

Rhode Island Job Vacancy Survey

An Assessment of
Health Care &
Social Assistance
Employment in the
Ocean State

Spring 2004



A Publication of the:

Labor Market Information Unit
Rhode Island Department of Labor and Training

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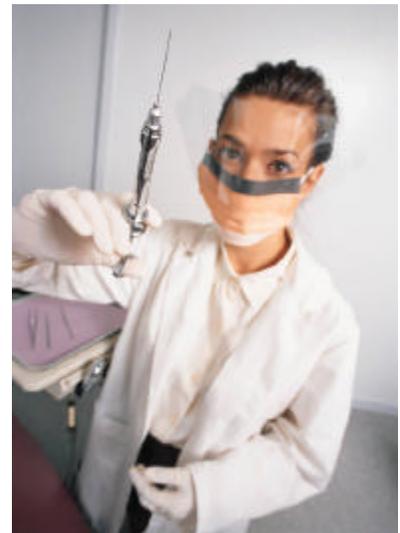
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Executive Summary

Demographic shifts and technological advances have helped spur an increased demand for Health Care & Social Assistance services, making it one of the Ocean State's most dynamic labor markets. To gain a more complete understanding of industry and occupational labor demand and job characteristics, the Rhode Island Department of Labor and Training's Labor Market Information unit conducted a Job Vacancy Survey (JVS) of the Health Care & Social Assistance industry sector. More than 700 private sector establishments were randomly selected to voluntarily participate in this survey, conducted in Spring 2004. Five weeks of data collection yielded a usable response rate of 63.7 percent. This report, a first for the Department of Labor and Training, presents the results of the 2004 Health Care & Social Assistance Job Vacancy Survey.

What is the demand for workers in Rhode Island's Health Care & Social Assistance industry sector? Which industries are reporting the most vacancies? How long have these job openings been available and are they temporary or permanent positions? What are the educational, experience, and licencing requirements for reported openings? Are they part-time or full-time positions and do they offer benefits, such as health insurance or tuition reimbursement? How does the pay for these vacant jobs compare to other Health Care & Social Assistance occupations? The Rhode Island Job Vacancy Survey provides insight into these and many other labor market questions, as shown by the following data highlights:

- **Statewide, there were an estimated 2,894 job vacancies in Rhode Island's Health Care & Social Assistance industry sector.** This represents a job vacancy rate of 4.1 percent, or four job openings for every one hundred filled.
- **More than half of all estimated vacancies were in three occupations: Registered Nurses; Nursing Aides, Orderlies & Attendants; and Personal & Home Care Aides.**
- **The median wage offered by employers across all vacancies was \$11.00 per hour.** By industry, the highest median wages were paid in Offices of Mental Health Practitioners, Specialty Hospitals, and General Medical & Surgical Hospitals. By occupation, vacancies for Physician Assistants and Medical & Health Services Managers offered the highest median wages.
- **Eleven industries reported job vacancy rates above the industry sector average of 4.1 percent.** The highest rates were estimated in Home Health Care Services, Residential Mental Retardation Facilities, and Offices of Mental Health Practitioners. Higher job vacancy rates indicate a greater demand for workers, perhaps due to increased business, high labor turnover, or an abundant level of part-time or per-diem work, such as in Home Health Care Services.
- **Nearly forty percent of the reported job vacancies were being constantly recruited for or were always open for hire.** Job vacancy duration can be correlated with workforce shortages, high turnover, or an underskilled/underqualified workforce.
- **A college education (associate, bachelor, or advanced degree) was required for more than one-third of reported Health Care & Social Assistance vacancies.** However, a slightly higher share required only a high school diploma/GED, while just over six percent of job openings had no educational requirement at all. In addition, nearly two-thirds of all vacancies required a licence or certification for employment.
- **Although more than half of all estimated vacancies were part-time positions, benefit levels remained high.** More than two-thirds of the reported openings offered health insurance and sixty percent had a retirement savings plan or pension. Over seventy percent of reported vacancies offered paid sick leave or vacation, while forty percent enticed perspective hires with tuition reimbursement.

Introduction

In 2003, an estimated 70,000 people were employed in Rhode Island's Health Care & Social Assistance industry sector. This accounted for more than seventeen percent of total private sector employment statewide. During



that year, the Ocean State's 2,800 Health Care & Social Assistance establishments reported more jobs than any other private industry sector, far surpassing other major economic sectors such as Manufacturing, Retail Trade, Accommodation & Food Services, and Finance & Insurance. A growing demand for Health Care & Social Assistance services, fueled by advances in medical technology and an aging population, has created new employment opportunities for thousands of Rhode Islanders.

In an effort to provide insight into this growth, the Rhode Island Department of Labor and Training's Labor Market Information unit conducted a Job Vacancy Survey (JVS) in Spring 2004. The results provide a snapshot of labor market demand and job vacancy characteristics in the Ocean State's Health Care & Social Assistance industry sector. Job vacancy surveys provide accurate, objective, and timely information on the quantity and quality of job openings through point-in-time measurements of employer demand for workers. They also allow for an analysis of job vacancy characteristics, including wages and benefits offered, educational and experience requirements, and full or part-time status. When combined with other labor market statistics, such as unemployment rates and occupational wage levels, job vacancy data can provide a good indicator of labor market tightness, labor force shortages, and the overall health of the labor market. Statistics generated by this job vacancy survey will prove beneficial to all of our labor market information customers, including:

- **Employers** – Human resource personnel and company management will find job vacancy data useful in determining hiring competition, wage levels, and in prioritizing human resource needs.

- **Jobseekers** – Job vacancy data provides Rhode Island's workforce with an additional source of information regarding job openings, occupational demand, and potential benefits and wage levels. It can also help jobseekers planning to change careers or entering the labor force for the first time by gauging the educational and experience requirements necessary for specific industries and occupations.



- **Workforce development community** – Training service providers, counselors, and educational planners can use job vacancy information to gain a better understanding of current labor market conditions and assist jobseekers and students in their career planning needs.

- **Policymakers** – Job vacancy surveys provide data on the quantity and quality of current job openings, while identifying labor market imbalances.

To meet the employment demands of Rhode Island's Health Care & Social Assistance sector, businesses must continue working with educational institutions and our state's training programs to develop the qualified, skilled professionals necessary for our evolving economy. The results of this Job Vacancy Survey will provide some guidance to the employers, jobseekers, policymakers, and workforce development personnel preparing for this endeavor.

Overview

Health Care & Social Assistance Employment in the Ocean State

In 2003, 70,000 people worked in Rhode Island’s Health Care & Social Assistance establishments, accounting for 17.2 percent of total private sector employment. This industry sector remains the largest employer in the state, providing more jobs than any other major segment of the economy, including Manufacturing (58,410), Retail Trade (53,064), and Accommodation & Food Services (41,712). Since 2001, more than 3,600 Health Care & Social Assistance jobs have been added to the local economy - the most by any industry sector. This 5.5 percent increase far surpassed the overall private sector employment growth rate of 0.7 percent during this period.

The industry sector is divided into four sub-sectors:

Ambulatory Health Care Services includes the offices of health practitioners (physicians, dentists, etc.), outpatient care centers, medical and diagnostic laboratories, home health care services, and ambulance services. In 2003, this sub-sector employed 20,179 people, accounting for 28.8 percent of total Health Care & Social Assistance employment in the state. More than 1,300 Ambulatory Health Care Services jobs have been added to the local economy since 2001, a 7.1 percent increase.

Hospitals, the largest sub-sector, includes general medical & surgical hospitals, psychiatric & substance abuse hospitals, and other specialty hospitals. In 2003, private sector hospitals employed 22,290 people, 3.8 percent (+820) more than reported two years earlier. Although medical-related occupations (i.e. surgeons and nurses) are generally associated with hospitals, these “small cities” require an eclectic mix of occupations to maintain their operations. Janitors, electricians, clerical staff, cooks, gift shop personnel, plumbers, and laundry workers are just some of the many non-medical jobs found within a hospital setting.

Nursing & Residential Care Facilities, which includes nursing care facilities, residential mental retardation facilities, mental health and substance abuse facilities, and community care facilities for the elderly, employed 17,592 people in 2003. This accounted for one-quarter of all Health Care & Social Assistance employment throughout the Ocean State. Since 2001, Nursing & Residential Care Facilities have added nearly 800 jobs to the local economy, a 4.8 percent increase.

Social Assistance includes establishments providing individual & family services, community food, housing & emergency relief services, vocational rehabilitation services, and child day care services. It is the smallest sub-sector, employing just under 10,000 people in 2003. However, between 2001 and 2003, its 7.2 percent (+675)

| Annual Average Employment <i>Largest Private Industry Sectors, 2003</i> | |
|---|----------------|
| Total Private Sector | 407,742 |
| <i>Health Care & Social Assistance</i> | 70,053 |
| Manufacturing | 58,410 |
| Retail Trade | 53,064 |
| Accommodation & Food Services | 41,712 |
| Finance & Insurance | 25,395 |
| Administrative & Waste Services | 22,797 |
| Construction | 20,789 |
| Professional & Technical Services | 19,297 |
| Other Services | 17,911 |
| Wholesale Trade | 16,481 |

employment increase was the largest percentage growth reported among the four Health Care & Social Assistance sub-sectors.

| | Annual Average Employment in Health Care & Social Assistance | | | | | |
|--|---|---------------|---------------|--------------------------|----------------|--|
| | <i>Annual Average Employment</i> | | | <i>Change, 2001-2003</i> | | |
| | <u>2001</u> | <u>2002</u> | <u>2003</u> | <u>Numerical</u> | <u>Percent</u> | |
| Health Care & Social Assistance | 66,416 | 68,148 | 70,053 | 3,637 | 5.5% | |
| Ambulatory Health Care Services | 18,842 | 19,667 | 20,179 | 1,337 | 7.1% | |
| Hospitals | 21,470 | 21,737 | 22,290 | 820 | 3.8% | |
| Nursing & Residential Care Facilities | 16,793 | 17,230 | 17,592 | 799 | 4.8% | |
| Social Assistance | 9,316 | 9,514 | 9,991 | 675 | 7.2% | |

Section I

Job Vacancy Data by Industry Sector

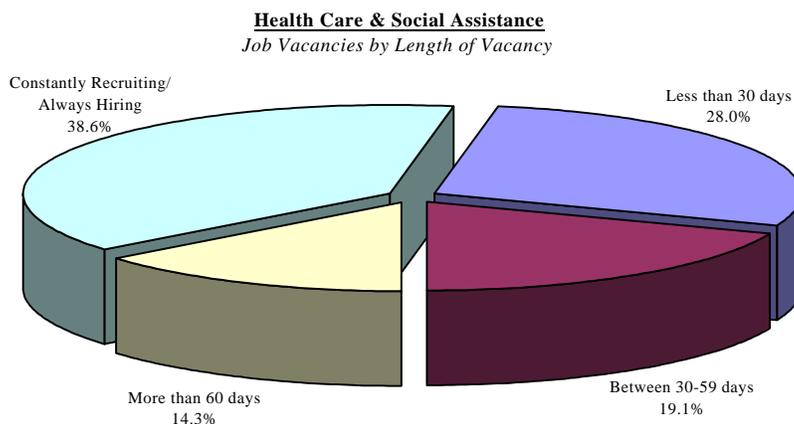
In Spring 2004, an estimated 2,894 job vacancies existed within Rhode Island's Health Care & Social Assistance industry sector. These private sector openings represented a job vacancy rate of 4.1 percent, or four open jobs for every one hundred jobs filled. An overwhelming share of total estimated vacancies were permanent jobs (96.1%), while the remaining fraction consisted of temporary or seasonal positions. Just over half (50.2%) of the reported vacancies were part-time jobs.

Health Care & Social Assistance *Job Vacancy Data Summary*

| | |
|--|--------------|
| Number of Job Vacancies | 2,894 |
| Job Vacancy Rate | 4.1% |
| Full-Time Positions | 49.8% |
| Part-Time Positions | 50.2% |
| Vacancies Open < 30 Days | 28.0% |
| Vacancies Open Between 30-59 Days | 19.1% |
| Vacancies Open > 60 Days | 14.3% |
| Constantly Recruiting/Always Hiring | 38.6% |
| Permanent Positions | 96.1% |
| Temporary/Seasonal Positions | 3.9% |
| No Education Requirement | 6.2% |
| Vacancies Requiring a Diploma/GED | 40.8% |
| Vacancies Requiring Vocational Training | 16.4% |
| Vacancies Requiring an Associate Degree | 22.2% |
| Vacancies Requiring a Bachelor Degree | 10.7% |
| Vacancies Requiring an Advanced Degree | 3.8% |
| License or Certificate Required | 62.0% |
| No Experience Required | 17.0% |
| General Work Experience Required | 16.3% |
| Experience Related to Position Required | 66.7% |
| Median Hourly Wage for All Vacancies | \$11.00 |
| Vacancies with Health Insurance | 66.9% |
| Vacancies with Paid Sick Leave | 70.0% |
| Vacancies with Paid Vacation | 75.4% |
| Vacancies with Tuition Reimbursement | 40.6% |
| Vacancies with Retirement Svgs./Pension Plan | 60.6% |
| Vacancies with No Benefits Offered | 23.4% |

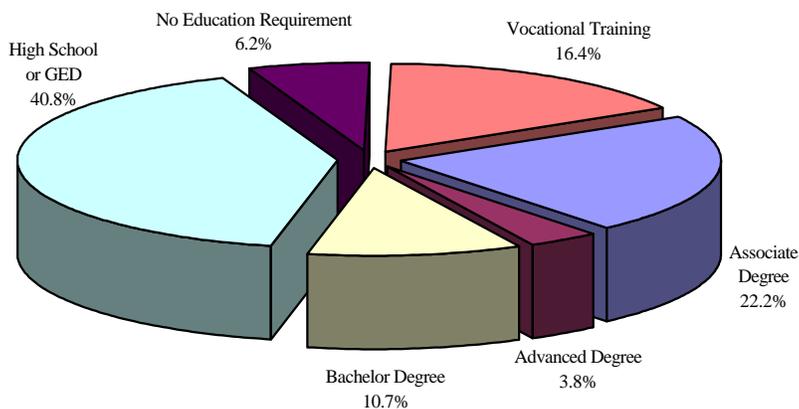
For each reported job vacancy, employers were asked to note the length of time the job had been left unfilled. Job vacancy duration can serve as an indicator of workforce shortages due to an expanding economy or lack of willing applicants, high labor turnover, or a thin pool of qualified candidates due to specialized education or training requirements. An estimated 38.6 percent of Health Care & Social Assistance vacancies were being constantly recruited for or were always open for hire. In addition, 14.3 percent had been vacant for more than sixty days.

This data indicates that a significant number of industry sector jobs have been vacant for some time. Further analysis of this data shows that more than half (55.5%) of the vacancies left unfilled after sixty days required a college degree. This may be a result of the lengthy recruitment process generally associated with skilled occupations. It may also indicate a shortage of educated and skilled applicants. In comparison, among vacancies open less than thirty days, less than twenty percent (19.4%) required a college degree, while sixty percent required a diploma/GED or had no educational requirement at all. These vacancies, requiring a limited amount of experience and education, are generally easier to fill because there is a much larger pool of available labor to draw applicants from.



The Rhode Island Job Vacancy Survey also collected data on educational and experience requirements. Based upon usable responses, 36.7 percent of Health Care & Social Assistance vacancies required a college degree, split among the associate (22.2%), bachelor (10.7%), and advanced (3.8%) levels. A high school diploma or GED was necessary for 40.8 percent of industry sector job openings, while an additional 16.4 percent required the applicant to have vocational training. Just 6.2 percent of reported vacancies had no educational requirement, many of which were Personal & Home Care Aides and Nursing Aides, Orderlies & Attendants positions.

Health Care & Social Assistance
Job Vacancies by Educational Requirement



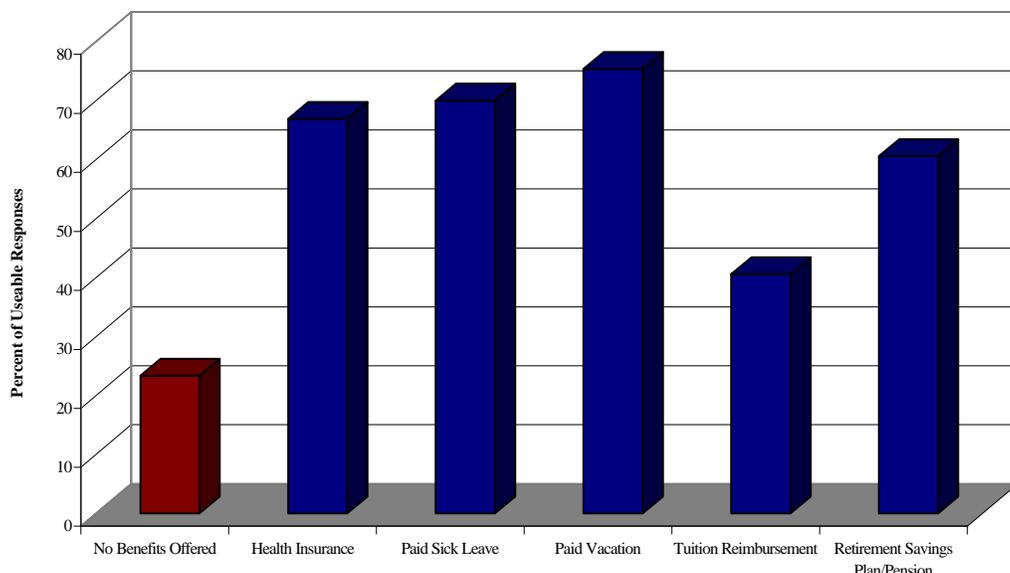
As for experience requirements, two-thirds of reported vacancies asked for experience related to the position, while 16.3 percent only required general work experience.

Similar to the data on education, the seventeen percent of openings with no experience requirement were mainly Personal & Home Care Aides and Nursing Aides, Orderlies & Attendants vacancies.

In conjunction with education and experience, survey respondents noted that 62 percent of vacant Health Care & Social Assistance jobs required a licence or certification. This included most Registered Nurses (RN), Licensed Practical Nurses (LPN), and Nursing Aides, Orderlies & Attendants (including CNA's) vacancies.

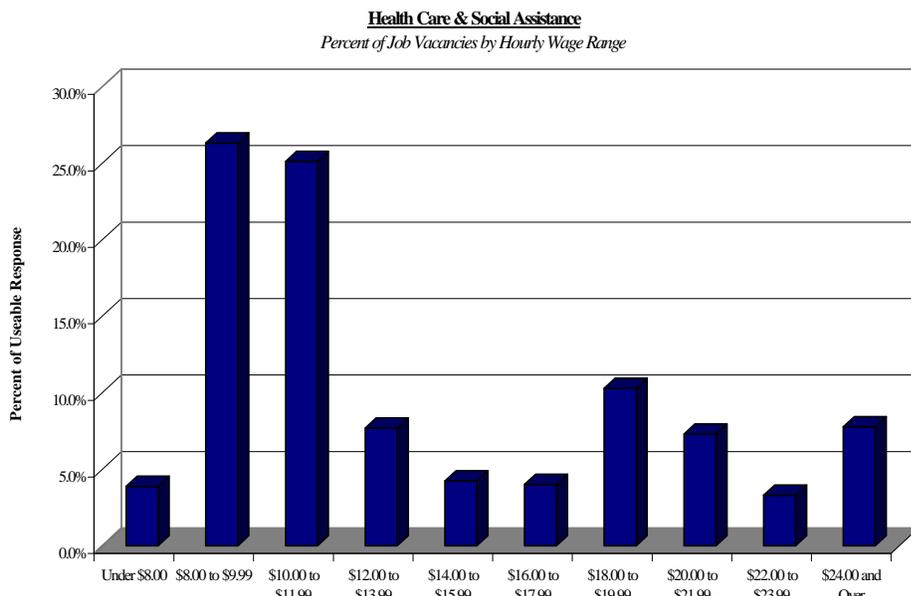
Questions surrounding eroding benefits and the rising costs associated with them (for both employer and employee) have made the topic front-page news across the nation. To provide some insight into what Rhode Island's Health Care & Social Assistance employers provide their workers, the Job Vacancy Survey asked respondents to note the types of benefits offered with vacant positions. More than two-thirds (66.9%) of industry sector job vacancies provided health insurance. Nearly all (98.0%) full-time vacancies included this benefit, compared to just 33.6 percent of part-time openings. A retirement savings plan or pension was offered

Health Care & Social Assistance
Job Vacancies by Benefits Offered



with 60.6 percent of vacancies and a significant number of reported openings had paid sick (70.0%) or vacation (75.4%) time. An estimated 40.6 percent of job vacancies enticed perspective hires with a tuition reimbursement program. Just over 23 percent of reported vacancies offered no benefits. However, it should be noted that nearly all of these vacancies without benefits were part-time positions.

The Rhode Island Job Vacancy survey also collected data on the wages offered with Health Care & Social Assistance vacancies. Overall, a median wage of \$11.00 per hour was offered for vacancies across the industry sector. The median wage, or the wage at which half are below and half are above, is used in this study to help limit the impact abnormal responses have on the results. More than one-half (51.5%) of the vacancies offered perspective hires an hourly rate of \$8.00 to \$11.99. An additional 17.6 percent of job openings paid a wage in the \$18.00 to \$21.99 range. Also, while 7.8 percent of Health Care & Social Assistance vacancies offered more than \$24.00 per hour, just 3.9 percent paid a wage of less than \$8.00 per hour.

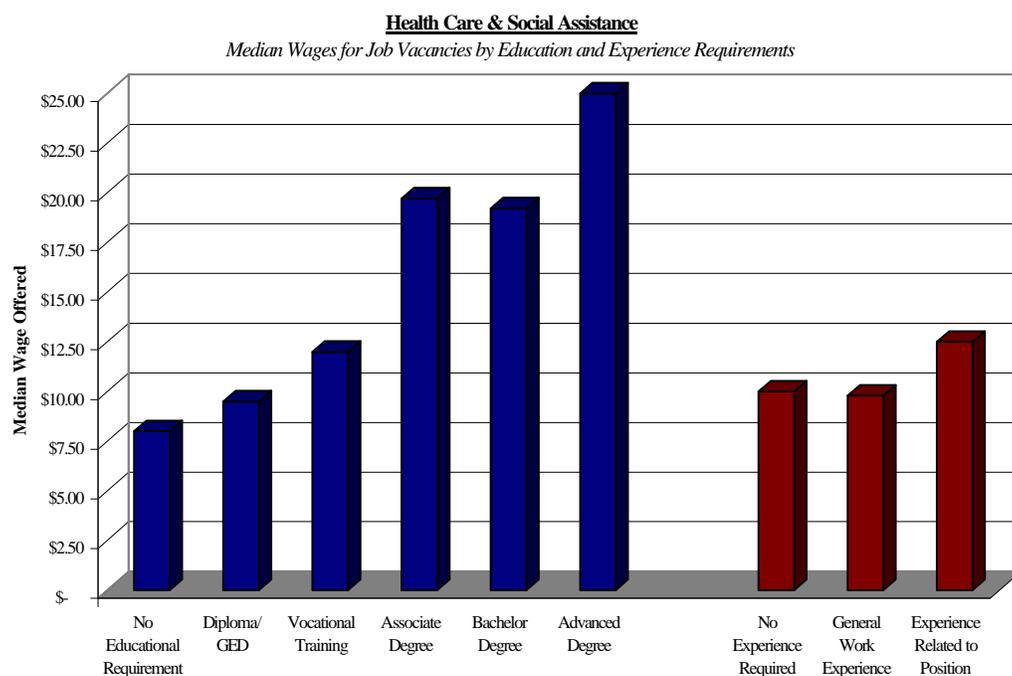


Analysis of the collected wage data shows that full-time vacancies tended to pay more than part-time vacancies. The median wage offered for full-time Health Care & Social Assistance job vacancies was \$12.02, compared to \$10.00 for part-time openings. Approximately 73 percent of part-time vacancies offered a wage under \$16.00, compared to just 61.4 percent of full-time job openings.

As would be expected, the hourly wages offered with Health Care & Social Assistance vacancies tended to rise as educational and experience requirements increased. The median wages offered for vacancies with no educational requirement or requiring just a diploma/GED were \$8.00 and \$9.50, respectively. The median wage jumped to \$19.71 for vacancies requiring an associate degree, slightly more than the \$19.21 offered with jobs requiring a bachelor degree. This anomaly is the result of a significant number of well-paying Registered Nurses positions requiring only a two-year degree.

Industry sector vacancies requiring an advanced degree paid a median wage of \$25.00 per hour. As for experience levels, vacancies that required experience related to the open position offered a median wage of \$12.50, compared to \$10.00 for jobs requiring no experience.

The following pages provide more detailed job vacancy data by Health Care & Social Assistance industry and occupation.



Section II

Job Vacancy Data by Industry



The Health Care & Social Assistance industry sector is divided into thirty industries, listed in the chart on the opposite page. Each industry is composed of employers throughout the state who are assigned an industry code that best represents their primary business function. For instance, a nursing home would likely fall under the Nursing Care Facilities industry, while an ultrasound imaging center might be placed in the Medical & Diagnostic Laboratories industry. The Rhode Island Job Vacancy Survey randomly sampled on the industry level to gain a more detailed understanding of labor demand in the Health Care & Social Assistance industry sector and to gather industry-specific statistics on job vacancy characteristics. This section first provides an overview of estimated vacancies by industry, then encapsulates notable vacancy characteristics data through industry comparisons.

Overview

The best available measure of labor demand with which to make industry-level comparisons is the job vacancy rate, or the number of unfilled jobs per every one hundred jobs already filled. Based on our Spring 2004 estimations, Home Health Care Services employers had the greatest demand for workers, reporting a job vacancy rate of 14.8 percent. This was more than ten percentage points higher than the industry sector average rate of 4.1 percent. Overall, this industry accounted for nearly sixteen percent of total Health Care & Social Assistance vacancies. However, the high number of vacancies in this industry was fueled by a significant number of part-time openings - 73.6 percent of Home Health Care Services vacancies were for part-time work.

Job vacancy rates above six percent were also estimated in Residential Mental Retardation Facilities (8.1%), Offices of Mental Health Practitioners (8.0%), Outpatient Mental Health & Substance Abuse Centers (7.1%), and Ambulance Services (7.0%). Above-average labor demand was also estimated in Child Day Care Services (5.3%), which includes many nursery schools and preschool centers. Nursing Care Facilities, the second largest Health Care & Social Assistance industry in the Ocean State, reported a vacancy rate of 5.3 percent. Its 551 job openings was the second highest total estimated on a numerical basis, accounting for nineteen percent of all industry sector vacancies in Spring 2004.

Several large industries had job vacancy rates below the Health Care & Social Assistance average. General Medical & Surgical Hospitals, the state's largest healthcare employer with over 17,000 workers in the third quarter of 2003, had an estimated 658 vacancies. This translated into a job vacancy rate of 3.8 percent. Both Residential Mental Health & Substance Abuse Facilities and Community Care Facilities for the Elderly had vacancy rates of 3.4 percent, while the 25 vacancies in Offices of Physical, Occupational & Speech Therapists gave that industry a 3.3 percent job vacancy rate.



During the survey period, there was little labor demand measured among Offices of Physicians (1.5%), Rhode Island's third largest Health Care & Social Assistance industry. Specialty Hospitals (0.9%), Medical & Diagnostic Laboratories (0.8%), and Child & Youth Services (0.5%) all had job vacancy rates below one percent, while no job openings were estimated in two Health Care & Social Assistance industries - Offices of Chiropractors and Offices of Optometrists.

Wages

The highest median hourly wage offered was reported in Offices of Mental Health Practitioners (\$35.00), a result of high-paying psychiatrist vacancies. Job openings in Specialty Hospitals paid a median wage of nearly \$25.00, followed by General Medical & Surgical Hospitals (\$18.80), Nursing Care Facilities (\$16.91), and Offices of Physical, Occupational & Speech Therapists (\$16.83).

Median hourly wages below \$10.00 were paid for vacancies in eight industries, including several that reported high job vacancy rates. Residential Mental Retardation Facilities and Ambulance Services both paid median wages of \$9.50 per hour, while reporting vacancy rates of 8.1 percent and 7.0 percent, respectively. The two industries with the next highest vacancy rates, Other Residential Care Facilities (\$9.48) and Child Day Care Services (\$8.17), also paid wages below the industry sector median.



Job Vacancy Data by Health Care & Social Assistance Industry

| <i>Industry (sorted by vacancy rate)</i> | <i>Estimated Number of Vacancies</i> | <i>Estimated Job Vacancy Rate</i> | <i>Average Employment (3Q, 2003)</i> | <i>Estimated Median Hourly Wage Offered</i> | <i>Percent of Industry Sector Vacancies</i> |
|--|--------------------------------------|-----------------------------------|--------------------------------------|---|---|
| Health Care & Social Assistance Total | 2,894 | 4.1% | 69,897 | \$11.00 | 100.0% |
| Home Health Care Services | 454 | 14.8% | 3,064 | \$10.13 | 15.7% |
| Residential Mental Retardation Facilities | 198 | 8.1% | 2,446 | \$9.50 | 6.8% |
| Offices of Mental Health Practitioners | 11 | 8.0% | 138 | \$35.00 | 0.4% |
| Outpatient Mental Health & Substance Abuse Ctrs. | 130 | 7.1% | 1,835 | \$11.89 | 4.5% |
| Ambulance Services | 34 | 7.0% | 486 | \$9.50 | 1.2% |
| Other Residential Care Facilities | 75 | 5.9% | 1,270 | \$9.48 | 2.6% |
| Child Day Care Services | 163 | 5.3% | 3,085 | \$8.17 | 5.6% |
| Nursing Care Facilities | 551 | 5.3% | 10,473 | \$16.91 | 19.0% |
| Services for the Elderly & Persons with Disabilities | 34 | 5.0% | 679 | \$9.00 | 1.2% |
| Other Individual & Family Services | 74 | 4.6% | 1,616 | \$10.70 | 2.6% |
| Vocational Rehabilitation Services | 138 | 4.4% | 3,126 | \$10.05 | 4.8% |
| General Medical & Surgical Hospitals | 658 | 3.8% | 17,201 | \$18.80 | 22.7% |
| Residential Mental Health & Substance Abuse Facil. | 47 | 3.4% | 1,377 | \$10.25 | 1.6% |
| Community Care Facilities for the Elderly | 68 | 3.4% | 2,005 | \$9.00 | 2.3% |
| Offices of Phys., Occupat., & Speech Therapists | 25 | 3.3% | 758 | \$16.83 | 0.9% |
| All Other Ambulatory Health Care Services | 9 | 2.2% | 403 | \$10.00 | 0.3% |
| Offices of All Other Health Practitioners | 6 | 1.9% | 318 | \$12.00 | 0.2% |
| Community Housing Services | 7 | 1.5% | 452 | \$12.50 | 0.2% |
| Offices of Physicians | 119 | 1.5% | 7,885 | \$12.00 | 4.1% |
| Specialty Hospitals | 34 | 0.9% | 3,668 | \$24.96 | 1.2% |
| Medical & Diagnostic Laboratories | 7 | 0.8% | 901 | \$8.00 | 0.2% |
| Community Food Services | 1 | 0.7% | 143 | \$7.00 | 0.0% |
| Child & Youth Services | 3 | 0.5% | 663 | \$12.00 | 0.1% |
| Other Outpatient Care Centers | 1 | 0.1% | 720 | \$16.83 | 0.0% |
| Offices of Dentists | 3 | 0.1% | 2,835 | \$11.00 | 0.1% |
| Offices of Chiropractors | 0 | 0.0% | 349 | \$0.00 | 0.0% |
| Offices of Optometrists | 0 | 0.0% | 472 | \$0.00 | 0.0% |
| Emergency & Other Relief Services | * | * | * | * | * |
| Family Planning Centers | * | * | * | * | * |
| Psychiatric & Substance Abuse Hospitals | * | * | * | * | * |

Benefits

The Ocean State's Health Care & Social Assistance industries reported a wide range of vacancy benefits levels. Job openings in Specialty Hospitals offered a significant level of benefits despite its high percentage of part-time vacancies. All of the measured vacancies in that industry granted the perspective hire health insurance, paid sick



leave, and paid vacation time. An estimated 97 percent of Specialty Hospitals vacancies offered some tuition reimbursement as well. Other industries with high overall levels of benefits included Residential Mental Health & Substance Abuse Facilities, Outpatient Mental Health & Substance Abuse Centers, Other Residential Care Facilities, and General Medical & Surgical Hospitals. At the other end of the benefits spectrum, Residential Mental Retardation Facilities (71.9%) led all industries in the concentration of vacancies offering no benefits, followed by Ambulance Services (44.1%), Services for the Elderly & Persons with Disabilities (41.2%), and Home Health Care Services (40.0%).

Several industries surpassed the overall rate of vacancies with health insurance (66.9%) found throughout the Health Care & Social Assistance industry sector. All measured openings in Specialty Hospitals and Residential Mental Health & Substance Abuse Facilities provided health insurance, followed by Outpatient Mental Health & Substance Abuse Centers (96.1%), Other Residential Care Facilities (94.7%), General Medical & Surgical Hospitals (89.5%), and Offices of Physical, Occupational & Speech Therapists (80.0%). The industries with the lowest percentage of vacancies offering health insurance were Residential Mental Retardation Facilities (25.4%), Home Health Care Services (28.1%), and Services for the Elderly & Persons with Disabilities (35.3%). These same three industries also reported the highest concentrations of part-time vacancies measured.

Job Vacancies by Selected Industry and Benefits Offered

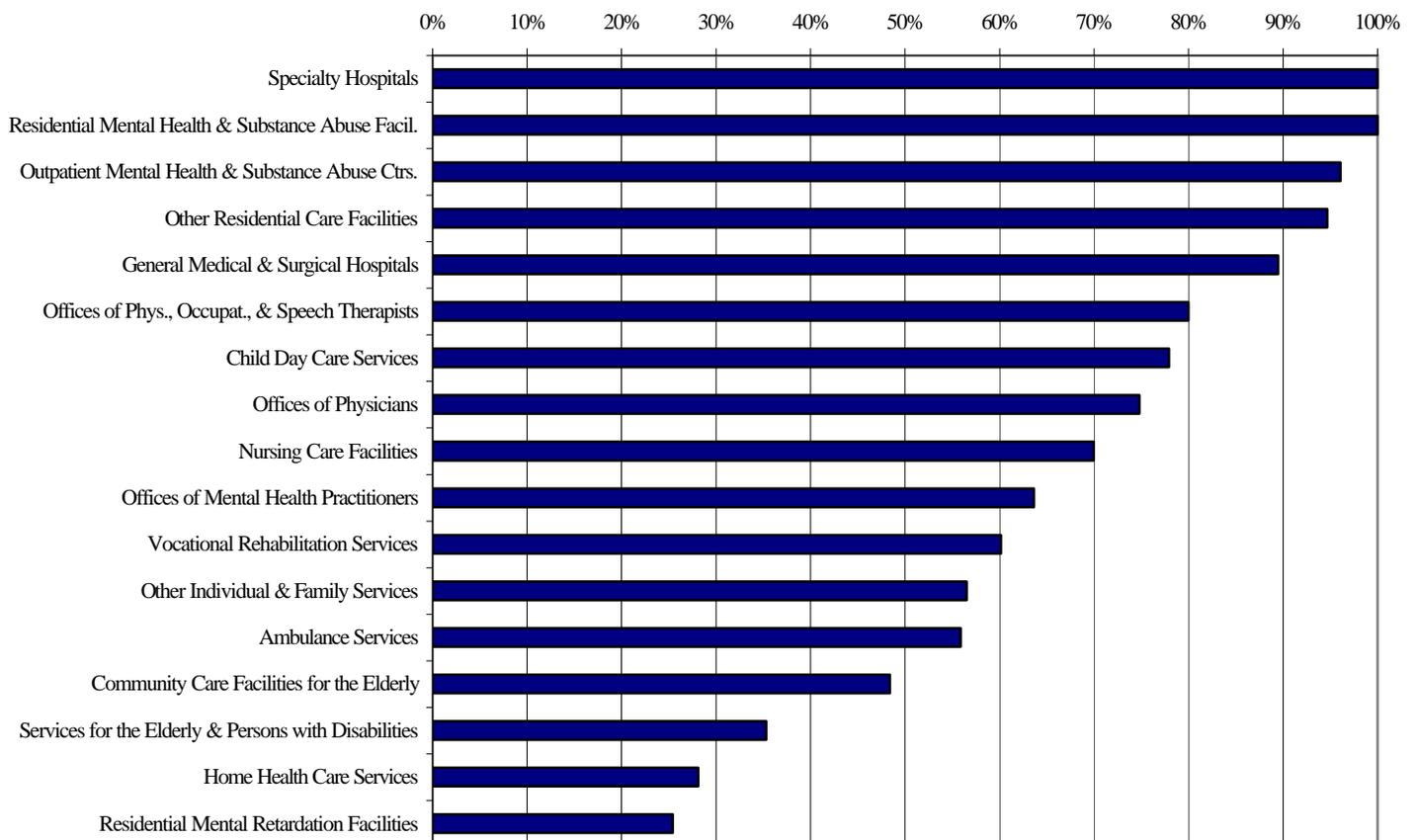
| <i>Industry</i> | <i>Health Insurance</i> | <i>Paid Sick Leave</i> | <i>Paid Vacation</i> | <i>Tuition Reimburse.</i> | <i>Retirement Svgs. Plan/ Pension</i> | <i>No Benefits Offered</i> |
|--|-------------------------|------------------------|----------------------|---------------------------|---------------------------------------|----------------------------|
| Health Care & Social Assistance Total | 66.9% | 70.0% | 75.4% | 40.6% | 60.6% | 23.4% |
| Offices of Physicians | 74.8% | 79.8% | 81.5% | 28.6% | 73.1% | 18.5% |
| Offices of Mental Health Practitioners | 63.6% | 27.3% | 27.3% | 0.0% | 63.6% | 36.4% |
| Offices of Phys., Occupat., & Speech Therapists | 80.0% | 60.0% | 80.0% | 20.0% | 80.0% | 20.0% |
| Outpatient Mental Health & Substance Abuse Ctrs. | 96.1% | 96.1% | 96.1% | 60.2% | 96.1% | 3.9% |
| Home Health Care Services | 28.1% | 31.4% | 58.1% | 13.3% | 32.9% | 40.0% |
| Ambulance Services | 55.9% | 11.8% | 55.9% | 0.0% | 26.5% | 44.1% |
| General Medical & Surgical Hospitals | 89.5% | 89.5% | 89.5% | 82.3% | 89.5% | 10.5% |
| Specialty Hospitals | 100.0% | 100.0% | 100.0% | 97.0% | 78.8% | 0.0% |
| Nursing Care Facilities | 70.0% | 80.1% | 80.1% | 33.9% | 59.1% | 19.9% |
| Residential Mental Retardation Facilities | 25.4% | 28.1% | 28.1% | 0.0% | 28.1% | 71.9% |
| Residential Mental Health & Substance Abuse Facil. | 100.0% | 80.9% | 80.9% | 2.1% | 91.5% | 0.0% |
| Community Care Facilities for the Elderly | 48.4% | 58.1% | 64.5% | 35.5% | 58.1% | 35.5% |
| Other Residential Care Facilities | 94.7% | 94.7% | 94.7% | 70.7% | 94.7% | 5.3% |
| Services for the Elderly & Persons with Disabilities | 35.3% | 35.3% | 58.8% | 0.0% | 17.6% | 41.2% |
| Other Individual & Family Services | 56.5% | 73.9% | 76.8% | 26.1% | 52.2% | 23.2% |
| Vocational Rehabilitation Services | 60.1% | 62.3% | 62.3% | 60.9% | 62.3% | 37.7% |
| Child Day Care Services | 77.9% | 87.1% | 91.4% | 4.3% | 8.6% | 4.3% |

For the most part, paid sick leave and paid vacation time were offered conjointly in most industries. Just over 96 percent of Outpatient Mental Health & Substance Abuse Centers vacancies had paid sick leave and vacation time, as did 94.7 percent of Other Residential Care Facilities and nearly ninety percent of General Medical & Surgical Hospitals vacancies. In contrast, just 27.3 percent of Offices of Mental Health Practitioners and 28.1 percent of Residential Mental Retardation Facilities openings provided paid sick and vacation time. A few industries did report a notable differential between these two benefits. Although more than half (55.9%) of job openings in Ambulance Services firms provided paid vacation, just 11.8 percent granted paid sick leave. Similarly, 58.1 percent of Home Health Care Services vacancies offered paid vacation compared to just 31.4 percent with paid sick leave. A similar ratio was reported by employers in Services for the Elderly & Persons with Disabilities (58.8% with vacation time to 35.3% with sick leave).



Ninety-six percent of measured vacancies in Outpatient Mental Health & Substance Abuse Centers offered a retirement savings plan or pension, the highest rate recorded among Health Care & Social Assistance industries. Other Residential Care Facilities (94.7%), Residential Mental Health & Substance Abuse Facilities (91.5%), and General Medical & Surgical Hospitals (89.5%) also reported a high concentration of job openings with this benefit. However, just 8.6 percent of Child Day Care Services vacancies offered a retirement savings plan or pension. Small shares of vacancies with this benefit were also measured in Services for the Elderly & Persons with Disabilities (17.6%), Ambulance Services (26.5%), and Residential Mental Retardation Facilities (28.1%).

Percent of Job Vacancies Offering Health Insurance by Selected Industry



Part-time / Full-time Concentration

Beyond the number of actual vacancies, the ratio of part-time to full-time job openings provides another measure of vacancy quality within an industry or occupation. Generally speaking, full-time jobs provide work stability, higher wages and benefits levels, and greater access to long-term career opportunities. However, many



employers find it financially prudent to hire several part-time workers to do the job of one full-time employee. Although this raises the actual number of job vacancies available, it does not necessarily increase the number of quality jobs. Part-time workers often receive fewer benefits, saving the employer from providing increasingly cost-prohibitive health benefits or retirement packages. The Rhode Island Job Vacancy Survey provides some evidence of this. In Spring 2004, nearly all (98.0%) of the full-time Health Care & Social Assistance vacancies measured offered health insurance, compared to just 33.6 percent of the part-time openings. In regards to retirement savings plans or pensions, just 35.8 percent of part-time vacancies offered this benefit, compared to 83.8 percent of full-time positions.

It should be noted that many Health Care & Social Assistance industries rely heavily upon part-time workers due to the nature of their work, particularly when it involves home care and services for the elderly. Employers in these industries often require scheduling flexibility to help meet the needs of their clients.

The highest concentration of part-time vacancies on an industry basis was found in Residential Mental Retardation Facilities (77.8%) and Home Health Care Services (73.6%). Driving the part-time nature of these industries was a high number of openings for Personal & Home Care Aides (including direct support personnel) and Nursing Aides, Orderlies & Attendants. Specialty Hospitals (64.7%), Services for the Elderly & Persons with Disabilities (64.7%), and Community Care Facilities for the Elderly (58.8%) also reported levels of part-time vacancies above the industry sector total of 50.2 percent.

Job Vacancies by Selected Industry and Part-time/Full-time Status

Full-time vacancy concentration was greatest in Outpatient Mental Health & Substance Abuse Centers (93.1%), an industry with a significant number of openings for full-time Mental Health Counselors. Full-time vacancies were also prominent in several other industries, including Other Residential Care Facilities (88.0%), Offices of Physical, Occupational & Speech Therapists (80.0%), Child Day Care Services (77.9%), Residential Mental Health & Substance Abuse Facilities (76.6%), and Offices of Physicians (74.8%). The high concentration of full-time openings in Offices of Physicians can be attributed to Medical Assistants and Medical Secretaries vacancies.

| <i>Industry (sorted by part-time %)</i> | <i>Part-time</i> | <i>Full-time</i> |
|--|------------------|------------------|
| Health Care & Social Assistance Total | 50.2% | 49.8% |
| Residential Mental Retardation Facilities | 77.8% | 22.2% |
| Home Health Care Services | 73.6% | 26.4% |
| Specialty Hospitals | 64.7% | 35.3% |
| Services for the Elderly & Persons with Disabilities | 64.7% | 35.3% |
| Community Care Facilities for the Elderly | 58.8% | 41.2% |
| Vocational Rehabilitation Services | 58.0% | 42.0% |
| General Medical & Surgical Hospitals | 51.5% | 48.5% |
| Nursing Care Facilities | 45.7% | 54.3% |
| Ambulance Services | 44.1% | 55.9% |
| Other Individual & Family Services | 40.5% | 59.5% |
| Offices of Mental Health Practitioners | 36.4% | 63.6% |
| Offices of Physicians | 25.2% | 74.8% |
| Residential Mental Health & Substance Abuse Facil. | 23.4% | 76.6% |
| Child Day Care Services | 22.1% | 77.9% |
| Offices of Phys., Occupat., & Speech Therapists | 20.0% | 80.0% |
| Other Residential Care Facilities | 12.0% | 88.0% |
| Outpatient Mental Health & Substance Abuse Ctrs. | 6.9% | 93.1% |

Vacancy Duration

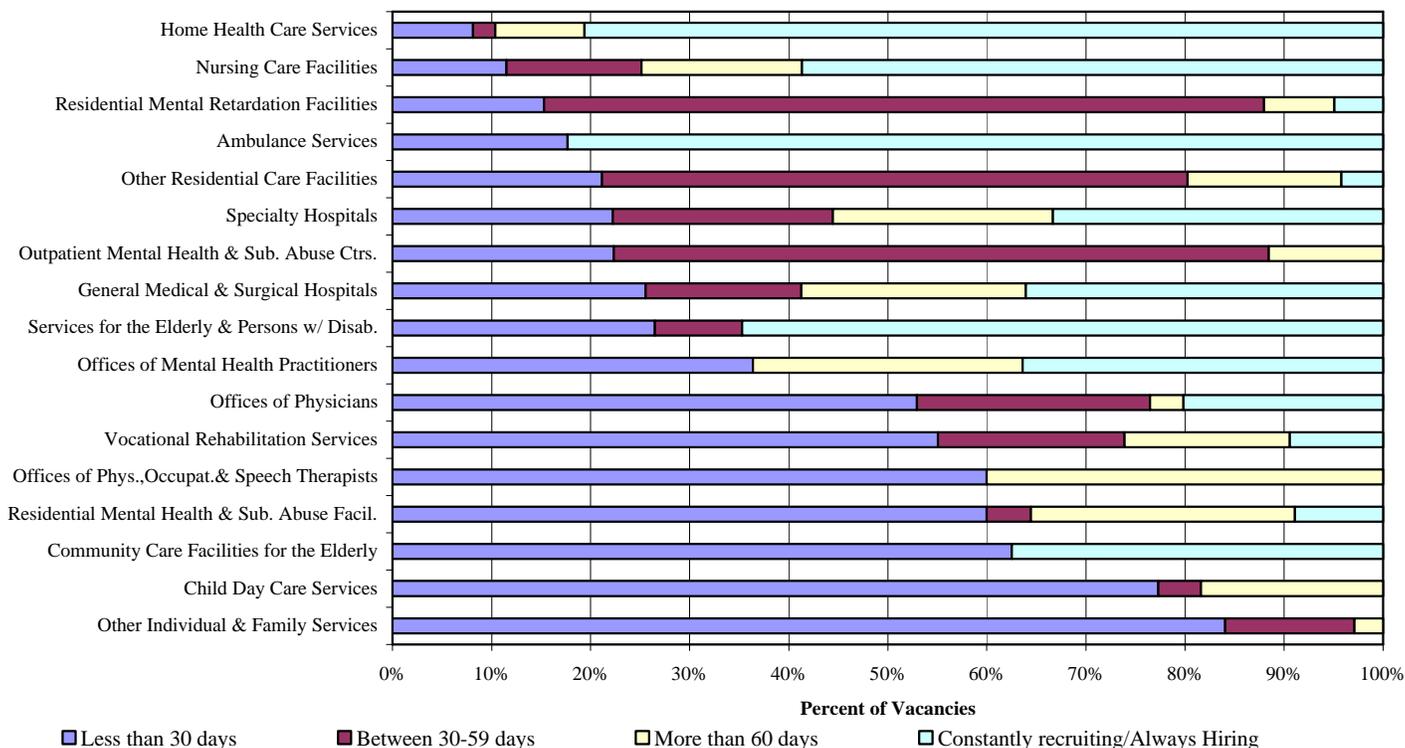
Based upon available data, employers in Home Health Care Services, Ambulance Services, and Nursing Care Facilities had the greatest share of persistent, unfilled job openings throughout the Health Care & Social Assistance industry sector. Nearly ninety percent of Home Health Care Services vacancies had been open for more than sixty days or were being constantly recruited for. The same held true for three-quarters of the job openings in Nursing Care Facilities, while eight out of ten openings in Ambulance Services were always open for hire. These levels of vacancy duration, combined with high estimated job vacancy rates, signal a significant long-term shortage of qualified help for these industries.

Job Vacancies by Selected Industry and Vacancy Duration

| Industry (sorted by constantly recruiting %) | Less than 30 days | Between 30-59 days | More than 60 days | Constantly recruiting/hiring |
|--|-------------------|--------------------|-------------------|------------------------------|
| Health Care & Social Assistance Total | 28.0% | 19.1% | 14.3% | 38.6% |
| Ambulance Services | 17.6% | 0.0% | 0.0% | 82.4% |
| Home Health Care Services | 8.1% | 2.3% | 9.0% | 80.6% |
| Services for the Elderly & Persons w/ Disab. | 26.5% | 8.8% | 0.0% | 64.7% |
| Nursing Care Facilities | 11.5% | 13.7% | 16.2% | 58.7% |
| Community Care Facilities for the Elderly | 62.5% | 0.0% | 0.0% | 37.5% |
| Offices of Mental Health Practitioners | 36.4% | 0.0% | 27.3% | 36.4% |
| General Medical & Surgical Hospitals | 25.5% | 15.7% | 22.6% | 36.1% |
| Specialty Hospitals | 22.2% | 22.2% | 22.2% | 33.3% |
| Offices of Physicians | 52.9% | 23.5% | 3.4% | 20.2% |
| Vocational Rehabilitation Services | 55.1% | 18.8% | 16.7% | 9.4% |
| Residential Mental Health & Sub. Abuse Facil. | 60.0% | 4.4% | 26.7% | 8.9% |
| Residential Mental Retardation Facilities | 15.3% | 72.7% | 7.1% | 4.9% |
| Other Residential Care Facilities | 21.1% | 59.2% | 15.5% | 4.2% |
| Offices of Phys.,Occupat.& Speech Therapists | 60.0% | 0.0% | 40.0% | 0.0% |
| Child Day Care Services | 77.3% | 4.3% | 18.4% | 0.0% |
| Outpatient Mental Health & Sub. Abuse Ctrs. | 22.3% | 66.2% | 11.5% | 0.0% |
| Other Individual & Family Services | 84.1% | 13.0% | 2.9% | 0.0% |

Many other industries have seemingly had an easier time of finding workers to fill vacant jobs. Employers in Other Individual & Family Services (84.1%), Child Day Care Services (77.3%), Community Care Facilities for the Elderly (62.5%), Offices of Physical, Occupational & Speech Therapists (60.0%), and Residential Mental Health & Substance Abuse Facilities (60.0%) all reported that sixty percent or more of their vacancies had been open for less than thirty days.

Job Vacancies by Selected Industry and Vacancy Duration



Educational and Experience Requirements

Industries with the highest educational requirements for vacancies included Offices of Mental Health Practitioners, in which all reported vacancies required an advanced degree. All Specialty Hospitals job openings required a college education (associate, bachelor, or advanced), with over-three quarters of industry vacancies (mainly RN positions) requiring a two-year degree. Eight out of ten vacancies in Offices of Physical, Occupational & Speech Therapists required education beyond high school as well, driven by openings for Physical Therapists.

Workers from a variety of educational backgrounds were needed for Home Health Care Services vacancies. Roughly 45 percent of job openings in that industry required a high school diploma or GED, predominately Nursing Aides, Orderlies & Attendants and Personal & Home Care Aides vacancies. An additional 16.8 percent of Home Health Care vacancies asked for vocational training beyond high school, while just under twelve percent required a two-year degree. The latter included RN and Physical Therapist Assistant openings. Approximately sixteen percent of industry job openings had no educational requirement, nearly all of which were for Personal & Home Care Aides. Among the selected industries listed below, this was the highest concentration of vacancies with no educational requirement measured, followed closely by Nursing Care Facilities (12.7%) and Community Care Facilities for the Elderly (10.3%).

All of the estimated Residential Mental Retardation Facilities vacancies required just a diploma or GED. Most of these positions were for Personal & Home Care Aides, which includes residential care workers and direct support staff. Over 91 percent of job openings in the Services for Elderly & Persons with Disabilities industry asked for a diploma or had no educational requirement at all. Among vacancies in Vocational Rehabilitation Services, roughly 85 percent (mostly Personal & Home Care Aides) required just a high school education.

Job Vacancies by Selected Industry and Educational Requirement

| <i>Industry</i> | <i>No Educational Requirement</i> | <i>High School Diploma/GED</i> | <i>Vocational Training</i> | <i>Associate Degree</i> | <i>Bachelor Degree</i> | <i>Advanced Degree</i> |
|--|-----------------------------------|--------------------------------|----------------------------|-------------------------|------------------------|------------------------|
| Health Care & Social Assistance Total | 6.2% | 40.8% | 16.4% | 22.2% | 10.7% | 3.8% |
| Offices of Physicians | 0.0% | 29.4% | 53.8% | 0.0% | 0.0% | 16.8% |
| Offices of Mental Health Practitioners | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Offices of Phys., Occupat., & Speech Therapists | 0.0% | 0.0% | 20.0% | 20.0% | 20.0% | 40.0% |
| Outpatient Mental Health & Substance Abuse Ctrs. | 0.0% | 24.5% | 0.0% | 22.6% | 37.7% | 15.1% |
| Home Health Care Services | 15.9% | 44.7% | 16.8% | 11.9% | 10.6% | 0.0% |
| Ambulance Services | 0.0% | 64.7% | 35.3% | 0.0% | 0.0% | 0.0% |
| General Medical & Surgical Hospitals | 2.4% | 21.3% | 21.1% | 41.0% | 10.5% | 3.6% |
| Specialty Hospitals | 0.0% | 0.0% | 0.0% | 76.5% | 17.6% | 5.9% |
| Nursing Care Facilities | 12.7% | 23.9% | 20.9% | 32.5% | 9.6% | 0.4% |
| Residential Mental Retardation Facilities | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Residential Mental Health & Substance Abuse Facil. | 0.0% | 61.1% | 0.0% | 0.0% | 36.1% | 2.8% |
| Community Care Facilities for the Elderly | 10.3% | 31.0% | 55.2% | 3.4% | 0.0% | 0.0% |
| Other Residential Care Facilities | 0.0% | 48.0% | 4.0% | 20.0% | 24.0% | 4.0% |
| Services for the Elderly & Persons with Disabilities | 8.8% | 82.4% | 0.0% | 8.8% | 0.0% | 0.0% |
| Other Individual & Family Services | 0.0% | 29.0% | 10.1% | 15.9% | 34.8% | 10.1% |
| Vocational Rehabilitation Services | 0.0% | 84.8% | 0.0% | 0.0% | 8.7% | 6.5% |
| Child Day Care Services | 0.0% | 73.0% | 0.0% | 13.5% | 13.5% | 0.0% |

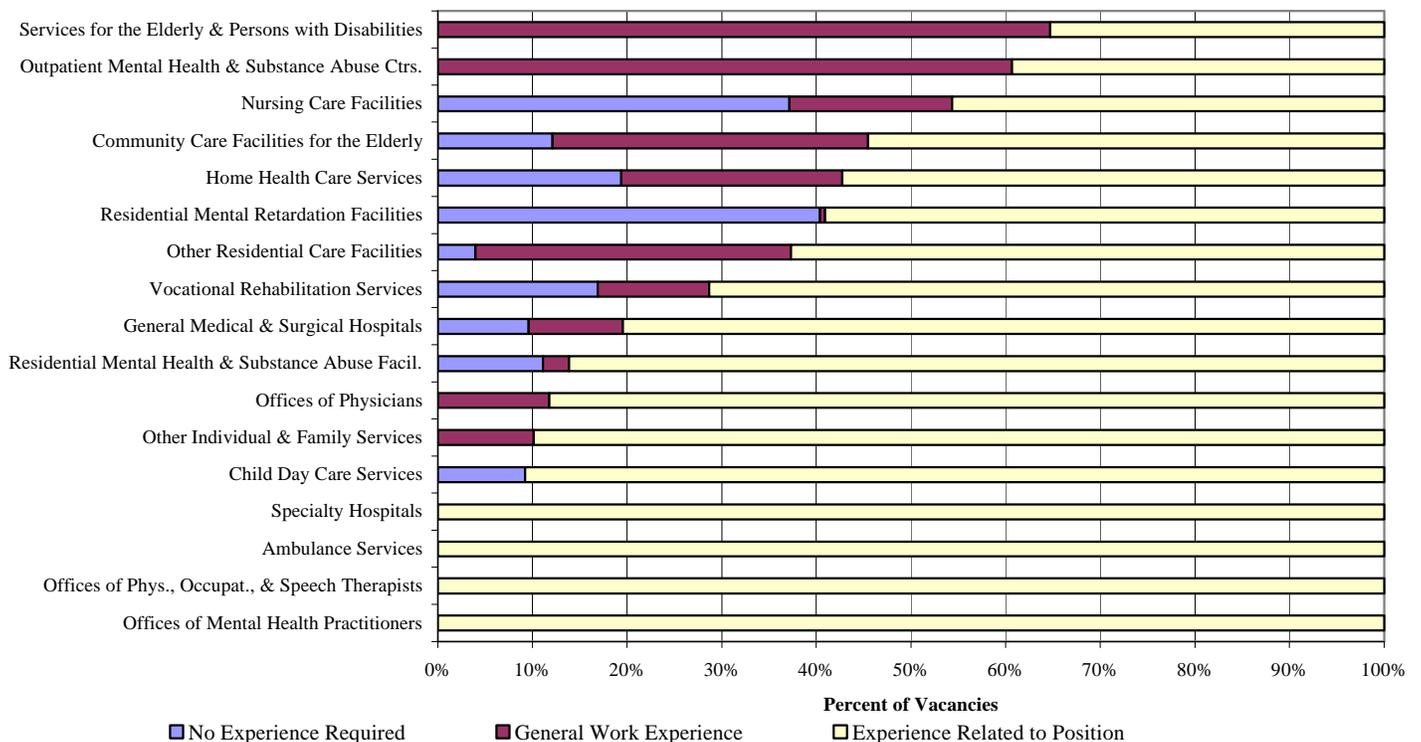
In conjunction with education, the Job Vacancy Survey asked employers to specify the previous work experience requirements for each open position. Overall, employers in the various Health Care & Social Assistance industries are seeking seasoned workers with which to fill their vacancies. One hundred percent of estimated vacancies in Ambulance Services, Specialty Hospitals, Offices of Mental Health Practitioners, and Offices of Physical, Occupational & Speech Therapists required the applicant to have experience related to the position open. Other industries reporting high rates of vacancies with this requirement included Child Day Care Services (90.8%), Other Individual & Family Services (89.9%), and Offices of Physicians (88.2%).

Job Vacancies by Selected Industry and Experience Requirements

| <i>Industry</i> | <i>No Experience Required</i> | <i>General Work Experience</i> | <i>Experience Related to Position</i> |
|--|-------------------------------|--------------------------------|---------------------------------------|
| Health Care & Social Assistance Total | 17.0% | 16.3% | 66.7% |
| Offices of Mental Health Practitioners | 0.0% | 0.0% | 100.0% |
| Offices of Phys., Occupat., & Speech Therapists | 0.0% | 0.0% | 100.0% |
| Ambulance Services | 0.0% | 0.0% | 100.0% |
| Specialty Hospitals | 0.0% | 0.0% | 100.0% |
| Child Day Care Services | 9.2% | 0.0% | 90.8% |
| Other Individual & Family Services | 0.0% | 10.1% | 89.9% |
| Offices of Physicians | 0.0% | 11.8% | 88.2% |
| Residential Mental Health & Substance Abuse Facil. | 11.1% | 2.8% | 86.1% |
| General Medical & Surgical Hospitals | 9.6% | 10.0% | 80.4% |
| Vocational Rehabilitation Services | 16.9% | 11.8% | 71.3% |
| Other Residential Care Facilities | 4.0% | 33.3% | 62.7% |
| Residential Mental Retardation Facilities | 40.4% | 0.5% | 59.1% |
| Home Health Care Services | 19.4% | 23.3% | 57.3% |
| Community Care Facilities for the Elderly | 12.1% | 33.3% | 54.5% |
| Nursing Care Facilities | 37.2% | 17.2% | 45.6% |
| Outpatient Mental Health & Substance Abuse Ctrs. | 0.0% | 60.7% | 39.3% |
| Services for the Elderly & Persons with Disabilities | 0.0% | 64.7% | 35.3% |

An estimated six out of ten Outpatient Mental Health & Substance Abuse Centers and Services for the Elderly & Persons with Disabilities vacancies required potential hires to have general work experience. The same held true for one-third of job openings in the Community Care Facilities for the Elderly and Other Residential Care Facilities industries. Residential Mental Retardation Facilities, Nursing Care Facilities, and Home Health Care Services reported the greatest opportunities for inexperienced workers at 40.4 percent, 37.2 percent, and 19.4 percent of their respective vacancy totals.

Job Vacancies by Selected Industry and Experience Requirements



Section III

Job Vacancy Data by Occupation



Registered nurses, teacher assistants, cooks, janitors, surgical technologists, file clerks, dental assistants, and dishwashers were just some of the more than ninety different types of occupations for which vacancies were estimated in the Health Care & Social Assistance industry sector. Similar to the industry-level data presented, occupational vacancy statistics allow for a point-in-time analysis of in-demand jobs and their characteristics, such as educational requirements and wage and benefit levels.

Overall, more than 1,500 vacancies, or 52.5 percent of all estimated openings, were in three occupations: Registered Nurses (RN; 575), Nursing Aides, Orderlies & Attendants (including CNA; 532), and Personal & Home Care Aides (including direct support staff; 411). A significant number of Licensed Practical & Licensed Vocational Nurses (LPN/LVN; 151), Teacher Assistants (135), and Mental Health Counselors (134) vacancies were estimated as well.

The Rhode Island Job Vacancy Survey also estimated 69 Medical Secretary openings and 44 Healthcare Support Workers vacancies, which includes Dietary Aides and Phlebotomists. These occupations were followed by Physical Therapists (40), Medical Assistants (39), Social & Human Services Assistants (38), and Child, Family & School Social Workers (37).

Top 25 Occupations with the Most Estimated Vacancies in Health Care & Social Assistance

| <i>Occupational Title</i> | <i>Estimated Vacancies</i> |
|---|----------------------------|
| Registered Nurses | 575 |
| Nursing Aides, Orderlies & Attendants | 532 |
| Personal & Home Care Aides | 411 |
| Licensed Practical & Licensed Vocational Nurses | 151 |
| Teacher Assistants | 135 |
| Mental Health Counselors | 134 |
| Medical Secretaries | 69 |
| Healthcare Support Workers, All Other | 44 |
| Physical Therapists | 40 |
| Medical Assistants | 39 |
| Social & Human Service Assistants | 38 |
| Child, Family & School Social Workers | 37 |
| Healthcare Practitioners & Technical Workers, All Other | 37 |
| Substance Abuse & Behavioral Disorder Counselors | 26 |
| Radiologic Technologists & Technicians | 24 |
| Residential Advisors | 24 |
| Medical & Health Services Managers | 22 |
| Emergency Medical Technicians & Paramedics | 22 |
| Physical Therapist Assistants | 22 |
| Recreation Workers | 22 |
| Interviewers, Except Eligibility and Loan | 22 |
| Vocational Education Teachers, Postsecondary | 20 |
| Medical Scientists, Except Epidemiologists | 18 |
| Executive Secretaries & Administrative Assistants | 16 |
| Preschool Teachers, Except Special Education | 15 |

A small number of vacancies were also estimated in numerous other occupations, including Dental Assistants, Pharmacists, Office Clerks, Dishwashers, Medical Transcriptionists, Occupational Therapists, Medical Equipment Repairers, Janitors & Cleaners, Speech-Language Pathologists, and Interpreters & Translators. This list attests to the high-level of occupational diversity found within the Health Care & Social Assistance industry sector.



Statistical note: The occupational-level data in this report is based upon estimated occupational vacancies within the Health Care & Social Assistance industry sector only. Vacancies that may exist for these occupations in other industries throughout the economy are not accounted for by this study. Occupational employment levels are taken from the Occupational Employment Statistics (OES) program (November 2003) and were used to calculate occupational vacancy rates. For more information, please read the Methodology section on page 30 of this report.

The occupational vacancy rates listed below provide a better measure of occupational demand in the Health Care & Social Assistance industry sector. With vacancy rates above twenty percent, Personal & Home Care Aides (28.3%), Mental Health Counselors (23.9%), and Psychiatric Aides (20.0%) reported the highest occupational demand during the survey period. In other words, using Personal & Home Care Aides as an example, for every one hundred workers in that occupation, an estimated 28 occupational vacancies existed in Spring 2004.

Taxi Drivers & Chauffeurs, which includes transportation and wheelchair van drivers, reported the next highest occupational vacancy rate at 12.7 percent, followed by Physical Therapist Assistants (12.2%), Licensed Practical & Licensed Vocational Nurses (10.3%), and Teacher Assistants (10.0%). Other occupations of note include Nursing Aides, Orderlies & Attendants (7.8%), Physical Therapists (6.3%), and Registered Nurses (6.1%).

Occupational Vacancy Rates for Selected Occupations in Health Care & Social Assistance

| <i>Occupational Title (sorted by vacancy rate)</i> | <i>Estimated Occupational Vacancies</i> | <i>Estimated Occupational Employment</i> | <i>Occupational Vacancy Rate</i> |
|--|---|--|----------------------------------|
| Personal & Home Care Aides | 411 | 1,450 | 28.3% |
| Mental Health Counselors | 134 | 560 | 23.9% |
| Psychiatric Aides | 12 | 60 | 20.0% |
| Taxi Drivers & Chauffeurs | 14 | 110 | 12.7% |
| Physical Therapist Assistants | 22 | 180 | 12.2% |
| Licensed Practical & Licensed Vocational Nurses | 151 | 1,470 | 10.3% |
| Teacher Assistants | 135 | 1,350 | 10.0% |
| Special Education Teachers, Preschool, Kindergarten, & Elementary School | 5 | 50 | 10.0% |
| Kindergarten Teachers, Except Special Education | 7 | 80 | 8.8% |
| Cardiovascular Technologists & Technicians | 13 | 150 | 8.7% |
| Public Relations Specialists | 5 | 60 | 8.3% |
| Healthcare Support Workers, All Other | 44 | 550 | 8.0% |
| Nursing Aides, Orderlies, & Attendants | 532 | 6,810 | 7.8% |
| Psychiatrists | 7 | 90 | 7.8% |
| Recreation Workers | 22 | 310 | 7.1% |
| Physician Assistants | 9 | 130 | 6.9% |
| Substance Abuse & Behavioral Disorder Counselors | 26 | 410 | 6.3% |
| Physical Therapists | 40 | 640 | 6.3% |
| Speech-Language Pathologists | 8 | 130 | 6.2% |
| Waiters & Waitresses | 8 | 130 | 6.2% |
| Registered Nurses | 575 | 9,430 | 6.1% |
| Diagnostic Medical Sonographers | 13 | 230 | 5.7% |
| Emergency Medical Technicians & Paramedics | 22 | 400 | 5.5% |
| Respiratory Therapists | 13 | 240 | 5.4% |
| Interviewers, Except Eligibility & Loan | 22 | 410 | 5.4% |
| Social and Community Service Managers | 14 | 320 | 4.4% |
| Medical Scientists, Except Epidemiologists | 18 | 430 | 4.2% |
| Child, Family, & School Social Workers | 37 | 940 | 3.9% |
| Security Guards | 7 | 180 | 3.9% |
| Executive Secretaries & Administrative Assistants | 16 | 440 | 3.6% |
| Surgical Technologists | 7 | 220 | 3.2% |
| Clinical, Counseling, & School Psychologists | 12 | 400 | 3.0% |
| Occupational Therapists | 8 | 280 | 2.9% |
| Medical & Public Health Social Workers | 5 | 180 | 2.8% |
| Maintenance & Repair Workers, General | 9 | 330 | 2.7% |
| Medical Secretaries | 69 | 2,560 | 2.7% |
| Medical & Health Services Managers | 22 | 820 | 2.7% |
| Radiologic Technologists & Technicians | 24 | 920 | 2.6% |
| Medical Assistants | 39 | 1,640 | 2.4% |
| Medical & Clinical Laboratory Technologists | 14 | 630 | 2.2% |
| Cooks, Institution and Cafeteria | 11 | 540 | 2.0% |

Part-time / Full-time Concentration

The highest concentrations of part-time openings were measured in mostly low-skill occupations, such as Waiters & Waitresses (100%), Recreation Workers (86.4%), Personal & Home Care Aides (84.9%), Psychiatric Aides (83.3%), Security Guards (71.4%), and Receptionists & Information Clerks (70.0%).

For many occupations, all of the measured vacancies were full-time positions, including Physician Assistants, Special Education Teachers, Kindergarten Teachers, Preschool Teachers, Medical & Public Health Social Workers, Rehabilitation Counselors, Mental Health Counselors, and Social & Community Service Managers. Other occupations with a high concentration of full-time vacancies included Teacher Assistants (88.1% FT), Cardiovascular Technologists & Technicians (84.6% FT), Medical & Health Services Managers (77.3% FT), and Speech-Language Pathologists (75.0% FT).

Among other notable occupations, nearly 67 percent of Nursing Aides, Orderlies & Attendants vacancies were part-time jobs, while just over half (50.3%) of the measured Licensed Practical & Vocational Nurses openings were part-time in nature. An estimated 53 percent of Registered Nurses vacancies were full-time jobs.



Job Vacancies by Selected Occupations and Part-time/Full-time Status

| <i>Occupational Title (sorted by part-time %)</i> | <i>Part-time</i> | <i>Full-time</i> |
|---|------------------|------------------|
| Recreation Workers | 86.4% | 13.6% |
| Personal & Home Care Aides | 84.9% | 15.1% |
| Psychiatric Aides | 83.3% | 16.7% |
| Surgical Technologists | 71.4% | 28.6% |
| Receptionists & Information Clerks | 70.0% | 30.0% |
| Healthcare Support Workers, All Other | 68.2% | 31.8% |
| Nursing Aides, Orderlies & Attendants | 66.9% | 33.1% |
| Cooks, Institution & Cafeteria | 54.5% | 45.5% |
| Child, Family & School Social Workers | 54.1% | 45.9% |
| Respiratory Therapists | 53.8% | 46.2% |
| Licensed Practical & Licensed Vocational Nurses | 50.3% | 49.7% |
| Occupational Therapists | 50.0% | 50.0% |
| Medical & Clinical Laboratory Technologists | 50.0% | 50.0% |
| Medical Transcriptionists | 50.0% | 50.0% |
| Registered Nurses | 46.8% | 53.2% |
| Diagnostic Medical Sonographers | 46.2% | 53.8% |
| Medical Secretaries | 43.5% | 56.5% |
| Emergency Medical Technicians & Paramedics | 40.9% | 59.1% |
| Dental Assistants | 40.0% | 60.0% |
| Physical Therapists | 37.5% | 62.5% |
| Radiologic Technologists & Technicians | 37.5% | 62.5% |
| Residential Advisors | 37.5% | 62.5% |
| Office Clerks, General | 37.5% | 62.5% |
| Mental Health & Substance Abuse Social Workers | 36.4% | 63.6% |
| Substance Abuse & Behavioral Disorder Counselors | 34.6% | 65.4% |
| Maintenance & Repair Workers, General | 33.3% | 66.7% |
| Medical Assistants | 30.8% | 69.2% |
| Psychiatrists | 28.6% | 71.4% |
| Medical Records & Health Information Technicians | 28.6% | 71.4% |
| Physical Therapist Assistants | 27.3% | 72.7% |
| Speech-Language Pathologists | 25.0% | 75.0% |
| Medical & Health Services Managers | 22.7% | 77.3% |
| Janitors & Cleaners | 22.2% | 77.8% |
| Social & Human Service Assistants | 18.4% | 81.6% |
| Medical Scientists, Except Epidemiologists | 16.7% | 83.3% |
| Cardiovascular Technologists & Technicians | 15.4% | 84.6% |
| Teacher Assistants | 11.9% | 88.1% |
| Social & Community Service Managers | 0.0% | 100.0% |
| Clinical, Counseling, & School Psychologists | 0.0% | 100.0% |
| Mental Health Counselors | 0.0% | 100.0% |
| Rehabilitation Counselors | 0.0% | 100.0% |
| Medical & Public Health Social Workers | 0.0% | 100.0% |
| Vocational Education Teachers, Postsecondary | 0.0% | 100.0% |
| Preschool Teachers, Except Special Ed. | 0.0% | 100.0% |
| Kindergarten Teachers, Except Special Ed. | 0.0% | 100.0% |
| Special Ed. Teachers, Preschool, Kindergarten & Elem. | 0.0% | 100.0% |
| Physician Assistants | 0.0% | 100.0% |

Vacancy Duration

During the survey period, persistent job openings were estimated for Psychiatric Aides, Emergency Medical Technicians & Paramedics, Registered Nurses, Licensed Practical & Vocational Nurses, Nursing Aides, Orderlies & Attendants, Radiologic Technologists & Technicians, and Respiratory Therapists. These occupations reported high concentrations of vacancies open for more than sixty days or always open for hire. Approximately forty percent of job openings for Personal & Home Care Aides were also being constantly recruited for. Job vacancies not filled quickly can indicate workforce shortages due to specialized educational/training requirements or lack of qualified, willing applicants, or high occupational turnover.



In comparison, a high percentage of occupational vacancies for Janitors & Cleaners, Medical Records & Health Information Technicians, Security Guards, Recreation Workers, and Teacher Assistants were open for less than sixty days. Compared to an EMT, RN, or LPN, these jobs generally have lower educational and experience requirements, making them easier to fill. It should be noted that the high percentage of Teacher Assistants vacancies open for less than thirty days may reflect seasonal hiring coinciding with the survey period (Spring 2004).

Job Vacancies by Selected Occupation and Vacancy Duration

| <i>Occupational Title (sorted by constantly recruiting %)</i> | <i>Less than 30 days</i> | <i>Between 30-59 days</i> | <i>More than 60 days</i> | <i>Constantly recruiting/hiring</i> |
|---|------------------------------|-------------------------------|------------------------------|---|
| Psychiatric Aides | 8.3% | 0.0% | 16.7% | 75.0% |
| Emergency Medical Technicians & Paramedics | 27.3% | 0.0% | 0.0% | 72.7% |
| Registered Nurses | 4.5% | 7.7% | 18.8% | 69.1% |
| Licensed Practical & Licensed Vocational Nurses | 10.7% | 4.7% | 17.4% | 67.1% |
| Nursing Aides, Orderlies & Attendants | 22.2% | 9.2% | 9.2% | 59.4% |
| Physician Assistants | 44.4% | 0.0% | 0.0% | 55.6% |
| Radiologic Technologists & Technicians | 8.3% | 0.0% | 37.5% | 54.2% |
| Respiratory Therapists | 18.2% | 0.0% | 36.4% | 45.5% |
| Personal & Home Care Aides | 22.7% | 30.6% | 6.8% | 39.9% |
| Psychiatrists | 28.6% | 0.0% | 42.9% | 28.6% |
| Medical Assistants | 71.8% | 5.1% | 0.0% | 23.1% |
| Physical Therapist Assistants | 35.0% | 45.0% | 0.0% | 20.0% |
| Mental Health & Substance Abuse Social Workers | 9.1% | 54.5% | 18.2% | 18.2% |
| Cardiovascular Technologists & Technicians | 0.0% | 46.2% | 38.5% | 15.4% |
| Medical Secretaries | 62.3% | 26.1% | 0.0% | 11.6% |
| Physical Therapists | 23.7% | 5.3% | 60.5% | 10.5% |
| Healthcare Support Workers, All Other | 52.3% | 9.1% | 31.8% | 6.8% |
| Preschool Teachers, Except Special Ed. | 0.0% | 0.0% | 100.0% | 0.0% |
| Speech-Language Pathologists | 12.5% | 0.0% | 87.5% | 0.0% |
| Diagnostic Medical Sonographers | 22.2% | 0.0% | 77.8% | 0.0% |
| Occupational Therapists | 25.0% | 0.0% | 75.0% | 0.0% |
| Medical Transcriptionists | 0.0% | 50.0% | 50.0% | 0.0% |
| Medical & Clinical Laboratory Technologists | 0.0% | 58.3% | 41.7% | 0.0% |
| Clinical, Counseling, & School Psychologists | 16.7% | 50.0% | 33.3% | 0.0% |
| Surgical Technologists | 0.0% | 71.4% | 28.6% | 0.0% |
| Social & Human Service Assistants | 42.1% | 39.5% | 18.4% | 0.0% |
| Mental Health Counselors | 25.4% | 57.5% | 17.2% | 0.0% |
| Child, Family & School Social Workers | 31.4% | 57.1% | 11.4% | 0.0% |
| Social & Community Service Managers | 85.7% | 7.1% | 7.1% | 0.0% |
| Medical & Public Health Social Workers | 40.0% | 60.0% | 0.0% | 0.0% |
| Janitors & Cleaners | 44.4% | 55.6% | 0.0% | 0.0% |
| Medical Records & Health Information Technicians | 71.4% | 28.6% | 0.0% | 0.0% |
| Security Guards | 71.4% | 28.6% | 0.0% | 0.0% |
| Recreation Workers | 86.4% | 13.6% | 0.0% | 0.0% |
| Teacher Assistants | 93.3% | 6.7% | 0.0% | 0.0% |

Educational and Experience Requirements

As would be expected, the highest educational requirements for vacancies were measured in supervisory positions and highly specialized occupations, such as Medical & Health Services Managers, Medical Scientists, Clinical, Counseling & School Psychologists, Mental Health and Rehabilitation Counselors, and Physician Assistants. An estimated nine out of ten Physical Therapists and Registered Nurses vacancies required a college degree (associate, bachelor, or advanced) as well, followed by Medical & Clinical Laboratory Technologists (85.7%), Diagnostic Medical Sonographers (84.6%), Radiologic Technologists & Technicians (83.3%), and Physical Therapist Assistants (81.8%).

Other occupations of note include Licensed Practical & Vocational Nurses, whose vacancies required the applicant to have either a college degree (57.3%) or vocational training (42.7%). All of the reported Medical Transcriptionists vacancies required the applicant to have some vocational training, while the same held true for more than half of Emergency Medical Technicians & Paramedics (54.5%) and Respiratory Therapists (53.8%) vacancies.

All measured vacancies in several occupations required just a diploma or GED, including Psychiatric Aides, Medical Records & Health Information Technicians, Security Guards, Waiters & Waitresses, Recreation Workers, and Taxi Drivers & Chauffeurs (wheelchair van drivers, etc.). Other occupations reporting a high concentration of vacancies requiring only a diploma included Receptionists & Information Clerks (90.0%),

Job Vacancies by Selected Occupation and Educational Requirement

| <i>Occupational Title</i> | <i>No Educational Requirement</i> | <i>High School Diploma/GED</i> | <i>Vocational Training</i> | <i>College Education</i> |
|--|-----------------------------------|--------------------------------|----------------------------|--------------------------|
| Medical & Health Services Managers | 0.0% | 0.0% | 0.0% | 100.0% |
| Medical Scientists, Except Epidemiologists | 0.0% | 0.0% | 0.0% | 100.0% |
| Clinical, Counseling, & School Psychologists | 0.0% | 0.0% | 0.0% | 100.0% |
| Mental Health Counselors | 0.0% | 0.0% | 0.0% | 100.0% |
| Rehabilitation Counselors | 0.0% | 0.0% | 0.0% | 100.0% |
| Medical & Public Health Social Workers | 0.0% | 0.0% | 0.0% | 100.0% |
| Preschool Teachers, Except Special Ed. | 0.0% | 0.0% | 0.0% | 100.0% |
| Physician Assistants | 0.0% | 0.0% | 0.0% | 100.0% |
| Speech-Language Pathologists | 0.0% | 0.0% | 0.0% | 100.0% |
| Physical Therapists | 0.0% | 0.0% | 5.3% | 94.7% |
| Registered Nurses | 0.0% | 0.0% | 7.7% | 92.3% |
| Medical & Clinical Laboratory Technologists | 0.0% | 0.0% | 14.3% | 85.7% |
| Diagnostic Medical Sonographers | 0.0% | 0.0% | 15.4% | 84.6% |
| Radiologic Technologists & Technicians | 0.0% | 0.0% | 16.7% | 83.3% |
| Physical Therapist Assistants | 0.0% | 0.0% | 18.2% | 81.8% |
| Child, Family & School Social Workers | 0.0% | 32.4% | 0.0% | 67.6% |
| Licensed Practical & Vocational Nurses | 0.0% | 0.0% | 42.7% | 57.3% |
| Cardiovascular Technologists & Technicians | 0.0% | 0.0% | 46.2% | 53.8% |
| Respiratory Therapists | 0.0% | 0.0% | 53.8% | 46.2% |
| Surgical Technologists | 0.0% | 0.0% | 57.1% | 42.9% |
| Teacher Assistants | 0.0% | 88.1% | 2.2% | 9.6% |
| Medical Assistants | 0.0% | 35.9% | 59.0% | 5.1% |
| Healthcare Support Workers, All Other | 22.7% | 50.0% | 22.7% | 4.5% |
| Nursing Aides, Orderlies & Attendants | 11.3% | 58.6% | 29.4% | 0.8% |
| Emergency Med. Technicians & Paramedics | 0.0% | 45.5% | 54.5% | 0.0% |
| Medical Secretaries | 0.0% | 60.9% | 39.1% | 0.0% |
| Personal & Home Care Aides | 15.1% | 83.9% | 1.0% | 0.0% |
| Receptionists & Information Clerks | 10.0% | 90.0% | 0.0% | 0.0% |
| Maintenance & Repair Workers, General | 28.6% | 71.4% | 0.0% | 0.0% |
| Janitors & Cleaners | 77.8% | 22.2% | 0.0% | 0.0% |

Teacher Assistants (88.1%), and Personal & Home Care Aides (83.9%). Several occupations, such as Janitors & Cleaners (77.8%), General Office Clerks (37.5%), General Maintenance & Repair Workers (28.6%), and Healthcare Support Workers (including Phlebotomists and Dietary Aides; 22.7%) had a notable share of vacancies with no educational requirement at all.



Vacancies in several occupations required not only post-secondary education, but also job experience related to the open position. These included Medical & Health Services Managers, Medical Scientists, Clinical, Counseling & School Psychologists, Psychiatrists, Physician Assistants, Medical & Public Health Social Workers, and Speech-Language Pathologists. Preschool Teachers, Teacher Assistants, Occupational and Physical Therapists, Emergency Medical Technicians & Paramedics, Medical Transcriptionists, and Substance Abuse & Behavioral Disorder Counselors were other occupations in which all reported vacancies required experience related to the position. More than ninety percent of Medical Assistants (97.2%), Mental Health & Substance Abuse Social Workers (90.9%) vacancies also asked for experience related to the vacant position.



Several Health Care & Social Assistance occupations had a high concentration of vacancies requiring just general work experience, including Rehabilitation Counselors (66.7%), Mental Health Counselors (63.9%), Medical Records & Health Information Technicians (57.1%), and Medical Secretaries (39.1%). General work experience was also required for many office-support occupations, such as Receptionists & Information Clerks (70.0%), Office & Administrative Support Workers (66.7%), Executive Secretaries & Administrative Assistants (45.5%), and Bookkeeping, Accounting & Auditing Clerks (33.3%).

An estimated 92 percent of Registered Nurses vacancies required the new hire to have general work experience or experience related to the position. In contrast, just 64 percent of Licensed Practical & Vocational Nurses vacancies had the same requirements. More than one-third (36.5%) of LPN/LVN vacancies had no experience requirement at all. Other occupations with a high concentration of vacancies requiring no experience included Personal & Home Care Aides (42.1%), Nursing Aides, Orderlies & Attendants (29.4%), Healthcare Support Workers (22.7%), and Radiologic Technologists & Technicians (21.4%).

Job Vacancies by Selected Occupation and Experience Requirement

| <i>Occupational Title</i> | <i>No Experience Required</i> | <i>General Work Experience</i> | <i>Experience Related to Position</i> |
|---|-------------------------------|--------------------------------|---------------------------------------|
| Medical & Health Services Managers | 0.0% | 0.0% | 100.0% |
| Medical Scientists, Except Epidemiologists | 0.0% | 0.0% | 100.0% |
| Clinical, Counseling, & School Psychologists | 0.0% | 0.0% | 100.0% |
| Medical & Public Health Social Workers | 0.0% | 0.0% | 100.0% |
| Speech-Language Pathologists | 0.0% | 0.0% | 100.0% |
| Medical & Clinical Laboratory Technologists | 0.0% | 0.0% | 100.0% |
| Cardiovascular Technologists & Technicians | 0.0% | 0.0% | 100.0% |
| Emergency Medical Technicians & Paramedics | 0.0% | 0.0% | 100.0% |
| Physical Therapist Assistants | 0.0% | 0.0% | 100.0% |
| Medical Transcriptionists | 0.0% | 0.0% | 100.0% |
| Medical Assistants | 0.0% | 2.8% | 97.2% |
| Mental Health & Substance Abuse Social Workers | 0.0% | 9.1% | 90.9% |
| Registered Nurses | 7.5% | 6.9% | 85.5% |
| Social & Community Service Managers | 0.0% | 15.4% | 84.6% |
| Diagnostic Medical Sonographers | 15.4% | 0.0% | 84.6% |
| Psychiatric Aides | 16.7% | 0.0% | 83.3% |
| Radiologic Technologists & Technicians | 21.4% | 0.0% | 78.6% |
| Cooks, Institution & Cafeteria | 0.0% | 22.2% | 77.8% |
| Child, Family & School Social Workers | 10.8% | 13.5% | 75.7% |
| Social & Human Service Assistants | 0.0% | 26.3% | 73.7% |
| Respiratory Therapists | 18.2% | 18.2% | 63.6% |
| Medical Secretaries | 0.0% | 39.1% | 60.9% |
| Licensed Practical & Licensed Vocational Nurses | 36.5% | 2.9% | 60.6% |
| Healthcare Support Workers, All Other | 22.7% | 18.2% | 59.1% |
| Surgical Technologists | 50.0% | 0.0% | 50.0% |
| Nursing Aides, Orderlies & Attendants | 29.4% | 22.7% | 47.9% |
| Medical Records & Health Info. Technicians | 0.0% | 57.1% | 42.9% |
| Personal & Home Care Aides | 42.1% | 21.8% | 36.2% |
| Mental Health Counselors | 0.0% | 63.9% | 36.1% |
| Rehabilitation Counselors | 0.0% | 66.7% | 33.3% |
| Janitors & Cleaners | 77.8% | 22.2% | 0.0% |

Wages

Based upon available data, Physician Assistants (\$30.09) reported the highest median wage offered among the occupational vacancies measured. This was followed by Medical & Health Services Managers (\$27.70), Psychiatrists (\$24.04), Cardiovascular Technologists & Technicians (\$23.00), Physical Therapists (\$22.00), Diagnostic Medical Sonographers (\$21.41), and Registered Nurses (\$20.00). These wage levels are commensurate with the education required for these positions: approximately 92 percent of the vacancies in these seven occupations required a college education.

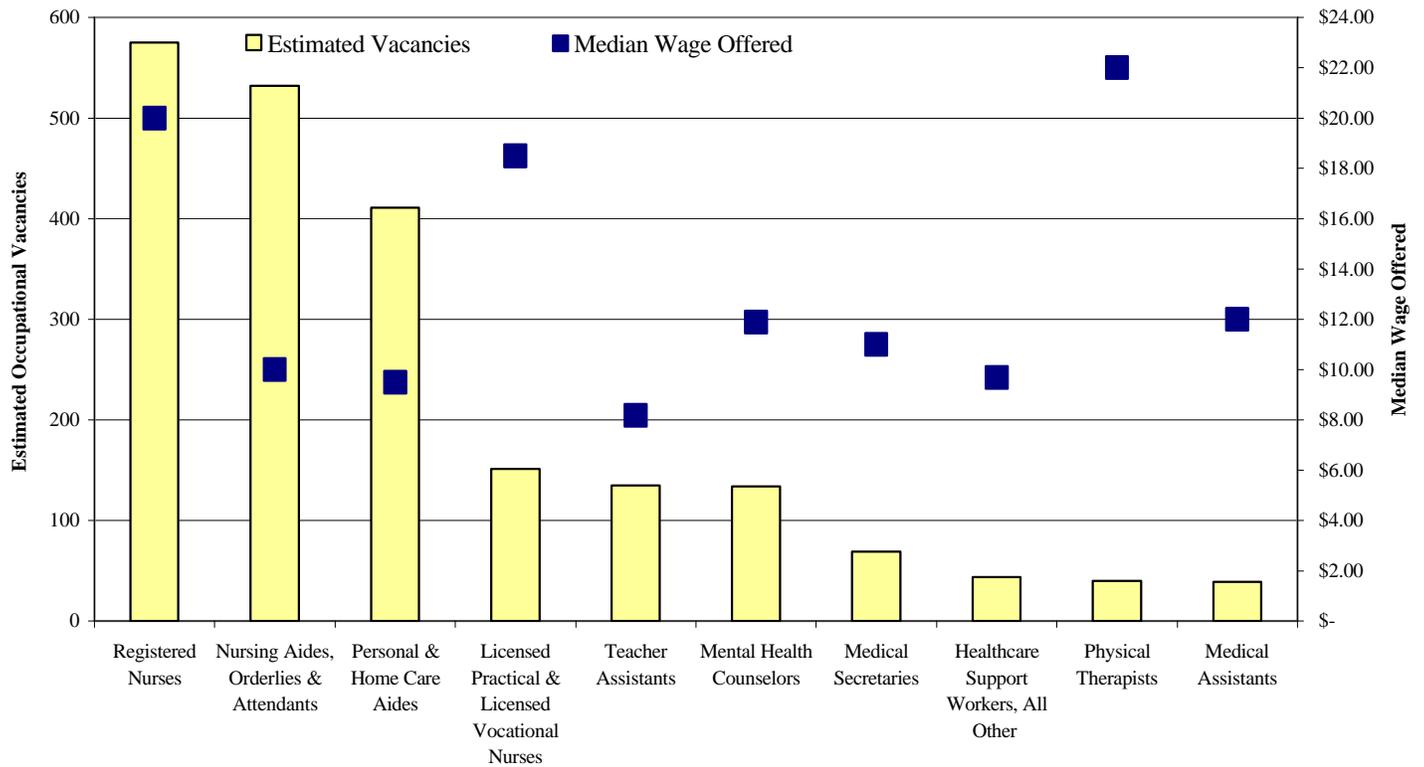
Nursing Aides, Orderlies & Attendants and Personal & Home Care Aides, two occupations with a significant number of estimated vacancies, reported median wages of \$10.00 and \$9.50, respectively. Job openings for Licensed Practical & Vocational Nurses paid a median wage of \$18.50, while Mental Health Counselors (\$11.89) vacancies offered a median wage closer to the industry sector average of \$11.00

As would be expected, the lowest median wages were measured in low-skilled occupations generally requiring a high school diploma or less. Occupational vacancies for Waiters & Waitresses (\$7.75), General Maintenance & Repair Workers (\$8.00), Office & Administrative Support Workers (\$8.00), Teacher Assistants (\$8.17), Receptionists & Information Clerks (\$8.25), Taxi Drivers & Chauffeurs (\$8.50), Recreation Workers (\$8.50), and Janitors & Cleaners (\$8.50) all reported median wages of \$8.50 or less. Just seven percent of these vacancies required a college education.

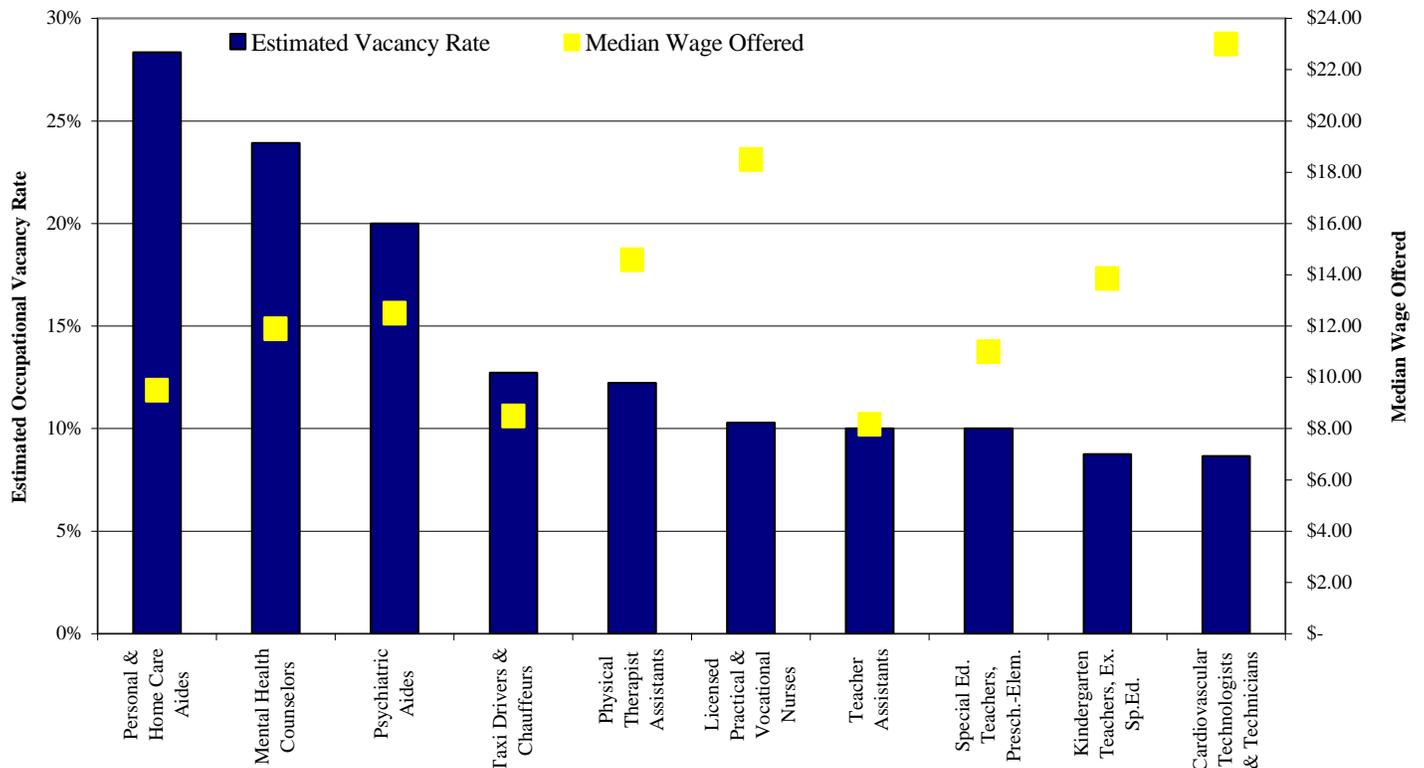
Median Wage Offered for Selected Occupational Vacancies

| <i>Occupational Title (sorted by wage)</i> | <i>Median Wage</i> |
|---|--------------------|
| Physician Assistants | \$ 30.09 |
| Medical & Health Services Managers | \$ 27.70 |
| Psychiatrists | \$ 24.04 |
| Cardiovascular Technologists & Technicians | \$ 23.00 |
| Physical Therapists | \$ 22.00 |
| Diagnostic Medical Sonographers | \$ 21.41 |
| Registered Nurses | \$ 20.00 |
| Occupational Therapists | \$ 19.74 |
| Medical & Clinical Laboratory Technologists | \$ 19.26 |
| Speech-Language Pathologists | \$ 19.23 |
| Health Technologists & Technicians, All Other | \$ 18.92 |
| Licensed Practical & Licensed Vocational Nurses | \$ 18.50 |
| Clinical, Counseling, & School Psychologists | \$ 16.83 |
| Preschool Teachers, Except Special Education | \$ 16.83 |
| Respiratory Therapists | \$ 16.63 |
| Radiologic Technologists & Technicians | \$ 16.00 |
| Mental Health & Substance Abuse Social Workers | \$ 15.32 |
| Medical & Public Health Social Workers | \$ 14.66 |
| Physical Therapist Assistants | \$ 14.59 |
| Surgical Technologists | \$ 14.50 |
| Social & Community Service Managers | \$ 13.94 |
| Kindergarten Teachers, Except Special Education | \$ 13.85 |
| Bookkeeping, Accounting, & Auditing Clerks | \$ 13.75 |
| Medical Transcriptionists | \$ 12.82 |
| Social & Human Service Assistants | \$ 12.80 |
| Psychiatric Aides | \$ 12.50 |
| Healthcare Practitioners & Technical Workers, All Other | \$ 12.00 |
| Medical Assistants | \$ 12.00 |
| Mental Health Counselors | \$ 11.89 |
| Special Ed. Teachers, Preschool, Kindergarten, & Elem. School | \$ 11.00 |
| Dental Assistants | \$ 11.00 |
| Medical Secretaries | \$ 11.00 |
| Child, Family & School Social Workers | \$ 10.82 |
| Security Guards | \$ 10.70 |
| Substance Abuse & Behavioral Disorder Counselors | \$ 10.25 |
| Emergency Medical Technicians & Paramedics | \$ 10.00 |
| Nursing Aides, Orderlies & Attendants | \$ 10.00 |
| Healthcare Support Workers, All Other | \$ 9.69 |
| Rehabilitation Counselors | \$ 9.62 |
| Vocational Education Teachers, Postsecondary | \$ 9.50 |
| Personal & Home Care Aides | \$ 9.50 |
| Medical Records and Health Information Technicians | \$ 9.13 |
| Residential Advisors | \$ 9.10 |
| Maids & Housekeeping Cleaners | \$ 8.75 |
| Office Clerks, General | \$ 8.65 |
| Janitors and Cleaners, Except Maids & Housekeeping Cleaners | \$ 8.50 |
| Recreation Workers | \$ 8.50 |
| Taxi Drivers & Chauffeurs | \$ 8.50 |
| Receptionists and Information Clerks | \$ 8.25 |
| Teacher Assistants | \$ 8.17 |
| Office & Administrative Support Workers, All Other | \$ 8.00 |
| Maintenance & Repair Workers, General | \$ 8.00 |
| Waiters & Waitresses | \$ 7.75 |

Median Wages Offered for Top 10 Occupations by Number of Estimated Vacancies



Median Wages Offered for Top 10 Occupations by Vacancy Rate



Benefits

A wide range of benefits levels were reported for occupational vacancies in Rhode Island's Health Care & Social Assistance industry sector. One hundred percent of the Medical Scientists, Medical & Public Health Social Workers, Surgical Technologists, Psychiatric Aides, and Special Education Teachers vacancies estimated offered the applicant all five benefits measured by this survey: health insurance, paid sick and vacation time, tuition reimbursement, and a retirement savings plan or pension.

Nearly nine out of ten Teacher Assistants vacancies provided health insurance, followed by Social & Human Service Assistants (86.8%), Physical Therapists (85.7%), Medical Secretaries (82.6%), and Registered Nurses (81.6%). Just sixty percent of Licensed Practical & Vocational Nurses vacancies and 59 percent of Emergency Medical Technicians & Paramedics openings offered health insurance. A much smaller share of Personal & Home Care Aides (23.5%) vacancies, mainly part-time positions, had health insurance.

As seen on the industry-level, paid sick leave and paid vacation time were generally offered in tandem. One hundred percent of the vacancies in twenty (out of the 59 measured for this report) occupations had both paid sick and vacation time. Nearly 95 percent of Teacher Assistants offered these benefits, followed by Physical Therapist Assistants (90.0%) and Social & Human Service Assistants (86.8%). Just under 87 percent of Registered Nurses vacancies had paid sick leave, while a slightly higher share (88.2%) offered paid vacation time. This differential widened somewhat for Licensed Practical & Vocational Nurses openings: 78.5 percent offered

paid sick leave, but 83.3 percent had paid vacation time. The occupations reporting the smallest share of vacancies with sick leave were General Maintenance & Repair Workers (22.2%), Emergency Medical Technicians & Paramedics (18.2%), Taxi Drivers & Chauffeurs (14.3%), and Recreation Workers (13.6%). For paid vacation, the list included Personal & Home Care Aides (40.3%), General Maintenance & Repair Workers (22.2%), and Recreation Workers (13.6%).

Most of the Medical & Health Services Managers (90.9%) vacancies measured offered the applicant a tuition reimbursement program, followed by Speech-Language Pathologists (87.5%) and Respiratory Therapists (84.6%). This benefit also came with three-quarters of Diagnostic Medical Sonographers (76.9%) and Radiologic Technologists & Technicians (76.5%) job openings. Six out of every ten Registered Nurses (61.3%) vacancies had tuition reimbursement, compared to just over one-third of Licensed Practical & Vocational Nurses (34.7%) openings.



All of the Speech-Language Pathologists, Respiratory Therapists, Mental Health Counselors, Physician Assistants, Cardiovascular Technologists & Technicians, and Physical Therapist Assistants vacancies measured offered access to a retirement savings plan or pension. A high percentage of Medical & Health Services Managers (90.9%), Physical Therapists (82.9%), and Registered Nurses (81.0%) vacancies also had a retirement package. However, this benefit was often absent from vacancies in low-skilled occupations. Only a small share of Personal & Home Care Aides (26.0%), General Maintenance & Repair Workers (22.2%), Institution & Cafeteria Cooks (18.2%), Teacher Assistants (17.0%), Taxi Drivers & Chauffeurs (14.3%), and Recreation Workers (13.6%) vacancies had a retirement savings plan or pension.

The lowest overall level of benefits was generally reported in low-skilled occupations that are predominately part-time in nature. No benefits were offered with any of the Waiters & Waitresses vacancies measured, followed by Recreation Workers (86.4%), General Maintenance & Repair Workers (77.8%), and Personal & Home Care Aides (58.2%).

Job Vacancies by Selected Occupation and Benefits Offered

| <i>Occupational Title</i> | <i>Health Insurance</i> | <i>Paid Sick Leave</i> | <i>Paid Vacation</i> | <i>Tuition Reimburse.</i> | <i>Retirement Svgs. Plan/ Pension</i> | <i>No Benefits Offered</i> |
|--|-------------------------|------------------------|----------------------|---------------------------|---------------------------------------|----------------------------|
| Cardiovascular Technologists & Technicians | 100.0% | 100.0% | 100.0% | 53.8% | 100.0% | 0.0% |
| Child, Family & School Social Workers | 63.9% | 66.7% | 66.7% | 33.3% | 52.8% | 33.3% |
| Clinical, Counseling, & School Psychologists | 100.0% | 83.3% | 83.3% | 16.7% | 100.0% | 0.0% |
| Dental Assistants | 60.0% | 60.0% | 60.0% | 0.0% | 60.0% | 40.0% |
| Diagnostic Medical Sonographers | 76.9% | 76.9% | 76.9% | 76.9% | 76.9% | 23.1% |
| Emergency Medical Technicians & Paramedics | 59.1% | 18.2% | 59.1% | 0.0% | 40.9% | 40.9% |
| Healthcare Support Workers, All Other | 68.2% | 68.2% | 68.2% | 56.8% | 56.8% | 31.8% |
| Janitors & Cleaners | 77.8% | 77.8% | 77.8% | 77.8% | 77.8% | 22.2% |
| Licensed Practical & Licensed Vocational Nurses | 60.4% | 78.5% | 83.3% | 34.7% | 55.6% | 16.0% |
| Medical & Clinical Laboratory Technologists | 64.3% | 64.3% | 64.3% | 64.3% | 64.3% | 35.7% |
| Medical & Health Services Managers | 100.0% | 100.0% | 100.0% | 90.9% | 90.9% | 0.0% |
| Medical & Public Health Social Workers | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 0.0% |
| Medical Assistants | 69.2% | 79.5% | 79.5% | 35.9% | 69.2% | 20.5% |
| Medical Records & Health Information Technicians | 71.4% | 71.4% | 71.4% | 28.6% | 71.4% | 28.6% |
| Medical Scientists, Except Epidemiologists | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 0.0% |
| Medical Secretaries | 82.6% | 82.6% | 82.6% | 52.2% | 82.6% | 17.4% |
| Medical Transcriptionists | 50.0% | 50.0% | 50.0% | 0.0% | 50.0% | 50.0% |
| Mental Health & Substance Abuse Social Workers | 77.8% | 77.8% | 77.8% | 55.6% | 77.8% | 22.2% |
| Mental Health Counselors | 100.0% | 100.0% | 100.0% | 72.4% | 100.0% | 0.0% |
| Nursing Aides, Orderlies & Attendants | 51.1% | 59.4% | 69.1% | 31.8% | 49.7% | 30.9% |
| Occupational Therapists | 75.0% | 75.0% | 75.0% | 25.0% | 75.0% | 25.0% |
| Personal & Home Care Aides | 23.5% | 25.5% | 40.3% | 11.5% | 26.0% | 58.2% |
| Physical Therapist Assistants | 100.0% | 90.0% | 90.0% | 25.0% | 100.0% | 0.0% |
| Physical Therapists | 85.7% | 71.4% | 85.7% | 48.6% | 82.9% | 14.3% |
| Physician Assistants | 100.0% | 100.0% | 100.0% | 55.6% | 100.0% | 0.0% |
| Preschool Teachers, Except Special Ed. | 100.0% | 100.0% | 100.0% | 0.0% | 0.0% | 0.0% |
| Psychiatric Aides | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 0.0% |
| Psychiatrists | 71.4% | 42.9% | 42.9% | 0.0% | 71.4% | 28.6% |
| Radiologic Technologists & Technicians | 76.5% | 76.5% | 76.5% | 76.5% | 76.5% | 23.5% |
| Recreation Workers | 13.6% | 13.6% | 13.6% | 0.0% | 13.6% | 86.4% |
| Registered Nurses | 81.6% | 86.7% | 88.2% | 61.3% | 81.0% | 10.5% |
| Rehabilitation Counselors | 66.7% | 66.7% | 100.0% | 0.0% | 66.7% | 0.0% |
| Respiratory Therapists | 100.0% | 100.0% | 100.0% | 84.6% | 100.0% | 0.0% |
| Security Guards | 71.4% | 71.4% | 71.4% | 71.4% | 71.4% | 28.6% |
| Social & Community Service Managers | 100.0% | 100.0% | 100.0% | 28.6% | 64.3% | 0.0% |
| Social & Human Service Assistants | 86.8% | 86.8% | 86.8% | 44.7% | 81.6% | 13.2% |
| Speech-Language Pathologists | 100.0% | 100.0% | 100.0% | 87.5% | 100.0% | 0.0% |
| Substance Abuse & Behavioral Disorder Counselors | 100.0% | 65.4% | 65.4% | 0.0% | 100.0% | 0.0% |
| Surgical Technologists | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 0.0% |
| Teacher Assistants | 89.6% | 94.8% | 94.8% | 17.0% | 17.0% | 5.2% |

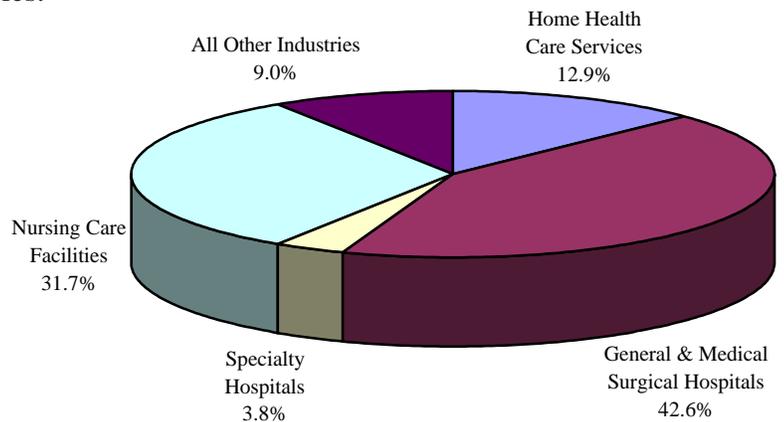
Section IV

Job Vacancy Data by Industry and Occupation

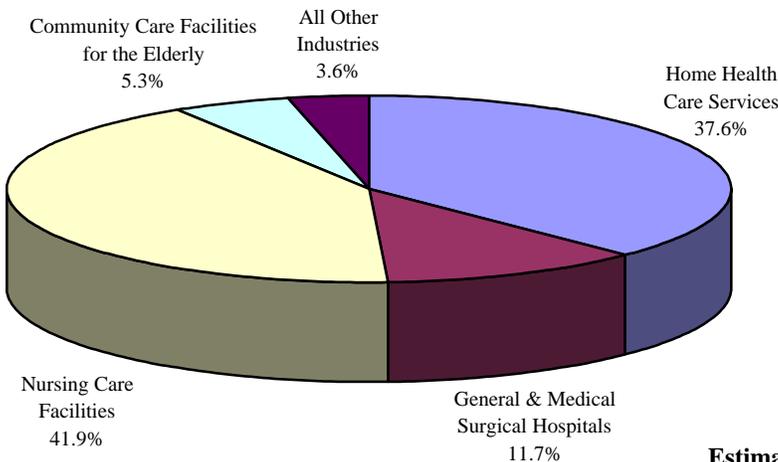
Which industry had the most Registered Nurses vacancies? Did Home Health Care Services have a higher concentration of Nursing Aides vacancies than General Medical & Surgical Hospitals? What occupations were in demand by Nursing Care Facilities? Job vacancy surveys can help answer these questions by detailing where occupational openings occurred throughout the Health Care & Social Assistance industry sector. This section provides a brief summary of job vacancy data by industry and occupation for several types of jobs and industries.

Among the 575 Registered Nurses openings estimated, approximately 43 percent were in General Medical & Surgical Hospitals. An additional 32 percent of occupational vacancies were reported in Nursing Care Facilities, followed by Home Health Care Services (12.9%) and Specialty Hospitals (3.8%). All other Health Care & Social Assistance industries combined to report the remaining nine percent of RN vacancies.

Estimated Registered Nurses Vacancies by Industry



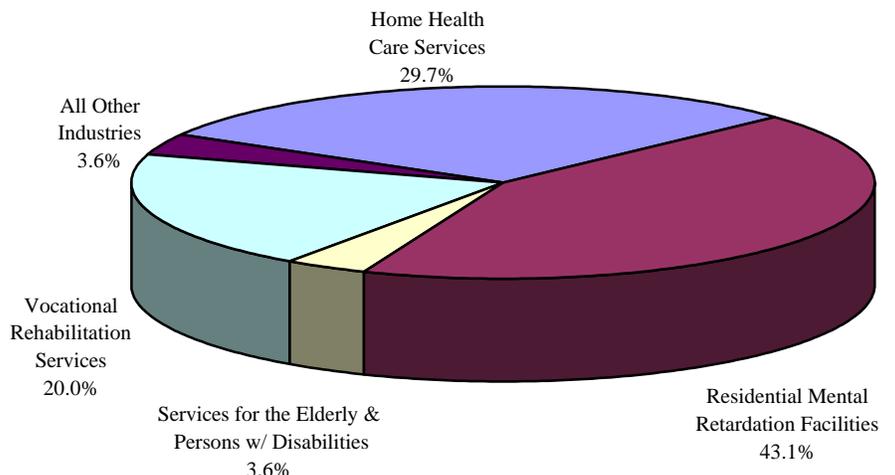
Estimated Nursing Aides, Orderlies & Attendants Vacancies by Industry



Of the 532 Nursing Aides, Orderlies & Attendants openings estimated during the survey period, nearly 42 percent were in Nursing Care Facilities. This was followed by Home Health Care Services (37.6%), General Medical & Surgical Hospitals (11.7%), and Community Care Facilities for the Elderly (5.3%).

With an occupational vacancy rate of 28.3 percent and more than four hundred estimated openings, Personal & Home Care Aides was one of the most in-demand occupations during the survey period. This occupation includes homemakers, companions, caregivers, and direct support staff. Over forty percent of these vacancies were in Residential & Mental Retardation Facilities, followed by Home Health Care Services (29.7%) and Vocational Rehabilitation Services (20.0%).

Estimated Personal & Home Care Aides Vacancies by Industry

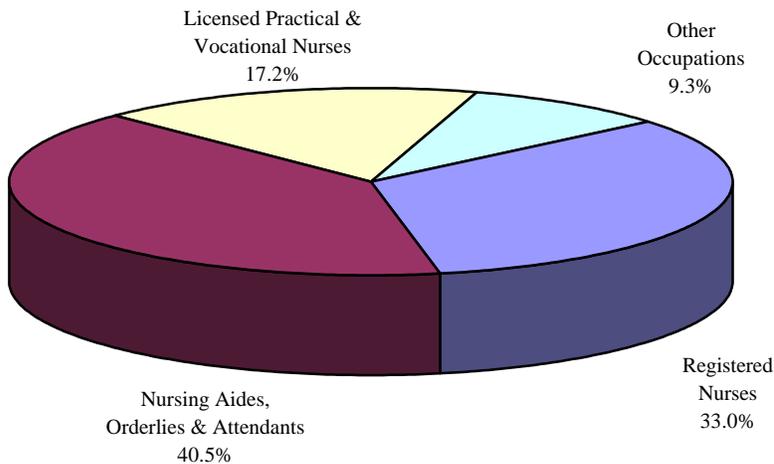


Consistent with its position as Health Care & Social Assistance’s largest industry, General Medical & Surgical Hospitals had the most estimated vacancies (658) during the survey period. These openings were in a diverse set of occupations, ranging from Physician Assistants and Nuclear Medicine Technologists to Switchboard Operators, Plumbers, Pipefitters & Steamfitters, Security Guards, Interpreters & Translators, and Billing Clerks. Well over a third (37.2%) of industry vacancies were for Registered Nurses and just under ten percent (9.4%) were for Nursing Aides, Orderlies & Attendants. Healthcare Support Workers, which includes Phlebotomists and Dietary Aides, accounted for 4.7 percent of estimated job openings in General Medical & Surgical Hospitals, followed by Medical Secretaries (4.0%), Interviewers (3.3%), Radiologic Technologists & Technicians (3.2%), Medical & Health Services Managers (2.6%), Medical Scientists (2.3%), Medical & Clinical Laboratory Technologists (2.1%), and Respiratory Therapists (2.0%).

**Estimated General Medical & Surgical Hospitals
Vacancies by Selected Occupation**

| | |
|---|-------|
| Registered Nurses | 37.2% |
| Nursing Aides, Orderlies & Attendants | 9.4% |
| Healthcare Support Workers, All Other | 4.7% |
| Medical Secretaries | 4.0% |
| Interviewers, Except Eligibility & Loan | 3.3% |
| Radiologic Technologists & Technicians | 3.2% |
| Medical & Health Services Managers | 2.6% |
| Medical Scientists, Except Epidemiologists | 2.3% |
| Medical & Clinical Laboratory Technologists | 2.1% |
| Respiratory Therapists | 2.0% |
| Licensed Practical & Vocational Nurses | 1.7% |
| Physical Therapists | 1.4% |
| Diagnostic Medical Sonographers | 1.4% |
| Receptionists & Information Clerks | 1.4% |
| Cardiovascular Technologists & Technicians | 1.1% |
| Surgical Technologists | 1.1% |
| Physical Therapist Assistants | 1.1% |
| Security Guards | 1.1% |
| Janitors & Cleaners | 1.1% |
| Physician Assistants | 0.8% |
| Medical Assistants | 0.8% |
| Occupational Therapists | 0.6% |
| Nuclear Medicine Technologists | 0.6% |

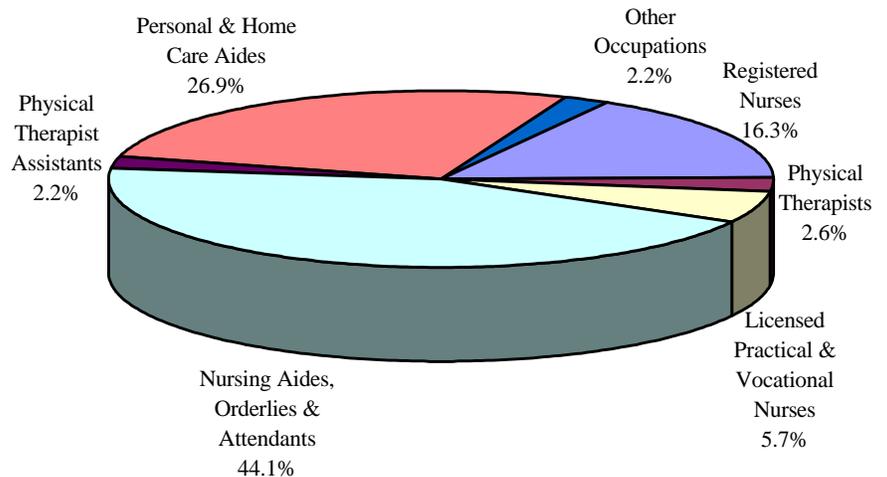
Estimated Nursing Care Facilities Vacancies by Occupation



Of the 551 vacancies estimated for Nursing Care Facilities, 40.5 percent were Nursing Aides, Orderlies & Attendants openings, which includes Certified Nursing Assistants (CNA). Registered Nurses positions comprised nearly one-third (33.0%) of industry vacancies, while an additional 17.2 percent were for Licensed Practical & Vocational Nurses.

Of the Home Health Care Services’ 454 estimated job openings, 44 percent were for Nursing Aides, Orderlies & Attendants, followed by Personal & Home Care Aides (26.9%), Registered Nurses (16.3%), and Licensed Practical & Vocational Nurses (5.7%). Physical Therapists (2.6%) and their Assistants (2.2%) combined to account for less than five percent of industry vacancies.

Estimated Home Health Care Services Vacancies by Occupation



Survey Methodology

The Rhode Island Job Vacancy Survey produces point-in-time estimates: employers were asked to provide information on current job vacancies at the time of survey completion, including job titles, number of job vacancies, educational and experience requirements, wages and benefits, and the length of time vacancies had been open. It is important to note that this survey provides *estimates* for the demand of workers during the survey period - exact counts of all job vacancies in the labor market cannot be known with certainty. Job vacancy statistics should be used in conjunction with other labor market information to gain a more complete understanding of the state's labor force conditions.

The information in this report was derived from a survey of 713 private-sector Health Care & Social Assistance establishments throughout the Ocean State. Sample units were randomly selected from the state's Quarterly Census of Employment and Wages (ES-202) database and stratified by five-digit industry and by size class. Survey responses were collected for a five-week period beginning in May 2004. Each sample unit was mailed a letter explaining the purpose of the job vacancy survey, a brief survey form, and a postage-paid envelope for its return. Respondents could also report their results using fax, phone, or e-mail. Overall, usable survey data was collected from 63.7 percent of the sample. To account for non-respondents and out-of-scope or out-of-business sample units, sample units were re-weighted to more accurately reflect the entire industry sector. Data on job vacancy characteristics (i.e. duration, benefits, etc.) are based upon usable responses and do not account for item non-response.



Occupational vacancy rates are based upon total estimated employment figures provided by LMI's Occupational Employment Statistics (OES) program (November 2003). This data accounts for the Health Care & Social Assistance industry sector only - related occupational vacancies in other sectors of the economy are not accounted for by this study. Vacancy characteristics data on the occupational level is only included for those occupations with five or more openings. For more information on OES statistics, please visit: www.dlt.ri.gov/lmi/oes.htm.

Data included within this report is subject to revision and may not be additive due to rounding and excluded data. Detailed industry data for Family Planning Centers (62141), Psychiatric & Substance Abuse Hospitals (62221), and Emergency & Other Relief Services (62423) is marked with an * and has not been released due to disclosure standards. No company-specific information collected during this survey has or will be released to the public.

For more information on the Rhode Island Job Vacancy Survey, including a list of Frequently Asked Questions, please visit our website at: www.dlt.ri.gov/lmi/jvs.htm.

Acknowledgments

The Labor Market Information unit would like to thank all of the Health Care & Social Assistance employers who assisted us by completing their 2004 Rhode Island Job Vacancy Survey. This project would not have been possible without their cooperation.



We also extend our deepest thanks to Jeff Willingham of the Bureau of Labor Statistics, as well as Rachel Hillman and the Minnesota Department of Economic Security for their hard work in developing and supporting this survey project.

We appreciate the cooperation received by both the Hospital Association of Rhode Island (HARI) and the Rhode Island Health Care Association (RIHCA), who helped raise awareness of this survey among their members.

Rhode Island Department of Labor and Training
Labor Market Information

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RI Job Vacancy Survey - Health Care & Social Assistance, 2004

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August 2004