

4th Quarter 2005

Massachusetts Job Vacancy Survey

Hiring Trends by Industry and Occupation

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Approximately 6,000 companies were selected at random by industry, size, and region as part of the seventh semiannual Job Vacancy Survey for the 4th quarter of 2005 (October to December 2005).

Respondents were asked to report on:

- The number and type of positions open for immediate hire
- The education and training required for those positions
- The average pay and benefits offered to applicants

Responses were weighted and scaled to produce statistically valid results. About 4,800 companies responded to the survey — an 80 percent response rate.

By conducting the Job Vacancy Survey, the Department of Workforce Development seeks to:

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

Survey Highlights

The number of job vacancies for professional and technical workers (particularly IT workers, life scientists and other biotech workers, and business and financial workers) increased over the year, while job vacancy rates remained essentially unchanged in several of the state's key industries, including health care, manufacturing, and information. Additionally, a greater number of job postings required an associate's degree or higher.

Employers posted 74,305 job openings during the 4th quarter of 2005, a 3.3 percent increase from the same quarter a year ago. Over the year, the job vacancy rate (job vacancies per 100 filled positions) rose slightly from 2.5 to 2.6 percent.

Between the 2nd quarter of 2005 and the 4th quarter 2005, the volume of job postings increased 2 percent, and the job vacancy rate remained at 2.6 percent. These figures must be evaluated with caution because job vacancy data is not seasonally adjusted. Holiday season hiring typically generates more temporary positions in the 4th quarter than in the 2nd quarter.

In a year-to-year comparison, the overall increase in job vacancies is consistent with Massachusetts' other labor market indicators, which showed improving job prospects. Unemployment (not adjusted for seasonality) was down from 4.5 percent in the 4th quarter of 2004 to 4.4 percent in the 4th quarter of 2005. Since bottoming out in December 2003 payroll employment has expanded by 50,900 jobs through April 2006.

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Hiring by Industry

Over the year, job vacancy rates remained essentially unchanged in the majority of the state's 20 major industries.



In health care, the volume of job postings totaled 15,744 and remained essentially unchanged over the year. This was the largest number of job vacancies posted by any of the state's 20 major industries and represented 21 percent of all job postings — about the same proportion as one year ago. At 3.7 percent, the 4th quarter 2005 job vacancy rate in health care was the 3rd highest among the state's 20 major industries, up marginally from the 3.6 percent rate posted in the 4th quarter of 2004.

Despite the effects of higher gasoline and home heating oil prices on consumer spending this year compared to last year and the dip in holiday seasonal hiring, retailers finished the year accounting for the roughly same proportion of job vacancies as last year (19 percent) and the same job vacancy rate of 4.1 percent. In total, retailers posted 13,819 job openings — the second largest number among the state's 20 major industries — during the 4th quarter of 2005, and tied with the professional and technical services sector with the highest job vacancy rate.

In professional and technical services—one of the state's fastest growing and highest paying industries — job vacancies surged 38 percent to 7,873. This was the third largest number of vacancies posted among the state's 20 major industries. Strong seasonal hiring of tax preparers and increased demand for IT workers generated much of this upsurge. As a result of this increase, the job vacancy rate in professional and technical services rose sharply from 3.0 percent in the 4th quarter of 2004 to 4.1 percent in the 4th quarter of 2005, tying for the highest job vacancy rate among the state's 20 major industries. In total, this key industry accounted for about 11 percent of all posted job openings during the 4th quarter, up from 8 percent a year ago.



With material and energy costs rising and hampering exports, manufacturing job vacancies fell 6 percent over the year. However, with 4,539 open positions, manufacturers posted the fifth largest number of job vacancies among the state's 20 major industry sectors during the 4th quarter of 2005. At 1.5 percent, the 4th quarter 2005 job vacancy rate in manufacturing remains one of the lowest posted by any industry.

In finance and insurance, job vacancies rose 9 percent, increasing the job vacancy rate to 2.2 percent in the 4th quarter of 2005 from 1.9 percent in the 4th quarter of 2004. Of the 3,420 positions posted during the 4th quarter of 2005, the vast majority (82 percent) required an associate's degree or higher. This was the 2nd highest educational requirement of the 20 major industries outside of hiring in professional and technical services, where 88 percent of the job vacancies required an associate's degree or higher.

In the highly competitive information industry, the job vacancy rate remained unchanged from a year ago at 2.3 percent. Although the overall number of job vacancies fell slightly from 2,110 to 1,997, the demand for workers in software publishing rose again and accounted for 40 percent of all job postings within this diverse industry. Within the two sectors still undergoing tremendous structural changes — i.e. newspaper publishing and telecommunications — job vacancies fell sharply.

With higher interest rates slowing the demand for housing and commercial real estate, construction job vacancies plunged 19 percent over the year. This drop caused the job vacancy rate to fall from 2.1 percent in the 4th quarter of 2004 to 1.7 percent in the 4th quarter of 2005.

Firm Size

Over the year, the job vacancy rate at large firms (i.e., those employing 250 or more workers) continued to edge up, increasing from 2.2 percent in the 4th quarter of 2004 to 2.4 percent in the 4th quarter of 2005. Although large firms employed 34 percent of all workers in the 4th quarter of 2005, they accounted for just 31 percent of all job vacancies during that time period, essentially unchanged from the 30 percent share they posted the year before. It is encouraging that large firms were more optimistic about hiring for the first half of 2006 than any other group of employers despite less than robust job vacancy rate increases.



Demand for Workers

Job vacancy rates and hiring demand indices for managerial and professional and technical workers remained high during the 4th quarter of 2005. On the whole, rates continued to be more favorable for these workers than those for office, sales, and production and construction workers.

Managerial and Professional and Technical Workers. Managerial and professional and technical workers had the most job vacancies (28,977) during the 4th quarter and accounted for a greater share of job postings this year at 39 percent compared to 36 percent last year. Job vacancy rates varied widely within this group, ranging from a high of 4.3 percent for bio-tech and other life, physical and social scientists to a low of 1.0 percent for lawyers, paralegals and other legal professionals, as well as teachers and other education and training specialists. Health care practitioners and technicians, at 4.1 percent, had the 2nd highest job vacancy rate and, at 7,670, the most professional and technical job postings. This was 10 percent of all job vacancies — about the same proportion as a year ago. At 3.3 percent, business and financial workers had the 3rd highest job vacancy rate within this group as the demand for accountants and auditors, for financial analysts, and for tax preparers in particular surged 58 percent, generating 4,949 job postings.

Demand for architects, engineers, and computer and math specialists increased by 14 percent over the year and generated 4,898 job postings. With 6.6 percent of all job postings, this share was equal to the proportion of filled jobs.

Service and Sales. The proportions of job vacancies for service and sales workers remained fairly consistent with hiring patterns from a year ago. In total, these workers had 25,060 job openings or 34 percent of all job postings during the 4th quarter of 2005. This was about the same proportion as filled jobs.

Office, Production and Construction Workers.

Hiring demand indices for office and administrative support, production, and construction workers were off over the year with job postings decreasing in several key industries that are most likely to hire them, including construction and manufacturing. In total, office and production and construction workers had 12,569 job postings or 17 percent of all job postings compared to 22 percent one year ago.

Installers and Repairers and Transportation and Material Movers.

Demand for installers and repairers and transportation and material movers increased by 21 percent over the year and generated an additional 1,321 job vacancies for a total of 7,650 job openings. Holiday seasonal hiring of package handlers and delivery route workers generated 28 percent of these postings. Job vacancies for installers and repairers accounted for 27 percent of the postings within this group. Automotive service technicians and mechanics, heating/AC technicians and mechanics, bus, truck and diesel engine mechanics accounted for over half (56 percent) of the job vacancies for installers and repairers.



Education and Experience

The percentage of job postings requiring an associate's degree or higher continued to rise, increasing from 36 percent in the 4th quarter of 2004 to 38 percent in the 4th quarter of 2005. In some higher paying industries, the proportion of job openings requiring an associate's degree or higher during the 4th quarter of 2005 topped 80 percent. This was most prevalent in professional and technical services, finance and insurance, and education. Of the job vacancies requiring an associate's degree or higher, nearly 80 percent required related experience.

Job Vacancies by Region

Job vacancy rates varied widely among the state's seven regions. Vacancy rates ranged from a high of 3.6 percent in the Berkshire region to a low of 2.1 percent in the Central region. In Greater Boston, the state's economic hub, the job vacancy rate averaged 2.8 percent, the 2nd highest job vacancy rate recorded among the seven regions. With its large and diversified economy, Greater Boston accounted for nearly 53 percent of job vacancies posted during the 4th quarter of 2005. This proportion exceeded its 51 percent share of employment.

Over the year, job vacancy rates increased in all but the Northeast and Berkshire regions. In the Northeast region, the job vacancy rate remained at 2.7 percent. In the Berkshire region, the overall job vacancy rate fell from 4.0 to 3.6 percent as hiring dropped off in manufacturing, finance and real estate, and other tourist related industries. At 3.6 percent however, the Berkshire region still posted the highest job vacancy rate of all regions during the 4th quarter of 2005. With winter recreation a major driver of the Berkshire economy, about 45 percent of the job postings in this region were temporary or seasonal.

In the Southeast, where hiring surged in professional and technical services this year compared to last year, the overall job vacancy rate rose from 2.2 percent to 2.7 percent. Smaller job vacancy rate increases were recorded in the Central Region (1.8 to 2.1 percent), Greater Boston (2.6 to 2.8 percent), Cape and Islands (2.4 to 2.6 percent), and Pioneer Valley (2.2 to 2.3 percent).

Business Hiring Expectations

In order to detect and help analyze turning points in the demand for workers across the state, employers were asked to describe their hiring plans over the next 6 months. Employers were asked to choose from six alternative responses:

- Will definitely increase
- Will probably increase
- Will stay the same
- Will probably decrease
- Will definitely decrease
- Do not know

Of the more than 4,600 employers who responded to this question, 27 percent expected to increase hiring, while just 7 percent expected to cut jobs. Another 59 percent intended on keeping their employment levels the same, and 8 percent were unsure about their future hiring plans.

The net 20 percent projected hiring increase (the percent of employers projecting an increase minus the percent projecting a decrease) for the 1st half of 2006 is consistent with the net 21 percent increase forecasted last year at this time.

Industry Hiring Expectations. The net projected outlook for hiring remained positive in the majority of the state's major industries, albeit down slightly from last year. In the bellwether professional and technical services sector where the concentration of IT and bio-tech firms is the highest of any industry, the net projected hiring outlook continued to remain strong. In this industry, companies projected a net 30 percent hiring increase for the first half of 2006, up slightly from the prior year when the net projected hiring increase was 26 percent. Other industries where the hiring outlook remains strong through the first half of 2006 include health care and finance and insurance. In each of these industries the net projected hiring increase was above 30 percent.

Hiring Expectations by Region. On a regional basis the net projected hiring outlook remained fairly similar to the results obtained a year ago. Greater Boston employers remained the most optimistic about their hiring plans. Approximately 30 percent of Greater Boston's business respondents expected to hire additional workers over the next 6 months and just 5 percent intended to cut jobs. One year ago, 34 percent of employers in Greater Boston projected an increase and 7 percent projected a decline.

Hiring Expectations by Firm Size. The largest companies — i.e. those employing 250 or more workers — remained the most optimistic of all firms about their hiring. Approximately 40 percent of business respondents at large firms planned on hiring additional workers over the next 6 months while just 5 percent projected a decline for a net 35 percent projected hiring increase. This compares to a net 15 percent projected hiring increase at smaller firms.

Because large firms play a crucial role in the Massachusetts economy, their hiring expectations are a major economic indicator.

Business Training Needs

To improve the education and training of the state's workforce and help policy analysts better invest in education and training, DWD asked employers to evaluate the workplace skills of new hires in seven categories:

- Spoken English
- Written English
- Writing and Communication
- Teamwork
- Technological Expertise
- Management
- Problem solving

Employers were asked to indicate whether they were satisfied or dissatisfied with the workplace skills of their new hires. A yes or no format replaced the 5-step scale used in the 4th quarter of 2004.

On average, 82 percent of the responding employers were satisfied with the skill categories of their new hires. At first glance, these findings appear to differ from other studies that have indicated that employers are often dissatisfied with the workplace skills of job applicants. Yet anecdotal evidence suggests that employers may have been satisfied with their new hires' skills because they were holding out for the best qualified applicants.

Of the 3,145 employers who responded to the question on basic skill proficiencies, the vast majority (96 percent) was satisfied with their new hires' ability to speak English. Employers' satisfaction with the ability of their new hires to communicate in English was high even in industries that typically hire disproportionately large numbers of immigrants. In the accommodation and food service industry, for example, anecdotal evidence suggested that most employers (90 percent) in this industry thought that their new hires could comprehend enough English to get the job done. Moreover when comprehension difficulties did arise, most employers reported that they had other, more experienced staff members who could translate and explain the job in the new hire's native tongue.



Employers' assessment of the other skills of their new hires varied widely by industry. This could be due to some industries being able to hire workers with previous experience, while other industries may hire workers who are less skilled and need more training. Starting salaries by industry and occupation often reflect these disparities in skills. For example, most employers (64 percent) were satisfied with their new hires' technological expertise. In accommodation and foods services, an industry that hires disproportionately large numbers of first-time jobs seekers who often lack related work experience, only 32 percent of the responding employers were satisfied with the technological expertise of their new hires. Other industries where the percentage of employers satisfied with the technological expertise of their new hires was well below average included retail trade (40%), arts entertainment and recreation (48%), and construction (55%).

In each skill category, large firms were generally more pleased with their new hires' skills than small and medium size firms. This finding may result from the fact that large firms tend to hire more experienced workers than small and medium size firms.

Adequately Skilled New Hires and the Institutions that Trained Them

Employers were also asked to identify the training institutions that had adequately trained their new hires. Four choices were provided: High school or vocational school; college or university; commercial training provider; or other. Multiple selections were allowed.

Although employers hire for a wide range of positions which call for varying degrees of education and training, industry training preferences generally followed historical business norms.

In total, 76 percent of business respondents (from all industries) had hired adequately-skilled workers from a high school or a vocational school, 67 percent had hired adequately skilled college-educated workers, and 14 percent had hired workers with commercial training. 29 percent reported they had hired adequately skilled workers who had other (not-specified) training. The large proportion of adequately skilled new hires trained in high school is largely due to the high turnover of low-skilled, low paying jobs. Over time, however, the proportion of jobs that require college training has been increasing, and is expected to continue to increase.

Since large firms have historically hired more experienced and better educated workers than small or medium sized firms, large firms were more likely than smaller firms to cite a college or university as having provided training for their adequately skilled new hires. Approximately 87 percent of the large firms that responded had hired adequately skilled workers who had at least some college training, compared to 69 percent of responding medium sized firms, and 49 percent of responding small firms.

On an industry basis, the proportion of business respondents who had hired adequately trained workers who had some college education varied widely. The differences by industry generally reflected the mix of open jobs, and the nature of the product or service provided.

High-knowledge, high-wage industries generally require a higher proportion of college-educated workers than other industries. In the technologically advanced professional and technical services industry, for example, where the concentration of software and research firms is the highest among the state's 20 major industry sectors, 94 percent of the business respondents hired college-educated workers over the past year. This compares to 32 percent of the business respondents in construction, an industry in which many jobs do not require college training.

Nevertheless, certain industries, including construction and utilities, place a premium on specialized training. For example, 37 percent of responding employers in the utilities industry cited a commercial training provider as having successfully trained their new hires. This proportion was the highest among the state's 20 industries.

Employers Training Preferences

Employers were also asked to indicate which of the following four methods they use to upgrade the workplace skills of their new hires:

- In-house training program
- College or university
- Commercial training provider
- Other training

Multiple responses were accepted.

When employers need to upgrade their new hires' skills, they have many options to obtain the training. Many use more than one source. However, a majority of employers (82 percent) who responded stated that they use in-house training programs while 27 percent used colleges and 26 percent used commercial training providers. Another 19 percent of the respondents upgrade their new hires' skills using other informal methods.

Training Preferences by Firm Size. Strategies to upgrade new hires' skills varied somewhat by size of firm. All firms were much more likely to rely on in-house training programs to upgrade their new hires' skills than other more costly arrangements. Although formal offsite training was less frequently used by all firms compared to in-house training, large firms were more likely than small or medium sized firms to partner with a college or university to improve their new workers' skills. Approximately 48 percent of respondents at large firms used a college or university to upgrade their new employees' skills compared to 23 percent of medium sized firms and 12 percent of small firms. This may be due to the fact that large firms hire relatively more white-collar workers across a broader spectrum of skills than do smaller firms. It may also be based on the fact that large firms have bigger training budgets. Training preferences for commercial training providers were fairly similar among firms and averaged 26 percent.



Training Preferences by Industry. Training preferences also varied greatly across industries. For example, 98 percent of the respondents in accommodation and food service used in-house training programs to upgrade their new hires' skills, while only 10 percent used commercial training providers and just 4 percent were likely to use a college or university. Among employers in professional and technical services, the preferences vary greatly. Some 70 percent used an in-house training program, 38 percent used a college or university, and 36 percent used a commercial training provider.

Conclusion

The number of job vacancies in Massachusetts increased slowly during the 4th quarter of 2005, and job vacancy rates changed little in the majority of the state's industries. Nevertheless, some positive signs emerged, including:

- A greater share of job postings this year compared to last year for professional and technical workers in general and IT workers and life scientists and other biotech workers in particular
- A continued rise in the number of job vacancies requiring an associate's degree or higher.

Moreover, the outlook for hiring through the first half of 2006 appears to be on track with last year's projections and remains strong in many industries, including professional and technical services. In this key industry employers are slightly more optimistic than they were 6 months ago. This bodes well for professional and technical workers in general and IT workers in particular.

Updated economic data that is emerging suggests that the state's economy is improving. In December, for example, state tax collections surged, and in the 6 month period between September 2005 and March 2006, the Massachusetts economy generated 14,000 jobs. These data suggest that the state's recovery strengthened during late 2005 and early 2006, and that this improvement could propel even more hiring during the remainder of 2006.

The data compiled for the Massachusetts Job Vacancy Survey is helping analysts and planners:

- Gauge labor needs and employment opportunities by economic region
- Determine which segments of the work-force are affected the most by economic changes
- Direct job seekers to employers who are hiring
- Design training programs to meet the labor needs of the Massachusetts economy
- Track and respond to turning points in the economy

To see the results of the 4th quarter 2005 Massachusetts Job Vacancy Survey, turn to the tables and figures appended to this document. For additional information or questions about this or other types of labor market data, please call the Division of Career Services' Economic Analysis Department at **617 626-5744** or visit the website at **www.mass.gov/dcs**.

Table 1: Statewide Job Vacancies by Industry, 4th Quarter 2005

Industry Name	No. of Job Vacancies	Job Vacancy Rate**	Percent Private Sector	Percent Part-time	Percent Temporary/ Seasonal	Percent Requiring an Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Health Benefits
Total, all Industries	74,305	2.6%	94%	36%	21%	38%	54%	66%
Agriculture	*	0%	100%	0%	0%	54%	96%	100%
Mining	*	1.7%	100%	0%	13%	0%	100%	100%
Utilities	44	0.3%	73%	0%	0%	50%	63%	100%
Construction	2,184	1.7%	95%	4%	8%	13%	68%	77%
Manufacturing	4,539	1.5%	100%	1%	6%	49%	72%	94%
Wholesale Trade	1,825	1.6%	100%	18%	3%	35%	70%	75%
Retail Trade	13,819	4.1%	100%	73%	58%	2%	14%	29%
Transportation & Warehousing	2,631	2.7%	99%	51%	50%	11%	28%	41%
Information	1,997	2.3%	98%	15%	0%	72%	80%	94%
Finance & Insurance	3,420	2.2%	100%	12%	0%	82%	82%	93%
Real Estate, Rental & Leasing	1,217	3.4%	100%	41%	0%	9%	55%	59%
Professional & Technical Services	7,873	4.1%	99%	25%	30%	88%	69%	71%
Management	1,438	2.3%	100%	15%	7%	68%	79%	87%
Administrative & Support & Waste Services	2,476	2.7%	100%	20%	8%	9%	25%	67%
Educational Services	4,104	1.3%	62%	19%	3%	81%	85%	90%
Healthcare	15,774	3.7%	99%	39%	6%	51%	72%	77%
Arts, Entertainment & Recreation	1,072	2.4%	99%	67%	55%	24%	61%	40%
Accommodation & Food Services	5,477	2.4%	100%	48%	1%	5%	41%	62%
Other Services	1,734	2.2%	100%	31%	0%	38%	59%	73%
Public Administration	2,623	2.4%	0%	17%	51%	26%	36%	84%

*Confidential

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

Table 2: Number of Job Vacancies, 4th Quarter 2004 vs. 4th Quarter 2005

Industry	4th Quarter 2004			4th Quarter 2005			Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate**	Percent Distribution	# of Job Vacancies	Job Vacancy Rate**	Percent Distribution		
Total, all Industries	71,934	2.5%	100%	74,305	2.6%	100%	2,371	3.3%
Utilities	92	0.7%	0%	44	0.3%	0%	(48)	-52.2%
Construction	2,697	2.1%	4%	2,184	1.7%	3%	(513)	-19.0%
Manufacturing	4,850	1.5%	7%	4,539	1.5%	6%	(311)	-6.4%
Wholesale Trade	1,544	1.3%	2%	1,825	1.6%	2%	281	18.2%
Retail Trade	13,968	4.1%	19%	13,819	4.1%	19%	(149)	-1.1%
Transportation & Warehousing	2,924	2.9%	4%	2,631	2.7%	4%	(293)	-10.0%
Information	2,110	2.3%	3%	1,997	2.3%	3%	(113)	-5.4%
Finance & Insurance	3,135	1.9%	4%	3,420	2.2%	5%	285	9.1%
Real Estate	689	1.9%	1%	1,217	3.4%	2%	528	76.6%
Professional & Technical Services	5,724	3.0%	8%	7,873	4.1%	11%	2,149	37.5% *
Management	989	1.5%	1%	1,438	2.3%	2%	449	45.4%
Administrative & Support	2,530	2.5%	4%	2,476	2.7%	3%	(54)	-2.1%
Educational Services	3,713	1.2%	5%	4,104	1.3%	6%	391	10.5%
Healthcare	15,695	3.6%	22%	15,774	3.7%	21%	79	0.5%
Arts & Entertainment	1,009	2.2%	1%	1,072	2.4%	1%	63	6.2%
Accommodation & Food Service	5,928	2.6%	8%	5,477	2.4%	7%	(451)	-7.6%
Other Services	2,059	2.5%	3%	1,734	2.2%	2%	(325)	-15.8%
Public Administration	2,202	2.0%	3%	2,623	2.4%	4%	421	19.1%

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

*not strictly comparable

Table 3: Job Vacancies by Size of Firm, 4th Quarter 2005

Size of Firm	Number of Job Vacancies	Job Vacancy Rate	Percent Private Sector	Percent Part-time	Percent Temporary/Seasonal	Percent Requiring an Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Health Benefits
Total, all Firms	74,305	2.6%	94%	36%	21%	38%	54%	66%
Small (5-49 Employees)	27,552	2.8%	99%	40%	23%	31%	47%	55%
Medium (50-249 Employees)	24,078	2.8%	95%	39%	22%	31%	47%	67%
Large (250 or More Employees)	22,675	2.4%	86%	30%	17%	57%	71%	82%

Table 4: Job Vacancies by Region by Industry, 4th Quarter 2005

Industry Name	Massachusetts		Berkshire		Cape Cod & 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	74,305	2.6%	1,969	3.6%	2,293	2.6%	5,019	2.1%	39,166	2.8%	10,348	2.7%	5,860	2.3%	9,650.0	2.7%
Agriculture	*	0.5%		0.0%	*	4.9%		0.0%	*	0.8%		0.0%		0.0%	*	0.1%
Mining	*	1.7%		0.0%		0.0%	*	7.2%	*	1.9%	*	1.3%		0.0%		0.0%
Utilities	44	0.3%	*	1.2%	*	2.1%		0.0%	17	0.3%		0.0%	*	0.5%	*	0.2%
Construction	2,184	1.7%	176	5.8%		0.0%	160	1.3%	860	1.5%	468	2.7%	316	3.2%	204	1.0%
Manufacturing	4,539	1.5%	44	0.7%	31	1.5%	437	1.2%	1,707	1.7%	1,046	1.6%	574	1.8%	700	1.3%
Wholesale Trade	1,825	1.6%	*	3.0%	*	2.9%	122	1.4%	1,152	2.1%	134	0.8%	154	1.8%	206	1.0%
Retail Trade	13,819	4.1%	516	6.3%	783	4.5%	1,184	3.7%	6,210	4.4%	1,503	3.2%	1,082	3.3%	2,541	4.6%
Transportation & Warehousing	2,631	2.7%	*	3.6%	130	4.8%	*	1.8%	1,139	2.2%	252	2.4%	422	3.9%	494	3.8%
Information	1,997	2.3%	22	2.1%	*	0.5%	37	1.1%	1,478	2.8%	229	1.7%	97	1.8%	124	1.7%
Finance & Insurance	3,420	2.2%	*	0.8%	*	0.2%	154	1.4%	2,267	2.1%	370	3.5%	339	3.2%	270	2.8%
Real Estate, Rental & Leasing	1,217	3.4%	*	1.3%	*	0.6%	0	0.0%	1,158	5.2%	*	1.0%	*	0.0%	*	0.1%
Professional & Technical Services	7,873	4.1%	*	0.8%	65	1.8%	87	1.3%	5,090	3.6%	1,138	4.5%	208	3.8%	1,267	13.3%
Management	1,438	2.3%	*	0.3%	*	1.0%	95	2.3%	946	2.6%	71	1.2%	152	3.8%	162	1.7%
Administrative & Support & Waste Services	2,476	2.7%	*	2.0%	*	1.7%	*	4.7%	1,299	2.2%	*	0.6%	306	5.9%	506	6.4%
Educational Services	4,104	1.3%	72	1.0%	194	2.4%	563	1.6%	2,224	1.5%	359	0.9%	313	0.8%	379	1.2%
Healthcare	15,774	3.7%	302	3.3%	454	3.2%	1,216	3.1%	8,799	4.3%	2,112	3.8%	1,169	2.6%	1,722	3.2%
Arts, Entertainment & Recreation	1,072	2.4%	n/a		*	0.1%	*	1.6%	304	1.5%	70	1.1%	*	0.2%	*	1.9%
Accommodation & Food Services	5,477	2.4%	154	2.4%	423	3.1%	164	0.9%	2,648	2.5%	1,012	3.4%	424	2.1%	652	2.2%
Other Services	1,734	2.2%	*	0.7%	*	0.3%	153	2.3%	1,126	2.8%	81	0.8%	191	2.5%	162	1.5%
Public Administration	2,623	2.4%	34	2.2%	*	1.9%	184	1.8%	718	1.2%	1,403	10.5%	96	0.9%	125	1.0%

*Confidential

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

Table 5: Job Vacancies by Major Occupational Group, 4th Quarter 2005

Occupational Group	# of Job Vacancies	Job Vacancy Rate*	Hiring Demand Index**	Hiring Demand Descriptor	Percent Part-time	Percent Temporary/ Seasonal	Percent Requiring an Associate's Degree or higher	Percent Requiring Related Experience	Percent Offering Health Benefits
Total, all occupations	74,305	2.6%	1.00	-	36%	21%	38%	54%	66%
Management	4,944	2.4%	1.90	High	3%	1%	95%	96%	98%
Business and Financial Operations	4,949	3.3%	1.88	High	26%	33%	98%	66%	70%
Computer and Mathematical	3,054	2.8%	1.53	High	2%	11%	96%	92%	98%
Architecture and Engineering	1,844	2.5%	1.76	High	0%	0%	97%	90%	98%
Life, Physical, and Social Services	1,808	4.3%	2.07	High	6%	9%	95%	89%	96%
Community and Social Services	1,738	3.1%	1.45	High	34%	0%	71%	70%	72%
Legal	250	1.0%	0.56	Average	1%	0%	97%	73%	100%
Education, Training and Library	2,019	1.0%	0.48	Low	29%	8%	74%	76%	81%
Arts, Design, Entertainment, Sports, and Media	701	1.6%	0.68	Low	16%	6%	87%	89%	86%
Healthcare Practitioner and Technical	7,670	4.1%	2.08	High	39%	4%	74%	81%	82%
Healthcare Support	3,095	3.4%	0.91	Average	52%	1%	4%	46%	67%
Protective Service	1,501	2.1%	0.99	Average	20%	1%	5%	16%	77%
Food Preparation and Serving Related	5,014	2.0%	0.30	Low	55%	2%	2%	39%	62%
Building and Grounds Cleaning and Maintenance	959	0.9%	0.33	Low	28%	12%	7%	36%	62%
Personal Care and Service	2,348	3.2%	0.80	Average	57%	41%	12%	41%	35%
Sales and Related	12,143	3.8%	1.03	Average	69%	55%	5%	17%	30%
Office and Administrative Support	9,059	1.7%	0.64	Low	38%	26%	25%	47%	67%
Production	2,171	1.2%	0.54	Low	4%	11%	9%	49%	79%
Construction and Extraction	1,339	1.1%	0.34	Low	0%	7%	2%	60%	86%
Installation, Maintenance, and Repair	2,066	2.1%	0.98	Average	1%	0%	3%	86%	96%
Transportation and Material Moving	5,584	3.3%	0.94	Average	52%	38%	5%	28%	44%
Farming, Fishing, and Forestry	49	2.1%	0.68	n/a	0%	0%	2%	92%	100%

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

**Calculated from job vacancy rates and US turnover rates obtained from the Current Population Survey

Hiring Demand index calculated as follows: (Job Vacancy Rate/Turnover Rate)/(Total Job Vacancy Rate/Total Turnover Rate)

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 5a: Number of Job Vacancies by Occupation, 4th Quarter 2004 vs. 4th Quarter 2005

Occupational Group	4th Quarter 2004			4th Quarter 2005			Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate	% Distribution	# of Job Vacancies	Job Vacancy Rate	% Distribution		
Total, all Job Vacancies	71,934	2.5%	100.0%	74,305	2.6%	100.0%	2,371	3.3%
Management	3,838	1.7%	5.3%	4,944	2.4%	6.7%	1,106	28.8%
Business and Financial Operations	3,135	2.3%	4.4%	4,949	3.3%	6.7%	1,814	57.9%
Computer and Mathematical	2,693	2.6%	3.7%	3,054	2.8%	4.1%	361	13.4%
Architecture and Engineering	1,615	2.2%	2.2%	1,844	2.5%	2.5%	229	14.2%
Life, Physical, and Social Services	1,613	3.8%	2.2%	1,808	4.3%	2.4%	195	12.1%
Community and Social Services	2,516	4.7%	3.5%	1,738	3.1%	2.3%	-778	-30.9%
Legal	159	0.7%	0.2%	250	1.0%	0.3%	91	57.2%
Education, Training and Library	1,991	1.0%	2.8%	2,019	1.0%	2.7%	28	1.4%
Arts, Design, Entertainment, Sports, and Media	688	1.7%	1.0%	701	1.6%	0.9%	13	1.9%
Healthcare Practitioner and Technical	7,618	4.2%	10.6%	7,670	4.1%	10.3%	52	0.7%
Healthcare Support	2,364	2.7%	3.3%	3,095	3.4%	4.2%	731	30.9%
Protective Service	1,348	1.8%	1.9%	1,501	2.1%	2.0%	153	11.4%
Food Preparation and Serving Related	4,753	1.9%	6.6%	5,014	2.0%	6.7%	261	5.5%
Building and Grounds Cleaning and Maintenance	888	0.8%	1.2%	959	0.9%	1.3%	71	8.0%
Personal Care and Service	2,025	2.7%	2.8%	2,348	3.2%	3.2%	323	16.0%
Sales and Related	12,335	3.9%	17.1%	12,143	3.8%	16.3%	-192	-1.6%
Office and Administrative Support	11,763	2.1%	16.4%	9,059	1.7%	12.2%	-2,704	-23.0%
Production	1,888	1.0%	2.6%	2,171	1.2%	2.9%	283	15.0%
Construction and Extraction	2,304	1.9%	3.2%	1,339	1.1%	1.8%	-965	-41.9%
Installation, Maintenance, and Repair	1,963	1.9%	2.7%	2,066	2.1%	2.8%	103	5.2%
Transportation and Material Moving	4,361	2.6%	6.1%	5,584	3.3%	7.5%	1,223	28.0%

Table 5b: Occupations accounting for more than half of all job vacancies, 4th Quarter 2005

Occupational Title	Number of Job Vacancies	Job Vacancy Rate	Median Wage Offered
Retail Salespersons	7,683	7.1%	\$6.75
Registered Nurses	4,006	5.3%	\$24.39
Cashiers	2,305	3.2%	\$7.40
Waiters and Waitresses	1,814	3.3%	n/a
Laborers & Freight, Stock, & Material Movers	1,403	3.4%	\$13.00
Nursing Aides, Orderlies, & Attendants	1,402	3.3%	\$10.00
Comp Software Engineers, Applications	1,362	6.3%	\$43.27
Stock Clerks and Order Fillers	1,303	3.1%	\$8.65
Exec.Secretaries & Administrative Assistants	1,096	2.5%	\$16.83
Receptionists & Information Clerks	1,046	4.6%	\$12.00
Truck Driver, Light or Delivery Service	898	4.5%	\$15.00
Accountants and Auditors	864	3.2%	\$28.85
Office Clerks, General	855	1.4%	\$12.00
Truck Driver, Heavy & Tractor-Trail	851	3.4%	\$15.00
Packers and Packagers, Hand	786	4.5%	\$8.50
Personal and Home Care Aides	723	7.8%	\$10.00
Security Guards	718	3.2%	\$10.00
Social and Human Service Assistants	687	5.2%	\$9.25
Customer Service Representatives	663	1.3%	\$12.02
Automotive Service Technicians & Mechanics	634	4.1%	\$15.00
Financial Managers	619	3.1%	\$24.04
All other Sales Representatives, Services	608	n/a	\$7.00
Licensed Practical & Licensed Voc. Nurse	592	3.5%	\$19.23
Medical & Health Services Managers	588	8.5%	\$33.65
Miscellaneous Office & Admin Support Wkrs.	520	n/a	\$14.42
All Other Production Workers	511	n/a	\$10.00
Sales Managers	507	4.6%	\$19.23
Secretaries, Exc. Legal, Medical & Executive	492	1.2%	\$10.10
All Other Business Operations Specialists	479	2.6%	\$33.65
Combined Food Preparation & Serving Wkrs.	472	0.9%	\$7.00
Home Health Aides	433	3.2%	\$10.00
Physical Therapists	424	7.6%	\$18.75
Loan Officers	421	6.0%	\$24.04

n/a-not available

Tables 5c: 4th Quarter 2005 Job Vacancies by Region and Occupation

Occupational Group	Massachusetts		Berkshire		Cape & 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 occupations	74,305	2.6%	1,969	3.6%	2,293	2.6%	5,019	2.1%	39,166	2.8%	10,348	2.7%	5,860	2.3%	9,650	2.7%
Management	4,944	2.4%	42	1.3%	34	0.7%	313	2.1%	3636	3.0%	489	1.8%	185	1.3%	245	1.1%
Business and Financial Operations	4,949	3.3%	*	0.2%	20	0.9%	56	0.7%	2763	2.8%	874	5.1%	135	1.4%	1098	9.4%
Computer and Mathematical	3,054	2.8%	*	2.0%	*	1.0%	48	1.3%	2279	2.9%	471	3.1%	131	3.3%	100	1.6%
Architecture and Engineering	1,844	2.5%	*	1.3%	*	0.7%	57	1.5%	1058	2.4%	355	2.4%	31	1.1%	325	5.7%
Life, Physical, and Social Services	1,808	4.3%	*	1.1%	*s	2.7%	78	2.2%	1432	5.2%	163	3.8%	15	0.7%	78	3.2%
Community and Social Services	1,738	3.1%	*	0.6%	80	4.2%	*s	1.0%	970	3.6%	400	6.1%	101	1.8%	113	1.5%
Legal	250	1.0%	30	11.5%	0	0.0%	*	0.7%	184	1.0%	16	0.6%	*	0.8%	*	0.1%
Education, Training and Library	2,019	1.0%	33	0.6%	71	1.1%	165	0.8%	963	1.1%	281	0.9%	246	1.0%	260	1.0%
Arts, Design, Entertainment, Sports, & Media	701	1.6%	*	0.7%	*s	1.8%	19	0.8%	551	2.0%	39	0.8%	26	0.9%	42	1.0%
Healthcare Practitioner and Technical	7,670	4.1%	159	4.6%	224	3.9%	798	4.4%	4096	4.1%	815	3.7%	722	3.9%	856	4.0%
Healthcare Support	3,095	3.4%	130	6.8%	99	2.9%	243	3.2%	1345	3.1%	443	3.9%	440	4.4%	395	3.2%
Protective Service	1,501	2.1%	*	1.0%	*s	2.9%	169	2.7%	954	2.4%	111	1.3%	95	1.4%	99	1.3%
Food Preparation and Serving Related	5,014	2.0%	105	1.6%	358	2.5%	135	0.6%	2268	1.9%	981	2.8%	417	1.7%	750	2.3%
Building & Grounds Cleaning & Maintenance	959	0.9%	79	3.1%	*	0.9%	113	1.4%	486	0.9%	58	0.5%	*s	0.7%	118	1.0%
Personal Care and Service	2,348	3.2%	*	n/a	*	3.8%	192	2.9%	1183	3.3%	87	1.0%	33	0.4%	247	2.8%
Sales and Related	12,143	3.8%	444	6.7%	488	3.2%	1033	3.8%	5464	3.6%	1256	3.2%	931	3.2%	2527	5.3%
Office and Administrative Support	9,059	1.7%	145	1.5%	223	1.3%	542	1.2%	4458	1.6%	2075	2.8%	843	1.8%	773	1.2%
Construction and Extraction	1,339	1.1%	*s	4.7%	*	0.1%	161	1.6%	563	1.0%	111	0.6%	221	2.5%	141	0.9%
Installation, Maintenance, and Repair	2,066	2.1%	*	0.1%	*s	0.5%	275	2.9%	1065	2.3%	379	2.8%	124	1.1%	199	1.5%
Production	2,171	1.2%	21	0.5%	207	9.4%	265	1.1%	522	0.9%	366	1.0%	411	1.7%	379	1.1%
Transportation and Material Moving	5,584	3.3%	89	3.2%	156	2.8%	282	1.4%	2921	4.2%	572	2.4%	688	3.4%	876	3.1%

Table 5d: 4th Quarter 2005 Hiring Demand Indicator and Descriptor

Occupational Group	Massachusetts		Berkshire		Cape & 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, all occupations	1.0	-	1.0	-	1.0	-	1.0	-	1.0	-	1.0	-	1.0	-	1.0	-
Management	1.9	High	0.8	Average	0.5	Low	2.2	High	2.3	High	1.4	High	1.2	High	0.9	Average
Business and Financial Operations	1.9	High	0.1	Low	0.5	Low	0.5	Low	1.5	High	2.8	High	0.9	Average	5.2	High
Computer and Mathematical	1.5	High	0.8	Average	0.5	Low	0.9	Average	1.5	High	1.7	High	2.1	High	0.9	Average
Architecture and Engineering	1.8	High	0.7	Low	0.5	Low	1.4	High	1.6	High	1.6	High	0.9	Average	4.0	High
Life, Physical, and Social Services	2.1	High	0.4	Low	1.3	High	1.4	High	2.4	High	1.8	High	0.4	Low	1.5	High
Community and Social Services	1.5	High	0.2	Low	2.0	High	0.6	Low	1.6	High	2.8	High	1.0	Average	0.7	Average
Legal	0.6	Low	4.8	High	0.0	Low	0.5	Low	0.5	Low	0.4	Low	0.5	Low	0.1	Low
Education, Training and Library	0.5	Low	0.2	Low	0.6	Low	0.5	Low	0.5	Low	0.4	Low	0.6	Average	0.5	Low
Arts, Design, Entertainment, Sports, & Media	0.7	Low	0.2	Low	0.8	Average	0.4	Low	0.8	Average	0.3	Low	0.4	Low	0.4	Low
Healthcare Practitioner and Technical	2.1	High	1.8	High	2.0	High	2.9	High	2.0	High	1.9	High	2.4	High	2.0	High
Healthcare Support	0.9	Average	1.4	High	0.8	Average	0.9	Average	0.8	Average	1.0	Average	1.4	High	0.9	Average
Protective Service	1.0	Average	0.4	Low	1.4	High	1.6	High	1.1	Average	0.6	Low	0.8	Average	0.6	Low
Food Preparation and Serving Related	0.3	Low	0.2	Low	0.4	Low	0.1	Low	0.3	Low	0.4	Low	0.3	Low	0.3	Low
Building & Grounds Cleaning & Maintenance	0.3	Low	0.8	Average	0.3	Low	0.7	Low	0.3	Low	0.2	Low	0.3	Low	0.4	Low
Personal Care and Service	0.8	Average	4.7	High	1.0	Average	0.9	Average	0.8	Average	0.2	Low	0.1	Low	0.7	Low
Sales and Related	1.0	Average	1.3	Average	0.9	Average	1.3	High	0.9	Average	0.8	Average	1.0	Average	1.4	High
Office and Administrative Support	0.6	Low	0.4	Low	0.5	Low	0.6	Low	0.6	Low	1.1	Average	0.8	Average	0.4	Low
Construction and Extraction	0.3	Low	1.0	Average	0.0	Low	0.6	Low	0.3	Low	0.2	Low	0.9	Average	0.3	Low
Installation, Maintenance, and Repair	1.0	Average	0.0	Low	0.2	Low	1.8	High	1.1	Average	1.3	High	0.6	Low	0.7	Low
Production	0.5	Low	0.2	Low	4.3	High	0.7	Low	0.4	Low	0.5	Low	0.9	Average	0.5	Low
Transportation and Material Moving	0.9	Average	0.7	Low	0.8	Average	0.5	Low	1.2	Average	0.7	Low	1.1	Average	0.9	Average

*confidential

*s secondary confidential

Table 6: Job Vacancies by Region, 4th Quarter 2004 vs. 4th Quarter 2005

Region	4th Quarter 2004		4th Quarter 2005				Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	Percent Temporary/ Seasonal	Percent Part-time		
Massachusetts	71,934	2.5%	74,305	2.6%	20.8%	36.4%	2,371	3.3%
Berkshire	2,284	4.0%	1,969	3.6%	45.9%	61.4%	-315	-13.8%
Cape and Islands	2,420	2.4%	2,293	2.6%	8.6%	35.7%	-127	-5.2%
Central	4,468	1.8%	5,019	2.1%	19.6%	31.6%	551	12.3%
Greater Boston	38,649	2.6%	39,166	2.8%	15.6%	30.4%	517	1.3%
Northeast	10,345	2.7%	10,348	2.7%	28.6%	36.2%	3	0.0%
Pioneer Valley	5,680	2.2%	5,860	2.3%	22.9%	43.0%	180	3.2%
Southeast	8,088	2.2%	9,650	2.7%	30.7%	54.3%	1,562	19.3%

Table 7: Industry Hiring Expectations

Industry	Increase	Same	Decrease	Not Sure	Difference
Agriculture	14%	45%	31%	10%	-17%
Mining	25%	39%	18%	18%	7%
Utilities	14%	67%	4%	16%	11%
Construction	22%	60%	9%	9%	12%
Manufacturing	27%	53%	11%	10%	16%
Wholesale Trade	25%	62%	6%	7%	19%
Retail Trade	31%	53%	7%	9%	23%
Transportation & Warehousing	20%	68%	6%	6%	14%
Information	18%	71%	3%	8%	15%
Finance & Insurance	33%	60%	1%	6%	31%
Real Estate	21%	65%	8%	6%	13%
Professional & Technical Services	33%	54%	3%	9%	30%
Management	33%	56%	4%	7%	29%
Administrative & Support	30%	46%	12%	12%	19%
Educational Services	14%	76%	3%	8%	11%
Healthcare	34%	58%	1%	7%	33%
Arts & Entertainment	23%	45%	27%	5%	-4%
Accommodation	28%	57%	11%	5%	17%
Other Service	24%	61%	5%	10%	18%
Public Administration	25%	68%	2%	5%	23%
Total, all Industries	27%	59%	7%	8%	20%

Table 8: Regional Hiring Expectations

Region	Increase	Same	Decrease	Unsure	Difference
Berkshire	23%	63%	6%	9%	17%
Cape Cod and Islands	23%	54%	16%	7%	7%
Central	22%	63%	7%	8%	16%
Greater Boston	30%	58%	5%	7%	25%
Northeast	25%	57%	7%	11%	18%
Pioneer Valley	23%	60%	9%	8%	14%
Southeast	25%	59%	7%	9%	19%
Total, all Regions	27%	59%	7%	8%	20%

Table 9: Hiring Expectations by Size of Firm

Size	Increase	Same	Decrease	Unsure	Difference
Small (5-49 Employees)	17%	69%	7%	7%	10%
Medium (50-249 Employees)	31%	53%	7%	8%	24%
Large (250 or more Employees)	40%	45%	5%	9%	35%
Total, all sizes	27%	59%	7%	8%	20%

Table 10: Percent of Employers Satisfied with Their New Hires' Basic Skill Proficiencies

Industry	Spoken English	Written English	Writing-Communication	Teamwork	Management	Tech expertise	Problem solving
Agriculture	86%	71%	67%	81%	29%	38%	48%
Mining	94%	81%	69%	100%	38%	44%	63%
Utilities	100%	100%	100%	100%	88%	92%	92%
Construction	93%	85%	77%	91%	37%	55%	64%
Manufacturing	93%	89%	79%	87%	55%	66%	68%
Wholesale Trade	92%	88%	86%	94%	53%	63%	74%
Retail Trade	97%	94%	90%	94%	42%	40%	52%
Transportation & Warehousing	97%	98%	94%	95%	64%	64%	73%
Information	100%	98%	98%	98%	81%	94%	95%
Finance & Insurance	100%	100%	100%	98%	83%	87%	94%
Real Estate, Rental & Leasing	94%	94%	87%	92%	63%	67%	73%
Professional & Technical Services	100%	99%	97%	97%	80%	92%	92%
Management	96%	96%	95%	95%	83%	80%	89%
Administrative & Support & Waste Services	91%	86%	83%	93%	45%	58%	68%
Educational Services	98%	99%	99%	95%	82%	84%	89%
Healthcare	98%	96%	95%	94%	66%	67%	82%
Arts, Entertainment & Recreation	97%	90%	79%	88%	51%	48%	69%
Accommodation & Food Services	90%	81%	74%	88%	45%	32%	42%
Other Services	97%	92%	90%	87%	45%	59%	66%
Public Administration	98%	96%	94%	90%	70%	83%	84%
Total, all Industries	96%	93%	89%	93%	60%	64%	72%

Table 11: Percent of Small, Medium and Large Firms Satisfied with their New Hires' Basic Skill Proficiencies

	Small (5-49 employees)	Medium (50-249 employees)	Large (250 or more employees)	Average, all Firms
Spoken English	94%	97%	96%	96%
Written English	91%	93%	95%	93%
Writing & Communications	85%	89%	93%	89%
Teamwork	91%	93%	95%	93%
Management	39%	64%	83%	60%
Tech Expertise	50%	64%	84%	64%
Problem Solving	60%	74%	87%	72%

Table 12: Where New Hires with Adequate Skills Received their Training by Industry
(Percent of Business Respondents)

Industry Name	High School/ Voc Ed School	College/ University	Commerical Trainng Provider	Other
Agriculture	82%	36%	0%	55%
Mining	90%	30%	20%	20%
Utilities	89%	74%	37%	19%
Construction	75%	32%	17%	41%
Manufacturing	79%	68%	14%	31%
Wholesale Trade	74%	65%	12%	29%
Retail Trade	92%	49%	12%	29%
Transportation & Warehousing	90%	24%	14%	28%
Information	59%	92%	18%	38%
Finance & Insurance	61%	89%	16%	19%
Real Estate, Rental & Leasing	69%	60%	19%	40%
Professional & Technical Services	50%	94%	9%	13%
Management	80%	86%	15%	28%
Administrative & Support & Waste Services	88%	39%	14%	32%
Educational Services	63%	99%	11%	14%
Healthcare	77%	81%	18%	28%
Arts, Entertainment & Recreation	78%	73%	10%	45%
Accommodation & Food Services	83%	29%	10%	49%
Other Services	77%	53%	22%	35%
Public Administration	74%	79%	17%	26%
Total, all Industries	76%	67%	14%	29%

Table 13: Where New Hires with Adequate Skills Received their Training by Size of Firm
(Percent of Business Respondents)

Size of Firm	High School/ Vocational School	College/ University	Commerical Training Provider	Other
Small (5-49 employees)	74%	49%	9%	28%
Medium (50-249 employees)	80%	69%	14%	31%
Large (250 or more employees)	72%	87%	20%	27%
Total, all firms	76%	67%	14%	29%

Table 14: Training Preferences by Industry

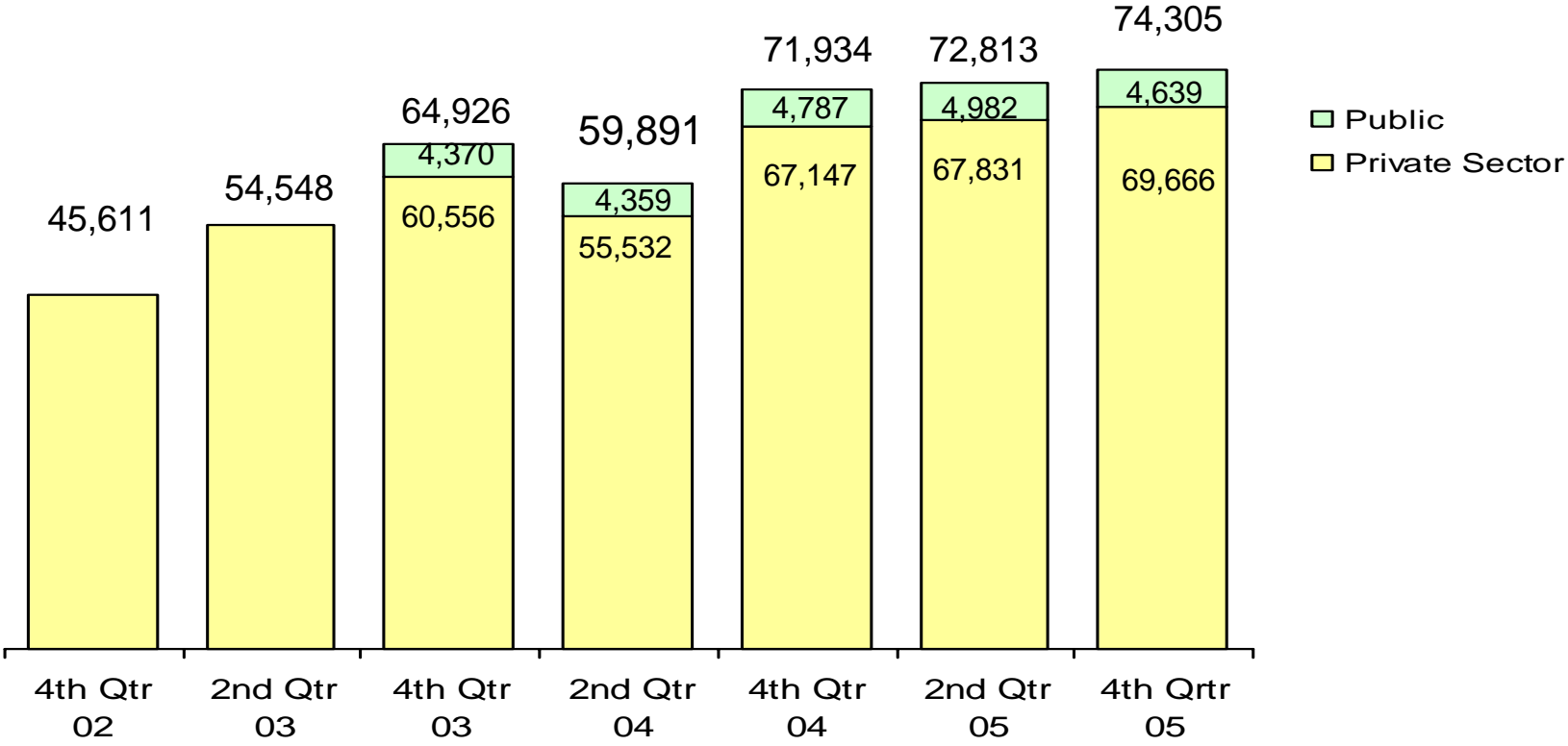
Industry Name	In-house	College or University	Commerical Training Provider	Other
Agriculture	60%	10%	20%	20%
Mining	85%	0%	8%	23%
Utilities	85%	41%	59%	15%
Construction	76%	6%	31%	25%
Manufacturing	81%	28%	32%	14%
Wholesale Trade	76%	24%	32%	15%
Retail Trade	94%	7%	14%	14%
Transportation & Warehousing	94%	12%	16%	28%
Information	77%	43%	35%	24%
Finance & Insurance	67%	52%	33%	16%
Real Estate, Rental & Leasing	73%	22%	29%	12%
Professional & Technical Services	70%	38%	36%	16%
Management	80%	49%	35%	19%
Administrative & Support & Waste Services	84%	13%	17%	20%
Educational Services	82%	57%	26%	14%
Healthcare	79%	38%	27%	23%
Arts, Entertainment & Recreation	83%	16%	31%	19%
Accommodation & Food Services	98%	4%	10%	18%
Other Services	71%	17%	26%	32%
Public Administration	79%	27%	36%	29%
Total, all industries	82%	27%	26%	19%

Table 15: Training Preferences by Size of Organization

Size of Firm	In-House	College/ University	Commerical Training Provider	Other
Small (5-49 employees)	82%	12%	22%	16%
Medium (50-249 employees)	85%	23%	27%	20%
Large (250 or more employees)	80%	48%	29%	20%
Total, all firms	82%	27%	26%	19%

Figure 1:

The total volume of private sector job postings is up 3.8% from the 4th quarter of 2004.



*Not seasonally adjusted

Figure 2:

Although job vacancy rates in the majority of industries changed little over the year, they have trended upward since the 4th quarter 2002.

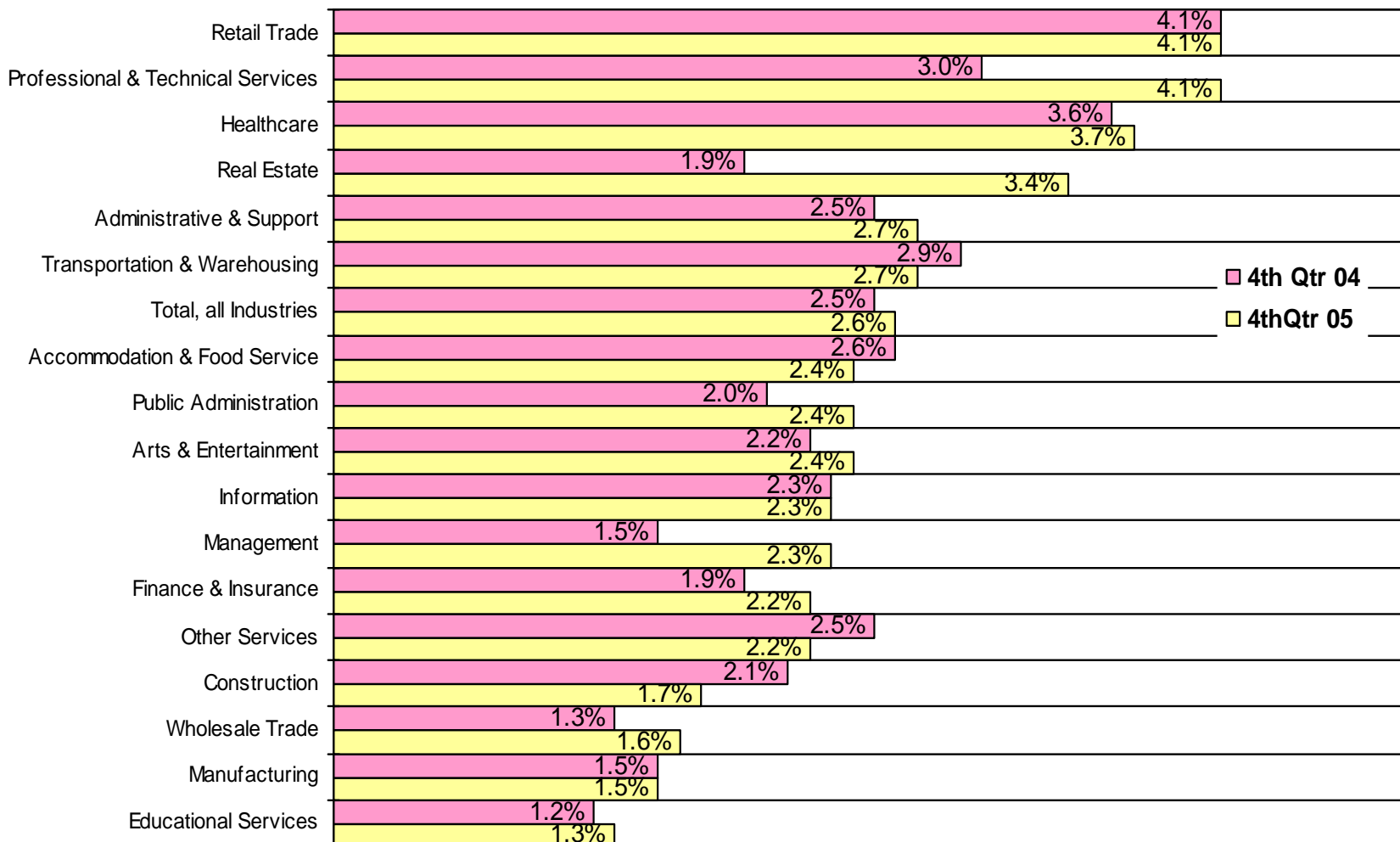


Figure 3:

Demand for professional and technical services generated the biggest increase in job vacancies over the year.

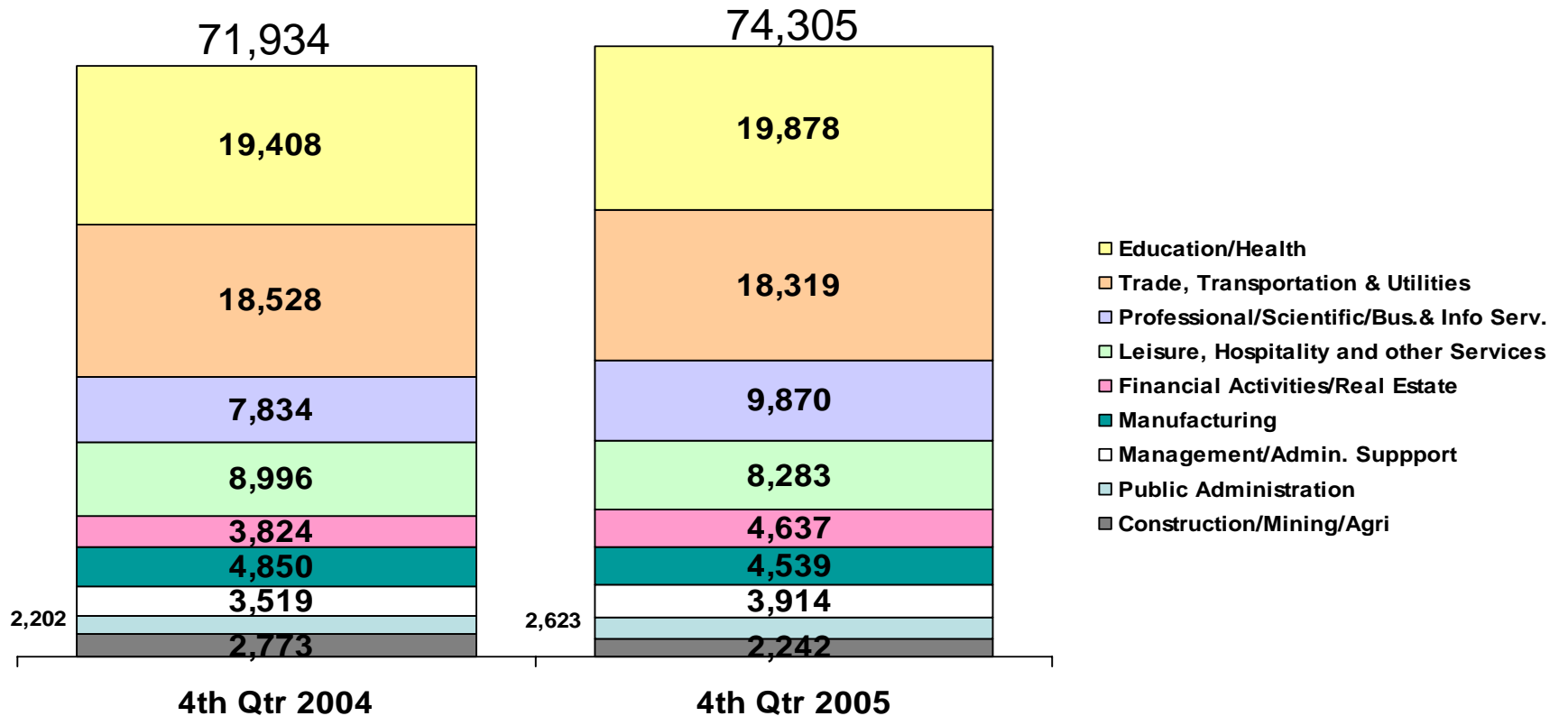


Figure 4:

The proportion of job vacancies exceeded the proportion of workers employed in 2 sectors.

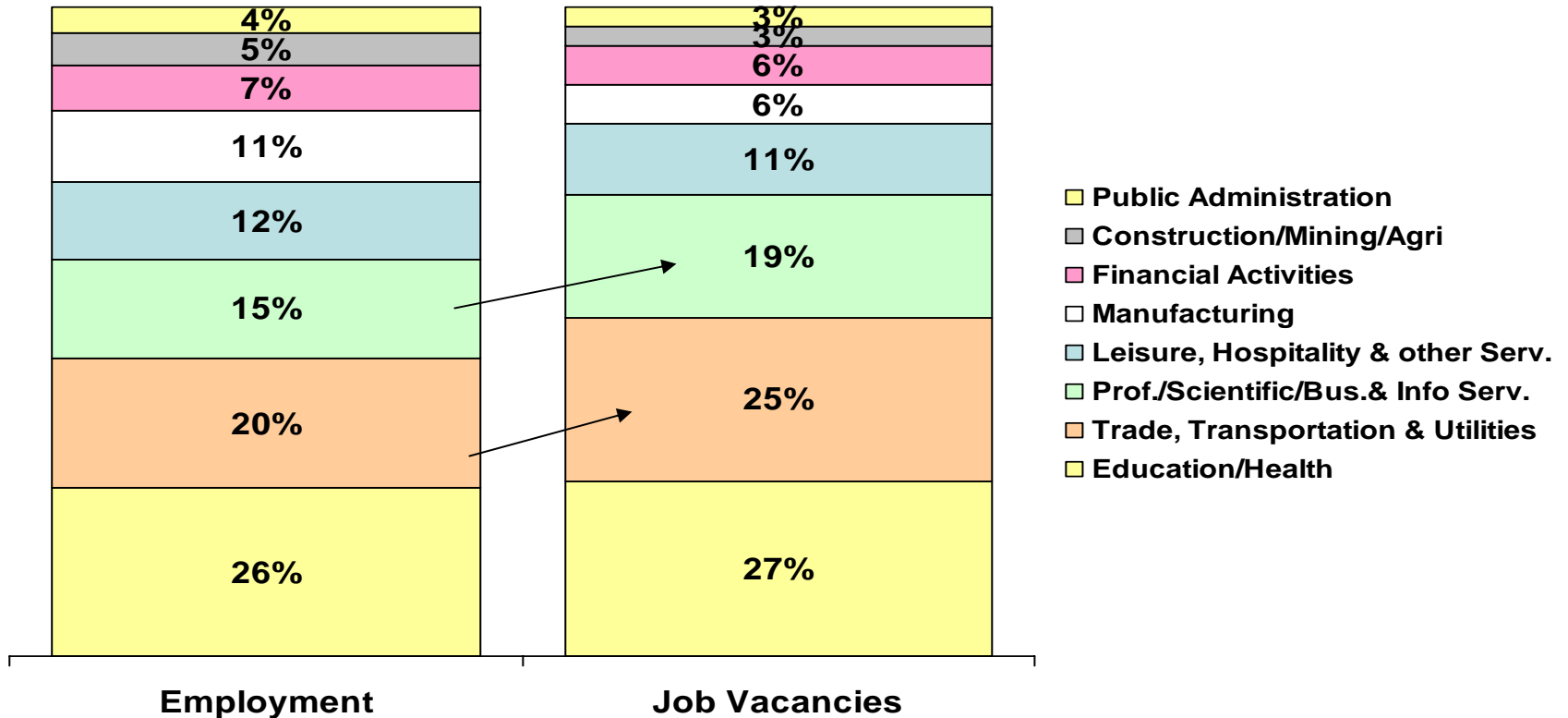


Figure 5:

Companies recruited a higher proportion of managerial and professional and technical workers in the 4th quarter of 2005 than in the 4th quarter of 2004.

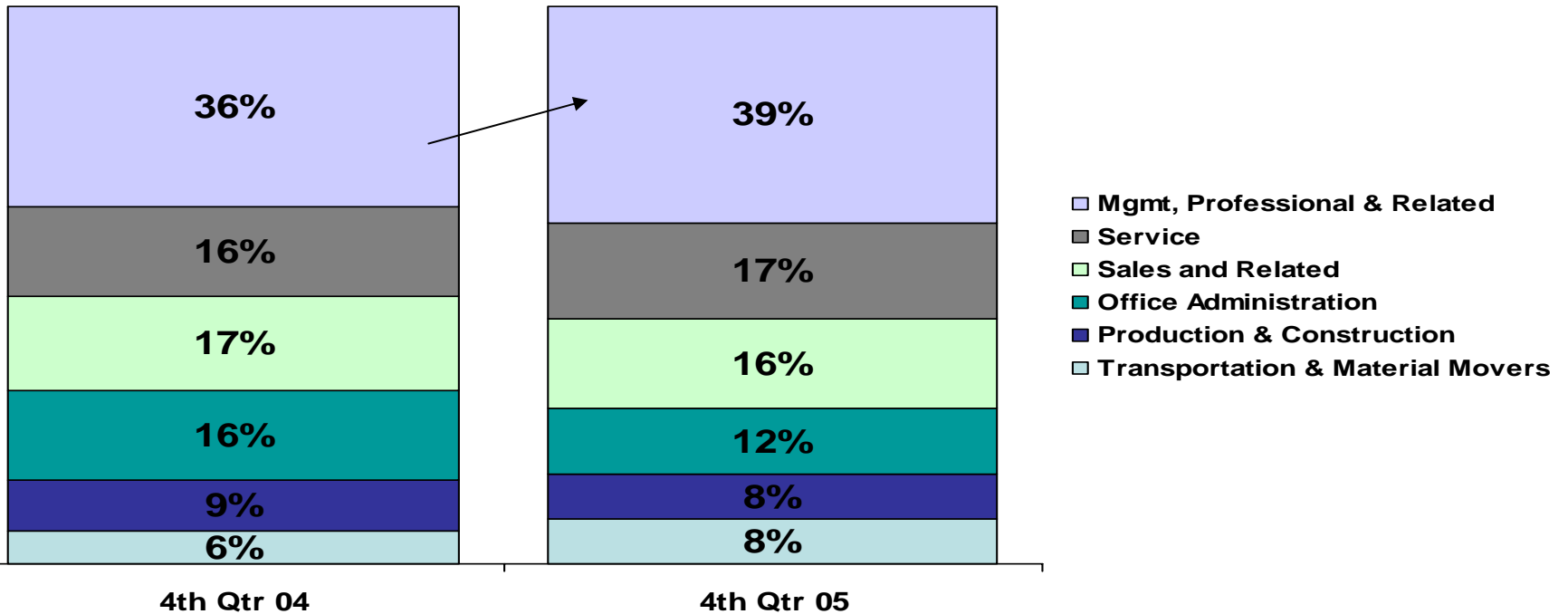


Figure 6:

Demand vs. Supply Snapshot

Although job vacancies for managerial and professional and technical workers are increasing, in many professions the proportion of managerial and professional and technical workers collecting unemployment benefits exceeds the proportion of professional and technical job vacancies.

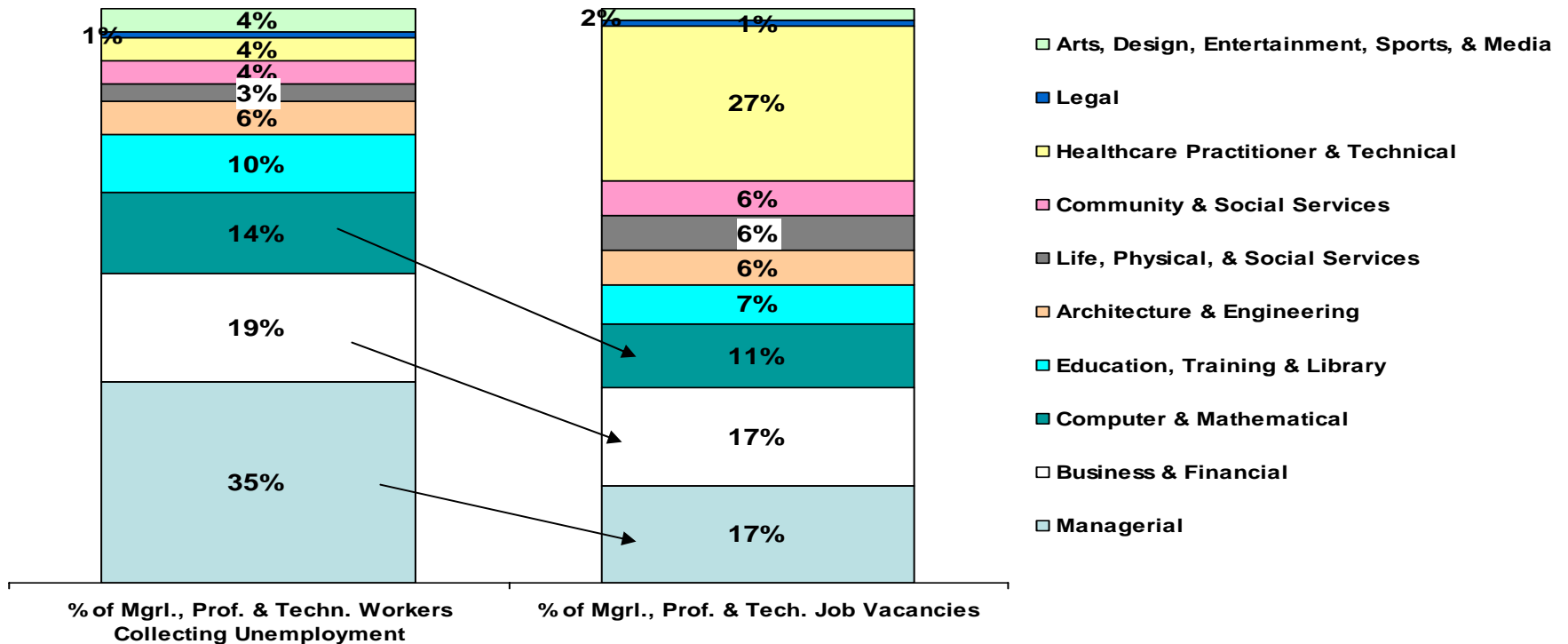


Figure 7:

Greater Boston employers had the highest concentration of job postings for managerial, professional and technical workers.

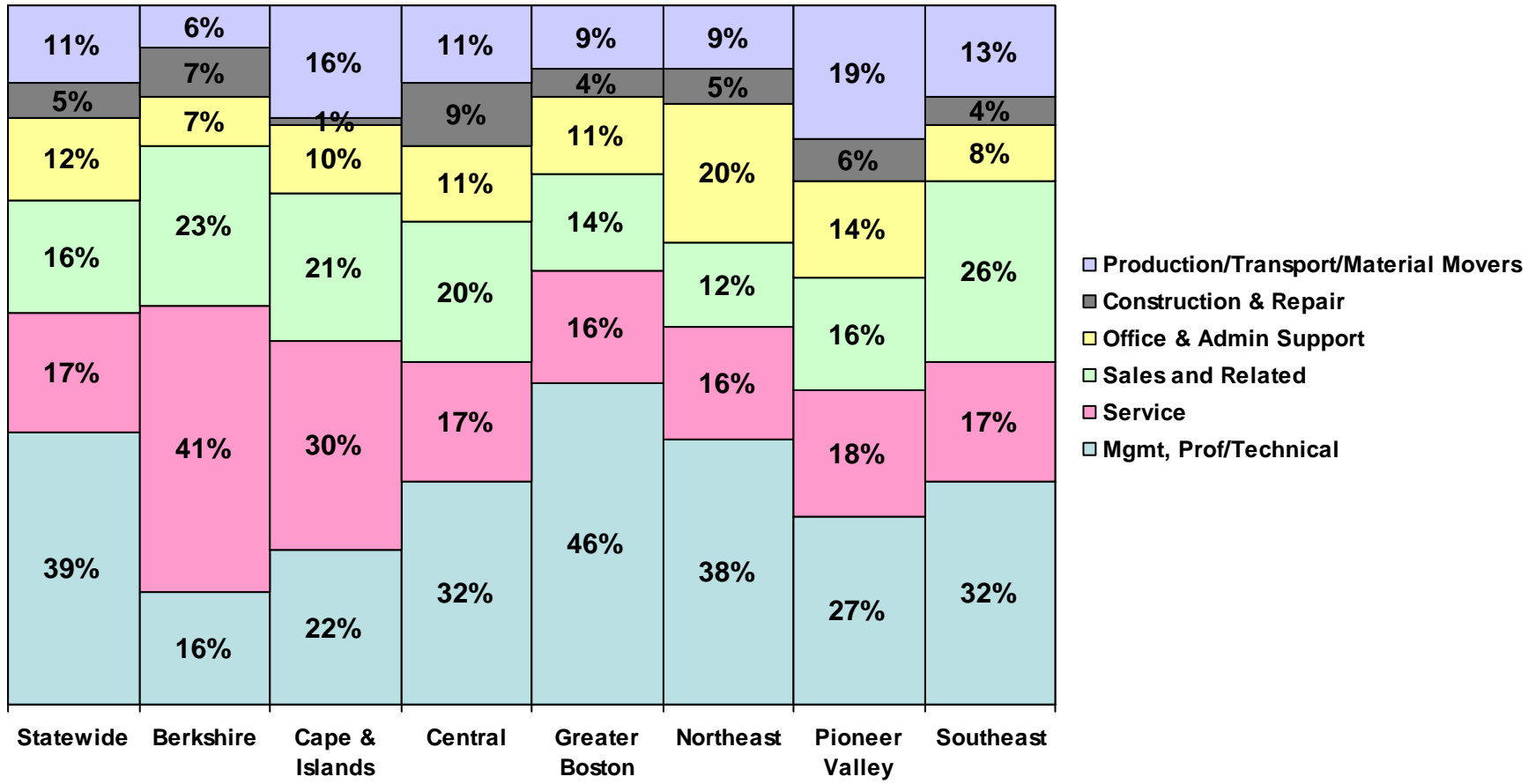
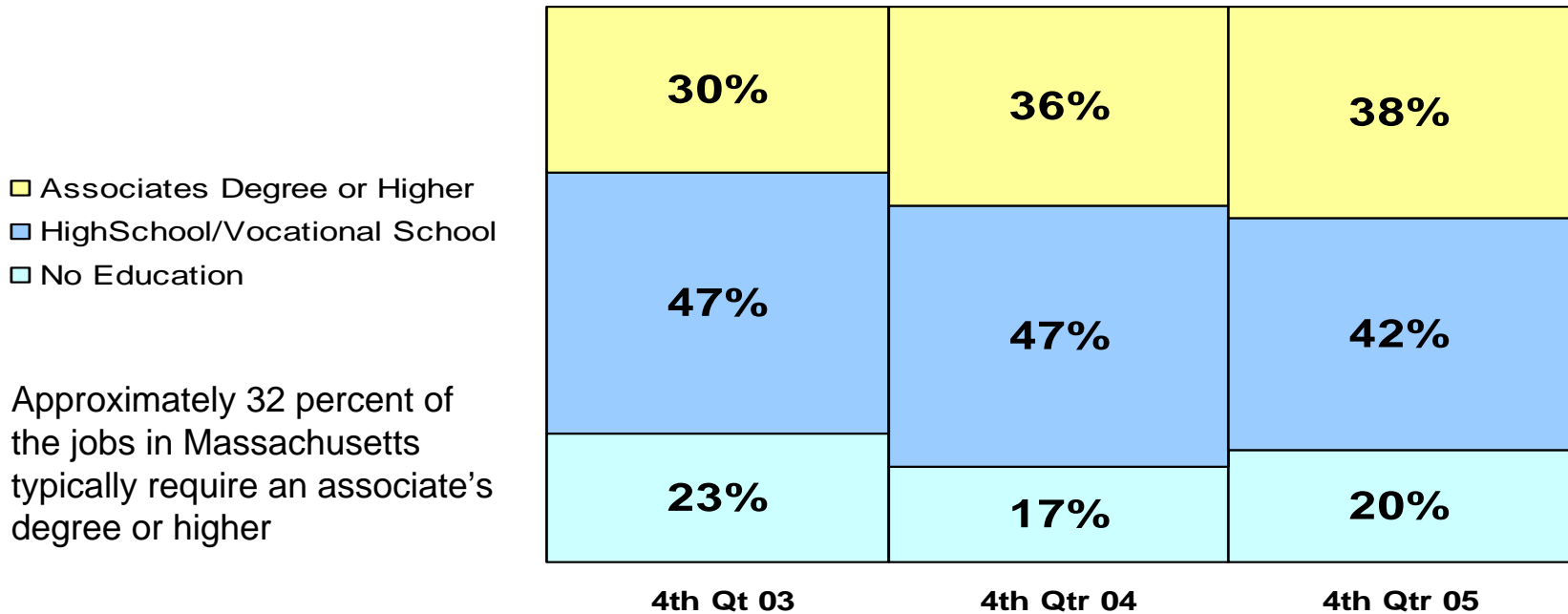


Figure 8:

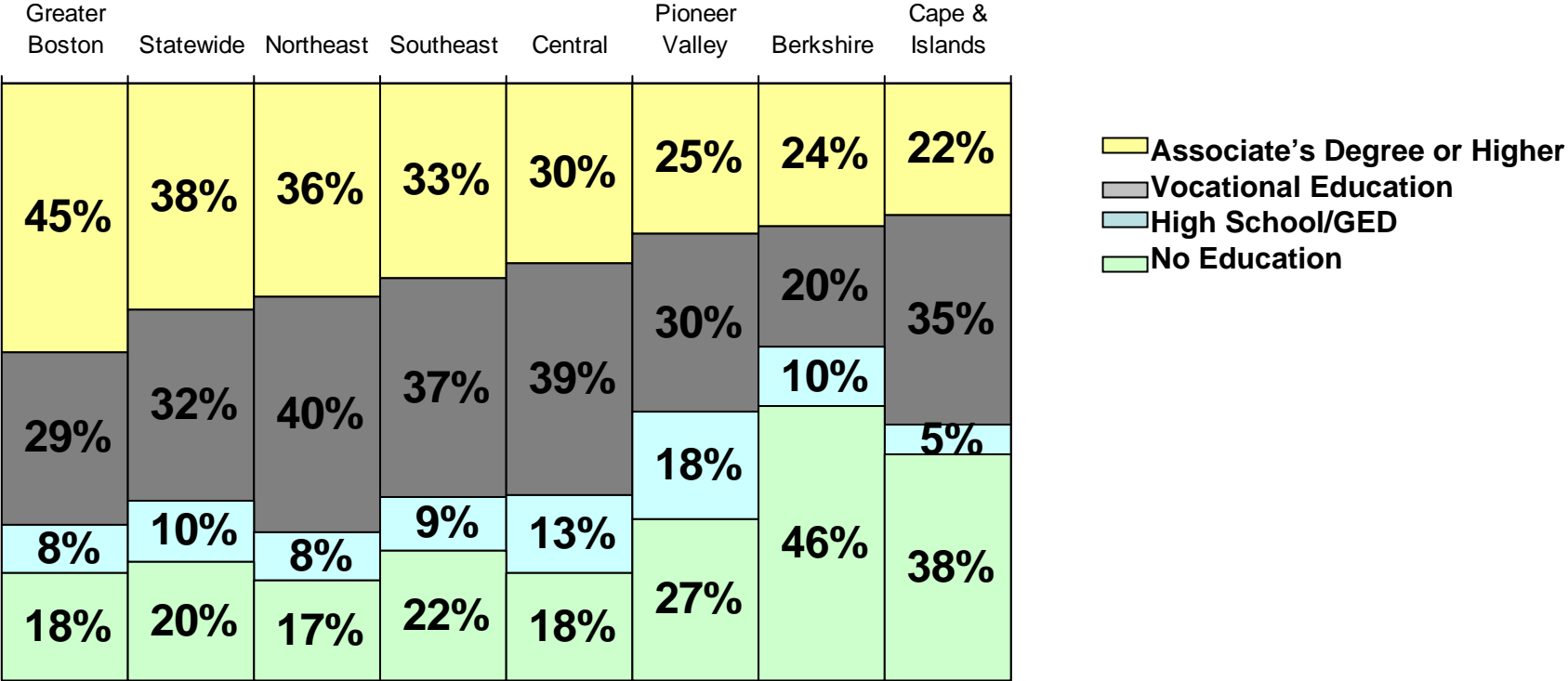
The proportion of job vacancies that required an associate's degree or higher is slightly greater than it was a year ago.



Approximately 32 percent of the jobs in Massachusetts typically require an associate's degree or higher

Figure 9

Due to the 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.



Massachusetts Department of
Workforce
Development



Commonwealth of Massachusetts
Mitt Romney, Governor
Kerry Healey, Lt. Governor
Jane C. Edmonds, Director, Department of Workforce Development