



Rhode Island's

2012

Job Vacancy Report

The Department of Labor and Training's 2012 Job Vacancy Survey results indicated that there were an estimated 8,582 job vacancies in the summer of 2012. This translated to a job vacancy rate of 2.3 percent or approximately two job openings for every one hundred jobs filled. In comparison, there were 10,475 job openings in spring of 2011 reflecting a vacancy rate of 2.8 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 2012 vacancy rate has declined from 2011, there is a notable increase in permanent positions versus temporary positions during this year compared to last. Full-time positions represented 47.5 percent of the vacancies in 2012, on par with the 48.6 percent estimated in 2011.

The 2012 vacancy survey showed an increase in benefits offered to new employees. More than half of the vacancies offered health insurance (52.6%) or paid vacation (51.9%) in 2012 up respectively, from 47.2 percent and 47.5 percent in 2011. Nearly four out of ten openings (38.6%) offered paid sick leave, on par with last year. Starting wage rates for vacancies reported in 2012 averaged \$14.37 to \$14.94 per hour.

Permanent positions accounted for 81.6 percent of the 2012 vacancies, the remaining vacancies (18.4%) were for seasonal or temporary positions with the largest concentration occurring in the Food Services and Drinking Places sub sector.

During the spring of 2012, 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 1,863 for 2012, a notable decline from the 2011 estimate of 4,046. The Retail Trade (1,417) and Accommodations & Food Services (1,309) each had over 1,000 vacancies. Together these three sectors accounted for over half (53.5%) of the summer 2012 vacancies.

The three occupational groups with the most estimated vacancies—Food Preparation & Serving Related occupation (1,316), Sales & Related occupations (1,223), and Office & Administrative Support occupations (1,122) accounted for over 40 percent of recorded vacancies in 2012. There were an estimated 669 vacancies for Healthcare Practitioners & Technical occupations in 2012, down significantly from the 2011 estimate of 1,632.

More than 40 percent of the vacancies listed a high school diploma or GED as the entry level education required for the job openings. Approximately 17 percent of the job openings required a bachelor’s degree as the entry level education requirement and eight percent required either an associate degree or vocational training. Twenty percent of the 2012 vacancies had no educational requirements.

Previous experience in the position was required by half (50.2%) of the employers looking to hire, a decrease from 55.3 percent in 2011. One out of five vacancies requested general work experience from the applicant. Thirty percent of the job openings had no experience requirements related to the positions. Employers in the Accommodation & Food Services sector were the most likely to ask for experience related to the position while employers in the Retail Trade sector were the most likely to ask for general work experience as a requirement for hiring.

Employers reported that they were constantly recruiting for 16.5 percent of their vacant positions down from

18.7 percent in 2011 and 28.0 percent in 2010. Over half (53.6%) of the vacancies were open for less than 30 days. As expected, benefits were more likely to be offered for full-time positions than part-time positions. Approximately 70 percent of the full-time vacancies offered health insurance while only 30 percent of the part-time positions provided this benefit.

Private Sector Job Vacancy Data Summary				
	2012	2011	2010	2009
Number of Job Vacancies	8,582	10,475	8,106	5,948
Job Vacancy Rate (vacancies per 100 filled jobs)	2.3%	2.8%	2.2%	1.5%
Full-Time Positions	47.5%	48.6%	56.5%	50.4%
Part-Time Positions	52.5%	51.4%	43.5%	49.6%
Vacancies Open < 30 Days	53.6%	45.6%	37.2%	40.8%
Vacancies Open 30-59 Days	17.3%	14.6%	18.5%	11.6%
Vacancies Open > 60 Days	12.5%	16.6%	10.5%	15.4%
Constantly Recruiting/ Hiring	16.5%	18.7%	28.0%	32.2%
Permanent Positions	81.6%	76.9%	87.2%	82.1%
Temporary/Seasonal Positions	18.4%	23.1%	12.8%	17.9%
Vacancies Requiring				
Diploma/GED	42.4%	37.9%	43.7%	34.3%
Vocational Training	7.9%	7.4%	10.0%	11.5%
Associate Degree	8.1%	4.8%	12.1%	2.4%
Bachelor Degree	17.4%	25.6%	13.9%	19.0%
Advanced Degree	4.0%	6.2%	7.2%	9.3%
No Education Requirement	20.1%	18.0%	13.1%	23.5%
License or Certificate	11.0%	19.2 %	18.8%	10.6%
General Work Experience	20.4%	21.2%	20.8%	13.2%
Experience Related to Position	50.2%	55.3%	53.6%	63.1%
No Experience Required	29.4%	15.6%	18.4%	23.8%
Hourly Wage Range	\$14.37 to \$14.94	\$14.30 to \$15.67	\$15.22 to \$17.08	\$13.59 to \$15.69
Vacancies Providing				
Health Insurance	52.6%	47.2 %	68.7%	45.1%
Paid Sick Leave	38.6%	36.9 %	48.8%	33.1%
Paid Vacation	51.9%	47.5 %	64.9%	40.8%
Tuition Reimbursement	24.8%	20.3 %	34.0%	21.7%
Retirement /Pension Plan	46.1%	40.5 %	54.1%	40.7%
No Benefits Offered	44.6%	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 1,863 openings, representing more than one out of five (21.7%) of all vacancies in the state. Vacancies in this sector were almost evenly divided between full-time (48.8%) and part-time (51.2%) openings. A third of these vacancies (33.9%) required a license or certification for the position compared to only 11 percent of the statewide vacancies needing a license or certification. Half of the vacancies required the applicant to have experience in the position.

With 1,417 vacancies, Retail Trade employers ranked second in estimated job openings, leading to a 3.1 percent vacancy rate. Openings in this sector accounted for 16.5 percent of all vacancies. Seventy percent of the job openings required the applicant to have a high school diploma or GED. Vacancies were primarily part-time jobs (85.8%). The most commonly reported job openings in this sector were for Retail Sales Clerks and Cashiers.

The third largest number of vacancies was reported by the Accommodation & Food Services sector. The 1,309 vacancies estimated in this sector represented 15 percent of all vacancies in the state. Eighty percent of the openings in this sector were for part-time positions with only 28.6 percent of the positions offering health benefits.

The Administrative and Waste Services sector had the highest vacancy rate (4.2%) of the survey period with an estimated 636 vacancies. Forty-four percent of the openings were for full-time positions, the majority of which offered health care benefits (83.8%). Seventy percent of the openings in this sector were for Customer Service Representatives and First Line Supervisors of Production and Operating Workers.

There were an estimated 466 vacancies in the state's Manufacturing sector, representing 5.4 percent of the 2012 vacancies down from 619 in 2011. Ninety percent of the openings in this sector were for full-time positions with 70 percent providing health insurance.

Job Vacancy Data by Industry Sector

Industry	Estimated Employment	Projected Vacancies	Percent of Total Vacancies	Job Vacancy Rate	Full-Time Vacancies
Statewide - All Industries	371,666	8,582	100%	2.3%	4,061
Health Care & Social Assistance	77,485	1,863	21.7%	2.4%	909
Retail Trade	45,617	1,417	16.5%	3.1%	201
Accommodation & Food Services	45,573	1,309	15.3%	2.9%	260
Administration & Waste Services	15,007	636	7.4%	4.2%	277
Finance & Insurance	22,141	571	6.7%	2.6%	539
Manufacturing	39,711	466	5.4%	1.2%	417
Professional & Technical Services	18,538	379	4.4%	2.0%	353
Information	9,668	322	3.8%	3.3%	257
Educational Services	18,158	313	3.6%	1.7%	212
Arts, Entertainment, & Recreation	8,850	311	3.6%	3.5%	20
Wholesale Trade	14,552	299	3.5%	2.1%	299
Other Services	16,109	236	2.7%	1.5%	63
Transportation & Warehousing	8,592	221	2.6%	2.6%	82
Management of Companies	9,795	138	1.6%	1.4%	88
Construction	15,368	84	1.0%	0.5%	84

Job Vacancy Data by Major Occupational Group

In 2012, half of all estimated job vacancies were concentrated in four major occupational groups: Food Preparation & Serving-Related (1,316), Sales & Related (1,223), Office & Administrative Support (1,122), and Healthcare Practitioner & Technical (669) occupations.

Vacancies reported for Food Preparation & Serving-Related occupations numbered 1,316, resulted in a 3.2 percent vacancy rate, an increase of 274 vacancies from the 1,042 reported in 2011. Eighty percent of the vacancies were for part time positions. The majority of positions available required either a high school diploma or no had educational requirements. Less than 20 percent of the vacancies provided health benefits.

An estimated 1,223 vacancies were reported in Sales & Related occupations resulting in a 2.8 percent vacancy rate, relatively unchanged from the previous year (2.7%). One-third of the openings in this group were for full-time positions with the remaining two-thirds representing part time postings. More than half (56.5%) of the openings in this group were for Retail Salespersons.

The Office & Administrative Support occupational group reported the third highest number of vacancies, with 1,122 vacancies representing a 1.7 percent vacancy rate, considerable lower than the 2.3 percent vacancy rate for the state. Fifty-four percent of the vacancies were for full time positions with Customer Service Representative being the most commonly reported occupation.

At the detailed occupational level, the largest numbers of vacancies for full-time positions were reported for Customer Service Representatives, Retail Salespersons, and Registered Nurses. The largest numbers of vacancies for part-time positions were reported for Retail Salespersons; Cashiers; and Food Concession and Coffee Shop Counter Attendants.

Job Vacancies by Major Occupational Group

	Estimated Vacancies	Vacancy Rate	Full-Time	Part-Time	Temporary/Seasonal
Private Sector Total	8,582	2.3%	4,075	4,507	1,574
Management	318	1.9%	316	2	1.3%
Business & Financial Operations	300	1.8%	288	12	1.7%
Computer & Mathematical	360	3.7%	302	58	0.0%
Architecture & Engineering	187	4.0%	187		1.6%
Life, Physical, & Social Science	47	2.3%	41	6	0.0%
Community & Social Service	129	1.7%	68	61	0.0%
Education, Training, & Library	176	1.4%	113	63	1.1%
Arts, Design, Entertainment, Sports, & Media	240	4.6%	80	160	78.4%
Healthcare Practitioners & Technical	669	2.5%	299	370	6.3%
Healthcare Support	597	3.3%	263	334	1.0%
Protective Service	91	2.6%	27	64	53.8%
Food Preparation & Serving Related	1,316	3.2%	256	1060	46.6%
Building & Grounds Cleaning & Maintenance	118	1.0%	53	65	32.2%
Personal Care & Service	295	2.7%	109	186	18.3%
Sales & Related	1,223	2.8%	411	812	20.1%
Office & Administrative Support	1,122	1.7%	607	515	1.4%
Construction & Extraction	418	3.3%	94	324	77.5%
Installation, Maintenance, and Repair	121	0.9%	115	6	0.0%
Production	459	1.8%	273	186	3.1%
Transportation and Material Moving	262	1.3%	163	99	1.1%

