

<=	2.99	Hires/Unique Posting =	Very Difficult
<=	4.99	Hires/Unique Posting =	Difficult
<=	8.99	Hires/Unique Posting =	Competitive
<=	49.99	Hires/Unique Posting =	Easy
>=	50.00	Hires/Unique Posting =	Very Easy

No Postings, <9.99 Hires = No Demand

No Postings, >10 Hires = Word of Mouth

Management					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
11-2021	Marketing Managers	1,413	101	0.07	Very Difficult
11-3111	Compensation and Benefits Managers	91	9	0.10	Very Difficult
11-9161	Emergency Management Directors	28	3	0.10	Very Difficult
11-9111	Medical and Health Services Managers	803	97	0.12	Very Difficult
11-2022	Sales Managers	1,151	177	0.15	Very Difficult
11-3121	Human Resources Managers	340	64	0.19	Very Difficult
11-3061	Purchasing Managers	141	31	0.22	Very Difficult
11-3131	Training and Development Managers	76	17	0.22	Very Difficult
11-9199	Managers, All Other	1,023	250	0.24	Very Difficult
11-9051	Food Service Managers	522	133	0.25	Very Difficult
11-3031	Financial Managers	783	204	0.26	Very Difficult
11-9141	Property, Real Estate, and Community Association Managers	338	90	0.27	Very Difficult
11-9121	Natural Sciences Managers	103	28	0.27	Very Difficult
11-2031	Public Relations and Fundraising Managers	120	40	0.33	Very Difficult
11-3071	Transportation, Storage, and Distribution Managers	143	53	0.37	Very Difficult
11-3021	Computer and Information Systems Managers	539	205	0.38	Very Difficult
11-3051	Industrial Production Managers	83	34	0.41	Very Difficult
11-9081	Lodging Managers	49	21	0.44	Very Difficult
11-9033	Education Administrators, Postsecondary	91	45	0.50	Very Difficult
11-9041	Architectural and Engineering Managers	160	87	0.54	Very Difficult
11-9071	Gaming Managers	3	2	0.56	Very Difficult
11-9151	Social and Community Service Managers	94	57	0.60	Very Difficult
11-9031	Education Administrators, Preschool and Childcare Center/Program	48	34	0.71	Very Difficult
11-2011	Advertising and Promotions Managers	42	30	0.72	Very Difficult
11-3011	Administrative Services Managers	105	88	0.84	Very Difficult
11-1011	Chief Executives	54	54	1.00	Very Difficult
11-9021	Construction Managers	325	332	1.02	Very Difficult
11-1021	General and Operations Managers	855	1,648	1.93	Very Difficult
11-9039	Education Administrators, All Other	5	10	2.27	Very Difficult
11-9061	Funeral Service Managers	1	3	2.39	Very Difficult
11-9032	Education Administrators, Elementary and Secondary School	40	108	2.70	Very Difficult
11-9131	Postmasters and Mail Superintendents	1	2	2.94	Very Difficult
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4	24	6.40	Competitive
11-1031	Legislators	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Business & Financial					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
13-1032	Insurance Appraisers, Auto Damage	16	3	0.16	Very Difficult
13-1111	Management Analysts	1,128	319	0.28	Very Difficult
13-2051	Financial Analysts	342	139	0.41	Very Difficult
13-2061	Financial Examiners	58	28	0.49	Very Difficult
13-1141	Compensation, Benefits, and Job Analysis Specialists	93	46	0.49	Very Difficult
13-2053	Insurance Underwriters	59	32	0.54	Very Difficult
13-2072	Loan Officers	274	160	0.59	Very Difficult
13-2052	Personal Financial Advisors	138	81	0.59	Very Difficult
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	312	190	0.61	Very Difficult
13-1151	Training and Development Specialists	321	206	0.64	Very Difficult
13-1031	Claims Adjusters, Examiners, and Investigators	154	103	0.67	Very Difficult
13-1081	Logisticians	112	79	0.70	Very Difficult
13-2011	Accountants and Auditors	1,753	1,420	0.81	Very Difficult

13-2082	Tax Preparers	47	44	0.93	Very Difficult
13-1161	Market Research Analysts and Marketing Specialists	484	453	0.94	Very Difficult
13-2041	Credit Analysts	44	47	1.06	Very Difficult
13-1071	Human Resources Specialists	467	552	1.18	Very Difficult
13-2031	Budget Analysts	18	29	1.58	Very Difficult
13-1041	Compliance Officers	87	148	1.71	Very Difficult
13-1022	Wholesale and Retail Buyers, Except Farm Products	32	55	1.71	Very Difficult
13-1074	Farm Labor Contractors	2	3	1.83	Very Difficult
13-2071	Credit Counselors	5	9	1.95	Very Difficult
13-1121	Meeting, Convention, and Event Planners	71	139	1.96	Very Difficult
13-1199	Business Operations Specialists, All Other	650	1,401	2.15	Very Difficult
13-2021	Appraisers and Assessors of Real Estate	21	50	2.42	Very Difficult
13-1021	Buyers and Purchasing Agents, Farm Products	2	6	2.56	Very Difficult
13-1051	Cost Estimators	89	228	2.57	Very Difficult
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	2	7	3.48	Difficult
13-1131	Fundraisers	12	62	4.98	Difficult
13-2081	Tax Examiners and Collectors, and Revenue Agents	4	23	5.83	Competitive
13-2099	Financial Specialists, All Other	14	122	8.47	Competitive
13-1075	Labor Relations Specialists	4	36	10.26	Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Computer & Mathematical					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
15-1111	Computer and Information Research Scientists	55	5	0.09	Very Difficult
15-1134	Web Developers	919	84	0.09	Very Difficult
15-1122	Information Security Analysts	552	53	0.10	Very Difficult
15-2031	Operations Research Analysts	207	25	0.12	Very Difficult
15-1199	Computer Occupations, All Other	2,388	304	0.13	Very Difficult
15-1142	Network and Computer Systems Administrators	1,580	368	0.23	Very Difficult
15-1121	Computer Systems Analysts	1,221	307	0.25	Very Difficult
15-1141	Database Administrators	302	77	0.26	Very Difficult
15-1132	Software Developers, Applications	2,109	690	0.33	Very Difficult
15-1131	Computer Programmers	331	110	0.33	Very Difficult
15-1151	Computer User Support Specialists	1,122	448	0.40	Very Difficult
15-2011	Actuaries	36	15	0.41	Very Difficult
15-2041	Statisticians	31	14	0.45	Very Difficult
15-1143	Computer Network Architects	174	134	0.77	Very Difficult
15-1133	Software Developers, Systems Software	423	343	0.81	Very Difficult
15-1152	Computer Network Support Specialists	37	108	2.96	Very Difficult
15-2021	Mathematicians	0	0	#DIV/0!	#DIV/0!
15-2091	Mathematical Technicians	0	0	#DIV/0!	#DIV/0!
15-2099	Mathematical Science Occupations, All Other	0	1	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Architecture & Engineering					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
17-3026	Industrial Engineering Technicians	77	6	0.08	Very Difficult
17-2112	Industrial Engineers	468	72	0.15	Very Difficult
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	70	17	0.24	Very Difficult
17-2071	Electrical Engineers	307	105	0.34	Very Difficult
17-3023	Electrical and Electronics Engineering Technicians	93	47	0.51	Very Difficult
17-2021	Agricultural Engineers	2	1	0.61	Very Difficult
17-3024	Electro-Mechanical Technicians	6	4	0.62	Very Difficult
17-2051	Civil Engineers	356	231	0.65	Very Difficult
17-2141	Mechanical Engineers	251	180	0.72	Very Difficult

17-2081	Environmental Engineers	101	74	0.74	Very Difficult
17-2011	Aerospace Engineers	50	41	0.83	Very Difficult
17-3022	Civil Engineering Technicians	29	25	0.85	Very Difficult
17-2072	Electronics Engineers, Except Computer	138	125	0.91	Very Difficult
17-1011	Architects, Except Landscape and Naval	81	73	0.91	Very Difficult
17-3011	Architectural and Civil Drafters	56	64	1.15	Very Difficult
17-2031	Biomedical Engineers	7	8	1.17	Very Difficult
17-2131	Materials Engineers	12	16	1.28	Very Difficult
17-2041	Chemical Engineers	12	15	1.34	Very Difficult
17-2199	Engineers, All Other	38	51	1.35	Very Difficult
17-2171	Petroleum Engineers	38	58	1.55	Very Difficult
17-3027	Mechanical Engineering Technicians	9	14	1.56	Very Difficult
17-1022	Surveyors	17	27	1.62	Very Difficult
17-3021	Aerospace Engineering and Operations Technicians	2	3	1.70	Very Difficult
17-2061	Computer Hardware Engineers	46	79	1.72	Very Difficult
17-1012	Landscape Architects	11	19	1.77	Very Difficult
17-2161	Nuclear Engineers	5	8	1.84	Very Difficult
17-3013	Mechanical Drafters	17	31	1.86	Very Difficult
17-3012	Electrical and Electronics Drafters	13	24	1.89	Very Difficult
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	9	18	1.90	Very Difficult
17-3025	Environmental Engineering Technicians	9	23	2.44	Very Difficult
17-1021	Cartographers and Photogrammetrists	8	21	2.68	Very Difficult
17-2121	Marine Engineers and Naval Architects	1	4	4.11	Difficult
17-3031	Surveying and Mapping Technicians	14	70	5.12	Competitive
17-3029	Engineering Technicians, Except Drafters, All Other	9	58	6.36	Competitive
17-3019	Drafters, All Other	0	16	136.62	Very Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Life, Physical & Social Sciences					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
19-1022	Microbiologists	125	15	0.12	Very Difficult
19-4093	Forest and Conservation Technicians	26	4	0.14	Very Difficult
19-1042	Medical Scientists, Except Epidemiologists	172	29	0.17	Very Difficult
19-4061	Social Science Research Assistants	72	12	0.17	Very Difficult
19-4091	Environmental Science and Protection Technicians, Including Health	70	21	0.30	Very Difficult
19-3032	Industrial-Organizational Psychologists	2	1	0.37	Very Difficult
19-1023	Zoologists and Wildlife Biologists	20	8	0.38	Very Difficult
19-4051	Nuclear Technicians	4	2	0.45	Very Difficult
19-1029	Biological Scientists, All Other	15	7	0.46	Very Difficult
19-1012	Food Scientists and Technologists	16	10	0.65	Very Difficult
19-2032	Materials Scientists	5	4	0.72	Very Difficult
19-3031	Clinical, Counseling, and School Psychologists	104	75	0.72	Very Difficult
19-3051	Urban and Regional Planners	20	16	0.80	Very Difficult
19-3092	Geographers	1	1	0.99	Very Difficult
19-1011	Animal Scientists	0	0	1.02	Very Difficult
19-4021	Biological Technicians	75	82	1.09	Very Difficult
19-2021	Atmospheric and Space Scientists	4	5	1.16	Very Difficult
19-1031	Conservation Scientists	8	10	1.30	Very Difficult
19-2012	Physicists	5	6	1.30	Very Difficult
19-2041	Environmental Scientists and Specialists, Including Health	56	78	1.39	Very Difficult
19-3093	Historians	2	3	1.58	Very Difficult
19-1032	Foresters	2	3	1.64	Very Difficult
19-3091	Anthropologists and Archeologists	3	5	1.68	Very Difficult
19-4092	Forensic Science Technicians	5	9	1.77	Very Difficult
19-4099	Life, Physical, and Social Science Technicians, All Other	20	38	1.89	Very Difficult
19-2099	Physical Scientists, All Other	4	8	2.10	Very Difficult
19-4041	Geological and Petroleum Technicians	9	19	2.18	Very Difficult
19-2043	Hydrologists	4	10	2.25	Very Difficult

19-4031	Chemical Technicians	12	27	2.26	Very Difficult
19-3011	Economists	4	10	2.36	Very Difficult
19-4011	Agricultural and Food Science Technicians	2	4	2.40	Very Difficult
19-3039	Psychologists, All Other	1	4	2.55	Very Difficult
19-1041	Epidemiologists	2	7	2.86	Very Difficult
19-2042	Geoscientists, Except Hydrologists and Geographers	22	77	3.51	Difficult
19-1021	Biochemists and Biophysicists	2	7	4.00	Difficult
19-2031	Chemists	12	52	4.24	Difficult
19-1013	Soil and Plant Scientists	1	6	5.51	Competitive
19-3022	Survey Researchers	1	5	6.00	Competitive
19-1099	Life Scientists, All Other	0	3	11.15	Easy
19-3094	Political Scientists	0	1	19.53	Easy
19-3099	Social Scientists and Related Workers, All Other	0	14	46.78	Easy
19-2011	Astronomers	0	0	#DIV/0!	#DIV/0!
19-3041	Sociologists	0	1	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Community & Social Services					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
21-1093	Social and Human Service Assistants	400	71	0.18	Very Difficult
21-1023	Mental Health and Substance Abuse Social Workers	200	55	0.27	Very Difficult
21-1091	Health Educators	26	16	0.62	Very Difficult
21-1012	Educational, Guidance, School, and Vocational Counselors	160	101	0.63	Very Difficult
21-1022	Healthcare Social Workers	82	63	0.77	Very Difficult
21-1011	Substance Abuse and Behavioral Disorder Counselors	39	32	0.84	Very Difficult
21-1014	Mental Health Counselors	64	140	2.20	Very Difficult
21-1099	Community and Social Service Specialists, All Other	28	62	2.24	Very Difficult
21-1021	Child, Family, and School Social Workers	67	188	2.80	Very Difficult
21-1013	Marriage and Family Therapists	7	21	3.01	Difficult
21-1015	Rehabilitation Counselors	9	43	4.97	Difficult
21-1092	Probation Officers and Correctional Treatment Specialists	8	40	5.01	Competitive
21-1019	Counselors, All Other	2	9	5.11	Competitive
21-1094	Community Health Workers	3	18	5.92	Competitive
21-2011	Clergy	12	104	8.96	Competitive
21-2021	Directors, Religious Activities and Education	2	56	32.94	Easy
21-1029	Social Workers, All Other	0	22	62.92	Very Easy
21-2099	Religious Workers, All Other	0	29	494.97	Very Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Legal					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
23-2011	Paralegals and Legal Assistants	430	189	0.44	Very Difficult
23-1012	Judicial Law Clerks	5	6	1.09	Very Difficult
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	5	7	1.36	Very Difficult
23-1011	Lawyers	281	383	1.36	Very Difficult
23-1022	Arbitrators, Mediators, and Conciliators	1	2	3.02	Difficult
23-2093	Title Examiners, Abstractors, and Searchers	11	36	3.24	Difficult
23-1023	Judges, Magistrate Judges, and Magistrates	1	10	8.78	Competitive
23-2091	Court Reporters	1	11	15.78	Easy
23-2099	Legal Support Workers, All Other	1	39	34.57	Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Education, Training & Library

SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
25-9021	Farm and Home Management Advisors	2	0	0.24	Very Difficult
25-1099	Postsecondary Teachers	654	615	0.94	Very Difficult
25-2011	Preschool Teachers, Except Special Education	325	307	0.94	Very Difficult
25-2054	Special Education Teachers, Secondary School	48	49	1.01	Very Difficult
25-9011	Audio-Visual and Multimedia Collections Specialists	1	1	1.03	Very Difficult
25-9031	Instructional Coordinators	84	109	1.30	Very Difficult
25-2052	Special Education Teachers, Kindergarten and Elementary School	53	73	1.36	Very Difficult
25-3099	Teachers and Instructors, All Other	68	118	1.74	Very Difficult
25-2032	Career/Technical Education Teachers, Secondary School	9	17	1.95	Very Difficult
25-2023	Career/Technical Education Teachers, Middle School	2	5	2.61	Very Difficult
25-4011	Archivists	1	3	2.61	Very Difficult
25-4021	Librarians	16	52	3.32	Difficult
25-2053	Special Education Teachers, Middle School	8	35	4.42	Difficult
25-2059	Special Education Teachers, All Other	1	6	4.43	Difficult
25-2021	Elementary School Teachers, Except Special Education	136	601	4.44	Difficult
25-9041	Teacher Assistants	109	521	4.80	Difficult
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	76	392	5.16	Competitive
25-4012	Curators	2	8	5.39	Competitive
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	4	27	6.56	Competitive
25-3021	Self-Enrichment Education Teachers	39	259	6.57	Competitive
25-2022	Middle School Teachers, Except Special and Career/Technical Education	34	298	8.72	Competitive
25-4031	Library Technicians	5	52	10.95	Easy
25-4013	Museum Technicians and Conservators	1	10	15.35	Easy
25-2012	Kindergarten Teachers, Except Special Education	5	90	18.71	Easy
25-2051	Special Education Teachers, Preschool	1	31	23.75	Easy
25-3098	Substitute Teachers	0	0	#DIV/0!	#DIV/0!
25-9099	Education, Training, and Library Workers, All Other	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Arts, Design, Entertainment, Sports, and Media					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
27-1026	Merchandise Displayers and Window Trimmers	413	55	0.13	Very Difficult
27-4013	Radio Operators	1	0	0.22	Very Difficult
27-3021	Broadcast News Analysts	6	2	0.25	Very Difficult
27-3042	Technical Writers	118	51	0.44	Very Difficult
27-3031	Public Relations Specialists	314	189	0.60	Very Difficult
27-1024	Graphic Designers	211	139	0.66	Very Difficult
27-1019	Artists and Related Workers, All Other	8	7	0.83	Very Difficult
27-3043	Writers and Authors	29	26	0.90	Very Difficult
27-4012	Broadcast Technicians	24	23	0.95	Very Difficult
27-3022	Reporters and Correspondents	16	16	0.99	Very Difficult
27-3012	Public Address System and Other Announcers	6	7	1.08	Very Difficult
27-4021	Photographers	26	29	1.10	Very Difficult
27-3091	Interpreters and Translators	38	43	1.13	Very Difficult
27-4032	Film and Video Editors	17	21	1.26	Very Difficult
27-1025	Interior Designers	47	63	1.33	Very Difficult
27-1023	Floral Designers	32	47	1.48	Very Difficult
27-3041	Editors	31	48	1.54	Very Difficult
27-1011	Art Directors	18	33	1.89	Very Difficult
27-2012	Producers and Directors	39	73	1.89	Very Difficult
27-4011	Audio and Video Equipment Technicians	37	71	1.91	Very Difficult
27-3011	Radio and Television Announcers	6	11	2.06	Very Difficult
27-1014	Multimedia Artists and Animators	7	15	2.25	Very Difficult

27-1022	Fashion Designers	4	10	2.84	Very Difficult
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	2	7	4.15	Difficult
27-2023	Umpires, Referees, and Other Sports Officials	9	40	4.40	Difficult
27-2022	Coaches and Scouts	47	208	4.46	Difficult
27-1021	Commercial and Industrial Designers	3	14	4.97	Difficult
27-2042	Musicians and Singers	16	92	5.73	Competitive
27-4031	Camera Operators, Television, Video, and Motion Picture	2	21	9.20	Competitive
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	2	33	18.86	Easy
27-2041	Music Directors and Composers	1	21	21.08	Easy
27-1027	Set and Exhibit Designers	0	9	21.77	Easy
27-4014	Sound Engineering Technicians	1	17	23.72	Easy
27-2021	Athletes and Sports Competitors	1	28	31.46	Easy
27-2011	Actors	0	19	107.44	Very Easy
27-3099	Media and Communication Workers, All Other	0	28	241.65	Very Easy
27-1012	Craft Artists	0	0	#DIV/0!	#DIV/0!
27-1029	Designers, All Other	0	0	#DIV/0!	#DIV/0!
27-2031	Dancers	0	22	#DIV/0!	#DIV/0!
27-2032	Choreographers	0	0	#DIV/0!	#DIV/0!
27-4099	Media and Communication Equipment Workers, All Other	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Healthcare Practitioners & Technical					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
29-1022	Oral and Maxillofacial Surgeons	28	1	0.05	Very Difficult
29-1063	Internists, General	148	8	0.05	Very Difficult
29-2055	Surgical Technologists	270	28	0.10	Very Difficult
29-1066	Psychiatrists	81	11	0.13	Very Difficult
29-2031	Cardiovascular Technologists and Technicians	84	12	0.14	Very Difficult
29-1024	Prosthodontists	2	0	0.15	Very Difficult
29-1125	Recreational Therapists	27	5	0.17	Very Difficult
29-9092	Genetic Counselors	6	1	0.18	Very Difficult
29-1062	Family and General Practitioners	257	52	0.20	Very Difficult
29-1069	Physicians and Surgeons, All Other	247	55	0.22	Very Difficult
29-2071	Medical Records and Health Information Technicians	271	63	0.23	Very Difficult
29-1141	Registered Nurses	4,063	1,064	0.26	Very Difficult
29-1064	Obstetricians and Gynecologists	29	8	0.30	Very Difficult
29-1067	Surgeons	81	24	0.30	Very Difficult
29-2032	Diagnostic Medical Sonographers	56	18	0.33	Very Difficult
29-1051	Pharmacists	530	194	0.37	Very Difficult
29-1127	Speech-Language Pathologists	224	86	0.38	Very Difficult
29-1065	Pediatricians, General	21	8	0.39	Very Difficult
29-9091	Athletic Trainers	30	12	0.40	Very Difficult
29-1122	Occupational Therapists	205	84	0.41	Very Difficult
29-1081	Podiatrists	29	13	0.44	Very Difficult
29-1061	Anesthesiologists	12	5	0.46	Very Difficult
29-1181	Audiologists	17	8	0.46	Very Difficult
29-2011	Medical and Clinical Laboratory Technologists	124	59	0.48	Very Difficult
29-1126	Respiratory Therapists	79	38	0.48	Very Difficult
29-2033	Nuclear Medicine Technologists	12	6	0.49	Very Difficult
29-2034	Radiologic Technologists	125	62	0.49	Very Difficult
29-1124	Radiation Therapists	9	5	0.49	Very Difficult
29-1071	Physician Assistants	123	62	0.51	Very Difficult
29-1171	Nurse Practitioners	105	57	0.54	Very Difficult
29-2099	Health Technologists and Technicians, All Other	121	69	0.57	Very Difficult
29-1123	Physical Therapists	247	143	0.58	Very Difficult
29-2035	Magnetic Resonance Imaging Technologists	20	12	0.59	Very Difficult
29-2053	Psychiatric Technicians	25	15	0.59	Very Difficult
29-9011	Occupational Health and Safety Specialists	83	50	0.60	Very Difficult

29-2054	Respiratory Therapy Technicians	2	1	0.60	Very Difficult
29-1151	Nurse Anesthetists	13	8	0.61	Very Difficult
29-1031	Dietitians and Nutritionists	46	29	0.62	Very Difficult
29-2061	Licensed Practical and Licensed Vocational Nurses	262	165	0.63	Very Difficult
29-2012	Medical and Clinical Laboratory Technicians	76	58	0.77	Very Difficult
29-1023	Orthodontists	3	2	0.78	Very Difficult
29-1021	Dentists, General	68	57	0.83	Very Difficult
29-2052	Pharmacy Technicians	192	176	0.91	Very Difficult
29-2051	Dietetic Technicians	13	12	0.94	Very Difficult
29-2091	Orthotists and Prosthetists	2	2	1.13	Very Difficult
29-1161	Nurse Midwives	4	5	1.13	Very Difficult
29-1128	Exercise Physiologists	4	5	1.23	Very Difficult
29-2092	Hearing Aid Specialists	2	3	1.25	Very Difficult
29-1131	Veterinarians	55	76	1.37	Very Difficult
29-2057	Ophthalmic Medical Technicians	9	13	1.49	Very Difficult
29-2081	Opticians, Dispensing	19	38	2.02	Very Difficult
29-2041	Emergency Medical Technicians and Paramedics	64	130	2.04	Very Difficult
29-1041	Optometrists	14	29	2.06	Very Difficult
29-1029	Dentists, All Other Specialists	1	2	2.80	Very Difficult
29-2056	Veterinary Technologists and Technicians	40	121	2.99	Difficult
29-1199	Health Diagnosing and Treating Practitioners, All Other	10	29	3.00	Difficult
29-9012	Occupational Health and Safety Technicians	3	9	3.03	Difficult
29-9099	Healthcare Practitioners and Technical Workers, All Other	4	22	6.08	Competitive
29-2021	Dental Hygienists	28	171	6.09	Competitive
29-1129	Therapists, All Other	0	5	9.78	Competitive
29-1011	Chiropractors	1	48	67.49	Very Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Healthcare Support					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
31-2011	Occupational Therapy Assistants	73	19	0.27	Very Difficult
31-9093	Medical Equipment Preparers	80	22	0.27	Very Difficult
31-9099	Healthcare Support Workers, All Other	108	44	0.41	Very Difficult
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	56	23	0.42	Very Difficult
31-2021	Physical Therapist Assistants	58	34	0.59	Very Difficult
31-9092	Medical Assistants	343	244	0.71	Very Difficult
31-9095	Pharmacy Aides	5	6	1.03	Very Difficult
31-2022	Physical Therapist Aides	6	7	1.07	Very Difficult
31-9097	Phlebotomists	40	50	1.27	Very Difficult
31-1014	Nursing Assistants	408	594	1.46	Very Difficult
31-9091	Dental Assistants	65	175	2.70	Very Difficult
31-2012	Occupational Therapy Aides	0	1	3.73	Difficult
31-1011	Home Health Aides	144	728	5.07	Competitive
31-9094	Medical Transcriptionists	7	37	5.12	Competitive
31-9011	Massage Therapists	54	297	5.49	Competitive
31-1015	Orderlies	0	9	21.74	Easy
31-1013	Psychiatric Aides	0	8	128.19	Very Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Protective Service					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
33-9021	Private Detectives and Investigators	40	19	0.48	Very Difficult
33-1099	First-Line Supervisors of Protective Service Workers, All Other	104	62	0.60	Very Difficult
33-3041	Parking Enforcement Workers	5	4	0.73	Very Difficult
33-2021	Fire Inspectors and Investigators	6	5	0.85	Very Difficult

33-3031	Fish and Game Wardens	1	1	1.31	Very Difficult
33-3021	Detectives and Criminal Investigators	33	44	1.34	Very Difficult
33-9031	Gaming Surveillance Officers and Gaming Investigators	3	5	1.50	Very Difficult
33-9032	Security Guards	475	865	1.82	Very Difficult
33-9093	Transportation Security Screeners	14	26	1.90	Very Difficult
33-3051	Police and Sheriff's Patrol Officers	98	187	1.90	Very Difficult
33-9099	Protective Service Workers, All Other	42	86	2.04	Very Difficult
33-9011	Animal Control Workers	2	5	2.32	Very Difficult
33-3012	Correctional Officers and Jailers	20	65	3.20	Difficult
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	5	22	4.16	Difficult
33-1012	First-Line Supervisors of Police and Detectives	5	34	6.17	Competitive
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	34	224	6.57	Competitive
33-3052	Transit and Railroad Police	0	1	19.83	Easy
33-2011	Firefighters	3	95	29.32	Easy
33-9091	Crossing Guards	2	57	37.53	Easy
33-1011	First-Line Supervisors of Correctional Officers	0	6	53.49	Very Easy
33-3011	Bailiffs	0	17	290.63	Very Easy
33-2022	Forest Fire Inspectors and Prevention Specialists	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Food Preparation and Serving Related					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,029	798	0.78	Very Difficult
35-1011	Chefs and Head Cooks	139	151	1.09	Very Difficult
35-9021	Dishwashers	240	420	1.75	Very Difficult
35-2012	Cooks, Institution and Cafeteria	122	237	1.94	Very Difficult
35-3011	Bartenders	395	811	2.05	Very Difficult
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	196	443	2.26	Very Difficult
35-2021	Food Preparation Workers	225	520	2.32	Very Difficult
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	78	195	2.51	Very Difficult
35-2014	Cooks, Restaurant	455	1,831	4.03	Difficult
35-3041	Food Servers, Nonrestaurant	79	339	4.28	Difficult
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	138	639	4.61	Difficult
35-2015	Cooks, Short Order	15	80	5.36	Competitive
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	748	4,144	5.54	Competitive
35-3031	Waiters and Waitresses	404	3,338	8.27	Competitive
35-2019	Cooks, All Other	1	12	19.60	Easy
35-2011	Cooks, Fast Food	11	358	33.29	Easy
35-9099	Food Preparation and Serving Related Workers, All Other	2	95	57.85	Very Easy
35-2013	Cooks, Private Household	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Building and Grounds Cleaning and Maintenance					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	148	128	0.86	Very Difficult
37-2012	Maids and Housekeeping Cleaners	571	728	1.28	Very Difficult
37-3013	Tree Trimmers and Pruners	9	14	1.53	Very Difficult
37-2021	Pest Control Workers	22	36	1.66	Very Difficult
37-3019	Grounds Maintenance Workers, All Other	2	7	3.24	Difficult
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	396	2,122	5.36	Competitive
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	19	115	6.18	Competitive
37-3011	Landscaping and Groundskeeping Workers	147	1,100	7.49	Competitive
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	1	11	8.29	Competitive
37-2019	Building Cleaning Workers, All Other	0	19	163.01	Very Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Personal Care & Service					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
39-2011	Animal Trainers	22	7	0.31	Very Difficult
39-1011	Gaming Supervisors	17	9	0.55	Very Difficult
39-6011	Baggage Porters and Bellhops	42	32	0.77	Very Difficult
39-6012	Concierges	31	25	0.80	Very Difficult
39-1012	Slot Supervisors	2	4	1.57	Very Difficult
39-2021	Nonfarm Animal Caretakers	91	209	2.31	Very Difficult
39-4021	Funeral Attendants	2	6	2.54	Very Difficult
39-1021	First-Line Supervisors of Personal Service Workers	74	197	2.66	Very Difficult
39-5012	Hairdressers, Hairstylists, and Cosmetologists	133	385	2.89	Very Difficult
39-9031	Fitness Trainers and Aerobics Instructors	135	416	3.08	Difficult
39-5094	Skincare Specialists	15	48	3.16	Difficult
39-4011	Embalmers	1	2	3.27	Difficult
39-7012	Travel Guides	1	2	4.14	Difficult
39-9041	Residential Advisors	5	21	4.28	Difficult
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	4	16	4.59	Difficult
39-9032	Recreation Workers	57	271	4.78	Difficult
39-9021	Personal Care Aides	231	1,159	5.01	Competitive
39-3092	Costume Attendants	2	8	5.19	Competitive
39-7011	Tour Guides and Escorts	3	16	5.37	Competitive
39-9011	Childcare Workers	57	457	8.07	Competitive
39-9099	Personal Care and Service Workers, All Other	5	40	8.55	Competitive
39-3012	Gaming and Sports Book Writers and Runners	1	5	9.56	Competitive
39-3011	Gaming Dealers	5	52	9.85	Competitive
39-5092	Manicurists and Pedicurists	9	110	12.10	Easy
39-3091	Amusement and Recreation Attendants	34	421	12.34	Easy
39-3019	Gaming Service Workers, All Other	0	6	12.56	Easy
39-5091	Makeup Artists, Theatrical and Performance	0	3	13.64	Easy
39-3031	Ushers, Lobby Attendants, and Ticket Takers	14	250	18.48	Easy
39-3021	Motion Picture Projectionists	1	17	29.04	Easy
39-4031	Morticians, Undertakers, and Funeral Directors	0	6	47.13	Easy
39-5011	Barbers	0	36	154.68	Very Easy
39-3099	Entertainment Attendants and Related Workers, All Other	0	0	#DIV/0!	#DIV/0!
39-5093	Shampooers	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Sales & Related					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
41-9011	Demonstrators and Product Promoters	337	24	0.07	Very Difficult
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	15	3	0.19	Very Difficult
41-1012	First-Line Supervisors of Non-Retail Sales Workers	618	146	0.24	Very Difficult
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	637	171	0.27	Very Difficult
41-3031	Securities, Commodities, and Financial Services Sales Agents	784	224	0.29	Very Difficult
41-9031	Sales Engineers	200	64	0.32	Very Difficult
41-1011	First-Line Supervisors of Retail Sales Workers	2,384	772	0.32	Very Difficult
41-3021	Insurance Sales Agents	406	231	0.57	Very Difficult
41-3011	Advertising Sales Agents	147	122	0.83	Very Difficult
41-3099	Sales Representatives, Services, All Other	1,150	1,015	0.88	Very Difficult
41-9022	Real Estate Sales Agents	120	128	1.07	Very Difficult
41-2031	Retail Salespersons	2,519	3,718	1.48	Very Difficult

41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	620	932	1.50	Very Difficult
41-2011	Cashiers	992	2,343	2.36	Very Difficult
41-3041	Travel Agents	19	46	2.45	Very Difficult
41-9012	Models	1	3	2.86	Very Difficult
41-9041	Telemarketers	96	286	2.97	Very Difficult
41-2022	Parts Salespersons	37	137	3.69	Difficult
41-2021	Counter and Rental Clerks	73	495	6.78	Competitive
41-9099	Sales and Related Workers, All Other	23	173	7.40	Competitive
41-2012	Gaming Change Persons and Booth Cashiers	1	7	10.59	Easy
41-9021	Real Estate Brokers	5	58	11.50	Easy

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Office and Administrative Support					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
43-4141	New Accounts Clerks	36	12	0.33	Very Difficult
43-3071	Tellers	345	136	0.39	Very Difficult
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,708	700	0.41	Very Difficult
43-6013	Medical Secretaries	380	195	0.51	Very Difficult
43-6012	Legal Secretaries	124	71	0.58	Very Difficult
43-6011	Executive Secretaries and Executive Administrative Assistants	654	391	0.60	Very Difficult
43-4081	Hotel, Motel, and Resort Desk Clerks	251	174	0.69	Very Difficult
43-3041	Gaming Cage Workers	11	9	0.78	Very Difficult
43-4051	Customer Service Representatives	1,710	1,714	1.00	Very Difficult
43-4131	Loan Interviewers and Clerks	122	124	1.01	Very Difficult
43-3011	Bill and Account Collectors	146	149	1.02	Very Difficult
43-5081	Stock Clerks and Order Fillers	1,262	1,369	1.09	Very Difficult
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	106	116	1.09	Very Difficult
43-5011	Cargo and Freight Agents	23	29	1.28	Very Difficult
43-5061	Production, Planning, and Expediting Clerks	86	115	1.34	Very Difficult
43-9011	Computer Operators	18	24	1.35	Very Difficult
43-4151	Order Clerks	54	76	1.40	Very Difficult
43-2099	Communications Equipment Operators, All Other	1	1	1.45	Very Difficult
43-3031	Bookkeeping, Accounting, and Auditing Clerks	702	1,087	1.55	Very Difficult
43-3021	Billing and Posting Clerks	123	191	1.55	Very Difficult
43-9081	Proofreaders and Copy Markers	3	5	1.68	Very Difficult
43-3051	Payroll and Timekeeping Clerks	75	133	1.77	Very Difficult
43-4111	Interviewers, Except Eligibility and Loan	66	127	1.93	Very Difficult
43-9021	Data Entry Keyers	71	140	1.98	Very Difficult
43-9199	Office and Administrative Support Workers, All Other	66	134	2.03	Very Difficult
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	25	54	2.17	Very Difficult
43-9041	Insurance Claims and Policy Processing Clerks	25	59	2.38	Very Difficult
43-9022	Word Processors and Typists	8	20	2.51	Very Difficult
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	854	2,171	2.54	Very Difficult
43-9031	Desktop Publishers	2	5	2.61	Very Difficult
43-5031	Police, Fire, and Ambulance Dispatchers	15	41	2.75	Very Difficult
43-2011	Switchboard Operators, Including Answering Service	23	65	2.83	Very Difficult
43-4171	Receptionists and Information Clerks	236	722	3.06	Difficult
43-5071	Shipping, Receiving, and Traffic Clerks	118	399	3.38	Difficult
43-4121	Library Assistants, Clerical	10	39	3.81	Difficult
43-5032	Dispatchers, Except Police, Fire, and Ambulance	37	140	3.82	Difficult
43-5021	Couriers and Messengers	10	42	4.11	Difficult
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	16	68	4.13	Difficult
43-4031	Court, Municipal, and License Clerks	18	83	4.72	Difficult
43-4071	File Clerks	14	83	5.74	Competitive
43-9061	Office Clerks, General	229	1,661	7.26	Competitive
43-2021	Telephone Operators	1	8	8.72	Competitive
43-3061	Procurement Clerks	4	38	8.75	Competitive

43-5051	Postal Service Clerks	2	19	8.80	Competitive
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	6	60	10.47	Easy
43-4061	Eligibility Interviewers, Government Programs	6	58	10.47	Easy
43-9111	Statistical Assistants	1	7	11.24	Easy
43-4041	Credit Authorizers, Checkers, and Clerks	1	16	14.81	Easy
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	2	28	16.19	Easy
43-5052	Postal Service Mail Carriers	5	88	17.74	Easy
43-4011	Brokerage Clerks	1	27	18.48	Easy
43-9071	Office Machine Operators, Except Computer	2	48	21.56	Easy
43-5041	Meter Readers, Utilities	1	14	26.51	Easy
43-3099	Financial Clerks, All Other	1	67	56.82	Very Easy
43-4199	Information and Record Clerks, All Other	1	268	267.93	Very Easy
43-4021	Correspondence Clerks	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Farming, Fishing & Forestry					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
45-3021	Hunters and Trappers	0.2	0.1	0.29	Very Difficult
45-2011	Agricultural Inspectors	3	3	1.00	Very Difficult
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	6	14	2.28	Very Difficult
45-4029	Logging Workers, All Other	0	0	3.14	Difficult
45-2091	Agricultural Equipment Operators	3	20	7.82	Competitive
45-4011	Forest and Conservation Workers	0	2	12.89	Easy
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	2	32	18.55	Easy
45-2041	Graders and Sorters, Agricultural Products	1	17	29.68	Easy
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	6	366	63.42	Very Easy
45-2021	Animal Breeders	0	1	#DIV/0!	#DIV/0!
45-2099	Agricultural Workers, All Other	0	0	#DIV/0!	#DIV/0!
45-3011	Fishers and Related Fishing Workers	0	0	#DIV/0!	#DIV/0!
45-4021	Fallers	0	1	#DIV/0!	#DIV/0!
45-4022	Logging Equipment Operators	0	0	#DIV/0!	#DIV/0!
45-4023	Log Graders and Scalers	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Construction & Extraction					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
47-5042	Mine Cutting and Channeling Machine Operators	3	0	0.12	Very Difficult
47-2231	Solar Photovoltaic Installers	10	5	0.52	Very Difficult
47-5061	Roof Bolters, Mining	0	0	0.53	Very Difficult
47-4011	Construction and Building Inspectors	52	52	1.00	Very Difficult
47-2141	Painters, Construction and Maintenance	92	205	2.23	Very Difficult
47-2111	Electricians	310	819	2.64	Very Difficult
47-5081	Helpers--Extraction Workers	2	6	2.79	Very Difficult
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	194	609	3.14	Difficult
47-2152	Plumbers, Pipefitters, and Steamfitters	94	344	3.66	Difficult
47-4061	Rail-Track Laying and Maintenance Equipment Operators	2	8	3.69	Difficult
47-4051	Highway Maintenance Workers	9	37	4.04	Difficult
47-5051	Rock Splitters, Quarry	0	1	4.35	Difficult
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	2	11	5.37	Competitive
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	3	17	5.85	Competitive
47-5012	Rotary Drill Operators, Oil and Gas	2	15	6.65	Competitive
47-5021	Earth Drillers, Except Oil and Gas	3	23	8.12	Competitive
47-2181	Roofers	20	166	8.47	Competitive
47-5013	Service Unit Operators, Oil, Gas, and Mining	4	38	8.58	Competitive

47-2211	Sheet Metal Workers	14	144	10.06	Easy
47-2031	Carpenters	71	753	10.67	Easy
47-2073	Operating Engineers and Other Construction Equipment Operators	28	333	11.95	Easy
47-2221	Structural Iron and Steel Workers	3	32	12.07	Easy
47-2071	Paving, Surfacing, and Tamping Equipment Operators	9	104	12.18	Easy
47-3012	Helpers--Carpenters	1	11	13.58	Easy
47-2041	Carpet Installers	1	17	14.27	Easy
47-2061	Construction Laborers	76	1,179	15.54	Easy
47-4099	Construction and Related Workers, All Other	3	47	15.60	Easy
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	0	4	15.90	Easy
47-2121	Glaziers	3	49	19.18	Easy
47-2022	Stonemasons	1	14	19.96	Easy
47-2021	Brickmasons and Blockmasons	4	78	22.23	Easy
47-2051	Cement Masons and Concrete Finishers	11	245	23.25	Easy
47-3016	Helpers--Roofers	0	10	24.08	Easy
47-5099	Extraction Workers, All Other	0	2	27.61	Easy
47-3013	Helpers--Electricians	1	35	28.37	Easy
47-2131	Insulation Workers, Floor, Ceiling, and Wall	1	39	28.53	Easy
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	0	6	34.31	Easy
47-2081	Drywall and Ceiling Tile Installers	4	152	38.07	Easy
47-4031	Fence Erectors	0	19	46.22	Easy
47-2171	Reinforcing Iron and Rebar Workers	0	12	70.12	Very Easy
47-4041	Hazardous Materials Removal Workers	1	75	79.84	Very Easy
47-4021	Elevator Installers and Repairers	0	24	80.76	Very Easy
47-2044	Tile and Marble Setters	0	45	96.29	Very Easy
47-5071	Roustabouts, Oil and Gas	0	41	116.74	Very Easy
47-2151	Pipelayers	0	48	117.33	Very Easy
47-5011	Derrick Operators, Oil and Gas	0	7	121.21	Very Easy
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	0	8	134.85	Very Easy
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	0	24	135.52	Very Easy
47-2132	Insulation Workers, Mechanical	1	73	137.48	Very Easy
47-2011	Boilermakers	0	6	#DIV/0!	#DIV/0!
47-2043	Floor Sanders and Finishers	0	2	#DIV/0!	#DIV/0!
47-2053	Terrazzo Workers and Finishers	0	0	#DIV/0!	#DIV/0!
47-2072	Pile-Driver Operators	0	0	#DIV/0!	#DIV/0!
47-2082	Tapers	0	0	#DIV/0!	#DIV/0!
47-2142	Paperhangers	0	4	#DIV/0!	#DIV/0!
47-2161	Plasterers and Stucco Masons	0	0	#DIV/0!	#DIV/0!
47-3019	Helpers, Construction Trades, All Other	0	0	#DIV/0!	#DIV/0!
47-4091	Segmental Pavers	0	0	#DIV/0!	#DIV/0!
47-5041	Continuous Mining Machine Operators	0	0	#DIV/0!	#DIV/0!
47-5049	Mining Machine Operators, All Other	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Installation, Maintenance & Repair					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
49-9081	Wind Turbine Service Technicians	4	2	0.39	Very Difficult
49-2091	Avionics Technicians	11	6	0.57	Very Difficult
49-9062	Medical Equipment Repairers	55	33	0.59	Very Difficult
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	420	256	0.61	Very Difficult
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	130	82	0.63	Very Difficult
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	226	180	0.79	Very Difficult
49-9071	Maintenance and Repair Workers, General	840	697	0.83	Very Difficult
49-3041	Farm Equipment Mechanics and Service Technicians	7	6	0.89	Very Difficult
49-3023	Automotive Service Technicians and Mechanics	515	475	0.92	Very Difficult
49-9093	Fabric Menders, Except Garment	0	0	1.04	Very Difficult
49-3021	Automotive Body and Related Repairers	86	119	1.38	Very Difficult

49-3022	Automotive Glass Installers and Repairers	15	23	1.50	Very Difficult
49-9041	Industrial Machinery Mechanics	77	120	1.57	Very Difficult
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	16	26	1.61	Very Difficult
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	5	8	1.64	Very Difficult
49-3011	Aircraft Mechanics and Service Technicians	32	53	1.66	Very Difficult
49-9031	Home Appliance Repairers	15	26	1.73	Very Difficult
49-9094	Locksmiths and Safe Repairers	5	10	2.13	Very Difficult
49-2098	Security and Fire Alarm Systems Installers	41	88	2.14	Very Difficult
49-3093	Tire Repairers and Changers	37	86	2.36	Very Difficult
49-9061	Camera and Photographic Equipment Repairers	1	2	2.64	Very Difficult
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	6	19	2.94	Very Difficult
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	79	258	3.28	Difficult
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	25	90	3.54	Difficult
49-3091	Bicycle Repairers	8	29	3.54	Difficult
49-9098	Helpers--Installation, Maintenance, and Repair Workers	13	46	3.56	Difficult
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	10	40	3.80	Difficult
49-9099	Installation, Maintenance, and Repair Workers, All Other	26	131	5.03	Competitive
49-9052	Telecommunications Line Installers and Repairers	8	41	5.07	Competitive
49-3043	Rail Car Repairers	2	12	5.89	Competitive
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs	2	12	6.04	Competitive
49-9011	Mechanical Door Repairers	6	39	6.90	Competitive
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	1	9	7.02	Competitive
49-2092	Electric Motor, Power Tool, and Related Repairers	2	19	8.23	Competitive
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	2	20	10.24	Easy
49-3092	Recreational Vehicle Service Technicians	1	13	10.69	Easy
49-9051	Electrical Power-Line Installers and Repairers	10	113	11.86	Easy
49-9097	Signal and Track Switch Repairers	0	4	12.92	Easy
49-2011	Computer, Automated Teller, and Office Machine Repairers	5	73	15.12	Easy
49-9063	Musical Instrument Repairers and Tuners	0	5	22.65	Easy
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	0	7	40.51	Easy
49-9044	Millwrights	0	20	43.28	Easy
49-9043	Maintenance Workers, Machinery	1	30	45.98	Easy
49-9092	Commercial Divers	0	6	47.46	Easy
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	1	47	57.17	Very Easy
49-9095	Manufactured Building and Mobile Home Installers	0	4	63.08	Very Easy
49-3052	Motorcycle Mechanics	0	9	76.04	Very Easy
49-9096	Riggers	0	9	148.44	Very Easy
49-3051	Motorboat Mechanics and Service Technicians	0	0	#DIV/0!	#DIV/0!
49-9045	Refractory Materials Repairers, Except Brickmasons	0	1	#DIV/0!	#DIV/0!
49-9064	Watch Repairers	0	0	#DIV/0!	#DIV/0!
49-9069	Precision Instrument and Equipment Repairers, All Other	0	3	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Production					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
51-6052	Tailors, Dressmakers, and Custom Sewers	26	4	0.17	Very Difficult
51-8091	Chemical Plant and System Operators	7	2	0.25	Very Difficult
51-9123	Painting, Coating, and Decorating Workers	27	9	0.34	Very Difficult
51-1011	First-Line Supervisors of Production and Operating Workers	394	162	0.41	Very Difficult
51-9081	Dental Laboratory Technicians	11	7	0.67	Very Difficult
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	21	16	0.77	Very Difficult
51-9082	Medical Appliance Technicians	5	4	0.83	Very Difficult
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	5	4	0.84	Very Difficult
51-9071	Jewelers and Precious Stone and Metal Workers	9	8	0.87	Very Difficult
51-8021	Stationary Engineers and Boiler Operators	14	20	1.39	Very Difficult
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	2	3	1.43	Very Difficult
51-2022	Electrical and Electronic Equipment Assemblers	80	116	1.45	Very Difficult

51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	0	1	1.48	Very Difficult
51-9197	Tire Builders	1	2	1.60	Very Difficult
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	9	18	1.89	Very Difficult
51-8031	Water and Wastewater Treatment Plant and System Operators	14	31	2.18	Very Difficult
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	2	4	2.23	Very Difficult
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	2	4	2.29	Very Difficult
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	67	159	2.38	Very Difficult
51-9199	Production Workers, All Other	52	125	2.43	Very Difficult
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	0	1	2.60	Very Difficult
51-9193	Cooling and Freezing Equipment Operators and Tenders	1	2	2.75	Very Difficult
51-6011	Laundry and Dry-Cleaning Workers	34	103	3.01	Difficult
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	8	24	3.09	Difficult
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	6	17	3.11	Difficult
51-4194	Tool Grinders, Filers, and Sharpeners	0	2	3.21	Difficult
51-9122	Painters, Transportation Equipment	10	33	3.21	Difficult
51-4111	Tool and Die Makers	2	7	3.30	Difficult
51-4062	Patternmakers, Metal and Plastic	0	1	3.37	Difficult
51-9198	Helpers--Production Workers	90	323	3.59	Difficult
51-4041	Machinists	33	117	3.59	Difficult
51-5113	Print Binding and Finishing Workers	6	24	4.16	Difficult
51-8099	Plant and System Operators, All Other	1	4	4.25	Difficult
51-2023	Electromechanical Equipment Assemblers	11	49	4.30	Difficult
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	1	3	4.49	Difficult
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	10	45	4.54	Difficult
51-2099	Assemblers and Fabricators, All Other	86	393	4.57	Difficult
51-6042	Shoe Machine Operators and Tenders	0	1	4.60	Difficult
51-4121	Welders, Cutters, Solderers, and Brazers	32	160	4.94	Difficult
51-9151	Photographic Process Workers and Processing Machine Operators	3	14	5.09	Competitive
51-3011	Bakers	37	190	5.09	Competitive
51-8011	Nuclear Power Reactor Operators	0	1	5.21	Competitive
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	3	17	5.39	Competitive
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	2	12	5.47	Competitive
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	2	10	6.15	Competitive
51-9083	Ophthalmic Laboratory Technicians	2	11	6.33	Competitive
51-5112	Printing Press Operators	11	72	6.48	Competitive
51-8013	Power Plant Operators	3	20	6.77	Competitive
51-9196	Paper Goods Machine Setters, Operators, and Tenders	3	22	6.89	Competitive
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	0	3	7.21	Competitive
51-2092	Team Assemblers	38	276	7.24	Competitive
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1	4	7.34	Competitive
51-4061	Model Makers, Metal and Plastic	0	2	7.74	Competitive
51-4051	Metal-Refining Furnace Operators and Tenders	0	1	8.22	Competitive
51-9111	Packaging and Filling Machine Operators and Tenders	30	253	8.40	Competitive
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	1	7	8.49	Competitive
51-8012	Power Distributors and Dispatchers	0	5	9.94	Competitive
51-8092	Gas Plant Operators	0	5	10.03	Easy
51-2041	Structural Metal Fabricators and Fitters	3	29	10.21	Easy
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	4	39	10.29	Easy
51-7021	Furniture Finishers	2	21	11.00	Easy
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	7	73	11.05	Easy
51-6093	Upholsterers	1	15	12.04	Easy
51-9141	Semiconductor Processors	1	15	12.24	Easy
51-5111	Prepress Technicians and Workers	1	15	12.26	Easy
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	1	14	13.86	Easy
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	2	24	14.16	Easy
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	1	21	14.54	Easy
51-6092	Fabric and Apparel Patternmakers	1	8	15.70	Easy

51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	0	3	16.85	Easy
51-2031	Engine and Other Machine Assemblers	1	12	18.24	Easy
51-9191	Adhesive Bonding Machine Operators and Tenders	0	5	18.50	Easy
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	3	66	19.81	Easy
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	0	2	20.92	Easy
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	2	45	21.03	Easy
51-6099	Textile, Apparel, and Furnishings Workers, All Other	0	5	23.05	Easy
51-3021	Butchers and Meat Cutters	2	57	24.89	Easy
51-9022	Grinding and Polishing Workers, Hand	0	11	25.72	Easy
51-4192	Layout Workers, Metal and Plastic	0	2	30.38	Easy
51-6031	Sewing Machine Operators	3	99	32.96	Easy
51-4071	Foundry Mold and Coremakers	0	2	35.52	Easy
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	0	6	36.04	Easy
51-3093	Food Cooking Machine Operators and Tenders	0	9	38.82	Easy
51-7099	Woodworkers, All Other	0	3	54.18	Very Easy
51-3023	Slaughterers and Meat Packers	1	39	60.24	Very Easy
51-9011	Chemical Equipment Operators and Tenders	0	14	60.61	Very Easy
51-6021	Pressers, Textile, Garment, and Related Materials	0	24	68.47	Very Easy
51-7011	Cabinetmakers and Bench Carpenters	1	69	78.29	Very Easy
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	0	35	119.45	Very Easy
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	0	36	152.79	Very Easy
51-3092	Food Batchmakers	1	107	202.66	Very Easy
51-4199	Metal Workers and Plastic Workers, All Other	0	38	323.54	Very Easy
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	39	335.12	Very Easy
51-2021	Coil Winders, Tapers, and Finishers	0	0	#DIV/0!	#DIV/0!
51-2091	Fiberglass Laminators and Fabricators	0	3	#DIV/0!	#DIV/0!
51-2093	Timing Device Assemblers and Adjusters	0	0	#DIV/0!	#DIV/0!
51-3099	Food Processing Workers, All Other	0	0	#DIV/0!	#DIV/0!
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	0	6	#DIV/0!	#DIV/0!
51-4052	Pourers and Casters, Metal	0	1	#DIV/0!	#DIV/0!
51-6041	Shoe and Leather Workers and Repairers	0	0	#DIV/0!	#DIV/0!
51-6051	Sewers, Hand	0	0	#DIV/0!	#DIV/0!
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	0	0	#DIV/0!	#DIV/0!
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	0	2	#DIV/0!	#DIV/0!
51-7031	Model Makers, Wood	0	0	#DIV/0!	#DIV/0!
51-7032	Patternmakers, Wood	0	0	#DIV/0!	#DIV/0!
51-9031	Cutters and Trimmers, Hand	0	6	#DIV/0!	#DIV/0!
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	0	0	#DIV/0!	#DIV/0!
51-9194	Etchers and Engravers	0	3	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker

Transportation & Material Moving					
SOC	Occupation	Avg. Unique (Jan 2015 - May 2016)	Average Monthly Hires (Jan 2015 - May 2016)	Hires per (Unique) Posting	Difficulty to Hire Scale
53-3032	Heavy and Tractor-Trailer Truck Drivers	5,710	1,039	0.18	Very Difficult
53-7033	Loading Machine Operators, Underground Mining	1	0	0.19	Very Difficult
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	450	129	0.29	Very Difficult
53-6041	Traffic Technicians	4	2	0.46	Very Difficult
53-5031	Ship Engineers	2	1	0.68	Very Difficult
53-6051	Transportation Inspectors	11	9	0.83	Very Difficult
53-3041	Taxi Drivers and Chauffeurs	114	103	0.90	Very Difficult
53-1011	Aircraft Cargo Handling Supervisors	8	8	0.94	Very Difficult
53-2022	Airfield Operations Specialists	2	3	1.39	Very Difficult
53-3033	Light Truck or Delivery Services Drivers	449	640	1.43	Very Difficult

53-3031	Driver/Sales Workers	229	405	1.77	Very Difficult
53-6031	Automotive and Watercraft Service Attendants	27	49	1.82	Very Difficult
53-7199	Material Moving Workers, All Other	9	18	1.98	Very Difficult
53-2021	Air Traffic Controllers	4	10	2.66	Very Difficult
53-6021	Parking Lot Attendants	50	140	2.80	Very Difficult
53-5022	Motorboat Operators	0	1	3.23	Difficult
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	18	69	3.79	Difficult
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	1	3	3.79	Difficult
53-7061	Cleaners of Vehicles and Equipment	65	257	3.99	Difficult
53-4041	Subway and Streetcar Operators	1	3	4.17	Difficult
53-2012	Commercial Pilots	7	32	4.68	Difficult
53-7051	Industrial Truck and Tractor Operators	95	447	4.73	Difficult
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	445	2,110	4.74	Difficult
53-3022	Bus Drivers, School or Special Client	36	170	4.79	Difficult
53-5011	Sailors and Marine Oilers	1	4	5.41	Competitive
53-7063	Machine Feeders and Offbearers	4	21	5.75	Competitive
53-3021	Bus Drivers, Transit and Intercity	18	106	5.93	Competitive
53-5021	Captains, Mates, and Pilots of Water Vessels	1	3	6.22	Competitive
53-7021	Crane and Tower Operators	3	16	6.23	Competitive
53-7081	Refuse and Recyclable Material Collectors	6	38	6.59	Competitive
53-6061	Transportation Attendants, Except Flight Attendants	1	8	6.74	Competitive
53-7071	Gas Compressor and Gas Pumping Station Operators	0	3	9.16	Competitive
53-4031	Railroad Conductors and Yardmasters	2	20	10.14	Easy
53-7121	Tank Car, Truck, and Ship Loaders	0	5	12.03	Easy
53-2031	Flight Attendants	8	94	12.23	Easy
53-7032	Excavating and Loading Machine and Dragline Operators	1	19	15.07	Easy
53-7064	Packers and Packagers, Hand	23	402	17.25	Easy
53-2011	Airline Pilots, Copilots, and Flight Engineers	5	95	17.33	Easy
53-4021	Railroad Brake, Signal, and Switch Operators	0	9	21.81	Easy
53-7072	Pump Operators, Except Wellhead Pumpers	0	5	28.79	Easy
53-4011	Locomotive Engineers	1	18	34.80	Easy
53-3099	Motor Vehicle Operators, All Other	2	89	37.68	Easy
53-7011	Conveyor Operators and Tenders	0	23	64.43	Very Easy
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	0	0	#DIV/0!	#DIV/0!
53-4012	Locomotive Firers	0	0	#DIV/0!	#DIV/0!
53-4099	Rail Transportation Workers, All Other	0	0	#DIV/0!	#DIV/0!
53-6011	Bridge and Lock Tenders	0	0	#DIV/0!	#DIV/0!
53-6099	Transportation Workers, All Other	0	0	#DIV/0!	#DIV/0!
53-7031	Dredge Operators	0	0	#DIV/0!	#DIV/0!
53-7041	Hoist and Winch Operators	0	1	#DIV/0!	#DIV/0!
53-7073	Wellhead Pumpers	0	11	#DIV/0!	#DIV/0!
53-7111	Mine Shuttle Car Operators	0	0	#DIV/0!	#DIV/0!

Source: EMSI 2016.4 QCEW, Non-QCEW & Self-Employed Class of Worker