MASSHIRE

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. Both Metro North and MA saw a significant decrease from August to September.
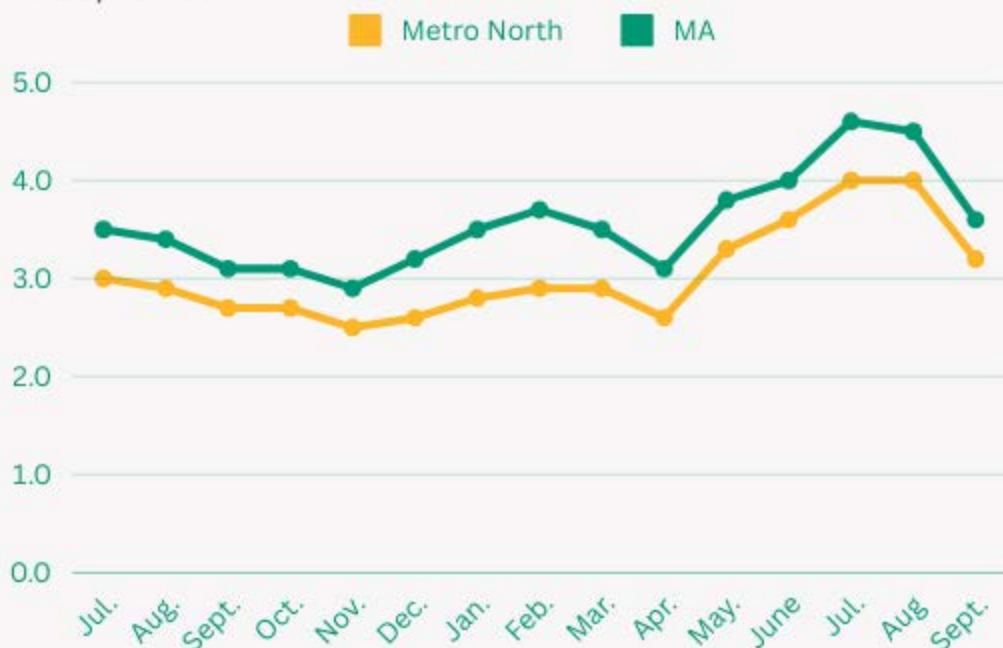
SEASONAL TRENDS

- 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 continues to exhibit lower and more stable unemployment rates compared to MA overall.

We saw the largest decrease in unemployment from August to September since July to August of 2020, post pandemic

LABOR FORCE PARTICIPATION

JULY 2024

ESTIMATED TOTAL LABOR FORCE

505,890

+17,628 YEAR OVER YEAR

ESTIMATED TOTAL EMPLOYED

485,461

+11,996 YEAR OVER YEAR

Legend: ■ Total Employed ■ Total Labor Force

The data shows a consistent gap between the labor force and the total employed from 2019 to 2024. In 2020, the gap peaked, with 59,077 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 20,359 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 12,858. The overall trend indicates gradual improvement in employment relative to the available labor force.
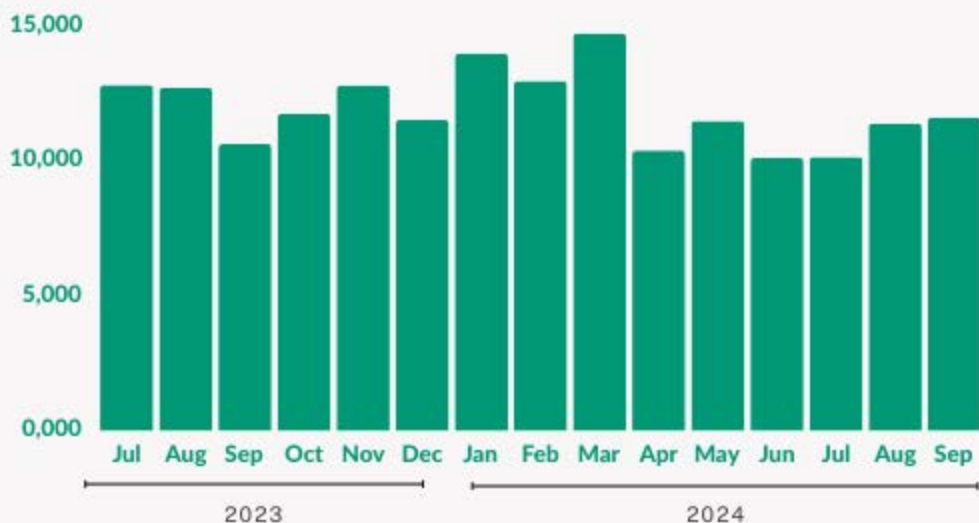
JOB POSTING BREAKDOWN

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.

33,125
Unique Job Postings
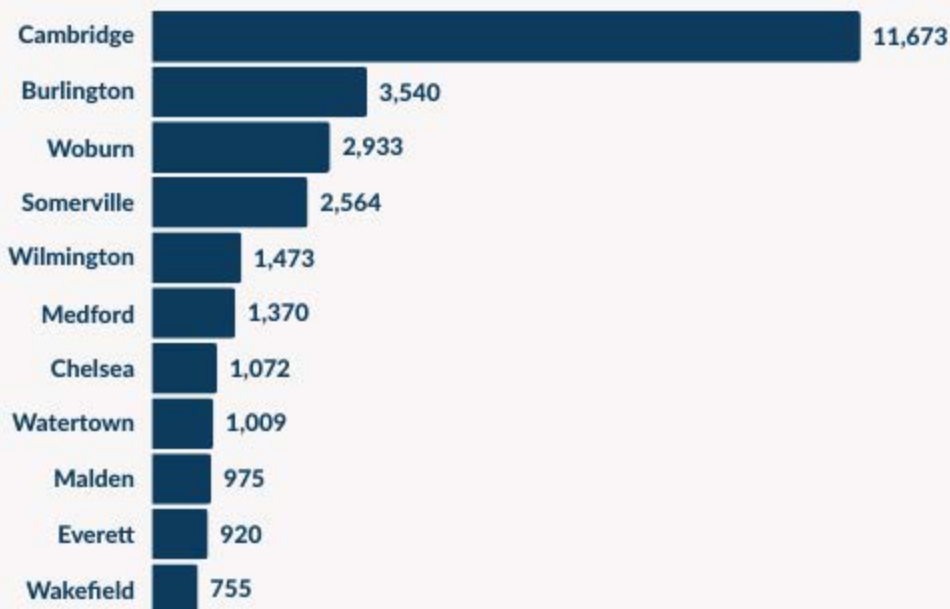This Quarter

-1,880
Change in Job Postings Over
Previous Quarter

The comparative analysis of job postings from July to September 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 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.

City	Job Postings
Cambridge	11,673
Burlington	3,540
Woburn	2,933
Somerville	2,564
Wilmington	1,473
Medford	1,370
Chelsea	1,072
Watertown	1,009
Malden	975
Everett	920
Wakefield	755

SKILLS BREAKDOWN
TIME PERIOD: JULY-SEPTEMBER

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

Specialized Skill	Number of Postings	% Of Postings	Projected Skill Growth (2 years)
Project Management	2,953	9%	20%
Marketing	2,128	7%	25%
Finance	1,812	6%	27%
Auditing	1,768	5%	22%
Data Analysis	1,693	5%	26%
Nursing	1,688	5%	20%
Pharmaceuticals	1,624	5%	20%

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

Common Skill	Number of Postings	% Of Postings	Projected Skill Growth (2 years)
Communication	13.469	41%	4%
Customer Service	8,059	25%	5%
Management	8,059	25%	5%
Leadership	6,524	20%	9%
Operations	6,212	19%	8%
Detail Oriented	5,226	16%	7%
Problem Solving	4,964	15%	11%

TOP QUALIFICATIONS

Qualification	Postings with Qualification
Valid Driver's License	2,613
Registered Nurse (RN)	1,988
Basic Life Support (BLS) Certification	1,129
Cardiopulmonary Resuscitation (CPR) Certification	1,011
Master Of Business Administration (MBA)	628
First Aid Certification	538
Licensed Practical Nurse (LPN)	440
Security Clearance	434
Advanced Cardiovascular Life Support (ACLS) Certification	385
Teaching Certificate	332

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
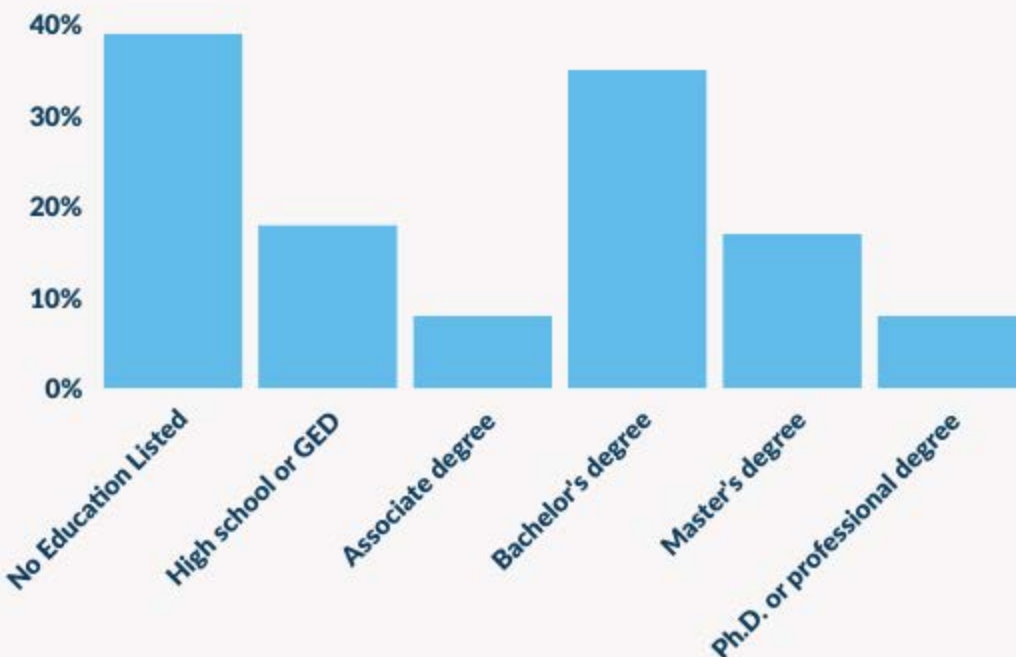
The education breakdown of job postings in Metro North WDA reveals that 39% of job postings do not list a specific education requirement. Among those that do, 18% require a high school diploma or GED, 8% seek candidates with an associates degree, and 35% require a Bachelor's degree. Additionally, 17% 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

Occupation	Postings
Registered Nurses	1,589
Retail Sales Associates	860
Software Developers	695
Secretaries & Admin Assistants	670
First Line Supervisors of Retail Sales Workers	609
Medical and Health Services Managers	567
Computer Occupations, All Other	547
General and Operations Managers	475
Sales Represenatives	404
Data Scientists	386

From July to September 2024, job posting data reveals a robust demand for healthcare professionals, especially Registered Nurses and Medical and Health Services Managers. The retail sector is also thriving, with many openings for Retail Sales Associates and Store Managers/Supervisors.
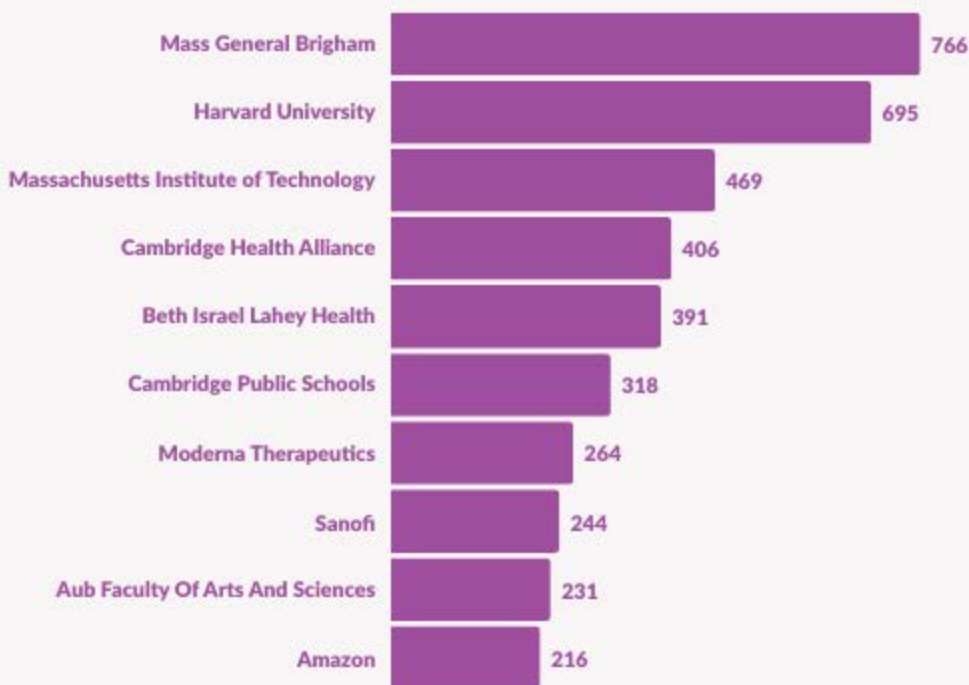
Moreover, there is significant interest in positions for Office/Administrative Assistants, Software Developers/Engineers, and Data Scientists.

BUSINESS CHARACTERISTICS

100 to 249 employeees
2%

20 to 49 employees
12.1%

1 to 4 employees
33.3%

10 to 19 employees
22.2%
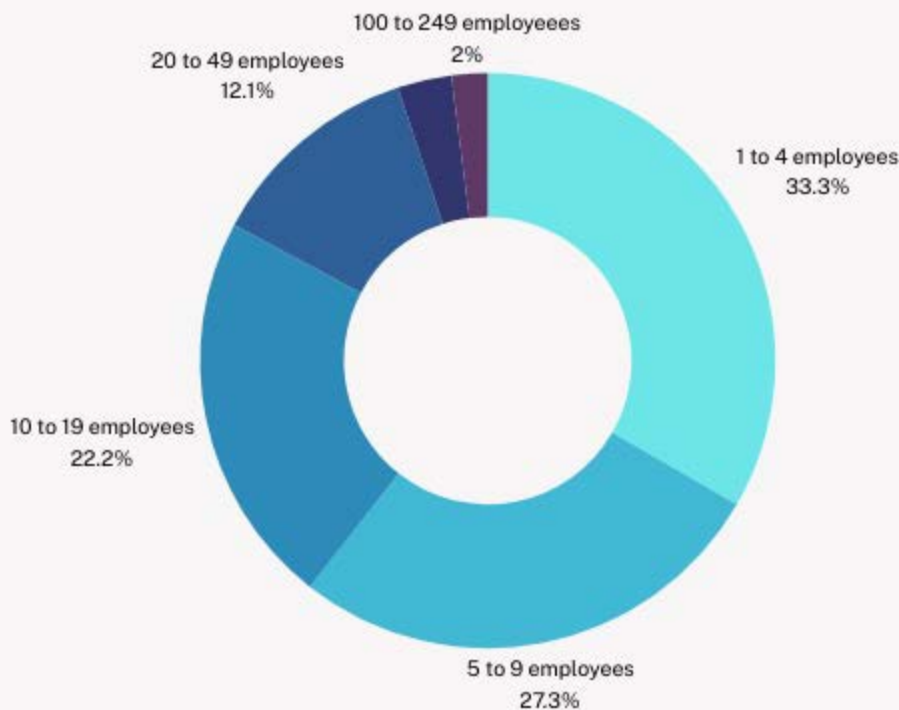
5 to 9 employees
27.3%

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

Employer	Postings
Mass General Brigham	766
Harvard University	695
Massachusetts Institute of Technology	469
Cambridge Health Alliance	406
Beth Israel Lahey Health	391
Cambridge Public Schools	318
Moderna Therapeutics	264
Sanofi	244
Aub Faculty Of Arts And Sciences	231
Amazon	216

From July to September of 2024, Mass General Brigham (766), Harvard University (695), and Massachusetts Institute of Technology (469) 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 job postings include Registered Nurses, Medical and Health Services Managers, Medical Assistances, Natural Sciences Managers, Secretaries and Admin Assistants, as well as Physicians.

MEDIAN ADVERTISED SALARY

$30.46 $31.45 $32.18

$35.00

$30.00

$25.00

$20.00

$15.00

$10.00

$5.00

$0.00

Jul   Aug   Sep

From July to September 2024, the average wage was $31.03 per hour. This reflects an increase of $0.53 per hour compared to the previous quarter (April to June 2023), marking a rise of 1.7% in the advertised wage.

LARGEST PROJECTED EMPLOYMENT CHANGE 2024-2025

Occupation	Total Currently Employed	Employment Change (2024-2025)	Median Hourly Wage
Postsecondary Teachers	17.240	17.612	$58.56
Home Health and Personal Care Aides	15,890	16,520	$20.03
General and Operations Managers	14,462	14,667	$73.54
Real Estate Sales Agents	13,339	13,802	$57.18
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12,345	12,509	$23.46
Software Developers	10,834	11,167	$73.01
Retail Salespersons	10,804	10,850	$21.79
Taxi Drivers	9,533	9,646	$24.98
Fast Food and Counter Workers	9,365	9,518	$18.15
Property, Real Estate, and Community Association Managers	9,305	9,665	$53.49
Personal Financial Advisors	8,783	9,195	$108.03
Cashiers	8,108	8,101	$17.31
Registered Nurses	7,994	8,118	$52.88
Managers, All Other	7,861	8,093	$56.33
Office Clerks, General	7,532	7,590	$25.93