WIN

QUARTERLY REPORT
MONROE COUNTY Q3 2015

CUSTER

MONROE COUNTY
COMMUNITY COLLEGE
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SUMMARY

MONROE Q3 2015 DEMAND OVERVIEW

Total online job postings in Monroe County increased from 1,688 in Q2 to 1,792 in Q3 2015 (+6.1%). With exception to a jump in postings during Q4 2014, online ads in Monroe County have grown at an average of six percent per quarter since Q4 2013. Combined, the six occupation clusters analyzed by WIN accounted for 52.6% of the nearly 1,800 online postings in Monroe County. Six of the top ten occupations from Q2 remained in the top ten for Q3 2015. Truck drivers maintained the top spot despite postings falling from 122 in Q2 to 100 in Q3 2015. The 21% jump in Retail & Hospitality postings heavily contributed to online ad growth in the county; this cluster accounted for 70% of total growth during Q3. Monroe County was the only county in the region to not have registered nurses or software developers in its top jobs list.

While employer demand increased, both the labor force and employment decreased during Q3 2015 in Monroe County. The labor force fell by 833 individuals to 75,849 (-1.1%) while employment declined by 844 workers to 72,282 (-1.2%). Despite the decreases, both the labor force and employment 2015 to-date averages remain above past annual averages. Since employment fell more than the labor force, unemployment did increase by one-tenth of a percent to 4.7%. This remains well below the state average of 5.4%.

This report includes top jobs and postings over time highlights for clusters that have made major shifts or movements in the past quarter. The data is updated each quarter based on the clusters with the most noteworthy changes. For complete top jobs lists, educational attainment, and wage information, please see the regional reports or contact WIN's Research Director Colby Cesaro at colby.cesaro@win-semich.org.
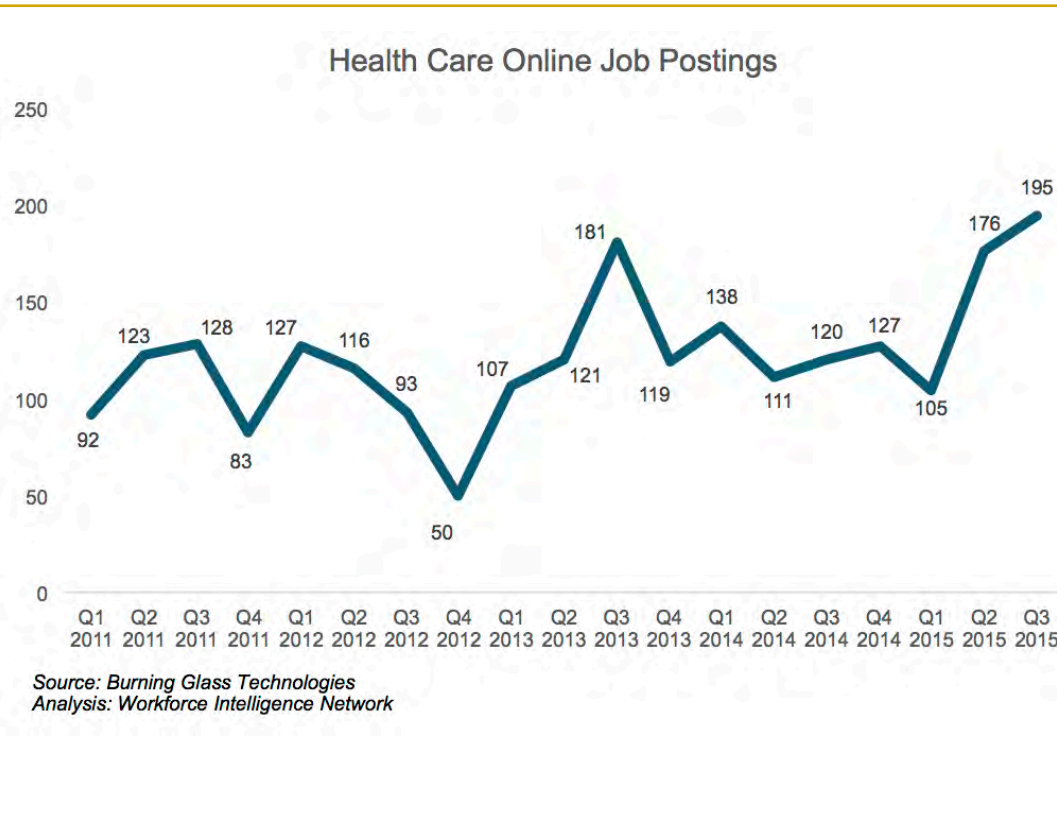
TOP JOBS Q3 2015

Occupation	Postings
Heavy and Tractor-Trailer Truck Drivers	100
Retail Salespersons	84
First-Line Supervisors of Retail Sales Workers	45
Laborers and Freight, Stock, and Material Movers, Hand	44
Maintenance and Repair Workers, General	44
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	38
Customer Service Representatives	30
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	30
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	28
Industrial Engineers	27

ANALYSIS

Six of the top ten occupations from Q2 remained in the top ten for Q3 2015. Truck drivers maintained the top spot despite postings falling from 122 in Q2 to 100 in Q3 2015. New to the top ten were industrial engineers, janitors, secretaries, and sales representatives while registered nurses, software developers, mechanical engineers and health technologists fell out. Monroe County was the only county in the region to not have registered nurses or software developers in its top jobs list.
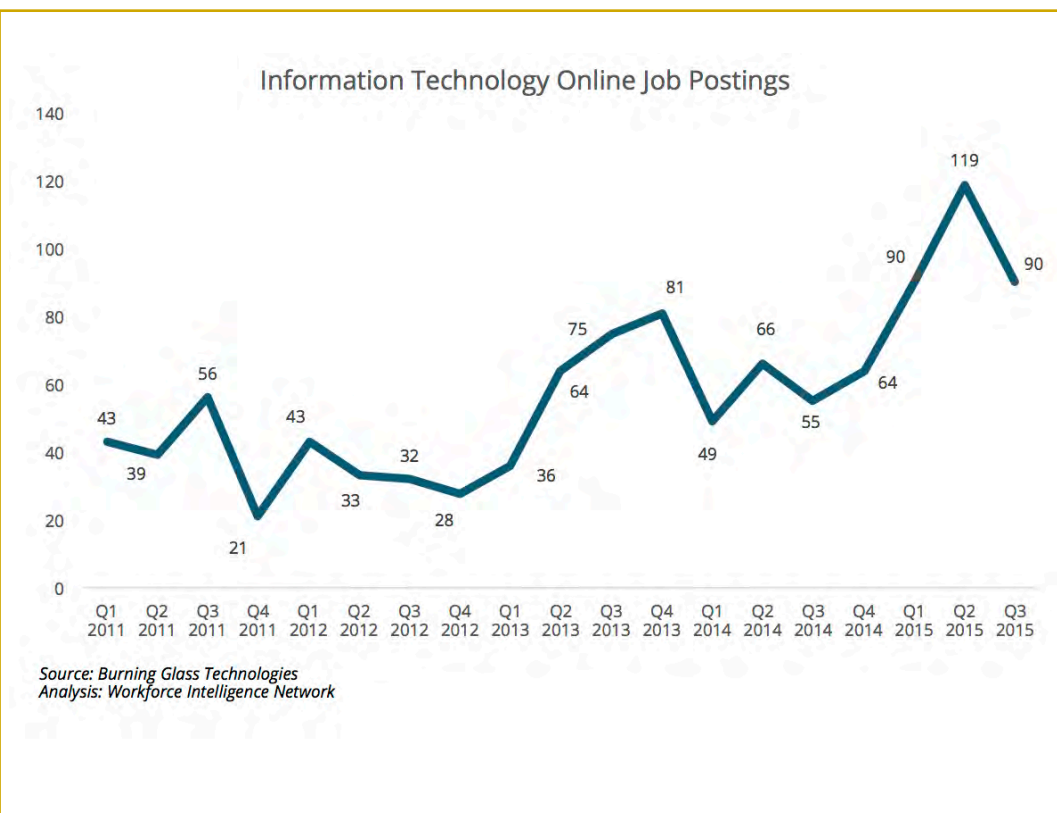
HEALTH CARE POSTINGS OVER TIME

Health Care Online Job Postings

Q1 2011: 92
Q2 2011: 123
Q3 2011: 128
Q4 2011: 83
Q1 2012: 127
Q2 2012: 116
Q3 2012: 93
Q4 2012: 50
Q1 2013: 107
Q2 2013: 121
Q3 2013: 181
Q4 2013: 119
Q1 2014: 138
Q2 2014: 111
Q3 2014: 120
Q4 2014: 127
Q1 2015: 105
Q2 2015: 176
Q3 2015: 195

Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Q3 2015 marked the second consecutive quarter of growth in postings for the Health Care cluster in Monroe County. Online ads increased from 176 in Q2 to 195 in Q3 (+10.8%). Q3 2015 also represented a historic high in postings for this cluster; Q3 2013 held the previous record with 181 ads. This record quarter occurred despite the most in-demand occupation, registered nurses, experiencing a drop in postings.

IT POSTINGS OVER TIME

Information Technology Online Job Postings

Q1 2011: 43
Q2 2011: 39
Q3 2011: 56
Q4 2011: 21
Q1 2012: 43
Q2 2012: 33
Q3 2012: 32
Q4 2012: 28
Q1 2013: 36
Q2 2013: 64
Q3 2013: 75
Q4 2013: 81
Q1 2014: 49
Q2 2014: 66
Q3 2014: 55
Q4 2014: 64
Q1 2015: 90
Q2 2015: 119
Q3 2015: 90

Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Following three consecutive quarters of growth, postings for IT occupations decreased in Q3 2015. Online ads dropped from a historic high of 119 in Q2 to 90 in Q3 (-24.4%). Nonetheless, postings for IT remain high relative to historical averages; the 90 ads in Q3 were tied for the second highest ever in the county, matching the number posted in Q1 2015.

EMPLOYMENT & LABOR FORCE
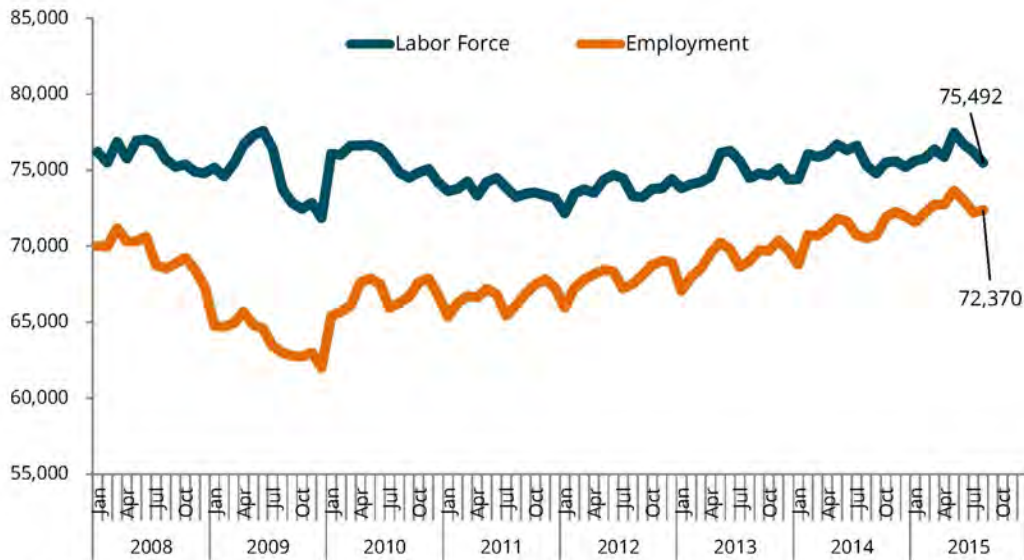
Source: Bureau of Labor Statistics
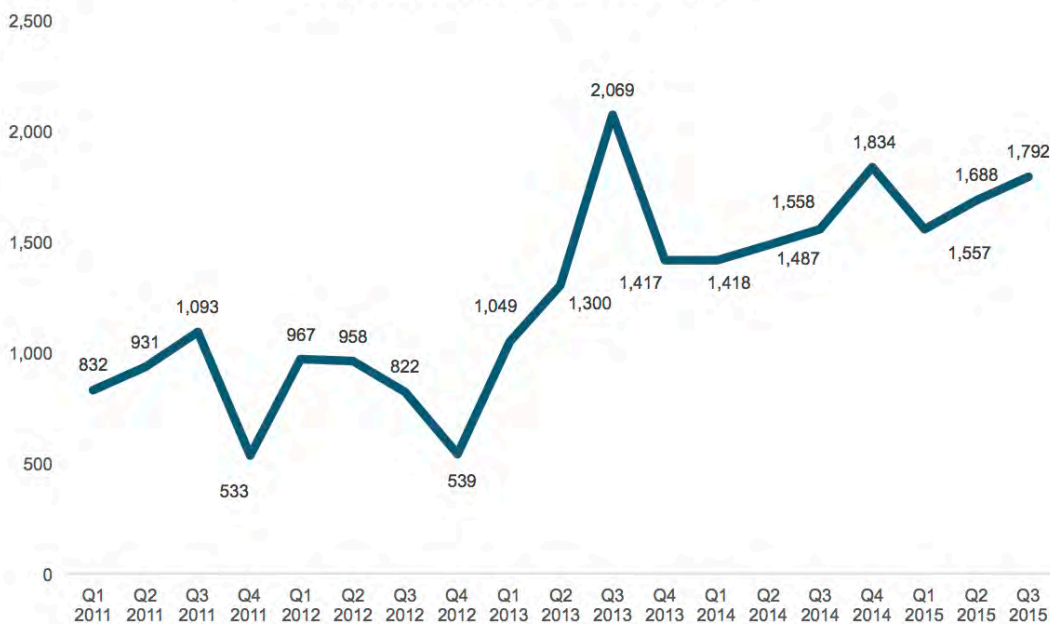Analysis: Workforce Intelligence Network

ANALYSIS

Both the labor force and employment decreased during Q3 2015 in Monroe County. The labor force fell by 833 individuals to 75,849 (-1.1%) while employment declined by 844 workers to 72,282 (-1.2%). Despite the decreases, both the labor force and employment 2015 to-date averages remain above past annual averages. Since employment fell more than the labor force, unemployment increased by one-tenth of a percent to 4.7%. This remains well below the state average of 5.4%.

Employment typically peaks in November so expect numbers to remain above 72,000, possibly reaching 73,000 in Q4. Employment has not been this high in Monroe County since Q2 2007.

TOTAL POSTINGS OVER TIME

Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

ANALYSIS

Total online job postings in Monroe County increased from 1,688 in Q2 to 1,792 in Q3 2015 (+6.1%). With exception to a jump in postings during Q4 2014, online ads in Monroe County have grown at an average of six percent per quarter since Q4 2013. A continued increase in employer demand through online postings should translate to continued increases in employment in Monroe County.

POSTING TRENDS BY CLUSTER

	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Change over time	Share of Total Postings Q3 2015
Total	1,558	1,834	1,557	1,688	1,792		
Skilled Trades & Technicians	92	90	94	94	112		6.3%
Engineers & Designers	64	49	106	106	95		5.3%
IT	55	64	90	119	90		5.0%
Health Care	120	127	105	176	195		10.9%
Retail & Hospitality	437	504	352	344	417		23.3%
Agriculture	26	22	24	36	32		1.8%

ANALYSIS

Online postings increased for three of the six occupation clusters analyzed by WIN in Monroe County during Q3 2015. The 21% jump in Retail & Hospitality postings heavily contributed to online ad growth in the county; this cluster accounted for 70% of total growth during Q3. The Skilled Trades and Health Care clusters also contributed posting growth. Consequently, 100% of the posting growth in Monroe County during Q3 2015 can be attributed to WIN analyzed occupations.

Combined, the six occupation clusters analyzed by WIN accounted for 52.6% of the nearly 1,800 online postings in Monroe County.

IT TOP JOBS

Occupation	Count
Software Developers, Applications	25
Computer Systems Analysts	14
Network and Computer Systems Administrators	9
Computer Systems Engineers/Architects	9
Business Intelligence Analysts	7
Computer Network Architects	6
Computer User Support Specialists	6
Computer and Information Systems Managers	3
Software Developers, Systems Software	3
Database Administrators	2
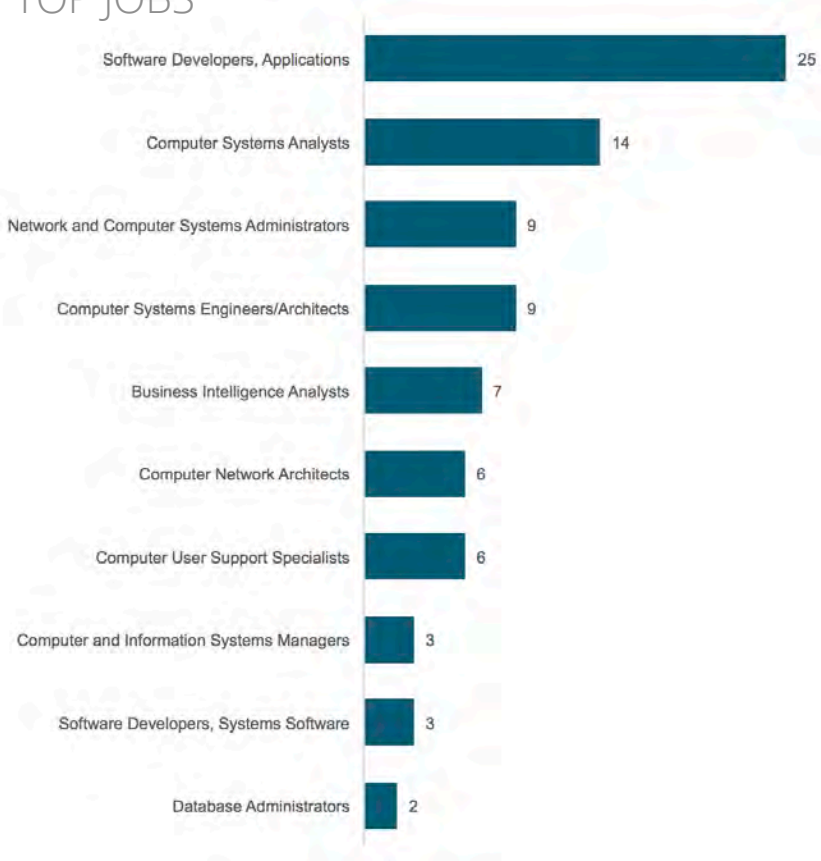
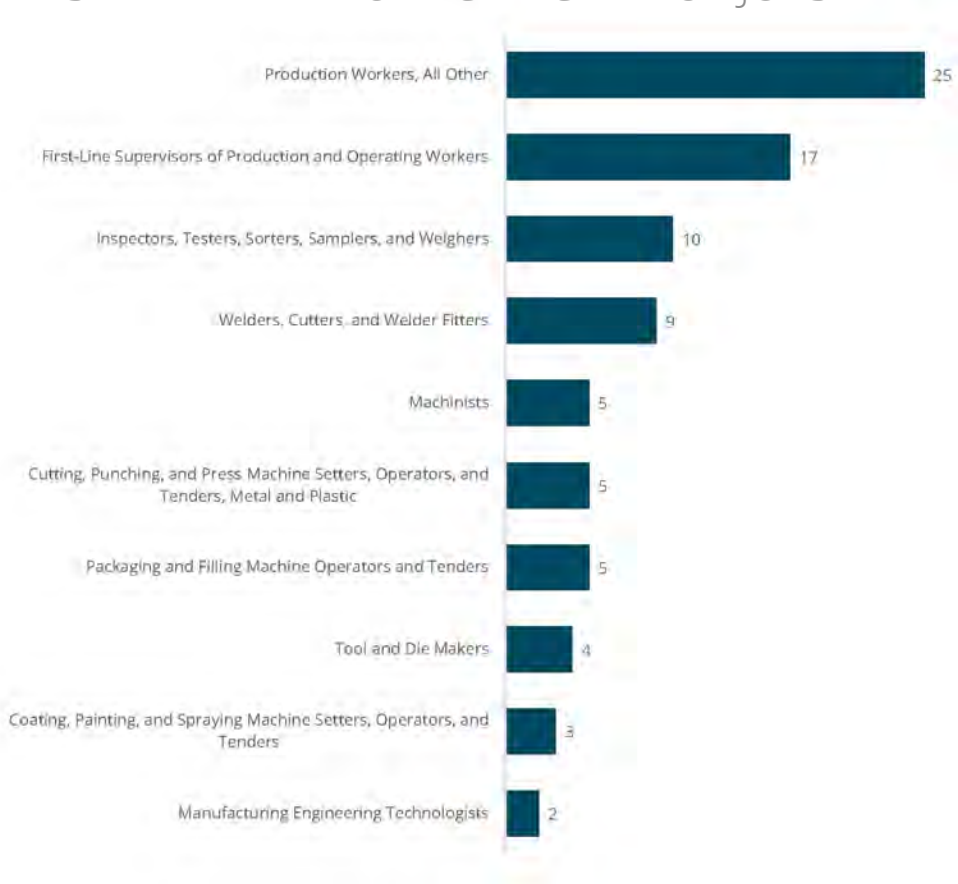## ANALYSIS

Despite postings more than halving between Q2 and Q3 for software developers, this occupation maintained the top spot in the IT cluster. Such a drastic cut in postings could indicate employers successfully found talent for some open positions. Maintaining the top spot, however, indicates that software developers remain a difficult position to fill in Monroe County.

SKILLED TRADE & TECHNICIAN TOP JOBS

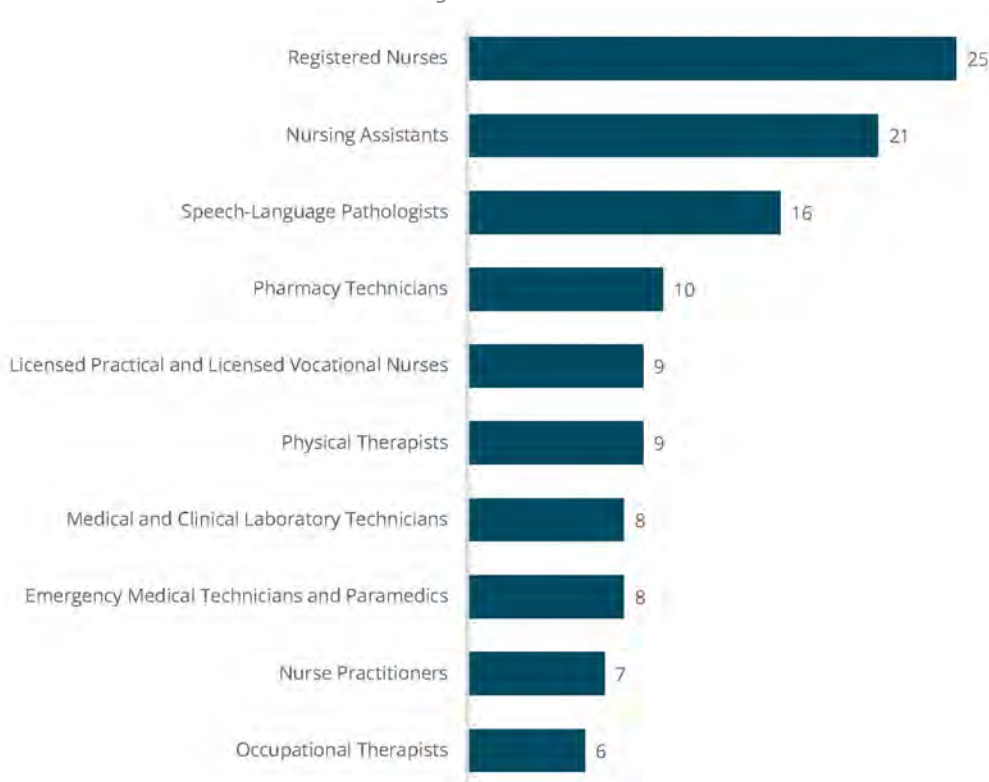| Occupation	Count
Production Workers, All Other	25
First-Line Supervisors of Production and Operating Workers	17
Inspectors, Testers, Sorters, Samplers, and Weighers	10
Welders, Cutters, and Welder Fitters	9
Machinists	5
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	5
Packaging and Filling Machine Operators and Tenders	5
Tool and Die Makers	4
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	3
Manufacturing Engineering Technologists	2

ANALYSIS

Seven of the top ten Skilled Trades occupations from Q2 remained in the Q3 top ten. New to the top ten were manufacturing engineering technologists, coating/spraying machine setters, and packaging tenders. Meanwhile, CC machine operators, electronics engineering technicians and nuclear power operators fell out of the top ten. Supervisors of production workers and production workers remained the most in-demand occupations.
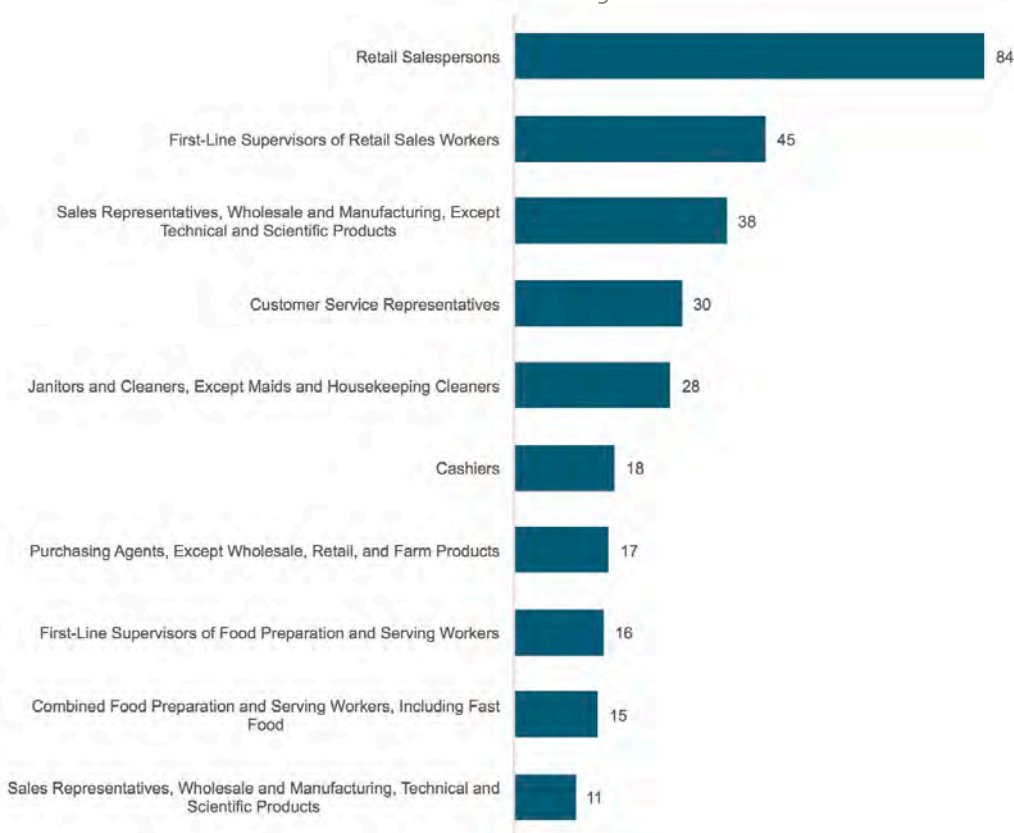
TOP JOBS BY CLUSTER

HEALTH CARE TOP JOBS

Job	Postings
Registered Nurses	25
Nursing Assistants	21
Speech-Language Pathologists	16
Pharmacy Technicians	10
Licensed Practical and Licensed Vocational Nurses	9
Physical Therapists	9
Medical and Clinical Laboratory Technicians	8
Emergency Medical Technicians and Paramedics	8
Nurse Practitioners	7
Occupational Therapists	6

ANALYSIS

Similar to software developers, registered nurses maintained the top spot in its respective cluster despite a drastic drop in postings. Online ads for RNs decreased from 59 in Q2 to 25 in Q3 (-57.6%). Nonetheless, RNs remained the most in-demand Health Care occupation, four postings above the next top job (nursing assistants). Postings for speech-language pathologists increased considerably, from 9 in Q2 to 16 in Q3 (+44%).

RETAIL & HOSPITALITY TOP JOBS

Job	Postings
Retail Salespersons	84
First-Line Supervisors of Retail Sales Workers	45
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	38
Customer Service Representatives	30
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	28
Cashiers	18
Purchasing Agents, Except Wholesale, Retail, and Farm Products	17
First-Line Supervisors of Food Preparation and Serving Workers	16
Combined Food Preparation and Serving Workers, Including Fast Food	15
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	11

ANALYSIS

Increased demand for retail salespersons played a major role in the jump in postings not only for the Retail & Hospitality cluster but also for total postings in Monroe County during Q3 2015. Online ads for retail salespersons increased from 45 in Q2 to 84 in Q3 (+87%). The second most in-demand occupation, supervisors of retail sales workers, offered indication that advancement exists for experienced retail salespersons in Monroe County.

FOR MORE INFORMATION ABOUT RESEARCH AND DATA,
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WWW.WIN-SEMICH.ORG/DATA-RESEARCH

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