



Labor Supply & Demand

Third Quarter 2012

Unemployment insurance claimants represent an able and available *supply* of trained workers who are currently seeking work. On-line 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 September 30, 2012, the Department of Labor and Training's EmployRI on-line network recorded 8,217 on-line job postings from Rhode Island based businesses. Also in September, some 20,436 individuals collected Unemployment Insurance (UI) benefits, accounting for over one-third (37.1%) 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 2.5 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 high school diploma (25.3%) or a bachelor's degree (20.2%) accounted for the most on-line postings, numbering 2,080 and 1,663, respectively. Over 12 percent of the postings required an associate degree, 7.5 percent required advance degrees and 4.1 percent required some college or post secondary non-degree award. For approximately 12 percent of the postings, there was no educational requirement (i.e. less than high school).

There was a surplus of available labor for nearly all occupational groups in September 2012. Health Practitioners & Technical occupations numbering 1,374 accounted for the most postings during the third quarter of 2012, followed by the Management (1,236), Sales & Related (875) and Office & Administrative Support (754) occupational groups. Legal occupations had the fewest on-line job postings numbering 44 in the third quarter.

Labor Supply and Demand Third Quarter 2012			
Occupation Group	EmployRI Postings*	Unemployed Claimants**	Claimants/Posting
Total	8,217	20,436	2.5
Construction & Extraction	106	971	9.2
Production	312	2,509	8.0
Installation, Maintenance & Repair	113	724	6.4
Personal Care & Service	78	473	6.1
Office & Administrative Support	754	3,919	5.2
Education, Training & Library	149	588	3.9
Community & Social Services	106	413	3.9
Food Preparation & Serving Related	249	955	3.8
Building & Grounds Cleaning & Maint.	131	480	3.7
Arts, Design, Ent., Sports & Media	146	381	2.6
Legal	44	99	2.3
Healthcare Support	329	685	2.1
Transportation & Material Moving	595	1,199	2.0
Protective Service	148	283	1.9
Business & Financial Operations	394	697	1.8
Management	1,236	2,044	1.7
Sales & Related	875	1,388	1.6
Life, Physical & Social Science	114	151	1.3
Architecture & Engineering	257	248	1.0
Computer & Mathematical	682	337	0.5
Healthcare Practitioner & Technical	1,374	508	0.4

* Jobs posted during the 90 day period ending September 29, 2012 and still open on September 29, 2012
 ** Individuals receiving unemployment insurance payments for the week ending September 15, 2012

Education Levels for Postings and Claimants

	Postings		Claimants	
	Number	Percent	Number	Percent
Total	8,217	100%	20,436	100%
Advance Degrees	618	7.5%	2,200	10.8%
Bachelor's	1,663	20.2%	1,923	9.4%
Associate	999	12.2%	2,897	14.2%
Some College or Post Secondary Award	333	4.1%	1,838	9.0%
High School/GED	2,080	25.3%	8,086	39.6%
Less Than High School	959	11.7%	2,159	10.6%
Unavailable	1,565	19.0%	1,333	6.5%

The greatest labor surplus was associated with the Construction & Extraction occupational group for which there were approximately nine 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 Production (8.0), Installation, Maintenance & Repair (6.4), Personal Care & Service (6.1) and Office & Administrative Support (5.2). In contrast, there was more of a demand for Healthcare Practitioner & Technical, Computer & Mathematical and Architecture & Engineering occupations than available labor. 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 for Healthcare Practitioner & Technical, Computer & Mathematical or Architecture & Engineering 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 third quarter of 2012, EmployRI recorded over 8,200 on-line job postings for approximately 420 different occupations. Employers posted 50 or more advertisements for 33 occupations during the third quarter of 2012, accounting for nearly 60 percent of the on-line postings.

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

Occupations with the Most Postings

Occupational Title	Postings*	Claimants**	Claimants/ Posting	Educational Requirement [^]
Accountants & Auditors	85	84	1.0	3
Bus Drivers, School or Special Client	110	90	0.8	7
Computer Programmers	205	13	0.1	3
Computer Software Engineers, Applications	55	44	0.8	3
Computer Software Engineers, Systems Software	65	16	0.2	3
Computer Systems Analysts	98	33	0.3	3
Customer Service Representatives	339	466	1.4	7
Executive Secretaries & Executive Administrative Assistants	58	206	3.6	7
Financial Managers	57	101	1.8	3
First-Line Supervisors of Food Preparation & Serving Workers	53	66	1.2	7
First-Line Supervisors of Retail Sales Workers	80	212	2.7	7
General & Operations Managers	62	332	5.4	4
Heavy & Tractor-Trailer Truck Drivers	139	142	1.0	7
Helpers—Production Workers	78	174	2.2	8
Insurance Sales Agents	63	28	0.4	7
Laborers & Freight, Stock, & Material Movers, Hand	121	115	1.0	8
Light Truck or Delivery Services Drivers	62	142	2.3	7
Maids & Housekeeping Cleaners	56	77	1.4	8
Management Analysts	56	19	0.3	3
Merchandise Displayers & Window Trimmers	61	15	0.2	7
Network & Computer Systems Administrators	69	38	0.6	3
Nursing Aides, Orderlies, & Attendants	192	204	1.1	5
Occupational Therapists	91	7	0.1	2
Physical Therapists	96	7	0.1	1
Postsecondary Teachers, All Other	63	26	0.4	2
Registered Nurses	695	93	0.1	4
Retail Salespersons	192	164	0.9	8
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	98	75	0.8	3
Security Guards	129	147	1.1	7

* Jobs posted during the 90 day period ending September 29, 2012 and still open on September 29, 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 September 15, 2012.

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

[^] 1-Doctoral; 2-Master's; 3-Bachelor's; 4-Associate; 5-Postsecondary non-degree award; 6- Some College; 7- High School; 8-Less than High School

Labor Supply

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

Over 20,000 individuals collected unemployment insurance benefits during September 2012. These unemployed claimants reported previous work experience in more than 680 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	Postings*	Claimants**	Claimants/ Posting	Educational Requirement^
Bookkeeping, Accounting, & Auditing Clerks	28	220	7.9	7
Carpenters	15	150	10.0	7
Cashiers	28	162	5.8	8
Combined Food Preparation & Serving Workers, Including Fast Food	37	109	2.9	8
Construction Laborers	4	143	35.8	8
Customer Service Representatives	339	466	1.4	7
Executive Secretaries & Executive Administrative Assistants	58	206	3.6	7
First-Line Supervisors of Office & Administrative Support Workers	26	207	8.0	7
First-Line Supervisors of Production & Operating Workers	9	212	23.6	5
First-Line Supervisors of Retail Sales Workers	80	212	2.7	7
General & Operations Managers	62	332	5.4	4
Heavy & Tractor-Trailer Truck Drivers	139	142	1.0	7
Helpers—Production Workers	78	174	2.2	8
Home Health Aides	28	130	4.6	8
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	16	168	10.5	8
Laborers & Freight, Stock, & Material Movers, Hand	121	115	1.0	8
Light Truck or Delivery Services Drivers	62	142	2.3	7
Maintenance & Repair Workers, General	12	152	12.7	7
Medical Secretaries	8	177	22.1	7
Nursing Aides, Orderlies, & Attendants	192	204	1.1	5
Office Clerks, General	24	441	18.4	7
Personal Care Aides	4	184	46.0	8
Retail Salespersons	192	164	0.9	8
Sales Managers	49	180	3.7	3
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	13	163	12.5	7
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	28	122	4.4	7
Security Guards	129	147	1.1	7
Social & Community Service Managers	7	108	15.4	3
Stock Clerks & Order Fillers	48	232	4.8	8
Waiters & Waitresses	23	127	5.5	8

*Jobs posted during the 90 day period ending September 29, 2012 and still open on September 29, 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 September 15, 2012.

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

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 third quarter of 2012 the number of posted vacancies for 83 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 computer programs, physical therapists or registered nurses. 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. 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

Occupational Title	Postings*	Claimants**	Posting/ Claimant	Educational Requirement
Agricultural Equipment Operators	7	1	7.0	8
Anthropologists & Archeologists	3	1	3.0	2
Biomedical Engineers	3	1	3.0	3
Buyers & Purchasing Agents, Farm Products	7	1	7.0	7
Chemical Engineers	4	1	4.0	3
Chemical Plant & System Operators	5	1	5.0	7
Chemists	4	1	4.0	3
Civil Engineering Technicians	3	1	3.0	4
Computer Programmers	205	13	15.8	3
Computer Software Engineers, Systems Software	65	16	4.1	3
Computer Systems Analysts	98	33	3.0	3
Database Administrators	42	7	6.0	3
Dentists, General	13	1	13.0	1
Door-to-Door Sales Workers, News & Street Vendors, & Related Workers	9	3	3.0	7
Electro-Mechanical Technicians	7	2	3.5	4
Financial Analysts	49	17	2.9	3
Gaming & Sports Book Writers & Runners	5	1	5.0	7
General Practitioners	35	0	35.0	1
Internists, General	13	0	13.0	1
Management Analysts	56	19	2.9	3
Medical Scientists, Except Epidemiologists	13	3	4.3	1
Merchandise Displayers & Window Trimmers	61	15	4.1	7
Microbiologists	10	0	10.0	2
Occupational Therapists	91	7	13.0	2
Pharmacists	24	4	6.0	1
Physical Therapists	96	7	13.7	1
Registered Nurses	695	93	7.5	4
Respiratory Therapists	9	3	3.0	4
Speech-Language Pathologists	19	0	19.0	2
Statistician	11	0	11.0	2
Veterinary Technologists & Technicians	4	1	4.0	4

* Jobs posted during the 90 day period ending September 29, 2012 and still open on September 29, 2012 for which there were at least ten postings.

** Individuals receiving unemployment insurance payments for the week ending September 15, 2012

