

May/June 2011

Trendlines

Perspectives on Utah's Economy

SPECIAL

ISSUE

STAYING AFLOAT
IN TODAY'S JOB
MARKET

NATIONAL COLLEGE
OUTLOOK—
CHALLENGING BUT
IMPROVING

A LOOK AT
UTAH'S
EMPLOYMENT
PROJECTIONS

THREATS
TO THE
ECONOMIC
RECOVERY

The Outlook
for College Grads:
What are the job
prospects?

PLUS
**SUMMER
JOB INFO** *for*
TEENS

Trendlines

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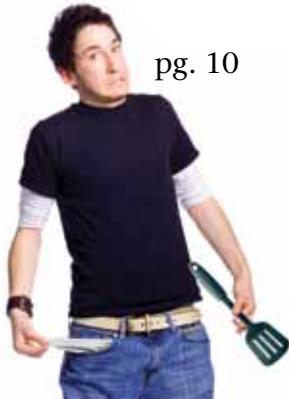
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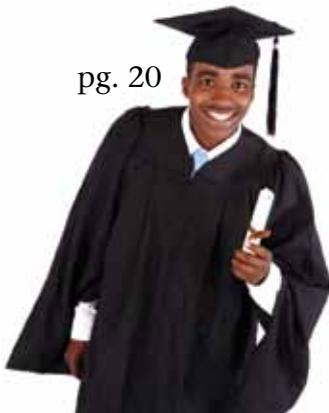
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Job Outlook for College Grads And Summer Job Info for Teens



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Still a **COMPETITIVE** Employment Summer for Youth

The Utah economy is slowly improving, with employment gains once again being tallied. But does that mean the picture for graduating high school, college students, or youth looking for summer jobs has improved? I'm afraid I will have to say no to that one.

There are still too many unemployed people surrounding the labor force to make it a favorable environment for young people trying to find a job or carve their niche in the workplace. The pace of job creation—as it currently stands—is just not fast enough to put much of a dent in the unemployment rate. This creates high competition for young, inexperienced workers trying to attract attention and looking to get their foot into the economy's door.

This will mark the third summer where employment opportunities will be difficult for youth to obtain. In the boom year 2007, over 52,000 youth, ages 15 to 18, ascended into a job during that year's second quarter. Just two years later that number had fallen to only 21,000, and is

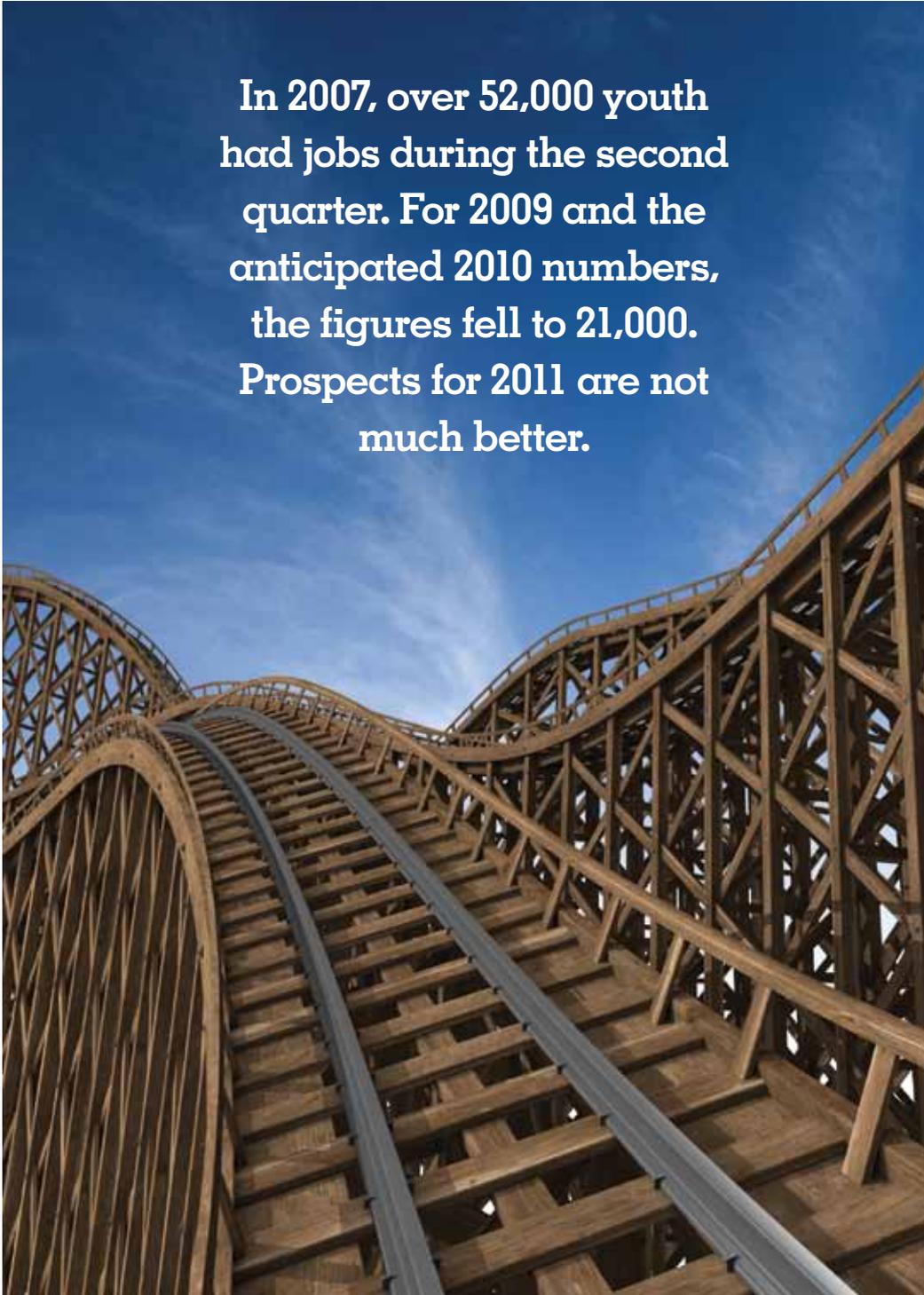
anticipated to have been equal to or less than that for second quarter 2010. The prospects for 2011 are not expected to be much better.

For youth ages 19 to 24, the tale is largely the same. Roughly 82,000 ascended into jobs in 2007's second quarter, but that number fell to 50,000 just two years later.

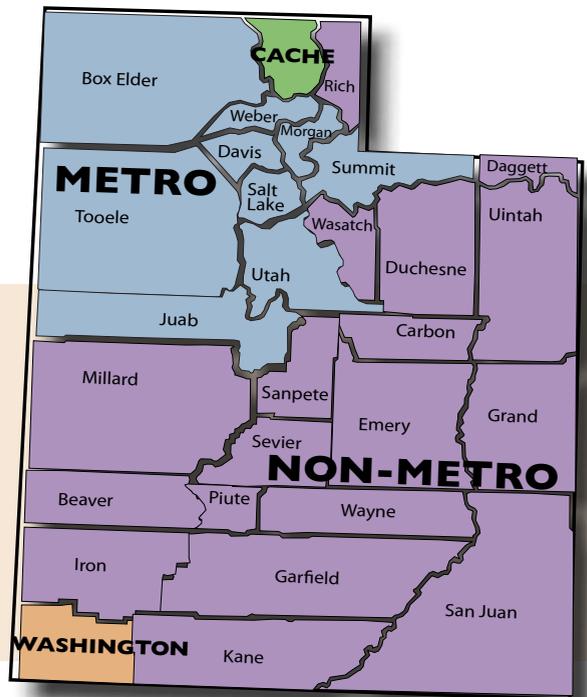
In addition, those young workers who do have jobs are finding that their foot may be in the door, but that's about it. Labor churning and the prospects of moving upward are at a serious standstill right now. With jobs scarce and opportunities limited, workers are staying put in their existing jobs, even if they wish they could move on to something else.

None of this is designed to discourage youth from seeking employment, although that may be an unfortunate side effect. Instead, it is meant to help seekers be more pragmatic about what they are facing. Jobs are available, but the competition is heavy. ●

In 2007, over 52,000 youth had jobs during the second quarter. For 2009 and the anticipated 2010 numbers, the figures fell to 21,000. Prospects for 2011 are not much better.



A Look at Utah's SUB-STATE AREAS Employment Projections



Every two years we make projections of what employment in the state will look like in terms of industries and occupations. In published form it's called the Utah Job Outlook and it will be released in the next few months. Much of our time during the process is spent making occupational employment and job openings estimates. The current projection's time period is for 2008 to 2018. The projections are produced not just for the state as a whole but for four sub-state geographic areas. The areas are determined by population and job density. If a county has 100,000 or more population, it will likely be in its own projections area. In Utah we have consolidated the labor market areas commonly known as the Wasatch Front into one "metro" projections area. It contains nine counties extending from Box Elder County to the north to Juab County to the south (see graph above).

The sub-state areas other than the metro are Cache County, Washington County, and the Balance of State (BOS) which we call non-metro. The non-metro area is basically the more rural part of the state and contains 18 counties. It's no surprise that the metro area dominates the economic activity in the state. Roughly 80 to 85 percent of population and employment is concentrated along this stretch of real estate.

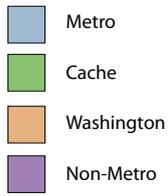
Of the total 1.76 million jobs estimated in Utah in 2018, about 83 percent will be in the metro area (see

graph next page). The non-metro 18-county area accounted for 8.4 percent of the total with Cache contributing 4.0 percent and Washington county adding 4.5 percent. Between 2008 and 2018 job growth will vary based on geographic areas in Utah. The statewide rate of growth will average about 2.1 percent over the 10-year period. Washington County will grow much more quickly with about 3.4 percent per year. Cache County is pegged at a near state average of 2.2 percent per year and the Balance of State counties will experience below average growth of 2.0 percent per year.

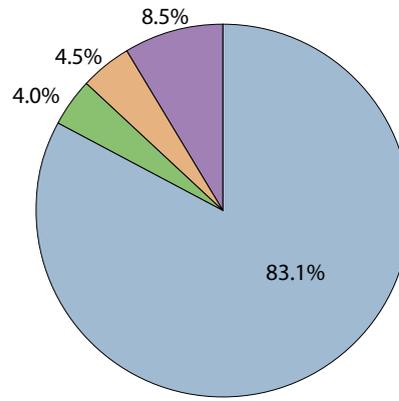
Utah's sub-state areas are not created equal, rather the types of jobs are determined by the nature of the local area's economy

The primary driving economic forces of an area determine what kinds of industries and occupations they have to meet the local demands of business and consumers. Our projections of employment and job openings by occupation are made for over 700 occupations. At the occupation level, you would recognize jobs such as accountants, teachers, nurses, machinists, etc. To analyze occupational demand at more of a macro level we can "roll-up" this detail to occupational categories or families like managers, professional occupations, service occupations, production and maintenance occupation etc. To show the differences in the local sub-state economies the 22 occupational categories of employment have

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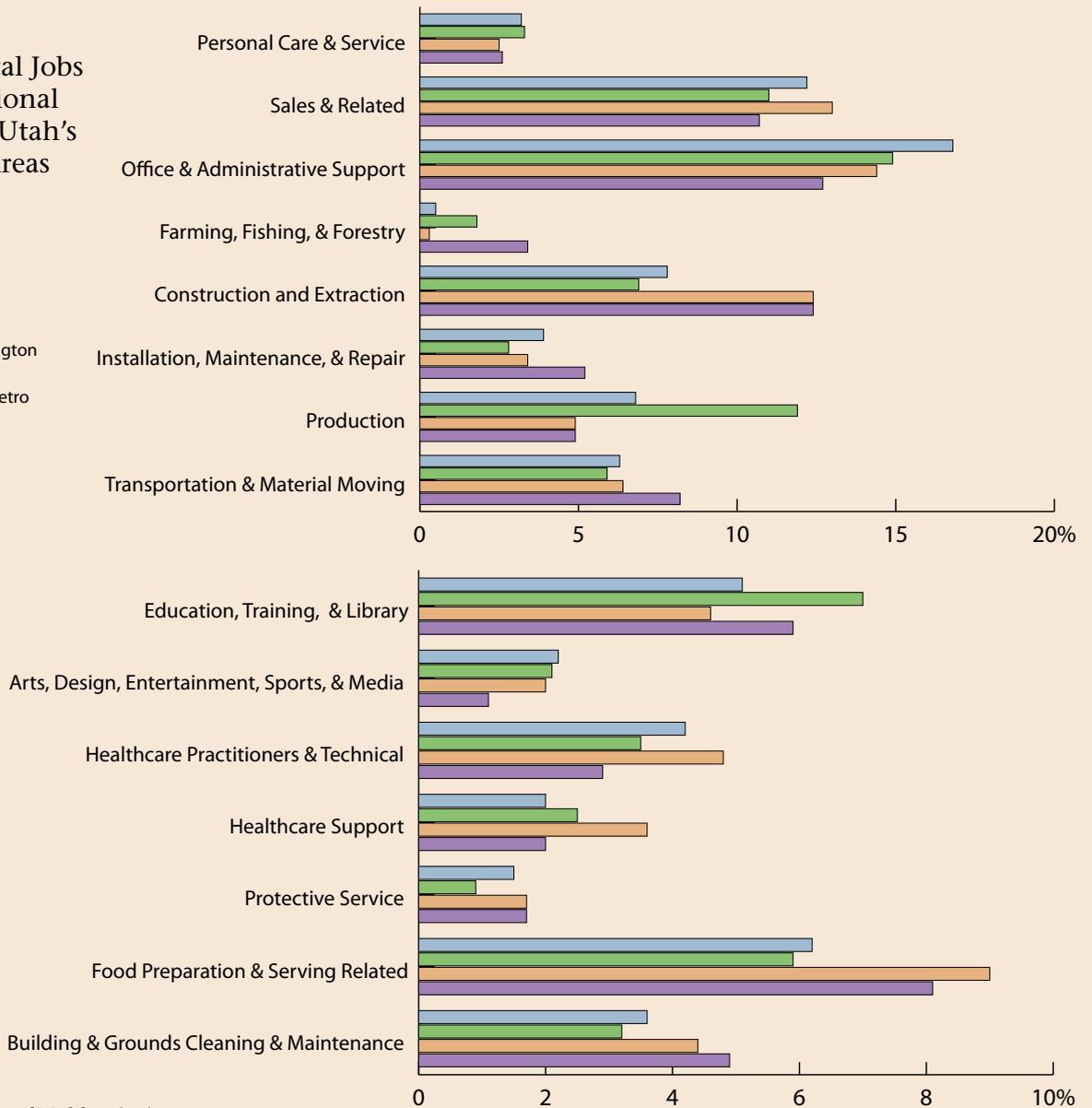
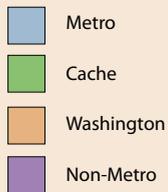


Employment Projections for Utah's Sub-State Areas 2018



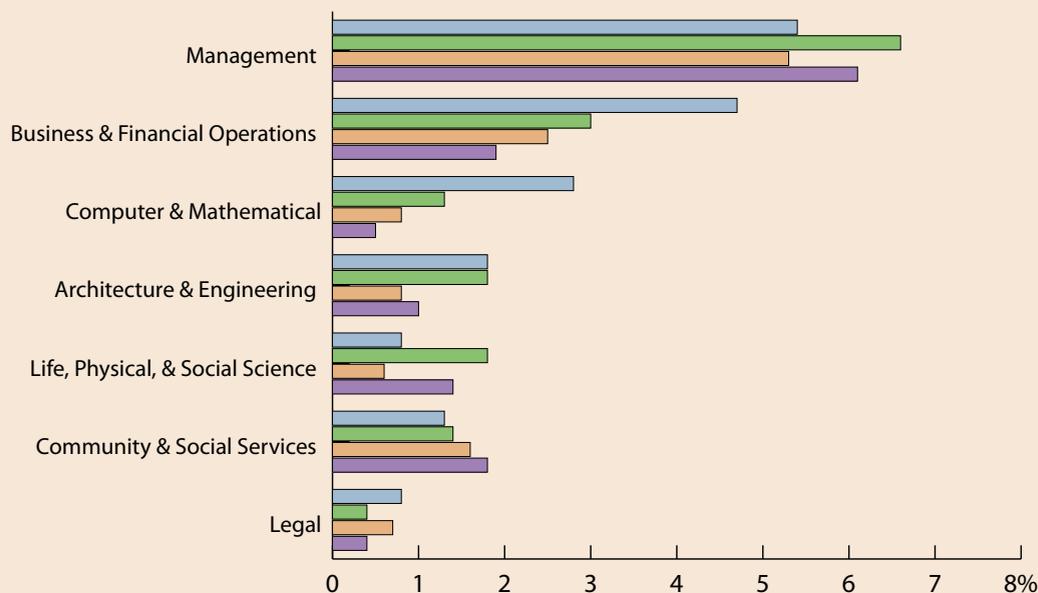
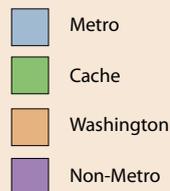
Total 2018 Jobs = 1,758,400

Percent of Total Jobs by Occupational Category for Utah's Sub-State Areas 2008



Source: Utah Department of Workforce Services.

Percent of Total Jobs
by Occupational
Category for Utah's
Sub-State Areas
2008 Continued



been converted into a percent of total jobs in the area to show the differences in occupation/job structure. For example, the percent of “production” occupational category employment in the metro area accounts for 6.8 percent of total jobs in metro, but in Cache County the percent of production jobs accounts for 11.9 percent of total Cache County jobs. That’s a significant difference and shows that there are relatively more production (meaning relatively more manufacturing) jobs in Cache County than on the Wasatch Front. Take a look at the graphs that show the distribution of total employment in an area by occupational category to see the “differences” in the geographic area.

Highlights in the occupational structure of Utah’s sub state areas:

- Business and financial operations are concentrated in the metro area where the larger offices and finance and headquarter for companies are concentrated—4.7 percent of total employment is in metro with much less than that in the other three areas.
- Computer and information technology jobs are slightly more concentrated in the metro area (2.8 percent) relative to the 0.8 and 0.5 percent levels in Washington and non-metro areas.
- There is a higher concentration of education/training jobs in Cache County (7.0 percent of total jobs) than the metro area (5.1 percent of total jobs) because of Utah State University’s presence.
- Food Preparation and serving related occupations take a larger role in the more recreation and tourism-related Washington County and non-metro (national parks) counties. In the metro area 6.2 percent of the total metro jobs were in this group where those percentages for Washington County and non-metro were 9.0 percent and 8.1 percent respectively.
- Office and administrative support occupations have the highest proportion of total jobs in any area of the state but are more concentrated in the metro area with a 16.8 percent share of total jobs. In Cache County that percentage is 14.9 followed by 14.4 percent in Washington County and a 12.7 percent slice of total jobs in the rural areas of the state.

- As you would expect, the farming/fishing/forestry occupations are an important part of the non-metro economy with only 0.5 percent of total jobs in metro but 1.9 percent and 3.4 percent share in the Cache and non-metro parts of Utah.
- Construction occupations hold a significantly higher share of total jobs in Washington County and BOS where 12.4 percent of all jobs are in this category. The metro part of Utah construction jobs account for 7.8 percent of the total.
- Production jobs account for 11.9 percent of total employment in Cache County which was significantly higher than the metro's 6.8 percent and Washington County and non-metro percent of 4.9.

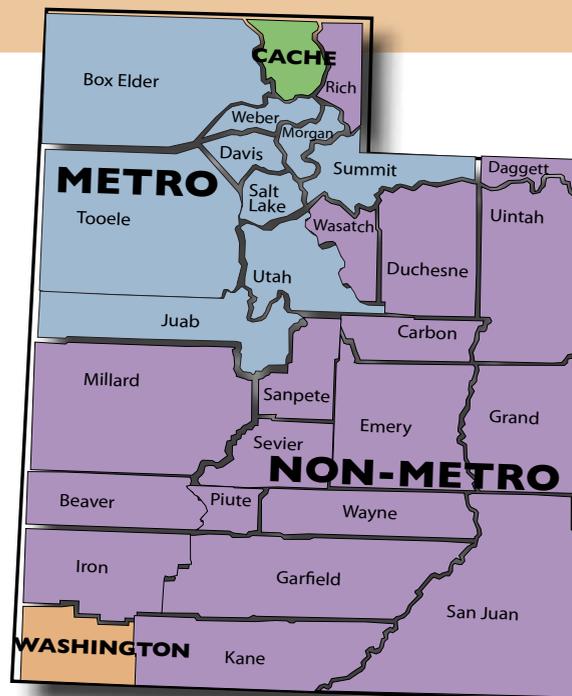
This analysis and review of the graphs provide an interesting perspective on the makeup of Utah jobs—the occupations that basically reflect the nature of the local economy in the area. ⓘ

Check out the Utah Job Outlook information on our web site:

<http://jobs.utah.gov/wi/pubs/outlooks/state/index.html>

Or use the Utah Economic Data Viewer to search specific occupations, select Occupational Explorer:

<http://jobs.utah.gov/jsp/wi/utalmis/default.do>



Summering

for a Summer Job?

Although a large number of teens are unemployed, chances of getting a summer job are better this year.

Guess what group can claim the highest unemployment rate in Utah? Teenagers. In 2010, roughly one-fifth of all teens were unemployed. Ouch! Compare that figure to the jobless rate for folks my age—only 5 percent. In other words, if you're a teenager looking for a part-time or summer job—realize that you are going to face some stiff competition.

Fortunately, Utah's economy is starting to grow new jobs. So, your chances of landing that summer job are much better than last year. Plus, there's a lot of turnover in the types of jobs that hire young people, so your odds just keep improving.

Where to look?

What types of businesses will most likely be hiring teenagers? Well, the data says that 30 percent of workers 18 years and under work in just one industry. Yes, you've probably guessed it—food services. When you're young with not a lot of experience, restaurants and the local fast food joint provide a likely source of employment. Another 20 percent of young people work in what we call "retail trade." That just means stores where people buy stuff—like Target or a clothes store. In other words, about half of you will work in preparing food and/or selling other goods.

However, keep in mind that workers under 18 work in every industry. So don't think you're stuck slinging burgers or pushing those cash register keys. The recreation industry also hires a large number of young people. Even local governments hire a significant number of teenagers for landscaping, lifeguarding duties, etc.

And, working for a "temp" agency is also a possibility. You just might have to search a little harder to find those types of jobs.



What will you get paid?

Because most of you have very little job experience, the types of jobs you'll be able to land are going to pay relatively low wages. Sorry. It's just an economic fact of life. Check out the chart that's with this article to see what kind of wage you can expect.

What to do?

Now, I don't have much space in this article. So what's the most important advice I can give you for your job search?

- Start looking for a job NOW. Many employers have already started to look for summer hires.
- Tell everyone you know (friends, parents, aunts, uncles, teachers, church leaders, neighbors, etc.) that you are looking for work. This is the best way to find a job.
- Remember the competition will be tough. Make sure you're prepared. Go to the following web

site for tips on how to dress, interview, prepare a resume, and look for work: <http://justforyouth.utah.gov/employment.htm>

- Look for work online:
 - <https://jobs.utah.gov>
 - <http://www.careerbuilder.com>
 - <http://www.monster.com>
 - <http://www.govtjobs.com>
- Hit the streets. Apply for employment at places that typically hire people under 20—fast food restaurants, stores, landscaping businesses, motels/hotels, etc.

What's the payoff?

Of course, there are lots of benefits that arise from summer employment—not the least of which is money. But, also remember that working now can help you decide what type of career you want (or really don't want). Plus, the only way to get experience to help you get a better job is, well, to get some experience. ⓘ

Utah Wages

	Inexperienced Hourly Wage*		Inexperienced Hourly Wage*
Amusement and Recreation Attendants	\$7.60	Hosts and Hostesses	\$7.40
Animal Trainers	\$8.00	Hotel, Motel, and Resort Desk Clerks	\$7.90
Baggage Porters and Bellhops	\$7.40	Janitors and Cleaners	\$7.60
Cashiers	\$7.40	Laundry and Dry-Cleaning Workers	\$7.90
Child Care Workers	\$7.50	Library Assistants, Clerical	\$8.00
Cleaners of Vehicles and Equipment	\$7.50	Lifeguards	\$7.40
Fast Food Workers	\$7.40	Locker Room Attendants	\$7.30
Construction Laborers	\$9.50	Maids and Housekeeping Cleaners	\$7.70
Fast Food Cooks	\$7.40	Mail Clerks, Except Postal Service	\$8.90
Short Order Cooks	\$7.40	Motion Picture Projectionists	\$7.50
Counter and Rental Clerks	\$8.10	Nonfarm Animal Caretakers	\$7.40
Counter Attendants	\$7.40	General Office Clerks	\$8.50
Couriers and Messengers	\$9.90	Packers and Packagers, Hand	\$7.60
Data Entry Keyers	\$9.60	Receptionists and Information Clerks	\$8.20
Demonstrators and Product Promoters	\$8.60	Retail Salespersons	\$7.80
Dining Room Attendants	\$7.40	Service Station Attendants	\$7.90
Dishwashers	\$7.40	Ushers, Lobby Attendants, & Ticket Takers	\$7.40
Food Preparation Workers	\$7.30	Waiters and Waitresses	\$7.30

* Represents the wage for new workers entering the occupation; average of the lowest one-third of wages.

Source: Utah Department of Workforce Services; published June 2010.



Threats

to the Economic Recovery

Recent worldwide events reveal the fragile nature of the economy and the economic recovery. The nation is trying to right itself from its worst economic downturn of the past 70 years. The economy is showing signs of improvement, yet the recovery's strength and maturity are shallow, with the economy still vulnerable to external economic shocks.

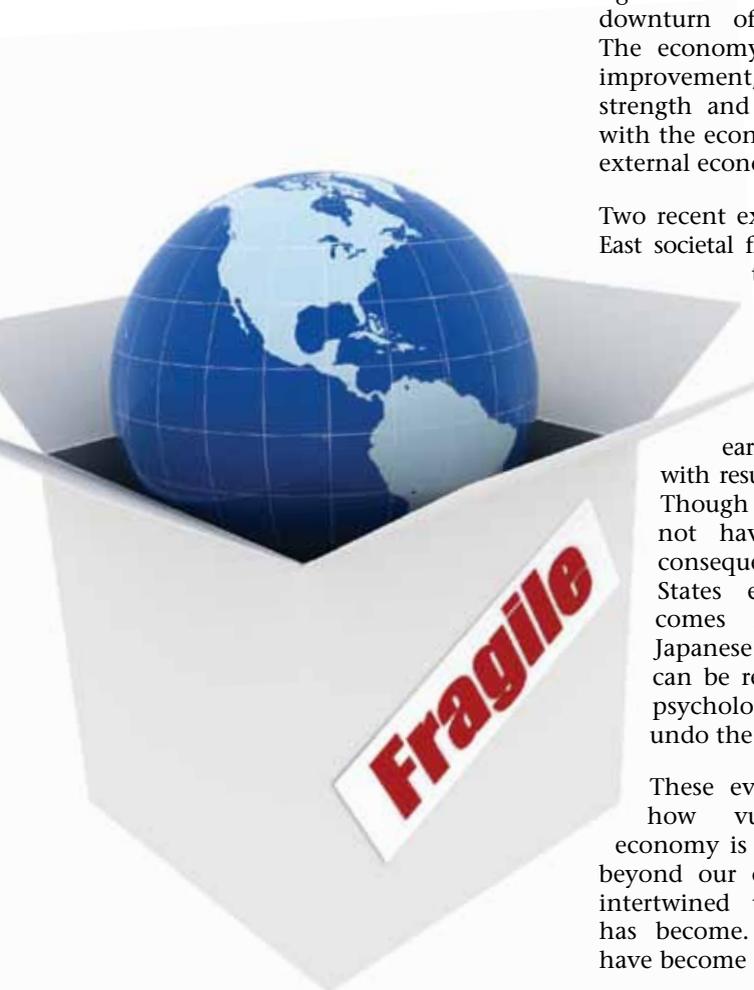
Two recent examples are the Middle East societal flare up (highlighted by the disruption of Libyan oil production and what could happen to other oil-producing nations in the area), and the Japanese earthquake and tsunami with resultant nuclear troubles. Though each of these may not have primary economic consequences upon the United States economy—as our oil comes from elsewhere and Japanese U.S. imports/exports can be replaced elsewhere—the psychological effects alone can undo the recovery.

These events expose not only how vulnerable our own economy is to spontaneous events beyond our control, but also how intertwined the world's economy has become. As disruptive events have become more frequent over the

past decades (coupled with increased media coverage), consumers have become more reactive to the consequences of these events. It may create a hyper-psychology that leads to strong economic reactions. For example, the stock market took a noticeable hit after the Japanese quake although a more discerning look at the bigger picture probably suggests the economic consequences to the United States will not match the negative consequences suggested by the stock market. The Japanese economy will suffer in the short run (several quarters), but the cleanup operations will actually create an economic stimulus in the long run.

The perception that the stock market gives and what the world events imply, all conspire to weaken consumer confidence. And that is not needed in this nascent and vulnerable phase of economic recovery. Consumers are a major part of the economy and how it performs. Consumer psychology has a direct impact upon the economic performance. There are times when consumer confidence may say one thing and consumer actions say another, but generally, confidence (or lack thereof) does translate into direct consumer response within the economy.

The dshort.com chart shows the flow of consumer sentiment across time. Recessions cause sentiment



Consumer sentiment may yet ride out the current wave of worldwide issues. But any additional bad news, even if small, could be enough to send sentiment falling downward again, and ultimately stalling the recovery.

to fall. The current recession has pushed consumer sentiment to its lowest level in 30 years, and it stayed down for the better part of a year. It has since risen, but the increase has not climbed to past levels that imply a strong consumer psychology with the ability to absorb external shocks. In other words,

consumer sentiment is still fragile and volatile. Consumer sentiment may yet ride out the current wave of worldwide issues. But any additional bad news, even if small, could be enough to send sentiment falling downward again, and ultimately stalling the recovery. 📉

University of Michigan Consumer Sentiment Index GDP and Recessions • March 2011 • dshort.com



Source: dshort.com.

The Outlook for College Grads In Utah

Better than last year, but not great. Finding a job after graduation in the last two year has been a real challenge for newly-minted diploma holders. Utah and the nation have been under the daunting mantel of the economic downturn for more than three years. The good news is that the economy has turned the corner with positive growth in output and spending. The bad news is that job growth has lagged behind the other positive measures of the overall economy. It's called the "jobless recovery" and we experience it just about every time a recession strikes.

Employers are optimistic but may be cautious about calling back previous workers, or hiring new ones. Instead they help meet increased demand for their products and services by working current employees (the ones they kept because they were the most experienced and most productive) longer hours, and, using temp workers to fill in the gaps.

Jobs in Utah are growing, albeit slowly. We'll see an increase in hiring as we continue into the recovery. The job outlook is positive but job growth will ramp up slowly. The Department has released its industry and occupational projections from 2008 to 2018. These projections reflect the impact of the recession through the significantly slower growth rate of 2.1 percent per year over the 10-year period. The long-term historical growth rate for the state has been about 3.3 percent since the early 1960s. Still, we are pulling out of the doldrums and can expect better job prospects ahead.

Occupations in Demand for Post High School Training

This year I'm including, in addition to a list of occupations requiring a bachelor's degree or higher, a list of occupations that need applied

technical education (ATE) training and those that call for an associate's degree. The key criteria in the lists is job demand in the form of annual job openings across the state through 2018. DWS makes estimates of job demand for over 700 occupations. More than 300 occupations call for some form of postsecondary education. These jobs account for just about a third of all the job openings. Putting this into perspective of openings, of the 64,000 openings expected per year, 20,000 openings will be occupations that need ATE or higher training.

The occupations in these two lists also have higher wages. As most people know, there is a direct relationship between educational attainment and earnings. Median wages for bachelor's or higher education are about \$31/hour and wages for the ATE/Associates degrees are about \$20/hour.

The Outlook for 2011 Grads is Brighter

Discussions with the heads of career and placement offices on Utah college campuses paint a much more positive tone this year than the previous two years. Even the National Association of Colleges and Employers (NACE) in their annual survey said the outlook for employment is getting better this year. ●





See page 21 for
comments from
college career
counselors.

Top Ten Occupations
in Demand for Applied Technology or Associate's
Degree with Higher Wages

	Annual Job Openings
Registered Nurses	1160
Computer Support Specialists	440
Automotive Service Technicians and Mechanics	300
Insurance Sales Agents	280
Real Estate Sales Agents	260
Welders, Cutters, Solderers, and Brazers	210
Licensed Practical and Licensed Vocational Nurses	160
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	160
Dental Hygienists	150
Fitness Trainers and Aerobics Instructors	140

Top Ten Occupations
in Demand for Bachelor's or Higher Degree

	Annual Job Openings
General and Operations Managers	700
Elementary School Teachers, Except Special Education	670
Accountants and Auditors	640
Secondary School Teachers, Except Special and Vocational Education	310
Management Analysts	300
Construction Managers	290
Lawyers	280
Computer Software Engineers, Applications	280
Middle School Teachers, Except Special and Vocational Education	280
Securities, Commodities, and Financial Services Sales Agents	280
Graphic Designers	210
Computer Software Engineers, Systems Software	180
Public Relations Specialists	170
Instructional Coordinators	160
Training and Development Specialists	160
Computer Programmers	160
Sales Managers	160
Financial Managers	160
Personal Financial Advisors	160
Network Systems and Data Communications Analysts	160

Source: Utah Department of Workforce Services



Would you Like

Seasonal Adjustments

with That?

The school year, holidays, and seasonal changes in the weather are events that consistently influence employment levels and cause confusion about short-term fluctuations in hiring. The predictable rise and fall of retail jobs and decrease in construction jobs each winter are textbook examples of such seasonal employment shifts. When assessing the labor market, it is useful to recognize that seasonal employment patterns make it difficult to determine the trend in demand for workers in these industries.

Unadjusted employment gives a true estimate of employment including the seasonal job gains and losses. By itself, a point-in-time estimate renders the determination of industry job growth or loss quite challenging. When comparing unadjusted employment levels between months, the seasonal effects mask the true changes in demand. Comparing employment to the same month of the previous year is an attempt to remove seasonality. However; this method loses power for making other comparisons. Adding growth rates to the year-over comparisons can produce a trend, but requires twelve months of data for accuracy, and is therefore inadequate for identifying current changes in the direction of employment.

The process of seasonally adjusting employment data accounts for and factors out seasonal patterns, thereby removing the variation that can be attributed to seasonal employment. The annual averages of employment plotted each July intersect the seasonally



The process of seasonally adjusting employment data accounts for and factors out seasonal patterns, thereby removing the variation that can be attributed to seasonal employment.



adjusted trendline, as they should, since they essentially represent true employment with the seasonal ebb and flow averaged out (see figure). Adjusting the data in this manner allows for the detection of expansions and contractions in employment beyond typical seasonal employment shifts. This process makes it possible to compare employment differences between months even when they are regularly affected by seasonal hiring practices.

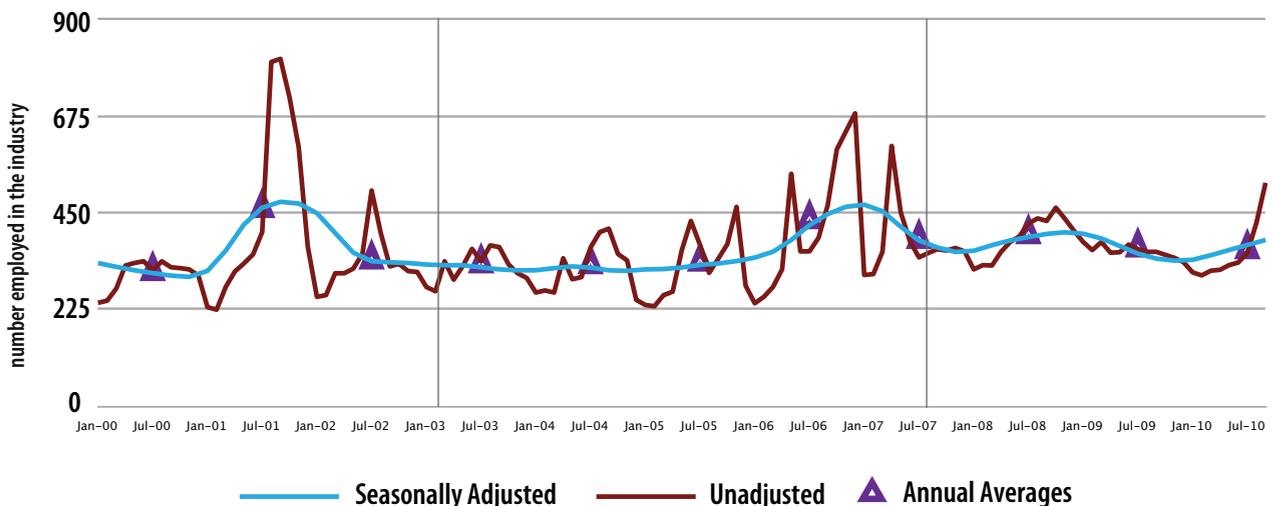
In a non-metro Utah example, it appears that there are roughly 240 more construction jobs in September 2010 than there were in March 2000 (see figure). Although construction experienced many peaks and valleys over the decade, seasonally adjusted, there are actually only about 60 more jobs than there were ten years prior. This constitutes a significant difference in demand for construction workers in a small county like Carbon.

Furthermore, each spike and drop in unadjusted employment demonstrates that seasonal adjustments are required to gauge whether demand is actually up, down, or stable in this industry. Assessing construction employment from November to January might lead to the conclusion that construction employment is in decline, however seasonally adjusted, the industry could be improving, as it did in 2005 (see figure). Since there may be a seasonal component to employment in other industries, there is value in noting whether these adjustments have been made when assessing the status of the current labor market. ⓘ

For more information:

- <http://www.bls.gov/cps/seasfaq.htm>
- <http://www.census.gov/const/www/faq2.html>

Carbon County Construction Employment • 2000-2010



Source: Utah Department of Workforce Services.



Start Your Job Search Early

If you're a college senior or recent graduate, now is the time to be job searching. Do start your job search early. Don't wait until the semester is almost over. Employers are in the process of hiring now, and you don't want to miss out on good opportunities by waiting.



Better Outlook for Grads

National Association of Colleges and Employers—predict that '11 grads will benefit from a 13.5 percent overall increase in hiring over 2010 levels. Graduates with degrees in public and private accounting, consulting, financial/treasury analysis and sales, investment banking and management currently have the best chances to nail down a job in their fields of study straight out of college.

How NOT to Get a Summer Job

According to www.snagajob.com, 36 percent of hiring managers (1,000 were surveyed) said that the best quality to have in order to get hired is a positive attitude. Do the following and you are sure **not to be hired**:

- Smell funny—stinky smells aren't good but too much of a good thing (like dousing yourself in perfume) is just as bad.
- Dress like a slob—No midriff baring shirts, shorts, piercings, or gauges.
- Show up late—No excuses, be on time.
- Bring your cell phone—turn it off or put it on silent and never, never answer your phone during the interview.
- Have an attitude—Smile, and be friendly.
- Give up—be persistent; you may have to interview for several jobs before you get an offer.

Benefits of Higher Education for Women

Educated women live longer and are more likely to enjoy healthier lives than their less educated peers. However, Utah Women and Education Project research found that many young women surveyed do not understand the full value of a college education. Many young women felt the only advantage of being educated was for financial gain; therefore, if they did not plan to work outside the home after marriage they felt they didn't need a college degree. Furthermore, many young women around the state are encouraged to attend college but not to complete a degree. Statistics show that even if they plan to complete their education in the future the majority of women never return. Visit www.uvu.edu/wep for more study information.



Quick Facts: Summer Jobs

- July is the traditional summertime peak for youth employment
- In July 2009, 19.3 million 16- to 24-year-olds were employed
- In July 2009, 25 percent of employed youth worked in the leisure and hospitality industry (which includes food services)

National College Outlook— *Challenging but Improving*

It is reported that 53 percent of businesses plan to hire more college graduates from the class of 2011 than 2010.

Some positive signs of economic improvement are evident as the graduating class of 2011 prepares to enter the labor force. Overall job growth in the United States has averaged 134,200 new jobs each month since October of last year. The overall unemployment rate nationally was stuck at around 9.6 percent in the latter half of 2010, but has thankfully declined to 8.9 percent by February 2011.

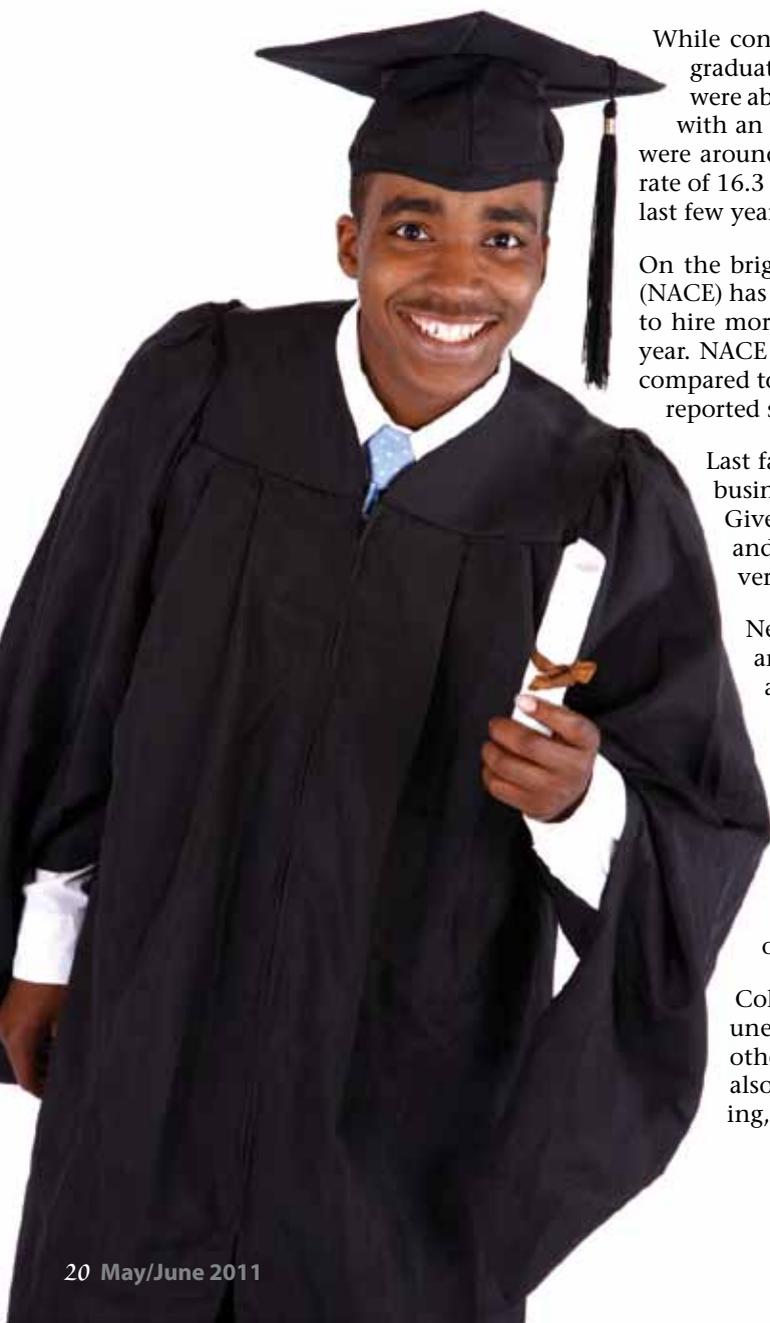
While conditions are improving, the employment situation for college graduates is still ailing. In 2007, before the start of the recession, there were about 14 million young adults age 20 to 24 employed nationwide with an unemployment rate of 8.2 percent. At the start of 2011, there were around 13 million employed young adults with an unemployment rate of 16.3 percent. It will take some time to overcome the setbacks of the last few years.

On the bright side, the National Association of Colleges and Employers (NACE) has reported that 53 percent of the businesses in their surveys plan to hire more college graduates from the class of 2011 than they did last year. NACE also reported that salary offers were up by about 3.5 percent compared to last year. Admittedly, these are the first overall offer increases reported since 2008, the start of the Great Recession.

Last fall and this spring, there has been an uptick in the number of businesses visiting college campuses for recruiting trips and job fairs. Given the relatively depressed college grad labor market in 2009 and 2010, the improved outlook does not substantially reduce the very competitive conditions that new job market entrants face.

New graduates must be especially proactive in their job searches and flexible with their short-run career goals. They should also apply for a relatively wide range of positions and do the research needed to present a compelling argument to employers on how their experience and training will benefit the business. It may be necessary to accept less desirable employment initially in order to gain work experience and skills that can be applied later to a more ideal career path when economic conditions improve. Many companies do much of their hiring from internship programs. There are post-graduation internships that can be used to get a foot in the door, which often translate into permanent employment.

College graduates on average earn more money, experience less unemployment, and have a wider variety of career options than others in the labor market. Graduation is a major milestone, but also just the beginning of 40-plus years of careers, growth, learning, and achievement. ●



Success rate statistics from the past two years at the Snow College Richfield Campus:

- Practical Nursing—90%+ licensure and placement rate
- Diesel and Heavy Duty Mechanics—90%+ placement rate
- Farm/Ranch Management—90%+ placement rate

“We expect those three to remain high over the next 10 years.”

Greg Dart, Director of Public Relations,
Snow College



From campuses around the state:

"In general the outlook for college grads is better than last year. The feedback from businesses is that hiring is picking up this year compared to the laying off of workers last year. Many companies are turning to internships as a way to create a hiring pool. Hotter job market areas are healthcare, accounting, engineering, information technology, and the federal government."

Winn Stanger, Weber State University

"The job market looks more promising this year than last year. We are seeing an increase in opportunities for students this year. We had more employers at the Employment Fair this year and have hosted more recruiting sessions. We are also seeing an increase in internship opportunities."

Kathy Kinney, Dixie State College

"Over the last academic year we have had an increase in the number of recruiters and an increase in career fair attendance. Overall, hiring is better than the last two years and it is continuing to increase and improve. We're excited about the future and all evidence points to better hiring as we go forward into the next year."

Stan Inman, University of Utah

Veterinarians:



Protecting Animals—and Humans

If your family is anything like ours, you spent as much time selecting a veterinarian to care for your family pet as you did a general practitioner to treat the family's ailments. It was important to have a qualified, caring, doctor taking care of our furry child when he was under the weather, since Bodhi, our dog, is a valued family member who can't speak for himself. Fortunately, there are twenty-eight veterinary medicine schools in the U.S. so finding a veterinarian was not a difficult task.

The Standard Occupational Classification definition of veterinarian is those who “diagnose, treat, or research diseases and injuries of animals. This definition includes veterinarians who conduct research and development, inspect livestock, or care for pets and companion animals.”

Veterinarians care not only for dogs and cats, but also for wild and other domesticated animals. In rural areas, general practice veterinarians who care for cattle, horses, sheep, as well as family pets, are common. Veterinarians also specialize in certain animals by size or by species or by kind of treatment. This specialization is more common in urban and suburban areas.

Currently twenty veterinary specialties are recognized by the American Veterinary Medical Association (AVMA), including anesthesiology, behavior, dermatology, emergency and critical care, internal medicine, cardiology, oncology, ophthalmology, neurology, radiology and surgery. In order to become a specialist, a veterinarian must complete additional training after graduation from veterinary school in the form of an internship and residency and then pass a rigorous examination.

A veterinarian's skills can also contribute to human as well as animal health. Veterinarians work with physicians and scientists as they research ways to prevent and treat various human health problems. For example, veterinarians contributed greatly to conquering malaria and yellow fever, solved the mystery of botulism, produced an anticoagulant used to treat some people with heart disease, and defined and developed surgical techniques for humans, such as hip and knee joint replacements

and limb and organ transplants. Today, veterinarians determine the effects of drug therapies, antibiotics, or new surgical techniques by testing them on animals. Some veterinarians also are involved in the humane treatment of animals.

Some veterinarians are involved in food safety and inspection. Veterinarians who are livestock inspectors, for example, check animals for transmissible diseases such as E. coli, advise owners on the treatment of their animals, and may quarantine animals. Veterinarians who are meat, poultry, or egg product inspectors examine slaughtering and processing plants, check live animals and carcasses for disease, and enforce government regulations regarding food purity and sanitation. More veterinarians are finding opportunities in food security as they ensure that the nation has abundant and safe food supplies. Veterinarians involved in food security often work along the country's borders as animal and plant health inspectors, where they examine imports and exports of animal products to prevent disease here and in foreign countries. Many of these workers are employed by the Department of Agriculture's Animal and Plant Health Inspection Service division, or the U.S. Food and Drug Administration's Center for Veterinary Medicine.

A 4-year undergraduate degree emphasizing classes such as biology, chemistry, zoology, and anatomy is the first academic step toward a veterinary medicine degree. Some institutions waive this in favor of a significant number of undergraduate credit hours (45-90). This is followed by a 4-year program at an accredited veterinary university to earn a Doctor in Veterinary Medicine degree. Once the required state board examinations for a license are passed, the veterinarian may begin practice in the science of caring for animals—all those little Bodhis in the world. 🐾

Resources:

- www.bls.gov
- www.avma.com
- <http://jobs.utah.gov>
- www.utahfutures.org



In addition to the 20 veterinary specialties recognized by the American Veterinary Medical Association (AVMA), a veterinarian can become a livestock inspector or be involved in food safety and inspection.

Occupational Wages-Published June 2010
(data from May 2009) for Veterinarians

Area Name	Hourly Inexperienced	Hourly Median	Annual Inexperienced	Annual Median	Training Level
Ogden-Clearfield MSA	\$30.38	\$54.24	\$63,190	\$112,830	First professional degree
Provo-Orem MSA	\$36.04	\$42.66	\$74,970	\$88,720	First professional degree
Salt Lake City MSA	\$22.14	\$35.35	\$46,050	\$73,530	First professional degree
United States	—	\$38.71	—	\$80,510	First professional degree
Utah	\$25.02	\$38.31	\$52,040	\$79,690	First professional degree

Finding Work— Job Search Theory and Methods



As the summer approaches, high school and college students alike will be entering the labor force in search of employment. The occupational vacancies pursued, the job seekers' skill-sets and job status preference (full/part-time, temporary/seasonal) will likely differ substantially within and among these student groups. However, in order for any of these new job seekers to find employment, they will need to engage in some type of job search.

Our theoretical understanding of job search holds that information about open jobs requires investment from potential worker to ascertain. Job opportunities are positively associated with worker investment in his/her job search, and the worker will cease job searching when the cost of searching outweighs the benefit. In theory, job seekers will engage in as many job search methods as possible, as long as they realize utility at the margin.

Empirically, we can use information from the Census Bureau's Current Population Survey (CPS) to study how Utahns conduct their job search. The CPS is a monthly survey, conducted nationally, that yields primary labor force characteristic data. Among many other inquiries, one question that CPS participants are asked is, "What are all of the things you have done to find work during the last four weeks?" Respondents are given 13 answer options and can select up to six. The Department of Workforce Services took CPS respondent data compiled on 394 unemployed individuals in Utah from 2005 to 2009 and aggregated the information to produce a ranking of the

most frequently engaged job search methods. As shown in Figure 1, the most common method of job search among those studied in the 2005–2009 Utah CPS data was to actively 'send out resumes/ fill out applications' followed by 'contacted employer directly/interview' with 'contacted public employment agency' rounding out the top three.

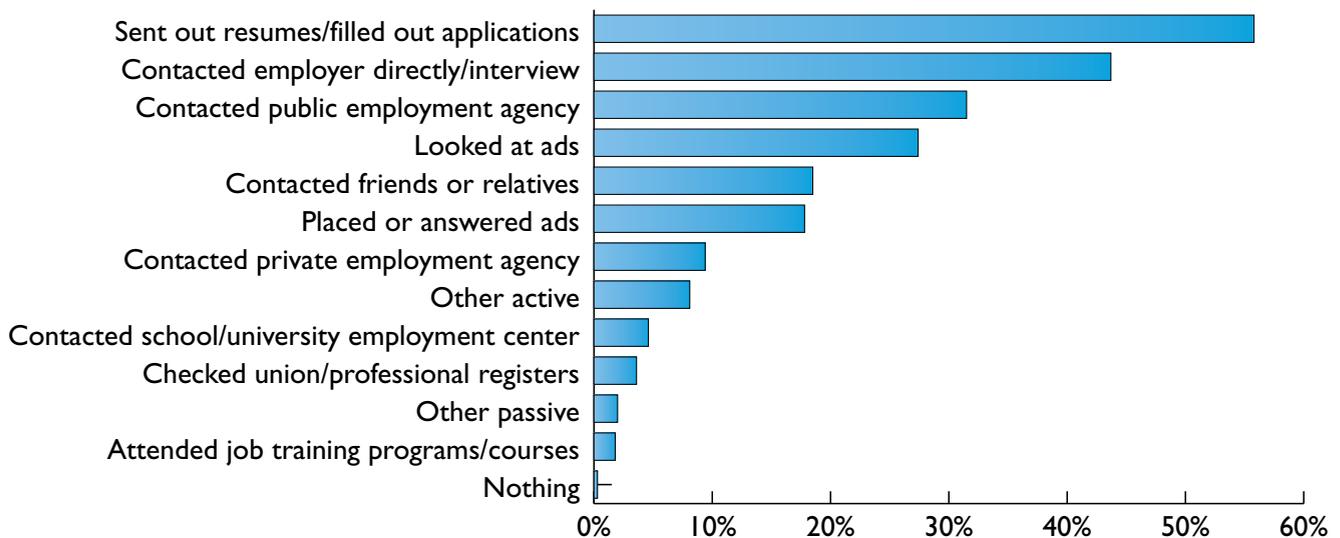
Unfortunately, the most salient aspect of job search is the most elusive; that is, which job search methods are the most successful? A large body of research has tried to answer that question, but mixed conclusions characterize the literature. While some studies suggest that 'friends and networking' is the best method for finding work, others determine that serendipitous job matching occurs by socioeconomic class, where networking through close friends and relatives is less effective. Regardless of which job search method matches the most workers overall, we can speculate that successful job search methods might vary by industry, occupation and geography. And as far as the upcoming influx of student job seekers are concerned, they can maximize their chances of employment by being open to a broad spectrum of job search methods, and by following traditional advice such as having well written resumes and strong interviewing skills.

The Department of Workforce Services is currently undergoing research in an attempt to profile the distribution of job search methods that yield successful employer matches. We look forward to adding our publication to the current body of work on the topic. 

Be open to a broad spectrum of job search methods, have a well-written resume and strong interviewing skills.

Figure 1.

Job Search Methods Used
by the Unemployed in Utah 2005–2009*



Source: Current Population Survey

* Public employment agency refers to refers to government operated labor exchange services.



On the surface, the recession appeared to have bypassed Beaver County during 2009. It stood alone as the one county in Utah to actually gain jobs. Was Beaver County just ignoring the downturn while everyone suffered? Not necessarily. The spurt in the county's employment growth occurred in mining and wind-farm construction. By 2010, these jobs had been blown away and Beaver County is currently showing its own employment declines.

Counts from the 2010 Census place Beaver County's population at just over 6,600 residents. That makes Beaver County the seventh smallest county (population) in Utah. Between 2000 and 2010, the county's population grew by 10 percent—less than half the statewide rate 24-percent rate of expansion.

Following state and national trends, Beaver County has become more racially and ethnically diverse over the past decade. Currently, about 14 percent of the county's population belongs to an ethnic or racial minority. That's notably below the state average of 19 percent, but ranks fairly high among rural Utah counties. With 11 percent of total population, the Hispanic/Latino ethnic group constitutes Beaver County largest minority.

Like many small counties, Beaver County's largest employment industry is government. (Remember that public education is included in government job totals.) However, Beaver County stands apart from its rural peers because covered agriculture* is the next largest industry in the county. Most farm employment is not covered under the laws that permit us to collect job counts. What makes the difference in Beaver County? One large facility, Circle Four Farms, a livestock production company, provides a hefty share of employment and wages.

The Union Pacific Railroad and United Parcel Service also combine to make the transportation industry claim a larger-than-average share of employment. In addition, leisure/hospitality employment generates a large portion of Beaver County's jobs. ●

Beaver County

For more information see: <http://jobs.utah.gov/countyinfo>

**Covered agricultural employment includes only farm employment covered under the Utah Employment Security Act. Many owner-operated agricultural establishments (and therefore a large share of farm employment) are not covered under this law.*



just
the
facts..

**March 2011
Unemployment Rates**

Utah Unemployment Rate	7.6 %
U.S. Unemployment Rate	8.8 %
Utah Nonfarm Jobs (000s)	1,187.4
U.S. Nonfarm Jobs (000s)	129,907.0

**Changes From Last
Year**

Down	0.4 points
Down	0.9 points
Up	1.6 %
Up	1.0 %
Up	2.1%
Up	5.6%

**February 2011 Consumer
Price Index Rates**

U.S. Consumer Price Index	221.3
U.S. Producer Price Index	186.9

Source: Utah Department of Workforce Services

**February 2011
Seasonally Adjusted
Unemployment Rates**

Beaver	8.2 %
Box Elder	9.0 %
Cache	5.5 %
Carbon	7.7 %
Daggett	6.6 %
Davis	7.0 %
Duchesne	6.7 %
Emery	7.7 %
Garfield	9.6 %
Grand	10.1 %
Iron	9.1 %
Juab	10.4 %
Kane	7.8 %
Millard	5.9 %
Morgan	6.9 %
Piute	7.2 %
Rich	6.2 %
Salt Lake	7.2 %
San Juan	12.4 %
Sanpete	9.2 %
Sevier	8.2 %
Summit	6.5 %
Tooele	7.7 %
Uintah	6.3 %
Utah	7.5 %
Wasatch	8.4 %
Washington	9.4 %
Wayne	9.0 %
Weber	8.4 %

Watch for these features in our
Next Issue:

Theme:
Occupational Wage Data
& Census Data

Highlighted Industry:
Manufacturing

Occupation:
Anesthesiologist



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