



Labor Supply & Demand - Fourth 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 December 31, 2013, the Department of Labor and Training's EmployRI on-line network recorded 6,536 on-line job postings from Rhode Island based businesses. Also in December, some 17,775 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 2.7 claimants for each on-line posting, and a surplus of available labor (more claimants per posting) for jobs typically requiring less than a college degree.

Jobs for which the usual educational requirement was either a high school diploma (29.1%) or a bachelor's degree (19.2%) accounted for the most on-line postings, numbering 1,900 and 1,253, respectively. Over eleven percent of the postings required an associate degree, 8.0 percent required advance degrees and 4.0 percent required some college or post secondary non-degree award. For 6.7 percent of the postings, there was no educational requirement (i.e. less than high school).

There was a surplus of available labor for many occupational groups in December 2013. Postings for Management

occupations (1,143) and Healthcare Practitioners & Technical occupations (1,100) accounted for the most postings during the fourth quarter of 2013, followed by the Sales and Related occupational group (982).

The greatest labor surplus was associated with the Construction & Extraction occupational group for which there were over 20 UI claimants with this type of work experience for every on-line posting. In contrast, there was more of a demand for Healthcare Practitioners & Technical; Computer & Mathematical; and Sales and Related occupations. For all three of these occupational groups there were significantly 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.

Educational Levels for Postings and Claimants

	Postings*		Claimants**	
	Number	Percent	Number	Percent
Total	6,536	100.0%	17,775	100.0%
Advance Degrees	522	8.0%	2,135	12.0%
Bachelor's	1,253	19.2%	1,535	8.6%
Associate	725	11.1%	797	4.5%
Some College or Post Secondary Award	261	4.0%	3,260	18.3%
High School/GED	1,900	29.1%	6,999	39.4%
Less Than High School	441	6.7%	2,024	11.4%
Unavailable	1,434	21.9%	1,025	5.8%

Labor Supply & Demand by Major Occupation

	EmployRI Postings*	Unemployed Claimants**	Claimants per Postings
Total	6,536	17,775	2.7
Construction & Extraction	50	1,022	20.4
Building & Maintenance	73	1,047	14.3
Production	138	1,684	12.2
Food Preparation & Serving Related	118	1,137	9.6
Personal Care & Service	44	396	9.0
Legal	17	93	5.5
Office & Administrative Support	546	2,794	5.1
Installation, Maintenance, & Repair	126	534	4.2
Protective Service	66	219	3.3
Community & Social Services	80	265	3.3
Transportation & Material Moving	315	1,003	3.2
Healthcare Support	184	477	2.6
Life, Physical, & Social Science	64	110	1.7
Business & Financial Operations	350	573	1.6
Management Occupations	1,143	1,788	1.6
Education, Training, & Library	259	385	1.5
Arts, Design, Entertainment, Sports, & Media	247	284	1.1
Architecture & Engineering	174	188	1.1
Sales & Related	982	920	0.9
Computer & Mathematical	486	308	0.6
Healthcare Practitioners & Technical	1,100	405	0.4

Labor Supply

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

A total of 17,775 individuals collected unemployment insurance benefits during December 2013. These unemployed claimants reported previous work experience in nearly 700 different occupations.

Labor surpluses existed for 28 of the 31 occupations most frequently cited by UI claimants. For fifteen of these occupations, there were more than ten experienced workers for every job posting, signifying the difficulty many unemployed workers are having finding work in occupations in which they were previously employed.

Top Occupations with the Most Claimants Fourth Quarter 2013

Occupational Title	Postings*	Claimants**	Claimants per Postings	Educational Requirement
Landscaping & Groundskeeping Workers	1	536	536.0	Less than HS
General & Operations Managers	92	382	4.2	Associates
Office Clerks, General	12	365	30.4	High School/GED
Customer Service Representatives	260	328	1.3	High School/GED
Waiters & Waitresses	1	238	238.0	Less than HS
Construction Laborers	---	212		Less than HS
Bookkeeping, Accounting, & Auditing Clerks	37	183	4.9	High School/GED
Executive Secretaries & Executive Administrative Assistants	49	174	3.6	High School/GED
First-Line Supervisors of Retail Sales Workers	393	168	0.4	High School/GED
Stock Clerks & Order Fillers	14	167	11.9	Less than HS
Personal Care Aides	14	167	11.9	Less than HS
First-Line Supervisors: Office & Administrative Workers	29	163	5.6	High School/GED
Janitors & Cleaners	7	162	23.1	Less than HS
Sales Managers	25	160	6.4	Bachelor's
First-Line Supervisors of Production & Operating Workers	18	159	8.8	Postsecondary
Medical Secretaries	6	153	25.5	High School/GED
Nursing Aides, Orderlies, & Attendants	107	152	1.4	Postsecondary
Helpers--Production Workers	47	145	3.1	Less than HS
Packers & Packagers, Hand	3	144	48.0	Less than HS
Painters, Construction & Maintenance	2	140	70.0	Less than HS
Carpenters	4	136	34.0	High School/GED
Maids & Housekeeping Cleaners	41	136	3.3	Less than HS
Bartenders	3	128	42.7	Less than HS
Maintenance & Repair Workers, General	3	127	42.3	High School/GED
Laborers & Freight, Stock, & Material Movers, Hand	15	126	8.4	Less than HS
Light Truck or Delivery Services Drivers	7	125	17.9	High School/GED
Heavy & Tractor-Trailer Truck Drivers	194	125	0.6	High School/GED
Retail Salespersons	105	122	1.2	Less than HS
Sales Representatives, Wholesale & Manufacturing	4	117	29.3	High School/GED
Cooks, Restaurant	9	112	12.4	Less than HS
Medical Assistants	12	112	9.3	High School/GED

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 2013, EmployRI recorded 6,536 on-line job postings for 350 different occupations. There were 23 occupations with 50 or more job postings during the fourth quarter 2013 accounting 41.4 percent of the on-line postings.

Demand exceeded supply for 16 of the 30 occupations most in demand. For 12 of these 16 occupations an associate degree or higher is generally required.

Top Thirty Occupations with the Most Postings Fourth Quarter 2013

Occupational Title	Postings*	Claimants**	Claimants per Posting	Educational Requirement
Registered Nurses	488	106	0.2	Associates
First-Line Supervisors of Retail Sales Workers	393	168	0.4	High School/GED
Customer Service Representatives	260	328	1.3	High School/GED
Heavy and Tractor-Trailer Truck Drivers	194	125	0.6	High School/GED
Merchandise Displayers & Window Trimmers	119	28	0.2	High School/GED
Computer Programmers	113	13	0.1	Bachelor's
Nursing Aides, Orderlies, & Attendants	107	152	1.4	Postsecondary
Retail Salespersons	105	122	1.2	Less than HS
General & Operations Managers	92	382	4.2	Associates
Accountants & Auditors	83	72	0.9	Bachelor's
Marketing Managers	66	75	1.1	Bachelor's
Financial Managers	66	83	1.3	Bachelor's
Management Analysts	62	28	0.5	Bachelor's
Postsecondary Teachers, All Other	60	14	0.2	Master's
Speech-Language Pathologists	60	---		Master's
Advertising & Promotions Managers	59	22	0.4	Bachelor's
Computer System Analyst	58	27	0.5	Bachelor's
Physical Therapists	56	7	0.1	Doctoral/Professional
Demonstrators & Product Promoters	56	11	0.2	High School/GED
Occupational Therapists	54	2	0.0	Master's
Network & Computer System Administrators	53	43	0.8	Bachelor's
Executive Secretaries & Executive Assistants	49	174	3.6	High School/GED
Helpers--Production Workers	47	145	3.1	Less than HS
Security Guards	46	102	2.2	High School/GED
Combined Food Preparation & Serving Workers	41	106	2.6	Less than HS
Maids & Housekeeping Cleaners	41	136	3.3	Less than HS
Medical & Health Services Managers	37	52	1.4	Bachelor's
Computer Software Engineers, System Software	37	24	0.7	Bachelor's
Bookkeeping, Accounting, & Auditing Clerks	37	183	5.0	High School/GED
Computer Software Engineers, Applications	35	45	1.3	Bachelor's

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 fourth quarter of 2013 the number of posted vacancies exceeded the number of unemployed workers for 62 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 Computer Programmers, Physical Therapist and Product Promoters.

Below is the list of the top 30 occupations with the greatest number of postings per claimants. (Only occupations with five or more active postings and 3 or more claimants are included.)

Top Thirty Occupations with Potential Shortages - Fourth Quarter 2013

Occupational Title	Postings*	Claimants**	Postings per Claimant	Educational Requirement
Computer Programmers	113	13	8.7	Bachelor's
Physical Therapists	56	7	8.0	Doctoral/Professional
Demonstrators & Product Promoters	56	11	5.1	High School/GED
Medical Scientists, Except Epidemiologists	15	3	5.0	Doctoral/Professional
Registered Nurses	488	106	4.6	Associates
Merchandise Displayers & Window Trimmers	119	28	4.3	High School/GED
Helpers--Carpenters	10	3	3.3	Less than HS
Writers & Authors	14	5	2.8	Bachelor's
Advertising & Promotions Managers	59	22	2.7	Bachelor's
Physician Assistants	16	6	2.7	Master's
Clinical, Counseling, & School Psychologists	18	7	2.6	Doctoral/Professional
First-Line Supervisors of Retail Sales Workers	393	168	2.3	High School/GED
Management Analysts	62	28	2.2	Bachelor's
Pharmacists	26	12	2.2	Doctoral/Professional
Computer System Analyst	58	27	2.1	Bachelor's
Personal Financial Advisors	27	13	2.1	Bachelor's
Electrical Engineers	10	5	2.0	Bachelor's
Radio & Television Announcers	10	5	2.0	Bachelor's
Dietitians & Nutritionists	6	3	2.0	Bachelor's
Database Administrator	13	7	1.9	Bachelor's
Special Education Teachers, Middle School	12	7	1.7	Bachelor's
Fire Inspectors & Investigators	5	3	1.7	High School/GED
Heavy & Tractor-Trailer Truck Drivers	194	125	1.6	High School/GED
Computer Software Engineers, System Software	37	24	1.5	Bachelor's
Financial Analysts	32	22	1.5	Bachelor's
Architectural & Engineering Managers	17	12	1.4	Bachelor's
Network & Computer System Administrators	53	43	1.2	Bachelor's
Pharmacy Technicians	28	23	1.2	High School/GED
Accountants & Auditors	83	72	1.2	Bachelor's
Mechanical Engineers	11	10	1.1	Bachelor's

* Jobs posted during the 90 day period ending December 31, 2013 and still open on December 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 December 14, 2013.

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



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