



## Labor Supply & Demand

### Fourth Quarter 2012

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, 2012, the Department of Labor and Training's EmployRI on-line network recorded 8,630 on-line job postings from Rhode Island based businesses. Also in December, some 26,108 individuals collected Unemployment Insurance (UI) benefits, accounting for nearly half (49.2%) 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 3 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 (29.8%) or a bachelor's degree (20.0%) accounted for the most on-line postings, numbering 2,570 and 1,722, respectively. Over 12 percent of the postings required an associate degree, 8.8 percent required advance degrees and 3.5 percent required some college or post secondary non-degree award. For approximately 10.9 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 December 2012. Health Practitioners & Technical occupations numbering 1,584 accounted for the most postings during the fourth quarter of 2012, followed by the Management (1,140), Sales & Related (914) and Office & Administrative Support (765) occupational groups. Legal occupations had the fewest on-line job postings numbering 29 in the fourth quarter.

Labor Supply and Demand Fourth Quarter 2012			
Occupation Group	EmployRI Postings*	Unemployed Claimants**	Claimants/Posting
<b>Total</b>	<b>8,630</b>	<b>26,108</b>	<b>3.0</b>
Construction & Extraction	54	1,497	27.7
Food Preparation & Serving Related	174	1,876	10.8
Production	286	3,028	10.6
Personal Care & Service	88	648	7.4
Installation, Maintenance & Repair	126	898	7.1
Building & Grounds Cleaning & Maint.	215	1,439	6.7
Transportation & Material Moving	266	1,575	5.9
Office & Administrative Support	765	4,407	5.8
Legal	29	121	4.2
Community & Social Services	101	390	3.9
Education, Training & Library	182	613	3.4
Arts, Design, Ent., Sports & Media	119	386	3.2
Management	1,140	2,483	2.2
Business & Financial Operations	429	802	1.9
Sales & Related	914	1,615	1.8
Healthcare Support	485	791	1.6
Life, Physical & Social Science	139	180	1.3
Architecture & Engineering	267	281	1.1
Protective Service	598	335	0.6
Computer & Mathematical	647	342	0.5
Healthcare Practitioner & Technical	1,584	602	0.4

\* Jobs posted during the 90 day period ending December 31, 2012 and still open on December 31, 2012  
 \*\* Individuals receiving unemployment insurance payments for the week ending December 15, 2012

#### Education Levels for Postings and Claimants

	Postings		Claimants	
	Number	Percent	Number	Percent
<b>Total</b>	<b>8,630</b>	<b>100%</b>	<b>26,105</b>	<b>100%</b>
Advance Degrees	759	8.8%	2,849	10.9%
Bachelor's	1,722	20.0%	2,277	8.7%
Associate	1,061	12.3%	1,166	4.5%
Some College or Post Secondary Award	300	3.5%	4,705	18.0%
High School/GED	2,570	29.8%	10,337	39.6%
Less Than High School	937	10.9%	3,044	11.7%
Unavailable	1,281	14.8%	1,730	6.6%

The greatest labor surplus was associated with the Construction & Extraction occupational group for which there were approximately 27 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 Food Preparation & Serving Related (10.8), Production (10.6), Personal Care & Service (7.4), and Installation, Maintenance & Repair (7.1). In contrast, there was more of a demand for Protective Service, Computer & Mathematical and Healthcare Practitioner & Technical 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 for Protective Service, Computer & Mathematical and Healthcare Practitioner & Technical 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 fourth quarter of 2012, EmployRI recorded over 8,600 on-line job postings for more than 400 different occupations. Employers posted 50 or more advertisements for 32 occupations during the fourth quarter of 2012, accounting for 58 percent of the on-line postings.

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

## Occupations with the Most Postings

Occupational Title	Postings*	Claimants**	Claimants/ Posting	Educational Requirement^
Accountants & Auditors	106	86	0.8	3
Automotive Service Technicians & Mechanics	48	101	2.1	7
Computer Programmers	237	7	0.0	3
Computer Software Engineers, Applications	55	39	0.7	3
Computer Software Engineers, Systems Software	70	11	0.2	3
Computer Systems Analysts	91	27	0.3	3
Customer Service Representatives	247	500	2.0	7
Executive Secretaries & Administrative Assistants	105	242	2.3	7
Financial Managers	58	106	1.8	3
First-Line Supervisors/Managers of Retail Sales Workers	129	245	1.9	7
General & Operations Managers	72	405	5.6	4
Helpers—Production Workers	57	218	3.8	8
Home Health Aides	177	138	0.8	8
Insurance Sales Agents	70	27	0.4	7
Laborers & Freight, Stock, & Material Movers, Hand	61	167	2.7	8
Landscaping & Groundskeeping Workers	64	616	9.6	8
Maids & Housekeeping Cleaners	66	145	2.2	8
Management Analysts	78	26	0.3	3
Network & Computer Systems Administrators	67	41	0.6	3
Nursing Aides, Orderlies, & Attendants	147	205	1.4	5
Occupational Therapists	63	6	0.1	2
Pharmacy Technicians	51	54	1.1	7
Physical Therapists	122	5	0.0	1
Registered Nurses	808	117	0.1	4
Retail Salespersons	115	180	1.6	8
Sales Managers	49	191	3.9	3
Sales Representatives., Wholesale & Manufacturing, Technical & Scientific Products	93	68	0.7	3
Security Guards	556	150	0.3	7
Stock Clerks & Order Fillers	83	238	2.9	8
Truck Drivers, Heavy & Tractor-Trailer	79	172	2.2	7

\* Jobs posted during the 90 day period ending December 31, 2012 and still open on December 31, 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 December 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 26,000 individuals collected unemployment insurance benefits during December 2012. These unemployed claimants reported previous work experience in approximately 700 different occupations.

Labor surpluses existed for all of the 30 occupations most frequently cited by UI claimants. For these occupations, there were more experienced workers than 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^
Bartenders	4	186	46.5	8
Bookkeeping, Accounting, & Auditing Clerks	33	222	6.7	7
Carpenters	12	181	15.1	7
Cashiers	25	162	6.5	8
Combined Food Preparation & Serving Workers, Including Fast Food	32	159	5.0	8
Construction Laborers	4	224	56.0	8
Customer Service Representatives	247	500	2.0	7
Executive Secretaries & Administrative Assistants	105	242	2.3	7
First-Line Supervisors/Managers of Office & Administrative Support Workers	21	222	10.6	7
First-Line Supervisors/Managers of Production & Operating Workers	27	236	8.7	5
First-Line Supervisors/Managers of Retail Sales Workers	129	245	1.9	7
General & Operations Managers	72	405	5.6	4
Helpers - Production Workers	57	218	3.8	8
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	19	195	10.3	8
Laborers & Freight, Stock, & Material Movers, Hand	61	167	2.7	8
Landscaping & Groundskeeping Workers	64	616	9.6	8
Maintenance & Repair Workers, General	7	180	25.7	7
Medical Secretaries	11	178	16.2	7
Nursing Aides, Orderlies, & Attendants	147	205	1.4	5
Office Clerks, General	17	475	27.9	7
Packers & Packagers, Hand	5	165	33.0	8
Painters, Construction & Maintenance	3	161	53.7	8
Personal & Home Care Aides	20	193	9.7	8
Retail Salespersons	115	180	1.6	8
Sales Managers	49	191	3.9	3
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	22	188	8.5	7
Stock Clerks & Order Fillers	83	238	2.9	8
Truck Drivers, Heavy & Tractor-Trailer	79	172	2.2	7
Truck Drivers, Light or Delivery Services	36	164	4.6	7
Waiters & Waitresses	17	329	19.4	8

\*Jobs posted during the 90 day period ending December 31, 2012 and still open on December 31, 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 December 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 fourth quarter of 2012 the number of posted vacancies for over 100 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 registered nurses, computer programs, or physical therapists.. However, even for occupations with few postings such as Compensation, Benefits, and Job Analysis Specialists; Electrical Engineers or Physical Therapist Assistants, 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
Accountants & Auditors	106	86	1.2	3
Advertising & Promotions Managers	32	20	1.6	3
Agricultural & Food Science Technicians	18	4	4.5	4
Clinical, Counseling, & School Psychologists	21	17	1.2	1
Compensation, Benefits, & Job Analysis Specialists	15	6	2.5	3
Computer Programmers	237	7	33.9	3
Computer Software Engineers, Applications	55	39	1.4	3
Computer Software Engineers, Systems Software	70	11	6.4	3
Computer Systems Analysts	91	27	3.4	3
Database Administrators	25	5	5.0	3
Electrical Engineers	13	4	3.3	3
Financial Analysts	23	17	1.4	3
Home Health Aides	177	138	1.3	8
Insurance Sales Agents	70	27	2.6	7
Management Analysts	78	26	3.0	3
Materials Engineers	17	14	1.2	3
Mechanical Engineers	16	13	1.2	3
Medical & Clinical Laboratory Technologists	26	13	2.0	3
Medical Scientists, Except Epidemiologists	40	4	10.0	1
Merchandise Displayers & Window Trimmers	32	19	1.7	7
Natural Sciences Managers	31	10	3.1	3
Network & Computer Systems Administrators	67	41	1.6	3
Nonfarm Animal Caretakers	22	17	1.3	8
Occupational Therapists	63	6	10.5	2
Pharmacists	43	12	3.6	1
Physical Therapist Assistants	13	6	2.2	4
Physical Therapists	122	5	24.4	1
Physician Assistants	18	10	1.8	2
Registered Nurses	808	117	6.9	4
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	93	68	1.4	3
Security Guards	556	150	3.7	7

\* Jobs posted during the 90 day period ending December 31, 2012 and still open on December 31, 2012 for which there were at least five postings.

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

