

2nd Quarter 2007

Massachusetts Job Vacancy Survey

Hiring Trends by Industry and Occupation

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During the 2nd quarter of 2007 (April to June), the Massachusetts Department of Workforce Development conducted its tenth semiannual job vacancy survey. More than 6,600 companies selected at random by industry, size and region were asked to provide the following data:

- The number and types of positions for which they were currently recruiting
- The expected education and training requirements for applicants
- The pay and benefits offered to job applicants

The responses were weighted and scaled to produce statistically valid results.

This survey:

- Identifies imbalances between the supply and demand for labor
- Helps business managers develop effective recruiting strategies
- Identifies industries and occupations in which jobs are available
- Detects emerging labor and skill shortages

Survey Highlights

In total, Massachusetts employers posted 83,850 positions for immediate hire during the 2nd quarter of 2007, a 2.8 percent decrease from the 2nd quarter of 2006. The job vacancy rate (job postings per 100 filled positions) also decreased slightly over the year from 3.0 percent in the 2nd quarter of 2006 to 2.9 percent in the 2nd quarter of 2007.

Recruiting was less than robust during this time period in part because of weakness in construction, manufacturing, retail trade, and real estate. Hiring was also down in social and human services.

Nevertheless, hiring demand indices remained high for health care practitioners, engineers as well as bio-tech and IT workers – including software engineers – and protective service workers. Seasonal hiring was also strong in the leisure and hospitality sector, with increased demand for personal care and food preparation workers.

Workers with the most advanced skills continued to fare best. Job postings that asked for an associate's degree or higher accounted for 42 percent of all vacancies during the 2nd quarter of 2007, nearly the same proportion as the year before.

Employers also favored job applicants with related work experience. Approximately 88 percent of the jobs that required an associate's degree or higher during the 2nd quarter of 2007 required related work experience, compared to 81 percent the year before.

Prepared by Cathy Foley under the direction of Elliot Winer. Thanks to Marvin Gorenstein for publication services, Barbara Kager for research assistance and helpful comments, Edna Monteiro for data entry, and lastly and most importantly, Vickie Green, Jeff Handel, Nancy Litch, and Donna Lund for data collection and analysis.

The slower pace of recruiting did not significantly affect the unemployment rate, the employment population ratio (percentage of the working age population that was employed), or employment growth through the first half of 2007. Unemployment (not seasonally adjusted) edged down slightly over the year from 4.9 during the 2nd quarter of 2006 to 4.8 percent during the 2nd quarter of 2007, and the employment population ratio held steady. Moreover, jobs continued to grow at a moderate pace through mid 2007.

Industry Trends

Job postings fell 2.8 percent over the year. This was primarily due to trends that emerged on both the national and state level: a) The national economy began to slow down. b) Housing prices softened up. c) Lending standards were tightened. And d) Oil and gasoline prices climbed.



The impact of these trends varied widely by industry. Sectors affected by the housing slump – most notably mining and construction, manufacturing, and finance, insurance and real estate – cut back on hiring. The healthcare sector managed to sustain a high volume of hiring and information, education, and leisure and hospitality all registered hiring increases.

Healthcare and social assistance. Health and social assistance posted 17,150 open-for-hire positions surpassing all other industries, including leisure and hospitality, which typically report strong seasonal hiring during the 2nd quarter. While the total volume of job postings remained high, short-term funding concerns are thought to be a factor in the volume of job postings being off by 10.5 percent between the 2nd quarter of 2006 and the 2nd quarter of 2007.



Overall, health and social assistance accounted for over 20 percent of all job vacancies in the 2nd quarter, more than 1.4 times its share of total employment. But the total volume of job postings remained high compared to other industries.



Leisure and Hospitality. Hiring remained strong in leisure and hospitality – accommodation and food service & arts and entertainment – and other services super sectors, increasing 12 percent over the year. The 16,930 jobs posted by employers in this combined grouping accounted for 20 percent of all open-for-hire positions in Massachusetts during the 2nd quarter – up from 17.5 percent the year before – and ranked second in job vacancies.

Professional and Technical Services and Information. The number of job vacancies posted in these two sectors rose a solid 23 percent over the year. With 10,960 open-for-hire positions, the professional and technical services and information grouping ranked third among the state’s major industry groupings, and accounted for 13 percent of all jobs posted in Massachusetts. This is an increase of 12.4 percent from the year before, with software publishing, computer systems design and IT-based management consulting accounting for a greater share of openings in the 2nd quarter of 2007 than in the 2nd quarter of 2006. Job postings declined in the legal, accounting, and engineering industries.

Retail Trade. With rising gas prices dampening consumer spending and retail sales, the total volume of job postings in retail trade declined by 13 percent over the year to 9,140, but still posted the fourth largest number of jobs among major industry groupings during the 2nd quarter of 2007. At 2.9 percent, the job vacancy rate in retail trade continued to mirror the statewide average.

Manufacturing. Over the year, job postings declined 21 percent in this sector. Job postings were off in nearly all non-durable and durable goods industries. Machinery manufacturing was the only exception.

Although the overall job vacancy rate for manufacturing declined from 2.1 percent to 1.7 percent over the year, demand for highly skilled workers continues to increase. Approximately 61 percent of the jobs posted by manufacturing firms in the 2nd quarter of 2007 required an associate’s degree or higher compared to only 38 percent the year before.

Finance and Insurance. In response to the onset of the subprime mortgage crisis and a slowdown of the US economy, the volume of job postings in finance and insurance fell 5.6 percent over the year. It appears that office and administration workers bore the brunt of this decline as job openings for these finance and insurance workers fell 26 percent from the year before. Demand for computer workers in this industry accounted for 29 percent of the job postings, the same proportion as the year before.



Firm Size

Large firms increased their job postings over the year and continued posting a large number of jobs during the 2nd quarter of 2007. Defined as those with 250 or more employees, large firms accounted for 35 percent of all jobs posted during the 2nd quarter of 2007 – up from 32 percent the year before. This was the first time since the job vacancy survey began that the percentage of jobs posted by large firms had ever equaled their share of employment.

Small and medium-sized companies, on the other hand, cut back on recruiting over the year. The drop in job postings by small and medium businesses may have occurred because hiring managers were concerned about the economic slowdown and the rising cost of benefits. Small and medium businesses employed 66 percent of all workers during the 2nd quarter of 2007 and accounted for 65 percent of the job postings, while accounting for 68 percent of job postings the year before.

Hiring Demand for Workers

Job vacancy rates varied widely among the state's 22 major occupational groups during the 2nd quarter of 2007. In total, the service and the managerial, professional and technical occupational groups had higher job vacancy rates and higher hiring demand rates than sales, office administration, production, construction, and installation and repair. The service occupations and the managerial, professional and technical group accounted for approximately 69 percent of all job postings during the 2nd quarter 2007, up from 64 percent the year before.

Managerial, Professional and Technical Workers.

Job postings in the managerial, professional and technical group increased by 2.7 percent and accounted for 43.8 percent of all jobs posted during the 2nd quarter of 2007, up from 41.5 percent the year before. Among the 10 professional and technical categories that are tracked, computer and math workers registered the greatest increase in job postings. A total of 4,510 jobs were posted for this group, a 34.7 percent increase over the previous year.

Job postings also increased for architects and engineers, bio-tech workers, and business and financial workers, up by 5.4 percent, 4.9 percent and 2.7 percent, respectively. As a result of these increases, the job vacancy rate for architects, engineers and technicians edged up slightly over the year from 3.7 percent to 3.8 percent, although the job vacancy rate for business and financial workers edged down slightly from 2.5 to 2.4 percent.

At 5.6 percent, life, physical and social scientists had the highest job vacancy rate of all 22 major occupational groups. Computer and mathematical workers – at 4.0 percent – had the 2nd highest rate among the 10 professional and technical groups and the 3rd highest rate overall behind life, physical and social scientists and personal care and service workers.

Job vacancy rates also remained high for health care practitioners, including RNs, LPNs, and medical lab technologists, although job postings were off by 9.7 percent. Health care practitioners, at 3.9 percent, had the third highest job vacancy rate within the professional and technical group.

Service Workers. Consistent with 2nd quarter seasonal hiring, job postings for service workers which include protective service workers, food preparers and servers, personal care workers, health support workers and building and grounds cleaning and maintenance workers, remained high, increasing 5.1 percent over the year. Job vacancy rates varied widely, ranging from a high of 4.4 percent for personal care workers to a low of 2.0 percent for building and grounds cleaning and maintenance workers.

Food preparation, personal care and protective service workers had higher job vacancy rates and more job postings than the year before. Meanwhile, health support workers and building and grounds workers had lower job vacancy rates and fewer job postings.

Health support workers continued to have the 2nd highest job vacancy rate in this group (3.7 percent) even though federal reimbursement constraints decreased job vacancies 13 percent over the year. Building and grounds cleaning and maintenance workers registered the biggest decline in job postings over the year. This represented a 23 percent drop from the previous year.

Sales and Administrative Support Workers. Job postings for sales and administrative support workers fell 12 percent over the year because of slackening growth in retail trade and finance and insurance. In total, sales and administrative support workers accounted for 21 percent of all job postings, which is down slightly from a 23 percent share the year before. As a result, sales and administrative support workers, who account for about 28 percent of Massachusetts' employment, had lower hiring demand rates this year than last year.



Construction, Production, Installation and Repair Workers. Weaknesses in manufacturing, construction, and retail trade caused job vacancies for construction and extraction workers, machine setters and operators, and installers and repairers to drop 30.8 percent over the year, comprising the largest decline within the 22 major occupational groups.

Education and Experience

Although hiring managers became more selective during the 2nd quarter of 2007, workers with specialized skills were still in great demand. Over the year, the proportion of job vacancies requiring an associate's degree or higher remained high at 42 percent and was nearly unchanged from the previous year. In contrast, approximately 31 percent of all filled jobs required an associate's degree or higher.

Ninety-one percent of the job vacancies that required an associate's degree or higher, also required related work experience, up from 86 percent the year before.

Recruiting for workers with specialized skills remained especially strong in manufacturing and in professional, scientific and business services. In manufacturing, 61 percent of the jobs posted required an associate's degree or higher and 84 percent required related experience, up significantly from the previous year when only 38 percent of the jobs required an associate's degree or higher and 76 percent required related experience.

Similarly, 76 percent of the jobs posted for finance and insurance required an associate's degree or higher compared to 47 percent the year before.

In the professional and technical services industry, the percentage of job openings that required an associate's degree or higher increased over the year from 83 to 88 percent.

Job Vacancies by Region

Job vacancy rates varied widely among the state's seven regions, ranging from a high of 4.4 percent in the Cape and Islands to a low of 2.1 percent in the Southeast.

In Greater Boston, the job vacancy rate averaged 3.2 percent, slightly above the 2.9 percent statewide average. Greater Boston accounted for 55 percent of all job vacancies posted during the 2nd quarter of 2007, a proportion that exceeded its 51 percent share of employment.

Over the year, Central Massachusetts saw a surge in the volume of job postings in healthcare and in leisure and hospitality. With it, the job vacancy rate rose to 3.0 percent in the 2nd quarter of 2007 from 2.6 percent in the 2nd quarter of 2006.

In Greater Boston, the job vacancy rate remained unchanged over the year at 3.2 percent. In the Cape and Islands region, the job vacancy rate changed little, edging down 0.1 percentage point from 4.5 percent to 4.4 percent.

In the Berkshires, Northeast, Southeast, and Pioneer Valley, job vacancy rates fell by 0.4 to 0.5 percentage points over the year. In the Berkshires, where recruiting in leisure and hospitality was off over the year, the job vacancy rate fell from 3.5 to 3.1 percent, yet posted the 3rd highest job vacancy rate of any of the state's regions during the 2nd quarter of 2007.

In the Pioneer Valley, where the volume of job postings in manufacturing, retail trade, finance and insurance, and health care and social assistance were off from the previous year, job vacancies fell 15 percent and the job vacancy rate dropped from 3.3 percent to 2.8 percent.

In the Southeast, the volume of job postings declined by 14 percent and the job vacancy rate dropped from 2.5 to 2.1 percent. A decline in job postings in manufacturing, wholesale trade, leisure and hospitality, health care and social assistance contributed to the overall drop. As in Pioneer Valley, the decline of job postings in health care and social assistance may be due to the smaller sample size and to the possibility that job openings in these industries were filled more quickly than in the past, making this data more difficult to capture.

Education and Training Requirements.

The educational and training requirements of job vacancies varied from region to region. Greater Boston had the greatest proportion of job vacancies requiring an associate's degree or higher – 53 percent. The Cape and Islands, in contrast, had the smallest proportion of job vacancies that required an associate's degree or higher – 13 percent.



Business Hiring Expectations

To detect and help analyze turning points in the demand for workers across the state, employers were asked to provide one of six alternative responses in regards to their hiring plans through the end of 2007. These responses ranged from:

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

Of the 4,280 employers who responded to this question, 28 percent expected to increase hiring, while only 6 percent expected to cut jobs. Another 52 percent intended to keep their employment levels the same, and 14 percent were unsure about their future hiring plans.

The 22 percent net projected hiring increase (the percent of employers projecting an increase minus the percent projecting a decrease) was an improvement over the 20 percent net hiring increase forecasted in the second quarter of previous year.

Industry Hiring Expectations. In the majority of the state's major industries, the net projected outlook for hiring was more optimistic than the year before. In fact, the net projected hiring outlook remained strong in the professional and technical services sector, where the concentration of IT and bio tech firms is the highest of any industry. Companies in this industry projected a net 41 percent hiring increase, up significantly from the 30 percent reported during the 2nd quarter of 2006.

The hiring outlook showed strength in the health care and retail trade industries. The six month net projected hiring increase in these industries exceeded the projected hiring outlook forecasted in 2006.

In manufacturing, wholesale trade, finance, and utilities, the industries most affected by foreign competition, higher oil prices and the credit crisis, the net projected outlook for employment still remained positive but was down from the previous year. Job losses in manufacturing resulted in a slight decline in that sector's net projected hiring forecast from 27 percent to 25 percent, respectively.

Hiring Expectations by Region. Greater Boston area employers continued to be the most confident. Approximately 33 percent of that region's executives expected to hire additional workers over the next 6 months while just 4 percent intended to cut jobs.

Over the year, the net projected outlook for hiring improved in five of the seven regions. Only in the Pioneer Valley and the Berkshire regions did the net projected hiring forecast decrease.

Hiring Expectations by Firm Size. Employers at the largest companies, defined as those employing 250 or more workers, remained the most optimistic of all firms about their hiring. Approximately 39 percent of the respondents at large firms, planned on hiring additional workers through the end of 2007 while just 4 percent projected a decline – a net 34 percent projected hiring increase. This compares to a net 18 percent projected hiring increase at small and medium firms.

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

Business Training Needs

In order to make better investments in education and training of Massachusetts workers, employers were asked to assess the workplace skills of their new hires in eight categories:

- Oral communication
- Written communication
- Teamwork
- Basic math
- Problem solving
- Information technology
- Professional/technical skills
- Leadership ability

Of the 2,900 employers (44 percent of those sampled) who responded to the question on basic skill proficiencies, the vast majority (over 90 percent) were satisfied with their new hires oral communication and teamwork skills. Some 80 percent were satisfied with their new employees' written communication, problem solving and basic math skills. While a majority of employers gave their new employees high ratings in these five skill areas, employers were less satisfied with their new hires' professional and technical expertise, information technology skills and leadership ability. For example, only 66 percent of the respondents were satisfied with their new hires' leadership ability. Approximately the same proportion, 67 percent, were satisfied with their new hires' IT skills.

The employers varied widely by industry in assessing the other skills of their new hires. This may have been because some industries were able to hire skilled workers with previous experience while other industries had to hire workers who were less skilled and required more training.

For example, 65 percent of all employers were satisfied with their new hires' IT skills. But only 38 percent of employers in accommodation and food services – an industry that hires disproportionately large numbers of first-time job seekers who tend to lack related work experience – were satisfied with the technological expertise of their new hires.

Other industries where the percentage of employers satisfied with the technological expertise of their new hires was lower than average included: administrative and support services (48%), retail trade (54%) and transportation and warehousing (54%).

In contrast, employers in the utilities industry were the most satisfied with their new hires' skills. In this industry, where the work is often considered dangerous and the hiring selection process is rigorous, the overall average of employers satisfied with the skills of their new hires in all eight areas was 98 percent.

Finance and insurance and education had the second highest percentage of employers expressing satisfaction with the skills of their new hires in the eight categories: 92 percent. In professional and technical services, the industry where Massachusetts and US dominance matters the most, a similarly high proportion – 91 percent – was recorded. In health care, where the volume of hiring has been the highest of any of the state's 20 major industries, the proportion of respondents satisfied with the skills of their new hires averaged 81 percent.

An increase in the availability of skilled workers in certain industries may change employer satisfaction ratings from one year to the next. Case in point was the greater proportion of responding construction firms who reported satisfaction with their new hires' skills in the 2nd quarter of 2007 than the year before, averaging 74 percent for 2007 versus 65 percent for 2006. To a large extent this increase in satisfaction may be tied to the increase in the availability of skilled construction workers compared to the previous year.

Additionally, unemployment data from the Department of Workforce Development show that approximately 44 percent of the 61,100 workers who were collecting unemployment benefits during the 2nd quarter of 2007 had at least one year of college training.

Conclusion

Job postings for professional and technical workers increased over the year and accounted for 43.8 percent of all jobs posted during the 2nd quarter of 2007. This was up from 41.5 percent posted the year before. Job postings for computer and IT workers surged. Moreover, hiring demand indices for bio-tech workers, engineers and health care practitioners remained high. Seasonal hiring in the leisure and hospitality industry was also strong.

Although the current pace of hiring slowed overall during the quarter and the total number of job postings were down over the previous year, the projected hiring outlook through the end of 2007 remained very strong in many industries, including health care and the bellwether professional and technical services. In the latter industry, where Massachusetts dominance matters the most, employers expected to maintain their current pace of hiring. That boded well for professional and technical workers and IT workers in particular.

For more information on the results of the 2nd quarter 2007 Massachusetts Job Vacancy Survey, turn to the tables and figures appended to this document. If you have any questions about this data or other types of labor market data, please call the Department of Workforce Development Economic Analysis office at 617 626-5744 or visit the website at www.mass.gov/dwd.

Table 1: Statewide Job Vacancies by Industry, 2nd Quarter 2007

Industry	# of Job Vacancies	Job Vacancy Rate*	Percent Private Sector	Percent Part-Time	Percent Temporary/ Seasonal	Percent Requiring Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Health Benefits
Total, All Industries	83,852	2.9%	90%	35%	16%	42%	62%	67%
Construction/Mining	1,821	1.5%	100%	16%	17%	27%	51%	81%
Manufacturing	5,005	1.7%	100%	6%	2%	61%	84%	95%
Wholesale Trade	2,405	2.1%	100%	9%	16%	61%	74%	88%
Retail Trade	9,135	2.9%	100%	67%	23%	2%	19%	44%
Transportation & Warehousing (excludes Post Offices)	2,181	3.3%	100%	43%	31%	5%	46%	63%
Information	2,655	3.3%	100%	9%	3%	88%	83%	91%
Finance & Insurance	4,036	2.4%	100%	9%	1%	76%	88%	93%
Real Estate, Rental & Leasing	334	0.9%	100%	48%	25%	8%	48%	55%
Professional & Technical Services	8,103	3.9%	100%	3%	9%	88%	86%	93%
Management	1,855	3.1%	100%	10%	10%	72%	75%	88%
Administrative & Support & Waste Services	2,702	2.8%	100%	30%	27%	14%	35%	62%
Educational Services (includes state and local schools)	6,857	2.1%	44%	24%	9%	84%	78%	82%
Healthcare and Social Assistance (includes state and local hospitals)	16,676	3.8%	98%	42%	1%	53%	78%	70%
Arts, Entertainment & Recreation	1,749	3.8%	100%	59%	67%	13%	47%	28%
Accommodation & Food Services	11,658	4.9%	100%	60%	33%	4%	33%	35%
Other Services	2,020	2.5%	100%	40%	14%	27%	70%	50%
Government	4,579	2.6%	0%	53%	48%	20%	47%	45%

* 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 2006 vs. 2nd Quarter 2007

Industry Name	2nd Quarter Job Vacancies		Over-the-Year	
	2006	2007	Net Change	Percent Change
	Total Job Vacancies	86,296	83,852	-2,444
Utilities	94	96	2	2.1%
Construction/Mining	2,352	2,095	-257	-10.9%
Manufacturing	6,340	5,005	-1,335	-21.1%
Wholesale Trade	2,251	2,405	154	6.8%
Retail Trade	10,540	9,135	-1,405	-13.3%
Transportation & Warehousing (includes post offices)	2,267	2,911	644	28.4%
Information	2,296	2,739	443	19.3%
Finance & Insurance	4,287	4,048	-239	-5.6%
Real Estate	784	359	-425	-54.2%
Professional & Technical Services	8,418	8,220	-198	-2.4%
Management	1,488	1,855	367	24.7%
Administrative & Support Services	2,944	2,737	-207	-7.0%
Educational Services (includes state and local schools)	6,429	6,857	428	6.7%
Healthcare and Social Assistance	19,150	17,148	-2,002	-10.5%
Arts & Entertainment	2,001	3,255	1,254	62.7%
Accommodation & Food Services	11,030	11,658	628	5.7%
Other Services	2,066	2,020	-46	-2.2%
Public Administration	1,418	1,309	-109	-7.7%

Table 3: Job Vacancies by Size of Firm, 2nd Quarter 2007

Firm Size	Number of Job Vacancies	Job Vacancy Rate	Percent Private Sector	Percent Part Time	Percent Temporary/ Seasonal	Percent Requiring an Associate's Degree or Higher	Percent Requiring Related Experience
Large (250 or more employees)	29,282	3.0%	83%	26%	8%	72%	83%
Medium (50-249 employees)	25,602	2.9%	94%	32%	17%	33%	54%
Small (5-49 employees)	28,968	2.9%	93%	48%	25%	23%	46%
Total, all Firms	83,852	2.9%	90%	35%	16%	42%	62%

Table 4: Job Vacancies by Region and Industry, 2nd Quarter 2007

	Massachusetts		Berkshire		Cape and Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
Total, All Industries	83,852	2.9%	1,782	3.1%	4,197	4.4%	7,468	3.0%	46,408	3.2%	8,981	2.3%	7,306	2.8%	7,710	2.1%
Utilities	81	0.9%	*	*	*	*	*	*	*	0.8%	*	*	*	*	17	1.0%
Construction/Mining	1,821	1.5%	108	3.9%	*	*	132	1.2%	730	1.4%	*s	*s	589	6.4%	*s	
Manufacturing	5,005	1.7%	73	1.2%	50	2.3%	553	1.8%	2,292	2.3%	1,384	2.2%	269	0.8%	384	0.8%
Wholesale Trade	2,405	2.1%	*	*	85	6.4%	117	1.4%	1,835	3.3%	*s	0.7%	86	1.0%	*s	0.7%
Retail Trade	9,135	2.9%	*s	5.3%	*s	*	717	2.3%	4,961	3.7%	573	1.3%	884	2.8%	1,273	2.4%
Transportation & Warehousing	2,181	3.3%	40	4.8%	67	3.2%	161	2.3%	519	1.7%	263	3.3%	316	4.3%	815	8.3%
Information	2,655	3.3%	20	2.2%	*	*	27	0.9%	1,988	3.8%	493	3.9%	*	*	96	1.5%
Finance & Insurance	4,036	2.4%	*s	2.9%	*	*	322	2.8%	3,152	2.7%	217	1.8%	160	1.6%	105	1.1%
Real Estate, Rental & Leasing	334	0.9%	37	5.8%	22	1.3%	44	2.3%	*s	*	60	1.7%	87	3.1%	*	*
Professional & Technical Services	8,103	3.9%	67	2.8%	86	2.4%	172	2.3%	6,863	4.6%	*s	*	263	4.1%	*s	
Management	1,855	3.1%	*s	1.5%	*	*	121	3.4%	1,061	3.0%	175	3.3%	291	6.9%	194	1.9%
Administrative & Support & Waste Services	2,702	2.8%	43	3.1%	383	10.2%	452	8.7%	1,369	2.2%	232	2.2%	113	2.2%	110	1.3%
Educational Services	6,857	2.1%	146	2.1%	239	2.9%	548	1.6%	3,812	2.4%	786	2.0%	647	1.6%	679	2.0%
Healthcare	16,676	3.8%	316	3.1%	341	2.3%	1,729	4.0%	9,201	4.2%	1,768	3.2%	1,568	3.5%	1,753	3.2%
Arts, Entertainment & Recreation	1,749	3.8%	*	*	224	7.6%	*s	3.4%	245	1.2%	176	2.8%	507	10.4%	371	5.6%
Accommodatin & Food Services	11,658	4.9%	246	3.7%	1,919	12.1%	1,376	7.0%	4,721	4.3%	1,613	5.2%	627	3.1%	1,156	3.5%
Other Services	2,020	2.5%	36	1.7%	149	5.1%	279	4.2%	1,064	2.6%	138	1.3%	251	3.2%	103	0.9%
Public Administration	4,579	2.6%	42	1.6%	214	3.4%	584	3.5%	2,483	2.7%	286	1.5%	603	3.2%	367	1.9%

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

*s secondary confidentiality or response rate not high enough for publishing

Table 5: Statewide Job Vacancies by Major Occupational Group, 2nd Quarter 2007

Occupational Group	2nd Qtr 2007 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
Total, all Occupations	83,852	2.9%	1.000	-	35%	16%	42%	62%
Business and Financial Operations	4,120	2.4%	1.120	average	3%	3%	97%	96%
Computer and Mathematical	4,510	4.0%	1.802	high	1%	6%	98%	96%
Architecture and Engineering	2,846	3.8%	2.278	high	2%	4%	85%	88%
Life, Physical, and Social Sciences	2,631	5.6%	2.487	high	5%	3%	100%	83%
Community and Social Services	1,699	2.9%	1.281	high	25%	19%	59%	73%
Legal	286	1.2%	0.870	average	6%	1%	97%	90%
Education, Training and Library	4,544	2.1%	0.995	average	24%	9%	84%	74%
Arts, Design, Entertainment, Sports, and Media	1,801	3.8%	1.313	average	58%	54%	76%	84%
Healthcare Practitioner and Technical	7,739	3.9%	2.059	high	47%	1%	79%	83%
Healthcare Support	3,524	3.7%	1.033	average	52%	2%	5%	60%
Protective Service	1,837	2.6%	1.297	high	35%	18%	1%	27%
Food Preparation and Serving Related	10,213	3.9%	0.577	low	61%	32%	2%	32%
Building and Grounds Cleaning and Maintenance	2,142	2.0%	0.677	low	45%	39%	0%	26%
Personal Care and Service	3,105	4.4%	0.993	average	55%	32%	9%	65%
Sales and Related	9,345	2.9%	0.702	low	59%	21%	16%	27%
Office and Administrative Support	8,200	1.5%	0.467	low	40%	16%	21%	57%
Farming, Fishing, and Forestry	43	1.5%	0.482	n/a	0%	0%	0%	93%
Construction and Extraction	1,143	1.0%	0.274	low	15%	25%	3%	43%
Installation, Maintenance, and Repair	1,152	1.1%	0.449	low	16%	11%	9%	70%
Production	2,420	1.4%	0.533	low	27%	28%	4%	44%
Transportation and Material Moving	3,969	2.4%	0.641	low	45%	35%	1%	36%

*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 2006 vs. 2nd Quarter 2007

Occupational Group	2nd Quarter 2006		2nd Quarter 2007		Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate		
Total, all Occupations	86,296	3.0%	83,852	2.9%	-2,444	-2.8%
Management	5,848	3.0%	6,583	3.5%	735	12.6%
Business and Financial Operations	4,010	2.5%	4,120	2.4%	110	2.7%
Computer and Mathematical	3,347	3.0%	4,510	4.0%	1,163	34.7%
Architecture and Engineering	2,701	3.7%	2,846	3.8%	145	5.4%
Life, Physical, and Social Sciences	2,507	5.9%	2,631	5.6%	124	4.9%
Community and Social Services	2,222	3.9%	1,699	2.9%	-523	-23.5%
Legal	302	1.2%	286	1.2%	-16	-5.3%
Education, Training and Library	5,270	2.5%	4,544	2.1%	-726	-13.8%
Arts, Design, Entertainment, Sports, and Media	1,004	2.2%	1,801	3.8%	797	79.4%
Healthcare Practitioner and Technical	8,574	4.4%	7,739	3.9%	-835	-9.7%
Healthcare Support	4,050	4.5%	3,524	3.7%	-526	-13.0%
Protective Service	1,608	2.2%	1,837	2.6%	229	14.2%
Food Preparation and Serving Related	8,704	3.4%	10,213	3.9%	1,509	17.3%
Building and Grounds Cleaning and Maintenance	2,801	2.7%	2,142	2.0%	-659	-23.5%
Personal Care and Service	2,654	3.7%	3,105	4.4%	451	17.0%
Sales and Related	10,848	3.3%	9,345	2.9%	-1,503	-13.9%
Office and Administrative Support	9,090	1.7%	8,200	1.5%	-890	-9.8%
Farming, Fishing, and Forestry	119	n/a	43	1.5%	-76	-63.9%
Construction and Extraction	1,592	1.4%	1,143	1.0%	-449	-28.2%
Installation, Maintenance, and Repair	1,916	1.9%	1,152	1.1%	-764	-39.9%
Production	3,303	1.8%	2,420	1.4%	-883	-26.7%
Transportation and Material Moving	3,826	2.3%	3,969	2.4%	143	3.7%

Table 7a: Occupations Accounting for Half of all Job Vacancies in 2nd Quarter 2007

Occupation	# of Job Vacancies	Job Vacancy Rate	JVS Median Hourly Wage
Retail Salespersons	4,426	4.1%	\$8.00
Registered Nurses	3,960	5.2%	\$25.00
Waiters and Waitresses	3,392	6.4%	\$8.00
Cashiers	1,980	2.6%	\$7.50
Counter Attendant, Cafe, Fd, Coffee	1,930	9.9%	\$7.00
Nursing Aides, Orderlies, & Attend	1,920	4.8%	\$11.25
Comp Software Engineers, Applicatns	1,841	8.1%	\$38.46
Laborers & Fgnt, Stock, & Mat Move	1,526	3.9%	\$10.00
Exec Secretaries & Admin Assistants	1,221	2.6%	\$16.50
Accountants and Auditors	1,058	3.4%	\$23.56
Customer Service Representatives	1,030	1.9%	\$11.54
Coaches and Scouts	1,007	n/a	-
Cooks, Restaurant	971	5.7%	-
Medical Scientists, Ex Epidemiolog	932	15.7%	\$48.08
Combined Fd Prep and Serving Works	842	1.6%	\$7.50
Stock Clerks and Order Fillers	815	2.1%	\$7.50
Dishwashers	808	5.5%	\$9.00
Maids and Housekeeping Cleaners	796	4.2%	\$8.00
Managers, all other	793	n/a	\$15.38
First-Line Sup/Mgr of Retail Sales	770	3.0%	\$14.38
Financial Managers	733	3.9%	\$28.07
Recreation Workers	725	10.6%	\$8.00
Security Guards	723	3.4%	\$9.50
Janitor & Cleaner, Ex Maids & Hous	723	1.3%	\$8.00
AO Business Operations Specialists	721	n/a	\$16.83
Personal and Home Care Aides	699	6.8%	\$10.00
Management Analysts	695	3.6%	\$33.65
AO Teachers & Instructors	668	n/a	\$17.79
Sales Managers	655	6.6%	\$31.25
Secondary Sch Teach, Ex Spec & Voc	639	2.5%	\$19.23
All Other Postsecondary Teachers	631	n/a	\$20.00
Truck Driver, Heavy & Tractor-Trail	630	2.5%	\$18.00
All Other Engineers	621	n/a	\$48.08
Receptionists & Information Clerks	597	2.3%	\$8.00
Marketing Managers	595	9.0%	\$31.25
Network Systems & Data Commun	579	9.1%	\$48.08

n/a=not applicable

Table 7b: Occupations with the highest Job Vacancy Rates, 2nd Quarter 2007

Occupational Title	# of Job Vacancies	Job Vacancy Rate
Medical Scientists, Ex Epidemiolog	932	15.7%
Public Relations Managers	246	13.7%
Diagnostic Medical Sonographers	141	12.4%
Natural Sciences Managers	149	11.8%
Ophthalmic Laboratory Technicians	103	11.4%
Ushers, Lobby Attendnts, & Ticket	223	11.2%
Recreational Protective Service Wkr	317	10.9%
Recreation Workers	725	10.6%
Broadcast Technicians	50	10.2%
Counter Attendnt, Cafe, Fd, Coffee	1,930	9.9%
Ed Administrators, Postsecondary	452	9.9%
New Accounts Clerks	143	9.6%
Network Systems & Data Commun	579	9.1%
Marketing Managers	595	9.0%
Economists	72	8.8%
Emergency Med Tech & Paramedic	403	8.3%
Comp Software Engineers, Applicatns	1,841	8.1%
Hotel, Motel, & Resort Desk Clerks	289	8.0%
Environmental Engineers	141	7.2%
Industrial Engineers	435	7.0%
Couriers and Messengers	162	7.0%
Personal and Home Care Aides	699	6.8%
Curators	38	6.8%
Bus Drivers, Transit and Intercity	170	6.8%
Respiratory Therapists	144	6.7%
Sales Managers	655	6.6%
Veterinary Assist & Lab Anmal Care	120	6.6%
Reservation & Transprt Ticket Agent	161	6.5%
Waiters and Waitresses	3,392	6.4%
Medical & Health Services Managers	462	6.2%
Postal Service Mail Carriers	567	6.1%
Correctional Officers and Jailers	271	6.0%
Physical Therapists	360	6.0%

Table 8: 2nd Quarter 2007 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
Management occupations	6,583	3.5%	88	3.1%	44	1.0%	338	2.5%	4,908	4.5%	508	2.0%	411	3.5%	286	1.5%
Business and financial operations occupations	4,120	2.4%	32	1.6%	19	0.7%	221	2.4%	3,338	3.0%	290	1.5%	107	1.0%	113	0.9%
Computer and mathematical occupations	4,510	4.0%	*s	1.7%	*	*	144	4.0%	3,562	4.5%	658	3.6%	54	1.3%	70	1.3%
Architecture and engineering occupations	2,846	3.8%	27	3.4%	18	1.4%	157	3.9%	1,967	4.5%	516	3.4%	75	2.2%	86	1.8%
Life, physical, and social science occupations	2,631	5.6%	12	2.8%	41	3.1%	62	1.7%	2,230	7.1%	164	3.1%	79	4.0%	43	1.6%
Community and social services occupations	1,699	2.9%	18	1.5%	35	1.8%	187	2.7%	688	2.6%	252	3.2%	257	3.5%	262	3.7%
Legal occupations	286	1.2%	*	*	*	*	17	1.5%	224	1.3%	17	0.8%	*	*	*	*
Education, training, and library occupations	4,544	2.1%	139	2.8%	204	3.0%	325	1.5%	2,261	2.3%	620	2.2%	426	1.6%	569	2.2%
Arts, design, entertainment, sports, and media occupations	1,801	3.8%	10	1.7%	66	5.1%	34	1.4%	1,512	5.0%	110	2.0%	28	0.8%	41	1.1%
Healthcare practitioners and technical occupations	7,739	3.9%	121	3.2%	110	1.8%	1,088	5.8%	3,873	3.7%	915	3.9%	776	4.3%	856	3.8%
Healthcare support occupations	3,524	3.7%	61	3.0%	106	2.8%	355	3.7%	1,655	4.0%	535	4.1%	433	4.3%	379	2.7%
Protective service occupations	1,837	2.6%	*	*	*s	3.3%	115	1.9%	1,239	3.4%	145	1.7%	192	2.9%	43	0.5%
Food preparation and serving related occupations	10,213	3.9%	179	2.8%	1,511	10.8%	1,314	5.5%	3,886	3.3%	1,439	3.8%	581	2.4%	1,303	3.6%
Building and grounds cleaning and maintenance occupations	2,142	2.0%	87	3.4%	467	8.1%	549	6.9%	732	1.3%	173	1.4%	111	1.4%	23	0.2%
Personal care and service occupations	3,105	4.4%	87	3.4%	365	12.7%	235	4.1%	884	2.6%	581	6.6%	561	7.8%	382	4.3%
Sales and related occupations	9,345	2.9%	366	5.2%	395	2.1%	573	2.1%	5,348	3.3%	804	1.9%	895	3.1%	964	2.0%
Office and administrative support occupations	8,200	1.5%	212	2.1%	265	1.5%	656	1.4%	4,936	1.7%	562	0.8%	624	1.3%	945	1.4%
Construction and extraction occupations	1,143	1.0%	135	4.5%	29	1.0%	271	2.5%	324	0.6%	51	0.3%	284	3.1%	21	0.1%
Installation, maintenance, and repair occupations	1,152	1.1%	22	1.2%	29	0.7%	222	2.3%	613	1.3%	57	0.4%	117	1.1%	92	0.7%
Production occupations	2,420	1.4%	45	1.1%	55	2.6%	183	0.8%	1,068	1.9%	261	0.8%	553	2.3%	255	0.8%
Transportation and material moving occupations	3,969	2.4%	97	4.2%	317	5.8%	422	2.1%	1,115	1.7%	321	1.4%	722	3.9%	975	3.4%

Table 9: 2nd Quarter 2007 Hiring Demand Index and Descriptor

	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	1,000	-	1,000	-	1,000	-	1,000	-	1,000	-	1,000	-	1,000	-	1,000	-
Management occupations	2,529	high	2,084	high	0,469	low	1,722	high	2,951	high	1,810	high	2,611	high	1,512	high
Business and financial operations occupations	1,121	avg	0,691	low	0,221	low	1,080	avg	1,249	high	0,879	avg	0,486	low	0,571	low
Computer and mathematical science occupations	1,804	high	0,742	low	0,225	low	1,797	high	1,861	high	2,033	high	0,622	low	0,792	avg
Architecture and engineering occupations	2,279	high	1,871	high	0,558	low	2,286	high	2,438	high	2,523	high	1,374	high	1,320	high
Life, physical, and social science occupations	2,489	high	1,152	avg	0,897	avg	0,723	low	2,894	high	1,733	high	1,848	high	0,969	avg
Community and social service occupations	1,281	high	0,603	low	0,529	low	1,189	avg	1,063	avg	1,762	high	1,648	high	2,241	high
Legal occupations	0,871	avg	2,752	high	0,000	n/a	1,050	avg	0,866	avg	0,761	avg	0,906	avg	0,168	low
Education, training, and library occupations	0,996	avg	1,215	high	0,919	avg	0,696	low	0,978	avg	1,266	high	0,795	avg	1,419	high
Arts, design, entertainment, sports, and media occupations	1,314	high	0,541	low	1,160	avg	0,465	low	1,587	high	0,867	avg	0,285	low	0,528	low
Healthcare practitioner and technical occupations	2,061	high	1,550	high	0,605	low	2,988	high	1,801	high	2,558	high	2,374	high	2,764	high
Healthcare support occupations	1,033	avg	0,779	avg	0,509	low	1,011	avg	1,011	avg	1,415	avg	1,245	high	1,012	avg
Protective service occupations	1,298	high	1,142	avg	1,072	avg	0,931	avg	1,535	high	1,047	avg	1,496	high	0,349	low
Food preparation and serving related occupations	0,577	low	0,387	low	1,048	avg	0,798	avg	0,449	low	0,696	low	0,366	low	0,721	low
Building and grounds cleaning and maintenance occupations	0,677	low	1,066	avg	1,791	high	2,262	high	0,398	low	0,601	low	0,428	low	0,092	low
Personal care and service occupations	0,994	avg	0,714	low	0,428	low	0,511	low	0,542	low	1,862	high	1,843	high	1,316	high
Sales and related occupations	0,702	low	1,193	avg	0,314	low	0,434	low	0,755	avg	0,585	low	0,813	avg	0,690	low
Office and administrative support occupations	0,467	low	0,615	low	0,185	low	0,688	low	0,498	low	0,295	low	0,420	avg	0,615	low
Construction and extraction occupations	0,274	low	1,163	avg	0,426	low	0,884	avg	0,164	low	0,102	low	0,897	avg	0,045	low
Installation, maintenance, and repair occupations	0,449	low	0,389	low	0,185	low	0,884	avg	0,693	low	0,194	low	0,467	low	0,354	low
Production occupations	0,533	low	0,389	low	0,672	low	0,296	low	0,481	low	0,368	low	0,952	avg	0,414	low
Transportation and material moving occupations	0,642	low	1,051	avg	1,026	avg	0,556	low	0,411	low	0,468	low	1,109	avg	1,266	high

*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 10: Job Vacancies by Region

	2nd Quarter 2006		2nd Quarter 2007		Over-the-year	
	# of Job Vacancies	Job Vacancy Rate	# of Job Vacancies	Job Vacancy Rate	Net Change	Percent Change
Massachusetts	86,296	3.1%	83,852	2.9%	-2,444	-2.8%
Berkshire	1,950	3.5%	1,782	3.1%	-168	-8.6%
Cape & Islands	4,230	4.5%	4,197	4.4%	-33	-0.8%
Central	6,459	2.6%	7,468	3.0%	1,009	15.6%
Greater Boston	45,380	3.2%	46,408	3.2%	1,028	2.3%
Northeast	10,631	2.8%	8,981	2.3%	-1,650	-15.5%
Pioneer Valley	8,638	3.3%	7,306	2.8%	-1,332	-15.4%
Southeast	9,008	2.5%	7,710	2.1%	-1,298	-14.4%

Table 11: Industry Hiring Expectations

Industry Name	Increase	Same	Decrease	Not Sure	Difference
Mining	21%	52%	0%	27%	21%
Utilities	5%	69%	1%	25%	4%
Construction	29%	49%	4%	18%	25%
Manufacturing	31%	53%	5%	11%	25%
Wholesale Trade	25%	52%	10%	13%	16%
Retail Trade	38%	45%	5%	12%	33%
Transportation & Warehousing	23%	54%	4%	19%	18%
Information	24%	61%	3%	12%	21%
Finance & Insurance	25%	52%	4%	19%	20%
Real Estate, Rental & Leasing	22%	57%	8%	13%	14%
Professional & Technical Services	44%	40%	3%	13%	41%
Management	21%	59%	10%	10%	12%
Administrative & Support & Waste Services	37%	40%	7%	16%	30%
Educational Services	20%	61%	8%	11%	12%
Healthcare and Social Assistance	34%	53%	1%	11%	33%
Arts, Entertainment & Recreation	25%	46%	21%	8%	5%
Accommodation & Food Services	37%	42%	11%	10%	25%
Other Services	22%	57%	5%	15%	17%
Government	20%	53%	8%	20%	12%

Table 12: Regional Hiring Expectations

Region	Increase	Same	Decrease	Not Sure	Difference
Cape & Islands	24%	56%	9%	11%	15%
Central	26%	54%	6%	14%	20%
Greater Boston	33%	48%	4%	16%	29%
Northeast	29%	51%	6%	14%	23%
Pioneer Valley	23%	55%	10%	12%	14%
Southeast	26%	53%	6%	15%	20%
Total, All Regions	28%	52%	6%	14%	22%

Table 13: Hiring Expectations by Size of Firm

Size of Firm	Increase	Same	Decrease	Unsure	Difference
Small (5-49 employees)	20%	62%	6%	12%	13%
Medium (50-249 employees)	34%	43%	8%	15%	26%
Large (250 or more employees)	39%	41%	4%	16%	34%
Total, all Firm sizes	28%	52%	6%	14%	22%

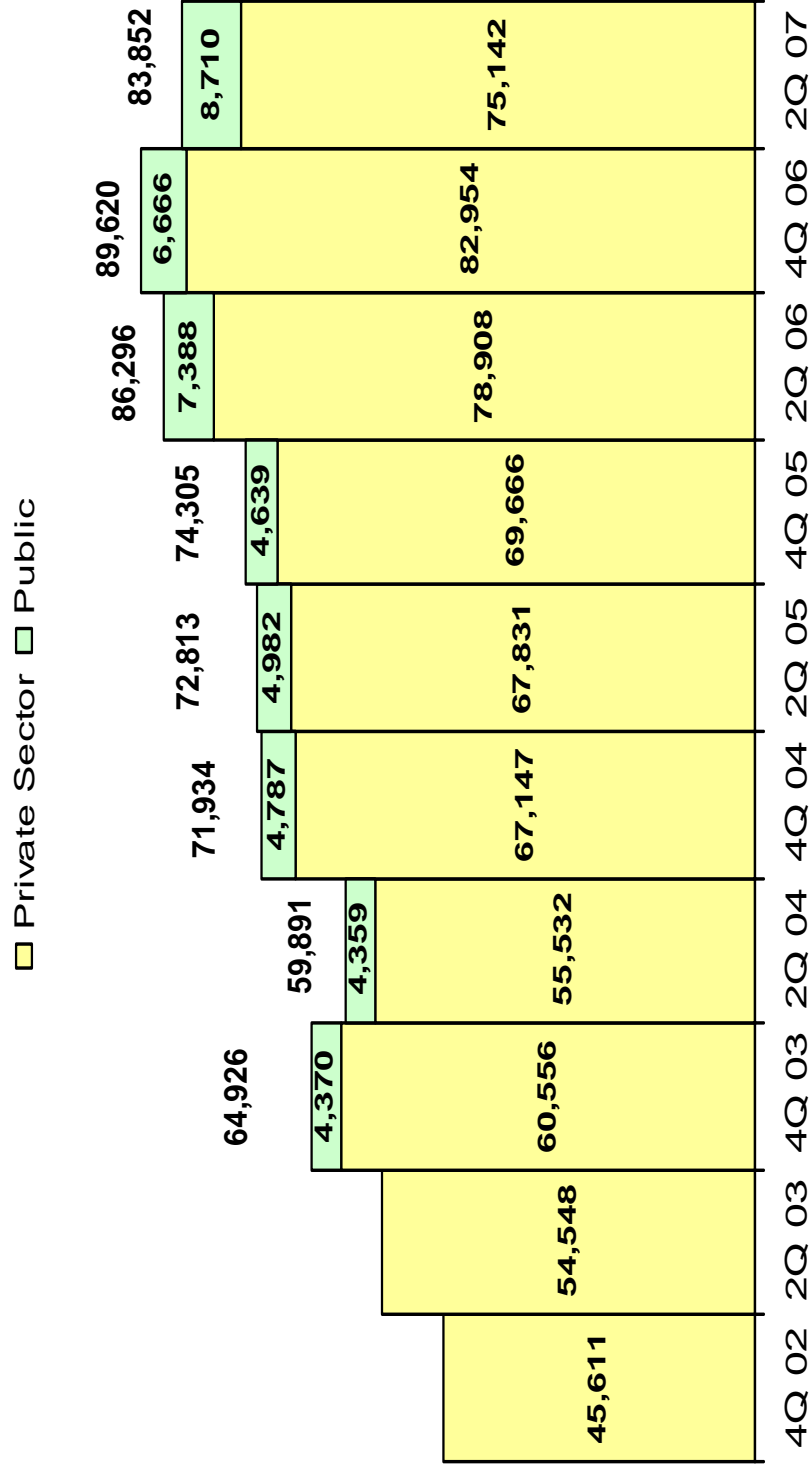
*Percent of employers projecting an increase minus the percent projecting a decrease

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

Industry Name	Oral	Written	Teamwork	BasicMath	ProblemSolving	InfoTech	Professional	Leadership	Average Overall
Mining	76%	35%	82%	59%	65%	35%	47%	35%	54%
Construction	80%	70%	88%	80%	75%	60%	80%	57%	74%
Manufacturing	89%	76%	94%	80%	76%	61%	72%	57%	76%
Wholesale Trade	91%	81%	92%	82%	77%	67%	79%	60%	78%
Retail Trade	89%	77%	83%	80%	66%	54%	56%	48%	69%
Transportation & Warehousing	86%	76%	79%	73%	69%	54%	64%	48%	69%
Information	95%	90%	90%	80%	89%	79%	89%	78%	86%
Finance & Insurance	99%	92%	96%	97%	90%	89%	95%	78%	92%
Real Estate, Rental & Leasing	90%	78%	97%	74%	77%	56%	65%	47%	73%
Professional & Technical Services	97%	94%	97%	87%	91%	87%	93%	78%	91%
Management	95%	90%	94%	85%	89%	76%	85%	71%	86%
Administrative & Support & Waste Services	84%	74%	85%	63%	67%	48%	58%	55%	67%
Educational Services	96%	94%	94%	88%	93%	88%	92%	87%	92%
Healthcare	92%	86%	91%	74%	86%	62%	84%	74%	81%
Arts, Entertainment & Recreation	90%	77%	87%	77%	73%	54%	73%	67%	75%
Accommodation & Food Services	89%	73%	85%	78%	56%	38%	47%	39%	63%
Other Services	96%	78%	88%	77%	77%	62%	75%	64%	77%
Government	97%	92%	94%	80%	87%	78%	87%	77%	86%
Total, All Industries	92%	83%	91%	80%	80%	67%	77%	66%	80%

Figure 1:

The total volume of job postings fell 2.8% from the 2nd quarter of 2006 to 2nd quarter 2007.



*Not seasonally adjusted

Figure 2:

During the 2nd quarter 2007, only professional and technical services and leisure and hospitality had more open-for-hire positions than in 2nd quarter 2006.

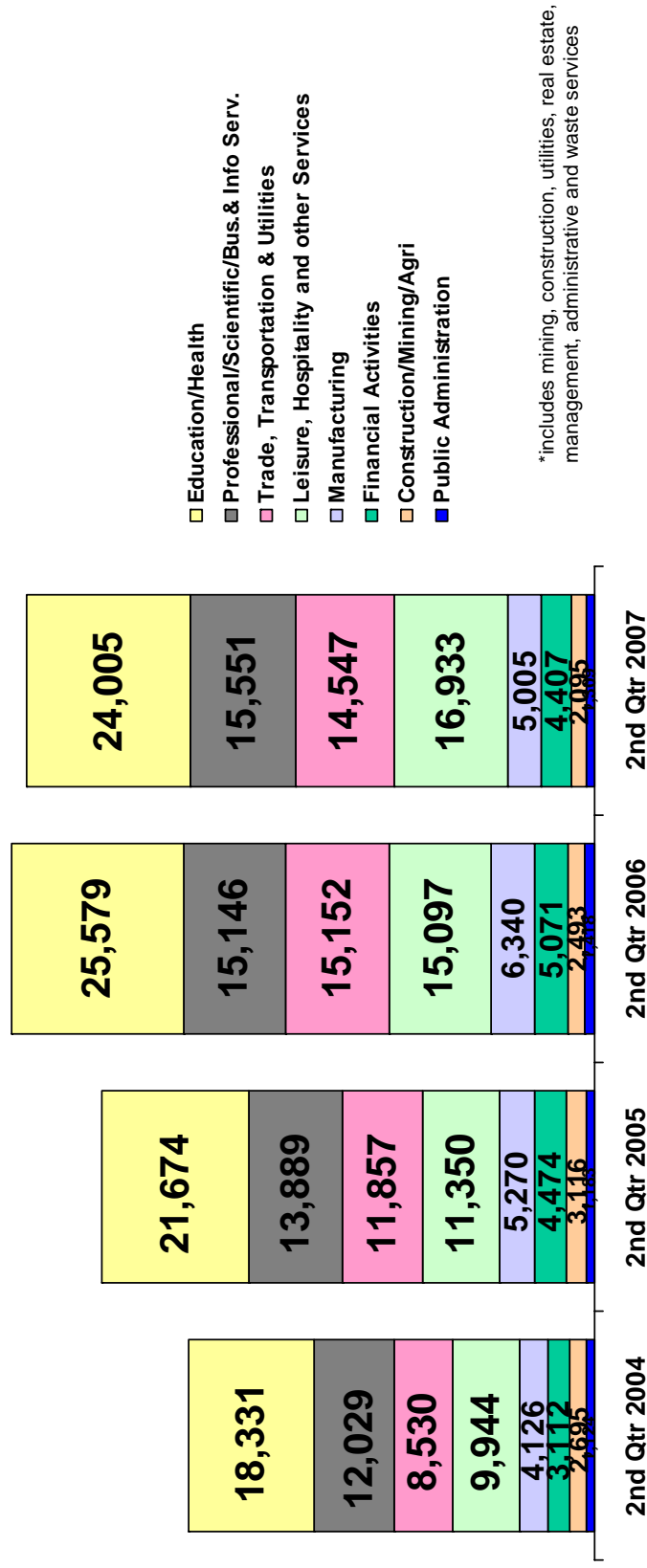


Figure 3:

The relative proportion of job postings for managerial, professional and technical workers increased over the year.

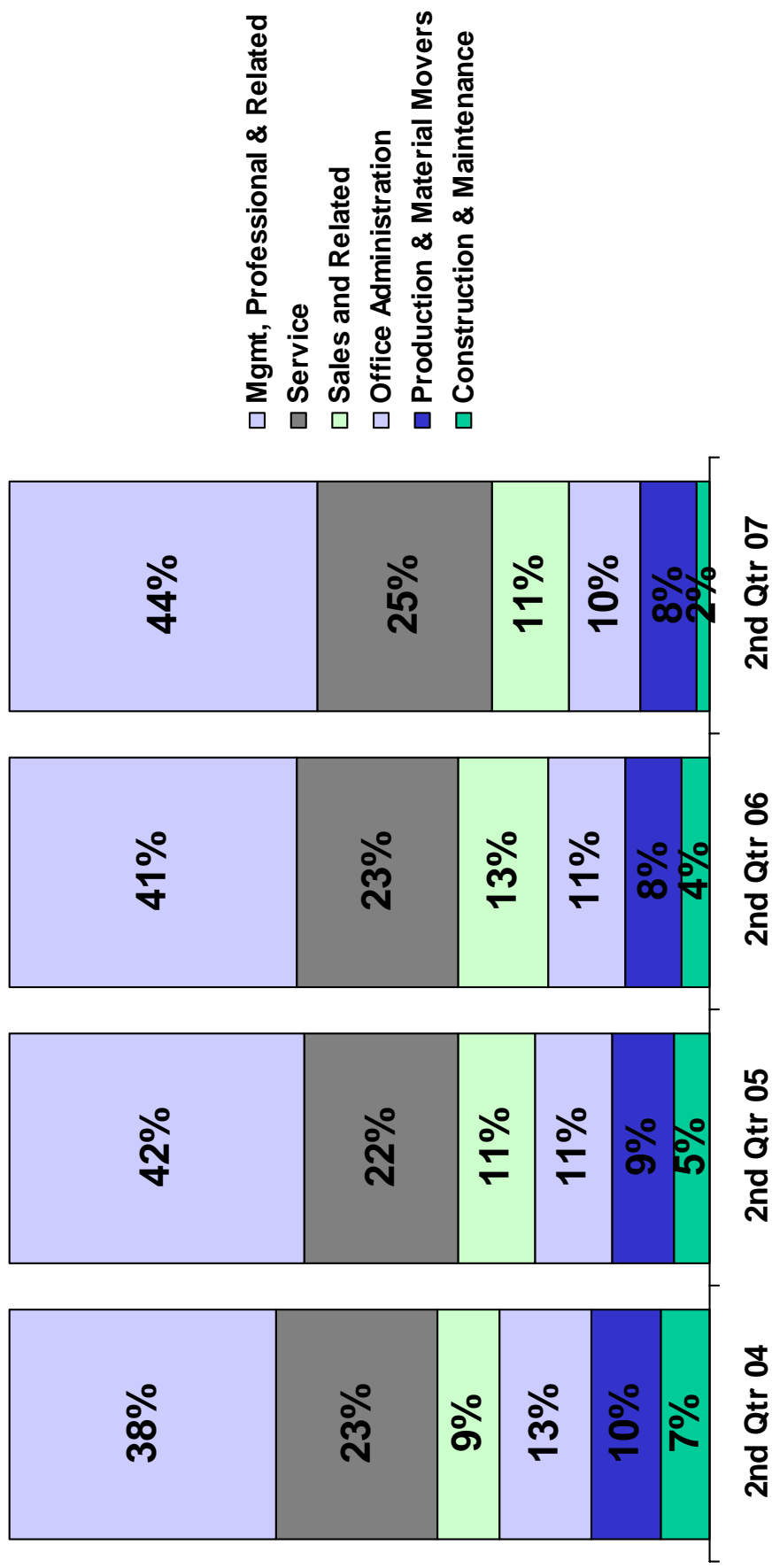
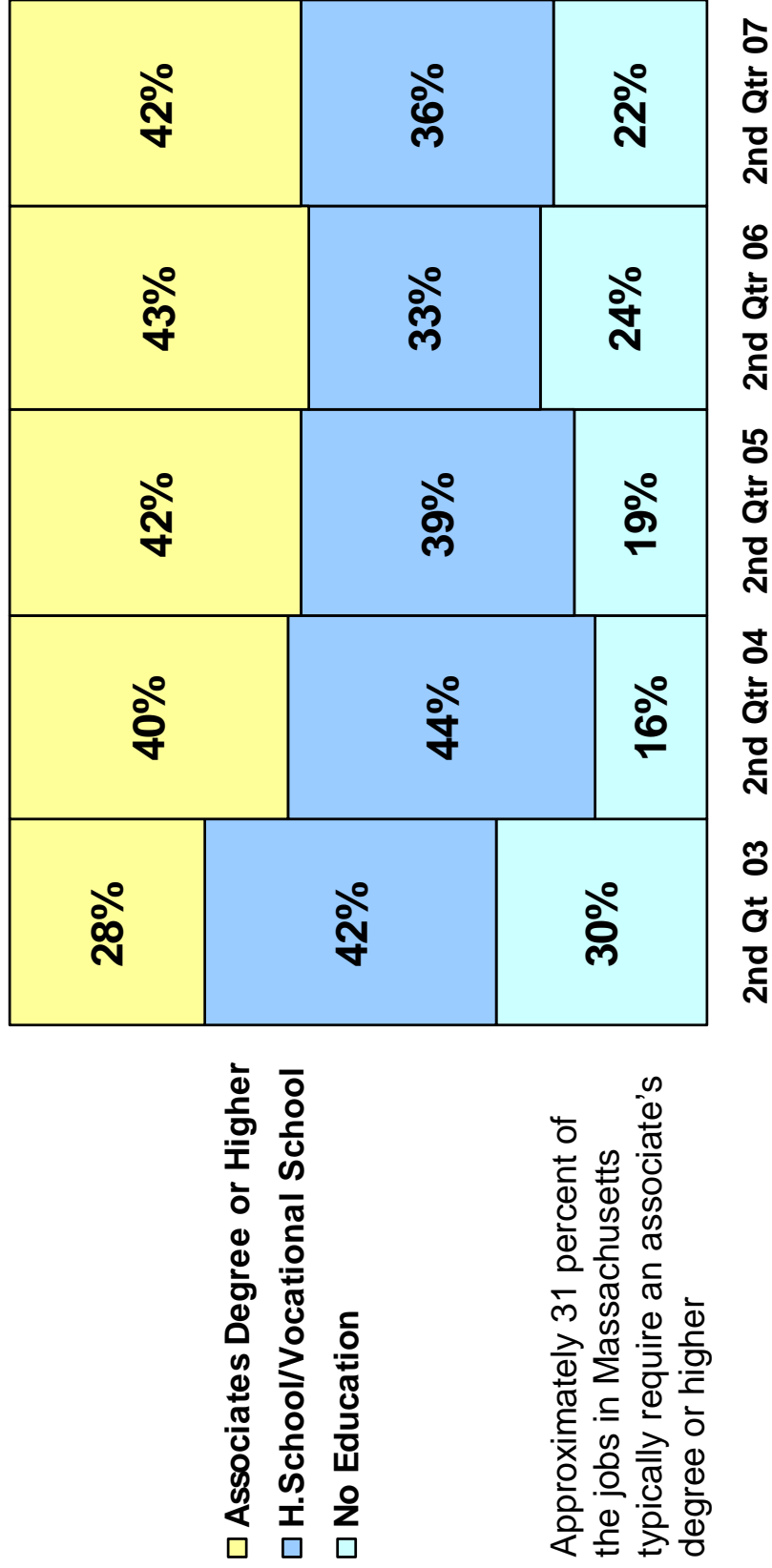


Figure 4:

Despite the overall drop in job vacancies over the year, the proportion of job vacancies that required an associate's degree or higher remained high.



Approximately 31 percent of the jobs in Massachusetts typically require an associate's degree or higher

Figure 5

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

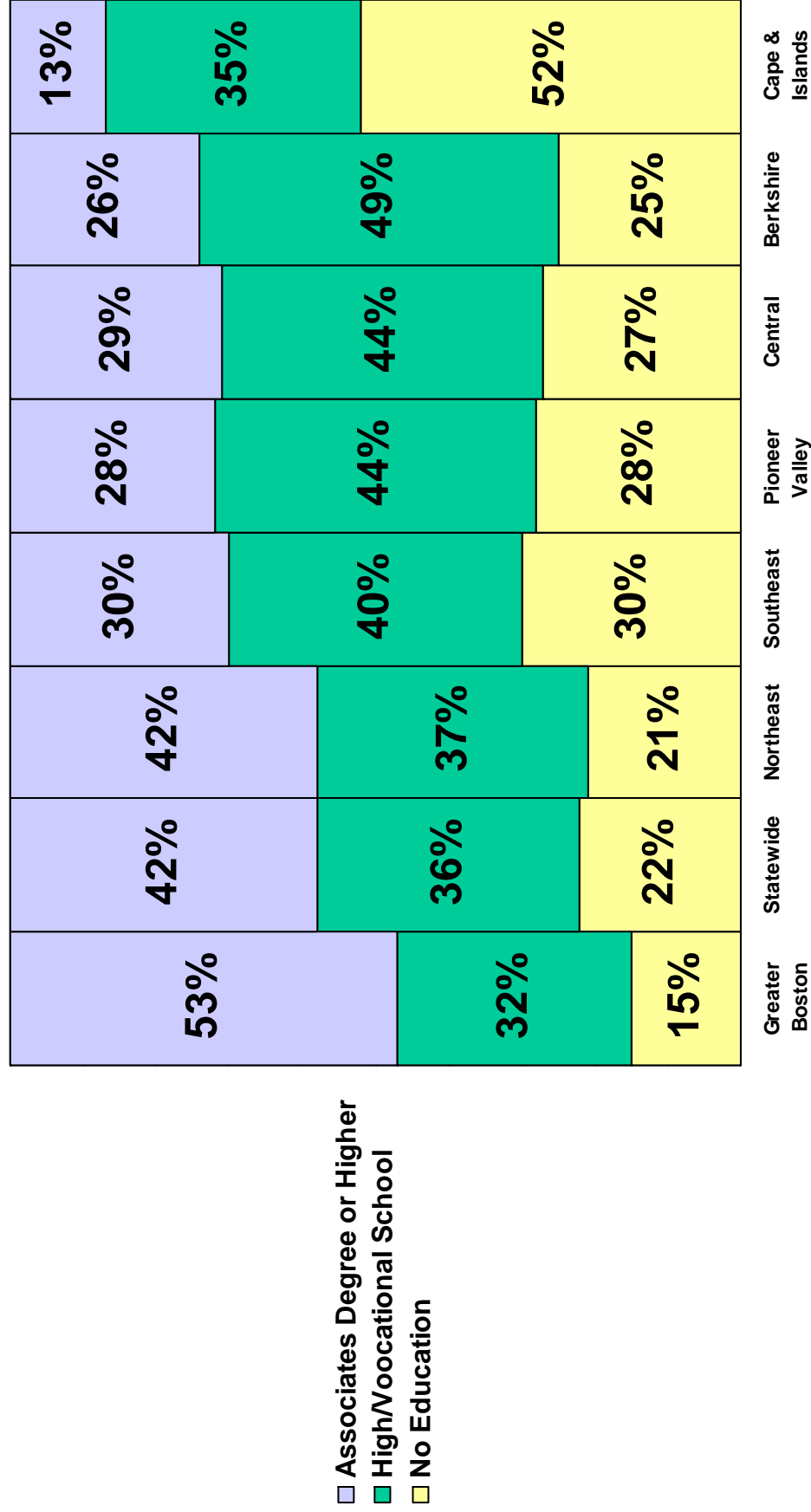


Figure 6:

Related business experience was required for more than three out of five positions posted during the 2nd quarter of 2007.

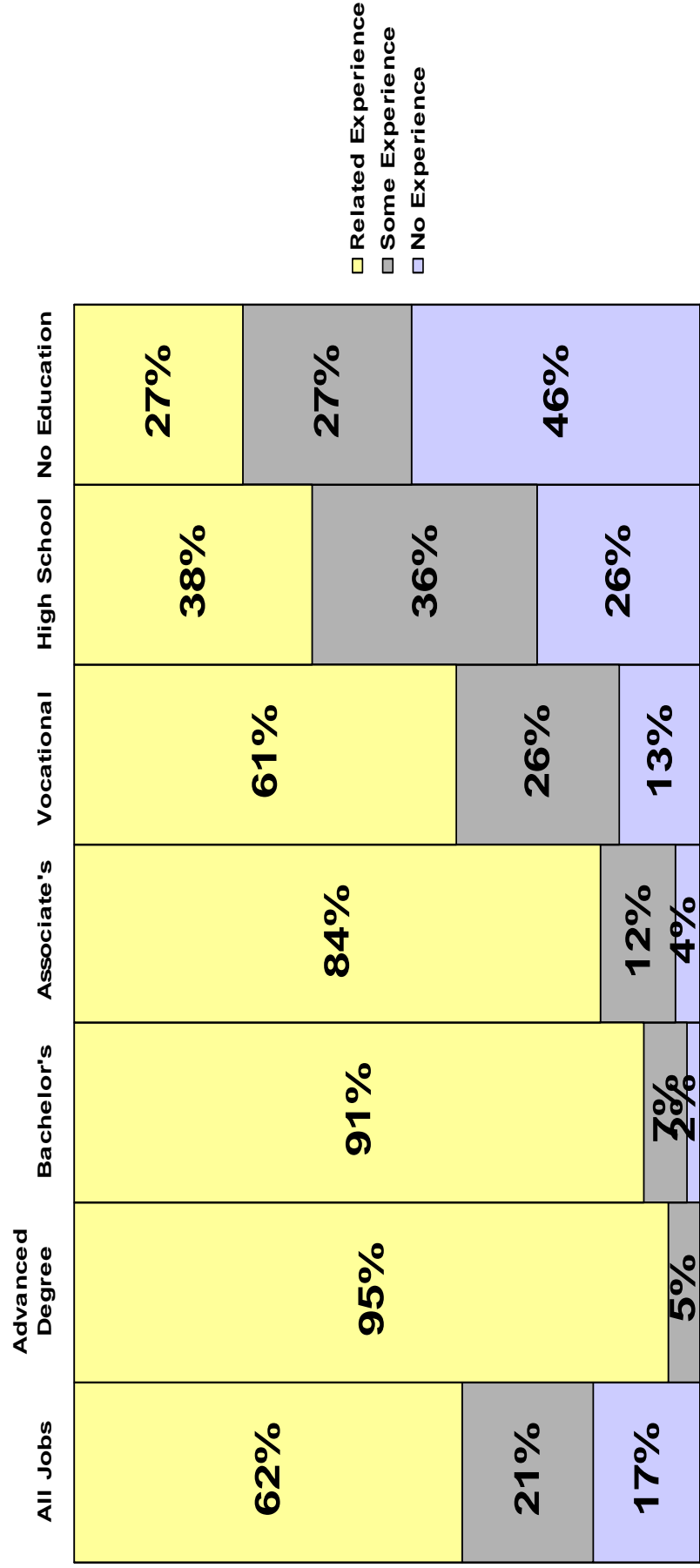


Figure 7: Supply vs. Demand

During the 2nd quarter of 2007, bachelor's degree holders encountered better job prospects than job seekers with fewer years of education.

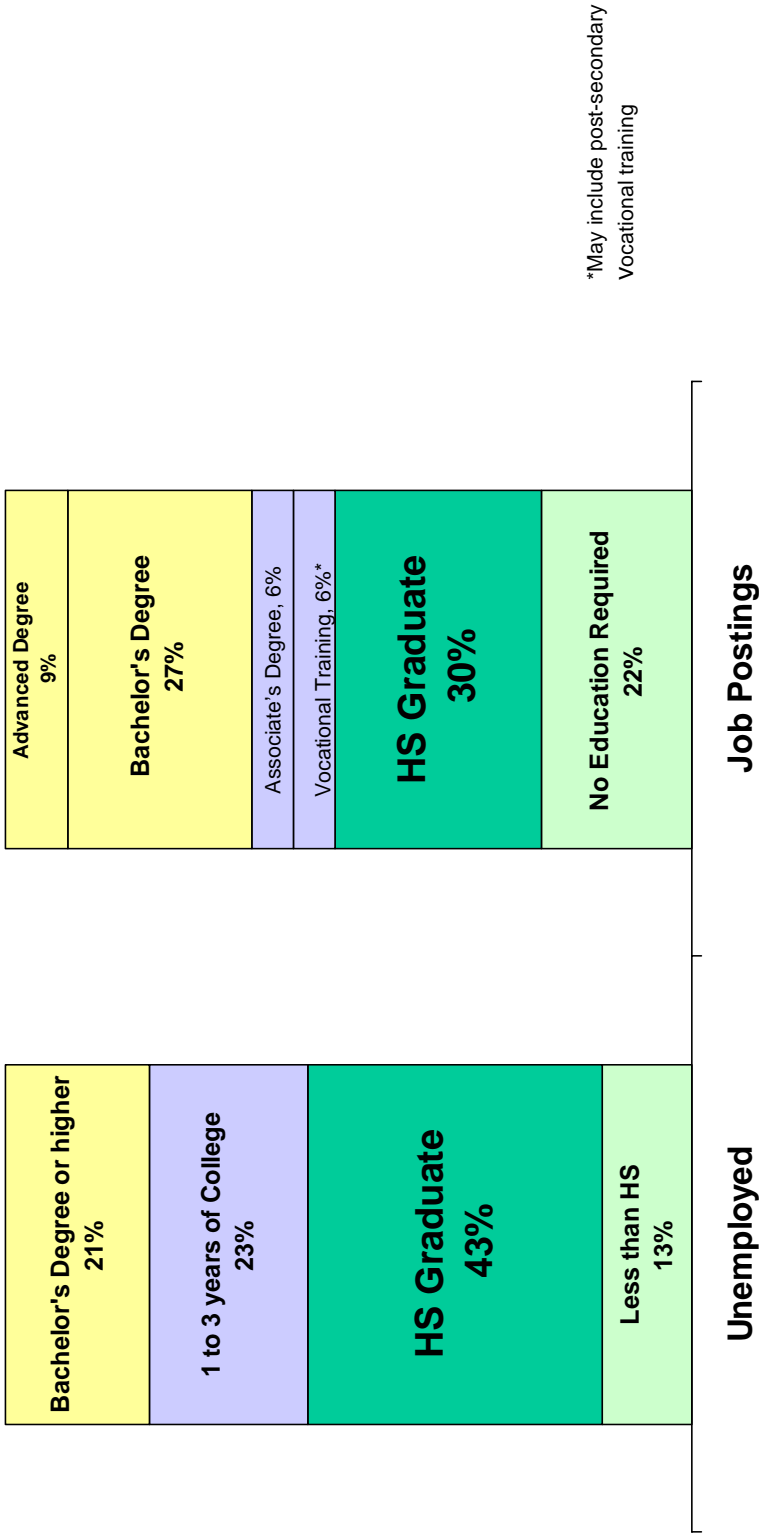


Figure 8: Demand vs. Supply cont.

During the 2nd quarter of 2007, job vacancy rates exceeded UI unemployment rates in most professional and technical occupational groups.

