



4th Quarter 2009

Massachusetts Job Vacancy Survey

Hiring Trends by Industry and Occupation

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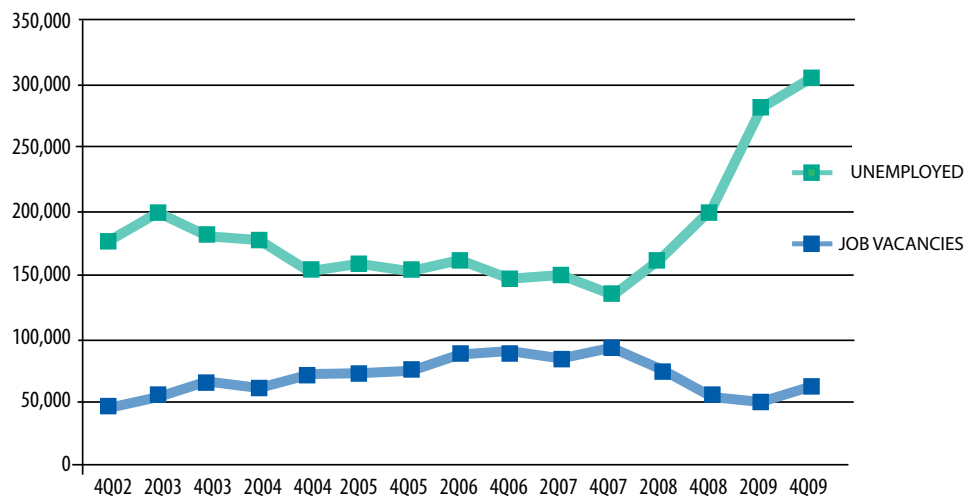
4th Quarter 2009 Job Vacancy Survey Results

Job postings rose from a low of 49,200 in the 2nd quarter of 2009 to 61,800 in the 4th quarter of 2009 (not seasonally adjusted). This 26 percent increase boosted the job vacancy rate from 1.7 to 2.2 percent and lowered the supply/demand ratio (unemployed workers per job opening) from 5.7 to 4.9. The unemployment rate,

however, did not decline, and hiring remained well below pre-recession levels in most industries.

Over the year, job postings increased 13 percent from 54,600 to 61,800 while the job vacancy rate (job postings per 100 filled positions) rose from 1.9 to 2.2 percent.

During the 4th quarter of 2009, there were 4.9 unemployed workers for each job opening.



Note: Data not seasonally adjusted.

Industries

Hiring has picked up over the past 6 months. Only 2 non-seasonal industries failed to increase job openings between the 2nd and 4th quarters of 2009. Six month data must be used with caution, however, because it is not seasonally adjusted.

Over the year, 10 of the state's major industries increased their job vacancy rates, 4 remained the same (± 0.1 percentage points), and 4 recorded declines.

Health Care and Social Assistance.

Increasing open-for-hire positions 19 percent over the year, Health Care and Social Assistance posted more jobs than any other industry in Massachusetts (14,100) and accounted for 23 percent of all open-for-hire positions in the state. Its job vacancy rate rose from 2.5 to 2.9 percent over the year – a significant improvement though considerably lower than the 4.4 percent it recorded in the 4th quarter of 2007.

Retailers. Thanks to seasonal hiring, Retailers posted the second-largest number of jobs. With 12,500 open-for-hire positions, they are up 24 percent from the 4th quarter of 2008 when sales were depressed by reductions in consumer spending. Job postings are below pre-recession levels, but Retailers have the highest 4th quarter 2009 job vacancy rate of any major industry in the state: 4.1 percent.

Accommodation and Food Services.

Boosted by a high turnover rate and a tremendous need for part-time staffing, Accommodation and Food Services has the third largest number of job openings and the 2nd highest job vacancy rate (3.2 percent) of any major industry. Vacancies increased



18 percent over the year to 7,100. As in Retailing, however, the number of job postings and the job vacancy rate remain well below pre-recession levels.

Professional and Technical Services.

Increased hiring in Professional and Technical Services, one of the mainstays of the Massachusetts economy, gives rise to cautious optimism. The number of job vacancies rose 30 percent over the year to 6,700, accounting for 11 percent of all open-for-hire positions. The job vacancy rate rose from 2.4 to 3.0 percent, the 3rd highest job vacancy rate recorded by any major industry in the 4th quarter of 2009.

Job postings are up in 8 of the 9 professional and technical service industries with Scientific Research and Development alone accounting for nearly 40 percent of the increase.

The industries posting more jobs are: Scientific Research and Development; Management, Scientific and Technical Consulting; Computer System Design; Advertising; Accounting and Tax Preparation; Legal Services; Specialized Design Services; Other Professional and Technical Services.

The industry in which job postings remain flat is Architectural and Engineering Services.

Construction. Although job postings have increased both over the year and over the past 6 months, labor demand remains weak. At 1.2 percent, the 4th quarter 2009 job vacancy rate is well below the 2.2 percent average for all industries although up significantly from a low of 0.5 percent in the 2nd quarter of 2009. Construction lost 34,400 jobs between December 2007 and January 2010. It accounts for 23 percent of all jobs lost in Massachusetts since the start of the recession.

Finance and Insurance. Although this industry was initially the epicenter of the economic crisis, hiring has been picking up. Job postings increased only 7 percent between the 4th quarter of 2008 and the 2nd quarter of 2009 but 20 percent between the 2nd and 4th quarters of 2009. At the same time, the job vacancy rate rose from 1.5 percent in the 4th quarter of 2008 to 1.8 percent in the 4th quarter of 2009.

The increase in hiring is due to 1) an upturn in residential sales sparked by the 2009 tax credit for first-time home buyers and 2) a surge in the refinancing of loans in anticipation of rising interest rates.

Education. The decline in hiring appears to be tapering off. Job postings fell 1 percent between the 4th quarters of 2008 and 2009 compared to 25 percent between the 4th quarters of 2007 and 2008 when state



and local tax revenues were falling and endowment funds shrinking.

Education has the second lowest job vacancy rate after Public Administration.

Transportation and Warehousing.

Hiring trends in this industry mirror the economy as a whole. With economic growth still weak though improving, the number of job postings has changed little since the 2nd quarter of 2009. Over the year, job vacancies have fallen 27 percent to 1,360, and the job vacancy rate has dropped to 1.5 percent – primarily because of cutbacks in seasonal hiring by the U.S. Post Office and private couriers.

Public Administration. Job postings fell 51 percent over the year, largely because the IRS has cut back on seasonal hiring as more and more people file their taxes electronically. Hiring demand stabilized, however, in local government where it may have been boosted by ARRA stimulus funding. Nevertheless, Administration has the lowest job vacancy rate (0.5) of any major industry in the state.



Occupations in demand

Although hiring increased modestly over the year, the job vacancy rate remained largely unchanged in 15 of the 22 major occupational groups. There were only 7 occupational groups in which the job vacancy rate rose by 0.3 percentage points or more: Health Support; Sales; Legal; Food Preparation and Serving; Life, Physical, and Social Services; Community and Social Services; and Installation, Maintenance, and Repair.

At 3.5 percent, Sales Workers and Health Support Workers each recorded the highest 4th 2009 job vacancy rate.

Life, Physical and Social Scientists have the 2nd highest 4th quarter 2009 job vacancy rate (3.1 percent) of any major occupational group, followed by Healthcare Practitioners and Technicians with a job vacancy rate of 2.8 percent.

Health Support Workers recorded a 68 percent increase in job vacancies over the year with their job vacancy rate jumping from 2.1 to 3.5 percent. The improvement was due primarily to increased demand for nursing aides and home health aides.

Demand for sales workers also rose sharply over the year (24 percent). Although the vacancies covered a wider range of industries than the year before, retailers still accounted for 80 percent of all open-for-hire positions.

Community and Social Workers; Life, Physical and Social Scientists; and Management Workers recorded the largest over-the-year net increases in job postings (400) in the Managerial, Professional and Technical category.

Other professional and technical occupations reporting increased hiring included: Paralegals and Legal Assistants (Legal); Medical Scientists, Physicists, Chemists, Economists and Psychologists (Life, Physical and Social Services); and Counselors, Social Workers, and Social and Human Service Assistants (Community and Social Services).

Managerial, Professional and Technical Occupations. Job postings rose 7 percent over the year to 24,200. Overall this aggregation of major occupational groups (Super Group) accounts for 39 percent of all jobs posted in the state during the 4th quarter of 2009, down from 42 percent in the 4th quarter of 2008.

Note that:

- Legal Workers; Life, Physical and Social Scientists; and Community and Social Workers increased their job postings by greater percentages than any other group in the Managerial, Professional and Technical

category and were the only groups in that category to raise their job vacancy rates by more than 0.5 percentage points.

- Healthcare Practitioners and Technicians account for the largest share of job postings in the Managerial, Professional and Technical category: 24 percent, or 5,700 vacancies. Over the year, hiring rose 3 percent.
- Demand for Computer and Mathematical workers rose 7 percent to 2,800, but the group’s job vacancy rate remained essentially unchanged over the year at 2.3 percent.

Job postings increased in 7 of the major occupational groups:

Occupational Group Title	4th Quarter 2008		4th Quarter 2009		Net Change	Percent Change
	Job Vacancies	Job Vacancy Rate	Job Vacancies	Job Vacancy Rate		
Community and Social Services	1,298	2.1%	1,719	2.6%	421	32%
Management	4,019	2.2%	4,438	2.4%	419	10%
Life, Physical, and Social Services	1,237	2.5%	1,647	3.1%	410	33%
Computer and Mathematical	2,619	2.3%	2,805	2.3%	186	7%
Healthcare Practitioner and Technical	5,562	2.7%	5,742	2.8%	180	3%
Legal	80	0.3%	256	1.0%	176	220%
Arts, Design, Entertainment, Sports and Media	1,153	2.3%	1,194	2.3%	41	4%

And remained the same or declined slightly in 3 of them

Occupational Group Title	4th Quarter 2008		4th Quarter 2009		Net Change	Percent Change
	Job Vacancies	Job Vacancy Rate	Job Vacancies	Job Vacancy Rate		
Architecture and Engineering	1,336	1.8%	1,270	1.6%	-66	-5%
Management	3,087	1.8%	3,002	1.7%	-85	-3%
Life, Physical, and Social Services	2,288	1.1%	2,131	1.0%	-157	-7%

Service Occupations. Service workers recorded a 31 percent increase in job postings over the year for a total of 13,800 and accounted for 22 percent of all vacancies, up from 19 percent a year ago. Within this diverse group, hiring trends were mixed. Job postings rose sharply for Health Support and Food Preparation and Service Workers, but remained little changed for Protective Service Workers; Building and Grounds Cleaning and Maintenance Workers; and Personal Care Workers.

Demand for Health Support Workers – primarily Nursing Aides, Orderlies, and Phlebotomists – increased 68 percent over the year. As a result, their job vacancy rate jumped from 2.1 to 3.5 percent, tied with Sales Workers for the highest job vacancy rate of any major occupational group in the 4th quarter 2009.

Demand for Food Preparation and Service Workers also rose sharply (34 percent) and boosted the group’s job vacancy rate from 2.0 to 2.7 percent. This increase did little, however, to improve their hiring demand index (job vacancy rate/turnover rate), which remained low.

Sales Occupations. Fueled by seasonal hiring, job postings rose 24 percent over the year to 11,800. Sales Workers accounted for 19 percent of total job postings across all occupations, up from 17 percent a year ago. At 3.5 percent, Sales Workers were tied with Health Support Workers for the highest job vacancy rate of any major occupation.

About 61 percent of the job postings for Sales Workers were for Retail Sales Representatives; but demand for high-skilled sales workers also increased in industries other than Retail Trade, including Professional and Technical Services and, to a certain extent, Information. The number of vacancies for Sales Workers in Finance, Insurance and Real Estate remained essentially unchanged.

Office and Administrative Occupations.

Labor demand remains weak. The number of job postings for Office and Administrative workers changed little over the year with the job vacancy rate holding at 1.2 percent. Demand for Couriers and Messengers and Customer Service Representatives, two of the largest Office and Administrative Support categories, is still down from a year ago.

Installation, Maintenance, Repair Occupations. Job postings increased 28 percent over the year, and the job vacancy rate edged up from 1.0 to 1.3 percent. Automotive Service Mechanics, Autobody Repairers, and Bus, Truck and Diesel Engine Mechanics accounted for more than half of all 4th quarter 2009 job postings in the group.

Construction Occupations. Job postings remained little changed over the year. The gap between supply and demand for Construction Workers is wider than for any other major occupational group. The job vacancy rate for Construction Workers is only 0.8 percent.

Production Occupations. Job postings remained essentially unchanged over the year. At 0.6 percent, Production Workers have the lowest job vacancy rate of any of the 22 major occupational groups for which hiring is tracked.

Overview of Regional Hiring

Year-over-year hiring was mixed and generally weak but improving. Job postings increased in the Berkshires, the Cape and Islands, Greater Boston, and the Southeast; remained flat in the Northeast Region and Pioneer Valley; and declined slightly in the Central Region.

Greater Boston Region. The job vacancy rate rose from 1.9 to 2.3 percent over the year while job openings increased by 19 percent, or 5,400 vacancies. Hiring was up in both high- and low-paying industries, including finance, professional and technical services, information, construction, public administration, retail trade, healthcare and social assistance.

The above-mentioned increases offset declines in manufacturing; wholesale trade; real estate; rental and leasing; management; administrative support and waste management; and arts, entertainment and recreation.

Hiring was flat in educational services, one of the main industries in the region, but up over the previous year when declines were recorded.

Berkshires. Job postings increased 38 percent over the year, and the job vacancy rate jumped from 2.1 to 3.0 percent. Though significantly improved, the job vacancy rate remains well below the 4.1 percent rate recorded for the 4th quarter of 2007.

Bolstered by year-round tourism, retail trade and arts and entertainment generated much of the demand for labor in this region.

Cape and Islands. Job postings increased by 140 vacancies, and the job vacancy rate rose from 1.8 to 2.2 percent. Because Autumn and Winter are the off-season in this tourist-driven region, hiring remained flat for most industries in the 4th quarter of 2009.

Central Region. Job postings fell 6 percent over the year, but the job vacancy rate remained basically the same, dropping only slightly from 1.9 in the 4th quarter of 2008 to 1.8 in the 4th quarter of 2009. Hiring by industry was mixed. Job postings increased modestly in Manufacturing, Wholesale Trade, Finance and Insurance, Professional and Technical Services, and Health Care. But the increases reported in these industries were not enough to offset declines in Construction, Retail Trade, Transportation and Warehousing, Arts, Entertainment and Recreation, and Other Services.

Northeast Region. The number of job postings remained virtually unchanged over the year at 7,500 while the job vacancy rate rose very slightly from 1.9 to 2.0 percent. Job postings fell sharply in public administration as a result of cutbacks in IRS hiring and were also down sharply in manufacturing and construction. Most other industries, however, reported minor increases in job demand.

Pioneer Valley Region. Job postings remained essentially unchanged, holding at 5,100. At 2.0 percent, the 4th quarter 2009 job vacancy rate was very close to the 1.9 percent rate recorded last year. Hiring by industry was mixed. Job postings increased in Construction, Retail trade, Finance and Insurance, Healthcare and Social Assistance and Other Services; remained flat in Manufacturing, Wholesale Trade, Management, Leisure and Hospitality; and fell in Education, Professional, Scientific and Business services, Accommodation and information services.

Southeast Region. Job postings increased 25 percent to 7,500; and as a result, the job vacancy rate rose from 1.7 percent in the 4th quarter of 2008 to 2.2 percent in the 4th quarter of 2009. Hiring was up in Manufacturing, Wholesale trade, Retail trade, Professional and Technical Services, Management, Administrative Support and Waste Management, Healthcare and Social Assistance, and other Services.

Table 1: Statewide Job Vacancies by Industry, 4th Quarter 2009

Industry	# of Job Vacancies	Job Vacancy Rate*	Percent Private Sector	Percent Part-Time	Percent Temporary/ Seasonal	Percent Requiring Associate's Degree or Higher	Percent Providing Healthcare Benefits
Total, All Industries	61,788	2.2%	95%	45%	17%	38%	53%
Agriculture	49	1.1%	100%	27%	0%	29%	25%
Utilities	35	0.3%	74%	0%	0%	85%	100%
Construction/Mining	1,134	1.2%	91%	26%	16%	16%	76%
Manufacturing	2,548	1.0%	100%	5%	5%	62%	88%
Wholesale Trade	1,444	1.4%	100%	21%	11%	44%	66%
Retail Trade	12,521	4.1%	100%	75%	40%	3%	15%
Transportation and Warehousing	1,359	1.5%	78%	66%	32%	3%	25%
Information	2,028	2.4%	95%	25%	8%	60%	74%
Finance and Insurance	2,969	1.8%	100%	20%	3%	67%	95%
Real Estate, Rental and Leasing	437	1.4%	100%	24%	4%	22%	88%
Professional and Technical Services	6,732	3.0%	99%	11%	17%	81%	74%
Management Companies and Enterprises	1,071	1.9%	100%	16%	4%	66%	93%
Administrative Support and Waste Management	1,221	1.3%	100%	32%	1%	14%	73%
Educational Services	3,122	0.9%	53%	32%	24%	86%	73%
Healthcare and Social Assistance	14,057	2.9%	98%	47%	13%	53%	69%
Arts, Entertainment and Recreation	936	2.3%	93%	45%	32%	6%	9%
Accommodation and Food Services	7,101	3.2%	100%	70%	2%	1%	21%
Other Services	2,405	3.0%	100%	39%	4%	20%	53%
Public Administration	619	0.5%	0%	5%	23%	56%	76%

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

Table 2: Number of Job Vacancies, 4th Quarter 2008 vs. 4th Quarter 2009

Industry Name	4th Quarter				Over-the-Year	
	2008		2009			
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate*	Net Change	Percent Change
Total, All Industries	54,606	1.9%	61,788	2.2%	7,182	13%
Agriculture	92	1.6%	49	1.1%	-43	-47%
Utilities	84	0.6%	35	0.3%	-49	-58%
Construction/Mining	1,014	0.8%	1,134	1.2%	120	12%
Manufacturing	3,038	1.1%	2,548	1.0%	-490	-16%
Wholesale Trade	1,174	1.0%	1,444	1.4%	270	23%
Retail Trade	10,084	3.1%	12,521	4.1%	2,437	24%
Transportation & Warehousing	1,864	1.9%	1,359	1.5%	-505	-27%
Information	1,722	2.0%	2,028	2.4%	306	18%
Finance & Insurance	2,295	1.5%	2,969	1.8%	674	29%
Real Estate, Rental & Leasing	510	1.5%	437	1.4%	-73	-14%
Professional & Technical Services	5,183	2.4%	6,732	3.0%	1,549	30%
Management	992	1.7%	1,071	1.9%	79	8%
Administrative & Support & Waste Services	1,317	1.3%	1,221	1.3%	-96	-7%
Educational Services	3,161	1.0%	3,122	0.9%	-39	-1%
Healthcare and Social Assistance	11,780	2.5%	14,057	2.9%	2,277	19%
Arts, Entertainment & Recreation	1,211	2.6%	936	2.3%	-275	-23%
Accommodation & Food Services	6,036	2.6%	7,101	3.2%	1,065	18%
Other Services	1,779	2.2%	2,405	3.0%	626	35%
Public Administration	1,270	1.1%	619	0.5%	-651	-51%

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

Table 3: Job Vacancies by Size of Firm, 4th Quarter 2009

Firm Size	# of Job Vacancies	Job Vacancy Rate*	Percent Private Sector	Percent Part-Time	Percent Temporary/ Seasonal	Percent Requiring Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Health Benefits
Total, All Sizes	61,788	2.2%	95%	45%	17%	38%	61%	53%
Small (5-49 employees)	29,278	3.1%	99%	51%	18%	23%	49%	40%
Medium (50-249 employees)	17,941	2.1%	96%	45%	17%	37%	59%	54%
Large (250 or more employees)	14,569	1.4%	87%	30%	16%	67%	85%	78%

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

Table 4: Job Vacancies by Region and Industry, 4th Quarter 2009

Industry Title	Massachusetts		Berkshire		Cape and Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
	# Job Vacancies	Job Vacancy Rate**	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate
Total, All Industries	61,788	2.2%	1,616	3.0%	1,670	2.2%	4,384	1.8%	33,996	2.3%	7,519	2.0%	5,078	2.0%	7,525	2.2%
Agriculture	49	1.1%	*	1.4%	*	3.6%	*	1.0%	*	1.9%	*	2.8%	*	0.4%	*	0.0%
Utilities	35	0.3%	*	0.0%	*	0.7%	*	0.2%	20	0.3%	*	0.1%	*	0.2%	*	0.2%
Construction/Mining	1,134	1.2%	*	0.7%	*	2.5%	115	1.4%	566	1.3%	160	1.2%	100	1.3%	64	0.4%
Manufacturing	2,548	1.0%	45	0.9%	22	1.2%	219	0.7%	1,199	1.3%	552	0.9%	155	0.5%	356	0.9%
Wholesale Trade	1,444	1.4%	*	0.0%	*s	2.8%	56	0.7%	629	1.2%	410	2.8%	61	0.8%	254	1.3%
Retail Trade	12,521	4.1%	400	5.3%	533	4.0%	892	2.9%	5,797	4.5%	1,561	3.6%	874	2.9%	2,464	4.8%
Transportation and Warehousing	1,359	1.5%	18	1.8%	42	1.8%	88	1.0%	791	1.6%	150	1.6%	177	1.7%	93	0.8%
Information	2,028	2.4%	*s	1.3%	*	0.3%	48	1.3%	1,641	3.0%	207	1.6%	26	0.6%	88	1.2%
Finance and Insurance	2,969	1.8%	18	0.9%	30	1.3%	164	1.5%	2,123	1.8%	188	1.7%	403	3.8%	43	0.4%
Real Estate, Rental and Leasing	437	1.4%	26	6.5%	*s	1.5%	69	4.6%	261	1.2%	*	0.1%	45	1.8%	19	0.9%
Professional and Technical Services	6,732	3.0%	*	5.0%	*s	1.5%	173	2.4%	4,965	3.0%	742	2.6%	96	1.5%	587	5.1%
Management Companies and Enterprises	1,071	1.9%	22	12.0%	9	2.2%	41	1.2%	689	1.9%	112	1.9%	75	2.1%	123	1.4%
Management	1,221	1.3%	*	6.6%	*	4.6%	*	1.5%	776	1.3%	56	0.6%	69	1.5%	81	1.1%
Educational Services	3,122	0.9%	36	0.5%	28	0.3%	341	1.0%	1,982	1.2%	221	0.5%	284	0.7%	230	0.7%
Healthcare and Social Assistance	14,057	2.9%	377	3.4%	449	2.9%	1,344	2.8%	6,815	2.8%	1,818	2.9%	1,423	2.9%	1,831	3.0%
Arts, Entertainment and Recreation	936	2.3%	271	14.0%	12	0.6%	108	3.0%	330	1.7%	118	2.1%	66	1.7%	31	0.6%
Accommodation and Food Services	7,101	3.2%	159	2.7%	146	1.5%	453	2.4%	3,786	3.5%	789	2.7%	842	4.2%	926	3.0%
Other Services	2,405	3.0%	37	1.9%	49	1.9%	151	2.6%	1,316	3.2%	228	2.0%	358	4.9%	266	2.5%
Public Administration	619	0.5%	*	0.0%	*	0.5%	*	0.4%	283	0.5%	190	1.3%	*	0.2%	65	0.5%

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

* confidential

*s secondary confidentiality

n/a=not applicable

Table 5: Statewide Job Vacancies by Major Occupational Group, 4th Quarter 2009

Occupational Group Title	# of Job Vacancies	Job Vacancy Rate*	Hiring Demand Index**	Hiring Demand Descriptor^	Percent Part- Time	Percent Temporary/ Seasonal	Percent Requiring Associate's Degree or Higher	Percent Requiring Related Experience	Percent Providing Health Care Benefits
Total, All Occupations	61,788	2.2%	1.00	—	45%	17%	38%	61%	53%
Management	4,438	2.4%	2.16	high	3%	2%	96%	96%	96%
Business and Financial Operations	3,002	1.7%	0.93	avg	7%	25%	96%	92%	69%
Computer and Mathematical	2,805	2.3%	1.15	avg	3%	3%	91%	97%	98%
Architecture and Engineering	1,270	1.6%	1.23	high	1%	6%	97%	94%	98%
Life, Physical, and Social Sciences	1,647	3.1%	1.82	high	6%	8%	99%	94%	91%
Community and Social Services	1,719	2.6%	1.42	high	34%	8%	86%	86%	88%
Legal	256	1.0%	0.53	low	0%	0%	79%	95%	99%
Education, Training and Library	2,131	1.0%	0.59	low	37%	22%	88%	89%	57%
Arts, Design, Entertainment, Sports and Media	1,194	2.3%	1.11	avg	49%	34%	44%	69%	61%
Healthcare Practitioner and Technical	5,742	2.8%	1.68	high	51%	17%	69%	87%	67%
Healthcare Support	3,486	3.5%	1.22	high	62%	17%	7%	69%	48%
Protective Service	837	1.2%	0.68	low	44%	6%	5%	54%	63%
Food Preparation and Serving Related	7,086	2.7%	0.53	low	70%	4%	0%	28%	20%
Building & Grounds Cleaning & Farming, Fishing & Forestry	721	0.7%	0.31	low	58%	12%	2%	37%	57%
Personal Care and Service	1,650	2.0%	0.60	low	46%	15%	5%	51%	39%
Sales and Related	11,836	3.5%	1.21	high	71%	40%	9%	25%	22%
Office and Administrative Support	6,451	1.2%	0.53	low	48%	20%	13%	56%	51%
Construction and Extraction	883	0.8%	0.38	low	28%	16%	1%	66%	72%
Installation, Maintenance, and Repair	1,291	1.3%	0.76	low	11%	1%	5%	80%	89%
Production	1,082	0.6%	0.31	low	26%	14%	3%	56%	59%
Transportation and Material Moving	2,261	1.4%	0.51	low	55%	5%	0%	36%	39%

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

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

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

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

Table 6: Job Vacancies by Occupation, 4th Quarter 2008 vs. 4th Quarter 2009

Occupational Group Title	4th Quarter 2008		4th Quarter 2009		Net Change	Percent Change
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate*		
Total, All Occupations	54,606	1.9%	61,788	2.2%	7,182	13%
Managerial, Professional and Technical	22,679	2.0%	24,204	2.1%	1,525	7%
Management	4,019	2.2%	4,438	2.4%	419	10%
Business and Financial Operations	3,087	1.8%	3,002	1.7%	-85	-3%
Computer and Mathematical	2,619	2.3%	2,805	2.3%	186	7%
Architecture and Engineering	1,336	1.8%	1,270	1.6%	-66	-5%
Life, Physical, and Social Sciences	1,237	2.5%	1,647	3.1%	410	33%
Community and Social Services	1,298	2.1%	1,719	2.6%	421	32%
Legal	80	0.3%	256	1.0%	176	220%
Education, Training and Library	2,288	1.1%	2,131	1.0%	-157	-7%
Arts, Design, Entertainment, Sports and Media	1,153	2.3%	1,194	2.3%	41	4%
Healthcare Practitioner and Technical	5,562	2.7%	5,742	2.8%	180	3%
Service	10,506	1.7%	13,780	2.2%	3,274	31%
Healthcare Support	2,081	2.1%	3,486	3.5%	1,405	68%
Protective Service	806	1.1%	837	1.2%	31	4%
Food Preparation and Serving Related	5,279	2.0%	7,086	2.7%	1,807	34%
Building & Grounds Cleaning & Farming, Fishing & Forestry	664	0.6%	721	0.7%	57	9%
Personal Care and Service	1,676	2.2%	1,650	2.0%	-26	-2%
Sales and Related	9,551	2.9%	11,836	3.5%	2,285	24%
Office and Administrative Support	6,707	1.2%	6,451	1.2%	-256	-4%
Construction, Maintenance Production and Transportation	5,163	0.9%	5,517	1.0%	354	7%
Construction and Extraction	736	0.7%	883	0.8%	147	20%
Installation, Maintenance, and Repair	1,005	1.0%	1,291	1.3%	286	28%
Production	1,143	0.6%	1,082	0.6%	-61	-5%
Transportation and Material Moving	2,279	1.4%	2,261	1.4%	-18	-1%

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

Table 7: Occupations accounting for 51 percent of 4th Quarter 2009

Occupational Title	# of Job Vacancies	Job Vacancy Rate**	Massachusetts OES Wage @ 25 Percentile
Retail Salespersons	7,268	6.6%	8.84
Registered Nurses	2,769	3.5%	29.58
Waiters and Waitresses	2,005	3.4%	8.32
Cashiers	1,893	2.5%	8.43
Nursing Aides, Orderlies, & Attendants	1,705	4.0%	11.64
Combined Fd Prep and Serving Workers	1,339	2.4%	8.36
Customer Service Representatives	1,092	2.0%	13.69
First-Line Sup/Mgr of Retail Sales	1,074	4.0%	14.73
Stock Clerks and Order Fillers	729	1.8%	9.05
Home Health Aides	724	4.2%	10.74
Food Preparation Workers	703	3.0%	8.74
Tellers	687	4.7%	11.08
Counter Attendant, Cafe, Food, Coffee	674	3.7%	8.44
Comp Software Engineers, Applications	655	2.8%	37.60
Exec Secretaries & Admin Assistants	643	1.5%	18.21
Tax Preparers	625	n/a	19.58
Medical & Health Services Managers	553	6.6%	35.42
Medical Secretaries	514	2.7%	13.99
Receptionists & Information Clerks	505	2.2%	10.80
All Other Computer Specialists	504	n/a	28.84
Accountants and Auditors	502	1.6%	24.46
Financial Managers	484	2.5%	36.12
Medical & Public Health Social Work	476	8.0%	17.59
Medical Scientists, Ex Epidemiologist	457	5.8%	30.20
Cooks, Restaurant	444	2.0%	10.55
Sales Managers	437	4.6%	39.82
Automotive Service Tech & Mechanics	426	2.8%	14.54
Marketing Managers	425	6.1%	43.26
Licensed Practical & Licensed Vocational Nurses	422	2.5%	21.00
Security Guards	390	1.8%	10.67
Hosts and Hostesses, Restaurant	386	4.8%	8.90
Physical Therapists	366	5.8%	28.88

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

n/a=not applicable

Table 8: 4th Quarter 2009 Job Vacancies by Region and Occupation

Occupational Group Title	Massachusetts		Berkshire		Cape and Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
	# Job Vacancies	Job Vacancy Rate**	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate	# Job Vacancies	Job Vacancy Rate
Totals	61,788	2.2%	1,616	3.0%	1,670	2.2%	4,384	1.8%	33,996	2.3%	7,519	2.0%	5,078	2.0%	7,525	2.2%
Management	4,438	2.4%	35	1.3%	62	1.6%	265	1.9%	3,144	2.8%	501	2.1%	188	1.4%	243	1.5%
Business and Financial Operations	3,002	1.7%	40	1.9%	14	0.5%	181	2.0%	1,894	1.6%	434	2.1%	93	0.9%	346	2.9%
Computer and Mathematical	2,805	2.3%	*	4.9%	*s	1.3%	104	2.6%	2,186	2.5%	372	1.9%	44	1.0%	54	1.1%
Architecture and Engineering	1,270	1.6%	*	3.7%	*s	1.8%	40	1.0%	844	1.9%	238	1.5%	41	1.4%	56	0.9%
Life, Physical, and Social Services	1,647	3.1%	13	3.3%	48	3.8%	99	3.4%	1,140	3.0%	220	3.2%	41	1.8%	86	3.4%
Community and Social Services	1,719	2.6%	*	3.0%	*	0.4%	213	2.9%	921	2.9%	188	2.3%	159	2.1%	192	2.4%
Legal	256	1.0%	*	0.0%	*	0.4%	*	0.5%	233	1.2%	*	0.3%	*	0.0%	*	0.8%
Education, Training and Library	2,131	1.0%	90	1.9%	15	0.2%	205	1.0%	1,218	1.2%	201	0.7%	205	0.8%	197	0.7%
Arts, Design, Entertainment, Sports and Media	1,194	2.3%	*	0.9%	*	0.2%	99	3.6%	864	2.5%	145	2.7%	21	0.6%	54	1.6%
Healthcare Practitioner and Technical	5,742	2.8%	62	2.3%	182	3.0%	600	3.1%	2,806	2.5%	715	2.7%	616	3.1%	761	3.3%
Healthcare Support	3,486	3.5%	130	6.0%	138	3.6%	252	2.3%	1,519	3.5%	327	2.3%	458	4.1%	662	4.6%
Protective Service	837	1.2%	16	1.9%	*	0.1%	106	1.7%	464	1.2%	83	0.9%	27	0.4%	139	1.6%
Food Preparation and Serving Related	7,086	2.7%	160	2.4%	179	1.2%	492	2.2%	3,815	3.2%	712	1.7%	907	3.7%	821	2.3%
Building & Grounds Cleaning, Farming, Fishing & Forestry	721	0.7%	56	2.0%	*s	0.2%	*s	0.4%	372	0.6%	111	1.0%	40	0.4%	92	0.9%
Personal Care and Service	1,650	2.0%	250	8.9%	21	0.7%	114	1.6%	755	1.9%	142	1.2%	245	3.0%	123	1.3%
Sales and Related	11,836	3.5%	389	6.4%	444	3.2%	613	2.2%	5,974	3.6%	1,305	3.0%	843	3.0%	2,268	5.0%
Office and Administrative Support	6,451	1.2%	135	1.4%	172	1.1%	519	1.1%	3,285	1.1%	895	1.2%	680	1.4%	765	1.2%
Construction and Extraction	883	0.8%	*	0.3%	*	2.2%	56	0.5%	429	0.9%	157	1.0%	83	1.0%	35	0.2%
Installation, Maintenance, and Repair	1,291	1.3%	*	0.5%	85	2.2%	106	1.0%	796	1.7%	165	1.0%	69	0.7%	*s	0.4%
Production	1,082	0.6%	28	0.7%	68	3.1%	187	0.8%	366	0.7%	162	0.5%	82	0.4%	189	0.6%
Transportation and Material Moving	2,261	1.4%	82	3.7%	67	1.4%	92	0.6%	971	1.4%	441	2.0%	236	1.4%	372	1.3%

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

* confidential

*s secondary confidentiality

n/a=not applicable

Table 9: 4th Quarter 2009 Hiring Demand Index and Descriptor

Occupational Group Title	Massachusetts		Berkshire		Cape and Islands		Central		Greater Boston		Northeast		Pioneer Valley		Southeast	
	Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand		Hiring Demand	
	Index**	Descriptor^	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor	Index	Descriptor
Total, Job Vacancies	1.00	—	1.00	—	1.00	—	1.00	—	1.00	—	1.00	—	1.00	—	1.00	—
Management	2.16	high	0.87	avg	1.40	high	2.13	high	2.42	high	2.06	high	1.43	high	1.32	high
Business and Financial Operations	0.93	avg	0.74	low	0.25	low	1.33	high	0.83	avg	1.27	high	0.55	low	1.56	high
Computer and Mathematical	1.15	avg	1.79	high	0.67	low	1.60	high	1.18	avg	1.07	avg	0.55	low	0.57	low
Architecture and Engineering	1.23	high	2.01	high	1.35	high	0.89	avg	1.32	high	1.21	high	1.18	avg	0.67	low
Life, Physical, and Social Services	1.82	high	1.45	high	2.30	high	2.50	high	1.71	high	2.11	high	1.15	avg	2.02	high
Community and Social Services	1.42	high	1.20	high	0.20	low	1.96	high	1.50	high	1.39	high	1.25	high	1.32	high
Legal	0.53	low	0.00	low	0.21	low	0.35	low	0.61	low	0.15	low	0.00	low	0.42	low
Education, Training and Library	0.59	low	0.84	avg	0.13	low	0.72	low	0.69	low	0.45	low	0.51	low	0.42	low
Arts, Design, Entertainment, Sports and Media	1.11	avg	0.30	low	0.11	low	2.14	high	1.14	avg	1.46	high	0.31	low	0.78	low
Healthcare Practitioner and Technical	1.68	high	1.03	avg	1.80	high	2.35	high	1.46	high	1.86	high	2.09	high	2.03	high
Healthcare Support	1.22	high	1.53	high	1.25	high	0.99	avg	1.16	avg	0.89	avg	1.57	high	1.60	high
Protective Service	0.68	low	0.80	avg	0.04	low	1.24	high	0.67	low	0.61	low	0.28	low	0.95	avg
Food Preparation and Serving Related	0.53	low	0.35	low	0.25	low	0.53	low	0.60	low	0.37	low	0.80	avg	0.47	low
Building and Grounds Cleaning and Maintenance & Facilities	0.31	low	0.68	low	0.09	low	0.24	low	0.28	low	0.49	low	0.22	low	0.42	low
Personal Care and Service	0.60	low	1.97	high	0.22	low	0.60	low	0.53	low	0.41	low	0.99	avg	0.40	low
Sales and Related	1.21	high	1.58	high	1.08	avg	0.91	avg	1.15	avg	1.13	avg	1.11	avg	1.70	high
Office and Administrative Support	0.53	low	0.46	low	0.51	low	0.59	low	0.49	low	0.62	low	0.68	low	0.53	low
Farming, Fishing, and Forestry	0.22	low	0.49	low	—	—	0.17	low	0.15	low	0.69	low	0.00	low	0.00	low
Construction and Extraction	0.38	low	0.10	low	1.02	avg	0.31	low	0.41	low	0.50	low	0.50	low	0.09	low
Installation, Maintenance, and Repair	0.76	low	0.21	low	1.33	high	0.78	low	1.00	avg	0.68	low	0.44	low	0.26	low
Production	0.31	low	0.25	low	1.54	high	0.49	low	0.31	low	0.26	low	0.19	low	0.29	low
Transportation and Material Moving	0.51	low	0.99	avg	0.52	low	0.25	low	0.48	low	0.81	avg	0.56	low	0.46	low

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

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

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

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

Table 10: Job Vacancies by Region, 4th Quarter 2008 vs. 4th Quarter 2009

Region	4th Quarter 2008		4th Quarter 2009		Over-the-Year Change	
	# of Job Vacancies	Job Vacancy Rate*	# of Job Vacancies	Job Vacancy Rate*	Net Change	Percent Change
Massachusetts	54,606	1.9%	61,788	2.2%	7,182	13%
Berkshire	1,167	2.1%	1,616	3.0%	449	38%
Cape & Islands	1,532	1.8%	1,670	2.2%	138	9%
Central	4,678	1.9%	4,384	1.8%	-294	-6%
Greater Boston	28,606	1.9%	33,996	2.3%	5,390	19%
Northeast	7,510	1.9%	7,519	2.0%	9	0%
Pioneer Valley	5,081	1.9%	5,078	2.0%	-3	0%
Southeast	6,032	1.7%	7,525	2.2%	1,493	25%

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

Figure 1:

The total volume of job postings rose 13 percent from the 4th quarter of 2008.

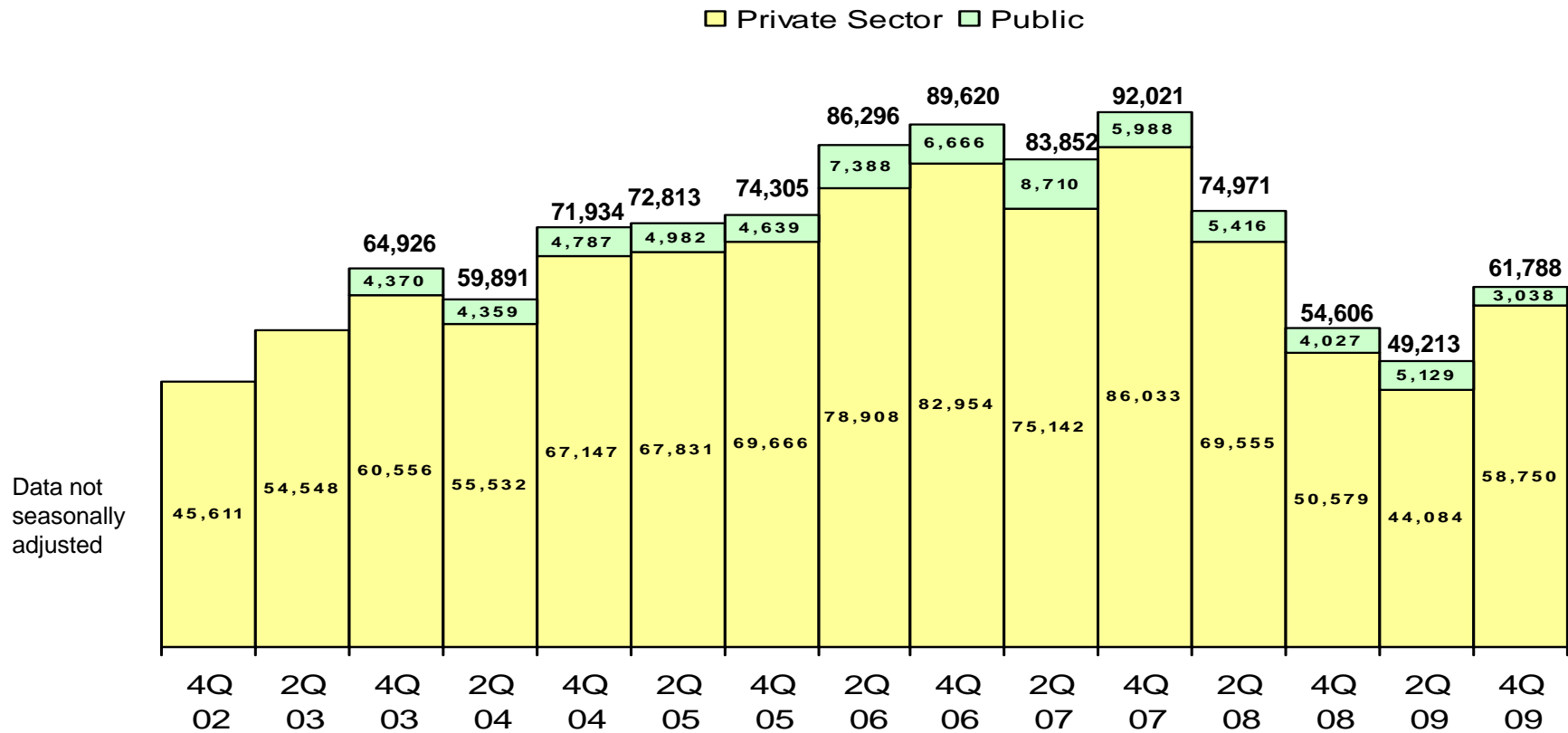


Figure 2:

During the 4th quarter of 2009, the volume of job postings was up from a year ago in all but 2 industry sectors: Manufacturing and Public Administration.

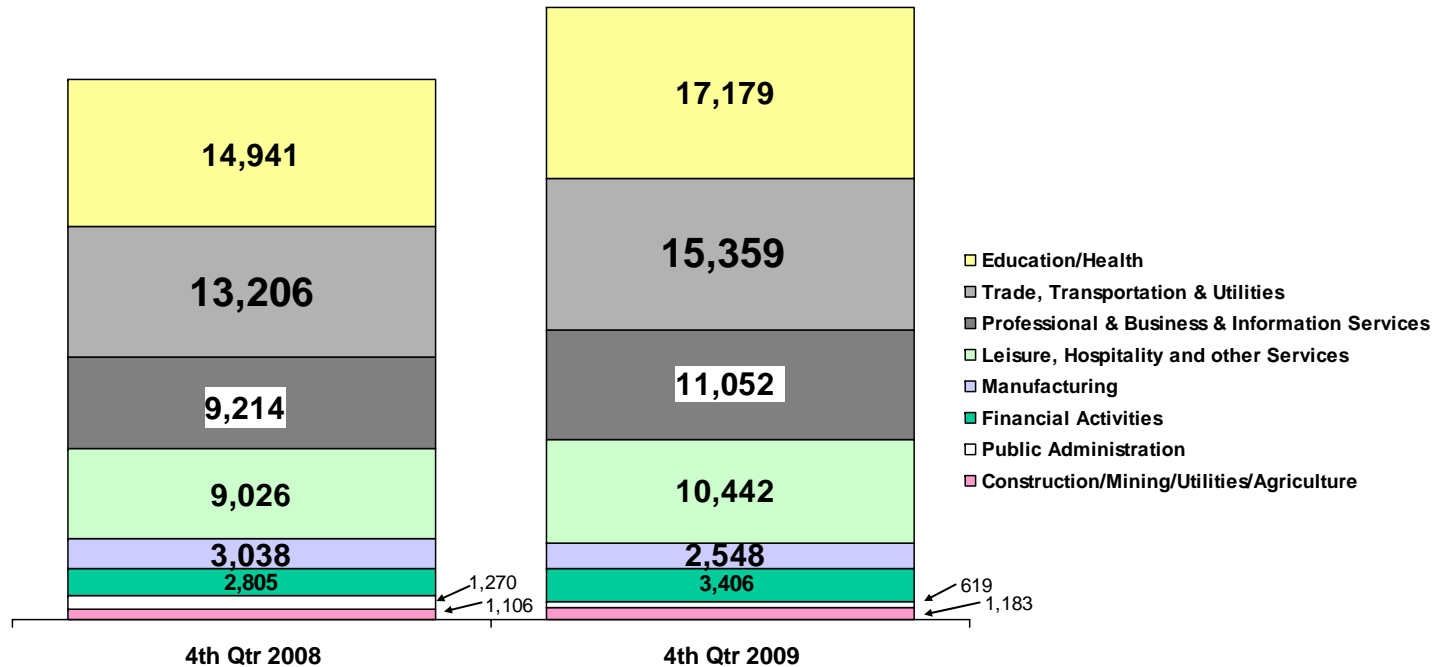


Figure 3:

Over the year, the proportion of job postings fell in two occupational categories: Managerial, Professional & Technical and Office & Administrative Support.

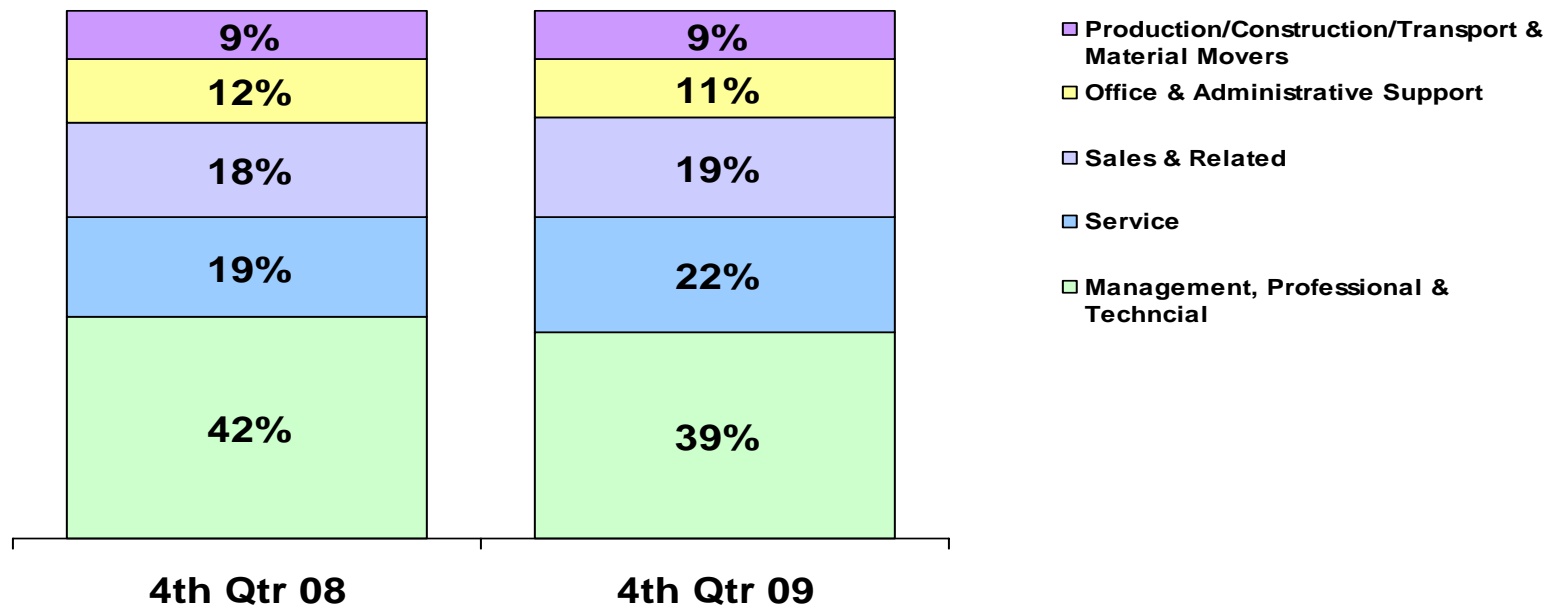


Figure 4:

Over the year, the percentage of job vacancies calling for a high school degree or higher decreased.

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

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

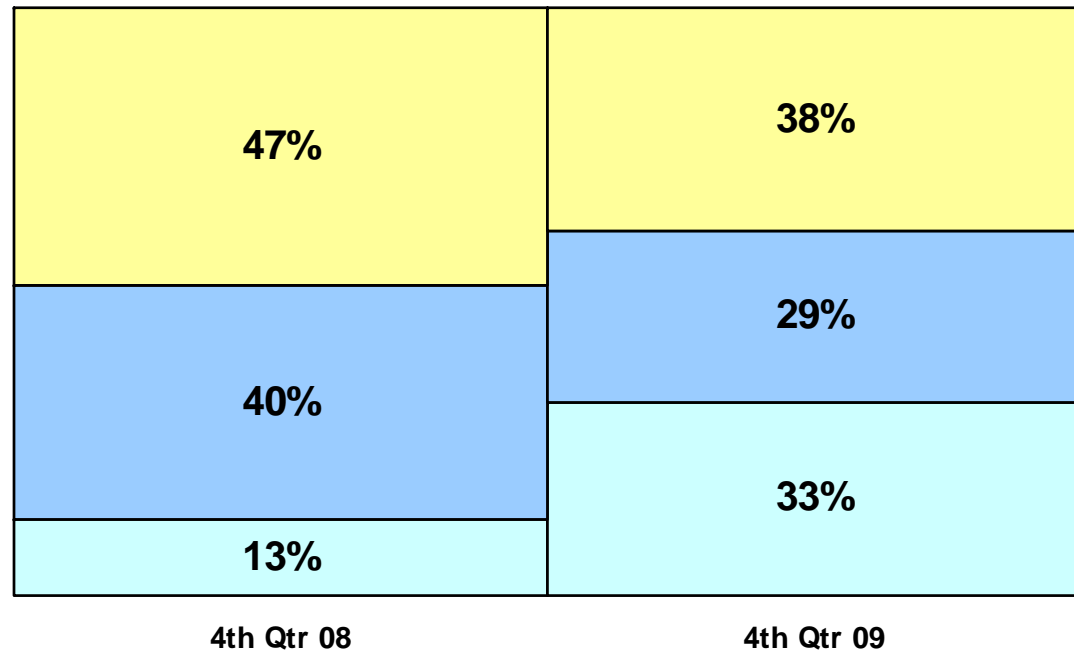


Figure 5:

4th quarter 2009 job postings varied widely by region and industry.

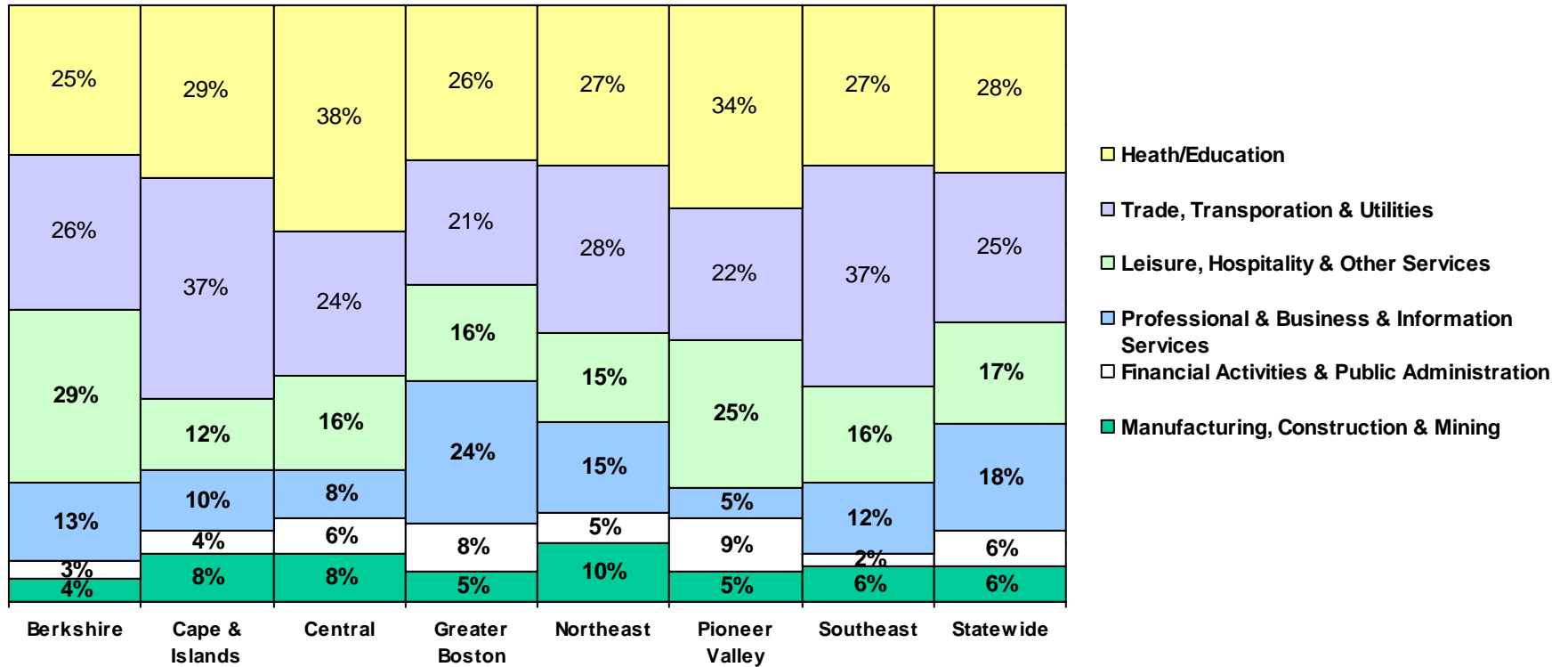


Figure 6:

In every region except Cape Cod and the Islands, half of all job vacancies in the 4th quarter of 2009 were found in just two occupational groups: Service and Managerial and Professional and Technical.

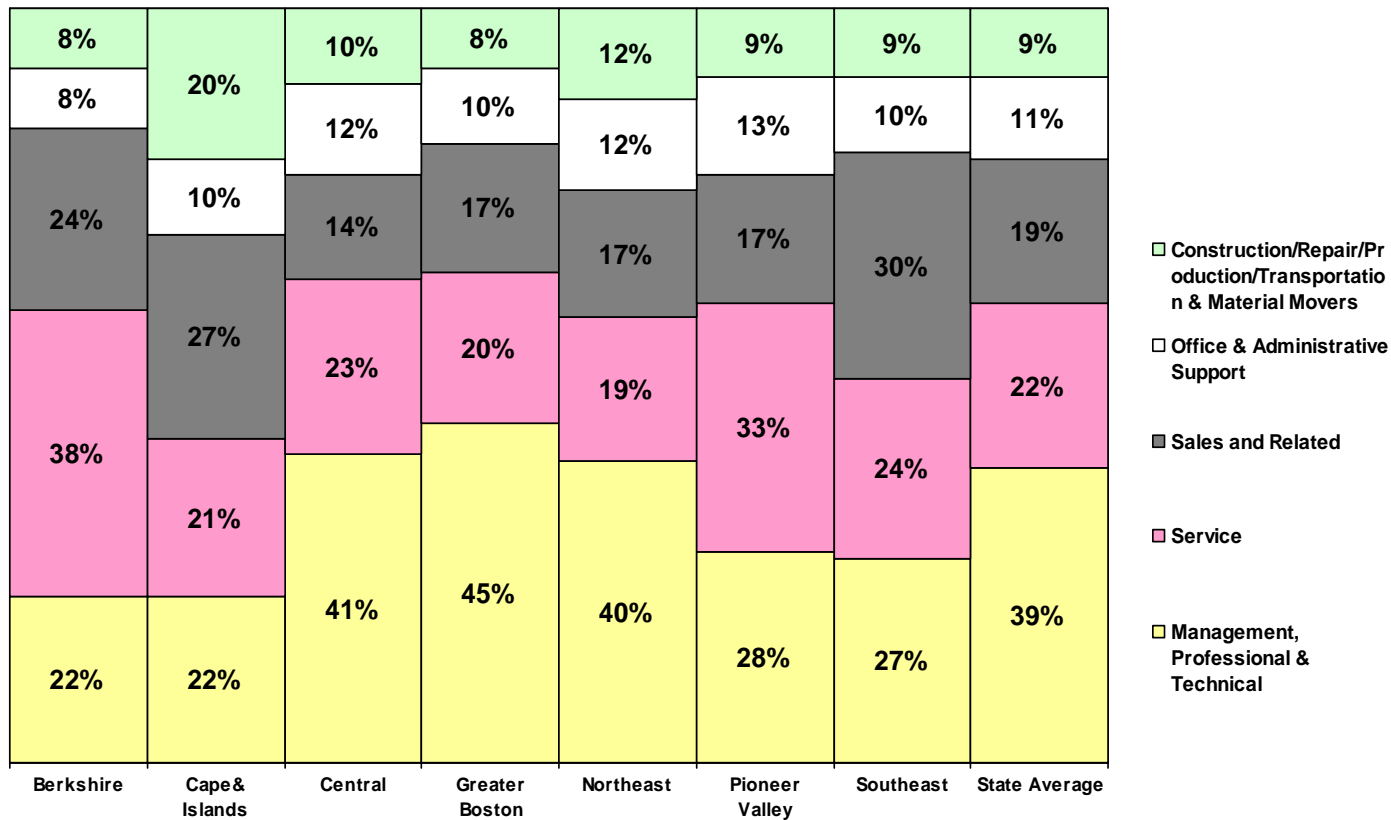


Figure 7:

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

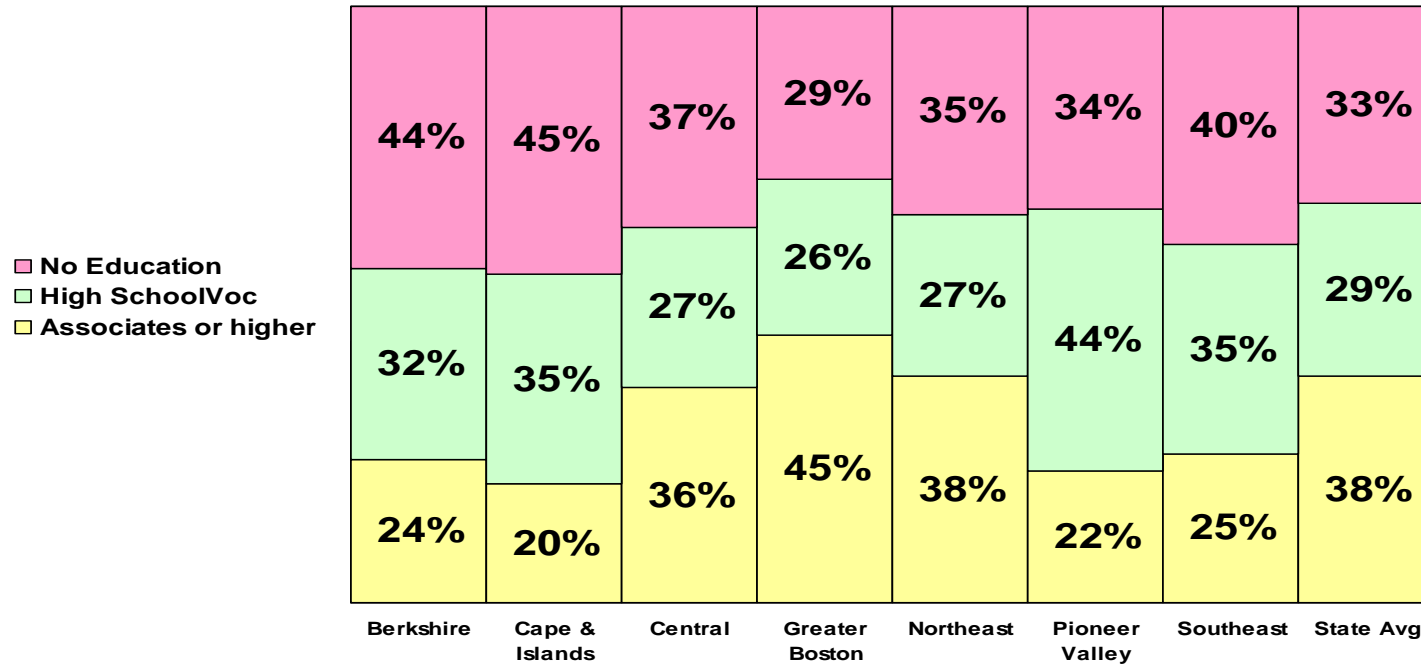


Figure 8:

During the 4th quarter of 2009, bachelor's degree holders encountered somewhat better job prospects than job seekers with a high school diploma.

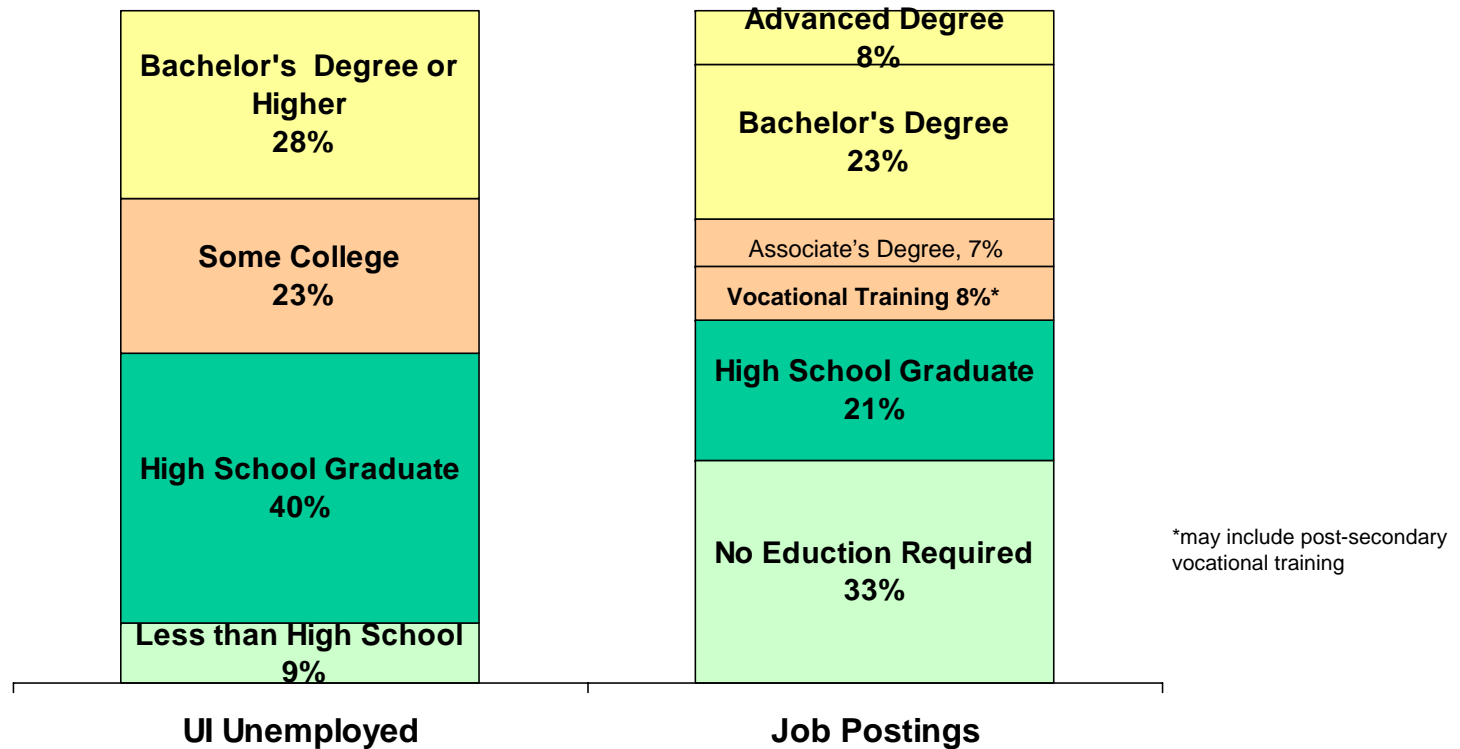


Figure 9:

During the 4th quarter of 2009, UI unemployment rates exceeded job vacancy rates in 7 of 10 professional and technical occupational groups.

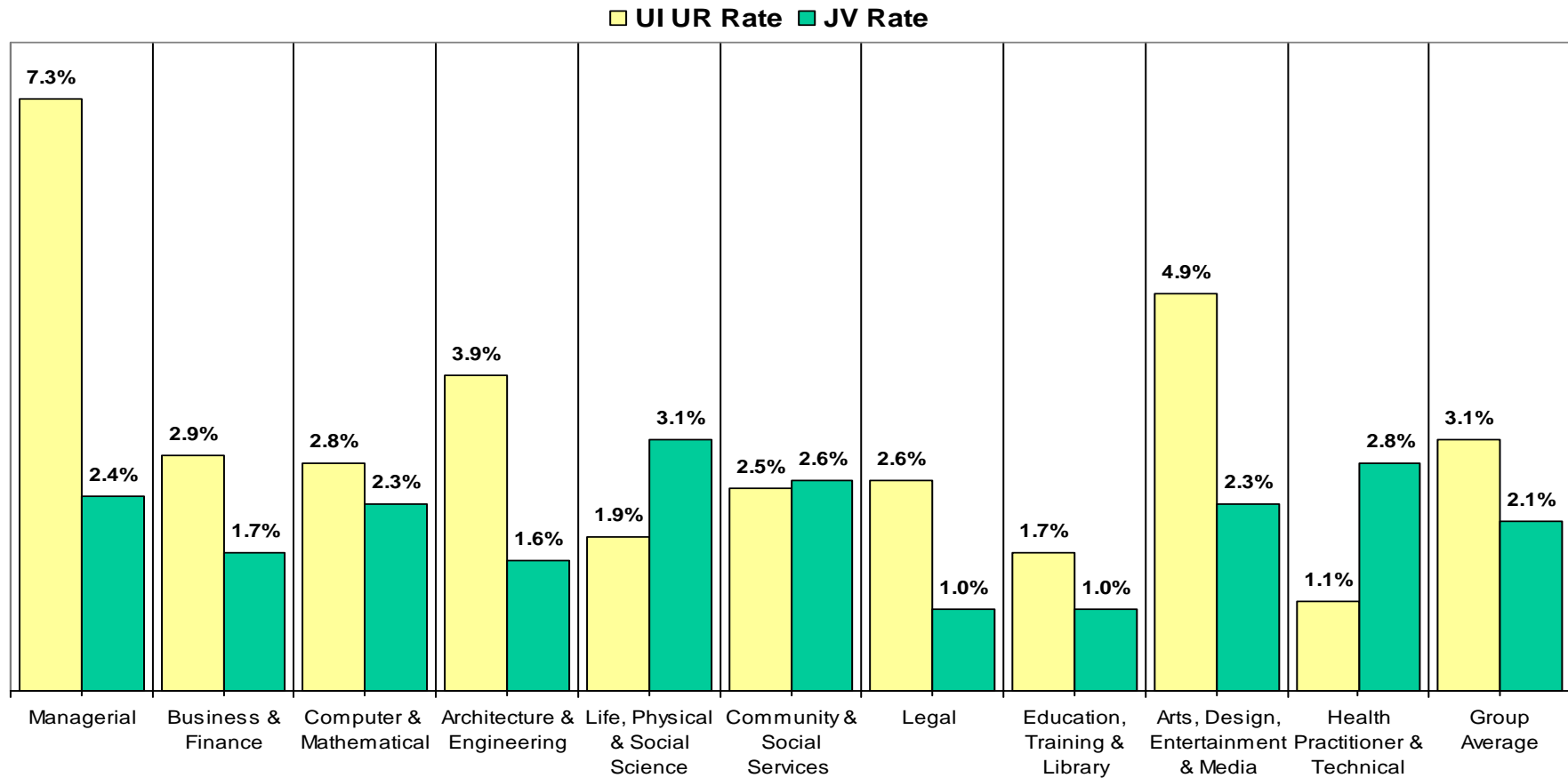
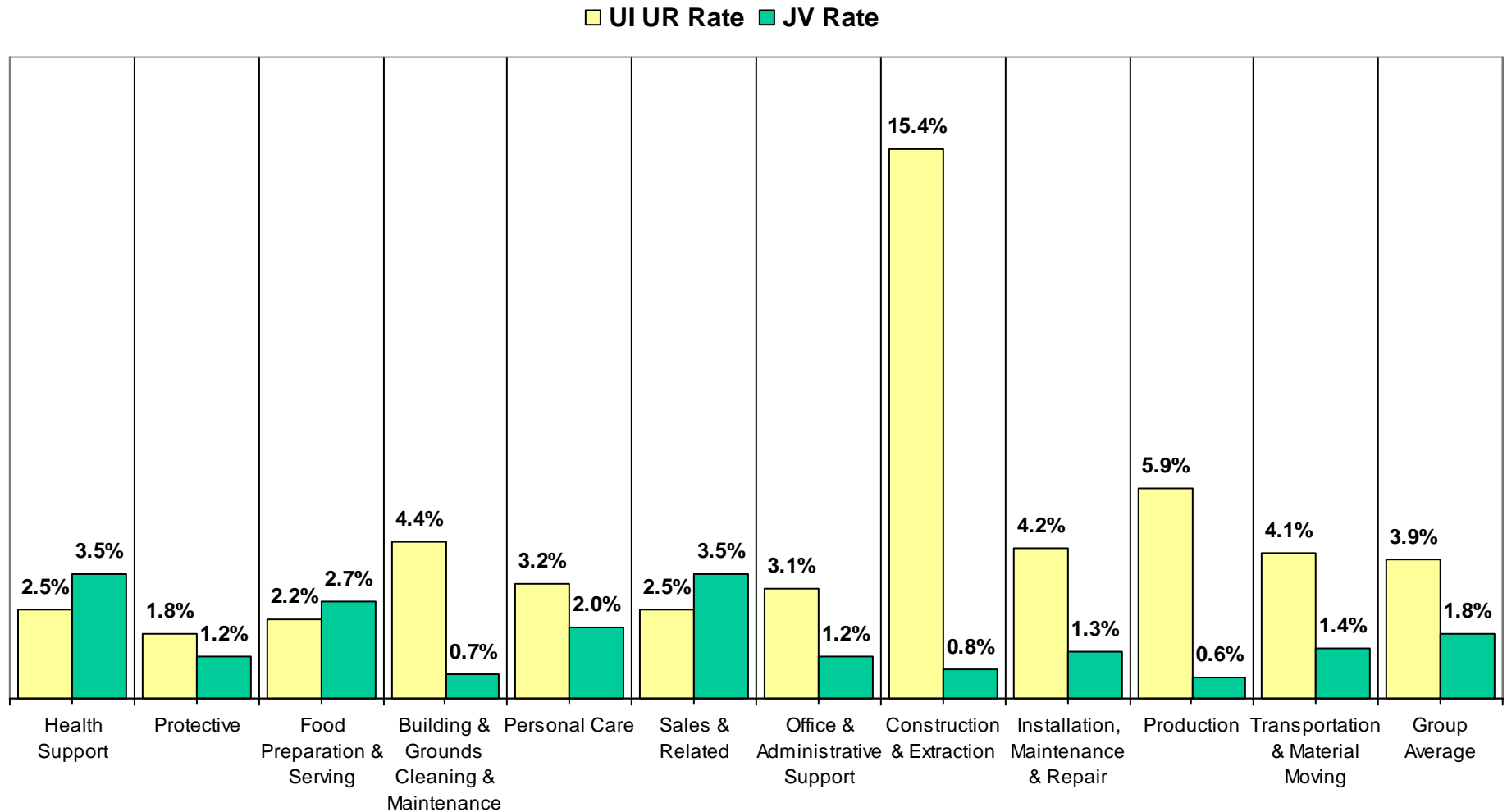


Figure 10:

During the 4th quarter of 2009, UI unemployment rates exceeded job vacancies in 8 of 11 nonprofessional and technical occupational groups.





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

Executive Office of Labor and Workforce Development
Joanne F. Goldstein, Secretary
Department of Workforce Development
Michael Taylor, Director
Division of Career Services
Rosemary Chandler, Director