

JOB vacancystudy

Fourth quarter 2009

A profile of job openings in Utah



The Job Vacancy Study (JVS) is designed to gauge the characteristics of the current demand for labor in Utah.

Northern Region p.1

Metro Region p.4

Uintah Basin Region p.10

Southwestern Region p.13

What jobs are in demand?
Where are the labor gaps?
Find out inside!

The JVS can help job seekers identify occupations in demand and can assist employers in recognizing the existence of skill shortages or labor gaps. Approximately 3,800 employers were surveyed during the fourth quarter of 2009.

Northern Region Summary • Matt Johnson, Research Analyst

The JVS northern region includes Box Elder and Cache counties.

- The job vacancy rate for the northern region was 1.4 percent, meaning there were 1.4 vacancies for every 100 jobs at any time during the fourth quarter of 2009. The most recent comparison data available is from 2008, when the northern region had about 1.3 vacancies for every 100 jobs. The current vacancy rate translates into approximately 910

open jobs at any time during the fourth quarter of 2009.

- The manufacturing and education industries are key components of northern Utah's economy. Compared to 2008, job vacancies in these industries increased or remained steady.
- The average offered wage for job openings in the area was \$13.70/hr, a decrease from the 2008 average offered wage of \$14.60/hr.
- Open jobs filled quickly during the fourth quarter of 2009, with 73 percent open for less than 60 days.
- A relatively stable economy characterized the northern region with the number of job openings decreasing slightly from 2008. The region has been affected by the recession, and some industries experienced decreases in employment.

Northern

Area Comparisons Since 2004

Northern Utah	2004	2008	2009
Vacancy Rate	2.2 %	1.3 %	1.4%
Openings	1,540	930	910
Average Offered Wage	\$11.10	\$14.60	\$13.70

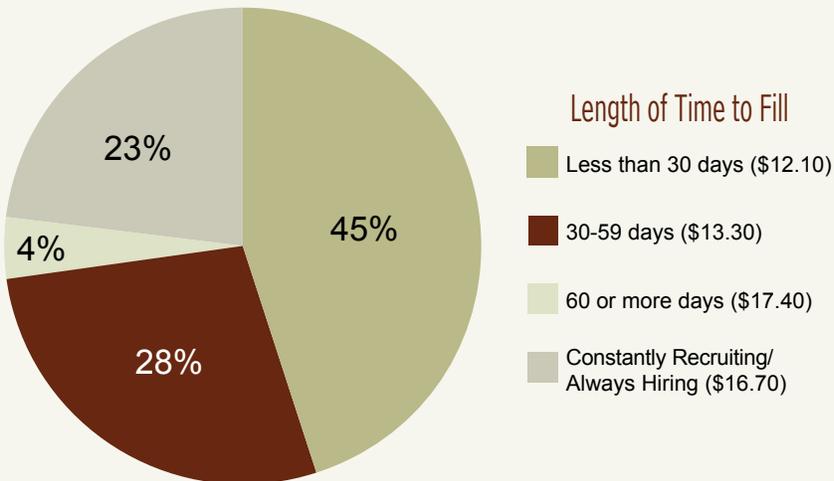
Note: The JVS was not conducted from 2005 to 2007 for the Northern Region.

jobs.utah.gov



Equal Opportunity Employer/Program

Percent of Openings and Offered Wages by
Length of Time to Fill
Northern Area



Healthcare continues to be an important industry for the northern region. The industry had 73 job openings in 2009 compared to 122 job openings in 2008.

Northern Region Key Industries

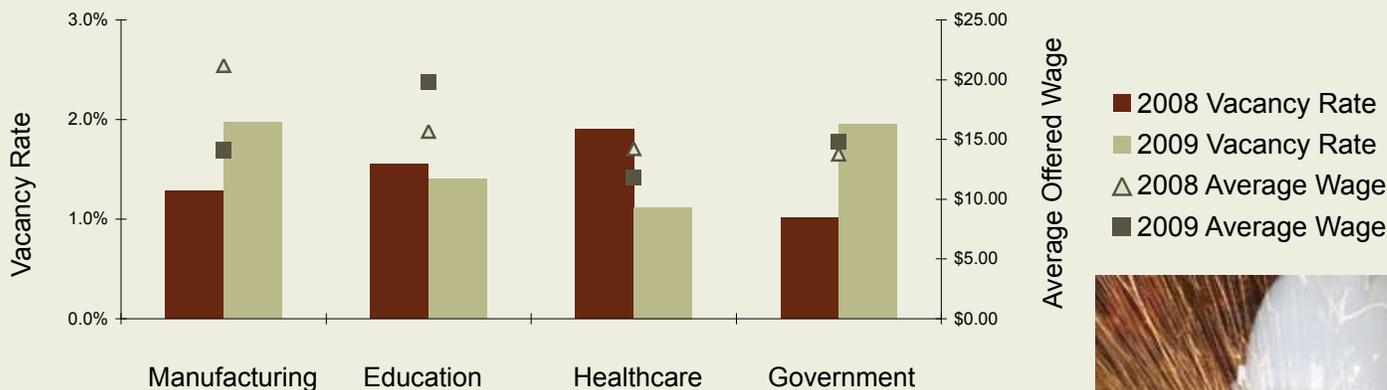
- Five industry groups met the confidentiality requirements for publication. Of those, three posted more openings in 2009 than in 2008.
- The manufacturing and education industries accounted for nearly 50 percent of job openings.
- The manufacturing industry led all industries with 324 job openings, 94 percent of which were for full-time employment. While year-over employment is down in the industry, job openings remained relatively high because of stability in many manufacturing sectors.
- Within the manufacturing industry, postsecondary education or training as a prerequisite for job openings declined from 68 percent in 2008 to 32 percent in 2009. The average offered wage declined from \$21.00/hr in 2008 to \$14.00/hr in 2009. This decline in education/training and wages likely reflects a change from 2008 to 2009 in the type of jobs having openings.
- The education industry experienced a slight decrease in job openings, from 137 in 2008 to 125 in 2009. The average offered wage, however, increased from \$15.70/hr in 2008 to \$19.80/hr in 2009.
- The healthcare industry had 73 job openings in 2009 compared to 122 job openings in 2008. Healthcare continues to be an important industry for the northern region.
- The number of openings for government jobs increased from 34 in 2008 to 66 in 2009. The average offered wage also increased from \$13.80/hr to \$14.80/hr respectively.
- Entertainment and recreation jobs accounted for 14 percent of job openings. Of those openings, over 90 percent were for seasonal or temporary jobs.



Northern Region Education & Experience

- As jobseekers competed for fewer job openings in 2009 compared to 2008, employers had a larger pool of workers to choose from to fill their job openings. Therefore, employers who were hiring had leverage to require more from applicants. With a job vacancy rate of 1.4 percent, the northern region's job openings:
 - Required related work experience 48 percent of the time compared to 31 percent of the time in 2008. Employers, therefore, were demanding job applicants with more work experience rather than more education.
 - Did not require work experience 21 percent of the time, down from 48 percent in 2008.
 - Had an average offered wage of \$13.70/hr compared to \$14.60/hr in 2008, a 6.2 percent decrease.
- Required postsecondary education or training 41 percent of the time, the same percentage as in 2008.

2008-2009 Industrial Vacancy Rates and Average Offered Wages



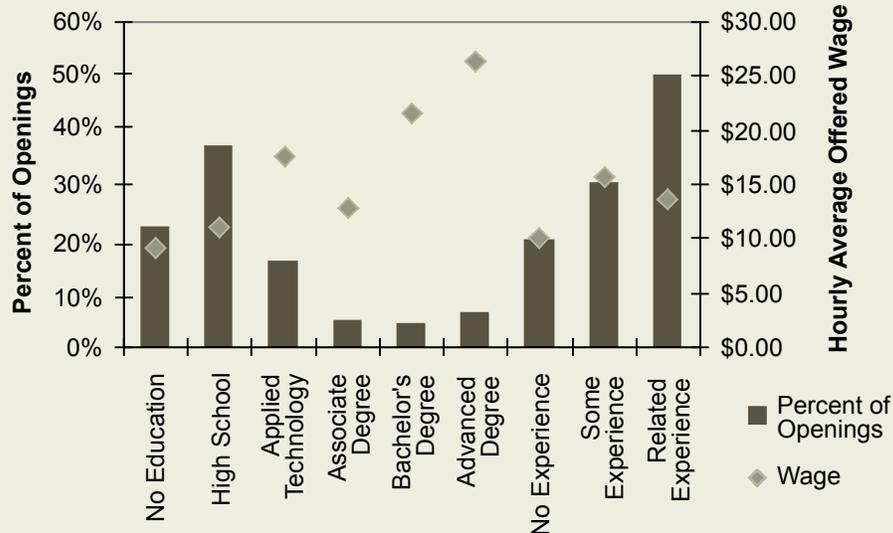
Note: Some industries had several job openings but did not meet the confidentiality requirements for publication. Information for the arts, entertainment and recreation industry was not included in the above chart because of inconsistencies between the employment reference date and vacancy reference quarter.



Northern Region Key Occupations

- Occupations differ from industries in that a particular occupation may be found across many different industries. For example, a secretary is an occupation that can be found in the education, manufacturing, or healthcare industries, among others.
- An occupational vacancy rate is the number of occupational openings divided by the total occupational employment. For example, if there are five occupational openings for computer programmers and there are a total of 200 employed computer programmers, then the occupational vacancy rate would be 2.5 percent. Jobs with high occupational vacancy rates are those jobs that are in high demand relative to their occupational employment.
- Full-time truck driver positions were reported as “always open” 34 percent of the time. This implies that some employers experienced dif-

Educational & Experience Requirements and Average Offered Wage



faculty in finding enough qualified truck drivers for certain truck driving positions.

- The job vacancy rate for personal and home care aides was 8.1 percent, nearly six times the overall job vacancy rate for the region. Of the job openings, 75 percent were part-time.
- General and operations managers had the highest offered wage at \$36.70/hr. All openings for this occupation required related managerial experience and a postsecondary degree. The vacancy rate for this occupation was 0.7 percent, or half of the regional average.

Northern Region Status & Benefits

- About two-thirds of the openings in northern Utah were for full-time employment.
- Seventeen percent of job openings were seasonal or temporary—up from 13 percent in 2008. This may reflect reluctance by employers to hire permanent employees due to economic uncertainty.
- Sixty-four percent of the openings offered at least some kind of employer-provided benefit, with medical benefits and paid vacation being the most common.



Occupations With the Most Openings

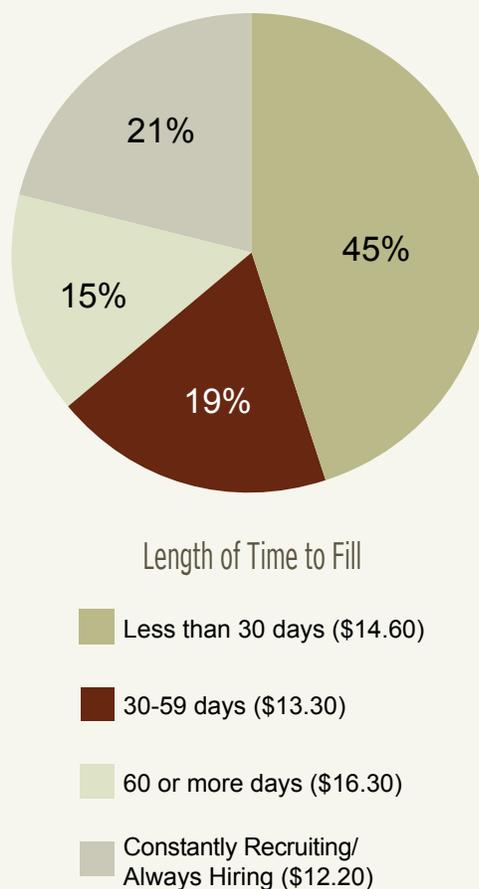
Occupation	Estimated Openings	Vacancy Rate	Average Offered Wage
Heavy & Truck Trailer Truck Drivers	55	4.8 %	\$16.40
Recreation Workers	36	Unavailable	\$8.30
Personal & Home Care Aides	22	8.1 %	\$9.20
Packers & Packagers, Hand	20	5.4 %	\$11.30
Receptionists & Information Clerks	12	2.4 %	\$10.10
Teacher Assistants	12	1.2 %	\$11.30
General & Operations Managers	6	0.7 %	\$36.70

Metropolitan Area Region Summary • Nate Talley, Economist

- The JVS metropolitan region is comprised of Salt Lake, Utah, Wasatch, Weber, Summit, Morgan, Davis, Tooele and Juab counties. This area accounts for over 80 percent of Utah's labor market activity.
- The job vacancy rate for the metropolitan region was 1.5 percent, meaning there were 1.5 vacancies for every 100 jobs at any time during the fourth quarter of 2009. This is down slightly from the 1.8 percent as measured during the fourth quarter of 2008 and the lowest ever captured by Utah's JVS. The current vacancy rate translates into approximately 14,700 open jobs at any time during the survey period.
- The average offered wage for job openings surveyed was \$14.10/hr, which is surprisingly higher than the 2008 estimate of \$13.40/hr, given the recent recession.
- Open jobs filled quickly during the fourth quarter of 2009, with 45 percent open for less than 30 days.
- The 2008 Job Vacancy Survey profiled Utah's demand for labor during a time of economic recession, at the precipice of job losses not seen in the post-WW II era. As such, it was anticipated that the 2009 job vacancy rate would come in lower than the 2008 figure. In a slack labor market—a time when the supply of labor outpaces the demand—it is

also expected that employers will capitalize on competition among job seekers and ask for more education or experience from job applicants. This was the case; there were more openings requiring postsecondary education in 2009 (5,190) than in 2008 (4,790), and a greater percentage of total job openings required postsecondary education or training (35 percent) than JVS has ever before captured. However, JVS data showed that the increase in postsecondary requirements did not equate with employers leveraging competition among job seekers, since these positions were being offered at an average wage of \$21.00/hr compared to 2008's \$21.50/hr. Consequently, it appears that the best general characterization of the openings that required postsecondary education in 2009 is that the skill sets necessary to perform those jobs warranted postsecondary wages and credentials. Since the demand for higher skilled vacancies is up but the overall demand for labor is down, we can turn to the "time-open" variable for an indication of what types of openings were shed. Vacancies that employers considered to be always open fell from 27.4 percent in 2008 to 21.3 percent most recently, which signifies a drop in openings for high-turnover occupations. Such a drop likely stems from workers staying on the job in a slack labor market, reducing the need for an employer to hire replacements.

Percent of Openings and Offered Wages by Length of Time to Fill
Metro Area



Metro

Metropolitan Area Key Industries

- Eleven of 17 publishable industry groups had fewer openings than they did in the fourth quarter of 2008, however, eleven industry groups also experienced an increase in average offered wage since 2008.
- The retail trade, healthcare and food and accommodation industries comprised 46 percent of the region's total vacancies.
- The information industry posted the highest vacancy rate of all industries at 4.1 percent. Many of the openings were for management, business and computer occupations. Conversely, the professional, technical and scientific industry witnessed a decrease in openings during the fourth quarter of 2009.

This survey helps job seekers identify occupations in demand and helps employers recognize the existence of skill shortages and labor gaps.

Area Comparisons Since 2004

Metropolitan Utah	2004	2005	2007	2008	2009
Vacancy Rate	2.1 %	2.9 %	3.3 %	1.8 %	1.5 %
Openings	20,400	26,800	34,700	18,900	14,700
Average Offered Wage	\$11.20	\$12.20	\$13.10	\$13.40	\$14.10

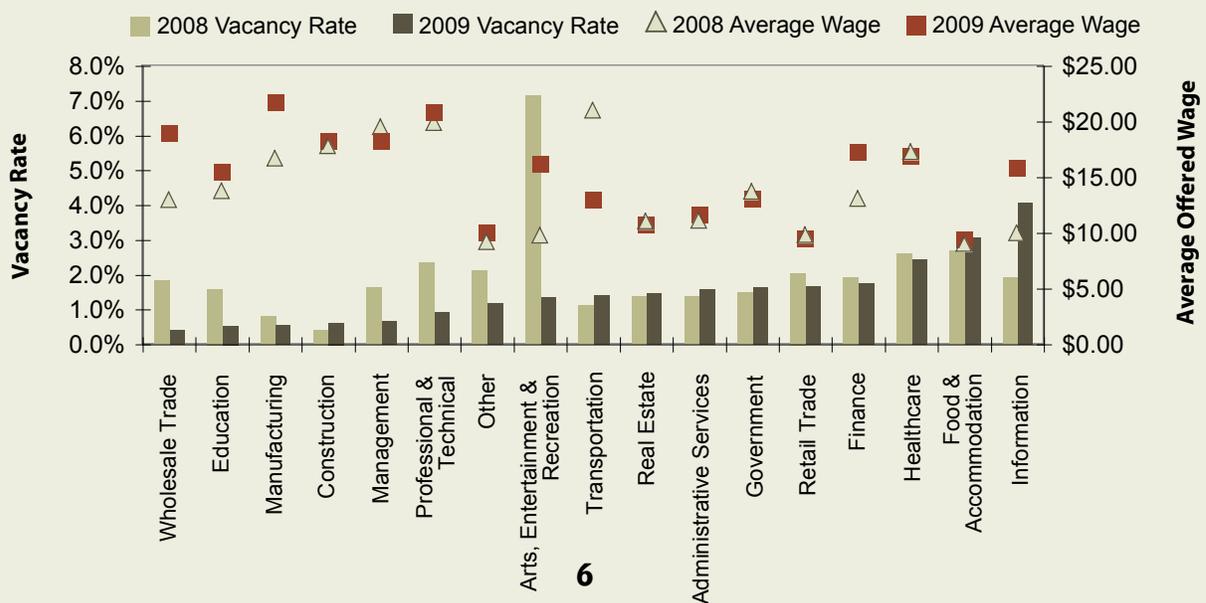
Metro

- As seen from 2007-2008, the manufacturing industry continued to eliminate openings for lower-wage, lower-skilled jobs. In 2008 there were 814 openings within the industry and the average offered wage among those vacancies was \$16.60/hr. Most recently, there were 498 openings in the manufacturing sector with the average offered wage being \$21.70/hr, which was the highest of any industry surveyed. Additionally, 31.7 percent of the industry's openings required a bachelor's or advanced degree, compared to 23 percent in 2008.
- The healthcare industry had a job vacancy rate of 2.4 percent, which is almost a full percentage point above the regional average. This recession-resistant industry accounted for a greater portion of total vacancies than ever before surveyed, at 17.8 percent. Sixty-eight percent of the openings in the healthcare industry required postsecondary education or training; no industry had more openings requiring postsecondary education than healthcare.
- Nearly one-third of all openings in the healthcare industry were for nursing occupations.
- In 2008, openings for seasonal truck drivers dominated the transportation and warehousing industry, and they inflated

the average offered wage for vacancies within the industry. In 2009, the industry's openings were dispersed across many occupations, bringing the average offered wage down to \$13.00/hr, which is more in line with historical numbers for the industry.

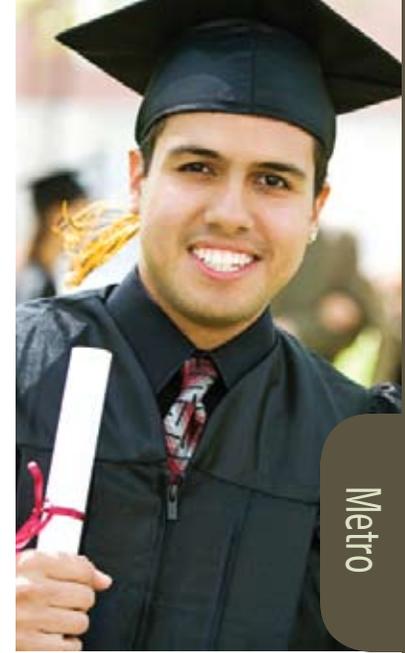
- Openings in the retail trade industry were down for the second consecutive year. As usual, fourth quarter retail trade vacancies reflect qualities of seasonal labor demands. Only 26 percent of the openings were for full-time positions, and 65 percent of the vacancies were for temporary positions. Further, 75 percent of the openings did not offer any kind of employer-provided benefits.
- Openings in the food and accommodation industry are up since 2008, however, the industry absorbed openings from firms previously classified in the arts, entertainment and recreation sector due to a change in industry coding protocols. Combining the two industries, then, gives a better proxy for what the demand for labor looks like across the industries since 2008. In 2008, the sum of vacancies from food and accommodation and the arts, entertainment and recreation industries was 3,476. During the fourth quarter of 2009, the sum of those two industries equaled 2,522, illustrating a significant decrease in vacancies.

2008—2009 Industrial Vacancy Rates and Average Offered Wages



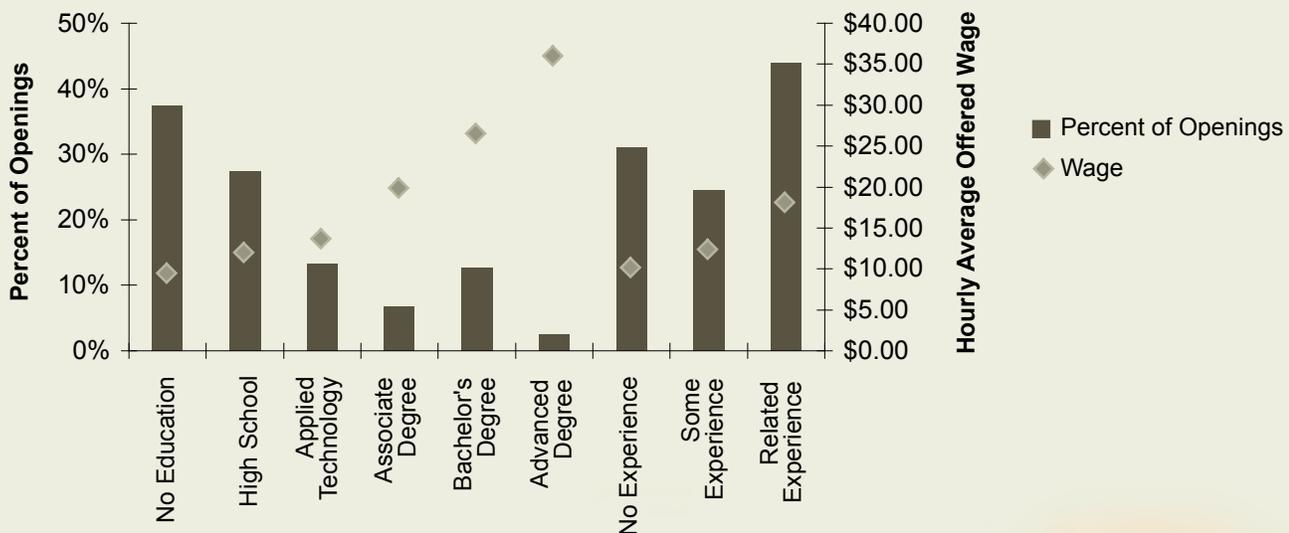
Metropolitan Area Education & Experience

- As mentioned in the regional analysis, 35 percent of all openings required some sort of postsecondary education or training, which is the highest on record for JVS. JVS data suggest that this is a result of an increase in demand for skilled labor as well as a decrease in demand for high-turnover positions that generally require lesser skills, education and training.
- Thirty-one percent of all openings required no work experience. Vacancies that require no work experience are generally entry-level and have a greater tendency to be part-time or seasonal.
- The demand for related work experience reached levels unprecedented to JVS; 44 percent of all openings required related experience. The average offered wage for these openings was \$18.00/hr, which is down from \$18.50/hr during the fourth quarter of 2008.
- The average offered wage for positions requiring postsecondary training was \$21.00/hr.



Metro

Educational & Experience Requirements and Average Offered Wage



Metropolitan Area Key Occupations

- In previous years, data generated from JVS could be used to produce a list of occupations that could be considered “difficult-to-fill” for employers. Data from the fourth quarter 2009 JVS did not provide enough occupational information to formulate a “difficult-to-fill” list.





Occupations with the Most Openings

Occupation	Estimated Openings	Vacancy Rate	Average Offered Wage
Cashiers	959	3.7 %	\$ 7.50
Customer Service Representatives	637	2.5 %	\$11.50
Combined Food Preparation and Serving Workers	568	3.2 %	\$7.70
Retail Salespersons	488	1.4 %	\$8.60
Registered Nurses	481	3.3 %	\$23.70
Laborers and Freight, Stock, and Material Movers	437	2.8 %	\$10.80
Maids and Housekeeping Cleaners	425	8.4 %	\$8.60
Computer User Support Specialists	384	6.0 %	\$12.20
Telemarketers	371	3.5 %	\$9.30
Amusement and Recreation Attendants	315	12.9 %	\$8.20

Top 10 Occupations Requiring an Associate Degree or Applied Technology Training

Occupation	Estimated Openings	Vacancy Rate	Average Offered Wage
Registered Nurses	481	3.3 %	\$23.70
Nursing Assistants	248	Unavailable	\$10.70
Heavy and Tractor Trailer Truck Drivers	226	1.6%	\$18.00
Fitness Trainers and Aerobics Instructors	166	9.6%	\$19.40
Emergency Medical Technicians and Paramedics	100	7.5%	\$13.50
Police and Sheriff's Patrol Officers	100	3.3%	\$17.80
Medical Assistants	87	2.2%	\$12.00
Hairdressers, Hairstylists, and Cosmetologists	84	3.2%	\$9.00
Machinists	34	0.9%	\$22.20
Medical and Clinical Laboratory Technicians	33	2.4%	\$12.20

Top 10 Occupations Requiring a Bachelor's or Advanced Degree

Occupation	Estimated Openings	Vacancy Rate	Average Offered Wage
Medical and Clinical Laboratory Technologists	67	4.3 %	\$20.40
Computer Software Engineers, Applications	64	1.5%	\$36.30
Mechanical Engineers	62	2.7%	\$32.90
Financial Managers	45	1.3%	\$47.30
Pharmacists	41	2.4%	\$46.30
Computer Programmers	39	0.6%	\$30.70
Nurse Practitioners	37	Unavailable	\$34.00
Industrial Engineers	35	2.1%	\$42.70
Accountants and Auditors	34	0.4%	\$23.80
Electrical Engineers	31	3.1%	\$25.80

Metro

Occupations with the Highest Vacancy Rates

Occupation	Vacancy Rate	Estimated Openings	Average Offered Wage
Concierges	25.0 %	27	\$ 9.80
Amusement and Recreation Attendants	12.9%	315	\$8.20
Fitness Trainers and Aerobics Instructors	9.6%	166	\$19.40
Food Servers, Nonrestaurant	9.4%	68	\$7.20
Crossing Guards	9.2%	82	\$9.20
Hotel, Motel, and Resort Desk Clerks	8.8%	113	\$8.60
Maids and Housekeeping Cleaners	8.4%	425	\$8.60
Diagnostic Medical Sonographers	7.9%	20	\$24.90
Mail Clerks and Mail Machine Operators, Except Postal Service	7.6%	112	\$9.80
Emergency Medical Technicians and Paramedics	7.5%	100	\$13.50

Metropolitan Area Status & Benefits

- As predicted, openings for part-time and temporary positions accounted for a greater percentage of all openings than any other year surveyed. Thirty percent of vacancies were for temporary employment and 50 percent were for part-time.
- Fifty-five percent of the metropolitan job openings offered at least some kind of benefit during the fourth quarter of 2009, which is nearly constant with 2008's benefit incidence.

A large percentage of metro job openings offered some kind of benefit (55 percent).



Uinta Basin Region Summary • Paul Peterson, Research Analyst

The JVS Uinta Basin region is comprised of Daggett, Duchesne and Uintah counties.

- The job vacancy rate for the Uinta Basin was 1.3 percent, meaning there were 1.3 vacancies for every 100 jobs at any time during the fourth quarter of 2009. The most recent comparison data available is from 2008, when the Uinta Basin had about 2.2 vacancies for every 100 jobs. The current vacancy rate translates into approximately 275 open jobs at any time during the survey period.
- The average offered wage for openings in the Basin was \$12.70/hr, down 17.5 percent from the high of \$15.40/hr in the previous year.
- Open jobs filled quickly during the fourth quarter of 2009, with 67.3 percent open for less than 60 days. In 2008 only 43 percent of vacancies were open for less than 60 days. Additionally, the number of positions considered “always open” decreased from 43 percent to 29 percent between 2008 and 2009, respectively.
- Since 2007, lower energy prices have curtailed production activities related to oil and gas extraction, thus lowering the related demand for labor in this energy rich region. Despite the negative impact on employment levels in this portion of the mining industry, mining still remains a primary driver of the Uinta Basin economy.



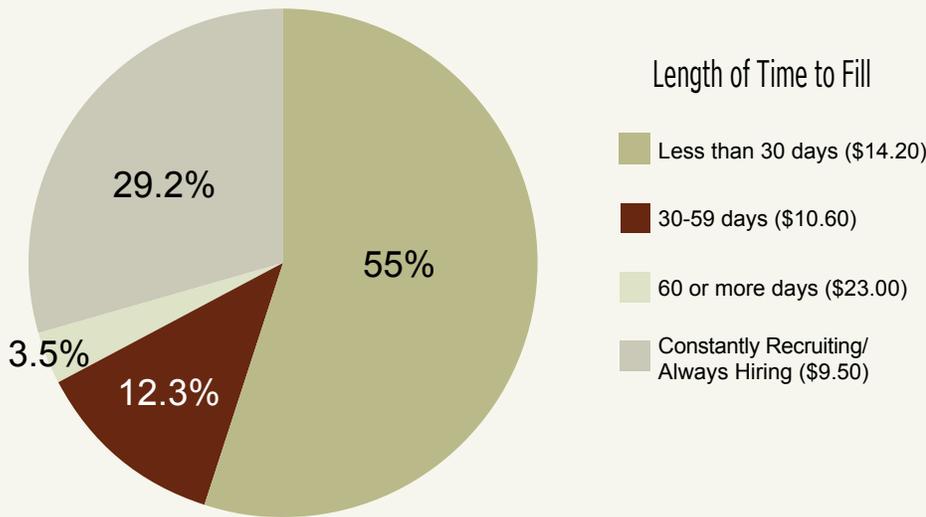
Area Comparisons Since 2005

Uinta Basin	2005	2007	2008	2009
Vacancy Rate	5.2 %	5.2 %	2.2 %	1.3 %
Openings	890	1,160	540	275
Average Offered Wage	\$12.20	\$14.10	\$15.40	\$12.70

Uinta Basin Key Industries

- Job vacancies in the mining industry took a sharp turn downwards in 2009, offering 89 percent fewer vacancies than in 2008.
- Overall job vacancies in the Uinta Basin were only 51 percent of the number of vacancies in 2008.
- The construction industry added a mere five more job openings in 2009 than in 2008. While an improvement, the total job openings in construction in 2009 represent just over one-eighth of the 231 mining vacancies in 2007.
- Other industries that experienced significant decreases in job openings include retail trade, administrative services, education and healthcare.
- The manufacturing industry had the highest vacancy rate at 9.7 percent of all manufacturing jobs.

Percent of Openings and Offered Wages by Length of Time to Fill
 Uinta Basin Area

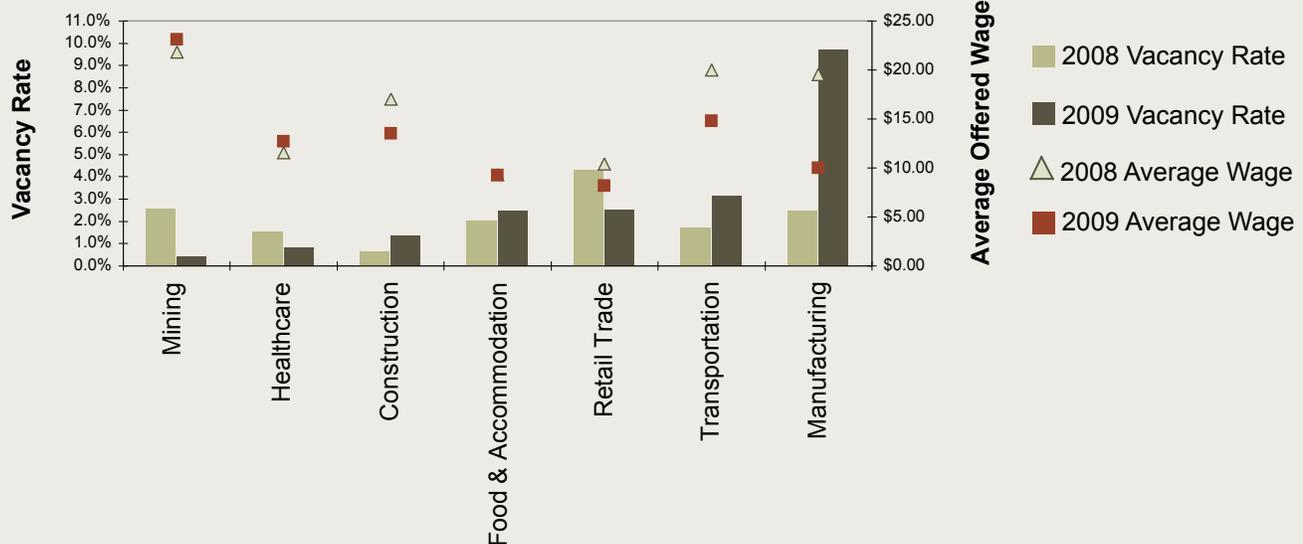


Uinta Basin

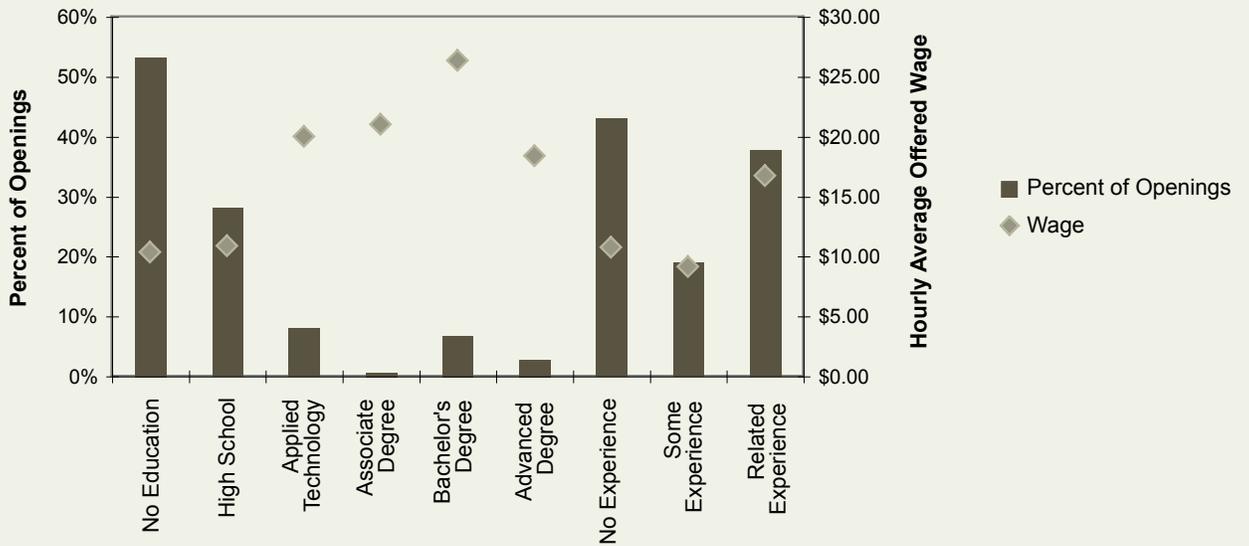
Uinta Basin Education & Experience

- The majority (53 percent) of job openings in the Uinta Basin required no formal education or training, and 28.2 percent required at least a high school diploma.
- The positions requiring no formal education or training took an average of 30-59 days to fill, the longest time of any educational or experience category.
- While just under seven percent of the openings required a bachelor's degree, the offered wages were the highest at \$26.30.
- Open positions requiring applied technology training offered higher average wages than those requiring directly related work experience.

2008—2009 Industrial Vacancy Rates and Average Offered Wages



Educational & Experience Requirements and Average Offered Wage



Uinta Basin Status & Benefits

- Over 74 percent of job openings offered benefits in at least one of four categories: medical, paid sick leave, paid vacation, and retirement. This is a six point increase from 2008 and the highest rate of any region surveyed in Utah.
- The most commonly provided benefit was paid vacation, offered at just over half of all job vacancies posted.
- Approximately 94 percent of the job openings were permanent and 81 percent were full-time, the highest rates of any region in the state.



Uinta Basin has the highest rates of permanent and full-time job openings than any region in Utah.

Southwestern Region Summary • Elizabeth Arnold, Research Analyst

The JVS southwestern region is comprised of Iron and Washington counties, which includes Utah's southernmost metropolitan statistical area.

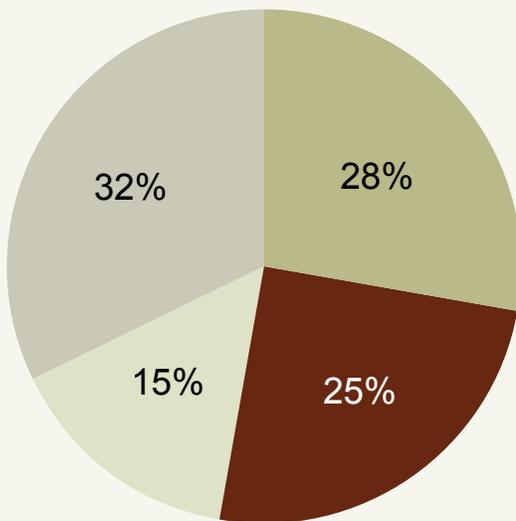
- The job vacancy rate for the southwestern region was 1.0 percent, meaning there was one vacancy for every 100 jobs at any time during the fourth quarter of 2009. This is down from 1.5 percent in 2008, and represents the lowest vacancy rate of any region during the survey period. The current vacancy rate translates into approximately 660 open jobs at any time during the survey period. Compared to the 990 openings in 2008, this shows a loss of about one-third of job openings.

- The region's average offered wage has hovered in the \$11.20/hr-to-\$12.70/hr range since first being surveyed in 2004. That trend was challenged by the 2009 average of only \$10.20/hr.

- Many open jobs in the southwestern region filled slowly, as 72 percent of all vacancies were open for more than 30 days. This is likely the result of the dominance of low-wage, high-turnover openings among the southwestern vacancies during the fourth quarter of 2009. While jobs that were continually open offered only \$7.80/hr, on average, jobs that offered higher wages often filled faster.

Southwestern

Percent of Openings and Offered Wages by Length of Time to Fill
Southwestern Area



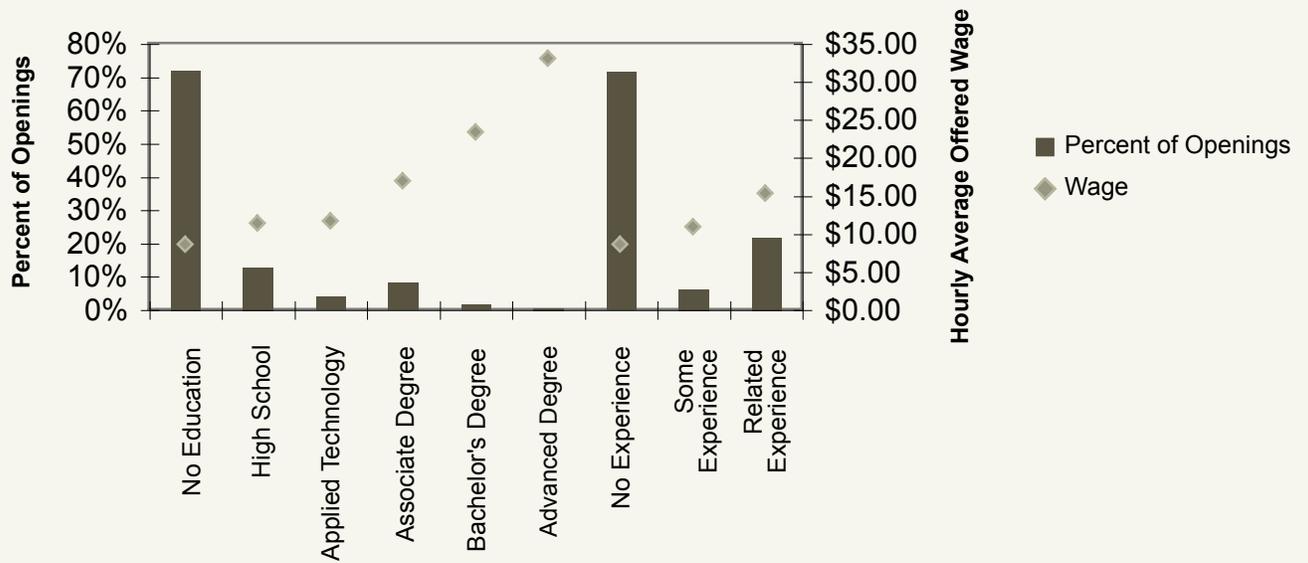
Length of Time to Fill

- Less than 30 days (\$11.70)
- 30-59 days (\$11.70)
- 60 or more days (\$10.10)
- Constantly Recruiting/
Always Hiring (\$7.80)



See the entire report at:
<http://jobs.utah.gov/opencms/wi/pubs/jvs2009>

Educational & Experience Requirements and Average Offered Wage



Southwestern

Area Comparisons Since 2004

Southwestern Utah	2004	2005	2007	2008	2009
Vacancy Rate	3.1 %	5.0 %	4.1 %	1.5 %	1.0 %
Openings	1,540	2,970	2,850	990	660
Average Offered Wage	\$11.30	\$11.20	\$12.70	\$11.30	\$10.20

Southwestern Key Industries

- Eight industry groups met the confidentiality requirements for publication. Four of those groups had fewer openings than in 2008.
- Arts, entertainment and recreation—an industry without enough openings to publish in previous surveys—comprised 32 percent of openings in 2009.
- Healthcare experienced a mild increase in openings, from about 70 vacancies in 2008 to almost 100 vacancies in 2009. However, it is still well below the 2007 mark of 1,000 vacancies. On the positive side, the average offered wage of openings captured in 2009 exceeded those of 2007 and 2008, at \$16.00/hr.
- Following the trend, the retail sales industry continued to have fewer vacancies, with only 94 openings in 2009 compared to 292 in 2008. Yet, the average offered wage for these positions increased from \$7.60/hr in 2008 to \$8.60/hr in 2009.
- The information, real estate and rental and leasing industries each posted too few openings in 2008 to be published in survey results. In 2009 both industries posted at least 20 openings.
- Food and accommodation, and government showed the most stability in openings from 2008 to 2009, each varying by less than five openings. However, the wages for each industry decreased during that time from \$13.20/hr to \$10.50/hr in government and \$11.40/hr to \$8.60/hr in food and accommodation. Due to the recent recession, many employers offered positions at lower wages than in years past.

Southwestern Education & Experience

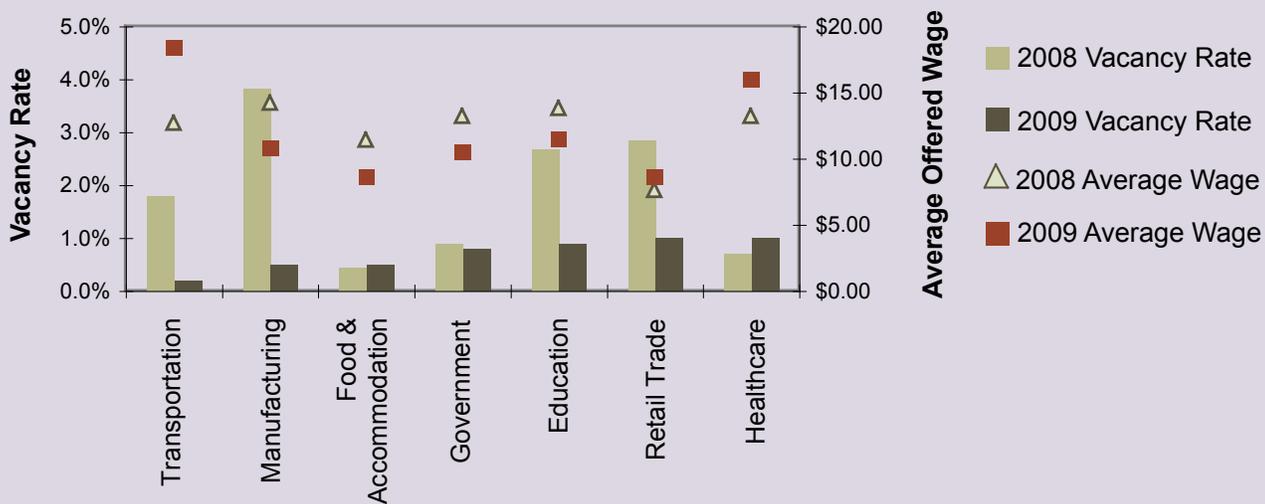
- Openings in southwestern Utah required no experience 72 percent of the time, which was, by far, the most of any region surveyed. On average, these positions offered less than openings that required experience, at \$8.50/hr. This trend may result from employers' tendency to hire seasonal employees who require less specialized training or education. Of the openings that required no experience, nearly 60

percent were temporary or seasonal positions, and nearly 90 percent required no education.

- Similar to job experience requirements in the region, 72 percent of all openings required no education. Additionally, only 20 percent of all openings required a license or certificate.



2008—2009 Industrial Vacancy Rates and Average Offered Wages



Southwestern

Southwestern Key Occupations

- This year, four occupations in the southwestern region met the study's confidentiality standards for publication.
- Openings for teacher assistants have been consistently reported since 2004, indicating a sustained demand for this occupation.
- Retail salespersons have historically had the most openings in the southwestern region, yet only 44 openings were found in 2009.



Presorted Standard
 US Postage
 PAID
 SLC, UT
 Permit # 4621

Occupations with the Most Openings

Occupation	Estimated Openings	Vacancy Rate	Average Offered Wage
Retail Salespersons	44	1.5 %	\$11.10
Registered Nurses	36	Unavailable	\$20.00
Teacher Assistants	23	2.3 %	\$11.00
Maids and Housekeeping Cleaners	11	1.2 %	\$8.50



Southwestern

Southwestern Status & Benefits

- Sixty-four percent of the openings were for full-time employment. This is an increase from 2008, but similar to the other regions in the state.
- Openings were seasonal 42 percent of the time, which is the highest for any region in 2009.
- Employer-provided benefits were offered less frequently than openings in other regions, at 32 percent. This is not unusual, as many jobs were seasonal or required less education or experience, all of which are common characteristics of non-benefited positions.

See the entire report at:
<http://jobs.utah.gov/opencms/wi/pubs/jvs2009>