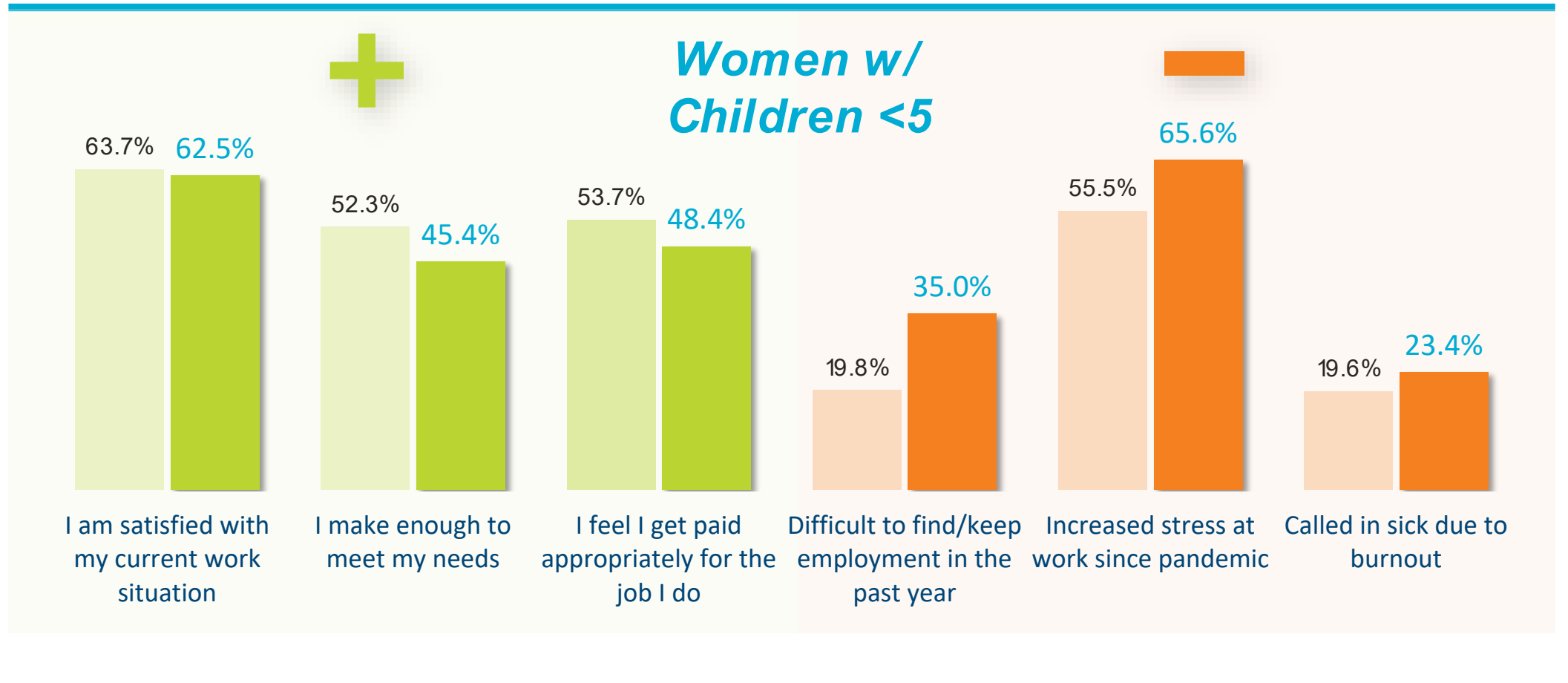


- Employed full time
- Employed part time
- Unemployed
- Not employed, not looking
- Furloughed/laid off
- Retired





# Feelings About Work



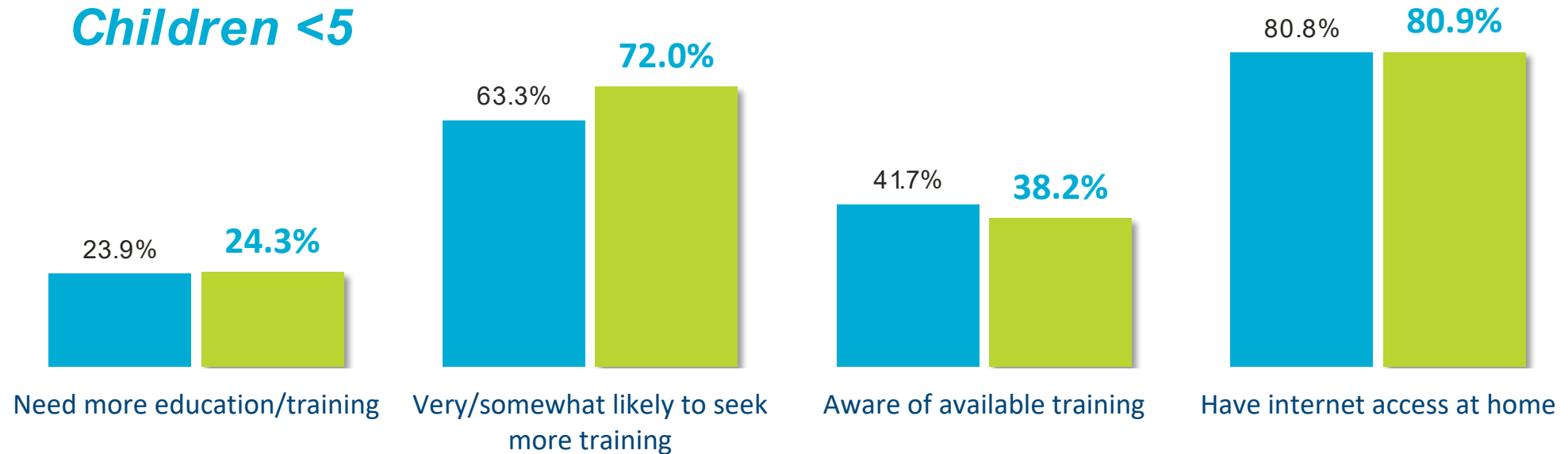
For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)





# Training and Digital Access

## *Women w/ Children <5*



For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)





# People with High School Diploma or Less

*more likely to have less stable employment*

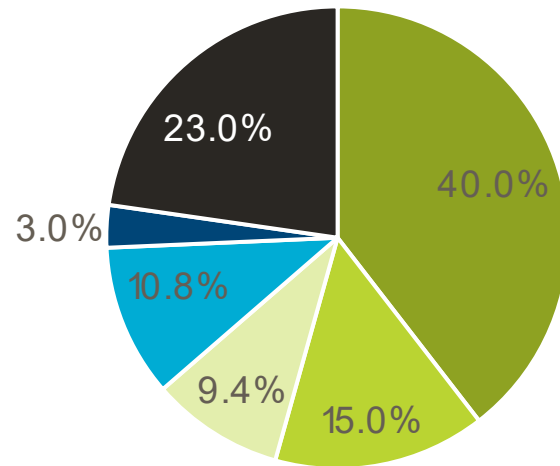
For the most up-to-date information on this  
analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)



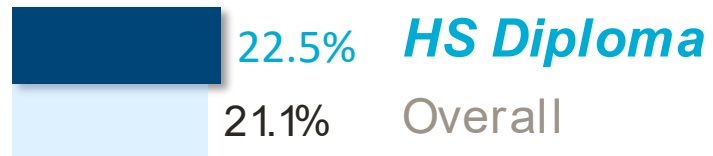


# Employment (HS Diploma)

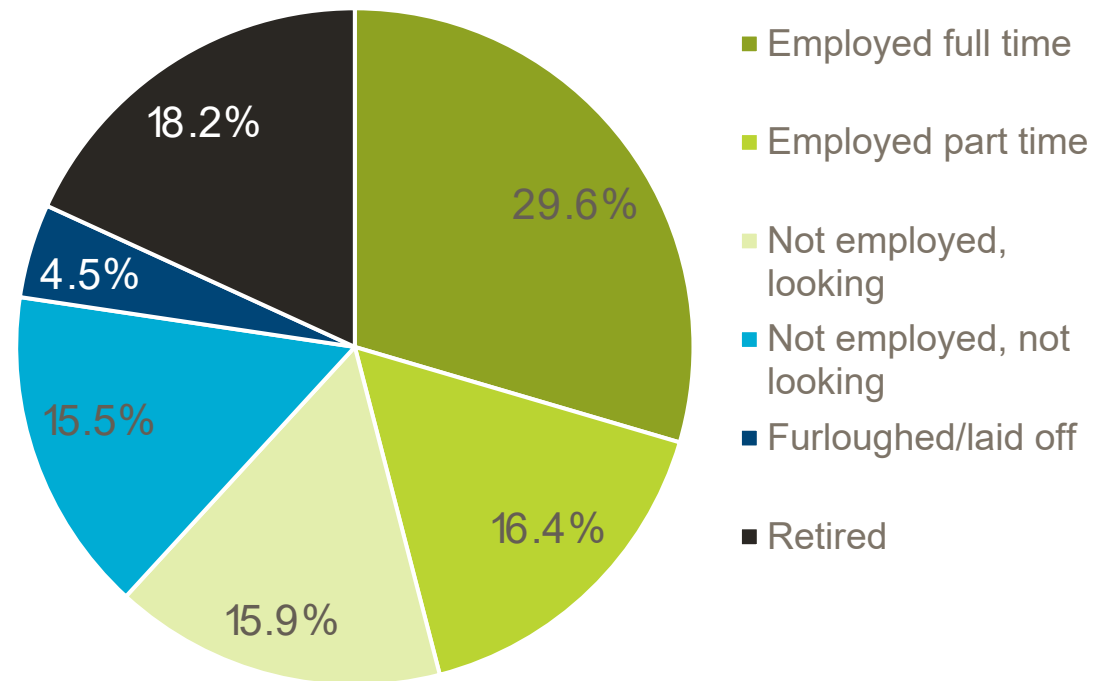
Overall population



Freelance, contract or gig work in past year



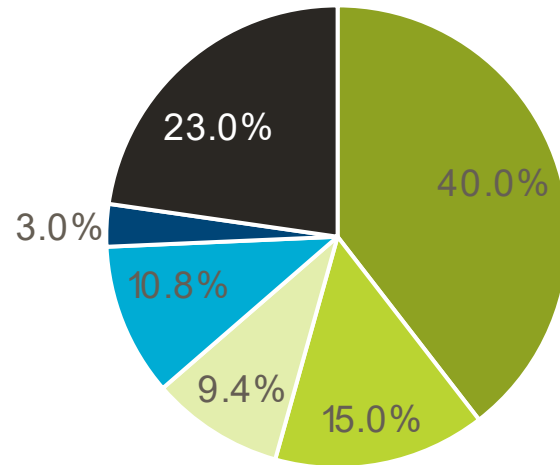
*People with HS Diploma*



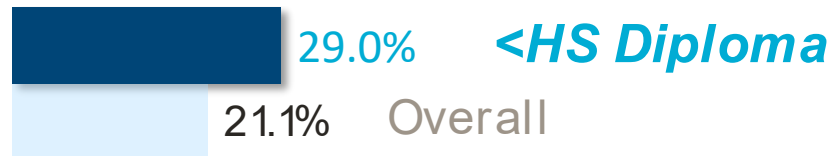


# Employment (No HS Diploma)

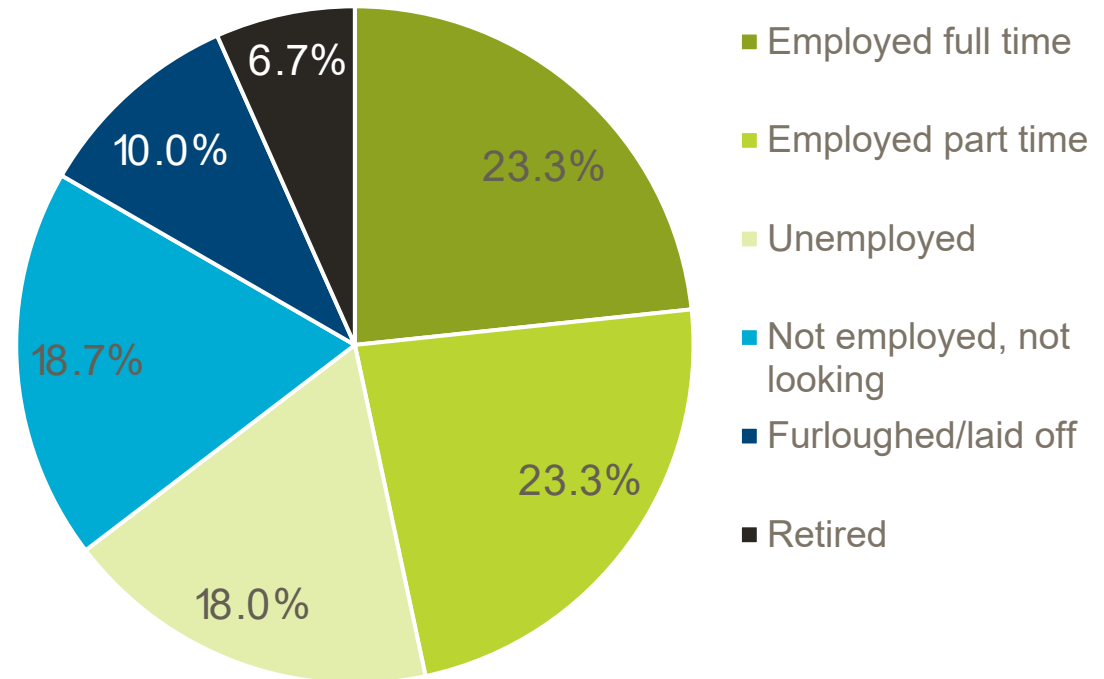
Overall population



Freelance, contract or gig work in past year

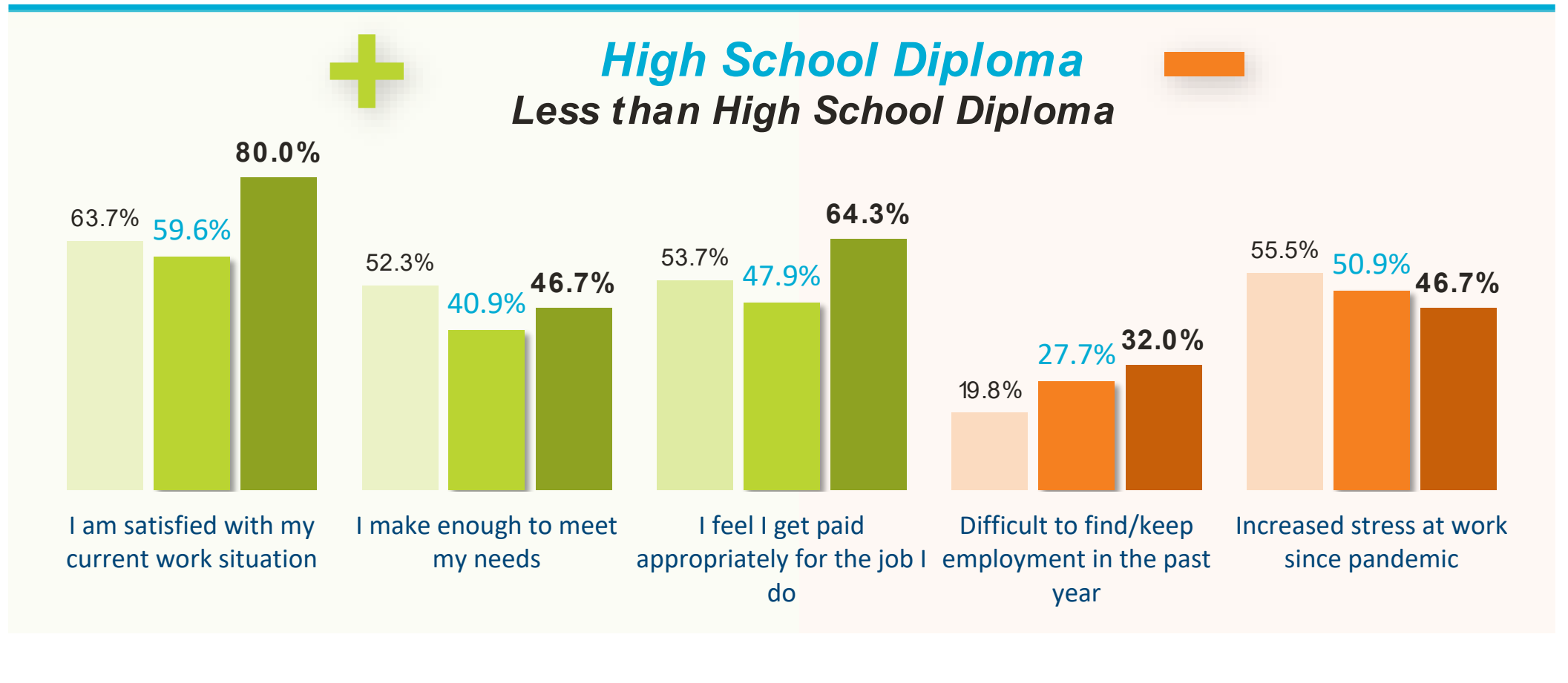


*People with no HS Diploma*





# Feelings About Work

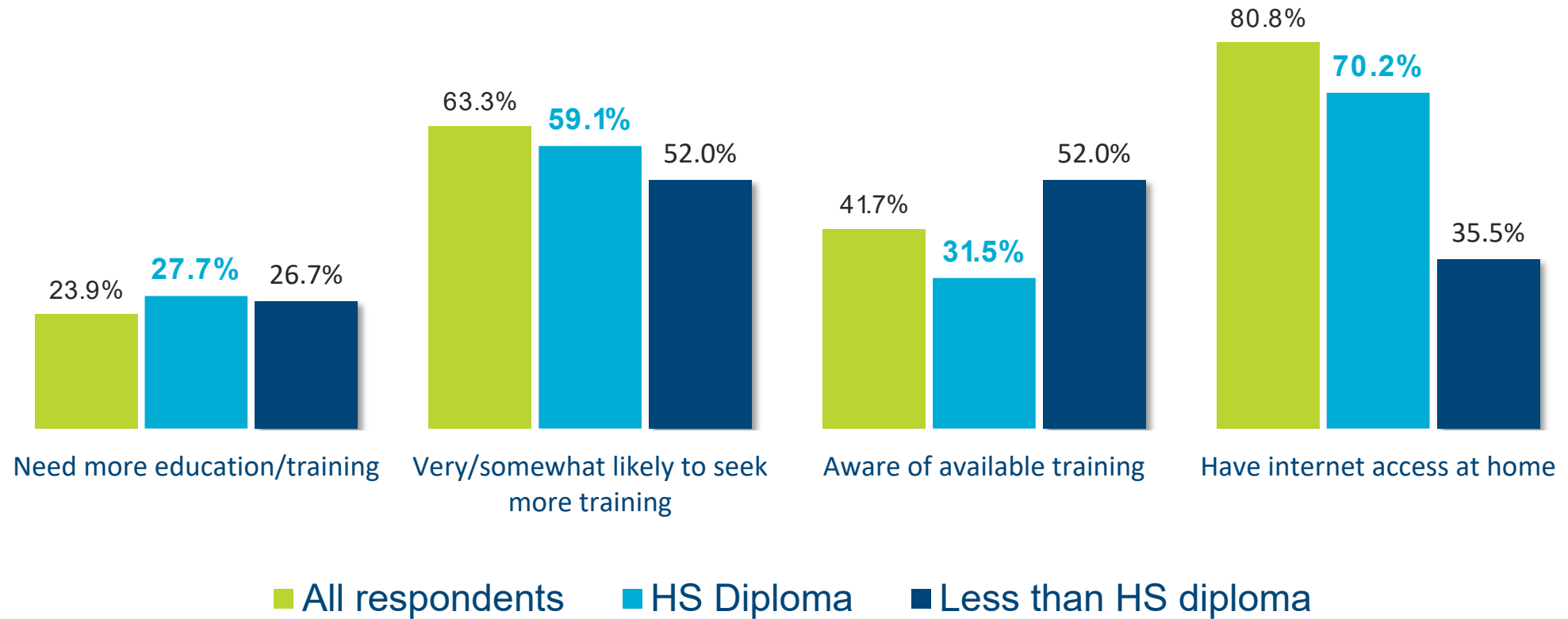


For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)





# Training and Digital Access



For the most up-to-date information on this analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)





# Digital Access & Confidence/Comfort

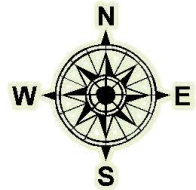
**Regional & Cuyahoga County Heat Maps (By ZIP Code)**

For the most up-to-date information on this  
analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)

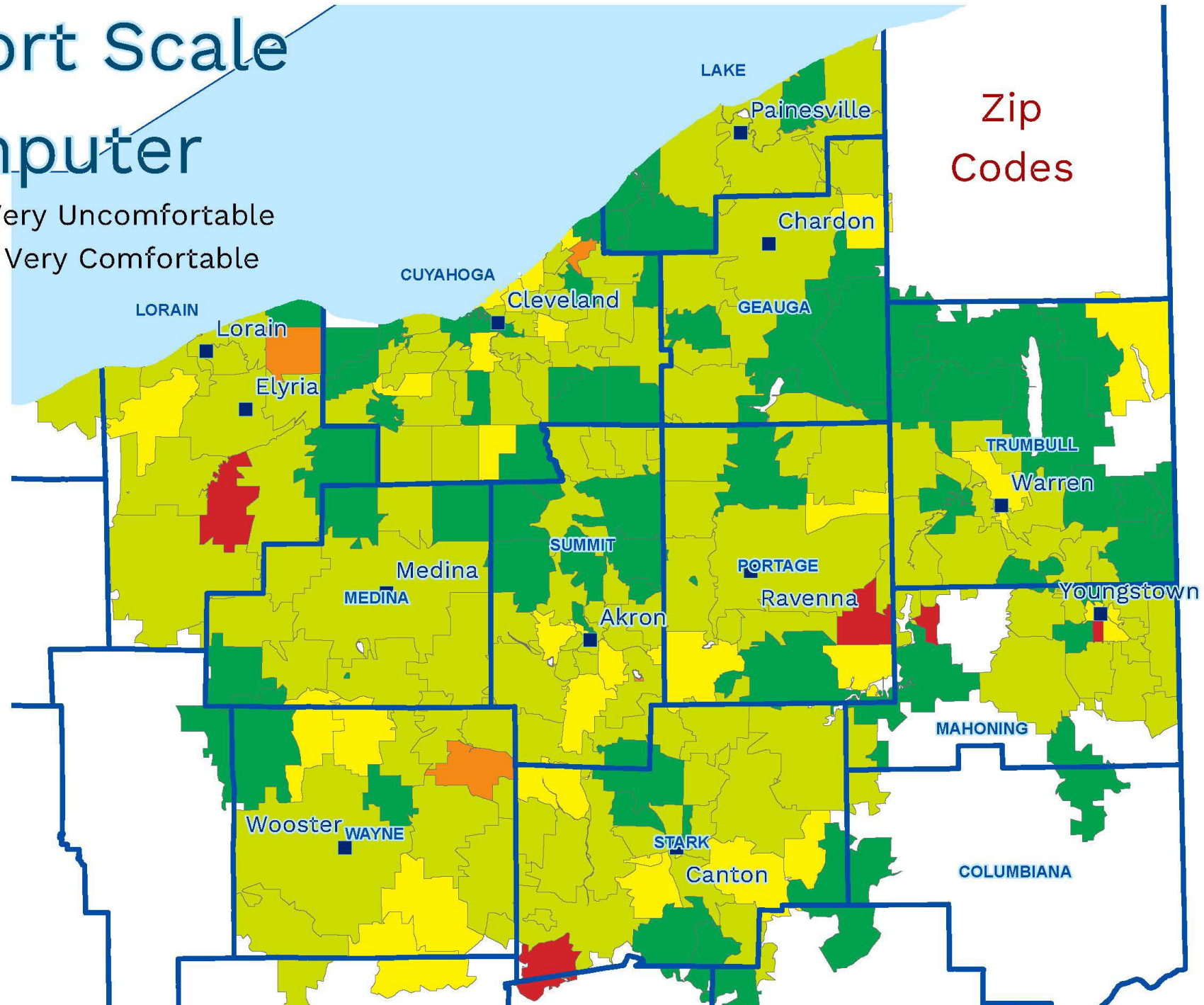
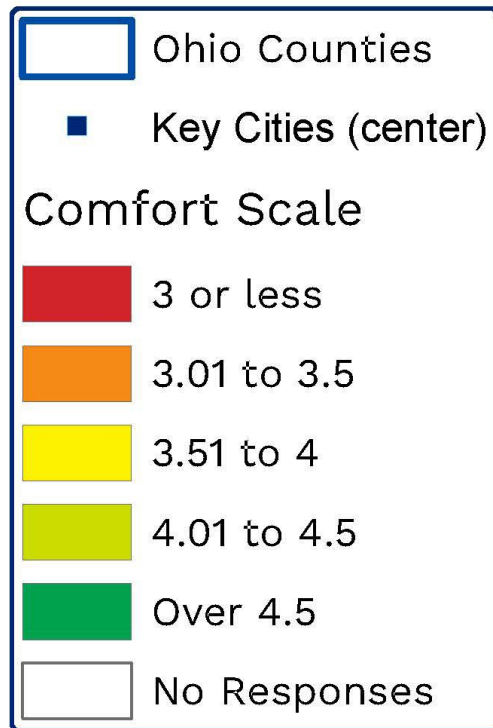




# Average Comfort Scale Using a Computer

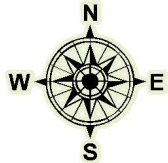


1 = Very Uncomfortable  
5 = Very Comfortable

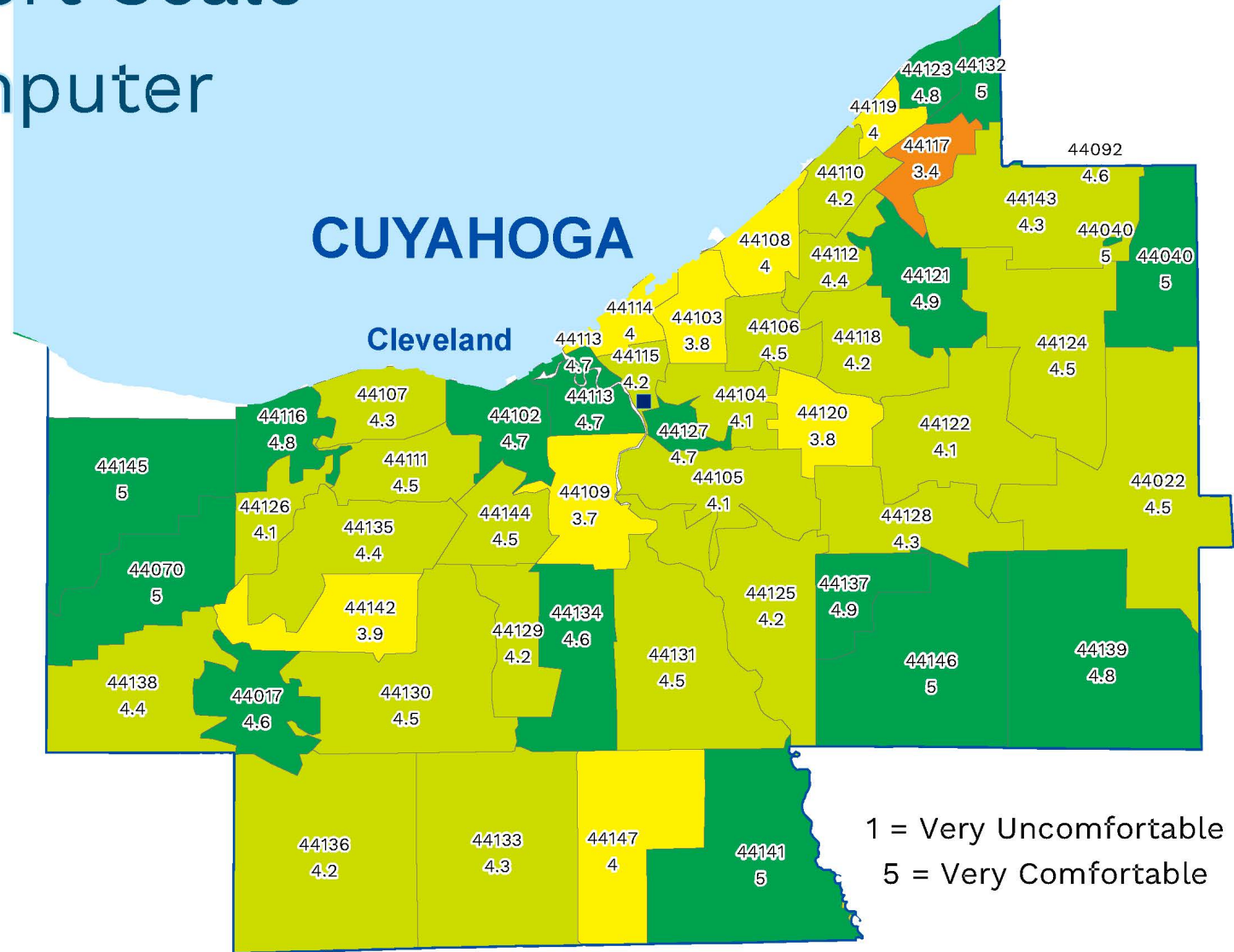
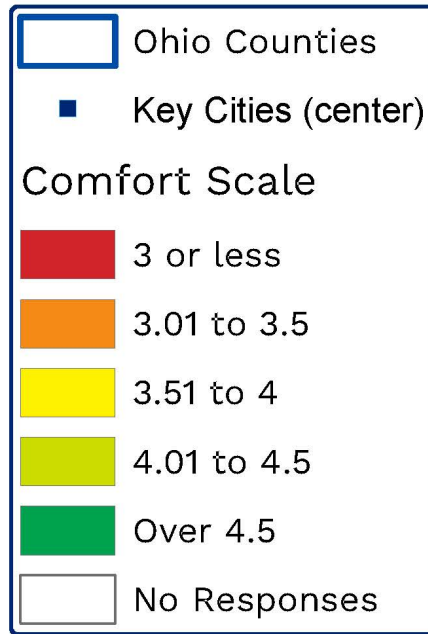




# Average Comfort Scale Using a Computer



Zip  
Codes



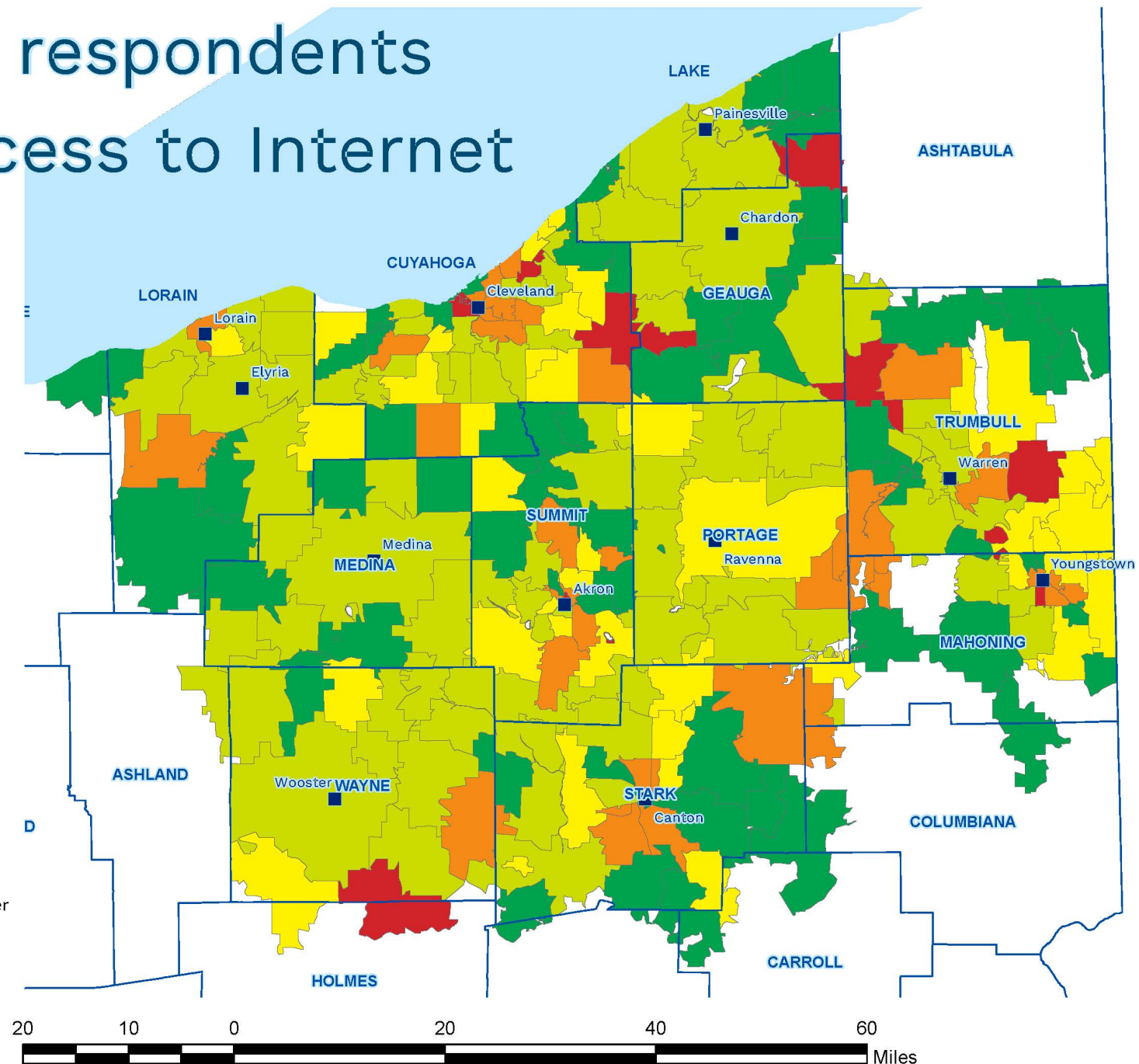
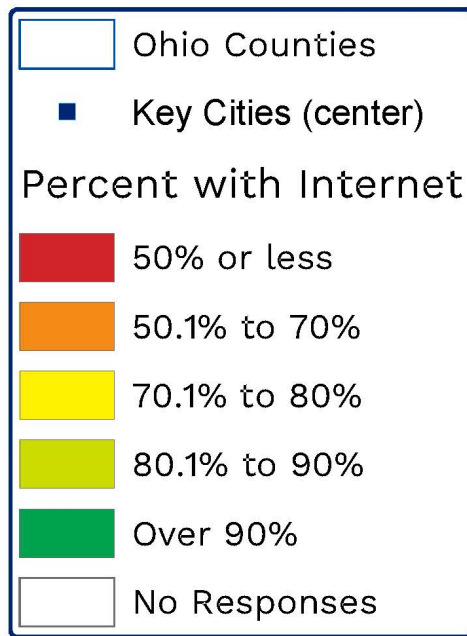
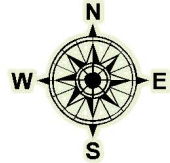
1 = Very Uncomfortable  
5 = Very Comfortable

Produced September 2022 by the Center  
for Marketing and Opinion Research





# Percent of respondents that have access to Internet



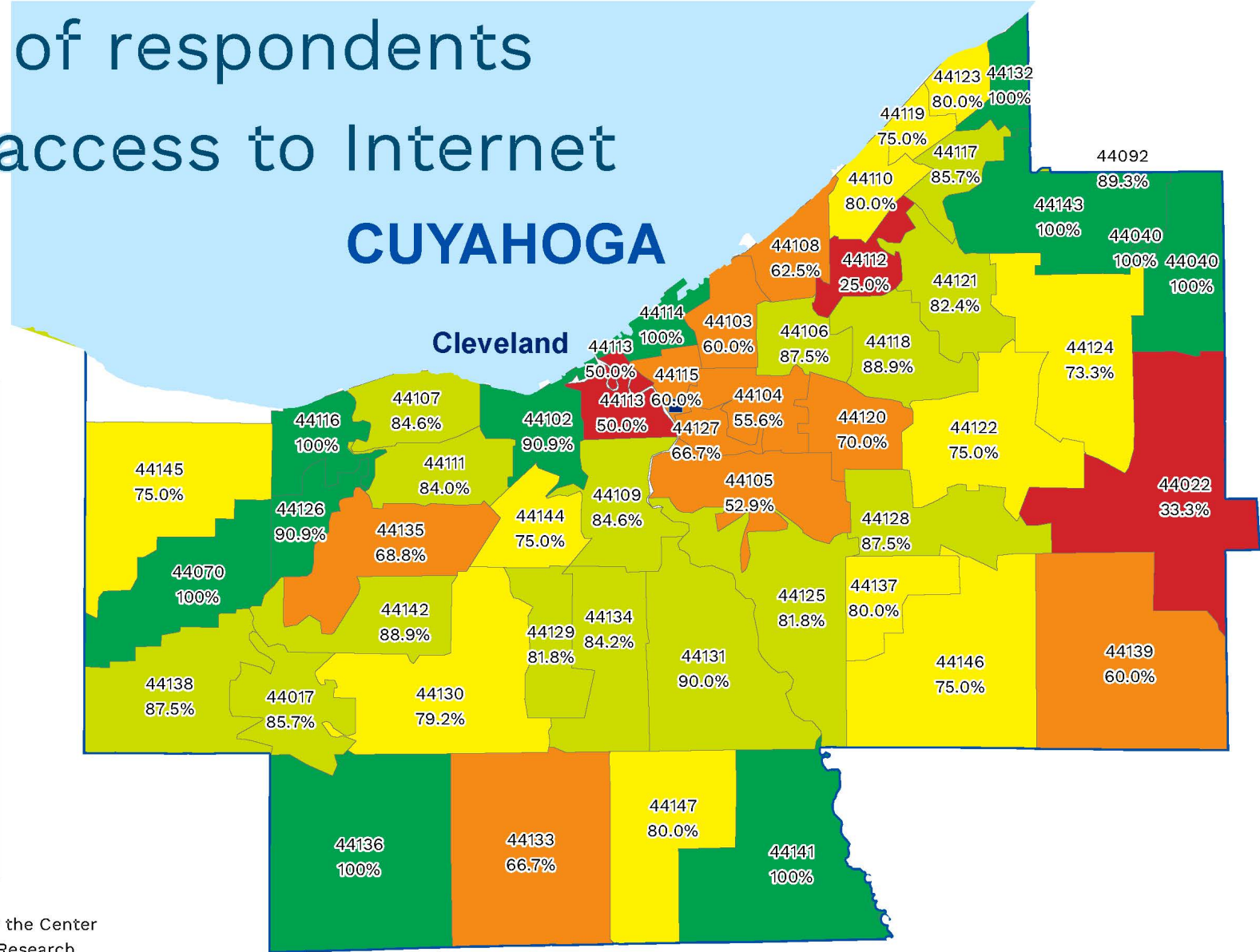
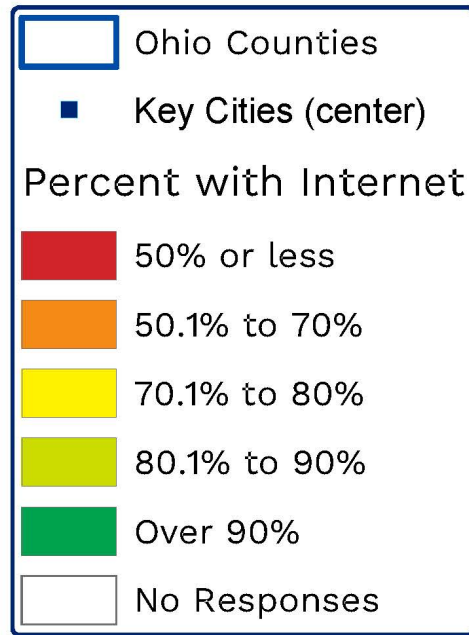
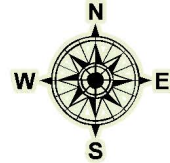
Zip  
Codes

Produced September 2022 by the Center  
for Marketing and Opinion Research



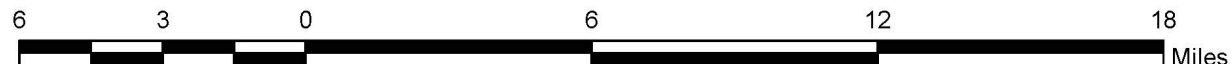


# Percent of respondents that have access to Internet



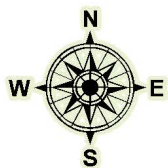
Zip  
Codes

Produced September 2022 by the Center  
for Marketing and Opinion Research

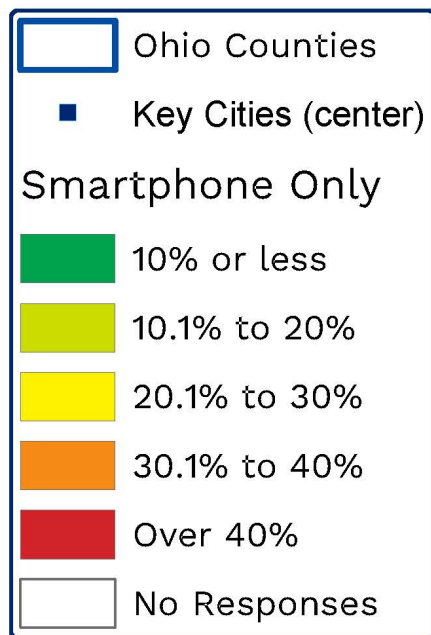




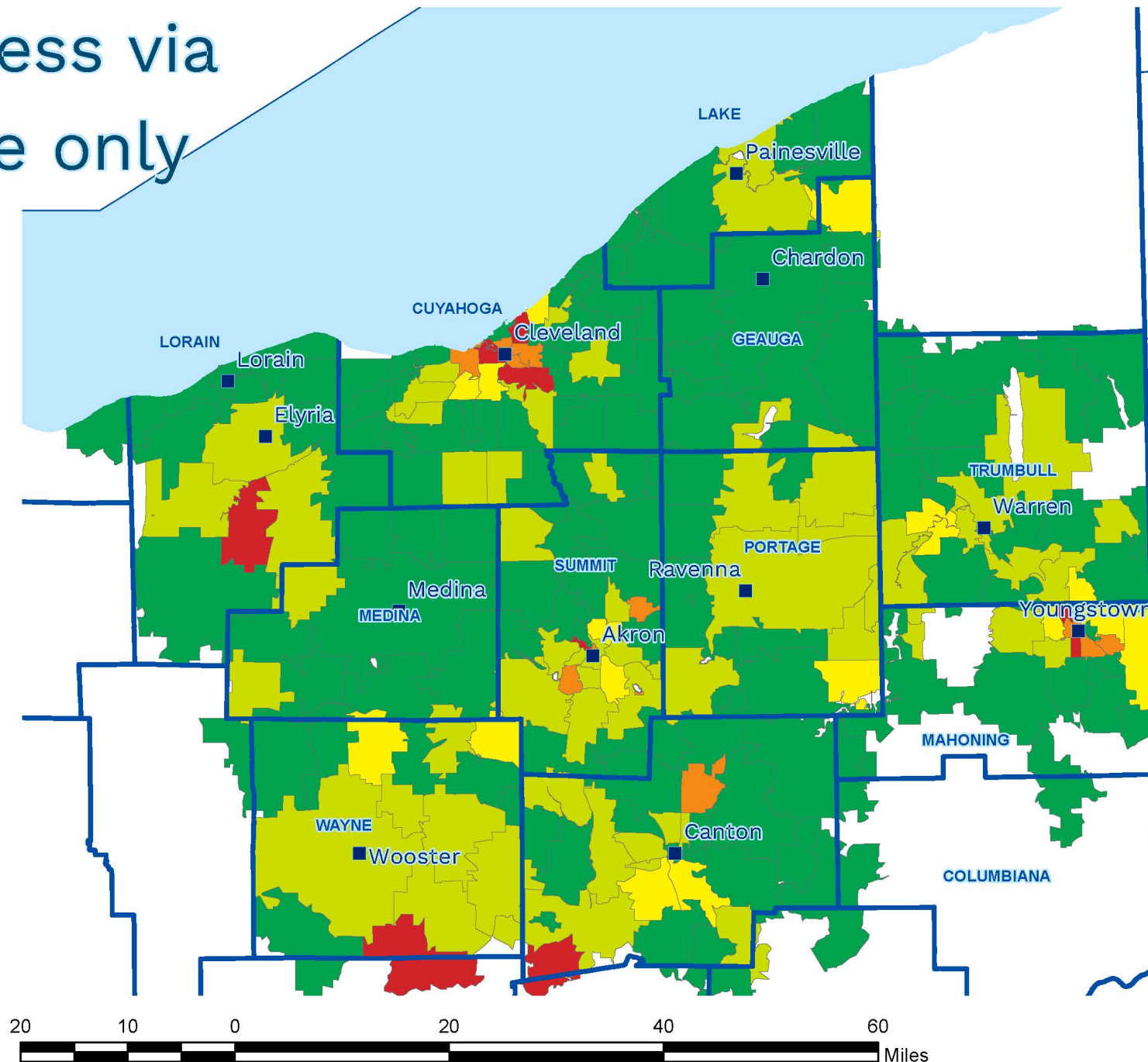
# Internet access via Smartphone only



Zip  
Codes

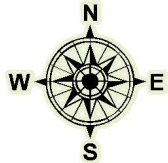


Produced September 2022 by the Center  
for Marketing and Opinion Research

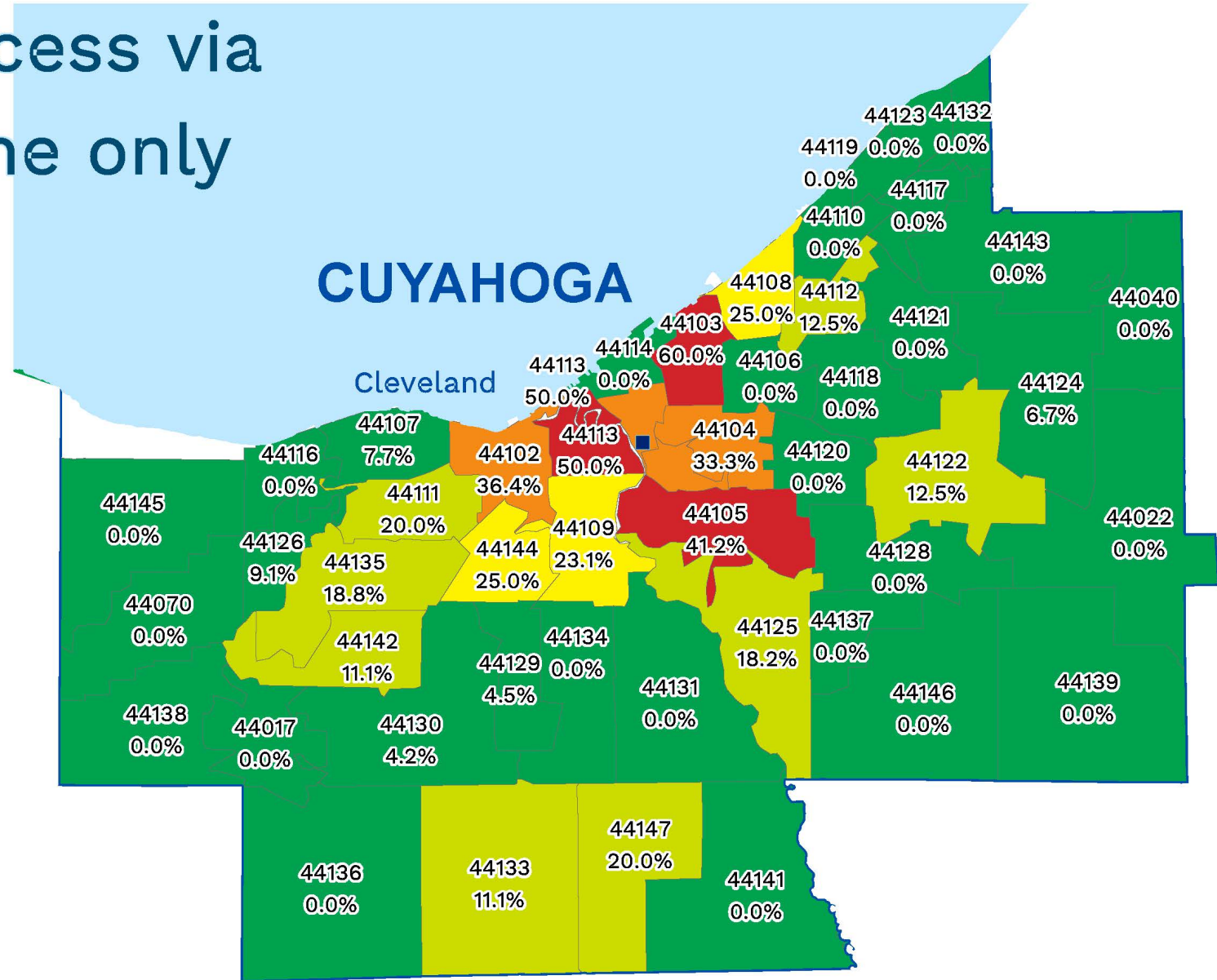
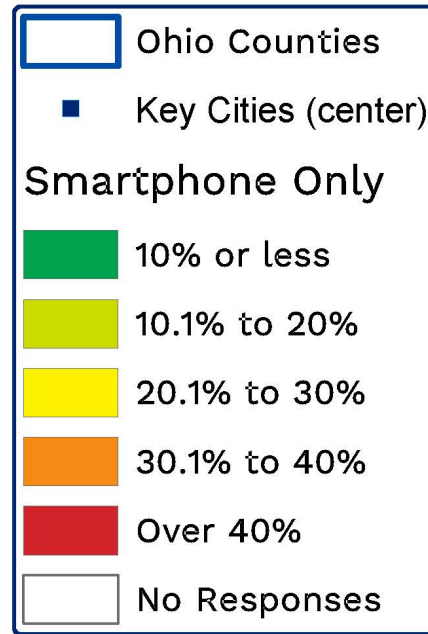




# Internet access via Smartphone only



Zip  
Codes



Produced September 2022 by the Center  
for Marketing and Opinion Research





FUND FOR  
**OUR.**  
ECONOMIC  
FUTURE

# Thank you!

Methodology, sources and more  
information at  
**[wherearetheworkers.com](http://www.wherearetheworkers.com)**

For the most up-to-date information on this  
analysis, please visit [www.wherearetheworkers.com](http://www.wherearetheworkers.com)