

Real-Time Jobs Intelligence Report

Q3 2021



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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. Update to this report is a snapshot of the Anchorage job market in the third quarter of 2021.

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

16,101

in the third quarter of 2021

10,963 job titles posted

2,653 employers posting jobs

596 different occupations represented

340 different certifications sought



Top 10 openings by occupation

Most common job listings

1. Registered Nurses
2. Retail Salespersons
3. Stockers and Order Fillers
4. Social and Human Service Assistants
5. Secretaries and Administrative Assistants (except legal, medical and executive)
6. Medical and Health Services Managers
7. First-Line Supervisors of Food Preparation and Serving Workers
8. Customer Service Representatives
9. Medical Secretaries and Administrative Assistants
10. Computer User Support Specialists

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. Humana
4. ADN
5. Anchorage School District
6. HCA
7. Alaska Teacher Placement
8. State of Alaska
9. GCI Communication
10. Alaska Executive Search, Inc.

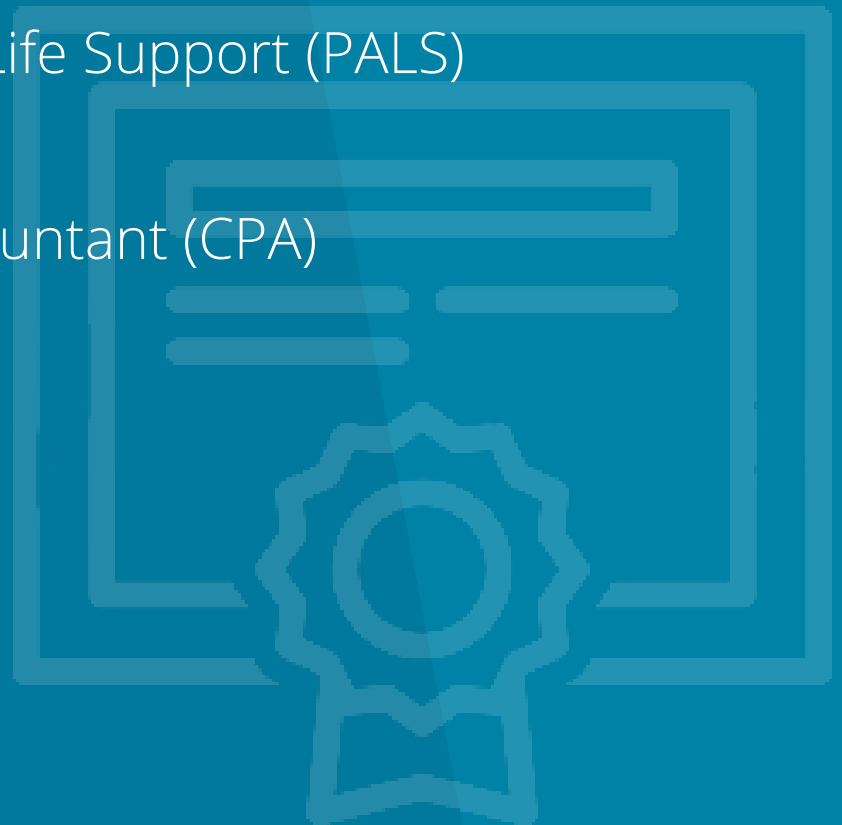
For complete list, see Appendix B, page 16

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. Advanced Cardiac Life Support Certification (ACLS)
5. Certification in cardiopulmonary resuscitation (CPR)
6. Certified Nursing Assistant (CNA)
7. First Aid Certification
8. Pediatric Advanced Life Support (PALS)
9. Secret Clearance
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. Personal Computers (PC)
4. Ability to lift 41-50 lbs
5. Health / Wellness
6. Microsoft Word
7. Microsoft PowerPoint
8. Teaching / Training, Job
9. Keyboarding / Typing
10. Cash Handling

For complete list, see Appendix D, page 19



Top 10 sought-after soft skills

Most frequently requested soft skills in job postings

1. Communications (Verbal and Written)
2. Cooperative / Team Player
3. Customer Service
4. Self-Motivated/Ability to Work Independently/Self Leadership
5. Organization
6. Supervision / Management
7. Detail Oriented / Meticulous
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 21

Top 10 openings by job titles

1. Home Delivery Assistant
2. Financial Manager
3. Program Officer
4. Administrative Assistant
5. Customer Service Representative
6. Sports Reporter – Editor
7. Reporter
8. Cashier
9. Crew Member
10. Customer Service Associate

For complete list, see Appendix F, page 23

What levels of education do Anchorage employers look for?

Number of total ad postings by minimum education requirements

4,969

High School Diploma or Equivalent

2,733

Bachelor's degree

704

Associate's Degree

385

Master's Degree

85

Doctoral or professional degree

7,225

Unspecified/other

For complete list, see Appendix G, page 25

Educational programs appearing in the most job ads

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

For complete list, see Appendix H, 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. News Analysts, Reporters and Journalists (39.27)
2. Nannies (3.98)
3. Middle School Teachers, Except Special and Career / Technical Education (2.93)
4. Speech-Language Pathologists (2.05)
5. Computer User Support Specialists (1.95)
6. Driver / Sales Workers (1.94)
7. Secretaries and Administrative Assistants, Except Legal, Medical and Executive (1.80)
8. Financial Managers (1.78)
9. Mental Health and Substance Abuse Social Workers (1.65)
10. Bookkeeping, Accounting and Auditing Clerks (1.59)

Data Notes

Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 40,000 websites. Data are subject to revision. Data in this report reflect ads meeting criteria in the Query Definition, including being active during the Query Definition time-frame and being advertised for any Zip Code Tabulation Area in or intersecting with the Query Definition region(s).

Historical volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution.

All ad counts represent deduplicated figures. It is not always possible to conclusively identify duplicate ads with the information provided. Characteristics that impact this determination are the wording of the ads, volume of information provided, the timing of the ads, and the sites where the ads appear. Roughly two-thirds of ad volume is removed through this process.

RTI wages are extracted from job postings as given and are analyzed and converted into hourly or annual formats. When wages provided are hourly, the conversion to annual wages assumes full-time, year-long employment. When a wage is given as a range, a single wage is selected within that range based upon our analysis of the “most likely” wage given those circumstances. Displayed wages in RTI may not include commissions or overtime, depending upon how the source ads present those wages. After all analysis and cleaning, roughly 12% of all job postings provide a usable wage.

Approximately 4% of jobs are omitted from the RTI duration data due to quality reasons. For example, ads open for an inordinately long period—indicating that it is likely being left up not for one, but for multiple openings—are excluded from the duration data. These ads are also excluded from the count of “Ads Closed.”

FAQ

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.

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	Occupations					Total Ads	
		Median Duration	Ads Closed	Median Wage	JPLQ			
29- 1141.00	Registered Nurses	21	507	\$72,800	1.36	857		
41- 2031.00	Retail Salespersons	33	414	\$27,407	0.75	800		
53- 7065.00	Stockers and Order Fillers	48	337	\$31,200	1.25	631		
21- 1093.00	Social and Human Service Assistants	41	253	\$37,440	1.21	480		
43- 4051.00	Customer Service Representatives	50	208	\$33,158	1.70	398		
41- 1011.00	First-Line Supervisors of Retail Sales Workers	43	180	\$33,280	0.84	387		
43- 6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	48	214	\$36,461	1.65	358		
43- 6013.00	Medical Secretaries and Administrative Assistants	48	214	\$35,360	0.84	331		
49- 9071.00	Maintenance and Repair Workers, General	48	183	\$38,883	1.03	313		
11- 9111.00	Medical and Health Services Managers	22	178	\$66,700	1.05	293		
35- 1012.00	First-Line Supervisors of Food Preparation and Serving Workers	51	116	\$33,351	0.87	257		
35- 3023.00	Fast Food and Counter Workers	52	105	\$26,000	0.75	248		
15- 1232.00	Computer User Support Specialists	43	134	\$45,074	1.60	242		
37- 2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	52	114	\$29,465	0.96	225		
13- 2011.00	Accountants and Auditors	49	131	\$62,520	1.29	212		
41- 3091.00	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	48	100	\$49,920	1.23	194		
31- 1131.00	Nursing Assistants	20	92	\$33,158	1.26	166		
41- 3031.00	Securities, Commodities, and Financial Services Sales Agents	36	92	\$41,080	1.63	165		
31- 9092.00	Medical Assistants	52	95	\$35,727	0.79	164		
43- 3031.00	Bookkeeping, Accounting, and Auditing Clerks	49	95	\$42,693	1.62	164		
13- 1071.00	Human Resources Specialists	22	89	\$44,845	1.21	160		
53- 7062.00	Laborers and Freight, Stock, and Material Movers, Hand	38	103	\$34,331	0.96	157		
15- 1244.00	Network and Computer Systems Administrators	25	91	\$56,723	0.95	157		
53- 3031.00	Driver/Sales Workers	48	83	\$31,567	0.98	145		
13- 1199.00	Business Operations Specialists, All Other	44	93	\$66,606	1.09	142		
53- 3033.00	Light Truck Drivers	48	67	\$32,301	1.14	134		

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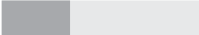
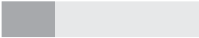
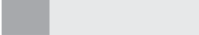
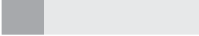
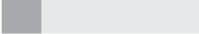
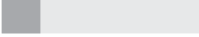
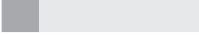
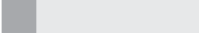
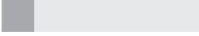
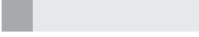
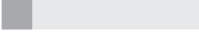
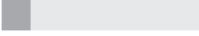
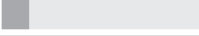
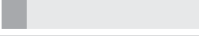
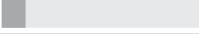
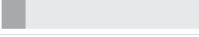
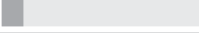
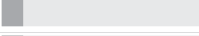
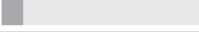
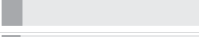
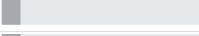
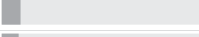
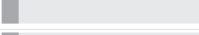
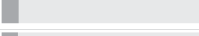
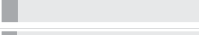
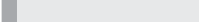
Appendix A - Occupations in Anchorage

SOC	Occupation	Occupations					Total Ads
		Median Duration	Ads Closed	Median Wage	JPLQ		
43-1011.00	First-Line Supervisors of Office and Administrative Support Workers	51	75	\$52,065	1.13	132	
13-1111.00	Management Analysts	31	69	\$44,720	1.38	131	
37-2012.00	Maids and Housekeeping Cleaners	43	72	\$26,428	1.08	128	
35-2014.00	Cooks, Restaurant	54	55	\$26,474	0.68	117	
15-1252.00	Software Developers	25	56	n/a	1.53	113	
43-4171.00	Receptionists and Information Clerks	56	66	\$31,200	1.11	113	
41-2011.00	Cashiers	27	57	\$26,061	1.08	112	
11-9041.00	Architectural and Engineering Managers	20	69	\$78,908	1.04	112	
49-3023.00	Automotive Service Technicians and Mechanics	51	63	\$40,347	0.94	106	
31-1122.00	Personal Care Aides	48	52	\$29,854	1.13	105	
33-9032.00	Security Guards	39	52	\$24,960	0.82	104	
29-2052.00	Pharmacy Technicians	28	48	\$45,808	1.36	88	
11-3031.00	Financial Managers	22	45	\$65,900	0.77	78	
11-2022.00	Sales Managers	50	41	\$59,810	1.38	75	
15-1299.08	Computer Systems Engineers/Architects	43	32	n/a	0.76	70	
35-3031.00	Waiters and Waitresses	54	24	\$21,509	0.74	69	
15-1212.00	Information Security Analysts	19	43	\$89,921	1.39	69	
53-3032.00	Heavy and Tractor-Trailer Truck Drivers	22	33	\$53,539	0.19	59	
25-2011.00	Preschool Teachers, Except Special Education	52	33	\$29,120	0.64	57	
11-2021.00	Marketing Managers	36	28	\$52,000	0.54	50	
29-2061.00	Licensed Practical and Licensed Vocational Nurses	22	30	\$45,836	1.24	49	
35-2021.00	Food Preparation Workers	22	19	\$25,694	0.26	49	
51-1011.00	First-Line Supervisors of Production and Operating Workers	27	19	\$42,640	0.80	38	
51-9199.00	Production Workers, All Other	50	12	\$31,200	0.49	22	

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Appendix B - Openings by Employer

Employer Name	Employers				
	Median Duration	Ads Closed	Median Wage	Total Ads	
Providence Health & Services	30	457	n/a	863	
Alaska Native Tribal Health Consortium	17	343	\$91,760	526	
Humana	26	214	n/a	461	
Anchorage School District	37	173	\$33,280	286	
KROGER	138	115	n/a	223	
Southcentral Foundation	37	139	\$40,560	200	
Alaska Teacher Placement	18	82	\$33,280	177	
Municipality of Anchorage	14	92	\$55,348	166	
State of Alaska	51	69	\$48,069	162	
HCA	23	89	n/a	156	
Bath Iron Works	n/a	0	\$42,791	145	
Alaska Executive Search, Inc.	26	75	\$41,600	136	
Department of the Air Force	11	99	\$43,553	130	
PAREXEL	12	120	n/a	128	
The Alaska Club	62	82	\$26,000	121	
LOWES	16	83	\$30,916	115	
University of Alaska	52	57	\$40,227	105	
Army and Air Force Exchange Service (AAFES)	7	71	\$29,494	100	
Cook Inlet Tribal Council	28	58	n/a	100	
Ascensus	37	41	n/a	91	
Builders FirstSource	22	64	n/a	90	
UHS	88	52	n/a	90	
Alaska USA Federal Credit Union	49	54	n/a	87	
Albertsons Companies	57	32	\$21,840	79	
KPMG	6	65	n/a	79	
Bass Pro Shop	32	46	n/a	71	
Mommy Jobs Online	365	14	\$34,851	71	
Lithia Motors	21	44	n/a	68	
Procare Therapy	150	39	n/a	64	

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Appendix B - Openings by Employer

Employer Name	Employers				
	Median Duration	Ads Closed	Median Wage	Total Ads	
Matanuska-Susitna Borough	15	22	\$47,237	57	
Kendall Auto Alaska	53	53	\$27,040	55	
AutoZone	63	1	n/a	53	
HomeDepot	n/a	0	n/a	52	
ASRC	42	25	n/a	48	
Conduent	78	35	\$33,509	47	
Department of the Interior	13	37	\$76,858	45	
Walgreens	61	19	n/a	43	
Bering Straits Native Corporation	29	23	n/a	42	
Great Clips	19	28	n/a	42	
Kendall Auto Group	56	13	\$27,224	42	
O'Reilly Auto Parts	78	22	n/a	42	
ASRC Federal	33	26	n/a	39	
Best Buy	15	27	n/a	39	
VCA Inc.	24	21	n/a	39	
Alaska Housing Finance Corporation	19	16	n/a	37	
Department of Veterans Affairs	14	26	\$66,851	37	
Akima, LLC	29	17	n/a	36	
Department of the Army	13	29	\$83,843	36	
Alyeska Resort	105	26	\$24,960	35	
Millennium Hotels - Lakefront Anchorage	34	17	n/a	34	

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Appendix C - Openings by Certifications

Certificate Name	Certifications				
	Median Duration	Ads Closed	Median Wage	Total Ads	
Driver's License	49	504	\$36,845	853	<div></div>
Basic Life Support (BLS)	26	470	\$55,936	842	<div></div>
Registered Nurse (RN)	24	283	\$84,835	498	<div></div>
Advanced Cardiac Life Support Certification (ACLS)	18	174	\$84,120	290	<div></div>
Certification in Cardiopulmonary Resuscitation (CPR)	50	164	\$33,280	286	<div></div>
First Aid Certification	48	114	\$33,280	206	<div></div>
Pediatric Advanced Life Support (PALS)	11	123	\$37,400	176	<div></div>
Certified Nursing Assistant (CNA)	30	98	\$31,078	172	<div></div>
Commercial Driver's License (CDL)	19	70	\$45,097	105	<div></div>
Secret Clearance	15	65	\$70,604	99	<div></div>

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Appendix D - Openings by Hard Skills

Skill Name	Hard Skills				Total Ads
	Median Duration	Ads Closed	Median Wage		
Microsoft Excel	47	953	\$40,227	1,659	
Microsoft Office	48	946	\$38,174	1,653	
Ability to Lift 41-50 lbs.	35	524	\$30,688	934	
Personal Computers (PC)	20	496	\$38,725	850	
Microsoft Outlook	47	464	\$39,520	805	
English	33	444	\$33,280	790	
Ability to Lift 51-100 lbs.	48	417	\$33,831	789	
Microsoft Word	48	434	\$37,554	727	
Health/Wellness	20	427	\$49,629	716	
Teaching/Training, Job	16	400	\$65,573	628	
Keyboarding/Typing	48	301	\$35,335	581	
Microsoft PowerPoint	38	311	\$41,600	555	
Cash Handling	50	231	\$28,141	540	
Ability to Lift 21-30 lbs.	26	270	\$33,426	511	
Sales	50	255	\$36,504	511	
Nursing	25	221	\$80,400	403	
Mathematics	35	210	\$46,253	395	
Word Processing	41	219	\$33,592	393	
Retail Sales	48	193	\$26,061	385	
Medical Terminology	20	223	\$42,723	341	
Teaching/Training, School	32	173	\$33,280	312	
Home Health Care	30	167	\$31,078	307	
Computer Programming/Coding	19	179	\$64,667	274	
Ability to Lift 11-20 lbs.	18	171	\$40,789	266	
Ability to Lift 31-40 lbs.	28	132	\$28,447	245	
Presentation	30	123	\$54,944	243	
Finance	18	132	\$60,408	241	
Plumbing	47	120	\$41,600	228	
Merchandising	43	111	\$26,061	225	

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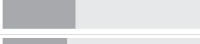
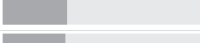
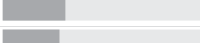
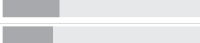
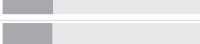
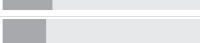
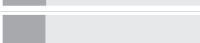
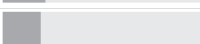
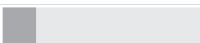
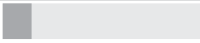
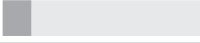
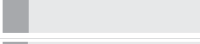
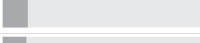
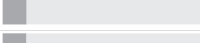
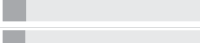
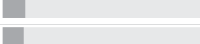
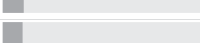
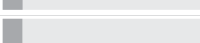
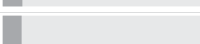
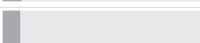
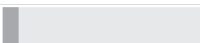

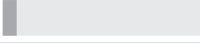
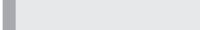


Appendix D - Openings by Hard Skills

Skill Name	Hard Skills				
	Median Duration	Ads Closed	Median Wage	Total Ads	
Bilingual	50	128	\$36,800	201	
Forklifts	48	111	\$34,320	191	
Structured Query Language (SQL)	31	85	\$72,634	184	
Electronic Health Record (EHR)	22	97	\$45,760	172	
Food Preparation	51	81	\$29,487	170	
Agile	28	83	n/a	165	
Microsoft Azure	29	84	\$85,931	164	
Cash Registers	52	84	\$26,000	161	
Food Service	56	78	\$29,997	161	
Patient Care	26	97	\$37,794	156	
Accounting	48	89	\$51,550	154	
Data Analysis	43	93	\$75,854	151	
Statistics	21	93	\$69,992	150	
Anatomy	20	91	\$49,400	149	
Multi-line Telephone Systems	19	104	\$33,280	149	
Physiology	20	92	\$58,969	143	
Data Entry	50	82	\$36,951	138	
Critical Care	29	68	\$76,026	137	
Customer Relationship Management (CRM)	49	70	\$48,504	136	
Marketing	52	86	\$40,227	127	
Telecommunications	27	77	\$46,699	117	

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Appendix E- Openings by Soft Skills

Skill Name	Soft Skills				Total Ads
	Median Duration	Ads Closed	Median Wage		
Communication (Verbal and written skills)	40	4,565	\$37,870	8,121	
Customer Service	48	2,499	\$33,926	4,570	
Cooperative/Team Player	35	2,478	\$39,408	4,455	
Self-Motivated/Ability to Work Independently/Self Leadership	48	1,564	\$37,440	2,867	
Organization	48	1,405	\$38,288	2,536	
Detail Oriented/Meticulous	49	1,461	\$37,439	2,468	
Supervision/Management	36	1,263	\$42,544	2,236	
Accountable/Responsible/Reliable/Dependable/Trustworthy	34	1,158	\$40,445	1,982	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	48	1,109	\$35,730	1,957	
Problem Solving	47	991	\$40,404	1,711	
Interpersonal Relationships/Maintain Relationships	35	985	\$41,600	1,682	
Ability to Work in a Fast Paced Environment	51	783	\$34,014	1,498	
Prioritize	49	734	\$38,187	1,315	
Good Judgment	37	628	\$45,365	1,138	
Multi-Task	50	648	\$34,748	1,126	
Confidentiality/Information Sensitivity	43	559	\$36,323	1,026	
Punctual	50	516	\$34,871	991	
Analytical	37	539	\$56,430	933	
Enthusiastic/Energetic	50	455	\$31,323	924	
Time Management/Time Utilization	48	512	\$35,401	890	
Listening	36	447	\$35,000	829	
Work Ethic/Hard Working	49	427	\$33,259	784	
Leadership	42	397	\$43,680	776	
Project Management	28	453	\$70,970	746	
Initiative	34	392	\$42,307	692	
Clerical	30	359	\$37,440	628	
Decision Making/Decisiveness	30	283	\$48,516	561	
Coachable/Willingness to Learn	48	325	\$34,320	552	
Negotiation	28	304	\$69,636	511	

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Appendix E- Openings by Soft Skills

Skill Name	Soft Skills				
	Median Duration	Ads Closed	Median Wage	Total Ads	
Integrity/Honesty	58	271	\$47,965	508	
Optimism/Positive Attitude	51	242	\$32,301	503	
Critical Thinking	26	284	\$48,942	487	
Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution	48	222	\$47,112	410	
Coaching/Mentoring	23	210	\$48,942	382	
Outgoing/Extrovert/People Person	59	174	\$32,301	366	
Self Confidence	48	178	\$33,280	346	
Manual Dexterity	50	178	\$38,174	342	
Reasoning	44	146	\$42,334	295	
Grammar	48	149	\$40,227	256	
Customer Focused	31	116	\$47,882	253	
Empathy	38	137	\$47,840	232	
Common Sense	43	108	\$33,280	219	
Telephone Etiquette	51	111	\$31,934	203	
Motivational	28	132	\$44,620	202	
Competitiveness	14	126	\$72,545	192	
Troubleshooting	34	95	\$45,171	185	
Quick Learner	50	116	\$36,094	184	
Interviewing	37	107	\$49,754	174	
Efficiency	48	77	\$37,563	146	
Public Speaking	25	85	\$52,146	141	

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Appendix F - Openings by Job Titles

Job Titles					
Job Title	Median Duration	Ads Closed	Median Wage	Total Ads	
Customer Service Representative	49	24	\$28,600	68	<div></div>
ADMINISTRATIVE ASSISTANT	48	34	\$34,748	62	<div></div>
Delivery Driver	53	16	\$32,668	37	<div></div>
Crew Member	55	11	\$21,507	35	<div></div>
Cashier	54	10	\$28,475	26	<div></div>
Receptionist	55	18	\$29,854	25	<div></div>
Delivery Driver - No Experience Needed	19	24	n/a	24	<div></div>
Dishwasher	73	10	\$24,960	24	<div></div>
Assistant Manager	9	9	n/a	23	<div></div>
Customer Service Associate	61	13	\$30,099	22	<div></div>
Bartender	98	7	\$24,104	21	<div></div>
Dental Assistant	75	8	\$37,196	20	<div></div>
Cook	63	6	\$33,036	19	<div></div>
Customer Service Associate - Temporary	30	12	n/a	19	<div></div>
Certified Nursing Assistant - CNA	5	15	\$30,711	18	<div></div>
Apartment Maintenance Technician	53	11	\$37,930	17	<div></div>
Asset Protection Specialist	107	4	n/a	17	<div></div>
Delivery Specialist	78	5	n/a	17	<div></div>
Detailer	20	9	\$24,960	16	<div></div>
Bakery Clerk	148	6	n/a	14	<div></div>
Case Manager	57	6	\$40,789	14	<div></div>
Pharmacy Technician	114	8	n/a	14	<div></div>
Retail Sales Associate	42	4	\$25,878	14	<div></div>
Sales Associate	52	8	\$24,716	14	<div></div>
Warehouse Associate	52	9	\$31,200	14	<div></div>
CLEANER	72	5	\$27,300	13	<div></div>
Certified Medical Assistant	49	10	\$38,908	13	<div></div>
Designer - Kitchen/Bath	9	1	n/a	13	<div></div>
Housekeeper	53	8	\$25,845	13	<div></div>

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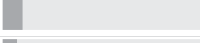
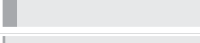


Appendix F - Openings by Job Titles

Job Titles					
Job Title	Median Duration	Ads Closed	Median Wage	Total Ads	
Team Member	9	5	\$25,314	13	<div></div>
Accountant	53	7	\$66,400	12	<div></div>
Coffee Kiosk Barista	136	7	n/a	12	<div></div>
Contract Specialist	10	9	\$79,328	12	<div></div>
Customer Experience Associate II	71	11	\$33,509	12	<div></div>
Automotive Technician	51	6	\$73,559	11	<div></div>
Bookkeeper	49	7	\$43,436	11	<div></div>
Community Director	24	7	\$42,994	11	<div></div>
Direct Support Professional	70	5	\$31,366	11	<div></div>
Driver	48	5	\$31,346	11	<div></div>
Full Service Shopper (Car Required)	15	11	n/a	11	<div></div>
Associate Veterinarian	35	2	n/a	10	<div></div>
Maintenance Technician	85	8	\$35,116	10	<div></div>
Assistant Store Manager	41	2	n/a	9	<div></div>
Auto Parts Delivery Driver (Full-Time)	n/a	0	n/a	9	<div></div>
Billing Specialist	64	5	\$35,667	9	<div></div>
Civil Engineer	13	3	\$79,748	9	<div></div>
Medical Assistant	50	6	\$37,853	9	<div></div>
Parts Specialist	79	3	\$30,956	9	<div></div>
Sales Representative	48	5	\$46,780	9	<div></div>
Accounting Clerk	60	4	\$38,908	8	<div></div>

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Appendix G - Openings by Education Levels

Education Levels					
Minimum Education Level	Median Duration	Ads Closed	Median Wage	Total Ads	
High school diploma or equivalent	48	3,152	\$34,168	5,728	
Bachelor's degree	31	1,526	\$58,323	2,694	
Associate's degree	31	417	\$45,880	699	
Master's degree	37	332	\$64,549	504	
Doctoral or professional degree	15	59	\$78,908	92	
Unspecified/other	33	3,952	\$34,330	7,248	

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Appendix H - Openings by Programs

Program Name	Programs				Total Ads	
	Median Duration	Ads Closed	Median Wage			
Nursing	24	345	\$72,634	600		
Business	26	262	\$50,000	421		
Business Administration	27	184	\$62,601	331		
Accounting	47	187	\$57,591	319		
Psychology	36	193	\$52,200	311		
Social Work	42	183	\$54,246	304		
Computer Science	31	140	\$72,010	303		
Engineering	23	140	\$76,004	253		
Finance	26	112	\$62,601	188		
Human Services	49	95	\$39,276	150		
Counseling	40	73	\$50,000	125		
Information Technology	48	35	\$110,240	93		
Statistics	18	53	\$58,612	90		
Marketing	48	49	\$50,000	87		
Mathematics	17	45	\$76,678	85		
Health	35	58	\$39,616	79		
Biology	45	53	\$73,520	72		
Pharmacy	25	57	\$113,724	71		
Education	18	44	\$42,307	64		
Civil Engineering	27	34	\$76,295	61		
Human Resources	48	31	\$50,640	60		
Public Health	18	40	\$100,000	60		
Science	13	34	\$79,328	58		
Technical	48	24	\$38,326	53		
Communications	48	33	\$46,551	51		
Economics	48	28	\$66,706	51		
Management	37	22	\$66,706	51		
Public Administration	14	25	\$75,771	50		
Construction Management	32	31	\$82,000	49		

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Appendix H - Openings by Programs

Program Name	Programs				Total Ads	
	Median Duration	Ads Closed	Median Wage			
Clinical	15	35	n/a	48		
Healthcare Administration	48	29	\$65,600	46		
Occupational Therapy	87	26	\$54,454	43		
Behavioral Health	7	33	n/a	40		
Healthcare	21	27	\$50,960	37		
Journalism	52	22	\$57,720	35		
Social Science	49	18	\$41,881	35		
Speech-Language Pathology	50	21	n/a	35		
Geology	36	20	\$76,169	34		
Management Information Systems	23	22	\$65,853	34		
Environmental Science	36	24	\$78,499	33		
Business Management	25	23	\$67,100	31		
Information Systems	25	17	\$65,853	31		
Criminal Justice	23	14	\$44,429	30		
Physical Therapy	20	14	\$64,236	29		
Hospitality Management	20	15	\$52,000	28		
Counseling Psychology	36	22	\$67,162	27		
Sociology	18	16	\$67,453	27		
Natural Science	20	19	\$48,090	26		
Chemistry	15	14	\$75,099	25		
Quantitative	31	11	n/a	25		

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