

Manufacturing in Worcester, MA-CT

MassHire



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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*.

 The Atlantic Forbes Harvard Business Review The New York Times WSJ USA TODAY

Report Parameters

1 Industry

31 Manufacturing

1 MSA

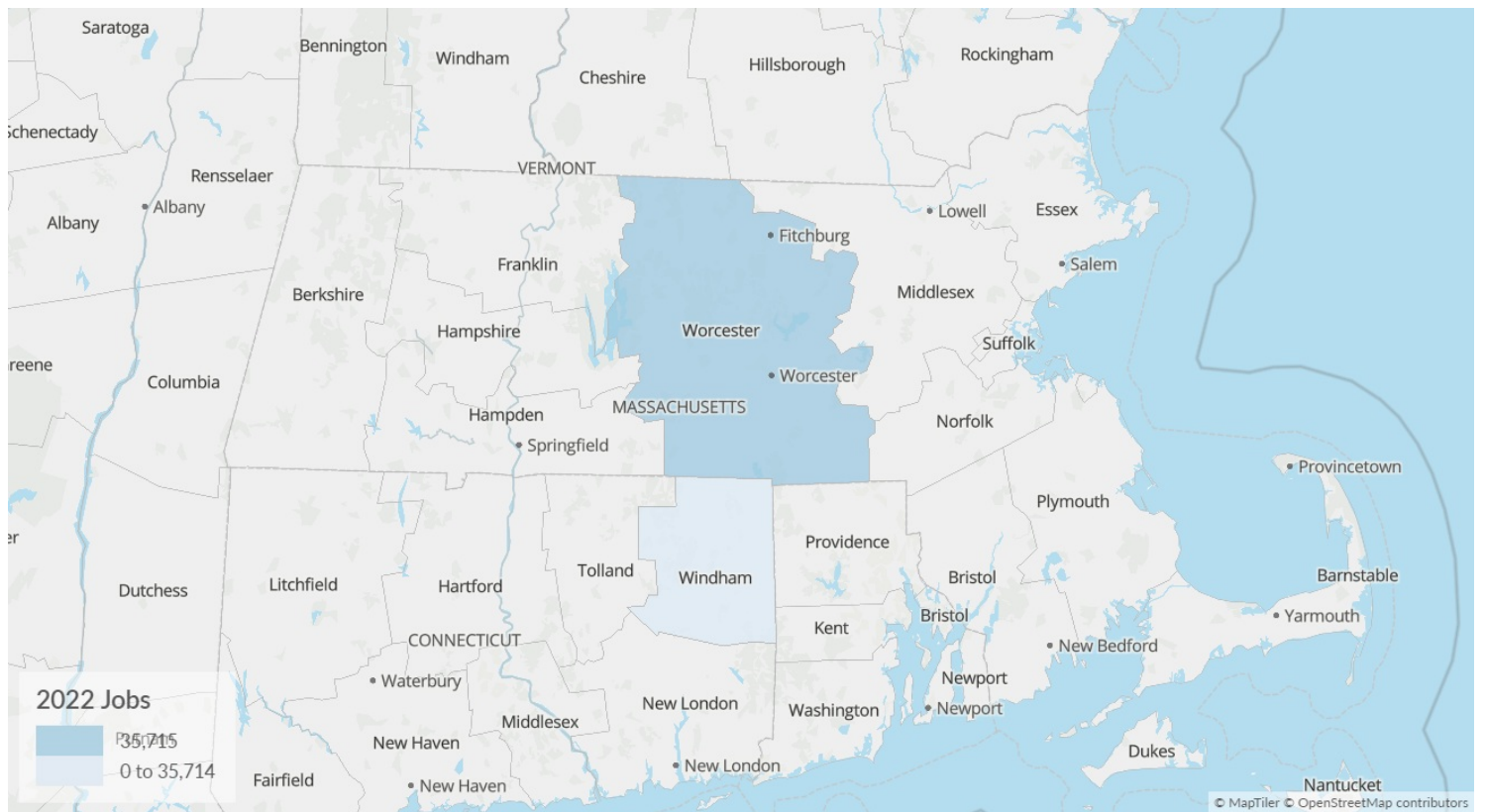
49340 Worcester, MA-CT

Class of Worker

QCEW Employees

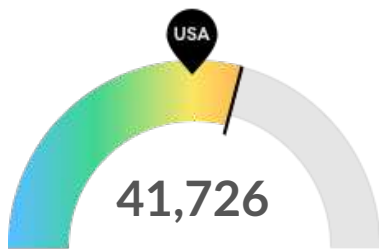
The information in this report pertains to the chosen industry and geographical area.

Workforce Map



Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



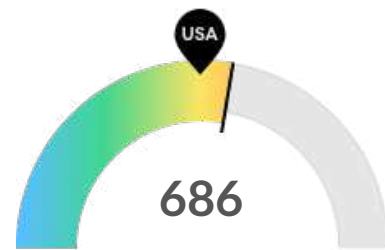
Supply (Jobs)

Worcester, MA-CT is a hotspot for this kind of talent. The national average for an area this size is 33,075* employees, while there are 41,726 here.



Earnings Per Job

Earnings per job are about the same as the national average. The national average salary for Manufacturing in an area this size is \$98,024, while in Worcester, MA-CT it is \$102,058. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

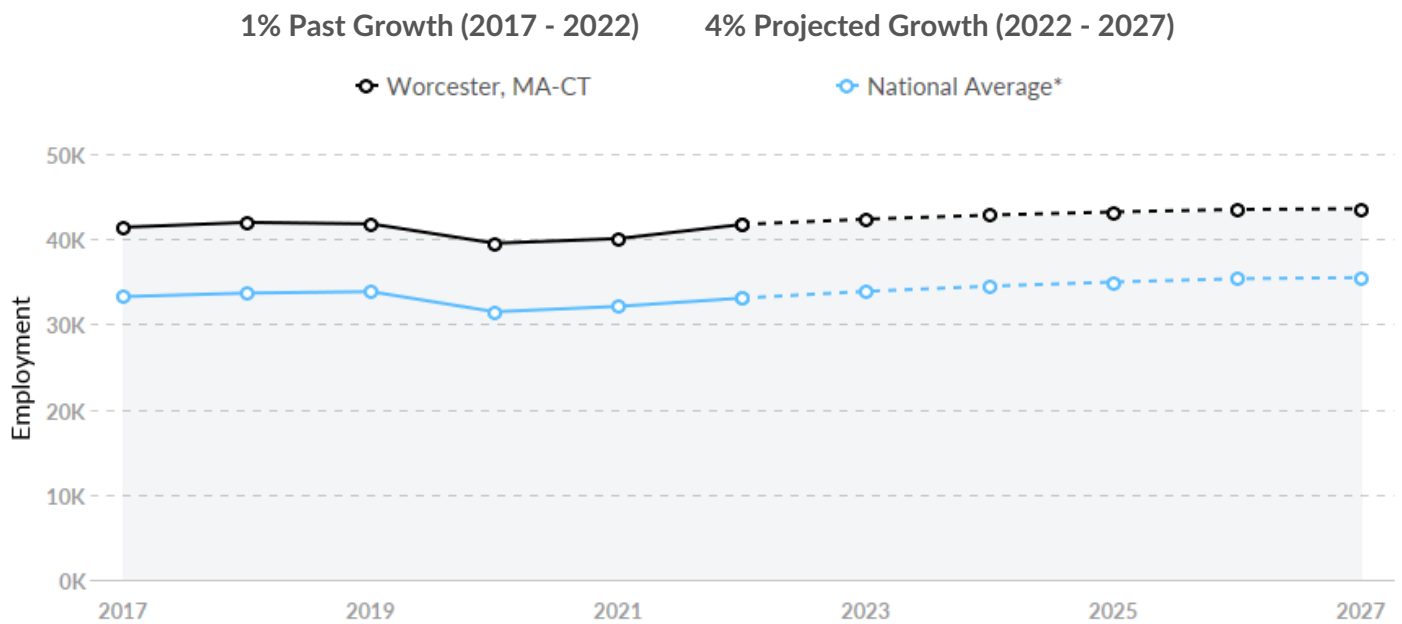
Competition from online job postings is high in Worcester, MA-CT. The national average for an area this size is 590* job postings/mo, while there are 686 here.

*National average values are derived by taking the national value for Manufacturing 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)

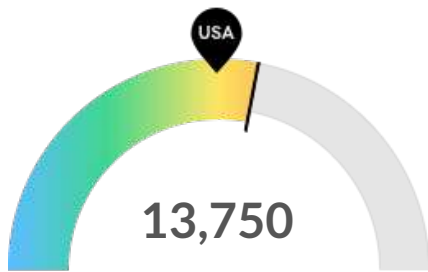
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Manufacturing 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 33,075* employees, while there are 41,726 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



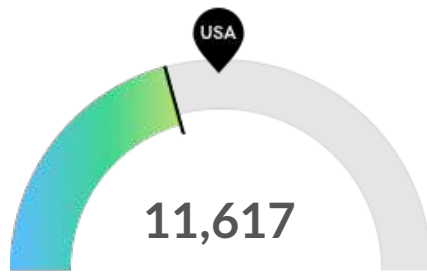
*National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and Worcester, MA-CT. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is High, While Overall Diversity Is Low



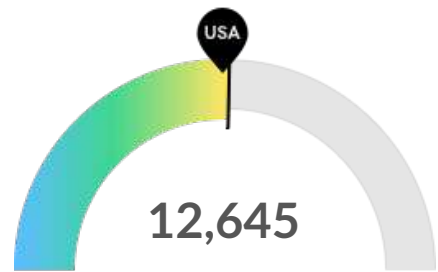
Retiring Soon

Retirement risk is high in Worcester, MA-CT. The national average for an area this size is 11,586* employees 55 or older, while there are 13,750 here.



Racial Diversity

Racial diversity is low in Worcester, MA-CT. The national average for an area this size is 15,039* racially diverse employees, while there are 11,617 here.



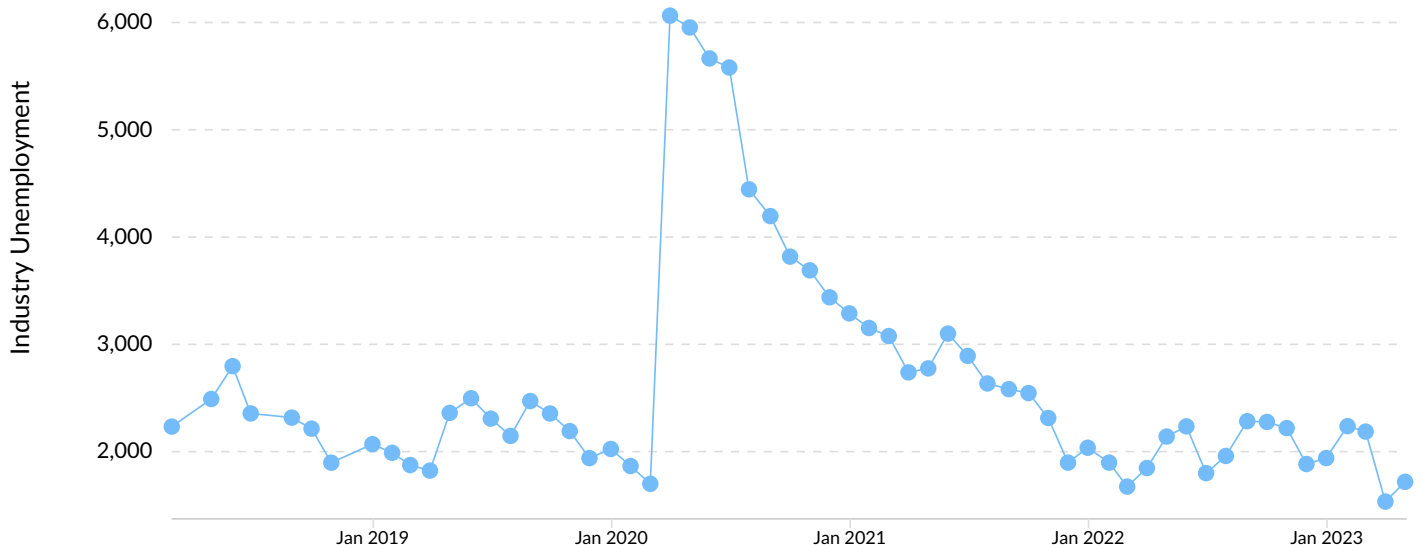
Gender Diversity

Gender diversity is about average in Worcester, MA-CT. The national average for an area this size is 12,379* female employees, while there are 12,645 here.

*National average values are derived by taking the national value for Manufacturing 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.

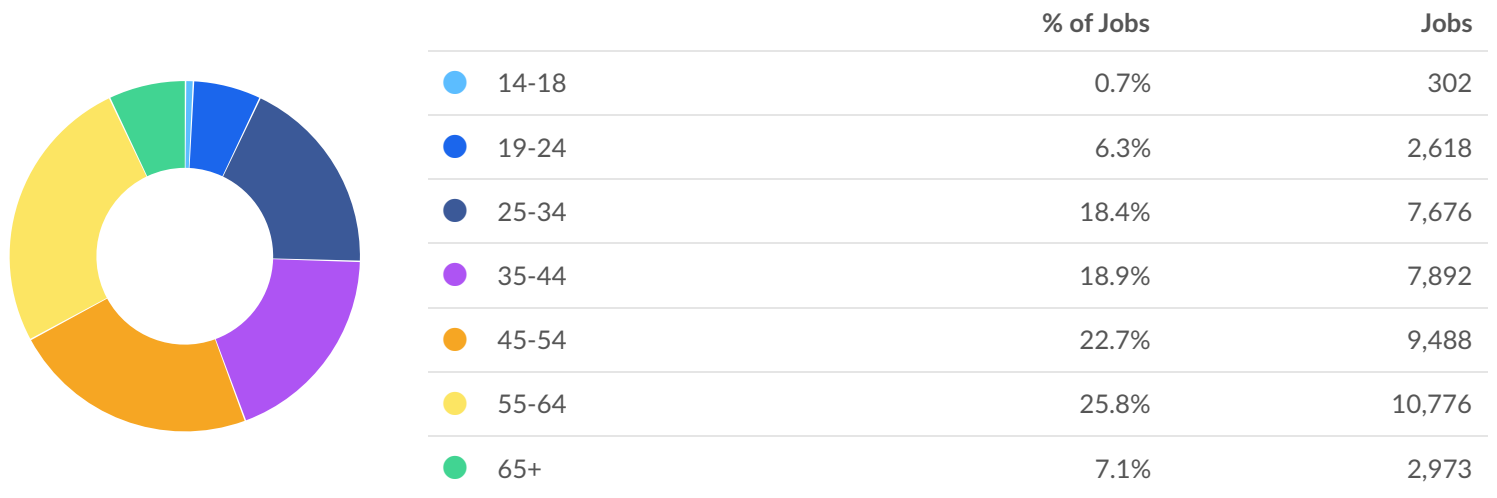
Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.

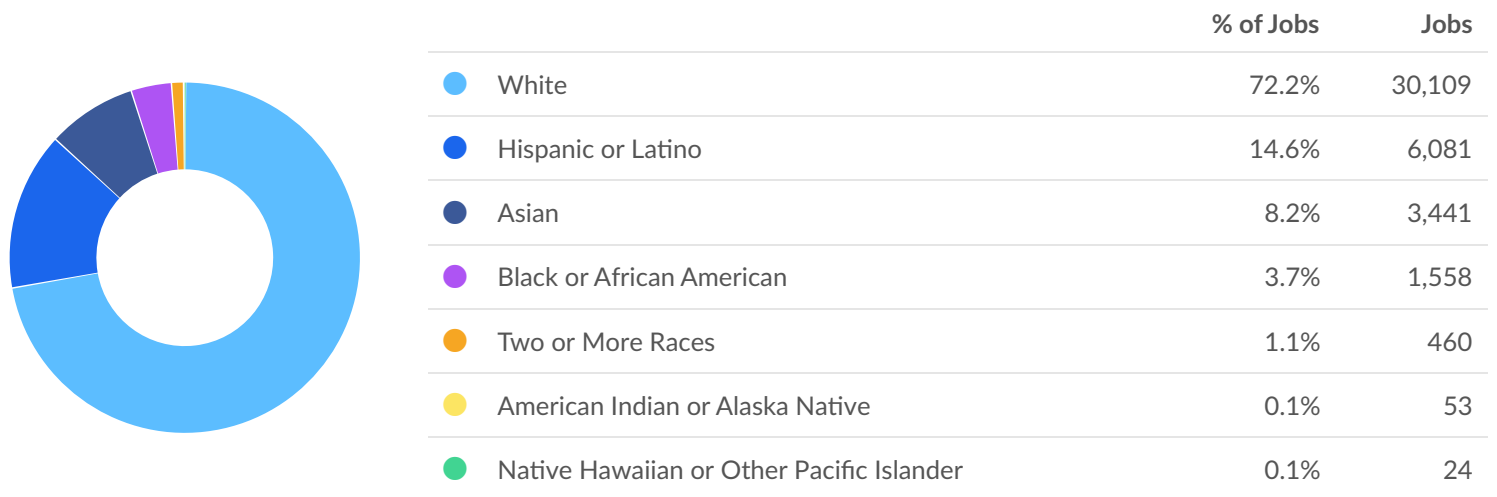


Demographic Details

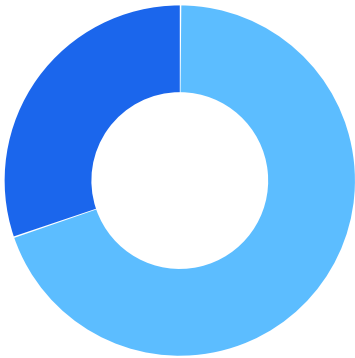
Industry Age Breakdown



Industry Race/Ethnicity Breakdown

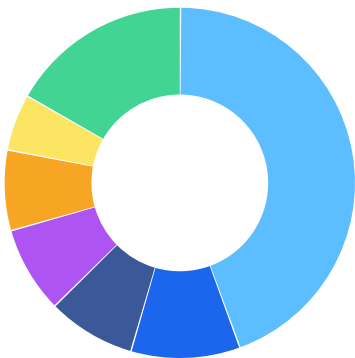


Industry Gender Breakdown



	% of Jobs	Jobs
● Males	69.7%	29,081
● Females	30.3%	12,645

Most Jobs are Found in the Production Occupations Industry Sector



Occupation	% of Industry in Occupation (2022)
● Production Occupations	44.4%
● Management Occupations	10.1%
● Transportation and Material Moving Occupations	8.1%
● Office and Administrative Support Occupations	8.0%
● Architecture and Engineering Occupations	7.4%
● Business and Financial Operations Occupations	5.2%
● Other	16.8%

Demand



599 Employers Competing

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



8,229 Unique Job Postings

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



29 Day Median Duration

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

Top Companies	Unique Postings
Bristol-Myers Squibb	438
AbbVie	366
Waters	306
Global Partners	288
Karl Storz	287

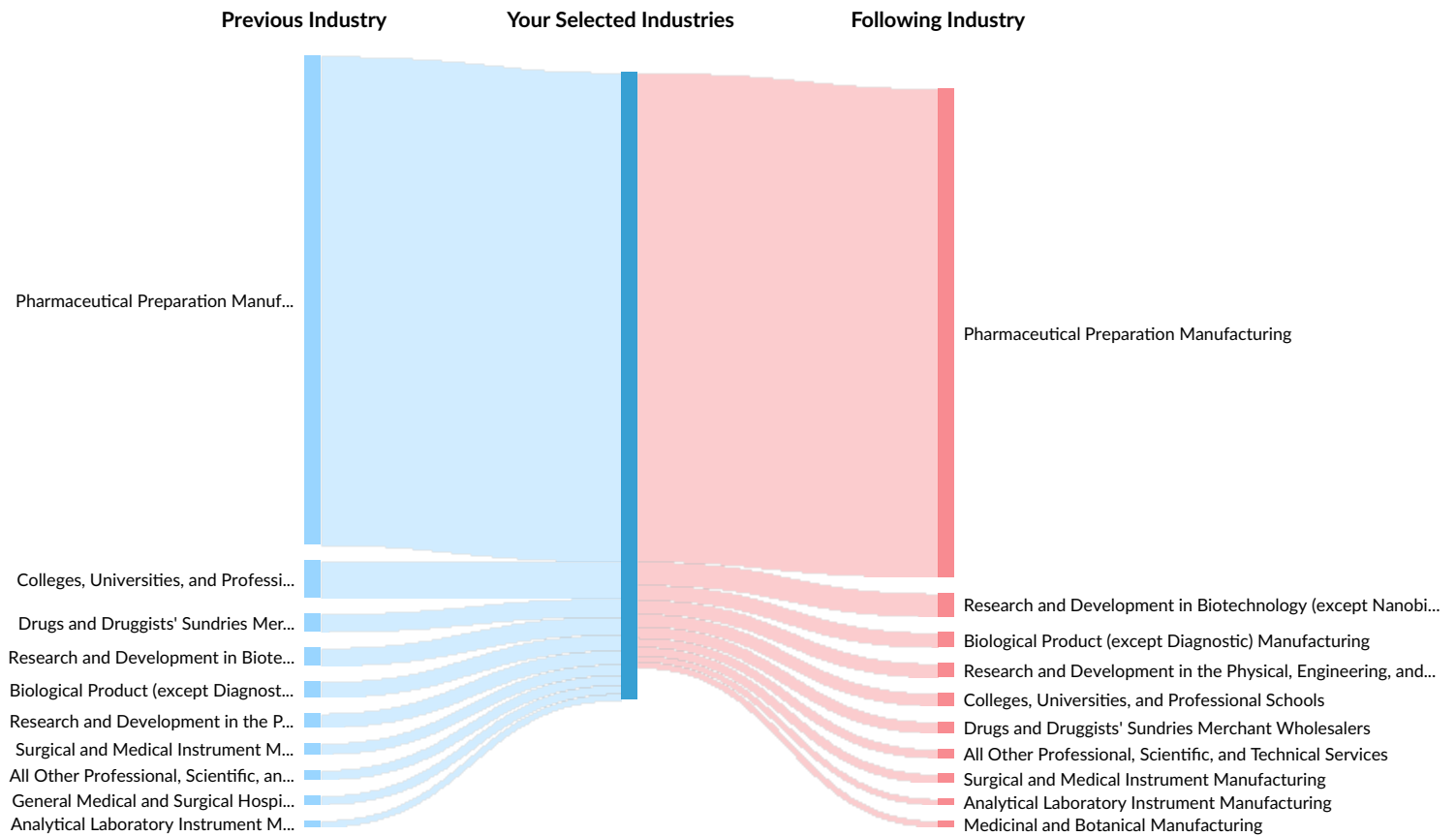
Top Job Titles	Unique Postings
Assemblers	129
Maintenance Technicians	74
Material Handlers	71
Guest Services Supervisors	68
Machine Operators	66

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
Pharmaceutical Preparation Manufacturing	236,877
Colleges, Universities, and Professional Schools	17,858
Drugs and Druggists' Sundries Merchant Wholesalers	8,771

Previous Industries	Transitions
Research and Development in Biotechnology (except Nanobiotechnology)	8,707
Biological Product (except Diagnostic) Manufacturing	7,637
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	6,760
Surgical and Medical Instrument Manufacturing	5,248
All Other Professional, Scientific, and Technical Services	4,654
General Medical and Surgical Hospitals	4,300
Analytical Laboratory Instrument Manufacturing	3,188
Offices of Physicians (except Mental Health Specialists)	2,665
Wholesale Trade Agents and Brokers	2,248
Administrative Management and General Management Consulting Services	2,023
Medicinal and Botanical Manufacturing	1,997
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	1,842
Custom Computer Programming Services	1,531
Surgical Appliance and Supplies Manufacturing	1,426
Computer Systems Design Services	1,380
Other Scientific and Technical Consulting Services	1,314
Offices of Certified Public Accountants	1,232
Offices of Other Holding Companies	1,195
Software Publishers	1,194
Commercial Banking	1,135
Employment Placement Agencies	1,135
Offices of Lawyers	1,107
Engineering Services	1,079
Full-Service Restaurants	1,002

Previous Industries	Transitions
Department Stores	945
Insurance Agencies and Brokerages	917
National Security	873
Other Computer Related Services	872
Limited-Service Restaurants	756
Temporary Help Services	719
Elementary and Secondary Schools	661
Marketing Consulting Services	653
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	570
Electronic Shopping and Mail-Order Houses	537
Offices of Real Estate Agents and Brokers	532
Electromedical and Electrotherapeutic Apparatus Manufacturing	488
Wireless Telecommunications Carriers (except Satellite)	474
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	461
Other Miscellaneous Durable Goods Merchant Wholesalers	400
Electronic Computer Manufacturing	387
Computer Terminal and Other Computer Peripheral Equipment Manufacturing	383
Hotels (except Casino Hotels) and Motels	370
Soft Drink Manufacturing	359
Electronics Stores	350
All Other Basic Organic Chemical Manufacturing	349
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	341
Soap and Other Detergent Manufacturing	338

Previous Industries	Transitions
Automobile Manufacturing	305
Plastics Material and Resin Manufacturing	283
All Other Miscellaneous Chemical Product and Preparation Manufacturing	280
All Other Miscellaneous Food Manufacturing	278
Commercial and Institutional Building Construction	268
Bottled Water Manufacturing	262
Abrasive Product Manufacturing	260
Semiconductor and Related Device Manufacturing	241
All Other Plastics Product Manufacturing	237
Mineral Wool Manufacturing	233
Industrial Machinery and Equipment Merchant Wholesalers	216
Photographic and Photocopying Equipment Manufacturing	212
All Other Miscellaneous Manufacturing	209
Other Measuring and Controlling Device Manufacturing	200
Toilet Preparation Manufacturing	195
Plumbing, Heating, and Air-Conditioning Contractors	192
Paint and Coating Manufacturing	175
Turbine and Turbine Generator Set Units Manufacturing	168
Aircraft Manufacturing	167
Petroleum Refineries	154
Commercial Printing (except Screen and Books)	152
Aircraft Engine and Engine Parts Manufacturing	129
Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	109
All Other Miscellaneous Electrical Equipment and Component Manufacturing	103

Previous Industries	Transitions
Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing	102
Guided Missile and Space Vehicle Manufacturing	100
Apparel Accessories and Other Apparel Manufacturing	100
Other Commercial and Service Industry Machinery Manufacturing	100
Men's and Boys' Cut and Sew Apparel Manufacturing	98
Other Motor Vehicle Parts Manufacturing	96
Oil and Gas Field Machinery and Equipment Manufacturing	94
Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	90
Breweries	90
Relay and Industrial Control Manufacturing	88
Printed Circuit Assembly (Electronic Assembly) Manufacturing	88
Construction Machinery Manufacturing	87
Corrugated and Solid Fiber Box Manufacturing	87
Footwear Manufacturing	75
Other Aircraft Parts and Auxiliary Equipment Manufacturing	75
Other Electronic Component Manufacturing	72
Audio and Video Equipment Manufacturing	72
Other Engine Equipment Manufacturing	72
Other Communications Equipment Manufacturing	65
Machine Tool Manufacturing	62
Computer Storage Device Manufacturing	42
Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	40
Machine Shops	39

Previous Industries	Transitions
Wineries	38
Farm Machinery and Equipment Manufacturing	37
Motor Vehicle Electrical and Electronic Equipment Manufacturing	34
Following Industries	Transitions
Pharmaceutical Preparation Manufacturing	236,877
Research and Development in Biotechnology (except Nanobiotechnology)	11,317
Biological Product (except Diagnostic) Manufacturing	7,228
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	6,780
Colleges, Universities, and Professional Schools	6,109
Drugs and Druggists' Sundries Merchant Wholesalers	5,509
All Other Professional, Scientific, and Technical Services	4,309
Surgical and Medical Instrument Manufacturing	4,274
Analytical Laboratory Instrument Manufacturing	2,984
Medicinal and Botanical Manufacturing	2,975
Wholesale Trade Agents and Brokers	2,416
General Medical and Surgical Hospitals	2,112
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	1,911
Offices of Physicians (except Mental Health Specialists)	1,708
Administrative Management and General Management Consulting Services	1,542
Software Publishers	1,369
Custom Computer Programming Services	1,333
Offices of Other Holding Companies	1,171
Surgical Appliance and Supplies Manufacturing	1,145

Following Industries	Transitions
Other Scientific and Technical Consulting Services	1,128
Engineering Services	977
Computer Systems Design Services	956
Commercial Banking	928
Other Computer Related Services	869
Insurance Agencies and Brokerages	684
Limited-Service Restaurants	640
Offices of Certified Public Accountants	631
Offices of Real Estate Agents and Brokers	628
Electronic Shopping and Mail-Order Houses	591
Full-Service Restaurants	581
Marketing Consulting Services	576
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	543
Employment Placement Agencies	513
Elementary and Secondary Schools	487
Electromedical and Electrotherapeutic Apparatus Manufacturing	477
All Other Information Services	452
Temporary Help Services	435
Department Stores	426
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	331
National Security	317
Semiconductor and Related Device Manufacturing	312
Photographic and Photocopying Equipment Manufacturing	311
Electronic Computer Manufacturing	301

Following Industries	Transitions
Wireless Telecommunications Carriers (except Satellite)	297
All Other Miscellaneous Chemical Product and Preparation Manufacturing	282
Bottled Water Manufacturing	275
Computer Terminal and Other Computer Peripheral Equipment Manufacturing	273
Other Miscellaneous Durable Goods Merchant Wholesalers	270
Automobile Manufacturing	264
All Other Basic Organic Chemical Manufacturing	246
Soap and Other Detergent Manufacturing	246
Other Measuring and Controlling Device Manufacturing	227
Commercial and Institutional Building Construction	204
All Other Miscellaneous Food Manufacturing	197
Other Basic Inorganic Chemical Manufacturing	195
Soft Drink Manufacturing	194
Toilet Preparation Manufacturing	184
Mineral Wool Manufacturing	180
Plastics Material and Resin Manufacturing	174
All Other Miscellaneous Manufacturing	167
Plumbing, Heating, and Air-Conditioning Contractors	166
Paint and Coating Manufacturing	164
Industrial Machinery and Equipment Merchant Wholesalers	146
All Other Plastics Product Manufacturing	136
Aircraft Manufacturing	130
Electrical Contractors and Other Wiring Installation Contractors	116
Apparel Accessories and Other Apparel Manufacturing	109

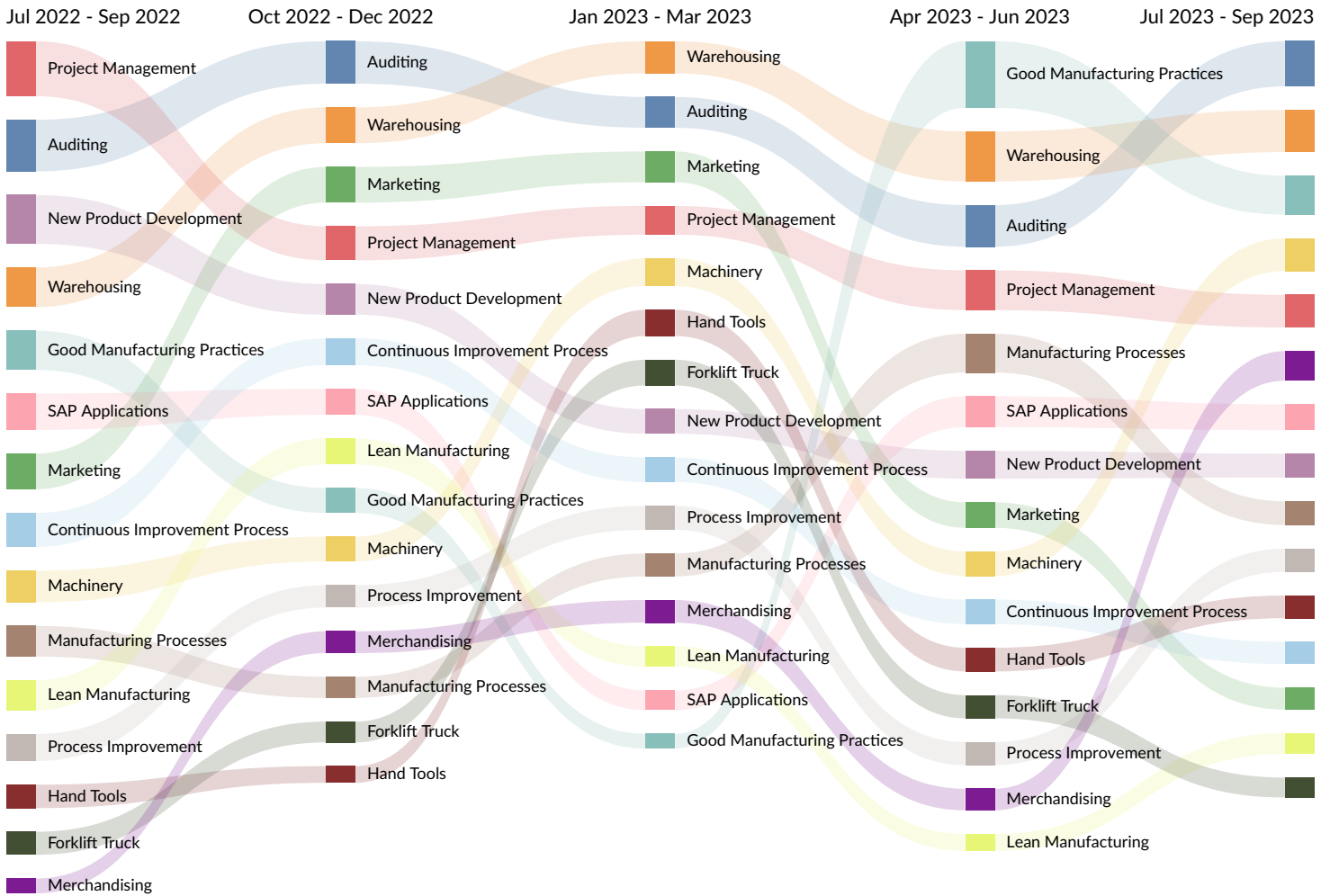
Following Industries	Transitions
Guided Missile and Space Vehicle Manufacturing	98
Petroleum Refineries	95
Printed Circuit Assembly (Electronic Assembly) Manufacturing	92
Aircraft Engine and Engine Parts Manufacturing	90
Other Communications Equipment Manufacturing	85
Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	76
Commercial Printing (except Screen and Books)	74
Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing	72
All Other Miscellaneous Electrical Equipment and Component Manufacturing	70
Oil and Gas Field Machinery and Equipment Manufacturing	70
Abrasive Product Manufacturing	69
Other Electronic Component Manufacturing	66
Turbine and Turbine Generator Set Units Manufacturing	64
Relay and Industrial Control Manufacturing	61
Other Motor Vehicle Parts Manufacturing	60
Construction Machinery Manufacturing	58
Footwear Manufacturing	57
Corrugated and Solid Fiber Box Manufacturing	53
Breweries	52
Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	51
Other Engine Equipment Manufacturing	49
Other Commercial and Service Industry Machinery Manufacturing	49
Computer Storage Device Manufacturing	47

Following Industries	Transitions
Other Aircraft Parts and Auxiliary Equipment Manufacturing	41
Audio and Video Equipment Manufacturing	39
Men's and Boys' Cut and Sew Apparel Manufacturing	38
Sporting and Athletic Goods Manufacturing	33
Wineries	28
Machine Tool Manufacturing	28
Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	27
Motor Vehicle Transmission and Power Train Parts Manufacturing	25
Farm Machinery and Equipment Manufacturing	23
Machine Shops	23

What skills are they posting for?

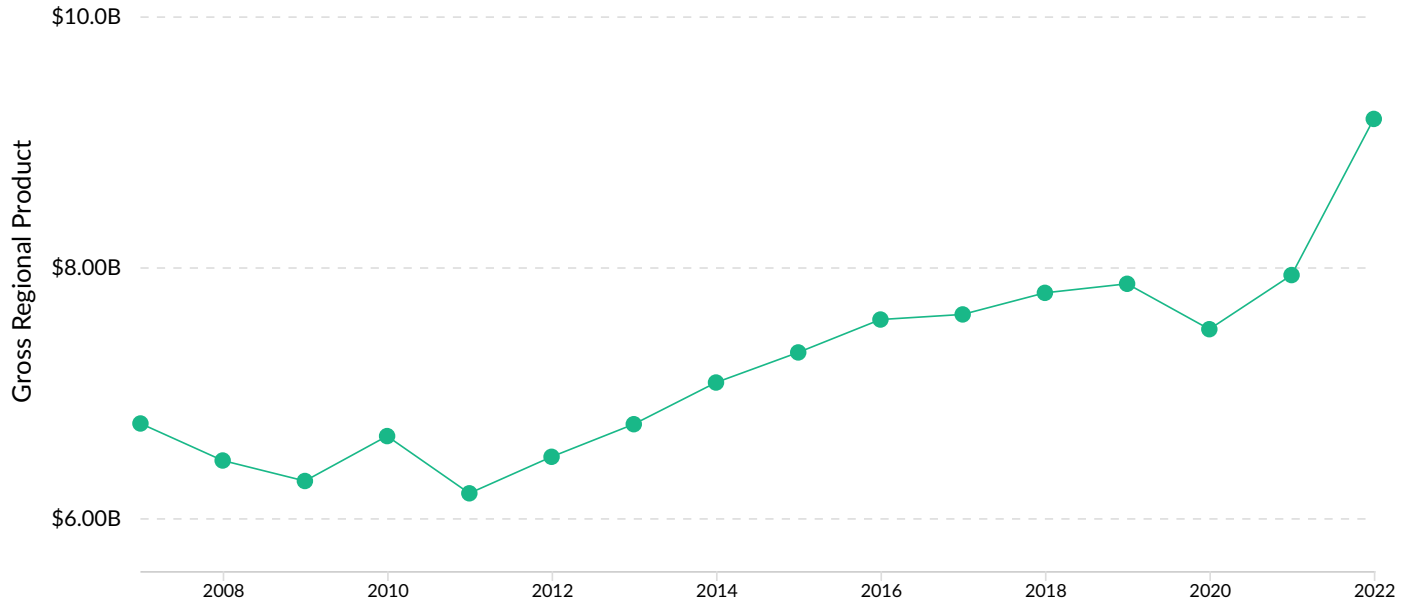
Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

\$4.3B	\$4.6B	\$269.2M	\$9.2B
Earnings (2022)	Property Income (2022)	Taxes (2022)	Total GRP (2022)



Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Corporate, Subsidiary, and Regional Managing Offices	\$234,752,736	\$189,279,207	\$424,031,943
Plastics Material and Resin Manufacturing	\$145,213,310	\$145,729,545	\$290,942,855
Iron and Steel Mills and Ferroalloy Manufacturing	\$2,448,678	\$218,272,628	\$220,721,306
Copper Rolling, Drawing, Extruding, and Alloying	\$62,835,902	\$151,350,114	\$214,186,016
Petrochemical Manufacturing	\$0	\$172,720,317	\$172,720,317

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:

346 items selected. See Appendix A for details.

Keyword Search:

Job Postings Overview

8,229

Unique Postings
18,522 Total Postings

599

Employers Competing
9,303 Total Employers

29 Days

Median Posting Duration
Regional Average: 28 Days

2 : 1

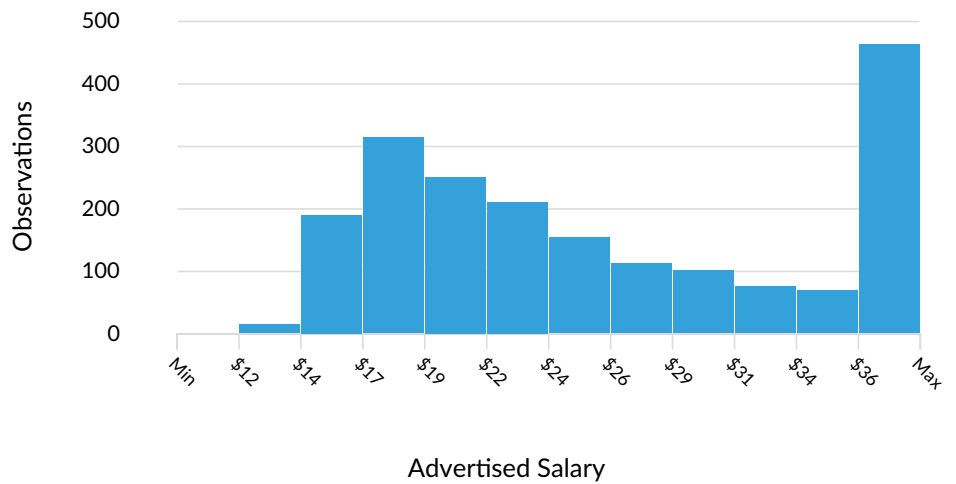
Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 1,945 advertised salary observations (24% of the 8,229 matching postings).

\$24.06/hr

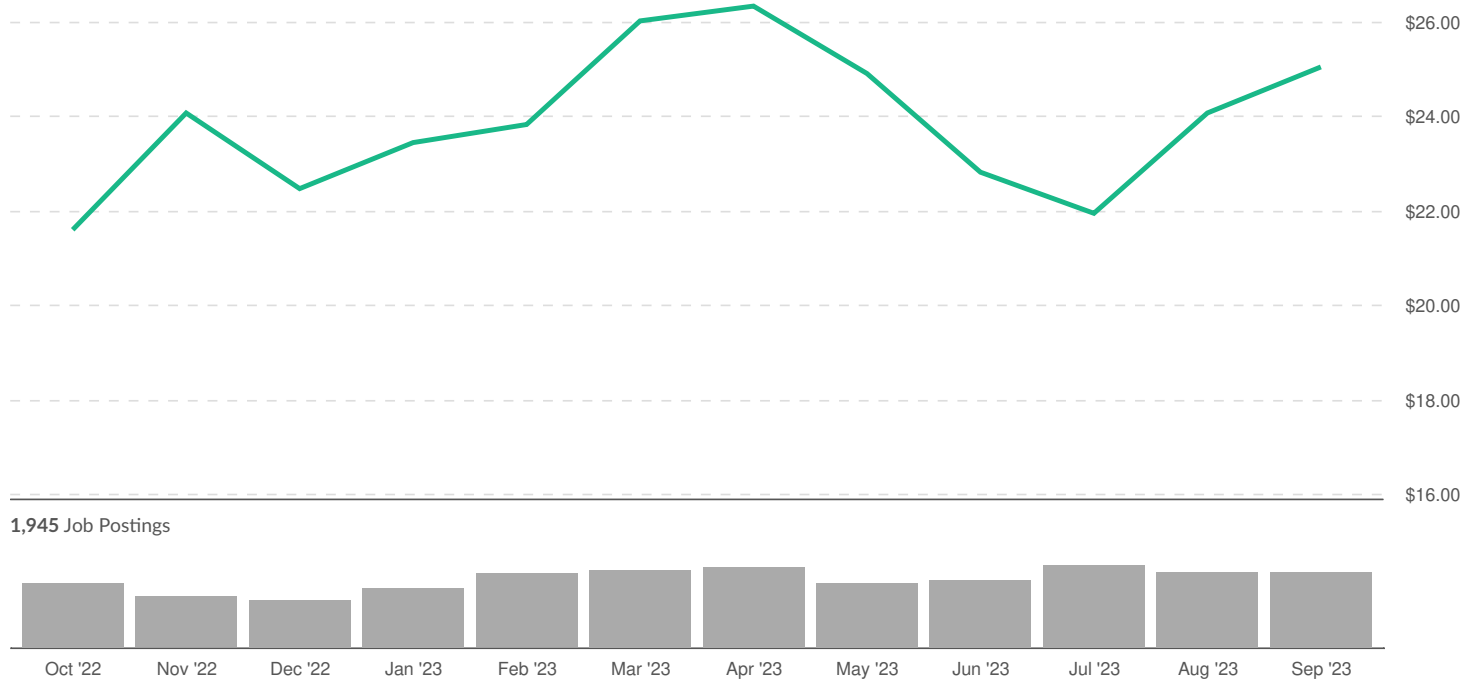
Median Advertised Salary



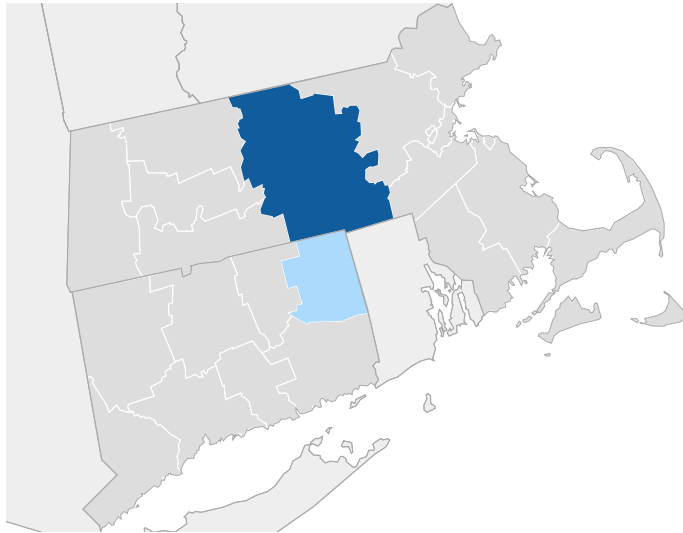
Advertised Wage Trend

▲ 16.0% Oct 2022 – Sep 2023

\$24.06 Median

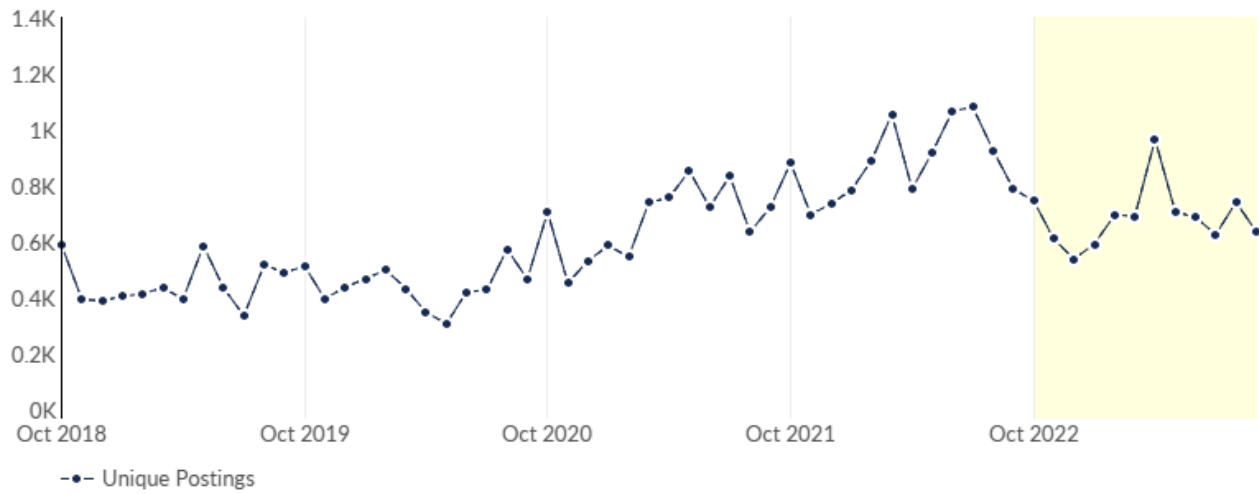


Job Postings Regional Breakdown



County	Unique Postings (Oct 2022 - Sep 2023)
Worcester County, MA	7,381
Windham County, CT	848

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Sep 2023	635	2 : 1
Aug 2023	741	2 : 1
Jul 2023	625	2 : 1
Jun 2023	687	2 : 1
May 2023	706	2 : 1
Apr 2023	965	3 : 1
Mar 2023	691	2 : 1
Feb 2023	695	2 : 1
Jan 2023	591	2 : 1
Dec 2022	538	2 : 1
Nov 2022	609	2 : 1
Oct 2022	746	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	2,971	36%
High school or GED	2,425	29%
Associate degree	565	7%
Bachelor's degree	2,629	32%
Master's degree	754	9%
Ph.D. or professional degree	357	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2,425	0	29%
Associate degree	353	152	4%
Bachelor's degree	2,283	320	28%
Master's degree	151	450	2%
Ph.D. or professional degree	46	311	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	3,989	48%
0 - 1 Years	1,015	12%
2 - 3 Years	1,508	18%
4 - 6 Years	1,172	14%
7 - 9 Years	277	3%
10+ Years	268	3%


Top Companies Posting

	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Bristol-Myers Squibb	1,250 / 438	3 : 1	20 days
AbbVie	1,223 / 366	3 : 1	30 days
Waters	662 / 306	2 : 1	40 days
Global Partners	619 / 288	2 : 1	27 days
Karl Storz	515 / 287	2 : 1	31 days
Ipg Photonics	894 / 244	4 : 1	26 days
Toyota Motors	423 / 241	2 : 1	20 days
Saint-Gobain	783 / 237	3 : 1	32 days
Danaher	266 / 207	1 : 1	34 days
Medline Industries	385 / 148	3 : 1	31 days

Top Cities Posting

City	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Worcester, MA	4,370 / 1,736	3 : 1	27 days
Westborough, MA	1,358 / 675	2 : 1	29 days
Milford, MA	1,258 / 551	2 : 1	36 days
Fitchburg, MA	1,020 / 408	3 : 1	36 days
Leominster, MA	726 / 328	2 : 1	27 days
Auburn, MA	623 / 284	2 : 1	28 days
Oxford, MA	976 / 265	4 : 1	27 days
Clinton, MA	595 / 251	2 : 1	39 days
Northborough, MA	582 / 251	2 : 1	29 days
Charlton, MA	393 / 230	2 : 1	34 days

Top Posted Occupations

	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Industrial Engineering Technologists and Technicians	779 / 261	3 : 1 	31 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	471 / 256	2 : 1 	25 days
Laborers and Freight, Stock, and Material Movers, Hand	510 / 246	2 : 1 	33 days
Production Workers, All Other	460 / 207	2 : 1 	25 days
Automotive Service Technicians and Mechanics	297 / 185	2 : 1 	22 days
First-Line Supervisors of Retail Sales Workers	364 / 183	2 : 1 	31 days
Managers, All Other	372 / 167	2 : 1 	26 days
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	365 / 147	2 : 1 	34 days
Industrial Engineers	308 / 144	2 : 1 	38 days
Maintenance and Repair Workers, General	324 / 132	2 : 1 	29 days

Top Posted Occupations




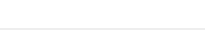




Occupation (O*NET)	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Industrial Engineering Technologists and Technicians	779 / 261	3 : 1	31 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	471 / 256	2 : 1	25 days
Laborers and Freight, Stock, and Material Movers, Hand	510 / 246	2 : 1	33 days
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Automotive Service Technicians and Mechanics	297 / 185	2 : 1	22 days
First-Line Supervisors of Retail Sales Workers	364 / 183	2 : 1	31 days
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	365 / 147	2 : 1	34 days
Managers, All Other	321 / 145	2 : 1	26 days
Maintenance and Repair Workers, General	324 / 132	2 : 1	29 days
First-Line Supervisors of Production and Operating Workers	311 / 131	2 : 1	29 days
Sales Managers	227 / 124	2 : 1	28 days
Customer Service Representatives	234 / 121	2 : 1	28 days
Inspectors, Testers, Sorters, Samplers, and Weighers	233 / 120	2 : 1	32 days
Software Developers	206 / 115	2 : 1	23 days
Chemical Engineers	320 / 113	3 : 1	33 days
Retail Salespersons	234 / 113	2 : 1	27 days
First-Line Supervisors of Office and Administrative Support Workers	212 / 106	2 : 1	30 days
Operations Research Analysts	270 / 101	3 : 1	22 days
Mechanical Engineers	284 / 101	3 : 1	21 days
Machinists	256 / 98	3 : 1	31 days
Marketing Managers	183 / 93	2 : 1	26 days
General and Operations Managers	175 / 85	2 : 1	29 days
Merchandise Displayers and Window Trimmers	190 / 85	2 : 1	33 days
Stockers and Order Fillers	207 / 82	3 : 1	34 days

Industrial Production Managers	176 / 75	2 : 1		26 days
Heavy and Tractor-Trailer Truck Drivers	308 / 75	4 : 1		31 days
Architectural and Engineering Managers	193 / 73	3 : 1		54 days
Shipping, Receiving, and Inventory Clerks	137 / 73	2 : 1		26 days
Manufacturing Engineers	168 / 71	2 : 1		42 days
Bookkeeping, Accounting, and Auditing Clerks	149 / 71	2 : 1		27 days
Packers and Packagers, Hand	185 / 67	3 : 1		34 days
Quality Control Analysts	127 / 66	2 : 1		18 days
Information Technology Project Managers	206 / 64	3 : 1		25 days
Receptionists and Information Clerks	134 / 63	2 : 1		18 days
Human Resources Specialists	133 / 60	2 : 1		30 days
Hotel, Motel, and Resort Desk Clerks	129 / 60	2 : 1		20 days
Team Assemblers	210 / 59	4 : 1		31 days
Helpers--Production Workers	149 / 58	3 : 1		33 days
Biologists	178 / 55	3 : 1		29 days
Chemists	137 / 54	3 : 1		22 days
Purchasing Agents, Except Wholesale, Retail, and Farm Products	94 / 52	2 : 1		32 days
Transportation, Storage, and Distribution Managers	96 / 51	2 : 1		35 days
Health Technologists and Technicians, All Other	150 / 51	3 : 1		25 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	162 / 51	3 : 1		31 days
Medical and Health Services Managers	102 / 48	2 : 1		47 days
Computer Numerically Controlled Tool Operators	93 / 48	2 : 1		25 days
Electrical and Electronic Engineering Technologists and Technicians	155 / 47	3 : 1		27 days
Computer Systems Analysts	93 / 46	2 : 1		33 days
Computer User Support Specialists	103 / 46	2 : 1		29 days













Top Posted Occupations











Occupation	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Laborer / Warehouse Worker	618 / 287	2 : 1 	34 days
Sales Representative	470 / 246	2 : 1 	29 days
Manufacturing Machine Operator	477 / 213	2 : 1 	28 days
Quality Inspector / Technician	447 / 212	2 : 1 	30 days
Production Fabricator / Assembler	568 / 199	3 : 1 	32 days
Building and General Maintenance Technician	501 / 183	3 : 1 	31 days
Production Supervisor	440 / 176	3 : 1 	26 days
Business Development / Sales Manager	251 / 158	2 : 1 	28 days
Production Worker	346 / 151	2 : 1 	33 days
Automotive Service Technician / Mechanic	226 / 144	2 : 1 	22 days
Retail Store Manager / Supervisor	316 / 137	2 : 1 	32 days
Production Plant Manager	328 / 126	3 : 1 	24 days
Software Developer / Engineer	213 / 125	2 : 1 	23 days
Customer Service Representative	249 / 124	2 : 1 	30 days
Machinist	286 / 112	3 : 1 	31 days
Manufacturing / Production Technician	289 / 107	3 : 1 	25 days
Mechanical Engineer	271 / 104	3 : 1 	23 days
Retail Sales Associate	193 / 93	2 : 1 	27 days
Tractor-Trailer Truck Driver	324 / 93	3 : 1 	30 days
Operations Manager / Supervisor	203 / 88	2 : 1 	30 days
Shipping / Receiving Clerk	177 / 86	2 : 1 	26 days
Laboratory Technician	242 / 77	3 : 1 	40 days
Merchandiser	180 / 72	3 : 1 	25 days
Logistician / Supply Chain Specialist	113 / 70	2 : 1 	25 days
Manufacturing Engineer	144 / 68	2 : 1 	44 days

Receptionist	142 / 67	2 : 1		20 days
Industrial Engineer	127 / 67	2 : 1		24 days
Administrative Supervisor	157 / 63	2 : 1		36 days
Engineering Manager	144 / 63	2 : 1		47 days
Repair / Service Technician	143 / 63	2 : 1		28 days
Molding / Casting Worker	141 / 61	2 : 1		34 days
Valet / Parking Lot Attendant	110 / 61	2 : 1		28 days
Account Manager / Representative	110 / 60	2 : 1		22 days
Cashier	136 / 59	2 : 1		20 days
Bookkeeper / Accounting Clerk	121 / 56	2 : 1		28 days
Human Resources / Labor Relations Specialist	135 / 56	2 : 1		28 days
Computer Support Specialist	115 / 56	2 : 1		27 days
Biologist	149 / 56	3 : 1		26 days
Project Manager	98 / 55	2 : 1		27 days
Maintenance / Service Supervisor	99 / 52	2 : 1		35 days
Quality Control Systems Manager	113 / 52	2 : 1		40 days
Chemist	155 / 52	3 : 1		19 days
Chemical / Process Engineer	95 / 51	2 : 1		26 days
Janitor / Cleaner	161 / 49	3 : 1		24 days
Biological Technician	169 / 49	3 : 1		30 days
Customer Service Manager	87 / 48	2 : 1		20 days
Marketing Manager	84 / 45	2 : 1		32 days
Researcher / Research Associate	119 / 45	3 : 1		36 days
Training and Development Specialist	100 / 43	2 : 1		43 days
Office / Administrative Assistant	64 / 42	2 : 1		28 days

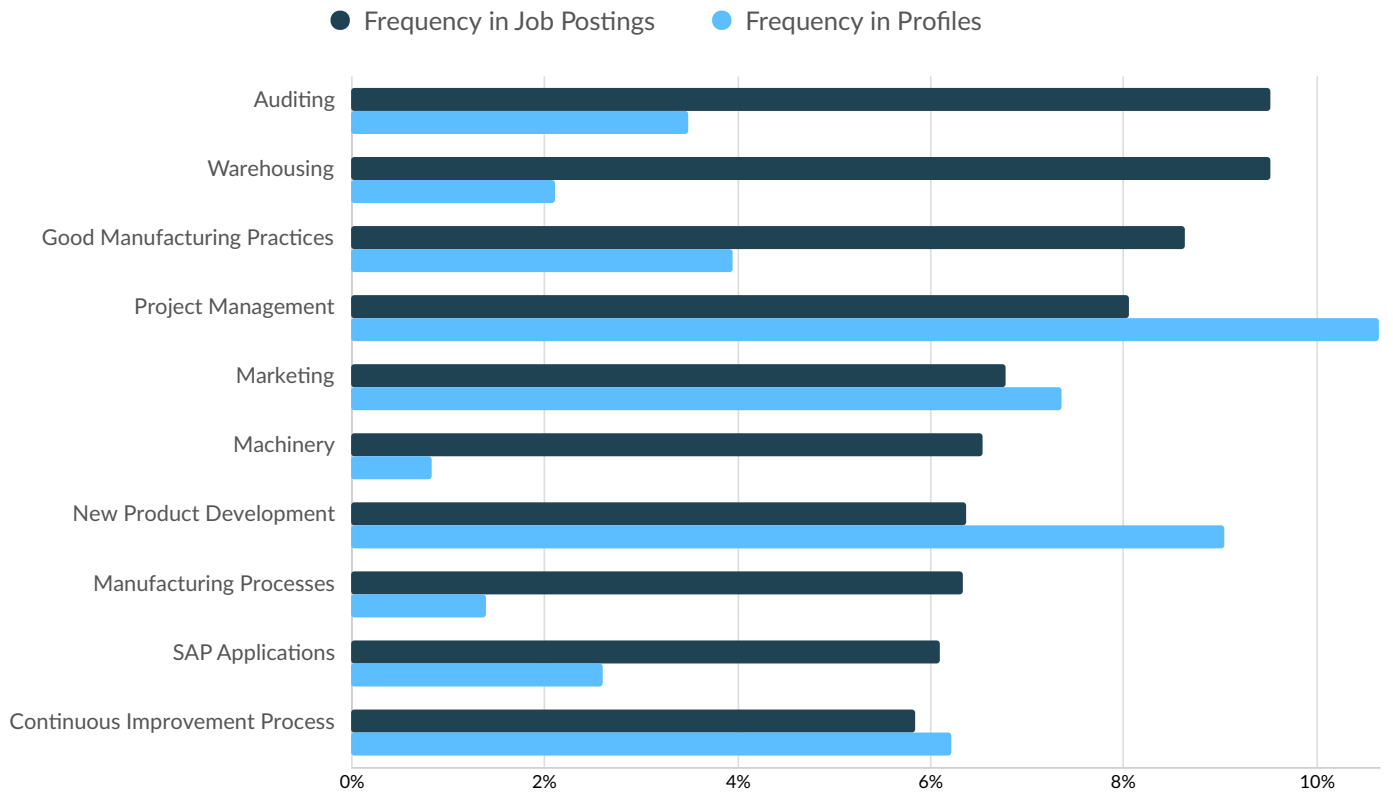
Top Posted Job Titles

	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Assemblers	368 / 126	3 : 1 	35 days
Maintenance Technicians	220 / 83	3 : 1 	33 days
Machine Operators	137 / 68	2 : 1 	30 days
Material Handlers	150 / 67	2 : 1 	30 days
Guest Services Supervisors	110 / 56	2 : 1 	37 days
Principal Scientists	132 / 54	2 : 1 	18 days
Associate Scientists	165 / 53	3 : 1 	31 days
Store Associates/Cashiers	110 / 49	2 : 1 	20 days
Production Supervisors	105 / 48	2 : 1 	21 days
Manufacturing Technicians	164 / 47	3 : 1 	30 days

Top Industries

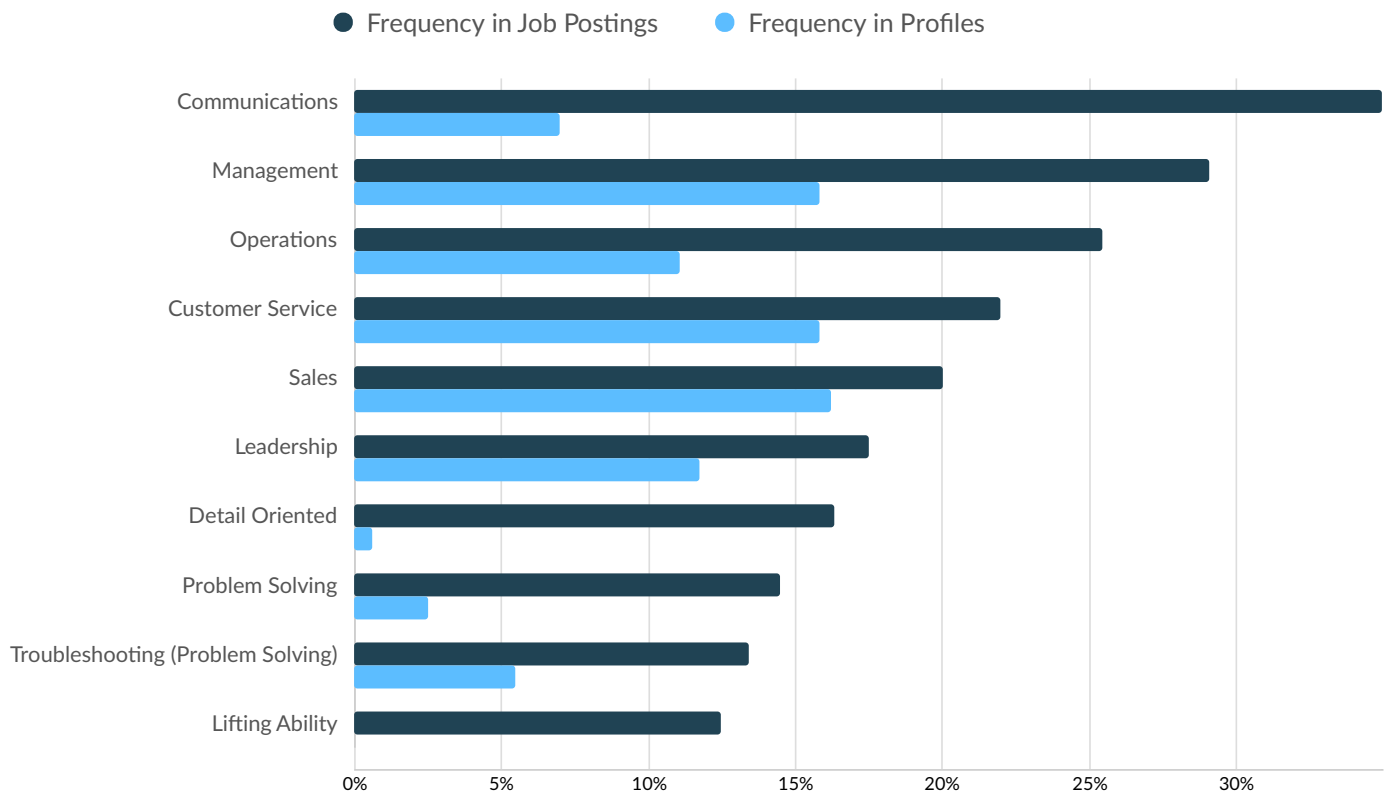
	Total/Unique (Oct 2022 - Sep 2023)	Posting Intensity	Median Posting Duration
Pharmaceutical Preparation Manufacturing	2,849 / 929	3 : 1 	25 days
Analytical Laboratory Instrument Manufacturing	1,643 / 592	3 : 1 	32 days
Surgical and Medical Instrument Manufacturing	1,037 / 506	2 : 1 	31 days
Automobile and Light Duty Motor Vehicle Manufacturing	625 / 364	2 : 1 	22 days
Petroleum Refineries	642 / 306	2 : 1 	27 days
Other Measuring and Controlling Device Manufacturing	458 / 269	2 : 1 	34 days
Gasket, Packing, and Sealing Device Manufacturing	825 / 263	3 : 1 	29 days
All Other Plastics Product Manufacturing	611 / 237	3 : 1 	33 days
Soft Drink Manufacturing	552 / 177	3 : 1 	32 days
Electronic Computer Manufacturing	260 / 172	2 : 1 	25 days

Top Specialized Skills



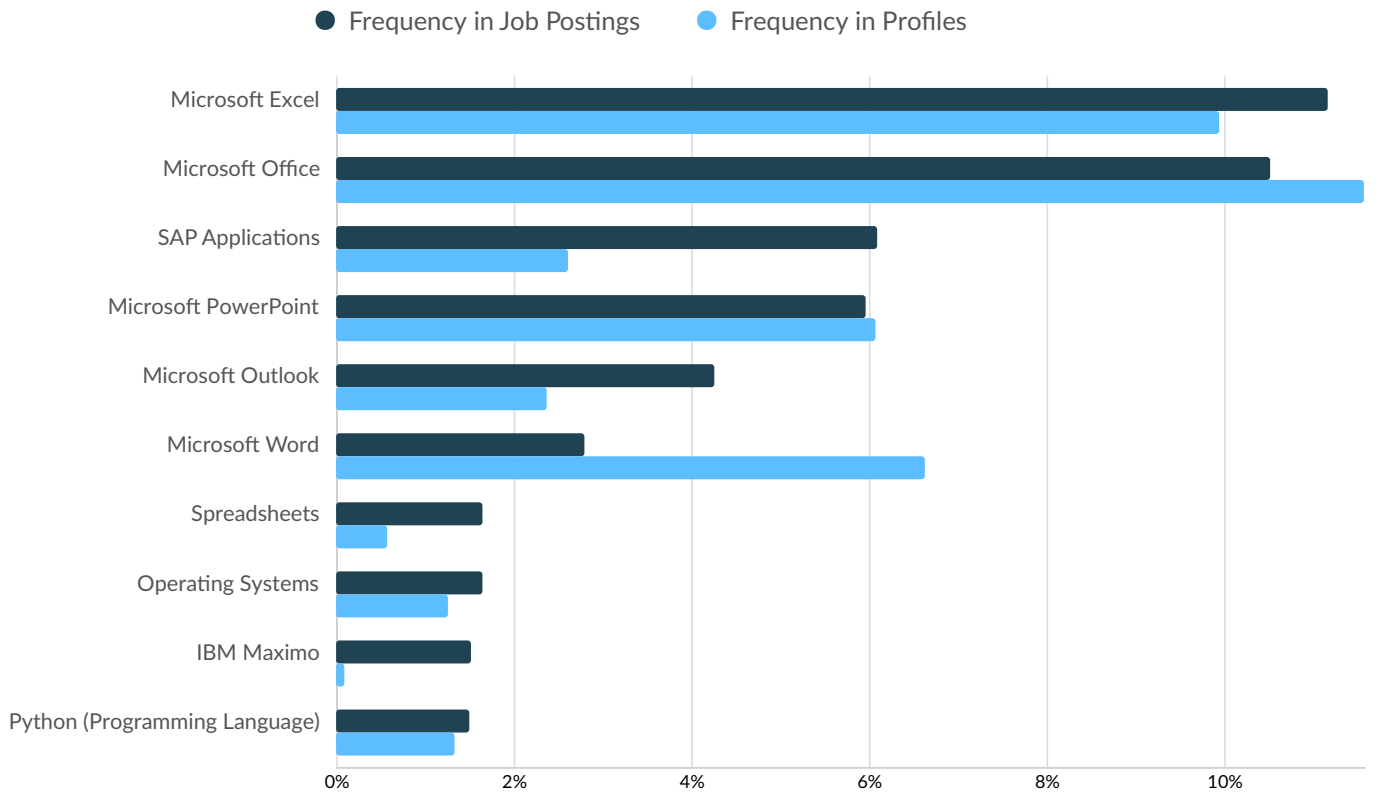
	Postings	% of Total Postings	Profiles	% of Total Profiles
Auditing	784	10%	1,009	3%
Warehousing	784	10%	608	2%
Good Manufacturing Practices	711	9%	1,138	4%
Project Management	663	8%	3,072	11%
Marketing	558	7%	2,121	7%
Machinery	539	7%	242	1%
New Product Development	524	6%	2,611	9%
Manufacturing Processes	522	6%	404	1%
SAP Applications	502	6%	754	3%
Continuous Improvement Process	481	6%	1,795	6%

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	2,879	35%	2,021	7%
Management	2,394	29%	4,570	16%
Operations	2,097	25%	3,200	11%
Customer Service	1,810	22%	4,572	16%
Sales	1,649	20%	4,685	16%
Leadership	1,444	18%	3,396	12%
Detail Oriented	1,346	16%	170	1%
Problem Solving	1,195	15%	727	3%
Troubleshooting (Problem Solving)	1,105	13%	1,575	5%
Lifting Ability	1,026	12%	2	0%

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Excel	919	11%	2,868	10%
Microsoft Office	866	11%	3,340	12%
SAP Applications	502	6%	754	3%
Microsoft PowerPoint	491	6%	1,753	6%
Microsoft Outlook	350	4%	685	2%
Microsoft Word	231	3%	1,914	7%
Spreadsheets	136	2%	164	1%
Operating Systems	135	2%	361	1%
IBM Maximo	125	2%	26	0%
Python (Programming Language)	123	1%	385	1%

Top Qualifications

	Postings with Qualification
Valid Driver's License	845
Master Of Business Administration (MBA)	111
ServSafe Certification	56
Forklift Certification	50
Security Clearance	41
Commercial Driver's License (CDL)	41
Registered Nurse (RN)	35
Project Management Professional Certification	33
CDL Class A License	29
CDL Class B License	28

Appendix A - Industries

Code	Description
311111	Dog and Cat Food Manufacturing
311119	Other Animal Food Manufacturing
311211	Flour Milling
311212	Rice Milling
311213	Malt Manufacturing
311221	Wet Corn Milling and Starch Manufacturing
311224	Soybean and Other Oilseed Processing
311225	Fats and Oils Refining and Blending
311230	Breakfast Cereal Manufacturing
311313	Beet Sugar Manufacturing
311314	Cane Sugar Manufacturing
311340	Nonchocolate Confectionery Manufacturing
311351	Chocolate and Confectionery Manufacturing from Cacao Beans
311352	Confectionery Manufacturing from Purchased Chocolate
311411	Frozen Fruit, Juice, and Vegetable Manufacturing
311412	Frozen Specialty Food Manufacturing
311421	Fruit and Vegetable Canning
311422	Specialty Canning
311423	Dried and Dehydrated Food Manufacturing
311511	Fluid Milk Manufacturing
311512	Creamery Butter Manufacturing
311513	Cheese Manufacturing
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing

Code	Description
331410	Nonferrous Metal (except Aluminum) Smelting and Refining
331420	Copper Rolling, Drawing, Extruding, and Alloying
331491	Nonferrous Metal (except Copper and Aluminum) Rolling, Drawing, and Extruding
331492	Secondary Smelting, Refining, and Alloying of Nonferrous Metal (except Copper and Aluminum)
331511	Iron Foundries
331512	Steel Investment Foundries
331513	Steel Foundries (except Investment)
331523	Nonferrous Metal Die-Casting Foundries
331524	Aluminum Foundries (except Die-Casting)
331529	Other Nonferrous Metal Foundries (except Die-Casting)
332111	Iron and Steel Forging
332112	Nonferrous Forging
332114	Custom Roll Forming
332117	Powder Metallurgy Part Manufacturing
332119	Metal Crown, Closure, and Other Metal Stamping (except Automotive)
332215	Metal Kitchen Cookware, Utensil, Cutlery, and Flatware (except Precious) Manufacturing
332216	Saw Blade and Handtool Manufacturing
332311	Prefabricated Metal Building and Component Manufacturing
332312	Fabricated Structural Metal Manufacturing
332313	Plate Work Manufacturing
332321	Metal Window and Door Manufacturing

311520	Ice Cream and Frozen Dessert Manufacturing	332322	Sheet Metal Work Manufacturing
311611	Animal (except Poultry) Slaughtering	332323	Ornamental and Architectural Metal Work Manufacturing
311612	Meat Processed from Carcasses	332410	Power Boiler and Heat Exchanger Manufacturing
311613	Rendering and Meat Byproduct Processing	332420	Metal Tank (Heavy Gauge) Manufacturing
311615	Poultry Processing	332431	Metal Can Manufacturing
311710	Seafood Product Preparation and Packaging	332439	Other Metal Container Manufacturing
311811	Retail Bakeries	332510	Hardware Manufacturing
311812	Commercial Bakeries	332613	Spring Manufacturing
311813	Frozen Cakes, Pies, and Other Pastries Manufacturing	332618	Other Fabricated Wire Product Manufacturing
311821	Cookie and Cracker Manufacturing	332710	Machine Shops
311824	Dry Pasta, Dough, and Flour Mixes Manufacturing from Purchased Flour	332721	Precision Turned Product Manufacturing
311830	Tortilla Manufacturing	332722	Bolt, Nut, Screw, Rivet, and Washer Manufacturing
311911	Roasted Nuts and Peanut Butter Manufacturing	332811	Metal Heat Treating
311919	Other Snack Food Manufacturing	332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers
311920	Coffee and Tea Manufacturing	332813	Electroplating, Plating, Polishing, Anodizing, and Coloring
311930	Flavoring Syrup and Concentrate Manufacturing	332911	Industrial Valve Manufacturing
311941	Mayonnaise, Dressing, and Other Prepared Sauce Manufacturing	332912	Fluid Power Valve and Hose Fitting Manufacturing
311942	Spice and Extract Manufacturing	332913	Plumbing Fixture Fitting and Trim Manufacturing
311991	Perishable Prepared Food Manufacturing	332919	Other Metal Valve and Pipe Fitting Manufacturing
311999	All Other Miscellaneous Food Manufacturing	332991	Ball and Roller Bearing Manufacturing
312111	Soft Drink Manufacturing	332992	Small Arms Ammunition Manufacturing
312112	Bottled Water Manufacturing	332993	Ammunition (except Small Arms) Manufacturing
312113	Ice Manufacturing		
312120	Breweries		

312130	Wineries	332994	Small Arms, Ordnance, and Ordnance Accessories Manufacturing
312140	Distilleries	332996	Fabricated Pipe and Pipe Fitting Manufacturing
312230	Tobacco Manufacturing	332999	All Other Miscellaneous Fabricated Metal Product Manufacturing
313110	Fiber, Yarn, and Thread Mills	333111	Farm Machinery and Equipment Manufacturing
313210	Broadwoven Fabric Mills	333112	Lawn and Garden Tractor and Home Lawn and Garden Equipment Manufacturing
313220	Narrow Fabric Mills and Schiffli Machine Embroidery	333120	Construction Machinery Manufacturing
313230	Nonwoven Fabric Mills	333131	Mining Machinery and Equipment Manufacturing
313240	Knit Fabric Mills	333132	Oil and Gas Field Machinery and Equipment Manufacturing
313310	Textile and Fabric Finishing Mills	333241	Food Product Machinery Manufacturing
313320	Fabric Coating Mills	333242	Semiconductor Machinery Manufacturing
314110	Carpet and Rug Mills	333243	Sawmill, Woodworking, and Paper Machinery Manufacturing
314120	Curtain and Linen Mills	333248	All Other Industrial Machinery Manufacturing
314910	Textile Bag and Canvas Mills	333310	Commercial and Service Industry Machinery Manufacturing
314994	Rope, Cordage, Twine, Tire Cord, and Tire Fabric Mills	333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing
314999	All Other Miscellaneous Textile Product Mills	333414	Heating Equipment (except Warm Air Furnaces) Manufacturing
315120	Apparel Knitting Mills	333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing
315210	Cut and Sew Apparel Contractors	333511	Industrial Mold Manufacturing
315250	Cut and Sew Apparel Manufacturing (except Contractors)	333514	Special Die and Tool, Die Set, Jig, and Fixture Manufacturing
315990	Apparel Accessories and Other Apparel Manufacturing	333515	Cutting Tool and Machine Tool Accessory Manufacturing
316110	Leather and Hide Tanning and Finishing		
316210	Footwear Manufacturing		
316990	Other Leather and Allied Product Manufacturing		
321113	Sawmills		
321114	Wood Preservation		

321211	Hardwood Veneer and Plywood Manufacturing	333517	Machine Tool Manufacturing
321212	Softwood Veneer and Plywood Manufacturing	333519	Rolling Mill and Other Metalworking Machinery Manufacturing
321215	Engineered Wood Member Manufacturing	333611	Turbine and Turbine Generator Set Units Manufacturing
321219	Reconstituted Wood Product Manufacturing	333612	Speed Changer, Industrial High-Speed Drive, and Gear Manufacturing
321911	Wood Window and Door Manufacturing	333613	Mechanical Power Transmission Equipment Manufacturing
321912	Cut Stock, Resawing Lumber, and Planing	333618	Other Engine Equipment Manufacturing
321918	Other Millwork (including Flooring)	333912	Air and Gas Compressor Manufacturing
321920	Wood Container and Pallet Manufacturing	333914	Measuring, Dispensing, and Other Pumping Equipment Manufacturing
321991	Manufactured Home (Mobile Home) Manufacturing	333921	Elevator and Moving Stairway Manufacturing
321992	Prefabricated Wood Building Manufacturing	333922	Conveyor and Conveying Equipment Manufacturing
321999	All Other Miscellaneous Wood Product Manufacturing	333923	Overhead Traveling Crane, Hoist, and Monorail System Manufacturing
322110	Pulp Mills	333924	Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing
322120	Paper Mills	333991	Power-Driven Handtool Manufacturing
322130	Paperboard Mills	333992	Welding and Soldering Equipment Manufacturing
322211	Corrugated and Solid Fiber Box Manufacturing	333993	Packaging Machinery Manufacturing
322212	Folding Paperboard Box Manufacturing	333994	Industrial Process Furnace and Oven Manufacturing
322219	Other Paperboard Container Manufacturing	333995	Fluid Power Cylinder and Actuator Manufacturing
322220	Paper Bag and Coated and Treated Paper Manufacturing	333996	Fluid Power Pump and Motor Manufacturing
322230	Stationery Product Manufacturing	333998	All Other Miscellaneous General Purpose Machinery Manufacturing
322291	Sanitary Paper Product Manufacturing	334111	Electronic Computer Manufacturing
322299	All Other Converted Paper Product Manufacturing	334112	Computer Storage Device Manufacturing
323111	Commercial Printing (except Screen and Books)		

323113	Commercial Screen Printing	334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing
323117	Books Printing	334210	Telephone Apparatus Manufacturing
323120	Support Activities for Printing	334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing
324110	Petroleum Refineries	334290	Other Communications Equipment Manufacturing
324121	Asphalt Paving Mixture and Block Manufacturing	334310	Audio and Video Equipment Manufacturing
324122	Asphalt Shingle and Coating Materials Manufacturing	334412	Bare Printed Circuit Board Manufacturing
324191	Petroleum Lubricating Oil and Grease Manufacturing	334413	Semiconductor and Related Device Manufacturing
324199	All Other Petroleum and Coal Products Manufacturing	334416	Capacitor, Resistor, Coil, Transformer, and Other Inductor Manufacturing
325110	Petrochemical Manufacturing	334417	Electronic Connector Manufacturing
325120	Industrial Gas Manufacturing	334418	Printed Circuit Assembly (Electronic Assembly) Manufacturing
325130	Synthetic Dye and Pigment Manufacturing	334419	Other Electronic Component Manufacturing
325180	Other Basic Inorganic Chemical Manufacturing	334510	Electromedical and Electrotherapeutic Apparatus Manufacturing
325193	Ethyl Alcohol Manufacturing	334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing
325194	Cyclic Crude, Intermediate, and Gum and Wood Chemical Manufacturing	334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use
325199	All Other Basic Organic Chemical Manufacturing	334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables
325211	Plastics Material and Resin Manufacturing	334514	Totalizing Fluid Meter and Counting Device Manufacturing
325212	Synthetic Rubber Manufacturing	334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals
325220	Artificial and Synthetic Fibers and Filaments Manufacturing	334516	Analytical Laboratory Instrument Manufacturing
325311	Nitrogenous Fertilizer Manufacturing	334517	Irradiation Apparatus Manufacturing
325312	Phosphatic Fertilizer Manufacturing		
325314	Fertilizer (Mixing Only) Manufacturing		
325315	Compost Manufacturing		
325320	Pesticide and Other Agricultural Chemical Manufacturing		

325411	Medicinal and Botanical Manufacturing	334519	Other Measuring and Controlling Device Manufacturing
325412	Pharmaceutical Preparation Manufacturing	334610	Manufacturing and Reproducing Magnetic and Optical Media
325413	In-Vitro Diagnostic Substance Manufacturing	335131	Residential Electric Lighting Fixture Manufacturing
325414	Biological Product (except Diagnostic) Manufacturing	335132	Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing
325510	Paint and Coating Manufacturing	335139	Electric Lamp Bulb and Other Lighting Equipment Manufacturing
325520	Adhesive Manufacturing	335210	Small Electrical Appliance Manufacturing
325611	Soap and Other Detergent Manufacturing	335220	Major Household Appliance Manufacturing
325612	Polish and Other Sanitation Good Manufacturing	335311	Power, Distribution, and Specialty Transformer Manufacturing
325613	Surface Active Agent Manufacturing	335312	Motor and Generator Manufacturing
325620	Toilet Preparation Manufacturing	335313	Switchgear and Switchboard Apparatus Manufacturing
325910	Printing Ink Manufacturing	335314	Relay and Industrial Control Manufacturing
325920	Explosives Manufacturing	335910	Battery Manufacturing
325991	Custom Compounding of Purchased Resins	335921	Fiber Optic Cable Manufacturing
325992	Photographic Film, Paper, Plate, Chemical, and Copy Toner Manufacturing	335929	Other Communication and Energy Wire Manufacturing
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	335931	Current-Carrying Wiring Device Manufacturing
326111	Plastics Bag and Pouch Manufacturing	335932	Noncurrent-Carrying Wiring Device Manufacturing
326112	Plastics Packaging Film and Sheet (including Laminated) Manufacturing	335991	Carbon and Graphite Product Manufacturing
326113	Unlaminated Plastics Film and Sheet (except Packaging) Manufacturing	335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing
326121	Unlaminated Plastics Profile Shape Manufacturing	336110	Automobile and Light Duty Motor Vehicle Manufacturing
326122	Plastics Pipe and Pipe Fitting Manufacturing	336120	Heavy Duty Truck Manufacturing
326130	Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing	336211	Motor Vehicle Body Manufacturing
326140	Polystyrene Foam Product Manufacturing		

326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing	336212	Truck Trailer Manufacturing
326160	Plastics Bottle Manufacturing	336213	Motor Home Manufacturing
326191	Plastics Plumbing Fixture Manufacturing	336214	Travel Trailer and Camper Manufacturing
326199	All Other Plastics Product Manufacturing	336310	Motor Vehicle Gasoline Engine and Engine Parts Manufacturing
326211	Tire Manufacturing (except Retreading)	336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing
326212	Tire Retreading	336330	Motor Vehicle Steering and Suspension Components (except Spring) Manufacturing
326220	Rubber and Plastics Hoses and Belting Manufacturing	336340	Motor Vehicle Brake System Manufacturing
326291	Rubber Product Manufacturing for Mechanical Use	336350	Motor Vehicle Transmission and Power Train Parts Manufacturing
326299	All Other Rubber Product Manufacturing	336360	Motor Vehicle Seating and Interior Trim Manufacturing
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing	336370	Motor Vehicle Metal Stamping
327120	Clay Building Material and Refractories Manufacturing	336390	Other Motor Vehicle Parts Manufacturing
327211	Flat Glass Manufacturing	336411	Aircraft Manufacturing
327212	Other Pressed and Blown Glass and Glassware Manufacturing	336412	Aircraft Engine and Engine Parts Manufacturing
327213	Glass Container Manufacturing	336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing
327215	Glass Product Manufacturing Made of Purchased Glass	336414	Guided Missile and Space Vehicle Manufacturing
327310	Cement Manufacturing	336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing
327320	Ready-Mix Concrete Manufacturing	336419	Other Guided Missile and Space Vehicle Parts and Auxiliary Equipment Manufacturing
327331	Concrete Block and Brick Manufacturing	336510	Railroad Rolling Stock Manufacturing
327332	Concrete Pipe Manufacturing	336611	Ship Building and Repairing
327390	Other Concrete Product Manufacturing	336612	Boat Building
327410	Lime Manufacturing	336991	Motorcycle, Bicycle, and Parts Manufacturing
327420	Gypsum Product Manufacturing		
327910	Abrasive Product Manufacturing		
327991	Cut Stone and Stone Product Manufacturing		

327992	Ground or Treated Mineral and Earth Manufacturing	336992	Military Armored Vehicle, Tank, and Tank Component Manufacturing
327993	Mineral Wool Manufacturing	336999	All Other Transportation Equipment Manufacturing
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	337110	Wood Kitchen Cabinet and Countertop Manufacturing
331110	Iron and Steel Mills and Ferroalloy Manufacturing	337121	Upholstered Household Furniture Manufacturing
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel	337122	Nonupholstered Wood Household Furniture Manufacturing
331221	Rolled Steel Shape Manufacturing	337126	Household Furniture (except Wood and Upholstered) Manufacturing
331222	Steel Wire Drawing	337127	Institutional Furniture Manufacturing
331313	Alumina Refining and Primary Aluminum Production	337211	Wood Office Furniture Manufacturing
331314	Secondary Smelting and Alloying of Aluminum	337212	Custom Architectural Woodwork and Millwork Manufacturing
331315	Aluminum Sheet, Plate, and Foil Manufacturing	337214	Office Furniture (except Wood) Manufacturing
331318	Other Aluminum Rolling, Drawing, and Extruding	337215	Showcase, Partition, Shelving, and Locker Manufacturing
		337910	Mattress Manufacturing
		337920	Blind and Shade Manufacturing
		339112	Surgical and Medical Instrument Manufacturing
		339113	Surgical Appliance and Supplies Manufacturing
		339114	Dental Equipment and Supplies Manufacturing
		339115	Ophthalmic Goods Manufacturing
		339116	Dental Laboratories
		339910	Jewelry and Silverware Manufacturing
		339920	Sporting and Athletic Goods Manufacturing
		339930	Doll, Toy, and Game Manufacturing

339940	Office Supplies (except Paper) Manufacturing
339950	Sign Manufacturing
339991	Gasket, Packing, and Sealing Device Manufacturing
339992	Musical Instrument Manufacturing
339993	Fastener, Button, Needle, and Pin Manufacturing
339994	Broom, Brush, and Mop Manufacturing
339995	Burial Casket Manufacturing
339999	All Other Miscellaneous Manufacturing

Appendix B

Top Posting Sources

Website	Postings on Website (Oct 2022 - Sep 2023)
indeed.com	2,603
recruitenetworks.com	1,548
mass.gov	1,509
simplyhired.com	1,275
dejobs.org	898
latpro.com	322
careerjet.com	290
icims.com	262
disabledperson.com	240
abbvie.com	223
ziprecruiter.com	223
monster.com	212
biospace.com	206
adp.com	199
taleo.net	193
myworkdayjobs.com	182
saint-gobain-northamerica.com	152
energyjobline.com	142
ultipro.com	127
leonardodrs.com	118
saint-gobain.com	111
jabil.com	102
fritolayemployment.com	78
applicantpro.com	73
jobs.net	73

Appendix C

Sample Postings

Supervisors – Flexcon in Spencer, MA (Sep 2023 - Active)

Supervisor-PS, WED -MA

Link to Live Job Posting: recruiting.ultipro.com

Location: Spencer, MA

O*NET: 11-9199.00

Company: Flexcon

Job Title: Supervisors

Accessibility Note:

If you are a job seeker with a disability and require a reasonable accommodation to apply for one of our jobs, you will find the contact information to request the appropriate accommodation by visiting the following page:[Accessibility Accommodation for Applicants](#)Dismiss NoteToggle NavigationTweetSupervisor-PS, WED -MA

Job Category:

Management

Requisition Number:

SUPER001851

Posting Details

Posted:

September 26, 2023Full-TimeLocationsShowing 1 locationSpencer, MA 01562, USAJob DetailsDescription

DESCRIPTON SUMMARY

The Production Supervisor works consistently to emphasize and support FLEXcon's culture through outward communication and employee involvement and establishes and maintains a manufacturing process that meets the customer's requirements. Verification that continuous improvement occurs daily and those measurement systems are in place to track performance. Develops knowledge and supports FLEXcon's initiatives including, SDP process, interpretation of Business Process Goals, KPI measurements and inventory control. Supports continuous improvement projects in production by providing support in creations of maps, ISO documents and project updates in SharePoint. Develops and/or supports and assists in the development of employees based on the employee's career interest and potential. Interprets and assures observance of all company policies and procedures regarding safety regulations and monitors and reports on activities in this area. Coordinates, supervises and performs all functions in the assigned technology while reporting to the lead shift supervisor if one is in place. Recommends or initiates personnel actions, such as, promotions, transfers, discharges, and disciplinary measures. Interviews prospective production employees and conducts Pay for Performance reviews. Assures that Minimum Training Requirements are completed for all assigned employees. Maintains production and employee records, e.g. attendance. Updates work orders. Confers with other department supervisors, engineers, SPC and Quality technicians and others on production matters. Identifies and resolves issues with other supervisors at shift change. Must qualify for and maintain a state fork truck/lift license. Confers with Business Team members on issues such as customer requirements, customer complaints, job card information, and work orders in process. Interprets customer work orders and specifications to employees and assigns duties. Schedules work using knowledge of machine and equipment capabilities and available personnel. Conducts required process audits. Recommends measures to improve production processes, equipment performance, and quality of product. Manages work assignments and suggests changes in working conditions and use of equipment to increase efficiency of the department and of employee work. Analyzes and resolves work problems and assists employees in solving work problems. Initiates or suggests plans to

employee's work. Analyzes and resolves work problems and assists employees in solving work problems. Initiates or suggests plans to motivate employees to achieve work goals. Implements continuous quality improvement through Corrective Action and Preventive Action, Lean initiatives by Oks, Remakes or Complaints. Focuses on Root Cause analysis and prevention of recurring issues. Completes daily reports: hot sheets, productivity numbers, lates. Initiates various accident and production reports and maintenance requests. Works with Production Manager on assigned projects. Travels to visit customers and suppliers regarding equipment and product issues. Attends required training and meetings regarding supervisory and company issues which may require off shift attendance. Implements these principles into daily practice. Experience using Outlook, Word, Excel, Teams, Miro etc., is a plus!

REQUIREMENTS

1.

EDUCATION:

High school diploma or equivalent required. Associates degree preferred. 2.

EXPERIENCE:

3-5 year's working in a manufacturing or non-manufacturing environment while gradually taking on additional responsibilities. 3. PERSONAL

CONTACTS

Internal/External and all levels of management 4.

CONFIDENTIAL DATA:

Some exposure to confidential data, budgets, product information and employee data 5. COGNITIVE/PHYSICAL

REQUIREMENTS RELATED TO ESSENTIAL FUNCTIONS

Standing and walking required during workday 6. PHYSICAL

WORK ENVIRONMENT

Primarily on the production floor and in an office in the production environment.

Quality Control Scientists – AbbVie in Worcester, MA (Sep 2023 - Active)

Quality Control Scientist

Link to Live Job Posting: www.simplyhired.com

Location: Worcester, MA

O*NET: 19-2031.00

Company: AbbVie

Job Title: Quality Control Scientists

AbbVie's mission is to discover and deliver innovative medicines and solutions that solve serious health issues today and address the medical challenges of tomorrow. We strive to have a remarkable impact on people's lives across several key therapeutic areas - immunology, oncology, neuroscience, and eye care - and products and services in our Allergan Aesthetics portfolio. For more information about AbbVie, please visit us at www.abbvie.com. Follow @abbvie on Twitter, Facebook, Instagram, YouTube and LinkedIn. Quality Control Scientist Primary Worcester, MassachusettsReq

ID R00091304

Category Quality Assurance Division AbbVie We are seeking a highly motivated Quality Control Scientist to join our team in the QC Microbiology laboratory. As a part of the Quality Control Microbiology (QCM) team, you will play a crucial role in the daily operations of the laboratory and Environmental Monitoring (EM) activities. In this position, you will be responsible for conducting tests on samples in the QC Micro laboratory and providing support to the EM team. This includes reading plates, collecting samples, conducting validation testing, and preparing comprehensive summary reports. Additionally, you will be involved in authoring investigations for both EM and Lab and providing testing support during these investigations. If you have a passion for laboratory work and a strong attention to detail, this position offers an exciting opportunity to contribute to the quality control efforts of our company. Join our team and make a difference in ensuring the safety and efficacy of our products. Apply now to be a part of our dedicated team of professionals.

Responsibilities:

Performs more complex test methods as written to support product/material release with minimal error. Understands laboratory techniques and principles performed. Interprets experimental data for conformance with product/material specifications. Understands, implements and maintains GMP with respect to laboratory records, procedures, and systems in accordance with procedural requirements. Assists with writing and performs validation assays per approved protocols. Can effectively perform a multitude of laboratory techniques for which they are trained on with minimal error. Make recommendations for process improvement. Writes/ revises procedures as necessary and provides support for department. Develops and maintains trend reports, backlog report, and document error reports which support departmental performance. Authors all types of Investigations and deviations effectively. Assist in troubleshooting assays. BA/BS in Chemistry, Biochemistry, Medical Technology, Biology or equivalent science degree. 5-8 years of related work experience. Maintains their certifications as needed for assigned job tasks. Must have experience working with Investigations. Must have experience with EM/QC Micro Assays/Lab Assays

Quality Control Method Development:

Experience in developing and validating analytical methods for biopharmaceutical product testing, including stability studies, impurity profiling, and potency assays.

Communication and Collaboration:

Excellent communication skills to effectively communicate and collaborate with cross-functional teams, including manufacturing, research and development, regulatory affairs, and quality assurance. Ability to work collaboratively in a fast-paced, team-oriented environment. AbbVie is committed to operating with integrity, driving innovation, transforming lives, serving our community, and embracing diversity and inclusion. It is AbbVie's policy to employ qualified persons of the greatest ability without discrimination against any employee or applicant for employment

because of race, color, religion, national origin, age, sex (including pregnancy), physical or mental disability, medical condition, genetic information, gender identity or expression, sexual orientation, marital status, status as a protected veteran, or any other legally protected group status.

Significant Work Activities:

Continuous standing for prolonged periods (more than 2 consecutive hours in an 8 hour day)

Travel:

No

Job Type:

Experienced

Schedule:

Full-time

Warehouse/Inventory Control Manager	
Link to Live Job Posting: www.indeed.com	
Location: Leominster, MA	O*NET: 11-3071.00
Company: New England Wire Products	Job Title: Warehouse and Inventory Control Managers
<p>Warehouse/Inventory Control Manager</p> <p>NEW ENGLAND WIRE PRODUCTS</p> <p>in Leominster, MA 01453 \$80,000.00</p> <ul style="list-style-type: none">• \$110,000.00 a year• Full-time <p>NEW ENGLAND WIRE PRODUCTS 49</p> <p>reviews Read what people are saying about working here. Job details Heres how the job details align with your job preferences. Manage job preferences anytime in your . Pay \$80,000.00</p> <ul style="list-style-type: none">• \$110,000.00 a year <p>Job type Full-time Shift and schedule Monday to Friday Benefits Pulled from the full job description 401(k) 401(k) matching Dental insurance Health insurance Paid time off Retirement plan As a Warehouse/Inventory Manager at New England Wire Products, you will play a pivotal role in ensuring the efficient and effective management of our inventory. Your responsibilities will encompass overseeing all aspects of inventory control, optimization, and distribution within our manufacturing & warehouse facilities.</p> <p>Key Responsibilities:</p> <ul style="list-style-type: none">• Inventory Management: Monitor and manage inventory levels to ensure accuracy, availability, and cost-effectiveness.• Inventory Optimization: Implement best practices to optimize inventory turnover, minimize carrying costs, and reduce excess stock.• Supply Chain Efficiency: Collaborate with suppliers and internal teams to streamline supply chain processes.• Quality Control: Oversee quality control procedures for incoming and outgoing inventory.• Team Leadership: Lead and motivate a team of warehouse staff to achieve operational excellence.• Safety Compliance:	

Maintain a safe and organized warehouse environment, adhering to all safety regulations.

-

Reporting:

Generate reports and analyze data to make informed decisions about inventory management.

Qualifications:

- Bachelor's degree in Business, Logistics, or a related field (preferred).
- Proven experience in inventory management and warehousing.
- Strong leadership and team management skills.
- Knowledge of inventory software and systems.
- Excellent problem-solving and analytical abilities.
- Strong communication and interpersonal skills.

Job Type:

Full-time Pay:

\$80,000.00

- \$110,000.

00 per year

Benefits:

401(k) 401(k) matching Dental insurance Health insurance Paid time off Retirement plan

Schedule:

Monday to Friday Ability to commute/relocate: Leominster, MA 01453: Reliably commute or planning to relocate before starting work (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.

Quality Engineers – Jabil in Clinton, MA (Sep 2023 - Active)

Quality Engineer

Link to Live Job Posting: careers.jabil.com

Location: Clinton, MA

O*NET: 17-2112.02

Company: Jabil

Job Title: Quality Engineers

Quality Engineer Req ID:

J2372351-IL

Location Clinton, Massachusetts, United States of America Category Quality Group Posted Wednesday, September 27, 2023 Type Full time Job Type Permanent Employee At Jabil we strive to make

ANYTHING

POSSIBLE and

EVERYTHING BETTER.

With over 250,000 diverse, talented and dedicated employees across 100 locations in 30 countries, our vision is to be the most technologically advanced and trusted manufacturing solutions provider. We combine an unmatched breadth and depth of end-market experience, technical and design capabilities, manufacturing know-how, supply chain insights and global product management expertise to enable success for the world's leading brands. We are driven by a common purpose to make a positive impact for each other, our communities, and the environment. Job Description SUMMARY Represent the quality function of technical support, in conjunction with other internal support groups, regarding issues affecting manufacturing.

ESSENTIAL DUTIES AND RESPONSIBILITIES

include the following. Other duties may be assigned. Develop and maintain QA plans and process routings, which reflect intended/actual activities. Provide support for all quoting activities by participation in initial process design, development, and implementation phases. Evaluate and support inspection processes via inspection aids and instruction guidelines. Support all training programs by development and implementation of specialized training sessions for all applicable functions. Conduct periodic review and maintenance of all documentation files; develop appropriate systems for document storage and access. Review all supplier or customer discrepancies. Coordinate and track the corrective/preventative action effort. Provide trend analysis of defects occurring at the customer, supplier and internally. Participate in the vendor survey activities as applicable. Drive proactive participation with suppliers and (when possible) aid in their process improvement efforts. Interface with all departments as applied to the Policies and Procedures with special regard to ISO, EN4600 and GMP documentation. Monitor departmental activities and provide technical and logistical guidance/support for the quality engineering staff as applicable. Interface and provide technical support on quality issues with the customer as needed. Support and focus corrective action efforts and utilizing the SPC data and corrective action tracking package and create and implement any meetings, procedures, or team-building concepts as necessary as part of the corrective/preventative effort. Serve as liaison between Jabil Circuit and suppliers or customers on quality related issues. Improve technical support for the quality organization. Adhere to all safety and health rules and regulations associated with this position and as directed by supervisor. Comply and follow all procedures within the company security policy.

MINIMUM REQUIREMENTS

Bachelor's degree required and two years related experience or equivalent combination of education and experience. Jabil, including its

bachelor's degree required and two years related experience; or equivalent combination of education and experience. Jabil, including its subsidiaries, is an equal opportunity employer and considers qualified applicants for employment without regard to race, color, religion, national origin, sex, sexual orientation, gender identify, age, disability, genetic information, veteran status, or any other characteristic protected by law.

BE AWARE OF FRAUD

When applying for a job at Jabil you will be contacted via correspondence through our official job portal with a jabil e-mail address; direct phone call from a member of the Jabil team; or direct e-mail with a jabil e-mail address. Jabil does not request payments for interviews or at any other point during the hiring process. Jabil will not ask for your personal identifying information such as a social security number, birth certificate, financial institution, driver's license number or passport information over the phone or via e-mail. If you believe you are a victim of identity theft, contact the Federal Bureau of Investigations internet crime hotline (www.ic3.gov), the Federal Trade Commission identity theft hotline (www.identitytheft.gov) and/or your local police department. Any scam job listings should be reported to whatever website it was posted in. Accessibility Accommodation If you are a qualified individual with a disability, you have the right to request a reasonable accommodation if you are unable or limited in your ability to use or access Jabil/Careers site as a result of your disability. You can request a reasonable accommodation by sending an e-mail to Always_Accessible with the nature of your request and contact information. Please do not direct any other general employment related questions to this e-mail. Please note that only those inquiries concerning a request for reasonable accommodation will be responded to from this e-mail address.

Travel Cath Lab Technologists – Siemens in Fitchburg, MA (Sep 2023 - Active)

Travel Cath Lab Technologist

Link to Live Job Posting: www.careerjet.com

Location: Fitchburg, MA

O*NET: 29-2011.00

Company: Siemens

Job Title: Travel Cath Lab Technologists

Travel Cath Lab Technologist Siemens Fitchburg, MA Permanent Full-time 19 hours ago The Opportunity Description We're looking for a Travel Cath Lab Technologist, working in the Healthcare Systems & Services industry in Florida, United States. Assist with clinical, technical, and administrative functions on a daily basis. Verify patient identification, history, diagnosis, and procedure for both diagnostic and interventional cases. Assist with pre and post procedural patient care. Assist with procedural preparation, supplies, and maintain the sterile field according to the standards of care. Assist in sterile procedures per physician preference, policy and procedure. Operate Interventional Angiography Systems in dedicated suites. Set up and operate additional procedural products or equipment Quality control and operation of the Angiography System in a safe and competent manner supporting the ALARA principles and alerting the physician of intra-procedural dose thresholds and equipment trouble shooting Ensure all team members understand and comply with the principles of radiation safety to include time, distance, proper care and use of lead aprons and dosimetry badges. Actively participate in room turnover, patient transfer, terminal cleaning, stocking and quality improvement activities. Perform additional duties as required. Experience Required for

Your Success Skills & Experience:

Interventional Imaging background with a minimum of 1-year full-time work in an interventional or invasive clinical setting Clinical competency within Invasive Cardiovascular, Electrophysiology, Cardiovascular Hybrid, Interventional Radiology, Neuro Interventional, &/or Vascular Surgery Hybrid Proficient operating Angiography Equipment, preferred experience with Siemens ARTIS C-arms Good understanding of Advanced Imaging including acquisition, post processing, reconstruction, and 3D DynaCT features

Required License/Certification:

Valid Certification American Registry of Radiologic Technologists (ARRT). Cardiac Interventional (CI) or Vascular Interventional (VI) preferred Valid State license (or Eligible to apply) Basic Life Support (BLS) certification required. Advanced Cardiovascular Life Support (ACLS) certification preferred

Preferred Qualifications:

Strong communication skills both written and verbal needed Interact with patient, client and team members in an autonomous responsible, professional and ethical manner Must be flexible, reliable and demonstrate sound judgment and initiative Forward this job to your email to apply later Share Similar Jobs Save Siemens Fitchburg, MA \$2,000-3,500 per week The Opportunity Description We're looking for a Travel X-ray Technologist, working in the Healthcare Systems & Services industry in Massachusetts, United States.

Pay Rate:

\$20 19 hours ago more...

View similar jobs:

Save Siemens Fitchburg, MA \$2,800-4,800 per month The Opportunity Description We're looking for a Travel CT Technologist, working in the Healthcare Systems & Services industry in New Jersey, United States.

Pay

ray.

\$2,800.00 - \$4, 18 hours ago more...

[View similar jobs:](#)

Save Siemens Fitchburg, MA \$3,300-3,500 per month The Opportunity Description We're looking for a Travel Nuc Med Tech, working in the Healthcare Systems & Services industry in Minnesota, United States.

Pay Rate:

\$ 3300-3500 a 19 hours ago more...

[View similar jobs:](#)

Appendix D - 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.