



# Labor Supply & Demand - First Quarter 2013

## RI Department of Labor and Training Labor Market Information

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 March 31, 2013, the Department of Labor and Training's EmployRI on-line network recorded 8,800 on-line job postings from Rhode Island based businesses. Also in March, some 26,679 individuals collected Unemployment Insurance (UI) benefits, accounting for over half (52.2%) of all unemployed Rhode Island workers. A comparison of the on-line job postings to the UI claimants currently seeking work indicates that there were 3 claimants for each on-line posting, and a surplus of available labor (more claimants per posting) for all education levels and nearly all occupational groups.

Jobs for which the usual educational requirement was either a high school diploma (23.6%) or a bachelor's degree (19.4%) accounted for the most on-line postings, numbering 2,081 and 1,707, respectively. Over 12 percent of the postings required an associate degree, 8.0 percent required advance degrees and 3.2 percent required some college or post secondary non-degree award. For approximately 13.7 percent of the postings, there was no educational requirement (i.e. less than high school).

There was a surplus of available labor for nearly all occupational groups in March 2013. Healthcare Practitioners & Technical occupations numbering 1,649 accounted for the most postings during the first quarter of 2013, followed by the Management (1,321), and Sales & Related (1,103) occupational groups.

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	EmployRI Postings*	Unemployed Claimants**	Claimants/Postings
<b>Total</b>	<b>8,800</b>	<b>26,679</b>	<b>3.0</b>
Construction & Extraction	35	2,189	62.5
Building & Grounds Cleaning & Maintenance	130	1,932	14.9
Military Occupations	15	135	9.0
Production Occupations	361	2,903	8.0
Installation, Maintenance, & Repair	122	919	7.5
Food Preparation & Serving Related	343	1,900	5.5
Office & Administrative Support	765	4,023	5.3
Transportation & Material Moving	361	1,689	4.7
Personal Care & Service	160	548	3.4
Protective Service	91	271	3.0
Community & Social Services	112	326	2.9
Arts, Design, Entertainment, Sports, & Media	130	375	2.9
Healthcare Support	261	660	2.5
Education, Training, & Library	190	452	2.4
Legal	46	87	1.9
Management	1,321	2,460	1.9
Life, Physical, & Social Science	107	176	1.6
Farming, Fishing, & Forestry	119	193	1.6
Sales & Related	1,103	1,573	1.4
Business & Financial Operations	464	617	1.3
Architecture & Engineering	306	275	0.9
Computer & Mathematical	609	334	0.5
Healthcare Practitioners & Technical	1,649	567	0.3

Educational Levels for Postings and Claimants				
	Postings*		Claimants**	
	Number	Percent	Number	Percent
<b>Total</b>	<b>8,800</b>	<b>100.0%</b>	<b>26,679</b>	<b>100.0%</b>
Advance Degrees	703	8.0%	2,788	10.4%
Bachelor's	1,707	19.4%	2,126	8.0%
Associate	1,088	12.4%	1,099	4.1%
Some College or Post Secondary Award	282	3.2%	4,643	17.4%
High School/GED	2,081	23.6%	11,074	41.5%
Less Than High School	1,205	13.7%	3,350	12.6%
Unavailable	1,734	19.7%	1,598	6.0%

The greatest labor surplus was associated with the Construction & Extraction occupational group for which there were approximately 62 UI claimants with this type of work experience for every on-line posting. Other occupational groups for which there were significantly more unemployed workers than on-line postings included Building & Grounds Cleaning & Maintenance occupations, (14.9), Production occupations (8.0), and Installation, Maintenance, & Repair occupations (7.5). In contrast, there was more of a demand for Architecture & Engineering occupations, Computer & Mathematical occupations and Healthcare Practitioner & Technical occupations. For all three of these occupational groups there were more on-line postings than unemployed insurance claimants indicating previous work experience in these occupational groups.

These statistics indicate that employers seeking to hire workers to fill vacancies in these occupational groups would have more difficulty finding qualified workers than those employers attempting to fill vacancies in occupational groups for which there are significantly more unemployed claimants than on-line postings.

# Labor Demand

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

During the first quarter of 2013, EmployRI recorded 8,800 on-line job postings for more than 400 different occupations. There were 32 occupations with 50 or more job postings during the first quarter 2013 accounting for nearly half of the on-line postings.

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

## Occupations with the Most Postings First Quarter 2013

Occupational Title	Postings*	Claimants**	Claimants per Postings	Educational Requirement
Accountants & Auditors	122	77	0.6	Bachelor's
Advertising & Promotions Managers	52	19	0.4	Bachelor's
Bookkeeping, Accounting, & Auditing Clerks	62	211	3.4	High School/GED
Cashiers	64	179	2.8	Less than HS
Combined Food Preparation & Serving Workers	68	164	2.4	Less than HS
Computer Programmers	175	9	0.1	Bachelor's
Computer Software Engineers, Applications	69	52	0.8	Bachelor's
Computer Software Engineers, System Software	53	13	0.2	Bachelor's
Computer System Analyst	61	26	0.4	Bachelor's
Customer Service Representatives	299	470	1.6	High School/GED
Financial Managers	69	93	1.3	Bachelor's
First-Line Supervisors: Food Preparation & Serving	91	103	1.1	High School/GED
First-Line Supervisors: Office & Administrative Support	51	233	4.6	High School/GED
First-Line Supervisors: Retail Sales Workers	83	255	3.1	High School/GED
General & Operations Managers	71	506	7.1	Associate
Heavy & Tractor-Trailer Truck Drivers	174	253	1.5	High School/GED
Helpers--Production Workers	187	224	1.2	Less than HS
Home Health Aides	58	139	2.4	Less than HS
Insurance Sales Agents	57	36	0.6	High School/GED
Maids & Housekeeping Cleaners	55	132	2.4	Less than HS
Management Analysts	78	29	0.4	Bachelor's
Network & Computer System Administrators	81	39	0.5	Bachelor's
Nonfarm Animal Caretakers	75	18	0.2	Less than HS
Nursing Aides, Orderlies, & Attendants	122	175	1.4	Postsecondary
Occupational Therapists	89	3	0.0	Masters
Physical Therapists	96	7	0.1	Doctoral/Professional
Registered Nurses	832	110	0.1	Associate
Retail Salespersons	192	198	1.0	Less than HS
Sales Representatives: Wholesale & Manufacturing (Technical & Scientific Products)	85	64	0.8	Bachelor's
Speech-Language Pathologists	57	0	0.0	Masters

# Labor Supply

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

More than 26,500 individuals collected unemployment insurance benefits during March 2013. These unemployed claimants reported previous work experience in approximately 700 different occupations.

Labor surpluses existed for all of the 30 occupations most frequently cited by UI claimants. For half of these occupations, there were more than seven experienced workers for every job posting, signifying the difficulty many unemployed workers are having finding work in occupations in which they were previously employed.

## Occupations with the Most Claimants First Quarter 2013

Occupational Title	Postings*	Claimants**	Claimants per Postings	Educational Requirement
Assemblers & Fabricators	2	188	94.0	High school/GED
Bartenders	23	198	8.6	Less than HS
Bookkeeping, Accounting, & Auditing Clerks	62	211	3.4	High school/GED
Carpenters	7	267	38.1	High school/GED
Cashiers	64	179	2.8	Less than HS
Construction Laborers	-	376	-	Less than HS
Cooks, Restaurant	30	168	5.6	Less than HS
Customer Service Representatives	299	470	1.6	High school/GED
Executive Secretaries & Executive Administrative Assistants	47	212	4.5	High school/GED
First-Line Supervisors: Landscaping & Groundskeeping	2	189	94.5	High school/GED
First-Line Supervisors: Office & Administrative Support	51	233	4.6	High school/GED
First-Line Supervisors: Production & Operating Workers	10	269	26.9	Postsecondary
First-Line Supervisors: Retail Sales Workers	83	255	3.1	High school/GED
General & Operations Managers	71	506	7.1	Associate's degree
Heavy & Tractor-Trailer Truck Drivers	174	253	1.5	High school/GED
Helpers--Production Workers	187	224	1.2	Less than HS
Janitors & Cleaners	24	254	10.6	Less than HS
Laborers & Freight, Stock, & Material Movers, Hand	27	196	7.3	Less than HS
Landscaping & Groundskeeping Workers	6	973	162.2	Less than HS
Light Truck or Delivery Services Drivers	9	181	20.1	High school/GED
Medical Secretaries	10	172	17.2	High school/GED
Nursing Aides, Orderlies, & Attendants	122	175	1.4	Postsecondary
Office Clerks, General	9	453	50.3	High school/GED
Painters, Construction & Maintenance	5	229	45.8	Less than HS
Personal Care Aides	20	185	9.3	Less than HS
Retail Salespersons	192	198	1.0	Less than HS
Sales Managers	33	197	6.0	Bachelor's
Sales Representatives: Wholesale & Manufacturing	5	199	39.8	High school/GED
Stock Clerks & Order Fillers	42	253	6.0	Less than HS
Waiters & Waitresses	25	350	14.0	Less than HS

# Labor Shortages

Despite the state's high 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 first quarter of 2013 the number of posted vacancies exceeded the number of unemployed workers for over 100 occupations, indicating potential labor shortages 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 registered nurses, computer programs, or physical therapists. However, even for occupations with few postings, such as Operations Research Analysts, Loan Interviewers & Clerks, or Paralegals & Legal Assistants, there are not enough unemployed workers to meet employers' needs.

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 - First Quarter 2013

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Accountants & Auditors	122	77	1.6	Bachelor's
Advertising & Promotions Managers	52	19	2.7	Bachelor's
Clinical, Counseling, & School Psychologists	32	12	2.7	Doctoral/Professional
Computer Programmers	175	9	19.4	Bachelor's
Computer Software Engineers, Applications	69	52	1.3	Bachelor's
Computer Software Engineers, System Software	53	13	4.1	Bachelor's
Computer System Analyst	61	26	2.3	Bachelor's
Correctional Officers & Jailers	29	6	4.8	High School/GED
Database Administrator	35	8	4.4	Bachelor's
Door-to-Door Sales Workers	22	4	5.5	High School/GED
Family & General Practitioners	41	2	20.5	Doctoral/Professional
Financial Analysts	48	12	4	Bachelor's
Industrial Engineers	31	25	1.2	Bachelor's
Insurance Sales Agents	57	36	1.6	High School/GED
Loan Interviewers & Clerks	26	26	1	High School/GED
Management Analysts	78	29	2.7	Bachelor's
Merchandise Displayers & Window Trimmers	45	19	2.4	High School/GED
Network & Computer System Administrators	81	39	2.1	Bachelor's
Nonfarm Animal Caretakers	75	18	4.2	Less than HS
Occupational Therapists	89	3	29.7	Master's degree
Operations Research Analysts	23	8	2.9	Bachelor's
Paralegals & Legal Assistants	31	21	1.5	Associate's degree
Pharmacy Technicians	45	45	1	High School/GED
Physical Therapists	96	7	13.7	Doctoral/Professional
Physician Assistants	35	7	5	Master's degree
Real Estate Sales Agents	27	12	2.3	High School/GED
Registered Nurses	832	110	7.6	Associate's degree
Sales Representatives: Wholesale & Manufacturing (Technical & Scientific Products)	85	64	1.3	Bachelor's
Securities, Commodities, & Financial Sales Agents	31	27	1.1	Bachelor's
Speech-Language Pathologists	57	0	-	Master's degree

\* Jobs posted during the 90 day period ending March 31, 2013 and still open on March 31, 2013.

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 March 15, 2013.

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



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