



# JOBSEQ EMPLOYER HIRING TRENDS – H1 2021

July 2021\*

\*All jobs data presented herein are current as of 7/26/21.



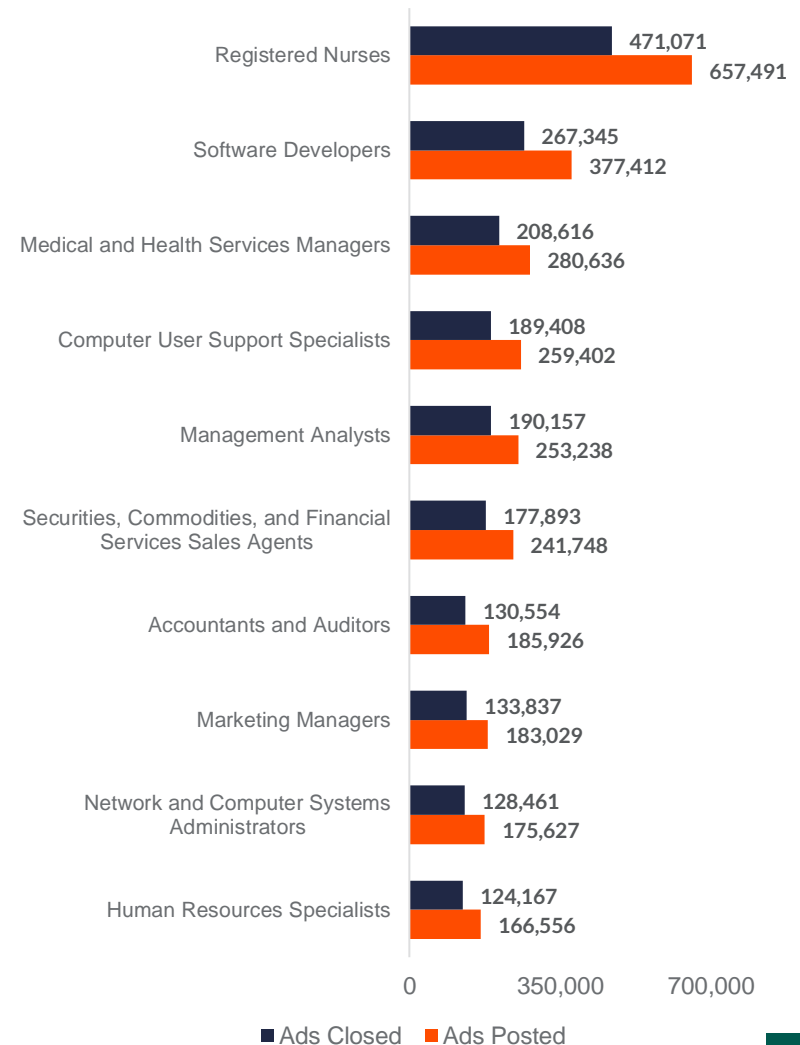
# IN-DEMAND OCCUPATIONS

## OVERVIEW OF H1 2021

- **Alongside heavy demand for Registered Nurses, employers seeking applicants with postsecondary credentials also expressed strong demand for several business and technology occupations.** During H1 2021 (i.e., January 2021 – June 2021), employers posted 15.0 million new job postings across all industries. Of occupations typically requiring a postsecondary credential, Registered Nurses experienced by far the greatest demand, followed by Software Developers. Business-related openings comprise many of the remaining most in-demand occupations, with Human Resources Specialists entering the top 10 in H1 2021.
- **Employers have had more difficulty in filling recent openings for accounting and software development-related positions.** In H1 2021, positions for Accountants and Auditors reported a close rate of only 70.2 percent, followed by Software Developers at 70.8 percent, suggesting a difficulty in filling needed openings for these professionals. Openings for Registered Nurses remained difficult to fill at 71.6 percent, though this has improved slightly from the lowest rate of 71.0 percent in H2 2020.
- **Compared to H2 2020 (i.e., July 2020 – December 2020), employers expressed the greatest growth in demand for individuals with credentials in economics and communications.** Between H2 2020 and H1 2021, demand for individuals with an academic background in economics and communications grew by 87.9 percent and 87.2 percent, respectively. These were the largest changes among Top-20 most in-demand academic backgrounds. Smaller high-growth fields, reflecting between 20,000 and 50,000 job postings in H1 2021, include Pharmacy (+121.9 percent), Software Engineering (+101.9 percent), Physical Therapy (+96.4 percent), and Business Management (+94.7 percent).

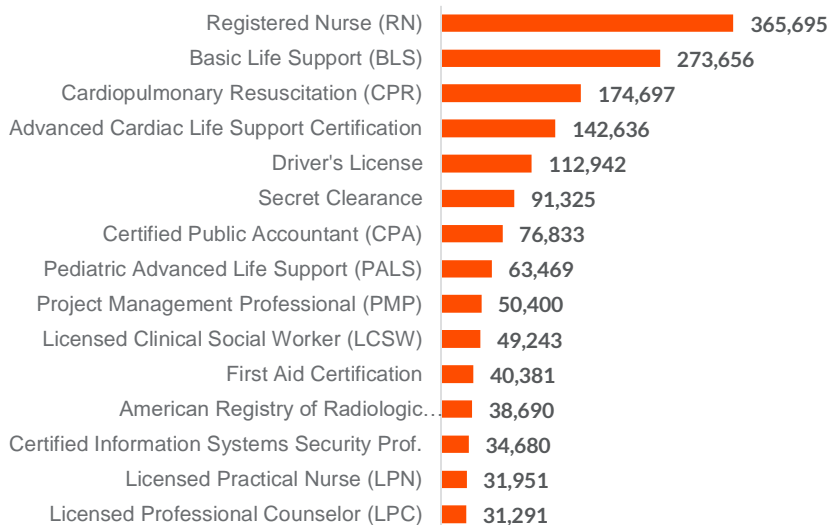
Notably, demand for nearly all academic backgrounds expanded in line with the overall economic rebound across H1 2021.

Jobs with Most Total Postings Typically Requiring Postsecondary Degrees\*, H1 2021

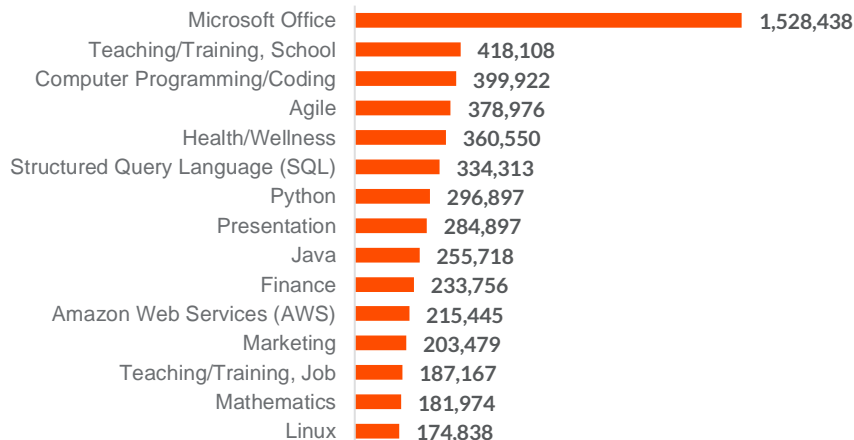


# SPOTLIGHT: SKILLS AND CERTIFICATIONS

## Top Certifications Among Postings Typically Requiring Postsecondary Degrees\*, H1 2021



## Top Hard Skills Among Postings Typically Requiring Postsecondary Degrees\*, H1 2021



## OVERVIEW OF H1 2021

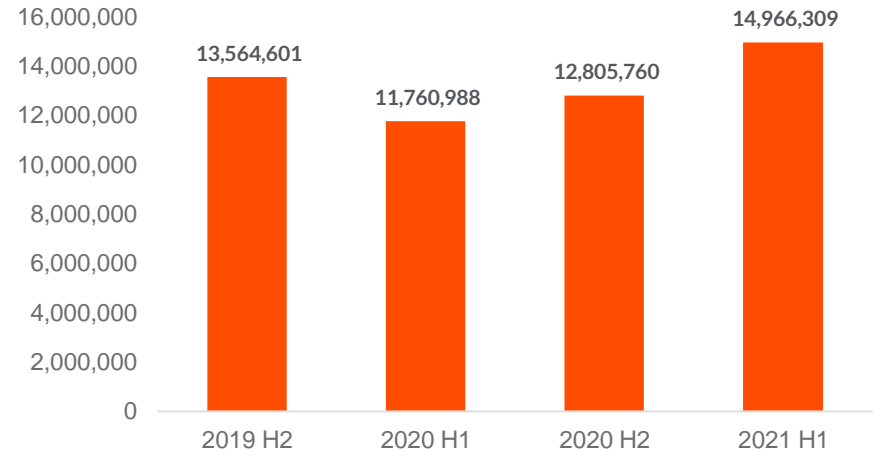
- Healthcare-related certifications continue to be most in-demand among employers seeking individuals with a postsecondary degree.** Standard in-demand healthcare certifications included Basic Life Support (BLS), Certification in Cardiopulmonary Resuscitation (CPR), and others, while more specialized credentials included Registered Nurse (RN) and Pediatric Advanced Life Support (PALS). Additional highly-requested certifications include those in business (e.g., Project Management Professional, Certified Public Accountant) and technology (e.g., Certified Information Systems Security Professional).
  - Between H2 2020 and H1 2021, every top-15 certification experienced significant growth (along with increased job postings overall), and the fastest-growing certifications among these include Child Development Associate (+93.8 percent), Neonatal Resuscitation Program (+92.8 percent), and Pediatric Advanced Life Support (+86.2 percent).
- Computer languages and programming are among the most in-demand hard skills, in addition to knowledge of Microsoft Office.** Computer programming was the third most in-demand hard skill behind Microsoft Office. Additionally, knowledge of specific computer languages, including Structured Query Language (SQL), Python, and Java, were included among the top 15 most in-demand hard skills, closely followed by additional technology-related hard skills that were previously outside of the Top 15 (e.g., Amazon Web Services, Linux). Several additional in-demand hard skills are related to business (e.g., Finance, Marketing) and teaching (in schools and in business settings).
  - Between H2 2020 and H1 2021, employers demonstrated increased demand for nearly every hard skill. Skills with the strongest gains include Marketing (+101.5 percent), Microsoft Azure (+80.9 percent), Finance (+78.0 percent), and Data Analysis (+76.4 percent).

# COMPARISON – 2021 VS. 2020/2019

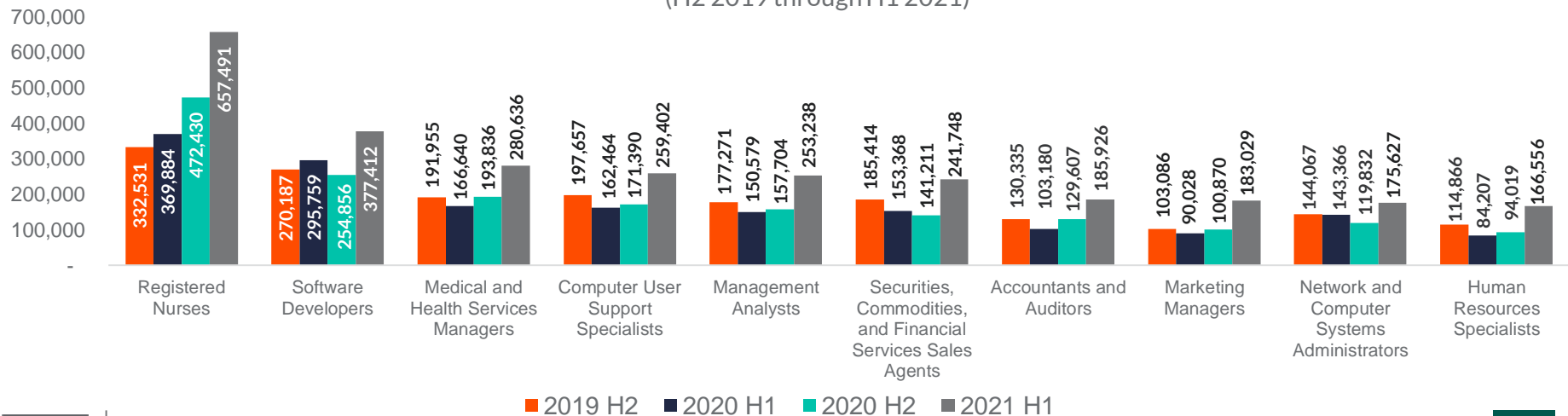
## OVERVIEW OF H1 2021

- Job postings volume increased significantly in H1 2021, catapulting above H2 2019 levels for the first time. New job postings grew 8.9 percent in H2 2020 and 16.9 percent in H1 2021 – following a -13.3 percent decline overall in H1 2020.
- The volume of job postings for all high-volume occupations have rebounded to exceed H2 2019 pre-pandemic levels. Demand for Registered Nurses experienced the strongest growth of 97.7 percent against H2 2019, followed by Marketing Managers (+77.5 percent), Medical and Health Services Managers (+46.2 percent), and Human Resources Specialists (+45.0 percent).

Total New Job Postings\*\* by Period



Comparison of Total Job Postings\*\* for Highest-Volume Occupations Typically Requiring Postsecondary Degrees (H2 2019 through H1 2021)



\*JobsEQ bases postsecondary degree attainment requirements on the Bureau of Labor Statistics' (BLS) "Typical Education Needed for Entry" field, which it defines as "the typical level of education that most workers need to enter the occupation." BLS uses its annual survey of workers throughout the United States to categorize occupations by the educational attainment of the majority of surveyed workers.

\*\*JobsEQ data may be subject to revision and an adjusted historical series of the data may be provided at a later date. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution. Figures and data points reflect new jobs posted during the designated time period preceding the date that the query is run.



HANOVER  
RESEARCH

