

2006 SURVEY OF HOT JOBS

HARD-TO-FILL OCCUPATIONS IN NON-AGRICULTURAL ESTABLISHMENTS

(Fourth of a five-part series)



This issue of LABSTAT Updates is the fourth in the series of reports based on statistics culled from the results of the 2006 BLES Integrated Survey of Establishment (BITS). The BITS is a nationwide sample survey covering 7,630 non-agricultural establishments with at least 20 workers. This issue presents statistics on hard-to-fill occupations as provided for by the respondents of the BITS. It also discusses the reasons why hard-to-fill occupations exist.

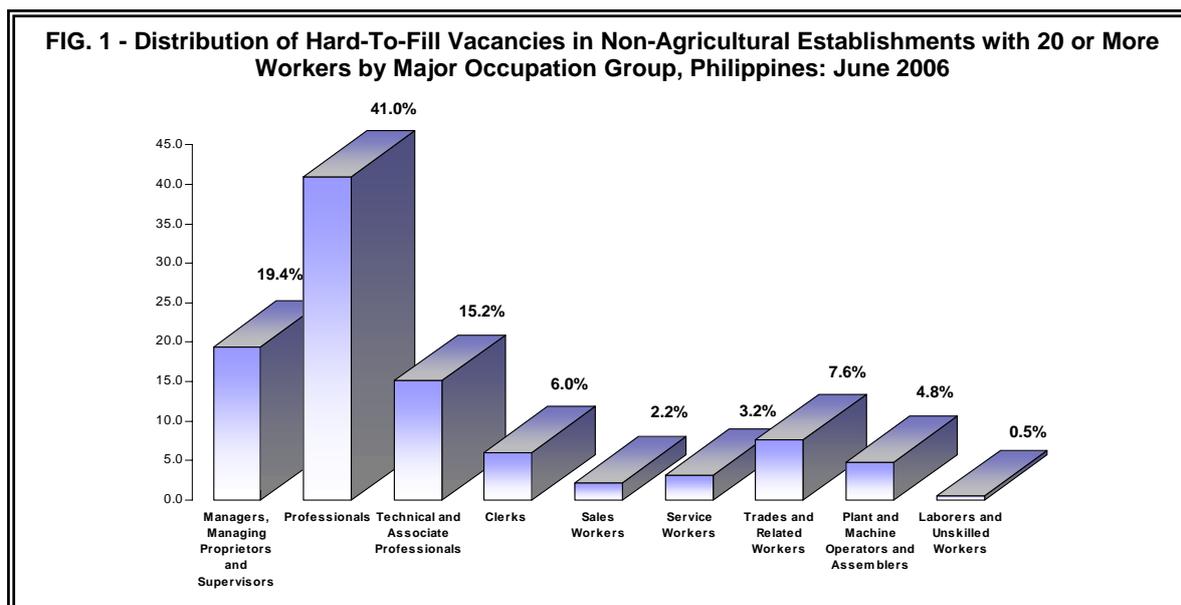
OVERVIEW

This article is a continuation of the special report on talent shortage that was initially featured in the previous issue of LABSTAT Updates (Vol. 12 No. 4). The term "hot jobs" is often referred to in literature as occupations which are of high demand and of great salary potentials.

To operationalize this concept in the 2006 BITS, the respondents were asked to list down all occupations which they considered as "hard-to-fill". This refers to *occupations that have presented employers with the greatest recruitment difficulties as companies sought for "good" experienced staff*. This operational definition to some extent provides an idea of the relative availability of these skills in the labor market at that time.

SURVEY RESULTS

- Nearly one in every four establishments (22.9% or 5,815) has experienced difficulties in recruiting the best talents to fill up a job vacancy. Specifically, a total of 222 occupations were identified as hard-to-fill.
- Figure 1 shows the pattern of distribution of hard-to-fill occupations across major occupation groups expressed in percent. Three (3) major occupation groups stood out from this distribution. Two (2) of them were "high-end jobs" namely, the professionals group which accounted for a disproportionately large share (41.0%) and managers, managing proprietors and supervisors groups which comprised of about one-fifth of the total share (19.4%).



Source of data: BLES, 2006 BITS.

- Technical and associate professionals group accounted for the third largest (15.2%) while the rest of the major occupation groups shared less than 10.0% each.
- It is interesting to note that nearly all (97.3% or 216) of hard-to-fill occupations also appeared in the vital occupation list which made them even more critical considering their supply situation.
- Inter-sectoral differences in the skills content of these jobs were noted. Manufacturing and construction encountered difficulties in finding engineers (industrial, civil, mechanical, and electrical). (Table 3)
- Shortage of computer professionals and accountants and auditors were reported in financial intermediation; electricity, gas and water; and real estate, renting and business services.

What were the hottest jobs in the labor market?

- The top five hardest to fill jobs across sectors in their order of importance are listed below.

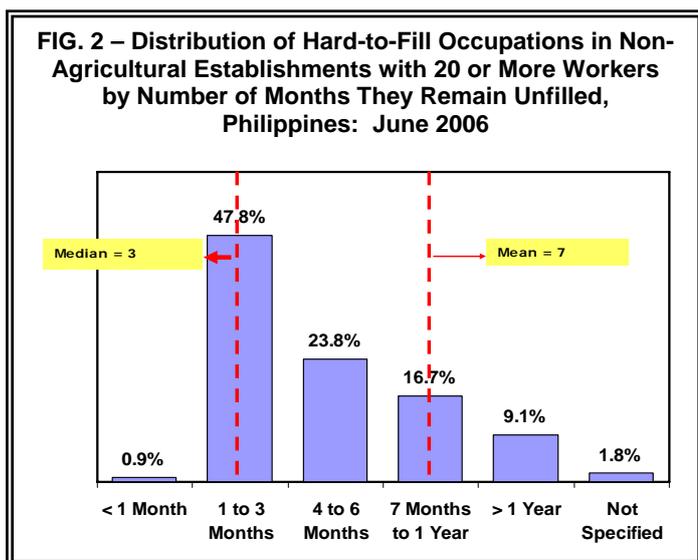
TABLE 1 - Top Five Hard-to-Fill Occupations in Non-Agricultural Establishments with 20 or More Workers, Philippines: June 2006

<ul style="list-style-type: none"> ▪ Accountants and Auditors ▪ Professional Nurses ▪ Technical and Commercial Sales Representatives ▪ Computer Programmers ▪ Mechanical Engineers

Source of data: BLES, 2006 BITS.

How long did it take to fill up hard-to-fill occupations?

- The median and mean months it took employers to fill a vacancy considered as “hard-to-fill” were computed at three (3) months and seven (7) months, respectively. (Figure 2)



Source of data: BLES, 2006 BITS.

- The big difference between the two figures can be explained by the fact that while majority (47.8%) of the responses were within the three-month period (the value of the mean), there were notable numbers of extreme values or outliers in the data distribution. The outliers include responses with waiting time of seven months to one year (16.7%) and those of more than one year (9.1%) in recruiting qualified applicants.
- Table 2 shows examples of occupations which logged more than one year of “waiting” time.

TABLE 2 - Top Hard-to-Fill Occupations That Remained Unfilled for More than One Year in Non-Agricultural Establishments with 20 or More Workers, Philippines: June 2006

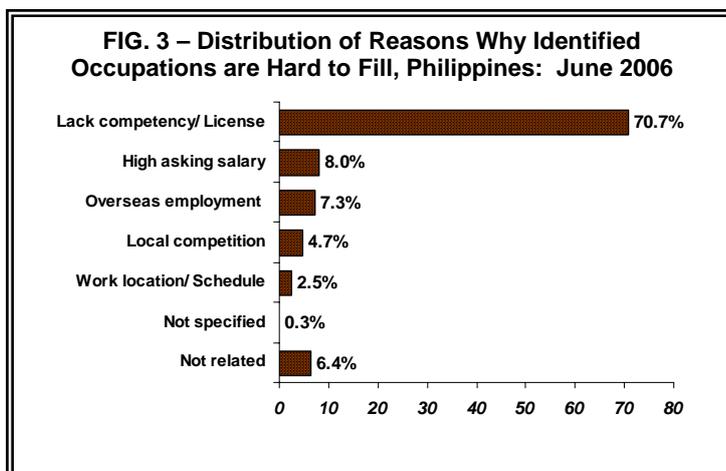
- Air Traffic Controllers
- Aircraft Pilots, Navigators and Flight Engineers
- Personnel and Human Resource Development Officers
- Geologists and Geophysicists
- Pharmacists
- Industrial Robot Controllers
- Decorators and Commercial Designers
- Bacteriologists, Pharmacologists, Pathologists and Related Workers
- Technical and Vocational Instructors/Trainers
- Safety, Health and Quality Inspectors (Vehicles, Processes and Products)
- Architects
- Photographers and Image and Sound Recording Equipment Operators
- Science and Mathematics Teaching Professionals

Source of data: BLES, 2006 BITS.

Reasons why hard-to-fill occupations exist

- Hard-to-fill occupations exist because of several reasons. The most frequently cited reason (70.7%) was shortage of qualified applicants that met the competency requirements of a job or those that require professional license.
- Other reasons cited were: high or unreasonable asking salary of applicants (8.0%); perception that most of the qualified applicants preferred overseas employment over local employment (7.3%); stiff competition for few available talents among local

firms (4.7%); and "location" or "work schedule" problem (2.5%).



Source of data: BLES, 2006 BITS.

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TABLE 3 - List of Top Five Hard-To-Fill Occupations in Non-Agricultural Establishments with 20 or More Workers by Major Industry Group, Philippines: June 2006

Major Industry	Occupation	Major Industry	Occupation
Mining and Quarrying	<ul style="list-style-type: none"> ▪ Geologists and Geophysicists ▪ Geodetic and Related Professionals ▪ Accountants and Auditors ▪ Safety, Health and Quality Inspectors (Vehicles, Processes and Products) ▪ Buyers 	Transport, Storage and Communications	<ul style="list-style-type: none"> ▪ Finance and Administration Managers ▪ Technical and Commercial Sales Representatives ▪ Accounting and Bookkeeping Clerks ▪ Heavy Truck and Lorry Drivers ▪ Computer Programmers
Manufacturing	<ul style="list-style-type: none"> ▪ Professional Nurses ▪ Industrial Engineers ▪ Accountants and Auditors ▪ Production Supervisors and General Foremen ▪ Safety, Health and Quality Inspectors (Vehicles, Processes and Products) 	Financial Intermediation	<ul style="list-style-type: none"> ▪ Accountants and Auditors ▪ Sales and Marketing Managers ▪ Computer Programmers ▪ Production and Operations Managers Not Elsewhere Classified ▪ Other Computer Professionals
Electricity, Gas and Water	<ul style="list-style-type: none"> ▪ Lineman, Line Installers and Cable Splicers ▪ Electrical Engineering Technicians ▪ Motor Vehicle Mechanics and Related Trades Workers ▪ Accountants and Auditors ▪ Computer Programmers 	Real Estate, Renting and Business Services	<ul style="list-style-type: none"> ▪ Civil Engineers ▪ Computer Programmers ▪ Systems Analysts and Designers ▪ Mechanical Engineers ▪ Accountants and Auditors
Construction	<ul style="list-style-type: none"> ▪ Civil Engineers ▪ Photographers and Image and Sound Recording Equipment Operators ▪ Mechanical Engineers ▪ Electrical Engineers ▪ Other Engineers and Related Professionals 	Private Education Services	<ul style="list-style-type: none"> ▪ College, University and Higher Education Teaching Professionals ▪ Librarians, Archivists and Curators ▪ General Secondary Education Teaching Professionals ▪ Technical and Vocational Instructors/Trainers ▪ Science and Mathematics Teaching Professionals
Wholesale and Retail Trade	<ul style="list-style-type: none"> ▪ Shop Salespersons and Demonstrators ▪ Technical and Commercial Sales Representatives ▪ Accountants and Auditors ▪ Accounting and Bookkeeping Clerks ▪ Motor Vehicle Mechanics and Related Trades Workers 	Health and Social Services	<ul style="list-style-type: none"> ▪ Professional Nurses ▪ Medical Technologists ▪ Medical Equipment Operators ▪ Nutritionists-Dietitians ▪ Medical Doctors
Hotels and Restaurants	<ul style="list-style-type: none"> ▪ Cooks ▪ Production and Operations Managers in Restaurant and Hotels ▪ Other Supervisors Not Elsewhere Classified ▪ Technical and Commercial Sales Representatives ▪ Waiters, Waitresses and Bartenders 	Other Community, Social and Personal Services	<ul style="list-style-type: none"> ▪ Hairdressers, Barbers, Beauticians and Related Workers ▪ Other Specialized Managers ▪ Composers, Musicians and Singers ▪ Receptionists and Information Clerks ▪ Production and Operations Managers in Restaurant and Hotels

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey of Establishments.

TABLE 4 – Top Ten Hard-to-Fill Occupations that Remained Unfilled for More than One Year in Non-Agricultural Establishments with 20 or More Workers, Philippines: June 2006

Rank	PSOC	Occupation	Rank	PSOC	Occupation	
1	1429	Transport and Communications Service Supervisors Not Elsewhere Classified	7	8172	Industrial-Robot Operators	
	2154	Mechanical Engineers		8212	Cement and Other Mineral Products Machine Operators	
	2221	Medical Doctors		1222	Production and Operations Managers In Manufacturing	
2	1229	Production and Operations Managers Not Elsewhere Classified	8	1231	Finance and Administration Managers	
	2411	Accountants and Auditors		1237	Research and Development Managers	
3	1225	Production and Operations Managers in Restaurant and Hotels	8	1239	Other Specialized Managers	
	2412	Personnel and Human Resource Development Professionals		1315	General Managers/Managing-Proprietors of Restaurants	
4	1232	Personnel and Industrial Relations Managers	8	1317	General Managers/Managing-Proprietors of Business Services	
	1430	Production Supervisors and General Foremen		1318	General Managers/Managing-Proprietors in Personal Care, Cleaning	
	2114	Geologists and Geophysicists		1412	School Principals	
	2152	Electrical Engineers		1449	Other Sales Supervisors	
	2153	Electronics and Communications Engineers		1490	Other Supervisors Not Elsewhere Classified	
	2155	Chemical Engineers		2113	Chemists	
	2224	Pharmacists		2131	Systems Analysts and Designers	
	2421	Lawyers		2141	Architects	
	3123	Industrial Robot Controllers		2157	Computer Engineers and Related Professionals	
	3471	Decorators and Commercial Designers		2445	Psychologists	
	5169	Protective Services Workers Not Elsewhere Classified		2452	Sculptors, Painters and Related Artists	
	7231	Motor Vehicle Mechanics and Related Trades Workers		3113	Electrical Engineering Technicians	
	5	2430		Librarians, Archivists and Curators	8	3114
4111		Stenographers and Typists	3115	Mechanical Engineering Technicians		
7136		Plumbers, Pipe Fitters and Other Related Workers	3119	Other Physical Science and Engineering Technicians		
6	7242	Electrical Mechanics and Fitters	8	3131	Photographers and Image and Sound Recording Equipment Operators	
7	1233	Sales and Marketing Managers		3133	Medical Equipment Operators	
	1236	Computing Services Managers		3144	Air Traffic Controllers	
	2132	Computer Programmers		3211	Life Science Technicians	
	2139	Other Computer Professionals		3433	Bookkeepers	
	2151	Civil Engineers		5220	Shop Salespersons and Demonstrators	
	2156	Geodetic and Related Professionals		7212	Welders and Flamecutters	
	2158	Industrial Engineers		7234	Agricultural or Industrial-Machinery Mechanics and Fitters	
	2159	Other Engineers and Related Professionals		7433	Tailors, Dressmakers and Hatters	
	2212	Bacteriologists, Pharmacologists, Pathologists and Related Scientists		7435	Sewers, Embroiderers and Related Workers	
	2227	Medical Technologists		8272	Electrical Equipment Assemblers	
2231	Professional Nurses	8323		Bus Drivers		
7	2310	College, University and Higher Education Teaching Professionals		9	8334	Lifting-Truck Operators
	2320	Technical and Vocational Instructors/Trainers	1210		Directors and Chief Executives Of Corporations	
	2331	General Secondary Education Teaching Professionals	1234		Advertising and Public Relations Managers	
	3143	Aircraft Pilots, Navigators and Flight Engineers	4222		Receptionists and Information Clerks	
	3152	Safety, Health and Quality Inspectors (Vehicles, Processes and Products)	2332		Science and Mathematics Teaching Professionals	
	3415	Technical and Commercial Sales Representatives	10		3441	Customs and Immigration Inspectors
	5122	Cooks			4121	Accounting and Bookkeeping Clerks
	7434	Textile, Leather and Related Pattern Makers and Cutters			1223	Production and Operations Managers in Construction
	8111	Mining-Plant Operators				

Source of data: Bureau of Labor and Employment Statistics, 2006 BLES Integrated Survey of Establishments.