



Analytical Tool for Job Listings Data

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DEPARTMENT OF LABOR

Idaho's new tool for analyzing real-time labor market information via job listings traffic – example of analyzing recent trends in software developer occupations

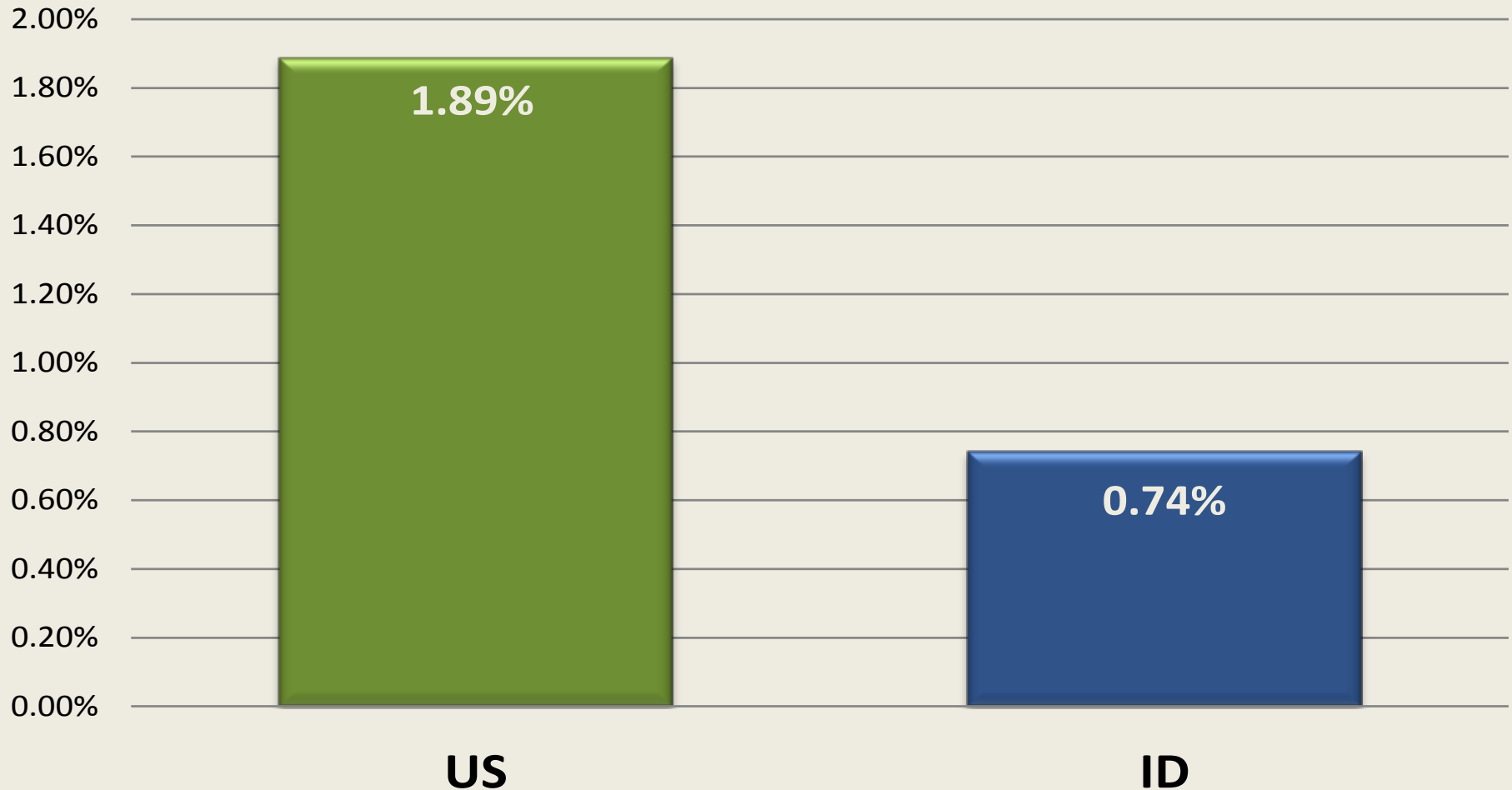
Idaho Department of Labor

Bob Uhlenkott – Chief Research Officer

Help Wanted On-Line

- ***The Conference Board Help Wanted OnLine®*** Data Series (HWOL) measures the number of new, first-time online ads and jobs reposted from the previous month for over 16,000 Internet job boards, corporate boards and smaller job sites that serve niche markets and smaller geographic areas. Duplicate ads are removed and then identified by type according to location and Standard Occupational Classification (SOC).
- The department can monitor around 26,000 job listings in Idaho, assuring greater access to job listings for WIA participants within the system.
- The tool also allows researchers to analyze and define the occupations and industries that are thriving by local geographies. This enhanced labor market information will be used to better educate WIA participants and other job seekers of career and job opportunities in their area. Research staff also follow these data closely to assess real time changes in Idaho's economy and potential changes in its business cycle.

Software Developer Listings Share of Total Listings in US and Idaho, April 2014

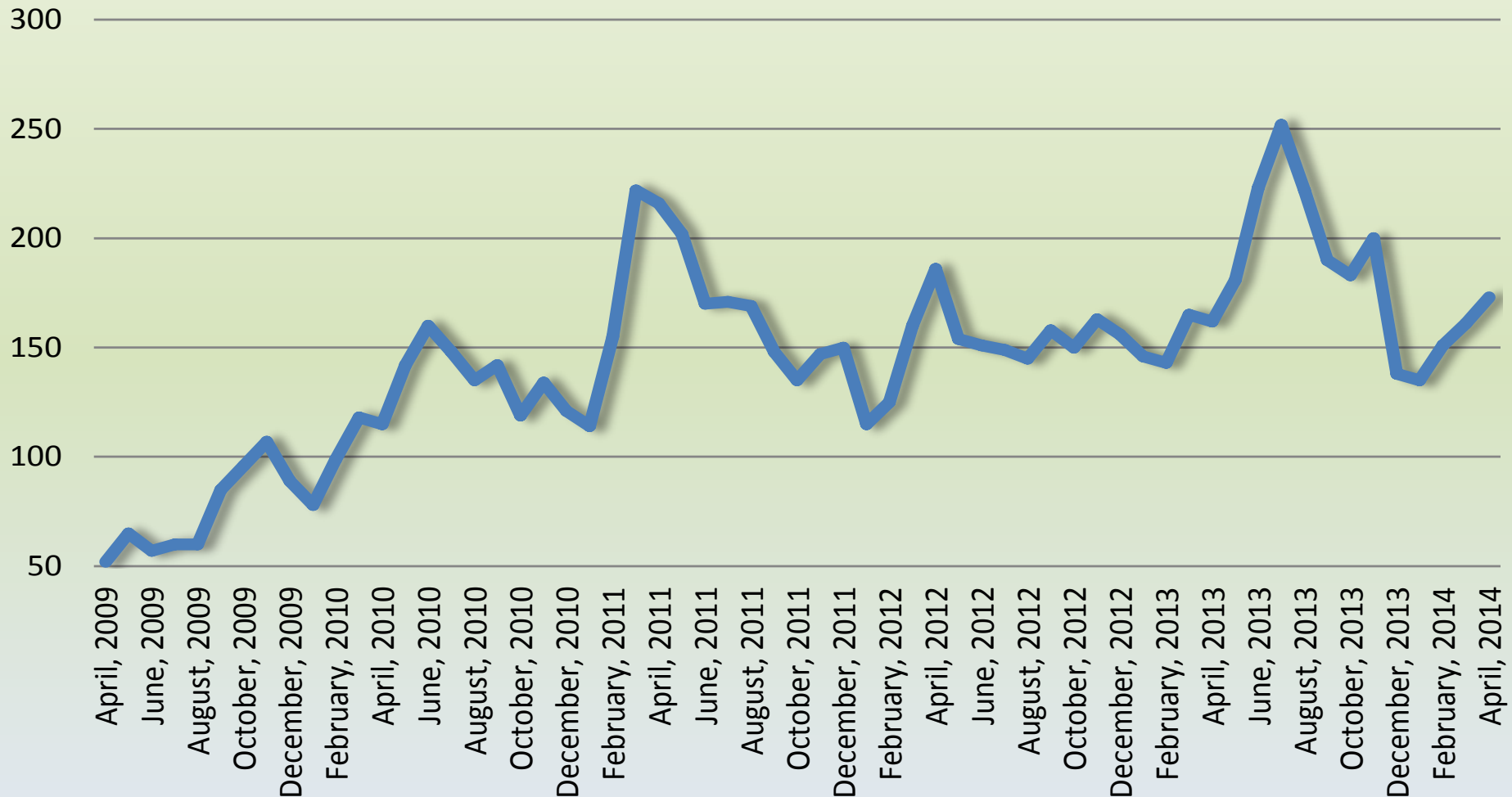


Information provided by the Idaho Department of Labor using Help Wanted On-line Listings data, June 2014.

Idaho's software developer share of total job listings is much smaller than the nation's share. But (next slide) >>>

Idaho Software Developer Occupations (SOC 15-1132 and 15-1133)

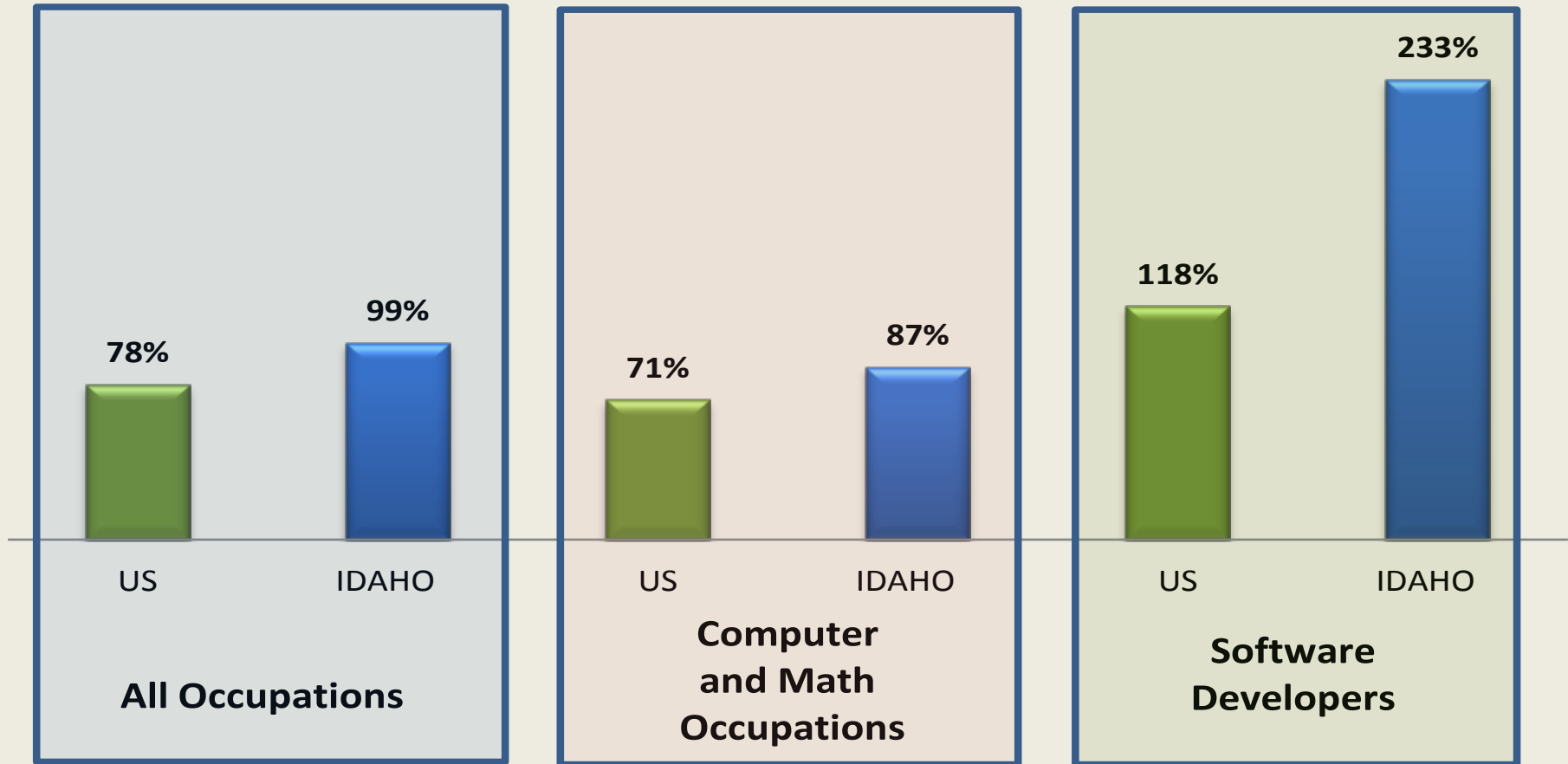
Job Ads in the Economic Expansion (April 2009 to April 2014)



Information provided by the Idaho Department of Labor using Help Wanted On-line Listings data, June 2014.

But, you can see Idaho's software developer job listings have grown significantly during the recent economic expansion. In Fact (next slide) >>>

Percentage Growth in Job Ads During the Economic Expansion (April 2009 to April 2014)



Information provided by the Idaho Department of Labor using Help Wanted On-Line Job Listings data, June 2014.

In fact - while the total and computer-related job listings are fairly comparable between the U.S. and Idaho, Idaho's growth in software developer listings has skyrocketed, doubling the pace of the nation. Also (next slide)>>>

Idaho's hot jobs for 2010-2020 are abundant, fast growing and high paying.

1 Registered Nurses
 16,188 4,661 / 40.44%
 675 \$28.24
 Associate Degree

2 Medical and Health Services Managers
 1,978 455 / 29.88%
 83 \$34.59
 Bachelor's Degree

3 Physical Therapists
 1,453 424 / 41.21%
 54 \$34.27
 Doctoral or Professional Degree

4 Dental Hygienists
 1,573 365 / 30.22%
 61 \$34.10
 Associate Degree

5 Pharmacists
 1,726 322 / 22.93%
 68 \$52.13
 Doctoral or Professional Degree

6 Software Developers, Applications
 1,697 391 / 29.94%
 53 \$30.83
 Bachelor's Degree

7 Management Analysts
 2,708 540 / 24.91%
 89 \$25.56
 Bachelor's Degree

8 Physicians and Surgeons, All Other
 1,211 222 / 22.45%
 42 not available
 Doctoral or Professional Degree

9 Network and Computer Systems Administrators
 1,406 312 / 28.52%
 49 \$29.76
 Bachelor's Degree

10 Market Research Analysts and Marketing Specialists
 1,479 427 / 40.59%
 71 \$23.39
 Bachelor's Degree

11 Radiologic Technologists and Technicians
 1,399 399 / 39.90%
 56 \$24.46
 Associate Degree

12 Family and General Practitioners
 918 179 / 24.22%
 33 \$80.60
 Doctoral or Professional Degree

13 Physician Assistants
 732 167 / 29.56%
 27 \$42.95
 Master's Degree

14 Licensed Practical and Licensed Vocational Nurses
 3,609 770 / 27.12%
 153 \$18.22
 Postsecondary Non-Degree Award

15 Mechanical Engineers
 1,370 212 / 18.31%
 58 \$39.05
 Bachelor's Degree

16 Electrical Engineers
 2,124 290 / 15.81%
 73 \$42.69
 Bachelor's Degree

17 Computer Systems Analysts
 1,174 215 / 22.42%
 40 \$29.19
 Bachelor's Degree

18 Industrial Machinery Mechanics
 1,630 356 / 27.94%
 60 \$21.11
 High School Diploma or Equivalent

19 Loan Officers
 2,825 438 / 18.35%
 105 \$23.49
 High School Diploma or Equivalent

20 Elementary School Teachers, Excluding Special Education
 8,160 1,200 / 17.24%
 273 not available
 Bachelor's Degree

LEGEND
 Projected Employment
 Growth in Number / %
 Annual Openings
 Median Hourly Wage
 Required Education

Explore careers at labor.idaho.gov/careers
 and see more job growth projections at
lmi.idaho.gov.

1-67-12 Rev. 2/2013

Also, the software developers occupation makes Idaho's top 20 hot jobs list coming in at number six. You will notice that network and computer systems administrators and computer system analysts come in at numbers nine and 17 respectively. This Hot Jobs ranking looks at all 800 plus occupations and ranks them by a combination of abundance, fastest growing and highest paying metrics. And lastly (next slide) >>>

Top 20 Occupation Vacancy Rates in Idaho

Hard-To-Fill (HTF) and Hard-To-Keep (HTK) Occupations using Job Listings Data



Job Listings Open 180+ Days Sorted By Vacancy Rate - March 2014		SOC Code	Openings March 2014	% Vacancy Rate March 2014	Openings March 2013	% Vacancy Rate March 2013	Total Emp (OES)	Median Wage (OES)	State Median Wage Rank (OES)
1	Occupational Therapists	29112200	18	4.9%	81	21.9%	370	\$69,030	39
2	Industrial Engineers	17211200	24	2.9%	5	0.6%	840	\$83,440	15
3	Family and General Practitioners	29106200	13	2.8%	19	4.1%	460	\$160,820	40
4	First-Line Supervisors of Food Preparation and Serving Workers	35101200	95	2.6%	34	0.9%	3,680	\$24,150	50
5	Vocational Education Teachers, Postsecondary	25119400	11	2.0%	4	0.7%	550	\$41,530	38
6	Physical Therapists	29112300	15	1.6%	79	8.4%	940	\$72,880	44
7	Driver/Sales Workers	53303100	45	1.5%	5	0.2%	2,960	\$24,380	19
8	Medical and Health Services Managers	11911100	12	0.8%	17	1.1%	1,560	\$71,390	47
9	Software Developers, Applications	15113200	9	0.7%	5	0.4%	1,370	\$69,570	49
10	Registered Nurses + Critical Care Nurses (ONET Combo)	29114100	73	0.6%	158	1.4%	11,420	\$58,260	34
11	First-Line Supervisors of Retail Sales Workers	41101100	35	0.6%	42	0.7%	5,870	\$33,230	46
12	Combined Food Preparation and Serving Workers, Including Fast Food	35302100	54	0.5%	10	0.1%	10,290	\$17,950	31
13	Heavy and Tractor-Trailer Truck Drivers	53303200	51	0.5%	56	0.5%	11,110	\$35,780	42
14	Security Guards	33903200	9	0.4%	10	0.4%	2,320	\$25,240	22
15	Social and Human Service Assistants	21109300	8	0.3%	10	0.4%	2,490	\$31,160	8
16	Sales Representatives, Wholesale and MFG., Except Tech. and Sci. Prod.	41401200	17	0.3%	15	0.3%	5,760	\$45,550	49
17	Nursing Assistants	31101400	16	0.2%	21	0.3%	7,720	\$22,320	42
18	Retail Salespersons	41203100	31	0.2%	74	0.4%	20,650	\$20,780	26
19	Teacher Assistants	25904100	10	0.1%	19	0.3%	6,710	\$20,850	41
20	Customer Service Representatives	43405100	17	0.1%	37	0.3%	14,790	\$25,550	50

First Sort Volume - Second Sort Vacancy Rates

Date range: from 2/14/2014 to 3/13/2014

When ONET codes could be combined, they were combined

OES Employment of 250 or greater only (2013 file)

Idaho Department of Labor, Communications and Research and Help

Wanted On-Line - Beta Project - March 2014

And lastly, software developers–applications makes Idaho's top 20 list of Hard-To-Keep / Hard-To-Fill (listing open for 180 days or more) jobs, which uses listings to total jobs in that occupation as the determining factor. These slides suggest that the software developer occupations have and continue to suffer from skill and talent gaps in the existing workforce.