

Massachusetts

Workforce And Labor Area Review



EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

Department of Unemployment Assistance

Economic Research Office

Published on October 2018



Massachusetts 2017 Workforce and Labor Area Review

Massachusetts Executive Office of Labor and Workforce Development

Department of Unemployment Assistance

Economic Research Office

Charles F. Hurley Building

19 Staniford Street, 2nd Floor

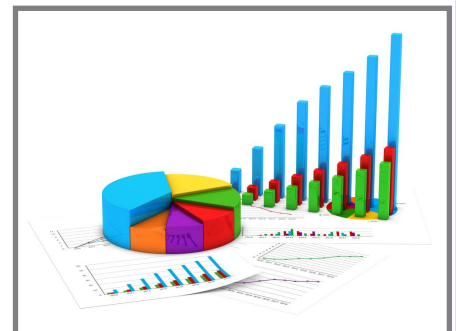
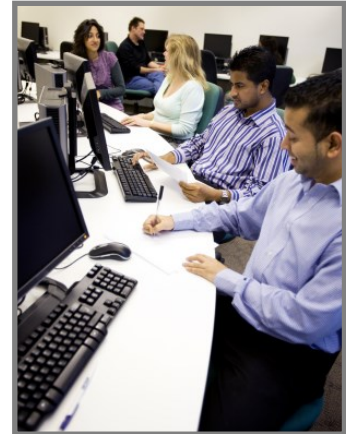
Boston, MA 02114

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Executive Summary

This report provides information on the recent trends in the indicators of the Commonwealth's labor force and workforce statewide and for each of the sixteen MassHire Workforce Development Areas. (WDAs).

Through August 2018 the leading measures of the Massachusetts economy show continued growth for Gross Domestic Product, that measures the value at point of sales for state goods and services produced and provide by the state's industries, job gains by those industries, the labor force and labor force participation.

State nominal Gross Domestic Product (GDP) grew by 4.3 percent to \$527.5 billion in 2017 with private sector GDP up 4.7 percent to \$473.3 billion. Financial Activities; Professional, Scientific and Business Services; and Trade Transportation and Utilities account for fifty-three percent of total GDP and fifty-nine percent of private sector GDP.

The workforce's continued growth as measured by the preliminary August 2018 estimates for jobs in the state is at 3,685,000. Statewide jobs and private sector jobs are at new highs.

Preliminary August 2018 estimates indicate the number of employed Massachusetts residents in the labor force reached 3,668,100 reflecting foreign and domestic immigration and the entry and reentry to the labor force of residents.

The numbers of working age population, labor force and employed residents age 20+ continue to reach new highs with strong labor force participation and employment population rates. For age 20+, the average monthly unemployment rate remained at 3.3 percent.

Educational attainment measured for residents ages 25 plus continues to drive changes in the labor force, employment and unemployment. Unemployment rates for residents with Some College or Associates Degree and for those with Bachelor's Degree or higher are at 2.7 percent.

High School Graduates and those with Less Than High School Diploma grew this year as more entered and participated in the labor force increasing the participation rates.

Unemployment rates dropped in fifteen of the MassHire WDAs. The MassHire Metro South-West WDA unemployment rate remained at 3.0 percent for the second year, the lowest rate for a WDA.

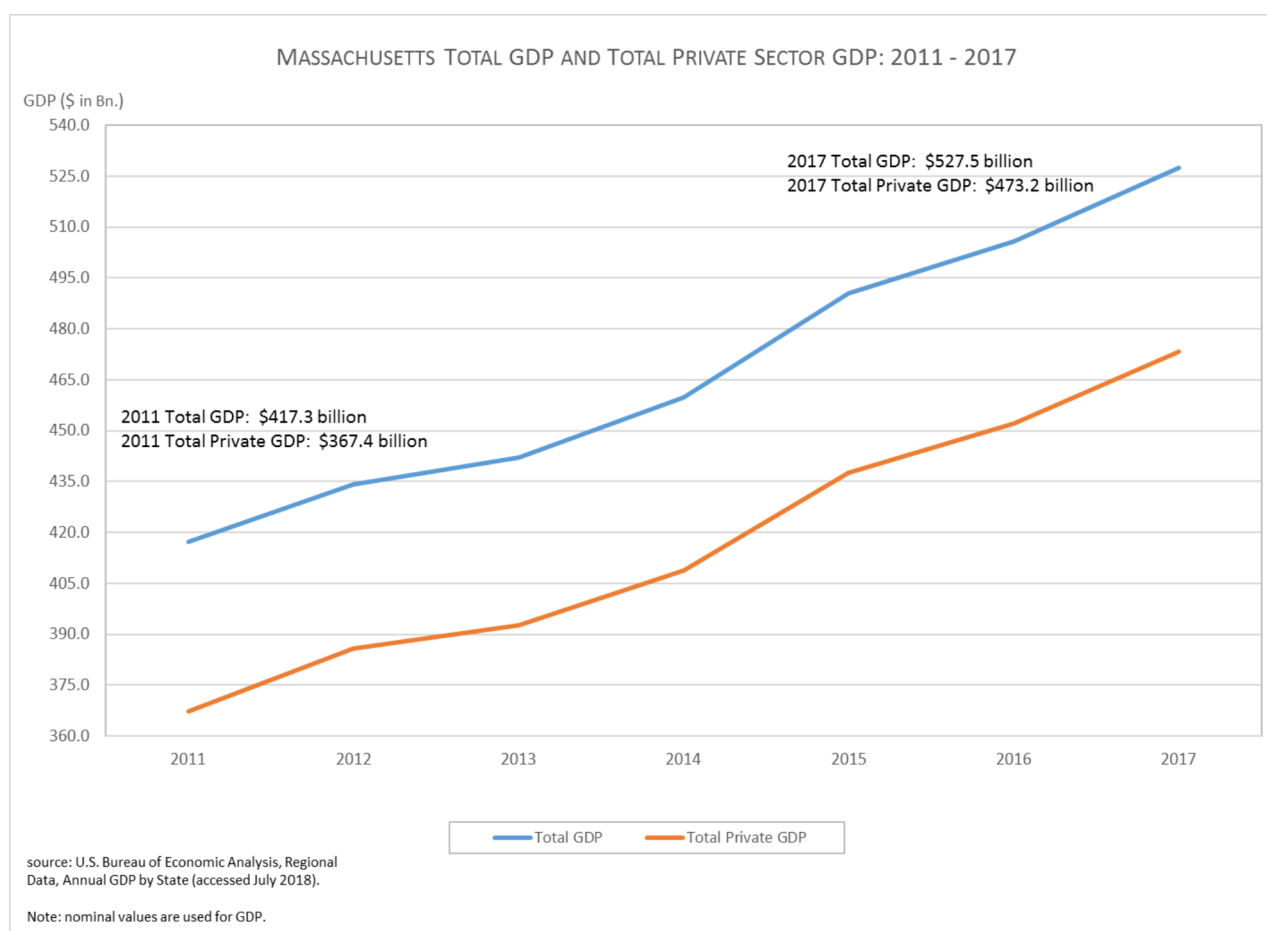
Health Care and Social Assistance was the largest employer in thirteen of the WDAs; Professional and Technical Services in two and Educational Services in one.

Gross Domestic Product (GDP)

The Massachusetts economy has been steadily growing for several years now, as measured by Gross Domestic Product (GDP). The growth has been generated from all the sectors and to varying degrees over each of the years. To garner an idea as to where this has occurred, growth rates and sector share of total GDP will be discussed.

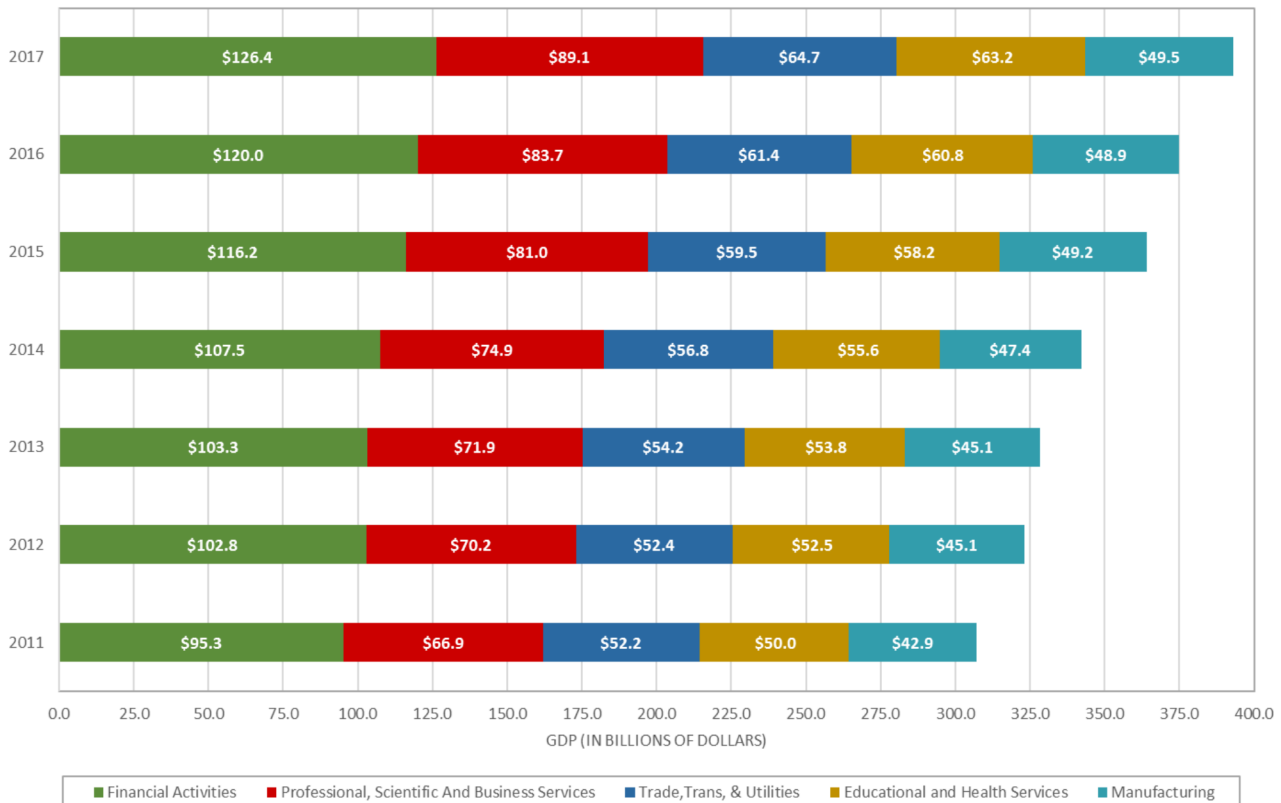
Real GDP (RGDP) is often reported when discussing economic growth, however, for this report nominal GDP will be used and referred to as simply GDP. A basic definition of nominal GDP is the current monetary value of the goods and services produced within a geographical area, i.e. nation or state, during a given time period.

In 2017 Massachusetts GDP stood at \$527.5 billion for an annual growth rate of 4.3 percent while the private sector accounted for \$473.2 billion and an annual growth rate of 4.7 percent. Both of these growth rates exceed those of 2016, which were 3.1 and 3.3 percent respectively.



From the chart above, it is clear that since 2011 both total GDP and total private sector GDP have experienced steady growth. The drivers of economic growth for the most recent year available, 2017, were the Professional, Scientific, and Business Services; Trade, Transportation, and Utilities; and Financial Activities sectors, all of which had annual growth rates over five percent. These three sectors alone accounted for fifty-three percent of total GDP and fifty-nine percent of total private sector GDP. It is still worthwhile noting that 2015 remains the high-water mark for over the year growth.

MASSACHUSETTS FIVE LARGEST INDUSTRIES BY NOMINAL GDP VALUE: 2011 - 2017



source: U.S. Bureau of Economic Analysis, Regional Data, Annual GDP by State (accessed July 2018).

For many years now the Financial Activities sector has contributed the most to the Massachusetts economy and is illustrated in the chart above. In 2017 the sector accounted for nearly one-quarter, actual is 24.0 percent, of the state GDP and was valued at \$126.4 billion. Examining the data back to 1997, the lowest the sector has ever been as a share total GDP occurred in 2008 when it accounted for 21.8 percent, and a value of \$83.9 billion. The reduction in share stemmed from the start of the great recession and was reflected in the sector's Finance and Insurance component whose share dropped by 1.2 percentage points for a negative over the year growth rate of 10.2 percent. From 2007 to 2008 Financial Activities GDP declined by \$3.0 billion, or 3.47 percent.

The chart above contains the five largest sectors by GDP in Massachusetts. As mentioned in the preceding paragraph, Financial Activities is the largest. The second largest sector is Professional, Scientific and Business Services which has grown from \$66.9 billion in 2011 to that of \$89.1 billion in 2017 for an addition of \$22.2 billion to the Massachusetts economy. Over this same period, the sector's share to total GDP increased by nine-tenths of a percentage point to 16.9 percent.

Although Education and Health Services' sector share remained constant at 12.0 percent from 2011 to 2017, it grew in dollar value as it increased by \$13.3 billion to settle in at \$63.2 billion in 2017, a growth rate of 26.6 percent. The sector is currently the fourth largest contributor to state GDP and if its growth trend continues, perhaps in the not so distant future it may become the third largest contributor to Massachusetts GDP. Interestingly enough, the Education and Health Services sector has the largest level of employment.

Trade, Transportation, and Utilities ranks as the fourth largest sector in 2017. Since 2011 it has grown from \$52.2 billion to that of \$64.7 billion in 2017, an addition of \$12.5 billion and a growth rate of 23.9 percent. Over this time frame, its share relative to total GDP had a slight decline of two-tenths of a percentage point mainly due Trade Sector; Wholesale and Retail Trade. The fifth largest sector is also the one with the largest decline in relative share, Manufacturing. Its share of total GDP has decreased from 10.3 percent to that of 9.4 percent. At the same time, it has grown from \$42.9 billion in 2011 to that of \$49.5 billion by 2017, an addition of \$6.6 billion and a growth rate of 15.4 percent.

In the preceding paragraph, sectors relative size to that of total GDP was discussed and shifts that had occurred over time. When examining annual growth rates over the period of 2011 through 2017, the ranking of the sectors by their respective rate changes from year to year. Furthermore, there does not appear to be any pattern that emerges for any sector or sectors. That being said, the average growth rate over the last three years for each of the private sectors averaged over 4.0 percent. The exception was Manufacturing which had a 1.5 percent average. Construction had the highest average growth rate at 8.1 percent.

Wage and Salary data by sector was also reviewed. Before proceeding, a thorough definition is needed and the Bureau of Economic Analysis (BEA) provides the following definition: "Wages and salaries are broadly defined to include commissions, tips, and bonuses; voluntary employee contributions to deferred compensation plans, such as 401(k) plans; employee gains from exercising stock options; and receipts-in-kind that represent income." Furthermore, "Wages and salaries are measured before deductions, such as social security contributions, union dues, and voluntary employee contributions to defined contribution pension plans. They represent the amount of wages and salaries accrued during the year."

The values that follow will be expressed in thousands of dollars unless otherwise stated. The sector with the largest wages and salaries in 2017 was Professional, Scientific and Business Services, at \$57,637,336. Since 2007 the sector's wages and salaries grew by \$21,657,642, or 60.2 percent. The total amount added and the growth rate were greater than the remaining private sectors growth. When put into a ratio of wages and salaries to CES average annual jobs, the sector has an annual average salary of \$101,480/job. However, it is outdone by Financial Activities which had an annual average wage and salary of \$136,161/job. Rounding out the top five sectors with the highest wages and salaries per a job were: Information with \$110,045/job; Manufacturing at \$86,363/job; and Construction with \$75,571/job.

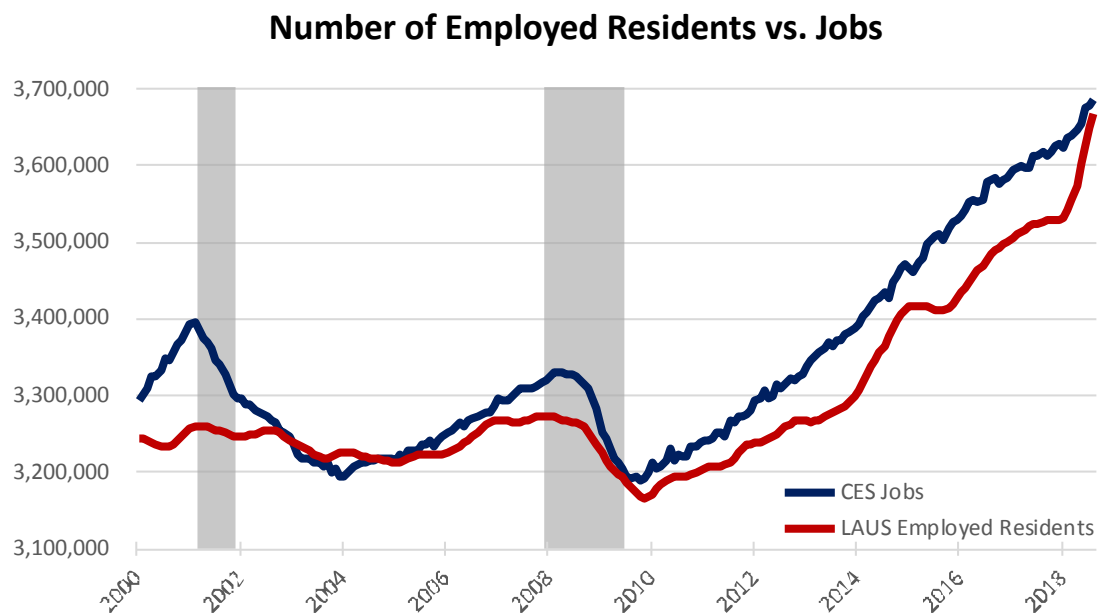
When looking at total wage and salary by sector, the ranking by dollar amount tends to follow that of its GDP amount. By this measure the top five were: Professional, Scientific and Business Services at \$57,637,336; Education and Health Services with \$45,291,890; Financial Activities at \$30,164,245; Trade, Transportation and Utilities with \$30,049,124; and Manufacturing at \$21,105,701.

The Labor Force and Jobs in Massachusetts

Since late November 2009, the labor force and workforce in the Commonwealth have grown steadily. The Bureau of Labor Statistics' monthly estimates for employment, the number of jobs by industry and the numbers of employed residents are two indicators of the Commonwealth's economic activity and diversity.

Recent job trends show on-going gains in the Professional, Scientific and Business Services; Education and Health Services; Construction and Leisure and Hospitality sectors. These engines of job growth provide a wide range of job opportunities.

The August 2018, 3,668,100 estimate for the number of employed residents is just shy of the 3,685,000 jobs estimate. Over the year, the growth in employed residents is almost double the job gains. The strong growth in the labor force reflects in migration to Massachusetts, the entry and reentry to the labor force of residents who previously were not seeking work and the strengths of the leading industry sectors.

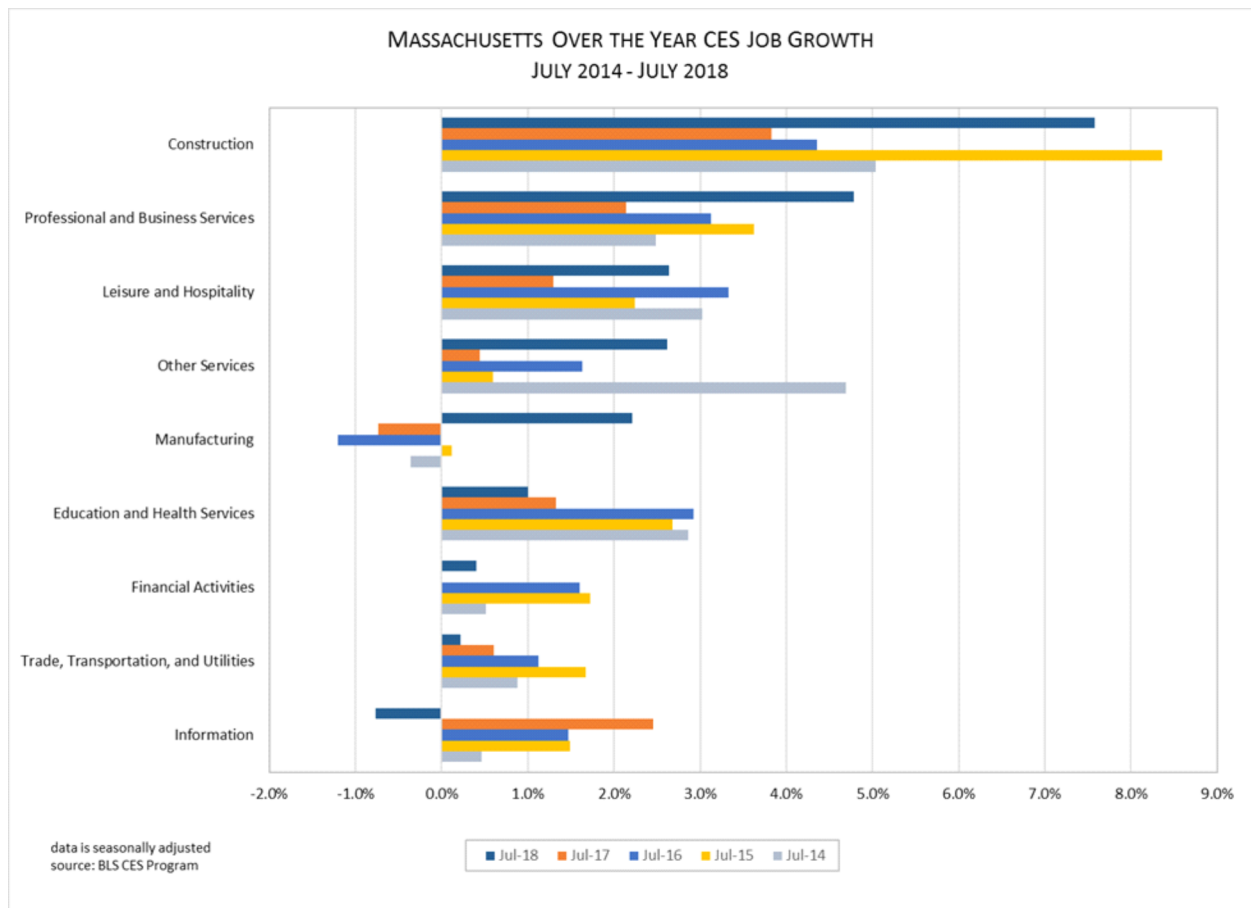


Source: US Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Current Employment Statistics (CES)

Current Employment Statistics (CES)

The Bureau of Labor Statistics (BLS) measures the number of jobs in Massachusetts from its Current Employment Statistics (CES) program. The data is collected on a monthly basis from a survey sample of non-farm establishments and the number of individuals on their payroll in the state. This data is available in both an unadjusted and seasonally adjusted format. For the purpose of this report, seasonally adjusted CES data will be discussed. It should also be noted that the data is preliminary and is subject to revision during the annual CES benchmark.

As of July 2018's preliminary estimate there were 3,680,100 total jobs in Massachusetts of which 3,226,800 are in the private sector. Over the year (OTY) gains, measured from July to July, steadily increased since 2010 with a highpoint for July OTY gains in 2014, 2015 and 2016 where the gains averaged 71,800 jobs. The Education and Health Services and Professional, Scientific, and Business Services sectors contributed the most towards this, as they had average job gains of 21,000 and 16,100 respectively.

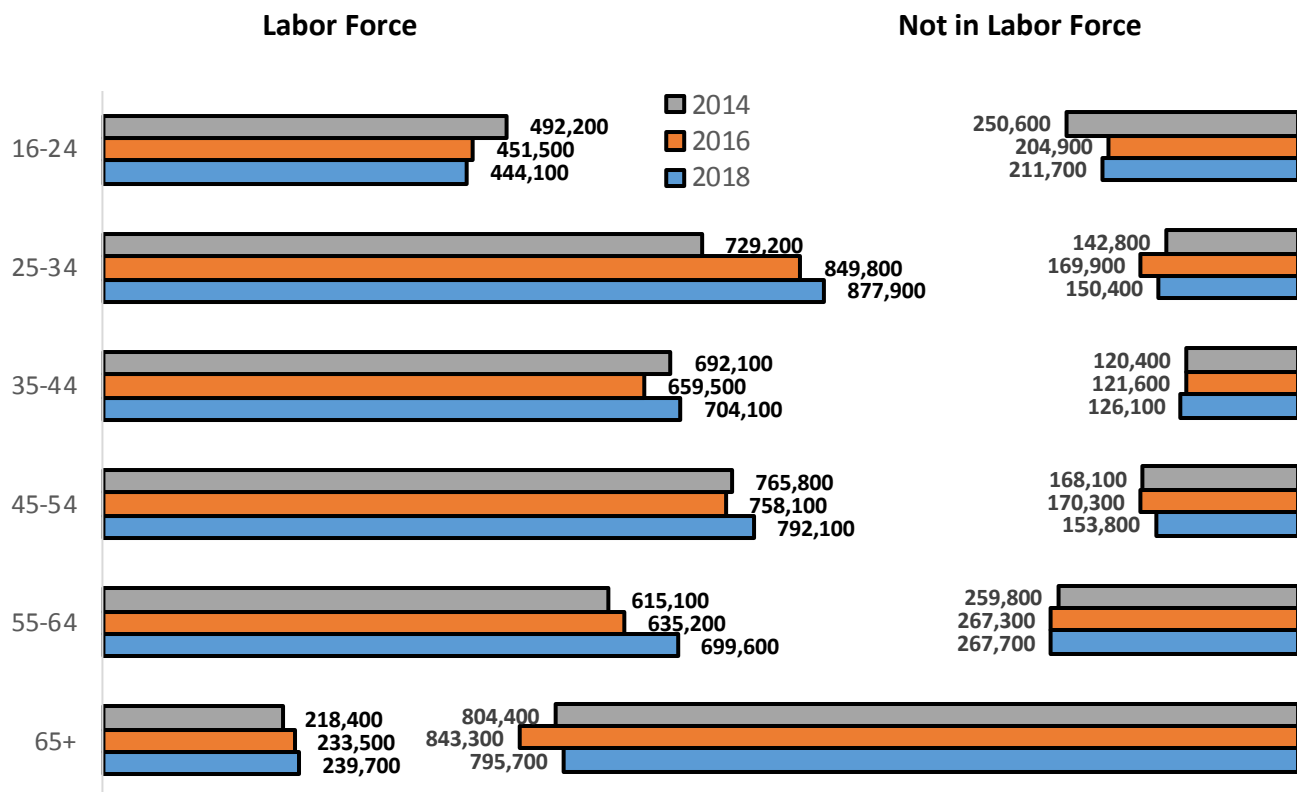


With July 2017, the OTY job gain had dropped by 52.4 percent for total of 34,000 jobs added of which 37,100 were in the private sector. With the exception of Manufacturing, each of the private sectors had respectable OTY gains although it appeared that job growth had begun to slow down. However, by July 2018 the pendulum has swung back and that July recorded an OTY gain of 66,800 jobs of which 66,900 were private sector jobs. The Professional, Scientific, and Business Services sector added the most jobs with 26,800, but was now followed by Construction's OTY gain of 11,500 jobs. Manufacturing recorded its first July OTY gain since that of 2015 as it added 5,400 while Information recorded its first loss since July 2013, albeit a relatively small one of 700 jobs.

July 2018 OTY total job growth has been led by Construction and its growth rate of 7.6 percent. This sector has consistently recorded the largest July OTY growth rate since 2013 and with an OTY average of 6.1 percent. As of July 2018, there were 163,200 in the Construction sector which accounted for an average of 4.4 of total jobs, and 5.1 percent of all private sector jobs in Massachusetts. The driver of the sector's growth has been its Specialty Trade Contractors sub-sector. Professional, Scientific, and Business Services had the next largest OTY growth rate in July 2018 with 4.8 percent for total of 593,800 jobs, or 18.4 percent of all private sector jobs. However, the largest sector in the Commonwealth is Education and Health Services which accounts for one out of every four jobs, 24.9 percent, for a total of 801,700 jobs.

The Trade, Transportation, and Utilities sector, although adding jobs OTY, has seen its share of total jobs slowly decline. In July 2013 the sector represented 19.1 percent of private sector jobs and by July 2018 it declined to 19.0 percent for a total of 582,100 jobs. Most of the sector's decline is due to its Retail Trade sector which decreased by nine-tenths of percentage point over this time frame, to rest at 11.0 percent of private sector jobs, or 354,800 jobs, as July 2018.

Age Breakdown of the Labor Force



Source: Unpublished BLS, Current Population Survey (CPS), 12 Month Moving Averages, Compiled by MA Department of Unemployment Assistance

Over 1,847,100 are not in the labor force and ninety-five percent do not want a job now. The remaining 98,600 residents who are not in the labor force want a job now but have not been seeking work. This is a lower number than in recent years but higher share than before the recession. Of the 31,400 available to work now, one quarter or 8,100 are discouraged over job prospects. The remaining three quarters have other reasons for not currently looking for work.

Using twelve-month moving average unpublished Current Population Survey estimates we can identify labor force changes in full-time and part time employment, labor force participation, age groups and educational attainment.

Recent estimates show four out of every five of the 3,662,000 employed residents are working full time. The shares of full-time workers gradually increased in recent years. Twenty percent of the monthly average 727,500 residents working part-time would like full-time work. An additional fourteen percent or 101,600 are working part-time for economic reasons.

The numbers of working age population, labor force and employed residents age twenty plus continue to reach new highs. In addition, their labor force participation rate, 69.1, and employment population ratio, 66.8, are up while the average monthly unemployment rate remained at 3.3 percent for the third year .

By age groups, the number of teens age 16 to 19 are now back to August 2016 level with a labor force participation rate of 33.2 percent, down 3.3 percent from the previous year. The teen unemployment rate is down slightly to 12.6 percent.

Seniors age 65+ have decreased by 8,100 over the year and 53,500 since August 2016. At 1,035,400, they remain the largest share of the working age population. Over the year, their labor force participation rate is up to 23.2 percent.

All of the remaining working age population by age groups increased.

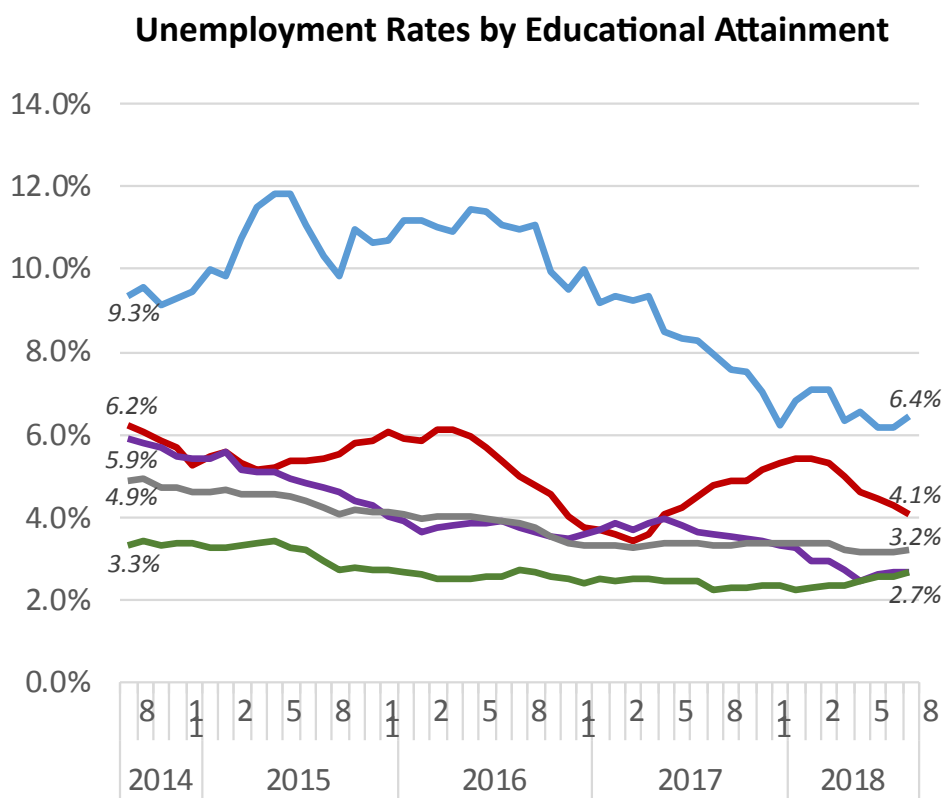
The 25 to 34 age group at 1,028,300 grew by 23,500 over the year and is now 7,100 less than the senior age group. If this trend continues this prime, working age group will be the largest in the Bay State. This positive sign of growth is key to keeping pace with the Commonwealth's growing demand for jobs.

All of the age groups 25 through 54 all added population over the year. Those ages 45 to 54 had the lowest unemployment rate at 2.8 percent.

Educational Attainment of the Labor Force

Labor force measures for Massachusetts residents' educational attainment is measured for ages 25 plus. August 2018 twelve-month moving-average working age population of 4,807,100 grew over the year by just over 1 percent or 49,200. With labor force at 3,313,400, the labor force participation rate reached 68.9 percent, a 3.3 percent gain over the year. Over 107,000 more residents were employed for a growth rate of 3.4 percent. The number of unemployed residents estimated at 105,100 down 1,800 from the previous. The stronger growth in employed drove the one-tenth of a percentage drop in the total unemployment at of 3.2 percent.

Educational attainment continues to drive changes in the labor force, employment and unemployment in the Commonwealth. The chart below shows trends in unemployment rates for all ages 25 plus and for each of the four educational attainment groupings. The higher the education level correlates directly to higher labor force participation, employment population ratios and lower unemployment rates.



Source: Unpublished BLS, CPS, 12 MMA, Compiled by MA DUA

Residents with Bachelor's Degree or higher, 2,215,100, represent 46 percent of working age population; 52.5 percent of the 1,739,300 labor force and 52.8 percent of the 1,693,200 employed residents. These residents also have the highest labor force participation rate at 78.5 percent. The majority of the growth in labor force were employed but 46,100 unemployed and activity-seeking work inched the unemployment rate to 2.7 percent.

The unemployment rate for residents with Some College or Associates Degrees was also 2.7 percent. The population declined over the year by 20,700 or -1.5 percent to 961,300. While the labor force dropped slightly to 637,700, the labor force participation rate moved from 66.2 percent to 66.3 percent, up from 65.1 percent the year before reflecting the 5,800 decline in number of unemployed and a modest gain in employed 4,400. The employment population ratio for this cohort is 64.6.

The 1,268,600 High School Graduates, no College are the second largest working age population at 26.4 percent. The population grew by 58,700 over the year as 49,500 or 6.9 percent more residents were employed over the year. This cohort has a 57.9 employment population ratio and 60.3 percent labor force participation rate. The majority of the growth in the labor force was due to employment growth along with 2,900 fewer unemployed residents. The 4.1 percent unemployment is down six-tenths of a percentage point from 4.7 percent the previous year.

Residents with Less than High School Diploma are the smallest state share at 362,200 or 7.5 percent. Over the year, the labor force of 171,000 was up 31,300 or 5.2 percent. Labor force growth of 31,500 was due to 24,500 more residents employed generating a 47.2 percent labor force participation rate that was 6.3 points higher than the previous year. The large increase in employed and an unemployed resident level 100 fewer than previous year, the unemployment rate dropped from 7.9 percent to 6.4 percent.

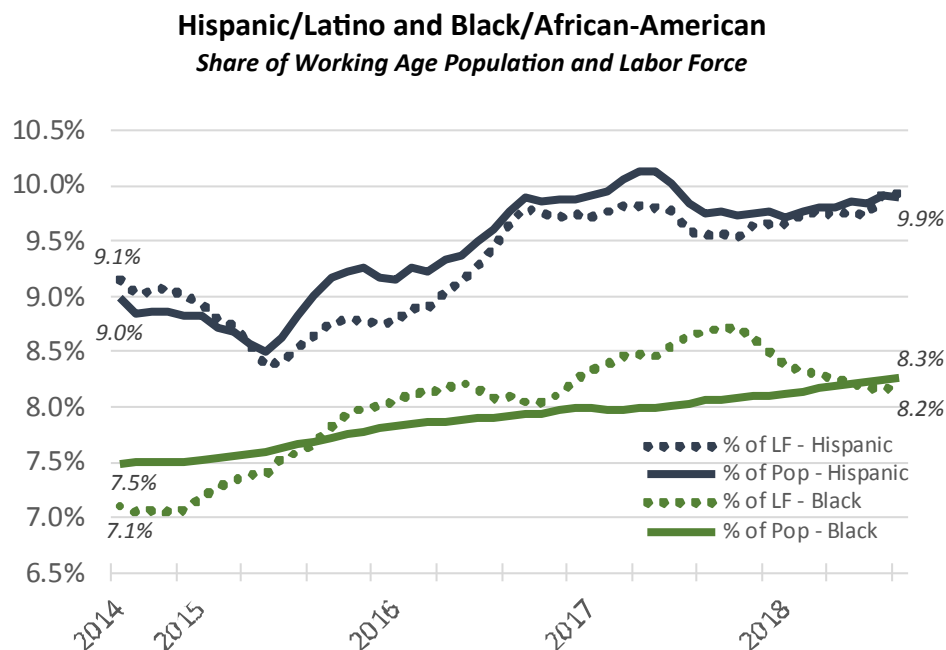
Demographics

The monthly household sample size for Massachusetts is sufficient to provide labor force estimates by race for Black/African Americans and by ethnicity for Hispanic/Latinos. The estimates for Hispanic/Latinos include residents who may also self-identify by race as Black/African American.

The working age population for Black/African Americans was 462,800 for August 2018 twelve-month moving average. Labor force estimate indicates 306,400 residents were employed for a 66.2 labor force participation rate. The 62.8 employment population ratio means 290,700 residents were employed. The unemployment of 5.1 percent is the lowest since August 2008. The 15,700 unemployed residents are the lowest number since November 2008.

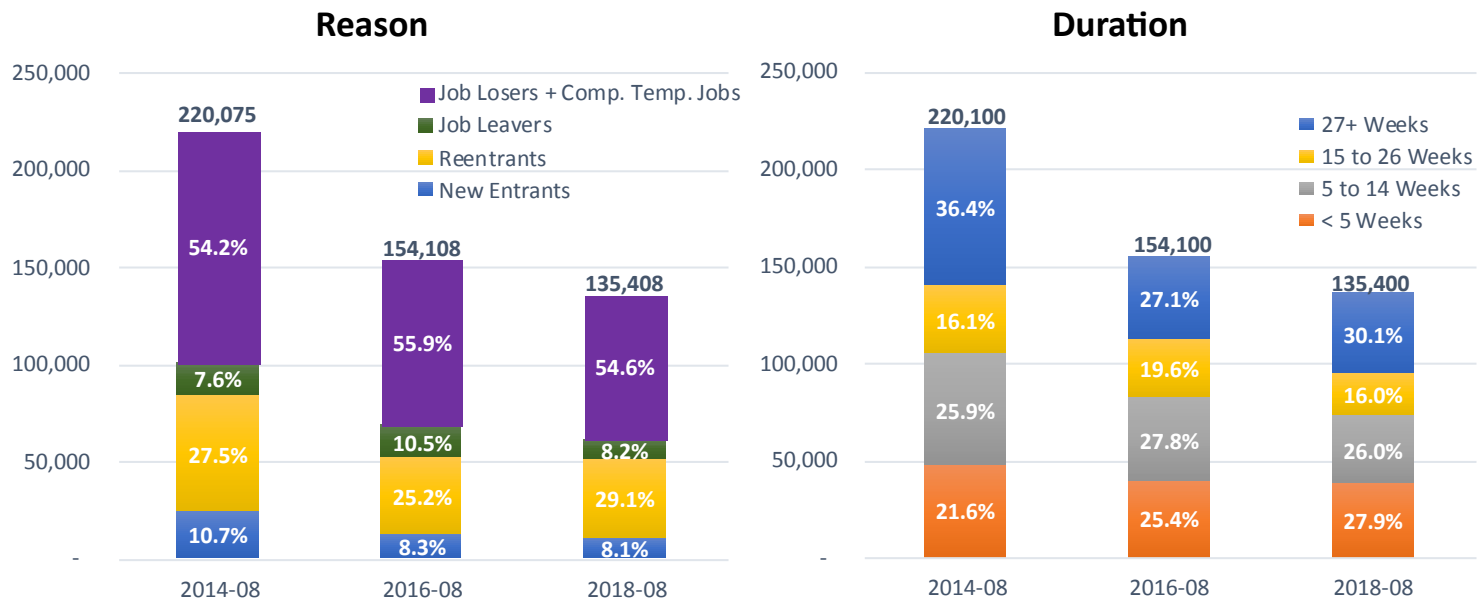
The most recent Hispanic/Latino estimates are a working age population of 554,600 of which 373,400 or 67.3 percent are participating in the labor force. Labor force participation has grown by 24,900 or 3. Percent over the year. The number of employed residents, 352,600, has increased 27,100 over the year moving the employment population ratio up to 63.6 from 60.1 the same time last year. The over the year increase in the employment population ratio is higher than for all residents.

The graph below arrays the trends in population and labor force shares of all in Massachusetts.



Source: Unpublished BLS, CPS, 12 MMA, Compiled by MA DUA

Reason & Duration of Unemployment



Source: Unpublished BLS, CPS, 12 MMA, Compiled by MA DUA

The monthly Current Population Survey collects the reasons for unemployment. August 2018 twelve month moving average estimates show jobs losers and persons who completed temporary jobs are 73,900 or 54.6 percent of the 135,400 unemployed.

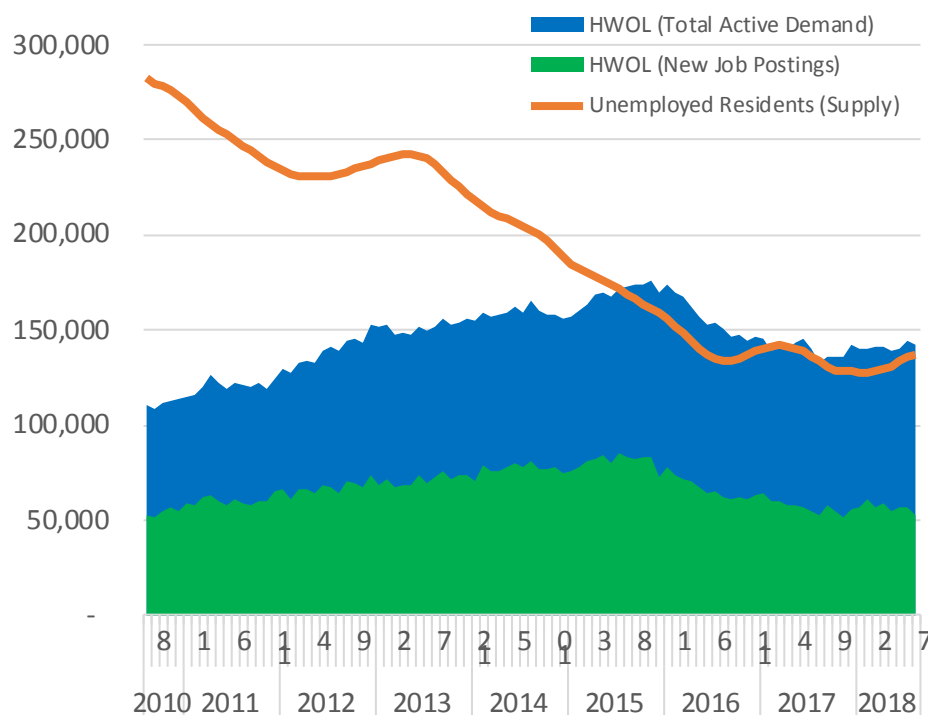
Residents who have previously been in the labor force but are not current employed or actively seeking are the second largest group at 39,400 or 29.1 percent of the unemployed. This group includes some who may seek seasonal work at certain times of the year or may have been out of the labor for many years. During the last twelve months, reentrants have increasing shares of unemployed.

New entrants to the labor work are those seeking their work for the first time. At 10,950, they are 8.1 percent of the unemployed. New entrants and reentrants combined are over 37 percent or 84,850 unemployed residents. The number of reentrants and new entrants have been a leading factor in the residents seeking and obtaining work.

As unemployment declines, over 40,700 residents are still experiencing 27 plus weeks' duration for their current spell of unemployment. Median weeks duration was 14.1 weeks in August compared to 12.4 weeks same time last year. Mean duration of 28.2 weeks was the same as previous year.

Job Postings

Labor Supply vs. Labor Demand



Source: The Conference Board's Help Wanted On Line (HWOL), BLS, LAUS

Job postings by occupation provide real time information on the demand for jobs by occupation statewide and by area. DUA Research utilizes two subscription sources to track and identify job demand by occupation. The Conference Board's Help Wanted on Line provides monthly series that are seasonally adjusted and annually benchmarked to compare the monthly trends in the numbers of all openings and new postings to BLS seasonally estimate for numbers as a proxy for labor demand and supply.

The graph above shows the trends since 2010. For the last two years, labor supply is the same as demand. BY occupational groups, the largest numbers of demand are for Computer and Mathematical Occupations, Management Occupations, Office and Administrative Support Occupations, Healthcare Practitioners and Technical Occupations, Sales and Related Occupations, and Business and Financial Operations Occupations. The same six occupational groups had the largest postings in 2015.

Burning Glass' Labor Insight provides detailed information on skills in demand by industry and occupation. Skills for some occupations in demand will vary when compared across the Mass Hire Workforce Development Areas (WDAs). The skills allow counselors to assist job seekers in comparing their skills to those in demand for referrals and for determining training needs.

The next section provides snapshots of labor market and workforce information for each of the sub-state WDAs including HWOL labor supply/demand charts, the top three in demand occupations for each of the top five industries in each WDA from DUA Staffing Patterns and snapshot of Burning Glass top three skills in demand occupations.



Berkshire County WDA

2017

Labor Market Highlights

Berkshire County WDA				
Annual Averages	2016	2017	Change	
Labor Force	64,314	65,152	▲	1.3%
Employed	61,414	62,326	▲	1.5%
Unemployed	2,900	2,826	▼	-2.6%
Unemployment Rate	4.5%	4.3%	▼	-0.2%
Avg. Weekly Wage	\$866	\$881	▲	1.7%
Establishments	5,175	5,176	▲	0.0%
Avg. Monthly Emp.	61,618	61,644	▲	0.0%
On-Line Job Ads	2,242	1,949	▼	-13.1%

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

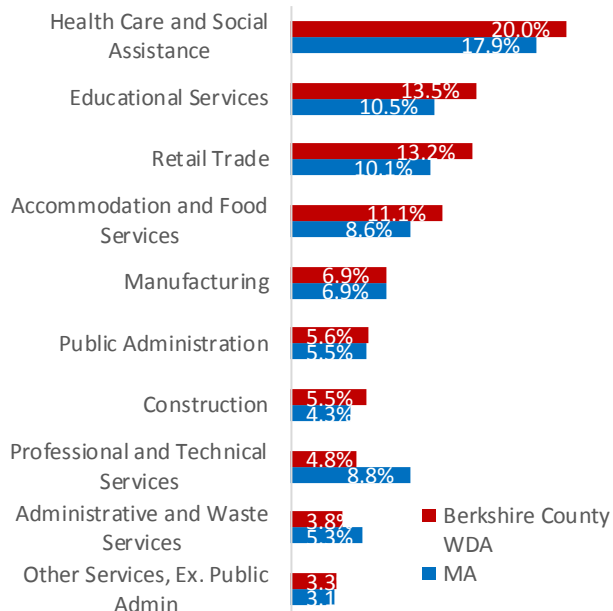
The MassHire Berkshire WDA's labor force grew by 1.3 percent during calendar year 2017 following a sharp decline the previous year. The labor force gain includes an increase in employed residents and a decrease in unemployed reflects more people entering the labor force. Berkshire was one of eleven WDAs with two-tenths of a percent drop in the unemployment rate.

Weekly wages increased by 1.7 percent to \$881, one of the lowest area gains. The number of new business establishments and jobs also posted modest gains.

The shares of jobs for Berkshire's four large industries -- Health Care and Social Assistance, Educational Services, Retail Trade, and Accommodation and Food services were all higher than the statewide distributions. Manufacturing the fifth largest industry has the same share of jobs as the Commonwealth.

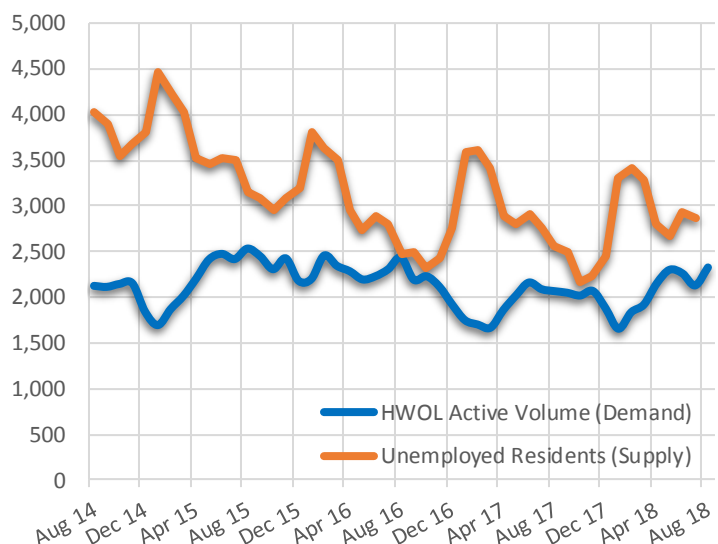
The labor supply and demand reflect the seasonal nature of jobs for some of Berkshire's industries. The labor market continued to tighten with fewer unemployed residents and slightly more job postings than same time last year.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	58,600	100.0%	\$25,209	\$37,644	\$62,029
62	Health Care and Social Assistance	00-0000	Total, All Occupations	11,740	20.0%	\$27,086	\$38,071	\$67,604
		39-9021	Personal Care Aides	1,570	13.4%	\$27,478	\$28,824	\$29,852
		29-1141	Registered Nurses	1,320	11.2%	\$60,696	\$80,525	\$94,336
		31-1014	Nursing Assistants	780	6.6%	\$27,144	\$30,263	\$33,918
61	Educational Services	00-0000	Total, All Occupations	7,910	13.5%	\$26,957	\$50,334	\$72,966
		25-2031	Secondary School Teachers	690	8.7%	\$42,222	\$64,454	\$75,185
		25-9041	Teacher Assistants	670	8.5%	\$22,880	\$24,105	\$29,828
		25-2021	Elementary School Teachers	490	6.2%	\$44,407	\$63,318	\$73,959
44-45	Retail Trade	00-0000	Total, All Occupations	7,720	13.2%	\$23,513	\$26,994	\$40,840
		41-2031	Retail Salespersons	2,230	28.9%	\$23,321	\$24,401	\$30,485
		41-2011	Cashiers	1,080	14.0%	\$22,964	\$23,602	\$25,488
		41-1011	1st Line Super. of Retail Sales	690	8.9%	\$29,731	\$38,615	\$47,962
72	Accommodation and Food Services	00-0000	Total, All Occupations	6,480	11.1%	\$23,401	\$24,706	\$32,982
		35-3031	Waiters and Waitresses	1,270	19.6%	\$23,014	\$23,942	\$31,917
		35-3021	Comb. Food Prep. & Serv. Workers	730	11.3%	\$23,699	\$23,963	\$24,771
		35-2014	Cooks, Restaurant	560	8.6%	\$25,037	\$28,478	\$32,116
31-33	Manufacturing	00-0000	Total, All Occupations	4,070	6.9%	\$28,431	\$41,726	\$62,431
		51-5112	Printing Press Operators	220	5.4%	\$28,499	\$41,565	\$49,250
		53-0000	Transp. and Material Moving Ocp.	190	4.7%	\$25,172	\$32,589	\$40,270
		51-4041	Machinists	180	4.4%	\$29,427	\$42,602	\$51,019

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Health Care and Social Assistance, Berkshire's largest industry with 11,740 employees represents 20 percent of the areas jobs with median \$37,644 median wage. Personal Care Aides who assist the elderly and persons with disabilities with daily living activities at home or facilities have median wages of \$28,824; Registered Nurses with higher skill levels have median wages of \$80,525 and Nursing Assistants round out the three largest occupations. Given the age of the population and the types of Health Care in Berkshires.

The top three occupations in Educational Services are Secondary School Teachers, Teachers Assistants and Elementary School Teachers. The industry employees 7,910 with median wage of @26,957. Key skills for Secondary School Teachers are teaching, calculator, and CAD/CAM computer assisted design.

Retail Trade and Accommodation and Food Services have lower median wages \$23,513 and \$23,401.

Manufacturing employs 4,070 with a \$41,644 median driven by the wages for Printing Press Operators and Machinists.

Skills in Demand by Occupation

Industries			
Health Care and Social Assistance	Educational Services	Retail Trade	Accommodation and Food Services
Occupation			
Personal Care Aides	Secondary School Teachers	Retail Salespersons	Waiters and Waitresses
Skills			
Cardiopulmonary Resuscitation Scheduling	Teaching Calculator CAD / CAM (Computer-Aided Design/ Manufacturing)	Sales Product Knowledge Retail Industry Knowledge	Asset Protection Customer Service ISO Standards

Source: Burning Glass, Labor Insights



Boston WDA

2017

Labor Market Highlights

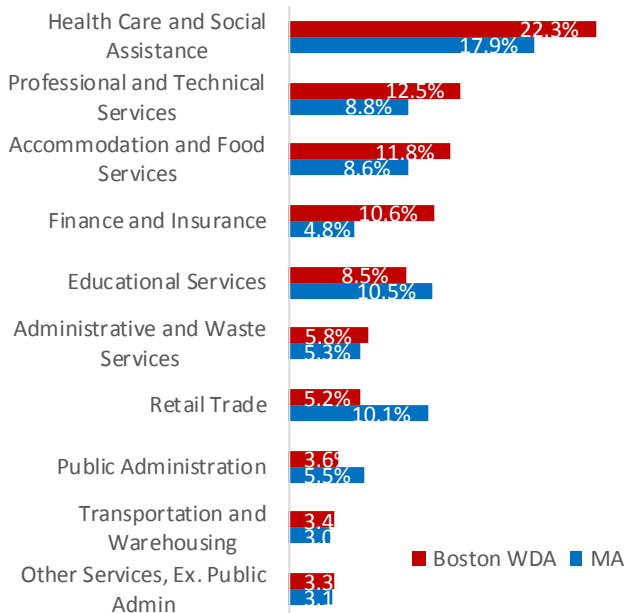
Boston WDA			
Annual Averages	2016	2017	Change
Labor Force	368,591	374,185	▲ 1.5%
Employed	355,588	361,592	▲ 1.7%
Unemployed	13,003	12,593	▼ -3.2%
Unemployment Rate	3.5%	3.4%	▼ -0.1%
Avg. Weekly Wage	\$1,794	\$1,878	▲ 4.7%
Establishments	26,702	27,587	▲ 3.3%
Avg. Monthly Emp.	630,770	644,062	▲ 2.1%
On-Line Job Ads	36,084	34,164	▼ -5.3%

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

MassHire Boston WDA, the heart of the larger Metropolitan area, has the second largest labor force in the Bay State that grew by 1.5 percent in 2017. The labor growth was due to a 1.7 percent growth in the number of employed residents and a 3.2 percent reduction in unemployed. The increase in employment and fewer unemployed reduced the unemployment to 3.4 percent.

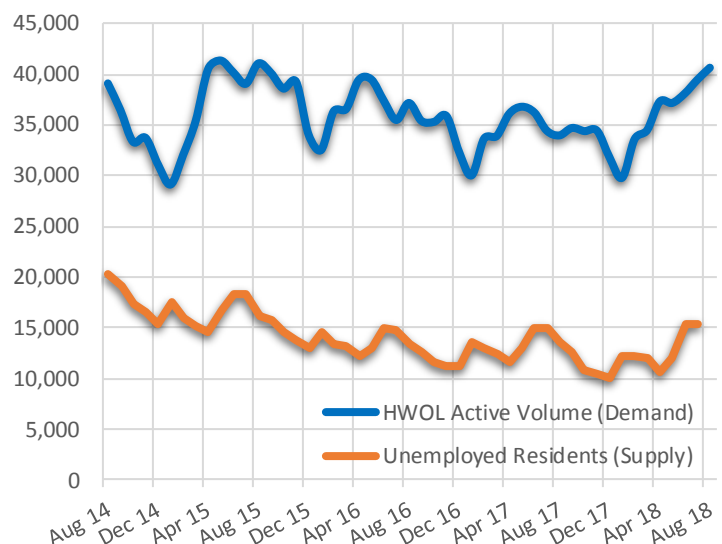
The area's average weekly wage inched up to \$1,878, the highest in the state and a growth of 4.7 percent. Boston had a 3.3 percent gain in business establishments adding 885 new establishment, the largest number of new businesses. Job postings were up over the year.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	624,820	100.0%	\$29,821	\$56,777	\$96,031
62	Health Care and Social Assistance	00-0000	Total, All Occupations	139,180	22.3%	\$33,300	\$58,999	\$101,124
		29-1141	Registered Nurses	20,030	14.4%	\$69,021	\$103,686	\$123,823
		29-1069	Physicians and Surgeons, All Other	7,280	5.2%	\$64,362	\$168,462	\$239,140
		43-6013	Medical Secretaries	6,340	4.6%	\$34,275	\$43,902	\$51,334
54	Professional and Technical Services	00-0000	Total, All Occupations	78,360	12.5%	\$49,746	\$84,778	\$134,398
		23-1011	Lawyers	6,710	8.6%	\$82,661	\$156,145	\$225,951
		13-2011	Accountants and Auditors	5,180	6.6%	\$55,437	\$72,286	\$90,509
		13-1111	Management Analysts	3,630	4.6%	\$66,936	\$120,308	\$170,014
72	Accommodation and Food Services	00-0000	Total, All Occupations	73,790	11.8%	\$23,632	\$28,996	\$43,053
		35-3031	Waiters and Waitresses	15,870	21.5%	\$23,471	\$28,193	\$39,739
		35-2014	Cooks, Restaurant	8,070	10.9%	\$24,277	\$29,362	\$35,197
		35-3021	Comb. Food Prep. & Serv. Workers	7,640	10.4%	\$23,645	\$25,054	\$30,111
52	Finance and Insurance	00-0000	Total, All Occupations	66,290	10.6%	\$47,060	\$83,250	\$134,444
		41-3031	Sec., Comd., & Fin. Serv. Sales Agents	6,170	9.3%	\$47,795	\$91,586	\$160,844
		11-3031	Financial Managers	5,260	7.9%	\$79,517	\$140,046	\$200,510
		13-2051	Financial Analysts	4,520	6.8%	\$61,746	\$93,104	\$132,413
62	Educational Services	00-0000	Total, All Occupations	53,040	8.5%	\$40,141	\$66,077	\$96,789
		25-1199	Postsecondary Teachers, All Other	4,270	8.1%	\$30,565	\$58,886	\$92,365
		11-9033	Education Administrators, Postsec.	2,780	5.2%	\$63,547	\$91,713	\$130,351
		25-1121	Art, Drama, & Music Teachers, Posts	2,630	5.0%	\$50,642	\$81,785	\$125,626

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

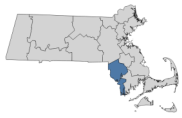
Health Care and Social Assistance, Professional and Technical Services, Accommodation and Food Services, Finance and Insurance, and Educational Services, and Educational Services are the five leading industries with 65.7 percent the area's jobs. Health and Social Assistance is the biggest industry in Boston with 139,100 jobs.

The top three occupations in each of the five largest industries shows the range of jobs, median wages and skills. In Health Care Registered Nurses with 20,900 jobs, represent 14.4 percent of jobs in this industry. Nurse's median wage of \$103,686 is over 80 percent more than the industry's \$56,777 median wage.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Professional and Technical Services	Accommodation and Food Services	Finance and Insurance	Educational Services
Occupation				
Registered Nurses	Lawyers	Waiters and Waitresses	Sec., Comd., & Fin. Serv. Sales Agents	Postsecondary Teachers, All Other
Skills				
Patient Care	Litigation	Cleaning	Sales	Teaching
Advanced Cardiac Life Support (ACLS)	Intellectual Property	Customer Service	Customer Service	Public Health and Safety
	Mergers and Acquisitions	Safety Training	Product Sales	

Source: Burning Glass, Labor Insights



Bristol County WDA

2017

Labor Market Highlights

Bristol County WDA

Annual Averages	2016	2017	Change
Labor Force	189,653	191,853	▲ 1.2%
Employed	180,810	183,245	▲ 1.3%
Unemployed	8,843	8,608	▼ -2.7%
Unemployment Rate	4.7%	4.5%	▼ -0.2%
Avg. Weekly Wage	\$929	\$945	▲ 1.7%
Establishments	10,994	11,054	▲ 0.5%
Avg. Monthly Emp.	143,929	146,976	▲ 2.1%
On-Line Job Ads	3,523	3,518	▼ -0.2%

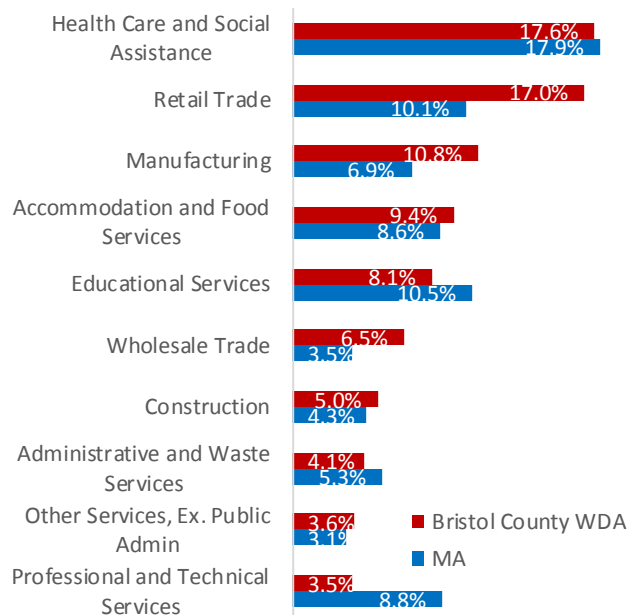
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

MassHire Bristol Workforce Development Area's labor force of 191,853 grew by 1.2 percent. The increase in number of employed residents and the drop in unemployed reduced the unemployment from 4.7 percent to 4.5 percent.

Average weekly wages for 2017 grew by 1.7 percent to \$945. Sixty more businesses operated in the area with 146,976 jobs, a growth of 2.1 percent. Job openings are relatively flat in the area with on-going seasonal patterns of labor at slightly higher level than last year.

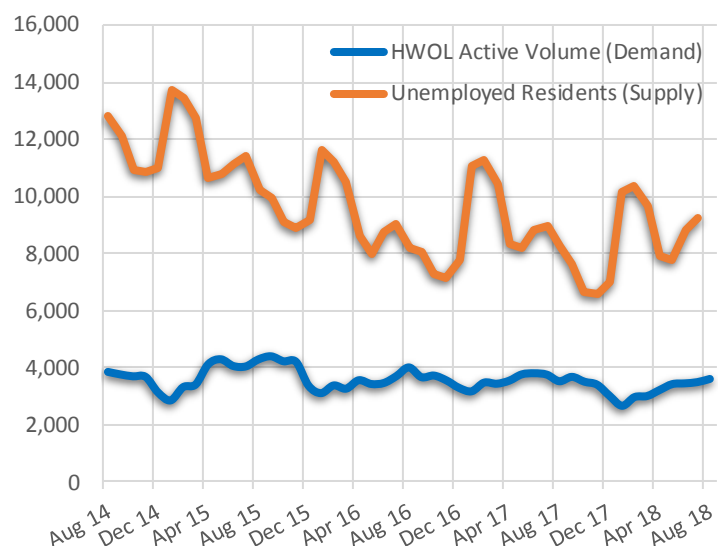
Health Care and Social Assistance has the largest percentage of jobs in the area, followed closely by Retail Trade with 17 percent of the jobs, a larger share than the 10.1 percent statewide. Manufacturing, Accommodation and Food Services, and Educational Services round out the top five industries in the Bristol area.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	142,630	100.0%	\$25,128	\$38,156	\$64,309
62	Health Care and Social Assistance	00-0000	Total, All Occupations	25,040	17.6%	\$26,941	\$38,766	\$71,781
		29-1141	Registered Nurses	3,210	12.8%	\$55,672	\$70,776	\$87,025
		39-9021	Personal Care Aides	2,930	11.7%	\$27,255	\$28,367	\$28,623
		31-1014	Nursing Assistants	2,060	8.2%	\$26,820	\$29,269	\$32,051
44-45	Retail Trade	00-0000	Total, All Occupations	24,220	17.0%	\$23,544	\$25,729	\$43,513
		41-2031	Retail Salespersons	7,050	29.1%	\$23,247	\$24,104	\$31,039
		41-2011	Cashiers	3,570	14.7%	\$23,239	\$23,883	\$25,715
		43-5081	Stock Clerks and Order Fillers	2,880	11.9%	\$23,411	\$24,710	\$30,031
31-33	Manufacturing	00-0000	Total, All Occupations	15,440	10.8%	\$28,752	\$45,302	\$73,064
		51-1011	1st Line Super. of Production	570	3.7%	\$43,418	\$65,012	\$77,853
		51-4081	Mult. Mach. Tool Sett., Oper., & Tend	460	3.0%	\$28,886	\$39,127	\$47,106
		51-4041	Machinists	450	2.9%	\$36,801	\$47,500	\$52,871
72	Accommodation and Food Services	00-0000	Total, All Occupations	13,370	9.4%	\$23,414	\$24,400	\$30,493
		35-3021	Comb. Food Prep. & Serv. Workers	3,710	27.7%	\$23,049	\$23,765	\$25,772
		35-3031	Waiters and Waitresses	2,460	18.4%	\$23,274	\$24,375	\$27,795
		35-2014	Cooks, Restaurant	1,350	10.1%	\$24,018	\$24,759	\$28,932
62	Educational Services	00-0000	Total, All Occupations	11,600	8.1%	\$29,968	\$55,860	\$74,196
		25-9041	Teacher Assistants	1,290	11.1%	\$23,560	\$28,313	\$36,234
		25-2021	Elementary School Teachers	1,250	10.8%	\$45,923	\$70,178	\$80,625
		25-2031	Secondary School Teachers	1,100	9.5%	\$49,455	\$71,472	\$81,282

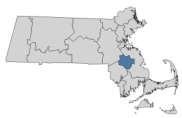
Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

As in several other WDAs Registered Nurses are the largest occupation in Health Care with 3,210 jobs and median wage of \$70,776. Top skills for Nurses in this area are advanced cardiac life support, patient care and acute care. Retail Salespersons are the largest share of Retail Trade with 7,050 jobs and a median wage of \$24,104. Sales, retail industry knowledge and customer service are the top skills. Manufacturing's 15,400 jobs had a median wage of \$5,302. First Line Supervisors of Production is the largest occupation with median wage of \$77,853 and top skills include scheduling, budgeting and cost control. Accommodation and Food Services largest occupation is Food Preparation and Service Workers. Top skills include food safety, customer service and cash register operation.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Retail Trade	Manufacturing	Accommodation and Food Services	Educational Services
Occupation				
Registered Nurses	Retail Salespersons	1st Line Super. of Production	Comb. Food Prep. & Serv. Workers	Teacher Assistants
Skills				
Advanced Cardiac Life Support (ACLS)	Sales	Scheduling	Food Safety	Teaching
Patient Care	Retail Industry Knowledge	Budgeting	Customer Service	Staff Development
Acute Care	Customer Service	Cost Control	Cash Register Operation	Needs Assessment

Source: Burning Glass, Labor Insights



Brockton WDA

2017

Labor Market Highlights

Brockton WDA			
Annual Averages	2016	2017	Change
Labor Force	130,103	131,928	▲ 1.4%
Employed	124,462	126,497	▲ 1.6%
Unemployed	5,641	5,431	▼ -3.7%
Unemployment Rate	4.3%	4.1%	▼ -0.2%
Avg. Weekly Wage	\$941	\$967	▲ 2.8%
Establishments	7,517	7,696	▲ 2.4%
Avg. Monthly Emp.	95,417	96,229	▲ 0.9%
On-Line Job Ads	2,885	2,847	▼ -1.3%

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

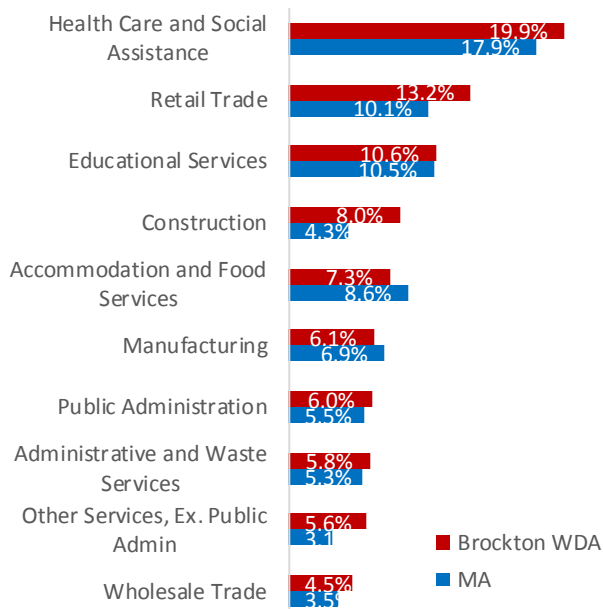
The MassHire Brockton Workforce Development Area's labor force grew by 1.4 percent to 131,928 due mostly to a 2,035 gain in individuals employed. The unemployment rate in this area declined from 4.3 percent to 4.1 percent following on a 1 percent drop in 2016.

Average weekly wage was \$967, a growth of 2.8 percent over the year. The number of business establishments grew 2.8 percent, adding 189 new businesses. These businesses had 2,847 jobs, a drop of 38 jobs.

Health Care and Social assistance, Retail Trade, Educational Services, Construction and Accommodation and Food services had the largest shares of jobs. Health Care, Retail Trade, and Construction have larger shares of jobs for the area when compared to the state.

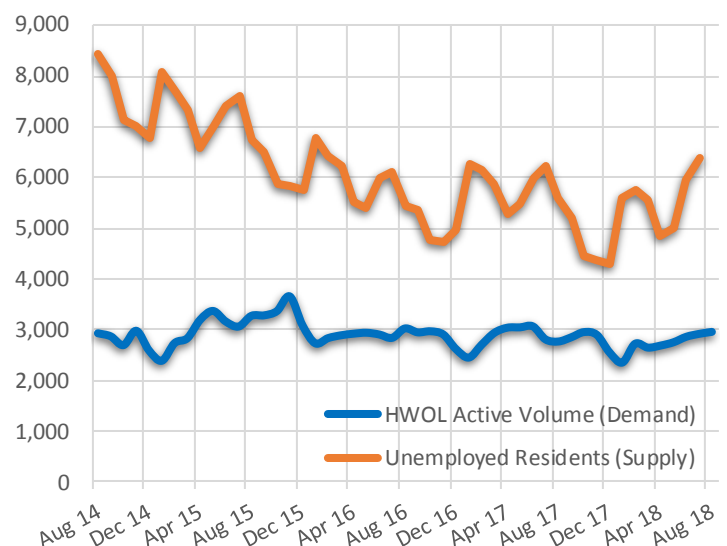
Active job postings were flat. The number of unemployed, labor supply, was slightly higher in August 2018 than the previous year. Labor supply in this area is seasonal.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	99,900	100.0%	\$25,786	\$42,003	\$66,336
62	Health Care and Social Assistance	00-0000	Total, All Occupations	19,870	19.9%	\$27,798	\$43,813	\$73,497
		29-1141	Registered Nurses	2,300	11.6%	\$57,774	\$73,969	\$91,086
		39-9021	Personal Care Aides	2,200	11.1%	\$27,925	\$28,503	\$28,559
		31-1014	Nursing Assistants	1,430	7.2%	\$27,711	\$31,252	\$35,459
44-45	Retail Trade	00-0000	Total, All Occupations	13,150	13.2%	\$23,749	\$27,334	\$42,135
		41-2031	Retail Salespersons	2,550	19.4%	\$23,653	\$24,630	\$33,044
		41-2011	Cashiers	2,490	18.9%	\$23,405	\$23,936	\$26,267
		43-5081	Stock Clerks and Order Fillers	1,490	11.3%	\$23,715	\$25,674	\$34,222
62	Educational Services	00-0000	Total, All Occupations	10,590	10.6%	\$35,352	\$62,984	\$78,294
		25-9041	Teacher Assistants	1,170	11.0%	\$23,413	\$31,975	\$36,352
		25-2021	Elementary School Teachers	1,100	10.4%	\$59,375	\$80,277	\$87,022
		25-2031	Secondary School Teachers	880	8.3%	\$58,766	\$82,330	\$91,320
23	Construction	00-0000	Total, All Occupations	8,010	8.0%	\$37,436	\$63,108	\$84,073
		47-2211	Sheet Metal Workers	940	11.7%	\$48,485	\$82,471	\$88,605
		47-2061	Construction Laborers	870	10.9%	\$37,263	\$64,812	\$74,019
		47-2031	Carpenters	850	10.6%	\$48,380	\$65,145	\$75,730
72	Accommodation and Food Services	00-0000	Total, All Occupations	7,260	7.3%	\$23,332	\$24,297	\$30,967
		35-3021	Comb. Food Prep. & Serv. Workers	1,980	27.3%	\$23,226	\$23,848	\$25,830
		35-1012	1st Line Super. of Food Prep. & Serv.	690	9.5%	\$25,109	\$31,049	\$40,636
		35-3031	Waiters and Waitresses	670	9.2%	\$23,023	\$26,002	\$32,218

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Health Care is 19.9 percent of jobs in Brockton with median wage of \$43,813. Staffing pattern for top three occupations is similar to other areas with 2,300 Registered Nurse who have median wage of \$73,969 and key skills of advanced cardiac life care support, acute care and patient. Personal Care Attendants and Nursing Assistants are the two other top occupations.

Teachers Assistants are the largest occupation in Educational Services with \$31,975 median wage. Key skills include teaching, clerical duties and special education.

Sheet Metal Workers are 11.7 percent of jobs in Construction with top skills of duct work, occupational health and safety, and repair; and median wage of \$82,471.

Food Preparation and Service Workers top skills include food service experience, cooking and cash register operations. At \$23,848 their median wage is similar to the wage in Brockton WDA.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Retail Trade	Educational Services	Construction	Accommodation and Food Services
Occupation				
Registered Nurses	Retail Salespersons	Teacher Assistants	Sheet Metal Workers	Comb. Food Prep. & Serv. Workers
Skills				
Advanced Cardiac Life Support (ACLS)	Sales	Teaching	Duct Work	Food Service Experience
Acute Care	Retail Industry Knowledge	Clerical Duties	Occupational Health and Safety	Cooking
Patient Care	Customer Service	Special Education	Repair	Cash Register Operation

Source: Burning Glass, Labor Insights



Cape & Islands WDA

2017

Labor Market Highlights

Cape & Islands WDA			
Annual Averages	2016	2017	Change
Labor Force	127,823	129,083	▲ 1.0%
Employed	121,535	123,070	▲ 1.3%
Unemployed	6,287	6,012	▼ -4.4%
Unemployment Rate	4.9%	4.7%	▼ -0.2%
Avg. Weekly Wage	\$888	\$912	▲ 2.7%
Establishments	11,817	11,921	▲ 0.9%
Avg. Monthly Emp.	112,408	113,662	▲ 1.1%
On-Line Job Ads	2,622	2,391	▼ -8.8%

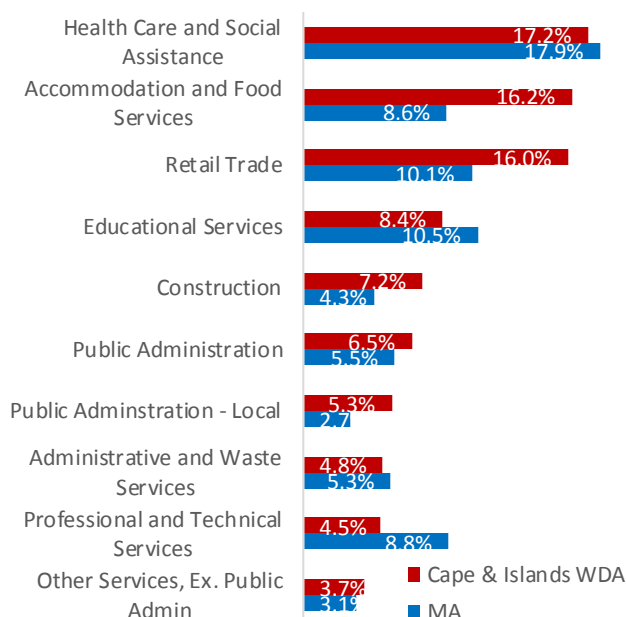
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire Cape and Islands Workforce Development Area's labor force added 1,260 residents. At 129,083, the annual average labor force is one of the smallest in the state. Labor force growth was due to 1,535 gain in employed residents and 275 fewer unemployed. The 4.7 percent unemployment rate was down from 4.9 percent in 2016.

Average weekly wages for jobs in the WDA were \$912 up 2.7 percent over the year. 104 new business establishments in 2017 provided an average of 113,662 jobs for a 1.1 percent gain. On-line jobs postings were down 8.8 percent.

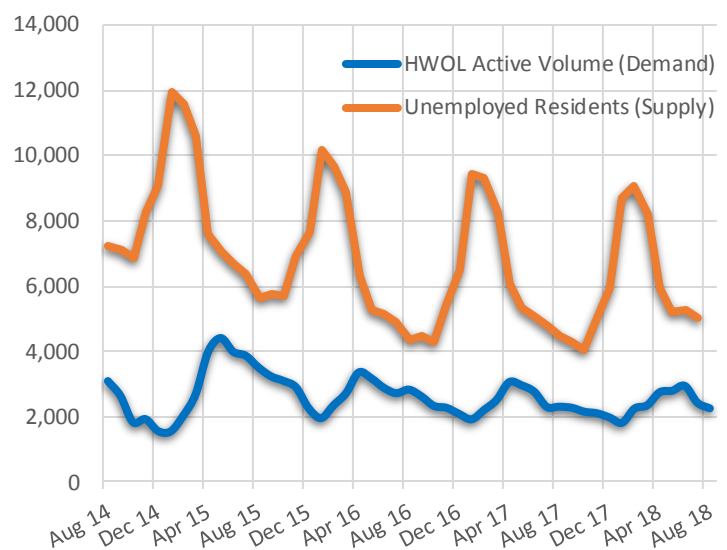
Health Care and Social Assistance, Accommodations and Food Services, Retail Trade, Educational Services and Construction are the largest industries. Due to the seasonal nature of Accommodation and Food Services and Retail Trade, they are 32.2 percent of jobs and have a larger share of jobs than the 18.7 percent in the Commonwealth.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	108,880	100.0%	\$25,906	\$40,708	\$64,097
62	Health Care and Social Assistance	00-0000	Total, All Occupations	18,680	17.2%	\$29,515	\$46,778	\$74,656
		29-1141	Registered Nurses	2,300	12.3%	\$56,625	\$80,387	\$98,886
		39-9021	Personal Care Aides	1,670	8.9%	\$27,825	\$28,921	\$30,523
		31-1014	Nursing Assistants	1,480	7.9%	\$27,638	\$31,922	\$38,055
72	Accommodation and Food Services	00-0000	Total, All Occupations	17,620	16.2%	\$23,542	\$27,880	\$38,289
		35-3031	Waiters and Waitresses	3,900	22.1%	\$23,097	\$25,861	\$33,914
		35-3021	Comb. Food Prep. & Serv. Workers	1,590	9.0%	\$23,490	\$24,266	\$26,755
		35-2014	Cooks, Restaurant	1,540	8.7%	\$25,337	\$30,611	\$33,866
44-45	Retail Trade	00-0000	Total, All Occupations	17,370	16.0%	\$23,855	\$29,067	\$46,182
		41-2031	Retail Salespersons	5,260	30.3%	\$23,694	\$26,439	\$33,520
		41-2011	Cashiers	3,110	17.9%	\$23,548	\$24,211	\$26,785
		43-5081	Stock Clerks and Order Fillers	1,440	8.3%	\$23,831	\$26,773	\$33,957
62	Educational Services	00-0000	Total, All Occupations	9,130	8.4%	\$32,491	\$58,777	\$77,252
		25-2021	Elementary School Teachers	1,190	13.0%	\$45,362	\$74,417	\$88,091
		25-9041	Teacher Assistants	1,060	11.6%	\$25,525	\$35,292	\$43,316
		25-2031	Secondary School Teachers	900	9.9%	\$51,123	\$77,188	\$89,464
23	Construction	00-0000	Total, All Occupations	7,830	7.2%	\$36,963	\$55,593	\$76,710
		47-2031	Carpenters	1,320	16.9%	\$42,053	\$57,832	\$72,450
		47-2061	Construction Laborers	770	9.8%	\$31,949	\$43,778	\$55,014
		47-2152	Plumbers, Pipefitters, & Steamfitters	680	8.7%	\$36,206	\$60,842	\$76,698

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

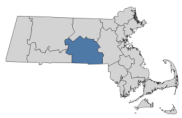
Active job postings show less seasonality this year. The sharp seasonality in unemployed residents align to seasonal changes.

Health Care and Social Assistance, Retail trade and Educational services are the three largest industries with Over 49 percent of the jobs. As with other WDAs, the 2,300 Registered Nurses are the largest occupation and have the highest median wage at \$80,387 in Health Care. Waiters and Waitresses are 22 percent of the 17,620 jobs in Accommodations and Food with median wage of \$25,861. Retail Salespersons are 30 percent of the 17,370 occupations in retail Trade with top skills of sales, sales goals and customer service.

Skills in Demand by Occupation

Industries		
Health Care and Social Assistance	Retail Trade	Educational Services
Occupation		
Registered Nurses	Retail Salespersons	Elementary School Teachers
Skills		
Advanced Cardiac Life Support (ACLS)	Sales	Teaching
Acute Care	Sales Goals	Child Development
Patient Care	Customer Service	Curriculum Development

Source: Burning Glass, Labor Insights



Central MA WDA

2017

Labor Market Highlights

Central MA WDA			
Annual Averages	2016	2017	Change
Labor Force	309,614	312,807	▲ 1.0%
Employed	297,131	300,815	▲ 1.2%
Unemployed	12,483	11,992	▼ -3.9%
Unemployment Rate	4.0%	3.8%	▼ -0.2%
Avg. Weekly Wage	\$1,032	\$1,066	▲ 3.3%
Establishments	18,363	18,841	▲ 2.6%
Avg. Monthly Emp.	260,366	264,392	▲ 1.5%
On-Line Job Ads	10,911	9,845	▼ -9.8%

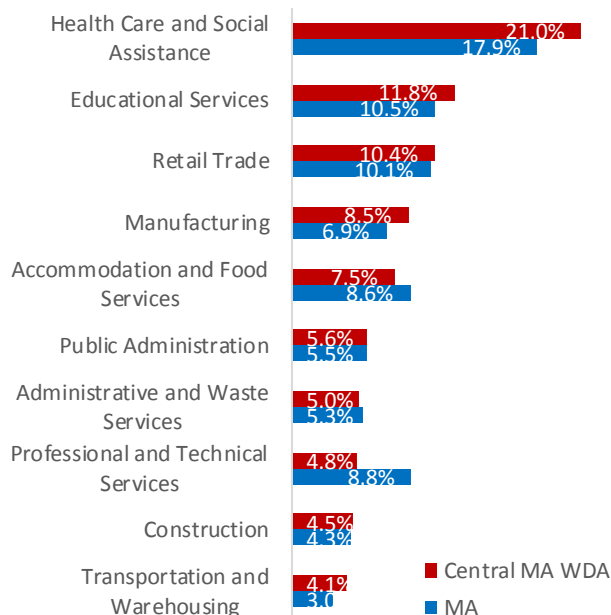
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire Central Workforce Development Area has a labor force of 312,807 residents. The labor force grew by 1 percent in 2017, the number of employed residents increased by 3,684 or 1 percent and the number of unemployed dropped by 491. The unemployment rate dropped to 3.8 percent from 4.0 percent in 2016. On-line job postings were down 9.8 percent.

Four of the five largest industries -- Health Care and Social assistance, Educational Services, Retail Trade and Manufacturing – have larger shares of area jobs than the state. Health Care has 21 percent of the area jobs, Educational Services 11.8 percent, Retail Trade 10.4 percent and Manufacturing 8.5 percent. Accommodation and Food Services, the fifth largest industry has 7.4 percent of the jobs.

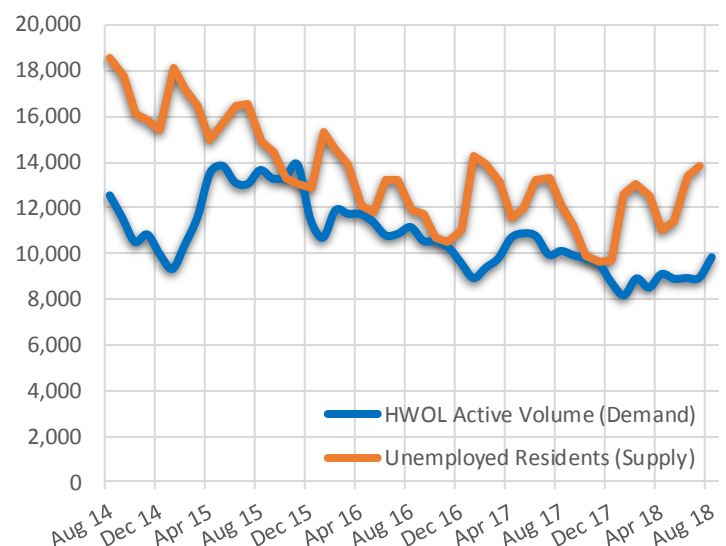
Since December 2017, the number of unemployed residents has been larger than the active job postings.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	270,220	100.0%	\$26,159	\$42,488	\$68,671
62	Health Care and Social Assistance	00-0000	Total, All Occupations	56,880	21.0%	\$27,471	\$40,584	\$71,022
		39-9021	Personal Care Aides	6,610	11.6%	\$27,692	\$28,841	\$30,533
		29-1141	Registered Nurses	6,480	11.4%	\$61,993	\$83,322	\$99,961
		31-1014	Nursing Assistants	3,660	6.4%	\$27,003	\$29,961	\$32,796
61	Educational Services	00-0000	Total, All Occupations	32,020	11.8%	\$31,941	\$57,671	\$79,425
		25-9041	Teacher Assistants	3,230	10.1%	\$25,271	\$31,433	\$38,279
		25-2031	Secondary School Teachers	2,440	7.6%	\$54,906	\$72,961	\$83,479
		25-2021	Elementary School Teachers	2,200	6.9%	\$56,640	\$74,672	\$86,154
44-45	Retail Trade	00-0000	Total, All Occupations	28,220	10.4%	\$23,662	\$26,554	\$40,803
		41-2031	Retail Salespersons	6,380	22.6%	\$23,387	\$24,289	\$30,654
		41-2011	Cashiers	5,080	18.0%	\$23,471	\$24,063	\$26,761
		43-5081	Stock Clerks and Order Fillers	3,600	12.8%	\$23,650	\$24,629	\$29,736
31-33	Manufacturing	00-0000	Total, All Occupations	22,960	8.5%	\$30,691	\$47,197	\$74,656
		51-2092	Team Assemblers	1,330	5.8%	\$26,572	\$31,172	\$37,962
		51-1011	1st Line Super. of Prod. & Oper.	810	3.5%	\$44,902	\$64,095	\$74,310
		51-9061	Inspcr, Testr, Sortr, Sampr, & Weigr	770	3.4%	\$30,139	\$39,582	\$49,165
72	Accommodation and Food Services	00-0000	Total, All Occupations	20,310	7.5%	\$23,368	\$24,607	\$31,976
		35-3021	Comb. Food Prep. & Serv. Workers	5,910	29.1%	\$23,476	\$24,039	\$26,191
		35-3031	Waiters and Waitresses	3,330	16.4%	\$23,208	\$26,537	\$31,422
		35-3011	Bartenders	1,390	6.8%	\$22,880	\$24,823	\$32,186

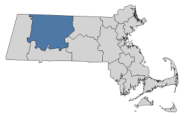
Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

For Central WDA, Personal Care Assistants' 6,610 jobs or 11.6 percent are the largest number of jobs in the Health Care and Social Assistance industry with median wage of \$28,841. Top skills for this area are scheduling, cardiopulmonary resuscitation and caregiving. Registered Nurses with 6,480 jobs or 11.4 percent are a close second. With median wage of \$83,322. 'Manufacturing's top occupation is Team Assemblers with 1,330 jobs and median wage of \$31,172. Top skills are manual dexterity, hand tools and quality assurance control.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Educational Services	Retail Trade	Manufacturing	Accommodation and Food Services
Occupation				
Personal Care Aides	Teacher Assistants	Retail Salespersons	Team Assemblers	Comb. Food Prep. & Serv. Workers
Skills				
Scheduling	Teaching	Sales	Manual Dexterity	Food Service Experience
Cardiopulmonary Resuscitation (CPR)	Special Education	Customer Service	Hand Tools	Customer Service
Caregiving	Toileting	Retail Industry Knowledge	Quality Assurance and Control	Cleaning

Source: Burning Glass, Labor Insights



Franklin-Hampshire WDA

2017

Labor Market Highlights

Franklin-Hampshire WDA			
Annual Averages	2016	2017	Change
Labor Force	135,421	136,462	▲ 0.8%
Employed	130,435	131,746	▲ 1.0%
Unemployed	4,986	4,715	▼ -5.4%
Unemployment Rate	3.7%	3.5%	▼ -0.2%
Avg. Weekly Wage	\$833	\$868	▲ 4.2%
Establishments	7,719	7,794	▲ 1.0%
Avg. Monthly Emp.	94,919	96,278	▲ 1.4%
On-Line Job Ads	2,754	2,774	▲ 0.7%

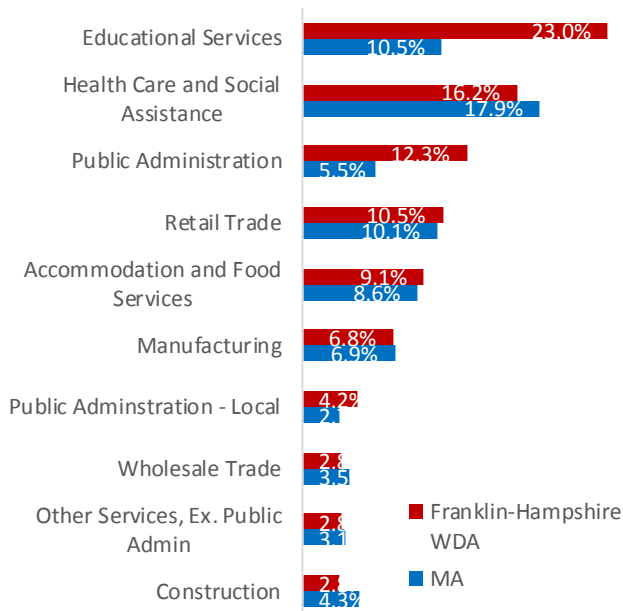
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire Franklin-Hampshire Workforce Development Area had a labor force of 136,462 residents, with 1,041 more residents than in 2016. Labor force gains were due to 1,311 more employed and 271 fewer unemployed residents. The unemployment rate was 3.5 percent down from 3.7 percent in 2016.

Average weekly wage for jobs in the area was \$868, a 4.2 percent gain over the year. There were 75 new business establishments in 2017 for a total of 7,794 with average monthly employment of 96,278, a 1.4 percent gain. On-line job postings had a modest gain.

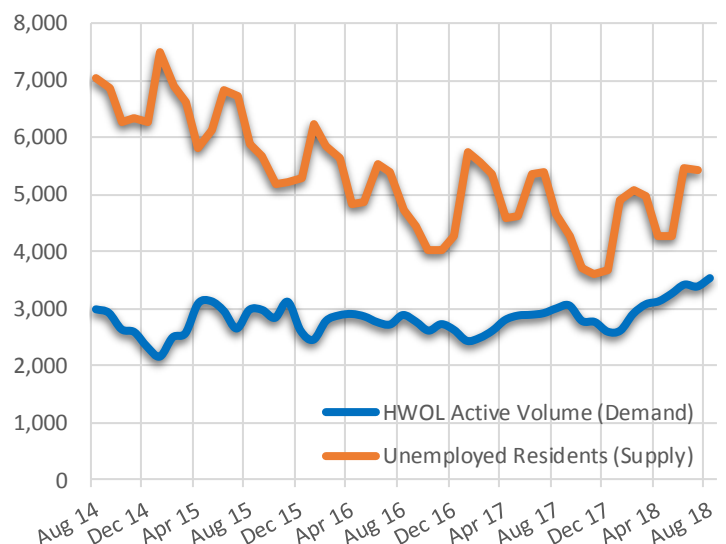
Active job postings, labor demand, are up in 2018 with a continuing upward trend. This area also has strong seasonal trends in unemployment with the number of unemployed residents in August 2018 above the level in 2017.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	102,030	100.0%	\$26,168	\$40,819	\$63,489
61	Educational Services	00-0000	Total, All Occupations	23,440	23.0%	\$34,078	\$57,351	\$79,919
		25-9041	Teacher Assistants	1,480	6.3%	\$24,129	\$29,940	\$35,438
		25-2031	Secondary School Teachers	1,160	4.9%	\$47,708	\$67,500	\$78,357
		25-2021	Elementary School Teachers	1,040	4.4%	\$45,671	\$64,249	\$74,301
62	Health Care and Social Assistance	00-0000	Total, All Occupations	16,480	16.2%	\$27,250	\$38,551	\$66,615
		39-9021	Personal Care Aides	2,440	14.8%	\$27,709	\$28,535	\$28,824
		29-1141	Registered Nurses	1,360	8.3%	\$62,115	\$79,929	\$89,736
		31-1014	Nursing Assistants	1,330	8.1%	\$26,800	\$29,328	\$32,300
92	Public Administration	00-0000	Total, All Occupations	12,600	12.3%	\$32,330	\$49,175	\$65,440
		33-3051	Police and Sheriff's Patrol Officers	650	5.2%	\$39,241	\$56,893	\$68,635
		33-2011	Firefighters	610	4.8%	\$27,885	\$39,392	\$48,396
		29-1141	Registered Nurses	350	2.8%	\$61,789	\$83,635	\$94,176
44-45	Retail Trade	00-0000	Total, All Occupations	10,740	10.5%	\$23,653	\$27,605	\$42,580
		41-2031	Retail Salespersons	2,630	24.5%	\$23,597	\$24,659	\$36,549
		41-2011	Cashiers	2,050	19.1%	\$23,177	\$24,061	\$28,416
		41-1011	1st Line Super. of Retail Sales	770	7.2%	\$29,808	\$40,481	\$52,106
72	Accommodation and Food Services	00-0000	Total, All Occupations	9,310	9.1%	\$23,315	\$24,498	\$31,530
		35-3021	Comb. Food Prep. & Serv. Workers	1,880	20.2%	\$23,762	\$24,306	\$27,228
		35-3031	Waiters and Waitresses	1,810	19.4%	\$22,880	\$23,608	\$30,636
		35-2014	Cooks, Restaurant	950	10.2%	\$23,171	\$26,260	\$29,737

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Educational Services, Health Care and Social Assistance, Public Administration, Retail Trade and Accommodations and Food Services are the largest industries. Educational Services is the largest sector with 23,440 or 23 percent of jobs in the area. Statewide Educational Services had 10.5 percent of jobs in 2017. The area is home to numerous Colleges, Universities and Professional Schools. This area is one of a few WDAs with Health Care and Social Assistance with 16,400 jobs has a smaller share of jobs than the state.

Teaching Assistants are the largest occupation on Educational Services followed by Secondary School Teachers and Elementary School Teachers. Median wage is highest for Secondary School Teachers at \$67,500, Elementary School Teachers median wage is \$64,249.

Police and Sheriff's Patrol Officers are the leading occupation in Public Administration. Top skills include cardiopulmonary resuscitation, criminal justice and law enforcement or criminal experience. Median wages are \$56,893.

Skills in Demand by Occupation

Industries				
Educational Services	Health Care and Social Assistance	Public Administration	Retail Trade	Accommodation and Food Services
Occupation				
Teacher Assistants	Personal Care Aides	Police and Sheriff's Patrol Officers	Retail Salespersons	Comb. Food Prep. & Serv. Workers
Skills				
Teaching	Budgeting	Cardiopulmonary Resuscitation (CPR)	Sales	Food Service Experience
Special Education	Cardiopulmonary Resuscitation (CPR)	Criminal Justice	Customer Service	Customer Service
Toileting	Bathing	Law Enforcement or Criminal Justice Experience	Retail Industry Knowledge	Food Safety

Source: Burning Glass, Labor Insights



Greater Lowell WDA

2017

Labor Market Highlights

Greater Lowell WDA			
Annual Averages	2016	2017	Change
Labor Force	152,369	154,968	▲ 1.7%
Employed	146,318	149,205	▲ 2.0%
Unemployed	6,051	5,764	▼ -4.7%
Unemployment Rate	4.0%	3.7%	▼ -0.3%
Avg. Weekly Wage	\$1,279	\$1,355	▲ 5.9%
Establishments	8,441	8,721	▲ 3.3%
Avg. Monthly Emp.	123,401	126,012	▲ 2.1%
On-Line Job Ads	4,952	4,725	▼ -4.6%

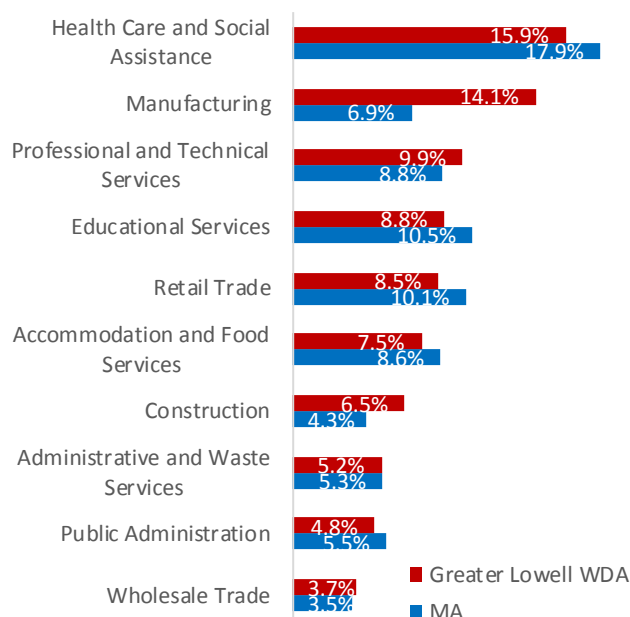
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The labor force in the MassHire Greater Lowell Workforce Development Area grew by 1.7 percent to 154,968. This area has the largest percentage increases in labor force and employed residents, 2.0 percent. The number of unemployed residents dropped by 4.7 percent. These changes in the labor force dropped the unemployment rate from 4.0 percent to 3.7 percent.

Average weekly wages for jobs in this WDA were \$1,335 up 5.9 percent over the year. There were 280 new business establishments in 2018, a gain of 3.3 percent. The 8,721 establishments had average monthly employment of 126,000. On-line job postings were down 4.6 percent over the year.

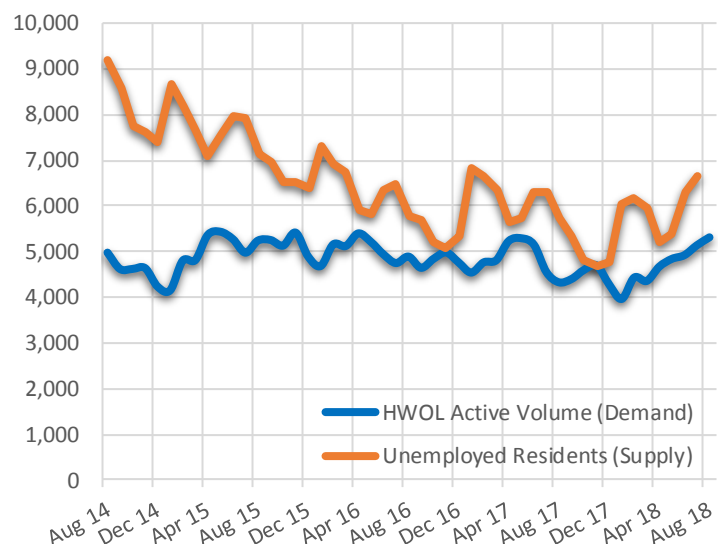
Health Care and Social Assistance jobs were 15.9 percent of the region, less than comparable share of jobs statewide. Manufacturing has the second largest share of jobs in this region at 14.1 percent. Manufacturing jobs are more than double the share statewide. Professional and Technical Services, Educational Services and Retail Trade also have large shares.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	128,800	100.0%	\$26,997	\$49,136	\$80,390
62	Health Care and Social Assistance	00-0000	Total, All Occupations	20,420	15.9%	\$26,861	\$35,856	\$64,509
		39-9021	Personal Care Aides	3,060	15.0%	\$27,990	\$28,569	\$28,714
		29-1141	Registered Nurses	1,840	9.0%	\$57,949	\$78,064	\$87,997
		31-1014	Nursing Assistants	1,800	8.8%	\$26,128	\$29,065	\$32,184
31-33	Manufacturing	00-0000	Total, All Occupations	18,180	14.1%	\$36,155	\$67,355	\$103,234
		15-1133	Software Developers, Sys. Software	1,260	6.9%	\$85,547	\$120,441	\$140,074
		17-2112	Industrial Engineers	590	3.2%	\$75,344	\$100,109	\$115,602
		51-2022	Electrical & Electronic Equip. Assem.	560	3.1%	\$27,867	\$34,705	\$41,194
54	Professional and Technical Services	00-0000	Total, All Occupations	12,760	9.9%	\$44,974	\$81,445	\$118,859
		15-1133	Software Developers, Sys. Software	890	7.0%	\$81,600	\$118,185	\$142,784
		15-1132	Software Developers, Applications	670	5.3%	\$74,893	\$115,293	\$130,980
		13-1111	Management Analysts	510	4.0%	\$64,880	\$87,906	\$130,083
61	Educational Services	00-0000	Total, All Occupations	11,360	8.8%	\$33,723	\$65,291	\$85,981
		25-2021	Elementary School Teachers	1,260	11.1%	\$52,695	\$74,504	\$93,189
		25-9041	Teacher Assistants	1,100	9.7%	\$23,365	\$26,660	\$32,689
		25-2022	Middle School Teachers	1,020	9.0%	\$56,435	\$73,749	\$87,724
44-45	Retail Trade	00-0000	Total, All Occupations	10,910	8.5%	\$23,702	\$26,710	\$45,735
		41-2031	Retail Salespersons	2,170	19.9%	\$23,450	\$26,851	\$36,663
		41-2011	Cashiers	2,130	19.5%	\$23,415	\$23,964	\$25,425
		43-5081	Stock Clerks and Order Fillers	1,120	10.3%	\$23,738	\$24,755	\$33,012

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor demand, measured by number of active job postings, increasing in 2018 with August openings higher than in August 2017.

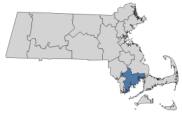
Personal Care Aides are 15 percent of jobs in Health Care, followed by Registered Nurses at 9.0 percent and Nursing Aides at 8.8 percent. Top skills for Personal care Aides are caregiving, meal preparation and ADL assistance.

The leading occupation for Manufacturing is Software Developers, System Software with 1,260 jobs at median wage of \$120,441. Top skills are C++, computer engineering and embedded Linux. The same occupation with same skills is first in Professional and Technical Services with 890 jobs and median wage of \$118,185. Industrial Engineers are second with median wage of \$100,109. Median wage in Manufacturing in this area is high at \$67,355.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Manufacturing	Professional and Technical Services	Educational Services	Retail Trade
Occupation				
Personal Care Aides	Software Developers, Sys. Software	Software Developers, Sys. Software	Elementary School Teachers	Retail Salespersons
Skills				
Caregiving	C++	C++	Teaching	Sales
Meal Preparation	Computer Engineering	Computer Engineering	Scheduling	Customer Service
ADLs Assistance	Embedded Linux	Embedded Linux	Tutoring	Retail Industry Knowledge

Source: Burning Glass, Labor Insights



Greater New Bedford WDA

2017

Labor Market Highlights

Greater New Bedford WDA			
Annual Averages	2016	2017	Change
Labor Force	114,090	114,877	▲ 0.7%
Employed	107,902	108,911	▲ 0.9%
Unemployed	6,188	5,966	▼ -3.6%
Unemployment Rate	5.4%	5.2%	▼ -0.2%
Avg. Weekly Wage	\$888	\$938	▲ 5.6%
Establishments	7,373	7,409	▲ 0.5%
Avg. Monthly Emp.	86,385	86,916	▲ 0.6%
On-Line Job Ads	2,825	2,190	▼ -22.5%

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

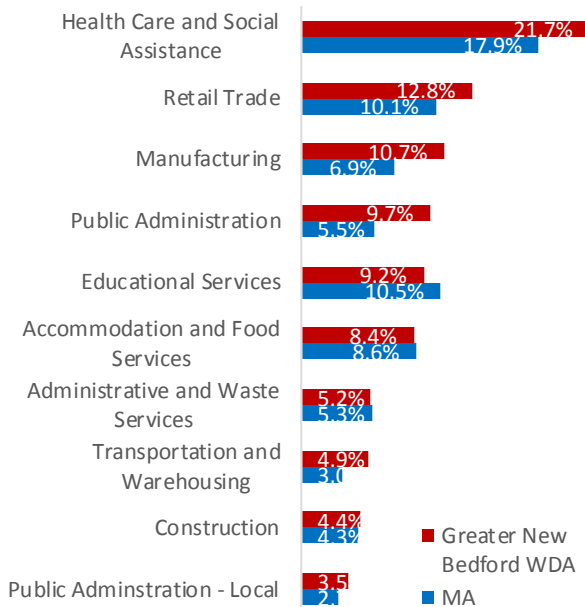
The MassHire Greater New Bedford Workforce Development Area's labor force of 114,877 residents was up seven-tenths of a percent, one of two WDAs with the lowest growth rates for WDAs. The number of employed residents grew slightly while the number of unemployed residents declined by 3.6 percent. The area unemployment rate was 5.2 percent, down from 5.4 percent in 2016.

Average weekly wages for jobs in the WD were \$938, a gain of 5.6 percent over the year. There were 36 new business establishments in 2017. The 7,409 establishments had average monthly employment of 86,916. On-line job openings were down 22.5 percent.

The five largest industries are Health Care and Social Assistance with 21.7 percent of the jobs in the area, Retail Trade, Manufacturing, Public Administration and Educational Services. Manufacturing and Public Assistance have larger shares of jobs in this area than statewide.

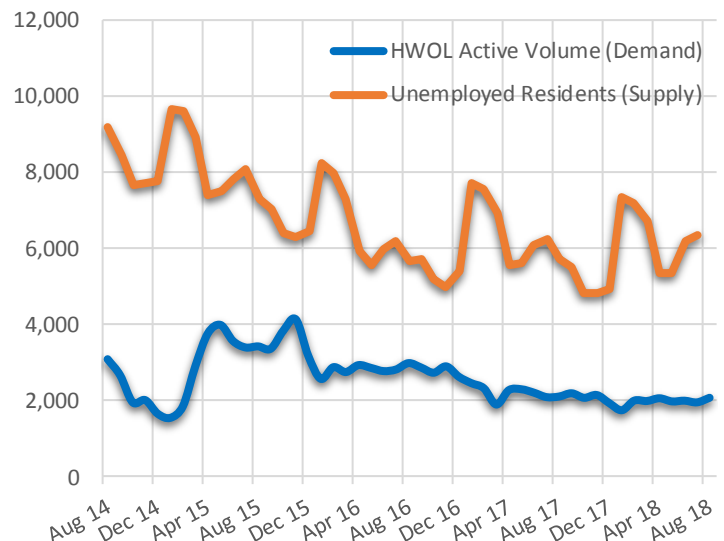
Labor Demand remained flat as the numbers of unemployed residents have been declining.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	87,390	100.0%	\$25,181	\$37,249	\$62,050
62	Health Care and Social Assistance	00-0000	Total, All Occupations	18,950	21.7%	\$26,665	\$35,473	\$72,274
		39-9021	Personal Care Aides	2,900	15.3%	\$27,929	\$28,411	\$28,553
		29-1141	Registered Nurses	1,820	9.6%	\$57,796	\$77,946	\$92,489
		31-1014	Nursing Assistants	1,670	8.8%	\$26,021	\$29,178	\$32,000
44-45	Retail Trade	00-0000	Total, All Occupations	11,220	12.8%	\$23,620	\$26,466	\$40,995
		41-2031	Retail Salespersons	2,660	23.7%	\$23,364	\$24,372	\$31,032
		41-2011	Cashiers	1,970	17.6%	\$23,310	\$23,867	\$25,330
		43-5081	Stock Clerks and Order Fillers	1,100	9.8%	\$23,672	\$25,019	\$32,413
31-33	Manufacturing	00-0000	Total, All Occupations	9,380	10.7%	\$28,635	\$41,007	\$63,564
		51-6031	Sewing Machine Operators	680	7.2%	\$28,547	\$33,800	\$35,047
		51-2092	Team Assemblers	570	6.1%	\$26,479	\$30,577	\$38,948
		51-1011	1st Line Super. of Prod. & Oper.	290	3.1%	\$43,495	\$62,064	\$74,346
92	Public Administration	00-0000	Total, All Occupations	8,460	9.7%	\$37,969	\$58,673	\$72,871
		33-3051	Police and Sheriff's Patrol Officers	550	6.5%	\$44,544	\$65,422	\$74,060
		33-2011	Firefighters	440	5.2%	\$37,090	\$54,124	\$65,778
		43-9061	Office Clerks, General	330	3.9%	\$26,087	\$38,561	\$43,163
61	Educational Services	00-0000	Total, All Occupations	8,030	9.2%	\$32,254	\$60,506	\$81,273
		25-9041	Teacher Assistants	850	10.6%	\$23,616	\$31,556	\$38,539
		25-2021	Elementary School Teachers	810	10.1%	\$58,996	\$78,656	\$93,011
		25-2031	Secondary School Teachers	770	9.6%	\$50,710	\$74,802	\$87,595

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

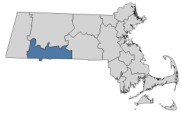
The top three occupations in Health Care and Social Assistance are Personal Care Attendants, registered Nurses and Nursing Aides. Top skills for Personal Care Attendants are caregiving, piano and senior care. Median wage is \$28,411 for 15.3 percent share of Health Care jobs.

Manufacturing with 10.7 percent of the jobs in the WDA employs 9,380 with median wages at \$41,007. There are 680 Sewing Machine Operators, 7.2 percent of the jobs, with top skills of teaching, customer service and scheduling. Media wage is \$33,800. The 850 Teaching Assistants are the largest share of Educational Service jobs. Top skills include teaching, special education and no child left behind. Median wages are \$31,556.

Skills in Demand by Occupation

Industries			
Health Care and Social Assistance	Retail Trade	Manufacturing	Educational Services
Occupation			
Personal Care Aides	Retail Salespersons	Sewing Machine Operators	Teacher Assistants
Skills			
Caregiving	Sales	Teaching	Teaching
Piano	Customer Service	Customer Service	Special Education
Senior Care	Retail Industry Knowledge	Scheduling	No Child Left Behind (NCLB)

Source: Burning Glass, Labor Insights



Hampden County WDA

2017

Labor Market Highlights

Hampden County WDA				
Annual Averages	2016	2017	Change	
Labor Force	221,675	223,137	▲	0.7%
Employed	209,997	211,909	▲	0.9%
Unemployed	11,678	11,228	▼	-3.9%
Unemployment Rate	5.3%	5.0%	▼	-0.3%
Avg. Weekly Wage	\$921	\$936	▲	1.6%
Establishments	18,159	18,259	▲	0.6%
Avg. Monthly Emp.	207,091	208,421	▲	0.6%
On-Line Job Ads	6,768	6,811	▲	0.6%

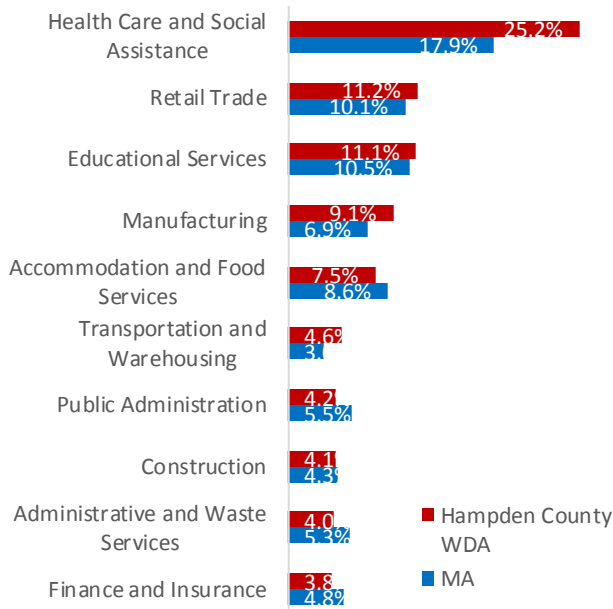
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The labor force of 223,137 in the MassHire Hampden County Workforce Development Area tied with Greater New Bedford WDA for the lowest labor force growth rate in 2017. With modest growth in the number of employed residents and a 3.9 percent drop in the number of unemployed residents, the unemployment rate dropped from 5.3 percent in 2016 to 5.0 percent in 2017.

The average weekly wage for jobs in the area was \$936, a 1.6 percent increase over the year. The number of business establishments grew by 100 to 18,259 employing 208,421. On-line job postings were up slightly.

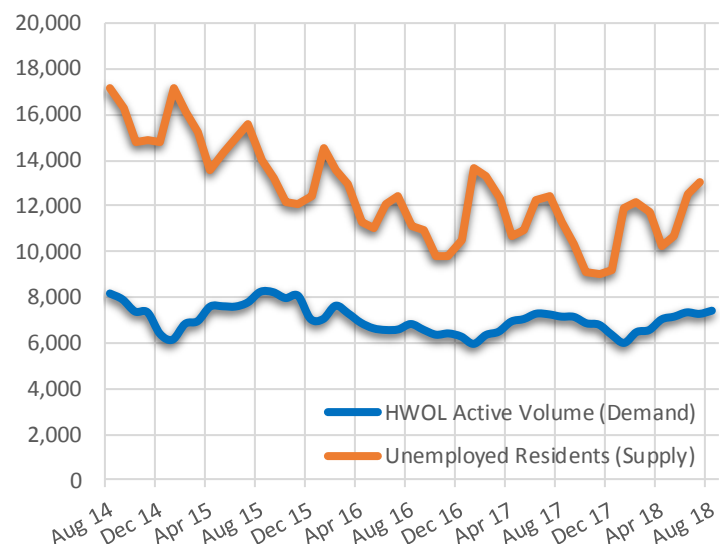
Health care and Social Assistance generates 25 percent of the jobs in the area. Retail Trade, Educational Services and Manufacturing all provide larger shares of jobs in the WDA than statewide. Accommodation and Food Services is the fifth largest industry. Labor demand, active job postings, are modestly higher than last year while labor supply, number of unemployed residents declined.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	206,280	100.0%	\$25,511	\$37,890	\$62,258
62	Health Care and Social Assistance	00-0000	Total, All Occupations	52,020	25.2%	\$27,185	\$34,562	\$61,507
		39-9021	Personal Care Aides	13,240	25.5%	\$27,637	\$28,413	\$28,527
		29-1141	Registered Nurses	5,360	10.3%	\$57,051	\$77,629	\$88,325
		31-1014	Nursing Assistants	2,580	5.0%	\$25,711	\$28,979	\$32,613
44-45	Retail Trade	00-0000	Total, All Occupations	23,110	11.2%	\$23,458	\$25,142	\$39,518
		41-2031	Retail Salespersons	6,610	28.6%	\$23,431	\$24,147	\$30,474
		41-2011	Cashiers	3,430	14.8%	\$22,916	\$23,554	\$25,945
		43-5081	Stock Clerks and Order Fillers	2,560	11.1%	\$23,342	\$24,633	\$29,751
61	Educational Services	00-0000	Total, All Occupations	22,900	11.1%	\$29,544	\$54,705	\$78,235
		25-9041	Teacher Assistants	2,860	12.5%	\$27,330	\$34,414	\$40,803
		25-2021	Elementary School Teachers	2,130	9.3%	\$54,822	\$79,892	\$96,989
		25-2031	Secondary School Teachers	1,620	7.1%	\$60,133	\$79,731	\$98,387
31-33	Manufacturing	00-0000	Total, All Occupations	18,770	9.1%	\$29,738	\$44,582	\$63,829
		51-2092	Team Assemblers	980	5.2%	\$24,000	\$32,236	\$38,186
		51-4041	Machinists	750	4.0%	\$34,555	\$47,136	\$53,779
		51-1011	1st Line Super. of Prod. & Oper.	720	3.8%	\$46,931	\$63,396	\$77,026
72	Accommodation and Food Services	00-0000	Total, All Occupations	15,530	7.5%	\$23,343	\$24,655	\$33,143
		35-3021	Comb. Food Prep. & Serv. Workers	4,300	27.7%	\$23,733	\$24,597	\$27,487
		35-3031	Waiters and Waitresses	2,440	15.7%	\$22,880	\$23,369	\$28,694
		35-2014	Cooks, Restaurant	1,130	7.3%	\$23,577	\$26,656	\$30,419

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

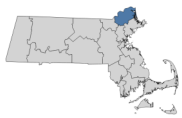
Personal Care Attendants are 13,240 or 25.5 percent of jobs in Health Care in Hampden. Registered Nurses and Nursing Aides add another 15.3 percent of jobs.

Retail Salespersons are 28.6 percent of the jobs in Retail Trade with median wage of \$24,147. Cashiers and Stock Clerks and Order Fillers account for another 26 percent of jobs.

Skills in Demand by Occupation

Industries			
Health Care and Social Assistance	Retail Trade	Educational Services	Accommodation and Food Services
Occupation			
Personal Care Aides	Retail Salespersons	Teacher Assistants	Comb. Food Prep. & Serv. Workers
Skills			
Caregiving	Sales	Special Education	Food Service Experience
Elder Care	Customer Service	Teaching	Customer Service
ADLs Assistance	Retail Industry Knowledge	Toileting	Food Safety

Source: Burning Glass, Labor Insights



Lower Merrimack Valley WDA

2017

Labor Market Highlights

Lower Merrimack Valley WDA			
Annual Averages	2016	2017	Change
Labor Force	182,546	184,509	▲ 1.1%
Employed	174,617	176,869	▲ 1.3%
Unemployed	7,929	7,640	▼ -3.6%
Unemployment Rate	4.3%	4.1%	▼ -0.2%
Avg. Weekly Wage	\$1,163	\$1,210	▲ 4.0%
Establishments	11,251	11,896	▲ 5.7%
Avg. Monthly Emp.	145,718	147,730	▲ 1.4%
On-Line Job Ads	5,298	5,044	▼ -4.8%

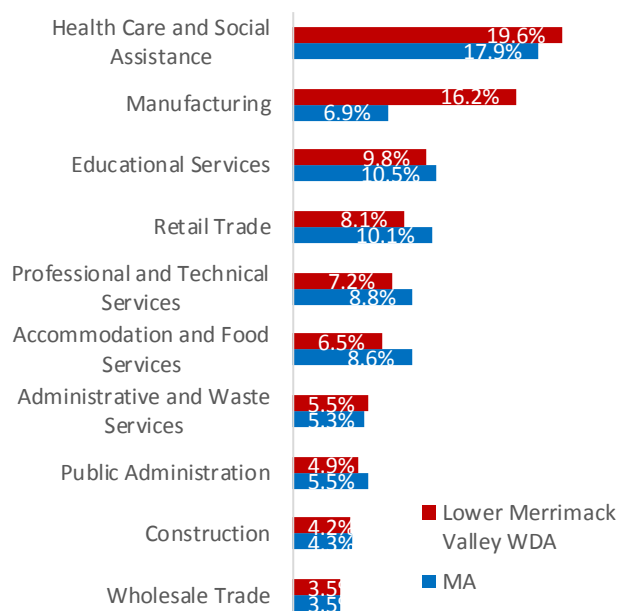
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire Lower Merrimack Valley Workforce Development Area's labor force added 1,963 more residents in 2017. The addition of 2,279 more employed residents and fewer unemployed residents lead to a decrease of in the unemployment from 4.3 percent to 4.1 percent.

The average weekly wage for area jobs was \$1,210, a 4 percent increase over the wage in 2016. Business establishments in the area grew by 645 for a 5.7 percent gain. Business establishments employed an average of 147,730 jobs during the 2017, an increase of 1.7 percent. Health Care and Social Assistance is the leading industry for the area measured by jobs. Manufacturing with over 16 percent of the area jobs follow a close second. Educational Services, Retail Trade and Professional and Technical Services.

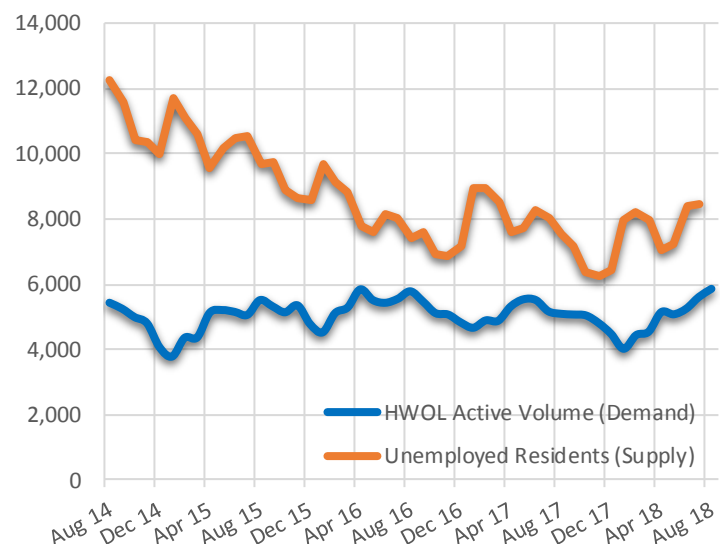
Job postings of 5,044 in the WDA were down 4.8 percent from the same time the previous year.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	147,350	100.0%	\$26,784	\$45,942	\$75,930
62	Health Care and Social Assistance	00-0000	Total, All Occupations	28,830	19.6%	\$27,331	\$36,995	\$70,000
		39-9021	Personal Care Aides	4,830	16.8%	\$27,870	\$28,508	\$28,746
		29-1141	Registered Nurses	2,970	10.3%	\$66,244	\$81,727	\$95,923
		31-1011	Home Health Aides	2,740	9.5%	\$27,706	\$31,055	\$33,165
31-33	Manufacturing	00-0000	Total, All Occupations	23,920	16.2%	\$31,084	\$54,871	\$85,588
		51-2022	Electrical & Electronic Equip. Assem.	1,350	5.6%	\$32,798	\$48,794	\$54,566
		51-2092	Team Assemblers	860	3.6%	\$26,527	\$33,616	\$38,950
		17-2112	Industrial Engineers	840	3.5%	\$82,249	\$108,954	\$128,913
61	Educational Services	00-0000	Total, All Occupations	14,370	9.8%	\$34,048	\$59,795	\$76,742
		25-2021	Elementary School Teachers	1,970	13.7%	\$50,481	\$72,962	\$84,321
		25-9041	Teacher Assistants	1,810	12.6%	\$24,598	\$33,356	\$38,253
		25-2031	Secondary School Teachers	1,380	9.6%	\$52,947	\$72,287	\$80,850
44-45	Retail Trade	00-0000	Total, All Occupations	12,000	8.1%	\$23,777	\$26,353	\$43,924
		41-2011	Cashiers	2,660	22.2%	\$23,687	\$24,184	\$26,027
		41-2031	Retail Salespersons	1,860	15.5%	\$23,411	\$24,383	\$31,552
		43-5081	Stock Clerks and Order Fillers	1,720	14.3%	\$23,785	\$25,173	\$34,131
54	Professional and Technical Services	00-0000	Total, All Occupations	10,660	7.2%	\$40,382	\$70,647	\$114,389
		19-0000	Life, Phys., & Soc. Sci. Occupations	790	7.4%	\$48,851	\$79,089	\$103,262
		15-1132	Software Developers, Applications	500	4.7%	\$71,288	\$105,152	\$117,117
		11-1021	General and Operations Managers	480	4.5%	\$77,838	\$164,487	\$230,662

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

The distribution of the top 3 occupations by number of jobs in Health have 16.8 percent or 4,380 Personal Care Aides, Over 10 percent, 2,970, Registered Nurses and 9.5 percent or 2,740 Home Health Aides. Registered Nurses as statewide and in the other areas have high median wages at \$95,923.

Manufacturing's 840 Industrial Engineers represent 3.5 percent of the jobs in the industry with median wages of \$128,913. Electrical and Electronic Equipment Assemblers represent 5.6 percent of Manufacturing industry jobs with median wage of \$54, 566. Manufacturing's experienced workers median wage of \$85,588 is second highest in the area.

Professional and Technical Services, 7.2 percent of jobs in the area, have the highest median wages for an industry at \$114,389 and all 3 of the top occupations have median wages in excess of \$100,000.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Manufacturing	Educational Services	Retail Trade	Professional and Technical Services
Occupation				
Personal Care Aides	Electrical & Electronic Equip. Assem.	Elementary School Teachers	Cashiers	Life, Phys., & Soc. Sci. Occupations
Skills				
Caregiving	Mechanical Assembly	Teaching	Customer Service	Biology
Meal Preparation	Hand Tools	Tutoring	Cash Handling	Quality Assurance and Control
Laundry	Surveillance	Scheduling	Sales	Chemistry

Source: Burning Glass, Labor Insights



Metro North WDA

2017

Labor Market Highlights

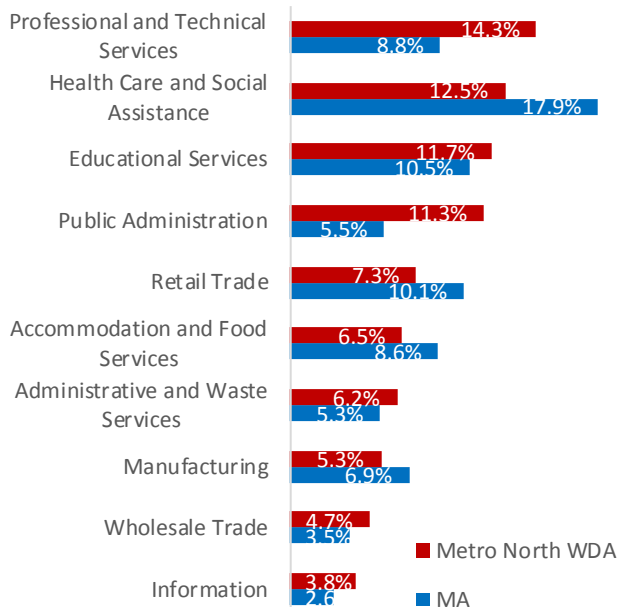
Metro North WDA			
Annual Averages	2016	2017	Change
Labor Force	455,131	462,236	▲ 1.6%
Employed	441,269	448,720	▲ 1.7%
Unemployed	13,862	13,516	▼ -2.5%
Unemployment Rate	3.0%	2.9%	▼ -0.1%
Avg. Weekly Wage	\$1,524	\$1,597	▲ 4.8%
Establishments	25,229	25,552	▲ 1.3%
Avg. Monthly Emp.	418,535	425,958	▲ 1.8%
On-Line Job Ads	21,408	20,570	▼ -3.9%

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire Metro North Workforce Development's labor force grew by 1.6 percent, the second highest WDA growth rate. The labor force added 7,451 more employed residents over the year for a growth rate of 1.7 percent. With fewer unemployed, the 2017 annual average unemployment rate dropped to 2.9 percent. The labor force was at 462,236.

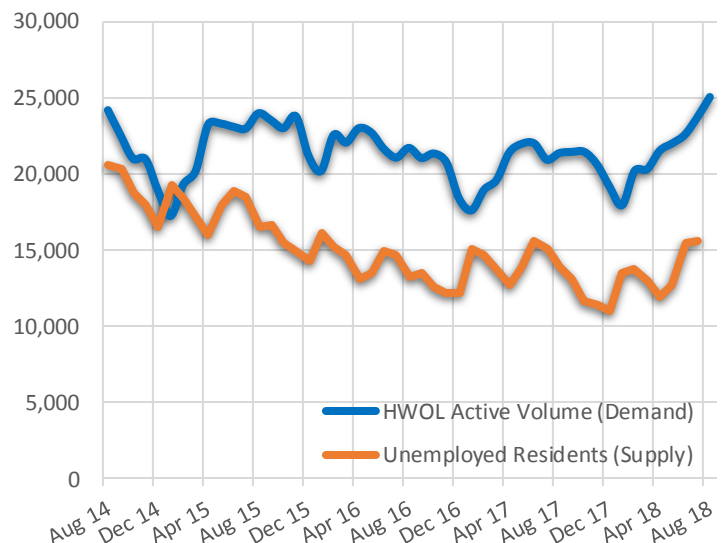
With 25,552 business establishments, average monthly employment grew 1.8 percent to 425,958 in 2017. Average weekly wages for these jobs grew by 4.8 percent over the year from \$1,524 to \$1,597. On-line job postings were down 3.9 percent over the year, with a growing gap between the demands for jobs that continues to exceed area labor supply.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	461,670	100.0%	\$29,315	\$55,396	\$89,459
54	Professional and Technical Services	00-0000	Total, All Occupations	66,110	14.3%	\$51,636	\$92,023	\$135,362
		15-1133	Software Developers, Sys. Software	3,300	5.0%	\$82,324	\$115,937	\$134,965
		15-1132	Software Developers, Applications	2,750	4.2%	\$63,364	\$105,083	\$125,085
		19-1042	Medical Scientists	2,720	4.1%	\$68,091	\$100,938	\$126,055
62	Health Care and Social Assistance	00-0000	Total, All Occupations	57,680	12.5%	\$29,076	\$43,402	\$80,737
		29-1141	Registered Nurses	6,050	10.5%	\$62,017	\$88,999	\$103,500
		39-9021	Personal Care Aides	4,010	7.0%	\$28,310	\$28,878	\$29,190
		31-1014	Nursing Assistants	3,540	6.1%	\$28,089	\$33,010	\$36,079
61	Educational Services	00-0000	Total, All Occupations	54,020	11.7%	\$40,008	\$66,663	\$98,723
		11-9033	Education Administrators, Postsec.	3,490	6.5%	\$64,339	\$95,124	\$137,161
		43-6014	Sec. and Admin. Assist.	3,080	5.7%	\$44,884	\$58,331	\$64,296
		25-2021	Elementary School Teachers	3,070	5.7%	\$52,470	\$72,556	\$84,129
92	Public Administration	00-0000	Total, All Occupations	52,070	11.3%	\$43,867	\$70,224	\$86,462
		33-3051	Police and Sheriff's Patrol Officers	3,220	6.2%	\$54,022	\$76,566	\$89,708
		21-1021	Child, Family, & Schl. Soc. Workers	1,570	3.0%	\$44,127	\$63,831	\$70,077
		11-1021	General and Operations Managers	1,390	2.7%	\$72,007	\$87,872	\$99,671
44-45	Retail Trade	00-0000	Total, All Occupations	33,860	7.3%	\$23,589	\$25,783	\$41,689
		41-2031	Retail Salespersons	8,150	24.1%	\$23,631	\$24,476	\$32,091
		41-2011	Cashiers	6,420	19.0%	\$22,917	\$23,626	\$25,907
		43-5081	Stock Clerks and Order Fillers	4,850	14.3%	\$23,447	\$24,892	\$31,914

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

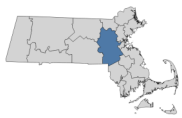
Professional and Technical Services industry has the largest number of jobs, 66,110, in the WDA. Two of the three largest occupations in the industry are software related. Software Developers, System Support occupation with 3,300 jobs has a median wage of \$115,937 and experienced wage of \$134,362. Key skills for these jobs include C++, Embedded Software and Software Engineering. Software Developments, Applications occupation employs 2,750 with median wage of \$105,083.

Educational Services, the third largest area industry with 544,020 jobs has 11.7 percent of the area jobs with median wage of \$66,683. Education Administrators, Postsecondary, were 6.5 percent of the jobs in the industry with key skill requirements of budgeting, staff management and project management. The median wage of jobs in this occupation were \$95,124. Secretary and Administrative Assistants were 5.7 percent of jobs by occupation with median wage of \$58,331.

Skills in Demand by Occupation

Industries				
Professional and Technical Services	Health Care and Social Assistance	Educational Services	Public Administration	Retail Trade
Occupation				
Software Developers, Sys. Software	Registered Nurses	Education Administrators, Postsec.	Police and Sheriff's Patrol Officers	Retail Salespersons
Skills				
C++	Advanced Cardiac Life Support (ACLS)	Budgeting	Prevention of Criminal Activity	Sales
Embedded Software	Patient Care	Staff Management	Criminal Justice	Customer Service
Software Engineering	Treatment Planning	Project Management	Crowd Control	Retail Industry Knowledge

Source: Burning Glass, Labor Insights



Metro South-West WDA

2017

Labor Market Highlights

Metro South-West WDA

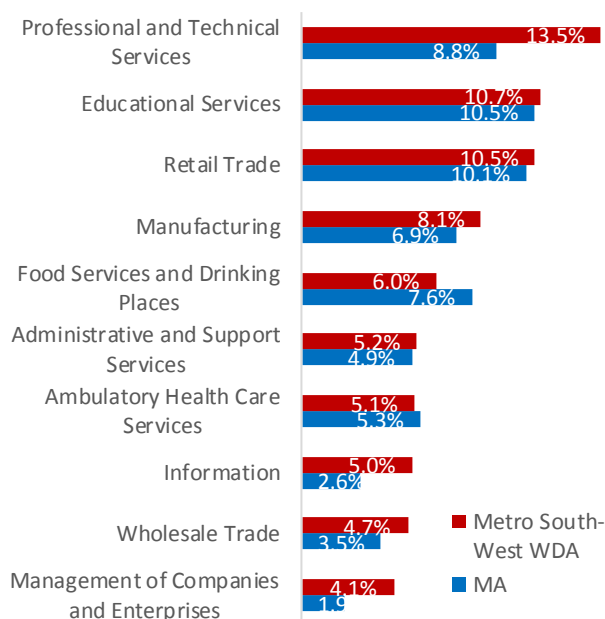
Annual Averages	2016	2017	Change
Labor Force	509,536	516,656	▲ 1.4%
Employed	494,000	501,183	▲ 1.5%
Unemployed	15,536	15,473	▼ -0.4%
Unemployment Rate	3.0%	3.0%	▲ 0.0%
Avg. Weekly Wage	\$1,480	\$1,512	▲ 2.2%
Establishments	37,148	37,252	▲ 0.3%
Avg. Monthly Emp.	579,952	582,675	▲ 0.5%
On-Line Job Ads	25,332	23,899	▼ -5.7%

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire Metro South-West Workforce Development Area has the largest labor force of 516,656 residents. With 7,183 more employed residents in 2017 and a modest decline in the number of unemployed residents the 2017 average unemployment remain unchanged at 3 percent.

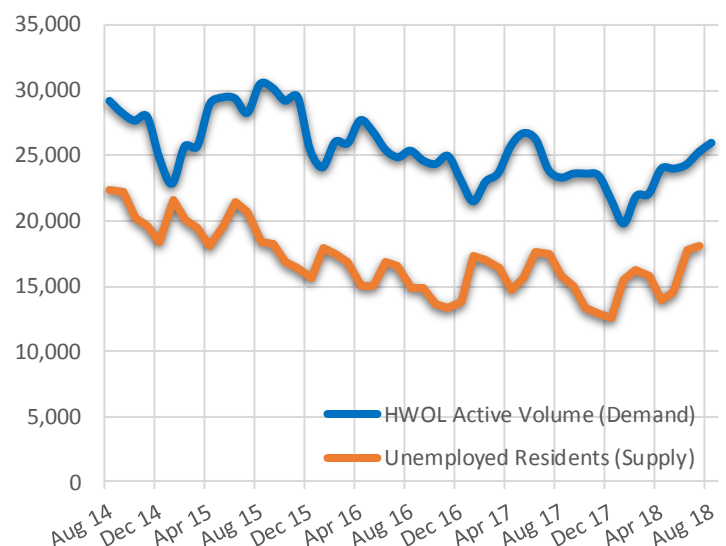
Average wages for WDA jobs were up 2.2 percent to \$1,512 while the average monthly employment had a modest growth to 582,675. The region has 37,148 business establishments with 104 added in 2017. On-line job postings were down 5.7 percent in 2017. Demand for jobs in the WDA remain higher than the area labor supply. Like many other regions, Metro South-West jobs attract workers who reside in other areas.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	584,920	100.0%	\$28,465	\$53,112	\$88,584
54	Professional and Technical Services	00-0000	Total, All Occupations	78,850	13.5%	\$47,658	\$88,049	\$130,229
		15-1133	Software Developers, Sys. Software	4,590	5.8%	\$77,202	\$111,690	\$131,869
		15-1132	Software Developers, Applications	3,770	4.8%	\$70,979	\$112,261	\$135,087
		13-1111	Management Analysts	3,350	4.2%	\$64,021	\$102,235	\$157,439
62	Health Care and Social Assistance	00-0000	Total, All Occupations	75,900	13.0%	\$28,485	\$42,789	\$73,778
		29-1141	Registered Nurses	8,380	11.0%	\$62,104	\$83,617	\$98,021
		39-9021	Personal Care Aides	7,620	10.0%	\$27,743	\$29,124	\$31,098
		25-2011	Preschool Teachers	3,790	5.0%	\$26,019	\$32,458	\$40,309
61	Educational Services	00-0000	Total, All Occupations	62,590	10.7%	\$35,011	\$62,426	\$87,545
		25-9041	Teacher Assistants	5,790	9.3%	\$24,934	\$32,762	\$40,170
		25-2031	Secondary School Teachers	5,780	9.2%	\$52,670	\$75,871	\$89,338
		25-2021	Elementary School Teachers	5,300	8.5%	\$51,836	\$77,667	\$94,487
44-45	Retail Trade	00-0000	Total, All Occupations	61,450	10.5%	\$23,731	\$27,818	\$45,774
		41-2031	Retail Salespersons	17,430	28.4%	\$23,516	\$24,756	\$31,605
		41-2011	Cashiers	10,370	16.9%	\$23,441	\$23,955	\$25,941
		43-5081	Stock Clerks and Order Fillers	6,870	11.2%	\$23,723	\$25,338	\$32,222
31-33	Manufacturing	00-0000	Total, All Occupations	47,220	8.1%	\$33,952	\$63,545	\$98,999
		15-1133	Software Developers, Sys. Software	1,710	3.6%	\$76,115	\$112,410	\$129,542
		41-4011	Sales Rep., Whlsl & Manu., Tech., Sci	1,550	3.3%	\$56,363	\$80,220	\$110,680
		17-2141	Mechanical Engineers	1,150	2.4%	\$71,044	\$96,830	\$116,672

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Professional and Technical Services is the largest industry in Metro South-West with 78,850 jobs. This industry has 13.5 percent of the area jobs compared to 8.6 percent statewide and a median wage of \$88,049, higher than the statewide median wage of \$81,750. Software Developers, System Software occupation is the largest in this industry with 38 percent of the Commonwealth's jobs in this occupation. Key skills include data warehousing, Linux and Oracle.

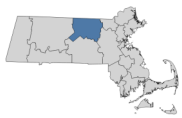
Health Care and Social Assistance has another 13 percent of the jobs in the area with Registered Nurses the top occupation. Personal Care Aides and Preschool Teachers complete the top three occupations in the area. Preschool Teachers, 5percent or 3,790 jobs, with median wage of \$32,458.

The top 5 industries by jobs include Educational Services, Retail Trade and Manufacturing.

Skills in Demand by Occupation

Industries				
Professional and Technical Services	Health Care and Social Assistance	Educational Services	Retail Trade	Manufacturing
Occupation				
Software Developers, Sys. Software	Registered Nurses	Teacher Assistants	Retail Salespersons	Software Developers, Sys. Software
Skills				
Data Warehousing	Patient Care	Teaching	Sales	Data Warehousing
Linux	Advanced Cardiac Life Support (ACLS)	Special Education	Customer Service	Linux
Oracle	Case Management	Child Care	Retail Industry Knowledge	Oracle

Source: Burning Glass, Labor Insights



North Central WDA

2017

Labor Market Highlights

North Central WDA			
Annual Averages	2016	2017	Change
Labor Force	133,690	135,671	▲ 1.5%
Employed	128,056	130,295	▲ 1.7%
Unemployed	5,634	5,376	▼ -4.6%
Unemployment Rate	4.2%	4.0%	▼ -0.2%
Avg. Weekly Wage	\$910	\$928	▲ 2.0%
Establishments	6,921	7,067	▲ 2.1%
Avg. Monthly Emp.	82,984	85,353	▲ 2.9%
On-Line Job Ads	2,904	2,752	▼ -5.2%

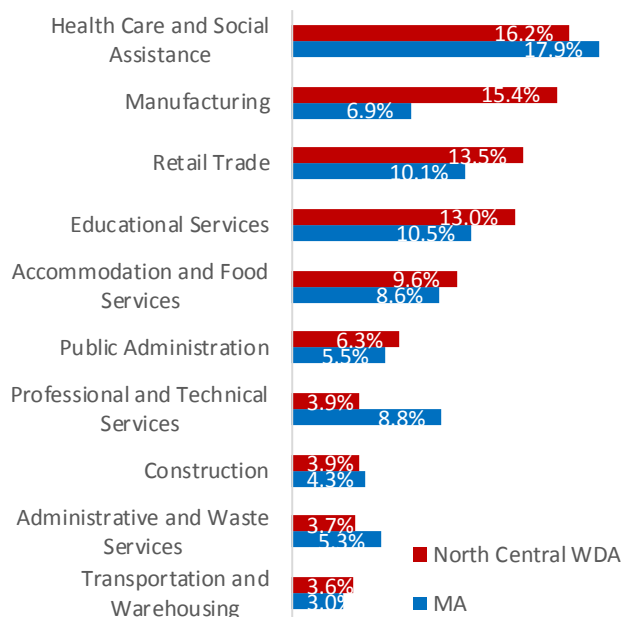
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire North Central Workforce Development Area labor force growth of 1.5 percent tied for third highest among the WDAs. The number of employed residents grew by 2,239 to 130,295, a growth of 1.7 percent over the year. The increase in employed residents and 258 fewer unemployed residents generated a 4.0 percent unemployment for 2017, down from 4.2 percent in 2016.

With the addition of 146 new business establishments, the total establishments reached 7,067. Average monthly employment in these establishments grew by 2.9 percent to 85,353 from 82,984 in 2016. The average weekly wage of \$928 was up 2 percent over the year.

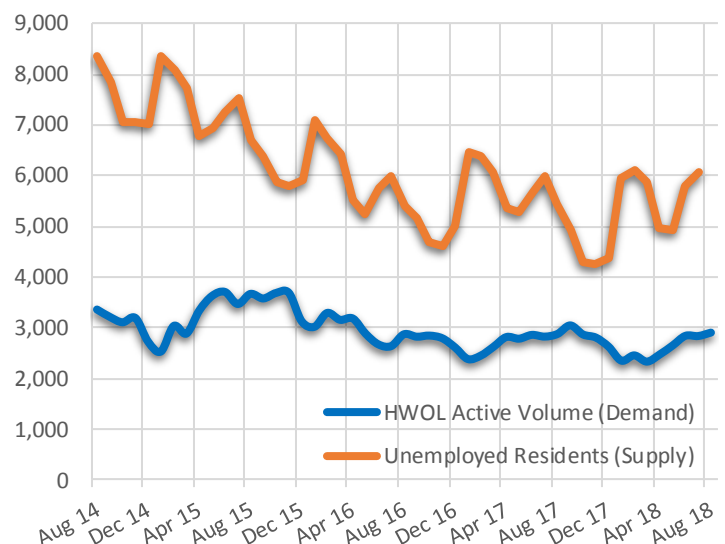
Labor supply, measured by the number of unemployed residents continues to be greater than demand measured by on-line job postings and reflects the commuting in and out of the region. As with most of the WDAs, Health Care and Social Assistance is the largest industry in the WDA with 16.2 percent of jobs. Manufacturing was the second largest employer with 15.4 percent of the jobs, more than twice the share of Manufacturing jobs statewide. Retail Trade; Educational Services; and Accommodation and Food Services round out the top 5 industries in the area, each with larger shares of jobs when compared to the state.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	82,610	100.0%	\$25,387	\$39,767	\$64,448
62	Health Care and Social Assistance	00-0000	Total, All Occupations	13,350	16.2%	\$27,279	\$40,639	\$67,031
		39-9021	Personal Care Aides	1,540	11.5%	\$27,441	\$28,223	\$28,354
		29-1141	Registered Nurses	1,480	11.1%	\$55,096	\$71,882	\$86,871
		31-1014	Nursing Assistants	730	5.5%	\$26,905	\$30,662	\$34,071
31-33	Manufacturing	00-0000	Total, All Occupations	12,730	15.4%	\$29,759	\$45,250	\$71,674
		51-1011	1st Line Super. of Prod. & Oper.	500	3.9%	\$43,222	\$62,218	\$73,394
		51-9061	Inspr, Testr, Sortr, Sampr, & Weigr	410	3.2%	\$27,856	\$36,628	\$42,931
		11-1021	General and Operations Managers	400	3.1%	\$63,834	\$123,821	\$171,220
44-45	Retail Trade	00-0000	Total, All Occupations	11,130	13.5%	\$23,655	\$25,655	\$40,679
		41-2031	Retail Salespersons	2,700	24.3%	\$23,320	\$24,112	\$28,869
		41-2011	Cashiers	1,660	14.9%	\$23,381	\$24,027	\$26,163
		43-5081	Stock Clerks and Order Fillers	1,170	10.5%	\$23,540	\$25,395	\$32,877
61	Educational Services	00-0000	Total, All Occupations	10,720	13.0%	\$31,991	\$59,358	\$80,357
		25-9041	Teacher Assistants	1,400	13.1%	\$23,675	\$30,383	\$36,155
		25-2031	Secondary School Teachers	1,180	11.0%	\$48,502	\$72,610	\$86,875
		25-2022	Middle School Teachers	890	8.3%	\$53,717	\$75,556	\$88,826
72	Accommodation and Food Services	00-0000	Total, All Occupations	7,920	9.6%	\$23,192	\$24,348	\$30,961
		35-3031	Waiters and Waitresses	2,100	26.5%	\$22,880	\$23,143	\$26,523
		35-3021	Combined Food Preparation and Ser	990	12.5%	\$23,729	\$24,166	\$25,743
		35-2014	Cooks, Restaurant	590	7.4%	\$25,014	\$28,748	\$34,458

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

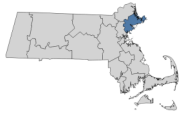
Largest occupations by industry for Health Care and Social Assistance are similar to many other WDAs with 11.5 percent of jobs by occupation for Personal Care Attendants with median wage of \$28,223. Key skills for Personal Care Aides in this area include caregiving; autism diagnosis, treatment and care; and budgeting. Registered Nurses are second with 1,480 or 11.1 percent of the jobs in Health Care and a \$71,882 median wage.

Manufacturing was the second largest industry with 12,730 or 15.4 percent of jobs in the WDA. First Line Supervisors of Production and Operations jobs have median wages of \$62,218 and key skills for scheduling, repair and supervisory skill. The top three occupations in both Retail Trade and Educational Services industries are similar to other regions but with higher number of jobs. Accommodation and Food Services with 9.6 percent or 7,920 jobs has their largest share of jobs in Waiters and Waitresses occupation with 2,100 jobs has median wage of \$23,143. Asset protection, banquet event orders and basic mathematics are top three skills require.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Manufacturing	Retail Trade	Educational Services	Accommodation and Food Services
Occupation				
Personal Care Aides	1st Line Super. of Prod. & Oper.	Retail Salespersons	Teacher Assistants	Waiters and Waitresses
Skills				
Caregiving	Scheduling	Sales	Special Education	Asset Protection
Autism Diagnosis/Treatment/Care	Repair	Customer Service	Teaching	Banquet Event Orders (BEOs)
Budgeting	Supervisory Skills	Retail Industry Knowledge	Data Collection	Basic Mathematics

Source: Burning Glass, Labor Insights



North Shore WDA

2017

Labor Market Highlights

North Shore WDA			
Annual Averages	2016	2017	Change
Labor Force	227,598	230,039	▲ 1.1%
Employed	219,164	222,016	▲ 1.3%
Unemployed	8,434	8,023	▼ -4.9%
Unemployment Rate	3.7%	3.5%	▼ -0.2%
Avg. Weekly Wage	\$1,006	\$1,043	▲ 3.7%
Establishments	13,629	13,980	▲ 2.6%
Avg. Monthly Emp.	177,010	177,617	▲ 0.3%
On-Line Job Ads	5,512	5,537	▲ 0.5%

Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

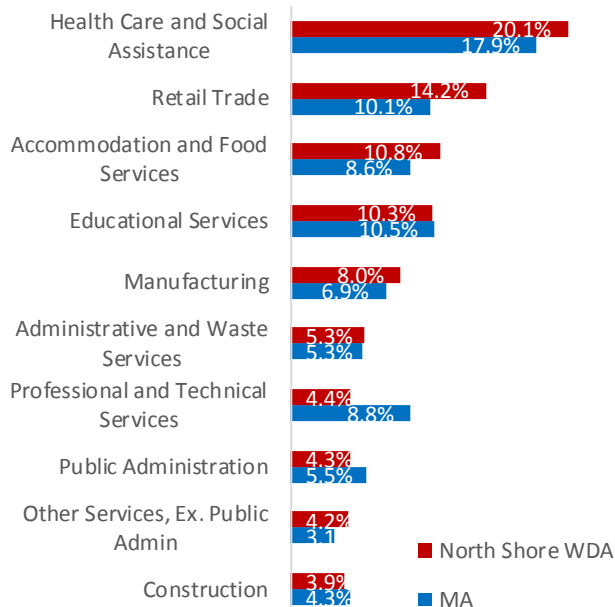
The MassHire North Shore Workforce Development Area's labor force grew 1.1 percent, 2,441, to 230,039 residents, 222,016 are employed and 8,023 unemployed and actively seeking work. The unemployment rate was 3.5 percent in 2017, down from 3.7 percent in 2016.

The average weekly wage for jobs in the area was \$1,043, a gain of 3.7 percent over the year. The 13,980 business establishments in North Shore had average monthly employment of 177,617, up slightly from 2016.

One in every five of the jobs in the WDA were in the Health Care and Social Assistance industry had 35,970 jobs in 2017. Retail Trade, with 25,300 jobs was 14.2 percent of jobs. Accommodation and Food Services, Educational Services And Manufacturing were the next largest industries.

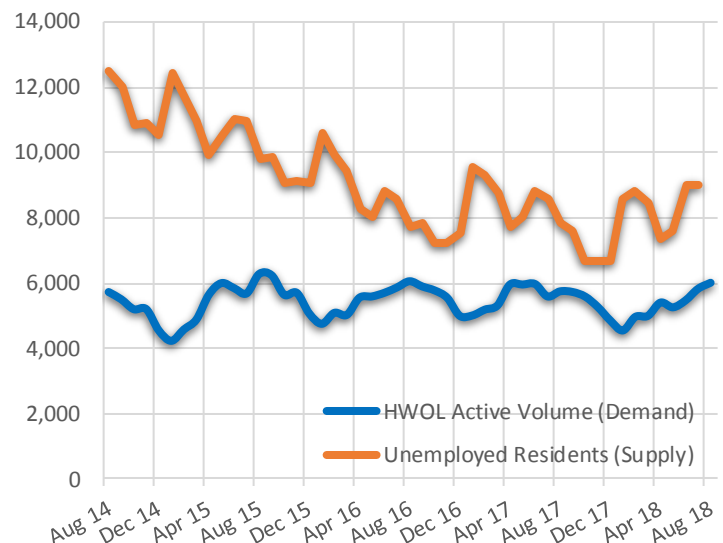
On-line job postings were 5,537 up slightly from the previous year. The number of unemployed residents was above the number of posted of openings.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	178,690	100.0%	\$25,378	\$40,288	\$68,961
62	Health Care and Social Assistance	00-0000	Total, All Occupations	35,970	20.1%	\$27,143	\$39,292	\$75,092
		39-9021	Personal Care Aides	4,100	11.4%	\$26,781	\$28,376	\$29,710
		29-1141	Registered Nurses	3,480	9.7%	\$61,730	\$78,932	\$97,246
		31-1011	Home Health Aides	2,690	7.5%	\$26,724	\$28,979	\$31,217
44-45	Retail Trade	00-0000	Total, All Occupations	25,300	14.2%	\$23,594	\$27,142	\$43,260
		41-2031	Retail Salespersons	7,360	29.1%	\$23,287	\$24,297	\$32,065
		41-2011	Cashiers	4,280	16.9%	\$23,464	\$24,055	\$26,199
		43-5081	Stock Clerks and Order Fillers	2,340	9.2%	\$23,492	\$25,043	\$31,767
72	Accommodation and Food Services	00-0000	Total, All Occupations	19,330	10.8%	\$23,418	\$25,323	\$34,821
		35-3031	Waiters and Waitresses	4,670	24.2%	\$23,034	\$24,872	\$33,927
		35-3021	Comb. Food Prep. & Serv. Workers	3,100	16.0%	\$23,296	\$24,050	\$26,863
		35-2014	Cooks, Restaurant	2,040	10.6%	\$25,716	\$31,357	\$35,313
61	Educational Services	00-0000	Total, All Occupations	18,450	10.3%	\$29,341	\$56,214	\$75,342
		25-9041	Teacher Assistants	2,260	12.2%	\$23,669	\$27,621	\$37,004
		25-2021	Elementary School Teachers	1,830	9.9%	\$50,758	\$73,245	\$85,050
		25-2031	Secondary School Teachers	1,360	7.4%	\$50,629	\$72,211	\$86,525
31-33	Manufacturing	00-0000	Total, All Occupations	14,370	8.0%	\$32,846	\$58,279	\$87,039
		51-4041	Machinists	820	5.7%	\$38,761	\$51,452	\$61,354
		51-2092	Team Assemblers	630	4.4%	\$28,120	\$34,409	\$38,225
		17-2141	Mechanical Engineers	550	3.8%	\$68,093	\$90,580	\$111,397

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

Top occupations within Health Care and Social Assistance were Personal Care Aides, Registered Nurses and Home Health Aides. The 4,100 Personal Care Aides are 11.5 percent of jobs in the industry and have median wage of \$28,376. Key skills for the jobs are scheduling, meal preparation and cardiopulmonary resuscitation.

Manufacturing has 14,370 jobs with median wage of \$87,039. Machinists, Team Assemblers and Mechanical Engineers are the top three occupations. Machinists, 820 jobs require skills in machining, computer numerical control and lathes with \$51,452 median wage. Team Assemblers are 4.4 percent of jobs. Mechanical Engineers have higher skill requirements and median wages of \$90,580.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Retail Trade	Accommodation and Food Services	Educational Services	Manufacturing
Occupation				
Personal Care Aides	Retail Salespersons	Waiters and Waitresses	Teacher Assistants	Machinists
Skills				
Scheduling	Sales	Bartending	Teaching	Machining
Meal Preparation	Customer Service	Customer Checkout	Special Education	Computer Numerical Control
Cardiopulmonary Resuscitation (CPR)	Retail Industry Knowledge	Guest Services	Communication Disorders	Lathes

Source: Burning Glass, Labor Insights



South Shore WDA

2017

Labor Market Highlights

South Shore WDA			
Annual Averages	2016	2017	Change
Labor Force	289,266	293,609	▲ 1.5%
Employed	278,415	283,080	▲ 1.7%
Unemployed	10,851	10,529	▼ -3.0%
Unemployment Rate	3.8%	3.6%	▼ -0.2%
Avg. Weekly Wage	\$1,042	\$1,081	▲ 3.7%
Establishments	17,654	17,841	▲ 1.1%
Avg. Monthly Emp.	224,703	229,198	▲ 2.0%
On-Line Job Ads	6,456	6,140	▼ -4.9%

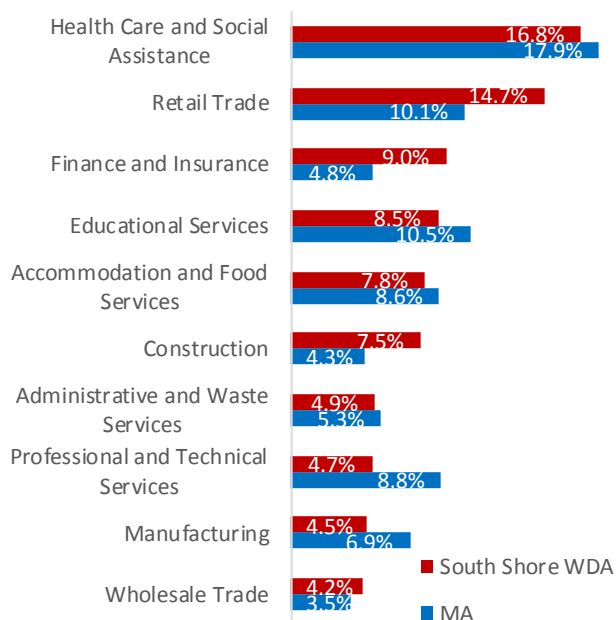
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), Quarterly Census of Employment & Wages (QCEW), MA Department of Unemployment Assistance (DUA), The Conference Board Help Wanted OnLine (HWOL) Data Series

The MassHire South Shore Workforce Development Area's labor force grew by 1.5 percent to 293,609 and tied for third highest WDA rate of growth in 2017. The number of employed residents that grew to 283,080 in 2017, a gain of 1.7 percent drove the labor force growth. The number of residents unemployed and activity seeking work dropped by 322 to 10,529. The annual average unemployment was 3.6 percent down from 3.8 percent in 2016.

Average monthly employment grew by 2 percent to 229,198 with an average weekly wage of \$1,081, a gain of 3.7 percent. South Shore area had 187 new business establishments in 2017, bringing the total to 17,841. On-line job postings were down 4.9 percent over the year.

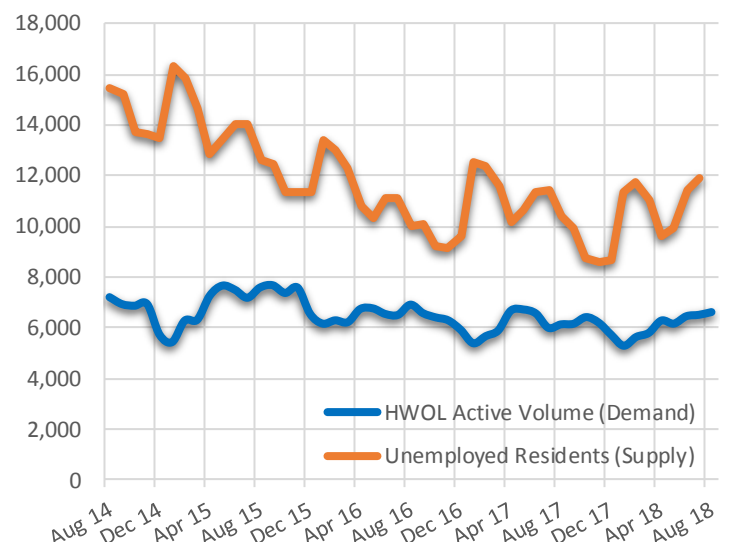
Health Care and Social Assistance jobs were 38,720 or 16.8 percent of jobs in the region. Retail Trade; Finance and Insurance; Educational Services; and Accommodation and Food Services are the next largest industries.

WDA Occupations Share vs. Commonwealth



Source: MA DUA Occupational Employment & Wage Survey Patterns, May 2017

Labor Supply vs. Labor Demand



Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS), The Conference Board Help Wanted OnLine (HWOL) Data Series

Largest Occupations within Top 5 Industries

NAICS	Industry	SOC	Occupation	Employment	% of Total	Entry Wage	Median Wage	Experienced Wage
10	Total, All Industries	00-0000	Total, All Occupations	229,930	100.0%	\$26,700	\$44,611	\$74,157
62	Health Care and Social Assistance	00-0000	Total, All Occupations	38,720	16.8%	\$27,370	\$41,839	\$77,993
		29-1141	Registered Nurses	4,670	12.1%	\$60,908	\$84,942	\$103,528
		39-9021	Personal Care Aides	4,490	11.6%	\$27,700	\$28,444	\$28,956
		31-1014	Nursing Assistants	2,770	7.2%	\$28,230	\$31,116	\$34,423
44-45	Retail Trade	00-0000	Total, All Occupations	33,840	14.7%	\$23,708	\$27,517	\$41,890
		41-2031	Retail Salespersons	10,190	30.1%	\$23,532	\$24,608	\$31,208
		41-2011	Cashiers	4,890	14.5%	\$23,320	\$23,934	\$26,110
		43-5081	Stock Clerks and Order Fillers	3,880	11.5%	\$23,522	\$24,972	\$31,653
52	Finance and Insurance	00-0000	Total, All Occupations	20,700	53.5%	\$39,844	\$63,360	\$100,848
		43-4051	Customer Service Representatives	3,260	15.7%	\$33,486	\$44,257	\$52,482
		13-1031	Claims Adj., Exam., and Invest.	1,320	6.4%	\$56,081	\$74,980	\$86,641
		11-3031	Financial Managers	1,170	5.7%	\$53,722	\$85,090	\$126,726
61	Educational Services	00-0000	Total, All Occupations	19,610	8.5%	\$32,407	\$57,530	\$77,937
		25-9041	Teacher Assistants	2,300	11.7%	\$25,535	\$34,472	\$41,247
		25-2021	Elementary School Teachers	2,170	11.1%	\$53,187	\$75,797	\$87,552
		25-2031	Secondary School Teachers	1,880	9.6%	\$55,448	\$76,533	\$87,567
72	Accommodation and Food Services	00-0000	Total, All Occupations	17,920	7.8%	\$23,659	\$25,908	\$36,218
		35-3031	Waiters and Waitresses	3,350	18.7%	\$24,389	\$28,620	\$33,659
		35-3022	Contr Attd., Café, Fd Conc., & Coffee	3,260	18.2%	\$23,455	\$23,700	\$24,263
		35-3021	Comb. Food Prep. & Serv. Workers	2,660	14.8%	\$23,958	\$24,441	\$26,216

Source: MA DUA Occupational Employment & Wage Staffing Patterns, May 2017

The top occupations in Health Care and Social Assistance are Registered Nurse, Personal Care Aide and Nursing Assistants. Registered Nurses top skills are patient care; advanced cardiac life support; and acute care. The median wage for the 4,670 jobs was \$84,942. The 4,490 Personal Care Aides were 11.6 percent of the jobs in this industry with median wage of \$28,444.

Customer Service Representatives comprise 15.7 percent of the jobs in Finance and Insurance with \$44,257 median wage. Claims Adjusters, Investigators and Examiners have entry wage of \$56,081. Financial Managers were 5.7 percent of the industries jobs with median wage of \$85,090.

Teacher Assistants skills include teaching, special education and educational programs. With 2,300 jobs the entry wage was \$25,535 in 2017.

Skills in Demand by Occupation

Industries				
Health Care and Social Assistance	Retail Trade	Finance and Insurance	Educational Services	Accommodation and Food Services
Occupation				
Registered Nurses	Retail Salespersons	Customer Service Representatives	Teacher Assistants	Waiters and Waitresses
Skills				
Patient Care	Sales	Customer Service	Teaching	Customer Service
Advanced Cardiac Life Support (ACLS)	Customer Service	Customer Contact	Special Education	Cleaning
Acute Care	Retail Industry Knowledge	Sales	Educational Programs	Asset Protection

Source: Burning Glass, Labor Insights

