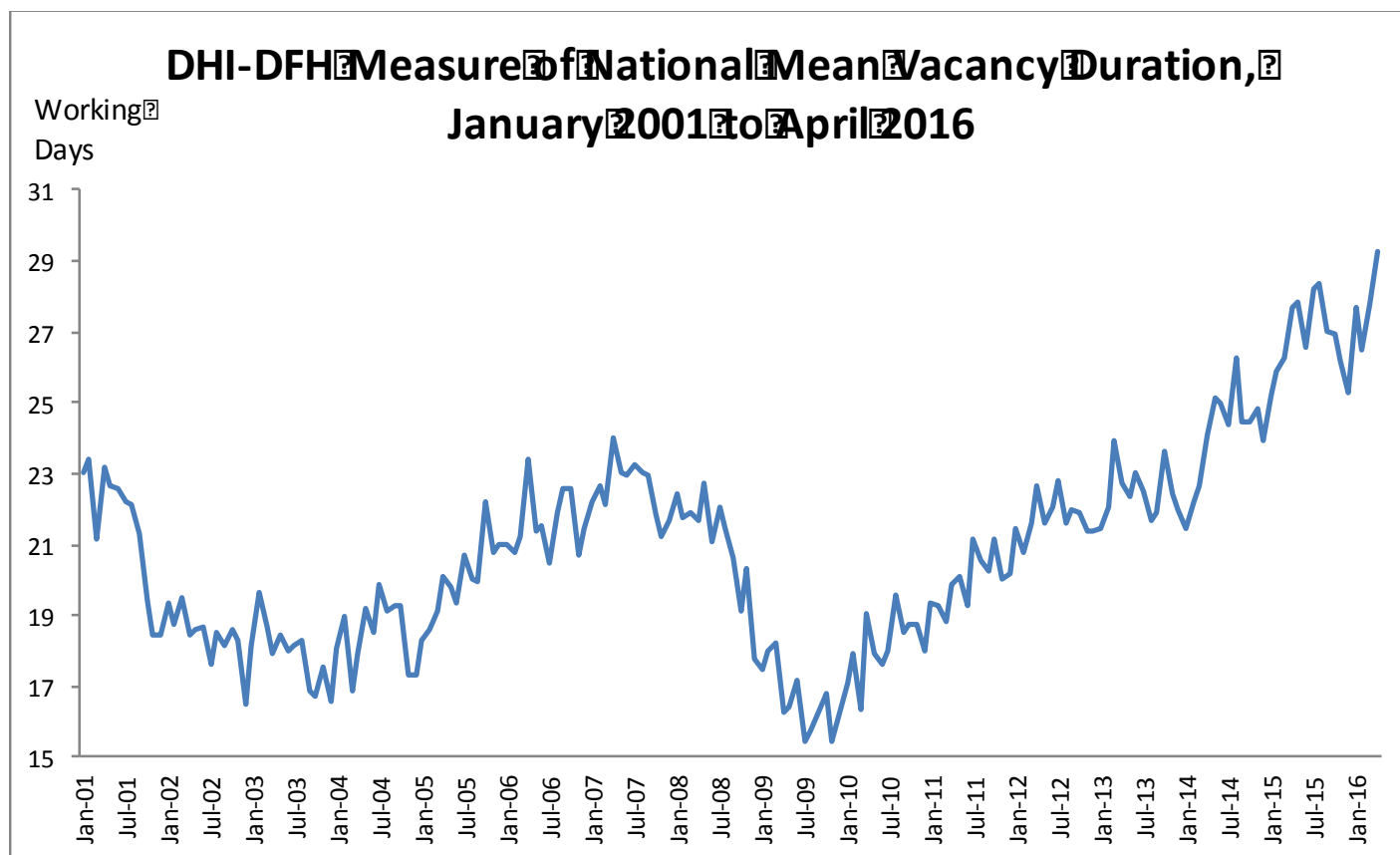


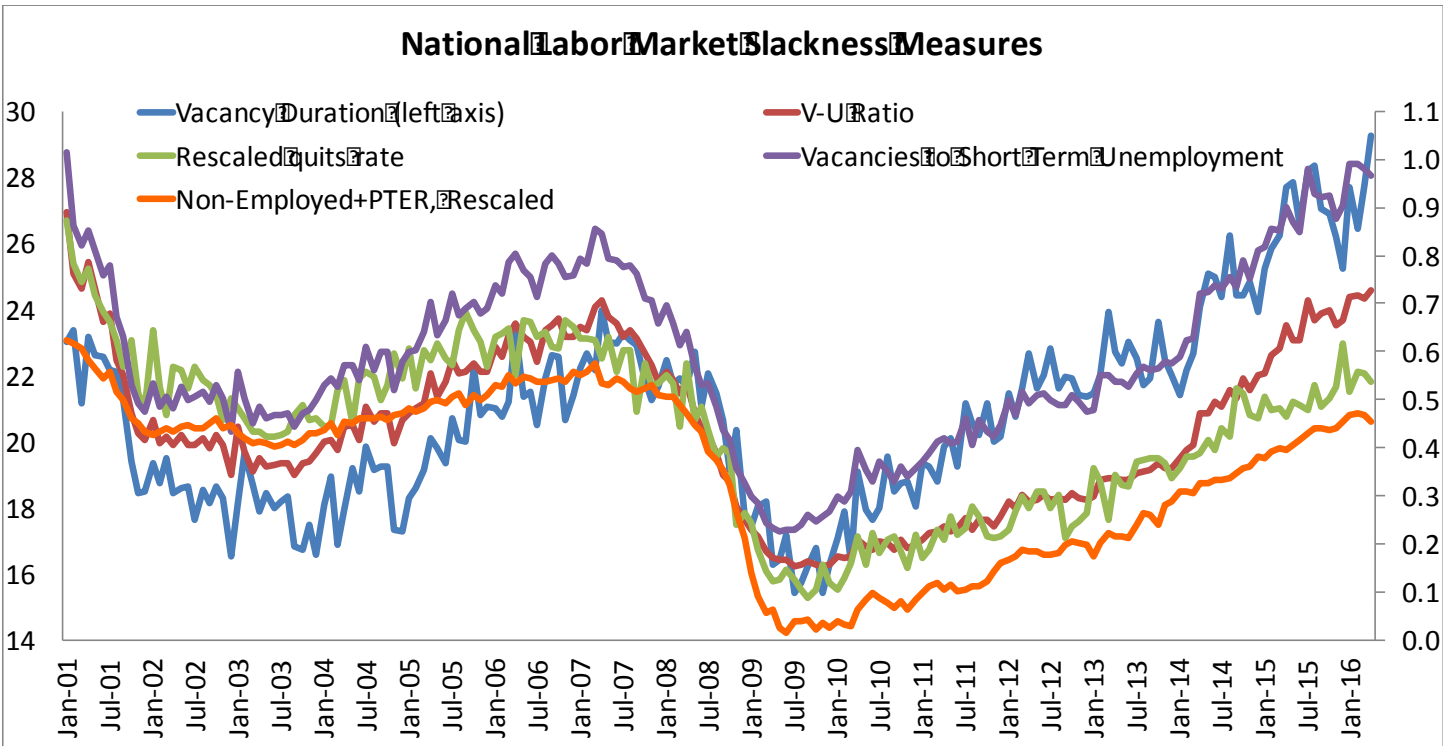
Mean Job Vacancy Duration Rose to 29.3 Working Days in April, An All-Time High

The **DHI-DFH Mean Vacancy Duration Measure** rose to 29.3 working days in April, the highest value on record, and 1.6 days above a revised duration of 27.7 days in March. Looking across industries, Health Services had the longest vacancy durations in April – an average of 49.5 working days.

The following chart shows the evolution of the mean vacancy duration in the United States since 2001. The vacancy duration measure reflects the vacancy concept in the Job Openings and Labor Turnover Survey (JOLTS). Specifically, a job opening gets “filled” according to JOLTS when a job offer for the open position is accepted. So the vacancy duration statistics refer to the average length of time required to fill open positions. Typically, there is also a lag between the fill date and the new hire's start date on the new job.

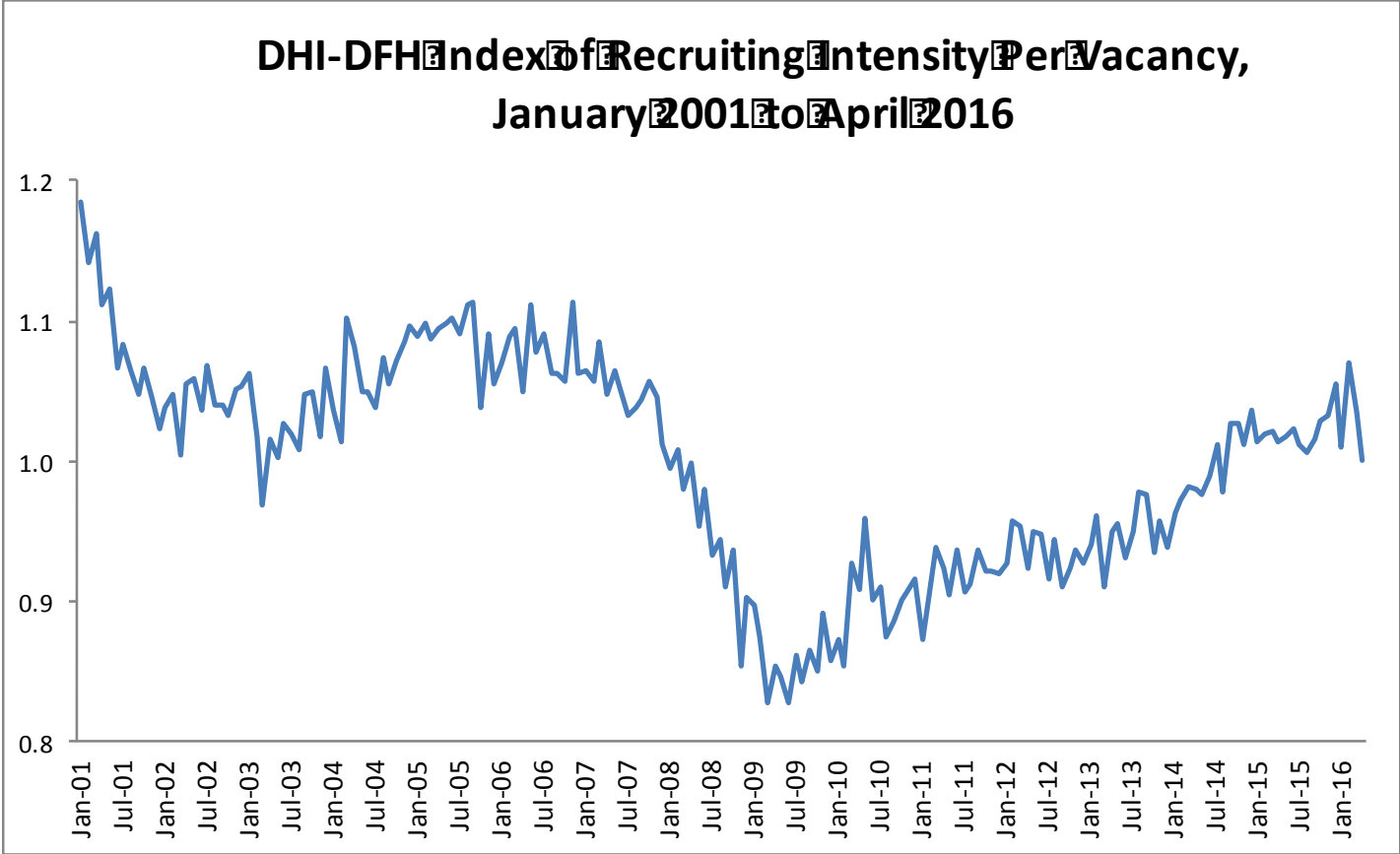


The next chart displays four other indicators of labor market slack alongside the mean vacancy duration. All five measures show a pronounced tightening of U.S. labor markets since 2009. Three of the measures – mean vacancy duration, the vacancy-unemployment ratio, and the ratio of vacancies to the number of persons unemployed for 26 weeks or less – now exceed their peak values prior to the recession of 2008-2009. The post-recession rise in the mean vacancy duration is especially pronounced.



Short-Term Unemployment is the number of persons unemployed for 26 weeks or less. The Quit Rate is rescaled to have the same mean and variance as the Vacancy-Unemployment Ratio from January 2001 to date. Non-Employed+PTER, an index developed by Hornstein, Kudlyak and Lange, reflects all persons who are not employed (weighted by labor force attachment) plus persons who are working part time for economic reasons and would prefer to work full time. Here, their index is multiplied by a minus one and then rescaled to have the standard deviation as the Vacancy-Unemployment Ratio from January 2001 to date.

The **DHI-DFH Recruiting Intensity Index**, plotted in the following chart, fell to 1.00 in April, down from a revised 1.03 in March.



The next two tables report industry-level statistics for vacancy duration and recruiting intensity per vacancy.

Mean Vacancy Duration (Number of Working Days)									
By Industry and Time Period									
	2001 to 2003	2004 to 2006	2008	2009	2010 to 2012	2013	2014	2015	Jan.-Apr. 2016
Resources	12.0	14.0	18.1	13.5	18.7	17.3	22.5	16.5	14.2
Construction	7.9	8.8	7.3	4.3	6.1	9.5	10.9	11.5	14.5
Manufacturing	17.4	20.9	21.6	13.8	23.4	28.4	29.2	30.6	33.0
Wholesale and Retail Trade	14.2	15.8	15.5	13.1	15.9	19.8	18.6	20.6	22.9
Warehouse, Trans. & Utilities	18.6	17.0	20.6	11.3	18.2	22.5	23.9	28.0	30.1
Information	25.8	36.0	34.4	23.4	40.9	36.6	36.7	35.3	30.0
Financial Services	28.0	32.1	27.6	25.7	33.3	36.2	37.2	43.0	42.8
Professional and Business Services	18.3	19.9	21.3	16.6	18.8	19.6	21.9	26.5	25.8
Education	21.3	25.0	22.0	18.5	21.1	23.8	26.6	31.2	31.8
Health Services	39.1	35.8	36.4	29.8	33.5	34.6	38.4	45.0	48.3
Leisure and Hospitality	13.7	14.8	14.9	10.4	13.3	16.6	19.3	19.7	19.7
Other Services	22.5	18.6	25.2	16.9	18.9	20.0	20.8	21.9	30.4
Government	33.2	30.7	35.7	32.2	33.0	35.9	37.7	38.0	35.5
Non-Farm	19.3	20.0	21.1	16.6	20.0	22.5	24.1	26.8	27.8

Recruiting Intensity Index									
By Industry and Time Period									
	2001 to 2003	2004 to 2006	2008	2009	2010 to 2012	2013	2014	2015	Jan.-Apr. 2016
Resources	0.99	1.06	1.05	0.70	1.01	0.98	1.04	0.92	0.96
Construction	1.07	1.04	0.89	0.90	1.01	0.94	0.89	0.88	0.88
Manufacturing	1.02	1.09	0.95	0.85	0.94	0.88	0.92	0.92	0.94
Wholesale and Retail Trade	1.05	1.10	0.96	0.84	0.89	0.94	1.04	1.04	1.06
Warehouse, Trans. & Utilities	0.96	1.13	0.94	0.92	0.96	1.01	1.11	1.10	0.95
Information	1.10	1.08	0.87	0.83	0.91	1.06	1.10	1.15	1.16
Financial Services	1.06	1.09	0.99	0.84	0.87	0.99	0.95	0.95	1.05
Professional and Business Services	1.08	1.07	0.90	0.83	0.94	0.96	1.00	1.01	1.02
Education	1.00	0.99	1.04	0.96	0.99	0.94	1.00	1.00	1.01
Health Services	1.08	1.04	1.01	0.93	0.89	0.92	0.96	1.01	0.99
Leisure and Hospitality	1.08	1.08	0.97	0.84	0.88	0.92	0.96	1.00	1.02
Other Services	1.02	1.07	0.94	0.96	0.95	0.98	0.96	1.04	0.99
Government	1.05	1.05	0.94	0.87	0.93	0.93	0.99	1.09	1.12
Non-Farm	1.05	1.08	0.95	0.86	0.92	0.95	1.00	1.02	1.03

“Vacancy durations continue to lengthen in 2016, despite other indications that labor market tightness has plateaued in recent months,” said Dr. Steven Davis, William H. Abbott Professor of International Business and Economics at the University of Chicago Booth School of Business. “The growing length of vacancy durations in a time of modest economic growth suggests that employers have become more selective and cautious in filling their open positions.” Davis is a co-creator of the DHI-DFH Recruiting Intensity Index and the DHI-DFH Mean Vacancy Duration Measure.

“When we recently asked a number of DHI customers, the majority of hiring managers told us they intend to hire more professionals and the current economic environment has had no impact on hiring plans for the remainder of the year,” said Michael Durney, President and CEO of DHI Group, Inc. “Still, recruiting continues to be a struggle. The inability to find qualified candidates along with employers waiting to find the perfect combination of specific skills to fill an open role has lengthened hiring times relative to last year.”

About the DHI Hiring Indicators

The **DHI-DFH Recruiting Intensity Index** quantifies the effective intensity of recruiting efforts per vacancy by employers with vacant job positions. The index is normalized to an average value of 1.0 for the period from January 2001 to December 2012. It complements the monthly [Job Openings Rate](#) produced by the U.S. Bureau of Labor Statistics (BLS) from the [Job Openings and Labor Turnover Survey](#).

The pace of new hires in the economy depends on the number and types of job seekers, the number and types of job vacancies, and employer actions that affect how quickly vacant jobs are filled. These actions include the choice of recruiting methods, expenditures on help-wanted ads, how rapidly employers screen job applicants, hiring standards, and the attractiveness of compensation packages offered to prospective new hires. The BLS Job Openings Rate captures the availability of job vacancies in the economy, while the **DHI-DFH Recruiting Intensity Index** captures the intensity of employer efforts to fill those vacancies. The index is available at the national, regional and industry levels and by establishment size class (number of employees).

The index construction follows the method developed by Steven J. Davis, R. Jason Faberman and John Haltiwanger (DFH) in “[The Establishment-Level Behavior of Vacancies and Hiring](#),” published in the May 2013 issue of the *Quarterly Journal of Economics*, and extended to industry and regional indices in “[Recruiting Intensity during and after the Great Recession: National and Industry Evidence](#),” published in the May 2012 issue of the *American Economic Review*.

The **DHI-DFH Vacancy Duration Measure** quantifies the average number of working days taken to fill vacant job positions. It supplements other measures often used to assess the tightness of labor market conditions such as the ratio of vacant jobs to unemployed workers.

Vacancy durations depend on the relative numbers of job seekers and job vacancies, the recruiting and search methods available to employers and job seekers, employer recruiting intensity per vacancy, the search intensity of job seekers, and the degree to which the requirements of jobs on offer match the skills, locations and preferences of job seekers. Other things equal, a larger ratio of job vacancies to job seekers yields longer vacancy durations.

The **DHI-DFH Vacancy Duration Measure** follows the method developed by Steven J. Davis, R. Jason Faberman and John Haltiwanger (DFH) in “[The Establishment-Level Behavior of Vacancies and Hiring](#),” published in the May 2013 issue of the *Quarterly Journal of Economics*. That method combines a simple model of hiring dynamics with data on hires and vacancies from the [Job Openings and Labor Turnover Survey](#) (JOLTS) conducted by the U.S. Bureau of Labor Statistics. Using their model and the JOLTS data, DFH estimate an

average daily job-filling rate for vacant job positions in each month. Taking the reciprocal of the daily job-filling rate yields the **DHI-DFH Vacancy Duration Measure**, which is available at the national, regional and industry levels and by establishment size class.

The average daily job-filling rate is closely related to the “vacancy yield,” the ratio of hires during the month to the stock of vacancies on the last business day of the previous month. Unlike the vacancy yield, however, the daily job-filling rate (and the **DHI-DFH Vacancy Duration Measure**) adjusts for job vacancies that are posted and filled within the month. Working days are defined as Mondays through Saturdays, excluding major national holidays.

About DHI Group, Inc.

DHI Group, Inc. (NYSE: DHX) (formerly known as Dice Holdings, Inc.) is a leading provider of data, insights and connections through our specialized services for professional communities including technology and security clearance, financial services, energy, healthcare and hospitality. Our mission is to empower professionals and organizations to compete and win through expert insights and relevant employment connections. Employers and recruiters use our websites and services to source and hire the most qualified professionals in select and highly-skilled occupations, while professionals use our websites and services to find the best employment opportunities in and the most timely news and information about their respective areas of expertise. For over 25 years, we have built our company on providing employers and recruiters with efficient access to high-quality, unique professional communities, and offering the professionals in those communities access to highly-relevant career opportunities, news, tools and information. Today, we serve multiple markets located throughout North America, Europe, the Middle East and the Asia Pacific region.

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