



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

# **METRO NORTH WDA**

## **QUARTERLY JOB SEEKER REPORT**

**JULY 2025**

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# 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.

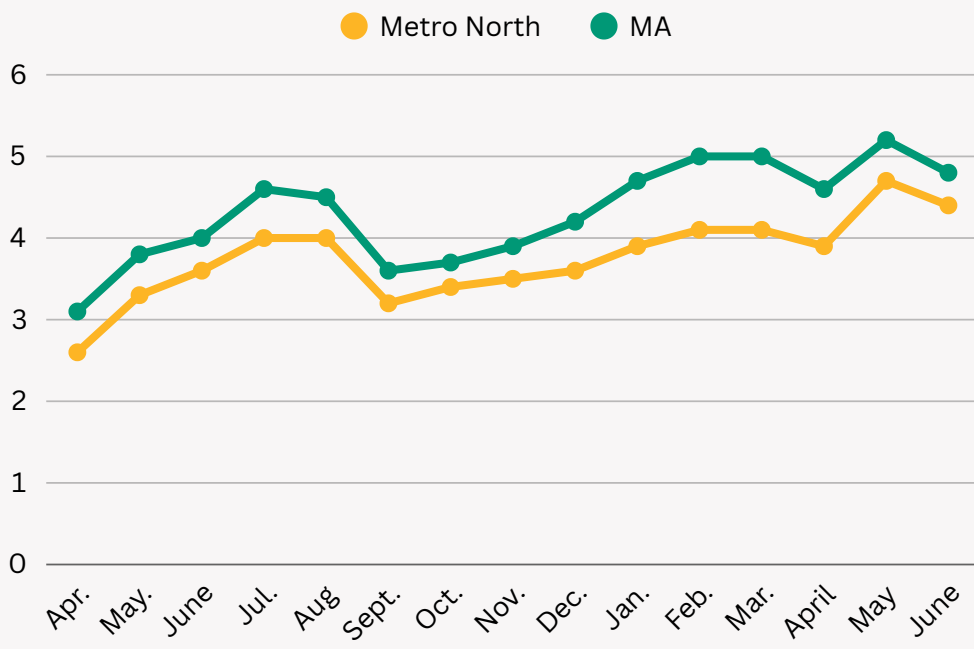
For questions about this data, please reach out to Liana Gracia ([lgracia@masshiremetronorth.org](mailto:lgracia@masshiremetronorth.org)) or Kelly Washburn ([kwashburn@masshiremetronorth.org](mailto:kwashburn@masshiremetronorth.org))



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# UNEMPLOYMENT RATE

General Trend: Unemployment rates increased in both Metro North and Massachusetts between April and May 2025, followed by a slight decline in June. Metro North rose from 3.9% to 4.7% in May, the highest rates since July 2023(4.7%), before decreasing to 4.4% in June. Massachusetts followed a similar pattern, increasing from 4.6% in April to 5.2% in May, the highest since January 2024 (5.2%) and then decreasing to 4.7% in June.



## SEASONAL TRENDS

Both Metro North and MA show an increase in unemployment from April to May and a slight decline in June.

## CONCLUSION

While both areas saw a spike in May, Metro North’s unemployment rate has remained relatively more stable, suggesting a stronger or more diversified regional economy compared to the state.

# LABOR FORCE PARTICIPATION

JUNE 2025

ESTIMATED TOTAL LABOR  
FORCE

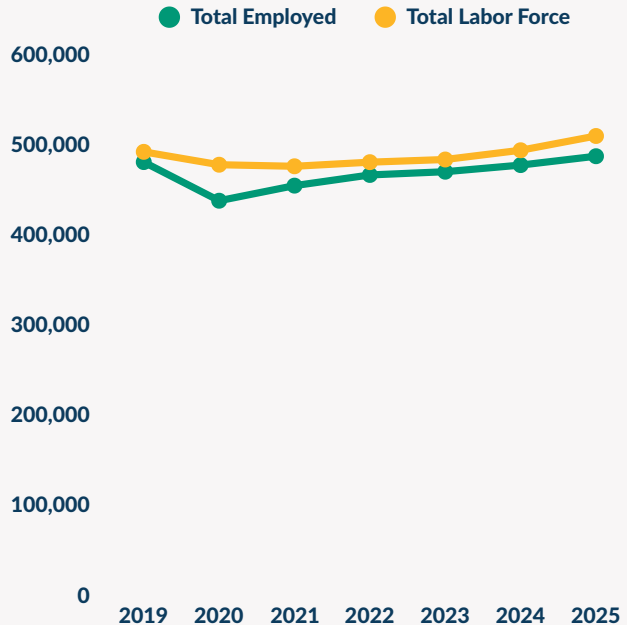
**510,739**

+5,207 YEAR OVER YEAR

ESTIMATED TOTAL  
EMPLOYED

**488,278**

+1,755 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 22,461 in June of 2025. 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

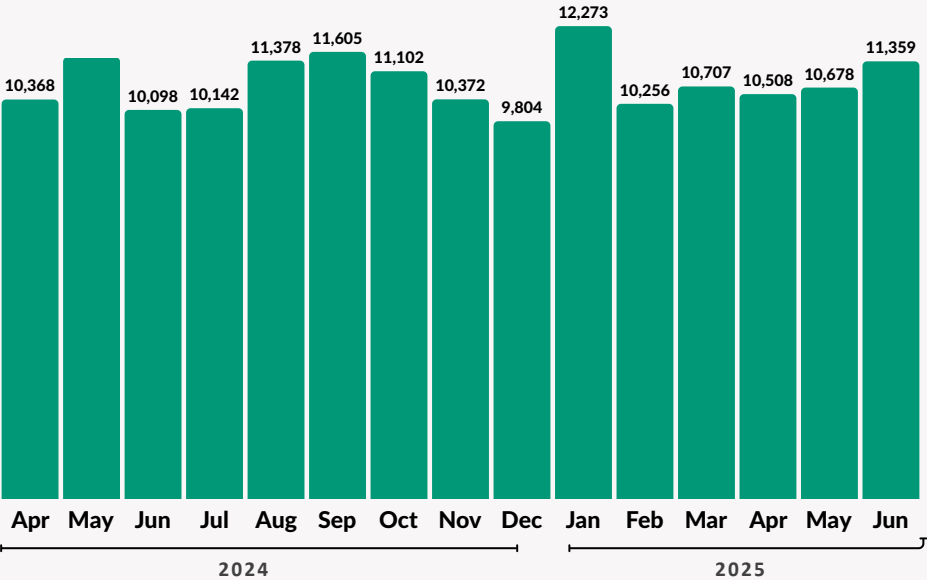
Lightcast provides local job posting data on employer demand based on occupation, industry, and various other details. According to the latest estimates, the total number of job postings in Metro North has slightly increased.

32,545

Unique Job  
Postings  
This Quarter

+691

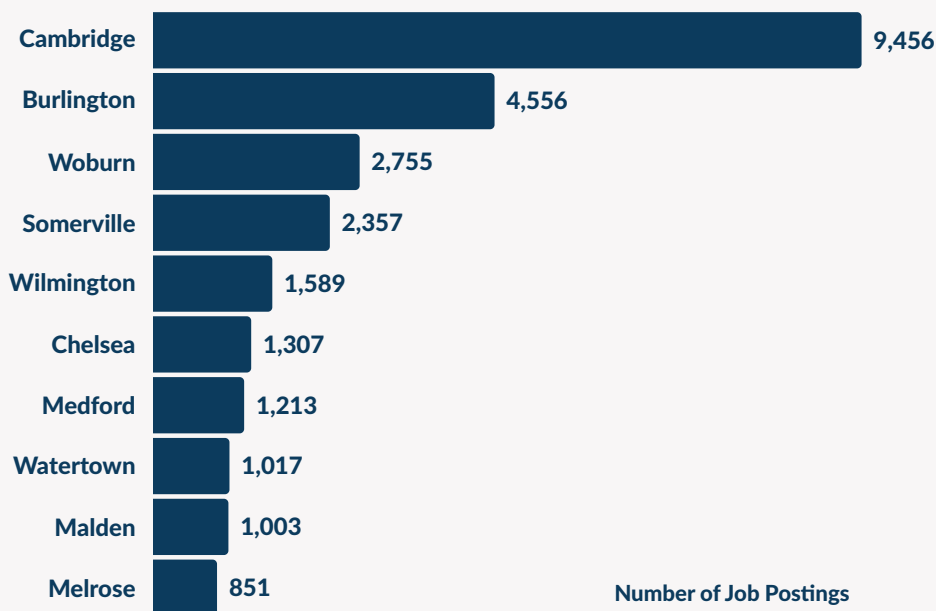
Change in Job Postings  
Over  
Previous Quarter



Job posting trends indicate a slight increase in hiring activity in Q2 of 2025 compared to the same period in 2024. Between April and June 2024, there were 31,705 unique job postings, while the same period in 2025 saw 32,545 postings, an increase of 845. However, when compared to pre-pandemic levels, hiring activity still falls short. In April–June 2019, there were 34,636 unique job postings, 2,091 more than in 2025. This suggests that while hiring is gradually recovering, the job market has yet to fully return to pre-pandemic levels.

# 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:  
APRIL-JUNE 2025



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	2,454	8%	20%
Marketing	2,037	6%	23%
Nursing	2,012	6%	20%
Pharmaceuticals	1,647	5%	20%
Workflow Management	1,608	5%	18%
Data Analysis	1,453	4%	26%
Auditing	1,448	4%	22%

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	12,990	40%	4%
Leadership	7,008	22%	9%
Customer Service	6,842	21%	5%
Management	6,794	21%	5%
Operations	5,747	18%	8%
Detail Oriented	4,618	14%	7%
Problem Solving	4,384	13%	11%



# TOP QUALIFICATIONS

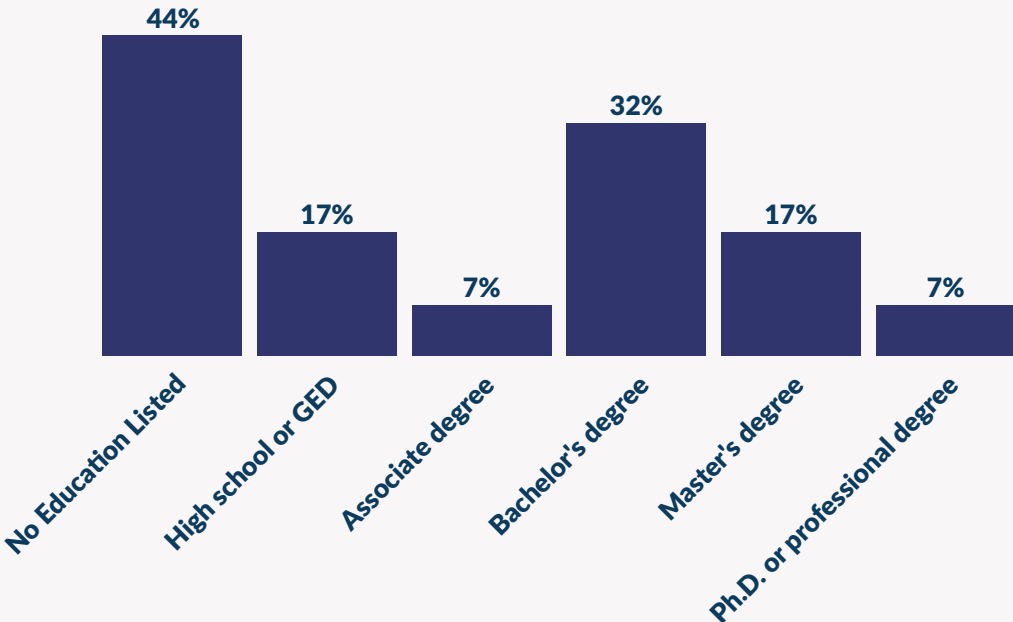
<i><b>Qualification</b></i>	<i><b>Postings with Qualification</b></i>
Valid Driver’s License	2,505
Registered Nurse (RN)	2,249
Basic Life Support (BLS) Certification	1,582
Cardiopulmonary Resuscitation (CPR) Certification	856
Master Of Business Administration (MBA)	607
Security Clearance	547
Teaching Certificate	504
Board Certified/ Board Eligible	398
Licensed Practical Nurse (LPN)	395
First Aid Certification	368

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

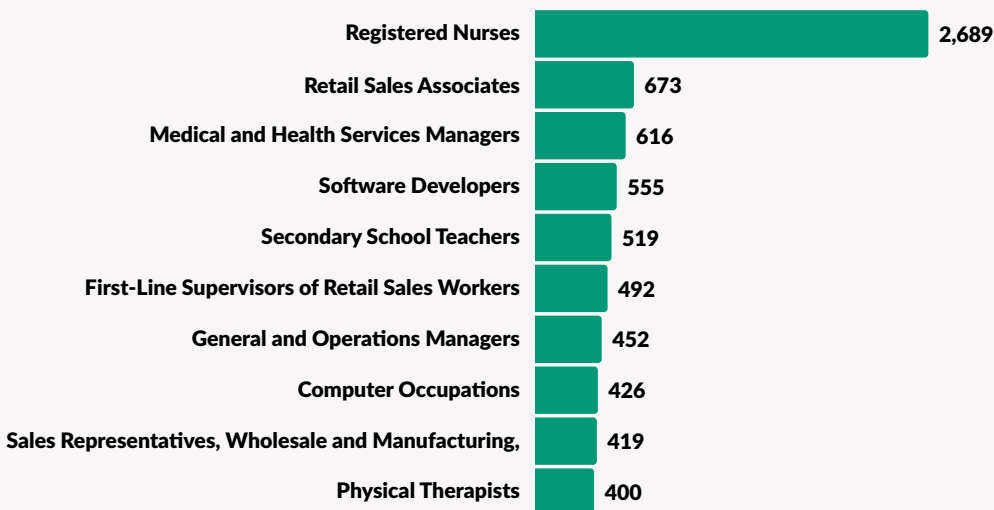


The education breakdown of job postings in Metro North WDA reveals that 41% of job postings do not list a specific education requirement. Among those that do, 17% require a high school diploma or GED, 7% seek candidates with an associates degree, and 32% require a Bachelor's degree.

Additionally, 17% of job postings require a Master's degree, while 7% require a Ph.D. or professional degree.

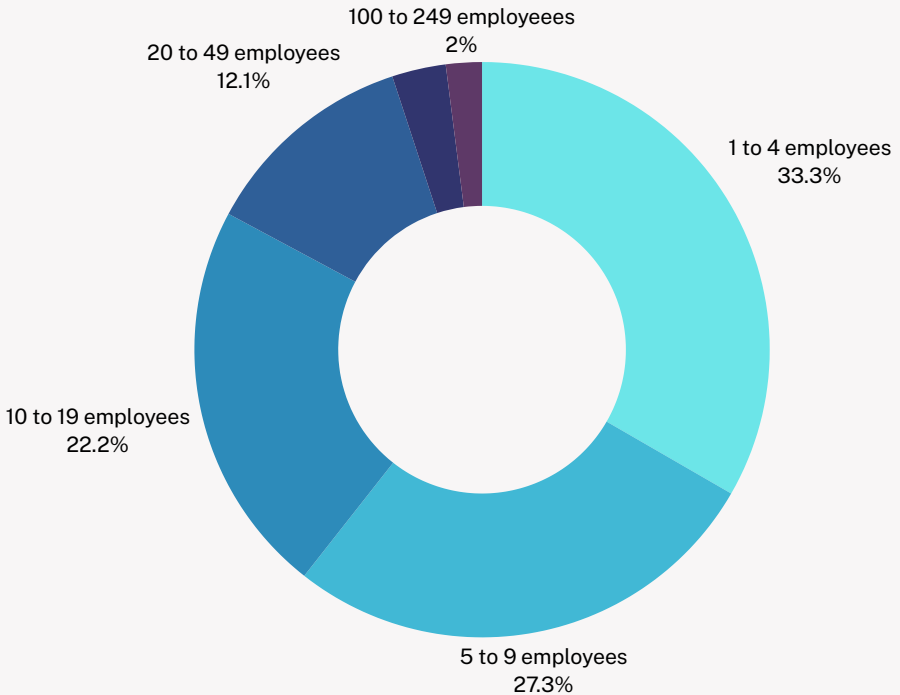
This data indicates a diverse range of educational requirements, with a significant emphasis on higher education applications.

# TOP POSTED OCCUPATIONS



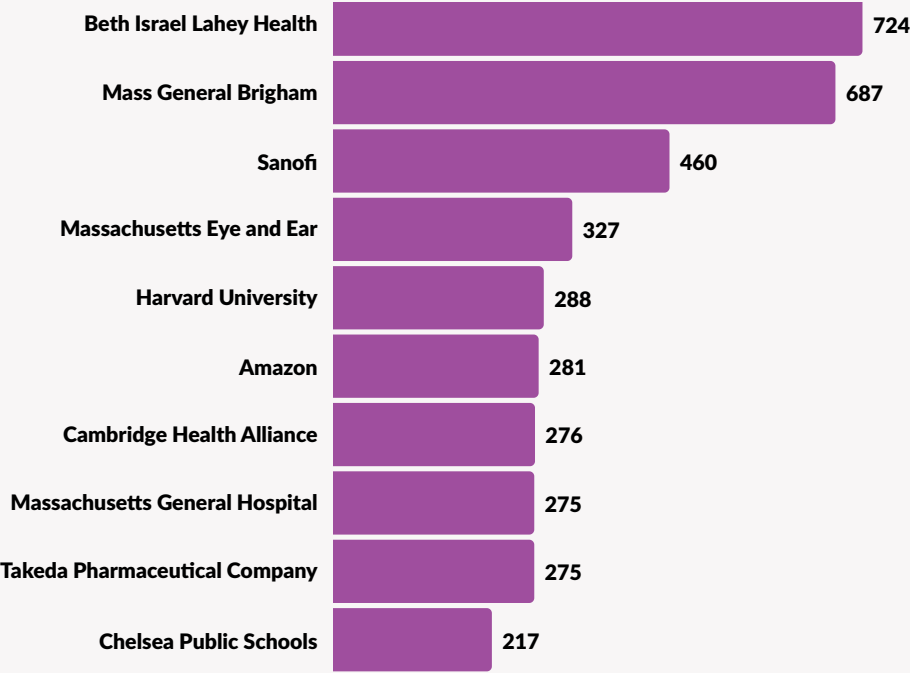
From April to June 2025, job posting data reveals strong demand in healthcare, retail, technology, and business operations. Healthcare continues to lead the job market, with Registered Nurses (2,689 postings) and Medical and Health Services Managers (616 postings) among the most sought-after roles. The retail sector also shows robust hiring activity, particularly for Retail Sales Associates (673 postings), First-Line Supervisors of Retail Sales Workers (492 postings), and General and Operations Managers (452 postings). In the technology field, employers are actively hiring Software Developers (555 postings) and professionals in various Computer Occupations (426 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.

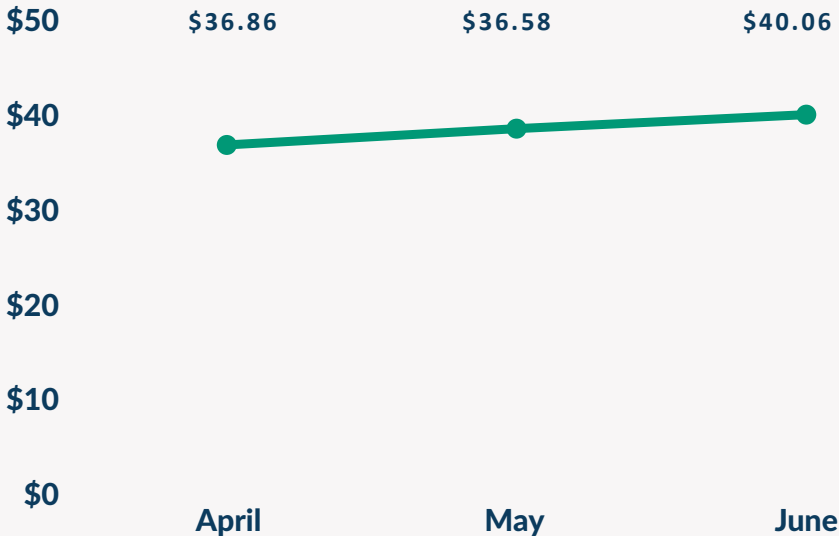
# TOP EMPLOYERS



From April to June 2025, Beth Israel Lahey Health (724 postings), Mass General Brigham (687), and Sanofi (460) had the highest number of job postings, reflecting strong demand for talent in the healthcare sector, a trend also supported by broader job posting data.

At both Beth Israel Lahey Health and Mass General Brigham, the top in-demand roles included Registered Nurses, Medical and Health Services Managers, Medical Assistants, and Nurse Practitioners. Harvard University’s leading job openings focused on Biological Scientists, Postsecondary Teachers, Education Administrators, and Managers. Meanwhile, Amazon’s hiring activity centered around Engineers, Software Developers, and various Manager roles.

# MEDIAN ADVERTISED HOURLY WAGE



From April to June 2025, the average hourly wage was \$37.83. This reflects an increase of \$2.36 per hour compared to the previous quarter (January-March 2025). This marks a rise of 7% in the advertised hourly 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

# OCCUPATIONS IN DEMAND

## No Formal Educational Credential Required

Occupation	2025 Jobs	2030 Projected Jobs	Projected Job Change 2025-2030 %	Avg. Annual Openings	Average Annual Salary
Cooks, Restaurant	6,115	6,898	13%	1,126	\$45,914
Taxi Drivers	10,145	10,745	6%	1,144	\$55,295
Waiters and Waitresses	9,291	9,717	5%	2,056	\$43,174
Construction Laborers	4,585	4,758	4%	436	\$67,940
Fast Food & Counter Workers	13,731	14,132	3%	3,264	\$38,217
Laborers and Freight, Stock, & Material Movers	6,003	6,196	3%	832	\$47,889
Maids & Housekeeping Cleaners	7,602	7,719	2%	1,131	\$46,590
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	15,245	15,268	0%	2,166	\$48,838
Retail Salesperson	14,058	13,852	-1%	2,072	\$46,341
Cashiers	9,422	9,019	-4%	1,794	\$36,569



# OCCUPATIONS IN DEMAND

## High School Diploma Required

Occupation	2025 Jobs	2030 Projected Jobs	Projected Job Change 2025-2030 %	Avg. Annual Openings	Average Annual Salary
Real Estate Sales Agents	21,907	24,701	13%	2,472	\$131,730
Property, Real Estate & Community Association Managers	12,916	14,427	12%	1,342	\$111,242
Home Health & Personal Care Aides	17,332	19,119	10%	3,026	\$41,648
Stockers & Order Fillers	7,146	7,433	4%	1,225	\$41,339
First Line Supervisors of Retail Sales Workers	7,110	7,398	4%	789	\$61,386
Security Guards	7,095	7,065	0%	974	\$47,336
Office Clerks, General	11,426	11,258	-1%	1,369	\$55,432
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	8,619	8,488	-2%	827	\$81,701
First Line Supervisors of Office & Administrative Support Workers	8,619	8,488	-2%	827	\$81,701
Customer Service Representatives	49,803	48,684	-3%	1,625	\$54,036

Regions: Metro North WDA and Boston

Occupations in Demand					
Associates Degree Required					
Occupation	2025 Jobs	2030 Projected Jobs	Projected Job Change 2025-2030 %	Avg. Annual Openings	Average Annual Salary
Veterinary Technologists & Technicians	595	680	14%	74	\$53,412
Life, Physical, & Social Science Technicians, All Other	1,312	1,417	8%	187	\$98,764
Dental Hygienists	1,019	1,094	7%	84	\$97,154
Preschool Teachers, Except Special Education	2,335	2,454	5%	275	\$48,024
Magnetic Resonance Imaging Technologists	579	604	4%	37	\$81,722
Paralegals & Legal Assistants	2,522	2,592	3%	277	\$49,059
Radiologic Technologists & Technicians	1,312	1,417	3%	66	\$100,454
Electrical & Electronic Engineering Technologists & Technicians	676	699	3%	46	\$99,937
Computer Network Specialists	601	619	3%	46	\$99,937
Architectural & Civil Drafters	875	873	0%	85	\$74,396
Regions: Metro North WDA and Boston					
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# OCCUPATIONS IN DEMAND

## Bachelor’s Degree Required

Occupation	2025 Jobs	2030 Projected Jobs	Projected Job Change 2025-2030 %	Avg. Annual Openings	Average Annual Salary
Personal Financial Advisors	24,455	28,560	17%	2,419	\$232,257
Software Developers	18,233	20,208	11%	1,409	\$152,703
Managers, All Other	11,550	12,781	11%	1,117	\$123,625
Financial & Investment Specialists	8,999	9,801	9%	752	\$158,314
Securities, Commodities, & Financial Services Sales Agents	11,815	12,718	8%	1,081	\$138,111
Financial Managers	10,191	10,914	7%	851	\$195,036
Management Analysts	12,927	13,605	5%	1,198	\$164,520
Registered Nurses	17,218	17,826	4%	1,081	\$115,877
Accountants & Auditors	11,283	11,680	4%	958	\$112,161
General Operations Managers	22,080	22,594	2%	1,878	\$157,224

# OCCUPATIONS IN DEMAND

## Masters Degree Required

Occupation	2025 Jobs	2030 Projected Jobs	Projected Job Change 2025-2030 %	Avg. Annual Openings	Average Annual Salary
Nurse Practitioners	1,087	2,073	15%	138	\$152,109
Physician Assistants	933	1,032	11%	68	\$143,938
Speech-Language Pathologists	927	999	8%	66	\$109,783
Educational, Guidance, & Career Counselors, & Advisors	2,682	2,857	7%	233	\$83,392
Psychologists, All Other	1,892	2,012	6%	147	\$154,872
Occupational Therapists	893	939	5%	59	\$100,691
Healthcare Social Workers	1,258	1,291	3%	115	\$74,287
Education Administrators, Postsecondary	3,229	3,345	4%	251	\$133,693
Instructional Coordinators	1,221	1,276	4%	118	\$103,409
Librarians & Medical Collections Specialists	1,016	1,054	4%	105	\$83,835