

The State of Workforce in Ohio

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Major Economic Development Projects

Private Investments

- Intel: \$20B initial; up to \$100B total
- Data Centers: \$13B+
- Honda: \$3.5B
- Ford: \$1.5B
- Abbott: \$500M
- Procter & Gamble: \$500M
- Amgen: \$500M
- Joby: \$478M

Public Investments

- Broadband: \$1B+
- All-Ohio Future Fund: \$750M
- Career-Tech Construction: \$200M
- Career Tech Equipment: \$100M
- Super RAPIDS: \$100M

Year-over-Year Statistics (Private)

- 2022: \$31.5B
- 2021: \$6.9B
- 2020: \$7.8B
- 2019: \$7B

Job Growth in Ohio

- **2021:** +99,000 private sector jobs
- **2022:** +83,000 private sector jobs
- **2023:** Not yet released

Ohio – Most Jobs in History

Statewide jobs in Ohio fully recovered from COVID by May 2023

Ohio jobs in thousands, January 1990 - June 2023.



Dotted line indicates Feb 2020 employment. Gray ranges indicate recessions: 1990-91, 2001, 2007-09, 2020.

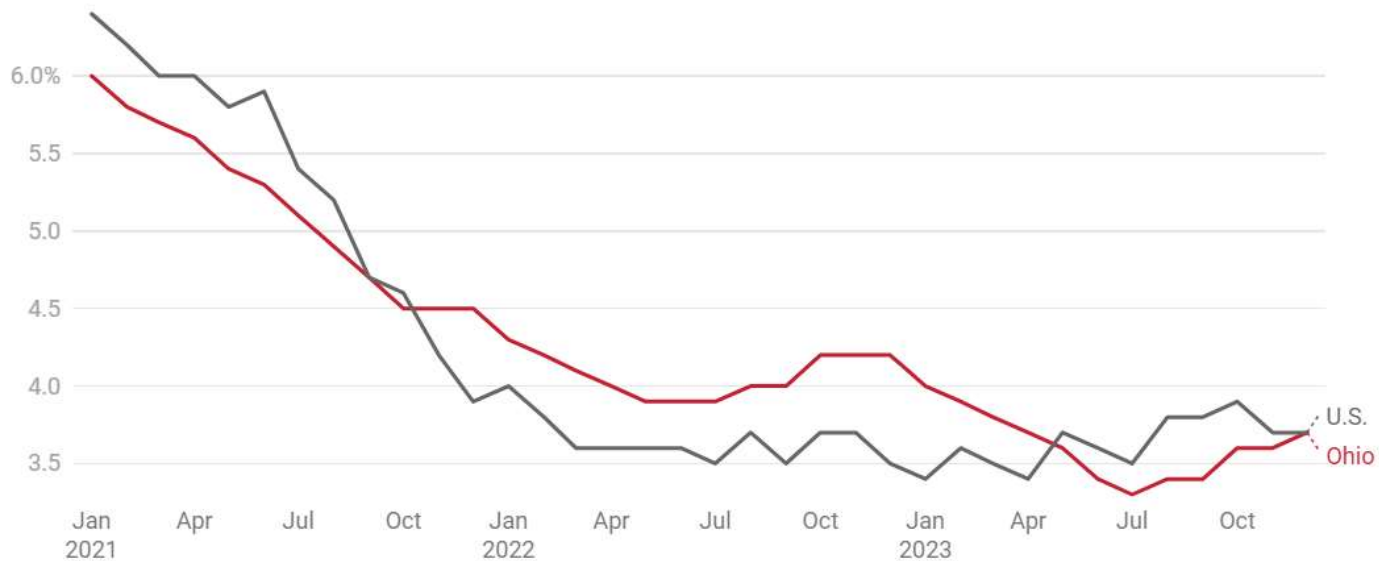
*June 2023 employment count is provisional.

Source: Bureau of Labor Statistics • Created with Datawrapper

Ohio's Unemployment Rate is Low

Ohio v. National Unemployment Rate Comparison

2021-Present; Seasonally Adjusted

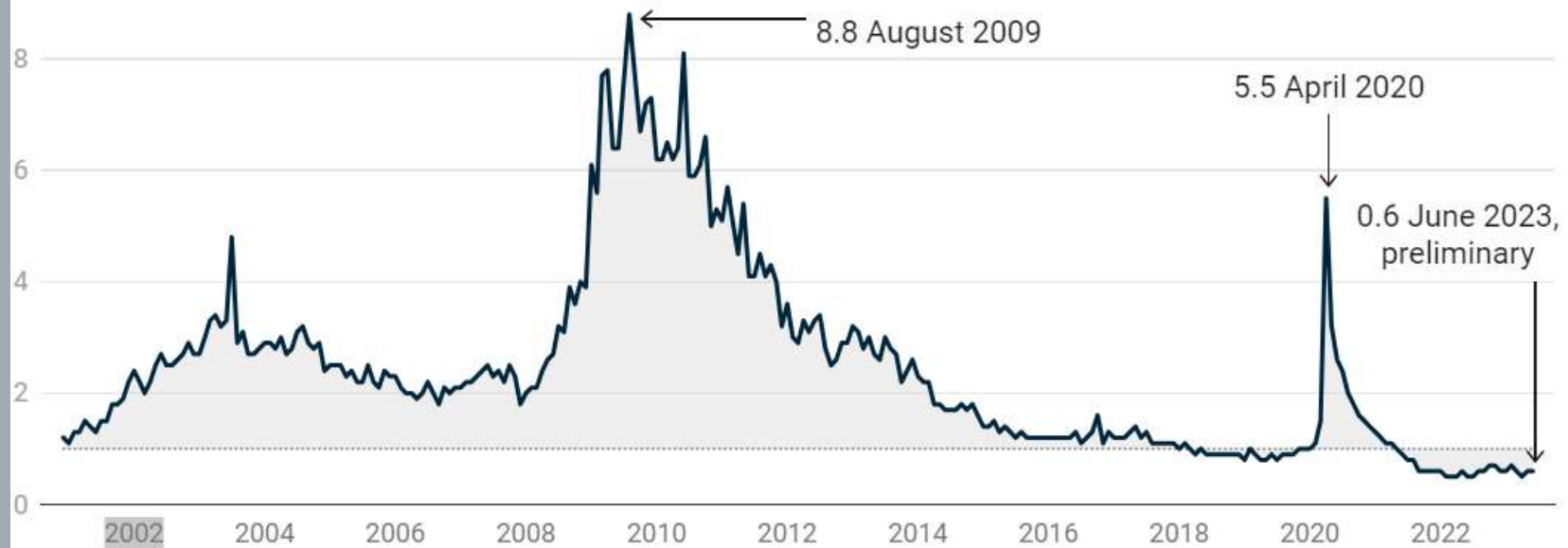


The Buckeye Institute | [BuckeyeInstitute.org](https://www.buckeyeinstitute.org)

Source: Ohio Bureau of Labor Market Information & U.S. Bureau of Labor Statistics • [Embed](#) • [Download image](#) • Created with [Datawrapper](#)

More Jobs than Job-Seekers

Unemployed Ohioans per job opening

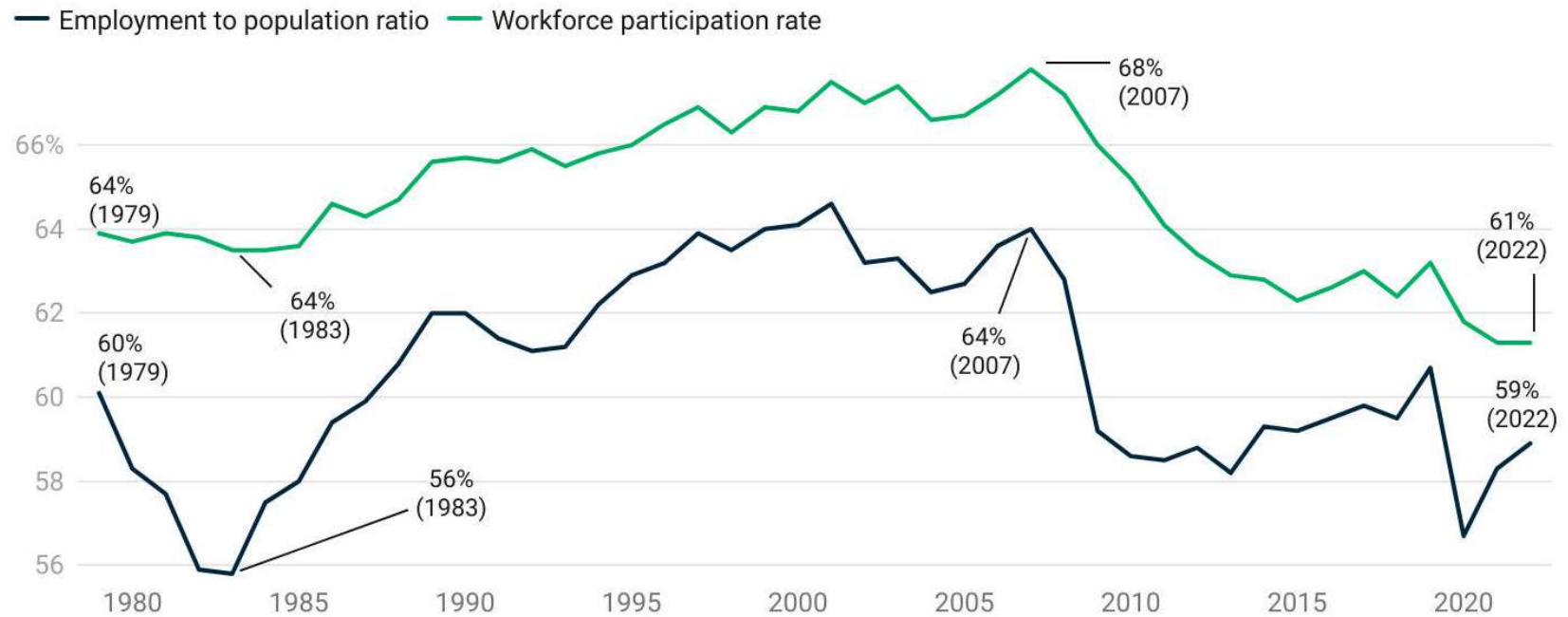


Dotted line indicates a 1:1 ratio (one job for every job-seeker).

Chart: Policy Matters Ohio • Source: [Job Opening and Labor Turnover Survey](#) December 2000 through June 2023. June 2023 figure is preliminary • [Get the data](#) • Created with [Datawrapper](#)

Ohio's Labor Force Participation Rate

Employment-to-population ratio and workforce participation, Ohio, 1979-2022



Source: Economic Policy Institute • Created with Datawrapper

Demography is Destiny

Understanding demographics is the key to ensuring Ohio's continued prosperity.

The demographic trends of the 20th century will be reversed in the 21st century.

The 20th Century saw a population explosion. Remember when we talked about overpopulation?

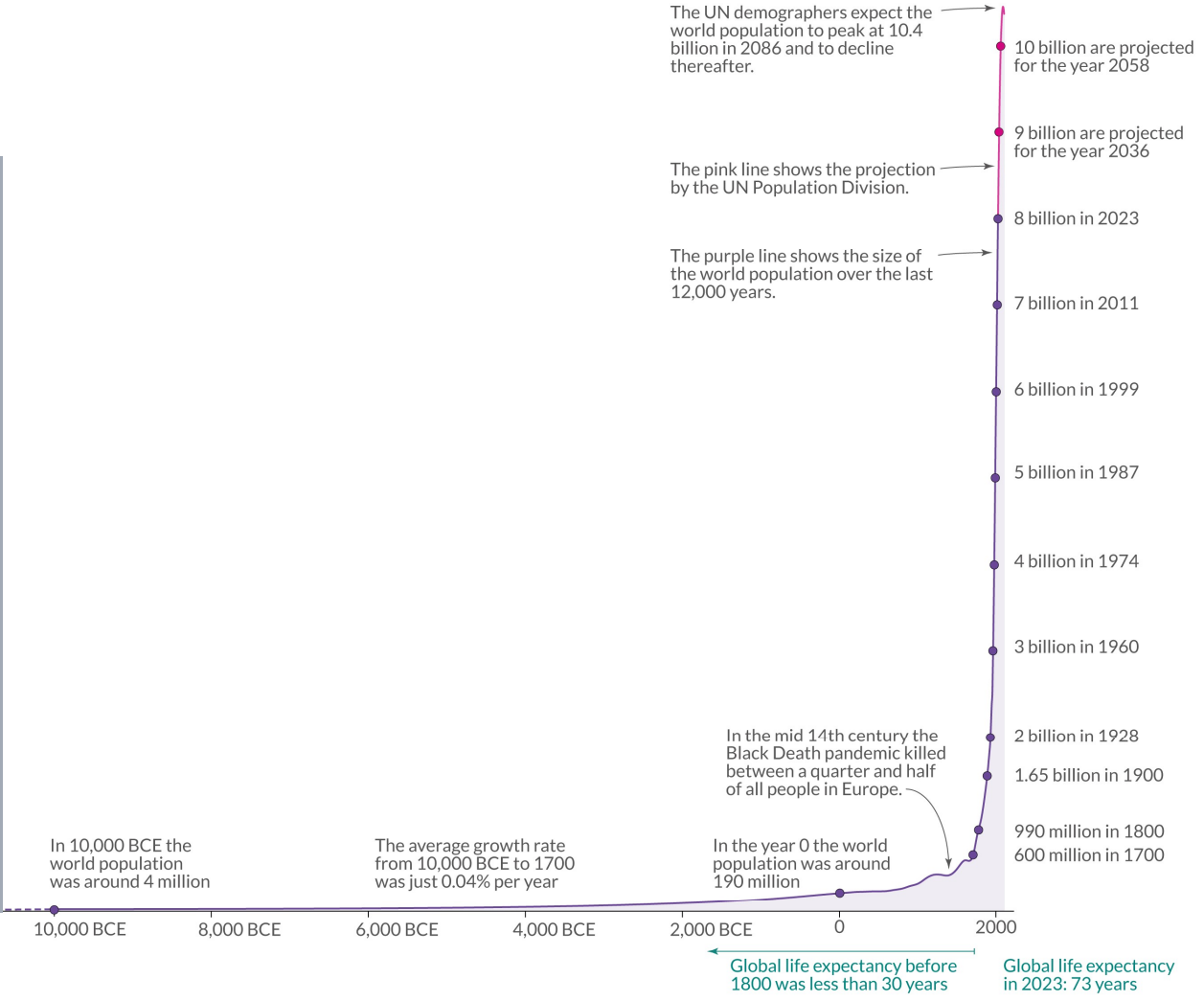
We were wrong. Depopulation is the bigger threat. Understanding demography and what influences population growth or decline will be critical for Ohio and the United States.

The Demographic Transition

- **Stage 1: Pre-Industrial**
 - High birth rates, high death rates
 - Population remains relatively stable
- **Stage 2: Early Transition [Late 19th/Early 20th Century]**
 - Death rates fall due to improved food, sanitation, medicine
 - Birth rates stay high
 - **Result: *RAPID*** population growth
- **Stage 3: Expanding [Mid-Late 20th Century]**
 - Birth rates start to decline (factors: urbanization, education, etc.)
 - Death rates fall further
 - **Result:** Population growth continues, but slows down
- **Stage 4: Low Fluctuating [Early 21st Century]**
 - Low birth rates, low death rates
 - **Result:** Stable or slowly growing population
- **Stage 5: Decline? [Mid-Late 21st Century]**
 - Birth rates may fall below death rates
 - **Result:** Likely population decline

Visualizing the Demographic Transition

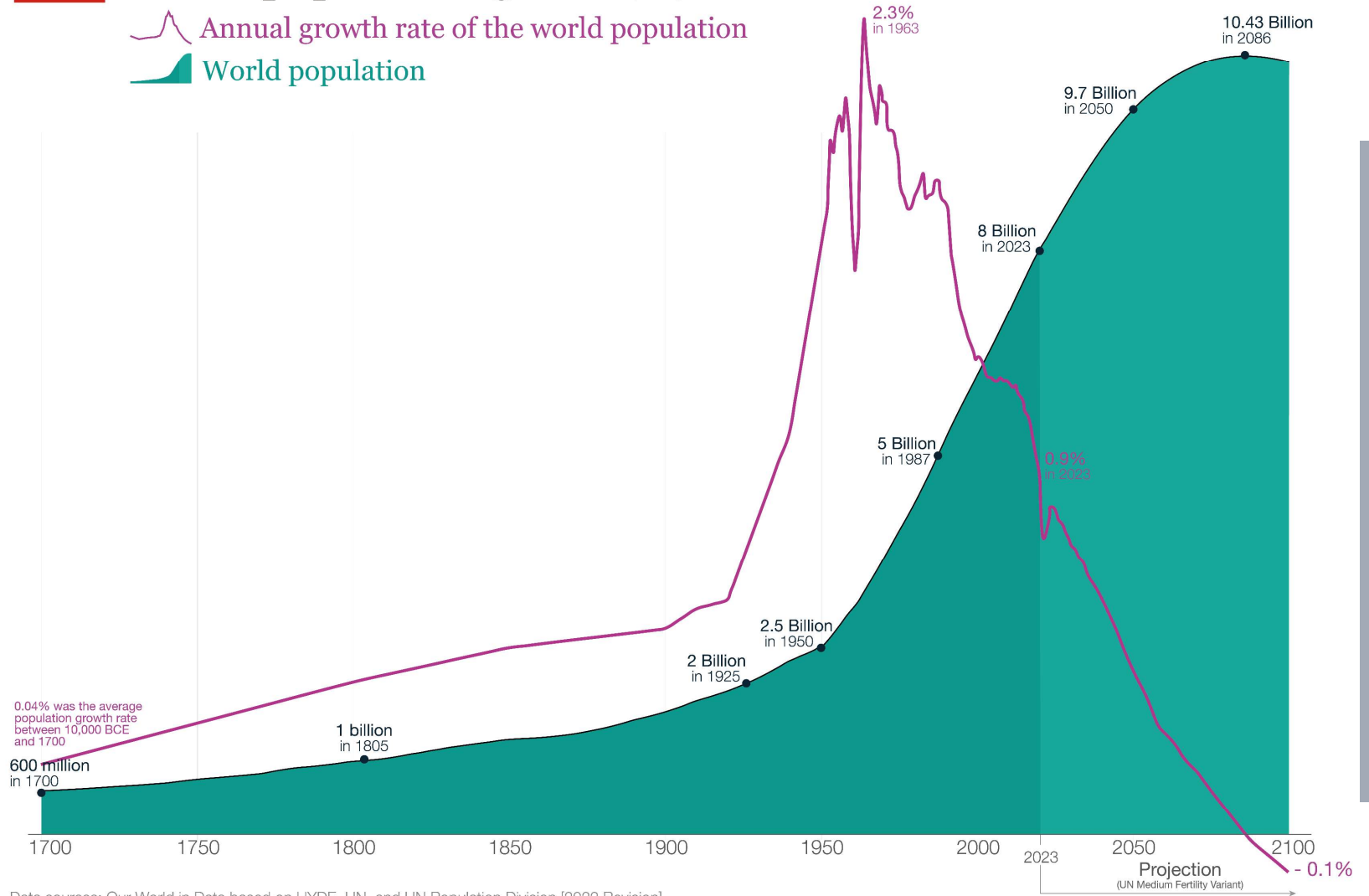
The size of the world population over the long-run



World population growth, 1700-2100

Annual growth rate of the world population

World population



What Happened to World Overpopulation?

Exponential Increase: The world's population experienced unprecedented growth throughout the 20th century due to improvements in medicine, sanitation, and food production. This rapid increase raised concerns about resource scarcity and the planet's carrying capacity.

The Population Bomb: This 1968 book by Paul Ehrlich made dire predictions of mass starvation and societal collapse due to overpopulation. While raising important concerns about resource use, some of its predictions were overly pessimistic and sensationalized.

What's Projected to Occur in the 21st Century

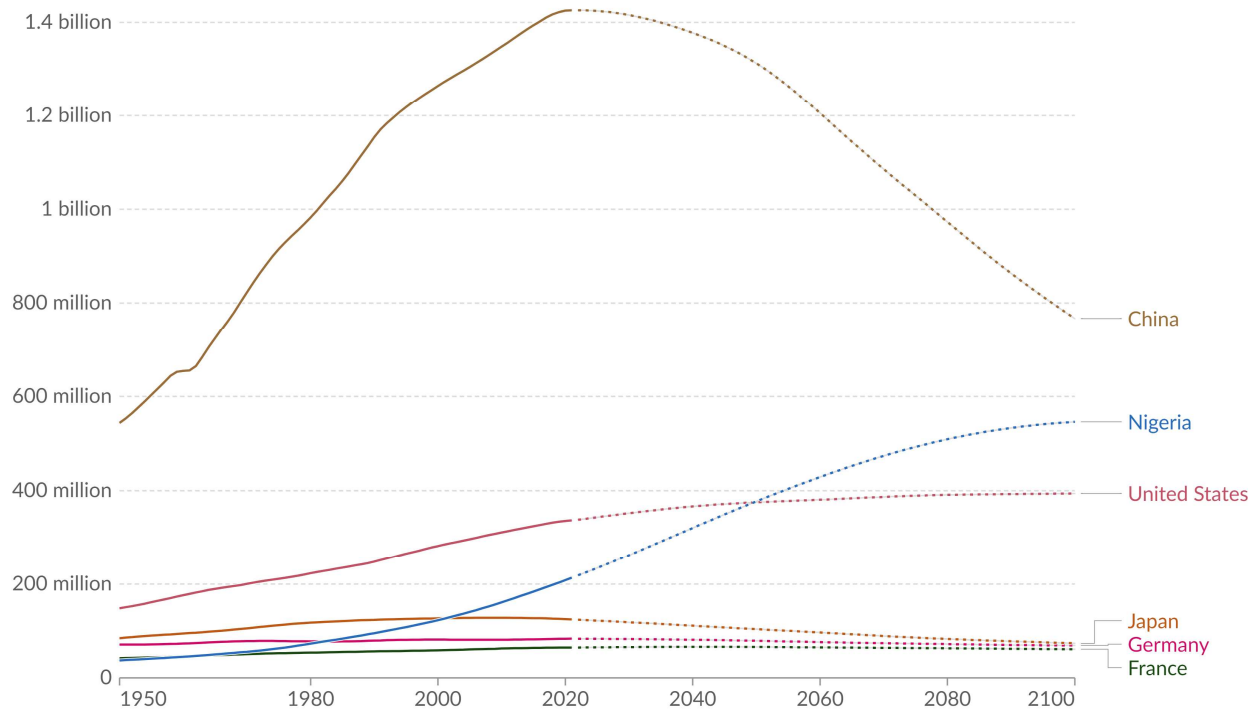
[Population, 1950 to 2100 \(ourworldindata.org\)](http://ourworldindata.org)

What's Projected to Occur in the 21st Century

Population, 1950 to 2100

Our World
in Data

Future projections are based on the UN medium-fertility scenario¹.



Data source: United Nations, World Population Prospects (2022)

OurWorldInData.org/population-growth | CC BY

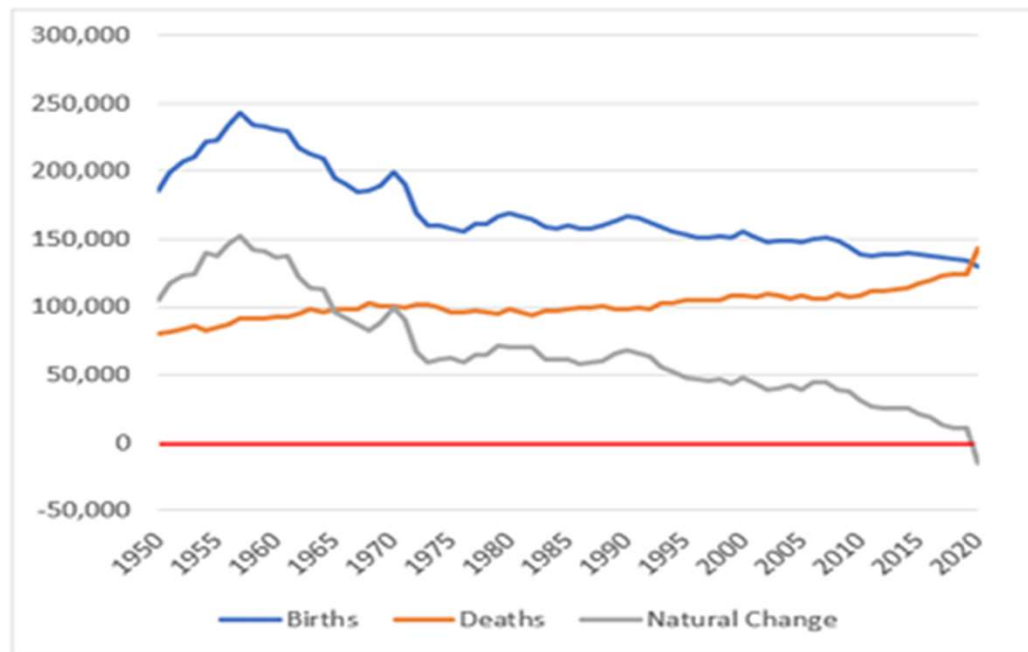
1. UN projection scenarios: The UN's World Population Prospects provides a range of projected scenarios of population change. These rely on different assumptions in fertility, mortality and/or migration patterns to explore different demographic futures. [Read more: Definition of Projection Scenarios \(UN\)](#)

What's Ohio's Future Look Like?

Ohio's population is projected to decline by approximately 675,000 (5.7%) by 2050 if current rates of fertility, mortality, and migration remain unchanged.

Ohio is the seventh most populous state. Georgia and North Carolina will likely surpass Ohio in total population by 2030 or shortly thereafter. Ohio is expected to remain the ninth most populous state for many years beyond the scope of these projections.

Chart 4: Annual Births, Deaths, and Natural Increase of the Ohio Population, 1950 to 2020



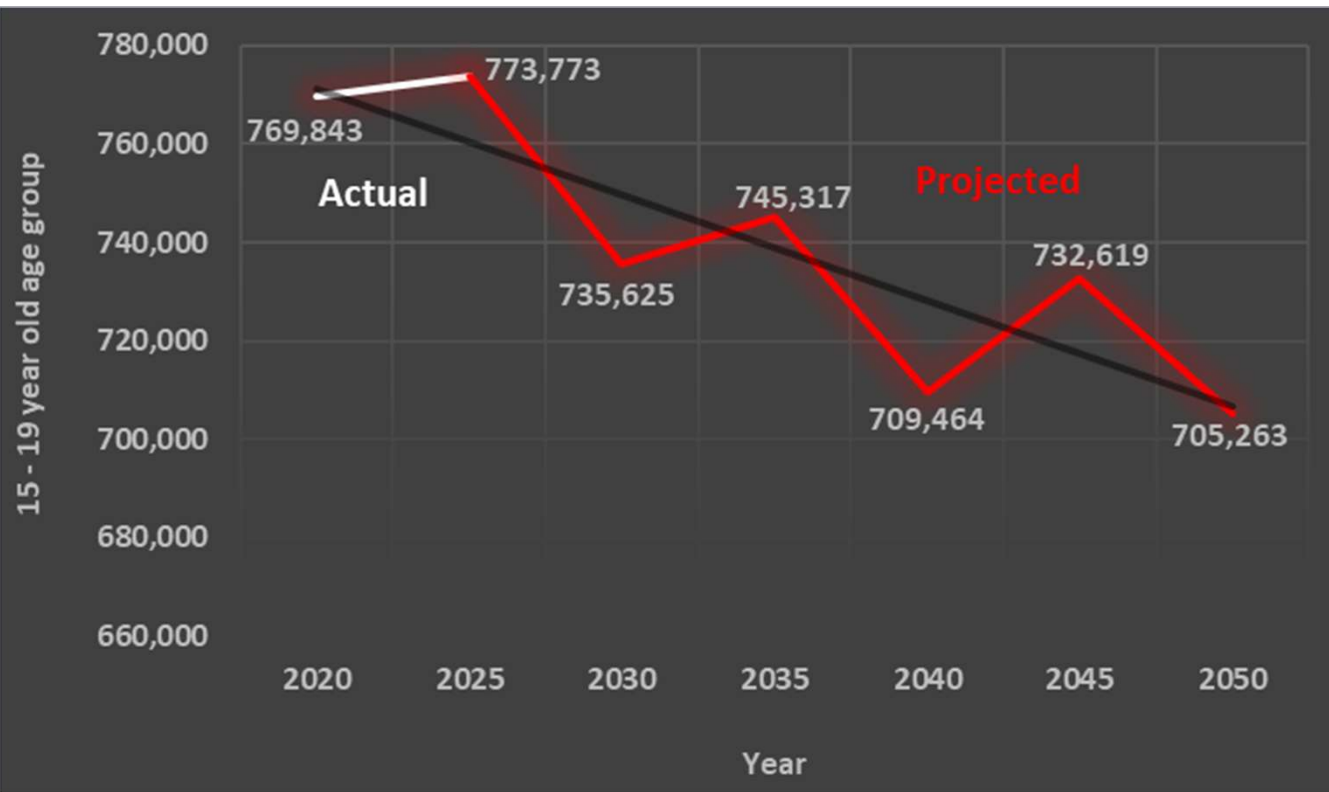
Ohio's Migration Patterns are Improving

Table 6. Intercensal Natural Change and Residual Migration¹⁷

| | 1960 | 1970 | 1980 | 1990 | 2000 | 2010 | 2020 |
|--------------------|-----------|------------|------------|------------|------------|------------|------------|
| Census | 9,707,136 | 10,657,423 | 10,797,604 | 10,847,115 | 11,353,140 | 11,536,504 | 11,799,448 |
| Population Change | 1,760,509 | 950,287 | 140,181 | 49,511 | 506,025 | 183,364 | 262,944 |
| Natural Change | 1,441,674 | 1,060,945 | 692,104 | 637,822 | 532,055 | 413,011 | 202,128 |
| Residual Migration | 318,835 | -110,658 | -551,923 | -588,311 | -26,030 | -229,647 | 60,816 |

Although the previous slide indicates Ohio as declining in total population, for the first time in 50 years, Ohio is net-importing individuals. The decline in total population is a result of an increase in deaths and a decrease in childbirth.

Will Ohio's High School Population Return?



What About the Structure of the Population?

The age structure of a population is just as, if not more, important.

The age structure of a population, usually illustrated by a population pyramid, is crucial for a variety of social, economic, and policy-related reasons. Here's why it matters:

Education: A young population signals a need for schools, teachers, and resources dedicated to early childhood and youth education.

Eldercare: An aging population indicates a growing need for health services, retirement homes, and other provisions associated with older adults.

Workforce: A large working-age population is a potential driver of economic growth, contributing to production, innovation, and tax revenue.

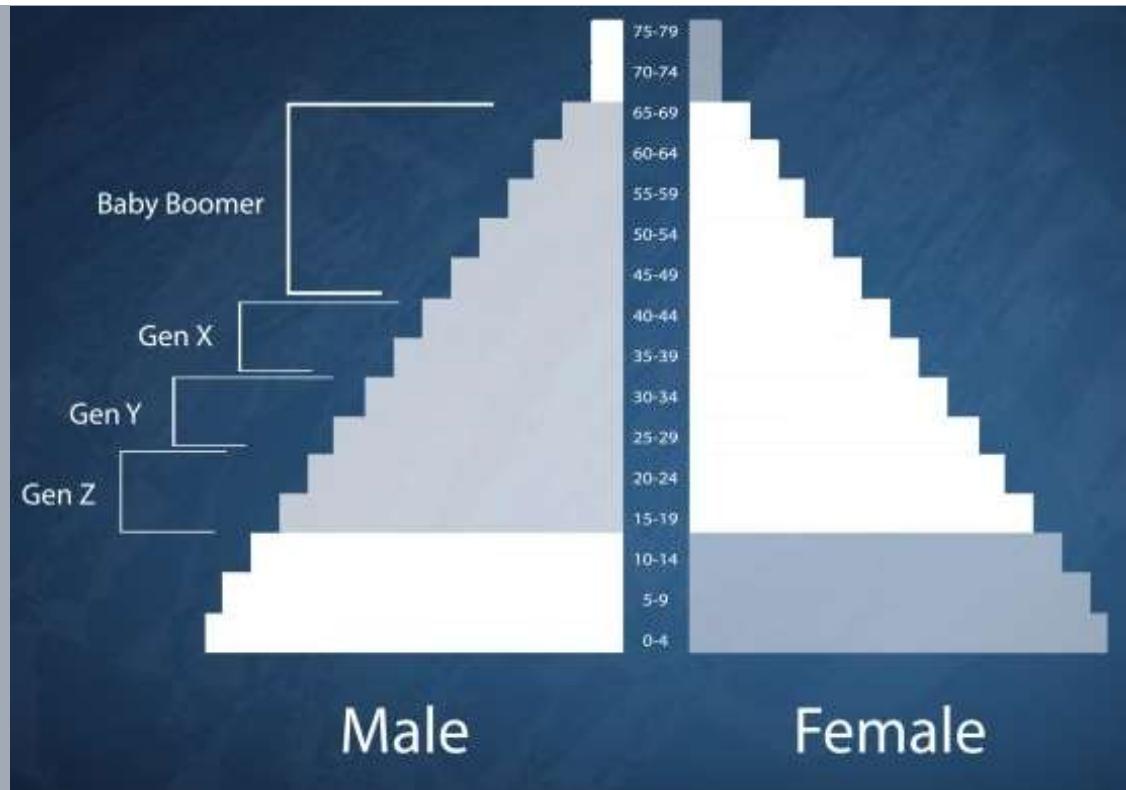
Dependency Ratios: The ratio of working-age people to children and the elderly shows how many dependents the working population supports. This is crucial for planning pensions and social security programs.

Aging Societies: A rapidly aging population puts pressure on healthcare systems, pension funds, and might lead to labor shortages.

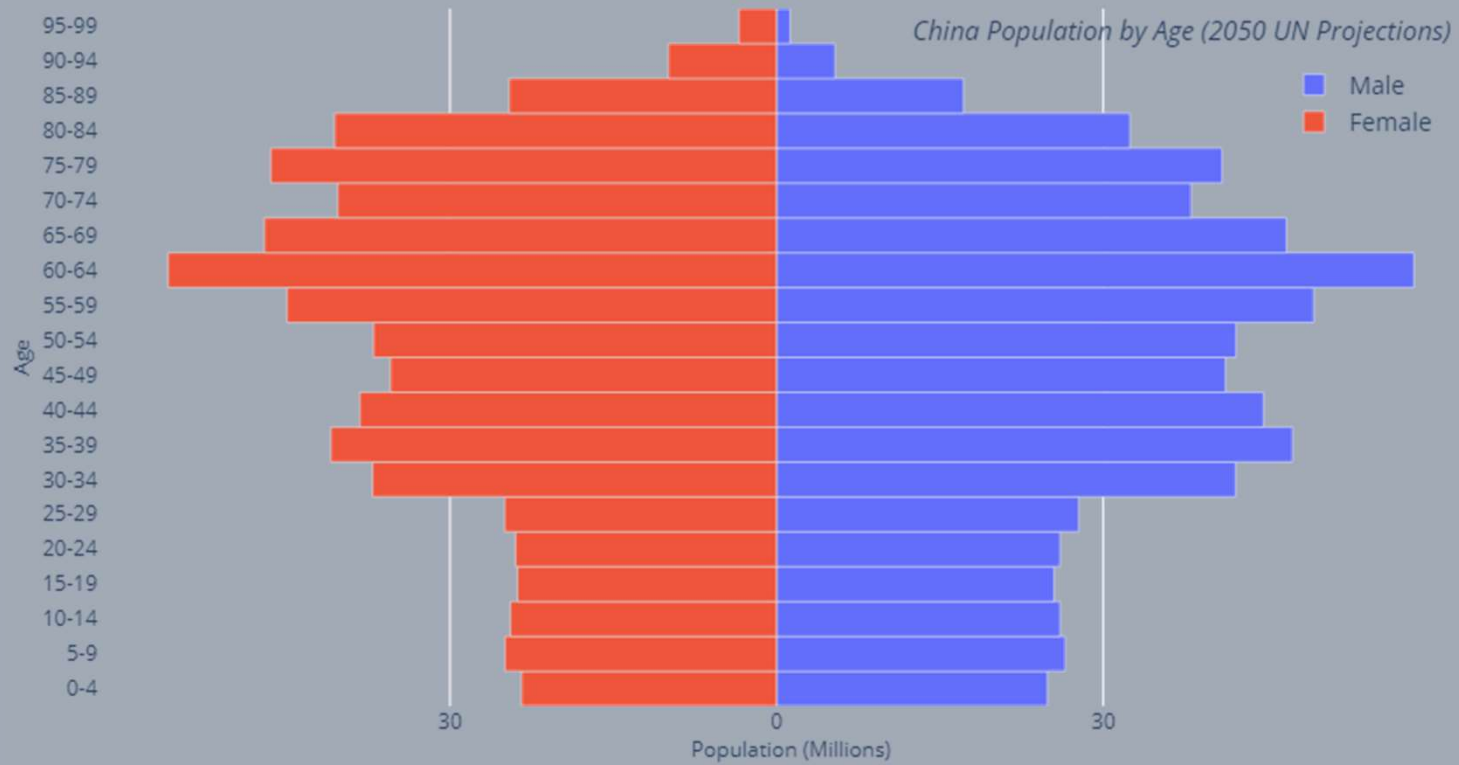
Imbalances: A skewed age structure, such as those caused by gender-selective abortion, can create social and demographic imbalances down the line [China].

Youth Unemployment: Countries with a large "youth bulge" without adequate job opportunities risk social unrest and economic instability [Middle East].

Ideal Demographic Pyramid



Not Ideal Demographic Pyramid

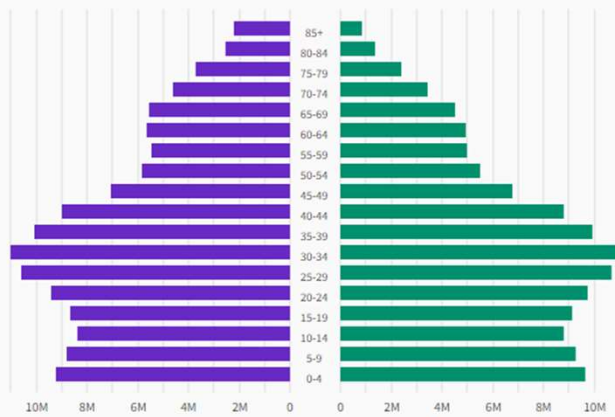


Okay – What About the U.S. & Ohio?

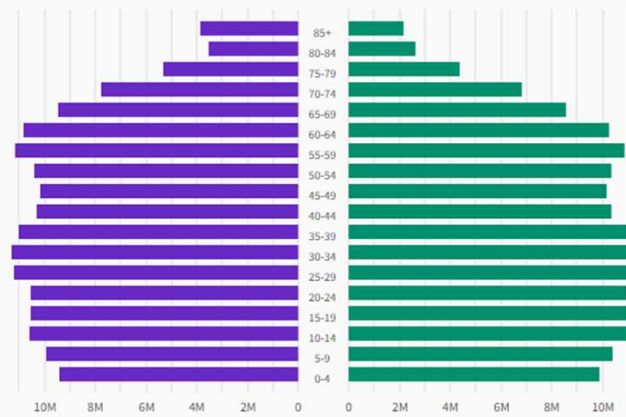
How have the age and sex demographics of the US changed?

These population pyramids group the populace by age and sex (**female** and **male**). A wider pyramid base means that the population is young. A wider top means that the population is older.

Total population in 1990

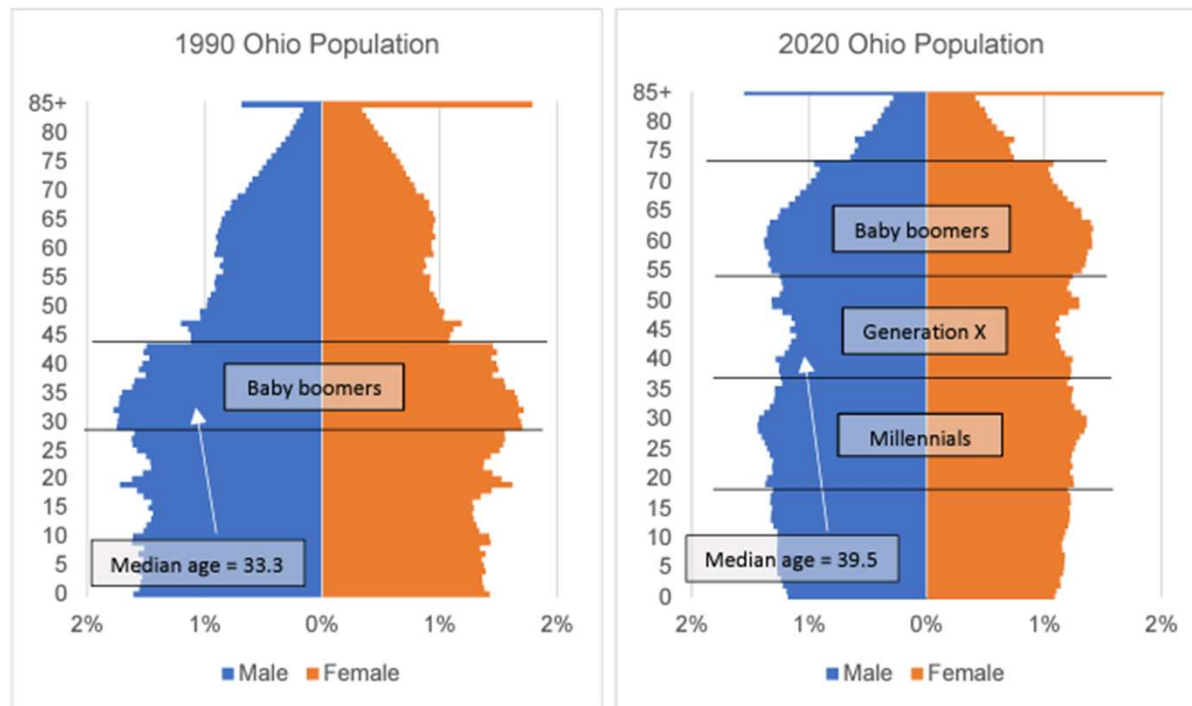


Total population in 2020



Okay – What About the U.S. & Ohio?

Chart 1. Ohio Population Structure, 1990 and 2020



That's a TON of Information – Why is it Important?

Ohio needs a “whole of society” approach to prepare for the demographic changes on the horizon to best position the State for what the future holds.

What does this mean? It means:

- We need to focus on uplifting every Ohioan – no matter whether they live in Columbus, Marietta, Toledo, or Youngstown. Each Ohioan is going to be critical to the long-term prosperity of the State because of these demographic changes.
- This means we need to make sure every student learns early what they are good at and match their innate skills to what they are interested in so we can make sure they end up on the best career path possible.
- This means we need to make sure we retain as many high school graduates in Ohio as possible and keep as many college graduates in Ohio – whether they are in-state students or out-of-state.
- This means we need to expose students to internships early, and employers need to build their talent pipelines faster and earlier because they are going to be competing for a shrinking pool of potential employees.
- This means we need to reach deep into society and get Ohioans back in the labor force if they aren't in it. The State must focus on childcare, transportation, addiction recovery, and double down on efforts for second-chance hiring.

The Good News?

Governor DeWine and Lt. Governor Husted are focused on this – whether it's:

- Funding the upskilling and reskilling of Ohioans through TechCred and IMAP.
- Funding internships for high school and college students.
- Funding industry sector partnerships – so communities can come together and build local strategies for addressing these challenges.
- Focusing on second-chance hiring and encouraging employers to participate because Ohio releases 19,000 individuals per year from ODRC.
- Focusing on mental health and addiction recovery through RecoveryOhio and other initiatives.
- Funding capital costs for our career centers and colleges and universities to ensure we have the right academic and training programs as Ohio and the world shift to a more tech-focused, skill-heavy economy.

The future is bright for Ohio – but it will take business, education, and government coming together to solve these challenges collectively – and if we do that, Ohio will be well-positioned to be a 21st Century powerhouse.