

5 Industries in Worcester, MA-CT

MassHire



Contents

What is Lightcast Data?	1
Report Parameters	2
Workforce Map	3
Executive Summary	4
Supply (Jobs)	5
Demographic Details	7
Demand	9
What skills are they posting for?	20

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

5 Industries

523999 Miscellaneous Financial Investment
Activities

541611 Administrative Management and General
Management Consulting Services

561330 Professional Employer Organizations

561499 All Other Business Support Services

813910 Business Associations

1 MSA

49340 Worcester, MA-CT

Class of Worker

QCEW Employees

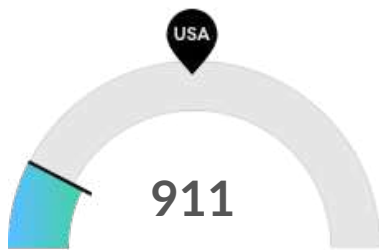
The information in this report pertains to the chosen industries and geographical area.

Workforce Map



Executive Summary

Light Hiring Competition Over a Thin Supply of Regional Talent



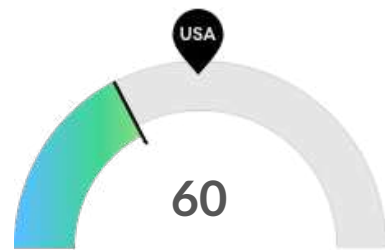
Supply (Jobs)

Worcester, MA-CT is not a hotspot for this kind of talent. The national average for an area this size is 3,851* employees, while there are 911 here.



Earnings Per Job

Earnings per job are about the same as the national average. The national average salary for your industries in an area this size is \$123,617, while in Worcester, MA-CT it is \$124,077. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

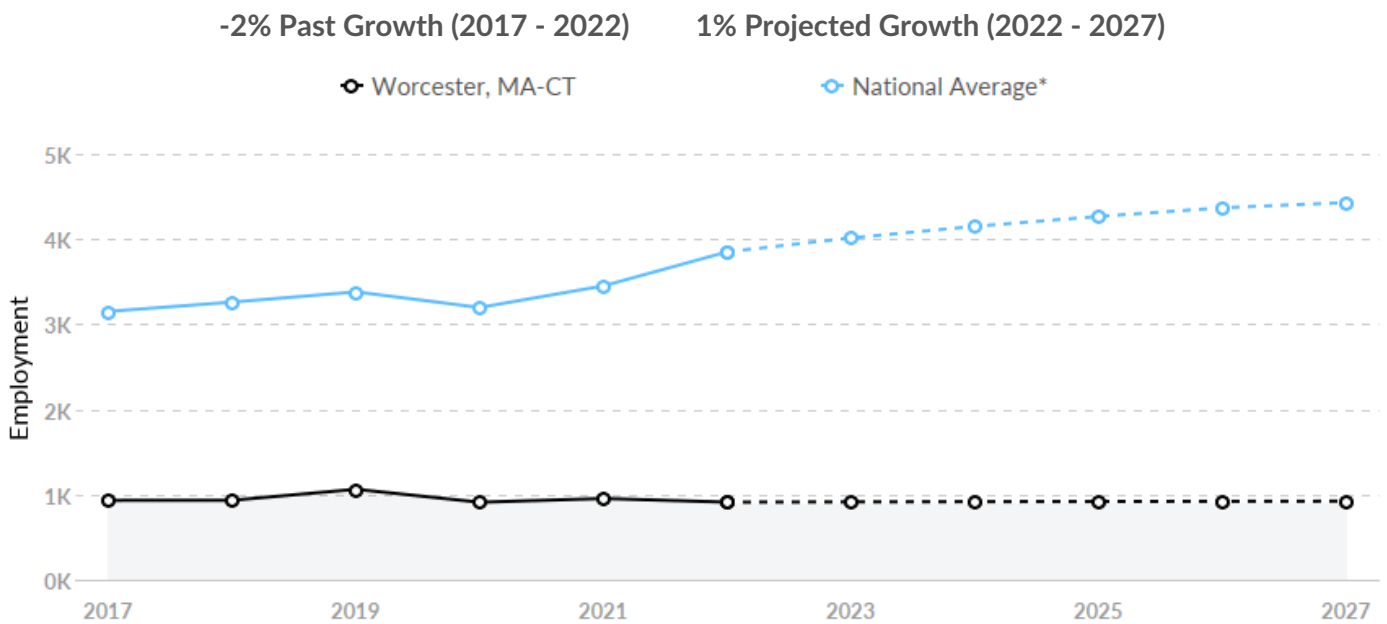
Competition from online job postings is low in Worcester, MA-CT. The national average for an area this size is 98* job postings/mo, while there are 60 here.

*National average values are derived by taking the national value for your industries and scaling it down to account for the difference in overall workforce size between the nation and Worcester, MA-CT. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

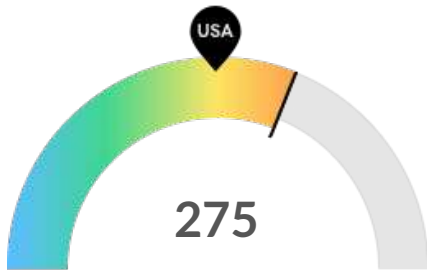
Supply Is Lower Than the National Average

The regional vs. national average employment helps you understand if the supply of your industries is a strength or weakness for Worcester, MA-CT, and how it is changing relative to the nation. An average area of this size would have 3,851* employees, while there are 911 here. This lower than expected supply may make it more difficult to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.



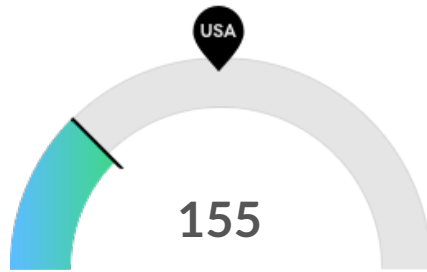
*National average values are derived by taking the national value for your industries and scaling it down to account for the difference in overall workforce size between the nation and Worcester, MA-CT. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is High, While Overall Diversity Is Low



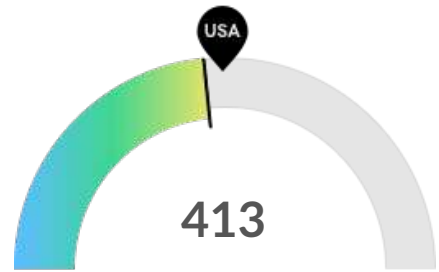
Retiring Soon

Retirement risk is high in Worcester, MA-CT. The national average for an area this size is 196* employees 55 or older, while there are 275 here.



Racial Diversity

Racial diversity is low in Worcester, MA-CT. The national average for an area this size is 373* racially diverse employees, while there are 155 here.



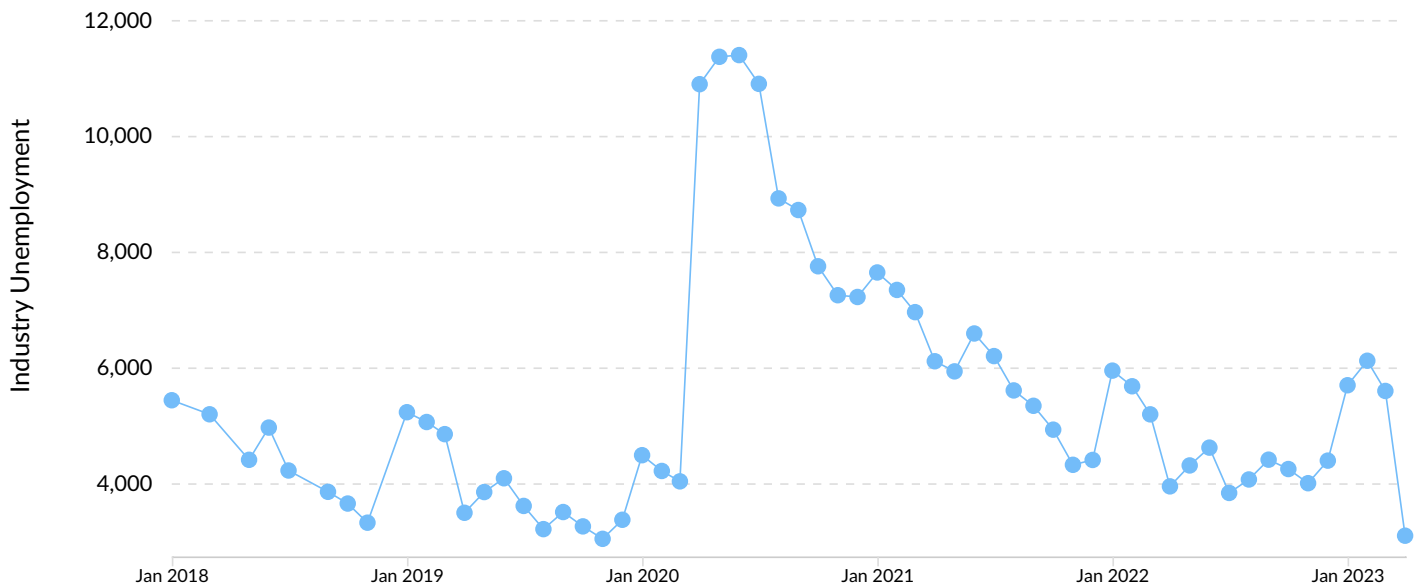
Gender Diversity

Gender diversity is about average in Worcester, MA-CT. The national average for an area this size is 454* female employees, while there are 413 here.

*National average values are derived by taking the national value for your industries and scaling it down to account for the difference in overall workforce size between the nation and Worcester, MA-CT. In other words, the values represent the national average adjusted for region size.

Unemployment Rate Trends

Unemployment shown at the 2-digit sectors level.



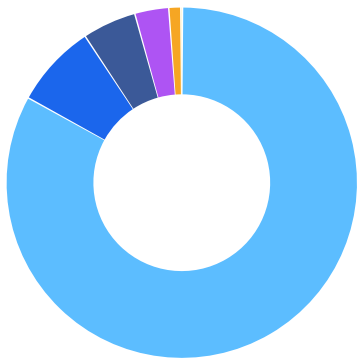
Demographic Details

Industry Age Breakdown



		% of Jobs	Jobs
●	14-18	0.2%	2
●	19-24	7.1%	65
●	25-34	21.1%	192
●	35-44	19.6%	178
●	45-54	21.9%	200
●	55-64	22.6%	206
●	65+	7.6%	69

Industry Race/Ethnicity Breakdown



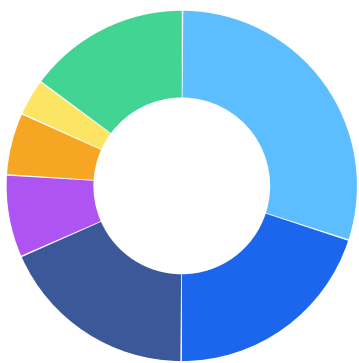
		% of Jobs	Jobs
●	White	83.0%	756
●	Asian	7.7%	70
●	Hispanic or Latino	5.0%	45
●	Black or African American	3.1%	29
●	Two or More Races	1.1%	10
●	American Indian or Alaska Native	0.2%	1
●	Native Hawaiian or Other Pacific Islander	0.0%	0

Industry Gender Breakdown



	% of Jobs	Jobs
● Males	54.7%	498
● Females	45.3%	413

Most Jobs are Found in the Business and Financial Operations Occupations Industry Sector



Occupation	% of Industry in Occupation (2022)
● Business and Financial Operations Occupations	29.9%
● Management Occupations	20.1%
● Office and Administrative Support Occupations	18.4%
● Computer and Mathematical Occupations	7.6%
● Sales and Related Occupations	5.7%
● Arts, Design, Entertainment, Sports, and Media Occupations	3.4%
● Other	15.0%

Demand



101 Employers Competing

All employers in the region who posted for this job over the last 12 months.



721 Unique Job Postings

The number of unique postings for this job over the last 12 months.



28 Day Median Duration

Posting duration is 1 day shorter than what's typical in the region.

Top Companies	Unique Postings
LocumTenens.com	165
World YWCA	102
Oriol Health Care	60
Staff Care	37
NFIB	23

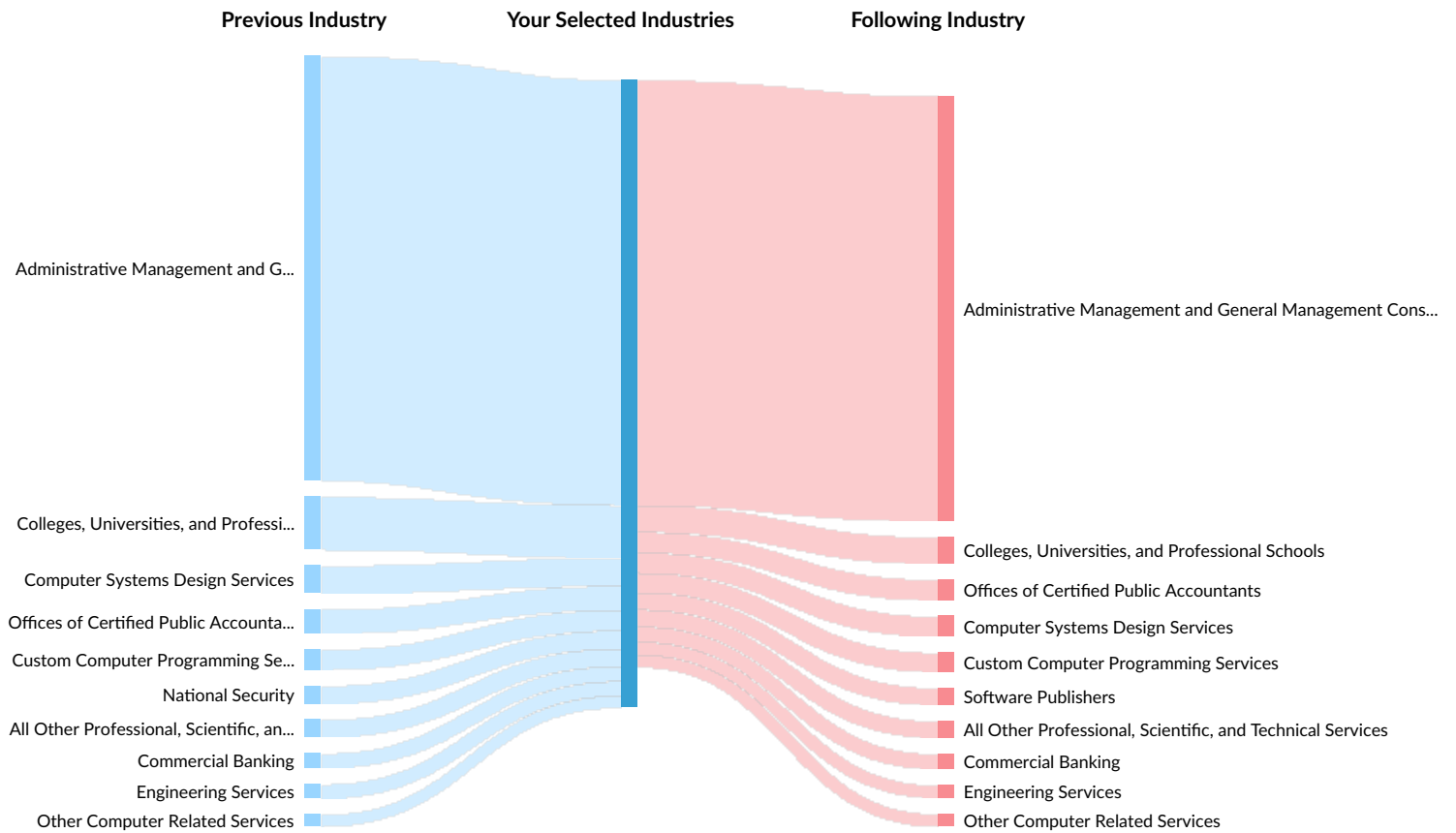
Top Job Titles	Unique Postings
Locums Tenens	26
Outside Sales Representatives	25
Locum Tenens Psychiatrists	15
OB/GYNs	15
Court Advocates	14

Industry Gain and Drain

The table below analyzes the profiles of current and past people in your selected industries. The left column shows job transitions from other industries to your selected industries. The right column shows job transitions from your selected industries to other industries.

Please note, results are only available at the national level and the 6-digit NAICS level. Also your selection has been limited to 100 industries.

The following represents the job transitions of employees in your selected industries in the United States:



Previous Industries	Transitions
Administrative Management and General Management Consulting Services	163,546
Colleges, Universities, and Professional Schools	20,276
Computer Systems Design Services	10,794

Previous Industries	Transitions
Offices of Certified Public Accountants	9,295
Custom Computer Programming Services	7,827
National Security	6,992
All Other Professional, Scientific, and Technical Services	6,740
Commercial Banking	5,727
Engineering Services	5,580
Other Computer Related Services	4,617
Software Publishers	4,566
General Medical and Surgical Hospitals	3,954
Insurance Agencies and Brokerages	3,282
Employment Placement Agencies	3,140
Other Scientific and Technical Consulting Services	3,057
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	2,926
Offices of Physicians (except Mental Health Specialists)	2,711
Other Management Consulting Services	2,681
Full-Service Restaurants	2,375
Elementary and Secondary Schools	2,374
Temporary Help Services	2,311
Offices of Lawyers	2,033
Electronic Shopping and Mail-Order Houses	1,923
Direct Health and Medical Insurance Carriers	1,834
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	1,761
Investment Advice	1,699
Computer Terminal and Other Computer Peripheral Equipment Manufacturing	1,696

Previous Industries	Transitions
Aircraft Manufacturing	1,689
Hotels (except Casino Hotels) and Motels	1,670
Offices of Real Estate Agents and Brokers	1,648
Limited-Service Restaurants	1,629
Other General Government Support	1,603
Pharmaceutical Preparation Manufacturing	1,542
Marketing Consulting Services	1,534
Financial Transactions Processing, Reserve, and Clearinghouse Activities	1,490
Department Stores	1,455
Securities Brokerage	1,422
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	1,369
Wireless Telecommunications Carriers (except Satellite)	1,341
Other Accounting Services	1,333
Commercial and Institutional Building Construction	1,200
Advertising Agencies	1,170
Educational Support Services	1,167
Offices of Other Holding Companies	1,108
All Other Information Services	1,095
Electronic Computer Manufacturing	1,075
Miscellaneous Financial Investment Activities	1,028
All Other Miscellaneous Ambulatory Health Care Services	1,009
Electronics Stores	940
All Other Personal Services	936
Direct Property and Casualty Insurance Carriers	902
Human Resources Consulting Services	879

Previous Industries	Transitions
Civic and Social Organizations	844
Direct Life Insurance Carriers	841
Other Individual and Family Services	797
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	791
Junior Colleges	786
Wholesale Trade Agents and Brokers	775
Home Health Care Services	751
Other Activities Related to Real Estate	735
All Other Business Support Services	709
Office Administrative Services	708
Fitness and Recreational Sports Centers	706
Automobile Manufacturing	690
Family Clothing Stores	686
Real Estate Credit	684
Religious Organizations	650
Professional and Management Development Training	649
Electrical Contractors and Other Wiring Installation Contractors	645
All Other Support Services	639
Internet Publishing and Broadcasting and Web Search Portals	635
Public Relations Agencies	630
Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	627
Payroll Services	619
Offices of All Other Miscellaneous Health Practitioners	610
Lessors of Nonresidential Buildings (except Miniwarehouses)	607

Previous Industries	Transitions
All Other Miscellaneous Store Retailers (except Tobacco Stores)	602
Professional Organizations	588
Motion Picture and Video Production	566
Surgical and Medical Instrument Manufacturing	566
Pharmacies and Drug Stores	546
Child Care Services	522
Plumbing, Heating, and Air-Conditioning Contractors	518
Investment Banking and Securities Dealing	517
Lessors of Residential Buildings and Dwellings	513
All Other Insurance Related Activities	513
Nursing Care Facilities (Skilled Nursing Facilities)	512
Other Social Advocacy Organizations	511
Child and Youth Services	489
Cosmetics, Beauty Supplies, and Perfume Stores	483
Residential Property Managers	483
Credit Unions	478
Couriers and Express Delivery Services	466
Television Broadcasting	458
Architectural Services	422
Other Clothing Stores	403
Women's Clothing Stores	401
Business Associations	347
Portfolio Management	334
Professional Employer Organizations	201

Following Industries	Transitions
Administrative Management and General Management Consulting Services	163,546
Colleges, Universities, and Professional Schools	10,253
Offices of Certified Public Accountants	7,918
Computer Systems Design Services	7,861
Custom Computer Programming Services	7,458
Software Publishers	6,641
All Other Professional, Scientific, and Technical Services	6,525
Commercial Banking	5,875
Engineering Services	4,978
Other Computer Related Services	4,817
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	3,578
Insurance Agencies and Brokerages	3,374
Electronic Shopping and Mail-Order Houses	3,192
General Medical and Surgical Hospitals	3,039
National Security	2,737
All Other Information Services	2,603
Other Scientific and Technical Consulting Services	2,469
Employment Placement Agencies	2,372
Other Management Consulting Services	2,298
Offices of Physicians (except Mental Health Specialists)	2,096
Pharmaceutical Preparation Manufacturing	2,023
Direct Health and Medical Insurance Carriers	1,938
Offices of Lawyers	1,905
Offices of Real Estate Agents and Brokers	1,856
Temporary Help Services	1,837

Following Industries	Transitions
Full-Service Restaurants	1,790
Investment Advice	1,741
Financial Transactions Processing, Reserve, and Clearinghouse Activities	1,652
Other Accounting Services	1,614
Elementary and Secondary Schools	1,518
Marketing Consulting Services	1,421
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	1,414
Other General Government Support	1,389
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	1,359
Computer Terminal and Other Computer Peripheral Equipment Manufacturing	1,343
Securities Brokerage	1,235
Limited-Service Restaurants	1,215
Hotels (except Casino Hotels) and Motels	1,177
Aircraft Manufacturing	1,095
Offices of Other Holding Companies	1,081
Commercial and Institutional Building Construction	1,064
Advertising Agencies	1,047
All Other Personal Services	964
Department Stores	956
Electronic Computer Manufacturing	952
Miscellaneous Financial Investment Activities	927
All Other Miscellaneous Ambulatory Health Care Services	927
Wireless Telecommunications Carriers (except Satellite)	914
Direct Property and Casualty Insurance Carriers	828

Following Industries	Transitions
Educational Support Services	766
Other Activities Related to Real Estate	757
Wholesale Trade Agents and Brokers	752
Internet Publishing and Broadcasting and Web Search Portals	740
Other Individual and Family Services	721
All Other Business Support Services	713
Real Estate Credit	700
Human Resources Consulting Services	685
Home Health Care Services	668
Office Administrative Services	660
Automobile Manufacturing	652
Investment Banking and Securities Dealing	651
Surgical and Medical Instrument Manufacturing	645
Direct Life Insurance Carriers	644
Pharmacies and Drug Stores	636
Research and Development in Biotechnology (except Nanobiotechnology)	633
Professional and Management Development Training	628
Electronics Stores	610
Civic and Social Organizations	584
Motion Picture and Video Production	575
All Other Support Services	570
Junior Colleges	563
Lessors of Nonresidential Buildings (except Miniwarehouses)	546
Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	544
Wired Telecommunications Carriers	541

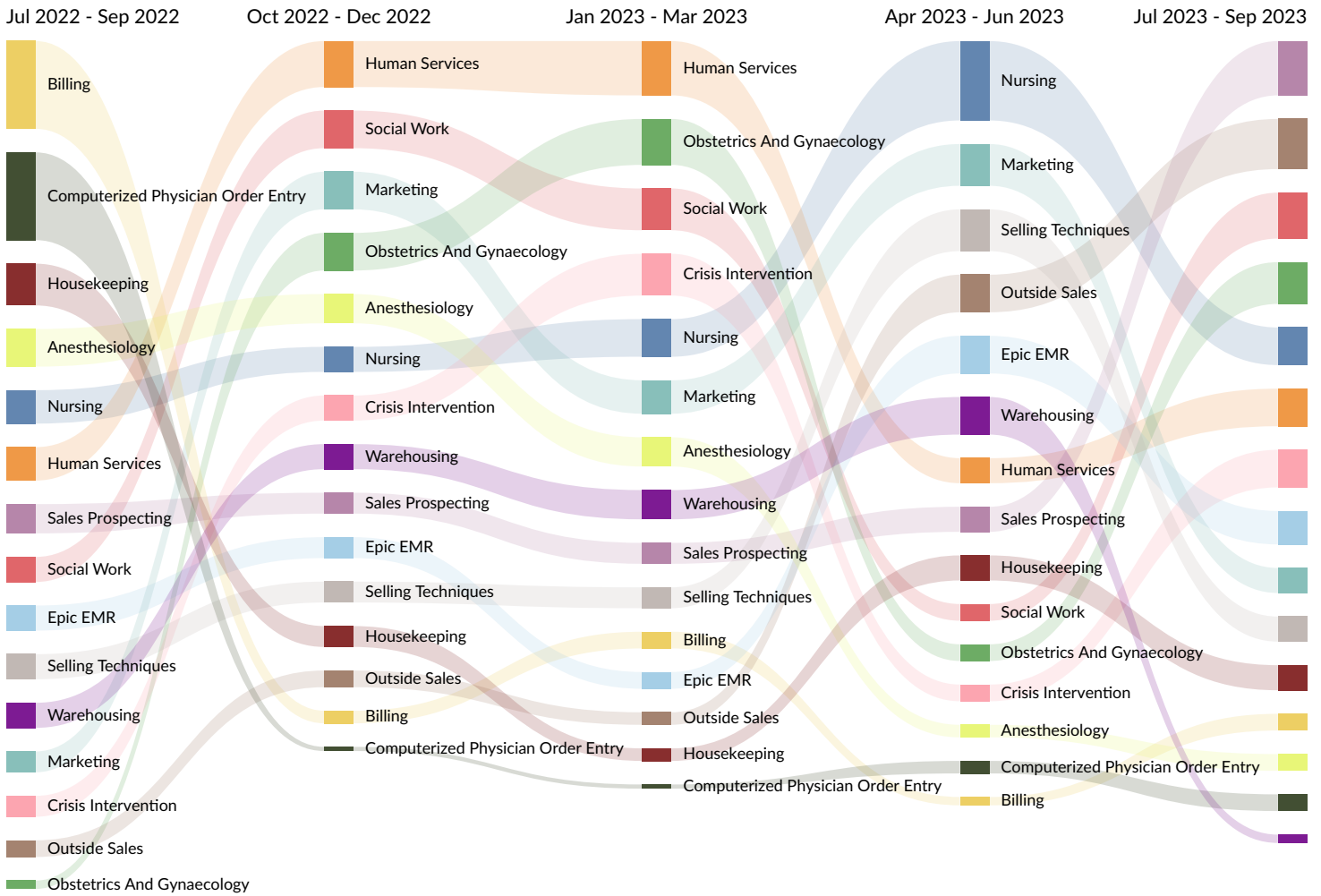
Following Industries	Transitions
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	531
Professional Organizations	519
Lessors of Residential Buildings and Dwellings	508
Fitness and Recreational Sports Centers	502
Electrical Contractors and Other Wiring Installation Contractors	490
All Other Miscellaneous Store Retailers (except Tobacco Stores)	487
Offices of All Other Miscellaneous Health Practitioners	484
Residential Property Managers	476
Family Clothing Stores	475
Plumbing, Heating, and Air-Conditioning Contractors	468
Television Broadcasting	454
Religious Organizations	451
Other Social Advocacy Organizations	441
Payroll Services	434
Architectural Services	406
Credit Unions	400
Nursing Care Facilities (Skilled Nursing Facilities)	399
Cosmetics, Beauty Supplies, and Perfume Stores	381
Child Care Services	369
Child and Youth Services	356
All Other Telecommunications	354
Other Financial Vehicles	315
Portfolio Management	304
Business Associations	303

Following Industries	Transitions
Open-End Investment Funds	229
Professional Employer Organizations	184

What skills are they posting for?

Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

\$244.4M

Earnings (2022)

\$15.0M

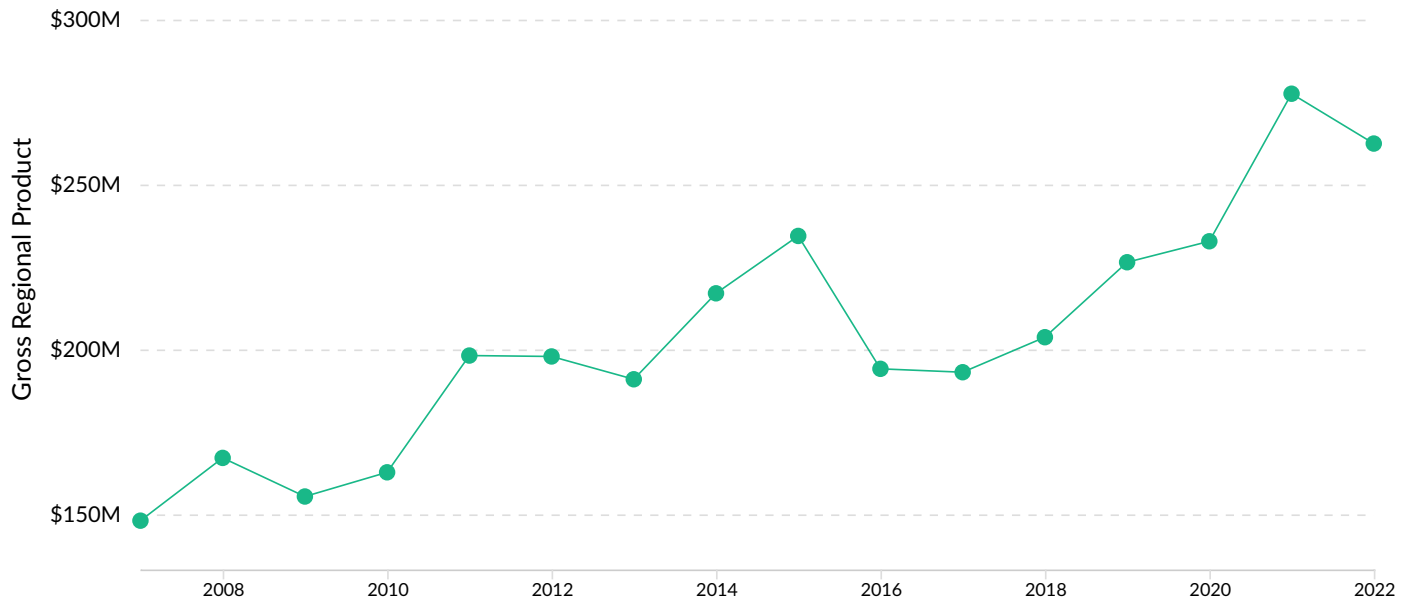
Property Income
(2022)

\$3.1M

Taxes (2022)

\$262.4M

Total GRP (2022)



Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Corporate, Subsidiary, and Regional Managing Offices	\$5,433,557	\$3,521,135	\$8,954,692
Temporary Help Services	\$8,712,037	\$6,975	\$8,719,012
Commercial Banking	\$1,593,502	\$6,910,838	\$8,504,339
Administrative Management and General Management Consulting Services	\$3,185,283	\$2,293,663	\$5,478,946
Data Processing, Hosting, and Related Services	\$2,197,944	\$2,318,516	\$4,516,460

Job Posting Analytics

Lightcast Q3 2023 Data Set

October 2023

MassHire



Parameters

Select Timeframe: Oct 2022 - Sep 2023

Regions:

Code	Description
49340	Worcester, MA-CT

Industries:

Code	Description	Code	Description
523999	Miscellaneous Financial Investment Activities	561499	All Other Business Support Services
541611	Administrative Management and General Management Consulting Services	813910	Business Associations
561330	Professional Employer Organizations		

Keyword Search:

Job Postings Overview

721

Unique Postings
1,475 Total Postings

101

Employers Competing
9,303 Total Employers

28 Days

Median Posting Duration
Regional Average: 29 Days

2 : 1

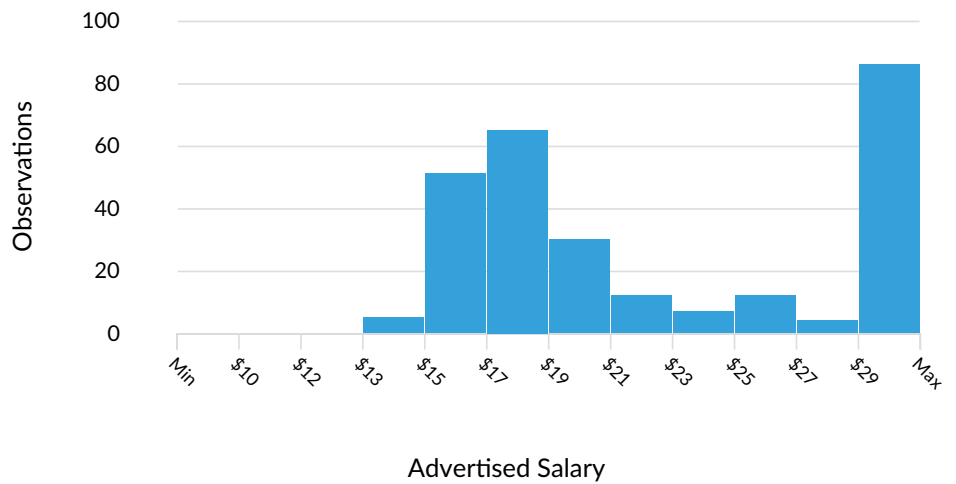
Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 272 advertised salary observations (38% of the 721 matching postings).

\$20.00/hr

Median Advertised Salary



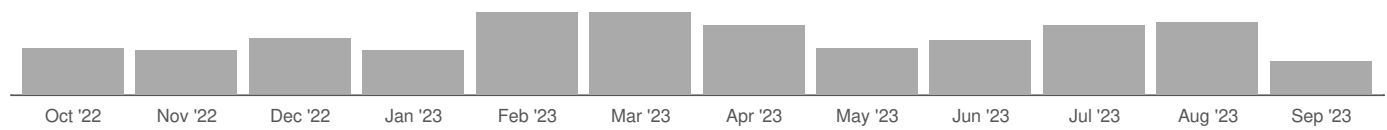
Advertised Wage Trend

▲ 18.0% Oct 2022 – Sep 2023

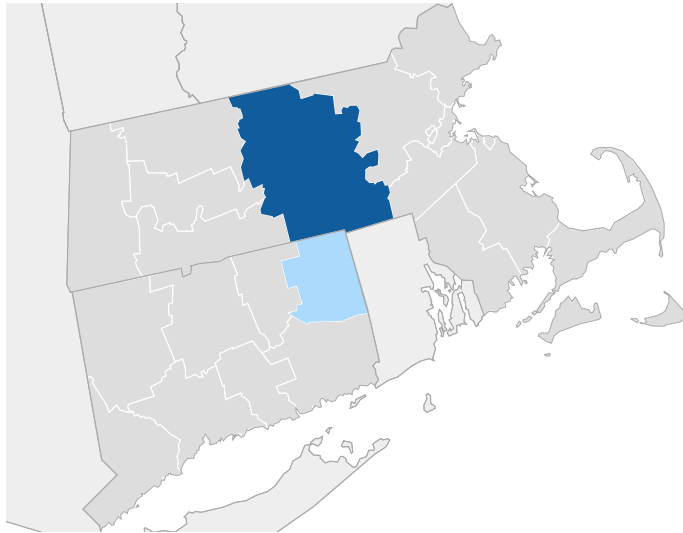
\$20.00 Median



272 Job Postings

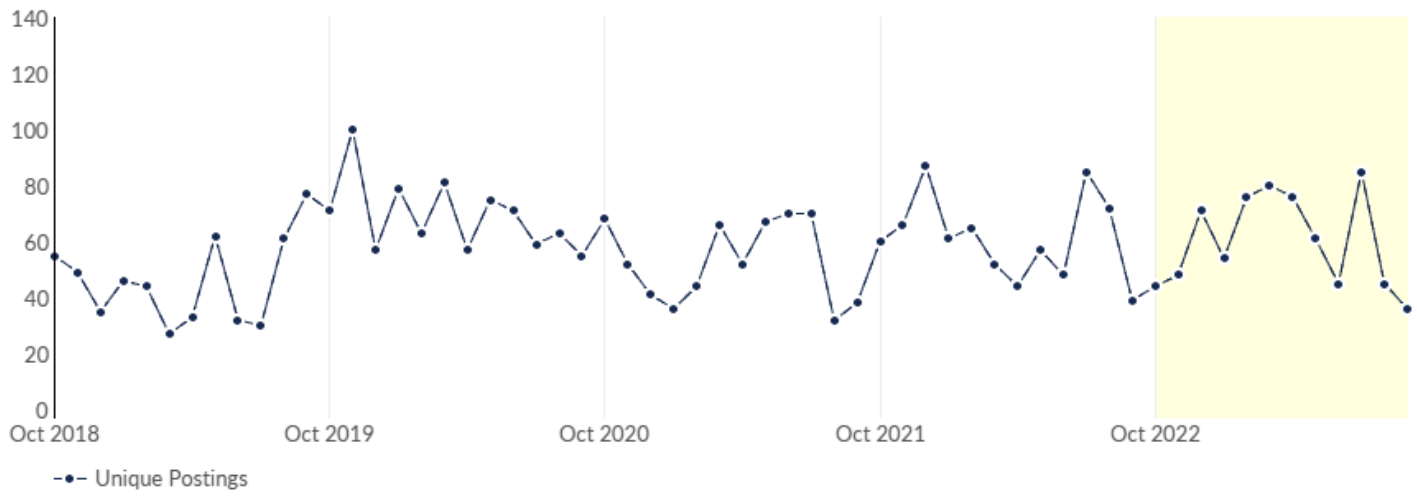


Job Postings Regional Breakdown



County	Unique Postings (Oct 2022 - Sep 2023)
Worcester County, MA	678
Windham County, CT	43

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Sep 2023	36	1 : 1
Aug 2023	45	2 : 1
Jul 2023	85	2 : 1
Jun 2023	45	2 : 1
May 2023	61	2 : 1
Apr 2023	76	2 : 1
Mar 2023	80	2 : 1
Feb 2023	76	2 : 1
Jan 2023	54	2 : 1
Dec 2022	71	2 : 1
Nov 2022	48	2 : 1
Oct 2022	44	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	430	60%
High school or GED	110	15%
Associate degree	48	7%
Bachelor's degree	140	19%
Master's degree	37	5%
Ph.D. or professional degree	3	0%











Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	110	0	15%
Associate degree	46	2	6%
Bachelor's degree	116	24	16%
Master's degree	18	19	2%
Ph.D. or professional degree	1	2	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	536	74%
0 - 1 Years	80	11%
2 - 3 Years	62	9%
4 - 6 Years	29	4%
7 - 9 Years	5	1%
10+ Years	9	1%

Top Companies Posting

	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
LocumTenens.com	286 / 165	2 : 1 	22 days
World YWCA	220 / 102	2 : 1 	29 days
Oriol Health Care	121 / 60	2 : 1 	31 days
Staff Care	80 / 37	2 : 1 	25 days
NFIB	45 / 23	2 : 1 	32 days
Momentum	24 / 20	1 : 1 	22 days
Absolute Staffing	17 / 17	1 : 1 	23 days
Ctl Sarl	23 / 15	2 : 1 	31 days
Booz Allen Hamilton	43 / 14	3 : 1 	33 days
Virtusa	18 / 12	2 : 1 	37 days

Top Cities Posting

City	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Worcester, MA	492 / 250	2 : 1 	25 days
Spencer, MA	264 / 154	2 : 1 	27 days
Westborough, MA	169 / 75	2 : 1 	28 days
Holden, MA	95 / 44	2 : 1 	29 days
Milford, MA	46 / 28	2 : 1 	25 days
Leominster, MA	35 / 21	2 : 1 	22 days
West Boylston, MA	28 / 17	2 : 1 	33 days
Southborough, MA	22 / 15	1 : 1 	37 days
Fitchburg, MA	17 / 10	2 : 1 	26 days
Putnam, CT	22 / 10	2 : 1 	19 days

Top Posted Occupations

	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Physicians, All Other	71 / 39	2 : 1 	20 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	84 / 39	2 : 1 	32 days
Nurse Practitioners	62 / 31	2 : 1 	41 days
Nurse Anesthetists	50 / 29	2 : 1 	28 days
Psychiatrists	46 / 27	2 : 1 	47 days
Social and Human Service Assistants	36 / 19	2 : 1 	24 days
Registered Nurses	26 / 18	1 : 1 	25 days
Obstetricians and Gynecologists	26 / 15	2 : 1 	19 days
General Internal Medicine Physicians	24 / 13	2 : 1 	18 days
Family Medicine Physicians	27 / 12	2 : 1 	38 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	84 / 39	2 : 1 	32 days
Nurse Practitioners	62 / 31	2 : 1 	41 days
Nurse Anesthetists	50 / 29	2 : 1 	28 days
Psychiatrists	46 / 27	2 : 1 	47 days
Physicians, All Other	47 / 24	2 : 1 	17 days
Social and Human Service Assistants	36 / 19	2 : 1 	24 days
Registered Nurses	25 / 17	1 : 1 	29 days
Obstetricians and Gynecologists	26 / 15	2 : 1 	19 days
Hospitalists	21 / 14	2 : 1 	22 days
General Internal Medicine Physicians	24 / 13	2 : 1 	18 days
Family Medicine Physicians	27 / 12	2 : 1 	38 days
Licensed Practical and Licensed Vocational Nurses	16 / 12	1 : 1 	25 days
Preschool Teachers, Except Special Education	25 / 11	2 : 1 	24 days
Customer Service Representatives	25 / 11	2 : 1 	28 days
Physician Assistants	21 / 10	2 : 1 	22 days
Hotel, Motel, and Resort Desk Clerks	16 / 10	2 : 1 	23 days
Medical and Health Services Managers	14 / 9	2 : 1 	45 days
Dietitians and Nutritionists	13 / 9	1 : 1 	33 days
Recreation Workers	22 / 9	2 : 1 	37 days
Bookkeeping, Accounting, and Auditing Clerks	22 / 9	2 : 1 	25 days
Laborers and Freight, Stock, and Material Movers, Hand	153 / 9	17 : 1 	50 days
Software Developers	22 / 8	3 : 1 	37 days
Anesthesiologists	7 / 7	1 : 1 	15 days
First-Line Supervisors of Retail Sales Workers	15 / 7	2 : 1 	57 days
Stockers and Order Fillers	12 / 7	2 : 1 	27 days

Property, Real Estate, and Community Association Managers	8 / 6	1 : 1		45 days
Computer Systems Engineers/Architects	9 / 6	2 : 1		53 days
Directors, Religious Activities and Education	13 / 6	2 : 1		17 days
Merchandise Displayers and Window Trimmers	9 / 6	2 : 1		25 days
Home Health Aides	16 / 6	3 : 1		50 days
Personal Care Aides	8 / 6	1 : 1		58 days
Childcare Workers	12 / 6	2 : 1		23 days
Sales Managers	38 / 5	8 : 1		55 days
Teaching Assistants, All Other	15 / 5	3 : 1		21 days
Technical Writers	20 / 5	4 : 1		50 days
Dentists, General	10 / 5	2 : 1		56 days
Emergency Medicine Physicians	7 / 5	1 : 1		40 days
Physical Therapist Assistants	11 / 5	2 : 1		24 days
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	7 / 5	1 : 1		17 days
Exercise Trainers and Group Fitness Instructors	12 / 5	2 : 1		43 days
Retail Salespersons	7 / 5	1 : 1		13 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	9 / 5	2 : 1		25 days
First-Line Supervisors of Mechanics, Installers, and Repairers	14 / 5	3 : 1		31 days
Inspectors, Testers, Sorters, Samplers, and Weighers	14 / 5	3 : 1		24 days
Production Workers, All Other	11 / 5	2 : 1		8 days
Managers, All Other	5 / 4	1 : 1		7 days
Management Analysts	5 / 4	1 : 1		16 days
Mental Health Counselors	8 / 4	2 : 1		25 days
Neurologists	10 / 4	3 : 1		n/a
Surgeons, All Other	7 / 4	2 : 1		20 days

Top Posted Occupations

Occupation	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Physician	223 / 127	2 : 1	27 days
Sales Representative	74 / 33	2 : 1	32 days
Registered Nurse	54 / 28	2 : 1	37 days
Nurse Practitioner	51 / 27	2 : 1	41 days
Social / Human Service Assistant	41 / 23	2 : 1	23 days
Nursing Assistant	24 / 17	1 : 1	17 days
Customer Service Representative	26 / 12	2 : 1	28 days
Teacher Assistant	23 / 12	2 : 1	23 days
Merchandiser	17 / 10	2 : 1	25 days
Laborer / Warehouse Worker	153 / 9	17 : 1	50 days
Receptionist	22 / 9	2 : 1	30 days
Hotel Desk Clerk	11 / 9	1 : 1	23 days
Dietary Aide	13 / 9	1 : 1	33 days
Licensed Practical / Vocational Nurse	12 / 9	1 : 1	22 days
Recreation / Activities Worker	22 / 9	2 : 1	37 days
Preschool / Childcare Teacher	23 / 8	3 : 1	41 days
Nurse Anesthetist	13 / 8	2 : 1	16 days
Business Development / Sales Manager	43 / 8	5 : 1	14 days
Caregiver / Personal Care Aide	9 / 7	1 : 1	58 days
Social / Human Services Specialist	13 / 7	2 : 1	22 days
Bookkeeper / Accounting Clerk	20 / 7	3 : 1	27 days
Computer Systems Engineer / Architect	11 / 7	2 : 1	51 days
Business / Management Analyst	7 / 6	1 : 1	17 days
Office / Administrative Assistant	14 / 6	2 : 1	17 days
Software Developer / Engineer	9 / 6	2 : 1	37 days
Manufacturing Machine Operator	6 / 6	1 : 1	14 days

Account Executive	7 / 6	1 : 1		n/a
Retail Sales Associate	10 / 6	2 : 1		13 days
Program Manager	8 / 5	2 : 1		37 days
Property / Real Estate / Community Manager	10 / 5	2 : 1		45 days
Dentist / Orthodontist / Prosthodontist	10 / 5	2 : 1		56 days
Home Health Aide	11 / 5	2 : 1		50 days
Physical Therapy Assistant	11 / 5	2 : 1		24 days
Host / Hostess	7 / 5	1 : 1		17 days
Quality Inspector / Technician	13 / 5	3 : 1		24 days
Warehouse / Distribution Supervisor	4 / 4	1 : 1		49 days
Elementary and Secondary School Administrator	7 / 4	2 : 1		46 days
Curriculum and Instructional Designer / Developer	9 / 4	2 : 1		20 days
Personal Trainer / Fitness Instructor	10 / 4	3 : 1		43 days
IT Manager / Director	4 / 4	1 : 1		42 days
Network Engineer / Architect	6 / 4	2 : 1		17 days
Retail Store Manager / Supervisor	7 / 4	2 : 1		57 days
Cashier	5 / 4	1 : 1		22 days
Community / Political Organizer	5 / 3	2 : 1		16 days
Family / School / General Social Worker	7 / 3	2 : 1		n/a
Residential Assistant / Advisor	6 / 3	2 : 1		29 days
Solar Installer	12 / 3	4 : 1		n/a
Substitute Teacher	7 / 3	2 : 1		51 days
Physician Assistant	8 / 3	3 : 1		38 days
Medical Records / Health Information Technician	3 / 3	1 : 1		21 days

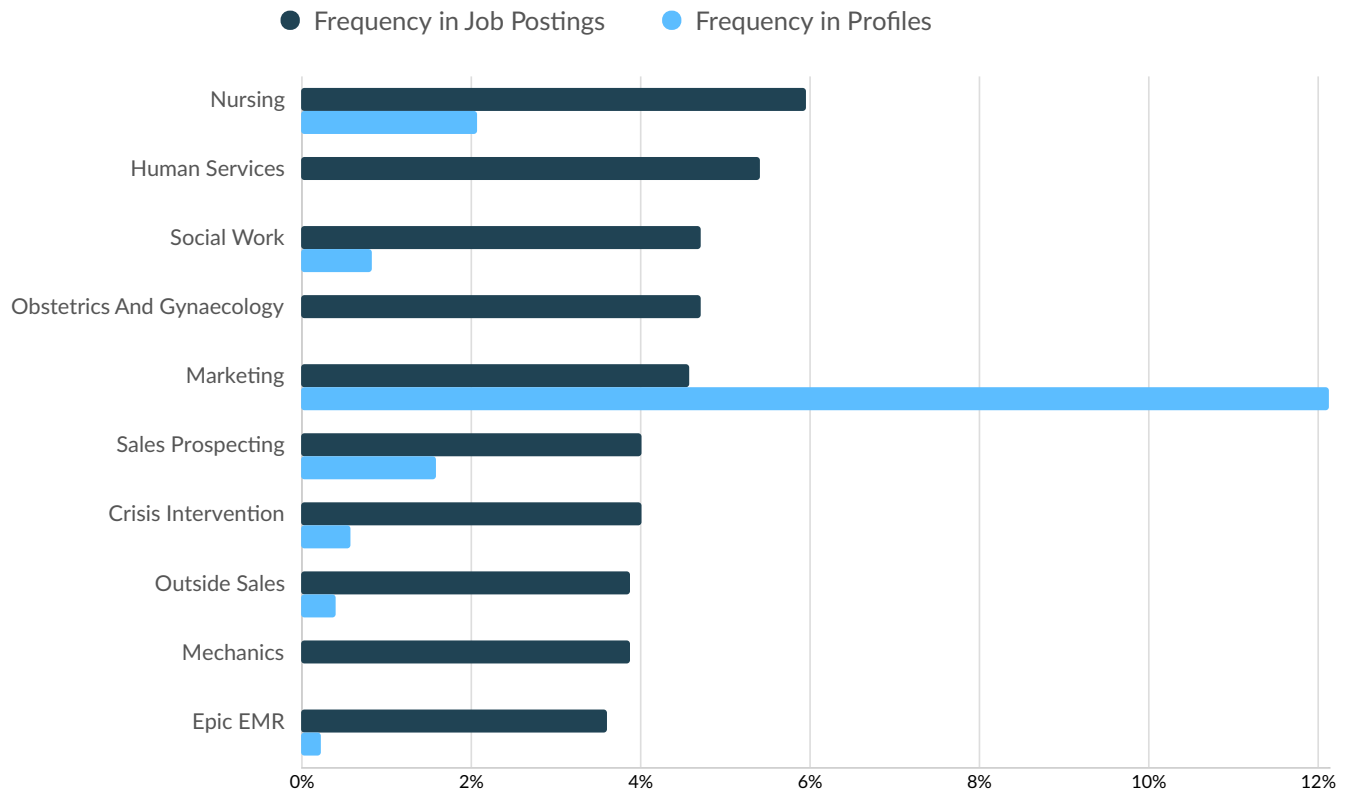
Top Posted Job Titles

	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Locums Tenens	38 / 26	1 : 1	17 days
Outside Sales Representatives	49 / 25	2 : 1	32 days
Locum Tenens Psychiatrists	25 / 15	2 : 1	45 days
OB/GYNs	26 / 15	2 : 1	19 days
Locum Tenens Family Medicine Physicians	32 / 14	2 : 1	38 days
Court Advocates	26 / 14	2 : 1	33 days
Locum Tenens Psychiatric Nurse Practitioners	20 / 13	2 : 1	47 days
Locum Tenens Anesthesiologists	11 / 11	1 : 1	16 days
Dietary Aides	13 / 9	1 : 1	33 days
Registered Nurses/Licensed Practical Nurses	11 / 8	1 : 1	25 days

Top Industries

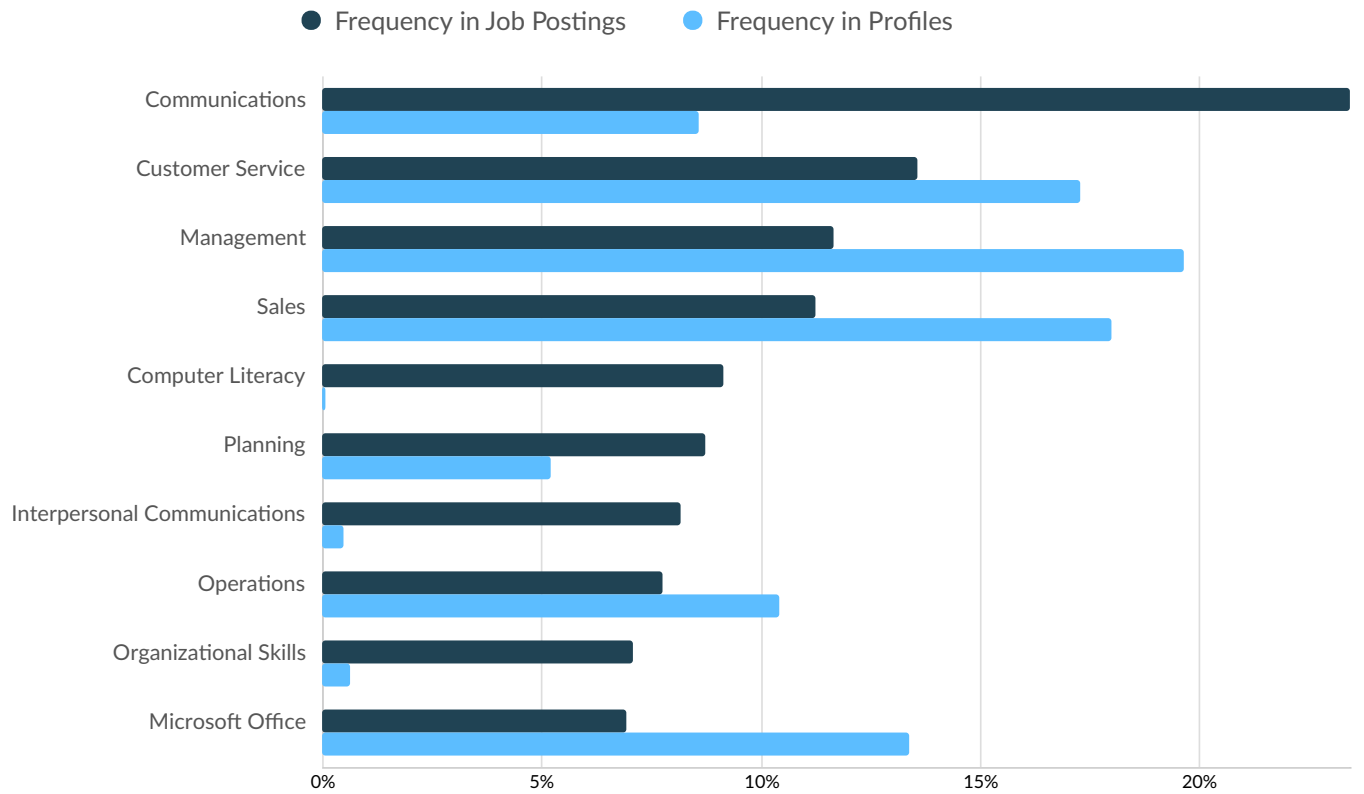
	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Administrative Management and General Management Consulting Services	455 / 249	2 : 1	29 days
Professional Employer Organizations	409 / 239	2 : 1	25 days
Business Associations	299 / 145	2 : 1	29 days
All Other Business Support Services	272 / 67	4 : 1	26 days
Miscellaneous Financial Investment Activities	40 / 21	2 : 1	40 days

Top Specialized Skills



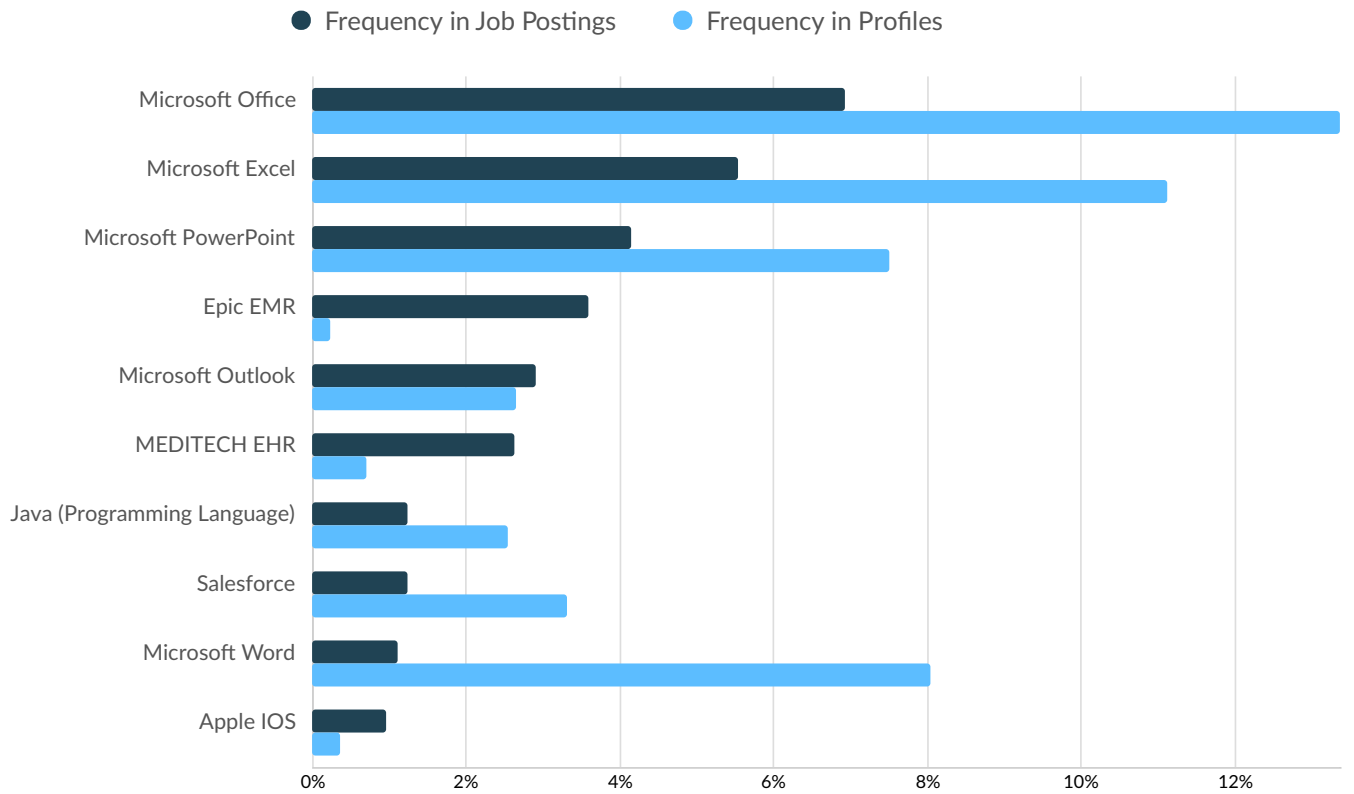
	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	43	6%	35	2%
Human Services	39	5%	0	0%
Social Work	34	5%	14	1%
Obstetrics And Gynaecology	34	5%	0	0%
Marketing	33	5%	205	12%
Sales Prospecting	29	4%	27	2%
Crisis Intervention	29	4%	10	1%
Outside Sales	28	4%	7	0%
Mechanics	28	4%	0	0%
Epic EMR	26	4%	4	0%

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	169	23%	145	9%
Customer Service	98	14%	292	17%
Management	84	12%	332	20%
Sales	81	11%	304	18%
Computer Literacy	66	9%	1	0%
Planning	63	9%	88	5%
Interpersonal Communications	59	8%	8	0%
Operations	56	8%	176	10%
Organizational Skills	51	7%	11	1%
Microsoft Office	50	7%	226	13%

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Office	50	7%	226	13%
Microsoft Excel	40	6%	188	11%
Microsoft PowerPoint	30	4%	127	8%
Epic EMR	26	4%	4	0%
Microsoft Outlook	21	3%	45	3%
MEDITECH EHR	19	3%	12	1%
Java (Programming Language)	9	1%	43	3%
Salesforce	9	1%	56	3%
Microsoft Word	8	1%	136	8%
Apple iOS	7	1%	6	0%

Top Qualifications

	Postings with Qualification
Board Certified/Board Eligible	108
Valid Driver's License	74
Certified Registered Nurse Anesthetist (CRNA)	42
Registered Nurse (RN)	27
Nurse Practitioner (APRN-CNP)	27
Cardiopulmonary Resuscitation (CPR) Certification	19
Licensed Practical Nurse (LPN)	18
First Aid Certification	16
Basic Life Support (BLS) Certification	13
Advanced Cardiovascular Life Support (ACLS) Certification	9

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2022 - Sep 2023)
indeed.com	188
recruitenetworks.com	174
simplyhired.com	135
healthcareers.com	107
mass.gov	89
dejobs.org	65
careerarc.com	35
ziprecruiter.com	21
monster.com	15
myworkdayjobs.com	15
worcesterrecruiter.com	13
dice.com	10
jobshark.com	10
latpro.com	10
careerjet.com	7
disabledperson.com	7
gr8people.com	7
icims.com	7
jamanetwork.com	7
jobsinlogistics.com	7
getprovide.com	6
employri.org	5
nh.gov	5
teamworkonline.com	5
clearancejobs.com	4

Appendix B

Sample Postings

Behavior Technician

Link to Live Job Posting: www.indeed.com

Location: Shrewsbury, MA

O*NET: 29-2099.00

Company: Red House Behavior Resources

Job Title: Behavior Technicians

Behavior Technician 13 reviews Red House Behavior Resources in Shrewsbury, MA 01545 \$20 - \$26 an hour - Part-time Red House Behavior Resources 13 reviews Read what people are saying about working here. Responded to 51-74% of applications in the past 30 days, typically within 1 day. Job details Heres how the job details align with your job preferences. Manage job preferences anytime in your . Pay \$20 - \$26 an hour Job Type Part-time Shift and Schedule Choose your own hours Weekends as needed Monday to Friday Benefits Pulled from the full job description Flexible schedule Professional development assistance Referral program Full job description Red House Behavior Resources is currently seeking motivated ABA therapists to work with a child on the autism spectrum in the Shrewsbury area, in a home setting. ABA Therapists work one-on-one with children implementing a Behavior Support Plan designed and maintained by a

BCBA. ABA

Therapists gather quantifiable behavioral data necessary for the Behavioral Supervisor to evaluate the effectiveness of the Behavioral Plan in achieving identified goals and objectives. Our services are exclusively in-home and community-based, so scheduling is flexible. This is a

PART-TIME

position. The hourly rate is \$20-\$27 DOE.

Responsibilities:

The ABA Therapist / Tutor implements individualized behavioral programming designed by Board Certified Behavior Analysts (BCBAs), including:

- Providing direct 1:1 Therapy service in a child's home, school, or other natural environments
- Teaching new behavioral, social, and daily living skills.
- Effectively responding to and minimizing difficult or disruptive behaviors.
- Run discrete trials and collect empirical data to track child's progress.
- Complete required paperwork including, but not limited to, daily clinic notes and behavior tracking sheets.
- Organize and create teaching materials.
- Training the parent(s)/guardian to effectively implement the plan within the home and community setting.

Requirements:

- A minimum of 48 college credit hours or a Bachelor's degree, or GED/HS Diploma and 500 hours of past employment providing ABA services
- Prior training or experience in ABA techniques
- Prior Experience with special needs children highly preferred
- Effective oral and written communication skills
- Reliable means of transportation required Opportunities for BCBA supervision and RBT certification available.

Apply by forwarding a resume to the email address above -- no calls please. Flexible Scheduling Competitive Pay with Direct Deposit Red House Behavior Resources is an equal opportunity employer (EOE).

Salary:

\$20.00 to \$27.00 /hour

Job Type:

Part-time Pay:

\$20.00 - \$26.00 per hour

Benefits:

Flexible schedule Professional development assistance Referral program Medical specialties:

Home Health Schedule:

Choose your own hours Monday to Friday Weekends as needed

Education:

High school or equivalent (Preferred)

Experience:

relevant: 1 year (Required) Applied behavior analysis: 1 year (Preferred)

Work Location:

In person If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Tax Preparers – Financial Foundations in Westborough, MA (Sep 2023 - Active)

Tax Preparer	
Link to Live Job Posting: boston.craigslist.org	
Location: Westborough, MA	O*NET: 13-2082.00
Company: Financial Foundations	Job Title: Tax Preparers
<p>Tax Preparer (Westborough) Financial Foundations Inc 1 Research Dr compensation: Hourly or per tax return based on experience.</p> <p>employment type:</p> <p>part-time job title: Tax Preparer Seasonal Tax Preparer with 3 or more years experience preparing tax returns for individuals. Active PTIN required. Flexible hours. This is an in office position only, starting in January and ending at the end of April. Off season work possibly available if desired. Experience with professional tax software like Ultra Tax, Pro Fx, or Lacerte preferred. Compensation based on experience. We are a small financial planning firm offering tax preparation and planning for our clients. Must be comfortable interacting with our clients in a friendly and professional manner. Principals only. Recruiters, please don't contact this job poster. do NOT contact us with unsolicited services or offers post id: 7671355961 []</p>	

CRNA Opportunity in Worcester, MA	
Link to Live Job Posting: www.jobshark.com	
Location: Worcester, MA	O*NET: 29-1151.00
Company: Doccafe.Com	Job Title: Certified Registered Nurse Anesthetists
<p>CRNA Opportunity in Worcester, MA Worcester, Massachusetts - USD Full Time Posted by:</p> <p>DocCafe Posted:</p> <p>Tuesday, 26 September 2023 Excellent Opportunity for a CRNA in Worcester, MA.</p> <p>Position Highlights:</p> <p>Easy reverse commute from Boston, little to no traffic 283-bed, community based hospital \$45K student commitment OR \$25K Sign-On with 1 year commitment \$25K Retention Bonus AND a Metric Bonus too 7 weeks PTO Competitive pay Comprehensive benefits package + 401(k) Relocation assistance Flexible schedule License and DEA reimbursement Access to a wellness program Access to a referral bonus program Access to professional development tools and educational resources Free annual CME Paid professional liability insurance (including tail) About the location: Located in central Massachusetts, the city of Worcester is a reflection of 18th century history among acres of parks and playgrounds, stunning golf courses, and even natural woodland preserve trails. This is a perfect community for nature-lovers to enjoy all recreational activities from skiing, hiking, outdoor sports, to boating or swimming at Shore Park or Lake Quinsigamond. Take in the views of Bancroft Tower and the city's many landmarks or marvel at famous exhibitions in local art galleries. Discover local museums like the EcoTarium or explore the Barnyard Zoo in Worcester's historic downtown district! For more information, please email a copy of your CV to or call Vicky Rinehart at . Location Worcester, Massachusetts, United States of America Industry Healthcare Rate US\$ Employment Agency DocCafe Contact DocCafe Reference</p> <p>JS2643711956</p> <p>Posted Date 9/26/2023 8:40:24 PM Permalink http://www.jobshark.com/WzI9e</p>	

SPONSORSHIP & TICKET SALES INTERN - HOLY CROSS ATHLETICS - FALL 2023

Link to Live Job Posting: www.teamworkonline.com

Location: Worcester, MA

O*NET: 99-9999.00

Company: Peak Sports Mgmt

Job Title: Sponsorship Sales Interns

Sponsorship & Ticket Sales Intern

- Holy Cross Athletics
- Fall 2023
- Peak Sports MGMT (Worcester MA)Peak Sports MGMT JobsJobs in Worcester MA

Sponsorship Sales & Activation:

Corporate Sponsorship Sales In collaboration with our Collegiate Athletic Departments, Peak Sports MGMT is tasked with overseeing and generating all of the sponsorship and ticket sales revenue as the multimedia rights holder for these properties. We are charged with the initiative to create outbound relationships with corporate partners and ticket holders to boost their brand and give fans the best experience possible. Peak Sports MGMT is actively looking for quality individuals to work from various locations across the United States to fill our Sponsorship & Ticket Sales Intern positions. This position will help manage and assist sales operations for the property, assist with client fulfillment, sales proposals, Peak Sports MGMT inventory system, game day hospitality and client interaction, as well as other sponsor events throughout the year under the appointed Account Executive and General Manager at your location.

Requirements:

Currently enrolled in an undergraduate/graduate program or graduated with at least a bachelor's degree from a 4-year university or college
Must have a passion for sales
Demonstrate an enthusiastic and outgoing personality
Aggressive and effective communication skills and interpersonal skills
Excellent communication skills both written and verbal, detail oriented, strong problem solving and decision-making abilities.
Willing to learn and grow as a sales professional

Job Duties:

Get first hand experience from a sponsorship sales perspective
Developing sponsorship sales ideas to pitch to potential prospects
Research and identify potential categories and specific companies who would be a good addition to your universities existing family of sponsors
Assist with developing standard and customized proposals and contracts for potential clients
Developing and maintaining client interaction and relationships with potential and current sponsors
Capturing screenshots, images, and documentation of sponsor activation to build annual proof of performance reports
Creating marketing packages with innovative ideas surrounding potential clients
Perform any assigned game day responsibilities
Perform any other duties as assigned by Account Executive or General Manager
We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.

Job Questions:

Why Peak Sports? What's your dream job? If awarded the internship, what would your living situation look like?

Guest Service Agents – Momentum in Westborough, MA (Sep 2023 - Active)

Guest Service Agent

Link to Live Job Posting: www.indeed.com

Location: Westborough, MA

O*NET: 43-4081.00

Company: Momentum

Job Title: Guest Service Agents

Guest Service Agent Westborough, MA 01581 \$15.25 - \$18.00 an hour - Part-time Responded to 75% or more applications in the past 30 days, typically within 1 day. Job details Heres how the job details align with your job preferences. Manage job preferences anytime in your . Pay \$15.25 - \$18.00 an hour Job type Part-time Shift and schedule Weekends as needed Holidays Are you? Driven A team player Enthusiastic Fun-Loving Reliable We are looking to add positive, hard working individuals to our ever-evolving team at Launch Entertainment Park! As an employee, youll be treated like family. Our managers truly care and go out of their way to ensure your longevity, success, and happiness because when you succeed so do we! Do you appreciate teamwork, respect, accountability, and integrity? Our team THRIVES on these principles! Your mission, should you choose to apply, is to join us in creating an Atmosphere of Optimism for thousands of Families. We are looking for people just like you who embody our core values:

LIMITLESS PEOPLE

operating with LOVE & PASSION and

FUN ENERGY!

! You will be a driving force behind the heartbeat of Launch, generating excitement and fun everywhere you go, all while providing the ultimate customer service experience. Part & Full Time Positions Available

MUST BE ABLE TO WORK

WEEKENDS, VACATIONS and

HOLIDAYS!

Qualifications:

Must be able to communicate clearly with supervisors, managers, colleagues and especially with customers. Be able to reach, bend, stoop and frequently lift up to 25 pounds. Be able to work in a standing position for long periods of time (up to 10 hours). Think youre what were looking for? Send us your resume, and, if you really want to stand out from the crowd, also attach a short bio or link to yourself on video and answer the following questions: Why do you think youre a good fit for Launch? What is your background in customer service? OR Tell us about a time you received exceptional customer service. What are some of your achievements, interests, hobbies, skills, or talents? If youre interested in joining our Launch fam- please click apply. We are excited to meet you! This franchise is independently owned and operated by a franchisee. Your application will go directly to the franchisee, and all hiring decisions will be made by the management of that franchisee. All inquiries about employment at this franchise should be made directly to the franchisee, and not to My Gym Corporate. If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.