

Department of Labor and EmploymentManila, Philippines



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JOB VACANCIES

in Philippine industry and services sectors ... hard-to-fill vacancies: supply shortage or surplus?

(Last of a three-part series)

This LABSTAT Updates is the last in a three-part series that presents the highlights of the 2009/2010 BLES Integrated Survey (BITS) module entitled Occupational Shortages and Surpluses. The BITS is a nationwide sample survey covering 6,780 establishments with 20 or more employed persons in the industry and services sectors. The reference period covered the months from January 2009 to June 2010.

This issue presents the top hard-to-fill vacancies by major occupation group. Specifically, it takes a closer look on the two categories of vacancies considered by employers as "hard to fill" by comparing the ratio of the volume of vacancies with the volume of applicants.

Two categories of hard-to-fill vacancies

• The degree of difficulties employers encountered in recruiting the best applicants for the firms may vary across occupation groups. In general, two categories of "hard-to-fill" vacancies can be observed: (1) occupations with few applicants reflecting supply shortage; (2) occupations with large number of applicants, but with few qualified ones, reflecting excess supply or surplus.

"Hard-to-fill" vacancies with few applicants

 Vacancies with few applicants refer to occupations that are experiencing shortage in supply of qualified applicants relative to the number of available jobs. The resulting ratio is a good indicator of hiring demand – the lower the ratio, the greater the need for more applicants.

- This holds true for a number of occupations which are numerically small within the total workforce but vital to a firm's success such as geologists and geophysicists, aircraft pilots, physiotherapists, and industrial-robot operators, among others.
- Included in this category were 57
 occupations with 20 or less
 applicants per 10 vacancies. This
 means that employer's choices
 were limited to one or two
 applicants per vacancy.
- In the short and medium term periods, college and technical courses related to these occupations will have promising prospects in the labor market as companies compete for these types of talents and graduates.

 A number of these occupations are listed in Table 1 while the complete list can be viewed in the BLES website:

http://bles.dole.gov.ph/SURVEY%20RESULTS/ 2010%20Survey%20Result/BITS/tables/Part %203/Part%20II1%20-%20Table%204.pdf

"Hard-to-fill" vacancies with large number of applicants

- Of greater importance is the second category which consists of occupations where the number of applicants is disproportionately large in comparison with the number of vacancies.
- For this category of occupations, employers often experienced recruitment difficulties despite of the large number of applicants because most applicants do not have the specific skills or specializations that match the qualifications or competencies required by the job.
- Survey results revealed presence of 70 occupations with applicant-to-vacancy ratio ranging from 50 to 100 applicants per 10 vacancies. This suggests that there were around 5 to 10 applicants competing for one vacancy, on the average.
- Moreover, there were another 48 occupations list with in the extremely high applicant vacancy ratio of more than 100 applicants per 10 vacancies. This means that on the average, there were more than 10 applicants competing for a single opening. (Table 2)

- These statistics provide a clear signal that prospective college students should in the short-term stay away from courses related to these occupations as their prospects are not quite promising given the current excess supply of applicants.
- The highest applicant-to-vacancy reported for ratio was engineering technicians $(625)_{i}$ electronics and communications engineers (428), stall and market sales persons (410), social work associate professionals (403),development research and managers (395), administrative secretaries and related workers (347), and system analysts and designers (318). As expected, professional nurse (127) is also part of the list.
- It is of interest to note that the list as a whole was dominated by occupations belonging to professionals and technicians and associate professionals.
- In contrast, there were relatively few hard-to-fill vacancies with large applicants among craft and related trades workers and plant and machine operators and assemblers implying lesser applicants vying for openings in occupations that fall within these two major occupation groups.

TABLE 1 - Hard-to-Fill Vacancies with Few Applicants in Non-Agricultural Establishments with 20 or More Workers, Philippines: January 2009 to June 2010

pp						
Occupation Title	Number of Vacancies	Number of Applicants	Number of Applicants per 10 Vacancies			
Corporate Executives, Managers and						
Supervisors						
Road transports service supervisors	40	51	13			
General managers in transport, storage and communications	12	24	19			
Professionals						
1. Physiotherapists	9	7	8			
2. Statisticians	4	4	10			
Geodetic and related professionals	25	30	12			
4. Geologists and geophysicists	4	5	13			
5. Teaching professionals for handicapped	10/	0.70	4.5			
and disabled	186 34	279 56	15 16			
Social work professionals Pharmacists	455	727	16			
8. Authors, journalists and other writers	453 453	727 786	16 17			
 Address, journalists and other writers Medical technologists 	645	2,001	31			
Agronomists and related scientists	12	44	36			
Technicians and Associate Professionals						
Ship and aircraft controllers and	72	67	9			
technicians	27	40	10			
 Ships' deck officers and pilots Medical equipment operators 	36 76	42 121	12 16			
Aircraft pilots, navigators and flight	70	121	10			
engineers	50	100	20			
ŭ		100	20			
Service Workers and Shop Market Sales						
Workers	9	15	17			
1. Travel guides	9	15	17			
Craft and Related Trades Workers						
 Bakers, pastry cooks and confectionary 						
makers	104	76	7			
2. Plumbers, pipe fitters and other related						
workers	272	221	8			
3. Sewers, embroiderers and other related	0.075	0.004	4.0			
Workers	3,265	3,804	12			
Building maintenance, scaffolder and demolition man	222	425	10			
demolition men 5. Welders and flamecutters	332 319	425 464	13 15			
	317	404	10			
Plant and Machine Operators and						
Assemblers	40	_	2			
Industrial-robot operators Sowing machine operators	13	4	3			
 Sewing machine operators Bus drivers 	21 57	8	4 4			
Bus drivers Paperboard, textile and related products	57	25	4			
assemblers	183	114	6			
5. Papermaking plant operators	55	59	11			
5 aportinatang plant operators	33	3,	1 1			

Source: BLES, 2009/2010 BITS.

TABLE 2 - Hard-to Fill Vacancies with Large Number of Applicants in Non-Agricultural Establishments with 20 or More Workers, Philippines: January 2009 to June 2010

Corporate Executives, Managers and Supervisors	January 2007 to 30	Number of	Number of	Number of Applicants
1. Research and development managers 120 4,746 395 2. General managers in wholesale and retail trade 29 590 201 3. Computing services managers 60 1,036 173 4. Production and operations managers in wholesale and retail trade 59 915 156 5. Sales supervisors in wholesale trade 21 269 128 Professionals 1. Electronics and communications engineers 1,774 76,023 428 2. System analysts and designers 1,513 48,040 318 3. Lawyers 29 645 219 4. Science, mathematics elementary education teaching professionals 62 863 140 5. Veterinarians 86 1,178 138 6. Personnel and HRD professionals 358 4,643 130 7. Philologists, translators and interpreters 56 722 130 8. Professional nurses 52 657 127 9. Science and mathematics teaching professionals 186 2,201 118 10. Chemical engineers 96 8,019 117 11	Occupation Title			Per 10
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1. Automated assembly-line operators30542181		40	893	222
1. Automated assembly-line operators 30 542 181	Plant and Machine Operators and Assemblers			
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			1,558	122

Source: BLES, 2009/2010 BITS.

FOR INQUIRIES: