

# Jobs Requiring On-The-Job Training

Rhode Island's Outlook for 2016

Over the 2006 - 2016 decade, employment in Rhode Island is projected to increase by nearly 48,000 jobs, or 9.1 percent, slightly less than the 10.7 percent growth rate experience during the 1996-2006 decade.

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 171,000 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. Over 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. More than 60 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 near average rates (9.9%) 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 \$11.69. Median hourly wages range from \$21.76 for Postal Service Clerks to jobs paying less than \$8.50 per hour—Ushers, Lobby Attendants & Ticket Takers; Bartenders; Dining Room & Cafeteria Attendants; and Bartender Helpers.

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 school 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 \$16.97. Median hourly wages range from \$27.37 earned by Operating Engineers & Other Construction Equipment Operators to a low of \$9.50 for Laundry & Dry-Cleaning Workers.

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 \$20.23. Median hourly wages range from a high of \$27.31 for Purchasing Agents to a low of \$10.63 for Textile Knitting & Weaving Machine Operators & Tenders.

## Employment in Jobs Requiring On-The-Job Training

	2006 Estimated Employment	2016 Projected Employment	Annual Openings due to Growth	Replacement	Total Annual Openings
<b>Total, All Occupations*</b>	<b>522,911</b>	<b>570,461</b>	<b>5,415</b>	<b>11,736</b>	<b>17,151</b>
<b>Employment in Jobs Requiring On-the-Job Training</b>	<b>308,714</b>	<b>331,710</b>	<b>2,897</b>	<b>7,650</b>	<b>10,547</b>
Short-term on-the-job training	180,646	195,389	1,794	5,210	7,004
Moderate-term on-the-job training	91,485	97,388	830	1,643	2,473
Long-term on-the-job training	36,583	38,933	273	797	1,070

\* 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
	2006	2016	Growth	Replacement	Total	
Waiters & Waitresses	10,968	12,545	158	596	754	\$7.90
Retail Salespersons	14,890	16,629	174	458	632	\$10.55
Cashiers	12,253	12,237	0	583	583	\$8.77
Counter Attendants, Cafeteria, Food Concession & Coffee Shop	4,439	4,972	53	308	361	\$8.75
Office Clerks, General	11,532	12,547	102	212	314	\$11.94
Combined Food Preparation & Serving Workers Including Fast Food	7,108	8,609	150	135	285	\$8.65
Child Care Workers	4,189	5,224	104	120	224	\$9.85
Janitors & Cleaners	7,663	8,309	65	147	212	\$11.85
Laborers & Stock Material Movers, Hand	6,333	6,233	0	203	203	\$12.23
Food Preparation Workers	3,613	4,317	70	125	195	\$9.18
Home Health Aides	3,761	5,185	142	34	176	\$11.90
Receptionists & Information Clerks	4,705	5,296	59	115	174	\$11.92
Maids & Housekeeping Cleaners	4,057	4,805	75	76	151	\$10.62
Bartenders	3,098	3,468	37	113	150	\$8.22
Tellers	2,442	2,833	39	107	146	\$12.11
Stock Clerks & Order Fillers	5,279	4,831	0	125	125	\$9.89
Teacher Assistants	4,977	5,389	41	81	122	\$25.580
Landscaping & Groundskeeping Workers	4,839	5,356	52	64	116	\$12.34
Dishwashers	2,066	2,366	30	84	114	\$8.64
Personal & Home Care Aides	2,106	2,887	78	36	114	\$10.68
Truck Drivers, Light or Delivery Services	4,311	4,673	36	77	113	\$13.82
Dining Room, Cafeteria & Bartender Attendants	1,690	1,930	24	71	95	\$8.15
Security Guards	3,223	3,474	25	65	90	\$11.83
Cooks, Fast Food	2,151	2,399	25	58	83	\$8.55
Counter & Rental Clerks	1,516	1,741	23	58	81	\$10.67
Shipping, Receiving & Traffic Clerks	2,894	2,908	1	69	70	\$13.79
Helpers--Production Workers	2,002	1,860	0	49	49	\$9.92
Protective Service Workers, All Other	623	643	2	46	48	\$10.50
Packers & Packagers, Hand	3,751	3,102	0	46	46	\$8.84
Cooks, Short Order	1,316	1,398	8	36	44	\$10.13
Telemarketers	1,215	1,109	0	43	43	\$10.50
Recreation Workers	1,598	1,726	13	30	43	\$9.36
Cleaners of Vehicles & Equipment	806	903	10	31	41	\$10.34
Postal Service Mail Carriers	1,360	1,357	0	40	40	\$21.61
Hotel, Motel & Resort Desk Clerks	521	672	15	21	36	\$10.75
Bill & Account Collectors	1,251	1,410	16	19	35	\$15.61
Packaging & Filling Machine Operators	1,638	1,554	0	30	30	\$10.36

**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
	2006	2016	Growth	Replacement	Total	
Customer Service Representatives	6,586	7,999	141	183	324	\$14.62
Bookkeeping, Accounting & Auditing Clerks	7,368	8,116	75	115	190	\$16.70
Social & Human Service Assistants	3,133	4,374	124	36	160	\$12.95
Secretaries	6,823	6,650	0	109	109	\$16.06
Truck Drivers, Heavy & Tractor-Trailer	3,933	4,302	37	70	107	\$18.54
Team Assemblers	4,321	4,243	0	90	90	\$10.44
Medical Secretaries	3,369	3,706	34	54	88	\$15.35
Pharmacy Technicians	1,258	1,669	41	38	79	\$14.00
Medical Assistants	1,814	2,307	49	23	72	\$13.92
Construction Laborers	3,784	4,147	36	29	65	\$20.02
Bus Drivers, School	1,874	2,146	27	25	52	\$13.54
Laundry & Dry-Cleaning Workers	1,549	1,696	15	35	50	\$9.50
Painters, Construction & Maintenance	1,624	1,774	15	29	44	\$16.03
Dental Assistants	1,075	1,280	21	19	40	\$16.38
Brokerage Clerks	725	886	16	23	39	\$17.28
Maintenance & Repair Workers, General	3,958	4,196	24	10	34	\$17.09
Metal & Plastic Cutting, Punching, & Press Machine Setters, Operators & Tenders	1,354	1,155	0	32	32	\$10.26
Billing & Posting Clerks	2,282	2,275	0	29	29	\$13.96
Production, Planning & Expediting Clerks	952	968	2	26	28	\$18.37
Operating Engineers & Other Construction Equipment Operators	850	925	8	17	25	\$27.37
Inspectors, Testers, Sorters & Weighers	1,646	1,526	0	24	24	\$14.21
Advertising Sales Agents	519	655	14	9	23	\$24.46
Data Entry Keyers	907	809	0	22	22	\$13.16
Payroll & Timekeeping Clerks	777	790	1	20	21	\$16.78
Roofers	561	637	8	13	21	\$16.67
Merchandise Displayers & Window Trimmers	553	585	3	15	18	\$14.96
Dispatchers, Except Police, Fire & Ambulance	657	658	0	17	17	\$14.76
Word Processors & Typists	805	682	0	15	15	\$17.28
Metal & Plastic Plating & Coating Machine Setters, Operators & Tenders	453	397	0	13	13	\$14.64
Printing Machine Operators	589	550	0	13	13	\$15.30
Extruding & Drawing Machine Setters, Operators & Tenders, Metal & Plastic	443	374	0	12	12	\$16.60
Fiberglass Laminators & Fabricators	292	351	6	6	12	\$15.09
Metal & Plastic Multiple Machine Tool Setters, Operators & Tenders, Metal & Plastic	614	608	0	12	12	\$13.70

**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
	2006	2016	Growth	Replacement	Total	
Carpenters	6,698	7,381	68	91	159	\$19.30
Cooks, Restaurant	2,696	3,097	40	73	113	\$11.49
Plumbers, Pipefitters & Steamfitters	2,420	2,670	25	50	75	\$23.83
Electricians	2,197	2,376	18	57	75	\$25.12
Fire Fighters	1,467	1,483	2	54	56	\$22.33
Police & Sheriff's Patrol Officers	1,770	1,792	2	47	49	\$23.94
Claims Adjusters, Examiners & Investigators	1,112	1,206	9	28	37	\$23.47
Heating, Air Conditioning & Refrigeration Mechanics & Installers	1,339	1,406	7	24	31	\$21.62
Bakers	763	874	11	16	27	\$12.85
Coaches & Scouts	709	802	9	18	27	----
Sheet Metal Workers	759	820	6	18	24	\$20.05
Automotive Body Repairers	813	860	5	19	24	\$18.57
Machinists	1,441	1,405	0	22	22	\$18.69
Butchers & Meat Cutters	633	648	2	20	22	\$16.75
Purchasing Agents	914	921	1	20	21	\$27.31
Textile Knitting & Weaving Machine Setters, Operators & Tenders	560	378	0	16	16	\$10.63
Cabinetmakers & Bench Carpenters	401	434	3	12	15	\$16.33
Photographers	476	505	3	11	14	\$17.73
Industrial Machinery Mechanics	486	544	6	8	14	\$18.55
Brickmasons & Blockmasons	415	458	4	9	13	\$22.44
Motorboat Mechanics	317	374	6	6	12	\$18.08
Wholesale & Retail Buyers, Except Farm Products	410	415	1	9	10	\$26.54
Compliance Officer	669	679	1	8	9	\$23.60
Radio & Television Announcers	254	256	0	9	9	\$12.53*
Water & Liquid Waste Treatment Plant Operators	376	391	2	7	9	\$19.35
Plasterers & Stucco Masons	248	267	2	6	8	\$18.40
Dancers	105	127	2	6	8	\$10.72*
Tool & Die Makers	532	481	0	7	7	\$20.92
Stonemasons	259	282	2	5	7	\$21.86

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

\* May 2007 National Occupational Employment and Wage Estimates.

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