

July 2024



**METRO NORTH
WORKFORCE BOARD**

A scenic view of a city skyline, likely Boston, featuring a prominent clock tower (Faneuil Hall) and various skyscrapers. In the foreground, there is a harbor with a small sailboat and a row of brick buildings along the waterfront.

**Metro North WDA
Quarterly Job Seeker
Report**

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INTRODUCTION

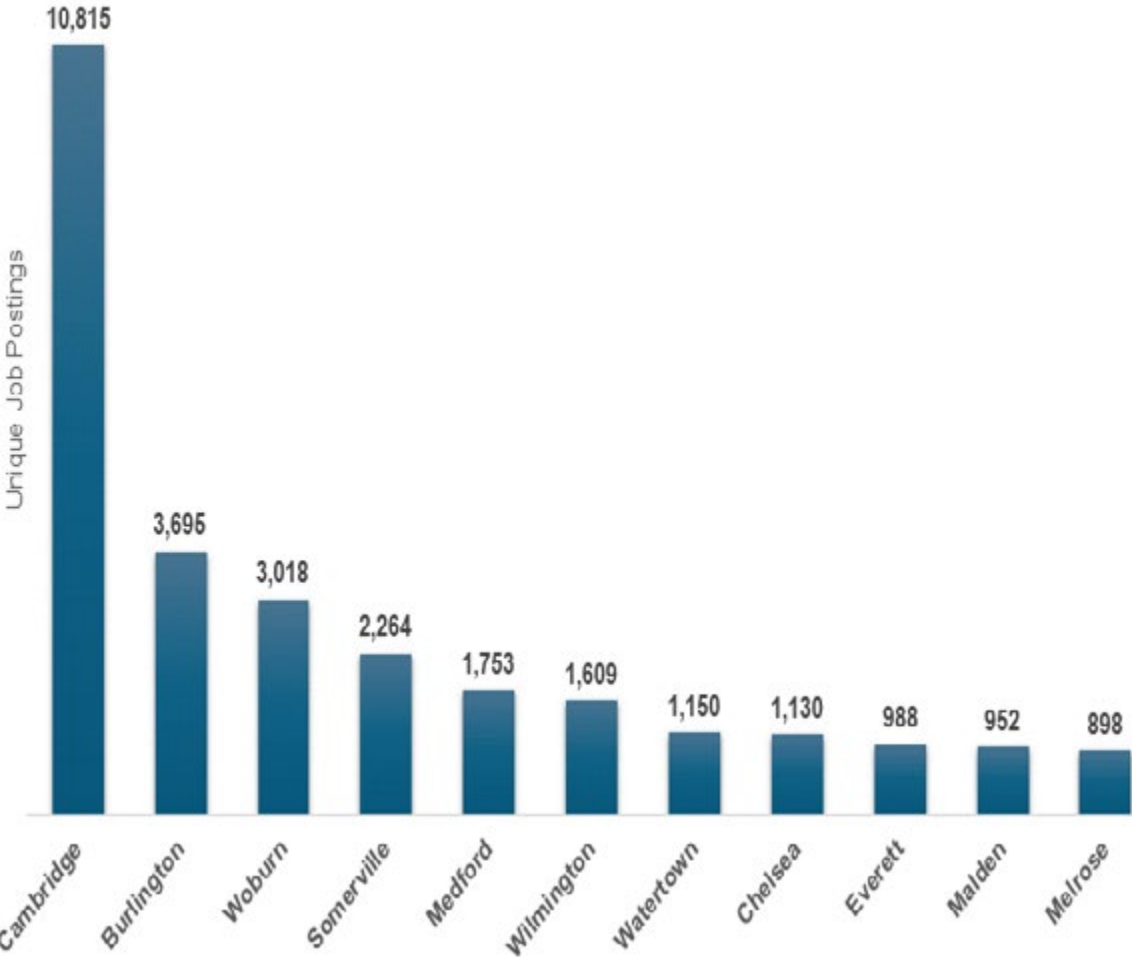
This quarterly report aims to provide insightful analysis of the current labor market trends in the Metro North region. Whether you are a business leader, job seeker, or community member, you'll find valuable information to help you understand and navigate the local employment landscape.

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

Job Postings: Top Cities

This 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.



Unemployment Rate

Both Metro North and Massachusetts show slight fluctuations in unemployment rates over a one-year period, with Metro North consistently having a lower rate than the state average. The most significant increases in unemployment from April to May 2024 were observed in both regions, with Metro North experiencing a 0.7% rise and Massachusetts seeing a 0.9% rise..



Job Postings Breakdown

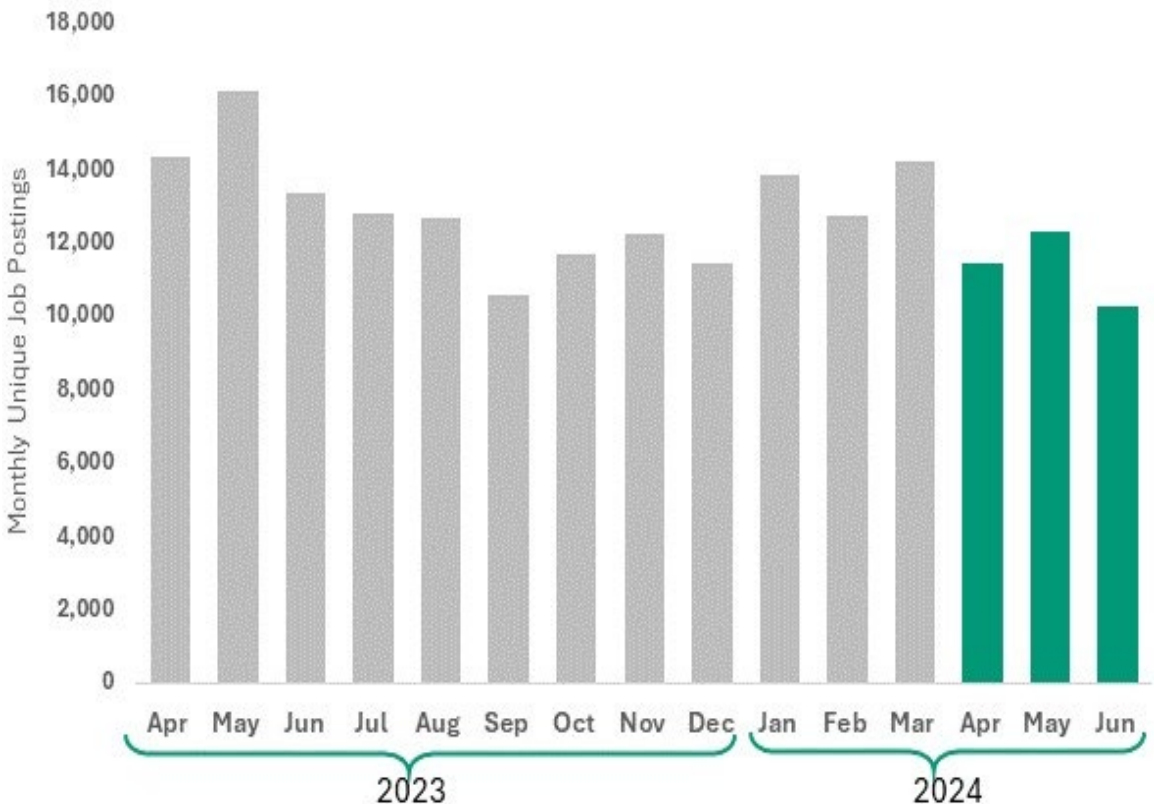
Lightcast collects local job postings to provide data on employer demand based on occupation, industry, and various other details. According to the latest estimates, the total number of job postings in Metro North decreased in the second quarter of 2024.

35,005

Unique Job Postings

-5,799

Change in Job Postings
Over Previous Quarter



The comparative analysis of job postings from April to June 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.



Skills Breakdown

Time Period: April-June 2024

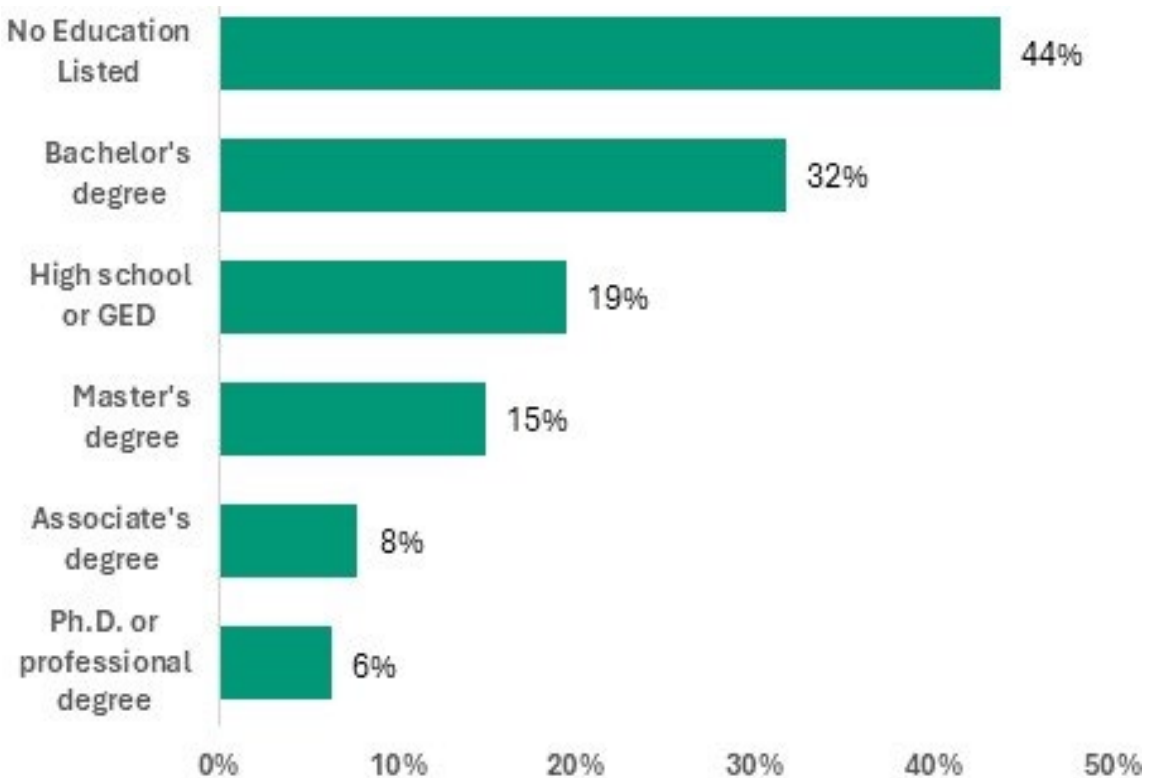
Specialized Skills: Skills that are primarily required within a subset of occupations or equip one to perform a specific task

Skill	Number of Postings	% Of Postings	Projected Skill Growth (2 Years)
Project Management	2,585	8%	20%
Nursing	2,231	7%	20%
Marketing	2,111	6%	23%
Auditing	1,653	5%	22%
Finance	1,603	5%	27%
Workflow Management	1,503	4%	18%
Data Analysis	1,484	4%	26%

Common Skills Skills that are prevalent across many different occupations and industries, including both personal attributes and learned skills

Skill	Number of Postings	% Of Postings	Projected Skill Growth (2 Years)
Communication	12,731	37%	4%
Management	7,667	24%	5%
Customer Service	7,586	22%	5%
Leadership	5,770	17%	9%
Operations	5,684	17%	9%
Detail Oriented	5,045	15%	7%
Sales	4,575	13%	8%

Education Breakdown



The education breakdown of job postings in the Metro North WDA reveals that 44% of postings do not list a specific education requirement. Among those that do, 19% require a high school diploma or GED, 8% seek candidates with an associate's degree, and 32% prefer a bachelor's degree. Additionally, 15% of job postings require a master's degree, while 6% seek applicants with a Ph.D. or professional degree. This data indicates a diverse range of educational requirements, with a significant emphasis on higher education qualifications.



Top Qualifications

Qualification	Postings with Qualification
Registered Nurse	2,587
Valid Driver's License	2,563
Basic Life Support (BLS) Certification	1,840
Cardiopulmonary Resuscitation (CPR) Certification	923
Master Of Business Administration (MBA)	592
Licensed Practical Nurse (LPN)	494
Certified Nursing Assistant (CNA)	420
Advanced Cardiovascular Life Support (ACLS) Certification	417
Master of Business Administration (MBA)	592

The data highlights the key qualifications sought in job postings within the Metro North Workforce Development Area (WDA). There is a significant demand for healthcare roles, including Registered Nurses (RN), Basic Life Support (BLS), and Cardiopulmonary Resuscitation (CPR) certifications.

Beyond healthcare, a valid driver's license is highly sought after, indicating the need for mobility in various jobs. Advanced business qualifications, such as a Master of Business Administration (MBA), are also in demand, showcasing the need for leadership and management skills. This range of qualifications reflects the diverse needs of employers across multiple sectors in the Metro North WDA.

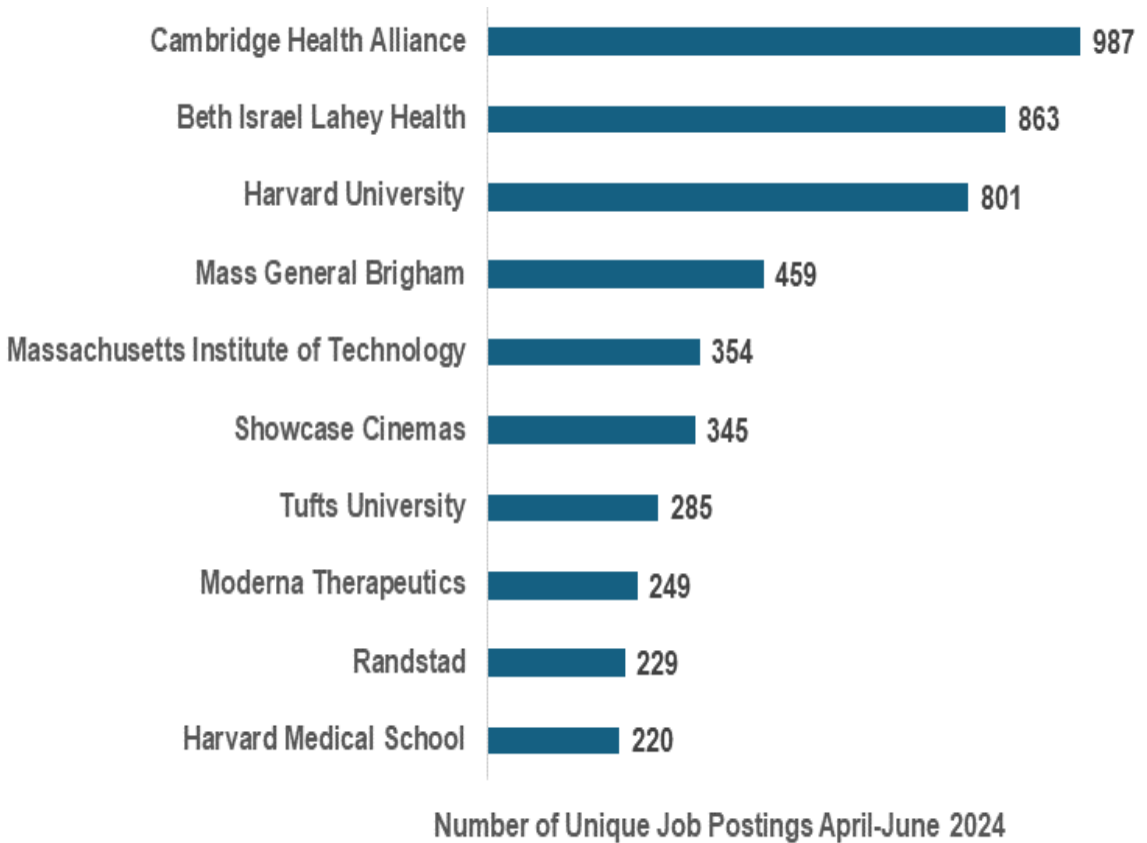


Occupation Highlight

HOSPITALITY

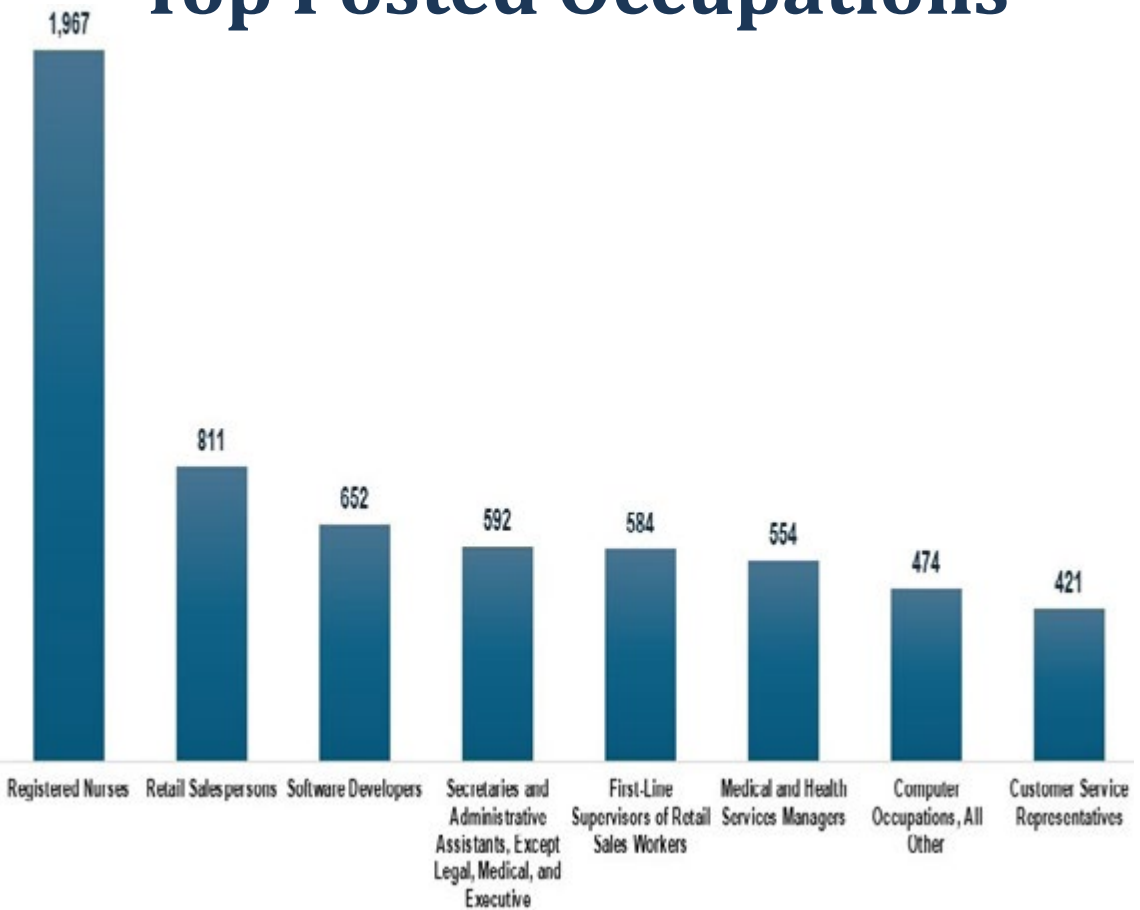
Description	2024 Jobs	2026 Jobs	2024-2026 Change %	Average Annual Earnings	Typical Education
Cooks, Restaurant	3,951	4,279	8%	\$45,159	No formal education
Dining Room and Cafeteria Attendants and Bartender Helpers	1,081	1,152	7%	\$40,149	No formal education
Concierges	110	116	5%	\$44,567.	High school diploma or equivalent
Chefs and Head Cooks	638	672	5%	\$77,063.	High school diploma or equivalent
Bartenders	2,020	2,122	5%	\$40,628	No formal education
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,415	1,482	5%	\$37,164	No formal education
First-Line Supervisors of Food Preparation and Serving Workers	2,998	3,132	4%	\$51,670.	High school diploma or equivalent
Waiters and Waitresses	6,122	6,392	4%	\$42,465	No formal education
Food Service Managers	823	857	4%	\$75,941	High school diploma or equivalent
Dishwashers	1,475	1,534	4%	\$38,892	No formal education
Food Preparation Workers	1,952	2,017	3%	\$40,521	No formal education
Fast Food and Counter Workers	9,279	9,560	3%	\$37,700	No formal education
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10,450	10,726	3%	\$46,060.	No formal education
Maids and Housekeeping Cleaners	4,114	4,203	2%	\$44,050	No formal education

Top Employers



From April-June 2024, Cambridge Health Alliance, Beth Israel Lahey Health, and Harvard University had the highest number of unique postings, indicating a robust demand for talent in healthcare and education. Other significant employers included Mass General Brigham, Massachusetts Institute of Technology, and Moderna Therapeutics. This data reflects a strong job market in the region, particularly within educational and healthcare organizations.

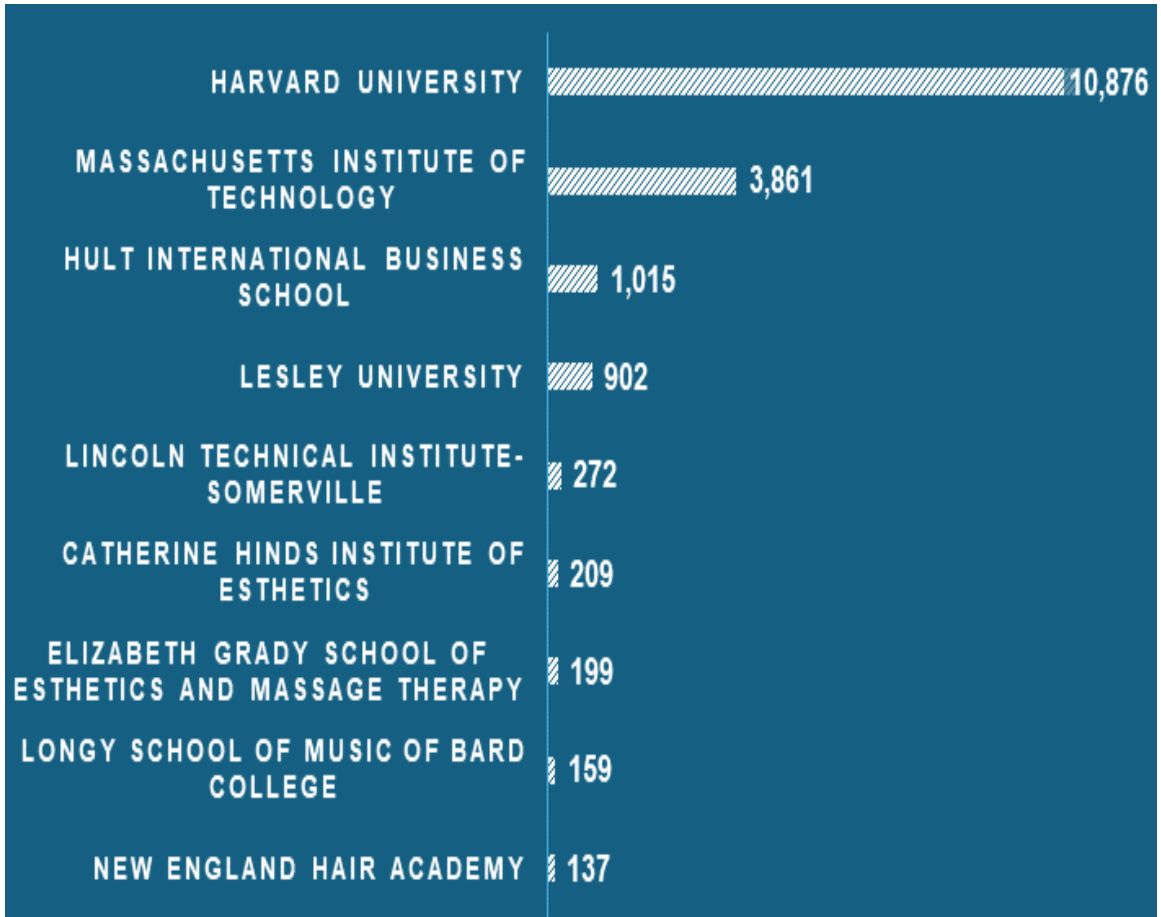
Top Posted Occupations



From April to June 2024, the Metro North Workforce Development Area saw a diverse range of job postings across various occupations.

- Registered Nurses led the list with 1,967 unique postings, indicating a strong demand in the healthcare sector.
- Retail Salespersons followed with 811 postings, reflecting the retail sector's significant role.
- Software Developers had 652 postings, highlighting the need for tech professionals.
- Other notable occupations included Secretaries and Administrative Assistants (592 postings), First-Line Supervisors of Retail Sales Workers (584), and Medical and Health Services Managers (554).
- Additionally, there were substantial postings for Computer Occupations (474), Customer Service Representatives (421), General and Operations Managers (413), and Medical Assistants (406).

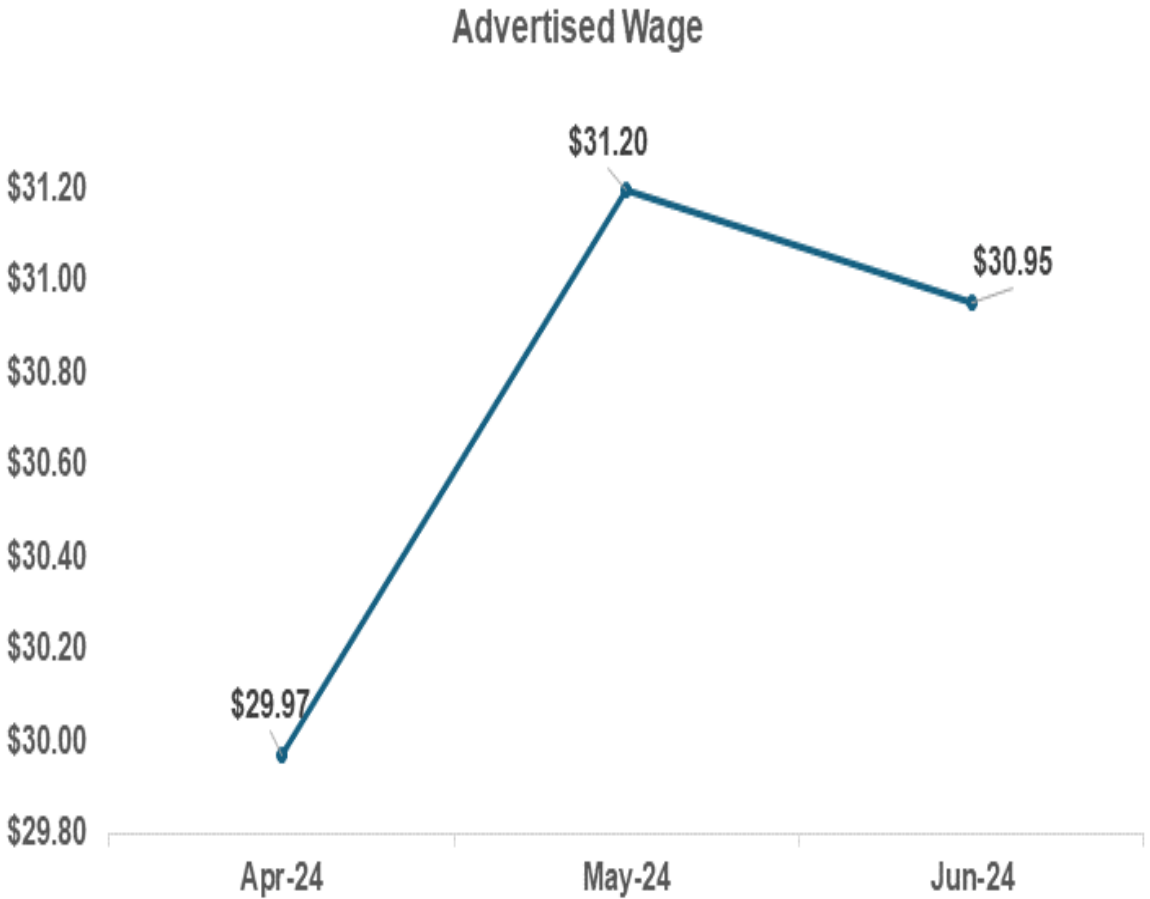
2023 Program Completions



Key Observations:

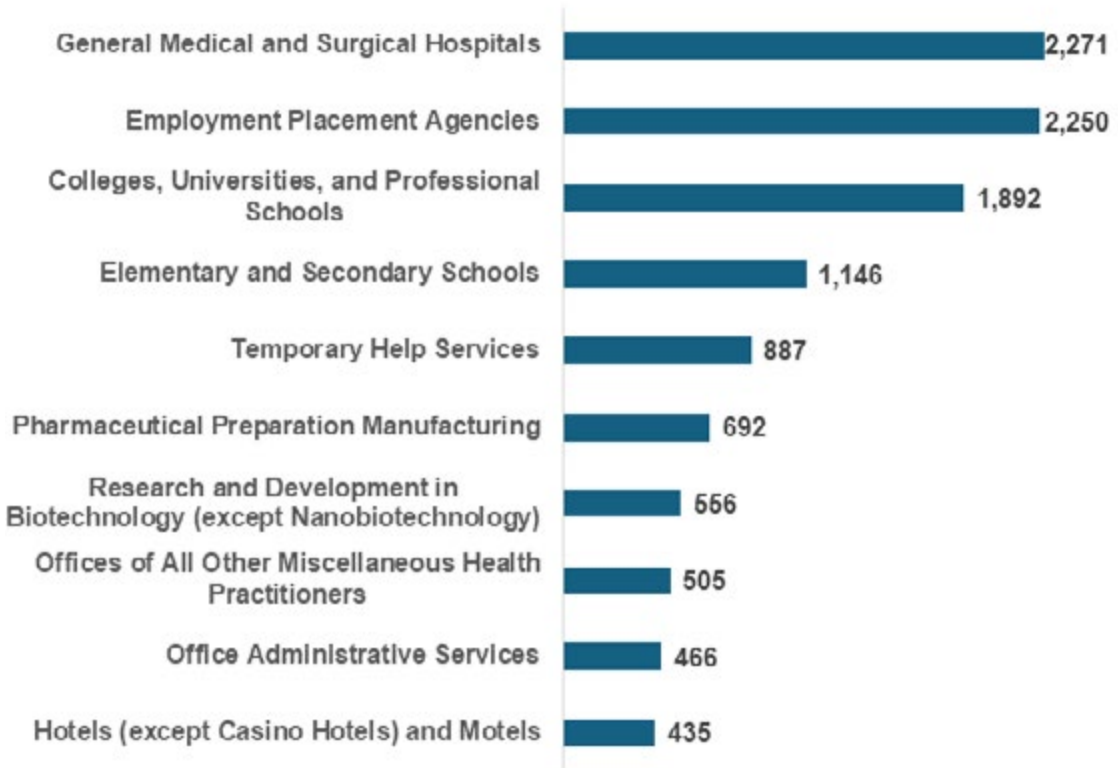
- The Longy School of Music of Bard College experienced a substantial 224% increase in completions.
- All other institutions saw a decline in completions compared to 2022.
- Harvard University had the highest number of completions at 10,876, despite a 2% decrease.
- Lesley University faced the largest decrease, with a 23% drop in completions.
- Both the New England Hair Academy and the Elizabeth Grady School of Esthetics and Massage Therapy reported modest declines of 4% and 1%, respectively.

Advertised Wage Trend



The average advertised wage for job postings from April to June 2024 is \$30.71. In comparison, the average advertised wage for job postings from April to June 2023 was \$33.58/hour. This represents a decrease of \$2.87/hour.

Top Industries



From April to June 2024, the job market was active across various industries. General Medical and Surgical Hospitals led with 2,271 unique postings open for a median of 16 days. Employment Placement Agencies followed with 2,250 postings open for 14 days. Colleges, Universities, and Professional Schools posted 1,892 jobs lasting 15 days, while Elementary and Secondary Schools had 1,146 postings open for 17 days.

Temporary Help Services and Pharmaceutical Preparation Manufacturing reported 887 and 692 postings, respectively, with median durations of 14 and 18 days. Research and Development in Biotechnology posted 556 jobs open for 20 days. Offices of Miscellaneous Health Practitioners and Office Administrative Services had 505 and 466 postings, lasting 16 and 13 days, respectively. Hotels and Motels reported 435 postings, also open for 20 days.