

Jobs Requiring On-The-Job Training

Rhode Island's Outlook for 2018

As the state recovers from recession related losses, employment in Rhode Island is projected to increase by nearly 40,000 jobs or 7.8 percent, over the 2008 - 2018 period.

Employment in Rhode Island is projected to grow at all education and skill levels, from jobs requiring on-the-job training to those requiring advanced degrees. During the projection period, it is estimated that employers will need to find workers to fill over 162,000 job openings. Job openings result from the need to replace workers who leave an occupation and from the need to fill vacancies created by business expansion. Nearly 30 percent of the projected job openings are attributed to the economic growth that is expected to occur during the projection period. The remaining job openings are due to replacement needs resulting from employee turnover. It is important to note that while the number of workers needed for various occupations is projected to decline during the period, there is still a demand for workers in many of these occupations due to the need to replace workers who leave their jobs. This is especially true in many clerical positions and in production occupations typically found in the manufacturing sector.

Sixty two percent of the job openings that are expected during the ten-year projection period are likely to occur among jobs requiring on-the-job training. Job openings requiring short-term on-the-job training are projected to grow at a slightly lower than average rate (6.6%) and will account for 41 percent of the expected job openings estimated for the projection period. Workers in this group generally achieve average job performance after a short demonstration or up to one month of on-the-job training or instruction. The median hourly wage for workers in this group was \$11.45. Median hourly wages range from \$25.80 for Postal Service Mail Carriers to jobs paying less than \$8.75 per hour—Dining Room and Cafeteria

Attendants, and Bartender Helpers; Food Preparation and Serving Workers, and Waitstaff.

Many of the jobs in the short-term on-the job training group generally attract a higher proportion of young and part-time workers and have high turnover rates. However, they also provide opportunities for individuals who do not have or do not wish to pursue a formal education. Occupations found in Retail Trade, Food Services and Health Care have the added advantage of non-traditional work schedules, a benefit for those in schools or with childcare issues. In addition, wages for Waiters/Waitresses, Bartenders and Dining Room Attendants (Bus Persons) are heavily influenced by gratuities and vary greatly by type of restaurant.

The moderate-term on-the-job training category includes occupations in which workers can develop the necessary job skills needed after one to twelve months of combined on-the-job experience and informal training. The average median hourly wage for occupations in this group was \$16.82. Median hourly wages range from \$28.35 earned by Operating Engineers & Other Construction Equipment Operators to a low of \$10.18 for Tax Preparers.

Included in the long-term on-the-job training group are occupations that require more than twelve months of on-the-job training or instruction, apprenticeship programs or employer sponsored training. The average median hourly wage for occupations in this group was \$20.30. Median hourly wages range from a high of \$30.62 for Telecommunications Line Installers and Repairers to a low of \$11.00 for Textile Knitting & Weaving Machine Operators & Tenders.

Employment in Jobs Requiring On-The-Job Training

	2008 Estimated Employment	2018 Projected Employment	Annual Openings due to Growth	Replacement	Total Annual Openings
Total, All Occupations*	509,532	549,206	4,772	11,466	16,238
Employment in Jobs Requiring On-the-Job Training	304,216	321,880	2,481	7,591	10,072
Short-term on-the-job training	180,476	192,367	1,551	5,180	6,731
Moderate-term on-the-job training	88,975	93,147	716	1,620	2,336
Long-term on-the-job training	34,765	36,366	214	791	1,005

* Includes wage and salary workers, self-employed, unpaid family members, agricultural, and private household

Jobs Requiring Short-Term On-The-Job Training

Occupational Title	Employment		Annual Openings			Median Wage
	2008	2018	Growth	Replacement	Total	
Retail Salespersons	15,566	17,625	206	479	685	\$10.38
Waiters and Waitresses	10,174	10,930	76	553	629	\$8.23
Cashiers	11,059	11,165	11	526	537	\$8.82
Counter Attendants, Cafeteria, & Coffee Shop	5,298	5,698	40	368	408	\$8.81
Child Care Workers	6,530	7,675	115	188	303	\$10.32
Combined Food Preparation & Serving Workers, Including Fast Food	8,475	9,805	133	161	294	\$8.71
Office Clerks, General	8,922	9,674	75	164	239	\$13.24
Home Health Aides	5,582	7,304	172	50	222	\$11.98
Janitors & Cleaners	7,788	8,462	67	149	216	\$12.03
Food Preparation Workers	3,980	4,526	55	138	193	\$9.97
Receptionists and Information Clerks	5,177	5,777	60	127	187	\$12.72
Laborers & Freight, Stock, & Material Movers, Hand	5,324	5,180	0	170	170	\$13.00
Stock Clerks & Order Fillers	5,958	5,498	0	141	141	\$10.29
Maids and Housekeeping Cleaners	4,081	4,629	55	77	132	\$10.91
Bartenders	2,997	3,193	20	109	129	\$8.86
Landscaping & Groundskeeping Workers	4,562	5,146	58	60	118	\$12.83
Teacher Assistants	4,670	5,070	40	76	116	\$30.310
Hosts & Hostesses, Restaurant & Coffee Shop	1,445	1,552	11	99	110	\$9.50
Dishwashers	2,180	2,349	17	89	106	\$9.18
Tellers	1,857	2,107	25	81	106	\$12.57
Security Guards	3,078	3,372	29	63	92	\$11.50
Truck Drivers, Light or Delivery Services	3,571	3,770	20	63	83	\$14.53
Personal & Home Care Aides	1,343	1,915	57	23	80	\$10.60
Dining Room Attendants & Bartender Helpers	1,539	1,659	12	64	76	\$8.73
Shipping, Receiving, & Traffic Clerks	2,766	2,634	0	66	66	\$14.36
Counter & Rental Clerks	1,350	1,467	12	52	64	\$10.35
Helpers--Production Workers	2,183	1,974	0	54	54	\$9.34
Recreation Workers	1,916	2,006	9	36	45	\$10.66
Postal Service Mail Carriers	1,383	1,295	0	41	41	\$25.80
Packers and Packagers, Hand	3,108	2,513	0	38	38	\$9.15
Cleaners of Vehicles & Equipment	733	792	6	28	34	\$9.88
Cooks, Fast Food	940	998	6	26	32	\$9.05
Bill and Account Collectors	1,048	1,198	15	16	31	\$15.76
Hotel, Motel, & Resort Desk Clerks	618	678	6	25	31	\$10.42
Cooks, Short Order	1,044	1,053	1	28	29	\$9.15
Door-To-Door Sales Workers & Workers	1,631	1,704	7	22	29	\$8.95
Driver/Sales Workers	1,394	1,300	0	25	25	\$11.65

These occupations require a short demonstration or up to one month of on-the-job training or instruction.

Jobs Requiring Moderate On-The-Job Training

Occupational Title	Employment		Annual Openings			Median Wage
	2008	2018	Growth	Replacement	Total	
Customer Service Representatives	8,410	10,066	166	234	400	\$14.90
Bookkeeping, Accounting, & Auditing Clerks	7,638	8,363	73	120	193	\$17.22
Social & Human Service Assistants	2,739	3,573	83	32	115	\$13.22
Secretaries, Except Legal, Medical, & Executive	6,796	6,659	0	108	108	\$16.70
Truck Drivers, Heavy & Tractor-Trailer	3,739	4,044	31	66	97	\$19.43
Team Assemblers	4,356	4,173	0	91	91	\$10.46
Pharmacy Technicians	1,356	1,825	47	41	88	\$14.23
Medical Secretaries	2,994	3,299	31	48	79	\$16.55
Medical Assistants	1,700	2,148	45	21	66	\$14.87
Construction Laborers	2,432	2,695	26	18	44	\$20.02
Correctional Officers & Jailers	1,069	1,256	19	24	43	\$24.43
Painters, Construction & Maintenance	1,569	1,709	14	28	42	\$17.76
Dental Assistants	1,048	1,256	21	18	39	\$16.82
Cooks, Institution & Cafeteria	1,048	1,151	10	28	38	\$15.30
Maintenance & Repair Workers, General	3,978	4,225	25	10	35	\$17.79
Laundry & Dry-Cleaning Workers	1,230	1,289	6	28	34	\$10.47
Billing & Posting Clerks & Machine Operators	2,610	2,599	0	33	33	\$14.77
Bus Drivers, School	1,411	1,549	14	19	33	\$14.97
Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic	1,188	879	0	29	29	\$11.01
Payroll & Timekeeping Clerks	790	825	4	20	24	\$18.25
Production, Planning, & Expediting Clerks	873	841	0	24	24	\$21.25
Data Entry Keyers	916	849	0	23	23	\$14.28
Inspectors, Testers, Samplers, & Weighers	1,398	1,185	0	21	21	\$14.16
Roofers	506	581	8	12	20	\$17.02
Operating Engineers & Other Construction Equipment Operators	594	653	6	12	18	\$28.35
Dispatchers, Except Police, Fire, & Ambulance	666	654	0	17	17	\$14.82
Insurance Claims & Policy Processing Clerks	1,430	1,375	0	17	17	\$17.77
Printing Machine Operators	754	637	0	17	17	\$16.78
Merchandise Displayers & Window Trimmers	418	469	5	11	16	\$17.64
Word Processors & Typists	823	715	0	16	16	\$17.69
Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	572	480	0	16	16	\$16.34
Tour Guides & Escorts	330	351	2	13	15	\$11.28
Advertising Sales Agents	453	510	6	8	14	\$21.04
Cargo & Freight Agents	368	406	4	10	14	\$16.41
Excavating & Loading Machine Operators	492	544	5	8	13	\$20.94
Demonstrators & Product Promoters	251	302	5	7	12	\$16.28
Cement Masons & Concrete Finishers	307	326	2	9	11	\$19.89
Structural Metal Fabricators & Fitters	470	495	3	8	11	\$20.92

These occupations require one to twelve months of combined on-the-job experience and informal training.

Jobs Requiring Long-Term On-The-Job Training

Occupational Title	Employment		Annual Openings			Median Wage
	2008	2018	Growth	Replacement	Total	
Cooks, Restaurant	3,399	3,672	27	92	119	\$11.88
Carpenters	4,706	5,194	49	64	113	\$20.42
Electricians	2,102	2,275	17	54	71	\$25.31
Plumbers, Pipefitters, & Steamfitters	2,043	2,265	22	42	64	\$25.26
Fire Fighters	1,539	1,539	0	56	56	\$24.20
Police & Sheriff's Patrol Officers	2,010	2,029	2	54	56	\$25.16
Coaches & Scouts	1,073	1,202	13	28	41	\$33,090
Automotive Body & Related Repairers	998	1,039	4	24	28	\$18.41
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	1,159	1,230	7	20	27	\$23.09
Bakers	734	833	10	16	26	\$12.74
Claims Adjusters, Examiners, & Investigators	786	833	5	20	25	\$24.91
Cabinetmakers & Bench Carpenters	669	697	3	20	23	\$16.40
Purchasing Agents (Except Wholesale, Retail, & Farm Products)	966	957	0	21	21	\$28.62
Machinists	1,379	1,271	0	21	21	\$20.17
Sheet Metal Workers	618	668	5	15	20	\$21.76
Brickmasons & Blockmasons	560	619	6	12	18	\$22.22
Telecommunications Line Installers & Repairers	699	624	0	18	18	\$30.62
Photographers	589	607	2	13	15	\$19.82
Butchers & Meat Cutters	399	406	1	13	14	\$16.45
Industrial Machinery Mechanics	507	534	3	9	12	\$19.23
Water Treatment Plant & System Operators	412	451	4	7	11	\$20.98
Musicians & Singers	379	395	2	8	10	\$21.34
Radio & Television Announcers	288	249	0	10	10	\$13.23*
Structural Iron & Steel Workers	273	284	1	9	10	\$29.67
Wholesale & Retail Buyers, Except Farm Products	398	395	0	9	9	\$24.26
Textile Knitting & Weaving Machine Setters, Operators, & Tenders	296	221	0	9	9	\$11.00
Compliance Officers	626	631	1	7	8	\$23.11
Glaziers	366	383	2	6	8	\$17.80
Plasterers & Stucco Masons	249	271	2	6	8	\$18.24

These occupations require more than one year of on-the-job training, apprenticeship programs or employer sponsored training.

* May 2009 National Occupational Employment and Wage Estimates.

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Updated: September 2010