



# JOBSEQ EMPLOYER HIRING TRENDS – H2 2021

January 2022



# IN-DEMAND OCCUPATIONS

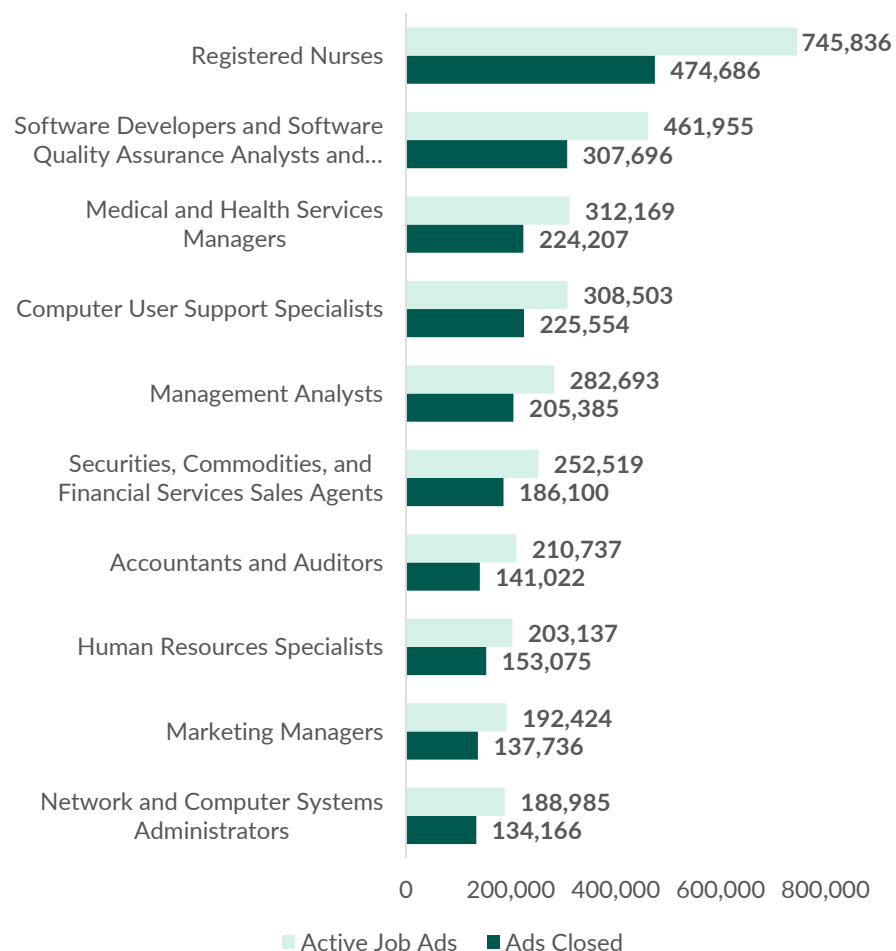
## OVERVIEW OF H2 2021

Although Registered Nurses are the most in-demand occupation that typically requires a postsecondary degree, employers also seek workers to fill several business- and technology-related positions. During H2 2021 (i.e., July 1, 2021, to December 31, 2021), employers in the United States advertised 20.5 million jobs across all industries and education levels. Although employer demand is most robust for workers in healthcare (e.g., Registered Nurses, Medical and Health Services Managers) and technology (e.g., Software Developers and Software Quality Assurance Analysts and Testers, Computer User Support Specialists) occupations, several business-related occupations fall under the top 10 occupations requiring a postsecondary degree.

**Employers have had difficulties filling positions for Registered Nurses.** In H2 2021, employers nationwide closed ads for only 63.6 percent of positions for Registered Nurses. In comparison, employers filled 71.2 percent of positions for Registered Nurses advertised during H1 2021 (i.e., January 1, 2021, to June 30, 2021), indicating that it is becoming increasingly difficult to attract Registered Nurses to new jobs. Employers also faced challenges in filling positions for Software Developers and Software Quality Assurance Analysts and Testers (66.6 percent ads closed) and Accountants and Auditors (66.9 percent ads closed).

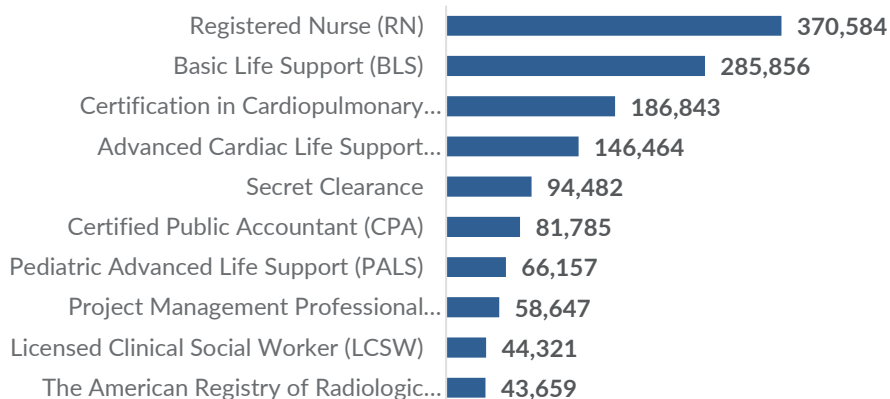
**Employers increasingly looked for individuals with degrees in human resources and computer engineering in H2 2021.** Of the top 30 most requested programs of study, employer demand for individuals with an academic background in human resources and computer engineering grew 24.8 percent and 21.0 percent, respectively, from H1 2021 to H2 2021. Among less frequently requested programs of study (i.e., those with between 10,000 and 35,000 job postings in H2 2021), demand increased most substantially for individuals with a degree in child development (42.2 percent growth) and data science (25.4 percent growth).

OCCUPATIONS WITH THE MOST TOTAL POSTINGS  
TYPICALLY REQUIRING A POSTSECONDARY DEGREE\*, H2  
2021

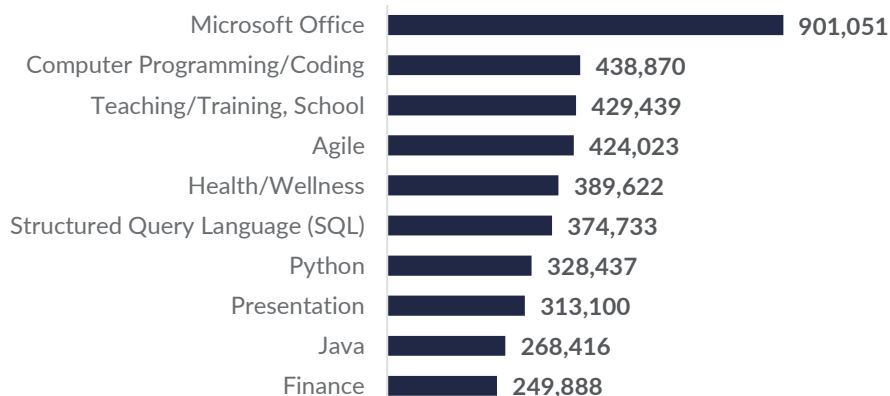


# SPOTLIGHT: CERTIFICATIONS AND SKILLS

## TOP CERTIFICATIONS AMONG POSTINGS TYPICALLY REQUIRING A POSTSECONDARY DEGREE\*, H2 2021



## TOP HARD SKILLS AMONG POSTINGS TYPICALLY REQUIRING A POSTSECONDARY DEGREE\*, H2 2021



## OVERVIEW OF H2 2021

As in previous periods, healthcare and social service-related certifications are particularly in-demand among national employers looking for individuals with a postsecondary degree. Top requested healthcare and social service-related certifications include Basic Life Support and Certified in Cardiopulmonary Resuscitation (CPR), alongside more specialized credentials such as Registered Nurse (RN), Pediatric Life Support (PALS), Licensed Clinical Social Worker (LCSW), and the American Registry of Radiologic Technologists (ARRT) certification. Other in-demand certifications such as Certified Public Accountant (CPA) and Project Management Professional (PMP) relate to business. From H1 2021 to H2 2021, all of the top 10 most requested certifications except for LCSW (-15.3 percent growth) witnessed growth in employer demand, with particularly rapid increases in the number of positions for individuals with PALS and PMP certifications (19.4 percent growth, each).

Computer programming/coding and related skills continue to be among the top requested hard skills. Structured Query Language (SQL), Python, and Java are the most in-demand programming languages among employers in the United States. Additional sought-after programming languages include JavaScript (174,554 job postings), C# (51,802 job postings), and C++ (48,453 job postings). Many of the other in-demand hard skills are pertinent to broad industries, such as educational services, healthcare and social service, and financial services. From H1 2021 to H2 2021, all of the top 10 most requested hard skills experienced growth in employer demand, with a notable 16.9 percent increase in the number of positions targeting individuals skilled in the Agile methodology.

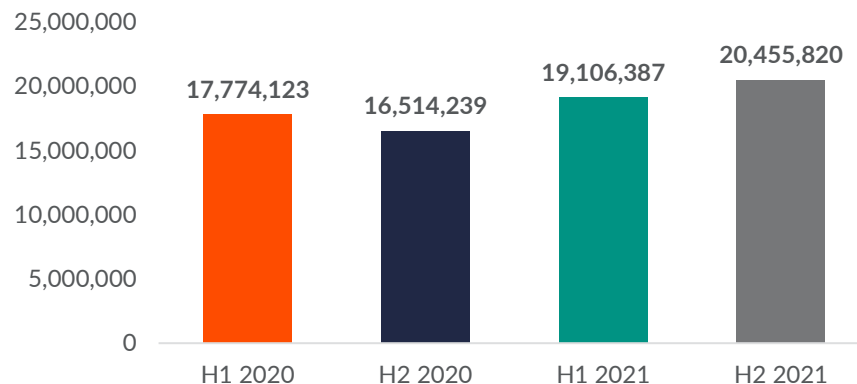
# COMPARISON: 2021 VERSUS 2020

## OVERVIEW OF H2 2021

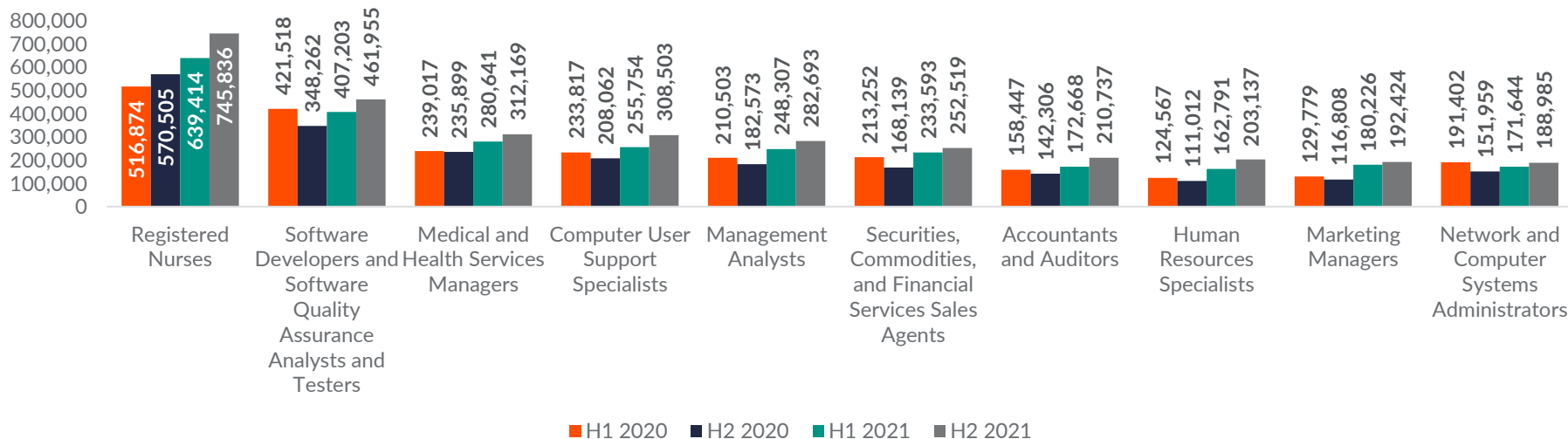
After declining from H1 2020 to H2 2020, the volume of jobs advertised by employers across the United States continued to rise in H2 2021. From H1 2021 to H2 2021, the number of total job postings increased 7.0 percent, down from 15.7 percent growth from H2 2020 to H1 2021.

Most of the highest-volume occupations that typically require a postsecondary degree continue to have increasing numbers of job postings. However, there were fewer job postings for Network and Computer Systems Administrators in H2 2021 than in H1 2020, indicating lower employer demand for workers in the occupation.

## TOTAL JOB POSTINGS BY PERIOD



## COMPARISON OF TOTAL JOB POSTINGS FOR HIGHEST-VOLUME OCCUPATIONS TYPICALLY REQUIRING A POSTSECONDARY DEGREE, H1 2020 TO H2 2021



\*JobsEQ bases postsecondary degree attainment requirements on the U.S. Bureau of Labor Statistics' (BLS) "Typical Education Needed for Entry" field, which it defines as "the typical level of education that most workers need to enter the occupation." The BLS uses its annual survey of workers throughout the United States to categorize occupations by the educational attainment of the majority of surveyed workers.



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