

Rhode Island Job Vacancy Survey

Spring 2008



Labor Market Information Unit

**Rhode Island Department of
Labor & Training**

June - August 2008

Rhode Island Department of Labor and Training
Labor Market Information

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Highlights

Rhode Island's private sector businesses had an estimated 8,912 job vacancies in the Spring of 2008. This translated to a job vacancy rate of 2.2 percent, or a little more than two job openings for every one hundred jobs filled. In comparison, there were 10,949 vacancies reported during the same survey period in 2006, reflecting a vacancy rate of 2.7 percent.

More than half (53.8%) of the 2008 estimated vacancies were for full-time jobs.

The majority (78.4%) of the vacancies were for permanent positions, while 21.6 percent were for seasonal or temporary positions.

Nearly half (45.1%) of the estimated vacancies had been open for less than 30 days and less than 10 percent had been open for 60 days or longer. Employers reported that they were constantly recruiting for more than 30 percent of their vacant positions.

The majority of vacancies were for educated and experienced workers. One third (33.3%) required a college degree (Associate or higher) and nearly 38 percent required a high school diploma/GED. Less than one-quarter of the job openings had no educational requirement.

Nearly 60 percent (58.6%) required experience in a related position and 20 percent required general work experience.

Many of the vacancies provided benefits such as health insurance (62.0%), paid vacation (59.8%), retirement/pension plan (52.0%) and paid sick leave (51.9%).

Major Findings

In Spring 2008, there were an estimated 8,912 job vacancies in Rhode Island's private sector, a decrease of 2,037 (-18.6%) from the 10,949 vacancies estimated between May and June 2006. Nearly 54 percent of these 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 46.2 percent of vacancies in Spring 2008, with notable concentrations in Food Preparation & Serving, Construction & Extraction and Personal Care & Service occupations.

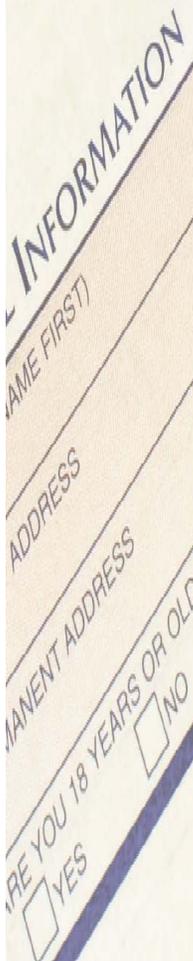
Between May and June 2008, most private sector vacancies were permanent positions (78.4%), down nearly ten percent from what was reported during the spring of 2006. The nearly 22 percent of estimated job openings listed as temporary or seasonal in nature were concentrated in Food Preparation & Serving-Related occupations, reflecting the demand for summer help in the state's leisure and hospitality industries.

Vacancy duration experienced some change between 2006 and 2008. Overall, 45 percent of estimated vacancies had been open for less than thirty days, partially due to an abundance of available, qualified workers and because some vacancies were created due to seasonal demands. Nearly one-third of estimated openings were constantly being recruited for or always open for hire, while an additional nine percent had been open for more than sixty days.

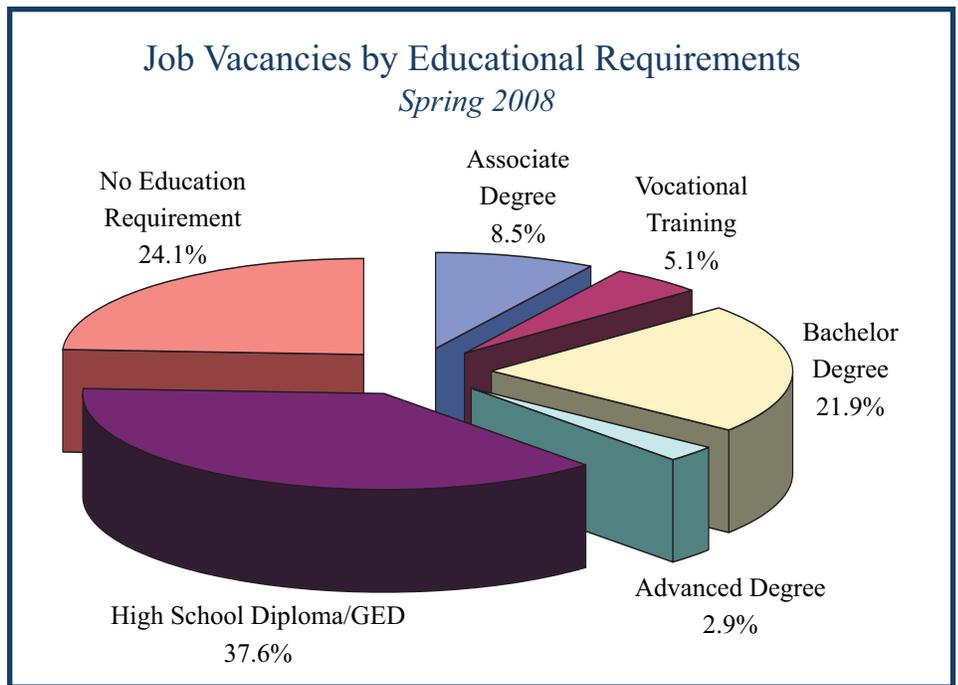
The educational attainment requirements for job vacancies inched upward in Spring 2008. Nearly 25 percent of estimated vacancies required a bachelor degree or higher, compared to 20 percent in 2006.

Private Sector Job Vacancy Data Summary Spring 2008

	2008	2006
Number of Job Vacancies	8,912	10,949
Job Vacancy Rate (vacancies per 100 filled jobs)	2.2%	2.7%
Full-Time Positions	53.8%	55.8%
Part-Time Positions	46.2%	44.2%
Vacancies Open < 30 Days	45.1%	35.8%
Vacancies Open Between 30-59 Days	15.1%	17.8%
Vacancies Open > 60 Days	8.8%	12.6%
Constantly Recruiting/Always Hiring	30.9%	33.7%
Permanent Positions	78.4%	87.0%
Temporary/Seasonal Positions	21.6%	13.0%
Vacancies Requiring a Diploma/GED	37.6%	41.0%
Vacancies Requiring Vocational Training	5.1%	8.3%
Vacancies Requiring an Associate Degree	8.5%	8.3%
Vacancies Requiring a Bachelor Degree	21.9%	16.1%
Vacancies Requiring an Advanced Degree	2.9%	3.7%
No Education Requirement	24.1%	22.3%
License or Certificate Required	14.7%	25.8%
General Work Experience Required	19.9%	20.2%
Experience Related to Position Required	58.6%	51.7%
No Experience Required	21.5%	28.1%
Median Hourly Wage Range	\$12.81 to \$14.67	\$11.00 to \$12.00
Vacancies with Health Insurance	62.0%	63.9%
Vacancies with Paid Sick Leave	51.9%	52.9%
Vacancies with Paid Vacation	59.8%	65.4%
Vacancies with Tuition Reimbursement	30.9%	40.2%
Vacancies with Retirement /Pension Plan	52.0%	60.9%
Vacancies with No Benefits Offered	32.6%	27.2%



Employers were looking for a lower proportion of new hires with either a high school diploma/GED or vocational training. Vacancies requiring a high school diploma or GED declined from 41.0 percent in 2006 to 37.6 percent of the job openings in 2008. Additionally employers requiring vocational training declined from 8.3 percent of job openings in 2006 to 5.1 percent in 2008. An estimated 24.1 percent of the 2008 open positions had no education requirement, a slight increase from Spring 2006.

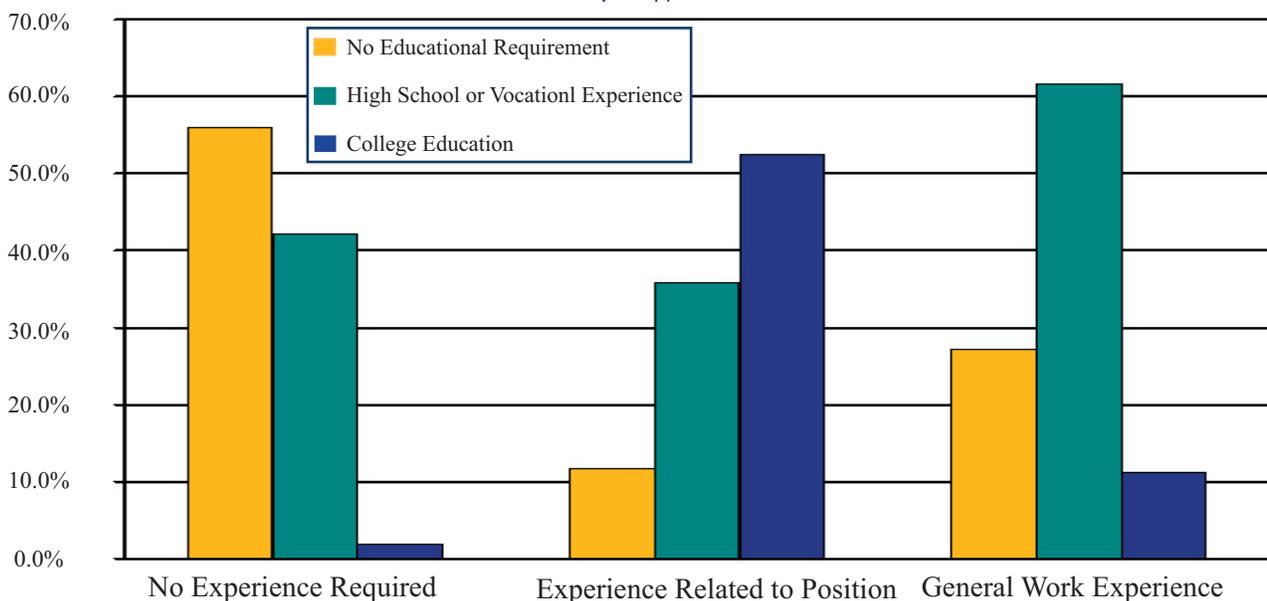


Along with their educational requirements, employers are also seeking experienced workers for many positions. Based upon usable responses, nearly 60 percent of all estimated vacancies required prospective employees to have previous job-related experience. This was up 7 percentage points from what was measured in Spring 2006. One-fifth (19.9%) of job openings required just general work experience, while 21.5 percent of vacancies in the Ocean State required no experience.

Nearly 56 percent of all estimated vacancies required prospective employees to have previous job-related experience. This was up 7 percentage points from what was measured in Spring 2006. One-fifth (19.9%) of job openings required just general work experience, while 21.5 percent of vacancies in the Ocean State required no experience.

Nearly 56 percent of job vacancies with no experience requirement also had no education requirement. This correlation was primarily found in Food Preparation & Serving-Related and Building & Grounds Cleaning & Maintenance occupations that include Combined Food Preparation & Serving Workers, Counter Attendants, Waiters & Waitresses, Housekeepers & Maids, Janitors & Cleaners and Landscaping & Groundskeeping workers. In comparison, just 11.6 percent of the vacancies that required experience related to the position had no educational requirement. Also, nearly 52 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 67 percent of all Healthcare Practitioner & Technical vacancies, primarily for Registered and Licensed Practical Nurses.

Job Vacancies by Experience & Educational Requirements *Spring 2008*



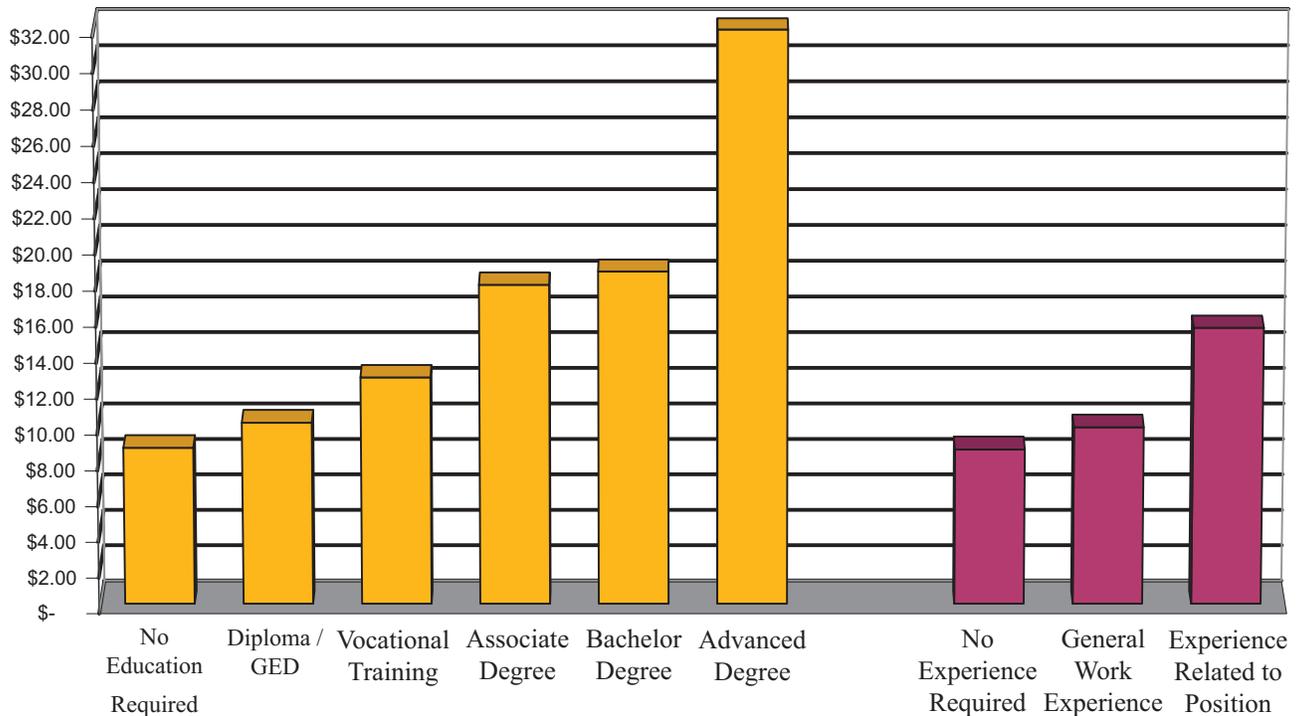
Major Findings

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 2008 survey period offered a median wage range of \$12.80 to \$14.99 per hour. One year earlier, the median wage range for vacancies was \$11.00 to \$12.00 per hour.

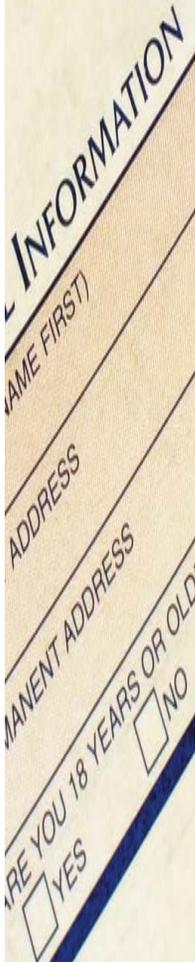
As expected, part-time vacancies generally paid less than full-time openings. The median hourly wage range for part-time openings was \$10.00 to \$11.00, while full-time job vacancies offered a median range of \$16.00 to \$19.00 per hour. Median wage levels also rose with educational attainment and survey 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 \$8.75 to \$9.75, while open positions requiring a high school diploma or GED paid between \$10.25 and \$11.75. Employers seeking to fill jobs with workers that had vocational training paid a median wage range of \$12.75 to \$15.25 per hour. In contrast, vacancies asking for a bachelor degree offered a median wage range of \$18.50 to \$20.75, while the highest wages were reported for job openings that required an advanced degree (\$32.00-\$37.25).

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 \$8.75 and \$9.25 per hour, compared to \$10.00 to \$11.25 for vacancies requiring general work experience and \$15.50 to \$18.25 for vacancies that required experience related to the position.

Median Low Wage for Job Vacancies by Education & Experience Requirements
Spring 2008

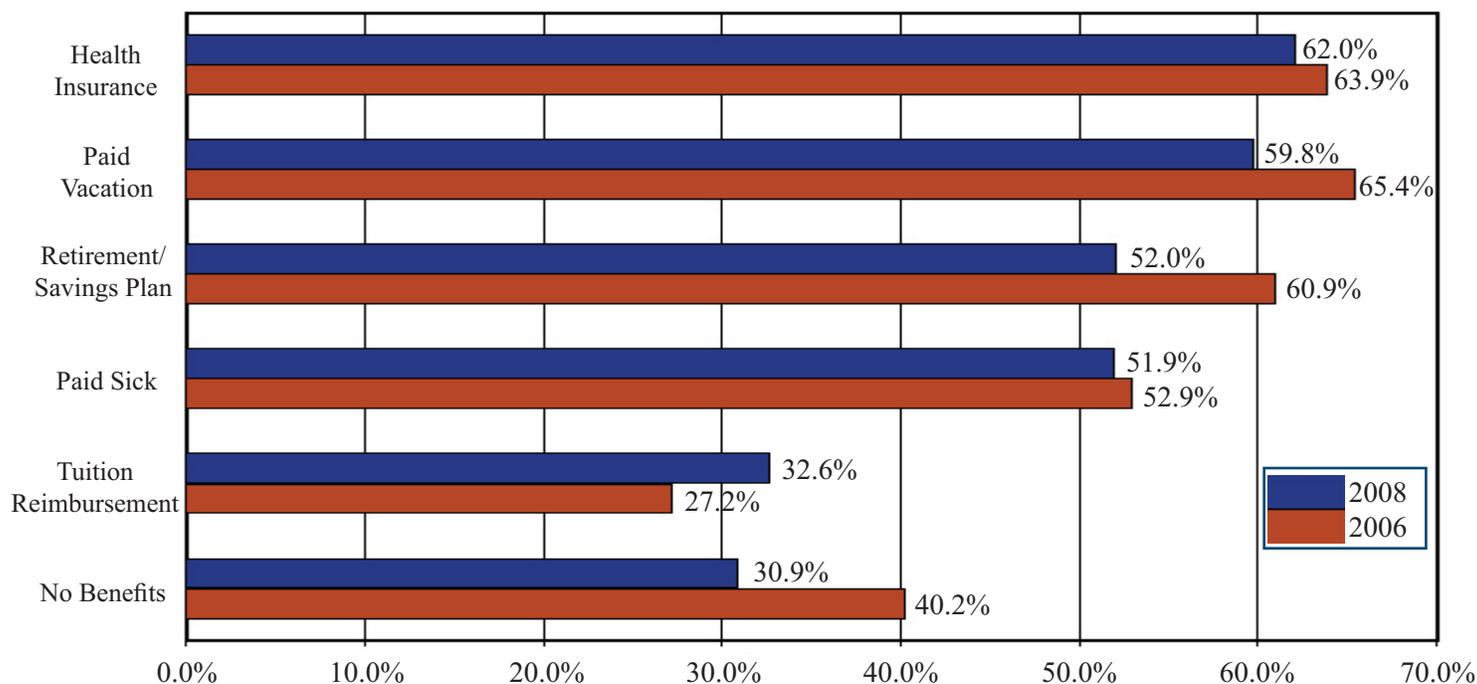


* The median value is one at which half of all observations are below and half are above. A median wage was separately calculated for both the low and high ends of the pay range listed with each vacancy.



Job Vacancies by Benefits Offered

Spring 2008



Overall, benefit levels for Rhode Island's job vacancies decreased between Spring 2006 and Spring 2008. Perhaps the most important of the benefit types measured was health insurance - 62 percent of estimated openings provided prospective hires access to health insurance for which the employer contributed partial or full payment. This was down slightly 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 positions (88.4%) than for part-time (31.4%) jobs. Also, the proportion of job openings offering health insurance generally rose as educational requirements increased. For example, 30.8 percent of measurable vacancies with no education requirement had health insurance, compared to 55.7 percent of positions requiring a high school diploma or GED and 92.4 percent of vacancies requiring some type of college education.

In Spring 2008, 52 percent of measurable vacancies provided access to retirement benefits, compared to 61 percent in 2006. As with health insurance, full-time (75.9%) positions were more likely to offer a retirement plan than part-time (24.3%) vacancies, as were permanent (65.3%) jobs when compared to temporary or seasonal (2.2%) positions. In regards to educational requirements, 69.3 percent of vacancies requiring a college degree offered a retirement plan, compared to just 40.5 percent of openings requiring a high school diploma or less.

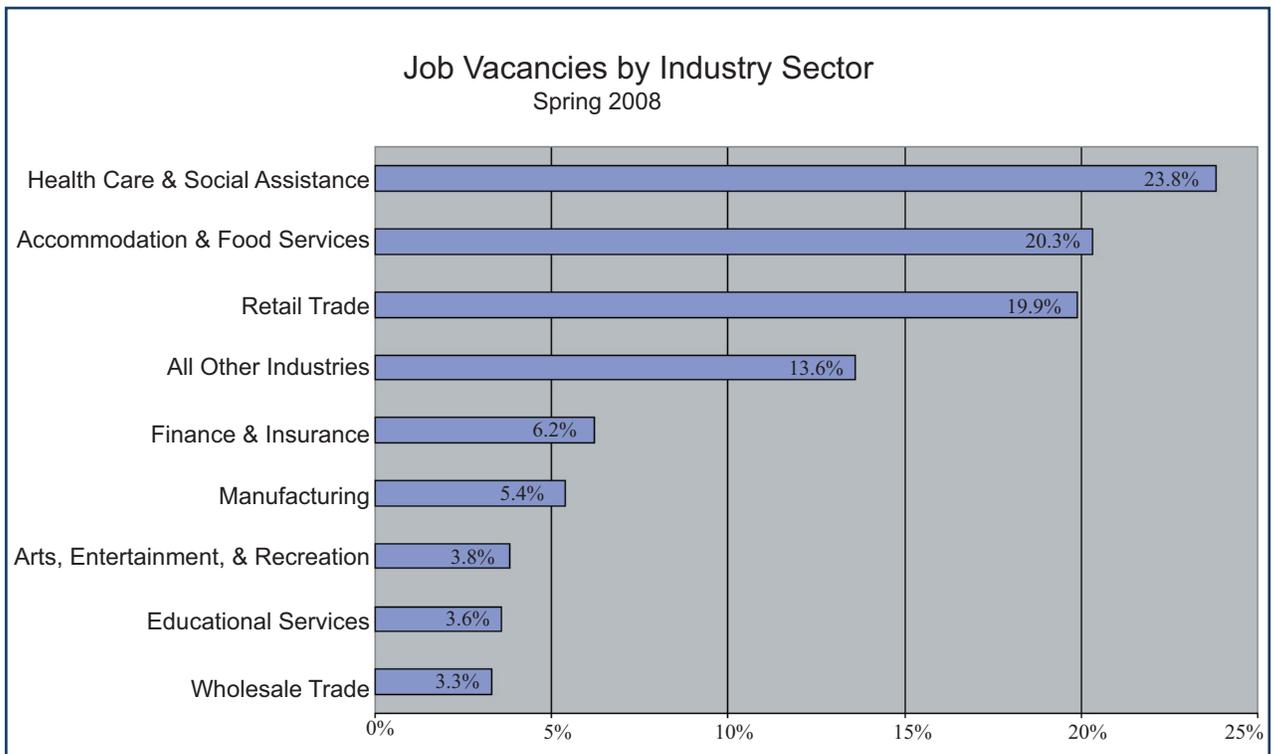
Overall, 51.9 percent of measurable job vacancies offered paid sick leave, while 59.8 percent had paid vacation time. These proportions decreased over the two year period, from 52.9 percent and 65.4 percent, respectively. Nearly all of the vacancies that offered sick time also offered vacation time, accounting for 49.9 percent of total estimated openings for which usable responses were received. Also, 32.6 percent of estimated vacancies offered a tuition reimbursement program for new hires. In 2008, 30.9 percent of job vacancies offered no benefits, compared to 40.2 percent in Spring 2006. Job openings without benefits were primarily part-time positions. In fact, 61 percent of part-time positions offered no benefits, compared to just 8.1 percent of full-time vacancies. Nearly 80 percent of temporary or seasonal positions offered no benefits, whereas just 20 percent of permanent job openings offered no benefits.

Industry Sector

Rhode Island's Health Care & Social Assistance employers combined for an estimated 2,122 job vacancies in Spring 2008, a decrease of 1,358 openings (-39.0%) from the industry sector's 2006 total (3,480). Health Care & Social Assistance had a job vacancy rate of 2.8 percent, or nearly three job openings for every one hundred filled, and above the private sector rate of 2.2 percent. This industry sector comprised 23.8 percent of all job vacancies measured throughout the Ocean State, down from its 31.8 percent share two years earlier. Although the healthcare industries job vacancy rate and estimated vacancies have declined from their 2006 levels; healthcare-related establishments continue to have difficulties 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. Registered Nurses were still in demand during Spring 2008.

With 1,809 vacancies, Accommodation & Food Services firms accounted for 20.3 percent of all estimated job openings statewide, up slightly from 18.3 percent in Spring 2006. This represented a decrease of 192 vacancies (-9.5%) between 2006 and 2008. Retail Trade accounted for 1,770 vacancies in 2008, representing 19.9 percent of total vacancies in Rhode Island. The industry sector's total was up 423 vacancies from the 1,347 job openings reported in 2006. These three aforementioned industry sectors - Health Care & Social Assistance, Accommodation & Food Services, and Retail Trade - combined for more than 5,700 employment opportunities in Spring 2008. While they employ more than 40 percent of the state's private sector workforce, these sectors accounted for 64 percent of all estimated private sector vacancies.

Five percent of the vacancies measured were in Manufacturing industries, decreasing from its 2006 share of 8.8 percent. This industry sector's vacancy rate decreased from 1.8 percent in 2006 to its current rate of 1.0%, well below the private sector average. An additional 551 vacancies were in Finance & Insurance industries, followed by Educational Services (320), Arts, Entertainment & Recreation (342), Professional, Scientific & Technical Services (165), and Transportation & Warehousing (103).



NAME (FIRST)
ADDRESS
PERMANENT ADDRESS
ARE YOU 18 YEARS OR OLDER?
 YES NO

<i>Job Vacancy Data by Industry Sector</i>									
	<i>Estimated Vacancies</i>			<i>Vacancy Rate</i>			<i>Percent of Total</i>		
	2008	2006	2005	2008	2006	2005	2008	2006	2005
Private Sector Total	8,912	10,949	12,114	2.2%	2.7%	3.00%	100.00	100.00%	100.00%
Health Care & Social Assistance	2,122	3,480	3,334	2.8%	4.8%	4.7%	23.8%	31.8%	27.5%
Accommodation & Food Services	1,809	2,001	1,913	4.0%	4.4%	4.2%	20.3%	18.3%	15.8%
Retail Trade	1,770	1,347	1,480	3.5%	2.6%	2.8%	19.9%	12.3%	12.2%
Manufacturing	485	965	1,008	1.0%	1.8%	1.8%	5.4%	8.8%	8.3%
Finance & Insurance	551	584	901	2.2%	2.2%	3.5%	6.2%	5.3%	7.4%
Educational Services	320	352	259	1.8%	2.1%	1.6%	3.6%	3.2%	2.1%
Arts, Entertainment & Recreation	342	351	328	3.6%	3.9%	3.6%	3.8%	3.2%	2.7%
Professional, Scientific & Technical Services	165	332	336	0.9%	1.6%	1.7%	1.9%	3.0%	2.8%
Transportation & Warehousing	103	285	262	1.1%	3.1%	2.9%	1.2%	2.6%	2.2%
Wholesale Trade	298	251	111	1.9%	1.5%	0.7%	3.3%	2.3%	0.9%
Administrative & Waste Services	172	200	609	0.7%	1.2%	3.7%	1.9%	1.8%	5.0%
Information	221	199	261	2.2%	1.9%	2.4%	2.5%	1.8%	2.2%
Other Services	117	195	378	0.7%	1.1%	2.1%	1.3%	1.8%	3.1%
Construction	78	193	558	0.4%	0.8%	2.5%	0.9%	1.8%	4.6%
Management of Companies & Enterprises	256	147	225	2.7%	1.7%	2.7%	2.9%	1.3%	1.9%
Real Estate & Rental & Leasing	89	47	144	1.5%	0.7%	2.1%	1.0%	0.4%	1.2%

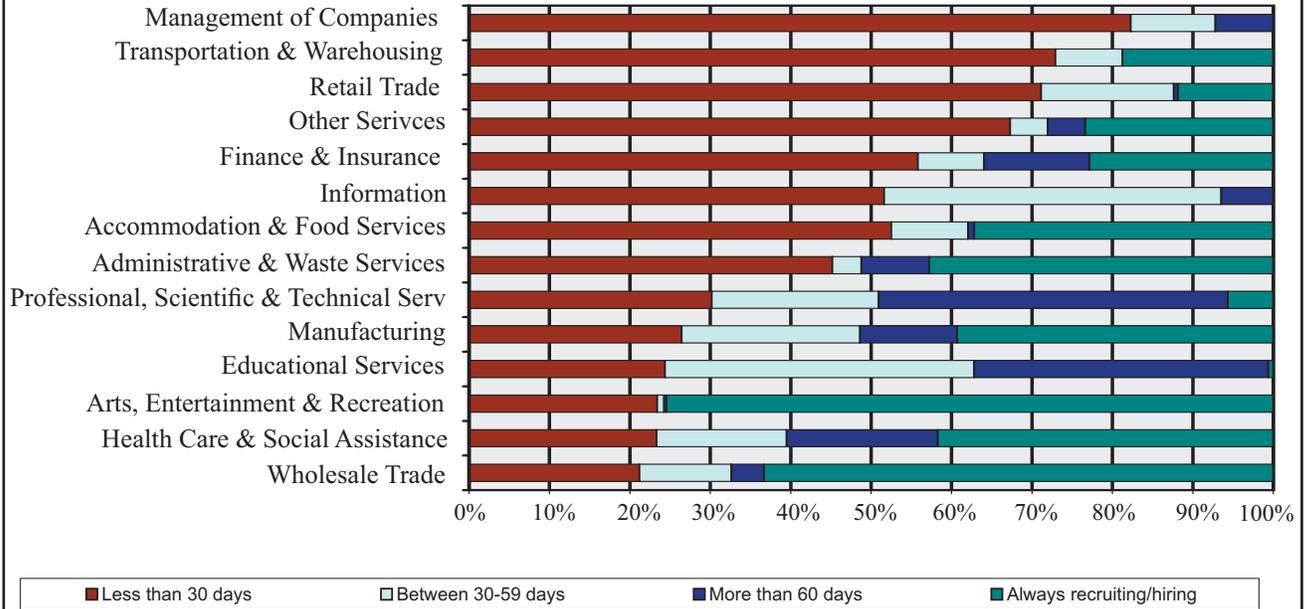
Overall, five industry sectors posted job vacancy rates above the private sector average of 2.2 percent: Accommodation & Food Services (4.0%), Arts, Entertainment & Recreation (3.6%), Retail Trade (3.5%), Health Care & Social Assistance (2.8%) and Management of Companies (2.7%). However, just two of these sectors saw their vacancy rates increase from 2006. The higher vacancy rates reported in Accommodation & Food Services and Arts, Entertainment & Recreation can be partially attributed to seasonal factors, as the Ocean State's many hotels, restaurants, and recreational establishments increasing staff levels to meet summer demand. In fact, 47 percent of the estimated vacancies in these two industry sectors were temporary or seasonal in nature.

The Transportation and Warehousing industry sector reported a job vacancy rate (1.1%) well below the private sector average (2.2%) and its 2006 rate (3.1%). Three sectors – Professional, Scientific & Technical Services (0.9%), Administrative & Waste Services (0.7%), Construction (0.4%) - had vacancy rates of less than one percent. Each of these sectors reported a notable decline in their vacancy rate between 2006 and 2008, signaling decreased labor demand.

The Health Care & Social Assistance sector reported the greatest share of persistent, unfilled job openings in the economy. More than 50 percent of this industry sectors vacancies were either constantly being recruited for or have been open for more than sixty days. More than half of these openings were for Registered Nurses and Nursing Aides, Orderlies & Attendants - occupations that are difficult to fill due to supply-side shortages and to high turnover rates.

Industry Sector

Job Vacancies by Selected Industry Sector and Vacancy Duration Spring 2008



Other industry sectors also reported high concentrations of lengthy, unfilled vacancies, including Arts, Entertainment & Recreation and Administrative & Waste Services where 78 percent and 49 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 (Customer Service Representatives and Security Guards.) that experience frequent turnover.

Industry Sector (sorted by part-time %)	Part-time	Full-time
Private Sector Total	46.2%	53.8%
Arts, Entertainment & Recreation	98.2%	1.8%
Accommodation & Food Services	71.4%	28.6%
Construction	69.2%	30.8%
Other Services	64.1%	35.9%
Administrative & Waste Services	55.2%	44.8%
Retail Trade	55.1%	44.9%
Transportation & Warehousing	53.4%	46.6%
Health Care & Social Assistance	47.6%	52.5%
Management of Companies & Enterprises	27.7%	72.3%
Real Estate & Rental & Leasing	16.9%	83.1%
Educational Services	11.3%	88.8%
Manufacturing	10.9%	89.1%
Professional, Scientific & Technical Services	9.1%	90.9%
Finance & Insurance	5.4%	94.6%
Information	3.6%	96.4%
Wholesale Trade	0.0%	100.0%

By far, the highest concentration of part-time vacancies occurred in the Arts, Entertainment & Recreation sector, with 98.2 percent of vacancies offering less than 35 hours of work per week. This included vacancies for Lifeguards, Security Guards, Customer Service Representatives and Parking Lot Attendants. More than seven out of ten (71.4%) Accommodation & Food Services vacancies were also part-time jobs. These 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 Construction (69.2%), Other Services (64.1%), Administrative & Waste Services (55.2%), Retail Trade (55.1%) and Transportation & Warehousing.

NAME FIRST) ADDRESS PERMANENT ADDRESS ARE YOU 18 YEARS OR OLDER YES NO

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>	24.1%	37.6%	5.1%	8.5%	21.9%	2.9%
Accommodation & Food Services	64.1%	29.4%	3.5%	0.0%	0.1%	0.0%
Arts, Entertainment, and Recreation	57.6%	24.6%	1.5%	0.3%	0.9%	0.0%
Transportation and Warehousing	36.9%	44.7%	6.8%	0.0%	4.9%	0.0%
Administrative & Waste Services	27.3%	51.7%	0.0%	1.2%	16.3%	3.5%
Educational Services	23.1%	0.0%	3.4%	4.7%	56.9%	9.4%
Retail Trade	18.0%	43.8%	0.6%	6.8%	27.2%	0.8%
Wholesale Trade	13.8%	66.4%	0.0%	12.1%	7.7%	0.0%
Manufacturing	9.9%	34.4%	6.4%	4.5%	37.1%	1.2%
Finance & Insurance	5.1%	30.3%	0.0%	2.5%	44.1%	4.2%
Health Care & Social Assistance	4.9%	27.6%	12.9%	19.0%	17.2%	5.0%
Information	1.8%	13.6%	4.1%	0.0%	74.7%	2.3%
Other Services, except Public Administration	1.7%	75.2%	4.3%	3.4%	6.8%	0.0%
Utilities	0.0%	0.0%	28.6%	0.0%	71.4%	0.0%
Construction	0.0%	71.8%	16.7%	7.7%	0.0%	0.0%
Real Estate and Rental and Leasing	0.0%	92.1%	0.0%	1.1%	6.7%	0.0%
Professional, Scientific & Technical Services	0.0%	29.7%	0.0%	24.8%	30.9%	10.9%

In contrast, industry sectors that have traditionally relied upon “white collar” professionals, including Wholesale Trade (100.0%), Finance & Insurance (94.6%) and Professional, Scientific & Technical Services (90.9%), reported that over 90 percent of their vacancies were full-time positions. The Manufacturing, Educational Services and Real Estate & Rental & Leasing 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 and Real Estate & Rental & Leasing industry sectors. More than 90 percent of the job openings in each of these two sectors required a high school diploma/GED or less, as did 82 percent of Arts, Entertainment & Recreation and Transportation & Warehousing vacancies. In comparison, 61.7 percent of all private sector vacancies measured during the survey period required a diploma or had no educational requirement.

The highest educational requirements were reported for vacancies in the Information, Professional, Scientific & Technical and Educational Service sectors. College degrees (associate, bachelor and advanced) were necessary for 77.0 percent, 71.0 percent and 66.6 percent of the job openings in these industries, respectively. These proportions were well-above the private sector average of 33.3 percent. Other sectors reporting a high share of vacancies requiring a college education included Finance & Insurance (50.8%), Manufacturing (42.8%) and Health Care & Social Assistance (41.2%).

In Spring 2008, more than half (58.6%) 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, 100 percent of vacancies within the Wholesale Trade industry called for experience related to the position, followed by Informational Services (83.3%), Educational Services (79.7%), Real Estate and Rental & Leasing (77.5%), Manufacturing (73.4%) and Finance & Insurance (73.0%).

Not all industry sectors required experienced workers to fill their job vacancies. For example, 45 percent of job openings in the Accommodation & Food Services sector and 37 percent of Retail Trade vacancies had no work experience requirement. Industries with a high volume of vacancies requiring general work experience included: Arts, Entertainment & Recreation (91.2%), Construction (69.2%), Transportation & Warehousing (58.3%) and Administrative & Waste Services (45.3%).

Industry Sector

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, 97 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 77 percent provided access to a retirement savings plan or pension. Moreover, nearly 83 percent of industry sector openings had paid vacation time and nearly half offered paid sick leave.

In Spring 2008, 30.9 percent of estimated private sector vacancies offered tuition reimbursement, a decrease of ten percentage points measured during the 2006 survey year. Several industry sectors reported above-average concentrations of job openings with this benefit, including Finance & Insurance (86.9%), Real Estate & Rental & Leasing (83.1%), Information (77.8%) and Educational Services (72.8%).

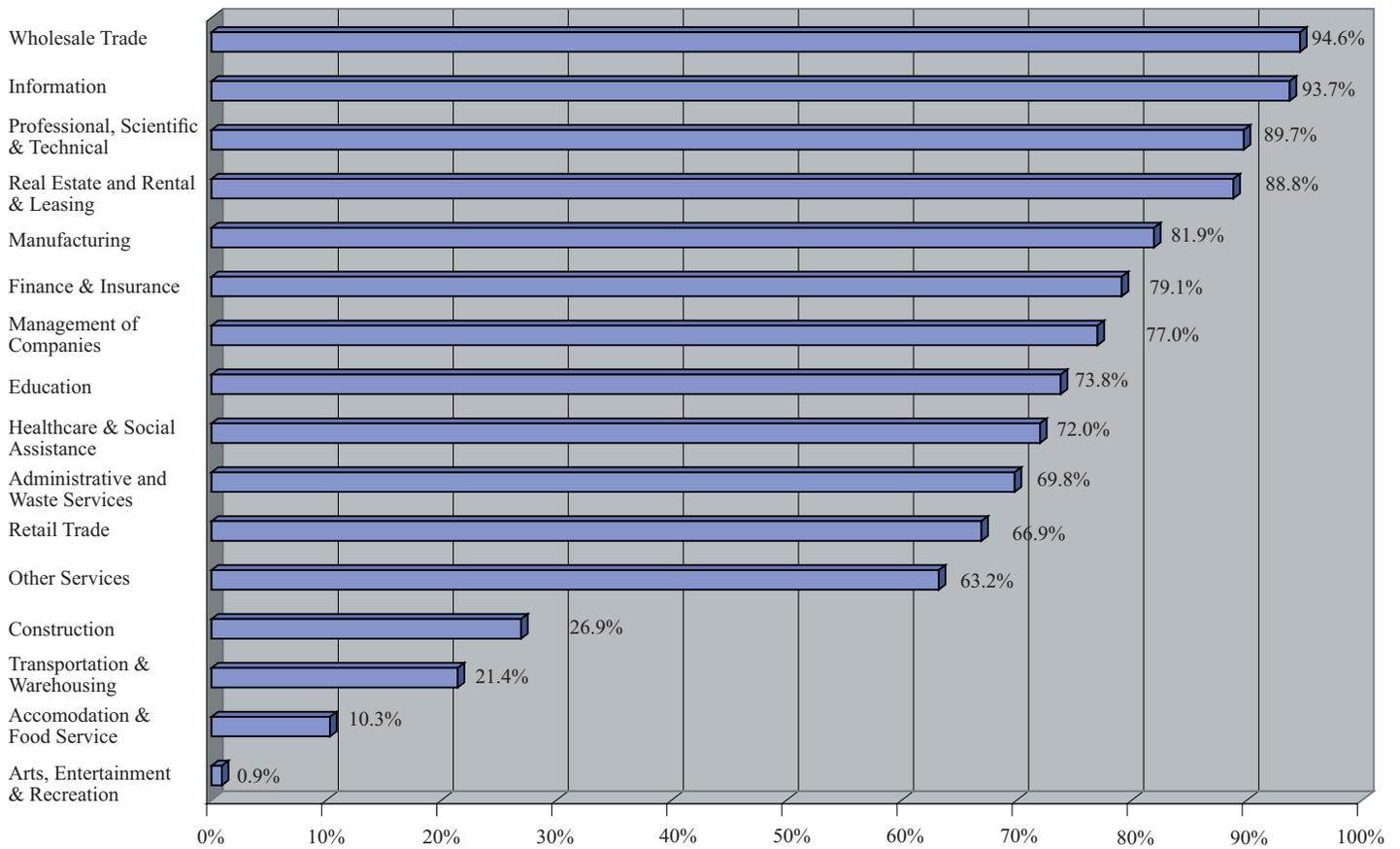
A few industry sectors reported a high concentration of vacancies with no benefits at all, primarily those that are seasonal and rely upon part-time workers. Roughly 99 percent of Arts, Entertainment & Recreation vacancies provided no benefits, concentrated among Waiters & Waitresses, Dishwashers, and Cooks staffing the state's many country clubs, golf courses, and marinas. Accommodation & Food Services (74.8%), Construction (69.2%), and Other Services (63.2%) sectors also had above-average concentrations of job openings offering no benefits.

Job Vacancies by Industry Sector & Benefits Offered

<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	62.0%	51.9%	59.8%	30.9%	52.0%	32.6%
Accommodation & Food Services	20.7%	10.0%	10.8%	4.9%	10.5%	74.8%
Administrative & Waste Services	69.8%	47.1%	69.8%	68.6%	69.8%	30.2%
Arts, Entertainment & Recreation	0.9%	0.9%	0.9%	0.0%	0.9%	99.1%
Construction	26.9%	26.9%	26.9%	7.7%	26.9%	69.2%
Educational Services	93.1%	92.5%	73.8%	72.8%	85.3%	6.9%
Finance & Insurance	96.7%	81.5%	81.3%	86.9%	92.6%	1.1%
Health Care & Social Assistance	72.1%	69.4%	79.0%	44.8%	73.8%	13.6%
Information	96.4%	57.5%	93.7%	77.8%	92.3%	3.6%
Management of Companies & Enterprises	77.0%	70.3%	77.0%	55.5%	77.0%	23.0%
Manufacturing	85.4%	44.9%	82.5%	44.1%	76.9%	12.2%
Other Services	36.8%	28.2%	36.8%	12.8%	33.3%	63.2%
Professional, Scientific & Technical Services	89.7%	89.7%	89.7%	32.7%	89.7%	10.3%
Real Estate & Rental & Leasing	88.8%	71.9%	88.8%	83.1%	88.8%	11.2%
Retail Trade	68.4%	58.8%	69.7%	9.2%	35.1%	28.9%
Transportation & Warehousing	45.6%	16.5%	21.4%	6.8%	21.4%	54.4%
Wholesale Trade	94.6%	94.6%	94.6%	8.1%	85.2%	0.0%

NAME (FIRST)
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 PERMANENT ADDRESS
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 YES NO

Percent of Job Vacancies by Industry Offering Both Health Insurance and Paid Vacation



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 paid vacation. Across the private sector, job openings that offered the latter generally offered the former as well. Several sectors, including Wholesale Trade (94.6%), Information (93.7%), Professional, Scientific & Technical Services (89.7%), Real Estate and Rental and Leasing (88.8%), and Manufacturing (81.9%) reported a much higher concentration of vacancies offering these two benefits than the private sector (57.3%) as a whole.

Throughout the private sector, the median low wage was \$12.81, an improvement over the \$11.00 reported in Spring 2006. Job vacancies in ten sectors offered a median low wage above the private sector average during the survey period, including Information (\$30.55), Professional, Scientific & Technical Services (\$29.89), and Finance & Insurance (\$19.99).

Vacancies in seasonal industries, as well as others reliant upon part-time workers, paid the lowest wages. These included Accommodation & Food Services (\$7.56), Arts, Entertainment & Recreation (\$9.08), and Retail Trade (\$9.98).

<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	\$12.81	\$14.67
Management of Companies & Enterprises	\$17.07	\$18.96
Information	\$30.55	\$32.27
Professional, Scientific & Technical Services	\$29.89	\$32.78
Construction	\$14.40	\$18.40
Educational Services	\$17.78	\$25.69
Finance & Insurance	\$19.99	\$23.08
Wholesale Trade	\$18.50	\$23.45
Manufacturing	\$16.32	\$19.46
Health Care & Social Assistance	\$16.26	\$19.46
Arts, Entertainment & Recreation	\$ 9.08	\$11.39
Transportation & Warehousing	\$12.66	\$15.18
Administrative & Waste Services	\$13.18	\$13.83
Accommodation & Food Services	\$ 7.56	\$ 8.14
Other Services	\$11.03	\$12.94
Retail Trade	\$ 9.98	\$10.73

Major Occupational Group

In Spring 2008, more than half of all estimated job vacancies were concentrated in just four major occupational groups: Food Preparation & Serving-Related (1,803), Sales & Related (1,425), Office & Administrative Support (1,032), and Healthcare Practitioners & Technical (965). 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 (4.0%) well-above the private sector average (2.2%). A very high proportion of these openings were part-time (79.6%) and/or seasonal (47.1%) in nature.

Retail Salespersons, Cashiers, Wholesale Sales Representatives, and Counter & Rental Clerks all fall under the Sales & Related occupational group, which had an estimated 1,425 vacancies in Spring 2008. This major occupational group had a job vacancy rate of 3.2 percent, a full percentage point higher than the private sector average, or three open positions for every one hundred already filled. Approximately 47 percent of these openings were part-time jobs in Rhode Island's many retail establishments, and 37 percent were temporary or seasonal in nature.

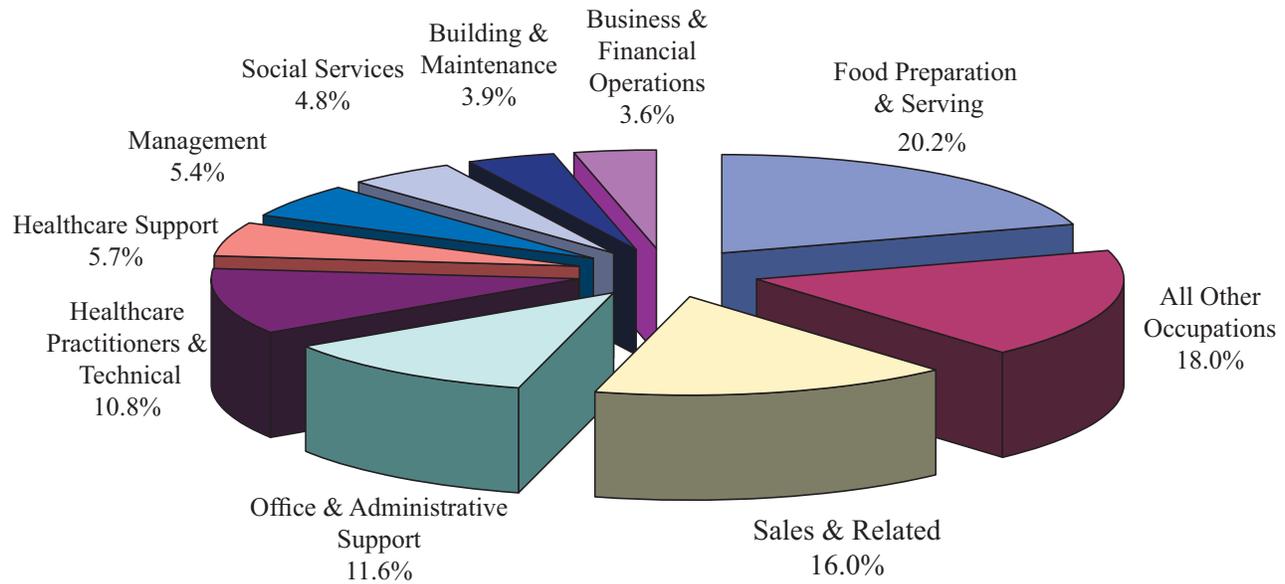
An additional 965 vacancies were for Healthcare Practitioner & Technical occupations, such as Registered and Licensed Practical Nurses, Radiologic Technologists, Physical Therapists, Emergency Medical Technicians, and Dental Hygienists. This occupational group's 3.5 percent vacancy rate was two percentage points below the 5.6 percent vacancy rate reported during the 2006 survey period. Nearly two-thirds of the openings in this occupational group were for Registered Nurses - the more than 600 estimated Registered Nurses openings was among the top occupations in the private sector economy, however the number of vacancies estimated this year was the lowest since JVS began in 2005.

Job Vacancies by Major Occupational Group

	Estimated Vacancies	Vacancy Rate	Full-Time	Temporary/Seasonal
Private Sector Total	8,912	2.2%	53.8%	21.6%
Management Occupations	478	2.4%	83.5%	14.0%
Business & Financial Operations Occupations	322	1.8%	94.7%	10.2%
Computer & Mathematical Occupations	247	3.0%	98.0%	1.8%
Architecture & Engineering Occupations	99	1.9%	100.0%	0.0%
Life, Physical, & Social Science Occupations	72	3.1%	79.2%	22.2%
Community & Social Services Occupations	427	5.5%	64.4%	0.2%
Legal Occupations	50	1.9%	96.0%	0.0%
Education, Training, & Library Occupations	176	1.6%	93.2%	0.0%
Arts, Entertainment & Media Occupations	49	0.9%	57.1%	40.8%
Healthcare Practitioners & Technical Occupations	965	3.5%	55.4%	5.2%
Healthcare Support Occupations	508	2.7%	39.2%	2.8%
Protective Service Occupations	93	2.6%	36.6%	40.9%
Food Preparation & Serving Occupations	1,803	4.0%	20.4%	47.1%
Building & Grounds Cleaning & Maintenance	345	2.5%	55.4%	15.1%
Personal Care & Service Occupations	85	7.3%	29.4%	44.6%
Sales & Related Occupations	1,425	3.2%	47.2%	36.8%
Office & Administrative Support Occupations	1,032	1.3%	58.0%	11.3%
Construction & Extraction Occupations	76	0.4%	28.9%	71.1%
Installation, Maintenance, & Repair Occupations	108	0.7%	80.6%	16.7%
Production Occupations	281	0.8%	95.7%	1.4%
Transportation & Material Moving Occupations	271	1.1%	64.2%	5.7%

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Job Vacancies by Occupational Group Spring 2008



Office & Administrative Support occupations, including Stock Clerks & Order Fillers, Receptionists, Office Clerks, Executive Secretaries, Customer Service Representatives, and Bookkeepers, accounted for 1,032 vacancies. Although this comprised 11.6 percent of all vacancies statewide, the major occupational group had a job vacancy rate of just 1.3 percent, nearly a full percentage point below the private sector average (2.2%).

Other in-demand occupations included those in the Healthcare Support group, which had an estimated 508 vacancies and a job vacancy rate of 2.7 percent. More than sixty percent (60.8%) 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 478 job vacancies were in Management occupations, such as Sales Managers, Financial Managers, Medical & Health Services Managers and Education Administrators. The occupational group's 2.4 percent vacancy rate was slightly higher than the private sector average of 2.2 percent. Approximately 84 percent of these openings were full-time positions, well above the private sector average (53.8%).

Community and Social Services occupations, including Social and Human Service Assistants and various Counselors and Social Workers accounted for 427 job openings. Its vacancy rate of 5.5 percent was the second highest reported among major occupational groups and well-above the private sector rate of 2.2 percent. Nearly sixty-five percent of these open positions were full-time positions.

Building and Grounds Cleaning & Maintenance (345), Business & Financial Operations (322), and Production (281) rounded out the top ten major occupational groups with the most estimated vacancies in Spring 2008. The job vacancy rates for these groups range from 2.5%, 1.8%, to 0.8% respectively. slightly higher to well below the private sector average of 2.2 percent. However, the majority of vacancies were for permanent positions and over 90 percent of the Business & Financial Operations and Production occupations were for full-time positions.

Major Occupational Group

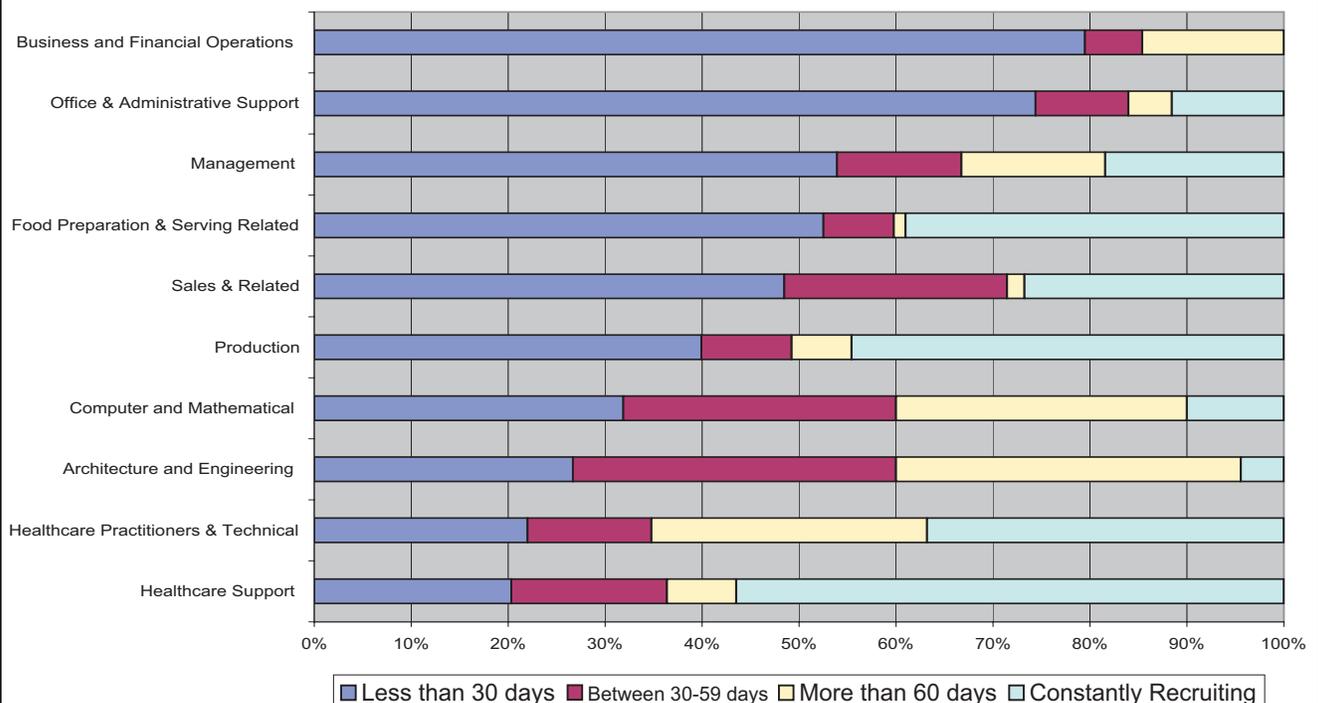
Job vacancies were measured in 21 major occupational groups and for more than 300 individual occupations, ranging from white-collar, high-skill professions (i.e. Pediatricians, Physicists, Lawyers, Chief Executives) to traditionally blue-collar jobs (i.e. Welders, Painters, Pipefitters, Mechanics, Machine Operators, Truck Drivers) to service-based jobs that require lower levels of skill and education (i.e. Maids & Housekeepers, 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 searching for qualified workers with specific training and education. More than half of Healthcare Support and one-third of Healthcare Practitioners & Technical vacancies were constantly being recruited for or always open for hire, compared to the private sector average of 30.9 percent.

Other major occupational groups with hard-to-fill vacancies included Transportation and Material Moving, Protective Services and Food Preparation & Serving occupations, primarily lower-skilled, part-time jobs where turnover is very high.

Top 25 Occupations with the Most Estimated Vacancies	
1	Retail Salespersons
2	Registered Nurses
3	Waiters and Waitresses
4	Nursing Aides, Orderlies, & Attendants
5	Food Preparation Workers
6	Cashiers
7	Counter Attendants--Cafeteria & Coffee Shops
8	Customer Service Representatives
9	Maids and Housekeeping Cleaners
10	Social and Human Service Assistants
11	General Office Clerks
12	Stock Clerks and Order Fillers
13	Mental Health Counselors
14	Cooks, Restaurant
15	Janitors & Cleaners
16	Licensed Practical & Licensed Vocational Nurse
17	Bartenders
18	Dining Room & Cafeteria Attendants
19	Truck Driver, Light or Delivery Service
20	Tellers
21	Sales Managers
22	Laborers & Freight, Stock, & Material Movers
23	Combined Food Preparation and Serving Workers
24	Substance Abuse & Behavioral Disorder Counselors
25	Executive Secretaries & Administrative Assistance

Job Vacancies by Selected Major Occupational Groups and Vacancy Duration
Spring 2008



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During the survey period, more than 75 percent of estimated vacancies in Arts, Design, Entertainment, Sports, & Media (86.4%), Business & Financial (85.4%), Office & Administrative Support (84.0%) and Personal Care & Services (77.6%) had been open for less than sixty days. 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 Customer Service Representatives, Stock Clerks & Order Fillers, Child Care Workers, Residential Care Workers and Hotel Clerks.

Job vacancies in the Food Preparation & Serving occupational group had the lowest educational requirement levels measured, with 93 percent of estimated openings requiring a high school diploma or less and 61 percent had no educational requirement at all. This included Waitstaff, Coffee Shop & Concession Counter Workers, Host & Hostess and Food Preparation & Kitchen workers. Similarly, nearly 90 percent of the Building & Grounds Cleaning & Maintenance vacancies measured required a high school diploma or less (89.0%), primarily comprised of openings for Housekeepers and Grounds Maintenance workers to maintain Rhode Islands seasonal Hotels and Golf Courses. Additionally, 88 percent of the Protective Service vacancies also required a high school diploma or less and was comprised of openings for Security Guards and Lifeguards.

Vocational training was a common requirement for jobs in two occupational groups - Healthcare Support (36.8%) and Construction & Extraction (18.4%). The former included vacancies many Nursing Aides, Orderlies & Attendants and Dental Assistants jobs, while the latter included openings for Plumbers and Electricians. Vocational training was also required for 11 percent of Architecture & Engineering vacancies, such as Electrical and Mechanical Drafters.

<i>Major Occupational Group</i>	<i>No Educational Requirement</i>	<i>High School Diploma/ GED</i>	<i>Vocational Training</i>	<i>Associates Degree</i>	<i>Bachelors Degree</i>	<i>Advanced Degree</i>
<i>Private Sector Total</i>	24.1%	37.6%	5.1%	8.5%	21.9%	2.9%
Industry Sector						
Transportation & Material Moving	25.5%	27.7%	4.4%	35.1%	1.8%	0.0%
Production Occupations	16.7%	61.2%	8.5%	0.0%	5.0%	0.0%
Installation, Maintenance & Repair	25.9%	33.3%	5.6%	25.9%	2.8%	0.0%
Construction & Extraction Occupations	6.6%	73.7%	18.4%	0.0%	0.0%	0.0%
Office & Administrative Support	17.1%	58.7%	2.7%	2.5%	12.3%	0.0%
Sales & Related Occupations	17.7%	45.6%	0.0%	3.3%	30.7%	0.0%
Personal Care & Service Occupations	27.1%	29.4%	4.7%	11.8%	24.7%	2.4%
Building & Grounds Cleaning & Maint.	33.9%	55.1%	3.5%	1.4%	0.0%	0.0%
Food Preparation & Serving-Related	60.9%	31.7%	2.8%	0.0%	0.1%	0.0%
Protective Service Occupations	4.3%	83.9%	1.1%	0.0%	0.0%	2.2%
Healthcare Support Occupations	1.0%	48.4%	36.8%	3.5%	0.0%	0.0%
Healthcare Practitioners & Technical	0.0%	4.2%	6.8%	39.3%	21.8%	9.0%
Arts, Design, Entertain., Sports & Media	0.0%	2.0%	8.2%	8.2%	51.0%	2.0%
Education, Training & Library	42.6%	5.1%	0.0%	0.0%	48.9%	1.7%
Legal Occupations	0.0%	16.0%	0.0%	36.0%	8.0%	40.0%
Community & Social Services	0.0%	30.7%	0.0%	11.5%	44.5%	8.2%
Life, Physical, & Social Science	0.0%	2.8%	0.0%	2.8%	86.1%	6.9%
Architecture & Engineering Occupations	0.0%	6.1%	11.1%	4.0%	64.6%	4.0%
Computer & Mathematical Occupations	0.0%	6.9%	0.0%	1.6%	89.1%	2.4%
Business & Financial Operations	7.1%	27.6%	0.6%	2.2%	46.9%	3.1%
Management Occupations	15.5%	22.2%	0.0%	1.9%	42.7%	13.4%

Major Occupational Group

A high-proportion of vacancies in the Life, Physical & Social Science (95.8%), Computer & Mathematical (93.1%) and Legal (84.0%) occupational groups required a college education. These rates were well-above the 31 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.

Nearly 80 percent of job vacancies (78.5%) required either general work experience (19.9%) or experience related to the position (58.6%). Eight occupational groups reported concentrations of vacancies requiring experience related to the position above 80 percent, including Computer & Mathematical (95.0%), Healthcare Practitioners and Technical (92.6%), Architecture & Engineering (90.0%), Arts, Design, Entertainment, Sports & Media (89.4%), Management (87.3%), Healthcare Support (82.9%), Legal (82.0%) and Business and Financial Operations (82.0%). Throughout the private sector, close to 59 percent of estimated vacancies had this requirement.

General work experience was required for 72 percent of Construction and Extraction vacancies, primarily openings for Painters. Roughly 50 percent of Community and Social Services vacancies also asked for applicants with general work experience, as did 41.2 percent of Protective Service, 37.5 percent of Personal Care and Service, and 34.1 percent of Education, Training and Library openings.

Building & Grounds Cleaning & Maintenance occupations (45.2%) were the least likely to require workers with

previous work experience, followed by Food Preparation & Serving-Related (37.1%), Protective Service (32.9%), Office & Administrative Support (29.6%), Sales & Related (29.4%), and Transportation & Material Moving (27.3%) occupational groups. Many of these job openings were in part-time and/or temporary positions, including Security Guards, Cashiers, Maids & Housekeepers, Laborers, Waiters and Waitresses and Customer Service Representatives.

Job Vacancies by Selected Major Occupational Group & Experience Requirements

<i>Major Occupational Group</i>	<i>No Experience Required</i>	<i>General Work Experience</i>	<i>Experience Related to Position</i>
Private Sector Total	21.5%	19.9%	58.6%
Building & Grounds Cleaning & Maint.	45.2%	25.0%	29.8%
Food Preparation & Serving-Related	37.1%	22.0%	40.9%
Protective Service	32.9%	41.2%	25.9%
Office & Administrative Support	29.6%	30.0%	40.4%
Sales & Related	29.4%	10.5%	60.1%
Transportation & Material Moving	27.3%	18.4%	54.3%
Installation, Maintenance & Repair	19.8%	15.8%	64.4%
Education, Training & Library	13.9%	34.1%	52.0%
Personal Care & Service Production	13.8%	37.5%	48.8%
Community & Social Services	13.3%	48.9%	37.8%
Healthcare Support	12.7%	4.4%	82.9%
Production	8.5%	36.3%	55.2%
Arts, Design, Entertain., Sports & Media	8.5%	2.1%	89.4%
Architecture & Engineering	2.2%	7.8%	90.0%
Life, Physical & Social Science	1.4%	20.8%	77.8%
Healthcare Practitioners & Technical	0.9%	6.5%	92.6%
Management	0.0%	12.7%	87.3%
Business & Financial Operations	0.0%	18.0%	82.0%
Computer & Mathematical	0.0%	5.0%	95.0%
Legal	0.0%	18.0%	82.0%
Construction & Extraction	0.0%	72.0%	28.0%

NAME FIRST)
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 PERMANENT ADDRESS
 ARE YOU 18 YEARS OR OLDER?
 YES NO

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	62.0%	51.9%	59.8%	30.9%	52.0%	32.6%
Architecture & Engineering	99.0%	87.9%	99.0%	88.9%	98.0%	0.0%
Arts, Design, Entertain., Sports & Media	59.2%	44.9%	59.2%	55.1%	59.2%	36.7%
Building & Grounds Cleaning & Maint.	50.4%	40.0%	54.8%	23.8%	48.1%	45.2%
Business & Financial Operations	84.8%	75.2%	77.6%	58.1%	81.7%	13.4%
Community & Social Services	77.3%	79.4%	84.1%	45.0%	79.9%	14.3%
Computer & Mathematical	98.0%	64.4%	95.1%	85.8%	95.1%	0.8%
Construction & Extraction	27.6%	18.4%	27.6%	6.6%	27.6%	71.1%
Education, Training & Library	98.3%	55.7%	63.1%	79.0%	98.3%	1.1%
Food Preparation & Serving-Related	12.5%	7.7%	6.5%	3.8%	5.8%	83.4%
Healthcare Practitioner & Technical	77.9%	78.3%	81.6%	55.0%	79.1%	10.9%
Healthcare Support	70.1%	67.1%	86.2%	22.8%	70.3%	11.2%
Installation, Maintenance & Repair	83.3%	63.9%	83.3%	21.3%	57.4%	14.8%
Legal	100.0%	98.0%	100.0%	10.0%	98.0%	0.0%
Life, Physical & Social Science	77.8%	68.1%	77.8%	77.8%	77.8%	22.2%
Management	80.3%	67.8%	75.9%	61.5%	79.7%	16.1%
Office & Administrative Support	63.2%	53.3%	58.0%	32.6%	48.6%	30.9%
Personal Care & Service	34.1%	40.0%	34.1%	32.9%	31.8%	60.0%
Production	95.0%	53.0%	81.9%	30.2%	76.2%	5.0%
Protective Service	38.7%	38.7%	37.6%	37.6%	47.3%	49.5%
Sales & Related	77.7%	67.3%	75.3%	15.6%	46.5%	19.7%
Transportation & Material Moving	67.9%	28.4%	62.4%	7.7%	32.5%	30.6%

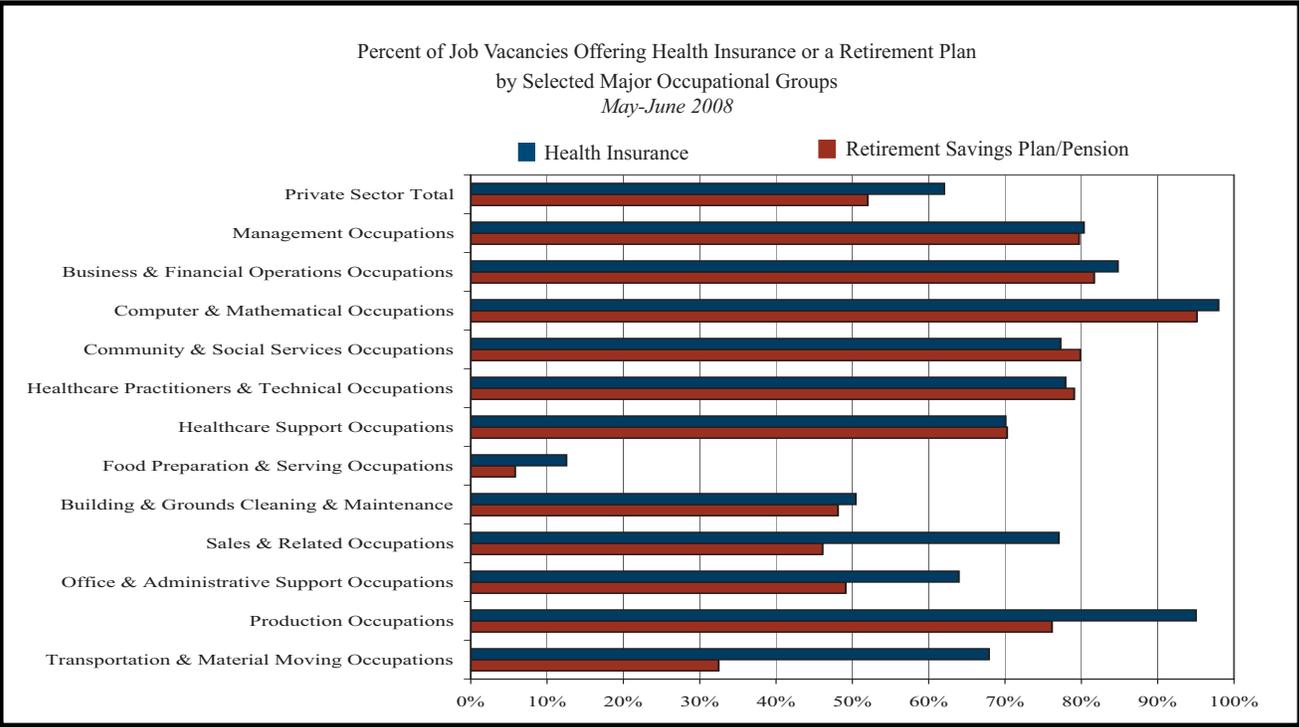
The majority of job openings provided some level of benefits, with the most frequent being paid vacation, health insurance, and a retirement savings plan or pension. Less than one-third of estimated vacancies offered no benefits. While 62 percent of estimated private sector job vacancies offered health insurance, several occupational groups reported much higher concentrations of openings with this benefit. All of the measurable vacancies in Legal (100%) occupations had health insurance, as did nearly all Architecture & Engineering (99.0%), Education, Training, & Library (98.3%) and Computer & Mathematical (98.0%) openings. The occupations comprising these groups generally require a college education, primarily bachelor and advanced degrees. The Production (95.0%), Business & Financial Operations (84.8%), Installation, Maintenance & Repair (83.3%) and Management (80.3%) 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, just one out of eight (12.5%) Food Preparation & Serving-Related vacancies offered health insurance, as many Waitstaff and other Restaurant workers did not have this benefit. Similarly, just 28 percent of Construction & Extraction and 34 percent of Personal Care & Service occupational vacancies had health insurance. The former included many seasonal vacancies staffing our state’s Painters, Construction Helpers and Roofers, while the latter was primarily composed of part-time job openings for Personal & Home Care Aides.

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 (98.3%) Education, Training, & Library, Legal (98.0%) and Architecture & Engineering (98.0%) openings provided this important benefit, as did high proportions of job vacancies in Computer & Mathematical (95.1%) and Business & Financial (81.7%) occupations. Roughly

Major Occupational Group

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 YES NO



80 percent of Management and Healthcare Practitioner & Technical openings also provided access to a pension/retirement plan, as high concentrations of Registered Nurses, Emergency Medical Technicians, Physical Therapists, Pharmacy Technicians and various management vacancies reported having this benefit. Retirement benefits were lowest among Food Preparation & Serving-Related (5.8%), Construction & Extraction (27.6%), and Personal Care & Service (31.8%) vacancies.

More than 90 percent of the measurable vacancies in the Legal (100.0%), Architecture & Engineering (99.0%) and Computer & Mathematical (95.1%) occupational groups offered paid vacation to potential hires, well-above the private sector average of 60 percent. The Healthcare Support (86.2%), Community & Social Services (84.1%), Installation, Maintenance & Repair (83.3%), Production (81.9%) and Healthcare Practitioners & Technical (81.6%) occupational groups also had a high proportion of estimated job vacancies offering paid vacation to potential hires. These major occupational groups also reported the highest concentrations of vacancies with paid sick leave as well. In contrast, just 7 percent of Food Preparation & Serving-Related vacancies offered paid vacation time, and less than 8 percent provided paid sick leave.

Just five major occupational groups reported concentrations of vacancies with a tuition reimbursement benefit above 60 percent: Architecture & Engineering (88.9%), Computer & Mathematical (85.8%), Education, Training & Library (79.0%), Life, Physical & Social Science (77.8%) and Management (61.5%). Less than one-fifth of measurable vacancies in Food Preparation & Serving-Related (3.8%), Construction & Extraction (6.6%), Transportation & Material Moving (7.7%), Legal (10.0%) and Sales & Related (15.6%) 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 83.4 percent of Food Preparation & Serving-Related openings, 71.1 percent of Construction & Extraction vacancies, and 60.0 percent of open Personal Care & Service positions. Also, close to half of estimated Protective Service (49.5%) and Building & Grounds Cleaning & Maintenance (45.2%) occupational vacancies also had no benefits, above the private sector average of 32.6 percent. More than 30 percent of

the measurable job openings in the Arts, Design, Entertainment, Sports, & Media (36.7%), Office & Administrative Support (30.9%) and Transportation & Material Moving (30.6%) occupational groups did not have benefits as well.

Among major occupational groups, the median low wage for job vacancies ranged from \$7.48 per hour for Food Preparation & Serving Related to \$34.50 in Computer & Mathematical occupations. The former included job openings for Bartenders, Fast Food Cooks, Dishwashers and Waitstaff, while the latter included Computer Programmers, Network Administrators, and Database Administrators vacancies.

Occupational groups whose vacancies paid a median low wage below the private sector median of \$12.80 included Food Preparation & Serving-Related (\$7.48), Building & Grounds Cleaning & Maintenance (\$9.42), Sales & Related (\$9.56), Transportation & Material Moving (\$9.74), Healthcare Support (\$10.52), Protective Service (\$10.90), Personal Care & Service (\$10.90), Office & Administrative Support (\$11.07), Education, Training & Library (\$11.85) and Community & Social Services (\$12.15). Many of the occupations in these groups require lower-levels of education and experience and are often part-time and/or seasonal in nature.

Along with Computer & Mathematical (\$34.50), 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 low wage of \$31.96 per hour, with high-wage vacancies for Civil, Electrical, Industrial, and Mechanical Engineers. At \$24.81, the fourth highest median low wage was reported in the Healthcare Practitioner & Technical group, where numerous vacancies for Registered Nurses, Licensed Practical Nurses, Occupational and Physical Therapists, Speech-Language Pathologists, and Dental Hygienists offered above average 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 \$22.47 to \$27.51 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 \$18.68. The Legal (\$25.05), Life, Physical and Social Science (\$16.71), Construction & Extraction (\$16.11), Arts, Design, Entertainment, Sports, & Media (\$13.58) and Installation, Maintenance & Repair (\$13.22) occupational groups also reported median low wages above the private sector median low.

<i>Median Wages Offered for Job Vacancies by Major Occupational Group</i>		
<i>Occupational Group</i>	<i>Median Low Wage</i>	<i>Median High Wage</i>
Private Sector Total	\$12.81	\$14.67
Architecture & Engineering	\$31.96	\$35.47
Arts, Design, Entertain., Sports & Media	\$13.58	\$16.73
Building & Grounds Cleaning & Maint.	\$ 9.42	\$11.69
Business & Financial Operations	\$18.68	\$22.68
Community & Social Services	\$12.15	\$13.95
Computer & Mathematical	\$34.50	\$40.02
Construction & Extraction	\$16.11	\$21.98
Education, Training & Library	\$11.85	\$14.52
Food Preparation & Serving-Related	\$ 7.48	\$ 8.33
Healthcare Practitioner & Technical	\$24.81	\$29.37
Healthcare Support	\$10.52	\$13.08
Installation, Maintenance & Repair	\$13.22	\$19.47
Legal	\$25.05	\$37.29
Life, Physical & Social Science	\$16.71	\$17.59
Management	\$22.47	\$27.51
Office & Administrative Support	\$11.07	\$12.17
Personal Care & Service	\$10.90	\$11.76
Production	\$12.80	\$15.30
Protective Service	\$10.90	\$12.54
Sales & Related	\$ 9.56	\$ 9.57
Transportation & Material Moving	\$ 9.74	\$11.92



A Product of:

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Labor Market Information**

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Acknowledgments

The Labor Market Information unit would like to thank all the Rhode Island employers who assisted us by completing their 2008 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 2008. Overall, usable survey data was collected from 65% 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 e-mail lmi@dlt.ri.gov.

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