

# Real-Time Jobs Intelligence Report

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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 2022.

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.

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 President and CEO Bill Popp at wpopp@aedcweb.com.



## **Total online job postings**

# 30, 586

in the second quarter of 2022

17,940 Job Titles Posted
4,625 Employers Posting Jobs
695 Different Occupations Represented
399 Different Certifications Sought



# Top 10 openings by occupation

Most common job listings

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

For complete list, see Appendix A, page 13 - 15



# **Top 10 employers in Anchorage**

Employers with the highest number of job openings

- 1. Providence Health & Services
- 2. Anchorage School District
- 3. Alaska Native Tribal Health Consortium
- 4. Humana
- 5. State of Alaska
- 6. Municipality of Anchorage
- 7. Southcentral Foundation
- 8. Providence
- 9. Alaska Teacher Placement
- **10.** GCI Communication

For complete list, see Appendix B, page 16 - 17



# **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. Advanced Cardiac Life Support Certification (ACLS)
- **6.** First Aid Certification
- **7.** Commercial Driver's License (CDL)
- 8. Pediatric Advanced Life Support (PALS)
- 9. Certified Nursing Assistant (CNA)
- 10. Neonatal Resuscitation Program (NRP)

For complete list, see Appendix C, page 19 - 21



# Top 10 sought-after hard skills

Most frequently requested hard skills in job postings

- 1. Microsoft Excel
- 2. Microsoft Office
- 3. Microsoft Outlook
- 4. Ability to Lift 41-50 Lbs.
- 5. Ability to Lift 51 100 Lbs.
- **6.** Microsoft Word
- 7. English
- 8. Personal Computers (PC)
- 9. Home Health Care
- **10.** Microsoft Power Point

For complete list, see Appendix D, page 22 - 24



# Top 10 sought-after soft skills

Most frequently requested soft skills in job postings

- 1. Communication (Verbal And Written)
- 2. Customer Service
- 3. Cooperative / Team Player
- 4. Organization
- 5. Detail Oriented / Meticulous
- 6. Self-Motivated / Ability to Work Independently / Self Leadership
- 7. Supervision / Management
- 8. Problem Solving
- 9. Interpersonal Relationships / Maintain Relationships
- **10.** Adaptability / Flexibility / Tolerance Of Change And Uncertainty

For complete list, see Appendix E, page 25 - 27



# Top 10 openings by job titles

- 1. Advertising Customer Service Representative
- 2. Customer Service Representative
- **3.** Editor
- 4. Administrative Assistant
- 5. Marketing Specialist
- 6. Registered Nurse
- 7. Warehouse Associate
- 8. Delivery Driver
- 9. Team Member
- **10.** Receptionist

For complete list, see Appendix F, page 28 - 30



# What levels of education do Anchorage employers look for?

Number of total ad postings by minimum education requirements





Bachelor's Degree

**1,129** Associate's Degree



Master's Degree

#### 154

Doctoral or Professional Degree

#### **18,454** Unspecified/Other

For complete list, see Appendix G, page 31



# Educational programs appearing in the most job ads

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

For complete list, see Appendix H, page 32 - 34



#### 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 updated daily and are subject to revision. Data from the last three days typically have reduced volume while incoming data are processed. Since many extraneous factors can affect 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 or more of ad volume is removed through this process.

Data reflect ads meeting user query specifications and include any Zip Code Tabulation Area (ZCTA) in or intersecting with the region(s) being queried.

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".

An "active" ad refers to an online job posting that was still posted online when Chmura's web crawler last viewed that page, which typically occurs daily or every day and a half. 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.

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 do not 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

#### Openings by Occupations

	Occ	upations					
SOC	Occupation	Median Duration	Ads Closed	Median Wage	JPLQ	Active Job Ads	
29-1141.00	Registered Nurses	31	1,475	\$83,200	2.27	1,978	
53-7065.00	Stockers and Order Fillers	43	666	\$34,861	2.25	1,134	
41-2031.00	Retail Salespersons	48	466	\$31,200	1.12	881	
21-1093.00	Social and Human Service Assistants	48	423	\$41,600	2.06	814	
41-1011.00	First-Line Supervisors of Retail Sales Workers	38	357	\$37,440	1.17	738	
43-6014.00	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	40	452	\$38,663	2.65	725	
43-4051.00	Customer Service Representatives	20	467	\$35,360	3.02	674	
11-9111.00	Medical and Health Services Managers	38	363	\$54,257	1.37	541	
49-9071.00	Maintenance and Repair Workers, General	41	230	\$42,701	1.55	495	
15-1232.00	Computer User Support Specialists	48	291	\$45,760	2.64	481	
43-6013.00	Medical Secretaries and Administrative Assistants	27	316	\$37,441	1.02	449	
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	49	212	\$33,280	2.24	449	
15-1244.00	Network and Computer Systems Administrators	38	218	\$67,740	2.12	411	
35-3023.00	Fast Food and Counter Workers	48	197	\$28,080	1.23	393	
41-3091.00	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	48	175	\$52,808	2.10	359	
43-1011.00	First-Line Supervisors of Office and Administrative Support Workers	48	201	\$43,436	1.54	334	
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	43	177	\$35,360	2.24	329	
53-3031.00	Driver/Sales Workers	48	163	\$33,770	1.65	319	
11-3021.00	Computer and Information Systems Managers	47	185	\$63,158	0.96	303	
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks	48	190	\$43,368	2.26	298	
13-2011.00	Accountants and Auditors	48	178	\$66,768	1.58	290	





#### Appendix A - Occupations in Anchorage

Occupations								
						Active		
		Median	Ads	Median		Job		
SOC	Occupation	Duration	Closed	Wage	JPLQ	Ads		
35-1012.00	First-Line Supervisors of Food Preparation and Serving Workers	48	123	\$34,748	0.95	282		
13-1071.00	Human Resources Specialists	48	149	\$45,760	1.69	261		
33-9032.00	Security Guards	31	152	\$34,014	2.03	256		
41-3031.00	Securities, Commodities, and Financial Services Sales Agents	48	120	\$39,520	2.55	248		
11-9041.00	Architectural and Engineering Managers	38	140	\$68,220	1.21	245		
53-3032.00	Heavy and Tractor-Trailer Truck Drivers	40	141	\$48,574	0.72	223		
31-1122.00	Personal Care Aides	35	136	\$32,301	2.19	217		
35-2014.00	Cooks, Restaurant	48	108	\$32,301	1.42	199		
43-4171.00	Receptionists and Information Clerks	49	121	\$33,647	1.65	191		
13-1199.00	Business Operations Specialists, All Other	44	91	\$61,451	1.30	181		
37-1011.00	First-Line Supervisors of Housekeeping and Janitorial Workers	48	65	\$33,647	1.71	181		
31-1131.00	Nursing Assistants	37	143	\$33,280	1.13	180		
31-9092.00	Medical Assistants	39	120	\$38,725	0.86	176		
11-1021.00	General and Operations Managers	45	92	\$51,400	1.36	164		
37-2012.00	Maids and Housekeeping Cleaners	48	87	\$30,160	1.28	162		
11-3031.00	Financial Managers	50	77	\$58,812	1.12	149		
41-2011.00	Cashiers	33	79	\$28,784	1.65	148		
13-1111.00	Management Analysts	43	81	\$54,355	1.37	142		
25-2021.00	Elementary School Teachers, Except Special Education	41	49	\$44,637	1.65	132		
15-1252.00	Software Developers	31	84	\$57,000	0.79	121		
15-1299.08	Computer Systems Engineers/Architects	42	62	\$144,200	0.65	100		
35-3031.00	Waiters and Waitresses	54	44	\$21,840	1.02	98		
29-2061.00	Licensed Practical and Licensed Vocational Nurses	31	58	\$60,278	1.75	90		





#### Appendix A - Occupations in Anchorage

Occupations						
					Active	
		Median	Ads	Median	Job	
SOC	Occupation	Duration	Closed	Wage JPLC	Ads	
11-2021.00	Marketing Managers	48	56	\$50,660 0.83	88	
35-2021.00	Food Preparation Workers	46	40	\$29,487 0.47	82	
15-2031.00	Operations Research Analysts	34	44	\$71,747 1.05	72	
51-1011.00	First-Line Supervisors of Production and Operating Workers	48	33	\$49,656 1.36	57	
13-2051.00	Financial and Investment Analysts	27	38	\$56,560 0.88	55	
51-9199.00	Production Workers, All Other	34	25	\$39,276 1.19	48	





#### Openings by Employers

Employe	ers				
Employer Name	Median Duration	Ads Closed	Median Wage	Active Job Ads	
Providence Health & Services	22	891	n/a	912	
Anchorage School District	41	341	\$32,240	723	
Alaska Native Tribal Health Consortium	16	467	\$50,596	565	
Humana	34	300	n/a	382	
State of Alaska	48	201	\$48,568	309	
Municipality of Anchorage	24	77	\$63,409	298	
Southcentral Foundation	62	128	\$71,406	298	
Providence	37	205	n/a	275	
Alaska Teacher Placement	29	111	\$32,391	214	
GCI Communication	78	104	n/a	212	
Alaska Regional Hospital	27	153	\$31,200	208	
ADN	16	205	n/a	206	
The Alaska Club	59	103	\$27,040	194	
Care.com	19	154	n/a	183	
University of Alaska	48	96	\$46,509	174	
First National Bank Alaska	105	38	\$39,520	164	
Alaska USA Federal Credit Union	54	84	n/a	160	
Matanuska-Susitna Borough	16	25	\$47,882	153	
LOWES	12	101	\$39,941	132	
Ascensus	51	66	n/a	131	
People AK	32	75	\$42,640	118	
Fedex	37	73	\$41,600	117	
Northrim Bank	65	39	n/a	106	





#### Appendix B - Openings by Employer

	Median	Ads	Median	Active Job	
Employer Name	Duration	Closed	Wage	Ads	
Alaska Journal of Commerce	117	1	n/a	104	
HCA Healthcare, Inc.	44	60	n/a	104	
Albertsons Companies	282	10	\$34,320	101	
Ahtna, Inc.	121	17	\$36,411	99	
Arctic Slope Regional Corporation	51	52	\$31,323	98	
Calista Corporation	165	23	\$43,068	98	
Carlile	42	57	\$33,280	97	
Kendall Auto Group	61	23	\$33,280	94	
Cook Inlet Tribal Council	50	59	n/a	92	
General Communication Inc.	35	50	n/a	87	
ABM ONSITE SERVICES - WEST INC	89	22	n/a	86	
Craigslist	40	3	\$42,701	79	
Anchorage Neighborhood Health Center	48	19	\$39,783	77	
PAREXEL	22	45	\$144,200	69	
Nomad Health	25	54	n/a	68	
NANA Regional Corporation, Inc	25	34	n/a	65	
UHS	89	35	n/a	65	
University of Alaska System	93	39	\$23,920	65	
Anders Group	17	56	n/a	64	
Chugach Government Solutions	67	21	n/a	64	
Alyeska Resort	48	35	\$25,327	60	
H&R BLOCK	221	53	n/a	60	
The Odom Corporation	92	20	n/a	59	
Municipality of Anchorage, Alaska	36	31	\$62,783	53	





#### Appendix B - Openings by Employer







#### **Openings by Certifications**

Certificatio	ns			A at !	
Certificate Name	Median Duration	Ads Closed	Median Wage	Active Job Ads	
Basic Life Support (BLS)	29	913	\$71,400	1,174	
Driver's License	48	543	\$38,908	1,001	
Registered Nurse (RN)	30	517	\$81,094	698	
Certification in Cardiopulmonary Resuscitation (CPR)	48	201	\$36,293	451	
Advanced Cardiac Life Support Certification (ACLS)	30	287	\$75,400	414	
First Aid Certification	48	141	\$33,280	311	
Commercial Driver's License (CDL)	48	137	\$48,568	251	
Pediatric Advanced Life Support (PALS)	38	135	\$91,520	209	
Certified Nursing Assistant (CNA)	25	140	\$31,567	187	
Neonatal Resuscitation Program (NRP)	30	63	n/a	106	
Certified Public Accountant (CPA)	48	70	\$69,244	105	
The American Registry of Radiologic Technologists (ARRT) Certification	24	92	\$83,200	104	
Medical Assistant Certification (MA)	16	61	\$40,254	88	
Secret Clearance	23	50	\$93,874	87	
Licensed Clinical Social Worker (LCSW)	50	37	\$65,420	72	
Project Management Professional (PMP)	47	46	\$92,560	72	
Licensed Professional Counselor (LPC)	50	38	\$65,420	68	
Trauma Nursing Core Course (TNCC)	36	52	n/a	59	
Professional in Human Resources (PHR)	37	36	\$51,699	58	
Cisco Certified Network Associate (CCNA)	33	22	\$57,429	57	
Class A Commercial Driver's License (CDL-A)	40	40	\$53,845	57	
Emergency Medical Technician (EMT)	42	35	\$37,440	57	
Licensed Practical Nurse (LPN)	49	32	\$52,000	56	





#### Appendix C - Openings by Certifications

Certificate Name Advanced Trauma Life Support (ATLS)	Median Duration 87	Ads Closed	Median	Active Job	
	87		Wage	Ads	
		15	\$46,127	54	
Licensed Professional Engineer	49	20	\$71,747	54	
Emergency Nursing Pediatric Course (ENPC)	37	45	n/a	52	
Engineer in Training (EIT)	59	11	\$71,747	48	
HAZMAT	22	35	\$45,365	43	
Society for Human Resource Management Certified Professional (SHRM-CP)	31	28	\$44,772	41	
Certified Clinical Medical Assistant (NHA)	16	37	n/a	39	
Child Development Associate (CDA)	50	19	\$29,120	39	
Critical Care Registered Nurse (CCRN)	34	34	n/a	39	
Senior Professional in Human Resources (SPHR)	37	21	\$72,890	33	
Cisco Certified Network Professional (CCNP)	71	4	\$79,803	32	
Certified Professional Coder (CPC)	39	13	\$39,783	30	
National Phlebotomy Association Certified Phlebotomist	45	17	n/a	30	
Series 65	135	5	n/a	30	
ServSafe Food Protection Manager Certification	48	20	\$34,014	30	
Forklift Certified	49	12	\$40,113	28	
Basic Cardiac Life Support Certification (BCLS Certification)	33	21	n/a	26	
Certified Information Systems Security Professional (CISSP)	47	12	\$83,200	26	
Medical Technologist (MT)	29	24	\$58,240	26	
Class B Commercial Driver's License (CDL-B)	48	16	\$57,360	25	
Certified Emergency Nurse (CEN)	42	20	n/a	24	
Registered Respiratory Therapist (RRT)	20	20	n/a	24	
Certified Coding Specialist (CCS)	28	17	\$47,840	22	
Occupational Therapist Registered (OTR)	24	15	\$93,600	22	





#### Appendix C - Openings by Certifications

Certifications							
	Active						
	Median	Ads	Median	Job			
Certificate Name	Duration	Closed	Wage	Ads			
Transportation Worker Identification Credential (TWIC)	48	11	\$70,147	22			
Medical Laboratory Technician (MLT)	22	19	\$81,120	21			
Microsoft Certified Solutions Expert (MCSE)	22	12	\$59,571	21			





#### Appendix D - Openings by Hard Skills

#### Openings by Hard Skills

Hard	Skills				
	Median	Ads	Median	Active Job	
Skill Name	Duration		Wage	Ads	
Microsoft Excel	46	1,581	\$43,068	2,754	
Microsoft Office	48	1,465	\$41,600	2,599	
Microsoft Outlook	48	722	\$41,600	1,352	
Ability to Lift 41-50 lbs.	48	762	\$34,641	1,346	
Ability to Lift 51-100 lbs.	48	576	\$37,100	1,178	
Microsoft Word	48	645	\$41,600	1,167	
English	39	541	\$34,216	1,103	
Personal Computers (PC)	20	676	\$40,407	1,055	
Home Health Care	23	946	\$31,934	1,026	
Microsoft PowerPoint	31	543	\$42,147	949	
Ability to Lift 21-30 lbs.	48	405	\$41,540	821	
Cash Handling (Cashier)	48	339	\$33,280	741	
Teaching/Training, Job	32	346	\$55,277	712	
Teaching/Training, School	39	315	\$32,240	661	
Mathematics	47	303	\$50,960	660	
Sales	48	338	\$39,520	630	
Word Processing	48	312	\$36,660	630	
Keyboarding/Typing	49	257	\$37,807	591	
JavaScript	21	245	\$36,951	531	
Retail Sales	42	268	\$31,200	502	
Finance	47	234	\$61,610	488	
Nursing	35	389	\$71,406	449	
Merchandising	43	218	\$31,567	430	





#### Appendix D - Openings by Hard Skills

	Hard Skills				
Skill Name	Median Duration	Ads Closed	Median Wage	Active Job Ads	
Medical Terminology	16	348	\$37,930	425	
Marketing	40	329	\$45,330	416	
Forklifts	48	179	\$39,643	381	
Telecommunications	44	199	\$52,416	370	
Ability to Lift 31-40 lbs.	41	214	\$32,989	345	
Ability to Lift 11-20 lbs.	24	212	\$36,706	328	
Plumbing	39	174	\$41,753	326	
Computer Programming/Coding	31	184	\$64,010	309	
Presentation	42	175	\$54,080	305	
Accounting	48	155	\$50,345	296	
Bilingual	64	161	\$40,789	292	
Structured Query Language (SQL)	30	178	\$64,200	292	
Hospitality	48	130	\$29,854	248	
Cash Registers	48	109	\$28,019	246	
Electronic Health Record (EHR)	36	144	\$40,805	222	
Food Preparation	42	122	\$31,567	222	
Multi-line Telephone Systems	20	127	\$36,828	222	
Customer Relationship Management (CRM)	48	99	\$45,760	217	
Patient Care	25	130	\$65,154	216	
Data Entry	45	119	\$38,358	213	
Statistics	31	97	\$41,340	207	
Agile	39	128	\$124,800	199	
Purchasing	34	97	\$44,533	197	
Ability to Lift 1-10 lbs.	42	93	\$31,200	196	





#### Appendix D - Openings by Hard Skills

	Hard Skills							
		Active						
	Median	Ads	Median	Job				
Skill Name	Duration	Closed	Wage	Ads				
Physiology	19	170	\$40,927	195				
Tractor-Trailer Trucks	51	103	\$48,897	195				
Autodesk AutoCAD	48	95	\$54,246	189				







#### Appendix E- Openings by Soft Skills

#### Openings by Soft Skills

Soft Skills						
	Median	Ads	Median	Active Job		
Skill Name	Duration	Closed	Wage	Ads		
Communication (Verbal and written skills)	45	6,991	\$39,671	12,551		
Customer Service	46	3,675	\$37,440	6,821		
Cooperative/Team Player	41	3,772	\$42,342	6,576		
Organization	46	2,245	\$41,600	4,144		
Detail Oriented/Meticulous	48	1,916	\$38,920	3,485		
Self-Motivated/Ability to Work Independently/Self Leadership	48	1,827	\$40,695	3,471		
Supervision/Management	42	1,655	\$45,560	3,076		
Problem Solving	48	1,459	\$42,592	2,590		
Interpersonal Relationships/Maintain Relationships	47	1,405	\$41,600	2,571		
Adaptability/Flexibility/Tolerance of Change and Uncertainty	48	1,256	\$38,235	2,485		
Ability to Work in a Fast Paced Environment	48	1,113	\$36,247	2,161		
Prioritize	43	1,130	\$41,600	1,969		
Punctual	48	885	\$37,440	1,736		
Good Judgment	43	862	\$47,636	1,685		
Confidentiality/Information Sensitivity	48	889	\$40,033	1,676		
Time Management/Time Utilization	48	853	\$38,180	1,534		
Analytical	42	809	\$52,936	1,449		
Multi-Task	48	828	\$39,535	1,440		
Work Ethic/Hard Working	48	809	\$35,463	1,414		
Project Management	40	814	\$63,905	1,363		
Listening	38	732	\$38,782	1,336		
Initiative	47	665	\$43,185	1,250		
Clerical	36	664	\$36,774	1,139		





#### Appendix E- Openings by Soft Skills

Metain NumberNumber NumberNumber NumberNumber NumberNumber NumberNumber NumberNumber NumberLadership47616545,1781.18Coachable/Willingness to Learn4847753,300680Diptinism/Positive Attitude4847853,400630Entusiastic/Energetic4834854,500630Negotation4841454,580756Caching/Mentoring4633754,680631Caching/Mentoring4633754,680631Nanual Dexterity4822058,170631Caching/Mentoring4822054,300631Caching/Mentoring4822054,800631Self Confidence5827153,300630Catomer Focused4827153,300630Canomar Focused4827154,800631Canomar Sense4812554,940632Canomar Sense4812754,640632Canomar Sense4812754,640632Canomar Sense4812754,640632Canomar Sense4812754,640632Canomar Sense4812754,64064Canomar Sense4812753,53064Canomar Sense4812753,53064Canomar Sense4812753,53064Ca	Soft Skill:	S				
Coachable/Willingness to Learn         48         562         \$37,918         1,115           Optimism/Positive Attitude         48         497         \$35,360         863           Enthusiastic/Energetic         48         398         \$36,400         839           Negotiation         48         428         \$61,942         769           Decision Making/Decisiveness         48         414         \$48,568         756           Critical Thinking         33         484         \$49,754         739           Coaching/Mentoring         46         337         \$43,680         658           Dispute Resolution/Coffict Resolution/Diplomacy/Problem         48         292         \$46,800         631           Manual Dexterity         48         207         \$33,140         502           Customer Focused         40         188         \$47,882         463           Grammar         41         256         \$47,840         402           Troubleshooting         44         211         \$45,563         399           Quick Learner         48         169         \$40,988         322           Common Sense         48         117         \$36,461         276 <td< th=""><th>Skill Name</th><th></th><th></th><th></th><th>Job</th><th></th></td<>	Skill Name				Job	
Optimism/Positive Attitude         48         497         \$35,360         863           Enthusiastic/Energetic         48         398         \$36,400         839           Negotiation         48         428         \$61,942         769           Decision Making/Decisiveness         48         414         \$48,568         756           Critical Thinking         33         484         \$49,754         739           Coaching/Mentoring         46         337         \$43,680         658           Dispute Resolution/Conflict Resolution/Diplomacy/Problem         48         207         \$38,174         511           Manual Dexterity         48         207         \$38,174         511           Self Confidence         58         271         \$33,280         509           Reasoning         48         220         \$43,160         502           Customer Focused         40         188         \$47,882         463           Grammar         41         256         \$47,840         402           Troubleshooting         48         117         \$36,461         278           Quick Learner         48         117         \$36,461         278           Competitiveness <td>Leadership</td> <td>47</td> <td>616</td> <td>\$45,178</td> <td>1,128</td> <td></td>	Leadership	47	616	\$45,178	1,128	
Enthusiastic/Energetic       48       398       \$36,400       839         Negotiation       48       428       \$61,942       769         Decision Making/Decisiveness       48       414       \$48,568       756         Critical Thinking       33       484       \$49,754       739         Coaching/Mentoring       46       337       \$43,680       658         Dispute Resolution/Conflict Resolution/Diplomacy/Problem       48       207       \$38,174       511         Manual Dexterity       48       207       \$38,174       511       502         Reasoning       48       207       \$43,680       652       502         Customer Focused       40       188       \$47,882       463       502         Grammar       41       256       \$47,840       402       502         Notivational       48       107       \$36,461       278       503         Goal Oriented       48       117       \$36,461       278       503         Goal Oriented       49       105       \$46,494       241       503         Goal Oriented       49       105       \$46,494       241       503         Goal Oriented <td>Coachable/Willingness to Learn</td> <td>48</td> <td>562</td> <td>\$37,918</td> <td>1,115</td> <td></td>	Coachable/Willingness to Learn	48	562	\$37,918	1,115	
Negotiation       48       428       \$61,942       769         Decision Making/Decisiveness       48       414       \$48,568       756         Critical Thinking       33       484       \$49,754       739         Coaching/Mentoring       46       337       \$43,680       658         Dispute Resolution/Conflict Resolution/Diplomacy/Problem       48       207       \$38,174       511         Manual Dexterity       48       207       \$38,174       511       509         Reasoning       48       207       \$38,174       511       509         Reasoning       48       207       \$38,174       509       509         Customer Focused       40       188       \$47,882       463       502         Grammar       41       256       \$47,840       402       509         Quick Learner       48       169       \$40,988       322       509         Common Sense       48       117       \$36,61       278         Motivational       37       124       \$41,600       246         Goal Oriented       49       105       \$46,494       241         Elephone Etiquette       48       137 <t< td=""><td>Optimism/Positive Attitude</td><td>48</td><td>497</td><td>\$35,360</td><td>863</td><td></td></t<>	Optimism/Positive Attitude	48	497	\$35,360	863	
Decision Making/Decisiveness       48       414       \$48,568       756         Critical Thinking       33       484       \$49,754       739         Coaching/Mentoring       46       337       \$43,680       658         Dispute Resolution/Conflict Resolution/Diplomacy/Problem       48       292       \$46,800       631         Manual Dexterity       48       207       \$38,174       511         Self Confidence       58       271       \$33,280       509         Reasoning       48       220       \$43,160       502         Customer Focused       40       188       \$47,882       463         Grammar       41       256       \$47,840       402         Troubleshooting       48       117       \$36,461       278         Quick Learner       48       117       \$36,461       278         Common Sense       48       117       \$36,461       276         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228 <td>Enthusiastic/Energetic</td> <td>48</td> <td>398</td> <td>\$36,400</td> <td>839</td> <td></td>	Enthusiastic/Energetic	48	398	\$36,400	839	
Critical Thinking       33       484       \$49,754       739         Coaching/Mentoring       46       337       \$43,680       658         Dispute Resolution/Conflict Resolution/Diplomacy/Problem       48       292       \$46,800       631         Manual Dexterity       48       207       \$38,174       511       511         Self Confidence       58       271       \$33,280       509       631         Reasoning       48       220       \$43,160       502       631         Customer Focused       40       188       \$47,882       463         Grammar       41       256       \$47,840       402         Toubleshooting       44       211       \$45,553       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       133       \$38,599       228         Efficiency       48       133       \$38,599       228       245	Negotiation	48	428	\$61,942	769	
Coaching/Mentoring       46       337       \$43,680       658         Dispute Resolution/Conflict Resolution/Diplomacy/Problem       48       292       \$46,800       631         Manual Dexterity       48       207       \$38,174       511         Self Confidence       58       271       \$33,280       509         Reasoning       48       220       \$43,160       502         Customer Focused       40       188       \$47,882       463         Grammar       41       256       \$47,840       402         Troubleshooting       44       117       \$45,653       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       133       \$38,599       228         Interviewing       48       113       \$44,047       220	Decision Making/Decisiveness	48	414	\$48,568	756	
Dispute Resolution/Conflict Resolution/Diplomacy/Problem         48         292         \$46,800         631           Manual Dexterity         48         207         \$38,174         511           Self Confidence         58         271         \$33,280         509           Reasoning         48         220         \$43,160         502           Customer Focused         40         188         \$47,882         463           Grammar         41         256         \$47,840         402           Troubleshooting         44         211         \$45,563         399           Quick Learner         48         169         \$40,988         322           Common Sense         48         117         \$36,461         278           Motivational         37         124         \$41,600         276           Goal Oriented         49         105         \$46,944         241           Telephone Etiquette         48         127         \$35,330         240           Efficiency         48         133         \$38,599         228	Critical Thinking	33	484	\$49,754	739	
48       292       \$48, 292       \$48, 800       631         Manual Dexterity       48       207       \$38,174       511         Self Confidence       58       271       \$33,280       509         Reasoning       48       220       \$43,160       502         Customer Focused       40       188       \$47,882       463         Grammar       41       256       \$47,840       402         Troubleshooting       44       211       \$45,563       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Coaching/Mentoring	46	337	\$43,680	658	
Self Confidence       58       271       \$33,280       509         Reasoning       48       220       \$43,160       502         Customer Focused       40       188       \$47,882       463         Grammar       41       256       \$47,840       402         Troubleshooting       44       211       \$45,563       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       246         Goal Oriented       49       105       \$46,944       241         Telephone Etiquette       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220		48	292	\$46,800	631	
Reasoning       48       220       \$43,160       502         Customer Focused       40       188       \$47,882       463         Grammar       41       256       \$47,840       402         Troubleshooting       44       211       \$45,563       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Manual Dexterity	48	207	\$38,174	511	
Customer Focused       40       188       \$47,882       463         Grammar       41       256       \$47,840       402         Troubleshooting       44       211       \$45,563       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Self Confidence	58	271	\$33,280	509	
Grammar       41       256       \$47,840       402         Troubleshooting       44       211       \$45,563       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Competitiveness       42       134       \$41,600       246         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Reasoning	48	220	\$43,160	502	
Troubleshooting       44       211       \$45,563       399         Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Competitiveness       42       134       \$41,600       246         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Interviewing       48       111       \$44,047       220	Customer Focused	40	188	\$47,882	463	
Quick Learner       48       169       \$40,988       322         Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Competitiveness       42       134       \$41,600       246         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Grammar	41	256	\$47,840	402	
Common Sense       48       117       \$36,461       278         Motivational       37       124       \$41,600       276         Competitiveness       42       134       \$41,600       246         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Troubleshooting	44	211	\$45,563	399	
Motivational       37       124       \$41,600       276         Competitiveness       42       134       \$41,600       246         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Quick Learner	48	169	\$40,988	322	
Competitiveness       42       134       \$41,600       246         Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Common Sense	48	117	\$36,461	278	
Goal Oriented       49       105       \$46,494       241         Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Motivational	37	124	\$41,600	276	
Telephone Etiquette       48       127       \$35,330       240         Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Competitiveness	42	134	\$41,600	246	
Efficiency       48       133       \$38,599       228         Interviewing       48       111       \$44,047       220	Goal Oriented	49	105	\$46,494	241	
Interviewing         48         111         \$44,047         220	Telephone Etiquette	48	127	\$35,330	240	
	Efficiency	48	133	\$38,599	228	
People Skills         49         109         \$35,360         210	Interviewing	48	111	\$44,047	220	
	People Skills	49	109	\$35,360	210	





#### Appendix E- Openings by Soft Skills

	Soft Skills				
				Active	
	Median	Ads	Median	Job	
Skill Name	Duration	Closed	Wage	Ads	
Stress Management	48	85	\$39,575	188	
Patience	16	150	\$33,280	181	
Professional Networking	48	80	\$48,880	176	





#### Appendix F - Openings by Job Titles

#### Openings by Job Titles

Job Titles							
				Active			
	Median	Ads	Median				
Job Title	Duration	Closed	Wage	Ads			
Advertising Customer Service Representative	16	117	n/a	117			
Customer Service Representative	32	70	\$34,137	110			
Editor	51	1	\$29,120	106			
Administrative Assistant	42	57	\$37,107	105			
Marketing Specialist	40	76	\$44,900	77			
Registered Nurse	54	46	\$89,440	71			
Warehouse Associate	48	40	\$36,364	69			
Delivery Driver	48	22	\$33,770	55			
Team Member	37	24	\$28,080	48			
Receptionist	55	34	\$36,951	47			
Assistant Manager	49	19	\$38,963	46			
Cashier	40	17	\$25,327	39			
caregiver	38	21	\$31,934	38			
School Custodian - Maintenance - AK	n/a	0	n/a	37			
Registered Nurse (RN)	48	7	\$74,880	36			
General Manager	48	20	\$52,000	35			
Bartender	48	14	\$23,247	32			
Cook	43	17	\$32,301	31			
Customer Service Associate	48	11	\$24,716	30			
Sales Associate	50	17	\$30,588	30			
Physical Therapist	39	13	\$102,700	29			
Server	54	8	\$22,194	29			
K-12 Teacher, Paraprofessional Educator - AK	n/a	0	n/a	28			





#### Appendix F - Openings by Job Titles

Media Media Media NormanNorman Media NormanNorman Media NormanNorman Media NormanNorman Media NormanNorman NormanNorman NormanShip Title101		Job Titles				
Sales Representative       48       13       \$57,261       25         Dishwasher       54       7       \$25,511       22         Retail Sales Associate       11       17       \$30,221       22         Barista       48       17       \$30,160       21         Dental Assistant       48       12       \$40,378       21         Maintenance Technician       58       9       \$42,885       20         Crew Member       64       7       \$29,854       18         Office Assistant       34       8       \$33,036       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Gase Manager       43       7       \$41,450       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$43,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet Set Team Van Truckload truck driver       20       16       n/a       15         Store Associate       7       7       7 <t< th=""><th>Job Title</th><th></th><th></th><th></th><th>Job</th><th></th></t<>	Job Title				Job	
Dishwasher       54       7       \$25,511       22         Retail Sales Associate       41       17       \$30,160       21         Barista       48       17       \$30,160       21         Dental Assistant       48       12       \$40,378       21         Maintenance Technician       58       9       \$42,885       20         Crew Member       64       8       \$29,549       19         Line Cook       80       6       \$29,854       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Store Associate       7       7       \$26,612       16         Assistant Store Manager       44       7       \$41,111       15         Store Associate       7       7       \$26,612       16         Assistant Store Manager       29       5       n/a       14	Front Desk Receptionist	49	17	\$33,036	25	
Retail Sales Associate       41       17       \$30,221       22         Barista       48       17       \$30,160       21         Dental Assistant       48       12       \$40,378       21         Maintenance Technician       58       9       \$42,885       20         Crew Member       64       8       \$29,549       19         Line Cook       80       6       \$29,854       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Case Manager       43       7       \$41,450       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16       16         Assistant Store Manager       29       5	Sales Representative	48	13	\$57,261	25	
Barista       48       17       \$30,160       21         Dental Assistant       48       12       \$40,378       21         Maintenance Technician       58       9       \$42,885       20         Crew Member       64       8       \$29,549       19         Line Cook       80       6       \$29,854       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Case Manager       43       9       \$47,840       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16         Assistant Store Manager       29       5       n/a       14         Account Executive       33       10       \$31,200       14         Marehouse Worker       33       10       \$31,200 <td< td=""><td>Dishwasher</td><td>54</td><td>7</td><td>\$25,511</td><td>22</td><td></td></td<>	Dishwasher	54	7	\$25,511	22	
Dental Assistant       48       12       \$40,378       21         Maintenance Technician       58       9       \$42,885       20         Crew Member       64       8       \$29,549       19         Line Cook       80       6       \$29,854       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Case Manager       43       9       \$41,450       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16       16         Assistant Store Manager       44       7       \$41,111       15       17         Account Executive       33       10       \$31,200       14       14         Mareious Worker       33       10       \$31,200       14       14         Mareho	Retail Sales Associate	41	17	\$30,221	22	
Maintenance Technician       58       9       \$42,885       20         Crew Member       64       8       \$29,549       19         Line Cook       80       6       \$29,854       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Case Manager       43       9       \$47,840       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16       16         Assistant Store Manager       44       7       \$41,111       15         Store Manager       29       5       n/a       14         Warehouse Worker       33       10       \$31,200       14         Account Executive       35       5       n/a       13	Barista	48	17	\$30,160	21	
Crew Member       64       8       \$29,549       19         Line Cook       80       6       \$29,854       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Case Manager       43       9       \$47,840       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16       16         Assistant Store Manager       44       7       \$41,111       15       15         Store Manager       29       5       n/a       14       14         Warehouse Worker       33       10       \$31,200       14         Account Executive       35       5       n/a       13	Dental Assistant	48	12	\$40,378	21	
Line Cook       80       6       \$29,854       18         Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Case Manager       43       9       \$47,840       17         Medical Assistant       43       7       \$41,450       17         Medical Assistant       43       7       \$41,450       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16       16         Assistant Store Manager       44       7       \$41,111       15       16         Store Manager       29       5       n/a       14       14       14       14         Warehouse Worker       33       10       \$31,200       14       14       14       15       13       14       14       14       14       14       14       14       14       14       14       14       14       14       14       14       14       14       14       14 <td>Maintenance Technician</td> <td>58</td> <td>9</td> <td>\$42,885</td> <td>20</td> <td></td>	Maintenance Technician	58	9	\$42,885	20	
Office Assistant       34       8       \$33,036       18         Project Manager       27       14       \$70,502       18         Case Manager       43       9       \$47,840       17         Medical Assistant       43       7       \$41,450       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16       16         Assistant Store Manager       44       7       \$41,111       15       15         Store Manager       29       5       n/a       14       14         Warehouse Worker       33       10       \$31,200       14       14         Account Executive       35       5       n/a       13       13	Crew Member	64	8	\$29,549	19	
Project Manager       27       14       \$70,502       18         Case Manager       43       9       \$47,840       17         Medical Assistant       43       7       \$41,450       17         Medical Receptionist       51       10       \$34,014       17         Accountant       84       6       \$64,190       16         Class A CDL - Jet-Set Team Van Truckload truck driver       20       16       n/a       16         Store Associate       7       7       \$26,612       16       16         Assistant Store Manager       44       7       \$41,111       15       15         Store Manager       29       5       n/a       14       14         Warehouse Worker       33       10       \$31,200       14       14         Account Executive       35       5       n/a       13       14	Line Cook	80	6	\$29,854	18	
Case Manager439\$47,84017Medical Assistant437\$41,45017Medical Receptionist5110\$34,01417Accountant846\$64,19016Class A CDL - Jet-Set Team Van Truckload truck driver2016n/a16Store Associate77\$26,6121616Assistant Store Manager447\$41,1111515Store Manager295n/a1414Warehouse Worker3310\$31,2001414Account Executive355n/a1313Driver503\$35,360131415	Office Assistant	34	8	\$33,036	18	
Medical Assistant437\$41,45017Medical Receptionist5110\$34,01417Accountant846\$64,19016Class A CDL - Jet-Set Team Van Truckload truck driver2016n/a16Store Associate77\$26,61216Assistant Store Manager447\$41,11115Respiratory Therapist3011n/a15Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,36013	Project Manager	27	14	\$70,502	18	
Medical Receptionist5110\$34,01417Accountant846\$64,19016Class A CDL - Jet-Set Team Van Truckload truck driver2016n/a16Store Associate77\$26,61216Assistant Store Manager447\$41,11115Respiratory Therapist3011n/a15Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,3601313	Case Manager	43	9	\$47,840	17	
Accountant846\$64,19016Class A CDL - Jet-Set Team Van Truckload truck driver2016n/a16Store Associate77\$26,61216Assistant Store Manager447\$41,11115Respiratory Therapist3011n/a15Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,36013	Medical Assistant	43	7	\$41,450	17	
Class A CDL - Jet-Set Team Van Truckload truck driver2016n/a16Store Associate77\$26,61216Assistant Store Manager447\$41,11115Respiratory Therapist3011n/a15Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,36013	Medical Receptionist	51	10	\$34,014	17	
Store Associate77\$26,61216Assistant Store Manager447\$41,11115Respiratory Therapist3011n/a15Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,36013	Accountant	84	6	\$64,190	16	
Assistant Store Manager447\$41,11115Respiratory Therapist3011n/a15Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,36013	Class A CDL - Jet-Set Team Van Truckload truck driver	20	16	n/a	16	
Respiratory Therapist3011n/a15Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,36013	Store Associate	7	7	\$26,612	16	
Store Manager295n/a14Warehouse Worker3310\$31,20014Account Executive355n/a13Driver503\$35,36013	Assistant Store Manager	44	7	\$41,111	15	
Warehouse Worker         33         10         \$31,200         14           Account Executive         35         5         n/a         13           Driver         50         3         \$35,360         13	Respiratory Therapist	30	11	n/a	15	
Account Executive         35         5         n/a         13           Driver         50         3         \$35,360         13	Store Manager	29	5	n/a	14	
Driver 50 3 \$35,360 13	Warehouse Worker	33	10	\$31,200	14	
	Account Executive	35	5	n/a	13	
Occupational Therapist 34 8 \$101,780 13	Driver	50	3	\$35,360	13	
	Occupational Therapist	34	8	\$101,780	13	





#### Appendix F - Openings by Job Titles

Job Titles					
				Active	
Job Title	Median Duration		Median Wage	Job Ads	
Office Manager	40	8	\$43,130	13	
Paraprofessional Educator Kindergarten	33	4	\$30,160	13	
Paraprofessional Educator Special Education Resource Secondary	47	4	\$32,240	13	





#### Appendix G - Openings by Education Levels

#### Openings by Education Levels

Education Levels						
Minimum Education Level	Median Duration		Median Wage			
High school diploma or equivalent	48	3,459	\$37,440	6,814		
Bachelor's degree	41	2,067	\$58,356	3,442		
Associate's degree	38	707	\$45,760	1,129		
Master's degree	35	357	\$66,350	593		
Doctoral or professional degree	48	81	\$87,700	154		
Unspecified/other	40	11,109	\$38,129	18,454		







#### Appendix H - Openings by Programs

#### Openings by Programs

Media AMedia A <t< th=""><th>Program</th><th>ns</th><th></th><th></th><th></th><th></th></t<>	Program	ns				
Program NameDurationClosedWageAdsNursing3258857.000695605Business443245200695600Computer Science3628957.003388600Business Administration4025556.700422600Engineering3910057.493388600Social Work4817554.763306600Numan Services496654.5700171600Communications416750.590135600Conseling317457.741152600Identified Engineering317457.741152600Communications417054.000125600Conseling317457.741126600Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering137457.741126Identified Engineering		Median	Ads	Median		
Business       41       384       \$52,000       695         Accounting       48       276       \$60,398       536         Computer Science       36       289       \$72,028       498         Business Administration       40       255       \$66,706       492         Engineering       39       100       \$67,493       388         Finance       35       187       \$62,783       346         Social Work       48       175       \$48,568       308         Psychology       50       155       \$48,194       301         Human Services       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,11       129         Education       41       50       \$84,271       147         Information Technology       37       73       \$64,709       124         Ectrical Engineering       41       50       \$84,271       147         Ectrical Engineering       137       54       509,992       16	Program Name		Closed			
Accounting       48       276       \$60,398       536         Computer Science       36       289       \$72,028       498         Business Administration       40       255       \$66,706       492         Engineering       39       190       \$67,493       388         Finance       35       187       \$62,783       346         Social Work       48       175       \$48,568       308         Psychology       50       155       \$48,194       301         Human Services       49       66       \$45,760       171         Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Mathematics       51       69       \$54,011       136         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       73       \$64,709       124         Information Technology       37       73       \$64,709       124         Economics       19       66       \$54,240       105	Nursing	32	588	\$72,800	732	
Computer Science       36       289       \$72,028       498         Business Administration       40       255       \$66,706       492         Engineering       39       190       \$67,493       388         Finance       35       187       \$62,783       346         Social Work       48       175       \$48,568       308         Psychology       50       155       \$48,194       301         Human Services       49       66       \$45,760       171         Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Mathematics       31       74       \$57,741       129         Education       11       70       \$41,000       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,217       117         Electrical Engineering       13       54       \$69,992       116         Statistics       19       66       \$54,026       106         Civil Engineering       50       42       \$79,046       102	Business	41	384	\$52,000	695	
Automa         40         255         566,706         492           Business Administration         39         190         \$67,493         388           Finance         35         187         \$62,783         346           Social Work         48         175         \$48,568         308           Psychology         50         155         \$48,194         301           Human Services         49         66         \$45,760         171           Marketing         48         80         \$41,111         155           Communications         41         67         \$50,596         136           Mathematics         31         74         \$57,741         129           Education         41         70         \$44,600         125           Information Technology         37         73         \$64,709         124           Economics         37         56         \$69,992         116           Statistics         19         66         \$54,246         106           Quil Engineering         11         50         \$42,279,046         102           Public Administration         27         36         \$69,922         97	Accounting	48	276	\$60,398	536	
Engineering       39       190       \$67,493       388         Finance       35       187       \$62,783       346         Social Work       48       175       \$48,568       308         Psychology       50       155       \$48,194       301         Human Services       49       66       \$45,760       171         Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116       116         Statistics       19       66       \$54,246       106       116         Uil Engineering       50       42       \$79,046       102       117         Public Administration       27       36       \$69,927       97       116	Computer Science	36	289	\$72,028	498	
Finance       35       187       \$62,783       346         Social Work       48       175       \$48,568       308         Psychology       50       155       \$48,194       301         Human Services       49       66       \$45,760       171         Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96       104	Business Administration	40	255	\$66,706	492	
Social Work       48       175       \$48,568       308         Psychology       50       155       \$48,194       301         Human Services       49       66       \$45,760       171         Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Quil Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Engineering	39	190	\$67,493	388	
Psychology       50       155       \$48,194       301         Human Services       49       66       \$45,760       171         Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,245       106         Public Administration       27       36       \$69,922       97	Finance	35	187	\$62,783	346	
Human Services       49       66       \$45,760       171         Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Statistics       19       66       \$54,246       106         Quill Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96       104	Social Work	48	175	\$48,568	308	
Marketing       48       80       \$41,111       155         Communications       41       67       \$50,596       136         Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Quill Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Psychology	50	155	\$48,194	301	
Communications       41       67       \$50,596       136         Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Civil Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Human Services	49	66	\$45,760	171	
Counseling       51       69       \$54,031       136         Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Marketing	48	80	\$41,111	155	
Mathematics       31       74       \$57,741       129         Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Communications	41	67	\$50,596	136	
Education       41       70       \$41,600       125         Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Counseling	51	69	\$54,031	136	
Information Technology       37       73       \$64,709       124         Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Civil Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97	Mathematics	31	74	\$57,741	129	
Electrical Engineering       41       50       \$84,271       117         Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Civil Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97	Education	41	70	\$41,600	125	
Economics       37       56       \$69,992       116         Statistics       19       66       \$54,246       106         Civil Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Information Technology	37	73	\$64,709	124	
Statistics       19       66       \$54,246       106         Civil Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Electrical Engineering	41	50	\$84,271	117	
Civil Engineering       50       42       \$79,046       102         Public Administration       27       36       \$69,272       97         Human Resources       48       53       \$52,639       96	Economics	37	56	\$69,992	116	
Public Administration         27         36         \$69,272         97           Human Resources         48         53         \$52,639         96	Statistics	19	66	\$54,246	106	
Human Resources         48         53         \$52,639         96	Civil Engineering	50	42	\$79,046	102	
	Public Administration	27	36	\$69,272	97	
Biology 48 50 \$60,673 83	Human Resources	48	53	\$52,639	96	
	Biology	48	50	\$60,673	83	





#### Appendix H - Openings by Programs

	Programs				
Program Name	Median Duration	Ads Closed	Median Wage	Active Job Ads	
Management	29	50	\$66,706	83	
Science	35	32	\$71,747	77	
Business Management	39	43	\$52,106	75	
Technical	36	47	\$52,000	75	
Health	48	47	\$43,472	72	
Construction Management	48	42	\$79,046	70	
Electronics	30	36	\$50,606	70	
Public Health	31	35	\$52,070	68	
Social Science	48	44	\$46,301	68	
Mechanical Engineering	48	27	\$53,862	59	
Telecommunications	81	33	\$74,880	59	
Occupational Therapy	28	40	\$63,542	55	
Information Systems	32	35	\$65,853	54	
Healthcare	30	34	\$76,256	53	
Environmental Science	48	24	\$62,381	52	
Geology	48	21	\$55,762	49	
Sociology	51	17	\$45,875	46	
Computer Information Systems	24	13	\$64,030	44	
Logistics	29	21	\$60,030	44	
Medicine	48	27	n/a	44	
Social Service	48	22	\$43,714	44	
Criminal Justice	44	29	\$60,224	43	
Healthcare Administration	34	30	\$97,000	43	
Journalism	48	19	\$56,472	43	





#### Appendix H - Openings by Programs

Program	ns				
				Active	
	Median	Ads	Median	Job	
Program Name	Duration	Closed	Wage	Ads	
Pharmacy	30	33	n/a	42	
Chemistry	38	25	\$52,324	41	
Speech-Language Pathology	50	19	\$95,680	39	







### **Diamond Investors**





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