



Labor Supply & Demand

First Quarter 2012

Unemployment insurance claimants represent an able and available *supply* of trained labor. On-line postings represent a current *demand* for labor. A comparison of these two datasets 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 employer’s current demands.

On March 30, 2012, the Department of Labor and Training’s EmployRI on-line network recorded 7,999 on-line job postings from Rhode Island-based businesses. Also in March, 33,467 individuals collected Unemployment Insurance (UI) benefits, accounting for slightly more than half (51.3%) of all unemployed Rhode Island residents. A comparison of the on-line job postings to the UI claimants currently seeking work indicates that there were 4.2 claimants for each on-line posting, and a surplus of available labor (more claimants per posting) for nearly all occupational groups.

Healthcare Practitioner & Technical occupations, numbering 1,765, accounted for the most postings during the first quarter of 2012, followed by the Management (1,095) and Sales & Related (1,010) occupational groups. Legal and Construction & Extraction occupations had the fewest on-line job postings, numbering 30 and 61, respectively.

Labor Supply and Demand First Quarter 2012			
Occupation Group	EmployRI Postings*	Unemployed Claimants**	Claimants/Posting
Total	7,999	33,467	4.2
Construction & Extraction	61	2,415	39.6
Building & Grounds Cleaning & Maint.	125	2,018	16.1
Installation, Maintenance & Repair	98	1,162	11.9
Production	375	4,002	10.7
Transportation & Material Moving	209	2,179	10.4
Education, Training & Library	78	606	7.8
Food Preparation & Serving Related	297	2,225	7.5
Community & Social Services	78	485	6.2
Office & Administrative Support	885	5,434	6.1
Personal Care & Service	135	746	5.5
Legal	30	132	4.4
Arts, Design, Ent., Sports & Media	129	482	3.7
Business & Financial Operations	296	899	3.0
Protective Service	131	384	2.9
Management	1,095	3,061	2.8
Life, Physical & Social Science	77	199	2.6
Healthcare Support	380	827	2.2
Sales & Related	1,010	1,996	2.0
Architecture & Engineering	215	352	1.6
Computer & Mathematical	513	419	0.8
Healthcare Practitioner & Technical	1,765	638	0.4

* Jobs posted during the 90 day period ending March 30, 2012 and still open on March 30, 2012
 ** Individuals receiving unemployment insurance payments for the week ending March 16, 2012

The greatest labor surplus was for the Construction & Extraction occupational group, for which there were nearly 40 UI claimants with this type of work experience for every on-line posting in this occupational group. Other occupational groups for which there were significantly more unemployed workers than on-line postings included Building & Grounds Cleaning & Maintenance (16.1), Installation, Maintenance & Repair (11.9), Production (10.7) and Transportation & Material Moving (10.4), each of which had more than ten unemployed claimants per on-line posting.

In contrast, there was more of a demand for Healthcare Practitioner & Technical and Computer & Mathematical occupations than available labor. For both of these occupational groups there were more on-line postings than UI claimants indicating previous work experience in these occupational groups.

These statistics indicate that employers seeking to hire workers to fill vacancies for Healthcare Practitioner & Technical and Computer & Mathematical jobs 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 2012, EmployRI recorded nearly 8,000 on-line job postings for over 350 different occupations. Employers posted 40 or more advertisements for some 30 occupations during the first quarter of 2012, accounting for over 40 percent of the on-line postings.

Demand exceeded supply for twelve of the 30 occupations most in demand. For nearly all these occupations advance education or specific skills requiring years of preparation is generally required.

Occupations with the Most Postings

Occupational Title	Postings*	Claimants**	Claimants/ Posting
Registered Nurses	812	117	0.1
Customer Service Representatives	355	715	2.0
Physical Therapists	270	1	0.0
Nursing Aides, Orderlies, & Attendants	210	272	1.3
Occupational Therapists	191	0	0.0
Retail Salespersons	163	281	1.7
Physicians & Surgeons	132	3	0.0
Heavy & Tractor-Trailer Truck Drivers	104	326	3.1
Insurance Sales Agents	98	34	0.3
Security Guards	96	207	2.2
First-Line Supervisors of Retail Sales Workers	95	338	3.6
Executive Secretaries & Executive Administrative Assistants	80	300	3.8
Computer Systems Analysts	78	42	0.5
Stock Clerks	73	392	5.4
Accountants & Auditors	69	111	1.6
Financial Managers, Branch or Department	63	142	2.3
Software Developers, Systems Software	59	33	0.6
Home Health Aides	59	138	2.3
Tellers	55	124	2.3
Sales Representatives, Whole & Manuf., Technical & Scientific Products	54	114	2.1
Management Analysts	49	30	0.6
Personal Care Aides	49	252	5.1
Software Developers, Applications	48	51	1.1
Merchandise Displayers & Window Trimmers	47	31	0.7
Maids & Housekeeping Cleaners	46	187	4.1
Education Administrators, Postsecondary	44	36	0.8
Food Service Managers	44	162	3.7
Telemarketers	43	20	0.5
Financial Analysts	42	18	0.4
Medical & Health Services Managers	40	73	1.8

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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 16, 2012.

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

Labor Supply

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

Nearly 33,500 individuals collected unemployment insurance benefits during March 2012. These unemployed claimants reported previous work experience in more than 700 different occupations.

Labor surpluses existed for all of the 30 occupations most frequently cited by UI claimants. For several occupations there were more than ten experienced workers per 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

Occupational Title	Postings*	Claimants**	Claimants/ Posting
Landscaping & Groundskeeping	0	1,079	1,079
Customer Service Representatives	355	715	2
Office Clerks, General	16	657	41
First-Line Supervisors of Production & Operating Workers	17	530	31
Waiters & Waitresses	22	398	18
Stock Clerks	100	392	4
Order Fillers, Wholesale & Retail Sales	13	392	30
Carpenters	25	352	14
First-Line Supervisors of Retail Sales Workers	95	338	4
Heavy & Tractor-Trailer Truck Drivers	104	326	3
Bookkeeping, Accounting, & Auditing Clerks	27	316	12
First-Line Supervisors of Office & Administrative Support Workers	9	312	35
Sales Managers	36	301	8
Executive Secretaries & Executive Administrative Assistants	80	300	4
Retail Salespersons	163	281	2
Assemblers & Fabricators	33	328	10
Nursing Aides, Orderlies, & Attendants	210	272	1
Cashiers	24	270	11
Light Truck or Delivery Services Drivers	14	270	19
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	34	258	8
Personal Care Aides	49	252	5
Maintenance & Repair Workers, General	15	239	16
Laborers & Freight, Stock, & Material Movers, Hand	18	234	13
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	16	233	15
Medical Secretaries	12	228	19
Painters, Construction & Maintenance	6	217	36
Security Guards	96	207	2
Bartenders	13	201	15
Maids & Housekeeping Cleaners	46	200	4
Shipping, Receiving, & Traffic Clerks	26	187	7
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	19	181	10

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Labor Shortages

Despite record-breaking unemployment, 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 2012, the number of posted vacancies for 35 occupations exceeded the number of individuals indicating previous work experience in those occupations.

This data indicates that there are not enough experienced unemployed workers available to meet the strong demand employers have for occupations, such as occupational and physical therapists, registered nurses, computer systems analysts or insurance agents. However, even for occupations with few postings, such as manufacturing, mechanical or chemical engineers, machine setters or pharmacists, if there are not enough workers to fill employer's needs, there is a labor shortage for that occupation.

Occupations with Potential Shortages

Occupational Title	Postings*	Claimants**	Postings/ Claimant
Physical Therapists	270	1	270
Occupational Therapists	191	0	191
Physicians & Surgeons	132	3	44
Manufacturing Engineers	13	1	13
Registered Nurses	812	120	7
Database Administrators	26	8	3
Respiratory Therapy Technicians	3	1	3
Insurance Sales Agents	98	34	3
Financial Analysts	42	18	2
Telemarketers	43	20	2
Medical Scientists, Except Epidemiologists	18	9	2
Diagnostic Medical Sonographers	6	3	2
Medical & Clinical Laboratory Technologists	18	9	2
Athletic Trainers	4	2	2
Milling & Planing Machine Setters, Operators, & Tenders, Metal & Plastic	12	6	2
Computer Systems Analysts	78	42	2
Software Developers, Systems Software	59	33	2
Clinical Counseling, School Psychologists	21	11	2
Chemical Engineers	5	3	2
Nurse Midwives	10	6	2
Management Analysts	49	30	2
Merchandise Displayers & Window Trimmers	47	31	2
Natural Sciences Managers	15	10	2
Pharmacists	10	7	1.4
Dietitians & Nutritionists	7	5	1.4
Lathe & Turning Machine Tool Setters, Operators, & Tenders, Metal & Plastic	9	7	1.3
Advertising & Promotions Managers	35	28	1.3
Education Administrators, Postsecondary	44	36	1.2
Mechanical Engineers	12	10	1.2
Neurodiagnostic Technologists	7	6	1.2
Education Administrators, Preschool & Childcare Center/Program	28	25	1.1
Writers & Authors	6	6	1.0

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