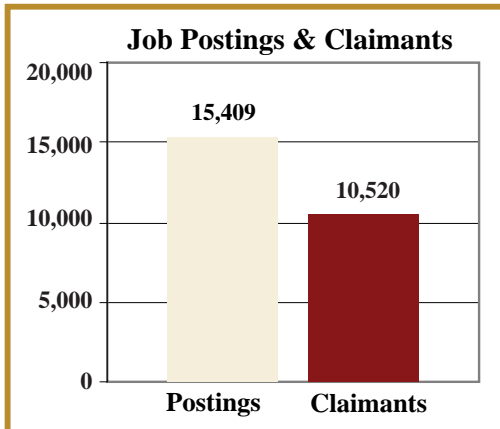




Unemployment Insurance (UI) claimants represent an able and available supply of trained workers who are currently seeking work. Online postings represent a current demand for labor detailing the types of occupations employers are seeking to fill. A comparison of these two groups provides an indication 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 December 31, 2014, the Department of Labor and Training's EmployRI on-line network recorded 15,409 on-line job postings from RI based businesses. Also during December, 10,520 (28.2%) of the 37,300 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 (0.7) claimant for each on-line posting.

	Postings*		Claimants**	
	Number	Percent	Number	Percent
Total	15,409	100.0%	10,520	100.0%
Advance Degrees	830	5.2%	1,373	13.1%
Bachelor's	3,560	23.1%	1,043	9.9%
Associate	1,845	12.0%	450	4.3%
Some College or Post Secondary Award	290	1.9%	2,012	19.1%
High School/GED	4,043	26.2%	4,193	39.9%
Less Than High School	1,434	9.3%	1,275	12.1%
Unavailable	3,434	22.3%	174	1.7%

Job postings for which the usual educational requirement was either high school diploma (26.2%) or a bachelor's degree (23.1%) accounted for the most on-line postings, numbering 4,043 and 3,560 respectively. Less than 10 percent of the postings required less than a high school diploma, 5.2 percent required advance degrees and 12.0 percent required an associate degree. For 22 percent of the postings, an educational requirement was not provided for the posting. This data indicates that there is a shortage of experienced workers for postings requiring a bachelor's or associate degree.

Labor Supply & Demand by Major Occupation

	EmployRI Postings*	Unemployed Claimants**	Claimants/Postings
Total	15,409	10,520	0.7
Construction & Extraction	60	681	11.4
Building & Grounds Cleaning & Maintenance	148	785	5.3
Legal	18	50	2.8
Production	386	948	2.5
Food Preparation & Serving Related	375	859	2.3
Personal Care & Service	116	258	2.2
Installation, Maintenance, & Repair	194	304	1.6
Protective Service	87	116	1.3
Office & Administrative Support	1,174	1458	1.2
Life, Physical, & Social Science	85	78	0.9
Education, Training, & Library	307	248	0.8
Arts, Design, Entertainment, Sports, & Media	269	163	0.6
Transportation & Material Moving	1,161	650	0.6
Healthcare Support	558	305	0.5
Community & Social Services	264	138	0.5
Management	2,189	1089	0.5
Architecture & Engineering	472	136	0.3
Sales & Related	2,183	595	0.3
Business & Financial Operations	1,155	305	0.3
Computer & Mathematical	1,660	170	0.1
Healthcare Practitioners & Technical	2,522	239	0.1

A labor surplus was associated with nine of the 22 occupational groups including Construction & Extraction; Building & Maintenance; Legal; Production; Food Preparation & Serving; Personal Care & Service; Installation, Maintenance, & Repair; Protective Service and Office & Administrative Support occupations. The greatest labor surplus was associated with the Construction & Extraction group for which there were approximately eleven UI claimants with this type of work experience for every on-line posting.

Postings for Healthcare Practitioners & Technical and Computer & Mathematical occupational groups outnumber claimants by approximately ten 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 fourth quarter of 2014, EmployRI recorded 15,409 on-line job postings for over 420 different occupations. There were 62 occupations with 50 or more job postings during the fourth quarter 2014.

Listed below are the thirty occupations with the most job postings recorded by EmployRI.

Occupations with the Most Postings

Fourth Quarter 2014

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Registered Nurses	1,378	61	22.6	Associates
Customer Service Representatives	495	161	3.1	High School/GED
Nursing Assistants	366	77	4.8	Postsecondary
Heavy & Tractor-Trailer Truck Drivers	351	73	4.8	High School/GED
Marketing Managers	340	38	8.9	Bachelor's
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	321	25	12.8	Bachelor's
Retail Salespersons	270	60	4.5	Less than HS
Sales Managers	252	79	3.2	Bachelor's
Software Developers, Applications	238	17	14.0	Bachelor's
First-Line Supervisors of Retail Sales Workers	226	88	2.6	High School/GED
Computer User Support Specialists	226	44	5.1	Some college
Computer Systems Analysts	213	9	23.7	Bachelor's
Packers & Packers, Hand	207	78	2.7	Less than HS
Laborers & Freight, Stock, & Material Movers, Hand	183	58	3.2	Less than HS
Computer Programmers	168	3	56.0	Bachelor's
Bus Drivers, School or Special Client	167	35	4.8	High School/GED
Accountants & Auditors	151	28	5.4	Bachelor's
Physical Therapists	148	4	37.0	Doctoral/Professional
General & Operations Managers	128	193	0.7	Associates
Management Analysts	128	9	14.2	Bachelor's
Licensed Practical & Licensed Vocational Nurses	119	19	6.3	Postsecondary
First-Line Supervisors: Office & Administrative Support Workers	118	73	1.6	High School/GED
Securities, Commodities, & Financial Sales Agents	109	13	8.4	Bachelor's
Insurance Sales Agents	105	13	8.1	High School/GED
Sales Engineers	100	2	50.0	Bachelor's
Speech-Language Pathologists	98	2	49.0	Master's
Financial Managers	90	45	2.0	Bachelor's
Social & Human Service Assistants	89	31	2.9	High School/GED
Personal Financial Advisors	87	9	9.7	Bachelor's
Executive Secretaries & Executive Assistants	84	72	1.2	High School/GED

Labor Supply

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

The 10,520 individuals collecting unemployment insurance benefits in December 2014 reported previous work experience in more than 600 different occupations.

Labor surpluses existed for more than half of the occupations most frequently cited by UI claimants. The largest surpluses were noted for Painters, Construction & Maintenance; First-Line Supervisors: Landscaping, Lawn Service, & Groundskeeping Workers; and Construction Laborers, signifying the difficulty unemployed workers, previously employed in these occupations, are having finding work in occupations in which they were previously employed especially in the off season.

Occupations with the Most Claimants Fourth Quarter 2014

Occupational Title	Postings*	Claimants**	Claimants per Postings	Educational Requirement
Landscaping & Groundskeeping Workers	20	367	18.4	Less than HS
General & Operations Managers	128	193	1.5	Associates
Customer Service Representatives	495	161	0.3	High School/GED
Office Clerks, General	15	160	10.7	High School/GED
Production Workers, All Other	75	148	2.0	High School/GED
Waiters & Waitresses	66	126	1.9	Less than HS
Construction Laborers	3	115	38.3	Less than HS
Personal Care Aides	15	100	6.7	Less than HS
First-Line Supervisors of Retail Sales Workers	226	88	0.4	High School/GED
Bartenders	19	87	4.6	Less than HS
Carpenters	15	83	5.5	High School/GED
Stock Clerks & Order Fillers	50	83	1.7	Less than HS
Bookkeeping, Accounting, & Auditing Clerks	62	79	1.3	High School/GED
Sales Managers	252	79	0.3	Bachelor's
Packers & Packagers, Hand	207	78	0.4	Less than HS
Nursing Assistants	366	77	0.2	Postsecondary
Combined Food Preparation & Serving Workers	58	76	1.3	Less than HS
Heavy & Tractor-Trailer Truck Drivers	351	73	0.2	High School/GED
First-Line Supervisors: Office & Administrative Workers	118	73	0.6	High School/GED
Cooks, Restaurant	69	72	1.0	Less than HS
Executive Secretaries & Executive Administrative Assistants	84	72	0.9	High School/GED
Painters, Construction & Maintenance	1	70	70.0	Less than HS
Cashiers	48	68	1.4	Less than HS
Sales Representatives, Services, All Other	293	63	0.2	High School/GED
Registered Nurses	1,378	61	0.0	Associates
Home Health Aides	26	61	2.3	Less than HS
First-Line Supervisors: Landscaping, Lawn Service, & Groundskeeping Workers	1	61	61.0	High School/GED
Maintenance & Repair Workers, General	32	60	1.9	High School/GED
Retail Salespersons	270	60	0.2	Less than HS
Maids & Housekeeping Cleaners	61	60	1.0	Less than HS

Labor Shortages

Many Rhode Island employers report that they are having difficulty finding qualified workers to fill many of the positions they have available. During the fourth quarter of 2014, the number of posted vacancies exceeded the number of unemployed workers for more than 150 occupations, indicating a possible 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 Database Administrators, Computer Programmers, Sales Engineers, Speech-Language Pathologists, and Physical Therapists.

Occupations with Potential Shortages - Fourth Quarter 2014

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Database Administrators	59	1	59.0	Bachelor's
Computer Programmers	168	3	56.0	Bachelor's
Sales Engineers	100	2	50.0	Bachelor's
Speech-Language Pathologists	98	2	49.0	Master's
Physical Therapists	148	4	37.0	Doctoral/Professional
Network & Computer Systems Administrators	69	2	34.5	Bachelor's
Financial Analysts	73	3	24.3	Bachelor's
Web Developers	72	3	24.0	Bachelor's
Computer Systems Analysts	213	9	23.7	Bachelor's
Registered Nurses	1,378	61	22.6	Associates
Correctional Officers & Jailers	21	1	21.0	High School/GED
Training & Development Specialists	78	5	15.6	Bachelor's
Management Analysts	128	9	14.2	Bachelor's
Software Developers, Applications	238	17	14.0	Bachelor's
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	321	25	12.8	Bachelor's
Pharmacists	35	3	11.7	Doctoral/Professional
Dietitians & Nutritionists	10	1	10.0	Bachelor's
File Clerks	10	1	10.0	High School/GED
Market Research Analysts & Marketing Specialists	78	8	9.8	Bachelor's
Personal Financial Advisors	87	9	9.7	Bachelor's
Occupational Therapists	47	5	9.4	Master's
Surgical Technologists	18	2	9.0	Postsecondary
Marketing Managers	340	38	8.9	Bachelor's
Securities, Commodities, & Financial Sales Agents	109	13	8.4	Bachelor's
Insurance Sales Agents	105	13	8.1	High School/GED
Interpreters & Translators	8	1	8.0	Bachelor's
Residential Advisors	16	2	8.0	Some college
Mechanical Engineers	23	3	7.7	Bachelor's
Physician Assistants	13	2	6.5	Master's
Licensed Practical & Licensed Vocational Nurses	119	19	6.3	Postsecondary

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