## Real-Time Jobs

## Intelligence Report

 Q3 2023

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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 third quarter of 2023.

In this report, readers will find information on the types of jobs, education levels, certifications and hard and soft skills that are most 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 appendices supplement this at-a-glance report by extending the top 10 lists to the top 50 and including an estimate of median wages.

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# Total Online Job Postings 

(Total reflects postings active between 7/1/23 and 9/30/23)


That's 11\% more postings than in Q3 2022

Representing:
16,530 Job Titles
4,951 Employers
Up 9\% from last year

## 679 Occupations

## 403 Certifications

# Online Job Postings Anchorage vs. Nationwide 

Job postings can serve as a leading indicator for job growth or losses. When employment in an industry or community is growing, we expect to see the number of jobs posted going up in the weeks and months leading up to the growth. Conversely, we expect that before laying off workers, employers will slow or stop posting ads to hire new ones.

Looking at trends in Anchorage jobs postings, and comparing those to national trends, we see that the number of jobs posted in Anchorage has grown by approximately 20\% since the first quarter of 2022, while the number of jobs posted across the United States has declined by approximately $30 \%$ over the same period.

Though less pronounced, the number of unique employers posting jobs in Anchorage has grown slightly since early 2022, while the same figure has declined slightly at the national level.

## Total Jobs Posted



20,000


10,000

## Unique Employers Posting Jobs

10,000

7,500

5,000

2,500


Anchorage
USA
(In hundreds)

# Top 10 openings by 

## occupation

1. Registered nurses
2. Stockers and order fillers
3. Retail salespersons
4. Retail sales supervisors
5. Social service assistants
6. Secretaries and administrative
7. Customer service representatives
8. Medical/health service managers
9. Fast food workers
10. Maintenance and repair workers

# Top 10 employers with the most openings 

1. Providence
2. Municipality of Anchorage
3. Anchorage School District
4. ANTHC
5. Southcentral Foundation
6. University of Alaska
7. State of Alaska
8. NANA Regional Corporation, Inc.
9. Matanuska-SusitnaBorough
10. The Alaska Club

# Top 10 most sought certifications 

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

Other high demand certifications:
Project Management Professional (PMP) Licensed Practical Nurse (LPN)
Neonatal Resuscitation Program (NRP) Licensed Professional Counselor (LPC) Licensed Clinical Social Worker (LCSW)

## Top 10 most sought hard skills

1. Microsoft Excel
2. Microsoft Office
3. Ability to lift $51-100$ pounds
4. Microsoft Outlook
5. Ability to lift 41-50 pounds
6. Microsoft Word
7. English
8. Job teaching/training
9. Ability to lift 21-30 pounds
10. Microsoft PowerPoint

## Top 10 most sought soft skills

1. Verbal and written communication skills
2. Cooperative/team player
3. Customer service
4. Organization
5. Self-motivated/able to work independently
6. Detail-oriented/meticulous
7. Supervision/management
8. Problem-solving
9. Build and maintain interpersonal relationships
10. Adaptability/flexibility/tolerance of change and uncertainty

## Top 10 openings by job title

1. Registered nurse (RN)
2. Administrative assistant
3. Delivery driver
4. Warehouse associate
5. Physical Therapist
6. General Manager
7. Customer service representative 8. Team member
8. Cashier
9. Medical Assistant

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## What levels of education are Anchorage employers looking for?

High school diploma or equivalent

# 2,942 

Bachelor's degree

$$
827
$$

Associate's degree

## 572

Master's degree

## 157

## Doctoral or professional degree

Anchorage Economic
Development Corporation

# Education programs appearing in the most job postings 

1. Business administration
2. Accounting
3. Nursing
4. Business
5. Computer science
6. Engineering
7. Finance
8. Social work
9. Psychology
10. Communications

Other programs sought in 100+ job postings:
Economics, Marketing, Human Services, Civil
Engineering, Education, Information Technology,
Public Administration

## Data Notes

Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced 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 $\mathbf{1 2 \%}$ 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.

## Appendix A: Postings by occupation

| SOC | Occupation | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: | :---: |
| 29-1141.00 | Registered Nurses | \$83,200 | 100 | 1,364 |
| 53-7065.00 | Stockers and Order Fillers | \$36,500 | 224 | 911 |
| 41-2031.00 | Retail Salespersons | \$32,800 | 148 | 850 |
| 41-1011.00 | First-Line Supervisors of Retail Sales Workers | \$38,200 | 83 | 695 |
| 21-1093.00 | Social and Human Service Assistants | \$43,700 | 235 | 671 |
| 43-6014.00 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | \$43,400 | 250 | 661 |
| 43-4051.00 | Customer Service Representatives | \$37,400 | 131 | 514 |
| 11-9111.00 | Medical and Health Services Managers | \$76,500 | 72 | 497 |
| 35-3023.00 | Fast Food and Counter Workers | \$33,300 | 140 | 482 |
| 49-9071.00 | Maintenance and Repair Workers, General | \$44,800 | 142 | 445 |
| 15-1232.00 | Computer User Support Specialists | \$45,800 | 86 | 413 |
| 43-1011.00 | First-Line Supervisors of Office and Administrative Support Workers | \$53,800 | 97 | 385 |
| 37-2011.00 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | \$35,400 | 107 | 362 |
| 35-1012.00 | First-Line Supervisors of Food Preparation and Serving Workers | \$34,600 | 100 | 346 |
| 43-6013.00 | Medical Secretaries and Administrative Assistants | \$38,200 | 148 | 326 |
| 13-2011.00 | Accountants and Auditors | \$64,500 | 70 | 294 |
| 53-7062.00 | Laborers and Freight, Stock, and Material Movers, Hand | \$37,700 | 127 | 294 |
| 11-3021.00 | Computer and Information Systems Managers | \$83,900 | 18 | 293 |
| 41-3091.00 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | \$54,400 | 58 | 292 |
| 21-1014.00 | Mental Health Counselors | \$64,400 | 51 | 255 |
| 11-9041.00 | Architectural and Engineering Managers | \$86,100 | 48 | 254 |
| 29-2031.00 | Cardiovascular Technologists and Technicians | \$41,600 | 8 | 254 |
| 13-1199.00 | Business Operations Specialists, All Other | \$52,100 | 47 | 251 |
| 29-2055.00 | Surgical Technologists | \$67,400 | 8 | 243 |

## Postings by occupation (continued)

| SOC | Occupation | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: | :---: |
| 53-3031.00 | Driver/Sales Workers | \$34,900 | 69 | 231 |
| 13-1071.00 | Human Resources Specialists | \$47,600 | 58 | 226 |
| 43-3031.00 | Bookkeeping, Accounting, and Auditing Clerks | \$45,900 | 85 | 218 |
| 29-1127.00 | Speech-Language Pathologists | \$88,400 | 22 | 215 |
| 15-1244.00 | Network and Computer Systems Administrators | \$76,400 | 33 | 211 |
| 33-9032.00 | Security Guards | \$37,400 | 78 | 207 |
| 29-1123.00 | Physical Therapists | \$104,000 | 19 | 198 |
| 41-3031.00 | Securities, Commodities, and Financial Services Sales Agents | \$47,800 | 42 | 176 |
| 37-2012.00 | Maids and Housekeeping Cleaners | \$33,500 | 49 | 174 |
| 39-9032.00 | Recreation Workers | \$40,400 | 88 | 168 |
| 53-3032.00 | Heavy and Tractor-Trailer Truck Drivers | \$49,300 | 50 | 167 |
| 43-9061.00 | Office Clerks, General | \$46,300 | 67 | 165 |
| 49-1011.00 | First-Line Supervisors of Mechanics, Installers, and Repairers | \$58,900 | 50 | 162 |
| 35-2014.00 | Cooks, Restaurant | \$35,900 | 22 | 157 |
| 29-2061.00 | Licensed Practical and Licensed Vocational Nurses | \$53,500 | 21 | 154 |
| 35-2021.00 | Food Preparation Workers | \$33,300 | 46 | 151 |
| 41-2011.00 | Cashiers | \$31,200 | 25 | 142 |
| 31-9092.00 | Medical Assistants | \$42,300 | 54 | 141 |
| 31-2011.00 | Occupational Therapy Assistants | \$66,200 | 11 | 139 |
| 29-1223.00 | Psychiatrists | \$254,000 | 2 | 137 |
| 31-1131.00 | Nursing Assistants | \$39,000 | 9 | 137 |
| 11-3031.00 | Financial Managers | \$74,800 | 28 | 133 |
| 29-2034.00 | Radiologic Technologists and Technicians | \$71,400 | 5 | 132 |
| 13-1111.00 | Management Analysts | \$65,000 | 7 | 131 |
| 31-1122.00 | Personal Care Aides | \$34,900 | 65 | 130 |

## Appendix B: Postings by employer

| Employer Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Providence St. Joseph Health | n/a | 0 | 820 |
| Municipality of Anchorage | \$64,500 | 427 | 530 |
| Anchorage School District | \$33,300 | 82 | 459 |
| Alaska Native Tribal Health Consortium | \$64,500 | 65 | 302 |
| Southcentral Foundation | \$64,100 | 7 | 300 |
| University of Alaska | \$31,100 | 51 | 276 |
| State of Alaska | \$53,300 | 85 | 257 |
| NANA Regional Corporation, Inc | \$39,500 | 30 | 251 |
| Matanuska-Susitna Borough | \$46,600 | 217 | 247 |
| The Alaska Club | \$25,700 | 5 | 157 |
| Mediabistro com Inc | \$43,400 | 3 | 152 |
| GCI Communication | n/a | 0 | 142 |
| LOWES | \$36,700 | 1 | 131 |
| Fedex | \$37,700 | 75 | 128 |
| Alyeska Resort | \$37,400 | 3 | 125 |
| McDonald's Corporation | \$33,300 | 28 | 121 |
| Kendall Auto Group | \$37,400 | 22 | 118 |
| PeopleAK | \$45,800 | 52 | 105 |
| Opti Staffing Group | \$54,000 | 14 | 103 |
| Lowe's Companies, Inc. | n/a | 0 | 100 |
| Albertsons Companies | \$38,000 | 5 | 98 |
| Alegiant Healthcare Staffing | n/a | 0 | 96 |
| Lithia Motors | \$38,200 | 5 | 96 |

## Postings by employer (continued)

| Employer Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Builders FirstSource | \$37,400 | 1 | 92 |
| University of Alaska System | \$25,000 | 14 | 89 |
| Chugach Government Solutions | \$46,900 | 34 | 88 |
| Matanuska-Susitna Borough School District | \$39,900 | 6 | 87 |
| Northwest x Southern Hospitality | \$31,900 | 15 | 87 |
| HCA Healthcare, Inc. | \$93,600 | 1 | 86 |
| OneStaff Medical | n/a | 0 | 82 |
| Bass Pro Shop | n/a | 0 | 81 |
| Procare Therapy | \$62,400 | 10 | 76 |
| All Medical Personnel | n/a | 0 | 75 |
| circle k | n/a | 0 | 72 |
| Alaska Teacher Placement | \$33,600 | 13 | 70 |
| Fred Meyer Stores, Inc. | \$33,800 | 17 | 68 |
| Alaska Behavioral Health | \$40,000 | 17 | 67 |
| Mcdonald's | \$33,300 | 33 | 67 |
| University Health Services | n/a | 0 | 67 |
| gpac | \$85,600 | 11 | 67 |
| Carlile | \$33,600 | 1 | 64 |
| Target | n/a | 0 | 64 |
| Millennium Lakefront Anchorage | n/a | 0 | 63 |
| Bering Straits Native Corporation | \$42,000 | 6 | 61 |
| H\&R BLOCK | \$130,000 | 1 | 61 |
| K12JobSpot | \$28,500 | 4 | 61 |
| Arctic Slope Regional Corporation | \$102,100 | 2 | 60 |
| Veterans Health Administration | $\mathrm{n} / \mathrm{a}$ | 0 | 60 |

## Appendix C: Postings by certification

| Certificate Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Basic Life Support (BLS) | \$83,200 | 85 | 933 |
| Driver's License | \$41,100 | 414 | 844 |
| Registered Nurse (RN) | \$83,200 | 73 | 619 |
| Certification in Cardiopulmonary Resuscitation (CPR) | \$41,600 | 193 | 473 |
| Advanced Cardiac Life Support Certification (ACLS) | \$83,300 | 29 | 342 |
| First Aid Certification | \$37,400 | 136 | 292 |
| Commercial Driver's License (CDL) | \$60,800 | 49 | 178 |
| Pediatric Advanced Life Support (PALS) | \$92,400 | 11 | 155 |
| Certified Public Accountant (CPA) | \$70,400 | 38 | 105 |
| Secret Clearance | \$72,500 | 15 | 94 |
| Project Management Professional (PMP) | \$91,400 | 12 | 91 |
| Licensed Practical Nurse (LPN) | \$62,100 | 27 | 87 |
| Neonatal Resuscitation Program (NRP) | \$83,700 | 8 | 87 |
| Licensed Professional Counselor (LPC) | \$82,100 | 11 | 74 |
| Licensed Clinical Social Worker (LCSW) | \$82,100 | 11 | 72 |
| ServSafe Food Protection Manager Certification | \$37,400 | 12 | 67 |
| Advanced Trauma Life Support (ATLS) | \$122,700 | 5 | 64 |
| Certified Nursing Assistant (CNA) | \$38,200 | 12 | 63 |
| The American Registry of Radiologic Technologists (ARRT) Certification | \$83,200 | 8 | 63 |
| Certified Six Sigma Yellow Belt | n/a | 0 | 52 |
| Emergency Medical Technician (EMT) | \$42,800 | 18 | 46 |
| Certified IT Consultant (CITC) | \$45,600 | 25 | 45 |
| Licensed Professional Engineer | \$92,900 | 12 | 45 |
| Child Development Associate (CDA) | \$33,200 | 34 | 44 |
| Medical Assistant Certification (MA) | \$39,300 | 21 | 42 |
| Forklift Certified | \$42,300 | 8 | 38 |
| Engineer in Training (EIT) | \$83,100 | 15 | 37 |
| Certified Professional Coder (CPC) | \$44,500 | 22 | 36 |
| Professional in Human Resources (PHR) | \$63,200 | 6 | 36 |

## Postings by certification (continued)

| Certificate Name | Median Wage | Median <br> Wage " <br> Trauma Nursing Core Course (TNCC) | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Certified Management Accountant (CMA) | $\$ 84,000$ | 1 | 35 |
| Class A Commercial Driver's License (CDL-A) | $\$ 70,000$ | 24 | 32 |
| HAZMAT | $\$ 57,400$ | 10 | 29 |
| Certified Information Systems Security Professional |  |  |  |
| (CISSP) |  |  |  |

## Appendix D: Postings by hard skill

| Skill Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Microsoft Excel | \$47,100 | 543 | 2,187 |
| Microsoft Office | \$46,800 | 555 | 2,104 |
| Ability to Lift 51-100 lbs. | \$40,000 | 251 | 1,109 |
| Microsoft Outlook | \$46,500 | 312 | 1,089 |
| Ability to Lift 41-50 lbs. | \$37,800 | 428 | 1,038 |
| Microsoft Word | \$45,800 | 257 | 936 |
| English | \$36,300 | 214 | 876 |
| Teaching/Training, Job | \$63,200 | 183 | 766 |
| Ability to Lift 21-30 lbs. | \$41,600 | 95 | 695 |
| Microsoft PowerPoint | \$52,000 | 134 | 693 |
| Cash Handling (Cashier) | \$33,400 | 176 | 684 |
| Merchandising | \$35,400 | 77 | 543 |
| Mathematics | \$49,200 | 114 | 509 |
| Word Processing | \$41,600 | 143 | 509 |
| Personal Computers (PC) | \$48,900 | 155 | 494 |
| Teaching/Training, School | \$39,500 | 98 | 490 |
| Sales | \$41,600 | 116 | 474 |
| Keyboarding/Typing | \$41,600 | 93 | 470 |
| Retail Sales | \$35,400 | 92 | 451 |
| Finance | \$62,000 | 108 | 376 |
| Plumbing | \$46,400 | 98 | 338 |
| Presentation | \$57,800 | 53 | 338 |
| Forklifts | \$38,200 | 98 | 321 |
| Nursing | \$75,600 | 39 | 305 |
| Agile | \$85,100 | 31 | 276 |

## Postings by hard skill (continued)

| Skill Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Customer Relationship Management (CRM) | \$44,200 | 44 | 270 |
| Food Preparation | \$34,000 | 75 | 259 |
| Telecommunications | \$56,200 | 23 | 259 |
| Data Analysis | \$55,100 | 48 | 246 |
| Hospitality | \$32,300 | 61 | 245 |
| Structured Query Language (SQL) | \$80,200 | 30 | 243 |
| Cash Registers | \$31,900 | 45 | 238 |
| Ability to Lift 31-40 lbs. | \$36,400 | 88 | 234 |
| Event Planning | \$50,300 | 33 | 232 |
| Accounting | \$53,500 | 80 | 230 |
| Medical Terminology | \$45,000 | 100 | 223 |
| Using Ladders | \$45,800 | 34 | 222 |
| Marketing | \$42,700 | 35 | 219 |
| Google | \$42,400 | 37 | 211 |
| Change Management | \$88,200 | 18 | 210 |
| Food Service | \$33,300 | 76 | 203 |
| Purchasing | \$46,600 | 67 | 201 |
| Working With Children | \$34,900 | 87 | 201 |
| Computer Programming/Coding | \$76,100 | 26 | 197 |
| Ability to Lift 11-20 lbs. | \$43,100 | 53 | 193 |
| Bilingual | \$40,800 | 59 | 193 |
| Statistics | \$69,500 | 15 | 192 |
| HVAC Systems | \$52,000 | 65 | 190 |
| Autodesk AutoCAD | \$79,100 | 34 | 184 |
| Microsoft SharePoint | \$56,000 | 37 | 182 |

## Appendix E: Postings by soft skill

| Skill Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Communication (Verbal and written skills) | \$43,900 | 2,857 | 11,066 |
| Cooperative/Team Player | \$45,800 | 1,468 | 6,454 |
| Customer Service | \$41,600 | 1,963 | 6,111 |
| Organization | \$46,000 | 1,471 | 3,950 |
| Self-Motivated/Ability to Work Independently/Self Leadership | \$43,200 | 994 | 3,082 |
| Detail Oriented/Meticulous | \$41,600 | 913 | 2,867 |
| Supervision/Management | \$53,700 | 665 | 2,763 |
| Problem Solving | \$47,000 | 686 | 2,554 |
| Interpersonal Relationships/Maintain Relationships | \$45,800 | 560 | 2,431 |
| Adaptability/Flexibility/Tolerance of Change and Uncertainty | \$43,400 | 587 | 2,261 |
| Ability to Work in a Fast Paced Environment | \$37,900 | 622 | 2,065 |
| Prioritize | \$44,400 | 441 | 1,735 |
| Good Judgment | \$50,700 | 344 | 1,517 |
| Punctual | \$41,600 | 423 | 1,408 |
| Confidentiality/Information Sensitivity | \$45,800 | 390 | 1,402 |
| Work Ethic/Hard Working | \$38,700 | 458 | 1,363 |
| Analytical | \$58,900 | 249 | 1,324 |
| Time Management/Time Utilization | \$42,700 | 403 | 1,303 |
| Project Management | \$74,800 | 264 | 1,278 |
| Listening | \$41,600 | 288 | 1,181 |
| Multi-Task | \$40,600 | 376 | 1,179 |
| Initiative | \$45,800 | 255 | 1,131 |
| Leadership | \$50,000 | 187 | 1,037 |
| Coachable/Willingness to Learn | \$41,000 | 300 | 930 |

## Postings by soft skill (continued)

| Skill Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Negotiation | \$67,100 | 137 | 883 |
| Clerical | \$43,400 | 263 | 852 |
| Optimism/Positive Attitude | \$38,200 | 270 | 816 |
| Enthusiastic/Energetic | \$40,500 | 142 | 802 |
| Decision Making/Decisiveness | \$54,100 | 117 | 669 |
| Coaching/Mentoring | \$50,000 | 113 | 601 |
| Critical Thinking | \$50,800 | 110 | 597 |
| Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution | \$49,400 | 148 | 576 |
| Customer Focused | \$46,600 | 235 | 531 |
| Self Confidence | \$38,000 | 169 | 527 |
| Reasoning | \$47,800 | 92 | 418 |
| Grammar | \$45,100 | 105 | 337 |
| Quick Learner | \$41,700 | 53 | 290 |
| Manual Dexterity | \$43,700 | 93 | 287 |
| Troubleshooting | \$56,400 | 48 | 280 |
| Common Sense | \$37,400 | 39 | 277 |
| Efficiency | \$42,200 | 80 | 272 |
| Competitiveness | \$36,600 | 70 | 260 |
| Goal Oriented | \$52,400 | 46 | 219 |
| Telephone Etiquette | \$38,700 | 84 | 208 |
| Motivational | \$46,100 | 50 | 203 |
| Professional Networking | \$57,200 | 43 | 202 |
| Interviewing | \$51,300 | 48 | 199 |
| Persistence/Perseverance/Resilience | \$52,000 | 43 | 160 |
| Stress Management | \$41,600 | 23 | 159 |
| Public Speaking | \$54,800 | 33 | 146 |

## Appendix F: Postings by job title

| Job Title | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| ADMINISTRATIVE ASSISTANT | \$41,600 | 45 | 72 |
| Registered Nurse (RN) | \$81,100 | 6 | 68 |
| Delivery Driver | \$35,100 | 38 | 62 |
| Warehouse Associate | \$36,500 | 27 | 53 |
| Physical Therapist | \$100,900 | 7 | 52 |
| General Manager | \$66,600 | 15 | 49 |
| Customer Service Representative | \$38,500 | 13 | 48 |
| Team Member | \$28,400 | 7 | 46 |
| Cashier | \$39,400 | 6 | 43 |
| Registered Nurse | \$98,300 | 5 | 42 |
| Medical Assistant | \$44,600 | 17 | 40 |
| Sales Associate | \$31,200 | 9 | 38 |
| Receptionist | \$37,800 | 18 | 37 |
| Assistant Manager | \$31,900 | 14 | 36 |
| Laborer | \$38,000 | 19 | 36 |
| Server | \$22,600 | 12 | 36 |
| Assistant Store Manager | \$35,400 | 3 | 34 |
| Warehouse Equipment Handler | \$37,700 | 32 | 33 |
| Bartender | \$23,000 | 11 | 32 |
| Dishwasher | \$31,200 | 12 | 32 |
| Occupational Therapist | \$97,700 | 4 | 31 |
| Sales Representative | \$41,000 | 4 | 31 |
| Customer Service Associate | \$31,400 | 1 | 30 |
| Cook | \$42,300 | 4 | 29 |
| Crew Member | \$24,300 | 1 | 27 |

## Postings by job title (continued)

| Job Title | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Retail Sales Associate | \$29,100 | 11 | 26 |
| caregiver | \$38,000 | 12 | 25 |
| Dental Assistant | \$45,300 | 13 | 24 |
| Maintenance Technician | \$38,200 | 11 | 24 |
| Office Manager | \$45,300 | 9 | 24 |
| GC Retail Instructor Store 261 | n/a | 0 | 23 |
| Driver | \$38,200 | 9 | 22 |
| Line Cook | \$29,100 | 1 | 21 |
| Medical Receptionist | \$37,400 | 15 | 21 |
| Shift Lead | \$31,200 | 3 | 21 |
| Store Manager | \$48,900 | 1 | 21 |
| Barista | \$26,200 | 9 | 20 |
| Executive Assistant | \$53,400 | 8 | 19 |
| Project Manager | \$88,300 | 6 | 19 |
| Service Porter | n/a | 0 | 19 |
| Speech Language Pathologist | \$79,500 | 6 | 19 |
| Assistant General Manager | \$31,200 | 3 | 18 |
| Baker | \$34,700 | 5 | 18 |
| Elementary School Teacher | n/a | 0 | 18 |
| Front Desk Receptionist | \$35,200 | 12 | 18 |
| Project Coordinator | \$49,900 | 7 | 18 |
| Service Advisor | \$43,400 | 5 | 18 |
| Service Technician | \$50,500 | 9 | 18 |
| Accounting Clerk | \$42,400 | 6 | 17 |
| Case Manager | \$41,600 | 7 | 17 |

## Appendix G: Postings by education level

| Minimum Education Level | Median <br> Wage | Median <br> Wage <br> " $\mathbf{n "}$ | Active Job <br> Ads |
| :---: | :---: | :---: | :---: |
| High school diploma or equivalent | $\$ 41,900$ | 2,050 | 5,680 |
| Bachelor's degree | $\$ 66,000$ | 571 | 2,942 |
| Associate's degree | $\$ 56,000$ | 249 | 827 |
| Master's degree | $\$ 85,200$ | 116 | 572 |
| Doctoral or professional degree | $\$ 89,800$ | 36 | 157 |
| Unspecified/other | $\$ 39,800$ | 3,212 | 17,202 |

## Appendix H: Postings by education program

| Program Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Business Administration | \$73,500 | 223 | 489 |
| Accounting | \$65,000 | 198 | 484 |
| Nursing | \$76,800 | 64 | 484 |
| Business | \$56,200 | 101 | 481 |
| Computer Science | \$78,400 | 78 | 409 |
| Engineering | \$86,600 | 88 | 374 |
| Finance | \$74,400 | 119 | 282 |
| Social Work | \$55,000 | 83 | 269 |
| Psychology | \$50,000 | 72 | 247 |
| Communications | \$59,200 | 41 | 146 |
| Economics | \$77,100 | 57 | 138 |
| Marketing | \$56,800 | 20 | 132 |
| Human Services | \$45,900 | 57 | 116 |
| Civil Engineering | \$89,300 | 36 | 113 |
| Education | \$46,900 | 58 | 112 |
| Information Technology | \$68,600 | 7 | 106 |
| Public Administration | \$80,000 | 54 | 103 |
| Counseling | \$55,000 | 33 | 97 |
| Electrical Engineering | \$86,200 | 22 | 92 |
| Human Resources | \$64,400 | 32 | 90 |
| Mathematics | \$83,200 | 15 | 84 |
| Speech-Language Pathology | \$88,400 | 10 | 81 |
| Biology | \$68,600 | 22 | 74 |
| Construction Management | \$82,200 | 23 | 72 |
| Management | \$70,000 | 19 | 68 |

## Postings by education program (continued)

| Program Name | Median Wage | Median Wage "n" | Active Job Ads |
| :---: | :---: | :---: | :---: |
| Public Health | \$55,000 | 24 | 64 |
| Statistics | \$69,800 | 18 | 63 |
| Mechanical Engineering | \$73,700 | 16 | 60 |
| Science | \$81,400 | 20 | 60 |
| Computer Information Systems | \$64,200 | 55 | 59 |
| Pharmacy | \$129,000 | 4 | 59 |
| Business Management | \$52,100 | 9 | 55 |
| Health | \$51,600 | 14 | 53 |
| Technical | n/a | 0 | 52 |
| Environmental Science | \$61,800 | 13 | 51 |
| Healthcare Administration | \$78,200 | 11 | 49 |
| Physical Therapy | \$96,300 | 7 | 49 |
| Social Science | \$54,800 | 21 | 49 |
| Criminal Justice | \$59,600 | 18 | 47 |
| Chemistry | \$62,100 | 14 | 45 |
| Journalism | \$59,200 | 11 | 43 |
| Information Systems | \$91,200 | 8 | 42 |
| Political Science | \$65,000 | 16 | 41 |
| Electronics | \$101,300 | 5 | 40 |
| Special Education | \$51,600 | 12 | 40 |
| Management Information Systems | \$67,500 | 4 | 39 |
| Occupational Therapy | \$95,200 | 2 | 39 |
| Social Service | \$45,600 | 23 | 39 |
| Logistics | \$57,600 | 15 | 38 |
| Sociology | \$50,000 | 15 | 34 |

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