

Department of Workforce Development



2nd Quarter 2005

Massachusetts Job Vacancy Survey

Hiring Trends by Industry and Occupation

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During the 2nd quarter of 2005 (April to June 2005), the Massachusetts Department of Workforce Development (DWD) conducted its sixth semi-annual job vacancy survey. More than 6,000 companies were selected at random by industry, size and region. Respondents reported:

- The number and types of positions open for immediate hire
- The educational and training requirements for those positions
- The average pay and benefits package offered to applicants

Responses were weighted and scaled to produce statistically valid results. The response rate was 80 percent.

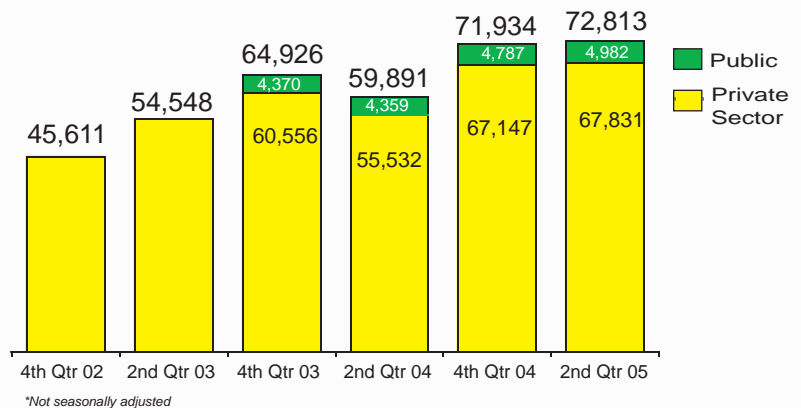
The objectives of the job vacancy series are to:

- Prevent imbalances between 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

During the 2nd quarter of 2005, job vacancy rates increased in several of the state's key industries including, health care, professional and technical services, manufacturing, and finance. The pace of hiring also picked up in tourist-related industries such as accommodation and food services and the arts. In total, employers posted 72,813 job openings during the 2nd quarter of 2005, a 21.6 percent increase from the same quarter a year ago. Over the year the job vacancy rate (job vacancies per 100 filled positions) rose from 2.0 to 2.6 percent.

As employment has begun to recover, the total volume of private sector job postings is up 22% from the 2nd quarter of 2004*.



This study was prepared by Cathy Foley under the direction of Elliot Winer. Publications services were provided by Marvin Gorenstein. Data collection and analysis were performed by Margaret Dixon, Vickie Green, Jeff Handel, Barbara Kager, Nancy Litch, and Donna Lund.

Between the 4th quarter of 2004 and the 2nd quarter of 2005, the volume of job postings increased 1.2 percent, and the job vacancy rate changed little, rising slightly from 2.5 to 2.6 percent. These figures must be evaluated with caution because job vacancy data is not seasonally adjusted. Additionally, holiday season hiring typically generates more temporary positions in the 4th quarter than in the 2nd quarter.

From 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 5.2 percent in the 2nd quarter of 2004 to 4.6 percent in the 2nd quarter of 2005. Since bottoming out in January 2004, payroll employment has expanded by nearly 36,000 jobs through November 2005.

Hiring by Industry

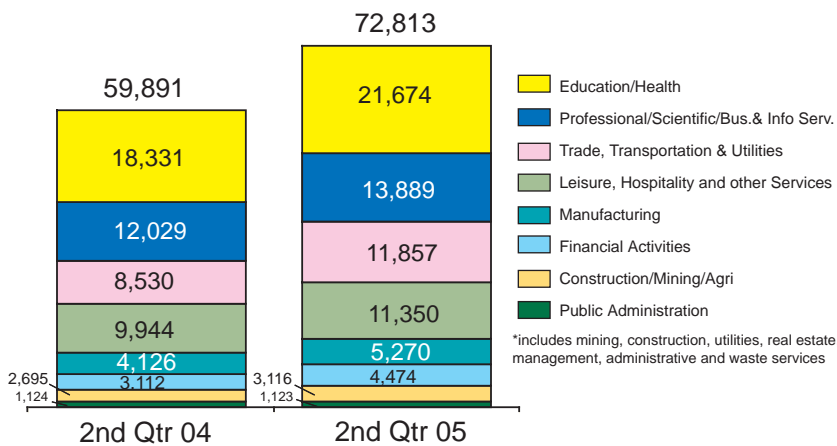
Over the year, the volume of job postings increased in 15 of the state's 20 major industry sectors, including higher paying sectors like construction, manufacturing, finance and insurance, and professional and technical services as well as information.

- In health care, the volume of job openings increased 17.5 percent over the year and the overall job vacancy rate rose in this sector from 3.2 percent to 3.8 percent. This was the highest job vacancy rate recorded during the 2nd quarter.

The 16,203 positions that health care organizations had open was the single largest number of openings posted by any of the state's 20 major industries and nearly twice that of retail trade, the second largest generator of the 2nd quarter job postings. In total, the health care industry accounted for 22 percent of all jobs posted during the 2nd quarter, a share 1.5 times greater than its overall employment share.

- As business conditions improved over the year, the number of open-for-hire positions in retail trade rose 41 percent to 8,251. This was the second largest number of open-for-hire positions posted among the state's 20 major industries during the 2nd quarter. In total, retailers accounted for 11 percent of all job vacancies, consistent with their overall employment share. At 2.5 percent, retail trade's 2nd quarter 2005 job vacancy rate was also consistent with the 2.6 percent average job vacancy rate for all industries.
- With business and leisure travel increasing, job vacancies in accommodation and food services rose 25 percent over the year. At 3.5 percent, its job vacancy rate was the third highest recorded and was up substantially from the 2.6 percent rate that has held steady for the previous year and half. With 8,164 job postings, accommodation and food services ranked third among the state's 20 major industry sectors and accounted for 11 percent of all job postings.

Job postings increased across a broad spectrum of industries over the previous year.



- Demand for professional and technical services, including software development, information technology, engineering, and management consulting remained strong during the 2nd quarter of 2005 and generated 6,160 job vacancies—the fourth largest number of vacancies posted among the state's 20 major industries. Job vacancies were up 21 percent over the previous 12 months. In total this key industry accounted for about 8.5 percent of all posted job openings during the 2nd quarter, about the same percentage as a year ago.

- Manufacturing hiring also remained strong during the 2nd quarter of 2005, generating 5,270 open-for-hire positions. This was the sixth largest number of job vacancies posted by any of the state's 20 major industry sectors. Manufacturing job vacancies rose nearly 28 percent between the 2nd quarters of 2004 and 2005 but only 8.7 percent over the past 6 months. At 1.7 percent, however, the 2nd quarter 2005 job vacancy rate for manufacturing remains one of the lowest posted by any industry.
- As economic growth picked up over the year in both Massachusetts and the U.S., the demand for finance and insurance workers soared 55 percent and generated 4,000 job vacancies, 82 percent of which required an associate's degree or higher. This was the 7th largest number of job vacancies posted during the quarter. In the wake of this upsurge the job vacancy rate rose sharply, increasing from 1.5 percent during the 2nd quarter of 2004 to 2.5 percent during the 2nd quarter of 2005.
- With business growth becoming more sustained across a broader spectrum of industry sectors, and advertising and IT budgets becoming more stable, job postings within the highly competitive information industry—a diverse sector comprised of big and small media/communications firms engaged in software publishing and newspaper and periodical publishing as well as internet publishing—increased 66 percent over the past year. Although many of these positions have remain unfilled, the fact that they were posted is still a positive sign. That some of these job openings went unfilled could mean that employers were having difficulty finding qualified workers, particularly in the highly skilled computer software industry. Of the 2,620 positions open for hire during the 2nd quarter of 2005—the largest share (38 percent) arose from software publishers hiring mainly IT workers, including software engineers, help desk support, and database administrators. In fact, of the 995 job vacancies posted by software publishers, 44 percent were for software engineers, a share 1.7 times greater than their overall employment share in this industry. Newspaper, radio and TV

broadcasting as well as motion picture theatres and video stores accounted for another 27 percent of the job postings in the information industry, followed by telecommunications firms with 23 percent. Internet service providers and other information service providing firms accounted for the remainder. Now that job losses have tapered off and employment levels have remained fairly stable, this industry may finally be poised for a rebound.

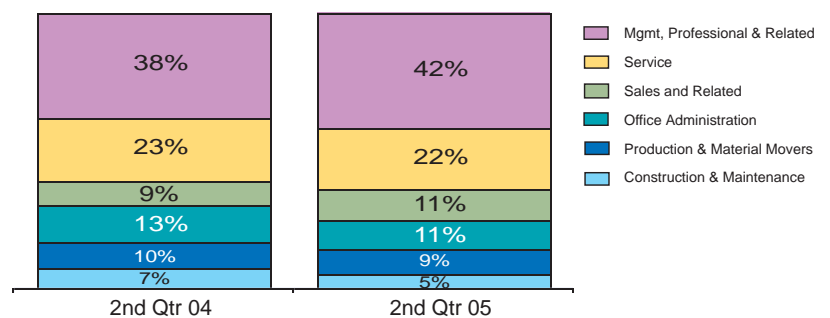
Firm Size

The job vacancy rate at large firms (i.e. those with 250 or more employees) increased from 2.2 percent during the 4th quarter of 2004 to 2.4 percent during the 2nd quarter of 2005. The 2nd quarter 2005 vacancy rate increased significantly from the 1.7 percent rate that prevailed during the previous 3 surveys. During the 2nd quarter of 2005 large firms posted an impressive 22,563 job openings, a 37 percent increase over the 2nd quarter 2004. While this surge is encouraging, large firms still accounted for a smaller share of the job vacancies compared to their employment share: 31 vs. 34 percent.

Demand for Workers

Over the year the demand for workers became more broadly based, increasing in 17 of 22 major occupational groups. Both white collar and blue collar workers benefited from this trend, although the hiring demand indices for managerial, professional

Companies recruited a higher proportion of managerial, professional and technical workers and sales workers in the 2nd quarter of 2005 than in the 2nd quarter of 2004.



and technical workers as a whole tended to be better than those for office, sales, and production workers.

Within the realm of managerial, professional and technical work, healthcare practitioners and technicians had the most job vacancies during the quarter, the highest job vacancy rate (4.8 percent) and highest hiring demand index (a statistic that calculates workforce demand based on factors other than turnover). In total, healthcare practitioners had 8,862 job postings or 12 percent of all postings during the 2nd quarter. Physical, life and social scientists—a group that includes biological and medical scientists and market research analysts—had the second highest job vacancy rate (4.1 percent) even though these workers had relatively few job vacancies—1,647. Nevertheless, demand for these workers is up 57 percent from last year and should continue to rise and mirror trends within the state's biotechnology industry. Other professional and technical groups that had relatively high job vacancy rates and high hiring demand ratings during the 2nd quarter of 2005 include: business and finance, computer and mathematical, architecture and engineering, and community and social service workers, a group composed of social workers and related paraprofessionals. In 3 of 10 professional and technical fields, the hiring demand index remained low or average: low in the legal and arts professions, average in the education, training and library science.

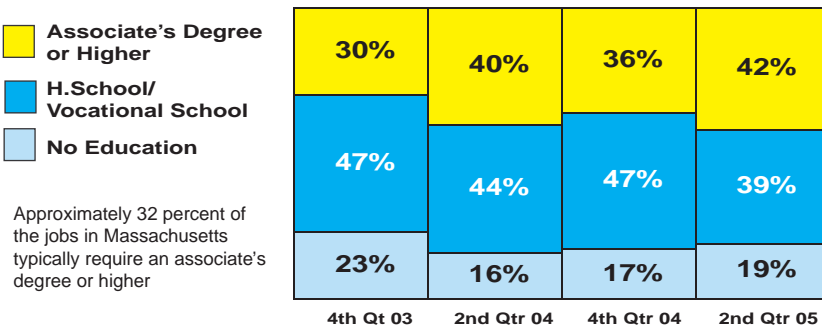
Sales and office workers as a group had the 2nd largest number of job vacancies during the 2nd quarter—16,679. With business sales increasing in a broader spectrum of industries, sales workers had 8,419 job vacancies during the 2nd quarter. Over the year, sales workers gained 2,700 job postings—the biggest over-the-year increase among the 20 major occupational groups. With this surge in demand, the job vacancy rate for sales workers rose substantially to 2.6 percent—the average for all occupations—after remaining in the 1.6-1.8 percent range for the past two years. Office workers had 8,260 job vacancies during the 2nd quarter of 2005. This was up 9.6 percent from a year ago. At 1.5 percent, however, their job vacancy rate changed little from the 1.3 percent rate posted the year before, and as result, the hiring demand index for clerical workers remained low, as it has since the survey started.

As a group, service workers—health support workers, food preparation and service workers, personal service workers, protective service workers and building service workers—had the 3rd largest number of job vacancies (15, 777) during the 2nd quarter. Within this group, however, demand varied widely. Food preparation and service workers (cooks, waitstaff, etc.) had the most job vacancies (6,889), although their job vacancy rate (2.7 percent) was only average. Health support workers (nursing aides, home health aides, phlebotomists, etc.) and personal service workers (cosmetologists, child care workers, animal caretakers, etc.) had fewer job vacancies (3,065 and 2,420, respectively), but much higher job vacancy rates (3.3 percent) and an average hiring demand index when turnover is factored in. Protective service workers (security guards etc.) also had an average job vacancy rate (2.5 percent) and an average hiring demand index. Building service workers (janitors and cleaners etc.) had the lowest number of job vacancies within this group, the lowest job vacancy rate and lowest hiring demand index.

As a group, job vacancies for construction workers and repairers as well as production workers and transportation and material moving workers remained unchanged over the year holding at 9,985. Job vacancy rates also changed little. At 1.3 percent, installation, maintenance and repair workers had the 2nd lowest job vacancy rate of the 20 major occupational groups followed by production workers with a 1.4 percent job vacancy rate. (Legal workers had the lowest job vacancy rate at 1.2 percent). Although construction workers and transportation and material handlers had higher job vacancy rates (2.0 and 2.1 percent respectively), the hiring demand index for them remained low as it did for the entire group.

Job Vacancies by Region

For the first time, the proportion of job vacancies that require an associate's degree or higher exceeded the proportion of job vacancies requiring a high school or vocational training.



Job vacancy rates varied widely, among the state's 7 regions, ranging from 2.4 percent to 3.7 percent. The Berkshire and the Cape and Islands regions, as drivers of summer tourism, posted the 2 highest job vacancy rates—3.7 and 3.3 percent, respectively—during the 2nd quarter. In Greater Boston, the job vacancy rate averaged 2.5 percent, essentially mirroring the 2.6 percent statewide average. In the Southeast where the proportion of part-time job vacancies was the highest in the state during this quarter, the job vacancy rate was slightly higher at 2.7 percent. In the

Central, Pioneer Valley and Northeast regions the job vacancy rate averaged 2.4 percent.

Education and Experience

As the economy improved and demand for more highly skilled workers became more broadly based during the 2nd quarter of 2005, for the first time the percentage of job postings that asked for an associate's degree or higher surpassed the percentage of positions requiring high school or vocation training. Of the 72,813 positions posted during the 2nd quarter of 2005, 42 percent required an associate's degree or higher and 39 percent required high school and vocational training. One year ago, 40 percent of job vacancies required an associate's degree or higher and 44 percent required high school and vocational school. In some industries—most

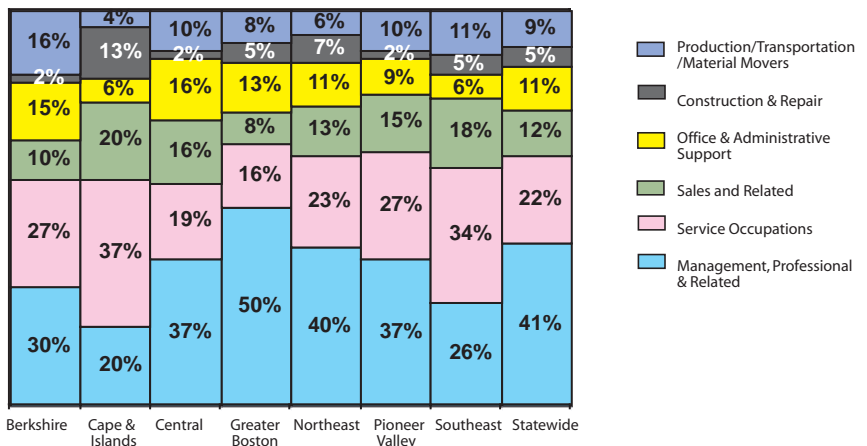
As the recovery became more broadly based over the year, the volume of job postings increased in all regions except the Cape and Islands. In this region, the number of job vacancies remained essentially unchanged, although the job vacancy rate improved. The cold rainy spring may have caused many leisure and hospitality firms to delay the start of hiring this quarter compared to last year at this time.

Having the largest and most diversified economy of the state's 7 regions, Greater Boston's employers accounted for half of the job vacancies generated over

notably professional and technical services, education and finance and insurance—the proportion of job openings that required an associate's degree or higher during the 2nd quarter of 2005 topped 80 percent.

In addition to rising levels of education, the percentage of job openings that required related experience also rose over the year from 57 to 61 percent. Of the job vacancies requiring an associate's degree or higher, nearly 81 percent required related experience.

During the 2nd quarter of 2005 Greater Boston had the highest concentration of job postings for managerial, professional and technical workers.



the year. This proportion was quite in line with its employment share. In some industries, however, Greater Boston's employers accounted for a much greater share of the state's job vacancies. Greater Boston, for example, viewed as the state's financial hub, accounted for 85 percent of the over-the-year state-wide gain in job vacancies in finance and insurance. Greater Boston also accounted for 59 percent of the state's net gain in manufacturing job vacancies and 54 percent of the net gain in the highly competitive information sector, which includes software publishers.

Since the Greater Boston region has the most knowledge-intensive economy of the state's 7 regions, it recorded the highest proportion of job vacancies requiring an associate's degree or higher during the 2nd quarter—55 percent. The Cape and Islands region recorded the lowest proportion with only 20 percent of the job vacancies requiring an associate's degree or higher. In Berkshire region, approximately 22 percent of the job openings required an associate's degree or higher during the 2nd quarter.

Business Hiring Expectations

In order to detect and help analyze turning points in the demand for workers across the state, the job vacancy survey asked employers to describe their hiring plans over the next 6 months. Six alternative responses were provided:

- 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, 29 percent expected to increase hiring, while just 6 percent expected to cut jobs. Another 57 percent intended to keep their employment levels the same, and 9 percent were unsure about their future hiring plans.

The 6-month net projected hiring outlook (the percent of employers projecting an increase minus the percent projecting a decrease) was slightly better than the result obtained during the 4th quarter of 2004, but down from a year ago. One year ago, 35 percent of the business respondents expected to increase their employment levels and just 6 percent intended to cut jobs.

Industry Hiring Expectations for the rest of the year. Hiring expectations were strongest in finance and insurance, public administration, professional and technical services, and administrative support and waste management. In each of these industries, the net projected hiring outlook ranged from 29 percent to as high as 32 percent.

Industry Hiring Expectations 2nd quarter 2004 vs. 2nd quarter 2005. Over the year, the net projected hiring outlook improved in 7 of the state's 20 major industries: transportation and warehousing, wholesale trade, finance and insurance, administrative support, arts and entertainment, public administration and other services. In the remaining 13 industries employers appear to have become more cautious in their hiring expectations compared to a year earlier. In retail trade, for example, with the rise of gas prices shrinking discretionary income, the net projected hiring outlook was down from the previous year—36 vs. 28 percent. Similarly, with the winding down of the Big Dig and increasing interest rates, the net projected hiring outlook was also not as optimistic as it was a year earlier in construction and real estate.

In professional and technical services where the concentration of firms in biotech, IT, and research and development is the highest of any industry in the state, the net employment outlook was similar to the results reported 6 months ago with 33 percent expected to hire additional workers and just 4 percent planned on cutting jobs. Last year when firms were much more optimistic about the strength of recovery, nearly 41 percent of this industry's business respondents intended to hire workers, and only 5 percent intended to cut jobs.

Hiring Expectations by Region. Greater Boston employers remained the most optimistic about their hiring plans. Close to a third (32%) of Greater Boston's business respondents expected to hire additional workers over the next 6 months and just 5 percent intended to cut jobs. Looking forward to the summer tourist season, employers in the Berkshire region were almost as confident as those in Greater Boston, with 29 percent of Berkshire's business respondents intending to add staff and just 3 percent projecting to cut jobs.

The Berkshire region is the only region in the state where the net projected outlook for hiring was more positive than it was a year earlier. In the Pioneer

Valley region, the net projected hiring outlook was essentially unchanged from a year ago. In all the other regions the net projected employment outlook is not as positive as it was a year ago. In Greater Boston, the net projected hiring outlook was essentially unchanged from 6 months ago, but was down from a year earlier (27 vs. 32 percent).

Hiring Expectations by Firm Size.

At large organizations, the net projected outlook for hiring was more positive than the results obtained 6 months earlier, but down from a year ago. Approximately 44 percent of large firms, i.e. those with more than 250 workers, planned on hiring additional workers over the next 6 months while just 6 percent projected a decline. Six months ago, 38 percent projected increasing staff and 7 percent projected a decline in staff.

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

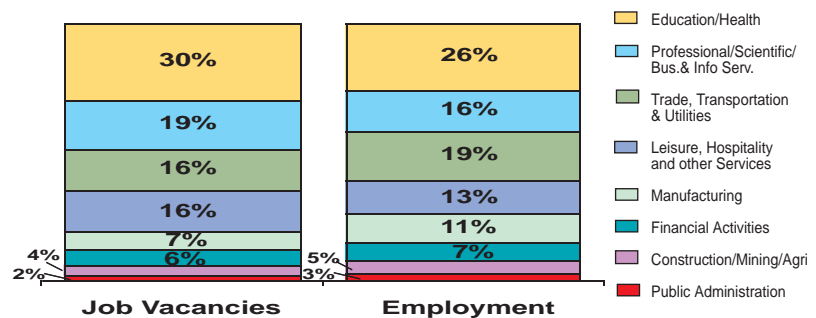
Business Training Needs

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 their new hires in seven categories:

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

In previous surveys, employers were asked to indicate whether they were satisfied or dissatisfied with the workplace skills of their new hires. This

In 3 major industry sectors, the proportion of job vacancies exceeds the proportion of workers employed.



yes-or-no format was replaced with a 5-step scale for the 4th quarter of 2004.

- Excellent
- Good
- Fair
- Poor
- Not applicable

On average, 86 percent of the responding employers indicated that their new hires had good or excellent skills. 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. However, anecdotal evidence suggested that employers may have been satisfied with their new hires because they were holding out for the best qualified applicants.

Although employers were generally pleased with the technological skills of their new hires, most saw room for improvement. Only 25 percent of the respondents rated the technological skills of their hires as excellent; and only 21 percent reported that their new hires excelled in the closely related skill of problem solving. In contrast, 40 percent of the respondents rated their new hires as excellent in spoken English.

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

Adequately Skilled New Hires and the Institutions that Trained Them

In addition to asking about job vacancies, the survey also had asked employers to specify if their new hires had adequate skills. Furthermore, the employers were requested to identify where these skilled new hires were trained. Four choices were provided: High school or vocational school; College or university; Commercial training provider; or Other. Multiple selections were allowed. This was done to obtain information to help policy analysts better allocate monies for education and training.

Since employers hire for a wide range of positions, education and training requirements for jobs vary widely, as do the way workers qualify for employment. High school and college remained the two institutions that employers cited most frequently as having trained their adequately-skilled new hires.

In total, 70 percent of business respondents (from all industries) had hired adequately-skilled workers from a high school or a vocational school, 60 percent had hired college-educated workers, and 12 percent had hired workers with commercial training. Twenty-two percent reported they had hired adequately-skilled workers who had other (not-specified) training. The very high proportion of adequately-skilled workers with high school training reported in this survey reflects the fact that many lower-skilled jobs have higher turnover rates than do positions that require a college background. Over time, however, the proportion of jobs that require college training has been increasing and is expected to continue to increase.

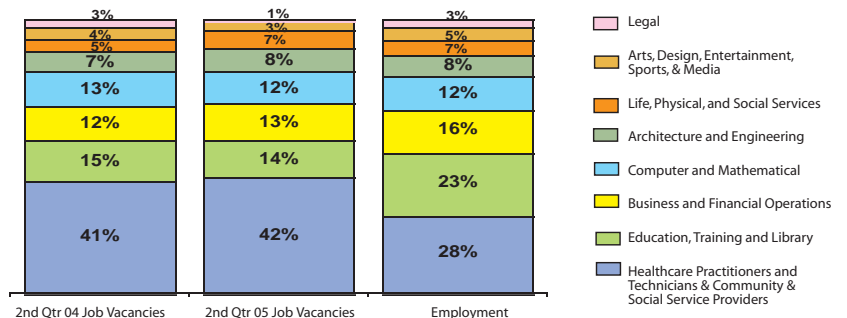
Since large firms have historically hired more experienced and better educated workers than small- or medium-sized firms, large firms were more likely than smaller firms to cite a college or university as having provided training for their adequately-skilled new hires. Approximately 83 percent of the large firms that responded had hired adequately-skilled

workers who had at least some college training, as compared to 43 percent of the responding small firms, and 59 percent of responding medium-sized 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 by the industry. 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, 90 percent of the business respondents hired college-educated workers over the past year. This compares to 35 percent of the business respondents in retail trade, an industry in which many jobs do not require college training.

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

Within the managerial, professional, and technical occupational group, healthcare practitioners and community and social service providers have a much higher proportion of job vacancies than filled jobs.



Employers Training Preferences

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

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

Multiple responses were accepted.

When employers need to upgrade skills of their new hires, they have many options for training. Many use more than one source. However, a majority of employers (77 percent) who responded stated that they use in-house training programs while 29 percent used colleges and 25 percent used commercial training providers. Another 17 percent of the respondents upgrade skills of their new hires using other informal methods.

Training preferences by firm size. Strategies to upgrade new hires' skills vary 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 off-site 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 51 percent of the respondents at large firms used a college or university to upgrade their new employees' skills compared to 27 percent of medium size firms and 13 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 and than do smaller firms. It may also be based on the fact that large firms have bigger training budgets.

Training preferences by industry. Training preferences also vary greatly across industries. For example, more than 88 percent of the respondents in accommodation and food service preferred to use in-house training programs to upgrade their new hires' skills, while 8 percent used commercial training providers. Just 5 percent were likely to use a college or university. Among employers in professional and technical services, the preferences are very different. Some 58 percent use an in-house training program, 45 percent use a college and university, while 36 percent use commercial training providers.

Conclusion

The number of job vacancies in Massachusetts rose during the 2nd quarter of 2005 and extended to a wider spectrum of industries and occupations than in the 2nd quarter of 2004. Fourteen of the 17 major industry sectors for which comparable data was available saw increases in job openings between the 2nd quarters of 2004 and 2005—in particular, finance and insurance, manufacturing, professional and technical services, and information.

Job vacancies surged in all professional and technical occupations except law and the arts. Moreover, for the first time, as a result of the rising demand for highly skilled workers, the percentage of job postings that required an associate's degree or higher surpassed the number that required high school or vocational school.

Although the net projected hiring outlook was not as optimistic as it was one year earlier, most employers across all 20 major industry sectors expected at least to maintain their current employment levels.

The data accumulated by the Massachusetts Job Vacancy Survey is helping analysts and planners accomplish the following vital tasks:

- 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 2nd quarter 2005 Massachusetts Job Vacancy Survey, turn to the tables and figures appended to this document. For additional information or questions about this data or other types of labor market data, please call the Economic Analysis Department at **617-626-5744** or visit **www.detma.org**. ■

Table 1: Statewide Job Vacancies by Industry, 2nd Quarter 2005

Industry Name	Number of Job Vacancies	Job Vacancy Rate*	Percent Private Sector	Percent Part-Time	Percent Temporary/Seasonal	Percent Requiring Associate's Degree or Higher	Percent Providing Health Benefits
Total Job Vacancies	72,813	2.6%	93%	32%	12%	42%	71%
Agriculture	128	2.0%	100%	65%	34%	14%	23%
Mining	40	2.3%	100%	0%	15%	0%	93%
Utilities	68	0.5%	41%	0%	0%	68%	100%
Construction	2,948	2.3%	95%	1%	12%	6%	65%
Manufacturing	5,270	1.7%	100%	3%	8%	44%	96%
Wholesale Trade	1,918	1.7%	100%	7%	7%	45%	88%
Retail Trade	8,251	2.5%	100%	43%	14%	7%	55%
Transportation & Warehousing	1,620	1.7%	95%	46%	25%	4%	52%
Information	2,620	3.0%	98%	6%	2%	73%	95%
Finance & Insurance	4,001	2.5%	100%	13%	0%	82%	94%
Real Estate	473	1.3%	100%	43%	23%	21%	58%
Professional & Technical Services	6,160	3.2%	99%	6%	2%	85%	95%
Management	1,423	2.3%	100%	20%	1%	66%	87%
Administrative & Support	3,686	3.6%	99%	51%	42%	33%	66%
Educational Services	5,471	1.8%	44%	24%	7%	85%	84%
Healthcare	16,203	3.8%	99%	43%	2%	55%	74%
Arts & Entertainment	1,576	3.1%	92%	68%	42%	19%	37%
Accommodation & Food Services	8,164	3.5%	100%	61%	33%	3%	31%
Other Services	1,610	2.0%	100%	35%	16%	38%	61%
Public Administration	1,183	1.1%	n/a	12%	1%	29%	95%

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

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

Industry Name	2nd Quarter 2004			2nd Quarter 2005			over-the-year	
	# of Job Vacancies	% Distribution	Job Vacancy Rate	# of Job Vacancies	% Distribution	Job Vacancy Rate	Net Change	Percent Change
Total Job Vacancies	59,891	100%	2.0%	72,813	100.0%	2.6%	12,922	21.6%
Agriculture	433	0.7%	6.2%	128	0.2%	2.0%	-305	-70.4%
Mining	12	0.0%	0.7%	40	0.1%	2.3%	28	233.3%
Utilities	141	0.2%	1.0%	68	0.1%	0.5%	-73	-51.8%
Construction	2,250	3.8%	1.7%	2,948	4.0%	2.3%	698	31.0%
Manufacturing	4,126	6.9%	1.3%	5,270	7.2%	1.7%	1,144	27.7%
Wholesale Trade	1,493	2.5%	1.3%	1,918	2.6%	1.7%	425	28.5%
Retail Trade	5,834	9.7%	1.8%	8,251	11.3%	2.5%	2,417	41.4%
Transportation & Warehousing	1,062	1.8%	1.1%	1,620	2.2%	1.7%	558	52.5%
Information	1,576	2.6%	1.7%	2,620	3.6%	3.0%	1,044	66.2%
Finance & Insurance	2,587	4.3%	1.5%	4,001	5.5%	2.5%	1,414	54.7%
Real Estate	525	0.9%	1.4%	473	0.6%	1.3%	-52	-9.9%
Professional & Technical Services	5,076	8.5%	2.6%	6,160	8.5%	3.2%	1,084	21.4%
Management	943	1.6%	1.5%	1,423	2.0%	2.3%	480	50.9%
Administrative & Support*	4,434	7.4%	3.0%	3,686	5.1%	3.6%	-748	-16.9%
Educational Services	4,544	7.6%	1.8%	5,471	7.5%	1.8%	927	20.4%
Healthcare	13,787	23.0%	3.2%	16,203	22.3%	3.8%	2,416	17.5%
Arts & Entertainment	1,116	1.9%	1.9%	1,576	2.2%	3.1%	460	41.2%
Accommodation & Food Services	6,543	10.9%	2.6%	8,164	11.2%	3.5%	1,621	24.8%
Other Services	2,285	3.8%	2.7%	1,610	2.2%	2.0%	-675	-29.5%
Public Administration*	1,124	1.9%	0.8%	1,183	1.6%	1.1%	59	5.2%

* Not strictly comparable

Table 3: Job Vacancies by Size of Firm, 2nd Quarter 2005

	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 Providing Health Benefits	Percent Requiring Related Experience
Small	25,868	2.6%	96.6%	40%	19%	23%	55%	50%
Medium	24,382	2.8%	94.3%	29%	12%	40%	76%	56%
Large	22,563	2.4%	88.0%	26%	4%	70%	87%	82%
Total, all Firms	72,813	2.6%	93.2%	32%	12%	42%	71%	61%

Table 4: Job Vacancies by Region and Industry, 2nd Quarter 2005

Industry Name	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	72,816	2.6%	2,048	3.7%	3,448	3.3%	5,720	2.4%	36,408	2.5%	9,206	2.4%	6,396	2.4%	9,587	2.7%
Agriculture	128	2.0%	*	*	*	*	*	*	108	5.4%	*	2.3%	*	*	*	0.3%
Mining	40	2.3%	*	0.7%	*	*	*	3.3%	*	1.9%	*	3.3%	*	2.9%	*	2.3%
Utilities	68	0.5%	*	*	*	0.8%	*	*	*	0.1%	*	1.1%	*	0.8%	30	1.3%
Construction	2,948	2.3%	*	*	262	4.2%	*s	1.6%	1,448	2.5%	529	3.0%	197	2.0%	325	1.6%
Manufacturing	5,270	1.7%	269	4.3%	31	0.8%	448	1.2%	2,455	2.3%	969	1.5%	415	1.2%	683	1.3%
Wholesale Trade	1,918	1.7%	82	9.9%	0	0.0%	129	1.5%	929	1.6%	310	1.8%	166	2.0%	302	1.4%
Retail Trade	8,251	2.5%	383	4.8%	1,011	5.4%	796	2.6%	2,711	2.0%	1,215	2.7%	835	2.5%	1,300	2.4%
Transportation & Warehousing	1,620	1.7%	22	2.0%	116	4.1%	182	2.2%	830	1.6%	278	2.8%	47	0.4%	145	1.2%
Information	2,620	3.0%	29	2.7%	*	0.7%	*	0.7%	1,773	3.3%	467	3.4%	61	1.1%	249	3.4%
Finance & Insurance	4,001	2.5%	30	1.7%	*	0.1%	378	3.4%	3,152	2.8%	233	2.1%	*	1.1%	92	1.0%
Real Estate	473	1.3%	*	3.4%	37	2.1%	*	2.0%	243	1.1%	*	0.7%	110	3.9%	*	0.1%
Professional & Technical Services	6,160	3.2%	*	3.2%	126	3.0%	*s	1.4%	4,836	3.4%	739	3.0%	163	2.8%	130	1.4%
Management	1,423	2.3%	38	4.8%	*	2.3%	*	2.1%	822	2.2%	178	3.0%	101	2.5%	171	2.0%
Administrative & Support	3,686	3.6%	*s	4.5%	*	2.8%	220	3.9%	1,262	2.0%	192	1.7%	489	8.7%	1,346	13.3%
Educational Services	5,471	1.8%	188	2.6%	235	2.5%	723	2.3%	2,905	1.9%	530	1.4%	329	0.8%	561	1.8%
Healthcare	16,203	3.8%	459	4.9%	524	3.3%	1,366	3.5%	7,759	3.7%	1,630	2.9%	2,108	4.7%	2,357	4.4%
Arts & Entertainment	1,576	3.1%	59	4.4%	*	6.0%	260	6.2%	373	1.7%	333	4.6%	235	4.5%	*	1.6%
Accommodation & Food Services	8,164	3.5%	224	3.5%	666	3.8%	603	3.2%	3,615	3.4%	1,138	3.6%	531	2.6%	1,387	4.4%
Other Service	1,610	2.0%	91	4.8%	56	1.7%	84	1.3%	824	2.1%	105	1.0%	279	3.8%	171	1.6%
Public Administration	1,183	1.1%	20	1.3%	*	0.5%	91	0.9%	352	0.6%	*	2.0%	198	1.9%	205	1.7%

*Confidential/not publishable

*Secondary confidentiality

Table 5: Statewide Job Vacancies by Major Occupational Group, 2nd Quarter 2005

Occupational Title	2nd Qtr 2005 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 Providing Health Benefits
Total, all Jobs	72,813	2.6%	1.000	-	32%	12%	42%	61%	71%
Management	4,758	2.2%	1.799	High	2%	1%	95%	96%	96%
Business and Financial Operations	3,371	2.4%	1.403	High	1%	1%	95%	89%	99%
Computer and Mathematical	3,056	2.9%	1.617	High	4%	1%	94%	95%	98%
Architecture and Engineering	2,096	2.9%	2.089	High	0%	1%	92%	92%	100%
Life, Physical, and Social Services	1,647	4.1%	2.021	High	6%	3%	99%	96%	94%
Community and Social Services	1,960	3.5%	1.689	High	36%	1%	73%	66%	77%
Legal	298	1.2%	0.706	Low	3%	3%	100%	84%	100%
Education, Training and Library	3,527	1.8%	0.881	Average	26%	5%	89%	81%	82%
Arts, Design, Entertainment, Sports, & Media	686	1.6%	0.692	Low	27%	11%	89%	91%	75%
Healthcare Practitioner and Technical	8,862	4.8%	2.530	High	44%	1%	75%	78%	79%
Healthcare Support	3,065	3.3%	0.930	Average	51%	2%	11%	49%	70%
Protective Service	1,781	2.5%	1.221	Average	46%	35%	3%	41%	72%
Food Preparation and Serving Related	6,878	2.7%	0.424	Low	68%	37%	0%	22%	17%
Building & Grounds Cleaning & Maintenance	1,624	1.5%	0.566	Low	52%	33%	1%	26%	45%
Personal Care and Service	2,417	3.3%	0.861	Average	79%	52%	18%	50%	41%
Sales and Related	8,419	2.6%	0.736	Low	36%	12%	17%	41%	62%
Office and Administrative Support	8,260	1.5%	0.594	Low	34%	6%	26%	52%	72%
Farming, Fishing, and Forestry	128	n/a	n/a	n/a	34%	2%	4%	17%	6%
Construction and Extraction	2,353	2.0%	0.632	Low	1%	11%	1%	60%	66%
Installation, Maintenance, and Repair	1,351	1.3%	0.648	Low	1%	3%	15%	71%	99%
Production	2,655	1.4%	0.676	Low	10%	16%	6%	57%	92%
Transportation and Material Moving	3,621	2.1%	0.624	Low	34%	23%	1%	38%	60%

*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 6: Number of Job Vacancies by Major Occupational Group, 2nd Quarter 2004 vs. 2nd Quarter 2005

Occupational Group	2nd Quarter 2004		2nd Qtr 2005		Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate		
Total, all Positions	59,891	2.0%	72,813	2.6%	12,922	21.6%
Management	2,907	1.3%	4,758	2.2%	1,851	63.7%
Business and Financial Operations	2,414	1.8%	3,371	2.4%	957	39.6%
Computer and Mathematical	2,588	2.5%	3,056	2.9%	468	18.1%
Architecture and Engineering	1,467	2.0%	2,096	2.9%	629	42.9%
Life, Physical, and Social Services	1,050	2.5%	1,647	4.1%	597	56.9%
Community and Social Services	1,368	2.5%	1,960	3.5%	592	43.3%
Legal	597	2.1%	298	1.2%	-299	-50.1%
Education, Training and Library	3,024	1.5%	3,527	1.8%	503	16.6%
Arts, Design, Entertainment, Sports, & Media	708	1.7%	686	1.6%	-22	-3.1%
Healthcare Practitioner and Technical	6,792	3.7%	8,862	4.8%	2,070	30.5%
Healthcare Support	3,445	4.0%	3,065	3.3%	-380	-11.0%
Protective Service	767	1.0%	1,781	2.5%	1,014	132.2%
Food Preparation and Serving Related	5,646	2.2%	6,878	2.7%	1,232	21.8%
Building & Grounds Cleaning & Maintenance	1,073	1.0%	1,624	1.5%	551	51.4%
Personal Care and Service	2,346	3.3%	2,417	3.3%	71	3.0%
Sales and Related	5,719	1.8%	8,419	2.6%	2,700	47.2%
Office and Administrative Support	7,538	1.3%	8,260	1.5%	722	9.6%
Farming, Fishing, and Forestry	457	n/a	128	n/a	-329	-72.0%
Construction and Extraction	2,277	1.9%	2,353	2.0%	76	3.3%
Installation, Maintenance, and Repair	1,759	1.6%	1,351	1.3%	-408	-23.2%
Production	2,484	1.2%	2,655	1.4%	171	6.9%
Transportation and Material Moving	3,465	2.0%	3,621	2.1%	156	4.5%

Table 7: Occupations Accounting for More than Half of all Job Vacancies, 2nd Quarter 2005

Occupational Title	Number of Job Vacancies	Median Wage Offered
Registered Nurses	4,898	\$21.00*
Retail Salespersons	3,166	\$9.00
Cashiers	2,139	\$7.00
Nursing Aides, Orderlies, & Attend	1,852	\$9.87
Waiters and Waitresses	1,719	n/a
Combined Fd Prep and Serving Workrs	1,490	\$6.75
Exec Secretaries & Admin Assistants	1,099	\$15.87
Customer Service Representatives	1,046	\$8.50
Laborers & Frght, Stock, & Material Movers	978	\$11.00
Comp Software Engineers, Applicatns	951	\$28.85
Security Guards	928	\$9.00
Accountants and Auditors	845	\$16.35
Receptionists & Information Clerks	813	\$12.00
Janitor & Cleaner, Ex Maids & Hous	771	\$7.00
Truck Driver, Heavy & Tractor-Trail	747	\$18.00
Carpenters	743	\$14.42
First-Line Sup/Mgr of Retail Sales	711	n/a
Tellers	709	\$9.52
Licensed Pract & Licensed Voc Nurse	695	\$19.23
All Other Sales and Related Workers	683	\$8.00
Stock Clerks and Order Fillers	670	\$8.00
Financial Managers	641	\$38.46
Sales Managers	605	\$33.65
Counter Attendnt, Cafe, Fd, Coffee	569	\$7.00
AO Business Operations Specialists	566	\$16.83
Fitness Trainers & Aerobics Instruc	549	\$15.00
Social and Human Service Assistants	509	\$9.82
Bartenders	507	\$7.50
Medical & Health Services Managers	492	\$16.85
Secondary Sch Teach, Ex Spec & Voc	473	\$17.63
All Other Production Workers	470	\$11.00
Dishwashers	464	\$8.50
AO Sales Representatives, Services	460	\$14.42
Management Analysts	459	\$14.42
Cooks, Short Order	458	\$10.00
AO Community & Social Service Spec	448	\$19.20
Elementary Sch Teachers, Ex Spe Ed	447	\$16.83
Maids and Housekeeping Cleaners	447	\$8.00
Dining Room & Cafeteria Attendants	442	\$7.00
Office Clerks, General	440	\$8.00
Plumbers, Pipefitters, & Steamfitte	440	\$20.00
Medical Secretaries	420	\$12.02
Physical Therapists	412	\$25.00
Medical Scientists, Ex Epidemiolog	409	\$16.15
Comp Software Enginrs, Systems Soft	400	\$24.04

*Figure may underestimate RNs hiring wage as some nursing positions were not classified
n/a=not available

Table 8: 2nd Quarter 2005 Job Vacancies by Region and Occupation

	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, Job Vacancies	72,813	2.6%	2,048	3.7%	3,448	3.3%	5,720	2.4%	36,408	2.5%	9,206	2.4%	6,396	2.4%	9,587	2.6%
Management	4,758	2.2%	42	1.2%	58	1.0%	234	1.5%	3,463	2.8%	449	1.5%	335	2.1%	177	2.2%
Business and Financial Operations	3,371	2.4%	27	1.6%	17	0.8%	112	1.4%	2,363	2.6%	476	2.8%	245	2.6%	131	2.4%
Computer and Mathematical	3,056	2.9%	*	7.8%	*	0.7%	106	3.0%	2,160	2.8%	492	3.3%	153	4.0%	70	2.9%
Architecture and Engineering	2,096	2.9%	*	1.0%	*	0.6%	42	1.1%	1,361	3.2%	442	2.9%	124	4.5%	110	2.9%
Life, Physical, and Social Services	1,647	4.1%	*	0.7%	80	6.1%	75	3.3%	1,294	4.9%	123	2.9%	40	1.3%	*s	4.1%
Community and Social Services	1,960	3.5%	118	9.6%	85	4.3%	185	2.8%	869	3.4%	233	3.5%	209	3.5%	261	3.5%
Legal	298	1.2%	*	1.5%	*	*	15	1.1%	231	1.3%	25	1.0%	*	0.9%	10	1.2%
Education, Training and Library	3,527	1.8%	178	3.5%	132	2.1%	465	2.1%	1,560	1.7%	427	1.5%	247	1.0%	518	1.8%
Arts, Design, Entertainment, Sports, & Media	686	1.6%	*	0.7%	*s	1.4%	43	1.9%	488	1.7%	64	1.4%	36	1.3%	35	1.6%
Healthcare Practitioner and Technical	8,862	4.8%	164	5.2%	289	5.0%	812	4.7%	4,446	4.5%	957	4.4%	989	5.7%	1,205	4.8%
Healthcare Support	3,065	3.3%	135	4.7%	125	3.9%	188	2.0%	1,183	2.7%	382	3.4%	522	5.2%	530	3.3%
Protective Service	1,781	2.5%	26	3.0%	91	3.9%	67	1.1%	552	1.4%	332	4.1%	116	1.8%	597	2.5%
Food Preparation and Serving Related	6,878	2.7%	236	2.5%	692	5.1%	504	2.2%	2,723	2.3%	1,145	3.4%	561	2.3%	1,017	2.7%
Building & Grounds Cleaning & Maintenance	1,624	1.5%	62	2.4%	341	6.0%	175	2.3%	639	1.1%	27	0.2%	346	3.9%	34	1.5%
Personal Care and Service	2,417	3.3%	86	4.9%	*	0.5%	153	2.4%	660	1.9%	214	2.2%	206	2.6%	1,083	3.3%
Sales and Related	8,419	2.6%	203	3.2%	708	4.6%	931	3.5%	2,758	1.8%	1,190	2.9%	937	3.2%	1,692	2.6%
Office and Administrative Support	8,260	1.5%	307	3.1%	208	1.2%	902	2.0%	4,680	1.6%	1,031	1.4%	591	1.2%	541	1.5%
Farming, Fishing, and Forestry	128	n/a	n/a	n/a	n/a	n/a	n/a	n/a	121	n/a	1	n/a	n/a	n/a	6	n/a
Construction and Extraction	2,353	2.0%	*	0.3%	262	4.9%	58	0.6%	1,277	2.5%	392	2.0%	55	0.6%	301	2.0%
Installation, Maintenance, and Repair	1,351	1.3%	41	2.0%	184	4.4%	71	0.7%	551	1.2%	238	1.7%	53	0.5%	213	1.3%
Production	2,655	1.4%	122	2.6%	18	0.8%	331	1.4%	1,074	1.8%	226	0.6%	362	1.6%	522	1.4%
Transportation and Material Moving	3,621	2.1%	204	6.8%	114	2.0%	251	1.2%	1,955	2.7%	340	1.4%	256	1.2%	501	2.1%

Table 9: 2nd Quarter 2005 Hiring Demand Index and Descriptor

	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, Job Vacancies	1.000	-	1.00	-	1.000	-	1.000	-	1.000	-	1.000	-	1.000	-	1.000	-
Management	1.799	high	0.69	low	0.660	low	1.340	high	2.288	high	1.364	high	1.831	high	0.631	low
Business and Financial Operations	1.403	high	0.64	low	0.373	low	0.887	avg	1.528	high	1.778	high	1.617	high	0.667	low
Computer and Mathematical	1.617	high	3.03	high	0.307	low	1.855	high	1.604	high	1.993	high	2.375	high	0.685	low
Architecture and Engineering	2.089	high	0.51	low	0.360	low	0.865	avg	2.321	high	2.292	high	3.468	high	1.270	high
Life, Physical, and Social Services	2.021	high	0.25	low	2.308	high	1.757	high	2.433	high	1.559	high	0.660	low	0.629	low
Community and Social Services	1.689	high	3.19	high	1.585	high	1.454	high	1.626	high	1.819	high	1.745	high	1.656	high
Legal	0.706	low	0.61	low	0.61	low	0.655	low	0.770	avg	0.623	low	0.567	low	0.718	low
Education, Training and Library	0.881	avg	1.21	high	0.800	avg	1.132	low	0.886	avg	0.828	avg	0.547	low	0.953	avg
Arts, Design, Entertainment, Sports, & Media	0.692	low	0.21	low	0.463	low	0.897	avg	0.764	low	0.673	low	0.585	low	0.401	low
Healthcare Practitioner and Technical	2.530	high	1.91	high	2.037	high	2.682	high	2.388	high	2.494	high	3.172	high	3.000	high
Healthcare Support	0.930	avg	0.90	avg	0.833	avg	0.598	low	0.770	avg	1.005	avg	1.513	high	1.233	high
Protective Service	1.221	high	1.02	avg	1.457	high	0.601	low	0.685	low	2.146	high	0.932	avg	3.642	high
Food Preparation and Serving Related	0.424	low	0.27	low	0.616	low	0.372	low	0.367	low	0.570	low	0.385	low	0.469	low
Building & Grounds Cleaning & Maintenance	0.566	low	0.61	low	1.715	avg	0.903	avg	0.428	low	0.082	low	1.522	high	0.100	low
Personal Care and Service	0.861	avg	0.87	avg	0.097	low	0.662	low	0.503	low	0.611	low	0.707	low	2.864	high
Sales and Related	0.736	low	0.62	low	0.976	avg	1.056	avg	0.509	low	0.882	avg	0.926	avg	0.951	avg
Office and Administrative Support	0.594	low	0.84	avg	0.376	low	0.833	avg	0.650	low	0.587	low	0.503	low	0.316	low
Farming, Fishing, and Forestry	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Construction and Extraction	0.632	low	0.06	low	1.185	avg	0.191	low	0.775	avg	0.673	low	0.190	low	0.560	low
Installation, Maintenance, and Repair	0.648	low	0.67	low	1.679	high	0.390	low	0.574	low	0.906	avg	0.272	low	0.688	low
Production	0.676	low	0.84	avg	0.302	low	0.718	low	0.871	avg	0.314	low	0.776	avg	0.647	low
Transportation and Material Moving	0.624	low	1.41	high	0.462	low	0.399	low	0.820	avg	0.461	low	0.385	low	0.522	low

Table 10: Job Vacancies by Region, 2nd Quarter 2004 vs. 2nd Quarter 2005

Region	2nd Quarter 2004		2nd Quarter 2005		Over-the-year	
	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	Net Change	Percent Change
Massachusetts	59,891	2.0%	72,813	2.6%	12,922	21.6%
Berkshire	1,819	3.1%	2,048	3.7%	229	12.6%
Cape & Islands	3,523	2.9%	3,448	3.3%	-75	-2.1%
Central	4,959	2.0%	5,720	2.4%	761	15.3%
Greater Boston	29,908	2.0%	36,408	2.5%	6,500	21.7%
Northeast	7,740	1.9%	9,206	2.4%	1,466	18.9%
Pioneer Valley	5,316	2.0%	6,396	2.4%	1,080	20.3%
Southeast	6,626	1.8%	9,587	2.7%	2,961	44.7%

Table 11: Industry Hiring Expectations

Industry Name	Increase	Same	Decrease	Unsure	Difference*
Administrative & Support	36%	47%	7%	10%	29%
Finance & Insurance	35%	53%	3%	8%	32%
Public Administration	33%	52%	1%	14%	32%
Manufacturing	33%	49%	9%	9%	24%
Professional & Technical Services	33%	55%	4%	7%	29%
Retail Trade	32%	52%	4%	11%	28%
Transportation & Warehousing	31%	54%	3%	12%	28%
Management	30%	57%	4%	8%	26%
Total, all Industries	29%	57%	6%	9%	23%
Accommodation	28%	57%	6%	9%	21%
Healthcare	27%	63%	3%	7%	25%
Arts & Entertainment	27%	52%	16%	5%	10%
Other Service	26%	57%	5%	12%	21%
Mining	26%	71%	3%	0%	23%
Wholesale Trade	26%	64%	3%	7%	22%
Educational Services	25%	60%	9%	7%	16%
Utilities	23%	71%	2%	4%	21%
Real Estate	22%	68%	6%	4%	16%
Information	22%	61%	9%	9%	13%
Construction	20%	60%	8%	12%	13%
Agriculture	14%	61%	14%	10%	0%

*Percent of employers projecting an increase minus the percent projecting a decrease

Table 12: Regional Hiring Expectations

Region	Increase	Same	Decrease	Unsure	Difference*
Berkshire	29%	63%	3%	5%	26%
Cape & Islands	32%	52%	12%	5%	20%
Central	22%	65%	6%	8%	16%
Greater Boston	32%	53%	5%	10%	27%
Northeast	26%	57%	7%	10%	19%
Pioneer Valley	29%	59%	4%	8%	26%
Southeast	26%	58%	7%	9%	19%
Total, all Regions	29%	57%	6%	9%	23%

Table 13: Hiring Expectations by Size of Firm

Size of firm	Increase	Same	Decrease	Unsure	Difference*
Large (250 or more employees)	44%	41%	6%	8%	38%
Medium (50-249 employees)	33%	51%	6%	10%	27%
Total, all firm sizes	29%	57%	6%	9%	23%
Small (5-49 employees)	18%	68%	5%	9%	13%

Table 14: Percent of Employers Satisfied with their New Hires' Basic Skills

Industry Name	Spoken English				Written English				Writing and Communications				Team Work			
	Excellent	Good	Fair	Poor	Excellent	Good	Fair	Poor	Excellent	Good	Fair	Poor	Excellent	Good	Fair	Poor
Agriculture	25%	45%	30%	0%	16%	53%	11%	21%	18%	41%	24%	18%	15%	80%	5%	0%
Mining	32%	55%	14%	0%	14%	48%	33%	5%	11%	50%	33%	6%	29%	52%	19%	0%
Utilities	38%	62%	0%	0%	24%	73%	3%	0%	22%	75%	3%	0%	31%	67%	3%	0%
Construction	41%	49%	9%	1%	33%	53%	13%	2%	25%	55%	18%	2%	30%	59%	10%	1%
Manufacturing	39%	46%	12%	3%	29%	48%	16%	7%	25%	51%	19%	5%	31%	59%	9%	1%
Wholesale Trade	40%	52%	6%	2%	27%	62%	8%	3%	22%	65%	9%	4%	26%	66%	7%	0%
Retail Trade	28%	61%	10%	1%	20%	63%	15%	2%	15%	63%	20%	2%	18%	69%	12%	1%
Transportation & Warehousing	21%	65%	12%	2%	17%	65%	16%	3%	14%	64%	21%	2%	17%	75%	8%	0%
Information	51%	47%	2%	0%	41%	52%	7%	0%	36%	56%	7%	0%	35%	62%	2%	1%
Finance & Insurance	51%	49%	1%	0%	37%	60%	3%	0%	34%	62%	4%	0%	40%	58%	2%	0%
Real Estate	40%	46%	14%	0%	34%	52%	12%	2%	28%	54%	16%	2%	32%	66%	2%	0%
Technical Services	60%	39%	2%	0%	50%	48%	2%	0%	45%	52%	3%	0%	45%	53%	2%	0%
Management	42%	51%	7%	0%	24%	66%	9%	1%	22%	66%	11%	1%	30%	67%	3%	0%
Administrative & Support	28%	56%	13%	3%	22%	56%	17%	4%	21%	52%	23%	4%	24%	63%	11%	2%
Educational Services	64%	36%	0%	0%	56%	43%	1%	0%	52%	47%	1%	0%	44%	53%	2%	0%
Healthcare	38%	56%	5%	0%	33%	56%	9%	1%	29%	58%	12%	1%	33%	62%	5%	0%
Arts & Entertainment	35%	59%	6%	0%	22%	70%	8%	0%	16%	73%	10%	2%	22%	74%	5%	0%
Accommodation	22%	62%	14%	2%	17%	62%	18%	4%	12%	64%	21%	4%	20%	66%	14%	0%
Other Service	43%	45%	9%	4%	34%	49%	14%	2%	30%	52%	16%	2%	34%	55%	10%	1%
Public Administration	53%	47%	0%	0%	45%	53%	2%	0%	39%	57%	4%	0%	52%	44%	4%	0%
Total, all industries	40%	51%	7%	1%	32%	56%	10%	2%	27%	57%	13%	2%	31%	62%	7%	0%

Industry Name	Technological Expertise				Problem Solving				Management			
	Excellent	Good	Fair	Poor	Excellent	Good	Fair	Poor	Excellent	Good	Fair	Poor
Agriculture	7%	79%	14%	0%	6%	71%	18%	6%	15%	62%	15%	8%
Mining	24%	41%	24%	12%	18%	65%	18%	0%	17%	58%	17%	8%
Utilities	31%	69%	0%	0%	29%	66%	6%	0%	27%	73%	0%	0%
Construction	19%	65%	13%	3%	14%	67%	16%	4%	19%	61%	17%	2%
Manufacturing	35%	44%	19%	3%	26%	52%	19%	3%	32%	51%	13%	5%
Wholesale Trade	18%	59%	15%	8%	14%	66%	20%	0%	22%	65%	9%	5%
Retail Trade	12%	56%	28%	4%	9%	61%	26%	4%	12%	65%	19%	3%
Transportation & Warehousing	9%	67%	16%	9%	8%	74%	14%	3%	13%	71%	15%	1%
Information	32%	61%	6%	1%	28%	64%	7%	1%	23%	66%	10%	1%
Finance & Insurance	24%	67%	9%	1%	24%	70%	5%	0%	26%	70%	4%	0%
Real Estate	22%	62%	14%	3%	28%	53%	16%	2%	27%	62%	8%	3%
Technical Services	46%	49%	5%	0%	39%	55%	5%	1%	29%	62%	8%	1%
Management	25%	55%	20%	0%	23%	62%	15%	0%	27%	63%	10%	0%
Administrative & Support	11%	59%	23%	7%	12%	61%	26%	2%	19%	62%	17%	2%
Educational Services	32%	57%	11%	0%	32%	62%	5%	0%	39%	56%	5%	0%
Healthcare	24%	58%	16%	2%	21%	64%	15%	1%	30%	61%	8%	1%
Arts & Entertainment	12%	68%	20%	0%	12%	67%	22%	0%	19%	63%	17%	0%
Accommodation	6%	49%	34%	11%	8%	52%	34%	7%	19%	56%	19%	6%
Other Service	24%	53%	23%	0%	21%	61%	16%	1%	23%	59%	17%	1%
Public Administration	37%	54%	9%	0%	33%	61%	7%	0%	40%	51%	9%	0%
Total, all industries	25%	56%	16%	3%	21%	61%	16%	2%	26%	61%	12%	2%

Table 15: Percent of Small, Medium, and Large Firms Satisfied with their New Hires' Skills

Skill	Rating	Size of Company			
		Small 5-49 employees	Medium 50-249 employees	Large 250 or more employees	All Firm Sizes Average
Spoken English	Excellent	46%	33%	40%	40%
	Good	44%	57%	54%	51%
	Fair	8%	9%	6%	7%
	Poor	2%	1%	1%	1%
Written English	Excellent	36%	26%	32%	32%
	Good	50%	60%	59%	56%
	Fair	11%	12%	7%	10%
	Poor	3%	2%	2%	2%
Writing/Communications	Excellent	32%	22%	29%	27%
	Good	52%	60%	61%	57%
	Fair	14%	16%	9%	13%
	Poor	3%	2%	1%	2%
Team Work	Excellent	35%	24%	34%	31%
	Good	56%	68%	62%	62%
	Fair	9%	8%	4%	7%
	Poor	1%	0%	0%	0%
Technological Expertise	Excellent	24%	20%	31%	25%
	Good	52%	58%	59%	56%
	Fair	20%	19%	9%	16%
	Poor	4%	3%	1%	3%
Problem Solving	Excellent	22%	16%	27%	21%
	Good	57%	63%	64%	61%
	Fair	19%	19%	9%	16%
	Poor	3%	2%	1%	2%
Management	Excellent	25%	21%	31%	26%
	Good	55%	64%	62%	61%
	Fair	17%	12%	6%	12%
	Poor	4%	2%	1%	2%

Table 16: 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)	70%	43%	8%	19%
Medium (50-249 employees)	71%	59%	12%	24%
Large (250 or more employees)	68%	83%	16%	22%
Total, all firms	70%	60%	12%	22%

Table 17: Where New Hires with Adequate Skills Received their Training by Industry (Percent of Business Respondents)

Industry Name	High Schl. / Voc. School	College / University	Commrl Training Provider	Other
Agriculture	52%	24%	5%	48%
Mining	62%	19%	29%	19%
Utilities	68%	81%	35%	24%
Construction	67%	28%	20%	23%
Manufacturing	72%	55%	12%	17%
Wholesale Trade	66%	56%	13%	22%
Retail Trade	85%	35%	8%	19%
Transportation & Warehousing	76%	32%	12%	47%
Information	58%	80%	7%	32%
Finance & Insurance	72%	85%	11%	17%
Real Estate	70%	47%	15%	30%
Professional & Technical Serv.	45%	90%	10%	14%
Management	74%	80%	19%	19%
Administrative & Support	70%	43%	13%	32%
Educational Services	52%	92%	8%	9%
Healthcare	72%	79%	17%	23%
Arts & Entertainment	72%	56%	13%	20%
Accommodation & Food Services	82%	24%	3%	27%
Other Services	79%	45%	10%	26%
Public Administration	70%	87%	10%	23%
Total, all Industries	70%	60%	12%	22%

Table 18: Training Preferences by Size of Organization

Size of Firm	In-House	College/ University	Commercial Training Provider	Other
Small (5-49 employees)	74%	13%	22%	13%
Medium (50-249 employees)	78%	27%	24%	18%
Large (250 or more employees)	79%	51%	28%	20%
Total, all firms	77%	29%	25%	17%

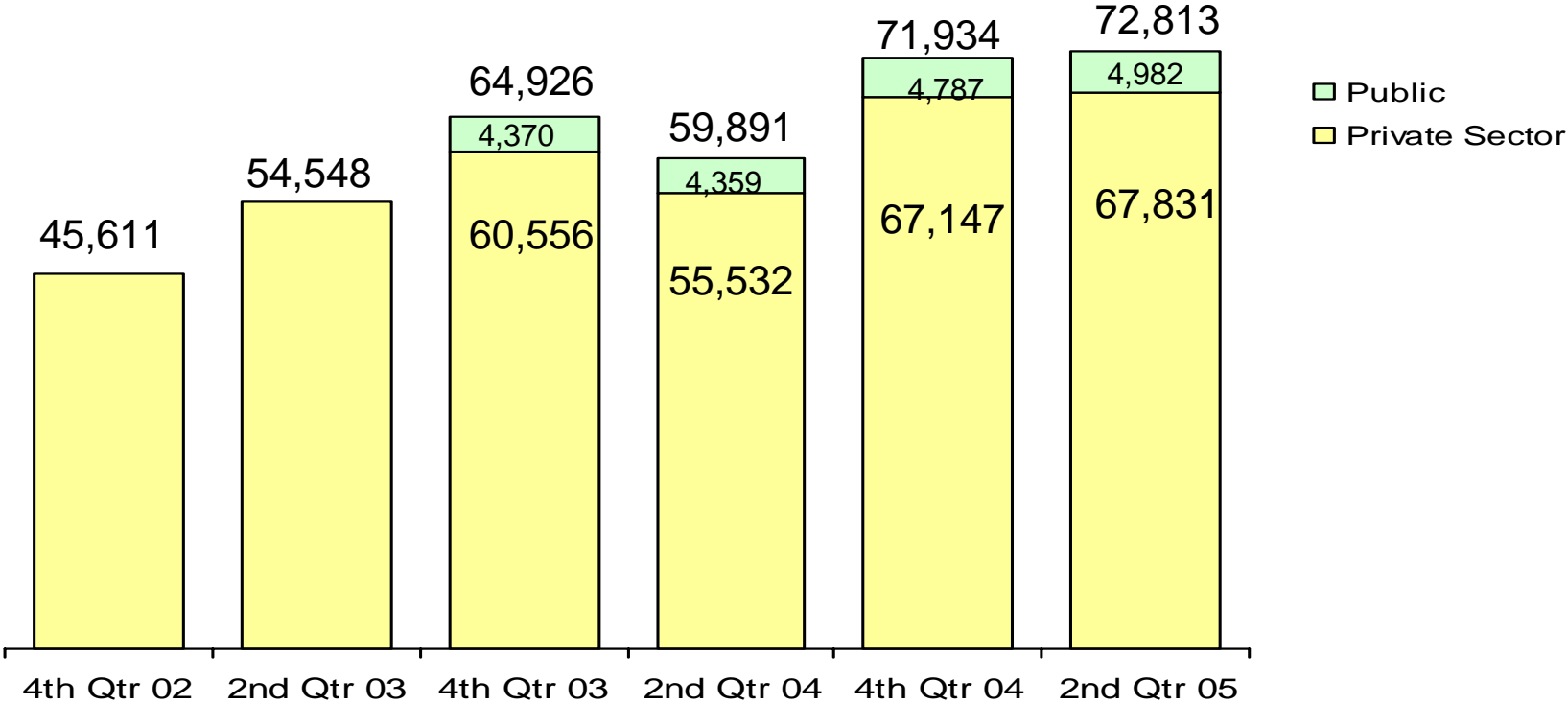
Table 19: Training Preferences by Industry*

Industry	In-House	College	Commercial Training	Other
Agriculture	64%	7%	14%	29%
Mining	75%	10%	35%	20%
Utilities	81%	49%	54%	30%
Construction	72%	10%	28%	23%
Manufacturing	75%	31%	34%	14%
Wholesale Trade	74%	21%	17%	17%
Retail Trade	89%	6%	13%	10%
Transportation & Warehousing	84%	9%	11%	23%
Information	71%	47%	28%	32%
Finance & Insurance	79%	45%	43%	13%
Real Estate	76%	20%	34%	18%
Professional & Technical Services	58%	45%	36%	13%
Management	81%	45%	33%	21%
Administrative & Support	80%	13%	12%	20%
Educational Services	71%	65%	26%	9%
Healthcare	73%	43%	24%	23%
Arts & Entertainment	91%	19%	26%	17%
Accommodation	88%	5%	8%	13%
Other Service	76%	16%	23%	24%
Public Administration	75%	26%	31%	22%
Total, all Industries	77%	29%	25%	17%

*2nd 2005 results not strictly comparable to previously published data

Figure 1:

As employment has begun to recover, the total volume of private sector job postings is up 22% from the 2nd quarter of 2004.



*Not seasonally adjusted

Figure 2:

From the comparable year ago quarter job postings increased across a broad spectrum of industries.

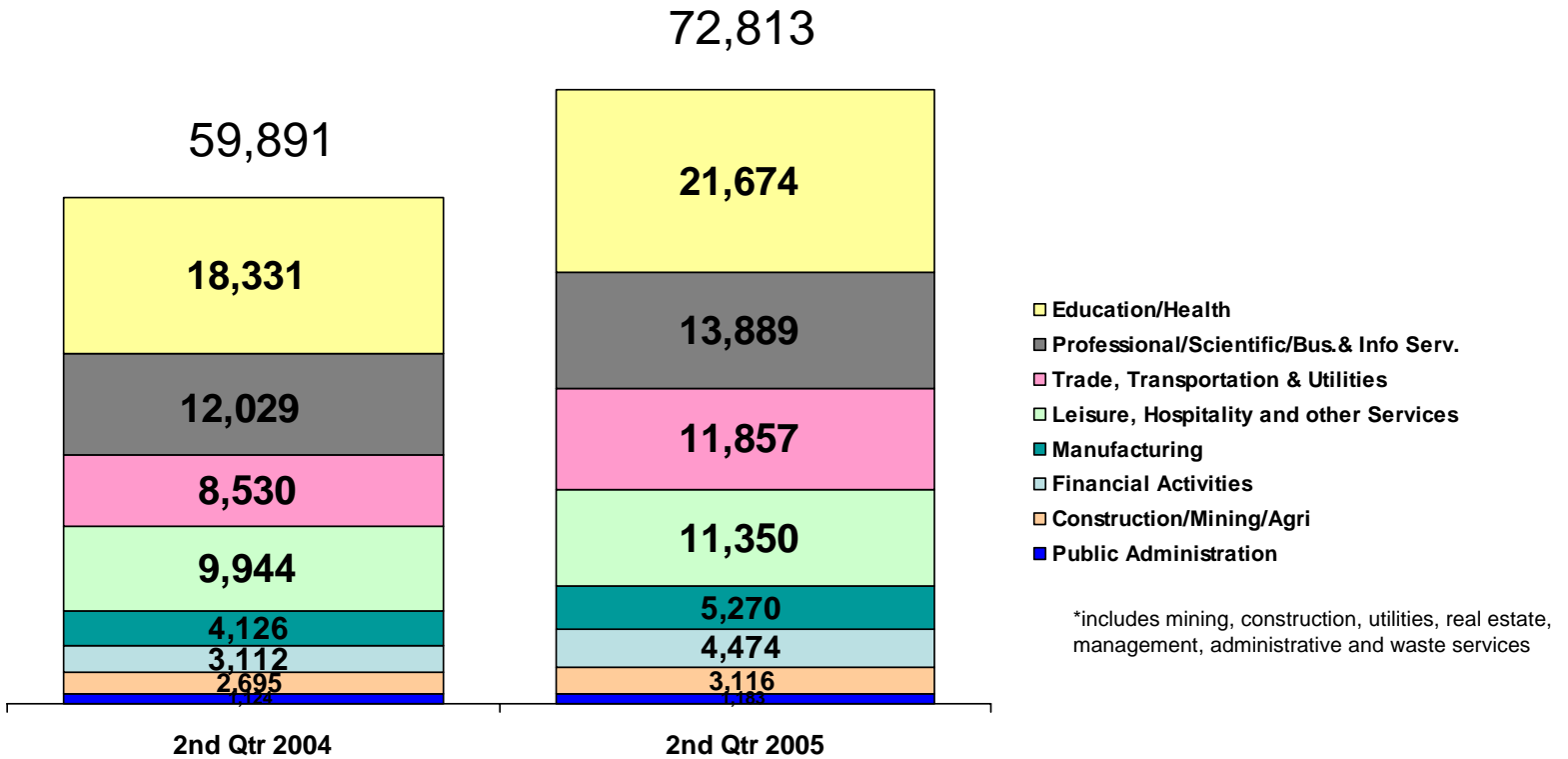


Figure 3

In 3 major industry sectors, the proportion of job vacancies exceeds the proportion of workers employed.

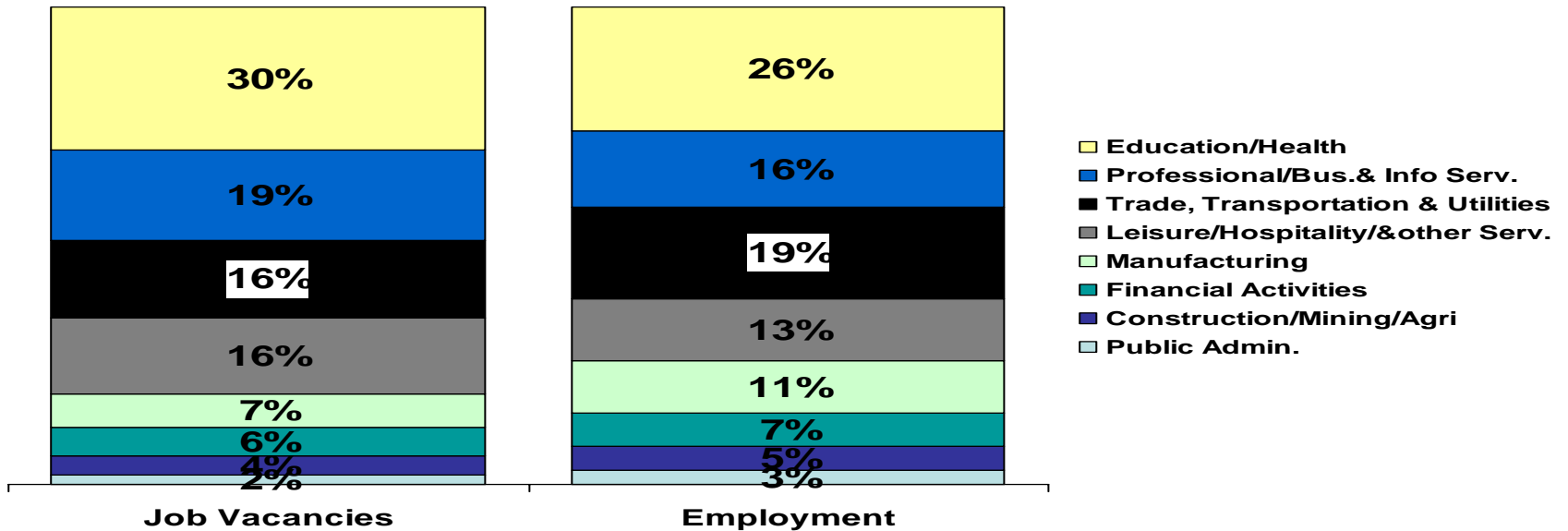


Figure 4:

Companies recruited a higher proportion of managerial, professional and technical workers and sales workers in the 2nd quarter of 2005 than in the 2nd quarter of 2004.

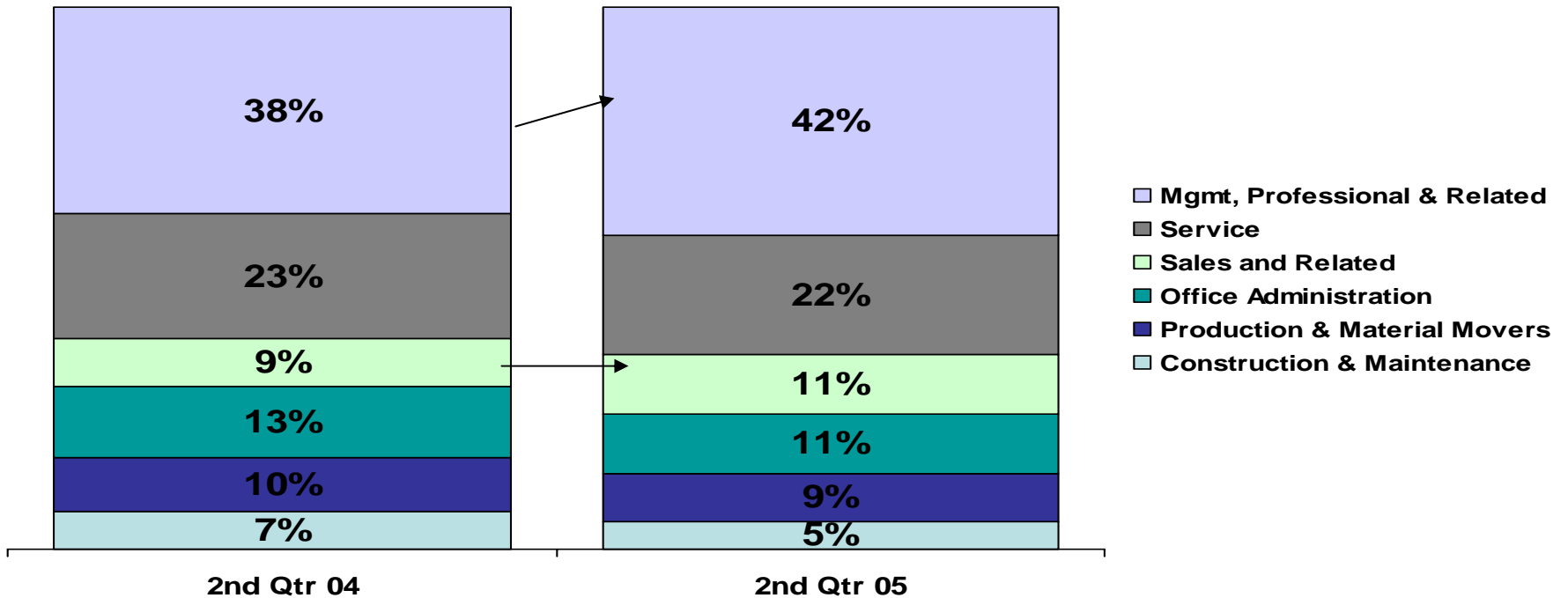


Figure 5:
 Within the managerial, professional, and technical occupational group, healthcare practitioners and community and social service providers have a much higher proportion of job vacancies than filled jobs.

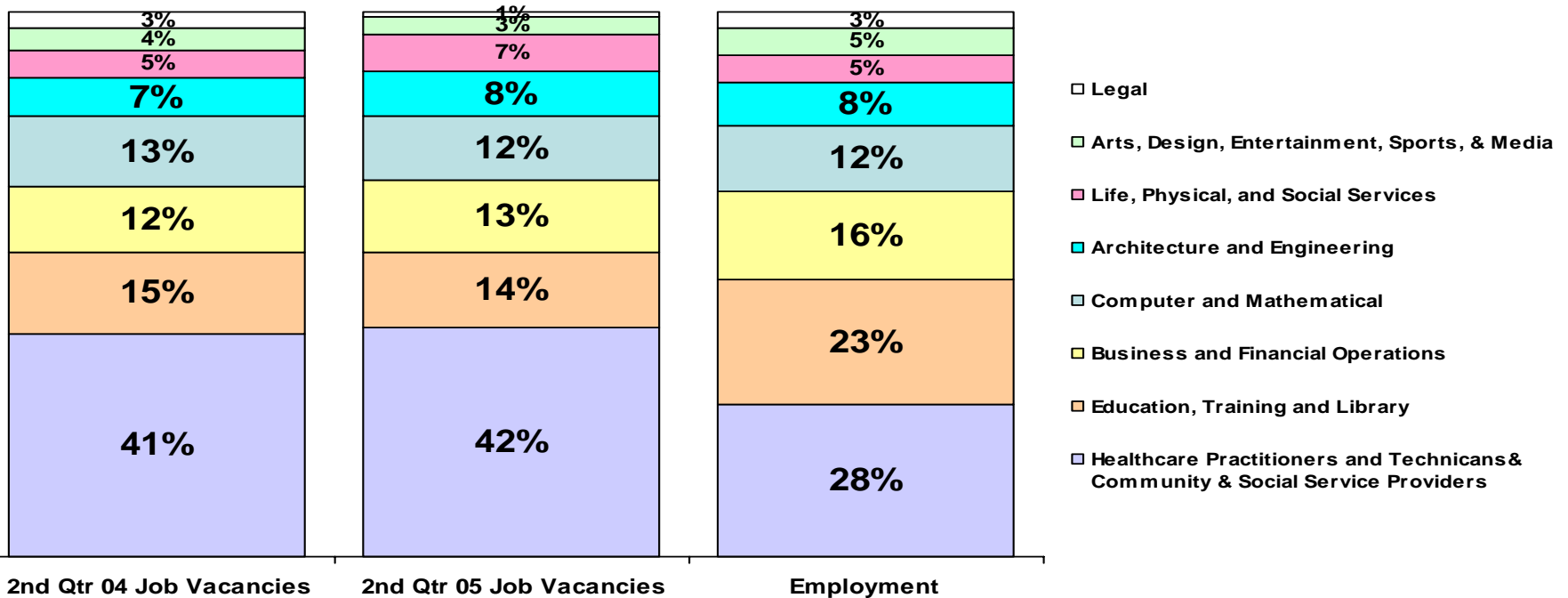
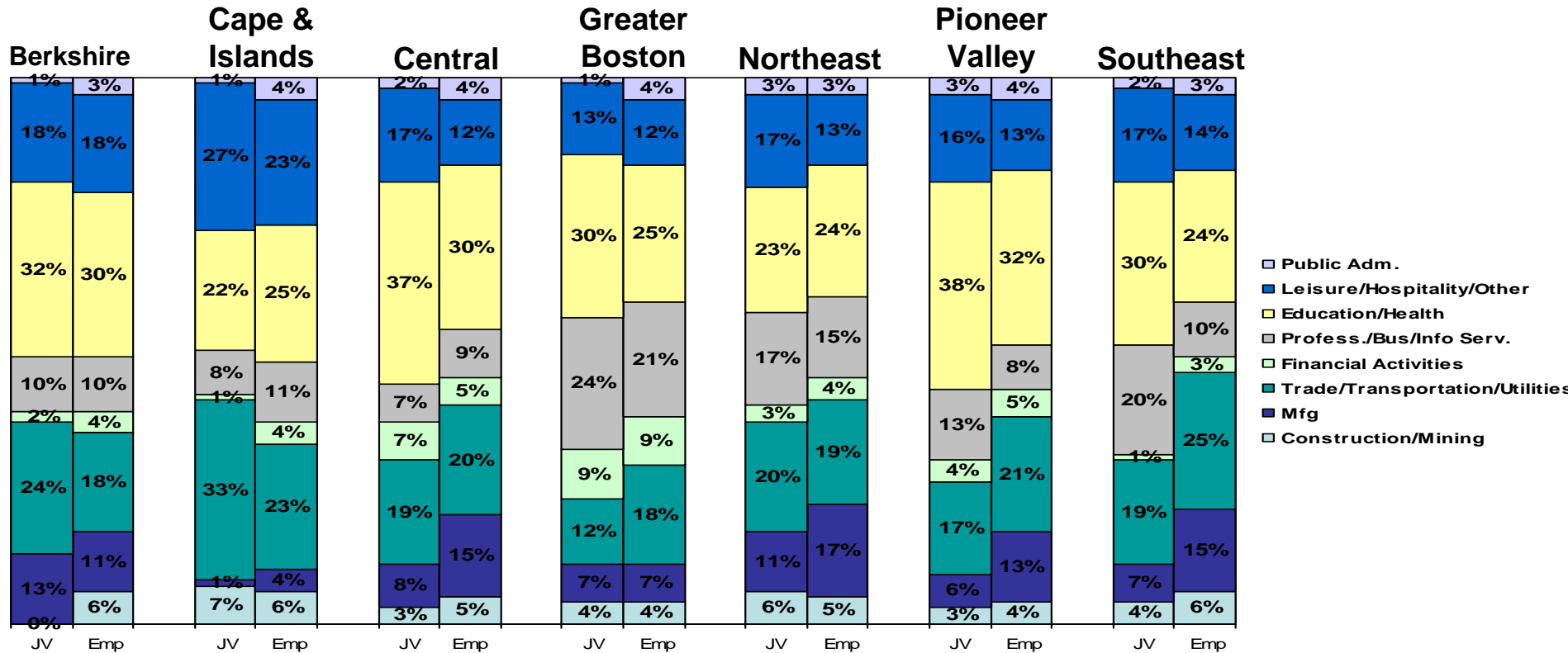


Figure 6:

On a regional basis, the proportion of job postings by industry varied when compared to the distribution of employment.



JV=Job Vacancies
Emp=Employment

Figure 7:

During the 2nd quarter of 2005 Greater Boston had the highest concentration of job postings for managerial, professional and technical workers.

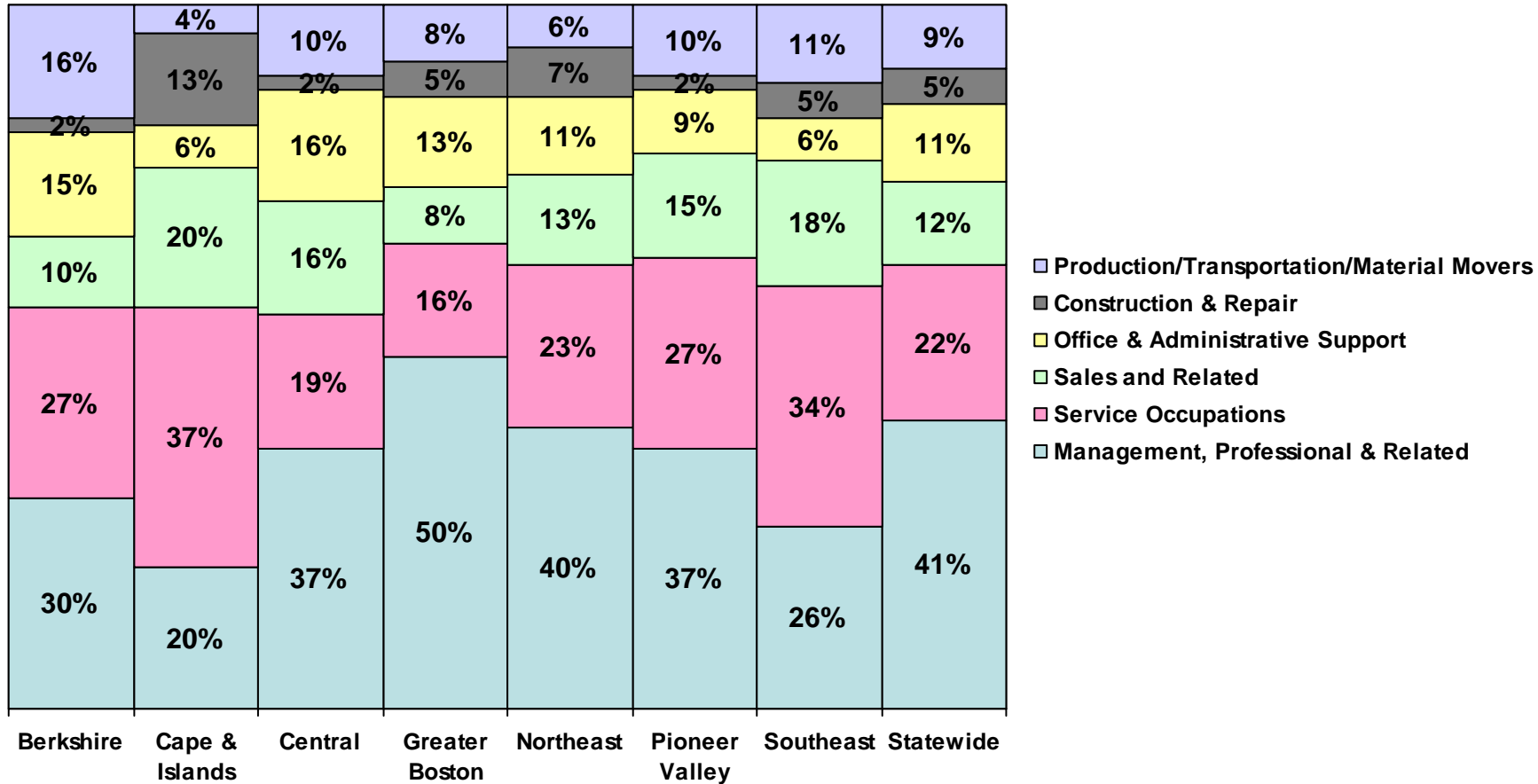
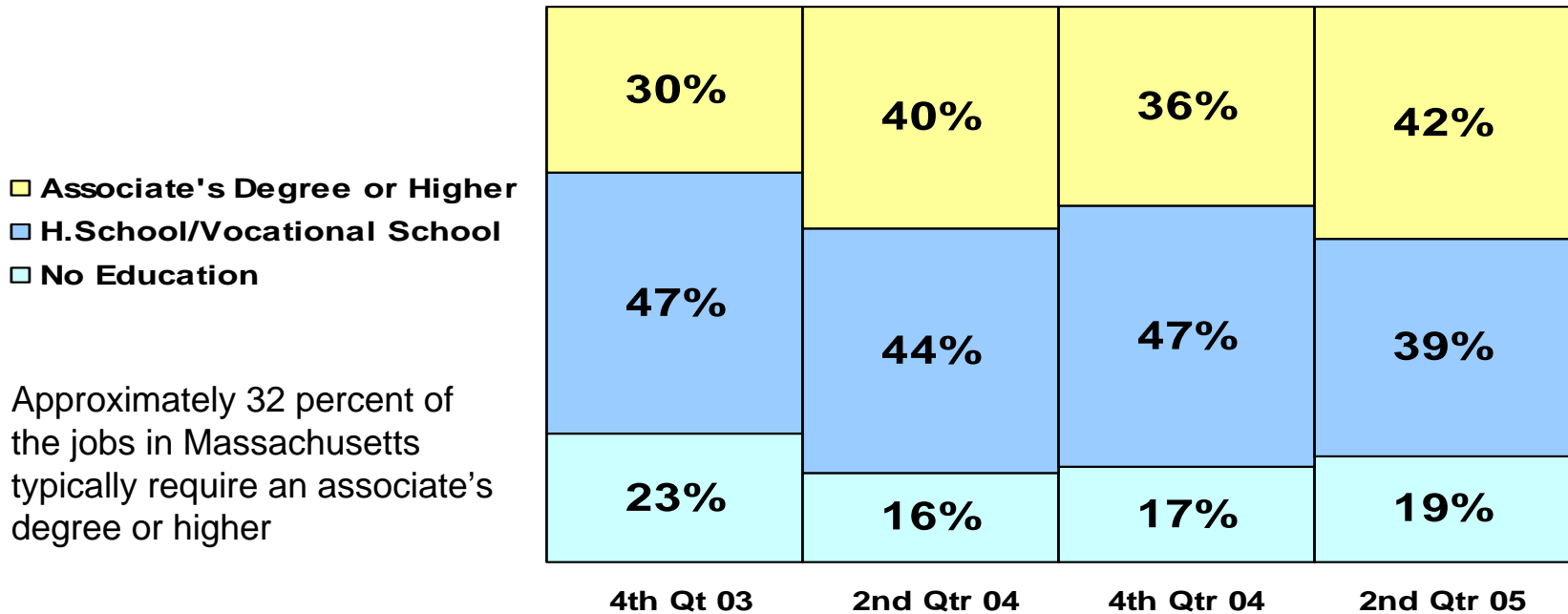


Figure 8:

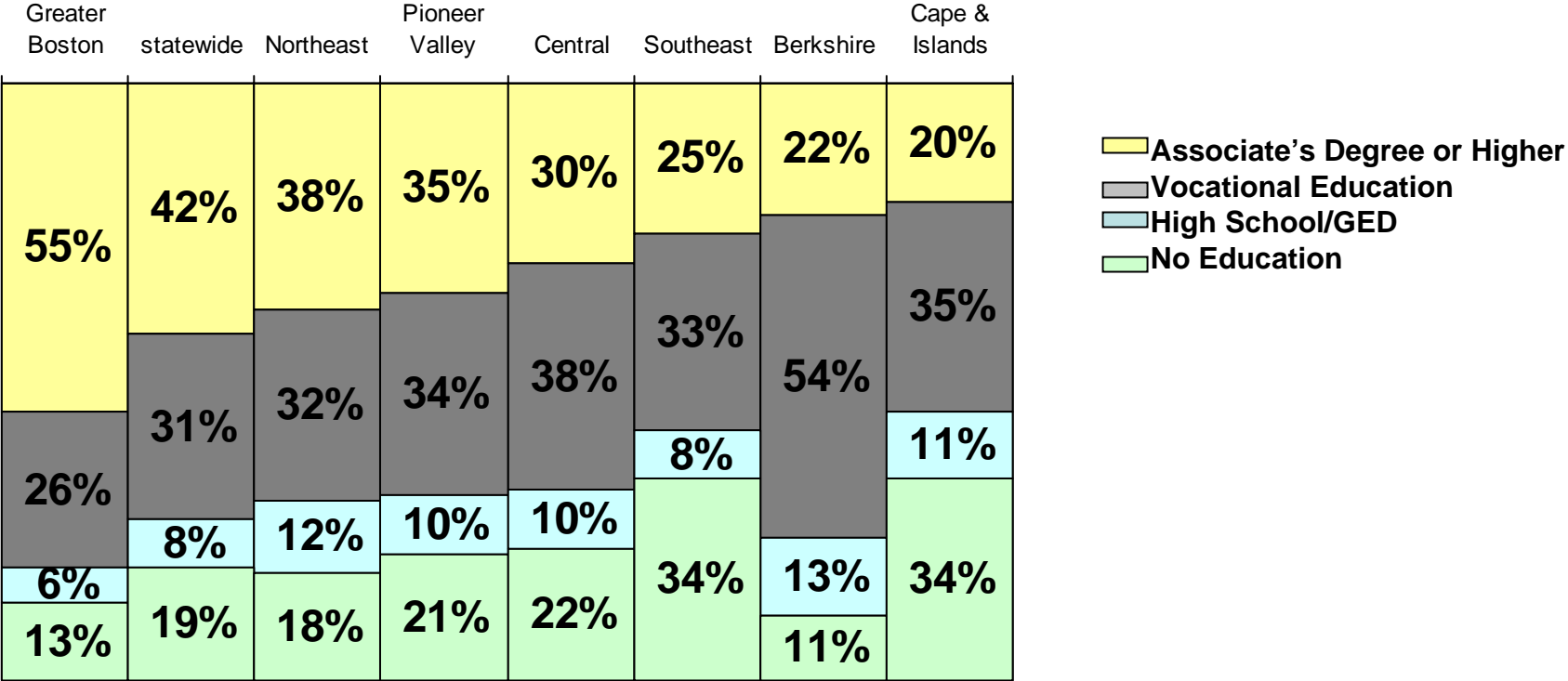
For the first time, the proportion of job vacancies that require an associate's degree or higher exceeded the proportion of job vacancies requiring a high school or vocational training.



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 Greater Boston, educational requirements in this region exceeded those required in other areas.





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