

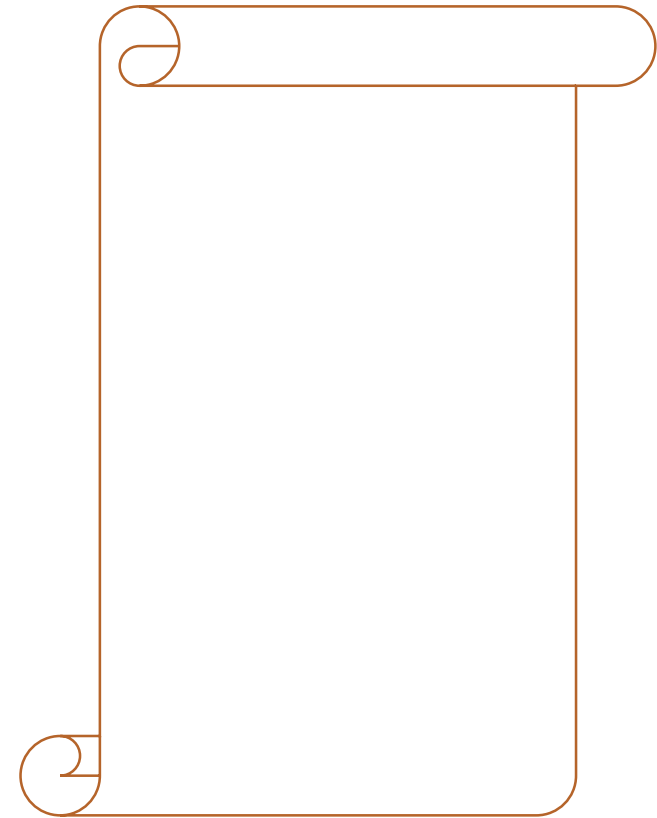
Underpin Hiring, Geolocation, Business Expansion, Labor and Talent Development Decisions with Real-Time Labor Intel

C2ER

June 7, 2018

Overview

- Chris Chmura, Chmura Economics & Analytics, JobsEQ
 - Introduction To RTI
- Tanner Jones, Baldwin EDA
 - Uses of Job Postings Data



Introduction



Who is Chmura?



Nationally renowned economic consultant and provider of software and data solutions

Offices in Richmond, Cleveland, and Spokane

We are driven by client satisfaction and success



Founded in 1998 by Christine Chmura, PhD.



We are economists, data scientists, statisticians, and business professionals



We focus on quality, innovation, and customer service



Two Types of Labor Market Information

- Traditional LMI
 - Examples
 - Current Employment Statistics
 - Current Population Survey
 - Quarterly Census of Employment & Wages
 - Occupation Employment Statistics
 - Characteristics in General
 - Definitive benchmarks
 - Time lags &/or lack of specificity
- Real-time LMI
 - “Online Job Ads”
 - Advantages
 - Updated daily
 - Granular
 - For example: 8-digit SOC
 - Firm-level
 - Regionally: ~county level and lower

Help!

“ How do I look up labor stats for Geospatial Technology in my region. It may fall under so many SOC's / Industries... The request is from a school district to have stats to support the start up of a new GIS program. help! this is not urgent, but needed by the end of the day today. Thanks, ”

Emerging Occupations

Table 2. Occupations new to the 2018 SOC due to breakouts of 2010 SOC detailed occupations

<i>2018 SOC code</i>	<i>2018 SOC Title</i>
11-2032	Public Relations Managers
11-2033	Fundraising Managers
11-3012	Administrative Services Managers
11-3013	Facilities Managers
13-2022	Appraisers of Personal and Business Property
13-2023	Appraisers and Assessors of Real Estate
13-2054	Financial Risk Specialists
15-1243	Database Architects
15-1253	Software Quality Assurance Analysts and Testers
15-1255	Web and Digital Interface Designers
19-3033	Clinical and Counseling Psychologists
19-3034	School Psychologists
19-4012	Agricultural Technicians
19-4013	Food Science Technicians
25-2055	Special Education Teachers, Kindergarten
25-2056	Special Education Teachers, Elementary School
25-9042	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education
25-9043	Teaching Assistants, Special Education
25-9049	Teaching Assistants, All Other
29-1242	Orthopedic Surgeons, Except Pediatric
29-1243	Pediatric Surgeons
29-1249	Surgeons, All Other
29-2042	Emergency Medical Technicians
29-2043	Paramedics
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining
53-1043	First-Line Supervisors of Material-Moving Machine and Vehicle Operators
53-1044	First-Line Supervisors of Passenger Attendants
53-1049	First-Line Supervisors of Transportation Workers, All Other
53-3051	Bus Drivers, School
53-3053	Shuttle Drivers and Chauffeurs
53-3054	Taxi Drivers



- 15-1243 Database Architects
- 15-1253 Software Quality Assurance Analysts and Testers
- 15-1255 Web and Digital Interface Designers

8-Digit SOC Codes Allow Greater Detail

OES Data

Occupation code	Occupation title (click on the occupation title to view its profile)	Level	Employment	Employment RSE	Employment per 1,000 jobs	Location quotient	Median hourly wage	Mean hourly wage	Annual mean wage
15-1151	Computer User Support Specialists	detail	21,240	4.9%	6.096	1.42	\$24.49	\$25.52	\$53,080
15-1152	Computer Network Support Specialists	detail	7,090	9.6%	2.035	1.56	\$38.34	\$38.83	\$80,760
15-1199	Computer Occupations, All Other	detail	7,780	10.5%	2.231	1.01	\$46.92	\$46.98	\$97,720

8-Digit SOC Codes Allow Greater Detail

Computer Occupations, All Other

Occupations

<input type="checkbox"/>	SOC	Title	Total Ads
<input type="checkbox"/>	15-1199.02	Computer Systems Engineers/Architects	1,398
<input type="checkbox"/>	15-1199.08	Business Intelligence Analysts	1,026
<input type="checkbox"/>	15-1199.09	Information Technology Project Managers	903
<input type="checkbox"/>	15-1199.01	Software Quality Assurance Engineers and Testers	837
<input type="checkbox"/>	15-1199.10	Search Marketing Strategists	361
<input type="checkbox"/>	15-1199.07	Data Warehousing Specialists	115
<input type="checkbox"/>	15-1199.06	Database Architects	96
<input type="checkbox"/>	15-1199.05	Geographic Information Systems Technicians	37
<input type="checkbox"/>	15-1199.12	Document Management Specialists	28
<input type="checkbox"/>	15-1199.03	Web Administrators	22

Source: JobsEQ®
 Data reflect online job postings for the 30 day period ending 4/11/2018
 Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

Job Titles Help You Speak the Same Language

Job Titles

<input type="checkbox"/>	Job Title	Total Ads	
<input type="checkbox"/>	GIS Analyst	5	
<input type="checkbox"/>	GIS Technician	4	
<input type="checkbox"/>	HFC Designer I	3	
<input type="checkbox"/>	HFC Designer II	2	
<input type="checkbox"/>	GIS Admin	2	
<input type="checkbox"/>	3-D Computer Modeler	2	
<input type="checkbox"/>	CAD/GIS Engineer	2	
<input type="checkbox"/>	GIS Specialist/Developer 3 - Water Business	2	
<input type="checkbox"/>	Technology Architect - US - 30552BR	2	
<input type="checkbox"/>	Sales Engineering Intern	2	

Source: JobsEQ®

Data reflect online job postings for the 30 day period ending 4/15/2018

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

Search by Required Skills and Certifications

Skills applicable across multiple occupations

Occupations

<input type="checkbox"/>	SOC	Title	Total Ads
<input type="checkbox"/>	15-1199.05	Geographic Information Systems Technicians	28
<input type="checkbox"/>	15-1151.00	Computer User Support Specialists	8
<input type="checkbox"/>	17-3013.00	Mechanical Drafters	7
<input type="checkbox"/>	15-1132.00	Software Developers, Applications	5
<input type="checkbox"/>	17-2071.00	Electrical Engineers	4
<input type="checkbox"/>	15-1199.01	Software Quality Assurance Engineers and Testers	3
<input type="checkbox"/>	17-1021.00	Cartographers and Photogrammetrists	3
<input type="checkbox"/>	19-3051.00	Urban and Regional Planners	2
<input type="checkbox"/>	41-9031.00	Sales Engineers	2
<input type="checkbox"/>	15-1141.00	Database Administrators	2

Source: JobsEQ®
 Data reflect online job postings for the 30 day period ending 4/15/2018
 Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

Related Hard Skills Suggest Program Topics

Hard Skills

<input type="checkbox"/>	Skill Name	Total Ads	
<input type="checkbox"/>	ESRI ArcGIS	74	
<input type="checkbox"/>	Microsoft Office	25	
<input type="checkbox"/>	Computer Networking	19	
<input type="checkbox"/>	Geographic Information System Software (GIS Software)	19	
<input type="checkbox"/>	Structured Query Language (SQL)	19	
<input type="checkbox"/>	Python	17	
<input type="checkbox"/>	Autodesk AutoCAD	15	
<input type="checkbox"/>	Computer Programming/Coding	11	
<input type="checkbox"/>	JavaScript	11	
<input type="checkbox"/>	Microsoft Excel	10	

Source: JobsEQ®

Data reflect online job postings for the 30 day period ending 4/15/2018

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

Using Job Postings Data



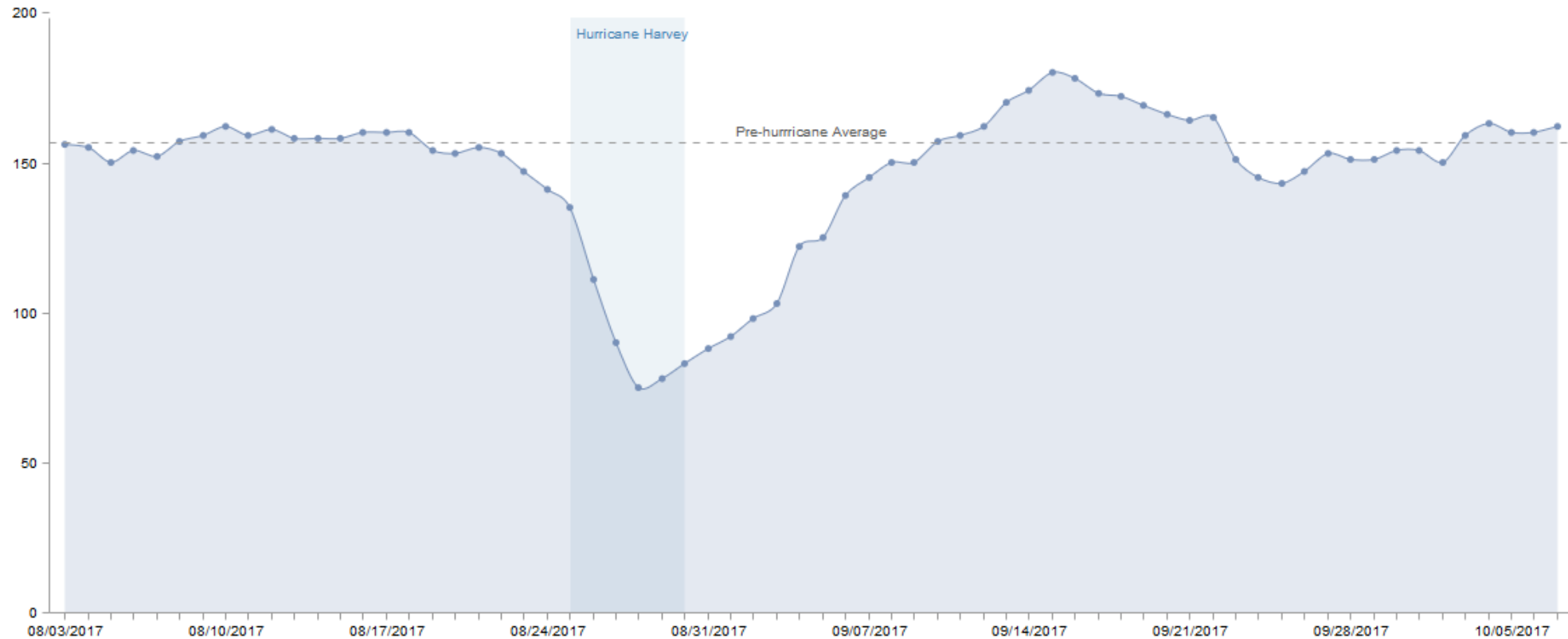
Why Use Job Postings Data?

- Answer questions:
 - Which occupations are most in-demand?
 - Who is hiring?
 - How long are positions staying open?
 - How did an event impact demand?
- Provide insights:
 - 8-digit SOC codes
 - Emerging occupations
 - Required skills and certifications
 - Employer engagement

Value of Day-to-Day Data

New Job Postings Dropped During Hurricane Harvey

Volume of New Job Postings in Houston per 10,000 U.S. Job Postings



Source: Chmura's JobsEQ® <http://www.chmuraecon.com/blog/2017/october/16/using-job-postings-to-visualize-the-employment-impact-of-hurricane-harvey/>

Which Occupations Are Most In-Demand

Occupations

<input type="checkbox"/>	SOC	Title	Total Ads
<input type="checkbox"/>	41-2031.00	Retail Salespersons	10,674
<input type="checkbox"/>	41-1011.00	First-Line Supervisors of Retail Sales Workers	6,960
<input type="checkbox"/>	35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food	5,280
<input type="checkbox"/>	15-1132.00	Software Developers, Applications	5,176
<input type="checkbox"/>	53-3032.00	Heavy and Tractor-Trailer Truck Drivers	5,051
<input type="checkbox"/>	41-3099.00	Sales Representatives, Services, All Other	4,957
<input type="checkbox"/>	15-1151.00	Computer User Support Specialists	4,429
<input type="checkbox"/>	43-4051.00	Customer Service Representatives	4,028
<input type="checkbox"/>	29-1141.00	Registered Nurses	3,689
<input type="checkbox"/>	49-9071.00	Maintenance and Repair Workers, General	3,074

Source: JobsEQ®

Data reflect online job postings for the 30 day period ending 4/19/2018

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

Which Occupations are Most In-Demand

That typically require a 2-year degree or certificate

Occupations

<input type="checkbox"/>	SOC	Title	Total Ads
<input type="checkbox"/>	53-3032.00	Heavy and Tractor-Trailer Truck Drivers	5,051
<input type="checkbox"/>	15-1134.00	Web Developers	1,669
<input type="checkbox"/>	31-1014.00	Nursing Assistants	1,153
<input type="checkbox"/>	31-9092.00	Medical Assistants	922
<input type="checkbox"/>	49-3023.01	Automotive Master Mechanics	826
<input type="checkbox"/>	25-2011.00	Preschool Teachers, Except Special Education	746
<input type="checkbox"/>	29-2071.00	Medical Records and Health Information Technicians	652
<input type="checkbox"/>	29-2061.00	Licensed Practical and Licensed Vocational Nurses	580
<input type="checkbox"/>	29-2034.00	Radiologic Technologists	483
<input type="checkbox"/>	49-9021.01	Heating and Air Conditioning Mechanics and Installers	431

Source: JobsEQ®
 Data reflect online job postings for the 30 day period ending 4/19/2018
 Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

How Long are Positions Staying Open?

<input type="checkbox"/>	SOC	Title	Median Duration (US)	Median Duration	Total Ads	
<input type="checkbox"/>	53-3032.00	Heavy and Tractor-Trailer Truck Drivers	15	22	5,051	
<input type="checkbox"/>	15-1134.00	Web Developers	27	22	1,669	
<input type="checkbox"/>	31-1014.00	Nursing Assistants	30	28	1,153	
<input type="checkbox"/>	31-9092.00	Medical Assistants	30	29	922	
<input type="checkbox"/>	49-3023.01	Automotive Master Mechanics	31	31	826	
<input type="checkbox"/>	25-2011.00	Preschool Teachers, Except Special Education	32	31	746	
<input type="checkbox"/>	29-2071.00	Medical Records and Health Information Technicians	24	29	652	
<input type="checkbox"/>	29-2061.00	Licensed Practical and Licensed Vocational Nurses	32	29	580	
<input type="checkbox"/>	29-2034.00	Radiologic Technologists	32	31	483	
<input type="checkbox"/>	49-9021.01	Heating and Air Conditioning Mechanics and Installers	23	30	431	

Source: JobsEQ®

Data reflect online job postings for the 30 day period ending 4/19/2018

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

Put Regional Ads in Context with JPLQ

Occupations

<input type="checkbox"/>	SOC	Title	JPLQ	Total Ads	
<input type="checkbox"/>	53-3032.00	Heavy and Tractor-Trailer Truck Drivers	0.68	5,051	
<input type="checkbox"/>	15-1134.00	Web Developers	2.04	1,669	
<input type="checkbox"/>	31-1014.00	Nursing Assistants	1.30	1,153	
<input type="checkbox"/>	31-9092.00	Medical Assistants	0.97	922	
<input type="checkbox"/>	49-3023.01	Automotive Master Mechanics	1.36	826	
<input type="checkbox"/>	25-2011.00	Preschool Teachers, Except Special Education	1.01	746	
<input type="checkbox"/>	29-2071.00	Medical Records and Health Information Technicians	1.40	652	
<input type="checkbox"/>	29-2061.00	Licensed Practical and Licensed Vocational Nurses	0.79	580	
<input type="checkbox"/>	29-2034.00	Radiologic Technologists	1.18	483	
<input type="checkbox"/>	49-9021.01	Heating and Air Conditioning Mechanics and Installers	1.18	431	

Source: JobsEQ®

Data reflect online job postings for the 30 day period ending 4/19/2018

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10

Who is Hiring?

Employers

<input type="checkbox"/>	Employer Name	Total Ads	
<input type="checkbox"/>	HCA	497	
<input type="checkbox"/>	Workbridge	439	
<input type="checkbox"/>	Baylor Scott & White Health	428	
<input type="checkbox"/>	CFI	331	
<input type="checkbox"/>	Navajo	296	
<input type="checkbox"/>	Sava Senior Care	207	
<input type="checkbox"/>	Lockheed Martin	197	
<input type="checkbox"/>	UT Southwestern Medical Center	195	
<input type="checkbox"/>	Texas Health Resources	190	
<input type="checkbox"/>	TBC Corporation	166	

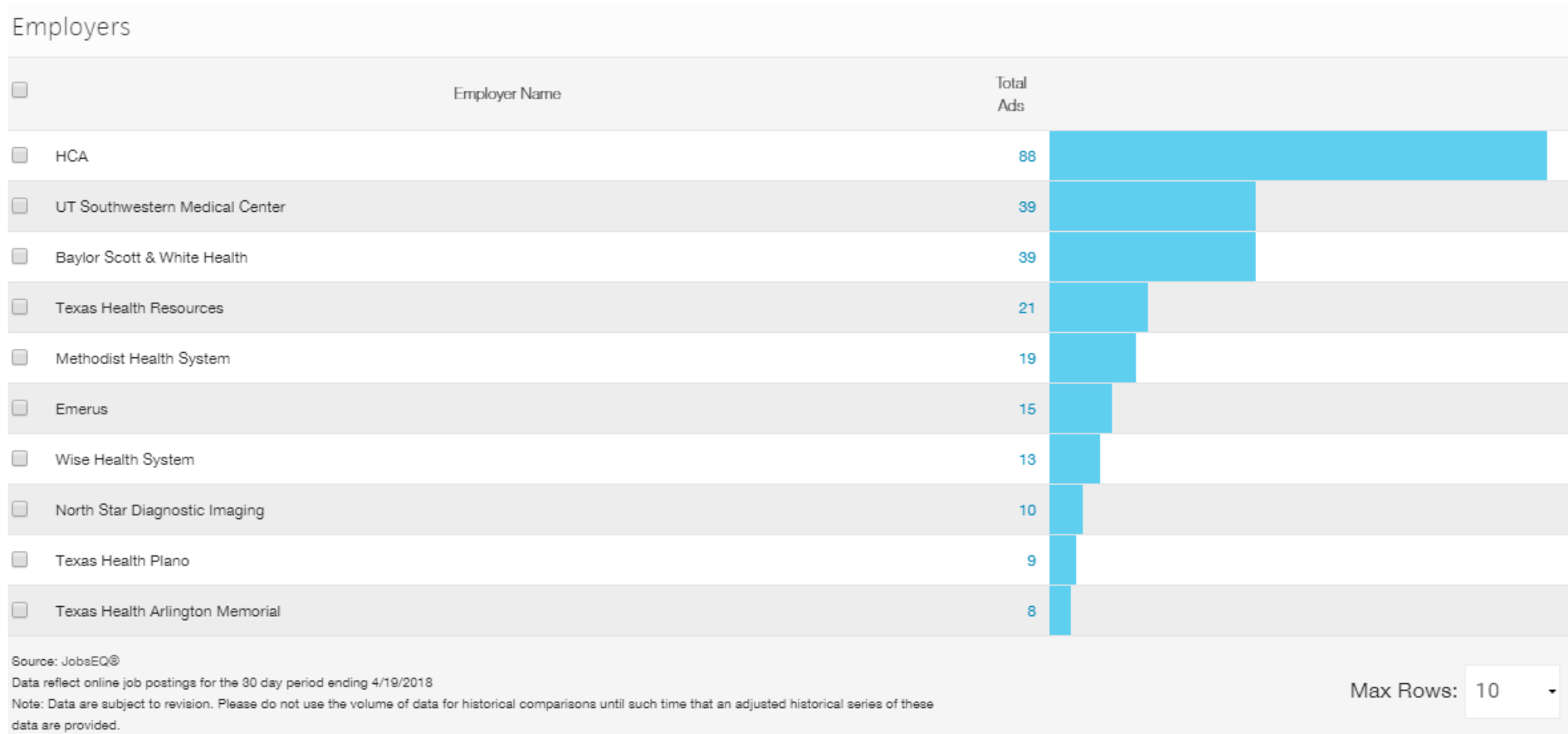
Source: JobsEQ®

Data reflect online job postings for the 80 day period ending 4/19/2018

Note: Data are subject to revision. Please do not use the volume of data for historical comparisons until such time that an adjusted historical series of these data are provided.

Max Rows: 10 ▾

Who is Hiring Radiologic Technologists?



What Additional Skills and Certifications are Required? Radiologic Technologists

Certifications

<input type="checkbox"/>	Certificate Name	Total Ads
<input type="checkbox"/>	The American Registry of Radiologic Technologists (ARRT) Certification	160
<input type="checkbox"/>	Basic Life Support (BLS)	81
<input type="checkbox"/>	Certified Maintenance and Reliability Technician (CMRT)	34

Hard Skills

<input type="checkbox"/>	Skill Name	Total Ads
<input type="checkbox"/>	Radiology Information System (RIS)	36
<input type="checkbox"/>	Medical Terminology	12
<input type="checkbox"/>	Microsoft Office	11
<input type="checkbox"/>	Bilingual	9

Who is Hiring And how to apply?

Job Title	Employer
Xray Tech	HCA
Imaging CT Technologist Specialist (PRN)	HCA
Housekeeping / EVS Tech - OR	HCA
Sitter Nights	HCA
Radiology Technician PRN	HCA
CT Technician PRN	HCA
Technologist PRN	HCA

[Apply Online](#)
[Add to My Job Cart](#)

Job Description

Xray Tech(Job Number: 24928-67393)

Work Location: United States-Texas-Fort Worth-CareNow - Fort Worth

Schedule: Full-time

Job Type: Clinical Techs - CV Cath Lab Surg Vasc & Central Sterile

Description

Exciting opportunity to join the nation's largest provider of healthcare services with over 1000 clinics!

CareNow is HCA Healthcare's fastest growing line of business and is leading the charge in urgent care medicine. Our amazing CareNow clinics offer superior convenience and quality treatment when you need it most and we are looking for an exceptional **Xray Tech** to join our team. We believe in our team to help us provide high quality, patient-centered care in the communities we serve 7 days a week.



Opportunities



Real-Time LMI are Incredibly Valuable!

- Timely
- Granular
- Allow parsing by job attributes

Questions?

Chris Chmura

Chris@chmuraecon.com

Tanner Jones

Tjones@Baldwineda.com

Thank You!