



2nd Quarter 2010

Massachusetts Job Vacancy Survey

Hiring Trends by Industry and Occupation

About the Numbers

The results of this survey are based on a sample of more than 10,000 employers randomly selected by industry, size and region.

The employers were asked to indicate:

- The number of positions they had posted
- The skills required
- The level of education and training required

The response rate was 80 percent. The responses were weighted and scaled to make the results statistically valid.

The goals of the job vacancy survey are to:

- Prevent imbalances between the supply and the demand for labor
- Help business managers develop effective recruiting strategies
- Identify industries and occupations in which jobs are available
- Detect emerging labor and skills shortages.

Table of Contents

2nd Quarter 2009 2010 Job Vacancy Survey Report...	1
Demand for Workers by Industry	2
Demand for Workers by Occupation	4
Demand for Workers by Region	6

List of Tables

1 Statewide Job Vacancies by Industry, 2nd Quarter 2010	A-1
2 Number of Job Vacancies, 2nd Quarter 2009 vs. 2nd Quarter 2010	A-2
3 Job Vacancies by Size of Firm, 2nd Quarter 2010	A-3
4 Job Vacancies by Region and Industry, 2nd Quarter 2010	A-4
5 Statewide Job Vacancies by Major Occupational Group, 2nd Quarter 2010	A-5
6 Job Vacancies by Occupation, 2nd Quarter 2009 vs. 2nd Quarter 2010	A-6
7 Occupations Accounting for 50 Percent of the Job Vacancies, 2nd Quarter 2010	A-7
8 Job Vacancies by Region and Occupation, 2nd Quarter 2010	A-8
9 Hiring Demand Index and Descriptor, 2nd Quarter 2010	A-9
10 Job Vacancies by Region, 2nd Quarter 2009 vs. 2nd Quarter 2010	A-10

List of Figures

1 The total volume of job postings rose 45 percent from the 2nd quarter of 2009	A-11
2 During the 2nd quarter of 2010, the volume of job postings was up from a year ago in all industry sectors except Public Administration.	A-12
3 Thirty-eight percent of all of job postings in the 2nd quarter of 2010 were for management, professional, and technical occupations.....	A-13
4 The proportion of job vacancies requiring an Associate's Degree or higher remained the same over the year.....	A-14
5 Jobs are filling fast regardless of educational requirements.....	A-15
6 Due to a higher than average concentration of managerial, professional and technical job postings in the Greater Boston region, educational requirements in this region exceeded those required in other areas.....	A-16
7 In every region, half of all job vacancies In the 2nd quarter of 2010 were found in just two occupational groups: Service and Managerial, Professional and Technical.....	A-17
8 2nd quarter 2010 job postings varied widely by region and industry	A-18
9 During the 2nd quarter of 2010, Bachelor degree holders encountered somewhat better job prospects than those with fewer years of education	A-19
10 During the 2nd quarter of 2010, UI unemployment rates exceeded job vacancy rates in 5 professional and technical occupational groups	A-20
11 During the 2nd quarter of 2010, UI unemployment rates exceeded job vacancy rates in 7 of 11 nonprofessional and technical occupational groups.....	A-21

2nd Quarter 2010 Job Vacancy Survey Report

Job vacancies rose from a series low of 49,200 to 71,100 over the year (a 45 percent increase) while the job vacancy rate jumped from 1.7 to 2.5 percent.

Job growth slowed, however, during the second half of the year. Vacancies increased only 15 percent between the 4th quarter of 2009 and the 2nd quarter of 2010 (not seasonally adjusted). And the job vacancy rate rose modestly from 2.2 to 2.5 percent.

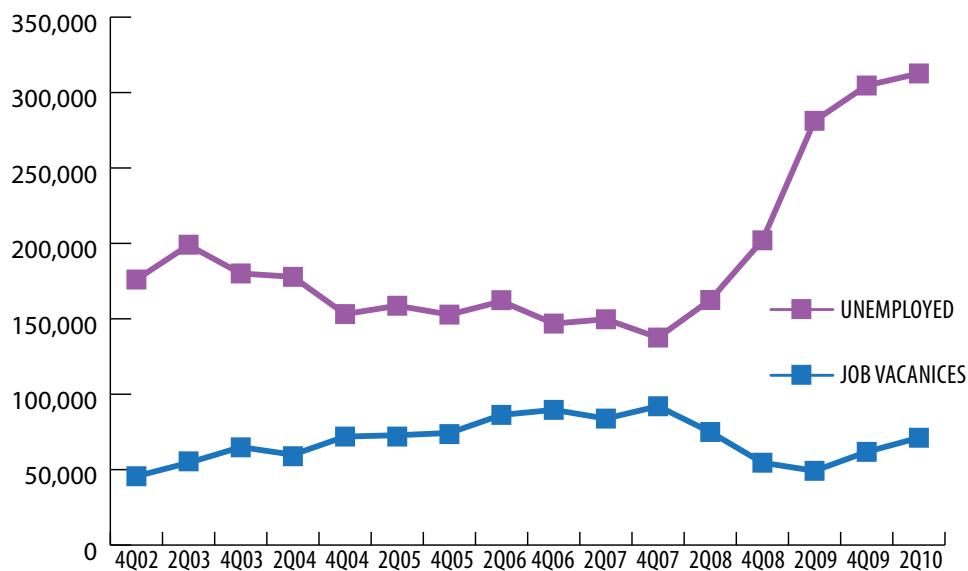
All 7 regions and 15 of the 18 major industries posted over-the-year gains. Two industries, Utilities and Public Administration, held steady; and one, Educational Services, declined.

Among occupations, Food Preparation and Serving, Sales, Office and Administrative Support, and Computer and Mathematical recorded the greatest over-the-year increases in job vacancies. The number of postings for health care practitioners – a major source of job vacancies – remained essentially the same over the year; but the demand for health support workers continued to edge up.

The supply/demand ratio (unemployed workers per job vacancy) fell from 5.7 in 2nd quarter of 2009 to 4.9 percent in the 4th quarter of 2009 and to 4.4 percent in the 2nd quarter of 2010.

The labor market remained weak, nevertheless. The unemployment rate stood at 9.1 percent in 2nd quarter 2010, and the expansion of private payrolls was too slow to reduce it significantly.

The Supply/Demand gap remains high.
During the 2nd quarter of 2010, there were 4.4 unemployed workers for each job opening.



Note: Data not seasonally adjusted.

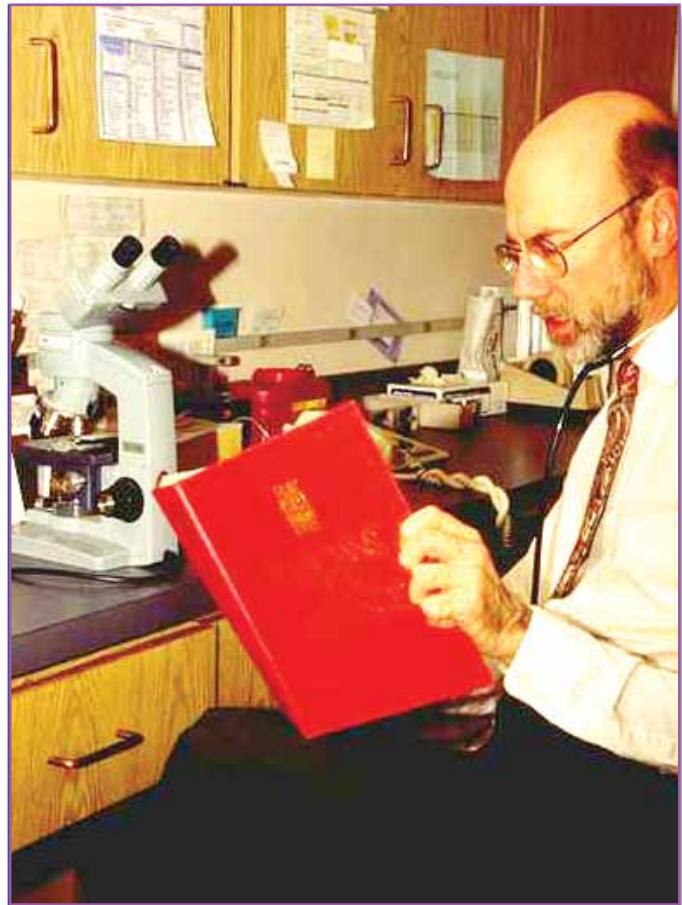
Demand for Workers by Industry

Total job vacancies increased 45 percent over the year, rising from a series low of 49,200 in the 2nd Quarter of 2009 to 71,100 in the 2nd Quarter of 2010. Triple-digit gains were made by hard-pressed industries such as Construction, Information, and Manufacturing. But the demand for labor was weaker than these numbers suggest because job vacancy rates were still comparatively low.

Healthcare, the state's largest industry, posted an 11 percent gain in job vacancies over the year. Although this was a lower rate of increase than the statewide average of 45 percent, Healthcare continued to post more job vacancies than any other major industry – 13,380 in the 2nd Quarter of 2010.

Rising 78 percent over the year, **Accommodation & Food Services** ranked second in job vacancies, posting 11,450. Its 4.7 percent job vacancy rate, moreover, was the highest of any major industry. But 71 percent of the vacancies were for part-time positions, and the number of vacancies was boosted by the industry's traditionally high turnover rate.

Retail Trade posted 10,400 job vacancies, the 3rd highest number posted by any major industry. But as in the case of Accommodation & Food Services, the number of vacancies was inflated by a traditionally high turnover rate. In addition, 75 percent of the vacancies were for part-time positions, and only 23 percent provided health care benefits.



Manufacturing registered a 156 percent increase in job vacancies over the year, attributable primarily to postings in computer hardware, pharmaceuticals and semiconductors. Its job vacancy rate was, nevertheless, only 1.7 percent for the 2nd Quarter of 2010, and the barriers to entry were relatively high. Seventy-six percent of the vacancies required related experience, and 56 percent required and Associate's degree or higher.

Construction also had a 1.7 percent job vacancy rate for the 2nd Quarter of 2010. But its percentage of full-time jobs rose from 61 to 88 percent over the year, and the number of job vacancies increased 170 percent.

Information, a key industry in the Massachusetts economy, recorded a 166 percent over-the-year increase in job vacancies, rising from 800 vacancies in the 2nd Quarter of 2009 to 2,110 in the 2nd Quarter of 2010. The upward trend was led by Software Publishers, which accounted for 33 percent of the increase.

Professional & Technical Services, another key industry in the Massachusetts economy, rose 69 percent over the year from 4,140 to 6,980 job vacancies. Postings were up in most of its subcategories, including Accounting and Tax Preparation, Architectural & Engineering Services, Computer System Design, Scientific Research and Development, and Advertising. Computer System Design alone accounted for 41 percent of increase recorded by Professional & Technical Services. At 3.2 percent, Professional & Technical Services had the 4th highest job vacancy rate of any major industry.

Finance and Insurance continued to make gains with a 22 percent over-the-year increase in job vacancies. The number of job vacancies rose from 2,470 in the 2nd Quarter of 2009 to 3,000 in the 2nd Quarter of 2010. Barriers to entry remained steep with 81 percent of the job postings requiring an associate's degree or higher and 95 percent requiring related experience.



Facing widespread budget freezes and cuts, **Public Administration** continued to have one of the lowest job vacancy rates of any industry (0.9 percent) with job postings remaining below 1,000.

Educational Services was the only industry to suffer a significant decline. Job vacancies decreased 12 percent over the year, falling from 4,600 in the 2nd Quarter of 2009 to 4,060 in the 2nd Quarter of 2010.



Demand for Workers by Occupation

Job vacancies increased in 18 of the 22 major occupations, including Transportation/Material Movers (+148 percent), Production (+134 percent), Construction and Extraction (+111 percent) and Computer and Mathematical Sciences (+105 percent). One occupation – Legal – held steady. The only occupations to slip were Personal Care and Service (-14 percent); Education, Training and Library Specialists (-9 percent); and Healthcare Practitioners and Technical (-0.3 percent).

Job vacancies for **Managerial, Professional and Technical Workers (MPT)** increased 29 percent over the year from 21,070 to 27,270.

Computer and Mathematical Scientists increased 105 percent from 2,000 to 4,090 – the largest increase posted by any of the major occupations in the MPT group.

Life, Physical, and Social Scientists registered a 66 percent increase in job vacancies, (second among the 10 major occupations in the MPT group) and a 4.0 job vacancy rate (second among all 22 major occupational groups).

Arts, Design, Entertainment, Sports and Media registered a 59 percent increase in job vacancies, followed by **Community and Social Services** at 53 percent and Management at 51 percent. **Architecture and Engineers** and **Business and Financial Workers** rose more modestly with job postings increasing 30 and 25 percent, respectively.

Two of the most important occupations in the MPT group, however, lost ground over the year. **Education, Training and Library Workers** declined 9 percent from 3,370 job vacancies to 3,060 while **Healthcare Practitioners and Technicians** held steady with 5,780 job postings.

Registered Nurses, Licensed Practical Nurses, and Physicians Assistants fell 10, 41, and 59 percent over the year. But overall, Healthcare Practitioners boasted a high job vacancy rate (2.6 percent) and a high hiring demand index.

Job vacancies were up 38 percent for **Service Occupations (SO)**, rising from 14,690 to 20,210 over the year. Trends were mixed, however, for the components of this composite group with job vacancies rising in 4 categories but dropping in Personal Care and Service.

Job vacancies for **Food Preparation and Serving-Related Occupations** rose 72 percent over the year to 11,130 – the greatest percentage increase registered by any occupation in the SO group. The rapid increase was fueled by a high turnover rate, and 73 percent of the vacancies were for part-time jobs. But at 4.2 percent, Food Preparation and Serving workers had the highest job vacancy rate of any of the 22 major occupational groups.

Protective Services and **Building Workers and Building and Grounds Cleaning and Maintenance** recorded more modest over-the-year increases in job vacancies – 42 and 30 percent, respectively.

Healthcare Support registered a 12 percent over-the-year increase in job vacancies, rising from 2,840 to 3,180.

The only occupation in the SO group to decline was **Personal Care and Service**. Because of cutbacks in consumer spending, it dropped 14 percent from 2,440 job vacancies to 2,010.

Reflecting a rise in business confidence, job vacancies for **Sales and Related** jumped from 5,430 to 9,330 - a 72 percent over-the-year increase. But 63 percent of the vacancies were for part-time jobs, up from 53 percent a year ago.

The two largest occupations in Sales and Related - Cashiers and Retail Salespersons – accounted for 71 percent of the job vacancies.

Production/Transportation/Material Movers made greater gains than any of the other major occupations. Job vacancies rose 142 percent over the year from 1,940 to 4,740. The increase was fairly evenly distributed with Production and Transportation and Material Moving registering job vacancy increases of 134 and 148 percent respectively.

Although **Construction & Repair** was severely battered in the recession, job vacancies rose from 1,380 to 2,210 over the year – a 60 percent increase. Despite this increase, the job vacancy rate remains low at 1.1 percent.

Job vacancies for **Office and Administrative and Support Workers** rose 59 percent over the year; but at 1.4 percent, the job vacancy rate remained low. About three out of five open-for-hire positions this quarter were for Customer Service Representatives, Stock Clerks and Order Fillers, Executive Secretaries, Receptionists and Medical Secretaries.

Demand for Workers by Region

Job vacancy rates rose in all seven regions of the state. Boosted by the start of the summer tourist season, the Cape & Islands and the Berkshires led the other regions with job vacancy rates of 4.2 and 3.1 percent, respectively.

Highlights by region are as follows:

Berkshires. The job vacancy rate rose modestly from 2.5 to 3.1 percent over the year while the number of job vacancies rose 20 percent – the smallest increase posted by any of the state’s seven regions. In most industries, the number of job vacancies increased modestly over the year or held steady. In Accommodation and Food Services – a key industry in this tourist destination – it remained relatively unchanged.

Cape & Islands. Job vacancies rose 36 percent over the year, boosting the job vacancy rate from 2.9 to 4.2 percent. About 38 percent of the postings were seasonal this year compared to 49 percent a year ago. Retail Trade registered the biggest over-the-year increase in job postings. Accommodation and Food Services changed little with an over-the-year increase of 4 percent. In most other industries, job postings increased modestly or held steady.

Central Region. Job postings increased 46 percent while the job vacancy rate rose from a low of 1.4 percent to 2.1 percent. Job vacancies and job vacancy rates increased in most industries and occupations. In Healthcare and Social Assistance, the region’s biggest employer, job postings increased 16 percent while the job vacancy rate edged up from 2.3 to 2.7 percent. In Finance and Insurance, another major employer, the job vacancy rate jumped 1.3 percentage points, from 0.8 to 2.1 percent. In the hard pressed manufacturing sector, the job vacancy rate improved as well although not as dramatically as in Finance and Insurance. In manufacturing, the job vacancy rate rose from 0.4 percent to 1.1 percent. In Professional and Technical Services, the job vacancy rate rose 3.0 percentage points, from 0.2 to 3.2 percent - the 2nd biggest percentage point increase after Accommodation and Food Services.

Greater Boston. Job postings rose from 26,390 to 37,770 (a 43 percent increase) while the job vacancy rate rose from 1.7 percent to 2.6 percent. Retail Trade and Professional and Technical Services registered the greatest over-the-year gains (2,440 and 2,200 vacancies, respectively) followed by Accommodation & Food Services (1,800), Manufacturing (1,360) and Information (1,000). These five industries accounted for 77 percent of the net over-the-year increase in job vacancies with corresponding increases in their job vacancy rates.

In other key industries – Healthcare and Social Assistance, Educational Services and Public Administration, and Administrative Support and Waste Management - job vacancy rates were little changed (± 0.1).

Northeast Region. Job postings increased 45 percent while the job vacancy rate rose 0.6 points from 1.4 to 2.0 percent - the lowest job vacancy rate recorded by any of the seven regions. Manufacturing recorded the biggest net over-the-year increase in job postings (600), followed by Wholesale Trade (400) Accommodation & Food Services (400), Professional & Technical Services (330) and Retail Trade (310). These gains accounted for 85 percent of the region's net increase in job vacancies. Healthcare and Social Assistance surpassed the other industries, but the number of its job vacancies and the job vacancy rate were little changed from a year ago.

Pioneer Valley. Job postings increased from 4,150 to 6,180, or 49 percent over the year. Accommodation & Food Services and Retail Trade accounted for nearly 70 percent of the net gain. The Pioneer Valley job vacancy rate rose from 1.6 to 2.4 percent – just below the statewide job vacancy rate of 2.5 percent.

Southeast Region. The job vacancy rate rose from 1.5 to 2.6 percent as job postings increased 58 percent from 5,500 to 8,670. Accommodation & Food Services and Retail Trade accounted for 68 percent of the regional gain with net increases of 1,300 and 860 vacancies, respectively. Healthcare and Social Assistance and Educational Services, two of the most important industries, lost ground, however, with job postings falling 6 and 20 percent, respectively.

Table 1: Statewide Job Vacancies by Industry, 2nd Quarter 2010

Industry	# of Job Vacancies	Job Vacancy Rate*	Percent Private Sector	Percent Part-Time	Percent Temporary/ Seasonal	Percent Requiring Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Healthcare Benefits
Total, All Industries	71,151	2.5%	95%	41%	14%	41%	65%	52%
Agriculture	330	n/a	100%	49%	65%	9%	51%	40%
Utilities	82	0.6%	71%	0%	0%	74%	97%	100%
Construction/Mining	1,797	1.7%	88%	12%	21%	10%	73%	62%
Manufacturing	4,248	1.7%	100%	9%	6%	56%	76%	83%
Wholesale Trade	1,755	1.7%	100%	7%	2%	55%	68%	79%
Retail Trade	10,397	3.4%	100%	75%	12%	4%	33%	23%
Transportation & Warehousing	1,541	1.7%	99%	36%	49%	6%	37%	54%
Information	2,106	2.5%	98%	12%	2%	80%	82%	71%
Finance & Insurance	3,005	1.9%	99%	10%	1%	81%	95%	97%
Real Estate, Rental & Leasing	880	2.7%	99%	51%	12%	19%	48%	27%
Professional & Technical Services	6,982	3.2%	100%	4%	4%	92%	89%	89%
Management	1,235	2.2%	100%	10%	6%	86%	93%	90%
Administrative & Support & Waste Services	2,775	2.8%	100%	23%	11%	21%	39%	53%
Educational Services	4,064	1.2%	50%	24%	21%	89%	96%	79%
Healthcare and Social Assistance	13,376	2.7%	99%	47%	14%	54%	86%	66%
Arts, Entertainment & Recreation	1,902	3.7%	89%	84%	62%	12%	22%	7%
Accommodation & Food Services	11,452	4.7%	100%	71%	12%	1%	32%	12%
Other Services	2,228	2.7%	100%	46%	18%	29%	72%	45%
Public Administration	996	0.9%	0%	8%	21%	55%	90%	90%

*Calculated by dividing the total number of job vacancies by the total number employed in the industry.

n/a=not applicable

Table 2: Number of Job Vacancies , 2nd Quarter 2009 vs. 2nd Quarter 2010

Industry Name	2nd Quarter				Over-the-Year	
	2009		2010		Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate		
Total, All Industries	49,213	1.7%	71,151	2.5%	21,938	44.6%
Agriculture	87	n/a	330	n/a	243	279.3%
Utilities	85	0.6%	82	0.6%	-3	-3.5%
Construction/Mining	665	0.5%	1,797	1.7%	1,132	170.2%
Manufacturing	1,657	0.6%	4,248	1.7%	2,591	156.4%
Wholesale Trade	1,024	0.9%	1,755	1.7%	731	71.4%
Retail Trade	5,333	1.7%	10,397	3.4%	5,064	95.0%
Transportation & Warehousing	1,284	1.3%	1,541	1.7%	257	20.0%
Information	793	0.9%	2,106	2.5%	1,313	165.6%
Finance & Insurance	2,466	1.5%	3,005	1.9%	539	21.9%
Real Estate, Rental & Leasing	355	1.0%	880	2.7%	525	147.9%
Professional & Technical Services	4,140	1.8%	6,982	3.2%	2,842	68.6%
Management	722	1.2%	1,235	2.2%	513	71.1%
Administrative & Support & Waste Services	2,711	2.5%	2,775	2.8%	64	2.4%
Educational Services	4,612	1.4%	4,064	1.2%	-548	-11.9%
Healthcare and Social Assistance	12,074	2.5%	13,376	2.7%	1,302	10.8%
Arts, Entertainment & Recreation	1,913	3.6%	1,902	3.7%	-11	-0.6%
Accommodation & Food Services	6,421	2.6%	11,452	4.7%	5,031	78.4%
Other Services	1,873	2.2%	2,228	2.7%	355	19.0%
Public Administration	998	0.8%	996	0.9%	-2	-0.2%

*Calculated by dividing the total number of job vacancies by the total number employed in the industry.

na=not applicable

Table 3: Job Vacancies by Size of Firm, 2nd Quarter 2010

Firm Size	# of Job Vacancies	Job Vacancy Rate*	Percent Private Sector	Percent Part-Time	Percent Temporary / Seasonal	Percent Requiring Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Health Benefits
Total, All Sizes	71,151	2.5%	95%	41%	14%	41%	65%	52%
Small (5-49 employees)	30,783	3.2%	98%	48%	11%	22%	49%	40%
Medium (50-249 employees)	22,836	2.6%	97%	43%	16%	40%	67%	49%
Large (250 or more employees)	17,532	1.7%	87%	27%	14%	77%	90%	79%

*Calculated by dividing the total number of job vacancies by the total number employed in each firm size class.

Table 4: Job Vacancies by Region and Industry, 2nd Quarter 2010

Industry Title	Massachusetts		Berkshire		Cape and Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate
Total, All Industries	71,151	2.5%	1,713	3.1%	3,832	4.2%	5,131	2.1%	37,774	2.6%	7,850	2.0%	6,182	2.4%	8,669	2.5%
Agriculture	330	5.3%	*	4.8%	*	4.0%	*	5.2%	121	6.5%	30	5.4%	125	13.7%	*	0.8%
Utilities	82	0.6%	*	1.6%	0	0.0%	*	0.6%	26	0.4%	12	0.8%	*	0.8%	19	0.8%
Construction/Mining	1,797	1.7%	60	2.4%	96	1.9%	133	1.5%	749	1.6%	123	0.8%	148	1.7%	488	3.0%
Manufacturing	4,248	1.7%	51	1.1%	112	5.6%	353	1.1%	2,007	2.3%	978	1.7%	355	1.3%	392	1.0%
Wholesale Trade	1,755	1.7%	n/a	0.6%	n/a	0.7%	34	0.4%	930	1.8%	486	3.4%	90	1.2%	201	1.0%
Retail Trade	10,397	3.4%	178	2.3%	1,075	7.1%	783	2.6%	4,710	3.7%	1,020	2.4%	948	3.1%	1,683	3.3%
Transportation & Warehousing	1,541	1.7%	25	2.4%	89	3.6%	117	1.5%	943	2.0%	94	1.0%	81	0.8%	192	1.7%
Information	2,106	2.5%	*s	1.2%	*	0.6%	108	2.9%	1,633	3.0%	253	2.0%	56	1.2%	33	0.5%
Finance & Insurance	3,005	1.9%	37	1.9%	66	2.9%	224	2.1%	2,101	1.8%	102	0.9%	320	3.0%	155	1.6%
Real Estate, Rental & Leasing	880	2.7%	20	4.4%	70	5.8%	28	1.8%	514	2.4%	16	0.5%	158	6.3%	74	3.1%
Professional & Technical Services	6,982	3.2%	81	3.6%	67	1.8%	221	3.2%	5,384	3.3%	961	3.4%	66	1.1%	202	1.8%
Management	1,235	2.2%	*	2.6%	*	1.5%	27	0.8%	852	2.4%	175	2.8%	75	2.0%	95	1.2%
Administrative & Support & Waste Services	2,775	2.8%	121	9.0%	320	8.5%	34	0.6%	1,531	2.4%	198	1.8%	252	5.0%	319	3.8%
Educational Services	4,064	1.2%	85	1.1%	75	0.9%	427	1.2%	2,465	1.5%	387	1.0%	287	0.7%	338	1.0%
Healthcare and Social Assistance	13,376	2.7%	480	4.3%	492	3.2%	1,275	2.7%	6,428	2.6%	1,509	2.4%	1,596	3.2%	1,596	2.6%
Arts, Entertainment & Recreation	1,902	3.7%	61	3.7%	68	2.0%	140	3.6%	741	3.3%	172	2.4%	153	2.8%	567	8.0%
Accommodation & Food Services	11,452	4.7%	305	4.7%	1,083	6.6%	1,042	5.2%	4,876	4.3%	1,025	3.3%	1,260	6.0%	1,861	5.5%
Other Services	2,228	2.7%	128	6.2%	109	3.6%	51	0.9%	1,259	3.0%	212	1.8%	111	1.5%	358	3.3%
Public Administration	996	0.9%	47	2.7%	73	1.8%	110	1.0%	504	0.8%	97	0.7%	86	0.8%	79	0.6%

** Calculated by dividing the total number of job vacancies by the total number employed in the industry

* confidential

*s secondary confidentiality

n/a=not available

Table 5: Statewide Job Vacancies by Major Occupational Group, 2nd Quarter 2010

Occupational Group Title	Job Vacancies	Job Vacancy Rate*	Hiring Demand Index**	Hiring Demand Descriptor^	Percent Part-Time	Percent Temporary/ Seasonal	Percent Requiring Associate's Degree of Higher	Percent Requiring Related Experience	Percent Providing Health Care Benefits
Total, All Occupations	71,151	2.5%	1.00	–	41%	14%	41%	65%	52%
Management	4,862	2.7%	2.11	high	4%	1%	99%	97%	96%
Business & Financial Operations	2,822	1.7%	0.79	low	5%	2%	96%	90%	96%
Computer & Mathematical	4,092	3.3%	1.46	high	1%	5%	96%	92%	93%
Architecture & Engineering	1,683	2.3%	1.49	high	1%	6%	97%	92%	94%
Life, Physical, & Social Services	2,141	4.0%	2.07	high	4%	12%	97%	96%	77%
Community & Social Services	1,500	2.3%	1.11	avg	24%	6%	82%	93%	77%
Legal	216	0.9%	0.41	low	1%	5%	100%	84%	94%
Education, Training & Library	3,057	1.4%	0.73	low	31%	22%	83%	91%	66%
Arts, Design, Entertainment, Sports & Media	1,063	2.0%	0.86	avg	23%	15%	86%	94%	71%
Healthcare Practitioner & Technical	5,782	2.6%	1.38	high	49%	17%	76%	92%	67%
Healthcare Support	3,182	3.3%	1.00	avg	59%	19%	9%	76%	57%
Protective Service	1,372	1.8%	0.94	avg	65%	41%	4%	43%	36%
Food Preparation & Serving Related	11,126	4.2%	0.74	low	73%	14%	0%	32%	11%
Building & Grounds Cleaning & Maintenance & Facilities	2,274	2.3%	0.92	avg	32%	22%	1%	26%	38%
Personal Care & Service	2,103	2.5%	0.65	low	65%	28%	13%	52%	28%
Sales & Related	9,330	2.9%	0.87	avg	63%	11%	17%	42%	31%
Office & Administrative Support	7,475	1.4%	0.56	low	45%	9%	22%	54%	52%
Farming, Fishing, & Forestry	152	n/a	n/a	n/a	30%	73%	3%	78%	32%
Construction & Extraction	931	0.9%	0.39	low	12%	21%	3%	76%	59%
Installation, Maintenance, & Repair	1,277	1.3%	0.69	low	30%	13%	6%	75%	67%
Production	1,768	1.1%	0.47	low	23%	10%	7%	63%	61%
Transportation & Material Moving	2,943	1.9%	0.62	low	48%	29%	1%	32%	47%

* Job Vacancy Rate: Calculated by dividing the total number of job vacancies by the number employed in the occupation.

** Hiring Demand Index: Calculated from job vacancy rates and US turnover rates obtained from the Current Population Survey.

Calculated as follows: (Job Vacancy Rate/Turnover Rate)/(Total Job Vacancy Rate/(Total Turnover Rate)).

^ Hiring Demand Descriptor: The index value for all jobs is 1.0. High = above 1.2. Average = between 0.8 and 1.2. Low = below 0.8.

n/a=not applicable

Table 6: Job Vacancies by Occupation, 2nd Quarter 2009 vs. 2nd Quarter 2010

Occupational Group Title	2nd Quarter 2009		2nd Quarter 2010		Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate*		
Total, All Occupations	49,213	1.7%	71,151	2.5%	21,938	44.6%
Managerial, Professional & Technical	21,069	1.8%	27,218	2.3%	6,149	29.2%
Management 3,194		1.7%	4,862	2.7%	1,668	52.2%
Business & Financial Operations	2,257	1.3%	2,822	1.7%	565	25.0%
Computer & Mathematical	1,998	1.6%	4,092	3.3%	2,094	104.8%
Architecture & Engineering	1,293	1.7%	1,683	2.3%	390	30.2%
Life, Physical, & Social Services	1,293	2.4%	2,141	4.0%	848	65.6%
Community & Social Services	978	1.5%	1,500	2.3%	522	53.4%
Legal	216	0.8%	216	0.9%	0	0.0%
Education, Training & Library	3,373	1.6%	3,057	1.4%	-316	-9.4%
Arts, Design, Entertainment, Sports & Media	667	1.3%	1,063	2.0%	396	59.4%
Healthcare Practitioner & Technical	5,800	2.8%	5,782	2.6%	-18	-0.3%
Service	14,685	2.3%	20,209	3.2%	5,524	37.6%
Healthcare Support	2,835	2.8%	3,182	3.3%	347	12.2%
Protective Service	967	1.3%	1,372	1.8%	405	41.9%
Food Preparation & Serving Related	6,461	2.4%	11,126	4.2%	4,665	72.2%
Building & Grounds Cleaning & Maintenance & Facilities	1,748	1.7%	2,274	2.3%	526	30.1%
Personal Care & Service	2,435	2.9%	2,103	2.5%	-332	-13.6%
Farming, Fishing, & Forestry	239	n/a	152	n/a	-87	-36.4%
Sales & Related	5,434	1.6%	9,330	2.9%	3,896	71.7%
Office & Administrative Support	4,703	0.9%	7,475	1.4%	2,772	58.9%
Construction & Repair	1,379	0.7%	2,208	1.1%	829	60.1%
Construction & Extraction	441	0.4%	931	0.9%	490	111.1%
Installation, Maintenance, & Repair	938	0.9%	1,277	1.3%	339	36.1%
Production, Transportation & Material Moving	1,943	0.6%	4,711	1.5%	2,768	142.5%
Production	756	0.4%	1,768	1.1%	1,012	133.9%
Transportation & Material Moving	1,187	0.7%	2,943	1.9%	1,756	147.9%

*Calculated by dividing the total number of job vacancies by the total number employed in the occupation.

Table 7: Occupations accounting for 50% of the 2nd Quarter 2010

Occupational Title	# of Job Vacancies	Job Vacancy Rate**	MA OES Wage @ 25 Percentile^
Retail Salespersons	3,776	3.7%	8.89
Waiters & Waitresses	3,504	6.0%	9.19
Cashiers	2,851	3.7%	8.52
Registered Nurses	2,234	2.7%	30.29
Combined Food Prep & Serving Workers	2,002	3.5%	8.58
Customer Service Representatives	1,648	3.1%	13.70
Home Health Aides	1,518	8.6%	10.77
Counter Attendant, Cafe, Food, Coffee	1,297	8.8%	8.67
Stock Clerks & Order Fillers	1,080	2.6%	9.05
Landscaping & Groundskeeping Worker	1,066	5.6%	11.60
All Other Computer Specialists	1,057	n/a	29.67
Computer Software Engineers, Applications	953	4.4%	39.51
Executive Secretaries & Administrative Assistants	950	2.4%	19.10
Cooks, Restaurant	945	4.0%	10.61
Laborers & Freight, Stock, & Material Movers	920	2.9%	10.24
Nursing Aides, Orderlies, & Attendants	774	1.8%	11.85
Food Preparation Workers	761	3.3%	9.02
Financial Managers	723	3.9%	38.18
Recreational Protective Service Workers	676	n/a	8.93
Receptionists & Information Clerks	610	3.0%	10.70
First-Line Supervisors/Managers of Retail Sales	588	2.3%	14.63
Accountants & Auditors	576	1.7%	25.64
Janitor & Cleaner, Ex Maids & Housekeeping	523	1.0%	11.22
Marketing Managers	523	7.6%	44.11
Social & Human Service Assistants	519	3.4%	11.45
Sales Managers	510	5.6%	41.91
Sales Representatives, Wholes & Man, Tech & Sci	482	2.9%	28.33
Amusement and Recreation Attendants	463	9.7%	8.52
Computer Support Specialists	463	2.6%	21.46
Maids & Housekeeping Cleaners	457	2.8%	9.53
AO Sales Representatives, Services	450	n/a	22.01
Secondary School Teachers, Ex Spec & Voc	448	1.7%	-
Medical Secretaries	447	2.1%	14.62

**Calculated by dividing the total number of job vacancies by the total number employed in the occupation.

n/a=not applicable

*not available

^ May 2009 Massachusetts Occupational Employment Statistics (OES)

Table 8: Job Vacancies by Region and Occupation, 2nd Quarter 2010

Occupational Group	Massachusetts		Berkshire		Cape and Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
	# of Job Vacancies	Job Vacancy Rate**	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate
Totals	71,151	2.5%	1,713	3.1%	3,832	4.2%	5,131	2.1%	37,774	2.6%	7,850	2.0%	6,182	2.4%	8,669	2.5%
Management	4,862	2.7%	21	0.8%	134	3.6%	183	1.3%	3,326	3.1%	568	2.3%	368	2.9%	262	1.5%
Business & Financial Operations	2,822	1.7%	*	0.4%	*s	0.6%	78	0.9%	2,261	2.0%	302	1.5%	77	0.9%	81	0.7%
Computer & Mathematical	4,092	3.3%	*	3.0%	*s	3.1%	151	4.2%	3,168	3.5%	567	3.2%	72	1.8%	89	1.6%
Architecture & Engineering	1,683	2.3%	*	2.4%	*s	1.1%	103	2.5%	1,018	2.3%	393	2.7%	68	2.4%	71	1.1%
Life, Physical, & Social Services	2,141	4.0%	*	1.0%	*s	2.9%	124	4.7%	1,571	4.1%	324	5.0%	19	0.8%	62	2.7%
Community & Social Services	1,500	2.3%	44	3.3%	23	1.3%	82	1.2%	782	2.5%	107	1.3%	195	2.6%	267	3.2%
Legal	216	0.9%	*	8.2%	*	0.0%	*	0.3%	189	1.0%	*	0.4%	*	0.1%	*	0.4%
Education, Training & Library	3,057	1.4%	81	1.7%	105	1.6%	267	1.2%	1,744	1.7%	330	1.1%	222	0.9%	308	1.1%
Arts, Design, Entertainment, Sports & Media	1,063	2.0%	*	1.0%	*s	2.0%	80	2.7%	715	2.1%	80	1.6%	66	1.8%	86	2.3%
Healthcare Practitioner & Technical	5,782	2.6%	187	4.5%	277	4.5%	713	3.4%	2,690	2.2%	629	2.3%	477	2.4%	809	3.3%
Healthcare Support	3,182	3.3%	135	4.5%	94	2.4%	293	2.8%	1,286	3.1%	449	3.3%	666	6.5%	259	1.9%
Protective Service	1,372	1.8%	31	2.8%	38	1.6%	64	1.0%	625	1.5%	126	1.4%	76	1.2%	412	4.4%
Food Preparation & Serving Related	11,126	4.2%	275	4.1%	1,095	7.5%	974	4.3%	4,844	3.9%	954	2.4%	1,355	5.6%	1,629	5.0%
Building & Grounds Cleaning & Maintenance	2,274	2.3%	211	8.2%	315	5.4%	106	1.5%	792	1.4%	140	1.4%	304	3.5%	406	4.3%
Personal Care & Service	2,103	2.5%	91	3.3%	70	2.3%	92	1.3%	1,151	2.8%	205	1.7%	149	1.6%	345	3.4%
Sales & Related	9,330	2.9%	207	3.6%	772	6.0%	707	2.4%	4,681	3.0%	1,144	2.8%	600	2.2%	1,219	2.8%
Office & Administrative Support	7,475	1.4%	141	1.5%	392	2.5%	543	1.2%	3,985	1.4%	644	0.9%	683	1.5%	1,087	1.7%
Farming, Fishing, & Forestry	152	n/a	*	n/a	*	n/a	*	n/a	*	n/a	*	n/a	*	n/a	*	n/a
Construction & Extraction	931	0.9%	*s	2.6%	*	0.5%	22	0.2%	371	0.9%	124	0.8%	110	1.5%	221	1.3%
Installation, Maintenance, & Repair	1,277	1.3%	27	1.4%	79	2.2%	89	1.0%	539	1.2%	172	1.1%	57	0.5%	314	2.5%
Production	1,768	1.1%	48	1.3%	50	2.4%	234	1.1%	468	0.9%	374	1.2%	213	1.0%	381	1.3%
Transportation & Material Moving	2,943	1.9%	80	3.8%	226	4.8%	210	1.4%	1,543	2.5%	200	1.0%	334	2.0%	350	1.2%

** Calculated by dividing the total number of job vacancies by the total number employed in the occupation.

* confidential

*s secondary confidential

n/a=not applicable

Table 9: Hiring Demand Index and Descriptor, 2nd Quarter 2010

Occupational Group Title	Massachusetts		Berkshires		Cape and Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
	Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand	
	Index**	Descriptor^	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor
Total, Job Vacancies	1.00	–	1.00	–	1.00	–	1.00	–	1.00	–	1.00	–	1.00	–	1.00	–
Management	2.11	high	0.49	low	1.68	high	1.25	high	2.38	high	2.22	high	2.36	high	1.22	high
Business & Financial Operations	0.79	low	0.14	low	0.17	low	0.47	low	0.91	avg	0.86	avg	0.41	low	0.32	low
Computer & Mathematical	1.46	high	1.05	avg	0.80	avg	2.17	high	1.50	high	1.70	high	0.79	low	0.70	low
Architecture & Engineering	1.49	high	1.26	high	0.42	low	1.95	high	1.47	high	2.13	high	1.64	high	0.72	low
Life, Physical, & Social Services	2.07	high	0.41	low	0.90	avg	2.94	high	2.08	high	3.20	high	0.41	low	1.41	high
Community & Social Services	1.11	avg	1.26	high	0.36	low	0.67	low	1.18	avg	0.77	low	1.29	high	1.53	high
Legal	0.41	low	3.05	high	0.00	low	0.14	low	0.47	low	0.24	low	0.07	low	0.18	low
Education, Training & Library	0.73	low	0.73	low	0.50	low	0.75	low	0.86	avg	0.72	low	0.46	low	0.58	low
Arts, Design, Entertainment, Sports & Media	0.86	avg	0.33	low	0.50	low	1.37	high	0.87	avg	0.80	avg	0.76	low	0.98	avg
Healthcare Practitioner & Technical	1.38	high	1.92	high	1.41	high	2.17	high	1.16	avg	1.48	high	1.32	high	1.75	high
Healthcare Support	1.00	avg	1.12	avg	0.44	low	1.03	avg	0.91	avg	1.22	high	2.07	high	0.60	low
Protective Service	0.94	avg	1.15	avg	0.47	low	0.62	low	0.77	low	0.90	avg	0.62	low	2.29	high
Food Preparation & Serving Related	0.74	low	0.58	low	0.78	low	0.89	avg	0.67	low	0.51	low	1.01	avg	0.87	avg
Building & Grounds Cleaning & Maintenance	0.92	avg	2.67	high	1.30	high	0.71	low	0.56	low	0.67	low	1.45	high	1.75	high
Personal Care & Service	0.65	low	0.70	low	0.37	low	0.43	low	0.71	low	0.55	low	0.45	low	0.92	avg
Sales & Related	0.87	avg	0.86	avg	1.06	avg	0.85	avg	0.86	avg	1.01	avg	0.68	low	0.85	avg
Office & Administrative Support	0.56	low	0.48	low	0.58	low	0.58	low	0.55	low	0.45	low	0.60	low	0.68	low
Construction & Extraction	0.39	low	0.86	avg	0.12	low	0.11	low	0.35	low	0.43	low	0.62	low	0.54	low
Installation, Maintenance, & Repair	0.69	low	0.62	low	0.69	low	0.64	low	0.62	low	0.72	low	0.30	low	1.33	high
Production	0.47	low	0.47	low	0.61	low	0.55	low	0.37	low	0.62	low	0.45	low	0.56	low
Transportation & Material Moving	0.62	low	0.97	avg	0.90	avg	0.54	low	0.76	low	0.37	low	0.66	low	0.40	low

* Job Vacancy Rate: Calculated by dividing the total number of job vacancies by the total number employed in the occupation.

** Hiring Demand Index: Calculated from job vacancy rates and US turnover rates obtained from the Current Population Survey.

Calculated as follows: (Job Vacancy Rate/Turnover Rate)/(Total Job Vacancy Rate/Total Turnover Rate).

^ Hiring Demand Descriptor: The index value for all jobs is 1.0. High = above 1.2. Average = between 0.8 and 1.2. Low = below 0.8.

Table 10: Job Vacancies by Region, 2nd Quarter 2009 vs. 2nd Quarter 2010

Region	2nd Quarter 2009		2nd Quarter 2010		Over-the-Year Change	
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate	Net Change	Percent Change
Massachusetts	49,213	1.7%	71,151	2.5%	21,938	44.6%
Berkshire	1,432	2.5%	1,713	3.1%	281	19.6%
Cape & Islands	2,810	2.9%	3,832	4.2%	1,022	36.4%
Central	3,506	1.4%	5,131	2.1%	1,625	46.3%
Greater Boston	26,393	1.7%	37,774	2.6%	11,381	43.1%
Northeast	5,426	1.4%	7,850	2.0%	2,424	44.7%
Pioneer Valley	4,149	1.6%	6,182	2.4%	2,033	49.0%
Southeast	5,497	1.5%	8,669	2.5%	3,172	57.7%

*Calculated by dividing the total number of job vacancies by the total number employed in each region.

Figure 1:

The total volume of job postings rose 45 percent from the 2nd quarter of 2009.

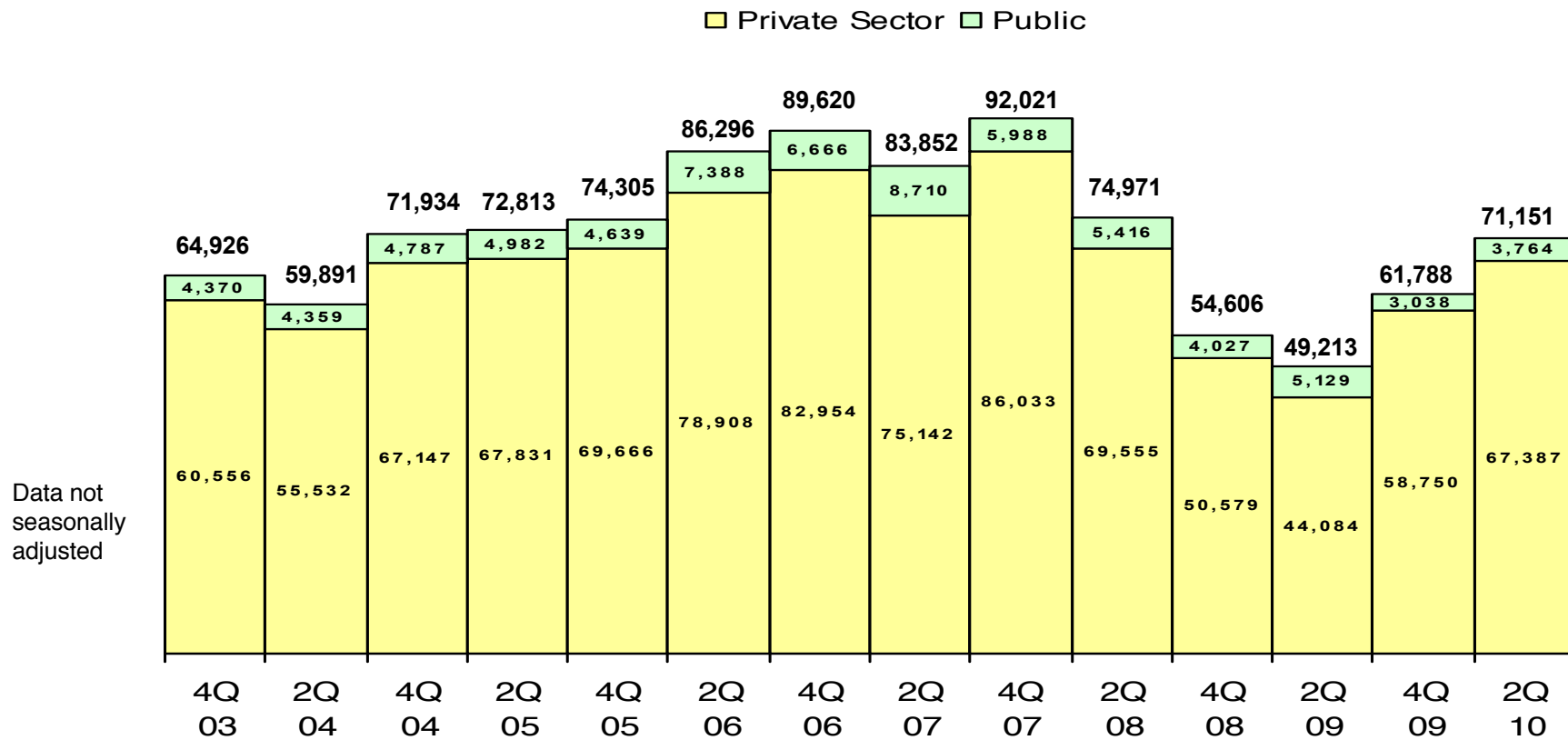


Figure 2:

During the 2nd quarter of 2010, the volume of job postings was up from a year ago in all industry sectors except Public Administration

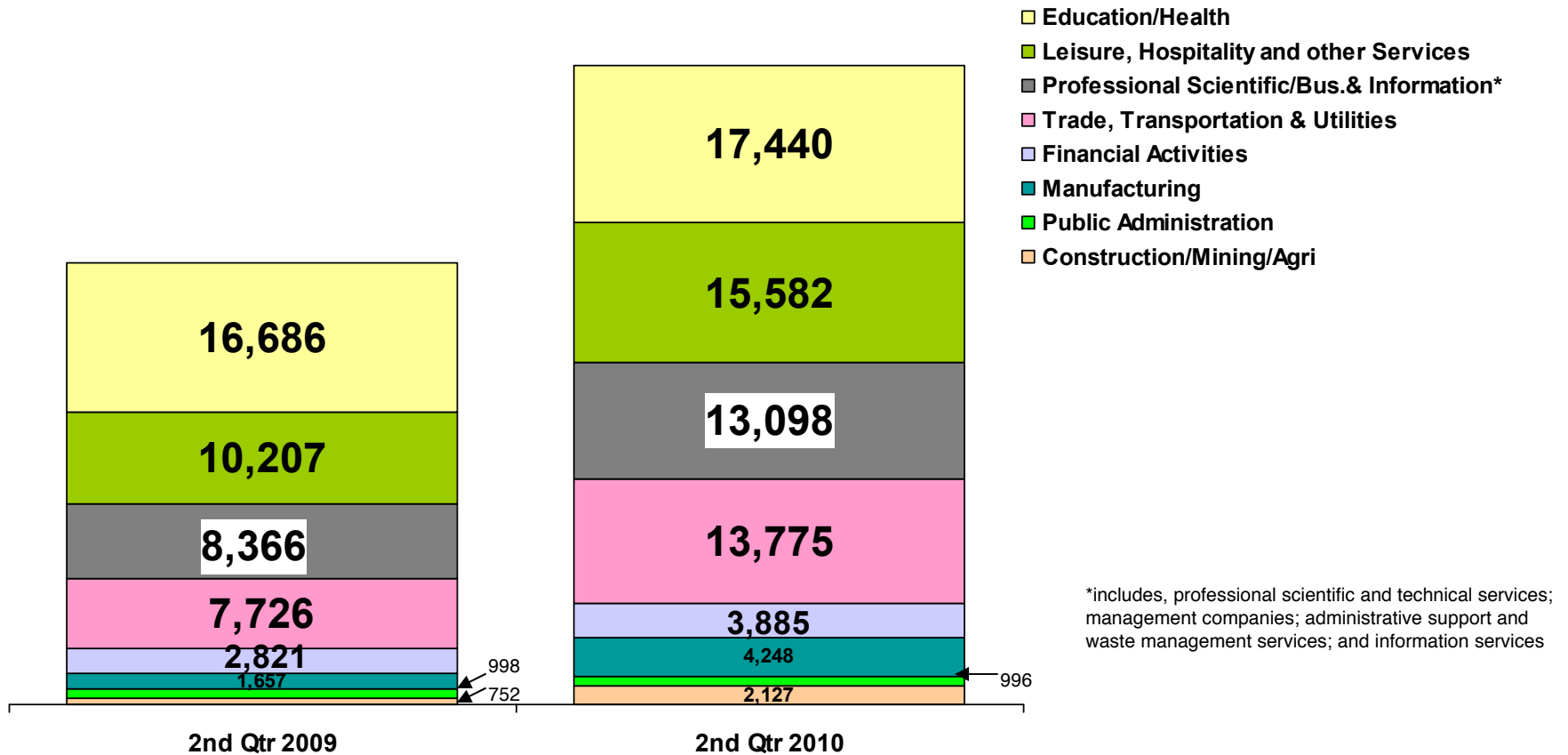


Figure 3:

Thirty-eight percent all job postings in the 2nd quarter of 2010 were for management, professional, and technical occupations.

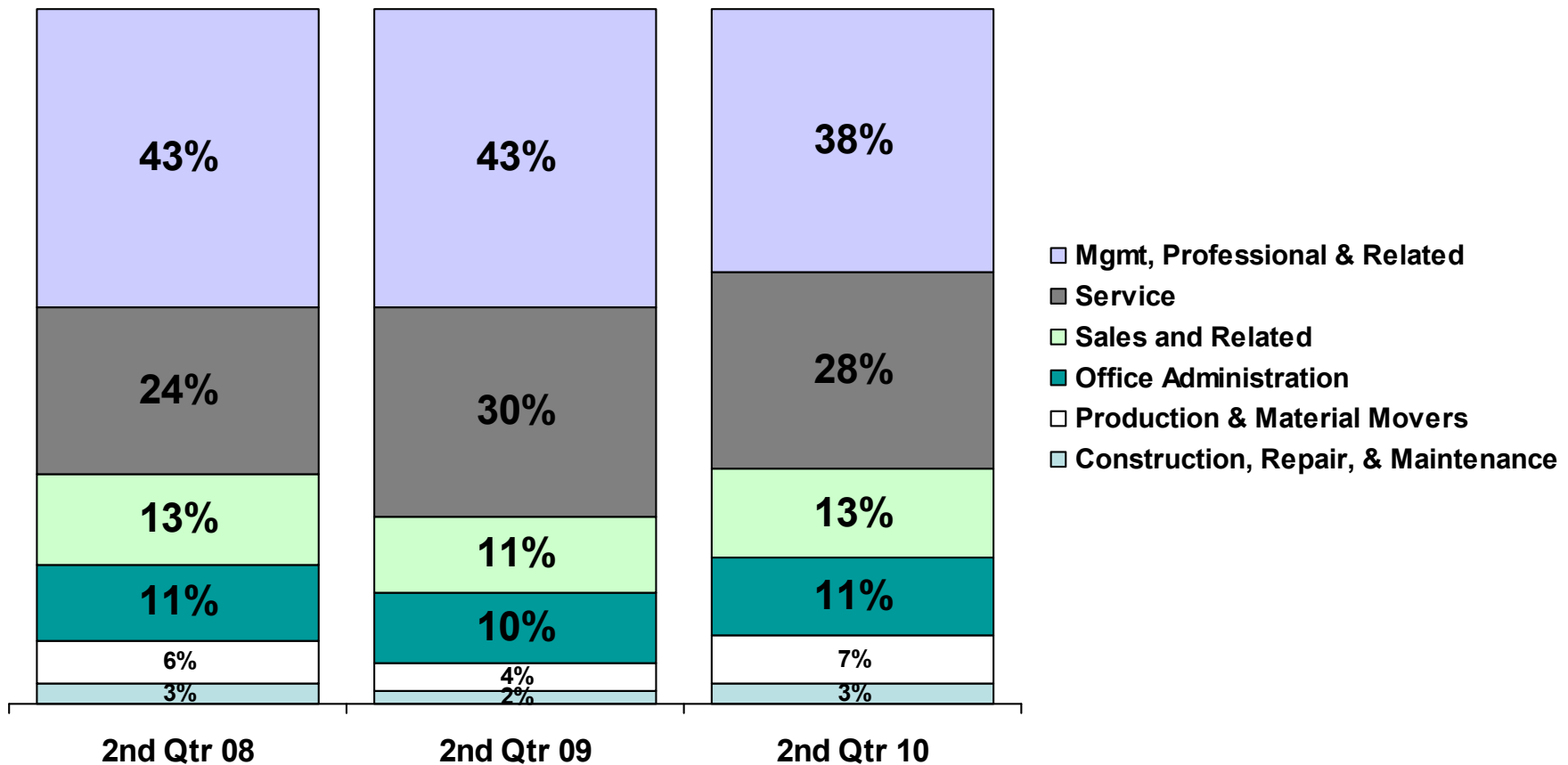
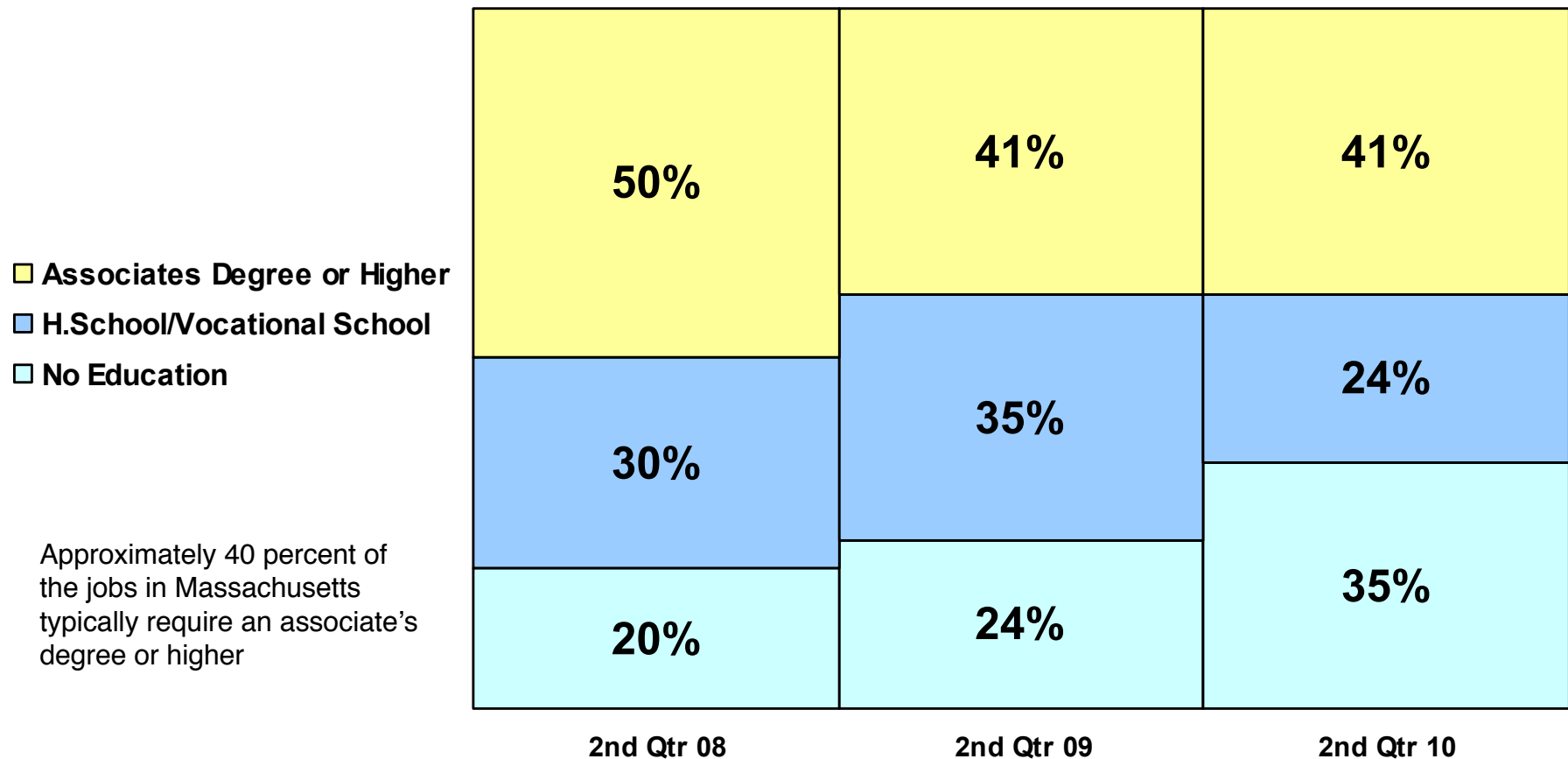


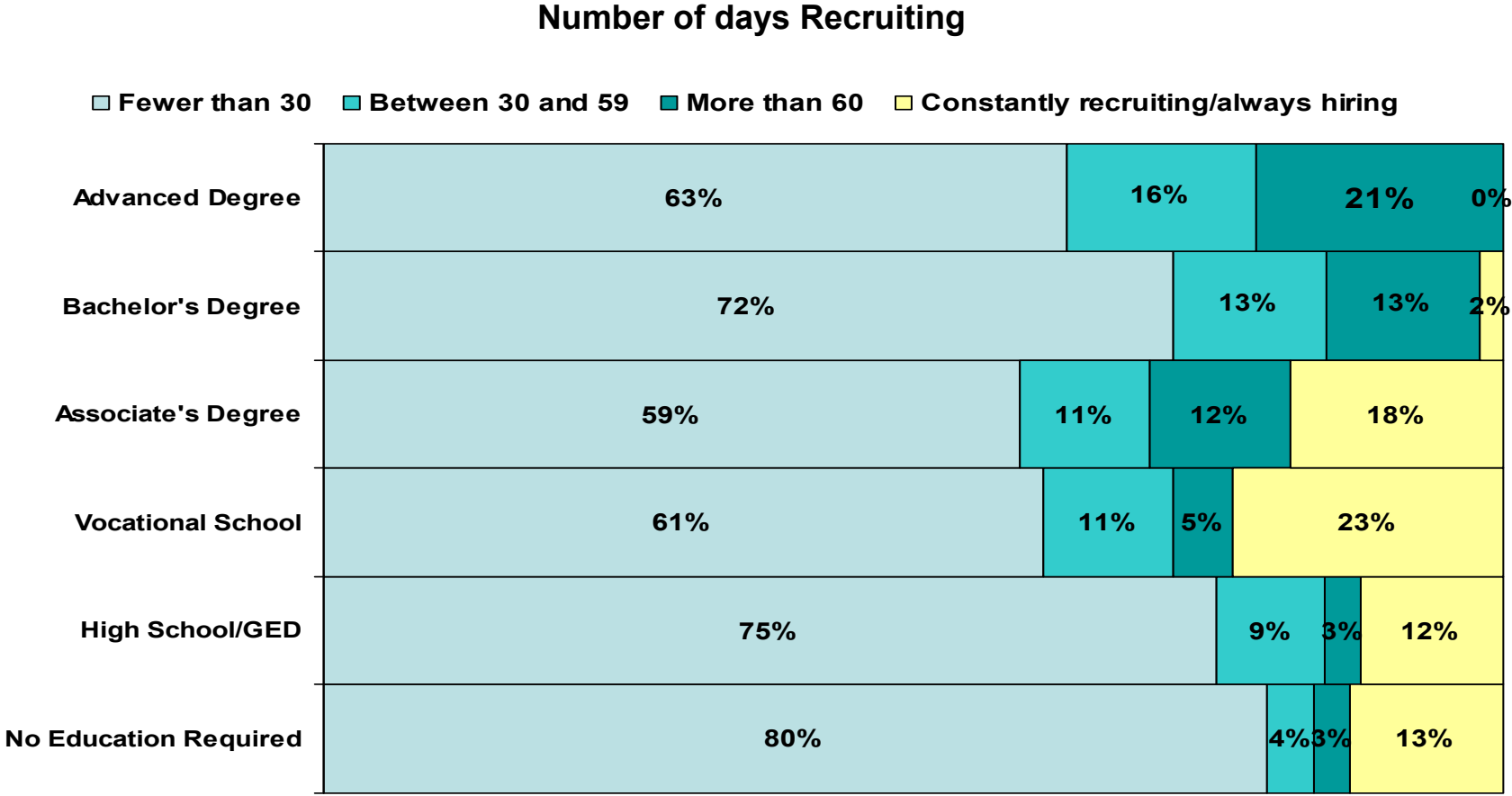
Figure 4:

The proportion of job vacancies requiring an Associate's degree or higher remained the same over the year.



Approximately 40 percent of the jobs in Massachusetts typically require an associate's degree or higher

Figure 5:
Jobs are filling fast regardless of educational requirements



Source: Massachusetts Department of Workforce Development

Figure 6:

Due to higher than average concentration of managerial and professional and technical job postings in the Greater Boston region, educational requirements in this region exceeded those required in other areas.

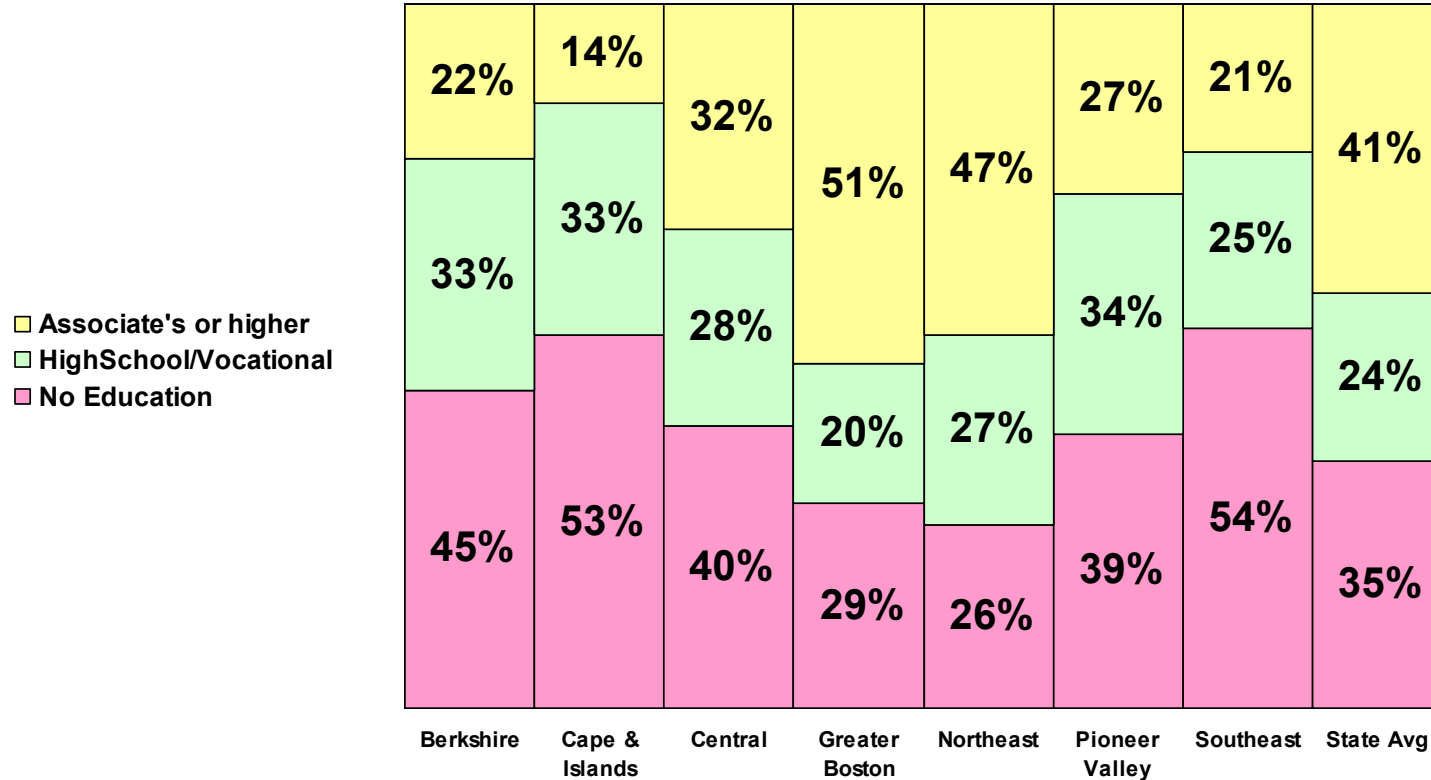


Figure 7:

In every region, half of all job vacancies in the 2nd quarter of 2010 were found in just two occupational groups: Service and Managerial and Professional and Technical

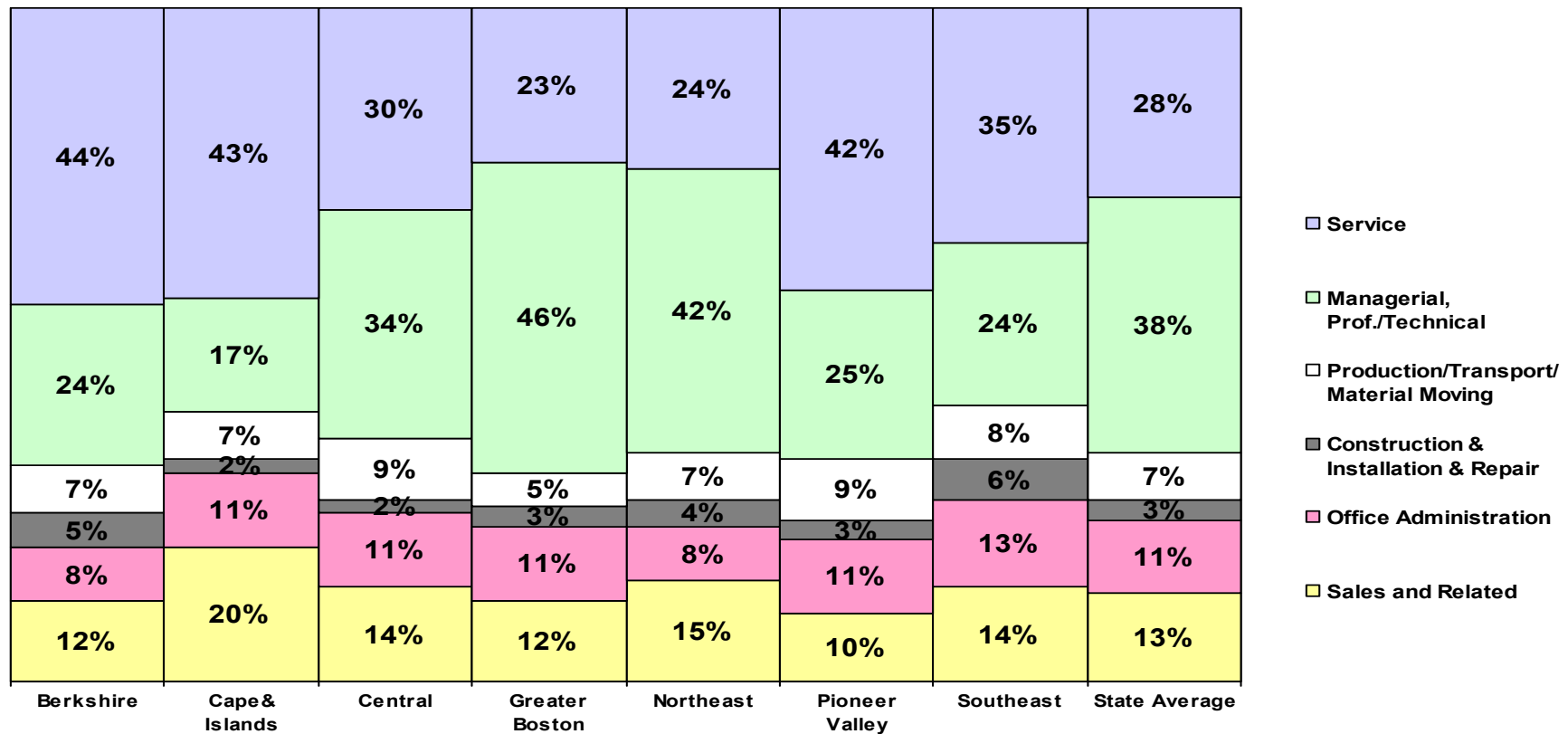


Figure 8:

2nd quarter 2010 job postings varied widely by region and industry.

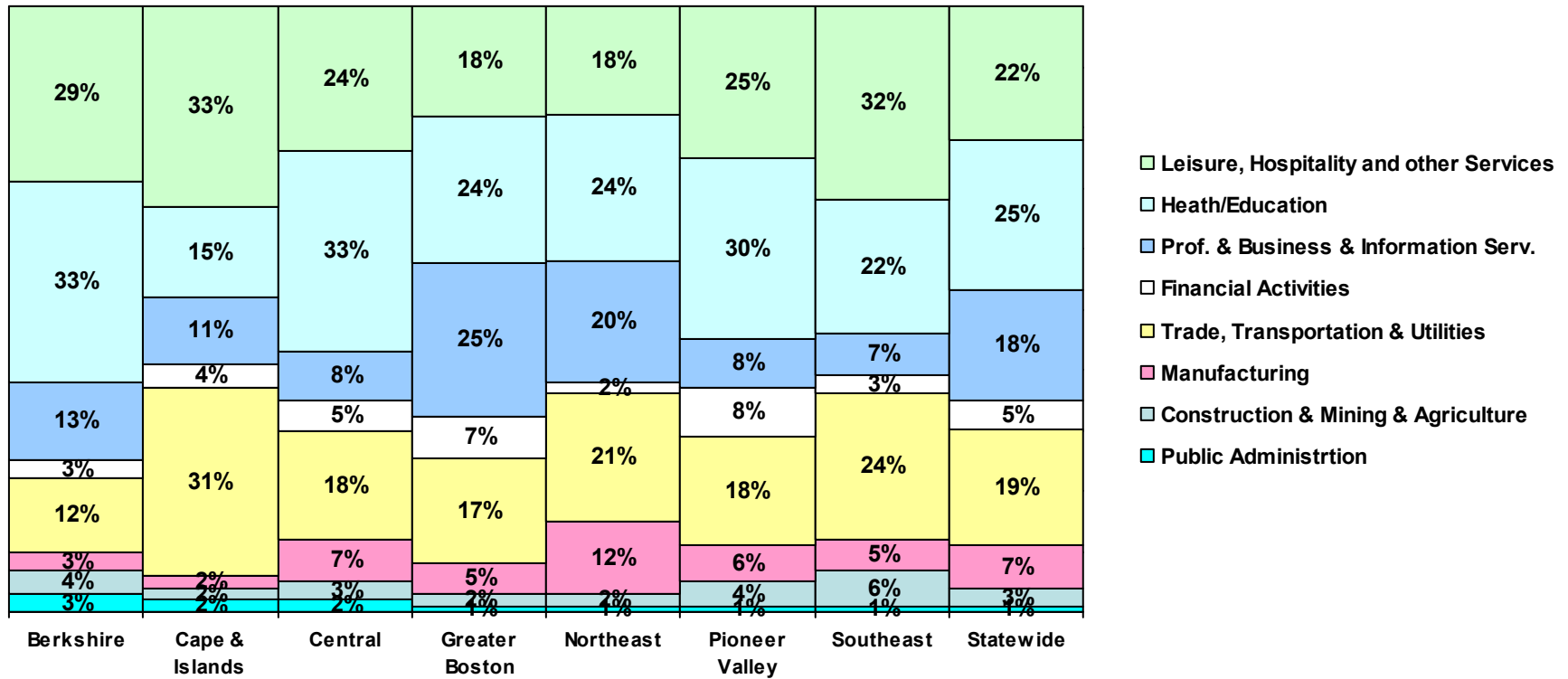
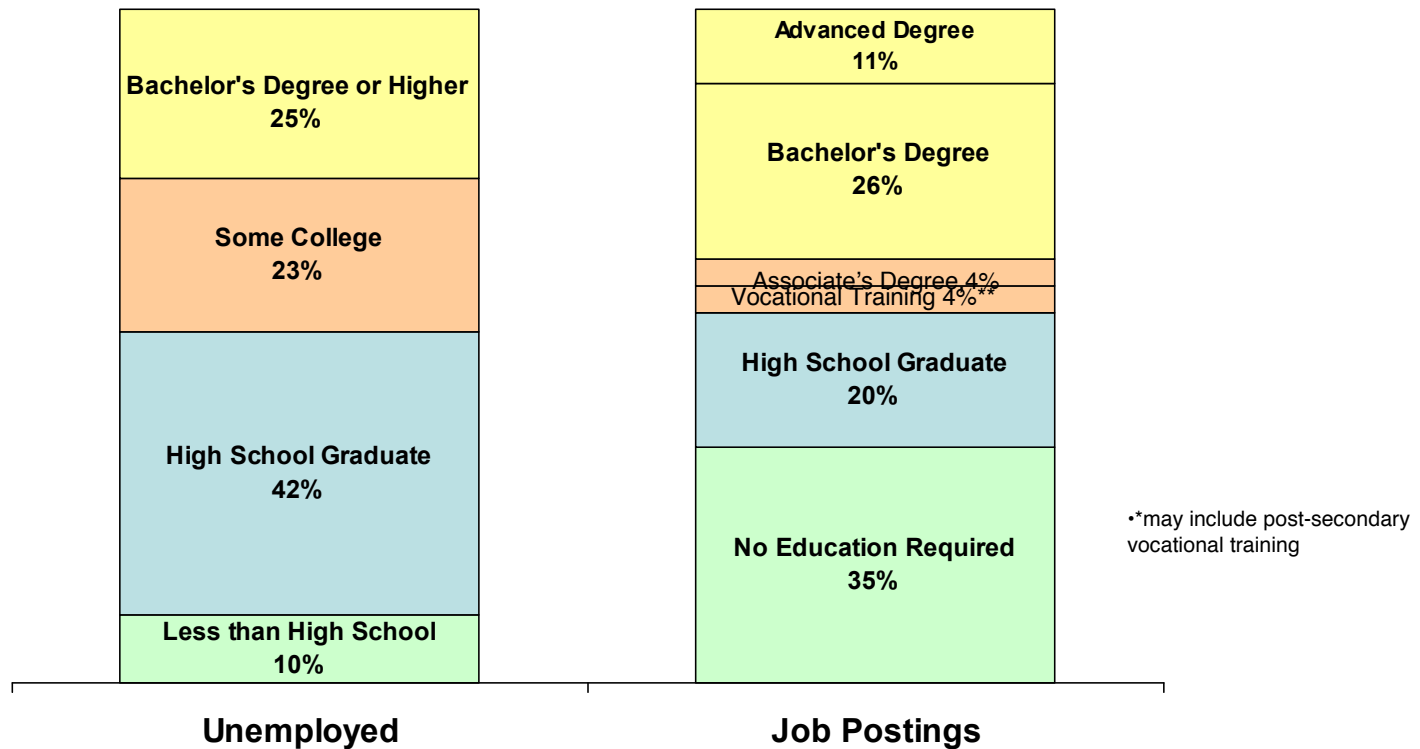


Figure 9:

During the 2nd quarter of 2010, Bachelor degree holders encountered somewhat better job prospects than those with fewer years of education.



Note Unemployed data excludes recent 2010 college graduates

Figure 10: Demand vs. Supply

During the 2nd quarter of 2010, UI unemployment rates exceeded job vacancy rates in 5 professional and technical occupational groups.

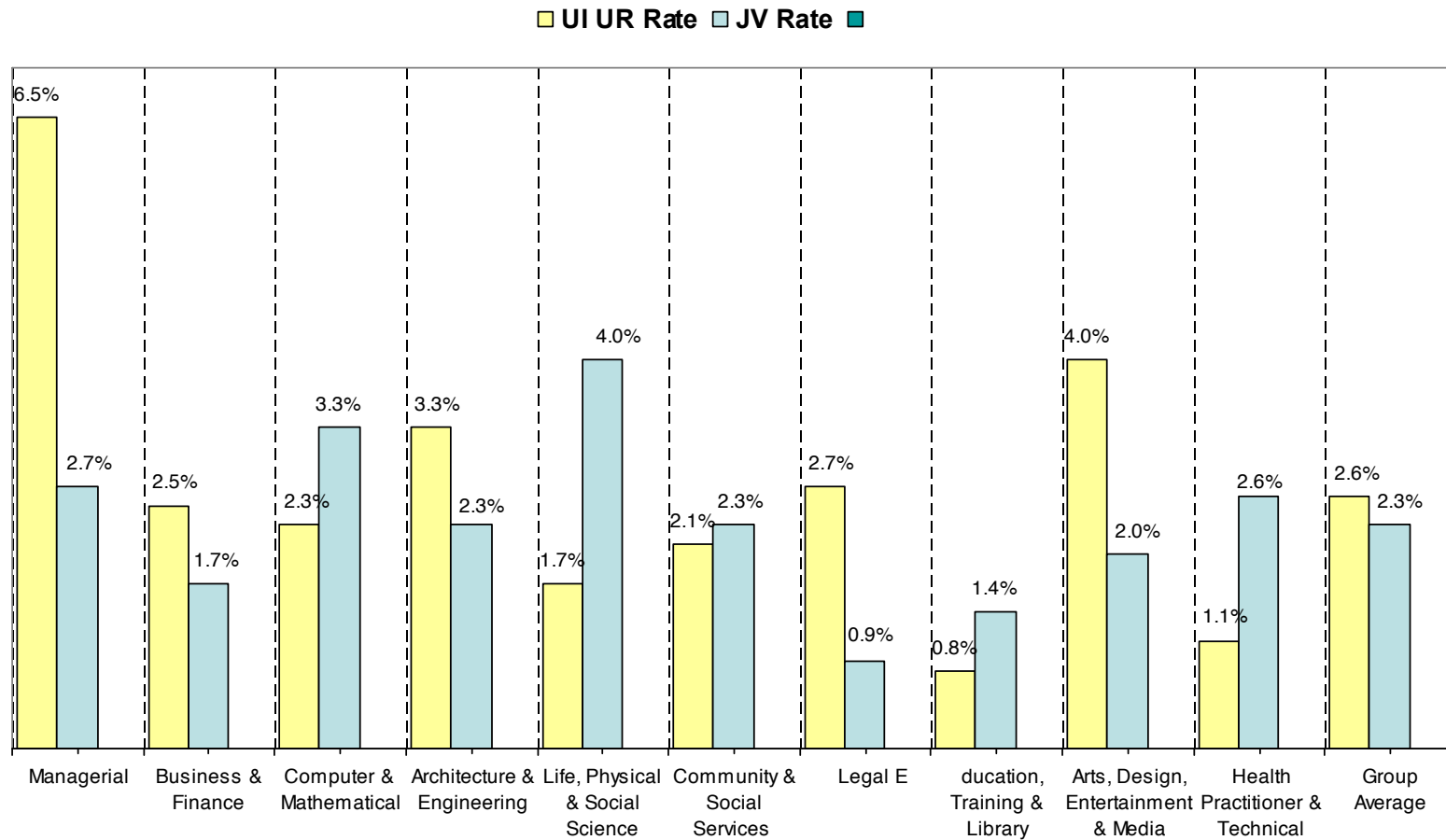
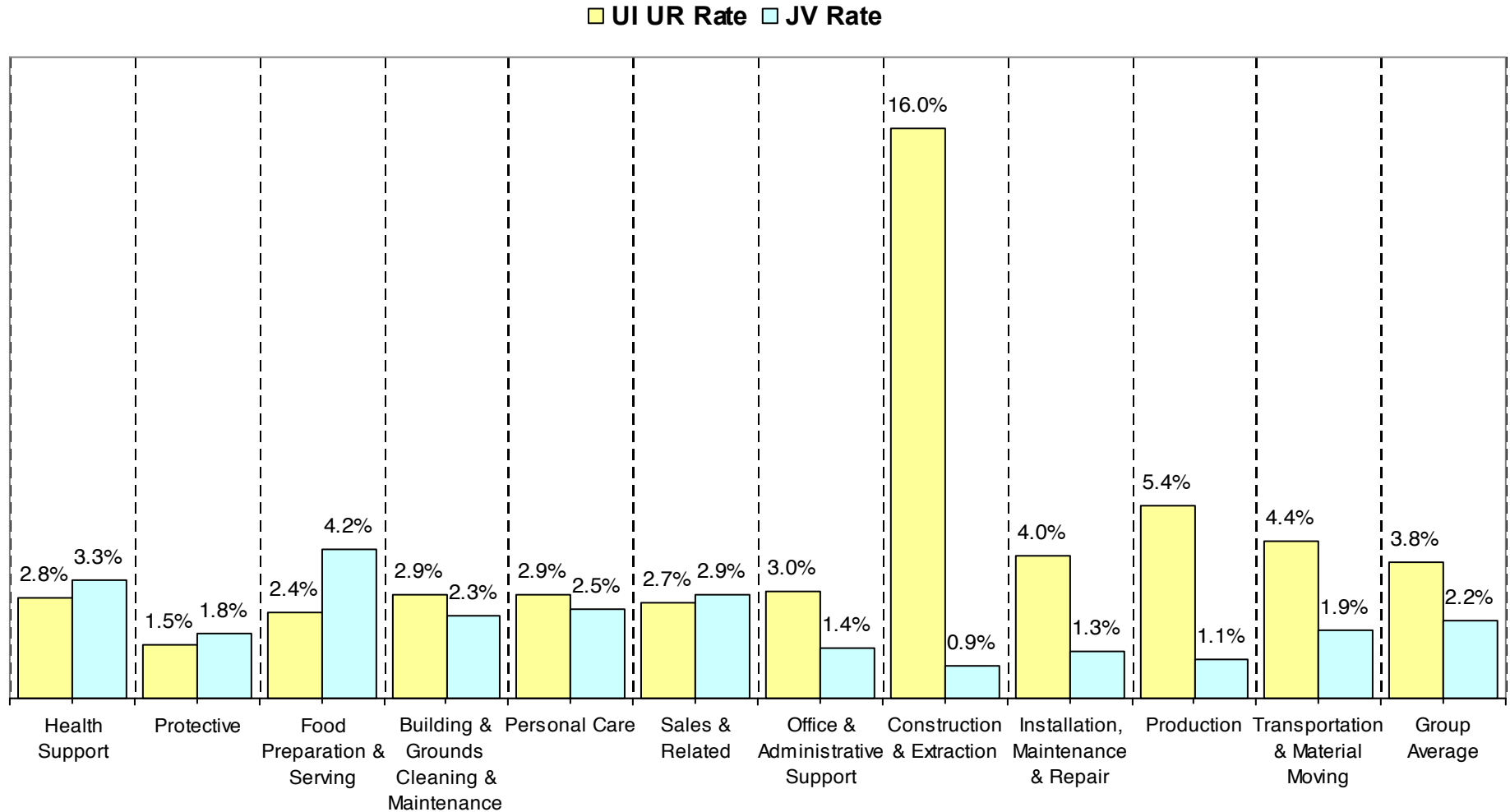


Figure 11: Demand vs. Supply continued

During the 2nd quarter of 2010, UI unemployment rates exceeded job vacancy rates in 7 of 11 nonprofessional and technical occupational groups.





Commonwealth of Massachusetts
Deval L. Patrick, Governor
Timothy P. Murray, Lt. Governor

Executive Office of Labor and Workforce Development
Joanne F. Goldstein, Secretary