

Occupational Insights Report Hartford County

Third Quarter, 2016



Occupational Insights Report

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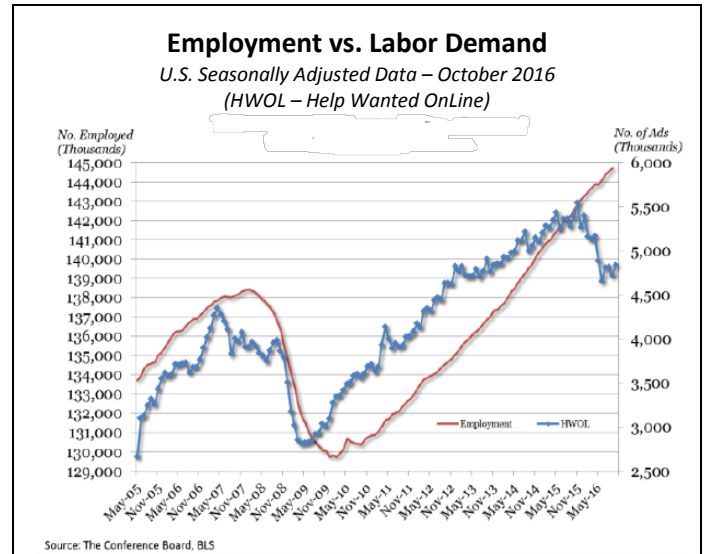
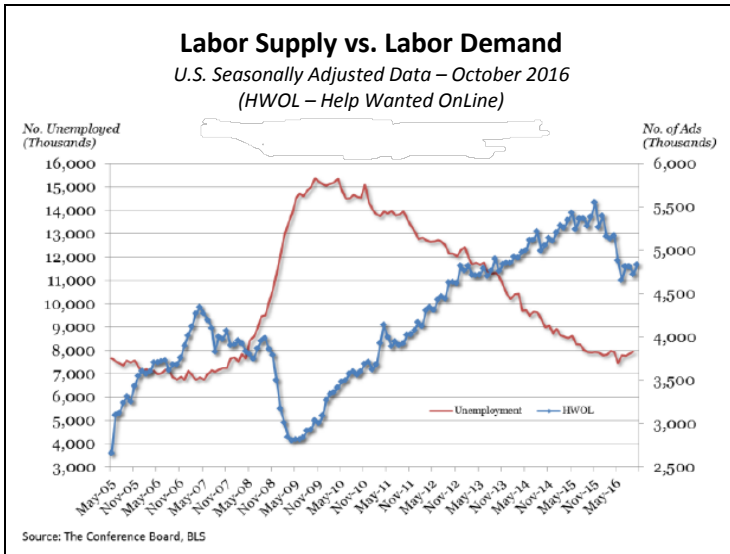
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Jobs Growth and Online Postings in Hartford County

The Occupational Insights Report is designed to provide an overview of occupational growth and online job postings in Hartford County. Growth represents number of jobs, and online postings are the amount of online postings advertised in the quarter. Note that the time period used in the current document will be reset annually by one year each July.

U.S. Help Wanted Online Trend

According to The Conference Board, the first half of 2016 saw a substantial drop in the level of online advertised vacancies. This appears to have stabilized and there are small gains in online postings. The September labor supply/demand rate stood at 1.69, meaning that there were 1.69 unemployed person for each advertised vacancy. This is down from a peak of 5.2 in June 2009.



Highlights – Hartford County

Healthcare Industry – At over 80,000, Healthcare employs the most workers of the economic sectors. It is also expected to grow by over 8,000 over the next five years. This compares to a projection of just under 8,000 in last quarter's report. Registered Nurses continue to demonstrate the strongest jobs growth from 2015-20 at 591, followed by Home Health Aides at 586, and Medical Assistants at 347. Registered Nurses also have the highest number of online postings at 809. Excluding doctors, Medical Transcriptionists, Medical Records and Health Information Technicians have the most workers aged 55+. This is followed by Registered Nurses and Medical Records and Health Information Technicians at 29%.



Manufacturing Industry – Although Manufacturing continues to be projected to decline, it is a key economic driver in the region and employs over 50,000 workers. This is the highest employment sector after Healthcare. According to the most recent data, Manufacturing workers aged 55+ have increased from 32% to 33% demonstrating the continued aging of the workforce; in addition, 48% of Tool and Die Makers, and 37% of Machinists, are aged 55+. This compares with the youngest sector of Accommodation and Food Services at 11% and the largest employment sector of Healthcare at 25%.

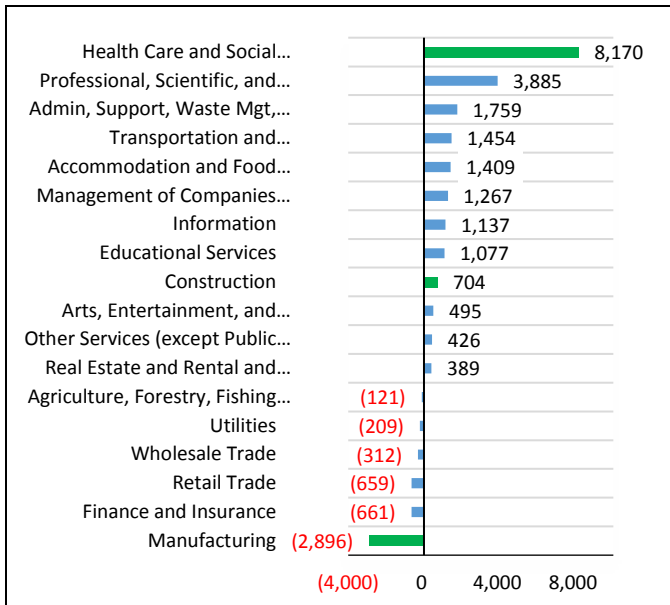
Construction Industry – Construction continues to rebound from the recession, and is expected to grow by 704 jobs from 2015-20, slightly less than the 810 jobs in last quarter's report. Although construction positions are not generally filled in the same way as other sectors, occupations within this sector that continue to show the strongest growth from 2015-20 are *Construction Laborers, Plumbers, and Electricians*. *Construction Laborers* show the largest number of openings over the time period at 410.



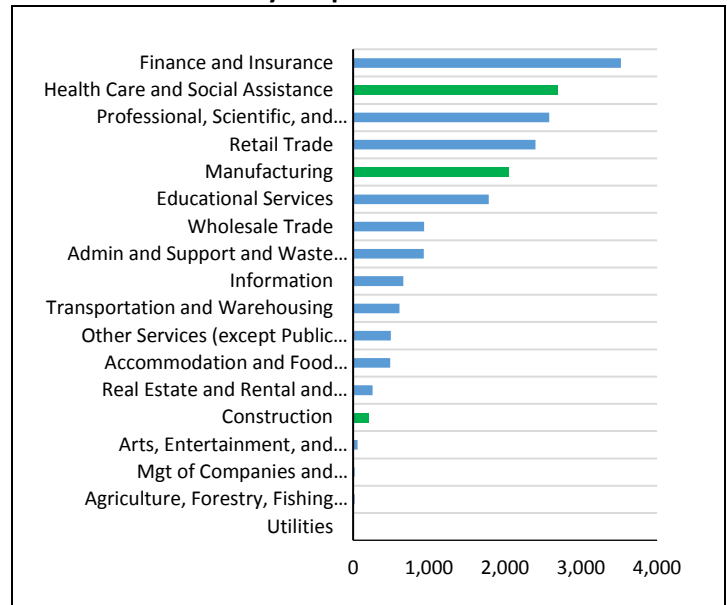
Computer occupations – Online postings for Computer occupations has remained relatively steady over the past year, with four of the top 20 occupations being computer related based on online postings; however, most require a Bachelor's degree.

Industry Overview

**Projected Jobs Growth by Industry
2015-20**



**Online Postings by Industry
July - September 2016**



Denotes Capital Workforce Partners-focused industries

Industries by Growth

Description	2015 Jobs	2020 Jobs	Change	2015 Location Quotient	Online Postings Rank
Health Care and Social Assistance	80,001	88,171	8,170	1.18	2
Professional, Scientific, and Technical Services	35,912	39,797	3,885	1.04	3
Admin, Support, Waste Mgt, Remediation Svcs	29,521	31,280	1,759	0.87	8
Transportation and Warehousing	17,592	19,046	1,454	0.96	10
Accommodation and Food Services	34,125	35,534	1,409	0.74	12
Management of Companies and Enterprises	10,688	11,955	1,267	1.40	16
Information	11,348	12,485	1,137	1.12	9
Educational Services	14,251	15,328	1,077	1.03	6
Construction	21,843	22,547	704	0.75	14
Arts, Entertainment, and Recreation	7,473	7,968	495	0.82	15
Other Services (except Public Administration)	23,822	24,248	426	0.91	11
Real Estate and Rental and Leasing	7,381	7,770	389	0.83	13
Agriculture, Forestry, Fishing and Hunting	1,505	1,384	(121)	0.22	17
Utilities	756	547	(209)	0.39	18
Wholesale Trade	18,790	18,478	(312)	0.90	7
Retail Trade	50,512	49,853	(659)	0.89	4
Finance and Insurance	51,908	51,247	(661)	2.46	1
Manufacturing	52,046	49,150	(2,896)	1.19	5

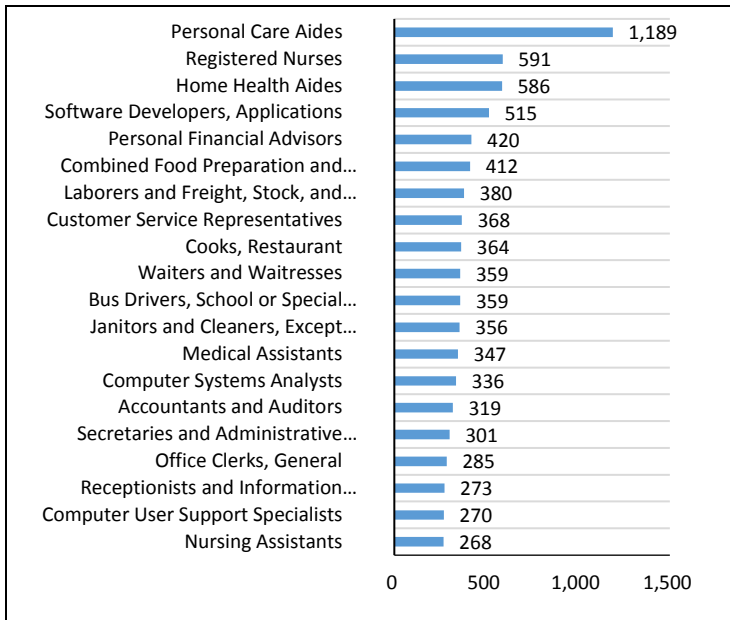
Capital Workforce Partners-Focused Industries

Description	2015 Jobs	2020 Jobs	Change	% Change	2015 Wages	2015 Location Quotient	Online Postings Rank
Health Care and Social Assistance	80,001	88,171	8,170	10.2%	\$52,156	1.18	2
Construction	21,843	22,547	704	3.2%	\$56,940	0.75	14
Manufacturing	52,046	49,150	(2,896)	(5.6%)	\$80,427	1.19	5

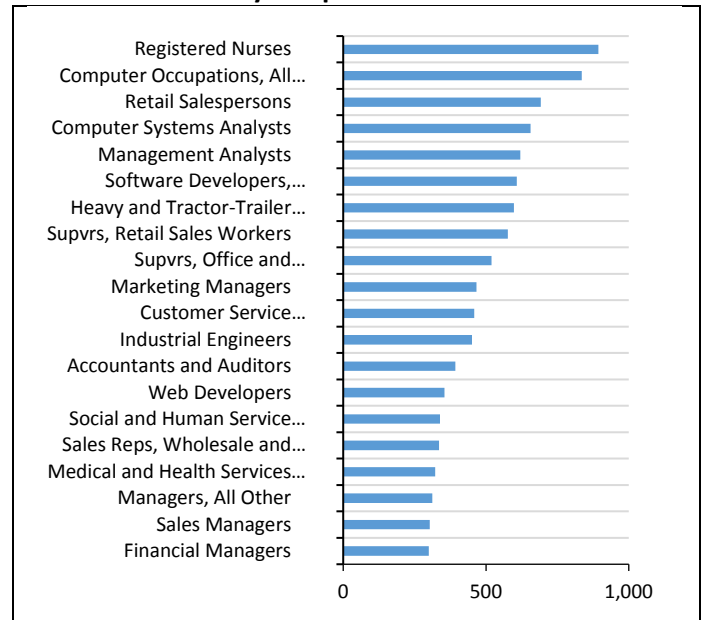
Top 20 Occupations

- The top 20 occupations for growth are the same as those in the 2Q 2016 Occupational Insights Report. However, growth projections have increased for Personal Care Aides by 122 and still lead in growth projections.
- Five of the top growth occupations continue to be in the healthcare/personal care fields; this is consistent with the growth in the Healthcare industry.
- Annual openings continue to be highest for lower skilled occupations, e.g., Retail Salespersons, Cashiers, Waitstaff, Food Preparation Workers, where the workforce tends to be younger and turnover is higher.
- Computer occupations occupy four of the top 20 online postings – this is down from six in the last several quarters; in addition, this occupation group represents three of the top 20 highest projected growth occupations.

**Top 20 Projected Jobs Growth by Occupation
2015-20**



**Top 20 Occupations by Online Postings
July – September 2016**



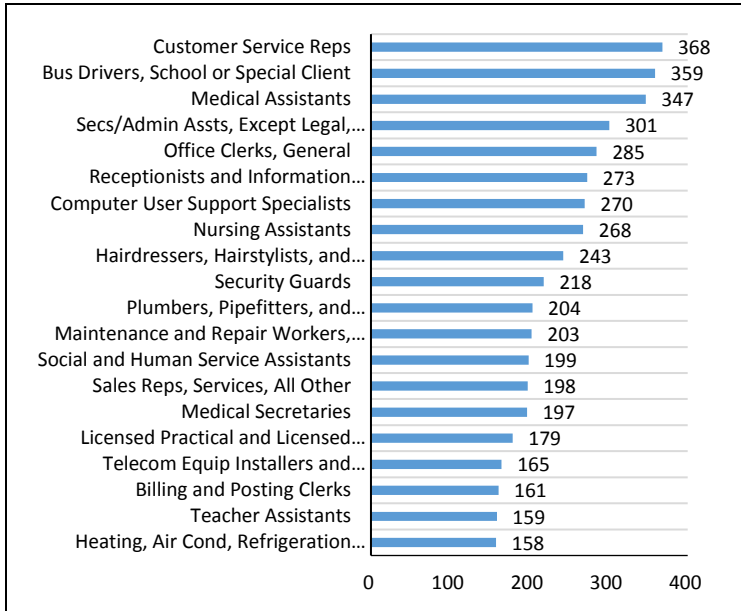
Top 20 Occupations by Growth

Description	2015 Jobs	2020 Jobs	Change	Annual Openings	Median Annual Earnings	Postings Rank (of top20) 2016Q3
Personal Care Aides	7,247	8,436	1,189	303	\$24,113	19
Registered Nurses	9,842	10,433	591	358	\$73,787	1
Home Health Aides	2,554	3,140	586	183	\$25,888	18
Software Developers, Applications	3,189	3,704	515	154	\$84,946	3
Personal Financial Advisors	1,524	1,944	420	132	\$87,230	16
Combined Food Prep/Serving Workers, Inc. Fast Food	7,821	8,233	412	360	\$20,400	7
Laborers and Freight, Stock, Material Movers, Hand	7,884	8,264	380	319	\$26,948	9
Customer Service Representatives	10,185	10,553	368	332	\$34,925	4
Cooks, Restaurant	3,726	4,090	364	179	\$24,521	11
Waiters and Waitresses	7,682	8,041	359	458	\$19,094	13
Bus Drivers, School or Special Client	2,699	3,058	359	111	\$34,394	20
Janitors, Cleaners, Except Maids, Hkping Cleaners	9,538	9,894	356	267	\$27,703	14
Medical Assistants	2,269	2,616	347	122	\$35,068	12
Computer Systems Analysts	2,742	3,078	336	106	\$83,416	2
Accountants and Auditors	5,542	5,861	319	218	\$66,443	5
Sec/Admin Assts, Except Legal, Med, and Exec	10,723	11,024	301	176	\$39,066	8
Office Clerks, General	11,146	11,431	285	302	\$33,660	10
Receptionists and Information Clerks	3,953	4,226	273	166	\$31,559	17
Computer User Support Specialists	2,587	2,857	270	90	\$50,816	6
Nursing Assistants	6,458	6,726	268	203	\$30,457	15

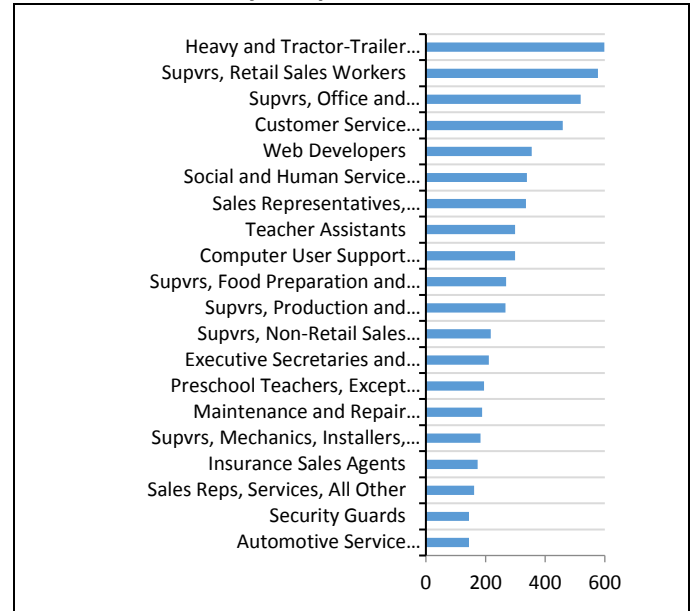
Top 20 Middle Skill Occupations

- The highest number of online postings are for Heavy Tractor Trailer Truck Drivers (598), Supervisors of Retail Sales Workers (577), Supervisors of Office and Administrative Workers (519), and Customer Service Representatives (459). Customer Service Representatives also has the highest projected growth from 2015-20 at 368.
- Occupations with the highest growth from 2015-20 are Customer Service Reps with 368, Bus Drivers with 359, and Medical Assistants with 347.
- Four of the top 20 occupations by growth are related to the medical industry, further supporting strong Healthcare sector growth.
- For this report, Middle Skill occupations are defined as having a High School Education but less than a Bachelor's Degree as many of the occupations listed are Middle Skill jobs with on-the-job training and/or certifications.

Top 20 Projected Middle Skills Jobs Growth by Occupation 2015-20



Top 20 Middle Skills Occupations by Online Postings July – September 2016



Top 20 Middle Skill Occupations by Growth

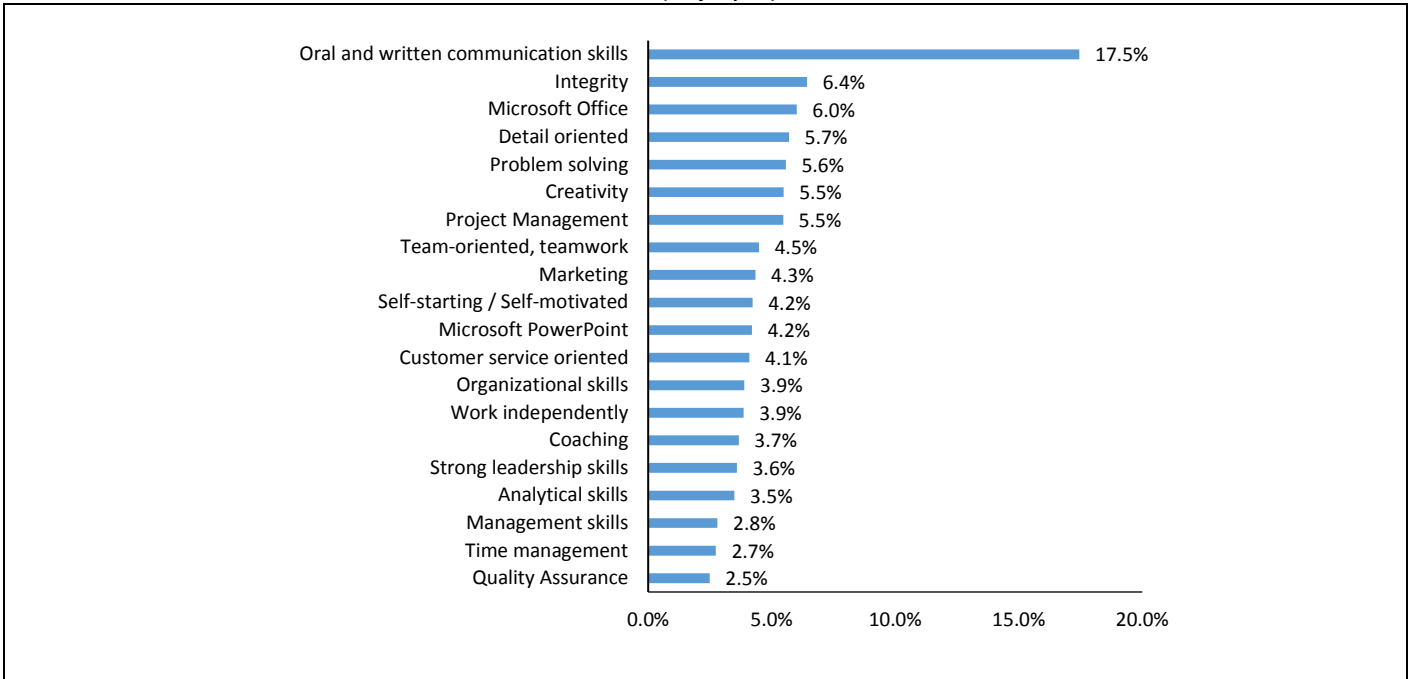
Description	2015 Jobs	2020 Jobs	Change	Annual Openings	Median Annual Earnings	Postings Rank (of top20) 2016Q3
Customer Service Representatives	10,185	10,553	368	332	\$34,925	1
Bus Drivers, School or Special Client	2,699	3,058	359	111	\$34,394	19
Medical Assistants	2,269	2,616	347	122	\$35,068	11
Secs/Admin Assts, Except Legal, Med, and Exec	10,723	11,024	301	176	\$39,066	9
Office Clerks, General	11,146	11,431	285	302	\$33,660	10
Receptionists and Information Clerks	3,953	4,226	273	166	\$31,559	14
Computer User Support Specialists	2,587	2,857	270	90	\$50,816	4
Nursing Assistants	6,458	6,726	268	203	\$30,457	13
Hairdressers, Hairstylists, and Cosmetologists	2,152	2,395	243	109	\$23,746	18
Security Guards	4,162	4,380	218	106	\$27,866	7
Plumbers, Pipefitters, and Steamfitters	1,576	1,780	204	65	\$54,223	17
Maintenance and Repair Workers, General	3,384	3,587	203	133	\$43,309	5
Social and Human Service Assistants	2,638	2,837	199	94	\$37,230	2
Sales Representatives, Services, All Other	2,802	3,000	198	102	\$53,836	6
Medical Secretaries	1,306	1,503	197	54	\$38,944	8
Licensed Practical and Licensed Vocational Nurses	2,680	2,859	179	115	\$55,243	12
Telecom Equip Installers, Repairers, Except Line Installers	962	1,127	165	43	\$53,244	16
Billing and Posting Clerks	1,730	1,891	161	71	\$40,882	20
Teacher Assistants	5,605	5,764	159	176	\$29,498	3
Heating, Air Cond, Refrigeration Mechanics and Installers	1,127	1,285	158	51	\$51,592	15

Talent Demand by Skills – Top 20

- Of all the jobs posted, the bar graphs below show the percentage of ads - within the top 20 - preferring the skills listed.
- Oral and Written Communication Skills have consistently been at the top of the list in terms of Hard and Soft Skills in Demand; it had remained consistent at around 16 percent of the top 20 over the past year, but has jumped to 17.5% in the current edition of this report.
- Hard skills continue to focus on computer-related skills.

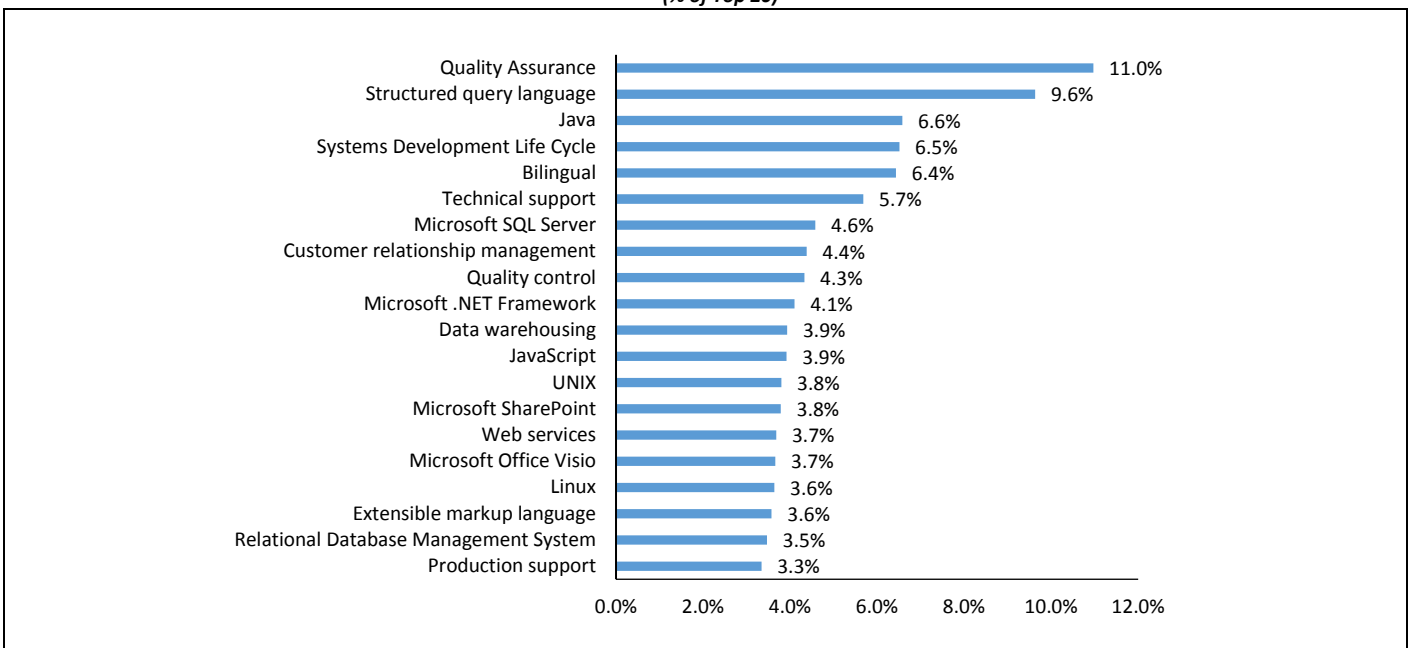
Hard and Soft Skills in Demand

(% of Top 20)



Hard Skills in Demand

(% of Top 20)



Notes

The data in this report is from three main sources:

1. United States Department of Labor’s Bureau of Labor Statistics
 - a. Job Description: federally defined Standard Occupational Classification (SOC).
 - b. Education: typical education level necessary to obtain occupation.
2. Economic Modeling Specialist Intl. (EMSI) - collects labor market Info from 90 sources. Variables used in this report include:
 - a. Jobs: total number of full and part-time jobs.
 - b. % Growth: the percentage of full- and part-time job growth in the time period specified.
 - c. Median Annual Earnings: individual income earnings per occupation.
 - d. Location Quotient: compares the concentration of an industry to the nation; 1.0 denotes a concentration equal to that of the rest of the country; higher than 1.0 is more concentrated, lower than 1.0 is less concentrated.
3. Wanted Analytics - provides the ability to synthesize and filter real-time data—advertised jobs—found on the internet. Variables used in this report include:
 - a. Soft and Hard Skills: the most prevalent skills found in advertised job descriptions.
 - b. Online Postings:
 - i. Job advertisements filtered to identify only one job advertisement per employer; however, jobs advertised may not result in employment.
 - ii. The ranking of the top industries and occupations based on the number of jobs that were advertised as being available during the quarterly time frame. This does not mean that each job is still available, but it does mean that each job was advertised once during the quarterly period.

Middle-skill occupations definition - typically require more education than a high school diploma, but less than a bachelor’s degree (e.g., associate’s degree, vocational certificate, or on-the-job training), in this report, Middle Skill occupations includes a High School Education as many of the occupations are Middle Skill jobs with on-the-job training and/or certifications.

Capital Workforce Partners provides workforce development programs and Services to 37 municipalities in North Central Connecticut. Capital Workforce Partners coordinates comprehensive programs provided through contracted private and public partners and service providers. These programs are critical in developing a skilled, educated and vital workforce. Led by a consortium of the region’s chief elected officials, and representatives from business, education, labor and public groups serving on its Board of Directors, Capital Workforce Partners is an essential “Partner” for economic development in the region.

Capital Workforce Partners Mission:

We leverage public and private resources to produce skilled workers for a competitive regional economy.



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