

Job Vacancy Study

See the entire report at:

<http://jobs.utah.gov/opencms/wi/pubs/jvs2005/>

A Profile of Job Openings in Utah

Metropolitan Utah

4th Quarter 2005

The Job Vacancy Study (JVS) is used to gauge the current demand for labor and characteristics of current job openings in Utah. JVS helps job seekers identify occupations in demand and helps employers recognize the existence of skill shortages and labor gaps. Just over 4,500 employers were surveyed concerning the fourth quarter of 2005. The JVS Metropolitan region includes Salt Lake, Utah, Wasatch, Weber, Summit, Morgan, Davis, Tooele and Juab counties. This area accounts for 83 percent of Utah's labor market activity.

- The job vacancy rate for the Metropolitan region measured 2.9 percent, meaning there were 2.9 vacancies per 100 available jobs. This is up from 2.1 percent in the fourth quarter of 2004. The current vacancy rate translates into approximately 26,800 available job openings at any time during the fourth quarter of 2005.
- The average advertised wage for job openings surveyed was \$12.20/hr, up from \$11.20/hr measured a year ago.
- With an increase in the number of openings, vacancy rate, and average advertised wage, the fourth quarter 2005 JVS backs up other recent economic indicators for Utah. Since the fourth quarter of 2004, thousands of new jobs have developed, workers are returning to the labor force, existing workers are looking for better jobs, and fewer people are unemployed. All of this points to a labor market that is aggressively "churning".

Industry

- Thirteen of 18 industry groups witnessed an increase in job openings since the fourth quarter of 2004.
- The construction, retail trade, healthcare and food and accommodation industries accounted for nearly 50 percent of the job openings.
- The average advertised wage in the utilities industry fell from \$20.50/hr to \$13.50/hr since the last study. The cause was not a drop in the wages for skilled positions, but a vast increase in openings asking for little or no education.
- The construction industry lived up to its current hype by posting significant gains in all major JVS categories. With a vacancy rate of 5.3 percent, an average advertised wage of \$16.30/hr and an estimated 3,100 job openings, the industry increased sharply from last year's 3.8 vacancy rate, \$12.10 average advertised wage and 1,870 openings.
- Forty-four percent of the job openings in construction required applied technology training – up from 27 percent in 2004.
- The construction industry appeared to be experiencing a labor shortage. Thirty-four percent of the vacancies were open for longer than 60 days, or always open.
- The healthcare and social assistance industry may also have been affected by skill gaps. The industry reported more vacancies than last year, and 15 percent of them were open for more than 60 days.
- As expected, about half of the job vacancies in the retail trade industry were seasonal.
- The number of openings in the transportation and warehousing industry nearly doubled since the fourth quarter of 2004.
- The professional, scientific and technical services industry offered the highest advertised average wage and required at least a Bachelor's degree 35 percent of the time.
- Sixty-nine percent of the administrative and waste services industry's openings were vacant for more than 60 days, or always open. The average advertised wage and low-skill requirements, however, could indicate a high turnover rate rather than a skill shortage.

Education and Experience

- Seventy percent of the job vacancies surveyed required no more than a high school diploma
- The average advertised wage for openings that required post-secondary education was \$22.60/hr – over twice the advertised wage for openings that did not require more than a high school degree.
- Experience requirements for vacancies studied were relatively evenly distributed.
- The average advertised wage for vacancies that required related experience was \$16.30/hr. During the fourth quarter of 2004 it was \$14.90/hr.

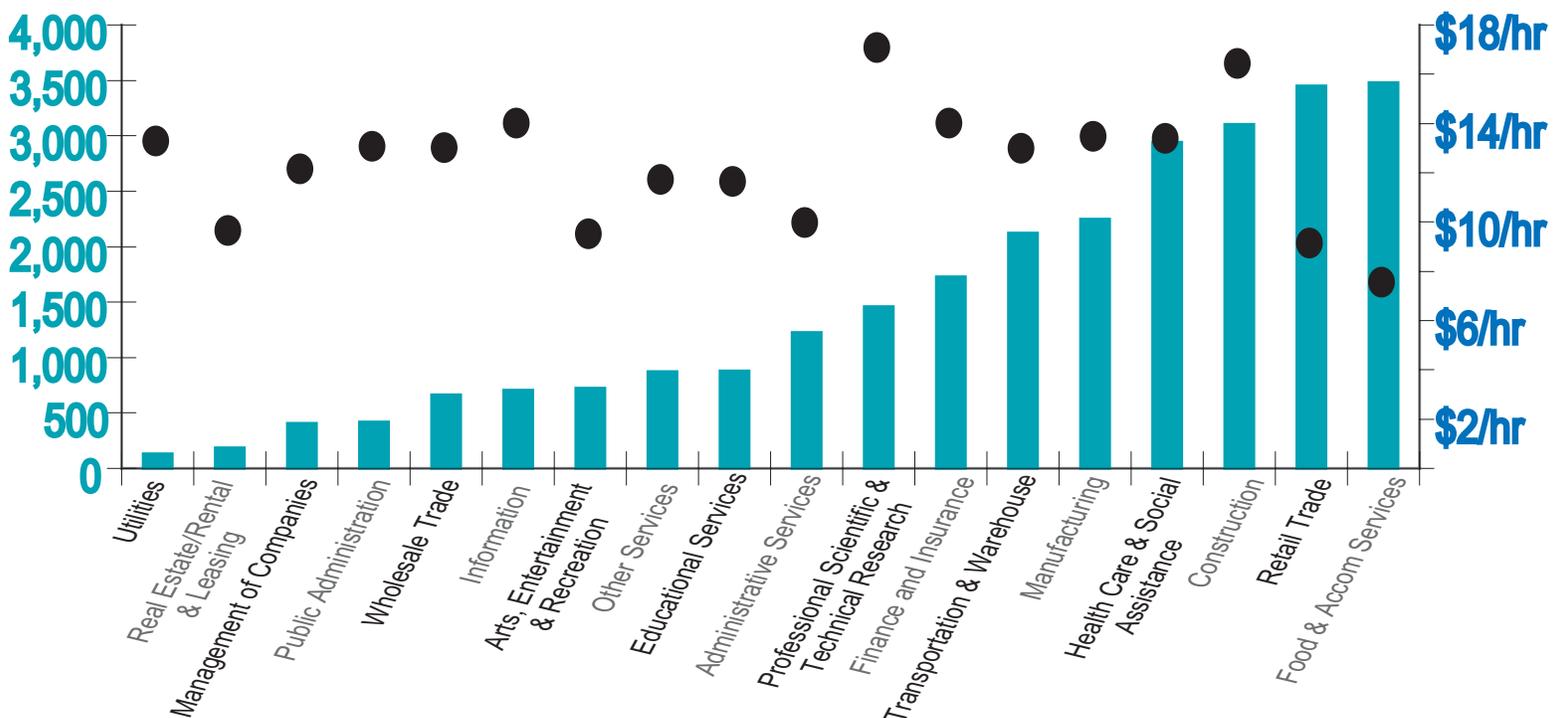
Occupations

- Since 70 percent of the job vacancies required no education beyond high school, most of the job openings were for relatively low-paying, high-turnover occupations. Nevertheless, many high-skill occupations that required education and training were in demand.
- An occupational vacancy rate is the number of open occupations divided by the total occupational employment. Jobs with high occupational vacancy rates are those that had many openings relative to the total occupational employment.
- Difficult-to-fill occupations are jobs that survey respondents have designated as being open for more than 60 days or have been considered “always open” by employers. To distinguish between a difficult-to-fill occupation and one that is always open due to high turnover, one needs to evaluate education requirements and the average advertised wages. A high advertised wage and high education requirements may suggest a position is difficult to fill, whereas low wages and education requirements suggest an occupation is characterized with high turnover.

Status and Benefits

- The majority of job openings were for full-time permanent employment.
- Sixty-three percent of the job openings offered at least one benefit.
- The offering of benefits was heavily influenced by whether the opening was for full or part-time employment. Almost 81 percent of full-time vacancies offered at least one benefit while only 25 percent of part-time vacancies offered any benefits.

Industry Openings vs. Advertised Wage



Ten Highest Vacancy Rates

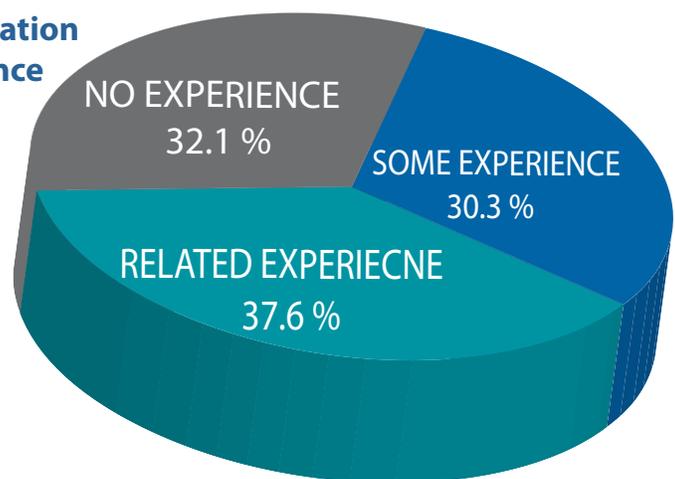
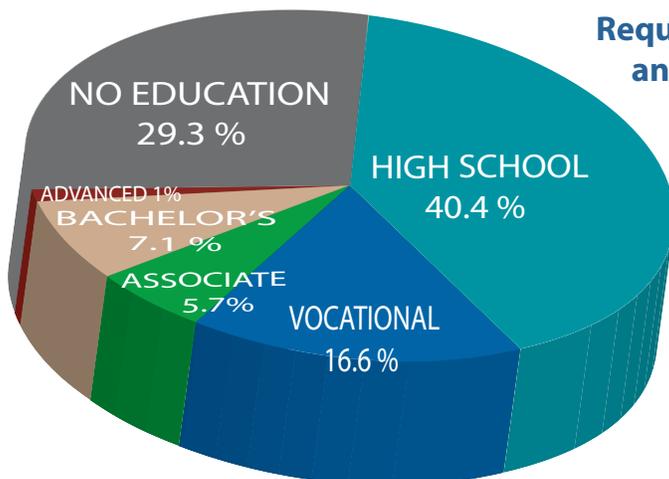
Occupation	Vacancy Rate	Estimated # of Openings	Advertised Hourly Wage	Percent Full-time Employees	Percent Permanent Employees
Dining Room and Cafe Attendants	13.9%	340	\$7.20	8%	80%
Amusement and Recreation Attendants	12.7%	261	\$7.30	14%	5%
Data Entry Keyers	10.0%	555	\$12.50	12%	100%
Social and Human Service Assistants	9.5%	273	\$7.60	20%	80%
Construction Laborers	8.8%	521	\$9.70	100%	87%
Welders	7.3%	204	\$13.80	100%	100%
Telemarketers	7.0%	503	\$9.20	93%	100%
Loan Interviewers/Clerks	7.0%	280	\$11.00	100%	100%
Painters	6.7%	162	\$12.20	100%	100%
Laborers and Material Movers	6.5%	819	\$8.60	44%	48%

(Had to have a minimum estimated occupational employment of at least 2,000)

Most Difficult to Fill Occupations

Occupation	Vacancy Rate	Estimated # of Openings	Advertised Hourly Wage	% Open >60 Days or Always Open	Prevalent Training
Architectural & Civil Drafters	15.3%	92	\$13.70	100%	Vocational Training
Computer Hardware Engineer	2.9%	27	\$45.40	94%	Advanced Degree
Plumbers	5.6%	222	\$17.70	94%	Vocational Training
Pharmacists	3.3%	55	\$41.60	93%	Advanced Degree
Civil Engineers	7.4%	97	\$23.90	91%	Bachelor's Degree
Welders	4.3%	204	\$13.80	81%	Vocational Training
Truck Drivers	4.3%	578	\$15.70	78%	Vocational Training
Medical Lab Technologist	4.8%	60	\$16.70	66%	Bachelor's Degree
Industrial Engineers	5.7%	65	\$25.50	59%	Bachelor's Degree
Vocational Education Teachers	9.8%	100	\$18.00	53%	Vocational Training

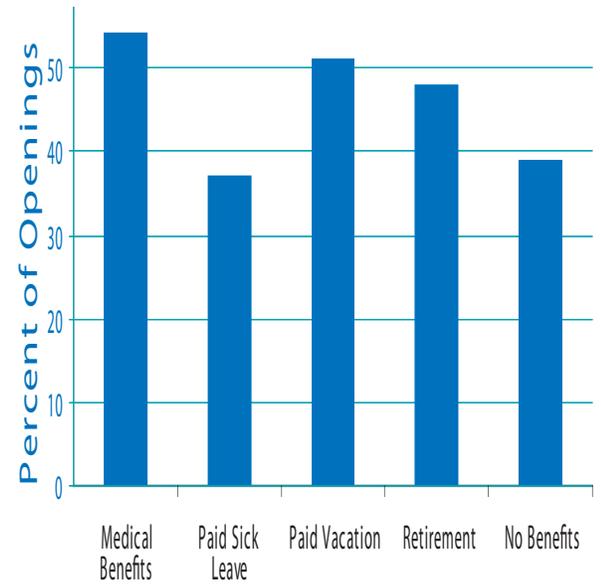
Percent of Vancancies Requiring Education and Experience



Top Ten Jobs Requiring Bachelor's or Advanced Degree

Occupation	Estimated Job Openings	Vacancy Rate	Advertised Hourly Wage
Computer Programmers	164	3.2%	\$28.50
Computer Software Engineers, Systems Software	114	2.9%	\$30.90
Civil Engineers	97	7.4%	\$23.90
Computer Systems Analyst	82	2.0%	\$19.90
Sales Reps, Technical & Scientific	78	2.0%	\$21.20
Industrial Engineers	65	5.7%	\$25.50
Medical and Clinical Lab Technologists	60	4.8%	\$16.70
Database Administrators	59	10.4%	\$24.00
Pharmacists	55	3.3%	\$41.60
Accountants and Auditors	47	<1%	\$18.40

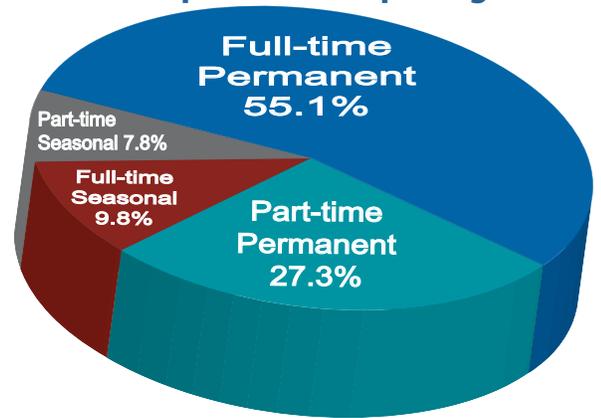
Benefits Offered



Top Ten Jobs Requiring Associate Degree or Vocational Training

Occupation	Estimated Job Openings	Vacancy Rate	Advertised Hourly Wage
Truck Driver, Heavy	578	4.3%	\$15.70
Registered Nurse	377	2.8%	\$18.80
Electricians	277	6.4%	\$15.10
Nurses Aides	252	3.6%	\$8.60
Plumbers, Pipefitters, Steam	222	5.6%	\$17.70
Carpenters	213	2.2%	\$13.70
Welders	204	7.3%	\$13.80
Automotive Service Techs	186	3.7%	\$17.70
Hairdressers	146	6.1%	\$9.80
HR Assistants	127	11.4%	\$12.40

Employment Status of Reported Job Openings



Percent of Openings vs. Advertised Wage

