



MASSHIRE
METRO NORTH
WORKFORCE BOARD

METRO NORTH WDA

QUARTERLY JOB SEEKER REPORT

OCTOBER 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.

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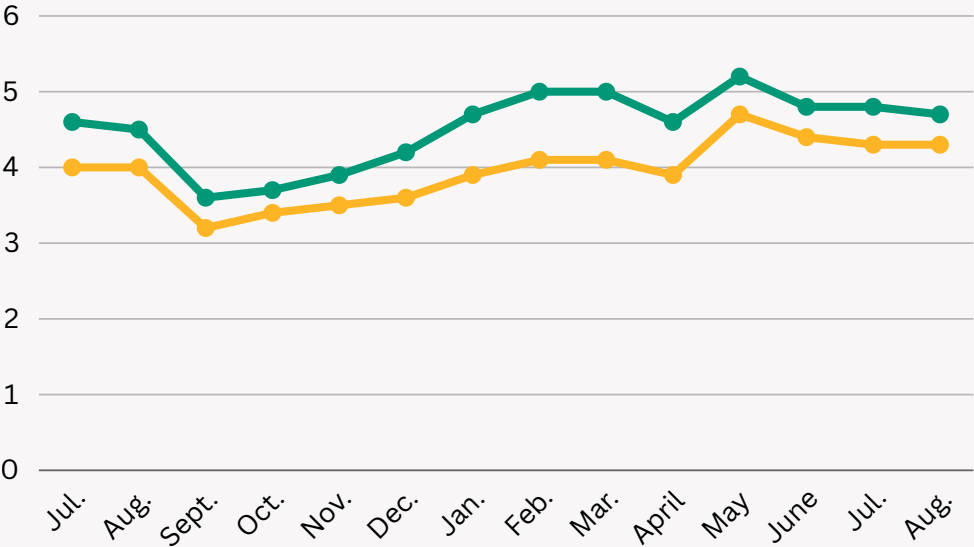
**METRO NORTH
WORKFORCE BOARD**

UNEMPLOYMENT RATE

*Due to the federal government shutdown, the unemployment rate for September 2025 is not available for this analysis.

General Trend: Unemployment rates in both Metro North WDA and MA remained stable over the summer months. Metro North recorded 4.3% in July and August while MA declined slightly from 4.8% to 4.7%. Compared to the same time period in 2024 (4.0% in Metro north, 4.6% in MA), rates were slightly higher.

Metro North MA



SEASONAL TRENDS

Both Metro North and MA unemployment rates remained steady over the summer, with Metro North at 4.3% in both July and August and MA showing a slight decrease from 4.8% to 4.7%.

CONCLUSION

After earlier fluctuations in the spring, the unemployment rates in Metro North and MA have stabilized.

LABOR FORCE PARTICIPATION

AUGUST 2025

ESTIMATED TOTAL
LABOR FORCE

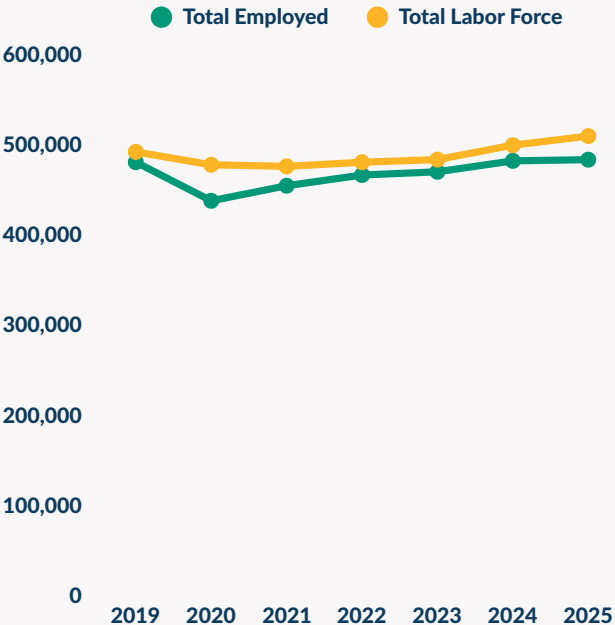
510,757

+7,080 YEAR OVER YEAR

ESTIMATED TOTAL
EMPLOYED

488,897

+4,381 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 26,262 in August 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

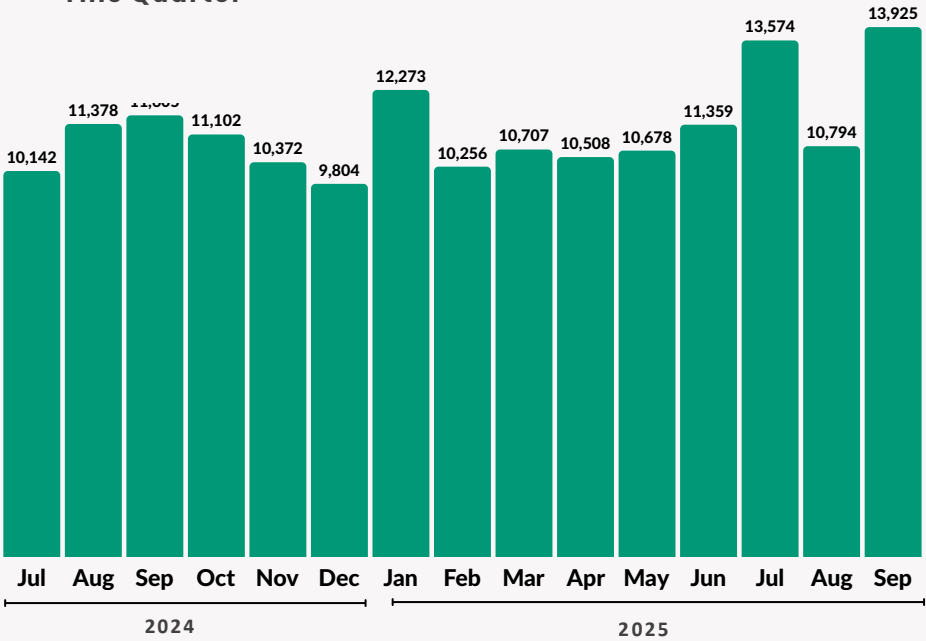
Lightcast provides local job posting data on employer demand based on occupation, industry, and various other details. According to the latest estimates, the total number of job postings in Metro North has increased.

36,293

Unique Job Postings
This Quarter

+3,039

Change in Job Postings Over
Previous Quarter



Job posting trends indicate an increase in hiring activity in Q3 of 2025, compared to the same time period in 2024. Between July and September 2024, there were 32,842 job postings, while the same time period in 2025 saw 36,293 postings, an increase of 3,451. However, when compared to pre-pandemic levels, hiring activity still falls short. In July–September 2019, there were 38,589 unique job postings, 2,296 more than in 2025. This suggests that while hiring is gradually recovering, the job market has yet to fully return to pre-pandemic levels.

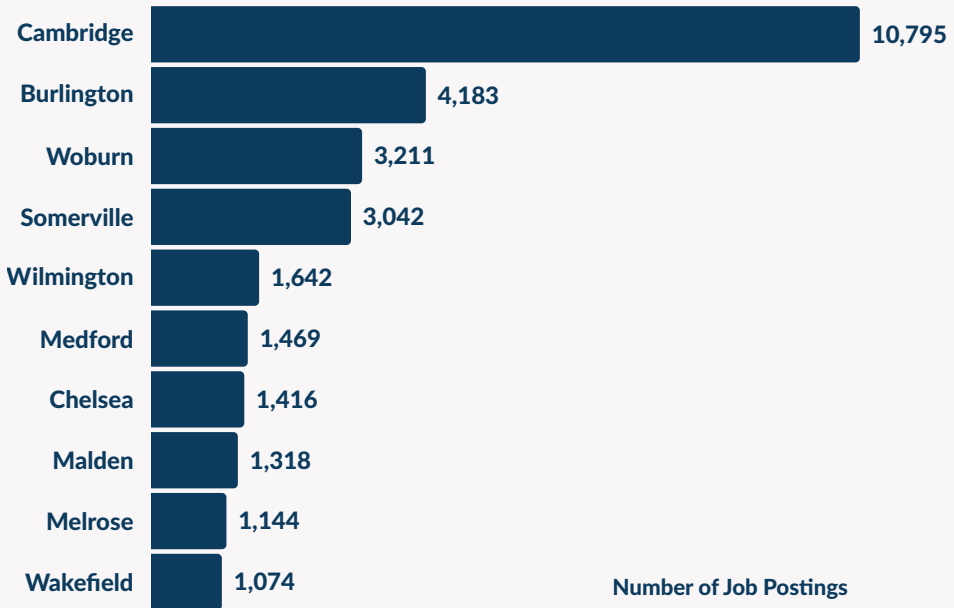
TOP POSTED OCCUPATIONS



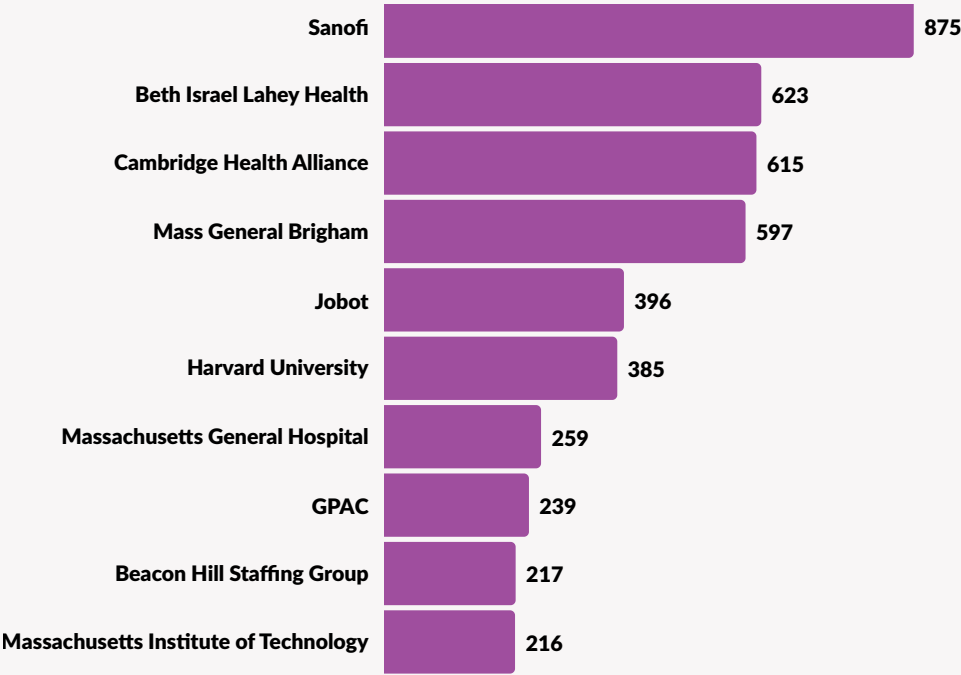
From July to September 2025, job posting data shows strong demand across healthcare, retail, technology, and business management. Healthcare leads the market with Registered Nurses (3,370 postings), Medical and Health Services Managers (633), Radiologic Technologists (575), and Physical Therapists (547). The retail sector also shows steady hiring for Retail Sales Associates (791) and First-Line Supervisors (490). In technology, demand for Software Developers (602) remains high, while business and customer service roles such as General and Operations Managers (454), Customer Service Representatives (448), and Sales Representatives (413) continue to support regional employment needs.

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 EMPLOYERS



From July to September 2025, Sanofi (875 postings), Beth Israel Lahey Health (623), and Cambridge Health Alliance (615) had the highest number of job postings, reflecting continued strong demand in the healthcare and life sciences sectors. Mass General Brigham (597) and Massachusetts General Hospital (259) further underscores this regional trend. Outside of healthcare, Harvard University (385) and the Massachusetts Institute of Technology (216) showed steady hiring activity in higher education, while staffing and recruiting firms such as Jobot (396), GPAC (239), and Beacon Hill Staffing Group (217) continued to drive demand for professional and technical roles across industries.

SKILLS BREAKDOWN

TIME PERIOD:

JULY-SEPTEMBER 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

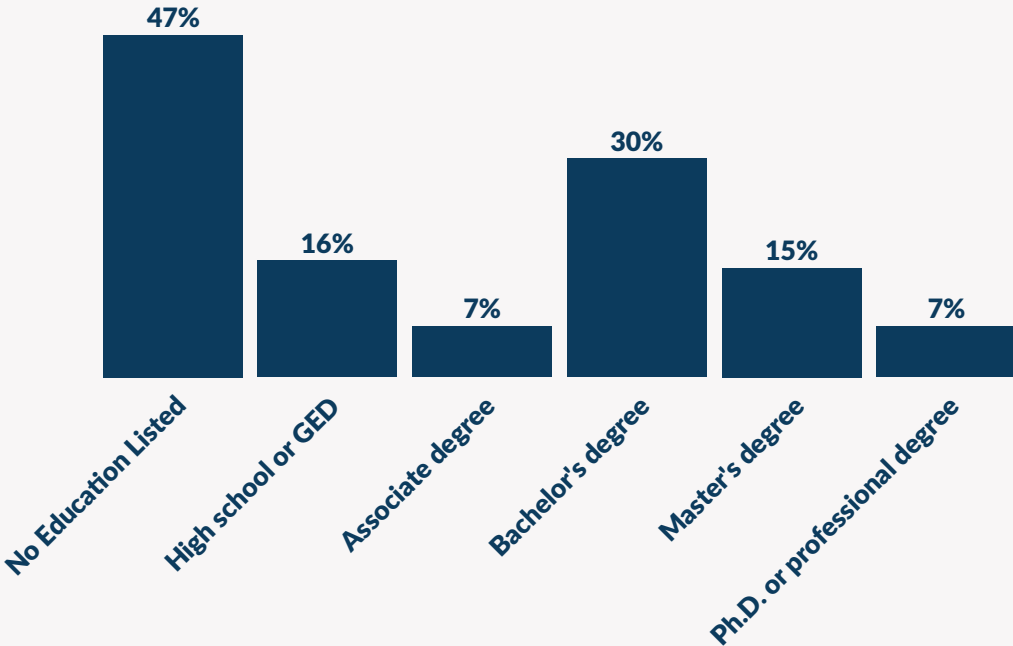
| <i>Qualification</i> | <i>Postings with Qualification</i> |
|---|------------------------------------|
| Valid Driver's License | 2,692 |
| Registered Nurse (RN) | 2,676 |
| Basic Life Support (BLS) Certification | 1,037 |
| Cardiopulmonary Resuscitation (CPR) Certification | 930 |
| Master Of Business Administration (MBA) | 653 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 509 |
| Security Clearance | 501 |
| Licensed Practical Nurse (LPN) | 468 |
| First Aid Certification | 450 |
| Board Certified/Board Eligible | 318 |

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

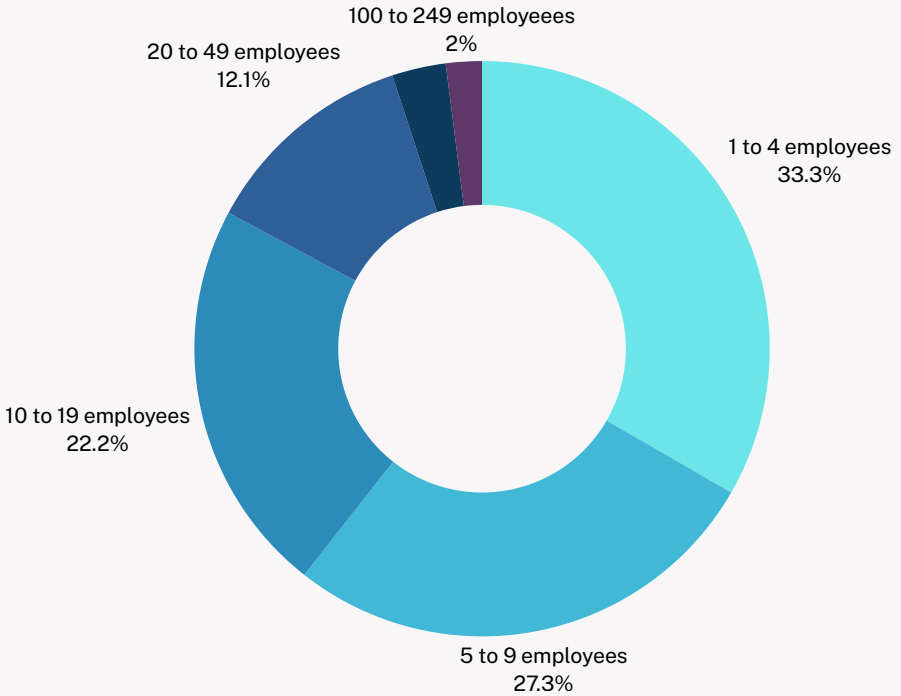


The education breakdown of job postings in Metro North WDA reveals that 47% of job postings do not list a specific education requirement. Among those that do, 16% require a high school diploma or GED, 7% seek candidates with an associates degree, and 30% require a Bachelor's degree.

Additionally, 15% 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.

BUSINESS CHARACTERISTICS

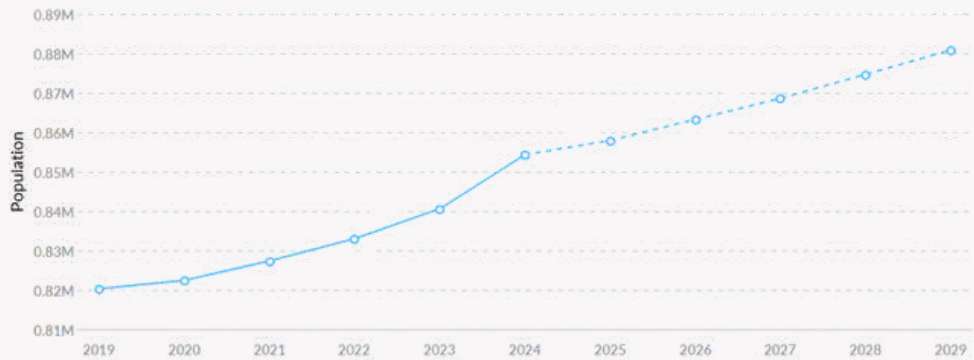


This data reveals that small businesses, especially those with fewer than 20 employees, represent the largest portion of this segment. To break it down: 33% of these businesses employ between 1 to 4 people, 27% have 5 to 9 employees, and 22% consist of 10 to 19 employees. Altogether, this shows that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

HISTORIC & PROJECTED TRENDS

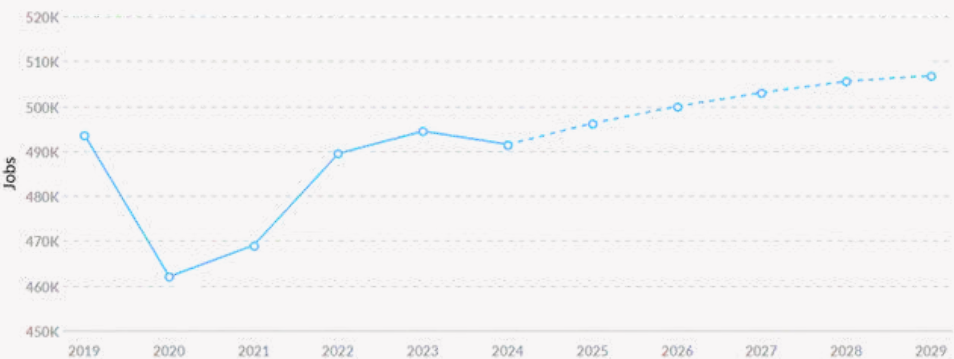
Population Trends

As of 2025, the region’s population increased by 4.1% since 2019, growing by 34,015. Population is expected to increase by 3.1%, between 2024 and 2029, adding 25,535



Job Trends

From 2019 to 2024, jobs declined by 0.4% in Metro North WDA from 493,510 to 491,482. This change fell short of the national growth rate of 4.4% by 4.8%.



MEDIAN ADVERTISED HOURLY WAGE



From July to September 2025, the average hourly wage was \$37.87. This reflects an increase of increase of \$0.05 per hour compares to the previous quarter (April-June 2025).

LARGEST PROJECTED EMPLOYMENT CHANGE 2025-2027

| Occupation | 2025 Jobs | 2027 Jobs | Employment Change (2025-2027) | Median Hourly Wage |
|---|-----------|-----------|----------------------------------|-----------------------|
| Home Health and Personal Care Aides | 15,269 | 16,042 | 773 | \$20.03 |
| Real Estate Sales Agents | 13,616 | 14,233 | 617 | \$57.18 |
| Personal Finance Advisors | 8,989 | 9,589 | 500 | \$108.02 |
| Property, Real Estate, and Community Association Managers | 9,993 | 10,542 | 549 | \$52.62 |
| Couriers and Messengers | 5,018 | 5,515 | 497 | \$12.49 |
| Postsecondary Teachers | 18,120 | 18,527 | 407 | \$49.97 |
| Managers, All Other | 8,023 | 8,333 | 310 | \$40.02 |
| Medical Scientists, Except Epidemiologists | 5,815 | 6,112 | 297 | \$63.05 |
| Software Developers | 10,251 | 10,547 | 296 | \$76.70 |
| Property Appraisers and Assessors | 3,608 | 3,810 | 202 | \$34.03 |
| Management Analysts | 7,389 | 7,590 | 201 | \$34.03 |
| Cooks, Restaurant | 4,044 | 4,223 | 179 | \$22.88 |
| Light Truck Drivers | 4,011 | 4,171 | 160 | \$22.88 |
| Natural Sciences Managers | 3,479 | 3,634 | 155 | \$107.41 |

Region: Metro North WDA

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 |
|---|-----------|---------------------|----------------------------------|----------------------|-----------------------|
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 11,092 | 10,865 | -2% | 1,551 | \$50,154 |
| Retail Salespersons | 10,554 | 10,357 | -2% | 1,550 | \$44,866 |
| Fast Food and Counter Workers | 8,935 | 9,190 | 3% | 2,156 | \$38,107 |
| Taxi Drivers | 8,769 | 8,995 | 3% | 923 | \$56,849 |
| Cashiers | 7,499 | 7,128 | -5% | 1,402 | \$37,177 |
| Maids and Housekeeping Cleaners | 5,410 | 5,440 | 1% | 790 | \$46,609 |
| Laborers and Freight, Stock, and Material Movers, Hand | 4,504 | 4,596 | 2% | 613 | \$49,028 |
| Cooks, Restaurant | 4,044 | 4,416 | 9% | 706 | \$46,602 |
| Construction Laborers | 3,854 | 4,012 | 4% | 360 | \$68,153 |
| Landscaping and Groundskeeping Workers | 2,591 | 2,736 | 6% | 377 | \$54,751 |

OCCUPATIONS IN DEMAND

High School Diploma Required

| Occupation | 2025 Jobs | 2030 Projected Jobs | Projected Job Change 2025-2030 % | Avg. Annual Openings | Average Annual Salary |
|---|-----------|---------------------|----------------------------------|----------------------|-----------------------|
| Home Health and Personal Care Aides | 15,269 | 16,882 | 11% | 2,660 | \$43,766 |
| Real Estate Sales Agents | 13,616 | 15,221 | 12% | 1,491 | \$129,777 |
| Property, Real Estate, and Community Association Managers | 9,993 | 11,232 | 12% | 1,065 | \$109,450 |
| Office Clerks, General | 7,326 | 7,180 | -2% | 850 | \$55,211 |
| Customer Service Representatives | 6,503 | 6,284 | -3% | 858 | \$54,104 |
| Stockers and Order Fillers | 5,981 | 6,211 | 4% | 1,016 | \$41,325 |
| Secretaries & Administrative Assistants, Except Legal, Medical & Executive | 5,904 | 6,014 | 2% | 677 | \$59,457 |
| First-Line Supervisors of Retail Sales Workers | 5,614 | 5,879 | 5% | 632 | \$58,717 |
| Photographers | 5,168 | 5,409 | 5% | 501 | \$91,455 |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services and Travel | 5,082 | 5,018 | -1% | 491 | \$100,119 |

Region: Metro North WDA

OCCUPATIONS IN DEMAND

Associate’s Degree Required

| Occupation | 2025 Jobs | 2030 Projected Jobs | Projected Job Change 2025-2030 % | Avg. Annual Openings | Average Annual Salary |
|---|-----------|---------------------|----------------------------------|----------------------|-----------------------|
| Preschool Teachers, Except Special Education | 1,993 | 2,099 | 5% | 244 | \$49,792 |
| Dental Hygienists | 1,237 | 1,334 | 8% | 102 | \$102,189 |
| Electrical and Electronic Engineering Technologists and Technicians | 740 | 747 | 1% | 72 | \$84,912 |
| Paralegals and Legal Assistants | 597 | 583 | -2% | 62 | \$69,956 |
| Veterinary Technologists and Technicians | 547 | 632 | 11% | 69 | \$54,167 |
| Chemical Technicians | 538 | 565 | 5% | 70 | \$75,015 |
| Architectural and Civil Drafters | 506 | 485 | -4% | 41 | \$77,235 |
| Radiologic Technologists and Technicians | 450 | 453 | 1% | 25 | \$100,506 |
| Life, Physical, and Social Science Technicians, All Other | 440 | 507 | 15% | 72 | \$84,650 |
| Computer Network Specialists | 402 | 403 | 0% | 27 | \$101,641 |

OCCUPATIONS IN DEMAND

Bachelor’s Degree Required

| Occupation | 2025 Jobs | 2030 Projected Jobs | Projected Job Change 2025-2030 % | Avg. Annual Openings | Average Annual Salary |
|--|-----------|---------------------|----------------------------------|----------------------|-----------------------|
| General and Operations Managers | 13,522 | 13,755 | 2% | 1,145 | \$156,388 |
| Software Developers | 10,251 | 10,874 | 6% | 688 | \$159,535 |
| Personal Finance Advisors | 8,989 | 10,446 | 6% | 887 | \$233,335 |
| Managers, All Other | 8,023 | 8,728 | 9% | 766 | \$123,361 |
| Registered Nurses | 7,829 | 7,898 | 1% | 432 | \$114,808 |
| Management Analysts | 7,389 | 7,817 | 6% | 686 | \$170,026 |
| Accountants and Auditors | 6,777 | 5,923 | 2% | 555 | \$109,771 |
| Market Research Analysts and Marketing Specialists | 6,147 | 6,331 | 3% | 576 | \$104,732 |
| Computer and Information Systems Managers | 4,306 | 4,497 | 4% | 330 | \$212,460 |
| Financial Managers | 4,299 | 4,609 | 7% | 364 | \$195,472 |

OCCUPATIONS IN DEMAND

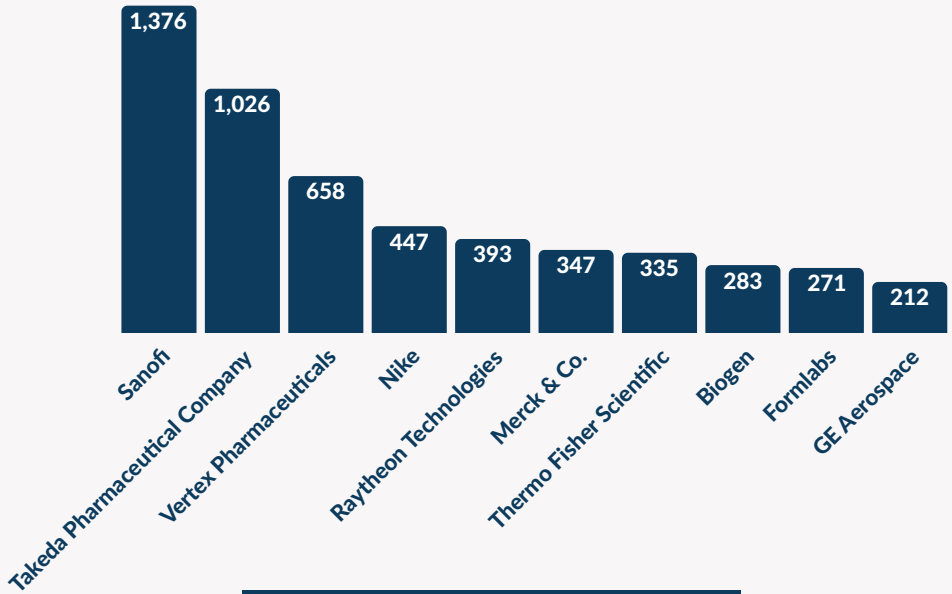
Master’s Degree Required

| Occupation | 2025 Jobs | 2030 Projected Jobs | Projected Job Change 2025-2030 % | Avg. Annual Openings | Average Annual Salary |
|--|-----------|---------------------|----------------------------------|----------------------|-----------------------|
| Education Administrators, Postsecondary | 3,065 | 3,149 | 3% | 223 | \$151,508 |
| Educational, Guidance, & Career Counselors, & Advisors | 2,096 | 2,211 | 5% | 186 | \$92,535 |
| Psychologists, All Other | 1,430 | 1,510 | 6% | 104 | \$166,638 |
| Nurse Practitioners | 1,072 | 1,226 | 14% | 80 | \$149,802 |
| Instructional Coordinators | 985 | 1,018 | 3% | 94 | \$102,719 |
| Education Administrators, Kindergarten through Secondary | 821 | 822 | 0% | 57 | \$130,005 |
| Librarians and Media Collections Specialists | 821 | 822 | 0% | 57 | \$130,005 |
| Mental Health and Substance Abuse Social Workers | 742 | 779 | 5% | 65 | \$77,805 |
| Healthcare Social Workers | 721 | 739 | 2% | 65 | \$77,443 |
| Speech-Language Pathologists | 676 | 720 | 7% | 45 | \$113,828 |



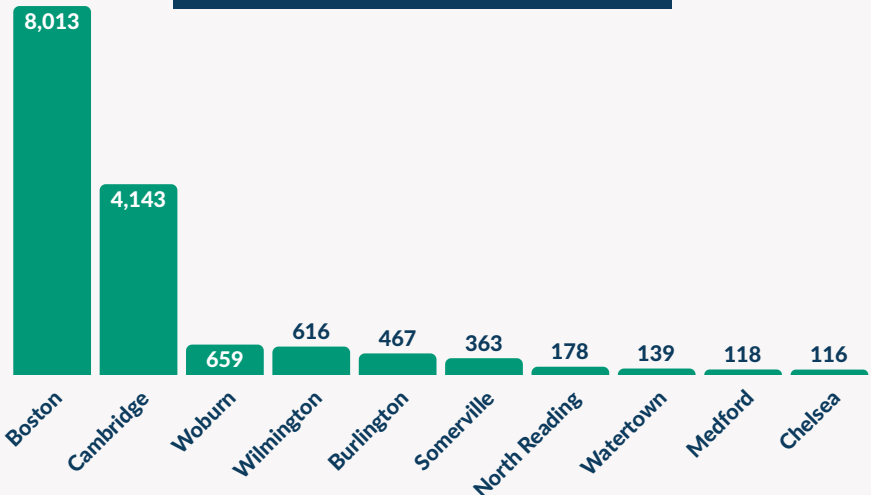
MANUFACTURING SPOTLIGHT

TOP COMPANIES



15,166

**Unique Job Postings
In The Past 6 Months**



TOP CITIES

Regions: Metro North WDA and Boston

OCCUPATIONS IN DEMAND

| Occupation | 2025 Jobs | 2030 Projected Jobs | Projected Job Change 2025-2030 % | Avg. Annual Openings | Average Annual Salary |
|---|-----------|---------------------|----------------------------------|----------------------|-----------------------|
| General and Operations Managers | 27,703 | 28,577 | 3% | 2,431 | \$131,101 |
| Laborers and Freight, Stock, and Material Movers, Hand | 8,739 | 9,025 | 3% | 1,208 | \$47,951 |
| Civil Engineers | 3,123 | 3,228 | 3% | 216 | \$113,120 |
| Mechanical Engineers | 3,025 | 3,319 | 10% | 230 | \$130,366 |
| Sales Representatives, Wholesale and Manufacturing | 2,933 | 2,989 | 2% | 281 | \$100,958 |
| First-Line Supervisors of Mechanics, Installers, and Repairers | 2,671 | 2,766 | 4% | 235 | \$93,054 |
| Industrial Engineers | 2,440 | 2,626 | 8% | 186 | \$116,577 |
| First-Line Supervisors of Transportation, and Material Moving Workers | 2,092 | 2,133 | 2% | 217 | \$86,378 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 1,926 | 1,926 | 0% | 226 | \$54,518 |
| First Line Supervisors of Production and Operating Workers | 1,827 | 1,839 | 1% | 178 | \$82,497 |
| Miscellaneous Assemblers and Fabricators | 1,771 | 1,793 | 1% | 199 | \$47,639 |

Regions: Metro North WDA and Boston