

Job Posting Analytics

Lightcast Q1 2023 Data Set

February 2023



Pennsylvania

Parameters

Select Timeframe: Oct 2022 - Dec 2022

Occupations:

798 items selected. See Appendix A for details.

Regions:

Code	Description
42075	Lebanon County, PA

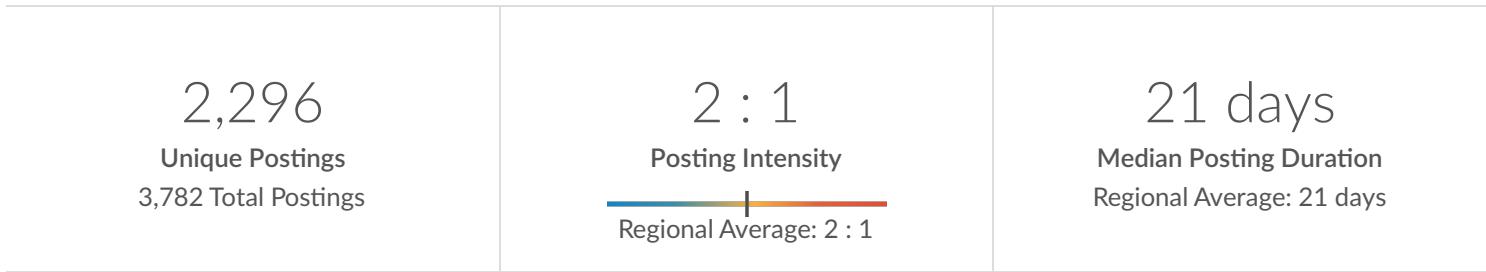
Minimum Experience Required: Any

Education Level: Any

Keyword Search:

Posting Type: Newly Posted

Job Postings Summary



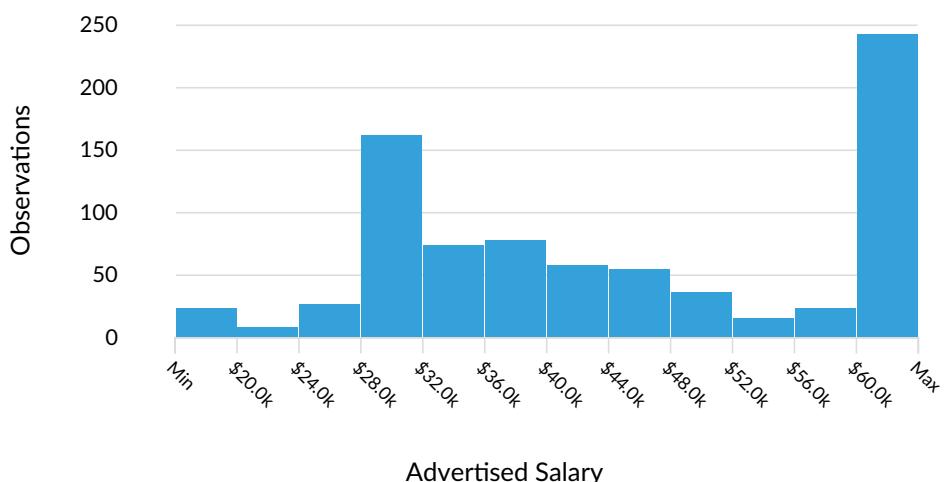
There were 3,782 total job postings for your selection from October 2022 to December 2022, of which 2,296 were unique. These numbers give us a Posting Intensity of 2-to-1, meaning that for every 2 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (2-to-1), indicating that they are putting average effort toward hiring for this position.

Advertised Salary

There are 795 advertised salary observations (35% of the 2,296 matching postings).

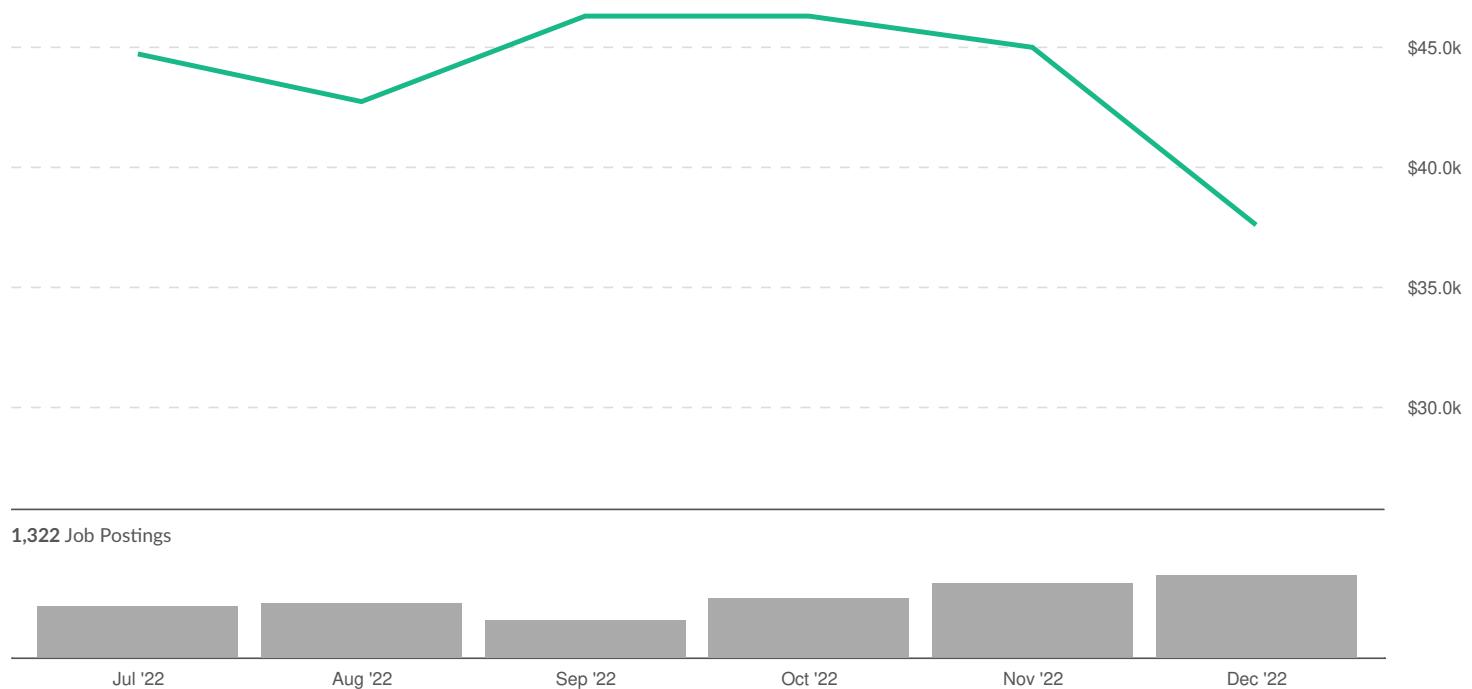
\$41.7K
Median Advertised Salary



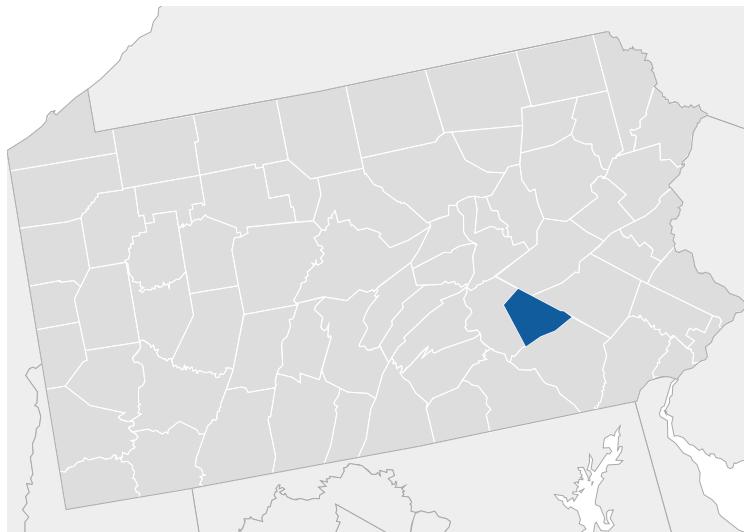
Advertised Wage Trend

▼ 15.9% Jul 2022 – Dec 2022

\$42.7k Median



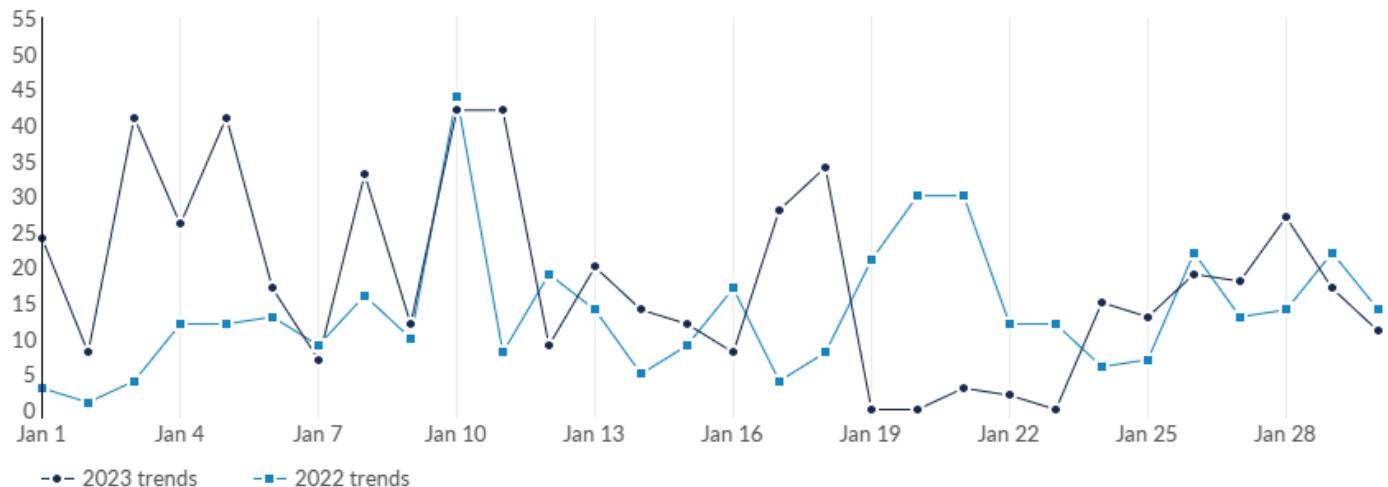
Job Postings Regional Breakdown



County	Unique Postings (Oct 2022 - Dec 2022)
Lebanon County, PA	2,296

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
January 1, 2023	24	3	+700.0%
January 2, 2023	8	1	+700.0%
January 3, 2023	41	4	+925.0%
January 4, 2023	26	12	+116.7%
January 5, 2023	41	12	+241.7%
January 6, 2023	17	13	+30.8%
January 7, 2023	7	9	-22.2%
January 8, 2023	33	16	+106.3%
January 9, 2023	12	10	+20.0%
January 10, 2023	42	44	-4.5%
January 11, 2023	42	8	+425.0%
January 12, 2023	9	19	-52.6%
January 13, 2023	20	14	+42.9%
January 14, 2023	14	5	+180.0%
January 15, 2023	12	9	+33.3%
January 16, 2023	8	17	-52.9%
January 17, 2023	28	4	+600.0%
January 18, 2023	34	8	+325.0%

January 19, 2023	0	21	-100.0%
January 20, 2023	0	30	-100.0%
January 21, 2023	3	30	-90.0%
January 22, 2023	2	12	-83.3%
January 23, 2023	0	12	-100.0%
January 24, 2023	15	6	+150.0%
January 25, 2023	13	7	+85.7%
January 26, 2023	19	22	-13.6%
January 27, 2023	18	13	+38.5%
January 28, 2023	27	14	+92.9%
January 29, 2023	17	22	-22.7%
January 30, 2023	11	14	-21.4%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,124	49%
High school or GED	689	30%
Associate degree	172	7%
Bachelor's degree	403	18%
Master's degree	186	8%
Ph.D. or professional degree	83	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	689	0	30%
Associate degree	130	25	6%
Bachelor's degree	275	66	12%
Master's degree	68	82	3%
Ph.D. or professional degree	10	73	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,310	57%
0 - 1 Years	528	23%
2 - 3 Years	286	12%
4 - 6 Years	126	5%
7 - 9 Years	28	1%
10+ Years	18	1%

Job Postings vs. Hires

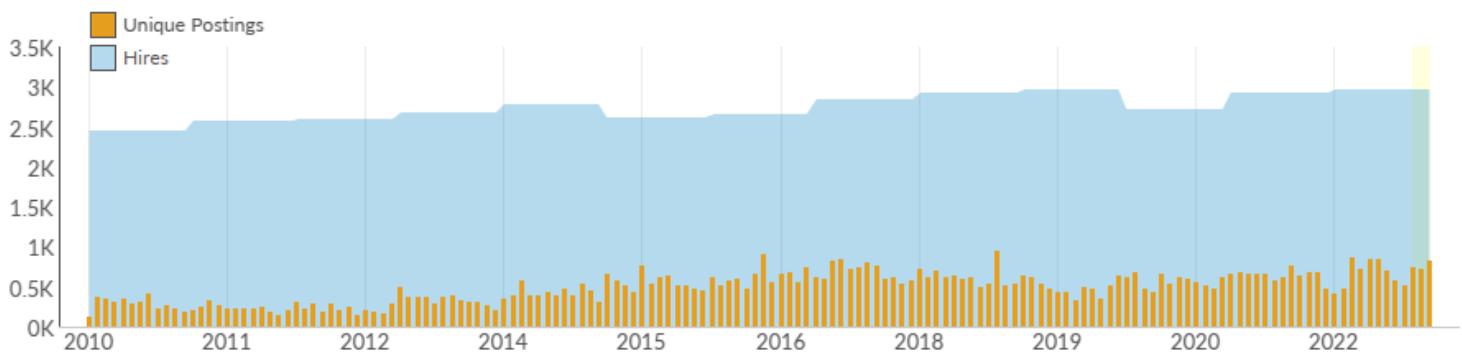
765

Avg. Monthly Postings (Oct 2022 - Dec 2022)

2,963

Avg. Monthly Hires (Oct 2022 - Dec 2022)

In an average month, there were 765 newly posted job postings for 798 Occupations, and 2,963 actually hired. This means there were approximately 4 hires for 798 Occupations for every 1 unique job posting.



Occupation	Avg Monthly Postings (Oct 2022 - Dec 2022)	Avg Monthly Hires (Oct 2022 - Dec 2022)
Home Health and Personal Care Aides	84	55
Registered Nurses	42	25
Laborers and Freight, Stock, and Material Movers, Hand	25	151
Retail Salespersons	21	79
Nursing Assistants	21	38
First-Line Supervisors of Retail Sales Workers	17	22
Industrial Truck and Tractor Operators	15	39
Stockers and Order Fillers	15	115
Licensed Practical and Licensed Vocational Nurses	14	17
Heavy and Tractor-Trailer Truck Drivers	12	72
Bus and Truck Mechanics and Diesel Engine Specialists	11	6
Maintenance and Repair Workers, General	11	30
Industrial Engineers	11	2
Industrial Engineering Technologists and Technicians	11	1

Production Workers, All Other	10	9
First-Line Supervisors of Mechanics, Installers, and Repairers	10	9
General and Operations Managers	10	38
Fast Food and Counter Workers	9	157
Managers, All Other	9	3
Food Service Managers	8	6
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	8	16
First-Line Supervisors of Production and Operating Workers	7	15
Physicians, All Other	7	1
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7	83
Security Guards	7	8
Financial Managers	6	4
Customer Service Representatives	6	39
Postsecondary Teachers	6	25
Nurse Practitioners	5	1
Inspectors, Testers, Sorters, Samplers, and Weighers	5	18
Human Resources Specialists	5	19
Automotive Service Technicians and Mechanics	5	14
Unclassified Occupation	5	0
Medical and Health Services Managers	5	4
Cashiers	5	122
Shipping, Receiving, and Inventory Clerks	5	20
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5	16
Speech-Language Pathologists	5	1
Light Truck Drivers	4	33
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4	7
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	4	2

Office Clerks, General	4	64
General Internal Medicine Physicians	4	0
Tellers	4	3
Life, Physical, and Social Science Technicians, All Other	4	1
Social and Human Service Assistants	4	4
Architectural and Engineering Managers	4	1
Industrial Machinery Mechanics	4	8
Occupational Health and Safety Specialists	4	1
Logisticians	4	3
Packers and Packagers, Hand	4	40
Transportation, Storage, and Distribution Managers	3	2
Construction Managers	3	3
Accountants and Auditors	3	11
First-Line Supervisors of Food Preparation and Serving Workers	3	35
Software Developers	3	6
Electricians	3	16
Social Workers, All Other	3	2
Childcare Workers	3	13
Maids and Housekeeping Cleaners	3	21
Clinical Laboratory Technologists and Technicians	3	3
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3	44
Miscellaneous Assemblers and Fabricators	3	51
Physical Therapist Assistants	3	1
Electro-Mechanical and Mechatronics Technologists and Technicians	3	0
Dentists, General	3	0
Dietitians and Nutritionists	3	1
Order Clerks	3	2

Social and Community Service Managers	3	1
Police and Sheriff's Patrol Officers	3	6
Hairdressers, Hairstylists, and Cosmetologists	3	6
Electrical and Electronic Engineering Technologists and Technicians	3	1
Medical Secretaries and Administrative Assistants	3	10
Merchandise Displayers and Window Trimmers	3	4
Family Medicine Physicians	3	0
Shoe Machine Operators and Tenders	2	0
Chemical Engineers	2	0
Physician Assistants	2	1
Financial and Investment Analysts	2	1
Operations Research Analysts	2	0
Waiters and Waitresses	2	68
First-Line Supervisors of Office and Administrative Support Workers	2	20
Real Estate Sales Agents	2	2
Marketing Managers	2	2
Bookkeeping, Accounting, and Auditing Clerks	2	38
Industrial Production Managers	2	3
Health Technologists and Technicians, All Other	2	1
Pharmacists	2	2
Obstetricians and Gynecologists	2	0
Securities, Commodities, and Financial Services Sales Agents	2	3
Pharmacy Technicians	2	5
Psychiatrists	2	0
Cooks, Restaurant	2	40
Automotive and Watercraft Service Attendants	2	3
Production, Planning, and Expediting Clerks	2	7
Human Resources Managers	2	1

Information Security Analysts	2	1
Medical Assistants	2	8
Computer Programmers	2	0
Personal Service Managers, All Other	2	0
Security and Fire Alarm Systems Installers	2	2
Mechanical Engineers	2	3
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2	4
Coaches and Scouts	2	2
Sales Managers	2	3
Civil Engineers	2	2
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	2	0
Dental Hygienists	2	2
First-Line Supervisors of Non-Retail Sales Workers	1	2
Farmworkers, Farm, Ranch, and Aquacultural Animals	1	4
Preschool Teachers, Except Special Education	1	3
Respiratory Therapists	1	1
Protective Service Workers, All Other	1	5
Medical Records Specialists	1	2
Medical Equipment Repairers	1	0
Surgical Technologists	1	0
Mobile Heavy Equipment Mechanics, Except Engines	1	3
Radiologic Technologists and Technicians	1	2
Property, Real Estate, and Community Association Managers	1	1
Training and Development Specialists	1	3
Computer User Support Specialists	1	6
Athletic Trainers	1	1
Parts Salespersons	1	6

Personal Financial Advisors	1	1
Packaging and Filling Machine Operators and Tenders	1	17
Facilities Managers	1	0
Mechanical Drafters	1	1
Buyers and Purchasing Agents	1	5
Health Education Specialists	1	0
Claims Adjusters, Examiners, and Investigators	1	2
Carpenters	1	10
Highway Maintenance Workers	1	2
Cost Estimators	1	3
Construction and Building Inspectors	1	0
Administrative Services Managers	1	1
Physical Therapists	1	1
Purchasing Managers	1	1
Occupational Therapists	1	2
Podiatrists	1	0
Architectural and Civil Drafters	1	1
Bakers	1	7
Dishwashers	1	16
Computer Network Architects	1	2
Welders, Cutters, Solderers, and Brazers	1	11
Project Management Specialists	1	5
Residential Advisors	1	3
Tutors	1	11
Installation, Maintenance, and Repair Workers, All Other	1	5
Engineers, All Other	1	1
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1	18
Audio and Video Technicians	1	0

Demonstrators and Product Promoters	1	2
Construction Laborers	1	16
Animal Caretakers	1	4
Special Education Teachers, Middle School	1	0
Anesthesiologists	1	0
Counselors, All Other	1	0
First-Line Supervisors of Housekeeping and Janitorial Workers	1	3
Healthcare Social Workers	1	1
Structural Metal Fabricators and Fitters	1	1
Mental Health and Substance Abuse Social Workers	1	1
Amusement and Recreation Attendants	1	19
Slaughterers and Meat Packers	1	18
Community and Social Service Specialists, All Other	1	0
Management Analysts	1	5
Recreation Workers	1	7
Clergy	1	5
Helpers--Installation, Maintenance, and Repair Workers	1	1
Painters, Construction and Maintenance	1	2
Cardiologists	1	0
Psychiatric Aides	1	0
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1	15
Engineering Technologists and Technicians, Except Drafters, All Other	1	2
Helpers--Production Workers	1	30
Mechanical Engineering Technologists and Technicians	1	0
Business Operations Specialists, All Other	1	11
Environmental Science and Protection Technicians, Including Health	1	0
Human Resources Assistants, Except Payroll and Timekeeping	1	3

Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	1	0
Driver/Sales Workers	1	12
Dispatchers, Except Police, Fire, and Ambulance	1	3
Tire Repairers and Changers	1	3
Physical Therapist Aides	1	0
Dental Assistants	1	5
Data Scientists	1	1
Computer Occupations, All Other	1	4
Network and Computer Systems Administrators	1	2
Healthcare Support Workers, All Other	1	1
Computer Systems Analysts	1	3
Tax Preparers	1	1
Loan Officers	1	1
Military-only occupations	1	5
Psychiatric Technicians	1	1
Lodging Managers	1	1
Computer Numerically Controlled Tool Operators	1	5
Market Research Analysts and Marketing Specialists	1	6
Chemical Technicians	1	1
Cement Masons and Concrete Finishers	1	3
Petroleum Pump System Operators, Refinery Operators, and Gaugers	1	0
Sales Engineers	1	0
Neurologists	1	0
School Psychologists	1	0
Medical Scientists, Except Epidemiologists	1	1
Designers, All Other	1	0
Bartenders	0	26

Home Appliance Repairers	0	1
Medical Equipment Preparers	0	1
Farmers, Ranchers, and Other Agricultural Managers	0	4
Food Preparation Workers	0	16
Veterinary Assistants and Laboratory Animal Caretakers	0	3
Phlebotomists	0	3
Word Processors and Typists	0	0
Landscaping and Groundskeeping Workers	0	36
Veterinarians	0	0
Forest Fire Inspectors and Prevention Specialists	0	0
Compliance Officers	0	4
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	0	0
Cleaners of Vehicles and Equipment	0	7
Recreational Therapists	0	0
Crossing Guards and Flaggers	0	5
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	0	1
Broadcast Technicians	0	0
Exercise Physiologists	0	0
Therapists, All Other	0	0
Optometrists	0	0
Natural Sciences Managers	0	1
Chefs and Head Cooks	0	3
Dining Room and Cafeteria Attendants and Bartender Helpers	0	7
Detectives and Criminal Investigators	0	0
Oral and Maxillofacial Surgeons	0	0
Chiropractors	0	0
Insurance Appraisers, Auto Damage	0	0

Surgeons, All Other	0	0
Occupational Therapy Assistants	0	1
Occupational Therapy Aides	0	0
Acupuncturists	0	0
Crane and Tower Operators	0	0
Correctional Officers and Jailers	0	1
Cardiovascular Technologists and Technicians	0	0
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	0	2
Financial Risk Specialists	0	0
Environmental Scientists and Specialists, Including Health	0	0
Fundraisers	0	1
Laundry and Dry-Cleaning Workers	0	5
Drafters, All Other	0	0
Chemists	0	2
Civil Engineering Technologists and Technicians	0	0
Elementary School Teachers, Except Special Education	0	12
Exercise Trainers and Group Fitness Instructors	0	5
Refuse and Recyclable Material Collectors	0	3
Hotel, Motel, and Resort Desk Clerks	0	10
Counter and Rental Clerks	0	3
Meeting, Convention, and Event Planners	0	1
Operating Engineers and Other Construction Equipment Operators	0	9
Paper Goods Machine Setters, Operators, and Tenders	0	0
Printing Press Operators	0	3
Educational, Guidance, and Career Counselors and Advisors	0	2
Molders, Shapers, and Casters, Except Metal and Plastic	0	0
Occupational Health and Safety Technicians	0	0

Public Relations Managers	0	0
Power Plant Operators	0	0
Microbiologists	0	1
Water and Wastewater Treatment Plant and System Operators	0	2
Geological Technicians, Except Hydrologic Technicians	0	0
Stonemasons	0	0
Physical Scientists, All Other	0	0
First-Line Supervisors of Construction Trades and Extraction Workers	0	9
Firefighters	0	2
Interviewers, Except Eligibility and Loan	0	3
Fine Artists, Including Painters, Sculptors, and Illustrators	0	0
Motor Vehicle Operators, All Other	0	1
Database Architects	0	0
Commercial and Industrial Designers	0	0
Web Developers	0	1
Postal Service Mail Carriers	0	3
Postal Service Clerks	0	1
Helpers--Carpenters	0	1
Office Machine Operators, Except Computer	0	2
Computer Network Support Specialists	0	1
Teaching Assistants, Except Postsecondary	0	15
Executive Secretaries and Executive Administrative Assistants	0	3
Mail Clerks and Mail Machine Operators, Except Postal Service	0	2
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	0	2
Receptionists and Information Clerks	0	13
Database Administrators	0	0
Electrical Engineers	0	1

Office and Administrative Support Workers, All Other	0	2
Logging Equipment Operators	0	0
Tank Car, Truck, and Ship Loaders	0	0
Forest and Conservation Workers	0	0
Log Graders and Scalers	0	0
Fishing and Hunting Workers	0	0
Loading and Moving Machine Operators, Underground Mining	0	0
Rock Splitters, Quarry	0	0
Agricultural Workers, All Other	0	0
Fallers	0	0
Underground Mining Machine Operators, All Other	0	0
Computer, Automated Teller, and Office Machine Repairers	0	1
Telecommunications Equipment Installers and Repairers, Except Line Installers	0	2
Material Moving Workers, All Other	0	0
Animal Breeders	0	0
Roustabouts, Oil and Gas	0	0
Helpers--Extraction Workers	0	0
Extraction Workers, All Other	0	0
Proofreaders and Copy Markers	0	0
Statistical Assistants	0	0
First-Line Supervisors of Farming, Fishing, and Forestry Workers	0	1
Agricultural Inspectors	0	1
Agricultural Equipment Operators	0	1
Graders and Sorters, Agricultural Products	0	3
Radio, Cellular, and Tower Equipment Installers and Repairers	0	0
Elevator and Escalator Installers and Repairers	0	1
Floor Layers, Except Carpet, Wood, and Hard Tiles	0	0

Logging Workers, All Other	0	0
Pump Operators, Except Wellhead Pumpers	0	0
Plumbers, Pipefitters, and Steamfitters	0	5
Rotary Drill Operators, Oil and Gas	0	0
Plasterers and Stucco Masons	0	0
Reinforcing Iron and Rebar Workers	0	0
Roofers	0	2
Sheet Metal Workers	0	2
Structural Iron and Steel Workers	0	1
Solar Photovoltaic Installers	0	2
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	0	0
Helpers--Electricians	0	2
Paperhangers	0	0
Derrick Operators, Oil and Gas	0	0
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	0	0
Miscellaneous Construction and Related Workers	0	0
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	0	1
Septic Tank Servicers and Sewer Pipe Cleaners	0	1
Rail-Track Laying and Maintenance Equipment Operators	0	0
Helpers--Roofers	0	0
Hazardous Materials Removal Workers	0	0
Helpers, Construction Trades, All Other	0	0
Pipelayers	0	0
Service Unit Operators, Oil and Gas	0	0
Boilermakers	0	0
Terrazzo Workers and Finishers	0	0
Machine Feeders and Offbearers	0	5

Brickmasons and Blockmasons	0	1
Roof Bolters, Mining	0	0
Continuous Mining Machine Operators	0	0
Explosives Workers, Ordnance Handling Experts, and Blasters	0	0
Carpet Installers	0	1
Fence Erectors	0	0
Floor Sanders and Finishers	0	0
Tile and Stone Setters	0	0
Earth Drillers, Except Oil and Gas	0	0
Insulation Workers, Mechanical	0	1
Excavating and Loading Machine and Dragline Operators, Surface Mining	0	0
Paving, Surfacing, and Tamping Equipment Operators	0	0
Pile Driver Operators	0	0
Drywall and Ceiling Tile Installers	0	1
Gas Compressor and Gas Pumping Station Operators	0	0
Tapers	0	0
Wellhead Pumpers	0	0
Glaziers	0	0
Insulation Workers, Floor, Ceiling, and Wall	0	0
Avionics Technicians	0	0
Transportation Workers, All Other	0	0
Electric Motor, Power Tool, and Related Repairers	0	0
Grinding and Polishing Workers, Hand	0	0
Stationary Engineers and Boiler Operators	0	1
Chemical Plant and System Operators	0	0
Gas Plant Operators	0	0
Plant and System Operators, All Other	0	0

Chemical Equipment Operators and Tenders	0	2
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	0	0
Mixing and Blending Machine Setters, Operators, and Tenders	0	4
Nuclear Power Reactor Operators	0	0
Cutters and Trimmers, Hand	0	0
Cutting and Slicing Machine Setters, Operators, and Tenders	0	1
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	0	2
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	0	0
Jewelers and Precious Stone and Metal Workers	0	0
Dental Laboratory Technicians	0	1
Power Distributors and Dispatchers	0	0
Passenger Attendants	0	0
Ophthalmic Laboratory Technicians	0	0
Upholsterers	0	0
Textile Bleaching and Dyeing Machine Operators and Tenders	0	0
Textile Cutting Machine Setters, Operators, and Tenders	0	0
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	0	0
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	0	0
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	0	0
Fabric and Apparel Patternmakers	0	0
Textile, Apparel, and Furnishings Workers, All Other	0	0
Woodworkers, All Other	0	0
Cabinetmakers and Bench Carpenters	0	4
Furniture Finishers	0	1
Model Makers, Wood	0	0
Patternmakers, Wood	0	0

Sawing Machine Setters, Operators, and Tenders, Wood	0	3
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	0	3
Medical Appliance Technicians	0	0
Painting, Coating, and Decorating Workers	0	0
Sewers, Hand	0	0
Railroad Conductors and Yardmasters	0	1
Bus Drivers, Transit and Intercity	0	3
Shuttle Drivers and Chauffeurs	0	3
Taxi Drivers	0	0
Locomotive Engineers	0	0
Rail Yard Engineers, Dinkey Operators, and Hostlers	0	0
Railroad Brake, Signal, and Switch Operators and Locomotive Firers	0	0
Subway and Streetcar Operators	0	0
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	0	0
Rail Transportation Workers, All Other	0	0
Sailors and Marine Oilers	0	0
Captains, Mates, and Pilots of Water Vessels	0	0
Motorboat Operators	0	0
Ship Engineers	0	0
Bridge and Lock Tenders	0	0
Bus Drivers, School	0	9
Aircraft Service Attendants	0	0
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	0	4
Etchers and Engravers	0	0
Semiconductor Processing Technicians	0	0
Photographic Process Workers and Processing Machine Operators	0	0

Computer Numerically Controlled Tool Programmers	0	1
Adhesive Bonding Machine Operators and Tenders	0	0
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	0	0
Cooling and Freezing Equipment Operators and Tenders	0	0
Tire Builders	0	0
Flight Attendants	0	0
Transportation Inspectors	0	0
Aircraft Cargo Handling Supervisors	0	0
Traffic Technicians	0	0
Airline Pilots, Copilots, and Flight Engineers	0	0
Commercial Pilots	0	3
Air Traffic Controllers	0	0
Airfield Operations Specialists	0	0
Tailors, Dressmakers, and Custom Sewers	0	0
Shoe and Leather Workers and Repairers	0	0
Electrical and Electronics Installers and Repairers, Transportation Equipment	0	0
Precision Instrument and Equipment Repairers, All Other	0	0
Refractory Materials Repairers, Except Brickmasons	0	0
Electrical Power-Line Installers and Repairers	0	2
Telecommunications Line Installers and Repairers	0	1
Camera and Photographic Equipment Repairers	0	0
Musical Instrument Repairers and Tuners	0	0
Watch and Clock Repairers	0	0
Conveyor Operators and Tenders	0	0
Maintenance Workers, Machinery	0	1
Parking Attendants	0	1
Wind Turbine Service Technicians	0	0

Coin, Vending, and Amusement Machine Servicers and Repairers	0	0
Commercial Divers	0	0
Locksmiths and Safe Repairers	0	0
Manufactured Building and Mobile Home Installers	0	0
Millwrights	0	1
Control and Valve Installers and Repairers, Except Mechanical Door	0	0
Signal and Track Switch Repairers	0	0
Hoist and Winch Operators	0	0
Electrical and Electronics Repairers, Commercial and Industrial Equipment	0	0
Electronic Equipment Installers and Repairers, Motor Vehicles	0	0
Audiovisual Equipment Installers and Repairers	0	0
Aircraft Mechanics and Service Technicians	0	3
Automotive Body and Related Repairers	0	2
Automotive Glass Installers and Repairers	0	0
Farm Equipment Mechanics and Service Technicians	0	2
Mechanical Door Repairers	0	0
Rail Car Repairers	0	0
Motorboat Mechanics and Service Technicians	0	0
Dredge Operators	0	0
Motorcycle Mechanics	0	0
Outdoor Power Equipment and Other Small Engine Mechanics	0	1
Bicycle Repairers	0	0
Recreational Vehicle Service Technicians	0	0
Riggers	0	0
Coil Winders, Tapers, and Finishers	0	0
Sewing Machine Operators	0	2
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	0	0

Patternmakers, Metal and Plastic	0	0
Foundry Mold and Coremakers	0	0
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	0	4
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	5
Tool and Die Makers	0	1
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	0	0
Layout Workers, Metal and Plastic	0	0
Pourers and Casters, Metal	0	1
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	0	0
Tool Grinders, Filers, and Sharpeners	0	0
Metal Workers and Plastic Workers, All Other	0	0
Prepress Technicians and Workers	0	0
Print Binding and Finishing Workers	0	0
Pressers, Textile, Garment, and Related Materials	0	0
Model Makers, Metal and Plastic	0	0
Metal-Refining Furnace Operators and Tenders	0	0
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	0	3
Food Batchmakers	0	17
Engine and Other Machine Assemblers	0	0
Fiberglass Laminators and Fabricators	0	0
Timing Device Assemblers and Adjusters	0	0
Butchers and Meat Cutters	0	2
Meat, Poultry, and Fish Cutters and Trimmers	0	16
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	0	1
Food Cooking Machine Operators and Tenders	0	3

Machinists	0	5
Food Processing Workers, All Other	0	0
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	0	0
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	0	0
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	0
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	2
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	0
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	0	0
Insurance Claims and Policy Processing Clerks	0	1
Chief Executives	0	1
Desktop Publishers	0	0
Lawyers	0	1
Rehabilitation Counselors	0	1
Child, Family, and School Social Workers	0	2
Probation Officers and Correctional Treatment Specialists	0	1
Community Health Workers	0	1
Directors, Religious Activities and Education	0	3
Religious Workers, All Other	0	0
Judicial Law Clerks	0	0
Forensic Science Technicians	0	0
Administrative Law Judges, Adjudicators, and Hearing Officers	0	0
Arbitrators, Mediators, and Conciliators	0	0
Judges, Magistrate Judges, and Magistrates	0	0
Paralegals and Legal Assistants	0	1
Title Examiners, Abstractors, and Searchers	0	0
Legal Support Workers, All Other	0	1

Marriage and Family Therapists	0	0
Forest and Conservation Technicians	0	1
Middle School Teachers, Except Special and Career/Technical Education	0	0
Historians	0	0
Clinical and Counseling Psychologists	0	0
Psychologists, All Other	0	0
Sociologists	0	0
Urban and Regional Planners	0	0
Anthropologists and Archeologists	0	0
Geographers	0	0
Political Scientists	0	0
Social Science Research Assistants	0	1
Social Scientists and Related Workers, All Other	0	1
Agricultural Technicians	0	0
Food Science Technicians	0	0
Biological Technicians	0	2
Hydrologic Technicians	0	0
Nuclear Technicians	0	0
Kindergarten Teachers, Except Special Education	0	2
Career/Technical Education Teachers, Middle School	0	0
Survey Researchers	0	0
Graphic Designers	0	1
Art Directors	0	0
Craft Artists	0	0
Special Effects Artists and Animators	0	0
Artists and Related Workers, All Other	0	0
Fashion Designers	0	0

Floral Designers	0	0
Interior Designers	0	0
Teaching Assistants, Postsecondary	0	0
Set and Exhibit Designers	0	0
Actors	0	1
Producers and Directors	0	0
Athletes and Sports Competitors	0	0
Umpires, Referees, and Other Sports Officials	0	3
Dancers	0	0
Educational Instruction and Library Workers, All Other	0	0
Instructional Coordinators	0	4
Secondary School Teachers, Except Special and Career/Technical Education	0	13
Self-Enrichment Teachers	0	7
Career/Technical Education Teachers, Secondary School	0	1
Special Education Teachers, Preschool	0	0
Special Education Teachers, Kindergarten and Elementary School	0	0
Special Education Teachers, Secondary School	0	0
Special Education Teachers, All Other	0	0
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	0	0
Substitute Teachers, Short-Term	0	7
Farm and Home Management Educators	0	0
Teachers and Instructors, All Other	0	2
Archivists	0	0
Curators	0	0
Museum Technicians and Conservators	0	0
Librarians and Media Collections Specialists	0	2
Library Technicians	0	0

Industrial-Organizational Psychologists	0	0
Economists	0	0
Music Directors and Composers	0	1
Credit Counselors	0	0
Compensation, Benefits, and Job Analysis Specialists	0	1
Property Appraisers and Assessors	0	0
Budget Analysts	0	1
Credit Analysts	0	0
Insurance Underwriters	0	0
Financial Examiners	0	0
Tax Examiners and Collectors, and Revenue Agents	0	0
Farm Labor Contractors	0	0
Financial Specialists, All Other	0	2
Computer and Information Research Scientists	0	0
Software Quality Assurance Analysts and Testers	0	3
Web and Digital Interface Designers	0	0
Actuaries	0	0
Mathematicians	0	0
Labor Relations Specialists	0	1
Agents and Business Managers of Artists, Performers, and Athletes	0	0
Mathematical Science Occupations, All Other	0	0
Education and Childcare Administrators, Preschool and Daycare	0	1
Legislators	0	0
Advertising and Promotions Managers	0	0
Fundraising Managers	0	0
Computer and Information Systems Managers	0	1
Compensation and Benefits Managers	0	0
Training and Development Managers	0	0

Education Administrators, Kindergarten through Secondary	0	2
Funeral Home Managers	0	0
Education Administrators, Postsecondary	0	2
Education Administrators, All Other	0	0
Gambling Managers	0	0
Entertainment and Recreation Managers, Except Gambling	0	0
Postmasters and Mail Superintendents	0	0
Emergency Management Directors	0	0
Statisticians	0	0
Architects, Except Landscape and Naval	0	1
Hydrologists	0	0
Foresters	0	0
Food Scientists and Technologists	0	0
Soil and Plant Scientists	0	0
Biochemists and Biophysicists	0	0
Zoologists and Wildlife Biologists	0	0
Biological Scientists, All Other	0	1
Conservation Scientists	0	0
Epidemiologists	0	0
Surveying and Mapping Technicians	0	0
Life Scientists, All Other	0	0
Astronomers	0	0
Physicists	0	0
Atmospheric and Space Scientists	0	0
Materials Scientists	0	0
Geoscientists, Except Hydrologists and Geographers	0	0
Animal Scientists	0	0
Calibration Technologists and Technicians	0	0

Landscape Architects	0	0
Electronics Engineers, Except Computer	0	1
Cartographers and Photogrammetrists	0	0
Surveyors	0	0
Aerospace Engineers	0	1
Agricultural Engineers	0	0
Bioengineers and Biomedical Engineers	0	0
Computer Hardware Engineers	0	0
Environmental Engineers	0	0
Environmental Engineering Technologists and Technicians	0	0
Marine Engineers and Naval Architects	0	0
Materials Engineers	0	0
Mining and Geological Engineers, Including Mining Safety Engineers	0	0
Nuclear Engineers	0	0
Petroleum Engineers	0	0
Electrical and Electronics Drafters	0	0
Aerospace Engineering and Operations Technologists and Technicians	0	0
Choreographers	0	0
Musicians and Singers	0	2
Data Entry Keyers	0	4
Makeup Artists, Theatrical and Performance	0	0
Entertainment Attendants and Related Workers, All Other	0	0
Embalmers	0	0
Crematory Operators	0	0
Funeral Attendants	0	0
Morticians, Undertakers, and Funeral Arrangers	0	1
Barbers	0	0
Manicurists and Pedicurists	0	0

Costume Attendants	0	0
Shampooers	0	0
Skincare Specialists	0	1
Baggage Porters and Bellhops	0	0
Concierges	0	1
Tour and Travel Guides	0	1
Personal Care and Service Workers, All Other	0	2
Locker Room, Coatroom, and Dressing Room Attendants	0	0
Ushers, Lobby Attendants, and Ticket Takers	0	6
Advertising Sales Agents	0	0
Grounds Maintenance Workers, All Other	0	0
Food Servers, Nonrestaurant	0	11
Food Preparation and Serving Related Workers, All Other	0	0
Building Cleaning Workers, All Other	0	0
Pest Control Workers	0	1
Pesticide Handlers, Sprayers, and Applicators, Vegetation	0	0
Tree Trimmers and Pruners	0	2
First-Line Supervisors of Gambling Services Workers	0	0
Motion Picture Projectionists	0	0
First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	0	0
First-Line Supervisors of Personal Service Workers	0	3
Animal Trainers	0	0
Gambling Dealers	0	0
Gambling and Sports Book Writers and Runners	0	0
Gambling Service Workers, All Other	0	0
Gambling Change Persons and Booth Cashiers	0	0
Insurance Sales Agents	0	3

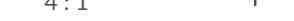
Cooks, Short Order	0	3
Reservation and Transportation Ticket Agents and Travel Clerks	0	1
Credit Authorizers, Checkers, and Clerks	0	0
Eligibility Interviewers, Government Programs	0	1
File Clerks	0	1
Library Assistants, Clerical	0	2
Loan Interviewers and Clerks	0	1
New Accounts Clerks	0	0
Information and Record Clerks, All Other	0	0
Correspondence Clerks	0	0
Cargo and Freight Agents	0	0
Couriers and Messengers	0	1
Public Safety Telecommunicators	0	1
Meter Readers, Utilities	0	0
Postal Service Mail Sorters, Processors, and Processing Machine Operators	0	0
Legal Secretaries and Administrative Assistants	0	1
Court, Municipal, and License Clerks	0	1
Brokerage Clerks	0	0
Travel Agents	0	0
Sales and Related Workers, All Other	0	4
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	0	10
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0	1
Models	0	0
Real Estate Brokers	0	0
Telemarketers	0	0
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	0	0

Switchboard Operators, Including Answering Service	0	0
Financial Clerks, All Other	0	0
Telephone Operators	0	0
Communications Equipment Operators, All Other	0	0
Bill and Account Collectors	0	2
Billing and Posting Clerks	0	4
Gambling Cage Workers	0	0
Payroll and Timekeeping Clerks	0	3
Procurement Clerks	0	2
Cooks, All Other	0	0
Cooks, Private Household	0	0
Disc Jockeys, Except Radio	0	0
Emergency Medicine Physicians	0	0
Dentists, All Other Specialists	0	0
Radiation Therapists	0	0
Nurse Anesthetists	0	0
Nurse Midwives	0	0
Audiologists	0	0
Dermatologists	0	0
Pediatricians, General	0	0
Orthodontists	0	0
Physicians, Pathologists	0	0
Radiologists	0	0
Ophthalmologists, Except Pediatric	0	0
Orthopedic Surgeons, Except Pediatric	0	0
Pediatric Surgeons	0	0
Healthcare Diagnosing or Treating Practitioners, All Other	0	1
Prosthodontists	0	0

Media and Communication Equipment Workers, All Other	0	0
Nuclear Medicine Technologists	0	0
Writers and Authors	0	0
Entertainers and Performers, Sports and Related Workers, All Other	0	0
Broadcast Announcers and Radio Disc Jockeys	0	0
News Analysts, Reporters, and Journalists	0	0
Public Relations Specialists	0	1
Editors	0	1
Technical Writers	0	0
Interpreters and Translators	0	0
Film and Video Editors	0	0
Court Reporters and Simultaneous Captioners	0	0
Media and Communication Workers, All Other	0	0
Sound Engineering Technicians	0	0
Lighting Technicians	0	0
Photographers	0	1
Camera Operators, Television, Video, and Film	0	0
Diagnostic Medical Sonographers	0	0
Magnetic Resonance Imaging Technologists	0	0
Cooks, Institution and Cafeteria	0	9
Transit and Railroad Police	0	0
First-Line Supervisors of Security Workers	0	0
First-Line Supervisors of Protective Service Workers, All Other	0	1
Fire Inspectors and Investigators	0	0
Bailiffs	0	0
Fish and Game Wardens	0	0
Parking Enforcement Workers	0	0
Animal Control Workers	0	0

First-Line Supervisors of Police and Detectives	0	1
Private Detectives and Investigators	0	0
Gambling Surveillance Officers and Gambling Investigators	0	0
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	0	2
Transportation Security Screeners	0	0
School Bus Monitors	0	0
Cooks, Fast Food	0	17
First-Line Supervisors of Firefighting and Prevention Workers	0	0
First-Line Supervisors of Correctional Officers	0	0
Medical Dosimetrists	0	0
Orthotists and Prosthetists	0	0
Emergency Medical Technicians	0	2
Paramedics	0	2
Dietetic Technicians	0	0
Veterinary Technologists and Technicians	0	2
Ophthalmic Medical Technicians	0	3
Opticians, Dispensing	0	1
Hearing Aid Specialists	0	1
Pharmacy Aides	0	1
Health Information Technologists and Medical Registrars	0	0
Genetic Counselors	0	0
Surgical Assistants	0	0
Healthcare Practitioners and Technical Workers, All Other	0	0
Orderlies	0	0
Massage Therapists	0	2
Medical Transcriptionists	0	3
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0	4

Top Companies Posting

	Total/Unique (Oct 2022 - Dec 2022)	Posting Intensity	Median Posting Duration
CareInHomes	366 / 218	2 : 1 	21 days
United States Department of Veterans Affairs	157 / 103	2 : 1 	21 days
Mastronardi Produce Ltd.	146 / 60	2 : 1 	n/a
Dollar General	61 / 56	1 : 1 	22 days
Deutsche Post DHL Group	164 / 46	4 : 1 	28 days
Spherion Staffing	45 / 38	1 : 1 	14 days
Wellspan Health	40 / 35	1 : 1 	14 days
ProMedica	87 / 33	3 : 1 	19 days
BAYADA Home Health Care	60 / 33	2 : 1 	29 days
Mattel	43 / 32	1 : 1 	35 days

Top Cities Posting

City	Total/Unique (Oct 2022 - Dec 2022)	Posting Intensity	Median Posting Duration
Lebanon, PA	1,487 / 899	2 : 1	 21 days
Palmyra, PA	472 / 297	2 : 1	 21 days
Jonestown, PA	585 / 291	2 : 1	 21 days
Myerstown, PA	351 / 239	1 : 1	 22 days
Annville, PA	322 / 193	2 : 1	 20 days
Fredericksburg, PA	215 / 131	2 : 1	 21 days
Newmanstown, PA	158 / 99	2 : 1	 20 days
Richland, PA	71 / 55	1 : 1	 20 days
Cornwall, PA	52 / 32	2 : 1	 18 days
Mount Gretna, PA	26 / 24	1 : 1	 14 days

Top Posted Occupations

	Total/Unique (Oct 2022 - Dec 2022)	Posting Intensity	Median Posting Duration
Home Health and Personal Care Aides	421 / 251	2 : 1	 21 days
Registered Nurses	212 / 127	2 : 1	 21 days
Laborers and Freight, Stock, and Material Movers, Hand	127 / 75	2 : 1	 19 days
Retail Salespersons	74 / 64	1 : 1	 21 days
Nursing Assistants	91 / 62	1 : 1	 22 days
First-Line Supervisors of Retail Sales Workers	73 / 52	1 : 1	 22 days
Industrial Truck and Tractor Operators	135 / 44	3 : 1	 28 days
Stockers and Order Fillers	80 / 44	2 : 1	 19 days
Licensed Practical and Licensed Vocational Nurses	67 / 42	2 : 1	 22 days
Heavy and Tractor-Trailer Truck Drivers	57 / 36	2 : 1	 21 days

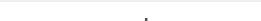
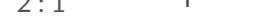
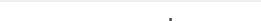
Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2022 - Dec 2022)	Posting Intensity	Median Posting Duration
Personal Care Aides	391 / 232	2 : 1	21 days
Registered Nurses	206 / 124	2 : 1	22 days
Laborers and Freight, Stock, and Material Movers, Hand	127 / 75	2 : 1	19 days
Retail Salespersons	74 / 64	1 : 1	21 days
Nursing Assistants	91 / 62	1 : 1	22 days
First-Line Supervisors of Retail Sales Workers	73 / 52	1 : 1	22 days
Industrial Truck and Tractor Operators	135 / 44	3 : 1	28 days
Stockers and Order Fillers	80 / 44	2 : 1	19 days
Licensed Practical and Licensed Vocational Nurses	67 / 42	2 : 1	22 days
Heavy and Tractor-Trailer Truck Drivers	57 / 36	2 : 1	21 days
Bus and Truck Mechanics and Diesel Engine Specialists	111 / 34	3 : 1	25 days
Maintenance and Repair Workers, General	57 / 33	2 : 1	19 days
Industrial Engineering Technologists and Technicians	47 / 32	1 : 1	20 days
Production Workers, All Other	51 / 31	2 : 1	23 days
General and Operations Managers	54 / 29	2 : 1	20 days
First-Line Supervisors of Mechanics, Installers, and Repairers	87 / 29	3 : 1	16 days
Fast Food and Counter Workers	40 / 26	2 : 1	22 days
Managers, All Other	38 / 25	2 : 1	17 days
Food Service Managers	27 / 23	1 : 1	20 days
First-Line Supervisors of Production and Operating Workers	36 / 22	2 : 1	17 days
Security Guards	31 / 20	2 : 1	27 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	39 / 20	2 : 1	19 days
Home Health Aides	30 / 19	2 : 1	23 days
Industrial Engineers	32 / 17	2 : 1	19 days

Customer Service Representatives	25 / 17	1 : 1		20 days
Manufacturing Engineers	26 / 16	2 : 1		23 days
Medical and Health Services Managers	25 / 15	2 : 1		27 days
Human Resources Specialists	20 / 15	1 : 1		17 days
Nurse Practitioners	25 / 15	2 : 1		39 days
Automotive Service Technicians and Mechanics	48 / 15	3 : 1		20 days
Inspectors, Testers, Sorters, Samplers, and Weighers	28 / 15	2 : 1		17 days
Financial Managers	15 / 14	1 : 1		22 days
Speech-Language Pathologists	20 / 14	1 : 1		19 days
Physicians, All Other	22 / 14	2 : 1		13 days
Cashiers	20 / 14	1 : 1		14 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21 / 14	2 : 1		21 days
Shipping, Receiving, and Inventory Clerks	22 / 14	2 : 1		28 days
Quality Control Analysts	17 / 13	1 : 1		21 days
Social and Human Service Assistants	30 / 13	2 : 1		17 days
General Internal Medicine Physicians	18 / 13	1 : 1		26 days
Tellers	18 / 13	1 : 1		22 days
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	19 / 13	1 : 1		19 days
Office Clerks, General	18 / 13	1 : 1		29 days
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	19 / 13	1 : 1		17 days
First-Line Supervisors of Material-Moving Machine and Vehicle Operators	20 / 13	2 : 1		16 days
Light Truck Drivers	19 / 13	1 : 1		35 days
Architectural and Engineering Managers	16 / 12	1 : 1		24 days
Occupational Health and Safety Specialists	18 / 12	2 : 1		23 days
Industrial Machinery Mechanics	15 / 12	1 : 1		21 days

Top Posted Occupations

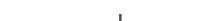
Occupation	Total/Unique (Oct 2022 - Dec 2022)	Posting Intensity	Median Posting Duration
Caregiver / Personal Care Aide	381 / 221	2 : 1	21 days
Registered Nurse	166 / 104	2 : 1	23 days
Laborer / Warehouse Worker	156 / 94	2 : 1	31 days
Nursing Assistant	94 / 61	2 : 1	20 days
Building and General Maintenance Technician	85 / 53	2 : 1	19 days
Tractor-Trailer Truck Driver	75 / 46	2 : 1	19 days
Forklift / Pallet Jack Operator	136 / 45	3 : 1	28 days
Physician	63 / 44	1 : 1	18 days
Retail Store Manager / Supervisor	56 / 43	1 : 1	24 days
Retail Sales Associate	54 / 43	1 : 1	20 days
Licensed Practical / Vocational Nurse	63 / 39	2 : 1	22 days
Diesel Mechanic	112 / 35	3 : 1	24 days
Manufacturing Machine Operator	59 / 31	2 : 1	15 days
Sales Representative	34 / 30	1 : 1	17 days
Maintenance / Service Supervisor	59 / 29	2 : 1	22 days
Operations Manager / Supervisor	48 / 27	2 : 1	19 days
Quality Inspector / Technician	41 / 26	2 : 1	18 days
Security Officer	37 / 22	2 : 1	34 days
Fast Food / Counter Worker	34 / 19	2 : 1	18 days
Janitor / Cleaner	36 / 19	2 : 1	22 days
Inventory / Supply Specialist	21 / 18	1 : 1	14 days
Shipping / Receiving Clerk	47 / 18	3 : 1	29 days
Program Manager	32 / 18	2 : 1	17 days
Nursing Manager / Supervisor	40 / 18	2 : 1	18 days
Production Worker	32 / 18	2 : 1	23 days

Restaurant / Food Service Manager	20 / 17	1 : 1		21 days
Storage / Distribution Manager	23 / 16	1 : 1		14 days
Industrial Engineer	25 / 16	2 : 1		14 days
Network Engineer / Architect	33 / 16	2 : 1		19 days
Automotive Service Technician / Mechanic	24 / 16	2 : 1		17 days
Production Supervisor	23 / 16	1 : 1		21 days
Cashier	22 / 16	1 : 1		15 days
Office / Administrative Assistant	15 / 15	1 : 1		n/a
Home Health Aide	27 / 15	2 : 1		28 days
Order Processor / Order Entry Clerk	27 / 14	2 : 1		20 days
Customer Service Representative	21 / 14	2 : 1		21 days
Restaurant / Food Service Supervisor	21 / 14	2 : 1		37 days
Maid / Housekeeping Staff	22 / 14	2 : 1		14 days
Human Resources / Labor Relations Specialist	49 / 14	4 : 1		17 days
Packager	24 / 13	2 : 1		13 days
Inventory Associate	23 / 13	2 : 1		19 days
Project Manager	16 / 13	1 : 1		25 days
Electrical and Electronics Technician	20 / 13	2 : 1		13 days
Speech Language Pathologist	18 / 12	2 : 1		19 days
Safety Manager	17 / 12	1 : 1		22 days
Scheduler / Operations Coordinator	12 / 11	1 : 1		15 days
Logistician / Supply Chain Specialist	17 / 11	2 : 1		16 days
Warehouse / Distribution Supervisor	19 / 11	2 : 1		34 days
Mental / Behavioral Health Social Worker	15 / 11	1 : 1		32 days
Nurse Practitioner	18 / 11	2 : 1		39 days

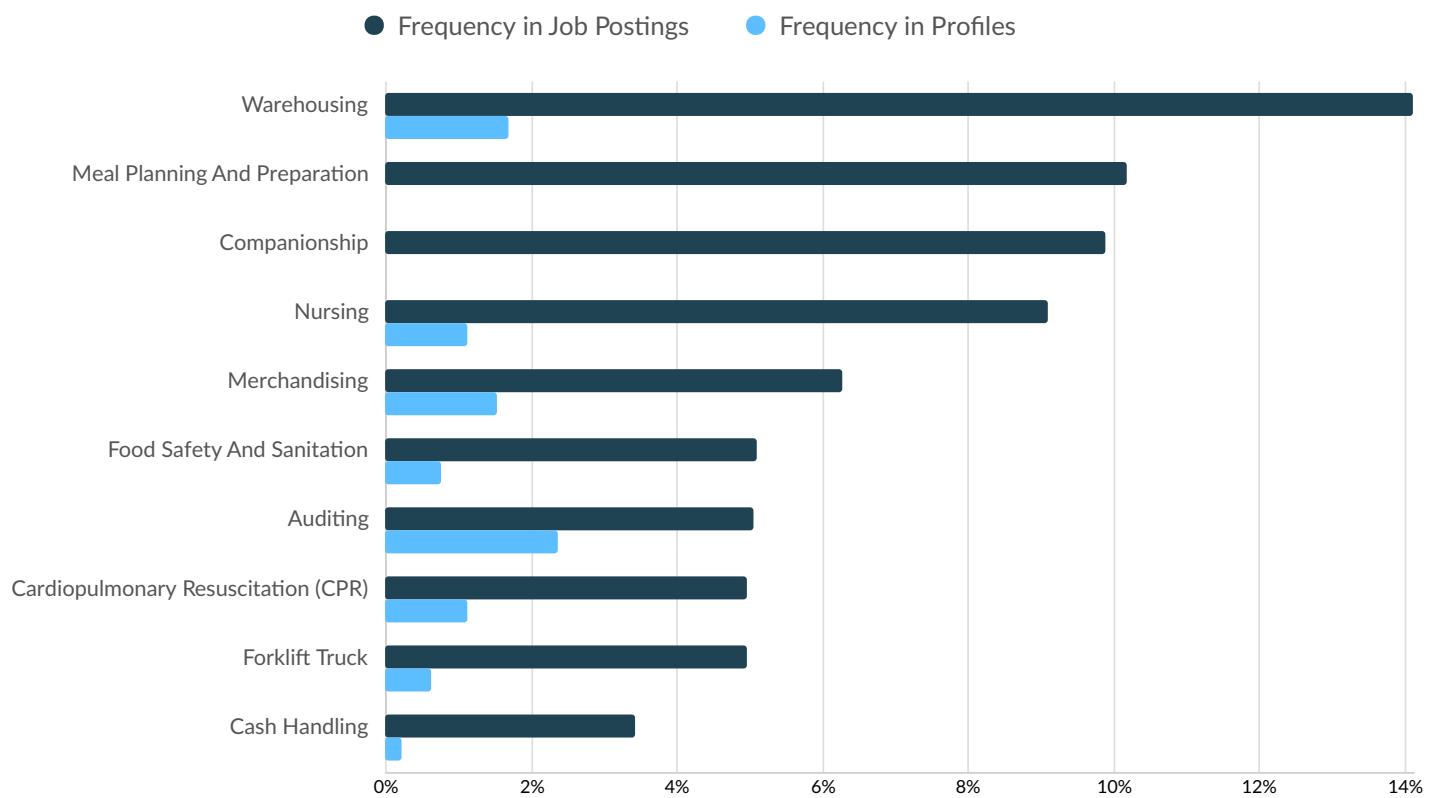
Top Posted Job Titles

	Total/Unique (Oct 2022 - Dec 2022)	Posting Intensity	Median Posting Duration
Care Caregivers	71 / 49	1 : 1	 21 days
Caregivers	64 / 43	1 : 1	 19 days
Certified Nursing Assistants	46 / 24	2 : 1	 23 days
Data Entry Clerks	23 / 21	1 : 1	 20 days
Forklift Drivers	45 / 21	2 : 1	 16 days
Registered Nurses	29 / 20	1 : 1	 23 days
Special Needs Caregivers	29 / 19	2 : 1	 18 days
Licensed Practical Nurses	28 / 19	1 : 1	 21 days
Forklift Operators	84 / 19	4 : 1	 35 days
Assistant Store Managers	23 / 18	1 : 1	 24 days

Top Industries

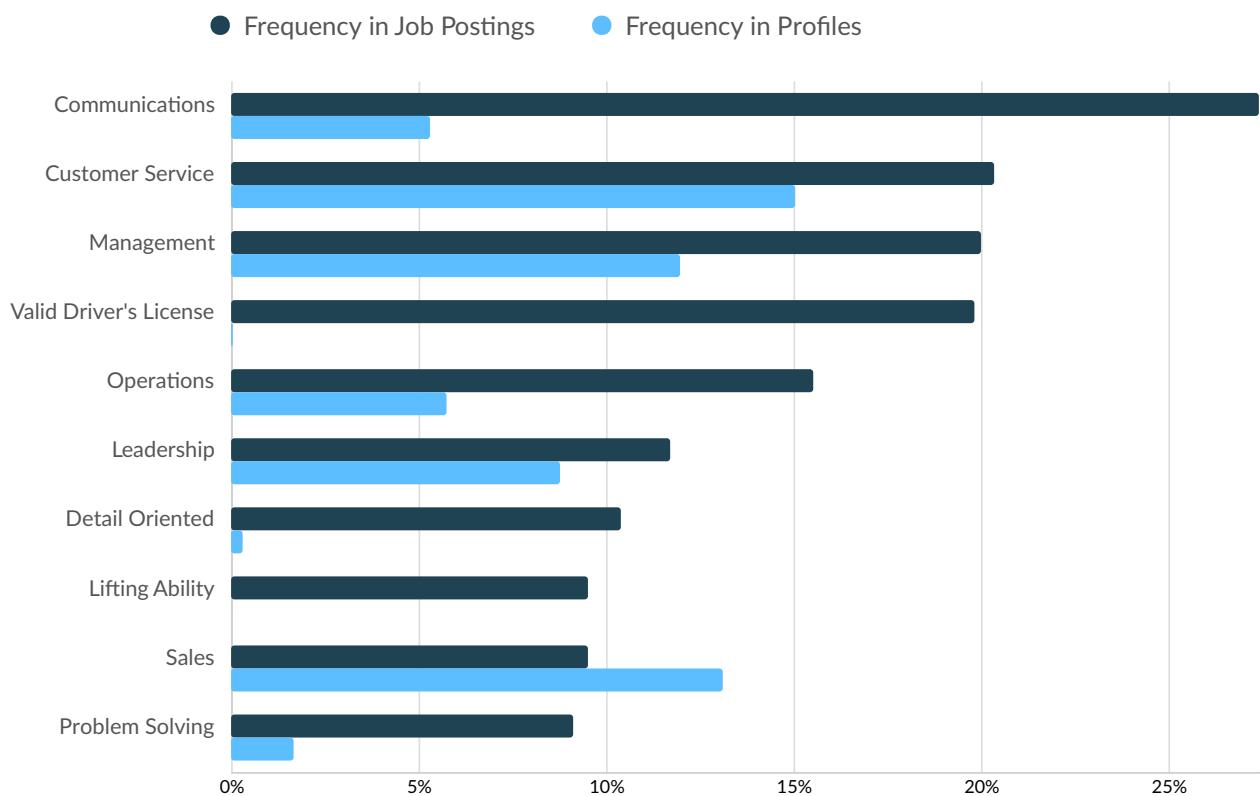
	Total/Unique (Oct 2022 - Dec 2022)	Posting Intensity	Median Posting Duration
Transportation and Warehousing	971 / 512	2 : 1	 21 days
Health Care and Social Assistance	694 / 436	2 : 1	 21 days
Administrative and Support and Waste Management and Remediation Services	415 / 288	1 : 1	 18 days
Retail Trade	352 / 232	2 : 1	 22 days
Wholesale Trade	336 / 175	2 : 1	 19 days
Manufacturing	262 / 128	2 : 1	 18 days
Public Administration	164 / 110	1 : 1	 21 days
Finance and Insurance	100 / 75	1 : 1	 20 days
Professional, Scientific, and Technical Services	81 / 54	2 : 1	 34 days
Accommodation and Food Services	61 / 49	1 : 1	 20 days

Top Specialized Skills



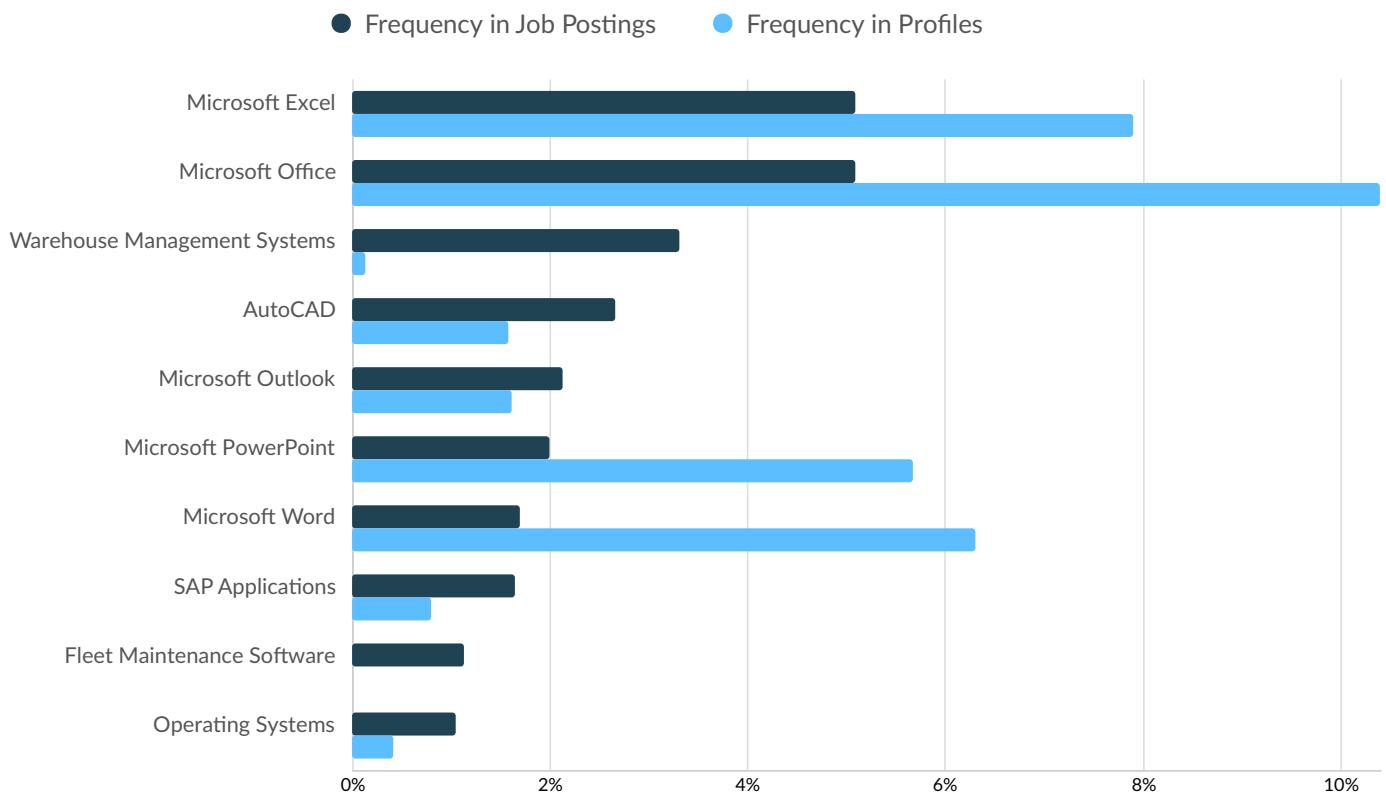
	Postings	% of Total Postings	Profiles	% of Total Profiles
Warehousing	324	14%	677	2%
Meal Planning And Preparation	234	10%	0	0%
Companionship	227	10%	0	0%
Nursing	209	9%	449	1%
Merchandising	144	6%	617	2%
Food Safety And Sanitation	117	5%	306	1%
Auditing	116	5%	942	2%
Cardiopulmonary Resuscitation (CPR)	114	5%	446	1%
Forklift Truck	114	5%	250	1%
Cash Handling	79	3%	92	0%

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	629	27%	2,121	5%
Customer Service	467	20%	6,001	15%
Management	459	20%	4,775	12%
Valid Driver's License	455	20%	11	0%
Operations	356	16%	2,299	6%
Leadership	269	12%	3,501	9%
Detail Oriented	239	10%	124	0%
Lifting Ability	218	9%	5	0%
Sales	218	9%	5,227	13%
Problem Solving	209	9%	662	2%

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Excel	117	5%	3,154	8%
Microsoft Office	117	5%	4,151	10%
Warehouse Management Systems	76	3%	55	0%
AutoCAD	61	3%	628	2%
Microsoft Outlook	49	2%	644	2%
Microsoft PowerPoint	46	2%	2,265	6%
Microsoft Word	39	2%	2,519	6%
SAP Applications	38	2%	317	1%
Fleet Maintenance Software	26	1%	0	0%
Operating Systems	24	1%	169	0%

Top Qualifications

	Postings with Qualification
Advanced Cardiovascular Life Support (ACLS) Certification	26
Basic Life Support (BLS) Certification	64
Board Certified/Board Eligible	45
Certified Loss Control Specialist	89
Certified Nursing Assistant	61
Lean Six Sigma Yellow Belt	34
Licensed Practical Nurse (LPN)	55
National Council Licensure Examination	25
Registered Nurse (RN)	188
Security Clearance	43

Appendix A - Occupations

Results should include

Code	Description
11-1011	Chief Executives
11-1021	General and Operations Managers
11-1031	Legislators
11-2011	Advertising and Promotions Managers
11-2021	Marketing Managers
11-2022	Sales Managers
11-2032	Public Relations Managers
11-2033	Fundraising Managers
11-3012	Administrative Services Managers
11-3013	Facilities Managers
11-3021	Computer and Information Systems Managers
11-3031	Financial Managers
11-3051	Industrial Production Managers
11-3061	Purchasing Managers
11-3071	Transportation, Storage, and Distribution Managers
11-3111	Compensation and Benefits Managers
11-3121	Human Resources Managers
11-3131	Training and Development Managers
11-9013	Farmers, Ranchers, and Other Agricultural Managers
11-9021	Construction Managers
11-9031	Education and Childcare Administrators, Preschool and Daycare
11-9032	Education Administrators, Kindergarten through Secondary
11-9033	Education Administrators, Postsecondary

Code	Description
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
37-2012	Maids and Housekeeping Cleaners
37-2019	Building Cleaning Workers, All Other
37-2021	Pest Control Workers
37-3011	Landscaping and Groundskeeping Workers
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation
37-3013	Tree Trimmers and Pruners
37-3019	Grounds Maintenance Workers, All Other
39-1013	First-Line Supervisors of Gambling Services Workers
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services
39-1022	First-Line Supervisors of Personal Service Workers
39-2011	Animal Trainers
39-2021	Animal Caretakers
39-3011	Gambling Dealers
39-3012	Gambling and Sports Book Writers and Runners
39-3019	Gambling Service Workers, All Other
39-3021	Motion Picture Projectionists
39-3031	Ushers, Lobby Attendants, and Ticket Takers
39-3091	Amusement and Recreation Attendants
39-3092	Costume Attendants

11-9039	Education Administrators, All Other	39-3093	Locker Room, Coatroom, and Dressing Room Attendants
11-9041	Architectural and Engineering Managers	39-3099	Entertainment Attendants and Related Workers, All Other
11-9051	Food Service Managers	39-4011	Embalmers
11-9071	Gambling Managers	39-4012	Crematory Operators
11-9072	Entertainment and Recreation Managers, Except Gambling	39-4021	Funeral Attendants
11-9081	Lodging Managers	39-4031	Morticians, Undertakers, and Funeral Arrangers
11-9111	Medical and Health Services Managers	39-5011	Barbers
11-9121	Natural Sciences Managers	39-5012	Hairdressers, Hairstylists, and Cosmetologists
11-9131	Postmasters and Mail Superintendents	39-5091	Makeup Artists, Theatrical and Performance
11-9141	Property, Real Estate, and Community Association Managers	39-5092	Manicurists and Pedicurists
11-9151	Social and Community Service Managers	39-5093	Shampooers
11-9161	Emergency Management Directors	39-5094	Skincare Specialists
11-9171	Funeral Home Managers	39-6011	Baggage Porters and Bellhops
11-9179	Personal Service Managers, All Other	39-6012	Concierges
11-9199	Managers, All Other	39-7018	Tour and Travel Guides
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	39-9011	Childcare Workers
13-1028	Buyers and Purchasing Agents	39-9031	Exercise Trainers and Group Fitness Instructors
13-1031	Claims Adjusters, Examiners, and Investigators	39-9032	Recreation Workers
13-1032	Insurance Appraisers, Auto Damage	39-9041	Residential Advisors
13-1041	Compliance Officers	39-9099	Personal Care and Service Workers, All Other
13-1051	Cost Estimators	41-1011	First-Line Supervisors of Retail Sales Workers
13-1071	Human Resources Specialists	41-1012	First-Line Supervisors of Non-Retail Sales Workers
13-1074	Farm Labor Contractors	41-2011	Cashiers
13-1075	Labor Relations Specialists		
13-1081	Logisticians		
13-1082	Project Management Specialists		

13-1111	Management Analysts	41-2012	Gambling Change Persons and Booth Cashiers
13-1121	Meeting, Convention, and Event Planners	41-2021	Counter and Rental Clerks
13-1131	Fundraisers	41-2022	Parts Salespersons
13-1141	Compensation, Benefits, and Job Analysis Specialists	41-2031	Retail Salespersons
13-1151	Training and Development Specialists	41-3011	Advertising Sales Agents
13-1161	Market Research Analysts and Marketing Specialists	41-3021	Insurance Sales Agents
13-1199	Business Operations Specialists, All Other	41-3031	Securities, Commodities, and Financial Services Sales Agents
13-2011	Accountants and Auditors	41-3041	Travel Agents
13-2028	Property Appraisers and Assessors	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel
13-2031	Budget Analysts	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
13-2041	Credit Analysts	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
13-2051	Financial and Investment Analysts	41-9011	Demonstrators and Product Promoters
13-2052	Personal Financial Advisors	41-9012	Models
13-2053	Insurance Underwriters	41-9021	Real Estate Brokers
13-2054	Financial Risk Specialists	41-9022	Real Estate Sales Agents
13-2061	Financial Examiners	41-9031	Sales Engineers
13-2071	Credit Counselors	41-9041	Telemarketers
13-2072	Loan Officers	41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers
13-2081	Tax Examiners and Collectors, and Revenue Agents	41-9099	Sales and Related Workers, All Other
13-2082	Tax Preparers	43-1011	First-Line Supervisors of Office and Administrative Support Workers
13-2099	Financial Specialists, All Other	43-2011	Switchboard Operators, Including Answering Service
15-1211	Computer Systems Analysts	43-2021	Telephone Operators
15-1212	Information Security Analysts		
15-1221	Computer and Information Research Scientists		
15-1231	Computer Network Support Specialists		
15-1232	Computer User Support Specialists		

15-1241	Computer Network Architects	43-2099	Communications Equipment Operators, All Other
15-1242	Database Administrators	43-3011	Bill and Account Collectors
15-1243	Database Architects	43-3021	Billing and Posting Clerks
15-1244	Network and Computer Systems Administrators	43-3031	Bookkeeping, Accounting, and Auditing Clerks
15-1251	Computer Programmers	43-3041	Gambling Cage Workers
15-1252	Software Developers	43-3051	Payroll and Timekeeping Clerks
15-1253	Software Quality Assurance Analysts and Testers	43-3061	Procurement Clerks
15-1254	Web Developers	43-3071	Tellers
15-1255	Web and Digital Interface Designers	43-3099	Financial Clerks, All Other
15-1299	Computer Occupations, All Other	43-4011	Brokerage Clerks
15-2011	Actuaries	43-4021	Correspondence Clerks
15-2021	Mathematicians	43-4031	Court, Municipal, and License Clerks
15-2031	Operations Research Analysts	43-4041	Credit Authorizers, Checkers, and Clerks
15-2041	Statisticians	43-4051	Customer Service Representatives
15-2051	Data Scientists	43-4061	Eligibility Interviewers, Government Programs
15-2099	Mathematical Science Occupations, All Other	43-4071	File Clerks
17-1011	Architects, Except Landscape and Naval	43-4081	Hotel, Motel, and Resort Desk Clerks
17-1012	Landscape Architects	43-4111	Interviewers, Except Eligibility and Loan
17-1021	Cartographers and Photogrammetrists	43-4121	Library Assistants, Clerical
17-1022	Surveyors	43-4131	Loan Interviewers and Clerks
17-2011	Aerospace Engineers	43-4141	New Accounts Clerks
17-2021	Agricultural Engineers	43-4151	Order Clerks
17-2031	Bioengineers and Biomedical Engineers	43-4161	Human Resources Assistants, Except Payroll and Timekeeping
17-2041	Chemical Engineers	43-4171	Receptionists and Information Clerks
17-2051	Civil Engineers	43-4181	Reservation and Transportation Ticket Agents and Travel Clerks
17-2061	Computer Hardware Engineers		

17-2071	Electrical Engineers	43-4199	Information and Record Clerks, All Other
17-2072	Electronics Engineers, Except Computer	43-5011	Cargo and Freight Agents
17-2081	Environmental Engineers	43-5021	Couriers and Messengers
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	43-5031	Public Safety Telecommunicators
17-2112	Industrial Engineers	43-5032	Dispatchers, Except Police, Fire, and Ambulance
17-2121	Marine Engineers and Naval Architects	43-5041	Meter Readers, Utilities
17-2131	Materials Engineers	43-5051	Postal Service Clerks
17-2141	Mechanical Engineers	43-5052	Postal Service Mail Carriers
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators
17-2161	Nuclear Engineers	43-5061	Production, Planning, and Expediting Clerks
17-2171	Petroleum Engineers	43-5071	Shipping, Receiving, and Inventory Clerks
17-2199	Engineers, All Other	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
17-3011	Architectural and Civil Drafters	43-6011	Executive Secretaries and Executive Administrative Assistants
17-3012	Electrical and Electronics Drafters	43-6012	Legal Secretaries and Administrative Assistants
17-3013	Mechanical Drafters	43-6013	Medical Secretaries and Administrative Assistants
17-3019	Drafters, All Other	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
17-3021	Aerospace Engineering and Operations Technologists and Technicians	43-9021	Data Entry Keyers
17-3022	Civil Engineering Technologists and Technicians	43-9022	Word Processors and Typists
17-3023	Electrical and Electronic Engineering Technologists and Technicians	43-9031	Desktop Publishers
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	43-9041	Insurance Claims and Policy Processing Clerks
17-3025	Environmental Engineering Technologists and Technicians	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service
17-3026	Industrial Engineering Technologists and Technicians	43-9061	Office Clerks, General
17-3027	Mechanical Engineering Technologists and Technicians		

17-3028	Calibration Technologists and Technicians
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other
17-3031	Surveying and Mapping Technicians
19-1011	Animal Scientists
19-1012	Food Scientists and Technologists
19-1013	Soil and Plant Scientists
19-1021	Biochemists and Biophysicists
19-1022	Microbiologists
19-1023	Zoologists and Wildlife Biologists
19-1029	Biological Scientists, All Other
19-1031	Conservation Scientists
19-1032	Foresters
19-1041	Epidemiologists
19-1042	Medical Scientists, Except Epidemiologists
19-1099	Life Scientists, All Other
19-2011	Astronomers
19-2012	Physicists
19-2021	Atmospheric and Space Scientists
19-2031	Chemists
19-2032	Materials Scientists
19-2041	Environmental Scientists and Specialists, Including Health
19-2042	Geoscientists, Except Hydrologists and Geographers
19-2043	Hydrologists
19-2099	Physical Scientists, All Other
19-3011	Economists
19-3022	Survey Researchers

43-9071	Office Machine Operators, Except Computer
43-9081	Proofreaders and Copy Markers
43-9111	Statistical Assistants
43-9199	Office and Administrative Support Workers, All Other
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers
45-2011	Agricultural Inspectors
45-2021	Animal Breeders
45-2041	Graders and Sorters, Agricultural Products
45-2091	Agricultural Equipment Operators
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals
45-2099	Agricultural Workers, All Other
45-3031	Fishing and Hunting Workers
45-4011	Forest and Conservation Workers
45-4021	Fallers
45-4022	Logging Equipment Operators
45-4023	Log Graders and Scalers
45-4029	Logging Workers, All Other
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2011	Boilermakers
47-2021	Brickmasons and Blockmasons
47-2022	Stonemasons
47-2031	Carpenters
47-2041	Carpet Installers

19-3032	Industrial-Organizational Psychologists	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
19-3033	Clinical and Counseling Psychologists	47-2043	Floor Sanders and Finishers
19-3034	School Psychologists	47-2044	Tile and Stone Setters
19-3039	Psychologists, All Other	47-2051	Cement Masons and Concrete Finishers
19-3041	Sociologists	47-2053	Terrazzo Workers and Finishers
19-3051	Urban and Regional Planners	47-2061	Construction Laborers
19-3091	Anthropologists and Archeologists	47-2071	Paving, Surfacing, and Tamping Equipment Operators
19-3092	Geographers	47-2072	Pile Driver Operators
19-3093	Historians	47-2073	Operating Engineers and Other Construction Equipment Operators
19-3094	Political Scientists	47-2081	Drywall and Ceiling Tile Installers
19-3099	Social Scientists and Related Workers, All Other	47-2082	Tapers
19-4012	Agricultural Technicians	47-2111	Electricians
19-4013	Food Science Technicians	47-2121	Glaziers
19-4021	Biological Technicians	47-2131	Insulation Workers, Floor, Ceiling, and Wall
19-4031	Chemical Technicians	47-2132	Insulation Workers, Mechanical
19-4042	Environmental Science and Protection Technicians, Including Health	47-2141	Painters, Construction and Maintenance
19-4043	Geological Technicians, Except Hydrologic Technicians	47-2142	Paperhangers
19-4044	Hydrologic Technicians	47-2151	Pipelayers
19-4051	Nuclear Technicians	47-2152	Plumbers, Pipefitters, and Steamfitters
19-4061	Social Science Research Assistants	47-2161	Plasterers and Stucco Masons
19-4071	Forest and Conservation Technicians	47-2171	Reinforcing Iron and Rebar Workers
19-4092	Forensic Science Technicians	47-2181	Roofers
19-4099	Life, Physical, and Social Science Technicians, All Other	47-2211	Sheet Metal Workers
19-5011	Occupational Health and Safety Specialists	47-2221	Structural Iron and Steel Workers
19-5012	Occupational Health and Safety Technicians	47-2231	Solar Photovoltaic Installers
		47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters

21-1012	Educational, Guidance, and Career Counselors and Advisors	47-3012	Helpers--Carpenters
21-1013	Marriage and Family Therapists	47-3013	Helpers--Electricians
21-1015	Rehabilitation Counselors	47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	47-3015	Helpers--Pipeliners, Plumbers, Pipefitters, and Steamfitters
21-1019	Counselors, All Other	47-3016	Helpers--Roofers
21-1021	Child, Family, and School Social Workers	47-3019	Helpers, Construction Trades, All Other
21-1022	Healthcare Social Workers	47-4011	Construction and Building Inspectors
21-1023	Mental Health and Substance Abuse Social Workers	47-4021	Elevator and Escalator Installers and Repairers
21-1029	Social Workers, All Other	47-4031	Fence Erectors
21-1091	Health Education Specialists	47-4041	Hazardous Materials Removal Workers
21-1092	Probation Officers and Correctional Treatment Specialists	47-4051	Highway Maintenance Workers
21-1093	Social and Human Service Assistants	47-4061	Rail-Track Laying and Maintenance Equipment Operators
21-1094	Community Health Workers	47-4071	Septic Tank Servicers and Sewer Pipe Cleaners
21-1099	Community and Social Service Specialists, All Other	47-4098	Miscellaneous Construction and Related Workers
21-2011	Clergy	47-5011	Derrick Operators, Oil and Gas
21-2021	Directors, Religious Activities and Education	47-5012	Rotary Drill Operators, Oil and Gas
21-2099	Religious Workers, All Other	47-5013	Service Unit Operators, Oil and Gas
23-1011	Lawyers	47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining
23-1012	Judicial Law Clerks	47-5023	Earth Drillers, Except Oil and Gas
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	47-5032	Explosives Workers, Ordnance Handling Experts, and Blasters
23-1022	Arbitrators, Mediators, and Conciliators	47-5041	Continuous Mining Machine Operators
23-1023	Judges, Magistrate Judges, and Magistrates	47-5043	Roof Bolters, Mining
23-2011	Paralegals and Legal Assistants	47-5044	Loading and Moving Machine Operators, Underground Mining
23-2093	Title Examiners, Abstractors, and Searchers		

23-2099	Legal Support Workers, All Other
25-1099	Postsecondary Teachers
25-2011	Preschool Teachers, Except Special Education
25-2012	Kindergarten Teachers, Except Special Education
25-2021	Elementary School Teachers, Except Special Education
25-2022	Middle School Teachers, Except Special and Career/Technical Education
25-2023	Career/Technical Education Teachers, Middle School
25-2031	Secondary School Teachers, Except Special and Career/Technical Education
25-2032	Career/Technical Education Teachers, Secondary School
25-2051	Special Education Teachers, Preschool
25-2052	Special Education Teachers, Kindergarten and Elementary School
25-2057	Special Education Teachers, Middle School
25-2058	Special Education Teachers, Secondary School
25-2059	Special Education Teachers, All Other
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors
25-3021	Self-Enrichment Teachers
25-3031	Substitute Teachers, Short-Term
25-3041	Tutors
25-3099	Teachers and Instructors, All Other
25-4011	Archivists
25-4012	Curators
25-4013	Museum Technicians and Conservators

47-5049	Underground Mining Machine Operators, All Other
47-5051	Rock Splitters, Quarry
47-5071	Roustabouts, Oil and Gas
47-5081	Helpers--Extraction Workers
47-5099	Extraction Workers, All Other
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-2011	Computer, Automated Teller, and Office Machine Repairers
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
49-2091	Avionics Technicians
49-2092	Electric Motor, Power Tool, and Related Repairers
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
49-2097	Audiovisual Equipment Installers and Repairers
49-2098	Security and Fire Alarm Systems Installers
49-3011	Aircraft Mechanics and Service Technicians
49-3021	Automotive Body and Related Repairers
49-3022	Automotive Glass Installers and Repairers
49-3023	Automotive Service Technicians and Mechanics

25-4022	Librarians and Media Collections Specialists	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
25-4031	Library Technicians	49-3041	Farm Equipment Mechanics and Service Technicians
25-9021	Farm and Home Management Educators	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
25-9031	Instructional Coordinators	49-3043	Rail Car Repairers
25-9044	Teaching Assistants, Postsecondary	49-3051	Motorboat Mechanics and Service Technicians
25-9045	Teaching Assistants, Except Postsecondary	49-3052	Motorcycle Mechanics
25-9099	Educational Instruction and Library Workers, All Other	49-3053	Outdoor Power Equipment and Other Small Engine Mechanics
27-1011	Art Directors	49-3091	Bicycle Repairers
27-1012	Craft Artists	49-3092	Recreational Vehicle Service Technicians
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	49-3093	Tire Repairers and Changers
27-1014	Special Effects Artists and Animators	49-9011	Mechanical Door Repairers
27-1019	Artists and Related Workers, All Other	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door
27-1021	Commercial and Industrial Designers	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
27-1022	Fashion Designers	49-9031	Home Appliance Repairers
27-1023	Floral Designers	49-9041	Industrial Machinery Mechanics
27-1024	Graphic Designers	49-9043	Maintenance Workers, Machinery
27-1025	Interior Designers	49-9044	Millwrights
27-1026	Merchandise Displayers and Window Trimmers	49-9045	Refractory Materials Repairers, Except Brickmasons
27-1027	Set and Exhibit Designers	49-9051	Electrical Power-Line Installers and Repairers
27-1029	Designers, All Other	49-9052	Telecommunications Line Installers and Repairers
27-2011	Actors	49-9061	Camera and Photographic Equipment Repairers
27-2012	Producers and Directors	49-9062	Medical Equipment Repairers
27-2021	Athletes and Sports Competitors		
27-2022	Coaches and Scouts		
27-2023	Umpires, Referees, and Other Sports Officials		
27-2031	Dancers		

27-2032	Choreographers	49-9063	Musical Instrument Repairers and Tuners
27-2041	Music Directors and Composers	49-9064	Watch and Clock Repairers
27-2042	Musicians and Singers	49-9069	Precision Instrument and Equipment Repairers, All Other
27-2091	Disc Jockeys, Except Radio	49-9071	Maintenance and Repair Workers, General
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	49-9081	Wind Turbine Service Technicians
27-3011	Broadcast Announcers and Radio Disc Jockeys	49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers
27-3023	News Analysts, Reporters, and Journalists	49-9092	Commercial Divers
27-3031	Public Relations Specialists	49-9094	Locksmiths and Safe Repairers
27-3041	Editors	49-9095	Manufactured Building and Mobile Home Installers
27-3042	Technical Writers	49-9096	Riggers
27-3043	Writers and Authors	49-9097	Signal and Track Switch Repairers
27-3091	Interpreters and Translators	49-9098	Helpers--Installation, Maintenance, and Repair Workers
27-3092	Court Reporters and Simultaneous Captioners	49-9099	Installation, Maintenance, and Repair Workers, All Other
27-3099	Media and Communication Workers, All Other	51-1011	First-Line Supervisors of Production and Operating Workers
27-4011	Audio and Video Technicians	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
27-4012	Broadcast Technicians	51-2021	Coil Winders, Tapers, and Finishers
27-4014	Sound Engineering Technicians	51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers
27-4015	Lighting Technicians	51-2031	Engine and Other Machine Assemblers
27-4021	Photographers	51-2041	Structural Metal Fabricators and Fitters
27-4031	Camera Operators, Television, Video, and Film	51-2051	Fiberglass Laminators and Fabricators
27-4032	Film and Video Editors	51-2061	Timing Device Assemblers and Adjusters
27-4099	Media and Communication Equipment Workers, All Other	51-2098	Miscellaneous Assemblers and Fabricators
29-1011	Chiropractors	51-3011	Bakers
29-1021	Dentists, General		
29-1022	Oral and Maxillofacial Surgeons		

29-1023	Orthodontists
29-1024	Prosthodontists
29-1029	Dentists, All Other Specialists
29-1031	Dietitians and Nutritionists
29-1041	Optometrists
29-1051	Pharmacists
29-1071	Physician Assistants
29-1081	Podiatrists
29-1122	Occupational Therapists
29-1123	Physical Therapists
29-1124	Radiation Therapists
29-1125	Recreational Therapists
29-1126	Respiratory Therapists
29-1127	Speech-Language Pathologists
29-1128	Exercise Physiologists
29-1129	Therapists, All Other
29-1131	Veterinarians
29-1141	Registered Nurses
29-1151	Nurse Anesthetists
29-1161	Nurse Midwives
29-1171	Nurse Practitioners
29-1181	Audiologists
29-1211	Anesthesiologists
29-1212	Cardiologists
29-1213	Dermatologists
29-1214	Emergency Medicine Physicians
29-1215	Family Medicine Physicians
29-1216	General Internal Medicine Physicians

51-3021	Butchers and Meat Cutters
51-3022	Meat, Poultry, and Fish Cutters and Trimmers
51-3023	Slaughterers and Meat Packers
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
51-3092	Food Batchmakers
51-3093	Food Cooking Machine Operators and Tenders
51-3099	Food Processing Workers, All Other
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4041	Machinists
51-4051	Metal-Refining Furnace Operators and Tenders
51-4052	Pourers and Casters, Metal
51-4061	Model Makers, Metal and Plastic
51-4062	Patternmakers, Metal and Plastic
51-4071	Foundry Mold and Coremakers

29-1217	Neurologists
29-1218	Obstetricians and Gynecologists
29-1221	Pediatricians, General
29-1222	Physicians, Pathologists
29-1223	Psychiatrists
29-1224	Radiologists
29-1229	Physicians, All Other
29-1241	Ophthalmologists, Except Pediatric
29-1242	Orthopedic Surgeons, Except Pediatric
29-1243	Pediatric Surgeons
29-1249	Surgeons, All Other
29-1291	Acupuncturists
29-1292	Dental Hygienists
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other
29-2018	Clinical Laboratory Technologists and Technicians
29-2031	Cardiovascular Technologists and Technicians
29-2032	Diagnostic Medical Sonographers
29-2033	Nuclear Medicine Technologists
29-2034	Radiologic Technologists and Technicians
29-2035	Magnetic Resonance Imaging Technologists
29-2036	Medical Dosimetrists
29-2042	Emergency Medical Technicians
29-2043	Paramedics
29-2051	Dietetic Technicians
29-2052	Pharmacy Technicians
29-2053	Psychiatric Technicians

51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4111	Tool and Die Makers
51-4121	Welders, Cutters, Solderers, and Brazers
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
51-4192	Layout Workers, Metal and Plastic
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic
51-4194	Tool Grinders, Filers, and Sharpeners
51-4199	Metal Workers and Plastic Workers, All Other
51-5111	Prepress Technicians and Workers
51-5112	Printing Press Operators
51-5113	Print Binding and Finishing Workers
51-6011	Laundry and Dry-Cleaning Workers
51-6021	Pressers, Textile, Garment, and Related Materials
51-6031	Sewing Machine Operators
51-6041	Shoe and Leather Workers and Repairers
51-6042	Shoe Machine Operators and Tenders
51-6051	Sewers, Hand
51-6052	Tailors, Dressmakers, and Custom Sewers
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders
51-6062	Textile Cutting Machine Setters, Operators, and Tenders

29-2055	Surgical Technologists	51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
29-2056	Veterinary Technologists and Technicians	51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
29-2057	Ophthalmic Medical Technicians	51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers
29-2061	Licensed Practical and Licensed Vocational Nurses	51-6092	Fabric and Apparel Patternmakers
29-2072	Medical Records Specialists	51-6093	Upholsterers
29-2081	Opticians, Dispensing	51-6099	Textile, Apparel, and Furnishings Workers, All Other
29-2091	Orthotists and Prosthetists	51-7011	Cabinetmakers and Bench Carpenters
29-2092	Hearing Aid Specialists	51-7021	Furniture Finishers
29-2099	Health Technologists and Technicians, All Other	51-7031	Model Makers, Wood
29-9021	Health Information Technologists and Medical Registrars	51-7032	Patternmakers, Wood
29-9091	Athletic Trainers	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
29-9092	Genetic Counselors	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
29-9093	Surgical Assistants	51-7099	Woodworkers, All Other
29-9099	Healthcare Practitioners and Technical Workers, All Other	51-8011	Nuclear Power Reactor Operators
31-1128	Home Health and Personal Care Aides	51-8012	Power Distributors and Dispatchers
31-1131	Nursing Assistants	51-8013	Power Plant Operators
31-1132	Orderlies	51-8021	Stationary Engineers and Boiler Operators
31-1133	Psychiatric Aides	51-8031	Water and Wastewater Treatment Plant and System Operators
31-2011	Occupational Therapy Assistants	51-8091	Chemical Plant and System Operators
31-2012	Occupational Therapy Aides	51-8092	Gas Plant Operators
31-2021	Physical Therapist Assistants	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
31-2022	Physical Therapist Aides	51-8099	Plant and System Operators, All Other
31-9011	Massage Therapists	51-9011	Chemical Equipment Operators and Tenders
31-9091	Dental Assistants		
31-9092	Medical Assistants		
31-9093	Medical Equipment Preparers		

31-9094	Medical Transcriptionists	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
31-9095	Pharmacy Aides	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	51-9022	Grinding and Polishing Workers, Hand
31-9097	Phlebotomists	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
31-9099	Healthcare Support Workers, All Other	51-9031	Cutters and Trimmers, Hand
33-1011	First-Line Supervisors of Correctional Officers	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
33-1012	First-Line Supervisors of Police and Detectives	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
33-1091	First-Line Supervisors of Security Workers	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
33-1099	First-Line Supervisors of Protective Service Workers, All Other	51-9071	Jewelers and Precious Stone and Metal Workers
33-2011	Firefighters	51-9081	Dental Laboratory Technicians
33-2021	Fire Inspectors and Investigators	51-9082	Medical Appliance Technicians
33-2022	Forest Fire Inspectors and Prevention Specialists	51-9083	Ophthalmic Laboratory Technicians
33-3011	Bailiffs	51-9111	Packaging and Filling Machine Operators and Tenders
33-3012	Correctional Officers and Jailers	51-9123	Painting, Coating, and Decorating Workers
33-3021	Detectives and Criminal Investigators	51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
33-3031	Fish and Game Wardens	51-9141	Semiconductor Processing Technicians
33-3041	Parking Enforcement Workers	51-9151	Photographic Process Workers and Processing Machine Operators
33-3051	Police and Sheriff's Patrol Officers	51-9161	Computer Numerically Controlled Tool Operators
33-3052	Transit and Railroad Police	51-9162	Computer Numerically Controlled Tool Programmers
33-9011	Animal Control Workers		
33-9021	Private Detectives and Investigators		
33-9031	Gambling Surveillance Officers and Gambling Investigators		
33-9032	Security Guards		

33-9091	Crossing Guards and Flaggers
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
33-9093	Transportation Security Screeners
33-9094	School Bus Monitors
33-9099	Protective Service Workers, All Other
35-1011	Chefs and Head Cooks
35-1012	First-Line Supervisors of Food Preparation and Serving Workers
35-2011	Cooks, Fast Food
35-2012	Cooks, Institution and Cafeteria
35-2013	Cooks, Private Household
35-2014	Cooks, Restaurant
35-2015	Cooks, Short Order
35-2019	Cooks, All Other
35-2021	Food Preparation Workers
35-3011	Bartenders
35-3023	Fast Food and Counter Workers
35-3031	Waiters and Waitresses
35-3041	Food Servers, Nonrestaurant
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers
35-9021	Dishwashers
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
35-9099	Food Preparation and Serving Related Workers, All Other
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers

51-9191	Adhesive Bonding Machine Operators and Tenders
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
51-9193	Cooling and Freezing Equipment Operators and Tenders
51-9194	Etchers and Engravers
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic
51-9196	Paper Goods Machine Setters, Operators, and Tenders
51-9197	Tire Builders
51-9198	Helpers--Production Workers
51-9199	Production Workers, All Other
53-1041	Aircraft Cargo Handling Supervisors
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors
53-2011	Airline Pilots, Copilots, and Flight Engineers
53-2012	Commercial Pilots
53-2021	Air Traffic Controllers
53-2022	Airfield Operations Specialists
53-2031	Flight Attendants
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
53-3031	Driver/Sales Workers
53-3032	Heavy and Tractor-Trailer Truck Drivers
53-3033	Light Truck Drivers
53-3051	Bus Drivers, School
53-3052	Bus Drivers, Transit and Intercity
53-3053	Shuttle Drivers and Chauffeurs
53-3054	Taxi Drivers

53-3099	Motor Vehicle Operators, All Other
53-4011	Locomotive Engineers
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers
53-4022	Railroad Brake, Signal, and Switch Operators and Locomotive Firers
53-4031	Railroad Conductors and Yardmasters
53-4041	Subway and Streetcar Operators
53-4099	Rail Transportation Workers, All Other
53-5011	Sailors and Marine Oilers
53-5021	Captains, Mates, and Pilots of Water Vessels
53-5022	Motorboat Operators
53-5031	Ship Engineers
53-6011	Bridge and Lock Tenders
53-6021	Parking Attendants
53-6031	Automotive and Watercraft Service Attendants
53-6032	Aircraft Service Attendants
53-6041	Traffic Technicians
53-6051	Transportation Inspectors
53-6061	Passenger Attendants
53-6099	Transportation Workers, All Other
53-7011	Conveyor Operators and Tenders
53-7021	Crane and Tower Operators
53-7031	Dredge Operators
53-7041	Hoist and Winch Operators
53-7051	Industrial Truck and Tractor Operators
53-7061	Cleaners of Vehicles and Equipment

53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-7063	Machine Feeders and Offbearers
53-7064	Packers and Packagers, Hand
53-7065	Stockers and Order Fillers
53-7071	Gas Compressor and Gas Pumping Station Operators
53-7072	Pump Operators, Except Wellhead Pumpers
53-7073	Wellhead Pumpers
53-7081	Refuse and Recyclable Material Collectors
53-7121	Tank Car, Truck, and Ship Loaders
53-7199	Material Moving Workers, All Other
55-9999	Military-only occupations
99-9999	Unclassified Occupation

Appendix B

Top Posting Sources

Website	Postings on Website (Oct 2022 - Dec 2022)
allentownrecruiter.com	499
energyjobline.com	243
careerarc.com	162
indeed.com	111
myworkdayjobs.com	83
arkansasjobboard.com	76
usajobs.gov	63
latpro.com	60
ultipro.ca	60
lakewoodnjrecruiter.com	56
philadelphiarecruiter.com	52
smartrecruiters.com	51
icims.com	45
dhl.com	43
governmentjobs.com	41
adp.com	38
spherion.com	38
elizabethrecruiter.com	37
jobshark.com	35
dejobs.org	30
randstadusa.com	28
simplyhired.com	28
walmart.com	27
federalgovernmentjobs.us	24
jobs.net	24

Appendix C

Sample Postings

Psychiatric Physician Assistants – United States Department of Veterans Affairs in ...

Physician Assistant - Medical/Psychiatric

Link to Live Job Posting: www.usajobs.gov

Location: Lebanon, PA	O*NET: 29-1071.00
Company: United States Department of Veterans Affairs	Job Title: Psychiatric Physician Assistants

Physician Assistant

- Medical/Psychiatric Department of Veterans Affairs Share Summary The Lebanon VA Medical Center is seeking a Full Time Permanent Physician Assistant (Medical/Psychiatric) to serve in the Behavioral Health and Sciences service at the main Lebanon, Pennsylvania facility and Community Based Outpatient Clinics (CBOCs) under its administration.

Overview Accepting applications Open & closing dates 12/06/2022 to 01/12/2023 Salary \$88,893

- \$145,548 per year Pay scale & grade VN 00 Location 1 vacancy in the following location: Lebanon, PA 1 vacancy Remote job No Telework eligible No Travel Required 50% or less
- You may be expected to travel for this position. Relocation expenses reimbursed No Appointment type Permanent
- Work schedule Full-time
- Service Excepted Promotion potential 00 Job family (Series) Supervisory status No Security clearance Drug test Yes Position sensitivity and risk Trust determination process Announcement number

CBSZ-11747670-23-EW

Control number 692954200 This job is open to The public U.S. Citizens, Nationals or those who owe allegiance to the U.S. Clarification from the agency Open to the Public Videos Duties The Physician Assistant (PA) manages comprehensive medical/psychiatric care for a panel of patients Behavioral Health and Sciences (BH&S) including inpatient, residential, and outpatient settings at the Lebanon VA Medical Center. These functions are provided under the clinical oversight of the respective collaborating/supervising physician (for medical and psychiatric care as well). The incumbent develops care plans and collaborates with other clinicians including Psychiatrists, Psychologists, and other mental health professionals throughout Lebanon VA Medical Center's spectrum of services. Incumbent establishes and maintains relationships within the medical center and other specialties that result in improved patient care. Incumbent accepts substantial and continuing responsibility and accountability for planning, coordinating, and controlling a complex integrated health care practice. In this capacity s/he is part of the behavioral health interdisciplinary teams. The Incumbent will be required to participate in on-site inpatient coverage on weekends/holidays with a psychiatrist, as well as in the on-call schedule including overnight. The incumbent addresses all of the psychiatric care issues, completes intake assessments, prescribes medications, orders lab tests and consults, serves as interdisciplinary team member, etc. for patients.

Work Schedule:

The expected tour of duty is Monday

- Friday, 8:00am
- 4:30pm to include weekend/holiday on call coverage; however, other days and hours may be expected if Veteran needs arise.

Telework:

Not Available Virtual:

This is not a virtual position.

Relocation/Recruitment Incentives:

Not Authorized Permanent Change of Station (PCS) :

Not Authorized Financial Disclosure Report:

Not required Requirements Conditions of Employment All qualified candidates encouraged to apply. Open to U.S. Citizens but non-citizens may be appointed when it is not possible to recruit qualified citizens. All applicants tentatively selected for VA employment in a testing designated position are subject to urinalysis to screen for illegal drug use prior to appointment. Applicants who refuse to be tested will be denied employment with VA. Selective Service Registration is required for males born after 12/31/1959. Must be proficient in written and spoken English. You may be required to serve a probationary period. Subject to background/security investigation. Selected applicants will be required to complete an online onboarding process. Must pass pre-employment physical examination. Participation in the seasonal influenza vaccination program is a requirement for all Department of Veterans Affairs Health Care Personnel (HCP). Participation in the Coronavirus Disease 2019 (COVID-19) vaccination program is a requirement for all Veterans Health Administration Health Care Personnel (HCP)

- See "Additional Information" below for details.

Qualifications Applicants pending the completion of educational or certification/licensure requirements may be referred and tentatively selected but may not be hired until all requirements are met.

NOTE:

This vacancy may be filled as a Physician A through this announcement or a CRNP through announcement #

CBSZ-11272165-22-ES.

Applicants should apply to the appropriate announced for their field.

Basic Requirements :

United States Citizenship:

Non-citizens may only be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy.

Education:

Graduate of a training program which is accredited by the Accreditation Review Commission on Education of PA (ARC-PA) or one of its predecessor organizations. Additionally, candidates must meet one of the following: Master's degree in any discipline; OR Bachelor's degree in any discipline with one year of experience as a PA.

Certification:

Must have successfully passed the PA National Certifying Exam (PANCE).

Licensure:

PAs must possess an active, current, full, and unrestricted license to practice in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. PAs must maintain current registration in the State of licensure if this is a requirement for continuing active and current licensure in that State.

Physical Standards:

As described below and per VA Directive and Handbook 5019, Part II, Appendix A.

English Language Proficiency:

PAs appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d).

Note:

A grandfathering provision exists for current VA employees in this job series as documented in VA Handbook 5005/134, Part II, Appendix G8. Applicants must submit documentation in the form of SF-50's to demonstrate their status prior to and since the current qualifications standards became effective on 09/27/20.

Preferred Experience:

A minimum of 5 years experience post training in the psychiatric outpatient setting is preferred.

Grade Determinations :

Grade and Step determinations of the selected applicant will be determined by the appropriate Physician Assistant professional standards board and will be based on the selected individuals education and experience. Physician Assistant-I (PA-I) Experience and Education

- None beyond the basic requirements. Knowledge, Skills, and Abilities
- Ability to utilize the principles of PA practice in the care of assigned patients to provide appropriate care. Ability to perform patient history and physical. Ability to formulate a plan and provide treatment to the patient. Ability to provide patient care that is abreast of changing concepts and advancements in the profession. Physician Assistant-II (PA-II) Experience and Education
- Two (2) years of successful practice as a PA OR Successful completion of a PA post-graduate residency program sponsored by VHA Office of Academic Affiliations or other postgraduate residency programs accredited by

VA, ARC-PA, U.S.

Armed Forces, or another accrediting agency and one year of professional practice as a PA OR A doctoral degree in a health-related field from an accredited college or university recognized by the U.S. Department of Education and one year of professional practice as a PA..

Knowledge, Skills, and Abilities

- Skills to analyze and solve complex medical problems.

Ability to function autonomously and make independent medical decisions. Skill to incorporate training and experience into the successful practice of patient care including telehealth medical care. Ability to work effectively in an interdisciplinary environment for improvement of services for patient care. Ability to practice with colleagues and peers collaboratively. Physician Assistant-III (PA-III) Experience and Education

- Three (3) years of successful practice as a PA OR Successful completion of a PA post-graduate residency program sponsored by VHA Office of Academic Affiliations or other postgraduate residency programs accredited by

VA, ARC-PA, U.S.

Armed Forces, or another accrediting agency OR A doctoral degree in a health-related field from an accredited college or university recognized by the U.S. Department of Education. Knowledge, Skills, and Abilities

- Ability to clinically evaluate facility patient care delivery systems and validate or identify barriers to safe and effective patient care. Skill to consistently demonstrate an elevated level of expertise and autonomy in diagnosing and treating seriously ill, multi-symptomatic patients through facility Focused Professional Practice Evaluation (FPPE) and Ongoing Professional Practice Evaluation (OPPE). Ability to present clinical findings and recommendations to appropriate management officials. Ability to clinically facilitate the delivery of patient care in collaboration with health professionals, health managers, and other health care personnel. Ability to implement and initiate clinical changes to established treatment protocols based upon new medical literature research findings to enhance patient delivery care for improved patient outcomes. Ability to participate clinically in the development of the PA patient care audit processes involving in-depth review and analysis of medical records.

References:

VA Handbook 5005/134, Part II, Appendix G8. This can be found in the local VA Human Resources Office. The full performance level of this vacancy is PA-3. The actual grade at which an applicant may be selected for this vacancy is in the range of PA-1 to PA-3.

Physical Requirements:

Physical demands include repetitive body movements including the following: frequent reaching, standing, walking, and lifting of equipment and/or patients to provide patient care. This position requires extension of the hand(s) and arm(s) in any direction including above or below shoulder level, during the provision of patient care, including retrieval of needed equipment, supplies and to make contact with the patient. This position requires the maintenance of an upright position to perform duties associated with patient care. This position is typically non-sedentary, and frequently involves being in the standing position. This position requires moving about to accomplish tasks, such as assisting with patient ambulation and moving one patient area to the next. This position requires the raising of objects from a lower position to a higher position or the movement of objects horizontally position to position. Lifting may be done to move a patient from one location to the next, i.e.

- from the exam table to the chair, and in the movement of equipment or supplies.

Note:

Must have Basic Life Support (BLS) certification prior to assuming clinical duties. The BLS requirement is satisfied by successfully completing an American Heart Association (AHA) BLS Healthcare Provider Course or Military Training Network (MTN). BLS courses are normally offered within 1-5 days of entry on duty. No online certifications will be accepted. Education

IMPORTANT

A transcript may be required of selected applicants if you are basing all or part of your qualifications on education.

Note:

Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: . If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education. For further information, visit: . Additional information This job opportunity announcement may be used to fill additional vacancies. This position is in the Excepted Service and does not confer competitive status. VA encourages persons with disabilities to apply. The health-related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority. Pursuant to VHA Directive 1193.01, VHA health care personnel (HCP) are required to be against

COVID-19

subject to such accommodations as required by law (i.e., medical, religious or pregnancy). VHA HCPs do not include remote workers who only infrequently enter VHA locations. If selected, you will be required to be fully vaccinated against COVID-19 and submit documentation of proof of vaccination before your start date. The agency will provide additional information regarding what information or documentation will be needed and how you can request a legally required accommodation from this requirement using the reasonable accommodation process. If you are unable to apply online or need to fax a document you do not have in electronic form, view the following link for information regarding an . Benefits A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. Opens in a new window . Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered. How You Will Be Evaluated You will be evaluated for this job based on how well you meet the qualifications above.

IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE MAY NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.

Your application, résumé, C.V., and/or supporting documentation will be verified. Please follow all instructions carefully. Errors or omissions may affect consideration for employment.

NOTE:

A formal pay-setting process will be used to determine your salary. The salary may be at any point in the range listed for this vacancy.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps,

AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience. The Department of Veterans Affairs performs pre-employment reference checks as an assessment method used in the hiring process to verify information provided by a candidate (e.g., on resume or during interview or hiring process); gain additional knowledge regarding a candidate's abilities; and assist a hiring manager with making a final selection for a position. It is the policy of the VA to not deny employment to those that have faced financial hardships or periods of unemployment.

Veterans and Transitioning Service Members:

Please visit the site for career-search tools for Veterans seeking employment at VA, career development services for our existing Veterans, and coaching and reintegration support for military service members. Benefits A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. Opens in a new window . Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered. Required Documents As a new or existing federal employee, you and your family may have access to a range of benefits. Your benefits depend on the type of position you have

- whether you're a permanent, part-time, temporary or an intermittent employee.

You may be eligible for the following benefits, however, check with your agency to make sure you're eligible under their policies. To apply for this position, you must provide a complete Application Package which includes: VA Form 10-2850c Resume The following documents are accepted, and may be required if applicable to your eligibility and/or qualifications for this position. Please use this to ensure you have included all documents required for your application, such as a copy of your transcript (if using education to qualify), SF-50's (current/former Federal employees), etc. Cover Letter DD-214/ Statement of Service Disability Letter (VA) License VA Form 10-2850c Resume SF-50/ Notification of Personnel Action Transcript VA Form 10-2850 can be found at: .

Veterans' Preference Note:

Preference eligible candidates and other Veterans will be given preference when qualification of candidates are approximately equal for Title 38 positions in VHA. When applying for Federal Jobs, eligible Veterans should claim preference for 5pt (TP), 10pt (CP/CPS/XP), or for Sole Survivor Preference (SSP) in the questionnaire. You must provide a legible copy of your DD214(s) which shows dates and character of service (honorable, general, etc.). If you are currently serving on active duty and expect to be released or discharged within 120 days you must submit documentation related to your active duty service which reflects the dates of service, character of service (honorable, general, etc.), and dates of impending separation. Additionally, disabled veterans and others eligible for 10-point preference (such as widows or mothers of eligible Veterans) must also submit an SF-15 "Application for 10 Point Veteran Preference" with required proof as stated on the form. Documentation is required to award preference. For more information on Veterans' Preference, please visit . If you are relying on your education to meet qualification requirements: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from . Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating. How to Apply All applicants are encouraged to apply online. To apply for this position, you must complete the full questionnaire and submit the documentation specified in the Required Documents section below. The complete application package must be submitted by 11:59 PM (ET) on 01/12/2023 to receive consideration. To preview the questionnaire click . To begin, click Apply Online to create a USAJOBS account or log in to your existing account. Follow the prompts to select your

USA JOBS

resume and/or other supporting documents and complete the occupational questionnaire. Click Submit My Answers to submit your application package.

NOTE:

It is your responsibility to ensure your responses and appropriate documentation is submitted prior to the closing date. To verify your

application is complete, log into your

USA JOBS

account, , select the Application Status link and then select the more information link for this position. The Details page will display the status of your application, the documentation received and processed, and any correspondence the agency has sent related to this application. Your uploaded documents may take several hours to clear the virus scan process. To return to an incomplete application, log into your

USA JOBS

account and click Update Application in the vacancy announcement. You must re-select your resume and/or other documents from your

USA JOBS

account or your application will be incomplete. Agency contact information Eva Wuckovich Phone Email Address Lebanon VA Medical Center 1700 South Lincoln Avenue Lebanon, PA 17042 US Next steps Once your online application is submitted you will receive a confirmation notification by email. After we receive application packages (including all required documents) and the vacancy announcement closes, we will review applications to ensure qualification and eligibility requirements are met. After the review is complete, a referral certificate(s) is issued and applicants will be notified of their status by email. Referred applicants will be notified as such and may be contacted directly by the hiring office for an interview. All referred applicants receive a final notification once a selection decision has been made. You may check the status of your application at any time by logging into your USA Jobs account and clicking on Applications. Information regarding your application status can be found in the .

NOTE:

Participation in the seasonal influenza program is a condition of employment and a requirement for all Department of Veterans Affairs Health Care Personnel (HCP). It is a requirement that all HCP to receive annual seasonal influenza vaccination or obtain an exemption for medical or religious reasons. Wearing a face mask is required when an exemption to the influenza vaccination has been granted. HCP in violation of this directive may face disciplinary action up to and including removal from federal service. HCP are individuals who, during the influenza season, work in VHA locations or who come into contact with VA patients or other HCP as part of their duties. VHA locations include, but are not limited to, VA hospitals and associated clinics, community living centers (CLCs), community-based outpatient clinics (CBOCs), domiciliary units, Vet centers and VA-leased medical facilities. HCP include all VA licensed and unlicensed, clinical and administrative, remote and onsite, paid and without compensation, full

- and part-time employees, intermittent employees, fee basis employees, VA contractors, researchers, volunteers and health professions trainees (HPTs) who are expected to perform any or all of their work at these facilities.

HPTs may be paid or unpaid and include residents, interns, fellows and students. HCP also includes VHA personnel providing home-based care to Veterans and drivers and other personnel whose duties put them in contact with patients outside VA medical facilities. Fair and Transparent The Federal hiring process is set up to be fair and transparent. Please read the following guidance. Required Documents To apply for this position, you must provide a complete Application Package which includes: VA Form 10-2850c Resume The following documents are accepted, and may be required if applicable to your eligibility and/or qualifications for this position. Please use this to ensure you have included all documents required for your application, such as a copy of your transcript (if using education to qualify), SF-50's (current/former Federal employees), etc. Cover Letter DD-214/ Statement of Service Disability Letter (VA) License VA Form 10-2850c Resume SF-50/ Notification of Personnel Action Transcript VA Form 10-2850 an be found at: .

Veterans' Preference Note:

Preference eligible candidates and other Veterans will be given preference when qualification of candidates are approximately equal for Title 38 positions in VHA. When applying for Federal Jobs, eligible Veterans should claim preference for 5pt (TP), 10pt (CP/CPS/XP), or for Sole Survivor Preference (SSP) in the questionnaire. You must provide a legible copy of your DD214(s) which shows dates and character of service (honorable, general, etc.). If you are currently serving on active duty and expect to be released or discharged within 120 days you must submit documentation related to your active duty service which reflects the dates of service, character of service (honorable, general, etc.), and dates of impending separation. Additionally, disabled veterans and others eligible for 10-point preference (such as widows or mothers of eligible

or impending separation. Additionally, disabled veterans and others eligible for 10 point preference (such as widows or mothers of eligible Veterans) must also submit an SF-15 "Application for 10 Point Veteran Preference" with required proof as stated on the form. Documentation is required to award preference. For more information on Veterans' Preference, please visit [www.vba.va.gov](#). If you are relying on your education to meet qualification requirements: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [www.ed.gov](#). Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating. How to Apply All applicants are encouraged to apply online. To apply for this position, you must complete the full questionnaire and submit the documentation specified in the Required Documents section below. The complete application package must be submitted by 11:59 PM (ET) on 01/12/2023 to receive consideration. To preview the questionnaire click [www.usajobs.gov](#). To begin, click Apply Online to create a USAJOBS account or log in to your existing account. Follow the prompts to select your

USA JOBS

resume and/or other supporting documents and complete the occupational questionnaire. Click Submit My Answers to submit your application package.

NOTE:

It is your responsibility to ensure your responses and appropriate documentation is submitted prior to the closing date. To verify your application is complete, log into your

USA JOBS

account, , select the Application Status link and then select the more information link for this position. The Details page will display the status of your application, the documentation received and processed, and any correspondence the agency has sent related to this application. Your uploaded documents may take several hours to clear the virus scan process. To return to an incomplete application, log into your

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trainees (HPTs) who are expected to perform any or all of their work at these facilities.

HPTs may be paid or unpaid and include residents, interns, fellows and students. HCP also includes VHA personnel providing home-based care to Veterans and drivers and other personnel whose duties put them in contact with patients outside VA medical facilities. Fair & Transparent The Federal hiring process is set up to be fair and transparent. Please read the following guidance. Share Overview Accepting applications Open & closing dates 12/06/2022 to 01/12/2023 Salary \$88,893

- \$145,548 per year Pay scale & grade VN 00 Location 1 vacancy in the following location: Lebanon, PA 1 vacancy Remote job No Telework eligible No Travel Required 50% or less
- You may be expected to travel for this position. Relocation expenses reimbursed No Appointment type Permanent
- Work schedule Full-time
- Service Excepted Promotion potential 00 Job family (Series) Supervisory status No Security clearance Drug test Yes Position sensitivity and risk Trust determination process Announcement number

CBSZ-11747670-23-EW

Control number 692954200 This job originated on . For the full announcement and to apply, visit . Only resumes submitted according to the instructions on the job announcement listed at will be considered.

Human Resources Project Managers – MYR Group in Palmyra, PA (Dec 2022 - Jan ...

Senior Project Manager

Link to Live Job Posting: Posting is no longer active

Location: Palmyra, PA	O*NET: 11-9021.00
Company: MYR Group	Job Title: Human Resources Project Managers

Senior Project Manager Job Description About the

Role:

The Senior Project Manager is responsible for cost estimates and general operational oversight of various commercial and industrial electrical construction projects. Company Overview MYRE is growing and working on renewable and solar energy projects throughout the U.S. Our growing team is both loyal and collaborative. We are committed to providing you with the tools and resources to support your growth as a valued employee and operate under a safety-first culture, to ensure we all go home safe every day. Essential Functions Prepare project construction schedules Submit Requests for Information to clients Manage day-to-day activities of assigned projects Act as the main point-of-contact for project personnel Coordinate meetings, schedule updates, submit deliverables, and address outstanding open items as requested by clients Prepare look-ahead documents and weekly, monthly progress reports and billing information Review and monitor job costs versus budgets Report regularly to management team Prepare complete cost estimates (labor and material) for commercial & industrial projects within set deadlines Perform field take-offs/evaluations for estimate preparation Participate in the estimate review process with internal and external stakeholders Prepare bills of material and other information for use by purchasing Prepare complete labor and material cost estimates Schedule and attend field walk-downs with customers, subcontractors, and construction personnel to understand and determine constructability requirements Compare various project documents for accuracy and consistency Assist in the preparation and submission of change orders Coordinate closely with project management Assist construction personnel throughout the project lifecycle in tracking and understanding basis of cost estimate Regular and predictable attendance Essential functions of this position are to be performed in a Company-designated office or field location Understand and comply with the Company's Code of Business Conduct and Ethics and other industry-specific professional and ethical conduct standards, if applicable. Other duties as assigned

About You:

Qualifications 10+ years' project management and estimating in the electrical industry Bachelor's degree in Engineering, Construction Management, or related field; combination of relevant education and experience considered in lieu of degree Knowledge/Skills/Abilities Knowledgeable with specifications, proposals, and other documentation to prepare time/cost/labor estimates for projects and services Knowledgeable of the N.E.C. and all relevant local codes Ability to read and understand civil, architectural, structural, mechanical, etc. plans and specifications to include blueprints, proposals and other documents as they relate to electrical work Computer literate and proficient with Microsoft Office applications Proficient with estimating software such as Accubid or equivalent Ability to prepare construction schedules in Microsoft Project and/or Primavera Excellent analytical, organizational, and verbal and written communication skills Team player who is able to successfully work with diverse internal and external partners Self-driven with the ability to stay on-task for extended periods of time

What We Offer:

Compensation & Benefits Salary commensurate with experience with weekly pay. Posted salary ranges are made in good faith. MYR Group reserves the right to adjust ranges depending on the qualifications of the selected candidate. Two days per week remote work option for non-field roles depending on position and performance. Medical, Basic Vision, Regenexx, Teledoc, Hearing (Low deductibles and out-of-pocket maximums) - \$15 weekly premium for employee or employee plus family coverage. Dental - 100% employer-paid premium. ThrivePass Health & Wellness Reimbursement Program - \$250 quarterly, \$1,000 annually for health and wellbeing-related purchases. Annual Paid Time Off

starting at 15 days plus 10 paid Holidays (Cultural Celebration Day is a floating holiday).Generous 401(k) Plan with 100% match up to 6%; immediate vesting, and Annual profit-sharing potential.Superior educational assistance program (support for educational costs, internal training, and more!).Company-paid parental leave program including birth and adoption.Company-paid short and long-term disability, life, and accidental death & dismemberment.Company-paid business travel accident insurance.Employee Assistance Plan (EAP).Various voluntary plans available including supplemental vision, accident and critical illness, ID theft, group legal, group auto & home, and additional voluntary life insurance plans for employees and dependents. Position may be subject to pre-employment screening, which may include background check and drug testing.

Accessibility:

If you need an accommodation as part of the employment process, contact our Employment Hotline at 1-855-635-1321. MYR Group, Inc. and our subsidiaries are proud to be Equal Opportunity Employers. We promote diversity of thought, culture, and background, which connects our family of brands. We are committed to a work environment that supports, inspires, and respects all individuals and in which personnel processes are merit-based and applied without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, age, disability, national or ethnic origin, military service status, or other protected characteristics. We celebrate diversity and are committed to creating an inclusive environment for all employees. MYR Group does not sponsor applicants for work visas. Applicants must be currently authorized to work in the United States for any employer. MYR Group, Inc. and our subsidiaries do not work with any third-party recruiters or agencies without a valid signed agreement and partnership with the Corporate Talent Acquisition Team.

Appcast:

#apphigh

LinkedIn Recruiter Assignment:

#LI-MP1

LinkedIn Workplace:

#LI-Hybrid]]> Apply Senior Project ManagerApplyBookmark jobFree CV ReviewMYR Energy ServicesCampbelltown, PA 17078Full time
Published on 12/30/2022

Human Resources Project Managers – MYR Group in Jonestown, PA (Dec 2022 - Ja..

Senior Project Manager

Link to Live Job Posting: Posting is no longer active

Location: Jonestown, PA	O*NET: 11-9021.00
Company: MYR Group	Job Title: Human Resources Project Managers

Senior Project Manager Job Description About the

Role:

The Senior Project Manager is responsible for cost estimates and general operational oversight of various commercial and industrial electrical construction projects. Company Overview MYRE is growing and working on renewable and solar energy projects throughout the U.S. Our growing team is both loyal and collaborative. We are committed to providing you with the tools and resources to support your growth as a valued employee and operate under a safety-first culture, to ensure we all go home safe every day. Essential Functions Prepare project construction schedules Submit Requests for Information to clients Manage day-to-day activities of assigned projects Act as the main point-of-contact for project personnel Coordinate meetings, schedule updates, submit deliverables, and address outstanding open items as requested by clients Prepare look-ahead documents and weekly, monthly progress reports and billing information Review and monitor job costs versus budgets Report regularly to management team Prepare complete cost estimates (labor and material) for commercial & industrial projects within set deadlines Perform field take-offs/evaluations for estimate preparation Participate in the estimate review process with internal and external stakeholders Prepare bills of material and other information for use by purchasing Prepare complete labor and material cost estimates Schedule and attend field walk-downs with customers, subcontractors, and construction personnel to understand and determine constructability requirements Compare various project documents for accuracy and consistency Assist in the preparation and submission of change orders Coordinate closely with project management Assist construction personnel throughout the project lifecycle in tracking and understanding basis of cost estimate Regular and predictable attendance Essential functions of this position are to be performed in a Company-designated office or field location Understand and comply with the Company's Code of Business Conduct and Ethics and other industry-specific professional and ethical conduct standards, if applicable. Other duties as assigned

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Appcast:

#apphigh

LinkedIn Recruiter Assignment:

#LI-MP1

LinkedIn Workplace:

#LI-Hybrid]]> Apply Senior Project ManagerApplyBookmark jobFree CV ReviewMYR Energy ServicesOno, PA 17038Full time Published on 12/31/2022

Sales Managers – Unclassified in Lebanon, PA (Dec 2022 - Jan 2023)

Sales Manager

Link to Live Job Posting: Posting is no longer active

Location: Lebanon, PA	O*NET: 11-2022.00
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Company: Unclassified	Job Title: Sales Managers
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Sales Manager Job Description Do you want a career where you can make a difference? Do you care about the future of our country? Do you want unmatched sales training and support? Why NWYC is

Different:

Support! Support! Support! 1 on 1 field training & continual sales support Formal coaching program developed for the outside sales managers and representatives National sales training University & Regional sales conferences National sales training conference calls & online workshops Technology! Tablet presentation Mobile app to demonstrate customer services Prospect & customer database Mobile app for lead organization and payment processing What does a NWYC District Sales Manager do? NWYC Outside Sales Managers are working managers responsible for development of an outside B2B sales team, training/coaching and personal production. Since 1958, NWYC Sales Managers have continually educated and involved small business owners in We the People through referrals, in person cold calling and by utilizing a success-proven sales presentation, including a one-call close.

What we offer:

1st year potential 70k - 130k Long term potential 250k+ Unique Benefit Program Overrides, bonuses and commissions paid weekly along with quarterly bonus opportunity In addition, a fast start bonus potential up to \$5,000 Career growth opportunities

Incentive Trip/Recognition Programs Our Mission:

To encourage responsible Americans to use their influence in government to preserve the freedoms set forth by our Founding Fathers. Company Description Who is National Write Your Congressman? NWYC is a 64-year-old privately held nonpartisan organization. We provide an overview on pending legislation and an easy way for business owners to have a direct impact on legislation and regulations. NWYC provides both sides on all issues. We work to keep business owners informed and involved to make a difference in our country.

Our Mission:

To encourage responsible Americans to use their influence in government to preserve the freedoms set forth by our Founding Fathers.]]> Apply Sales Manager Apply Bookmark jobFree CV Review National Write Your Congressman Lebanon, PA Full time Published on 12/30/2022

Inventory Control Specialists – Bell in Fredericksburg, PA (Dec 2022 - Jan 2023)

MRO-Inventory Control Specialist-1st Shift

Link to Live Job Posting: Posting is no longer active

Location: Fredericksburg, PA	O*NET: 43-5111.00
Company: Bell	Job Title: Inventory Control Specialists

MRO-Inventory Control Specialist-1st Shift 66 reviews Fredericksburg, PA 17026 Full-time Bell and Evans 66 reviews Read what people are saying about working here. Job details Job Type Full-time Benefits Pulled from the full job description Health insurance Opportunities for advancement Indeed's salary guide Not provided by employer \$42.3K - \$53.5K a year is Indeed's estimated salary for this role in Fredericksburg, PA. Full Job Description Join Bell & Evans and become part of a proud, diverse family of 1,800 team members who work together every day to produce the best chicken in the world. Our family-owned business dates back to 1894 as the oldest branded chicken company in America. Since our beginning, Bell & Evans focuses on quality and produces only premium chicken, no commodity, maintaining the highest animal welfare standards in our industry. We are an innovator that believes in transparency, uncompromising quality, service, teamwork, and honest, common-sense practices. Summary The MRO Inventory Control Specialist is responsible for every aspect of inventory management as it relates to MRO related items, supplies and equipment. This position will focus on maximizing inventory control process efficiency and reducing inventory shrinkage and for suggesting, developing, implementing, leading and maintaining best practice strategies involving the storage, distribution and requisitioning of all purchased MRO products (both inventoried and non-inventoried) to include but not limited to maintenance spare parts, tools, supplies as well as operational items. Additional responsibilities include leading the maintenance of the Business Central database as related to MRO supplies to include, but not limited to, the assignment of inventory locations, establishment of stock keeping cards to include min/max inventory information, inventory adjustments via the cycle count process and variance reconciliation. The MRO Inventory Control Specialist will work closely with Maintenance, Operations and Purchasing to monitor the requisition process of MRO items, establish appropriate min/max levels as well as taking a proactive role in identifying OEM parts for potential cross-reference to reduce SKUs and lower inventory carrying costs. Essential Duties, Responsibilities and Skills including the following: (Other duties may be assigned) Maintain inventory in accordance with company policies which includes proper labeling, storage, handling, and packaging of MRO items Develop and implement inventory control systems to achieve a 99% (or greater) inventory accuracy Lead implementation and control of the cycle count program as well as physical inventory counts Reconcile inventory differences from cycle counts to the Business Central System Keeps detail records of all inventory adjustments, cycle counts and stock levels Develop pareto analysis for reconciliation categories and offer solutions to mitigate future risk Measure inventory shrinkage, turns, and stock levels against KPIs Report financial impacts of inventory shrinkage cycle count variances and stock levels monthly Analyze and manage warehouse capacity of MRO Inventory Manage and maintain inventory locations, organization and cleanliness Devise ways to optimize inventory control procedures to drive year over year improvements Writes and maintains documentation of all inventory management related procedures and training Manage VMI vendors and ensures the stock levels of all VMI materials Fulfilment of financial and operational key inventory

KPIs Analytical Skills:

Can analyze business processes well and make connections. Recognizing patterns in data, information, or events, drawing logical conclusions, and making recommendations for action

Initiative:

Takes action in the absence of specific instructions or in the absence of a specific requirement, taking reasonable risks to achieve results Management /

Supervisory Responsibilities :

This position will not have any managerial or supervisory responsibilities.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Education and/or

Experience:

BA (Supply chain) preferred, High school diploma or general education degree (GED) required. 3-5 years of MRO Inventory Management experience (preferably in manufacturing and in the food and beverage industry) required.

Mathematical Skills:

Ability to add, subtract, multiply and divide in all units of measure using whole numbers, common fractions and decimals. Able to generate spreadsheets utilizing pivot tables and slicers

Reasoning Ability:

Ability to apply common sense understanding to carry out instructions furnished in written, oral or diagram form.

Computer Skills:

Intermediate Computer skills required, Windows application including Excel and Word plus ERP experience with systems such as

Business Central, EPICOR or SAP Physical Demands:

Team Member must be able to lift/move items weighing up to 50 lbs. independently, stand for extended periods and have full range of motion as required to put away parts. Able to operate company equipment, e.g. electric pallet jacks, various size forklifts, common hand tools, and computer equipment

Work Environment:

Team Member may be functioning in both an office setting as well as a working maintenance department / supply room and as such may be exposed to Hot/Cold Temperatures, loud noises and dust/dirt

Food Safety:

Take a proactive role in assuring safe, quality products are produced by immediately addressing any safety or quality concerns. 100% of our operations are located in the small, rural town of Fredericksburg, Pennsylvania. At Bell & Evans, you can enjoy: Competitive pay Full-time schedule Great health benefits and on-site wellness clinics Athletic trainers for on-site occupational health Employee store with discount on Bell & Evans products State-of-the-art facilities and the latest technology If you are ambitious and take pride in your work, we are the employer for you. As we continue to grow, opportunities for advancement are endless! Hiring Insights Job activity Posted Today Farmers Pride Inc Report job

Appendix D - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

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