

Real-Time Jobs Intelligence Report

2019 Review



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CHANGE TRENDS: 2018-2019

We are getting mixed signals from the year-to-year data, and we will continue to unravel them as 2020 unfolds. In 2019, total jobs numbers decreased, but demand increased across multiple sectors – including industries that were notably down for the year.

Total Job postings increased 1.5% from 2018

Job Postings for Retail Salespersons increased 7.6%

Job postings for Registered Nurses increased 10.9%

Job postings for Social and Human Service Assistants increased 8.6%

Job postings for Computer User Support Specialists increased 1.9%

Job postings for Maintenance and Repair Workers increased 10.7%

So, what's the story?

There are multiple factors at play, but we are not sure the extent to which they are impacting the employment marketplace. Chief among them is self-disqualification through the inability to pass an employment-contingent drug test, a confusing intersection of municipal and federal law. While marijuana use in Anchorage is legal, many employers with federal OSHA requirements and other policies have stringent drug-testing requirements, which some percentage of the workforce is unable to pass.

Other contributory problems include wage issues; labor force participation difficulties, including the lack of access to affordable and available childcare; the growing impact of consumer preference for online retail; and demographic trends affecting the shape and size of the labor force.

Over the following pages, you will see a round-up of the top job postings for 2019, including the most-sought after job titles, occupations, certifications, and more. As Anchorage competes with the rest of the world for workforce, this information will be crucial to understanding where our economy is headed, what employers are seeking, and how we can better support the career pipeline for homegrown talent.

Total online job postings

48,581

total job posts in 2019

25,057 job titles posted

6,586 employers posting jobs

754 different occupations represented

450 different certifications sought



Top 10 openings by occupation

Most common job listings

1. Retail Salespersons
2. Registered Nurses
3. Secretaries and Administrative Assistants, Except Legal, Medical and Executive
4. Social and Human Service Assistants
5. Customer Service Representatives
6. First-Line Supervisors of Retail Sales Workers
7. Computer User Support Specialists
8. Stock Clerks, Sales Floor
9. Maintenance and Repair Workers, General
10. Laborers and Freight, Stock, and Material movers

For complete list, see Appendix A, page 14



Top 10 employers in Anchorage

Employers with the highest number of job openings

1. Providence Health & Services
2. State of Alaska
3. The University of Alaska
4. Alaska Native Tribal Health Consortium
5. Municipality of Anchorage
6. Workplace Alaska
7. HCA (Alaska Regional Hospital)
8. Anchorage School District
9. LowesSouthcentral Foundation
10. Aramark Food and Support Services Group, inc.

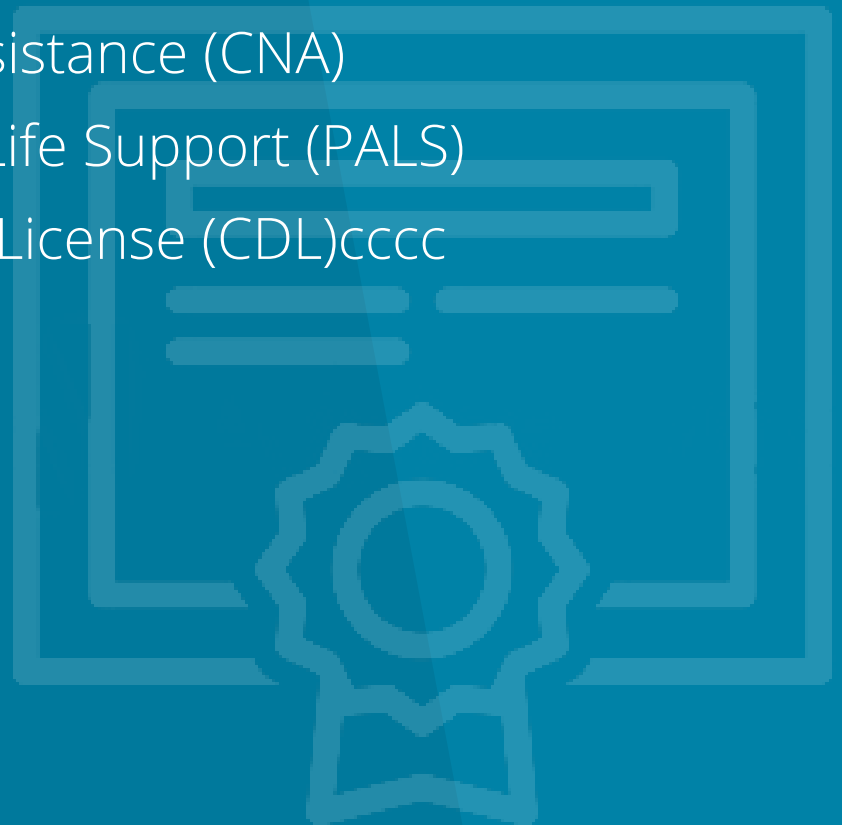
For complete list, see Appendix B, page 18

Top 10 sought-after certificates

Most frequently requested certificates in job postings

1. Driver's License
2. Basic Life Support (BLS)
3. Registered Nurse (RN)
4. Certification in Cardiopulmonary Resuscitation (CPR)
5. Advanced Cardiac Life Support Certification (ACLS)
6. First Aid Certification
7. Secret Clearance
8. Certified Nursing Assistance (CNA)
9. Pediatric Advanced Life Support (PALS)
10. Commercial Drivers License (CDL)cccc

For complete list, see Appendix C, page 20



Top 10 sought-after hard skills

Most frequently requested hard skills in job postings

1. Microsoft Excel
2. Microsoft Office
3. Microsoft Word
4. Microsoft Outlook
5. Ability to Lift 41-50 Pounds
6. Ability to Lift 51-100 Pounds
7. Personal Computers
8. Teaching/ Training, Job
9. Cash Handling
10. Retail Sales

For complete list, see Appendix D, page 22



Top 10 sought-after soft skills

Most frequently requested soft skills in job postings

1. Communications (Verbal and Written)
2. Customer Service
3. Cooperative/Team Player
4. Self-Motivated/Ability to Work Independently/Self Leadership
5. Organization
6. Detail Orientated/Meticulous
7. Supervision/Management
8. Accountable/Responsible/Reliable/Dependable/Trustworthy
9. Adaptability/Flexibility/Tolerance of Change and Uncertainty
10. Interpersonal Relationships/Maintain Relationships

For complete list, see Appendix E page 23

Top 10 openings by job titles

1. Administrative Assistant
2. Cashier
3. Sales Associate
4. Customer Service Representative
5. Receptionist
6. Cook
7. Babysitter
8. Janitor
9. Assistant Manager
10. Customer Service Associate

For complete list, see Appendix E, page 24

What's that again?

DO WE HAVE A FUN FACT FOR THIS? WHAT WAS THE WEIRDEST
JOB POSTING ON THE LIST FOR YEAR?

What levels of education do Anchorage employers look for?

Number of total ad postings by minimum education requirements

13,120

High school diploma or equivalent

6,005

Bachelor's degree

1,734

Associate's degree

1,065

Master's degree

308

Doctoral or professional degree

For complete list, see Appendix F, page 25

Educational programs appearing in the most job ads

1. Business
2. Accounting
3. Nursing
4. Business Administration
5. Computer Science
6. Social Work
7. Psychology
8. Engineering
9. Finance
10. Human Services

For complete list, see Appendix G, page 26



Top 10 positions by location quotient

This metric reveals how a given occupation in a certain region compares to that occupation on the national level. An LQ greater than, less than, or equal to 1.0 represents an occupation whose jobs are locally more than, less than, or equally prevalent to the national average, respectively. These top 10 positions are far more sought-after in Anchorage than anywhere else in the nation.

1. Computer User Support Specialists (2.12)
2. Office Clerks, General (2.00)
3. Teacher Assistants (1.74)
4. Vocational Education Teachers, Postsecondary (1.65)
5. Mental Health Counselors (1.61)
6. Nursing Assistants (1.58)
7. Speech-Language Pathologists (1.57)
8. Human Resources Specialists (1.56)
9. Secretaries and Administrative Assistants (1.54)
Except Legal, Medical, and Executive
10. Bookkeeping, Accounting, and Auditing Clerks (1.54)

Frequently Asked Questions

What does Ads Closed mean? (Proxy for Hires) - The number of jobs that have been removed from listings within the designated time frame. While there may be other reasons for listings being taken down (i.e. decision not to fill the position), this metric can serve as a reasonable proxy for the number of hires.

What does Job Posting LQ mean? - The Job Posting Location Quotient (“JPLQ” shown in results). This metric reveals how a given occupation in a certain region compares to that occupation on the national level. An LQ greater than, less than, or equal to 1.0 represents an occupation whose jobs are locally more than, less than, or equally prevalent to the national average, respectively. For a given occupation, the $JPLQ = (\# \text{ of job ads locally} / \text{employment locally}) / (\# \text{ of ads in USA} / \text{employment USA})$.

What is SOC? The standard Occupational Classification system (SOC) is used to classify workers into occupational categories. RTI classifies workers in one of the 1,090 8-digit level codes known as the O*NET-SOC Occupational Listings. In addition, occupations are combined to form 23 major groups (2-digit level), 97 minor groups (3-digit), and 461 occupation groups (5-digit), and 840 detailed occupations (6-digit). Each occupation group includes occupations required similar job duties, skills, education, or experience.

How does the time period work? Online job postings included in this report are those that meet the Query Definition parameters (shown above) and that were active at any point in the specified time frame preceding the date this report is generated. As such, this report may include some ads that were closed as of the date of this report; in addition, this report may include some ads that were first posted prior to the specified time frame referred to above.

What are “active” and “closed” ads? An “active” ad refers to an online job posting that was still posted online when Chmura’s web crawler last viewed that page, which occurs at least once a week. An ad is considered “closed” if Chmura’s web crawler no longer sees the ad listed or if the ad is specifically designated on the site as no longer being active.

Is every online-job-ad website included in these data? We make every attempt to catch all of the significant job-posting websites across the United States, but we cannot guarantee complete, 100% coverage. If you have any questions about a particular website, please don’t hesitate to ask.

What certifications are included and how are they defined? We include over 3,000 different certifications in our job ad analyses. A complete list can be found in the JobsEQ help section, along with further information about those certifications.

About This Report This report and all data herein were produced by JobsEQ®, a product of Chmura Economics & Analytics. The information contained herein was obtained from sources we believe to be reliable. However, we cannot guarantee its accuracy and completeness.

Appendix A - Occupations in Anchorage

SOC	Occupation	Total Ads	
41-2031.00	Retail Salespersons	3,173	
29-1141.00	Registered Nurses	1,747	
43-6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,448	
21-1093.00	Social and Human Service Assistants	1,349	
43-4051.00	Customer Service Representatives	1,070	
41-1011.00	First-Line Supervisors of Retail Sales Workers	1,050	
15-1151.00	Computer User Support Specialists	948	
43-5081.01	Stock Clerks, Sales Floor	942	
49-9071.00	Maintenance and Repair Workers, General	882	
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	882	
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food	779	
43-6013.00	Medical Secretaries	714	
41-3099.00	Sales Representatives, Services, All Other	674	
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	638	
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks	579	
11-9111.00	Medical and Health Services Managers	569	
15-1142.00	Network and Computer Systems Administrators	562	
35-1012.00	First-Line Supervisors of Food Preparation and Serving Workers	551	
13-1071.00	Human Resources Specialists	527	
41-2011.00	Cashiers	457	
39-9011.01	Nannies	450	
43-9061.00	Office Clerks, General	444	
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard	381	
29-2071.00	Medical Records and Health Information Technicians	365	
37-2012.00	Maids and Housekeeping Cleaners	356	
13-1199.00	Business Operations Specialists, All Other	355	
35-2014.00	Cooks, Restaurant	348	

Source: JobsEQ®, <http://www.chmuraecon.com/jobseq>
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Appendix A - Occupations in Anchorage (continued)

SOC	Occupation	Total Ads
13-2011.01	Accountants	335
43-4171.00	Receptionists and Information Clerks	324
29-1127.00	Speech-Language Pathologists	309
25-3099.02	Tutors	280
33-9032.00	Security Guards	268
21-1014.00	Mental Health Counselors	260
31-9092.00	Medical Assistants	257
43-4081.00	Hotel, Motel, and Resort Desk Clerks	251
31-1014.00	Nursing Assistants	214
53-3031.00	Driver/Sales Workers	214
53-3033.00	Light Truck or Delivery Services Drivers	214
43-1011.00	First-Line Supervisors of Office and Administrative Support Workers	208
27-3031.00	Public Relations Specialists	195
35-3031.00	Waiters and Waitresses	180
35-3022.01	Baristas	171
39-9032.00	Recreation Workers	171
39-9021.00	Personal Care Aides	170
21-1023.00	Mental Health and Substance Abuse Social Workers	166
11-3031.02	Financial Managers, Branch or Department	165
29-1123.00	Physical Therapists	149
15-2031.00	Operations Research Analysts	137
13-1111.00	Management Analysts	133
39-2021.00	Nonfarm Animal Caretakers	126

Source: [JobsEQ®](#)

Data reflect online job postings for 2019

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Appendix B - Openings by Employer

Employer Name	Total Ads	
Providence Health & Services	1,580	
State of Alaska	896	
The University of Alaska	798	
Alaska Native Tribal Health Consortium	775	
Municipality of Anchorage	592	
Workplace Alaska	583	
HCA	552	
Anchorage School District	452	
Lowe's	414	
Aramark Food and Support Services Group Inc.	410	
Alaska Executive Search, Inc.	352	
Army and Air Force Exchange Service (AAFES)	337	
Southcentral Foundation	327	
Salvation Army	288	
Carrs Quality Center	282	
Department of the Air Force	275	
Albertsons Companies	260	
FedEx	251	
Humana	239	
Builders FirstSource	234	
Swedish Health Services	230	
Care.com	217	
Bass Pro Shop	214	
Lithia Motors, Inc.	204	
Kendall Auto Alaska	179	
Best Buy	178	
Aramark	176	

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Appendix B - Openings by Employer (continued)

Employer Name	Total Ads
The Alaska Club	174
Kroger	157
Mommy Jobs Online	148
First National Bank Alaska	143
Alaska USA Federal Credit Union	138
Matanuska-Susitna Borough	127
University of Alaska System	122
ASRC	121
Bering Straits Native Corporation	116
Cook Inlet Tribal Council Inc.	106
Department of the Interior	99
Department of the Army	93
Target	93
Universal Health Services	89
NANA Development Corporation	88
H&R Block	82
Air Force Nonappropriated Fund (AFNAF) Services Ca...	78
General Communication Inc.	76
Department of Veterans Affairs	73
NurseFly Travel Nursing	65
Massage Envy	64
GCI	63
Aramark Corporation	62

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Appendix C - Openings by Certifications

Certificate Name	Total Ads	
Driver's License	1,595	
Basic Life Support (BLS)	1,404	
Registered Nurse (RN)	842	
Certification in Cardiopulmonary Resuscitation (CPR)	756	
Advanced Cardiac Life Support Certification (ACLS)	633	
First Aid Certification	516	
Secret Clearance	461	
Certified Nursing Assistant (CNA)	359	
Pediatric Advanced Life Support (PALS)	316	
Commercial Driver's License (CDL)	290	
Teaching English as a Foreign Language (TEFL)	119	
Licensed Practical Nurse (LPN)	118	
Licensed Clinical Social Worker (LCSW)	117	
ServSafe Food Protection Manager Certification	91	
Cisco Certified Network Associate (CCNA)	90	
Medical Assistant Certification (MA)	86	
Licensed Professional Counselor (LPC)	84	
Certified Public Accountant (CPA)	83	
Class A Commercial Driver's License (CDL-A)	77	
The American Registry of Radiologic Technologists (ARRT) Certification	74	
Certified Coding Specialist (CCS)	72	
Certified Professional Coder (CPC)	71	
Neonatal Resuscitation Program (NRP)	69	
Emergency Medical Technician (EMT)	60	
Trauma Nursing Core Course (TNCC)	60	
Basic Cardiac Life Support Certification (BCLS Certification)	57	
Project Management Professional (PMP)	56	

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Appendix C - Openings by Certifications (continued)

Certificate Name	Total Ads
Forklift Certified	50
Professional in Human Resources (PHR)	49
Certified Pharmacy Technician (CPT)	46
Certified IT Consultant (CITC)	45
Class B Commercial Driver's License (CDL-B)	45
Child Development Associate (CDA)	44
HAZMAT	43
Engineer in Training (EIT)	42
Advanced Trauma Life Support (ATLS)	40
Registered Health Information Technician (RHIT)	40
Certified Management Accountant (CMA)	36
Certified Information Systems Security Professional (CISSP)	34
Critical Care Registered Nurse (CCRN)	34
Registered Health Information Administrator (RHIA)	34
Certified Six Sigma Yellow Belt	32
Cisco Certified Network Professional (CCNP)	32
Emergency Nursing Pediatric Course (ENPC)	32
CNOR Certification (CNOR)	31
Medical Technologist (MT)	30
Series 9	29
CompTIA Security+ CE (Continuing Education) Certification	28
Senior Professional in Human Resources (SPHR)	28
Microsoft Certified Solutions Expert (MCSE)	27

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Appendix D - Openings by Hard Skills

Skill Name	Total Ads	
Microsoft Excel	4,787	
Microsoft Office	4,206	
Microsoft Word	2,494	
Microsoft Outlook	2,459	
Ability to Lift 41-50 lbs.	2,101	
Ability to Lift 51-100 lbs.	1,948	
Personal Computers (PC)	1,831	
Teaching/Training, Job	1,821	
Cash Handling	1,507	
Retail Sales	1,485	
Keyboarding/Typing	1,442	
English	1,384	
Microsoft PowerPoint	1,361	
Sales	1,358	
Health/Wellness	1,333	
Ability to Lift 21-30 lbs.	1,252	
Mathematics	1,249	
Word Processing	1,225	
Teaching/Training, School	1,126	
Merchandising	1,083	
Ability to Lift 31-40 lbs.	819	
Medical Terminology	734	
Presentation	697	
Finance	602	
Ability to Lift 11-20 lbs.	551	
Forklifts	525	
Plumbing	509	

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Appendix D - Openings by Hard Skills (continued)

Accounting	467	
Computer Programming/Coding	457	
Food Preparation	452	
Cash Registers	439	
Nursing	406	
Data Entry	389	
Telecommunications	375	
Marketing	371	
Calculators	352	
Bilingual	351	
Food Service	343	
People Skills	277	
Multi-line Telephone Systems	250	
Hospitality	240	
Autodesk AutoCAD	237	
Inventory Control	236	
Anatomy	196	
Electronic Health Record (EHR)	196	
Using Ladders	184	
Microsoft Access	182	
Structured Query Language (SQL)	178	
HVAC Systems	175	
Purchasing	172	

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Appendix E- Openings by Soft Skills

Skill Name	Total Ads	
Communication (Verbal and written skills)	20,784	
Customer Service	12,406	
Cooperative/Team Player	9,340	
Self-Motivated/Ability to Work Independently/Self Leadership	7,707	
Organization	6,862	
Detail Oriented/Meticulous	6,013	
Supervision/Management	5,064	
Accountable/Responsible/Reliable/Dependable/Trustworthy	4,913	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	4,880	
Interpersonal Relationships/Maintain Relationships	4,234	
Problem Solving	3,751	
Ability to Work in a Fast Paced Environment	3,631	
Multi-Task	3,087	
Prioritize	2,993	
Good Judgment	2,613	
Enthusiastic/Energetic	2,533	
Time Management/Time Utilization	2,417	
Confidentiality/Information Sensitivity	2,361	
Punctual	2,251	
Clerical	2,103	
Analytical	2,072	
Work Ethic/Hard Working	1,979	
Initiative	1,846	
Listening	1,756	
Optimism/Positive Attitude	1,718	
Project Management	1,703	
Leadership	1,550	

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Appendix E- Openings by Soft Skills (continued)

Coachable/Willingness to Learn	1,504	
Negotiation	1,257	
Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution	1,245	
Outgoing/Extrovert/People Person	1,048	
Coaching/Mentoring	1,027	
Reasoning	1,018	
Grammar	991	
Self Confidence	976	
Decision Making/Decisiveness	937	
Integrity/Honesty	899	
Critical Thinking	893	
Manual Dexterity	624	
Competitiveness	592	
Telephone Etiquette	509	
Customer Focused	495	
Motivational	478	
Troubleshooting	468	
Quick Learner	467	
Common Sense	448	
Interviewing	366	
Public Speaking	326	
Efficiency	277	
Goal Oriented	274	

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Appendix F - Openings by Job Titles

Job Title	Total Ads	
Administrative Assistant	199	
Cashier	197	
Sales Associate	161	
Customer Service Representative	131	
Receptionist	120	
Cook	75	
Babysitter	74	
Janitor	66	
Assistant Manager	60	
Customer Service Associate	57	
Bartender	54	
Line Cook	54	
Delivery Driver	48	
Material Handler	47	
Nanny	45	
Housekeeper	44	
Crew Member	42	
Customer Service Associate II	34	
Dishwasher	34	
Caregiver	33	
Warehouse Associate	32	
Medical Receptionist	31	
Team Member	31	
Project Manager	28	
Server	28	
Human Resources Assistant	27	
Jewelry Sales Professional	27	

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Appendix F - Openings by Job Titles (continued)

Job Title	Total Ads
Merchandiser	27
Front Desk Receptionist	25
General Manager	25
Physical Therapist	25
Residential Assistant	25
Retail Sales Associate	25
Massage Therapist	23
Store Seasonal Employee	23
Accounting Clerk	22
Executive Assistant	22
Lot Attendant	22
STARBUCKS / JAMBA JUICE DEPARTMENT	22
Sales Representative	22
Pharmacy Technician	21
Barista	20
Dental Assistant	19
Driver	19
MEAT/SEAFOOD DEPARTMENT	19
Room Attendant	19
Customer Service	18
FILE MAINTENANCE / RECEIVING DEPARTMENT	18
GROCERY DEPARTMENT	18
Maintenance Technician	18

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Appendix G - Openings by Education Levels

Minimum Education Level	Total Ads	
High school diploma or equivalent	13,120	
Bachelor's degree	6,005	
Associate's degree	1,734	
Master's degree	1,065	
Doctoral or professional degree	308	
Unspecified/other	26,349	

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Appendix H - Openings by Programs

Program Name	Total Ads	
Business	1,007	
Accounting	952	
Nursing	904	
Business Administration	702	
Computer Science	649	
Social Work	550	
Psychology	532	
Engineering	528	
Finance	481	
Human Services	261	
Marketing	232	
Counseling	228	
Biology	195	
Mathematics	180	
Technical	175	
Education	172	
Economics	162	
Communications	153	
Human Resources	151	
Civil Engineering	144	
Information Technology	139	
Public Administration	131	
Electrical Engineering	119	
Health	114	
Science	100	
Business Management	94	
Construction Management	93	

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Appendix H - Openings by Programs (continued)

Mechanical Engineering	91	
Social Science	88	
Journalism	84	
Chemistry	81	
Management	79	
Speech-Language Pathology	79	
Statistics	79	
Computer Information Systems	78	
Public Health	76	
Criminal Justice	66	
Environmental Science	63	
Behavioral Science	62	
Physical Therapy	62	
Electronics	59	
Pharmacy	59	
Geology	58	
Occupational Therapy	54	
Public Relations	54	
Sociology	52	
Special Education	51	
Management Information Systems	50	
Healthcare	48	
Telecommunications	44	

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