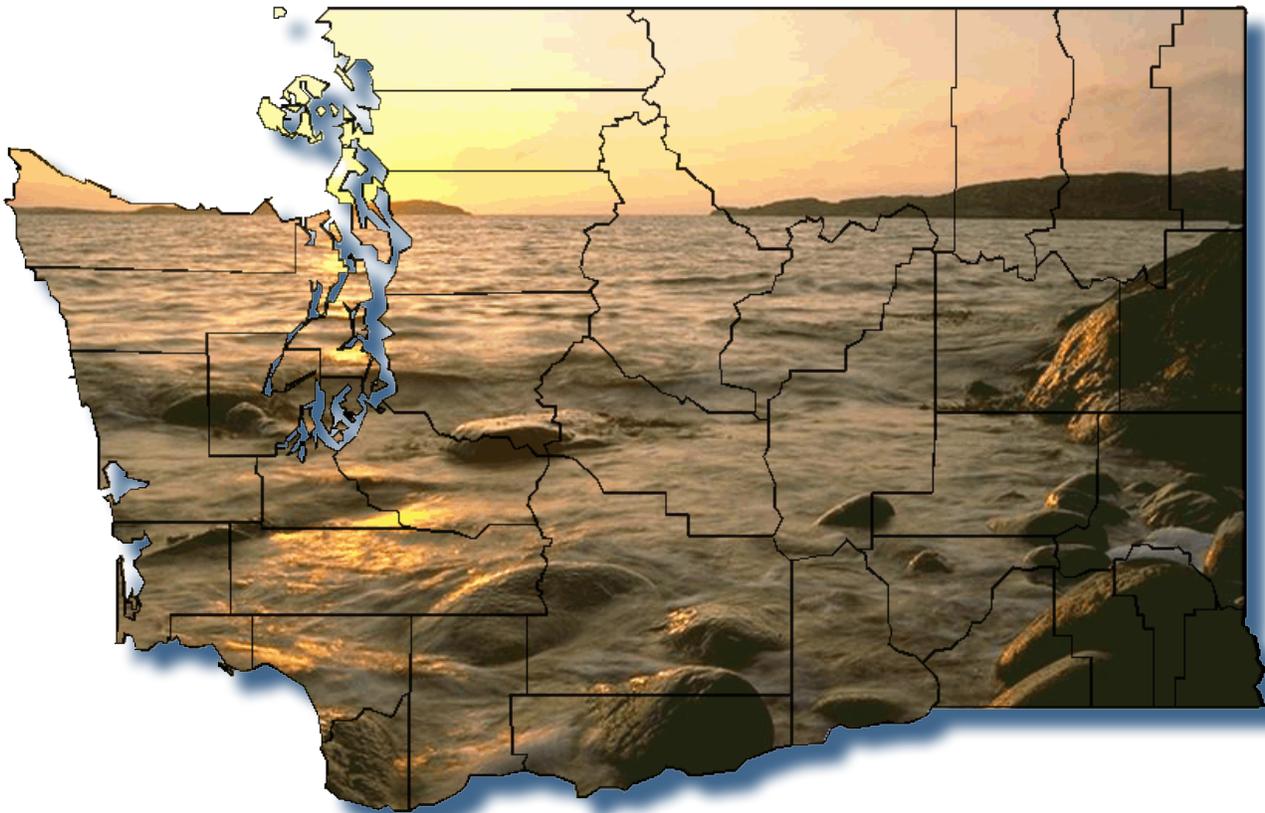




Washington State

Spring 2009 Job Vacancy Survey Report



**Washington State
Employment Security Department**

Labor Market and Economic Analysis



Published June 2009

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Washington State Employment Security Department

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About The Survey

The *Washington State Spring 2009 Job Vacancy Survey* depicts point-in-time estimates of job vacancies in Washington based on a survey of 18,551 employers with more than one employee. The sample represents a population of 204,002 establishments. The original sample was refined to 16,729. The overall survey response rate was 81.0 percent.

By measuring the number of vacant positions for which employers are hiring, the *Washington State Job Vacancy Survey* provides valuable insights into labor market conditions in our state. Survey results show not only the number of vacant positions, but also a number of job characteristics which reveal employers' immediate workforce needs.

For each vacant position, the survey allows us to gather basic information about the following:

- Wage offered
- Full-time/part-time status
- Permanent/temporary status
- Duration of vacancy
- Newly created positions
- Education requirements
- Licensing/certification requirements
- Experience requirements

Results are cross-tabulated by occupation group, industry, and region. Reference lists of occupation and industry categories are located at the end of this report.

Detailed results sorted by workforce development area (WDA) are available at: www.workforceexplorer.com

You can get more information about the *Washington State Spring 2009 Job Vacancy Survey* by contacting Dave Wallace at (360) 438-4818 or dbwallace@esd.wa.gov.



Executive Summary

After peaking at over 90,000 vacancies in the fall of 2006, openings have for the most part fallen in every subsequent survey. The one exception was a slight increase between the fall of 2007 and the spring of 2008, but it may well have been due to seasonal factors. Vacancies began to decline quickly during the fall of 2008, picking up speed in the most recent survey. The estimated number of openings statewide dropped 32.0 percent last fall and a further 35.0 percent this spring. When comparing vacancies to employment, it appears that vacancies started to head southward earlier and with a stronger magnitude than employment. It may indicate that vacancies are more sensitive to changing economic conditions. Outside of this overall downward trend, vacancy characteristics such as occupation, industry, and firm size remain relatively steady.

The major metropolitan areas have, at least until recently, been the state's major employment growth engine. Even while vacancies were down in all areas, they were still disproportionately found in the metropolitan areas of King, Pierce, Snohomish, and Spokane counties. However, there were some seasonal increases in vacancies in the North Central WDA.

In terms of industries, vacancies were most likely to be found in health care, retail, and accommodation.

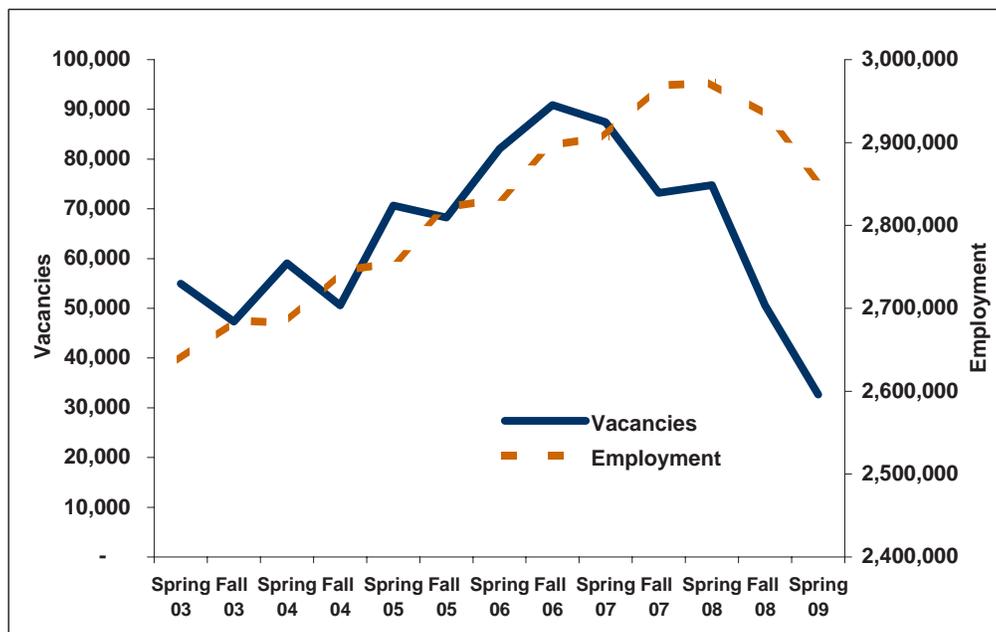
Jobs within the health care occupational group were the most likely to be vacant during spring 2009. It was followed by sales and office/administrative jobs. The individual occupation most in demand was registered nurses. Statewide there were an estimated 2,317 openings for registered nurses across the state.

The bulk of openings were not for high-paying jobs; over 40.0 percent of vacant positions were offering less than \$10.00 per hour. Eight percent of vacancies were for positions offering \$30.00 or higher. Higher wages were available, though, for jobs requiring advanced degrees – the median wage offered for such jobs was \$29.30 per hour. Median wages for vacancies dropped consistently with lessened educational requirements in the spring 2009 survey.

Overview

In the spring of 2009, Washington companies were attempting to fill an estimated 32,635 open positions. This represents a 35.0 percent decline over the 50,596 estimated in the fall of 2008. Looking over the year, the decline is even sharper, down 56.0 percent since last spring.

Figure 1
Employment and Job Vacancies
Washington State, 2003 to 2009
Source: LMEA/Employment Security Department



The *Job Vacancy Survey* attempts to gauge openings twice a year which private firms across Washington state are actively attempting to fill. There were over 18,000 firms in the sample drawn, from which information on over 13,000 was gathered (see the Appendices for more information on the sample and response rates).



The spring 2009 survey decline is the fourth decline out of the last five surveys conducted (with last spring's small increase being the only exception). It also surpassed the 32.0 percent decline of last fall to record the largest drop in the history of the *Washington State Job Vacancy Survey*. The last time there was a significant increase in estimated vacancies was during the fall of 2006. The spring 2007 survey in hind sight appears to be something of a tipping point; vacancies were down only 4.0 percent

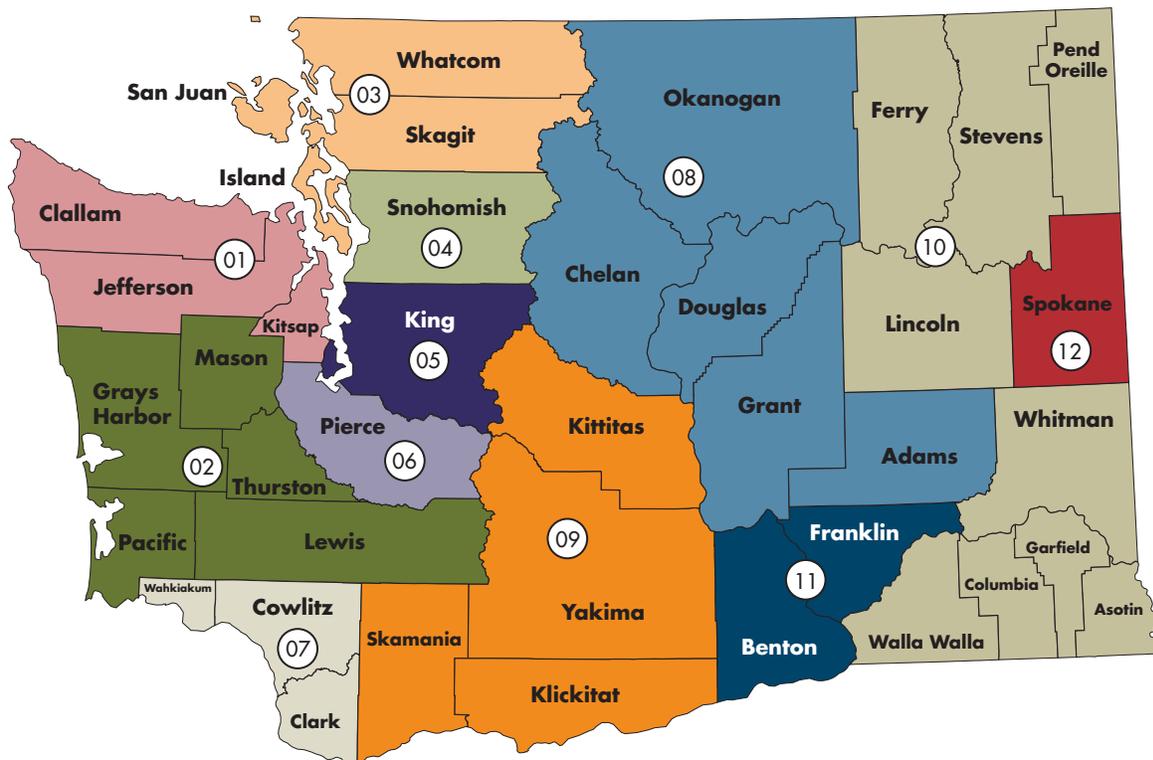


from fall 2006, and it was the last survey completed before the national recession began in December 2007. Vacancies have shown a tendency to rise in the spring and drop in the fall, so even a very small decrease such as experienced in the spring of 2007 can be interpreted in a negative light. Note

also that vacancies tracked fairly close with employment (*Figure 1*) up to spring 2007, diverging thereafter with vacancy declines sharper and earlier than employment.

The industries showing the biggest drops in openings were health care, retail, and accommodation, but 15 of the 19 sectors experienced declines.

Workforce Development Areas



WDA 1 Olympic Consortium: Clallam, Jefferson, Kitsap

WDA 2 Pacific Mountain: Grays Harbor, Lewis, Mason, Pacific, Thurston

WDA 3 Northwest: Island, Skagit, San Juan, Whatcom

WDA 4 Snohomish County

WDA 5 Seattle-King County

WDA 6 Pierce County

WDA 7 Southwest: Clark, Cowlitz, Wahkiakum

WDA 8 North Central: Adams, Chelan, Douglas, Grant, Okanogan

WDA 9 South Central: Kittitas, Klickitat, Yakima, Skamania

WDA 10 Eastern: Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Oreille, Stevens, Walla Walla, Whitman

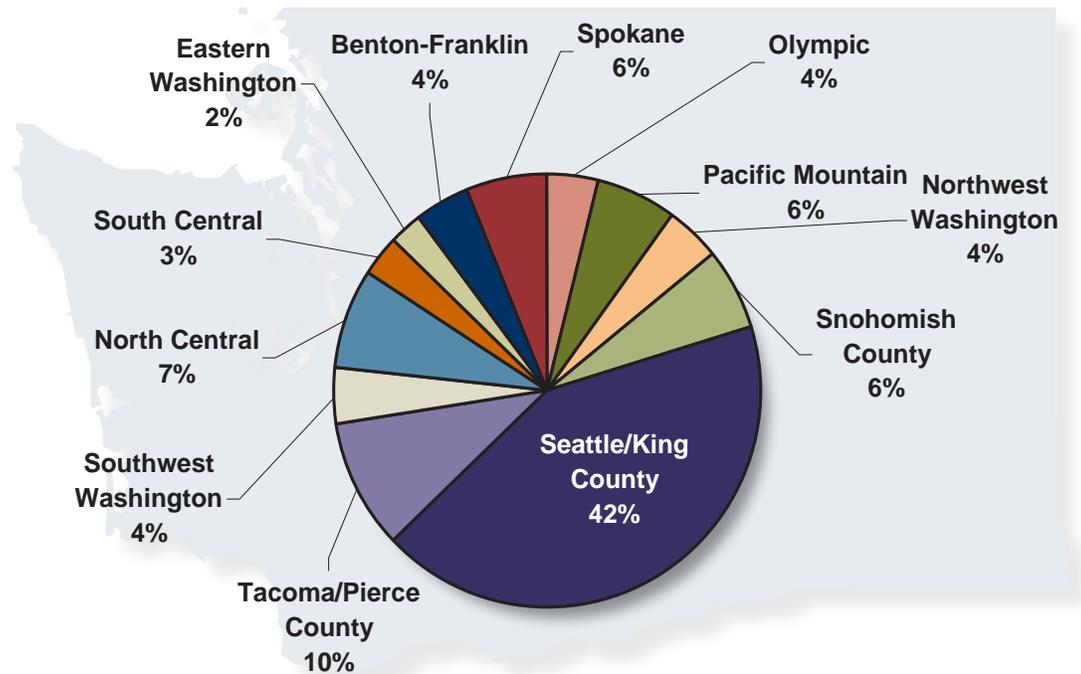
WDA 11 Benton-Franklin Counties

WDA 12 Spokane County



Most of these vacancies were found in the Puget Sound area, particularly in King and Pierce counties. Forty-two percent of estimated openings were in King County, which is slightly more than the county's employment share of 40.0 percent (*Figure 2*). Ten percent of spring vacancies were in Pierce County, 7.0 percent in the North Central WDA and 6.0 percent in Snohomish and Spokane counties. North Central, Pierce, and King counties all had a higher share of vacancies when compared to their employment share, while most other regions had a smaller share of vacancies than employment (see *Appendix 1* for more data by WDA). Overall, the central Puget Sound counties of King, Snohomish, and Pierce accounted for 58.0 percent of spring 2009 vacancies, exactly the same share that the three counties hold in employment.

Figure 2
Vacancies by Workforce Development Area
Washington State, Spring 2009
Source: LMEA/Employment Security Department



Industries

Despite dropping by nearly half between the spring (7,517 vacancies) and fall surveys (14,409 vacancies), the health care industry continued to lead all other industries in



terms of positions that employers were seeking to fill. Historically, health care has been the leading industry in terms of job openings, but a decline of this magnitude has reflected some concern. However, it may be simply a sign of the wider economic decline as 15 of the 19 sectors saw declining vacancies over the fall. Vacancies by industry can be found in *Appendix 4*.

The arts, entertainment, and recreation sector saw the largest increases in openings, going from 583 in the fall to 2,344 in the most recent survey. This is due at least in part to hiring in anticipation of the summer season. Agriculture, administrative and waste services, and other services also saw increasing numbers of vacancies. Some of this can be explained by seasonal variations – particularly in the case of agriculture and recreation.

Retail, professional and technical services, and manufacturing were sectors that saw drops in vacancies of more than 1,000. The construction sector fell by less than 1,000 but is one sector that has particularly suffered from longer-term declines in job openings (*Figure 3*). Two years ago construction was struggling to find qualified workers with an estimated 4,362 unfilled positions. The current estimate of 550 openings is one-eighth as much as that recorded in the spring of 2007. The number of positions that has been open for at least 60 days has fallen to 30.0 percent from the 44.0 percent recorded last fall, and previous experience requirements also became more rigid. On the bright side, construction openings are offering higher median wages and were more likely to be full time than in prior surveys.



Figure 3
Characteristics of Construction Vacancies
Washington State, 2007 to 2009
Source: LMEA/Employment Security Department

Survey	Vacancies	Median Wage Offered	Full-time Openings	Permanent Openings	Vacant 60+ Days	Newly Created Positions	Requiring License or Certificate	Requiring Previous Experience
Spring '09	550	\$16.35	86%	87%	30%	7%	42%	87%
Fall '08	1,283	\$15.00	51%	79%	44%	11%	41%	75%
Spring '08	2,352	\$14.63	96%	85%	41%	5%	32%	71%
Fall '07	3,126	\$16.00	95%	94%	42%	12%	34%	73%
Spring '07	4,362	\$15.00	94%	86%	38%	17%	27%	78%

- The finance and insurance industry garnered the highest median offered wage¹ at \$17.60 per hour.
- Management of companies had the second highest offered wage (\$17.12), followed by educational services (\$16.55), and construction (\$16.35).
- Arts, entertainment, and recreation was the only sector to offer a median wage equal to the minimum wage of \$8.55 per hour.
- Three sectors offered new positions \$9.00 per hour: retail; accommodation and food services; and agriculture, forestry, fishing, and hunting.

¹ This wage is in some cases adjusted from annual and monthly reported wages. If a wage range is given, the low end is used. For more information see the [Job Vacancy Survey Methodology on workforceexplorer.com](http://workforceexplorer.com).



Occupations

As with industries, vacancies in health care-related occupations were found to be the most common – 5,266 in the spring of 2009. This number represented a decline of nearly 2,500 jobs over the previous survey, but it was not as drastic as the losses health care recorded on the industry side. This may indicate that health care firms are responding to budget constraints by focusing cuts on non-medical positions. There was a further estimated 1,601 vacancies in health care support occupations. This number was down by 1,380 over the fall, but in percentage terms was larger than the decline in health care practitioners.

The occupational group with the second most number of vacancies was sales with 3,194. Declining vacancies in this occupational group were even more prominent than in health care, dropping by 3,581 from fall's estimated 6,775. Office and administrative support had 3,045 vacancies; food preparation, 2,711; and there were 2,692 management vacancies to round out the largest occupational groups.

Out of the 22 occupational groups, all except three experienced declining numbers of open positions. The three were:

- farming, fishing, and forestry (+447);
- protective service (+270); and
- life, physical, and social science (+43).

Data on vacancies by occupational groups can be found in *Appendix 2*.

Computer and mathematical type jobs offered the highest median wage in the spring of 2009 at \$28.85 per hour. It was followed by health care practitioners (\$24.38), legal (\$21.00), and management (\$20.82). The rising openings among the protective service group of occupations (a group which includes police, fire fighters, and security guards) could be due in part to the low median wage offered - \$8.55 per hour. While that was the lowest of any occupation group, there were five others (production; farming, fishing, forestry; personal care service; food preparation; and sales) with an offered median wage equal to \$9.00 per hour.



Appendix 3 lists the top 25 individual occupations in terms of vacancies. Registered nurses (RNs) recorded more vacancies than any other occupation with 2,137 in the spring of 2009. Retail sales came in second with an estimated 1,218 open positions. These two occupations held the same ranking in the fall despite suffering declines of 43.0 percent for RNs and 64.0 percent for retail salespersons.

Despite previously mentioned declines in the health care field, it remained well-represented among the top individual occupations.

- Nursing aides (858 vacancies) had the sixth most openings,
- licensed practical and licensed vocational nurses (524) the 11th,
- personal and home care aids (443) the 13th,
- physical therapists (397) the 17th,
- medical and health services managers (308) the 20th, and
- medical assistants (266) the 23rd.

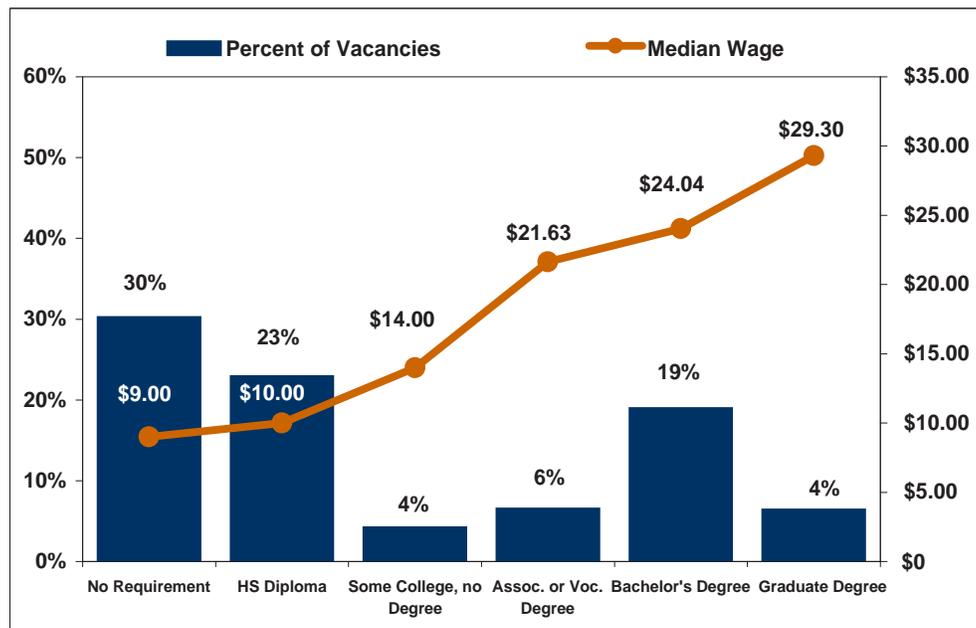
Retail, food service, and recreation-related occupations were also well-represented in the top 25 list of occupations with vacancies.



Education and Wages

It is a commonly accepted notion that wages rise with education level. The *Spring 2009 Job Vacancy Survey* (as have all previous surveys) shows a strong connection between education levels required of a given position and the wage offered. This relationship is depicted in *Figure 4*.

Figure 4
Vacancies by Education and Wage
Washington State, Spring 2009
Source: LMEA/Employment Security Department

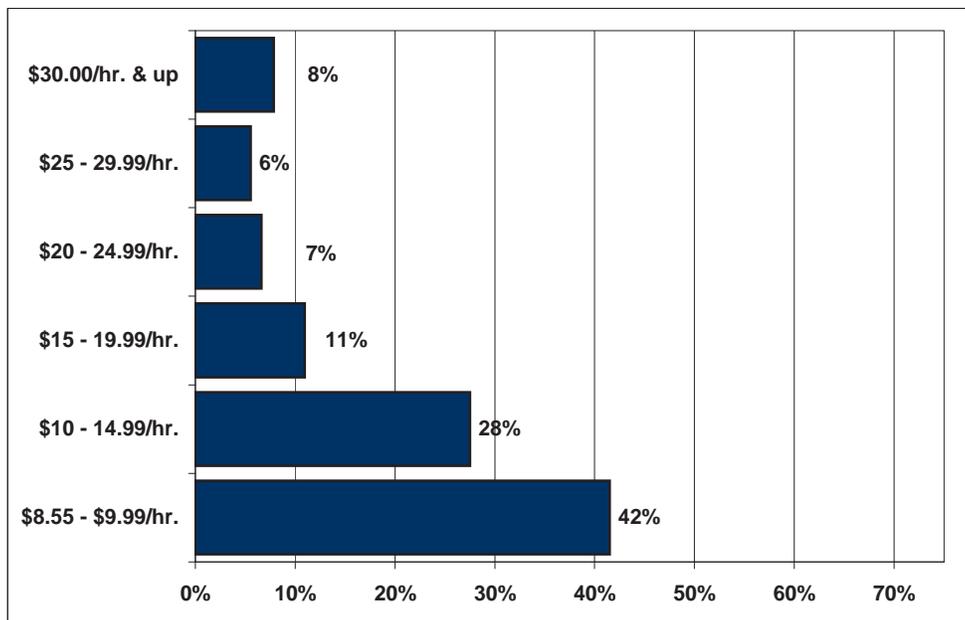


²Figure 4 does not include non-response and *other* for educational categories. Because of this the percentage will not add up to 100 percent.



Unfilled positions that have no educational requirements were the most common (30.0 percent) in the spring of 2009. The median wage offered for these vacancies was \$9.00 per hour. Openings requiring a high school diploma and a bachelor's degree provided 23.0 and 19.0 percent³ of vacancies respectively. Openings requiring something more than a high school diploma, but less than a four-year degree, and those requiring above a four-year degree were relatively scarce.

Figure 5
Percent of Vacancies by Wage Range
Washington State, Spring 2009
Source: LMEA/Employment Security Department



More than four out of ten⁴ estimated vacancies with reported wage data offered less than ten dollars per hour. For the most part, the tendency is that the higher the wage group, the fewer the number of vacancies. The only exception is that there were more vacancies in the \$30.00 and over range when compared to the \$25.00 to \$29.99 range.

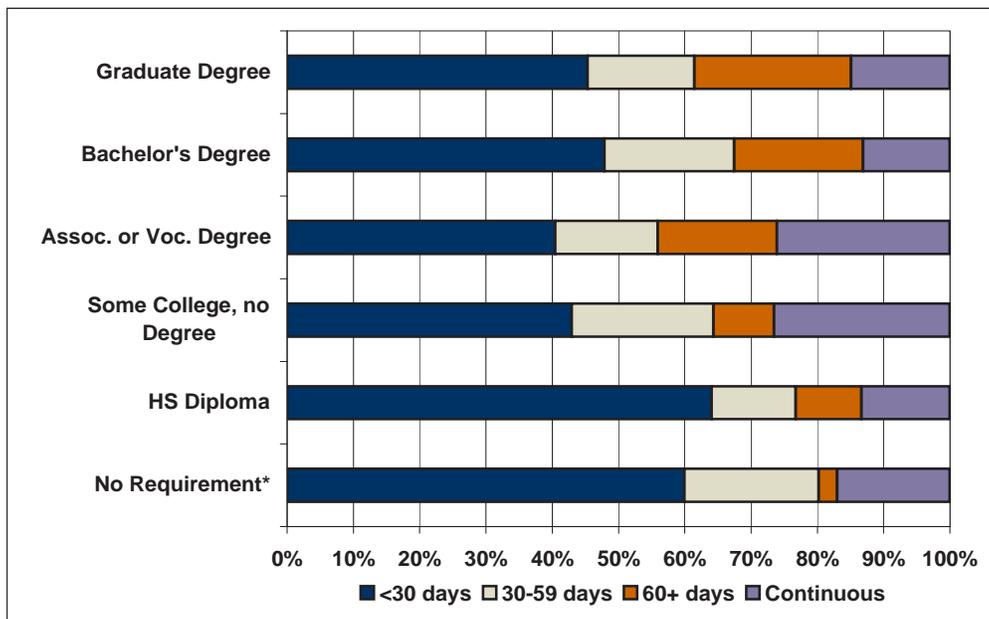
³ This is a percentage of those who reported a valid answer on education. Ninety-two percent of vacancies had education information.

⁴ This is a percentage of those with reported wages. Forty-four percent of vacancies had no reported wage information in the spring 2009 survey.

Duration

The length of time a given position is open reveals how difficult it is to fill, as well as tendencies toward high turnover. When comparing education against the duration of the opening (*Figure 6*), the pattern is that less education seems to correlate with openings being short term. There were relatively few vacancies for positions with *no educational requirements* or only a high school diploma that took more than 30 days to fill. This is probably a case of many positions that do not require education having high turnover rates. Openings requiring a bachelor's degree or higher had the largest percentage of openings beyond 60 days, but were typically not open continuously. It was the vacancies requiring more than a high school diploma, but less than a four-year degree that tended to be open continuously.

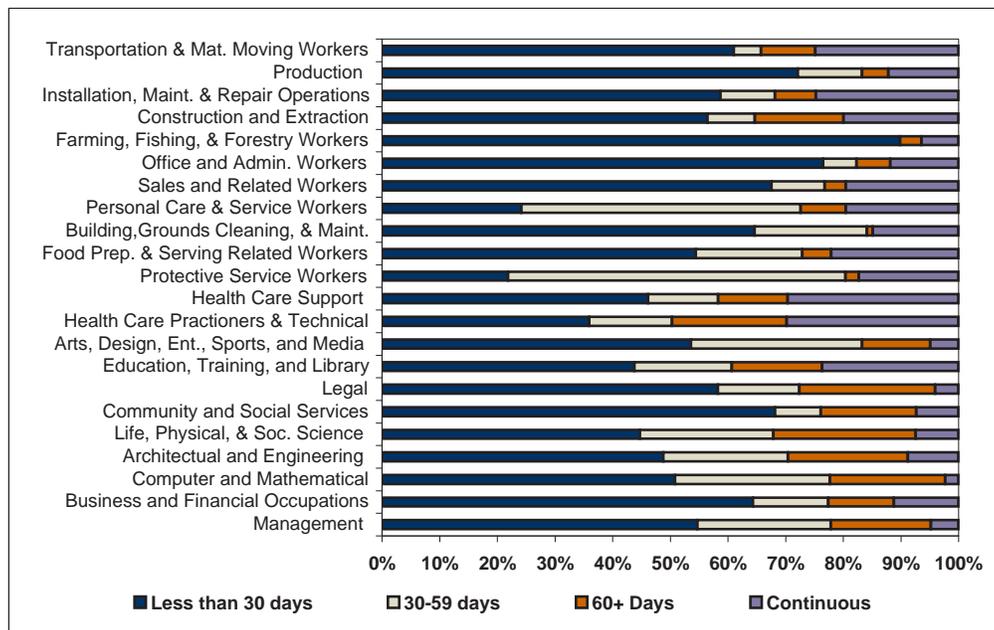
Figure 6
Duration of Vacancies by Education
Washington State, Spring 2009
Source: LMEA/Employment Security Department





How long it takes to fill an open position can also be viewed by occupational group – as depicted in *Figure 7*. For example, 90.0 percent of openings for the farming, fishing, and forestry workers occupational group were of recent vintage – less than 30 days. Office and administrative, production, and community and social service occupational openings also tended to be relatively new. Personal care and protective workers are at the opposite end of the spectrum – relatively few recent openings.

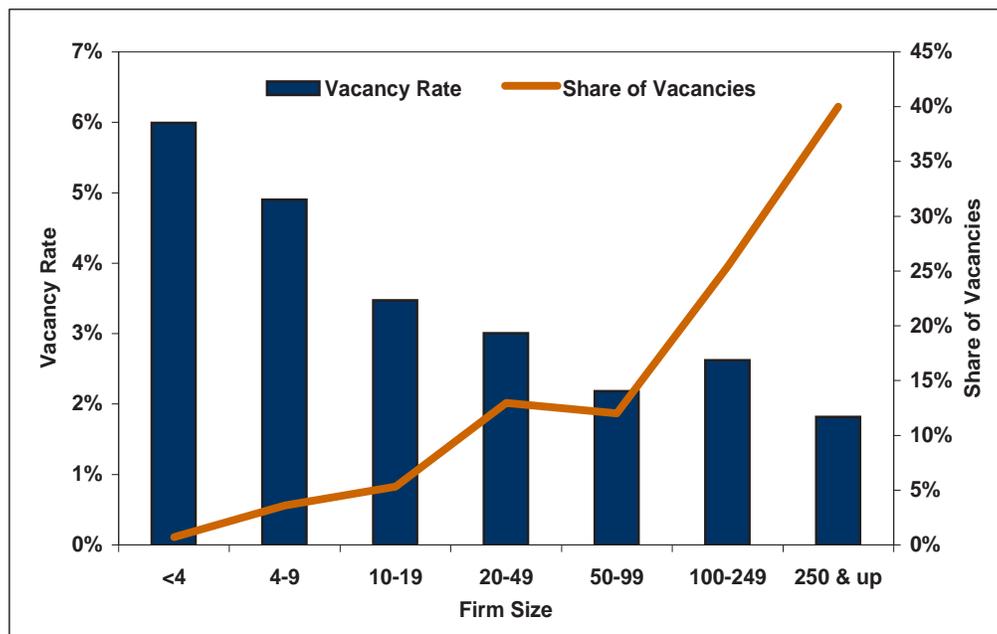
Figure 7
Duration of Vacancies by Occupational Group
Washington State, Spring 2009
Source: LMEA/Employment Security Department



Firm Size

The approach and experience for a company seeking to fill an open position is quite different depending on the size of the company. The state's larger companies obviously have hiring resources and high profiles unavailable to the smaller companies, and thus had the largest number of reported openings. However, they collectively also had the largest number of employees and the lowest vacancy rate. In other words, there were more vacancies among the largest firms because they have such a large existing workforce. However, when measured per worker, smaller firms are more likely to have vacancies than larger ones. Firms with less than four employees had less than one percent of total vacancies, but a 6.0 percent vacancy rate; whereas firms with 250 or more employees had 40.0 percent of openings but only a 2.0 percent vacancy rate (*Figure 8*). The vacancy rate for all firms was 2.0 percent, down from 4.0 percent in the fall survey.

Figure 8
Share of Vacancies and Vacancy Rates by Firm Size
Washington State, Spring 2009
Source: LMEA/Employment Security Department



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This inverse relationship probably reflects the recruiting advantages of larger firms coupled with higher job creation and growth by Washington's smallest firms. It may



also reflect higher turnover rates among the state's smaller firms. Only firms with employment between 100 and 249 broke this trend. The 3.0 percent vacancy rate posted by this cohort was higher than that of firms employing 50 to 99 persons.



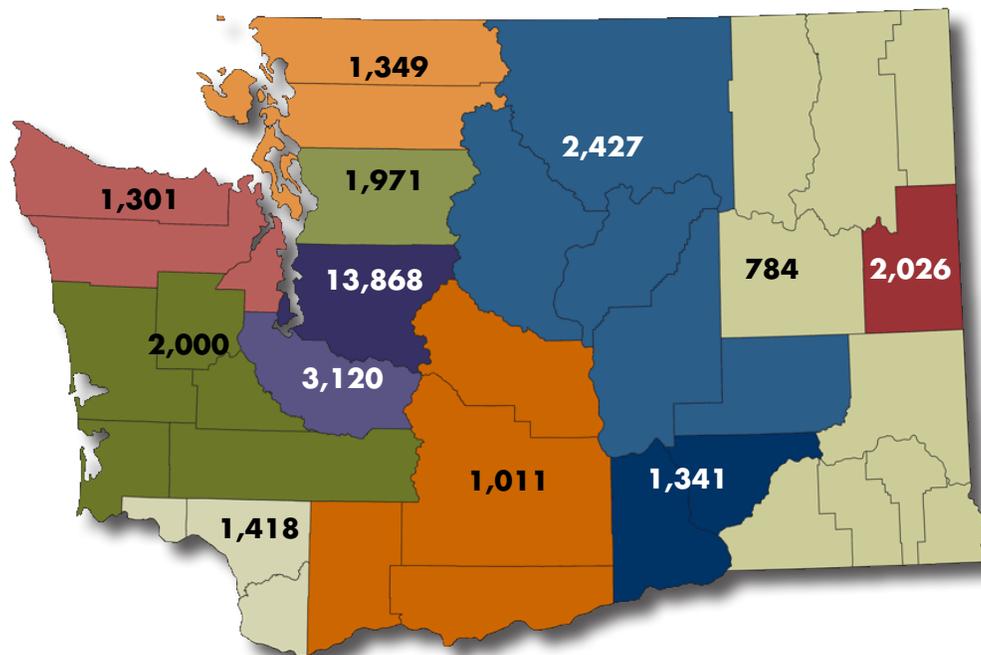
The highest wages were found in Washington state's largest firms where the offered rate for open positions was \$12.97 per hour (*Appendix 7*). Firms employing 20 to 49 persons had the second highest (\$11.00 per hour), followed by firms of less than four employees (\$10.84). All the other cohorts offered an hourly rate of \$10.00. The smallest firms had the highest percent of vacancies that were permanent and required previous experience. The largest firms had the highest percent requiring education beyond high school (61.0 percent) and the second highest requiring previous experience.

Appendices

Appendix 1. Job Vacancies by Workforce Development Area, April 2009

Workforce Development Area	Job Vacancies	Area's Share of Total Vacancies	Area's Share of Total Employment*	Vacancy Rate*	Median Wage Offered for Vacant Positions
Olympic	1,301	4%	4%	1.1%	\$10.00
Pacific Mountain	2,000	6%	6%	1.2%	\$10.00
Northwest Washington	1,349	4%	5%	0.9%	\$10.00
Snohomish County	1,971	6%	9%	0.8%	\$13.00
Seattle/King County	13,868	42%	40%	1.2%	\$11.00
Tacoma/Pierce County	3,120	10%	9%	1.1%	\$13.64
Southwest Washington	1,418	4%	6%	0.8%	\$13.00
North Central	2,427	7%	4%	2.4%	\$9.00
South Central	1,011	3%	4%	0.9%	\$9.00
Eastern Washington	784	2%	2%	1.2%	\$10.00
Benton-Franklin	1,341	4%	3%	1.4%	\$10.00
Spokane	2,026	6%	7%	1.0%	\$11.00
Multi-County	18	0%	0%	0.2%	\$10.29
Total	32,635	100%	100%	1.1%	\$10.00

*Vacancies divided by employment. Employment based on 2008 3rd quarter, UI wage records.



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Appendix 2. Job Vacancies by Major Occupation Group, April 2009

Major Occupation Group	Vacancies	Median Wage Offered	Full-time Openings	Permanent Openings	Vacant 60+ Days	Newly Created Positions	Requiring Education Beyond HS/GED	Requiring License or Certificate	Requiring Previous Experience
Health Care Practitioners and Technical Sales and Related	5,266	\$24.38	60%	92%	50%	3%	93%	94%	85%
Office and Administrative Support	3,194	\$9.00	55%	82%	23%	2%	9%	16%	43%
Food Preparation and Serving Related Management	3,045	\$10.00	77%	77%	18%	2%	14%	10%	57%
Personal Care and Service	2,711	\$9.00	32%	63%	27%	2%	8%	91%	48%
Computer and Mathematical	2,692	\$20.82	95%	94%	22%	4%	85%	24%	94%
Health Care Support	2,217	\$9.00	44%	51%	27%	1%	20%	52%	42%
Education, Training, and Library	1,689	\$28.85	96%	96%	22%	2%	91%	16%	95%
Business and Financial Operations	1,601	\$12.00	57%	92%	42%	2%	57%	86%	63%
Transportation and Material Moving	1,224	\$13.00	68%	75%	39%	2%	85%	54%	82%
Farming, Fishing, and Forestry	1,165	\$16.28	89%	87%	23%	3%	68%	19%	85%
Architecture and Engineering	1,124	\$10.00	58%	58%	34%	5%	10%	63%	51%
Installation, Maintenance, and Repair	965	\$9.00	93%	3%	10%	0%	0%	6%	4%
Building and Grounds Cleaning and Maintenance	958	\$20.00	94%	87%	30%	7%	88%	35%	84%
Protective Service	721	\$14.00	88%	88%	32%	3%	31%	47%	84%
Production	719	\$10.00	47%	57%	16%	2%	1%	16%	34%
Community and Social Services	718	\$8.55	30%	29%	20%	2%	13%	81%	27%
Arts, Design, Entertainment, Sports, and Media	698	\$9.00	83%	57%	17%	3%	15%	10%	42%
Life, Physical, and Social Science	539	\$14.00	62%	80%	24%	2%	64%	59%	75%
Construction and Extraction	486	\$14.91	63%	70%	17%	4%	44%	34%	78%
Legal	446	\$16.83	86%	84%	32%	4%	94%	41%	86%
	339	\$16.83	85%	85%	35%	2%	45%	44%	87%
	117	\$21.00	92%	92%	28%	0%	100%	42%	89%
Total	32,635	\$10.00	66%	76%	28%	3%	47%	47%	65%

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Appendix 3. Occupations with the Highest Number of Vacancies, April 2009

Specific Occupation	Vacancies	Full-time Openings	Permanent Openings	Vacant 60+ Days	Newly Created Positions	Requiring Education Beyond HS/GED	Requiring License or Certificate	Requiring Previous Experience
Registered Nurses	2,317	52%	95%	59%	2%	98%	97%	88%
Retail Salespersons	1,218	66%	82%	21%	2%	5%	12%	40%
Cashiers	947	18%	65%	16%	3%	0%	25%	20%
Recreation Workers	918	27%	5%	2%	0%	9%	10%	24%
Waiters and Waitresses	862	22%	45%	20%	1%	10%	96%	46%
Nursing Aides, Orderlies, and Attendants	858	54%	91%	55%	2%	54%	95%	52%
Farming, Fishing, and Forestry Workers, All Other (OES Only)	836	96%	1%	6%	0%	0%	1%	3%
Computer Software Engineers, Applications	756	100%	99%	25%	1%	97%	7%	99%
Customer Service Representatives	750	79%	68%	16%	2%	6%	13%	49%
Combined Food Preparation and Serving Workers, Incl. Fast Food	651	16%	70%	27%	0%	0%	89%	14%
Licensed Practical and Licensed Vocational Nurses	524	66%	85%	55%	2%	96%	99%	78%
Marketing Managers	472	100%	100%	24%	4%	99%	7%	99%
Personal and Home Care Aides	443	47%	87%	51%	1%	4%	43%	42%
Protective Service Workers, All Other	418	17%	9%	9%	0%	2%	94%	18%
Cooks, Restaurant	416	47%	71%	32%	1%	7%	95%	77%
Stock Clerks and Order Fillers	403	80%	44%	9%	1%	0%	13%	14%
Physical Therapists	397	71%	90%	47%	1%	100%	99%	86%
Maids and Housekeeping Cleaners	383	51%	66%	16%	2%	0%	2%	44%
Helpers--Production Workers	316	85%	22%	2%	4%	3%	0%	24%
Medical and Health Services Managers	308	88%	95%	37%	2%	92%	62%	96%
Laborers and Freight, Stock, and Material Movers, Hand	282	29%	40%	39%	3%	0%	14%	24%
Computer and Information Systems Managers	270	99%	99%	22%	4%	99%	9%	99%
Medical Assistants	266	70%	91%	7%	1%	70%	74%	89%
Health Specialties Teachers, Postsecondary	257	98%	95%	63%	0%	99%	17%	100%
Financial Managers	255	99%	96%	24%	4%	83%	34%	98%
Total	32,635	66%	76%	28%	2.7%	47%	47%	65%

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Appendix 4. Job Vacancies by Industry, April 2009

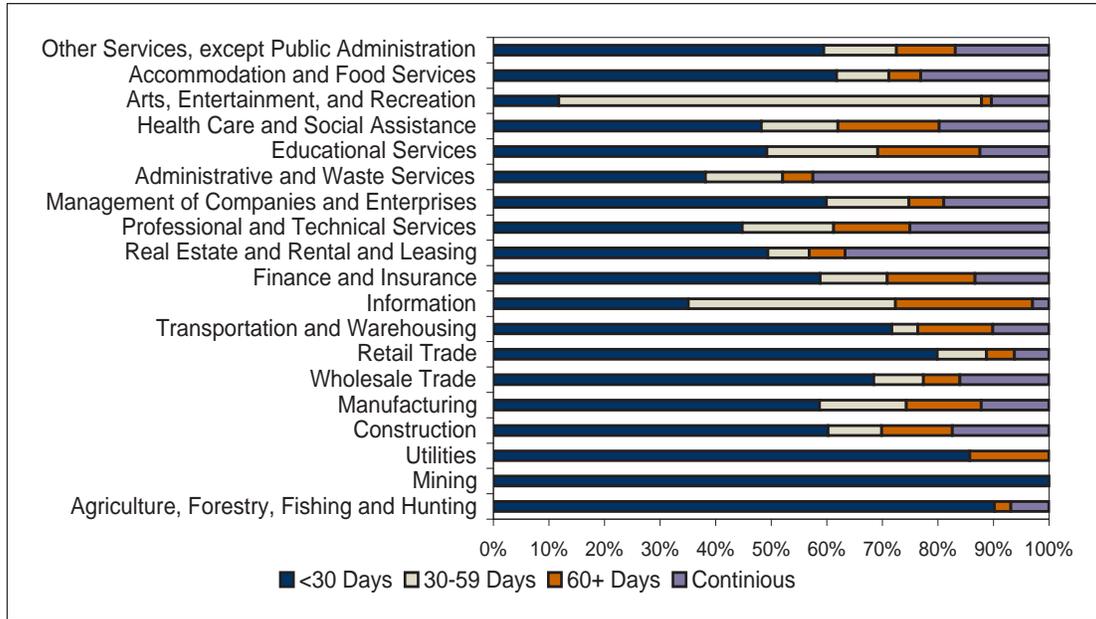
Industry	Vacancies	Median Wage Offered	Full-time Openings	Permanent Openings	Vacant 60+ Days	Newly Created Positions	Requiring Education Beyond HS/GED	Requiring License or Certificate	Requiring Previous Experience	Vacancy Rate
Health Care and Social Assistance	7,517	\$16.00	64%	93%	38%	3%	72%	76%	79%	2%
Retail Trade	4,062	\$9.00	61%	74%	11%	2%	24%	20%	42%	1%
Accommodation and Food Services	2,990	\$9.00	43%	72%	29%	3%	7%	65%	54%	1%
Administrative and Waste Services	2,462	\$14.00	62%	71%	48%	1%	62%	59%	71%	2%
Arts, Entertainment, and Recreation	2,344	\$8.55	26%	29%	12%	1%	5%	61%	27%	5%
Professional and Technical Services	2,192	\$16.00	86%	94%	39%	3%	82%	33%	86%	1%
Educational Services	2,017	\$16.55	69%	74%	31%	5%	80%	51%	82%	1%
Other Services, except Public Admin.	1,457	\$10.00	62%	78%	27%	2%	45%	53%	68%	2%
Information	1,303	\$12.00	98%	98%	28%	2%	75%	5%	92%	1%
Agriculture, Forestry, Fishing and Hunting	1,249	\$9.00	94%	4%	10%	0%	1%	7%	15%	1%
Manufacturing	1,145	\$12.00	90%	86%	26%	8%	52%	15%	71%	0%
Finance and Insurance	1,131	\$17.60	93%	97%	29%	1%	49%	25%	89%	1%
Wholesale Trade	759	\$14.00	84%	89%	23%	3%	34%	30%	66%	1%
Real Estate and Rental and Leasing	597	\$12.00	67%	76%	43%	4%	27%	29%	70%	1%
Construction	550	\$16.35	86%	87%	30%	7%	50%	42%	87%	0%
Transportation and Warehousing	466	\$10.00	85%	68%	24%	1%	14%	63%	48%	1%
Mgmt. of Companies and Enterprises	383	\$17.12	80%	87%	25%	5%	56%	31%	80%	1%
Mining	**	**	**	**	**	**	**	**	**	**
Utilities	**	**	**	**	**	**	**	**	**	**
All Industries	32,635	\$10.00	66%	76%	28%	2.7%	47%	47%	65%	1%

*Vacancies divided by employment. Employment based on 2007 2nd quarter, UI wage records.

**Suppressed due to small sample

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Appendix 5. Duration of Vacancies by Industry, April 2009



Appendix 6. Duration of Vacancies by Occupation Group, April 2009

Occupation Group	Percent of Vacancies by Duration of Opening at Time of Survey				Total Vacancies
	Less than 30 days	30-59 days	60+ Days	Continuous	
Management	55%	23%	17%	5%	2,692
Business and Financial Occupations	64%	13%	11%	11%	1,165
Computer and Mathematical	51%	27%	20%	2%	1,689
Architectural and Engineering	49%	22%	21%	9%	958
Life, Physical, & Soc. Science	45%	23%	25%	7%	446
Community and Social Services	68%	8%	17%	7%	539
Legal	58%	14%	24%	4%	117
Education, Training, and Library	44%	17%	16%	24%	1,224
Arts, Design, Ent., Sports, and Media	54%	30%	12%	5%	486
Health Care Practitioners & Technical	36%	14%	20%	30%	5,266
Health Care Support	46%	12%	12%	30%	1,601
Protective Service Workers	22%	59%	2%	17%	718
Food Prep. & Serving Related Workers	54%	18%	5%	22%	2,711
Building, Grounds Cleaning, & Maint. Workers	65%	20%	1%	15%	719
Personal Care & Service Workers	24%	48%	8%	20%	2,217
Sales and Related Workers	68%	9%	4%	20%	3,194
Office and Admin. Workers	77%	6%	6%	12%	3,045
Farming, Fishing, & Forestry Workers	90%	0%	4%	6%	965
Construction and Extraction	56%	8%	15%	20%	339
Installation, Maint. & Repair Operations	59%	9%	7%	25%	721
Production	72%	11%	5%	12%	698
Transportation & Mat. Moving Workers	61%	5%	9%	25%	1,124
Total	54%	18%	11%	17%	32,635

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Appendix 7. Vacancies by Establishment Size, April 2009

Number of Employees	Vacancies	Median Wage Offered	Full Time	Permanent	Newly Created Positions	Vacant 60+ Days	Requiring Education Beyond HS/GED	Requiring Certificate or License	Requiring Previous Experience
<4	230	\$10.84	61%	88%	4%	39%	41%	38%	76%
4-9	1,175	\$10.00	60%	79%	2%	39%	36%	44%	65%
10-19	1,738	\$10.00	64%	87%	5%	25%	39%	42%	63%
20-49	4,227	\$11.00	61%	72%	2%	40%	41%	53%	60%
50-99	3,916	\$10.00	63%	78%	2%	30%	33%	50%	59%
100-249	8,294	\$10.00	71%	69%	3%	23%	38%	42%	59%
250 & up	13,055	\$12.97	67%	80%	2%	25%	61%	49%	73%
Total	32,635	\$10.00	66%	76%	3%	28%	47%	47%	65%

Appendix 8. Educational Requirements for Vacant Positions, April 2009

Required Education Level	Vacancies	Median Wage Offered	Full-time Openings	Permanent Openings	Vacant 60+ Days	Newly Created Positions	Requiring Education Beyond HS/GED	Requiring License or Certificate	Requiring Previous Experience
No Requirement	9,051	\$9.00	48%	47%	20%	2%	0%	34%	26%
HS Diploma	6,863	\$10.00	62%	79%	23%	6%	0%	38%	64%
Some College, no Degree	1,259	\$14.00	62%	66%	36%	10%	100%	51%	76%
Assoc. or Voc. Degree	1,947	\$21.63	72%	91%	44%	5%	100%	68%	83%
Bachelor's Degree	5,674	\$24.04	90%	94%	33%	20%	100%	40%	92%
Graduate Degree	1,921	\$29.30	86%	93%	39%	8%	100%	63%	93%
Other	3,240	\$19.23	61%	90%	49%	1%	100%	95%	87%
No Response	2,681	\$14.51	81%	89%	18%	4%	0%	38%	80%
Total	32,635	\$10.00	66%	76%	28%	7%	47%	47%	65%

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Appendix 9. Wage Ranges Offered by Occupation Group, April 2009

Occupation Group	25th Percentile	Median	75th Percentile
Management	\$13.00	\$20.82	\$36.85
Business and Financial Operations	\$9.00	\$16.28	\$25.50
Computer and Mathematical	\$19.10	\$28.85	\$36.07
Architecture and Engineering	\$14.42	\$20.00	\$33.57
Life, Physical, and Social Science	\$13.21	\$16.83	\$25.08
Community and Social Services	\$11.00	\$14.00	\$18.27
Legal	\$15.00	\$21.00	\$33.65
Education, Training, and Library	\$10.00	\$13.00	\$19.73
Arts, Design, Entertainment, Sports, and Media	\$10.00	\$14.91	\$19.23
Health Care Practitioners and Technical	\$18.35	\$24.38	\$29.41
Health Care Support	\$10.00	\$12.00	\$14.00
Protective Service	\$8.55	\$8.55	\$9.00
Food Preparation and Serving Related	\$9.00	\$9.00	\$9.00
Building and Grounds Cleaning and Maintenance	\$9.00	\$10.00	\$11.00
Personal Care and Service	\$8.55	\$9.00	\$10.00
Sales and Related	\$9.00	\$9.00	\$11.00
Office and Administrative Support	\$9.00	\$10.00	\$12.00
Farming, Fishing, and Forestry	\$9.00	\$9.00	\$9.00
Construction and Extraction	\$11.00	\$16.83	\$27.75
Installation, Maintenance, and Repair	\$11.00	\$14.00	\$18.00
Production	\$9.00	\$9.00	\$12.00
Transportation and Material Moving	\$9.00	\$10.00	\$14.00
All Occupations	\$9.00	\$10.00	\$17.00

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Appendix 10. Occupations with Most Seasonal or Temporary Vacancies, April 2009

Occupation	Total Vacancies	Seasonal Vacancies	Percent Temporary or Seasonal	Percent Full Time	Percent New
Grand Total	32,635	7,691	24%	66%	3%
Recreation Workers	918	863	95%	27%	2%
Farming, Fishing, and Forestry Workers, All Other (OES Only)	836	825	99%	96%	1%
Waiters and Waitresses	862	471	55%	22%	0%
Protective Service Workers, All Other	418	378	91%	17%	0%
Cashiers	947	324	35%	18%	0%
Helpers, Production Workers	316	245	78%	85%	2%
Customer Service Representatives	750	243	32%	79%	0%
Stock Clerks and Order Fillers	403	224	56%	80%	0%
Retail Salespersons	1,218	207	18%	66%	3%

Appendix 11. Seasonal Job Vacancies by Industry, April 2009

Industry	Seasonal Percentage	Non-seasonal Percentage	All Job Vacancies	Temporary/ Seasonal Vacancies	Median Wage Offered*	Full Time
Agriculture, Forestry, Fishing and Hunting	96%	4%	1,249	1,199	\$9.00	94%
Arts, Entertainment, and Recreation	71%	29%	2,344	1,666	\$8.55	26%
Transportation and Warehousing	32%	68%	466	148	\$10.00	85%
Administrative and Waste Services	29%	72%	2,462	701	\$14.00	62%
Accommodation and Food Services	28%	72%	2,990	840	\$9.00	43%
Retail Trade	26%	74%	4,062	1,061	\$9.00	61%
Educational Services	26%	74%	2,017	524	\$16.55	69%
Real Estate and Rental and Leasing	24%	76%	597	142	\$12.00	67%
Other Services, except Public Administration	22%	78%	1,457	314	\$10.00	62%
Manufacturing	14%	86%	1,145	158	\$12.00	90%
Management of Companies and Enterprises	13%	87%	383	49	\$17.12	80%
Construction	13%	88%	550	68	\$16.35	86%
Wholesale Trade	11%	89%	759	80	\$14.00	84%
Health Care and Social Assistance	7%	93%	7,517	554	\$16.00	64%
Professional and Technical Services	6%	94%	2,192	129	\$16.00	86%
Finance and Insurance	3%	97%	1,131	35	\$17.60	93%
Information	2%	98%	1,303	22	\$12.00	98%
Mining	0%	100%	2	0	\$18.00	100%
Utilities	0%	100%	11	0	\$27.98	89%
All Industries	24%	76%	32,635	7,691	\$10.00	66%

*For all vacancies, not just seasonal

Job Vacancy Survey Response Rates

Universe: Population of establishments covered by unemployment insurance tax law in Washington state employing an average of more than one employee during the third quarter of 2008. Excludes multi-masters.

Sample Summary	Number of Establishments
Population of Establishments	204,002
Original Sample Drawn	18,551
Number of Firms In-Sample (see reason codes, below)	13,863
Contacted In-Sample	13,863
Not Contacted	1,822

Total In and Out of Sample, by Reason		
Reason Code	Number of Establishments	In/Out of Sample
1 - Response - No Vacancies	11,306	In
2 - Response - With Vacancies	2,278	In
3 - Refusal	279	In
4 - Invalid Address	1,345	Out
5 - Out of Business	137	Out
6 - Inactive	131	Out
7 - Out of State	205	Out
8 - Duplicate	4	Out
9 - Govt. Agency	0	Out

Response Rate	
Number of Firms in Sample (see reason codes above)	16,729
1 - Responded, No Vacancies	11,306
2 - Responded, With Vacancies	2,278
Total Response	13,584
Response Rate	81%

Industry Classifications

Washington's *Job Vacancy Survey* used a sample of firms representative of the industry composition of Washington employers. The new North American Industry Classification System (NAICS) was used to define and sort firms by industry. Firms are classified by industry as part of the ongoing administration of the unemployment insurance tax program. Major NAICS groupings are outlined below:

NAICS Industry	Industry Description
11	Agriculture, Forestry, Fishing, Hunting
21	Mining
22	Utilities
23	Construction
31-33	Manufacturing
41-43	Wholesale Trade
44-46	Retail Trade
48-49	Transportation and Warehousing
51	Information
52	Finance and Insurance
53	Real Estate and Rental and Leasing
54	Professional, Scientific, and Technical Services
55	Management of Companies and Enterprises
56	Administrative and Support and Waste Management and Remediation Services
61	Educational Services
62	Health Care and Social Assistance
71	Arts, Entertainment, and Recreation
72	Accommodation and Food Services
81	Other Services (except Public Administration)
91-93	Public Administration

Source: North American Industry Classification System, United States Office of Management and Budget, 2002. NAICS Web page: www.census.gov/epcd/www/naics.html

Occupational Classifications

The Standard Occupational Classification (SOC) system defines and organizes occupations into a hierarchical system by which both detailed occupations and broader occupational groups can be examined. SOC defines some 820 occupations in detail with the ability to summarize those to 450 broad occupations, 98 minor occupational groups, 22 major occupational groupings, and 10 super-groups (excluding military-specific occupations). The SOC is a system newly adopted by most state employment security agencies and used by the Bureau of Labor Statistics along with all other federal statistical agencies.

A detailed SOC dictionary is online at: www.bls.gov/soc/.

Major Occupational Group	Sample Occupations
Architecture and Engineering	Architects, Chemical Engineers, and Drafters
Art, Design, Entertainment and Media	Coaches, Producers and Directors, and Radio Operators
Building, Grounds Cleaning and Maintenance	Housekeeping Cleaners, Janitors, and Pest Control Workers
Business and Financial Operations	Accountants, Financial Analysts, and Human Resource Specialists
Community and Social Service	Clergy, Health Educators, and Marriage and Family Therapists
Computer and Mathematical	Actuaries, Computer Programmers, and Computer Support Specialists
Construction and Extraction	Construction Laborers, Carpenters, and Electricians
Education, Training and Library	Librarians, Post-secondary Teachers, and Special Education Teachers
Farming, Fishing and Forestry	Agricultural Inspectors, Animal Breeders, and Farmers
Food Preparation and Serving Related	Cooks, Food Preparation Workers, and Waiters and Waitresses
Health Care Practitioners and Technical	Dentists, Physicians, and Registered Nurses
Health Care Support	Dental Assistants, Home Health Aides, and Pharmacy Aides
Installation, Maintenance and Repair	Automotive Service Technicians and Mechanics, Motorcycle Mechanics, and Millwrights
Legal	Court Reporters, Lawyers, and Paralegals
Life, Physical and Social Science	Anthropologists, Chemists, and Geographers
Management	Educational Administrators, Marketing Managers, and Medical and Health Service Managers
Office and Administrative Support	Customer Service Representatives, Tellers, and Secretaries
Personal Care and Service	Child Care Workers, Hairdressers and Hairstylists, and Personal and Home Care Aides
Production	Butchers and Meat Cutters, Foundry Mold and Coremakers, and Machinists
Protective Service	Animal Control Workers, Detectives, and Police Officers
Sales and Related	Cashiers, Insurance Sales Agents, and Retail Salespersons
Transportation and Material Moving	Airline Pilots, Bus Drivers, and Truck Drivers

Source: U.S. Department of Labor, Bureau of Labor Statistics. SOC Website www.bls.gov/soc/. List of sample occupations provided courtesy of the Minnesota Department of Employment Security.