

# A Profile of *Job Openings* In Utah

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## *Metro Utah Job Vacancy Statistics: Duration, Experience, Education and Benefits*

### **Duration: Time Open**

- ❖ Some occupations take a long time to fill. Most of these are not characterized with a lot of openings.
- ❖ Those with a high vacancy rate and a high asking wage could be interpreted as occupations with some degree of labor shortage. These include vocational education teachers, civil engineering technicians, and industrial machinery mechanics. All of these require only an associates degree or vocational training.



### **Department of Workforce Services**

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**Occupations that take a long time to fill**

<b>Job Title</b>	<b>Prevalent Training</b>	<b>Percentage of Vacancies Open for &gt;60 Days</b>	<b>Number of Openings</b>	<b>Occupational Vacancy Rate</b>	<b>Average Asking Wage</b>
Vocational Education Teachers	Voc/Assoc	89%	50	4.1%	\$15.16
Civil Engineering Technicians	Voc/Assoc	86%	38	6.9%	\$18.27
Industrial Machinery Mechanics	Voc/Assoc	85%	51	3.7%	\$15.19
Preschool Teachers, Except Special Education	Voc/Assoc	83%	25	0.5%	\$6.36
Production, Planning, and Expediting Clerk	No Requirement	79%	85	4.0%	\$8.61
Child, Family, and School Social Workers	Bach/Advanced	76%	13	0.6%	\$12.33
Heating, Air Conditioning, and Refrigeration Mechanics, and Installers	Voc/Assoc	73%	103	9.2%	\$19.05
Helpers--Installation, Maintenance, and Repair	High School	69%	95	10.0%	\$9.94
Financial Managers	Bach/Advanced	66%	91	2.2%	\$33.04
Electricians	Voc/Assoc	64%	28	0.6%	\$15.66
Bakers	No Requirement	60%	55	4.6%	\$8.06
Education Administrators, Postsecondary	Bach/Advanced	58%	11	1.5%	\$37.07
Dishwashers	No Requirement	56%	79	3.0%	\$7.46
First-Line Sup/Mgr of Retail Sales	High School	53%	33	0.4%	\$11.76
Receptionists and Information Clerks	High School	50%	215	2.7%	\$8.09

- ❖ Some occupations have a high percentage of always being open. In other words, employers are always taking applications for these jobs.
- ❖ Some of these may be the result of inherent high turnover in that industry, and also low asking wages.
- ❖ But some of these don't carry that stigma. Higher wage occupations found on this list may suggest some labor shortage, especially if it is also found on the list of jobs that have a high percentage of being open for 60 days or more.

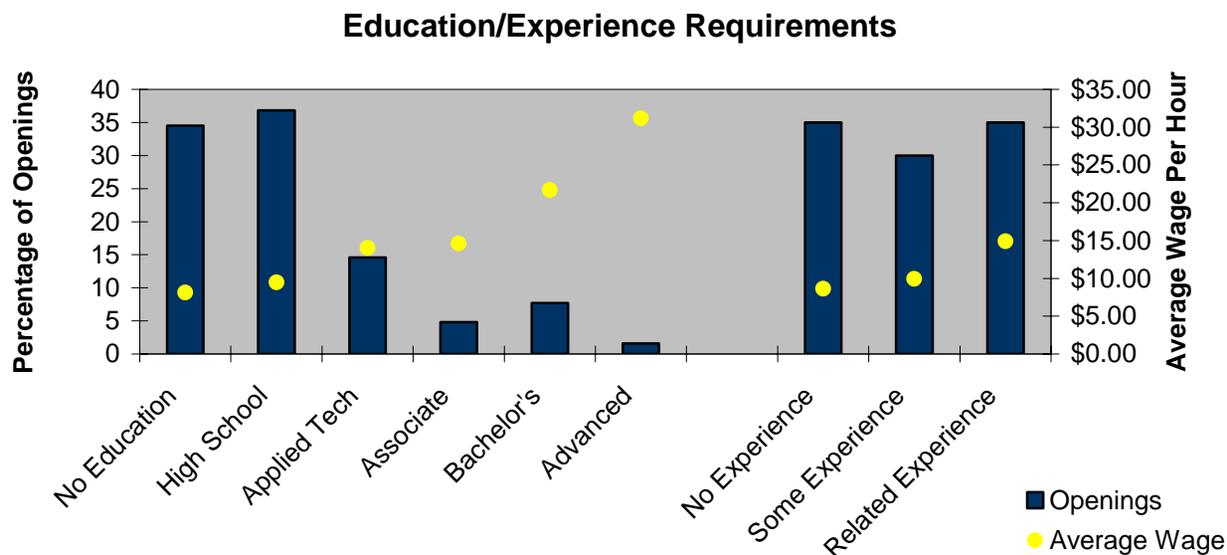
**Occupations That Are Always Open**

<b>Job Title</b>	<b>Prevalent Training</b>	<b>Percentage of Vacancies Always Open</b>	<b>Number of Openings</b>	<b>Estimated Occupational Vacancy Rate</b>	<b>Average Asking Wage</b>
Industrial Machinery Mechanics	Voc/Assoc	89%	51	3.7%	\$15.19
Sewing Machine Operators	HS	86%	100	7.9%	\$5.71
Loan Officers	Bach/Advanced	82%	116	4.1%	\$18.42
Dispatcher, Ex Police, Fire, & Ambulance	HS	79%	11	1.0%	\$10.18
Telemarketers	No Requirement	79%	432	5.9%	\$9.10
Personal and Home Care Aides	HS	75%	15	1.0%	\$8.65
Psychiatric Aides	HS	72%	29	5.5%	\$8.98
First-Line Sup/Mgr of Housekeeping	No Requirement	70%	158	10.8%	\$7.75
Structural Metal Fabricators and Fitters	Voc/Assoc	66%	30	4.2%	\$12.16
Welders, Cutters, Solderers, and Brazers	Voc/Assoc	65%	292	12.2%	\$13.66
Computer Support Specialists	HS	59%	124	2.1%	\$10.91
Multiple Machine Tools Setters, Operators and Tenders, Metal and Plastic	HS	59%	42	4.7%	\$12.70
Social and Human Service Assistants	HS	59%	102	3.7%	\$8.51
Truck Driver, Heavy and Tractor-Trailer	Voc/Assoc	58%	209	1.9%	\$16.91
Medical and Clinical Lab Technicians	HS	57%	22	1.5%	\$12.14
Financial Analysts	Bach/Advanced	53%	36	4.7%	\$31.15
Automotive Service Technicians and Mechanics	Voc/Assoc	51%	51	1.0%	\$14.96
Teacher Assistants	HS	50%	78	0.7%	\$9.45
Security Guards	HS	50%	129	2.4%	\$8.80

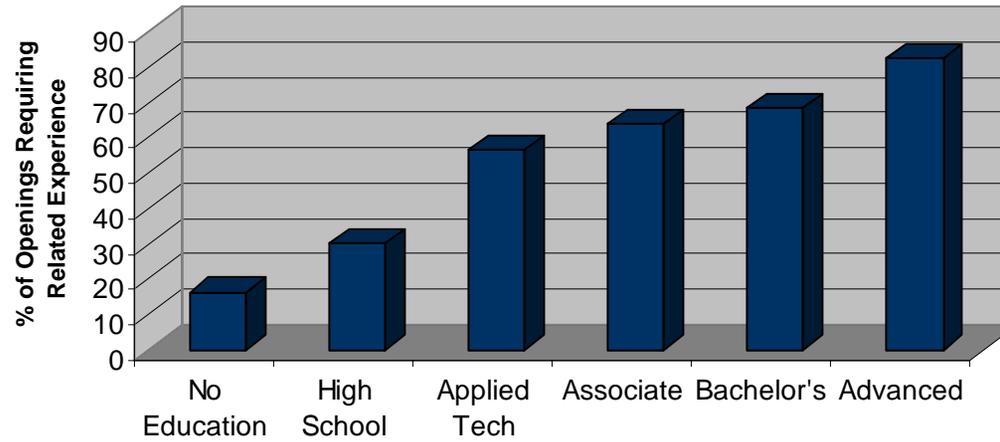
### Education and Experience

There were six educational categories that a job opening could be classified under: no education, high school diploma, applied technology training (vocational), associate degree, bachelor's degree, and advanced degree.

- ❖ Over 70 percent of the job openings surveyed required no education beyond high school
- ❖ The average asking wage of job openings surveyed increased every time the average education or training requirement increased.
- ❖ There was three experience categories that a job opening could also be classified under: no work experience, some work experience, and related work experience.
- ❖ The experience requirements for job openings surveyed were evenly distributed.
- ❖ The average asking wage of job openings surveyed increased every time the average experience requirement increased.
- ❖ Typically, the more education a job opening requires, the more experience it requires.

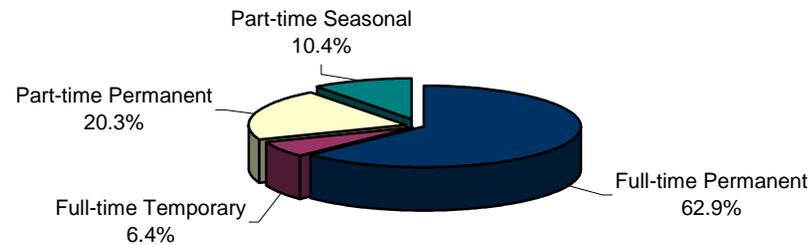


**Education and Related Experience Correlation**



**Status of Job Openings**

**Status of Openings**



**Full-time openings are defined as positions that require an individual to work 35 hours or more a week.**

- ❖ Being that the job vacancy survey was conducted during the fourth quarter of 2004, it is natural that seasonal factors would influence the labor market and the job vacancies therein.
- ❖ Largely due to the holiday season, 59 percent of job openings in the retail trade industry were temporary.
- ❖ The arts, entertainment, and recreation industry also witnessed a high amount of temporary openings (89 percent), as the survey captured many seasonal job openings at ski resorts.
- ❖ Industries that reflected a particularly high demand for permanent employment included utilities, manufacturing and wholesale trade.
- ❖ The majority of industries surveyed needed full-time permanent workers to fill their vacancies.

**Job status of industrial openings surveyed**

<b>Industry</b>	<b>Vacancies</b>	<b>% Full Time</b>	<b>% Permanent</b>
Retail	2753	29%	41%
Accommodation and food services	2282	43%	81%
Educational Services	423	50%	95%
Real estate and rental and leasing	255	54%	98%
Health care and social assistance	2131	60%	91%
Transportation and Warehousing	1085	72%	82%
Administrative and waste services	2429	73%	90%
Information	511	83%	99%
Arts, entertainment and recreation	464	83%	11%
Manufacturing	1793	89%	99%
Management of companies and enterprises	450	89%	94%
Finance and Insurance	1263	90%	100%
Wholesale	891	91%	100%
Professional and technical services	811	91%	98%
Public Administration	505	94%	57%
Other services, except public ad	414	95%	100%
Construction	1868	96%	99%
Utilities	43	100%	100%

## **Benefits**

**There were four categories of benefits that could be offered by an employer in conjunction with monetary compensation.**

### **Medical Benefits**

- ❖ Any medical benefits offered as a result of employment (e.g. a health insurance plan where the employer may pay all, part, or none of the monthly insurance premium, dental benefits, flex benefits, etc.)
- ❖ **Paid Sick Leave**
- ❖ Any sick leave benefits offered as a result of employment (e.g. a sick leave quota or sick leave accrual system based on factors such as length of time employed, employment status, etc.)

### **Paid Vacation**

- ❖ Any paid time-off benefits other than sick leave offered as a result of employment

### **Retirement savings plan/pension**

- ❖ Defined as any retirement savings plan, 401k, etc.

Whether an employer is in need of a full or part-time employee proved to have a large influence on whether benefits were offered along with wages as compensation. The full-time openings surveyed offered benefits 77 percent of the time while part-time openings offered benefits only 19 percent of the time.

- ❖ Full-time job vacancies offered medical benefits 67 percent of the time, paid sick leave 47 percent of the time, paid vacation 66 percent, and retirement or savings 57 percent of the time.
- ❖ Part-time job vacancies offered medical benefits 15 percent of the time, paid sick leave 9 percent of the time, paid vacation 14 percent, and retirement or savings 7 percent of the time.

When standardizing job status at full-time, it is clear that the level of education required strongly correlates with how often benefits are offered.

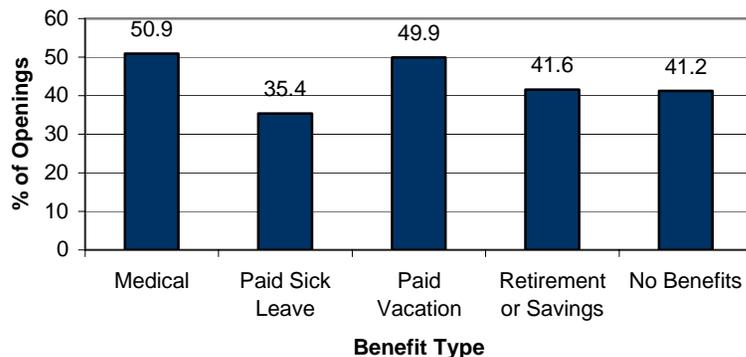
**Occupations That Always Offered Benefits**

<b>Occupation Titles</b>	<b>Number of Job Vacancies</b>	<b>Medical Benefits</b>	<b>Paid Sick</b>	<b>Paid Vacation</b>	<b>Retirement</b>
Civil Engineers	51	100%	100%	100%	100%
Civil Engineering Technicians	38	100%	100%	100%	100%
Computer Programmers	32	100%	100%	100%	100%
Computer Software Engineers, Applications	32	100%	100%	100%	100%
Postal Service Mail Carriers	30	100%	100%	100%	100%
Medical and Clinical Lab Technicians	22	100%	100%	100%	100%
First-Line Sup/Mgr of Office and Administrative Support Workers	21	100%	100%	100%	100%
Mechanical Engineers	20	100%	100%	100%	100%
Industrial Production Managers	13	100%	100%	100%	100%
Database Administrators	12	100%	100%	100%	100%

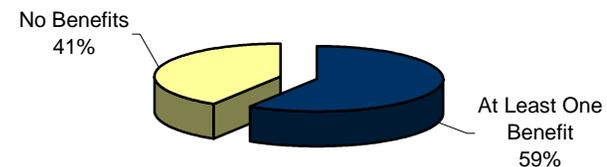
**Occupations That Rarely Offered Benefits**

<b>Occupation Titles</b>	<b>Number of Job Vacancies</b>	<b>Medical Benefits</b>	<b>Paid Sick</b>	<b>Paid Vacation</b>	<b>Retirement</b>
Hosts and Hostesses, Restaurant	33	0%	0%	0%	7%
Landscaping and Groundskeeping Worker	77	6%	6%	0%	2%
Food Servers, Nonrestaurant	31	4%	4%	4%	4%
Psychiatric Technicians	30	8%	4%	4%	0%
Driver/Sales Workers	36	6%	0%	6%	6%
Retail Salespersons	663	4%	2%	7%	5%
Packers and Packagers, Hand	122	7%	7%	4%	4%
Child Care Workers	33	2%	0%	0%	0%
Dining Room & Cafeteria Attendants	165	5%	7%	1%	5%
Cashiers	836	10%	2%	10%	8%

**Types of Benefits Offered**



**Benefit Prevalancy**



**Education and Benefit Correlation**

Education	% of Openings that offered at least one benefit
No Education	55%
High School	78%
Applied Technology	87%
Associate	87%
Bachelor's	99%
Advanced	100%