

4th Quarter 2008

Massachusetts Job Vacancy Survey

Hiring Trends by Industry and Occupation

The impact of the downturn on both high- and low-paid workers cannot be overstated. Job postings declined 40 percent or more over the year in fourteen of twenty-one major occupational groups. Of the fourteen occupational groups that experienced these sharp declines, six were in high-paying professional and technical groups, including legal; architecture and engineering; life, physical and social services; community and social sciences; business and financial operations; computer and mathematics.

The remaining eight were relatively lower paying groups, including building and grounds cleaning and maintenance; production; installation, maintenance and repair; healthcare support; protective services; office and administrative support; personal care and service; and food preparation and serving.

The number of open-for-hire positions for health care practitioners and technicians declined over the year by 36 percent, or 3,090 vacancies to 5,560. Nevertheless, health care practitioners had the 3rd largest number of job postings in the fourth quarter behind sales workers and office and administrative support workers and the second-highest job vacancy rate (2.7). Sales workers, boosted by seasonal hiring, scored the highest job vacancy rate at 2.9 percent.

The sharp decline in job postings coupled with the sharp rise in unemployment is making it increasingly difficult for job seekers to find positions. The supply/demand ratio (unemployed workers per job vacancy) has increased from 2.2 in the second quarter of 2008 to 3.7 in the fourth quarter of 2008. The number of unemployed job seekers exceeded the number of job postings by 147,420 in the fourth quarter of 2008.

The supply/demand ratio is expected to rise higher as unemployment increases.



Industries Accounting for the Most Job Postings

The number of job postings fell significantly over the year in virtually all of the state's major industries. But there were still approximately 54,600 open-for-hire positions during the quarter.

Health Care and Social Services. The number of open-for-hire positions fell 41 percent over the year to 11,780, and the job vacancy rate declined from 4.4 to 2.5 percent; but health care and social services posted more jobs than any other industry in the state during the quarter, accounting for 22 percent of all vacancies - about the same percentage as the previous year.

Retail Trade. With holiday sales slumping and consumer spending down for the year, the number of job postings dropped by 25 percent to 10,080, and the job vacancy rate fell from 4.2 to 3.1 percent. Nevertheless, retail trade achieved a higher job vacancy rate than any other major industry in the state and posted the second-largest number of jobs. Retailers accounted for 18 percent of all jobs posted in the fourth quarter of 2008.

Leisure and Hospitality and other Services.

With cutbacks in discretionary spending, the number of job postings in leisure and hospitality, which includes accommodation and food service, arts and entertainment, along with other services, fell by 37 percent to 9,030 - the third largest number of vacancies posted by any industry grouping in the Commonwealth. At 2.5 percent, leisure and hospitality and all other services had the third highest job vacancy rate after retail trade and health care and social assistance during the fourth quarter of 2008.

Professional and Technical Services.

The number of job postings fell 55 percent to 5,180, and the job vacancy rate tumbled from 5.5 percent in the fourth quarter of 2007 to 2.4 percent in the fourth quarter of 2008.

In total, professional and technical services accounted for 9.5 percent of jobs posted, down from 12.5 percent the year before.

Finance and Insurance. With stock market values plummeting, the job vacancy rate dropped from 3.3 to 1.5 percent, and the number of job postings plunged 58 percent, surpassed only by the 61 percent over-the-year decline recorded by administrative support and waste management services. Greater Boston, the state's financial center, accounted for most of the declines, but every region in the state posted fewer jobs. As the financial crisis deepens, the job vacancy rate and the number of vacancies may fall even further.

Manufacturing. As the worldwide recession triggered production cutbacks, job postings plunged 47 percent over the year to 3,040 and the job vacancy rate dropped to 1.1 percent. Nevertheless, the demand for highly skilled workers remained high. Approximately 78 percent of the manufacturing positions posted in the fourth quarter of 2008 required an associate's degree or higher.



Construction. With tighter credit and lending standards being imposed, with home sales falling and with unemployment rising, job postings fell 37 percent over the year to 1,010, and the job vacancy rate fell to 0.8 percent - the lowest job vacancy rate recorded by any of the major industry groupings in the fourth quarter of 2008.

Education. With endowments shrinking at many of the state's college and universities and elementary and secondary school budgets facing cutbacks, the number of job postings fell 25 percent over the year to 3,160, and the job vacancy rate edged down from 1.3 to 1.0 percent - the second-lowest job vacancy rate recorded by any of the major industry groupings behind construction.

Public Administration. The number of job postings plunged by 56 percent over the year to 1,270, and the job vacancy rate declined from 2.6 percent in the fourth quarter of 2007 to 1.1 percent in fourth quarter of 2008 as hiring was curtailed at all levels of government because of uncertainty over federal, state and local aid.

Demand for Workers by Occupation

Demand for workers fell sharply over the year in twenty out of the twenty-one major occupational groups. The only occupational group in which jobs increased was Arts, Design, Entertainment, Sports and Media, due in large part to the continuing strong demand for fitness trainers and instructors.

Managerial, Professional and Technical Workers. The number of job postings for managerial, professional and technical workers fell 41 percent over the year to 22,670.

Within this combined occupational grouping, health care practitioners experienced a 36 percent decline in job postings, or 3,090 vacancies. This was the largest numerical decline reported for any category in the managerial, professional and technical group. But health care practitioners nevertheless had the greatest number of job postings (5,560) and the highest job vacancy rate (2.7 percent) in the managerial, professional and technical grouping and the second highest job vacancy rate across all occupational groups behind sales and related workers, who were boosted by seasonal hiring.

The remaining managerial, professional and technical categories also experienced declines in job postings, ranging from a low of 23 percent for education, training and library workers to a high of 81 percent for legal workers, who had the lowest job vacancy rate of any category in any occupational group during the fourth quarter of 2008.

Job postings fell significantly for architects and engineers (57 percent) and for life, physical and social scientists (53 percent). At 2.5 percent, however, life, physical and social scientists still had the 2nd highest job vacancy rate in the managerial, professional and technical group behind health care practitioners and technicians



(2.7 percent) and the 3rd highest job vacancy rate across all occupational groups behind healthcare practitioners and technicians and sales workers (2.9 percent).

Business and financial operations workers experienced the second-greatest absolute decline in job postings (2,770 vacancies, down 47 percent), followed by managers (2,380 vacancies, down 37 percent) and computer and mathematical workers (2,180 vacancies, down 45 percent). Despite these declines, job vacancy rates for managers and computer and math workers remained higher than the 1.9 percent average for all occupational groups. And at 2.3 percent, computer and math workers had the 3rd highest job vacancy rate in the managerial, professional and technical group behind health care practitioners and life, physical and social scientists.

Overall, managerial and professional and technical job postings accounted for 42 percent of all vacancies during the fourth quarter of 2008, about the same percentage as the year before.



Service Workers. The number of job postings for service workers, including health support workers, protective service workers, food preparers, personal care workers, and building and grounds cleaning and maintenance workers, declined 46 percent over the year to 10,460. Nevertheless, this combined occupational grouping had the second-largest number of vacancies after managerial, professional and technical workers. About half of these vacancies (5,280) were for food service workers, the largest category in the service workers group. Health support workers had the second largest number of vacancies in the service workers group (2,080) but experienced a greater relative over-the-year decrease than food workers (51 percent).

Building and grounds cleaning and maintenance workers experienced the greatest over-the-year decline in job postings (64 percent) of any category in the service workers group, followed by health support workers (51 percent); protective service workers (50 percent); and personal care and service workers (45 percent.) In contrast, health support workers, who recorded the second highest relative decline in job postings, had the highest hiring demand index among all service workers.

Sales. Fueled primarily by seasonal holiday hiring, sales workers had the highest fourth quarter job vacancy rate of any of the 21 major occupational groups (2.9 percent) and the 3rd largest number of vacancies (9,550) among the combined occupational groupings.

Over the year, job postings were off 27 percent for sales workers. This was the third smallest relative over-the-year decline in job postings across all occupational groups behind education workers and construction workers. As a result of this smaller-than-average decline, the proportion of job postings for sales workers increased from 14 to 17 percent over the year.

Office and Administrative Support. In response to the weakening of the economy, office and administrative support workers experienced a 45 percent decline in job postings, or 5,470 vacancies. This was the largest numerical decline among the 21 major occupational groups. Nevertheless, office and administrative support worker recorded 6,710 job postings this quarter. In total, clerical workers and administrative support workers accounted for 12 percent of all job postings down from 13 percent the year before.

Construction, Production, Transportation. In response to the weakening of the economy and the freezing of the credit markets, the number of job postings for construction, production, and transportation workers fell 42 percent over the year to 5,160. Within this group, job postings declined the most for production workers (51 percent) and for installers, repairers and maintenance workers (51 percent). While construction workers experienced a decline in job postings of only 16 percent, they had the lowest hiring demand index of any of the 21 major occupational groups. Overall, construction, production, and transportation workers accounted for 10 percent of the fourth quarter 2008 job postings, about the same as in the fourth quarter of 2007.

Regional Hiring

As the recession deepened over the year, regional job vacancy rates fell sharply and converged to within ± 0.2 percentage points of the fourth quarter 2008 statewide rate of 1.9 percent.

Within this narrow range, the Berkshires posted the highest job vacancy rate (2.1 percent) and the Southeast Region the lowest (1.7 percent). The Cape and Islands had a job vacancy rate of 1.8 percent while Greater Boston, the Pioneer Valley, and the Central and Northeast Regions matched the statewide average of 1.9 percent.

Berkshires. With a high concentration of jobs in tourist-driven industries, this region is especially vulnerable to cutbacks in discretionary spending. As a result, it recorded a 49 percent drop in job postings over the year and saw its job vacancy rate slide from 4.1 to 2.1 percent. Berkshire's relative decline in job postings was the steepest reported by any region in the state.

Cape and Islands. Like the Berkshires, this region has a major concentration of jobs in tourist-driven industries and reported sharp declines in its job postings and job vacancy rate. Job postings fell 46 percent over the year, and the job vacancy rate dropped from 3.3 to 1.8 percent. The Cape and Islands' relative decline in job postings was the second-steepest reported by any of the regions.

Southeast Region. Hiring was off sharply in manufacturing, wholesale trade, finance, insurance and real estate, and health care. As a result, job postings fell by 43 percent, or 4,560 vacancies, over the year. This was the third-largest relative decline and the second-largest absolute decline recorded by any of the 7 regions. The Southeast Region job vacancy rate fell from 2.9 percent in the fourth quarter 2007 to 1.7 percent in the fourth quarter of 2008.

Greater Boston. Hiring was down sharply over the year in public administration, finance and insurance, professional and technical services, and accommodation and food services. It also dropped, although more moderately, in education and health care and social assistance - the region's two biggest employers. Job postings declined over the year by 42 percent, or 21,090 vacancies. This was the largest absolute decrease posted by any of the seven regions and the fourth-largest relative decrease. The Greater Boston job vacancy rate tumbled from 3.4 percent in fourth quarter of 2007 to 1.9 percent in the fourth quarter of 2008. Greater Boston accounted for 52 percent of the state's job postings during the fourth quarter of 2008, down from 54 percent the year before.

Central Region. Hiring was off significantly in manufacturing, finance and insurance, professional and technical services, health care, education, public administration, and accommodation and food services. As a result, job vacancies dropped 40 percent from 7,770 to 4,680 postings, and the job vacancy rate fell from 3.1 to 1.9 percent. This was the fourth largest absolute decline recorded by any of the seven regions.

Northeast Region. Hiring was off in professional and technical services, health care, and arts, entertainment and recreation. Job postings, as a result, fell by 37 percent, or 4,320 vacancies, over the year. This was the third largest decline reported by any of the regions. The job vacancy rate fell to 1.9 percent compared to 3.1 percent the year before.

Pioneer Valley. As hiring held steady in accommodation and food services, job postings fell a comparatively modest 27 percent, the smallest over-the year decline reported by any of the 7 regions. The fact that the job vacancy rate was low to begin with - 2.7 in the fourth quarter of 2007 - may have helped to minimize the drop in job postings. The job vacancy rate for the fourth quarter of 2008 was 1.9 percent.

Table 1: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Industry	# of Job Vacancies	Job Vacancy Rate*	Percent Private Sector	Percent Part_Time	Percent Seasonal	% Requiring an Associate's Degree or Higher	Percent Providing Healthcare Benefits
Total, All Industries	54,606	1.9%	93%	38%	17%	47%	55%
Agriculture	92	1.6%	100%	36%	37%	36%	71%
Utilities	84	0.6%	73%	7%	0%	39%	70%
Construction	1,014	0.8%	99%	5%	5%	30%	68%
Manufacturing	3,038	1.1%	100%	2%	2%	78%	85%
Wholesale Trade	1,174	1.0%	100%	15%	1%	52%	77%
Retail Trade	10,084	3.1%	100%	69%	35%	6%	26%
Transportation and Warehousing	1,864	1.9%	61%	77%	70%	3%	13%
Information	1,722	2.0%	95%	11%	1%	74%	84%
Finance and Insurance	2,295	1.5%	100%	11%	1%	78%	80%
Real Estate, Rental and Leasing	510	1.5%	89%	42%	24%	17%	19%
Professional and Technical Services	5,183	2.4%	99%	16%	14%	91%	58%
Management Companies	992	1.7%	100%	9%	1%	71%	72%
Administrative Support and Waste Management Services	1,317	1.3%	100%	23%	6%	21%	70%
Educational Services	3,161	1.0%	53%	24%	9%	88%	70%
Healthcare and Social Assistance	11,780	2.5%	98%	37%	5%	59%	71%
Arts, Entertainment and Recreation	1,211	2.6%	93%	68%	32%	34%	24%
Accommodation and Food Services	6,036	2.6%	100%	50%	13%	3%	26%
Other Services	1,779	2.2%	100%	53%	22%	35%	50%
Public Administration	1,270	1.1%	0%	19%	60%	26%	30%

* Job vacancies divided by the total number employed in the industry

Table 2: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Industry	4th Quarter 2007		4th Quarter 2008		Net Change	Percent change
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate*		
Total All industries	92,014	3.2%	54,606	1.9%	-37,408	-40.7%
Agriculture	56		92	1.6%	36	64.3%
Utilities	127	1.0%	84	0.6%	-43	-33.9%
Construction	1,601	1.3%	1,014	0.8%	-587	-36.7%
Manufacturing	5,753	2.1%	3,038	1.1%	-2,715	-47.2%
Wholesale Trade	2,252	2.0%	1,174	1.0%	-1,078	-47.9%
Retail Trade	13,504	4.2%	10,084	3.1%	-3,420	-25.3%
Transportation and Warehousing	1,727	1.8%	1,864	1.9%	137	7.9% **
Information	2,885	3.5%	1,722	2.0%	-1,163	-40.3%
Finance and Insurance	5,432	3.3%	2,295	1.5%	-3,137	-57.8%
Real Estate, Rental and Leasing	736	2.1%	510	1.5%	-226	-30.7%
Professional and Technical Services	11,527	5.5%	5,183	2.4%	-6,344	-55.0%
Management Companies	1,508	2.5%	992	1.7%	-516	-34.2%
Administrative Support and Waste Management Services	3,383	3.7%	1,317	1.3%	-2,066	-61.1%
Educational Services	4,230	1.3%	3,161	1.0%	-1,069	-25.3%
Healthcare and Social Assistance	20,016	4.4%	11,780	2.5%	-8,236	-41.1%
Arts, Entertainment and Recreation	1,598	3.7%	1,211	2.6%	-387	-24.2%
Accommodation and Food Services	10,580	4.6%	6,036	2.6%	-4,544	-42.9%
Other Services	2,237	2.7%	1,779	2.2%	-458	-20.5%
Public Administration	2,862	2.6%	1,270	1.1%	-1,592	-55.6%

* Job vacancies divided by the total number employed in the industry

** Not strictly comparable due to changes in seasonal patterns

Table 3: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Size of Firm	# of Job Vacancies	Job Vacancy Rate*	Percent Private	Percent Part_Time	Percent Seasonal	Percent Requiring an Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Healthcare Benefits
5-49 employees	23,450	2.4%	97%	44%	17%	31%	36%	38%
50-249 employees	15,097	1.7%	95%	38%	17%	46%	35%	55%
250 or more employees	16,059	1.6%	83%	29%	17%	67%	60%	72%
Total, All Sizes	54,606	1.9%	93%	38%	17%	47%	45%	55%

* Job vacancies divided by the total number employed in the size class

Table 4: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Industry	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 Industries	54,606	1.9%	1,167	2.1%	1,532	1.8%	4,678	1.9%	28,606	1.9%	7,510	1.9%	5,081	1.9%	6,032	1.7%
Agriculture	92	1.6%	*	1.5%	*	2.1%	*	2.3%	53	2.8%	*	2.7%	*	1.0%	*	0.2%
Mining	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Utilities	84	0.6%	*	0.7%	10	1.9%	*	0.5%	*	0.1%	*	1.1%	29	1.5%	*	0.7%
Construction	1,014	0.8%	*	0.5%	*	0.0%	243	2.2%	279	0.5%	280	1.6%	*	0.2%	178	0.9%
Manufacturing	3,038	1.1%	48	1.0%	14	0.7%	199	0.6%	1,476	1.5%	972	1.6%	148	0.5%	181	0.4%
Wholesale Trade	1,174	1.0%	*	0.1%	*	1.3%	*	0.3%	804	1.4%	82	0.5%	46	0.6%	198	0.9%
Retail Trade	10,084	3.1%	180	2.2%	517	3.2%	1,029	3.1%	4,868	3.6%	1,049	2.3%	766	2.3%	1,675	3.0%
Transportation and Warehousing	1,864	1.9%	39	3.5%	66	2.5%	195	2.1%	674	1.3%	413	4.1%	208	1.9%	269	2.1%
Information	1,722	2.0%	13	1.3%	13	0.7%	92	2.5%	1,278	2.4%	167	1.3%	57	1.2%	102	1.4%
Finance & Insurance	2,295	1.5%	*	2.7%	*	0.2%	91	1.0%	1,646	1.5%	154	1.3%	283	2.9%	66	0.7%
Real Estate, Rental & Leasing	510	1.5%	24	4.1%	18	1.4%	*	2.4%	329	1.5%	23	0.7%	68	2.5%	8	0.3%
Professional and Technical Services	5,183	2.4%	90	4.1%	103	2.9%	113	1.6%	3,547	2.3%	646	2.2%	197	3.3%	487	4.6%
Management	992	1.7%	*	4.3%	*	1.1%	54	1.5%	719	2.0%	89	1.7%	52	1.3%	53	0.6%
Administrative Support & Waste Management	1,317	1.3%	25	2.1%	37	1.0%	48	0.8%	982	1.5%	67	0.6%	131	2.6%	27	0.3%
Educational Services	3,161	1.0%	40	0.6%	28	0.3%	352	1.0%	1,891	1.2%	134	0.3%	446	1.1%	270	0.8%
Healthcare and Social Assistance	11,780	2.5%	287	2.7%	539	3.7%	1,096	2.4%	5,707	2.5%	1,515	2.5%	1,337	2.8%	1,299	2.3%
Arts, Entertainment and Recreation	1,211	2.6%	*	n/a	*	0.9%	227	6.1%	554	2.6%	88	1.4%	69	1.7%	112	1.5%
Accommodation and Food Services	6,036	2.6%	173	2.7%	77	0.6%	482	2.5%	2,677	2.3%	784	2.6%	957	4.6%	886	2.8%
Other Services	1,779	2.2%	16	0.8%	48	1.7%	321	5.1%	822	2.0%	227	2.0%	234	3.2%	111	1.0%
Public Administration	1,270	1.1%	*	0.7%	*	0.0%	59	0.5%	294	0.5%	*	n/a	25	0.2%	91	0.7%

*Confidential

**Job vacancies divided by the number employed in the industry

n/a=not applicable

Table 5: Job Vacancies by Occupation, 4th Quarter 2007 vs. 4th Quarter 2008

Occupational Group	4th Quarter 2007		4th Quarter 2008		Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate*		
Total, all Occupations	92,021	3.2%	54,606	1.9%	-37,415	-40.7%
Managerial, Professional and Technical	38,290	3.4%	22,679	2.0%	-15,611	-40.8%
Management	6,396	3.5%	4,019	2.2%	-2,377	-37.2%
Business and Financial Operations	5,853	3.5%	3,087	1.8%	-2,766	-47.3%
Computer and Mathematical	4,796	4.2%	2,619	2.3%	-2,177	-45.4%
Architecture and Engineering	3,093	4.2%	1,336	1.8%	-1,757	-56.8%
Life, Physical, and Social Services	2,612	5.6%	1,237	2.5%	-1,375	-52.6%
Community and Social Services	2,520	4.3%	1,298	2.1%	-1,222	-48.5%
Legal	432	1.8%	80	0.3%	-352	-81.5%
Education, Training and Library	2,972	1.4%	2,288	1.1%	-684	-23.0%
Arts, Design, Entertainment, Sports and Media	962	2.0%	1,153	2.3%	191	19.9%
Healthcare Practitioner and Technical	8,654	4.4%	5,562	2.7%	-3,092	-35.7%
Service	19,548	3.2%	10,460	1.7%	-9,088	-46.5%
Healthcare Support	4,220	4.5%	2,081	2.1%	-2,139	-50.7%
Protective Service	1,628	2.3%	806	1.1%	-822	-50.5%
Food Preparation and Serving Related	8,965	3.4%	5,279	2.0%	-3,686	-41.1%
Building and Grounds Cleaning and Maintenance	1,703	1.6%	618	0.6%	-1,085	-63.7%
Personal Care and Service	3,032	4.3%	1,676	2.2%	-1,356	-44.7%
Sales and Related	13,134	4.0%	9,551	2.9%	-3,583	-27.3%
Office and Administrative Support	12,174	2.2%	6,707	1.2%	-5,467	-44.9%
Construction, Maintenance, Production and Transportation	8,856	1.6%	5,163	0.9%	-3,693	-41.7%
Construction and Extraction	880	0.8%	736	0.7%	-144	-16.4%
Installation, Maintenance, and Repair	2,045	2.0%	1,005	1.0%	-1,040	-50.9%
Production	2,354	1.3%	1,143	0.6%	-1,211	-51.4%
Transportation and Material Moving	3,577	2.2%	2,279	1.4%	-1,298	-36.3%

* Job vacancies divided by the total number employed in the occupation

Table 6: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Occ_Group_Title	# of Job Vacancies	Job Vacancy Rate*	Hiring Demand Index**	Hiring Demand Descriptor	Percent Part_Time	Percent Seasonal	Percent Requiring an Associate's Degree or Higher	Percent Requiring Related Experience	Percent Requiring Healthcare Benefits
Total, All Occupations	54,606	1.9%	1.00	-	38%	17%	47%	45%	55%
Management	4,019	2.2%	2.43	high	5%	2%	97%	46%	81%
Business and Financial Operations	3,087	1.8%	1.29	high	24%	27%	98%	62%	54%
Computer and Mathematical	2,619	2.3%	1.59	high	4%	1%	94%	52%	87%
Architecture and Engineering	1,336	1.8%	1.61	high	1%	0%	96%	39%	88%
Life, Physical, and Social Services	1,237	2.5%	1.73	high	6%	1%	98%	51%	81%
Community and Social Services	1,298	2.1%	1.43	high	19%	2%	75%	59%	67%
Legal	80	0.3%	0.36	low	3%	1%	97%	38%	75%
Education, Training and Library	2,288	1.1%	0.77	low	28%	8%	79%	55%	57%
Arts, Design, Entertainment, Sports and Media	1,153	2.3%	1.26	high	45%	42%	84%	39%	49%
Healthcare Practitioner and Technical	5,562	2.7%	2.19	high	42%	7%	80%	63%	77%
Healthcare Support	2,081	2.1%	0.91	avg	38%	4%	13%	53%	64%
Protective Service	806	1.1%	0.86	avg	48%	5%	4%	53%	78%
Food Preparation and Serving Related	5,279	2.0%	0.45	low	52%	12%	2%	25%	27%
Building and Grounds Cleaning and Maintenance	618	0.6%	0.3	low	32%	14%	2%	37%	61%
Personal Care and Service	1,676	2.2%	0.77	low	61%	21%	24%	41%	36%
Sales and Related	9,551	2.9%	1.09	avg	64%	33%	11%	30%	26%
Office and Administrative Support	6,707	1.2%	0.59	low	43%	31%	18%	39%	40%
Farming, Fishing, and Forestry	46	n/a	0.88	avg	37%	59%	12%	37%	36%
Construction and Extraction	736	0.7%	0.28	low	4%	4%	13%	58%	71%
Installation, Maintenance, and Repair	1,005	1.0%	0.6	low	7%	6%	8%	47%	94%
Production	1,143	0.6%	0.39	low	18%	6%	15%	41%	78%
Transportation and Material Moving	2,279	1.4%	0.58	low	59%	27%	0%	29%	29%

* Job vacancies divided by the total 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 7a: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Occupation	# of Job Vacancies	Job Vacancy Rate*	MA OES Wage @ 25 Percentile
Retail Salespersons	5,144	4.6%	8.58
Registered Nurses	2,537	3.2%	28.33
Cashiers	2,252	2.9%	8.1
Waiters and Waitresses	1,691	3.0%	8.04
Nursing Aides, Orderlies, and Attendants	1,264	3.1%	11.52
Customer Service Representatives	1,166	2.2%	13.47
Combined Food Preparation and Serving Workers	701	1.3%	7.96
Stock Clerks and Order Fillers	697	1.8%	8.94
Cooks, Restaurant	660	3.4%	10.3
First-Line Supervisors/Managers of Retail Sales	637	2.4%	14.08
Computer Software Engineers, Applications	609	2.6%	36.24
Accountants and Auditors	602	1.9%	23.54
Medical and Health Services Managers	594	7.5%	33.46
Tax Preparers	594	n/a	*
Office Clerks, General	542	0.8%	11
Postal Service Mail Carriers	513	n/a	19.95
Receptionists and Information Clerks	505	2.1%	9.95
Executive Secretaries & Administrative Assistants	499	1.1%	17.91
Computer Software Engineers, Systems Software	484	2.0%	36.21
Packers and Packagers, Hand	481	3.0%	8.32
Teacher Assistants	404	1.2%	*
Physical Therapists	404	6.8%	27.61
Truck Drivers, Light or Delivery Service	400	2.0%	11.4
Financial Managers	384	2.0%	34.78
Child Care Workers	383	3.4%	8.7
All other Teachers and Instructors	379	n/a	*
General and Operations Managers	375	0.9%	34.43
First-Line Supervisors/Managers of Food Preparation & Serving	362	2.2%	12.85
Laborers & Freight, Stock, & Material Movers	360	0.9%	9.98
First-Line Supervisors/Managers of Office & Administrative Support	352	1.1%	19.12
Management Analysts	348	1.9%	30.31
Food Preparation Workers	347	1.4%	8.45
Social and Human Service Assistants	341	2.3%	11.12
Fitness Trainers & Aerobics Instructors	339	4.5%	10.94
Amusement and Recreation Attendants	331	n/a	8.01
Hosts and Hostesses, Restaurant	326	3.9%	8.79

n/a=not applicable

* not available

Table 7b: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Occupation	# of Job Vacancies	Job Vacancy Rate	MA OES Wage @ 25 Percentile
Interpreters and Translators	97	9.3%	\$15.38
Public Relations Managers	149	8.1%	\$37.60
Training and Development Managers	73	8.0%	\$40.97
Medical and Health Services Managers	594	7.5%	\$33.46
Physical Therapists	404	6.8%	\$27.61
Environmental Scientists and Specialists	177	6.8%	\$30.02
Speech-Language Pathologists	184	6.7%	\$25.70
Occupational Therapist Assistants	65	6.1%	\$17.38
Medical Scientists, excluding Epidemiologists	317	5.6%	\$28.43
Substance Abuse and Behavioral Counselors	82	5.4%	\$14.83
Diagnostic Medical Sonographers	58	5.0%	\$29.12
Purchasing Managers	89	4.8%	\$34.14
Marketing Managers	312	4.8%	\$42.18
Correctional Officers and Jailers	217	4.7%	\$22.40
Retail Salespersons	5144	4.6%	\$8.58
Fitness Trainers & Aerobics Instructors	339	4.5%	\$10.94
Occupational Therapists	178	4.5%	\$25.08
Recreational Protective Service Wkr	136	4.5%	\$8.85
Physician Assistants	106	4.3%	\$33.34
Mental Health Counselors	233	4.1%	\$13.84

Table 8: Job Vacancies by Occupation, 4th Quarter 2007 vs. 4th Quarter 2008

	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
Totals	54,606	1.9%	1,167	2.1%	1,532	1.8%	4,678	1.9%	28,606	1.9%	7,510	1.9%	5,081	1.9%	6,032	1.7%
Management	4,019	2.2%	61	2.3%	69	1.7%	200	1.5%	2,834	2.6%	425	1.8%	200	1.7%	230	1.3%
Business and Financial Operations	3,087	1.8%	59	2.6%	94	3.7%	110	1.2%	1,857	1.6%	356	1.8%	246	2.6%	365	3.1%
Computer and Mathematical	2,619	2.3%	42	5.3%	17	2.1%	45	1.3%	1,938	2.3%	414	2.3%	71	1.6%	92	1.9%
Architecture and Engineering	1,336	1.8%	*	1.7%	*	0.2%	47	1.2%	779	1.7%	333	2.1%	95	2.9%	65	1.1%
Life, Physical, and Social Services	1,237	2.5%	15	2.6%	*	1.7%	69	2.0%	903	2.7%	168	3.1%	48	2.2%	13	0.6%
Community and Social Services	1,298	2.1%	48	4.4%	69	4.2%	150	2.2%	610	2.1%	130	1.7%	204	2.7%	87	1.1%
Legal	80	0.3%	*	0.0%	*	0.0%	*	1.1%	51	0.3%	*	0.0%	*	0.3%	11	0.9%
Education, Training and Library	2,288	1.1%	21	0.4%	20	0.3%	247	1.2%	1,208	1.2%	170	0.6%	324	1.3%	298	1.1%
Arts, Design, Entertainment, Sports and Media	1,153	2.3%	*	0.8%	*	0.9%	38	1.3%	993	3.1%	47	0.9%	36	1.0%	21	0.6%
Healthcare Practitioner and Technical	5,562	2.7%	125	3.3%	212	3.3%	576	3.1%	2,700	2.5%	675	2.6%	694	3.6%	580	2.5%
Healthcare Support	2,081	2.1%	41	2.0%	124	3.3%	197	1.8%	708	1.7%	470	3.5%	227	2.1%	314	2.2%
Protective Service	806	1.1%	*	1.0%	*	0.4%	68	1.1%	444	1.2%	64	0.7%	93	1.5%	119	1.4%
Food Preparation and Serving Related	5,279	2.0%	183	3.0%	91	0.7%	538	2.2%	2,335	2.0%	519	1.3%	913	3.6%	700	1.9%
Building and Grounds Cleaning and Maintenance	618	0.6%	17	0.6%	30	0.5%	15	0.2%	356	0.6%	61	0.5%	88	0.9%	51	0.5%
Personal Care and Service	1,676	2.2%	*	6.4%	*	0.6%	220	3.7%	812	2.2%	230	2.5%	83	1.1%	144	1.6%
Sales and Related	9,551	2.9%	97	1.5%	374	2.5%	704	2.5%	4,897	3.1%	1,081	2.5%	806	2.8%	1,592	3.2%
Office and Administrative Support	6,707	1.2%	118	1.1%	294	1.8%	490	1.0%	3,368	1.2%	1,404	2.0%	416	0.9%	617	0.9%
Farming, Fishing, and Forestry	46	n/a	*	0.0%	*	1.0%	*	n/a	22	n/a	*	n/a	*	n/a	*	n/a
Construction and Extraction	736	0.7%	*	0.5%	*	0.2%	237	2.3%	147	0.3%	100	0.6%	61	0.7%	168	1.0%
Installation, Maintenance, and Repair	1,005	1.0%	xs	1.3%	*	0.2%	190	1.9%	291	0.7%	268	1.8%	96	0.9%	127	0.9%
Production	1,143	0.6%	41	1.0%	21	1.0%	128	0.5%	566	1.0%	218	0.6%	75	0.3%	94	0.3%
Transportation and Material Moving	2,279	1.4%	56	2.4%	42	0.9%	388	2.2%	787	1.2%	367	1.7%	298	1.7%	341	1.2%

*Confidential

**Job vacancies divided by the number employed in the occupation

Table 9: Job Vacancies by Major Occupational Group, 4th Quarter 2008

Occupational Group	Massachusetts		Berkshire		Cape & Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
	Hiring Demand Index*	Descriptor	Hiring Demand Index	Descriptor	Hiring Demand Index	Descriptor	Hiring Demand Index	Descriptor	Hiring Demand Index	Descriptor	Hiring Demand Index	Descriptor	Hiring Demand Index	Descriptor	Hiring Demand Index	Descriptor
Total, Job Vacancies	1.00	-	1.00	-	1.00	-	1.00	-	1.00	-	1.00	-	1.00	-	1.00	-
Management	2.43	high	2.25	high	1.98	high	1.67	high	2.81	high	1.96	high	1.81	high	1.67	high
Business and Financial Operations	1.29	high	1.69	high	2.81	high	0.83	avg	1.12	avg	1.26	high	1.77	high	2.53	high
Computer and Mathematical	1.59	high	3.37	high	1.57	high	0.89	avg	1.61	high	1.57	high	1.13	avg	1.49	high
Architecture and Engineering	1.61	high	1.42	high	0.18	low	1.1	avg	1.57	high	1.83	high	2.57	high	1.16	avg
Life, Physical, and Social Services	1.73	high	1.62	high	1.26	high	1.4	high	1.79	high	2.06	high	1.45	high	0.45	low
Community and Social Services	1.43	high	2.7	high	3.06	high	1.49	high	1.4	high	1.12	avg	1.78	high	0.85	avg
Legal	0.36	low	0	low	0	low	1.27	high	0.31	low	0	low	0.29	low	1.1	avg
Education, Training and Library	0.77	low	0.27	low	0.23	low	0.85	avg	0.85	avg	0.4	low	0.88	avg	0.94	avg
Arts, Design, Entertainment, Sports and Media	1.26	high	0.36	low	0.53	low	0.72	low	1.64	high	0.45	low	0.53	low	0.37	low
Healthcare Practitioner and Technical	2.19	high	2.4	high	2.91	high	2.51	high	1.99	high	2.07	high	2.87	high	2.31	high
Healthcare Support	0.91	avg	0.78	low	1.49	high	0.79	low	0.71	low	1.44	high	0.88	avg	1.06	avg
Protective Service	0.86	avg	0.66	low	0.29	low	0.84	avg	0.89	avg	0.55	low	1.11	avg	1.18	avg
Food Preparation and Serving Related	0.45	low	0.6	low	0.17	low	0.51	low	0.44	low	0.29	low	0.8	avg	0.49	low
Building & Grounds Cleaning and Maintenance	0.3	low	0.29	low	0.27	low	0.1	low	0.32	low	0.27	low	0.47	low	0.26	low
Personal Care and Service	0.77	low	1.99	high	0.21	low	1.28	high	0.73	low	0.85	avg	0.37	low	0.62	low
Sales and Related	1.09	avg	0.51	low	1.03	avg	0.94	avg	1.14	avg	0.91	avg	1.04	avg	1.39	high
Office & Administrative Support	0.59	low	0.48	low	0.93	avg	0.51	low	0.56	low	0.92	avg	0.4	low	0.52	low
Construction and Extraction	0.28	low	0.21	low	0.07	low	0.98	avg	0.13	low	0.25	low	0.28	low	0.46	low
Installation, Maintenance, and Repair	0.6	low	0.71	low	0.1	low	1.19	avg	0.39	low	1.04	avg	0.53	low	0.62	low
Production	0.39	low	0.53	low	0.64	low	0.33	low	0.6	low	0.36	low	0.19	low	0.19	low
Transportation and Material Moving	0.58	low	0.9	avg	0.41	low	0.94	avg	0.48	low	0.67	low	0.67	low	0.54	low

**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 10: Job Vacancies by Region, 4th Quarter 2007 vs. 4th Quarter 2008

Region	4th Quarter 2007		4th Quarter 2008		Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate*		
Berkshire	2,276	4.1%	1,167	2.1%	-1,109	-48.7%
Cape & Islands	2,859	3.3%	1,532	1.8%	-1,327	-46.4%
Central	7,770	3.1%	4,678	1.9%	-3,092	-39.8%
Greater Boston	49,692	3.4%	28,606	1.9%	-21,086	-42.4%
Northeast	11,827	3.1%	7,510	1.9%	-4,317	-36.5%
Pioneer Valley	7,004	2.7%	5,081	1.9%	-1,923	-27.5%
Southeast	10,593	2.9%	6,032	1.7%	-4,561	-43.1%
Massachusetts	92,021	3.2%	54,606	1.9%	-37,415	-40.7%

*Job vacancies divided by the number employed in each region

Figure 1:

The total volume of job postings fell 41 percent from the 4th Quarter of 2007.

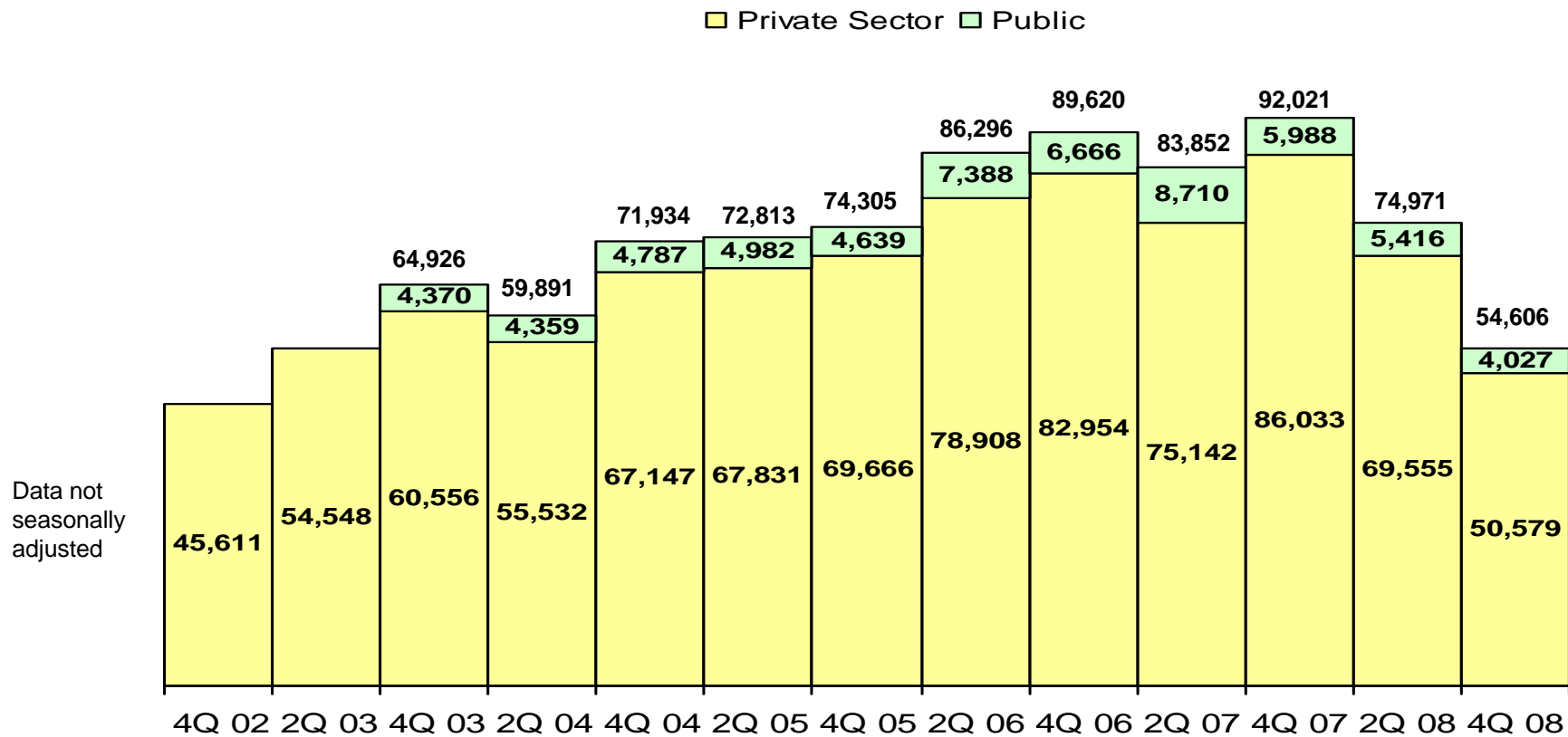


Figure 2:

During the 4th quarter of 2008, the volume of job postings was down from a year ago in all industry sectors.

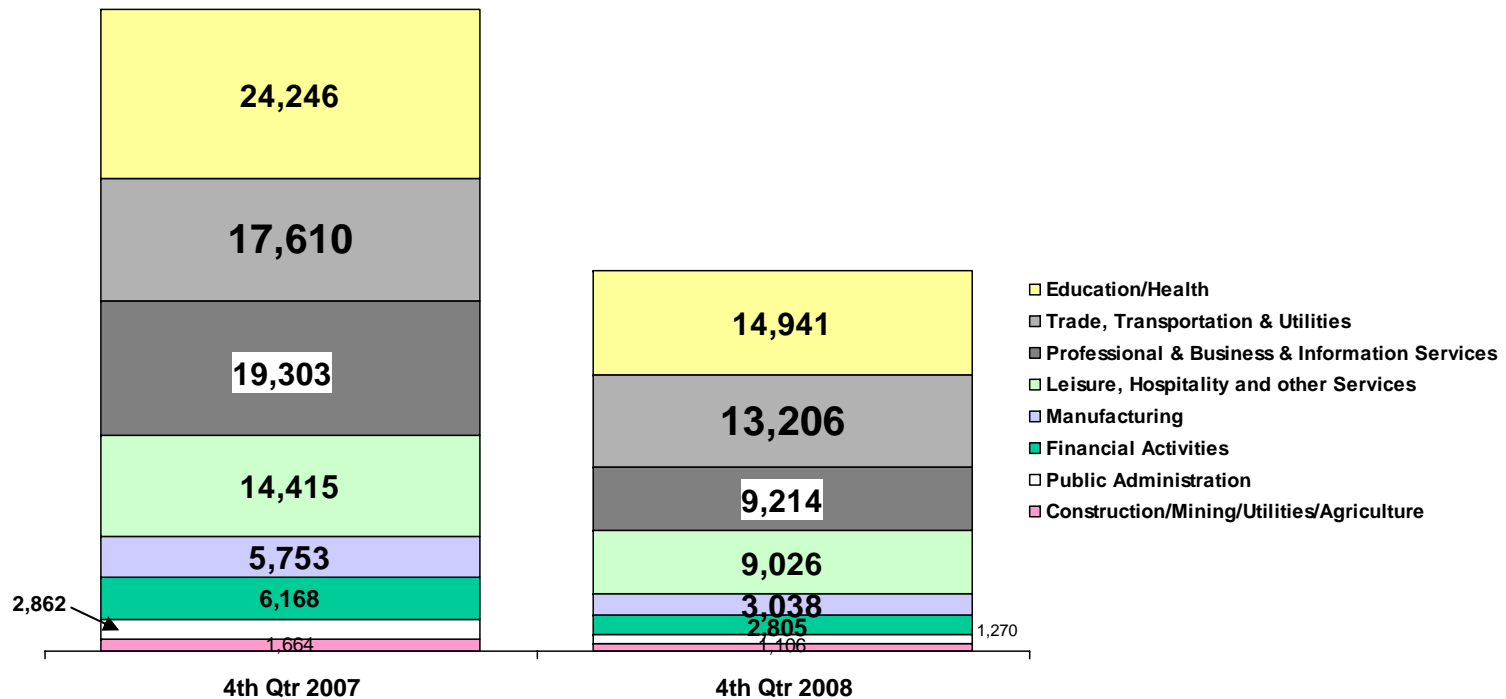


Figure 3:

Despite the overall drop in job vacancies from the 4th quarter of 2007, the proportion of job postings in managerial, professional, and technical occupations remained unchanged.

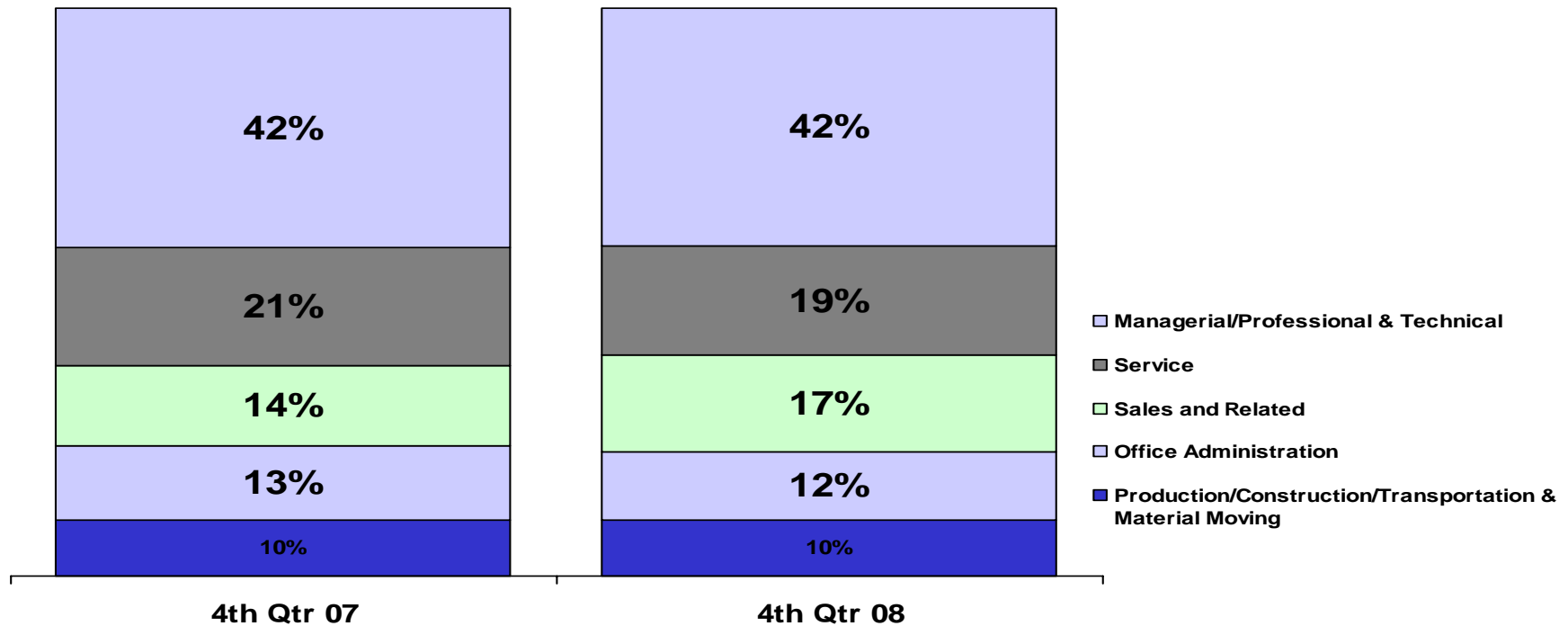


Figure 4:

Over the year the proportion of job vacancies that required an associate's degree or higher edged up higher.

- Associates Degree or Higher
- High School/Vocational School
- No Education

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

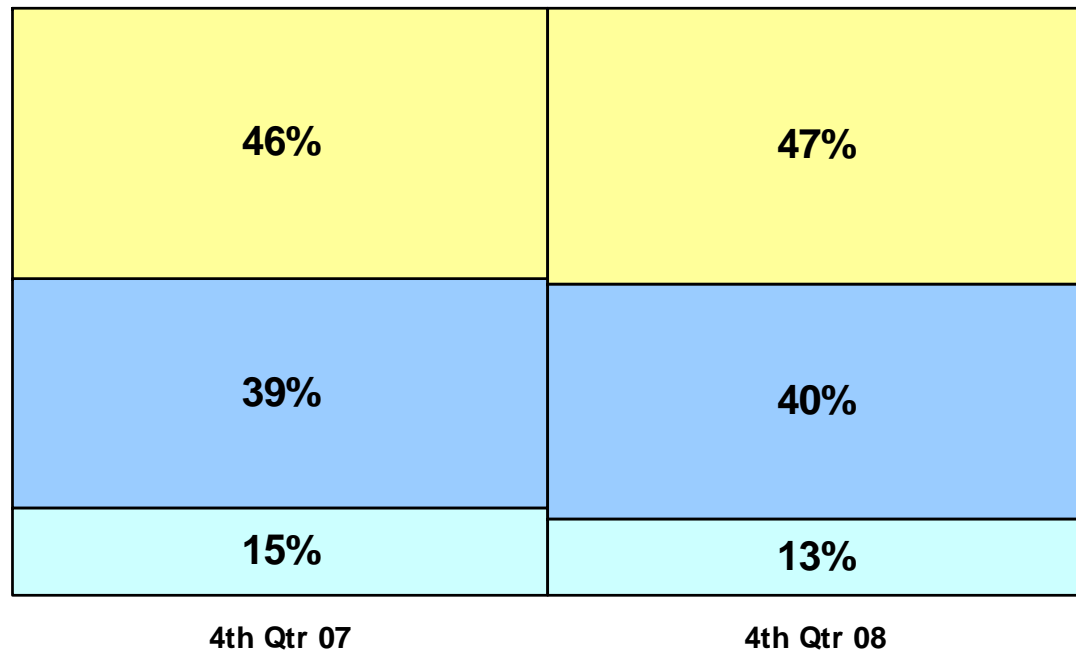


Figure 6:

4th quarter 2008 job postings varied widely by region and industry.

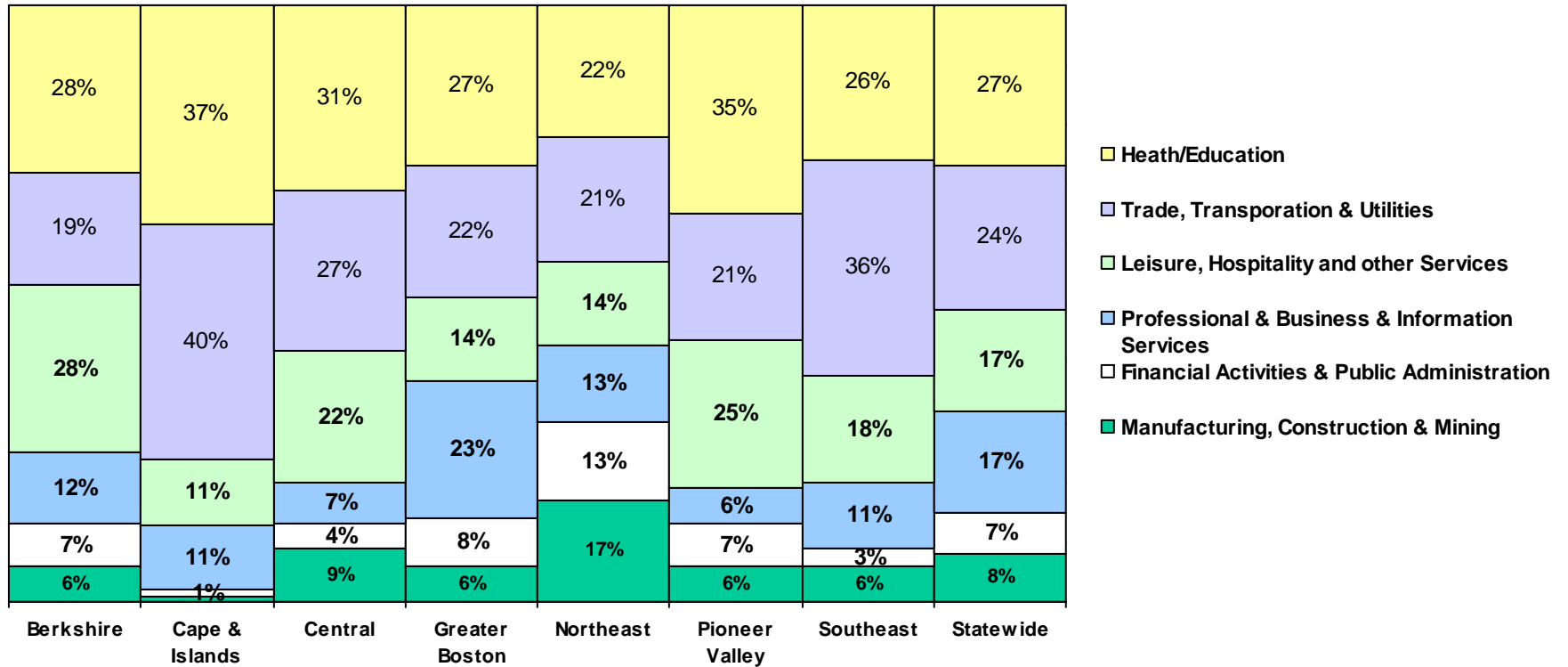


Figure 5:

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.

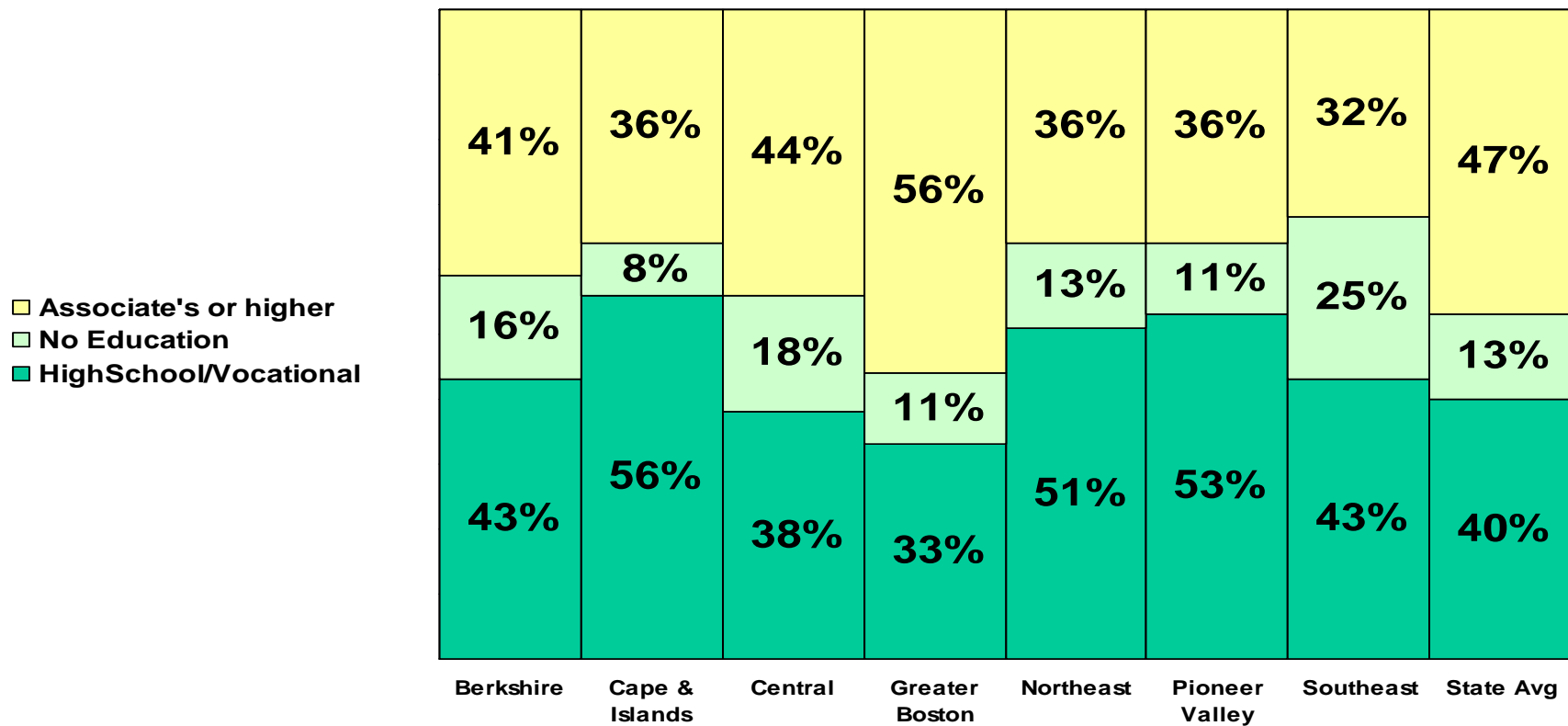


Figure 7:

In every region, half of all job vacancies in the 4th quarter of 2008 were found in just two occupational groups: Service and Managerial and Professional and Technical.

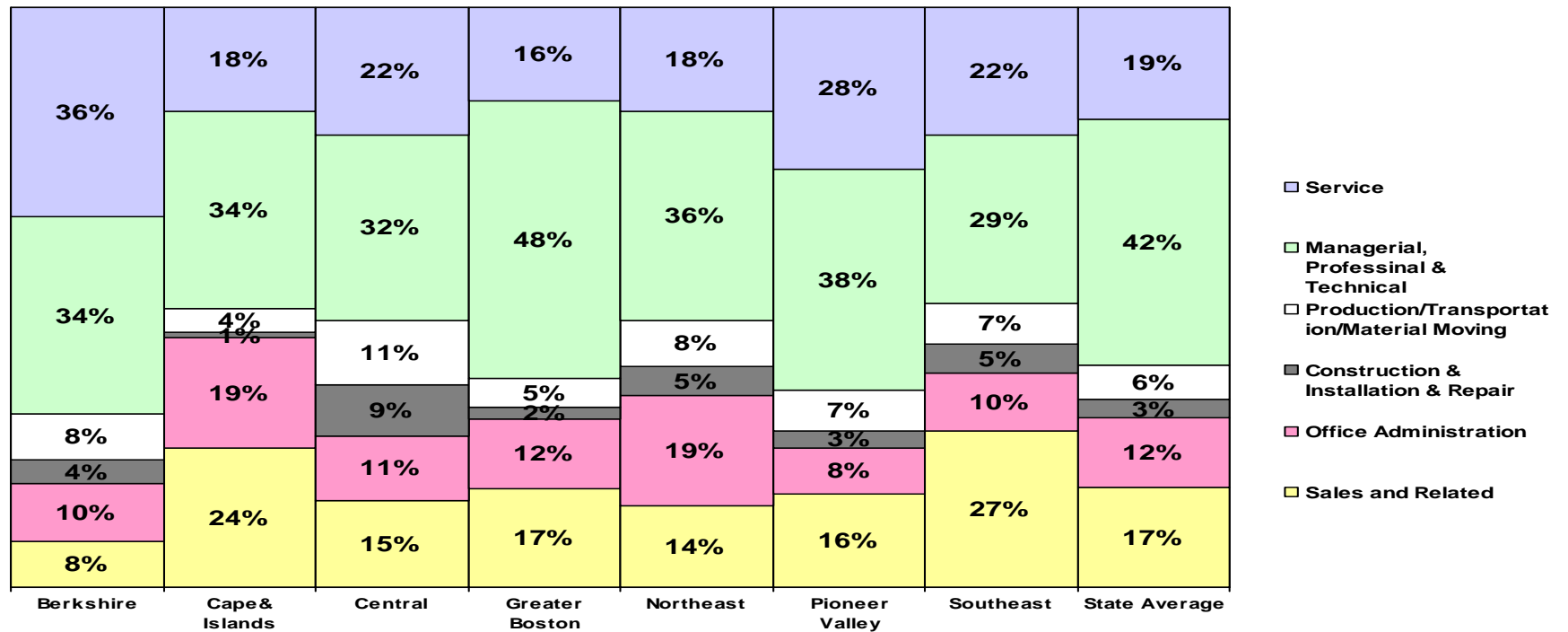


Figure 8: Demand vs. Supply

During the 4th quarter of 2008, bachelor's degree holders encountered somewhat better job prospects than job seekers with fewer years of education.

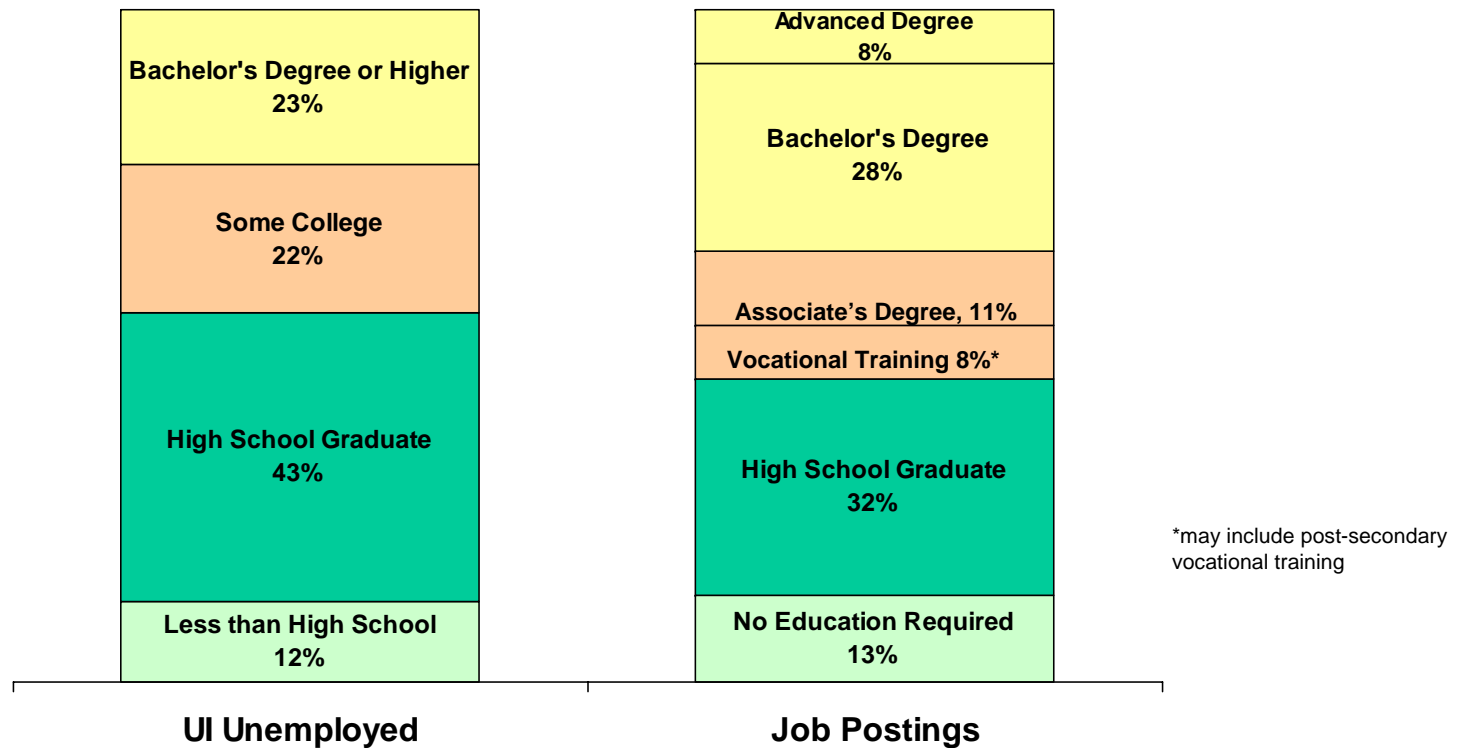


Figure 9: Demand vs. Supply continued

During the 4th quarter of 2008, UI unemployment rates exceeded job vacancy rates in 5 of 10 professional and technical occupational groups.

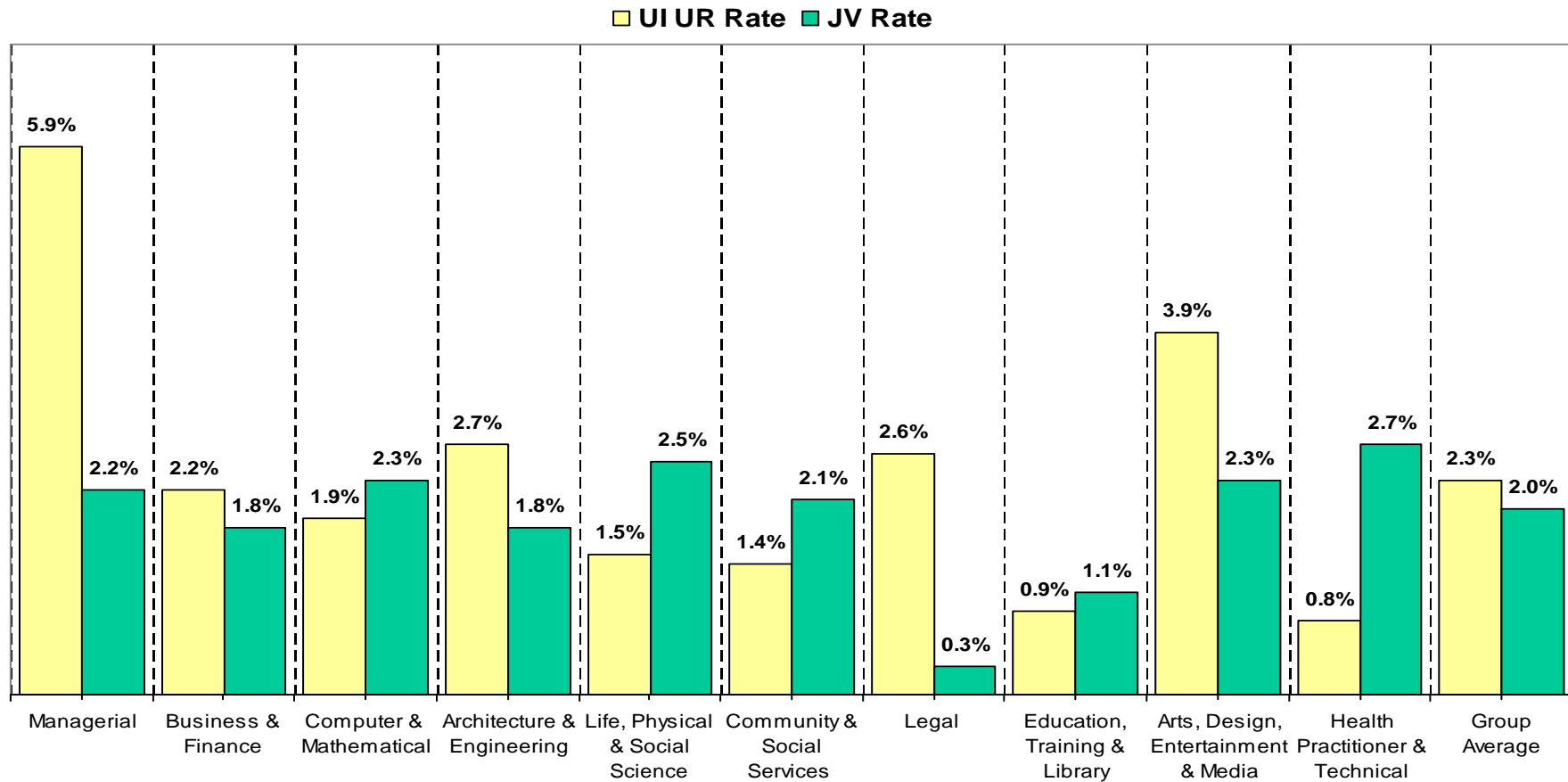


Figure 10: Demand vs. Supply continued

During the 4th quarter of 2008, UI unemployment rates exceeded job vacancies in 7 of 11 nonprofessional and technical occupational groups.

