



# Labor Market Demand & Hiring Practices: Automotive & Transportation

# Guiding Questions

## Schools and Postsecondary Partners

- How do CTE programs currently prepare students for these practices, and where are opportunities for growth and further alignment?

## Industry Partners

- How does your experience and insight add depth and understanding of these trends?
- What resources, skills and opportunities do you have that could help educators stay up-to-date with industry trends?

# Primary takeaways

- While these types of jobs vary considerably in size of NYC workforce, they have all grown in the past 5 years.
- Air and transit/ ground passenger transportation comprise the most jobs in this industry.
- While the change in number of jobs is expected to remain positive across job types in this industry, growth is expected to be relatively small.
- For students preparing to enter the job market immediately following high school, this industry promises a large number of jobs at a living NYC wage that do not require a college degree. But, proficiency in Microsoft Office remains a desired skill set.
- Automotive-related skills and a drivers license are desirable assets in this industry.

# How Schools Can Use This Info:

- Identify lesson plans where elements of labor market info can be added to expand students' understanding of the industry
- Consider how your work readiness training needs to be improved to align with current hiring practices
- Present this information to your Self Study Group to keep your school apprised of current trends
- Consider how you can continue to grow and stay aware of industry practices through professional development

# Past Trends of Unemployment

## Unemployment Rate in Nov 2018

3.7% in NYC

3.5% in US

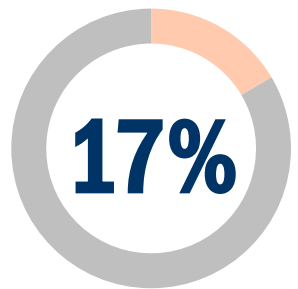
## Percentage Point Decline from Nov 2016 to Nov 2018

-1.0% in NYC

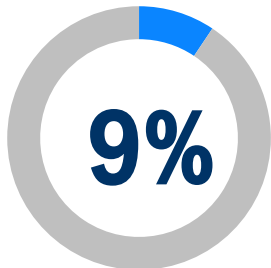
-0.9% in US

# NYC Employment Top 6 Sectors, 2017

In 2017, there were approximately 4.3 Million NYC Jobs. Over half of these jobs are in the six largest sectors:



Healthcare



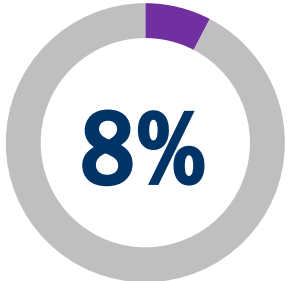
Professional Services



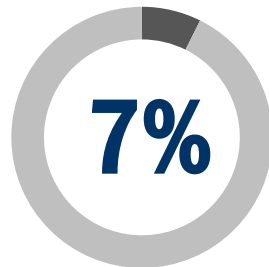
Accommodation & Food Services



Retail Trade



Finance & Insurance



Educational Services

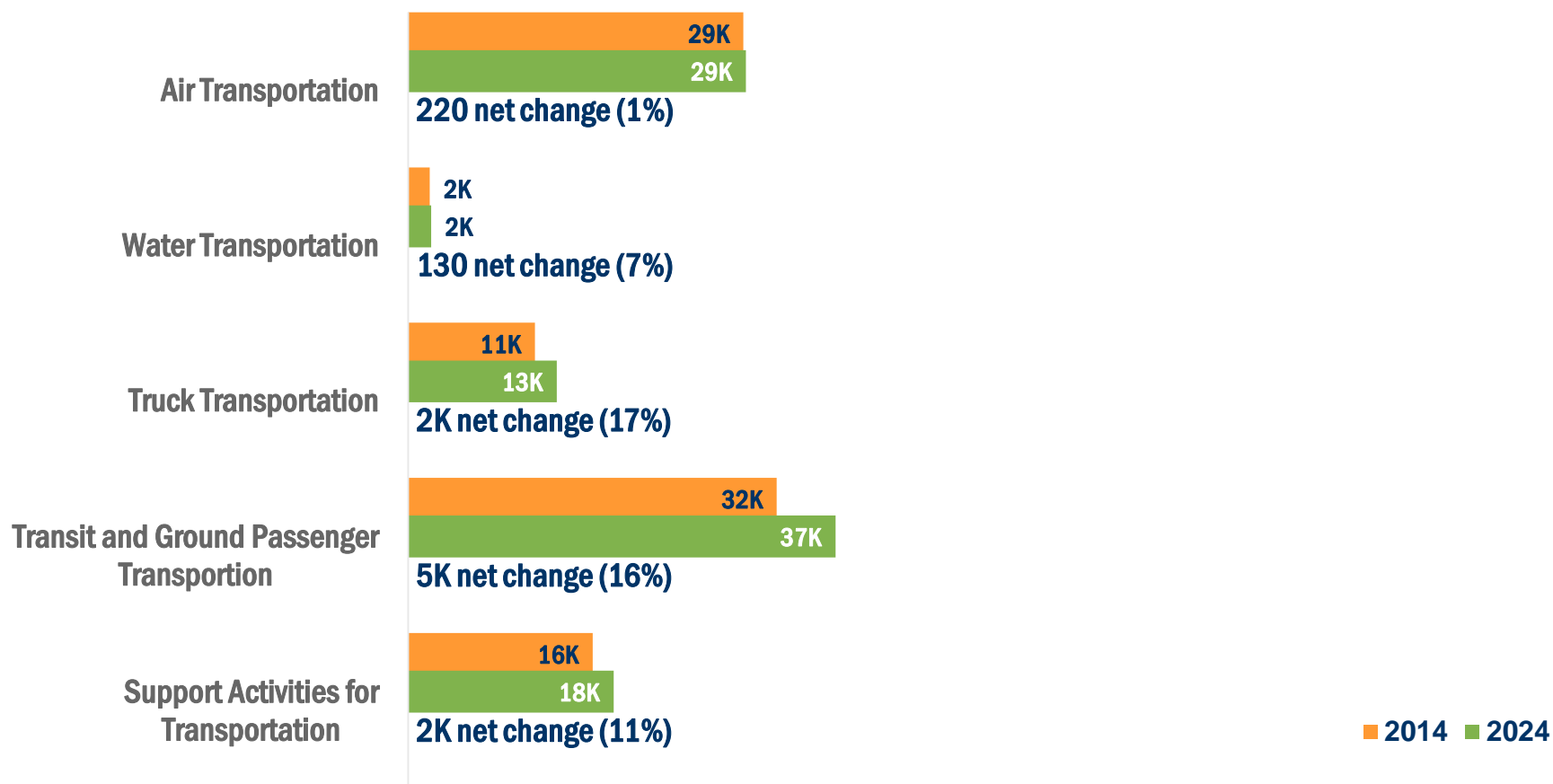
Source | NYCLMIS analysis of 2017 Annual Quarterly Census of Employment and Wages data files from U.S. Bureau of Labor Statistics. Includes all ownership. Per BLS confidentiality policy, some data (~6%) has been suppressed in order to protect the identity of employers and is therefore excluded from employment totals.

# Sectors with the Greatest Projected Job Growth in NYC 2014-2024

Sector	Net Change in Job Growth
Health Care & Social Assistance	24%
Professional & Business Services	22%
Accommodation & Food Services	25%
Educational Services	14%
Construction	29%
Other Services	18%
Retail Trade	10%
Financial Actives	7%
Arts, Entertainment & Recreation	22%
Transportation & Warehousing	10%

Source | NYCLMIS analysis of 2017 Annual Quarterly Census of Employment and Wages data files from U.S. Bureau of Labor Statistics. Includes all ownership. Per BLS confidentiality policy, some data has been suppressed in order to protect the identity of employers and is therefore excluded from employment totals.

# Automotive & Transportation: Employment Outlook in NYC, 2014-2024



Source | NYCLMIS analysis of NYS Department of Labor Long-Term Industry Employment Projections 2014-2024



# Automotive & Transportation: Common Occupations

Occupation	Education	No. Jobs	Med. Wage
Bus Drivers, Transit and Intercity	HS/HSE	17K	\$70K
Heavy and Tractor-Trailer Truck Drivers	HS/HSE	14K	\$51K
Bus Drivers, School or Special Client	HS/HSE	12K	\$40K
Cleaners of Vehicles and Equipment	Less than HS	7K	\$43K
Taxi Drivers and Chauffeurs	HS/HSE	7K	\$35K
Automotive Service Technicians and Mechanics	HS/HSE	7K	\$34K
Bus & Truck Mechanics & Diesel Engine Specialists	HS/HSE	5K	\$67K
Cargo and Freight Agents	HS/HSE	4K	\$40K
Industrial Truck and Tractor Operators	HS/HSE	3K	\$43K
Ambulance Drivers & Attendants, Except EMTs	HS/HSE	810	\$42K

Source | NYCLMIS analysis of statewide 2018 Q1 Occupational Employment Statistics and 2014-2024 Long-Term Occupational Employment Projections from the New York State Department of Labor.

# Online Job Ads: Employers & Job Titles

## Employers with the most ads: Share of Total Online Ads 2018 7K ads (10% of ads did not specify employers)

2.1%	C.R. England, Inc
1.1%	United States Xpress Enterprises Inc.
1.1%	Schneider
1.0%	FedEx
1.0%	Enterprise Rent-A-Car
0.7%	Chrysler
0.6%	CRST International
0.6%	Western Express
0.6%	Transco Lines Incorporated
0.5%	Swift Transportation

## Most commonly advertised titles: Share of Total Online Ads 2018 7K ads (all ads specified job titles)

27.2%	Class A CDL Truck Driver
8.3%	Driver
5.2%	Truck Driver
3.9%	CDL Driver
2.6%	Auto Technician
2.2%	Owner/Operator
2.1%	Shuttle Driver
2.0%	Company Driver
1.8%	Bus Driver
1.6%	Forklift Operator

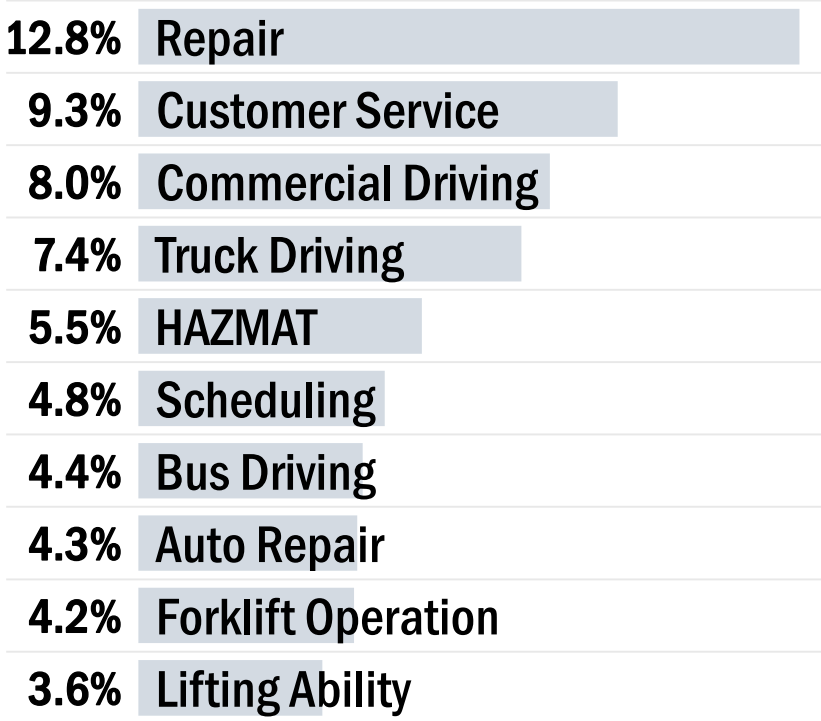
Source | NYCLMIS analysis of Burning Glass Technologies' Labor Insight.

# Analysis of Online Job Ads: Skills

## Most requested specialized skills:

Share of Total Online Ads 2018

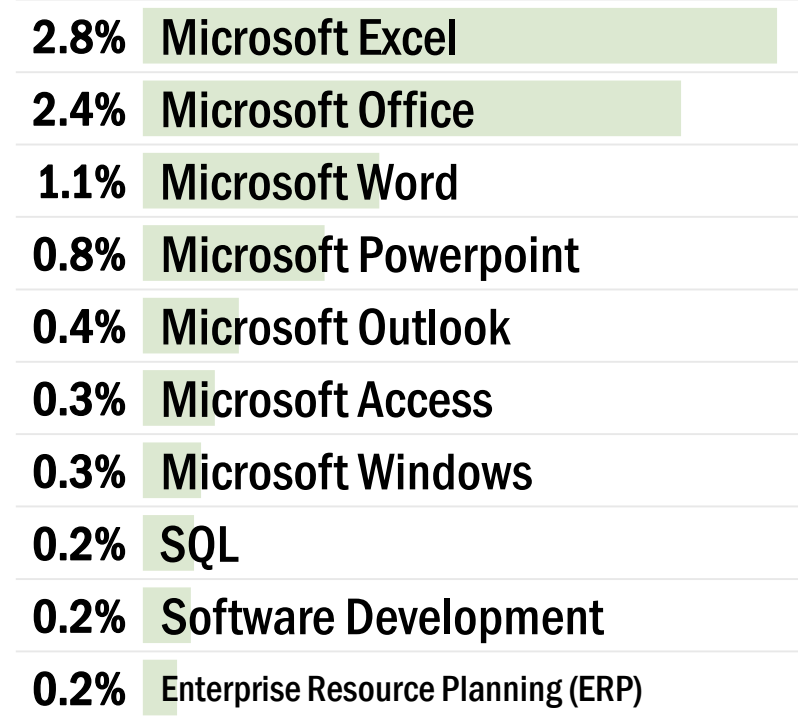
7K ads (62% of ads did not specify specialized skills)



## Most requested technical skills:

Share of Total Online Ads

7K ads (62% of ads did not specify specialized skills)



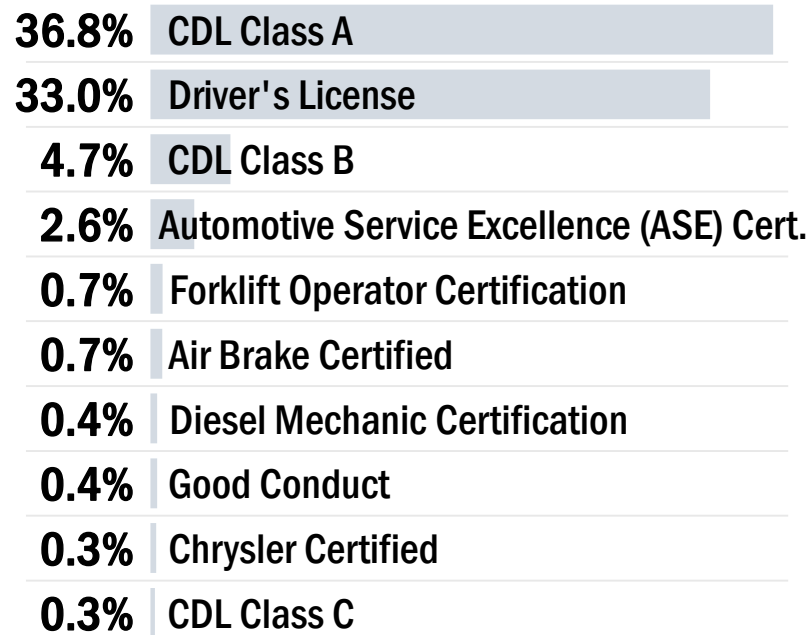
Source | NYCLMIS analysis of Burning Glass Technologies' Labor Insight.

# Automotive & Transportation: Job Trend Analysis, CTE Certifications

## Most requested certifications:

Share of Total Online Ads 2018

7K (34% of ads did not specify certifications)



## CTE

- Automotive Service Excellence Student Certification
- Inter-Industry Conference on Auto Collision Repair (I-CAR) Certification
- S/P2 Automotive
- Marine Systems Technician Certification
- FAA: Airframe and PowerPlant Certification

Source: Labor Insight, Burning Glass Technologies 2018, DOE-CTE School Survey

## What entry level job titles do you include in your CTE coursework and career pathway conversations with students that relates to the CTE track?

1. Auto Service Technician
2. Customer Service Rep
3. Maintenance Supervisor
4. Aircraft Mechanic

Source | CTE-School Survey 2018

# How are candidates typically recruited in the Automotive and Transportation industry?

1. College Fair
2. Recruiter
3. Online Ads

*Source | CTE Industry Survey 2018*

# How are candidates typically screened in the Automotive and Transportation Industry?

1. Resume
2. Certificates/Credentials
3. Screening Exam

Source | CTE Industry Survey 2018

Sources | TE Industry Survey 2018

# Which of the Automotive and Transportation credentials are valued in entry level candidates in your industry?

1. ASE
2. I-CAR

# How are candidates' certifications typically verified?

1. Request documentation
2. Assessment exam

*Source | CTE Industry Survey 2018*



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