



Central Ohio Workforce Report

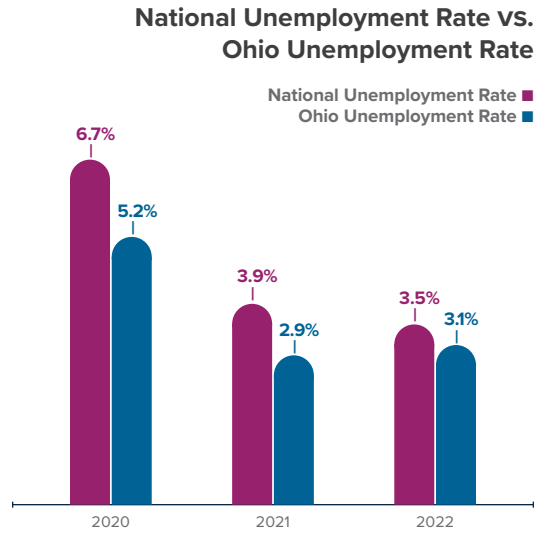
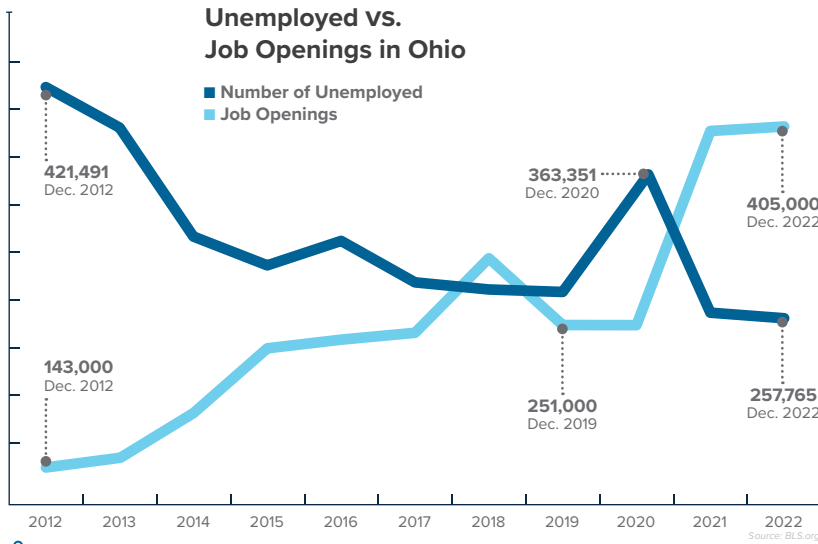
2022 YEAR IN REVIEW

Dawson's Workforce Report represents data from more than 5,000 associates at 300+ Columbus based companies, **providing a unique perspective on the climate of Columbus' workforce.**



THE EMPLOYMENT EXPERTS

Workforce Snapshot

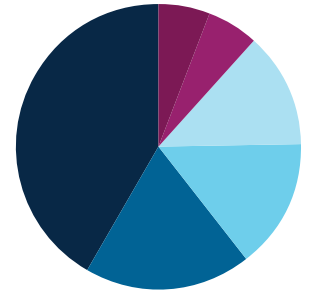


What our Clients Said:

★ With only 6% of large and small businesses planning to decrease their workforce, it's safe to say Columbus is still poised for growth. Even though the nation as a whole is anticipating hiring slowdowns, **over 60% of Columbus's businesses are looking to add to their headcount this year.**

How will your current workforce change over the next six months?

- ▶ Hire more full time employees **42%**
- ▶ Unsure **19%**
- ▶ No Change **15%**
- ▶ Hire contingent staff **13%**
- ▶ Decrease staff **6%**
- ▶ Hire more part-time staff **6%**



Top 3 Industries planning to increase their headcount in 2023:



Real Estate & Construction



Logistics & Distribution



Retail (Consumer Goods & Services)

If you are planning to increase your staff in 2023, what roles are you planning to Grow?



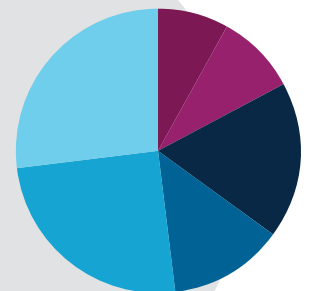
What our Working Associates Said:

It's not just about wages.

The impact of a role in the organization and company culture are the leading reasons employees are excited to go to work.

What makes you most excited about going to work?

- ▶ The impact your role has **27%**
- ▶ Company Culture **25%**
- ▶ Day to day tasks in your role **18%**
- ▶ Colleagues **13%**
- ▶ Management/Leadership **9%**
- ▶ Pay **8%**



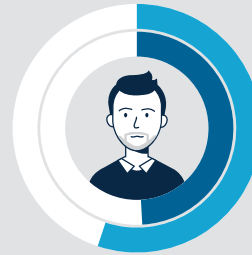
Diversity in our Workforce

Dawson is proud to employ a workforce that represents the community we serve. Our Community Workforce Programs – including free training programs for job seekers and bilingual recruiting teams – have resulted in a stronger, more diverse workforce for our partner clients.



Race and Ethnicity

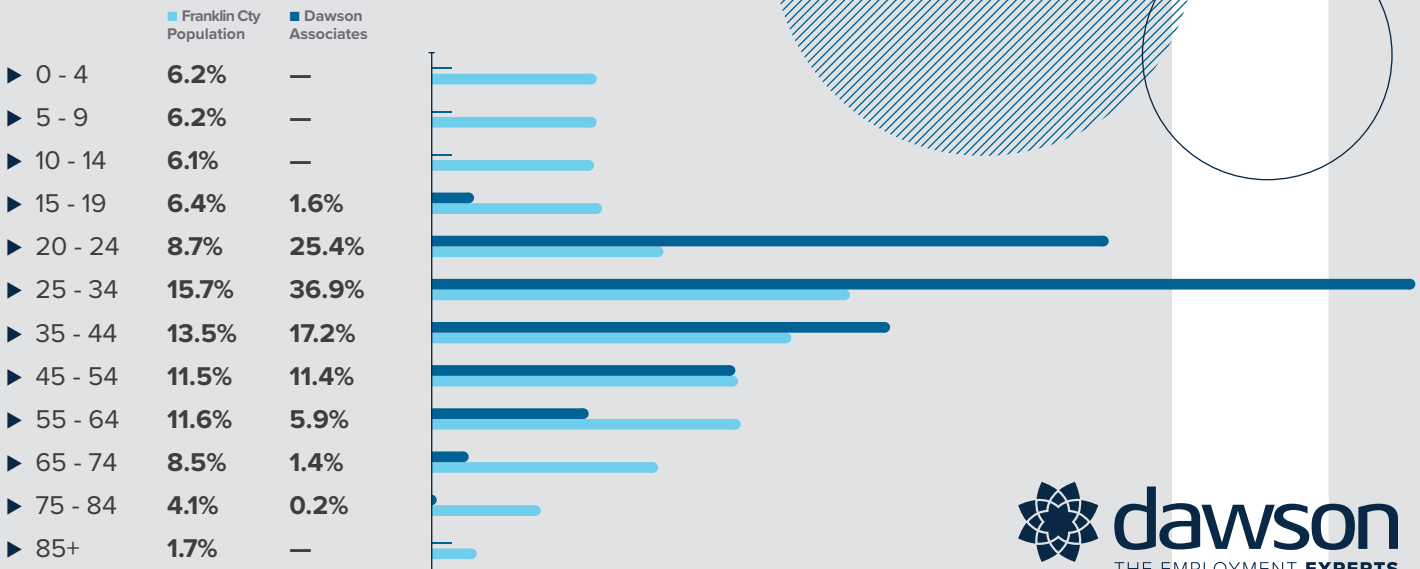
	Franklin County Population	Dawson Associates
▶ White	60%	55%
▶ Black	24%	23%
▶ Asian	6%	5%
▶ Hispanic or Latino	6%	7%
▶ Two or More Races	3%	5%
▶ Other	0.7%	5%
▶ American Indian	0.3%	—



Gender | Franklin County Population

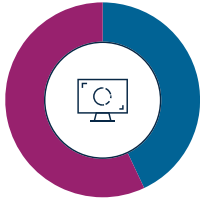


Population + Workforce Breakdown



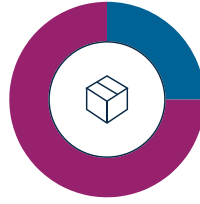
Wage & Turnover Analysis

Turnover by Division + Leading Reasons



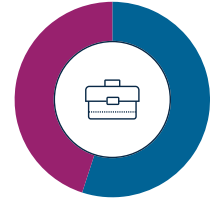
Office Division Turnover

- ▶ **Voluntary Turnover** **43%**
 - ▶ Personal Issues
 - ▶ Job Dissatisfaction
 - ▶ Accepted Another Job
- ▶ **Involuntary Turnover** **57%**
 - ▶ Poor Work Performance
 - ▶ Poor Attendance
 - ▶ Lack of Work/Slowdown



Warehouse Division Turnover

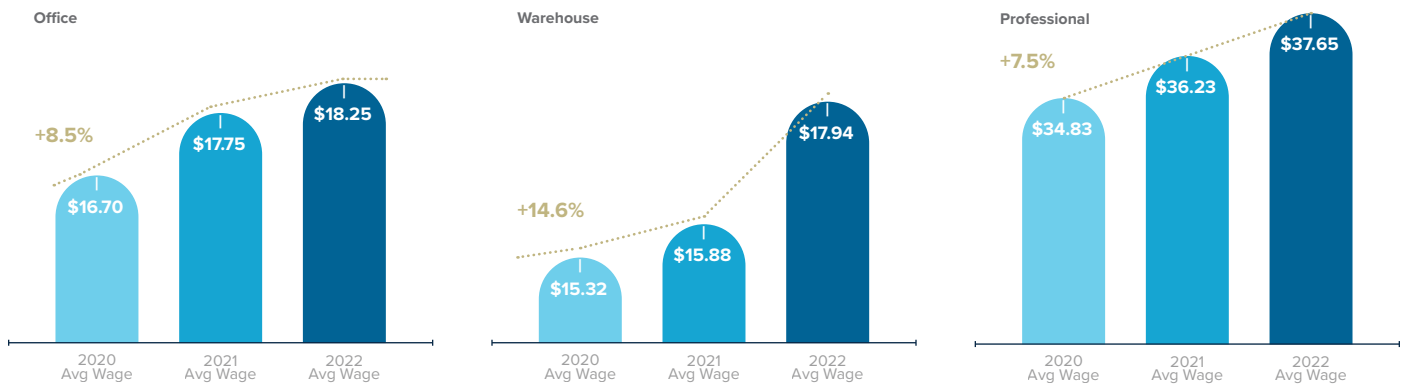
- ▶ **Voluntary Turnover** **25%**
 - ▶ Personal Issues
 - ▶ Job Dissatisfaction
 - ▶ Accepted Another Job
- ▶ **Involuntary Turnover** **75%**
 - ▶ Poor Attendance
 - ▶ Poor Work Performance
 - ▶ Violated Safety Policy



Professional Division Turnover

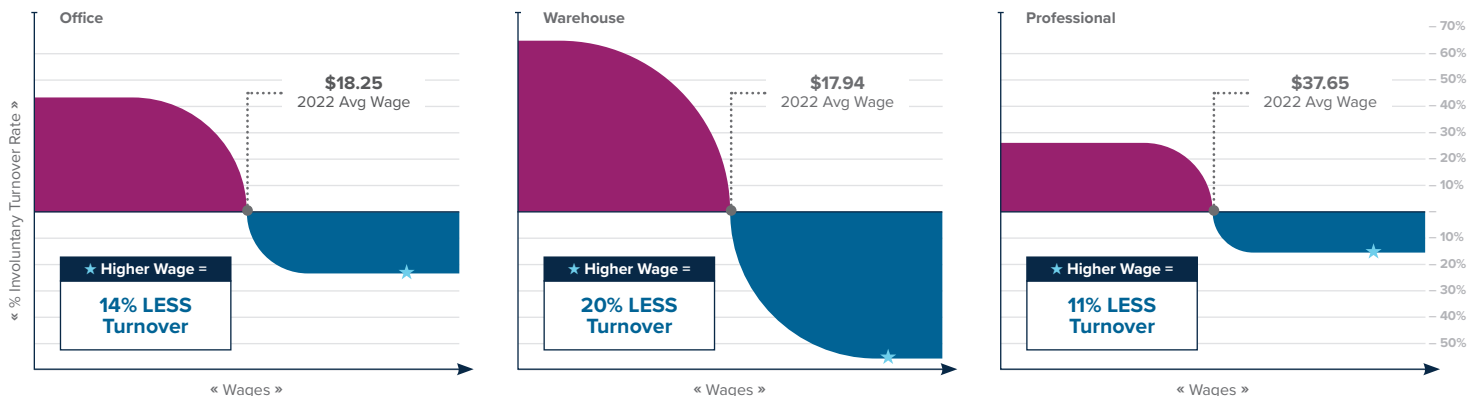
- ▶ **Voluntary Turnover** **55%**
 - ▶ Accepted Another Job
 - ▶ Personal Issues
 - ▶ Illness or Injury
- ▶ **Involuntary Turnover** **45%**
 - ▶ Lack of Work/Slowdown
 - ▶ Poor Work Performance
 - ▶ Poor Attitude

Average Wage Comparison



Average Wage & Involuntary Turnover

There is a direct correlation between higher wages and lower involuntary turnover. Paying employees less than industry standard doesn't just lead to your workforce accepting higher paying positions. **Lower wages results in an underperforming workforce, higher turnover rates, and more onboarding and training costs, often eliminating any payroll savings.**



*Professional positions include roles in accounting, finance, marketing, creative, legal, and IT roles.



Our job is to make hiring less work for you.

Dawson opened its doors in 1946 as a service to help soldiers find jobs as they returned home from World War II. Since then, we have grown to be an expansive leader in workforce solutions, with nationwide recruiting and search capabilities.

With over 75 years of staffing experience, we have become experts at making the best employment matches across the country.

We assist companies of all sizes with talent needs from one to one hundred in temporary, temp-to-hire, contract, and direct hire positions.