

Rhode Island Job Vacancy Survey

Spring 2006



Labor Market Information Unit

**Rhode Island Department of
Labor & Training**

August 2006

Rhode Island's private sector businesses had an estimated 10,949 job vacancies in Spring 2006. This translated into 3.5 job openings for every ten unemployed people between May and June 2006. An estimated 56 percent of these openings were full-time positions offering 35 hours or more per week, and 87 percent were permanent jobs.

In regards to vacancy duration, more than one-third of estimated openings were constantly being recruited for or always open for hire, while an additional 13 percent had been open for more than sixty days. Vacancies open for less than thirty days accounted for 36 percent of private sector job vacancies in Spring 2006.

Nearly 64 percent of the vacancies measured during the survey period required a high school diploma/GED or less, while an additional 8 percent asked for some vocational training. A college education was required for the remaining 28 percent of job openings, divided among associate (8%), bachelor (16%), and advanced (4%) degrees. As for experience requirements, more than half (52%) asked for job experience related to the position and 20 percent required potential hires to have general work experience.

The state's estimated job vacancies offered a median wage range of between \$11.00 and \$12.00. Approximately 64 percent of job openings in Spring 2006 offered health insurance and 61 percent provided access to a pension or retirement savings plan. Other benefits were measured as well, including paid sick leave (53%), paid vacation (65%), and tuition reimbursement (40%). No benefits were offered with 27 percent of the job vacancies reported between May and June 2006.

In Spring 2006, more than sixty percent of Rhode Island's estimated job openings, or 6,800 vacancies, were concentrated in three industry sectors: Health Care & Social Assistance (3,480), Accommodation & Food Services (2,001), and Retail Trade (1,347). The Manufacturing (965) and Finance & Insurance (584) sectors also reported large numbers of open positions.

Job vacancies were noted in more than 300 different occupations, including Registered Nurses, Waiters & Waitresses, Nursing Aides, Retail Salespersons, Personal & Home Care Aides, Cashiers, Restaurant Cooks, Customer Service Representatives, Teacher Assistants, Carpenters, Bus Drivers, and Financial Managers.

Major Findings

In Spring 2006, there were an estimated 10,949 job vacancies in Rhode Island's private sector, a decrease of 1,165 (-9.6%) from the 12,114 vacancies estimated between May and June 2005. Nearly 56 percent of these were full-time positions (defined as 35 or more hours of work per week), compared to 61 percent of estimated vacancies in 2005. Part-time jobs accounted for the remaining 44.2 percent of vacancies in Spring 2006, with notable concentrations in Personal Care & Service, Food Preparation & Serving-Related, and Sales & Related occupations.

Between May and June 2006, most private sector vacancies were permanent positions (87.0%), consistent with what was reported one year earlier. The 13 percent of estimated job openings listed as temporary or seasonal in nature were concentrated in Food Preparation & Serving-Related occupations, reflecting the demand for summer help in the state's leisure and hospitality industries.

Vacancy duration changed very little between 2005 and 2006. Overall, 36 percent of estimated vacancies had been open for less than thirty days, partially due to an abundance of available, qualified workers and/or because the vacancies were created due to seasonal demands. In contrast, one-third of estimated openings were constantly being recruited for or always open for hire, while an additional 12.6 percent had been open for more than sixty days. Vacancy duration can serve as an indicator of workforce shortages due to an expanding economy, lack of willing applicants, or a thin pool of qualified candidates due to specialized education or training requirements. Many firms struggle to find enough qualified applicants to meet the growing demand for their services. This is particularly evident in healthcare, where more than half of estimated nursing vacancies were always open for hire.

The educational attainment requirements for job vacancies inched upward in Spring 2006. Nearly 20 percent of estimated vacancies required a bachelor degree or higher, compared to 17 percent

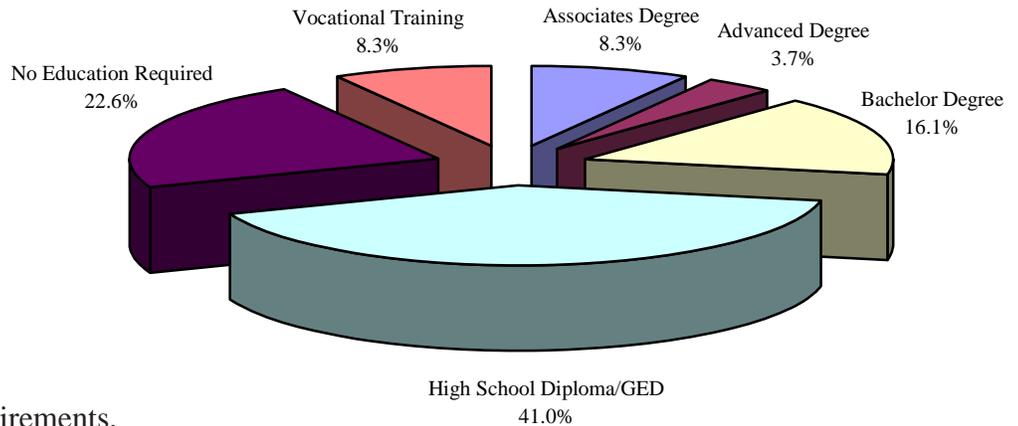
Private Sector Job Vacancy Data Summary

Spring 2005 and Spring 2006

	<u>2006</u>	<u>2005</u>
Number of Job Vacancies	10,949	12,114
Job Vacancy Rate <i>(vacancies per 100 filled jobs)</i>	2.7%	3.0%
Full-Time Positions	55.8%	61.1%
Part-Time Positions	44.2%	38.9%
Vacancies Open < 30 Days	35.8%	35.8%
Vacancies Open Between 30-59 Days	17.8%	18.8%
Vacancies Open > 60 Days	12.6%	11.7%
Constantly Recruiting/Always Hiring	33.7%	33.7%
Permanent Positions	87.0%	86.0%
Temporary/Seasonal Positions	13.0%	14.0%
Vacancies Requiring a Diploma/GED	41.0%	40.4%
Vacancies Requiring Vocational Training	8.3%	5.7%
Vacancies Requiring an Associate Degree	8.3%	8.2%
Vacancies Requiring a Bachelor Degree	16.1%	14.7%
Vacancies Requiring an Advanced Degree	3.7%	2.5%
No Education Requirement	22.6%	28.5%
License or Certificate Required	25.8%	24.7%
General Work Experience Required	20.2%	27.3%
Experience Related to Position Required	51.7%	45.7%
No Experience Required	28.1%	27.0%
Median Hourly Wage Range	\$11.00 to \$12.00	\$10.20 to \$12.00
Vacancies with Health Insurance	63.9%	61.0%
Vacancies with Paid Sick Leave	52.9%	47.3%
Vacancies with Paid Vacation	65.4%	63.3%
Vacancies with Tuition Reimbursement	40.2%	30.5%
Vacancies with Retirement Svgs./Pension Plan	60.9%	52.2%
Vacancies with No Benefits Offered	27.2%	32.2%

in 2005. Also, employers were looking for a higher proportion of new hires with vocational training, accounting for 8.3 percent of job openings. This was up from the 5.7 percent reported one year earlier. In contrast, an estimated 22.6 percent of open positions had no education requirement, down nearly 6 percentage points from Spring 2005.

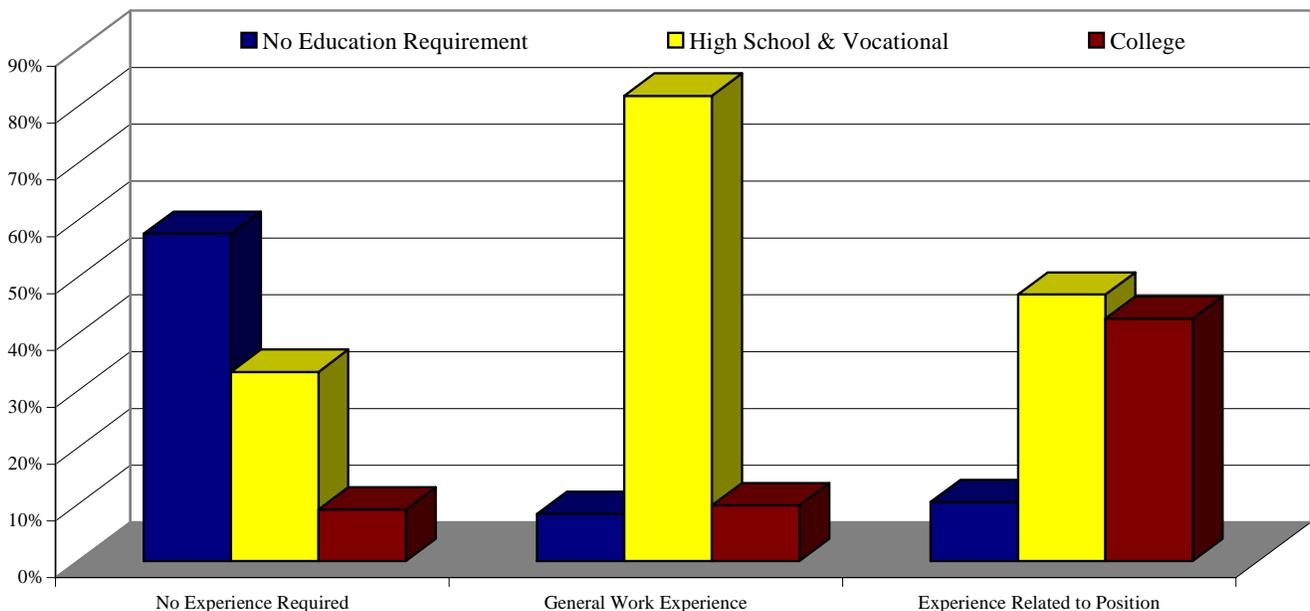
Job Vacancies by Educational Requirement
May-June 2006



Along with their educational requirements, employers are strongly seeking experienced workers for many positions. Based upon usable responses, more than half (51.7%) of all estimated vacancies preferred prospective employees to have previous job-related experience. This was up 6 percentage points from what was measured in Spring 2005. One-fifth (20.2%) of job openings required just general work experience, while 28.1 percent of vacancies in the Ocean State required no experience.

Further analysis of these characteristics shows an expected correlation between experience and education requirements. For example, nearly 58 percent of job vacancies with no experience requirement also had no education requirement, primarily in Food Preparation & Serving-Related and Sales & Related occupations that include Cashiers, Combined Food Preparation & Serving Workers, Counter Attendants, and Waiters & Waitresses. In comparison, just 10.4 percent of the vacancies that required experience related to the position had no educational requirement. Also, nearly 43 percent of vacancies requiring job-related experience also called for some level of higher education (associate, bachelor, or advance degrees). This education and experience combination included approximately 45 percent of all Healthcare Practitioner & Technical vacancies, primarily for Registered and Licenced Practical Nurses.

Job Vacancies by Experience & Education Requirements
May-June 2006



Major Findings

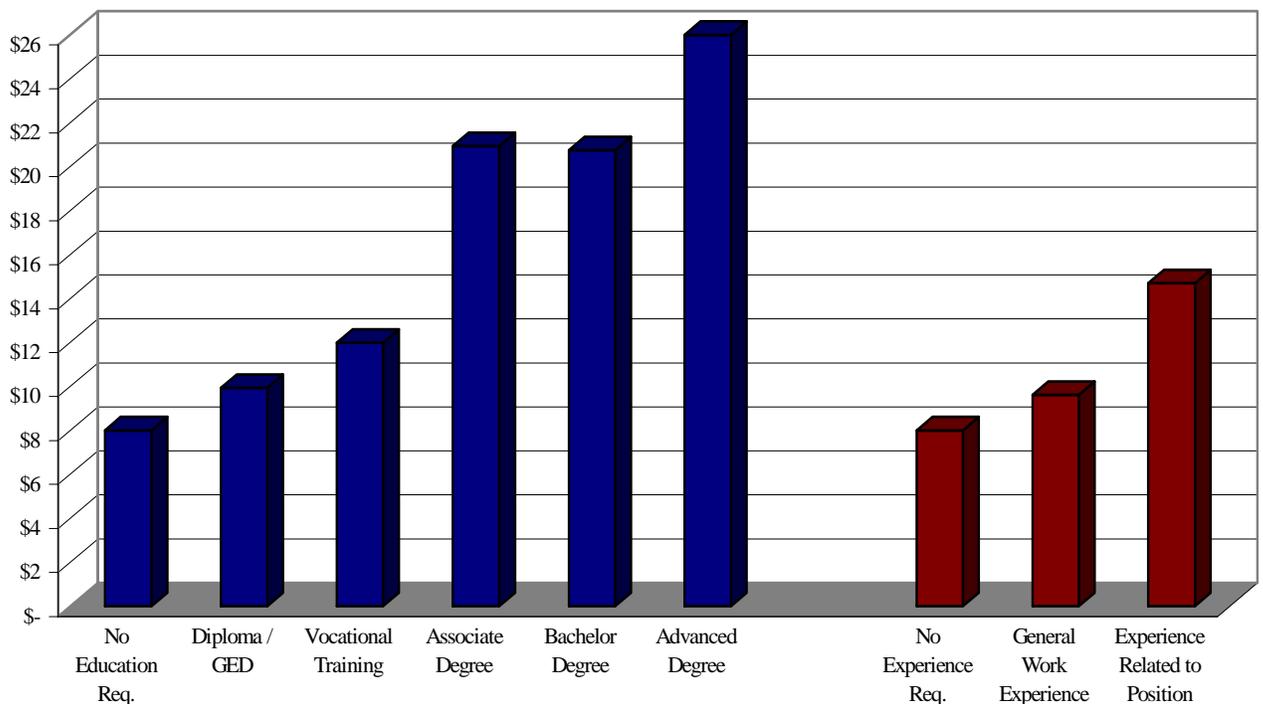
The Rhode Island Job Vacancy Survey also asked employers to list the wage range offered for each job they were seeking to fill. Due to the range of job vacancies measured, combined with many other factors in determining compensation (i.e. part-time versus full-time status; temporary/seasonal versus permanent positions; education and experience requirements), pay and benefit levels varied widely among industries and occupations. Overall, job vacancies estimated during the Spring 2006 survey period offered a median wage range* of \$11.00 to \$12.00 per hour. One year earlier, the median wage range for vacancies was \$10.20 to \$12.00 per hour.

As expected, part-time vacancies generally paid less than full-time openings. The median hourly wage range for part-time openings was \$9.00 to \$10.00, while full-time job vacancies offered a median range of \$14.00 to \$15.00 per hour. Median wage levels also rose with educational attainment and survey data showed a clear wage differential between vacancies requiring a college education and those that did not. For example, the median hourly wage range for job vacancies without an educational requirement was \$8.00 to \$9.00, while open positions requiring a high school diploma or GED paid between \$9.94 and \$10.25. Employers seeking to fill jobs with workers that had vocational training paid a median wage range of \$12.00 to \$14.00 per hour. In contrast, vacancies asking for a bachelor degree offered a median wage range of \$20.74 to \$26.00, while the highest wages were reported for job openings that required an advanced degree (\$26.00-\$30.00).

Similarly, as experience requirements increased, so too did the median wage range for job vacancies. Job openings with no experience requirement paid a median range of between \$8.00 and \$9.80 per hour, compared to \$9.62 to \$10.00 for vacancies requiring general work experience and \$14.70 to \$15.51 for vacancies that required experience related to the position.

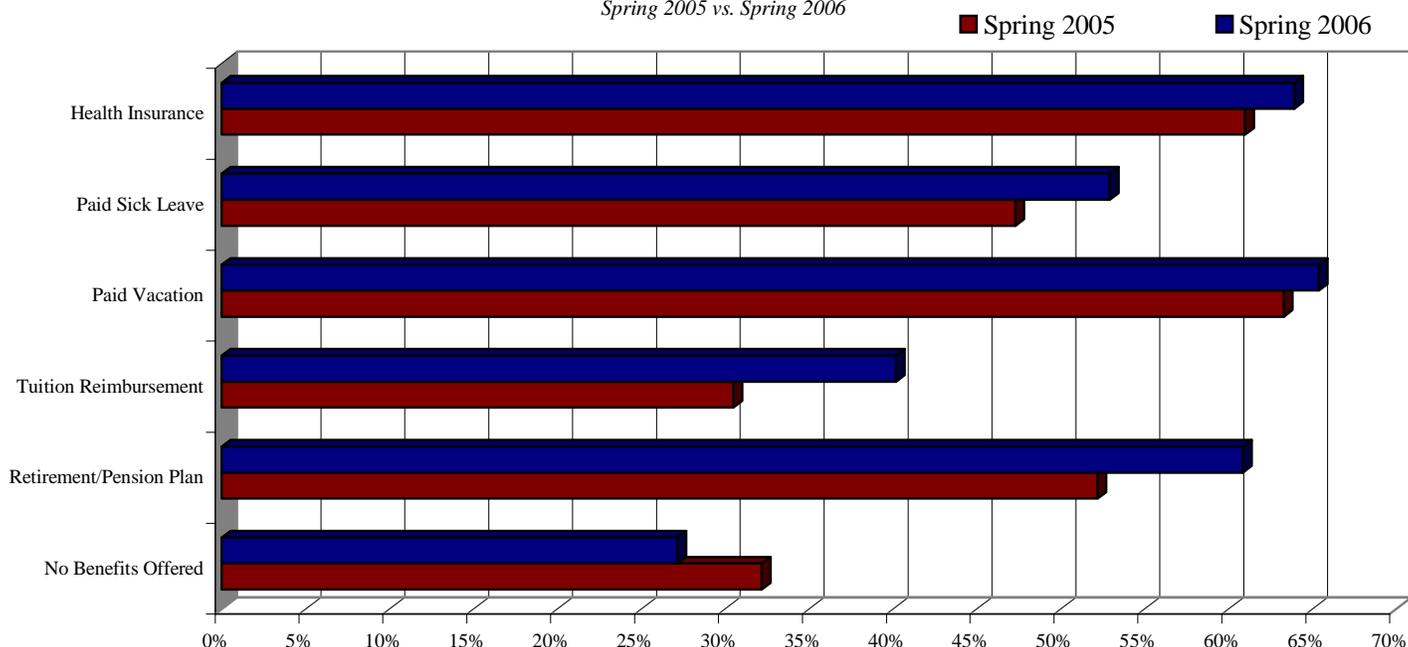
Median Low Wage for Job Vacancies by Education & Experience Requirements

May-June 2006



* The median value is one at which half of all observations are below and half are above. A median wage was separately calculated for both the low and high ends of the pay range listed with each vacancy.

Job Vacancies by Benefits Offered
Spring 2005 vs. Spring 2006



Along with wage rates, respondents provided information on the types of benefits offered with their job vacancies. Overall, benefit levels for Rhode Island’s job vacancies increased between Spring 2005 and Spring 2006. Perhaps the most important of the benefit types measured was health insurance - nearly 64 percent of estimated openings provided prospective hires access to health insurance for which the employer contributed partial or full payment. This was up slightly from Spring 2005, when 61 percent of vacancies reported having this benefit. The proportion of vacancies offering health insurance was significantly higher for full-time positions (94.5%) than for part-time (25.0%) jobs. This polarization was greater than measured one year earlier, when 82 percent of full-time and 29 percent of part-time vacancies had health insurance. Also, the proportion of job openings offering health insurance generally rose as educational requirements increased. For example, 46.4 percent of measurable vacancies with no education requirement had health insurance, compared to 53.9 percent of positions requiring a high school diploma or GED and 92.6 percent of vacancies requiring a bachelor degree.

Over the year, the proportion of vacancies offering a retirement savings or pension plan also increased. In Spring 2006, nearly 61 percent of measurable vacancies provided access to retirement benefits, compared to 52.2 percent in 2005. As with health insurance, full-time (84.5%) positions were more likely to offer a retirement plan than part-time (30.7%) vacancies, as were permanent (68.3%) jobs when compared to temporary or seasonal (11.6%) positions. In regards to educational requirements, 85.3 percent of vacancies requiring a college degree offered a retirement plan, compared to just 46.5 percent of openings requiring a high school diploma or less.

Other benefits were measured as well. Overall, 52.9 percent of measurable job vacancies offered paid sick leave, while 65.4 percent had paid vacation time. These proportions were up slightly over the year, from 47.3 percent and 63.3 percent, respectively. Nearly all of the vacancies that offered sick time also offered vacation time, accounting for 52.4 percent of total estimated openings for which usable responses were received. Also, roughly 40 percent of estimated vacancies offered a tuition reimbursement program for new hires, an increase of ten percentage points from what was measured in Spring 2005.

In 2006, 27 percent of job vacancies offered no benefits, compared to 32 percent in Spring 2005. Job openings without benefits were primarily part-time positions. In fact, 57 percent of part-time positions offered no benefits, compared to just 3.8 percent of full-time vacancies. Also, four out of every five temporary or seasonal positions offered no benefits, whereas less than one out of five permanent job openings offered no benefits.

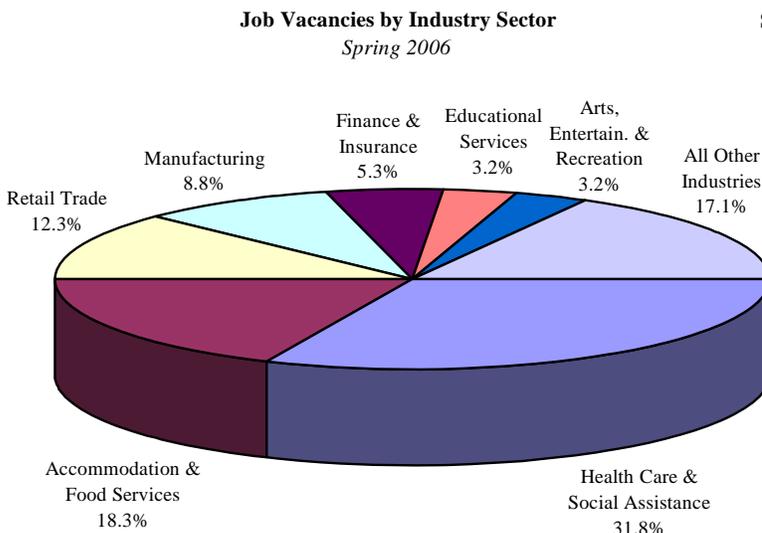
Industry Sector

Rhode Island's Health Care & Social Assistance employers combined for an estimated 3,480 job vacancies in Spring 2006, an increase of 146 openings (+4.4%) from the industry sector's 2005 total (3,334). Health Care & Social Assistance led all industry sectors with a job vacancy rate of 4.8 percent, or nearly five job openings for every one hundred filled, and well above the private sector rate of 2.7 percent. In fact, this industry sector comprised 31.8 percent of all job vacancies measured throughout the Ocean State, up from its 27.5 percent share one year earlier. Both the job vacancy rate and vacancy total in Health Care & Social Assistance have increased in each of the past three years, from 4.1 percent (2,894 vacancies) in 2004; to 4.7 percent (3,334 vacancies) in 2005; to the current rate of 4.8 percent (3,480 vacancies) in 2006. This continued trend indicates that healthcare-related establishments are having a very difficult time meeting their workforce needs, due to an increased demand for their services and an insufficient pool of qualified labor from which they can draw employees, particularly Registered Nurses.

With 2,001 vacancies, Accommodation & Food Services firms accounted for 18.3 percent of all estimated job openings statewide, up from 15.8 percent in Spring 2005. This represented an increase of 88 vacancies (+4.6%) between 2005 and 2006. Retail Trade accounted for 1,347 vacancies in 2006, representing 12.3 percent of total vacancies in Rhode Island. The industry sector's total was down 133 vacancies from the 1,480 job openings reported one year earlier. These three aforementioned industry sectors - Health Care & Social Assistance, Accommodation & Food Services, and Retail Trade - combined for more than 6,800 employment opportunities in Spring 2006. While they employ more than 40 percent of the state's private sector workforce, these sectors accounted for 62 percent of all estimated private sector vacancies.

Nearly 9 percent of the vacancies measured were in Manufacturing industries, on par with its 2005 share of 8.3 percent. This industry sector's vacancy rate remained unchanged over the year, at 1.8 percent, and well below the private sector average. An additional 584 vacancies were in Finance & Insurance industries, followed by Educational Services (352), Arts, Entertainment & Recreation (351), Professional, Scientific & Technical Services (332), and Transportation & Warehousing (285).

Overall, four industry sectors posted job vacancy rates above the private sector average of 2.7 percent: Health Care & Social Assistance (4.8%), Accommodation & Food Services (4.4%), Arts, Entertainment & Recreation (3.9%), and Transportation & Warehousing (3.1%). Each of these



sectors saw their vacancy rates increase slightly over the year. The high rates reported in Accommodation & Food Services and Arts, Entertainment & Recreation can be partially attributed to seasonal factors, with the Ocean State's many hotels, restaurants, and recreational establishments increasing staff levels to meet summer demand. In fact, 39 percent of the estimated vacancies in these two industry sectors were temporary or seasonal in nature.

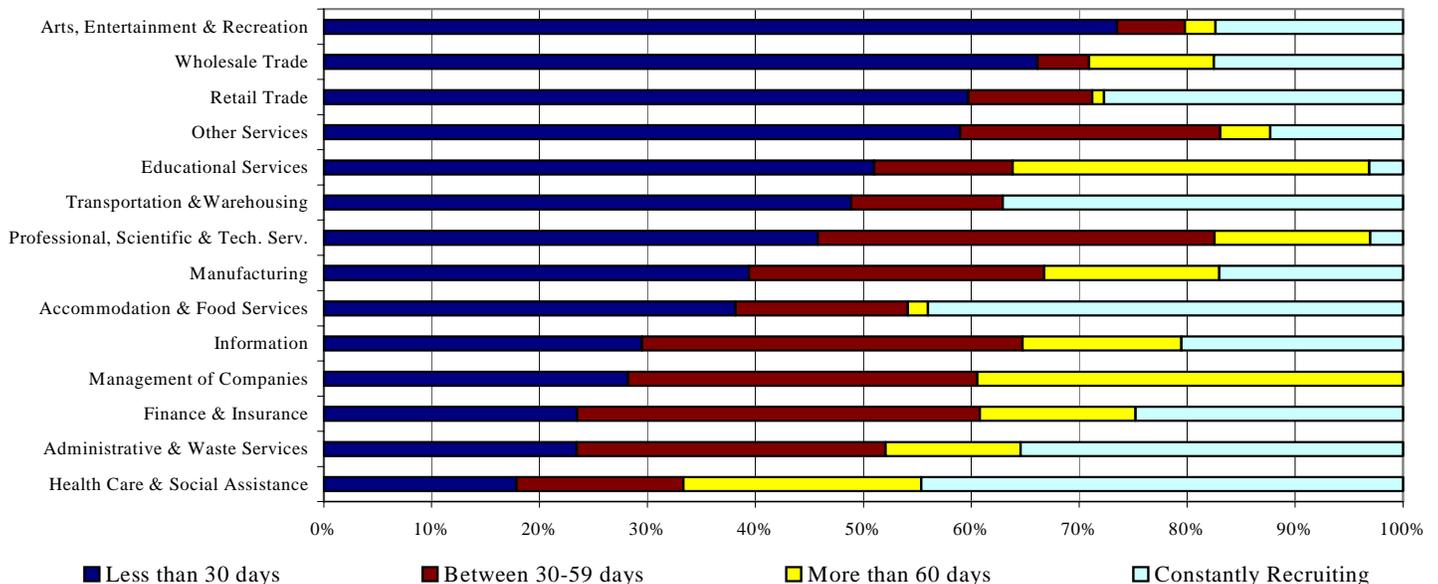
Job Vacancy Data by Industry Sector

Industry Sector (sorted by vacancy total)	Estimated Vacancies			Vacancy Rate			Percent of Total	
	2006	2005	Change	2006	2005	Change	2006	2005
Private Sector Total	10,949	12,114	(1,165)	2.7%	3.0%	-0.3%	100.0%	100.0%
Health Care & Social Assistance	3,480	3,334	146	4.8%	4.7%	0.1%	31.8%	27.5%
Accommodation & Food Services	2,001	1,913	88	4.4%	4.2%	0.2%	18.3%	15.8%
Retail Trade	1,347	1,480	(133)	2.6%	2.8%	-0.2%	12.3%	12.2%
Manufacturing	965	1,008	(43)	1.8%	1.8%	0.0%	8.8%	8.3%
Finance & Insurance	584	901	(317)	2.2%	3.5%	-1.3%	5.3%	7.4%
Educational Services	352	259	93	2.1%	1.6%	0.5%	3.2%	2.1%
Arts, Entertainment & Recreation	351	328	23	3.9%	3.6%	0.3%	3.2%	2.7%
Professional, Scientific & Technical Serv.	332	336	(4)	1.6%	1.7%	-0.1%	3.0%	2.8%
Transportation & Warehousing	285	262	23	3.1%	2.9%	0.2%	2.6%	2.2%
Wholesale Trade	251	111	140	1.5%	0.7%	0.8%	2.3%	0.9%
Administrative & Waste Services	200	609	(409)	1.2%	3.7%	-2.5%	1.8%	5.0%
Information	199	261	(62)	1.9%	2.4%	-0.5%	1.8%	2.2%
Other Services	195	378	(183)	1.1%	2.1%	-1.0%	1.8%	3.1%
Construction	193	558	(365)	0.8%	2.5%	-1.7%	1.8%	4.6%
Management of Companies & Enterprises	147	225	(78)	1.7%	2.7%	-1.0%	1.3%	1.9%
Real Estate & Rental & Leasing	47	144	(97)	0.7%	2.1%	-1.4%	0.4%	1.2%

The Retail Trade industry sector reported a job vacancy rate (2.6%) slightly below the private sector average (2.7%) and its 2005 rate (2.8%). Two sectors - Real Estate, Rental & Leasing (0.7%) and Construction (0.8%) - had vacancy rates of less than one percent. Each of these two sectors reported a notable decline in their vacancy rate between 2005 and 2006, signaling decreased labor demand. In the case of Construction, employment gains in Spring 2006 were smaller than in the previous year, suggesting that new hiring has slowed, creating fewer vacancies in the building trades.

Based upon available data, the Health Care & Social Assistance sector reported the greatest share of persistent, unfilled job openings in the economy. Roughly 45 percent of industry sector vacancies were constantly being recruited for, nearly 11 percentage points above the private sector average. More than half of these openings were for Registered Nurses or Nursing Aides, Orderlies & Attendants - the former are extremely difficult to fill

Job Vacancies by Selected Industry Sector and Vacancy Duration
May-June 2006



Industry Sector

due to supply-side shortages, while the latter can be partially attributed to high turnover rates. An additional 22.1 percent of Health Care & Social Assistance vacancies had been open for more than sixty days.

Other industry sectors also reported high concentrations of lengthy, unfilled vacancies, including Administrative & Waste Services and Accommodation & Food Services, where 48 percent and 46 percent of their respective openings had been open for more than sixty days or were being constantly recruited for. However, unlike Registered Nurses, where not enough qualified candidates are available for hire, these two industry sectors were seeking to fill lower-skilled, part-time positions (Security Guards, Waitstaff, Fast Food Cooks, etc.) that experience frequent turnover.

By far, the highest concentration of part-time vacancies occurred in the Arts, Entertainment & Recreation sector, with 86.3 percent of vacancies offering less than 35 hours of work per week. This included vacancies for Lifeguards, Bartenders, Waitstaff, Dishwashers, and Parking Lot Attendants. Nearly seven out of ten (68.2%) Accommodation & Food Services vacancies were also part-time jobs, followed by Retail Trade (67.6%). These three sectors rely heavily on lower-skilled, low-wage labor to staff seasonal lines of business, including restaurants, beach clubs, golf courses, hotels, and retail stores.

Other industry sectors that reported above-average concentrations of part-time vacancies included Transportation & Warehousing (64.1%), Other Services (63.1%), and Health Care & Social Assistance (45.6%). The latter reported a high number of Registered Nurses, Nursing Aides, Orderlies & Attendants and Personal & Home Care Aides vacancies that offered part-time hours.

On the other hand, industry sectors that have traditionally relied upon “white collar” professionals, including Professional, Scientific & Technical Services (97.3%), Management of Companies & Enterprises (91.2%), and Finance & Insurance (90.1%), reported that over 90 percent of their vacancies were full-time positions. The Manufacturing, Construction, and Wholesale Trade sectors also reported notable levels of jobs offering 35 hours of work per week or more.

Educational requirements were lowest for vacancies in the Accommodation & Food Services, Construction, and Retail Trade industry sectors. More than 90 percent of the job openings in each of these three sectors required a high school diploma/GED or less, as did 86 percent of Administrative & Waste Services and 83 percent of Transportation & Warehousing vacancies. In comparison, 63.6 percent of all private sector vacancies measured during the survey period required a diploma or had no educational requirement.

Job Vacancies by Industry Sector & Part-time/Full-time Status

<i>Industry Sector (sorted by part-time %)</i>	<i>Part-time</i>	<i>Full-time</i>
Private Sector Total	44.2%	55.8%
Arts, Entertainment & Recreation	86.3%	13.7%
Accommodation & Food Services	68.2%	31.8%
Retail Trade	67.6%	32.4%
Transportation & Warehousing	64.1%	35.9%
Other Services	63.1%	36.9%
Health Care & Social Assistance	45.6%	54.4%
Administrative & Waste Services	33.5%	66.5%
Real Estate & Rental & Leasing	27.7%	72.3%
Educational Services	21.9%	78.1%
Information	14.1%	85.9%
Wholesale Trade	10.0%	90.0%
Finance & Insurance	9.9%	90.1%
Management of Companies & Enterprises	8.8%	91.2%
Construction	7.8%	92.2%
Manufacturing	6.9%	93.1%
Professional, Scientific & Technical Serv.	2.7%	97.3%

Job Vacancies by Industry Sector & Educational Requirements

(sorted by % of vacancies with no educational requirement)

Industry Sector	No Educational Requirement	High School Diploma/GED	Vocational Training	Associate Degree	Bachelor Degree	Advanced Degree
Private Sector Total	22.6%	41.0%	8.3%	8.3%	16.1%	3.7%
Accommodation & Food Services	49.0%	46.2%	2.3%	2.2%	0.3%	0.0%
Construction	47.7%	48.7%	2.6%	1.0%	0.0%	0.0%
Retail Trade	40.8%	53.7%	3.7%	1.3%	0.4%	0.0%
Administrative & Waste Services	37.0%	48.6%	0.0%	1.1%	13.3%	0.0%
Real Estate & Rental & Leasing	31.9%	29.8%	21.3%	6.4%	10.6%	0.0%
Transportation & Warehousing	27.2%	55.5%	15.8%	0.0%	1.4%	0.0%
Arts, Entertainment & Recreation	25.1%	48.7%	22.5%	0.3%	3.4%	0.0%
Manufacturing	21.3%	39.9%	9.1%	2.9%	25.1%	1.7%
Finance & Insurance	13.0%	36.5%	0.0%	16.0%	34.3%	0.2%
Health Care & Social Assistance	5.6%	34.3%	14.2%	18.6%	19.8%	7.6%
Wholesale Trade	5.2%	62.7%	0.0%	6.8%	25.3%	0.0%
Educational Services	4.8%	21.7%	4.6%	6.6%	47.9%	14.5%
Other Services	4.1%	65.1%	11.8%	5.6%	13.3%	0.0%
Management of Companies & Enterprises	4.1%	17.2%	4.1%	12.3%	60.7%	1.6%
Information	2.6%	23.7%	5.1%	14.1%	42.3%	12.2%
Professional, Scientific & Technical Serv.	1.8%	10.8%	10.8%	3.7%	58.5%	14.5%

The highest educational requirements were reported for vacancies in the Professional, Scientific & Technical, Management of Companies & Enterprises, Educational Services, and Information sectors. College degrees (associate, bachelor and advanced) were necessary for 76.6 percent, 74.6 percent, 68.9 percent, and 68.6 percent of the job openings in these industries, respectively. These proportions were well-above the private sector average of 28.1 percent. Other sectors reporting a high share of vacancies requiring a college education included Finance & Insurance (50.5%) and Health Care & Social Assistance (45.9%).

Survey participants were also asked to report on the experience requirements for each job vacancy they listed. In Spring 2006, more than half (51.7%) of the state's estimated private sector vacancies required previous experience related to the position. This indicates that employers are seeking seasoned applicants who can fill their workforce needs immediately and efficiently, limiting the need for lengthy adjustment periods or on-the-job

Job Vacancies by Selected Industry Sector & Experience Requirements

May-June 2006



Industry Sector

training. On an industry sector level, 88 percent of Professional, Scientific & Technical Services vacancies called for experience related to the position, followed by Educational Services (78.0%), Information (76.3%), Wholesale Trade (76.3%), Construction (76.2%), and Manufacturing (72.2%).

Not all industry sectors required experienced workers to fill their job vacancies. For example, 59 percent of job openings in the Arts, Entertainment & Recreation sector had no experience requirement, followed by Retail Trade (48.3%), Administrative & Waste Services (44.8%), and Accommodation & Food Services (42.0%). Many of these vacancies were for jobs that can be learned quickly and require little specialized skill sets, including Cashiers, Stock Clerks, Dishwashers, Parking Lot Attendants, Food Preparation Workers, Waitstaff, and Security Guards.

Private sector businesses reported a wide range of benefit levels for vacant jobs during the survey period. Not surprisingly, industry sectors primarily seeking full-time employees and white-collar professionals reported the highest concentrations of vacancies with health insurance and/or a pension plan. For example, 95 percent of vacancies in the Finance & Insurance sector provided the prospective hire health insurance and/or access to a retirement plan.

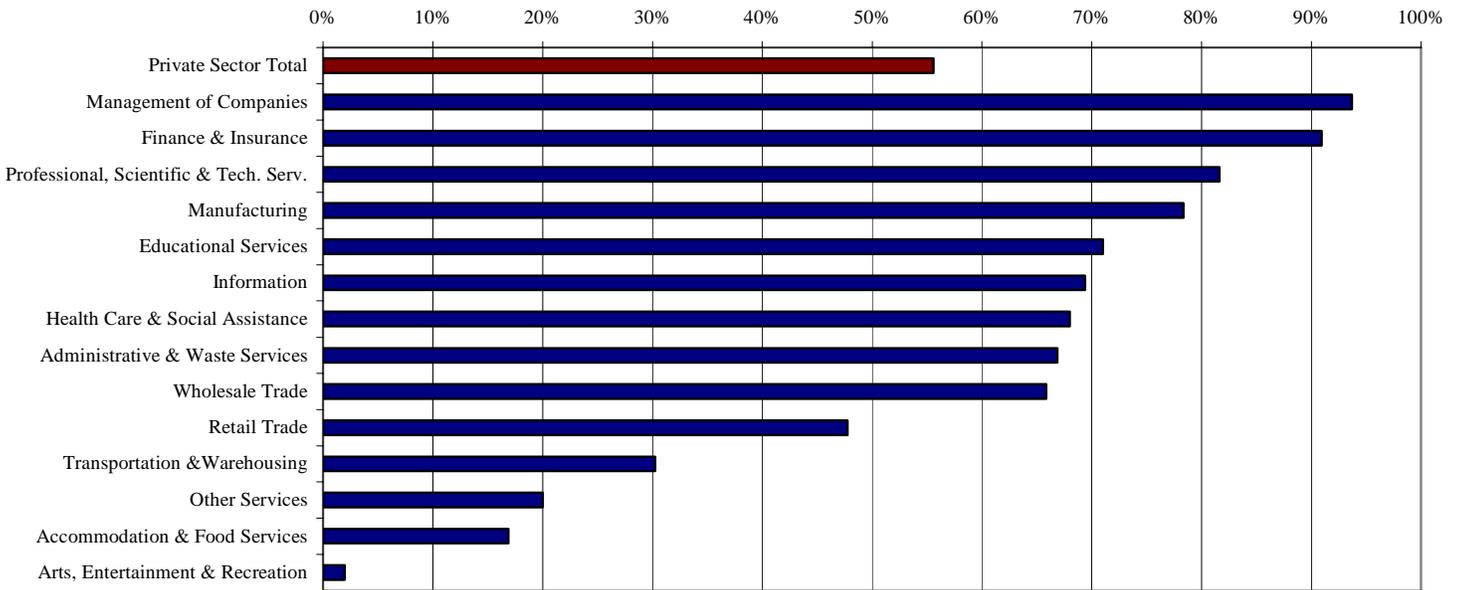
Despite the difficulties faced by the state's Manufacturing sector and a steep overall decline in production-related employment, above-average shares of Manufacturing vacancies offered these primary benefits. Nine out of ten estimated Manufacturing vacancies had health insurance and 78 percent provided access to a retirement savings plan or pension. Moreover, nearly 92 percent of industry sector openings had paid vacation time and two-thirds offered paid sick leave.

In Spring 2006, 40.2 percent of estimated private sector vacancies offered tuition reimbursement, nearly ten percentage points higher than measured one year earlier. Several sectors reported above-average concentrations of job openings with this benefit, including Finance & Insurance (77.0%), Real Estate & Rental & Leasing (70.2%), Educational Services (68.8%), and Information (65.0%).

<i>Industry Sector</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>
Private Sector Total	63.9%	52.9%	65.4%	40.2%	60.9%	27.2%
Accommodation & Food Services	34.8%	16.2%	32.4%	15.5%	17.7%	57.0%
Administrative & Waste Services	79.3%	38.6%	90.2%	52.7%	87.5%	0.0%
Arts, Entertainment & Recreation	4.8%	2.0%	2.0%	0.0%	2.0%	95.2%
Construction	92.2%	17.6%	92.2%	62.7%	92.2%	7.8%
Educational Services	77.3%	80.7%	76.7%	68.8%	71.0%	19.3%
Finance & Insurance	94.9%	82.7%	83.4%	77.0%	94.7%	1.3%
Health Care & Social Assistance	69.5%	71.3%	76.2%	52.7%	75.6%	20.1%
Information	82.5%	82.5%	82.5%	65.0%	69.4%	17.5%
Management of Companies & Enterprises	93.7%	93.7%	93.7%	70.4%	93.7%	6.3%
Manufacturing	89.8%	66.5%	91.6%	51.6%	78.3%	8.1%
Other Services	23.2%	22.2%	26.5%	22.2%	22.2%	58.9%
Professional, Scientific & Technical Serv.	95.8%	79.5%	96.7%	45.5%	83.4%	1.5%
Real Estate & Rental & Leasing	97.9%	76.6%	97.9%	70.2%	97.9%	2.1%
Retail Trade	57.8%	44.8%	61.7%	20.2%	62.4%	22.3%
Transportation & Warehousing	56.2%	21.4%	33.7%	15.8%	40.4%	30.8%
Wholesale Trade	77.9%	63.5%	77.9%	38.6%	65.9%	22.1%

**Percent of Job Vacancies Offering Both
Health Insurance AND a Retirement Savings Plan/Pension**

May-June 2006



A few industry sectors reported high concentrations of vacancies with no benefits at all, primarily those that are seasonal and rely upon part-time workers. Roughly 95 percent of Arts, Entertainment & Recreation vacancies provided no benefits, concentrated among Waiters & Waitresses, Dishwashers, and Cooks staffing the state's many country clubs, golf courses, and marinas. The Other Services (58.9%), Accommodation & Food Services (57.0%), and Transportation & Warehousing (30.8%) sectors also had above-average concentrations of job openings offering no benefits.

Job vacancy data also allows for an examination of benefit combinations. For example, the chart above provides the percent of industry sector vacancies offering prospective hires BOTH health insurance and a pension plan. Across the private sector, job openings that offered the latter generally offered the former as well. Several sectors, including Management of Companies & Enterprises (93.7%), Finance & Insurance (90.9%), Professional, Scientific & Technical Services (81.6%), Manufacturing (78.3%), and Educational Services (71.0%) reported a much higher concentration of vacancies offering these two benefits than the private sector (55.6%) as a whole.

Throughout the private sector, the median low wage was \$11.00, an improvement over the \$10.20 reported in Spring 2005. Job vacancies in nine sectors offered a median low wage above the private sector average during the survey period, including Management of Companies & Enterprises (\$24.04), Information (\$19.00), and Professional, Scientific & Technical Services (\$18.03).

Vacancies in seasonal industries, as well as others reliant upon part-time workers, paid the lowest wages. These included Retail Trade (\$8.00), Accommodation & Food Services (\$8.00), and Other Services (\$8.00).

<i>Industry Sector</i>	<i>Median Low Wage</i>	<i>Median High Wage</i>
Private Sector Total	\$ 11.00	\$ 12.00
Management of Companies & Enterprises	\$ 24.04	\$ 26.44
Information	\$ 19.00	\$ 20.19
Professional, Scientific & Technical Serv.	\$ 18.03	\$ 19.23
Construction	\$ 18.00	\$ 18.00
Educational Services	\$ 16.83	\$ 18.27
Finance & Insurance	\$ 15.00	\$ 15.00
Wholesale Trade	\$ 13.46	\$ 15.38
Manufacturing	\$ 12.30	\$ 14.00
Health Care & Social Assistance	\$ 12.02	\$ 15.00
Arts, Entertainment & Recreation	\$ 10.00	\$ 12.00
Transportation & Warehousing	\$ 10.00	\$ 10.00
Administrative & Waste Services	\$ 9.00	\$ 10.00
Accommodation & Food Services	\$ 8.00	\$ 10.00
Other Services	\$ 8.00	\$ 10.00
Retail Trade	\$ 8.00	\$ 9.00

Major Occupational Group

In Spring 2006, more than half of all estimated job vacancies were concentrated in just four major occupational groups: Food Preparation & Serving-Related (2,158), Healthcare Practitioners & Technical (1,403), Office & Administrative Support (1,266), and Sales & Related (1,032). Due to seasonal hiring in preparation for the summer months, leisure and hospitality businesses in the Ocean State reported a strong demand for Food Preparation & Serving-Related workers, including Waitstaff, Cooks, Dishwashers, Counter Attendants, Bartenders, and Hostesses. This major occupational group comprised nearly one-fifth of all job vacancies measured and reported a vacancy rate (4.9%) well-above the private sector average (2.7%). A very high proportion of these openings were part-time (72.1%) and/or seasonal (37.8%) in nature.

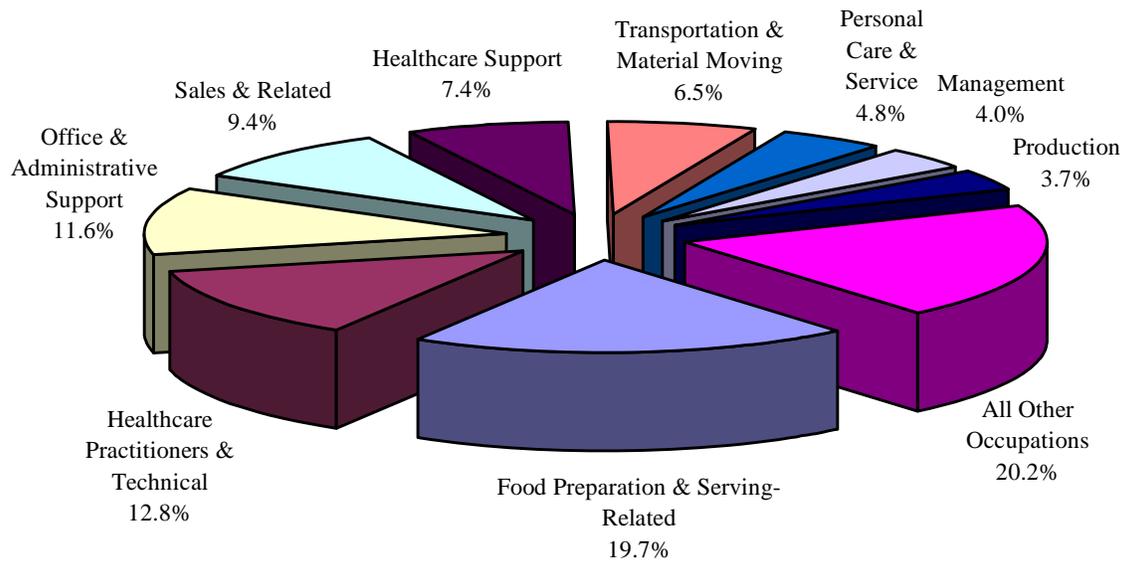
An additional 1,400 vacancies were for Healthcare Practitioner & Technical occupations, such as Registered and Licenced Practical Nurses, Radiologic Technologists, Physical Therapists, Emergency Medical Technicians, and Dental Hygienists. This occupational group's 5.6 percent vacancy rate was the highest reported between May and June 2006, although slightly below the 6.0 percent reported one year earlier. Nearly 57 percent of the openings in this occupational group were for Registered Nurses alone - the 800 estimated Registered Nurses openings were the most for any single occupation in the private sector economy.

Office & Administrative Support occupations, including Stock Clerks & Order Fillers, Receptionists, Office Clerks, Executive Secretaries, Customer Service Representatives, and

Job Vacancy Characteristics by Major Occupational Group

Major Occupational Group	Estimated Vacancies	Occupational		
		Vacancy Rate	Part-time Seasonal	
Private Sector Total	10,949	2.7%	44.2%	13.0%
Food Preparation & Serving-Related	2,158	4.9%	72.1%	37.8%
Healthcare Practitioners & Technical	1,403	5.6%	39.3%	2.7%
Office & Administrative Support	1,266	1.8%	38.9%	7.7%
Sales & Related	1,032	2.3%	58.6%	8.8%
Healthcare Support	814	5.3%	52.8%	1.8%
Transportation & Material Moving	709	2.8%	41.1%	19.6%
Personal Care & Service	522	4.6%	72.2%	11.1%
Management	437	2.1%	5.5%	0.7%
Production	401	1.1%	7.7%	5.5%
Business & Financial Operations	338	2.1%	2.7%	0.6%
Education, Training & Library	328	2.9%	41.2%	0.9%
Community & Social Services	228	3.0%	38.2%	0.0%
Computer & Mathematical	222	2.5%	0.9%	5.0%
Protective Service	199	5.4%	66.3%	30.2%
Construction & Extraction	193	1.0%	8.8%	1.0%
Architecture & Engineering	188	3.3%	0.5%	1.1%
Installation, Maintenance & Repair	156	1.0%	12.2%	11.5%
Arts, Design, Entertain., Sports & Media	112	1.8%	23.2%	19.6%
Building & Grounds Cleaning & Maint.	100	0.8%	52.0%	14.0%
Life, Physical & Social Science	100	3.9%	5.0%	6.0%
Legal	44	1.8%	0.0%	0.0%

Job Vacancies by Major Occupational Groups
May-June 2006



Bookkeepers, accounted for 1,266 vacancies. Although this comprised 11.6 percent of all vacancies statewide, the major occupational group had a job vacancy rate of just 1.8 percent, nearly a full percentage point below the private sector average (2.7%).

Retail Salespersons, Cashiers, Wholesale Sales Representatives, and Counter & Rental Clerks all fall under the Sales & Related occupational group, which had an estimated 1,032 vacancies in Spring 2006. Although a large number of job openings existed in Sales & Related occupations, they comprised a below-average portion of total employment, with a job vacancy rate of just 2.3 percent, or two open positions for every one hundred already filled. Approximately 59 percent of these openings were part-time jobs in Rhode Island's many retail establishments, and 9 percent were temporary or seasonal in nature.

Other in-demand occupations included those in the Healthcare Support group, which had an estimated 814 vacancies and a job vacancy rate of 5.3 percent - the third highest vacancy rate reported behind Healthcare Practitioners & Technical (5.6%) and Protective Service (5.4%). More than half (52.8%) of these openings were part-time positions, particularly for Certified Nursing Assistants. Other occupations within this group for which vacancies were measured included Medical Assistants, Orderlies, Phlebotomists, Veterinary Assistants, Psychiatric Aides, Medical Equipment Preparers, and Dental Assistants.

An estimated 709 job vacancies were in Transportation & Material Moving occupations, such as Laborers & Freight Material Movers, Packers, Truck Drivers, and School Bus Drivers. The occupational group's 2.8 percent vacancy rate was slightly higher than the private sector average of 2.7 percent. Approximately 41 percent of these openings were part-time positions, slightly below the private sector average (44.2%), while nearly one-fifth (19.6%) were temporary or seasonal jobs.

Personal Care & Service occupations, including Personal & Home Care Aides, Recreation Workers, and Amusement & Recreation Attendants, accounted for 522 job openings. Its vacancy rate of 4.6 percent was the fifth highest reported among major occupational groups and well-above the private sector rate of 2.7 percent. However, 72 percent of these open positions were part-time jobs, primarily for Personal & Home Care Aides.

Management (437), Production (401), and Business & Financial Operations (338) rounded out the top ten major

Major Occupational Group

occupational groups with the most estimated vacancies in Spring 2006. Each of these groups reported job vacancy rates (2.1%, 1.1%, and 2.1% respectively) below the private sector average of 2.7 percent and had low-level concentrations of part-time and temporary/seasonal vacancies.

In all, job vacancies were measured in 21 major occupational groups and more than 300 individual occupations, ranging from white-collar, high-skill professions (i.e. Pediatricians, Physicists, Lawyers, Chief Executives) to traditionally blue-collar jobs (i.e. Welders, Painters, Pipefitters, Mechanics, Machine Operators, Truck Drivers) to service-based jobs that require lower levels of skill and education (i.e. Maids & Housekeepers, Janitors, Security Guards, Fast Food Cooks, Landscapers).

The Healthcare Support and Healthcare Practitioners & Technical occupational groups reported some of the highest concentrations of constantly recruited vacancies. Health Care & Social Assistance businesses are clearly

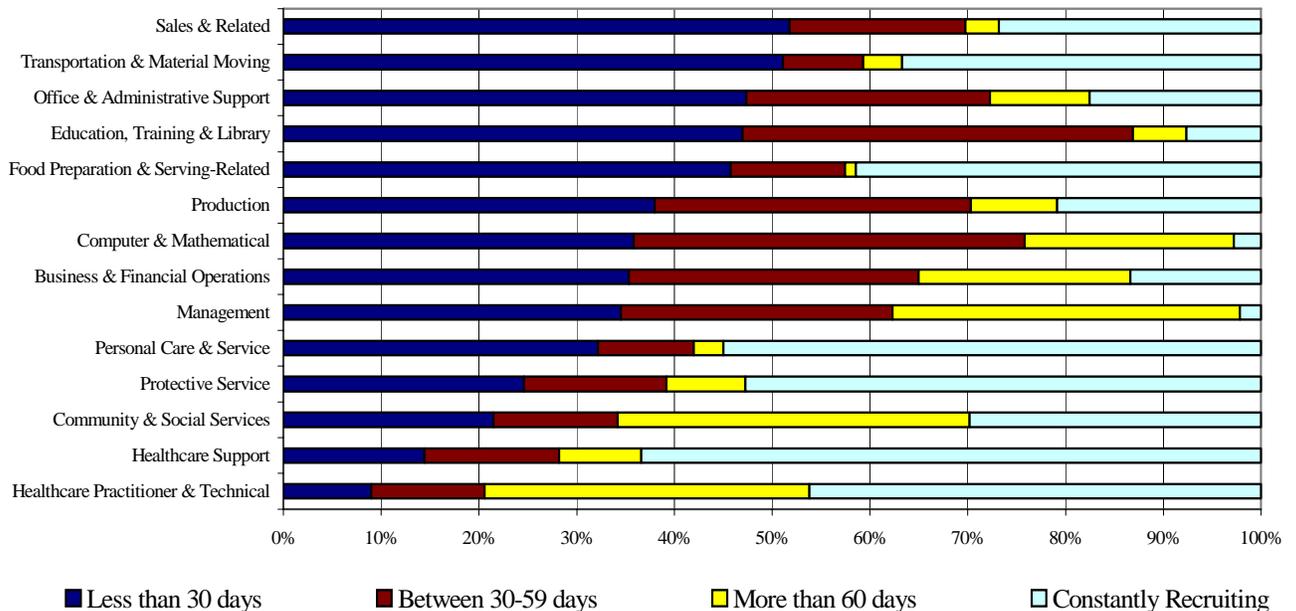
searching for qualified workers in a shallow labor pool, particularly for Registered Nurses, while attempting to maintain staffing levels for lower-skilled, high-turnover positions such as Certified Nursing Assistants. More than 63 percent of Healthcare Support and 46 percent of Healthcare Practitioners & Technical vacancies were constantly being recruited for or always open for hire, compared to the private sector average of 33.7 percent.

Top 25 Occupations with the Most Estimated Vacancies

Registered Nurses
Waiters & Waitresses
Nursing Aides, Orderlies & Attendants
Retail Salespersons
Personal & Home Care Aides
Cashiers
Restaurant Cooks
Combined Food Preparation & Serving Workers
Food Preparation Workers
Laborers and Freight, Stock & Material Movers
Customer Service Representatives
Stock Clerks & Order Fillers
Teacher Assistants
Licensed Practical & Vocational Nurses
Counter Attendants, Cafeteria, Food Concession & Coffee Shop
Truck Drivers, Heavy & Tractor-Trailer
Dishwashers
Executive Secretaries & Administrative Assistants
Security Guards
Mental Health Counselors
Receptionists & Information Clerks
Loan Interviewers & Clerks
Bartenders
Office Clerks, General
Carpenters

Job Vacancies by Selected Major Occupational Group and Vacancy Duration

May-June 2006



Other major occupational groups with hard-to-fill vacancies included Personal Care & Service, Protective Service, and Food Preparation & Serving-Related, primarily in lower-skilled, part-time jobs where turnover is very high, including Personal & Home Care Aides, Security Guards, and Waitstaff.

During the survey period, more than half of the estimated Sales & Related (51.8%) and Transportation & Material Moving (51.1%) occupational vacancies had been open for less than thirty days, as were 47 percent of Office & Administrative Support and Education, Training & Library job openings. While some of these vacancies were reported by firms seeking to boost their employment for the summer months, most were for permanent positions in lower-skilled occupations, such as Preschool Teachers, Customer Service Representatives, Stock Clerks & Order Fillers, Retail Salespersons, Cashiers, and Heavy & Light Truck Drivers.

Job Vacancies by Major Occupational Group & Educational Requirements						
<i>(sorted by % of vacancies with no educational requirement)</i>						
<i>Industry Sector</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>
Private Sector Total	22.6%	41.0%	8.3%	8.3%	16.1%	3.7%
Building & Grounds Cleaning & Maint.	71.7%	27.2%	1.1%	0.0%	0.0%	0.0%
Protective Service	52.3%	46.2%	0.0%	0.0%	1.5%	0.0%
Food Preparation & Serving-Related	46.3%	47.5%	5.4%	0.7%	0.1%	0.0%
Sales & Related	40.2%	51.8%	0.1%	1.6%	6.4%	0.0%
Production	35.5%	38.5%	19.0%	0.0%	7.0%	0.0%
Transportation & Material Moving	33.9%	58.3%	7.8%	0.0%	0.0%	0.0%
Construction & Extraction	26.9%	64.5%	8.1%	0.0%	0.0%	0.5%
Installation, Maintenance & Repair	20.0%	41.3%	31.3%	2.0%	3.3%	2.0%
Office & Administrative Support	15.8%	68.4%	3.4%	9.2%	3.1%	0.0%
Healthcare Support	11.9%	40.0%	47.7%	0.1%	0.3%	0.0%
Personal Care & Service	8.8%	83.0%	1.7%	0.2%	6.3%	0.0%
Business & Financial Operations	3.4%	10.7%	0.0%	16.2%	67.7%	2.1%
Management	1.8%	6.3%	0.0%	14.4%	65.5%	12.0%
Community & Social Services	0.9%	20.6%	0.0%	9.2%	16.7%	52.6%
Education, Training & Library	0.3%	51.7%	0.0%	5.2%	31.2%	11.6%
Healthcare Practitioner & Technical	0.0%	7.4%	7.1%	41.4%	36.1%	7.9%
Arts, Design, Entertain., Sports & Media	0.0%	7.2%	9.0%	9.9%	73.9%	0.0%
Computer & Mathematical	0.0%	2.9%	0.5%	8.1%	86.7%	1.9%
Architecture & Engineering	0.0%	2.2%	17.8%	5.9%	71.4%	2.7%
Life, Physical & Social Science	0.0%	0.0%	7.9%	1.6%	57.1%	33.3%
Legal	0.0%	0.0%	0.0%	0.0%	16.3%	83.7%

Job vacancies in the Building & Grounds Cleaning & Maintenance occupational group had the lowest educational requirement levels measured, with 72 percent of estimated openings having no educational requirement at all. This included Maids & Housekeepers, Janitors & Cleaners, and Landscaping & Groundskeeping Workers. Similarly, nearly all of the Protective Service vacancies measured required a high school diploma or less (98.5%), primarily comprised of openings for Security Guards and Lifeguards. Nearly 94 percent of Food Preparation & Serving-Related openings also required a diploma or less, particularly part-time, seasonal vacancies typically staffed by students on vacation for the summer months (i.e. Waitstaff, Dishwashers).

Vocational training was a common requirement for jobs in two occupational groups - Healthcare Support (47.7%) and Installation, Maintenance & Repair (31.3%). The former included many Nursing Aides, Orderlies &

Major Occupational Group

Attendants and Dental Assistants jobs, while the latter included openings for Automotive Body Repairers. Vocational training was also required for 19 percent of Production vacancies, such as Welders, Metal Workers, and Assemblers.

A high-proportion of vacancies in the Legal (100%), Computer & Mathematical (96.7%), Life, Physical & Social Science (92.1%), and Management (91.9%) occupational groups required a college education. These rates were well-above the 28 percent reported across all private sector vacancies, and included job openings for Lawyers, Clinical Psychologists, Biochemists, Medical Scientists, Chief Executives, Education Administrators, Computer Software Engineers, and Medical & Health Services Managers.

Over 70 percent of job vacancies required either general work experience (20.2%) or experience related to the position (51.7%). Seven occupational groups reported concentrations of vacancies requiring experience related to the position above 90 percent, including Legal (100%), Arts, Design, Entertainment, Sports & Media (99.1%), Architecture & Engineering (96.7%), Construction & Extraction (96.2%), Management (93.1%), Computer & Mathematical (91.0%), and Community & Social Services (90.8%). Throughout the private sector, close to 52 percent of estimated vacancies had this requirement.

General work experience was required for 40 percent of Education, Training & Library vacancies, primarily Teacher Assistant jobs. Roughly 37 percent of Office & Administrative Support vacancies also asked for applicants with general work experience, as did 31.4 percent of Personal Care & Service, 25.4 percent of Sales & Related, and 23.6 percent of Food Preparation & Serving-Related openings.

No experience was necessary for 64 percent of Protective Service occupational vacancies, as well as high proportions of openings in the Building & Grounds Cleaning & Maintenance (52.2%), Food Preparation & Serving-Related (47.6%), Personal Care & Service (39.1%), Sales & Related (38.9%), and Healthcare Support (31.2%) occupational groups. Many of these job openings were in part-time and/or temporary positions, including

<i>Major Occupational Group</i>	<i>No Experience Required</i>	<i>General Work Experience</i>	<i>Experience Related to Position</i>
Private Sector Total	28.1%	20.2%	51.7%
Protective Service	63.8%	10.7%	25.5%
Building & Grounds Cleaning & Maint.	52.2%	6.7%	41.1%
Food Preparation & Serving-Related	47.6%	23.6%	28.8%
Personal Care & Service	39.1%	31.4%	29.5%
Sales & Related	38.9%	25.4%	35.7%
Healthcare Support	31.2%	18.3%	50.5%
Transportation & Material Moving	28.6%	21.6%	49.9%
Healthcare Practitioner & Technical	23.5%	6.9%	69.5%
Office & Administrative Support	21.2%	37.2%	41.6%
Production	18.2%	13.1%	68.7%
Education, Training & Library	11.6%	40.1%	48.3%
Installation, Maintenance & Repair	8.7%	3.3%	88.0%
Community & Social Services	5.5%	3.7%	90.8%
Business & Financial Operations	4.4%	21.9%	73.7%
Architecture & Engineering	1.1%	2.2%	96.7%
Construction & Extraction	1.1%	2.7%	96.2%
Computer & Mathematical	0.5%	8.6%	91.0%
Management	0.3%	6.6%	93.1%
Life, Physical & Social Science	0.0%	18.2%	81.8%
Arts, Design, Entertain., Sports & Media	0.0%	0.9%	99.1%
Legal	0.0%	0.0%	100.0%

Job Vacancies by Major Occupational Group & Benefits Offered

<i>Industry Sector</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>
Private Sector Total	63.9%	52.9%	65.4%	40.2%	60.9%	27.2%
Architecture & Engineering	99.5%	98.4%	99.5%	70.4%	97.3%	0.5%
Arts, Design, Entertain., Sports & Media	66.7%	65.8%	72.1%	45.9%	66.7%	26.1%
Building & Grounds Cleaning & Maint.	58.8%	54.1%	58.8%	23.5%	44.7%	24.7%
Business & Financial Operations	100.0%	85.2%	91.0%	62.8%	99.3%	0.0%
Community & Social Services	63.3%	68.3%	68.3%	31.7%	68.3%	31.7%
Computer & Mathematical	96.8%	95.0%	95.9%	91.8%	95.0%	3.2%
Construction & Extraction	88.5%	18.8%	88.5%	43.5%	71.7%	11.5%
Education, Training & Library	64.6%	73.2%	68.7%	26.8%	68.0%	26.8%
Food Preparation & Serving-Related	29.3%	15.6%	29.1%	14.5%	15.5%	61.1%
Healthcare Practitioner & Technical	81.2%	78.2%	81.8%	65.8%	82.2%	15.0%
Healthcare Support	66.4%	68.7%	78.8%	49.6%	77.2%	15.0%
Installation, Maintenance & Repair	88.2%	69.3%	85.6%	41.8%	60.8%	11.8%
Legal	100.0%	27.3%	100.0%	13.6%	27.3%	0.0%
Life, Physical & Social Science	98.0%	98.0%	98.0%	92.9%	94.9%	2.0%
Management	96.2%	88.9%	96.0%	75.8%	93.6%	3.8%
Office & Administrative Support	69.8%	58.7%	68.4%	45.9%	69.1%	20.2%
Personal Care & Service	33.2%	34.4%	40.2%	28.7%	41.2%	48.7%
Production	90.7%	63.0%	96.9%	44.0%	81.5%	3.1%
Protective Service	19.1%	9.6%	40.4%	11.7%	30.3%	55.3%
Sales & Related	59.7%	47.3%	61.8%	16.5%	61.6%	27.0%
Transportation & Material Moving	74.4%	40.7%	66.2%	42.3%	67.0%	17.0%

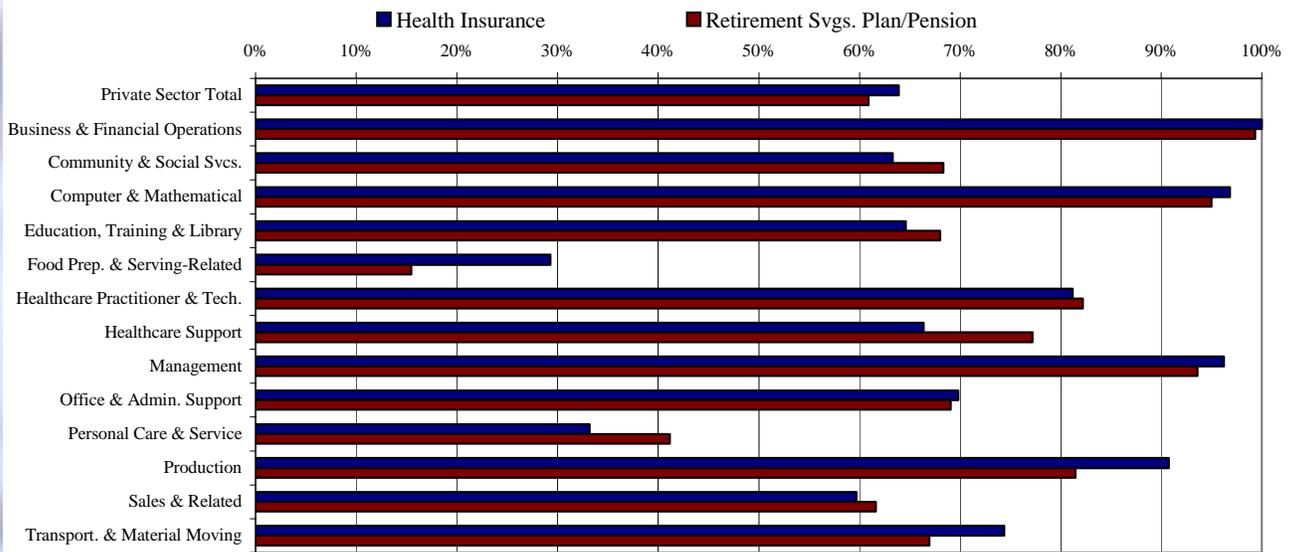
Security Guards, Cashiers, Maids & Housekeeping Cleaners, and Nursing Aides, Orderlies & Attendants.

The majority of job openings provided some level of benefits, with the most frequent being paid vacation, health insurance, and a retirement savings plan or pension. Just 27.2 percent of estimated vacancies offered no benefits. While 64 percent of estimated private sector job vacancies offered health insurance, several occupational groups reported much higher concentrations of openings with this benefit. All of the measurable vacancies in Business & Financial Operations (100%) and Legal (100%) occupations had health insurance, as did nearly all Architecture & Engineering (99.5%), Life, Physical & Social Science (98.0%), Computer & Mathematical (96.8%), and Management (96.2%) openings. The occupations comprising these groups generally require a college education, primarily bachelor and advanced degrees. The Production (90.7%), Construction & Extraction (88.5%), Installation, Maintenance & Repair (88.2%), Healthcare Practitioner & Technical (81.2%), and Transportation & Material Moving (74.4%) occupational groups also had a high proportion of estimated job vacancies with health insurance.

Health insurance benefits were less frequent among lower-skilled occupational groups. For example, less than one-fifth (19.1%) of Protective Service vacancies offered health insurance, as many Security Guard and seasonal Lifeguard positions did not have this benefit. Similarly, just 29 percent of Food Preparation & Serving-Related and one-third (33.2%) of Personal Care & Service occupational vacancies had health insurance. The former included many seasonal vacancies staffing our state's leisure and hospitality businesses (Waitstaff, Counter Attendants, Cooks, Bartenders, etc.), while the latter was primarily composed of part-time job openings for Personal & Home Care Aides.

Major Occupational Group

Percent of Job Vacancies Offering Health Insurance or a Pension Plan
by Selected Major Occupational Groups
May-June 2006



As with industry sector data, occupational vacancies that offered health insurance generally granted access to a retirement savings plan or pension as well. Nearly all (99.3%) Business & Financial Operations openings provided this important benefit, as did high proportions of job vacancies in Architecture & Engineering (97.3%), Computer & Mathematical (95.0%), Life, Physical & Social Science (94.9%), and Management (93.6%) occupations. Roughly 82 percent of Healthcare Practitioner & Technical and Production openings also provided access to a pension plan, as high concentrations of Registered Nurses, Emergency Medical Technicians, Physical Therapists, Pharmacy Technicians, Welders, Fiberglass Laminators, and Machine Tool Setters vacancies reported having this benefit. Retirement benefits were lowest among Food Preparation & Serving-Related (15.5%), Legal (27.3%), and Protective Service (30.3%) vacancies.

More than 90 percent of the measurable vacancies in the Architecture & Engineering (99.5%), Life, Physical & Social Science (98.0%), Production (96.9%), Management (96.0%), Computer & Mathematical (95.9%), and Business & Financial Operations (91.0%) occupational groups offered paid vacation to potential hires, well-above the private sector average of 65 percent. These major occupational groups also reported the highest concentrations of vacancies with paid sick leave as well. In contrast, just 29 percent of Food Preparation & Serving-Related vacancies offered paid vacation time, and less than 16 percent provided paid sick leave.

Just six major occupational groups reported concentrations of vacancies with a tuition reimbursement benefit above 50 percent: Life, Physical & Social Science (92.9%), Computer & Mathematical (91.8%), Management (75.8%), Architecture & Engineering (70.4%), Healthcare Practitioner & Technical (65.8%), and Business & Financial Operations (62.8%). Less than one-fifth of measurable vacancies in Protective Service (11.7%), Legal (13.6%), Food Preparation & Serving-Related (14.5%), and Sales & Related (16.5%) occupations provided tuition reimbursement to potential hires.

Not surprisingly, occupational groups attracting low-skilled workers for part-time and/or seasonal positions had the highest proportion of vacancies without benefits, including 61.1 percent of Food Preparation & Serving-Related openings, 55.3 percent of Protective Service vacancies, and 48.7

percent of open Personal Care & Service positions. Also, close to one-third of estimated Community & Social Services (31.7%) occupational vacancies also had no benefits, above the private sector average of 27.2 percent. Fifteen percent of the measurable job openings in the Healthcare Practitioner & Technical and Healthcare Support occupational groups did not have benefits as well.

Among major occupational groups, the median low wage for job vacancies ranged from \$7.50 per hour for Education, Training & Library occupations to \$28.85 in Computer & Mathematical occupations. The former included job openings for Teacher Assistants and Preschool Teachers, while the latter included Computer Programmer, Network Administrators, and Database Administrators vacancies.

Occupational groups whose vacancies paid a median low wage below the private sector median of \$11.00 included Education, Training & Library (\$7.50), Food Preparation & Serving-Related (\$8.00; Bartenders, Fast Food Cooks, Dishwashers, Waitstaff), Sales & Related (\$8.00; Cashiers and Retail Salespersons), Protective Service (\$9.00; Lifeguards), and Personal Care & Service (\$9.50; Personal & Home Care Aides and Recreation Workers). Many of these occupations require lower-levels of education and experience and are often part-time and/or seasonal in nature. Vacancies in both the Healthcare Support and Office & Administrative Support occupational groups had a median low wage of \$10.00, or \$1.00 below the private sector median. The former included vacancies for Phlebotomists, Certified Nursing Assistants, Psychiatric Aides, and Veterinary Assistants & Laboratory Animal Caretakers, while the latter included job openings for Office Clerks, Stock Clerks & Order Fillers, Reservation & Ticket Agents, and Customer Service Representatives.

Along with Computer & Mathematical (\$28.85), several major occupational groups had vacancies that paid median low wages much higher than the private sector median. Job openings in Architecture & Engineering occupations paid a median of \$24.04 per hour, with high-wage vacancies for Civil, Electrical, Industrial, and Mechanical Engineers. At \$21.63, the third highest median wage was reported in the Healthcare Practitioner & Technical group, where numerous vacancies for Registered Nurses, Licenced Practical Nurses, Occupational and Physical Therapists, Speech-Language Pathologists, and Dental Hygienists offered notable hourly rates. Also, Management vacancies, including Chief Executives, Financial Managers, Medical & Health Services Managers, and Post-secondary Education Administrators, offered a median wage range of \$19.23 to \$23.00 per hour. Vacancies in Business & Financial Operations occupations, such as Accountants, Financial Analysts, Loan Officer, and Management Analysts, also paid a median low hourly wage of \$19.23. The Construction & Extraction (\$18.00), Community & Social Service (\$16.00), Installation, Maintenance & Repair (\$15.00), and Production (\$12.00) occupational groups also reported wages above the private sector median.

Median Wages Offered for Job Vacancies by Selected Major Occupational Group		
<i>Industry Sector</i>	<i>Median Low Wage</i>	<i>Median High Wage</i>
Private Sector Total	\$ 11.00	\$ 12.00
Architecture & Engineering	\$ 24.04	\$ 28.85
Business & Financial Operations	\$ 19.23	\$ 21.63
Community & Social Services	\$ 16.00	\$ 16.00
Computer & Mathematical	\$ 28.85	\$ 31.01
Construction & Extraction	\$ 18.00	\$ 18.00
Education, Training & Library	\$ 7.50	\$ 10.00
Food Preparation & Serving-Related	\$ 8.00	\$ 10.00
Healthcare Practitioner & Technical	\$ 21.63	\$ 27.00
Healthcare Support	\$ 10.00	\$ 11.00
Installation, Maintenance & Repair	\$ 15.00	\$ 17.00
Management	\$ 19.23	\$ 23.00
Office & Administrative Support	\$ 10.00	\$ 11.06
Personal Care & Service	\$ 9.50	\$ 9.94
Production	\$ 12.00	\$ 13.00
Protective Service	\$ 9.00	\$ 10.00
Sales & Related	\$ 8.00	\$ 9.00
Transportation & Material Moving	\$ 11.00	\$ 11.00



A Product of:

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Labor Market Information**

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The Labor Market Information unit would like to thank all of the Ocean State employers who assisted us by completing their 2006 Rhode Island Job Vacancy Survey. This project would not have been possible without their cooperation. We hope to continue to partner with Rhode Island employers to produce and provide useful and timely workforce information.

The mission of the **Rhode Island Department of Labor and Training's Labor Market Information** unit 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.

The **Rhode Island Job Vacancy Survey** asked employers to provide information on current job vacancies at the time of survey completion, including job titles, number of vacancies and vacancy length, educational requirements, and benefits offered. It is important to note that this survey provides *point-in-time 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 non-farm, private-sector establishments, excluding private households and temporary help services. Sample units were randomly selected from the state's Quarterly Census of Employment and Wages database and stratified by industry and size class. Data was collected for approximately eight weeks during May and June 2006. Overall, usable survey data was collected from 61% of the sample.

Data included within this report is subject to revision and may not be additive due to rounding and excluded data. Some detailed industry and occupational data has been withheld due to disclosure standards. No company-specific information collected during this survey has or will be released to the public.

This publication, along with past survey results, reports, and a list of Frequently Asked Questions, are available on-line at: www.dlt.ri.gov/lmi/jvs.htm.

For more information about JVS, please contact LMI at (401) 462-8740 or nucci@dlt.state.ri.us.