

Real-Time Jobs Intelligence Report

Q2 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 second 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 eirish@aedcweb.com or 907-334-1210.

Total online job postings

14,269

in the second quarter of 2020

9,530 job titles posted

3,061 employers posting jobs

620 different occupations represented

293 different certifications sought



Top 10 openings by occupation

Most common job listings

1. Retail Salespersons
2. Registered Nurses
3. Stockers and Order Fillers
4. First-Line Supervisors of Retail Sales Workers
5. Customer Service Representatives
6. Fast Food and Counter Workers
7. First-Line Supervisors of Food Preparation and Serving Workers
8. Sales Representatives of Services (Except Advertising, Insurance, Financial Services and Travel)
9. Heavy and Tractor-Trailer Truck Drivers
10. Software Developers

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. The University of Alaska
3. Alaska Native Tribal Health Consortium
4. Workplace Alaska
5. Anchorage School District
6. Department of the Air Force
7. Municipality of Anchorage
8. Lowes
9. GPAC
10. Carrs

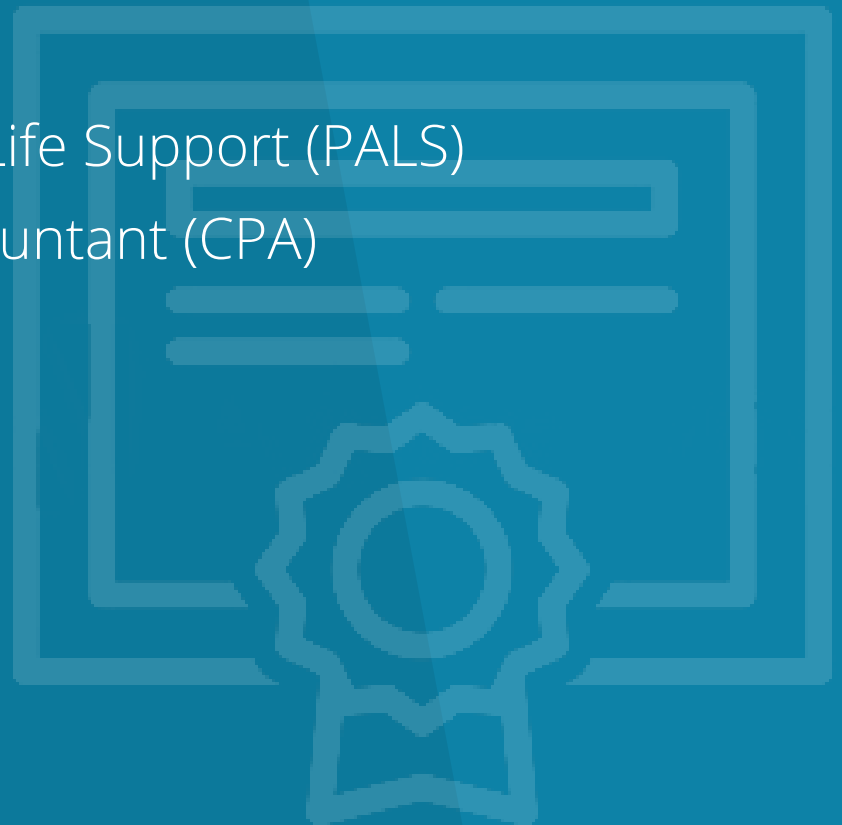
For complete list, see Appendix B, page 16

Top 10 sought-after certificates

Most frequently requested certificates in job postings

1. Driver's License
2. Basic Life Support (BLS)
3. Certification in Cardiopulmonary Resuscitation (CPR)
4. Registered Nurse (RN)
5. First Aid Certification
6. Advanced Cardiac Life Support Certification (ACLS)
7. Certified Nursing Assistant (CNA)
8. Secret Clearance
9. Pediatric Advanced Life Support (PALS)
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. Ability to Lift 51-100 Pounds
5. Microsoft Outlook
6. Microsoft Word
7. Personal Computers
8. Ability to Lift 21-30 Pounds
9. English
10. Health/Wellness

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

Top 10 openings by job titles

1. Administrative Assistant
2. Customer Service Representative
3. Cashier
4. Crew member
5. Customer Service Representative (Full or Part Time)
6. Cook
7. Delivery driver
8. Cryptologic Linguist
9. Dental Assistant
10. Sales Associate

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

4,189

High school diploma or equivalent

1,951

Bachelor's degree

531

Associate's degree

445

Master's degree

140

Doctoral or professional degree

7,013

Unspecified/other

For complete list, see Appendix F, page 26

Educational programs appearing in the most job ads

1. Nursing
2. Accounting
3. Business
4. Psychology
5. Social Work
6. Computer Science
7. Business Administration
8. Engineering
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. Occupational Therapy Assistants (2.95)
2. Education Administrators, Postsecondary (2.80)
3. Speech-language Pathologists (2.56)
4. Training and Development Specialists (2.48)
5. Computer User Support Specialists (2.46)
6. Office clerks, General (2.26)
7. Middle School Teachers, Except Special and Career/Technical Education (2.23)
8. Recreation Workers (2.22)
9. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (2.04)
10. Career/Technical Education Teachers, Postsecondary (1.89)

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 Duration	Ads Closed	Median Wage	JPLQ	Total Ads	
41-2031.00	Retail Salespersons	23	388	\$26,551	0.79	723	<div><div></div></div>
29-1141.00	Registered Nurses	16	427	\$72,800	1.37	611	<div><div></div></div>
21-1093.00	Social and Human Service Assistants	36	330	\$36,107	1.67	505	<div><div></div></div>
53-7065.00	Stockers and Order Fillers	24	303	\$29,443	1.16	502	<div><div></div></div>
41-1011.00	First-Line Supervisors of Retail Sales Workers	44	169	\$30,221	0.90	373	<div><div></div></div>
43-6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	31	272	\$34,014	2.05	356	<div><div></div></div>
15-1232.00	Computer User Support Specialists	34	195	\$37,440	2.48	299	<div><div></div></div>
43-4051.00	Customer Service Representatives	32	191	\$32,301	1.52	283	<div><div></div></div>
49-9071.00	Maintenance and Repair Workers, General	56	165	\$38,603	0.98	235	<div><div></div></div>
43-6013.00	Medical Secretaries and Administrative Assistants	24	157	\$33,970	0.93	228	<div><div></div></div>
11-9111.00	Medical and Health Services Managers	31	154	\$57,800	1.04	207	<div><div></div></div>
13-2011.00	Accountants and Auditors	34	128	\$62,400	1.46	182	<div><div></div></div>
35-3023.00	Fast Food and Counter Workers	30	64	\$23,706	0.64	181	<div><div></div></div>
35-1012.00	First-Line Supervisors of Food Preparation and Serving Workers	68	79	\$27,040	0.57	177	<div><div></div></div>
15-1244.00	Network and Computer Systems Administrators	31	106	\$64,480	1.10	174	<div><div></div></div>
41-3091.00	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	33	113	\$46,994	1.06	173	<div><div></div></div>
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33	96	\$26,061	0.76	156	<div><div></div></div>
31-9092.00	Medical Assistants	22	101	\$36,094	0.86	144	<div><div></div></div>
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks	49	91	\$42,100	1.74	140	<div><div></div></div>
29-1127.00	Speech-Language Pathologists	31	79	\$75,173	2.54	139	<div><div></div></div>
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	28	84	\$31,200	1.14	123	<div><div></div></div>
13-1071.00	Human Resources Specialists	33	89	\$41,343	1.80	121	<div><div></div></div>
13-1199.00	Business Operations Specialists, All Other	20	79	\$68,947	1.19	117	<div><div></div></div>
41-2011.00	Cashiers	12	62	\$23,247	0.88	115	<div><div></div></div>
41-3031.00	Securities, Commodities, and Financial Services Sales Agents	42	77	\$46,181	1.65	110	<div><div></div></div>
33-9032.00	Security Guards	42	67	\$29,120	1.26	108	<div><div></div></div>
53-3033.00	Light Truck Drivers	29	62	\$27,040	1.06	102	<div><div></div></div>
35-2014.00	Cooks, Restaurant	44	53	\$26,428	0.68	98	<div><div></div></div>
31-1131.00	Nursing Assistants	31	64	\$26,490	1.16	96	<div><div></div></div>
53-3031.00	Driver/Sales Workers	25	25	\$28,998	0.73	89	<div><div></div></div>

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Appendix A - Occupations in Anchorage (continued)

SOC	Occupation	Median Duration	Ads Closed	Median Wage	JPLQ	Total Ads	
37- 2012.00	Maids and Housekeeping Cleaners	40	63	\$23,247	0.85	85	
49- 3023.00	Automotive Service Technicians and Mechanics	102	61	\$48,942	0.93	82	
39- 9011.01	Nannies	58	56	\$26,061	1.11	82	
31- 1122.00	Personal Care Aides	39	48	\$27,774	1.10	78	
35- 2021.00	Food Preparation Workers	55	35	\$25,847	0.47	71	
11- 3031.00	Financial Managers	32	52	\$67,800	1.03	70	
41- 2021.00	Insurance Sales Agents	28	34	\$49,632	1.40	61	
43- 4171.00	Receptionists and Information Clerks	41	42	\$29,120	0.73	60	
35- 3031.00	Waiters and Waitresses	94	28	\$20,721	0.75	58	
13- 1111.00	Management Analysts	23	46	\$62,380	0.65	55	
11- 2022.00	Sales Managers	71	28	\$65,500	0.95	53	
53- 3032.00	Heavy and Tractor-Trailer Truck Drivers	26	26	\$41,600	0.30	43	
15- 1252.00	Software Developers	30	27	n/a	0.64	40	
51- 1011.00	First-Line Supervisors of Production and Operating Workers	63	27	\$64,633	1.30	40	
15- 1212.00	Information Security Analysts	13	25	\$77,397	1.20	37	
11- 9051.00	Food Service Managers	21	17	\$37,440	0.59	33	
11- 2021.00	Marketing Managers	13	27	\$56,050	0.57	32	
29- 2061.00	Licensed Practical and Licensed Vocational Nurses	12	21	\$56,172	0.83	31	
15- 1299.08	Computer Systems Engineers/Architects	14	16	n/a	0.24	19	
51- 9199.00	Production Workers, All Other	26	10	\$29,120	0.54	14	

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Appendix B - Openings by Employer

Employer Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Providence Health & Services	33	362	n/a	517	<div></div>
The University of Alaska	156	189	\$22,880	355	<div></div>
Alaska Native Tribal Health Consortium	21	217	n/a	307	<div></div>
Workplace Alaska	33	178	\$46,342	196	<div></div>
Anchorage School District	41	128	\$33,280	185	<div></div>
Department of the Air Force	8	140	\$54,055	163	<div></div>
Municipality of Anchorage	17	107	\$62,683	152	<div></div>
Lowes	7	109	n/a	138	<div></div>
GPAC	32	77	\$69,586	119	<div></div>
Carrs	156	14	n/a	117	<div></div>
Humana	17	79	n/a	104	<div></div>
Alaska Teacher Placement	23	38	\$33,280	103	<div></div>
State of Alaska	12	85	n/a	100	<div></div>
Mommy Jobs Online	52	26	\$38,719	91	<div></div>
Southcentral Foundation	95	41	\$69,221	87	<div></div>
Alaska Executive Search, Inc.	22	53	\$37,440	84	<div></div>
Cook Inlet Tribal Council	28	29	n/a	78	<div></div>
GCI	28	44	n/a	77	<div></div>
Fred Meyer	31	51	n/a	75	<div></div>
The Alaska Club	63	31	n/a	74	<div></div>
Albertsons' Companies	22	23	n/a	71	<div></div>
Circle K	205	6	n/a	63	<div></div>
Alaska USA Federal Credit Union	128	44	\$59,033	62	<div></div>
Department of the Interior	13	46	\$80,131	56	<div></div>
Department of Veterans Affairs	15	47	\$66,870	52	<div></div>
AutoZone	119	9	n/a	51	<div></div>
Cook Inlet Tribal Council Inc	137	39	n/a	51	<div></div>
Albertsons Companies	138	23	n/a	50	<div></div>
Aramark	110	46	n/a	50	<div></div>
The Gypsy Nurse	3	48	\$47,258	48	<div></div>

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Appendix B - Openings by Employer (continued)

Employer Name	Median Duration	Ads Closed	Median Wage	Total Ads	
ProCare Therapy	145	6	n/a	47	
UHS	38	31	n/a	46	
Matanuska-Susitna Borough	37	27	\$38,355	45	
Chugach Government Solutions	85	32	\$43,254	44	
Calista Corporation	39	32	n/a	41	
Department of the Army	10	32	\$70,274	41	
Home Depot	25	3	n/a	40	
Swedish Health Services	30	17	n/a	39	
ASRC	79	25	n/a	38	
Alyeska Resort	80	26	\$24,471	37	
SunBelt Staffing	31	29	n/a	36	
Bass Pro Shop	19	19	n/a	34	
CTG	60	27	n/a	34	
ENSTAR Natural Gas	36	29	\$44,429	34	
Costco	n/a	0	n/a	33	
Sportsman's Warehouse	12	29	n/a	32	
Covenant House Alaska	64	20	n/a	31	
Alutiiq	28	5	n/a	29	
PDS Tech Inc	366	13	n/a	28	
Advance Auto Parts	19	16	n/a	27	

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Appendix C - Openings by Certifications

Certificate Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Driver's License	33	401	\$34,381	569	<div></div>
Basic Life Support (BLS)	23	376	\$68,390	518	<div></div>
Certification in Cardiopulmonary Resuscitation (CPR)	39	197	\$34,403	294	<div></div>
Registered Nurse (RN)	18	197	\$67,220	282	<div></div>
First Aid Certification	46	161	\$33,280	224	<div></div>
Advanced Cardiac Life Support Certification (ACLS)	17	126	\$72,427	166	<div></div>
Certified Nursing Assistant (CNA)	35	82	\$29,120	130	<div></div>
Secret Clearance	15	82	\$69,451	128	<div></div>
Certified Public Accountant (CPA)	31	53	\$72,800	75	<div></div>
Pediatric Advanced Life Support (PALS)	18	52	\$70,414	74	<div></div>
Commercial Driver's License (CDL)	35	49	\$45,271	66	<div></div>
Medical Assistant Certification (MA)	22	43	\$36,645	62	<div></div>
Licensed Clinical Social Worker (LCSW)	43	31	\$66,830	38	<div></div>
Licensed Practical Nurse (LPN)	33	19	\$37,420	35	<div></div>
Emergency Medical Technician (EMT)	13	19	\$37,440	34	<div></div>
Series 9	7	30	\$63,910	34	<div></div>
The American Registry of Radiologic Technologists (ARRT) Certification	26	24	\$52,000	33	<div></div>
CompTIA Security+ CE (Continuing Education) Certification	33	11	n/a	31	<div></div>
Licensed Professional Counselor (LPC)	45	26	\$63,500	31	<div></div>
Project Management Professional (PMP)	30	26	\$75,485	31	<div></div>
Cisco Certified Network Associate (CCNA)	22	10	\$82,800	30	<div></div>
Class A Commercial Driver's License (CDL-A)	51	24	\$68,698	28	<div></div>
Class B Commercial Driver's License (CDL-B)	60	15	\$55,454	22	<div></div>
Certified IT Consultant (CITC)	48	16	n/a	21	<div></div>
Child Development Associate (CDA)	29	16	\$31,200	21	<div></div>
Neonatal Resuscitation Program (NRP)	48	13	\$57,503	21	<div></div>
Engineer in Training (EIT)	15	17	\$87,963	20	<div></div>
Certified Management Accountant (CMA)	25	14	\$66,040	19	<div></div>
Certified Professional Coder (CPC)	118	9	\$37,440	19	<div></div>
Microsoft Certified Solutions Expert (MCSE)	24	13	\$75,442	19	<div></div>

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Appendix C - Openings by Certifications (continued)

Certificate Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Certified Six Sigma Yellow Belt	18	12	\$53,623	18	
Microsoft Certified Professional (MCP)	57	11	\$80,163	18	
Microsoft Certified Solutions Associate (MCSA)	39	11	\$80,163	18	
Trauma Nursing Core Course (TNCC)	12	13	\$91,520	18	
Board Certified Behavior Analyst (BCBA)	32	9	\$38,480	17	
Cisco Certified Network Professional (CCNP)	28	9	\$104,000	17	
Professional in Human Resources (PHR)	14	13	\$47,840	17	
Certified Information Systems Security Professional (CISSP)	23	10	\$77,397	16	
Forklift Certified	34	11	\$26,061	15	
Advanced Trauma Life Support (ATLS)	17	8	\$54,665	14	
National Phlebotomy Association Certified Phlebotomist	15	7	\$36,461	14	
Occupational Therapist Registered (OTR)	44	11	n/a	14	
Emergency Nursing Pediatric Course (ENPC)	12	9	\$91,520	13	
Licensed Master Social Worker (LMSW)	31	9	\$67,200	13	
Registered Cardiovascular Invasive Specialist (RCIS)	92	7	n/a	13	
Registered Health Information Technician (RHIT)	33	5	\$38,480	13	
ServSafe Food Protection Manager Certification	63	8	\$35,859	13	
Medical Technologist (MT)	9	8	\$57,549	12	
Basic Cardiac Life Support Certification (BCLS Certification)	7	8	n/a	11	
Certified Coding Specialist (CCS)	118	1	\$37,440	11	

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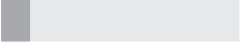
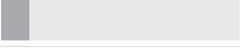
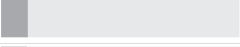
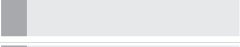
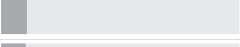
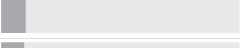
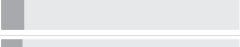
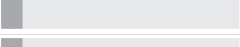
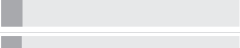
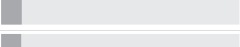
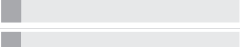
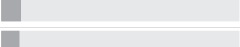
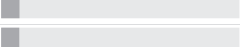
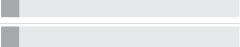
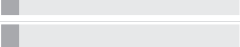
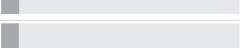
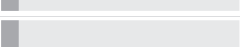
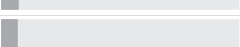
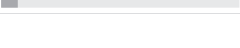
Appendix D - Openings by Hard Skills

Skill Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Microsoft Excel	40	884	\$40,331	1,259	<div></div>
Microsoft Office	35	836	\$35,360	1,225	<div></div>
Ability to Lift 41-50 lbs.	33	531	\$29,243	829	<div></div>
Ability to Lift 51-100 lbs.	39	409	\$34,748	687	<div></div>
Microsoft Outlook	48	466	\$39,887	640	<div></div>
Microsoft Word	42	436	\$40,010	609	<div></div>
Personal Computers (PC)	28	400	\$37,440	579	<div></div>
Ability to Lift 21-30 lbs.	18	352	\$36,608	557	<div></div>
English	44	305	\$33,280	557	<div></div>
Health/Wellness	28	346	\$58,115	522	<div></div>
Teaching/Training, Job	15	402	\$63,910	512	<div></div>
Cash Handling	37	257	\$26,122	490	<div></div>
Retail Sales	25	273	\$26,061	471	<div></div>
Keyboarding/Typing	32	280	\$37,170	437	<div></div>
Teaching/Training, School	49	203	\$33,280	398	<div></div>
Microsoft PowerPoint	38	268	\$43,680	389	<div></div>
Mathematics	36	268	\$46,609	372	<div></div>
Merchandising	19	230	\$28,600	372	<div></div>
Sales	34	225	\$41,194	364	<div></div>
Word Processing	36	230	\$33,280	325	<div></div>
Medical Terminology	21	165	\$36,951	236	<div></div>
Ability to Lift 31-40 lbs.	27	138	\$29,120	235	<div></div>
Nursing	26	153	\$72,427	222	<div></div>
Finance	30	136	\$62,780	207	<div></div>
Ability to Lift 11-20 lbs.	23	133	\$36,431	195	<div></div>
Telecommunications	42	98	\$106,312	185	<div></div>
Presentation	31	122	\$60,325	173	<div></div>
Accounting	34	117	\$46,955	165	<div></div>
Plumbing	29	119	\$42,334	164	<div></div>
Computer Programming/Coding	22	113	\$75,982	163	<div></div>

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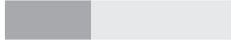
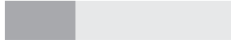
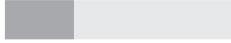
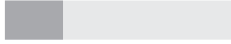
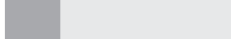
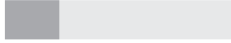
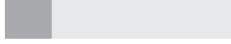
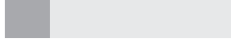
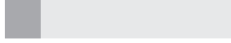
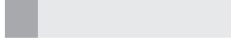
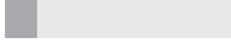
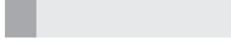
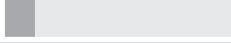
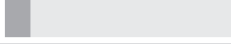
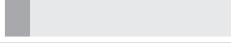
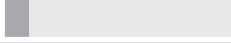
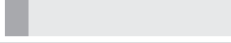
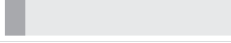
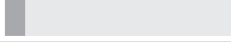
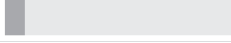
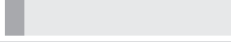
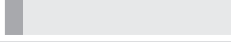
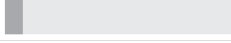
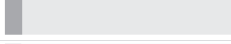
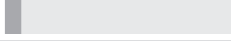
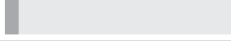
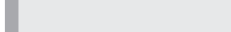
Appendix D - Openings by Hard Skills (continued)

Skill Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Forklifts	28	110	\$32,638	155	
Using Ladders	38	66	\$43,680	153	
Cash Registers	36	80	\$23,981	149	
Anatomy	22	105	\$52,365	141	
People Skills	32	76	\$34,932	136	
Physiology	22	103	\$58,734	136	
Food Preparation	68	68	\$27,040	130	
Ability to Lift 1-10 lbs.	30	73	\$30,277	122	
Electronic Health Record (EHR)	23	80	\$36,828	113	
Food Service	64	72	\$27,040	113	
Autodesk AutoCAD	39	79	\$48,215	109	
Data Entry	27	63	\$37,835	106	
Customer Relationship Management (CRM)	31	69	\$48,653	105	
Structured Query Language (SQL)	30	67	\$72,634	97	
Working With Children	73	64	\$31,886	96	
Calculators	45	61	\$33,213	95	
Marketing	37	69	\$43,680	95	
Change Management	37	64	\$80,163	93	
Microsoft SharePoint	44	61	\$52,000	93	
Inventory Control	20	49	\$34,403	88	

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Appendix E- Openings by Soft Skills

Skill Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Communication (Verbal and written skills)	34	4,454	\$36,421	6,764	
Customer Service	30	2,267	\$34,313	3,670	
Cooperative/Team Player	34	2,077	\$37,439	3,209	
Self-Motivated/Ability to Work Independently/Self Leadership	36	1,697	\$34,411	2,573	
Organization	36	1,398	\$34,014	2,108	
Detail Oriented/Meticulous	39	1,361	\$34,014	2,063	
Supervision/Management	35	1,122	\$40,560	1,737	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	35	1,016	\$34,361	1,656	
Accountable/Responsible/Reliable/Dependable/Trustworthy	32	1,090	\$36,367	1,626	
Problem Solving	33	873	\$38,385	1,399	
Interpersonal Relationships/Maintain Relationships	32	905	\$37,481	1,346	
Ability to Work in a Fast Paced Environment	37	711	\$33,158	1,072	
Prioritize	35	692	\$35,483	986	
Good Judgment	33	620	\$47,663	964	
Multi-Task	37	624	\$34,014	941	
Punctual	33	570	\$31,200	898	
Confidentiality/Information Sensitivity	32	510	\$33,280	764	
Analytical	31	516	\$52,981	751	
Enthusiastic/Energetic	50	452	\$31,567	722	
Time Management/Time Utilization	36	461	\$33,997	706	
Work Ethic/Hard Working	35	401	\$31,200	610	
Leadership	30	352	\$44,907	605	
Listening	34	382	\$36,231	596	
Initiative	29	404	\$40,155	582	
Project Management	30	375	\$60,174	541	
Clerical	24	397	\$36,088	537	
Optimism/Positive Attitude	34	351	\$33,280	517	
Coachable/Willingness to Learn	48	329	\$34,381	490	
Decision Making/Decisiveness	35	255	\$49,082	412	
Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution	30	268	\$45,760	406	

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Appendix E- Openings by Soft Skills (continued)

Skill Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Negotiation	23	253	\$66,449	370	
Critical Thinking	33	248	\$38,636	361	
Outgoing/Extrovert/People Person	42	200	\$31,400	352	
Coaching/Mentoring	34	211	\$49,491	302	
Integrity/Honesty	33	197	\$41,773	298	
Manual Dexterity	36	174	\$44,782	287	
Self Confidence	22	180	\$33,280	282	
Reasoning	44	185	\$38,174	279	
Grammar	36	169	\$32,802	223	
Troubleshooting	47	138	\$42,495	199	
Competitiveness	8	155	\$62,091	198	
Customer Focused	25	95	\$45,012	165	
Telephone Etiquette	31	100	\$33,592	160	
Results Focused	40	100	\$34,748	156	
Interviewing	44	93	\$37,381	154	
Motivational	57	84	\$38,667	146	
Common Sense	33	92	\$31,200	145	
Professional Networking	34	89	\$59,709	141	
Empathy	23	98	\$34,014	140	
Efficiency	36	85	\$36,461	139	

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Appendix F - Openings by Job Titles

Job Title	Median Duration	Ads Closed	Median Wage	Total Ads	
Administrative Assistant	31	45	\$32,454	60	<div><div></div></div>
Customer Service Representative	52	28	\$26,428	37	<div><div></div></div>
Cashier	11	25	\$23,920	36	<div><div></div></div>
Crew Member	228	10	\$22,636	31	<div><div></div></div>
Cook	30	22	\$30,593	29	<div><div></div></div>
Customer Service Representative, Full or Part Time	198	5	n/a	29	<div><div></div></div>
Delivery Driver	89	10	\$24,624	29	<div><div></div></div>
Cryptologic Linguist	n/a	0	n/a	24	<div><div></div></div>
Dental Assistant	24	17	\$36,646	24	<div><div></div></div>
Sales Associate	13	10	\$23,844	23	<div><div></div></div>
Customer Service Associate	20	10	\$23,859	20	<div><div></div></div>
Certified Medical Assistant	31	11	\$35,483	18	<div><div></div></div>
Dishwasher	409	8	n/a	17	<div><div></div></div>
Bartender	184	7	\$20,280	16	<div><div></div></div>
Case Manager	37	10	\$33,280	15	<div><div></div></div>
Assistant Manager	n/a	0	n/a	14	<div><div></div></div>
Cath Lab Technologist	29	7	n/a	14	<div><div></div></div>
BAKERY DEPARTMENT	140	2	n/a	12	<div><div></div></div>
Controller	42	7	\$77,100	12	<div><div></div></div>
Asset Protection Specialist	157	1	n/a	11	<div><div></div></div>
Designer - Kitchen/Bath	n/a	0	n/a	11	<div><div></div></div>
Project Manager	33	8	n/a	11	<div><div></div></div>
Associate Veterinarian	100	2	\$109,000	10	<div><div></div></div>
Busser	354	6	n/a	10	<div><div></div></div>
Coffee Kiosk Barista	28	9	n/a	10	<div><div></div></div>
Customer Service Associate/Loader	4	10	n/a	10	<div><div></div></div>
DELI / FOOD SERVICE DEPARTMENT	157	2	n/a	10	<div><div></div></div>
Deliver with	n/a	0	n/a	10	<div><div></div></div>
Maintenance Technician	30	5	\$34,259	10	<div><div></div></div>
Accounting Clerk	91	2	\$40,010	9	<div><div></div></div>

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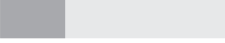
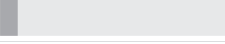
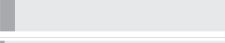


Appendix F - Openings by Job Titles (continued)

Job Title	Median Duration	Ads Closed	Median Wage	Total Ads	
Assistant/Associate Professor of Nursing	31	8	n/a	9	
Attendant - Environmental Services	14	7	n/a	9	
Automotive Technician	162	8	\$41,601	9	
CITY CARRIER ASSISTANT	13	9	\$35,963	9	
Caregiver	38	5	\$27,774	9	
Certified Nursing Assistant	68	7	n/a	9	
Commercial Sales Manager	101	5	n/a	9	
Housekeeper	32	7	\$25,845	9	
Assistant Store Manager	489	1	n/a	8	
Babysitter	641	1	\$27,040	8	
Baker	51	5	n/a	8	
Barista	199	5	\$21,534	8	
Bookkeeper	34	3	\$43,068	8	
Cashier/Customer Service	31	5	\$22,880	8	
Certified Medical Assistant (CMA)	39	6	\$36,461	8	
Client Service Representative	33	3	n/a	8	
Customer Service Agent	57	7	\$32,301	8	
Customer Service Associate II	9	6	n/a	8	
Data Entry	39	7	\$29,120	8	
Data Entry Clerk	25	6	\$36,400	8	

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Appendix G - Openings by Education Levels

Minimum Education Level	Median Duration	Ads Closed	Median Wage	Total Ads	
High school diploma or equivalent	35	2,723	\$33,723	4,171	
Bachelor's degree	33	1,315	\$54,995	1,946	
Associate's degree	40	371	\$44,866	528	
Master's degree	30	292	\$62,532	445	
Doctoral or professional degree	18	102	\$74,589	135	
Unspecified/other	29	4,242	\$34,014	6,928	

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Appendix H - Openings by Programs

Program Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Nursing	31	268	\$72,717	379	<div><div></div></div>
Accounting	35	221	\$62,400	314	<div><div></div></div>
Business	36	200	\$53,498	283	<div><div></div></div>
Psychology	48	146	\$54,840	237	<div><div></div></div>
Social Work	45	155	\$51,700	236	<div><div></div></div>
Computer Science	21	147	\$72,634	222	<div><div></div></div>
Business Administration	23	136	\$66,040	202	<div><div></div></div>
Engineering	25	129	\$64,000	198	<div><div></div></div>
Finance	32	106	\$62,601	147	<div><div></div></div>
Human Services	44	63	\$35,006	117	<div><div></div></div>
Counseling	72	64	\$46,400	103	<div><div></div></div>
Marketing	58	62	\$52,100	86	<div><div></div></div>
Communications	59	31	\$46,301	71	<div><div></div></div>
Education	68	49	\$49,744	70	<div><div></div></div>
Civil Engineering	22	42	\$80,392	67	<div><div></div></div>
Economics	17	48	\$65,853	67	<div><div></div></div>
Biology	27	44	\$80,131	65	<div><div></div></div>
Information Technology	18	37	\$75,637	62	<div><div></div></div>
Mathematics	23	33	\$56,111	58	<div><div></div></div>
Electrical Engineering	19	32	\$81,515	54	<div><div></div></div>
Statistics	16	33	\$49,171	50	<div><div></div></div>
Science	32	34	\$87,963	47	<div><div></div></div>
Chemistry	31	27	\$80,131	45	<div><div></div></div>
Health	18	27	\$44,907	42	<div><div></div></div>
Public Administration	21	32	\$66,111	42	<div><div></div></div>
Construction Management	29	29	\$122,800	41	<div><div></div></div>
Speech-Language Pathology	32	23	\$76,838	40	<div><div></div></div>
Public Health	50	25	\$66,015	39	<div><div></div></div>
Human Resources	25	30	\$53,498	38	<div><div></div></div>
Pharmacy	16	30	\$137,715	36	<div><div></div></div>

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Appendix H - Openings by Programs (continued)

Program Name	Median Duration	Ads Closed	Median Wage	Total Ads	
Criminal Justice	27	25	\$75,637	35	
Management	62	23	\$65,780	34	
Technical	31	19	n/a	34	
Occupational Therapy	42	16	\$79,897	32	
Speech	5	3	n/a	32	
Business Management	14	24	\$65,853	31	
Mechanical Engineering	25	14	\$94,699	31	
Telecommunications	28	19	\$42,770	31	
Journalism	67	27	\$58,240	30	
Social Science	58	16	\$41,454	29	
Healthcare	18	23	\$49,920	28	
Logistics	14	23	\$49,171	28	
Physical Therapy	62	16	n/a	28	
Environmental Science	77	17	\$75,420	26	
Geology	105	17	\$83,424	24	
Social Service	55	21	\$47,315	23	
Sociology	48	15	\$36,962	23	
Healthcare Administration	34	17	\$47,000	21	
Medicine	17	20	n/a	21	
Behavioral Science	92	12	\$59,883	20	

Source: JobsEQ®, <http://www.chmuraecon.com/jobseq>
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