

Draft Review Guidelines

This draft version of the report gives you an opportunity to review the initial findings and report any concerns you may have. It is also an opportunity to suggest any edits to the text that you would like us to incorporate into the final version.

Please note that the results found in this draft report are preliminary and subject to change. Because of this, we recommend against publishing or publicizing the findings presented below until you have your finalized results.

Consider the environmental impact of printing this report.

Editing Guidelines

- Please provide suggested revisions as one electronic document or digital comments on a single copy of each of the reports. Please send either as a word document or PDF file. Do not make changes in the actual text, as this makes it difficult for us to find and track changes.
- It is only necessary to indicate iterative revisions (for example, capitalizing a word, which we have consistently not capitalized) at the first instance, not at every instance.
- Before sending us suggested revisions, if you have received feedback from multiple people, please be sure that their suggestions do not contradict each other.

Lee College

Job Posting Analysis: Occupations in the Lee College Service Area

May 2020



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Introduction

Job postings are online advertisements for jobs, posted by companies trying to attract applicants. Analyzing job postings for information on the labor market can yield valuable insight, such as skills that employers are requesting, the companies that are posting jobs, and greater specificity in job titles. In addition, job postings have virtually no lag time, as they can be collected from sites soon after being posted.

However, not all jobs are posted online, and in some cases, companies post far more positions than they intend to hire in an effort to cast a broad net for talent. Many factors can influence the number of postings that appear on the web for a particular job or company, including:

- Fluctuating prices of job postings;
- Building waiting lists of potential hires should positions become vacant;
- The hiring of new employees immediately or in six months;
- Postings left online after positions have been filled; and
- Duplicate postings for a given position.

Emsi's job posting sources collect about 100 million postings per month from more than 90,000 companies in the U.S. Emsi de-duplicates these postings down to approximately 8 million unique job postings per month. In the process, geographies are assigned to the postings as well as company names, job locations, skills, and so on.

It can be helpful to think of the job posting analysis as a measure of the intentions of those who post for jobs. For Lee College (Lee), job postings indicate what is currently in demand across regional employers, including emerging needs. As such, job postings can be used to help tailor program curricula so that the college's graduates will be competitive in the regional job market.

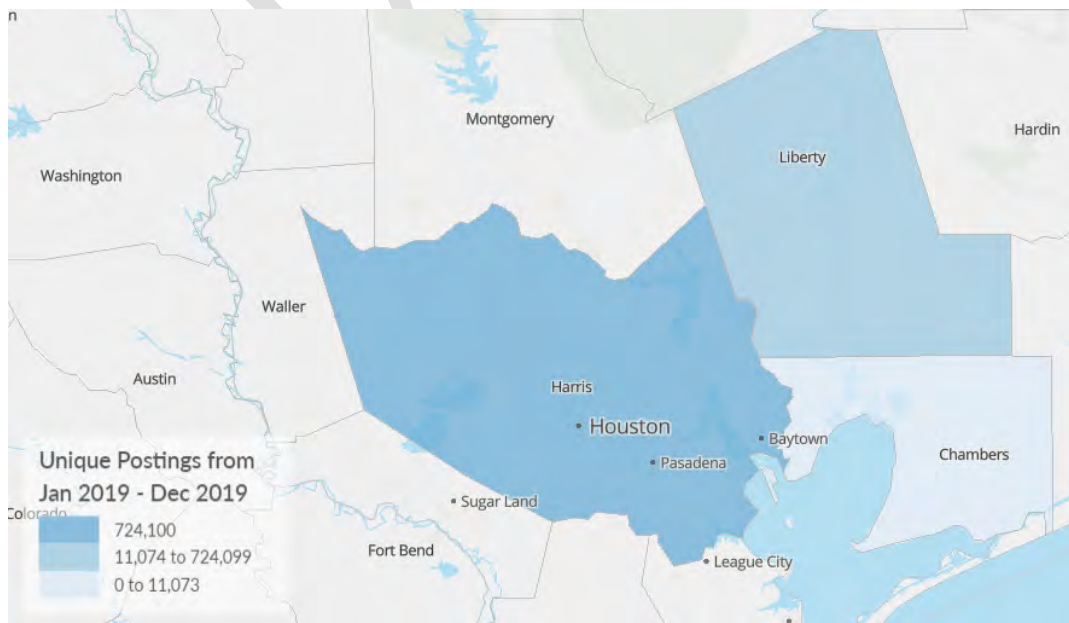


Job Posting Analysis

The following tables and figures show job postings in the Lee College Service Area related to Lee programs with large differences between annual program completions and the job openings of their mapped occupations. In other words, a program is comprised of a group of occupations. The occupation groups under analysis in this report were determined in a program demand gap analysis conducted by Emsi, in partnership with Lee. Before presenting the results, a few key terms need to be defined.

For each of the 15 occupation groups, data show 12 months of postings in the Lee College Service Area from January 2019 to December 2019 from job posters categorized as non-staffing companies. Total postings refer to all the advertisements for a job, whereas unique job postings are the unduplicated number of posts for the occupation, job title, or company for the posting duration. Posting intensity is the ratio between total and unique job postings and can be seen as an indication of the effort by the poster to advertise and fill the position in question. Industry data is also included, as well as demographic information showing age, race/ethnicity, and educational attributes for each of the occupation groups.

The Lee College Service Area encompasses three counties in Texas: Chambers, Harris, and Liberty. In 2019, **4.9 million people** lived in the Lee College Service Area and the region supported **2.6 million jobs**. There were also **741,877 unique job postings** in the region from January 2019 to December 2019.



Fifteen occupation groups are included in the analysis. Most of the occupation groups include about 10 occupations, but a few occupation groups only include one occupation. In addition, several occupation groups have unique search parameters for the postings' education levels. In general, the analysis focused upon postings for jobs that require a high school diploma or general education development (HS/GED) education level or an associate degree education level. The 15 occupation groups with their specified education levels are:

- Automotive & Vehicle Technicians (HS/GED, associate degree);
- Business Administrators (HS/GED, associate degree);
- Child Development (HS/GED, associate degree);
- Commercial Vehicle & Truck Driver (HS/GED, associate degree);
- Corrections, Fire, & Police (HS/GED, associate degree);
- Cosmetology (no education level specified);
- Culinary Arts (associate degree);
- Education & Teaching (bachelor's degree);
- Health Information Technicians (HS/GED, associate degree);
- HVAC & Refrigeration Technicians (no education level specified);
- Licensed Practical & Licensed Vocational Nurses (no education level specified);
- Machinists (no education level specified);
- Power & Electrical Technicians (no education level specified);
- Registered Nursing (bachelor's degree);
- Welding (no education level specified)



AUTOMOTIVE & VEHICLE TECHNICIANS

2,295

7:1

45 days

Unique Postings
17,047 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **17,047** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **2,295** were unique
- Ratio of total to unique postings is **7 to 1**, meaning that for every 7 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX

2,224

Liberty County, TX

36

Chambers County, TX

35

Top 5 most recent postings:

- Diesel Mechanics – Clean Harbors, Inc. in Houston, TX
- Auto Body Painters – BMW Group in Houston, TX
- Maintenance Mechanics – Spring in Houston, TX
- Maintenance Mechanics – Penske Automotive Group, Inc. in Houston, TX
- Automotive Technicians – Hall Chrysler Jeep Dodge Ram in Houston, TX

Bus & truck mechanics & diesel engine specialists is the most posted for occupation in the Automotive & Vehicle Technician occupation group among the group's 10 occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Bus and Truck Mechanics and Diesel Engine Specialists	6,907	968	42.2%	7:1	47 days
Automotive Service Technicians and Mechanics	7,167	927	40.4%	8:1	44 days
Automotive Body and Related Repairers	1,738	201	8.8%	9:1	47 days
Electrical and Electronics Repairers, Commercial and Industrial Equipment	604	125	5.4%	5:1	34 days
Automotive and Watercraft Service Attendants	491	37	1.6%	13:1	64 days
All other occupations*	140	37	1.6%	4:1	--

* All other occupations include postings for farm equipment mechanics and service technicians (14 unique postings); outdoor power equipment & other small engine mechanics (10); recreational vehicle service technicians (10); motorboat mechanics & service technicians (2); and motorcycle mechanics (1).

Source: Emsi Job Posting Analytics January 2019 to December 2019.

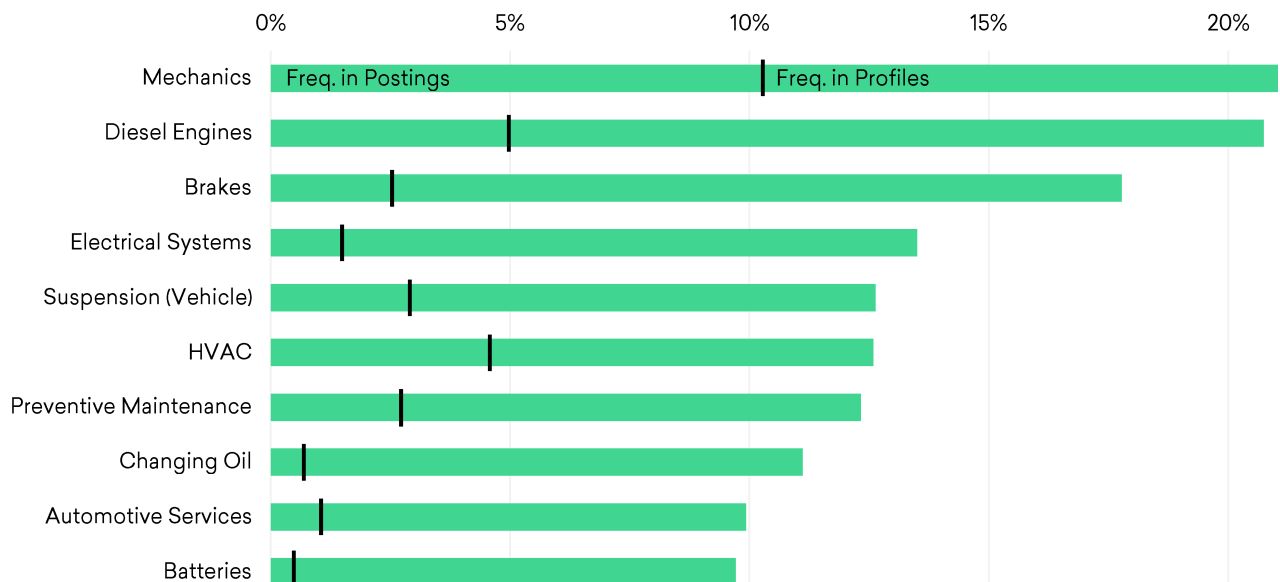


Maintenance Mechanics and **Automotive Technicians** are the most posted for job titles in the Automotive & Vehicle Technician occupation group

Bridgestone and **Autonation, Inc.** are the largest job posters in the Automotive & Vehicle Technician occupation group

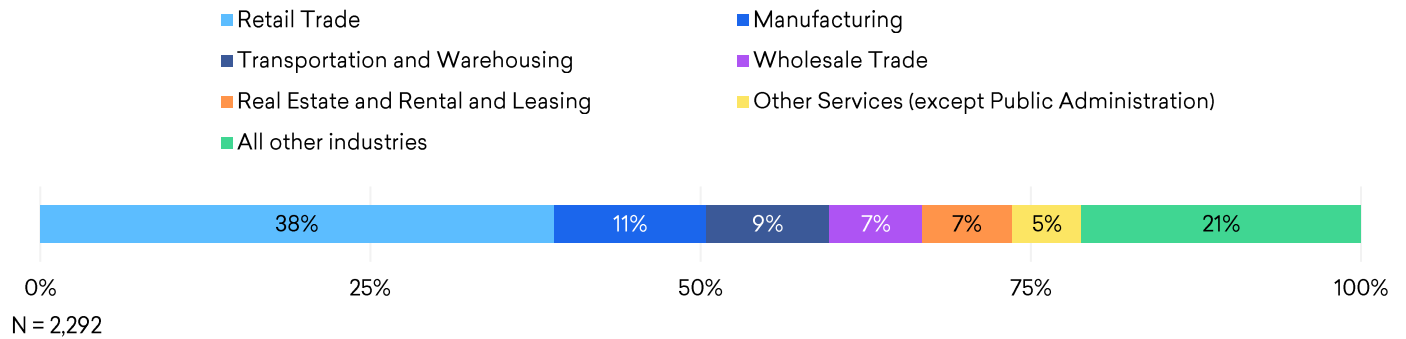
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION	COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Maintenance Mechanics	553	8 : 1	49 days	BRIDGESTONE CORPORATION	128	9 : 1	58 days
Automotive Technicians	249	7 : 1	45 days	Autonation, Inc.	120	18 : 1	58 days
Maintenance Technicians (Installation, Maintenance, & Repair)	235	8 : 1	47 days	Group 1 Automotive, Inc.	76	6 : 1	52 days
Lube Technicians	107	6 : 1	48 days	Lattimore Materials Company LP	71	2 : 1	38 days
Diesel Technicians	91	11 : 1	40 days	Rush Enterprises, Inc.	68	16 : 1	54 days
Diesel Mechanics	87	7 : 1	46 days	Tbc Corporation	44	13 : 1	45 days
General Service Technicians	75	4 : 1	30 days	Penske Automotive Group, Inc.	42	16 : 1	41 days
Auto Body Technicians	67	11 : 1	55 days	Sunbelt Rentals, Inc.	36	6 : 1	79 days
Service Technicians	47	5 : 1	38 days	Hansen & Adkins Auto Transport	36	9 : 1	47 days
Shop Technicians	45	8 : 1	37 days	The Goodyear Tire & Rubber Company	35	8 : 1	96 days

Mechanics, **Diesel Engines**, and **Brakes** are frequently requested skills in Automotive & Vehicle Technician postings, but they are underrepresented among the group's resúmes and profiles.

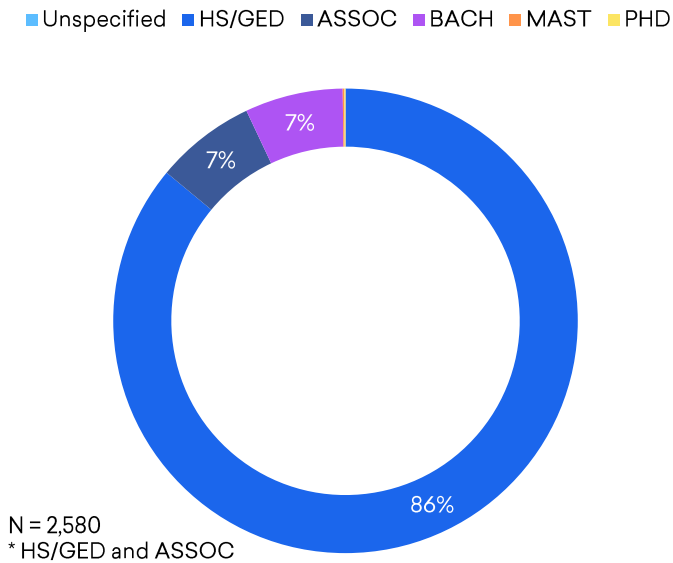


Source: Emsi Job Posting Analytics January 2019 to December 2019.

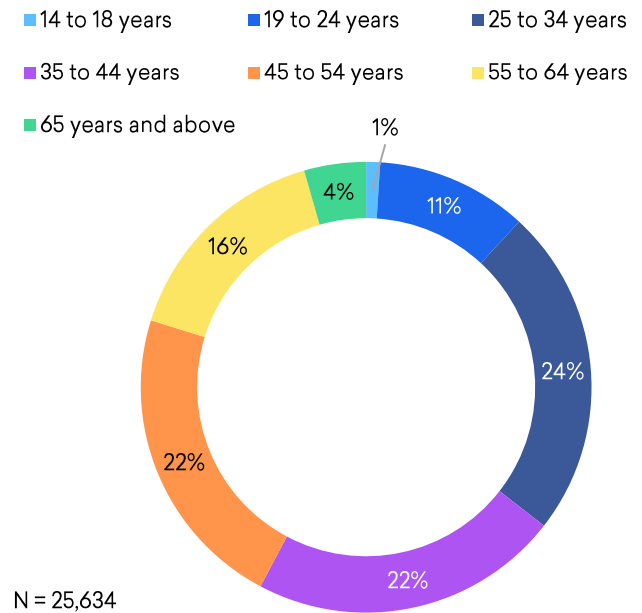
The largest portion of Automotive & Vehicle Technician postings – **38%** – are from companies in the **Retail Trade** industry sector



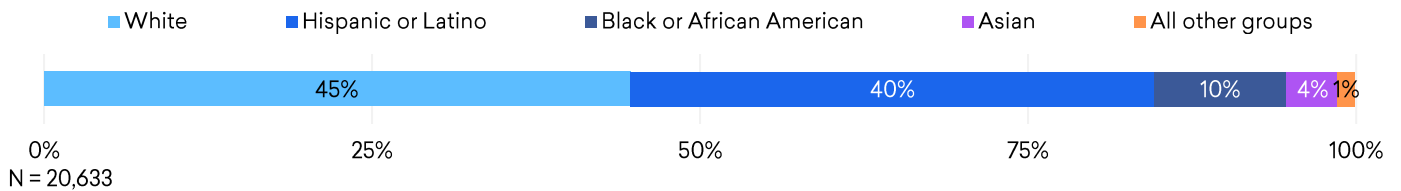
Automotive & Vehicle Technician postings are most likely to require a **high school diploma or GED** when an education level is specified*



20% of the people employed in the Automotive & Vehicle Technician occupation group are **55 years and above**



45% of those employed in the Automotive & Vehicle Technician occupation group are **White**, and **40%** are **Hispanic or Latino**



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



BUSINESS ADMINISTRATORS

7,160

5 : 1

32 days

Unique Postings
39,120 Total Postings

Posting Intensity
Regional Average: 5 : 1

Median Posting Duration
Regional Average: 32 days

- **39,120** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **7,160** were unique
- Ratio of total to unique postings is **5 to 1**, meaning that for every 5 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **average effort** toward hiring for the occupation group



Counties	Unique Postings (Jan 2019 – Dec 2019)
Harris County, TX	7,070
Liberty County, TX	59
Chambers County, TX	31

Top 5 most recent postings:

- Customer Service Coordinators – Hoerbiger Service Inc. in La Porte, TX
- Administrative Assistants – University of Texas M D Anderson Cancer Center in Houston, TX
- Executive Assistants – University of Texas M D Anderson Cancer Center in Houston, TX
- Performance Improvement Managers – Eunice Restaurant in Houston, TX
- Retail Sales Associates – 24 Hour Fitness Worldwide, Inc. in Spring, TX

First-Line supervisors of office & administrative support workers is the most posted for occupation in the Business Administrator occupation group among the group's four occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
First-Line Supervisors of Office and Administrative Support Workers	20,372	3,526	49.2%	6 : 1	34 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10,632	2,345	32.8%	5 : 1	28 days
Executive Secretaries and Executive Administrative Assistants	7,219	1,150	16.1%	6 : 1	33 days
Administrative Services Managers	897	139	1.9%	6 : 1	42 days

Certified Professional Secretary, as a job qualification, appears in **35** of the postings for the occupation group

QUALIFICATION	POSTINGS WITH QUALIFICATION	QUALIFICATION	POSTINGS WITH QUALIFICATION
Certified Professional Secretary	35	Commercial Driver's License (CDL)	18
Certified Administrative Professional	18	Microsoft Certified Professional	17

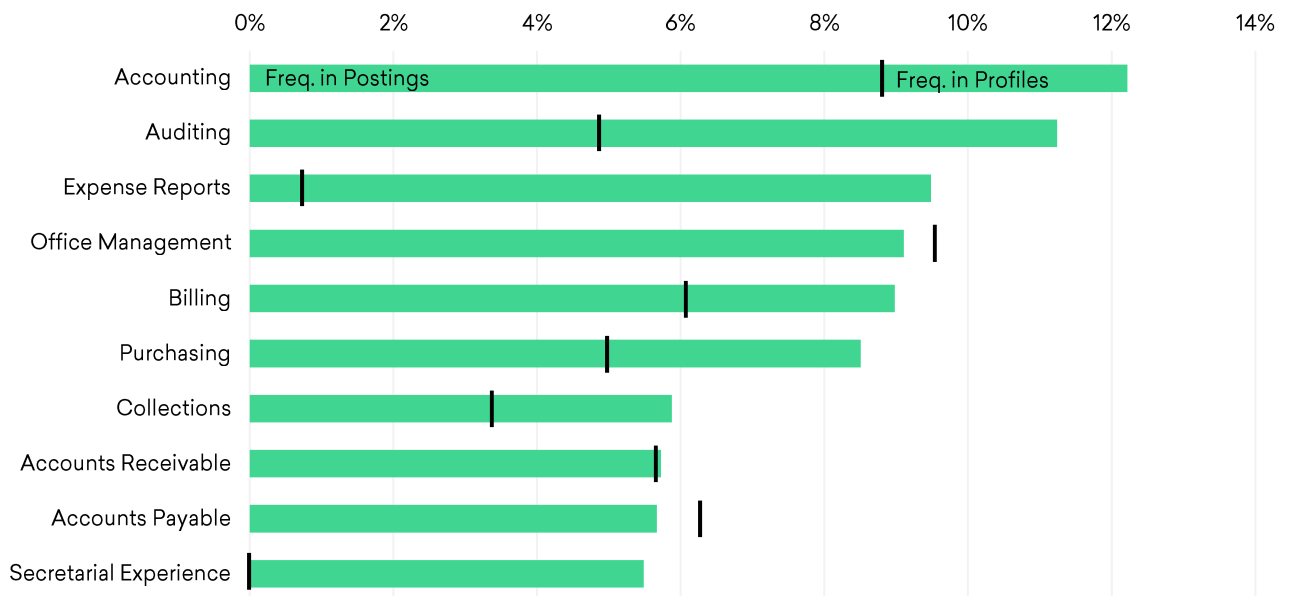
Administrative Assistants is the most posted for job title in the Business Administrator occupation group

The **University of Texas MD Anderson Cancer Center** is the largest job poster in the Business Administrator occupation group

JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Administrative Assistants	1,732	6 : 1	30 days
Office Managers (Office & Admin Support)	305	4 : 1	23 days
Executive Assistants	288	4 : 1	28 days
Customer Service Reps (Office & Admin Support)	240	7 : 1	36 days
Office Assistants	161	4 : 1	17 days
Office Administrators	154	4 : 1	24 days
Administrative Coordinators	136	5 : 1	28 days
Customer Service Managers	96	5 : 1	41 days
Customer Service Supervisors	90	5 : 1	29 days
Support Administrators (Office & Admin Support)	90	5 : 1	36 days

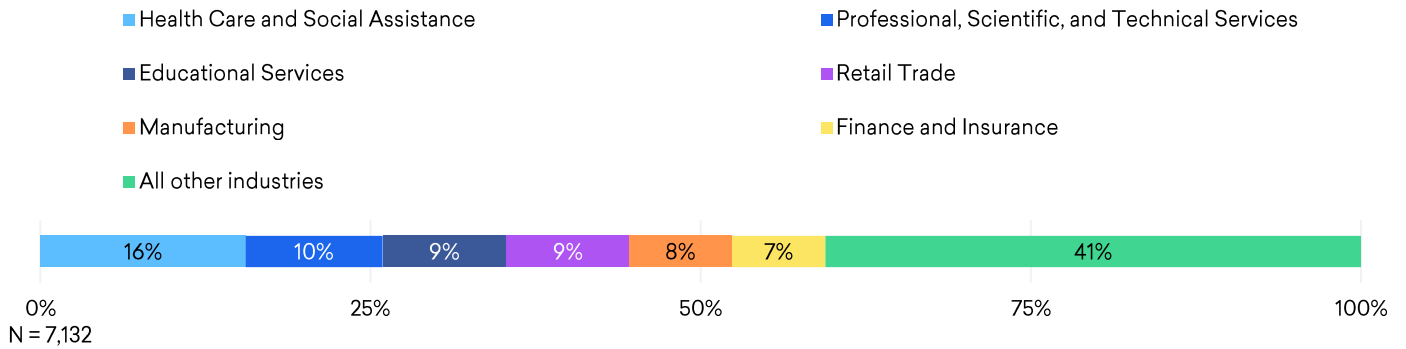
COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
University of Texas MD Anderson Cancer Center	244	8 : 1	36 days
Lone Star College System	121	3 : 1	29 days
UT Health	85	8 : 1	40 days
Memorial Hermann Health System	69	4 : 1	14 days
Baylor College of Medicine	67	6 : 1	47 days
Cbre Group, Inc.	61	15 : 1	57 days
Cypress-Fairbanks Independent School District	60	2 : 1	66 days
University of Houston	59	6 : 1	71 days
H&R Block, Inc.	58	10 : 1	66 days
Yes Prep Public Schools Inc.	56	3 : 1	18 days

Accounting and **Auditing** skills are among the most requested skills in Business Administrator postings, but they are underrepresented among the group's resumé and profiles.

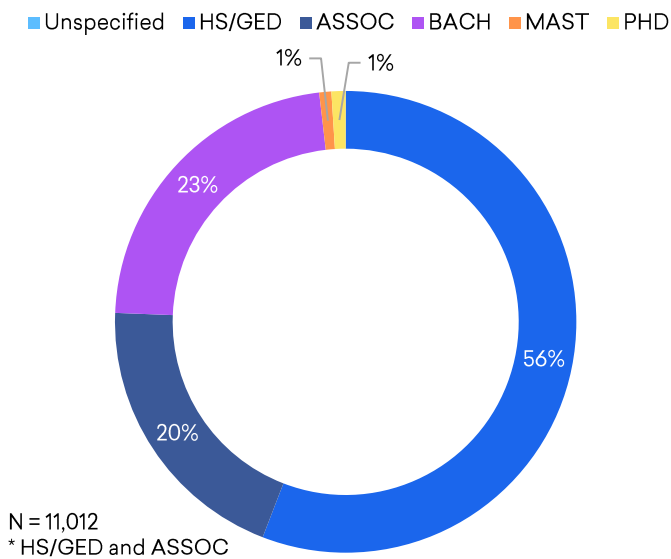


Source: Emsi Job Posting Analytics January 2019 to December 2019.

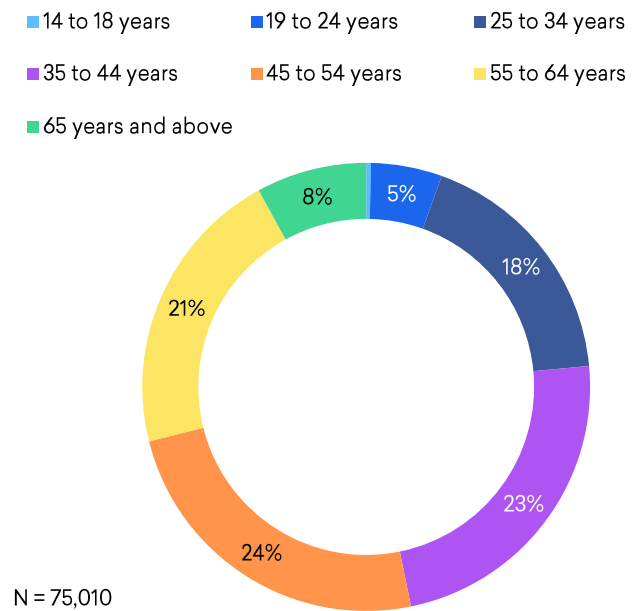
The largest portion of Business Administrator postings – **16%** – are from companies in the **Health Care & Social Assistance** industry sector



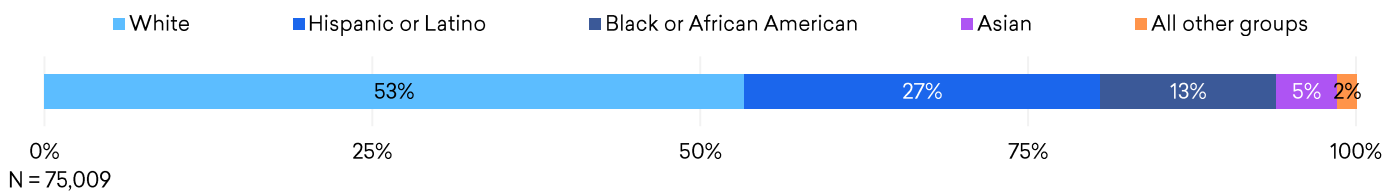
Business Administrator postings are most likely to require a **high school diploma or GED** when an education level is specified*



29% of the people employed in the Business Administrator occupation group are **55 years and above**



53% of those employed in the Business Administrator occupation group are **White**, and **27%** are **Hispanic or Latino**



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



CHILD DEVELOPMENT

1,998

4 : 1

29 days

Unique Postings
8,183 Total Postings

Posting Intensity
Regional Average: 5 : 1

Median Posting Duration
Regional Average: 32 days

- **8,183** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **1,998** were unique
- Ratio of total to unique postings is **4 to 1**, meaning that for every 4 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **below average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX

1,955

Liberty County, TX

35

Chambers County, TX

8

Top 5 most recent postings:

- Youth Care Workers – Assured Quality Care Services, LLC in Houston, TX
- Crisis Workers – Texas Department of State Health Services in Houston, TX
- Child Care Assistants – Jumping Jacks Learning Center Inc in Houston, TX
- Child Care Workers – Motivation, Education & Training, Inc. in Anahuac, TX
- Child Care Assistants – Kids R US Academy in Houston, TX

Social & human service assistants and **preschool teachers, except special education** are the most posted for occupations in the Child Development occupation group among the group's five occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Social and Human Service Assistants	4,097	954	47.7%	4 : 1	31 days
Preschool Teachers, Except Special Education	2,433	580	29.0%	4 : 1	24 days
Childcare Workers	563	241	12.1%	2 : 1	13 days
Child, Family, and School Social Workers	838	135	6.8%	6 : 1	36 days
Education Administrators, Preschool and Childcare Center/Program	252	88	4.4%	3 : 1	31 days

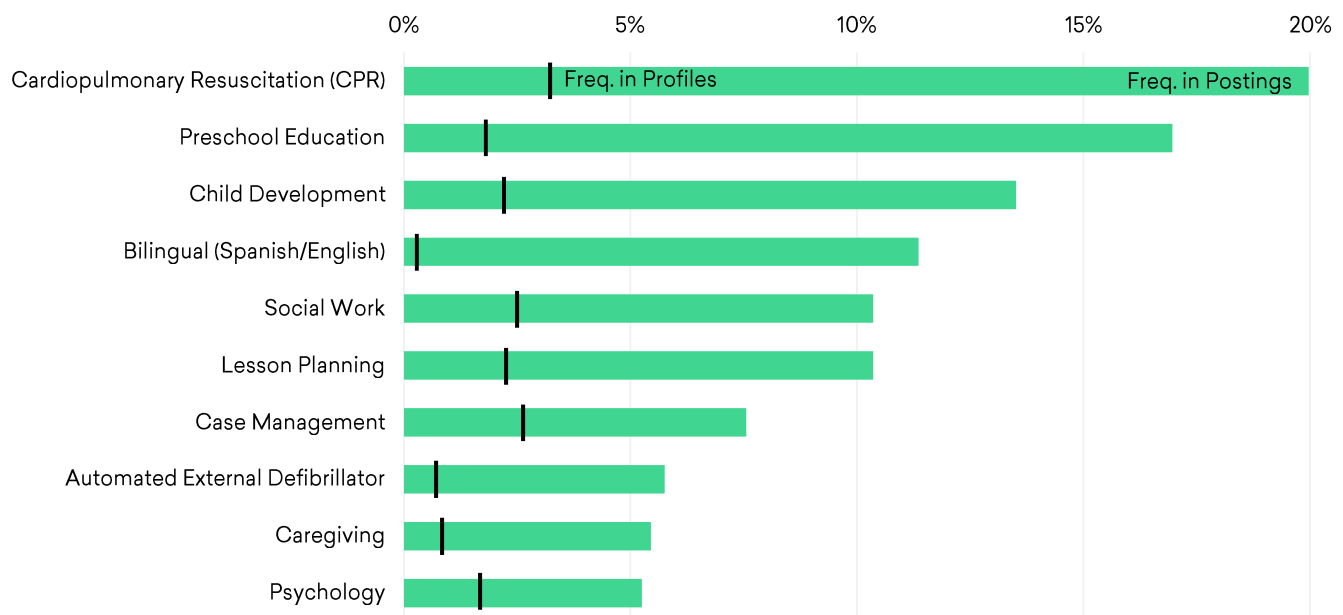
Preschool Teachers is the most posted for job title in the Child Development occupation group

YMCA of Greater Houston is the largest job poster in the Child Development occupation group

JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Preschool Teachers	150	3 : 1	17 days
Child Care Teachers	96	7 : 1	42 days
School Counselors	87	5 : 1	32 days
Toddler Teachers	77	2 : 1	11 days
Lead Teachers	69	4 : 1	34 days
Program Coordinators (Community and Social Service)	61	3 : 1	15 days
Youth Care Workers	51	11 : 1	61 days
Social Work Case Managers	43	3 : 1	20 days
Teacher Assistants	43	5 : 1	19 days
Early Childhood Special Education Teachers	36	2 : 1	8 days

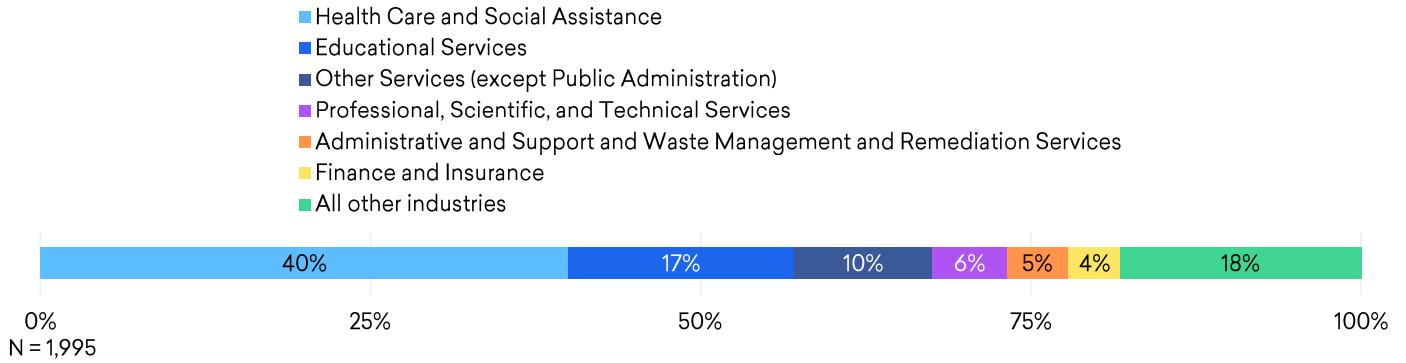
COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
YMCA of Greater Houston	100	6 : 1	33 days
Sittercity Inc	44	2 : 1	9 days
Learning Care Group, Inc.	43	9 : 1	50 days
Lone Star College System	42	3 : 1	36 days
BakerRipley	42	4 : 1	27 days
Bright Horizons Family Solutions Inc.	40	7 : 1	54 days
The Goddard School	39	4 : 1	56 days
Southwest Key Program, Inc	36	16 : 1	64 days
Catholic Charities of The Archdiocese of Galveston-Houston	36	3 : 1	54 days
Phoenix Life Insurance Company	32	3 : 1	32 days

Cardiopulmonary Resuscitation (CPR) and **Preschool Education** are among the most requested skills in Child Development postings, but they are underrepresented among the group's resumé and profiles.

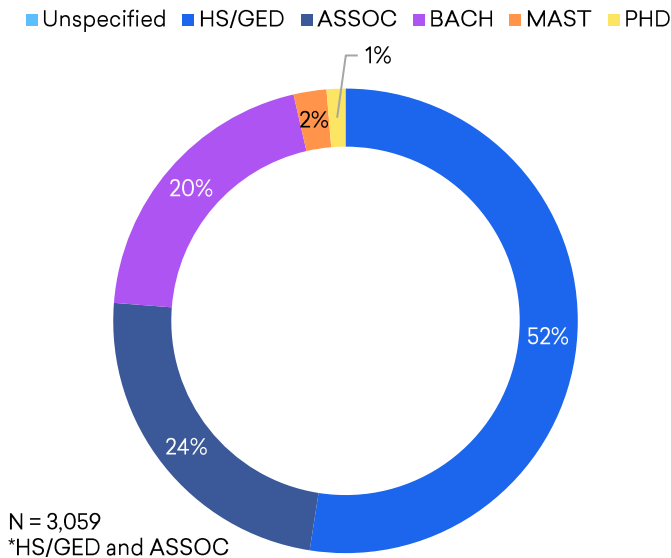


Source: Emsi Job Posting Analytics January 2019 to December 2019.

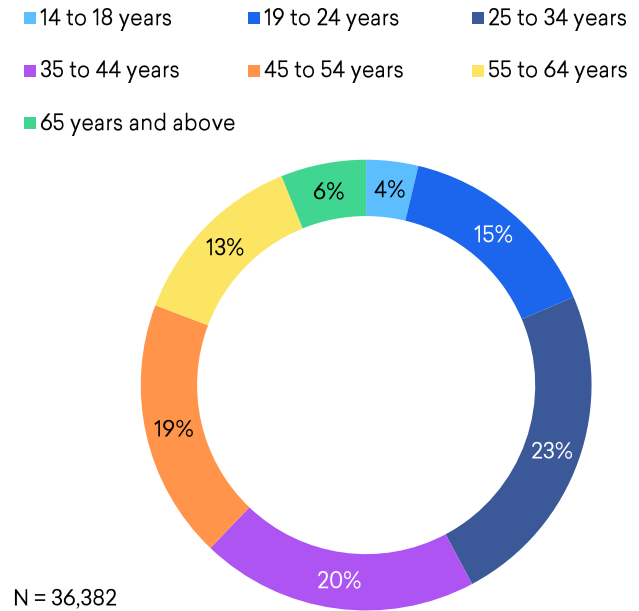
The largest portion of Child Development postings – **40%** – are from companies in the **Health Care & Social Assistance** industry sector



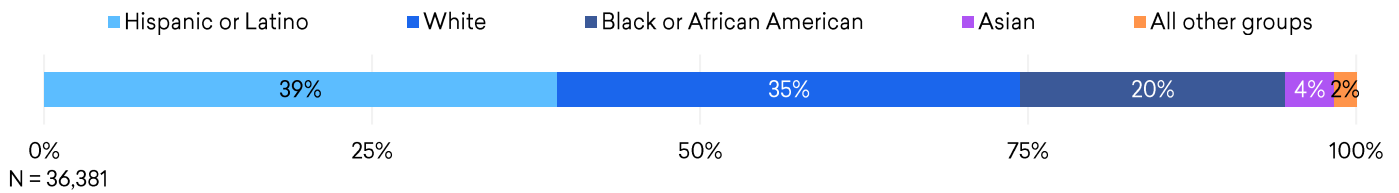
Child Development postings are most likely to require a **high school diploma or GED** when an education level is specified *



19% of the people employed in the Child Development occupation group are **55 years and above**



39% of those employed in the Child Development occupation group are Hispanic or Latino, **35%** are White, and **20%** are Black or African American



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



COMMERCIAL VEHICLE & TRUCK DRIVER

3,114

6:1

42 days

Unique Postings
18,153 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **18,153** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **3,114** were unique
- Ratio of total to unique postings is **6 to 1**, meaning that for every 6 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX	2,958
Liberty County, TX	114
Chambers County, TX	42

Top 5 most recent postings:

- Commercial Driver's License (CDL) Drivers – Coleman Worldwide Corporation in Houston, TX
- Forklift Operators – The Fabrication Shop Inc in Pasadena, TX
- Delivery Drivers – Aaron's, Inc. in Cleveland, TX
- Delivery Drivers – Aaron's, Inc. in Baytown, TX
- Delivery Drivers – Aaron's, Inc. in Houston, TX

Heavy & tractor-trailer truck drivers is the most posted for occupation in the Commercial Vehicle & Truck Driver occupation group among the group's seven occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Heavy and Tractor-Trailer Truck Drivers	5,955	1,196	38.4%	5:1	43 days
Light Truck or Delivery Services Drivers	5,694	1,020	32.8%	6:1	41 days
Industrial Truck and Tractor Operators	3,148	423	13.6%	7:1	39 days
Driver/Sales Workers	2,974	350	11.2%	8:1	50 days
Bus Drivers, Transit and Intercity	234	56	1.8%	4:1	28 days
All other occupations*	148	69	2.2%	2:1	--

* All other occupations include postings for bus drivers, school or special client (54 unique postings) and refuse & recyclable material collectors (15).

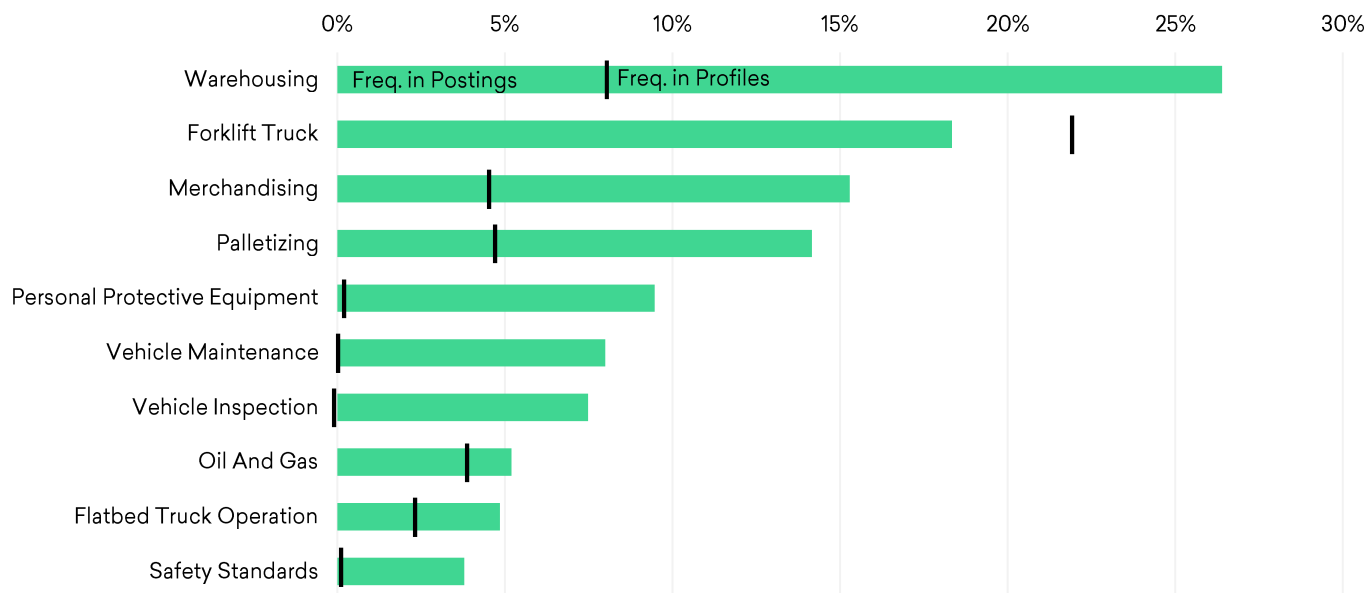
Commercial Driver's License (CDL) and CDL Class B License, as job qualifications, appear in a combined total of **1,584** postings for the occupation group

Delivery Drivers is the most posted for job title in the Commercial Vehicle & Truck Driver occupation group

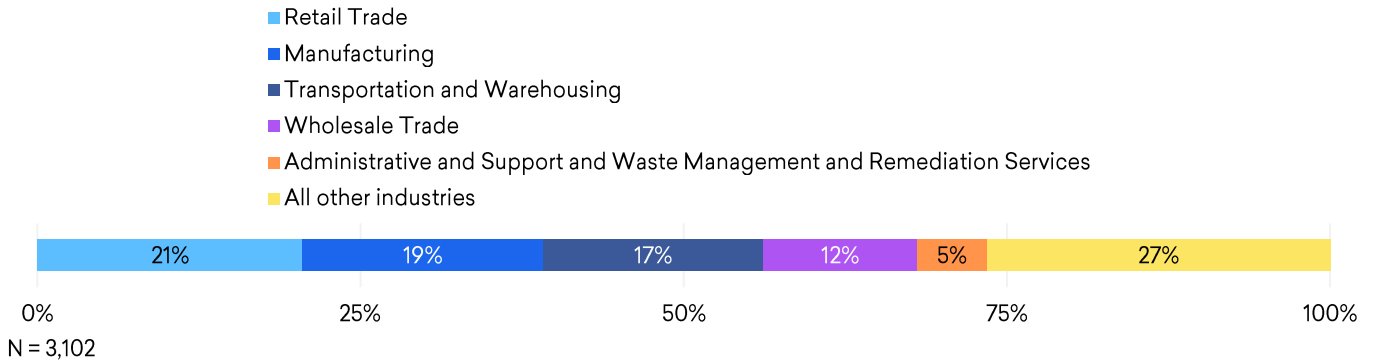
AutoZone is the largest job poster in the Commercial Vehicle & Truck Driver occupation group

JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION	COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Delivery Drivers	720	6 : 1	44 days	AutoZone, Inc.	79	9 : 1	98 days
Truck Drivers	548	5 : 1	46 days	Aaron's, Inc.	77	10 : 1	54 days
Commercial Driver's License (CDL) Drivers	526	5 : 1	39 days	Cal-Ark Incorporated	64	5 : 1	55 days
Forklift Operators	265	8 : 1	40 days	Heniff Transportation Systems, LLC	64	8 : 1	185 days
Bus Drivers	84	3 : 1	21 days	Airgas, Inc.	56	9 : 1	126 days
Warehouse Drivers	62	3 : 1	43 days	The Coca-Cola Company	51	9 : 1	47 days
Route Sales Representatives	55	8 : 1	57 days	The Sherwin-Williams Company	47	5 : 1	34 days
Non-Commercial Driver's License (Non-CDL) Drivers	38	8 : 1	49 days	Sunbelt Rentals, Inc.	39	8 : 1	45 days
Tractor Trailer Drivers	34	6 : 1	59 days	Jason's Deli	37	2 : 1	365 days
Loaders	28	4 : 1	35 days	Goodman Manufacturing Company, LP	34	21 : 1	77 days

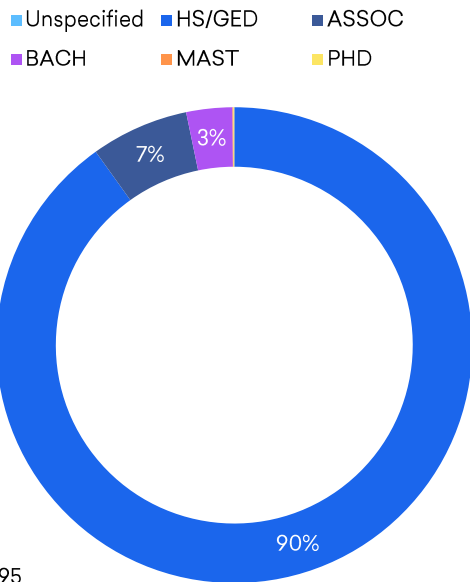
Warehousing is the most requested skill in Commercial Vehicle & Truck Driver postings. **Forklift Truck** is also frequently requested by job posters, but overrepresented among the group's resumé and profiles.



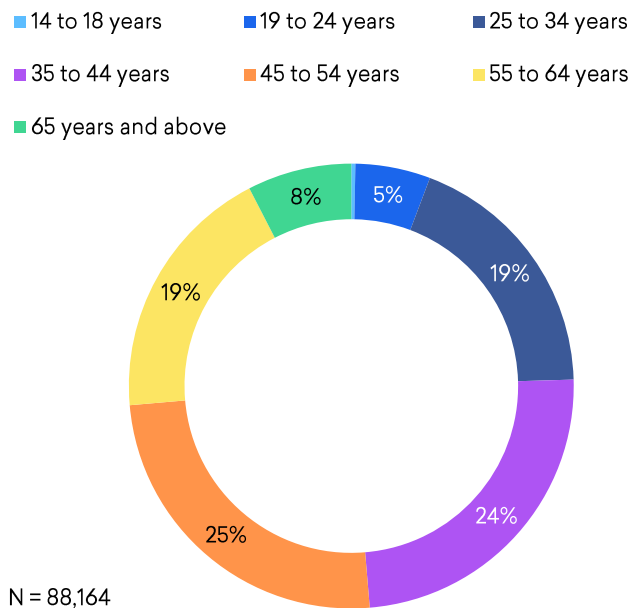
The largest portion of Commercial Vehicle & Truck Driver postings – **21%** – are from companies in the **Retail Trade** industry sector



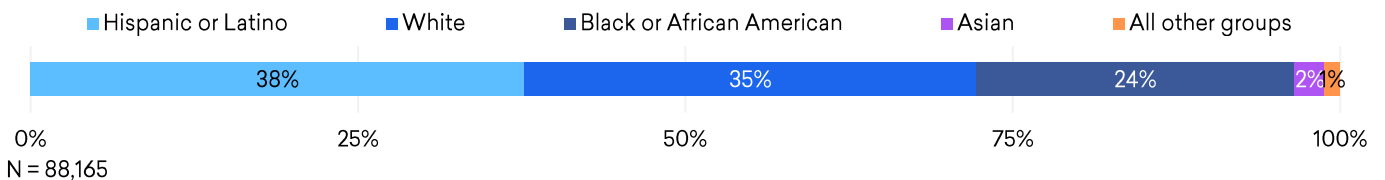
Commercial Vehicle & Truck Driver postings are most likely to require a **high school diploma or GED** when an education level is specified*



26% of the people employed in the Commercial Vehicle & Truck Driver occupation group are **55 years and above**



38% of those employed in the Commercial Vehicle & Truck Driver occupation group are Hispanic or Latino, **35%** are White, and **24%** are Black or African American.



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



CORRECTIONS, FIRE, & POLICE

893

7:1

41 days

Unique Postings
5,806 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **5,806** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **893** were unique
- Ratio of total to unique postings is **7 to 1**, meaning that for every 7 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties	Unique Postings (Jan 2019 – Dec 2019)
Harris County, TX	833
Liberty County, TX	54
Chambers County, TX	6

Top 5 most recent postings:

- Dispatchers (Office and Administrative Support) – City of Dayton in Dayton, TX
- Computer Operators – City of Baytown in Baytown, TX
- Fire Sprinkler Inspectors – Johnson Controls, Inc. in Houston, TX
- Dispatchers (Office and Administrative Support) – Lone Star College System in Spring, TX
- Regulatory Specialists – Universal Weather and Aviation, Inc. in Houston, TX

Compliance officers is the most posted for occupations in the Corrections, Fire, & Police occupation group among the group's thirteen occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Compliance Officers	1,588	217	24.3%	7:1	46 days
Private Detectives and Investigators	843	114	12.8%	7:1	48 days
Police, Fire, and Ambulance Dispatchers	431	114	12.8%	4:1	32 days
Detectives and Criminal Investigators	1,065	108	12.1%	10:1	43 days
Police and Sheriff's Patrol Officers	615	106	11.9%	6:1	43 days
All other occupations*	1,264	234	26.2%	5:1	--

*All other occupations include postings for first-line supervisors of police & detectives (98 unique postings); fire inspectors & investigators (43); correctional officers & jailers (35); firefighters (25); probation officers & correctional treatment specialists (24); and first-line supervisors of fire fighting & prevention workers (9).

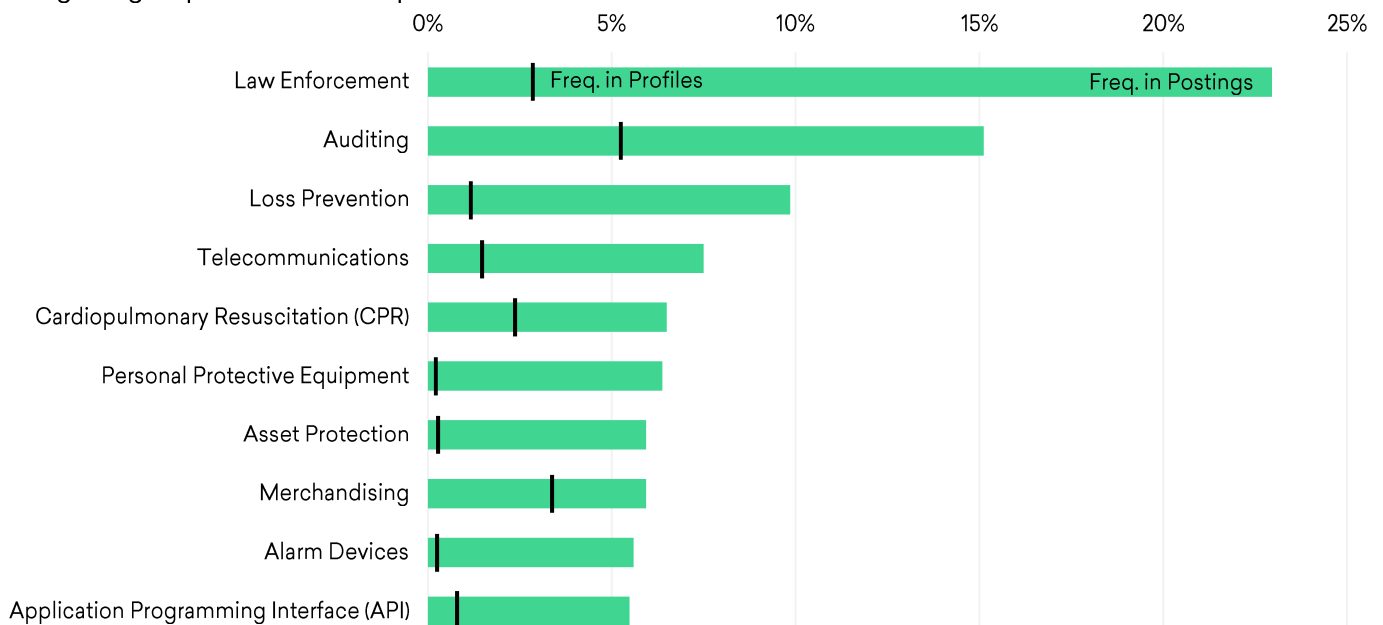
Police Officers is the most posted for job title in the Corrections, Fire, & Police occupation group

The **Army National Guard** is the largest job poster in the Corrections, Fire, & Police occupation group

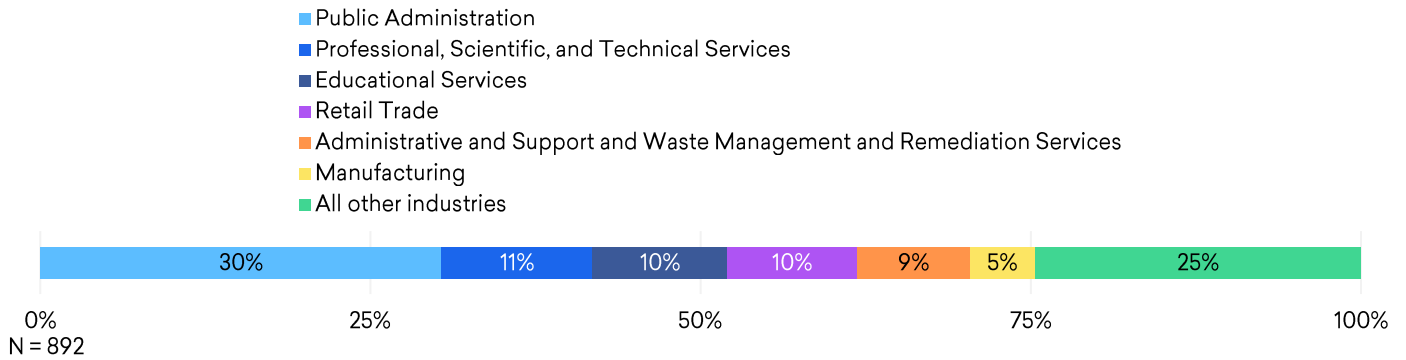
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Police Officers	623	101	6 : 1
Intelligence Analysts	689	50	14 : 1
Dispatchers (Office & Administrative Support)	125	50	3 : 1
Asset Protection Managers	493	49	10 : 1
Compliance Specialists	184	28	7 : 1
Loss Prevention Agents	137	27	5 : 1
Quality Inspectors	227	26	9 : 1
Law Enforcement Officers	78	18	4 : 1
Imagery Analysts	198	16	12 : 1
Correctional Officers	194	15	13 : 1

COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Army National Guard	1,220	79	15 : 1
City of Houston	200	45	4 : 1
Macy's, Inc.	414	28	15 : 1
Gap Inc.	130	25	5 : 1
Harris County Mud	78	22	4 : 1
University of Houston	99	22	5 : 1
SGS North America Inc.	346	21	16 : 1
Texas Department of Criminal Justice	39	20	2 : 1
Houston Community College, Inc.	48	16	3 : 1
San Jacinto College	114	16	7 : 1

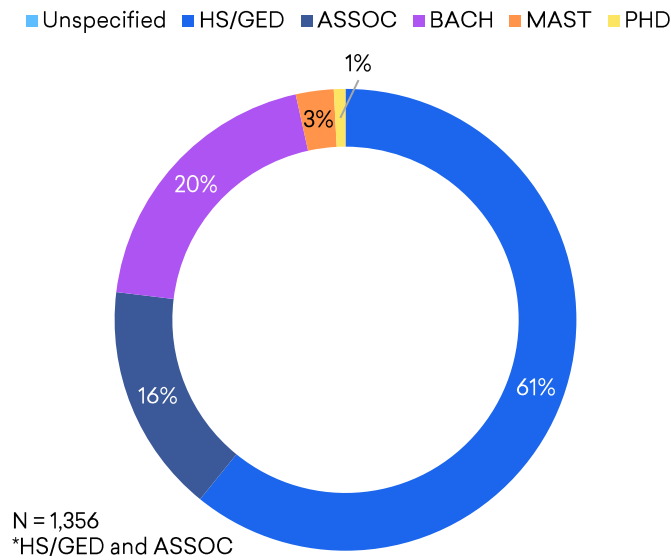
Law Enforcement is the most requested skill in Corrections, Fire, & Police postings, but it is underrepresented among the group's resumé and profiles



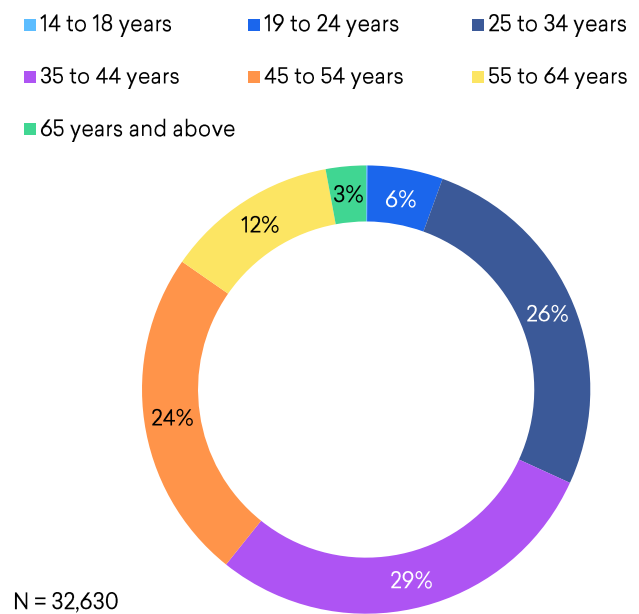
The largest portion of Corrections, Fire, & Police postings – **30%** – are from companies in the **Public Administration** industry sector



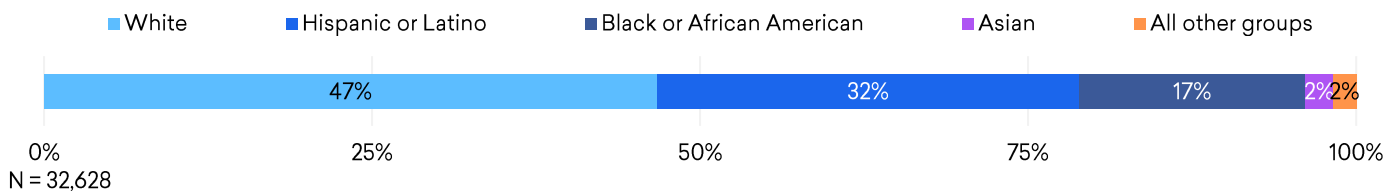
Corrections, Fire, & Police postings are more likely to require a **high school diploma or GED** when an education level is specified*



15% of the people employed in the Corrections, Fire, & Police occupation group are **55 years and above**



47% of those employed in the Corrections, Fire, & Police occupation group are **White**, and **32%** are **Hispanic or Latino**





COSMETOLOGY

1,477

6:1

29 days

Unique Postings
8,404 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **8,404** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **1,477** were unique
- Ratio of total to unique postings is **6 to 1**, meaning that for every 6 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties	Unique Postings (Jan 2019 – Dec 2019)
Harris County, TX	1,432
Liberty County, TX	24
Chambers County, TX	21

Top 5 most recent postings:

- Operations Managers – Justice in Stafford, TX
- Hair Stylists – Great Clips, Inc. in Galveston, TX
- Hair Stylists – Great Clips, Inc. in Bellville, TX
- Hair Stylists – Great Clips, Inc. in Tomball, TX
- Hair Stylists – Great Clips, Inc. in South Houston, TX

Hairdressers, hairstylists, & cosmetologists is by far the most posted for occupation in the Cosmetology occupation group among the group's six occupations*

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Hairdressers, Hairstylists, and Cosmetologists	6,868	1,096	74.2%	6:1	28 days
Skincare Specialists	758	191	12.9%	4:1	34 days
Manicurists and Pedicurists	345	98	6.6%	4:1	38 days
Barbers	382	70	4.7%	5:1	17 days
Makeup Artists, Theatrical and Performance	51	22	1.5%	2:1	21 days

* No job postings were reported for shampooers.

Cosmetology License, as a job qualification, appears in **272** of the postings for the occupation group

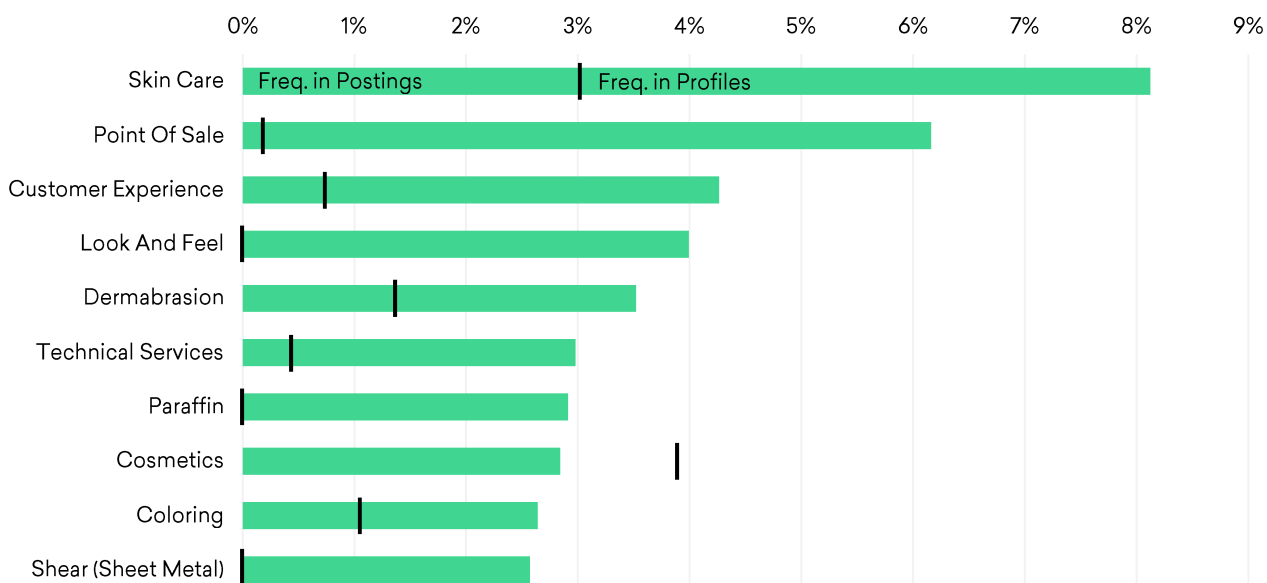
Hair Stylists is the most posted for job title in the Cosmetology occupation group

Great Clips is the largest job poster in the Cosmetology occupation group

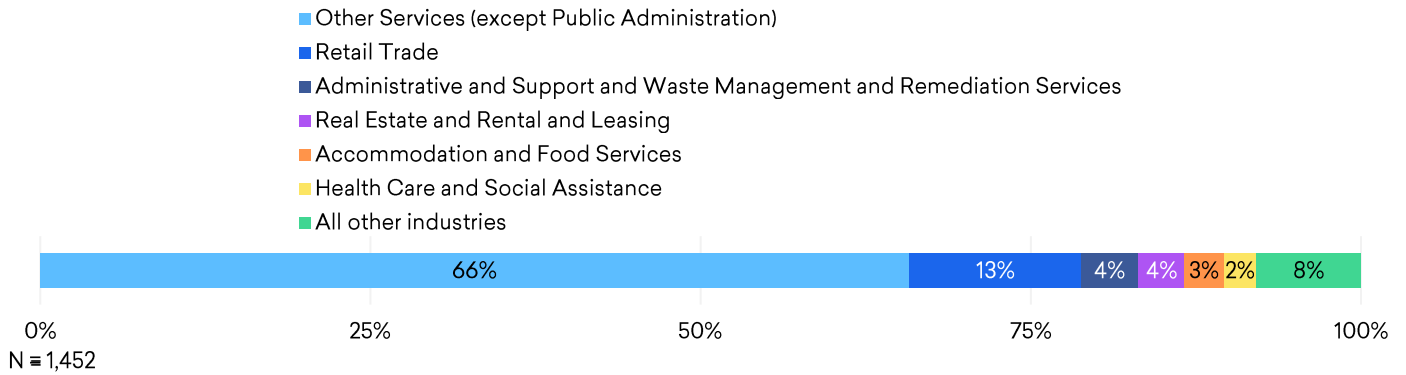
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Hair Stylists	700	7:1	32 days
Stylists (Personal Care and Service)	169	4:1	29 days
Nail Technicians	103	4:1	38 days
Estheticians	99	3:1	37 days
Hairdressers	44	16:1	38 days
Barbers	37	4:1	10 days
Cosmetologists	29	5:1	13 days
Aestheticians	14	3:1	14 days
Hair Specialists	13	3:1	37 days
Skin Care Instructors	13	13:1	34 days

COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Great Clips, Inc.	243	10:1	31 days
Sport Clips	139	5:1	25 days
Regis Corporation	109	9:1	41 days
Tgf Hair Salon	62	12:1	12 days
Ulta Salon, Cosmetics & Fragrance, Inc.	59	8:1	67 days
J.C. Penney Corporation, Inc.	49	4:1	74 days
Smartstyle	45	10:1	11 days
Lifetime Inc	40	2:1	87 days
Massage Envy	37	5:1	97 days
The Tune Up Man Inc	20	2:1	24 days

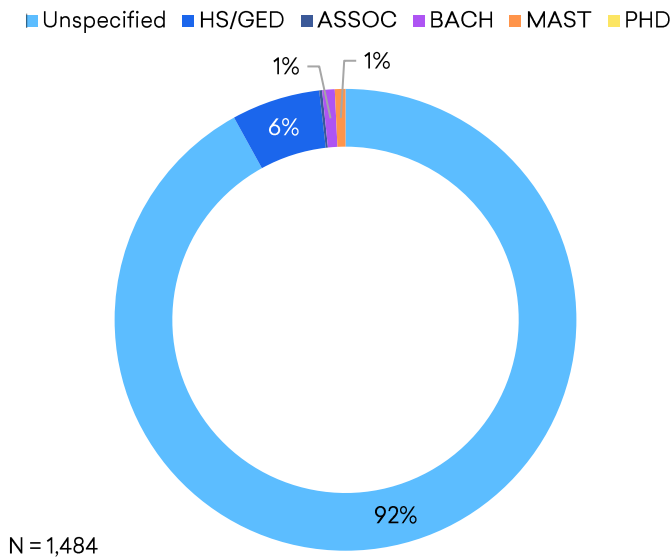
Skin Care is the most requested skill in Cosmetology postings. **Point of Sale** and **Customer Experience** are also frequently requested by job posters, but they are underrepresented among the group's resumé and profiles.



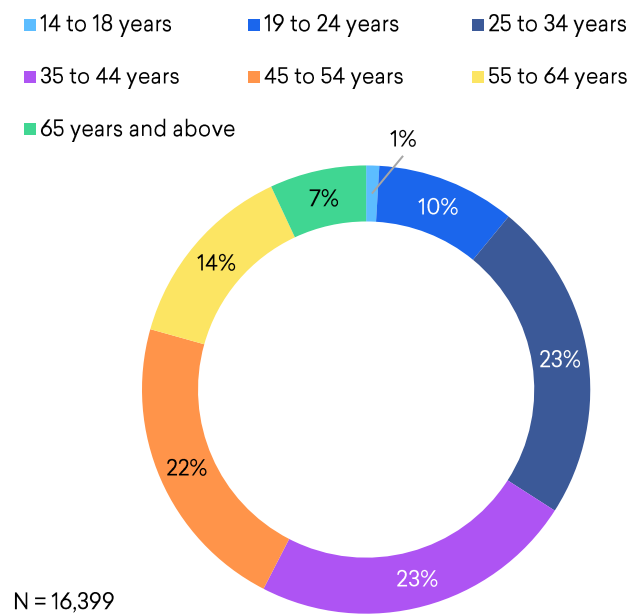
The largest portion of Cosmetology postings – **66%** – are from companies in the **Other Services (except Public Administration)** industry sector



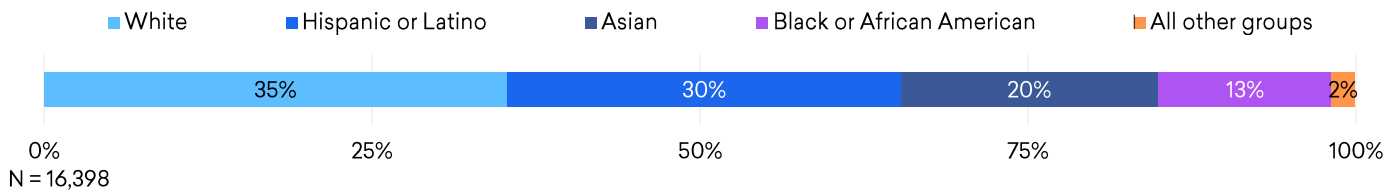
Cosmetology postings are most likely to require a **high school diploma or GED** when an education level is not specified



21% of the people employed in the Cosmetology occupation group are **55 years and above**



35% of those employed in the Cosmetology occupation group are **White**, and **30%** are **Hispanic or Latino**





CULINARY ARTS

1,055

6:1

36 days

Unique Postings
6,683 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **6,683** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **1,055** were unique
- Ratio of total to unique postings is **6 to 1**, meaning that for every 6 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX	1,035
Chambers County, TX	13
Liberty County, TX	7

Top 5 most recent postings:

- Cooks – SODEXO in Humble, TX
- Cashiers (Food Preparation and Serving Related) – Subway in Pasadena, TX
- Restaurant Supervisors – Checkers Drive-In Restaurants, Inc. in Houston, TX
- Purchasing Analysts – Wdi International Inc in Houston, TX
- Assistant General Managers – Sonic Solutions LLC in Tomball, TX

Combined food preparation & serving workers is the most posted for occupation in the Culinary Arts occupation group at the associate degree education level among the group's ten occupations*

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Combined Food Preparation and Serving Workers, Including Fast Food	2,956	415	39.3%	7:1	32 days
Food Service Managers	1,582	283	26.8%	6:1	45 days
First-Line Supervisors of Food Preparation and Serving Workers	1,511	248	23.5%	6:1	42 days
Chefs and Head Cooks	529	76	7.2%	7:1	34 days
Food Preparation Workers	51	19	1.8%	3:1	96 days
All other occupations*	54	14	1.3%	4:1	--

* All other occupations include postings for cooks, restaurant (11 unique postings); and cooks, institution & cafeteria (3). No postings were reported for cooks, fast food; cooks, private household; or cooks, short order.

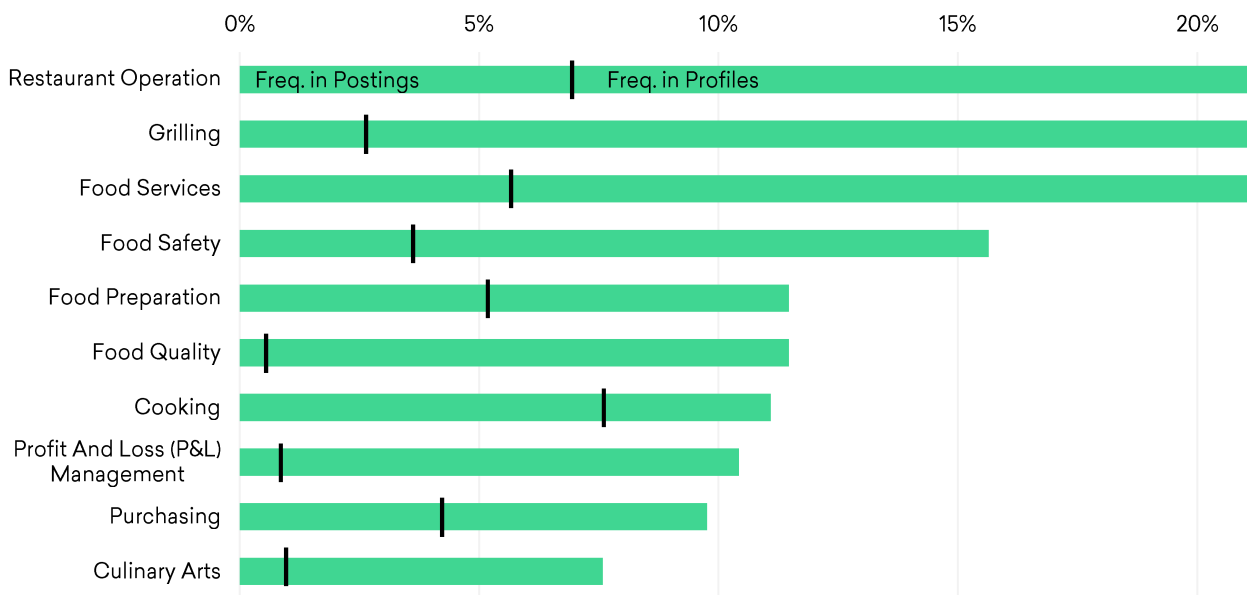
ServSafe Certification and **Food Handler's Card**, as job qualifications, appear in a combined total of **220** postings for the occupation group

Restaurant Crew Team Members is the most posted for job title in the Culinary Arts occupation group at the associate degree level

Chipotle is the largest job poster in the Culinary Arts occupation group at the associate degree level

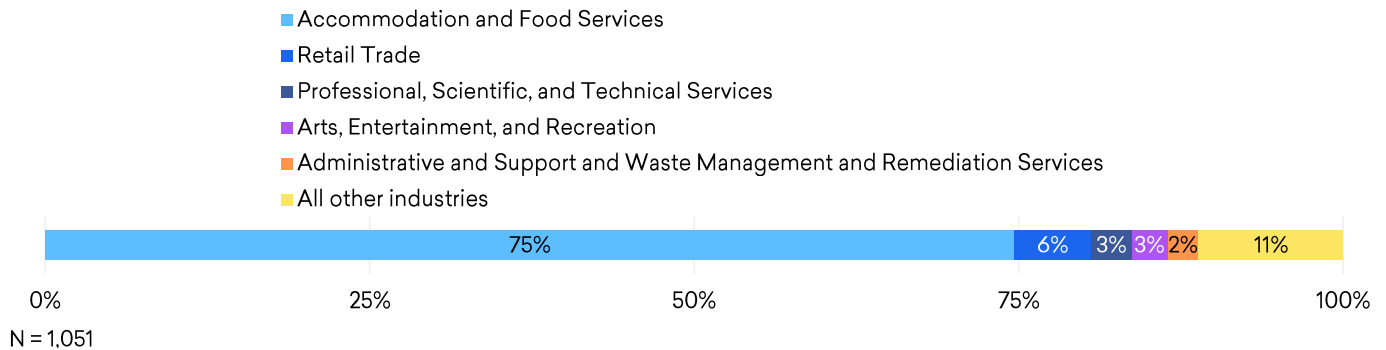
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION	COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Restaurant Crew Team Members	427	7 : 1	32 days	Chipotle Mexican Grill, Inc.	407	7 : 1	32 days
Restaurant Managers (Food Preparation & Serving Related)	141	5 : 1	49 days	Panda Express, Inc.	39	5 : 1	66 days
Executive Chefs (Food Preparation & Serving Related)	37	12 : 1	60 days	COMPASS GROUP PLC	38	8 : 1	51 days
General Managers (Management)	34	4 : 1	33 days	7-Eleven, Inc.	36	5 : 1	72 days
Sous Chefs	29	12 : 1	52 days	SODEXO	34	15 : 1	52 days
Restaurant Managers (Management)	22	5 : 1	54 days	Raising Cane's Chicken Fingers	25	7 : 1	54 days
Performance Improvement Managers	21	8 : 1	55 days	Marriott International, Inc.	23	11 : 1	42 days
Food Service Managers (Food Preparation & Serving Related)	19	4 : 1	32 days	Sonic Drive-In	22	3 : 1	13 days
Assistant Directors (Management)	18	4 : 1	34 days	Clubcorp, Inc.	18	3 : 1	32 days
Assistant General Managers	15	7 : 1	32 days	Veterans Canteen Service	18	9 : 1	50 days

Restaurant Operation and **Grilling** skills are the most requested skills in associate degree education level Culinary Arts postings, but they are underrepresented among the group's resumé and profiles.



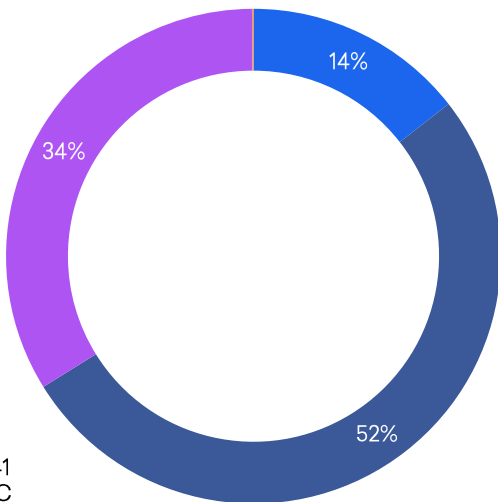
Source: Emsi Job Posting Analytics January 2019 to December 2019.

The largest portion of associate degree education level Culinary Arts postings – **75%** – are from companies in the **Accommodation & Food Services** industry sector



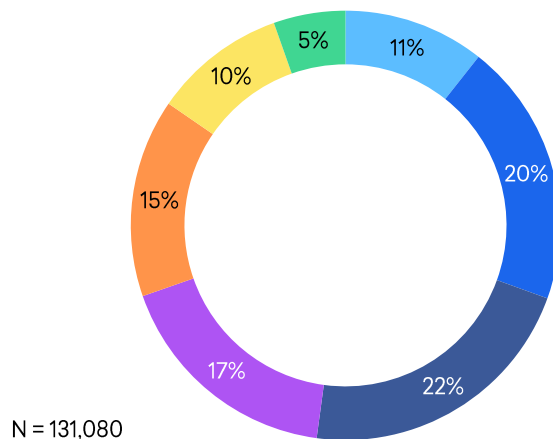
Culinary Arts postings are likely to require an **associate degree** or **bachelor's degree** when an education level is specified*

■ Unspecified ■ HS/GED ■ ASSOC ■ BACH ■ MAST ■ PHD



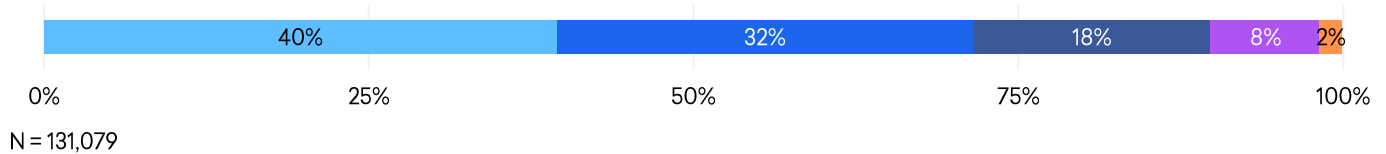
15% of the people employed in the Culinary Arts occupation group are **55 years and above**

■ 14 to 18 years ■ 19 to 24 years ■ 25 to 34 years
■ 35 to 44 years ■ 45 to 54 years ■ 55 to 64 years
■ 65 years and above



40% of those employed in the Culinary Arts occupation group are Hispanic or Latino, and **32%** are White

■ Hispanic or Latino ■ White ■ Black or African American ■ Asian ■ All other groups





EDUCATION & TEACHING, BACHELOR'S DEGREE

2,156

5 : 1

27 days

Unique Postings
10,271 Total Postings

Posting Intensity
Regional Average: 5 : 1

Median Posting Duration
Regional Average: 32 days

- **10,271** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **2,156** were unique
- Ratio of total to unique postings is **5 to 1**, meaning that for every 5 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **average effort** toward hiring for the occupation group



Counties	Unique Postings (Jan 2019 – Dec 2019)
Harris County, TX	2,072
Liberty County, TX	64
Chambers County, TX	20

Top 5 most recent postings:

- Lead Teachers — Southwest Key Program, Inc in Houston, TX
- School Aides — Code Kids Corp in Atascocita, TX
- Early Childhood Special Education Teachers — Avondale House in Houston, TX
- Learning Consultants — Lone Star College System in Houston, TX
- English Teachers — M-Pro Solutions LLC in Houston, TX

At the bachelor's degree level, **secondary school teachers, except special & career/technical education** is the most posted for occupation in the Education & Teaching occupation group

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Secondary School Teachers, Except Special and Career/Technical Education	2,813	595	27.6%	5 : 1	26 days
Elementary School Teachers, Except Special Education	1,636	430	19.9%	4 : 1	19 days
Preschool Teachers, Except Special Education	2,077	271	12.6%	8 : 1	35 days
Special Education Teachers, Kindergarten and Elementary School	749	194	9.0%	4 : 1	25 days
Teacher Assistants	913	166	7.7%	6 : 1	24 days
All other occupations*	2,083	500	23.2%	4 : 1	--

* All other occupations include postings for middle school teachers, except special and career/technical education (162 unique postings); special education teachers, secondary school (84); childcare workers (55); self-enrichment education teachers (54); adult basic & secondary education & literacy teachers & instructors (45); kindergarten teachers, except special education (33); special education teachers, middle school (28); career/technical education teachers, secondary school (18); career/technical education teachers, middle school (17); and special education teachers, preschool (4). No job postings were reported for substitute teachers.

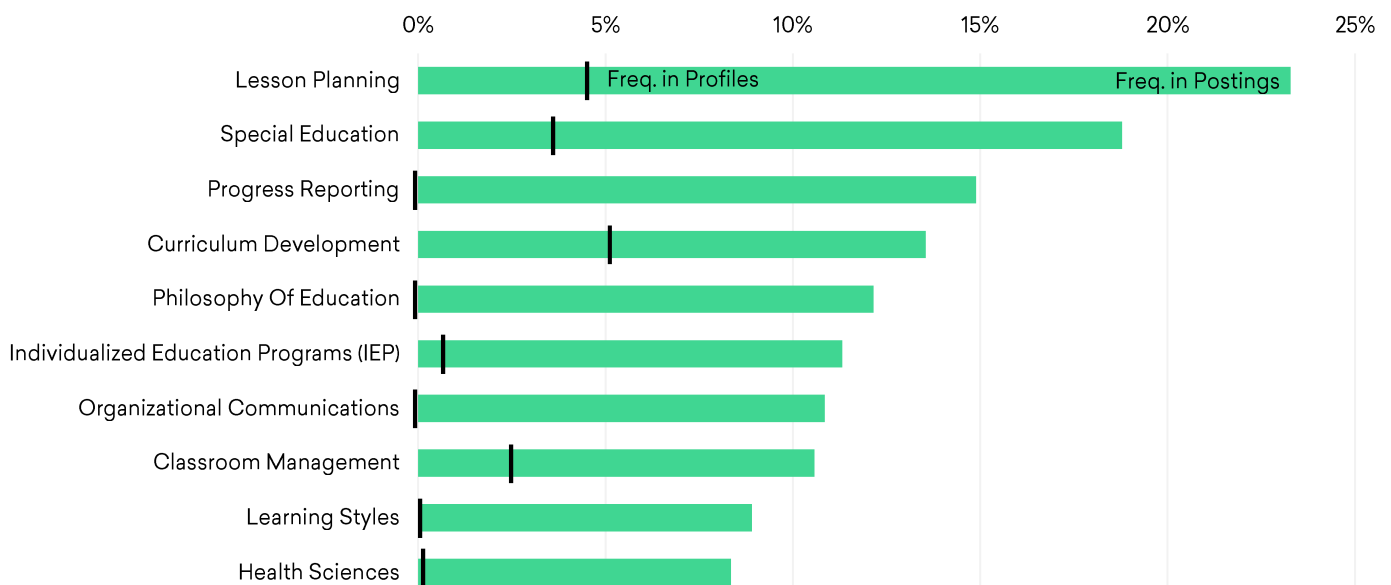
Early Childhood Special Education Teachers is the most posted for job title in the Education & Teaching occupation group at the bachelor's degree level

The **Houston Independent School District** is the largest job poster in the Education & Teaching occupation group at the bachelor's degree level

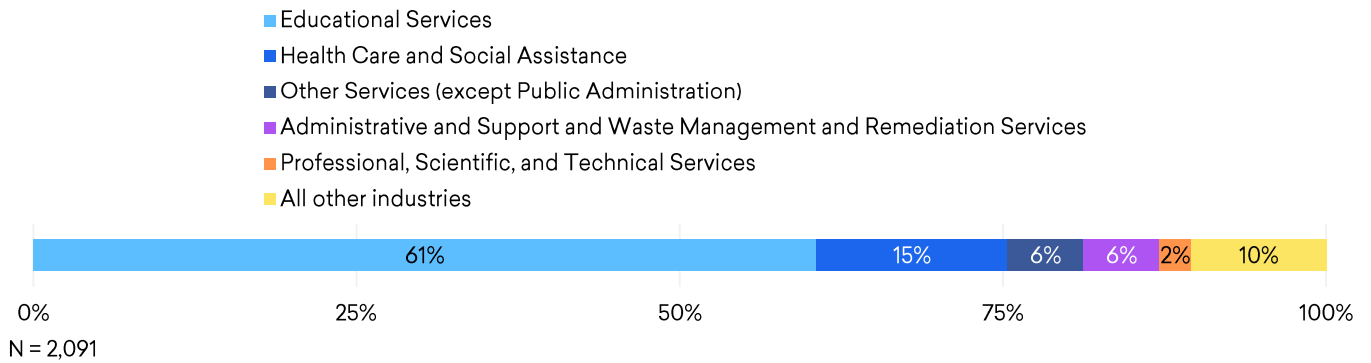
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Early Childhood Special Education Teachers	225	4 : 1	34 days
Elementary School Teachers	131	4 : 1	21 days
Classroom Teachers	122	3 : 1	13 days
English Teachers	113	5 : 1	13 days
Science Teachers	96	5 : 1	20 days
High School Mathematics Teachers	96	3 : 1	23 days
Teachers	58	5 : 1	17 days
Educators	55	3 : 1	20 days
Lead Teachers	54	14 : 1	44 days
Reading Teachers	54	5 : 1	61 days

COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Houston Independent School District	239	7 : 1	13 days
Cypress-Fairbanks Independent School District	102	7 : 1	38 days
Yes Prep Public Schools Inc.	77	6 : 1	22 days
Ef Education First, Inc.	67	4 : 1	14 days
BakerRipley	65	7 : 1	31 days
VIPKID	58	6 : 1	26 days
Waller Isd	46	2 : 1	52 days
Harmony Public Schools	41	9 : 1	61 days
KinderCare Learning Centers	38	25 : 1	50 days
Tomball Independent School District	38	2 : 1	23 days

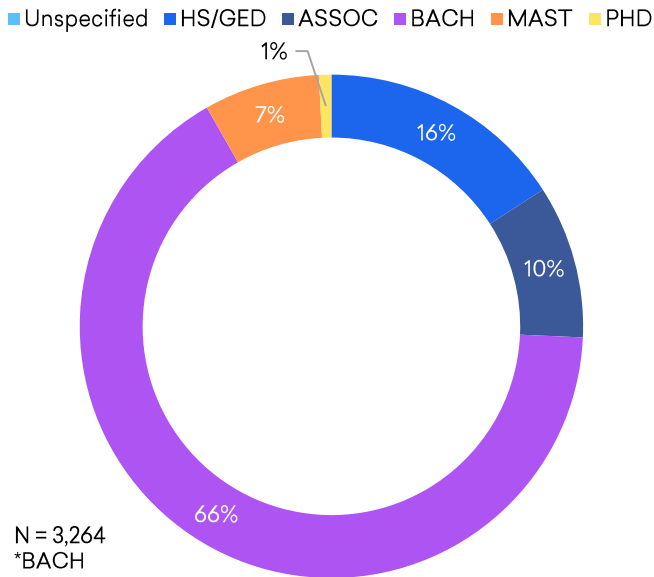
Lesson Planning and **Special Education** skills are among the most requested skills in bachelor's degree level Education & Teaching postings, but they are underrepresented among the group's resumé and profiles.



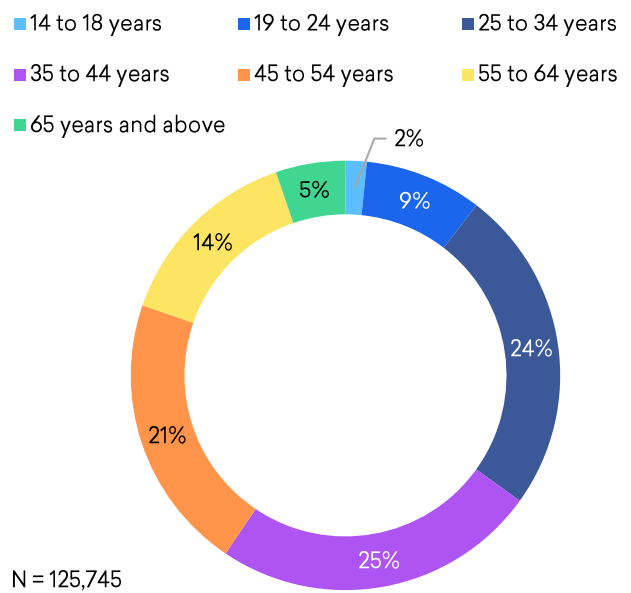
The largest portion of Education & Teaching postings – **61%** – are from companies in the **Educational Services** industry sector



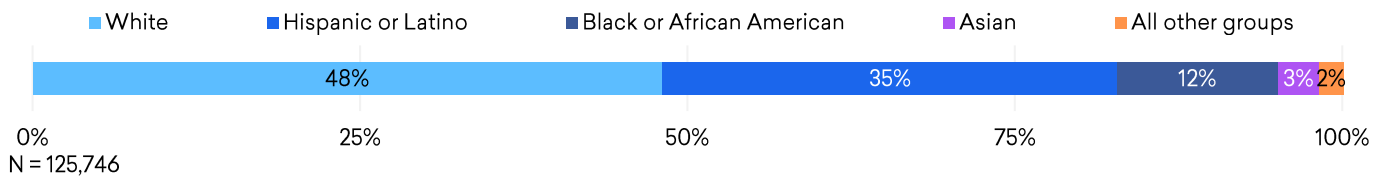
Education & Teaching postings are likely to require a **bachelor's degree** when an education level is specified *



20% of the people employed in the Education & Teaching occupation group are **55 years and above**



48% of those employed in the Education & Teaching occupation group are **White**, and **35%** are **Hispanic or Latino**



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



HEALTH INFORMATION TECHNICIANS

1,888

7:1

35 days

Unique Postings
12,773 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **12,773** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **1,888** were unique
- Ratio of total to unique postings is **7 to 1**, meaning that for every 7 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties	Unique Postings (Jan 2019 – Dec 2019)
Harris County, TX	1,865
Liberty County, TX	15
Chambers County, TX	8

Top 5 most recent postings:

- Medical Sales Representatives – Houston Methodist Hospital in Houston, TX
- Patient Services Coordinators – University of Texas M D Anderson Cancer Center in Houston, TX
- Unit Secretaries – HCA Holdings, Inc. in Houston, TX
- Patient Services Coordinators – University of Texas M D Anderson Cancer Center in Houston, TX
- Clinical Supervisors (Community and Social Service) – Mainehealth in Spring, TX

Certified Professional Coder and **Certified Coding Specialist**, as job qualifications, appear in a combined total of **256** postings for the Health Information Technician occupation group*

QUALIFICATION	POSTINGS WITH QUALIFICATION	QUALIFICATION	POSTINGS WITH QUALIFICATION
Certified Professional Coder	138	Certified Medical Assistant	16
Certified Coding Specialist	118	Associate Degree in Nursing	15
Registered Health Information Technician	99	Certified Documentation Improvement Practitioner	15
Registered Health Information Administrator	94	Certified Coding Associate	14
Coder Certification	77	Certified Provider Credentialing Specialist	13
Licensed Vocational Nurses	31	Bachelor of Science in Nursing (BSN)	11
Certified Nursing Assistant	26	Certified Medical Coder	7
Certified Tumor Registrar	26	Certified Risk Analyst	7

* The Health Information Technicians occupation group includes medical secretaries and medical records & health information technicians.

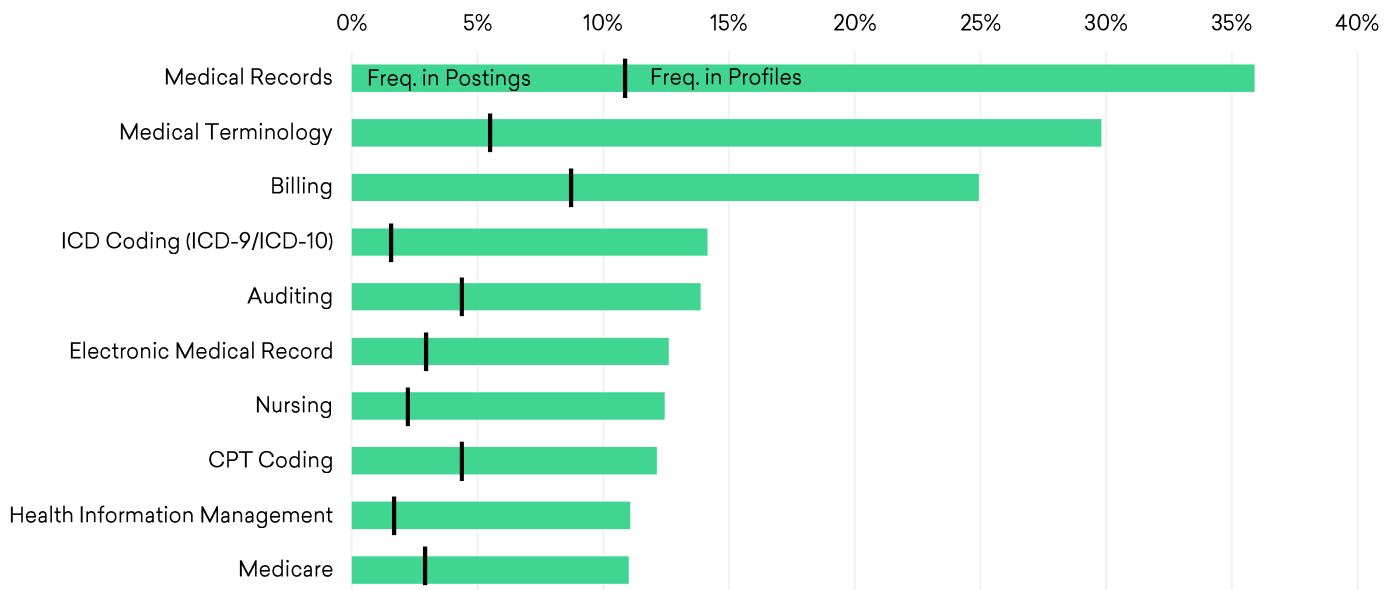
Schedulers and **Administrative Assistants** are the most posted for job titles in the Health Information Technician occupation group

Houston Methodist is the largest job poster in the Health Information Technician occupation group

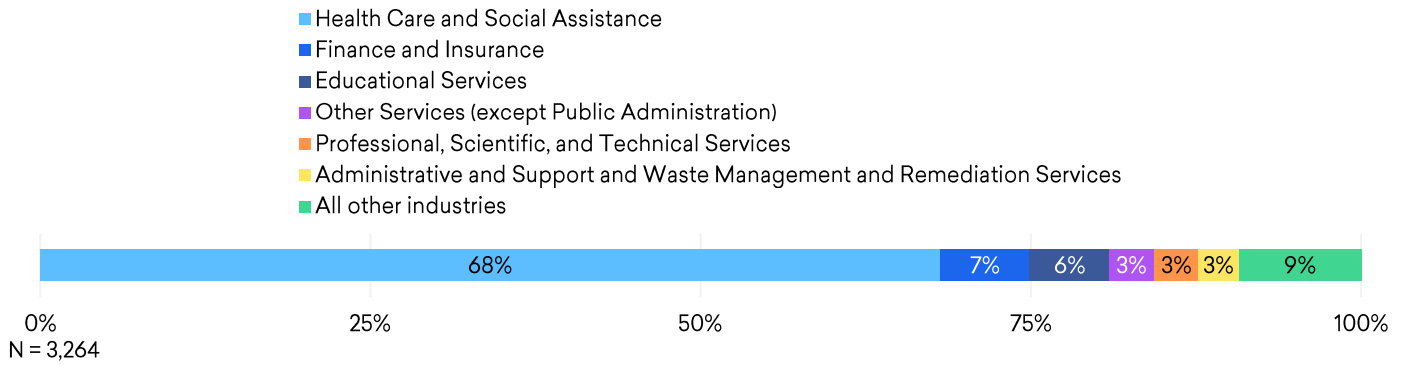
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Schedulers	131	8 : 1	39 days
Administrative Assistants	95	9 : 1	47 days
Medical Coding Specialists	73	7 : 1	42 days
Unit Secretaries	73	11 : 1	39 days
Front Office Specialists	64	6 : 1	32 days
Medical Records Clerks	59	6 : 1	17 days
Patient Coordinators	59	9 : 1	37 days
Insurance Specialists	57	9 : 1	53 days
Office Assistants	54	3 : 1	22 days
Medical Records Specialists	49	7 : 1	30 days

COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Houston Methodist	181	13 : 1	57 days
Memorial Hermann Health System	121	4 : 1	38 days
University of Texas M D Anderson Cancer Center	93	12 : 1	42 days
Texas Children's Hospital	86	4 : 1	33 days
HCA Holdings, Inc.	63	16 : 1	49 days
UT Health	56	6 : 1	56 days
Baylor College of Medicine	53	3 : 1	35 days
Houston Methodist Hospital	53	11 : 1	44 days
Catholic Health Initiatives	49	7 : 1	36 days
Methodist	48	15 : 1	59 days

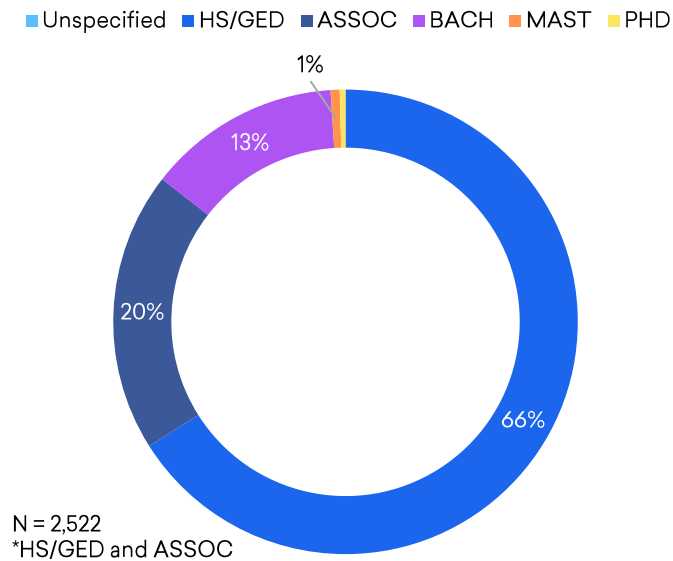
Medical Record and **Medical Terminology** skills are the most requested skills in Health Information Technician postings.



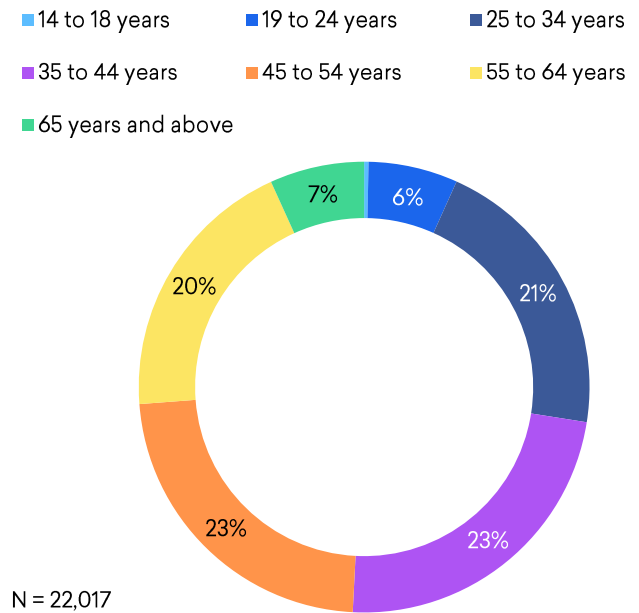
The largest portion of Health Technician postings – **68%** – are from companies in the **Health Care & Social Assistance** industry sector



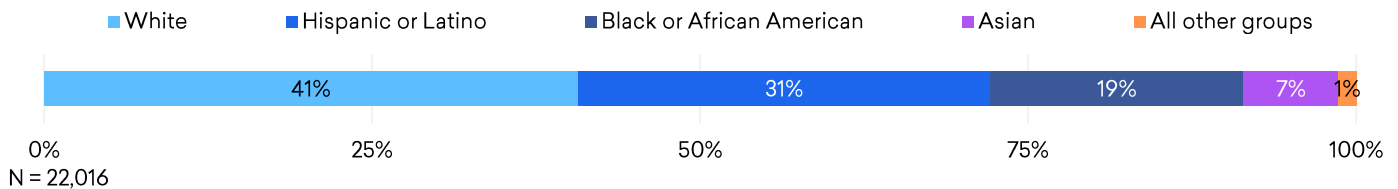
Health Information Technician postings are most likely to require a **high school diploma or GED** when an education level is specified*



26% of the people employed in the Health Technician occupation group are **55 years and above**



41% of those employed in the Health Technician occupation group are **White**, and **31%** are **Hispanic or Latino**



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



HVAC & REFRIGERATION TECHNICIANS

1,327

5 : 1

38 days

Unique Postings
6,486 Total Postings

Posting Intensity
Regional Average: 5 : 1

Median Posting Duration
Regional Average: 32 days

- **6,486** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **1,327** were unique
- Ratio of total to unique postings is **5 to 1**, meaning that for every 5 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX	1,306
Chambers County, TX	13
Liberty County, TX	8

Top 5 most recent postings:

- Sales Supervisors – American Residential Services LLC in Houston, TX
- HVAC Refrigeration Technicians – Hunton Inc in Houston, TX
- Maintenance Supervisors (Production) – The Kroger Co in Houston, TX
- HVAC Refrigeration Technicians – City of Deer Park in Deer Park, TX
- Power Technicians – AGGREKO PLC in Houston, TX

Heating, air conditioning, & refrigeration mechanics and installers is by far the most posted for occupation in the HVAC & Refrigeration Technician occupation group

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4,731	988	74.5%	5 : 1	40 days
Electrical and Electronics Repairers, Commercial and Industrial Equipment	791	176	13.3%	4 : 1	35 days
Home Appliance Repairers	964	163	12.3%	6 : 1	33 days

Various certifications, as job qualifications, appear in a combined total of **508** postings for the occupation group

QUALIFICATION	POSTINGS WITH QUALIFICATION	QUALIFICATION	POSTINGS WITH QUALIFICATION
EPA 608 Technician Certification	297	HVAC Certification	43
EPA Universal Certification	76	CFC Refrigeration Certification	20
NATE Certification (North American Technician Excellence)	54	National Center for Construction Education & Research (NCCER) Certification	18

Source: Emsi Job Posting Analytics January 2019 to December 2019.

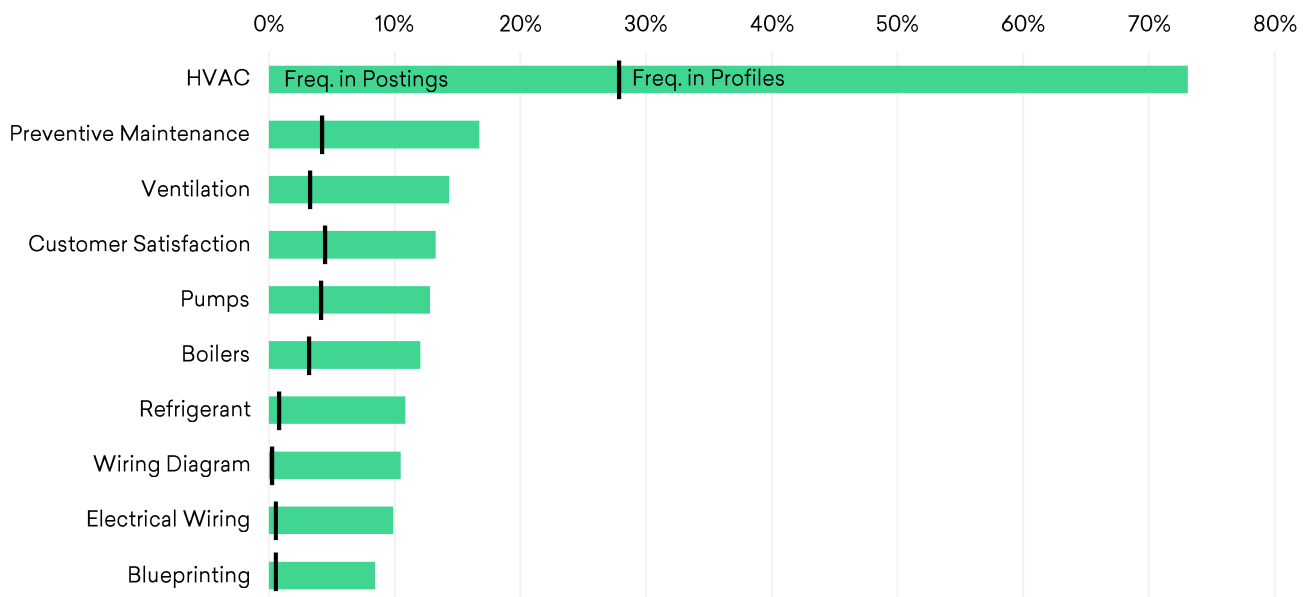
HVAC Refrigeration Technicians is the most posted for job title in the HVAC & Refrigeration Technician occupation group

Sears Holdings Corporation is the largest job poster in the HVAC & Refrigeration Technician occupation group

JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
HVAC Refrigeration Technicians	459	4 : 1	36 days
HVAC Service Technicians	228	5 : 1	51 days
Appliance Repair Technicians	127	6 : 1	38 days
Heating, Ventilation, & Air Conditioning (HVAC) Mechanics	49	7 : 1	58 days
Maintenance Technicians (Installation, Maintenance, & Repair)	41	4 : 1	52 days
Instrumentation Technicians (Architecture & Engineering)	38	6 : 1	32 days
Instrumentation Technicians (Installation, Maintenance, & Repair)	36	5 : 1	46 days
Service Technicians	31	9 : 1	34 days
Maintenance Mechanics	29	4 : 1	62 days
Commercial Service Technicians	28	5 : 1	51 days

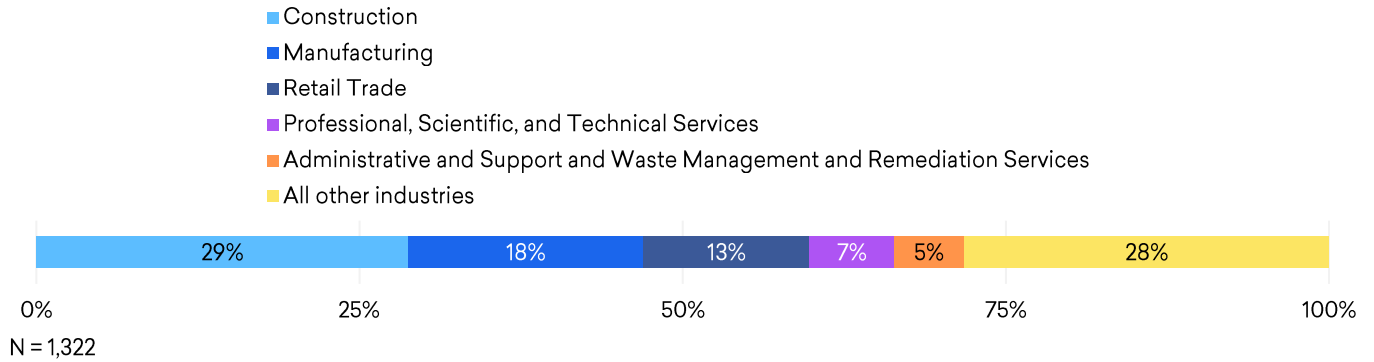
COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Sears Holdings Corporation	65	12 : 1	45 days
Puls Inc	28	9 : 1	23 days
Lennox International Inc.	27	9 : 1	65 days
Hunton Inc	25	3 : 1	70 days
American Residential Services LLC	23	11 : 1	32 days
Eco Services Operations LLC	19	5 : 1	31 days
Service Experts Heating & Air Conditioning LLC	17	3 : 1	41 days
Centria, Inc.	17	9 : 1	36 days
Cary Services Inc	17	9 : 1	62 days
The Way Inc	16	4 : 1	61 days

HVAC and **Preventive Maintenance** skills are the most requested skills in HVAC & Refrigeration Technician postings, but they are underrepresented among the group's resumé and profiles.

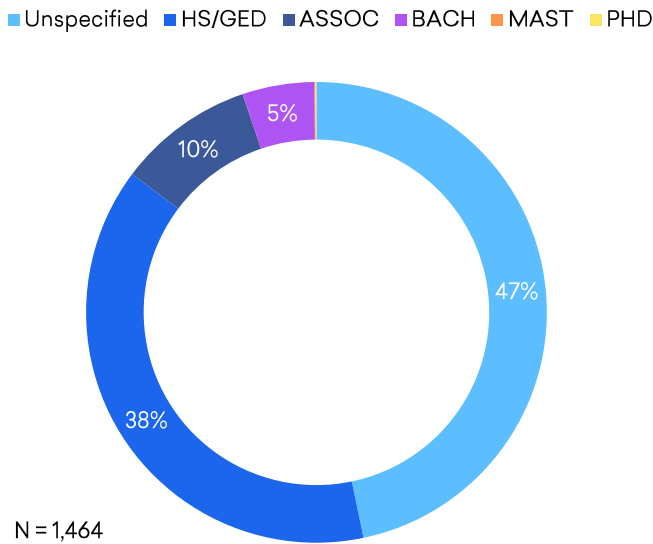


Source: Emsi Job Posting Analytics January 2019 to December 2019.

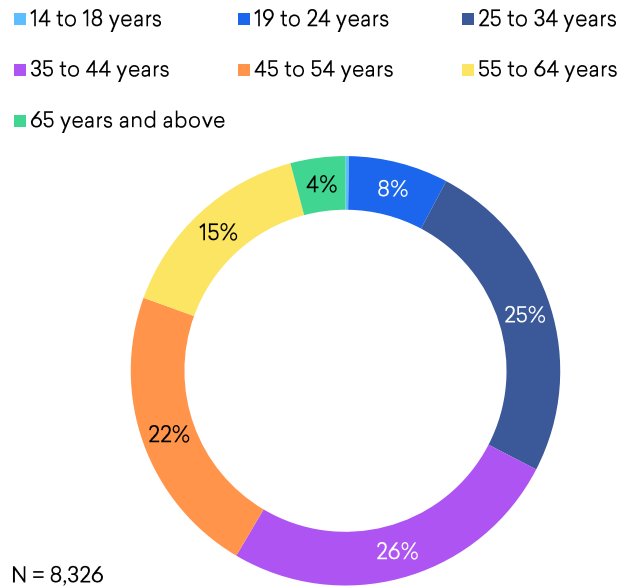
The largest portion of HVAC & Refrigeration Technician postings – **29%** – are from companies in the **Construction** industry sector



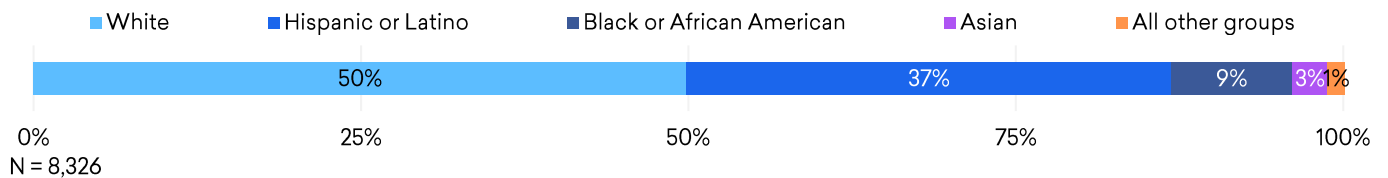
HVAC & Refrigeration Technician postings are most likely to require a **high school diploma or GED** when an education level is not specified



20% of the people employed in the HVAC & Refrigeration Technician occupation group are **55 years and above**



50% of those employed in the HVAC & Refrigeration Technician occupation group are White, and **37%** are Hispanic or Latino



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



LICENSED PRACTICAL & LICENSED VOCATIONAL NURSES

2,225

7:1

37 days

Unique Postings
16,238 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **16,238** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **2,225** were unique
- Ratio of total to unique postings is **7 to 1**, meaning that for every 7 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties	Unique Postings (Jan 2019 – Dec 2019)
Harris County, TX	2,125
Liberty County, TX	80
Chambers County, TX	20

Top 5 most recent postings:

- Licensed Vocational Nurses (LVN) – Memorial Hermann Health System in Houston, TX
- Licensed Practical Nurses (LPN) – Kindred Healthcare, Inc. in Spring, TX
- Licensed Vocational Nurses (LVN) – Harris Health System in Houston, TX
- Licensed Vocational Nurses (LVN) – Pathfinder Home Health in Spring, TX
- Licensed Practical Nurses (LPN) – Diversicare Healthcare Services, Inc. in Humble, TX

Licensed Vocational Nurses and **Licensed Practical Nurses**, as job qualifications, appear in a combined total of **2,679** postings for the Licensed Practical & Licensed Vocational Nurses occupation group*

QUALIFICATION	POSTINGS WITH QUALIFICATION	QUALIFICATION	POSTINGS WITH QUALIFICATION
Licensed Vocational Nurses	1,771	Licensed Social Worker	8
Licensed Practical Nurse	908	Certified Medical Assistant	7
Certified Nursing Assistant	112	Wound Care Certification	7
Nurse Practitioner	99	Advanced Emergency Medical Technician (AEMT)	6
IV (Intravenous) Certification	93	National Council Licensure Examination	6
Advanced Practice Registered Nurse	49	Patient Care Technician	5
Advanced Pediatric Life Support	20	Advanced Life Support	4
Associate Degree in Nursing	18	Certified Clinical Medical Assistant	4

* The Licensed Practical & Licensed Vocational Nurse occupation group is comprised of only licensed practical & licensed vocational nurses

Licensed Vocational Nurses and Licensed Practical Nurses are the most posted for job titles among postings for the occupation group

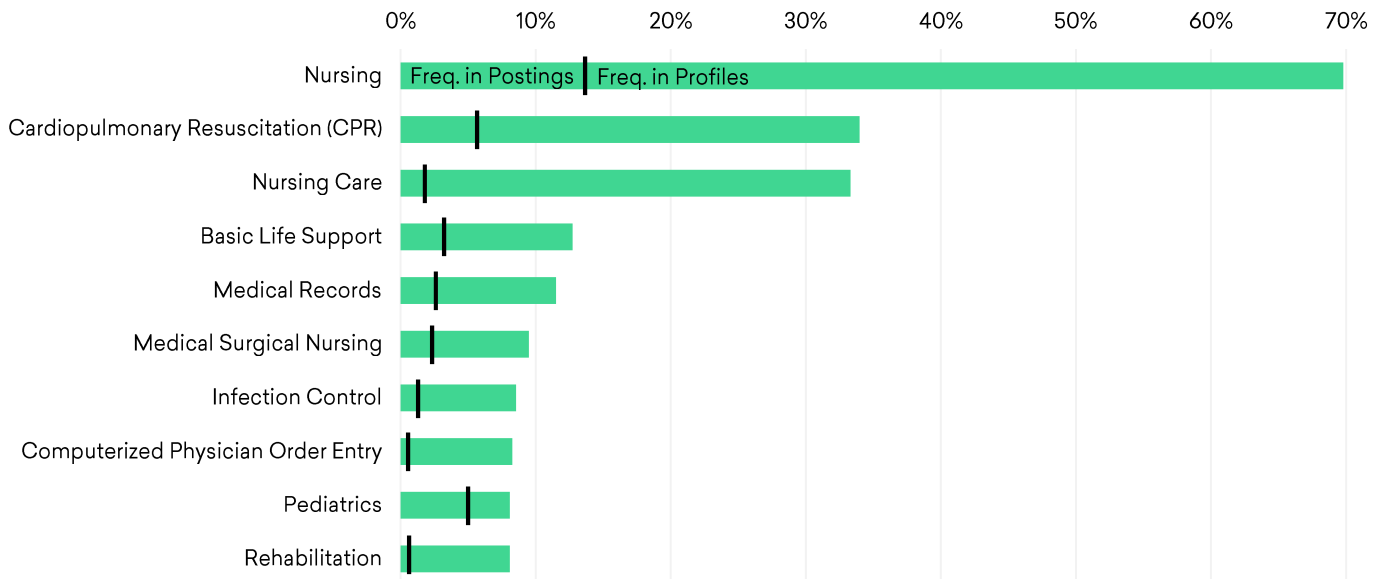
Avecina Health Care is the largest job poster for the Licensed Practical & Licensed Vocational Nurses occupation group

JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Licensed Vocational Nurses (LVN)	1,100	8 : 1	39 days
Licensed Practical Nurses (LPN)	456	6 : 1	37 days
Registered Nurses	86	9 : 1	38 days
Home Health Nurses	71	6 : 1	33 days
Office Assistants	71	10 : 1	40 days
Charge Nurses	27	2 : 1	24 days
Nurse Technicians	21	14 : 1	35 days
Field Nurses	15	8 : 1	24 days
Rehabilitation Technicians (Healthcare Practitioners & Technical)	14	25 : 1	48 days
Wound Care Nurses	12	6 : 1	14 days

COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Avecina Health Care Inc	123	10 : 1	42 days
Kelsey Seybold Clinic	98	12 : 1	47 days
Memorial Hermann Health System	75	5 : 1	18 days
HCA Holdings, Inc.	71	11 : 1	40 days
Davita Inc.	61	13 : 1	49 days
CVS Health Corporation	53	11 : 1	28 days
Fresenius Medical Care	47	11 : 1	62 days
University of Texas Medical Branch at Galveston	45	8 : 1	26 days
Encompass Health Partners, LLC	42	11 : 1	42 days
Harris Health System	41	5 : 1	46 days

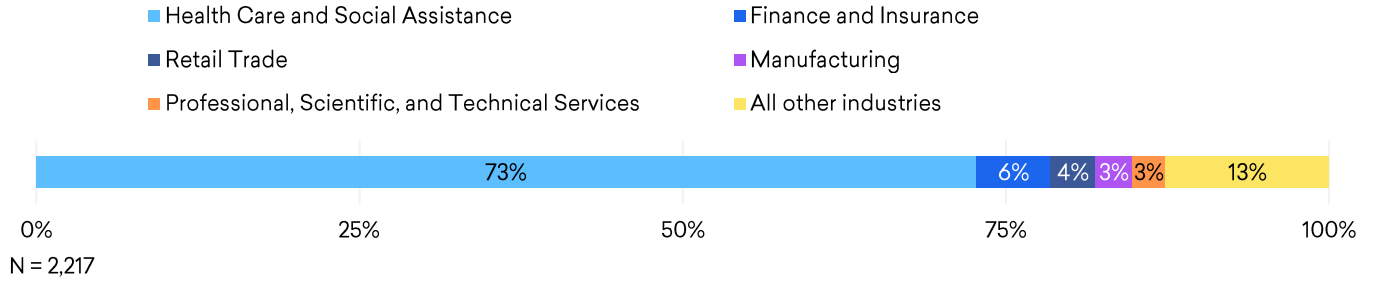
Nursing is the most requested skill in Licensed Practical & Licensed Vocational Nurses postings.

Cardiopulmonary Resuscitation (CPR) is also frequently requested by job posters, but underrepresented among the group's resumé's and profiles.

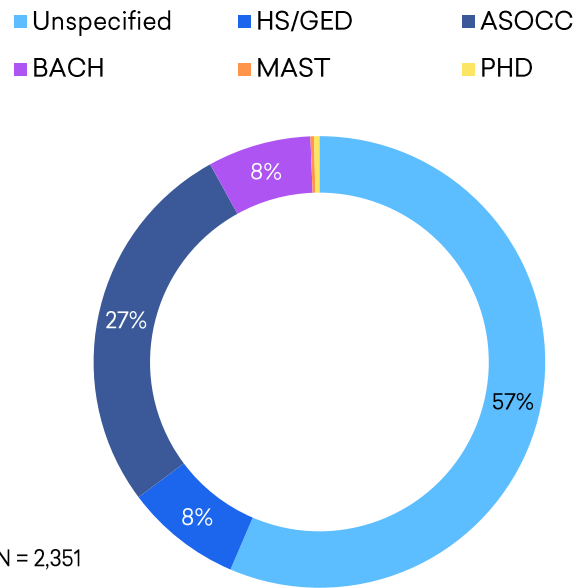


Source: Emsi Job Posting Analytics January 2019 to December 2019.

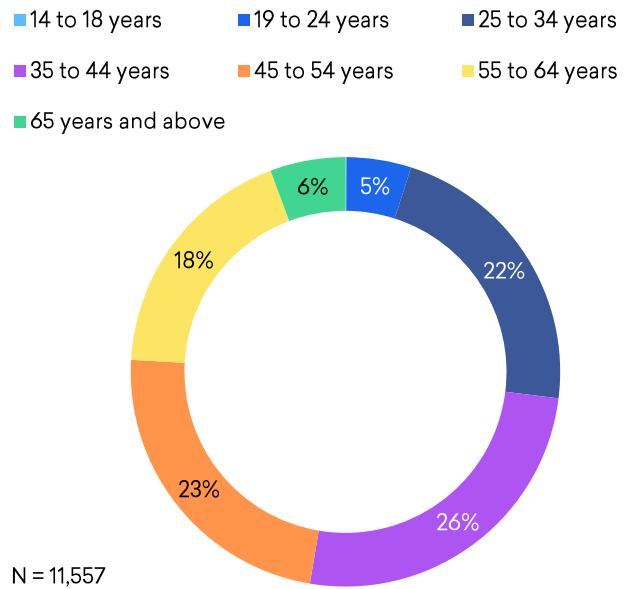
The largest portion of Licensed Practical & Licensed Vocational Nurses postings – **73%** – are from companies in the **Health Care & Social Assistance** industry sector



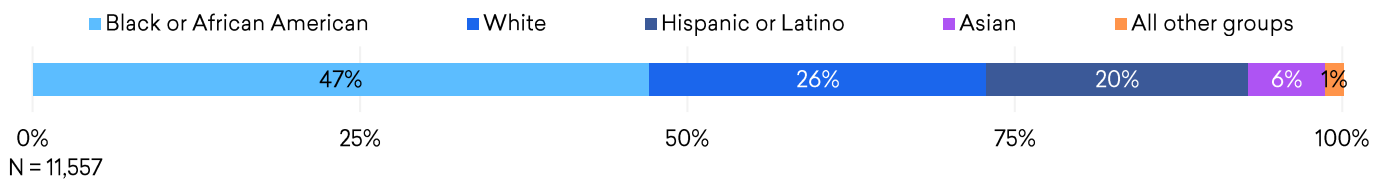
Licensed Practical & Licensed Vocational Nurses postings are most likely to require an **associate degree** when an education level is not specified



24% of the people employed in the Licensed Practical & Licensed Vocational Nurses occupation group are **55 years and above**



47% of those employed in the Licensed Practical & Licensed Vocational Nurses occupation group are Black or African American, **26%** are White, and **20%** are Hispanic or Latino





MACHINISTS

2,427

5 : 1

37 days

Unique Postings
12,119 Total Postings

Posting Intensity
Regional Average: 5 : 1

Median Posting Duration
Regional Average: 32 days

- **12,119** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **2,427** were unique
- Ratio of total to unique postings is **5 to 1**, meaning that for every 5 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX

2,390

Liberty County, TX

21

Chambers County, TX

16

Top 5 most recent postings:

- Production Operators – AlSCO Inc. in Houston, TX
- Maintenance Machinists (Installation, Maintenance, and Repair) – The Advisory Board Company in Houston, TX
- Maintenance Workers – United States Steel Corporation in Houston, TX
- Maintenance Coordinators – Hexion Inc. in Deer Park, TX
- Press Operators – C & S Metal Fabricating, Inc in Houston, TX

Machinists is the most posted for occupation in the Machinists occupation group among the group's 16 occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Machinists	4,971	1,013	41.7%	5 : 1	37 days
Industrial Machinery Mechanics	5,088	922	38.0%	6 : 1	39 days
Computer-Controlled Machine Tool Operators, Metal and Plastic	966	214	8.8%	5 : 1	33 days
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	408	113	4.7%	4 : 1	35 days
Millwrights	260	71	2.9%	4 : 1	34 days
All other occupations*	426	94	3.9%	5 : 1	--

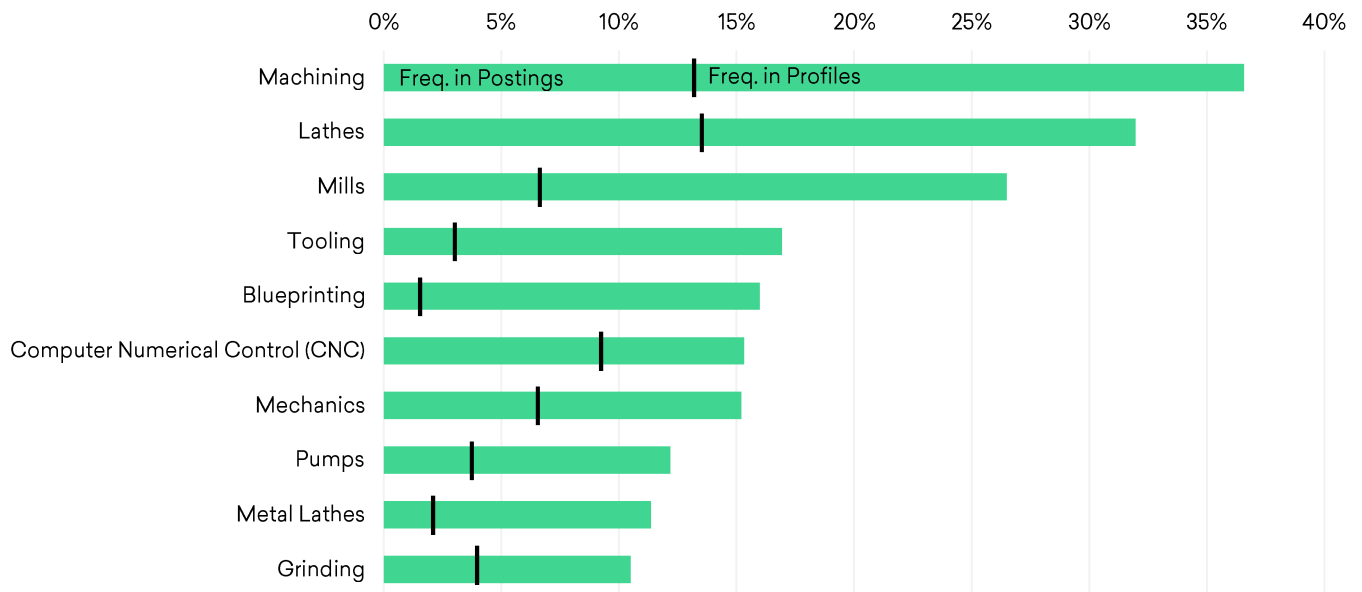
* All other occupations include postings for rolling machine setters, operators, & tenders, metal & plastic (31 unique postings); extruding & drawing machine setters, operators, & tenders, metal & plastic (17); heat treating equipment setters, operators, & tenders, metal & plastic (15); grinding, lapping, polishing, & buffing machine tool setters, operators, & tenders, metal & plastic (10); lathe & turning machine tool setters, operators, & tenders, metal and plastic (7); milling & planing machine setters, operators, & tenders, metal & plastic (4); maintenance workers, machinery (3); multiple machine tool setters, operators, & tenders, metal & plastic (3); forging machine setters, operators, & tenders, metal & plastic (2); drilling & boring machine tool setters, operators, & tenders, metal & plastic (1); and layout workers, metal & plastic (1).

CNC Machinists and **Maintenance Mechanics** are the most posted for job titles in the Machinists occupation group

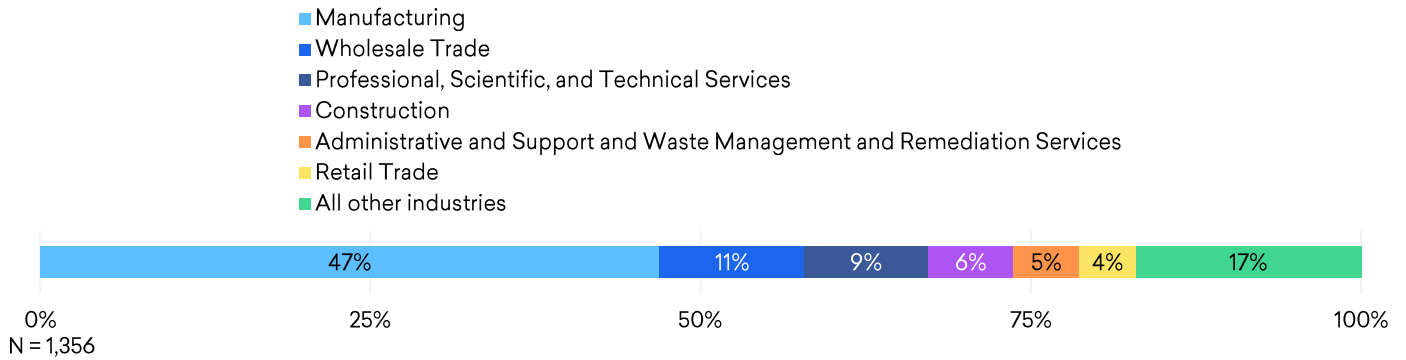
Baker Hughes Company is the largest job poster in the Machinists occupation group

JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION	COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
CNC Machinists	894	5 : 1	38 days	Baker Hughes Company	79	15 : 1	53 days
Maintenance Mechanics	225	5 : 1	38 days	Dxp Enterprises, Inc.	59	7 : 1	60 days
CNC Operators	104	3 : 1	27 days	Sulzer Chemtech Usa, Inc.	50	3 : 1	69 days
Maintenance Technicians (Installation, Maintenance, & Repair)	99	6 : 1	39 days	Flowserve Corporation	41	8 : 1	72 days
Press Operators	92	3 : 1	36 days	General Electric Company	35	10 : 1	62 days
Maintenance Millwrights	91	4 : 1	35 days	National Oilwell Varco, Inc.	33	4 : 1	44 days
Field Service Technicians	71	5 : 1	33 days	Siemens AG	31	6 : 1	33 days
Machine Operators (Production)	56	6 : 1	52 days	Army National Guard	25	10 : 1	47 days
Maintenance Machinists (Installation, Maintenance, & Repair)	31	3 : 1	35 days	Weldfit Corporation	25	3 : 1	32 days
Tool Makers	29	4 : 1	26 days	Vallourec, Inc.	24	4 : 1	47 days

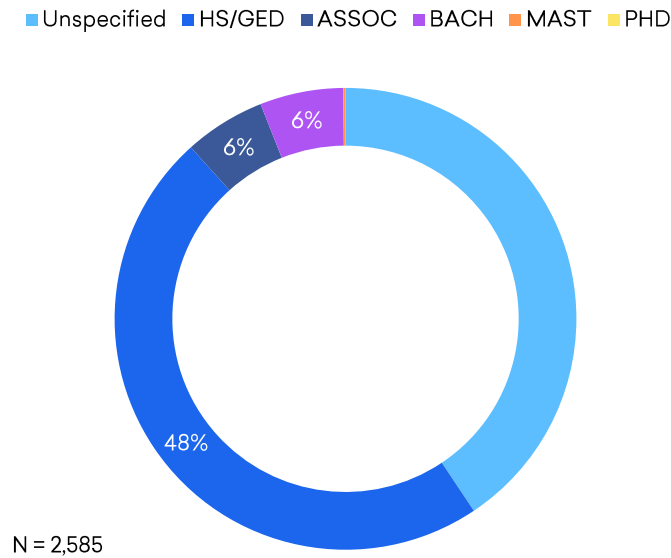
Machining and **Lathes** skills are the most requested skills in Machinists postings, but they are underrepresented among the group's resumé and profiles.



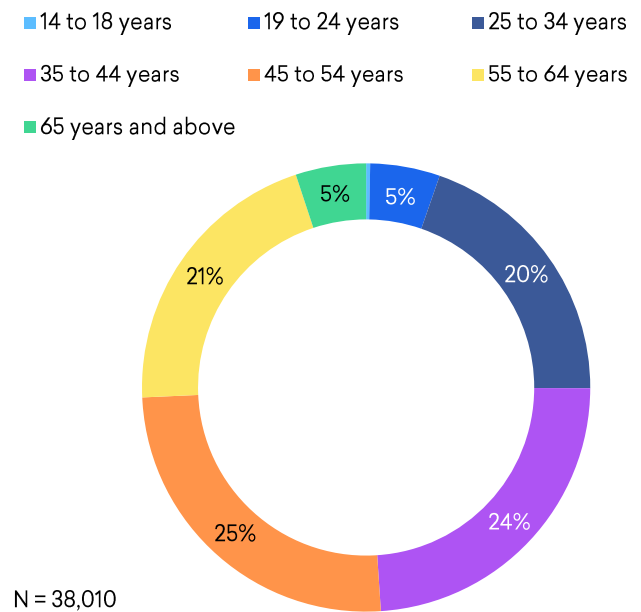
The largest portion of Machinists postings – **47%** – are from companies in the **Manufacturing** industry sector



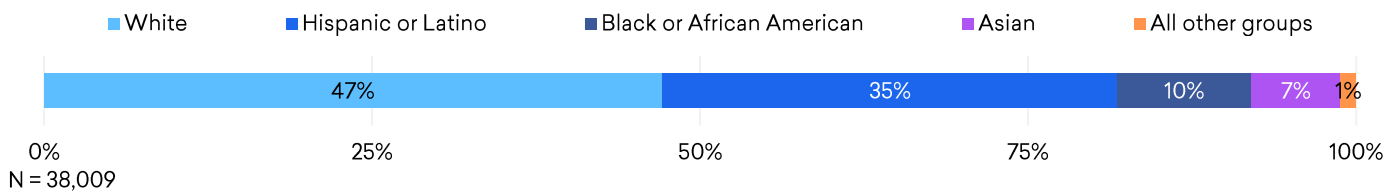
Machinists postings are likely to require a **high school diploma or GED** when an education level is not specified



26% of the people employed in the Machinists occupation group are **55 years and above**



47% of those employed in the Machinists occupation group are **White**, and **35%** are **Hispanic or Latino**





POWER & ELECTRICAL TECHNICIANS

2,269

4 : 1

34 days

Unique Postings
9,899 Total Postings

Posting Intensity
Regional Average: 5 : 1

Median Posting Duration
Regional Average: 32 days

- **9,899** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **2,269** were unique
- Ratio of total to unique postings is **4 to 1**, meaning that for every 4 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **below average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX

2,214

Chambers County, TX

40

Liberty County, TX

15

Top 5 most recent postings:

- Electrical Installers – 4d Signworx, L.L.C. in Houston, TX
- Systems Supervisors (Installation, Maintenance, and Repair) – McDermott International, Inc. in Houston, TX
- Crew Chiefs (Installation, Maintenance, and Repair) – McDermott International, Inc. in Houston, TX
- Electricians – Army National Guard in Houston, TX
- Electrical Apprentices – AMC Electric LLC in Houston, TX

Electricians and **electrical & electronics engineering technicians** are the most posted for occupations in the Power & Electrical Technician occupation group among the group's seven occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Electricians	4,959	1,285	56.6%	4 : 1	35 days
Electrical and Electronics Engineering Technicians	4,043	800	35.3%	5 : 1	33 days
Helpers--Electricians	220	67	3.0%	3 : 1	22 days
Solar Photovoltaic Installers	168	35	1.5%	5 : 1	18 days
Power Plant Operators	141	34	1.5%	4 : 1	61 days
All other occupations*	368	48	2.1%	8 : 1	--

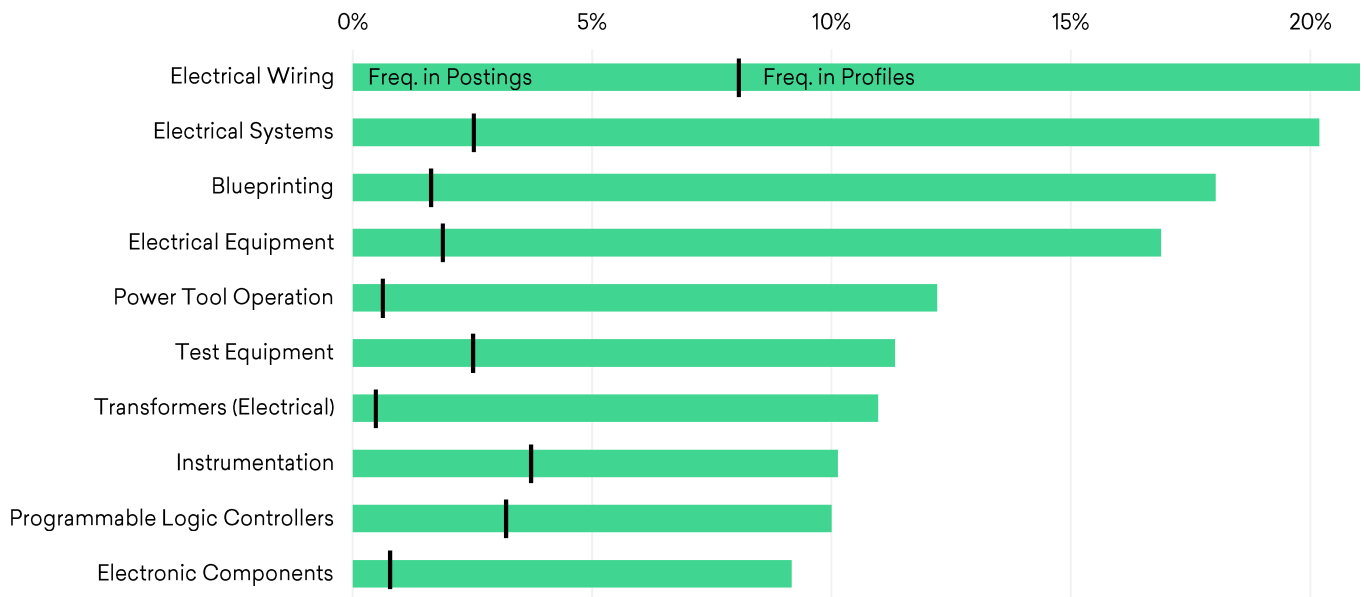
* All other occupations include postings for electrical power-line installers & repairers (28 unique postings) and electrical & electronics repairers, powerhouse, substation, & relay (20).

Electricians and **Journeyman Electricians** are the most posted for job titles in the Power & Electrical Technician occupation group

Kbr, Inc. and **UT Health** are the largest job posters in the Power & Electrical Technician occupation group

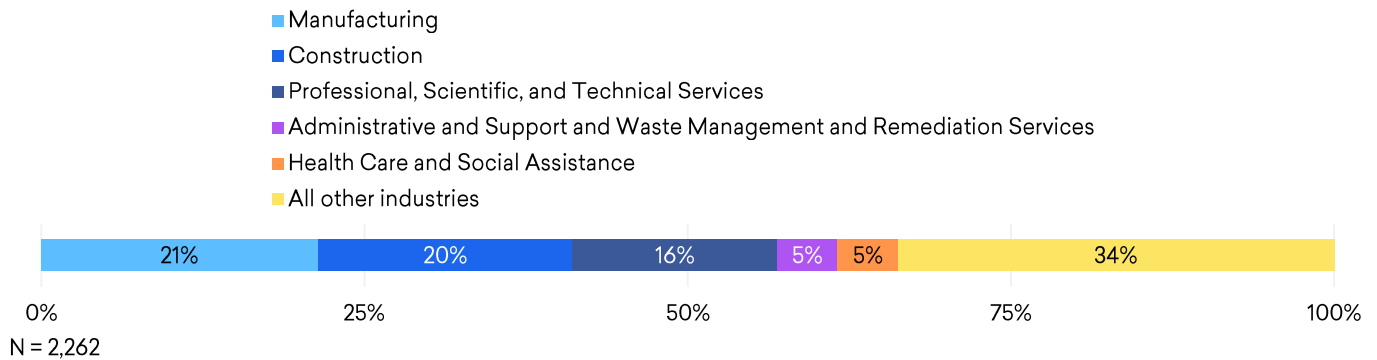
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION	COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Electricians	238	6 : 1	40 days	Kbr, Inc.	34	3 : 1	40 days
Journeyman Electricians	200	0 : 1	35 days	UT Health	24	7 : 1	42 days
Electronics Technicians	135	0 : 1	30 days	McDermott International, Inc.	24	5 : 1	71 days
Engineering Technicians (Architecture & Engineering)	99	0 : 1	31 days	les Commercial & Industrial, LLC	24	6 : 1	36 days
Electrician Apprentices	97	0 : 1	31 days	Clear Electrical Solutions LLC	23	6 : 1	42 days
Maintenance Electricians (Installation, Maintenance, & Repair)	91	0 : 1	35 days	Jacobs Engineering Group Inc.	19	11 : 1	41 days
Service Electricians	65	0 : 1	35 days	Army National Guard	19	12 : 1	52 days
Electrical Technicians	53	0 : 1	33 days	City of Houston	19	6 : 1	39 days
Industrial Electricians	49	0 : 1	34 days	Baker Hughes Company	19	10 : 1	44 days
Instrumentation Technicians (Architecture & Engineering)	47	0 : 1	34 days	Universal Home Care Inc	18	5 : 1	41 days

Electrical Wiring and **Electrical System** skills are the most requested skills in Power & Electrical Technician postings, but they are underrepresented among the group's resumé and profiles.

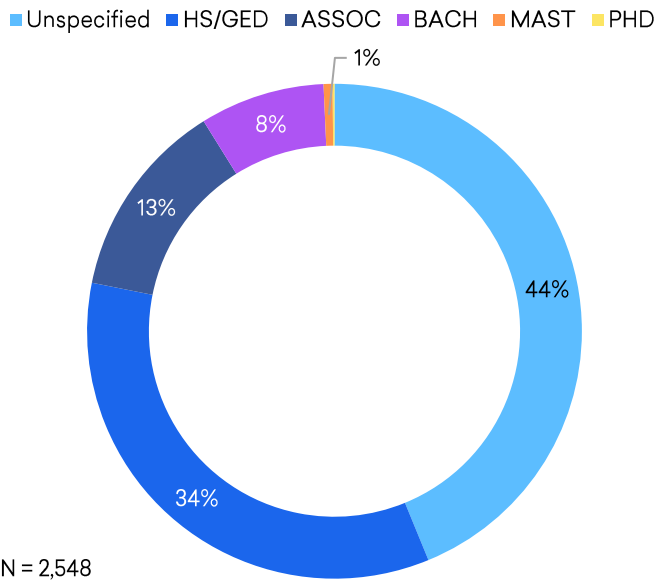


Source: Emsi Job Posting Analytics January 2019 to December 2019.

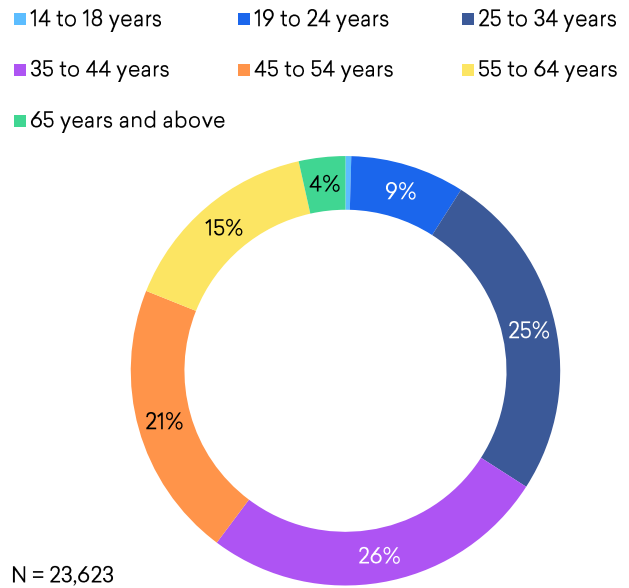
The largest portion of Power & Electrical Technician postings – **21%** – are from companies in the **Manufacturing** industry sector, followed closely by companies in the **Construction** industry sector (**20%**)



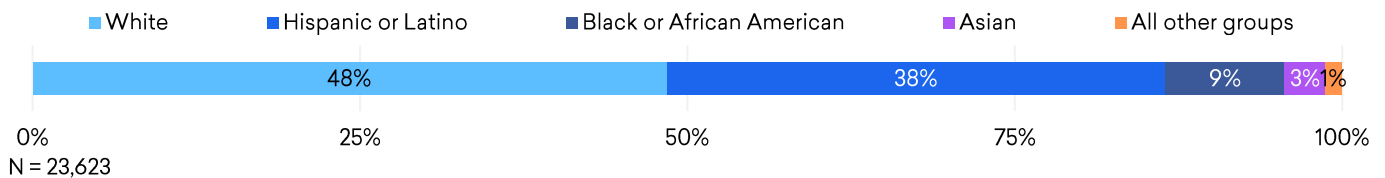
Power & Electrical Technician postings are most likely to require a **high school diploma or GED** when an education level is not specified



19% of the people employed in the Power & Electrical Technician occupation group are **55 years and above**



48% of those employed in the Power & Electrical Technician occupation group are **White**, and **38%** are **Hispanic or Latino**



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



REGISTERED NURSES, BACHELOR'S DEGREE

11,182

10:1

32 days

Unique Postings
115,304 Total Postings

Posting Intensity
Regional Average: 5:1

Median Posting Duration
Regional Average: 32 days

- **115,304** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **11,182** were unique
- Ratio of total to unique postings is **10 to 1**, meaning that for every 10 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **above average effort** toward hiring for the occupation group



Counties	Unique Postings (Jan 2019 – Dec 2019)
Harris County, TX	11,076
Liberty County, TX	67
Chambers County, TX	39

Top 5 most recent postings:

- Post-Anesthesia Care unit (PACU) Nurses – United Surgical Partners International, Inc. in Houston, TX
- Intensive Care Unit (ICU) Nurses – Memorial Hermann Health System in Houston, TX
- Nurse Managers (Management) – Memorial Hermann Health System in Houston, TX
- Registered Nurses – HCA Holdings, Inc. in Houston, TX
- Nurse Supervisors – Cornerstone Healthcare Group Holding, Inc. in Houston, TX

Bachelor of Science in Nursing (BSN), as a job qualification, appears in **4,345** of the postings for the Registered Nurses occupation group at the bachelor's degree level

QUALIFICATION	POSTINGS WITH QUALIFICATION	QUALIFICATION	POSTINGS WITH QUALIFICATION
Bachelor of Science in Nursing (BSN)	4,345	Trauma Nurse Core Course (TNCC)	176
Associate Degree in Nursing	1,722	CNOR Certification	141
ANCC Certified	684	Neonatal Nurse Practitioner	138
Licensed Vocational Nurses	427	Critical Care Registered Nurse (CCRN)	127
Licensed Practical Nurse	331	Emergency Nurse Pediatric Course (ENPC)	126
Certified Nephrology Nurse	212	Nurse Practitioner	119
Certified Case Manager	211	Certified Rehabilitation Registered Nurse	117
Certified Dialysis Nurse	210	Registered Dietitian (RD/RDN)	113

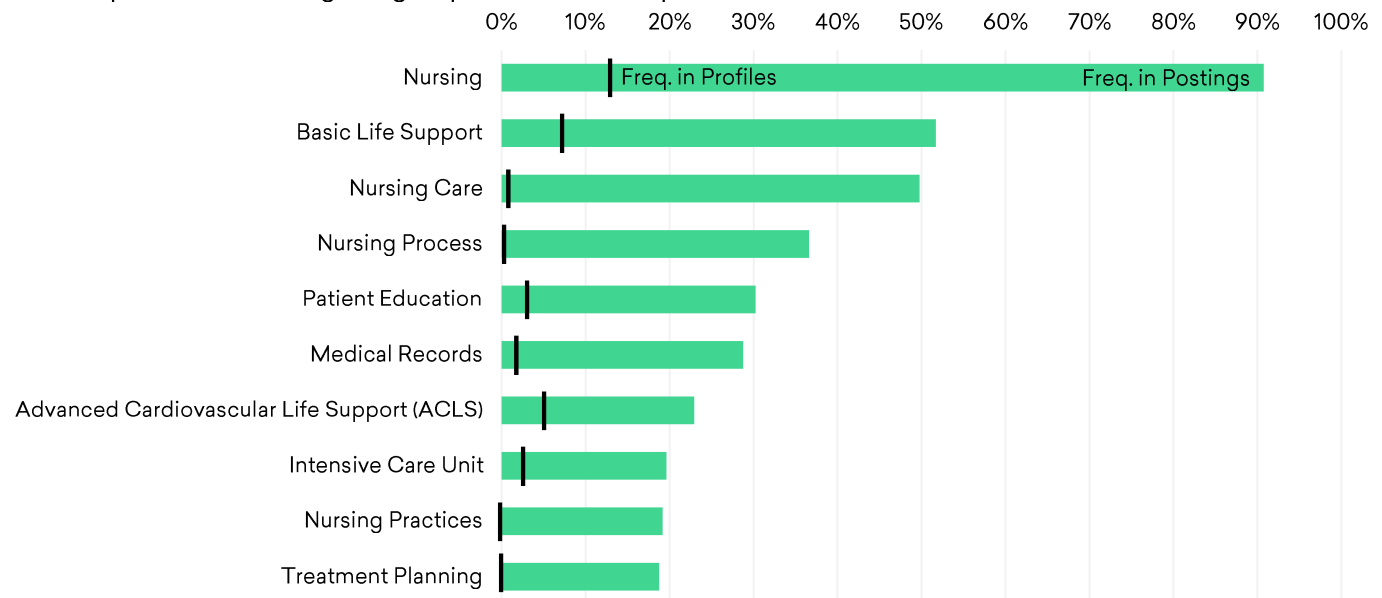
* The Registered Nurses, Bachelor's Degree occupation group is comprised of only registered nurses.

Registered Nurses is the most posted for job title among postings for the Registered Nurses occupation group at the bachelor's degree level

The **Memorial Hermann Health System** is the largest job poster for the Registered Nurses occupation group at the bachelor's degree level

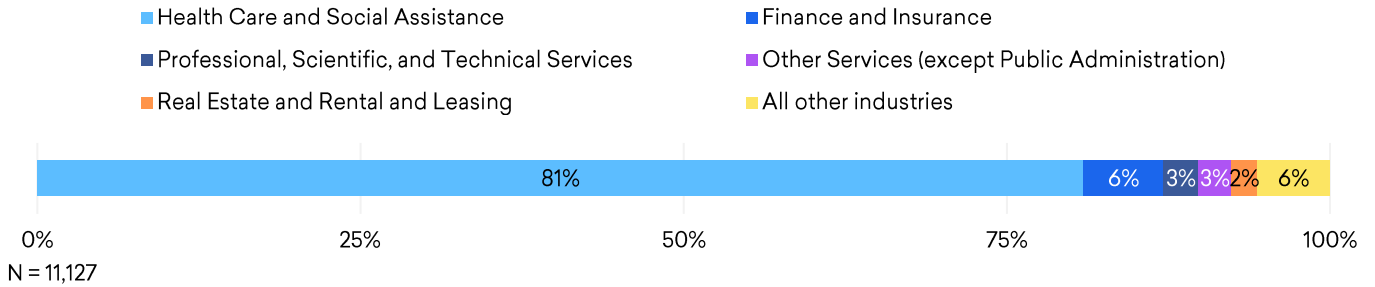
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION	COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Registered Nurses	5,382	11 : 1	29 days	Memorial Hermann Health System	2,146	7 : 1	24 days
Intensive Care Unit (ICU) Nurses	425	10 : 1	22 days	Houston Methodist	1,142	14 : 1	17 days
Case Managers (Healthcare Practitioners & Technical)	279	10 : 1	42 days	HCA Holdings, Inc.	947	17 : 1	47 days
Nurse Clinicians	251	11 : 1	22 days	University of Texas M D Anderson Cancer Center	351	12 : 1	48 days
Nurse Managers (Healthcare Practitioners & Technical)	204	12 : 1	42 days	Kindred Healthcare, Inc.	333	14 : 1	53 days
Emergency Room (ER) Nurses	196	10 : 1	30 days	University of Texas Medical Branch at Galveston	306	10 : 1	23 days
Staff Nurses	184	9 : 1	41 days	Catholic Health Initiatives	263	12 : 1	41 days
Charge Nurses	167	16 : 1	32 days	Christus Health	238	7 : 1	15 days
Clinical Nurses	156	11 : 1	31 days	Texas Children's Hospital	219	5 : 1	53 days
Clinical Coordinators (Healthcare Practitioners & Technical)	156	11 : 1	31 days	Davita Inc.	205	16 : 1	45 days

Nursing is the most requested skill in bachelor's degree level Registered Nurses postings, but underrepresented among the group's resumés and profiles.

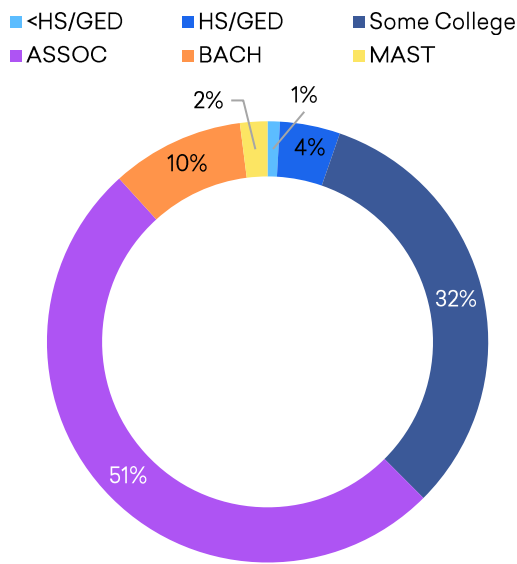


Source: Emsi Job Posting Analytics January 2019 to December 2019.

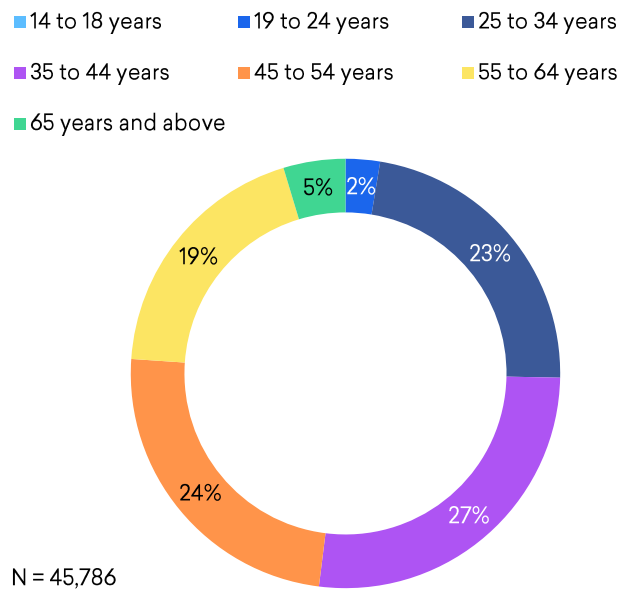
The largest portion of Registered Nurses postings – **81%** – are from companies in the **Health Care & Social Assistance** industry sector



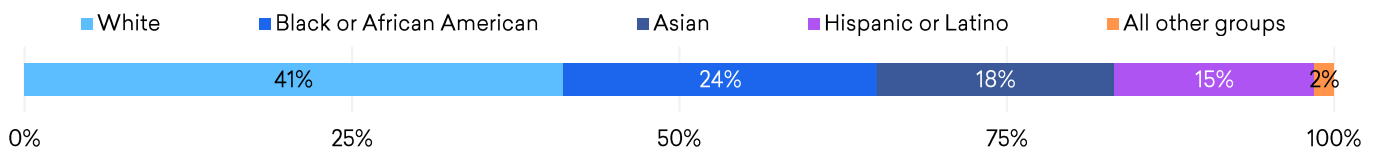
For adults 25 and older employed in the Registered Nurses occupation group, **51%** have an **associate degree** level of education



24% of the people employed in the Registered Nurses occupation group are **55 years and above**



41% of those employed in the Registered Nurses occupation group are White, and **24%** are Black or African American



Source: Emsi Job Posting Analytics January 2019 to December 2019. Emsi Employees & Self-Employed 2020.2.



WELDING

1,122

4 : 1

33 days

Unique Postings
4,211 Total Postings

Posting Intensity
Regional Average: 5 : 1

Median Posting Duration
Regional Average: 32 days

- **4,211** total job postings in the Lee College Service Area from Jan 2019 to Dec 2019, of which **1,122** were unique
- Ratio of total to unique postings is **4 to 1**, meaning that for every 4 postings there is 1 unique job posting
- Posting intensity for all other occupations and companies in the Lee College Service Area is 5 to 1, indicating that they are putting **below average effort** toward hiring for the occupation group



Counties

Unique Postings (Jan 2019 – Dec 2019)

Harris County, TX	1,072
Chambers County, TX	26
Liberty County, TX	24

Top 5 most recent postings:

- Welders (Production) – Ellwood Group, Inc. in Houston, TX
- Welders (Production) – Nov Wellbore Technologies in Houston, TX
- Fabricators – C & S Metal Fabricating, Inc in Houston, TX
- Welders (Production) – Waste Management, Inc. in Spring, TX
- Manufacturing Operators – Pls Trades LLC in Houston, TX

Welders, cutters, solderers, & brazers is the most posted for occupation in the Welding occupation group among the group's seven occupations

OCCUPATION TITLE	TOTAL POSTINGS	UNIQUE POSTINGS	% UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Welders, Cutters, Solderers, and Brazers	2,835	752	67.0%	4 : 1	34 days
Sheet Metal Workers	431	129	11.5%	3 : 1	35 days
Structural Iron and Steel Workers	448	121	10.8%	4 : 1	31 days
Structural Metal Fabricators and Fitters	126	65	5.8%	2 : 1	14 days
Boilermakers	327	37	3.3%	9 : 1	30 days
All other occupations*	44	18	1.6%	2 : 1	--

* All other occupations include postings for welding, soldering, & brazing machine setters, operators, & tenders (12 unique postings); and reinforcing iron & rebar workers (6).

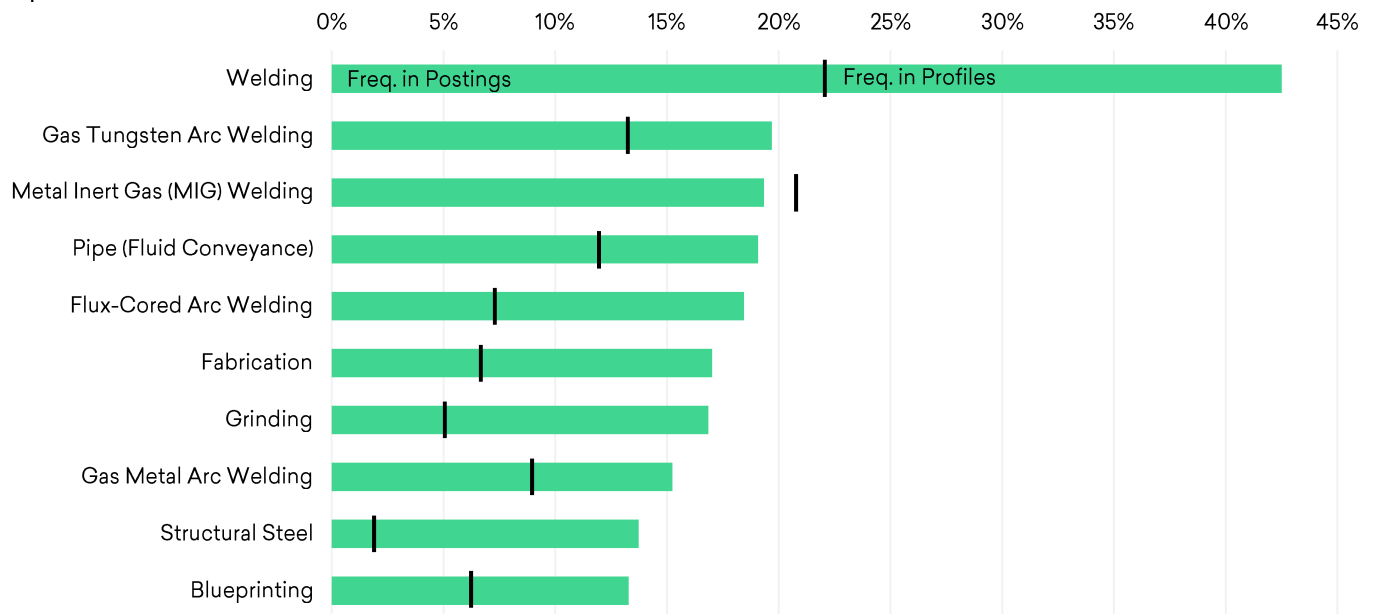
Welders, by far, is the most posted for job title in the Welding occupation group

The Worley Companies is the largest job poster in the Welding occupation group

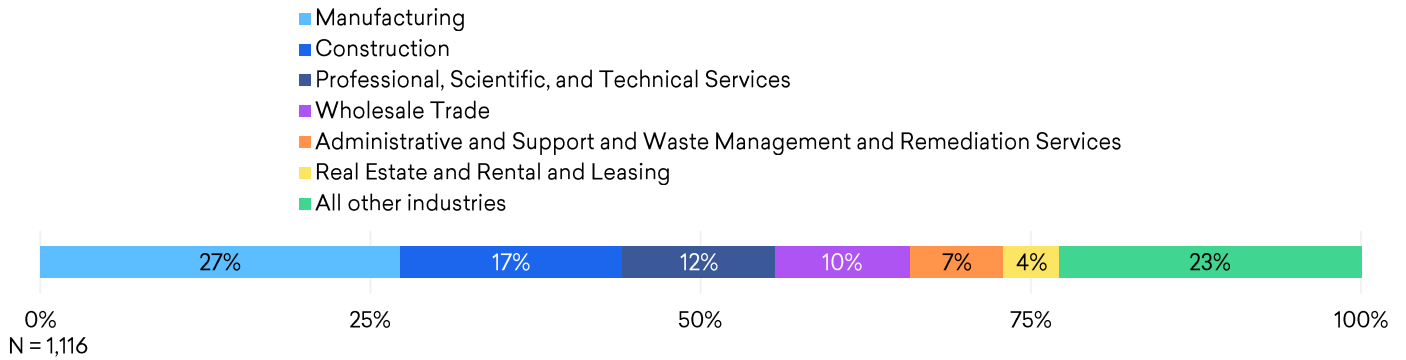
JOB TITLE	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
Welders (Production)	580	4 : 1	35 days
Iron Workers	70	4 : 1	31 days
Fabricators	55	2 : 1	10 days
Sheet Metal Mechanics	40	5 : 1	34 days
Structural Fitters	38	4 : 1	33 days
Boilermakers	28	11 : 1	33 days
Heating, Ventilation, and Air Conditioning (HVAC) Sheet Metal Installers	23	3 : 1	57 days
Sheet Metal Fabricators	20	3 : 1	27 days
Welders (Installation, Maintenance, and Repair)	20	5 : 1	49 days
Estimators (Production)	9	2 : 1	34 days

COMPANY	UNIQUE POSTINGS	POSTING INTENSITY	MEDIAN POSTING DURATION
The Worley Companies	35	9 : 1	15 days
McDermott International, Inc.	35	5 : 1	61 days
Zachry Group, LLC	20	2 : 1	29 days
Dxp Enterprises, Inc.	20	6 : 1	58 days
Jacobs Engineering Group Inc.	19	7 : 1	38 days
Kbr, Inc.	19	14 : 1	63 days
Confidential	16	3 : 1	36 days
Koch Industries, Inc.	16	4 : 1	37 days
Zachry Brands, Inc.	15	2 : 1	7 days
Services Company	14	3 : 1	30 days

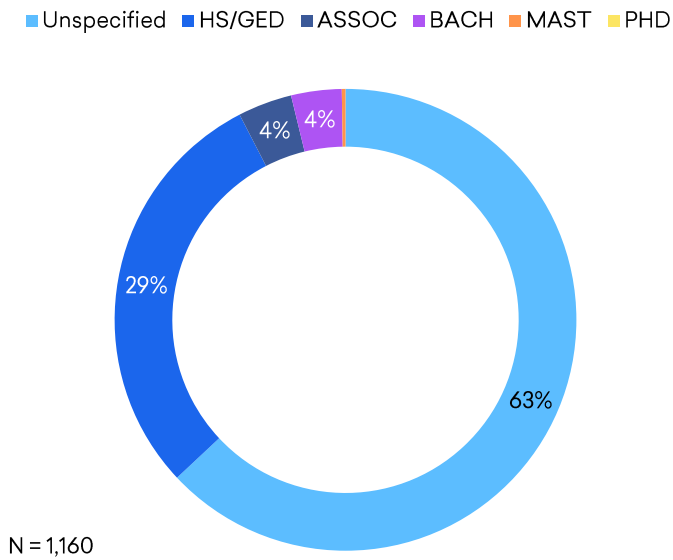
Welding is the most requested skill in Welding postings, but underrepresented among the group's resumé's and profiles.



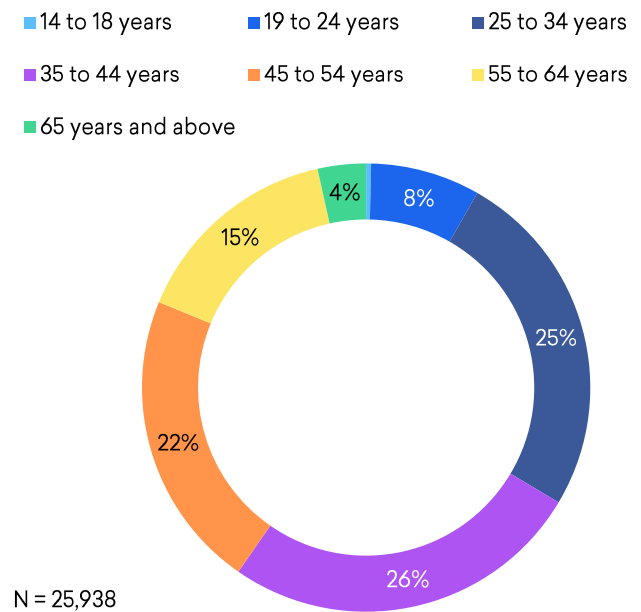
The largest portion of Welding postings – **27%** – are from companies in the **Manufacturing** industry sector



Welding postings are most likely to require a **high school diploma or GED** when an education level is not specified



19% of the people employed in the Welding occupation group are **55 years and above**



46% of those employed in the Welding occupation group are Hispanic or Latino, and **40%** are White

