

Real-Time Jobs Intelligence Report

Q1 2020



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INTRODUCTION

The data from the Real-Time Jobs Intelligence Report comes from Jobs EQ, a service that provides access to labor market data down to the zip code. This report is a snapshot of the Anchorage job market in the first quarter of 2020.

In this report, readers will find information on the types of jobs, education levels, certificates and hard and soft skills that are more sought-after in Anchorage. Readers will also find which jobs are more prevalent in Anchorage compared to anywhere else in the country with the detailed Job Posting Location Quotient data.

This information helps to inform important business decisions, from tech schools using hard data to determine which certification programs are most crucial, businesses using ad duration periods to identify which jobs are easiest to fill, to prospective employees deciding top certificates in which to invest their time and resources.

The appendix provides additional information to supplement this at-a-glance report. For more information, please reach out to Director of Strategic Initiatives Emma Irish at eirishh@aedcweb.com or 907-334-1210.

Total online job postings

15,742

the first quarter of 2020

10,552 job titles posted

3,228 employers posting jobs

623 different occupations represented

314 different certifications sought



Top 10 openings by occupation

Most common job listings

1. Retail Salespersons
2. Registered Nurses
3. Social and Human Service Assistants
4. First-Line Supervisors of Retail Sales Workers
5. Secretaries and Administrative Assistants, Except Legal, Medical and Executive
6. Computer user support specialists
7. Maintenance and Repair Workers, General
8. First-line supervisors of food preparation and serving workers
9. Medical secretaries
10. Sales representatives

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. Alaska Native Tribal Health Consortium
3. The University of Alaska
4. Anchorage School District
5. Workplace Alaska
6. Aramark
7. Municipality of Anchorage
8. Department of the Air Force
9. HCA (Alaska Regional Hospital)
10. Lowes

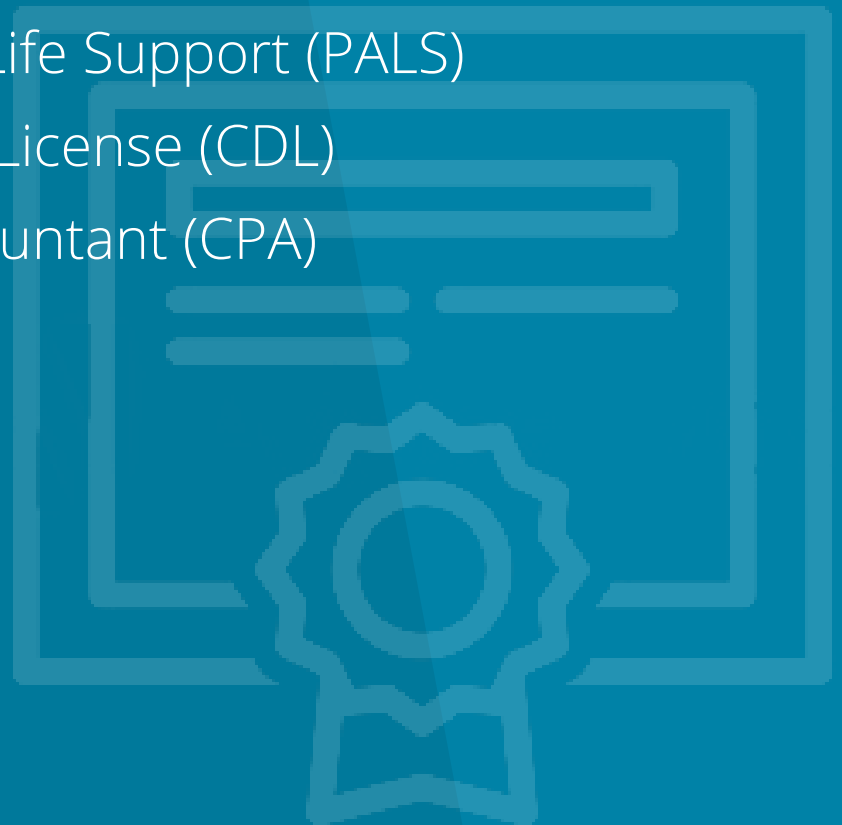
For complete list, see Appendix B, page 16

Top 10 sought-after certificates

Most frequently requested certificates in job postings

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

For complete list, see Appendix C, page 18



Top 10 sought-after hard skills

Most frequently requested hard skills in job postings

1. Microsoft Excel
2. Microsoft Office
3. Ability to Lift 41-50 Pounds
4. Microsoft Outlook
5. Personal Computers
6. Microsoft Word
7. Ability to Lift 51-100 Pounds
8. English
9. Ability to Lift 21-30 Pounds
10. Teaching/ Training, Job

For complete list, see Appendix D, page 20



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. Adaptability/Flexibility/Tolerance of Change and Uncertainty
9. Accountable/Responsible/Reliable/Dependable/Trustworthy
10. Problem solving

For complete list, see Appendix E page 22

What's that again?

455 total job listings looking for **negotiation skills** offered a median wage of \$77,177, the highest media wage associated with an individual soft skill

Top 10 openings by job titles

1. Administrative Assistant
2. Customer Service Representative
3. Cook
4. Delivery driver
5. Assistant Manager
6. Receptionist
7. Cashier
8. Bartender
9. Crew member
10. Dishwasher

For complete list, see Appendix F, page 24

What levels of education do Anchorage employers look for?

Number of total ad postings by minimum education requirements

4,675

High school diploma or equivalent

2,247

Bachelor's degree

687

Associate's degree

383

Master's degree

119

Doctoral or professional degree

7,631

unspecified/other

For complete list, see Appendix F, page 26

Educational programs appearing in the most job ads

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

For complete list, see Appendix G, page 27



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. Cardiovascular technologists and technicians (5.78)
2. Occupational Therapy Assistants (3.19)
3. Computer User Support Specialists (2.12)
4. Vocational education teachers, postsecondary (2.01)
5. Office clerks (1.86)
6. Mental health counselors (1.73)
7. Physical therapists (1.68)
8. Speech-language pathologists (1.64)
9. Nursing assistants (1.64)
10. Human resources specialists (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	Median Wage	Total Ads	
412031.00	Retail Salespersons	\$25,878	797	<div></div>
2921141.00	Registered Nurses	\$81,800	715	<div></div>
2121093.00	Social and Human Service Assistants	\$35,963	490	<div></div>
4121011.00	First-Line Supervisors of Retail Sales Workers	\$32,118	433	<div></div>
4326014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$33,647	423	<div></div>
1521151.00	Computer User Support Specialists	\$37,440	332	<div></div>
4324051.00	Customer Service Representatives	\$31,200	320	<div></div>
4929071.00	Maintenance and Repair Workers, General	\$38,908	268	<div></div>
3521012.00	First-Line Supervisors of Food Preparation and Serving Workers	\$27,040	264	<div></div>
4326013.00	Medical Secretaries	\$34,014	255	<div></div>
4123099.00	Sales Representatives, Services, All Other	\$50,000	251	<div></div>
4325081.01	Stock Clerks, Sales Floor	\$27,407	248	<div></div>
3523021.00	Combined Food Preparation and Serving Workers, Including Fast Food	\$24,960	229	<div></div>
1129111.00	Medical and Health Services Managers	\$67,100	202	<div></div>
1521142.00	Network and Computer Systems Administrators	\$59,821	173	<div></div>
4323031.00	Bookkeeping, Accounting, and Auditing Clerks	\$43,436	168	<div></div>
3722011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$25,452	160	<div></div>
1321071.00	Human Resources Specialists	\$46,235	157	<div></div>
3129092.00	Medical Assistants	\$35,911	144	<div></div>
5327062.00	Laborers and Freight, Stock, and Material Movers, Hand	\$31,200	142	<div></div>
2121014.00	Mental Health Counselors	\$56,160	136	<div></div>
3121014.00	Nursing Assistants	n/a	132	<div></div>
1321199.00	Business Operations Specialists, All Other	\$64,000	129	<div></div>
4329061.00	Office Clerks, General	\$26,312	127	<div></div>
2922071.00	Medical Records and Health Information Technicians	\$38,480	117	<div></div>
3329032.00	Security Guards	\$29,120	112	<div></div>
1322011.01	Accountants	\$59,490	104	<div></div>
1123031.02	Financial Managers, Branch or Department	\$53,706	100	<div></div>
2921127.00	Speech-Language Pathologists	\$93,600	100	<div></div>
3929011.01	Nannies	\$26,061	100	<div></div>

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Appendix A - Occupations in Anchorage (continued)

SOC	Occupation	Median Wage	Total Ads	
352014.00	Cooks, Restaurant	\$27,285	97	
431011.00	First-Line Supervisors of Office and Administrative Support Workers	\$62,273	96	
435081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard	\$29,443	92	
533031.00	Driver/Sales Workers	\$30,711	92	
434171.00	Receptionists and Information Clerks	\$30,405	88	
251194.00	Vocational Education Teachers, Postsecondary	\$46,509	86	
533033.00	Light Truck or Delivery Services Drivers	\$30,711	86	
312011.00	Occupational Therapy Assistants	\$71,780	78	
291123.00	Physical Therapists	\$91,520	77	
119199.00	Managers, All Other	\$52,450	75	
273031.00	Public Relations Specialists	\$33,280	74	
412011.00	Cashiers	\$23,920	74	
112022.00	Sales Managers	\$65,500	73	
399021.00	Personal Care Aides	\$27,150	72	
372012.00	Maids and Housekeeping Cleaners	\$23,675	71	
292031.00	Cardiovascular Technologists and Technicians	\$137,280	69	
352021.00	Food Preparation Workers	\$25,694	69	
172051.00	Civil Engineers	\$72,151	68	
211023.00	Mental Health and Substance Abuse Social Workers	\$58,677	67	
291171.00	Nurse Practitioners	\$145,600	67	

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Appendix B - Openings by Employer

Employer Name	Median Wage	Total Ads	
Providence Health & Services	n/a	644	<div></div>
Alaska Native Tribal Health Consortium	n/a	484	<div></div>
The University of Alaska	\$22,880	451	<div></div>
Anchorage School District	\$31,886	286	<div></div>
Workplace Alaska	\$75,000	211	<div></div>
Aramark	n/a	180	<div></div>
Municipality of Anchorage	\$64,080	162	<div></div>
Department of the Air Force	\$45,354	140	<div></div>
HCA	n/a	135	<div></div>
Lowes	n/a	110	<div></div>
Southcentral Foundation	\$32,774	108	<div></div>
Carrs	n/a	100	<div></div>
Alaska Executive Search, Inc.	\$37,440	98	<div></div>
Albertsons' Companies	n/a	98	<div></div>
Aramark Food and Support Services Group Inc.	n/a	90	<div></div>
Mommy Jobs Online	\$37,440	90	<div></div>
The Alaska Club	\$20,800	83	<div></div>
Alaska USA Federal Credit Union	\$33,590	82	<div></div>
Albertsons Companies	n/a	81	<div></div>
Cook Inlet Tribal Council Inc	n/a	78	<div></div>
ASRC	n/a	69	<div></div>
Humana	n/a	69	<div></div>
NurseFly Travel Nursing	n/a	66	<div></div>
Circle K	n/a	54	<div></div>
GCI	n/a	54	<div></div>
Army and Air Force Exchange Service (AAFES)	n/a	53	<div></div>
Alyeska Resort	\$25,327	51	<div></div>
Salvation Army	\$50,960	51	<div></div>
Lithia Motors, Inc.	n/a	50	<div></div>
AutoZone	n/a	48	<div></div>

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Appendix B - Openings by Employer (continued)

Employer Name	Median Wage	Total Ads
Fred Meyer	n/a	48
Princess Cruises and Holland America Line	n/a	47
Bass Pro Shop	n/a	46
Best Buy	n/a	45
Delta Physician Placement	\$93,808	43
CTG	n/a	42
First National Bank Alaska	\$48,360	42
H&R Block	n/a	42
Universal Health Services	n/a	42
Chugach Government Solutions	n/a	40
Matanuska-Susitna Borough	\$41,995	40
UHS	n/a	39
Department of Veterans Affairs	\$62,780	35
GPAC	\$64,000	35
U.S. Air Force	n/a	34
Costco	n/a	32
Department of the Interior	\$61,917	31
Kendall Auto Alaska	n/a	30
Calista Corporation	n/a	29
CompHealth	n/a	29

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Appendix C - Openings by Certifications

Certificate Name	Median Wage	Total Ads	
Basic Life Support (BLS)	\$54,995	627	<div></div>
Driver's License	\$34,258	593	<div></div>
Registered Nurse (RN)	\$83,200	356	<div></div>
Certification in Cardiopulmonary Resuscitation (CPR)	\$33,158	333	<div></div>
First Aid Certification	\$33,280	231	<div></div>
Advanced Cardiac Life Support Certification (ACLS)	\$67,600	198	<div></div>
Certified Nursing Assistant (CNA)	\$29,120	160	<div></div>
Secret Clearance	\$63,910	133	<div></div>
Pediatric Advanced Life Support (PALS)	\$52,489	83	<div></div>
Commercial Driver's License (CDL)	\$50,425	77	<div></div>
Certified Public Accountant (CPA)	\$72,023	68	<div></div>
Medical Assistant Certification (MA)	\$35,789	68	<div></div>
Project Management Professional (PMP)	\$68,450	47	<div></div>
Licensed Clinical Social Worker (LCSW)	\$69,400	44	<div></div>
The American Registry of Radiologic Technologists (ARRT) Certification	\$70,513	41	<div></div>
Licensed Professional Counselor (LPC)	\$72,800	35	<div></div>
Neonatal Resuscitation Program (NRP)	\$52,489	34	<div></div>
Cisco Certified Network Associate (CCNA)	\$82,800	31	<div></div>
Licensed Practical Nurse (LPN)	\$32,340	31	<div></div>
Emergency Medical Technician (EMT)	\$37,440	29	<div></div>
ServSafe Food Protection Manager Certification	\$35,859	29	<div></div>
Class A Commercial Driver's License (CDL-A)	\$56,160	26	<div></div>
Class B Commercial Driver's License (CDL-B)	\$54,501	26	<div></div>
CompTIA Security+ CE (Continuing Education) Certification	n/a	26	<div></div>
Basic Cardiac Life Support Certification (BCLS Certification)	n/a	25	<div></div>
National Phlebotomy Association Certified Phlebotomist	\$36,094	25	<div></div>
Series 9	\$63,910	24	<div></div>
Engineer in Training (EIT)	\$89,403	23	<div></div>
Forklift Certified	\$32,731	23	<div></div>
Trauma Nursing Core Course (TNCC)	n/a	23	<div></div>

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Appendix C - Openings by Certifications (continued)

Certificate Name	Median Wage	Total Ads
Child Development Associate (CDA)	\$31,200	22
Certified Professional Coder (CPC)	\$38,358	21
Microsoft Certified Solutions Expert (MCSE)	n/a	21
Professional in Human Resources (PHR)	\$58,240	20
Certified Six Sigma Yellow Belt	n/a	19
Cisco Certified Network Professional (CCNP)	\$114,192	19
HAZMAT	\$64,294	19
Registered Health Information Technician (RHIT)	\$38,480	18
Microsoft Certified Solutions Associate (MCSA)	n/a	17
CNOR Certification (CNOR)	n/a	16
Critical Care Registered Nurse (CCRN)	n/a	16
Registered Health Information Administrator (RHIA)	\$37,440	16
Certified Emergency Nurse (CEN)	n/a	15
Certified IT Consultant (CITC)	n/a	15
Licensed Master Social Worker (LMSW)	\$69,400	15
Notary Public	\$37,440	15
Senior Professional in Human Resources (SPHR)	\$33,280	15
Certified Coding Specialist (CCS)	\$37,440	14
Certified Information Systems Security Professional (CISSP)	\$114,192	14
Medical Technologist (MT)	n/a	14

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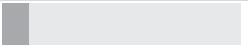


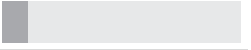
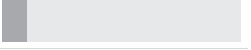
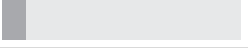
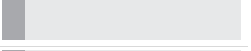
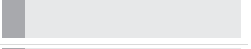
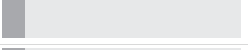
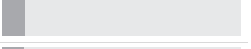
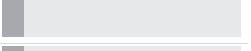
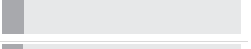
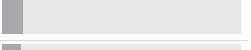
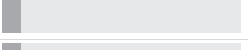
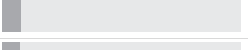
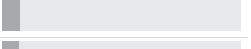
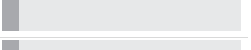
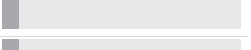
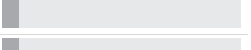
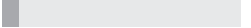
Appendix D - Openings by Hard Skills

Skill Name	Median Wage	Total Ads	
Microsoft Excel	\$37,440	1,570	<div></div>
Microsoft Office	\$35,116	1,487	<div></div>
Ability to Lift 41-50 lbs.	\$29,120	871	<div></div>
Microsoft Outlook	\$38,259	809	<div></div>
Personal Computers (PC)	\$34,320	750	<div></div>
Microsoft Word	\$35,901	738	<div></div>
Ability to Lift 51-100 lbs.	\$34,014	714	<div></div>
English	\$33,280	635	<div></div>
Ability to Lift 21-30 lbs.	\$33,280	581	<div></div>
Teaching/Training, Job	\$62,767	580	<div></div>
Cash Handling	\$26,291	548	<div></div>
Health/Wellness	\$50,600	515	<div></div>
Microsoft PowerPoint	\$43,680	491	<div></div>
Keyboarding/Typing	\$37,440	485	<div></div>
Retail Sales	\$25,327	456	<div></div>
Sales	\$31,762	455	<div></div>
Mathematics	\$48,360	448	<div></div>
Word Processing	\$33,280	438	<div></div>
Teaching/Training, School	\$33,280	410	<div></div>
Medical Terminology	\$37,196	362	<div></div>
Merchandising	\$26,312	357	<div></div>
Ability to Lift 31-40 lbs.	\$27,771	302	<div></div>
Nursing	\$72,800	228	<div></div>
Ability to Lift 11-20 lbs.	\$33,158	221	<div></div>
Presentation	\$66,400	219	<div></div>
Finance	\$62,810	201	<div></div>
Accounting	\$52,427	200	<div></div>
Food Preparation	\$27,040	189	<div></div>
Marketing	\$33,280	178	<div></div>
Telecommunications	\$102,800	174	<div></div>

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Appendix D - Openings by Hard Skills (continued)

Skill Name	Median Wage	Total Ads	
Plumbing	\$45,160	172	
Anatomy	\$53,391	170	
Forklifts	\$31,200	169	
Food Service	\$27,040	165	
Data Entry	\$31,200	158	
Physiology	\$53,391	153	
Autodesk AutoCAD	\$64,000	150	
Electronic Health Record (EHR)	\$36,094	150	
Computer Programming/Coding	\$80,163	149	
Cash Registers	\$23,247	147	
Ability to Lift 1-10 lbs.	\$29,854	141	
Using Ladders	\$46,556	141	
People Skills	\$31,934	134	
Bilingual	\$32,522	121	
Microsoft Access	\$35,318	119	
Working With Children	\$27,407	118	
Hospitality	\$24,960	111	
Calculators	\$34,963	109	
Microsoft SharePoint	\$52,000	109	
Change Management	\$80,163	107	

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Appendix E- Openings by Soft Skills

Skill Name	Median Wage	Total Ads	
Communication (Verbal and written skills)	\$35,437	7,611	<div></div>
Customer Service	\$33,292	4,130	<div></div>
Cooperative/Team Player	\$36,610	3,420	<div></div>
Self-Motivated/Ability to Work Independently/Self Leadership	\$33,280	2,788	<div></div>
Organization	\$31,952	2,326	<div></div>
Detail Oriented/Meticulous	\$33,036	2,288	<div></div>
Supervision/Management	\$35,006	2,065	<div></div>
Adaptability/Flexibility/Tolerance of Change and Uncertainty	\$33,280	1,828	<div></div>
Accountable/Responsible/Reliable/Dependable/Trustworthy	\$35,828	1,799	<div></div>
Problem Solving	\$38,705	1,442	<div></div>
Interpersonal Relationships/Maintain Relationships	\$37,440	1,441	<div></div>
Ability to Work in a Fast Paced Environment	\$31,200	1,209	<div></div>
Multi-Task	\$32,311	1,086	<div></div>
Prioritize	\$35,483	1,071	<div></div>
Good Judgment	\$37,840	982	<div></div>
Punctual	\$30,576	865	<div></div>
Enthusiastic/Energetic	\$31,934	832	<div></div>
Confidentiality/Information Sensitivity	\$33,280	831	<div></div>
Analytical	\$53,500	781	<div></div>
Time Management/Time Utilization	\$33,647	746	<div></div>
Project Management	\$61,821	675	<div></div>
Work Ethic/Hard Working	\$31,200	649	<div></div>
Clerical	\$35,360	643	<div></div>
Initiative	\$37,440	642	<div></div>
Listening	\$31,408	641	<div></div>
Optimism/Positive Attitude	\$32,301	586	<div></div>
Leadership	\$41,600	578	<div></div>
Coachable/Willingness to Learn	\$33,280	570	<div></div>
Negotiation	\$77,177	455	<div></div>
Decision Making/Decisiveness	\$52,434	435	<div></div>

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Appendix E- Openings by Soft Skills (continued)

Skill Name	Median Wage	Total Ads	
Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution	\$48,045	431	
Critical Thinking	\$39,832	402	
Coaching/Mentoring	\$55,856	389	
Reasoning	\$36,462	368	
Outgoing/Extrovert/People Person	\$29,120	363	
Self Confidence	\$33,280	325	
Integrity/Honesty	\$40,560	315	
Manual Dexterity	\$45,906	307	
Grammar	\$37,627	287	
Troubleshooting	\$62,400	243	
Telephone Etiquette	\$32,791	175	
Common Sense	\$28,141	173	
Competitiveness	\$65,097	172	
Efficiency	\$38,174	158	
Customer Focused	\$41,995	156	
Interviewing	\$40,357	153	
Professional Networking	\$51,707	150	
Results Focused	\$34,748	150	
Quick Learner	\$33,770	144	
Public Speaking	\$59,183	142	

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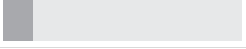
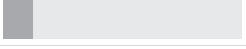
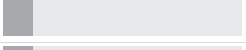
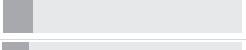
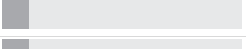
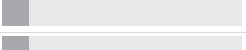
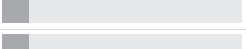
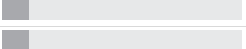
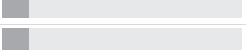
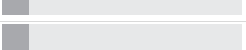
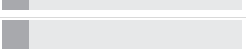
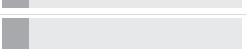
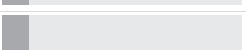
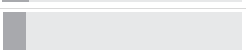
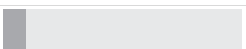

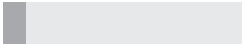

Appendix F - Openings by Job Titles

Job Title	Median Wage	Total Ads	
Administrative Assistant	\$32,087	73	<div></div>
Customer Service Representative	\$27,774	50	<div></div>
Cook	\$30,593	29	<div></div>
Delivery Driver	\$27,774	28	<div></div>
Assistant Manager	n/a	26	<div></div>
Receptionist	\$27,774	25	<div></div>
Cashier	\$23,431	24	<div></div>
Bartender	\$21,195	23	<div></div>
Crew Member	n/a	23	<div></div>
Dishwasher	\$22,574	22	<div></div>
Customer Service Representative, Full or Part Time	n/a	20	<div></div>
Caregiver	\$25,694	19	<div></div>
Certified Medical Assistant	\$35,605	19	<div></div>
Sales Associate	\$21,167	17	<div></div>
Customer Service Associate	\$24,960	15	<div></div>
Dental Assistant	\$34,810	15	<div></div>
Case Manager	\$33,280	14	<div></div>
Data Entry	\$29,120	14	<div></div>
Line Cook	\$28,633	14	<div></div>
Accounting Clerk	n/a	13	<div></div>
Cath Lab RN	n/a	13	<div></div>
Project Manager	\$73,950	13	<div></div>
Assistant Store Manager	n/a	12	<div></div>
Barista	\$21,167	12	<div></div>
Delivery Driver - No Experience Needed	n/a	12	<div></div>
BAKERY DEPARTMENT	n/a	11	<div></div>
DELI / FOOD SERVICE DEPARTMENT	n/a	11	<div></div>
Accountant	\$62,400	10	<div></div>
Administrative Assistant/Receptionist	\$28,141	10	<div></div>
Automotive Technician	n/a	10	<div></div>

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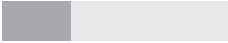
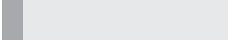
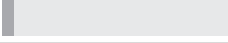
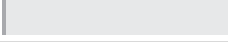
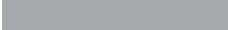
Appendix F - Openings by Job Titles (continued)

Job Title	Median Wage	Total Ads	
Bookkeeper	\$42,518	10	
Busser	\$21,195	10	
Baker	n/a	9	
Customer Service Associate II	n/a	9	
Delivery Specialist	n/a	9	
Occasional Babysitter for 1 Child	n/a	9	
Assistant Controller	n/a	8	
Associate Team Leader	n/a	8	
Associate Veterinarian	\$114,000	8	
Automotive Service Technician	n/a	8	
Babysitter	\$27,040	8	
Billing Specialist	n/a	8	
Civil Engineer	\$89,403	8	
Clinical Therapist	n/a	8	
Maintenance Technician	\$36,523	8	
e-Commerce Clerk	n/a	8	
Asset Protection Associate	n/a	7	
Associate Attorney	\$100,600	7	
Attendant - Environmental Services	n/a	7	
Certified Nursing Assistant	n/a	7	

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Appendix G - Openings by Education Levels

Minimum Education Level	Median Wage	Total Ads	
High school diploma or equivalent	\$33,036	4,675	
Bachelor's degree	\$54,584	2,247	
Associate's degree	\$47,729	687	
Master's degree	\$61,650	383	
Doctoral or professional degree	\$77,177	119	
Unspecified/other	\$33,324	7,631	

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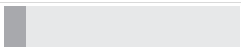
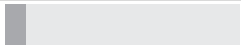

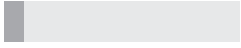
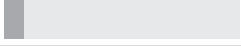
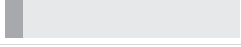
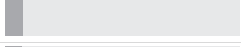
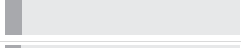
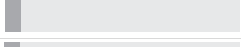
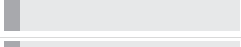
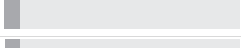
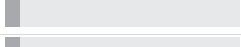
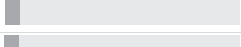
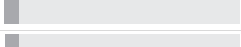
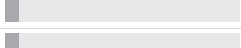
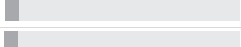
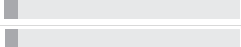
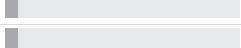
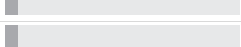

Appendix H - Openings by Programs

Program Name	Median Wage	Total Ads	
Nursing	\$72,800	445	
Business	\$52,687	398	
Accounting	\$58,240	361	
Social Work	\$54,273	237	
Psychology	\$55,500	234	
Computer Science	\$72,634	220	
Engineering	\$85,600	214	
Business Administration	\$66,509	209	
Finance	\$60,135	165	
Human Services	\$35,006	104	
Counseling	\$56,160	93	
Marketing	\$52,100	93	
Civil Engineering	\$84,011	82	
Biology	\$73,382	68	
Education	\$50,399	67	
Communications	\$47,355	64	
Information Technology	\$87,670	64	
Mathematics	\$73,382	64	
Economics	\$72,634	58	
Human Resources	\$55,547	57	
Mechanical Engineering	\$82,105	55	
Electrical Engineering	\$81,315	54	
Statistics	\$64,479	52	
Public Administration	\$76,169	49	
Occupational Therapy	\$126,636	48	
Construction Management	\$84,047	45	
Public Health	\$35,901	42	
Technical	n/a	42	
Health	\$35,006	41	
Management	\$24,960	40	

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Appendix H - Openings by Programs (continued)

Programs			
Program Name	Median Wage	Total Ads	
Social Science	\$35,006	40	
Journalism	\$47,045	39	
Science	\$88,763	39	
Environmental Science	\$47,736	36	
Speech-Language Pathology	\$84,118	36	
Business Management	\$41,746	34	
Chemistry	\$77,177	33	
Geology	\$73,382	32	
Criminal Justice	\$47,992	30	
Physical Therapy	\$71,087	29	
Public Relations	\$41,059	29	
Electronics	\$80,163	28	
Healthcare Administration	\$89,265	28	
Pharmacy	n/a	27	
Healthcare	\$49,777	26	
Logistics	\$49,171	26	
Telecommunications	\$42,770	25	
Clinical	\$63,500	24	
Culinary Arts	\$30,221	24	
Sociology	\$35,360	24	

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