



Rhode Island's

Job Vacancy Report

Spring 2011

Summary

The Department of Labor and Training's 2011 Job Vacancy Survey results indicated that there were an estimated 10,475 job vacancies in the spring of 2011. This translated to a job vacancy rate of 2.8 percent or nearly 3 job openings for every one hundred jobs filled. In comparison, there were 8,106 job vacancies reported in 2010, reflecting a vacancy rate of 2.2 percent. In 2009, the year hardest hit by the recession, there were only 5,948 vacancies reported, reflecting a vacancy rate of 1.5 percent or 1.5 openings for every one hundred jobs filled. While the current vacancy rate has returned to the 2006 pre-recession level, a notable decrease in full-time positions is evident.

Full-time positions represented 48.6 percent of the vacancies in 2011, down from 56.5 percent in 2010. This decrease in full-time positions was due in part to an increase in seasonal job openings due to summer hiring patterns.

Slightly less than half of the vacancies provided health insurance (47.2%) with a similar number providing vacation pay (47.5%). More than a third of the openings (36.9%) provided paid sick leave. The wage range (\$14.30 to \$15.67) for job vacancies showed a decrease from the 2010 wage range (\$15.22 to \$17.08 per hour) mainly due to the increase in seasonal jobs.

Permanent positions accounted for 76.9 percent of the 2011 vacancies, the remaining vacancies (23.1%) were for seasonal or temporary positions with the largest concentration occurring in the Accommodation and Food Services subsector.

During the spring of 2011, 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 4,046 for 2011. This estimate was up considerably from the 2,617 vacancies estimated in 2010 and from the 1,484 estimated in the spring 2009. Job vacancies for Retail Trade were estimated at 1,640 a significant increase from the 2010 estimate of 508 vacancies. The Accommodation & Food Services sector vacancy rate has remained stable over the previous years at 1,459 vacancies in 2011 on par with 1,314 vacancies in 2010 and 1,328 in 2009. Estimated vacancies in the Manufacturing (619) sector were down slightly from the 664 estimated vacancies in 2010.

The Department of Labor and Training's annual Job Vacancy Survey provides information on the quantity and characteristics of job vacancies available at the time of the survey.

The three occupational groups with the most estimated vacancies—Healthcare Practitioner & Technical occupations (1,632); Sales & Related occupations (1,165); and Office & Administrative Support occupations (1,395) represented 40 percent of recorded vacancies in 2011. In comparison, vacancies in these occupational groups represented only 30 percent of the vacancies in the 2010 survey.

Employers were seeking applicants with higher education levels and more specialized experience in spring 2011 than in previous years. More than a quarter of the job openings required a bachelor degree and 6.2 percent required an advanced degree. Nearly 40 percent of the vacancies listed a high school diploma or GED as the entry level education required for the job opening. In 2011, 7.4 percent of vacancies required vocational training; in comparison, 10.0 percent of the job vacancies in 2010 required this attainment.

Previous experience in the position was required by more than half (55.3%) of the employers looking to hire. Only 15.6 percent of the job openings had no experience requirements, down from 18.4 percent in 2010 and 23.8 percent in 2009. Over 19 percent of the 2011 job vacancies required a license or certificate. Occupations in the Healthcare Practitioners & Technical and Health Care Support major occupational groups and had the largest number of vacancies requiring either a license or certification.

Employers reported that they were constantly recruiting for nearly 19 percent of their vacant positions down from 28 percent in 2010. Additionally, employers reported that 46 percent of vacant positions had been open for less than 30 days and 17 percent had been open for 60 days or longer. Vacancy duration changes between 2011 and 2010 showed a higher concentration of positions being listed as open less than 30 days.

Overall, benefit levels for Rhode Island’s job vacancies decreased along with wages. The wage range reported for job vacancies in 2011 was \$14.30 to \$15.67 per hour, down from \$15.22 to \$17.08 an hour in 2010. Nearly half of the vacancies provided benefits, such as health (47.2%), paid vacation (47.5%), retirement/pension plan (40.5%) and paid sick leave (47.5%). As expected, benefits were offered at a higher percentage for full-time positions. Approximately 85 percent of the full-time vacancies offered health insurance while only 15 percent of the part-time positions provided this benefit.

Private Sector Job Vacancy Data Summary			
	2011	2010	2009
Number of Job Vacancies	10,475	8,106	5,948
Job Vacancy Rate (vacancies per 100 filled jobs)	2.8 %	2.2%	1.5%
Full-Time Positions	48.6 %	56.5%	50.4%
Part-Time Positions	51.4 %	43.5%	49.6%
Vacancies Open < 30 Days	45.6 %	37.2%	40.8%
Vacancies Open 30-59 Days	14.6 %	18.5%	11.6%
Vacancies Open > 60 Days	16.6 %	10.5%	15.4%
Constantly Recruiting/ Hiring	18.7 %	28.0%	32.2%
Permanent Positions	76.9 %	87.2%	82.1%
Temporary/Seasonal Positions	23.1 %	12.8%	17.9%
Vacancies Requiring			
Diploma/GED	37.9 %	43.7%	34.3%
Vocational Training	7.4 %	10.0%	11.5%
Associate Degree	4.8 %	12.1%	2.4%
Bachelor Degree	25.6 %	13.9%	19.0%
Advanced Degree	6.2 %	7.2%	9.3%
No Education Requirement	18.0 %	13.1%	23.5%
License or Certificate	19.2 %	18.8%	10.6%
General Work Experience	21.2 %	20.8%	13.2%
Experience Related to Position	55.3 %	53.6%	63.1%
No Experience Required	15.6 %	18.4%	23.8%
Hourly Wage Range	\$14.30 to \$15.67	\$15.22 to \$17.08	\$13.59 to \$15.69
Vacancies Providing			
Health Insurance	47.2 %	68.7%	45.1%
Paid Sick Leave	36.9 %	48.8%	33.1%
Paid Vacation	47.5 %	64.9%	40.8%
Tuition Reimbursement	20.3 %	34.0%	21.7%
Retirement /Pension Plan	40.5 %	54.1%	40.7%
No Benefits Offered	39.4 %	21.6%	43.9%

Job Vacancy Data by Industry Sector

The Health Care & Social Assistance sector reported the largest number of vacancies of all economic sectors with 4,046 openings, representing nearly 40 percent (38.6%) of all vacancies in the state. The 5.2 percent vacancy rate in this sector was the highest rate calculated for the 2011 survey. Vacancies in this sector were divided between full-time (46.6%) and part-time (53.4%) openings. More than three-quarters (75.9%) of the vacancies required applicants to have experience related to the position and more than a quarter (26.8%) required a license or certification for the position.

With 1,640 vacancies, Retail Trade employers ranked second in estimated job openings, leading to a 3.6 percent vacancy rate. Openings in this sector accounted for 15.6 percent of all vacancies. Vacancies were primarily part-time jobs (80.7%) and applicants were required to have a high school degree or GED. Full-time openings were more likely to require a college degree than the part-time openings in this industry. One-third of full-time positions required prior work experience as compared to 22 percent of the part-time positions needing these same criteria. Wages for Retail Trade openings averaged \$9.84 an hour and more than half of the vacancies for this sector did not offer benefits.

The third largest number of vacancies was reported by the Accommodation & Food Services (1,459) sector. This sector's 2011 vacancy rate (3.3%) was the fourth highest rate. Nearly two-thirds of the job openings were for part-time positions. More than half of the openings were for permanent positions. Seventy percent of the vacancies in this sector required experience related to the position or general work experience.

There were an estimated 619 vacancies in the state's Manufacturing sector, representing 5.9 percent of the 2011 vacancies. Last year the Manufacturing sector accounted for 8.2 percent of the total vacancies. Nearly all of the openings in this sector were for full-time positions.

The Administrative & Waste Services sector accounted for 551 estimated job vacancies, two thirds of these vacancies were for full-time positions. Almost half of these openings offered health care and paid vacation.

Job Vacancy Data by Industry Sector

Industry	Estimated Employment	Projected Vacancies	Percent of Total Vacancies	Job Vacancy Rate	Full-Time Vacancies
Statewide - All Industries	369,830	10,475	100.0%	2.8%	5,094
Health Care & Social Assistance	77,669	4,046	38.6%	5.2%	1,886
Retail Trade	45,673	1,640	15.7%	3.6%	316
Accommodation & Food Services	44,774	1,459	13.9%	3.3%	499
Manufacturing	39,750	619	5.9%	1.6%	612
Finance & Insurance	22,719	387	3.7%	1.7%	369
Professional & Technical Services	18,232	161	1.5%	0.9%	156
Educational Services	18,148	236	2.3%	1.3%	178
Other Services	15,657	406	3.9%	2.6%	72
Construction	15,609	241	2.3%	1.5%	241
Administrative & Waste Services	14,694	551	5.3%	3.7%	361
Information Services	9,746	63	0.6%	0.6%	37
Management of Companies	9,370	195	1.9%	2.1%	182
Arts, Entertainment, & Recreation	9,044	217	2.1%	2.4%	78
Transportation & Warehousing	8,166	95	0.9%	1.2%	13
Real Estate and Rental and Leasing	5,113	110	1.1%	2.2%	46

Job Vacancy Data by Major Occupational Group

In 2011, half of all estimated job vacancies were concentrated in four major occupational groups: Healthcare Practitioner & Technical (1,632), Office & Administrative Support (1,395), Sales & Related (1,165), and Food Preparation & Serving-Related (1,042) occupations.

Vacancies reported for Healthcare Practitioner & Technical occupations (1,632) resulted in a 5.9 percent vacancy rate, more than double the private sector vacancy rate (2.8%). The average wage for job openings was \$32.53 per hour up from \$27.70 per hour in 2010. Twelve percent of the job openings required some vocational training, more than half (55%) of the vacancies listed the minimal educational requirement as a bachelor's degree and 17 percent required an advanced degree. Vacancies for Registered Nurses were prevalent for this group.

An estimated 1,165 vacancies were reported in Sales & Related occupations resulting in a 2.7 percent vacancy rate. Half of all postings required a high school diploma. More than 80 percent of the vacancies in this group were for Retail Salespersons and Cashiers.

Office & Administrative Support vacancies (1,395) were dominated by Customer Service Representatives, Receptionists and Bookkeepers positions. Nearly half of the openings (48.8%) requested the applicant have either general work experience or experience related to the position. More than a third of the openings in this occupational group were full-time positions. Nearly 60 percent of the openings required at least a high school diploma or GED and 15 percent required an associate degree or higher for educational requirements.

Food Preparation & Serving-Related occupations reported 1,042 estimated vacancies and a vacancy rate of 2.4 percent for 2011. Among the vacancies were openings for Waiters and Waitresses; Food Preparation & Serving Related Workers and Dishwashers. Fifty six percent of these openings required experience related to the position with an average starting wage of \$11.50 per hour.

Job Vacancies by Major Occupational Group

	Estimated Vacancies	Vacancy Rate	Full-Time	Part-Time	Temporary/Seasonal
Private Sector Total	10,475	2.8%	5,094	5,381	23.1%
Management	312	1.8%	302	10	0.0%
Business & Financial Operations	357	2.2%	334	23	0.0%
Computer & Mathematical	224	2.4%	223	1	0.0%
Architecture & Engineering	89	1.8%	89	0	0.0%
Life, Physical, & Social Science	76	3.9%	72	4	10.9%
Community & Social Services	869	11.6%	567	302	13.2%
Education, Training, & Library	152	1.2%	126	26	5.3%
Arts, Entertainment, Sports, & Media	89	1.7%	18	71	5.1%
Healthcare Practitioners & Technical	1,632	5.9%	754	878	1.0%
Healthcare Support	871	4.7%	358	513	0.5%
Food Preparation & Serving Related	1,042	2.4%	263	779	52.2%
Building, Cleaning & Maintenance	113	0.9%	97	16	5.8%
Personal Care & Service	559	5.4%	32	527	71.1%
Sales & Related	1,165	2.7%	385	780	53.2%
Office & Administrative Support	1,395	2.1%	412	983	33.6%
Construction & Extraction	31	0.2%	26	5	8.4%
Installation, Maintenance, & Repair	465	3.4%	315	150	0.6%
Production	425	1.6%	419	6	1.6%
Transportation & Material Moving	581	2.8%	296	285	26.4%

