

Greater Cleveland Workforce Insights Report

Founded by data scientists and AI researchers, HR Signal™ uses predictive people analytics to help companies improve employee retention and talent development.

All data in this report is from HR Signal's Workforce Insights Engine™

www.hrsignal.com

January 2022 to June 2023:

Greater Cleveland Talent Insights Report

HR Signal is a trailblazer in AI-powered People Analytics, providing a platform to dramatically improve employee retention and talent development.

HR Signal's proprietary Workforce Insights Engine contains billions of data points spanning career, market and public data. This report is a focus on the Greater Cleveland area to generate insights into regional talent trends across industries and employers.

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Foundations and Framework

Report Objectives

This report aims to provide a comprehensive analysis of the so-called "white collar" workforce trends and insights in the Greater Cleveland Metro Area over an 18 month period. It is designed to be a valuable resource for local business leaders, human resource teams, and the media.

Overview of the Greater Cleveland Metro area workforce

The Greater Cleveland Metro Area is a vibrant economic hub, with a diverse population of over 2 million people. This report was generated by analyzing the majority of people within Greater Cleveland's "white collar" workforce.

How was this report generated?

HR Signal's Workforce Insights Engine™ is a large scale analysis system that leverages machine learning and AI to process a vast amount of workforce data. The goal is to generate an understanding and forecast of companies, people, industries and regions.

Data Sources

This report's data comes from publicly available resumes and career profiles.

Scope of the Report

This report focuses on the "white collar" workforce in the Greater Cleveland Metro Area, comparing changes over an 18 month period from January 2022 to June 2023.

Methodology

The report employs quantitative analysis using data representing the majority. Data was processed and analyzed to derive insights into turnover, internal mobility, and positions.

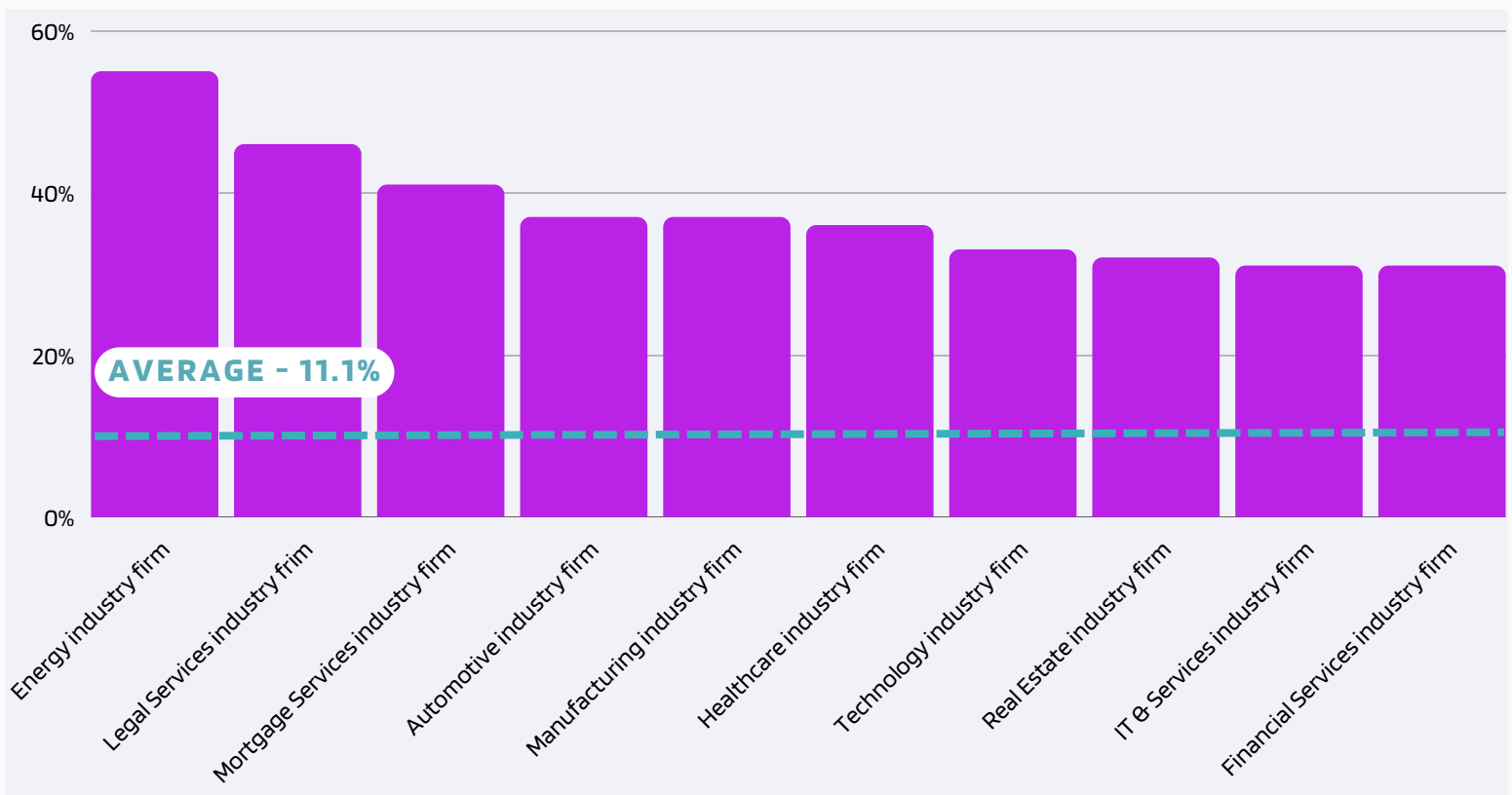
Select Definitions

- **Turnover** - the aggregate of voluntary and involuntary employee departures from an organization.
- **Internal Mobility** - the movement of employees within an organization, encompassing promotions, lateral shifts, and demotions.

Turnover: Top 10 Companies

Top 10 Company Turnover Rates (January 2022 to June 2023)

Turnover Rate of Employees Located in Greater Cleveland



Top 10 Companies With Most Turnover

- 55% - An Energy industry firm
- 46% - A Legal Services industry firm
- 41% - A Mortgage Services industry firm
- 37% - An Automotive industry firm
- 36% - A Manufacturing industry firm
- 33% - A Healthcare industry firm
- 32% - A Technology industry firm
- 32% - A Real Estate industry firm
- 31% - An Information Tech & Services industry firm
- 31% - A Financial Services industry firm

QUICK STAT

AVERAGE TURNOVER

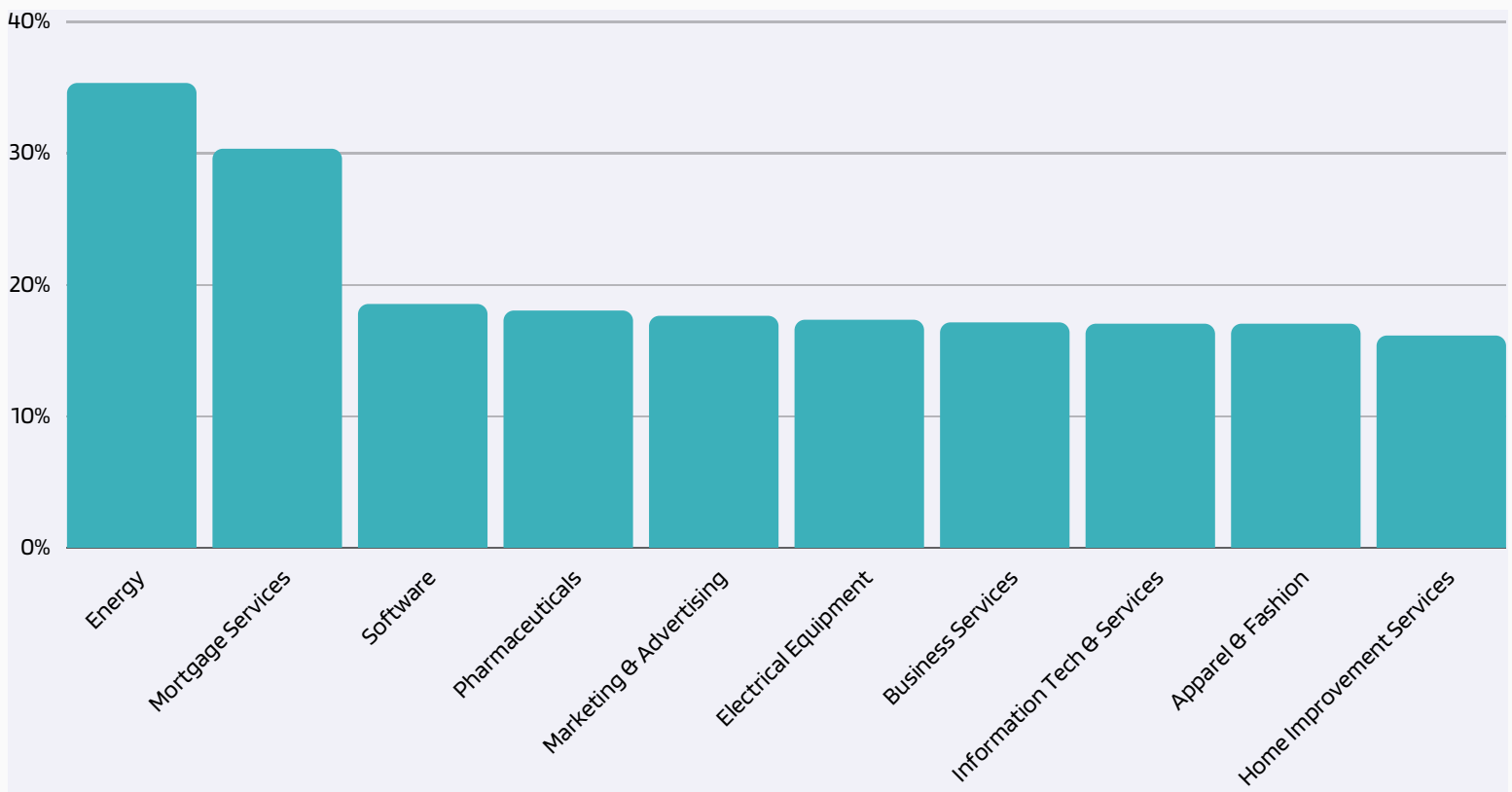
11.1%

OF ALL COMPANIES

Turnover: By Industry

Top 10 Industry Turnover Rates (January 2022 to June 2023)

Turnover Rate of Employees Located in Greater Cleveland



Top 10 Highest Turnover by Industry

- 35.3% - Energy
- 30.3% - Mortgage Services
- 18.5% - Software
- 18.0% - Pharmaceuticals
- 17.6% - Marketing & Advertising
- 17.3% - Electrical Equipment
- 17.1% - Business Services
- 17.0% - Information Tech & Services
- 17.0% - Apparel & Fashion
- 16.1% - Home Improvement Services

QUICK STAT

LOWEST TURNOVER

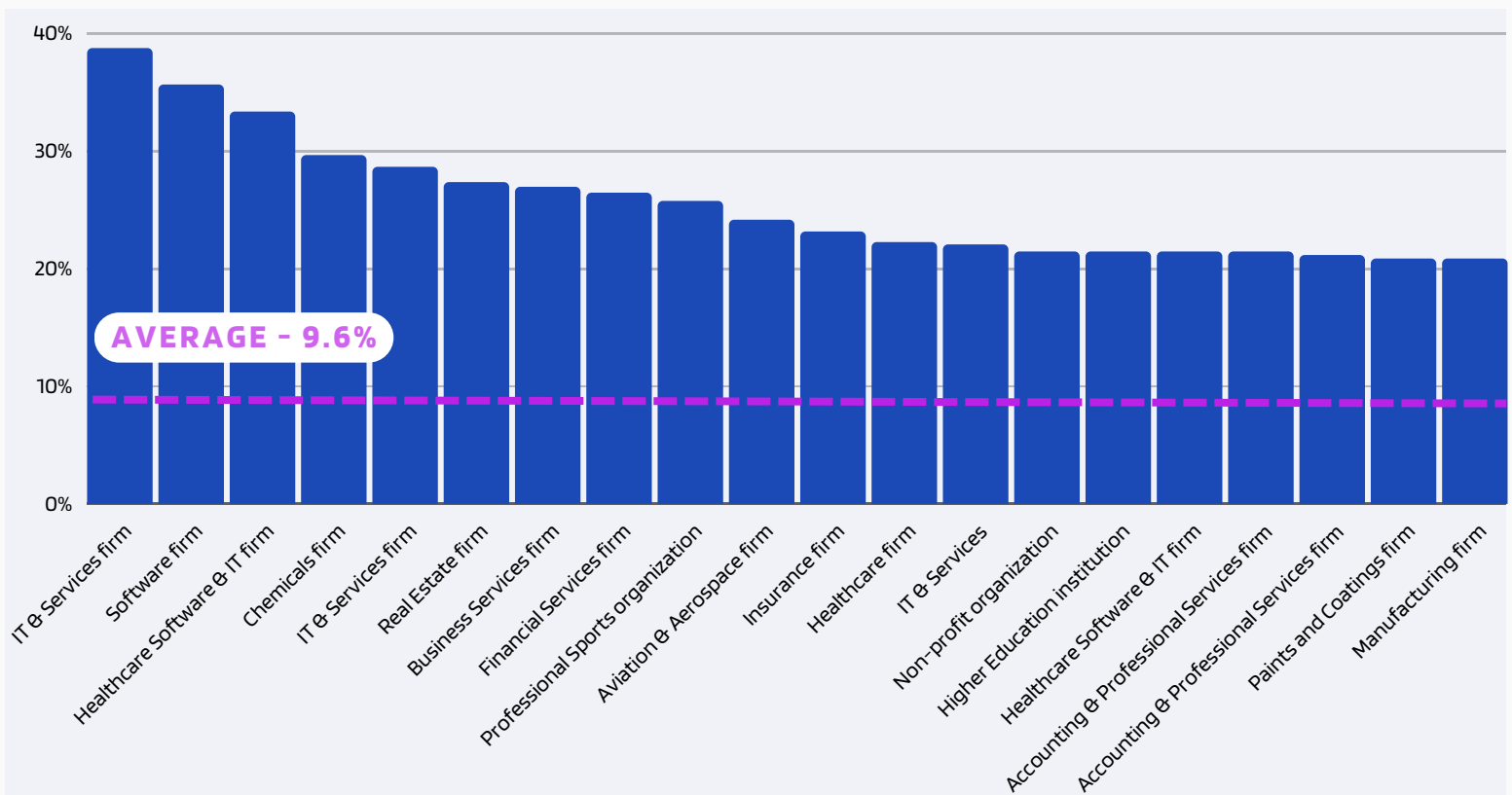
1.5%

SUPPLY CHAIN/LOGISTICS

Internal Mobility: Top 20 Companies

Top 20 Company Internal Mobility Rates (January 2022 to June 2023)

Internal Mobility Rate of Employees Located in Greater Cleveland



Top 10 Companies with Highest Internal Mobility

- 38.7% - An IT & Services firm
- 35.6% - A Software firm
- 33.3% - A Healthcare Software & IT firm
- 29.6% - A Chemicals firm
- 28.6% - An IT & Services firm
- 27.3% - A Real Estate firm
- 26.9% - A Business Services organization
- 26.4% - A Financial Services firm
- 25.7% - A Professional Sports organization
- 24.1% - An Aviation & Aerospace firm

QUICK STAT

**AVERAGE
INTERNAL MOBILITY**

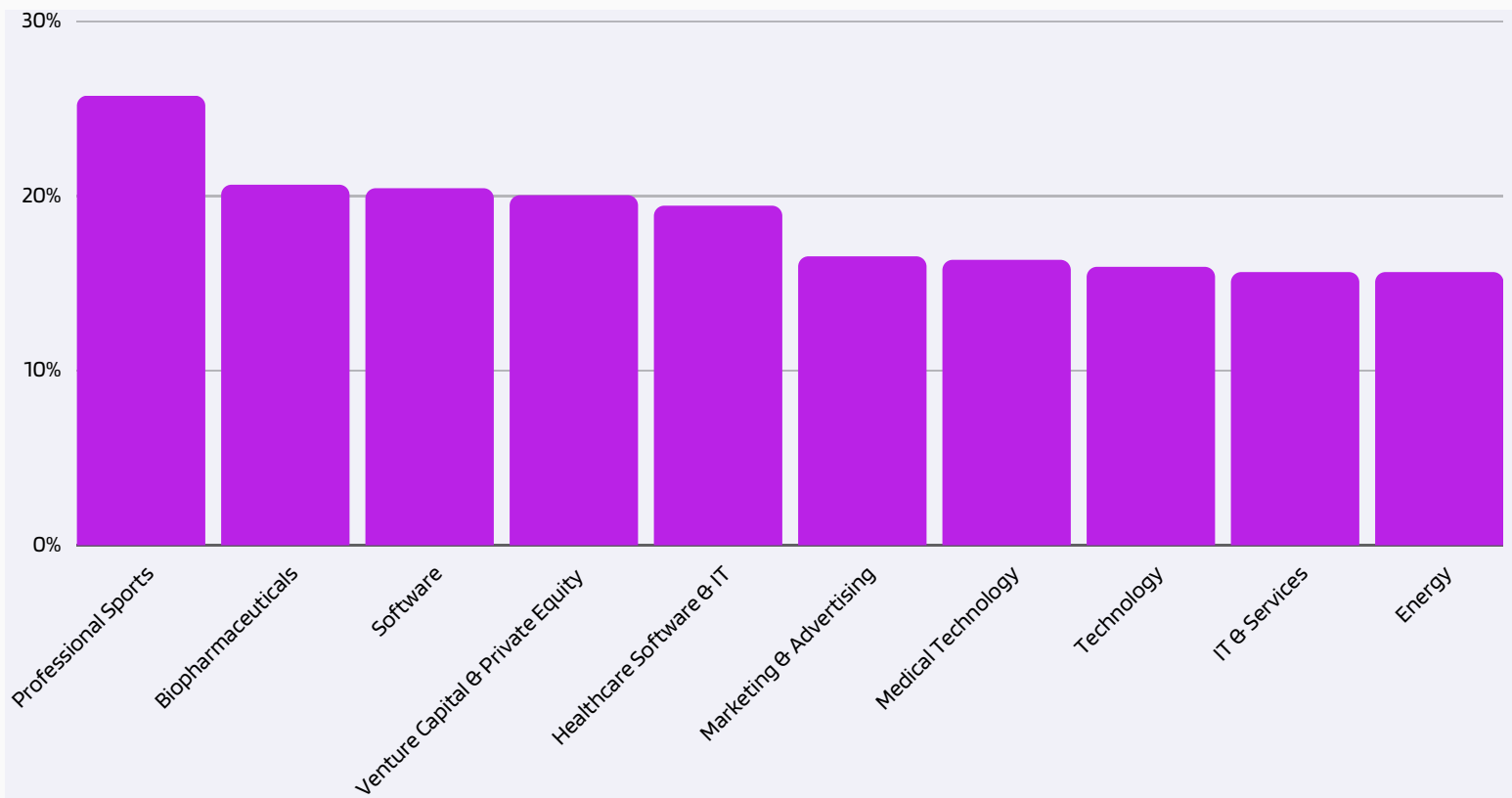
9.6%

OF ALL COMPANIES

Internal Mobility: By Industry

Top 10 Industry Internal Mobility Rates (January 2022 to June 2023)

Internal Mobility Rate of Employees Located in Greater Cleveland



Top 10 Highest Internal Mobility by Industry

- 25.7% - Professional Sports
- 20.6% - Biopharmaceuticals
- 20.4% - Software
- 20.0% - Venture Capital & Private Equity
- 19.4% - Healthcare Software & Information Technology
- 16.5% - Marketing & Advertising
- 16.3% - Medical Technology
- 15.9% - Technology
- 15.6% - Information Technology & Services
- 15.6% - Energy

QUICK STAT

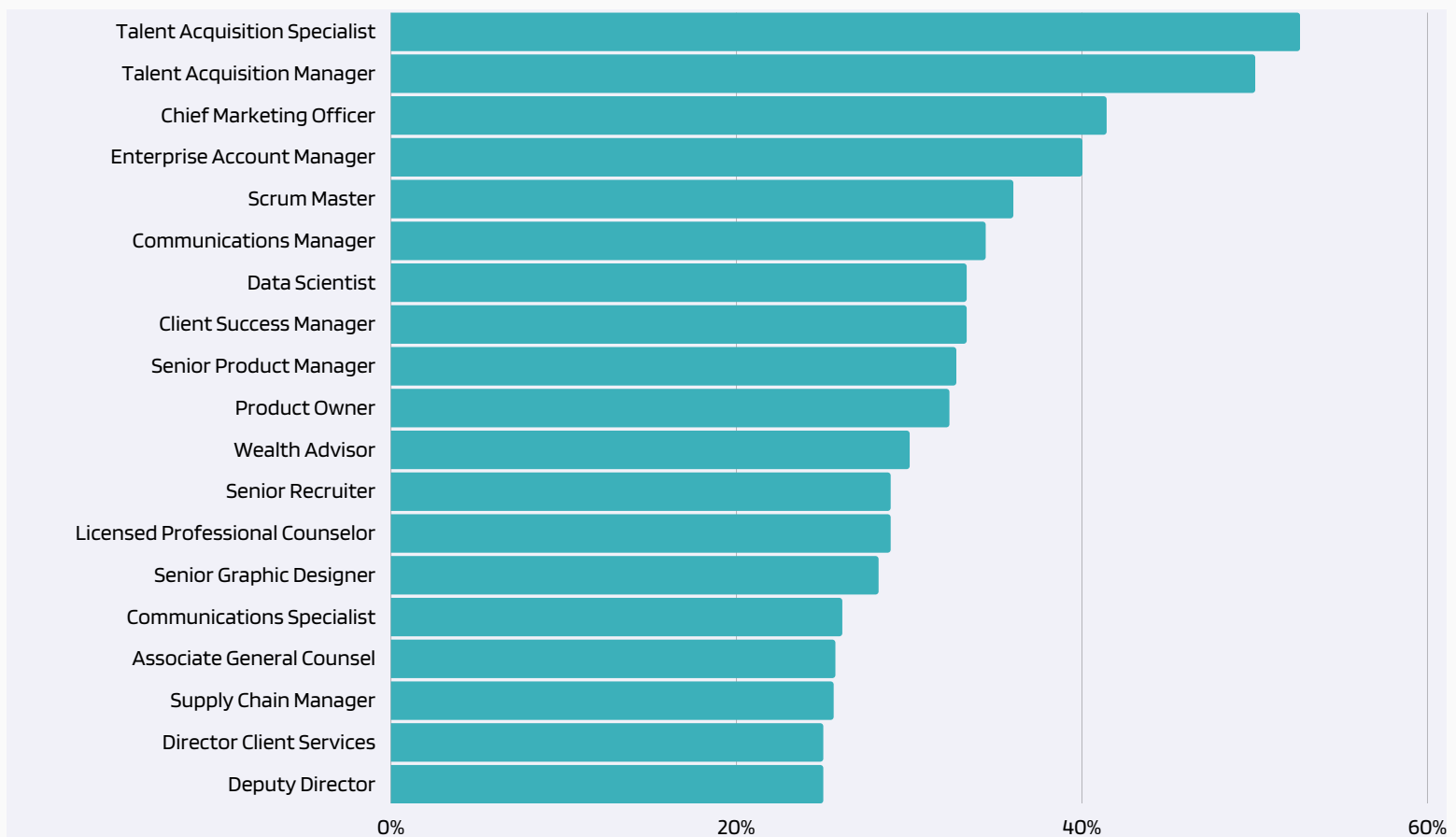
**LOWEST
INTERNAL MOBILITY**

2.6%

HEALTH INSURANCE

Position Trends: Most Growth

Number of People in Positions - Top 20
(Percentage Increase as of June 2023 compared to Jan 2022)



This chart illustrates the percentage increase in the number of individuals employed in various positions throughout the Greater Cleveland area over 18 months starting January 2022 and ending in June 2023.

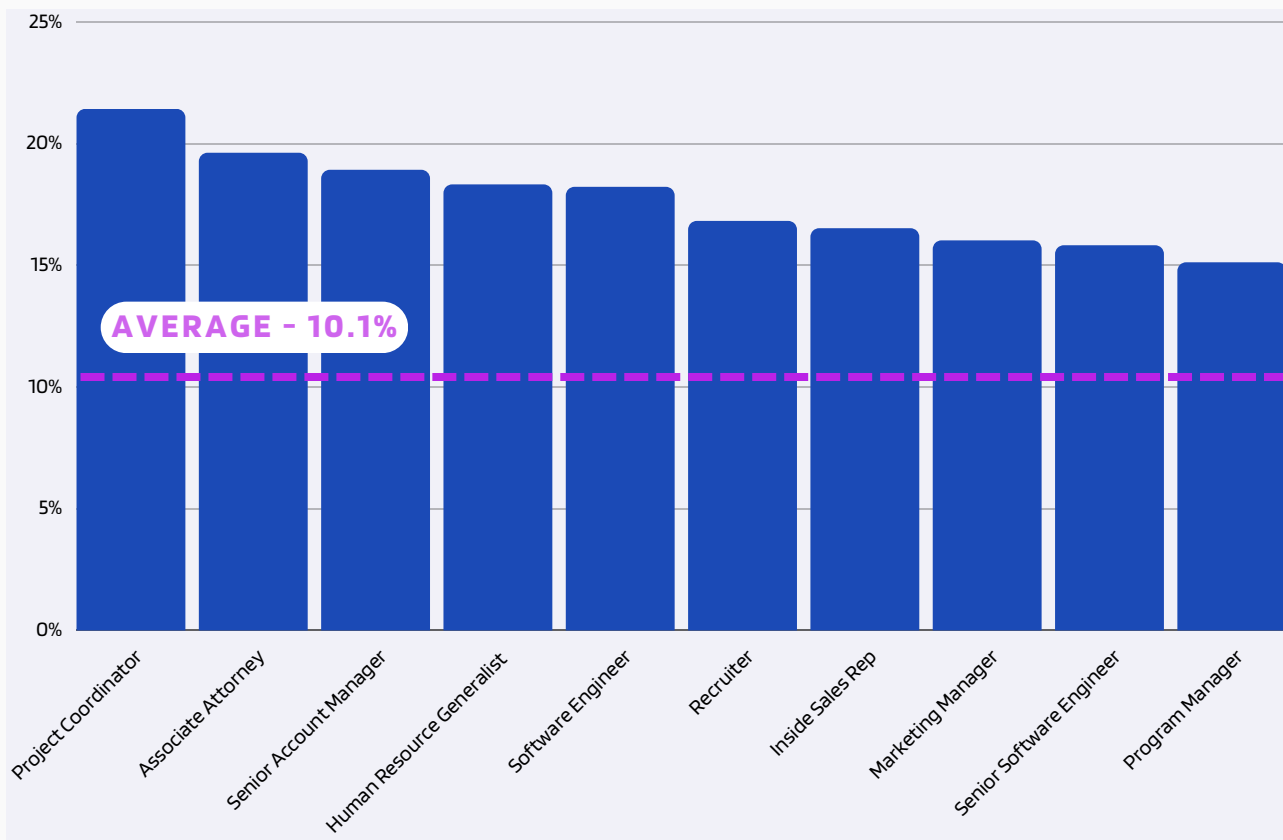
Our goal was to identify the top 20 positions that have seen the most significant growth of people in the position during this period. These positions span across multiple industries, showcasing the dynamic nature of the regional job market.

Each bar of the chart represents a specific job role, sorted in descending order of growth rate. The length of the bar represents the percentage increase in the number of individuals in that particular role.

Position Trends: Most Turnover

Top 10 Highest Turnover Positions

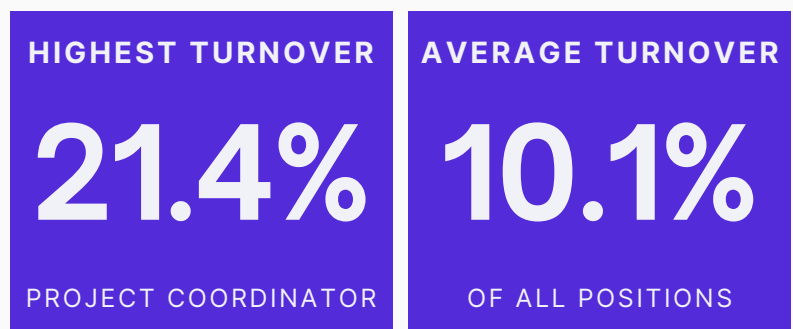
Turnover Rate of Employees Located in Greater Cleveland



Top 10 Highest Turnover by Position

- 21.4% - Project Coordinator
- 19.6% - Associate Attorney
- 18.9% - Senior Account Manager
- 18.3% - Human Resource Generalist
- 18.2% - Software Engineer
- 16.8% - Recruiter
- 16.5% - Inside Sales Representative
- 16.0% - Marketing Manager
- 15.8% - Senior Software Engineer
- 15.2% - Program Manager

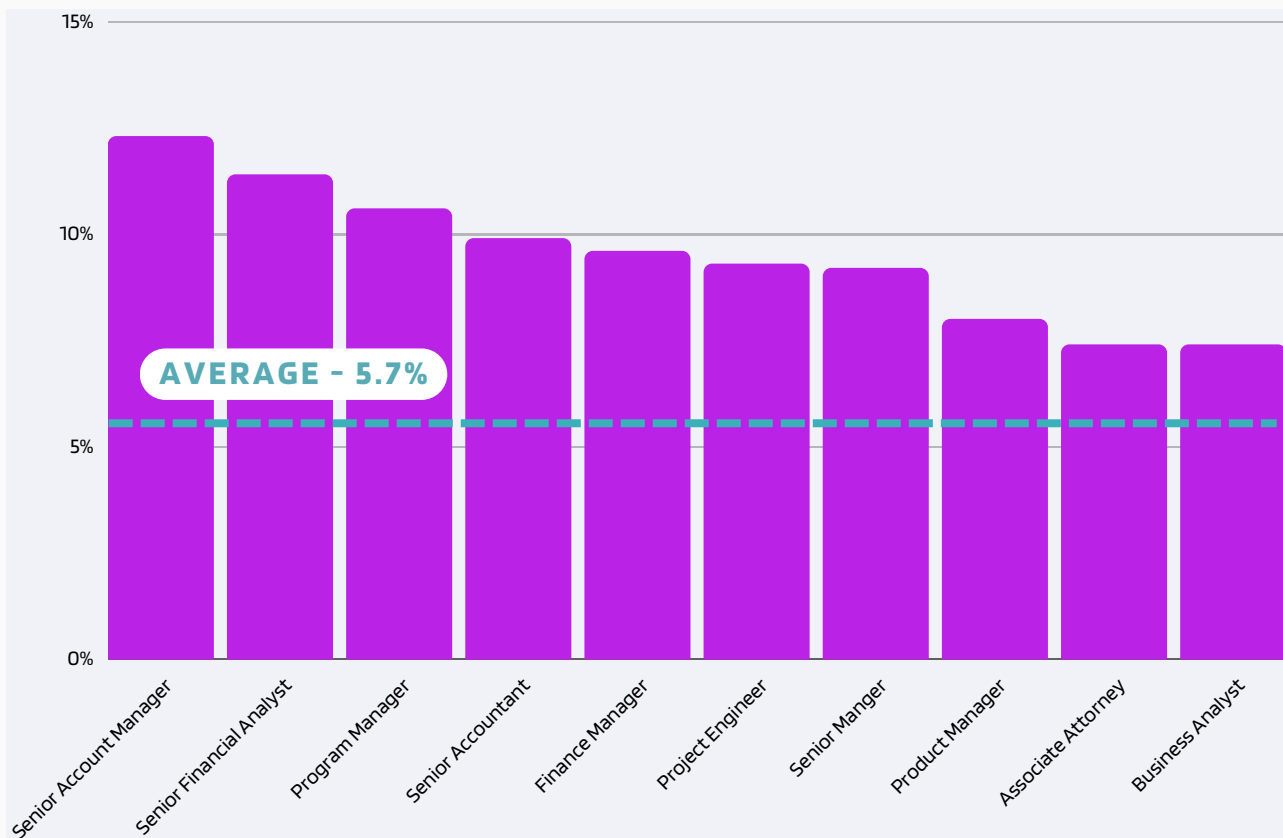
QUICK STATS



Position Trends: Most Internal Mobility

Top 10 Positions with Most Internal Mobility

Internal Mobility from Position for Employees Located in Greater Cleveland



Top 10 Positions by Internal Mobility

- 12.3% - Senior Account Manager
- 10.6% - Senior Financial Analyst
- 11.4% - Program Manager
- 10.6% - Senior Accountant
- 9.9% - Finance Manager
- 9.6% - Project Engineer
- 9.3% - Senior Manager
- 9.2% - Product Manager
- 8.0% - Associate Attorney
- 7.4% - Business Analyst

QUICK STATS

HIGHEST
INTERNAL MOBILITY

12.3%

SR. ACCOUNT MGR.

AVERAGE
INTERNAL MOBILITY

5.7%

OF ALL POSITIONS

What is HR Signal?

HR Signal™ is a software-as-a-service platform that works with any existing payroll, HRIS or ERP system.

HR Signal:

- Improves employee retention by predicting turnover
- Personalizes each employee's career path options
- Illuminates workforce trends and forecasts outcomes
- Provides peer benchmarks and real market data

HR Signal's Workforce Insights Engine™ processes billions of data points across millions of employers, regions and people.



Interested in improving employee retention and talent development at your organization?

Scan The QR Code or visit www.hrsignal.com



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