



MARCH 2024



**METRO NORTH
WORKFORCE BOARD**

METRO NORTH WDA

QUARTERLY JOB SEEKER REPORT

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INTRODUCTION

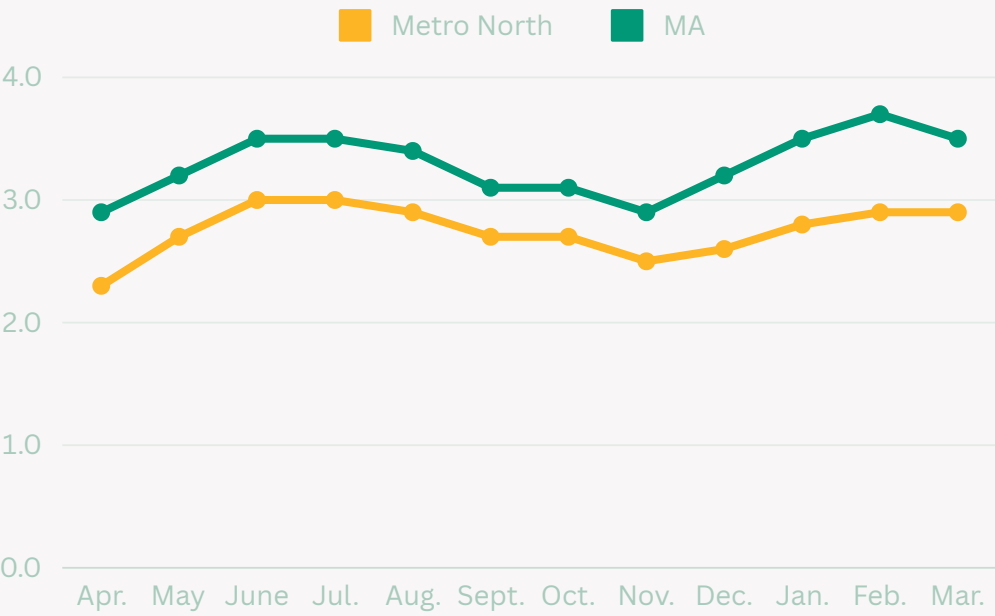
THIS QUARTERLY REPORT AIMS TO PROVIDE INSIGHTFUL ANALYSIS OF THE CURRENT LABOR MARKET TRENDS IN THE METRO NORTH REGION. WHETHER YOU ARE A BUSINESS LEADER, JOB SEEKER, OR COMMUNITY MEMBER, YOU'LL FIND VALUABLE INFORMATION TO HELP YOU UNDERSTAND AND NAVIGATE THE LOCAL EMPLOYMENT LANDSCAPE.

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) OR KELLY WASHBURN (KWASHBURN@MASSHIREMETRONORTH.ORG)

UNEMPLOYMENT RATE

General Trend: Both Metro North and MA show slight fluctuations in the unemployment rate over a one year period. However, Metro North consistently has a lower unemployment rate compared to the state average.



SEASONAL TRENDS

- Both Metro North and MA show an increase in unemployment from April to May, peaking in the summer.
- A decline is seen from July to November, indicating potential seasonal employment patterns.
- A slight rise is observed again in the winter months (December to February).

CONCLUSION:

Metro North exhibits lower and more stable unemployment rates compared to MA overall.

JOB POSTING BREAKDOWN

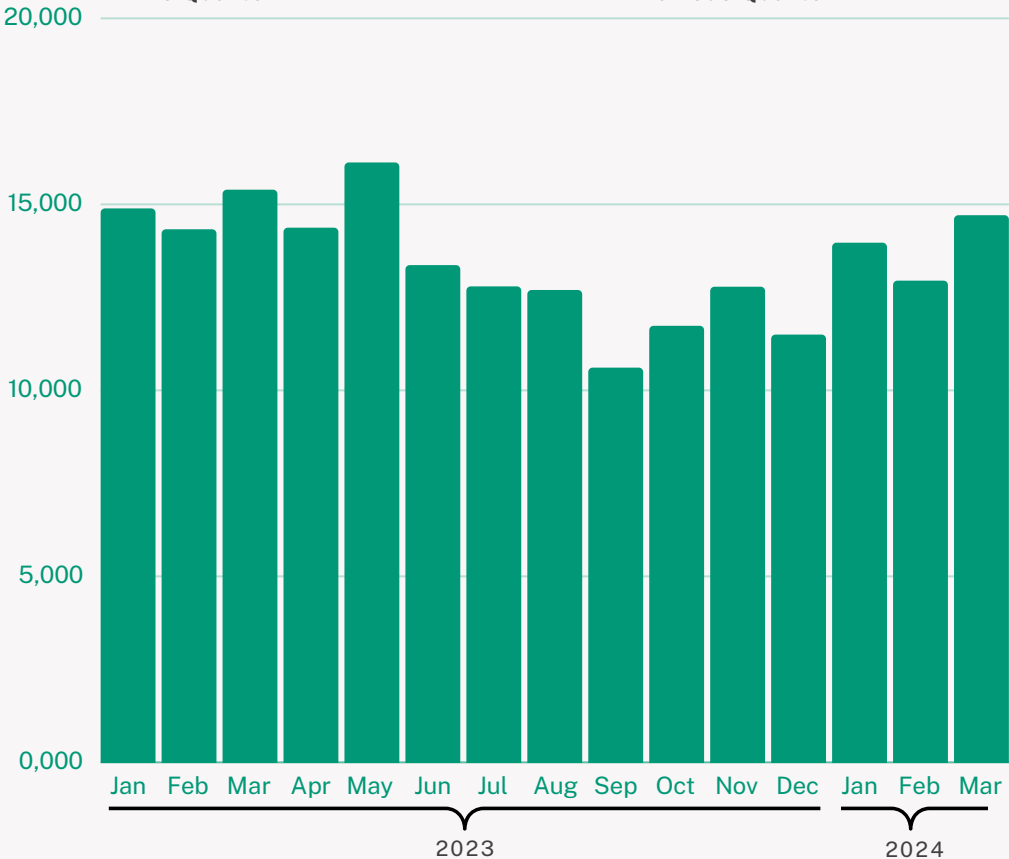
There has been a decrease in the number of job postings in January-March of 2024 compared to the same time period in 2023. The overall decrease across Q1 is 7.1%.

40,804

Unique Job Postings
This Quarter

-5,600

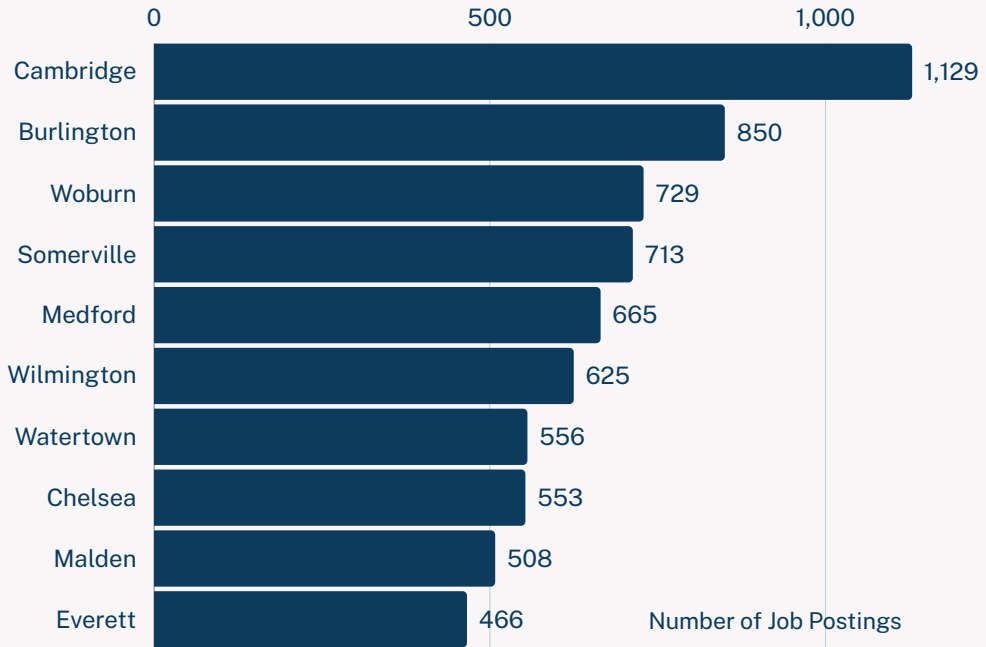
Change in Job Postings Over
Previous Quarter



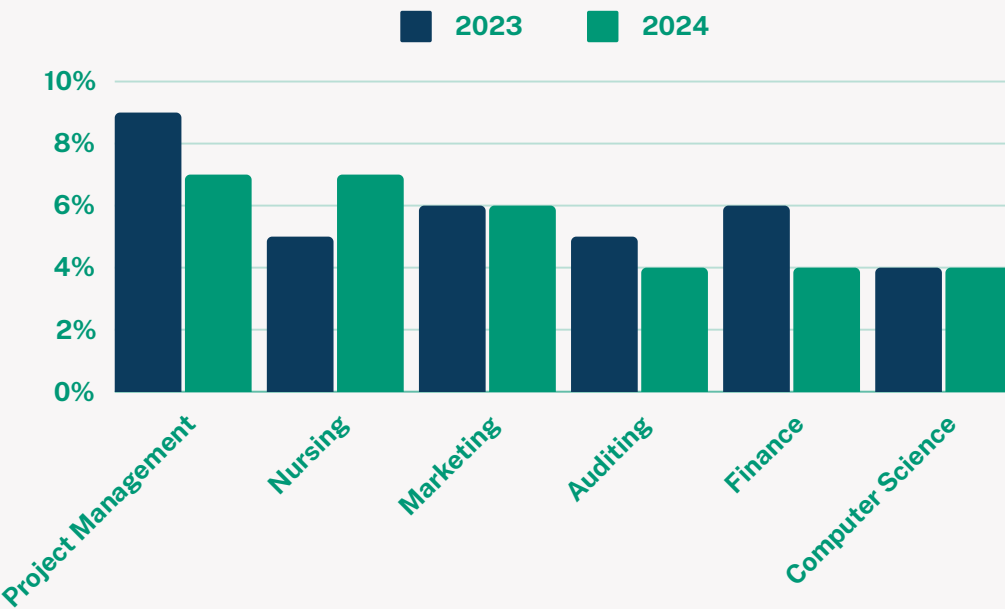
The comparative analysis of job postings from January to March between 2023 and 2024 reveals a consistent decrease in hiring activity in the Metro North region. This decline can be attributed to several factors, including shifts in industry needs, or changes in employer hiring strategies.

JOB POSTINGS: TOP CITIES

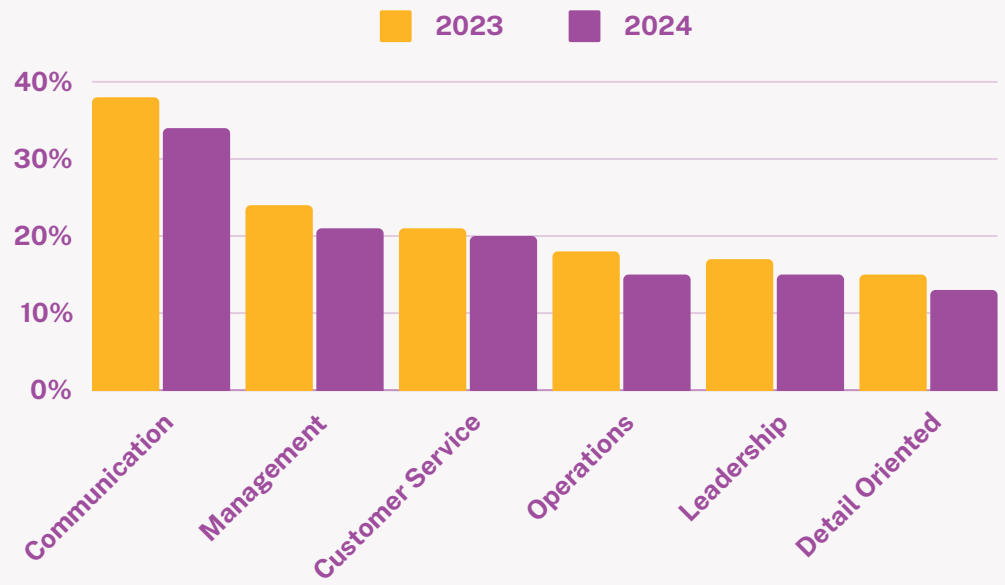
THE DATA PROVIDED BELOW REPRESENTS THE NUMBER OF JOB POSTINGS IN DIFFERENT CITIES WITHIN METRO NORTH. CAMBRIDGE IS HIGHLIGHTED AS THE DOMINANT EMPLOYMENT HUB, FOLLOWED BY BURLINGTON AND WOBURN.



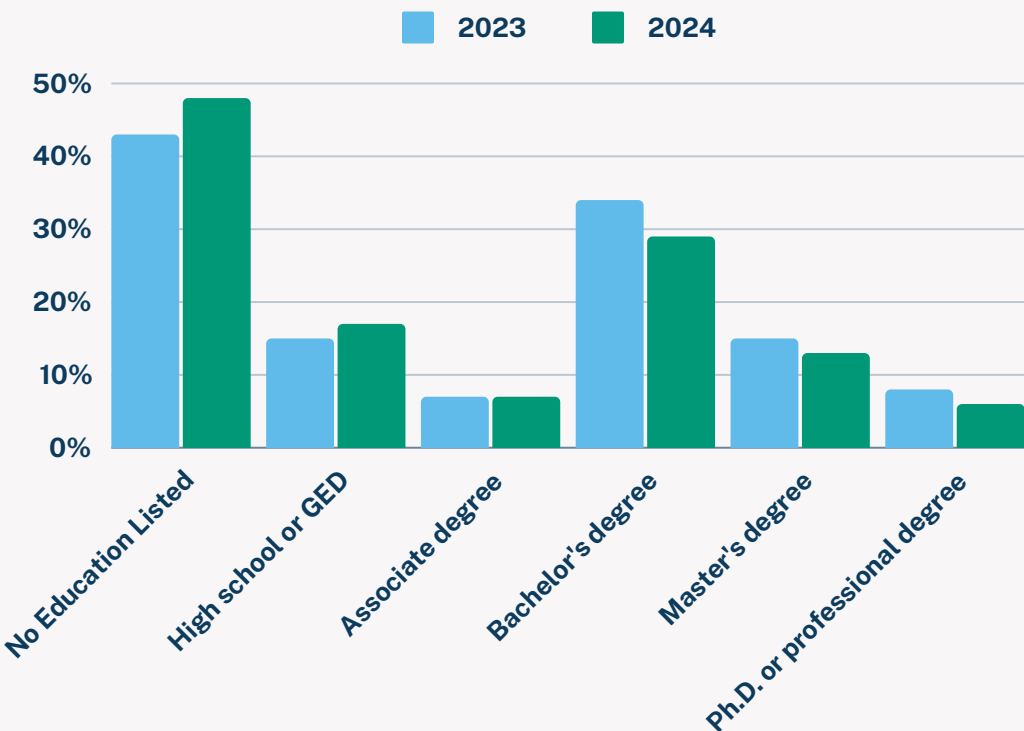
TOP SPECIALIZED SKILLS IN METRO NORTH TIME PERIOD: JAN-MARCH



TOP COMMON SKILLS IN METRO NORTH TIME PERIOD: JAN-MARCH



EDUCATION BREAKDOWN



Between January and March of 2023 and the same period in 2024, there were notable changes in the education levels listed on job postings.

Key Observations:

- The percentage of postings with no education listed **increased** by 5% from 43% to 48%.
- The percentage of postings requiring a high school diploma or GED **increased** by 2% from 15% to 17%.
- There was a significant **decline** in postings requiring a bachelor's degree, which dropped by 5 percent, from 34% to 29%.
- The proportion of postings looking for candidates with a master's degree **decreased** by 2 percentage points, from 15% to 13%.
- Ph.D. or professional degree also saw a **decline** of 2 percentage points, from 8% to 6%.

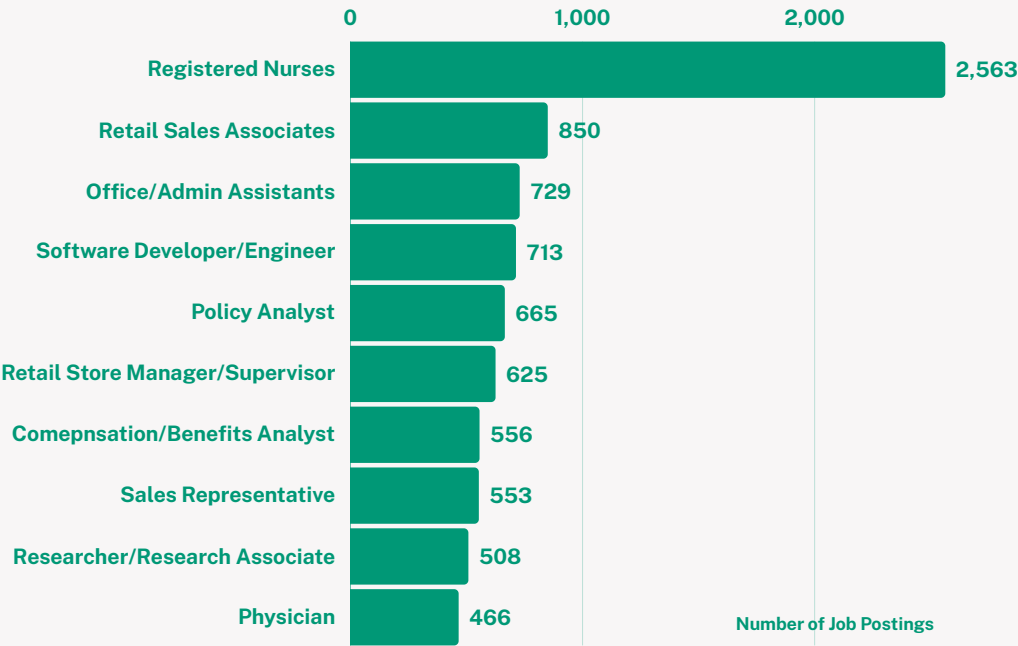
TOP QUALIFICATIONS

<i>Qualification</i>	<i>Postings with Qualification</i>
Registered Nurse (RN)	3,334
Valid Driver's License	2,826
Basic Life Support (BLS) Certification	2,117
Cardiopulmonary Resuscitation (CPR) Certification	1,280
Licensed Practical Nurse (LPN)	639
Master Of Business Administration (MBA)	625
Advanced Cardiovascular Life Support (ACLS) Certification	603
Certified Nursing Assistant (CNA)	450
First Aid Certification	396

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.

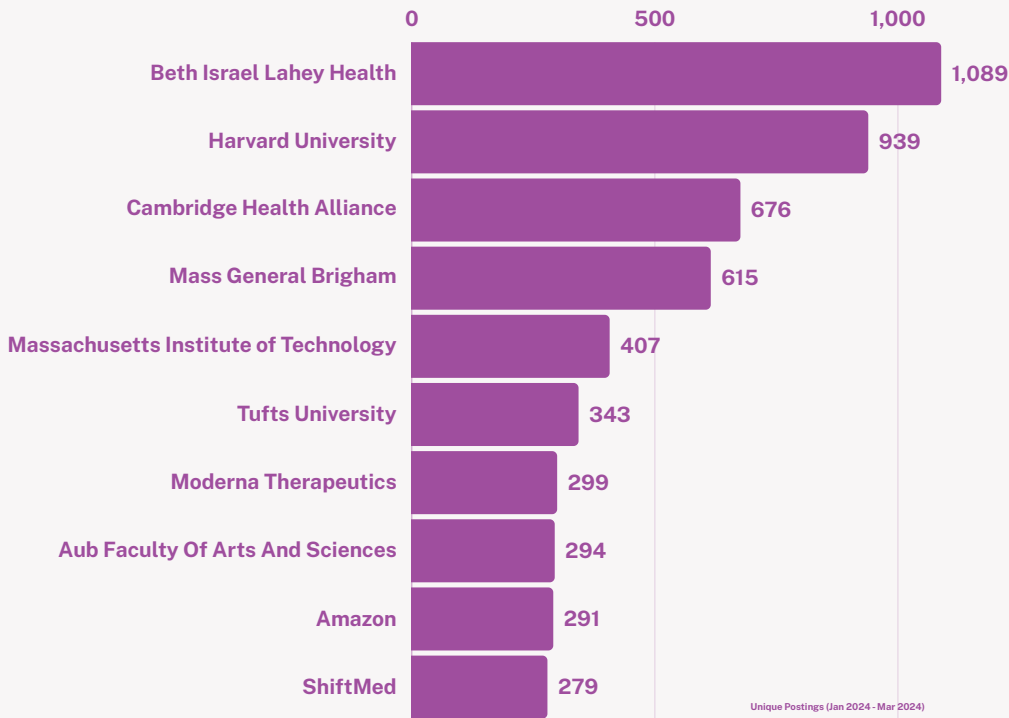
TOP POSTED OCCUPATIONS



From January to March 2024, job postings data indicates a strong demand for healthcare professionals, particularly Registered Nurses, who are in exceptionally high demand. The retail sector is also active, with numerous postings for Retail Sales Associates and Store Managers/Supervisors.

Additionally, there is notable demand for Office/Administrative Assistants, Software Developers/Engineers, and Policy Analysts. Roles in sales, research, and compensation/benefits analysis are also well-represented, highlighting diverse opportunities for job seekers across various fields.

TOP EMPLOYERS



From January to March 2024, Beth Israel Lahey Health had the most job postings (1,089), indicating strong hiring in healthcare. Harvard University (939) and MIT (407) showed significant activity in the education sector. Other notable employers include Cambridge Health Alliance (676) and Mass General Brigham (615). This suggests abundant opportunities for job seekers, particularly in healthcare and education.

LARGEST INDUSTRY SECTORS

NAICS	Description	2024 Jobs	2025 Jobs	2024 - 2025 Change	2024 - 2025 % Change
541714	Research and Development in Biotechnology (except Nanobiotechnology)	35,359	37,084	1,725	5%
624120	Services for the Elderly and Persons with Disabilities	9,431	9,886	455	5%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	16,758	17,281	524	3%
722511	Full-Service Restaurants	15,950	16,386	436	3%
551114	Corporate, Subsidiary, and Regional Managing Offices	11,761	12,151	390	3%
611310	Colleges, Universities, and Professional Schools	44,108	44,917	809	2%
513210	Software Publishers	10,322	10,494	172	2%
903611	Elementary and Secondary Schools (Local Government)	9,877	10,122	244	2%
622110	General Medical and Surgical Hospitals	13,447	13,625	179	1%
445110	Supermarkets and Other Grocery (except Convenience) Stores	10,885	10,997	112	1%