

SUPPLY & DEMAND PORTAL

Supply & Demand Report

Job Title: Manufacturing Engineer

Location: Phoenix, AZ (within a 50 mile radius)

Timeframe: December 2012 to November 2014

Filters Applied:

- Occupations : Industrial Engineers, Mechanical Engineers, Electrical Engineers, Manufacturing Engineers

Report Date: January 2, 2015

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Why CareerBuilder Talent Intelligence?

CareerBuilder is uniquely positioned to satisfy needs for talent intelligence. Through its proprietary databases and partner network, CareerBuilder data encompasses:

- 51 million active candidates
- 135 million worker profiles
- 19 million salary data points

CareerBuilder databases are updated daily, providing detailed information on job seekers in real-time. Data is provided by the job seekers themselves through resumes, registration, and applicant experience surveys. This labor 'supply-side' data is then matched to categories using our proprietary technology and validated using statistical analysis and external benchmarks. The data can be filtered by demographic categories including education, experience, EEO protected categories and salary ranges.

Our partner, EMSI, Inc. provides benchmarking data on the total US workforce of 135 million people. Their data is similar to that used by the Bureau of Labor Statistics and organizes the labor force into Standard Occupation Classifications (SOCs) and geographically into Metropolitan Statistical Areas (MSAs). The main difference is that EMSI uses modeling and survey sampling techniques to update their data; the BLS tends to run 1-2 years behind while EMSI data benchmarks are current to the most recent full calendar month. Using EMSI for benchmarking improves the relevancy of CareerBuilder's data as it is more up to date than public sources and the information has been checked against real-world conditions whereas many other data aggregators cannot do this.

The labor 'demand-side' data goes beyond just CareerBuilder job postings to cover 90 percent of the current online job market. CareerBuilder partners with a third-party data aggregator to gather all jobs posted to a variety of sites including job boards, corporate careers websites, and recruiter businesses. Once collected, proprietary CareerBuilder processes remove duplicate job postings, categorize jobs into SOCs and MSAs, and separate recruiter business postings from those posted directly by companies. In total, the data tracks about 2.7 million unique job postings per month.

Together, these data sources give CareerBuilder a deeper insight into how the labor supply interacts with the demand for their services.

DATA AVAILABLE and PRACTICAL USES

Put science behind your recruiting efforts.

Today's economy demands that firms recruit the best talent efficiently and at a low cost. CareerBuilder's Supply & Demand products provide strategic intelligence on labor markets and the competition for talent. This data will help you to outmaneuver your talent competitors by analyzing where the greatest supply of your target talent is, where the demand is the least, and who else is looking for the talent.

Empowered with such intelligence, you can maximize your recruitment spend and stop wasting time and money on strategies that push you into the most competition with the least amount of supply.

What makes this report unique?

Full data set - In addition to accessing our CareerBuilder network jobs and resume database, we partner with EMSI and a Third Party aggregator to provide:

- 65 million jobs over the last two years
- 135 million worker profiles

Improved search and reach

- For keyword: search by industry, job title or skill
- For location: search nationwide or focus on just one city
- Beyond CareerBuilder data, we cover 90% of the online job market
- Capability to search by high level categories or granular skills, programs, or systems on both job descriptions and active resumes

Flexibility and customization

- View data as a visual chart or graph and view raw numbers in a table
- Choose filters on Standard Occupation Classification, industry, or company

One-stop shop data source

- Active job seekers
- Passive workforce
- Companies that are posting jobs

How can this information be used?

- **Strategic sourcing:** advertise in the markets with the most favorable ratio of job postings to active job seekers
- **Education:** provide data that will help when partnering with hiring managers to strategize recruitment engagements
- **Personnel forecasting:** anticipate talent shortfalls and resolve them before they happen
- **Site selection:** assess the labor market before investing in a new location

CONTENT OVERVIEW

Supply & Demand Report Overview

Manufacturing Engineer

Phoenix, AZ (within a 50 mile radius) for December 2012 to November 2014

Supply

3,078

Active Candidates

Demand

10,858

Job Postings

10,526 Total Available Workforce

3,452 Industrial Engineers

2,984 Electrical Engineers

2,420 Mechanical Engineers

1,670 Engineers, All Other

Hiring Indicator

40



(1) Supply

The Supply data set is a combination of information which candidates have shared with CareerBuilder.com or CareerBuilder niche sites. The active candidates reported represents a de-duplicated data set of job seekers who completed any of the below actions on the CareerBuilder Network:

- Registered on web site as a user
- Posted a resume – private, public or anonymous
- Modified their resume - private, public or anonymous
- Applied to a job using saved resume
- Applied to a job via email with resume as attachment

(2) Demand

The Demand data set is provided by a third party aggregator that collects job postings from multiple websites. The data is deduplicated so that the results display the number of unique job postings.

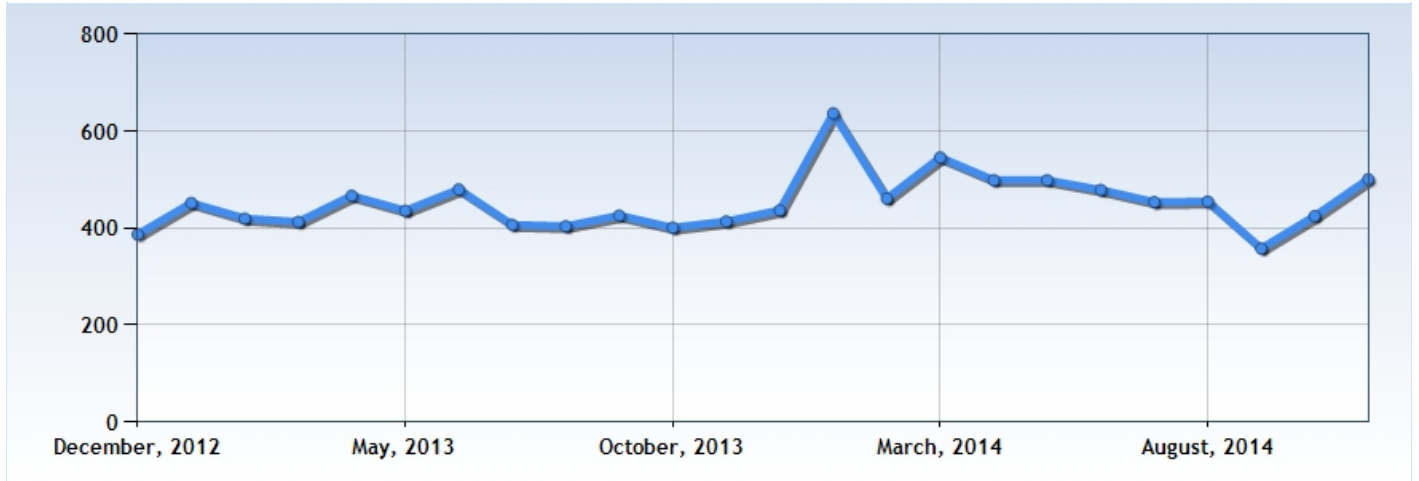
(3) Total Available Workers

The Total Available Workforce shows the count of people currently in this role including active and passive. This data is representing 135 million worker profiles that our partner, EMSI, consolidates and categorizes into the Standard Occupation Classification system.

Demand Trends of Top Companies and Job Titles

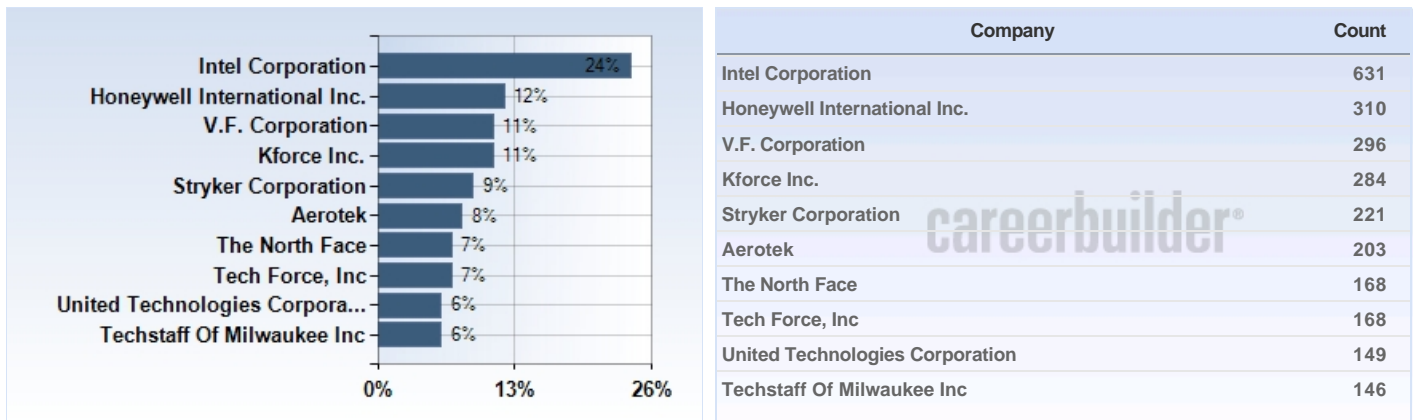
Job Posting Trend Over Last 24 Months

Demand for Job Seekers: Below are the job posting trends over past 24 months for Manufacturing Engineer in Phoenix, AZ.



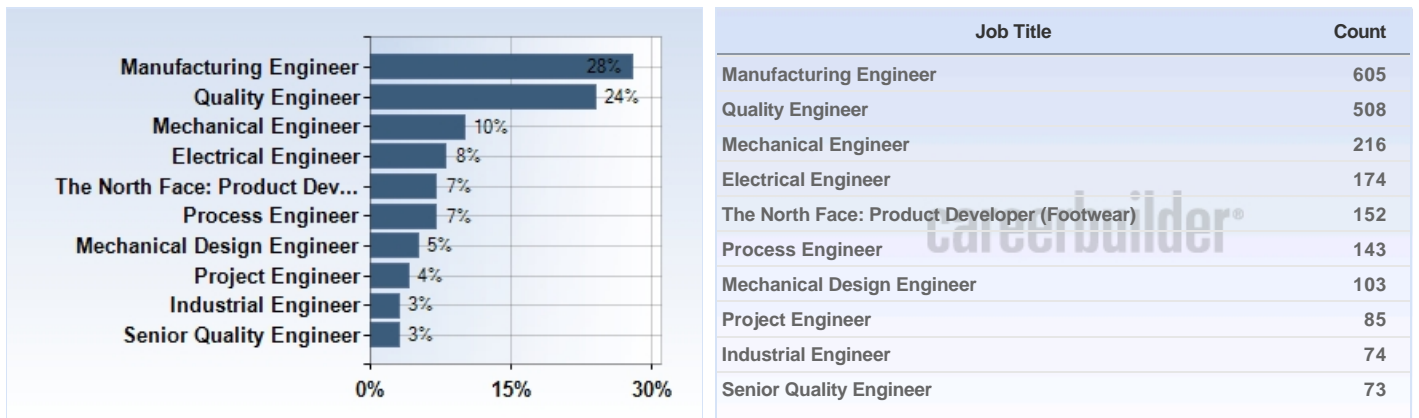
Top Job Posters For Last 2 Years

Demand for Job Seekers: Below are the top 10 companies posting jobs between December 2012 and November 2014 for Manufacturing Engineer in Phoenix, AZ.



Top Job Titles For Last 2 Years

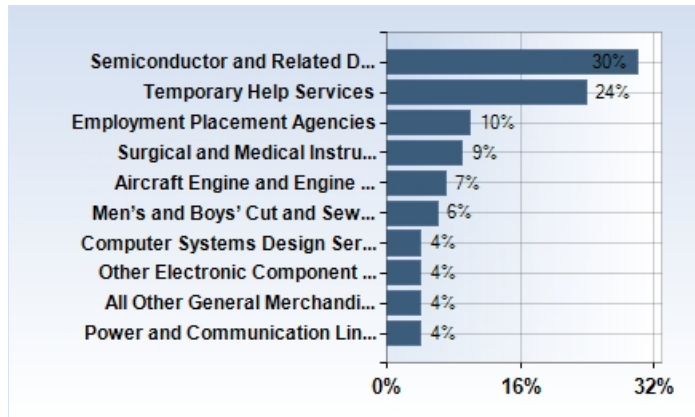
Demand for Job Seekers: Below are the top 10 similar job titles that companies have posted between December 2012 and November 2014.



Demand Trends of Top Industries, States, MSAs and Cities

Jobs Posted in Top Industries For Last 2 Years

Demand for Job Seekers: Below are the top 10 industries' companies reside in that have posted for Manufacturing Engineer in Phoenix, AZ.



Industry (NAICS)	Count
Semiconductor and Related Device Manufacturing	1,428
Temporary Help Services	1,144
Employment Placement Agencies	457
Surgical and Medical Instrument Manufacturing	421
Aircraft Engine and Engine Parts Manufacturing	329
Men's and Boys' Cut and Sew Apparel Manufacturing	296
Computer Systems Design Services	181
Other Electronic Component Manufacturing	170
All Other General Merchandise Stores	168
Power and Communication Line and Related Structures Construction	168

Jobs Posted in Top States and MSAs For Last 2 Years

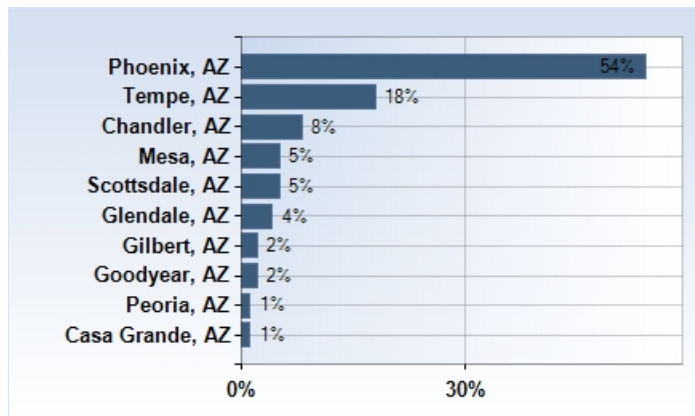
Demand for Job Seekers: Below are the top 10 states and metropolitan statistical areas for Manufacturing Engineer between December 2012 and November 2014.

State	Count
California	101,696
Michigan	74,666
Texas	63,655
Ohio	53,164
Illinois	45,369
Pennsylvania	34,404
Wisconsin	33,238
New York	31,508
Massachusetts	29,328
Indiana	28,893

Metro Area (MSA)	Count
Greater Detroit Area	49,747
Greater Los Angeles Area	34,202
Greater Chicago Area	32,645
Houston Texas Area	27,883
Greater Boston Area	24,438
Greater New York City Area	22,921
Greater Minneapolis-St. Paul Area	22,597
San Jose California Area	22,137
San Francisco Bay Area	17,380
Dallas/Fort Worth Area	16,674

Jobs Posted in Top Cities For Last 2 Years

Demand for Job Seekers: Below are the top 10 cities where the most Manufacturing Engineer jobs have been posted between December 2012 and November 2014.

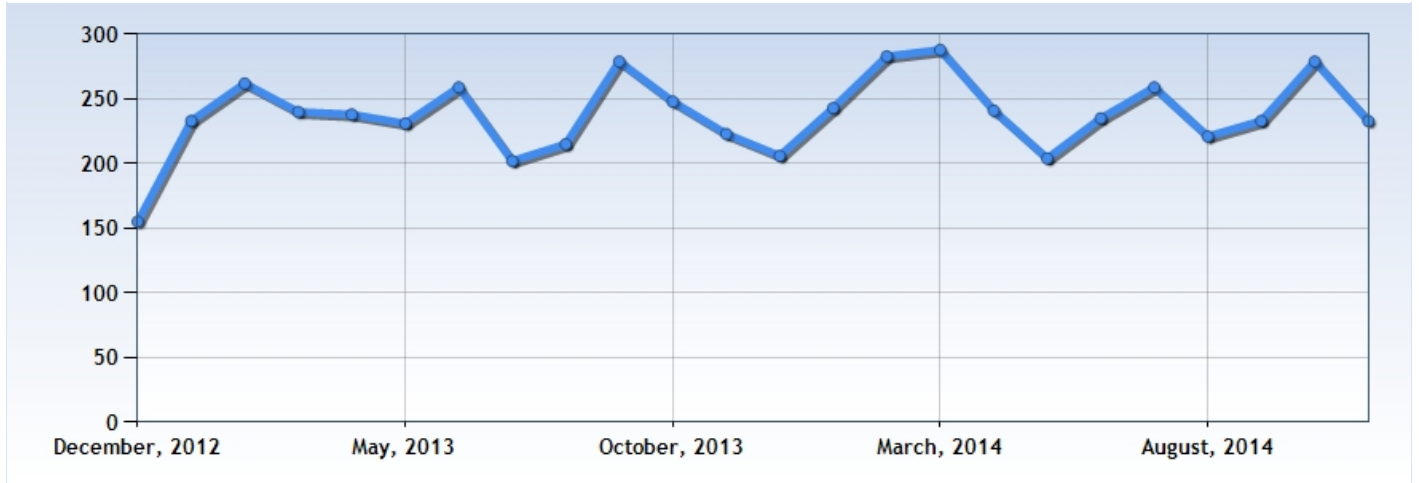


City, State	Count
Phoenix, AZ	5,788
Tempe, AZ	1,979
Chandler, AZ	823
Mesa, AZ	548
Scottsdale, AZ	512
Glendale, AZ	472
Gilbert, AZ	194
Goodyear, AZ	182
Peoria, AZ	150
Casa Grande, AZ	83

Supply Trends of Education Level and Experience

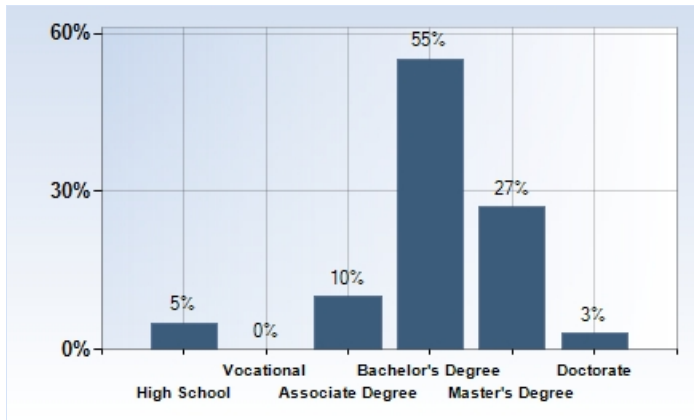
Active Workforce Trend Over Last 24 Months

Supply of Job Seekers: Below are the active workforce trends over past 24 months for Manufacturing Engineer in Phoenix, AZ.



Active Workforce by Education Level For Last 2 Years

Supply of Job Seekers: Below are the counts of available job seekers listed by highest education level achieved for Manufacturing Engineer in Phoenix, AZ.

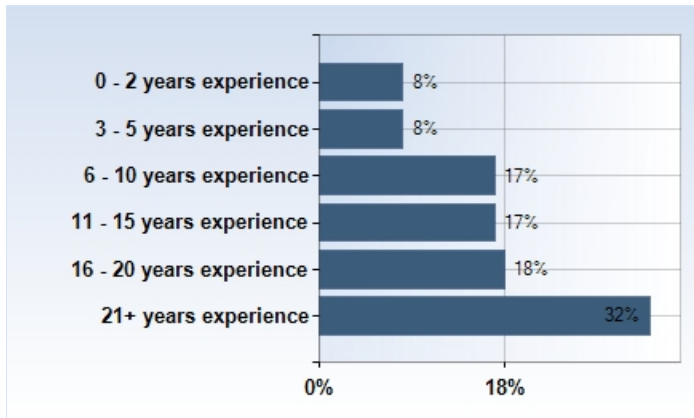


Education	Count
High School	68
Vocational	5
Associate Degree	145
Bachelor's Degree	789
Master's Degree	385
Doctorate	46

Reporting 1,438 out of 3,078 total responses.

Active Workforce by Years of Experience For Last 2 Years

Supply of Job Seekers: Below are the counts of available job seekers listed by years experience for Manufacturing Engineer in Phoenix, AZ.



Years of Experience	Count
0 - 2 years experience	139
3 - 5 years experience	129
6 - 10 years experience	291
11 - 15 years experience	287
16 - 20 years experience	300
21+ years experience	530

Reporting 1,676 out of 3,078 total responses.

Supply Trends of Top States, MSAs and Cities

Active Workforce in Top States and MSAs For Last 2 Years

Supply of Job Seekers: Below are the top 10 states and metropolitan statistical areas where Manufacturing Engineer job seekers live between December 2012 and November 2014.

State	Count	Metro Area (MSA)	Count
California	22,531	Greater Los Angeles Area	8,202
Texas	16,720	Greater Chicago Area	8,021
Michigan	13,066	Greater Detroit Area	7,452
Ohio	10,347	Greater New York City Area	6,774
Illinois	10,203	Houston Texas Area	5,431
Pennsylvania	8,694	Dallas/Fort Worth Area	5,085
Florida	8,482	Greater Boston Area	4,947
Georgia	7,944	Greater Atlanta Area	4,845
New York	7,892	Greater Philadelphia Area	3,702
North Carolina	7,559	San Jose California Area	3,026

Active Workforce in Top Cities For Last 2 Years

Supply of Job Seekers: Below are the top 10 cities where Manufacturing Engineer job seekers live.

