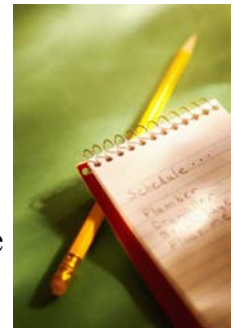


Job Vacancy Survey

New York State and local governments should fund the development of a Job Vacancy Survey (JVS) to provide regular, accurate, objective and timely information on the number and types of job vacancies, and the level of skill training employers need, in local areas across the state.

The information contained in JVS' can assist employers, public officials, workforce development staff, job trainers, and educational institutions to:

- measure employer demand for workers in local areas
- assess spatial and skill mismatches between employer needs and labor force participants
- analyze the characteristics of job vacancies, including full or part-time positions, wages and benefits offered, and education and experience requirements
- identify entry-level jobs available for welfare recipients, new labor force entrants, and students.
- determine technical education priorities and training gaps at the post-secondary school level
- identify career development opportunities and ladders for skilled and semiskilled workers
- develop workforce preparation programs and services for in-school youth and displaced workers
- provide an indicator of labor force shortages and the overall health of the local economy
- offer current labor market information for counseling students and jobseekers
- plan workforce development strategies and employment services (for job placement, retention and training) to meet needs of underemployed central city populations



* Source: *Survey of Job Openings in the Milwaukee Metropolitan Area: Week of October 20, 2003* prepared by the Employment and Training Institute School of Continuing Education, University of Wisconsin-Milwaukee

Job Vacancy Survey

Milwaukee's Job Vacancy Survey provides an estimation of the number of full and part-time jobs that were open for immediate hire based upon surveys of over two thousand employers in the metropolitan area. Below is an outline of the wealth of information contained in the JVS report—information that New York's workforce and employers would greatly benefit from.

Current labor market supply and demand:

- Predictions of an economic recovery were not in evidence; full-time jobs were at their lowest point since their JVS' were initiated in 1993
- Less than 1 in 10 area employers were hiring new or replacement workers
- Job gap between unemployed job seekers (including welfare recipients) and available full-time jobs was 16 to 1
- The largest numbers of full-time openings were in service industries (40%)
- Manufacturing full-time job openings were 17% and mostly located in 3 specific counties for specific skills (precision production, craft and repairs workers)

Workforce needs:

- Job shortages persist in health care occupations and institutions where openings made up 25% of full and part-time openings (the JVS report broke down the exact healthcare positions available)
- About 1/4 of the full-time positions required four years of college or more, and most required additional years of experience
- For those with little education, there were much fewer job openings: 8% for those with only a high school degree and 9% of job openings required no education or training requirements; most of these entry-level jobs were part-time rather than full-time AND most were located outside of the city
- Listing of the type of full and part-time positions with 100 or more openings (ranked in order of largest number of openings)

Job Vacancy Survey

Detailed analysis of wage rates compared over time:

- The report found that there was an increase in the number of part-time jobs paying less than \$6.00 an hour
- The average wage for entry-level jobs with no experience or training fell from \$8.67 in October 2002 to \$8.08 in October 2003
- The number of jobs with wages and health insurance to support families above the federal poverty level dropped—both in number and in their percentage of available jobs
- 97% of job openings for those with 4 years of college or more paid family supporting wages and health insurance; only 13% were openings where no education or experience were required
- Information on the percentage of job openings that provided health insurance coverage; as would be expected, 77% of full-time job openings provided insurance whereas only 27% of part-time openings did

How do workforce development staff, job trainers, and educational institutions make use of the JVS information?

- The City of Milwaukee uses the research to identify gaps between the city workforce and available jobs, particularly in the central city neighborhoods. Spatial mismatches are addressed through initiatives, including the Renewal Community federal tax incentive program, redevelopment of industrial sites, city residents preference programs, and support for disadvantaged business enterprises
- The public school systems uses the data for career education, planning, and student counseling
- The technical college administrators regularly review the JVS findings to identify priorities for technical training and areas in high demand by local employers
- Policy papers and technical assistance are provided on workforce development issues, including research addressing transportation and child care barriers, mapping the workforce by occupational areas, and planning for demographic changes in the labor force

Job Vacancy Survey

Job Vacancy Surveys can be used to bridge the gap between local employers and workforce development institutions such as local government agencies, training providers and educational institutions:

- A more thorough understanding of high-demand occupations can aid in local government's review of certified training programs to be offered
- Educational institutions can better plan for the development or expansion of programs in shortage occupations
- Occupation-specific or industry-specific project planning can better take place (i.e. a training provider seeking funding can customize their program to meet the needs of employers in expanding high-demand occupations)
- JVS information can be helpful to companies as a business decision-making tool
- By reaching out to employers through the survey, workforce development institutions can build employer awareness and appreciation for their workforce development efforts and services

How do we develop a Job Vacancy Survey in New York?

The Job Vacancy Statistics (JVS) Workgroup has developed a survey instrument along with sample Bureau of Labor Statistics software, data entry, data analysis and editing software, and draft Users Guide to assist states to develop a Job Vacancy Survey. Because no specific funding is available at the federal level, NYS will need to find funding sources to support JVS. Some funding options that the JVS Workgroup suggest include: Workforce Investment Act (WIA) Governor's Reserve funding, fee for service, Employment and Training Administration (ETA) Workforce Information Core Products and Services, Wagner-Peyser funds, State Penalty and Interest funds, Reed Act funds, NYS General Budget appropriation.

Source: Job Vacancy Statistics Working Group