

LABOR MARKET DIGEST

SUMMER 2018

Opportunity Inc. seeks to meet business community's need for trained and qualified workers; increase per capita income; promote greater corporate competitiveness and improve regional prosperity through initiatives that strengthen the regional workforce.

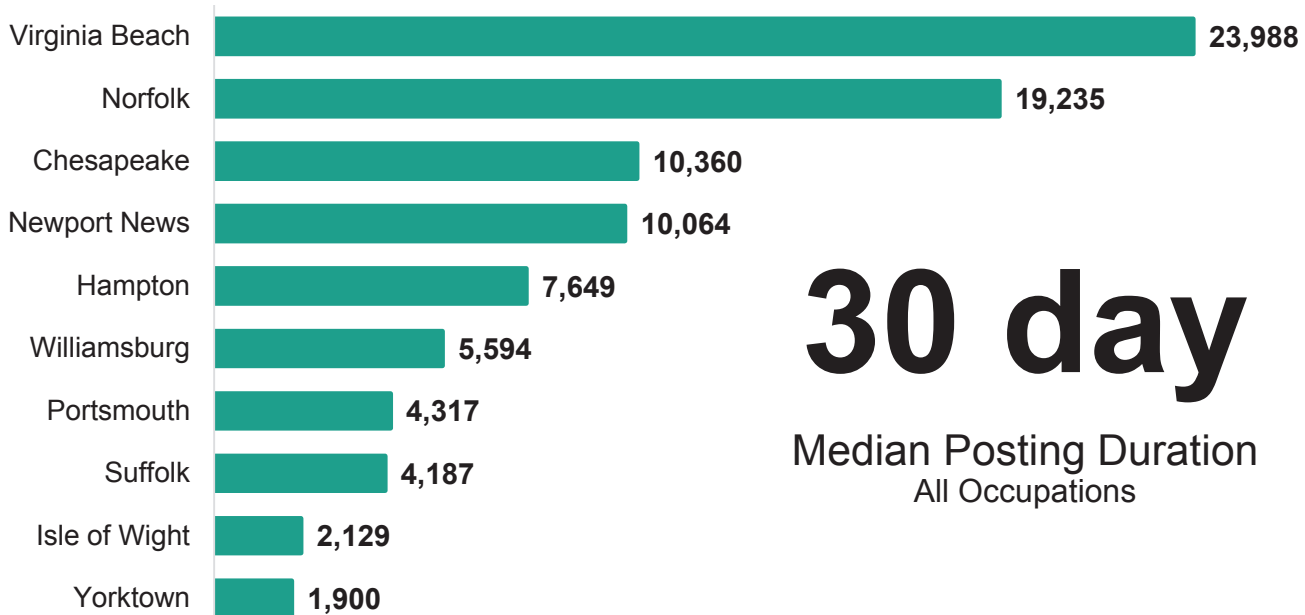
Q1 Job Posting Insights



Note: Healthcare and Transportation occupational postings reflect the quarterly average.

From January to March (Q1) of 2018, there were 95,040 unique jobs postings* within the metro area of Hampton Roads. Highlighted in the bar chart below, two-thirds of the unique postings across the region came within areas represented by Opportunity, Inc.

Unique Postings by Hampton Roads Community



30 day

Median Posting Duration
All Occupations

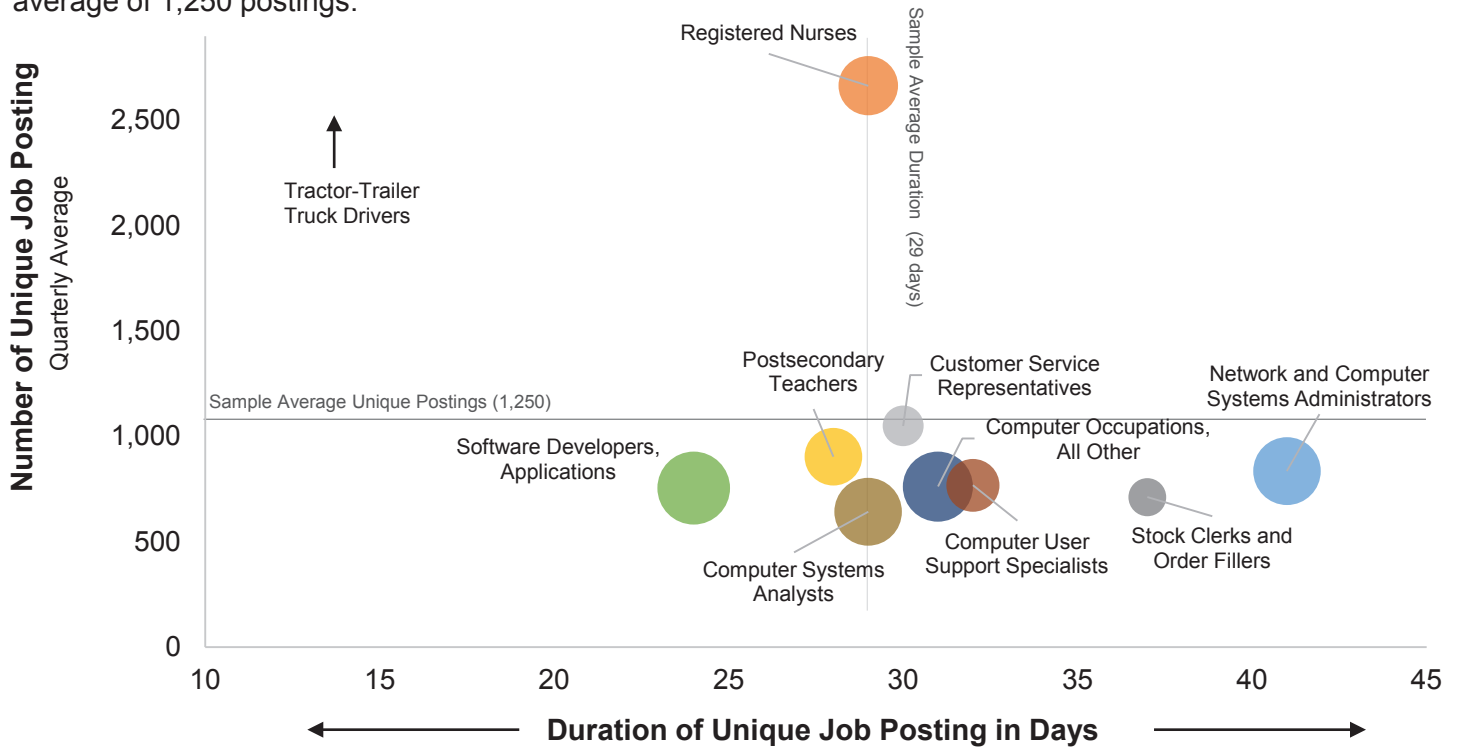
*Unique Jobs Postings denotes the number of de-duplicated job advertisements listed by different companies on career sites and job boards. De-duplication is a process job postings must go through in order to best approximate demand for certain jobs. The reason this process is so important is because employers can list one job posting on many different career sites and job boards. By itself, this non-duplicated postings number by itself is a dramatic overestimate of actual job demand.

JOB POSTINGS

Top Occupations

Q1 Top 10 Occupation Postings

Understanding the amount of unique postings for occupations paired with the duration of unique jobs postings provides valuable insight into the ease of hiring and demand for skills within the region of Hampton Roads. As shown below, the top ten occupations being advertised for have an average duration of 29 days with a quarterly average of 1,250 postings.



Size of bubble reflects the occupations regional median hourly rate.
Posting Duration is a measure of how long a posting has been active and serves as a signal of how difficult it is to fill a position.

Occupation (SOC)	Avg. Unique Postings	Posting Duration (Days)	Median Hourly Wage
Heavy and Tractor-Trailer Truck Drivers	3,473	13	\$18.90
Registered Nurses	2,665	29	\$29.68
Customer Service Representatives	1,050	30	\$14.00
Postsecondary Teachers	904	28	\$27.96
Network and Computer Systems Administrators	836	41	\$38.53
Software Developers, Applications	755	24	\$44.43
Computer Occupations, All Other	762	31	\$41.30
Computer User Support Specialists	768	32	\$23.53
Stock Clerks and Order Fillers	712	37	\$12.10
Computer Systems Analysts	643	29	\$38.51

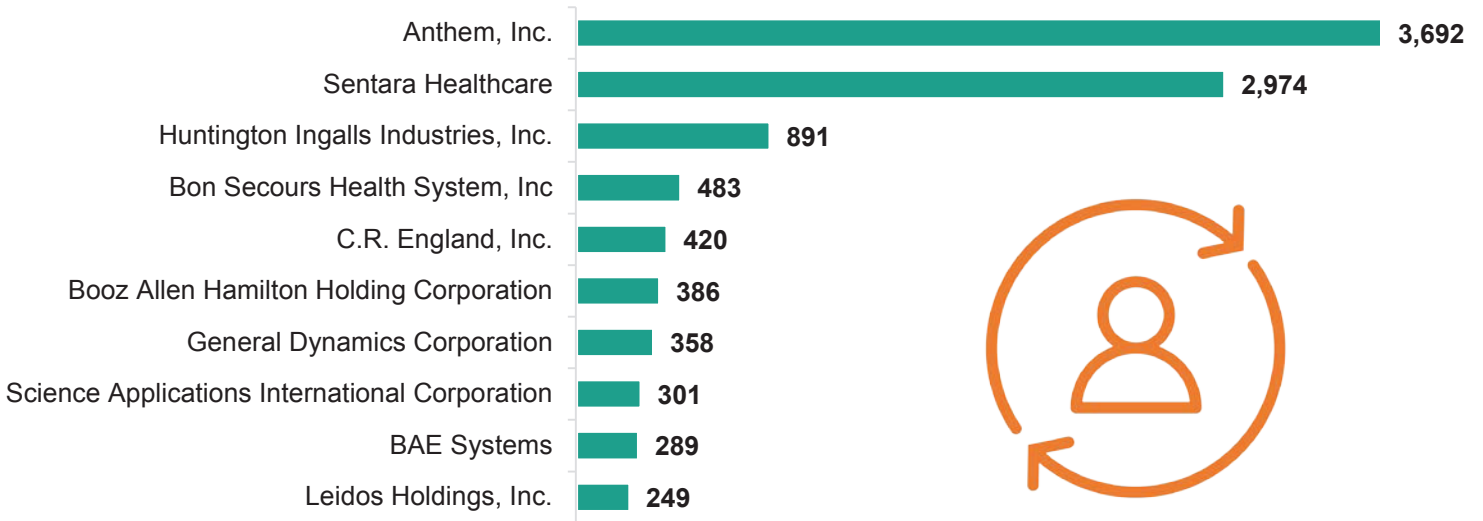
JOB POSTINGS

Top Employers

Employers Hiring

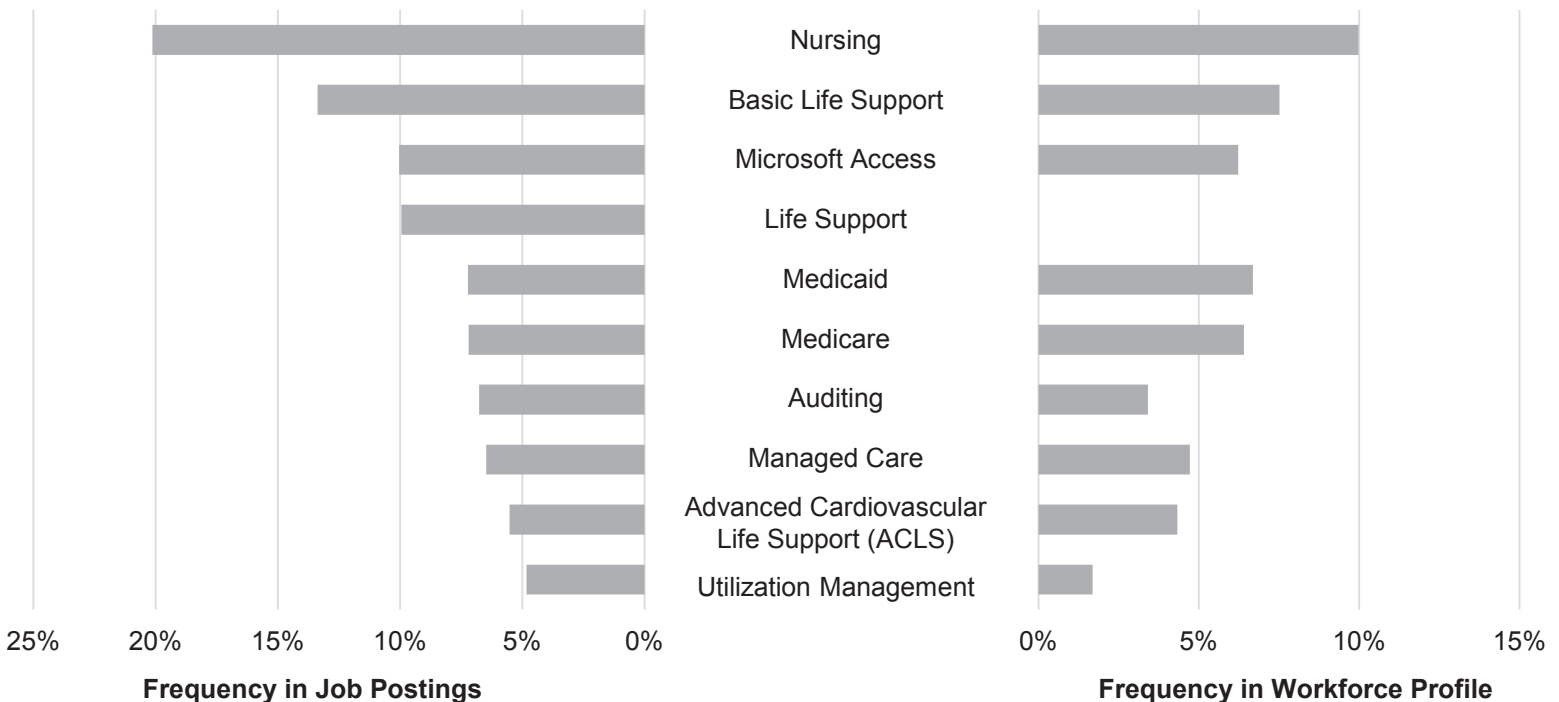
The bar graph below highlights regional employers that advertised job openings from January 2018 to March 2018. Of the 95,040 total unique postings over the quarter, 10,040 (10.6%) came from the highlighted employers. As shown, over 70% of the unique postings displayed came from healthcare related firms.

Total Number of Unique Job Postings (Q1)



In-Demand Skills - Healthcare

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in the regions workforce.

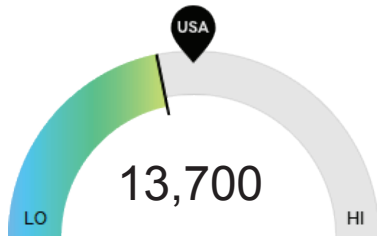


JOB POSTINGS

Registered Nurses

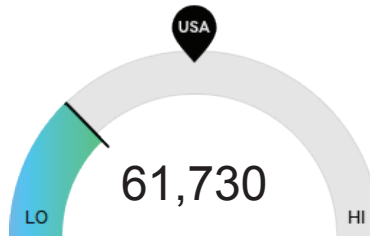
Occupation Highlight

Registered Nurses



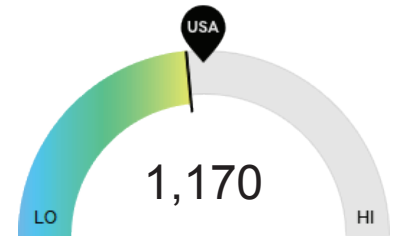
Supply (Jobs)

Hampton Roads hosts near average supply for this kind of talent. The national average for an area this size is 16,605* employees, while there are 13,706 here.



Compensation

The cost for talent is low in Hampton Roads. The national median salary for Registered Nurses is \$68,453, while you'll pay \$61,730 here.



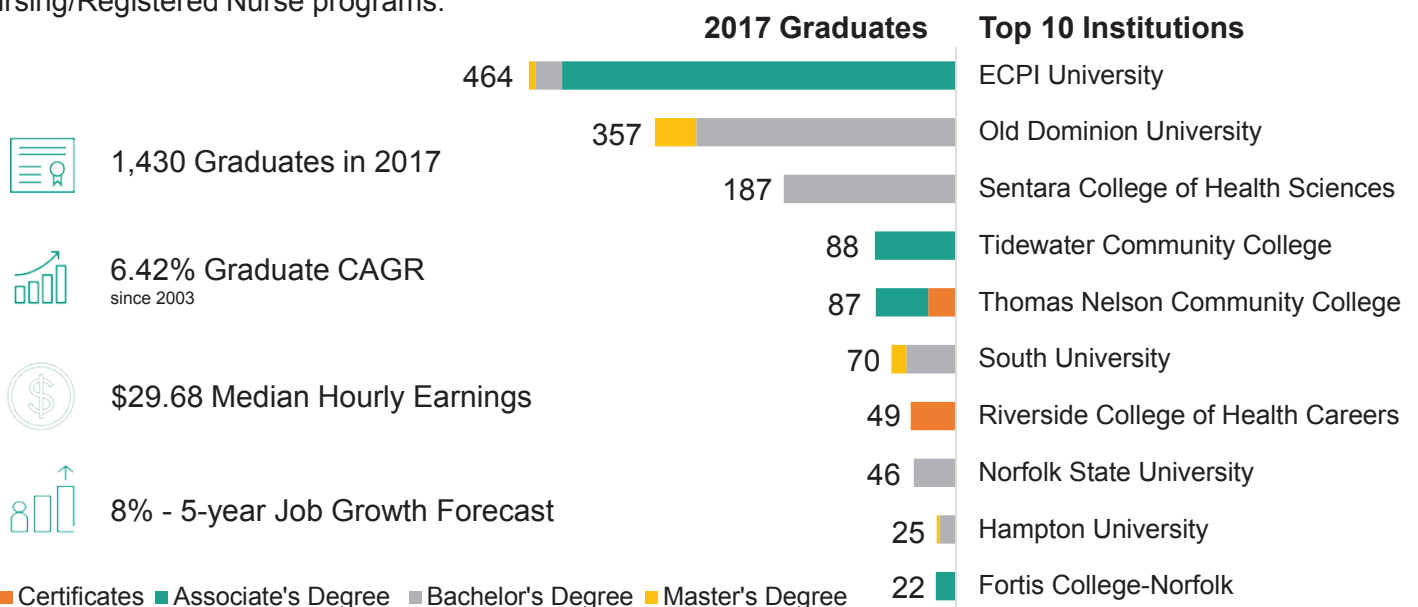
Demand (Job Postings)

Competition from online job postings is about average in Hampton Roads. The national average for an area this size is 1,282* job postings/month, while there are 1,170 here.

*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and Virginia Beach - Norfolk - Newport News, VA - NC. In other words, the values represent the national average adjusted for region size.

Talent Pipeline

Over the last 5 years, 13 schools in Virginia Beach-Norfolk-Newport News, VA-NC produced graduates relevant to Registered Nurses. The top 10 schools are listed below. The highest share of these graduates come from Registered Nursing/Registered Nurse programs.



Opportunity Inc. Labor Market Digest- Summer 2018. Unless otherwise noted, data cover the Virginia Beach-Norfolk-Newport News Metropolitan Statistical Area ("MSA") for the three months ending March 2018 (First Quarter 2018). Opportunity Inc. oversees workforce development programs on behalf of the Hampton Roads Workforce Development Board. The Board is responsible for developing workforce policy and administering workforce development initiatives in Chesapeake, Franklin, Isle of Wight, Norfolk, Portsmouth, Southampton, Suffolk, and Virginia Beach. Opportunity Inc. assists businesses in accessing qualified workers and job seekers in finding suitable job openings and bolstering their earning power through training.

Please see www.opp-inc.org for additional information. Questions or comments can be addressed to Steve Cook, Vice President of Workforce Innovation, Opportunity Inc. at scook@oihr.org.

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