



**MASSHIRE**  
**METRO NORTH**  
**WORKFORCE BOARD**

# **METRO NORTH WDA**

## **QUARTERLY JOB SEEKER REPORT**

**JANUARY 2025**

# CONTENTS

[Introduction](#)

[Unemployment Rate](#)

[Labor Force Participation Rate](#)

[Job Postings](#)

[Top Cities](#)

[Specialized & Common Skills](#)

[Top Qualifications](#)

[Education Breakdown](#)

[Top Occupations](#)

[Business Characteristics](#)

[Top Employers](#)

[Median Advertised Salary](#)

[Projected Employment Changes](#)

# INTRODUCTION

This quarterly report aims to provide insightful analysis of the current labor market trends in the Metro North region. Whether you are a business leader, job seeker, or community member, you'll find valuable information to help you understand and navigate the local employment landscape.

We cover key topics such as unemployment trends, top occupations, job posting data, and the most-sought after skills.

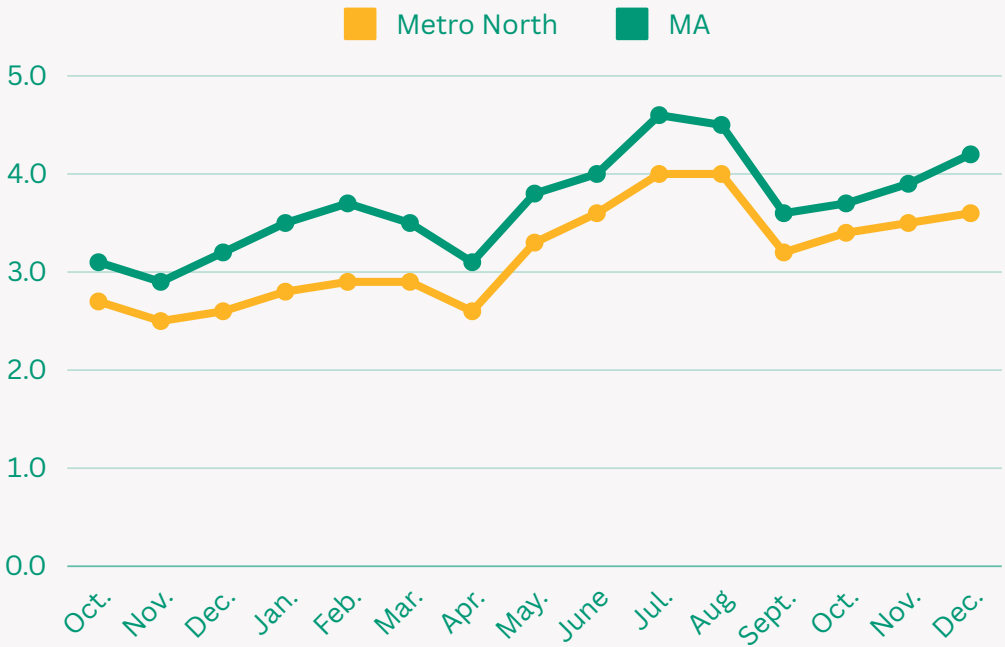
For questions about this data, please reach out to Liana Gracia ([lgracia@masshiremetronorth.org](mailto:lgracia@masshiremetronorth.org)) or Kelly Washburn ([kwashburn@masshiremetronorth.org](mailto:kwashburn@masshiremetronorth.org))



**METRO NORTH  
WORKFORCE BOARD**

# UNEMPLOYMENT RATE

General Trend: Both Metro North and Massachusetts experience slight fluctuations in the unemployment rate over the course of a year. However, Metro North consistently maintains a lower unemployment rate than the state average. While both saw a notable decline from August to September, unemployment steadily increased from September through December.



## SEASONAL TRENDS

- Both Metro North and MA show an increase in unemployment from April to May, peaking in the summer.
- A decline was observed from August to September, indicating more individuals were able to secure jobs in both Metro North and MA.

## CONCLUSION:

Metro North exhibits seasonal fluctuations similar to Massachusetts but maintains **lower** unemployment rates throughout the year.

The notable **summer** increase and **year-end rise** suggest potential areas to monitor, such as seasonal hiring trends and economic shifts impacting job availability.

# LABOR FORCE PARTICIPATION

DECEMBER 2024

ESTIMATED TOTAL  
LABOR FORCE

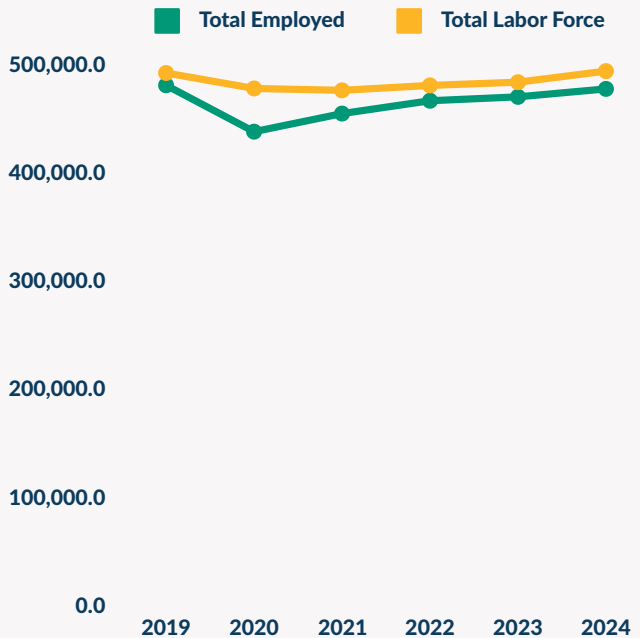
497,613

+14,029 YEAR OVER  
YEAR

ESTIMATED TOTAL  
EMPLOYED

479,652

+9,004 YEAR OVER  
YEAR



The data shows a consistent gap between the labor force and the total employed from 2019 to 2024. In 2020, the gap peaked, with 39,940 fewer employed individuals compared to the labor force, likely due to the economic impact of the COVID-19 pandemic.

Since then, the gap has been narrowing, with the difference decreasing to 16,456 in 2024. This suggests a recovery in employment rates, but the labor market has not yet fully returned to pre-pandemic levels, as the gap in 2019 was only 11,358. The overall trend indicates gradual improvement in employment relative to the available labor force.

# JOB POSTING BREAKDOWN

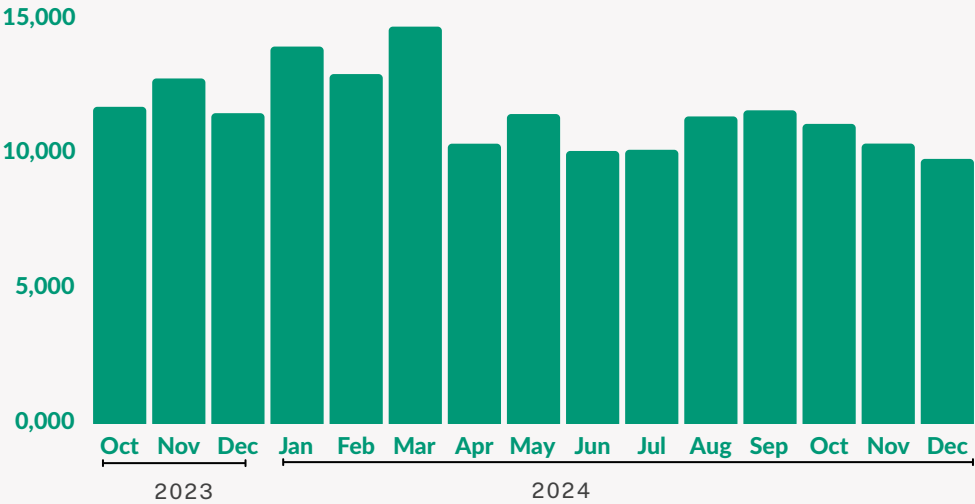
Lightcast provides local job posting data on employer demand based on occupation, industry, and various other details. According to the latest estimates, the total number of job postings in Metro North has decreased.

31,278

Unique Job  
Postings  
This Quarter

-1,847

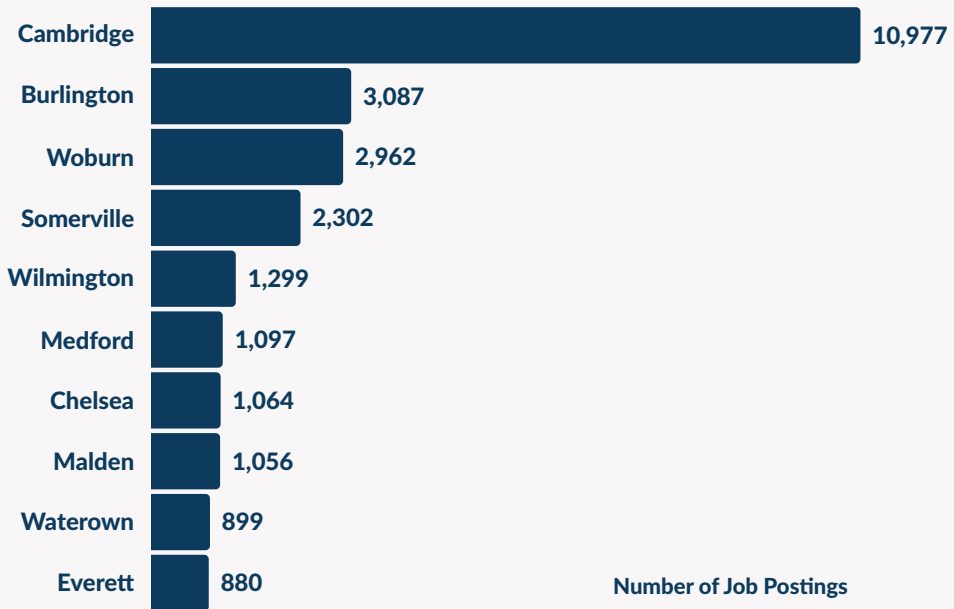
Change in Job  
Postings Over  
Previous Quarter



Job posting data reveals a consistent decrease in hiring activity in the Metro North region. The data reveals that in 2024, there was a total of 133,115 job postings, and in 2020 there were 137,207. This results in a decrease in 4,092 job postings from 2020-2024. This decline can be attributed to several factors, including shifts in industry needs, or changes in employer hiring strategies.

# JOB POSTINGS: TOP CITITES

The data provided below represents the number of job postings in different cities within Metro North. Cambridge is highlighted as the dominant employment hub, followed by Burlington and Woburn.



# SKILLS BREAKDOWN

## TIME PERIOD:

### OCTOBER-DECEMBER



**SPECIALIZED SKILLS: SKILLS THAT ARE PRIMARILY REQUIRED WITHIN A SUBSET OF OCCUPATIONS TO EQUIP ONE TO PERFORM A SPECIFIC TASK.**

<i>Specialized Skill</i>	<i>Number of Postings</i>	<i>% Of Postings</i>	<i>Projected Skill Growth (2 years)</i>
Project Management	2,969	9%	20%
Marketing	2,140	7%	23%
Nursing	2,080	7%	20%
Finance	1,678	5%	27%
Pharmaceuticals	1,604	5%	20%
Auditing	1,599	5%	22%
Workflow Management	1,572	5%	18%

**TOP COMMON SKILLS: SKILLS THAT ARE PREVALENT ACROSS MANY DIFFERENT OCCUPATIONS, INDUSTRIES, INCLUDING BOTH ATTRIBUTED AND LEARNED SKILLS.**

<i>Common Skill</i>	<i>Number of Postings</i>	<i>% Of Postings</i>	<i>Projected Skill Growth (2 years)</i>
Communication	13,178	42%	4%
Management	7,543	24%	5%
Customer Service	7,181	23%	5%
Leadership	6,018	19%	8%
Operations	5,951	19%	8%
Detail Oriented	4,933	16%	7%
Problem Solving	4,624	15%	11%



# TOP QUALIFICATIONS

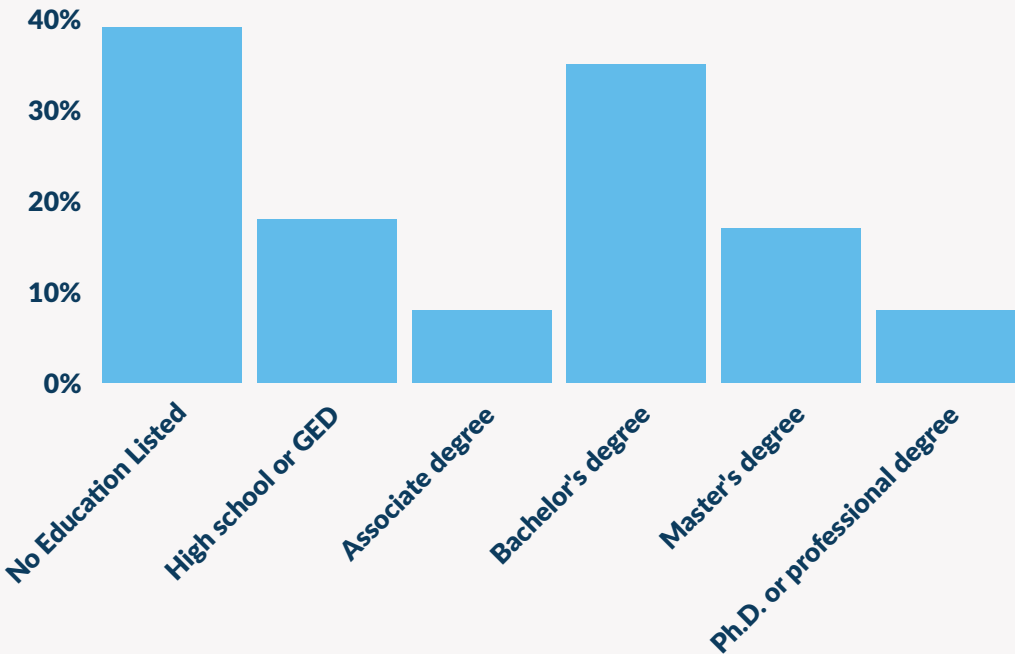
Qualification	Postings with Qualification
Registered Nurse (RN)	2,299
Valid Driver's License	2,239
Basic Life Support (BLS) Certification	1,278
Cardiopulmonary Resuscitation (CPR) Certification	799
Master Of Business Administration (MBA)	590
Advanced Cardiovascular Life Support (ACLS) Certification	502
Licensed Practical Nurse (LPN)	426
Security Clearance	412
First Aid Certification	283
Certified Nursing Assistant (CNA)	253

Certifications in nursing and emergency care are highly sought after, indicating a focus on medical expertise. Additionally, there is notable interest in candidates with general professional credentials and essential certifications, reflecting the diverse needs of employers across various sectors.

This underscores the importance of both specialized healthcare skills and fundamental professional qualifications in the job market.



# EDUCATION BREAKDOWN



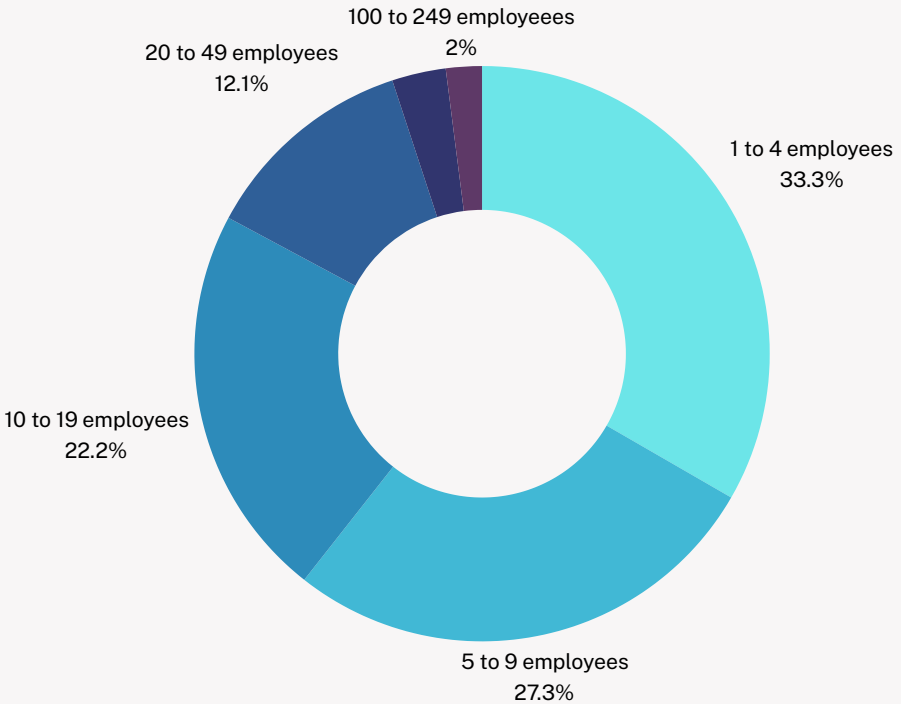
The education breakdown of job postings in Metro North WDA reveals that 40% of job postings do not list a specific education requirement. Among those that do, 17% require a high school diploma or GED, 8% seek candidates with an associates degree, and 35% require a Bachelor's degree. Additionally, 17% of job postings require a Master's degree, while 8% require a Ph.D. or professional degree. This data indicates a diverse range of educational requirements, with a significant emphasis on higher education applications.

# TOP POSTED OCCUPATIONS



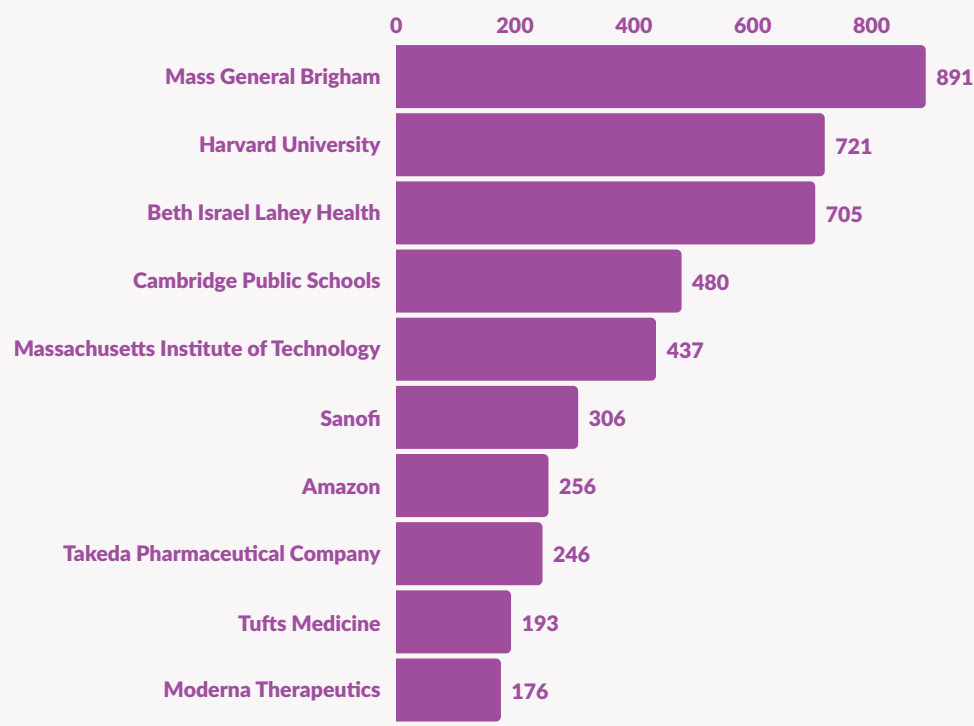
From October to December 2024, job posting data highlights strong demand across healthcare, retail, technology, and business operations. Healthcare leads the job market, with Registered Nurses (2,132 postings) and Medical and Health Services Managers (522 postings) among the most in-demand roles. The retail sector remains active, with high demand for Retail Sales Associates (826 postings), First-Line Supervisors of Retail Sales Workers (547 postings), and General and Operations Managers (432 postings). The technology sector also shows significant hiring activity, particularly for Software Developers (646 postings) and Computer Occupations (567 postings). Additionally, business operations roles, such as Project Management Specialists (359 postings) and Secretaries and Administrative Assistants (456 postings),

# BUSINESS CHARACTERISTICS



This data reveals that small businesses, especially those with fewer than 20 employees, represent the largest portion of this segment. To break it down: 33% of these businesses employ between 1 to 4 people, 27% have 5 to 9 employees, and 22% consist of 10 to 19 employees. Altogether, this shows that 82% of businesses are classified as small enterprises with fewer than 20 employees.

# TOP EMPLOYERS



From October to December of 2024, Mass General Brigham (891), Harvard University (721), and Beth Israel Lahey Health (705) had the highest number of job postings. Indicating a robust demand for talent in Healthcare and Education.

Among the postings for Mass General Brigham, the top occupations include Registered Nurses, Psychiatric Technicians, Medical and Health Services Managers, and Physical Therapists. Among the top postings for Harvard University, the top occupations are Medical Scientists, Postsecondary Teachers, Managers, and Secretaries and Administrative Assistants.

# MEDIAN ADVERTISED SALARY



From October to December 2024, the average wage was \$31.36. This reflects an increase of \$0.33 per hour compared to the previous quarter (July to September 2024), marking a rise of 1.06% in the advertised wage.

# LARGEST PROJECTED EMPLOYMENT CHANGE 2025-2027

Occupation	2025 Jobs	2027 Jobs	Employment Change (2024-2025)	Median Hourly Wage
Home Health and Personal Care Aides	16,211	16,990	779	\$20.03
Real Estate Sales Agents	13,791	14,428	637	\$57.18
Personal Finance Advisors	9,184	9,760	576	\$108.02
Couriers and Messengers	5,529	6,098	569	\$17.16
Property, Real Estate, and Community Association Managers	9,651	10,151	500	\$53.50
Postsecondary Teachers	18,141	18,594	453	\$60.34
Software Developers	10,972	11,342	370	\$73.09
Managers, All Others	8,059	8,354	295	\$56.47
Medical Scientists, Except Epidemiologists	6,393	6,639	246	\$63.05
Cooks, Restaurant	4,229	4,454	225	\$21.60
Real Estate Brokers	4,271	4,474	203	\$78.83
Property Appraisers and Assessors	3,336	3,499	163	\$45.37
Financial Managers	5,057	5,216	159	\$89.01
Taxi Drivers	9,642	9,795	153	\$24.98