



WORKFORCE AND THE GREEN ECONOMY

PRESENTED BY: Cai Steger and Andrea Gustafson, BW RESEARCH

PRESENTED ON: November 17th, 2025

AGENDA

OBJECTIVES & METHODOLOGY

KEY LEARNINGS

- The Current Workforce
- The Projected Workforce
- Reskilling and Transition
- Capacity of Existing Ecosystem

RECOMMENDATIONS

- Community Engagement Integration

DISCUSSION & Q&A



ABOUT US



BW Research has nearly two decades of experience in climate and energy workforce analysis.

- National leader in energy employment and clean energy workforce studies.
- Deep expertise in evaluating how climate policy impacts workers, industries, and communities.
- Experience with EPA and DOE programs, including workforce assessments under Climate Pollution Reduction Grants and Community Benefits Plans.

2006

BW Research is founded

250+

Clients engaged

600+

Research projects completed

Part 1.

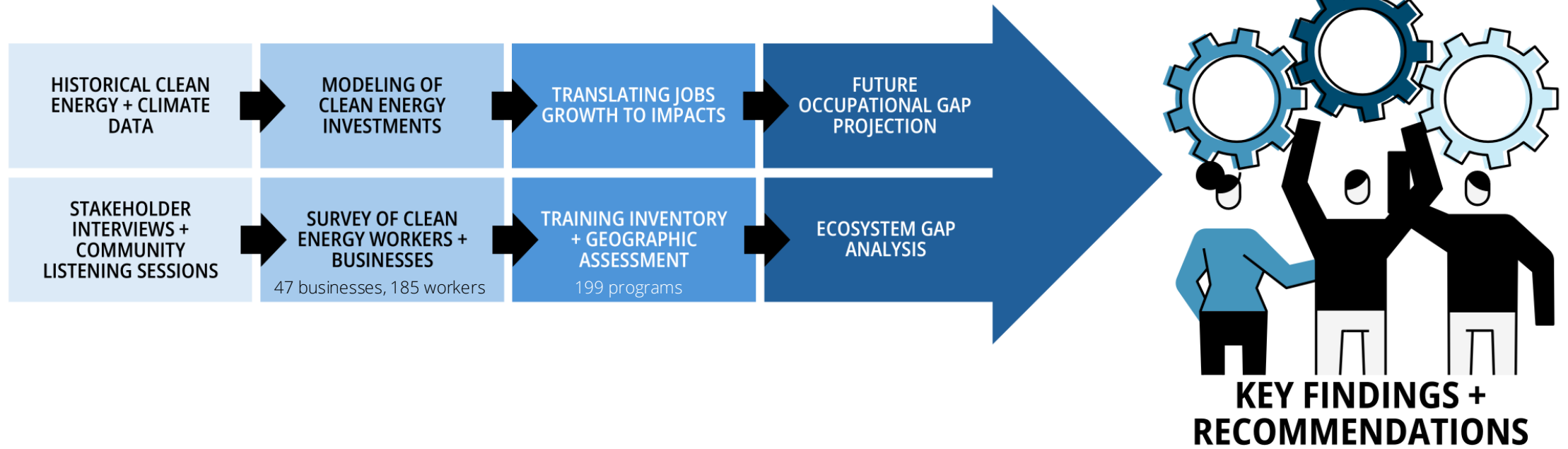
OBJECTIVES & METHODOLOGY

OBJECTIVES

This research aims to assess how climate action affects Rhode Island jobs, workers, and employers and to identify strategies to ensure a just transition.

- **Comprehensive analysis** of macro-economic, workforce, and community benefits as part of the 2025 Climate Action Strategy
- **Focus** on ensuring equitable impacts to workers, low-income communities, and underrepresented populations
- **Actionable insights** in support of job creation, resource allocation, and program development while supporting communities in transition
- **Alignment with plans** grounded in the state's PCAP, municipal goals, and Justice40 priorities

METHODOLOGY



COMMUNITY LISTENING SESSIONS >>

WOONSOCKET, 3/31/25

VIRTUAL, 4/8/25

PROVIDENCE, 4/17/25

NEWPORT, 5/5/25

STAKEHOLDER INTERVIEWS >>

TRAINING PROVIDERS

STATE AGENCIES

UNIONS

COMMUNITY-BASED ORGANIZATIONS

Part 2.

KEY

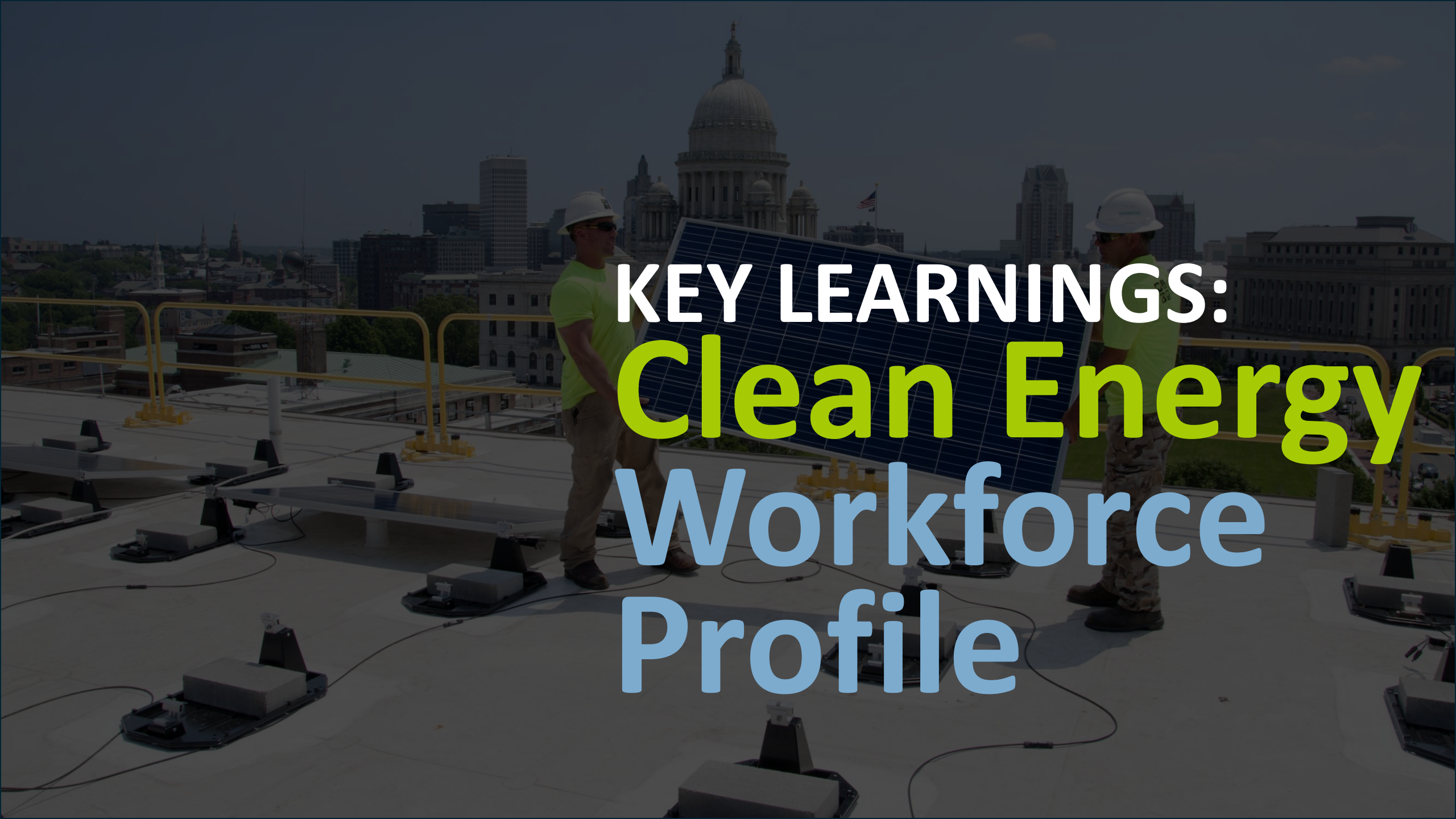
LEARNINGS

OVERALL TAKEAWAYS

- Rhode Island has a resilient and motivated workforce well-positioned to support the state's clean energy and climate goals.
 - Steady growth across multiple industries
 - A relatively young labor force
 - High worker satisfaction
- **Realizing this potential will require:**
 - Targeted, short-term reskilling
 - Clearer, more visible career pathways
 - Coordinated efforts to connect transferable skills—particularly in ocean-based and technical trades—to high-quality, accessible clean energy employment opportunities.

OVERALL TAKEAWAYS

- **The training and education ecosystem provides a strong starting point for a clean energy workforce.**
 - There is a robust network of CTE schools, unions, and apprenticeships.
 - However, gaps remain in specialized areas such as solar installation and linework.
 - Stronger alignment between training supply and employer demand is needed.
- **Continued success of Rhode Island's clean energy transition depends on effective collaboration between employers, educators, and community partners.**
 - Expand awareness of available programs.
 - Align training with employer needs.
 - Embed equity into workforce strategies.
- **By fostering coordination and shared investment, Rhode Island can ensure its clean energy growth benefits all communities statewide.**

The background image shows two construction workers in safety gear (hard hats and high-visibility shirts) on a rooftop. They are working with large solar panels. In the background, a city skyline is visible, featuring a prominent domed building, likely a state capitol. The scene is set during the day with a clear sky.

KEY LEARNINGS:

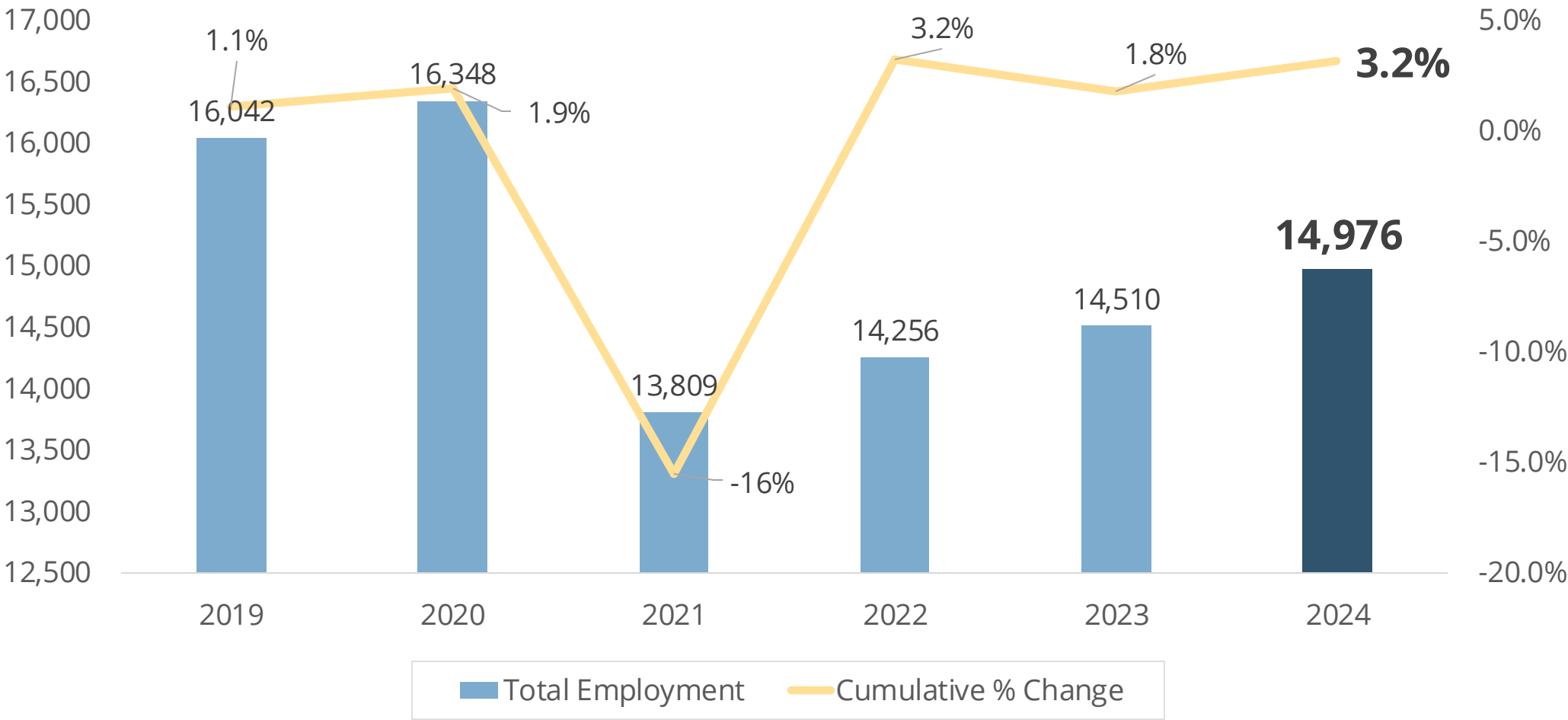
Clean Energy

Workforce

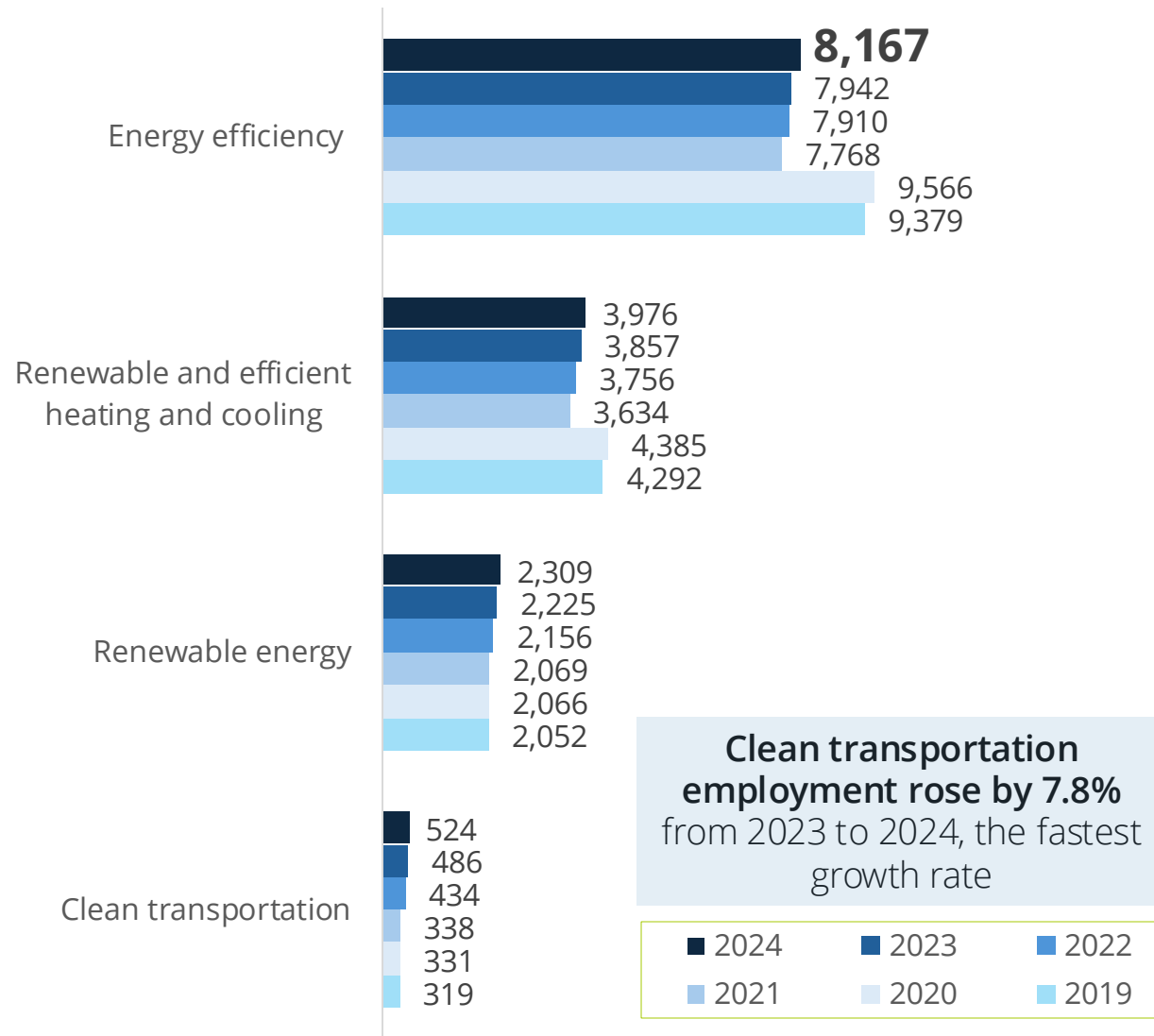
Profile

Current workforce stable, recovering from pandemic

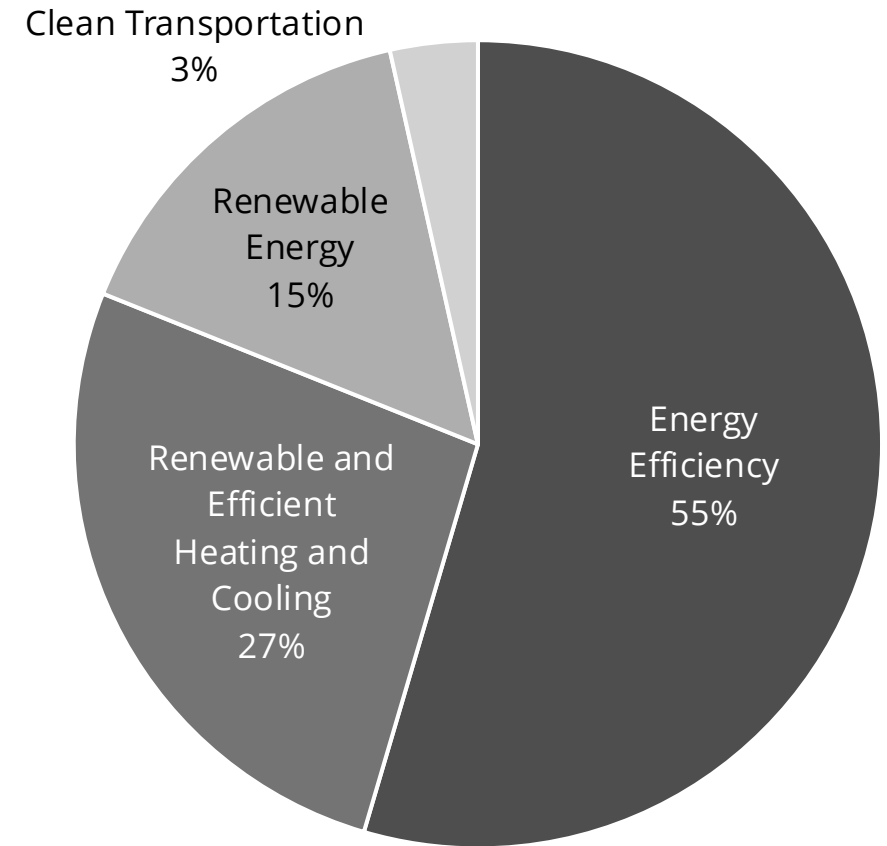
RHODE ISLAND CLEAN ENERGY EMPLOYMENT, 2019-2024



Energy efficiency and renewables are primary employment drivers



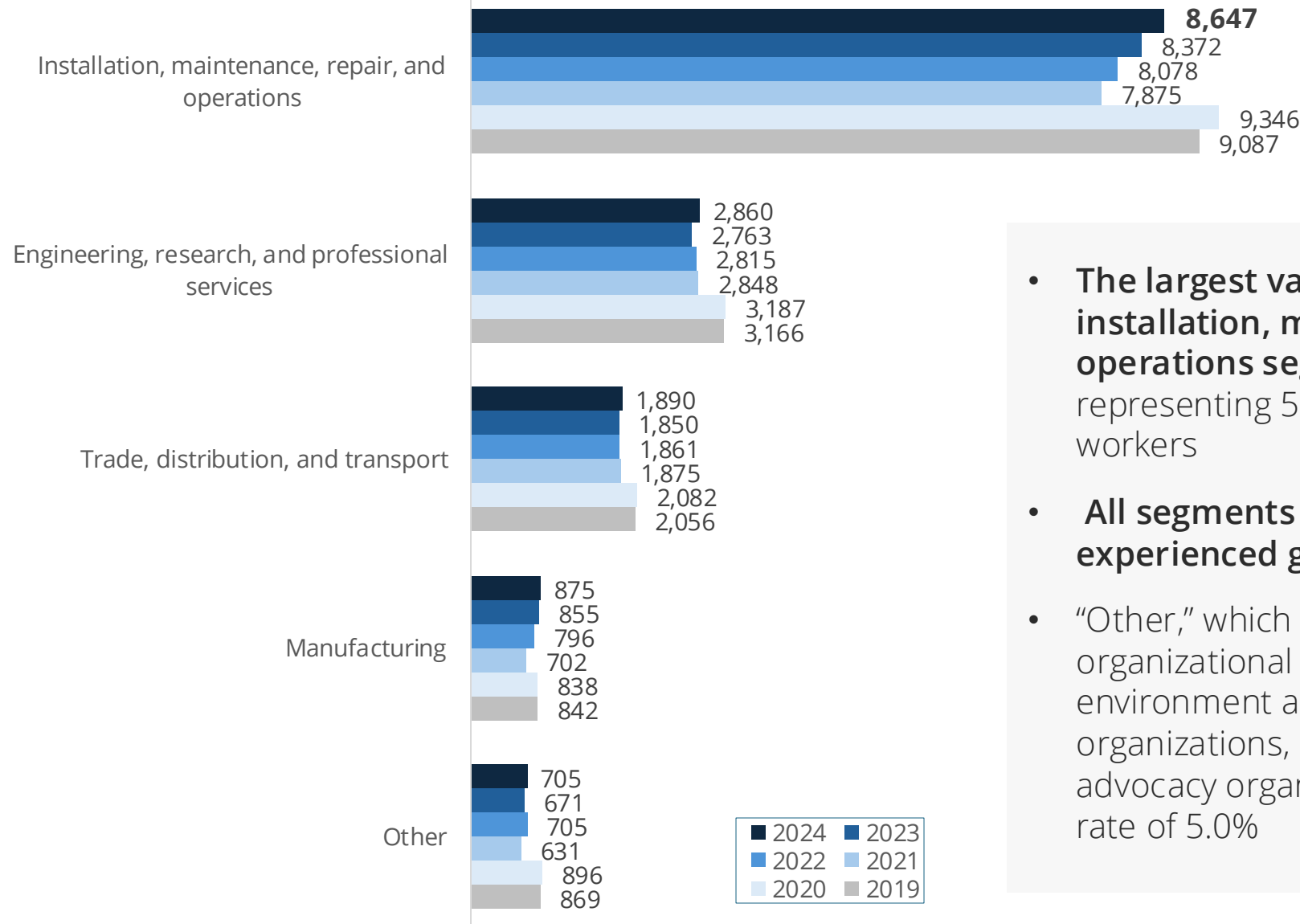
Clean Energy Employment by Major Technology, 2019-2024



Share of Clean Energy Employment by Major Technology, 2019-2024

Construction, operations, and maintenance workers are paramount

Clean Energy Employment by Value Chain, 2019-2024



- The largest value chain segment is the **installation, maintenance, repair and operations segment**, with 8,500+ workers representing 57.7% of state clean energy workers
- **All segments of the value chain experienced growth over 2023 to 2024**
- “Other,” which includes utilities, organizational and non-profit work such as environment and conservation organizations, business associations, or advocacy organizations, grew at the highest rate of 5.0%

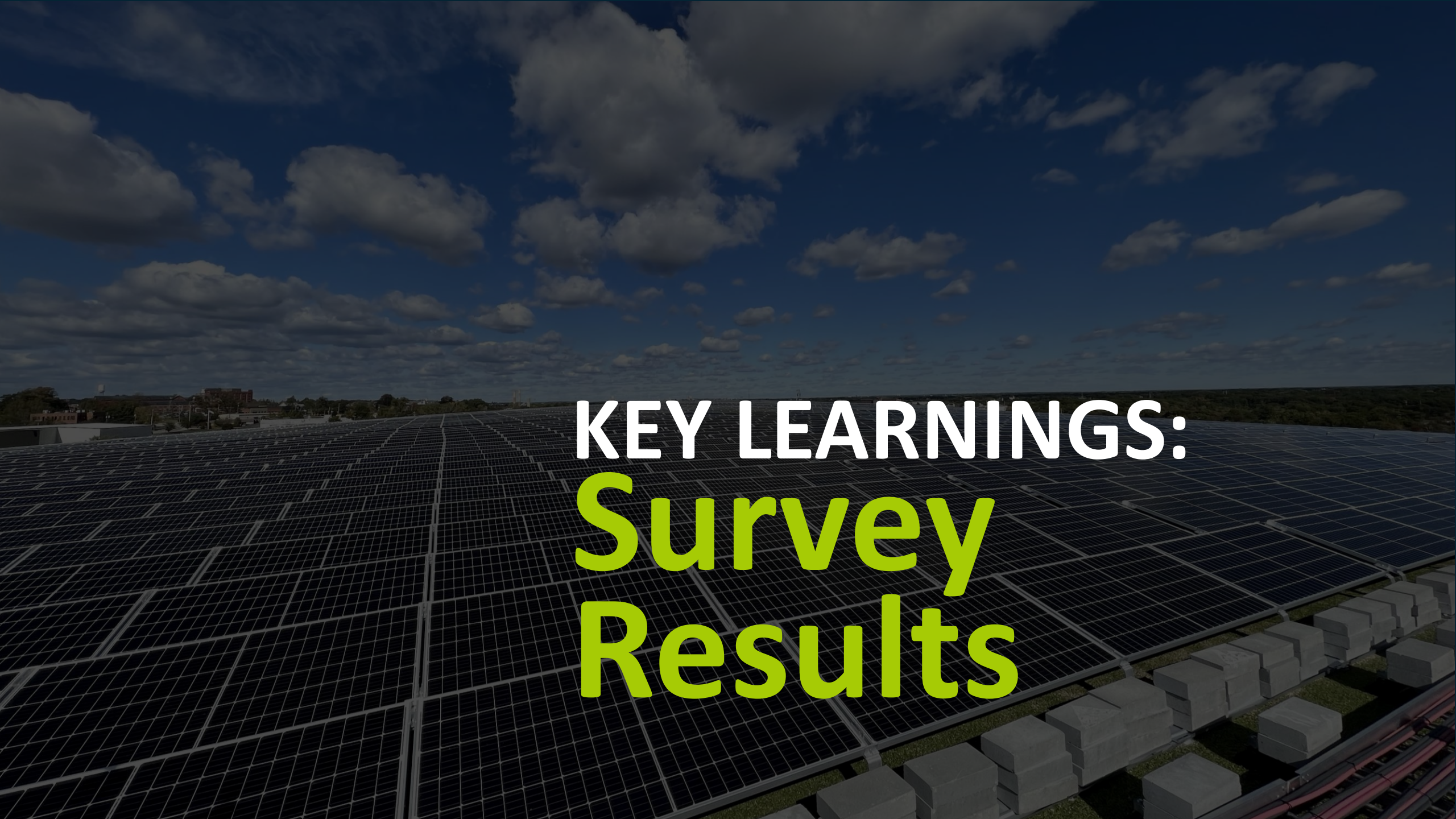
Clean energy workers mirror state representation by race, but not by gender

- Women make up 52.6% of the state's overall workforce but only 35.0% of clean energy workers
 - Due in part to historical **underrepresentation** in the skilled trades and technical fields that make up much of the sector
- Only 7.4% of workers are 55 and older, compared to 27.3% in the overall workforce
 - Suggests that **younger workers are actively entering the industry**, which may lessen the impact of retirements in the coming decade

Rhode Island Clean Energy and General Workforce Demographics, 2023Q4

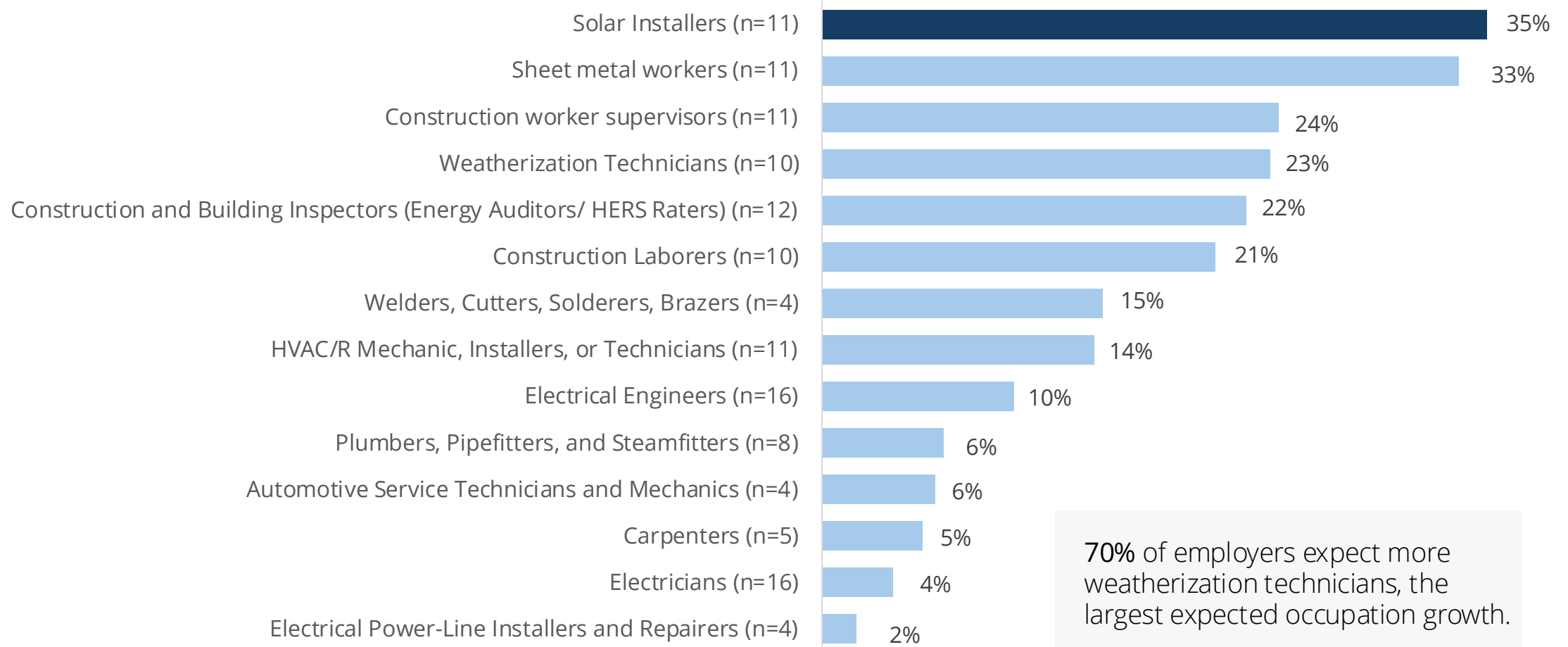
	Clean Energy Workforce	State Workforce Average
Male	65.0%	47.4%
Female	35.0%	52.6%
Hispanic or Latino	12.7%	13.0%
Not Hispanic or Latino	87.3%	87.0%
American Indian or Alaska Native	0.7%	0.8%
Asian	3.0%	3.9%
Black or African American	10.4%	8.1%
Native Hawaiian or Other Pacific Islander	0.1%	0.2%
White	83.0%	84.8%
Two or more races	2.8%	2.2%
Veterans	6.5%	5.2%
55 and over	7.4%	27.3%

Clean energy workforce demographics are sourced from: U.S. Energy & Employment Jobs Report (USEER). U.S. Department of Energy. 2024. Overall workforce demographics are sourced from: U.S. Bureau of Labor Statistics.



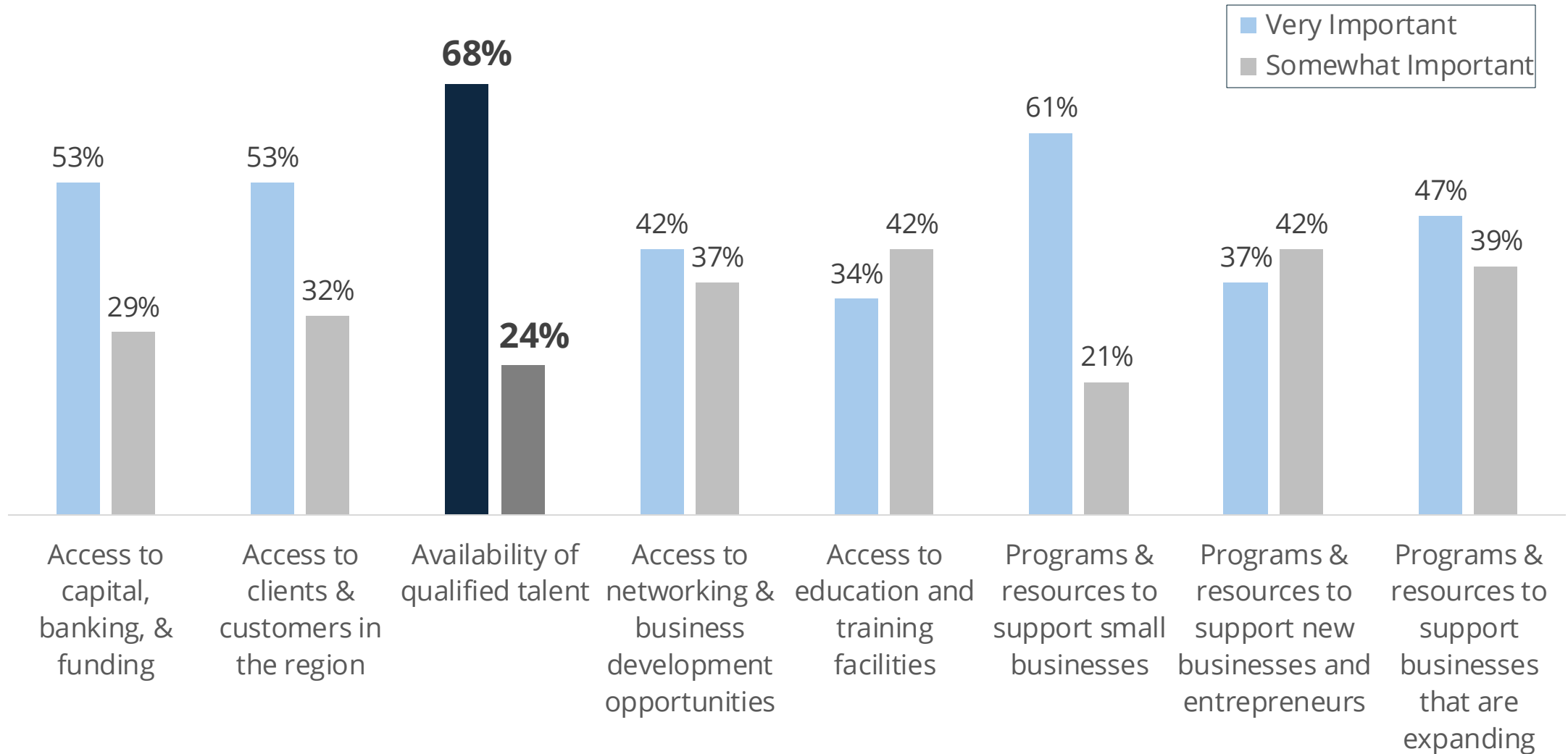
KEY LEARNINGS: Survey Results

Growth predicted in all key occupations, led by solar installers



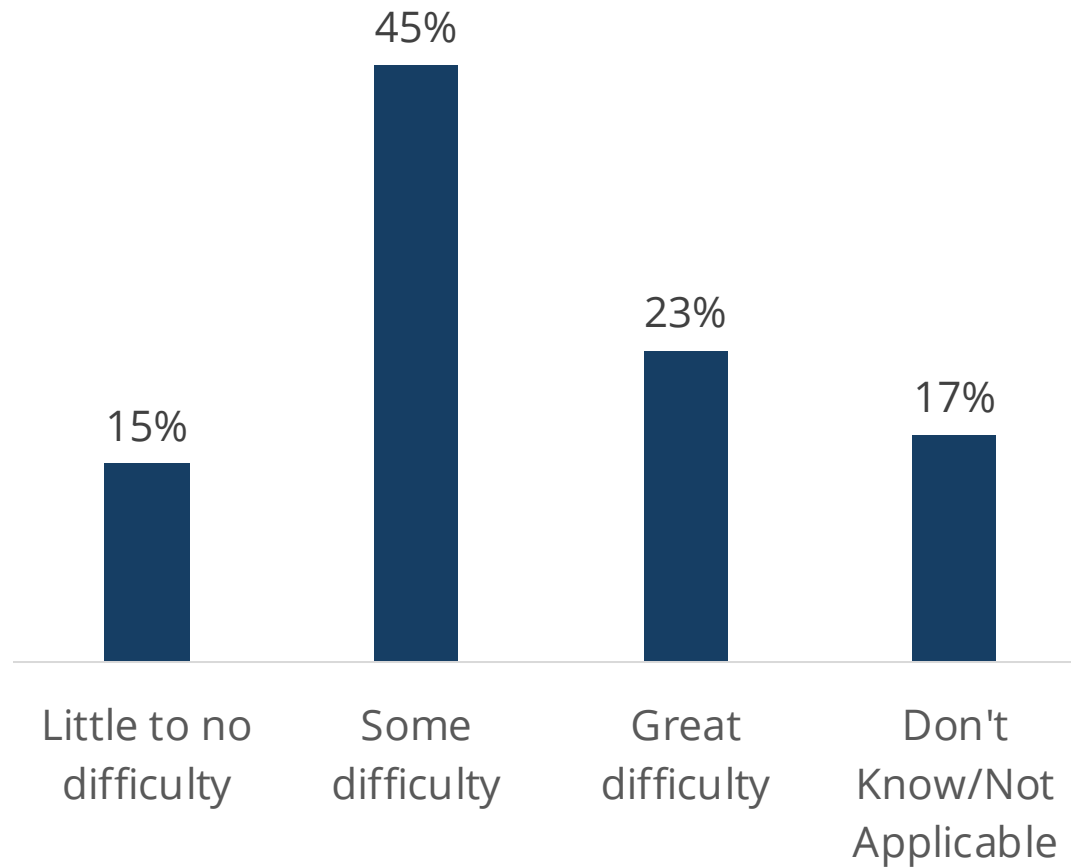
If you currently have [insert occupation selected] at your location, how many do you expect to have at your location one year from now? – Calculated growth rate

Availability of qualified talent most important to profitability



Please rate the importance of each factor for your business.

Difficulty hiring qualified entry-level applicants



The three occupations most difficult to hire are:



Electrical Power-Line Installers & Repairers



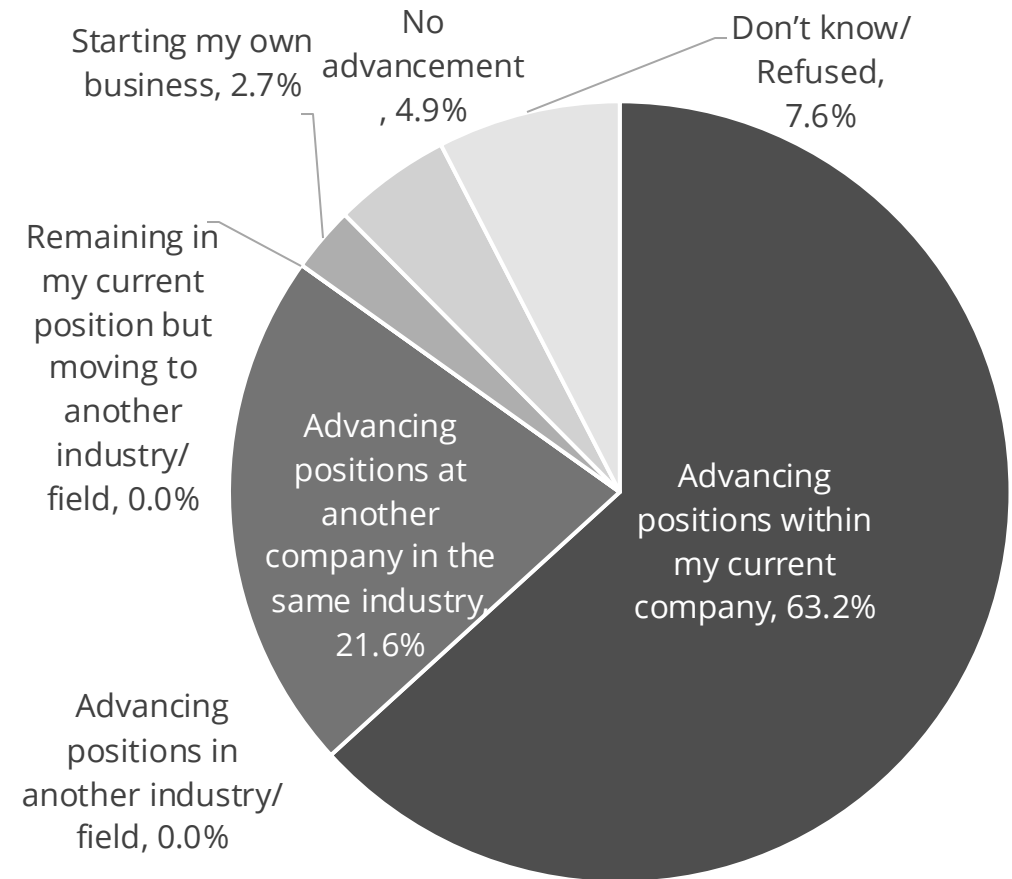
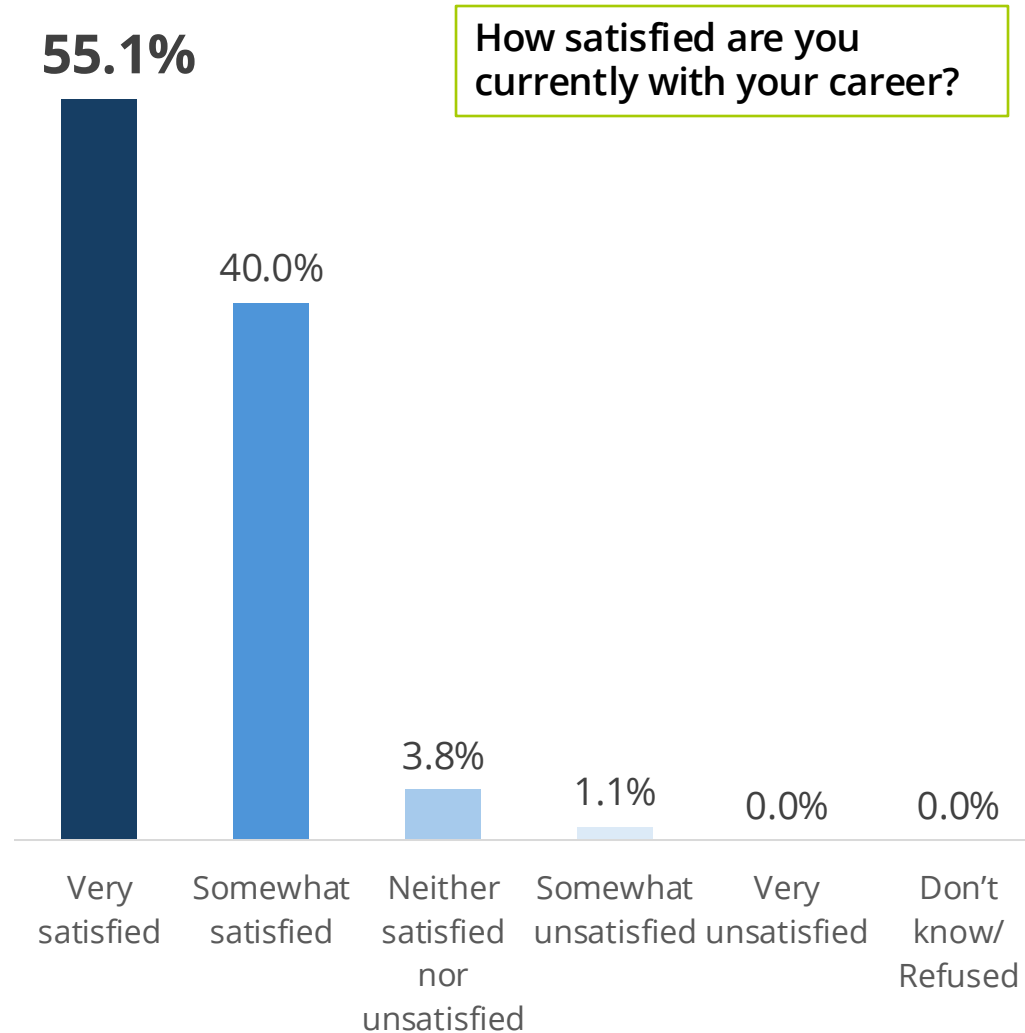
Solar Installers



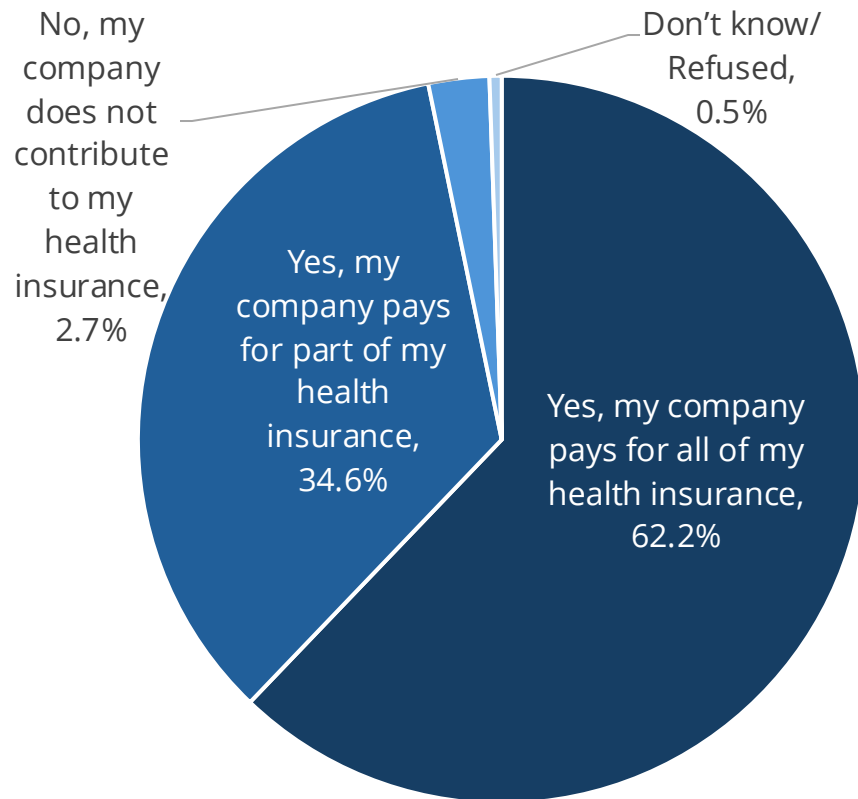
Electricians

How much difficulty does your company have in finding qualified entry-level applicants who meet the organization's hiring standards?

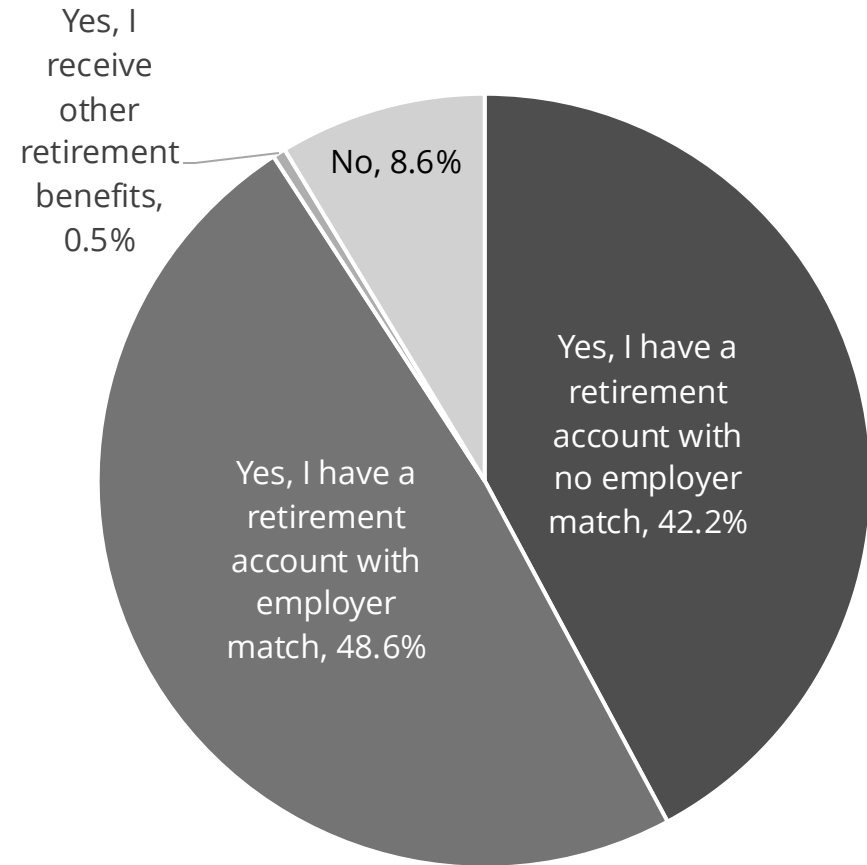
Clean energy workers are likely to feel satisfied with their careers



Workers have high rates of healthcare and retirement benefits



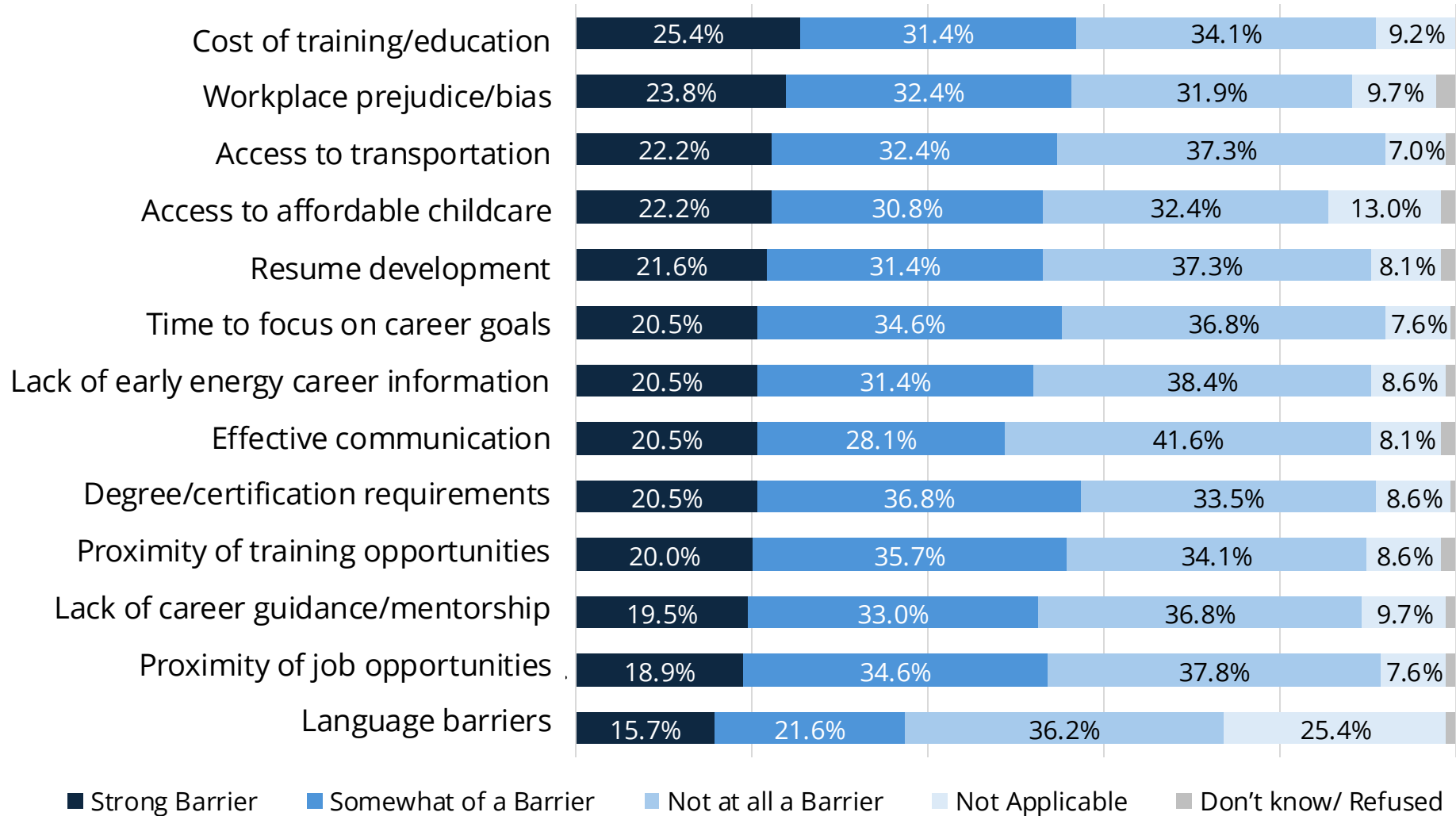
Does your employer pay healthcare benefits through work?



Do you receive any retirement benefits through work?

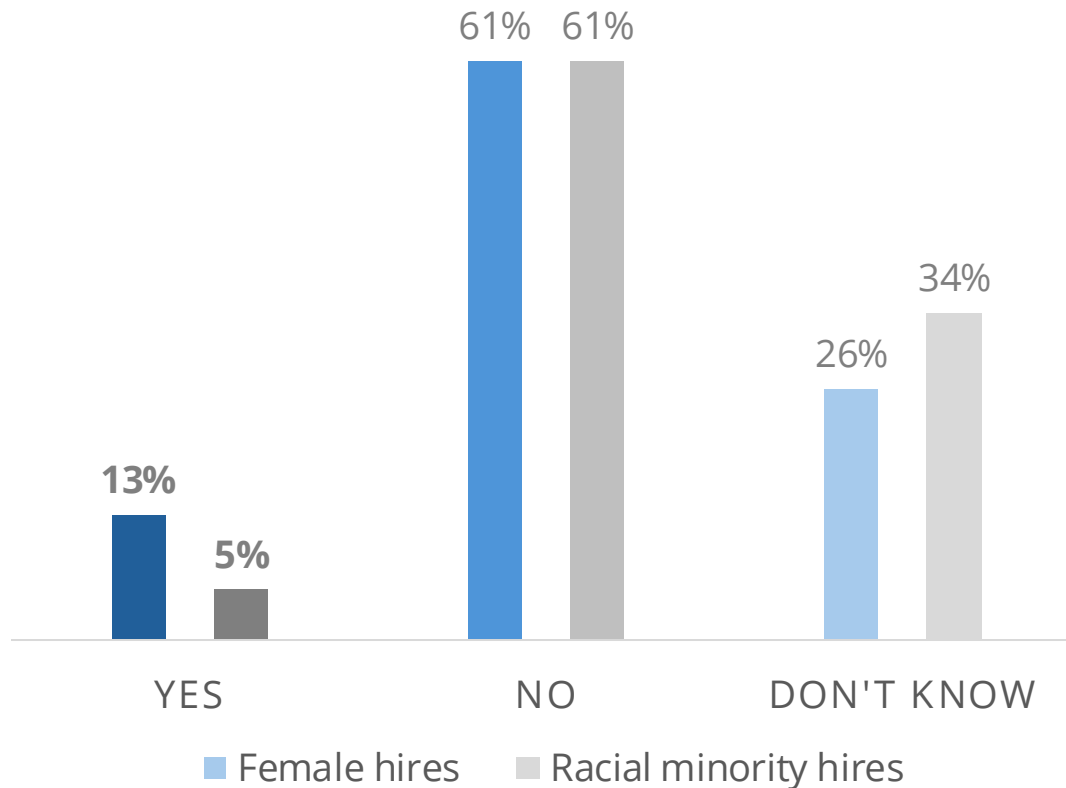
Nearly two-thirds (63.2%) report that their employer provides a flexible work schedule/hour.

Barriers to entering clean energy field



Please tell us if each of the factors were barriers to your entry into your current career.

Measures to improve access are not common among surveyed

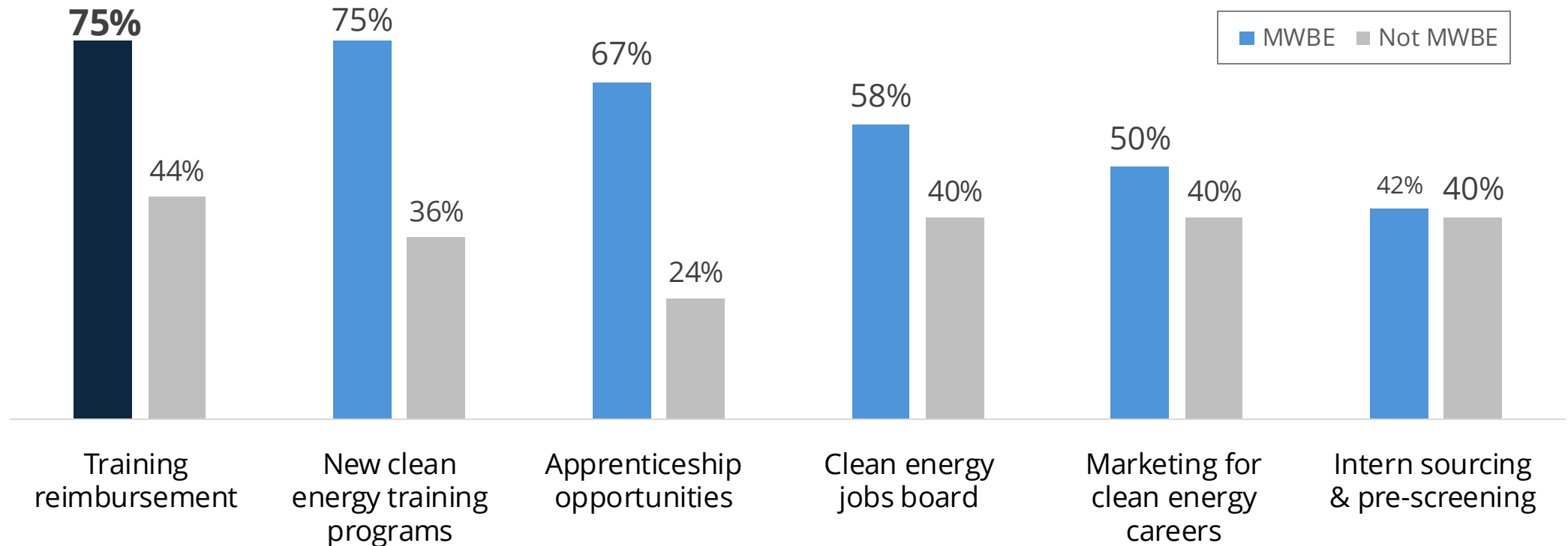


Has your firm adopted any specific strategies, policies, or programs to increase the number of ____ hires?

- Only 13% of respondents indicated their firm has strategies to increase the number of female hires.
- This share drops to 5% when referring to ethnic and racial minority hiring strategies.
- Well over half (61%) of employers conducted criminal background checks on potential applicants.

Minority, Woman-Owned Business Enterprises (MWBEs) are interested in workforce development resources

The most popular form of support across all businesses was funding to reimburse training or certification costs for clean energy employees.



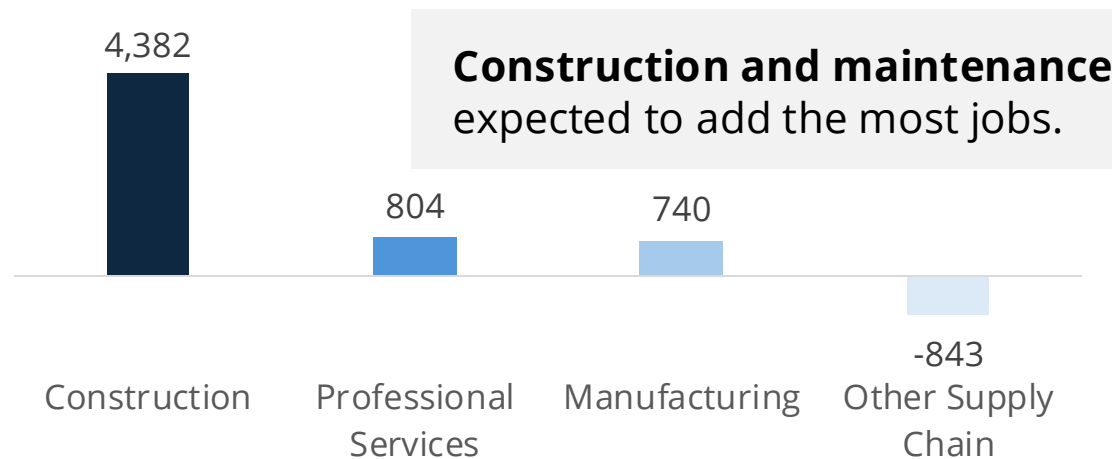
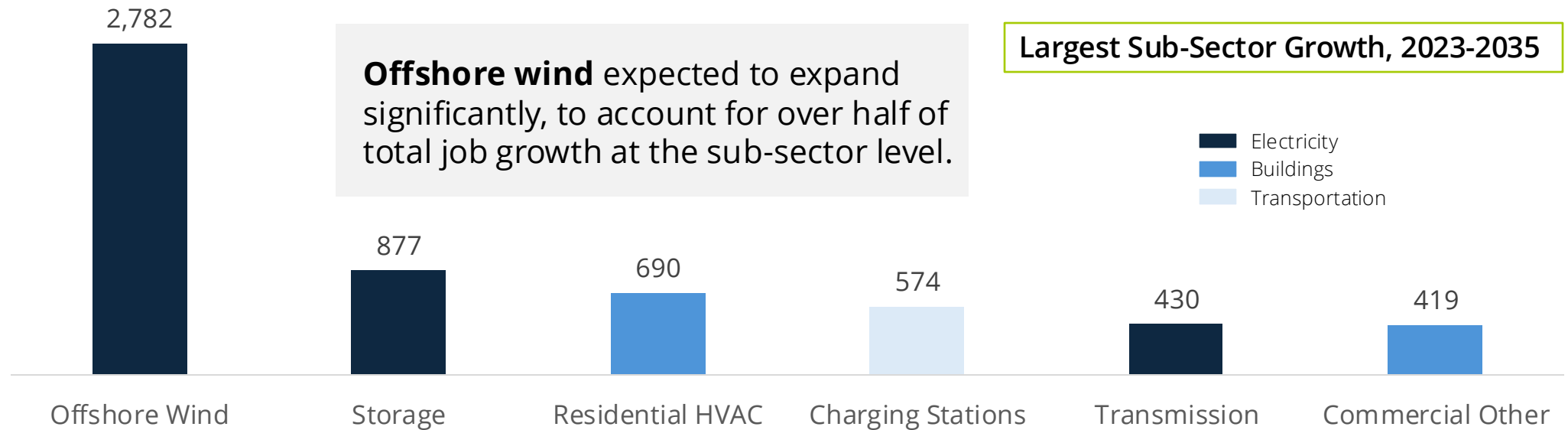
Please rate your level of interest for each of the following programs, services, or resources to support your firm's workforce needs (MWBE n=12, Not MWBE n=25)

A background image featuring a large suspension bridge with two prominent towers, silhouetted against a sunset sky with orange and pink hues. In the foreground, a small white lighthouse with a black lantern room sits on a rocky outcrop in the water. The overall scene is calm and scenic.

KEY LEARNINGS:

Workforce Projections

Net gain of over 6,600 new jobs expected through 2035



***Offshore wind capacity projections reflect modeling assumptions that the current federal leasing and permitting restrictions would be resolved within the next several years. Under this assumption, new OSW project timelines were shifted approximately five years later than initially planned, rather than eliminated entirely. This approach assumes continued progress toward lifting the federal ban, as well as recent developments such as Ørsted's successful legal challenge allowing work on the Revolution Wind project to proceed.

Energy Employment Projections by Value Chain, 2023-2035

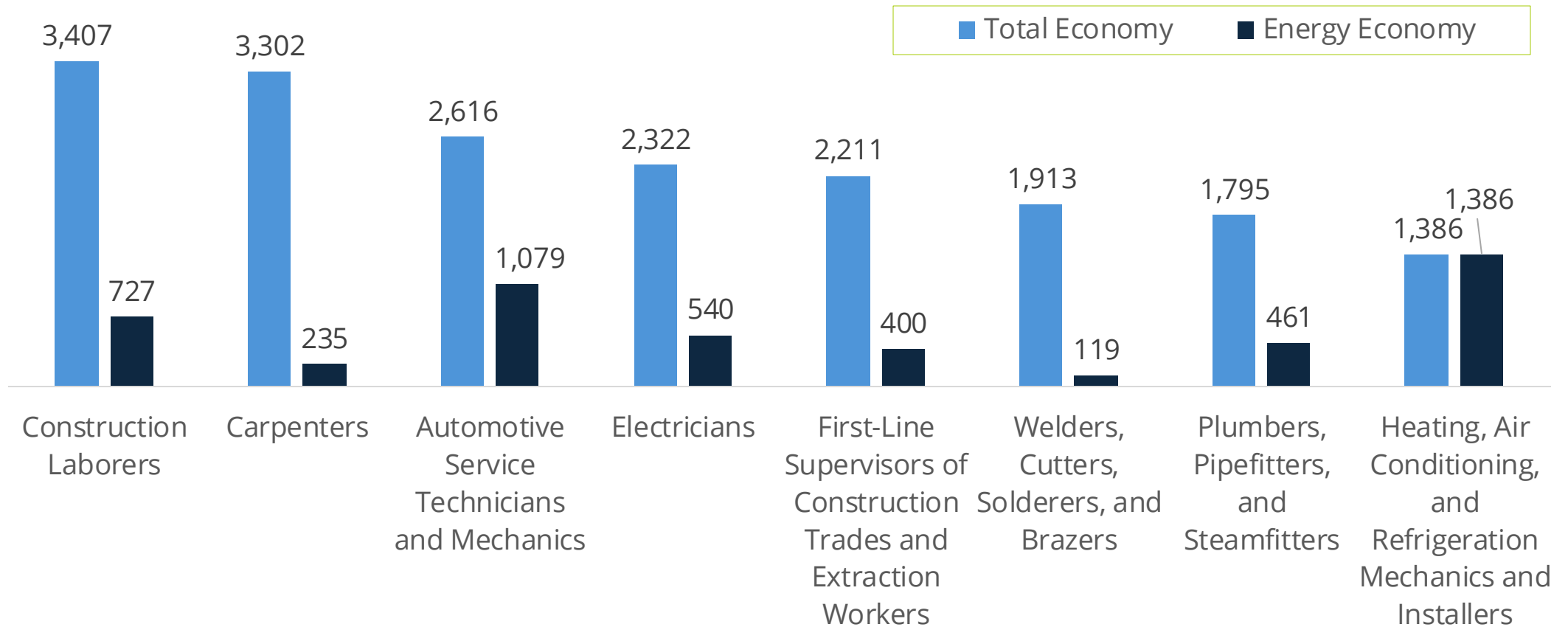
The Act on Climate will impact demand for specific occupations



- A number of occupations are expected to play leading roles as the clean energy sector expands.
- Other roles may face major impacts during the transition.
- Addressing these impacts will be critical for effective workforce planning.
- **Prioritizing specific occupations will enable more targeted incentives, training, and related initiatives.**

Construction laborers dominate priority occupations

- About 21% of Construction Laborers (727 workers) work in the energy economy
- Only 7% (235 workers) of Carpenters work in energy



Total Economy and Energy Economy Employment of Largest Priority Occupations in Rhode Island, 2023

Demand gaps vary among key clean energy occupations

- The Demand Gap Analysis assesses potential gaps between **current labor supply and future demand**.
- Gap analysis considers:
 - Growth trends
 - Age distributions
 - Unemployment rates
 - Hiring difficulties
 - Regional concentrations
- Gap analysis combines baseline economic projections with energy sector demand through 2035
- We identified **eight occupations with significant demand gaps** (i.e., gap of 10 percent or more of the existing workforce) and **three with moderate gaps** (i.e., gap of 2.6 to 10 percent of the existing workforce).
 - Addressing these shortages is **critical** to sustaining clean energy growth in Rhode Island.

Solar installers and linemen have the largest projected gaps

Occupation	Projected Demand (% of 2023 Employment)
Solar Photovoltaic Installers	129.8%
Electrical Power-Line Installers and Repairers	98.2%
HVAC/R Mechanics and Installers	49.8%
Electricians	31.7%
Operating Engineers	23.0%
Construction Laborers	20.8%
Electrical Engineers	20.2%
First-Line Supervisors of Construction Trades and Extraction Workers	15.4%
Plumbers, Pipefitters, and Steamfitters	8.3%
Welders	6.3%
Carpenters	2.7%
Sheet Metal Workers	1.5%
Construction and Building Inspectors	1.2%

SEVERE:

Demand > supply *and* gap is 10% or more of the existing workforce

MODERATE:

Demand > supply *and* gap is over 2.5% but less than 10% of the existing workforce

MILD:

Demand > supply *and* gap is 2.5% or less of the existing workforce

Workforce strategies needed to support specific occupations

- Largest gap projected for **Solar Photovoltaic Installers** (130%), followed by **Electrical Power-Line Installers & Repairers** (98%).

98%

Projected Gap,
Electrical Power-Line
Installers & Repairers

2%

Employer-Predicted Near-
Term Growth, Electrical
Power-Line Installers

- Potential misalignment could **widen workforce gaps** for power-line installers if training pipelines fail to adjust.
- **Construction Laborers, Electricians, and HVAC/R Mechanics** are expected to add ~700 workers each; all supported by strong **training infrastructure and unions**.
- **Automotive Service Technicians and Mechanics** projected to **decline 10% by 2035 (-263 jobs)**, creating a need for **transition and reskilling strategies** to support affected workers.

Priority occupations have low unemployment and in-state concentrations

- Ten of fourteen priority occupations have unemployment rates below the state average, including 6 with severe demand gaps: Limited available labor may heighten workforce challenges
- **Solar Installers have a high unemployment rate (~15%)** despite strong projected growth
 - Reflects early training activity ahead of job availability
 - Illustrates the “chicken-and-egg” challenge in workforce planning
 - Opportunity to strengthen pipelines by helping trainees gain other electrical and related experience
- **Seven priority occupations have location quotients above 1**, showing strong in-state concentrations
- **Over 50% of Construction and Building Inspectors are aged 55+**
 - Opportunity for mid-career transition from more physically demanding trades
 - Training programs could target experienced workers nearing retirement

Questions?

An aerial photograph of a city, likely Boston, featuring a large, ornate dome with a statue on top. The city is densely packed with buildings and trees. The text "KEY LEARNINGS:" is overlaid in white, bold, sans-serif font at the top right.

KEY LEARNINGS:

Reskilling & Transition

Supporting a Thoughtful Workforce Transition

- Workers in traditional energy industries have **strong pride and identity** in their current work, but many **don't yet see how their skills transfer** to clean energy careers.
- **Education and outreach** can highlight these connections and opportunities.
- Ensuring that clean energy jobs offer **comparable wages, stability, and purpose** is critical to a successful transition.
- These insights highlight the **importance of intentional transition planning**, not just job creation.
- Workforce data helps **inform a broader conversation** on how to make the clean energy transition inclusive, credible, and worker-centered.

Soft skills are similar in declining and growing occupations

- The most rapidly growing and most declining occupations share **similar skillsets across industries**.
- **Top skills** in both groups are primarily **foundational soft skills** such as active listening, critical thinking, and speaking.
- This overlap shows that **core transferable skills** are already well established.
- **Upskilling and retraining efforts** should focus on developing **technical competencies** for clean energy occupations.

Top Skills in Most Growing Occupations	Top Skills in Most Declining Occupations
Active Listening	Active Listening
Critical Thinking	Speaking
Speaking	Critical Thinking
Coordination	Monitoring
Reading Comprehension	Operation and Control
Monitoring	Service Orientation
Operations Monitoring	Operations Monitoring
Management of Personnel Resources	Quality Control Analysis
Troubleshooting	Reading Comprehension
Operation and Control	Social Perceptiveness

Wages vary among priority occupations

Occupation	Wage Tier
Electrical Engineers	Tier 1
Electrical Power-Line Installers and Repairers	Tier 1
First-Line Supervisors of Construction Trades & Extraction Workers	Tier 1
Solar Photovoltaic Installers	Tier 1
Construction and Building Inspectors	Tier 2
Operating Engineers & Other Construction Equipment Operators	Tier 2
Plumbers, Pipefitters, and Steamfitters	Tier 2
Electricians	Tier 2
Carpenters	Tier 3
Heating, Air Conditioning, & Refrigeration Mechanics and Installers	Tier 3
Sheet Metal Workers	Tier 3
Construction Laborers	Tier 3
Welders, Cutters, Solderers, and Brazers	Tier 3
Automotive Service Technicians and Mechanics	Tier 3

TIER 1:

Median wage > \$46

TIER 2:

Median wage \$32-46

TIER 3:

Median wage < \$32

Priority occupations have increasing earning potential

- Four priority occupations have Tier 1 wages:
 - Electrical Engineers
 - Electrical Power-Line Installers and Repairers (Linemen),
 - First-Line Supervisors of Construction Trades, and
 - Solar Photovoltaic Installers
- **Solar Installers and Linemen** have high wages and **lower barriers to entry** than other roles
 - **Training these workers** is critical to meeting clean energy demand and ensuring **family-sustaining wages with accessible entry points**

Priority occupations have increasing earning potential

- Most Tier 3 occupations pay **above the state median wage**, though below a full “living wage” for some workers
 - At the 75th percentile (a proxy for experienced workers), most move into Tier 2, offering **family-sustaining earnings** and showing **strong advancement potential**
- **Survey results strengthen the claim that these occupations have increasing potential**
 - At entry level, 16% earn under \$25K, and another 16% earn \$25K–\$50K annually
 - Shares drop significantly when reporting current (non-entry) wages — to 10% and 9%, respectively
- **Overtime has a major impact on earnings:**
 - Only 8% earn over \$150K without overtime
 - Nearly 14% earn over \$150K when overtime is included

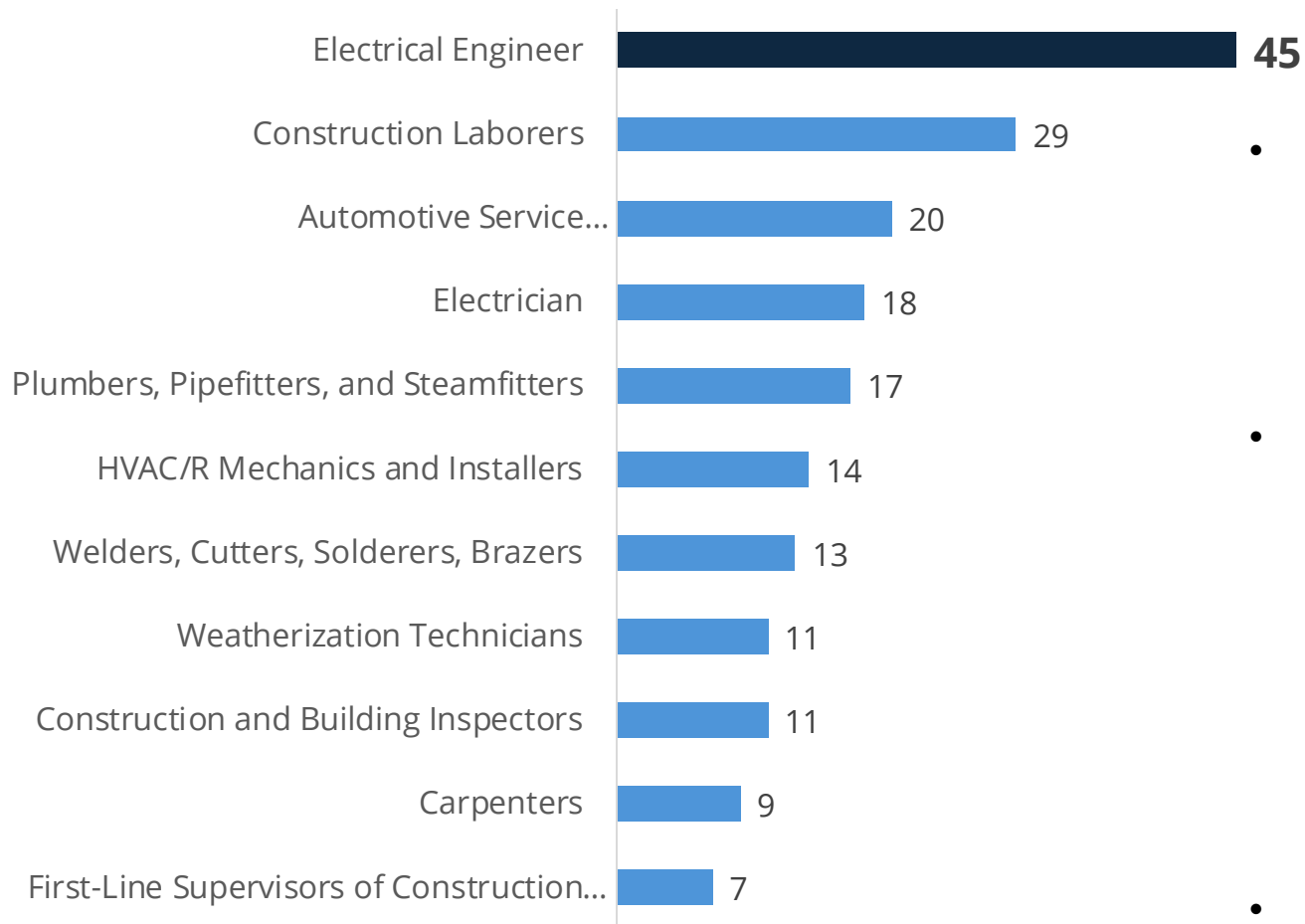
Reskilling, not only new programming, is crucial

- **Short reskilling opportunities and retraining using transferrable skills** are crucial to developing a climate workforce responsive to anticipated job demand in Rhode Island.
 - Clean energy growth relies on reskilling existing trades, not creating new occupations.
 - Integrating clean energy skills into already established trade training and apprenticeships can expand the workforce quickly.
- **Safety and specialized certifications** (e.g., offshore wind, battery systems) are essential to readiness
- Build on the state's strong maritime foundation by **retraining and upskilling ocean-based workers** for clean energy careers, integrating existing industries and programs into a unified workforce strategy that supports growth in **offshore wind and marine technology**.



KEY LEARNINGS: Workforce Training & Education Landscape

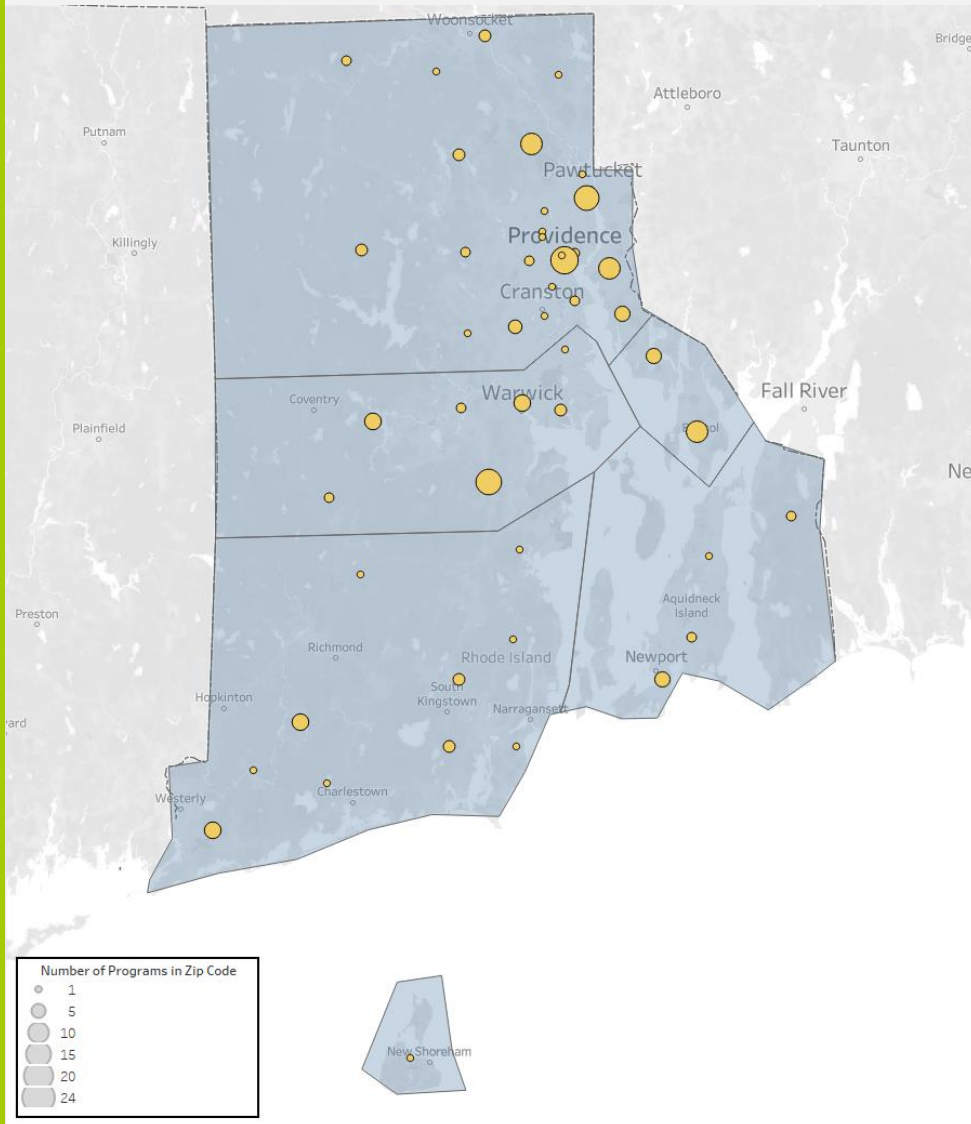
Nearly 200 training programs related to key clean energy occupations



Occupational Focus by Training Inventory Programs

- **Nearly one-quarter of programs are for Electrical Engineers**, with many pre-engineering introductions through collegiate CTE pathways (e.g., CCRI, New England Tech, PC, RWU, and URI).
- **The second most common training is for Construction Laborers.**
 - Many CTE opportunities lead directly into entry-level roles.
 - Adult training available through union apprenticeships, private training companies, and industry associations.
- Less than three opportunities throughout the state for **Sheet Metal Workers, Solar Installers, and Electrical Power-Line Installers and Repairers.**

Training opportunities available in all counties, but some gaps



- Opportunities are especially prominent in Providence County, especially in the cities of **Providence, Pawtucket, and Cranston**, coinciding well with environmental justice communities in those areas.
- Environmental justice communities in **Woonsocket and Newport** have less nearby availability to training opportunities.
- Workforce strategies must not only build on existing strengths in Providence County but also **proactively fill regional gaps** to ensure equitable access across all environmental justice communities.

Training Programs by Location

Training for some occupations concentrated in specific counties

- **Electrical Power-Line Installers and Repairers:** 81% of workers located in **Providence County**, despite the county holding only 58% of total state **workforce**
 - Only one training program statewide
- **Electrical Engineers:** concentrated in **Washington County** (20%) and **Newport County** (16%), above each county's overall workforce share
 - Likely linked to University of Rhode Island and maritime industry presence
- **HVAC/R Mechanics and Installers:** 22% of workforce in **Kent County** vs. 15% share of total workforce
 - County also hosts most training programs (4), indicating strong alignment

LIDACs present key opportunities for workforce and health benefits

- Higher unemployment and lower concentration in key energy occupations for LIDACs indicates **strong potential for targeted workforce recruitment and training**
- Priority occupations for growth include **Linemen, HVAC/R Mechanics, and Construction Laborers**
 - These occupations are projected to grow faster in LIDACs than in non-LIDAC areas.
- **Expanding training in or near LIDACs** can address statewide shortages and deliver local economic benefits.

*Statewide peak in 2034.

Expected Benefits of Climate Action Strategy

\$22m

avoided health costs,
by 2035

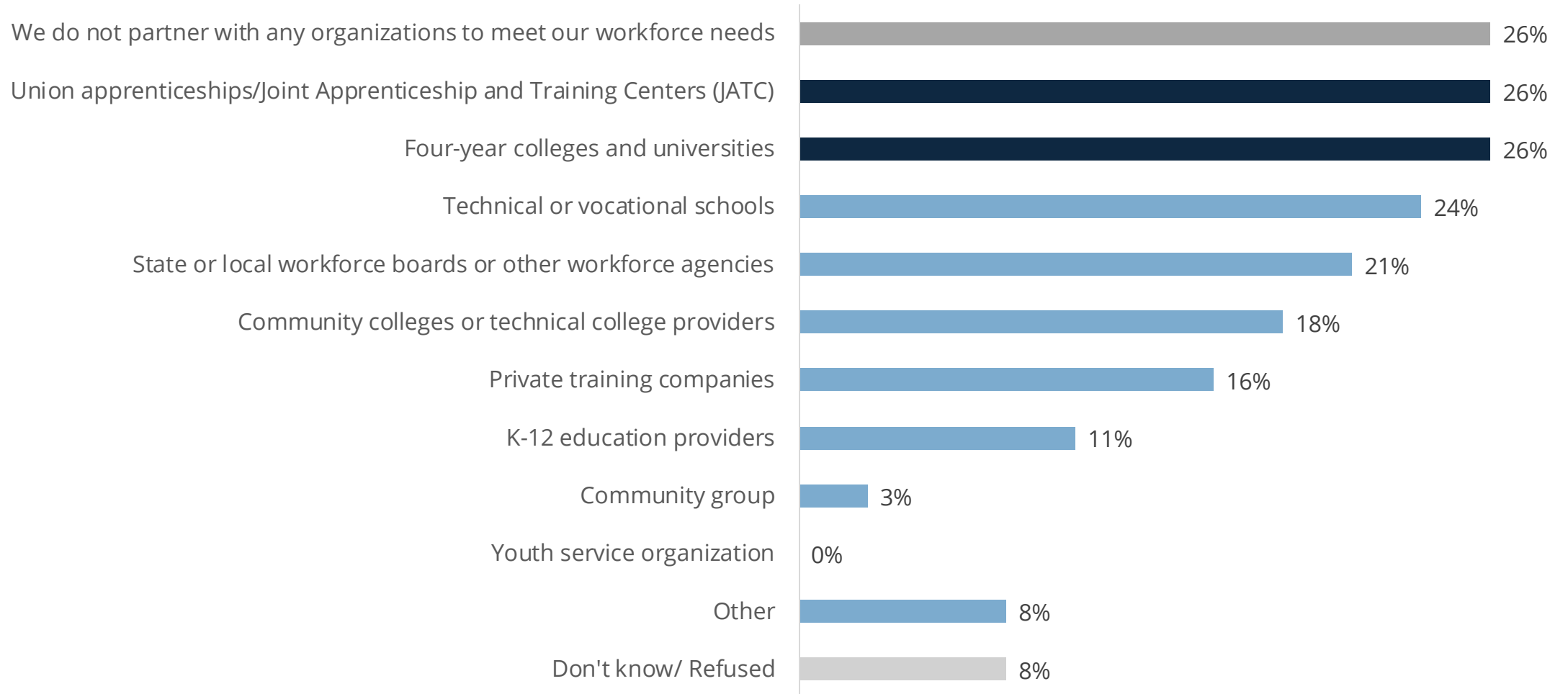
\$7m

LIDAC benefits

2026

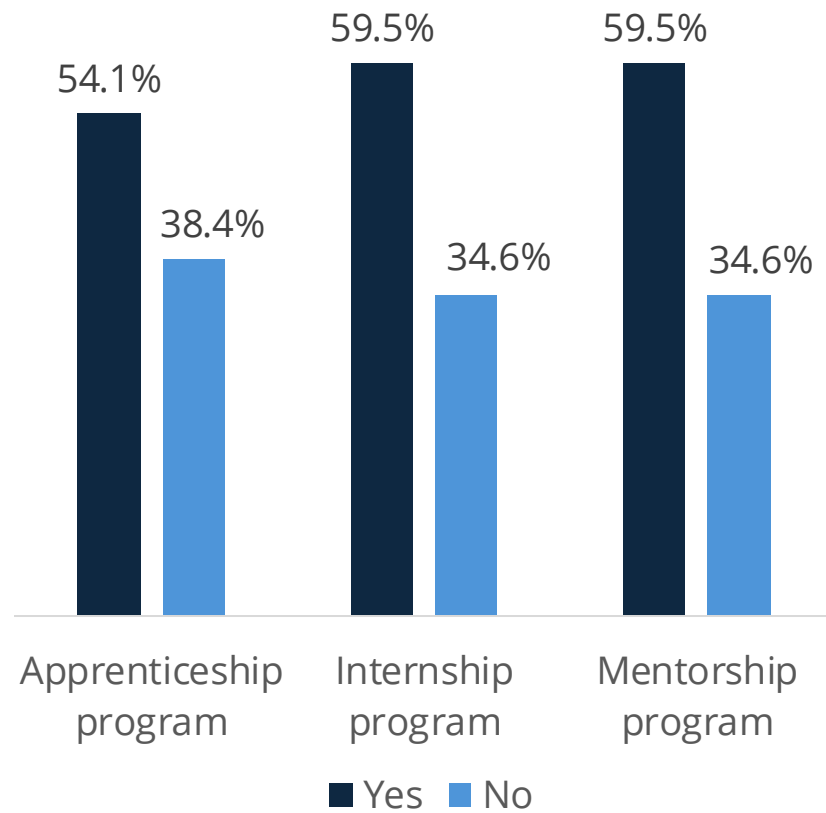
largest single-year gain
for LIDACs*

Three in four employers partner with organizations on workforce needs

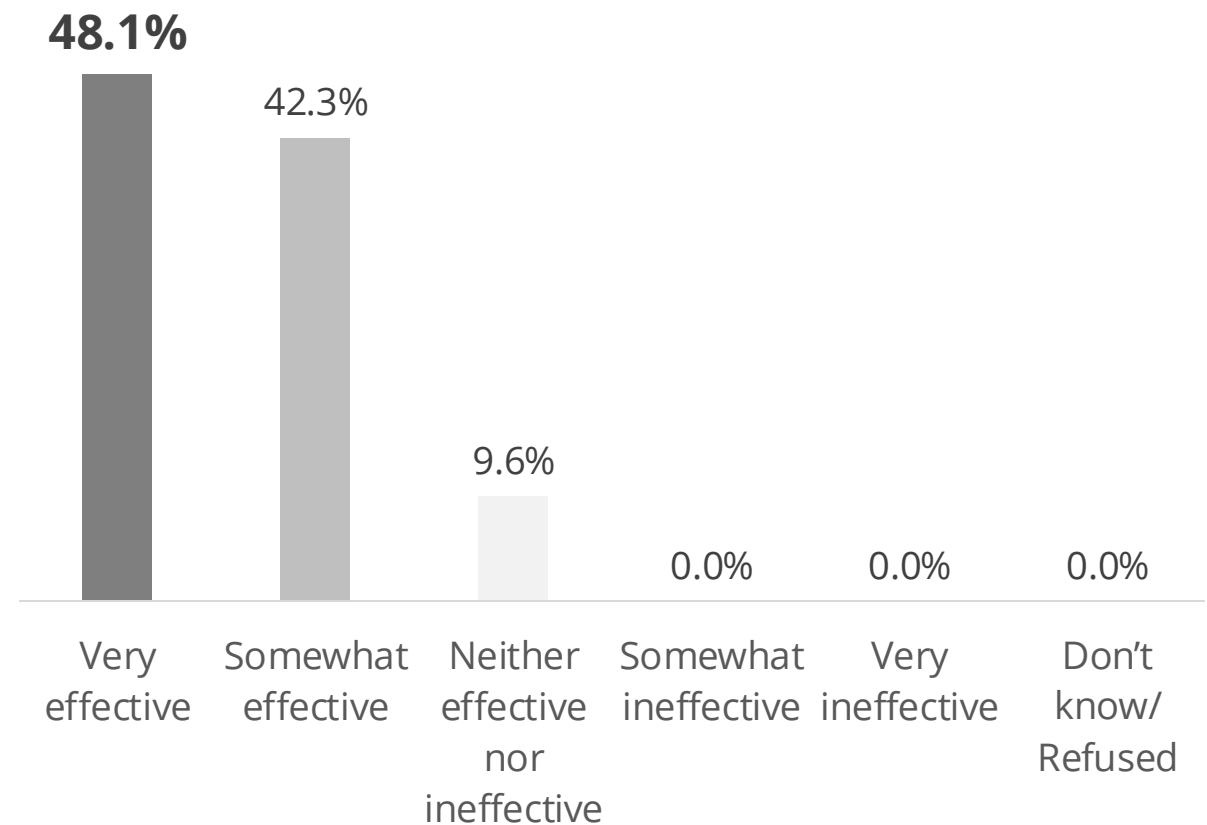


Please indicate if you partner with any of these types of organizations to meet your workforce needs

Apprenticeship, internship, and mentorship programs offer effective entry-points

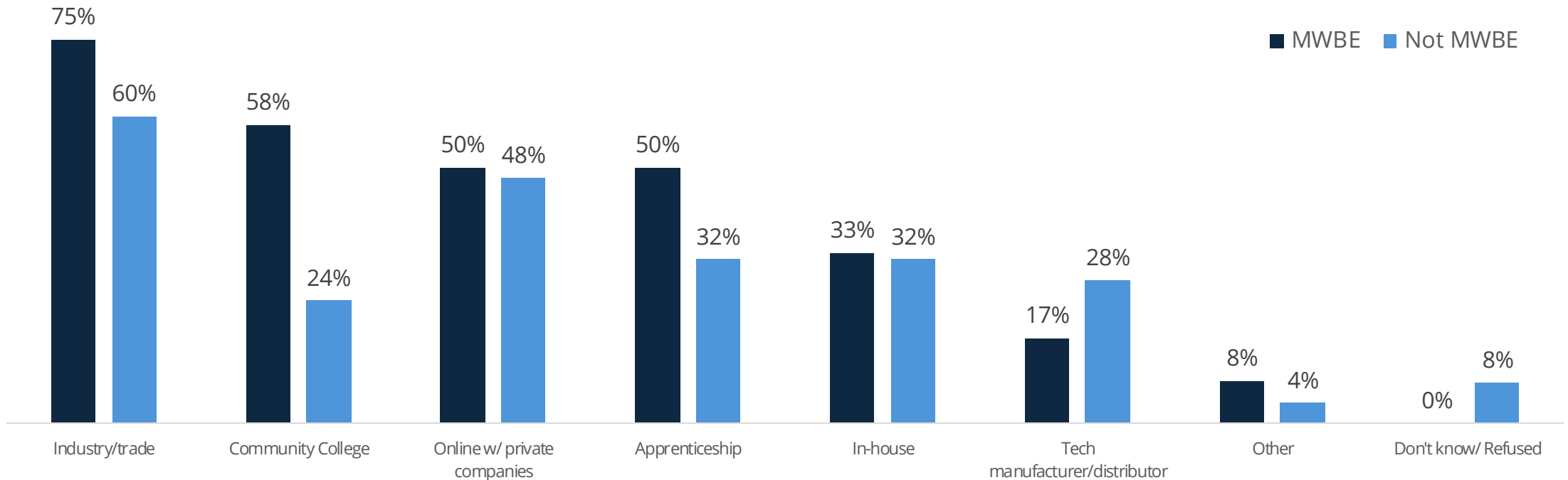


Did you participate in any of the following programs to support entrance into your current occupation?



How effective were the apprenticeship, internship, or mentorship programs in preparing you for your current role?

MWBE rely on community college certifications



Where do your employees go to earn certifications? (MWBE n=12, Not MWBE n=25)

- Employees at surveyed MWBEs access community college programs for certifications at significantly higher rates than those at other businesses.
- MWBE employees engage more frequently in other types of credentialing, including industry or trade association training programs and apprenticeships.

Many Rhode Island stakeholders focus on CTE education, with collaboration between schools, communities, and employers.

- Rhode Island has a strong CTE system supported by close collaboration between schools, employers, and communities, ensuring students are exposed to career pathways early and often.
- Exposure to the trades is taking place at the K-12 level
 - Stakeholders discuss industry leaders coming into elementary schools to teach manufacturing, while URI students come in to teach engineering and provide supporting curriculum
- The state's "student opportunity" policy allows students to enroll in CTE programs outside their home district if the program is not available locally.
- Employers and industry leaders are directly engaged in shaping CTE standards and actively recruit talent through high school programs.

Unions are key players in developing the state's clean energy workforce

- Some local unions have already begun incorporating clean energy into their training portfolios
 - IBEW 99 trains for electric vehicle (EV) infrastructure and has sent over 100 workers through offshore wind (OSW) safety certifications.
- Unions express both **optimism and concern** about the clean energy transition.
 - While they see job creation potential in OSW, solar, and energy efficiency, they emphasize the importance of predictable investment and long-term planning.
- By building on existing labor standards law, Rhode Island can ensure unions remain central to clean energy by further expanding **registered apprenticeships and wraparound supports** across all clean energy projects.
- **Sustained collaboration** between unions, employers, and state agencies will guarantee a just and equitable transition that builds on Rhode Island's strong labor traditions.
- Capacity challenges remain, but **unions are vital in preparing workers** for offshore wind, solar, and efficiency projects.

Questions?

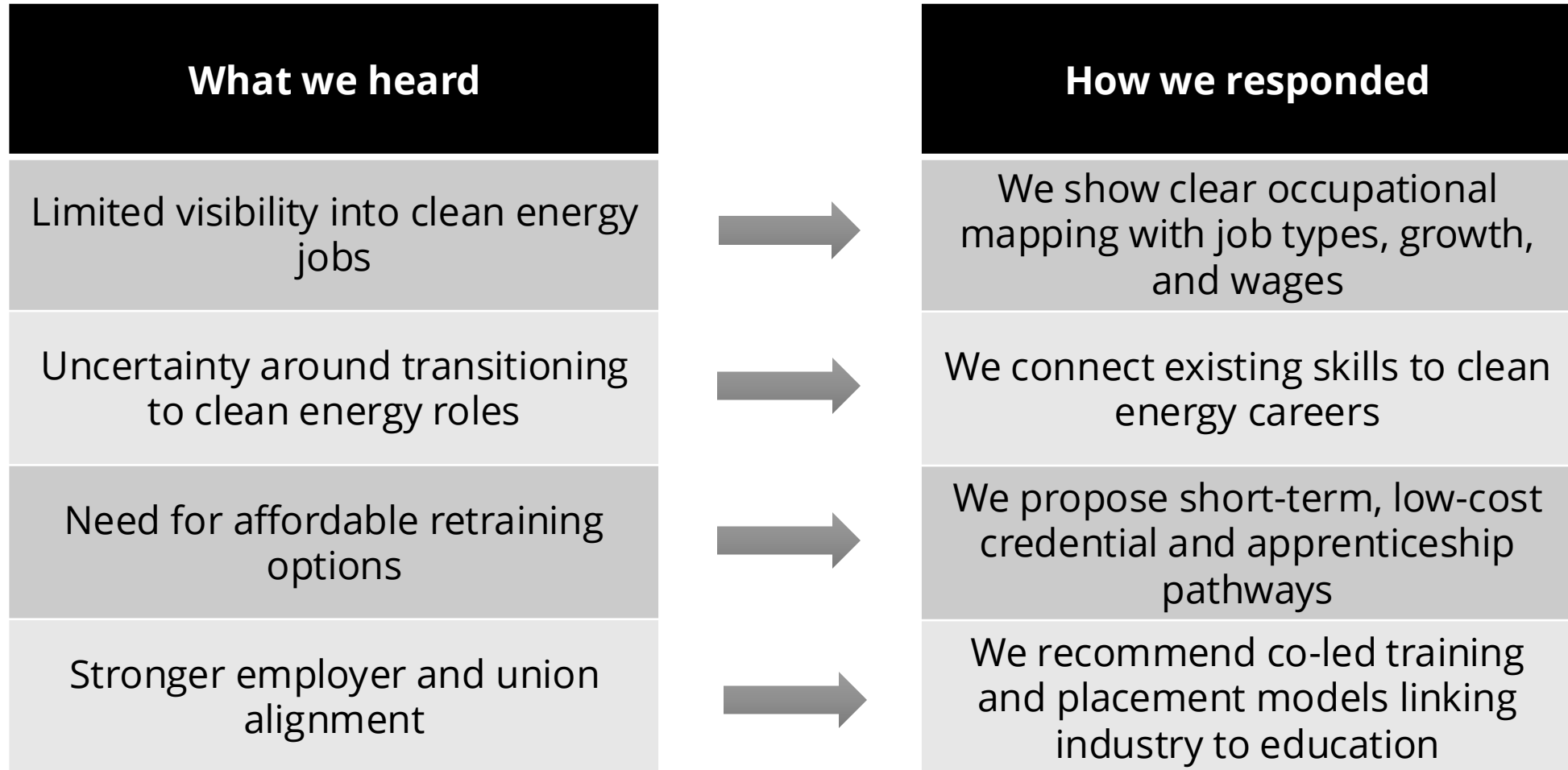


BOWEN'S WHARF MARKET

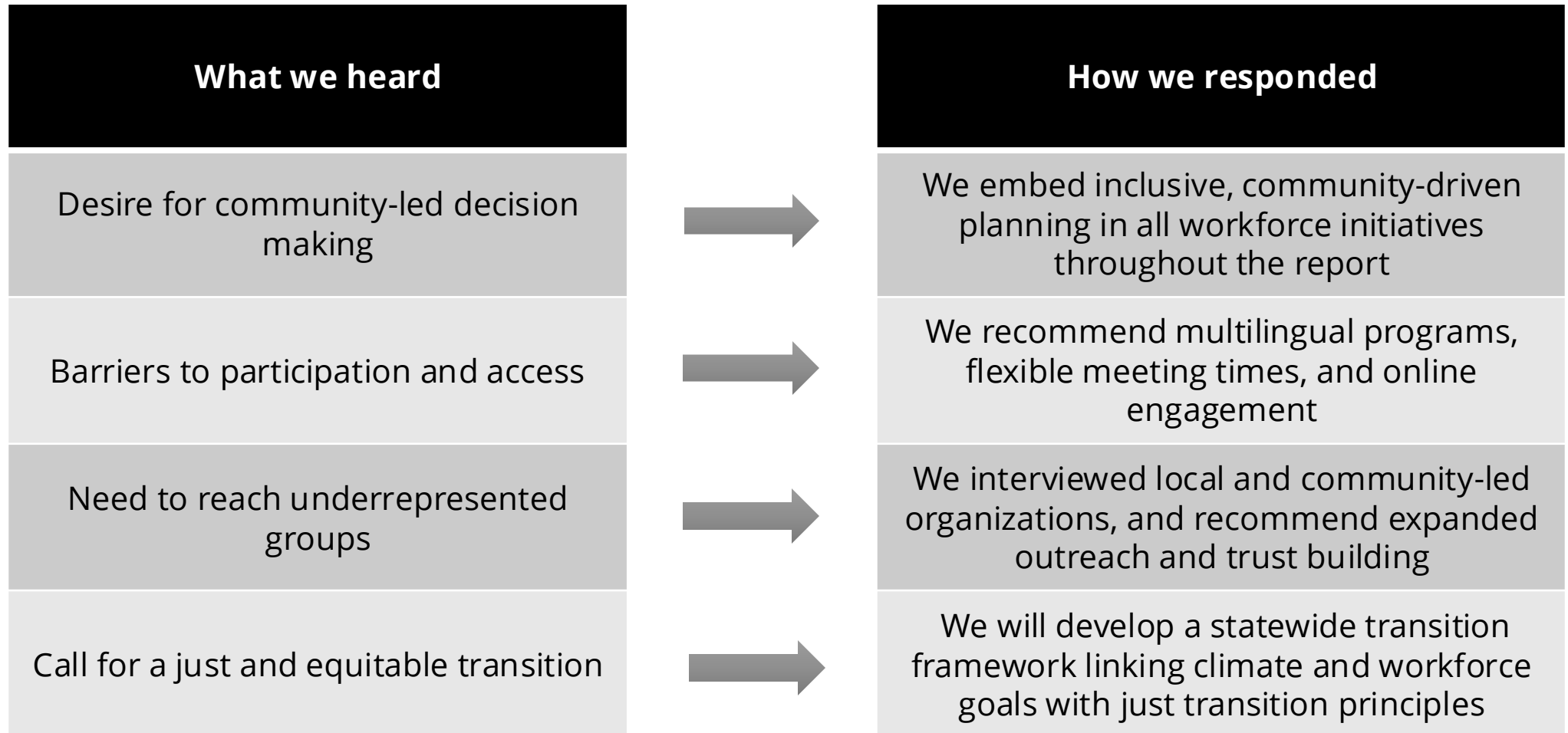
Part 3. Recommendations



How Stakeholder Input Shaped Workforce Recommendations



How Stakeholder Input Shaped Workforce Recommendations



Create Clear, Coordinated Pathways to Clean Energy Jobs

- Stakeholders emphasize the need for **accessible, well-coordinated guides and pathways** into clean energy careers
- Community members seek **more pathways across clean energy sectors and targeted programs for disadvantaged and transitioning fossil-fuel workers**
 - Pathways should include **clear information on certifications, stackable credentials, and training providers**
- Navigating existing opportunities is challenging — current resources are **across agencies**
 - A **centralized “workforce concierge” platform** could streamline access, standardize information, and offer **direct support for job seekers**
- Coordination among **state agencies, training providers, and employers** is key to keeping pathways **current, transparent, and easy to navigate**

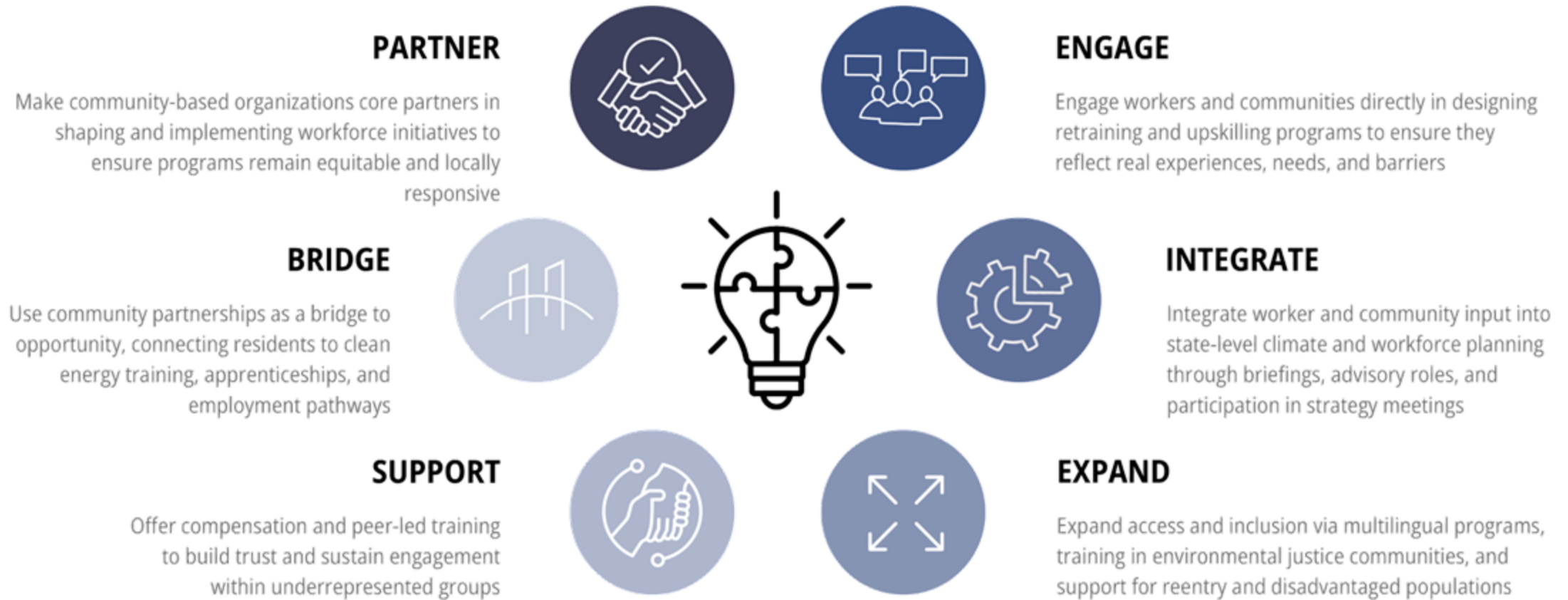
Support and Protect Workers in Transitioning Industries

- Many fossil fuel workers have transferable technical and soft skills relevant to clean energy roles
 - Reskilling initiatives should connect shared competencies across declining and emerging occupations
- **Short-term, targeted programs are best for workers with financial or time constraints**
- **Focus training on practical, trade-specific skills aligned with clean energy demand**
- **Stipends, compensation, and wraparound supports can prevent financial hardship during training**
 - **Protections for displaced workers** should include career counseling, guidance on transferable skills, and clarity on retraining needs

Prioritize and Target High Demand Occupations, Driven by Data

- The energy transition will drive high demand for skilled trades
- **Targeted investments and partnerships** are needed to expand training capacity in these high-growth occupations, especially for Solar Installers and Lineworkers
 - Few current training programs exist to meet projected workforce needs for these two occupations—demand is expected to more than double by 2035
- **Collaboration among employers, unions, training providers, and state agencies** is essential to align training timelines and capacity with industry growth
- Ensuring **competitive wages, benefits, and clear career pathways** will make clean energy jobs attractive and sustainable statewide

Continue and Strengthen Community Engagement and Build an Inclusive Workforce



Part 4.

DISCUSSION

QUESTIONS

Discussion Questions

1. What haven't we heard yet?
2. What's the best way to reach more Rhode Islanders—especially those who might not yet see themselves in clean energy work?
3. How can we keep local voices and a focus on access and transition at the center of Rhode Island's clean energy workforce strategy?

THANK YOU FOR LISTENING.



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APPENDICES

Demand Gaps by Clean Energy Occupation

6-digit SOC Code	Occupation Name	Historical Growth (2015-2025Q1)	Total Projected Demand Through 2035	Total Projected Demand (% of 2023 Employment)	Total Projected Demand (% of Historical Growth)	Status
		Overall Economy				
Rhode Island Overall Workforce		32,967	7,863	1.5%	23.9%	N/A
17-2071	Electrical Engineers	143	120	20.2%	84.2%	Severe
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	629	340	15.4%	54.0%	Severe
47-2031	Carpenters	(16)	88	2.7%	-562.1%	Moderate
47-2061	Construction Laborers	625	709	20.8%	113.5%	Severe
47-2111	Electricians	627	736	31.7%	117.3%	Severe
47-2152	Plumbers, Pipefitters, and Steamfitters	414	150	8.3%	36.2%	Moderate
47-2211	Sheet Metal Workers	9	6	1.5%	67.2%	Mild
47-2231	Solar Photovoltaic Installers	38	81	129.8%	216.3%	Severe
47-4011	Construction and Building Inspectors	86	4	1.2%	4.3%	Mild
49-3023	Automotive Service Technicians and Mechanics	(78)	(263)	-10.1%	337.2%	N/A
49-9021	HVAC/R Mechanics and Installers	466	690	49.8%	148.1%	Severe
49-9051	Electrical Power-Line Installers and Repairers	58	192	98.2%	333.2%	Severe
51-4121	Welders	476	121	6.3%	25.4%	Moderate
47-2073	Operating Engineers	177	232	23.0%	131.4%	Severe

Unemployment Rates, Location Quotients, Ages, and Hiring Difficulty

6-digit SOC Code	Occupation Name	Unemployment Rate	Location Quotient	Share of Current Workers Aged 55+	% of Employers with High Reported Hiring Difficulty'
		2025Q1			
	Rhode Island Overall Workforce	4.6%	1.00	26.5%	N/A
17-2071	Electrical Engineers	3.4%	1.04	28.7%	19% (n=16)
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	3.6%	0.84	28.3%	33% (n=11)
47-2031	Carpenters	6.4%	1.16	22.7%	17% (n=5)
47-2061	Construction Laborers	8.5%	0.78	19.7%	27% (n=10)
47-2111	Electricians	3.8%	0.95	22.3%	41% (n=16)
47-2152	Plumbers, Pipefitters, and Steamfitters	3.3%	1.19	23.8%	33% (n=8)
47-2211	Sheet Metal Workers	3.9%	1.10	21.4%	13% (n=11)
47-2231	Solar Photovoltaic Installers	14.8%	0.68	7.2%	42% (n=11)
47-4011	Construction and Building Inspectors	1.2%	0.75	51.8%	36% (n=12)
49-3023	Automotive Service Technicians and Mechanics	3.7%	1.02	19.9%	0% (n=4)
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2.8%	1.06	17.5%	25% (n=11)
49-9051	Electrical Power-Line Installers and Repairers	2.4%	0.67	14.2%	50% (n=4)
51-4121	Welders, Cutters, Solderers, and Brazers	4.2%	1.43	22.5%	25% (n=4)
47-2073	Operating Engineers and Other Construction Equipment Operators	7.5%	0.68	28.0%	N/A

*Operating Engineers were added to the priority occupation list after survey and training inventory efforts.