

Annual Employment Percent by Industry

The table below shows how jobs are distributed throughout the county by industry. The higher the percentage, the more workers there are in the industry. Multiple years are shown to demonstrate how employment in the industries may have shifted over time. However, percent change across years does not necessarily indicate growth or decline in employment by industry.

- Adams
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Highland				Ohio			
Industry label	2012	2021	2022	Industry label	2012	2021	2022
Manufacturing	18.68%	17.86%	17.91%	Health Care and Social Assistance	16.08%	16.49%	15.86%
Health Care and Social Assistance	16.94%	15.70%	16.30%	Manufacturing	13.42%	12.87%	12.88%
Retail Trade	14.77%	14.51%	14.38%	Retail Trade	11.32%	10.29%	10.16%
Educational Services	16.78%	13.65%	13.63%	Accommodation and Food Services	8.41%	8.16%	8.59%
Accommodation and Food Services	8.98%	10.00%	10.54%	Educational Services	8.93%	8.52%	8.17%
Construction	2.32%	4.47%	5.42%	Administrative and Support Services	6.18%	6.19%	6.27%
Finance and Insurance	3.76%	4.15%	4.00%	Professional, Scientific, and Technic..	4.95%	5.29%	5.39%
Administrative and Support Services	3.26%	4.17%	3.09%	Transporation and Warehousing	3.56%	4.98%	5.10%
Wholesale Trade	1.89%	2.86%	2.78%	Construction	3.79%	4.47%	4.54%
Other Services (except Public Adm..	2.64%	2.70%	2.53%	Wholesale Trade	4.46%	4.39%	4.44%
Public Administration	2.12%	3.08%	2.35%	Finance and Insurance	4.09%	4.31%	4.40%
Transporation and Warehousing	0.96%	1.27%	1.58%	Public Administration	3.31%	3.08%	3.01%
Arts, Entertainment, and Recreation	0.76%	1.13%	1.29%	Other Services (except Public Admin..	3.05%	2.81%	2.89%
Professional, Scientific, and Techni..	1.31%	1.35%	1.15%	Management of Companies	2.79%	2.77%	2.74%
Information	2.60%	0.88%	0.97%	Arts, Entertainment, and Recreation	1.58%	1.62%	1.77%
Utilities	0.95%	0.77%	0.68%	Information	1.81%	1.51%	1.57%
Real Estate and Rental and Leasing	0.51%	0.65%	0.65%	Real Estate and Rental and Leasing	1.15%	1.20%	1.22%
Agriculture, Forestry, Fishing, and ..	0.36%	0.39%	0.38%	Utilities	0.60%	0.56%	0.52%
Mining, Quarrying, and Oil and Gas..	0.43%	0.29%	0.29%	Agriculture, Forestry, Fishing, and H..	0.28%	0.33%	0.34%
Management of Companies	0.00%	0.14%	0.08%	Mining, Quarrying, and Oil and Gas ..	0.25%	0.16%	0.16%

Source: U.S. Census Bureau, Quarterly Workforce Indicators, excludes federal government.

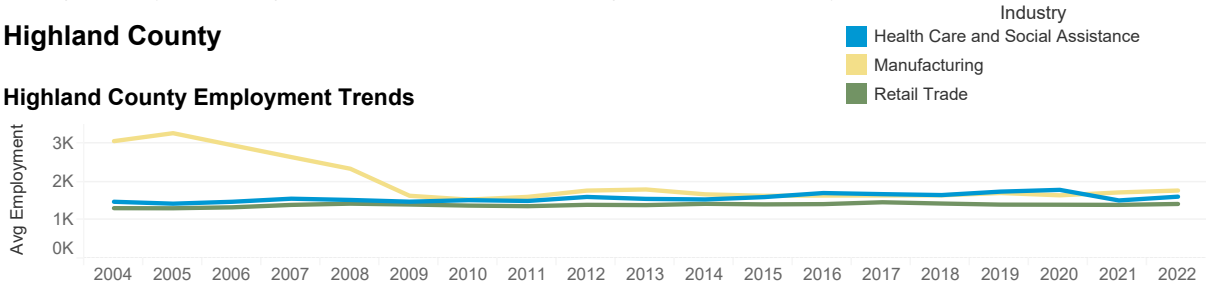
*Data non-disclosable as it does not meet U.S. Census Bureau publication standards. Columns may not sum to 100 percent due to both U.S. Census Bureau methodology and the effects of rounding. The difference between summed percentages (<100%) and 100 is not the employment share of the non-disclosed industry.

Employment and Monthly Wage Trends

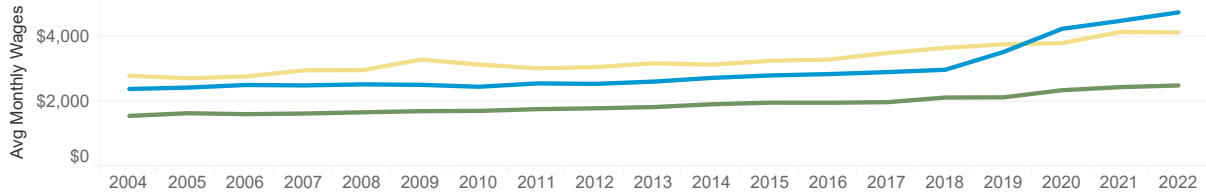
The graphs below provide information on the top three industry sectors in 2022 identified in the Employment Percent by Industry visualization. Detailed information includes annual employment and monthly wage trends for the three sectors based on beginning of the quarter employment and wages. Employment and wage trends show fluctuations and indicate growth or decline over the years.

Highland County

Highland County Employment Trends

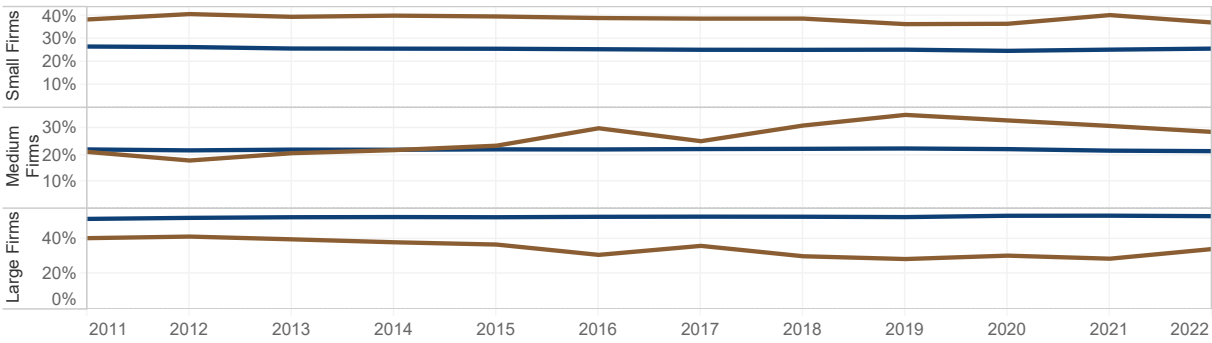


Highland County Wage Trends



Percent of Employment in Firms

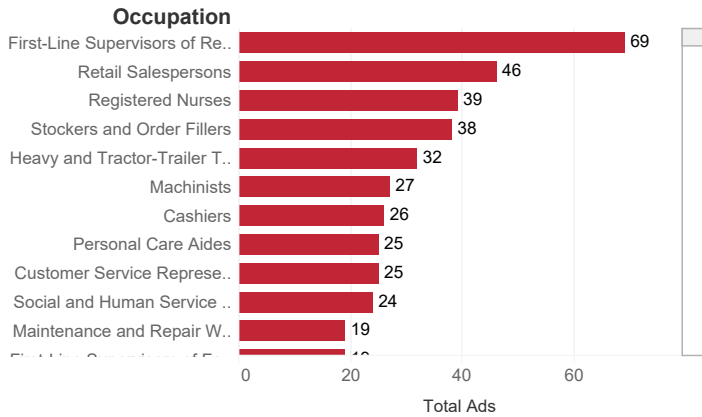
The following three graphs compare the percentage of employment in firm size between the county and Ohio. Tables comparing firms with 0-49 employees (small firms), 50-499 employees (medium firms), and 500+ employees (large firms) are shown. When a large firm dominates an area, downturns in that industry will have a greater impact on a county than when employment is dispersed among many small or mid-size firms.



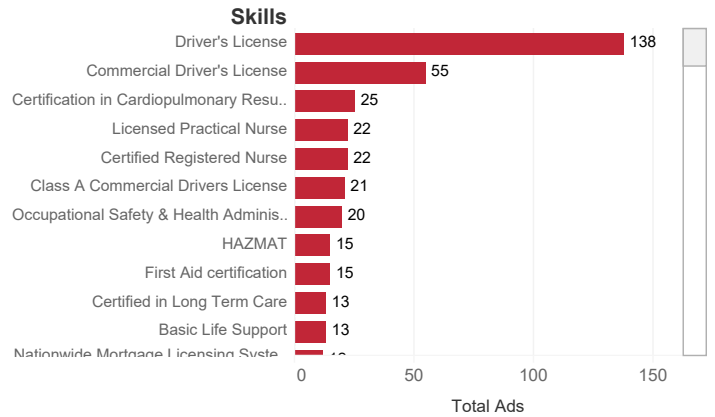
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- Firm Size
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- Belmont
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- Butler
- Carroll
- Champaign
- Clark
- Highland
- Ohio

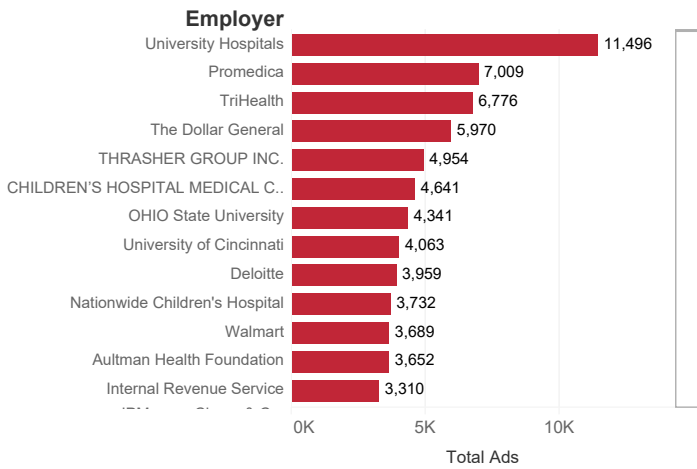
Top Occupations with the Most Area Online Job Ads



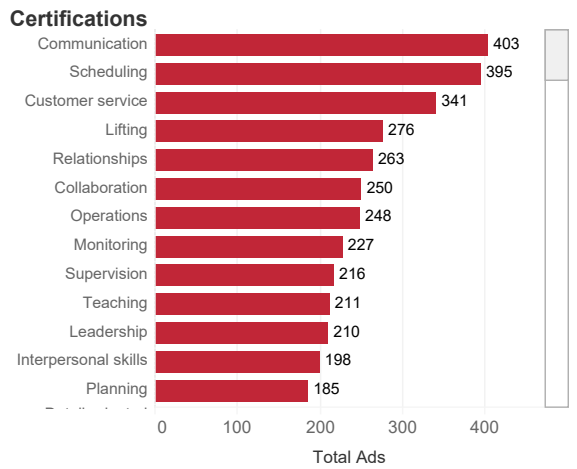
Top Skills for Online Job Ads



Top Employers with the Most Area Online Job Ads



Top Certifications for Online Job Ads



Year

- 2019
- 2020
- 2021
- 2022

Industry Turnover Rates

The table below looks at industry turnover rates for Ohio and by county. Turnover rates are calculated from stable employment (employment that lasted one calendar quarter with the same employer) and are an indicator of job churn. Industries with high churn will have more openings to replace workers than industries with low churn. It should be noted that this calculation does not include short-term employment that lasts less than a full quarter.

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- Harrison
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- Highland
- Hocking
- Holmes
- Jackson

Area / Year / Quarter

Industry	Highland 2022				Ohio 2022			
	1	2	3	4	1	2	3	4
Accommodation and Food Services	18.4%	19.7%	17.6%	20.1%	17.8%	17.0%	17.9%	16.5%
Administrative and Support Services	23.2%	18.0%	18.1%	17.1%	19.2%	17.8%	19.9%	17.6%
Agriculture, Forestry, Fishing and Hunting					9.0%	10.0%	15.1%	8.5%
Arts, Entertainment, and Recreation	14.8%	12.1%	17.1%	9.1%	11.7%	11.3%	24.4%	10.6%
Construction	8.3%	11.3%	21.6%	12.0%	8.2%	8.7%	13.8%	8.8%
Educational Services	6.5%	5.2%	3.5%	6.8%	11.0%	5.7%	3.7%	6.5%
Finance and Insurance	4.0%	3.8%	4.5%	3.9%	5.9%	5.2%	5.7%	5.6%
Health Care and Social Assistance	13.1%	11.0%	8.6%	13.6%	8.8%	8.6%	8.6%	8.8%
Information	6.8%	5.4%	11.1%	9.7%	7.8%	8.2%	7.8%	7.7%
Management of Companies and Enterprises					6.4%	6.3%	6.2%	5.9%
Manufacturing	9.1%	7.8%	6.4%	6.9%	6.9%	6.7%	6.5%	6.6%
Mining, Quarrying, and Oil and Gas Extraction	14.6%				7.7%	8.1%	8.9%	8.2%
Other Services (except Public Administration)	9.5%	11.1%	13.2%	7.8%	9.9%	9.6%	10.1%	9.4%
Professional, Scientific, and Technical Services	14.4%	5.2%	4.6%	7.1%	8.5%	7.8%	8.3%	7.4%
Public Administration	5.7%	6.5%	10.5%	28.4%	4.8%	4.4%	6.2%	4.7%
Real Estate and Rental and Leasing	7.8%		9.8%		8.9%	9.0%	10.7%	8.9%
Retail Trade	13.3%	12.1%	13.2%	11.0%	12.7%	10.6%	10.5%	11.1%
Transportation and Warehousing	13.3%	7.9%	13.3%	12.7%	12.6%	10.2%	10.0%	10.6%
Utilities			5.0%		3.9%	3.8%	3.9%	3.7%
Wholesale Trade	11.5%	8.1%	8.7%	10.9%	7.3%	6.9%	7.1%	6.9%
All NAICS	11.1%	9.9%	10.0%	11.1%	10.1%	9.1%	9.7%	9.2%

Source: U.S. Census Bureau, Quarterly Workforce Indicators, All ownerships, except federal government.
 *Data non-disclosable as it does not meet U.S. Census Bureau publication standards.

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- Holmes
- Huron
- Jackson
- Jefferson
- Knox
- Lake
- Lawrence
- Licking

High School Enrollment

The table below shows annual enrollment trends for high school seniors for public, private and charter schools by fiscal year. For example, Fiscal Year 2018 represents the school year 2018-2019. Enrollment is the count of students in October of the school year. School enrollment is important as it has implications for the workforce as well as the county's capacity to accommodate its students. Enrollment changes can be affected by boundary changes or redistricting. Also presented in the table is information regarding the number of OhioMeansJobs.com K-12 accounts that migrated to regular OMJ accounts.

Highland County**Number of High School Seniors (12th Graders*)**

Fiscal Year	Public	Private*	Charter	Total**	OMJ K 12 Accts Migrate to Regular Acct***
2014	445		0	445	
2015	388		0	388	106
2016	454		0	454	218
2017	419	12	0	431	320
2018	411		0	411	635
2019	440		0	440	644
2020	470		0	470	485
2021	441			441	391
2022	396			396	391
2023	441			441	309

*Source: Ohio Department of Education. All data that represents <10 students is masked to ensure student privacy.

**Does not include <10 estimate. If between 1 and 10 students, the field will be blank.

***Source: Monster Government Solutions.

Local Area Talent Report

The tables and graphs below show the education levels and predominant skills of the county's workforce, as reported on resumes posted in OhioMeansJobs.com.

- Year
- 2020
 - 2021
 - 2022
 - 2023

Resume Snapshot

The number of resumes posted in OhioMeansJobs.com by county residents is shown below, including the number posted by veterans, restored citizens, and individuals with disabilities. The number of restored citizen resumes represents resumes posted by individuals who were incarcerated in Ohio Department of Rehabilitation and Correction facilities and had 2023 release dates.

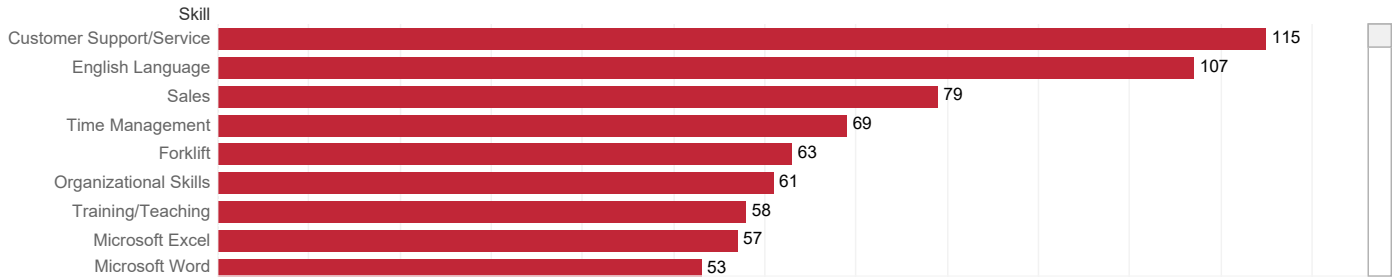
County
Highland

Highland			
Total Resumes	Total Veteran Resumes	Total Restored Citizen Resumes	Total Individuals with a Disability Resumes
7,019	139	97	0

Source: Monster.com and Monster Government Solutions.

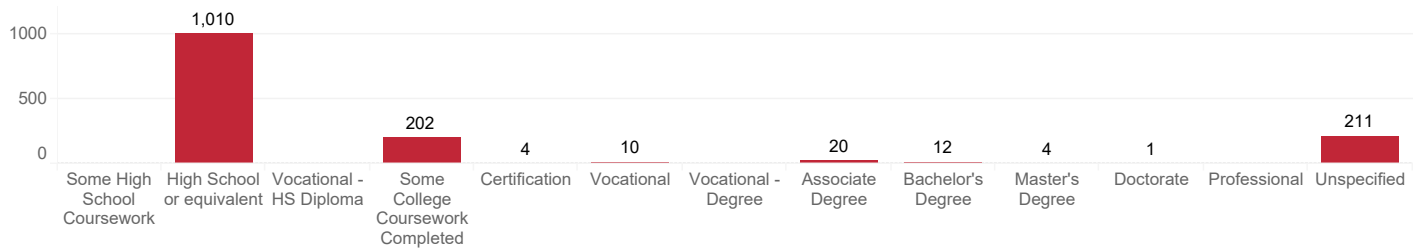
*County was determined based on home/returning address provided by incarcerated individuals.

Number of Resumes with Top 45 Workforce Skills



Source: Monster Government Solutions, April 2021.

Education Level



Source: Monster Government Solutions, April 2022. See "Quick Guide to Understanding the County Economic Health Reports" for description of educational categories.

Year

- 2019
- 2020
- 2021
- 2022

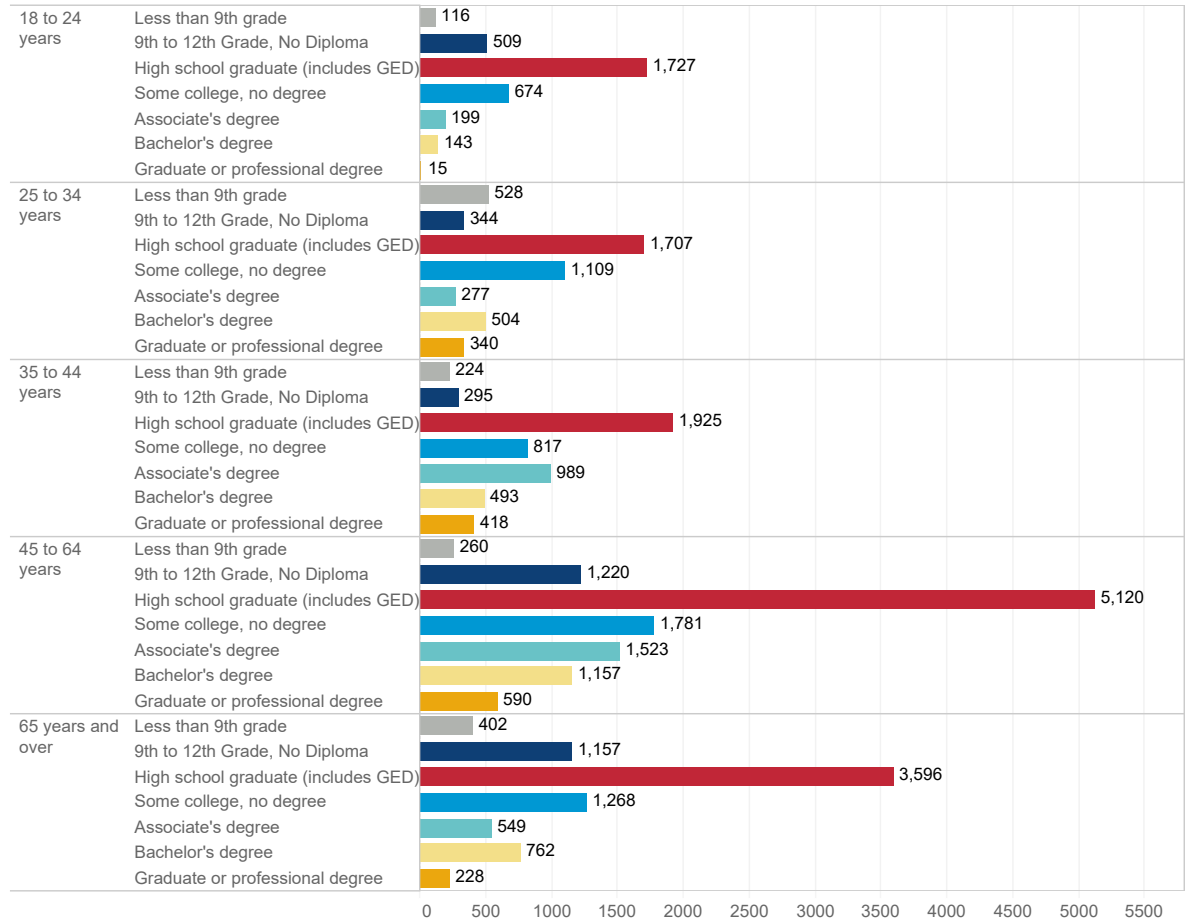
Educational Attainment by Age Group

The bar charts below show the distribution of educational attainment by age group for county residents. Educational attainment refers to the highest level of education completed.

Highland

County
Highland

Highlight Education Level
No items highlighted



Source: American Community Survey, 5-year estimates, 2018-2021.

Year

- 2019
- 2020
- 2021
- 2022

County

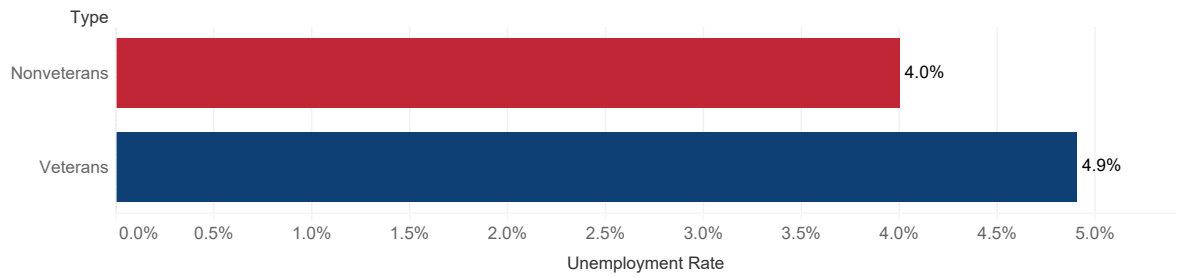
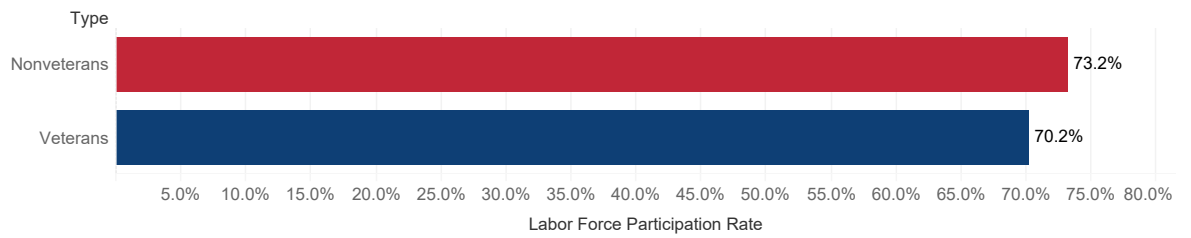
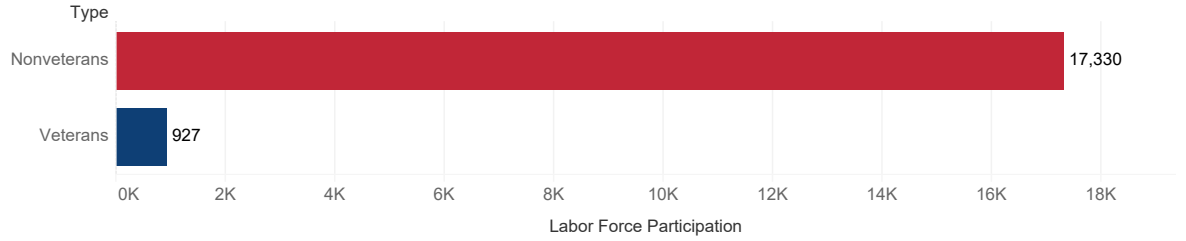
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Veteran Employment

The bar charts below show the number of veterans and nonveterans in the county who are members of the labor force (which means they are working or looking for work), the labor force participation rate for both veterans and nonveterans, and the unemployment rate for both veterans and nonveterans. Veterans include anyone who has ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard.

County Veteran and Nonveteran Employment Estimates

Highland County



Civilian Labor Force

The bar chart below show the county's civilian labor force. This includes everyone 16 and older who is working or looking for work. It does not include military personnel, individuals in institutions, those studying or keeping house full-time, retirees, or volunteer workers.

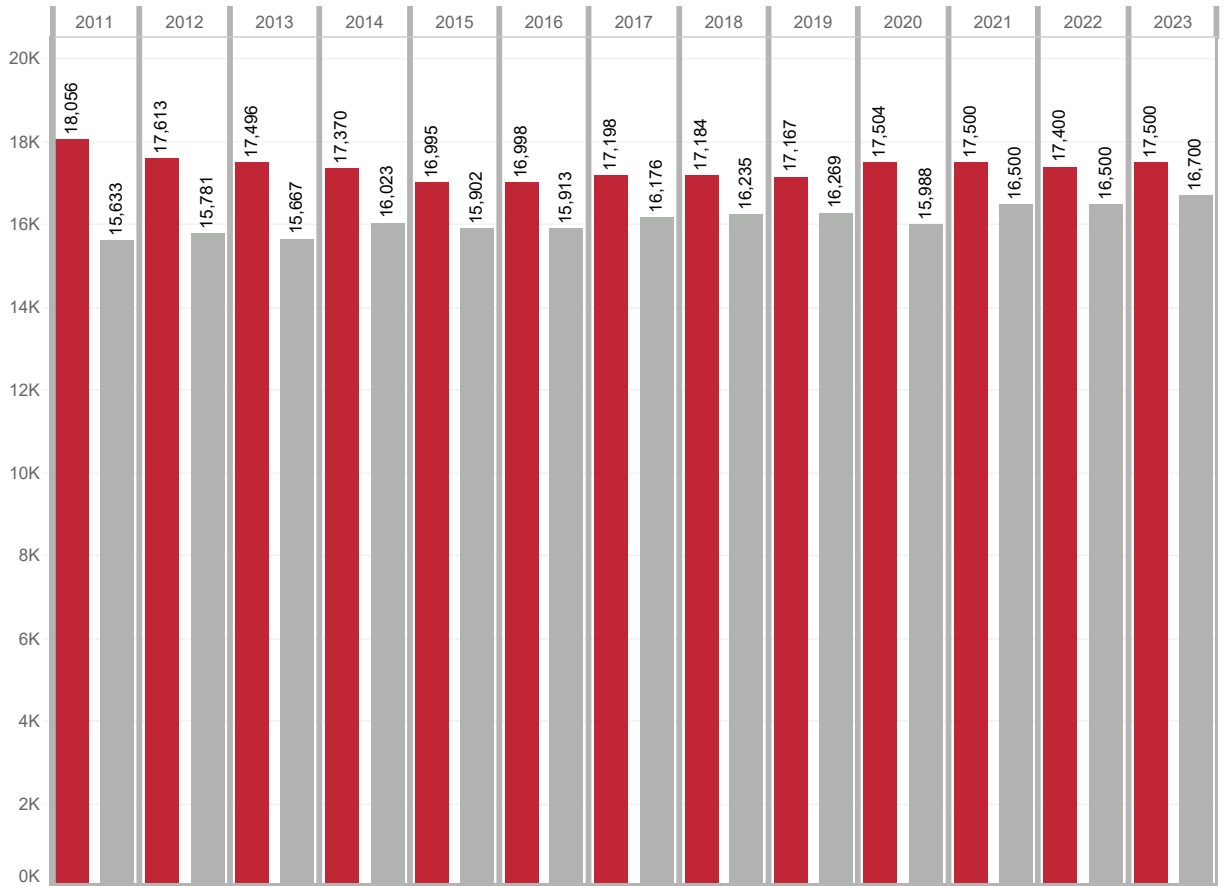
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- Huron
- Jackson
- Jefferson

Civilian Labor Force and Number Employed

■ Labor Force ■ Employment

Highland County

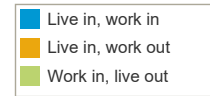


Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics.

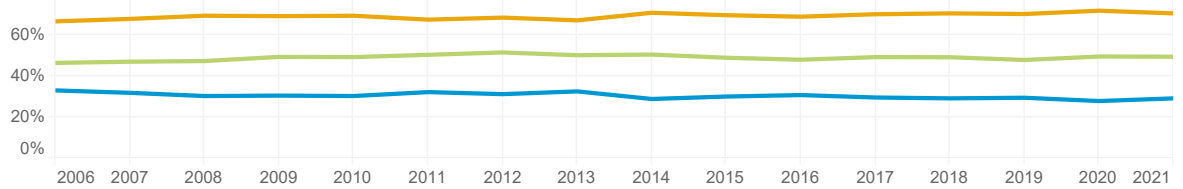
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- Jackson
- Jefferson
- Knox
- Lake
- Lawrence
- Licking
- Logan
- Lorain
- Lucas
- Madison
- Mahoning
- Marion
- Medina
- Meigs
- Mercer
- Miami

Commuting Patterns

The tables below show the commuting patterns of workers who either live in or work in the county.



Commuting Trends - Highland County



Commuting Patterns - Highland County, 2010 – 2020

Year	# Of Workers Who Live And Are Employed Here	# Of Workers Who Live Here, But Work In Another County	# Of Workers Who Work Here, But Live In Another County
2016	5,280	11,803	4,899
2017	5,153	12,187	5,030
2018	5,071	12,234	4,938
2019	5,216	12,417	4,810
2020	4,810	12,351	4,755
2021	5,028	12,119	4,940

Commuting Trends for Out-Commuters – Live in County, but Work in Another County

Top Work Counties for Out-Commuters	Year	
	2020	2021
Clinton County, OH	2,269	2,228
Hamilton County, OH	1,416	1,307
Franklin County, OH	1,303	1,263
Clermont County, OH	802	759
Montgomery County, OH	755	730
Fayette County, OH	657	675
Ross County, OH	593	510
Warren County, OH	569	576
Brown County, OH	477	423
Butler County, OH	455	465

Commuting Trends for In-Commuters – Work in County, but Live in Another County

Top Home Counties for In-Commuters	Year	
	2020	2021
Ross County, OH	667	678
Clinton County, OH	534	530
Adams County, OH	407	458
Fayette County, OH	339	393
Brown County, OH	376	386
Clermont County, OH	230	223
Franklin County, OH	147	199
Hamilton County, OH	218	198
Scioto County, OH		164
Montgomery County, OH	147	150
Pike County, OH	144	

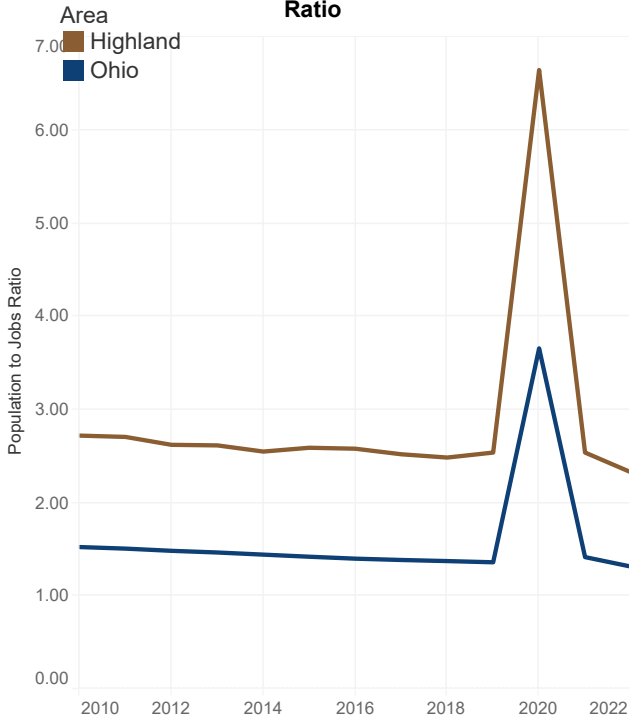
Source: U.S. Census Bureau, OnTheMap. Includes all jobs, 2nd quarter only.

Population-to-Jobs Ratio

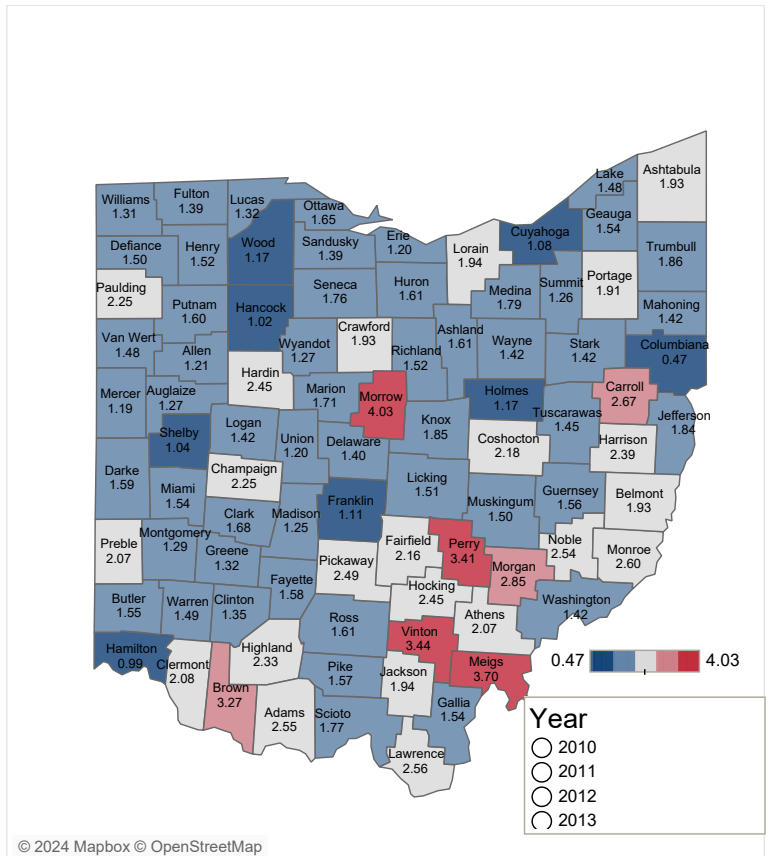
The graph and map below show the county's working-age population-to-jobs ratio. The working-age population includes everyone ages 18 to 64. Higher population-to-jobs ratios indicate there are more working-age adults than jobs, which could lead workers to commute to other counties for work. Lower ratios could indicate that the county tends to attract commuters.

- Area
- Adams
 - Allen
 - Ashland
 - Ashtabula
 - Athens
 - Auglaize
 - Belmont

Ohio and County Population (18-64-year-old)* to Jobs Ratio**



Ohio County Population* (18-64-year-old) to Jobs Ratio Map - 2022**



*Source: U.S. Census Bureau.
 **Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Unemployment Claimant and Labor Force Demographics

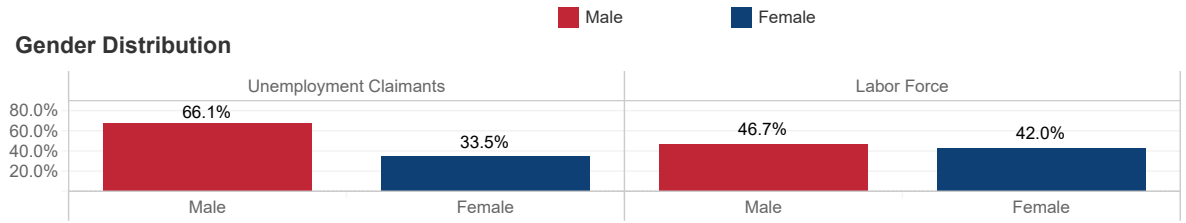
The bar charts below show demographic data for two groups of county residents: (1) members of the labor force (which means they are working or seeking work) and (2) individuals who filed unemployment claims. Comparing this information can be useful for planning intervention and training programs.

- Year
 2019
 2020
 2021
 2022

Area
 Highland

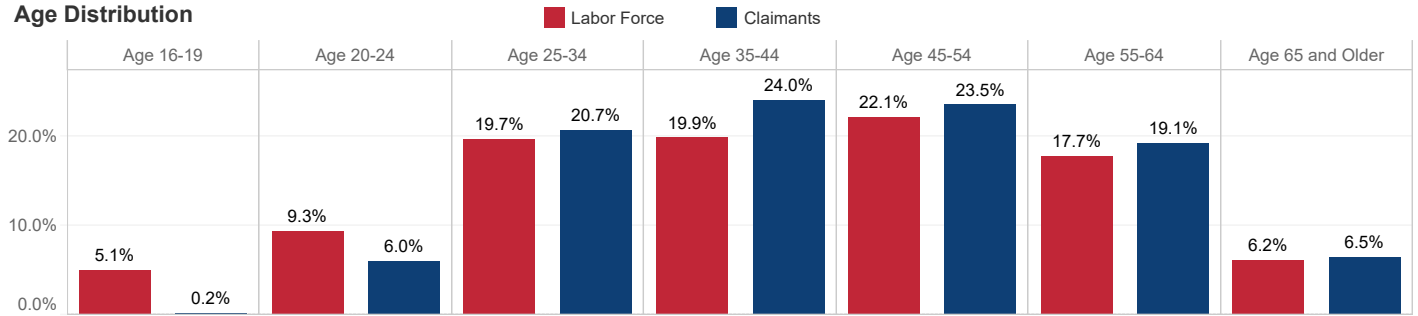
Highland County

Gender Distribution



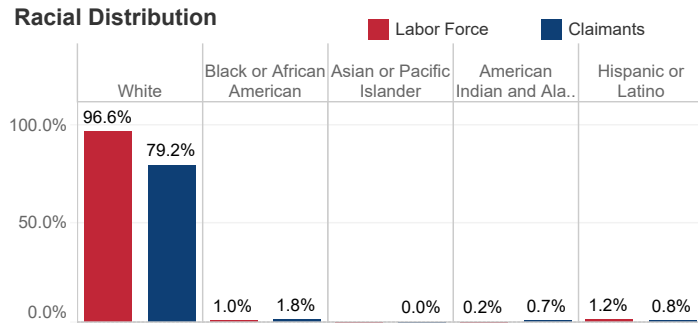
Source: Ohio Bureau of Labor Market Information

Age Distribution



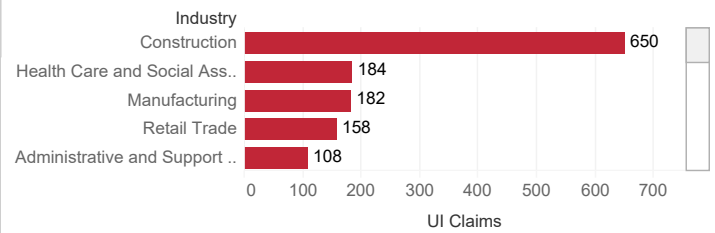
Source: Ohio Bureau of Labor Market Information.

Racial Distribution



Source: Ohio Bureau of Labor Market Information.

Unemployment Claims by Industry



Source: Ohio Bureau of Labor Market Information.

*Unclassified/Not Coded industries coded as NAICS '999999' or claims with an unspecified employer.