

# Case Study: Workforce Attractions of Licking County, Ohio, for Logistics-Related Occupations, Industries, and Businesses

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## Executive Summary

- (A) The logistics-related industries are dominated by businesses that employ significant numbers of **industrial truck and tractor operators (commonly known as fork-lift operators, Standard Occupational Code, SOC #53-7051)**. As shown in the table of the occupational/industry employment distribution, **this occupation is concentrated in the following industries: (a) warehousing and storage (NAICS code #4931), (b) building material and supplies dealers (NAICS #4441), (c) employment services, including temp agencies (NAICS #5613), (d) grocery and related product merchant wholesalers (NAICS #4244), and (e) general freight trucking (NAICS #4841) - industries which are projected to include 38% of the total occupational employment of industrial truck and tractor operators by 2018.** Hence, for the remainder of this case study, logistics-related occupations and industries will include the aforementioned occupation of SOC code #53-7051, and the four industries of NAICS codes #4931, #4441, #4244, and #4841. (The NAICS code #5613, employment services including temp agencies, was excluded from the list of industries of employment concentration for industrial truck and tractor operators in the subsequent analysis; because NAICS industry #5613 places fork-lift operators in other industries for their actual work location.)
- (B) **The national staffing patterns for the logistics-related industries of NAICS #4931 (warehousing and storage), NAICS #4441 (building materials and supplies dealers), NAICS #4244 (grocery and related product merchant wholesalers) and NAICS #4841 (general freight trucking) highlight the occupations of (1) industrial truck and tractor operators, and (2) laborers and freight, stock, and material movers, hand, as critical labor inputs to the production functions of these industries. The occupations of fork-lift operator (i.e., industrial truck and tractor operators) and laborers and hand movers represent from 8% to more than a third of the total employment in these four logistics-related industries.**
- (C) **Within central Ohio (that is, the Columbus MSA, including Licking County), the occupational wage rates appear competitive for the logistics occupations of industrial truck and tractor operators, and laborers and freight, stock, and material movers, hand.** The recent 2010 median annual wages paid fork-lift operators (i.e., SOC 53-7051, industrial truck and tractor operators) in central Ohio (which includes Licking County) were less than the 2010 U.S. and Ohio median annual wages for the same occupation. The 2010 median wage data for SOC 53-7062 (laborers and freight, stock, and material movers, hand) also indicated that central Ohio wages were competitive and almost the same as the comparative Ohio and U.S. median wages for this same occupation. The most recent May, 2011, occupational wage data from the U.S. Bureau of Labor Statistics (BLS) for the same occupations noted above tell a similar story, based

on the mean annual wages, of competitive wage rates in Central Ohio and Licking County for the industrial truck and tractor operators (SOC 53-7051) and the laborers and freight, stock, and material movers, hand (SOC 53-7062).

- (D) The **labor shed map and supplemental tables** document substantial stocks of potential, logistics-related workers in the industries of trade, transportation and warehousing, and utilities in Licking County, Ohio. **Almost two-thirds (i.e., 65%) of the “trade, transportation and warehousing, and utilities” workers in Licking County, Ohio, in 2010 by place of residence, received less than \$3,334.00 per month in earnings, making these workers potential sources of experienced labor supply for higher wage, logistics-related employers.**
- (E) The **October, 2012, labor availability report** from the Licking County One-Stop Center of the Ohio Department of Job and Family Services (ODJFS) showed sizable numbers of fork-lift operator applicants (i.e., industrial truck and tractor operators, SOC 53-7051) and applicants for positions as laborers and freight, stock, and material movers, hand (SOC 53-7062), registered with the ODJFS and seeking employment in Licking County, Ohio. Further, the ODJFS Licking County One-Stop office offered **on-the-job training (OJT) contracts** to employers to pay for the cost of training new employees.
- (F) **The Career-Technical Education Centers (C-TEC) of Licking County** produced over 1500 graduates from its **Pre-Employment Training (PET) Program during the last 18 years**, which provided employers with pre-screened and pre-trained and evaluated entry-level workers.
- (G) In addition to the pre-employment training resources in Licking County through C-TEC for the logistics industry, **the Columbus State Community College (CSCC)** also provides specialized training for central Ohio (including Licking County) directed at the logistics industry, **called LogisticsART (Attracting and Retaining Talent).**
- (H) The central Ohio location of the Ohio State University provides Licking County logistics firms with a reliable supply of higher education graduates in the logistics-related occupations of logisticians, operational research analysts, and industrial engineers. **Hence, the Licking County and central Ohio training is especially strong in support of logistics-related industries and firms, with the C-TEC and CSCC logistics pre-employment training (PET), and the OSU higher education logistics training, as part of the educational infrastructure of Licking County and the Columbus MSA (including Licking County).**
- (I) Since both of the logistics-related occupations of industrial truck and tractor operators, and the laborers and hand freight, stock, and material movers generally require only short-term, on-the-job training, the labor force statistics for Licking County provide useful indicators of potential labor supply, especially for semi-skilled and unskilled positions. In September, 2012, out of a Licking County labor force estimated at 84,500, with an estimated 79,700 employed workers, **an estimated 4,800 persons were unemployed and actively seeking work.**
- (J) The logistics functions play essential roles in many businesses and industries. Three industries, for which logistics are critical, include the warehousing and storage industry (NAICS code 4931), the general and specialized freight trucking industries (NAICS codes 4841 and 4842, respectively), and the building material

and supplies dealers industry (NAICS code 4441). **The best indicator of the supply chain strength and support for logistics-related businesses in Licking County is the large number of profitable warehousing and storage companies, freight trucking firms, and building material and supplies dealers presently located in Licking County.** As shown below in the county employer directory of logistics-related companies in these industries, **Licking County presently is the home to more than 90 logistics-related businesses in the industries of NAICS codes 4931, 4841, 4842, and 4441.**

- (K) **The victory of the Licking County Etna Corporate Park, in the direct competition for the Ascena plant expansion against the Greencastle, Indiana, industrial park, is a recent example of the attraction of Licking County for distribution centers and other logistics-related businesses.**
- (L) **In addition to the recent Ascena decision to expand in Licking County, the Menlo Worldwide Logistics Company also recently announced plans to expand in Licking County at the Etna Corporate Park. As described by the Columbus *Dispatch* Newspaper, “Menlo Worldwide Logistics plans to add 60 employees to its base staff of 25, and it will invest \$3.5 million to expand its current location in the Prologis facility. The new positions should add \$2 million in annual payroll. Menlo specializes in supply-chain services, including sourcing of raw materials, product manufacturing and the distribution of finished goods.”**

*Definition of Logistics-Related Occupations and Industries by Standard Occupational Classification (SOC) codes and North American Industrial Classification System (NAICS) codes*

The logistics-related industries are dominated by businesses that employ significant numbers of **industrial truck and tractor operators (commonly known as fork-lift operators, Standard Occupational Code, SOC #53-7051)**. As shown in the table below of the occupational/industry employment distribution, **this occupation is concentrated in the following industries: (a) warehousing and storage (NAICS code #4931), (b) building material and supplies dealers (NAICS #4441), (c) employment services, including temp agencies (NAICS #5613), (d) grocery and related product merchant wholesalers (NAICS #4244), and (e) general freight trucking (NAICS #4841) - industries which are projected to include 38% of the total occupational employment of industrial truck and tractor operators by 2018.**<sup>1</sup> Hence, for the remainder of this case study, logistics-related occupations and industries will include the aforementioned occupation of SOC code #53-7051, and the four industries of NAICS codes #4931, #4441, #4244, and #4841. (The NAICS code #5613, employment services including temp agencies, was excluded from the list of industries of employment concentration for industrial truck and tractor operators in the subsequent analysis; because NAICS industry #5613 places fork-lift operators in other industries for their actual work location.)

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<sup>1</sup> Occupational Supply Demand System (OSDS), Unit of Analysis #242C-99, Miscellaneous Helpers, Laborers & Material Movers, Demand Indicators, at [www.occsupplydemand.org](http://www.occsupplydemand.org).

Occupational Employment by Industry (Top 5 Industries) National <sup>2</sup>								
SOC Code	Occupation	NAICS Code	Industry	Occupation Employment			Pct. of Total	
				2008	2018	Change	2008	2018
53-7051	Industrial Truck and Tractor Operators	493100	Warehousing and storage	86,880	97,710	12.5%	14.2%	15.6%
53-7051		444100	Building material and supplies dealers	48,300	50,860	5.3%	7.9%	8.1%
53-7051		561300	Employment services	35,490	43,170	21.6%	5.8%	6.9%
53-7051		424400	Grocery and related product merchant wholesalers	25,300	28,450	12.5%	4.1%	4.5%
53-7051		484100	General freight trucking	18,400	18,490	.5%	3.0%	2.9%

*Staffing Patterns and Critical Labor Inputs for Logistics-Related Industries*

The national staffing patterns (shown below) for the logistics-related industries of NAICS #4931 (warehousing and storage), NAICS #4441 (building materials and supplies dealers), NAICS #4244 (grocery and related product merchant wholesalers) and NAICS #4841 (general freight trucking) highlight the occupations of (1) industrial truck and tractor operators, and (2) laborers and freight, stock, and material movers, hand, as critical labor inputs to the production functions of these industries.<sup>3</sup> The occupations of fork-lift operator (i.e., industrial truck and tractor operators) and laborers and hand movers represent from 9% to more than a third of the total employment in these four logistics-related industries.<sup>4</sup>

<sup>2</sup> *Ibid.*

<sup>3</sup> Ohio Bureau of Labor Market Information (LMI), Ohio Department of Job and Family Services (ODJFS), and the U.S. Bureau of Labor Statistics (BLS), industry/occupational employment distribution (i.e., staffing pattern), at [www.ohiolmi.com/asp/staffing/ShowStaff.asp?sort=C5\\_D&go=2](http://www.ohiolmi.com/asp/staffing/ShowStaff.asp?sort=C5_D&go=2)

<sup>4</sup> *Ibid.*

**U.S. Staffing Patterns based on 2010-2020 Projections Data Industry Code: 4931 –  
Warehousing and storage<sup>5</sup>**

Occupation Code ↑↓	Occupation Title ↑↓	2010 Pct of Est Emp ↑↓	2020 Pct of Proj Emp ↑↓
000000	Total, All Occupations	100%	100%
-530000	Transportation and Material Moving Occupations	57.6%	58.2%
--537000	Material Moving Workers	45.9%	46%
-430000	Office and Administrative Support Occupations	23.9%	22.8%
----537062	Laborers and Freight, Stock, and Material Movers, Hand	23.4%	24.1%
--435000	Material Recording, Scheduling, Dispatching, and Distributing	15.1%	14.1%
----537051	Industrial Truck and Tractor Operators	11.9%	11%

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<sup>5</sup> *Ibid.*

**U.S. Staffing Patterns based on 2010-2020 Projections Data Industry Code: 4441-  
Building materials and supplies dealers<sup>6</sup>**

Occupation Code ↑↓	Occupation Title ↑↓	2010 Pct of Est Emp ↑↓	2020 Pct of Proj Emp ↑↓
000000	Total, All Occupations	100%	100%
-410000	Sales and Related Occupations	61.3%	62.2%
--412000	Retail Sales Workers	49.6%	50.5%
----412031	Retail Salespersons	37.6%	39.7%
-530000	Transportation and Material Moving Occupations	14.4%	14.4%
-430000	Office and Administrative Support Occupations	13.5%	12.7%
----412010	Cashiers	11.2%	10.1%
--537000	Material Moving Workers	9.4%	9.4%
--411000	Supervisors of Sales Workers	8.6%	8.6%
----411011	First-Line Supervisors of Retail Sales Workers	8.5%	8.5%
--435000	Material Recording, Scheduling, Dispatching, and Distributing	6.4%	5.7%
----537060	Laborers and Material Movers, Hand	5.2%	5.2%
----537062	Laborers and Freight, Stock, and Material Movers, Hand	5.1%	5.1%
---111300	Management, Business, and Financial Occupations	4.6%	4.4%
----533030	Driver/Sales Workers and Truck Drivers	4.5%	4.5%
----537051	Industrial Truck and Tractor Operators	4.2%	4.2%

<sup>6</sup> *Ibid.*

**U.S. Staffing Patterns based on 2008-2018 Projections Data Industry Code: 4244 – Grocery and related product merchant wholesaler<sup>7</sup>**

Occupation Code ↑↓	Occupation Title ↑↓	2010 Pct of Est Emp ↑↓	2020 Pct of Proj Emp ↑↓
000000	Total, All Occupations	100%	100%
-530000	Transportation and Material Moving Occupations	42.6%	42.6%
----533030	Driver/Sales Workers and Truck Drivers	23.2%	23.2%
--533000	Motor Vehicle Operators	23.2%	23.2%
-430000	Office and Administrative Support Occupations	20.1%	19.4%
-410000	Sales and Related Occupations	17.7%	18.1%
--537000	Material Moving Workers	17.1%	17%
----537060	Laborers and Material Movers, Hand	13.3%	13.5%
--414000	Sales Representatives, Wholesale and Manufacturing	13.2%	13.6%
----414012	Sales Representatives, Wholesale and Manufacturing, Except T	12.9%	13.2%
----533031	Driver/Sales Workers	9.9%	10.1%
----537062	Laborers and Freight, Stock, and Material Movers, Hand	9.5%	9.7%
--435000	Material Recording, Scheduling, Dispatching, and Distributin	9.4%	8.6%
----533032	Heavy and Tractor-Trailer Truck Drivers	9%	9.2%
---111300	Management, Business, and Financial Occupations	7.4%	7.5%
----435081	Stock Clerks and Order Fillers	6.1%	5.5%
-510000	Production Occupations	5.3%	5.4%
-110000	Management Occupations	4.4%	4.3%
----533033	Light Truck or Delivery Services Drivers	4.2%	3.9%
----537051	Industrial Truck and Tractor Operators	3.5%	3.2%

<sup>7</sup> *Ibid.*



**U.S. Staffing Patterns based on 2010-2020 Projections Data Industry Code: 4841 -  
General freight trucking<sup>8</sup>**

Occupation Code ↑↓	Occupation Title ↑↓	2010 Pct of Est Emp ↑↓	2020 Pct of Proj Emp ↑↓
000000	Total, All Occupations	100%	100%
-530000	Transportation and Material Moving Occupations	77%	77.1%
--533000	Motor Vehicle Operators	64.9%	65%
----533030	Driver/Sales Workers and Truck Drivers	64.8%	64.9%
----533032	Heavy and Tractor-Trailer Truck Drivers	60.6%	61.1%
-430000	Office and Administrative Support Occupations	12.5%	12.4%
--537000	Material Moving Workers	9%	9.1%
----537060	Laborers and Material Movers, Hand	6.9%	7%
----537062	Laborers and Freight, Stock, and Material Movers, Hand	6.4%	6.5%
-490000	Installation, Maintenance, and Repair Occupations	4.8%	4.9%
--435000	Material Recording, Scheduling, Dispatching, and Distributing	4.4%	4.4%
----533033	Light Truck or Delivery Services Drivers	3.8%	3.5%
--493000	Vehicle and Mobile Equipment Mechanics, Installers, and Repa	3.7%	3.7%
---111300	Management, Business, and Financial Occupations	3.6%	3.6%
----493031	Bus and Truck Mechanics and Diesel Engine Specialists	3.3%	3.3%
--531000	Supervisors of Transportation and Material Moving Workers	2.9%	2.9%
----435030	Dispatchers	2.8%	2.8%
-110000	Management Occupations	2.6%	2.4%
--433000	Financial Clerks	2.2%	2.2%
--439000	Other Office and Administrative Support Workers	2.1%	2.1%
----439061	Office Clerks, General	2%	2%
----537051	Industrial Truck and Tractor Operators	1.9%	2%

<sup>8</sup> *Ibid.*

*Occupational Wage Trends for U.S., Ohio, and the Columbus Metropolitan Statistical Area (MSA) for Logistics-Related Occupations*

Within central Ohio (that is, the Columbus MSA, including Licking County), the occupational wage rates appear competitive for the logistics occupations of industrial truck and tractor operators, and laborers and freight, stock, and material movers, hand, as documented in the following wage data tables.<sup>9</sup>

Wage Trends, Median, National <sup>10</sup>							
SOC Code	Occupation	Median Annual Wage					Change 2006 to 2010
		2006	2007	2008	2009	2010	
53-7051	Industrial Truck and Tractor Operators	\$27,270	\$28,010	\$29,070	\$29,550	\$29,780	9.2%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$21,220	\$21,900	\$22,660	\$23,110	\$23,460	10.6%

Wage Trends, Median, Ohio <sup>11</sup>							
SOC Code	Occupation	Median Annual Wage					Change 2006 to 2010
		2006	2007	2008	2009	2010	
53-7051	Industrial Truck and Tractor Operators	\$28,040	\$28,550	\$29,240	\$29,660	\$30,110	7.4%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$21,810	\$22,340	\$22,550	\$22,900	\$22,610	3.7%

Median Wage Percentile, Columbus Metropolitan Area, Ohio (including Licking County) <sup>12</sup>						
SOC Code	Occupation	2010 Annual Wage Percentile				
		10th	25th	Median	75th	90th
53-7051	Industrial Truck and Tractor Operators	\$20,770	\$23,910	\$28,500	\$35,550	\$42,030
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$16,550	\$18,370	\$23,450	\$31,760	\$55,490

As noted in the preceding tables, the recent 2010 median annual wages paid fork-lift operators (i.e., SOC 53-7051, industrial truck and tractor operators) in central Ohio (including Licking County) were less than the 2010 U.S. and Ohio median annual wages for the same occupation.<sup>13</sup> The 2010 median wage data for SOC 53-7062 (laborers and freight, stock, and material movers, hand) also indicated that central Ohio wages were competitive and almost the same as the comparative Ohio and U.S. median wages for this same occupation.<sup>14</sup>

<sup>9</sup> U.S. Department of Labor, Bureau of Labor Statistics (BLS), and the Occupational Supply Demand System (OSDS), at [www.occsupplydemand.org](http://www.occsupplydemand.org), 242C-99 MISCELLANEOUS HELPERS, LABORERS & MATERIAL MOVERS, Unit of Analysis, Demand Indicators.

<sup>10</sup> *Ibid.*

<sup>11</sup> *Ibid.*

<sup>12</sup> *Ibid.*

<sup>13</sup> *Ibid.*

<sup>14</sup> *Ibid.*

The most recent May, 2011, occupational wage data from the U.S. Bureau of Labor Statistics (BLS) for the same occupations noted above tell a similar story, based on the mean annual wages, of competitive wage rates in Central Ohio and Licking County for the industrial truck and tractor operators (SOC 53-7051) and the laborers and freight, stock, and material movers, hand (SOC 53-7062).<sup>15</sup>

<u>SOC 53-7051, Mean Annual Wages</u>			<u>SOC 53-7062, Mean Annual Wages</u>		
	<u>May, 2011</u>	<u>RSE</u>		<u>May, 2011</u>	<u>RSE</u>
U.S.	\$31,840.00	0.4%	U.S.	\$26,240.00	0.4%
Ohio	\$31,420.00	1.0%	Ohio	\$24,960.00	0.8%
Col. MSA	\$30,360.00	2.5%	Col. MSA	\$24,970.00	1.6%

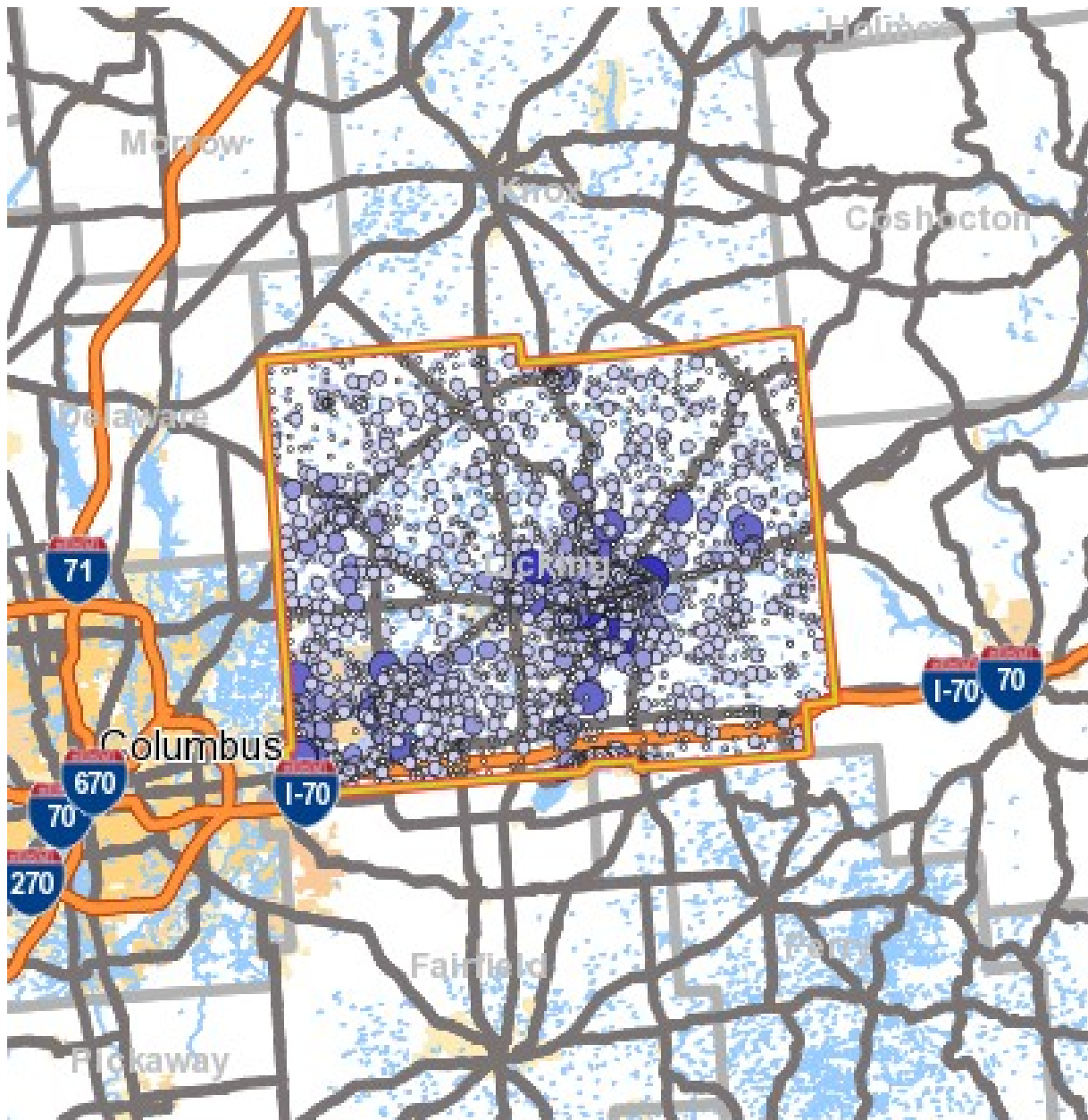
*Note:* the relative standard error (RSE) is a measure of the precision of the estimate. The smaller the RSE, the more precise is the estimate. The Columbus Metropolitan Statistical Area (Col. MSA) is composed of the following counties in Ohio - Delaware, Fairfield, Franklin, Licking, Madison, Morrow, Pickaway, and Union Counties.

*Licking County, Ohio, Labor Shed Map for “Trade, Transportation and Warehousing, and Utilities” Workers by Place of Residence, and Supplementary Tables*

In terms of the labor requirements of the logistics-related industries, the following **labor shed map and supplemental tables** document substantial stocks of potential, logistics-related workers in the industries of trade, transportation and warehousing, and utilities in Licking County, Ohio.<sup>16</sup>

<sup>15</sup> U.S. Bureau of Labor Statistics (BLS), Occupational Employment Statistics (OES) Program, at [www.stats.bls.gov/oes](http://www.stats.bls.gov/oes).

<sup>16</sup> U.S. Census Bureau, *OnTheMap* Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010), at <http://onthemap.ces.census.gov>.





Source: U.S. Census Bureau, *OnTheMap* Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010), at <http://onthemap.ces.census.gov>

**Licking County, Ohio, Home Area Profile Report:  
Workers in the "Trade, Transportation and Warehousing, and Utilities" Industry Class, Detailed  
Tables Supplementing the Licking County, Ohio, Labor Shed Map<sup>17</sup> -  
Total Primary Jobs**

	2010	
	Count	Share
Total Primary Jobs	14,747	100.0%

**Jobs by Worker Age**

	2010	
	Count	Share
Age 29 or younger	3,543	24.0%
Age 30 to 54	8,379	56.8%
Age 55 or older	2,825	19.2%

**Jobs by Earnings**

	2010	
	Count	Share
\$1,250 per month or less	3,613	24.5%
\$1,251 to \$3,333 per month	5,943	40.3%
More than \$3,333 per month	5,191	35.2%

<sup>17</sup> Source: U.S. Census Bureau, *OnTheMap* Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010), at <http://onthemap.ces.census.gov>

## Jobs by NAICS Industry Sector

	2010	
	Count	Share
Agriculture, Forestry, Fishing and Hunting	0	0.0%
Mining, Quarrying, and Oil and Gas Extraction	0	0.0%
Utilities	529	3.6%
Construction	0	0.0%
Manufacturing	0	0.0%
Wholesale Trade	2,908	19.7%
Retail Trade	8,187	55.5%
Transportation and Warehousing	3,123	21.2%
Information	0	0.0%
Finance and Insurance	0	0.0%
Real Estate and Rental and Leasing	0	0.0%
Professional, Scientific, and Technical Services	0	0.0%
Management of Companies and Enterprises	0	0.0%
Administration & Support, Waste Management and Remediation	0	0.0%
Educational Services	0	0.0%
Health Care and Social Assistance	0	0.0%
Arts, Entertainment, and Recreation	0	0.0%
Accommodation and Food Services	0	0.0%
Other Services (excluding Public Administration)	0	0.0%
Public Administration	0	0.0%

## Jobs by Worker Race

	2010	
	Count	Share
White Alone	14,068	95.4%
Black or African American Alone	460	3.1%
American Indian or Alaska Native Alone	29	0.2%
Asian Alone	105	0.7%
Native Hawaiian or Other Pacific Islander Alone	3	0.0%
Two or More Race Groups	82	0.6%

## Jobs by Worker Ethnicity

	2010	
	Count	Share
Not Hispanic or Latino	14,587	98.9%
Hispanic or Latino	160	1.1%

## Jobs by Worker Educational Attainment

	2010	
	Count	Share
Less than high school	1,075	7.3%
High school or equivalent, no college	4,201	28.5%
Some college or Associate degree	3,636	24.7%
Bachelor's degree or advanced degree	2,292	15.5%
Educational attainment not available (workers aged 29 or younger)	3,543	24.0%

## Jobs by Worker Sex

	2010	
	Count	Share
Male	8,923	60.5%
Female	5,824	39.5%

Notes: 1. Race, Ethnicity, Educational Attainment, and Sex statistics are beta release results and only available for 2009 and 2010 data.  
2. Educational Attainment is only produced for workers aged 30 and over.

It is noteworthy that **almost two-thirds (i.e., 65%) of the “trade, transportation and warehousing, and utilities” workers in Licking County, Ohio, in 2010 by place of residence, received less than \$3,334.00 per month in earnings, making these workers potential sources of experienced labor supply for higher wage, logistics-related employers.**<sup>18</sup>

*Indicators of Labor Availability for Logistics-Related Occupations in Licking County, Ohio*

*Registered Logistics-Related Applicants with Public Employment Service, Seeking Employment in Licking County, Ohio*<sup>19</sup>

<b>AVAILABLE JOB SEEKERS CURRENTLY SEEKING EMPLOYMENT IN LICKING COUNTY</b>			
Source: Licking County One-Stop, Licking County Job & Family Services			
(Note: SCOTI currently reports a total of 11,324 Job seekers seeking employment in Licking County. Report run date 10/22/12)			
Job Code	Job Title	Summary of Job Title	Available Job Seekers
53-7051.00	Industrial Truck and Tractor Operators	Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location.  <b>Sample of reported job titles:</b> Forklift Operator, Material Handler, Fork Lift Operator, Truck Driver, Fork Truck Driver, Lift Truck Operator, Forklift Driver, Fork Lift Technician, Spotter Driver, Fork Lift Driver	384
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified.  <b>Sample of reported job titles:</b> Material Handler, Warehouse Worker, Laborer, Loader, Receiving Associate, Receiver, Shipping and Receiving Materials Handler, Merchandise Pickup / Receiving Associate, Line Tender, Stock Replenisher	432
<b>YOU HIRE, YOU TRAIN, WE PAY!</b>			
<b>ON-THE-JOB TRAINING PROGRAM</b>			
On-the-Job Training (OJT) is a program designed to assist employers hire and train job seekers for long-term employment. This is an opportunity for employers to work with local One-Stops to recruit, pre-screen, hire, and train, new employees in the specific skills they will need to help their business thrive. The employer is reimbursed 50% of the new hires wages during training (maximum reimbursement per new hire is \$6,000.00). *Eligibility requirements apply to employers and job seekers. *OJT's are available contingent upon state and federal funding. For additional information, please contact an Employment Specialist at your local One Stop, Opportunity Links, (740) 670-8702 or (740) 670-8781.			

For specific indicators of labor supply for logistics-related occupations, the **October, 2012, labor availability report from the Licking County One-Stop Center of the Ohio Department of Job and Family Services (ODJFS) showed sizable numbers of fork-lift operator applicants (i.e., industrial truck and tractor operators, SOC 53-7051) and applicants for positions as laborers and freight, stock, and material movers, hand (SOC 53-7062), registered with the ODJFS and seeking employment in Licking County, Ohio.**<sup>20</sup>

<sup>18</sup> *Ibid.*

<sup>19</sup> Murphy, Windy, Employment Specialist, Licking County One-Stop Center, Ohio Department of Job and Family Services, Labor Availability Report, October, 2012

<sup>20</sup> *Ibid.*

Further, the ODJFS Licking County One-Stop office offered **on-the-job training (OJT) contracts** to employers to pay for the cost of training new employees.<sup>21</sup>

*Pre-Employment Training (PET) from the Career-Technical Education Centers (C-TEC) of Licking County, Ohio*

In addition to the registered applicants with the public employment service (that is, the ODFJS One-Stop Center of Licking County), **the Career-Technical Education Centers (C-TEC) of Licking County produced over 1500 graduates from its Pre-Employment Training (PET) Program during the last 18 years, which provided employers with pre-screened and pre-trained and evaluated entry-level workers.** This screening and training service to Licking County employers and industries, such as the logistics industry, is summarized well in the following C-TEC public notice.<sup>22</sup>

**“Licking County Pre-Employment Training Program –A National Model with Exemplary Outcomes:** In 1994 Rockwell International, four other companies and The Career and Technology Education Centers (C-TEC) decided to design a training program that would supply area employers with qualified manufacturing production workers with high performance skills. Little did they know that over a decade later and over 1500 successful graduates that the program would not only still be alive but also replicated in over 5 states and 40 communities.

The process provides large numbers of, qualified, ready to work, employees with recognized industry credentials (1500 graduates, 90% placement in consortium companies, 92% retention). Successful students receive a 10 hour General Industry OSHA card as a component of the 120 hours of training.

Another component that enables this process to be very effective is “Work Keys”, a pre-testing method to establish entry level skills in the following areas. Applied Technology, Applied Mathematics, and Locating Information. The testing can also include a manual dexterity exercise, full range of motion and a personality profile. All prospective students are interviewed and drug screened prior to assignment to the training class. A template of the course includes;

- CPR training,
- AED training
- Fork lift training
- General Industry OSHA training

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<sup>21</sup> *Ibid.*

<sup>22</sup> Kelly Wallace, Adult Training Director, and Fred Paul, Pre-Employment Training (PET) Program Coordinator, Career-Technical Education Centers (C-TEC) of Licking County, Ohio. This reference to the generic pre-employment training programs of C-TEC includes the most recent “79/Seventy Advanced Materials Manufacturing Certification” pre-employment training program of C-TEC.



- Quality/Blueprint Reading 16 hours
- Team work 20 hours
- Hands-on 10 hours

The 120 hours of training curriculum is flexible and can be customized as you require. The process can be delivered seven days a week, 24 hours per day, to meet a company's specific needs. Pre-Employment Training is a tool that simplifies the hiring process and reduces the opportunity to hire the wrong candidate. The Safety, Quality, and Communication skill training provided in this process payback very quickly.

- Computer Basics 4 hours
- Communications 20 hours
- Safety 14 hours
- Math and SPC 18 hours
- Wellness/Lift Clinic 8 hours
- Personal Development 10 hours”<sup>23</sup>

The C-TEC Pre-Employment and Training (PET) system received the national best practice award from the National Dissemination Center for Career and Technical Education of the Ohio State University and the University of Illinois<sup>24</sup>

*Columbus State Community College (CSCC) Logistics Training for the Columbus Metropolitan Statistical Area (MSA), including Licking County*

In addition to the pre-employment training resources in Licking County through C-TEC for the logistics industry, **the Columbus State Community College (CSCC) also provides specialized training for central Ohio (including Licking County) directed at the logistics industry, called LogisticsART.** As described on their website (at [www.cscce.edu/workforce/logistics](http://www.cscce.edu/workforce/logistics)), the CSCC logistics training is another pre-employment training resource for the Columbus metropolitan area employers.<sup>25</sup>

“**For Individuals:** First, you can go through a three-week training program that gives you the skills to get an entry-level job in the logistics field. Graduates (and those already working in the field) may have an opportunity for additional training, giving you the skills needed to advance your career.”<sup>26</sup>

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<sup>23</sup> *Ibid.*

<sup>24</sup> C-TEC 2000 application to the National Dissemination Center for Career and Technical Education of the Ohio State University and the University of Illinois, and subsequent national best practice award by the same National Dissemination Center for Career and Technical Education.

<sup>25</sup> The Columbus metropolitan statistical area (MSA) includes the counties of Delaware, Fairfield, Franklin, Licking, Madison, Morrow, Pickaway, and Union Counties.

<sup>26</sup> Columbus State Community College (CSCC), LogisticsART (Attracting and Retaining Talent) pre-employment training program, at [www.cscce.edu/workforce/logistics](http://www.cscce.edu/workforce/logistics).

“For Businesses: LogisticsART (Attracting and Retaining Talent) aims to provide a qualified pool of workers to help you grow your business. Graduates of the program are pre-trained, pre-screened, and ready to add value to your bottom line.”<sup>27</sup>

*Baccalaureate and Above Training for the Logistics Industry by the Ohio State University, which is a significant advantage for Central Ohio, including Licking County*

The logistics-related businesses have critical labor inputs that require baccalaureate and above training. **The central Ohio location of the Ohio State University provides Licking County logistics firms with a reliable supply of higher education graduates in the logistics-related occupations of logisticians, operational research analysts, and industrial engineers.**

**The Ohio State University – Main Campus, Columbus, Ohio: Completions, 2010-2011**<sup>28</sup>

<b>PROGRAM</b>	<b><u>ASSOCIATE</u></b>	<b><u>BACHELOR</u></b>	<b><u>MASTER</u></b>	<b><u>DOCTOR</u></b>	<b><u>CERTIFICATE</u></b>
<b>LOGISTICS, MATERIALS, AND SUPPLY CHAIN MANAGEMENT</b>	-	<b>140</b>	-	-	-
<b>OPERATIONS MANAGEMENT AND SUPERVISION</b>	-	<b>106</b>	-	-	-
<b>INDUSTRIAL ENGINEERING</b>	-	<b>83</b>	<b>18</b>	<b>6</b>	-

Hence, the Licking County and central Ohio training is especially strong in support of logistics-related industries and firms, with the C-TEC and CSCC logistics pre-employment training (PET), and the OSU higher education logistics training, as part of the educational infrastructure of Licking County and the Columbus MSA (which includes Licking County).

<sup>27</sup> *Ibid.*

<sup>28</sup> National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS), *College Navigator* for the Ohio State University – Main Campus, at [www.nces.ed.gov/collegenavigator](http://www.nces.ed.gov/collegenavigator).

### Labor Force Data for Licking County

Since both of the logistics-related occupations of industrial truck and tractor operators, and the laborers and hand freight, stock, and material movers generally require only short-term, on-the-job training, the labor force statistics for Licking County provide useful indicators of potential labor supply, especially for semi-skilled and unskilled positions.

Civilian Labor Force Estimates (Not Seasonally Adjusted) <sup>29</sup>				
For: <b>Licking County</b>				
Year	Civilian Labor Force	Employment	Unemployment	Unemployment Rate
Jan-2012	84,000	77,300	6,700	8.0
Feb-2012	84,500	77,800	6,800	8.0
Mar-2012	84,300	78,000	6,300	7.5
Apr-2012	84,100	78,400	5,700	6.8
May-2012	84,600	79,200	5,400	6.4
Jun-2012	85,600	79,900	5,700	6.7
Jul-2012	85,500	79,800	5,600	6.6
Aug-2012	84,900	79,700	5,200	6.1
Sep-2012	84,500	79,700	4,800	5.7

In September, 2012, out of a Licking County labor force estimated at 84,500, with an estimated 79,700 employed workers, **an estimated 4,800 persons were unemployed and actively seeking work.**<sup>30</sup>

### Indicators of Robust Supply Chains for Logistics-Related Businesses in Licking County, Ohio

The logistics functions play essential roles in many businesses and industries. Three industries, for which logistics are critical, include the warehousing and storage industry (NAICS code 4931), the general and specialized freight trucking industries (NAICS codes 4841 and 4842, respectively), and the building material and supplies dealers industry (NAICS code 4441). **The best indicator of the supply chain strength and support for logistics-related businesses in Licking County is the large number of profitable warehousing and storage companies, freight trucking firms, and building material and supplies dealers presently located in Licking County.** As shown below in the county employer directory of logistics-related companies in these industries, **Licking County presently is the home to more than 90 logistics-related businesses in the industries of NAICS codes 4931, 4841, 4842, and 4441.** The following business directory of logistics-related firms in Licking County provides live links

<sup>29</sup> Ohio Bureau of Labor Market Information (LMI) and the U.S. Bureau of Labor Statistics (BLS) at [www.ohiolmi.com/asp/laus/LAUS.asp](http://www.ohiolmi.com/asp/laus/LAUS.asp).

<sup>30</sup> *Ibid.*

to the employer information about the company contact person, street and mailing address, telephone number and website address, business description and primary industry, employment size class, and map to the business location in Licking County.<sup>31</sup>

**Licking County Employer Directory of Businesses in Industries of Employment Concentration for Industrial Truck and Tractor Operators.**<sup>32</sup>

State – Ohio; Region - Columbus, OH MSA; Cities - **Heath, Etna, Hebron, Newark**; Industry Sector - Transportation and Warehousing; Industry Subsector - Warehousing and storage; Industry Group - **Warehousing and Storage**

Displaying Employers 1-9 of 9

Employer Name	Address	City
<a href="#">Coshocton Grain Co</a>	O Neill Dr	Hebron, OH
<a href="#">D+s Distribution Inc</a>	James Pkwy # 9	Heath, OH
<a href="#">Just Junk It Warehouse</a>	Beaver Run Rd Se	Hebron, OH
<a href="#">Menlo Logistic's Inc</a>	Heritage Dr	Etna, OH
<a href="#">Mid-Ohio Warehouses</a>	James Pkwy # 3	Heath, OH
<a href="#">Mid-State Warehouse</a>	James Pkwy # 8	Heath, OH
<a href="#">Mid-State Warehouses</a>	W Main St	Newark, OH
<a href="#">Mills Mini Warehouse</a>	Industrial Pkwy	Newark, OH
<a href="#">Terminal Warehouse Inc</a>	James Ave	Heath, OH

State - Ohio; Region - Columbus, OH MSA; Cities - **Newark, Etna, Heath, Hebron, Pataskala**; Industry Sector - Transportation and Warehousing; Industry Subsector - Truck Transportation; Industry Group - **General Freight Trucking**

Displaying Employers 1-10 of 14

Employer Name	Address	City
<a href="#">A Family Moving Co</a>	Cooks Hill Rd	Glenford, OH
<a href="#">A Family Moving Co</a>	Pleasant Chapel Rd	Heath, OH
<a href="#">AAAA Always Moving</a>	Morse Rd Sw	Pataskala, OH
<a href="#">Allied Van Lines Inc Agents</a>	Norton Ave	Newark, OH
<a href="#">Chalfant's Delivery Svc</a>	Claylick Rd	Newark, OH
<a href="#">City Wide Movers</a>	Mount Vernon Rd	Newark, OH
<a href="#">Equipment Express</a>	Duncan Dr	Etna, OH
<a href="#">Equipment Express</a>	Brandon Dr	Pataskala, OH
<a href="#">Jaj Trucking Inc</a>	Taylor Rd Sw	Etna, OH
<a href="#">Mathis Moving &amp; Storage</a>	Norton Ave	Newark, OH

<sup>31</sup> Employer Locator at [www.acinet.org/acinet/employerlocator/EmpLocatorByKeyword.asp?nodeid=18&action=keyword](http://www.acinet.org/acinet/employerlocator/EmpLocatorByKeyword.asp?nodeid=18&action=keyword).

<sup>32</sup> *Ibid.*

State - Ohio; Region - Columbus, OH MSA; Cities - **Newark, Etna, Heath, Hebron, Pataskala**; Industry Sector - Transportation and Warehousing; Industry Subsector - Truck Transportation; Industry Group - **General Freight Trucking** (cont.)

Displaying Employers 11-14 of 14

Employer Name	Address	City
<a href="#">Moving Help</a>	Allen St	Newark, OH
<a href="#">Moving Help</a>	Oakwood Ave	Newark, OH
<a href="#">RPM Rigging</a>	S Main St	Pataskala, OH
<a href="#">Robert M Neff Inc</a>	James Pkwy	Heath, OH

State – Ohio; Region - Columbus, OH MSA; Cities - **Newark, Etna, Heath, Hebron, Pataskala**; Industry Sector - Transportation and Warehousing; Industry Subsector - Truck Transportation; Industry Group - **Specialized Freight Trucking**

Displaying Employers 1-25 of 25

Employer Name	Address	City
<a href="#">Advantage Tank Lines Inc</a>	Hebron Rd	Newark, OH
<a href="#">C &amp; R Sons Trucking</a>	Bear Hollow Rd Se	Newark, OH
<a href="#">Cargo Leasing Inc</a>	Licking Valley Rd	Newark, OH
<a href="#">Cutlas Transport</a>	Integrity Dr # B	Hebron, OH
<a href="#">Dalmatian Inc</a>	National Rd Se	Hebron, OH
<a href="#">Dalmation Transportation</a>	Lancaster Rd	Hebron, OH
<a href="#">Equine Transport</a>	Mink St Sw	Pataskala, OH
<a href="#">Fleet Service Inc</a>	Everett Ave	Newark, OH
<a href="#">GRM Auto Transport Llc</a>	Price Rd	Newark, OH
<a href="#">H &amp; W Contract Carriers</a>	National Rd Sw	Hebron, OH
<a href="#">H &amp; W Trucking</a>	W Locust St # B	Newark, OH
<a href="#">Hutchinson Materials LLC</a>	National Rd Sw	Hebron, OH
<a href="#">J B Hunt</a>	N High St	Hebron, OH
<a href="#">John W Vollmer Trucking</a>	Ditmore Stroll	Newark, OH
<a href="#">Junk 2B</a>		Newark, OH
<a href="#">Mavis Dallas Specialized Crrr</a>	Broad St Sw	Pataskala, OH
<a href="#">Mid-State Systems Inc</a>	Lancaster Rd	Hebron, OH
<a href="#">Power House Auto Ltd</a>	Smoke Rd Sw	Etna, OH
<a href="#">Pressey's 2</a>	W Main St	Newark, OH
<a href="#">Quickway Carriers</a>	Keller Dr	Heath, OH
<a href="#">Ranger Transport</a>	Broad St Sw	Pataskala, OH
<a href="#">Rose Transportation</a>	Poppleton Pl	Pataskala, OH
<a href="#">Schell Brothers Shop</a>	White Chapel Rd	Newark, OH
<a href="#">Truck One</a>	Everett Ave	Newark, OH
<a href="#">Werner Enterprises Inc</a>	Heritage Dr	Etna, OH

State – Ohio; Region - Columbus, OH MSA; Cities - **Newark, Etna, Granville, Heath, Pataskala**; Industry Group - **Building material and supplies dealers**

Displaying Employers 1-35 of 45

Employer Name	Address	City
<a href="#">84 Lumber</a>	Broad St Sw	Pataskala, OH
<a href="#">Ackley Siding &amp; Windows</a>	Bryn Du Dr	Granville, OH
<a href="#">Acord Overhead Door Co</a>	Hickman Rd Ne	Newark, OH
<a href="#">Advanced Bldg Solutions</a>	Munson St	Granville, OH
<a href="#">Advant Edge</a>	W Church St	Newark, OH
<a href="#">American Integrity Elec Suppl</a>	Forry St	Newark, OH
<a href="#">Angeletti Overhead Door</a>	Anthony Dr	Newark, OH
<a href="#">Brasseur's Building Supplies</a>	W National Dr	Newark, OH
<a href="#">Carter Lumber</a>	National Rd Sw	Etna, OH
<a href="#">Carter Lumber</a>	Mount Vernon Rd	Newark, OH
<a href="#">Central Ohio Building Cmpnts</a>	Marne Dr	Newark, OH
<a href="#">Contract Framing Inc</a>	Hazelton Etna Rd Sw	Pataskala, OH
<a href="#">Contract Lumber Inc</a>	Hazelton Etna Rd Sw	Pataskala, OH
<a href="#">East Main Tool Rental LLC</a>	E Main St	Newark, OH
<a href="#">Eddie's Glass &amp; Mirror Svc</a>		Pataskala, OH
<a href="#">Elm Recycling LLC</a>	Mount Vernon Rd	Newark, OH
<a href="#">Fred Pound Construction Co</a>	Centennial Rd	Newark, OH
<a href="#">Glass Doctor</a>	Hebron Rd	Heath, OH
<a href="#">Glidden Professional Paint Ctr</a>	S 4th St	Newark, OH
<a href="#">Granville Builders Supply</a>	N Cedar St	Newark, OH
<a href="#">Granville Lumber Co</a>	S Main St	Granville, OH
<a href="#">Grossman's Bargain Outlet</a>	N 21st St	Newark, OH
<a href="#">Home Depot</a>	N 21st St	Newark, OH
<a href="#">JELD-WEN Windows &amp; Doors</a>	Heritage Dr	Etna, OH
<a href="#">Larcomb Lumber &amp; Millwork</a>	Cleveland Rd Sw	Pataskala, OH
<a href="#">Lowe's Home Improvement</a>	Hebron Rd	Heath, OH
<a href="#">Main Hardware</a>	W Main St	Newark, OH
<a href="#">Matney Siding</a>	Chestnut Hills Rd	Granville, OH
<a href="#">Mini Mix Inc</a>	Purity Rd Ne	Newark, OH
<a href="#">Mobilease Modular Space Inc</a>	Wyncroft	Pataskala, OH
<a href="#">Myers Wholesale Sheet Metal</a>	Broad St	Newark, OH
<a href="#">National Industrial Lumber Co</a>	James Pkwy	Heath, OH
<a href="#">Newark Builders Supply</a>	Stanberry St	Newark, OH
<a href="#">Ohio Pole Building Co</a>	Columbus Rd	Granville, OH
<a href="#">Pataskala True Value</a>	S Main St	Pataskala, OH

State – Ohio; Region - Columbus, OH MSA; Cities - **Newark, Etna, Granville, Heath, Pataskala**; Industry Group - **Building material and supplies dealers** (cont.)

Displaying Employers 36-45 of 45

Employer Name	Address	City
<a href="#">Perfection Glass Inc</a>	Hazelton Etna Rd Sw	Etna, OH
<a href="#">Plaza Hdwr &amp; Paint</a>	Mount Vernon Rd	Newark, OH
<a href="#">Preffered Building Supply LLC</a>	Mckinley Ave	Newark, OH
<a href="#">Quality Stone Inc</a>		Newark, OH
<a href="#">River Valley Stone</a>	Munson St	Granville, OH
<a href="#">Robert Romine Construction Co</a>	E Main St	Newark, OH
<a href="#">Safelite Auto Glass</a>		Newark, OH
<a href="#">Scioto Ready Mix</a>	Taylor Rd Sw	Pataskala, OH
<a href="#">Sherwin-Williams</a>	James Pkwy	Heath, OH
<a href="#">Sherwin-Williams</a>	W Main St	Newark, OH

*Examples of the Comparative Success of Licking County Economic Developers in Retaining Logistics-Related Companies for Business Expansion – the Cases of the Ascena Plant and Menlo Worldwide Logistics in the Etna Corporate Park, Licking County, Ohio.*

In head-to-head competition between an industrial park in Greencastle, Indiana, and the Etna Corporate Park in Licking County, Ohio, to attract the business expansion of the Ascena Retail Group plant, the Etna Corporate Park and Licking County were the winners in this economic development contest, in part because of the workforce advantages noted in the preceding sections of this case study. As reported by the *Pataskala Standard* Newspaper, “Ascena currently employs about 300 people at its existing distribution center, and it has proposed more than doubling the center by 400,000 to 550,000 square feet and adding up to 225 new jobs by 2017, according to the agreement the county commissioners signed. The company’s total investment would amount to \$72 million. . . . The stakes for retaining Ascena were high because local officials said if the company chose Indiana it intended to close its Etna location. Ascena is a nationally known retailer of apparel for both women and ‘tween’ girls, boasting brand names like Maurices and Justice. The company has been working to merge four distribution centers into one, with sites in Etna and Indiana competing against one another.”<sup>33</sup>

At the expanded Ascena distribution facility in Licking County, Ohio, in the Etna Corporate Park, the company will utilize a vertical, racking systems technology.<sup>34</sup> **The victory of the Licking County Etna Corporate Park, in the direct competition for the Ascena plant**

<sup>33</sup> Conte, Henry S., editor, and Klimack, Chad, Reporter, The *Pataskala Standard* Newspaper, Oct. 25, 2012, “Ascena chooses Etna for expansion,” p. 2A.

<sup>34</sup> Presentation to the Etna Township Board of Zoning Appeals, Licking County, Ohio, by the Ascena Retail Group, Inc., September 18, 2012.

**expansion against the Greencastle, Indiana, industrial park, is a recent example of the attraction of Licking County for distribution centers and other logistics-related businesses.**

**In addition to the recent Ascena decision to expand in Licking County, the Menlo Worldwide Logistics Company also recently announced plans to expand in Licking County at the Etna Corporate Park. As described by the *Columbus Dispatch* Newspaper, “Menlo Worldwide Logistics plans to add 60 employees to its base staff of 25, and it will invest \$3.5 million to expand its current location in the Prologis facility. The new positions should add \$2 million in annual payroll. Menlo specializes in supply-chain services, including sourcing of raw materials, product manufacturing and the distribution of finished goods.”<sup>35</sup>**

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<sup>35</sup> Rawdon, Scott, ThisWeekNEWS.com, “CIC: County has promising economic development outlook,” The *Columbus Dispatch* Newspaper, Licking County News, Nov. 4, 2012.