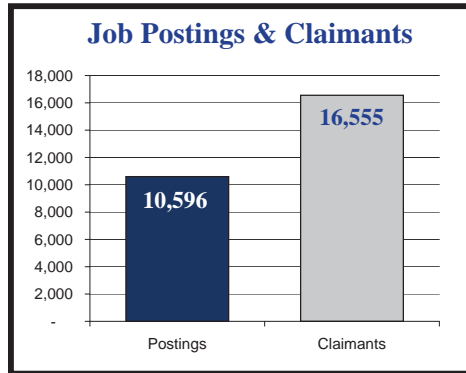




Unemployment insurance claimants represent an able and available supply of trained workers who are currently seeking work. Online postings represent a current demand for labor detailing the types of occupations employers are seeking to fill. A comparison of these two groups provides an indication of 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, 2014, the Department of Labor and Training's EmployRI on-line network recorded 10,596 on-line job postings from Rhode Island based businesses. Also in March, some 16,555 individuals collected Unemployment Insurance (UI) benefits. A comparison of the on-line job postings to the UI claimants currently seeking work indicates that there were 1.6 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 bachelor's degree (26.7%) or a high school diploma (23.6%) accounted for the most on-line postings, numbering 2,824 and 2,497, respectively. Nearly 10 percent of the postings required an associate degree, 8.4 percent required advance degrees and 2.9 percent required some college or post secondary non-degree award. For approximately 10.4 percent of the postings, there was no educational requirement (i.e. less than high school).

	Postings*		Claimants**	
	Number	Percent	Number	Percent
Total	10,596	100.0%	16,555	100.0%
Advance Degrees	888	8.4%	1,791	10.8%
Bachelor's	2,824	26.7%	1,293	7.8%
Associate	953	9.0%	636	3.8%
Some College or Post Secondary Award	310	2.9%	2,762	16.7%
High School/GED	2,497	23.6%	7,355	44.4%
Less Than High School	1,101	10.4%	2,443	14.8%
Unavailable	2,022	19.1%	275	1.7%

There was a surplus of available labor for nearly half of the occupational groups in March 2014. Healthcare Practitioners & Technical occupations numbering 1,481 accounted for the most postings during the first quarter of 2014, followed by Management (1,409) and Sales and Related (1,176) occupational groups.

Labor Supply & Demand by Major Occupation			
	EmployRI Postings*	Unemployed Claimants**	Claimants/Postings
Total	10,596	16,555	1.6
Construction & Extraction	90	1,425	15.8
Building & Grounds Cleaning & Maintenance	131	1,555	11.9
Farming, Fishing, & Forestry	14	136	9.7
Production	327	1,121	3.4
Food Preparation & Serving Related	334	1,077	3.2
Installation, Maintenance, & Repair	188	412	2.2
Office & Administrative Support	890	1,732	1.9
Legal	29	56	1.9
Personal Care & Service	146	231	1.6
Transportation & Material Moving	733	912	1.2
Arts, Design, Entertainment, Sports, & Media	165	201	1.2
Healthcare Support	257	275	1.1
Community & Social Services	134	124	0.9
Management	1,409	1,171	0.8
Protective Service	148	111	0.8
Life, Physical, & Social Science	125	82	0.7
Business & Financial Operations	581	323	0.6
Sales & Related	1,176	650	0.6
Architecture & Engineering	340	131	0.4
Computer & Mathematical	988	183	0.2
Education, Training, & Library	887	145	0.2
Healthcare Practitioners & Technical	1,481	215	0.1

The greatest labor surplus was associated with the Construction & Extraction occupational group for which there were approximately 16 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 (11.9); Farming, Fishing & Forestry (9.7); and Production (3.4) occupations.

In contrast, there was more of a demand for Education, Training & Library occupations, Healthcare Practitioner & Technical occupations and Computer & Mathematical 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 2014, EmployRI recorded 11,146 on-line job postings for nearly 500 different occupations. There were 35 occupations with 50 or more job postings during the first quarter 2014 accounting for 44 percent of the on-line postings.

Demand exceeded supply for 22 of the 30 occupations most in demand. For 16 of these 22 occupations an associate degree or higher is generally required.

Occupations with the Most Postings First Quarter 2014

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Accountants & Auditors	112	33	3.4	Bachelor's
Bus Drivers, School or Special Client	65	27	2.4	High School/GED
Career/Technical Education Teachers, Secondary School	99	0	-	Bachelor's
Cashiers	68	89	0.8	Less than HS
Combined Food Preparation & Serving Workers	79	113	0.7	Less than HS
Computer Programmers	263	6	43.8	Bachelor's
Computer Software Engineers, Applications	94	24	3.9	Bachelor's
Computer Software Engineers, System Software	79	13	6.1	Bachelor's
Computer System Analyst	84	16	5.3	Bachelor's
Customer Service Representatives	369	175	2.1	High School/GED
Executive Secretaries & Administrative Assistants	64	71	0.9	High School/GED
Financial Managers	106	43	2.5	Bachelor's
First-Line Supervisors of Retail Sales Workers	134	139	1.0	High School/GED
General & Operations Managers	89	299	0.3	Associates
Heavy & Tractor-Trailer Truck Drivers	285	199	1.4	High School/GED
Laborers & Freight, Stock, & Material Movers, Hand	83	97	0.9	Less than HS
Maids & Housekeeping Cleaners	70	90	0.8	Less than HS
Management Analysts	117	15	7.8	Bachelor's
Marketing Managers	83	49	1.7	Bachelor's
Network & Computer System Administrators	87	29	3.0	Bachelor's
Network Systems & Data Communication Analysts	78	5	15.6	Bachelor's
Nursing Aides, Orderlies, & Attendants	92	75	1.2	Postsecondary
Occupational Therapists	117	1	117.0	Master's
Physical Therapists	142	2	71.0	Doctoral/Professional
Registered Nurses	601	55	10.9	Associates
Retail Salespersons	226	92	2.5	Less than HS
Sales Managers	69	102	0.7	Bachelor's
Security Guards	67	53	1.3	High School/GED
Speech-Language Pathologists	133	0	-	Master's
Substitute Secondary School Teachers - Per Diem	450	5	90.0	Bachelor's
Substitute Secondary School Teachers Career/Technical Education	99	0	-	Bachelor's

Labor Supply

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

The 16,555 individuals collecting unemployment insurance benefits in March 2014 reported previous work experience in nearly 700 different occupations.

Labor surpluses existed for 27 of the 30 occupations most frequently cited by UI claimants. For 14 of these occupations, there were more than five 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 2014

Occupational Title	Postings*	Claimants**	Claimants per Postings	Educational Requirement
Bartenders	10	123	12.3	Less than HS
Bookkeeping, Accounting, & Auditing Clerks	29	93	3.2	High School/GED
Carpenters	6	183	30.5	High School/GED
Cashiers	68	89	1.3	Less than HS
Combined Food Preparation & Serving Workers	79	113	1.4	Less than HS
Construction Laborers	20	318	15.9	Less than HS
Cooks, Restaurant	29	98	3.4	Less than HS
Customer Service Representatives	369	175	0.5	High School/GED
First-Line Supervisors: Landscaping & Groundskeeping	2	177	88.5	High School/GED
First-Line Supervisors: Office & Administrative Support	36	133	3.7	High School/GED
First-Line Supervisors: Production & Operating Workers	20	100	5.0	Postsecondary
First-Line Supervisors: Retail Sales Workers	134	139	1.0	High School/GED
General & Operations Managers	89	299	3.4	Associates
Heavy & Tractor-Trailer Truck Drivers	285	199	0.7	High School/GED
Helpers--Production Workers	37	125	3.4	Less than HS
Janitors and Cleaners	14	155	11.1	Less than HS
Laborers & Freight, Stock, and Material Movers, Hand	83	97	1.2	Less than HS
Landscaping & Groundskeeping Workers	10	1,007	100.7	Less than HS
Light Truck or Delivery Services Drivers	18	109	6.1	High School/GED
Maids & Housekeeping Cleaners	70	90	1.3	Less than HS
Maintenance & Repair Workers, General	18	86	4.8	High School/GED
Office Clerks, General	18	264	14.7	High School/GED
Packers & Packagers, Hand	3	118	39.3	Less than HS
Painters, Construction & Maintenance	8	159	19.9	Less than HS
Personal Care Aides	14	102	7.3	Less than HS
Retail Salespersons	226	92	0.4	Less than HS
Roofers	7	109	15.6	Less than HS
Sales Managers	69	102	1.5	Bachelor's
Stock Clerks & Order Fillers	49	139	2.8	Less than HS
Waiters & Waitresses	22	202	9.2	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 2014 the number of posted vacancies exceeded the number of unemployed workers for 118 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 as Occupational Therapists, Substitute Secondary School Teachers, Physical Therapists, or Computer Programmers

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 2014

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Architectural & Engineering Managers	22	3	7.3	Bachelor's
Clinical, Counseling, & School Psychologists	45	2	22.5	Doctoral/Professional
Computer Programmers	263	6	43.8	Bachelor's
Computer Software Engineers, System Software	79	13	6.1	Bachelor's
Computer System Analyst	84	16	5.3	Bachelor's
Database Administrator	30	5	6.0	Bachelor's
Dietetic Technicians	15	2	7.5	High School/GED
Fiberglass Laminators & Fabricators	6	1	6.0	High School/GED
Financial Analysts	34	5	6.8	Bachelor's
First-Line Supervisors of Correctional Officers	6	1	6.0	High School/GED
Healthcare Social Workers	27	6	4.5	Master's
Insurance Sales Agents	47	10	4.7	High School/GED
Management Analysts	117	15	7.8	Bachelor's
Materials Engineers	14	3	4.7	Bachelor's
Mechanical Engineers	39	4	9.8	Bachelor's
Network Systems & Data Communication Analysts	78	5	15.6	Bachelor's
Nonfarm Animal Caretakers	17	3	5.7	Less than HS
Occupational Therapists	117	1	117.0	Master's
Occupational Therapy Assistants	10	2	5.0	Associates
Personal Financial Advisors	54	13	4.2	Bachelor's
Physical Therapist Assistants	30	3	10.0	Associates
Physical Therapists	142	2	71.0	Doctoral/Professional
Physician Assistants	26	6	4.3	Master's
Police, Fire, & Ambulance Dispatchers	15	2	7.5	High School/GED
Private Detectives & Investigators	5	1	5.0	Some college
Registered Nurses	601	55	10.9	Associates
Reservation & Ticket Agents & Travel Clerks	40	4	10.0	High School/GED
Substitute Per Diem Secondary School Teachers	450	5	90.0	Bachelor's
Securities, Commodities, & Financial Sales Agents	37	4	9.3	Bachelor's
Urban & Regional Planners	7	1	7.0	Master's

* Jobs posted during the 90 day period ending March 31, 2014 and still open on March 31, 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 March 15, 2014.

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



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