

Job Vacancy Survey Presentation

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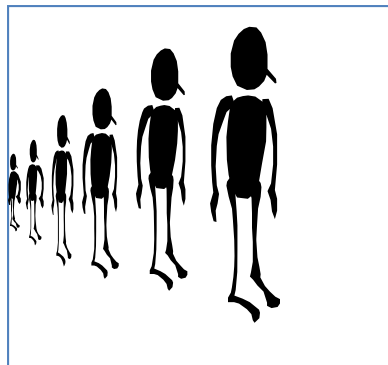
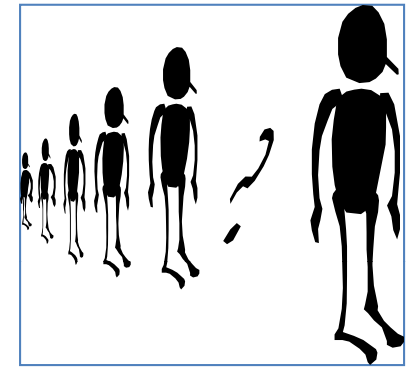
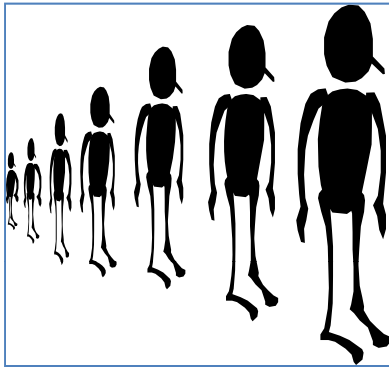
June 17th , 2009



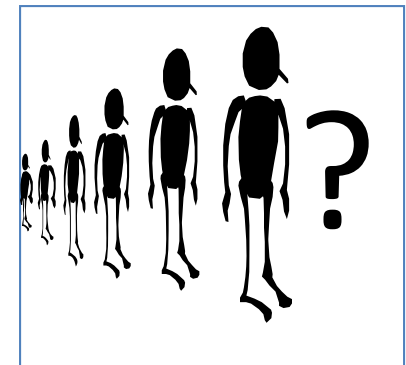
Agenda

- What is a vacancy?
- How are vacancies measured?
- Massachusetts Job Vacancy Survey
 - What is it?
 - What are job openings?
 - Are Vacancies a Leading Indicator of Employment Trends? Why? Why not?
 - How do they occur?
- Critical and Persistent Vacancies
 - Definition
 - Why is it important?
- Web Site
- Issues & Questions

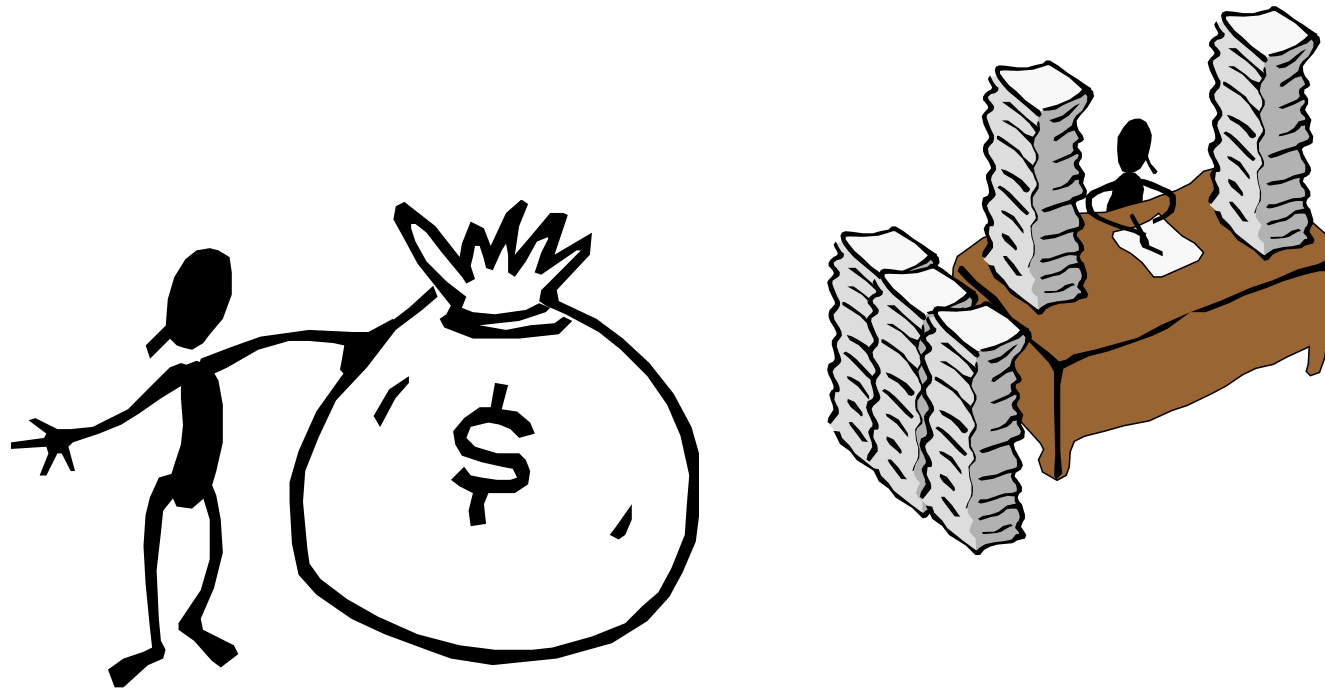
What is a vacancy?



Our sales are higher. We have too much work! Lets hire a person !



Vacancy: Employer is offering to pay a salary for an individual's labor



How are vacancies measured?

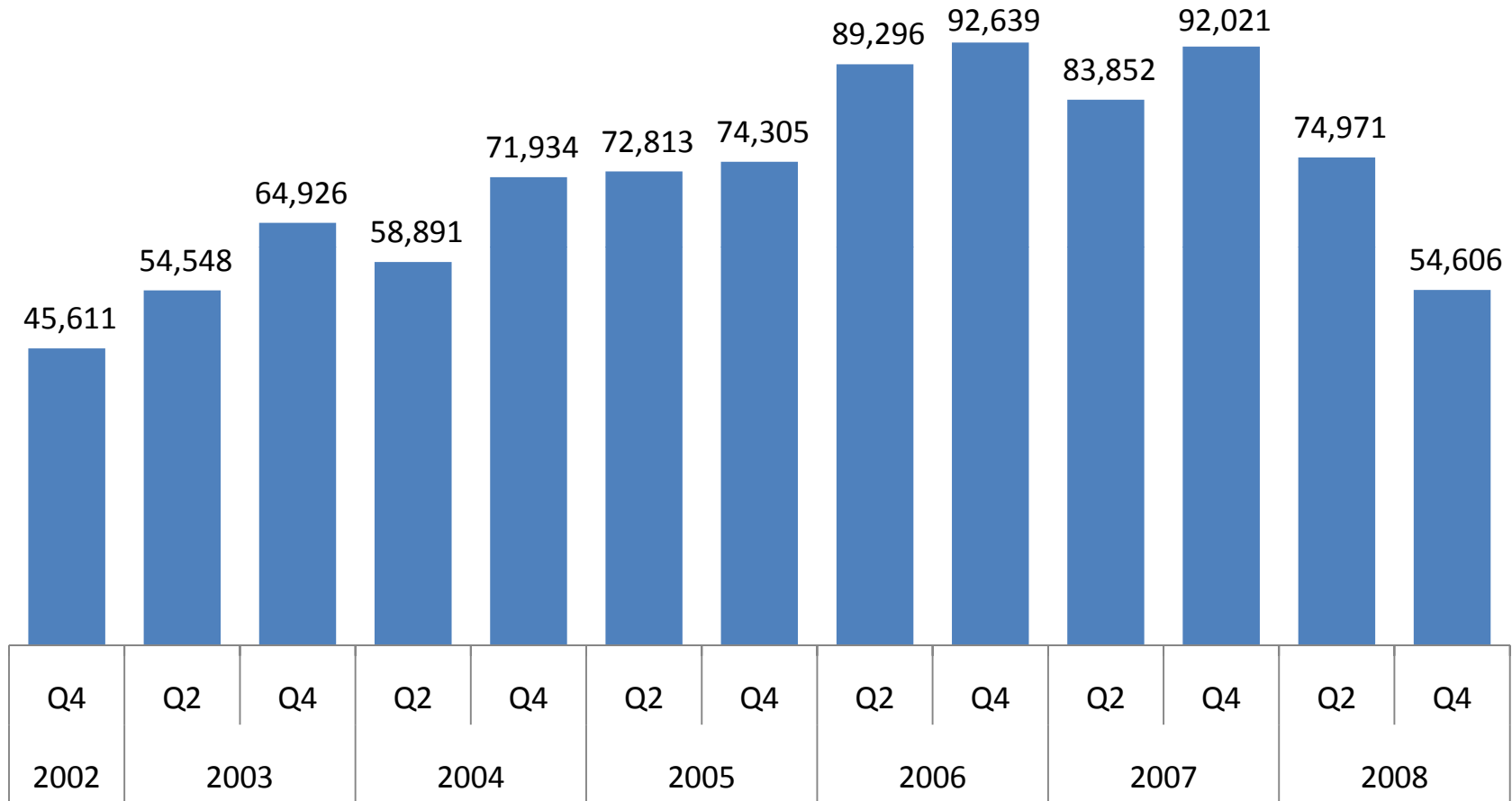
Vacancies as a measure of demand for labor!

- Conference Board “Help Wanted” Index
 - Originally used “help wanted” ads in selected newspapers
 - Currently measure “help wanted” ads online
- US Department of Labor Bureau of Labor Statistics
 - Job Opportunities and Labor Turnover Survey (JOLTS)
- States conducting surveys: Minnesota, Massachusetts, etc
- The Monster Online Employment Index

Massachusetts Job Vacancy Survey

- Massachusetts conducts a Job Vacancy Survey twice a year by the Massachusetts Department of Workforce Development
- Surveys 10,000 employers
- Job Vacancy Definition: A position for which employers are actively recruiting from outside the company. Includes full, part-time, temporary, permanent and seasonal positions.
- Provides data on:
 - Numbers of job vacancies
 - Education/training requirement
 - Hiring expectations
- Benefits
 - Identifies skills gaps
 - Helps businesses develop recruitment strategies
 - Helps individuals identify the industries and occupations with open jobs

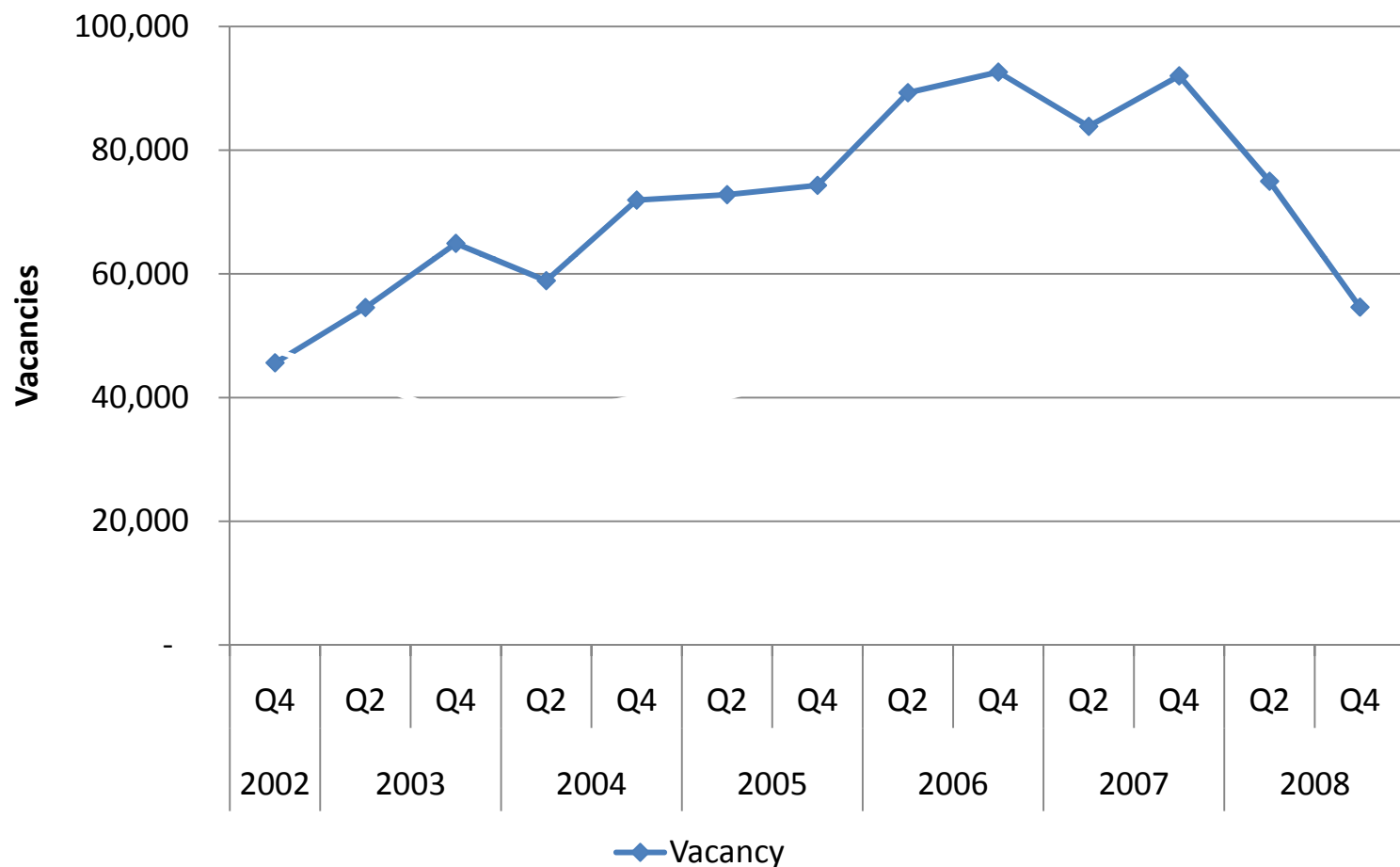
Massachusetts Vacancies



Massachusetts Department of Workforce Development, Job Vacancy Surveys 2002-2008

Massachusetts Vacancy Rate Trend

Vacancy Rate increased through 2007 Q4 but has plummeted since



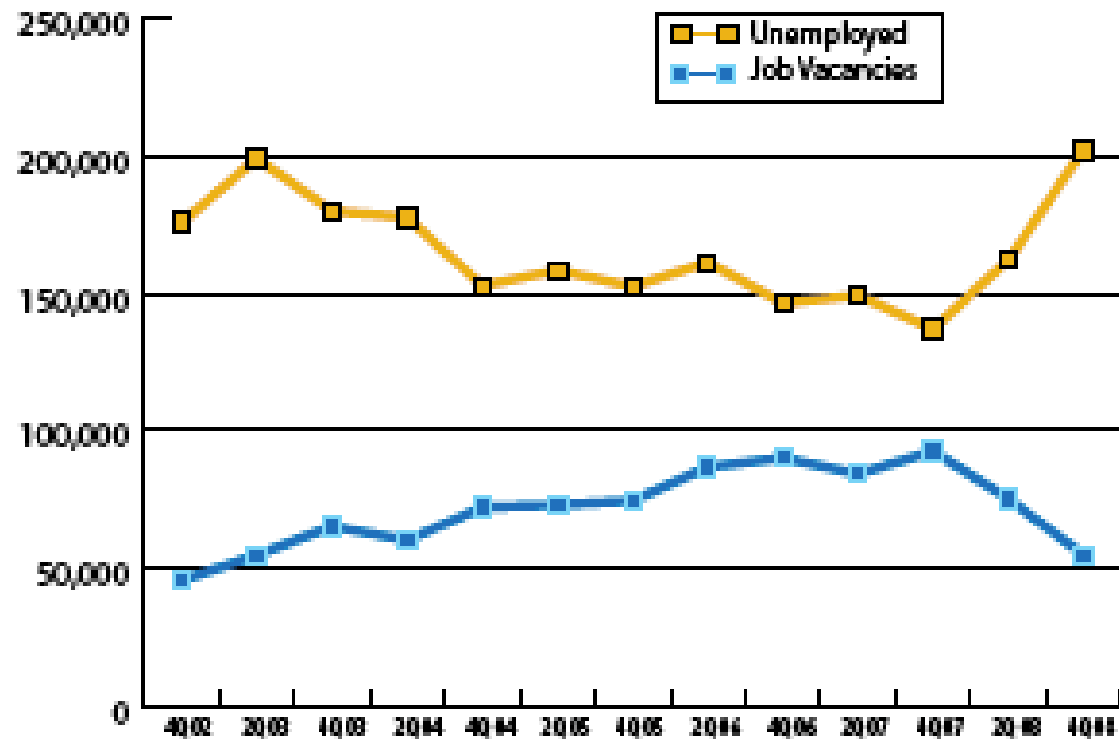
Source: CommCorp analysis of Massachusetts DWD, Job Vacancy Survey data

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Unemployment Rate and Vacancy Rate

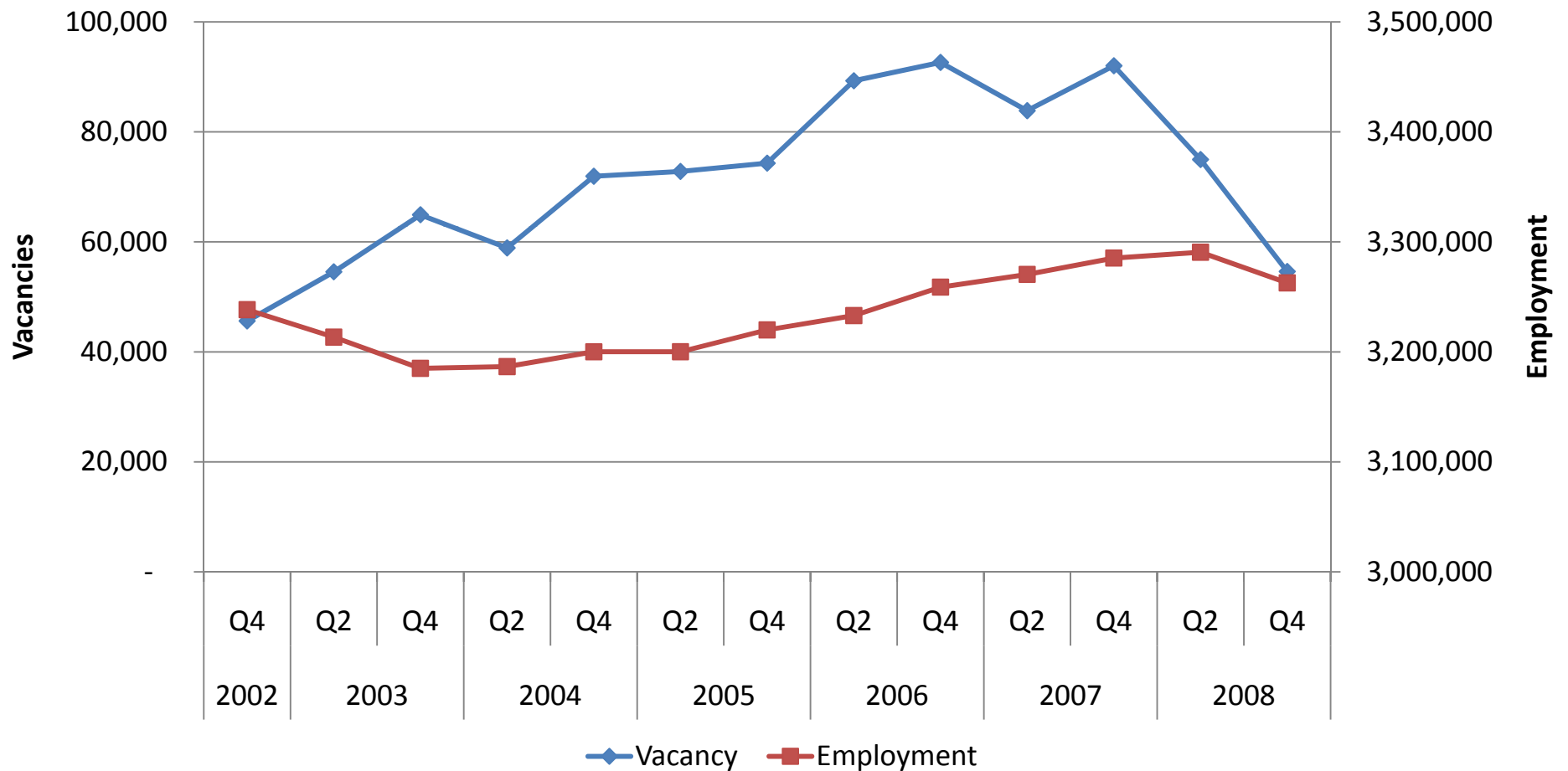
During the 4th quarter of 2008, there were 3.7 unemployed workers for each job opening, its highest rate since 2nd quarter 2003.



Note: Data not seasonally adjusted.

Job Vacancies to Employment

Vacancies may be a “leading indicator” of employment trends. Why? Why not?



Sources: CommCorp analysis of Massachusetts DWD, Job Vacancy Survey data, CES Data

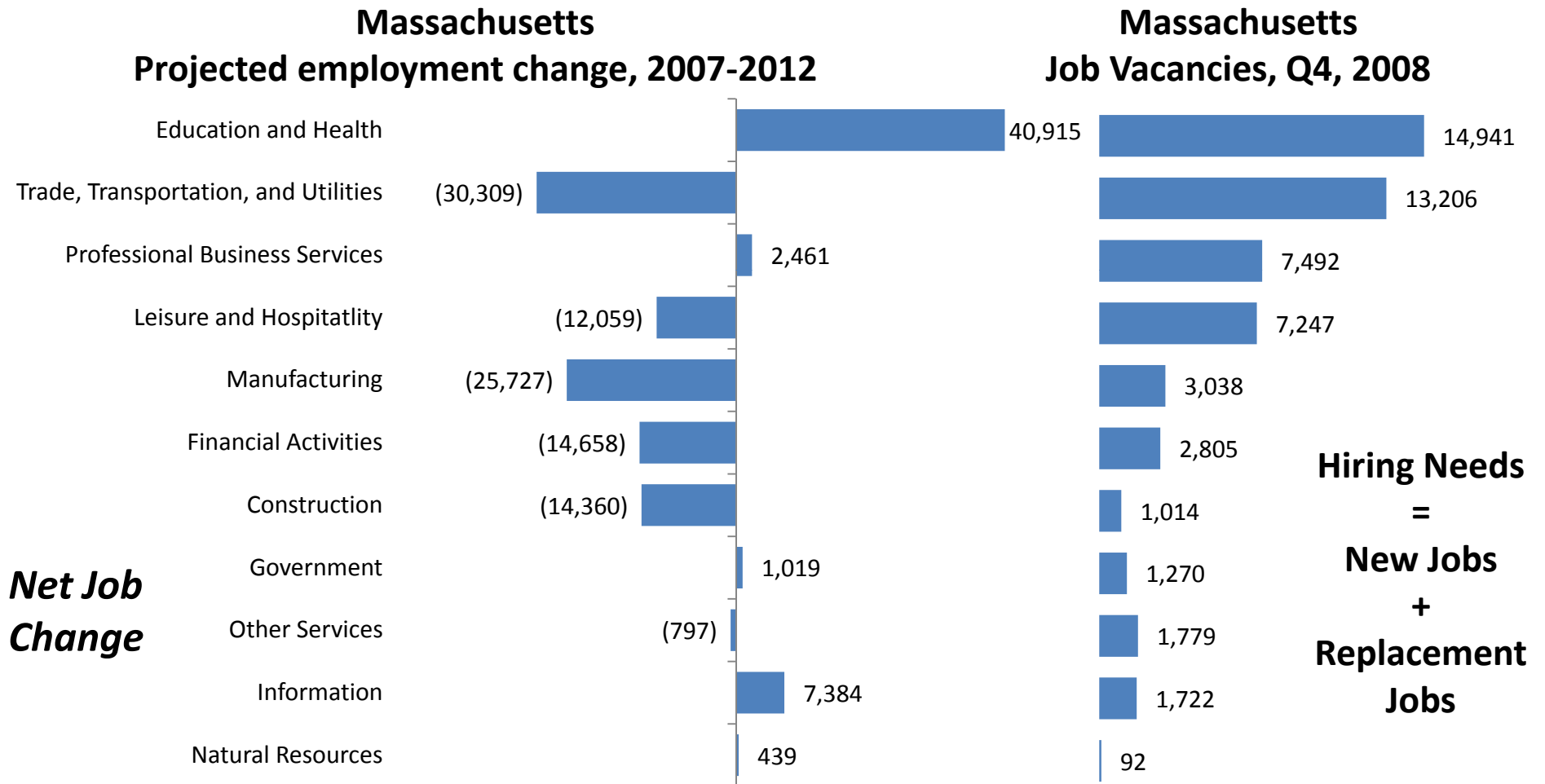
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Projected Employment Changes & Vacancies

Projections –what is likely to happen given current trends

Vacancies result both from growth (new openings), churn (job turnover), and “skills gap”



Source:
DWD, Q4, 2008 Job Vacancy Survey
NEEP Projections, October, 2008



Critical and Persistent Vacancy Criteria

“Critical” Vacancies:

- Median Annual salary \geq \$25,000;
 - Jobs that meet self-sufficiency standards
 - Also filters out high turnover, entry-level jobs
- Occupational Employment \geq 1,000;
 - to filter out occupations with very low employment
- Excludes residual occupations (with "all other " in occupation name; e.g. Engineers, All other);
- One of the following three:
 - Vacancy rate \geq 5% in the latest survey; or
 - Number of Vacancies \geq 200 in the latest survey; or
 - Average No. of Vacancies since Q4, 2004 \geq 300.

“Persistent” Vacancies:

- Occupational vacancies that met the criteria for “critical vacancies” in three previous surveys

Vacancies on CommCorp Web Site

- The “Vacancy” Page

<http://www.commcorp.org/researchandevaluation/vacancymap.html>

- Massachusetts Critical Vacancies

<http://www.commcorp.org/researchandevaluation/vacancymap-state.html>

- Regional Vacancies

<http://www.commcorp.org/researchandevaluation/vacancymap-regional.html>

Issues

- Reasons for vacancies vary, and need further investigation
 - Vacancy survey helps identify vacancies
 - Need to talk to employers to validate and find the reasons
- Vacancies or Vacancy rate?
- Critical vacancies vs. Persistent Vacancies
 - Short term vs. long term need, both are important
 - Where should resources be allocated?
- Some vacancies maybe critical but...
 - Have a declining employment trends
 - Have low numbers, such as those that occur in emerging occupations/industries