



# Job Market Pulse

# **U.S. Snapshot**

Date Generated: Dec. 19th, 2022

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# Introduction

2022 has been a big year for Aspen Tech Labs. With the roll-out of our business intelligence product – [Job Market Pulse](#) – comes countless ways to consume real-time jobs data not previously available. This report highlights a variety of insights that can be drawn from our database of more than 9 million vacancies worldwide from over 100,000 different companies, updated daily.

The jobs used in Job Market Pulse come directly from our [JobsIndex](#) and are updated daily. Given the breadth and diversity, our data is representative and covers all industries. Currently, the focus is on a few core countries, including the US, UK, Canada, Australia, and Germany. In these countries, the share of jobs we have compared to the total number of jobs on the local market is higher than in other countries. The areas covered by Job Market Pulse will continue to grow in 2023 and we are always looking for new partners to help expand.

Salary data (and some other analytical data like job classifications) can be provided by sources in several different ways. We use proprietary techniques to extract this data from current job vacancies to make it available for analysis. The key job information (including job titles and job descriptions) is provided exactly as listed on the source.

We hope this report sparks some ideas about how you can benefit from this unique data set. We offer *month-long free trials* where we work with you to deliver the exact data that will meet your needs. The analytics and custom reports we can create are limitless and we hope you'll join us in 2023 as we continue to improve our jobs data quality and innovation.

Our teams are constantly working to increase the number of companies and jobs in the database and to improve the quality and extraction of additional data. If you have any feedback, please don't hesitate to reach out to [gabby.s@aspentechlabs.com](mailto:gabby.s@aspentechlabs.com).

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# Current Vacancies

This section of the report shows the job listings (what we call vacancies or jobs in this report) in the **United States** that were live at the time this report was generated. All vacancies in our database are directly sourced from company sites (career pages or applicant tracking systems) or agency sites and updated every day. In fact, **93%** of our data is being directly sourced from company sites, not job boards, and is updated daily, demonstrating that this is the most reliable jobs data available.

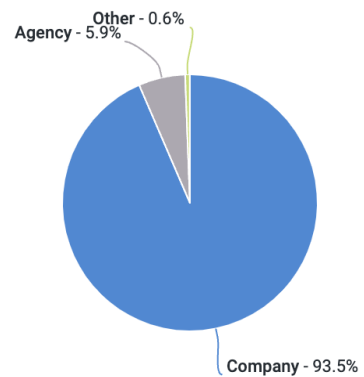
**5,803,135**

Total Vacancies

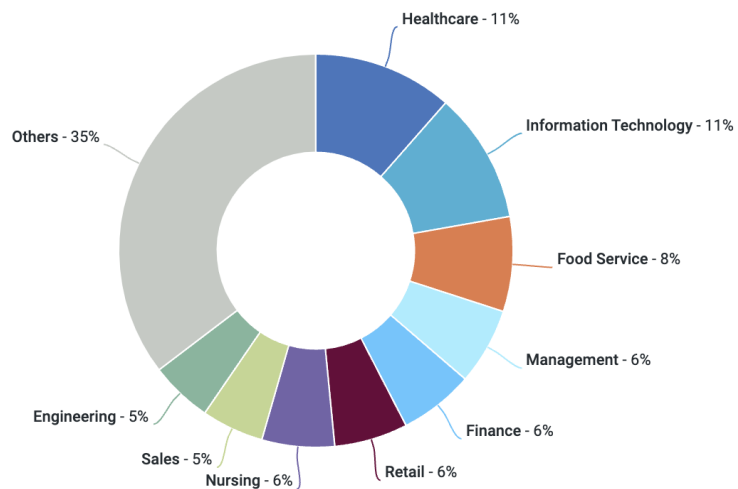
**233,608**

Total Remote Vacancies

Source Types



Vacancies by Category



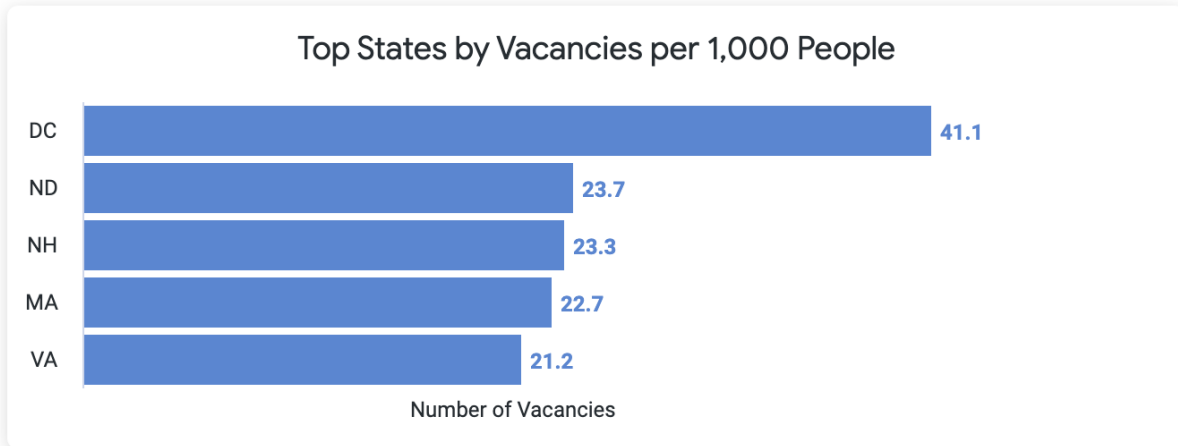
## Geography

Each vacancy in the data represents a career/job opportunity for someone around the globe, spanning from India to Indiana and everywhere in between. While this report is focused on U.S. jobs, here are a few charts to help visualize the global breadth of the data. We are planning for significant global data expansion in 2023.

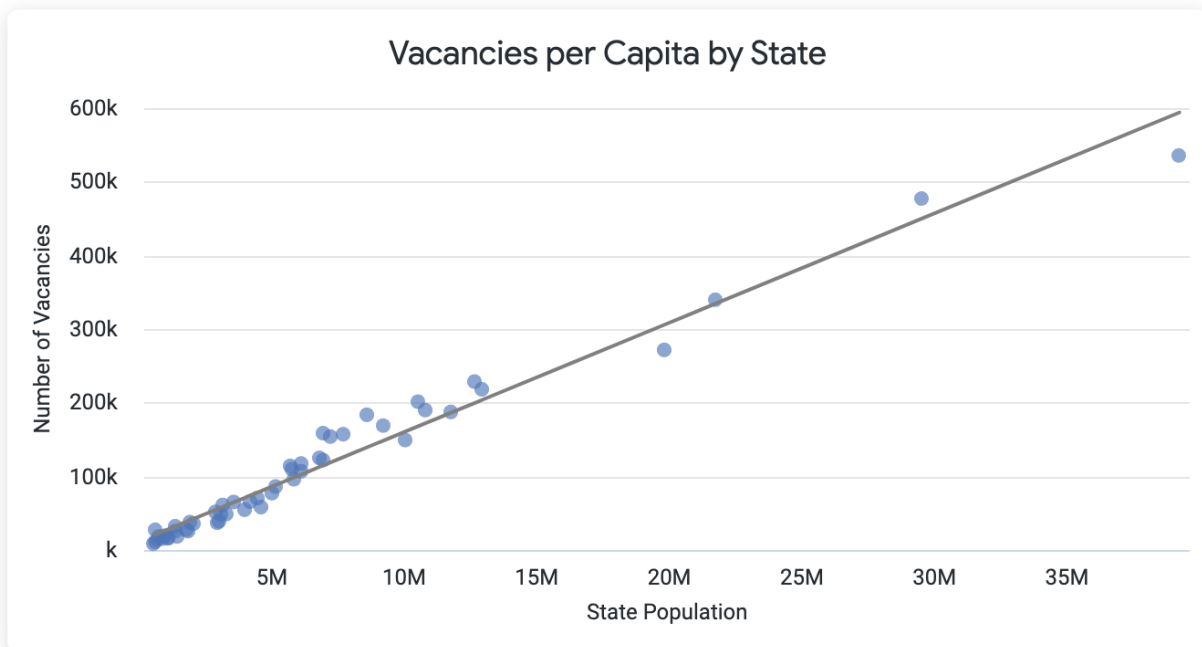


Due to the large number of U.S. jobs in our database, we are confident that any analysis using this data is representative of the entire U.S. For comparison, the [BLS reported 10.3 million](#) job openings at the end of October 2022; we had over **5.8 million** vacancies. This holds true on the state level too as our data is widely distributed across all 50 U.S. states.

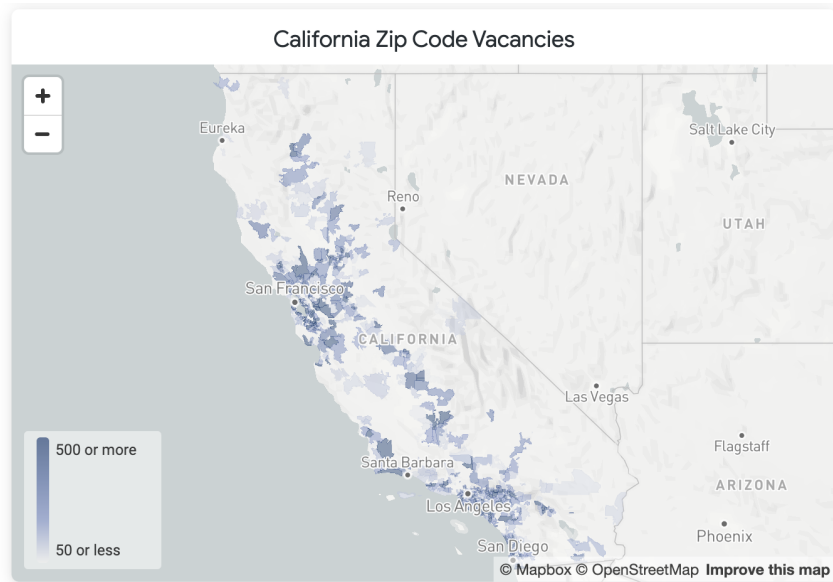
Looking at the number of vacancies per 1,000 people (based on the 2021 U.S. Census population estimate) gives us a normalized method of comparing states by vacancies. **Washington D.C.** tops the list of states/districts with the most jobs per capita, likely in part due to the large number of people commuting from surrounding states to a relatively small geographic area.



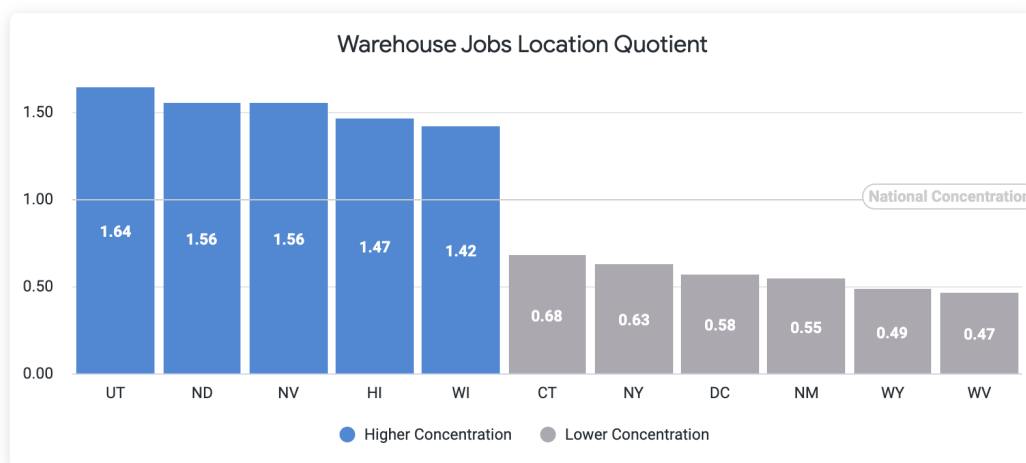
Generally, vacancies per capita is consistent regardless of the state. Fitting a simple trend line over state populations vs. number of vacancies reveals that, on average, there are **14.8 vacancies per 1,000 people**. Each dot in the chart below represents a state.



In addition to states, we also have data for metropolitan areas, cities, and postal codes. This allows our customers to investigate job concentration within a state. Take California for example; not surprisingly, the majority of the jobs are located in either the **San Francisco or Los Angeles areas**, but there are also pockets throughout California with a high number of jobs.

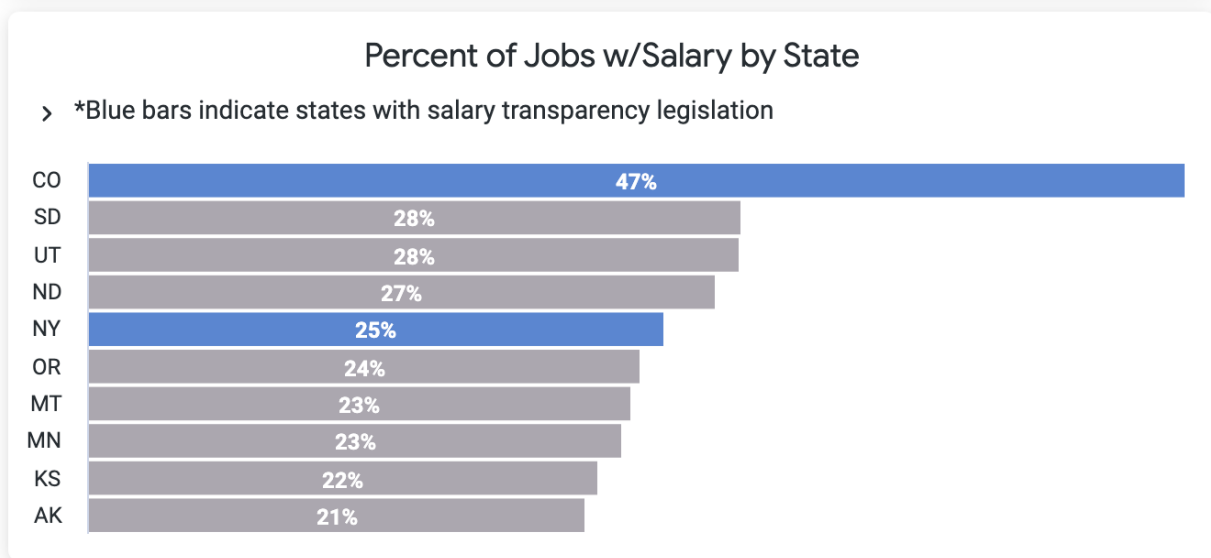


The overall concentration of jobs has the expected relationship with population density. Measuring this concentration across industries, categories, and job titles is not as obvious. [Location quotients](#) are a method used to create such measures. In the chart below, we show the state-level location quotients of warehouse jobs. As the name implies, the value is calculated by taking the quotient of two ratios: first, the ratio of total warehouse jobs in the state to total jobs in a state, and second, the ratio of total warehouse jobs in the U.S. to total jobs in the U.S. If a state has a value above 1, there is a **higher** concentration of warehouse jobs in that state, compared to the U.S. If a state has a value below 1, there is a **lower** concentration of warehouse jobs in that state compared to nationwide.



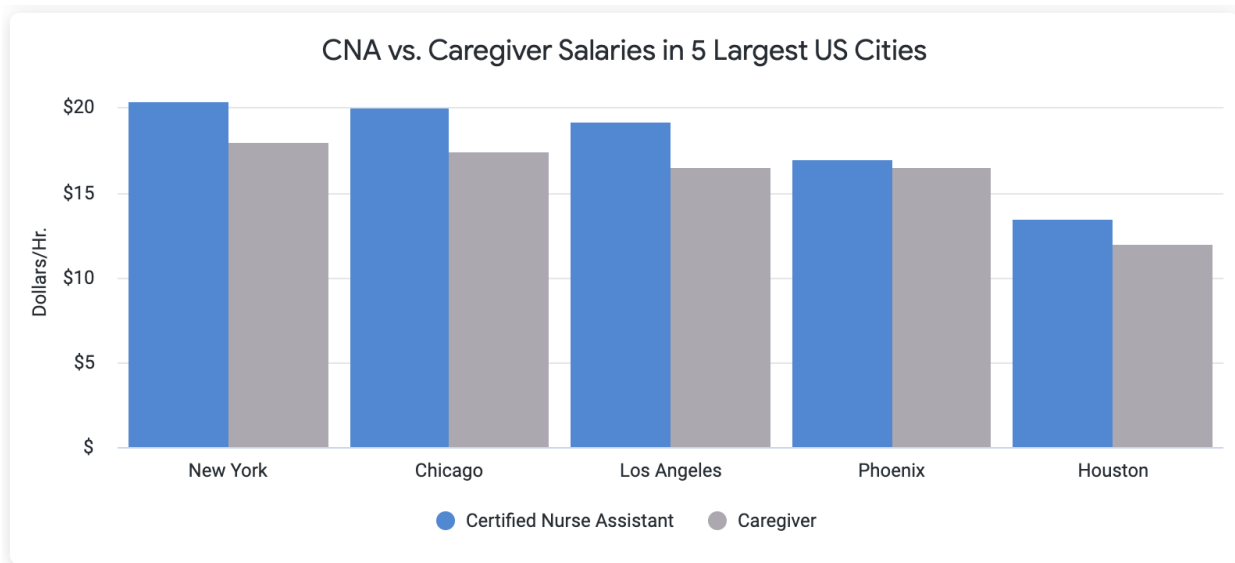
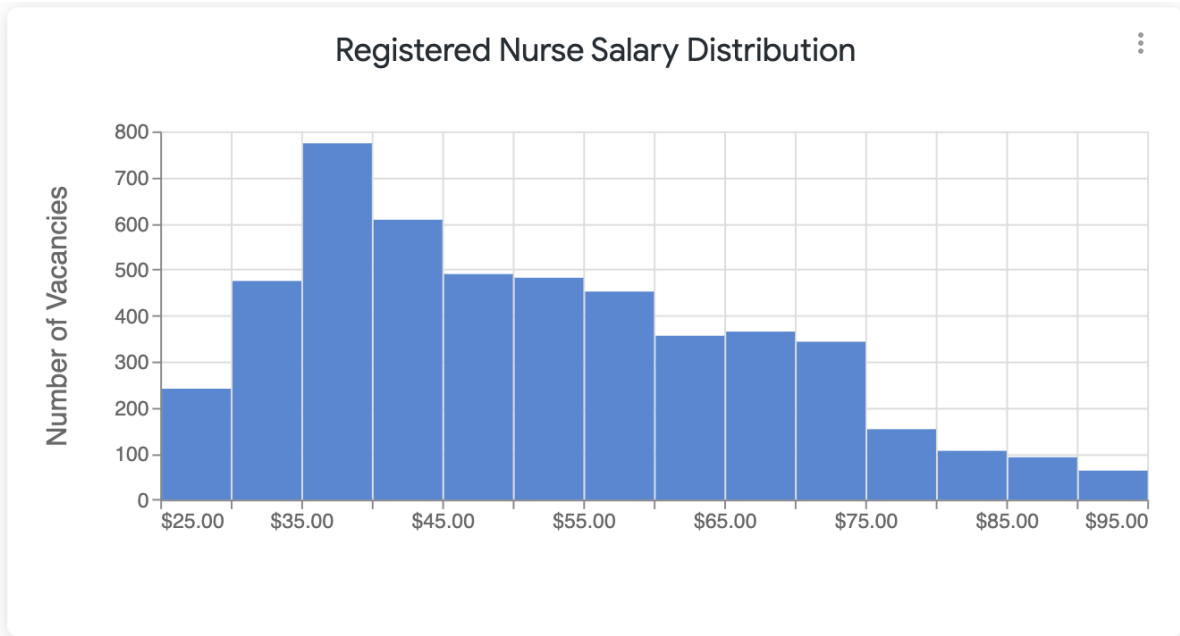
## Salary

Salary transparency in job listings has been a hot topic in recent years. Job Market Pulse uses proprietary technology to parse out salary information from job postings and make it available for analysis. Take a look below at our current salary statistics in the United States.



Colorado and New York City have already passed legislation requiring salary information in job listings, and more states will likely follow suit. In fact, **California** will require salary information on job postings from companies with more than 15 employees starting January 1st, 2023. Job Market Pulse will be closely tracking this, and we expect to see a jump in the percentage of job postings with salary information early next year.

Job seekers and employers can use products like our “Wage Benchmarking Tool” (see page 12 for more details) to compare wages across companies, titles, and locations for competitive analysis purposes. The following charts highlight salaries of a few healthcare jobs.



## Employers

Job Market Pulse has data from more than **100,000 employers**. We are constantly monitoring and adding new employer sources every day. Below are some visuals that show which employers have the largest share of vacancies in our data.



### Top 50 Employers by Vacancies



### Top Employers by Vacancies

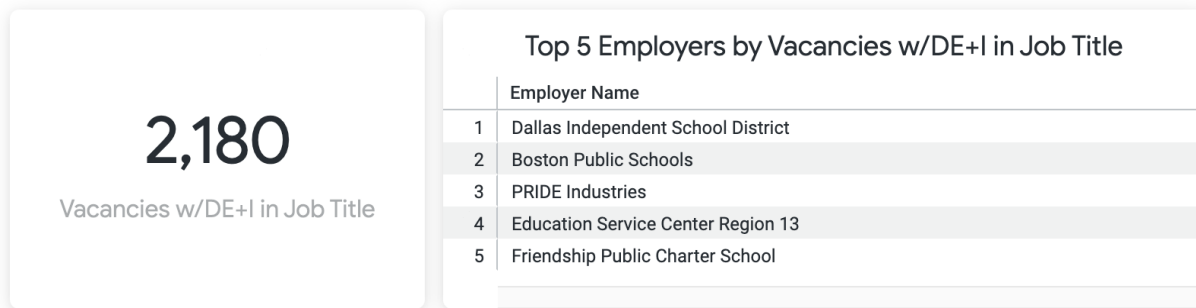
	Employer Name	Number of Vacancies
1	walmart	74,910
2	tacobell	73,501
3	mcdonalds	50,408
4	autozone	46,769
5	dollargeneral	45,512
6	cvshealth	36,102
7	krogerco	31,356
8	hrblock	30,856
9	7eleven	25,285
10	dominos	25,065

### Top Employers by New Vacancies Listed in Past 7 Days

	Employer Name	Number of Vacancies
1	aldi	3,124
2	retailjobs	987
3	vetservice	648
4	hansgeis	588
5	teamlease	560
6	polkcountypublicschools	504
7	chipotle	477
8	avifoodsystems	441
9	marriott	438
10	healthcareservicesinc	430

## Diversity, Equity, and Inclusion

Another topic with growing interest is the push for more Diversity, Equity, and Inclusion (DE&I) in the workplace. One interesting note has been the increase in job titles that are related to this topic. We have had multiple requests for DE&I analytics and reporting and will continue to develop our capabilities in this area. In 2023 we plan to build technical capabilities to rate job postings by DE&I to assist our customers in benchmarking their job content against their competitors.



DE+I Job Title Examples			
	Job Title	Employer Name	City
1	Early Head Start Inclusion Coach - Desoto	Jefferson Franklin Community Action Corporation	DeSoto
2	Student Graduate Assistant, Diversity & Inclusio...	Ohio University	Athens
3	2022-2023 SY: Special Education Resource/Incl...	Irving Independent School District	Irving
4	SPED Inclusion Teacher (Grade: 6-8) Intercessio...	Dallas Independent School District	Dallas
5	Diversity, Equity and Inclusion (DEI) Specialist	Creative Dining Services	Zeeland
6	Diversity, Equity, & Inclusion Manager	Installed Building Products	Columbus
7	2023 Diversity Leadership Symposium - New Yor...	Target Brands, Inc.	Minneapolis
8	SPED Inclusion Teacher (Grades: 6-8) Intersessi...	Dallas Independent School District	Dallas
9	Program Coordinator for Diversity, Equity, and In...	Georgetown Day School	Washington
10	Diversity and Inclusion Coordinator	University of Kentucky	Lexington

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## Vacancy Trends and Insights

One more 2022 Aspen Tech Labs accomplishment has been our ability to store and analyze historical jobs data. This has given our customers the ability to not only see a current snapshot of the job market but also allows them to view the entire picture of how the market is changing.

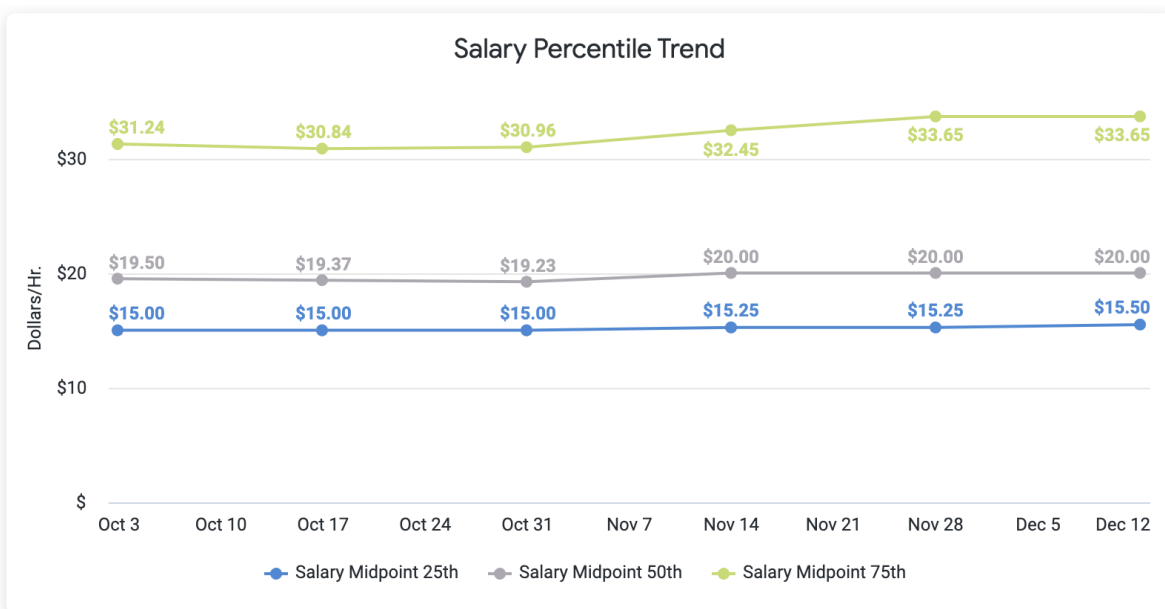
## Employer Trends

The total number of vacancies that a company has open could be indicative of a number of things. Take Amazon for example: Job Market Pulse noted their number of job openings slowly decrease starting in Q3 2022, with a massive drop when they announced their [hiring freeze](#) in early November 2022.

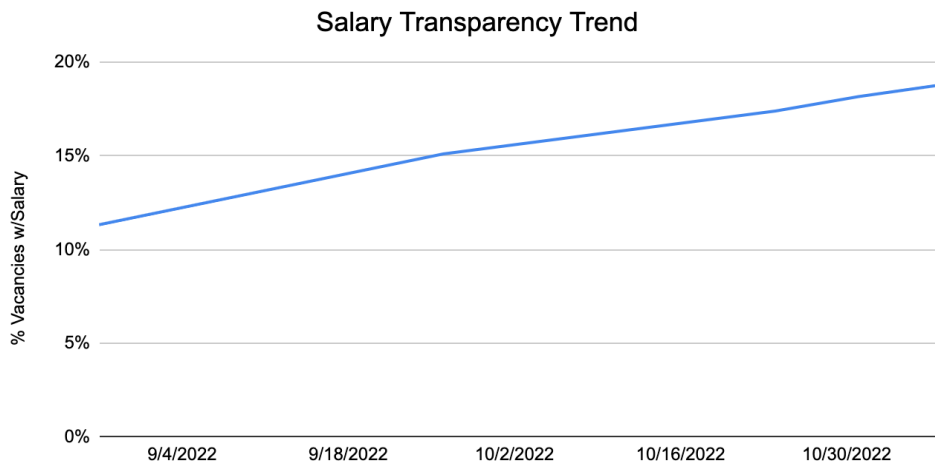


## Salary Trends

Watching how wages change over time is of interest to many people – especially with inflation at a 40-year high. Job Market Pulse aggregates all U.S. salaries and can plot the distribution of these salaries over time. Interestingly, in job postings, wages remained relatively steady over the previous three months.

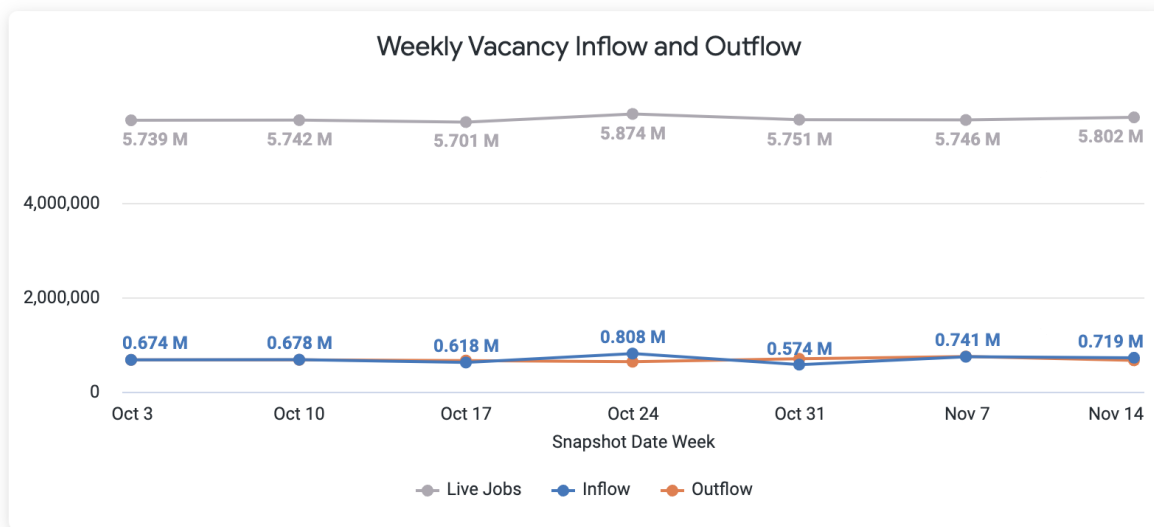


As mentioned previously, salary transparency is expected to slowly increase as more states enact legislation requiring employers to include wage data in their job listings. There was a **7% increase** in jobs nationwide including salary information from the end of August 2022 to the beginning of November 2022. We expect this salary transparency trend to continue.



## Vacancy Replacement Rate

One important note about our 6+ million active jobs is that these jobs are being replaced fairly rapidly. Because of the activity on company career sites, and our daily monitoring, every week about **15%** of the jobs are removed and then replaced with new jobs. That means in two months, most, if not all the jobs that were live today will no longer be in our 'live' database. Job Market Pulse has the most up-to-date jobs data available.



## Wage Benchmarking Tool

The Job Market Plus Wage Benchmarking Tool allows users to select a market—this could be a country, state, metro, city, or zip code—and various job titles. Wage data, from current job postings, will populate the dashboard and allow for quick analysis of competitor pricing. Users can also set alerts and be the first to know if wages are increasing or decreasing.

**Market:** Los Angeles Metro

**Job Titles:** Registered Nurse, Data Analyst, Driver, Warehouse Worker, Software Engineer, Customer Service Specialist, and Cashier

<h1>16,967</h1> <p>Total Vacancies</p>	<table border="1"> <thead> <tr> <th></th> <th>Job Title</th> <th>Number of Vacancies</th> <th>Number of Vacancies w/Salary</th> <th>Percent w/Salary</th> <th>Median Age of Vacancy (days)</th> </tr> </thead> <tbody> <tr><td>1</td><td>Registered Nurse</td><td>7,708</td><td>842</td><td>11%</td><td>41</td></tr> <tr><td>2</td><td>Customer Service Specialist</td><td>2,184</td><td>483</td><td>22%</td><td>47</td></tr> <tr><td>3</td><td>Software Engineer</td><td>1,866</td><td>228</td><td>12%</td><td>61</td></tr> <tr><td>4</td><td>Cashier</td><td>1,762</td><td>610</td><td>35%</td><td>80</td></tr> <tr><td>5</td><td>Caregiver</td><td>1,111</td><td>446</td><td>40%</td><td>97</td></tr> <tr><td>6</td><td>Housekeeper</td><td>745</td><td>123</td><td>17%</td><td>52</td></tr> <tr><td>7</td><td>Warehouse Worker</td><td>677</td><td>208</td><td>31%</td><td>46</td></tr> <tr><td>8</td><td>Driver</td><td>676</td><td>137</td><td>20%</td><td>38</td></tr> <tr><td>9</td><td>Data Analyst</td><td>238</td><td>43</td><td>18%</td><td>58</td></tr> </tbody> </table>		Job Title	Number of Vacancies	Number of Vacancies w/Salary	Percent w/Salary	Median Age of Vacancy (days)	1	Registered Nurse	7,708	842	11%	41	2	Customer Service Specialist	2,184	483	22%	47	3	Software Engineer	1,866	228	12%	61	4	Cashier	1,762	610	35%	80	5	Caregiver	1,111	446	40%	97	6	Housekeeper	745	123	17%	52	7	Warehouse Worker	677	208	31%	46	8	Driver	676	137	20%	38	9	Data Analyst	238	43	18%	58
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	Job Title	Min	25th Percent	Median	75th Percent	Max
1	Software Engineer	\$10.00	\$44.71	\$59.67	\$67.30	\$120.19
2	Registered Nurse	\$8.75	\$37.01	\$50.25	\$69.00	\$130.00
3	Data Analyst	\$17.00	\$35.40	\$42.84	\$54.32	\$72.39
4	Driver	\$14.00	\$18.50	\$19.00	\$20.00	\$50.00
5	Warehouse Worker	\$11.00	\$16.20	\$18.00	\$20.00	\$67.65
6	Caregiver	\$12.50	\$16.50	\$17.50	\$18.00	\$64.66
7	Customer Service Specialist	\$7.50	\$16.00	\$17.00	\$19.65	\$53.97
8	Cashier	\$11.00	\$15.25	\$16.50	\$16.50	\$23.50
9	Housekeeper	\$11.65	\$15.50	\$16.50	\$18.25	\$35.00

Jobs Sample						
	Title	Employer Name	Salary Low	Salary High	Source Type	Source URL
1	RN - Registered Nurse - Emergency Room	CoreMedic...	\$54.25	\$54.25	agency	<a href="#">Job Source</a>
2	Application Engineer - Los Angeles	Gables Sea...	\$36.05	\$36.05	company	<a href="#">Job Source</a>
3	Warehouse Mail Sorter	dnata	\$21.00	\$21.00	company	<a href="#">Job Source</a>
4	RN - Registered Nurse - Telemetry/PCU/Stepdown	CoreMedic...	\$58.50	\$58.50	agency	<a href="#">Job Source</a>
5	RN - Registered Nurse - Wound Care	CoreMedic...	\$65.00	\$65.00	agency	<a href="#">Job Source</a>
6	Senior Software Engineer	Jobot	\$67.30	\$67.30	jobboard	<a href="#">Job Source</a>
7	RN - Registered Nurse - Critical Care/ICU	CoreMedic...	\$72.25	\$72.25	agency	<a href="#">Job Source</a>
8	Senior Software Engineer	Jobot	\$67.30	\$67.30	jobboard	<a href="#">Job Source</a>
9	Customer Service Associate	Raising Ca...	\$15.00	\$15.00	company	<a href="#">Job Source</a>
10	Cashier	Raising Ca...	\$15.00	\$15.00	company	<a href="#">Job Source</a>
11	Software Engineer	Zachary Pi...	\$60.09	\$64.90	company	<a href="#">Job Source</a>
12	Application Engineer - Los Angeles	Gables Sea...	\$31.25	\$31.25	company	<a href="#">Job Source</a>
13	RN - Registered Nurse - Telemetry/PCU/Stepdown	CoreMedic...	\$67.00	\$67.00	agency	<a href="#">Job Source</a>
14	Customer Service	AppleOne	\$25.96	\$25.96		<a href="#">Job Source</a>
15	RN - Registered Nurse - Telemetry/PCU/Stepdown	CoreMedic...	\$58.50	\$58.50	agency	<a href="#">Job Source</a>

## Conclusion

Note that this report is a high-level demonstration of Job Market Pulse. Subscribers have access to more specific details of each job in the database. For example, Wage Benchmarking customers can drill down on summary wage data, to see actual competitor individual job postings (by company, market, etc) that comprise the averages/totals. Job Market Pulse is a powerful, real-time competitive tool, to assist our customers in staying in front of this challenging labor market.

We appreciate you taking the time to read through our Job Market Pulse U.S. Snapshot report. If you have feedback you would like to share with us or if you would like to set up a demo, email [gabby.s@aspentechlabs.com](mailto:gabby.s@aspentechlabs.com).

### Aspen Tech Labs, Inc. headquarters:

600 E. Hopkins, Suite 303

Aspen, CO 81611

t: +1 970 429 5080

email: [inquiry@webspidermount.com](mailto:inquiry@webspidermount.com)

<https://www.webspidermount.com/>


AspenTechLabs