



# VOICE OF BUSINESS

## Workforce, supply chain are perfect storm



**Chris Kershner**  
President and CEO  
Dayton Area Chamber  
of Commerce

Workforce and labor shortages continue to plague the business community across the globe and supply chains everywhere, for everything; I mean literally every single thing is being impacted. But there isn't one single cause to blame. It is a per-

fect storm and confluence of events that has led us to this breaking point:  
■ Some two-person working families made the decision for one person to stay home during the pandemic, and they haven't gone back to work.  
■ The pre-pandemic workforce skills mismatch didn't go away. There are still thousands of jobs and thousands of job seekers who may not have the skills for the specific job openings.  
■ Baby boomers (70.7 million people ages 57-75 years old) are exiting the workforce hard and fast, and there aren't enough Generation Xers (64.9 million people ages 41-56

years old) to fill the workforce voids.  
■ New business registrations are being filed at a record pace, pointing to a significant number of people who exited the workforce and started their own business.  
■ Hospitality jobs everywhere were eliminated in the pandemic and some still aren't fully open again.  
■ COVID-19 unemployment benefits were extended for longer than they needed to be. They are over now, but the extension through September 2021 kept people out of the workforce for longer than needed.  
All of this has created

a perfect storm of workforce shortages and supply chain disruptions that are leading to rapid inflation and an eventual economic correction. When will the correction be here? This is the big question. Cars are sitting in parking lots waiting for micro-processor chips, construction supplies are sitting on freight liners in California shipping ports, and it seems that literally everything you need at a store is on back order these days. I've never seen an economy where consumers have money to spend, but they can't buy the products they want because of supply chain shortages or nobody is working to sell

it to them.  
Supply and demand across the board is so off-kilter that employers are raising wages to compete, gas prices are soaring, and retail products and homes are selling for way above value. This is a reflection of a free enterprise economy and a supply and demand economy. But, eventually, there will be an economic correction and we have to begin preparing for it now.  
Building reserves, making strategic investments and being very deliberate about business operations changes will help us weather this storm when it gets here. Businesses need our public sector

partners to do the same. One-time pandemic relief funds are helpful, but they can't be a part of the permanent solution moving forward. Maintaining balanced budgets, not over-hiring, and keeping expenses inline will help the public and private sectors be prepared for what's next.  
In the meantime, let's work together to help our businesses fully reopen, get fully staffed and get our supply chains moving again.

Chris Kershner is the president and CEO of the Dayton Area Chamber of Commerce.

### Residential Home Sales

	July '21	July '20	%Change	YTD '21	YTD '20	%Change
Number of Homes Sold	1711	1773	7.66%	9705	9172	5.81%
Total Home Sales	\$385,050,902	\$366,566,948	5.04%	\$2,107,163,291	\$1,750,126,850	20.40%
Average Sale Price (\$)	\$225,044	\$206,750	8.85%	\$217,121	\$190,812	13.79%

Source: Dayton Area Board of Realtors, Dayton Area Home Sales

### Sales Tax Collections

County	Current Rate	July 2021	July 2020	12 Mos Change	YTD 2021	YTD 2020	YTD Change
Butler	0.75	\$4,948,340	\$3,909,669	26.57%	\$31,243,529	\$25,113,712	24.41%
Clark	1.50	\$2,827,009	\$2,635,118	7.28%	\$18,449,590	\$15,700,165	17.51%
Darke	1.50	\$974,530	\$901,192	8.14%	\$6,520,814	\$5,614,176	16.15%
Greene	1.00	\$3,084,330	\$2,798,035	10.23%	\$19,662,420	\$16,514,262	19.06%
Miami	1.25	\$2,021,619	\$1,933,300	4.57%	\$13,554,249	\$11,930,477	13.61%
Montgomery	1.25	\$10,017,759	\$9,770,812	2.53%	\$67,247,199	\$58,538,321	14.88%
Preble	1.50	\$629,329	\$582,079	8.12%	\$4,319,188	\$3,580,514	20.63%
Warren	1.25	\$6,116,327	\$6,136,157	-0.32%	\$36,802,281	\$32,017,289	14.95%
Region Total		\$30,619,243	\$28,666,362	6.81%	\$197,799,270	\$169,008,916	17.03%

Source: [https://tax.ohio.gov/wps/portal/gov/tax/researcher/tax-analysis/tax-data-series/publications\\_tds\\_sales](https://tax.ohio.gov/wps/portal/gov/tax/researcher/tax-analysis/tax-data-series/publications_tds_sales)

### DAYTON AREA CHAMBER OF COMMERCE CALENDAR OF EVENTS

Register for all events at DaytonChamber.org.

- In-person: Chamber Member Orientation, Oct. 28, 7:45-9 a.m. Topic "An Introduction or Refresher on the Benefits of Chamber Membership. Location." Montgomery County Business Solutions Center, 1435 Cincinnati Street, Dayton
- In-person: 69th Annual Dayton/Miami Valley Safety Conference &

- Symposium, Nov. 3, 7:30 a.m. to 4 p.m. Topic "Workplace Safety Education." Sinclair Conference Center, 444 W. Third Street, Dayton
- In-person: Ohio Statehouse Breakfast and Reception, Nov. 17 8:30-10:30 a.m. Topic "Networking with the Dayton Regional Legislative Delegation." Statehouse Cafe, 1 Capitol Square, Columbus

### AUTO INDUSTRY

## On Nov. 1, no GM plants will be closed due to chip shortage

By Tom Krisher  
Associated Press

DETROIT — For the first time in eight months, the global shortage of computer chips won't force General Motors to close any North American factories.

The company said that starting Nov. 1, all plants that had been closed on and off since February because of the shortage will be cranking out vehicles.

The nation's largest automaker and the rest of the global auto industry have been sporadically shutting down plants since late last year due to the semiconductor shortage, which has cut supplies on dealer lots and driven new vehicle prices to record levels.

To be sure, production still isn't back to normal because some of the factories will only run on one shift per day.

Phil Amsrud, senior principal analyst for IHS Markit who studies the chip market, said GM's move is a good sign, but doesn't signal the end of the chip shortage. "It's just not a sign that the patient is through all the rough spots and it's a matter of weeks before they're released from the hospital," he said.

GM's plants being open may be more of a sign that the company is getting better at dealing with shortages by getting rid of some optional features and diverting those chips to other uses, he said.

Chip supply shortages are easing a bit, he said, but there are still logjams with Asian "back end" companies that cut large silicon wafers into individual chips and test and package them for dis-

tribution. Even as automakers get more wafers from big chip makers, the back end companies have limited capacity to deal with an overwhelming demand from personal electronics and other industries, Amsrud said.

Back-end companies in Malaysia and elsewhere in Asia had been having trouble keeping factories open due to employees getting sick with the novel coronavirus, but that has eased a bit in some places, he said.

Currently it takes about 52 weeks after an order is placed for an automaker to get finished chips, Amsrud said. The lead times are continuing to grow, and "that means there's still uncertainty in the marketplace," he said.

Under normal circumstances, automakers only had to wait 16 weeks from an order date to get chips, he said. Delivery times that plateau and start to improve will be "signs that we're really starting to see the supply chain getting healthy again," Amsrud said.

He expects shortages to persist most, if not all, of next year. But Amsrud said there will be improvements through the year.

GM said that a dozen North American assembly plants that have been touched by the chip shortage would all be running starting Nov. 1. Two other plants are closed while they're being outfitted to make electric vehicles, and another near Detroit is shut down while waiting for reworked Chevrolet Bolt electric vehicle batteries after a recall due to fires.



College senior Trevaughn Wright-Reynolds quickly found several job suitors.



Students in search of jobs and internships gather last month to listen to recruiters from a consulting firm at Colby College in Waterville, Maine. Seniors and graduates are in demand again. PHOTOS BY TRISTAN SPINSKI / THE NEW YORK TIMES

### College

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faster rebound, while people with high school diplomas or less witnessed a much more serious decline in employment opportunities during the COVID crisis."

What's more, the spread of the delta variant of the coronavirus has been a one-two punch for those lacking a college degree, hitting the sectors they depend on the most, like restaurants and bars, hotels and retail businesses. By contrast, white-collar employers are thriving.

Office work can also be done remotely, a key advantage over face-to-face jobs dealing with consumers that frequently employ less-educated workers. In many cases, the new hires will rarely set foot at corporate headquarters, with orientation and full-time work mostly taking place online.

And the courtship rituals of recruiters haven't changed, even if everything is done over the internet.

"It's back to business as usual," said Wendy Dzorney, global university hiring leader at HP Inc. The company plans to hire 315 graduates of the class of 2021 in the United States, compared with 126 from the class of 2020 and 210 in the class of 2019.

Fall marks the peak of the recruiting season on campus, with interviews and full-time offers for seniors, while internships beckon for sophomores and juniors.

"October is our busiest month," said Jennifer Newbill, director of university recruitment at Dell Technologies. Her company has extended full-time offers to more than 1,300 graduates this year, up 60% from 2020. Recruiters of students in the hottest majors — including engineering, computer sciences, accounting and economics — find themselves butting up against one another for the same candidates.

The rise in campus hiring means more choices for some current students as well as belated help for the pan-

demic-hit class of 2020, said Annette McLaughlin, director of the Office of Career Services at Fordham University.

"Activity is up significantly from last year and is about 10% higher than it was before the pandemic," she said. "It's likely that students will get multiple offers and they will have to choose."

The rebound is also benefiting recent Fordham graduates like Jonah Isaac, who finished school in May 2020, two months after the pandemic struck. Several companies withdrew offers and Isaac, a business administration major, spent a year interviewing for spots that never materialized until a Fordham alumnus helped him get a sales development job with Moody's Analytics in June 2021.

"It was a huge hit for many students, and not getting anything was demoralizing," said Isaac, a Chicago native who was a wide receiver on Fordham's football team. "I'd get to the third or fourth interview, and they'd say, 'Sorry, we're going in another direction.'"

Members of the class of 2021 have had an easier time. Brittanee Rice, a Spelman College graduate, landed a job at Dell after working as an intern the summer before. "I felt lucky," she said. "A lot of my friends had cancellations left and right, but my internship went on."

Rice was a computer science major, an especially sought-after concentration for many big employers. But Newbill, the university recruitment director for Dell, said her company was also hiring students majoring in nontechnical fields — like philosophy and journalism — for sales positions. "Sales is about the personality, not the degree," she said.

Wright-Reynolds, the Colby senior, is studying statistics with a minor in computer sciences. A native of Medford, Massachusetts, he will start at the trading firm in Chicago in August.

"This was a great opportunity, and I couldn't go wrong in accepting it," he said. "I feel like a weight is off my shoulders. I have a lot more time to enjoy senior year."

