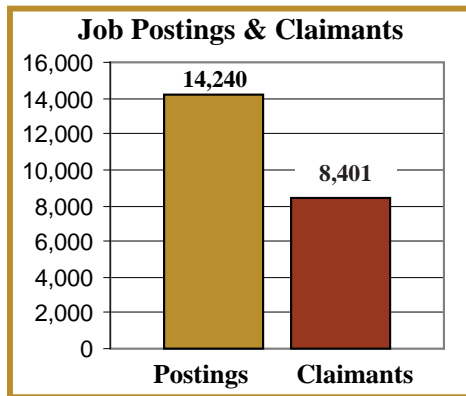




Unemployment insurance claimants represent an able and available supply of trained workers who are currently seeking work. Online postings represent a current demand for labor detailing the types of occupations employers are seeking to fill. A comparison of these two groups provides an indication of occupational groups for which labor supply is sufficient to meet employer's current needs and for which there is a shortage of trained workers available to meet employers' current demands.

On September 30, 2014, the Department of Labor and Training's EmployRI on-line network recorded 14,240 on-line job



postings from RI based businesses. Also in September, 8,401 (19.9%) of the 42,300 unemployed RI residents collected UI benefits. A comparison of the on-line job posting to the UI claimants currently seeking work indicates that there was less than one (0.6) claimant for each on-line posting.

Job postings for which the usual educational requirement was either high school diploma (33.6%) or a bachelor's degree (16.4%) accounted for the most on-line postings, numbering 4,782 and 2,334 respectively. Nearly eleven percent of the postings required less than a high school diploma, 5.8 percent

required advance degrees and 9.0 percent required an associate degree. For slightly more than 20 percent of the postings, there was no educational requirement attributed to the posting. The data indicates that there is a shortage of experienced workers for postings requiring an associates or bachelor's degree.

Educational Levels for Postings and Claimants

	Postings*		Claimants**	
	Number	Percent	Number	Percent
Total	14,240	100.0%	8,401	100.0%
Advance Degrees	830	5.8%	1,264	15.1%
Bachelor's	2,334	16.4%	848	10.1%
Associate	1,282	9.0%	381	4.5%
Some College or Post Secondary Award	434	3.0%	1,676	20.0%
High School/GED	4,782	33.6%	3,204	38.1%
Less Than High School	1,506	10.6%	915	10.9%
Unavailable	3,072	21.6%	113	1.3%

Labor Supply & Demand by Major Occupation

	EmployRI Postings*	Unemployed Claimants**	Claimants/Postings
Total	14,240	8,401	0.6
Construction & Extraction	86	237	2.8
Production Occupations	591	740	1.3
Building & Grounds Cleaning & Maintenance	122	132	1.1
Personal Care & Service	203	200	1.0
Protective Service	76	73	1.0
Legal	42	39	0.9
Installation, Maintenance, & Repair	216	194	0.9
Food Preparation & Serving Related	470	363	0.8
Education, Training, & Library	307	221	0.7
Office & Administrative Support	1,644	1,115	0.7
Healthcare Support	459	272	0.6
Community & Social Services	212	113	0.5
Arts, Design, Entertainment, Sports, & Media	272	128	0.5
Life, Physical, & Social Science	117	51	0.4
Management	1,719	733	0.4
Transportation & Material Moving	1,214	429	0.4
Business & Financial Operations	943	285	0.3
Sales & Related	1,869	440	0.2
Computer & Mathematical	1,054	147	0.1
Architecture & Engineering	581	81	0.1
Healthcare Practitioners & Technical	2,018	232	0.1

A labor surplus was associated with three of the 21 occupational groups including Construction & Extraction, Production, and Building & Grounds Cleaning & Maintenance. The greatest labor surplus was associated with the Construction & Extraction group for which there were approximately three UI claimants with this type of work experience for every on-line posting.

Postings for Healthcare Practitioners & Technical, Architecture & Engineering and Computer & Mathematical occupational groups outnumber claimants by more than seven to one. These numbers indicate that employers seeking to fill vacancies in these occupational groups would have more difficulty finding qualified workers than those employers attempting to fill vacancies in occupational groups where the ratio of unemployed claimants to on-line postings is greater or closer to one.

Labor Demand

On-line postings represent a current demand for labor, detailing the types of occupations employers are seeking to fill.

During the third quarter of 2014, EmployRI recorded 14,240 on-line job postings for over 460 different occupations. There were 49 occupations with 50 or more job postings during the third quarter 2014 accounting for more than half (53%) of the on-line postings.

Demand exceeded supply for 29 of the 30 occupations most in demand. For 11 of these 29 occupations an associate degree or higher is generally required.

Occupations with the Most Postings Third Quarter 2014

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Customer Service Representatives	895	165	0.18	High School/GED
Registered Nurses	870	51	0.06	Associates
Heavy & Tractor-Trailer Truck Drivers	509	43	0.08	High School/GED
Retail Salespersons	413	70	0.17	Less than HS
Nursing Assistants	316	89	0.28	Postsecondary
Tax Preparers	280	54	0.19	High School/GED
Licensed Practical & Licensed Vocational Nurses	212	30	0.14	Postsecondary
Computer Programmers	199	4	0.02	Bachelor's
Insurance Sales Agents	164	15	0.09	High School/GED
First-Line Supervisors of Retail Sales Workers	158	64	0.41	High School/GED
Computer User Support Specialists	155	56	0.36	Some college
Light Truck or Delivery Services Drivers	154	51	0.33	High School/GED
Computer Systems Analysts	147	14	0.10	Bachelor's
Sales Managers	147	84	0.57	Bachelor's
Physical Therapists	145	6	0.04	Doctoral/Professional
Laborers & Freight, Stock, & Material Movers, Hand	145	37	0.26	Less than HS
Accountants & Auditors	129	31	0.24	Bachelor's
General & Operations Managers	125	128	1.02	Associates
Cashiers	119	78	0.66	Less than HS
Marketing Managers	105	38	0.36	Bachelor's
Receptionists & Information Clerks	103	24	0.23	High School/GED
Combined Food Preparation & Serving Workers	100	41	0.41	Less than HS
Financial Managers	99	47	0.47	Bachelor's
Software Developers, Applications	96	19	0.20	Bachelor's
Bus Drivers, School or Special Client	96	48	0.50	High School/GED
Merch&ise Displayers & Window Trimmers	90	4	0.04	High School/GED
Management Analysts	88	13	0.15	Bachelor's
Stock Clerks & Order Fillers	88	65	0.74	Less than HS
Nurse Practitioners	88	-	-	Master's
First-Line Supervisors: Office & Administrative Support Workers	84	56	0.67	High School/GED

Labor Supply

Unemployment insurance claimants represent an able and available supply of trained workers who are currently seeking work.

The 8,401 individuals collecting unemployment insurance benefits in September 2014 reported previous work experience in 575 different occupations.

Labor surpluses existed for half of the occupations most frequently cited by UI claimants. The largest surplus was calculated for Hand Packers & Packagers, there were more than 24 experienced workers for every job posting, signifying the difficulty unemployed workers are having finding work in occupations in which they were previously employed.

Occupations with the Most Claimants Third Quarter 2014

Occupational Title	Postings*	Claimants**	Claimants per Postings	Educational Requirement
Bookkeeping, Accounting, & Auditing Clerks	59	71	1.2	High School/GED
Bus Drivers, School or Special Client	96	48	0.5	High School/GED
Carpenters	26	50	1.9	High School/GED
Cashiers	119	78	0.7	Less than HS
Computer User Support Specialists	155	56	0.4	Some college
Customer Service Representatives	895	165	0.2	High School/GED
Executive Secretaries & Executive Assistants	71	77	1.1	High School/GED
Financial Managers	99	47	0.5	Bachelor's
First-Line Supervisors: Office & Administrative Workers	84	56	0.7	High School/GED
First-Line Supervisors: Production & Operating Workers	45	58	1.3	Postsecondary
First-Line Supervisors: Retail Sales Workers	158	64	0.4	High School/GED
General & Operations Managers	125	128	1.0	Associates
Home Health Aides	25	62	2.5	Less than HS
Light Truck or Delivery Services Drivers	154	51	0.3	High School/GED
Maintenance & Repair Workers (General)	17	47	2.8	High School/GED
Medical Assistants	37	50	1.4	High School/GED
Medical Secretaries	40	59	1.5	High School/GED
Nursing Assistants	316	89	0.3	Postsecondary
Office Clerks, General	20	151	7.6	High School/GED
Packers & Packagers, Hand	4	96	24.0	Less than HS
Personal Care Aides	19	111	5.8	Less than HS
Preschool Teachers	8	49	6.1	Associates
Production Workers (All Other)	104	128	1.2	High School/GED
Registered Nurses	870	51	0.1	Associates
Retail Salespersons	413	70	0.2	Less than HS
Sales Managers	147	84	0.6	Bachelor's
Sales Representatives, Wholesale & Manufacturing	26	54	2.1	High School/GED
Stock Clerks & Order Fillers	88	65	0.7	Less than HS
Tax Preparers	280	54	0.2	High School/GED
Waiters & Waitresses	74	57	0.8	Less than HS

Labor Shortages

Even though the state has a higher than average unemployment rate, many Rhode Island employers report that they are having difficulty finding qualified workers to fill many of the positions they have available. During the third quarter of 2014, the number of posted vacancies exceeded the number of unemployed workers for more than 250 occupations, indicating a possible labor shortage for those occupations.

Our labor supply and demand data indicates that there are not enough experienced unemployed workers available to meet the strong demand employers have for occupations such as Speech-Language Pathologists, Computer Programmers, Financial Analysts, Biologists, and Physical Therapists. While a college degree (Associate or higher) is required for most of these jobs, for some, a high school education is sufficient.

Occupations with Potential Shortages - Third Quarter 2014

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Speech-Language Pathologists	70	1	70	Master's
Computer Programmers	199	4	49.8	Bachelor's
Financial Analysts	64	2	32.0	Bachelor's
Biologists	32	1	32.0	Bachelor's
Physical Therapists	145	6	24.2	Doctoral/Professional
Travel Agents	20	1	20.0	High School/GED
Mechanical Engineers	53	3	17.7	Bachelor's
Registered Nurses	870	51	17.1	Associates
Occupational Therapists	57	4	14.3	Master's
Electrical Engineers	27	2	13.5	Bachelor's
Human Resources Managers	25	2	12.5	Bachelor's
Heavy & Tractor-Trailer Truck Drivers	509	43	11.8	High School/GED
Insurance Sales Agents	164	15	10.9	High School/GED
Computer Systems Analysts	147	14	10.5	Bachelor's
Interpreters & Translators	10	1	10.0	Bachelor's
Control & Valve Installers & Repairers	10	1	10.0	High School/GED
Personal Financial Advisors	65	8	8.1	Bachelor's
Demonstrators & Product Promoters	69	9	7.7	High School/GED
Mental Health Counselors	46	6	7.7	Master's
Licensed Practical & Licensed Vocational Nurses	212	30	7.1	Postsecondary
Software Developers, Systems Software	35	5	7.0	Bachelor's
Licensed Massage Therapists	7	1	7.0	Postsecondary
Detectives & Criminal Investigators	7	1	7.0	High School/GED
Tailors, Dressmakers, & Custom Sewers	7	1	7.0	Less than HS
Management Analysts	88	13	6.8	Bachelor's
Information Security Analysts	43	7	6.1	Bachelor's
Counter Attendants, Cafeteria & Coffee Shop	36	6	6.0	Less than HS
Writers & Authors	24	4	6.0	Bachelor's
Biochemists & Biophysicists	6	1	6.0	Doctoral/Professional
Dietitians & Nutritionists	6	1	6.0	Bachelor's

* Jobs posted during the 90 day period ending September 30, 2014 and still open on September 30, 2014.

EmployRI aggregates postings for a variety of job boards. Software is in place that is designed to eliminate duplicate postings.

** Individuals receiving unemployment insurance payments for the week ending September 13, 2014.

Claimants select the occupational code which best describes their current position upon registering for benefits.



A publication of the Labor Market Information Unit

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