



## Labor Supply & Demand

Second 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 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 June 29, 2012, the Department of Labor and Training’s EmployRI on-line network recorded 9,533 on-line job postings from Rhode Island-based businesses. Also in June, some 25,291 individuals collected Unemployment Insurance (UI) benefits, accounting for less than half (44%) 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 2.7 claimants for each on-line posting, and a surplus of available labor (more claimants per posting) for nearly all occupational groups.

Health Practitioners & Technical occupations, numbering 1,655, accounted for the most postings during the second quarter of 2012, followed by the Management (1,252), Sales & Related (1,181) and Office & Administrative Support (1,003) occupational groups. Legal occupations had the fewest on-line job postings, numbering 41 in the second quarter.

Labor Supply and Demand Second Quarter 2012			
Occupation Group	EmployRI Postings*	Unemployed Claimants**	Claimants/Posting
<b>Total</b>	<b>9,533</b>	<b>25,291</b>	<b>2.7</b>
Production	355	3,354	9.4
Construction & Extraction	145	1,267	8.7
Food Preparation & Serving Related	248	1,441	5.8
Education, Training & Library	118	614	5.2
Installation, Maintenance & Repair	167	868	5.2
Office & Administrative Support	1,003	4,690	4.7
Building & Grounds Cleaning & Maint.	143	605	4.2
Arts, Design, Ent., Sports & Media	129	525	4.1
Personal Care & Service	151	584	3.9
Transportation & Material Moving	428	1,542	3.6
Legal	41	105	2.6
Community & Social Services	182	453	2.5
Protective Service	181	349	1.9
Management	1,252	2,355	1.9
Business & Financial Operations	454	839	1.8
Sales & Related	1,181	1,649	1.4
Healthcare Support	600	830	1.4
Life, Physical & Social Science	129	168	1.3
Architecture & Engineering	280	290	1.0
Computer & Mathematical	672	451	0.7
Healthcare Practitioner & Technical	1,655	620	0.4

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

The greatest labor surplus was associated with the Production and Construction & Extraction occupational groups for which there were approximately nine UI claimants with this type of work experience for every on-line posting for jobs in these occupational groups. Other occupational groups for which there were significantly more unemployed workers than on-line postings included Food Preparation & Serving Related (5.8), Education, Training & Library (5.2), Installation, Maintenance & Repair (5.2), Office & Administrative Support (4.7), Building & Grounds Cleaning & Maintenance (4.2), and Arts, Design, Entertainment, Sports & Media (4.1), each of which had more than four unemployed claimants per an on-line posting.

In contrast, there was more of a demand for Healthcare Practitioner & Technical and Computer & Mathematical occupations than available labor. For both 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 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 second quarter of 2012, EmployRI recorded over 9,500 on-line job postings for approximately 450 different occupations. Employers posted 50 or more advertisements for some 30 occupations during the second quarter of 2012, accounting for over 40 percent of the on-line postings.

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

## Occupations with the Most Postings

Occupational Title	Postings*	Claimants**	Claimants/ Posting
Registered Nurses	805	121	0.2
Customer Service Representatives	331	650	2.0
Nursing Aides, Orderlies, & Attendants	289	278	1.0
Heavy & Tractor-Trailer Truck Drivers	239	195	0.8
Retail Salespersons	200	223	1.1
First-Line Supervisors of Retail Sales Workers	181	273	1.5
Home Health Aides	177	158	0.9
Physical Therapists	154	6	0.0
Insurance Sales Agents	142	39	0.3
Security Guards	135	208	1.5
Accountants & Auditors	126	115	0.9
Nurse Practitioners	108	3	0.0
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	100	107	1.1
Occupational Therapists	95	7	0.1
Maids & Housekeeping Cleaners	80	118	1.5
Tellers	80	125	1.6
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	77	194	2.5
Hotel, Motel, & Resort Desk Clerks	74	36	0.5
Executive Secretaries & Executive Administrative Assistants	74	290	3.9
Personal Care Aides	70	234	3.3
General & Operations Managers	68	452	6.6
Bookkeeping, Accounting, & Auditing Clerks	67	277	4.1
Management Analysts	66	31	0.5
Advertising & Promotions Managers	65	23	0.4
Stock Clerks, Sales Floor	65	341	5.2
Financial Managers, Branch or Department	56	120	2.1
Laborers & Freight, Stock, & Material Movers, Hand	54	174	3.2
Loan Officers	52	51	1.0
Food Service Managers	52	77	1.5
Waiters & Waitresses	51	190	3.7

\* Jobs posted during the 90 day period ending June 30, 2012 and still open on June 30, 2012.

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 June 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 25,300 individuals collected unemployment insurance benefits during June 2012. These unemployed claimants reported previous work experience in more than 650 different occupations.

Labor surpluses existed for nearly all of the 30 occupations most frequently cited by UI claimants. For some of these 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	Claimants**	Postings*	Claimants/ Posting
Packers & Packagers, Hand	208	4	52.0
First-Line Supervisors of Production & Operating Workers	418	11	38.0
Construction Carpenters	218	9	24.2
Assemblers & Fabricators, All Other	230	10	23.0
Medical Secretaries	215	10	21.5
Office Clerks, General	544	30	18.1
Shipping, Receiving, & Traffic Clerks	167	10	16.7
Light Truck or Delivery Services Drivers	201	20	10.1
Construction Laborers	174	20	8.7
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	215	28	7.7
First-Line Supervisors of Office & Administrative Support Workers	256	36	7.1
General & Operations Managers	452	68	6.6
Cashiers	220	34	6.5
Sales Managers	218	36	6.1
Helpers—Production Workers	262	45	5.8
Stock Clerks, Sales Floor	341	65	5.2
Combined Food Preparation & Serving Workers, Including Fast Food	184	37	5.0
Managers, All Other	191	42	4.5
Bookkeeping, Accounting, & Auditing Clerks	277	67	4.1
Executive Secretaries & Executive Administrative Assistants	290	74	3.9
Waiters & Waitresses	190	51	3.7
Personal Care Aides	234	70	3.3
Laborers & Freight, Stock, & Material Movers, Hand	174	54	3.2
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	194	77	2.5
Customer Service Representatives	650	331	2.0
Security Guards	208	135	1.5
First-Line Supervisors of Retail Sales Workers	273	181	1.5
Retail Salespersons	223	200	1.1
Nursing Aides, Orderlies, & Attendants	278	289	1.0
Heavy & Tractor-Trailer Truck Drivers	195	239	0.8

\* Jobs posted during the 90 day period ending June 30, 2012 and still open on June 30, 2012.

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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 second quarter of 2012 the number of posted vacancies for 57 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 occupational and physical therapists, registered nurses or insurance agents. However, even for occupations with few postings, such as mechanical or electrical engineers, microbiologists or chemists, if there are not enough workers to fill employers' need, there is a labor shortage for that occupation.

## Occupations with Potential Shortages

Occupational Title	Postings*	Claimants**	Postings/ Claimant
Speech-Language Pathologists	30	1	30
Physical Therapists	154	6	26
Occupational Therapists	95	7	14
Dentists, General	13	1	13
Internists, General	10	1	10
Registered Nurses	805	121	7
Pharmacists	44	10	4
Physician Assistants	37	9	4
Insurance Sales Agents	142	39	4
Financial Analysts	49	14	4
Real Estate Sales Agents	24	7	3
Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, & Tenders	17	5	3
Nuclear Medicine Technologists	10	3	3
Advertising & Promotions Managers	65	23	3
Correctional Officers & Jailers	21	8	3
Medical Scientists, Except Epidemiologists	15	6	3
Physical Therapist Assistants	22	9	2
Management Analysts	66	31	2
Electrical Engineers	17	8	2
Surgical Technologists	23	11	2
Hotel, Motel, & Resort Desk Clerks	74	36	2
Medical & Clinical Laboratory Technologists	37	19	2
Healthcare Social Workers	42	22	2
Mechanical Engineers	18	12	2
Counseling Psychologists	25	17	1.5
Writers & Authors	16	11	1.5
Materials Engineers	20	14	1.4
Survey Researchers	10	7	1.4
Environmental Compliance Inspectors	24	17	1.4
Heavy & Tractor-Trailer Truck Drivers	239	195	1.2
Home Health Aides	177	158	1.1
Accountants & Auditors	126	115	1.1
Fitness Trainers & Aerobics Instructors	14	13	1.1
Nonfarm Animal Caretakers	19	18	1.1
Nursing Aides, Orderlies, & Attendants	289	278	1.0
Merchandise Displayers & Window Trimmers	29	28	1.0
Loan Officers	52	51	1.0

\* Jobs posted during the 90 day period ending June 30, 2012 and still open on June 30, 2012 for which there were at least ten postings.

\*\* Individuals receiving unemployment insurance payments for the week ending June 16, 2012

