



Summary Results from the Rhode Island Job Vacancy Survey

Spring 2005



The Rhode Island Job Vacancy Survey (JVS) provides a “snapshot” of private sector labor market demand, generating accurate, objective, and timely information on the quantity and quality of job openings through point-in-time measurements. It allows for a thorough analysis of job vacancy characteristics, including wages and benefits offered, education and experience requirements, and full- or part-time status. When combined with other labor market statistics, job vacancy data can provide a good indicator of labor market tightness, labor force shortages, and the overall health of the labor market. Job vacancy statistics are beneficial to all of our labor market information customers, including employers, jobseekers, workforce development personnel, and policymakers.

An estimated 12,114 job vacancies existed throughout Rhode Island’s private sector between May and June 2005. This translated into a job vacancy rate of 3.0 percent, or three job openings for every 100 jobs filled. Most vacancies were permanent positions (86%), with 14 percent of estimated job openings listed as temporary or seasonal in nature. One-third of the temporary/seasonal vacancies measured were Food Preparation & Serving positions, reflecting the demand for summer help in the state’s leisure and hospitality industries.

More than 60 percent of estimated vacancies were full-time jobs, defined as 35 or more hours of work per week. Part-time jobs accounted for the remaining vacancies, with notable concentrations in occupations ranging from low-skilled, low-wage positions, such as Retail Salespersons and restaurant help, to high-demand occupations, such as Registered and Licensed Practical Nurses.

Vacancy duration can serve as an indicator of workforce shortages due to an expanding economy, lack of willing applicants, or a thin pool of qualified candidates due to specialized education or training requirements. Overall, 36 percent of estimated vacancies had been open for less than thirty days, partially due to an abundance of available, qualified workers and/or because the vacancies were created due to seasonal demands (i.e. summer help). Nearly 40 percent of all temporary/seasonal job vacancies had been open for less than a month. In contrast, one-third of estimated openings were constantly being recruited for or always open for hire, while an additional 12 percent had been open for more than sixty days. Many industries struggle to find enough qualified applicants to meet the growing demand for their services, particularly in healthcare. For instance, 58 percent of estimated LPN openings and one-third of RN vacancies were always open for hire. Lengthy vacancy durations may also suggest a high turnover rate, particularly in low-skilled, low-wage jobs where replacement workers can more easily be found.

The following pages provide a summary of job vacancy data on both an industry sector and occupational basis. For more detailed Job Vacancy Survey results, including our complete 29-page report, please visit www.dlt.ri.gov/lmi/jvs.htm.

Private Sector Job Vacancy Data Summary

May - June 2005

Number of Job Vacancies	12,114
Job Vacancy Rate	3.0%
Full-Time Positions	61%
Part-Time Positions	39%
Vacancies Open < 30 Days	36%
Vacancies Open Between 30-59 Days	19%
Vacancies Open > 60 Days	12%
Constantly Recruiting/Always Hiring	34%
Permanent Positions	86%
Temporary/Seasonal Positions	14%
No Education Requirement	29%
Vacancies Requiring a Diploma/GED	40%
Vacancies Requiring Vocational Training	6%
Vacancies Requiring an Associate Degree	8%
Vacancies Requiring a Bachelor Degree	15%
Vacancies Requiring an Advanced Degree	3%
License or Certificate Required	25%
No Experience Required	27%
General Work Experience Required	27%
Experience Related to Position Required	46%
Median Minimum Hourly Wage Offered	\$10.20
Median Maximum Hourly Wage Offered	\$12.00
Vacancies with Health Insurance	61%
Vacancies with Paid Sick Leave	47%
Vacancies with Paid Vacation	63%
Vacancies with Tuition Reimbursement	31%
Vacancies with Retirement Svgs./Pension Plan	52%
Vacancies with No Benefits Offered	32%

A Product of the

Labor Market Information Unit - Rhode Island Department of Labor and Training

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Rhode Island Job Vacancy Survey, May-June 2005

Industry Sector Summary

Five industry sectors reported job vacancy rates above the private sector average of 3.0%. By far, the strongest demand for workers was measured in Health Care & Social Assistance - its 4.7% vacancy rate and 3,334 vacancies topped all industry sectors, accounting for nearly 28% of all estimated job openings in Rhode Island's private sector. These totals are slightly higher than what was measured by our Spring 2004 job vacancy survey, which focused exclusively on Health Care & Social Assistance companies. At the time, we measured an industry sector job vacancy rate of 4.1% and 2,894 job openings. This continued trend indicates that healthcare-related establishments are having a difficult time meeting their workforce needs due to an increased demand for their services and an insufficient pool of qualified labor from which to draw prospective employees.

Both Accommodation & Food Services and Arts, Entertainment & Recreation reported above-average job vacancy rates as well, at 4.2% and 3.6%, respectively. These high rates can be partially attributed to seasonal factors, with the Ocean State's many hotels, restaurants, and recreational establishments increasing staff levels to meet summer demand.

Combined, more than one-third of estimated vacancies in these two industry sectors were reported as temporary or seasonal in nature. Administrative & Waste Services, an industry sector comprised of companies that provide routine support activities for the day-to-day operations of other organizations, had a job vacancy rate of 3.7%. Many of these job openings were in low-skilled occupations, such as maids and housekeepers, security guards, and customer service representatives. In Finance & Insurance, 901 job vacancies were estimated during the survey period, for a job vacancy rate of 3.5%. A notable share of these openings were for bank tellers and customer service representatives.

Several industry sectors reported job vacancy rates slightly below the private sector average, including Transportation & Warehousing (2.9%), Retail Trade (2.8%), Management of Companies & Enterprises (2.7%), Construction (2.5%), and Information (2.4%). Despite the below-average vacancy rate in Retail Trade, the industry sector still had an estimated 1,480 job vacancies - the third highest total behind Health Care & Social Assistance (3,334) and Accommodation & Food Services (1,913).

Labor demand was much weaker in the remaining six industry sectors. Other Services and Real Estate & Rental & Leasing both reported vacancy rates of 2.1%, or two open positions for every one hundred filled. In Manufacturing, an estimated 1,000 job openings were estimated to exist during the survey period. Yet, this translated into a job vacancy rate of just 1.8%. The Professional, Scientific & Technical Services (1.7%), Educational Services (1.6%), and Wholesale Trade (0.7%) industry sectors were estimated to have the lowest vacancy rates in the private sector.

For more detailed job vacancy statistics, please read our full 29-page report, available at: www.dlt.ri.gov/lmi/jvs.htm.

Job Vacancy Characteristics by Industry Sector

May-June 2005

<i>Industry Sector (sorted by job vacancy rate)</i>	<i>Estimated Number of Vacancies</i>	<i>Estimated Vacancy Rate</i>	<i>Percent of Total Est. Vacancies</i>	<i>Part-time</i>	<i>Constantly Recruiting/ Hiring</i>	<i>Low Median Wage</i>	<i>Required College Education</i>	<i>Health Insurance</i>	<i>Retirement Svgs. Plan/ Pension</i>
Private Sector Total	12,114	3.0%	100.0%	39%	34%	\$10.20	25%	61%	52%
Health Care & Social Assistance	3,334	4.7%	27.5%	43%	38%	\$12.02	50%	63%	60%
Accommodation & Food Services	1,913	4.2%	15.8%	46%	31%	\$7.75	0%	36%	22%
Administrative & Waste Services	609	3.7%	5.0%	28%	55%	\$10.00	10%	63%	57%
Arts, Entertainment & Recreation	328	3.6%	2.7%	96%	55%	\$7.00	12%	20%	1%
Finance & Insurance	901	3.5%	7.4%	19%	17%	\$13.42	24%	82%	81%
Transportation & Warehousing	262	2.9%	2.2%	75%	68%	\$10.00	0%	52%	31%
Retail Trade	1,480	2.8%	12.2%	63%	32%	\$7.50	4%	62%	55%
Management of Companies & Enterprises	225	2.7%	1.9%	4%	37%	\$10.00	49%	99%	77%
Construction	558	2.5%	4.6%	24%	50%	\$13.00	1%	79%	42%
Information	261	2.4%	2.2%	44%	55%	\$11.00	36%	61%	59%
Other Services	378	2.1%	3.1%	54%	22%	\$8.00	23%	29%	20%
Real Estate & Rental & Leasing	144	2.1%	1.2%	39%	17%	\$8.50	7%	55%	32%
Manufacturing	1,008	1.8%	8.3%	8%	24%	\$12.01	32%	82%	76%
Professional, Scientific & Technical Serv.	336	1.7%	2.8%	1%	8%	\$15.00	67%	80%	82%
Educational Services	259	1.6%	2.1%	8%	0%	\$14.66	73%	84%	84%
Wholesale Trade	111	0.7%	0.9%	4%	3%	\$15.87	62%	95%	96%

Rhode Island Job Vacancy Survey, May-June 2005

Occupational Summary

Job vacancies in over 300 occupations were reported throughout the Ocean State between May and June 2005. Of the occupations with the most estimated vacancies during the survey period, several were primarily concentrated in Health Care & Social Assistance industries. This list included three of the top five occupations - Registered Nurses (962), Nursing Aides, Orderlies & Attendants (630), and Personal & Home Care Aides (539) - as well as Licensed Practical & Vocational Nurses (223), Teacher Assistants (119), Preschool Teachers (101), and Mental Health Counselors (89).

Other occupations with a significant number of vacancies were tied to seasonal demands in the state's many restaurants, hotels, and recreational facilities. While large numbers of job openings for Waiters & Waitresses (374), Maids & Housekeeping Cleaners (339), Counter Attendants (290), Restaurant Cooks (275), Food Preparation Workers (245), Bartenders (84), Dishwashers (82), and Recreation Workers (75) were estimated, many of these vacancies were part-time and/or temporary positions offering low-wages and few benefits.

Numerous other occupations had a notable number of estimated vacancies, many of which required a college education and offered good wages and benefits. These included Financial Managers (70), Industrial Engineers (38), Computer Systems Software Engineers (38), Database Administrators (33), Insurance Underwriters (25), Biochemists (22), Financial Analysts (21), Education Administrators (20), and Market Research Analysts (20). Each of these occupations reported a job vacancy rate above 3.0 percent during the survey period.

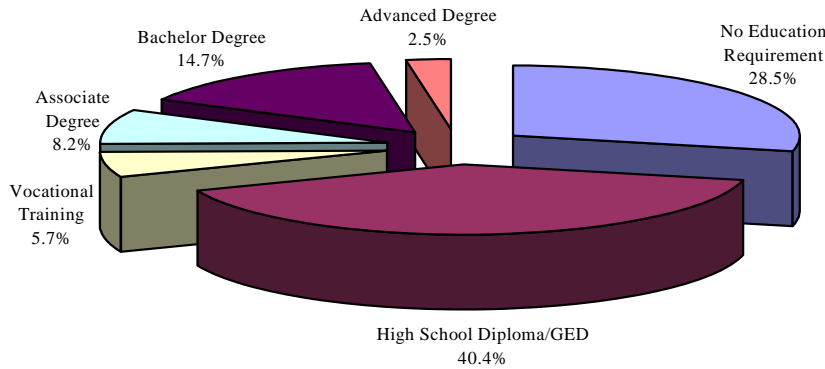
Job Vacancy Characteristics by Selected Occupation

May-June 2005

<i>Occupational Title (sorted by occupational vacancy rate)</i>	<i>Estimated Number of Vacancies</i>	<i>Estimated Vacancy Rate</i>	<i>Part-time</i>	<i>Constantly Recruiting/ Hiring</i>	<i>Low Median Wage</i>	<i>Required College Education</i>	<i>Required Related Experience</i>
Personal & Home Care Aides	539	33.7%	58%	55%	\$9.50	0%	5%
Biochemists & Biophysicists	22	22.0%	0%	N/A	N/A	100%	100%
Emergency Medical Technicians & Paramedics	66	17.8%	17%	100%	\$11.00	0%	30%
Mental Health Counselors	89	17.8%	0%	0%	\$14.71	100%	78%
Amusement & Recreation Attendants	46	14.4%	59%	0%	N/A	0%	0%
Maids & Housekeeping Cleaners	339	13.6%	48%	65%	\$7.75	0%	18%
Database Administrators	33	12.2%	0%	0%	\$16.66	100%	100%
Licensed Practical & Licensed Vocational Nurses	223	12.2%	56%	58%	\$17.06	77%	66%
Restaurant Cooks	275	10.3%	3%	30%	\$12.00	0%	72%
Registered Nurses	962	10.1%	42%	33%	\$28.00	98%	36%
Nursing Aides, Orderlies & Attendants	630	9.6%	47%	62%	\$10.00	0%	47%
Food Preparation Workers	245	9.5%	54%	12%	\$8.00	0%	36%
Clinical, Counseling & School Psychologists	37	9.3%	54%	49%	\$30.00	100%	100%
Recreation Workers	75	8.9%	49%	24%	\$7.25	7%	4%
Insurance Claims & Policy Processing Clerks	126	8.6%	0%	0%	\$12.02	0%	7%
Dental Hygienists	47	7.7%	100%	77%	\$25.00	100%	0%
Medical & Clinical Laboratory Technologists	43	7.7%	74%	21%	\$12.00	50%	72%
Tellers	127	6.6%	28%	6%	\$10.00	0%	86%
Telemarketers	89	6.6%	78%	95%	\$10.00	0%	87%
Industrial Engineers	38	6.1%	0%	3%	\$28.85	100%	100%
Security Guards	180	5.8%	53%	59%	\$8.00	0%	18%
Customer Service Representatives	340	5.0%	16%	14%	\$13.00	14%	37%
Cashiers	592	5.0%	69%	36%	\$7.00	0%	4%
Carpenters	214	4.8%	26%	66%	\$14.00	0%	77%
Physical Therapists	36	4.4%	19%	0%	\$23.00	100%	47%
Financial Managers	70	4.3%	0%	0%	\$21.63	100%	100%
Teacher Assistants	119	4.2%	36%	12%	\$7.00	25%	31%
Electricians	63	3.9%	0%	46%	\$20.00	2%	100%
Retail Salespersons	561	3.8%	70%	20%	\$7.00	0%	27%
Computer Systems Software Engineers	38	3.6%	8%	0%	\$28.85	100%	100%
Waiters & Waitresses	374	3.3%	67%	45%	\$6.87	0%	94%

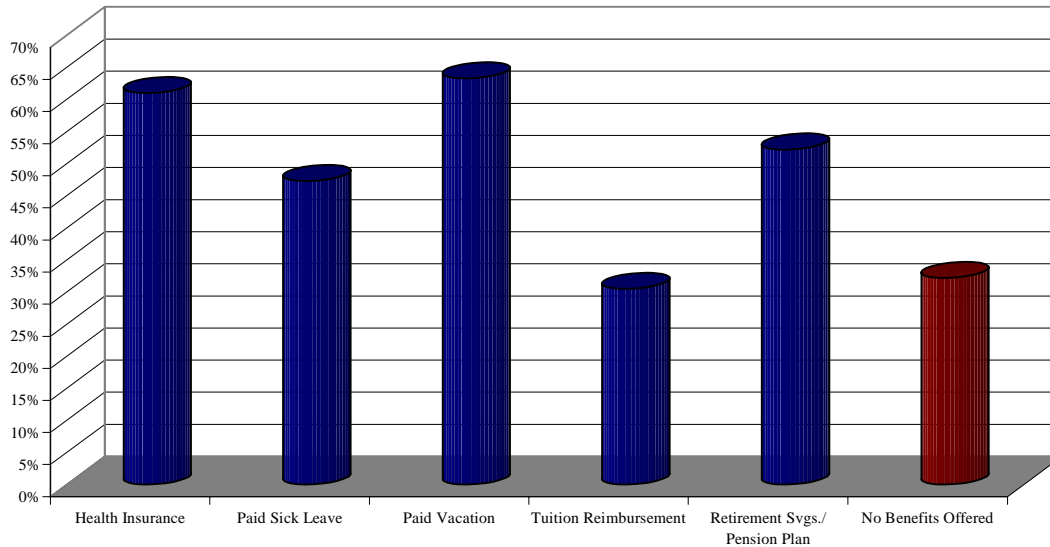
Job Vacancies by Educational Requirement

May-June 2005



Job Vacancies by Benefits Offered

May-June 2005



Methodology and Acknowledgments

The Rhode Island Job Vacancy Survey produces point-in-time estimates: employers were asked to provide information on current job vacancies at the time of survey completion, including job titles, number of vacancies, educational requirements, benefits offered, and the length of time vacancies had been open. It is important to note that this survey provides *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 seven-weeks during May and June 2005. Overall, usable survey data was collected from 58% 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. For more information, visit our website at www.dlt.ri.gov/lmi/jvs.htm and view our complete 29-page report and list of Frequently Asked Questions.

The Labor Market Information unit would like to thank all of the Rhode Island employers who assisted us by completing their 2005 Job Vacancy Survey. This project would not have been possible without their cooperation.

For more Rhode Island Labor Market Information...

At LMI, our mission 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/. If you have any questions or would like further information regarding Rhode Island's labor market conditions, please contact us at (401) 462-8740. We look forward to hearing from you!