

## **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.

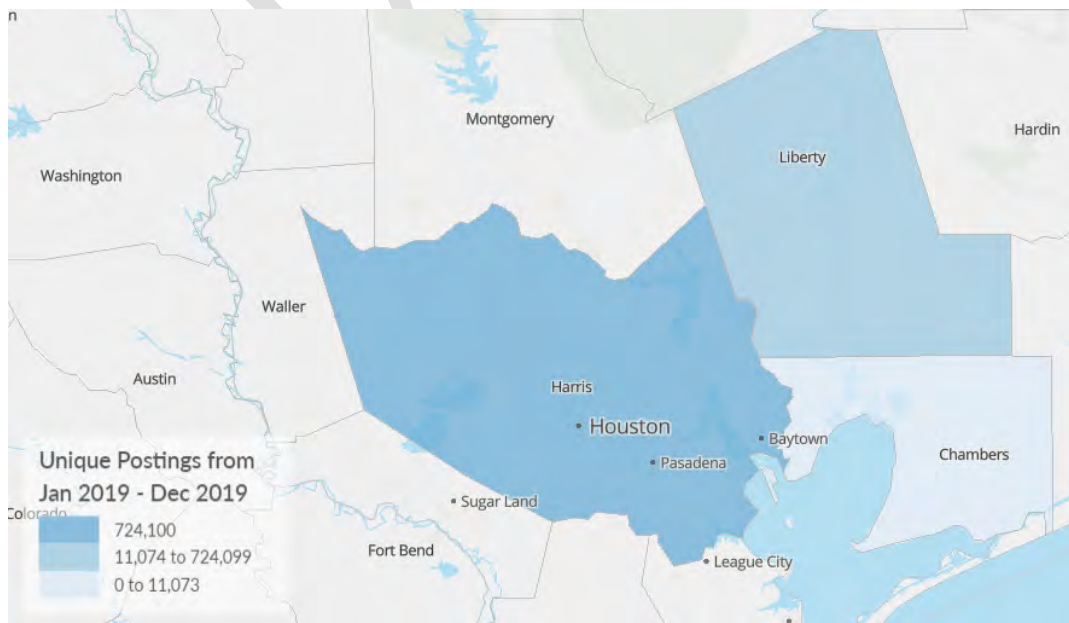


# Job Posting Analysis

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   | <b>2,224</b>                          |
| Liberty County, TX  | <b>36</b>                             |
| Chambers County, TX | <b>35</b>                             |

### 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.

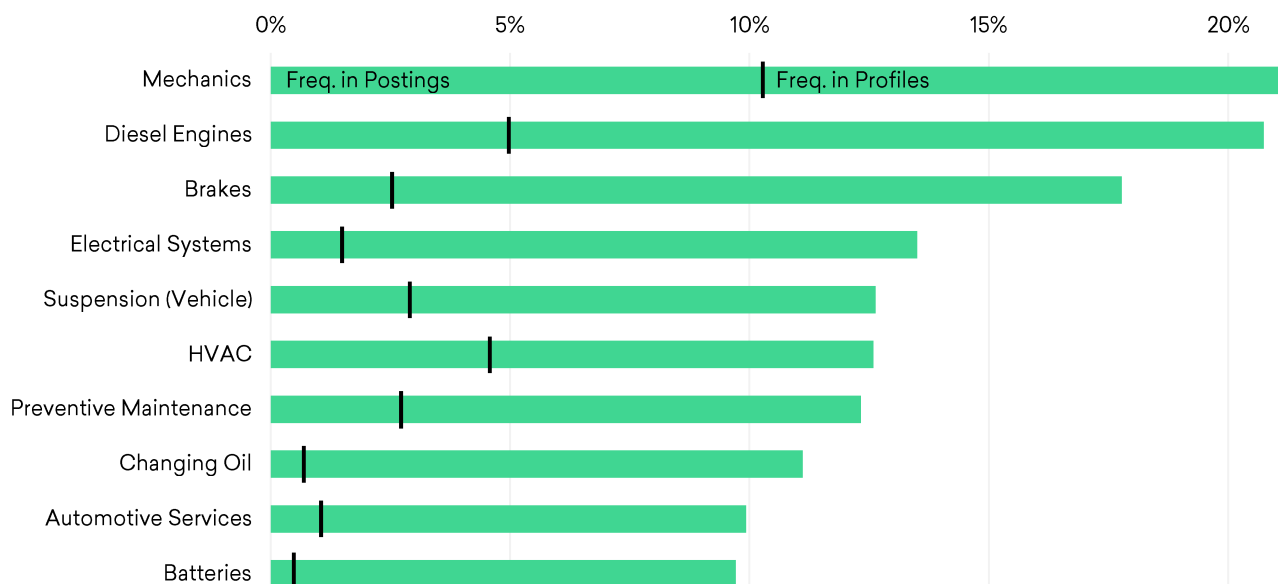


**Maintenance Mechanics** and **Automotive Technicians** are the most posted for job titles in the Automotive & Vehicle Technician occupation group

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

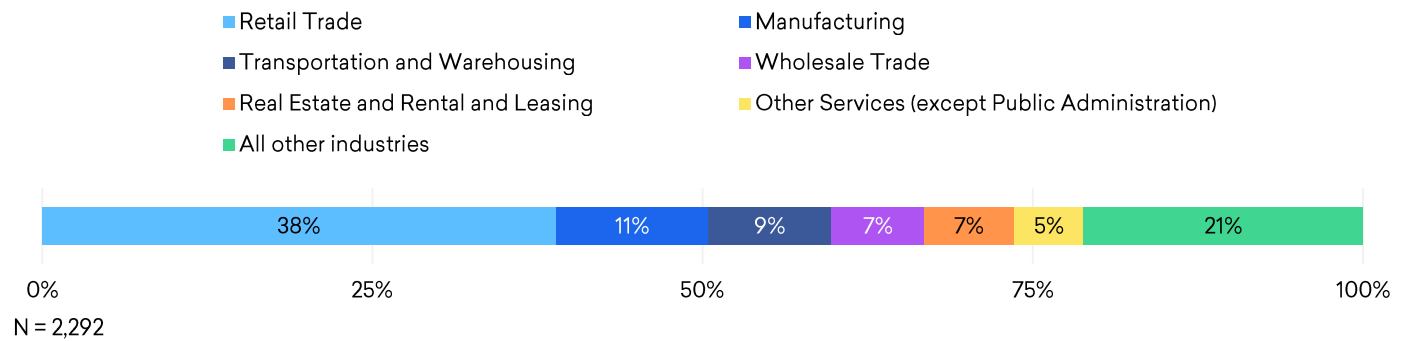
| JOB TITLE   | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION | COMPANY                            | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|---|-----------------|-------------------|-------------------------|------------------------------------|-----------------|-------------------|-------------------------|
| 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.

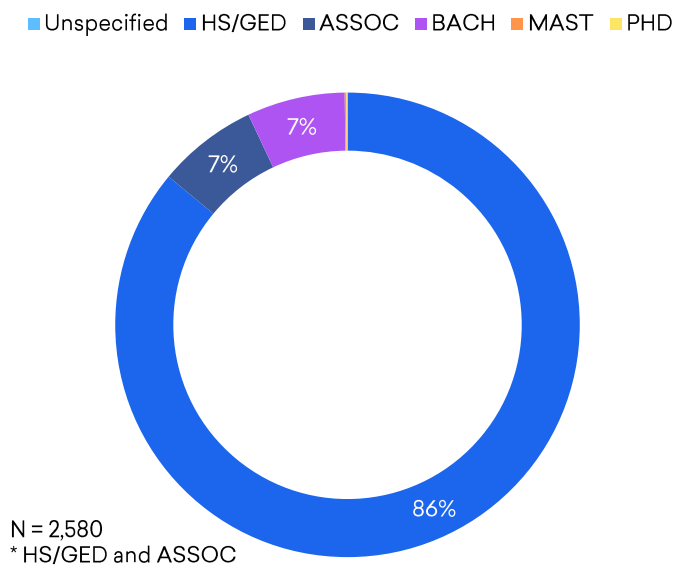


Source: Emsi Job Posting Analytics January 2019 to December 2019.

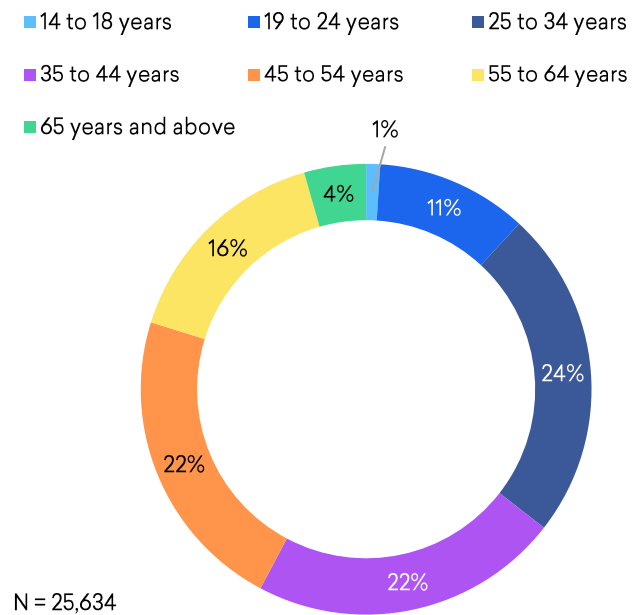
The largest portion of Automotive & Vehicle Technician postings – **38%** – are from companies in the **Retail Trade** industry sector



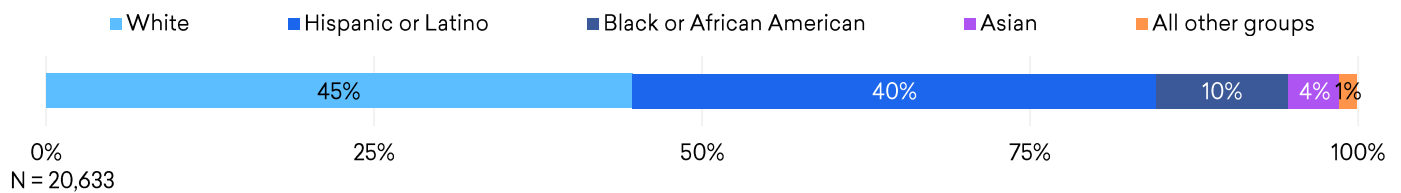
Automotive & Vehicle Technician postings are most likely to require a **high school diploma or GED** when an education level is specified\*



**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**







## 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   | <b>7,070</b>                          |
| Liberty County, TX  | <b>59</b>                             |
| Chambers County, TX | <b>31</b>                             |

### 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                          |

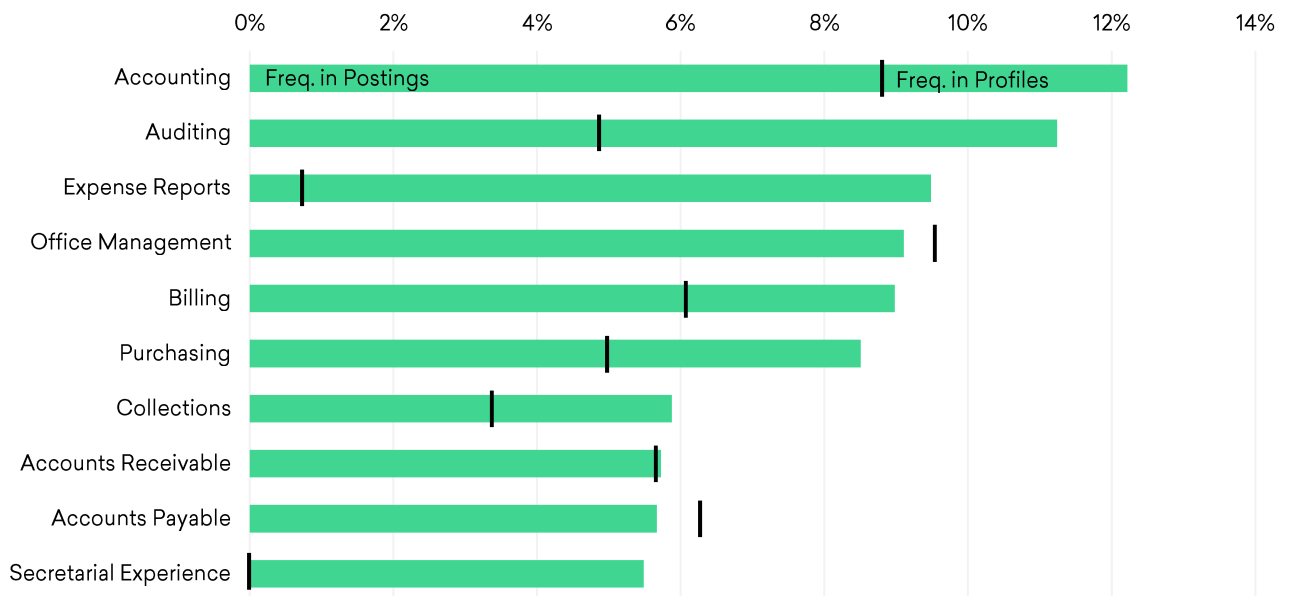
**Administrative Assistants** is the most posted for job title in the Business Administrator occupation group

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                 |

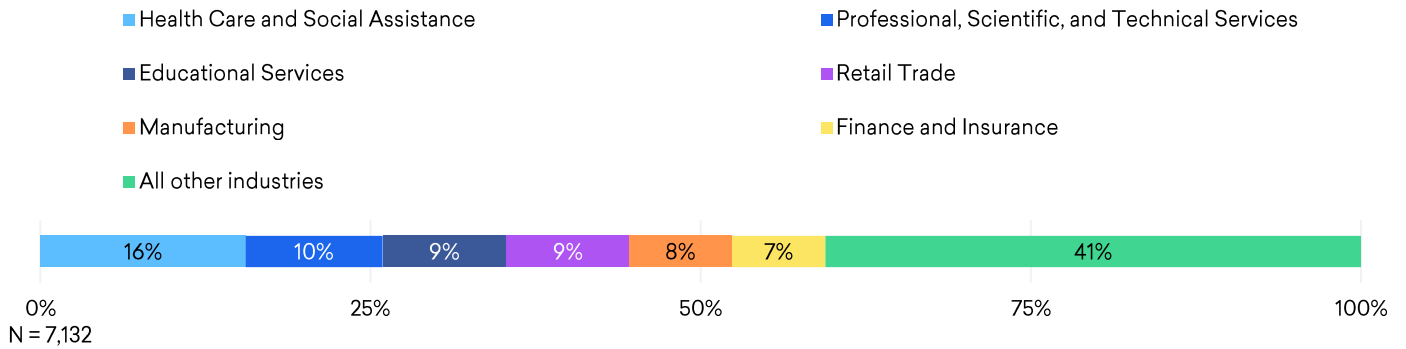
| COMPANY                                       | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|---|-----------------|-------------------|-------------------------|
| University of Texas MD Anderson Cancer Center | 244             | 8 : 1             | 36 days                 |
| Lone 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.

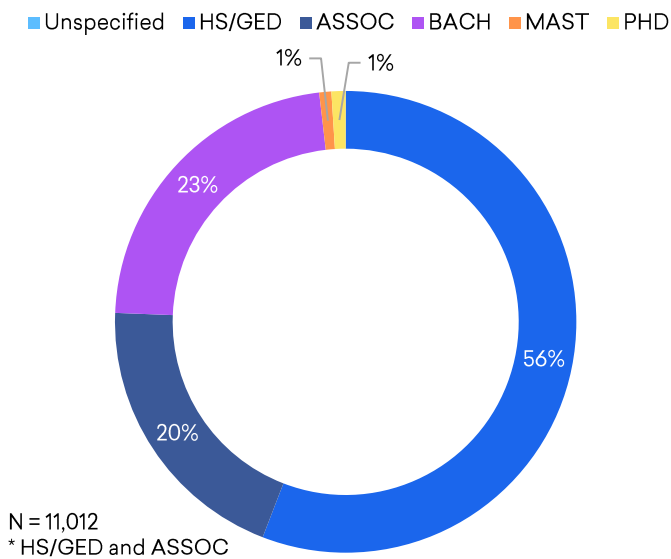


Source: Emsi Job Posting Analytics January 2019 to December 2019.

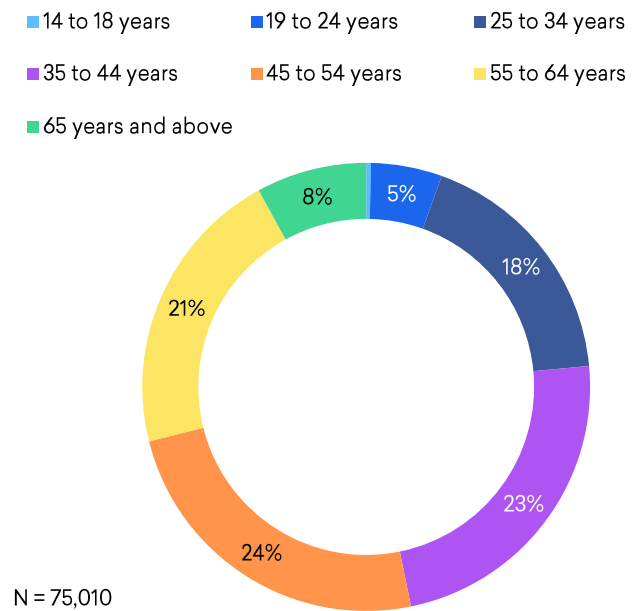
The largest portion of Business Administrator postings – **16%** – are from companies in the **Health Care & Social Assistance** industry sector



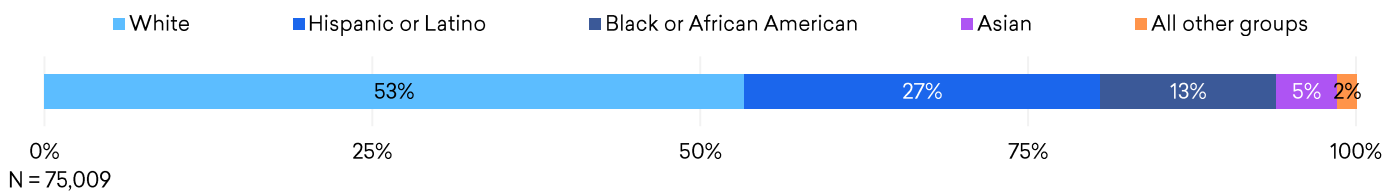
Business Administrator postings are most likely to require a **high school diploma or GED** when an education level is specified\*



**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                 |

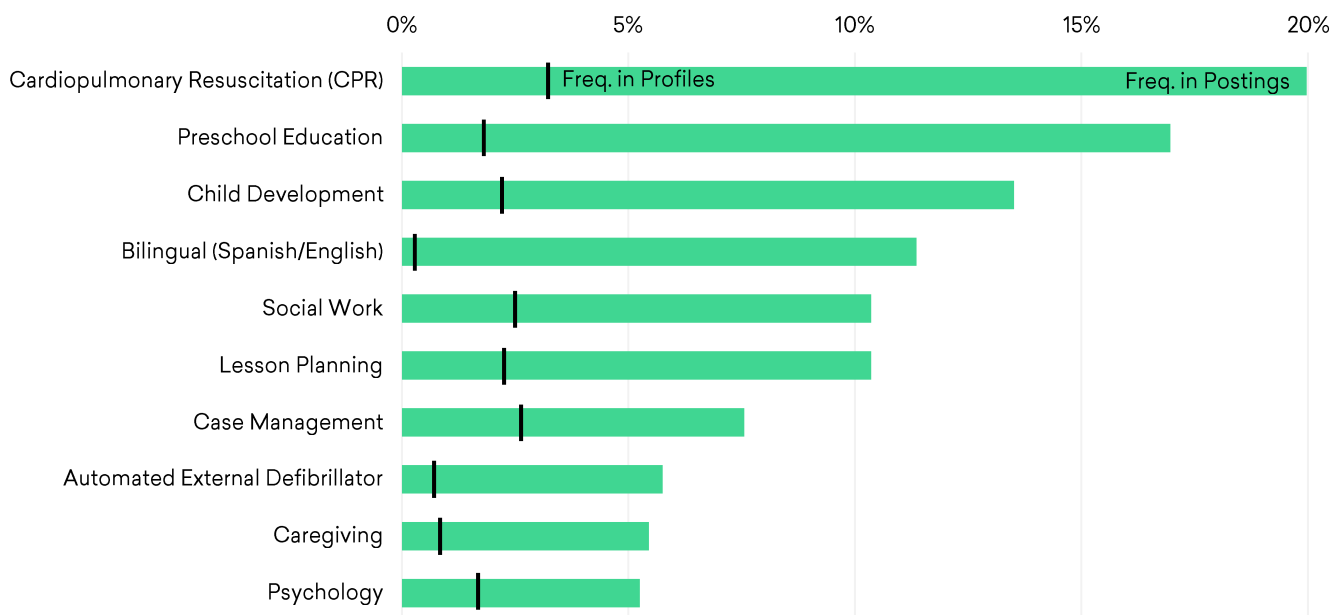
**Preschool Teachers** is the most posted for job title in the Child Development occupation group

**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                  |

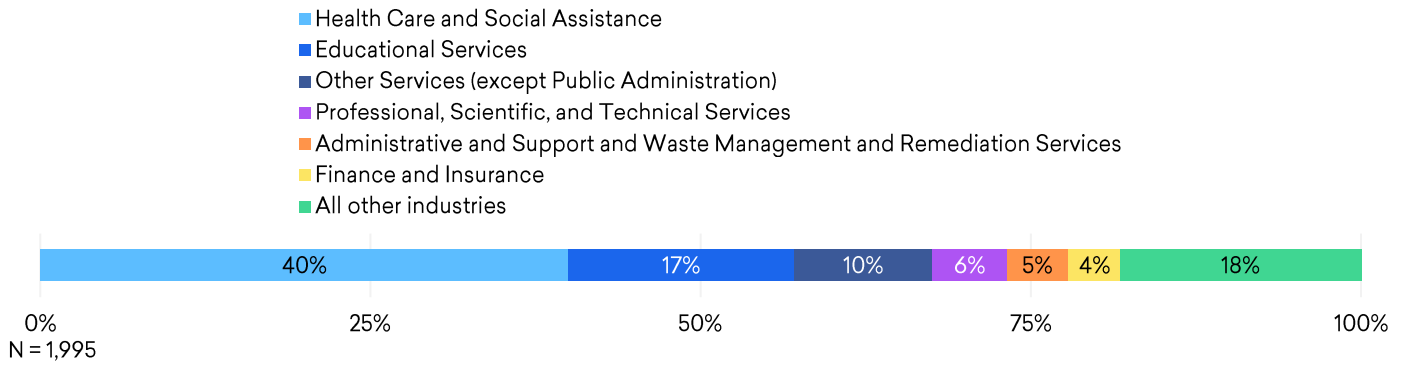
| COMPANY  | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|--|-----------------|-------------------|-------------------------|
| YMCA of Greater Houston                                    | 100             | 6 : 1             | 33 days                 |
| Sittercity Inc   | 44              | 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.

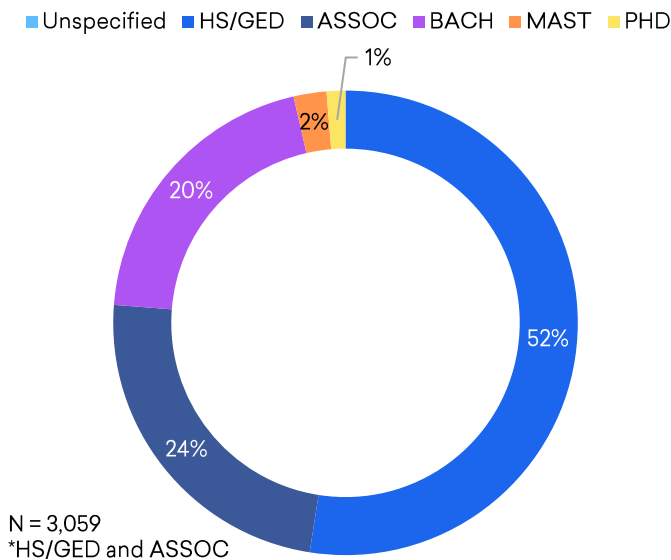


Source: Emsi Job Posting Analytics January 2019 to December 2019.

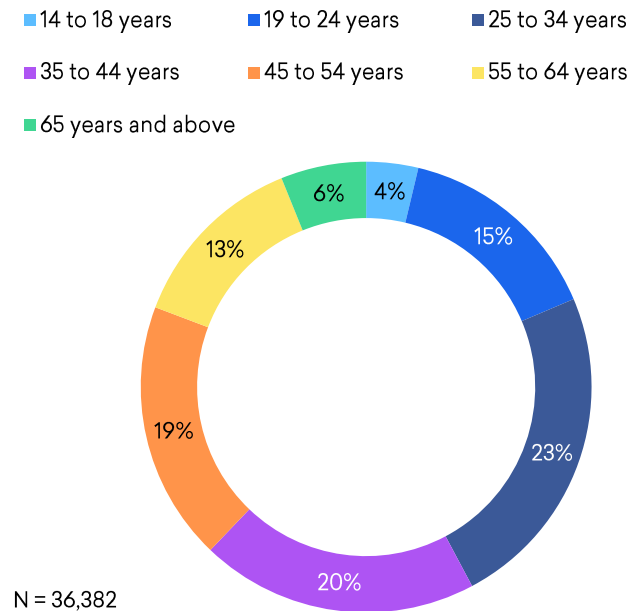
The largest portion of Child Development postings – **40%** – are from companies in the **Health Care & Social Assistance** industry sector



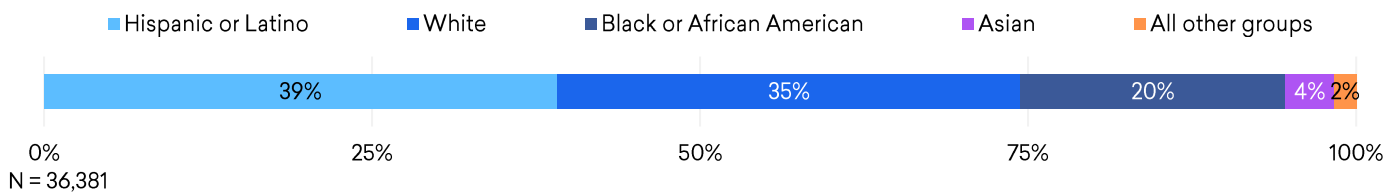
Child Development postings are most likely to require a **high school diploma or GED** when an education level is specified \*



**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   | <b>2,958</b> |
| Liberty County, TX  | <b>114</b>   |
| Chambers County, TX | <b>42</b>    |

### 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).

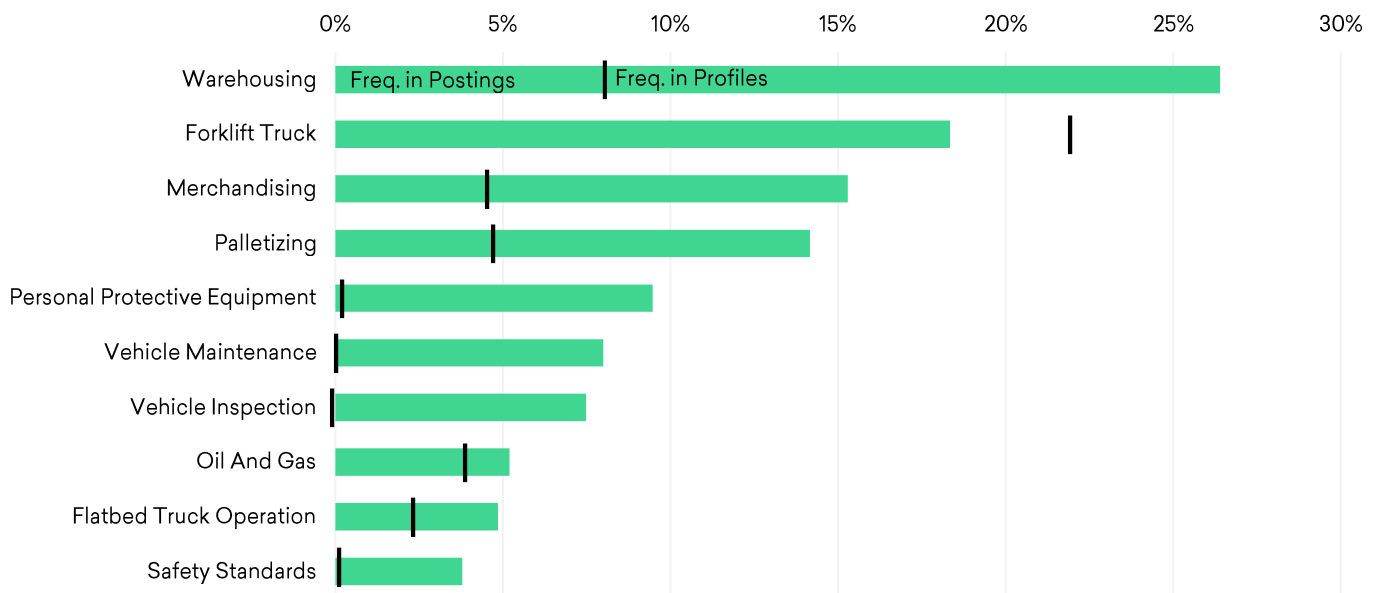
**Commercial Driver's License (CDL) and CDL Class B License**, as job qualifications, appear in a combined total of **1,584** postings for the occupation group

**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                 |

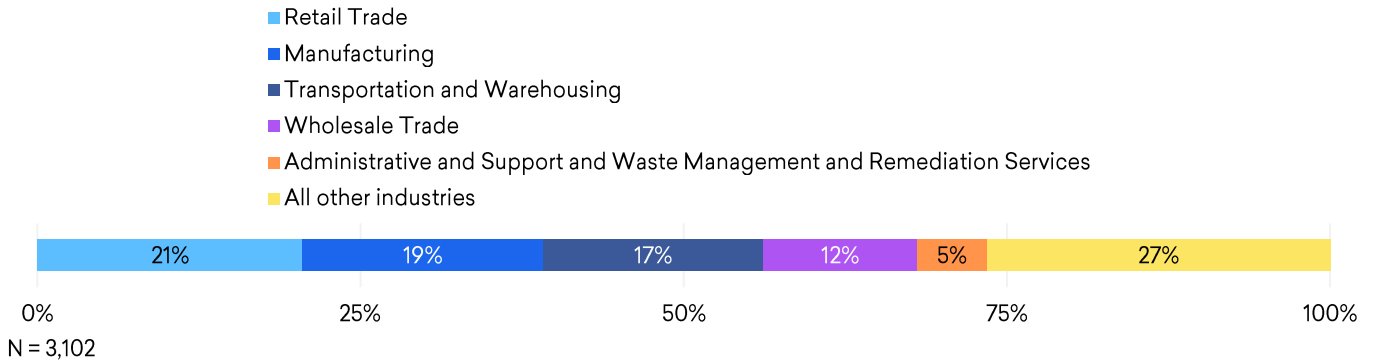
**Warehousing** is the most requested skill in Commercial Vehicle & Truck Driver postings. **Forklift Truck** is also frequently requested by job posters, but overrepresented among the group's resumé and profiles.



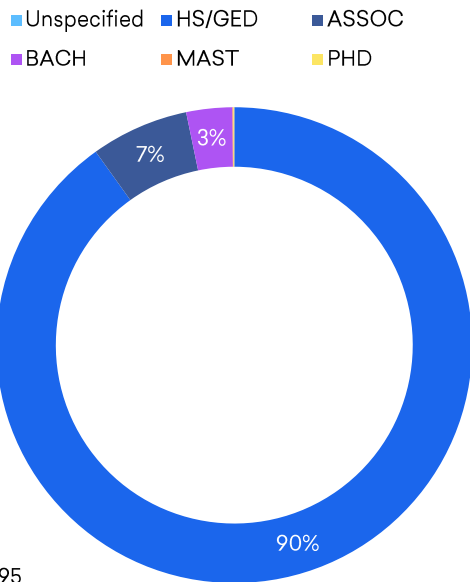
Source: Emsi Job Posting Analytics January 2019 to December 2019.



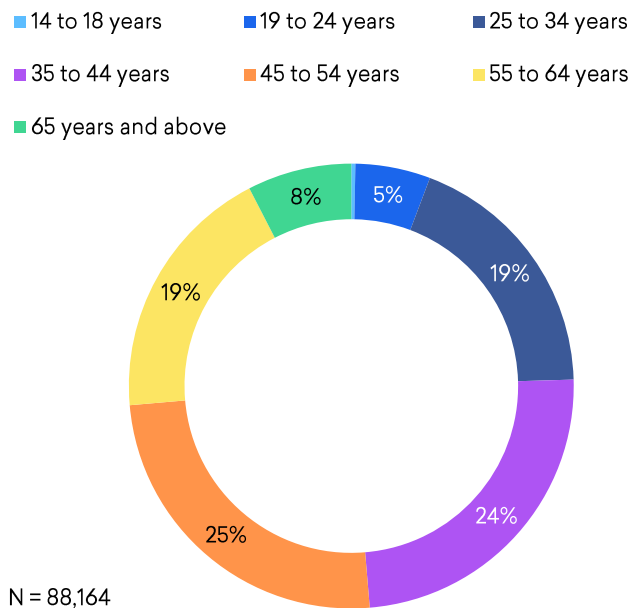
The largest portion of Commercial Vehicle & Truck Driver postings – **21%** – are from companies in the **Retail Trade** industry sector



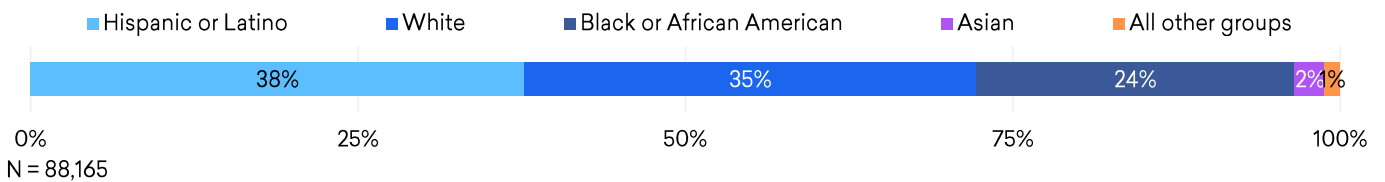
Commercial Vehicle & Truck Driver postings are most likely to require a **high school diploma or GED** when an education level is specified\*



**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   | <b>833</b>                            |
| Liberty County, TX  | <b>54</b>                             |
| Chambers County, TX | <b>6</b>                              |

### 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).

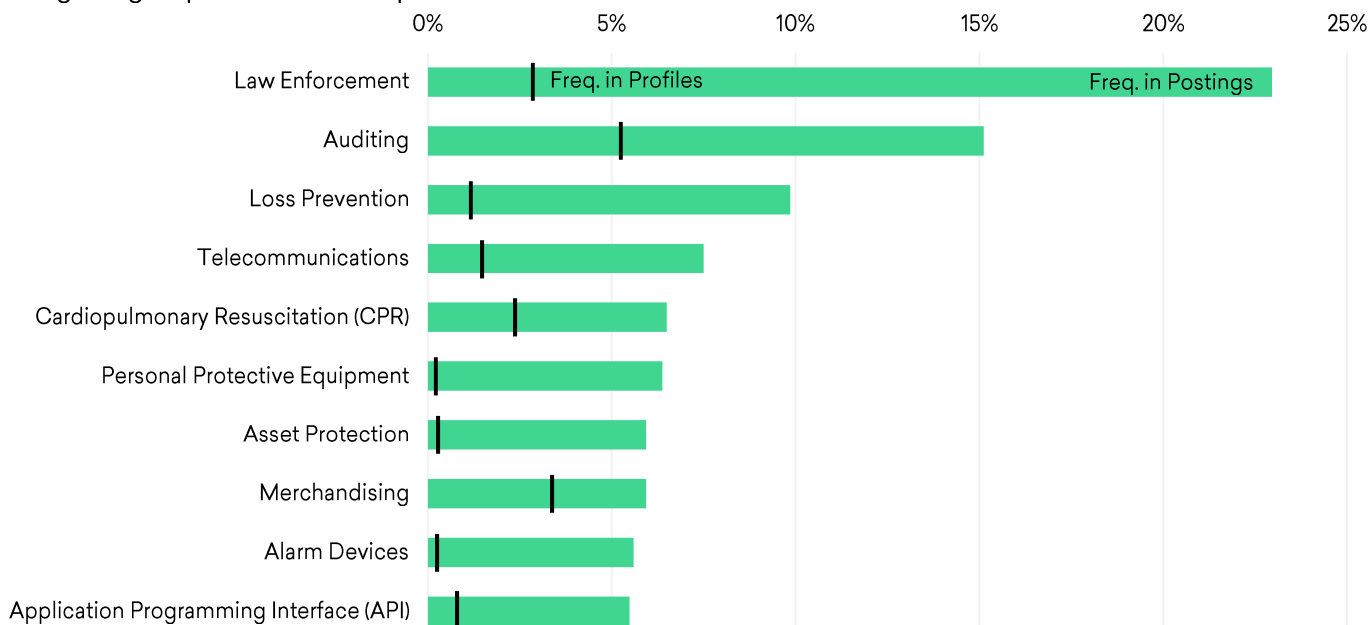
**Police Officers** is the most posted for job title in the Corrections, Fire, & Police occupation group

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

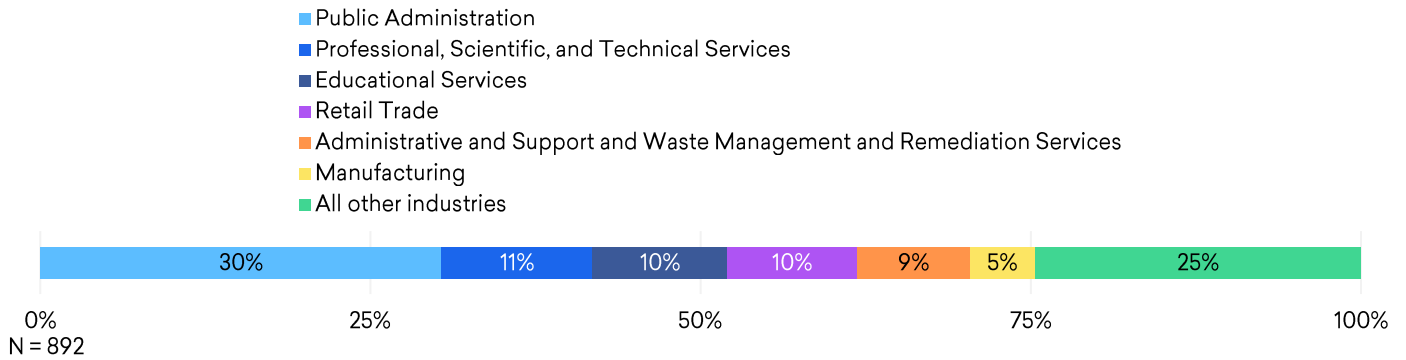
| JOB TITLE                                     | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|---|-----------------|-------------------|-------------------------|
| Police Officers                               | 623             | 101               | 6 : 1                   |
| Intelligence 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                   |

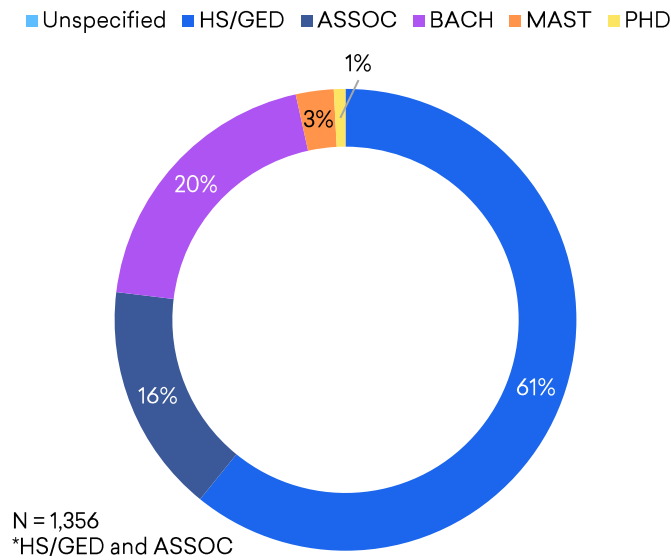
**Law Enforcement** is the most requested skill in Corrections, Fire, & Police postings, but it is underrepresented among the group's resumés and profiles



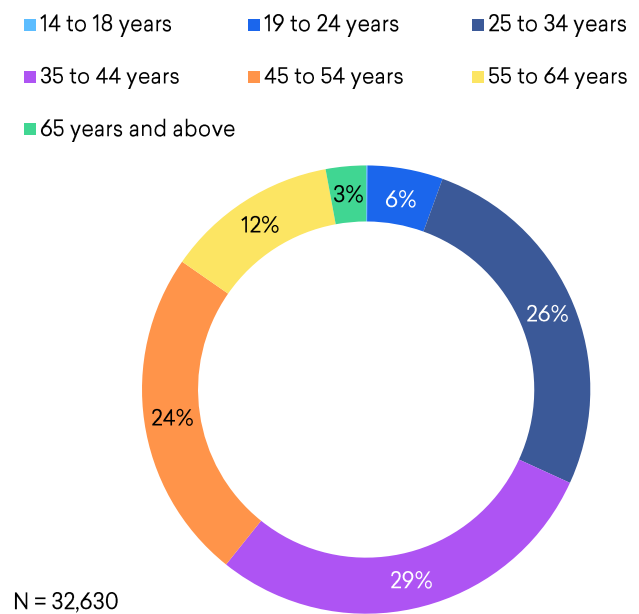
The largest portion of Corrections, Fire, & Police postings – **30%** – are from companies in the **Public Administration** industry sector



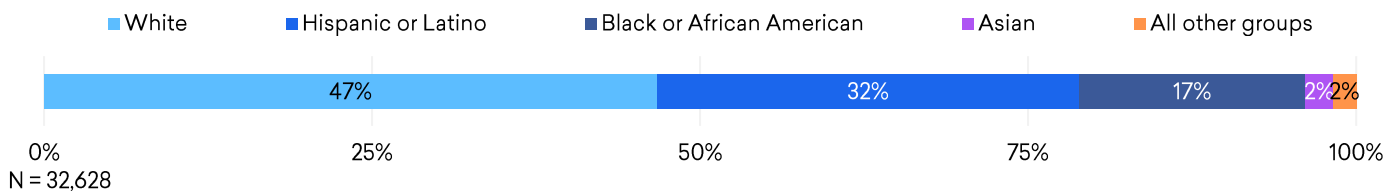
Corrections, Fire, & Police postings are more likely to require a **high school diploma or GED** when an education level is specified\*



**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**



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



# 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   | <b>1,432</b>                          |
| Liberty County, TX  | <b>24</b>                             |
| Chambers County, TX | <b>21</b>                             |

### 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

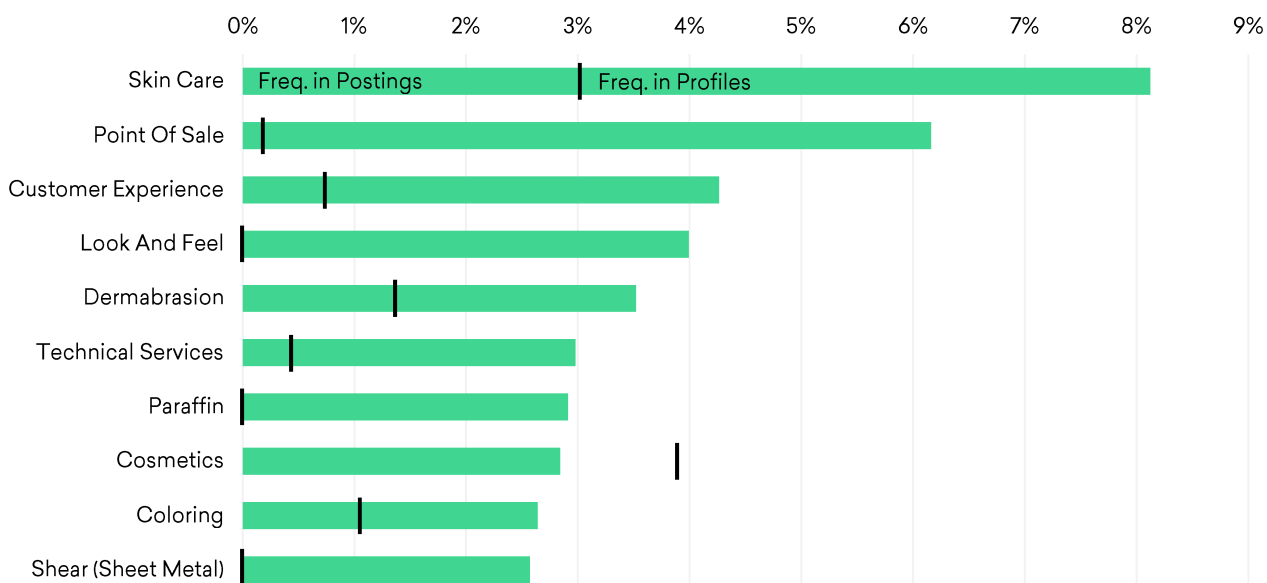
**Hair Stylists** is the most posted for job title in the Cosmetology occupation group

**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                 |

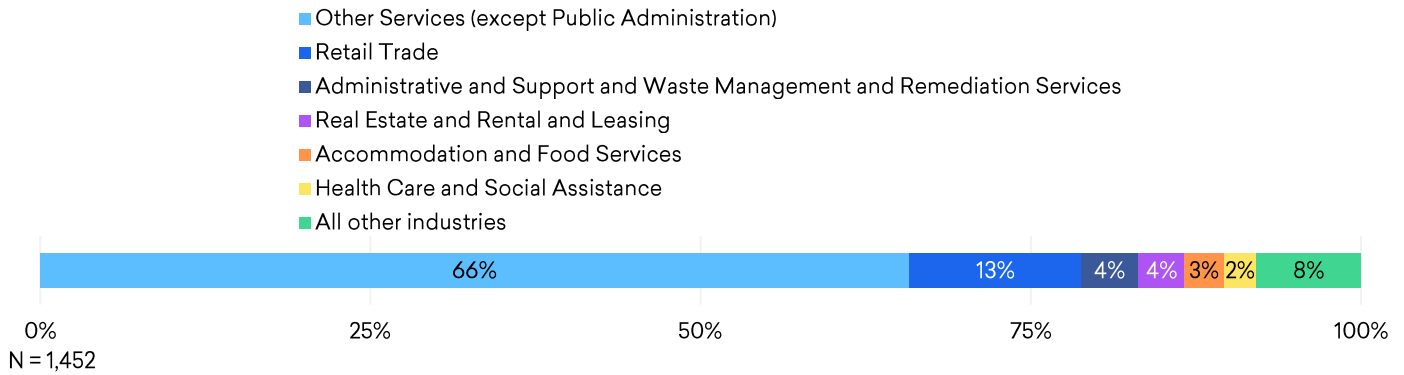
| COMPANY                                 | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|---|-----------------|-------------------|-------------------------|
| Great Clips, Inc.                       | 243             | 10:1              | 31 days                 |
| Sport Clips                             | 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.

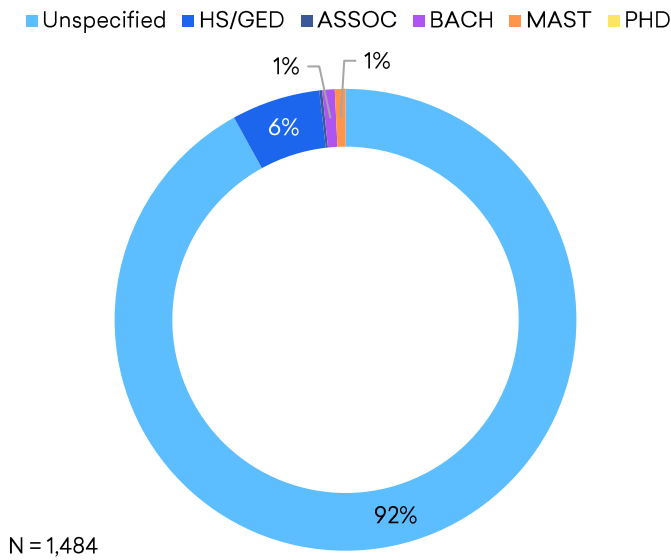


Source: Emsi Job Posting Analytics January 2019 to December 2019.

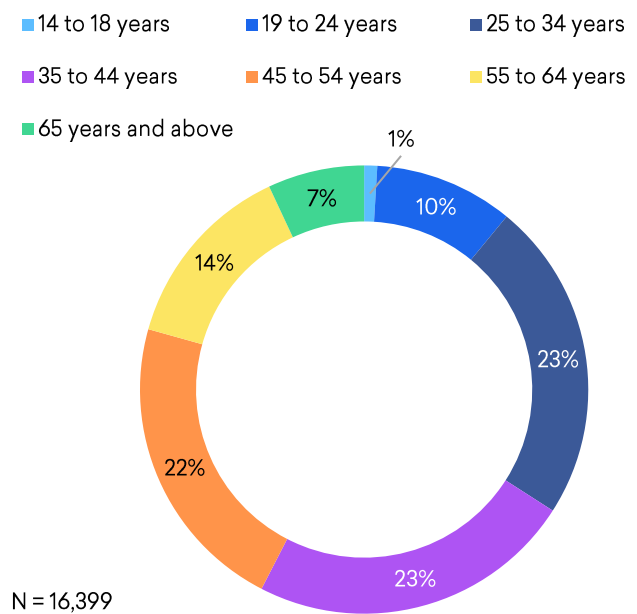
The largest portion of Cosmetology postings – **66%** – are from companies in the **Other Services (except Public Administration)** industry sector



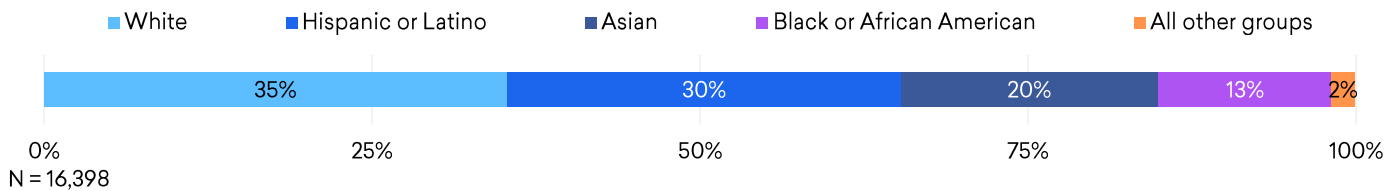
Cosmetology postings are most likely to require a **high school diploma or GED** when an education level is not specified



**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**

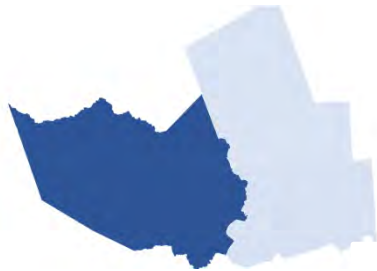
**36 days**

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   | <b>1,035</b> |
| Chambers County, TX | <b>13</b>    |
| Liberty County, TX  | <b>7</b>     |

### 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

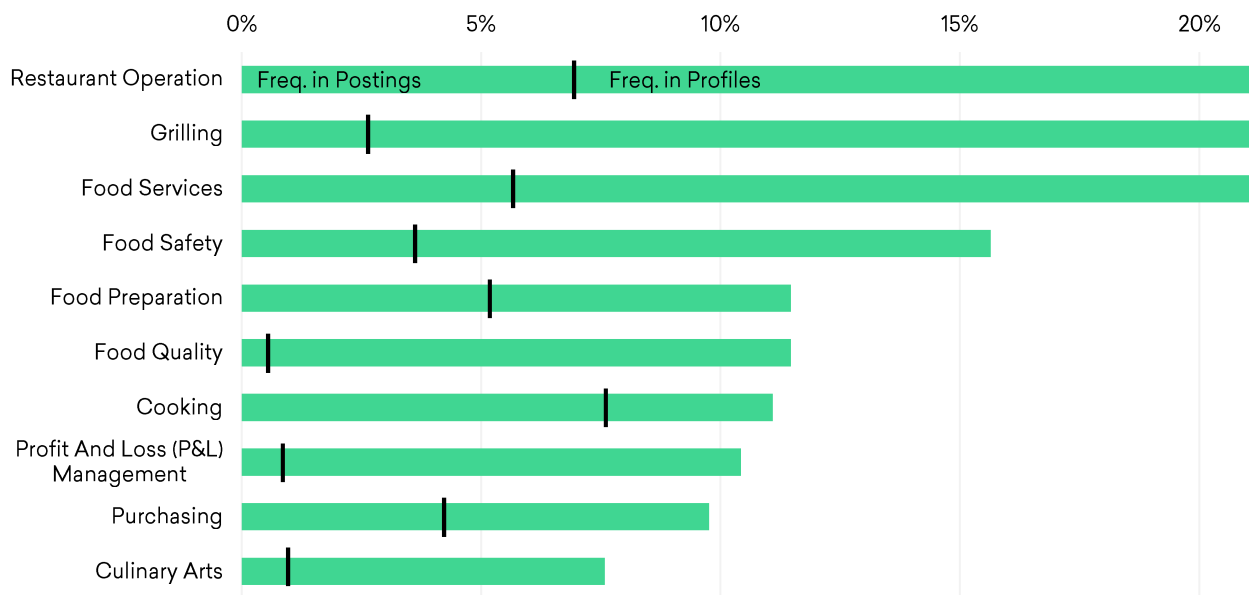


**Restaurant Crew Team Members** is the most posted for job title in the Culinary Arts occupation group at the associate degree level

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

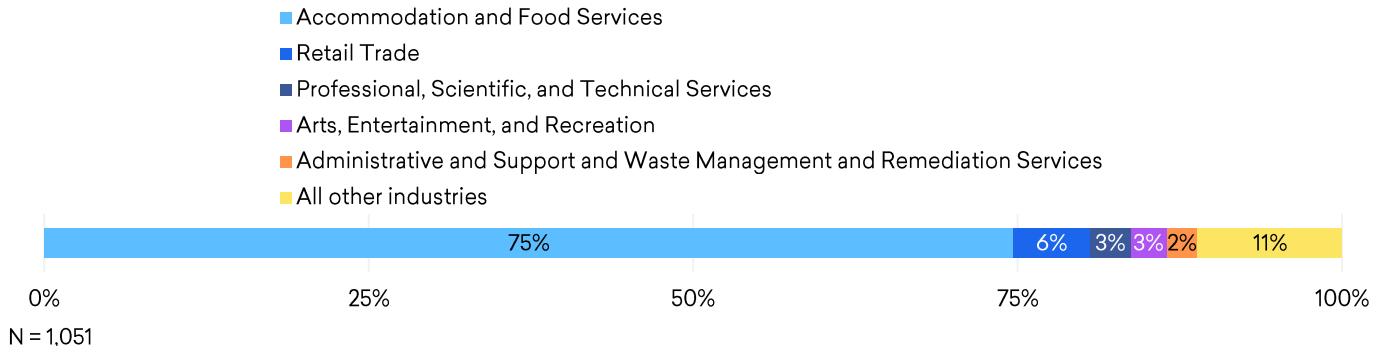
| JOB TITLE  | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION | COMPANY                        | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|--|-----------------|-------------------|-------------------------|--------------------------------|-----------------|-------------------|-------------------------|
| 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.

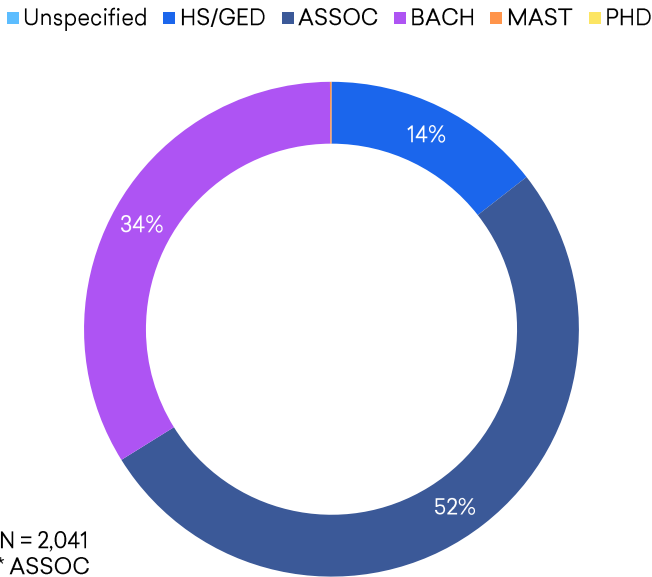


Source: Emsi Job Posting Analytics January 2019 to December 2019.

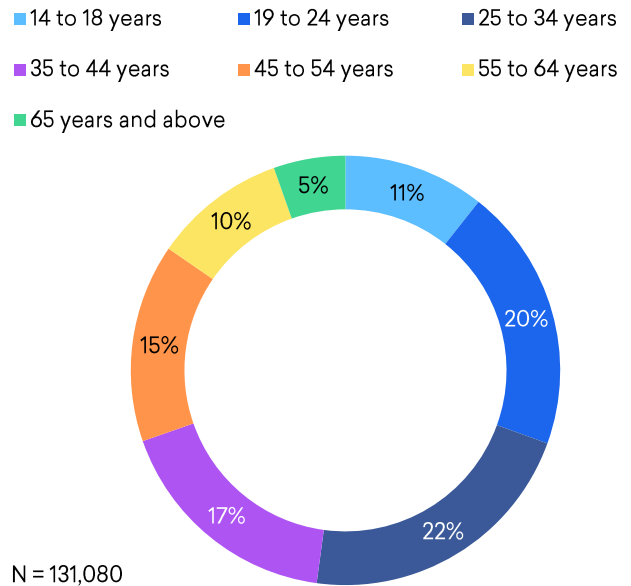
The largest portion of associate degree education level Culinary Arts postings – **75%** – are from companies in the **Accommodation & Food Services** industry sector



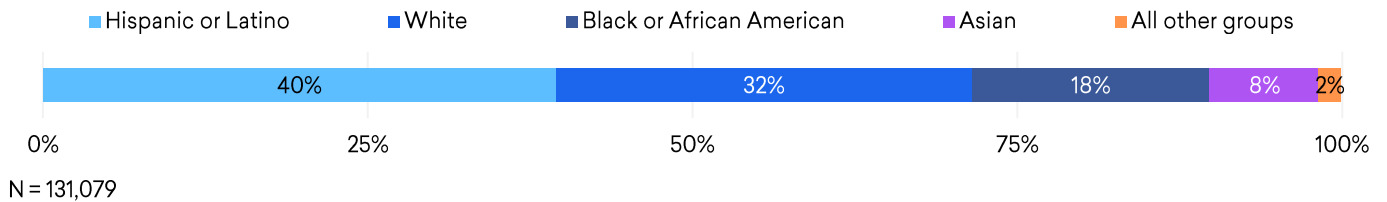
Culinary Arts postings are likely to require an **associate degree** or **bachelor's degree** when an education level is specified\*



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



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





# 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   | <b>2,072</b>                          |
| Liberty County, TX  | <b>64</b>                             |
| Chambers County, TX | <b>20</b>                             |

### 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.

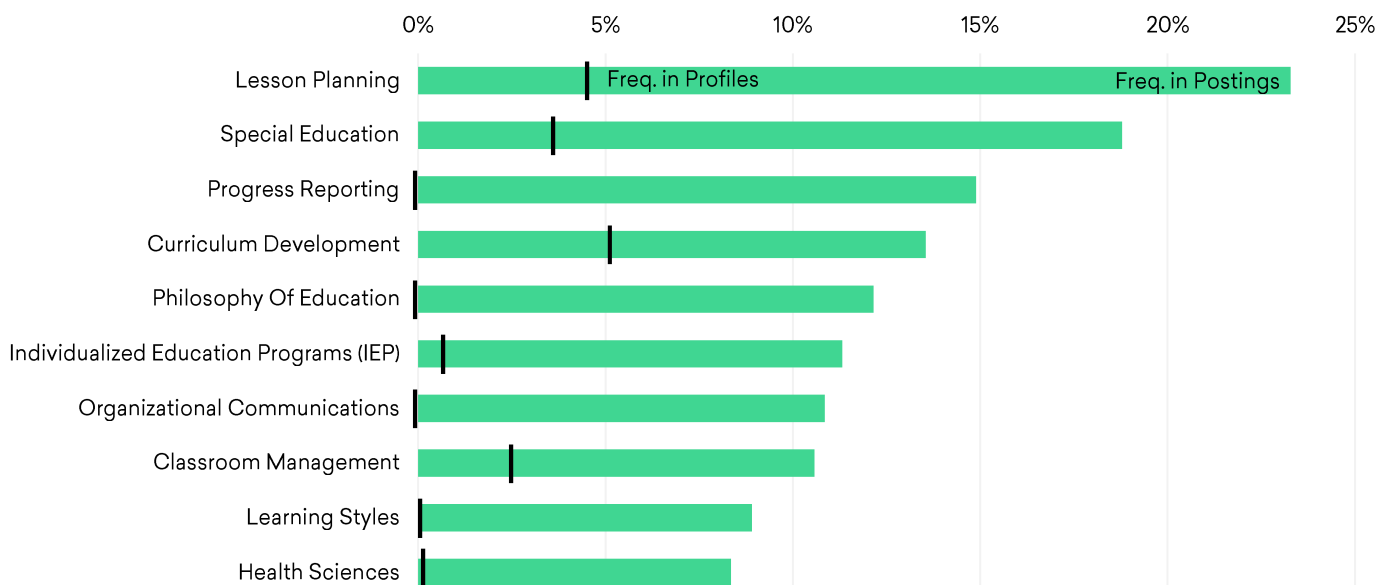
**Early Childhood Special Education Teachers** is the most posted for job title in the Education & Teaching occupation group at the bachelor's degree level

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

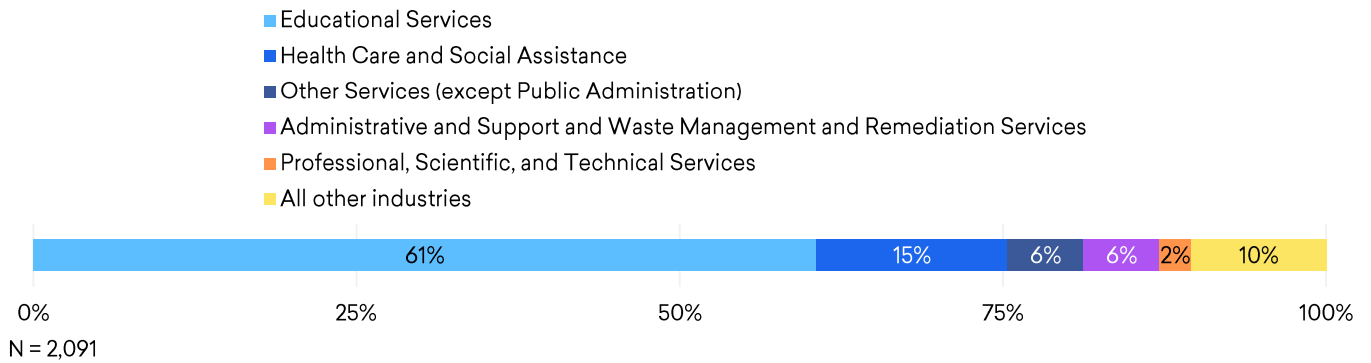
| JOB TITLE                                  | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|--|-----------------|-------------------|-------------------------|
| Early Childhood Special Education Teachers | 225             | 4 : 1             | 34 days                 |
| Elementary 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                 |

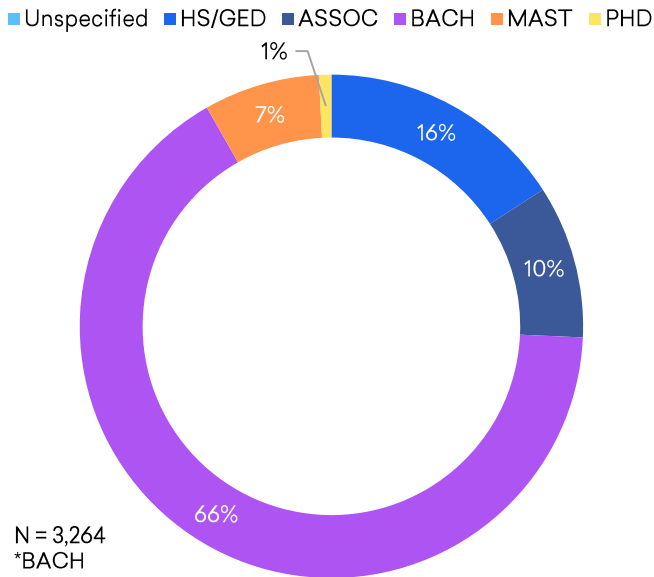
**Lesson Planning** and **Special Education** skills are among the most requested skills in bachelor's degree level Education & Teaching postings, but they are underrepresented among the group's resumé and profiles.



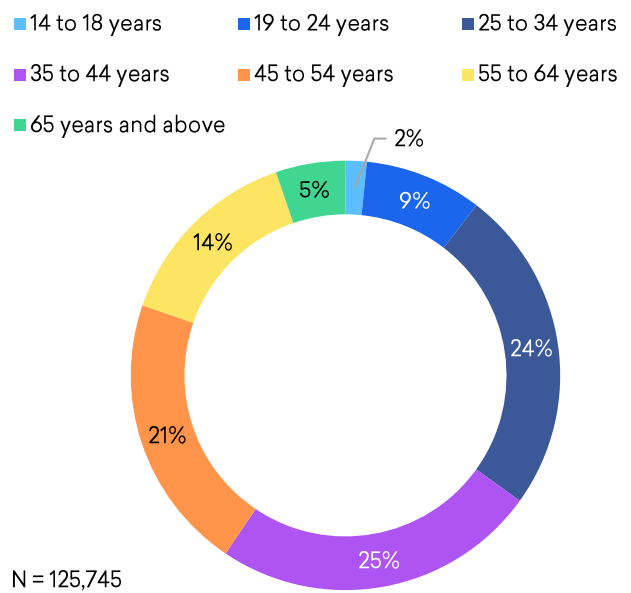
The largest portion of Education & Teaching postings – **61%** – are from companies in the **Educational Services** industry sector



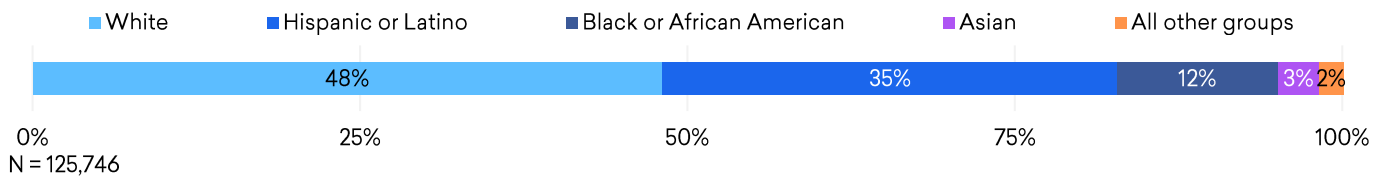
Education & Teaching postings are likely to require a **bachelor's degree** when an education level is specified \*



**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   | <b>1,865</b>                          |
| Liberty County, TX  | <b>15</b>                             |
| Chambers County, TX | <b>8</b>                              |

### 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.

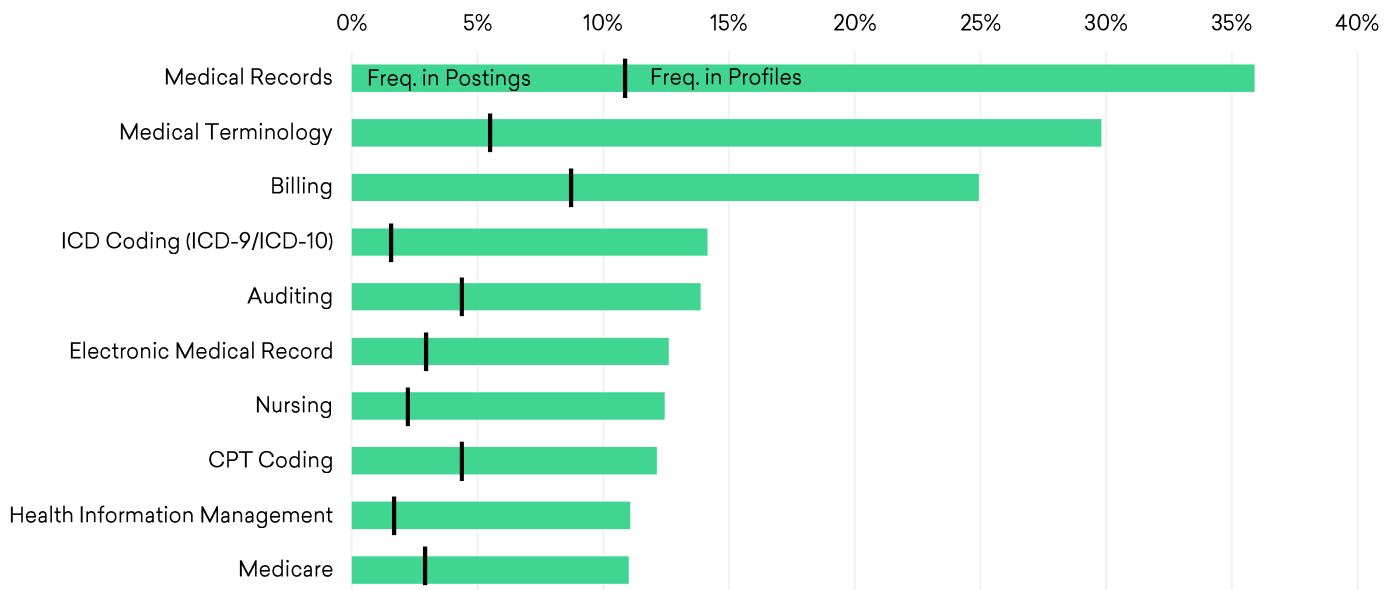
**Schedulers** and **Administrative Assistants** are the most posted for job titles in the Health Information Technician occupation group

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

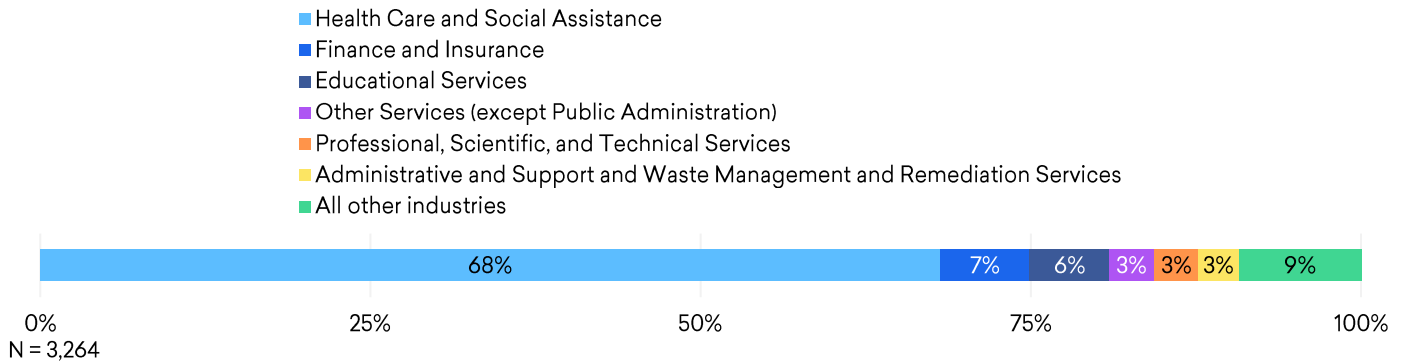
| JOB TITLE                   | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|-----------------------------|-----------------|-------------------|-------------------------|
| Schedulers                  | 131             | 8 : 1             | 39 days                 |
| Administrative 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                 |

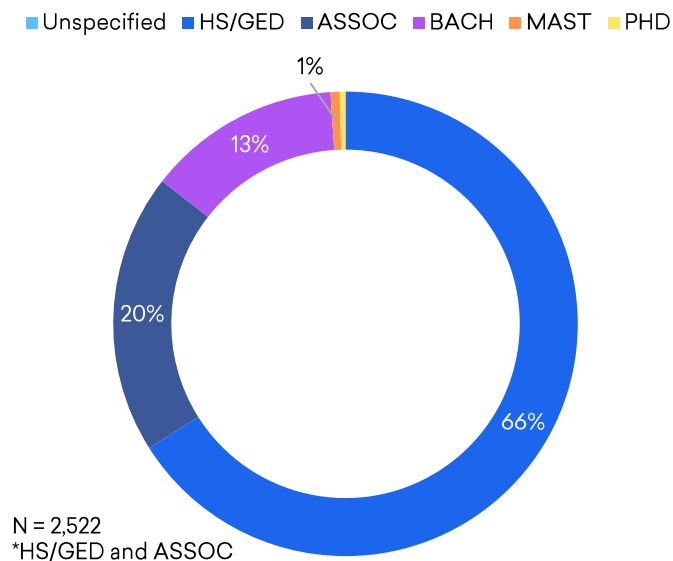
**Medical Record** and **Medical Terminology** skills are the most requested skills in Health Information Technician postings.



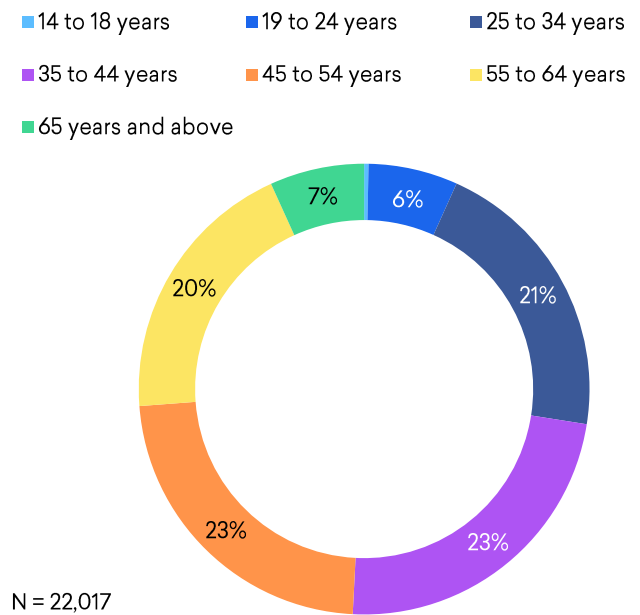
The largest portion of Health Technician postings – **68%** – are from companies in the **Health Care & Social Assistance** industry sector



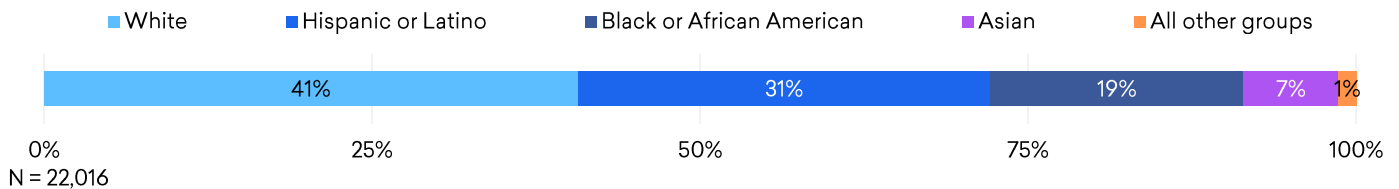
Health Information Technician postings are most likely to require a **high school diploma or GED** when an education level is specified\*



**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.

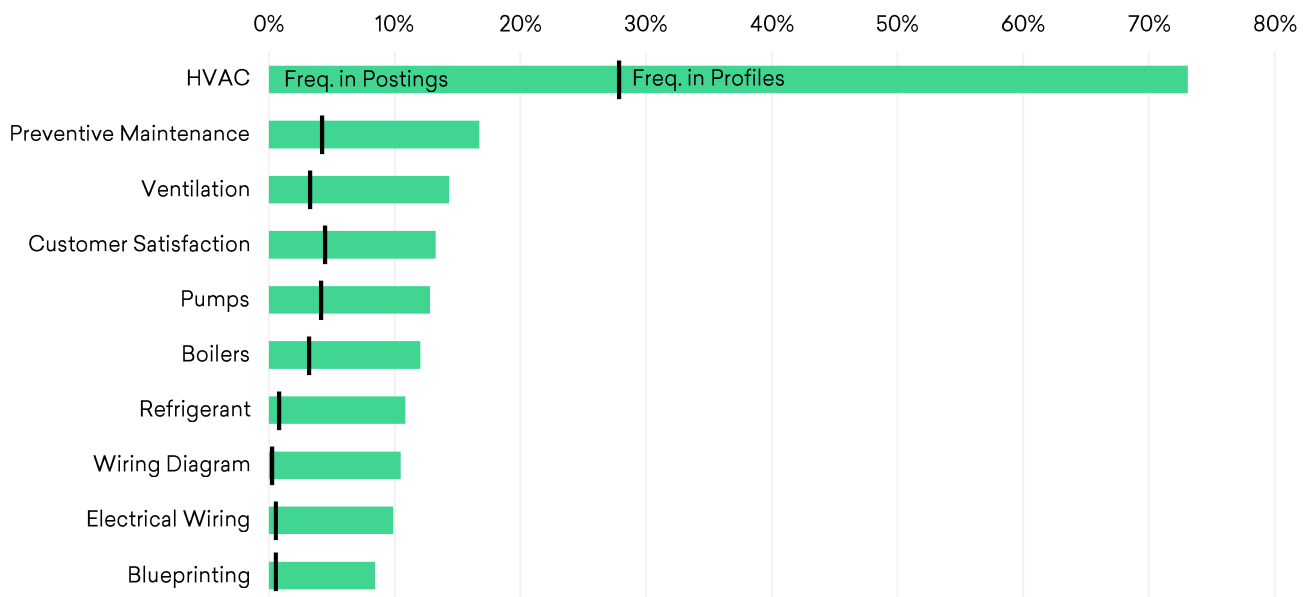
**HVAC Refrigeration Technicians** is the most posted for job title in the HVAC & Refrigeration Technician occupation group

**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                 |

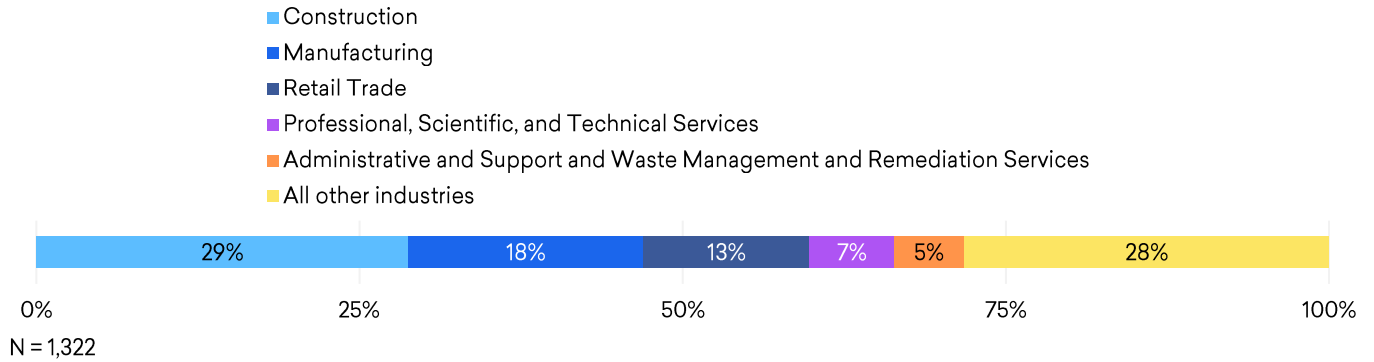
| COMPANY  | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|--|-----------------|-------------------|-------------------------|
| Sears Holdings Corporation                     | 65              | 12 : 1            | 45 days                 |
| Puls Inc                                       | 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 resúmes and profiles.

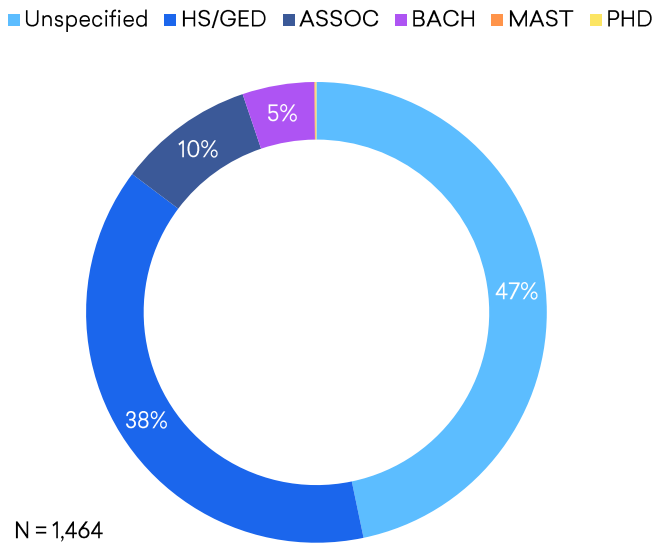


Source: Emsi Job Posting Analytics January 2019 to December 2019.

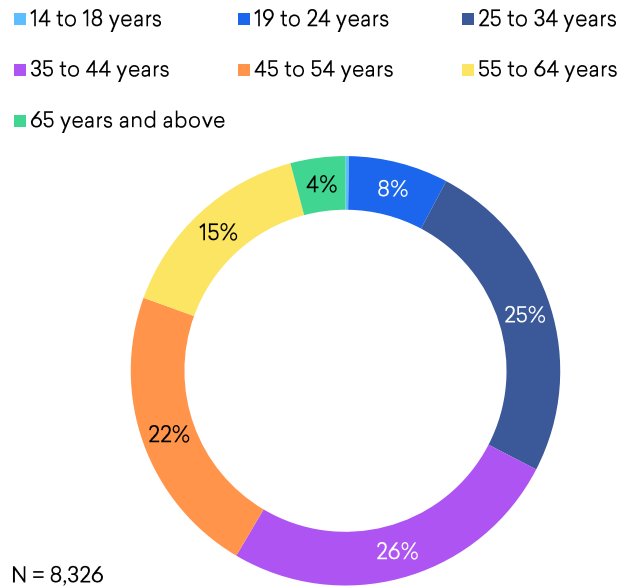
The largest portion of HVAC & Refrigeration Technician postings – **29%** – are from companies in the **Construction** industry sector



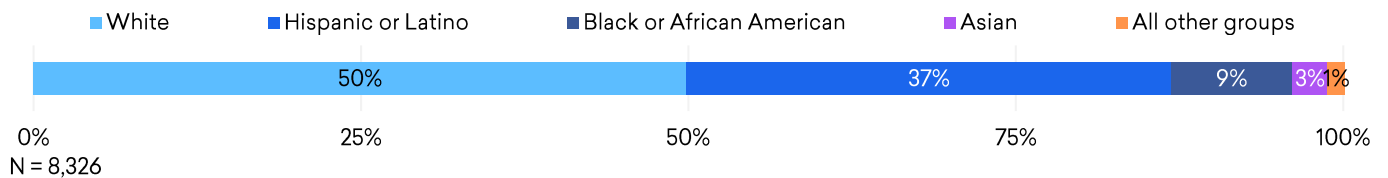
HVAC & Refrigeration Technician postings are most likely to require a **high school diploma or GED** when an education level is not specified



**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   | <b>2,125</b> |
| Liberty County, TX  | <b>80</b>    |
| Chambers County, TX | <b>20</b>    |

### 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

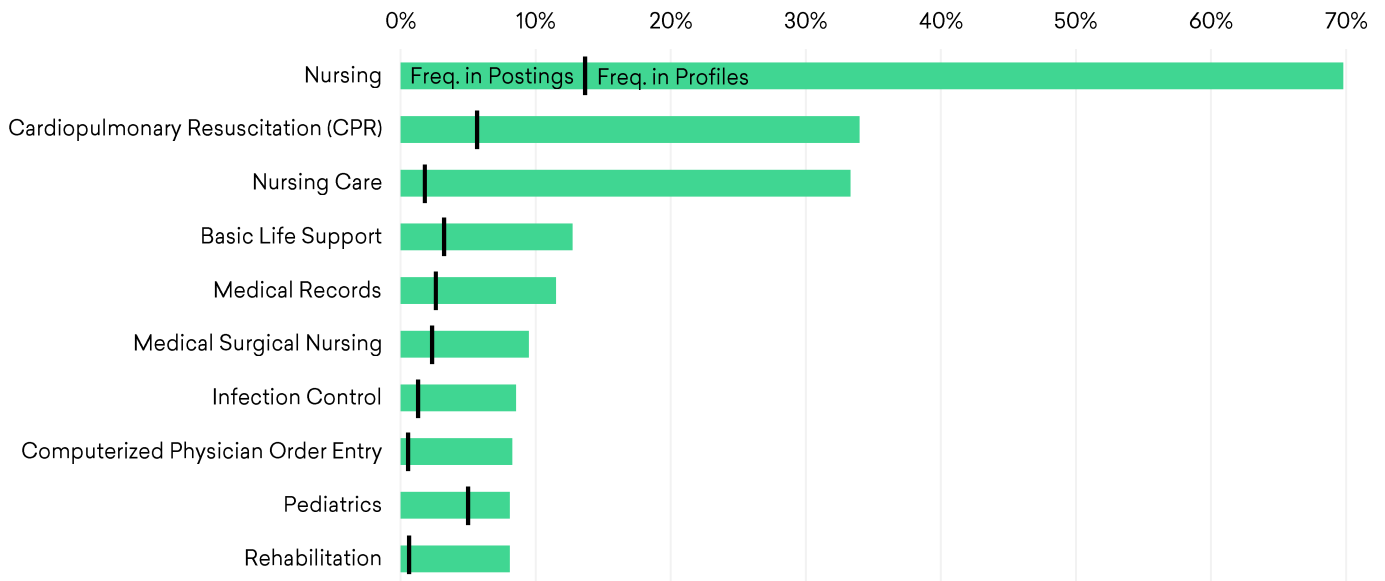
**Avecina Health Care** is the largest job poster for the Licensed Practical & Licensed Vocational Nurses occupation group

| 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                 |

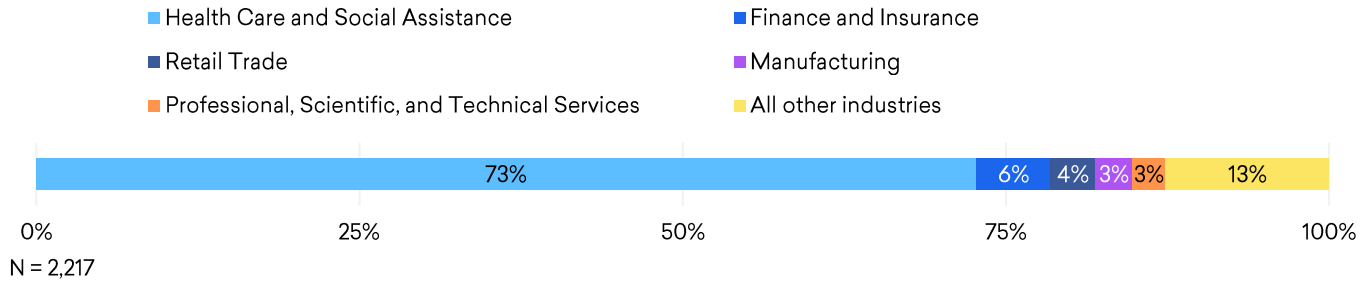
**Nursing** is the most requested skill in Licensed Practical & Licensed Vocational Nurses postings.

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

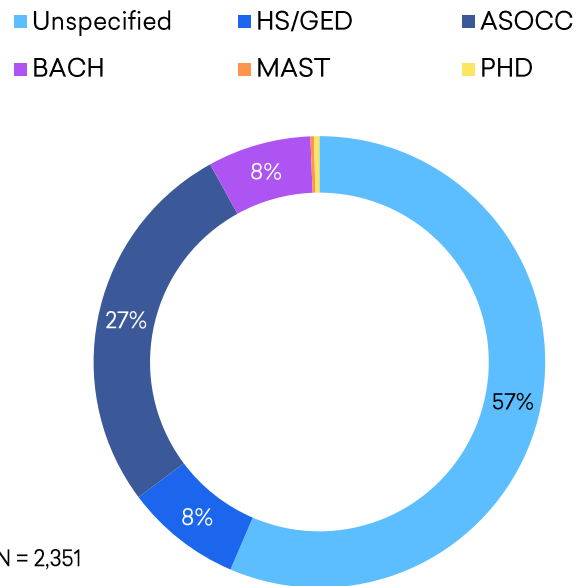


Source: Emsi Job Posting Analytics January 2019 to December 2019.

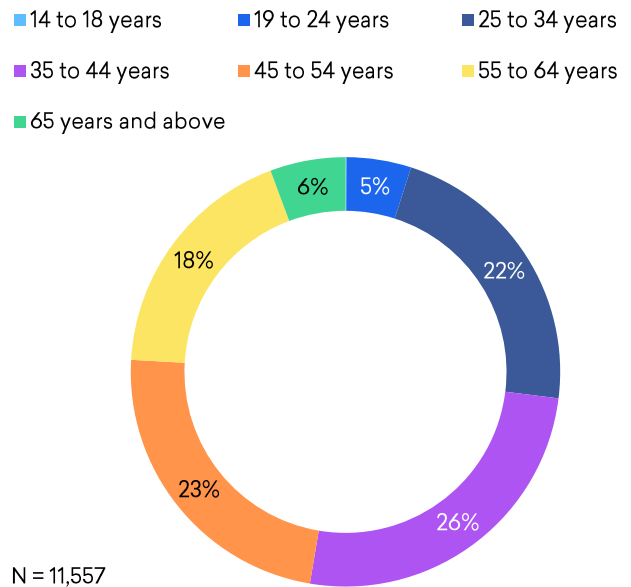
The largest portion of Licensed Practical & Licensed Vocational Nurses postings – **73%** – are from companies in the **Health Care & Social Assistance** industry sector



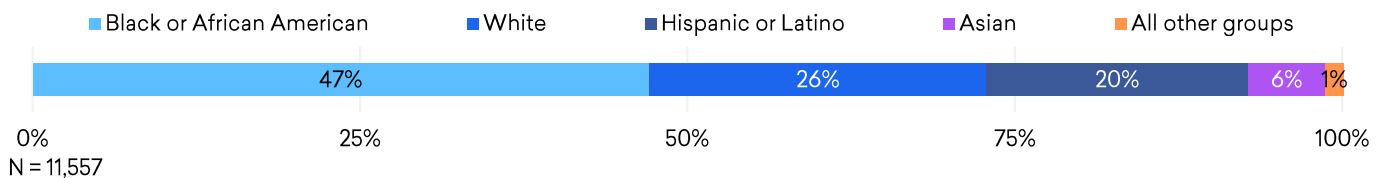
Licensed Practical & Licensed Vocational Nurses postings are most likely to require an **associate degree** when an education level is not specified



**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



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



# 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             | --                      |

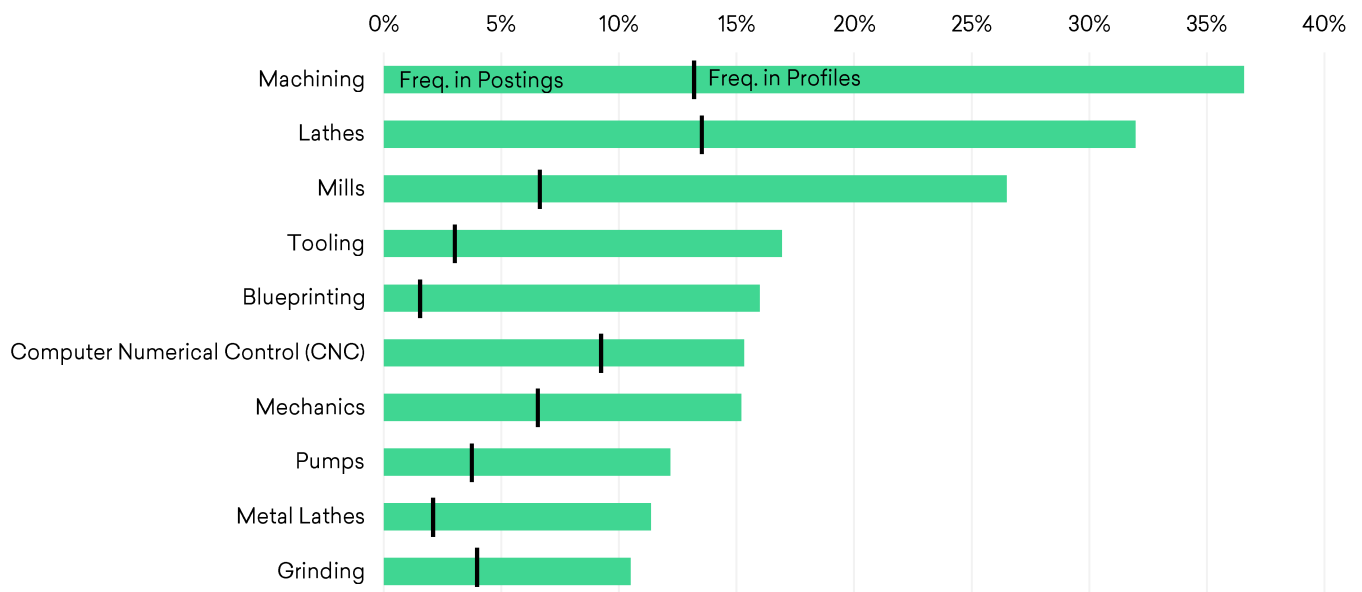
\* All other occupations include postings for rolling machine setters, operators, & tenders, metal & plastic (31 unique postings); extruding & drawing machine setters, operators, & tenders, metal & plastic (17); heat treating equipment setters, operators, & tenders, metal & plastic (15); grinding, lapping, 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

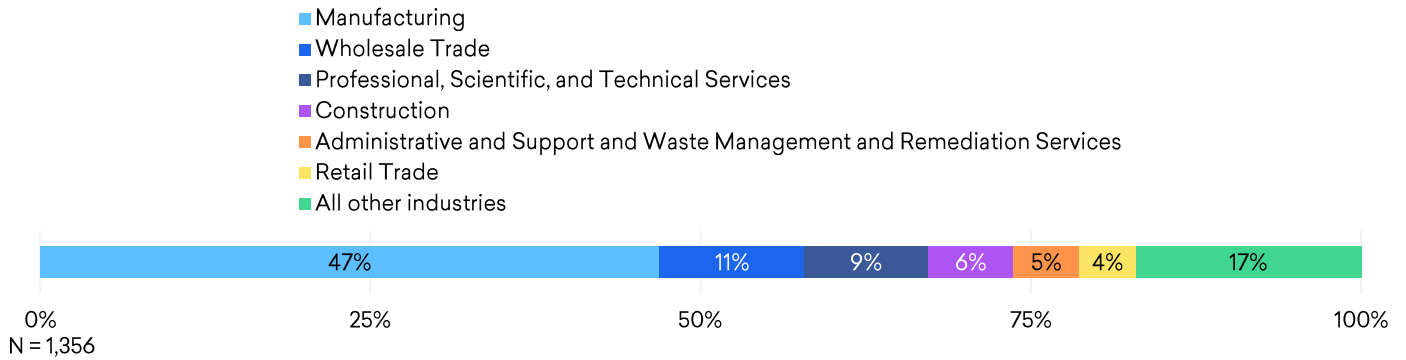
| JOB TITLE   | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION | COMPANY                      | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|---|-----------------|-------------------|-------------------------|------------------------------|-----------------|-------------------|-------------------------|
| 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.

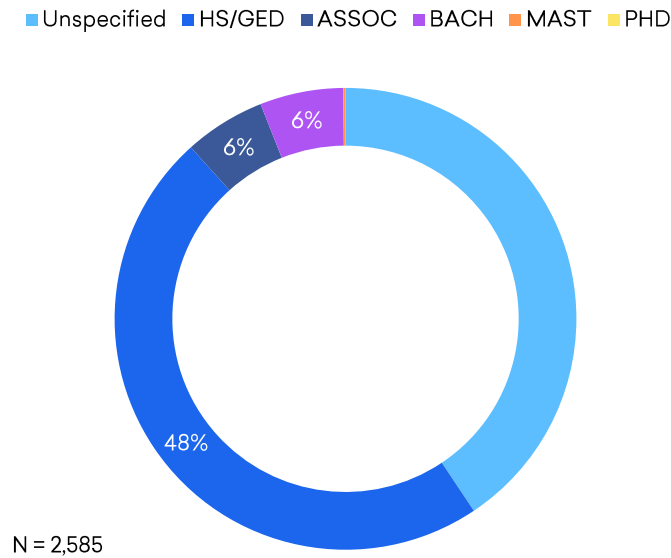




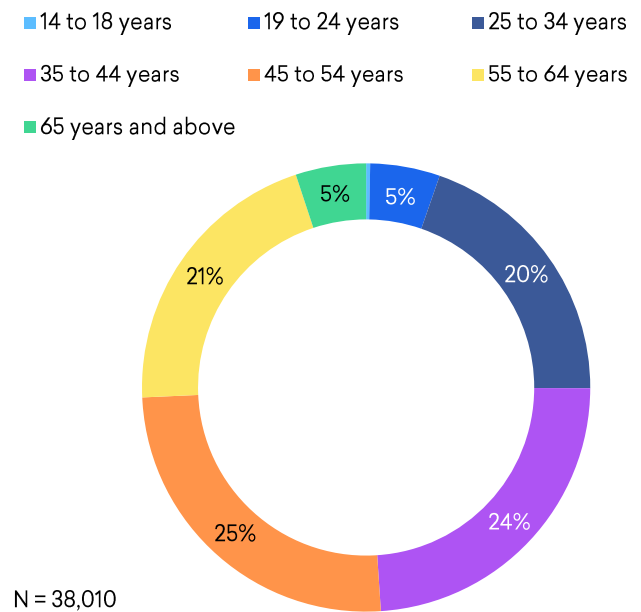
The largest portion of Machinists postings – **47%** – are from companies in the **Manufacturing** industry sector



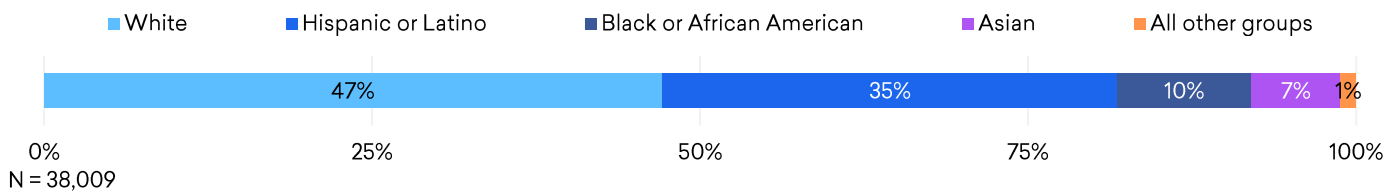
Machinists postings are likely to require a **high school diploma or GED** when an education level is not specified



**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             | --                      |

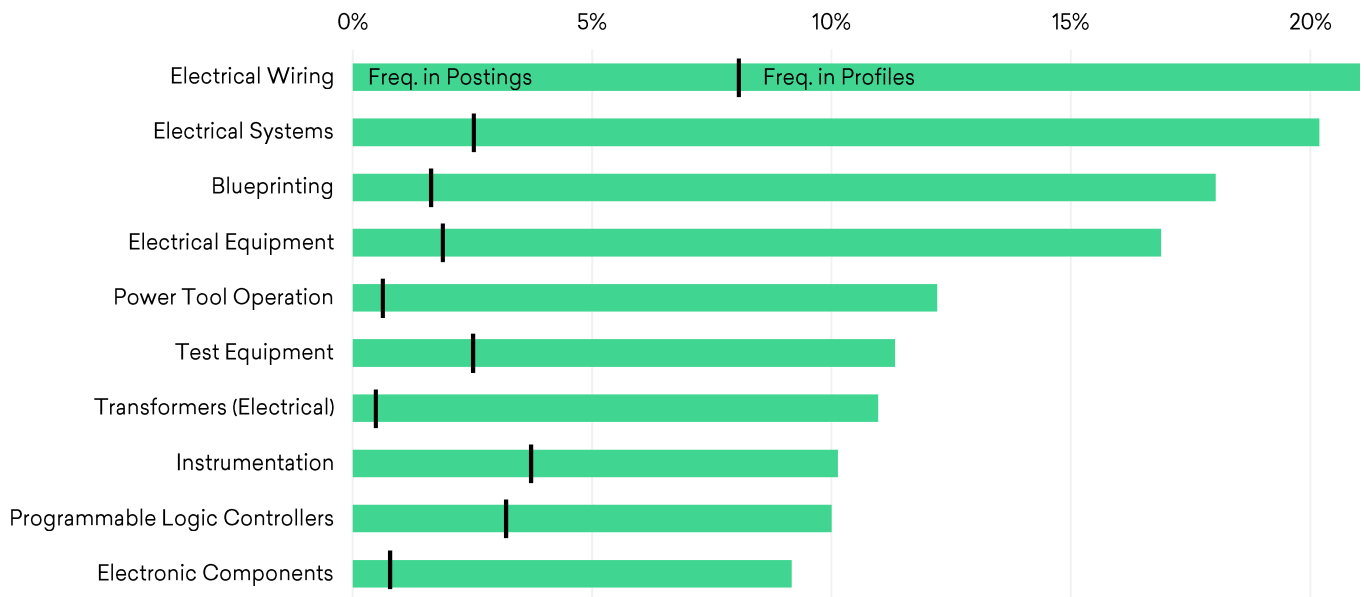
\* All other occupations include postings for electrical power-line installers & repairers (28 unique postings) and electrical & electronics repairers, powerhouse, substation, & relay (20).

**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

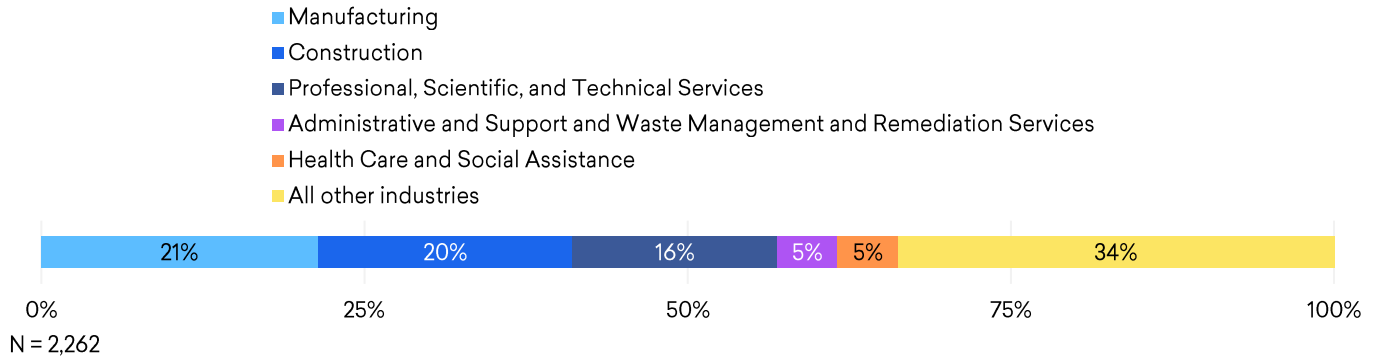
| JOB TITLE  | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION | COMPANY                          | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|--|-----------------|-------------------|-------------------------|----------------------------------|-----------------|-------------------|-------------------------|
| 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.

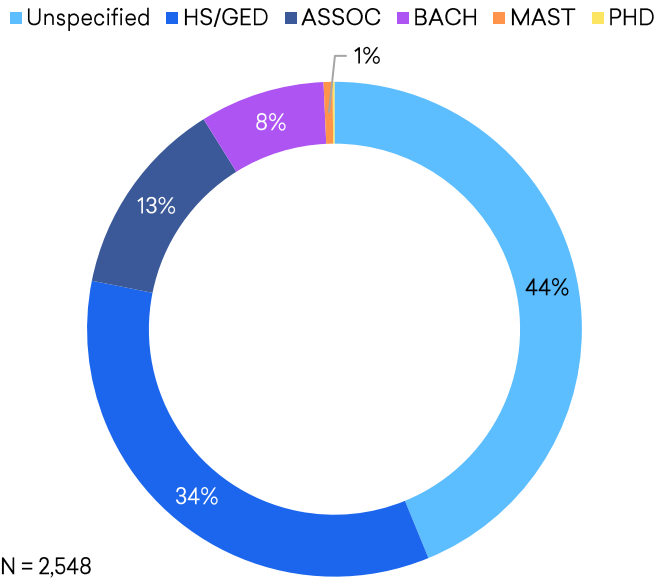


Source: Emsi Job Posting Analytics January 2019 to December 2019.

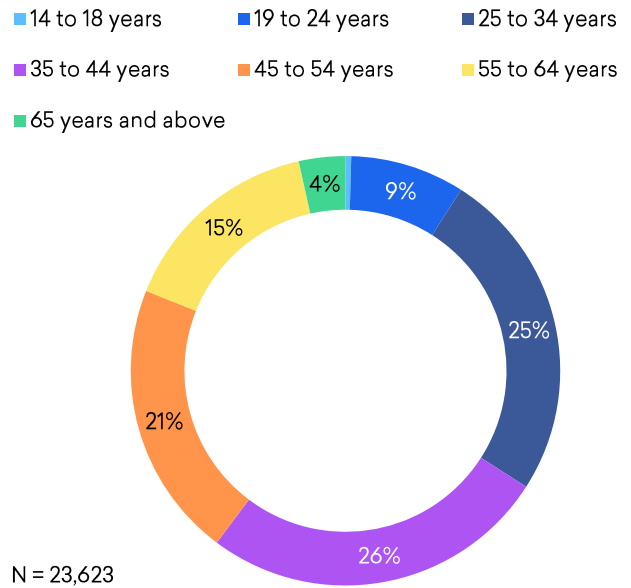
The largest portion of Power & Electrical Technician postings – **21%** – are from companies in the **Manufacturing** industry sector, followed closely by companies in the **Construction** industry sector (**20%**)



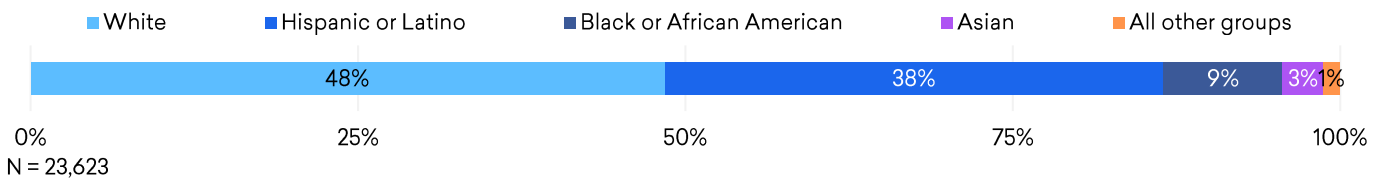
Power & Electrical Technician postings are most likely to require a **high school diploma or GED** when an education level is not specified



**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   | <b>11,076</b>                         |
| Liberty County, TX  | <b>67</b>                             |
| Chambers County, TX | <b>39</b>                             |

### 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                         |

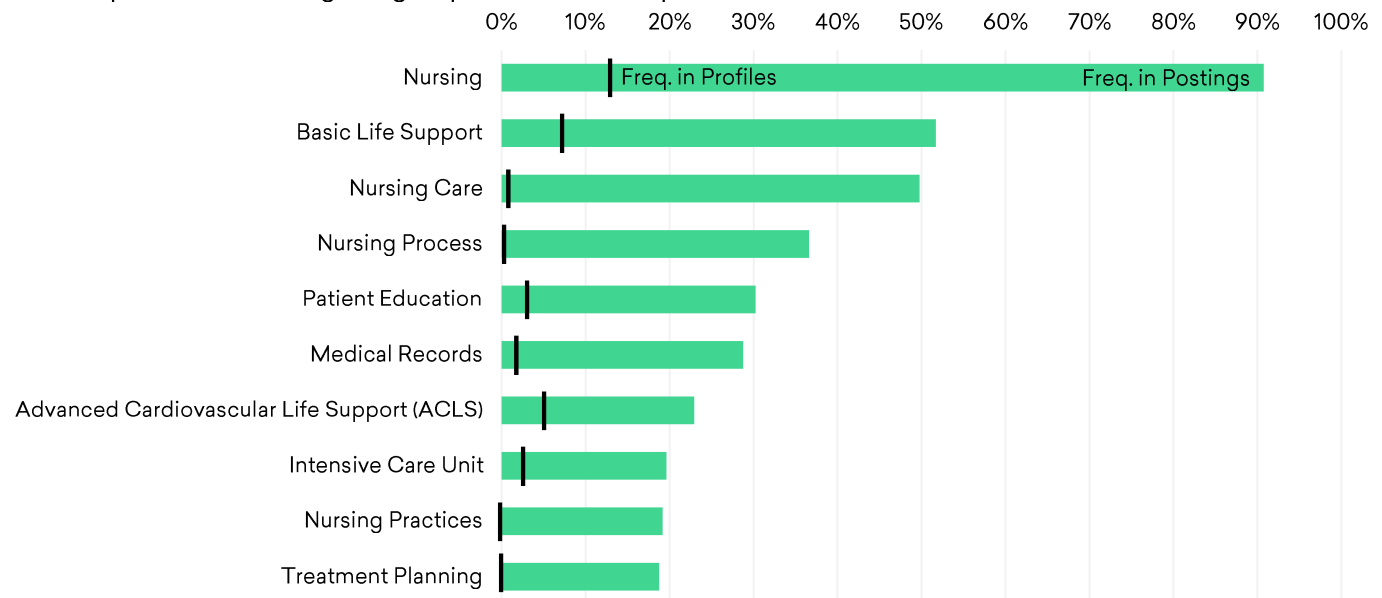
\* The Registered Nurses, Bachelor's Degree occupation group is comprised of only registered nurses.

**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

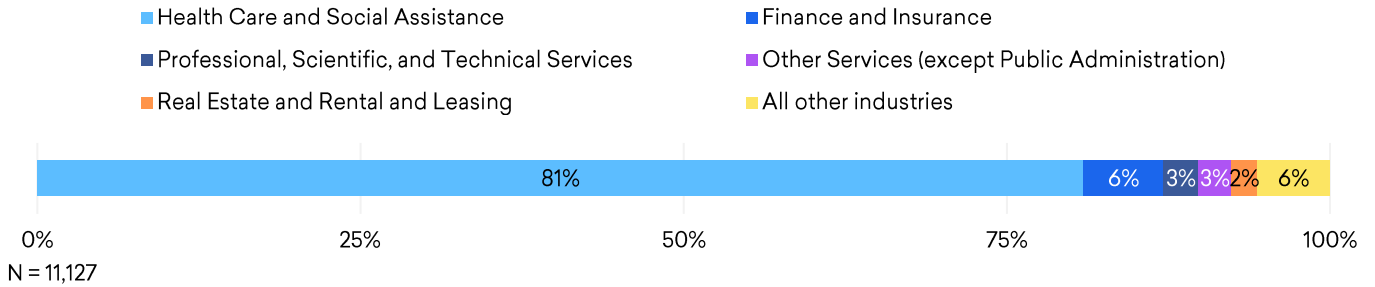
| JOB TITLE  | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION | COMPANY   | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|--|-----------------|-------------------|-------------------------|---|-----------------|-------------------|-------------------------|
| Registered 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.

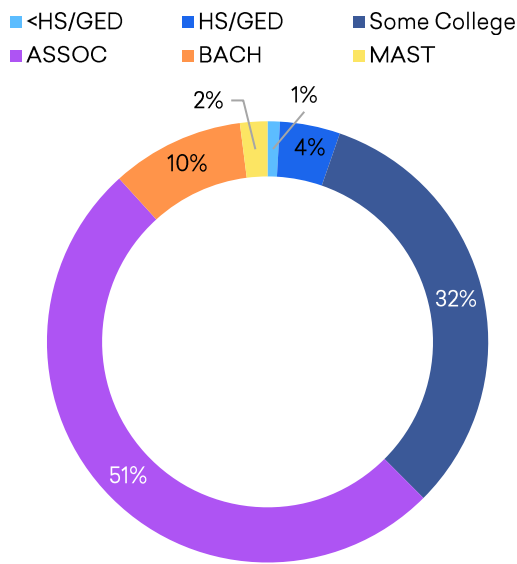


Source: Emsi Job Posting Analytics January 2019 to December 2019.

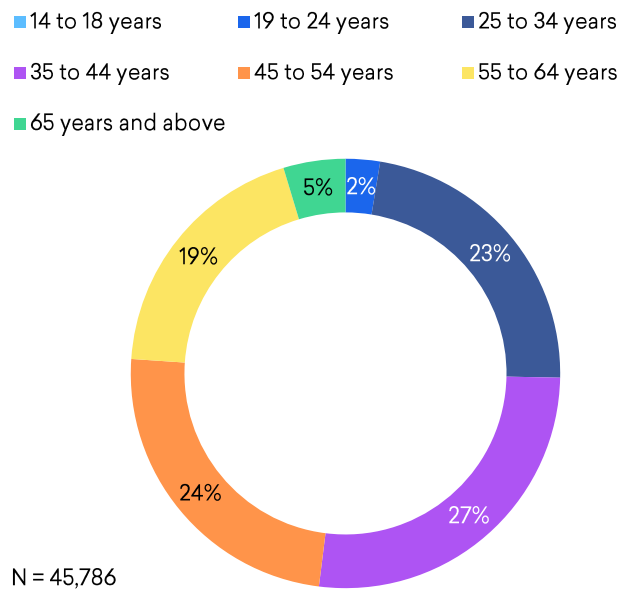
The largest portion of Registered Nurses postings – **81%** – are from companies in the **Health Care & Social Assistance** industry sector



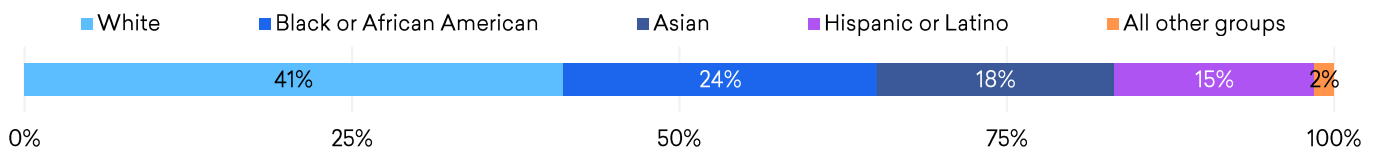
For adults 25 and older employed in the Registered Nurses occupation group, **51%** have an **associate degree** level of education



**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





# 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   | <b>1,072</b> |
| Chambers County, TX | <b>26</b>    |
| Liberty County, TX  | <b>24</b>    |

### 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).



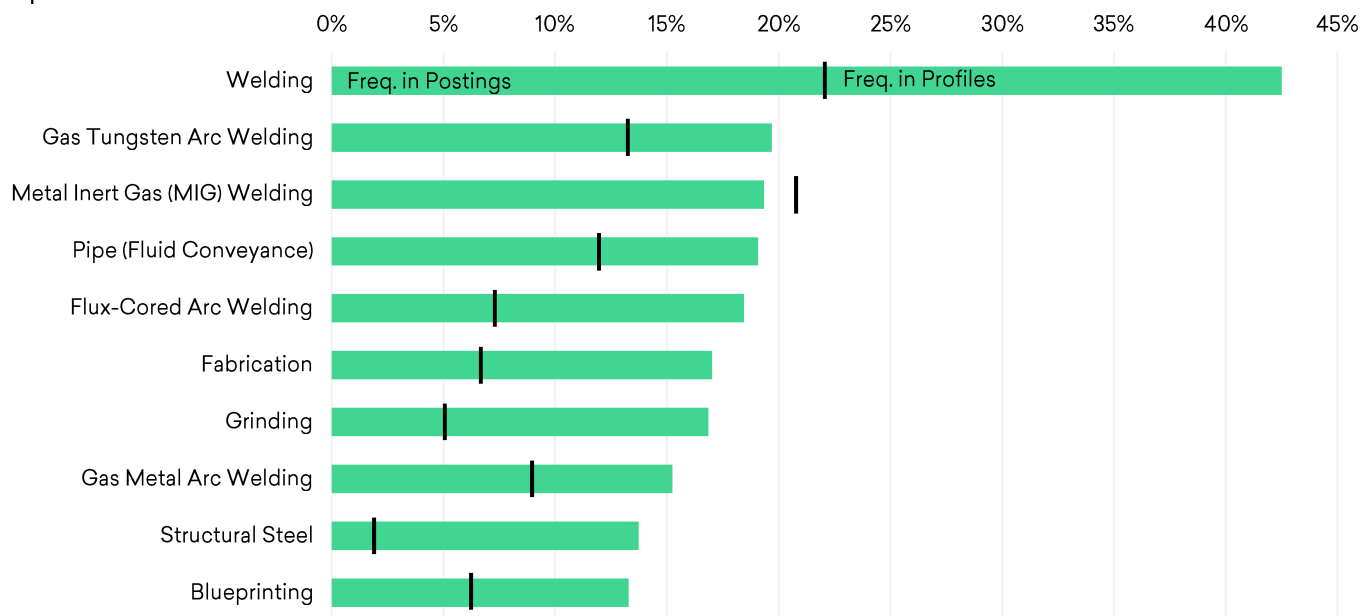
**Welders**, by far, is the most posted for job title in the Welding occupation group

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

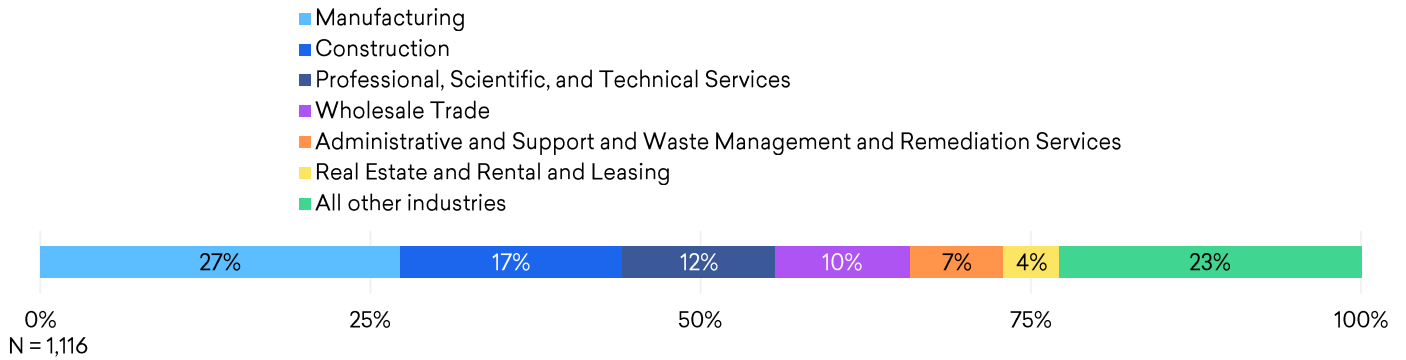
| JOB TITLE  | UNIQUE POSTINGS | POSTING INTENSITY | MEDIAN POSTING DURATION |
|--|-----------------|-------------------|-------------------------|
| Welders (Production)   | 580             | 4 : 1             | 35 days                 |
| Iron Workers   | 70              | 4 : 1             | 31 days                 |
| 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                 |

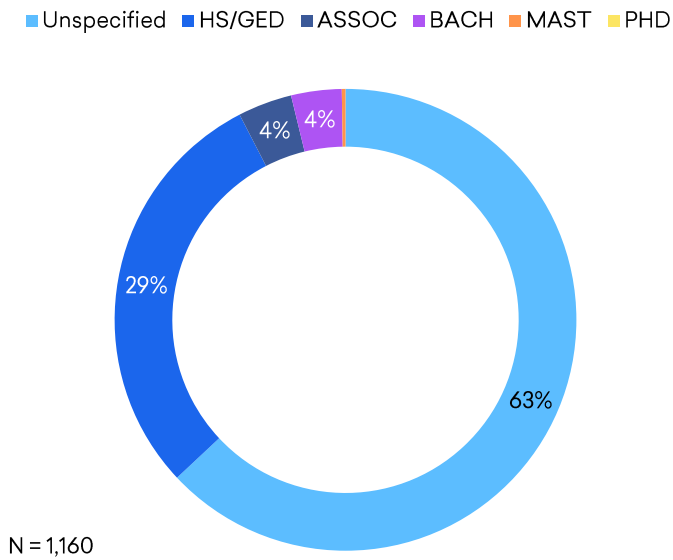
**Welding** is the most requested skill in Welding postings, but underrepresented among the group's resumé's and profiles.



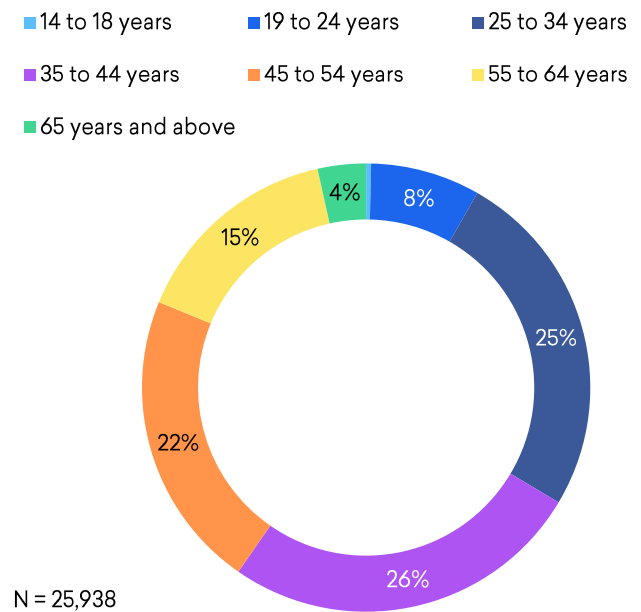
The largest portion of Welding postings – **27%** – are from companies in the **Manufacturing** industry sector



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

