

# Job Posting Analytics

Emsi Q3 2017 Data Set

October 2017

**Bucks County Workforce Development Board, Inc.**



1268 Veterans Highway  
Bristol, Pennsylvania 19007  
(215) 874-2800

# Parameters

## Regions

Code	Description
42017	Bucks County, PA

## Education Levels

Any

## Keyword Search

## Timeframe

Aug 2017 - Sep 2017

## Job Postings Summary

36,909

Unique Postings (Aug 2017 - Sep 2017)  
327,600 Total Postings

9 : 1

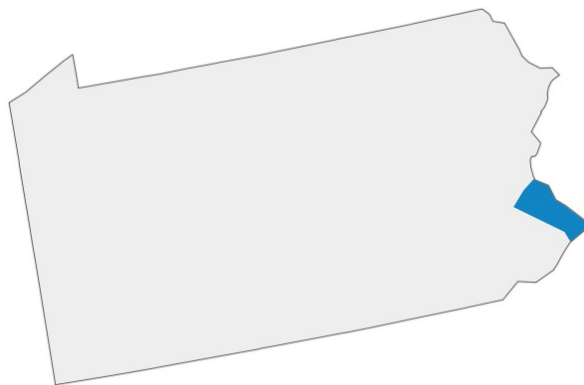
Posting Intensity (Aug 2017 - Sep 2017)

Regional Average: 9 : 1

There were 327,600 total job postings for your selection from August 2017 to September 2017, of which 36,909 were unique. These numbers give us a Posting Intensity of 9-to-1, meaning that for every 9 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (9-to-1), indicating that they are putting average effort toward hiring for this position.

## Job Postings Regional Breakdown



County	Unique Postings (Aug 2017 - Sep 2017)
Bucks County, PA	36,909

## Top 5 Most Recent Job Postings

# Dairy Managers — Redner's Markets, Inc. in Levittown, PA (Sep 2017)

Dairy Manager	
Location: Levittown, PA	O*NET: 41-1011.00
Company: Redner's Markets, Inc.	Job Title: Dairy Managers
<pre>#saj_custom_posting • {margin: 0;padding: 0;}#saj_custom_posting {background: #F1EFEF; color: #333333; font: 11px Arial,Helvetica,sans-serif; width: 680px;} #saj_custom_posting h1 {color: #B40C0F;font-weight: bold;}#saj_custom_posting p {margin: 1em 0;}#saj_custom_posting img {border: none;display: block;}#saj_posting_header {background: url(http://media.snagajob.com/employer/images/profile/Redners/assets/redners_originals.png) center center no-repeat;height: 266px; width: 680px;}#saj_post_sidebar {float: left;width: 200px; margin-left: 12px; margin-right: 175px;margin-bottom: 40px;}#saj_post_logo {}#saj_post {margin-left: 12px; margin-top: 0px; margin-bottom: 15px;}#saj_post_sidebar p {color: #676161;font-weight: bold;}#saj_post_sidebar ul {margin: 1em 0; padding-left: 2em; }#saj_post_body {float: right;margin-left: 5px; margin-top: 0px;margin-bottom: 8px;width: 282px;}#jobHolder h3 {color :#180000;} Redner's takes great pride in being a 100% American, Local and Employee owned company and is always looking for new associates to join our team.</pre>	
Dairy Manager	
<b>JOB SUMMARY</b>	
To maintain and operate all aspects of the Dairy Department.	
<b>ESSENTIAL JOB FUNCTION</b>	
1) Verify all deliveries against invoices, and note any shortages or overages and report them to the appropriate personnel. 2) Responsible for price changes within the department. 3) Maintain an acceptable inventory level by using proper ordering techniques. 4) Properly rotate products to control freshness and remove out-of-code items. 5) Maintenance of temporary price reduction of certain products. 6) Communicate temperature failure of cases, shelves, and storage areas to manager in charge. 7) Control damaged merchandise by calling in any damages and properly storing damages for sales representatives. 8) Maintain good customer relations. 9) Greet all customers to our store and be observant while working. 10) Abide by all company policies as stated in the Employee Handbook.	
<b>SUPPLEMENTAL JOB FUNCTIONS</b>	
1) Transport products to storage areas, and to sales floor. 2) Maintain shelves and cases to ensure customer satisfaction.	
<b>MINIMUM KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED</b>	
1) Ability to read and write to properly tag merchandise, ordering, and maintaining inventory levels. 2) Ability to follow written and verbal instructions. 3) Must be able to lift up to fifty (50) pounds thirty percent (30%) of the time. Additional InfoJob IndustriesRetail.	

Carside To-Go Specialist	
Location: Quakertown, PA	O*NET: Unknown
Company: The Rose Group Inc	Job Title: Facilities Specialists
<p>Now Hiring Carside To-Go Specialists The Rose Group is an award winning Restaurant Franchise Company. We grow and develop several exciting concepts and were named Applebee's Franchise of the year in 2016. What do you seek in your career path? An opportunity for growth? A chance to succeed? A fun, exciting social environment? Blending all of these together is the difference between a good job and a great career. At Applebee's® You'll discover a balance between work life and personal life, as well as a wealth of benefits for your health, future, family and happiness. We strive to encourage, enrich and celebrate our associates every day. Why? It's simple - we found it's the best way to help people reach their potential. It all starts with our inclusive culture, which welcomes and embraces our collective differences...and the strengths these differences create. As a Carside To-Go Specialist, you will be responsible for serving each to-go guest courteously, quickly and efficiently with a sincere, positive, pleasant and enthusiastic attitude. Duties of this position will include taking orders via phone, suggestive selling, ensuring orders are packaged accurately, receiving payment and accurately counting back change. A qualified applicant must have good communication skills, able to lift 15-30 pounds, and exert fast-paced mobility to and from guest cars for periods of up to 8 hours in length.</p> <p>Requirements Qualification Standards:</p> <ul style="list-style-type: none"> <li>• Reading, writing and verbal communication skills required. .</li> <li>• Mobility required during the entire shift. .If this sounds like the kind of workplace you would enjoy, please apply now! Additional Info</li> <li>• Minimum Age:             <ul style="list-style-type: none"> <li>16 years old .Job Benefits</li> <li>• Flexible Hours .</li> <li>• Competitive Pay .</li> <li>• Extensive Training .</li> <li>• Meal Discounts .</li> <li>• Real Advancement Opportunities .</li> </ul> </li> </ul>	

## Sales Managers – Redner's Markets, Inc. in Levittown, PA (Sep 2017)

Produce Manager	
Location: Levittown, PA	O*NET: 41-1011.00
Company: Redner's Markets, Inc.	Job Title: Sales Managers
<p>#saj_custom_posting • {margin: 0;padding: 0;}#saj_custom_posting {background: #F1EFEF; color: #333333; font: 11px Arial,Helvetica,sans-serif; width: 680px;} #saj_custom_posting h1 {color: #B40C0F;font-weight: bold;}#saj_custom_posting p {margin: 1em 0;}#saj_custom_posting img {border: none;display: block;}#saj_posting_header {background: url(http://media.snagajob.com/employer/images/profile/Redners/assets/redners_originals.png) center center no-repeat;height: 266px; width: 680px;}#saj_post_sidebar {float: left;width: 200px; margin-left: 12px; margin-right: 175px;margin-bottom: 40px;}#saj_post_logo {}#saj_post {margin-left: 12px; margin-top: 0px; margin-bottom: 15px;}#saj_post_sidebar p {color: #676161;font-weight: bold;}#saj_post_sidebar ul {margin: 1em 0; padding-left: 2em; }#saj_post_body {float: right;margin-left: 5px; margin-top: 0px;margin-bottom: 8px;width: 282px;}#jobHolder h3 {color :#180000;} Redner's takes great pride in being a 100% American, Local and Employee owned company and is always looking for new associates to join our team.</p> <p>Produce Manager</p> <p><b>JOB SUMMARY</b></p> <p>Direct and manage all functions and activities of the Produce Department to achieve sales and profit goals.</p> <p><b>ESSENTIAL JOB FUNCTIONS</b></p> <p>1) Along with the Store Director, work out localized merchandising plan for the department. 2) Follow approved Produce Department Plans for effective space management based on movement, consumer demand and profitability. 3) Order merchandise and control inventory to minimize out-of-stocks and overstocks and to maximize sales. 4) Follow approved procedures for receiving product, price marking and restocking cases to ensure quality protection, accuracy and product rotation. 5) Control department expenses. 6) Take action to control shrinkage and pilferage losses. 7) Effectively train, schedule and supervise other produce department personnel. 8) Follow planned program for cleaning and preventative maintenance on cases, back room coolers, and refrigeration equipment. 9) Establish culture and a favorable department image with customers through a clean, attractive and friendly atmosphere. 10) Follow all company policies and procedures. 11) Maintain and submit required records and reports. 12) Observe local conditions and competitive activity relating to the produce department and keep others informed. 13) Maintain good communications in the store, the produce department and throughout the organization. 14) Ensure compliance to companys Sanitation, Safety and Security Program. 15) Ensure compliance to local, state and government weights and measures laws, and health department regulations. 16) Greet all customers and be observant. 17) Monitor products for quality, count and freshness. 18) Manager floral department. 19) Prepare a weekly schedule based on projected sales volume and workload. 20) Maintain a neat personal appearance according to the companys dress code policy. 21) Manage salad bar department. 22) Promote all programs to insure a safe and accident-free environment.</p> <p><b>SUPPLEMENTAL JOB FUNCTIONS</b></p> <p>1) Conduct competitive price checks.</p> <p><b>MINIMUM KNOWLEDGE, SKILLS AND ABILITIES REQUIRED</b></p> <p>1) High school education a minimum requirement. 2) Ability to read and write to properly tag merchandise, order and maintain inventory and to insure proper rotation of product. 3) Above average analytical skills necessary to study and interpret various reports to keep the department profitable. 4) Should have at least two years experience as a produce clerk. 5) Must have excellent oral and written communications skills for dealing with customers, employees and vendors. Additional InfoJob IndustriesRetail.</p>	

## Software Engineers – Kane Partners LLC in Quakertown, PA (Sep 2017)

Embedded Engineer	
Location: Quakertown, PA	O*NET: 15-1133.00
Company: Kane Partners LLC	Job Title: Software Engineers

Embedded EngineerQuakertown, PAFull-timeCompany DescriptionEmbedded EngineerReal-Time Software DeveloperOur client is number one in their industry and they have grown consistently since their founding over 50 years ago. As the leading innovator of control systems they are a technology-centered, people-driven, and customer focused company. In this role the embedded engineer will architect efficient and scalable systems where embedded software applications can be built. Your designs will provide world-class solutions to a wide variety of product requirements and features that improve the end-user experience. Job DescriptionQualified embedded engineers will possess:

Embedded software or hardware development grounded in engineering fundamentals;Hands-on experience with various design patterns;C and C++;Real-time, software-hardware communications; The company offers an outstanding benefits program, competitive salary, and an unparalleled career path. If you enjoy working in a team environment and are technology driven you should apply immediately.

**Keywords:**

embedded engineer, software embedded engineer, embedded software engineer, c, c++, real-time software developer, embedded softwareAdditional InformationAll your information will be kept confidential according to EEO guidelines.

I'm interested.

# Seasonal Sales Representatives – Francesca's Holdings Corporation in Langhorne, PA (Sep 2017)

Seasonal Stylist	
Location: Langhorne, PA	O*NET: 41-2031.00
Company: Francesca's Holdings Corporation	Job Title: Seasonal Sales Representatives



OverviewThe successful candidate is a fashion savvy member of a Boutique Team who is motivated to provide a superior guest experience to maximize sales and profit. Under the guidance of the Boutique Leadership team, the Seasonal Stylist is responsible for ensuring that sales goals are achieved by supporting and executing brand standards for our guest and team for the Holiday 2017 season. This will include assisting with guests needs, offering product knowledge, merchandising, handling cash transactions, and maintaining a neat and visually inspiring boutique environment.

Candidates must be able to work a flexible schedule according to the needs of the business, including evenings, weekends and holidays.

#### ResponsibilitiesTeamwork:

- Partners with Boutique Leadership Team to support company initiatives and objectives
- Contributes to a positive and professional work environment, and collaborates with all team members
- Represents francesca's® core values, emphasizing a positive work environment that is fun and unique
- Maintains a high degree of personal integrity
- Recognizes opportunities to learn and grow, and invests in skills/experience that will help prepare him/her for the next level of responsibility
- Networks to attract the best talent

#### Guest Experience:

- Understands and is able to deliver "Our francesca's® Promise" for our guests
- Proactively engages in a selling culture that focuses on building a loyal guest following through clear and positive communication
- Provides excellent customer service on the selling floor, in the fitting room and at the cash wrap
- Is able to balance our guest experience with necessary operational tasks

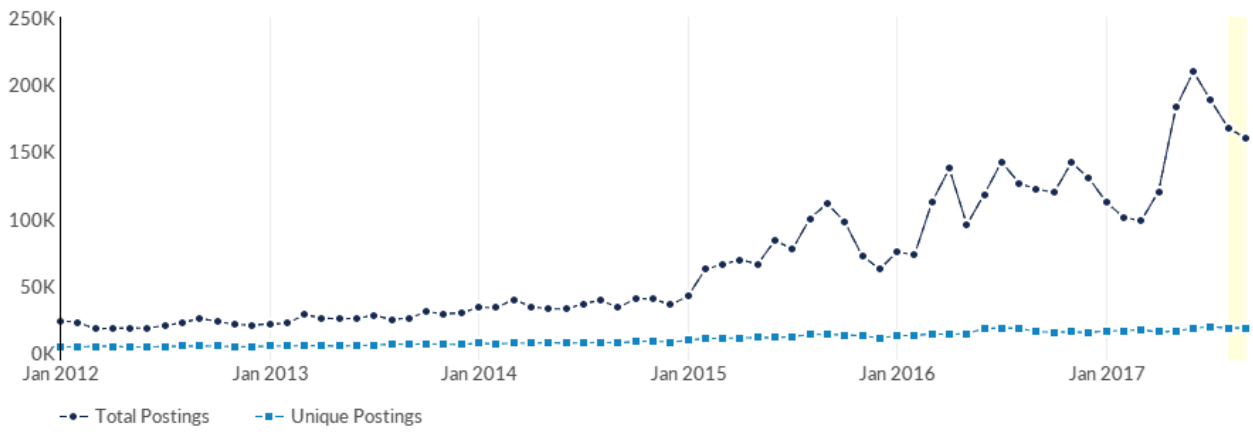
#### Visual Merchandising:

- Helps to maintain a visually inspiring boutique that is compelling to our guests at all times
- Assists in delivering our visual brand standards and presenting our unique product mix by actively working with products including: stocking, replenishing, folding, hanging, displaying and merchandising
- Proactively educates himself/herself on product knowledge, campaign promotions and merchandising standards
- Demonstrates a passion for fashion by understanding trends

#### Operations:











































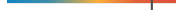

- Understands and follows all company policies and procedures
- Performs boutique opening and closing procedures
- Works effectively with team members to ensure the selling floor, cash wrap, fitting rooms and stockroom are clean and well maintained per francesca's® standards
- Demonstrates an interest level in understanding retail sales and the relationship to inventory levels in order to assist in identifying needs with the Boutique Leadership Team
- Protects the physical assets of the boutique by participating in weekly audits, routine cycle counts and an annual physical inventoryQualifications
- Possess a creative flair for fashion
- Minimum 1 year experience in a specialty retail store
- Strong merchandising and visual skills
- Excellent verbal and written communication skills
- Excellent organization skills; able to execute tasks efficiently
- Proactive and creative problem solving ability
- Flexible and adaptable
- Ability to multi-task and balance multiple priorities
- Proficient computer skills
- Ability to work weekends, nights and holidaysPhysical Requirements
- Ability to effectively maneuver around sales floor and stockroom, repetitive bending, prolonged standing, twisting, stooping, squatting and climbing
- Must be able to work alone
- Must be able to lift and carry up to 35 lbsfrancesca's® is an equal opportunity employer merchandising Works for.

## Total vs. Unique Postings Trend



## Top Companies Posting

Company	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Source Medical Solutions, Inc.	3,322 / 891	4 : 1	
CRST International, Inc.	6,560 / 868	8 : 1	
Lyft, Inc.	61,284 / 840	73 : 1	
C.R. England, Inc.	6,762 / 413	16 : 1	
McDonald's Corporation	1,547 / 318	5 : 1	
McLane Company, Inc.	2,879 / 299	10 : 1	
Comphealth Associates, Inc	822 / 290	3 : 1	
Saia, Inc.	2,312 / 288	8 : 1	
Cowan Systems, LLC	3,309 / 284	12 : 1	
Dart Transit Co Inc	1,543 / 276	6 : 1	
Roehl Transport, Inc.	1,682 / 253	7 : 1	
Petsmart, Inc.	1,165 / 251	5 : 1	
The Reinhart Corporation	1,442 / 240	6 : 1	
CVS Health Corporation	1,939 / 235	8 : 1	
Western Express, Inc.	4,835 / 224	22 : 1	
Bayada Home Health Care	1,416 / 220	6 : 1	
Navajo Express, Inc.	1,043 / 209	5 : 1	
United Parcel Service, Inc.	2,188 / 208	11 : 1	
AMF Bowling Inc.	416 / 202	2 : 1	
Anderson Trucking Service Inc	4,486 / 199	23 : 1	
Yrc Freight	3,004 / 199	15 : 1	
Transervice Logistics Inc.	673 / 194	3 : 1	
Dart, Inc.	1,146 / 192	6 : 1	
Poly Trucking, Inc.	835 / 191	4 : 1	
Aerotek, Inc.	1,099 / 190	6 : 1	
Barton & Associates, Inc.	973 / 187	5 : 1	
Blitz Media, Inc.	375 / 186	2 : 1	

Company	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Transco Lines, Inc.	861 / 185	5 : 1 	
Shop-Rite Supermarkets, Inc	392 / 184	2 : 1 	
P&S Transportation, LLC	698 / 183	4 : 1 	
Redner's Markets, Inc.	691 / 176	4 : 1 	
RANDSTAD HOLDING nv	842 / 175	5 : 1 	
Bay & Bay	2,598 / 172	15 : 1 	
Grand View Hospital	1,641 / 171	10 : 1 	
Highway Transport, Inc.	868 / 163	5 : 1 	
Robert Half International Inc.	938 / 156	6 : 1 	
BJ's Wholesale Club, Inc.	539 / 153	4 : 1 	
The Home Depot Inc	798 / 152	5 : 1 	
Rwi Transportation LLC	438 / 151	3 : 1 	
Panera Bread Company	645 / 150	4 : 1 	
Target Corporation	1,636 / 148	11 : 1 	
Postmates Inc.	940 / 147	6 : 1 	
Domino's Pizza	498 / 146	3 : 1 	
Starbucks Corporation	496 / 146	3 : 1 	
Jbs Carriers, Inc.	3,661 / 145	25 : 1 	
Panther Premium Logistics, Inc.	445 / 145	3 : 1 	
Ruan Transport Corporation	3,729 / 145	26 : 1 	
Super Service Holdings, LLC	2,643 / 145	18 : 1 	
Wal-Mart Stores, Inc.	3,541 / 144	25 : 1 	

# Top Cities Posting

City	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Langhorne, PA	21,780 / 3,600	6 : 1	
Bensalem Township, PA	20,726 / 2,782	7 : 1	
Quakertown, PA	18,614 / 2,632	7 : 1	
Doylestown, PA	21,618 / 2,329	9 : 1	
Levittown, PA	18,647 / 2,127	9 : 1	
Warminster, PA	20,932 / 2,038	10 : 1	
Feasterville-Treose, PA	12,536 / 1,874	7 : 1	
Newtown, PA	9,965 / 1,462	7 : 1	
Bristol, PA	12,451 / 1,421	9 : 1	
Morrisville, PA	10,474 / 1,363	8 : 1	
Fairless Hills, PA	8,757 / 1,219	7 : 1	
[City unknown], PA	26,252 / 1,164	23 : 1	
Perkasie, PA	11,565 / 913	13 : 1	
Southampton, PA	7,137 / 898	8 : 1	
Yardley, PA	4,367 / 781	6 : 1	
Chalfont, PA	7,546 / 779	10 : 1	
Croydon, PA	5,198 / 634	8 : 1	
Sellersville, PA	6,225 / 563	11 : 1	
Richboro, PA	4,523 / 488	9 : 1	
New Hope, PA	5,091 / 463	11 : 1	
Zionhill, PA	3,642 / 447	8 : 1	
Jamison, PA	3,876 / 358	11 : 1	
Dublin, PA	4,192 / 336	12 : 1	
Trumbauersville, PA	2,138 / 323	7 : 1	
Riegelsville, PA	1,898 / 265	7 : 1	
Richlandtown, PA	1,856 / 259	7 : 1	
Ottsville, PA	2,019 / 257	8 : 1	

City	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Plumsteadville, PA	1,458 / 227	6 : 1	
Silverdale, PA	3,218 / 222	14 : 1	
Bensalem, PA	686 / 198	3 : 1	
New Britain, PA	1,199 / 196	6 : 1	
Churchville, PA	726 / 189	4 : 1	
Washington Crossing, PA	2,933 / 186	16 : 1	
Hulmeville, PA	691 / 184	4 : 1	
Line Lexington, PA	3,103 / 182	17 : 1	
Fountainville, PA	3,003 / 175	17 : 1	
Warrington, PA	458 / 165	3 : 1	
Penndel, PA	527 / 162	3 : 1	
Upper Black Eddy, PA	1,258 / 160	8 : 1	
Kintnersville, PA	1,270 / 158	8 : 1	
Furlong, PA	2,841 / 152	19 : 1	
Lumberville, PA	2,687 / 151	18 : 1	
Point Pleasant, PA	1,070 / 151	7 : 1	
Mechanicsville, PA	2,772 / 149	19 : 1	
Danboro, PA	2,639 / 146	18 : 1	
Ivyland, PA	797 / 146	5 : 1	
Lahaska, PA	2,459 / 145	17 : 1	
Penns Park, PA	2,530 / 145	17 : 1	
Buckingham Township, PA	2,154 / 134	16 : 1	
Milford Square, PA	794 / 134	6 : 1	

# Top Posted Occupations

Occupation (SOC)	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Heavy and Tractor-Trailer Truck Drivers	105,069 / 10,861	10 : 1	
Retail Salespersons	7,923 / 1,264	6 : 1	
First-Line Supervisors of Retail Sales Workers	5,432 / 1,224	4 : 1	
Stock Clerks and Order Fillers	4,957 / 955	5 : 1	
Registered Nurses	6,531 / 898	7 : 1	
Customer Service Representatives	4,237 / 662	6 : 1	
Taxi Drivers and Chauffeurs	73,616 / 659	112 : 1	
First-Line Supervisors of Food Preparation and Serving Workers	3,198 / 648	5 : 1	
Cashiers	4,184 / 533	8 : 1	
Physicians and Surgeons, All Other	1,924 / 527	4 : 1	
First-Line Supervisors of Office and Administrative Support Workers	1,774 / 427	4 : 1	
Bus and Truck Mechanics and Diesel Engine Specialists	1,492 / 348	4 : 1	
Maintenance and Repair Workers, General	1,831 / 332	6 : 1	
Light Truck or Delivery Services Drivers	1,580 / 326	5 : 1	
Combined Food Preparation and Serving Workers, Including Fast Food	1,466 / 319	5 : 1	
General and Operations Managers	1,228 / 301	4 : 1	
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,956 / 290	7 : 1	
Family and General Practitioners	1,117 / 286	4 : 1	
Sales Representatives, Services, All Other	2,002 / 275	7 : 1	
Licensed Practical and Licensed Vocational Nurses	2,683 / 274	10 : 1	
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	1,874 / 239	8 : 1	
Nurse Practitioners	933 / 233	4 : 1	
Physician Assistants	697 / 216	3 : 1	
Social and Human Service Assistants	1,270 / 214	6 : 1	
First-Line Supervisors of Non-Retail Sales Workers	1,176 / 214	5 : 1	

Occupation (SOC)	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Food Preparation Workers	876 / 212	4 : 1	
Insurance Sales Agents	1,729 / 210	8 : 1	
Food Service Managers	1,062 / 209	5 : 1	
Home Health Aides	1,541 / 207	7 : 1	
Securities, Commodities, and Financial Services Sales Agents	907 / 204	4 : 1	
Tellers	826 / 202	4 : 1	
Laborers and Freight, Stock, and Material Movers, Hand	1,497 / 194	8 : 1	
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	669 / 184	4 : 1	
Surgeons	728 / 181	4 : 1	
Cooks, Restaurant	1,054 / 181	6 : 1	
Internists, General	632 / 178	4 : 1	
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	615 / 178	3 : 1	
Bookkeeping, Accounting, and Auditing Clerks	795 / 177	4 : 1	
Hairdressers, Hairstylists, and Cosmetologists	898 / 175	5 : 1	
Merchandise Displayers and Window Trimmers	626 / 173	4 : 1	
Accountants and Auditors	959 / 172	6 : 1	
Computer User Support Specialists	924 / 166	6 : 1	
Nursing Assistants	1,127 / 164	7 : 1	
Dishwashers	1,009 / 163	6 : 1	
Preschool Teachers, Except Special Education	1,322 / 161	8 : 1	
Automotive Service Technicians and Mechanics	1,265 / 159	8 : 1	
First-Line Supervisors of Production and Operating Workers	1,247 / 159	8 : 1	
Personal Care Aides	1,145 / 150	8 : 1	
Medical and Health Services Managers	597 / 149	4 : 1	
Physical Therapists	738 / 143	5 : 1	



# Top Posted Job Titles

Job Title	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Truck Drivers	40,234 / 3,885	10 : 1	
Commercial Driver's License (CDL) Drivers	30,317 / 3,544	9 : 1	
Owner Operators	6,108 / 991	6 : 1	
Flatbed Drivers	9,466 / 948	10 : 1	
Taxi Drivers	77,732 / 811	96 : 1	
Retail Sales Associates	4,025 / 754	5 : 1	
Regional Truck Drivers	11,043 / 742	15 : 1	
Customer Service Representatives	3,457 / 679	5 : 1	
Customer Service Associates	2,927 / 542	5 : 1	
Sales Managers	3,905 / 483	8 : 1	
Physicians	1,736 / 454	4 : 1	
Over the Road (OTR) Drivers	2,489 / 415	6 : 1	
Nurse Practitioners	1,384 / 376	4 : 1	
Registered Nurses	3,745 / 363	10 : 1	
Restaurant Managers	1,927 / 344	6 : 1	
Delivery Drivers	1,650 / 339	5 : 1	
Restaurant Crew Team Members	1,681 / 324	5 : 1	
Family Practice Physicians	1,142 / 322	4 : 1	
Maintenance Mechanics	1,942 / 321	6 : 1	
Sales Representatives	1,963 / 299	7 : 1	
Data Entry Clerks	601 / 258	2 : 1	
Dock Workers	3,401 / 248	14 : 1	
Licensed Practical Nurses (LPN)	2,762 / 244	11 : 1	
Physician Assistants (PA)	910 / 243	4 : 1	
Certified Nursing Assistants (CNA)	1,756 / 219	8 : 1	
Assistant Store Managers	908 / 210	4 : 1	
Warehouse Workers	987 / 205	5 : 1	

Job Title	Total/Unique (Aug 2017 - Sep 2017)	Posting Intensity	Unique Postings Trend (Aug 2017 - Sep 2017)
Tellers	748 / 177	4 : 1	
Independent Contractors	3,193 / 171	19 : 1	
Recruiters	758 / 165	5 : 1	
Hair Stylists	840 / 156	5 : 1	
Tractor Trailer Drivers	1,813 / 155	12 : 1	
General Managers	759 / 148	5 : 1	
Cashiers	1,662 / 143	12 : 1	
Physical Therapists	887 / 142	6 : 1	
Sales Team Members	1,069 / 142	8 : 1	
Food Service Managers	676 / 135	5 : 1	
Forklift Operators	830 / 129	6 : 1	
Diesel Mechanics	352 / 125	3 : 1	
Insurance Sales Agents	1,110 / 125	9 : 1	
Cooks	635 / 122	5 : 1	
Department Managers	516 / 117	4 : 1	
Purchasing Analysts	399 / 116	3 : 1	
Business Development Managers	565 / 113	5 : 1	
Clerks	912 / 110	8 : 1	
Pharmacy Technicians	660 / 110	6 : 1	
Inside Sales Representatives	593 / 109	5 : 1	
Financial Advisors	551 / 104	5 : 1	
Hosts/Hostesses	557 / 103	5 : 1	
Account Executives	1,905 / 100	19 : 1	

## Top Hard Skills

Skill	Postings with Skill
Merchandising	2,583
Finance	2,404
Selling Techniques	1,953
Hazardous Materials	1,748
Restaurant Operation	1,709
Nursing	1,332
Warehousing	1,179
Purchasing	1,095
Food Services	1,025
Microsoft Access	890
Customer Experience	794
Accounting	687
Customer Satisfaction	655
Forklift Truck	583
Malpractice	557
Disability Insurance	531
Loans	525
Food Safety	498
Loss Prevention	488
Balancing (Ledger/Billing)	475
Packaging And Labeling	464
Client Rapport	450
Rehabilitations	432
Oil And Gas	414
Customer Relationship Management	396
Long-Term Care	391
Collections	374
Washing	367
Discounts And Allowances	366
Mechanics	358
Inventory Management	354
Mortgage Loans	349
Pediatrics	343

Skill	Postings with Skill
Auditing	338
Palletizing	338
Demos	333
Clinical Works	326
Sales Management	322
Wholesaling	322
Mopping	314
Billing	313
Tires	312
Pharmaceuticals	301
Accounts Receivable	297
Behavioral Health	295
Business Development	292
Mental Health	291
Home Care	290
Inventory Control	288
Classification And Regression Tree (CART)	284

## Top Common Skills

Skill	Postings with Skill
Management	6,501
Customer Service	5,645
Sales	5,590
Communications	3,150
Driving	3,061
Operations	2,851
Leadership	1,880
Innovation	1,480
Unloading	1,340
Problem Solving	1,316
Interpersonal Skills	1,106
Written Communication	1,071
Listening	1,042
Information Technology	1,022
Sanitation	896
Presentations	886
Retail Sales	845
Microsoft Excel	745
Computer Literacy	718
Cleanliness	694
Android (Operating System)	686
Time Management	683
Apple iPhone	679
Mentorship	656
Coordinating	563
Research	545
Service-Orientation	529
Financial Services	521
Data Entry	502
Microsoft Office	499
Teaching	487
Hospitality	484
Cardiopulmonary Resuscitation	474

Skill	Postings with Skill
Troubleshooting (Problem Solving)	466
Decision Making	459
Prioritization	447
Training And Development	384
Infrastructure	376
Creativity	368
Sorting	364
Verbal Communication Skills	353
Microsoft PowerPoint	345
Writing	344
Microsoft Outlook	333
Clerical Works	321
Scanning	297
Listening Skills	294
First Aid	288
Construction	278
Real Estates	264

## Top Qualifications

Qualification	Postings with Qualification
Commercial Driver's License (CDL)	6,834
Registered Nurse	616
Nurse Practitioner	434
Licensed Practical Nurse	361
Transportation Worker Identification Credential (TWIC) Card	274
Certified Nursing Assistant	160
Physical Security Professional	130
Licensed Vocational Nurses	90
Master Of Business Administration (MBA)	59
Advanced Practice Registered Nurse	46
Master Fitness Specialist Certification	45
Microsoft Certified Professional	42
Certified Registered Nurse Practitioner	39
Neonatal/Pediatric Specialty (Credential For Respiratory Therapists)	37
Psychiatric-Mental Health Nurse Practitioner	37
Certified Public Accountant	33
Licensed Clinical Social Worker (LCSW)	30
Patient Care Technician	28
Microsoft Certified Systems Administrator (MCSA)	26
Series 7 General Securities Representative License (Stockbroker)	26
Certified Rehabilitation Counselor	24
Medical License	24
Certified Medical Assistant	23
Certified Retirement Counselor	23
CompTIA+ Certification	23
Career Readiness Certificate	22
Series 6 Investment Company And Variable Contracts License (Mutual Funds/Variable Annuities)	22
Professional Engineer	21
Licensed Professional Counselor (LPC)	20
Microsoft Certified Systems Engineer	20
A+ Certification	19
Cisco Certified Network Associate	17

Qualification	Postings with Qualification
Radiation Oncologist	17
Certified Flight Instructor	16
Certified Forensic Interviewer	16
Cisco Certified Network Professional	16
Licensed Social Worker	16
Certified Safety Auditor	14
Advanced Life Support	13
Certified Financial Planner	13
Certified Home Health Aide	13
Family Nursing Practitioner	13
Certified Distance Learning Administrator	12
Medical Technologist	12
Certified Case Manager	10
Certified Purchasing Manager	10
Certified Veterinary Technician	10
ComptTIA Network+ Certification	10
Registered Respiratory Therapist	10
Certified Information Security Manager	9



# Appendix A - Data Sources and Calculations

## CareerBuilder/Emsi Job Postings

Job postings are collected from various sources and processed/enriched by Careerbuilder to provide information such as standardized company name, occupation, skills, and geography. Emsi performs additional filtering and processing to improve compatibility with Emsi data.

## State Data Sources

This report uses state data from the following agencies: Pennsylvania Department of Labor and Industry, Center for Workforce Information and Analysis