

# Rhode Island's

## *Job Vacancy Report*

### Summary

Summer 2010

Labor Market Information Unit

The Department of Labor and Training's 2010 Job Vacancy Survey\* results indicated that there were an estimated 8,106 job vacancies in the summer of 2010. This translated to a job vacancy rate of 2.2 percent or 2.2 job openings for every one hundred jobs filled. In comparison, there were only 5,948 job vacancies reported in 2009, reflecting a vacancy rate of 1.5 percent. In 2006, the year prior to the start of the state's current economic downturn, there were nearly 11,000 vacancies reported, reflecting a vacancy rate of 2.7 percent or nearly three openings for every one hundred jobs filled.

The increase in the number of job openings was accompanied by an increase in the "quality" of openings, reflected by increases in the percentages of full-time vacancies and those with benefits. Full-time job vacancies accounted for 56.5 percent of the 2010 vacant positions, up from 50.4 percent in 2009 and 53.8 percent in 2008. More than two-thirds of the vacancies provided health insurance. More than half of the vacancies provided benefits such as vacation pay or retirement/pension plans and nearly half provided sick leave. Additionally, the median wage range (\$15.22 to \$17.08) for job vacancies increased 10.0 percent from the 2009 median wage range (\$13.59 to \$15.69 per hour).

Permanent positions accounted for 87.2 percent of the 2010 vacancies, up from 2009 (82.1%) and 2008 (78.4%). The remaining vacancies (12.8%) were for seasonal or temporary positions with the largest concentration occurring in the Social Assistance subsector.

During the summer of 2010, job vacancies were reported in nearly all economic sectors and among all occupational groups. Health Care & Social Assistance, the state's largest employment sector, reported the greatest number of job vacancies, estimated at 2,617 for 2010. This estimate was up considerably from the estimated 1,484 for spring 2009 yet less than the 3,480 vacancies reported in 2006, the year prior to the recession. Job vacancies for the Accommodation & Food Services sector were estimated at 1,314, on par with 1,328 in 2009 but down from 2,001 in 2006. Estimated vacancies for Administrative & Waste services more than doubled in 2010 with 972 vacancies estimated compared to 432 in 2009. Significant increases were also noted in the Manufacturing sector, which had an estimated 664 vacancies in 2010 compared to just 64 vacancies in spring 2009; however, the 2010 estimates were still down from the 965 vacancies in 2006.

The two occupational groups with the most estimated vacancies—Healthcare Practitioner & Technical occupations (1,222) and Health Care Support Occupations (995)—recorded more vacancies in 2010 than in 2009. In contrast, vacancies in Food Preparation & Serving Related Occupations (970) were down from the 2009 estimate (1,321) for this major occupational group.

Employers were seeking applicants with higher education levels and more specialized experience in summer 2010 than prior to the current economic downturn (2006). More than 20 percent of the job openings required a bachelor or advanced degree and more than half (53.6%) required experience in a related position. Only 13.1 percent of the job openings had no educational requirements, down from 23.5 percent in 2009 and 22.6 percent in 2006. In 2006, 8.3 percent of vacancies required vocational training; in comparison, 10.0 percent of the job vacancies in 2010 required this attainment.

Nearly 19 percent of the 2010 job vacancies required a license or certificate. Occupations in the Healthcare Practitioners & Technical major occupational group had the largest number of vacancies requiring either a license or certification.

Employers reported that they were constantly recruiting for 28 percent of their vacant positions. Additionally, employers reported that 37 percent of vacant positions had been open for less than 30 days and over 10 percent had been open for 60 days or longer. Vacancy duration changes between 2009 and 2010 showed a lower concentration of positions being listed as open less than 30 days.

Overall, benefit levels for Rhode Island's job vacancies increased along with median wages. The median wage range reported for job vacancies in 2010 was \$15.22 to \$17.08 per hour, up from \$13.59 to \$15.69 an hour. Many vacancies provided benefits, such as health (68.7%), paid vacation (64.9%), retirement/pension plan (54.1%) and paid sick leave (48.8%). As expected, benefits were offered at a higher percentage for full-time positions. Ninety-one percent of the full-time vacancies offered health insurance while only 38 percent of the part-time positions provided this benefit.

### Private Sector Job Vacancy Data Summary

	2010	2009	2006
Number of Job Vacancies	8,106	5,948	10,949
Job Vacancy Rate (vacancies per 100 filled jobs)	2.2%	1.5%	2.7%
Full-Time Positions	56.5%	50.4%	55.8%
Part-Time Positions	43.5%	49.6%	44.2%
Vacancies Open < 30 Days	37.2%	40.8%	35.8%
Vacancies Open 30-59 Days	18.5%	11.6%	17.8%
Vacancies Open > 60 Days	10.5%	15.4%	12.6%
Constantly Recruiting/ Hiring	28.0%	32.2%	33.7%
Permanent Positions	87.2%	82.1%	87.0%
Temporary/Seasonal Positions	12.8%	17.9%	13.0%
Vacancies Requiring			
Diploma/GED	43.7%	34.3%	41.0%
Vocational Training	10.0%	11.5%	8.3%
Associate Degree	12.1%	2.4%	8.3%
Bachelor Degree	13.9%	19.0%	16.1%
Advanced Degree	7.2%	9.3%	3.7%
No Education Requirement	13.1%	23.5%	22.6%
License or Certificate	18.8%	10.6%	25.8%
General Work Experience	20.8%	13.2%	20.2%
Experience Related to Position	53.6%	63.1%	51.7%
No Experience Required	18.4%	23.8%	28.1%
Median Hourly Wage Range	\$15.22 to \$17.08	\$13.59 to \$15.69	\$11.00 to \$12.00
Vacancies Providing			
Health Insurance	68.7%	45.1%	63.9%
Paid Sick Leave	48.8%	33.1%	52.9%
Paid Vacation	64.9%	40.8%	65.4%
Tuition Reimbursement	34.0%	21.7%	40.2%
Retirement /Pension Plan	54.1%	40.7%	60.9%
No Benefits Offered	21.6%	43.9%	27.2%

## Job Vacancy Data by Industry Sector

The Health Care & Social Assistance sector reported the largest number of vacancies of all economic sectors with 2,617 openings, representing nearly one-third (32.3%) of all vacancies in the state. The 3.4 percent vacancy rate in this sector was the third highest rate calculated for the 2010 survey. Vacancies in this sector were evenly divided between full-time and part-time openings. Almost one-third of vacancies required a license or certification (31.0%) and nearly three-quarters (72.3%) required applicants to have experience related to the position.

With 1,314 vacancies, Accommodation & Food Services employers ranked second in estimated job openings, leading to a 3.3 percent vacancy rate. Openings in this sector accounted for 16.2 percent of all vacancies. Vacancies were primarily part-time jobs (57.2%) with no prior work experience or general work experience required. More than half of the vacancies for this sector did not offer any benefits. Wages for Accommodation & Food Services were the lowest reported during the survey period.

The third largest number of vacancies was reported by the Administrative & Waste Services (972) sector. This sector's 2010 vacancy rate (4.4%) was the second highest rate. More than half (56.7%) of the job openings were for full-time positions. Nearly all (96.8%) of the vacancies in this sector required experience related to the position or general work experience.

There were more than 600 vacancies in the state's Manufacturing sector, representing 8.2 percent of the 2010 vacancies. Last year the Manufacturing sector accounted for just one percent of the total vacancies. More than 90 percent of the openings were for full-time positions.

The Retail Trade sector accounted for 508 estimated job vacancies, slightly below the 576 estimated openings reported in 2009 and well below the 1,770 estimated openings reported in 2008. This year's 1.1 percent vacancy rate showed little change from the 1.2 percent reported in 2009.

### Job Vacancy Data by Industry Sector

Industry	Estimated Employment	Projected Vacancies	Job Vacancy Rate	Full-Time Vacancies	Percent of Total Vacancies
Health Care & Social Assistance	76,846	2,617	3.41%	1,285	32.3%
Accommodation & Food Service	40,127	1,314	3.27%	563	16.2%
Administrative & Waste Services	21,880	972	4.44%	551	12.0%
Manufacturing	40,550	664	1.64%	620	8.2%
Retail Trade	46,523	508	1.09%	109	6.3%
Management of Companies	9,144	485	5.30%	228	6.0%
Construction	15,301	282	1.84%	282	3.5%
Wholesale Trade	14,383	261	1.81%	204	3.2%
Educational Services	19,143	246	1.29%	199	3.0%
Professional & Technical Services	18,535	214	1.15%	193	2.6%
Information	9,430	153	1.62%	117	1.9%
Real Estate & Rental & Leasing	5,319	101	1.90%	99	1.2%
Finance & Insurance	22,586	99	0.44%	69	1.2%
Other Services	15,073	88	0.58%	33	1.1%
Transportation & Warehousing	8,636	73	0.85%	25	0.9%

## Job Vacancy Data by Major Occupational Group

In 2010, nearly half of all estimated job vacancies were concentrated in four major occupational groups: Healthcare Practitioner & Technical (1,222), Healthcare Support (995), Food Preparation & Serving-Related (970), and Community & Social Services (812) occupations.

Vacancies reported for Healthcare Practitioner & Technical occupations (1,222) resulted in a 4.5 percent vacancy rate, more the double the private sector vacancy rate (2.2%). The average wage for job openings was \$27.70 per hour. Nearly three quarters of the job vacancies listed the minimal educational requirement as a bachelors degree and 16 percent required some vocational training. Vacancies for Registered Nurses and Licensed Practical Nurses were prevalent for this group.

Healthcare Support Occupations' vacancies (995) were dominated by Nursing Aides, Orderlies & Attendants positions. This occupational group's 5.4 percent vacancy rate was notably higher than the corresponding 2009 vacancy rate (2.8%). Over half (54.9%) of the openings in this occupational group were full-time positions with average wages ranging between \$10.75 and \$12.45. Sixty percent of the openings required at least a high school diploma or GED, and 46 percent required either a license or certification.

An estimated 970 vacancies were reported in Food Preparation & Serving occupations, down from the 1,321 reported in 2009. Sixty percent of the jobs required a high school diploma and 30 percent had no educational requirements. Vacancies in this group included Fast Food Workers, Food Servers, and Wait Staff.

Community & Social Services occupations reported 812 estimated vacancies and the highest occupational vacancy rate (10.8%) for 2010. Among the vacancies were openings for Medical Social Workers; Child, Family and School Social Workers; and Health Educators. More than half of the vacancies were for full-time positions with wages averaging between \$12.95 and \$14.37 per hour.

In 2010, the occupations reporting the largest number of vacancies were Food Preparation Workers (692); Nursing Aides, Orderlies and Attendants (664); Registered Nurses (479); Licensed Practical & Licensed Vocational Nurses (294); and Mental Health & Substance Abuse Social Workers (218).

<b>Job Vacancies by Major Occupational Group</b>				
	<b>Estimated Vacancies</b>	<b>Vacancy Rate</b>	<b>Full-Time</b>	<b>Temporary/Seasonal</b>
<b>Private Sector Total</b>	<b>8,106</b>	<b>2.2%</b>	<b>56.5%</b>	<b>12.8%</b>
Management Occupations	584	3.3%	92.5%	0.2%
Business & Financial Operations Occupations	164	1.0%	95.4%	0.0%
Computer & Mathematical Occupations	103	1.2%	100.0%	2.2%
Architecture & Engineering Occupations	95	1.8%	76.9%	0.0%
Life, Physical, & Social Science Occupations	124	5.2%	40.3%	5.4%
Community & Social Services Occupations	812	10.7%	53.0%	5.3%
Education, Training, & Library Occupations	207	1.9%	73.4%	0.5%
Arts, Entertainment, Sports, & Media Occupations	109	2.0%	26.0%	10.5%
Healthcare Practitioners & Technical Occupations	1,222	4.5%	42.8%	15.0%
Healthcare Support Occupations	995	5.4%	54.9%	7.0%
Protective Service Occupations	199	5.8%	67.4%	0.0%
Food Preparation & Serving Related Occupations	970	2.1%	32.6%	14.6%
Building, Cleaning & Maintenance Occupations	51	0.4%	74.3%	36.1%
Personal Care & Service Occupations	94	0.9%	69.1%	46.6%
Sales & Related Occupations	490	1.1%	39.3%	30.4%
Office & Administrative Support Occupations	687	1.0%	54.7%	12.4%
Construction & Extraction Occupations	148	1.0%	98.7%	37.4%
Installation, Maintenance, & Repair Occupations	262	1.8%	94.6%	0.0%
Production Occupations	536	1.8%	79.4%	22.9%
Transportation & Material Moving Occupations	254	1.2%	15.1%	41.5%