JOBSEQ: COVID-19 UPDATE

June 2020*

*All jobs data presented herein are current as of 6/1/20
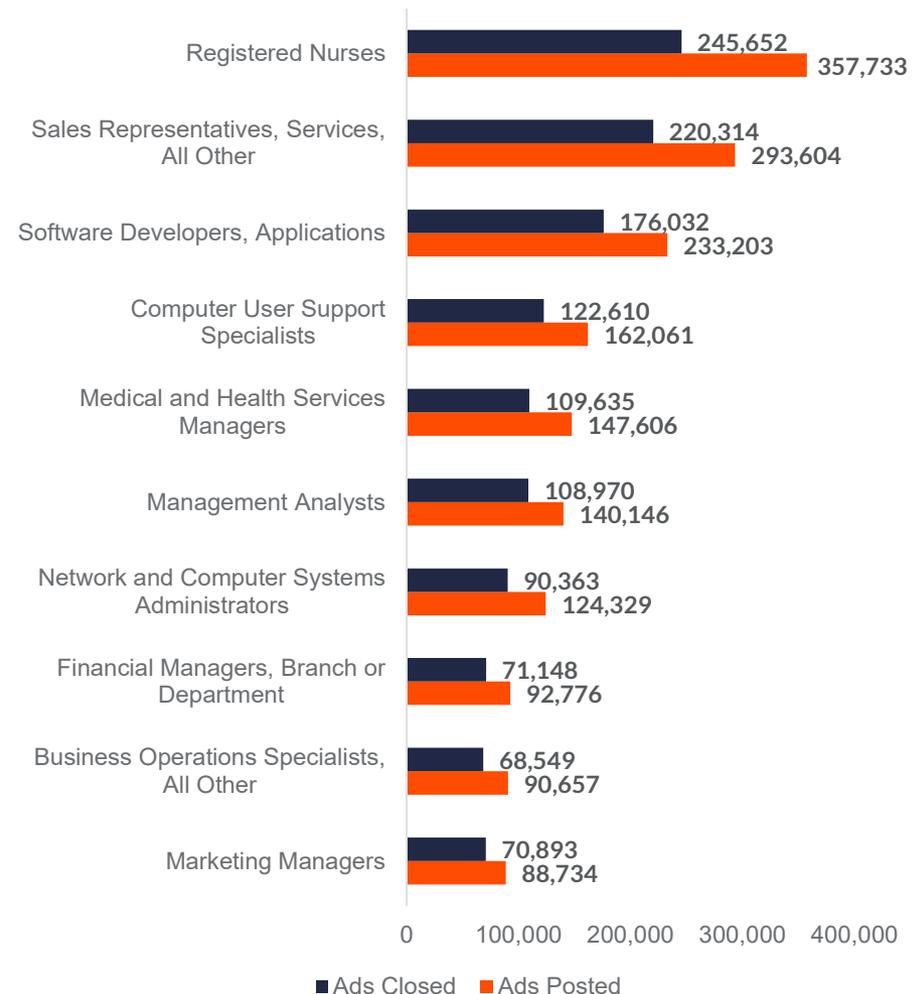
IN-DEMAND OCCUPATIONS

OVERVIEW OF MARCH 2020 – MAY 2020

- **Employers looking for applicants with a postsecondary credential continue to post the highest volume of job openings in the healthcare, business, and technology industries.** During the COVID-19 crisis, national employers recorded a total of 12,080,363 active job postings. Business occupations are highly sought-after, comprising half of the top 10 most in-demand occupations requiring a postsecondary credential. However, employers still seek registered nurses with the greatest frequency, with registered nurses consisting of 20.7 percent of total openings for the top 10 in-demand occupations.

- **The top 10 in-demand occupations during this period posted high close rates, indicating a potentially tightening labor market.** Seven of the top 10 in-demand occupations between March and May posted a close rate at or above 75 percent, suggesting that employers are having little trouble finding qualified candidates to fill open positions. Notably, the highest close rate that posted in H2 of 2019 among these occupations was 74.0 percent (Software Developers, Applications).
  - Registered nursing was the only top 10 occupation to post a close rate below 70 percent (68.7 percent) between March and May 2020, indicating continued demand due to COVID-19.

- **In addition to degrees in healthcare, business, and technology, employers also seek candidates with a background in engineering and mathematics.** The top 10 in-demand occupations are tied directly to the top academic programs demanded by employers. For example, computer science is the most highly-sought program, requested in 301,558 job postings. Job postings seeking a computer science background are also open for the shortest median duration (28 days), indicating the competitiveness of the labor market for computer science-related professionals. Meanwhile, engineering and mathematics are the third and tenth most highly-demanded programs, respectively.

Jobs with Most Total Postings Typically Requiring Postsecondary Degrees*, March 2020 – May 2020

Occupation	Ads Closed	Ads Posted
Registered Nurses	245,652	357,733
Sales Representatives, Services, All Other	220,314	293,604
Software Developers, Applications	176,032	233,203
Computer User Support Specialists	122,610	162,061
Medical and Health Services Managers	109,635	147,606
Management Analysts	108,970	140,146
Network and Computer Systems Administrators	90,363	124,329
Financial Managers, Branch or Department	71,148	92,776
Business Operations Specialists, All Other	68,549	90,657
Marketing Managers	70,893	88,734

HIGHER EDUCATION

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SPOTLIGHT: SKILLS AND CERTIFICATIONS

Registered Nurses
Certifications
- Registered Nurse (RN)
- Basic Life Support (BLS)
- Advanced Cardiac Life Support Certification (ACLS)
- Certification in Cardiopulmonary Resuscitation (CPR)
- Pediatric Advanced Life Support (PALS)
- Licensed Practical Nurse (LPN)
- Neonatal Resuscitation Program (NRP)
- Critical Care Registered Nurse (CCRN)

Computer Occupations
Hard Skills
- Java
- Agile
- Structured Query Language (SQL)
- Linux
- Python
- Amazon Web Services (AWS)
- JavaScript

Note: Includes Computer User Support Specialists; Software Developers, Applications; and Network and Computer Systems Administrators.

Business Occupations
Certifications
- Certified Public Accountant (CPA)
- Project Management Professional (PMP)
- Secret Clearance
- Certified Internal Auditor (CIA)
- Certified Information Systems Auditor (CISA)
- Series 63
- Certified Management Accountant (CMA)
- Certified Information Systems Security Professional

Note: Includes Sales Representatives, Services, All Other; Management Analysts; Financial Managers, Branch or Department; Business Operations Specialists, All Other; and Marketing Managers.
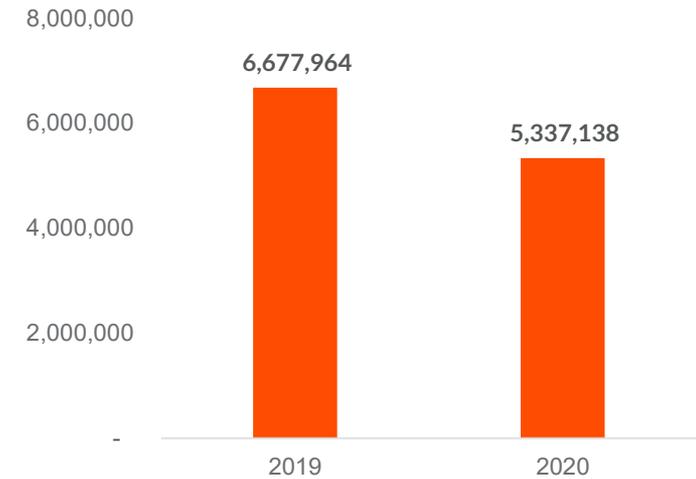
OVERVIEW OF MARCH 2020 – MAY 2020

- **Employers seeking registered nursing professionals most commonly require certifications in pediatrics and critical care.** These specializations are in addition to broader healthcare-related certifications, such as Basic Life Support or Certification in Cardiopulmonary Resuscitation (CPR). Courses to prepare for Pediatric Advanced Life Support (PALS) or Critical Care Registered Nurse (CCRN) and similar certifications are often available to nurses as continuing medical education within university medical centers. Offerings are suitable for nurses seeking recertification, as well as those seeking certification for the first time.

- **Non-traditional programming to prepare individuals for computer occupations should focus on specific programming languages.** Employers looking to fill computer occupations tend to seek hard skills over specific certifications. For example, 109,827 ads between March and May 2020 for computing-related positions in the top 10 most-demanded occupations sought individuals with knowledge of Java, while only 9,041 sought a Cisco Certified Network Associate (CCNA) certification, the most in-demand certification. Non-traditional offerings for computer science-related skills are more flexible and can take the form of degree completion programs, non-credit or graduate certificates, or micro-credentials

- **Non-traditional programming for business professionals should emphasize the skills needed to acquire certifications in project management and accounting.** Employers of business professions most frequently seek certifications if they are looking to fill accountant or auditor positions. Otherwise, highly-requested skills include the Microsoft Office suite or knowledge of Customer Relationship Management (CRM) tools. Non-traditional programming for in-demand business certifications typically takes the form of standalone courses or certificates designed to prepare students for a specific exam.
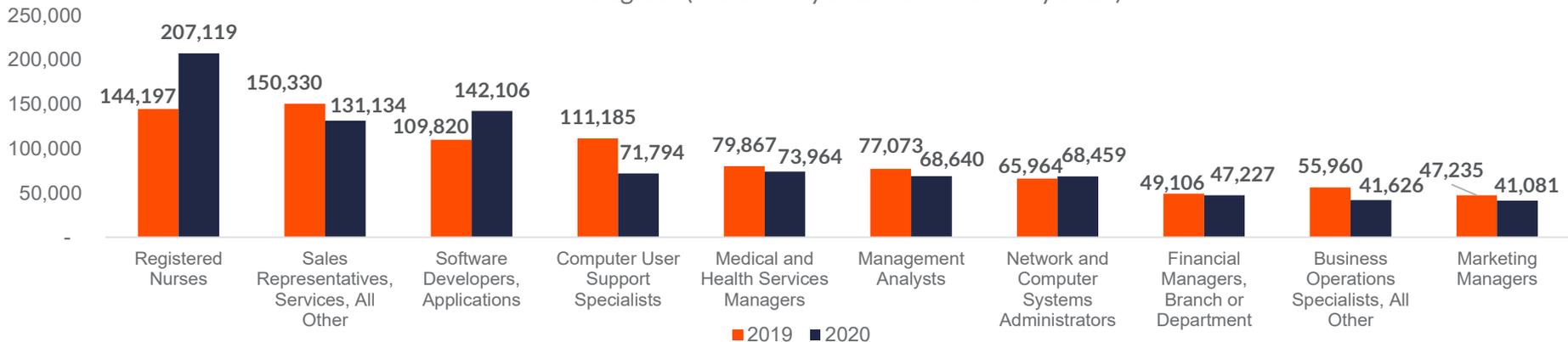
MARCH–MAY 2019 VS. MARCH–MAY 2020

- **The total number of new jobs posted decreased by 20.1 percent in March through May of 2020, compared to the same period last year.** The escalation of the COVID-19 crisis had a significant labor market impact between March and May of this year, resulting in a significantly lower volume of new jobs posted compared to the same period in 2019. In total, employers posted approximately 1.3 million fewer jobs this spring, with a lower volume of job postings each day indicating that employers are hesitant to expand their practices in this uncertain climate.

- **Occupations with greater resiliency include registered nurses directly tied to COVID-19 frontline work, as well as select technology-related positions.** Of the top 10 most in-demand occupations in March through May of this year, just three experienced a higher volume of job postings compared to the same period in 2019. In particular, employers posted nearly 63,000 more positions for registered nurses this year. However, most occupations, including all business-related positions among the top 10 in-demand occupations, experienced a decline in job postings volume. Among business-related positions, business operations specialists experienced the largest percent decline in new postings volume compared to the March through May period in 2019 (-25.6 percent).

Total New Job Postings** by Period (March to May, 2019 vs. 2020)

Comparison of Total New Job Postings** for Highest-Volume Occupations Typically Requiring Postsecondary Degrees (March-May 2019 vs. March-May 2020)

*JobsEQ bases postsecondary degree attainment requirements on the Bureau of Labor Statistics' (BLS) "Typical Education Needed for Entry" field which it defines as "the typical level of education that most workers need to enter the occupation." BLS uses its annual survey of workers throughout the United States to categorize occupations by the educational attainment of the majority of surveyed workers.

**JobsEQ data may be subject to revision and an adjusted historical series of the data may be provided at a later date. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution. Figures included in "total postings" (page 1) include postings active at any point within the designated time period preceding the date that the query is run. Figures included in "total new job postings" (page 4) reflect the sum of the total number of new ads posted each day during the period under consideration.

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