

A Profile of *Job Openings* In Utah

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Southwestern Utah Summary

Washington and Iron counties

The Utah Job Vacancy Survey defines Southwestern Utah as Iron and Washington counties. These two counties are among the fastest growing areas in Utah and this study's results are certainly indicative of that. The vacancy rate in Southwestern Utah was 3.1 percent, meaning there were three job vacancies for every 100 available jobs. When applying this to the area's employment total, approximately 1,500 jobs were open at any one time during the fourth quarter 2004. This two-county region accounts for about 5 percent of all Utah employment.

Probably the biggest surprise is that Southwestern Utah reports the highest average asking wage for openings in the state. This area historically is known for wages lower than the Wasatch Front metropolitan region, but a booming economy is placing pressure on the labor supply, pushing wage rates up.

***Average Hourly Wage for Utah Job Openings**

Southwestern Utah	\$11.28
Metropolitan Utah	\$11.19
Northern Utah	\$11.06
Nonmetropolitan Utah	\$10.59

*Wages are for job vacancies and do not represent the average wage of all employed persons



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Industry Group

This is a listing of jobs by the major industry groups as defined by the North American Industry Classification System (NAICS), two-digit level. Industries are a grouping of businesses that operate in a similar fashion. Not all industry groups are available to report due to confidentiality issues or not meeting statistical requirements.

- ❖ Ninety-one percent of the Southwestern region's job openings are concentrated in seven of 19 industry groups.
- ❖ The most openings are in the healthcare industry. It has a high job vacancy rate and offers competitive wages. One-fifth of these jobs take longer than 60 days to fill, suggesting this industry faces a labor shortage.
- ❖ Manufacturing is another industry that might be facing some labor shortfall. Its wages are competitive enough, and its job vacancy rate is 5 percent. Also, one-third of these jobs take longer than 60 days to fill.
- ❖ Construction is a booming industry right now in this region. Though the job vacancy rate is not high, it does take more than 60 days to fill one-fifth of these jobs.
- ❖ In this tourist-dependent economy, accommodation and food services also has many openings. Most of these jobs are part-time and offer low wages.
- ❖ Transportation and warehousing faces a 6 percent job vacancy rate, and it pays a high wage. This high vacancy rate is probably indicative of the high turnover found in the trucking industry, a characteristic of long-haul driving and the stress it places upon family life.

Job Vacancies and Selected Characteristics by Industry Group*

Industry Group	Number of Job Vacancies	Job Vacancy Rate	Average Asking Wage	% Listed As Part Time	% Asking For Bachelors or Advanced Degree	Percent of Jobs Open >60 Days
Health Care and Social Assistance	282	5.2%	\$14.83	39%	9%	20%
Accommodation and Food Services	254	4.0%	\$6.23	70%	0%	0%
Manufacturing	225	5.0%	\$11.16	8%	0%	32%
Retail Trade	225	2.9%	\$8.45	77%	3%	0%
Transportation and Warehousing	177	6.0%	\$16.78	21%	0%	0%
Construction	135	2.0%	\$12.28	0%	11%	22%
Educational Services	101	2.4%	\$9.11	84%	13%	2%
Public Administration	33	1.8%	\$19.24	0%	49%	0%
Industry Total	1,542	3.1%	\$11.28	40%	5%	11%

* = Not all industry groups are represented. Missing industry groups did not meet the statistical validity requirements.

Occupational Groups

This is a listing of jobs by the major occupational groups as defined by the Standard Occupational Classification system, two-digit level. Occupational groups are a grouping of jobs that perform similar tasks. Not all occupational groups are available to report due to confidentiality issues or not meeting statistical requirements.

- ❖ Seventy-eight percent of the Southwestern region’s job openings are concentrated in seven of 21 occupational groups. Most have a higher-than-average job vacancy rate.
- ❖ Sales have the highest number of job vacancies, and a high job vacancy rate. This occupation group is probably dominated by telemarketing, which generally has high turnover (thus a high percentage of jobs always open), low wages, and much part-time employment.
- ❖ Production jobs are in demand and the statistics may indicate some labor shortage. The job vacancy rate is high. A high percentage of these jobs take longer than 60 days to fill. The asking wage, though not high, is competitive enough that low wages shouldn’t be a factor in creating any labor shortage. The need for related experience could be part of the higher percentage of jobs taking more than 60 days to fill.

- ❖ Education is a big part of this area’s economy. The education jobs available during this survey were for the fourth quarter. Normally, education hires its full-time staff during the third quarter (or before). Therefore, the available jobs in the fourth quarter are more for teaching assistants and substitutes, thus the high percentage of part-time jobs. Also, the low asking wage and the percentage of these jobs that are always open support the profile of assistants and substitutes.
- ❖ The healthcare occupation group shows the need for workers. A strong asking wage isn’t enough to bring down the job vacancy rate, nor the percentage of jobs that take longer than 60 days to fill. This looks and feels like a labor shortage.
- ❖ Transportation and material moving jobs reflect the high turnover inherent in this occupational group. Wages are good, but the job vacancy rate is high, and the percentage of these jobs always available is also high.

Job Vacancies and Other Characteristics by Occupational Group*

<i>Major Occupational Group</i>	<i>Number of Job Vacancies</i>	<i>Job Vacancy Rate</i>	<i>Percent Part Time</i>	<i>Average Asking Wage</i>	<i>Requiring Education Beyond A High School Diploma</i>	<i>Requiring Experience Related to the Position</i>	<i>Percent of Jobs Always Open</i>	<i>Percent of Jobs Open >60 Days</i>
Sales and Related	288	4.4%	82%	\$6.93	0%	4%	63%	0%
Transportation and Material Moving	219	5.6%	8%	\$15.64	71%	52%	37%	0%
Production	180	5.2%	3%	\$11.59	55%	50%	8%	40%
Food Preparation and Serving Related	161	3.2%	76%	\$6.47	0%	19%	6%	1%
Office and Administrative Support	139	1.7%	40%	\$9.11	6%	26%	12%	2%
Education, Training, and Library	117	3.6%	97%	\$7.35	45%	3%	55%	0%
Healthcare Practitioner and Technical	102	4.7%	27%	\$25.83	100%	44%	5%	38%
Construction and Extraction	90	1.8%	0%	\$10.53	16%	67%	51%	33%
Community and Social Services	63	7.5%	0%	\$9.40	3%	0%	97%	0%
Healthcare Support	28	2.1%	14%	\$8.69	96%	0%	16%	11%
Building, Grounds Cleaning and Maintenance	24	1.0%	21%	\$9.48	0%	53%	0%	0%
Installation, Maintenance, and Repair	23	1.1%	0%	\$12.68	31%	40%	0%	27%
Management	22	0.9%	5%	\$24.91	100%	28%	0%	14%
Life, Physical and Social Sciences	16	4.4%	0%	\$21.62	44%	94%	0%	0%
Business and Financial Operations	11	0.8%	0%	\$21.16	100%	91%	0%	0%
Total	1,542	3.1%	40%	\$11.28	34%	31%	32%	11%

* Not all occupational groups are represented. Missing industry groups did not meet the statistical requirements.

Occupations

This is a listing of individual jobs. There were many more jobs reported than the following table presents, but only those occupations that met the survey's statistical requirements are presented in the following tables.

- ❖ All of the occupations that met statistical qualifications to make this list have job vacancy rates higher than the region-wide average of 3.1 percent.
- ❖ Retail salesperson is the occupation with the most job vacancies. A prevalence of these jobs are available in this tourist-based economy. The job vacancy rate is high, but this is probably the result of a low asking wage and thus high turnover.
- ❖ Also related to the tourism economy is many cashier jobs. Again, a high vacancy rate and low asking wages.
- ❖ Heavy and tractor-trailer truck drivers are in strong demand in this region. The job vacancy rate is extremely high, and a high percentage of these vacancies are always open. The asking wages are one of the highest in the region. There appears to be a driver shortage. The high turnover rates inherent in this occupation are probably the primary reason.
- ❖ Nurses are in demand. It seems safe to say that there is a labor shortage in the nursing field. The asking wages are high, so they are not an impediment to attracting labor. The job vacancy rate is quite high portraying many unfilled jobs, and the percentage of jobs that take longer than 60 days to fill is also quite high. This combination is a strong indication of not enough workers to fill the need.
- ❖ Most of the remaining occupations have characterizations of low wages, no education requirements, jobs always being open, and thus an inherent high turnover rate.

Occupations with the Most Job Vacancies

<i>Job Title</i>	<i>Number of Job Vacancies</i>	<i>Job Vacancy Rate</i>	<i>Average Asking Wage</i>	<i>Prevalent Training</i>
Retail Salespersons	168	6.6%	\$7.35	No Requirement
Truck Driver, Heavy and Tractor-Trailer	147	16.9%	\$17.89	Voc/Assoc
Teacher Assistants	96	10.9%	\$7.25	Voc/Assoc
Cashiers	81	4.8%	\$5.53	No Requirement
Food Preparation Workers	69	9.6%	\$5.31	No Requirement
Registered Nurses	66	9.2%	\$19.86	Voc/Assoc
Laborers and Freight, Stock, and Material Movers	52	4.6%	\$10.28	No Requirement
Receptionists and Information Clerks	37	5.6%	\$7.71	High School
Nursing Aides, Orderlies, and Attendants	24	4.3%	\$8.05	Voc/Assoc
Janitors and Cleaners, Except Maids and Housekeepers	24	3.6%	\$9.48	No Requirement
Stock Clerks and Order Fillers	23	6.2%	\$6.98	No Requirement

Additional Occupation Characteristics

<i>Job Title</i>	<i>Prevalent Training</i>	<i>Number of Job Vacancies</i>	<i>Percentage of Vacancies Open for >60 Days</i>	<i>Percentage of Vacancies Always Open</i>	<i>Average Asking Wage</i>
Retail Salespersons	No Requirement	168	0%	70%	\$7.35
Truck Driver, Heavy and Tractor-Trailer	Voc/Assoc	147	0%	56%	\$17.89
Teacher Assistants	Voc/Assoc	96	0%	48%	\$7.25
Cashiers	No Requirement	81	0%	80%	\$5.53
Food Preparation Workers	No Requirement	69	0%	14%	\$5.31
Registered Nurses	Voc/Assoc	66	43%	7%	\$19.86
Laborers and Freight, Stock, and Material Movers	No Requirement	52	0%	0%	\$10.28
Receptionists and Information Clerks	High School	37	0%	0%	\$7.71
Nursing Aides, Orderlies, and Attendants	Voc/Assoc	24	4%	19%	\$8.05
Janitors and Cleaners, Except Maids and Housekeepers	No Requirement	24	0%	0%	\$9.48
Stock Clerks and Order Fillers	No Requirement	23	0%	0%	\$6.98