

## Rhode Island Job Vacancy Survey, Spring 2004

# Summary Results from the Health Care & Social Assistance Job Vacancy Survey

The Health Care & Social Assistance industry sector is one of the fastest growing segments of the Ocean State economy. 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) of private sector employers in Spring 2004. 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, job vacancy data can provide a good indicator of labor market tightness, labor force shortages, and the overall health of the labor market.

In Spring 2004, an estimated 2,894 job vacancies existed within the state'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 of the reported vacancies were part-time jobs. Employers were also asked to note the length of time the job had been left unfilled. An estimated 38.6 percent of the estimated 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. 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.

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. 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.

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 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.

### Health Care & Social Assistance

#### *Job Vacancy Data Summary*

<b>Number of Job Vacancies</b>	<b>2,894</b>
<b>Job Vacancy Rate</b>	<b>4.1%</b>
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%

*A Product of the*

**Labor Market Information Unit**

**Rhode Island Department of Labor and Training**

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## Job Vacancy Characteristics by Industry

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.

### 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>
<b>Health Care &amp; Social Assistance Total</b>	<b>2,894</b>	<b>4.1%</b>	<b>69,897</b>
Home Health Care Services	454	<b>14.8%</b>	3,064
Residential Mental Retardation Facilities	198	<b>8.1%</b>	2,446
Offices of Mental Health Practitioners	11	<b>8.0%</b>	138
Outpatient Mental Health & Substance Abuse Ctrs.	130	<b>7.1%</b>	1,835
Ambulance Services	34	<b>7.0%</b>	486
Other Residential Care Facilities	75	<b>5.9%</b>	1,270
Child Day Care Services	163	<b>5.3%</b>	3,085
Nursing Care Facilities	551	<b>5.3%</b>	10,473
Services for the Elderly & Persons with Disabilities	34	<b>5.0%</b>	679
Other Individual & Family Services	74	<b>4.6%</b>	1,616
Vocational Rehabilitation Services	138	<b>4.4%</b>	3,126
General Medical & Surgical Hospitals	658	<b>3.8%</b>	17,201
Residential Mental Health & Substance Abuse Facil.	47	<b>3.4%</b>	1,377
Community Care Facilities for the Elderly	68	<b>3.4%</b>	2,005
Offices of Phys., Occupat., & Speech Therapists	25	<b>3.3%</b>	758
All Other Ambulatory Health Care Services	9	<b>2.2%</b>	403
Offices of All Other Health Practitioners	6	<b>1.9%</b>	318
Community Housing Services	7	<b>1.5%</b>	452
Offices of Physicians	119	<b>1.5%</b>	7,885
Specialty Hospitals	34	<b>0.9%</b>	3,668
Medical & Diagnostic Laboratories	7	<b>0.8%</b>	901
Community Food Services	1	<b>0.7%</b>	143
Child & Youth Services	3	<b>0.5%</b>	663
Other Outpatient Care Centers	1	<b>0.1%</b>	720
Offices of Dentists	3	<b>0.1%</b>	2,835
Offices of Chiropractors	0	<b>0.0%</b>	349
Offices of Optometrists	0	<b>0.0%</b>	472
Emergency & Other Relief Services	*	*	*
Family Planning Centers	*	*	*
Psychiatric & Substance Abuse Hospitals	*	*	*

### *Looking for more JVS information?*

A full range of job vacancy data and analysis, including detailed statistics on part-time/full-time status, vacancy duration, educational and experience requirements and wages and benefits levels on the industry and occupational levels, is available on LMI's Job Vacancy Survey website.

Visit [www.dlt.ri.gov/lmi/jvs.htm](http://www.dlt.ri.gov/lmi/jvs.htm) and download our 36-page booklet (Adobe PDF format) for the complete results of the Health Care & Social Assistance Job Vacancy Survey!

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, 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.

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## Job Vacancy Characteristics 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. 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.

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

<i>Occupational Title (sorted by total vacancies)</i>	<i>Estimated Occupational Vacancies</i>	<i>Estimated Occupational Employment</i>	<i>Occupational Vacancy Rate</i>
Registered Nurses	575	9,430	6.1%
Nursing Aides, Orderlies, & Attendants	532	6,810	7.8%
Personal & Home Care Aides	411	1,450	28.3%
Licensed Practical & Licensed Vocational Nurses	151	1,470	10.3%
Teacher Assistants	135	1,350	10.0%
Mental Health Counselors	134	560	23.9%
Medical Secretaries	69	2,560	2.7%
Healthcare Support Workers, All Other	44	550	8.0%
Physical Therapists	40	640	6.3%
Medical Assistants	39	1,640	2.4%
Child, Family, & School Social Workers	37	940	3.9%
Substance Abuse & Behavioral Disorder Counselors	26	410	6.3%
Radiologic Technologists & Technicians	24	920	2.6%
Physical Therapist Assistants	22	180	12.2%
Recreation Workers	22	310	7.1%
Emergency Medical Technicians & Paramedics	22	400	5.5%
Medical & Health Services Managers	22	820	2.7%
Medical Scientists, Except Epidemiologists	18	430	4.2%
Taxi Drivers & Chauffeurs	14	110	12.7%
Social and Community Service Managers	14	320	4.4%
Medical & Clinical Laboratory Technologists	14	630	2.2%
Cardiovascular Technologists & Technicians	13	150	8.7%
Diagnostic Medical Sonographers	13	230	5.7%
Respiratory Therapists	13	240	5.4%
Psychiatric Aides	12	60	20.0%
Clinical, Counseling, & School Psychologists	12	400	3.0%

The survey also estimated 69 Medical Secretary openings and 44 Healthcare Support Workers vacancies (including Dietary Aides and Phlebotomists), followed by Physical Therapists (40), Medical Assistants (39), Social & Human Services Assistants (38), and Child, Family & School Social Workers (37). A small number of vacancies were measured in numerous other occupations, including Dental Assistants, Pharmacists, Office Clerks, Dishwashers, Medical Transcriptionists, Occupational Therapists, Medical Equipment Repairers, Janitors & Cleaners, and Speech-Language Pathologists. This list attests to the high-level of occupational diversity found within the Health Care & Social Assistance industry sector.

Occupational vacancy rates 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 & 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%).

**A special word of thanks is extended to those employers who participated in the Rhode Island Job Vacancy Survey (JVS)!**

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.

Data included within this report is subject to revision and may not be additive due to rounding and excluded data. Data marked with an \* 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 regarding survey methodology, please read our full report at [www.dlt.ri.gov/lmi/jvs.htm](http://www.dlt.ri.gov/lmi/jvs.htm).

If you have questions regarding this survey, or would like to request a hard copy of the full report, please contact Nick Ucci at (401) 462-8429 or [nucci@dlt.state.ri.us](mailto:nucci@dlt.state.ri.us).

## Benefits Offered with Occupational Vacancies

The Rhode Island Job Vacancy Survey also produced a wealth of data on vacancy characteristics, including benefits offered with vacant positions. 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 60 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.

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 (wheelchair van drivers, etc.; 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%
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%
Licensed Practical & 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 Secretaries	82.6%	82.6%	82.6%	52.2%	82.6%	17.4%
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 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%
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%
Speech-Language Pathologists	100.0%	100.0%	100.0%	87.5%	100.0%	0.0%
Teacher Assistants	89.6%	94.8%	94.8%	17.0%	17.0%	5.2%

### *For more Rhode Island Labor Market Information...*



At LMI, our mission is to conduct economic research and analysis that promotes a better understanding of the Rhode Island economy. Our data, including a variety of publications, are available on-line at: [www.dlt.ri.gov/lmi](http://www.dlt.ri.gov/lmi). If you have any questions or would like further information regarding Rhode Island's labor market conditions, please contact us at (401) 462-8740. We look forward to hearing from you!

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