

7/2025



OhioMeansJobs

Allen County

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ISSUE 6

EMPLOYER SERVICES



GEN Z AND THE FUTURE OF WORKFORCE IN OHIO

UNLOCKING SUCCESS

How Career Assessments Help Job Seekers and Employers Thrive

WORKPLACE MYTHS BUSTED

**2025 ANNUAL
SPRING CARRER FAIR
WRAP UP**

**MEET THE JOB
DEVELOPER TEAM!**



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Unlocking Success

How Career Assessments Help Job Seekers and Employers Thrive

At OhioMeansJobs Allen County, we believe that discovering your career path or shaping a great team should be a meaningful journey, not a difficult obstacle. That's why we offer a variety of behavioral and personality assessments designed to help job seekers and employers discover the best fit for their needs. These tools provide valuable insights into individual abilities, communication styles, and how people interact in different work environments.

Whether you're just starting out or looking to strengthen your team, these assessments can help guide you toward success.

A Path to Discovering Strengths

Take a moment to think about your career journey. It's common for job seekers to feel uncertain about which path to pursue, especially with so many options out there. Behavioral assessments are a powerful tool that can help you understand your natural strengths and preferred work environment. By evaluating factors like your decision-making style, communication preferences, and problem-solving approach, these assessments offer a clear picture of which roles will align with your talents and passions. These tools simplify the search process, helping to narrow down options and focus on careers that are the best fit.

Personality Profile Assessment

Please answer the following within 5 minutes. There are no right or wrong answers, so be as honest as possible.

Using the scale below, rate each of the 25 statements according to how accurately it describes you. Place a number from 1 to 7 on the blank before each statement.

Like me 7 6 Somewhat like me 5 4 3 2 Not like me 1

- | | |
|-----|--|
| 1. | I step forward and take charge in leaderless situations. |
| 2. | I am concerned about getting along well with others. |
| 3. | I have good self-control; I don't get emotional and get angry and yell. |
| 4. | I am dependable; when I say I will do something, it's done well and on time. |
| 5. | I try to do things differently to improve my performance. |
| 6. | I enjoy competing and winning; losing bothers me. |
| 7. | I enjoy having lots of friends and going to gatherings/parties. |
| 8. | I perform well and better under pressure. |
| 9. | I perform well and better under pressure. |
| 10. | I perform well and better under pressure. |

When you understand your strengths, it becomes easier to target opportunities that will lead to personal and professional fulfillment.

Supporting Employers with Better Hiring Decisions

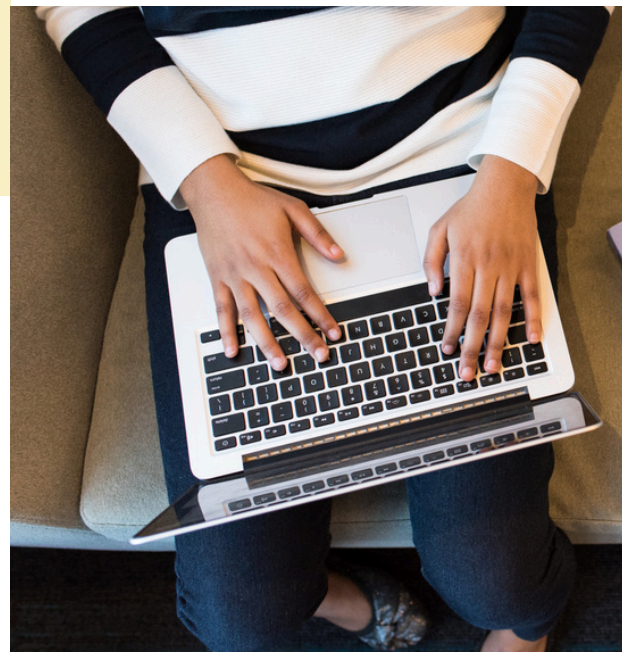
Employers face their own challenges when it comes to finding the right fit for their teams. Behavioral and personality assessments help employers make more informed decisions by offering insights into how candidates will mesh with their team dynamics and company culture. These assessments go beyond resumes and interviews, providing a deeper understanding of how candidates will perform, interact, and contribute to the workplace environment.

By using these tools, employers are better equipped to select candidates who will thrive, reducing turnover and improving team cohesion. It's a win-win: both employers and employees benefit from stronger, more effective relationships built on a solid understanding of each other's strengths and communication styles.



How Assessments Guide Success for Everyone

Whether you're a job seeker or an employer, behavioral and personality assessments provide essential insights that pave the way for success. They help job seekers like you understand your strengths, challenges, and ideal work environments, making it easier to identify career paths where you can thrive. For employers, these assessments ensure they select candidates who will not only perform well but also contribute positively to the overall work culture.



At OhioMeansJobs Allen County, we use these tools to foster growth, alignment, and long-term success for everyone. Whether you're navigating your career journey or building a strong, effective team, these assessments guide you toward better outcomes and lasting success.

Your Journey to Success Starts Here

Ready to take the next step in your career or add to your team? Reach out to OhioMeansJobs Allen County today. With behavioral and personality assessments like AcuMax, we'll help you unlock your potential and achieve your goals!

Contact Us:

OhioMeansJobs Allen County

Phone: 419-999-0360

Visit our website: www.omjallen.com

We look forward to helping you succeed!



OhioMeansJobs®
Allen County

2025 SPRING CAREER FAIR

THANK YOU!

Our recent Spring Career Fair, now in its fourth successful year, brought together 100 local employers and hundreds of eager job seekers. Held on Tuesday, May 6th at the University of Northwestern Ohio Event Center, this event was a bustling hub of opportunity, showcasing a diverse selection of in-demand careers and opportunities right here in Allen County.

This year's event was held in celebration of Ohio's In-Demand Jobs Week, a statewide initiative that highlights the jobs, industries, and skills that are in high demand across the state. We welcomed high school and college students from across the region, giving them a chance to connect directly with employers in industries like manufacturing, healthcare, technology and many more. Due to space limitations, attendance was by invitation only creating a focused, meaningful environment for both students and employers.

We're proud to continue building bridges between education and employment, and we look forward to seeing how these connections help shape the future of our local workforce.

A huge **THANK YOU** to all our local employer partners and high schools who made this event a success. We couldn't do it without you!





WORKPLACE MYTHS - BUSTED!

MYTH #1: "MULTITASKING BOOSTS PRODUCTIVITY"

Let's face it: multitasking is often glorified as the key to getting more done. But in reality? It's more of a productivity killer. Your brain isn't designed to handle multiple complex tasks at once. When you juggle too many things, you're actually just switching between tasks, leading to mistakes and wasted time.

The Reality:
Prioritize focused work on one task at a time. By dedicating your attention fully to each task, you can achieve higher quality results in less time. Consider adopting structured work intervals. This method not only enhances productivity but also improves overall task completion rates.

Source:
American Psychological Association. "Multitasking: Switching Costs." APA, 2006, www.apa.org.

MYTH #2: "WORKING FROM HOME IS EASIER"

Sure, working from home sounds like a dream: no commute, comfy clothes, and snacks within arm's reach. But, trust us, it comes with its own set of challenges. Distractions at home, a lack of social interaction, and the blurry line between work and personal life can all make remote work tougher than expected.

The Reality:
To succeed while working remotely, set clear boundaries. Designate a workspace, stick to a schedule, and stay connected with your team regularly. Remote work is best when it's intentional!

Source:
Keller, Scott. "The Challenges of Working from Home." Harvard Business Review, 2020, hbr.org.

MYTH #3: "THE MORE HOURS YOU WORK, THE MORE PRODUCTIVE YOU ARE"

We've all heard it: "The longer you work, the more you get done." But here's the truth: overworking leads to burnout, not productivity. Studies show that after a certain point, longer work hours actually hinder performance and creativity.

The Reality:
Take regular breaks, set a reasonable work schedule, and remember that quality trumps quantity. A well-rested employee is a productive employee. Encourage your team to recharge and come back ready to tackle their tasks!

Source:
Pfeffer, Jeffrey. "How Overworking Leads to Burnout and Decreases Productivity." *Forbes*, 26 Oct. 2021, forbes.com.

MYTH #4 "MORE MEETINGS = MORE COLLABORATION"

How many times have you been in a meeting that could have been an email? More meetings don't necessarily equal more collaboration. In fact, endless meetings can eat up time and actually decrease productivity.

The Reality:

Hold meetings only when necessary, and make sure they are short, focused, and actionable. Use collaboration tools like slack for quick check-ins and updates. It's all about working smarter, not harder!

Source:

Gallup. "The State of the American Workplace." Gallup, 2017, www.gallup.com.

MYTH #5: "EMPLOYEES ARE MOTIVATED BY MONEY ALONE"

If you think money is the main motivator for employees, think again. While a competitive salary is important, studies consistently show that recognition, job satisfaction, and opportunities for growth are what really drive employees to excel.

The Reality:
Create a culture of appreciation. Recognize hard work, offer opportunities for career development, and foster a sense of purpose. When employees feel valued, they're more likely to stay engaged and motivated.

Source:
Gallup. "State of the Global Workplace." Gallup, 2017, www.gallup.com.

MYTH #6: "FEEDBACK SHOULD ONLY BE GIVEN DURING PERFORMANCE REVIEWS"

Feedback should be an ongoing conversation, not just something that happens once a year. Waiting for an annual review to provide feedback can lead to missed opportunities for growth and improvement.

The Reality:

Create a culture of continuous feedback. Regular check-ins, constructive criticism, and positive recognition all contribute to employee development and satisfaction.

Source:

"Why Feedback Should Be Given Regularly." Gallup, 2018, www.gallup.com.

There you have it some of the most common workplace myths, busted! The truth is that a little knowledge can go a long way in making your team happier, healthier, and more productive.

So, next time you hear someone repeat one of these myths, you'll be armed with the facts!

MEET THE OMJ JOB DEVELOPERS!

At OhioMeansJobs Allen County, our dedicated Job Developers are the backbone of our employer services. They collaborate directly with local employers, HR teams, and recruiters to ensure we have all the essential information to accurately post and recruit for their openings. By understanding the unique needs of each employer, they provide personalized support to help job seekers find the perfect match.

Meet our amazing team of Job Developers who are committed to bridging the gap between local talent and thriving businesses. Whether you're a job seeker exploring new opportunities or an employer seeking top talent, our team is here to support your journey to success.

TRENT WISE



Meet Trent, Our Business Services Manager!

"I've been in workforce development for four years and love helping businesses grow while connecting people to meaningful work. We work with a variety of industries, including manufacturing, healthcare, logistics, and retail, aiming to meet the needs of job seekers from all backgrounds.

The most rewarding part of my job is seeing the direct impact, whether it's filling a tough position or helping a job seeker find the right fit.

I build relationships with employers through clear communication, understanding their needs, and offering solutions that work. Our annual career fair is a standout event, connecting over 100 employers with local talent and resulting in dozens of hires.

For employers new to OhioMeansJobs Allen County, give us a try! We offer free tools and support to make the process efficient and valuable."

"I've been developing and recruiting for a little over a year now, and it's been an awesome experience helping connect great candidates with local employers! I work with a variety of employers, like Aarons, Gracely's Lawn Care, Lima Powder Coating, Plush Cookie, and so many more! The best part of my job is getting the email saying a position we helped fill has been taken by one of our screened applicants.

Building and maintaining relationships with employers is all about staying in touch, posting positions, and sending resumes and applicants their way! One of the best experiences for me is our career fair—connecting employers with high school seniors is a great opportunity for students to make meaningful connections as they transition to the next chapter of their lives.

My advice for employers: It's not just about job postings and recruitment! We offer hire events, employer videos, funding, training—so many resources that employers may not even be aware of!"

TYLER CHRISTOFF



ANGEL HARTZOG



"I've been job developing for a little over a year now. Helping employers fill open positions is by far my favorite part of the job—it's so rewarding to connect businesses with the right talent.

For local employers, here's my advice: **POST WITH US!** Who doesn't love free advertising and the added reach? It's a great way to get your job openings in front of more candidates and increase your chances of finding the perfect fit for your team."

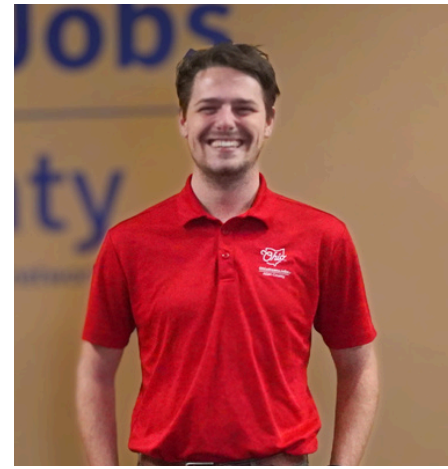
"I've been job developing for 3 years now, and I'm excited to keep connecting great candidates with employers! I'm currently working with employers in manufacturing, retail, law, food service, and hospitality. One success story that stands out is our annual career fair. Helping high school seniors connect with employers looking to hire is such a rewarding experience.

My favorite part of the job? Finding the right candidate for those tricky positions! I build relationships with employers by reaching out monthly and frequently checking in with all my contacts.

My advice to employers new to OhioMeansJobs Allen County: The amount of free support we offer can be overwhelming, but our team is here to help clear up any confusion and create a recruitment plan that fits your needs.

If I could switch jobs for a day, I'd love to see how something is built at a large manufacturer—I've always been a fan of "How It's Made!"

ZACH ELLSWORTH



MAX DOWNING



"I've been recruiting since November, starting as an intern and now as a full-time Job Developer, helping connect employers with quality candidates. I work mostly with the manufacturing, food service, and engineering industries.

My favorite part of the job? Hiring events! I love connecting quality candidates with employers and giving them life-changing opportunities. I believe there are no strangers, just friends I haven't met yet. One success story that stands out is this year's career fair—seeing employers and job seekers connect was so rewarding!

My advice to employers new to OhioMeansJobs Allen County: take advantage of our free resources to build your brand and hire top talent.

If I could switch jobs for a day, I'd work with the folks at a refinery. Their ability to maintain detail on a large scale is impressive!"

"I've been in job development and recruitment for six years, now leading our marketing efforts here. My favorite part is witnessing how our social media marketing significantly boosts local job openings. Not only are we the OhioMeansJobs agency with the largest social media following but creating recruitment videos for our local employer partners and capturing behind-the-scenes moments and real-life insights is incredibly fulfilling.

My advice for employers new to OhioMeansJobs Allen County's services: It's completely free! Give us a try! I guarantee you won't regret partnering with us. Our team is here to help get the word out about your openings, craft compelling job descriptions, and even host your next hiring event. We take pride in providing employers with the tools and support needed to find the talent they're looking for and ensuring the process is as seamless as possible. Let us help you make those important connections!"

TESSA LAING



"I was recently hired at OhioMeansJobs and what drew me to this role and workforce development is the opportunity to connect job seekers with employers. My strengths in relationship building, customer service, and communication are key to helping me work effectively with employers and support their recruitment efforts.

As Job Developers, we have the privilege of changing lives for the better. The most rewarding part of this work is knowing that I'm helping individuals find their purpose and witnessing them achieve their personal goals!"

GABE REICHENBACH



GEN Z AND THE FUTURE OF WORKFORCE IN OHIO

UNDERSTANDING THE EMERGING WORKFORCE

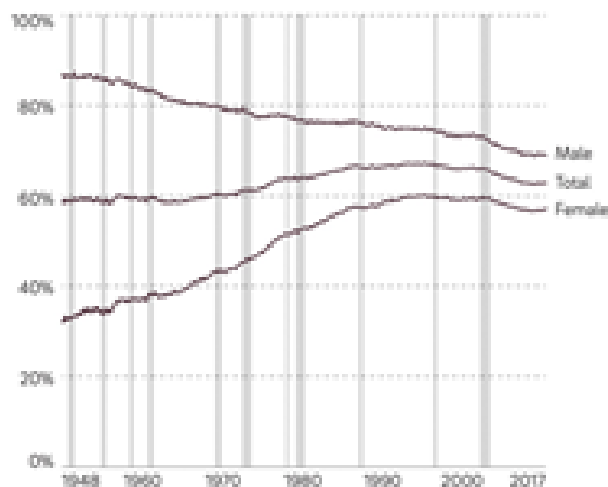
Purpose of the Study

This study, a collaboration between the Greater Ohio Workforce Board and the Center for Marketing and Opinion Research, provides invaluable insights into the changing workforce landscape. It aims to highlight the pressing demographic challenges and offer a deeper understanding of how they impact workforce engagement. The data collected through this partnership provides a comprehensive view of the current employment status, career aspirations, and preferred modes of communication for Generation Z. By understanding these dynamics, employers and workforce leaders in Ohio can adapt their strategies to attract, retain, and empower this vital demographic group.

This study offers essential data to help workforce leaders and employers navigate the shifting landscape and respond proactively to the demographic changes and challenges we are facing.

FIGURE 1
Overall Participation Has Been Falling Since 2000

Labor force participation rate for males, females, and total population over age 16.



Source: Bureau of Labor Statistics Current Population Survey.

Note: The labor force participation rate is the sum of those employed and the unemployed divided by the U.S. civilian population over age 16.

Every 1% drop in the labor force participation rate equates to about 1.7 million workers.

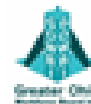


Exhibit A

The Demographic Wake-Up Call

To grasp the urgency of engaging Gen Z, we must first face a stark demographic reality. The U.S. birth rate has been below replacement level (2.1 children per woman) since the early 1970s, and that trend is catching up to us. With fewer young people entering the workforce pipeline, the talent pool is shrinking and it's starting to show.

According to Emsi's The Demographic Drought report, shown in Exhibit A, every 1% drop in the labor force participation rate results in a loss of 1.7 million workers nationwide (Emsi, 2021). In Ohio, one in six young adults between 18 and 24 is neither working nor attending school, a statistic that jumped by one million between 2019 and 2021.

What Work Looks Like Now

Despite the demographic drop, many members of Gen Z are working, just not always in traditional ways. 39% of respondents are employed full-time, while 31% are working part-time. The rest are either not working, furloughed, or in transition (Center for Marketing & Opinion Research, 2023).

Interestingly, of those working part-time, shown in Exhibit B, a majority (61%) said they'd prefer to be working full-time, and nearly half are actively searching. Even among the unemployed, many are hopeful: over 70% of respondents said they felt optimistic about finding a job.

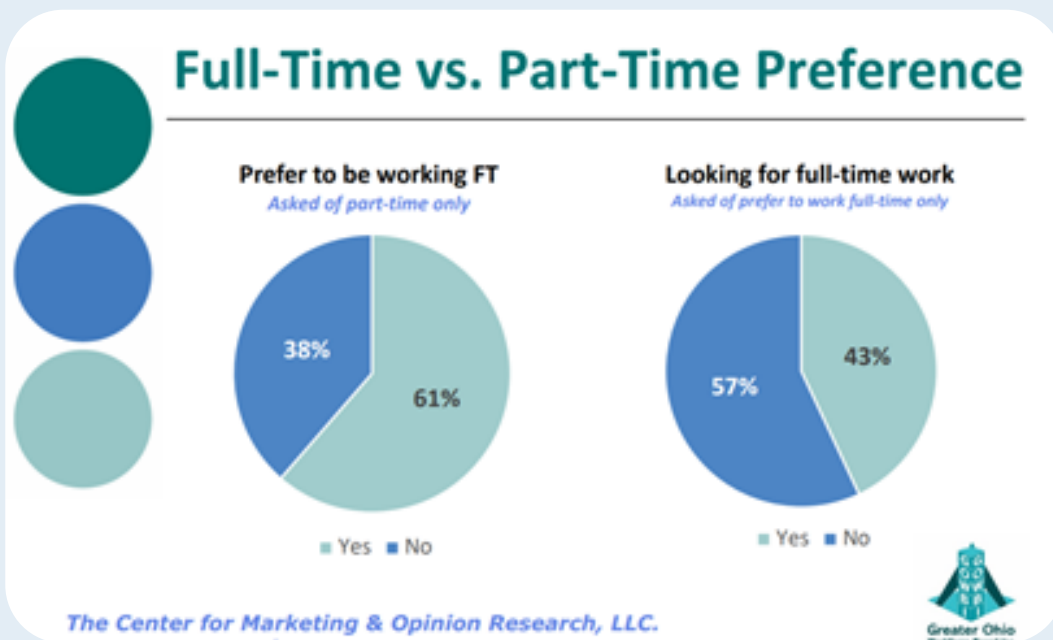
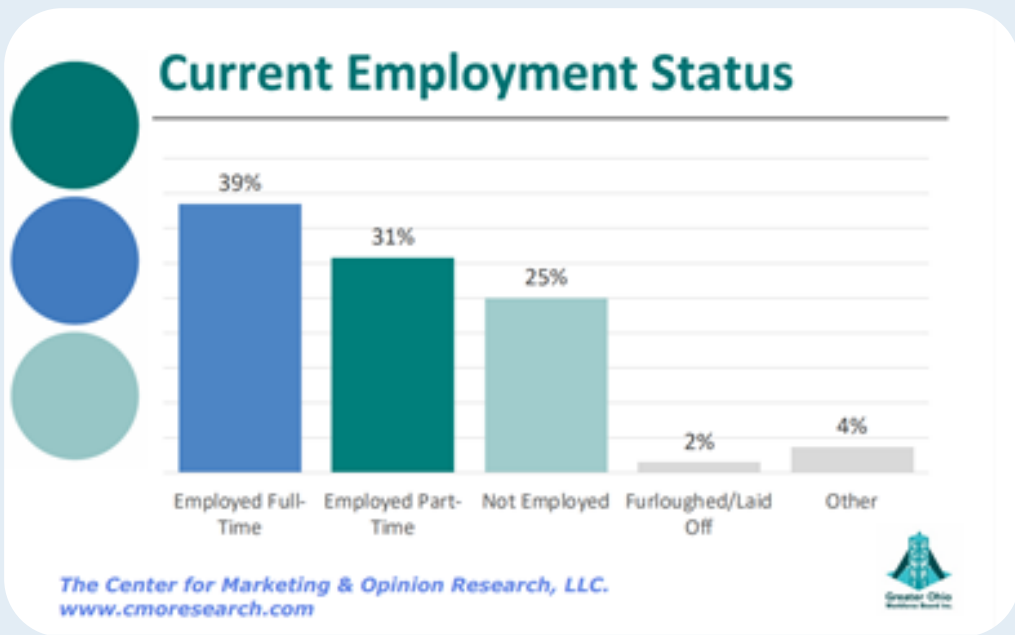
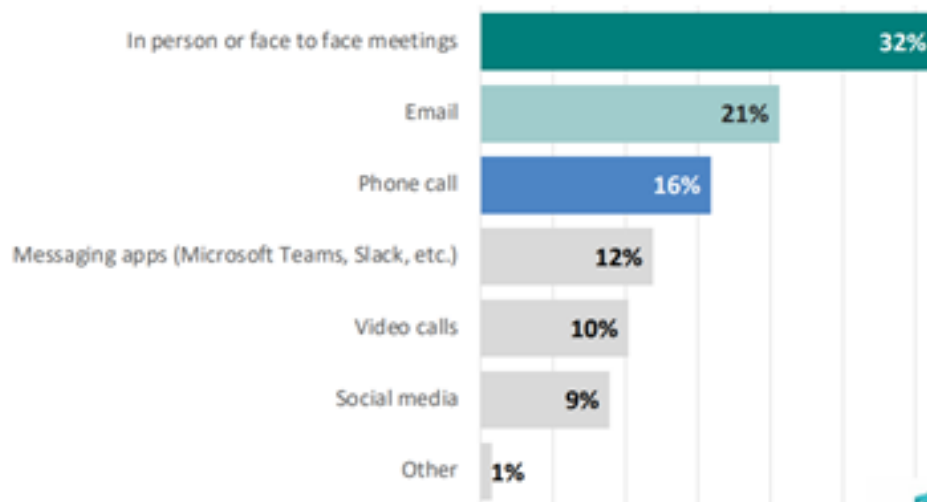


Exhibit B

Preferred Communication for Work-Related Discussions



The Center for Marketing & Opinion Research, LLC.
www.cmoresearch.com



Exhibit D

Preferred Workplace Communication

Now let's discuss communication. You might assume that Gen Z, raised on smartphones and social media, prefers digital communication in the workplace. But that's not entirely true. According to data collected by the Center for Marketing and Opinion Research shown in Exhibit D, while platforms like YouTube, Instagram, and TikTok remain dominant for personal use, 57% of survey respondents said they prefer receiving feedback from supervisors in person. Face-to-face conversations and email are still the most preferred ways to communicate about work.

This reveals a surprising but important truth: authenticity and human connection still matter deeply to this generation.

Moving Forward Together

What does all of this mean for Ohio's employers and workforce leaders?

It means we have an opportunity, and a responsibility, to listen. To build work environments where flexibility, purpose, and personal growth aren't exceptions, but expectations. It means creating systems that support financial stability, mental health, and career advancement. It also means recognizing that our future workforce may not follow the same path as previous generations... and that's okay.

Generation Z is ready to work. But they're asking us to meet them where they are. Let's move forward together, embracing change and building an Allen County workforce that is resilient, inclusive, and ready to tackle the challenges of tomorrow!



Sources

Center for Marketing & Opinion Research. 2023 Emerging Workforce Survey. Commissioned by the Greater Ohio Workforce Board, 2024.

Emsi. The Demographic Drought: Bridging the Gap in Our Labor Force. Moscow, ID: Emsi, 2021.

Greater Ohio Workforce Board. The Emerging Workforce: Trends, Challenges, and Opportunities. Jan. 26, 2024.



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