Quarterly Message to Clients – JobsEQ

August 6, 2019*

All jobs data presented herein are current as of above date.
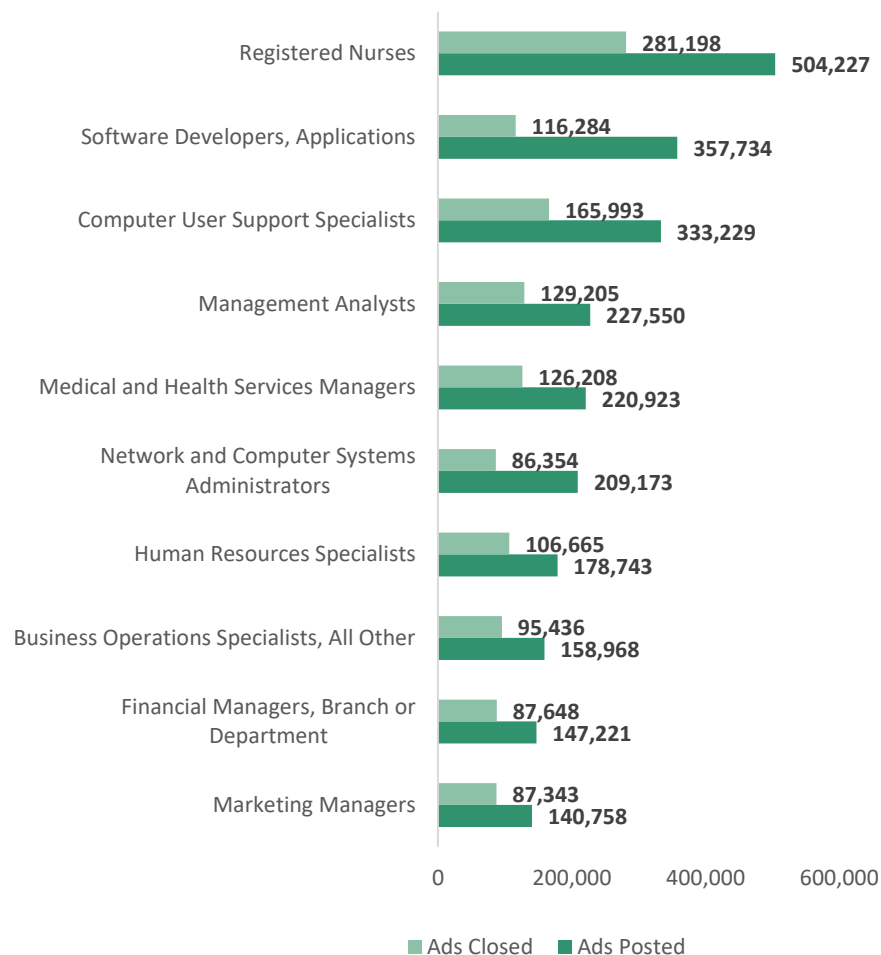
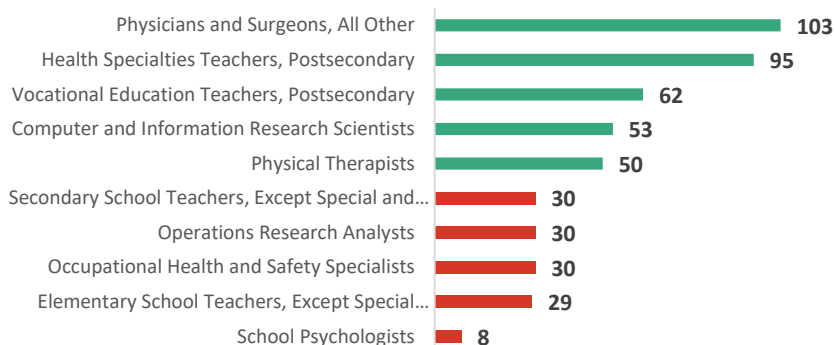# In-Demand Occupations

Overview of 2019 H1

- **Among occupations requiring a postsecondary credential, Registered Nurses continued to experience the largest number of job postings in H1 of 2019, with health, computer and technology, and business professionals more generally also experiencing high demand.** In H1, employers posted 504,227 job listings for Registered Nurses, which recorded a close rate of 55.8 percent. Meanwhile, computer and technology occupations including Computer User Support Specialists, Network and Computer Systems Administrators, and Software Developers, Applications reported the lowest close rates of the occupations listed to the right (49.8 percent, 41.3 percent, and 32.5 percent, respectively), suggesting large unmet employer demand within these occupations.

- **Between 2018 H2 and 2019 H1, job postings increased for nearly all high-volume occupations.** Job postings for Software Developers, Applications and Registered Nurses grew the most quickly, at 13.5 percent and 10.2 percent. Meanwhile, job postings for Business Operations Specialists, All Other and Human Resources Specialists declined by 2.4 percent and 3.0 percent, respectively. Of the top 10 occupations listed to the right, these were the only occupations to experience a decline in job postings volume between 2018 H2 and 2019 H1.

- **In H1, employers most frequently sought individuals with medical certifications, as well as applicants with basic IT and business skills.** Medical certifications, including Registered Nurse (RN) or Advanced Cardiac Life Support Certification (ACLS), comprised 10 of the top 20 most requested certifications in 2019 H1 jobs postings. With regards to skills, employers most frequently seek competence with the Microsoft Office suite of software; Excel (1,904,961 ads), Word (785,339 ads), Outlook (752,481 ads), and PowerPoint (659,572 ads) are all listed in the top 10 most requested skills. Other highly requested skills include sales (702,993 ads), teaching (538,651 ads), merchandising (443,998 ads), and computer programming (392,414 ads).

Jobs with Most Total Postings that Typically Require Postsecondary Degrees*, 2019 H1

Occupation	Ads Closed	Ads Posted
Registered Nurses	281,198	504,227
Software Developers, Applications	116,284	357,734
Computer User Support Specialists	165,993	333,229
Management Analysts	129,205	227,550
Medical and Health Services Managers	126,208	220,923
Network and Computer Systems Administrators	86,354	209,173
Human Resources Specialists	106,665	178,743
Business Operations Specialists, All Other	95,436	158,968
Financial Managers, Branch or Department	87,648	147,221
Marketing Managers	87,343	140,758

HIGHER EDUCATION

Spotlight

Occupations** with the Highest and Lowest Median Duration of Job Postings (Top 5 each)

Occupation	Days
Physicians and Surgeons, All Other	103
Health Specialties Teachers, Postsecondary	95
Vocational Education Teachers, Postsecondary	62
Computer and Information Research Scientists	53
Physical Therapists	50
Secondary School Teachers, Except Special and…	30
Operations Research Analysts	30
Occupational Health and Safety Specialists	30
Elementary School Teachers, Except Special…	29
School Psychologists	8

Top 5 Occupations** with Lowest Hiring Rates

Occupation	% Closed	Total Ads
Teachers and Instructors, All Other	15.3%	51,528
Physicians and Surgeons, All Other	16.6%	26,216
Web Developers	23.1%	84,045
Database Administrators	24.5%	45,464
Speech-Language Pathologists	25.2%	80,363

Top 5 Occupations** with Highest Hiring Rates

Occupation	% Closed	Total Ads
Public Relations Specialists	70.2%	85,147
Occupational Health and Safety Specialists	68.0%	28,070
Educational, Guidance, School, and Vocational Counselors	66.0%	23,557
Graphic Designers	65.0%	37,267
Education Administrators, Postsecondary	65.0%	65,521

Overview of 2019 H1

- **In H1, the job postings that remained open for the longest median duration include highly skilled occupations in the postsecondary teaching or medical and science fields.** Job postings for Physicians and Surgeons, All Other (e.g., Allergists and Immunologists, Dermatologists, Pathologists) remained open the longest, with a median duration of 103 days. On the other hand, job postings for some teaching occupations, Operations Research Analysts, and Occupational Health and Safety Specialists experienced the shortest median open period of under a month. School Psychologist job postings were closed in a median of eight days, suggesting a competitive job market for this occupation during 2019 H1.

- **The occupations with the highest hiring rates in H1 include education administrators and counselors, as well as Public Relations Specialists, Occupational Health and Safety Specialists, and Graphic Designers.** The high hiring rate for these occupations combined with their above-average job postings volume suggests employers are easily able to find and match with qualified, desirable candidates. On the other hand, low hiring rates for occupations with a large job postings volume (e.g., Web Developers, Speech-Language Pathologists) suggests a favorable job market and opportunity for job seekers to drive the employment search process.
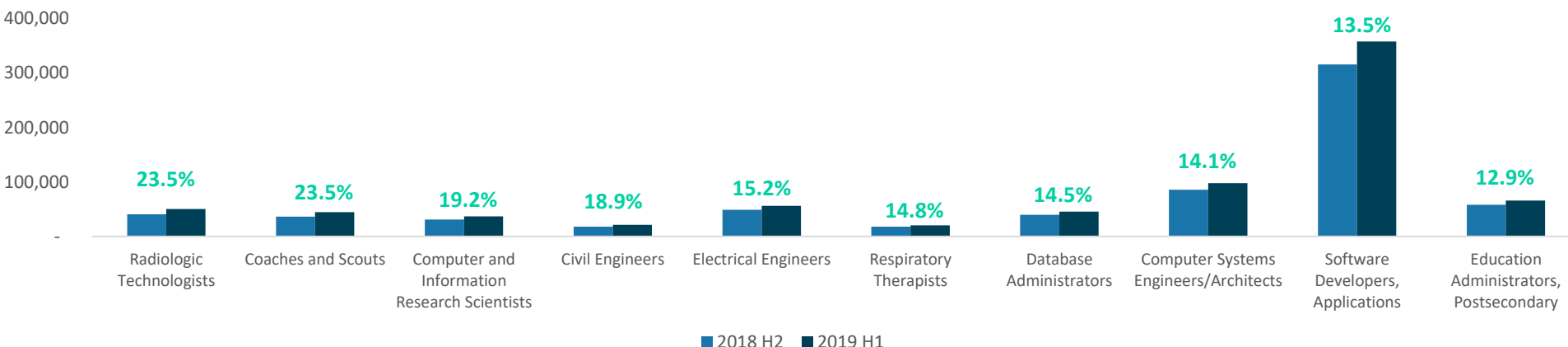
Comparison

2018 H2 vs. 2019 H1

- **The total number of job postings increased by 2.5 percent from 2018 H2 to 2019 H1, driven by a 4.9 percent increase in the number of job postings requiring a postsecondary degree.** However, the percentage of total ads closed fell significantly, from 61.9 percent of total ads closed in 2018 H2 to 53.0 percent in 2019 H1. Taken as a whole, these trends could indicate that job seekers have not had sufficient time to respond to an increase in hiring, or that available training is insufficient to meet employer demand for educated, highly skilled workers.

- **The occupations that grew most quickly in 2019 H1 over 2018 H2 are concentrated primarily in STEM fields.** Engineering occupations experienced an increase in job postings volume; job postings for Civil Engineers and Electrical Engineers grew by 18.9 percent and 15.2 percent, respectively. Computer and technology occupations are also in high demand, comprising four of the ten occupations with the fastest growth in job postings. In particular, Software Developers, Applications can expect an especially favorable job market. Despite recording over 300,000 job postings in 2018 H2, employer demand continued to grow, with job postings volume increasing 13.5 percent through the end of 2019 H1.

Total Job Postings by Period

- 2018 H2: 19,628,981
- 2019 H1: 20,125,717
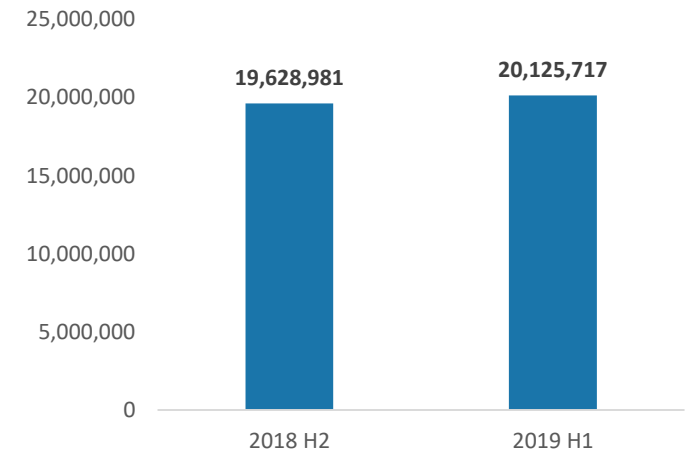
Occupations*** with Highest Growth Rate from 2018 H2 to 2019 H1 that Typically Require Postsecondary Degrees (with over 20,000 postings in 2019 H1)

Occupation	Growth
Radiologic Technologists	23.5%
Coaches and Scouts	23.5%
Computer and Information Research Scientists	19.2%
Civil Engineers	18.9%
Electrical Engineers	15.2%
Respiratory Therapists	14.8%
Database Administrators	14.5%
Computer Systems Engineers/Architects	14.1%
Software Developers, Applications	13.5%
Education Administrators, Postsecondary	12.9%

Legend: 2018 H2, 2019 H1

Appendix

*JobsEQ bases postsecondary degree attainment requirements on the Bureau of Labor Statistics' (BLS) "Typical Education Needed for Entry" field which it defines as "the typical level of education that most workers need to enter the occupation." BLS uses its annual survey of workers throughout the United States to categorize occupations by the educational attainment of the majority of surveyed workers.

**Hanover filters out occupations with job postings less than 19,521 (about the average number of job postings per occupation in 2019 H1).

***Hanover filters out teaching occupations when comparing job postings volume between 2018 H2 and 2019 H1, as much of relevant hiring takes place during the spring and may therefore skew the data.

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