

Discussion of
“Do Online Job Postings Capture Job Vacancies?”
by
Michael Dalton, Lisa Kahn, and Andreas Mueller

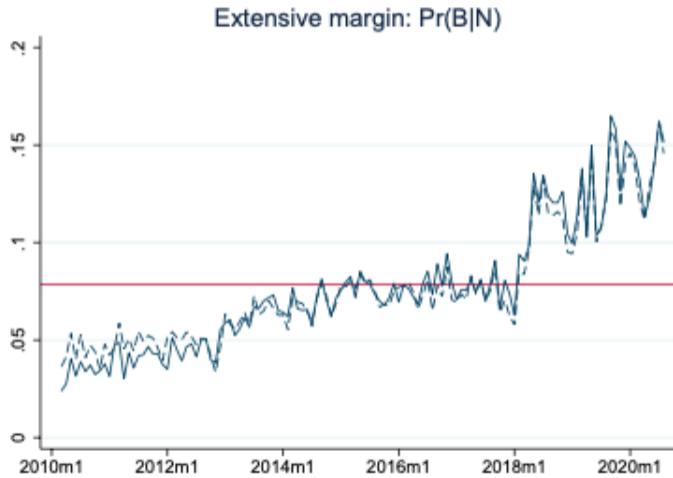
Christina Patterson
Chicago Booth

AEA Meetings, January 2023

Huge and impressive data effort

- Burning Glass data is widely used
 - Quantity data in Burning Glass is hard to interpret
- This is a first rigorous approach to compare job openings to job ads
- ▶ I forecasts these new weights will be widely used!

Low probability of online job posting



What should we make of this?

1. Burning Glass does not capture all online vacancies
2. Firms often hire without posting the job online
3. The establishment match has noise
4. There are residual differences between the datasets (flow vs. stock, etc.)

In 2015, 21% of recruiting spending went directly to job board

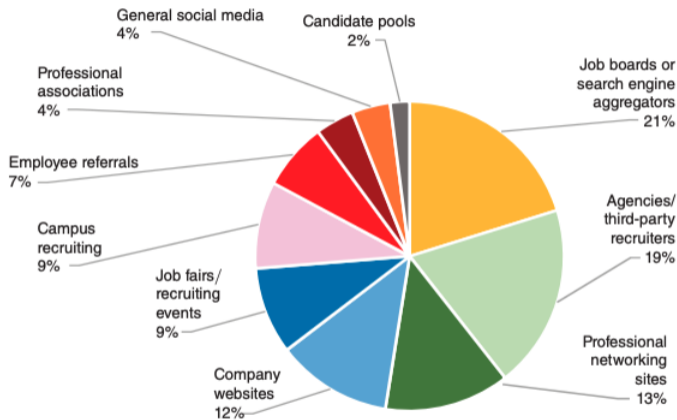
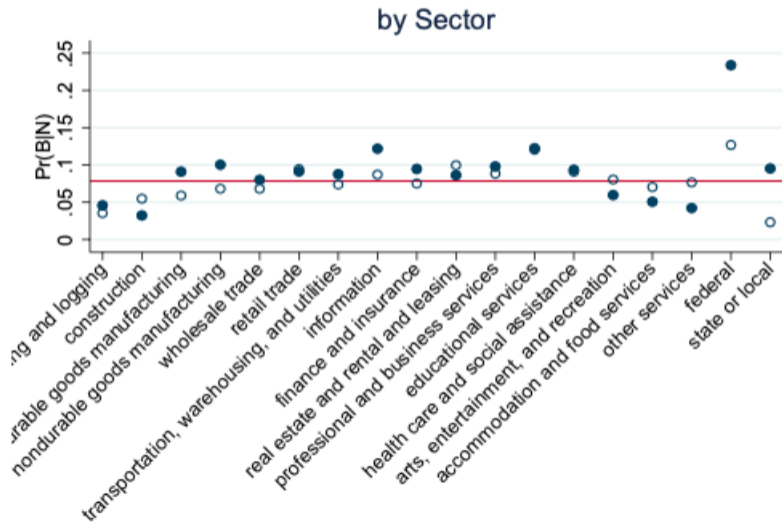


FIGURE 2. BREAKDOWN OF SPENDING ON RECRUITING ACTIVITIES

Source: Gavazza, Mongey, and Violante (2018), Bersin and Associate

Potentially helpful case study: Federal Government



Potentially helpful case study: Federal Government



U.S. DEPARTMENT OF LABOR

Understanding the Federal Hiring Process

DOL Job Opportunities
Commitment to a Diverse Workforce
Who We Are
Agencies
Job Experience Levels
How to Apply
Understanding the Federal Hiring Process
Tips for Writing a Federal Resume
Common Terms on Job Opportunity Announcements
How to Turn Your Education and Experience into a Career with DOL
What To Expect After You Apply
Individuals with Disabilities / Disability Accommodations
Tips for Veterans
Interview Tips

While the process may be similar to that in private industry, there are still significant differences due to the many laws, executive orders and regulations that govern federal employment.



Competitive Service versus Excepted Service Positions +

Competitive Service +

Appointment Methods +

Locating Job Opportunities -

OPM maintains a central database, called USAJOBS, which lists nearly every federal job opening. Available job opportunity announcements (JOAs) provide applicants with information about job qualifications, duties, salary, duty location, benefits and security requirements. The JOA can be used to help you determine if your interests, education, and professional background match the vacant position which could possibly make you a good candidate for the job. A list of [common terms](#) is available to assist you in understanding the terms used in job announcements.

You can also find DOL only specific jobs at [DOL Jobs](#). Most jobs in the Department require U.S. citizenship and successful completion of a full background investigation and drug screening.

Federal Government: What could explain this?

1. Burning Glass does not capture all online vacancies
 - ▶ Seems unlikely to be first order for federal government because of USAJobs.gov
2. Firms often hire without posting the job online
 - ▶ Unlikely for the federal government due to anti-discrimination laws
 - ▶ Postings are also mandatory for federal contractors
3. The establishment match has noise
 - ▶ What does it look like aggregated to the firm level?
 - ▶ What does it look like for the non-fuzzy match subsample?
4. There are residual differences between the datasets (flow vs. stock, etc.)

Conclusion

- Exciting and challenging data merge
- Interested in understanding the reasons for differences between datasets
- This modified weights will be broadly useful!