

# Connecticut Job Vacancy Survey

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Spring 2005

## Acknowledgements:

We would like to thank all of the Connecticut businesses that participated in our inaugural Connecticut Job Vacancy Survey. Producing information on business needs that can be reliably used for implementing the State's workforce development initiatives would not be possible without their involvement.

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## Introduction: Connecticut Job Vacancy Survey

Various employment statistics are published in the media, such as the number of jobs created and the unemployment rate. But, more often than not, this information is of little use to the average person looking for a job. More pertinent to the job seeker are questions like: What occupations are in demand? How much does the job pay? How much education is required? Connecticut's Job Vacancy Survey was implemented, in part, to answer these questions.

The Connecticut Department of Labor randomly selected 3,325 firms throughout the state and asked them to provide information on their current job vacancies, including job title, hiring wage, benefits offered and the level of education and experience required for the position. Of the firms sampled, forty-two percent (1,398 firms) responded.



Information gained from this survey will help identify current employer hiring needs that can be used to provide career direction for job seekers. It also may be useful as an assessment tool for employers to compare their wages and benefits to those being offered in Connecticut's labor markets. In addition, it is expected that the survey results will provide insight to workforce development organizations and educational institutions, aiding them in the development of new education and training programs.

## Highlights

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The Connecticut Labor Department's Office of Research conducted its first job vacancy survey in Fall 2004. The Connecticut Job Vacancy Survey was a random survey of 3,325 employers from across all industries, representing the universe of Connecticut businesses. The survey produced details of job vacancies that included: job titles, number of vacancies, vacancy rates by industry, education and experience requirements, wages and benefits, as well as the duration of the job vacancies. Approximately 42 percent of the employers surveyed participated. The table below highlights the survey results.

### Major Findings of Survey:

- ◆ In Fall 2004 there were an estimated 53,146 job vacancies in Connecticut.
- ◆ Connecticut's overall vacancy rate (vacancies / total employment) was 3.0 percent.
- ◆ The average wage for all of Connecticut's vacancies was \$16.67 per hour.
- ◆ Thirty-four percent of the vacancies required post-secondary education.
- ◆ A vacancy requiring a bachelor's degree paid nearly twice as much (\$25.91) as a vacancy requiring only a high school diploma (\$13.13).
- ◆ Employers were only willing to pay a slight premium (.70 cents/hr) for jobs requiring a high school diploma compared to jobs requiring no formal education.
- ◆ Nearly half (45.5%) of the vacancies required job-related work experience.
- ◆ The Health Care and Social Assistance, Accommodation and Food Services, and Retail Trade industry groups accounted for over one third (36.8%) of the job vacancies.
- ◆ Cashiers (2,719 openings), Retail Salespersons (1,998) and Registered Nurses (1,677) were the occupations that had the most job openings.
- ◆ Occupations requiring education beyond high school (vocational training or a college degree) that were most in demand were Registered Nurses (1,677), Restaurant Cooks (1,077), Sales Representatives for wholesale, manufacturing, scientific and technical products (906), Accountants and Auditors (809) and Child, Family, and School Social Workers (598).
- ◆ Less than twenty percent (19.4%) of employers expected to increase their current employment levels in the next six months, more than half (62.3%) expect employment levels to remain the same.

# Where are the vacancies ?

There were an estimated 53,146 job vacancies in Connecticut, or three percent (3.0%) of total employment. In other words, there were three job openings for every one hundred filled jobs.

Job vacancies are listed in the tables below by industry and occupational groups. Industry groups are made up of business establishments that use similar processes to produce goods and services. Occupational groups are based on common skills, training, education, and type of work performed. Some individual occupations (e.g., security guard, secretary, accountant) can be found in many industries.

The Health Care and Social Assistance industry group registered the most vacancies (7,697). This reflects recent trends of increased demand for medical treatments and social services that are the result of an aging State population. Accommodation and Food Services and Retail Trade followed, partly reflective of the high turnover that is common in these sectors. The estimates also identified many employment opportunities in manufacturing, which coincides with other reports that manufacturers are seeking to replace retiring workers.

## Vacancies by Industry Group

Industry Group	Number of Job Vacancies	Estimated Employment	Job Vacancy Rate	Average Wage Offer (\$)
Health Care and Social Assistance	7,697	310,384	2.5%	21.27
Accommodation and Food Services	5,998	105,669	5.7%	10.61
Retail Trade	5,885	204,790	2.9%	16.78
Manufacturing	3,401	198,574	1.7%	16.90
Wholesale Trade	3,318	109,357	3.0%	22.15
Construction	2,849	74,970	3.8%	15.75
Finance and Insurance	2,574	167,245	1.5%	17.58
Professional, Scientific and Technical Services	1,940	83,956	2.3%	25.32
Education Services	1,596	120,184	1.3%	22.16
Management of Companies and Enterprises	1,382	34,286	4.0%	21.76
Public Administration	1,250	115,097	1.1%	20.68
Other Services (except Public Admin.)	1,144	42,975	2.7%	16.30
Real Estate and Rental and Leasing	698	18,693	3.7%	18.24
Transportation and Warehousing	650	32,516	2.0%	23.61
Information	372	37,319	1.0%	17.35
<b>Totals, All Industry Groups*</b>	<b>53,146</b>	<b>1,766,912</b>	<b>3.0%</b>	<b>16.67</b>

\* Some industry groups were omitted from this table due to unreliable results.

The Sales and Related (6,916 vacancies), Office & Administrative Support (6,107), and Health Practitioners and Technical (3,109) occupational groups had the largest numbers of vacancies. Corresponding to the occupational group findings, Cashiers (2,719 vacancies), Retail Salespersons (1,998) and Registered Nurses (1,677) were the most highly sought jobs to be filled.

Only one quarter of the Sales and Related vacancies required education beyond high school. Cashiers, for example, had no educational requirement in most cases (83%). In contrast, nearly all of the Health Practitioners & Technical occupations required more than a high school degree (vocational or college education). Registered nurse vacancies all required education beyond high school—almost one third (30%) requiring a Bachelor’s degree or more. The Business & Financial Operation group also required high levels of education. Accountants and auditors had the most vacancies in this group (809 vacancies) and required a Bachelor’s degree in most cases (92%).

Additional occupational detail (top 50 occupations in demand and a breakdown of the top 5 occupations by occupational group) can be found on pages 17-21.

### Vacancies by Occupational Group

Major Occupational Group	Number of Job Vacancies	Estimated Employment	Requiring Education Beyond High School Diploma	Requiring Experience Related to the Position	Average Wage Offer (\$)
Sales and Related	6,916	179,900	25.5%	29.2%	15.00
Office & Administrative Support	6,107	301,350	10.3%	62.8%	15.92
Health Practitioners & Technical	3,109	85,590	98.1%	63.8%	28.24
Management	3,041	85,200	72.5%	97.2%	30.42
Food Preparation & Serving Related	2,999	113,490	25.3%	57.6%	9.58
Production	2,201	120,040	30.2%	64.0%	13.52
Business & Financial Operations	1,799	80,990	92.7%	92.5%	26.53
Community & Social Services	1,692	30,610	81.7%	84.2%	23.60
Install, Maintenance, and Repair	1,571	53,720	44.3%	83.9%	18.98
Transportation & Material Moving	1,368	90,880	5.3%	28.3%	13.60
Education, Training, & Library	1,221	117,640	80.9%	73.2%	20.66
Healthcare Support	1,177	49,340	63.9%	15.6%	14.39
Art, Design, Entertainment and Media	766	20,760	98.7%	95.0%	28.81
Protective Service	582	37,360	3.0%	63.5%	8.85
Architecture & Engineering	578	38,370	98.0%	84.8%	18.09
Computer & Mathematical	471	43,480	83.9%	82.4%	31.79
Life, Physical, & Social Science	362	17,630	50.4%	95.2%	16.01
Legal Occupations	308	13,400	70.6%	49.4%	13.09
<b>Totals, All Occupational Groups*</b>	<b>53,146</b>	<b>1,766,912</b>	<b>34.1%</b>	<b>45.5%</b>	<b>16.67</b>

\* Some occupational groups were omitted from this table due to unreliable results.

### Top 5 Occupations in Demand

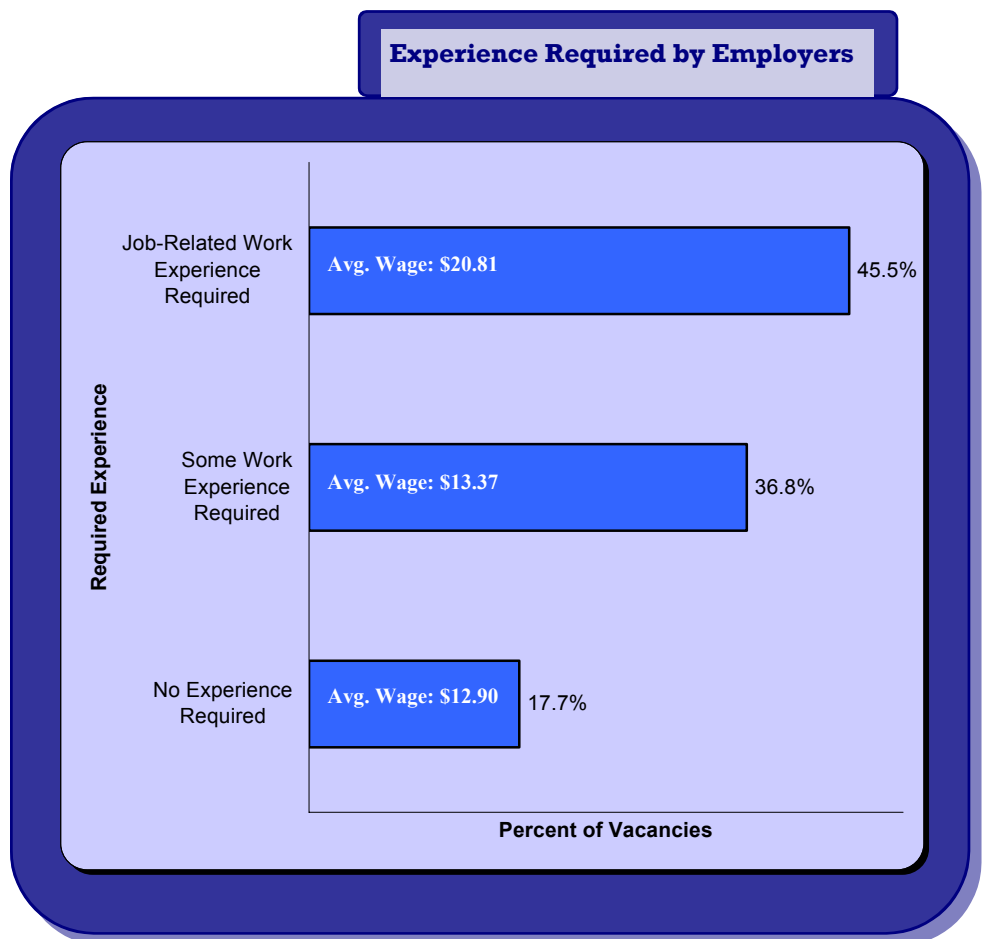
- Cashiers (2,719 openings)
- Retail Salespersons (1,998)
- Registered Nurses (1,677)
- Customer Service Representatives (1,527)
- Stock Clerks and Order Fillers (1,162)

# How much experience do employers require ?

Nearly half (45.5%) of the vacancies required related work experience (i.e., past employment with similar job skills to those required by the vacancy). Thirty-six percent (36.8%) of the vacancies only required that applicants had held a job in the past. These openings are categorized as having some work experience in the survey.

Compensation levels offered increased dramatically—from an average \$13.37 to \$20.81 per hour—for those vacancies requiring job-related work experience, compared to those simply requiring work experience of any kind.

Work experience of some kind was clearly preferred by employers. Only 17.7 percent of the job vacancies (9,400 openings) were available to applicants without any prior work experience.





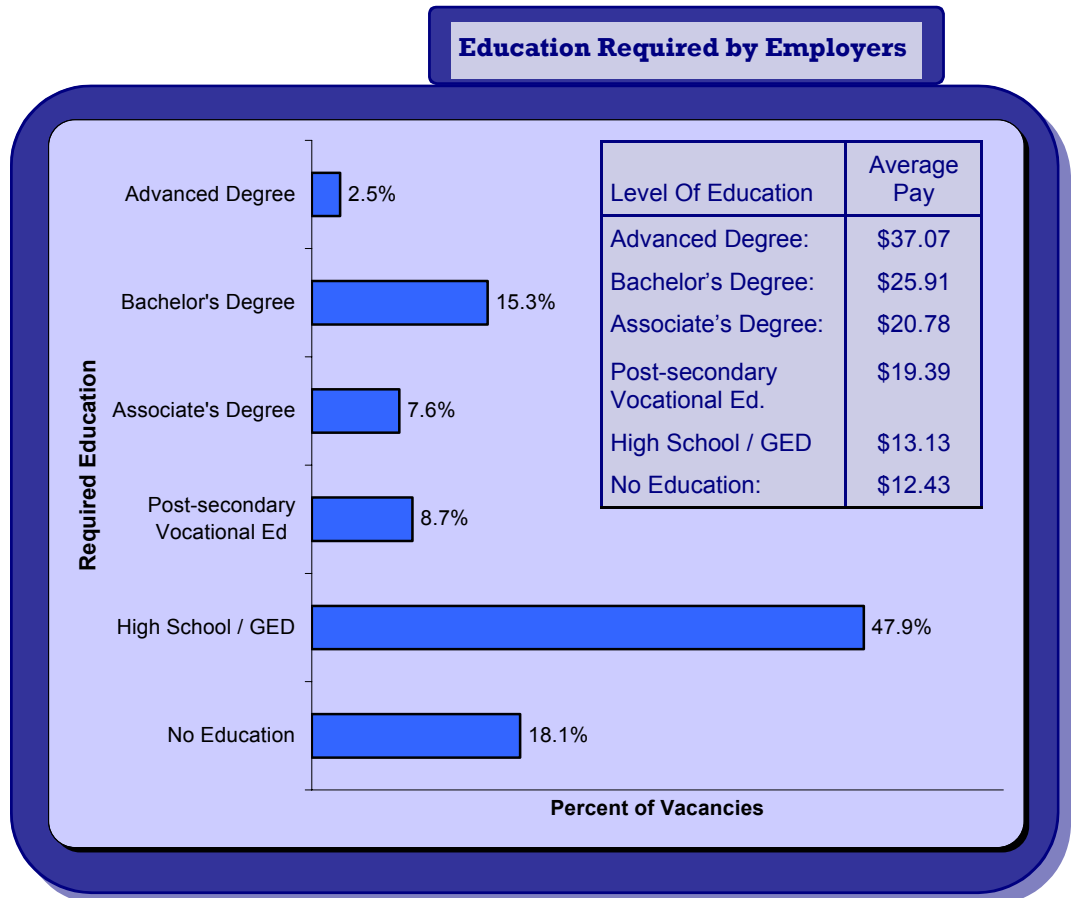
# How much education do employers require?

Almost half (47.9%) of the job vacancies required at least a high school degree, and another one third (34.0%) required post-secondary education (i.e., vocational training or college degree programs). Only eighteen out of every one hundred jobs were available to applicants with no formal education.

The level of compensation offered by employers is telling—jobs requiring higher levels of education offered significantly more pay. A vacancy requiring a bachelor’s degree paid nearly twice as much (\$25.91) as a vacancy requiring only a high school diploma (\$13.13). Hourly rates ranged from \$12.43 for jobs requiring no formal education to \$37.07 for jobs requiring an advanced degree.

Another point of interest was the marginal difference between the average hourly wage for job vacancies requiring a high school diploma compared to the average for jobs with no formal education requirement. Jobs requiring a high school diploma only paid .70 cents more per hour.

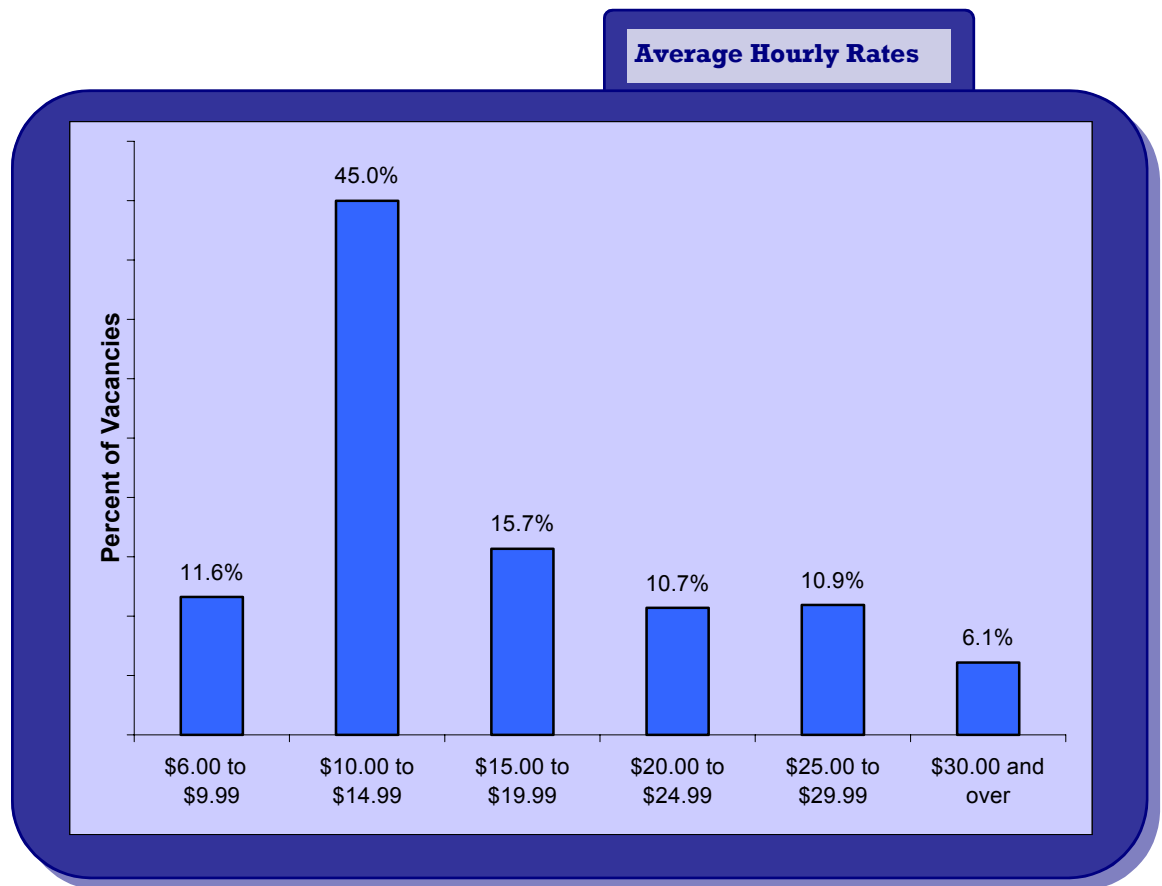
**Education Required by Employers**



# How much do Connecticut's job vacancies pay?

According to the U.S. Department of Labor, Bureau of Labor Statistics, Connecticut had the highest average annual wage (\$48,328) of any state in 2003. This estimate was based on data from a comprehensive accounting of employment and wage information for workers covered by State and Federal unemployment insurance programs.

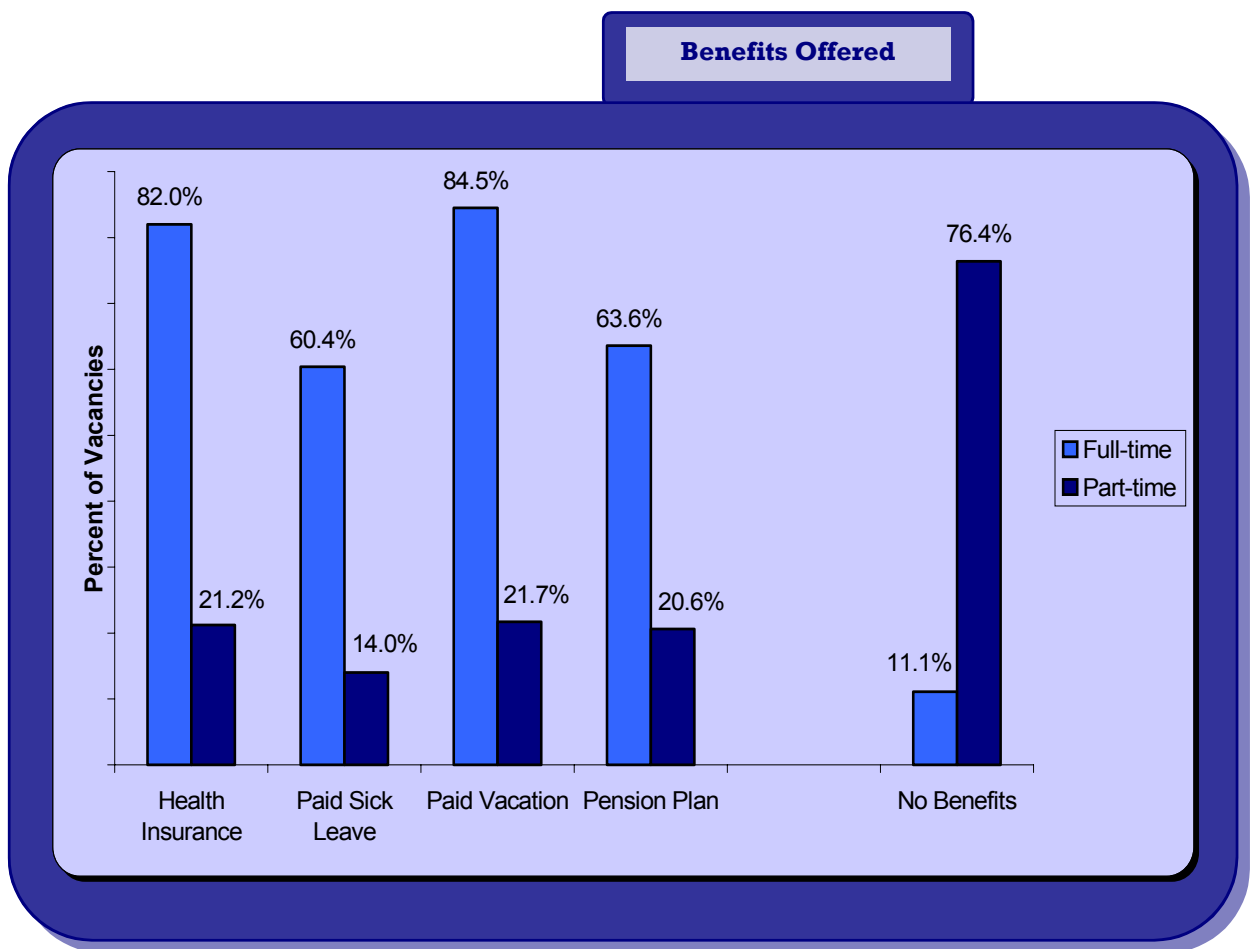
Reflective of this ranking, more than one quarter (27.7%) of the job vacancies paid \$20.00 or more per hour. In contrast, 11.6% of the vacancies paid less than \$10.00 per hour. Many of these openings, however, were either part-time or high turnover jobs. The largest number of vacancies were in the \$10.00 to \$14.99 range. Overall, Connecticut's vacancies had an average wage of \$16.67.



# What benefits do Connecticut's job vacancies offer?

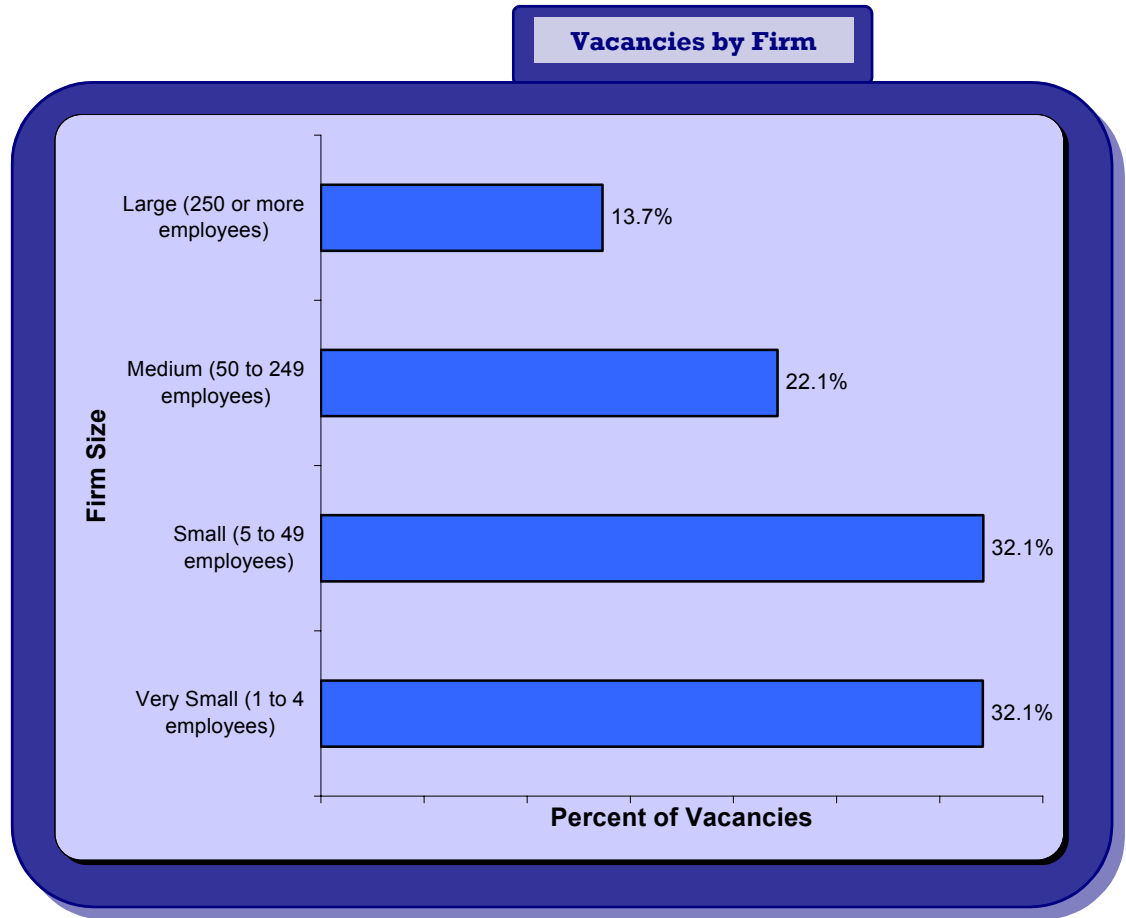
The majority of full-time job vacancies offer health benefits (82.0%), paid vacation (84.5%), paid sick leave (60.4%), and a pension plan (63.6%).

Employers were far less generous to part-timers, with slightly more than three quarters (76.4%) receiving no benefits. Only twenty-one percent (21.2%) of part-time workers received some kind of health insurance.



# What size companies have the most vacancies?

Firms with fewer than 50 employees had the greatest number of job vacancies (34,125), accounting for nearly two thirds (64.2%) of Connecticut's openings. Large firms, those with 250 or more employees, had the fewest number (7,255) of openings, accounting for 13.7 percent.



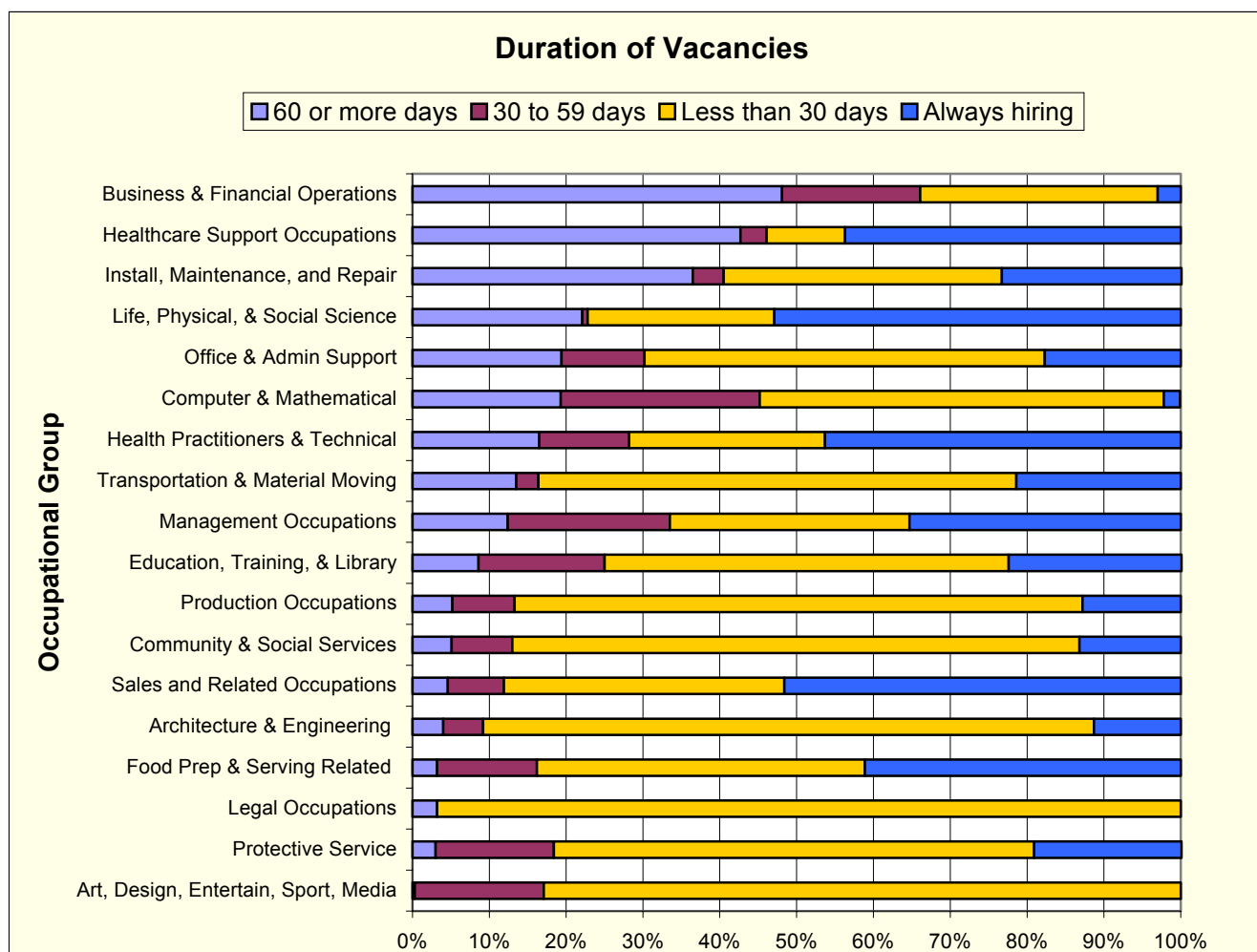
Firm Size	Vacancies
Very Small (1 to 4 employees)	17,057
Small (5 to 49 employees)	17,068
Medium (50 to 249 employees)	11,766
Large (250 or more employees)	7,255
Total	53,146

# How long have the vacancies been open?

Vacancies within the Business & Financial Operations, Healthcare Support, and Installation, Maintenance & Repair occupational groups appeared to be the most difficult to fill, having the highest percentage (48.1%, 42.7% and 36.5%) of vacancies open sixty or more days. Examples of these jobs included: accountants and auditors, medical assistants and electric motor and power tool repairers.

Legal Occupations; Art, Design, Entertainment, Sport, Media; and Architecture & Engineering positions were vacant the shortest amount of time, having 96.8%, 82.9% and 79.5%, respectively, of their vacancies open for less than 30 days. Examples of these jobs included: civil engineers, paralegals and production artists.

One quarter (24.8%) of Connecticut's vacancies were categorized as "Always hiring". Within occupational groups, Life, Physical and Social Science (52.9%) and Sales and Related (51.6%) had the largest percentage of vacancies in the "Always hiring" category. Employers constantly recruit when jobs are difficult to fill—too few qualified applicants (e.g., environmental scientist), or in occupations with high turnover (e.g., cashier).



# Appendix

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## Methodology:

### Sample Design

These estimates of job vacancies in Connecticut are the result of a statewide survey conducted by the Connecticut Department of Labor, Office of Research. They represent job opportunities reported by employers during the Fall 2004.

A random sample of 3,325 firms was selected from employers registered with the Connecticut Department of Labor for Unemployment Insurance (UI) purposes. This represents nearly all of firms doing business in Connecticut, other than the self-employed and several very small organizations exempt from the UI law. State and Federal government agencies, firms with no employees, and employment services industries were excluded from the sample.

Firms were selected based on a sampling procedure that stratified by firm size (one to four employees; five to 49 employees; 50 to 249 employees; and more than 250 employees), and by 20 industrial sectors.

A description of the twenty major industrial sectors, defined by the 2002 North American Industry Classification System (NAICS) is provided below.

## NAICS INDUSTRY DESCRIPTION

<b>Agriculture:</b>	Firms engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats.
<b>Mining:</b>	Firms that extract naturally occurring mineral solids, such as coal and ores; liquid minerals, such as crude petroleum; and gasses, such as natural gas.
<b>Utilities:</b>	Firms engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal.
<b>Construction:</b>	Firms engaged in the construction of buildings and other structures, heavy construction, additions, alterations, reconstruction, installations, and maintenance and repairs.
<b>Manufacturing:</b>	Firms engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products.
<b>Wholesale Trade:</b>	Firms engaged in wholesale merchandising, generally without transformation, and rendering services incidental to the sale of merchandise.
<b>Retail Trade:</b>	Firms engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise.

**Transportation and Warehousing:**

Firms engaged in the transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation.

**Information:**

Firms engaged in the production, processing and distribution of information and cultural products.

**Finance and Insurance:**

Firms engaged in financial transactions (including the creation, liquidation, or change in ownership of financial assets) and/or facilitating financial transactions.

**Real Estate:**

Firms engaged in renting, leasing, or otherwise allowing for the use of tangible or intangible assets, and establishments providing related service.

**Technical Services:**

Firms specializing in performing professional, scientific, and technical activities for others.

**Management:**

Firms who hold the securities of companies and enterprises for the purpose of controlling interest or influencing management decisions or who administer, oversee, and manage the company in a strategic, organizational, or decision-making role.

**Administrative and Support:**

Firms providing routine support activities for the day-to-day operations of other organizations.

**Educational Services:**

Firms providing instruction and training on a wide variety of subjects.

**Healthcare:**

Firms providing healthcare and social assistance to individuals.

**Arts and Entertainment:**

Firms engaged in providing services to meet the varied cultural, entertainment, and recreational interests of their patrons.

**Accommodation:**

Firms providing customers with lodging and/or preparation of meals, snacks and beverages for immediate consumption.

**Other Services:**

Firms engaged in providing services not specifically provided for elsewhere in the classification system.

**Public Administration:**

Federal, state and/or local agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions in a given area.

## Matching Job Titles to the Standard Occupational Classification (SOC) System

In this survey, employers were asked to report both the number and title of job vacancies. This information was reviewed by analysts and matched to job titles in the 2000 Standard Occupational Classification (SOC) system. This system uses a set of 6-digit occupational codes and titles to classify workers into occupational categories. Jobs can be classified in any of four levels of detail including: 23 major occupational groups, 96 minor groups, 449 broad occupations or in one of over 820 occupations.

### Major Occupational Groups and Sample Occupations\*

<b>Management:</b>	Sales Managers, Education Administrators, Medical and Health Service Managers, and Postmasters
<b>Business and Financial Operations:</b>	Claims Adjusters, Accountants and Auditors, Financial Analysts, and Human Resource Specialists
<b>Computer and Mathematical:</b>	Computer Programmers, Computer Software Engineers, Actuaries and Statisticians
<b>Architecture and Engineering:</b>	Architects, Architectural and Civil Drafters, Surveyors, and Civil, Mechanical and Electrical Engineers
<b>Life, Physical and Social Science:</b>	Zoologists and Wildlife Biologists, Foresters, Astronomers, Chemists, Economists, Sociologists, and Nuclear Technicians
<b>Community and Social Service:</b>	Counselors, Social Workers, and Clergy
<b>Legal:</b>	Paralegals, Lawyers and Judges
<b>Education, Training and Library:</b>	Business Teachers, Postsecondary, Elementary School Teachers, Librarians and Curators
<b>Art, Design, Entertainment and Media:</b>	Fashion Designers, Actors, Radio and Television Announcers, Editors and Writers and Authors
<b>Healthcare Practitioners and Technical:</b>	Pharmacists, Surgeons, Veterinarians, Medical and Clinical Laboratory Technicians, Registered Nurses and Dental Hygienists
<b>Healthcare Support:</b>	Home Health Aides, Medical Assistants, Massage Therapists, and Medical Transcriptionists
<b>Protective Service:</b>	Fire Fighters, Police and Sheriff's Patrol Officers, Animal Control Workers and Security Guards



<b>Food Preparation and Serving Related:</b>	Cooks, Restaurant, Bartenders, Waiters and Waitresses and Dishwashers
<b>Building, Grounds Cleaning and Maintenance:</b>	Maids and Housekeeping Cleaners, Landscaping and Grounds Keeping Workers and Tree Trimmers and Pruners
<b>Personal Care and Service:</b>	Gaming Dealers, Hairdressers, Hairstylists, and Cosmetologists, Baggage Porters and Bellhops, Child Care Workers, and Fitness Trainers and Aerobics Instructors
<b>Sales and Related:</b>	Retail Salespersons, Cashiers, Travel Agents, and Real Estate Brokers
<b>Office and Administrative Support:</b>	Telephone Operators, Tellers, File Clerks, Meter Readers, Utilities, Secretaries, Data Entry Keyers, and Office Clerks
<b>Farming, Fishing and Forestry:</b>	Farm workers and Laborers, Crop, Nursery, and Greenhouse, Fishers and Related Fishing Workers, Agricultural Inspectors and Animal Breeders
<b>Construction and Extraction:</b>	Carpenters, Electricians, Brick masons and Block masons, Septic Tank Servicers and Sewer Pipe Cleaners
<b>Installation, Maintenance and Repair:</b>	Electronic Equipment Installers and Repairers, Automotive Service Technicians and Mechanics, Telecommunications Line Installers and Repairers
<b>Production:</b>	Engine and Other Machine Assemblers, Butchers and Meat Cutters, Bakers, Machinists, Job Printers, Tailors, Dressmakers and Custom Sewers, Cabinetmakers and Bench Carpenters, Power Plant Operators, Dental Laboratory Technicians
<b>Transportation and Material Moving:</b>	Commercial Pilots, Taxi Drivers and Chauffeurs, Locomotive Engineers, Sailors and Marine Oilers, Parking Lot Attendants

**\* Excludes military specific occupations**

In matching employer job titles to detailed SOC codes and titles, analysts made additional follow-up calls to clarify listed job titles that did not match standard occupational codes. In certain cases, a more general SOC code was chosen as a best-fit approximation. SOC coding of reported job vacancies produced 307 detailed occupations statewide.

For more information on the Standard Occupational Classification (SOC) System, see the SOC Web page at: [www.bls.gov/soc/](http://www.bls.gov/soc/)

## Survey Instrument and Response

Employers were asked to supply information on current job vacancies, including: the duration of the opening, education and experience requirements, pay rate, and the type of benefits offered. Firms without job vacancies were asked to report basic contact information and an estimate of future hiring levels (see table below). Additional survey mailings and follow-up telephone calls were used to gather survey responses. The staff of the Connecticut Job Bank provided additional assistance in the data gathering effort, contacting non-responders for several weeks.

Following a review of the survey results, the data were processed to produce scaled estimates that are representative of Connecticut's labor market. This technique compares response rates by industry and size in the respondent group to the universe of State employers.

For more information, please call Brian A. Carney at (860) 263-6283 or send e-mail to: [brian.carney@po.state.ct.us](mailto:brian.carney@po.state.ct.us).

## Employment Level Expected in Six Months

Hiring Description	# of Employers	Response Rate
We expect our employment level to remain the same	847	62.3%
We expect to hire more employees	264	19.4%
Uncertain	167	12.3%
We expect to decrease our current employment levels	82	6.0%
<b>Total*</b>	<b>1,360</b>	<b>100.0%</b>
<b>*38 respondents omitted response to this question</b>		

### Survey Response Rate by Firm Size

Size	Received	Sampled	Response Rate
Very Small (1 to 4 employees)	110	218	50.5%
Small (5 to 49 employees)	771	1586	48.6%
Medium (50 to 249 employees)	346	904	38.3%
Large (250 or more employees)	171	617	27.7%
<b>Total</b>	<b>1,398</b>	<b>3,325</b>	<b>42.0%</b>

### Survey Response Rate by Industry

Industry	Received	Sampled	Response Rate
Agriculture, Forestry, Fishing and Hunting	1	6	16.7%
Mining	3	7	42.9%
Utilities	6	19	31.6%
Construction	92	174	52.9%
Manufacturing	209	390	53.6%
Wholesale Trade	82	173	47.4%
Retail Trade	196	503	39.0%
Transportation and Warehousing	28	87	32.2%
Information	29	87	33.3%
Finance and Insurance	56	219	25.6%
Real Estate and Rental and Leasing	17	53	32.1%
Professional, Scientific and Technical Services	102	234	43.6%
Management of Companies and Enterprises	23	58	39.7%
Administration and Support	62	137	45.3%
Education Services	79	190	41.6%
Health Care and Social Assistance	189	430	44.0%
Arts, Entertainment and Recreation	22	55	40.0%
Accommodation and Food Service	78	249	31.3%
Other Services (except Public Administration)	68	130	52.3%
Public Administration	53	116	45.7%
Unclassified	3	8	37.5%
<b>Total</b>	<b>1,398</b>	<b>3,325</b>	<b>42.0%</b>

## Job Vacancies by Occupational Title

#	Occupational Title	Number of Vacancies	Average Wage (\$)
1	Cashiers	2,719	8.51
2	Retail Salespersons	1,998	12.81
3	Registered Nurses	1,677	25.68
4	Customer Service Representatives	1,527	11.74
5	Stock Clerks and Order Fillers	1,162	21.85
6	Cooks, Restaurant	1,077	11.90
7	Food Preparation Workers	1,018	7.68
8	Food Service Managers	968	17.69
9	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	906	30.60
10	Personal and Home Care Aides	831	11.49
11	Accountants and Auditors	809	25.90
12	Laborers & Freight, Stock, & Material Movers, Hand	797	12.16
13	Executive Secretaries & Administrative Assistants	681	14.68
14	Sheet Metal Workers	611	17.31
15	Child, Family, & School Social Workers	598	22.98
16	Hairdressers, Hairstylists, & Cosmetologists	525	10.43
17	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	489	18.54
18	Sales Managers	482	29.62
19	Financial Managers	481	28.50
20	Nursing Aides, Orderlies, & Attendants	476	12.20
21	Social and Human Service Assistants	463	29.85
22	Receptionists & Information Clerks	453	12.44
23	Shipping, Receiving, & Traffic Clerks	451	23.80
24	All Other, Counselors	416	20.04
25	Medical Assistants	402	17.52
26	Real Estate Sales Agents	388	24.04
27	Dental Hygienists	387	27.50
28	Rotary Drill Operators, Oil and Gas	380	15.00
29	Waiters and Waitresses	363	7.51
30	All Other, Entertainment Attendant & Related	331	9.75

### Job Vacancies by Occupational Title (continued)

#	Occupational Title	Number of Vacancies	Average Wage (\$)
31	Office Clerks, General	326	15.17
32	Secondary School Teachers, Except Special & Vocational Education	319	24.11
33	Janitor & Cleaner, Except Maids & Housekeeping Cleaners	310	10.69
34	Licensed Practical & Licensed Vocational Nurses	305	24.11
35	Tellers	297	11.02
36	Preschool Teachers, Except Special Education	290	9.95
37	First-Line Supervisors /Manager of Food Preparation & Serving Workers	247	11.02
38	Automotive Service Technicians & Mechanics	237	15.46
39	Medical & Health Services Managers	225	54.83
40	Truck Driver, Heavy & Tractor-Trailer	221	15.55
41	Fire Fighters	221	8.50
42	Marketing Managers	221	65.02
43	Carpenters	215	16.29
44	Paralegals and Legal Assistants	207	11.19
45	Bookkeeping, Accounting, & Auditing Clerks	198	18.21
46	Electromechanical Equipment Assemblers	198	12.50
47	Civil Engineers	195	16.61
48	Environmental Scientists & Specialists	191	13.82
49	Security Guards	188	9.08
50	Computer-Controlled Machine Tool Operators, Metal and Plastic	185	17.22

## Top 5 Occupations by Occupational Group

	Number of Vacancies	Average Wage \$
<b>Sales and Related</b>	<b>6,916</b>	<b>15.00</b>
Cashiers	2,719	8.51
Retail Salespersons	1,998	12.81
Sales Representative, Wholesale & Manufacturing, Technical & Scientific Products	906	30.60
Sales Representative, Wholesale & Manufacturing, Except Technical & Scientific Products	489	18.54
Real Estate Sales Agents	388	24.04
<b>Office &amp; Administrative Support</b>	<b>6,107</b>	<b>15.92</b>
Customer Service Representatives	1,527	11.74
Stock Clerks and Order Fillers	1,162	21.85
Executive Secretaries & Administrative Assistants	681	14.68
Receptionists & Information Clerks	453	12.44
Shipping, Receiving, & Traffic Clerks	451	23.80
<b>Health Practitioners &amp; Technical</b>	<b>3,109</b>	<b>28.24</b>
Registered Nurses	1,677	25.68
Dental Hygienists	387	27.50
Licensed Practical & Licensed Vocational Nurses	305	24.11
Physical Therapists	114	27.70
Occupational Therapists	73	26.98
<b>Management</b>	<b>3,041</b>	<b>30.42</b>
Food Service Managers	968	17.69
Sales Managers	482	29.62
Financial Managers	481	28.50
Medical & Health Services Managers	225	54.83
Marketing Managers	221	65.02
<b>Food Preparation &amp; Serving Related</b>	<b>2,999</b>	<b>9.58</b>
Cooks, Restaurant	1,077	11.90
Food Preparation Workers	1,018	7.68
Waiters and Waitresses	363	7.51
First-Line Sup/Mgr of Food Preparation & Services	247	11.02
Combined Food Preparation and Serving Workers	113	9.00
<b>Production</b>	<b>2,201</b>	<b>13.52</b>
All Other Production Workers	511	10.35
Electromechanical Equipment Assemblers	198	12.50
Computer-Controlled Machine Tool Operators, M/P	185	17.22
Lathe & Turning Machine Tool Setters, Operators, and tenders, Metal and Plastic	183	16.01
All Other Assemblers & Fabricators	131	11.25

## Top 5 Occupations by Occupational Group (continued)

	Vacancies	Average Wage (\$)
<b>Business &amp; Financial Operations</b>	<b>1,799</b>	<b>26.53</b>
Accountants and Auditors	809	25.90
Loan Officers	154	25.24
Appraiser & Assessor of Real Estate	147	25.24
Management Analysts	118	27.16
Claims Adjuster, Examiner, & Investigators	110	25.03
<b>Community &amp; Social Services</b>	<b>1,692</b>	<b>23.60</b>
Child, Family, & School Social Workers	598	22.98
Social and Human Service Assistants	463	29.85
All Other Counselors	416	20.04
Marriage and Family Therapists	45	14.90
Mental Health & Substance Abuse Social Workers	34	26.13
<b>Installation, Maintenance, and Repair</b>	<b>1,571</b>	<b>18.98</b>
Electric Motor, Power Tool, Repair	513	20.00
Automotive Service Technicians & Mechanics	237	15.46
Industrial Machinery Mechanics	148	16.50
Maintenance & Repair Worker, General	145	22.02
Medical Equipment Repairers	120	16.83
<b>Transportation &amp; Material Moving</b>	<b>1,368</b>	<b>13.60</b>
Laborers & Freight, Stock, & Material Movers	797	12.16
Truck Driver, Heavy & Tractor-Trailer	221	15.55
Service Station Attendants	109	9.00
Packers and Packagers, Hand	90	21.83
Cleaners of Vehicles and Equipment	77	9.23
<b>Education, Training, &amp; Library</b>	<b>1,221</b>	<b>20.66</b>
Secondary School Teachers, Except Special & Vocational Education	319	24.11
Preschool Teachers, Except Special Education	290	9.95
Teacher Assistants	163	20.51
Self-Enrichment Education Teachers	160	11.00
All Other Postsecondary Teachers	84	32.35
<b>Healthcare Support</b>	<b>1,177</b>	<b>14.39</b>
Nursing Aides, Orderlies, & Attendants	476	12.20
Medical Assistants	402	17.52
Home Health Aides	127	9.12
All Other Healthcare Support Workers	103	18.01
Psychiatric Aides	33	12.92

## Top 5 Occupations by Occupational Group (continued)

	Vacancies	Average Wage (\$)
<b>Art, Design, Entertainment and Media</b>	<b>766</b>	<b>28.81</b>
Artists, Production	584	31.25
Broadcast Technicians	77	18.00
Graphic Designers	43	20.72
Coaches and Scouts	30	24.42
Producers and Directors	17	31.25
<b>Protective Service</b>	<b>582</b>	<b>8.85</b>
Fire Fighters	221	8.50
Security Guards	188	9.08
Police & Sheriff's Patrol Officers	104	9.38
Recreational Protective Service Workers	35	8.50
Forest Fire Inspector & Prevention Specialists	17	8.50
<b>Architecture &amp; Engineering</b>	<b>578</b>	<b>18.09</b>
Civil Engineers	195	16.61
All Other Engineers	96	16.50
Electrical & Electronic Engineering Technicians	90	16.58
Landscape Architects	65	16.83
Electrical Engineers	37	24.92
<b>Computer &amp; Mathematical</b>	<b>471</b>	<b>31.79</b>
Network and Computer Systems Administrators	114	33.45
Computer Systems Analysts	99	25.03
Database Administrators	79	33.65
Computer Support Specialists	78	36.81
All Other Computer Specialists	35	25.85
<b>Life, Physical, &amp; Social Science</b>	<b>362</b>	<b>16.01</b>
Environmental Scientists & Specialists	191	13.82
All Other Life, Physical, & Social Science Technicians	82	17.13
Food Scientists and Technologists	34	21.40
Market Research Analysts	28	16.11
Economists	12	15.63
<b>Legal Occupations</b>	<b>308</b>	<b>13.09</b>
Paralegals and Legal Assistants	207	11.19
Lawyers	75	16.73
Title Examiners, Abstractors, & Searchers	25	17.85