



Rhode Island  
Department of Labor and Training

# *Rhode Island Job Vacancy Report*

... hereby release the addressed entity and all in-  
for any damage whatsoever resulting from their actions  
if such information.

Name While in Your Employment \_\_\_\_\_  
Social Security Number \_\_\_\_\_  
Dates of Employment \_\_\_\_\_  
Start Position \_\_\_\_\_  
ary \_\_\_\_\_  
Position \_\_\_\_\_

## APPLICATION FOR EMPLOYMENT

PERSONAL INFORMATION		APT. NO.	CITY
NAME (LAST NAME FIRST)			
PRESENT ADDRESS			
PERMANENT ADDRESS			
ARE YOU 18 YEARS OR OLDER?	<input type="checkbox"/> YES <input type="checkbox"/> NO		
PHONE			

EMPLOYMENT

MAY WE INQUIRE  
PRESENT EMPLOYER

Summer 2007

A publication of the  
Labor Market Information Unit

**Rhode Island Department of Labor and Training  
Labor Market Information**

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# Highlights

Rhode Island's private sector businesses had an estimated 8,637 job vacancies in the Summer of 2007. This represented 2.8 vacancies for every ten unemployed residents.

- Nearly two-thirds of the job openings were for full-time positions.
- Over ninety-percent of the openings were for permanent jobs.
- More than one-third of the estimated job openings were for occupations that were constantly being recruited.

Demand for workers with higher education and experience was high in 2007.

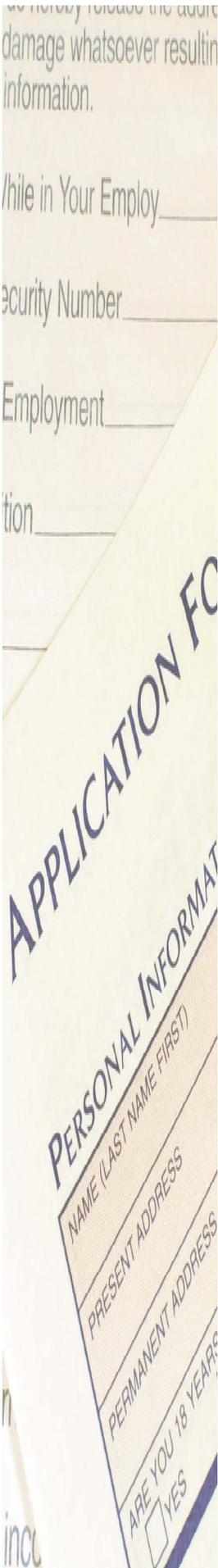
- A college degree (associate or higher) was required for 36 percent of open positions.
- Related work experience was required for nearly 60 percent of the openings.
- More than one-third of estimated vacancies were constantly being recruited.

The high demand for experience and education was reflected in the wages and benefits.

- Half the job openings started at \$11.00/hour or higher.
- Three-quarters of the openings offered health insurance.
- Nearly 70 percent provided access to retirement plans.
- More than half offered tuition reimbursement.

Job vacancies were noted in over 300 occupational classifications and in all industrial sectors.

- Approximately 40 percent (3,416) of the job openings were in Health Care & Social Assistance establishments.
- Demand was high for Healthcare Practitioners, Office & Administrative workers and Food Preparation & Serving workers.





# Major Findings

In Summer 2007, there were an estimated 8,637 job vacancies in Rhode Island's private sector, a decrease of 2,312 (-21.1%) from the 10,949 vacancies estimated between May and June 2006. Nearly 66 percent of the openings were full-time positions (defined as 35 or more hours of work per week), compared to 56 percent of estimated vacancies in 2006. Part-time jobs accounted for the remaining 34.2 percent of vacancies in Summer 2007, (with notable concentrations in Education, Training & Library, Protective Service, and Transportation & Material Moving occupations.)

Between June and August of 2007, most private sector vacancies were for permanent positions (92.2%), somewhat higher than last year (87.0%). Eight percent of estimated job openings were listed as temporary or seasonal in nature. The majority were concentrated in occupations needed to meet the demands for the upcoming school year.

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.

Vacancy duration changed very little between 2006 and 2007. Overall, 38 percent of estimated vacancies had been open for less than thirty days. In contrast, nearly one-third of estimated openings were constantly being recruited for or always open for hire. An additional 13.4 percent had been open for more than sixty days.

The educational attainment requirements for job vacancies increased in Summer 2007. Thirty-six percent of estimated vacancies required an associate degree or higher, compared to 28 percent in 2006.

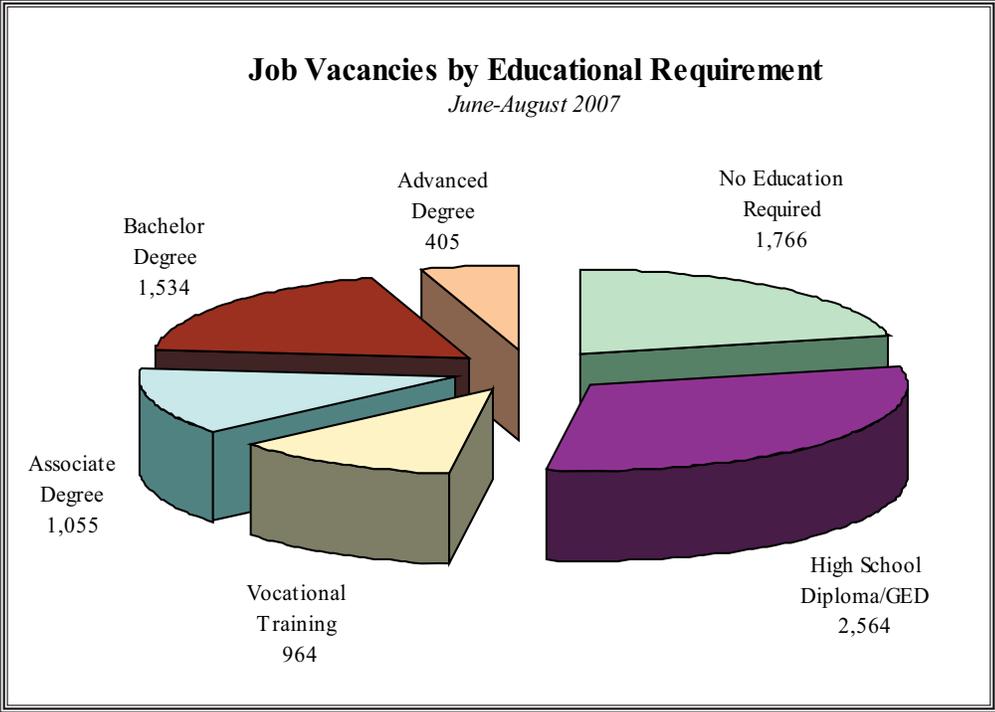
## Private Sector Job Vacancy Data Summary Summer 2007

	2007	2006
<b>Number of Job Vacancies</b>	<b>8,637</b>	<b>10,949</b>
Job Vacancy Rate (vacancies per 100 filled jobs)	2.1%	2.7%
Full-Time Positions	65.8%	55.8%
Part-Time Positions	34.2%	44.2%
Vacancies Open < 30 Days	38.4%	35.8%
Vacancies Open Between 30-59 Days	16.5%	17.8%
Vacancies Open > 60 Days	13.4%	12.6%
Constantly Recruiting/Always Hiring	31.7%	33.7%
Permanent Positions	92.2%	87.0%
Temporary/Seasonal Positions	7.8%	13.0%
Vacancies Requiring a Diploma/GED	30.9%	41.0%
Vacancies Requiring Vocational Training	11.6%	8.3%
Vacancies Requiring an Associate Degree	12.7%	8.3%
Vacancies Requiring a Bachelor's Degree	18.5%	16.1%
Vacancies Requiring an Advanced Degree	4.9%	3.7%
No Education Requirement	21.3%	22.6%
License or Certificate Required	20.0%	25.8%
General Work Experience Required	17.9%	20.2%
Experience Related to Position Required	59.3%	51.7%
No Experience Required	22.8%	28.1%
Median Hourly Wage Range	\$11.00 to \$12.00	\$11.00 to \$12.00
Vacancies with Health Insurance	77.3%	63.9%
Vacancies with Paid Sick Leave	52.5%	52.9%
Vacancies with Paid Vacation	81.0%	65.4%
Vacancies with Tuition Reimbursement	51.0%	40.2%
Vacancies with Retirement /Pension Plan	68.4%	60.9%
Vacancies with No Benefits Offered	13.3%	27.2%

Employers were also looking for a higher proportion of new hires with vocational training, accounting for 11.6 percent of job openings. This was up from the 8.3 percent reported one year earlier. In contrast, an estimated 21.3 percent of open positions had no education requirement, down slightly from 22.6 percent in Spring 2006.

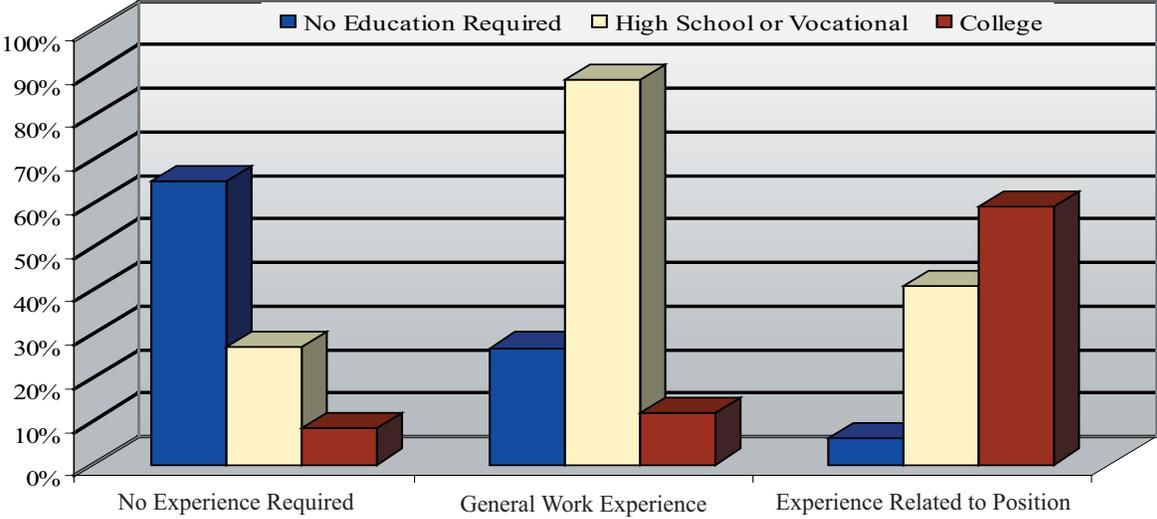
Along with educational requirements, employers are strongly seeking experienced workers for many positions. Nearly 60 percent of all estimated vacancies preferred prospective employees to have previous job-related experience. This was up nearly 8 percentage points from what was measured in Spring 2006. Eighteen percent of job openings required general work experience and 23 percent of the vacancies required no experience.

There was a strong correlation between experience and education requirements. Sixty-five percent of job vacancies with no experience requirement also had no education requirement. This was especially common in Food Preparation & Serving and Sales occupations that include Cashiers, Combined Food Preparation & Serving Workers, Counter Attendants, and Waiters & Waitresses. In comparison, 6.1 percent of the vacancies that required experience related to the position had no educational requirement. Nearly 59 percent of vacancies requiring job-related experience also called for some level of higher education (associate, bachelor, or advanced degrees). This education and experience combination included approximately 75 percent of all Healthcare Practitioner & Technical vacancies, primarily for Registered and Licensed Practical Nurses.



### Job Vacancies by Experience & Educational Requirements

*June-August 2007*



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 Summer 2007 survey period offered a median wage range of \$11.00 to \$12.00 per hour, the same as last year's median wage range.

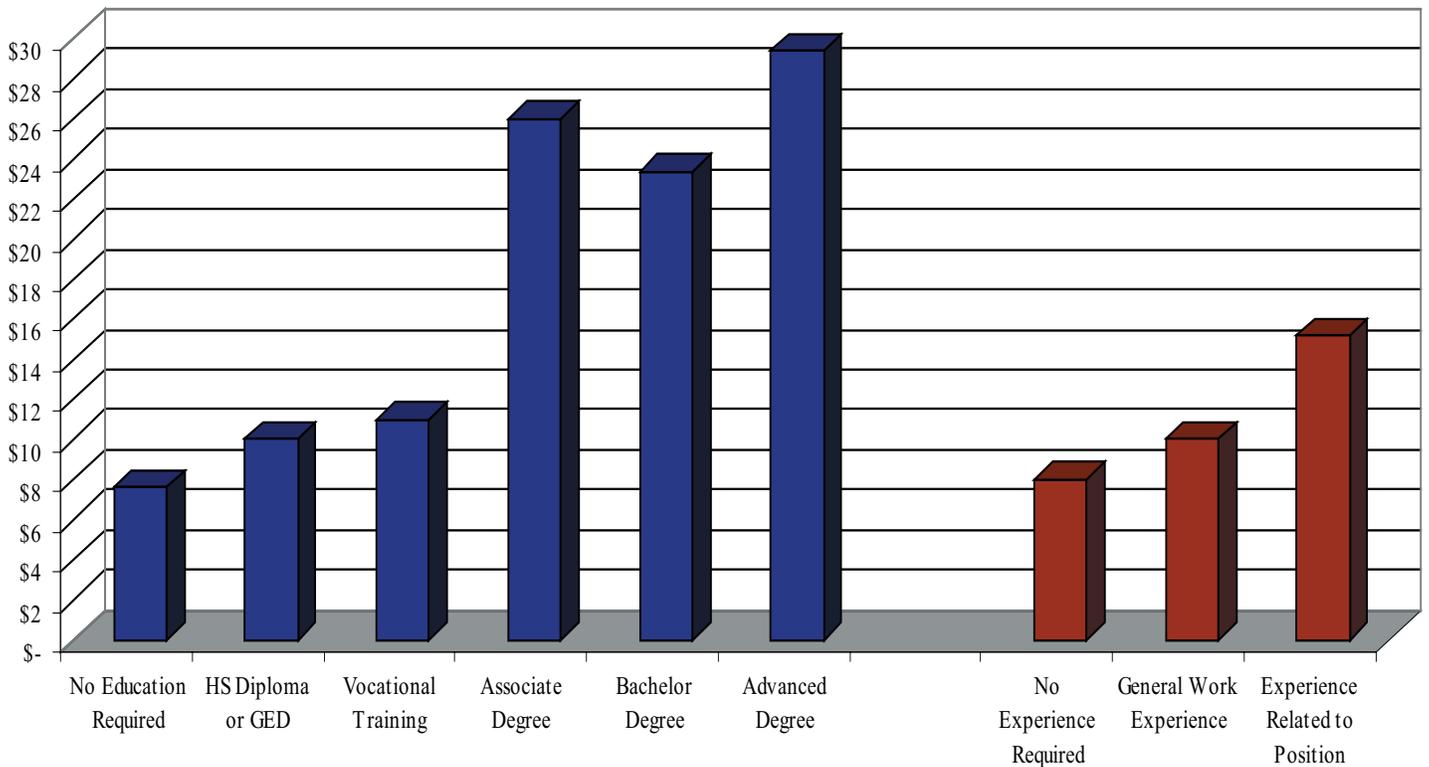
Part-time vacancies generally paid less than full-time vacancies. The median hourly wage for part-time openings was \$10.00, while full-time job vacancies offered a median wage range of \$12.10 to \$13.28 per hour, down from last year's median wage range of \$14.00 to \$15.00 per hour.

Median wage levels also rose with educational attainment. The median hourly wage for job vacancies without an educational requirement was \$7.59, while open positions requiring a high school diploma or GED paid a median starting wage of \$10.00 per hour. Employers seeking to fill jobs with workers that had vocational training offered a median starting wage of \$11.00 per hour. In contrast, vacancies asking for a bachelor degree or an advanced degree paid the highest wages offering a median starting wage of \$23.37 per hour and \$29.39 per hour, respectively.

As experience requirements increased, so too did the median wage range for job vacancies. Job openings with no experience requirement paid a median wage of \$8.00 per hour, compared to \$10.00 to 10.56 for vacancies requiring general work experience and \$15.16 to \$16.00 for vacancies that required experience related to the position.

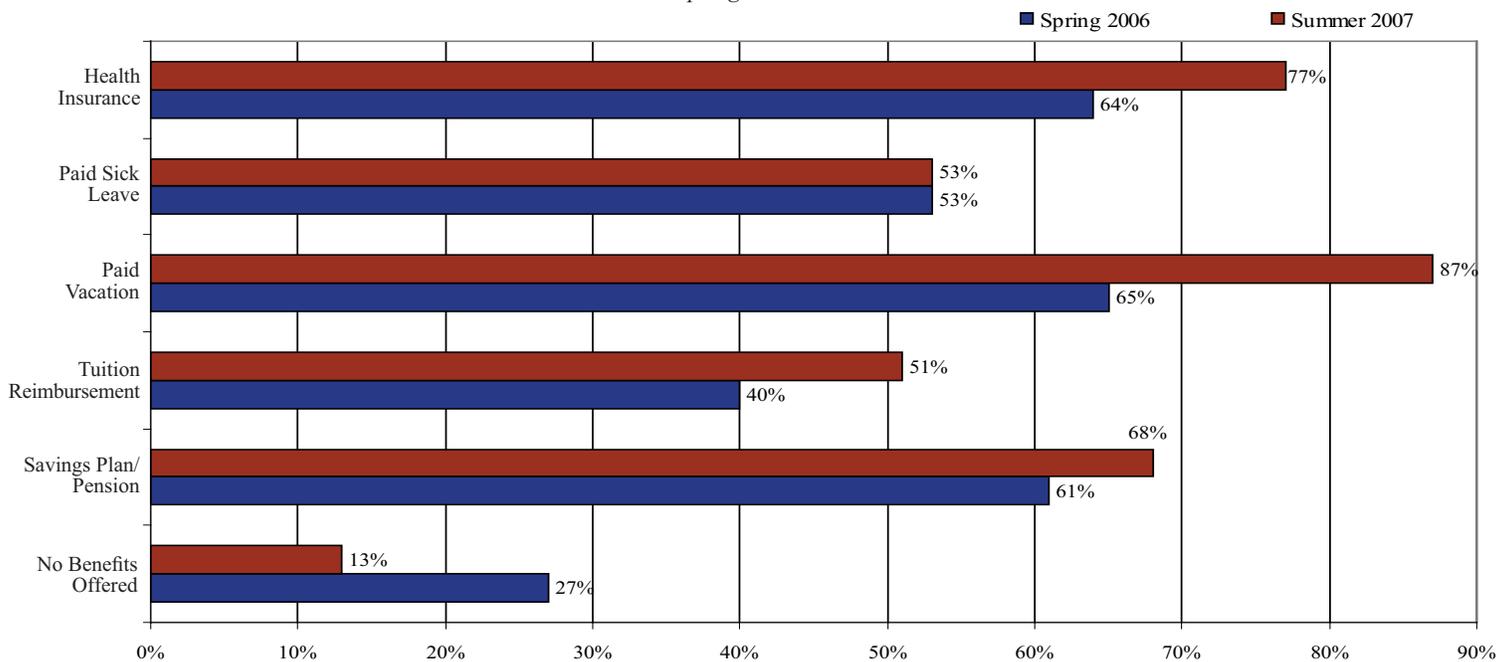
### Median Low Wage for Job Vacancies by Educational & Experience Requirements

June-August 2007



## Job Vacancies by Benefits Offered

Spring 2006 vs. Summer 2007



Overall, benefit levels for Rhode Island's job vacancies increased between Spring 2006 and Summer 2007. Nearly 77 percent of estimated openings provided prospective hires access to health insurance for which the employer contributed partial or full payment. This was up from Spring 2006, when 64 percent of vacancies reported having this benefit. The proportion of vacancies offering health insurance was significantly higher for full-time jobs (85%) than for part-time (62.0%) jobs. The proportion of job openings offering health insurance generally rose as educational requirements increased. Less than 73 percent of vacancies requiring a high school diploma or GED provided health insurance, compared to 98 percent of vacancies requiring a bachelor degree.

Over the year, the proportion of vacancies offering a retirement savings or pension plan also increased. In Summer 2007, nearly 68 percent of measurable vacancies provided access to retirement benefits, compared to 61 percent in 2006. As with health insurance, full-time (72.0%) positions were more likely to offer a retirement plan than part-time (61.3%) positions, as were permanent (71.4%) jobs when compared to temporary or seasonal (31.7%) jobs. In regards to educational requirements, 78.7 percent of vacancies requiring a college degree offered a retirement plan, compared to just 65.9 percent of vacancies requiring a high school diploma or less.

Approximately 53 percent of job vacancies offered paid sick leave and 87 percent had paid vacation time. Fifty-one percent of estimated vacancies offered a tuition reimbursement program for new hires, an increase of 11 percentage points from what was measured in Spring 2006.

In 2007, 13 percent of job vacancies offered no benefits, compared to 27 percent in Spring 2006. Job openings without benefits were primarily part-time positions. Twenty-one percent of part-time vacancies offered no benefits, compared to just 9.1 percent of full-time vacancies. More than half of the temporary or seasonal positions offered no benefits, whereas only one out of ten permanent job openings offered no benefits.

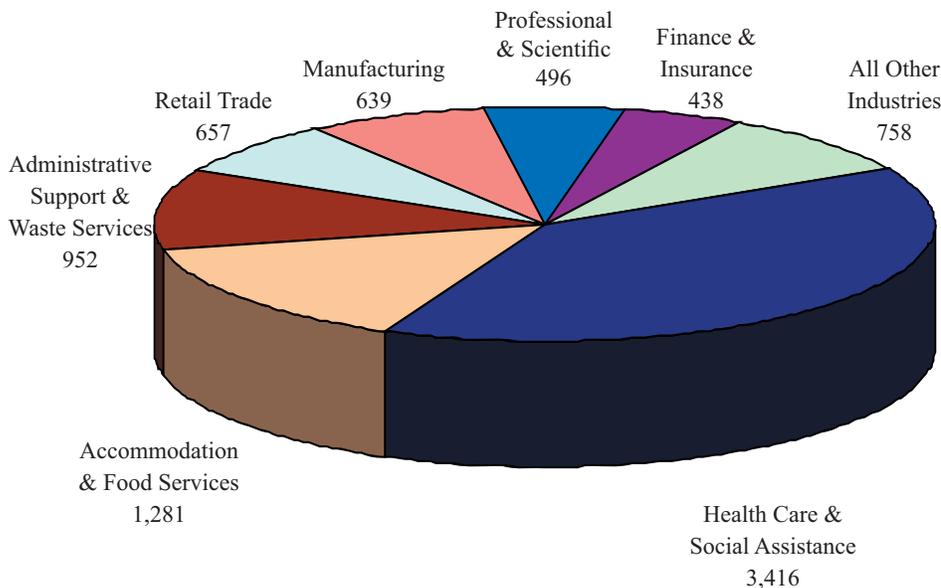
# Industry Sector

Rhode Island's Health Care & Social Assistance employers combined for an estimated 3,416 job vacancies in Summer 2007, a slight decrease from the 2006 estimated openings of 3,480. Health Care & Social Assistance led all industry sectors with a job vacancy rate of 4.6 percent, or nearly five job openings for every one hundred filled, well above the private sector rate of 2.1 percent. This industry sector comprised 39.5 percent of all job vacancies measured throughout the Ocean State, up from its 31.8 percent share one year earlier. Both the job vacancy rate and vacancy total in Health Care & Social Assistance have lead all industries in each of the past three years. This section has consistently increased its percentage of total vacancies from 27.5 percent (3,334 vacancies) in 2005; to 31.8 percent (3,480 vacancies) in 2006; to the current rate of 39.6 percent (3,416 vacancies) in 2007. This continued trend indicates that healthcare establishments are having a 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.

Accommodation & Food Services reported 1,281 vacancies in 2007, down 720 vacancies from the 2006 total of 2,001. The 2006 Job Vacancy survey was conducted during the spring, May and June, resulting in a higher number of reported seasonal vacancies. The 2007 Job Vacancy survey was conducted during June and July; most establishments already hired their seasonal help resulting in fewer reported vacancies. Nineteen seasonal vacancies were reported within Accommodation & Food Services in 2007 compared to 614 seasonal vacancies in 2006.

Administrative Support & Waste Management Services accounted for 952 vacancies in 2007, representing 11 percent of total vacancies in Rhode Island. These three aforementioned industry sectors - Health Care & Social Assistance, Accommodation & Food Services, and Administrative Support & Waste Services combined for more than 5,650 job vacancies in Summer 2007. While they employ only 35 percent of the state's private sector workforce, these sectors accounted for 65 percent of all estimated private sector vacancies.

**Job Vacancies by Industry Sector**  
Summer 2007



There were an estimated 639 vacancies in Manufacturing industries, down from 965 in 2006. This industry sector's vacancy rate decreased from 1.8 percent a year ago to 1.2 percent in 2007, and was still well below the private sector average. Retail Trade establishments reported 655 vacancies, followed by Professional, Scientific & Technical Services (496); Finance & Insurance (438); Construction (208); and Transportation & Warehousing (145).

<i>Job Vacancy Data by Industry Sector</i>									
	<i>Estimated Vacancies</i>			<i>Vacancy Rate</i>			<i>Percent of Total</i>		
	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>
<b>Private Sector Total</b>	<b>8,637</b>	<b>10,949</b>	<b>12,114</b>	<b>2.1%</b>	<b>2.7%</b>	<b>3.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Health Care & Social Assistance	3,416	3,480	3,334	4.6%	4.8%	4.7%	39.6%	31.8%	27.5%
Accommodation & Food Services	1,281	2,001	1,913	3.0%	4.4%	4.2%	14.8%	18.3%	15.8%
Administrative Support & Waste Services	952	200	609	3.8%	1.2%	3.7%	11.0%	1.8%	5.0%
Retail Trade	657	1,347	1,480	1.3%	2.6%	2.8%	7.6%	12.3%	12.2%
Manufacturing	639	965	1,008	1.2%	1.8%	1.8%	7.4%	8.8%	8.3%
Professional, Scientific & Technical Services	496	332	336	2.3%	1.6%	1.7%	5.7%	3.0%	2.8%
Finance & Insurance	438	584	901	1.7%	2.2%	3.5%	5.1%	5.3%	7.4%
Construction	208	193	558	0.9%	0.8%	2.5%	2.4%	1.8%	4.6%
Transportation & Warehousing	145	285	262	1.5%	3.1%	2.9%	1.7%	2.6%	2.2%
Other Services	130	195	378	0.7%	1.1%	2.1%	1.5%	1.8%	3.1%
Information	77	199	261	0.7%	1.9%	2.4%	0.9%	1.8%	2.2%
Educational Services	65	352	259	0.4%	2.1%	1.6%	0.8%	3.2%	2.1%
Wholesale Trade	58	251	111	0.3%	1.5%	0.7%	0.7%	2.3%	0.9%
Management of Companies & Enterprises	40	147	225	0.4%	1.7%	2.7%	0.5%	1.3%	1.9%
Arts, Entertainment & Recreation	NA	351	328	NA	3.9%	3.6%	0.3%	3.2%	2.7%
Real Estate & Rental & Leasing	NA	47	144	NA	0.7%	2.1%	0.1%	0.4%	1.2%

Overall, four industry sectors posted job vacancy rates above the private sector rate of 2.1 percent: Health Care & Social Assistance (4.6%), Accommodation & Food Services (3.0%), Administrative Support & Waste Management Services (3.8%), and Professional, Scientific & Technical Services (2.3%). The large increase in Administrative Support & Waste Services vacancies was due to the inclusion of temporary help in this year's survey.

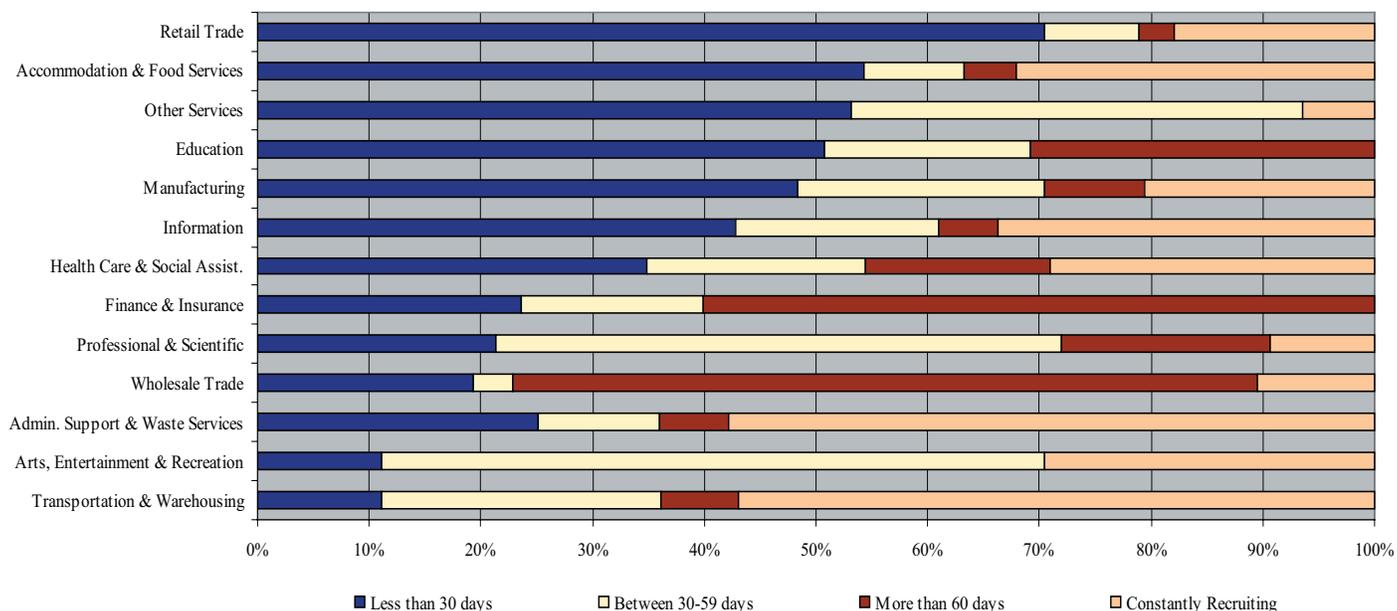
The Retail Trade industry sector reported a job vacancy rate (1.3%) below the private sector average (2.1%) and its 2006 rate (2.6%). A decline in retail vacancies could be due to multiple factors including the timing of the survey and/or a decline in the overall economy. Construction employment vacancies in Summer 2007 were consistent with last year's openings, suggesting that new hiring continues to be slow, creating fewer vacancies in the building trades.

The Transportation & Warehousing and Administrative Support & Waste Services sectors reported the greatest share of persistent, unfilled job openings, as these two sectors were constantly recruiting for over half of their vacant positions. Health Care & Social Assistance reported nearly one-third of their openings are always being recruited. Nearly half of these openings were for Registered Nurses, Licensed Practical & Vocational Nurses and Nursing Aides, Orderlies & Attendants - all of which are difficult to fill due to supply-side shortages. An additional 16.5 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. The Finance & Insurance sector reported 60 percent of their respective openings had been open for more than sixty days or were being constantly recruited. This industry sector was seeking higher skilled, higher educated applicants with prior job-related work experience to fill these open positions.

### Job Vacancies by Selected Industry Sector and Vacancy Duration

June-August 2007



The highest concentration of part-time vacancies occurred in the Transportation & Warehousing sector, with 79.3 percent of vacancies offering less than 35 hours of work per week. This included vacancies for School Bus Drivers, School Bus Monitors, Truck Drivers and clerical occupations. Six out of ten (60.6%) of the vacancies in Retail Trade were also part-time positions. These two sectors rely heavily on lower-skilled, low-wage labor to staff transportation needs for the new school year as well as Cashiers and Retail Sales Clerks in the Retail Trade Industry.

Other industry sectors that reported above-average concentrations of part-time vacancies included Health Care & Social Assistance (46.5%), Educational Services (36.9%), and Information (36.4%). Health Care & Social Assistance reported a high number of Registered Nurses; Nursing Aides, Orderlies & Attendants; and Personal & Home Care Aides vacancies that offered part-time hours. Part-time vacancies in Educational Services included mostly postsecondary education teachers, while the Information Sector offered part-time work for Computer Programmers, Customer Service Representatives and various clerical positions.

Industry sectors that have traditionally relied upon “white collar” professionals, including Professional, Scientific & Technical Services (92.9%) and Finance & Insurance (88.1%), reported that over 85 percent of their vacancies were full-time positions. All vacancies in Wholesale Trade and over 95 percent of Manufacturing and Construction vacancies were for full-time positions.

#### Job Vacancies by Industry Sector with Part-Time/Full Time Status

Industry Sector (sorted by part-time %)	Part-time	Full-time
<b>Private Sector Total</b>	<b>34.2%</b>	<b>65.8%</b>
Transportation & Warehousing	79.3%	20.7%
Retail Trade	60.6%	39.4%
Management of Companies	52.5%	47.5%
Health Care & Social Assistance	46.5%	53.5%
Educational Services	36.9%	63.1%
Information	36.4%	63.6%
Accommodation & Food Services	31.5%	68.5%
Arts, Entertainment & Recreation	29.6%	70.4%
Other Services	22.3%	77.7%
Administrative & Waste Services	22.9%	77.1%
Finance & Insurance	11.9%	88.1%
Professional, Scientific & Technical	7.1%	92.9%
Manufacturing	4.1%	95.9%
Construction	1.9%	98.1%
Wholesale Trade	0.0%	100.0%

**Job Vacancies by Industry Sector & Educational Requirements**  
(sorted by % of vacancies with no educational requirement)

<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>
<i>Private Sector Total</i>	21.3%	30.9%	11.6%	12.7%	18.5%	4.9%
Accommodation & Food Services	71.2%	22.1%	1.5%	5.2%	0.0%	0.0%
Retail Trade	69.1%	20.8%	2.4%	3.3%	4.4%	0.0%
Transportation & Warehousing	64.1%	22.8%	11.7%	0.0%	1.4%	0.0%
Information	24.7%	44.2%	0.0%	5.2%	20.8%	5.2%
Administrative & Waste Services	12.9%	23.9%	22.9%	34.7%	4.9%	0.6%
Manufacturing	12.9%	40.4%	20.9%	4.6%	19.2%	2.0%
Professional, Scientific & Technical Services	2.5%	5.8%	1.2%	0.8%	84.9%	4.8%
Health Care & Social Assistance	2.1%	41.7%	14.6%	14.0%	17.4%	10.2%
Educational Services	1.5%	12.3%	0.0%	4.6%	55.4%	26.2%
Arts, Entertainment & Recreation	0.0%	40.7%	0.0%	0.0%	59.3%	0.0%
Finance & Insurance	0.0%	36.2%	0.0%	4.0%	58.3%	1.5%
Wholesale Trade	0.0%	25.9%	0.0%	0.0%	72.4%	1.7%
Other Services	0.0%	25.4%	59.2%	15.4%	0.0%	0%

Note: Management of Companies -- Not Available

Educational requirements were lowest for vacancies in the Accommodation & Food Services, Retail Trade and Transportation & Warehousing industry sectors. More than 60 percent of the job openings in each of these three sectors had no education requirement. In comparison, 21.3 percent of all private sector vacancies measured during the survey period had no educational requirement.

The highest educational requirements were reported for vacancies in the Professional, Scientific & Technical Services; Educational Services; Wholesale Trade; and Finance & Insurance sectors. College degrees (associate, bachelor and advanced) were necessary for 90.5 percent, 86.2 percent, 74.1 percent, and 63.8 percent of the job openings in these industries, respectively. These proportions were well-above the private sector average of 36.1 percent. Other sectors reporting a high share of vacancies requiring a college education included Arts, Entertainment & Recreation (59.3%) and Administrative Support & Waste Services (40.2%).

In Summer 2007, more than half (59.3%) 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 training. On an industry sector level, 96.9 percent of Educational Services vacancies called for experience related to the position, followed by Professional, Scientific & Technical Services (92.8%), Arts, Entertainment & Recreation (92.6%), Finance & Insurance (90.0%), Wholesale Trade (72.4%), Health Care & Social Services (69.5%), and Administrative Support & Waste Services (68.5%).

Not all industry sectors required experienced workers to fill their job vacancies. Nearly 60 percent of job openings in the Accommodation & Food Services sector had no experience requirement, followed by Retail Trade (44.1%) and Transportation and Warehousing (39.3%). Many of these vacancies were for jobs that can be learned quickly and require few specialized skill sets, including Cashiers, Stock Clerks, Dishwashers, Parking Lot Attendants, Food Preparation Workers, Waitstaff, and Security Guards.

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. Businesses within Management of Companies, Construction, Finance & Insurance, Wholesale Trade and Manufacturing were most likely to offer health insurance to their prospective hires.

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. Nearly 100 percent of estimated Manufacturing vacancies had health insurance and 84 percent provided access to a retirement savings plan or pension. Moreover, nearly 96 percent of industry sector openings had paid vacation time and half offered paid sick leave.

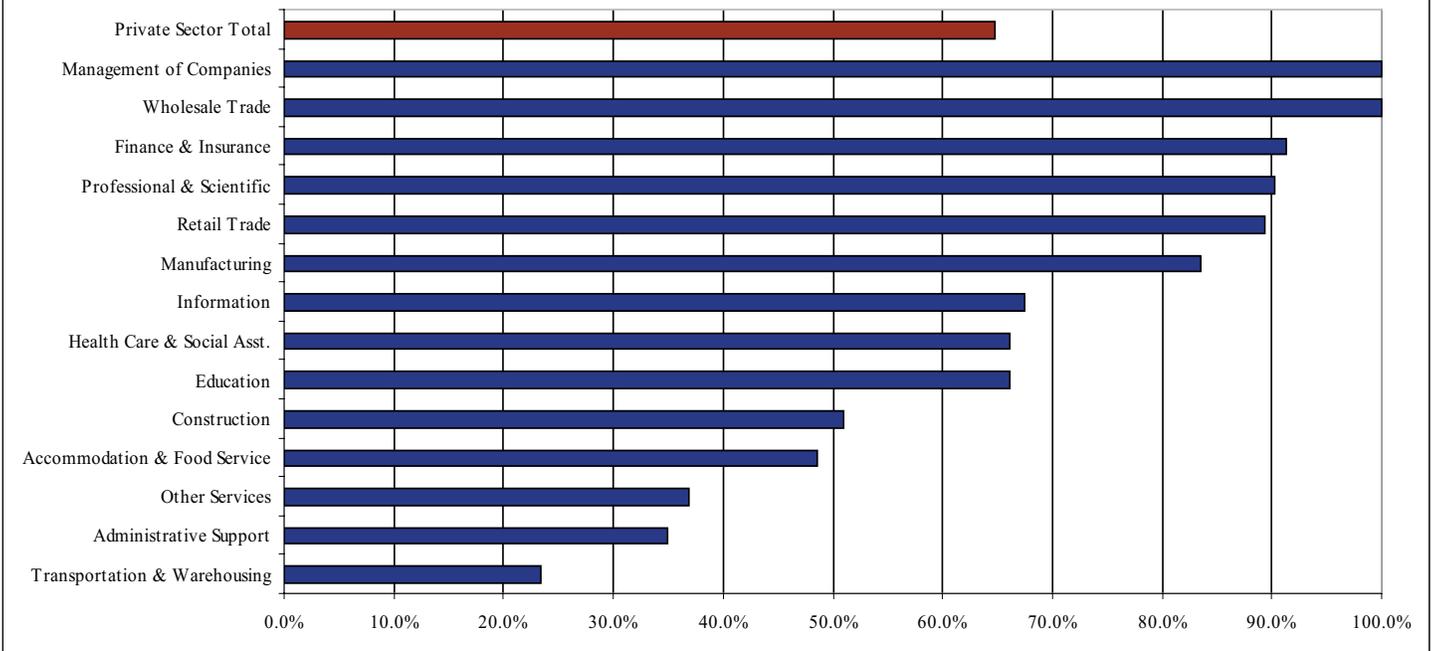
In Summer 2007, 51 percent of estimated private sector vacancies offered tuition reimbursement, ten percentage points higher than measured one year earlier. Several sectors reported above-average concentrations of job openings with this benefit, including Wholesale Trade (100.0%), Finance & Insurance (92.7%), Management of Companies (75.0%), Retail Trade (69.1%) and Educational Services (67.7%).

A few industry sectors reported a high concentration of vacancies with no benefits at all, primarily those that rely upon part-time or temporary workers. Forty-three percent of Administrative & Waste Services vacancies were concentrated among temporary positions performing clerical and other various duties provided no benefits. Nearly 20 percent of the vacancies in Accommodation & Food Services (19.3%), concentrated among Waiters & Waitresses, Dishwashers, Cooks and Food Services Workers staffing the state’s many restaurants and fast food establishments, provided no benefits. In contrast, vacancies in the Wholesale Trade industry offered a very comprehensive benefits package. One-hundred percent of reported vacancies in the Wholesale Trade industry were offered all benefits surveyed.

<i>Job Vacancies by Industry Sector &amp; Benefits Offered</i>						
<i>Industry Sector</i>	<i>Health Insurance</i>	<i>Paid Sick Leave</i>	<i>Paid Vacation</i>	<i>Tuition Reimbursement</i>	<i>Savings Plan or Pension</i>	<i>No Benefits Offered</i>
Private Sector Total	77.3%	52.5%	81.0%	51.0%	68.4%	13.3%
Accommodation & Food Services	64.4%	20.2%	65.5%	15.9%	56.5%	19.3%
Administrative & Waste Services	42.1%	14.2%	38.4%	26.9%	34.9%	42.5%
Construction	100.0%	1.9%	100.0%	1.9%	51.0%	0.0%
Educational Services	66.2%	55.4%	66.2%	67.7%	92.3%	6.2%
Finance & Insurance	98.6%	93.6%	100.0%	92.7%	92.7%	0.0%
Health Care & Social Assistance	75.8%	62.4%	88.1%	61.2%	70.7%	9.6%
Information	83.1%	81.8%	98.7%	46.8%	83.1%	1.3%
Management of Companies	100.0%	45.0%	75.0%	75.0%	100.0%	0.0%
Manufacturing	98.6%	48.0%	95.6%	60.7%	83.6%	0.0%
Other Services	89.2%	62.3%	96.9%	96.9%	44.6%	0.0%
Professional, Scientific & Tech.	92.9%	87.5%	98.8%	59.3%	90.3%	1.2%
Retail Trade	97.6%	97.1%	93.5%	69.1%	90.0%	0.0%
Transportation & Warehousing	92.4%	1.4%	33.1%	16.6%	16.6%	7.6%
Wholesale Trade	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%

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

*June-August 2007*



The chart above provides the percent of industry sector vacancies offering prospective hires health insurance and a pension/retirement plan. Across the private sector, job openings that offered a pension/retirement plan generally offered health insurance as well. Several sectors, including Management of Companies & Enterprises (100.0%); Finance & Insurance (91.3%); Professional, Scientific & Technical Services (90.3%); Retail Trade (89.3%); and Manufacturing (83.6%); reported a much higher concentration of vacancies offering these two benefits than the private sector (64.8%) as a whole.

Throughout the private sector, the median low wage was \$11.00, the same as reported in Spring 2006. Job vacancies in seven industry sectors offered a median low wage above the private sector average, including Professional, Scientific & Technical (\$25.00); Finance & Insurance (\$21.25); Educational Services (\$18.11); Wholesale Trade (\$17.16); Administrative Support & Waste Services (\$13.00); Health Care & Social Assistance (\$12.88); and Manufacturing (\$12.00).

Vacancies in seasonal industries, as well as other industries reliant upon part-time and/or temporary workers, paid the lowest wages. Overall, three industry sectors offered an average wage lower than the state's private sector average, including Accommodation & Food Services (\$7.40), Retail Trade (\$8.00) and Transportation & Warehousing (\$9.40).

<i>Median Wages Offered for Job Vacancies by Selected Industry Sectors</i>		
<i>Industry Sector</i>	<i>Median Low Wage</i>	<i>Median High Wage</i>
Private Sector Total	\$11.00	\$12.00
Management of Companies	\$11.00	\$11.00
Information	\$11.00	\$13.00
Professional, Scientific & Technical	\$25.00	\$31.00
Educational Services	\$18.11	\$18.11
Finance & Insurance	\$21.25	\$21.25
Wholesale Trade	\$17.16	\$17.16
Manufacturing	\$12.00	\$13.00
Health Care & Social Assistance	\$12.88	\$13.27
Transportation & Warehousing	\$9.40	\$9.50
Administrative & Waste Services	\$13.00	\$13.00
Accommodation & Food Services	\$7.40	\$7.40
Other Services	\$10.00	\$11.75
Retail Trade	\$8.00	\$9.00

# Major Occupational Group

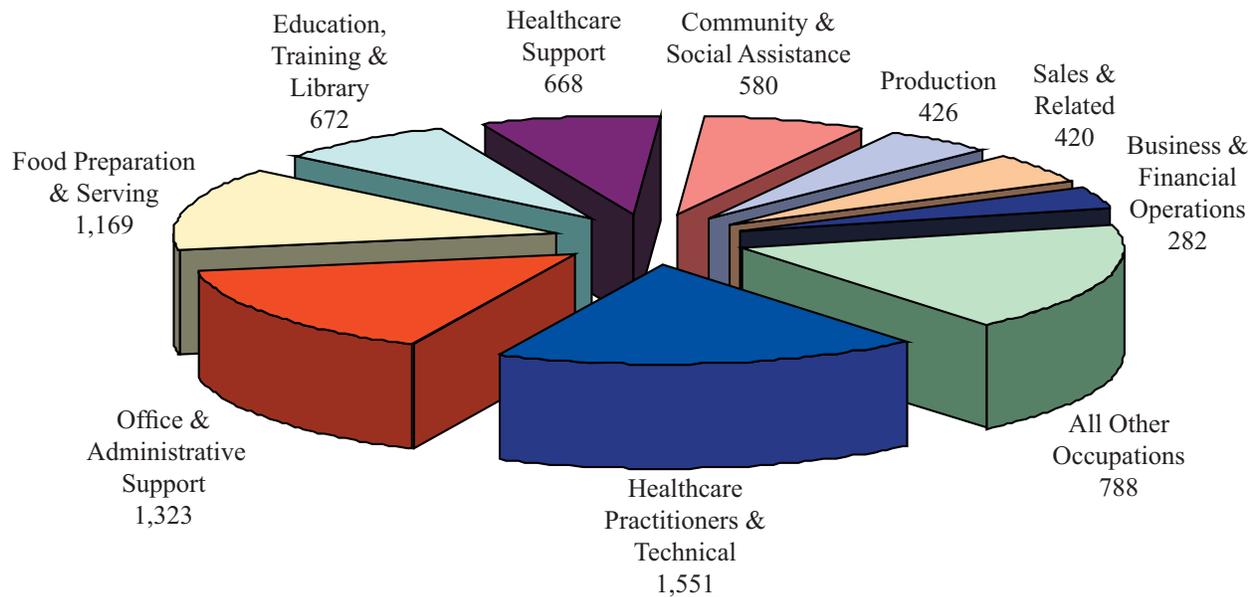
In Summer 2007, more than half of all estimated job vacancies were concentrated in just four major occupational groups: Healthcare Practitioners & Technical Occupations (1,551), Office & Administrative Support occupations (1,323), Food Preparation & Serving-Related occupations (1,169), and Education, Training and Library Occupations (672). The 1,551 vacancies reported for Healthcare Practitioner & Technical occupations included Registered Nurses, Licensed Practical and Vocational Nurses, Radiological Technologists, Physical Therapists, Medical Technologists & Technicians, and Dental Hygienists. This occupational group's 5.8 percent vacancy rate was among the highest reported between June and August 2007 and slightly higher than the 5.6 percent reported one year earlier. Nearly 51 percent of the openings in this occupational group were for Registered Nurses alone - the 800 estimated Registered Nurse 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 Bookkeepers, accounted for 1,323 vacancies. Although this comprised 15.3 percent of all vacancies statewide, the major occupational group had a job vacancy rate of just 1.8 percent, slightly below the private sector average (2.1%).

	<i>Estimated Vacancies</i>	<i>Vacancy Rate</i>	<i>Part-time</i>	<i>Temporary/ Seasonal</i>
<b><i>Private Sector Total</i></b>	<b>8,637</b>	<b>2.1%</b>	<b>34.2%</b>	<b>7.8%</b>
Healthcare Practitioners & Technical	1,551	5.8%	28.0%	0.1%
Office & Administrative Support	1,323	1.8%	50.5%	3.4%
Food Preparation & Serving	1,169	2.7%	32.4%	5.6%
Education, Training & Library	672	5.9%	66.4%	44.8%
Healthcare Support	668	4.0%	32.6%	0.3%
Community & Social Assistance	580	7.7%	54.3%	13.5%
Production	426	1.1%	5.9%	11.3%
Sales&Related	420	0.9%	47.6%	5.5%
Business & Financial Operations	282	1.6%	0.7%	0.0%
Transportation & Material Moving	276	1.0%	59.8%	31.2%
Installation, Maintenance & Repair	269	1.9%	0.4%	0.0%
Architecture & Engineering	233	3.9%	0.0%	0.9%
Management	220	1.1%	13.2%	0.9%
Computer & Mathematical	166	1.9%	5.4%	0.0%
Construction & Extraction	126	0.6%	0.0%	0.0%
Arts, Design, Entertainment, Sports & Media	90	1.5%	16.7%	2.2%
Building & Ground Maintenance	46	0.3%	30.4%	0.0%
Protective Service	46	1.2%	56.5%	4.4%
Legal Occupations	33	1.3%	0.0%	15.2%
Personal Care & Service	22	0.2%	22.7%	27.3%
Life, Physical, & Social Science	19	0.8%	0.0%	0.0%

## Job Vacancies by Major Occupational Group

June-August 2007



Establishments within the Accommodation & Food Services industry sector reported a strong demand for Food Preparation & Serving workers, including Waitstaff, Cooks, Dishwashers, Counter Attendants, Bartenders, and Hosts & Hostesses. This major occupational group comprised 13 percent of all job vacancies measured and reported a vacancy rate (2.7%) above the private sector average (2.1%).

Education, Training and Library Occupations reported 672 vacancies with a vacancy rate of 5.9 percent, well above the state's vacancy rate of 2.1%. The upcoming school year and employee turnover contributed to the strong demand for Education, Training & Library Occupations. More than 90 percent of the openings within this major occupational group were vacancies for Preschool Teachers and Teacher Assistants.

Other in-demand occupations included those in the Healthcare Support group, which had an estimated 668 vacancies and a job vacancy rate of 4.0 percent. Nearly 75 percent of these openings were vacancies for Certified Nursing Assistants and one-third were part-time positions. Other occupations in this group with reported vacancies included Medical Assistants, Orderlies, Phlebotomists, Veterinary Assistants, Psychiatric Aides, Medical Equipment Preparers, and Dental Assistants.

An estimated 580 job vacancies were in Community & Social Assistance Occupations, such as Social & Human Service Assistants, Substance Abuse & Behavioral Disorder Counselors, and Mental Health & Substance Abuse Social Workers. The occupational group's 7.7 percent vacancy rate was the highest among private sector occupational groups. Approximately 56 percent of these openings were part-time positions, well above the private sector average (34.2%). Retail Salespersons, Cashiers and Wholesale Sales Representatives all fall under the Sales & Related occupational group, which had an estimated 420 vacancies in Summer 2007. 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 0.9 percent, or one open position for every one hundred jobs filled.

Production Occupations (426), Business & Financial Operations (282) and Transportation & Material Moving (276), rounded out the top ten major occupational groups with the most estimated vacancies in Summer 2007. Each of these groups reported job vacancy rates (1.1%, 1.6%, and 1.0%, respectively) below the private sector average of 2.1 percent.

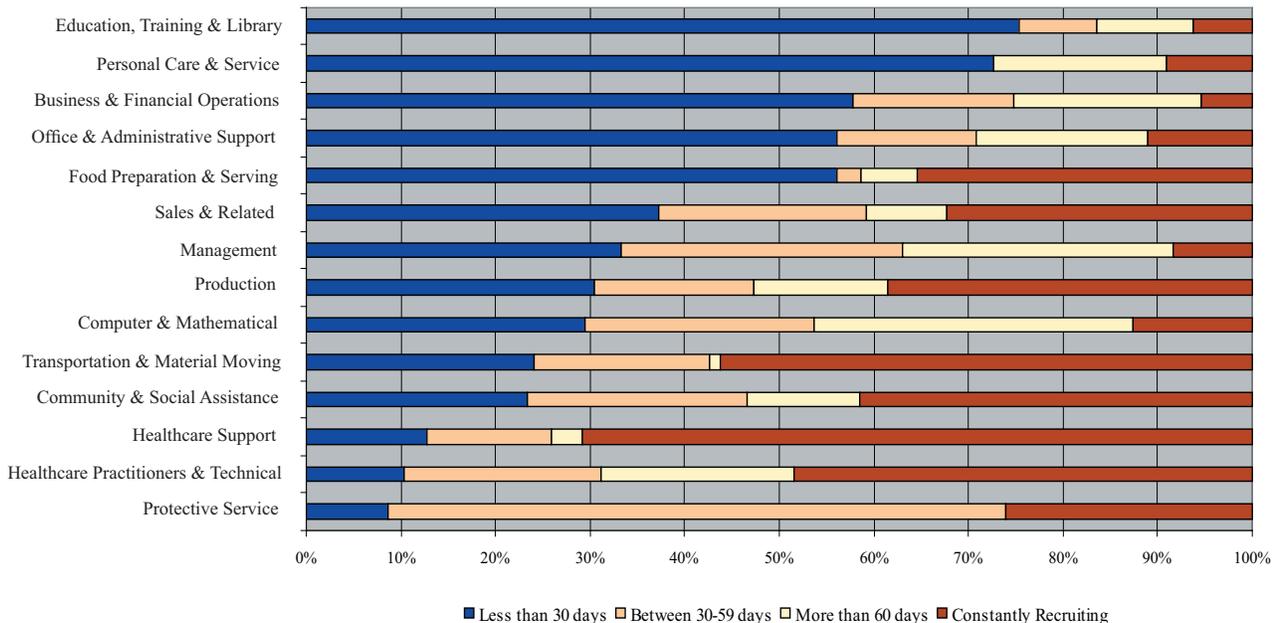
Job vacancies were reported in 21 major occupational groups and in more than 300 individual occupations, ranging from white-collar, high-skill professions (i.e. Pediatricians, Physicists, Lawyers, Chief Executives) to traditionally blue-collar jobs (i.e. Welders, Painters, Pipefitters, Mechanics, Machine 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 74 percent of Healthcare Support and 69 percent of Healthcare Practitioners & Technical vacancies were either constantly being recruited or have been open for more than 60 days, compared to the private sector average of 45 percent. Other major occupational groups with high concentrations of “always recruiting” vacancies included Transportation & Material Moving, Community & Social Assistance and Food Preparation & Serving-Related.

<i>Top 25 Occupations with the Most Vacancies (sorted by estimated vacancies)</i>
Counter Attendants, Cafeteria & Coffee Shop
Registered Nurse
Teacher Assistant
Certified Nursing Assistant
Receptionist
Customer Service Representative
Cashier
Stock Clerk
Substance Abuse & Behavioral Disorder Counselor
Waiter & Waitress
Auto Technician & Mechanic
Machinist
Social & Human Service Assistant
Inventory Checker
Cook- Fast Food & Restaurant
Host & Hostess
Bus Driver
Bookkeeper
Medical Technologist
Truck Driver, Heavy
Bank Teller
Bus Monitor
Security Guard
Dental Hygienist
Sales Representative-Wholesale & Manufacturing

### Job Vacancies by Major Occupational Group and Vacancy Duration

June-August 2007



Three-quarters of the estimated Education, Training & Library (77.1%) and Personal Care & Service (72.3%) occupational vacancies had been open for less than 30 days, as were 58 percent of Business & Financial Operation job openings. While some of these vacancies were reported by firms seeking to boost their employment for the upcoming school year, most were for permanent positions in lower-skilled occupations, such as Preschool Teachers, Customer Service Representatives, Stock Clerks & Order Fillers, Retail Salespersons, Cashiers, and Bank Tellers

Job vacancies in the Food Preparation & Serving occupational group had the lowest educational requirement levels measured, with 83 percent of estimated openings having no educational requirement at all. This included Fast Food Cooks, Waiters & Waitresses, Bartenders and Dishwashers. Nearly all of the Protective Service vacancies reported required a high school diploma or GED. Many of the openings were for Security Guards and Lifeguards. Two-thirds of Building & Grounds Maintenance openings also required a diploma or GED.

Vocational training was a common requirement for jobs in two occupational groups - Healthcare Support (52.0%), and Installation, Maintenance & Repair (37.7%). The former included many Nursing Aides, Orderlies Attendants and Dental Assistants jobs, while openings for Installation, Maintenance & Repair included Automotive Service Technicians and Maintenance & Repair Workers. Vocational training was also required for 30 percent of Production vacancies, such as Welders, Metal Workers, Assemblers and Machinists.

<i>Major Occupational Group</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>
<i>Private Sector Total</i>	21.3%	30.9%	11.6%	12.7%	18.5%	4.9%
Food Preparation & Serving-Related	82.7%	13.9%	1.6%	1.8%	0.0%	0.0%
Transportation & Material Moving	48.1%	44.8%	7.0%	0.0%	0.0%	0.0%
Sales & Related	45.7%	33.7%	0.0%	10.3%	10.1%	0.3%
Building & Grounds Maintenance	31.1%	66.7%	0.0%	0.0%	2.2%	0.0%
Arts, Design, Sports, & Media	27.9%	12.8%	0.0%	11.6%	46.5%	1.2%
Office & Administrative Support	26.1%	46.7%	8.3%	2.1%	16.6%	0.1%
Production	22.3%	37.6%	30.1%	6.1%	2.7%	1.2%
Protective Service	4.3%	95.7%	0.0%	0.0%	0.0%	0.0%
Healthcare Support	1.5%	44.6%	52.0%	1.2%	0.6%	0.0%
Healthcare Practitioners & Technical	0.9%	3.1%	10.8%	42.3%	23.7%	19.1%
Management	0.0%	15.8%	0.0%	18.6%	57.7%	7.9%
Business & Financial Operations	0.0%	2.9%	5.4%	1.1%	87.5%	3.2%
Computer & Mathematical	0.0%	10.2%	2.4%	5.4%	63.9%	18.1%
Architecture & Engineering	0.0%	0.0%	0.0%	1.3%	93.4%	5.3%
Life, Physical, & Social Science	0.0%	0.0%	0.0%	0.0%	72.2%	27.8%
Community & Social Services	0.0%	66.0%	10.8%	7.2%	12.3%	3.6%
Legal	0.0%	0.0%	0.0%	0.0%	93.9%	6.1%
Education, Training, & Library	0.0%	70.7%	2.7%	13.8%	10.4%	2.4%
Personal Care & Service	0.0%	86.4%	0.0%	0.0%	13.6%	0.0%
Installation, Maintenance, & Repair	0.0%	21.6%	37.7%	38.8%	1.9%	0.0%

All reported vacancies in the Legal (100%), Architecture & Engineering (100%) and Life, Physical & Social Science (100%) occupational groups required a college education. These rates were well-above the 36 percent reported across all private sector vacancies, and included job openings for Lawyers, Physicists, Medical Scientists, Architects, Engineers and Engineering Technicians.

Other major occupational groups reporting high concentrations of vacancies requiring college degrees included Business & Financial Operations, Computer & Mathematical, Healthcare Practitioners & Technical and Management occupational groups. College degrees (associate, bachelor and advanced) were necessary for more than 80 percent of the vacancies in these occupational groups. These proportions were well above the private sector average of 36.1 percent. Other occupational groups reporting a high share of vacancies requiring a college education included Arts, Design, Entertainment & Recreation (59.3%) and Installation, Maintenance, & Repair (40.7%).

In Summer 2007, more than half (59.3%) of the state's estimated private sector vacancies required experience related to the position. More than 80 percent of the vacancies in the Life, Physical, & Social Science (100%); Legal (100%); Architecture & Engineering (99.1%); Business & Financial Operations (96.7%); Education, Training & Library (96.2%); Computer & Mathematical (93.1%); Management (91.0%); and Healthcare Practitioners & Technical (90.8%) occupational groups required work experience in a related position.

General work experience was required for the majority of the vacancies for Arts, Design, Entertainment, Sports & Media (71.1%); Installation, Maintenance & Repair (65.9%); and Protective Service (60.9%) occupations.

No experience was necessary for 68.4 percent of Food Preparation & Serving-Related occupational vacancies, as well as high proportions of openings in the Sales & Related (46.6%), Building & Grounds Maintenance (44.4%) and Community & Social Assistance (42.7%) occupational groups.

<i>Major Occupational Group</i>	<i>No Experience Required</i>	<i>General Work Experience</i>	<i>Experience Related to Position</i>
<b>Private Sector Total</b>	<b>22.8%</b>	<b>17.9%</b>	<b>59.3%</b>
Food Preparation & Serving	68.4%	18.1%	13.4%
Sales & Related	46.6%	21.0%	32.4%
Building & Ground Maintenance	44.4%	26.7%	28.9%
Community & Social Assistance	42.7%	28.5%	28.8%
Transportation & Material Moving	33.0%	23.3%	43.7%
Protective Service	30.4%	60.9%	8.7%
Personal Care & Service	22.7%	18.2%	59.1%
Production	15.5%	39.5%	45.0%
Office & Administrative Support	13.7%	26.9%	59.5%
Healthcare Support	12.6%	15.8%	71.6%
Healthcare Practitioners & Technical	10.8%	6.6%	82.6%
Installation, Maintenance & Repair	7.6%	65.9%	26.5%
Architecture & Engineering	2.7%	0.9%	96.4%
Computer & Mathematical	2.4%	5.4%	92.2%
Business & Financial Operations	1.4%	4.0%	94.6%
Management	0.5%	15.3%	84.2%
Life, Physical, & Social Science	0.0%	0.0%	100.0%
Arts, Design, Entertainment, Sports & Media	0.0%	71.1%	28.9%
Education, Training & Library	0.0%	7.1%	92.9%
Legal Occupations	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 Reimbursement</i>	<i>Retirement Pension</i>	<i>No Benefits Offered</i>
Private Sector Total	77.3%	52.5%	81.0%	50.9%	64.6%	13.3%
Architecture & Engineering	100.0%	89.3%	100.0%	96.6%	99.1%	0.0%
Arts, Design, Sports & Media	77.8%	62.2%	95.6%	37.8%	68.9%	2.2%
Building & Ground Maintenance	95.7%	71.7%	100.0%	60.9%	91.3%	0.0%
Business & Financial Operations	99.6%	89.8%	99.6%	49.1%	98.9%	0.4%
Community & Social Assistance	82.1%	80.7%	91.0%	69.7%	92.6%	2.2%
Computer & Mathematical	99.4%	92.2%	96.4%	88.6%	0.0%	0.0%
Construction & Extraction	100.0%	1.6%	95.2%	1.6%	6.3%	0.0%
Education, Training & Library	51.3%	23.4%	51.3%	29.0%	37.5%	44.3%
Food Preparation & Serving	69.1%	21.7%	69.8%	18.6%	58.3%	19.3%
Healthcare Practitioners & Technical	93.9%	75.3%	98.1%	80.7%	88.3%	1.6%
Healthcare Support	56.4%	36.8%	65.1%	38.0%	60.8%	32.8%
Installation, Maintenance & Repair	100.0%	36.1%	99.3%	43.1%	68.4%	0.0%
Legal Occupations	100.0%	100.0%	100.0%	30.3%	100.0%	0.0%
Life, Physical, & Social Science	100.0%	100.0%	100.0%	44.4%	100.0%	0.0%
Management	83.7%	78.3%	75.6%	69.2%	74.2%	8.1%
Office & Administrative Support	87.3%	62.8%	94.1%	77.6%	75.4%	2.0%
Personal Care & Service	81.8%	63.6%	81.8%	42.1%	86.4%	0.0%
Production	100.0%	42.0%	96.5%	51.2%	81.7%	0.0%
Protective Service	43.5%	39.1%	52.2%	43.5%	43.5%	47.8%
Sales & Related	93.6%	67.6%	87.9%	59.5%	82.9%	1.9%
Transportation & Material Moving	80.4%	21.0%	53.6%	26.4%	56.2%	2.5%

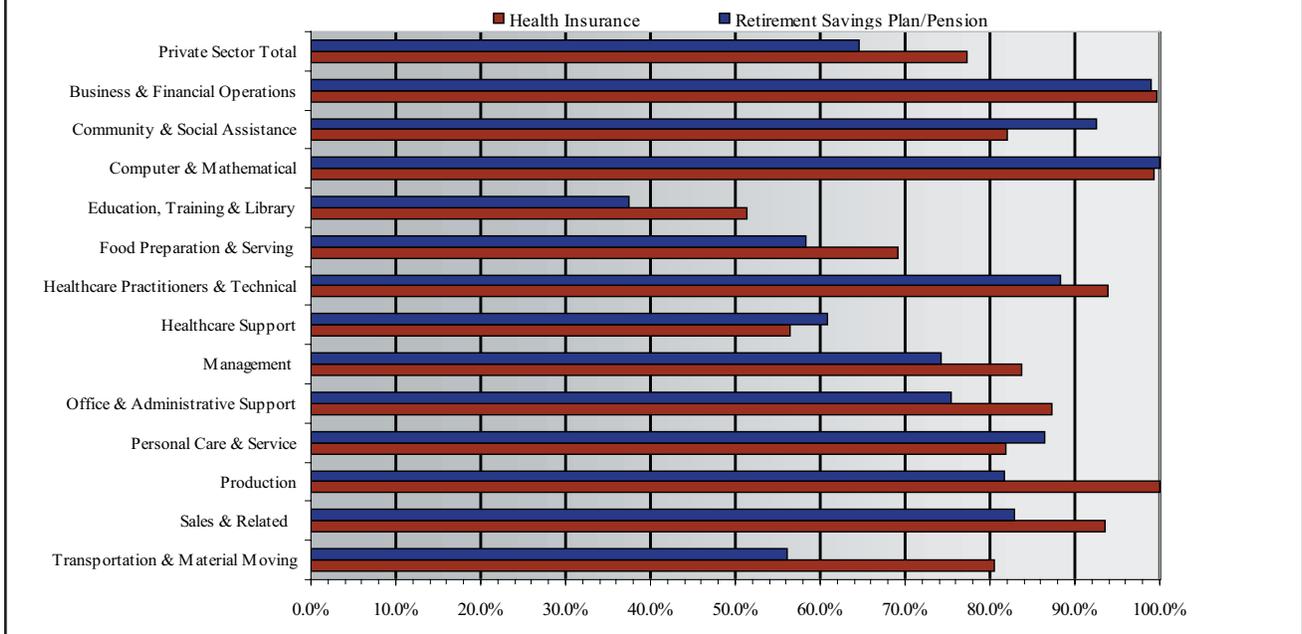
The majority of job openings provided some level of benefits, the most frequent were paid vacation (81.0%), health insurance (77.3%), and a retirement savings plan or pension (64.6%). Thirteen percent of estimated vacancies offered no benefits.

Several occupational groups reported above-average concentrations of openings with health benefits. All of the measurable vacancies in Architecture & Engineering; Construction & Extraction; Installation, Maintenance & Repair; Legal; Life, Physical, & Social Science; and Production occupations offered health insurance, as did nearly all Business & Financial Operations (99.6%) and Computer & Mathematical (99.4%) openings. The Building & Ground Maintenance (95.7%), Healthcare Practitioners & Technical (93.9%) and Sales & Related (93.6%) occupational groups also had 90 percent or more of estimated job vacancies with health insurance.

Health insurance benefits were less frequent among lower-skilled occupational groups. Less than half (43.5%) of Protective Service vacancies offered health insurance, as many Security Guard and seasonal Lifeguard positions did not have this benefit. Approximately half of Education, Training & Library (51.3%) and Healthcare Support (56.4%) occupational vacancies had health insurance. The former included many preschools and daycares looking to staff positions for the upcoming school year (Preschool Teachers and Teacher Assistants), while the latter was primarily composed of job openings for Home Health Aides; Nursing Aides, Orderlies & Attendants; Physical Therapists Aides & Assistants; and Dental Assistants.

### Percent of Job Vacancies Offering Health Insurance or a Retirement Plan by Selected Major Occupational Groups

June-August 2007



As with industry sector data, occupational vacancies that offered health insurance generally granted access to a retirement savings plan or pension as well. All of the openings within the Life, Physical & Social Science; Computer & Mathematical; and Legal occupational groups offered a retirement plan for their vacancies. Architecture & Engineering (99.1%), Business & Financial Operations (98.9%), and Community & Social Assistance (98.9%) occupations also reported high concentrations of a retirement savings plan for their reported vacancies. Roughly, 88 percent of Healthcare Practitioner & Technical and Production openings also provided access to a pension plan, as high concentrations of Registered Nurses, Medical Technologists & Technicians, Physical Therapists, Pharmacy Technicians, Welders, Machinists and Machine Tool Setters vacancies reported having this benefit. Retirement benefits were lowest among vacancies in the Construction & Extraction (6.3%); Education, Training & Library (37.5%); and Protective Service (43.5%) occupational groups.

More than 95 percent of the measurable vacancies in the Architecture & Engineering (100.0%), Building & Ground Maintenance (100.0%); Legal (100.0%); Business & Financial Operations (99.6%); Installation, Maintenance & Repair (99.3%); Production (96.5%); Computer & Mathematical (96.4%); Arts, Design, Sports & Media (95.6%); and Construction & Extraction (95.2%) occupational groups offered paid vacation or paid time off to potential hires, well-above the private sector average of 81 percent. These major occupational groups also reported the highest concentrations of vacancies with paid sick leave. Paid vacation was least offered in the Protective Services (52.2%) and Transportation & Material Moving (53.6%) occupational groups, with paid sick leave accounting for 39.1 and 21.0 percent, respectively.

Seven major occupational groups reported concentrations of vacancies with a tuition reimbursement benefit above 60 percent: Architecture & Engineering (96.6%), Computer & Mathematical (88.6%), Healthcare Practitioners & Technical (80.7%), Office & Administrative Support (77.6%), Community & Social Assistance (69.7%), Management (69.2%), and Building & Ground Maintenance (60.9%). Less than one-fifth of measurable vacancies in Construction & Extraction (6.9%) and Food Preparation & Serving (18.6%) occupations provided tuition reimbursement to potential hires.

Occupational groups attracting low-skilled workers for high turnover positions had the highest proportion of vacancies without benefits. This included vacancies in Protective Service (47.8%); Education, Training & Library (44.3%); and Healthcare Support (32.8%) occupational groups. Less than 20 percent of the vacancies in Sales & Related (19.6%) and Food Preparation & Serving-Related (19.3%) occupational groups were offered no benefits.

The median low wage for job vacancies ranged from \$7.40 per hour for Food Preparation & Serving-Related occupations to \$31.25 per hour for Architecture & Engineering occupations. The former included job openings for Bartenders, Fast Food Cooks, Dishwashers and Waitstaff, while the latter included vacancies for Civil, Electrical, Industrial, and Mechanical Engineers.

Occupational groups whose vacancies paid a median low wage below \$11.00 included Food Preparation & Serving-Related (\$7.40), Education Training & Library (\$8.00), Sales and Related (\$8.00), Protective Service (\$9.25), Transportation & Material Moving (\$10.00), Installation, Maintenance & Repair (\$10.00), Health Care Support (\$10.25) and Community & Social Services (\$10.30). Many of these occupations require lower levels of education and experience and are often part-time in nature.

Vacancies in Construction & Extraction (\$16.00); Arts, Design, Entertainment, Sports & Media (\$13.46); and Production (\$12.00) occupational groups had a median low wage of slightly above the private sector median wage. Vacancies included Carpenters, Electricians, Plumbers, Graphic Designers, Machinists and other various production workers.

Along with Architecture & Engineering (\$31.25), several major occupational groups had vacancies that paid median low wages much higher than the private sector median. At \$25.00 per hour, the second highest median wages were reported in the Healthcare Practitioner & Technical

and Business & Financial Operations groups, where numerous vacancies for Registered Nurses, Licensed Practical Nurses, Occupational & Physical Therapists, Speech-Language Pathologists, Medical Technologists, Accountants, Financial Analysts and Loan Officers offered notable hourly rates. Job openings in Life, Physical & Social Science occupations paid a median of \$17.31 per hour, with high-wage vacancies for Civil, Electrical, Industrial, and Mechanical Engineers. Also, Management vacancies, including Chief Executives, Financial Managers, Medical & Health Services Managers, and Post-secondary Education Administrators, offered a median low wage of \$23.20 per hour.

<i>Median Wages Offered for Job Vacancies by Major Occupational Groups</i>		
<i>Occupational Group</i>	<i>Median Low Wage</i>	<i>Median High Wage</i>
Private Sector Total	\$ 11.00	\$ 12.00
Architecture & Engineering	\$ 31.25	\$ 31.25
Arts, Design, Entertain., Sports & Media	\$ 13.46	\$ 13.46
Building & Grounds Cleaning & Maint.	\$ 11.00	\$ 11.00
Business & Financial Operations	\$ 25.00	\$ 31.00
Community & Social Services	\$ 10.30	\$ 10.70
Computer & Mathematical	\$ 23.37	\$ 23.37
Construction & Extraction	\$ 16.00	\$ 16.00
Education, Training & Library	\$ 8.00	\$ 10.00
Food Preparation & Serving-Related	\$ 7.40	\$ 7.40
Healthcare Practitioner & Technical	\$ 25.00	\$ 26.00
Healthcare Support	\$ 10.25	\$ 10.25
Installation, Maintenance & Repair	\$ 10.00	\$ 20.00
Legal	\$ 16.83	\$ 16.83
Life, Physical & Social Science	\$ 17.31	\$ 17.31
Management	\$ 23.20	\$ 24.04
Office & Administrative Support	\$ 11.00	\$ 11.13
Personal Care & Service	\$ 11.50	\$ 14.42
Production	\$ 12.00	\$ 12.00
Protective Service	\$ 9.25	\$ 10.00
Sales & Related	\$ 8.00	\$ 8.50
Transportation & Material Moving	\$ 10.00	\$ 10.00

*The Labor Market Information unit would like to thank all the Rhode Island employers who assisted us by completing their 2007 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.*

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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. 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 July and August 2007. Overall, usable survey data was collected from 56 percent of the 2000 employers surveyed.

Job vacancy rates for Industry and Occupational groups were calculated using the Quarterly Census of Employment and Wages database and the Occupational Employment Statistical estimates. 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](http://www.dlt.ri.gov/lmi/jvs.htm).

For more information about JVS, please contact LMI at (401) 462-8750 or e-mail [lmi@dlt.ri.gov](mailto:lmi@dlt.ri.gov).

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