



# EMPLOYER SERVICES

## **WORKFORCE TRENDS**

Ohio's In-Demand Jobs & Skills

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## **YEAR IN REVIEW**

2025 Stats

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A Year in Review

# 2025

## OhioMeansJobs.<sup>®</sup> Allen County

### Building Stronger Careers & Communities Together



Work with  
**650+**  
Employers

# 18,173

## Applicants Sent to Employers



# 7,904

Resource Room Visits



# 1,762

Job openings  
posted by  
OMJ staff



# 85

Recruiting  
Events &  
Workshops



**\$312,221**

Employer Services Training Dollars Invested in the Community

**\$131,750**

On-The-Job Training  
Dollars Invested

***EMPLOYER SERVICES***

**36**

On-The-Job Training  
(OJT) Contracts

**32**

Incumbent Worker Training  
(IWT) Projects

**\$180,471**

Incumbent Worker  
Training Dollars Invested

***JOB SEEKER SERVICES***

**197**

Benefit Bridge /  
Employment Incentives  
Program Participants

**1,195**

Allen County HS Seniors  
worked with OMJ School  
Job Coaches in  
2024-2025 school year

**2,845**

Appointments w/  
Career Consultants



# December 2025 Workforce Trends:

## Ohio's In-Demand Jobs & Skills

As we wrap up the year, the latest Statewide Top Jobs List gives us a clear picture of where opportunities are growing across Ohio. These insights help job seekers, students, and employers understand which careers offer strong wages, long-term stability, and meaningful paths forward. At OhioMeansJobs Allen County, we're here to help you make sense of these trends and choose the direction that's right for you.

Ohio's Top Jobs List highlights occupations with steady growth, competitive wages, and consistent hiring activity statewide. Whether you're exploring career options or planning your next step, this information can help guide the way.



**Healthcare** remains one of the strongest and most reliable fields in Ohio. Many roles offer accessible entry points, room to advance, and a chance to make a meaningful difference.

Some of the most in-demand positions include:

- Registered Nurses: \$76,810 median wage with 7,993 annual openings
- Nurse Practitioners: \$113,040 median wage with 1,095 annual openings
- Nursing Assistants: \$34,990 median wage with 7,768 annual openings

If you enjoy helping others or want a career where you can grow over time, healthcare provides a wide range of options.



**Manufacturing** continues to be a driving force in Ohio's economy. These careers offer hands-on work, steady schedules, and the chance to build valuable technical skills. Many roles require only short-term training or certificates, making them accessible for new job seekers or individuals looking for a career change.

- Welders: 2,063 annual openings
- Industrial Machinery Mechanics: 2,257 annual openings
- CNC Tool Operators: 1,280 annual openings

For those who enjoy problem-solving, working with equipment, or learning a trade, this industry offers reliable long-term careers.



**Business and technology** roles remain in demand as more organizations adopt digital tools and rely on data to support their work. These careers often offer competitive wages, opportunities for advancement, and the chance to build skills that transfer across industries.

- Software Developers: \$102,731 median wage with 5,239 annual openings
- Accountants and Auditors: 4,752 annual openings
- Human Resources Specialists: 3,233 annual openings

If you're drawn to office settings, analysis, or working with technology, these paths may be a great fit.



**Transportation, warehousing, and logistics** continue to offer many job openings, and they play a major role in keeping Ohio's supply chain moving. These positions often allow individuals to get started quickly with short-term training.

- Heavy and Tractor-Trailer Truck Drivers: 9,311 annual openings
- Laborers and Freight Movers: 17,182 annual openings

These roles are ideal for individuals who enjoy active, fast-paced work environments.

## SKILLS THAT MATTER

- **Growing Need for Technical and Digital Abilities**

Across nearly every industry, technology continues to play a more significant role. Employers appreciate candidates who are comfortable with computers, equipment interfaces, and digital tools. Even basic digital literacy can make your application stand out.

- **Value of Credentials and Short-Term Training**

Many of the jobs on Ohio's Top Jobs List require less than two years of training. Credentials such as STNA, CDL, welding, CNC, cybersecurity, or medical billing certifications can quickly boost your employability and open the door to higher-paying roles.

- **Soft Skills Remain Essential**

Employers emphasize dependability, communication, teamwork, and adaptability. These skills show your readiness to succeed and grow within an organization, no matter which career path you choose.

### How We Can Support Your Next Step

Career planning can feel overwhelming, but you don't have to figure it out alone.

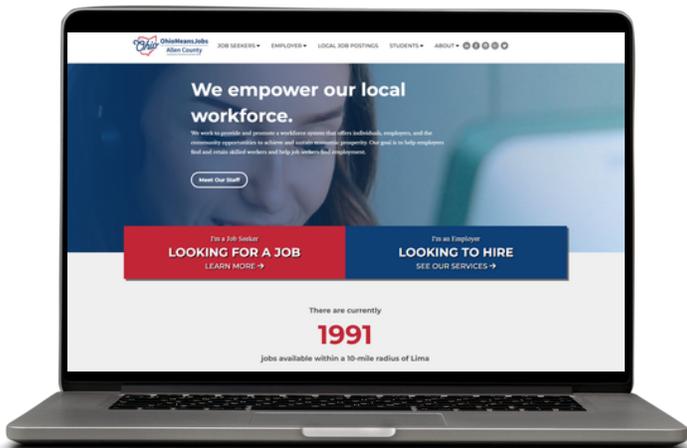
Our Career Consultants are here to help you:

- Explore in-demand careers using real-time labor market insights
- Understand what credentials or training may match your goals
- Review potential eligibility for financial and/or support services
- Connect directly with employers who are ready to hire

# Connecting You To Local Talent.



**www.OMJAllen.com** offers a variety of services to assist employers with job-related needs. OhioMeansJobs Allen County has all the necessary information on our website including forms, employer videos, service information, paid internship information, and much more!



**OhioMeansJobs Allen County** provides Allen County employers with the needed resources to recruit, hire, train and retain workforce talent. Let us assist you today!

## Connect With Us



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## Building the Future: Spotlight on Apprenticeships with OhioMeansJobs Allen County

At OhioMeansJobs Allen County, we know apprenticeships are more than training programs—they are a strategic workforce solution. Apprenticeships allow employers to develop talent tailored to their business needs while strengthening retention and reducing recruitment and training costs.

### What Is an Apprenticeship?

An apprenticeship is a paid training program that combines classroom instruction with real on-the-job experience. Participants learn from skilled professionals, develop industry-recognized credentials, and get paid while building their career foundation.

From manufacturing and construction to healthcare and information technology, apprenticeships are available in nearly every industry, and they open the door to countless opportunities.

### Develop Talent While They Learn

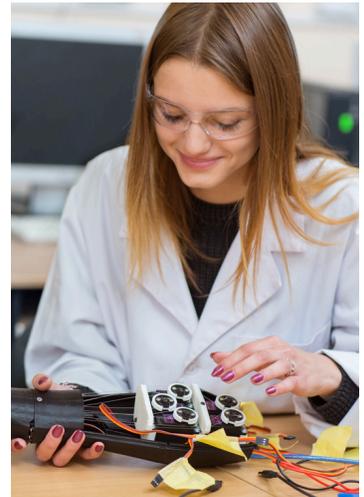
Apprenticeships offer employers a proven way to grow talent from within. Participants earn wages while developing the technical and professional skills your organization needs —helping you shape future employees who understand your processes, culture, and expectations.

Upon completion, apprentices are prepared to step into skilled roles, supporting long-term workforce stability and growth.

### How OhioMeansJobs Allen County Supports Employers (check this for accuracy!)

We work directly with businesses to simplify the apprenticeship process and connect you with motivated candidates. Our Business Services team can help you:

- Identify in-demand occupations and apprenticeship opportunities
- Develop customized training and mentoring plans
- Connect with funding opportunities and incentives, including WIOA support for eligible training
- Recruit and connect with qualified candidates ready to learn and work





### **For Employers: Apprenticeships Are a Workforce Strategy**

Participating in apprenticeship programs can help your organization:

- Build a strong pipeline of skilled workers
- Reduce hiring and onboarding costs
- Improve employee retention and productivity
- Strengthen partnerships with local education and workforce organizations

Whether you're expanding your workforce or planning for future talent needs, apprenticeships provide a sustainable solution.

### **Partner With Us to Build Your Workforce**

Thinking about hiring and training new talent? OhioMeansJobs Allen County partners with employers to design apprenticeship programs, recruit candidates, and support training every step of the way.

# **SUCCESS STARTS WITH STRONG PARTNERSHIPS**



By partnering with OhioMeansJobs Allen County, employers gain access to workforce resources, training support, and local connections that turn talent development into business success. Whether you're exploring apprenticeships, looking for training support, or ready to grow your workforce, OhioMeansJobs Allen County is your local partner for recruitment, training, and workforce development.

**Let's build the future workforce of Allen County—together.**





# More Than You Think: Discover Hidden Resources at OhioMeansJobs Allen County

When employers think of OhioMeansJobs Allen County, they often think of job postings or hiring events—but our services go far beyond that. We partner with local businesses to connect them with qualified, job-ready talent and support their workforce needs at no cost. Here are a few ways we help employers strengthen their workforce:

### Connecting You with the Right Talent

Hiring the right employee is about more than filling an open position—it’s about finding the right fit. Our team works directly with job seekers to understand their skills, experience, and career goals, then matches them with opportunities that align with your business needs. This personalized approach helps improve retention and reduce turnover.

### Interview-Ready Candidates

We conduct mock interviews and provide feedback to job seekers, helping them build confidence and professionalism before they walk into your interview. This saves you time and improves candidate quality.

A recent job seeker shared her experience after completing a mock interview with our staff members:

### Building a Skilled Talent Pipeline

Not sure where to find your next workforce? We guide job seekers through career exploration and training opportunities aligned with in-demand industries in Allen County. This ensures a steady pipeline of candidates prepared for today’s and tomorrow’s workforce needs.

### Pre-Employment Readiness Support

Our Career Consultants help job seekers develop professional resumes and cover letters that clearly highlight their qualifications—so you receive stronger, more prepared applicants.



### **Professional Candidate Branding**

We offer free professional headshots for job seekers to use on resumes and LinkedIn profiles, ensuring candidates present themselves professionally to employers.

### **Local Job Posting and Recruitment Support**

We promote your job openings across our networks and connect you with motivated candidates—from entry-level positions to specialized roles. We also host hiring events and recruitment opportunities tailored to your needs.

### **Showcase Your Business**

Want to highlight your company culture and attract top talent? Participate in our Employer Video Series to showcase your workplace, employee stories, and what makes your organization unique.

### **Your Workforce Partner**

OhioMeansJobs Allen County is more than a job center—we are your workforce partner. From recruitment to talent development, we are dedicated to helping Allen County employers build a strong, skilled, and reliable workforce.

**LET'S CONNECT AND  
DISCUSS HOW WE  
CAN SUPPORT YOUR  
HIRING GOALS.**

