



Department of Labor and Training
RHODE ISLAND

Rhode Island Employment Trends and Workforce Issues



2023 - 2024

A publication of the
Labor Market Information Unit

Cover: *Providence Skyline, Rhode Island*
photo by Donna Murray

Rhode Island Employment Trends and Workforce Issues

Rhode Island Department of Labor & Training Labor Market Information Division

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Rhode Island Employment by Size of Firm

The Rhode Island economy is characterized by a large number of small companies employing a small number of workers. In March 2024, there were 44,876 private businesses in the state employing 421,402 workers.

Half of the employers (50.5%) in the state have between one and four employees; however, they employ just 9.2 percent of the workforce. The largest employers, those with 1,000 or more employees, numbered 31 (0.1%) and employed 16.4 percent of Rhode Island's private sector workforce.

- Smaller employers, those with less than 20 employees, represented 92.3 percent of all employers in the state and employed over one quarter (26.6%) of the workforce.
- Mid-sized companies (20 to 99 workers) employed 27.1 percent of the private sector workforce and accounted for 6.4 percent of the firms.
- There are just 564 (1.3%) firms in the state employing 100 or more workers. Together, these firms employ nearly half (46.3%) of the state's private sector employees.

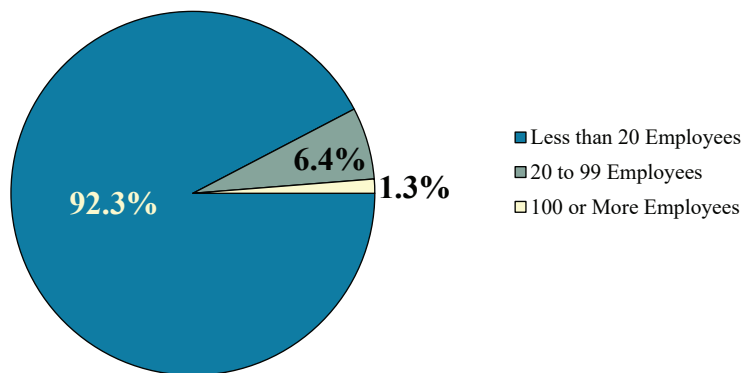
The state's 31 largest firms (1,000 or more employees) are found in Health Care & Social Assistance (7), Private Education (5), Retail Trade (5), Finance & Insurance (5), Management of Companies & Enterprises (3), Transportation & Warehousing (2), Manufacturing (1), Administrative & Waste Management Services (1), Accommodation & Food Services (1) and Utilities (1).

Private Sector Employment March 2024

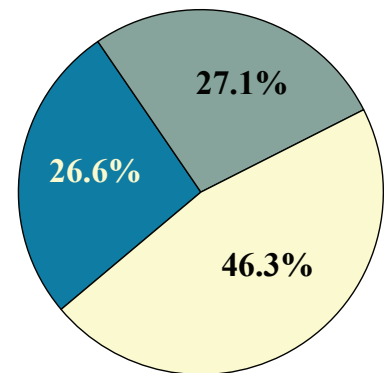
Size Class	Employers*		Employment	
	Number	Percent	Number	Percent
Total	44,876	100.0%	421,402	100.0%
Zero	10,929	24.4%	0	0.0%
1- 4	22,662	50.5%	38,914	9.2%
5-9	4,761	10.6%	31,350	7.4%
10-19	3,087	6.9%	41,673	9.9%
20-49	2,156	4.8%	64,224	15.2%
50-99	717	1.6%	49,934	11.8%
100-249	381	0.8%	57,954	13.8%
250-499	106	0.2%	38,005	9.0%
500-999	46	0.1%	30,421	7.2%
1,000+	31	0.1%	68,927	16.4%

*Based on size of firm

Percent of Employers by Size Class
March 2024



Percent of Employment by Size Class
March 2024



*Firm refers to the entire business entity. It may have one or more establishments (locations) within the state.

It is important to note that changes in size class data are influenced by the switching of employers from one size class to another as well as by new firms coming into the state.

Rhode Island Private Covered Employers

Size Class by Industry

March 2024

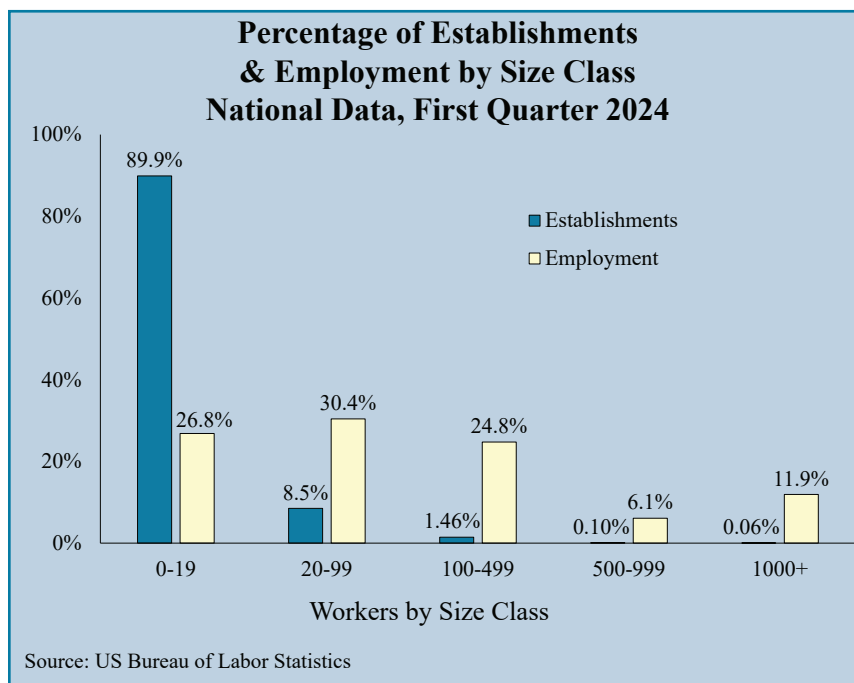
Major Industry	Firms/ Employees	Total	Total Number of Employees									
			0	1-4	5-9	10-19	20-49	50-99	100-249	250-499	500-999	1000+
Total	# of Firms	44,876	10,929	22,662	4,761	3,087	2,156	717	381	106	46	31
	# of Employees	421,402	0	38,914	31,350	41,673	64,224	49,934	57,954	38,005	30,421	68,927
Agriculture, Forestry, Fishing & Hunting	# of Firms	202	51	90	33	19	9					
	# of Employees	907	0	171	216	238	282					
Mining	# of Firms	15	2	6	2	1	4					
	# of Employees	137	0	10	*	*	98					
Utilities	# of Firms	66	17	26	7	10	3	2				1
	# of Employees	1,662	0	40	48	144	*	*				*
Construction	# of Firms	4,099	1,131	2,010	481	270	152	39	14	2		
	# of Employees	20,888	0	3,934	3,094	3,638	4,560	2,740	*	*		
Manufacturing	# of Firms	1,456	207	476	235	181	210	71	58	11	6	1
	# of Employees	39,963	0	989	1,589	2,500	6,383	5,031	8,899	3,881	*	*
Wholesale Trade	# of Firms	3,542	855	2,021	325	184	104	42	11			
	# of Employees	15,171	0	3,189	2,193	2,394	3,044	2,786	1565			
Retail Trade	# of Firms	3,025	526	1,376	509	301	179	66	41	14	8	5
	# of Employees	46,542	0	2,972	3,368	4,127	5,534	4,616	5,978	5,369	5,054	9,524
Transportation & Warehousing	# of Firms	940	297	401	94	67	50	18	9	1	1	2
	# of Employees	9,879	0	673	625	897	1,438	1,284	1,479	*	*	*
Information	# of Firms	1,428	462	798	84	41	25	9	6	2	1	
	# of Employees	5,702	0	1,146	*	572	703	575	951	*	*	
Finance & Insurance	# of Firms	1,938	476	1,075	160	99	62	28	18	11	4	5
	# of Employees	26,176	0	1,777	1,035	1,297	1,856	2,031	2,735	4,097	2,378	8,970
Real Estate & Rental & Leasing	# of Firms	1,368	362	734	133	75	44	16	3	1		
	# of Employees	6,455	0	1,274	869	1,069	1,353	1,066	*	*		
Professional & Technical Services	# of Firms	9,183	2,772	5,283	595	281	170	54	20	6	2	
	# of Employees	31,248	0	7,969	3,878	3,707	5,001	*	3,234	2179	*	
Mgmt. of Companies & Enterprises	# of Firms	197	42	97	27	7	8	4	6	2	1	3
	# of Employees	10,635	0	151	166	*	261	298	1068	*	*	*
Administrative & Waste Services	# of Firms	3,815	1,404	1,605	326	217	170	53	32	6	1	1
	# of Employees	25,669	0	2,672	2,135	2,905	5,021	3,734	5,186	1,893	*	*
Educational Services	# of Firms	1017	266	484	79	54	76	31	16	3	3	5
	# of Employees	22,567	0	783	516	717	2,360	2,109	2,486	*	*	10,587
Health Care & Social Assistance	# of Firms	4,814	606	2,860	483	345	242	124	103	27	17	7
	# of Employees	85,140	0	4,790	3,177	4,756	7,295	9,093	15,128	9,630	11,366	19,905
Arts, Entertainment, & Recreation	# of Firms	739	172	303	100	79	59	14	9	3		
	# of Employees	7,191	0	582	695	1,056	*	903	1,256	*		
Accommodation & Food Services	# of Firms	2,911	510	616	514	613	494	120	28	13	2	1
	# of Employees	47,241	0	1,457	3,507	8,427	14,360	8,126	4,315	4,643	*	*
Other services, (except Public Admin.)	# of Firms	4,003	714	2,340	574	243	95	26	7	4		
	# of Employees	18,161	0	4,267	3,687	3,110	2,833	1,750	983	1,531		
Unclassified	# of Firms	118	57	61								
	# of Employees	68	0	68								

* Not shown due to the possibility of data being identified with an individual employer.
Data subject to revision. Numbers may not add due to rounding variations.
Based on size of firm.

National Employment by Size of Establishment*

Nationally, small establishments comprise an overwhelming majority of the nation's businesses. In 2024, 89.9 percent of the establishments in the US had fewer than 20 workers. Establishments employing between 20 and 99 workers accounted for 8.5 percent of US establishments, and those employing over 100 workers accounted for only 1.62 percent of establishments nationwide.

- Small establishments (fewer than 20 workers) dominate the economies of all states, ranging from a high of 92.7 percent in Montana to a low of 85.9 percent in Ohio.
- In 2024, 91.6 percent of Rhode Island establishments employed less than 20 workers, ranking the state 8th in terms of its percentage of small establishments.
- The New England states all share a similar percentage of small establishments, with the greatest percentage found in Vermont (92.3%) and Maine (91.7%) and lowest in New Hampshire (90.7%), Connecticut (90.7%) and Massachusetts (90.2%).



- In Rhode Island, 31.0 percent of the state's jobs are in small establishments, compared to 26.8 percent nationally.
- The states with the greatest percentages of large establishments (100 employees or more) are Ohio (2.28%), Indiana (2.25%), Texas (2.24%) and Pennsylvania (2.10%) compared to a US average of 1.62 percent. Wyoming (0.62%) and Montana (0.70%) have the smallest percentages of large establishments.
- Rhode Island (1.17%), ranked 43rd in the nation in the percentage of large establishments (100 employees or more) within each state. Included among the 8 states ranked below Rhode Island are Vermont (0.90%) and Maine (1.07%), while Massachusetts (1.69%), Connecticut (1.40%) and New Hampshire (1.26%) ranked higher.
- In Rhode Island, 37.4 percent of the jobs are in large establishments (100 employees or more) compared to 42.7 percent nationally.
- While the percentage of establishments is skewed towards the smaller size classes, the distribution of employment is more balanced. Nationally, 26.8 percent of employees are found in establishments of the smallest size class (zero to 19 employees), 30.4 percent are found in establishments employing 20 to 99 workers and 42.7 percent of employees work in an establishment with greater than 100 workers.
- Over 15 percent (15.2%) of establishments and 11.8 percent of employment in the US is located in California, followed by Florida (7.5% of establishments, 6.7% of employment), Texas (6.9% of establishments, 9.0% of employment) and New York (5.8% of establishments, 6.2% of employment). Alaska (0.20%) has the lowest percentage of establishments, while Wyoming (0.16%) has the lowest percentage of employment.

*Establishment refers to the separate location of firms with multiple locations, i.e. supermarkets, banks, department stores. The total employment level of a multi-establishment company (firm) is not available for all states from the Bureau of Labor Statistics.

Private Industry - Establishments*, First Quarter 2024

Total All Industries	Total Percent of US Estab.	0-19 Workers Percent of Estab.	20-99 Workers Percent of Estab.	100-499 Workers Percent of Estab.	500-999 Workers Percent of Estab.	1,000+ Workers Percent of Estab.
<i>US Total</i>	<i>100.0%</i>	<i>89.9%</i>	<i>8.5%</i>	<i>1.46%</i>	<i>0.10%</i>	<i>0.06%</i>
Alabama	1.3%	89.1%	9.2%	1.50%	0.09%	0.04%
Alaska	0.2%	90.3%	8.3%	1.30%	0.08%	0.05%
Arizona	1.9%	89.5%	8.5%	1.77%	0.16%	0.09%
Arkansas	0.8%	89.5%	9.0%	1.36%	0.09%	0.06%
California	15.2%	92.5%	6.3%	1.07%	0.07%	0.05%
Colorado	2.2%	90.7%	8.0%	1.21%	0.06%	0.04%
Connecticut	1.2%	90.7%	7.9%	1.30%	0.05%	0.04%
Delaware	0.4%	91.6%	7.0%	1.23%	0.09%	0.06%
District of Columbia	0.4%	91.2%	7.0%	1.56%	0.11%	0.06%
Florida	7.5%	91.1%	7.4%	1.31%	0.08%	0.04%
Georgia	3.3%	90.3%	8.1%	1.50%	0.10%	0.05%
Hawaii	0.5%	91.1%	7.7%	1.03%	0.10%	0.03%
Idaho	0.8%	92.4%	6.7%	0.85%	0.04%	0.02%
Illinois	3.4%	89.4%	8.6%	1.80%	0.15%	0.09%
Indiana	1.6%	86.4%	11.4%	2.03%	0.15%	0.07%
Iowa	0.9%	88.0%	10.3%	1.57%	0.11%	0.05%
Kansas	0.8%	88.3%	9.9%	1.65%	0.11%	0.04%
Kentucky	1.3%	89.6%	8.6%	1.57%	0.11%	0.05%
Louisiana	1.3%	89.0%	9.5%	1.41%	0.07%	0.04%
Maine	0.5%	91.7%	7.3%	0.99%	0.06%	0.02%
Maryland	1.6%	89.2%	9.1%	1.57%	0.08%	0.05%
Massachusetts	2.4%	90.2%	8.2%	1.52%	0.11%	0.07%
Michigan	2.8%	90.3%	7.8%	1.62%	0.11%	0.07%
Minnesota	1.7%	89.0%	9.2%	1.70%	0.12%	0.06%
Mississippi	0.7%	89.3%	9.2%	1.36%	0.08%	0.05%
Missouri	2.1%	90.6%	8.0%	1.26%	0.07%	0.05%
Montana	0.5%	92.7%	6.6%	0.67%	0.02%	0.02%
Nebraska	0.6%	88.7%	9.8%	1.38%	0.11%	0.06%
Nevada	0.9%	89.1%	9.2%	1.51%	0.10%	0.08%
New Hampshire	0.5%	90.7%	8.0%	1.17%	0.06%	0.03%
New Jersey	2.8%	90.2%	8.2%	1.44%	0.09%	0.06%
New Mexico	0.5%	89.3%	9.3%	1.40%	0.06%	0.02%
New York	5.8%	90.8%	7.6%	1.37%	0.12%	0.09%
North Carolina	3.3%	89.6%	8.9%	1.39%	0.09%	0.05%
North Dakota	0.3%	89.2%	9.6%	1.13%	0.06%	0.03%
Ohio	2.7%	85.9%	11.9%	2.08%	0.13%	0.08%
Oklahoma	1.1%	89.3%	9.2%	1.36%	0.07%	0.03%
Oregon	1.6%	91.5%	7.3%	1.05%	0.05%	0.03%
Pennsylvania	3.2%	86.9%	11.0%	1.91%	0.13%	0.07%
Rhode Island	0.4%	91.6%	7.2%	1.07%	0.06%	0.04%
South Carolina	1.5%	89.7%	8.7%	1.43%	0.10%	0.04%
South Dakota	0.3%	89.9%	8.9%	1.06%	0.06%	0.03%
Tennessee	1.9%	88.4%	9.7%	1.71%	0.12%	0.06%
Texas	6.9%	86.8%	11.0%	2.01%	0.15%	0.07%
Utah	1.1%	89.4%	9.0%	1.43%	0.11%	0.05%
Vermont	0.3%	92.3%	6.8%	0.79%	0.09%	0.03%
Virginia	2.6%	89.5%	9.0%	1.41%	0.08%	0.05%
Washington	1.8%	88.0%	10.1%	1.68%	0.10%	0.07%
West Virginia	0.5%	90.5%	8.3%	1.15%	0.05%	0.04%
Wisconsin	1.7%	87.7%	10.4%	1.77%	0.12%	0.05%
Wyoming	0.2%	92.5%	6.8%	0.58%	0.02%	0.01%

Source: US Bureau of Labor Statistics

*Based on location of worksite. Firms often have multiple establishments (locations) situated within and across states.

Private Industry - Employment*, First Quarter 2024

Total All Industries	Total Percent of US Empl.	0-19 Workers Percent of Empl.	20-99 Workers Percent of Empl.	100-499 Workers Percent of Empl.	500-999 Workers Percent of Empl.	1,000+ Workers Percent of Empl.
<i>US Total</i>	<i>100.0%</i>	<i>26.8%</i>	<i>30.4%</i>	<i>24.8%</i>	<i>6.1%</i>	<i>11.9%</i>
Alabama	1.3%	29.2%	32.2%	25.5%	5.6%	7.4%
Alaska	0.2%	32.3%	30.8%	23.7%	5.6%	7.6%
Arizona	2.2%	21.6%	27.1%	27.3%	8.5%	15.6%
Arkansas	0.8%	28.9%	32.2%	23.4%	5.6%	9.9%
California	11.8%	29.5%	29.2%	23.1%	5.7%	12.4%
Colorado	1.8%	30.1%	33.8%	24.0%	4.7%	7.3%
Connecticut	1.1%	28.8%	31.7%	23.3%	3.7%	12.5%
Delaware	0.3%	25.2%	29.3%	23.0%	6.1%	16.3%
District of Columbia	0.4%	21.6%	28.5%	29.1%	6.9%	14.0%
Florida	6.7%	28.8%	30.0%	24.8%	5.7%	10.7%
Georgia	3.2%	25.2%	30.0%	26.3%	6.6%	11.9%
Hawaii	0.4%	30.9%	33.7%	21.4%	7.4%	6.6%
Idaho	0.5%	34.6%	34.2%	20.6%	3.5%	7.1%
Illinois	3.9%	22.1%	27.3%	26.9%	7.9%	15.8%
Indiana	2.1%	24.0%	31.3%	25.8%	7.2%	11.7%
Iowa	1.0%	29.2%	32.0%	24.6%	6.1%	8.0%
Kansas	0.9%	27.2%	32.1%	25.6%	6.0%	9.0%
Kentucky	1.3%	25.7%	30.0%	26.9%	6.6%	10.9%
Louisiana	1.2%	29.4%	34.4%	23.8%	4.4%	8.0%
Maine	0.4%	35.3%	32.5%	21.0%	5.1%	6.2%
Maryland	1.7%	26.4%	32.7%	25.3%	4.9%	10.7%
Massachusetts	2.4%	25.1%	29.0%	24.8%	6.4%	14.7%
Michigan	2.9%	23.5%	27.4%	27.5%	6.9%	14.7%
Minnesota	1.9%	23.1%	30.6%	26.9%	6.5%	13.0%
Mississippi	0.7%	29.4%	33.0%	23.7%	5.3%	8.6%
Missouri	1.9%	27.9%	31.9%	24.1%	5.0%	11.1%
Montana	0.3%	41.8%	35.7%	16.8%	1.4%	4.3%
Nebraska	0.6%	30.0%	31.9%	22.0%	6.4%	9.7%
Nevada	1.0%	26.1%	29.4%	22.4%	5.6%	16.4%
New Hampshire	0.5%	33.1%	32.7%	23.2%	4.3%	6.7%
New Jersey	2.8%	28.4%	29.7%	24.5%	5.9%	11.5%
New Mexico	0.5%	29.6%	33.6%	24.3%	4.1%	8.5%
New York	6.2%	25.7%	25.7%	22.8%	6.9%	18.9%
North Carolina	3.2%	26.3%	32.7%	24.1%	5.8%	11.1%
North Dakota	0.3%	33.4%	35.8%	20.9%	3.6%	6.3%
Ohio	3.6%	23.8%	32.4%	26.2%	5.9%	11.7%
Oklahoma	1.0%	30.0%	33.8%	24.0%	4.6%	7.5%
Oregon	1.3%	32.9%	32.2%	22.2%	4.4%	8.3%
Pennsylvania	4.0%	25.8%	31.3%	25.7%	6.2%	11.1%
Rhode Island	0.3%	31.0%	31.7%	21.4%	4.8%	11.2%
South Carolina	1.4%	28.0%	32.5%	25.3%	6.8%	7.5%
South Dakota	0.3%	33.8%	34.2%	20.7%	3.8%	7.6%
Tennessee	2.2%	25.3%	30.6%	25.8%	6.4%	11.9%
Texas	9.0%	24.1%	30.8%	26.8%	7.1%	11.3%
Utah	1.1%	28.3%	32.1%	24.3%	6.5%	8.8%
Vermont	0.2%	35.8%	32.5%	17.6%	7.4%	6.7%
Virginia	2.5%	27.4%	32.8%	24.1%	5.2%	10.5%
Washington	2.3%	26.5%	29.2%	22.6%	5.0%	16.7%
West Virginia	0.4%	33.1%	33.0%	22.3%	3.3%	8.4%
Wisconsin	1.9%	26.1%	32.4%	26.6%	6.3%	8.6%
Wyoming	0.2%	45.7%	35.6%	14.2%	2.1%	2.5%

Source: US Bureau of Labor Statistics

*Based on location of worksite. Firms often have multiple establishments (locations) situated within and across states.

The Employment Situation - 2023 Recap

Rhode Island's 48,169 business establishments employed an average of 487,974 workers in 2023 and paid over \$32.3 billion in wages.

Private sector employment averaged 427,057 in 2023, representing 87.5 percent of the state's employment.

- Within the private sector, Health Care & Social Assistance (81,104) employed the most workers, accounting for 19.0 percent of the state's private sector employment.
- The Accommodation & Food Services (51,151), Retail Trade (47,442), and Manufacturing (40,398) sectors account for nearly one-third of the state's private sector workforce.
- Professional & Technical Services (30,058), Administrative & Waste Services (28,685), Finance & Insurance (25,282), Construction (21,524) and Educational Services (21,408) all employed over 20,000 workers.

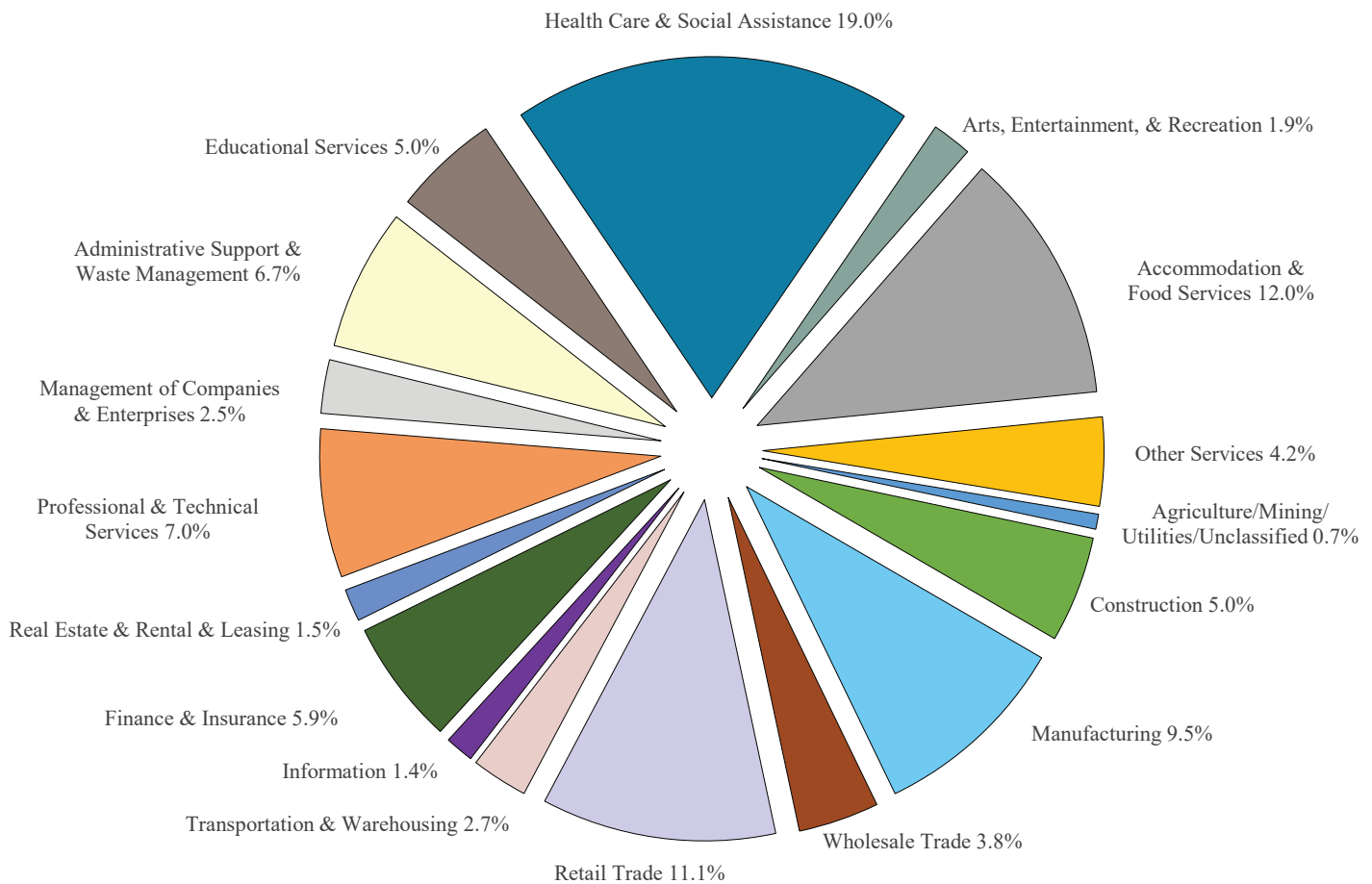
In 2023, the public sector employed 60,916 workers, accounting for 12.5 percent of the state's employment. More than half (32,499) of the public sector workers were employed in local governments, followed by the state (16,887) and federal (11,530) segments. *(The pie chart on the next page provides a breakout of Rhode Island's private sector employment by major industry group.)*

Private sector wages accounted for 85.2 percent of the \$32.3 billion in wages paid in 2023. Private sector workers averaged \$64,435, while pay for public sector workers averaged \$78,714. The 2023 average annual wage for all workers was \$66,217.

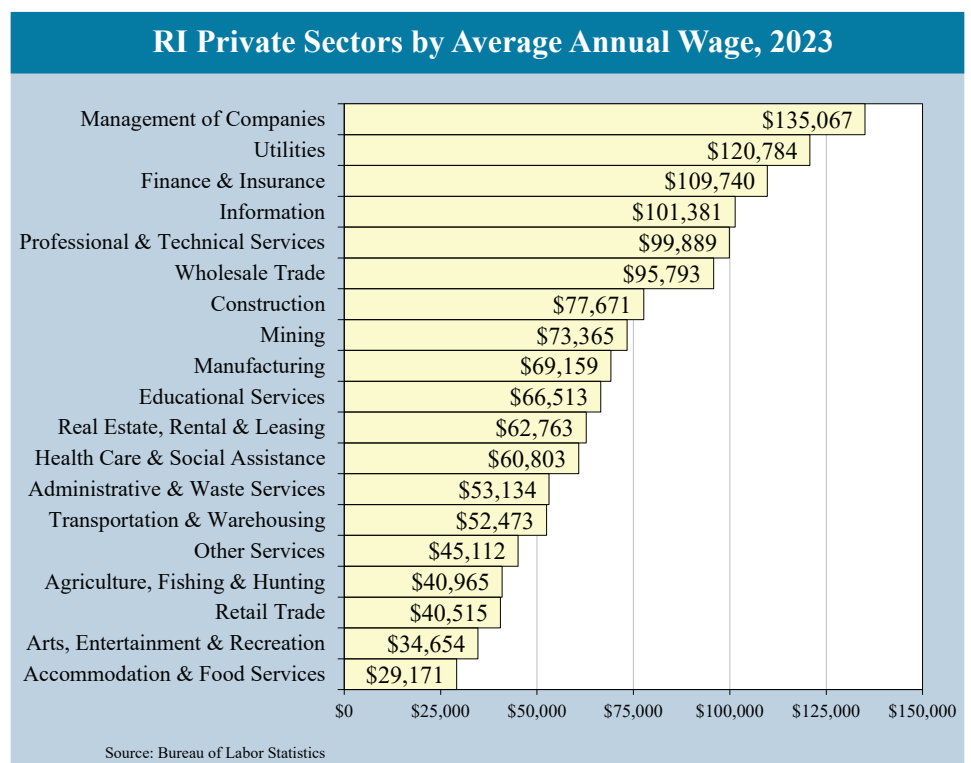
Annual Average Employment for 2023

Total Employment	487,974
Private Sector Employment	427,057
Health Care & Social Assistance	81,104
Accommodation & Food Services	51,151
Retail Trade	47,442
Manufacturing	40,398
Professional & Technical Services	30,058
Administrative & Waste Services	28,685
Finance & Insurance	25,282
Construction	21,524
Educational Services	21,408
Other Services	17,923
Wholesale Trade	16,339
Transportation & Warehousing	11,420
Management of Companies & Enterprise	10,839
Arts, Entertainment & Recreation	8,073
Real Estate, Rental & Leasing	6,559
Information	5,802
Utilities	1,612
Agriculture, Forestry, Fishing & Hunting	1,230
Mining	171
Government Employment	60,916
Federal Government	11,530
State Government	16,887
Local Government	32,499

Rhode Island Private Employment, 2023



- The highest wages were paid in the Management of Companies (\$135,067), Utilities (\$120,784), Finance & Insurance (\$109,740) and Information (\$101,381) sectors.
- In addition, six sectors; Professional & Technical Services (\$99,889), Wholesale Trade (\$95,793), Construction (\$77,671), Mining (\$73,365), Manufacturing (\$69,159) and Educational Services (\$66,513) paid over the 2023 average annual private sector wage of \$64,435.
- Within the public sector, federal employees working in Rhode Island earned the highest annual average wage (\$99,396), followed by state (\$85,282) and local (\$67,965) government segments.



- Nine sectors had average annual wages below the private sector average (\$64,435), including Health Care & Social Assistance (\$60,803), the state's largest sector.
- The lowest wages were paid in Accommodation & Food Services (\$29,171), Arts, Entertainment & Recreation (\$34,654) and Retail Trade (\$40,515) sectors due, in part, to the seasonal and part-time nature of these sectors.
- The remaining sectors paying average wages below the private sector average in 2023 were Real Estate & Rental & Leasing (\$62,763), Administrative & Waste Services (\$53,134), Transportation & Warehousing (\$52,473), Other Services (\$45,112) and Agriculture, Fishing & Hunting (\$40,965).

The 2023 average annual wage in Rhode Island's private sector (\$64,435) was \$8,173 (11.3%) less than the national average wage of \$72,608. Within New England, Rhode Island reported the fourth highest average annual wage, trailing Massachusetts (\$93,022), Connecticut (\$84,948) and New Hampshire (\$76,043).

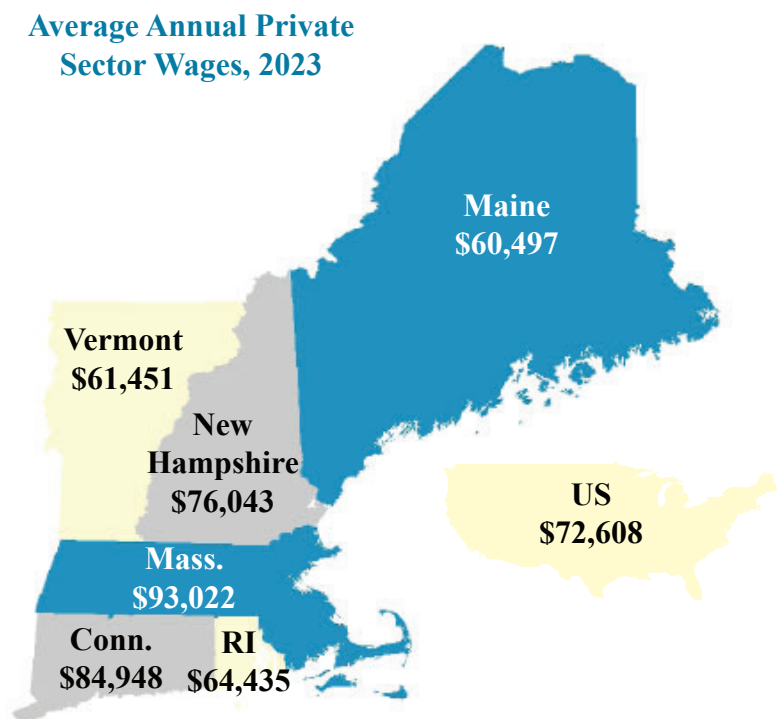
Average annual wages earned by Rhode Island workers were below the national average in nearly all economic sectors and most often ranked fourth in New England, trailing Connecticut, Massachusetts and New Hampshire.

Rhode Island workers were paid average annual wages above the national average in four economic sectors: Construction, Educational Services and Accommodation & Food Services.

When compared to Rhode Island, Massachusetts and Connecticut paid higher annual average wages in all sectors, while New Hampshire paid higher annual average wages in all sectors except Management of Companies & Enterprises and Arts, Entertainment & Recreation.

Management of Companies & Enterprises was the highest paying sector in Rhode Island, paying workers an average of \$135,067, less than the \$146,963 earned nationally. In New England, only Connecticut (\$175,360) and Massachusetts (\$153,758) had a higher annual average wage in this sector.

In New Hampshire (\$133,076) and Maine (\$113,131) employees of Utilities earned the highest average wage. Finance & Insurance was the highest paying sector in Connecticut (\$215,276) and Massachusetts (\$190,644). Management of Companies & Enterprises was the highest paying sector in Rhode Island (\$135,067) and Vermont (\$124,567), while Information was the highest paid sector nationally (\$154,901).



Source: Bureau of Labor Statistics

Rhode Island workers in Health Care & Social Assistance, the state's largest economic sector, earned an average annual wage of \$60,803, approximately 3.2 percent less than the national average (\$62,827). Regionally, New Hampshire (\$70,914) paid the highest wage to workers in this sector, followed by Massachusetts (\$70,289) and Connecticut (\$65,351).

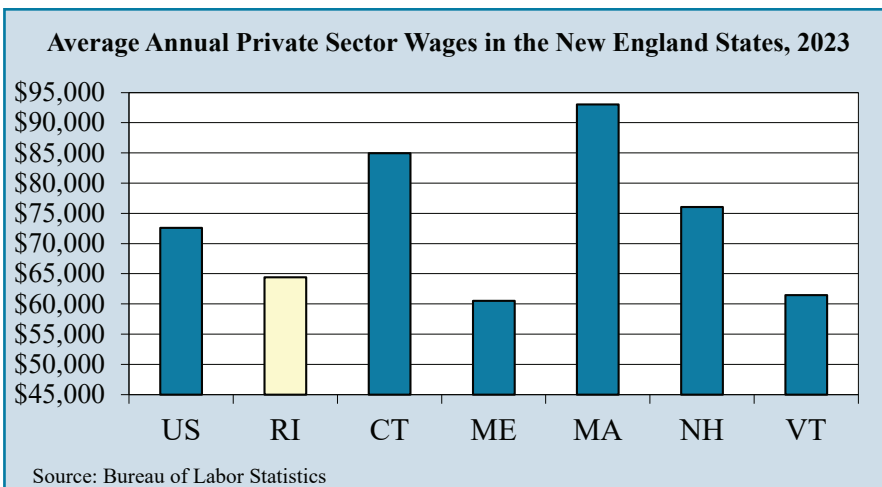
Rhode Island workers earned an annual average wage higher than their Maine counterparts in every sector except

Agriculture, Forestry, Fishing & Hunting, Transportation & Warehousing, Health

Care & Social Assistance, Arts, Entertainment & Recreation, Accommodation & Food Services and Other Services.

Vermont workers earned an annual average wage higher than Rhode Island workers in the Agriculture, Forestry, Fishing & Hunting, Utilities, Manufacturing, Retail Trade, Transportation & Warehousing, Professional & Technical Services, Administrative & Waste Services, Health Care & Social Assistance, Accommodation & Food Services and Other Services sectors. In every New England state and nationally, Accommodation & Food Services workers earned the lowest average annual wage among all industry sectors.

None of the New England states paid workers more than the national average in the Mining, Quarrying & Oil & Gas Extraction industry.



Average Annual Private Sector Wages by Industry Sector, 2023							
	US	RI	CT	ME	MA	NH	VT
Total Private	\$72,608	\$64,435	\$84,948	\$60,497	\$93,022	\$76,043	\$61,451
Agriculture, Forestry, Fishing & Hunting	\$45,424	\$40,965	\$46,918	\$46,342	\$60,886	\$46,449	\$41,819
Mining, Quarrying, & Oil & Gas Extraction	\$123,498	\$73,365	\$81,022	\$68,248	\$84,942	\$78,840	\$68,718
Utilities	\$128,473	\$120,784	\$150,717	\$113,131	\$144,852	\$133,076	\$123,522
Construction	\$77,171	\$77,671	\$84,199	\$66,403	\$95,019	\$81,039	\$65,623
Manufacturing	\$82,575	\$69,159	\$95,469	\$67,484	\$100,758	\$87,375	\$69,207
Wholesale Trade	\$98,588	\$95,793	\$121,454	\$87,774	\$124,035	\$127,209	\$84,672
Retail Trade	\$41,140	\$40,515	\$44,151	\$38,775	\$45,941	\$43,512	\$41,203
Transportation & Warehousing	\$63,998	\$52,473	\$58,620	\$55,286	\$64,650	\$60,117	\$56,207
Information	\$154,901	\$101,381	\$152,077	\$83,105	\$172,626	\$131,082	\$85,947
Finance & Insurance	\$135,740	\$109,740	\$215,276	\$99,904	\$190,644	\$126,519	\$108,384
Real Estate & Rental & Leasing	\$74,536	\$62,763	\$88,905	\$57,494	\$103,922	\$75,467	\$57,792
Professional & Technical Services	\$121,254	\$99,889	\$130,567	\$97,941	\$169,907	\$129,590	\$111,563
Management of Companies & Enterprises	\$146,963	\$135,067	\$175,360	\$103,290	\$153,758	\$124,766	\$124,567
Administrative & Waste Services	\$56,232	\$53,134	\$64,248	\$52,762	\$65,966	\$76,648	\$63,168
Educational Services	\$61,808	\$66,513	\$80,540	\$56,109	\$81,331	\$69,302	\$48,562
Health Care & Social Assistance	\$62,827	\$60,803	\$65,351	\$62,244	\$70,289	\$70,914	\$61,628
Arts, Entertainment, & Recreation	\$49,164	\$34,654	\$38,471	\$35,884	\$53,750	\$31,064	\$31,525
Accommodation & Food Services	\$28,667	\$29,171	\$29,976	\$31,197	\$34,768	\$29,698	\$31,192
Other Services	\$50,702	\$45,112	\$48,568	\$46,006	\$51,918	\$50,758	\$47,176

Source: Bureau of Labor Statistics for US and other New England states. Wages are preliminary and subject to change.

- Rhode Island's private sector employment averaged 427,057 in 2023, accounting for a third of a percent (0.33%) of the nation's private sector workforce and ranking it 44th among all states and the District of Columbia.
- Health Care & Social Assistance, Retail Trade, Accommodation & Food Services and Manufacturing are the four largest private industry sectors in the nation, as well as in Rhode Island, Connecticut, New Hampshire, Maine and Vermont.
- Nationally, these four sectors account for nearly half (48.5%) of the country's private sector workforce. In New England, Vermont (56.7%) has the highest percentage of private sector workers in these sectors, followed by Maine (55.5%), New Hampshire (52.5%), Rhode Island (51.5%), Connecticut (50.6%) and Massachusetts (46.9%).
- Health Care & Social Assistance, Rhode Island's largest private economic sector, accounts for 19.0 percent of the state's private sector employment, significantly greater the nation's share (16.2%) and tenth highest in the country, trailing only West Virginia (22.9%), New York (21.2%), Pennsylvania (20.2%), Massachusetts (19.9%), Maine (19.7%), Vermont (19.6%), Connecticut (19.5%), Minnesota (19.4%) and Alaska (19.4%).
- Accommodation & Food Services, the state's second largest economic sector, employs 12.0 percent of the state's private sector workforce, greater than the US average (10.6%) and every state in New England.
- The Manufacturing sector accounts for 9.5 percent of Rhode Island's private sector employment, below the national share (9.8%) and trailing all other New England states except Massachusetts (7.4%).
- Educational Services account for 5.0 percent of the state's private sector employment, more than twice the national share (2.4%) and the second largest share in the country behind the District of Columbia (8.6%).

Percentage of Average Annual Private Sector Employment by Industry Sector, 2023							
	US	RI	CT	ME	MA	NH	VT
Total Private	131,289,681	427,057	1,448,352	540,991	3,200,846	600,374	254,464
Agriculture, Forestry, Fishing & Hunting	1.0%	0.3%	0.4%	1.6%	0.4%	0.4%	1.4%
Mining, Quarrying, & Oil & Gas Extraction	0.4%	0.0%	0.0%	0.0%	0.0%	0.1%	0.3%
Utilities	0.4%	0.4%	0.3%	0.3%	0.4%	0.4%	0.5%
Construction	6.1%	5.0%	4.3%	6.3%	5.4%	5.2%	6.2%
Manufacturing	9.8%	9.5%	10.9%	9.8%	7.4%	11.7%	11.2%
Wholesale Trade	4.6%	3.8%	4.2%	3.6%	3.9%	5.2%	3.5%
Retail Trade	11.8%	11.1%	11.5%	15.1%	10.3%	15.0%	14.0%
Transportation & Warehousing	4.9%	2.7%	4.5%	3.0%	2.9%	2.7%	2.5%
Information	2.3%	1.4%	2.1%	1.5%	3.0%	2.0%	1.8%
Finance & Insurance	4.8%	5.9%	6.7%	4.4%	5.3%	4.4%	3.3%
Real Estate & Rental & Leasing	1.8%	1.5%	1.3%	1.4%	1.5%	1.2%	1.3%
Professional & Technical Services	8.2%	7.0%	7.0%	6.2%	11.7%	7.9%	7.1%
Management of Companies & Enterprises	1.9%	2.5%	2.2%	3.1%	2.2%	1.8%	0.8%
Administrative & Waste Services	7.1%	6.7%	6.2%	5.1%	5.9%	6.5%	5.2%
Educational Services	2.4%	5.0%	4.4%	2.5%	4.9%	3.5%	4.3%
Health Care & Social Assistance	16.2%	19.0%	19.5%	19.7%	19.9%	15.8%	19.6%
Arts, Entertainment, & Recreation	1.9%	1.9%	1.9%	1.8%	1.9%	2.3%	1.8%
Accommodation & Food Services	10.6%	12.0%	8.7%	10.9%	9.3%	9.9%	11.9%
Other Services	3.5%	4.2%	3.8%	3.3%	3.6%	3.6%	3.4%

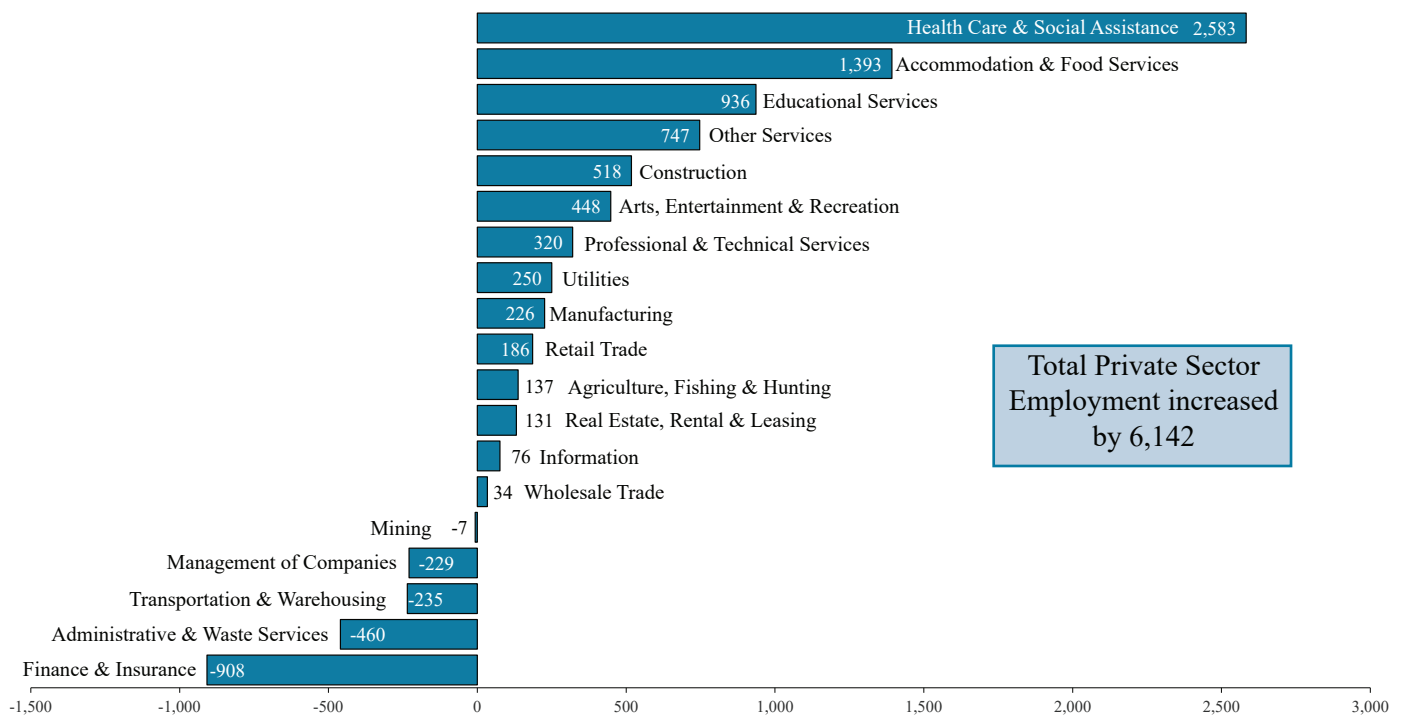
Source: Bureau of Labor Statistics for US and other New England states. Employment is preliminary and subject to change.

Job Gains Reported in 2023

Average employment increased by 6,142 (+1.5%) jobs in Rhode Island's private sector between 2022 and 2023. The largest increases were reported in the Health Care & Social Assistance (+2,583), Accommodation & Food Services (+1,393), Educational Services (+936) and Other Services (+747) sectors.

- The Health Care & Social Assistance sector added 2,583 (+3.3%) jobs in 2023. Job gains were reported in the Social Assistance (+726), Nursing & Residential Care Facilities (+694), Hospitals (+595) and Ambulatory Health Care Services (+568) industries.
- Employment in the Accommodation & Food Services sector increased by 1,393 (+2.8%) jobs due to increases in both the Food Services & Drinking Places (+1,150; +2.6%) and Accommodation (+243; +4.2%) industries.
- The Other Services sector added 747 (+4.3%) jobs in 2023. Membership Associations & Organizations (+478), Personal & Laundry Services (+270) and Private Households (+35) all posted job growth in 2023, while Repair & Maintenance declined by 36 jobs.
- The gains in Specialty Trade Contractors (+608) and Construction of Buildings (+97) caused employment in Construction to increase by 518 (+2.5%). Heavy & Civil Engineering Construction lost 187 (-9.5%) jobs.
- Gains in Amusements, Gambling & Recreation (+391) and Museums, Historical Sites, Zoos & Parks (+85) outweighing the loss in Performing Arts & Spectator Sports (-28) resulted in a growth of 448 (+5.9%) jobs in Arts, Entertainment & Recreation.
- The Manufacturing sector added 226 (+0.6%) jobs in 2023. Transportation Equipment Manufacturing (+1,244) posted large employment gains while Miscellaneous Manufacturing (-344), Chemical Manufacturing (-162), Printing & Related Support Activities (-127) and Computer & Electronic Product Manufacturing (-117) all posted employment losses greater than 100.
- Job losses were reported in the Finance & Insurance (-908), Administrative & Waste Services (-460), Transportation & Warehousing (-235), Management of Companies (-229) and Mining (-7) sectors.

Change in Average Annual Employment by Industry Sector, 2022-2023



Rhode Island Average Annual Job Changes 2022 - 2023

	Average Employment 2023	Average Employment 2022	Total Change Net	Total Change Percent	2023 Average Annual Wage
Total Private Only	427,057	420,915	6,142	1.5%	\$64,435
Agriculture, Forestry, Fishing & Hunting	1,230	1,093	137	12.5%	\$40,965
111 Crop production	878	763	115	15.1%	\$39,391
112 Animal production & Aquaculture	196	197	-1	-0.5%	\$33,216
114 Fishing, hunting and trapping	69	70	-1	-1.4%	\$84,399
Mining	171	178	-7	-3.9%	\$73,365
212 Mining (except oil and gas)	171	178	-7	-3.9%	\$73,365
Utilities	1,612	1,362	250	18.4%	\$120,784
221 Utilities	1,612	1,362	250	18.4%	\$120,784
Construction	21,524	21,006	518	2.5%	\$77,671
236 Construction of buildings	5,235	5,138	97	1.9%	\$78,392
237 Heavy and civil engineering construction	1,781	1,968	-187	-9.5%	\$103,377
238 Specialty trade contractors	14,508	13,900	608	4.4%	\$74,256
Manufacturing	40,398	40,172	226	0.6%	\$69,159
311 Food manufacturing	4,102	4,076	26	0.6%	\$49,727
312 Beverage and tobacco product manufacturing	670	706	-36	-5.1%	\$47,197
313 Textile mills	1,483	1,540	-57	-3.7%	\$58,739
314 Textile product mills	407	428	-21	-4.9%	\$50,773
315 Apparel manufacturing	138	138	0	0.0%	\$41,334
316 Leather and allied product manufacturing	83	99	-16	-16.2%	\$44,058
321 Wood product manufacturing	421	415	6	1.4%	\$59,349
322 Paper manufacturing	1,084	1,139	-55	-4.8%	\$57,143
323 Printing and related support activities	1,615	1,742	-127	-7.3%	\$55,196
324 Petroleum and coal products manufacturing	66	73	-7	-9.6%	\$80,095
325 Chemical manufacturing	2,595	2,757	-162	-5.9%	\$98,594
326 Plastics and rubber products manufacturing	2,378	2,406	-28	-1.2%	\$67,639
327 Nonmetallic mineral product manufacturing	768	756	12	1.6%	\$69,321
331 Primary metal manufacturing	1,286	1,347	-61	-4.5%	\$72,578
332 Fabricated metal product manufacturing	4,228	4,298	-70	-1.6%	\$62,891
333 Machinery manufacturing	1,952	1,916	36	1.9%	\$69,438
334 Computer and electronic product manufacturing	3,770	3,887	-117	-3.0%	\$91,344
335 Electrical equipment and appliance mfg.	954	946	8	0.8%	\$86,484
336 Transportation equipment manufacturing	7,260	6,016	1,244	20.7%	\$71,785
337 Furniture and related product manufacturing	1,055	1,060	-5	-0.5%	\$68,109
339 Miscellaneous manufacturing	4,083	4,427	-344	-7.8%	\$67,402
Wholesale Trade	16,339	16,305	34	0.2%	\$95,793
423 Merchant wholesalers, durable goods	8,123	7,957	166	2.1%	\$93,945
424 Merchant wholesalers, nondurable goods	5,341	5,737	-396	-6.9%	\$80,928
425 Electronic markets and agents and brokers	2,875	2,611	264	10.1%	\$128,631
Retail Trade	47,442	47,256	186	0.4%	\$40,515
441 Motor vehicle and parts dealers	5,823	5,657	166	2.9%	\$65,568
444 Building material and garden supply stores	4,125	4,231	-106	-2.5%	\$44,439
445 Food and beverage retailers	12,570	12,221	349	2.9%	\$31,852
449 Furniture, home furnishings, electronic & appliance	2,076	2,297	-221	-9.6%	\$57,657
455 General merchandise retailers	7,367	7,255	112	1.5%	\$28,024
456 Health and personal care retailers	4,402	4,514	-112	-2.5%	\$52,434
457 Gasoline stations and fuel dealers	2,951	2,848	103	3.6%	\$43,662
458 Clothing, clothing accessories, shoe & jewelry	3,747	3,770	-23	-0.6%	\$30,249
459 Sporting goods, hobby, musical instr, book & misc.	4,381	4,463	-82	-1.8%	\$35,943

Rhode Island Average Annual Job Changes 2022 - 2023

	Average Employment		Total Change		2023
Transportation & Warehousing	11,420	11,655	-235	-2.0%	\$52,473
481 Air transportation	395	335	60	17.9%	\$60,571
483 Water transportation	164	154	10	6.5%	\$109,982
484 Truck transportation	2,231	2,326	-95	-4.1%	\$64,412
485 Transit and ground passenger transportation	2,642	2,601	41	1.6%	\$37,121
487 Scenic and sightseeing transportation	163	162	1	0.6%	\$47,639
488 Support activities for transportation	1,189	1,246	-57	-4.6%	\$62,246
492 Couriers and messengers	2,842	2,990	-148	-4.9%	\$47,736
493 Warehousing and storage	1,762	1,812	-50	-2.8%	\$53,665
Information	5,802	5,726	76	1.3%	\$101,381
512 Motion picture and sound recording industries	595	635	-40	-6.3%	\$46,757
513 Publishing industries	1,541	1,463	78	5.3%	\$113,979
516 Broadcasting and content providers	658	642	16	2.5%	\$89,351
517 Telecommunications	1,700	1,726	-26	-1.5%	\$102,487
518 Computing infrastructure, data processing, web hosting	734	710	24	3.4%	\$157,308
519 Web Search Portals, Libraries, Archives, and Other Info	574	550	24	4.4%	\$63,182
Finance & Insurance	25,282	26,190	-908	-3.5%	\$109,740
522 Credit intermediation and related activities	10,530	11,265	-735	-6.5%	\$95,743
523 Securities, commodity contracts, investments	4,383	4,724	-341	-7.2%	\$144,089
524 Insurance carriers and related activities	10,315	10,149	166	1.6%	\$109,333
525 Funds, trusts, and other financial vehicles	54	52	2	3.8%	\$129,144
Real Estate & Rental & Leasing	6,559	6,428	131	2.0%	\$62,763
531 Real estate	5,007	4,915	92	1.9%	\$62,467
532 Rental and leasing services	1,478	1,443	35	2.4%	\$62,392
533 Lessors of nonfinancial intangible assets	74	70	4	5.7%	\$90,192
Professional & Technical Services	30,058	29,738	320	1.1%	\$99,889
541 Professional and technical services	30,058	29,738	320	1.1%	\$99,889
Management of Companies & Enterprises	10,839	11,068	-229	-2.1%	\$135,067
551 Management of companies and enterprises	10,839	11,068	-229	-2.1%	\$135,067
Administrative & Waste Services	28,685	29,145	-460	-1.6%	\$53,134
561 Administrative and support services	26,579	27,164	-585	-2.2%	\$51,229
562 Waste management and remediation services	2,106	1,981	125	6.3%	\$77,175
Educational Services	21,408	20,472	936	4.6%	\$66,513
611 Educational services	21,408	20,472	936	4.6%	\$66,513
Health Care & Social Assistance	81,104	78,521	2,583	3.3%	\$60,803
621 Ambulatory health care services	28,770	28,202	568	2.0%	\$73,591
622 Hospitals	23,781	23,186	595	2.6%	\$67,774
623 Nursing and residential care facilities	15,387	14,693	694	4.7%	\$47,166
624 Social assistance	13,166	12,440	726	5.8%	\$36,205
Arts, Entertainment, & Recreation	8,073	7,625	448	5.9%	\$34,654
711 Performing arts and spectator sports	1,317	1,345	-28	-2.1%	\$47,425
712 Museums, historical sites, zoos, and parks	917	832	85	10.2%	\$42,018
713 Amusements, gambling, and recreation	5,839	5,448	391	7.2%	\$30,617
Accommodation & Food Services	51,151	49,758	1,393	2.8%	\$29,171
721 Accommodation	5,976	5,733	243	4.2%	\$40,028
722 Food services and drinking places	45,175	44,025	1,150	2.6%	\$27,735
Other Services, except Public Administration	17,923	17,176	747	4.3%	\$45,112
811 Repair and maintenance	4,390	4,426	-36	-0.8%	\$57,016
812 Personal and laundry services	5,557	5,287	270	5.1%	\$36,685
813 Membership associations and organizations	7,162	6,684	478	7.2%	\$44,986
814 Private households	814	779	35	4.5%	\$39,554

Annual Labor Force Data

During 2023, Rhode Island's labor force continued to show improvement from the losses incurred during the height of the pandemic, yet the labor force level still trailed its pre-pandemic level of 2019.

- Rhode Island's unemployment rate is half of a percentage point below the 2019 pre-pandemic average. The number of employed residents is up 2,800 and the number of unemployed residents is down 3,000 from the 2019 levels. In 2023, the state's labor force is down 300 from 2019.
- The US annual average unemployment rate in 2019 was 3.7 percent, two-tenths of a percentage point higher than the Rhode Island rate of 3.5 percent. Rhode Island had the second highest annual rate in New England and tied for the twenty-second highest rate in the country in 2019.
- In 2020, the onset of the pandemic, the state lost 35,500 employed residents and had 32,300 more residents considered unemployed. The unemployment rate had increased by 5.7 percentage points, from the 3.5 percent average recorded in 2019 to 9.2 percent in 2020. The labor force in 2020 was down 3,400 from 2019.
- Rhode Island's annual average unemployment rate of 9.2 percent in 2020 was one and one-tenth higher than the US average of 8.1 percent. The state had the second highest rate in New England and was the ninth highest rate in the nation.
- Over the year, the number of employed residents is up 3,000 while the number of unemployed is down 1,000. The state's average unemployment rate is two-tenths of a percentage point down from the 2022 average. The labor force posted an increase of 2,000 more Rhode Islanders either with a job or looking for a job in 2023 than in the prior year.
- The US annual average unemployment rate in 2023 was 3.6 percent, six-tenths of a percentage point above the Rhode Island rate of 3.0 percent. Rhode Island had the third highest rate in New England and was tied for the thirtieth highest rate in the country. Connecticut (3.8%) had the highest rate in New England, followed by Massachusetts (3.4%).

Rhode Island Annual Average Labor Force Statistics

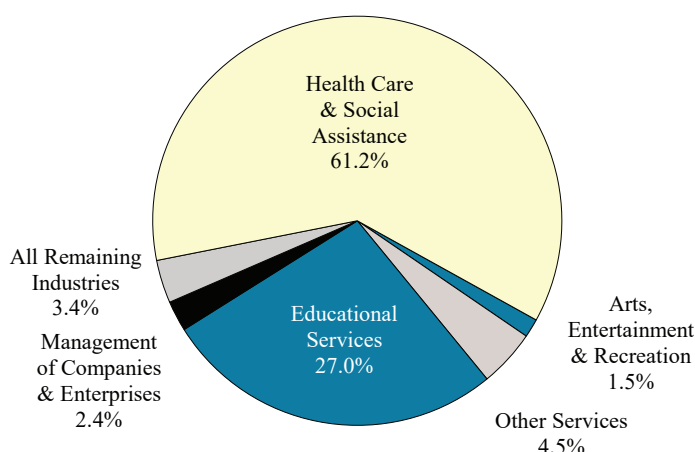
Year	Labor Force	Employment	Unemployment	Unemployment Rate	State Rank*
2019	574,100	553,800	20,200	3.5	22
2020	570,700	518,300	52,500	9.2	9
2021	572,500	540,900	31,600	5.5	14
2022	571,800	553,600	18,200	3.2	26
2023	573,800	556,600	17,200	3.0	30
Change					
2019-2020	-3,400	-35,500	32,300	5.7	---
2019-2023	-300	2,800	-3,000	-0.5	---
2022-2023	2,000	3,000	-1,000	-0.2	---

*Ranked highest annual average rate to lowest.

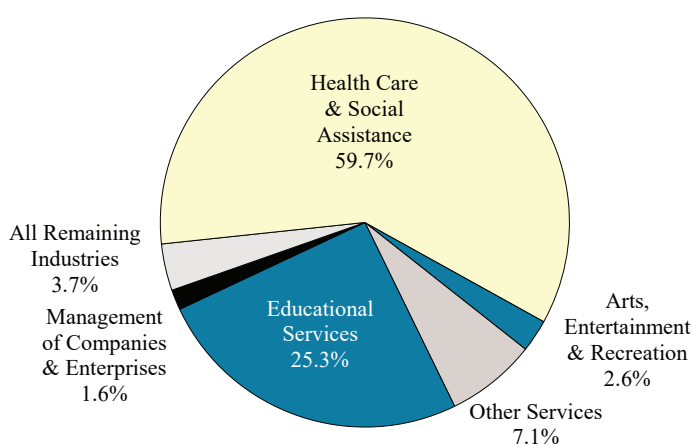
Non-Profit Employment in Rhode Island

The 1,355 non-profit employers registered in Rhode Island paid over \$4.3 billion in wages to their 69,683 workers accounting for 16.6 percent of the state's private sector employment and 16.3 percent of the total private sector wages paid in 2022. Wages in the non-profit sector average \$62,189 approximately 1.5 percent less than the for-profit average wage of \$63,136.

Non-Profit Wages by Industry



Non-Profit Employment by Industry



- In 2022, 85% of the state's non-profit employment was found in the Private Education and Healthcare & Social Assistance sectors, dominating the total private sector employment in both sectors.
- Non-profit wages in the Health Care & Social Assistance sector averaged \$63,679 compared to the \$51,938 average paid to the sector's for-profit workers.
- Non-profit wages in the Private Education sector averaged \$66,489; 39 percent more than the sector's for-profit average of \$47,766.
- Non-profit wages in the Other Services sector, which includes Religious, Grantmaking, Civic and Social Organizations industries, averaged \$39,542; 11 percent less than the average of the for-profit workers employed in this sector.

2022 Non-Profit Employment in Rhode Island

Industry Sector	Number of Employers	Average Employment	Total Wages
Health Care & Social Assistance	329	41,625	\$2,650,618,273
Educational Services	256	17,599	\$1,170,143,338
Other Services	469	4,971	\$196,563,914
Arts, Entertainment & Recreation	98	1,798	\$64,093,368
Management of Companies & Enterprises	6	1,116	\$104,632,626
All Remaining Industries	197	2,574	\$147,464,289

Historical Non-Profit Employment in Rhode Island, 2017-2022

	2022	2021	2020	2019	2018	2017
Total Private Sector Employment	420,915	404,374	385,120	424,358	421,477	417,962
Non-Profit Employment	69,683	66,914	66,355	70,704	69,291	69,148
Non-Profit Employment as % of Total	16.6%	16.5%	17.2%	16.7%	16.4%	16.5%
Non-Profit Employment by Industry						
Health Care & Social Assistance	41,625	40,306	39,727	41,240	40,394	40,421
Educational Services	17,599	17,020	17,359	18,233	18,010	17,510
Other Services	4,971	4,576	4,437	5,545	5,526	5,512
Arts, Entertainment & Recreation	1,798	1,448	1,320	1,983	1,902	1,826
Management of Companies & Enterprises	1,116	1,110	1,106	1,152	1,064	1,011
All Remaining Industries	2,574	2,454	2,406	2,551	2,395	2,868

- Between 2017 and 2019, both private sector and non-profit employment experienced employment growth, with the two-year non-profit employment growth rate of 2.3 percent outpacing the total private sector growth rate of 1.5 percent.
- Both private sector employment as well as non-profit employment were hit hard by The Covid Crisis in 2020, with non-profit employment fairing a little better than the total private sector. Non-profit employers reported a loss of 6.2 percent of its jobs in 2020, compared to the total private sector loss of 9.2 percent.
- Since 2020, the state has recouped an average of 35,795 total private sector jobs, 91.2 percent of the total loss during the pandemic. Non-profit jobs are up 3,328 since 2020 accounting for 76.5 percent of the non-profit jobs lost during the crisis.

2022 Total Private Sector and Non-Profit Employment by Major Industry

	Non-Profit			For-Profit			Total Average
	Avg Emp	% of Emp	% of Total Emp	Avg Emp	% of Emp	% of Total Emp	
Private Employment Only	69,683	100.0%	16.6%	351,232	100.0%	83.4%	420,915
Agriculture, Forestry, Fishing & Hunting	37	0.1%	3.4%	1,056	0.3%	96.6%	1,093
Mining	0	0.0%	0.0%	178	0.1%	100.0%	178
Construction	51	0.1%	0.2%	20,955	6.0%	99.8%	21,006
Manufacturing	128	0.2%	0.3%	40,044	11.4%	99.7%	40,172
Wholesale Trade	11	0.0%	0.1%	16,294	4.6%	99.9%	16,305
Retail Trade	76	0.1%	0.2%	47,180	13.4%	99.8%	47,256
Transportation & Utilities	14	0.0%	0.1%	12,495	3.6%	96.0%	13,017
Information	548	0.8%	9.6%	5,178	1.5%	90.4%	5,726
Finance & Insurance	614	0.9%	2.3%	25,576	7.3%	97.7%	26,190
Real Estate, Rental & Leasing	176	0.3%	2.7%	6,252	1.8%	97.3%	6,428
Professional & Technical Services	359	0.5%	1.2%	29,379	8.4%	98.8%	29,738
Management of Companies & Enterprises	1,116	1.6%	10.1%	9,952	2.8%	89.9%	11,068
Administrative & Waste Services	479	0.7%	1.6%	28,666	8.2%	98.4%	29,145
Educational Services	17,599	25.3%	86.0%	2,873	0.8%	14.0%	20,472
Health Care & Social Assistance	41,625	59.7%	53.0%	36,896	10.5%	47.0%	78,521
Arts, Entertainment & Recreation	1,798	2.6%	3.6%	5,827	1.7%	76.4%	7,625
Accommodation & Food Services	81	0.1%	0.2%	49,677	14.1%	99.8%	49,758
Other Services	4,971	7.1%	28.9%	12,205	3.5%	71.1%	17,176
Unclassified	0	0.0%	0.0%	59	0.0%	100.0%	59

COVID-19 Pandemic Economic Recap

Rhode Island experienced record-breaking employment in February 2020, with an estimated 507,800 RI-based jobs, the highest job count on record. Several economic sectors were at all-time highs and the state's unemployment rate was at a thirty-year low. But, by March 2020, the COVID-19 crisis had come to Rhode Island and thousands of workers were suddenly unemployed as the state reported a total loss of 108,700 (-21.4%) jobs between February and April 2020.

On March 13th, Rhode Island casinos closed; a few days later, day care centers were ordered closed, restaurants were closed to take-out orders only, and social gatherings were limited to no more than ten people. As the month continued, fitness centers, hair & nail salons, recreation & entertainment facilities, and all non-essential retail were all ordered to close. Elective surgeries were cancelled, and medical appointments were limited to telephone and video interviews all to stop the spread of the COVID-19 virus. Rhode Island's "Stay at Home" order would continue until May 9, 2020.

Rhode Island-Based Jobs (in thousands)

Feb 20 - RI peak employment level

Apr 20 - The economic shutdown from the coronavirus resulted in the lowest employment level since February 1984

Dec 23 - Most recent data available for this publication

	Number of Jobs			Jobs Lost Feb-Apr 20			Total Jobs Recovered Apr 20 - Dec 23			Overall Change Feb 20 - Dec 23	
	Feb-20	Apr-20	Dec-23	Number	% of Total	% of Sector	Number	% of Total	% of Sector	Number	% of Sector
Total Nonfarm	507.8	399.1	509.1	-108.7	100%	-21.4%	110.0	100%	101.2%	1.3	0.3%
Total Private	442.4	336.7	443.8	-105.7	-97.2%	-23.9%	107.1	97.4%	101.3%	1.4	0.3%
Mining	0.2	0.2	0.2	0.0	0.0%	0.0%	0.0	0.0%	*	0.0	*
Construction	20.3	15.9	21.0	-4.4	4.0%	-21.7%	5.1	4.6%	115.9%	0.7	3.4%
Manufacturing	39.8	33.3	40.3	-6.5	6.0%	-16.3%	7.0	6.4%	107.7%	0.5	1.3%
Wholesale Trade	15.2	13.1	16.3	-2.1	1.9%	-13.8%	3.2	2.9%	152.4%	1.1	7.2%
Retail Trade	47.7	36.6	47.2	-11.1	10.2%	-23.3%	10.6	9.6%	95.5%	-0.5	-1.0%
Transportation & Utilities	13.4	9.9	13.8	-3.5	3.2%	-26.1%	3.9	3.5%	111.4%	0.4	3.0%
Information	5.8	5.0	5.6	-0.8	0.7%	-13.8%	0.6	0.5%	75.0%	-0.2	-3.4%
Finance & Insurance	29.1	28.6	28.4	-0.5	0.5%	-1.7%	-0.2	-0.2%	-40.0%	-0.7	-2.4%
Real Estate, Rental & Leasing	6.6	5.0	6.8	-1.6	1.5%	-24.2%	1.8	1.6%	112.5%	0.2	3.0%
Professional & Technical Services	26.3	23.9	30.2	-2.4	2.2%	-9.1%	6.3	5.7%	262.5%	3.9	14.8%
Management of Companies	13.7	13.1	10.8	-0.6	0.6%	-4.4%	-2.3	-2.1%	-383.3%	-2.9	-21.2%
Administrative & Waste Svcs.	29.1	22.9	28.7	-6.2	5.7%	-21.3%	5.8	5.3%	93.5%	-0.4	-1.4%
Health Care & Social Assistance	83.4	66.0	84.2	-17.4	16.0%	-20.9%	18.2	16.5%	104.6%	0.8	1.0%
Educational Services	27.2	24.5	26.4	-2.7	2.5%	-9.9%	1.9	1.7%	70.4%	-0.8	-2.9%
Arts, Entertainment & Recreation	8.3	3.4	8.8	-4.9	4.5%	-59.0%	5.4	4.9%	110.2%	0.5	6.0%
Accommodation & Food Services	53.2	20.3	52.8	-32.9	30.3%	-61.8%	32.5	29.5%	98.8%	-0.4	-0.8%
Other Services	23.1	15.0	22.3	-8.1	7.5%	-35.1%	7.3	6.6%	90.1%	-0.8	-3.5%
Government	65.4	62.4	65.3	-3.0	2.8%	-4.6%	2.9	2.6%	96.7%	-0.1	-0.2%

*did not lose jobs during the March and April 2020 shutdown

Source: RI Department Labor & Training, Current Employment Statistics (CES)

Industry Sector Job Losses

The Accommodation & Foods Services sector was the hardest hit sector in terms of job losses. In all, the sector lost 32,900 jobs, or nearly 62 percent of its workforce between February and April 2020. In addition, the Health Care & Social Assistance sector lost nearly 21 percent of its workforce or 17,400 jobs during this period, followed by the Retail Trade sector which was down 11,100 jobs (-23.3%). These three employment sectors combined to lose 61,400 of the 108,700 jobs, accounting for 56.5 percent of the total jobs lost.

The Other Services sector reported a decline of 8,100 jobs between February and April 2020, followed by sizable job losses reported in the Manufacturing (-6,500), Administrative & Waste Services (-6,200), Arts, Entertainment & Recreation (-4,900), Construction (-4,400), Transportation & Utilities (-3,500) and Government (-3,000) sectors. Together, these sectors accounted for 36,600 (-33.7%) of the 108,700 jobs lost during the shutdown and restrictions period.

Finally, a total of 10,700 jobs were lost among the Educational Services (-2,700), Professional & Technical Services (-2,400), Wholesale Trade (-2,100), Real Estate, Rental & Leasing (-1,600), Information (-800), Management of Companies (-600) and Finance & Insurance (-500) sectors. Together, this cluster of job declines accounted for 9.8 percent of the 108,700 jobs lost between February 2020 and April 2020.

Rhode Island Job Recovery Period (February 2020 – December 2023)

In December 2023, RI-based jobs totaled 509,100, and the state recouped all the 108,700 jobs lost during the pandemic shutdown. Among the eighteen employment sectors in Rhode Island, eight sectors had surpassed their February 2020 employment levels, while nine sectors had yet to retrieve this mark. The Mining and Logging sector did not report any job losses during the shutdown.

The Professional & Technical Services sector is up 3,900 jobs since February 2020, while the Wholesale Trade sector is up 1,100 jobs. In addition, the Health Care & Social Assistance sector is up 800 jobs between February 2020 and December 2023, followed by the Construction (+700), Arts, Entertainment & Recreation (+500), Manufacturing (+500), Transportation & Utilities (+400) and Real Estate, Rental & Leasing (+200) sectors.

In December 2023, the Management of Companies sector was down 2,900 jobs from February 2020 employment level of 13,700. The Educational Services and Other Services sectors were each down 800 jobs since February 2020, followed by the Finance & Insurance (-700) sector.

Sectors Surpassing Pre-Pandemic Employment Levels			
	Feb 2020	Dec 2023	Change
Professional & Technical Services	26,300	30,200	+3,900
Wholesale Trade	15,200	16,300	+1,100
Health Care & Social Assistance	83,400	84,200	+800
Construction	20,300	21,000	+700
Arts, Entertainment & Recreation	8,300	8,800	+500
Manufacturing	39,800	40,300	+500
Transportation & Utilities	13,400	13,800	+400
Real Estate, Rental & Leasing	6,600	6,800	+200
Sectors Below Pre-Pandemic Employment Levels			
	Feb 2020	Dec 2023	Change
Management of Companies	13,700	10,800	-2,900
Educational Services	27,200	26,400	-800
Other Services	23,100	22,300	-800
Finance & Insurance	29,100	28,400	-700
Retail Trade	47,700	47,200	-500
Accommodation & Food Services	53,200	52,800	-400
Administrative & Waste Services	29,100	28,700	-400
Information	5,800	5,500	-200
Government	65,400	65,300	-100

The December 2023 employment levels in the Retail Trade, (-500), Accommodation & Food Services (-400) Administrative & Waste Services (-400) Information (-200) and Government (-100) sectors were also below their February 2020 employment levels.

A strong comeback! Despite shedding a combined 64,100 jobs and accounting for over half of the 108,700 jobs lost during the pandemic shutdown, the Health Care & Social Assistance sector has regained all of its lost jobs, while the Accommodation & Food Services sector is just 400 jobs shy of recouping all the lost jobs, while the Retail Trade sector is just 500 jobs short of that mark.

Pandemic Job Recovery by State

ST.	Feb 20-Apr 20 Change		Apr 20-Dec 23 Change		Feb 20-Dec 23 Change		% Jobs Recv'd From April '20
AL	-242.6	-11.6%	336.2	18.2%	93.6	4.5%	138.6%
AK	-45.4	-13.8%	50.0	17.6%	4.6	1.4%	110.1%
AZ	-342.2	-11.4%	574.1	21.6%	231.9	7.7%	167.8%
AR	-125.9	-9.7%	186.5	16.0%	60.6	4.7%	148.1%
CA	-2,743.5	-15.5%	3,015.4	20.2%	271.9	1.5%	109.9%
CO	-378.0	-13.4%	518.8	21.2%	140.8	5.0%	137.2%
CT	-291.1	-17.1%	288.3	20.5%	-2.8	-0.2%	99.0%
DE	-68.0	-14.5%	85.9	21.5%	17.9	3.8%	126.3%
FL	-1,285.3	-14.1%	2,064.0	26.5%	778.7	8.6%	160.6%
GA	-605.8	-13.0%	867.3	21.3%	261.5	5.6%	143.2%
HI	-152.7	-23.1%	122.9	24.1%	-29.8	-4.5%	80.5%
ID	-78.6	-10.2%	160.4	23.1%	81.8	10.6%	204.1%
IL	-810.4	-13.2%	773.9	14.5%	-36.5	-0.6%	95.5%
IN	-492.8	-15.6%	589.1	22.1%	96.3	3.0%	119.5%
IA	-175.3	-11.0%	186.1	13.2%	10.8	0.7%	106.2%
KS	-158.8	-11.1%	179.2	14.1%	20.4	1.4%	112.8%
KY	-290.3	-14.9%	358.9	21.6%	68.6	3.5%	123.6%
LA	-285.8	-14.3%	244.1	14.3%	-41.7	-2.1%	85.4%
ME	-93.7	-14.7%	109.8	20.2%	16.1	2.5%	117.2%
MD	-396.2	-14.2%	348.3	14.6%	-47.9	-1.7%	87.9%
MA	-682.6	-18.2%	657.6	21.5%	-25.0	-0.7%	96.3%
MI	-1,058.1	-23.8%	1,075.5	31.7%	17.4	0.4%	101.6%
MN	-414.5	-13.8%	421.6	16.3%	7.1	0.2%	101.7%
MS	-148.7	-12.8%	167.2	16.5%	18.5	1.6%	112.4%
MO	-354.1	-12.1%	429.5	16.7%	75.4	2.6%	121.3%
MT	-62.4	-12.8%	99.1	23.3%	36.7	7.5%	158.8%
NE	-98.1	-9.5%	124.6	13.4%	26.5	2.6%	127.0%
NV	-331.3	-22.9%	458.9	41.2%	127.6	8.8%	138.5%
NH	-117.8	-17.1%	132.5	23.2%	14.7	2.1%	112.5%
NJ	-726.3	-17.2%	874.9	25.1%	148.6	3.5%	120.5%
NM	-103.1	-12.0%	122.2	16.1%	19.1	2.2%	118.5%
NY	-1,982.8	-20.2%	1,909.4	24.3%	-73.4	-0.7%	96.3%
NC	-567.1	-12.2%	887.0	21.7%	319.9	6.9%	156.4%
ND	-53.6	-12.2%	53.8	13.9%	0.2	0.0%	100.4%
OH	-881.1	-15.7%	901.8	19.1%	20.7	0.4%	102.3%
OK	-166.9	-9.8%	235.3	15.3%	68.4	4.0%	141.0%
OR	-279.1	-14.2%	285.8	16.9%	6.7	0.3%	102.4%
PA	-1,125.5	-18.5%	1,154.4	23.3%	28.9	0.5%	102.6%
RI	-108.7	-21.4%	110.0	27.6%	1.3	0.3%	101.2%
SC	-300.7	-13.7%	444.1	23.5%	143.4	6.5%	147.7%
SD	-44.8	-10.1%	71.3	17.9%	26.5	6.0%	159.2%
TN	-374.5	-11.9%	515.1	18.5%	140.6	4.5%	137.5%
TX	-1,445.8	-11.2%	2,517.2	21.9%	1,071.4	8.3%	174.1%
UT	-142.7	-9.1%	308.4	21.6%	165.7	10.5%	216.1%
VT	-67.2	-21.3%	61.0	24.5%	-6.2	-2.0%	90.8%
VA	-475.7	-11.6%	579.3	16.0%	103.6	2.5%	121.8%
WA	-412.9	-11.8%	534.1	17.2%	121.2	3.5%	129.4%
WV	-103.2	-14.5%	110.0	18.0%	6.8	1.0%	106.6%
WI	-406.0	-13.6%	435.1	16.8%	29.1	1.0%	107.2%
WY	-27.4	-9.5%	29.9	11.4%	2.5	0.9%	109.1%

COVID-19 Impact on the Nation

All fifty states reported large job declines stemming from the pandemic shutdown in March 2020. In all, 22.2 million (-14.7%) jobs were lost between February and April 2020. Rhode Island (-21.4%) was among the top five states in terms of the percentage of jobs lost during this period. Michigan reported the largest percentage loss, shedding 23.8 percent of its total employment, followed by Hawaii (-23.1%), Nevada (-22.9%). Rhode Island and Vermont (-21.3%).

By December 2023, forty-two states, including Rhode Island, had surpassed their February 2020 employment levels. In all, the nation is up 4.6 million jobs from the pre-covid employment level of 152.1 million. Those states that are still below pre-pandemic employment levels include, Connecticut, Illinois, Hawaii, Louisiana, Maryland, Massachusetts, New York, and Vermont. In addition, the District of Columbia is below their February 2020 employment level.

Regionally, New England states lost 1.3 million (-17.9%) jobs between February and April 2020 with Rhode Island being the top decliner, shedding 21.4 percent of its total employment. As mentioned, Vermont employment fell by 21.3 percent, followed by Massachusetts (-18.2%), Connecticut (-17.1%), New Hampshire (-17.1%) and Maine (-14.7%).

Regional Job Change February 2020 - December 2023

ME	+16,100	MA	-25,000
NH	+14,700	VT	-6,200
RI	+1,300	CT	-2,800

As of December 2023, the New England Region was just 1,900 jobs short of the February 2020 employment level of 7,596,300. Rhode Island, along with Maine and New Hampshire had fully recovered from the effects of the pandemic-related shutdowns. As mentioned, Connecticut (-2,800), Massachusetts (-25,000) and Vermont (-6,200) were the regional states that had yet to recover all its lost jobs.

Age Demographics of RI Industries

The Census Bureau's Longitudinal Employer-Household Dynamics (LEHD)* program, generates statistics for various economic demographics. One area of the LEHD program generates employment by age group which is broken down into eight different age categories. For this publication, we have narrowed down the age group categories to six categories: 14-18, 19-24, 25-34, 35-44, 45-54 and 55+.

Longitudinal Employer-Household Dynamics data indicates that between the first quarter of 2003 and the first quarter of 2023, age groups 25-34 and 55+ were the only growing age groups among Rhode Island's private sector workforce. Below, is a look at some of Rhode Island's key employment sectors by age demographics during this twenty-year period.

Private Sector Employment

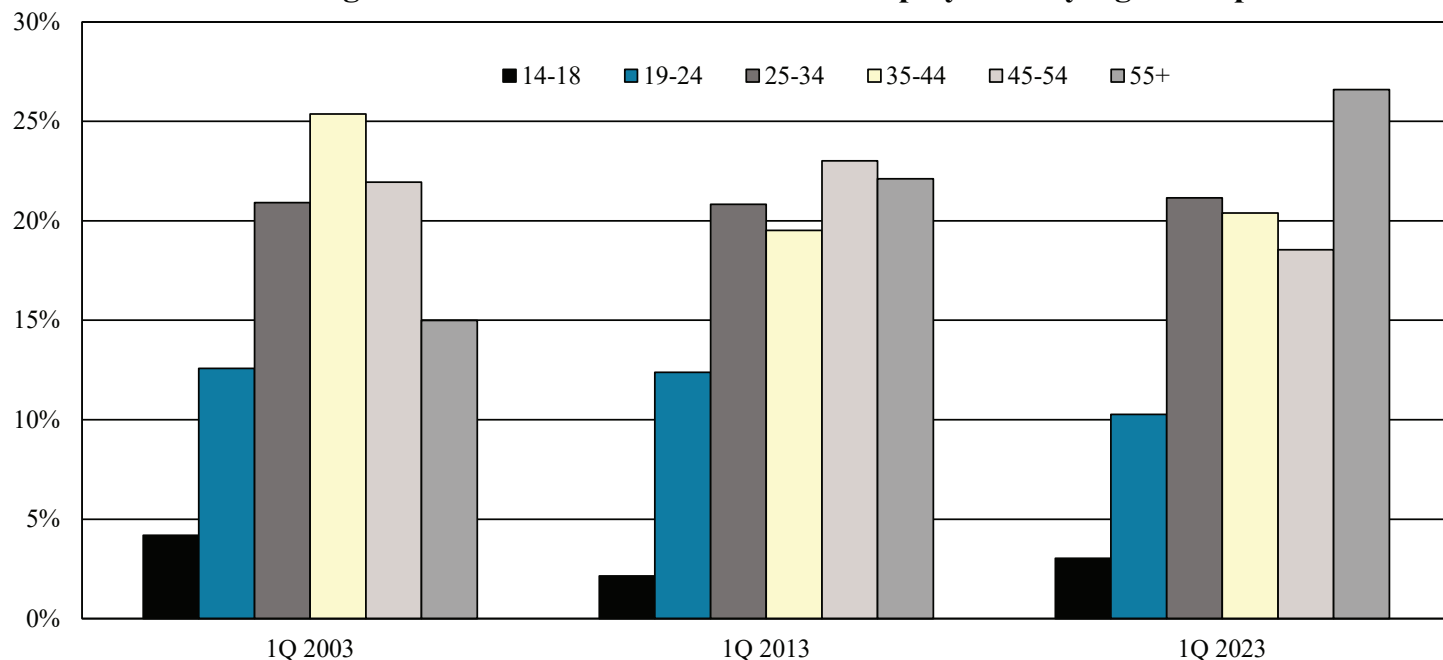
Between 2003 and 2023, the Rhode Island workforce age groups of 14-18, 19-24, 35-44 and 45-54 all reported a decrease in the number of private sector workers. Age group 35-44 reported a notable decrease in the percentage of workers during this period. This age group represented 25.4 percent of the private sector workforce in 2003, which fell to 20.4 percent in 2023. Meanwhile, age groups 25-34 and 55+ were the only age groups to report an increase in the percentage of workers between 2003 and 2023. The 55+ age group represented 26.6 percent of private sector employment in 2023, up from the 15.0 percent it represented in 2003, while age group 25-34 accounted for 21.2 percent of the private sector workforce in 2023, slightly up from the 20.9 percent it represented in 2003.

In comparison, age group demographics in the neighboring state of Connecticut found that age group 55+ was the only age group to report an increase in the percentage of private sector workers. This age group represented 27.1 percent of Connecticut's private sector workforce in 2023, up from the 16.0 percent it represented in 2003. All the remaining age groups of 14-18, 19-24, 25-34, 35-44 and 45-54, had a smaller percentage of workers in 2023 than in 2003. A noticeable decrease occurred amongst the middle age group of 35-44 which represented 20.4 percent of Connecticut's private sector workforce in 2023, down from the 26.4 percent it represented in 2003.

Percentage of Private Employment

Age Group	1Q 2003	1Q 2013	1Q 2023
14-18	4.2%	2.1%	3.0%
19-24	12.6%	12.4%	10.3%
25-34	20.9%	20.8%	21.2%
35-44	25.4%	19.5%	20.4%
45-54	22.0%	23.0%	18.5%
55+	15.0%	22.1%	26.6%

Percentage of Rhode Island Private Sector Employment by Age Group



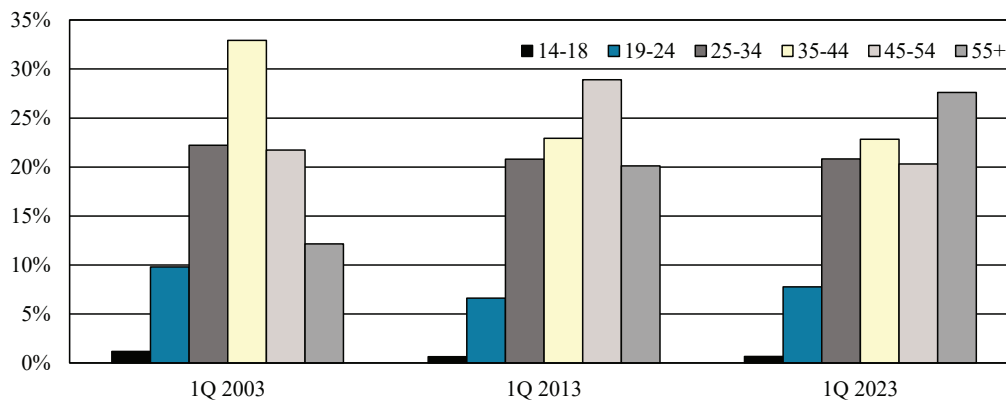
Construction

LEHD data reflects that the percentage of younger age construction workers in Rhode Island is shrinking, while the percentage of older construction workers appears to be on the rise. Between 2003 and 2023, the age group of 55+ was the only age group to report an increase in the amount of construction workers. This age group represented 27.6 percent of the construction workforce in 2023, up from the 12.2 percent it represented in 2003. The four younger age groups of 14-18, 19-24, 25-34 and 35-44, all reported a decrease in the percentage of construction workers. The percentage of construction workers in age group 35-44 reported the largest decrease among these four age groups. This age group represented 22.8 percent of the construction workforce in 2023, which was down from the 32.9 percent it represented in 2003.

Percentage of Construction Employment

Age Group	1Q 2003	1Q 2013	1Q 2023
14-18	1.2%	0.6%	0.7%
19-24	9.8%	6.6%	7.8%
25-34	22.2%	20.8%	20.8%
35-44	32.9%	22.9%	22.8%
45-54	21.7%	28.9%	20.3%
55+	12.2%	20.1%	27.6%

Percentage of Construction Employment by Age Group



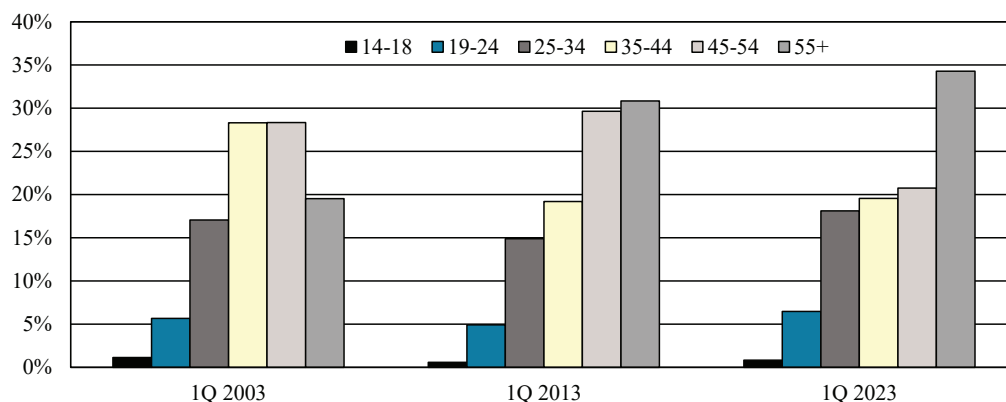
Manufacturing

Based on the LEHD data, the percentage of manufacturing workers in Rhode Island's oldest age group rose between 2003 and 2023. Age group 55+ increased by a large margin, representing over one-third, or 34.3 percent of the manufacturing workforce in 2023, while making up only 19.5 percent of the manufacturing workforce in 2003. In addition, age groups 25-34 and 19-24 rose slightly in 2023 when compared to their 2003 levels. All remaining age groups within the Manufacturing sector reported fewer workers in 2023 when compared to 2003. Age group 35-44 reported the largest decrease, falling to 19.6 percent in 2023 from the 28.3 percent it represented in 2003. The 45-54 age group also reported a sizable decrease in the amount of manufacturing workers. This age group represented 28.3 percent of the workforce in 2003 and fell to 20.7 percent in 2023.

Percentage of Manufacturing Employment

Age Group	1Q 2003	1Q 2013	1Q 2023
14-18	1.1%	0.6%	0.8%
19-24	5.7%	4.9%	6.5%
25-34	17.0%	14.9%	18.1%
35-44	28.3%	19.2%	19.6%
45-54	28.3%	29.6%	20.7%
55+	19.5%	30.8%	34.3%

Percentage of Manufacturing Employment by Age Group



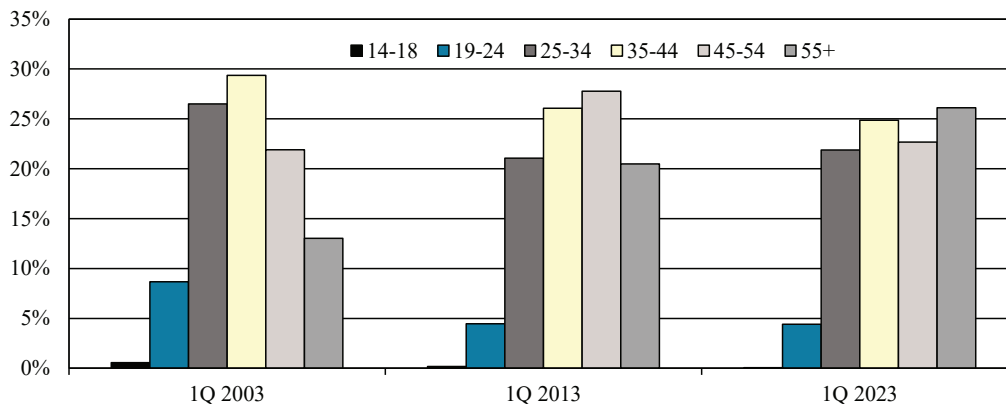
Finance & Insurance

In 2023, the percentage of Rhode Island workers age 55+ in the Financial & Insurance sector totaled 26.1 percent, up from the 13.0 percent this age group represented in 2003. A slight increase in the percentage of workers was also reported in age group 45-54 which accounted for 22.7 percent of the sectors workforce in 2023, up from the 21.9 percent it accounted for in 2003. Meanwhile, LEHD reported that the younger age groups of 14-18, 19-24, 25-34 and 35-44 all reported a smaller percentage of workers in 2023 than in 2003, an indication that the employment makeup of the Financial & Insurance sector is aging.

Percentage of Finance & Insurance Employment

Age Group	1Q 2003	1Q 2013	1Q 2023
14-18	0.6%	0.2%	0.1%
19-24	8.7%	4.5%	4.4%
25-34	26.5%	21.1%	21.9%
35-44	29.4%	26.1%	24.9%
45-54	21.9%	27.8%	22.7%
55+	13.0%	20.5%	26.1%

Percentage of Finance & Insurance Employment by Age Group



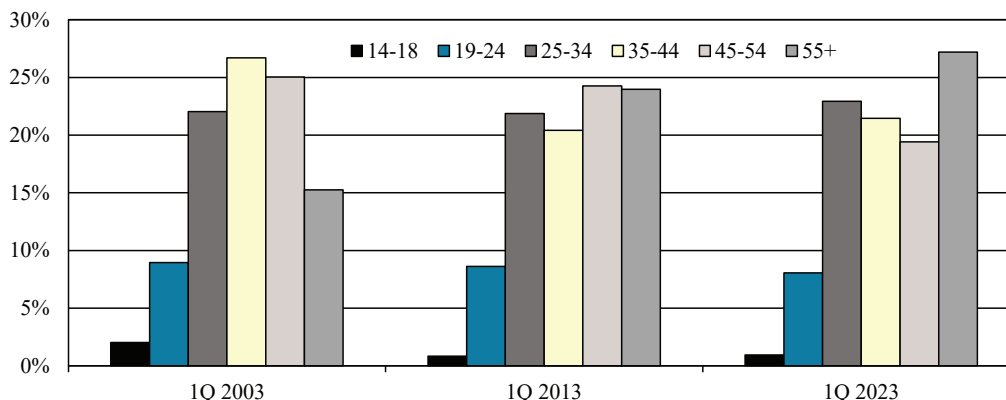
Health Care & Social Assistance

Between 2003 and 2023, age groups 55+ and 25-34 were the only age groups within the Health Care & Social Assistance sector to report an increase in the percentage of workers. The 55+ age group grew substantially, representing 27.2 percent of the sectors workforce in 2023, up from the 15.3 percent it represented in 2003. Age group 25-34, rose slightly from 22.0 percent in 2003 to 22.9 percent in 2023. Age groups 14-18, 19-24, 35-44 and 45-54, all reported a lower percentage of workers in 2023 than in 2003, with age groups 35-44 and 45-54 reporting the largest decrease. Age group 45-54 accounted for 25.0 percent of the Health Care & Social Assistance workforce in 2003 which fell to 19.4 percent in 2023, while age group 35-44 fell from 26.7 percent in 2003 to 21.4 percent in 2023.

Percentage of Health Care & Social Assistance Employment

Age Group	1Q 2003	1Q 2013	1Q 2023
14-18	2.0%	0.8%	1.0%
19-24	9.0%	8.6%	8.1%
25-34	22.0%	21.9%	22.9%
35-44	26.7%	20.4%	21.4%
45-54	25.0%	24.3%	19.4%
55+	15.3%	24.0%	27.2%

Percentage of Health Care & Social Assistance Employment by Age Group



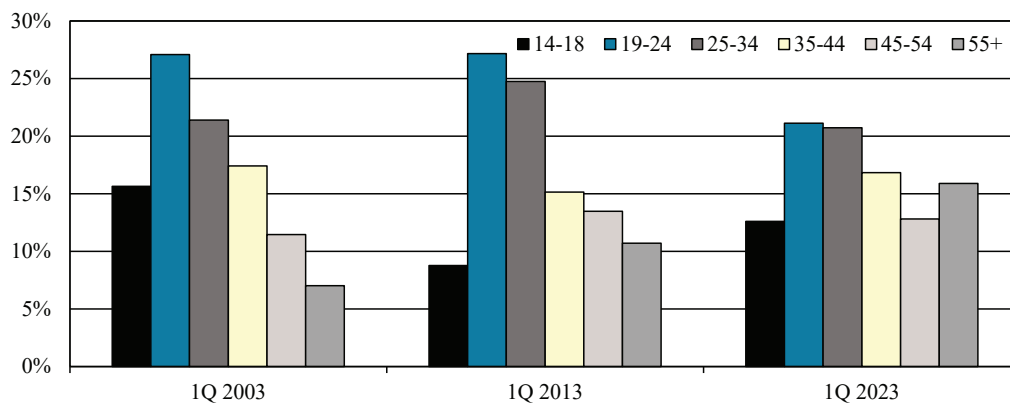
Accommodation & Food Services

In 2003, the younger age groups of 14-18, 19-24 and 25-34 combined to account for nearly two-thirds or 64.1 percent of the total workforce in the Accommodation & Food Services sector. The remaining age groups of 35-44, 45-54 and 55+ combined to account for over one-third of the 2003 workforce. In 2023, the three younger age groups accounted for 54.5 percent of the sectors total workforce, down from the 2003 figures. The older three age groups accounted for 45.4 percent of the sectors total workforce in 2023, up from the 2003 figures, an indication that the Accommodation & Food Services is aging. The 55+ age group experienced the largest increase of workers among all age groups, accounting for 15.9 percent of the Accommodation & Food Services workforce in 2023, up from the 7.0 percent it represented in 2003.

Percentage of Accommodation & Food Services Employment

Age Group	1Q 2003	1Q 2013	1Q 2023
14-18	15.6%	8.8%	12.6%
19-24	27.1%	27.2%	21.1%
25-34	21.4%	24.7%	20.7%
35-44	17.4%	15.1%	16.8%
45-54	11.5%	13.5%	12.8%
55+	7.0%	10.7%	15.9%

Percentage of Accommodation & Food Services Employment by Age Group



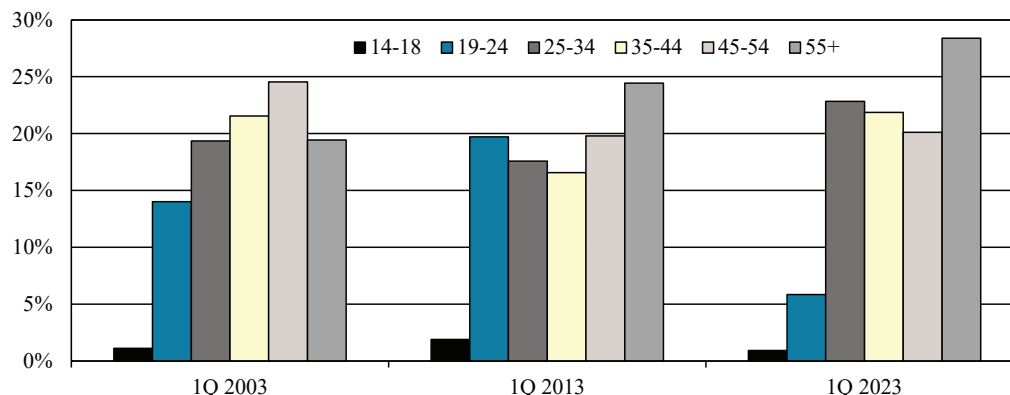
Educational Services

According to LEHD data, the percentage of workers 55+ increased by a large margin in the Educational Services sector. In 2023, this age group accounted for 28.4 percent of the sectors workforce, up from the 19.4 percent of the workforce it represented in 2003. The 25-34 age group reported an increase in the number of workers, accounting for 22.8 percent of the workforce in 2023, while representing 19.4 percent of the workforce in 2003. Three age groups reported a decrease in the percentage of Educational Services workers, with the largest decreases coming from the 19-24 age group. This age group represented 14.0 percent of the educational services workforce in 2003, which fell to 5.9 percent in 2023.

Percentage of Educational Services Employment

Age Group	1Q 2003	1Q 2013	1Q 2023
14-18	1.1%	1.9%	0.9%
19-24	14.0%	19.7%	5.9%
25-34	19.4%	17.6%	22.8%
35-44	21.5%	16.6%	21.9%
45-54	24.5%	19.8%	20.1%
55+	19.4%	24.4%	28.4%

Percentage of Educational Services Employment by Age Group



Occupational Outlook 2030

Rhode Island employment is projected to reach 547,130 in 2030, an increase of 56,130 (11.4%) from its 2020 pandemic employment level.

The occupational groups projected to grow at the fastest rates include Food Preparation & Serving Related occupations (29.6%), Personal Care & Service occupations (22.1%), Transportation & Material Moving occupations (19.0%), Computer & Mathematical occupations (16.1%), Construction & Extraction occupations (15.5%) Healthcare Support occupations (15.3%), and Management occupations (13.9%). These occupational groups are expected to generate nearly 32,000 new jobs during the 2020 – 2030 Projection Period.

The 2020–2030 projections are developed using models based on historical data, which in this set of projections cover the time period through 2020; all input data therefore includes the pandemic.

Employment by Major Occupational Group

	Employment		Percent Change	Projected Employment			
	2020	2030		Exits	Transfers	Growth	Total
Statewide, All Occupations	491,000	547,130	11.4%	222,641	335,114	56,130	613,885
Management	22,776	25,949	13.9%	5,925	13,153	3,173	22,251
Business & Financial Operations	35,061	39,041	11.4%	9,882	21,477	3,980	35,339
Computer & Mathematical	16,244	18,864	16.1%	3,603	8,666	2,620	14,889
Architecture & Engineering	8,461	9,295	9.9%	2,034	4,128	834	6,996
Life, Physical, & Social Science	3,956	4,359	10.2%	841	2,595	403	3,839
Community & Social Service	9,387	10,534	12.2%	3,335	6,581	1,147	11,063
Legal	6,047	6,728	11.3%	1,727	2,411	681	4,819
Education, Training, & Library	31,400	33,804	7.7%	13,825	15,072	2,404	31,301
Arts, Design, Entertainment, Sports & Media	9,522	10,822	13.7%	3,722	6,391	1,300	11,413
Healthcare Practitioners & Technical	37,057	39,446	6.5%	9,431	10,598	2,389	22,418
Healthcare Support	24,460	28,206	15.3%	15,503	16,121	3,746	35,370
Protective Service	11,724	13,317	13.6%	6,728	8,244	1,593	16,565
Food Preparation & Serving Related	38,214	49,509	29.6%	31,832	44,149	11,295	87,276
Building & Grounds Cleaning & Maintenance	19,781	22,182	12.1%	11,546	15,448	2,401	29,395
Personal Care & Service	13,255	16,178	22.1%	9,052	11,296	2,923	23,271
Sales & Related	45,953	49,584	7.9%	24,945	37,801	3,631	66,377
Office & Administrative Support	61,475	61,262	-0.4%	29,606	37,710	-213	67,103
Farming, Fishing & Forestry	778	867	11.4%	352	915	89	1,356
Construction & Extraction	20,716	23,930	15.5%	6,601	14,897	3,214	24,712
Installation, Maintenance & Repair	16,787	18,771	11.8%	5,630	11,356	1,984	18,970
Production	27,993	28,828	3.0%	11,174	20,287	835	32,296
Transportation & Material Moving	29,953	35,654	19.0%	15,347	25,818	5,701	46,866

25 Occupations with the Largest Number of Openings

The occupations with the most total openings will be the ones most in demand over the projection period. The 25 occupations listed are projected to have over 247,000 job openings and account for forty percent of the total openings through 2030. For most of the occupations listed, the need to replace workers leaving an occupation is projected to create more openings than openings created by new/expanding businesses.

Occupation	Total Openings
Cashiers	22,916
Fast Food & Counter Workers	18,941
Waiters & Waitresses	17,662
Retail Salespersons	17,565
Nursing Assistants	12,579
Home Health & Personal Care Aides	12,203
Laborers & Freight, Stock, & Material Movers, Hand	12,155
Office Clerks, General	11,073
Customer Service Representatives	11,072
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	9,910
Cooks, Restaurant	9,219
Stockers & Order Fillers	8,992
Maids & Housekeeping Cleaners	8,099
Landscaping & Groundskeeping Workers	7,894
Registered Nurses	7,411
Bartenders	6,850
Bookkeeping, Accounting, & Auditing Clerks	6,698
Cooks, Fast Food	6,495
Food Preparation Workers	6,100
Sales Representatives, Wholesale & Manufacturing	5,834
Accountants & Auditors	5,737
General & Operations Managers	5,616
First-Line Supervisors of Food Preparation & Serving Workers	5,582
Receptionists & Information Clerks	5,555
Secretaries & Administrative Assistants	5,488

Top 25 Occupations with the Most Job Openings Due to Growth

The top 25 occupations with the greatest number of openings due to growth represent openings created by new or expanding businesses during the projection period.

Occupation	Growth
Cooks, Restaurant	2,320
Waiters & Waitresses	2,226
Home Health & Personal Care Aides	2,037
Fast Food & Counter Workers	1,884
Retail Salespersons	1,720
Bartenders	1,239
Laborers & Freight, Stock, & Material Movers, Hand	1,200
Maids & Housekeeping Cleaners	1,136
Software Developers & Software Quality Assurance Analysts & Testers	1,052
Passenger Vehicle Drivers, Except Bus Drivers, Transit & Intercity	1,006
First-Line Supervisors of Food Preparation & Serving Workers	908
Nursing Assistants	886
Stockers & Order Fillers	865
General & Operations Managers	825
Construction Laborers	793
Management Analysts	761
Market Research Analysts & Marketing Specialists	703
Dining Room & Cafeteria Attendants & Bartender Helpers	668
Registered Nurses	667
Accountants & Auditors	661
Light Truck or Delivery Services Drivers	630
Driver/Sales Workers	558
Maintenance & Repair Workers, General	549
Security Guards	530

Fastest Growing Occupations

Rhode Island's Fastest Growing occupations are considered to be those with both an estimated 2020 employment level of at least 750 jobs and a growth rate greater than 14 percent.

Occupational Group	Employment		Percent Change	Openings Due to			Total
	2020	2030		Exits	Transfers	Growth	
Cooks, Restaurant	3,616	5,936	64.2	2,811	4,088	2,320	9,219
Passenger Vehicle Drivers, Except Bus Drivers, Transit & Intercity	2,067	3,073	48.7	1,692	1,278	1,006	3,976
Bartenders	2,751	3,990	45.0	1,527	4,084	1,239	6,850
Dining Room & Cafeteria Attendants & Bartender Helpers	1,726	2,394	38.7	1,777	1,783	668	4,228
First-Line Supervisors of Food Preparation & Serving Workers	2,736	3,644	33.2	1,423	3,251	908	5,582
School Bus Monitors & Protective Service Workers, All Other	1,276	1,693	32.7	2,044	1,647	417	4,108
Industrial Machinery Mechanics	776	1,028	32.5	277	487	252	1,016
Waiters & Waitresses	6,892	9,118	32.3	5,877	9,559	2,226	17,662
Driver/Sales Workers	1,749	2,307	31.9	830	1,375	558	2,763
Dishwashers	1,488	1,944	30.7	1,291	1,435	456	3,182
Software Developers & Software Quality Assurance Analysts & Testers	3,750	4,802	28.1	992	2,097	1,052	4,141
Bakers	1,394	1,781	27.8	884	1,187	387	2,458
Home Health & Personal Care Aides	7,408	9,445	27.5	5,395	4,771	2,037	12,203
Medical & Health Services Managers	1,835	2,331	27.0	521	1,058	496	2,075
Market Research Analysts & Marketing Specialists	2,740	3,443	25.7	733	2,259	703	3,695
Fast Food & Counter Workers	7,474	9,358	25.2	8,160	8,897	1,884	18,941
Maids & Housekeeping Cleaners	4,696	5,832	24.2	3,576	3,387	1,136	8,099
Paralegals & Legal Assistants	1,255	1,519	21.0	537	936	264	1,737
Construction Laborers	3,906	4,699	20.3	1,272	2,905	793	4,970
Recreation Workers	969	1,165	20.2	625	1,013	196	1,834
Electricians	2,396	2,866	19.6	764	1,932	470	3,166
Welders, Cutters, Solderers, & Brazers	1,479	1,760	19.0	426	1,277	281	1,984
Light Truck or Delivery Services Drivers	3,333	3,963	18.9	1,494	2,474	630	4,598
Nurse Practitioners	1,052	1,248	18.6	240	361	196	797
Security Guards	2,893	3,423	18.3	1,672	2,446	530	4,648
Preschool Teachers (Except Special Education)	1,252	1,478	18.1	560	796	226	1,582
Sales Representatives of Services	2,205	2,601	18.0	603	2,113	396	3,112
Stockers & Order Fillers	4,829	5,694	17.9	2,995	5,132	865	8,992
Financial Managers	2,214	2,605	17.7	493	1,211	391	2,095
Management Analysts	4,383	5,144	17.4	1,532	2,741	761	5,034
Civil Engineers	940	1,101	17.1	203	508	161	872
Laundry & Dry-Cleaning Workers	1,159	1,355	16.9	813	844	196	1,853
Social & Human Service Assistants	2,637	3,071	16.5	1,138	2,154	434	3,726
Computer User Support Specialists	1,826	2,126	16.4	371	1,046	300	1,717
Plumbers, Pipefitters, & Steamfitters	1,512	1,758	16.3	477	1,176	246	1,899
Retail Salespersons	10,580	12,300	16.3	6,396	9,449	1,720	17,565
Physical Therapists	1,030	1,194	15.9	220	231	164	615
Painters, Construction & Maintenance	1,448	1,676	15.8	472	866	228	1,566
Industrial Engineers	873	1,008	15.5	205	376	135	716
Laborers & Freight, Stock, & Material Movers, Hand	7,777	8,977	15.4	3,666	7,289	1,200	12,155
First-Line Supervisors of Construction Trades & Extraction Workers	1,833	2,115	15.4	558	1,278	282	2,118
General & Operations Managers	5,432	6,257	15.2	1,167	3,624	825	5,616
Food Servers, Nonrestaurant	1,272	1,465	15.2	1,083	1,068	193	2,344
Public Relations Specialists	1,097	1,262	15.0	295	774	165	1,234
Computer & Information Systems Managers	1,334	1,521	14.0	232	811	187	1,230

2030 Projected Outlook & Educational Requirements for Available Jobs

Employment in Rhode Island is projected to grow at all education and skill levels, from jobs requiring less than a high school diploma to those requiring advanced degrees. During the 2020-2030 projection period, it is estimated that employers will need to find workers to fill over 56,000 jobs and to replace over 557,000 workers who will leave their jobs for various reasons.

Parallel to the national distribution, jobs requiring a high school diploma for entry into an occupation represent the largest portion of the Rhode Island labor market. Thirty six percent of Rhode Island jobs typically require a high school education; slightly lower than the national percentage (38.4%). Between 2020 and 2030, there are over 217,000 openings projected for occupations at this educational level.

Jobs requiring college degrees (Associate, Bachelor's, Master's or Doctoral) represent nearly a third (32.8%) of the current occupational distribution in Rhode Island, slightly higher than the national average (30.1%). During the projection period it is estimated that there will be more than 144,000 openings for occupations requiring a minimum of an Associate degree in Rhode Island.

Employment by Education, Work Experience and Training Requirements

	Employment		Openings Due to			Total
	2020	2030	Exits	Transfers	Growth	Openings
Typical Education Needed for Entry	491,000	547,130	222,641	335,114	56,130	613,885
Doctoral or professional degree	19,612	20,800	5,250	5,492	1,188	11,930
Master's degree	11,330	12,424	3,528	5,426	1,094	10,048
Bachelor's degree	118,822	131,959	34,277	63,662	13,137	111,076
Associate's degree	11,071	12,361	3,805	6,483	1,290	11,578
Postsecondary non-degree award	35,084	38,704	16,320	22,226	3,620	42,166
Some college, no degree	12,254	12,946	5,898	6,443	692	13,033
High school diploma or equivalent	175,684	190,974	78,789	123,590	15,290	217,669
No formal educational credential	107,143	126,962	74,774	101,792	19,819	196,385
Typical Work Experience	491,000	547,130	222,641	335,114	56,130	613,885
5 years or more	18,191	20,525	4,893	10,807	2,334	18,034
Less than 5 years	46,436	54,091	18,025	32,417	7,655	58,097
None	426,373	472,514	199,723	291,890	46,141	537,754
Typical Training Requirements	491,000	547,130	222,641	335,114	56,130	613,885
Internship/residency	8,474	8,834	1,836	2,389	360	4,585
Apprenticeship	9,118	10,434	2,834	6,621	1,316	10,771
Long-term on-the-job training	17,764	19,527	6,515	11,178	1,763	19,456
Moderate-term on-the-job training	79,297	86,241	30,295	53,246	6,944	90,485
Short-term on-the-job training	181,165	205,385	114,573	154,213	24,220	293,006
None	195,182	216,709	66,588	107,467	21,527	195,582

Prior work experience in a related occupation is the typical method of entry for thirteen percent of the occupations in our workforce. The majority of occupations in this category are retail sales supervisors, first-line supervisors of office and administrative support workers, restaurant cooks and some production occupations. Although work experience in a related occupation is beneficial for all occupations, this category is meant to identify work experience that is commonly considered necessary by employers, or is a commonly accepted substitute for other, more formal types of training or education.

- For 47 percent of the occupations which require previous work experience, a high school diploma or equivalent is sufficient. Occupations that fall into this category include Construction Trade Supervisors, First-Line Supervisors of Production and Operating Workers, Detectives & Criminal Investigators, and Chefs & Head Cooks.
- Sixty-seven percent of the jobs which require at least five years of work experience also require higher levels of education (bachelor's degree or higher). Occupations that fall into this category include Financial Managers, Computer & Information Systems Managers and Human Resource Managers.

The "Training Requirements" category is meant to identify occupations for which individuals typically need additional training or preparation, once employed, to attain competency in the skills needed for that occupation. Training is occupation-specific rather than job-specific; skills learned can be transferred to another job in the same occupation. Assignments for this category include internship/residency; apprenticeship; long-term, moderate-term, or short-term on-the-job training; or none.

- **Internship/residency** - training that involves preparation in a field such as medicine or teaching, generally under supervision in a professional setting, such as a hospital or classroom. This type of training may occur before employment and is commonly required for state licensure or certification in fields including medicine, counseling, architecture or teaching. Examples of occupations in the internship/residency category include physicians & surgeons and marriage & family therapists.
- **Apprenticeship** - a formal relationship between a worker and sponsor that consists of a combination of on-the-job training and related occupation-specific technical instruction in which the worker learns the practical and theoretical aspects of an occupation. Apprenticeship programs are sponsored by individual employers, joint employer-and- labor groups and employer associations. The typical apprenticeship program provides at least 144 hours of occupation- specific technical instruction and 2,000 hours of on-the-job training per year over a 3-to-5 year period. Examples of occupations in the apprenticeship category include electricians and structural iron & steel workers.
- **Long-term on-the-job training** - more than 12 months of on-the-job training or, alternatively, combined work experience and formal classroom instruction needed for workers to develop the skills to attain competency. This on-the-job training category also includes employer-sponsored training programs. Such programs include those offered by fire and police academies and schools for air traffic controllers and flight attendants. Examples of occupations in the long-term on-the-job training category include automotive service technicians and mechanics.
- **Moderate-term on-the-job training** - requires 1 to 12 months of combined on-the-job experience and informal training. Examples of occupations in the moderate- term category include school bus drivers and advertising sales agents.
- **Short-term on-the-job training** - requires one month or less of on-the-job experience and informal training. Examples of occupations in the short-term category include retail salespersons and maids and housekeeping cleaners.
- **None** - no additional occupation-specific training or preparation is typically required to attain competency in the occupation. Examples of occupations that do not require occupation-specific on the job training include pharmacists, accountants, computer programmers.

Rhode Island Population Trends

Between 2000 and 2010, every New England state reported population growth, although at a slower growth rate than the nation as a whole (9.7%). Rhode Island's population growth rate was only 0.4 percent, last in New England and second slowest growing state in the nation, trailing only Michigan (-0.6%), the only state in the nation to experience a population decline.

Nevada (+35.1%) reported the largest increase in population over this decade. Arizona (+24.6%), Utah (+23.8%), Idaho (+21.1%) and Texas (+20.6%) all posted population increases above 20 percent.

Between 2000 and 2010, the South (+14.3%) and West (+13.8%) regions' populations grew at a much faster rate than the Midwest (3.9%) and Northeast (+3.2%) regions' populations.

Between 2010 and 2020, only West Virginia (-3.2%), Mississippi (-0.2%) and Illinois (-0.1%) recorded losses in population. Connecticut (+0.9%), Michigan (+2.0%), Ohio (+2.3%) and Wyoming (+2.3%) had the smallest population growth over the period. The states with the largest population growth during this time were Utah (+18.4%), Idaho (+17.3%), Texas (+15.9%) and North Dakota (+15.8%). The population of the nation as a whole increased by 7.4% over the decade.

Rhode Island Decennial Census Population

1960	859,488
1970	946,725
1980	947,154
1990	1,003,464
2000	1,048,319
2010	1,052,567
2020	1,097,379

Population Data for New England States Census 2000 - 2010 - 2020

	2000 Census Population	2010 Census Population	2020 Census Population	Numerical Change		Percent Change	
				2000-2010	2010-2020	2000-2010	2010-2020
Connecticut	3,405,565	3,574,097	3,605,944	168,532	31,847	4.9%	0.9%
Maine	1,274,923	1,328,361	1,362,359	53,438	33,998	4.2%	2.6%
Massachusetts	6,349,097	6,547,629	7,029,917	198,532	482,288	3.1%	7.4%
New Hampshire	1,235,786	1,316,470	1,377,529	80,684	61,059	6.5%	4.6%
Rhode Island	1,048,319	1,052,567	1,097,379	4,248	44,812	0.4%	4.3%
Vermont	608,827	625,741	643,077	16,914	17,336	2.8%	2.8%
United States	281,421,906	308,745,538	331,449,281	27,323,632	22,703,743	9.7%	7.4%

- The growth rates in five of the six New England states were below the national population increase of 7.4 percent, while Massachusetts equalled the national growth rate. Connecticut (+0.9%) had the slowest growth rate over the 2010-2020 decade. The population grew by 4.6 percent in New Hampshire, 4.3 percent in Rhode Island, 2.8 percent in Vermont and 2.6 percent in Maine.
- The resident population in Rhode Island grew by 4.3 percent, or 44,812 individuals, to 1,097,379 residents in 2020.
- The Midwest (+3.1%) and Northeast (+4.1%) were the slowest growing regions in the country between 2010 and 2020, while the South (+10.2%) and West (+9.2%) regions added the highest percentage of residents.

Local Population Trends



- Between 2010 and 2020, Rhode Island added 44,812 residents, a gain of 4.3% of the state's population.
- Of the 39 cities and towns, 3 communities lost population from 2010 to 2020.
- Narragansett reflected the largest decennial population percentage decline (-8.4%), followed by Foster (-3.0%) and Bristol (-2.0%).
- Thirty-six communities in Rhode Island reported population gains between 2010 and 2020, with New Shoreham (+34.2%), Central Falls (+16.6%), East Greenwich (+8.9%) and Cumberland (+8.7%) reporting the largest growth on a percentage basis.
- Twelve communities added over 1,000 residents since 2010, led by Providence (+12,892), Pawtucket (+4,456), Central Falls (+3,207), Cumberland (+2,899), Cranston (+2,547), Woonsocket (+2,054) and North Providence (+2,036).
- Of the 3 towns who lost population over the decade, Narragansett (-1,336) lost the most, followed by Bristol (-461) and Foster (-137).

Rhode Island City and Town Population Estimates

Geographic Area	Census 2010	Census 2020	Numeric Change	Percent Change
State of Rhode Island	1,052,567	1,097,379	44,812	4.3%
Bristol County	49,875	50,793	918	1.8%
Barrington	16,310	17,153	843	5.2%
Bristol	22,954	22,493	-461	-2.0%
Warren	10,611	11,147	536	5.1%
Kent County	166,158	170,363	4,205	2.5%
Coventry	35,014	35,688	674	1.9%
East Greenwich	13,146	14,312	1,166	8.9%
Warwick	82,672	82,823	151	0.2%
West Greenwich	6,135	6,528	393	6.4%
West Warwick	29,191	31,012	1,821	6.2%
Newport County	82,888	85,643	2,755	3.3%
Jamestown	5,405	5,559	154	2.8%
Little Compton	3,492	3,616	124	3.6%
Middletown	16,150	17,075	925	5.7%
Newport	24,672	25,163	491	2.0%
Portsmouth	17,389	17,871	482	2.8%
Tiverton	15,780	16,359	579	3.7%
Providence County	626,667	660,741	34,074	5.4%
Burrillville	15,955	16,158	203	1.3%
Central Falls	19,376	22,583	3,207	16.6%
Cranston	80,387	82,934	2,547	3.2%
Cumberland	33,506	36,405	2,899	8.7%
East Providence	47,037	47,139	102	0.2%
Foster	4,606	4,469	-137	-3.0%
Glocester	9,746	9,974	228	2.3%
Johnston	28,769	29,568	799	2.8%
Lincoln	21,105	22,529	1,424	6.7%
North Providence	32,078	34,114	2,036	6.3%
North Smithfield	11,967	12,588	621	5.2%
Pawtucket	71,148	75,604	4,456	6.3%
Providence	178,042	190,934	12,892	7.2%
Scituate	10,329	10,384	55	0.5%
Smithfield	21,430	22,118	688	3.2%
Woonsocket	41,186	43,240	2,054	5.0%
Washington County	126,979	129,839	2,860	2.3%
Charlestown	7,827	7,997	170	2.2%
Exeter	6,425	6,460	35	0.5%
Hopkinton	8,188	8,398	210	2.6%
Narragansett	15,868	14,532	-1,336	-8.4%
New Shoreham	1,051	1,410	359	34.2%
North Kingstown	26,486	27,732	1,246	4.7%
Richmond	7,708	8,020	312	4.0%
South Kingstown	30,639	31,931	1,292	4.2%
Westerly	22,787	23,359	572	2.5%

Source: US Census Bureau

Rhode Island's Foreign-Born Population

According to the Decennial Census, Rhode Island's total resident population showed only modest growth in the late 1980s and the 1990s, with increases of 5.9 percent from 1980-1990 and 4.5 percent from 1990-2000. In comparison, the nation's population expanded by 9.8 percent from 1980-1990 and 13.2 percent from 1990-2000. Between 2000 and 2010, Rhode Island's total resident population showed a net gain of 4,248, a growth rate of just 0.4 percent and far below the national growth rate of 9.7 percent. Between Census 2010 and Census 2020, the state's population grew by 4.3 percent while the national population grew by 7.4 percent.

However, while the total growth rate for the state has been growing slowly, the percentage of Rhode Islanders who are foreign-born has been steadily increasing over the past two decades. In 1990, less than one out of ten residents were foreign-born, while by 2020 the ratio had increased to nearly one out of seven.

Rhode Island	ACS 2013	ACS 2018	ACS 2023
Total Population	1,051,511	1,057,315	1,095,962
Foreign-Born	135,972	139,063	161,196
Percent Foreign-Born	12.9%	13.2%	14.7%

*Source: American Community Survey 1-Year Estimates, Table DP02

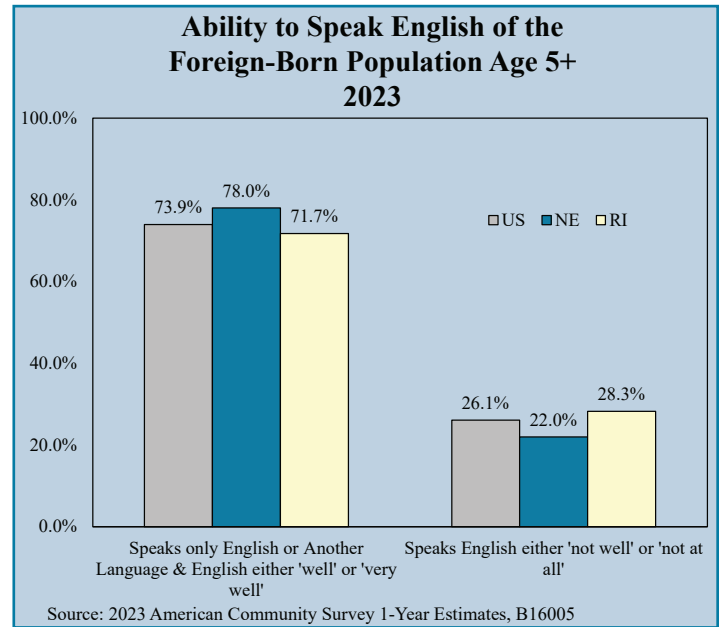
- According to the American Community Survey 1-Year Estimates, the rate of growth of the foreign-born population has outpaced the total population growth from 2013 to 2023. While total population increased by 44,451 (+4.2%) residents, the number of foreign-born residents increased by 25,224 (+18.6%) over the decade. Between 2013 and 2023, the percentage of the total population that were foreign-born residents increased from 12.9 percent to 14.7 percent.
- In 2023, foreign-born residents in Rhode Island were most likely to have come from Latin America (56.2%). This also held true for the US as a whole (51.2%) and the New England states of Connecticut (51.0%) and Massachusetts (41.7%).
- Foreign-born residents of the remaining New England states were most likely to come from Asia in Vermont (30.9%), New Hampshire (30.5%) and Maine (27.0%).
- Rhode Island had a higher percentage of African-, Oceania- and Latin American-born foreigners than New England as a whole.

Place of Birth of the Foreign-Born Population 2023

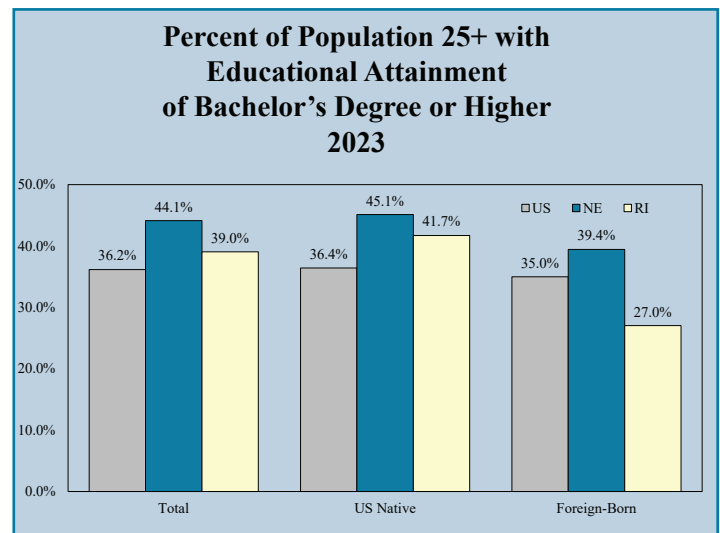
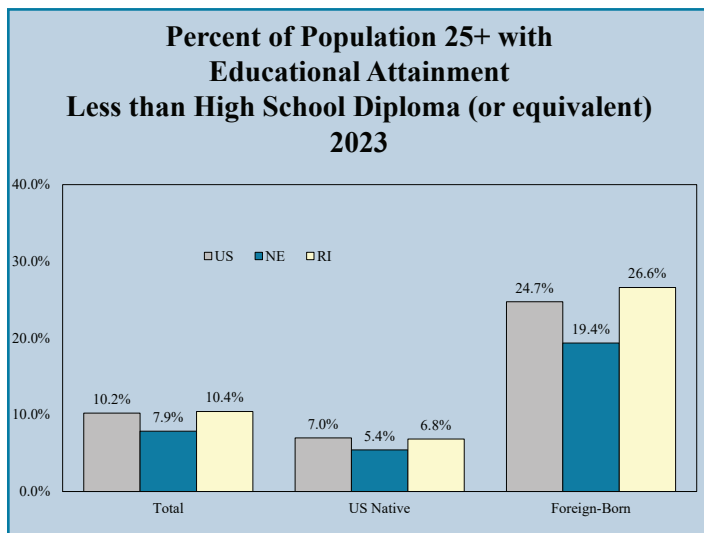
	RI	US	NE	CT	MA	ME	NH	VT
Foreign-Born	14.7%	14.3%	14.5%	16.3%	18.0%	3.8%	6.8%	4.5%
<i>Place of Birth:</i>								
Europe	17.1%	10.1%	18.0%	19.0%	16.9%	20.0%	24.1%	29.6%
Asia	15.3%	30.5%	26.9%	22.9%	29.9%	27.0%	30.5%	30.9%
Africa	9.1%	5.8%	8.2%	4.4%	9.1%	22.4%	10.4%	8.1%
Oceania	0.5%	0.6%	0.4%	0.3%	0.3%	0.7%	1.0%	1.1%
Latin America	56.2%	51.2%	43.4%	51.0%	41.7%	10.0%	25.7%	14.3%
Northern America	1.7%	1.7%	3.0%	2.4%	2.1%	19.9%	8.4%	16.0%

Source: 2023 American Community Survey 1-Year Estimates, Table DP02

- Rhode Island had a higher percentage of European-, African- and Latin American-born foreigners than the United States.
- Of the European-born Rhode Islanders, the majority were born in Portugal (42.4%), while the majority of those African-born residents were from Western Africa (84.7%).
- Rhode Island (28.3%) had a higher percentage of foreign-born residents that speak English either 'not well' or 'not at all' than New England (22.0%) and the United States (26.1%).
- Rhode Island's foreign-born population (26.6%) was nearly four times as likely to have not graduated high school than those RI residents who were born in the US (6.8%).



- Foreign-born Rhode Islanders (26.6%) were more likely than New England (19.4%) and US (24.7%) foreign-born residents to have not graduated from high school.
- Rhode Island's foreign-born population (27.0%) was less likely to have a bachelor's degree or higher than those RI residents who were US natives (41.7%).
- Foreign-born Rhode Islanders (27.0%) were less likely than New England (39.4%) and US (35.0%) foreign-born residents to have a bachelor's degree or higher.
- The gap between native-born and foreign-born residents with a bachelor's degree or higher is much greater in Rhode Island (14.7 percentage points) than in New England (5.7 percentage points) and the United States (1.4 percentage points).



Source: 2023 American Community Survey 1-Year Estimates, Table B06009
 US Native: born in the United States, Puerto Rico, US territory or born abroad to American parents

Education Counts

Not long ago, most people were able to get a well-paying job with not much more than a high school diploma. However, today's economy places a much higher premium on additional years of schooling. Our ability to compete in a global economy is dependent on the knowledge and skills of our workforce and its ability to learn and adapt to new situations.

Each level of education attained provides more return than the level below. The benefits gained from an educated workforce are important for both the residents and the economy as a whole. Research shows that higher levels of individual educational attainment lead to:

- Greater rates of workforce participation
- Higher annual earnings
- Readily transferable skills
- Better job opportunities
- Reduced reliance on government assistance programs

According to the US Census Bureau, 2023 American Community Survey 1-Year Estimates, 36.2 percent of the US population aged 25 or older has a bachelor's degree or higher, while Americans who did not graduate high school or receive a high school equivalency comprise 10.2 percent of the population. In comparison, 39.0 percent of Rhode Islanders have a bachelor's degree or higher, while 10.4 percent of Rhode Islanders do not have a high school diploma or equivalency.

- Rhode Island ranks fifth in New England in the percentage of adults (39.0%) who have obtained at least a Bachelor's degree, but is above the national average (36.2%).

Educational Attainment for the United States and New England for Population Aged 25 Years and Older, 2023

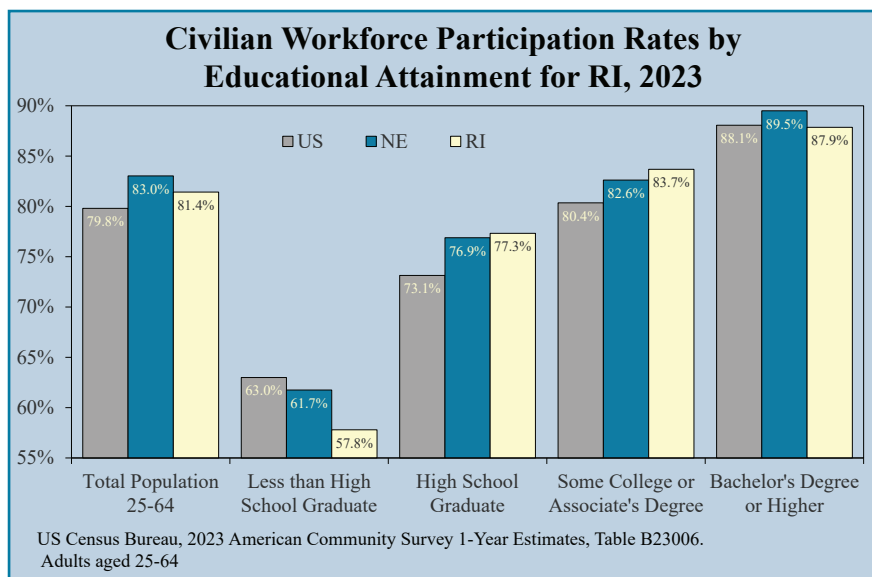
	RI	United States	New England	CT	MA	ME	NH	VT
Population (25 Years and Older)	786,493	231,791,117	10,863,247	2,559,922	4,975,152	1,039,460	1,030,965	471,255
Not a High School Graduate or Equivalent	10.4%	10.2%	7.9%	8.2%	8.6%	5.1%	5.6%	4.5%
Less than 9th Grade	5.3%	4.6%	3.6%	3.7%	4.4%	1.8%	1.7%	1.5%
9th to 12th Grade, No Diploma	5.1%	5.6%	4.2%	4.6%	4.3%	3.3%	4.0%	3.0%
High School Graduate, GED, or Alternative	26.4%	25.9%	24.9%	25.5%	22.8%	29.4%	27.0%	27.1%
Some College, No Degree	16.5%	18.9%	15.1%	15.5%	13.5%	18.0%	16.8%	15.9%
Associate's Degree	7.6%	8.8%	8.0%	7.8%	7.3%	10.5%	9.7%	8.8%
Bachelor's Degree or Higher	39.0%	36.2%	44.1%	42.9%	47.8%	37.0%	40.7%	43.7%
Bachelor's Degree	23.1%	21.8%	24.4%	23.1%	25.4%	23.2%	24.6%	25.2%
Graduate or Professional Degree	15.9%	14.3%	19.7%	19.8%	22.4%	13.7%	16.2%	18.5%

US Census Bureau, 2023 American Community Survey 1-Year Estimates, Table S1501

- Rhode Island (89.6%) ranks last in New England 38th nationally in the percentage of adults (aged 25+ years) who have at least graduated from high school. Vermont ranked highest at 95.5 percent.
- Rhode Island (39.0%) ranks fifth in New England and 13th nationally in the percentage of adults who have completed a Bachelor's degree or higher. The District of Columbia ranked highest at 65.9 percent.
- Rhode Island (15.9%) ranks fifth in New England and 12th nationally in the percentage of adults with a graduate or professional degree. The District of Columbia ranked highest at 39.0 percent.

Nationally, individuals aged 25-64 with bachelor's degrees or higher have civilian workforce participation rates that are 14.9 percentage points higher than those with high school diplomas.

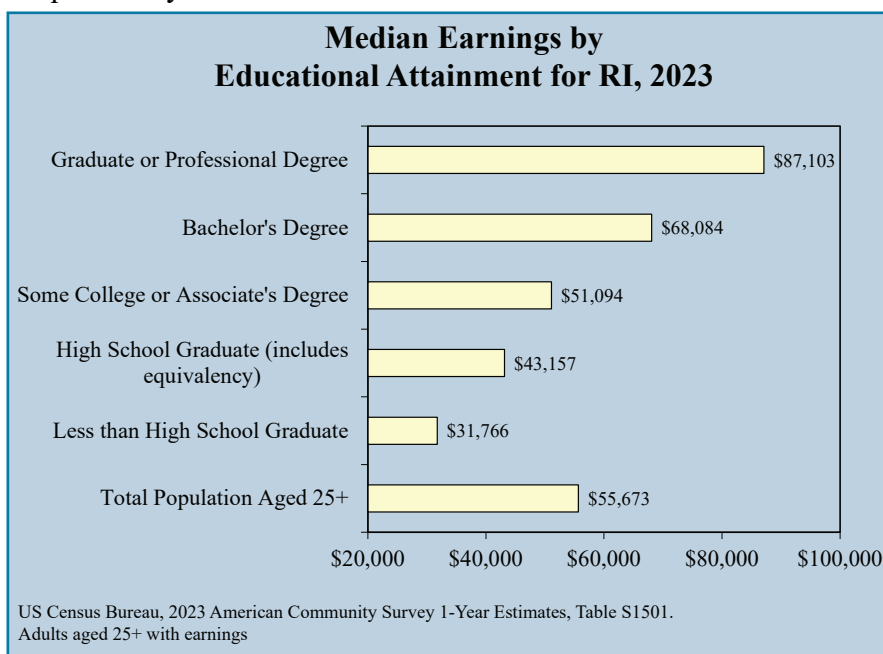
Rhode Islanders experienced a 10.5 percentage point increase in workforce participation between those with a high school diploma and those with at least a bachelor's degree.



Higher levels of education are associated with higher earnings.

- Median earnings for Rhode Islanders with a high school diploma or equivalency are \$11,391 more than median earnings for individuals without a high school diploma.
- Median earnings for Rhode Islanders with a bachelor's degree are \$24,927 more than median earnings for individuals with a high school diploma or equivalency.
- Median earnings for Rhode Islanders with a graduate or professional degree are \$19,019 more than median earnings for individuals with bachelor's degree.

Education benefits not only the individual but our state economy as well. Highlighting Rhode Island's workforce demographics is only a first step in focusing attention on the relationship between adult learning and workforce development.



Sources

Unless otherwise indicated, the Rhode Island Department of Labor and Training, Labor Market Information unit is the source of the data for this publication.

Several programs provided the foundation for the information:

- **Current Employment Statistics (CES)*** program provides current estimates of non-farm establishment employment as well as hours and earnings for production workers employed in the Manufacturing sector. The CES program derives its data from a monthly survey of approximately 1,200 Rhode Island businesses.
- **Quarterly Census of Employment and Wages (QCEW)*** program provides monthly employment and quarterly wages by industry, location and size of employer. The QCEW program derives its data from the quarterly tax reports submitted by employers subject to Rhode Island's Unemployment Insurance law. This information is supplemented with data collected from government agencies and businesses with multiple locations.
- **Local Area Unemployment Statistics (LAUS)*** program provides monthly estimates of the labor force, resident employment, number of unemployed and the unemployment rates for the state and cities and towns. The LAUS estimates are derived from the Current Population Survey, a household survey.
- **Industry and Occupational Projections** provide outlook information on future job growth expectations by industry and occupation. The ten-year projections data are updated every two years and are derived from a national model which incorporates Rhode Island industry data and economic variables.
- **Administrative Data** provides statistics on claims activities, which are derived from the Department of Labor and Training's Unemployment Insurance records.

The Labor Market Information unit also acknowledges the following sources:

- US Bureau of Labor Statistics (BLS)
 - US Census Bureau
- * Developed through a cooperative program between the State of Rhode Island and the US Bureau of Labor Statistics (BLS)

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