



Rhode Island Department  
of Labor and Training

# *Rhode Island Employment Trends and Workforce Issues*



*2009*

A publication of the  
Labor Market Information Unit



# *Rhode Island Employment Trends and Workforce Issues*

## **Rhode Island Department of Labor & Training**

Labor Market Information Unit

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# *Executive Summary*

This report provides an overview of the current employment situation in Rhode Island, the condition of our job market, labor force and unemployment levels, our expected future job growth and the effect that population trends and demographic changes may have on Rhode Island's ability to meet the new job demands.

## **Rhode Island Industry Employment – 2008 Recap**

The make-up of the Rhode Island employer community is dominated by a large number of small employers. Employers with less than 20 employees accounted for approximately 90 percent of all private sector employers, but only employed one-quarter (25.8%) of our workforce. On the opposite end, our largest firms – those employing 250 or more workers – employed almost one-third (32.3%) of our private workforce.

In 2008, Rhode Island's private sector employed an average of 407,900 workers, who were paid an average annual wage of \$41,099. The public sector employed an average of 61,774 workers last year, who were paid an average annual wage of \$55,838.

On the employment side, the Health Care & Social Assistance sector employed the largest number of private sector workers (76,511) in Rhode Island, followed by Retail Trade (49,630), Manufacturing (47,942) and Accommodation & Food Services (42,833). Together, these four sectors employed over half of the private sector workers in the state.

The average annual wage for Rhode Island's private sector (\$41,099) was below the 2008 national average of \$45,368. Within New England, Rhode Island ranked fourth in private sector average annual wages, trailing Connecticut (\$59,305), Massachusetts (\$57,272) and New Hampshire (\$45,274).

## **Economic Challenges Face the State**

From November 2001 to January 2007, Rhode Island experienced an economic upswing as the number of private sector jobs grew by 22,000. During that period, Rhode Island's private sector growth rate (5.4%) outpaced all other New England states.

Rhode Island's economic momentum began to shift in 2007 as the state budget crisis, increased energy costs and the housing and credit collapses pushed the state into recession nearly a full year before the nation. The Rhode Island economy has lost 25,400 (-5.2%) jobs since the start of the national recession in December 2007 and a total of 33,400 (-6.7%) jobs since its employment peak of 496,400 in January 2007. In June 2009, establishment employment in the state totaled 463,000, the lowest level since March 1999 (461,100).

Job losses have occurred in nearly all economic sectors over this thirty month period with the largest declines occurring in Manufacturing (-8,700), Construction (-6,000), Professional & Business Services (-4,900), Retail Trade (-4,800), Financial Activities (-3,000), and Government (-3,100). Only private Educational Services and Health Care & Social Assistance reported job gains since January 2007, with the addition of 900 and 600 jobs, respectively.

## **Labor Force and Unemployment Reflect Economic Downturn**

Rhode Island's labor force, which had been growing since 2004, weakened considerably in 2008 and continued to decline in 2009. As the demand for labor decreased the number of unemployed residents rose dramatically (+43,100) from January 2007 to June 2009. During the same period, the number of employed Rhode Island residents was down 47,800.

Rhode Island's seasonally adjusted unemployment rate, which had been trending upward since 2007, climbed to 12.4 percent in June 2009, the highest rate in over thirty years. In June 2009, Rhode Island's unemployment rate was the highest in New England and ranked second (behind Michigan) among the fifty states. Since 2005, our unemployment rate has surpassed both the national and New England unemployment rates.

During the first half of 2009, Unemployment Insurance claims activity (Initial Claims, Weeks Claimed and Final Payments) increased significantly reflecting the states' escalating unemployment rate. The number of initial claims filed and final payments processed during the first six months of 2009 are at their highest levels since the early 1990's.

High school graduates, while accounting for approximately 30 percent of the population (25 and older) made up a much larger share (46.2%) of those collecting Unemployment Insurance benefits in June 2009 demonstrating the impact the recession is having on this group.

The percentage of Unemployment Insurance claimants from the Manufacturing and Construction sectors was more than double the percentage of total jobs in each of these sectors, indicating a general surplus of labor.

The number of job vacancies estimated for Spring 2009 (5,948) was down significantly from Spring 2008 (8,912) reflecting the state's tighter labor market. There were nearly 11,000 job vacancies during Spring 2006, the year prior to the recession,

## **Post Recession Rhode Island**

It is projected that the state will loose another 5,400 jobs by June 2010 with most sectors experiencing additional declines the largest of which are expected in Manufacturing and Administrative & Waste Services. The Health Care & Social Assistance and Accommodation & Food Services sectors will be the first to rebound once the recession has ended, while tight credit and an over supply of houses will limit demand in the Construction and Retail Trade sectors. Overall, Manufacturing will continue its downward trend but some industries within the sector (i.e. pharmaceutical manufacturing and ship & boat building) are likely to add jobs once the recovery begins. Focus on the "green economy" which for Rhode Island includes proposals for the development of wind farm projects off Rhode Island's coast and a manufacturing facility at Quonset promises to generate hundreds of jobs in the Manufacturing, Construction and Transportation sectors.

Once the current recession ends, Rhode Island as well as the Northeast Region will once again face labor shortages as the baby boomer cohort ages and the numbers of younger, working-age individuals decrease. With foreign immigration playing a major role in the state's limited population growth a number of workforce issues including language barriers, documentation problems and skill barriers between countries will need to be overcome. As the labor pool shrinks and the economy becomes more complex and sophisticated, better educated and higher skilled workers will have greater opportunities while the poorly educated, the unskilled and those unable to adapt to the demands of technological innovation will face added challenges.



# Rhode Island Employment by Size of Firm

The Rhode Island economy is characterized by a large number of small companies employing a small number of workers. In March 2009, there were 32,372 private businesses in the state employing 379,362 workers. Nearly half the employers (47.9%) in the state have between one and four employees; however, they employ just 7.8% of the workforce. The largest employers, those with 1,000 or more employees, numbered 31 and employed 17.5% of Rhode Island's private sector workforce.

- Smaller employers, those with less than 20 employees, represented 90.6% of all employers in the state and employed approximately one quarter (25.8%) of the workforce.
- Mid-sized companies (20 to 99 workers) employed 26.5% of the private sector employment and accounted for 7.8% of the firms.
- There are just 541 (1.7%) firms in the state employing 100 or more workers. Together, they employ nearly half (47.7%) of the state's private sector employees.

There are thirty-nine fewer large firms in the state than in 2008 (580). Over half (53.4%) of the large firms were concentrated in three sectors:

- Health Care and Social Assistance (147), up three firms from 2008.
- Manufacturing (84), down thirteen firms from 2008.
- Retail Trade (60) firms, down eight firms from 2008.

The highest concentration of smaller employers is found in the Agriculture, Forestry, Fishing & Hunting (97.6%) sector, followed by Construction (96.8%), Other Services (96.4%), and Professional & Technical Services (95.0%).

## Top Ten Rhode Island Companies

Company	Employment
Rhode Island Hospitals	6,910
CVS Corporation	5,954
Citizens Financial Group	5,500
Brown University	4,877
Stop & Shop Supermarket Co, Inc.	4,385
Bank of America Corporation	4,000
Women & Infants Hospital	2,880
The Miriam Hospital	2,389
Fidelity Investments	2,300
Kent County Memorial Hospital	2,300

Source: RI Economic Development Corporation, 2008

## Private Sector Employment

March 2009

Size Class	Employers		Employment	
	Number	Percent	Number	Percent
Total:	32,372	100.0%	379,362	100.0%
Zero	6,490	20.0%	0	0.0%
1-4	15,501	47.9%	29,464	7.8%
5-9	4,491	13.9%	29,537	7.8%
10-19	2,847	8.8%	38,603	10.2%
20-49	1,864	5.8%	56,420	14.9%
50-99	638	2.0%	44,052	11.6%
100-249	386	1.2%	59,292	15.6%
250-499	88	0.3%	29,742	7.8%
500-999	36	0.1%	25,941	6.8%
1000+	31	0.1%	66,311	17.5%

The Manufacturing sector had the smallest percentage of small firms (77.2%), followed by Utilities (77.8%), Educational Services (80.0%) and Accommodation & Food Services (80.0%).

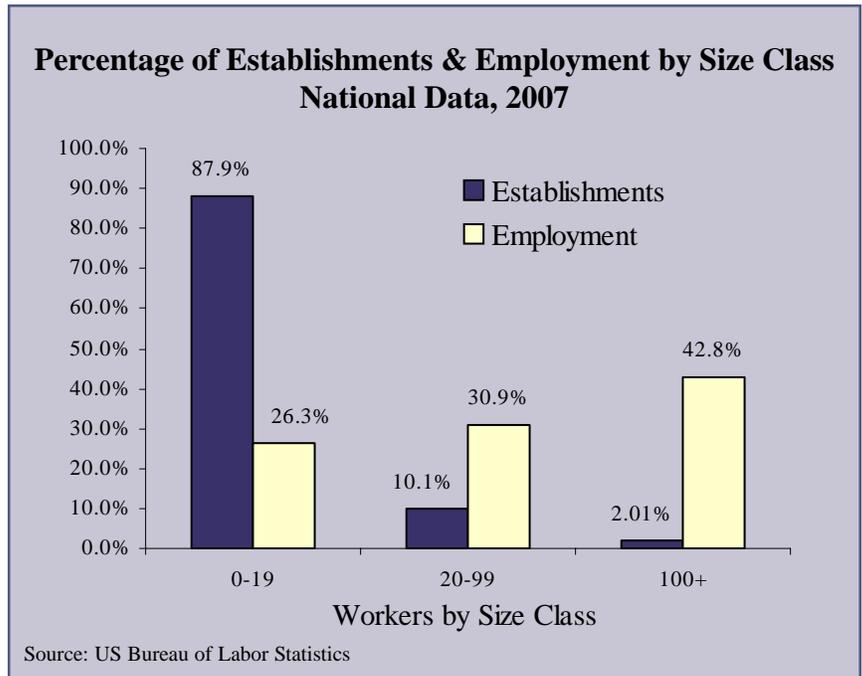
The state's largest firms (1,000 or more employees) are found in the Health Care & Social assistance (8), Private Education (5), Finance & Insurance (5), Retail Trade (4) and Manufacturing (3) sectors.

Among Rhode Island's ten largest companies there are four hospitals, two financial institutions, a private university, a supermarket chain, an investment company and a drug store chain.

## National Employment by Size of Establishment\*

Nationally, small establishments comprise an overwhelming majority of the nation's businesses. In 2007, the latest year for which data are available for all states, 87.9 percent of the establishments in the US had less than 20 workers. Establishments employing between 20 and 99 workers accounted for 10.1 percent of the US establishments, and those employing over a 100 workers accounted for just 2.01 percent of establishments nationwide.

- Small establishments dominate the economies in all states, ranging from 90.9 percent in Montana to 84.8 percent in Tennessee and Ohio.
- In 2007, 88.7 percent of Rhode Island establishments employed less than 20 workers, ranking the state 18th in terms of its percentage of small firms.
- States with a greater percentage of small establishments than Rhode Island include the New England states of Maine (90.3%), Vermont (89.9%), and New Hampshire (88.8%).
- California (89.9%), Florida (89.7%) and New York (89.6%), the three largest states in terms of the number of establishments, all have a greater percentage of small establishments than Rhode Island.
- Rhode Island, along with North Dakota, rank 38th in the nation in the percentage of large establishments (100 employees or more) located within each state. Included among the 13 states below Rhode Island (1.67%) in this 2007 ranking are New Hampshire (1.66%), Maine (1.41%) and Vermont (1.33%).
- Both Massachusetts (2.11%) and Connecticut (2.01%) have a higher percentage of large establishments than Rhode Island.
- The states with the greatest percentages of large establishments are Tennessee (2.79%), Ohio (2.68%) and Indiana (2.58%). Montana (0.87%) and Wyoming (1.01%) have the smallest percentages of large establishments.
- More business establishments are located in California than in any other state in the country. Nearly 90 percent of these establishments employ less than 20 workers and just 1.63 percent employ more than 100 workers.



\*Establishment refers to the separate location of firms with multiple locations i.e. supermarkets, banks, department stores. The total employment level of a multi-establishment company (firm) is not available for all states from the Bureau of Labor Statistics. Therefore, the state comparisons are done by size of establishment.

## Private Industry - Establishments and Employment, First Quarter 2007

Total All Industries	Total		0 to 19 Workers		20 to 99 Workers		100 or more Workers	
	Percent of Estab.	Percent of Employment						
<b>US Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>87.9%</b>	<b>26.3%</b>	<b>10.1%</b>	<b>30.9%</b>	<b>2.01%</b>	<b>42.8%</b>
Alabama	1.3%	1.4%	86.1%	28.3%	11.8%	32.8%	2.11%	38.9%
Alaska	0.2%	0.2%	88.9%	31.5%	9.3%	31.3%	1.75%	37.2%
Arizona	1.8%	2.0%	87.5%	21.3%	10.1%	28.3%	2.40%	50.4%
Arkansas	0.9%	0.9%	88.5%	28.8%	9.7%	30.0%	1.74%	41.1%
California	14.3%	11.6%	89.9%	27.0%	8.5%	31.9%	1.63%	41.1%
Colorado	2.0%	1.7%	89.1%	30.4%	9.3%	33.0%	1.59%	36.6%
Connecticut	1.3%	1.3%	88.1%	27.2%	9.8%	30.3%	2.01%	42.5%
Delaware	0.4%	0.3%	89.4%	24.9%	8.7%	29.0%	1.86%	46.1%
District of Columbia	0.4%	0.4%	88.7%	19.6%	8.9%	26.7%	2.42%	53.7%
Florida	6.9%	6.2%	89.7%	27.0%	8.5%	28.9%	1.83%	44.1%
Georgia	3.0%	3.0%	87.4%	25.2%	10.5%	32.0%	2.08%	42.8%
Hawaii	0.4%	0.4%	86.5%	27.7%	11.5%	33.0%	2.06%	39.2%
Idaho	0.6%	0.5%	90.1%	35.2%	8.7%	33.2%	1.16%	31.6%
Illinois	4.1%	4.4%	87.5%	22.3%	10.2%	29.4%	2.30%	48.3%
Indiana	1.8%	2.2%	85.2%	23.7%	12.2%	30.4%	2.58%	45.9%
Iowa	1.0%	1.1%	87.0%	28.8%	11.0%	31.1%	2.02%	40.2%
Kansas	0.9%	1.0%	87.2%	26.5%	10.6%	30.3%	2.14%	43.2%
Kentucky	1.3%	1.3%	86.7%	25.8%	11.1%	31.8%	2.22%	42.4%
Louisiana	1.3%	1.4%	86.3%	28.6%	11.8%	34.9%	1.91%	36.5%
Maine	0.5%	0.4%	90.3%	33.3%	8.3%	31.5%	1.41%	35.2%
Maryland	1.9%	1.8%	87.6%	26.9%	10.4%	33.2%	2.00%	39.9%
Massachusetts	2.4%	2.4%	87.8%	25.5%	10.1%	29.5%	2.11%	45.1%
Michigan	2.9%	3.1%	87.9%	23.6%	9.8%	28.4%	2.31%	48.0%
Minnesota	1.8%	2.0%	87.0%	23.7%	10.6%	29.5%	2.38%	46.8%
Mississippi	0.8%	0.8%	87.0%	29.1%	11.1%	31.6%	1.94%	39.3%
Missouri	1.9%	2.0%	86.9%	26.7%	11.0%	31.5%	2.03%	41.8%
Montana	0.5%	0.3%	90.9%	41.6%	8.2%	35.7%	0.87%	22.6%
Nebraska	0.6%	0.7%	87.4%	28.8%	10.7%	30.7%	1.84%	40.5%
Nevada	0.8%	1.0%	86.8%	22.7%	11.0%	28.2%	2.18%	49.0%
New Hampshire	0.5%	0.5%	88.8%	31.9%	9.6%	32.4%	1.66%	35.7%
New Jersey	3.1%	2.9%	88.8%	27.4%	9.2%	29.4%	1.93%	43.1%
New Mexico	0.6%	0.6%	87.5%	29.2%	10.8%	33.4%	1.76%	37.4%
New York	6.5%	6.2%	89.6%	26.9%	8.7%	27.4%	1.76%	45.7%
North Carolina	2.8%	3.0%	86.2%	26.6%	11.7%	33.4%	2.07%	40.1%
North Dakota	0.3%	0.2%	87.9%	32.5%	10.4%	33.8%	1.67%	33.6%
Ohio	3.2%	4.0%	84.8%	23.8%	12.5%	31.5%	2.68%	44.7%
Oklahoma	1.1%	1.1%	87.3%	28.9%	10.9%	32.7%	1.87%	38.4%
Oregon	1.5%	1.3%	88.9%	32.8%	9.6%	33.4%	1.48%	33.8%
Pennsylvania	3.8%	4.3%	86.0%	25.7%	11.7%	31.2%	2.33%	43.1%
<b>Rhode Island</b>	<b>0.4%</b>	<b>0.4%</b>	<b>88.7%</b>	<b>28.9%</b>	<b>9.7%</b>	<b>32.8%</b>	<b>1.67%</b>	<b>38.3%</b>
South Carolina	1.3%	1.4%	87.0%	26.9%	10.8%	31.6%	2.14%	41.5%
South Dakota	0.3%	0.3%	89.1%	34.1%	9.5%	32.2%	1.45%	33.7%
Tennessee	1.6%	2.1%	84.8%	22.8%	12.4%	29.1%	2.79%	48.0%
Texas	6.4%	7.5%	85.5%	24.3%	12.1%	31.4%	2.47%	44.3%
Utah	0.9%	0.9%	88.0%	29.3%	10.3%	32.8%	1.74%	37.9%
Vermont	0.3%	0.2%	89.9%	35.4%	8.8%	31.0%	1.33%	33.6%
Virginia	2.6%	2.6%	86.7%	26.6%	11.2%	32.8%	2.06%	40.6%
Washington	2.4%	2.1%	89.4%	29.9%	9.0%	31.6%	1.62%	38.5%
West Virginia	0.5%	0.5%	87.7%	33.2%	10.6%	33.3%	1.62%	33.5%
Wisconsin	1.8%	2.1%	85.6%	24.4%	11.8%	30.5%	2.54%	45.1%
Wyoming	0.3%	0.2%	90.4%	40.7%	8.6%	34.9%	1.01%	24.4%

Source: US Bureau of Labor Statistics

# The Employment Situation - 2008 Recap

Rhode Island's 35,878 business establishments employed an average of 469,673 workers in 2008 and paid \$20.2 billion in wages.

Private sector employment averaged 407,900 in 2008, representing 86.8 percent of the state's employment.

- Within the private sector, Health Care & Social Assistance (76,511) employed the most workers, accounting for 18.8 percent of the private sector employment.
- A little more than a third of private sector jobs were in the Retail Trade (49,630), Manufacturing (47,942), and Accommodation & Food Services (42,833) sectors.
- Finance & Insurance (25,081), Administrative & Waste Services (23,922), Professional & Technical Services (21,643) and Construction (20,369) all employed over 20,000 workers.

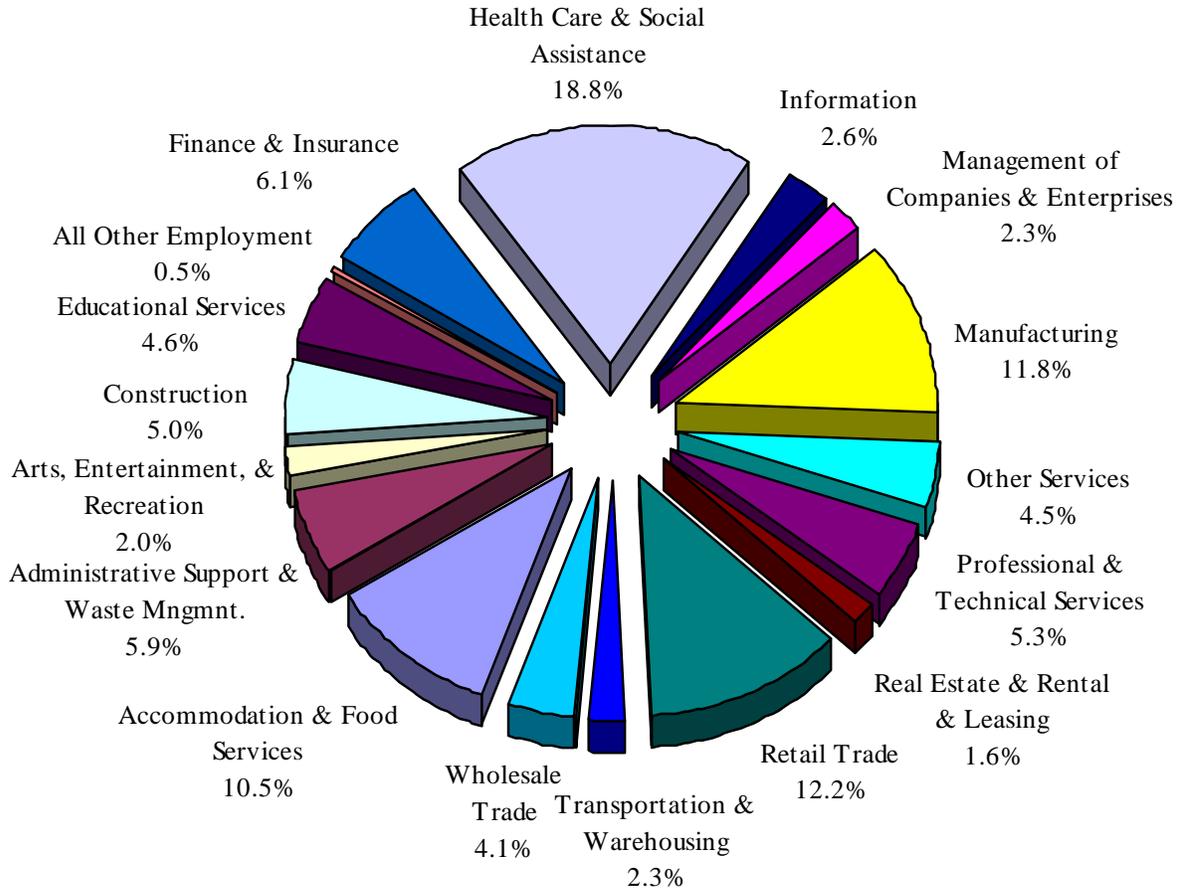
In 2008, the public sector employed 61,774 workers, accounting for 13.2 percent of the state's employment. More than half (35,566) of the public sector workers were employed in local governments, followed by the state (16,246) and federal (9,962) segments. *(The pie chart on the next page provides a breakout of Rhode Island's private sector employment by major industry group.)*

Private sector wages accounted for 82.9 percent of the \$20.2 billion dollars in wages paid in 2008. Private sector workers averaged \$41,099, while pay for public sector workers averaged \$55,838. The 2008 average annual wage for all workers was \$43,038.

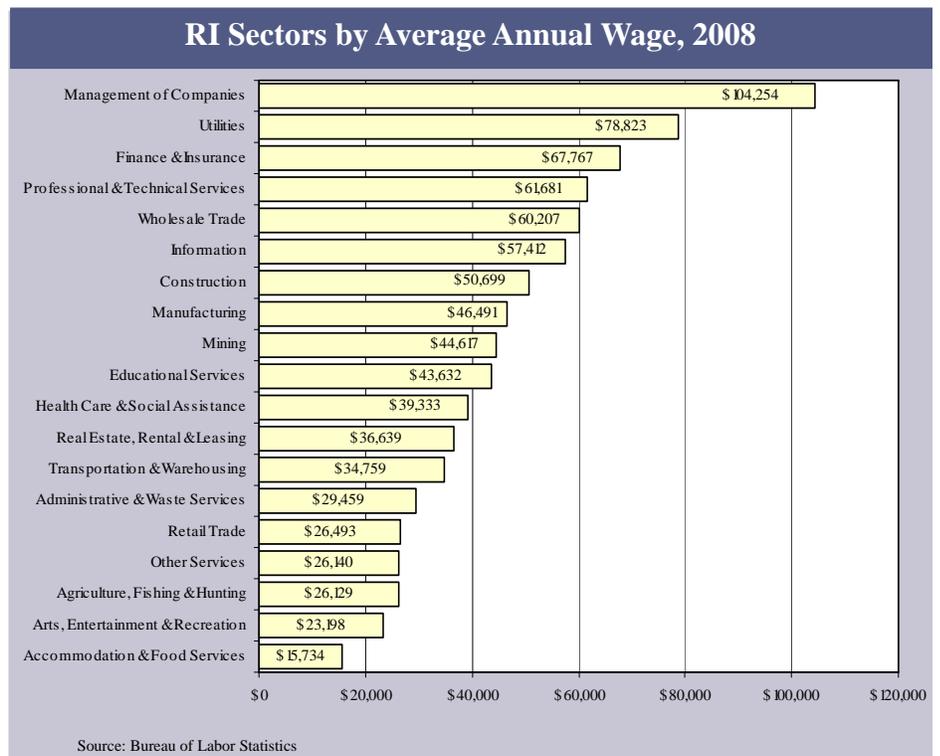
## Average Annual Employment for 2008

<b>Total Employment</b>	<b>469,673</b>
Private Sector Employment	407,900
Health Care & Social Assistance	76,511
Retail Trade	49,630
Manufacturing	47,942
Accommodation & Food Services	42,833
Finance & Insurance	25,081
Administrative & Waste Services	23,922
Professional & Technical Services	21,643
Construction	20,369
Educational Services	18,799
Other services,	18,250
Wholesale Trade	16,883
Information	10,671
Transportation & Warehousing	9,414
Management of Companies	9,299
Arts, Entertainment, & Recreation	8,050
Real Estate & Rental & Leasing	6,462
Utilities	1,111
Agriculture, Fishing & Hunting	781
Mining	221
Government Employment	61,774

## Rhode Island Private Employment, 2008



- The highest wages were paid in Management of Companies (\$104,254), Utilities (\$78,823), and Finance & Insurance (\$67,767).
- Professional & Technical Services (\$61,681), Wholesale Trade (\$60,207), Information (\$57,412) and Construction (\$50,699) all paid over \$50,000 in average wages.
- The remaining sectors to pay above the 2008 average annual private sector wage Manufacturing (\$46,491), Mining (\$44,617), and Educational Services (\$43,632).



- Nine sectors had average annual wages below the private sector average including Health Care & Social Assistance (\$39,333), the state's largest sector.
- The lowest wages were paid in Accommodation & Food Services (\$15,734) and Arts, Entertainment & Recreation (\$23,198), due, in part, to the seasonal and part-time nature of these sectors.
- Other sectors with average annual earnings below \$30,000 included Administrative & Waste Services (\$29,459); Retail Trade (\$26,493); Other Services (\$26,140); and Agriculture, Fishing & Hunting (\$26,129).
- The remaining sectors earning below the private sector average in 2008 were Real Estate & Rental & Leasing (\$36,639) and Transportation & Warehousing (\$34,759).

The 2008 average annual wage in Rhode Island's private sector (\$41,099) was 90.6 percent of the national average wage of \$45,368. Within New England, Rhode Island reported the fourth highest average annual wage, trailing Connecticut (\$59,305), Massachusetts (\$57,272) and New Hampshire (\$45,274).

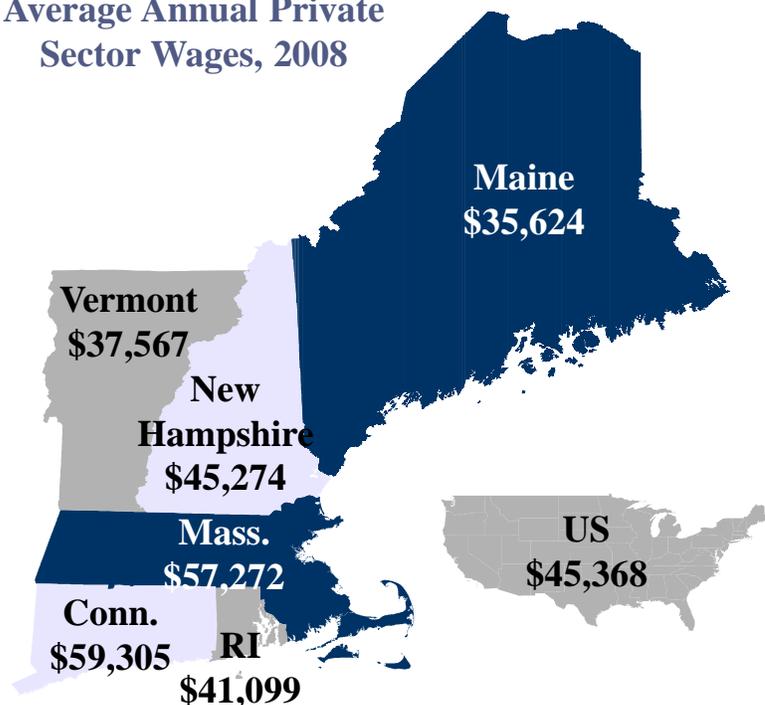
Average annual wages earned by Rhode Island workers were below the national average in nearly all economic sectors and generally ranked fourth in New England, most often trailing Connecticut, Massachusetts and New Hampshire.

Rhode Island workers were paid average annual wages above the national average in five economic sectors: Management of Companies; Education; Construction; Retail Trade; and Agriculture, Forestry & Fishing.

Rhode Island ranked third in three categories within the New England states. The sectors are Construction; Retail Trade; and Arts, Entertainment, & Recreation.

Rhode Island's Management of Companies sector reported the highest annual wage in 2008, paying workers an average of \$104,254, more than the \$94,842 earned nationally. In New England, only Connecticut (\$136,573) paid higher wages to workers in this sector.

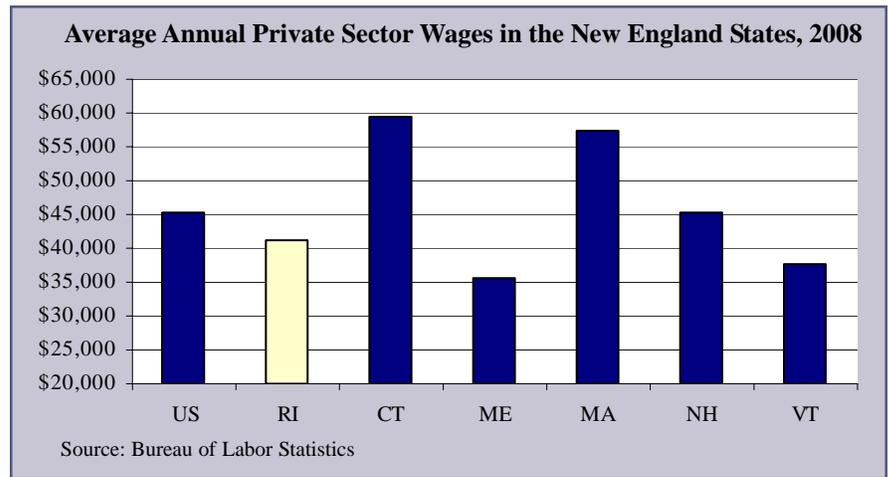
### Average Annual Private Sector Wages, 2008



Source: Bureau of Labor Statistics

Nationally, employees of Management of Companies earned the highest average wage, as was the case in two New England states (Rhode Island and Maine). Finance & Insurance was the highest paying sector in Connecticut (\$141,194) and Massachusetts (\$118,985) while Utilities was the highest paying sector in New Hampshire (\$91,141) and Vermont (\$89,953).

Rhode Island workers in Health Care & Social Assistance, the state's largest economic sector, earned an average annual wage of \$39,333, approximately \$2,800 (6.7%) less than the national average (\$42,150). Regionally, Massachusetts (\$49,401) paid the highest wage to workers in this sector, followed by Connecticut (\$46,106) and New Hampshire (\$44,858).



The \$34,759 average wage paid to Transportation & Warehousing workers in Rhode Island was \$8,210 (19.1%) less than the national average (\$42,969) and the lowest in New England.

Rhode Island workers earned less than their Connecticut counterparts in all economic sectors and only earned more in the Management of Companies sector than Massachusetts workers.

In every New England state and nationally, Accommodation & Food Services workers earned the lowest average annual wage among all industry sectors.

Average Annual Private Sector Wages by Industry Sector, 2008							
	US	RI	CT	ME	MA	NH	VT
<b>Total Private</b>	<b>\$45,368</b>	<b>\$41,099</b>	<b>\$59,305</b>	<b>\$35,624</b>	<b>\$57,272</b>	<b>\$45,274</b>	<b>\$37,567</b>
Agriculture, forestry, fishing and hunting	\$25,982	\$26,129	\$28,409	**	\$45,743	\$29,313	\$26,958
Mining, quarrying, and oil and gas extraction	\$87,211	\$44,617	\$63,920	**	\$51,897	\$50,835	\$53,737
Construction	\$49,014	\$50,699	\$57,895	\$40,250	\$62,170	\$49,946	\$41,300
Utilities	\$84,191	\$78,823	\$109,502	\$63,977	\$99,447	\$91,141	\$89,953
Manufacturing	\$54,392	\$46,491	\$70,566	\$46,148	\$69,014	\$58,599	\$50,653
Wholesale trade	\$61,847	\$60,207	\$79,653	\$50,129	\$76,961	\$72,248	\$50,381
Retail trade	\$26,181	\$26,493	\$30,289	\$23,258	\$27,709	\$26,457	\$25,264
Transportation and warehousing	\$42,969	\$34,759	\$46,014	\$34,880	\$41,295	\$35,750	\$36,437
Information	\$70,780	\$57,412	\$69,421	\$44,185	\$86,360	\$71,392	\$44,277
Finance and insurance	\$85,274	\$67,767	\$141,194	\$54,068	\$118,985	\$73,965	\$64,793
Real estate and rental and leasing	\$43,239	\$36,639	\$52,861	\$31,541	\$56,490	\$43,716	\$31,948
Professional and technical services	\$74,354	\$61,681	\$85,540	\$54,214	\$96,802	\$73,377	\$59,612
Management of companies and enterprises	\$94,842	\$104,254	\$136,573	\$71,534	\$100,428	\$77,941	\$58,600
Administrative and waste services	\$32,078	\$29,459	\$37,925	\$28,787	\$38,646	\$38,656	\$30,365
Educational services	\$40,832	\$43,632	\$50,576	\$36,152	\$52,484	\$44,846	\$39,037
Health care and social assistance	\$42,150	\$39,333	\$46,106	\$38,250	\$49,401	\$44,858	\$37,141
Arts, entertainment, and recreation	\$31,935	\$23,198	\$28,977	\$21,224	\$34,695	\$19,635	\$20,255
Accommodation and food services	\$16,694	\$15,734	\$17,943	\$15,284	\$19,295	\$16,413	\$17,580
Other Services	\$28,776	\$26,140	\$29,969	\$25,846	\$28,185	\$31,110	\$27,631

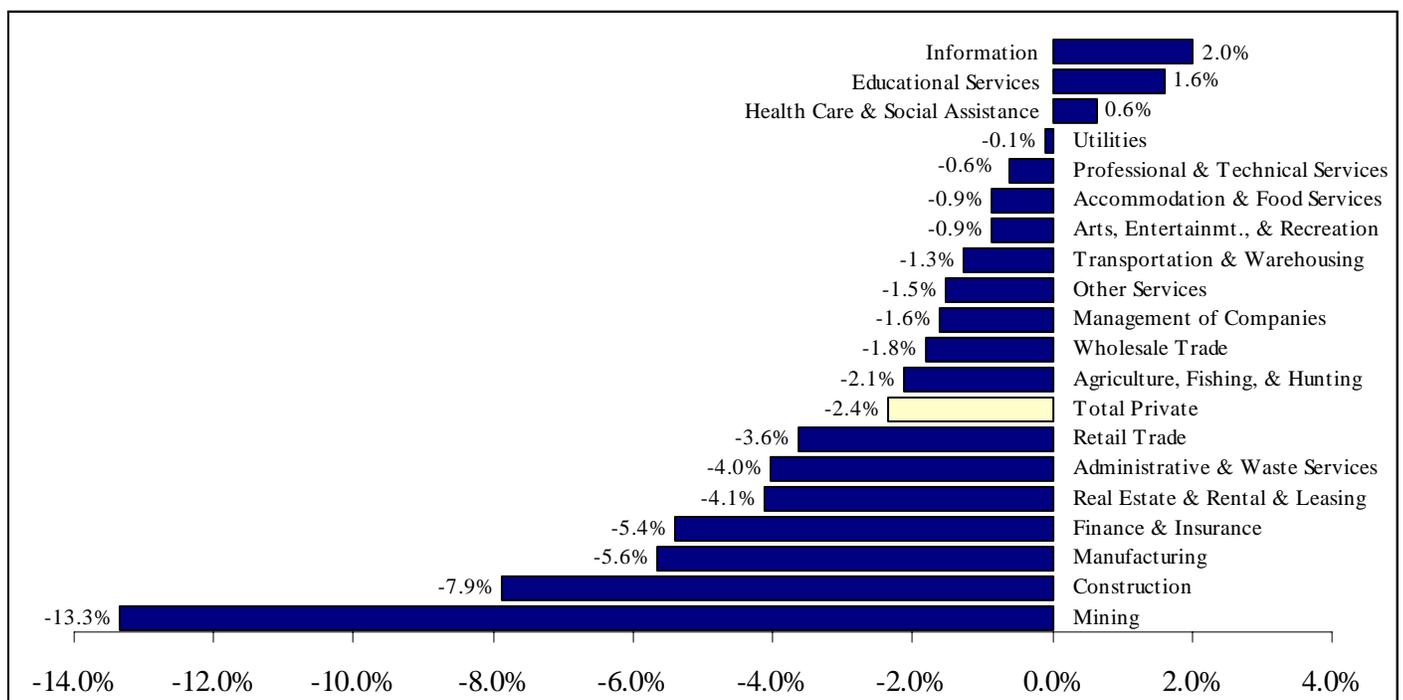
Source: Bureau of Labor Statistics for US and other New England states. Wages are preliminary and subject to change.  
 \*\*Wages are confidential.

## Job Losses Reported in 2008

Average employment decreased by 9,828 (-2.4%) jobs in Rhode Island's private sector between 2007 and 2008. The largest declines were reported in Manufacturing (-2,868), Retail Trade (-1,871), Construction (-1,744), Finance & Insurance (-1,434) and Administrative & Waste Services (-1,007). On a percentage basis, the Mining sector, the smallest of Rhode Island's nineteen private sectors, reported the largest decline (-13.3%), followed by Construction (-7.9%), Manufacturing (-5.6%), and Finance & Insurance (-5.4%).

- Job losses were reported in several industries within the Manufacturing sector including Miscellaneous Manufacturing (-872), Chemical Manufacturing (-675), Fabricated Metal Product Manufacturing (-340), Plastics & Rubber Products Manufacturing (-302), Textile Mills (-255), and Computer & Electronic Product Manufacturing (-229). Paper Manufacturing (+267), Food Manufacturing (+83), and Transportation Equipment Manufacturing (+75) were the only industries within the Manufacturing sector to report gains in excess of 50 jobs.
- Several industries within Retail Trade reported job losses with the largest declines in Motor Vehicle & Parts Dealers (-492), Clothing & Clothing Accessories Stores (-305), and Building Material & Garden Supply Stores (-245).
- Within the Construction sector, Special Trades Contractors (-1,195), Construction of Buildings (-405) and Heavy & Civil Engineering Construction (-145) all reported job losses as construction projects declined across the state.
- Losses in the Finance & Insurance sector were the result of declines in Credit Intermediation & Related Activities (-1,784) as mortgage foreclosures negatively affected this industry.
- Sectors reporting job growth over the year included Health Care & Social Assistance (+477); Educational Services (+296) and Information (+209).

### Percentage Change in Average Annual Employment by Industry Sector, 2007-2008



Approximately 49 percent of the job losses reported between 2007 and 2008 were in high wage industries – industries that paid more than the national average wage (\$45,368 in 2008).

- Of the 31 industries that paid more than the national average, 20 reported job losses totaling 6,045 jobs, while 11 reported gains totaling 1,315 jobs. In all, high wage industries reported a net loss of 4,730 jobs in 2008.
- Industries paying less than the national average reported a net loss of 4,985 jobs. Job losses, totaling 6,337, were reported in 43 industries, while job gains, totaling 1,352, were reported in 10 industries.
- Of the ten industries reporting the most job losses, five were high paying industries.
- Of the ten industries reporting the most job gains, six were in high wage industries.

### Industries Adding Most Jobs in 2008

Industry	2007-2008 Average Annual Change	2008 Average Annual Wage
Hospitals	430	\$47,709
Motion Picture & Sound Recording Industries	389	\$25,152
Educational Services	296	\$43,632
Paper Manufacturing	267	\$40,364
Insurance Carriers & Related Activities	195	\$61,675
Private Households	176	\$20,242
Telecommunications	151	\$67,218
Securities, Commodity Contracts, Investments	144	\$131,386
Ambulatory Health Care Services	139	\$48,029
Electronic Markets & Agents & Brokers	129	\$83,379

### Industries Losing Most Jobs in 2008

Industry	2007-2008 Average Annual Change	2008 Average Annual Wage
Credit Intermediation & Related Activities	-1,784	\$49,716
Specialty Trade Contractors	-1,195	\$47,767
Administrative & Support Services	-999	\$28,350
Miscellaneous Manufacturing	-872	\$41,756
Chemical Manufacturing	-675	\$67,222
Motor Vehicle & Parts Dealers	-492	\$40,269
Construction of Buildings	-405	\$54,034
Fabricated Metal Product Manufacturing	-340	\$40,951
Publishing Industries, except Internet	-336	\$60,905
Food Services & Drinking Places	-311	\$14,878

## Rhode Island Average Annual Job Changes 2007 - 2008

	Average Employment		Total Change		2008 Average
	2008	2007	Net	Percent	Annual Wage
<b>Total Private Only</b>	<b>407,900</b>	<b>417,728</b>	<b>-9,828</b>	<b>-2.4%</b>	<b>\$41,099</b>
<b>Agriculture, Forestry, Fishing &amp; Hunting</b>	<b>781</b>	<b>798</b>	<b>-17</b>	<b>-2.1%</b>	<b>\$26,129</b>
111 Crop production	583	585	-2	-0.3%	\$25,452
112 Animal production	103	102	1	1.0%	\$22,678
114 Fishing, hunting and trapping	61	75	-14	-18.7%	\$38,761
115 Agriculture and forestry support activities	32	36	-4	-11.1%	\$25,701
<b>Mining</b>	<b>221</b>	<b>255</b>	<b>-34</b>	<b>-13.3%</b>	<b>\$44,617</b>
212 Mining, except oil and gas	219	253	-34	-13.4%	\$44,294
<b>Utilities</b>	<b>1,111</b>	<b>1,112</b>	<b>-1</b>	<b>-0.1%</b>	<b>\$78,823</b>
221 Utilities	1,111	1,112	-1	-0.1%	\$78,823
<b>Construction</b>	<b>20,369</b>	<b>22,113</b>	<b>-1,744</b>	<b>-7.9%</b>	<b>\$50,699</b>
236 Construction of buildings	5,033	5,438	-405	-7.4%	\$54,034
237 Heavy and civil engineering construction	1,943	2,088	-145	-6.9%	\$62,270
238 Specialty trade contractors	13,393	14,588	-1,195	-8.2%	\$47,767
<b>Manufacturing</b>	<b>47,942</b>	<b>50,810</b>	<b>-2,868</b>	<b>-5.6%</b>	<b>\$46,491</b>
311 Food manufacturing	2,944	2,861	83	2.9%	\$29,101
312 Beverage and tobacco product manufacturing	527	537	-10	-1.9%	\$46,579
313 Textile mills	2,591	2,846	-255	-9.0%	\$38,944
314 Textile product mills	599	634	-35	-5.5%	\$32,539
315 Apparel manufacturing	163	193	-30	-15.5%	\$29,847
316 Leather and allied product manufacturing	127	127	0	0.0%	\$22,478
321 Wood product manufacturing	651	679	-28	-4.1%	\$38,935
322 Paper manufacturing	1,613	1,346	267	19.8%	\$40,364
323 Printing and related support activities	1,849	1,968	-119	-6.0%	\$40,996
324 Petroleum and coal products manufacturing	48	47	1	2.1%	\$61,814
325 Chemical manufacturing	3,747	4,422	-675	-15.3%	\$67,222
326 Plastics and rubber products manufacturing	2,614	2,916	-302	-10.4%	\$46,767
327 Nonmetallic mineral product manufacturing	624	647	-23	-3.6%	\$45,589
331 Primary metal manufacturing	1,601	1,621	-20	-1.2%	\$52,758
332 Fabricated metal product manufacturing	6,605	6,945	-340	-4.9%	\$40,951
333 Machinery manufacturing	2,034	2,187	-153	-7.0%	\$48,979
334 Computer and electronic product manufacturing	4,209	4,438	-229	-5.2%	\$64,813
335 Electrical equipment and appliance mfg.	1,586	1,614	-28	-1.7%	\$56,898
336 Transportation equipment manufacturing	3,698	3,623	75	2.1%	\$49,360
337 Furniture and related product manufacturing	1,606	1,780	-174	-9.8%	\$39,458
339 Miscellaneous manufacturing	8,507	9,379	-872	-9.3%	\$41,756
<b>Wholesale Trade</b>	<b>16,883</b>	<b>17,194</b>	<b>-311</b>	<b>-1.8%</b>	<b>\$60,207</b>
423 Merchant wholesalers, durable goods	8,650	8,951	-301	-3.4%	\$55,338
424 Merchant wholesalers, nondurable goods	4,990	5,129	-139	-2.7%	\$53,589
425 Electronic markets and agents and brokers	3,243	3,114	129	4.1%	\$83,379
<b>Retail Trade</b>	<b>49,630</b>	<b>51,501</b>	<b>-1,871</b>	<b>-3.6%</b>	<b>\$26,493</b>
441 Motor vehicle and parts dealers	5,402	5,894	-492	-8.3%	\$40,269
442 Furniture and home furnishings stores	1,488	1,673	-185	-11.1%	\$29,540
443 Electronics and appliance stores	1,140	1,221	-81	-6.6%	\$35,666
444 Building material and garden supply stores	3,820	4,065	-245	-6.0%	\$31,602
445 Food and beverage stores	12,021	12,111	-90	-0.7%	\$21,188
446 Health and personal care stores	5,922	5,968	-46	-0.8%	\$35,335
447 Gasoline stations	1,834	1,871	-37	-2.0%	\$21,012
448 Clothing and clothing accessories stores	5,335	5,640	-305	-5.4%	\$17,890
451 Sporting goods, hobby, book and music stores	1,791	1,925	-134	-7.0%	\$17,257
452 General merchandise stores	6,319	6,327	-8	-0.1%	\$21,331
453 Miscellaneous store retailers	2,759	2,788	-29	-1.0%	\$20,358
454 Nonstore retailers	1,799	2,019	-220	-10.9%	\$40,115
<b>Transportation &amp; Warehousing</b>	<b>9,414</b>	<b>9,534</b>	<b>-120</b>	<b>-1.3%</b>	<b>\$34,759</b>
481 Air transportation	427	446	-19	-4.3%	\$37,275

## Rhode Island Average Annual Job Changes 2007 - 2008

	Average Employment		Total Change		2008 Average
	2008	2007	Net	Percent	Annual Wage
<b>Transportation &amp; Warehousing (Continued)</b>					
483 Water transportation	166	169	-3	-1.8%	\$36,897
484 Truck transportation	2,159	2,238	-79	-3.5%	\$44,504
485 Transit and ground passenger transportation	2,170	2,135	35	1.6%	\$21,884
486 Pipeline transportation	49	50	-1	-2.0%	\$62,950
487 Scenic and sightseeing transportation	242	251	-9	-3.6%	\$20,250
488 Support activities for transportation	1,043	1,034	9	0.9%	\$39,667
492 Couriers and messengers	1,965	1,982	-17	-0.9%	\$34,803
493 Warehousing and storage	1,190	1,224	-34	-2.8%	\$36,736
<b>Information</b>	<b>10,671</b>	<b>10,462</b>	<b>209</b>	<b>2.0%</b>	<b>\$57,412</b>
511 Publishing industries, except Internet	2,480	2,816	-336	-11.9%	\$60,905
512 Motion picture and sound recording industries	920	531	389	73.3%	\$25,152
515 Broadcasting, except Internet	781	792	-11	-1.4%	\$51,337
517 Telecommunications	3,361	3,210	151	4.7%	\$67,218
518 ISPs, search portals, and data processing	2,559	2,527	32	1.3%	\$60,837
519 Other information services	571	586	-15	-2.6%	\$29,361
<b>Finance &amp; Insurance</b>	<b>25,081</b>	<b>26,515</b>	<b>-1,434</b>	<b>-5.4%</b>	<b>\$67,767</b>
522 Credit intermediation and related activities	11,659	13,443	-1,784	-13.3%	\$49,716
523 Securities, commodity contracts, investments	4,189	4,045	144	3.6%	\$131,386
524 Insurance carriers and related activities	9,158	8,963	195	2.2%	\$61,675
525 Funds, trusts, and other financial vehicles	74	64	10	15.6%	\$65,246
<b>Real Estate, Rental &amp; Leasing</b>	<b>6,462</b>	<b>6,740</b>	<b>-278</b>	<b>-4.1%</b>	<b>\$36,639</b>
531 Real estate	4,535	4,683	-148	-3.2%	\$39,149
532 Rental and leasing services	1,883	2,021	-138	-6.8%	\$29,503
533 Lessors of nonfinancial intangible assets	44	35	9	25.7%	\$83,327
<b>Professional &amp; Technical Services</b>	<b>21,643</b>	<b>21,778</b>	<b>-135</b>	<b>-0.6%</b>	<b>\$61,681</b>
541 Professional and technical services	21,643	21,778	-135	-0.6%	\$61,681
<b>Management of Companies &amp; Enterprise</b>	<b>9,299</b>	<b>9,451</b>	<b>-152</b>	<b>-1.6%</b>	<b>\$104,254</b>
551 Management of companies and enterprises	9,299	9,451	-152	-1.6%	\$104,254
<b>Administrative &amp; Waste Services</b>	<b>23,922</b>	<b>24,929</b>	<b>-1,007</b>	<b>-4.0%</b>	<b>\$29,459</b>
561 Administrative and support services	22,351	23,350	-999	-4.3%	\$28,350
562 Waste management & redemption services	1,571	1,579	-8	-0.5%	\$45,243
<b>Educational Services</b>	<b>18,799</b>	<b>18,503</b>	<b>296</b>	<b>1.6%</b>	<b>\$43,632</b>
611 Educational services	18,799	18,503	296	1.6%	\$43,632
<b>Health Care &amp; Social Assistance</b>	<b>76,511</b>	<b>76,034</b>	<b>477</b>	<b>0.6%</b>	<b>\$39,333</b>
621 Ambulatory health care services	22,927	22,788	139	0.6%	\$48,029
622 Hospitals	24,613	24,183	430	1.8%	\$47,709
623 Nursing and residential care facilities	18,349	18,511	-162	-0.9%	\$27,223
624 Social assistance	10,622	10,553	69	0.7%	\$22,070
<b>Arts, Entertainment &amp; Recreation</b>	<b>8,050</b>	<b>8,120</b>	<b>-70</b>	<b>-0.9%</b>	<b>\$23,198</b>
711 Performing arts and spectator sports	1,295	1,268	27	2.1%	\$25,858
712 Museums, historical sites, zoos, and parks	809	831	-22	-2.6%	\$24,787
713 Amusements, gambling, and recreation	5,946	6,022	-76	-1.3%	\$22,403
<b>Accommodation &amp; Food Services</b>	<b>42,833</b>	<b>43,204</b>	<b>-371</b>	<b>-0.9%</b>	<b>\$15,734</b>
721 Accommodation	4,026	4,085	-59	-1.4%	\$23,982
722 Food services and drinking places	38,807	39,118	-311	-0.8%	\$14,878
<b>Other Services Except Public Administration</b>	<b>18,250</b>	<b>18,532</b>	<b>-282</b>	<b>-1.5%</b>	<b>\$26,140</b>
811 Repair and maintenance	3,823	3,965	-142	-3.6%	\$35,894
812 Personal and laundry services	5,552	5,655	-103	-1.8%	\$21,738
813 Membership associations and organizations	7,696	7,910	-214	-2.7%	\$25,375
814 Private households	1,179	1,003	176	17.5%	\$20,242

# Recent Labor Force Developments

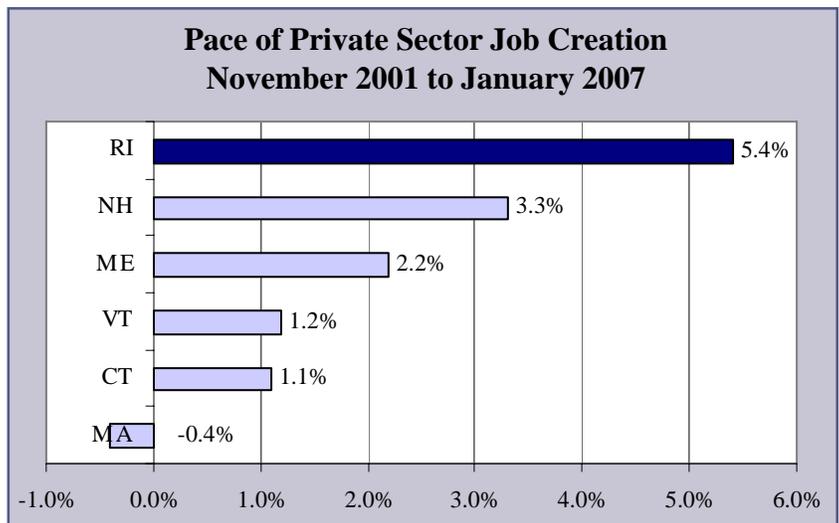
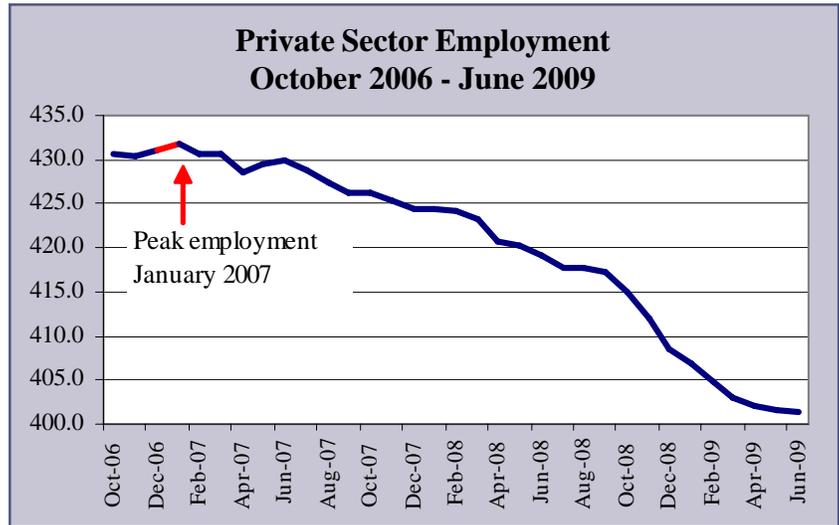
The Rhode Island economy has lost 25,400 (-5.2%) jobs since the start of the national recession in December 2007 and a total of 33,400 (-6.7%) jobs since its employment peak of 496,400 in January 2007. In June 2009, establishment employment in the state totaled 463,000 jobs, the lowest level since March 1999 (461,100).

Between December 2007 and June 2009, Rhode Island has lost 25,400 (-5.2%) establishment employment jobs while the US lost 6.4 million (-4.6%) jobs. Rhode Island employment at the private sector level is down 5.4 percent during this period, while private employment at the national level is down 5.7 percent.

Prior to the recession, the Rhode Island economy experienced a boom between November 2001, the end of the last recession, and January 2007. During this period, 20,900 (+4.4%) total establishment jobs were added, with the private sector (+22,000) accounting for all the job growth as Government employment fell by 1,100. Health Care & Social Assistance added 8,300 jobs, followed by Construction (+4,700) and Educational Services (+4,500). The Educational Services (+24.9%) and Construction (+24.6%) sectors led all sectors in employment growth on a percentage basis between November 2001 and January 2009.

In comparison, the US added nearly 6.3 million (+4.8%) total establishment jobs during this period, with the private sector accounting for 5 percent (+5.4 million jobs) of the employment growth. Over 1.8 million (+13.9%) jobs were created in Health Care & Social Assistance and over 1.1 million (+11.7%) jobs in Accommodation & Food Services.

Rhode Island's private sector workforce increased by 5.4 percent between November 2001 and January 2007, the largest gain on a percentage basis among the New England region. The private sector workforce in New Hampshire grew by 3.3 percent, followed by Maine (+2.2%), Vermont (+1.2%) and Connecticut (+1.1%). Massachusetts lost 12,700 (-0.4%) private sector jobs during this period as the Manufacturing (-71,300) and Information (-18,100) sectors lost significant employment.



After peaking in employment in January 2007, the economy began to weaken and over the month job losses became prevalent. Between February 2008 and June 2009, the Ocean State had reported 17 consecutive months of job losses.

As of June 2009, the local economy has lost 30,300 (-7.0%) private sector jobs since the peak in January of 2007, eliminating all of the private sector gains from November 2001. Since the start of the national recession in December 2007, Rhode Island has lost 23,000 (-5.4%) private sector jobs. Job losses have occurred in nearly all economic sectors over this eighteen month period with the largest decline occurring in the

Rhode Island Employment Change (in thousands)							
	Jun-09	Peak Employment			Official US Recession		
		Jan-07	Change	% Change	Dec-07	Change	% Change
<b>Total Nonfarm</b>	<b>463.0</b>	<b>496.4</b>	<b>-33.4</b>	<b>-6.7%</b>	<b>488.4</b>	<b>-25.4</b>	<b>-5.2%</b>
<b>Total Private</b>	<b>401.4</b>	<b>431.7</b>	<b>-30.3</b>	<b>-7.0%</b>	<b>424.4</b>	<b>-23.0</b>	<b>-5.4%</b>
Natural Resources & Mining	0.2	0.2	0.0	0.0%	0.2	0.0	0.0%
Construction	17.9	23.8	-5.9	-24.8%	21.4	-3.5	-16.4%
Manufacturing	43.1	51.7	-8.6	-16.6%	49.4	-6.3	-12.8%
Trade, Transportation & Utilities	73.4	80.2	-6.8	-8.5%	79.1	-5.7	-7.2%
Wholesale Trade	16.1	17.2	-1.1	-6.4%	17.3	-1.2	-6.9%
Retail Trade	46.9	51.9	-5.0	-9.6%	50.6	-3.7	-7.3%
Transportation & Utilities	10.4	11.1	-0.7	-6.3%	11.2	-0.8	-7.1%
Information	10.1	10.5	-0.4	-3.8%	10.8	-0.7	-6.5%
Financial Activities	32.4	35.5	-3.1	-8.7%	33.8	-1.4	-4.1%
Professional & Business Services	52.0	57	-5.0	-8.8%	55.4	-3.4	-6.1%
Administrative & Waste Services	22.1	25.5	-3.4	-13.3%	24.6	-2.5	-10.2%
Education & Health Services	99.9	98.4	1.5	1.5%	99.5	0.4	0.4%
Educational Services	23.5	22.6	0.9	4.0%	23.3	0.2	0.9%
Health Care & Social Assistance	76.4	75.8	0.6	0.8%	76.2	0.2	0.3%
Leisure & Hospitality	50.2	51.2	-1.0	-2.0%	51.7	-1.5	-2.9%
Arts, Entertainment & Recreation	7.5	8.0	-0.5	-6.3%	8.7	-1.2	-13.8%
Accommodation & Food Services	42.7	43.2	-0.5	-1.2%	43.0	-0.3	-0.7%
Other Services	22.2	23.2	-1.0	-4.3%	23.1	-0.9	-3.9%
Government	61.6	64.7	-3.1	-4.8%	64.0	-2.4	-3.8%

state's long-suffering Manufacturing sector which shed 6,300 (12.8%) jobs between December 2007 and June 2009. Sizeable losses were also reported in Retail Trade (-3,700), Construction (-3,500), Administrative & Waste Services (-2,500), Government (-2,400) and Financial Activities (-1,400). On a percentage basis, the Construction sector reported the greatest loss (-16.4%) followed by Arts, Entertainment & Recreation (-13.8%) and Manufacturing (-12.8%). Health Care & Social Assistance (+200) and Educational Services (+200) were the only two sectors to add jobs since December 2007.

Nationally, the current recession has claimed over 6.6 million (-5.7%) private sector jobs through June 2009, with significant losses noted in the Manufacturing (-1.9 million), Construction (-1.2 million), Administrative & Waste Services (-1.1 million), Retail Trade (-767,000) and Financial Activities (-489,000) sectors. Construction (-17.1%) lost the most jobs on a percentage basis, followed by Administrative & Waste Services (-14.2%) and Manufacturing (-14.0%).

Health Care & Social Assistance (+566,000) and Educational Services (+120,000) were the only two sectors to add jobs in the US between December 2007 and June 2009.

Between December 2007 and June 2009, Rhode Island (-5.4%) experienced the second largest private sector job loss on a percentage basis in the New England region, trailing Vermont (-5.8%). Private sector employment in Connecticut was down by 4.4 percent, followed by Maine (-3.9%). Massachusetts and New Hampshire each lost 3.5 percent of their private sector workforce during this period.

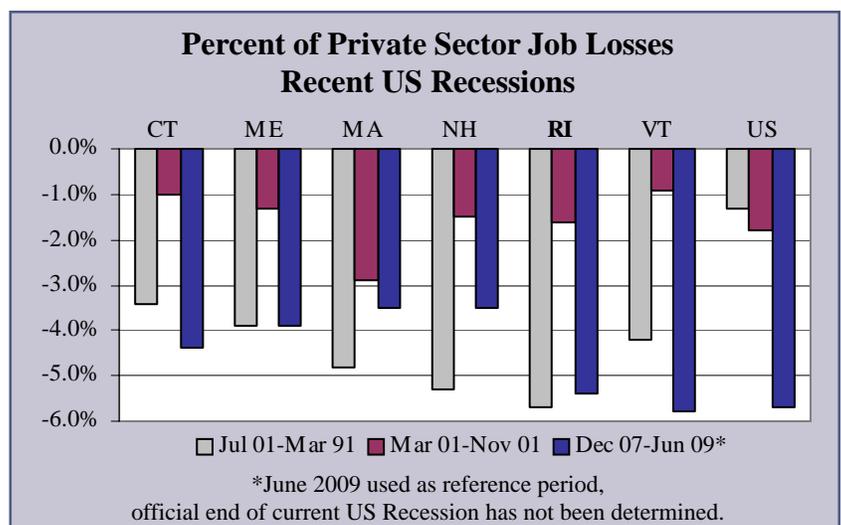
### New England/US Employment Change - Current Recession December 2007 - June 2009 (in thousands)

	CT		ME		MA		NH		RI		VT		US	
<b>Total Nonfarm</b>	<b>-65.6</b>	<b>-3.8%</b>	<b>-21.9</b>	<b>-3.5%</b>	<b>-103.4</b>	<b>-3.1%</b>	<b>-14.7</b>	<b>-2.3%</b>	<b>-25.4</b>	<b>-5.2%</b>	<b>-14.7</b>	<b>-4.8%</b>	<b>-6,417</b>	<b>-4.6%</b>
<b>Total Private</b>	<b>-63.7</b>	<b>-4.4%</b>	<b>-20.2</b>	<b>-3.9%</b>	<b>-100.7</b>	<b>-3.5%</b>	<b>-19.4</b>	<b>-3.5%</b>	<b>-23.0</b>	<b>-5.4%</b>	<b>-14.7</b>	<b>-5.8%</b>	<b>-6,605</b>	<b>-5.7%</b>
Construction	-17.4	-25.3%	-5.0	-16.2%	-24.9	-18.2%	-5.6	-20.8%	-3.5	-16.4%	-2.6	-16.0%	-1,283	-17.1%
Manufacturing	-15.7	-8.3%	-6.1	-10.2%	-20.4	-7.0%	-9.0	-11.6%	-6.3	-12.8%	-5.3	-14.9%	-1,923	-14.0%
Trade, Transportation & Utilities	-14.1	-4.5%	-7.0	-5.5%	-24.6	-4.3%	-0.9	-0.6%	-5.7	-7.2%	-2.9	-4.9%	-1,462	-5.5%
Wholesale Trade	-1.1	-1.6%	-1.5	-7.1%	-9.6	-7.0%	-1.3	-4.6%	-1.2	-6.9%	n/a	n/a	-368	-6.1%
Retail Trade	-12.5	-6.5%	-3.0	-3.5%	-14.5	-4.2%	1.6	1.6%	-3.7	-7.3%	-2.1	-5.2%	-767	-4.9%
Transportation & Utilities	-0.5	-1.0%	-2.5	-13.1%	-0.5	-0.6%	-1.2	-7.8%	-0.8	-7.1%	-0.3	-3.4%	-327	-6.4%
Information	-2.6	-6.8%	n/a	n/a	-4.2	-4.7%	-0.3	-2.4%	-0.7	-6.5%	n/a	n/a	-187	-6.2%
Financial Activities	-4.4	-3.1%	-0.8	-2.4%	-13.8	-6.2%	-1.2	-3.1%	-1.4	-4.1%	-0.4	-3.1%	-489	-5.9%
Professional & Business Services	-18.6	-8.9%	0.6	1.1%	-30.7	-6.3%	-1.7	-2.5%	-3.4	-6.1%	-1.8	-7.9%	-1,492	-8.2%
Administrative & Waste Services	-13.6	-15.2%	0.1	0.4%	-23.7	-13.7%	-0.7	-2.5%	-2.5	-10.2%	-1.1	-12.4%	-1,190	-14.2%
Education & Health Services	8.7	3.0%	2.5	2.1%	20.6	3.3%	3.1	3.0%	0.4	0.4%	2.4	4.1%	686	3.7%
Educational Services	2.4	4.3%	0.4	2.0%	6.5	4.1%	0.6	2.6%	0.2	0.9%	0.3	2.3%	120	4.0%
Health Care & Social Assistance	6.3	2.7%	2.1	2.2%	14.1	3.0%	2.5	3.1%	0.2	0.3%	2.1	4.7%	566	3.6%
Leisure & Hospitality	0.7	0.5%	-2.4	-4.0%	0.2	0.1%	-2.2	-3.4%	-1.5	-2.9%	-3.2	-9.6%	-383	-2.8%
Arts, Entertainment & Recreation	1.1	4.6%	-0.1	-1.2%	-0.7	-1.4%	-1.6	-14.3%	-1.2	-13.8%	-0.3	-7.5%	-104	-5.2%
Accommodation & Food Services	-0.4	-0.4%	-2.3	-4.4%	0.9	0.4%	-0.6	-1.1%	-0.3	-0.7%	-2.9	-9.9%	-279	-2.4%
Other Services	-0.3	-0.5%	-0.7	-3.5%	-2.7	-2.2%	-1.5	-6.8%	-0.9	-3.9%	-0.6	-6.0%	-90	-1.6%
Government	-1.9	-0.8%	-1.7	-1.6%	-2.7	-0.6%	4.7	5.0%	-2.4	-3.8%	0.0	0.0%	188	0.8%

Since 1990, the US economy experienced two previous recessions, one which occurred from July 1990 through March 1991 and another recession in March 2001 through November 2001.

During the 1990-1991 recession, Rhode Island private employment declined by 5.7 percent, the largest percentage loss in New England, outpacing New Hampshire (-5.3%), Massachusetts (-4.8%), Vermont (-4.2%), Maine (-3.9%) and Connecticut (-3.4%). The job loss across the nation was -1.3 percent during this recession.

Although Connecticut experienced the smallest percentage loss in New England, it took the state eighty-six months for the state to regain the employment it had lost since the start of the recession in July 1990. Rhode Island took eighty-two months to regain its July 1990 private employment level, followed by Massachusetts (52 months), Maine (42 months), New Hampshire (33 months) and Vermont (29 months). The US regained its July 1990 private employment level in twenty-five months.



In Rhode Island, the Education & Health Services sector recouped its employment level in the first month after the recession ended. The July 1990 employment level of 67,800 was surpassed in April 1991 with an employment total of 69,700.

Leisure & Hospitality and Other Services experienced employment recoveries in twenty-three and twenty-five months, respectively, while the Professional & Business Services (45 months), Trade, Transportation & Utilities (48 months), Financial Activities (84 months) and Construction (108 months) sectors lagged in regaining their respective employment level of July 1990.

The March 2001 through November 2001 recession was less severe in terms of job losses in the New England area with the exception of Massachusetts. During this recession the US private sector workforce decreased by 1.8 percent. Massachusetts lost 2.9 percent of the private sector workforce, followed by Rhode Island (-1.6%), New Hampshire (-1.5%), Maine (-1.3%), Connecticut (-1.0%) and Vermont (-0.9%).

In terms of regaining lost employment, Massachusetts still has not equaled or surpassed its private sector employment level since the start of the recession in March 2001. As of June 2009, it has been ninety-one months since the Bay State experienced a private sector employment level of 2.9 million or more.

Connecticut surpassed its March 2001 private employment level in sixty-one months, followed by New Hampshire (46 months), Vermont (44 months) and Maine (36 months). Rhode Island

regained its private sector employment in fourteen months, much faster than its neighboring states and the US which regained its March 2001 employment level in 42 months.

On an industry sector basis in Rhode Island, the Construction sector equaled its March 2001 employment level in November 2001, the end of the recession, indicating that this sector was never affected by this recession period.

Most economic sectors regained their pre-recession employment within six months, signifying the small impact this recession had on the state economy as a whole. Three sectors, Leisure & Hospitality, Education & Health Services and Other Services needed only one month to surpass its March 2001 employment level, while Trade, Transportation & Utilities needed two months and Financial Activities\* needed 5 months. The Professional & Business Services sector was the last to recover, taking nearly two years (23 months) to recoup its March 2001 employment level.

The state's Manufacturing sector has been shedding jobs during periods of recession as well as expansion since 1984. Advances in technology and the moving of jobs 'offshore' have contributed to these losses.

	<u>July 1990 - March 1991</u>			<u>March 2001 - November 2001</u>		
	Employment level start of recession	Number of jobs lost during recession	Months needed to regain emp level / new level	Employment level start of recession	Number of jobs lost during recession	Months needed to regain emp level / new level
CT	1411.0	-47.4	86 / 1413.0	1440.8	-14.2	61 / 1444.0
ME	438.1	-17.3	42 / 440.3	508.8	-6.5	36 / 508.8
MA	2572.4	-123.3	52 / 2572.8	2935.9	-84.5	91 / *
NH	434.5	-23.1	33 / 435.6	547	-9.4	46 / 547.3
RI	390.9	-22.3	82 / 391.0	416.2	-6.5	14 / 416.2
VT	214.1	-8.9	29 / 214.6	253.1	-2.4	44 / 253.2
US	91215	-1168	25 / 91287	111555	-1980	42 / 111576

*In thousands*  
*\*As of June 2009, Massachusetts has not equaled or surpassed the March 2001 employment level.*

## Current Labor Force Data

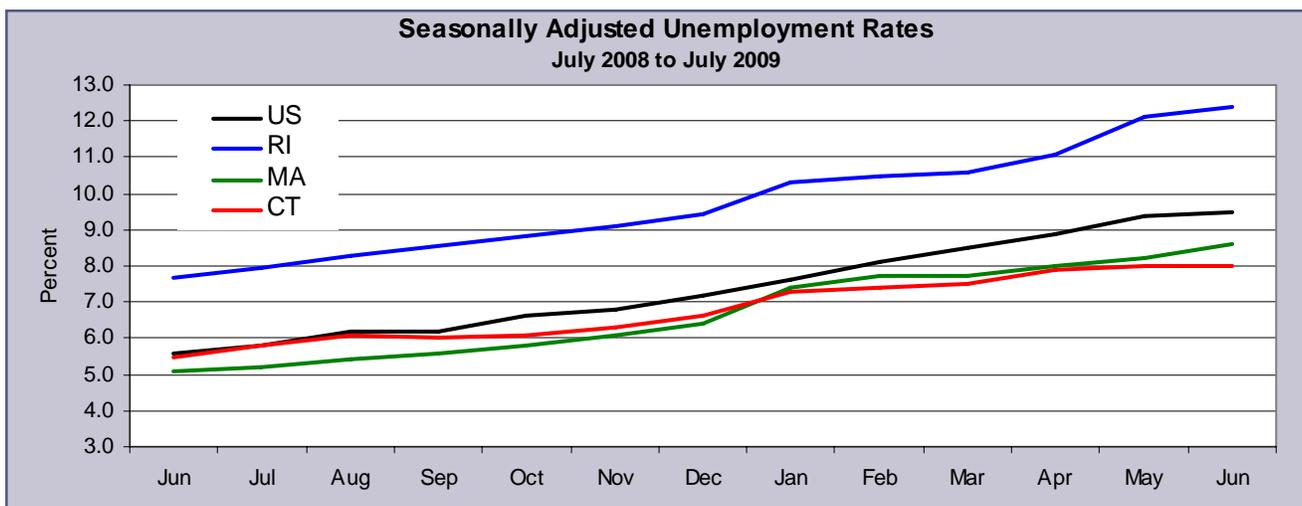
Rhode Island's labor force has continued to deteriorate in 2009. The number of employed Rhode Island residents in June 2009 dropped significantly from June 2008. Resident employment fell 24,900 over the year. At the same time, the demand for labor softened as the number of unemployed residents experienced a big jump, climbing to 70,600 in June 2009, an increase of 27,100 from the June 2008 level of 43,500. So far in 2009, the total number of unemployed residents has reached a 30-year high, while Rhode Island is continuously ranked among the top five highest unemployment rates nationally.

### RI Labor Force and Unemployment Data

(Seasonally Adjusted, in Thousands)

	June 2009	May 2009	June 2008	% Change May 09	% Change June 08	Six-Month Average 2009	Six-Month Average 2008	% Change
Labor Force	569.7	566.0	567.5	0.7%	0.4%	565.4	568.3	-0.5%
Employed	499.1	497.6	524.0	0.3%	-4.8%	502.3	528.8	-5.0%
Unemployed	70.6	68.4	43.5	3.2%	62.3%	63.1	39.6	59.3%
Unemployment Rate	12.4%	12.1%	7.7%	2.5%	61.0%	11.2%	7.0%	59.4%

- By June 2009, Rhode Island's seasonally adjusted unemployment rate had climbed to 12.4 percent, the highest rate in over 30 years.
- Rhode Island's seasonally adjusted unemployment rate for June was 4.7 percentage points above the June 2008 jobless rate of 7.7 percent.
- In June 2009, Rhode Island's unemployment rate of 12.4 percent was the highest in New England and ranked second (behind Michigan) among the 50 states.
- Rhode Island's unemployment rate has been equal to or above the national jobless rate since July 2005.



# Characteristics of the Insured Unemployed

A total of 21,765 individuals were eligible to collect “regular” Unemployment Insurance benefits in June 2009, up 8,834 (+68.3%) from the 12,931 collecting these benefits in June 2008. In addition, 10,416 individuals collected Emergency Unemployment Compensation and 3,182 collected Extended Benefits. In all, 50.6 percent of Rhode Island’s unemployed workers were eligible to collect unemployment benefits in June.

Of the 21,765 individuals collecting “regular” Unemployment Insurance benefits, nearly 40.3 percent faced long-term unemployment (defined as collecting unemployment insurance for fifteen weeks or more), up from 30.9 percent in June 2008.

Selected Industries & Occupations of the Insured Unemployed Collecting ‘Regular’ Unemployment Insurance Benefits						
	June 2009		June 2008		Numeric Change	Percent Change
	Number	Percent	Number	Percent		
<b>Total</b>	<b>21,765</b>	<b>100.0%</b>	<b>12,931</b>	<b>100.0%</b>	<b>8,834</b>	<b>68.3%</b>
Male	12,274	56.4%	6,627	51.2%	5,647	85.2%
Female	9,491	43.6%	6,304	48.8%	3,187	50.6%
<b>Age</b>						
Under 22	593	2.7%	403	3.1%	190	47.1%
22 - 24	1,097	5.0%	716	5.5%	381	53.2%
25 - 34	4,413	20.3%	2,700	20.9%	1,713	63.4%
35 - 44	4,948	22.7%	3,131	24.2%	1,817	58.0%
45 - 54	5,681	26.1%	3,307	25.6%	2,374	71.8%
55 - 69	2,229	10.2%	1,142	8.8%	1,087	95.2%
60 - 64	1,690	7.8%	849	6.6%	841	99.1%
65 or over	1,114	5.1%	683	5.3%	431	63.1%
<b>Education</b>						
Less than 9th Grade	855	3.9%	555	4.3%	300	54.1%
9th to 12th, no diploma	1,923	8.8%	1,239	9.6%	684	55.2%
High School Graduate	8,987	41.3%	5,977	46.2%	3,010	50.4%
Some College	4,495	20.7%	2,536	19.6%	1,959	77.2%
Bachelor's Degree	2,116	9.7%	1,119	8.7%	997	89.1%
Beyond Bachelor's	2,114	9.7%	1,014	7.8%	1,100	108.5%
Unknown	1,275	5.9%	491	3.8%	784	159.7%

The following statistics are based on the characteristics of individuals collecting ‘regular’ unemployment insurance benefits in June 2009 and how they compare with June 2008.

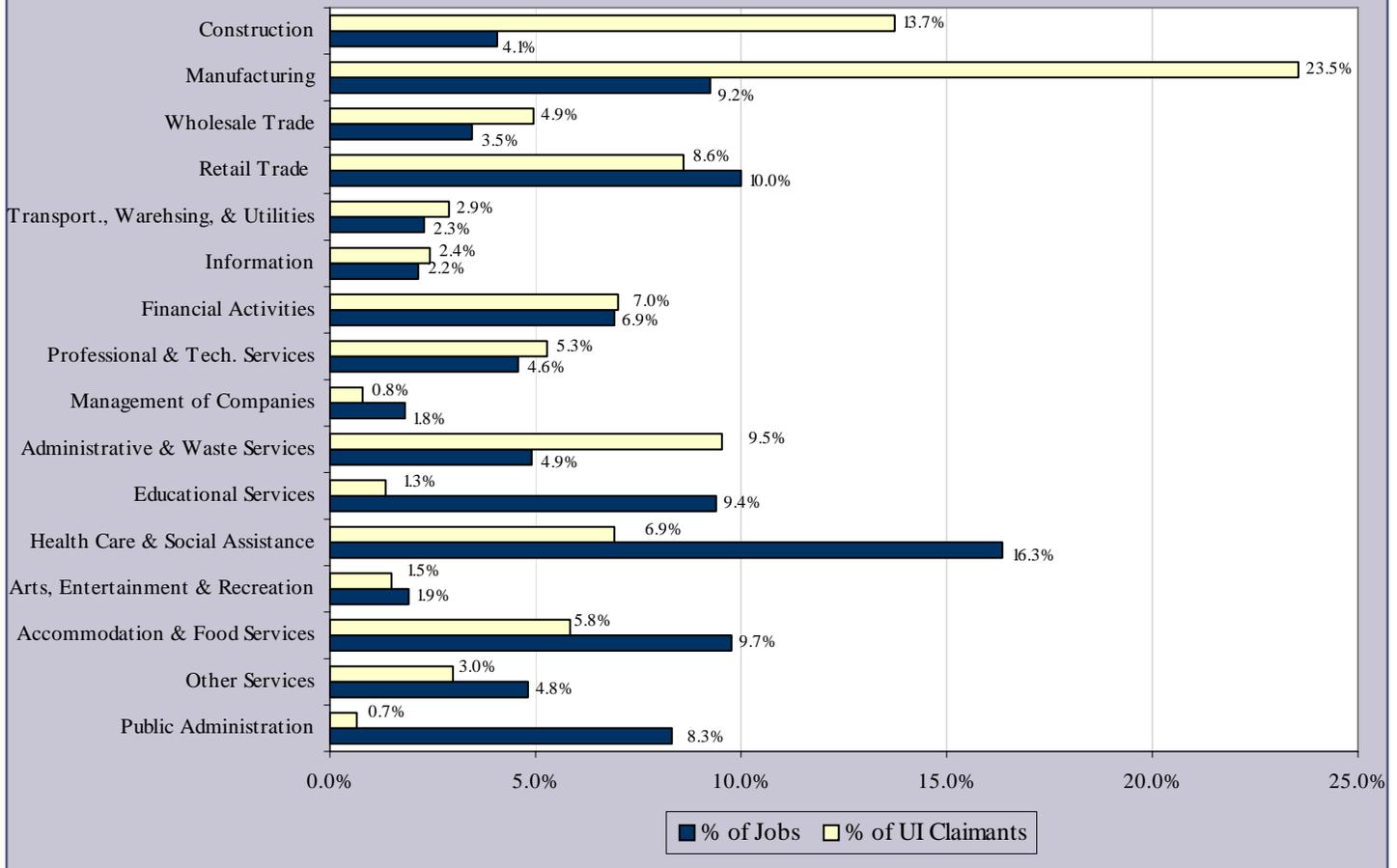
- A larger percentage of men collected ‘regular’ unemployment insurance benefits in 2009 compared to 2008.
- Nearly 70 percent of the insured unemployed were concentrated in the prime working age years – 25 to 54, representing a significantly larger percentage of the unemployed than of the population (51.6%).
- According to the 2006 American Community Survey, high school graduates made up only 29.4 percent of the 25 and over population. However, high school graduates made up the largest proportion of the insured unemployed (46.2%).
- Higher education levels lessened the chance of being unemployed.

The number of individuals collecting UI benefits in June 2009 increased by 8,834 (+68.3%) from June 2008. In June 2009, there were 5,125 claimants in the Manufacturing sector, an increase of 2,925 claimants (+133.0%), compared to 2,200 in June 2008. The number of UI claimants in the Construction sector increased by 1,279, followed by 931 in the Administrative & Waste Services sector. On a percentage basis, the number of UI claimants in the Information sector increased by 186.6 percent.

Among selected occupations, Production Occupations reported 1,767 (+93.1%) more UI claimants in June 2009 compared to June 2008. Office & Administrative Support Occupations and Construction & Extraction Occupations added 1,059 and 629 claimants, respectively. Computer & Mathematical Occupations showed a 166.4 percent increase during this period, the largest annual gain on a percentage basis.

Selected Industries & Occupations of the Insured Unemployed						
	June 2009		June 2008		Numeric Change	Percent Change
	Number	Percent	Number	Percent		
<b>Total</b>	<b>21,765</b>	<b>100.0%</b>	<b>12,931</b>	<b>100.0%</b>	<b>8,834</b>	<b>68.3%</b>
<b>Selected Industries</b>						
Construction	2,987	13.7%	1,708	13.2%	1,279	74.9%
Manufacturing	5,125	23.5%	2,200	17.0%	2,925	133.0%
Wholesale Trade	1,077	4.9%	507	3.9%	570	112.4%
Retail Trade	1,869	8.6%	1,491	11.5%	378	25.4%
Transportation & Warehousing	612	2.8%	349	2.7%	263	75.4%
Information	533	2.4%	186	1.4%	347	186.6%
Finance & Insurance	1,072	4.9%	754	5.8%	318	42.2%
Real Estate	451	2.1%	288	2.2%	163	56.6%
Professional & Tech. Services	1,152	5.3%	704	5.4%	448	63.6%
Administrative & Waste Services	2,072	9.5%	1,141	8.8%	931	81.6%
Educational Services	290	1.3%	184	1.4%	106	57.6%
Health Care & Social Assistance	1,510	6.9%	1,291	10.0%	219	17.0%
Arts, Entertainment & Recreation	327	1.5%	238	1.8%	89	37.4%
Accommodation & Food Services	1,272	5.8%	915	7.1%	357	39.0%
Other Services	655	3.0%	467	3.6%	188	40.3%
Government	142	0.7%	77	0.6%	65	84.4%
<b>Selected Occupations</b>						
Business & Financial Operations	726	3.3%	453	3.5%	273	60.3%
Computer & Mathematical	341	1.6%	128	1.0%	213	166.4%
Architecture & Engineering	343	1.6%	137	1.1%	206	150.4%
Life, Physical & Social Science	126	0.6%	73	0.6%	53	72.6%
Community & Social Services	222	1.0%	138	1.1%	84	60.9%
Legal	63	0.3%	60	0.5%	3	5.0%
Education, Training & Library	304	1.4%	234	1.8%	70	29.9%
Arts, Design, Ent., Sports & Media	373	1.7%	206	1.6%	167	81.1%
Healthcare Practitioner & Technical	254	1.2%	213	1.6%	41	19.2%
Healthcare Support	310	1.4%	264	2.0%	46	17.4%
Protective Service	186	0.9%	105	0.8%	81	77.1%
Food Preparation & Serving Related	921	4.2%	712	5.5%	209	29.4%
Bldg. & Grounds Cleaning & Maint.	357	1.6%	195	1.5%	162	83.1%
Personal Care & Service	246	1.1%	269	2.1%	-23	-8.6%
Sales & Related	1,269	5.8%	849	6.6%	420	49.5%
Office & Administrative Support	3,546	16.3%	2,487	19.2%	1,059	42.6%
Construction & Extraction	1,452	6.7%	823	6.4%	629	76.4%
Installation, Maintenance & Repair	653	3.0%	482	3.7%	171	35.5%
Production	3,664	16.8%	1,897	14.7%	1,767	93.1%
Transportation & Material Moving	1,349	6.2%	873	6.8%	476	54.5%

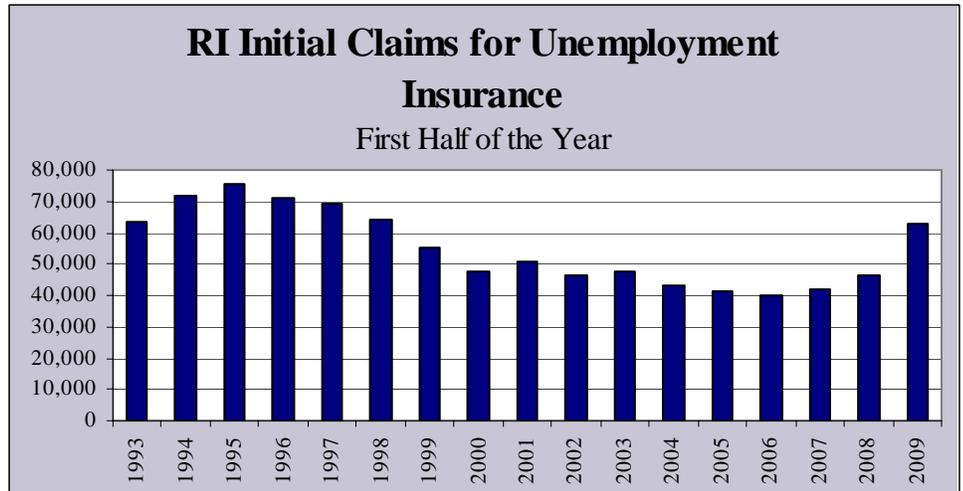
## Comparison of RI Unemployment Insurance Claimants and Total Jobs By Major Industry Sector - June 2009



- The proportion of Unemployment Insurance (UI) claimants from the Manufacturing and Construction sectors was more than double their respective proportion of total jobs in June 2009. Combined, these sectors represented 37.3 percent of the UI claimants in June, but they accounted for only 13.3 percent of the total jobs. In general, this is an indication that there was a surplus of workers for jobs in these sectors.
- Claims from the Administrative & Waste Services sector, which includes Temporary Help Services, accounted for nearly twice the proportion of total jobs in the sector.
- The Wholesale Trade, Transportation, Warehousing & Utilities, Information, Financial Activities, Professional & Technical Services, and Administrative & Waste Services sectors also had a higher proportion of claimants than jobs.
- Conversely, four sectors – Public Administration, Health Care & Social Assistance, Educational Services, and Accommodation & Food Services – represented a significantly smaller proportion of UI Claimants in June 2009 than their respective proportion of total jobs.
- Only 14.8 percent of the UI claimants in June 2009 were from the Government, Health Care & Social Assistance, Educational Services, and Accommodation & Food Services sectors, but they accounted for 43.8 percent of the total jobs. In general, this indicates that there was a tighter labor supply for job openings in these sectors.
- Other sectors with lower proportions of claimants than jobs included Retail Trade and Management of Companies.

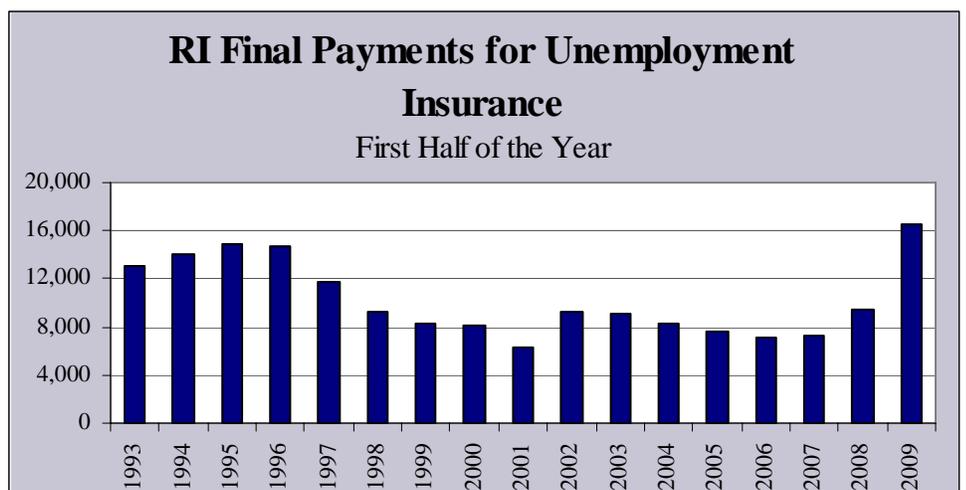
During the first half of 2009, Unemployment Insurance claims activity increased significantly, reflecting the state's escalating unemployment rate.

Initial claims for the first six months of 2009 are at their highest level since the January to June period in 1998.



The weeks claimed by individuals collecting Unemployment Insurance benefits increased by 222,195 claims during the first half of 2008, a 52.7 percent increase over the 2008 level and the highest since 2002.

Final payments – a count of those exhausting their Unemployment Insurance benefits – are up 74 percent over the January to June 2008 period.



# Job Vacancies are Down Over the Year

In October 2006, **The Conference Board** began publishing a new series called the **Help-Wanted OnLine Data Series (HWOL)**. This relatively new economic indicator can be combined with unemployment data to provide detailed monthly data on labor demand (vacancies) for the US and the 50 states.

According to its August 2009 report, The Conference Board reported that online advertised job vacancies were down 24.6 percent over the year on a national basis. There were 2.24 advertised vacancies online for every 100 persons in the labor force in August. The New England region fared worse than the national trend, dropping 27.0 percent over the August '08-August '09 period. When compared to last August, Rhode Island's online total job vacancies declined less (-17.4%) than any other New England state, followed by Vermont (-20.6%). None of the New England states showed an increase. The August figures reflect the sum of the number of unduplicated online job ads for each day from mid-July to mid-August.

## State Levels of Total Ads and New Ads Seasonally Adjusted

	Total Ads (Thousands) <sup>1</sup>			New Ads (Thousands) <sup>2</sup>		
	Aug '08	Aug '09	Change	Aug '08	Aug '09	Change
Connecticut	70.5	49.9	-29.2%	40.7	31.0	-23.8%
Maine	23.3	16.6	-28.8%	12.2	9.4	-23.0%
Massachusetts	148.1	107.7	-27.3%	85.3	65.7	-23.0%
New Hampshire	24.5	17.8	-27.3%	14.8	11.3	-23.6%
Rhode Island	19.0	15.7	-17.4%	11.8	10.4	-11.9%
Vermont	13.1	10.4	-20.6%	7.7	6.6	-14.3%
United States	4594.7	3464.8	-24.6%	2862.8	2179.9	-23.9%

Source: The Conference Board

<sup>1</sup> Total ads are unduplicated ads appearing during the reference period. This figure includes ads from previous months that have been reposted as well as new ads. Total ads appear only once per defined geographic area.

<sup>2</sup> New ads are unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears and only once per defined geographic area.

Rhode Island's decline in the number of total online job vacancies reflected the state's tighter job market. Even though total online vacancies were down, when comparing the number of job vacancies with the state's civilian labor force, Rhode Island ranked 11<sup>th</sup> nationally. For August 2009, Rhode Island had 2.74 online job vacancies per 100 persons in the labor force. Massachusetts (3.13) and Vermont (2.89) fared well in the number of online job vacancies per 100 persons in the labor force. No New England state posted an increase in the Total Ad Rate from last August. The US average was only 2.24 online job vacancies per 100 persons in the labor force, lower than all the New England states.

A comparison of the number of unemployed persons in relation to the number of online job vacancies provides a measure of supply/demand ratio. A ratio greater than one (less favorable for workers) indicates that the number of unemployed workers exceeds the number of online job ads. A ratio less than one (more favorable for workers) means that there are fewer unemployed workers than online job vacancies.

The table below shows that Rhode Island had a ratio of 4.61 unemployed persons to the number of online job ads in July. This indicates that the demand for jobs in Rhode Island was much higher than the supply of jobs in August.

State Labor Supply/Labor Demand Indicators Not Seasonally Adjusted						
	Total Ad Rates (%) <sup>1</sup>		Unemp.	Unemployed	Total Ads	July '09
	Aug '08	Aug '09	Rate <sup>2</sup>	July '09 (Thousands)	July '09 (Thousands)	Supply/ Demand Rate <sup>3</sup>
Connecticut	3.74	2.65	7.8%	146.2	46.5	3.14
Maine	3.30	2.37	8.4%	58.6	16.2	3.60
Massachusetts	4.32	3.13	8.8%	303.6	100.2	3.03
New Hampshire	3.31	2.40	6.8%	50.6	18.3	2.77
Rhode Island	3.36	2.74	12.7%	72.9	15.8	4.61
Vermont	3.69	2.89	6.8%	24.5	9.8	2.49
United States	2.97	2.24	9.4%	14,462.0	3,295.5	4.39

**Source: The Conference Board**

<sup>1</sup> Total ad rate is calculated as a percent of the most currently available Bureau of Labor Statistics civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.

<sup>2</sup> Unemployment data are from the Bureau of Labor Statistics Current Population Survey and Local Area Unemployment Statistics programs, July 2009.

<sup>3</sup> Supply/Demand rate is the number of unemployed divided by the number of total ads for the designated month.

Rhode Island's Supply/Demand ratio was much higher than the rest of New England and slightly above the US level (4.39). Vermont (2.49), New Hampshire (2.77), and Massachusetts (3.03) fared the best among New England states.

While Rhode Island was slightly higher than the national average and 15<sup>th</sup> highest in the country, the fact that there were many more workers looking for jobs than there are jobs available supports the belief that there is a mismatch between the needs of workers and the types of job openings employers have available. The causes for the mismatch likely vary among many reasons such as worker skill levels not matching employer needs, the level of pay may not match worker needs, the working conditions (hours, benefits, etc.) may not be acceptable to the worker or the job location may not be desirable.

## Job Vacancies in Rhode Island - Spring 2009

The Department of Labor and Training's 2009 Job Vacancy Survey\* results indicated that there were an estimated 5,948 job vacancies between May and June 2009. This translated to a job vacancy rate of 1.5 percent or one and a half job openings for every one hundred jobs filled. In comparison, there were 8,912 job vacancies reported during the same period in 2008; reflecting a vacancy rate of 2.2 percent. In 2006, the year prior to the start of the state's current economic downturn, there were nearly 11,000 vacancies reported during this period reflecting a vacancy rate of 2.7 percent or nearly three openings for every one hundred jobs filled.

The decrease in the number of job openings was accompanied by a decline in the "quality" of openings reflected by increases in the percentages of part-time vacancies and those without benefits. Part-time job vacancies

accounted for nearly half (49.6%) of the 2009 vacant positions up from 46.2 percent in 2008 and 44.2 percent in 2006.

Less than half the vacancies provided benefits such as health insurance, vacation pay or retirement/pension plans and less than a third provided sick leave or tuition reimbursement. On the positive side, the median wage range (\$13.59 to \$15.69 per hour) for job vacancies increased, a gain of more than 6.0 percent from the 2008 median starting wage range.

Permanent positions accounted for 82.1 percent of the 2009 vacancies, up slightly from 2008 (78.4%), but down from 2006 (87.0%). The remaining vacancies (17.9%) were for seasonal or temporary positions with the largest concentration occurring in the Social Assistance subsector.

<b>Private Sector Job Vacancy Data Summary Spring 2009</b>			
	<b><u>2009</u></b>	<b><u>2008</u></b>	<b><u>2006</u></b>
Number of Job Vacancies	5,948	8,912	10,949
Job Vacancy Rate (vacancies per 100 filled jobs)	1.5%	2.2%	2.7%
Full-Time Positions	50.4%	53.8%	55.8%
Part-Time Positions	49.6%	46.2%	44.2%
Vacancies Open < 30 Days	40.8%	45.1%	35.8%
Vacancies Open Between 30-59 Days	11.6%	15.1%	17.8%
Vacancies Open > 60 Days	15.4%	8.8%	12.6%
Constantly Recruiting/Always Hiring	32.2%	30.9%	33.7%
Permanent Positions	82.1%	78.4%	87.0%
Temporary/Seasonal Positions	17.9%	21.6%	13.0%
Vacancies Requiring a Diploma/GED	34.3%	37.6%	41.0%
Vacancies Requiring Vocational Training	11.5%	5.1%	8.3%
Vacancies Requiring an Associate Degree	2.4%	8.5%	8.3%
Vacancies Requiring a Bachelor Degree	19.0%	21.9%	16.1%
Vacancies Requiring an Advanced Degree	9.3%	2.9%	3.7%
No Education Requirement	23.5%	24.1%	22.3%
License or Certificate Required	10.6%	14.7%	25.8%
General Work Experience Required	13.2%	19.9%	20.2%
Experience Related to Position Required	63.1%	58.6%	51.7%
No Experience Required	23.8%	21.5%	28.1%
Median Hourly Wage Range	\$13.59 to \$15.69	\$12.81 to \$14.67	\$11.00 to \$12.00
Vacancies with Health Insurance	45.1%	62.0%	63.9%
Vacancies with Paid Sick Leave	33.1%	51.9%	52.9%
Vacancies with Paid Vacation	40.8%	59.8%	65.4%
Vacancies with Tuition Reimbursement	21.7%	30.9%	40.2%
Vacancies with Retirement /Pension Plan	40.7%	52.0%	60.9%
Vacancies with No Benefits Offered	43.9%	32.6%	27.2%

During spring 2009, job vacancies were reported in nearly all economic sectors and among all occupational groups. However, most economic sectors reported fewer job vacancies this year than in spring 2008 including the state's five largest employment sectors. As in past surveys, Health Care & Social Assistance, the state's largest employment sector, reported the greatest number of job vacancies estimated at 1,484 for spring 2009, down considerably from the 2,122 (-30.1%) job vacancies reported last year and less than half the number (3,480) reported in 2006. Job vacancies for the Accommodation & Food Services sector were estimated at 1,328, down from 1,809 (-26.6%) last year and 2,001(-33.6%) in 2006. Estimated vacancies for the Retail Trade (576) and Finance & Insurance sectors (197) were both down over 60 percent from the numbers estimated for 2008. The most significant decline was noted in the Manufacturing sector which had just 64 job vacancies in spring 2009, compared to 485 in 2008 and 965 in 2006.



Likewise, the two occupational groups with the most estimated vacancies—Food Preparation & Serving (1,321) and Office & Administrative Support (606)—recorded fewer vacancies in 2009 than in both 2008 and 2006. Vacancies in Health Care Support Occupations (514) mirrored the 2008 estimated vacancies (508) but were noticeably down (-37.1%) from the 814 reported in 2006.

Employers were seeking applicants with higher education levels and more specialized experience in spring 2009 than prior to the current economic downturn (2006). Over a quarter (28.3%) of the job openings required a bachelor or advanced degree and nearly two-thirds (63.1%) required experience in a related position up from 19.8 percent and 51.7 percent, respectively. Less than one-quarter of the job openings had no education requirements (23.5%) or were suitable for applicants with no previous work experience (23.8%). In 2008, 38.4 percent of vacancies required either vocational training or some level of postsecondary education. In comparison, 42.2 percent of the job vacancies in 2009 required the same educational attainment.

Less than 11 percent of the 2009 job vacancies required a license or certificate. In comparison, 14.7 percent of the 2008 vacancies and 25.8 percent of the 2006 vacancies had this requirement.

Employers reported that they were constantly recruiting for more than 32 percent of their vacant positions, 41 percent had been open for less than 30 days and 15 percent had been open for 60 days or longer. Vacancy duration changes between 2008 and 2009 showed a higher concentration of positions being listed as open more than 60 days or always hiring.

Overall, benefit levels for Rhode Island's job vacancies continued to decrease while median wages increased. The median wage reported for job vacancies in 2009 was between \$13.59 and \$15.69 per hour. In comparison, 2008 job vacancies paid a median wage between \$12.81 and \$14.67 per hour. Less than half of the vacancies provided benefits; such as health (45.1%), paid vacation (40.8%), retirement/pension plan (40.7%) and paid sick leave (33.1%) due in part to the higher portion of vacancies for part-time positions. Nearly two-thirds (66.1%) of the full-time vacancies offered health insurance while less than a quarter (23.8%) of the part-time positions provided this benefit. Significant decreases were also noted for job vacancies with tuition reimbursements.

### **Job Vacancy Data by Industry Sector**

Health Care & Social Assistance reported the largest number of vacancies of all industry sectors with 1,484 openings; leading to a 1.9 percent vacancy rate. These postings represent nearly one-quarter (24.9%) of all vacancies in the state. Nearly half of Health Care & Social Assistance vacancies were full-time positions offering health insurance (52.6%), paid vacation (60.8%), retirement savings plan (51.2%) and/or paid sick leave (47.3%).

With 1,328 vacancies, Accommodation & Food Services employers ranked second in estimated job openings; representing 22.3 percent of all vacancies in the state. The 3.1 percent vacancy rate in this sector was the third highest rate calculated for the 2009 survey. Openings in this sector were primarily part-time jobs (71.5%) with no prior work experience required. More than three-quarters of openings offered no benefits.

The third largest number of vacancies was reported by the Other Services (613) sector which includes Repair & Maintenance, Personal & Laundry Services, and Membership Associations & Organizations. This sector's 2009 vacancy rate (3.4%) was the second highest rate. Approximately one-third of the job openings were for full-time positions. Ninety-five percent of the openings did not offer health care benefits or paid sick leave.

There were 576 estimated job vacancies in the Retail Trade sector in 2009, well below the 1,770 estimated openings reported in 2008. This sector has a vacancy rate of 1.2 percent with 54 percent of the openings for part-time positions on par with 2008 (55%).

Five industry sectors reported job vacancy rates above the private sector average of 1.5 percent: Management of Companies (4.6%); Other Services (3.4%); Accommodation & Food Services (3.1%); Administrative and Waste Services (2.7%); and Health Care & Social Assistance (1.9%).

Job Vacancy Data by Industry Sector					
Industry	Estimated* Employment	Projected Vacancies	Vacancy Rate	Part Time Vacancies	Percent of Total Vacancies
<b>Total</b>	<b>399,560</b>	<b>5,948</b>	<b>1.5%</b>	<b>49.6%</b>	<b>100.0%</b>
Health Care and Social Assistance	76,519	1,484	1.9%	51.1%	24.9%
Accommodation and Food Services	42,895	1,328	3.1%	71.5%	22.3%
Other Services	18,256	613	3.4%	65.4%	10.3%
Retail Trade	49,632	576	1.2%	53.5%	9.7%
Administrative and Waste Services	16,297	432	2.7%	10.4%	7.3%
Management of Companies and Ent	9,299	429	4.6%	44.8%	7.2%
Transportation & Warehousing	9,414	218	2.3%	94.5%	3.7%
Educational Services	18,783	209	1.1%	19.1%	3.5%
Professional and Technical Services	21,644	200	0.9%	10.0%	3.4%
Finance & Insurance	25,078	197	0.8%	0.0%	3.3%
Construction	20,375	121	0.6%	0.0%	2.0%
Manufacturing	47,938	64	0.1%	0.0%	1.1%
Wholesale Trade	16,887	45	0.3%	0.0%	0.8%
Arts, Entertainment, and Recreation	8,049	32	0.4%	96.9%	0.5%

\* Third quarter 2008 average employment of companies with three or more employees.

### Job Vacancy Data by Major Occupational Group

In spring 2009, nearly half of all estimated job vacancies were concentrated in just four major occupational groups: Food Preparation & Serving-Related Occupations (1,321), Office & Administrative Support Occupations (606), Healthcare Support Occupations (514) and Healthcare Practitioner & Technical (498) Occupations.

Vacancies reported for Food Preparation & Serving Occupations (1,321) listed minimal educational requirements with the majority of jobs requiring a high school diploma. Vacancies for Waiters & Waitresses, Fast Food Cooks, Food Servers, Food Preparation & Service Workers and Food Preparation & Serving Supervisors were prevalent for this group. This occupational group's 2.8 percent vacancy rate was notably lower than the 2008 vacancy rate of 4.0 percent.

An estimated 606 vacancies were reported for Office & Administrative Support Occupations, resulting in a 0.8 percent vacancy rate for the spring of 2009. This rate was lower than the 2008 rate of 1.3 percent. Vacancies included General Office Clerks, Customer Service Representatives, and Administrative Support Workers.

Healthcare Support Occupations vacancies (514) were dominated by Nursing Aides, Orderlies & Attendants; Dental Assistants; and Healthcare Support positions. Over half (56%) of the openings in this occupational group were full-time positions. Nursing Aides, Orderlies & Attendants represented over 60 percent of all openings in this category.

As in past years, Waiters & Waitresses (493); Nursing Aides, Orderlies, & Attendants (328); Retail Salespersons (137); Registered Nurses (182); and Food Preparation & Serving Workers (150) were among the occupations most in demand. However, the numbers of vacancies for these positions were all down in comparison to previous years with the most striking decrease occurring in the demand for Registered Nurses. There were approximately 800 job vacancies for Registered Nurses in 2006 and over 600 vacancies in 2008 compared to 182 this spring.

#### Job Vacancy Data by Major Occupational Group

Major Occupational Group	Estimated Vacancies	Vacancy Rate	Full-Time	Temporary/Seasonal
<b>Private Sector Total</b>	<b>5,948</b>	<b>1.5%</b>	<b>50.4%</b>	<b>17.9%</b>
Management Occupations	196	1.0%	100.0%	1.5%
Business & Financial Operations Occupations	127	0.8%	97.6%	24.4%
Computer & Mathematical Occupations	91	1.0%	90.1%	0.0%
Architecture & Engineering Occupations	59	1.0%	93.2%	6.8%
Life, Physical, & Social Science Occupations	44	1.8%	100.0%	0.0%
Community & Social Services Occupations	245	3.1%	60.8%	32.7%
Legal Occupations	32	1.3%	100.0%	0.0%
Education, Training, & Library Occupations	420	3.5%	52.1%	42.1%
Arts, Design, Entertainment, Sports, & Media Occupations	115	1.9%	85.2%	73.9%
Healthcare Practitioners & Technical Occupations	498	1.8%	56.8%	6.8%
Healthcare Support Occupations	514	2.8%	55.8%	6.0%
Protective Service Occupations	73	1.9%	100.0%	0.0%
Food Preparation & Serving Related Occupations	1,321	2.8%	17.7%	20.4%
Building & Grounds Cleaning & Maintenance Occupations	93	0.7%	46.2%	26.9%
Personal Care & Service Occupations	419	3.6%	32.7%	3.6%
Sales & Related Occupations	299	0.7%	47.2%	17.4%
Office & Administrative Support Occupations	606	0.8%	56.9%	22.6%
Construction & Extraction Occupations	80	5.6%	96.3%	83.8%
Installation, Maintenance, & Repair Occupations	239	1.5%	100.0%	0.0%
Production Occupations	156	0.5%	61.5%	4.5%
Transportation & Material Moving Occupations	321	1.4%	13.4%	11.2%

# Post-Recession Rhode Island

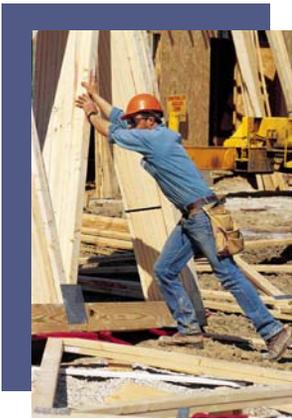
Between December 2007 and June 2009, employment in Rhode Island declined by 25,400 (-5.2%) jobs. It is projected that the state will loose nearly 5,400 more jobs by June 2010.

Additional job losses are projected for mostly all sectors of the economy with the largest declines expected in Manufacturing (-2,066) and Administrative & Waste Services (-1,015). Less significant losses in the 500 to 1,000 range are expected in Retail Trade (-760), Educational Services-public & private (-686), Financial Activities (-617) and Construction (-547). Smaller losses of less than 200 are expected in Other Services (-199), Information (-143), Wholesale Trade (-136), Arts, Entertainment & Recreation (-127) and Natural Resources (-45).

Modest gains are projected for Healthcare & Social Assistance (+414), Professional & Technical Services (+227), Management of Companies (+172), Accommodation & Food Services (+151) and Transportation & Utilities (+123).

## Rhode Island Industry Projections by Major Division 2009 - 2010 Second Quarter Average Employment

Industry Title	2009	2010	Numeric Change	Percent Change
	Estimated Employment	Projected Employment		
<b>Total</b>	<b>458,617</b>	<b>453,257</b>	<b>-5,360</b>	<b>-1.2%</b>
Natural Resources	1,003	958	-45	-4.5%
Construction	18,347	17,800	-547	-3.0%
Manufacturing	43,262	41,196	-2,066	-4.8%
Wholesale Trade	16,177	16,041	-136	-0.8%
Retail Trade	46,818	46,058	-760	-1.6%
Transportation & Utilities (including Postal Service)	13,333	13,456	123	0.9%
Information	9,938	9,795	-143	-1.4%
Financial Activities	30,962	30,345	-617	-2.0%
Professional & Technical Services	21,321	21,548	227	1.1%
Management of Companies & Enterprises	9,208	9,380	172	1.9%
Administrative & Waste Services	22,843	21,828	-1,015	-4.4%
Educational Services (public & private)	48,902	48,216	-686	-1.4%
Healthcare & Social Assistance (public & private)	77,697	78,111	414	0.5%
Arts, Entertainment & Recreation	8,062	7,935	-127	-1.6%
Accommodation & Food Services	43,909	44,060	151	0.3%
Other Services	17,979	17,780	-199	-1.1%
Government	28,856	28,750	-106	-0.4%



How long it will take to recover from this recession and which sectors will recover first, is a question all are struggling with. The 2006 – 2016 projections, though done prior to the recession, can provide some guidance as to where recovery and growth is likely to occur first. The two sectors that were projected to provide the most new jobs during the period are likely to be among the first to rebound.

Health Care & Social Assistance, the state’s largest sector will rebound quickly providing the most new jobs due to growth. Effects of the current recession which has folks delaying elective surgeries and cutting down on preventative visits will likely cease as people return to work. The demands of an aging population will continue to influence employment growth in this sector.

Accommodation & Food Services, which still has about 99 percent of its January 2007 employment, should also rebound quickly. Business dinners, meetings and conventions as well as newly and re-employed individuals indulging in the relatively inexpensive treat of “dining out” will boost employment at the area’s hotels and restaurants.

It is too early to tell what effects the near “financial melt down” will have on that industry, as well as the Construction and Retail Trade sectors. Tight credit and an over supply of houses will limit demand in the Construction and Retail Trade sectors. While it is likely that jobs will be added once recovery begins, it will be years before these sectors reach their pre-recession levels.

Overall, Manufacturing will continue its downward trend (Manufacturing employment in RI has been decreasing since 1984), but some industries within the sector – i.e. pharmaceutical manufacturing and ship & boat building are likely to add jobs once the recovery begins.

<b>Industries Adding the Most Jobs 2008-2010</b>	
<b>Industry Title</b>	<b>Numeric Change</b>
Social Assistance	255
Ambulatory Health Care Services	200
Management Of Companies & Enterprises	190
Private Households	155
Securities, Commodity Contracts, Investments	150
Isps, Search Portals, & Data Processing	95
General Merchandise Stores	90
Electronic Markets & Agents & Brokers	80
Nursing & Residential Care Facilities	55
Food Manufacturing	55
Insurance Carriers & Related Activities	45
Waste Management & Remediation Services	40

Proposals for the development of wind farm projects off Rhode Island’s coast as well as the manufacturing facility at Quonset bring with them the promise of generating hundreds of jobs in the Manufacturing, Construction and Transportations sectors.

Even in a recession job vacancies exists due to replacements needs resulting from workers changing, leaving or retiring from their jobs as well as from growth opportunities at companies whose business benefit from recessionary pressures (i.e. increase demand at moderately priced restaurants as customers look for less expensive ways to enjoy the same luxury). Such opportunity will exist in all sectors, even those with limited or negative growth.



# Occupational Outlook

The job losses occurring as a result of the economic recession have affected all major occupational groups evidenced by the estimated decline between the 2008 actual and 2010 projected employment. However, even during recessionary periods job openings still exist due to the need to replace workers who leave an occupation. During the 2008-2010 projection period, there were an estimated 24,456 job openings for which employers have or will be seeking workers. Nearly 97 percent of the openings are due to replacement needs resulting from employee turnover with very few openings (749) attributed to growth.

Among the major occupational groups, the greatest numbers of job openings were found in Food Preparation & Serving (4,757), Office & Administrative Support (3,659) and Sales and Related (3,469) occupations. Occupations with the greatest number of openings attributed to growth include the Healthcare Support (146), Personal Care & Service (143), Education, Training & Library (104) and Community & Social Services (96) occupational groups.

## Employment by Major Occupational Group

	Employment		Openings Due to		Total Openings
	2008	2010	Growth	Replacement	
<b>Total, All Occupations</b>	<b>515,027</b>	<b>490,571</b>	<b>749</b>	<b>23,707</b>	<b>24,456</b>
Food Preparation & Serving Related Occupations	48,600	48,169	47	4,710	4,757
Office & Administrative Support Occupations	86,489	81,416	4	3,655	3,659
Sales & Related Occupations	47,909	45,109	10	3,459	3,469
Production Occupations	36,536	31,799	15	1,388	1,403
Education, Training, & Library Occupations	33,420	33,218	104	1,138	1,242
Healthcare Practitioners & Technical Occupations	31,787	31,664	70	1,016	1,086
Transportation & Material Moving Occupations	26,091	23,939	5	1,077	1,082
Management Occupations	25,967	24,756	2	1,000	1,002
Personal Care & Service Occupations	18,372	17,947	143	829	972
Construction & Extraction Occupations	23,433	20,872	1	778	779
Business & Financial Operations Occupations	21,787	21,148	38	692	730
Protective Service Occupations	10,820	10,302	0	687	687
Building & Grounds Cleaning & Maintenance Occupations	18,904	17,848	0	618	618
Installation, Maintenance, & Repair Occupations	17,438	16,185	0	529	529
Computer & Mathematical Occupations	10,627	10,430	60	451	511
Arts, Design, Entertainment, Sports, & Media Occupations	9,565	9,152	0	440	440
Healthcare Support Occupations	19,997	19,954	146	275	421
Community & Social Services Occupations	10,230	10,224	96	279	375
Architecture & Engineering Occupations	8,168	7,822	1	342	343
Life, Physical, & Social Science Occupations	3,858	3,712	7	178	185
Legal Occupations	4,137	4,069	0	123	123
Farming, Fishing, & Forestry Occupations	892	836	0	43	43

# RI's Population Growth Slows

Between 2000 and 2008, every New England state reported population growth, although at a slower growth rate than the nation as a whole (8.0%). Population growth in Rhode Island slowed considerably during the course of the decade after peaking at 1,071,302 in 2003. Rhode Island's population growth rate was only 0.2 percent, ranking it last in New England. Rhode Island is the slowest growing state in the nation, while only Louisiana (-1.3%) and North Dakota (-0.1%) have lost population since Census 2000.

The demographic components of population change consist of natural change (the difference between births and deaths) and net migration (the difference between the number of individuals moving into and out of an area).

The slower population growth in Rhode Island between 2000 and 2008 was due to total net out-migration. Even though Rhode Island gained more people from other countries than it lost (international in-migration), the state actually lost more people to other states (domestic out-migration).

Between 2007 and 2008, every New England state, with the exception of Rhode Island, recorded population gains ranging from 0.1 percent in Maine and Vermont to 0.5 percent in Massachusetts. Comparably, these growth rates were well below the national population increase of 0.9 percent.

Population Data for New England States  
Census 2000 - 2007 - 2008

	2000	2007	2008	Numerical Change		Percent Change	
	Census Population	Census Estimate	Census Estimate	2000-2008	2007-2008	2000-2008	2007-2008
Connecticut	3,405,565	3,489,868	3,501,252	95,687	11,384	2.8%	0.3%
Maine	1,274,923	1,315,398	1,316,456	41,533	1,058	3.3%	0.1%
Massachusetts	6,349,097	6,467,915	6,497,967	148,870	30,052	2.3%	0.5%
New Hampshire	1,235,786	1,312,256	1,315,809	80,023	3,553	6.5%	0.3%
<b>Rhode Island</b>	<b>1,048,319</b>	<b>1,053,136</b>	<b>1,050,788</b>	<b>2,469</b>	<b>-2,348</b>	<b>0.2%</b>	<b>-0.2%</b>
Vermont	608,827	620,748	621,270	12,443	522	2.0%	0.1%
United States	281,421,906	301,290,332	304,059,724	22,637,818	2,769,392	8.0%	0.9%

Source: US Census Bureau, 2000 Census and 2007-2008 Census Population Estimates

- Rhode Island (-0.2%) and Michigan (-0.5%) were the only states in the nation to lose population between 2007 and 2008.
- The resident population in Rhode Island declined by 0.2 of a percent, or just over 2,300 individuals, to an estimated 1.05 million residents in 2008.
- The lower rates of population growth in the New England states were primarily due to domestic net-outmigration as more people left than entered the region.
- The Northeast was the slowest growing region in the country (+0.3%) between 2007 and 2008, while the West region added the highest percentage of residents (+1.4%) during this period.

# Local Population Trends



- Mirroring the overall decline in Rhode Island's population (-0.2%) from 2007 to 2008, every county in Rhode Island lost population over the past year.
- Of the 39 cities and towns, 17 communities lost a larger share of their population than the state.
- The city of Newport reflected the largest annual population percentage decline (-1.0%), followed by the towns of Middletown (-0.8%), Tiverton (-0.7%) and Charlestown (-0.7%).
- Only nine communities in Rhode Island reported population percentage gains between 2007 and 2008: North Smithfield, New Shoreham, Coventry, Exeter, Burrillville, Westerly, Foster, West Warwick, and Cumberland.
- The towns of North Smithfield (+259) and Coventry (+215) were the only communities to add over 50 residents to their respective population counts over the year.
- The cities of Warwick (-453), Providence (-332), and Pawtucket (-320) lost the greatest number of residents.

## Rhode Island City and Town Population Estimates

Geographic Area	Census Pop. Est. 2008	2007	Numeric Change	Percent Change
<b>Rhode Island</b>	<b>1,050,788</b>	<b>1,053,136</b>	<b>-2,348</b>	<b>-0.2%</b>
<b>Bristol County</b>	<b>49,838</b>	<b>49,941</b>	<b>-103</b>	<b>-0.2%</b>
Barrington	16,368	16,399	-31	-0.2%
Bristol	22,465	22,492	-27	-0.1%
Warren	11,005	11,050	-45	-0.4%
<b>Kent County</b>	<b>168,058</b>	<b>168,321</b>	<b>-263</b>	<b>-0.2%</b>
Coventry	34,660	34,445	215	0.6%
East Greenwich	13,293	13,324	-31	-0.2%
Warwick	84,483	84,936	-453	-0.5%
West Greenwich	6,367	6,382	-15	-0.2%
West Warwick	29,255	29,234	21	0.1%
<b>Newport County</b>	<b>80,478</b>	<b>81,093</b>	<b>-615</b>	<b>-0.8%</b>
Jamestown	5,473	5,508	-35	-0.6%
Little Compton	3,514	3,530	-16	-0.5%
Middletown	16,108	16,238	-130	-0.8%
Newport	23,523	23,752	-229	-1.0%
Portsmouth	16,909	17,006	-97	-0.6%
Tiverton	14,951	15,059	-108	-0.7%
<b>Providence County</b>	<b>626,150</b>	<b>627,268</b>	<b>-1,118</b>	<b>-0.2%</b>
Burrillville	16,480	16,447	33	0.2%
Central Falls	18,683	18,757	-74	-0.4%
Cranston	79,980	80,191	-211	-0.3%
Cumberland	34,209	34,191	18	0.1%
East Providence	48,480	48,604	-124	-0.3%
Foster	4,503	4,495	8	0.2%
Glocester	10,499	10,498	1	0.0%
Johnston	28,524	28,579	-55	-0.2%
Lincoln	21,996	22,026	-30	-0.1%
North Providence	32,695	32,770	-75	-0.2%
North Smithfield	11,513	11,254	259	2.3%
Pawtucket	71,765	72,085	-320	-0.4%
Providence	171,557	171,889	-332	-0.2%
Scituate	10,817	10,831	-14	-0.1%
Smithfield	21,181	21,213	-32	-0.2%
Woonsocket	43,268	43,438	-170	-0.4%
<b>Washington County</b>	<b>126,264</b>	<b>126,513</b>	<b>-249</b>	<b>-0.2%</b>
Charlestown	8,034	8,094	-60	-0.7%
Exeter	6,204	6,176	28	0.5%
Hopkinton	7,959	7,978	-19	-0.2%
Narragansett	16,436	16,458	-22	-0.1%
New Shoreham	1,032	1,018	14	1.4%
North Kingstown	26,539	26,623	-84	-0.3%
Richmond	7,601	7,634	-33	-0.4%
South Kingstown	29,082	29,197	-115	-0.4%
Westerly	23,377	23,335	42	0.2%

Source: US Census Bureau

# The Role of Foreign Immigration in RI's Labor Force Growth

Rhode Island's total resident population showed only modest growth in the late 1980s and the 1990s with increases of 5.9 percent from 1980-1990 and 4.5 percent from 1990-2000. In comparison, the nation's population expanded by 9.8 percent from 1980-1990 and 13.2 percent from 1990-2000.

The demographic makeup of the state has changed over the past decades with immigration playing a critical role in generating RI's population growth.

- Between 1980 and 1990, foreign immigration accounted for 62.3 percent of the state's total population gain of 56,310.
- Between 1990 and 2000, Rhode Island's total population grew by 44,855, overwhelmingly due to foreign born immigrants who were responsible for 92.5 percent (41,478) of the net growth in resident population.

Share of New Immigrant Population Growth in RI			
	1980-1990	1990-2000	2000-2007
Total Population Growth in Rhode Island	56,310	44,855	9,513
Number of New Immigrants into RI over the Decade	35,079	41,478	32,953
New Immigrants as % of Population Growth	62.3%	92.5%	346.4%

Source: US Census Bureau, 1990 Census, Census 2000, & American Community Survey 2007

The latest information from the Census Bureau's American Community Survey (ACS) confirms what has been anecdotally apparent: Foreign immigration continued to fuel RI's population growth during the current decade.

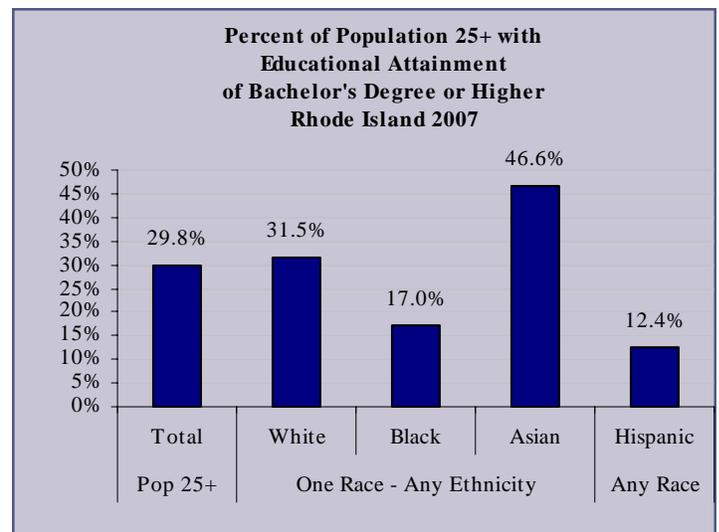
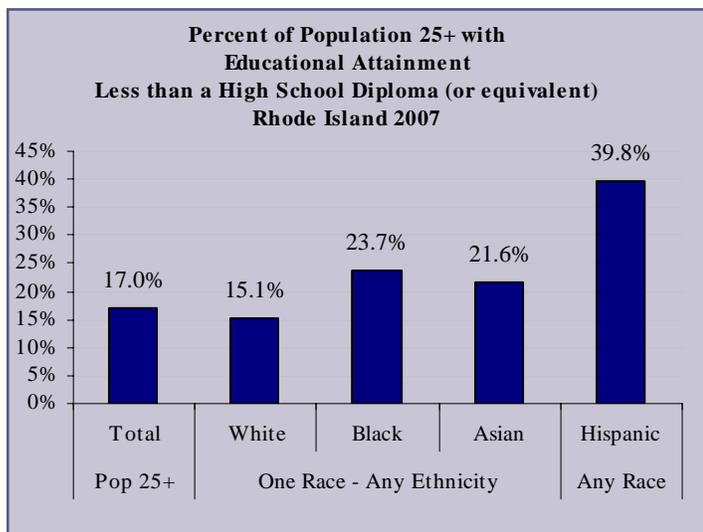
- Between 2000 and 2007, Rhode Island's total resident population showed a net gain of 9,513, a growth rate of only 0.9 percent.
- Rhode Island experienced an influx of 32,953 new foreign born immigrants (those who entered the state from 2000-2007).
- Between 2000 and 2007, new foreign immigrants accounted for 346.4 percent of the state's net resident population growth. If it had not been for the immigration of foreign born persons, the state would have actually lost population between 2000 and 2007.
- Of the 134,823 foreign born residents living in Rhode Island in 2007, 53,170 (39.4%) were of Hispanic ethnicity.
- In 2007, Rhode Island (12.7%) ranked third in New England for percent of population that are foreign born, behind Massachusetts (14.2%) and Connecticut (12.8%). Rhode Island ranked twelfth nationally, slightly above the national average of 12.6 percent. West Virginia, at 1.3 percent, had the smallest percentage of foreign born population.



The most striking shift in Rhode Island’s population growth since 1990 has been a surge in the Hispanic population. The number of Hispanics residing in Rhode Island has grown by 160 percent from 1990 to 2007. Hispanics were most likely to be of Dominican origin (27.9%) followed closely by Puerto Rican (25.5%) and Central American (21.7%, predominantly Guatemalan).

This unprecedented growth in the number of Hispanics has led to a number of workforce issues including language barriers, documentation problems and skill transfers between countries.

Slightly less than 40 percent of Hispanics 25 years and older lack a high school diploma or its equivalent, while only 12.4 percent hold a bachelor’s degree or higher. Among the total population, 25 years and older, 17.0 percent lack a high school diploma or equivalent, while nearly 30 percent have a bachelor’s degree or higher. Hispanics/Latinos represent a primary source of labor supply in Rhode Island. Building a labor force that reflects the demographic changes in the state requires bridging the education gap.



Source: American Community Survey

While some immigrants arrive with little education and few marketable skills, others are highly educated and may have skills required by employers. However, many skilled immigrants do not have access to jobs because they do not speak English well or are unable to transfer their educational degrees or training to US equivalents.

- According to data from the 2007 American Community Survey, 31.8 percent of foreign born Rhode Island residents reported that they speak little or no English.
- New foreign born immigrants with limited English-speaking proficiencies tend to have a lower attachment to the labor force and their access to higher skilled/higher wage occupations is greatly reduced.
- An improvement in the ability to speak English contributes to an improvement in the employability and earnings potential for new foreign immigrants.

# Education Counts

Not long ago, most people were able to get a job with not much more than a high school diploma. However, today's economy places a much higher premium on additional years of schooling – even for an entry-level position, a high school diploma or GED may not be enough. Our ability to compete in a global economy is dependent on the knowledge and skills of our workforce and its ability to learn and adapt to new situations.

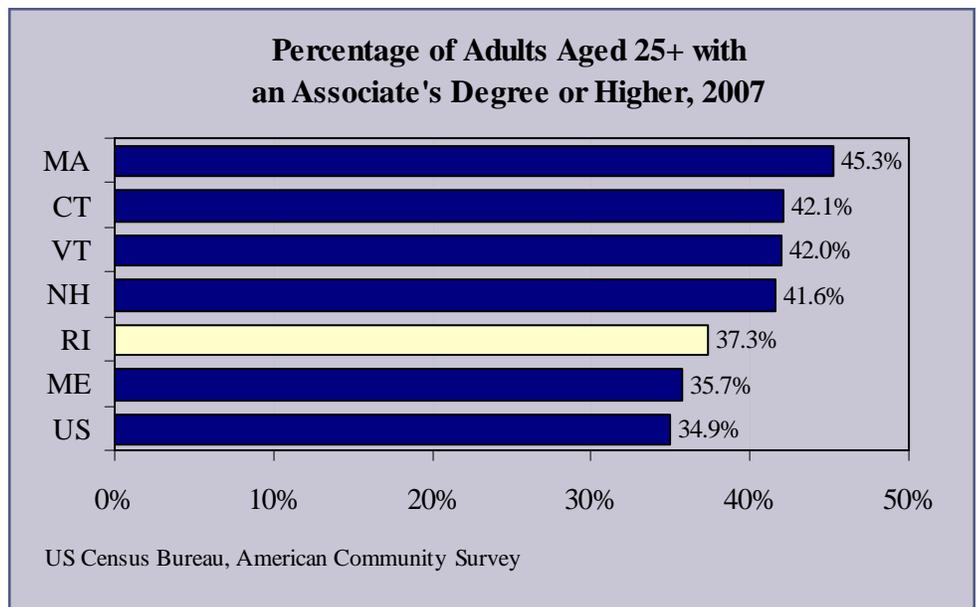
Each level of education attained provides more return than the level below. The benefits gained from an educated workforce are important for both the residents and the economy as a whole. Research shows that higher levels of individual educational attainment lead to:

- Higher rates of workforce participation
- An increase in annual earnings
- More job opportunities
- Readily transferable skills
- Reduced reliance on government assistance programs

Educational Attainment in RI, 2007	
<b>Population (25 Years and Older)</b>	<b>710,152</b>
< 9th grade	7.6%
9th -12th, no diploma	9.4%
High School Graduate	29.0%
Some College, no degree	16.7%
Associate Degree	7.5%
Bachelor Degree	18.0%
Graduate/Professional Degree	11.8%
High School Graduate or Higher	83.0%
Bachelor's Degree or Higher	29.8%
Source: American Community Survey, 2007	

According to the US Census Bureau, 2007 American Community Survey, 34.9 percent of the US population aged 25 or older has an Associate's degree or higher, while 27.5 percent have a Bachelor's degree or higher. Americans who did not graduate high school or receive a high school equivalency comprise 15.5 percent of the population.

- Rhode Island (83.0%) ranks last in New England and thirty-eighth nationally in the percentage of adults (25+ years) who have at least graduated from high school.
- Rhode Island ranks fifth in New England in the percentage of adults (25+ years) with an associate's degree or higher.
- Rhode Island ranks fifth in New England and thirteenth nationally in the percentage of adults (29.8%) who have obtained at least a Bachelor's degree.

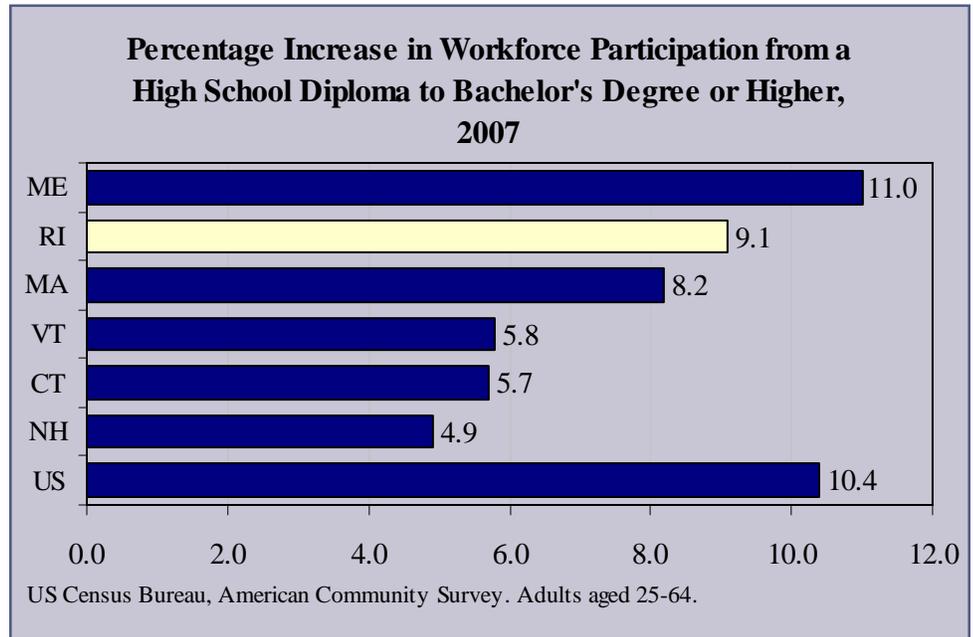


Nationally, individuals aged 25-64 with Bachelor's degrees or higher have civilian workforce participation rates that are 10.4 percent higher than those with high school diplomas.

In New England, the payoff in terms of workforce participation for those earning a Bachelor's degree or higher varies from a high of 11.0 percent in Maine to a low of 4.9 percent in New Hampshire.

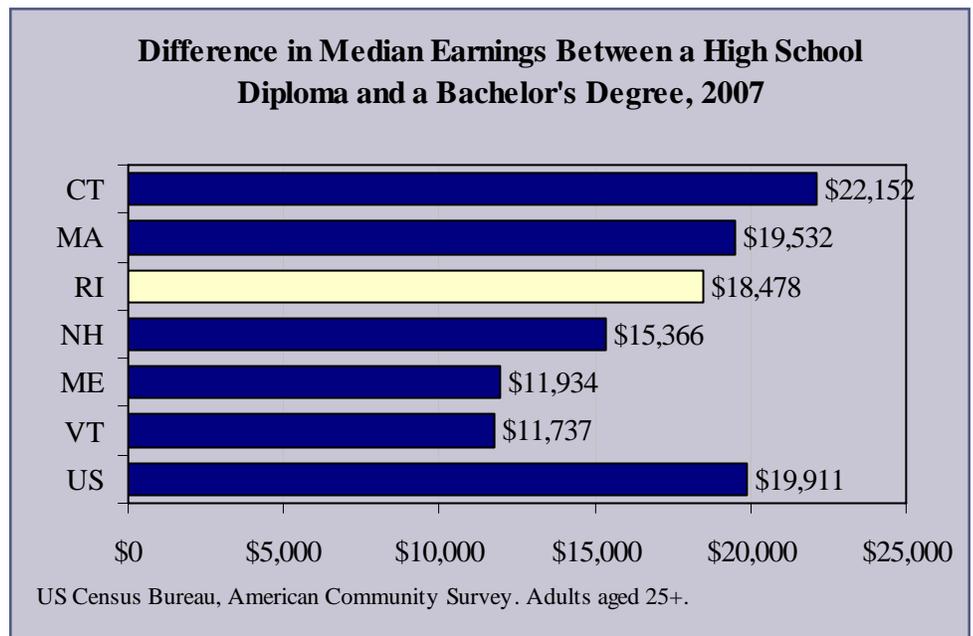
Rhode Islanders experienced a 9.1 percent increase in workforce participation between those with a high school diploma and those with at least a Bachelor's degree.

It should be noted that the starting point for workforce participation rates of working-aged adults (aged 25-64) varies depending on the state. In New England, the workforce participation rate of adults ranged from a high of 83.3 percent in Vermont to a low of 78.7 percent in Maine. Rhode Island's labor force participation rate was 79.4 percent.



“The more you learn, the more you earn.” Higher levels of education are associated with higher earnings. This is evident in the differences in median earnings across educational levels. The monetary returns of higher educational attainment in Rhode Island illustrate this premise:

- The increase in median earnings attributable to having a high school diploma and not having one is \$7,899.
- The increase attributable to having some college or an Associate's degree over a high school diploma is \$5,905.



- The increase attributable to having a bachelor's degree over a high school diploma is \$18,478.

Education benefits not only the individual but our state economy as well. Highlighting Rhode Island's workforce demographics is only a first step in focusing attention on the relationship between adult learning and workforce development.

# Rhode Island's Green Economy

Green industries are considered to be industries that produce a product or service that contributes to preserving and enhancing the quality of the environment. While there currently no standard definition for the “Green Industry,” it is generally thought to include industries that focus on protecting ecosystems and wildlife; minimizing waste and pollution; and reducing energy usage and carbon emissions. These activities which cross nearly all economic sectors are classified as “energy efficiency” and “renewable energy.”

Energy efficiency involves retrofitting homes and businesses to use less energy and developing and manufacturing products that save energy. Energy efficiency activities include constructing new green buildings, retrofitting residential and commercial buildings and installing other green construction technology; reducing the environmental impact of various modes of transportation such as trucking, mass transit or freight rail; conserving, maintaining and improving natural resources and the environment; utilizing energy efficient manufacturing products and processes; and engaging in pollution prevention and cleanup.

Occupations employed by businesses engaged in these activities include Electricians, Heating/Air Conditioning Installers, Carpenters, Roofers, Insulation Workers, Construction Managers, Building Inspectors, and Electrical and Mechanical Engineers.

Renewable energy focus on creating, installing and maintaining technologies that generate energy from resources that are naturally replenished and generally do not emit the greenhouse gasses that contribute to global

warming. Activities associated with renewable energy include the development and use of energy sources that can be naturally replenished such as solar, wind, geothermal, and biomass; and the use of sustainable energy sources with lower common emissions such as nuclear, coal and natural gas. Occupations employed by businesses engaged in these activities include Environmental Engineers, Sheet Metal Workers, Machinists, Industrial Machinery Mechanics, Electrical Equipment Assemblers, Industrial Truck Drivers, and Industrial Production Managers.



Industries engaging in these activities are found in many industrial sectors including Mining, Utilities, Construction, Manufacturing, Transportation & Warehousing, Trade, Professional, Scientific & Technical Services, and Administrative & Waste Services. “Indirect activities” related to a green economy such as, energy consulting and

research, conservation and pollution prevention, regulation enforcement, and policy analysis and advocacy, are found in the Professional, Scientific & Technical Services sector and in Public Administration.

## Green Economy

A cultural change affecting the behavior of individuals and businesses which is expected to have a positive impact on many different industries and the occupations they employ.

Just as “Green Industries” cross many industrial sectors, “Green Jobs” cross many occupational structures as well. In addition, some occupations that are classified as “green” may not be green all the time, while some occupations may be considered green if employed in one industry but not in another. For example, while the responsibilities of the Environmental Engineers are always oriented toward preserving the quality of the environment, there is no way to distinguish the Industrial Machinery Mechanics who work in wind turbine manufacturing from those in textile manufacturing. In many cases we will find that the new “green jobs” are existing jobs that will need to acquire a green layer. For example, the Industrial Machinery Mechanics seeking to work on wind turbines will require formal training in wind turbine technology. They will also need to be able to climb a ladder without assistance and be able to work at heights of 250 feet. These skills would not be necessary for the textile employee. Other opportunities in the green jobs economy may not require additional skills training. For example, an experienced Carpenter may not need new skills to install energy efficient windows or insulate an attic.

"Green" Occupations in Rhode Island								
Occupational Title	Employment		Total Openings		Total	Entry Wage	Median Wage	Skill Level*
	2006 Average	2016 Projected	Growth	Due to Attrition				
<b>Total</b>	32,974	35,368	2,895	6,350	9,245	-	-	-
Carpenters	6,698	7,381	683	906	1,589	\$16.84	\$19.30	9
Chemical Engineers	31	34	3	8	11	\$28.75	\$35.09	5
Chemical Equipment Operators & Tenders	134	157	23	31	54	\$16.87	\$19.81	10
Chemical Technicians	311	336	25	104	129	\$13.39	\$17.21	6
Chemists	173	195	22	46	68	\$22.50	\$30.13	5
Civil Engineers	655	734	79	173	252	\$30.98	\$35.88	5
Computer Software Engineers, Applications	1,259	1,690	431	184	615	\$32.70	\$39.28	5
Computer Software Engineers, Systems Software	987	1,267	280	144	424	\$33.82	\$40.61	5
Computer-Controlled Machine Tool Operators, Metal & Plastic	290	283	0	35	35	\$12.99	\$15.48	10
Conservation Scientists	42	46	4	12	16	\$20.36	\$32.98	5
Construction and Building Inspectors	303	332	29	56	85	\$18.94	\$22.50	8
Construction Managers	1,238	1,381	143	192	335	\$33.03	\$39.48	5
Dispatchers	657	658	1	166	167	\$12.88	\$14.76	10
Electrical and Electronic Equipment Assemblers	588	425	0	100	100	\$10.32	\$11.83	11
Electrical Engineers	428	449	21	99	120	\$30.46	\$37.55	5
Electricians	2,197	2,376	179	566	745	\$19.74	\$25.12	9
Engine & Other Machine Assemblers	23	21	0	5	5	\$14.90	\$17.59	11
Engineering Technicians	206	207	1	40	41	\$14.55	\$23.00	6
Environmental Engineering Technicians	34	37	3	7	10	\$13.66	\$16.98	6
Environmental Engineers	181	212	31	53	84	\$28.35	\$32.67	5
Environmental Science & Protection Technicians	211	249	38	80	118	\$15.34	\$18.35	6
Environmental Scientists & Specialists	319	369	50	82	132	\$26.52	\$31.21	3
First-Line Supervisors of Production & Operating Workers	2,818	2,684	0	472	472	\$17.62	\$23.34	8

Therefore, the majority of jobs in the “green economy” will not necessarily be new occupations, but existing occupations that may require an additional layer of “green” skills and knowledge. Rhode Island businesses employ nearly 32,000 workers in occupations that have been classified as “green.” Knowledge and skill requirements for these jobs range from skills learned in on-the-job training programs to those requiring advance degrees. Median wages range from \$11.96 an hour for Welding Machine Operators to \$55.42 per hour for Natural Science Managers. The following table includes the wage rates, training levels, and current and future demand for occupations that are generally considered “green.”



"Green" Occupations in Rhode Island								
Occupational Title	Employment		Growth	Total Openings		Entry Wage	Median Wage	Skill Level*
	2006 Average	2016 Projected		Attrition	Total			
Geographers	29	34	5	9	14	\$27.30	\$33.14	3
Hazardous Materials Removal Workers	60	n/a	n/a	n/a	n/a	\$19.93	\$23.60	10
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	1,339	1,406	67	235	302	\$17.82	\$21.62	9
Helpers--Carpenters	516	564	48	131	179	\$12.30	\$13.75	11
Helpers--Electricians	239	253	14	60	74	\$11.96	\$13.48	11
Hydrologists	17	22	5	4	9	\$31.76	\$35.75	3
Industrial Machinery Mechanics	486	544	58	81	139	\$16.21	\$18.55	9
Industrial Production Managers	631	601	0	218	218	\$33.37	\$39.73	8
Industrial Truck & Tractor Operators	885	826	0	223	223	\$11.82	\$14.26	11
Machinists	1,441	1,405	0	223	223	\$15.29	\$17.96	9
Millwrights	105	124	19	13	32	\$29.51	\$31.72	9
Mixing & Blending Machine Setters, Operators, & Tenders	265	272	7	43	50	\$10.72	\$12.68	10
Natural Sciences Managers	99	106	7	22	29	\$36.58	\$55.42	3
Operating Engineers & Other Construction Equipment Operators	850	925	75	165	240	\$23.66	\$27.37	10
Plumbers, Pipefitters, & Steamfitters	2,420	2,670	250	499	749	\$20.07	\$23.83	9
Production Workers	536	526	0	111	111	\$9.31	\$12.83	10
Refuse & Recyclable Material Collectors	459	489	30	124	154	\$14.87	\$16.72	11
Roofers	561	637	76	128	204	\$12.85	\$16.67	10
Sheet Metal Workers	759	820	61	184	245	\$16.62	\$20.05	9
Welders, Cutters, Solderers, & Brazers	1,261	1,387	126	267	393	\$15.29	\$17.96	9
Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	233	234	1	49	50	\$8.87	\$11.96	10

\* 1- First professional degree, 2-Doctoral degree, 3 - Master's, 4- Work experience plus bachelor's or higher, 5-Bachelor's, 6-Associate, 7-Postsecondary vocational training, 8-Work experience in a related occupation, 9-Long-term on-the-job training, 10-Moderate-on-the-job training, 11-Short-term on-the-job training.

Reference: John J. Heldrich Center for Workforce Development  
 Research Brief - *Preparing the Workforce for a "Green Jobs" Economy* by Jennifer Cleary and Allison Kopicki

# Sources

Unless otherwise indicated, the Rhode Island Department of Labor and Training, Labor Market Information unit is the source of the data for this publication.

Several programs provided the foundation for the information:

- **Current Employment Statistics (CES)** program provides current estimates of non-farm establishment employment as well as hours and earnings for production workers employed in the Manufacturing sector. The CES program derives its data from a monthly survey of approximately 1,500 Rhode Island businesses.
- **Quarterly Census of Employment and Wages (QCEW)** program provides monthly employment and quarterly wages by industry, location and size of employer. The QCEW program derives its data from the quarterly tax reports submitted by employers subject to Rhode Island's Unemployment Insurance law. This information is supplemented with data collected from government agencies and businesses with multiple locations.
- **Local Area Unemployment Statistics (LAUS)** program provides monthly estimates of the labor force, resident employment, number of unemployed and the unemployment rates for the state and cities and towns. The LAUS estimates are derived from the Current Population Survey, a household survey.
- **Industry and Occupational Projections** provide outlook information on future job growth expectations by industry and occupation. The ten-year projections data are updated every two years and are derived from a national model which incorporates Rhode Island industry data and economic variables.
- **Administrative Data** provides statistics on claims activities, which are derived from the Department of Labor and Training's Unemployment Insurance records.

The Labor Market Information unit also acknowledges the following organizations for their contribution to our publication:

- The Bureau of Labor Statistics
- The Bureau of the Census
- The Conference Board
- The Center for Labor Market Studies at Northeastern University
- Council for Adult and Experiential Learning
- National Center for Higher Education Management Systems
- John J. Heldrich Center for Workforce Development

