



JOB VACANCIES: 2011-2012

... a closer look at *easy-to-fill* occupations

(Last of a three-part series)



This LABSTAT Updates is the last in a three-part series that presents the highlights of the 2011/2012 BLES Integrated Survey (BITS) module entitled Occupational Shortages and Surpluses. The BITS is a nationwide sample survey covering 7,061 establishments with 20 or more workers. The reference period covered the months from January 2011 to June 2012. This issue takes a closer look on the occupations considered by employers as "easy to fill".

Establishments with job vacancies (59.7%) outnumbered those without job openings

- As noted in the first issue of this three-part series (LABSTAT Updates Vol. 17 No. 24), almost three-fifths (59.7% or 15,667) of the 26,253 estimated number of establishments were actively recruiting job applicants between January 2011 and June 2012. The total number of job openings stood at more than half a million (619,580).

TABLE 1 – Job Vacancies in Establishments with 20 or More Workers, Philippines: January 2011-June 2012

INDICATOR	Number	Percent
Total Establishments	26,253	100.0
- With vacancies	15,667	59.7
- Without vacancies	10,586	40.3
Total Vacancies	619,580	100.0
- Easy to fill	470,354	75.9
- Hard to fill	149,226	24.1

Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

The great majority (75.9%) of job openings were easy to fill

- The large proportion of the total vacancies (75.9% or 470,354) was

TABLE 2 – Percent Share of Easy-to-Fill Occupations to Total Vacancies in Establishments with 20 or More Workers by Major Industry Group, Philippines: January 2011-June 2012

MAJOR INDUSTRY GROUP	Number of Vacancies	% Easy to Fill
ALL INDUSTRIES	470,354	75.9
Agriculture, forestry and fishing	10,944	94.4
Mining and quarrying	1,227	75.9
Manufacturing	109,990	83.5
Electricity, gas, steam and air conditioning supply	3,773	77.8
Water supply; sewerage, waste management and remediation activities	1,587	72.6
Construction	12,219	63.7
Wholesale and retail trade	51,260	78.4
Transportation and storage	7,334	80.6
Accommodation and food service activities	42,443	90.6
Information and communication	9,738	69.2
Financial and insurance activities	9,921	75.1
Real estate activities	3,213	67.6
Professional, scientific and technical activities	11,521	68.9
Administrative and support service activities	168,699	70.5
Education except public education	14,925	66.3
Human health and social work activities except public health	7,931	73.3
Arts, entertainment and recreation	2,019	76.1
Repair of computers and personal and household goods; other personal service activities	1,609	56.1

Note: Details may not add up to totals due to rounding.
Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

perceived by employers as "easy to fill". This proportion varies

across industries and was reported highest in agriculture (94.4%); and accommodation and food service activities (90.6%); and lowest in repair of computers and personal and household goods; other personal service activities (56.1%); and construction (63.7%).

- As a general rule, “easy-to-fill” vacancies are characterized by a large pool of applicants competing for few vacant positions. This information is useful for training institutions in planning/ redesigning their future course offerings; for parents/students on deciding what courses to pursue in making career choices; and career guidance counselors in providing students insights/advice on those courses with low job prospects.
- More specifically, a total of 320 unit groups of occupations were identified in this survey as “easy to fill”. This figure corresponds to

nearly half a million (470,354) vacant positions the details of which can be viewed from the PSA-BLES website. (<http://www.bles.dole.gov.ph>)

- Said vacancies consisted largely of occupations below the levels of professionals and associate professionals and predominantly found in the following occupation groups: clerks (154,749 or 32.9%); service workers and shop and market sales workers (79,335 or 16.9%); and laborers and unskilled workers (62,152 or 13.2%).

Top Easy-to-Fill Occupations by Occupation Group

Note: The top easy-to-fill occupations refer to those occupations that meet the following criteria:

- (1) With large number of applicants that exceeds 10,000, except for corporate executives, managers, managing proprietors and supervisors;
- (2) The reported number should be greater than the reported number of hard-to-fill vacancies; and
- (3) With applicant-vacancy ratio of more than 5.

- Table 4 shows the top unit group of occupations considered by employers as “easy to fill” for each major occupation group. This statistics provide an indication of the types of occupations that are experiencing excessive supply or surplus of applicants relative to demand. Hence, courses related to this type of occupations may be viewed to have relatively low placement prospects.

Corporate executives, managers, proprietors and supervisors

- While applicants for managerial and executive positions are in general more difficult to recruit, there are exceptions to this observation. Survey indicates three (3) occupational unit groups

TABLE 3 – Easy-to-Fill Occupations in Establishments Employing 20 or More Workers by Major Occupation Group, Philippines: January 2011-June 2012

MAJOR OCCUPATION GROUP	Number of Vacancies	Number of Applicants	Applicant-Vacancy Ratio
ALL OCCUPATIONS	470,354	2,521,957	5.4
Corporate executives, managers, managing proprietors and supervisors	4,781	47,607	10.0
Professionals	40,830	296,694	7.3
Technicians and associate professionals	38,936	261,733	6.7
Clerks	154,749	1,232,940	8.0
Service workers and shop and market sales workers	79,335	378,601	4.8
Farmers, forestry workers and fishermen	545	1,188	2.2
Craft and related trades workers	30,727	52,332	1.7
Plant and machine operators and assemblers	58,298	121,852	2.1
Laborers and unskilled workers	62,152	129,010	2.1

Note: Details may not add up to totals due to rounding. Source of data: Bureau of Labor and Employment Statistics, 2011/2012 BITS.

with disproportionately large number of applicants relative to the number of job openings available resulting to very high applicant-vacancy ratio of more than 10. This implies an average of more than 10 applicants competing for every job opening. This includes *sales and marketing managers; personnel and industrial relations managers; and computing services managers.*

Professionals

- Among professionals, *nurses* were at the top of the “easy-to-fill” list indicating the continued oversupply or surplus of nursing graduates in the country. More specifically, survey results revealed a total of more than 51,000 nursing applicants competing for 5,355 job vacancies. This implies an applicant-vacancy ratio of 9.6

which means that there were almost ten applicants for every job opening for nurses.

- Three (3) other occupations were in the top easy-to-fill list, all of which with high applicant-vacancy ratios well above the ratio for nurses: *system analysts and designers* (11.2); *personnel and human resource development professionals* (13.8); and *computer programmers* (12.4).

Technicians and Associate Professionals

- *Buyers* garnered the biggest number of applicant-vacancy ratio (12.0) for this occupation group. It was followed by *administrative secretaries and related associate professionals* (10.6) with *technical and commercial sales representatives* ranking a poor third (5.3).

TABLE 4 – Top Easy-to-Fill Occupations in Establishments with 20 or More Workers by Major Occupation Group, Philippines: January 2011-June 2012

MAJOR OCCUPATION GROUP	Number of Vacancies	Number of Applicants	Applicant-Vacancy Ratio
Corporate executives, managers, managing proprietors and supervisors			
1. Sales and marketing managers	662	9,420	14.2
2. Personnel and industrial relations managers	138	2,259	16.4
3. Computing services managers	131	2,308	17.6
Professionals			
1. Professional nurses	5,355	51,246	9.6
2. Systems analysts and designers	2,765	30,860	11.2
3. Personnel and human resource development professionals	1,450	20,041	13.8
4. Computer programmers	1,100	13,692	12.4
Technicians and associate professionals			
1. Buyers	1,081	12,931	12.0
2. Administrative secretaries and related associate professionals	7,351	77,739	10.6
3. Technical and commercial sales representatives	8,970	47,093	5.3
Clerks			
1. Accounting and bookkeeping clerks	6,450	67,466	10.5
2. Data entry operators	1,448	12,717	8.8
3. Receptionists and information clerks	23,226	170,913	7.4
Service workers and shop and market sales workers			
1. Waiters, waitresses and bartenders	16,948	223,849	13.2
2. Cooks	2,279	14,117	6.2
Laborers and unskilled workers			
1. Domestic helpers and cleaners	964	13,711	14.2

Source of data: Bureau of Labor and Employment Statistics, 2011-2012 BITS.

Clerks

- As an occupation group, vacancies for clerical positions were among the easiest to fill because of the abundant supply of prospective applicants.
- The top three occupations with the highest applicant-vacancy ratio was led by *accounting and bookkeeping clerks* (10.5), followed by *data entry operators* (8.8) and *receptionists and information clerks* (7.4). The latter occupation recorded an extra large number of applicants at around 171,000.

Service workers and shop and market sales workers

- Two (2) occupations made it to the top "easy-to-fill" list for service and sales workers. *Waiters, waitresses and bartenders* stood out for having the biggest number of applicants (223,849) across all occupations. It also obtained one of the highest ratios relative to available vacancies at 13.2 - indicating an abundant supply of applicants as skills required for this occupation is relatively easy to acquire.
- *Cooks* were also part of the list although the number of applicants (14,117) and applicant-vacancy ratio (6.2) were substantially lower than *waiters, waitresses and bartenders*.

Craft and related trades workers and plant and machine operators and assemblers

- It is of interest to note that for these two major occupation groups, no occupation unit entered the list of top "easy-to-fill" vacancies.
- This is quite unusual considering that together, these two occupation groups accounted for nearly one-fifth (18.9%) of total easy-to-fill vacancies. (*Table 3*)
- Their absence in the list indicates the existence of just enough supply of applicants relative to its demand as reflected by the low overall applicant-vacancy ratio for craft and related trades workers (1.7) and plant and machine operators and assemblers (2.1).
- Hence, their employment prospects were much better compared with other major occupation groups - despite the general perception by employers that these were easy-to-fill occupations.

Laborers and unskilled workers

- Among low skilled occupations, *domestic helpers and cleaners* turned out to have the highest applicant-vacancy ratio (14.2) indicating the relative ease among establishments in recruiting applicants for this occupation. It is the only occupation unit that meets the criteria for inclusion in the top "easy-to-fill" list for this occupation group.

FOR INQUIRIES

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