



Hampden County in Demand: A Massachusetts Regional Workforce Strategies Initiative

Paul E. Harrington
Center for Labor Market Studies
Northeastern University

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Purpose of Presentation

1. Provide a review of labor market development in the Hampden County to help local leaders think through education, training and development strategies
2. Prepared an analysis of Hampden County Region around six major topics:
 - **Labor demand context**
 - Analysis of payroll employment structure and trends; understanding overall demand trends; industry structure of employment
 - Analysis of occupational and educational implications of payroll employment growth
 - Analysis of unmet labor market needs – identification of potential area of skill shortages



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- **Labor Supply Context**
 - Analysis of trends in size and composition of population and labor force in the Hampden County
 - Post-secondary institutional source of labor supply to occupations in the Hampden County
 - Career and technical education institutional labor supply in the Hampden County



Change in the Total Population of the Hampden County Area by Age, 2000 and 2005-06

Age Group	2000	2005-06	Absolute Change	Relative Change
Total	477,745	479,248	1,503	0.3%
Under 16	113,286	102,733	-10,553	-9.3%
16-24	52,675	56,404	3,729	7.1%
25-34	62,067	60,574	-1,493	-2.4%
35-44	77,402	70,584	-6,818	-8.8%
45-54	65,674	73,937	8,263	12.6%
55-64	39,999	51,447	11,448	28.6%
65+	66,642	63,570	-3,072	-4.6%
Under 45	305,430	290,295	-15,135	-5.0%
45 and older	172,315	188,954	16,639	9.7%
55 and older	106,641	115,017	8,376	7.9%

Percentage Distribution of the Civilian Labor Force by Gender, Nativity Status, and Race-Ethnicity, 2005-06

	Hampden County	Massachusetts	New England	U.S.
Total	245,173	3,369,817	7,521,725	148,191,267
<u>Gender</u>				
Male	52.0%	52.0%	52.2%	53.5%
Female	48.0%	48.0%	47.8%	46.5%
<u>Nativity Status</u>				
U.S. born	84.3%	81.3%	85.0%	84.1%
Foreign born	15.7%	18.7%	15.0%	15.9%
Foreign born entered since 2000	3.0%	4.2%	3.3%	3.3%
<u>Race-Ethnicity</u>				
White, non-Hispanic	78.2%	81.2%	83.4%	68.8%
Black, non-Hispanic	7.0%	5.1%	4.9%	11.1%
Hispanic	12.3%	7.0%	6.6%	13.6%
Other, non-Hispanic	2.6%	6.6%	5.1%	6.4%



Percentage Distribution of the Civilian Labor Force by Age, 2005-06

Age	Hampden County	Mass.	New England	U.S.
16-24	15.3%	13.3%	13.5%	15.0%
25-34	19.8%	20.6%	19.2%	21.5%
35-44	23.5%	24.6%	24.5%	24.1%
45-54	24.0%	23.7%	24.5%	23.1%
55-64	13.9%	14.0%	14.4%	12.9%
65+	3.4%	3.8%	3.9%	3.5%
Under 35	35.1%	33.9%	32.7%	36.5%
55 and older	17.3%	17.8%	18.3%	16.4%

Percentage Distribution of the Civilian Labor Force by Educational Attainment, 2005-06

Educational Attainment	Hampden County	MA	New England	U.S.
High school student	2.8%	2.5%	2.7%	2.4%
High school dropout	10.0%	7.2%	7.3%	10.6%
High school graduate	31.4%	25.9%	27.9%	28.6%
Some college, no degree	19.2%	17.3%	18.5%	22.0%
Associate's degree	9.8%	8.1%	8.4%	8.1%
Bachelor's degree	17.1%	22.8%	21.3%	18.2%
Master's degree or more	9.6%	16.1%	14.0%	10.0%
With any postsecondary education	55.7%	64.4%	62.1%	58.4%
Bachelor's or higher	26.8%	39.0%	35.3%	28.3%

Trends in Total Non Agricultural Wage and Salary
Employment Levels in Massachusetts, New England and the
Nation, 4th Quarter, 2003 to First Quarter 2007
(Seasonally Adjusted, in 000s)

	4th Quarter 2003	1st Quarter 2007	Absolute Change	Relative Change
Connecticut	1,644.0	1,690.7	46.7	2.8%
Maine	610.0	617.1	7.2	1.2%
Massachusetts	3,185.0	3,270.4	85.4	2.7%
New Hampshire	622.0	645.7	23.7	3.8%
Rhode Island	486.3	495.6	9.3	1.9%
Vermont	300.9	307.6	6.7	2.2%
New England	6,848.1	7,027.2	179.1	2.6%
USA	130,181.3	137,183.7	7,002.3	5.4%

Trends in Total Non Agricultural Wage and Salary
Employment Levels in Massachusetts, New England and
the Nation, 4th Quarter, 2007 to First Quarter 2008
(Seasonally Adjusted, in 000s)

	4th Quarter 2007	1st Quarter 2008	Absolute Change	Relative Change
Connecticut	1,704.2	1,702.0	-2.2	-0.1%
Maine	618.9	617.9	-1.0	-0.2%
Massachusetts	3,285.3	3,290.4	5.1	0.2%
New Hampshire	653.7	654.1	0.4	0.1%
Rhode Island	490.4	487.2	-3.2	-0.6%
Vermont	308.3	308.0	-0.3	-0.1%
New England	7,060.8	7,059.7	-1.1	0.0%
USA	138,030.7	137,924.7	-106.0	-0.1%

Trends in Total Non Agricultural Wage and Salary
Employment Levels by Major Industry Sector in Massachusetts, 4th
Quarter, 2003 to First Quarter 2007 (Seasonally Adjusted, in 000s)

	4th Quarter 2003	1st Quarter 2007	Absolute Change	Share of Change
All Industries	3,185.0	3,270.4	85.4	2.7%
Construction	136.3	138.4	2.0	1.5%
Manufacturing	316.7	297.6	-19.0	-6.0%
Durable	207.1	196.9	-10.2	-4.9%
Non Durable	109.6	100.7	-8.9	-8.1%
Trade, Transportation, and Utilities	573.4	570.9	-2.5	-0.4%
Wholesale Trade	134.8	137.9	3.1	2.3%
Retail Trade	354.4	348.8	-5.6	-1.6%
Transportation and Utilities	84.2	84.2	0.0	0.0%
Information	89.1	87.4	-1.7	-1.9%
Financial Activities	221.5	225.8	4.3	2.0%
Professional and Business Services	442.0	477.9	35.9	8.1%
Education and Health Services	577.6	618.0	40.4	7.0%
Leisure and Hospitality	289.3	302.7	13.4	4.6%
Other Services	116.8	119.2	2.4	2.0%
Government	420.3	431.2	10.9	2.6%

Trends in Total Non Agricultural Wage and Salary Employment Levels by Major Industry Sector in Massachusetts, Fourth Quarter, 2007 to First Quarter 2008 (Seasonally Adjusted, in 000s)

	4th Quarter 2007	1st Quarter 2008	Absolute Change	Relative Change
All Industries	3285.3	3290.4	5.1	0.2%
Construction	137.4	135.5	-1.9	-1.4%
Manufacturing	293.8	292.7	-1.1	-0.4%
Durable	194.5	193.9	-0.6	-0.3%
Non Durable	99.3	98.8	-0.5	-0.5%
Trade, Transportation, and Utilities	570.6	569.4	-1.3	-0.2%
Wholesale Trade	138.7	139.2	0.5	0.4%
Retail Trade	347.3	345.5	-1.8	-0.5%
Transportation and Utilities	84.6	84.6	0.1	0.1%
Information	89.7	89.7	0.0	0.0%
Financial Activities	224.4	224.1	-0.3	-0.1%
Professional and Business Services	483.7	486.6	2.9	0.6%
Education and Health Services	627.1	632.9	5.7	0.9%
Leisure and Hospitality	302.1	304.3	2.2	0.7%
Other Services	119.2	118.3	-0.9	-0.7%
Government	435.7	435.6	-0.1	0.0%

Industry Employment Trends: Hampden County Workforce Area

	2004 Third Quarter	2007 Third Quarter	Absolute Change	Relative Change
Total, all industries	195,670	196,516	846	0.43%
23 - Construction	8,566	8,584	18	0.2%
31-33 - Manufacturing	24,696	23,457	-1,239	-5.0%
DUR - Durable Goods Manufacturing	14,585	14,286	-299	-2.1%
NONDUR - Non-Durable Goods Manufacturing	10,111	9,171	-940	-9.3%
22 - Utilities	1,586	1,656	70	4.4%
42 - Wholesale Trade	6,540	5,972	-568	-8.7%
44-45 - Retail Trade	24,593	23,250	-1,343	-5.5%
48-49 - Transportation and Warehousing	8,509	8,794	285	3.3%
51 - Information	3,577	3,487	-90	-2.5%
52 - Finance and Insurance	9,516	9,013	-503	-5.3%
53 - Real Estate and Rental and Leasing	2,667	2,747	80	3.0%
54 - Professional and Technical Services	5,333	5,727	394	7.4%
55 - Management of Companies and Enterprises	3,089	2,889	-200	-6.5%
56 - Administrative and Waste Services	7,795	7,795	0	0.0%
61 - Educational Services	14,948	16,177	1,229	8.2%
62 - Health Care and Social Assistance	35,492	37,112	1,620	4.6%
71 - Arts, Entertainment, and Recreation	4,794	4,829	35	0.7%
72 - Accommodation and Food Services	14,835	14,516	-319	-2.2%
81 - Other Services, Ex. Public Admin	10,290	11,306	1,016	9.9%
92 - Public Administration	8,116	8,746	630	7.8%



Detailed Industry Employment Structure: Hampden County Workforce Area

NAICS	Description	2007 III	Percent Distribution
31-33	Manufacturing	23,457	100.0%
311	Food Manufacturing	1,917	8.2%
322	Paper Manufacturing	2,339	10.0%
323	Printing and Related Support Activities	1,860	7.9%
326	Plastics & Rubber Products Manufacturing	1,694	7.2%
332	Fabricated Metal Product Manufacturing	5,289	22.5%
333	Machinery Manufacturing	2,612	11.1%
334	Computer and Electronic Product Mfg	1,335	5.7%
339	Miscellaneous Manufacturing	2,855	12.2%
	All Other Manufacturing	3,556	15.2%

Table 12 (cont.)

Detailed Industry Employment Structure: Hampden County Workforce Area (Cont.)

NAICS	Description	2007 III	Percent Distribution
44-45	Retail Trade	23,250	100.0%
441	Motor Vehicle and Parts Dealers	2,948	12.7%
444	Building Material & Garden Supply Stores	1,941	8.3%
445	Food and Beverage Stores	5,812	25.0%
446	Health and Personal Care Stores	1,710	7.4%
447	Gasoline Stations	1,092	4.7%
448	Clothing and Clothing Accessories Stores	2,234	9.6%
452	General Merchandise Stores	3,503	15.1%
	All Other Retail Trade	4,010	17.2%

Detailed Industry Employment Structure: Hampden County Workforce Area (Cont.)

NAICS	Description	2007 III	Percent Distribution
52	Finance and Insurance	9,013	100.0%
522	Credit Intermediation & Related Activity	2,480	27.5%
524	Insurance Carriers & Related Activities	5,534	61.4%
	All Other Finance and Insurance	1,000	11.1%
54	Professional and Technical Services	5,727	100.0%
5411	Legal Services	1,406	24.6%
5412	Accounting and Bookkeeping Services	958	16.7%
5413	Architectural and Engineering Services	1,241	21.7%
5415	Computer Systems Design and Related Services	494	8.6%
5416	Management & Technical Consulting Svc	507	8.9%
	All Other Professional and Technical Services	1,121	19.6%
56	Administrative and Waste Services	7,795	100.0%
5613	Employment Services	3,259	41.8%
5617	Services to Buildings and Dwellings	2,310	29.6%
	All Other Administrative and Waste Services	2,226	28.6%

Detailed Industry Employment Structure: Hampden County Workforce Area (Cont.)

NAICS	Description	2007 III	Percent Distribution
61	Educational Services	16,177	100.0%
6111	Educational Services	11,116	68.7%
6113	Colleges and Universities	3,164	19.6%
	All Other Educational Services	1,897	11.7%
62	Health Care and Social Assistance	37,112	100.0%
621	Ambulatory Health Care Services	11,999	32.3%
622	Hospitals	12,049	32.5%
623	Nursing and Residential Care Facilities	8,330	22.4%
624	Social Assistance	4,734	12.8%
72	Accommodation and Food Services	14,516	100.0%
721	Accommodation	1,412	9.7%
722	Food Services and Drinking Places	13,104	90.3%



Occupational Staffing Patterns of Selected Industries in the Hampden County Area, 2005-06

Major Occupations	Construction	Manufacturing
Total Workers	12,466	27,723
College labor market & high level sales occupations	17.6%	24.6%
Healthcare practitioner & technical	0.0%	0.0%
Service and low level sales occupations	0.4%	2.5%
Office & administrative support	6.4%	12.8%
High skill blue collar occupations	70.0%	5.4%
Production, transportation & material moving occupations	5.6%	54.7%

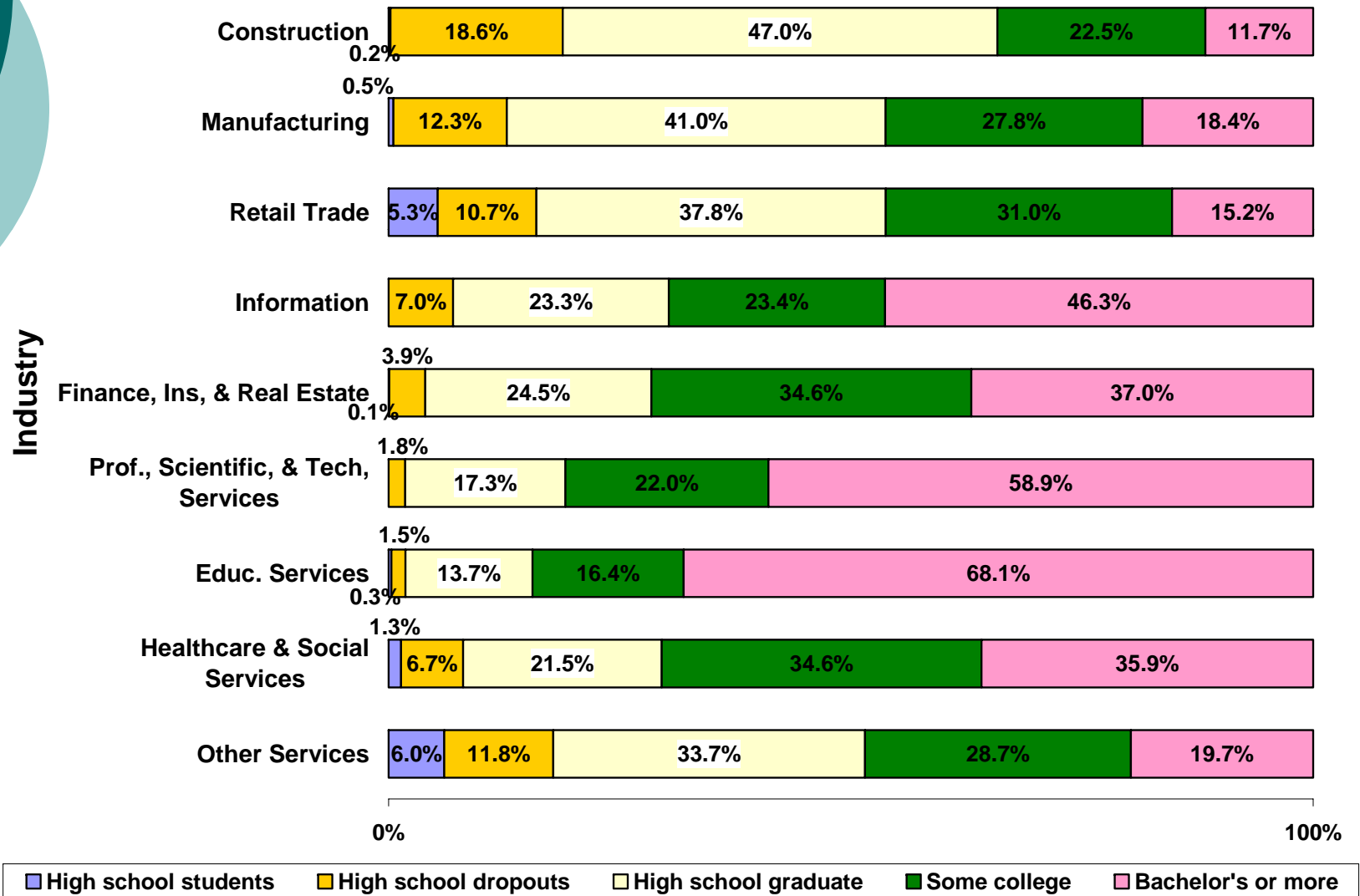
Occupational Staffing Patterns of Selected Industries in
the Hampden County Area, 2005-06 (cont.)

Major Occupations	Prof., Scientific & Tech. Services	Educ. Services	Healthcare & Social Services	Other Services
Total Workers	6,224	19,386	35,726	41,365
College labor market & high level sales occupations	68.6%	76.3%	19.9%	22.0%
Healthcare practitioner & technical	7.0%	2.1%	32.4%	1.1%
Service and low level sales occupations	1.0%	10.8%	32.2%	51.7%
Office & administrative support	18.1%	8.7%	11.9%	10.9%
High skill blue collar occupations	3.0%	1.4%	0.7%	5.3%
Production, transportation & material moving occupations	2.2%	0.7%	2.9%	8.9%

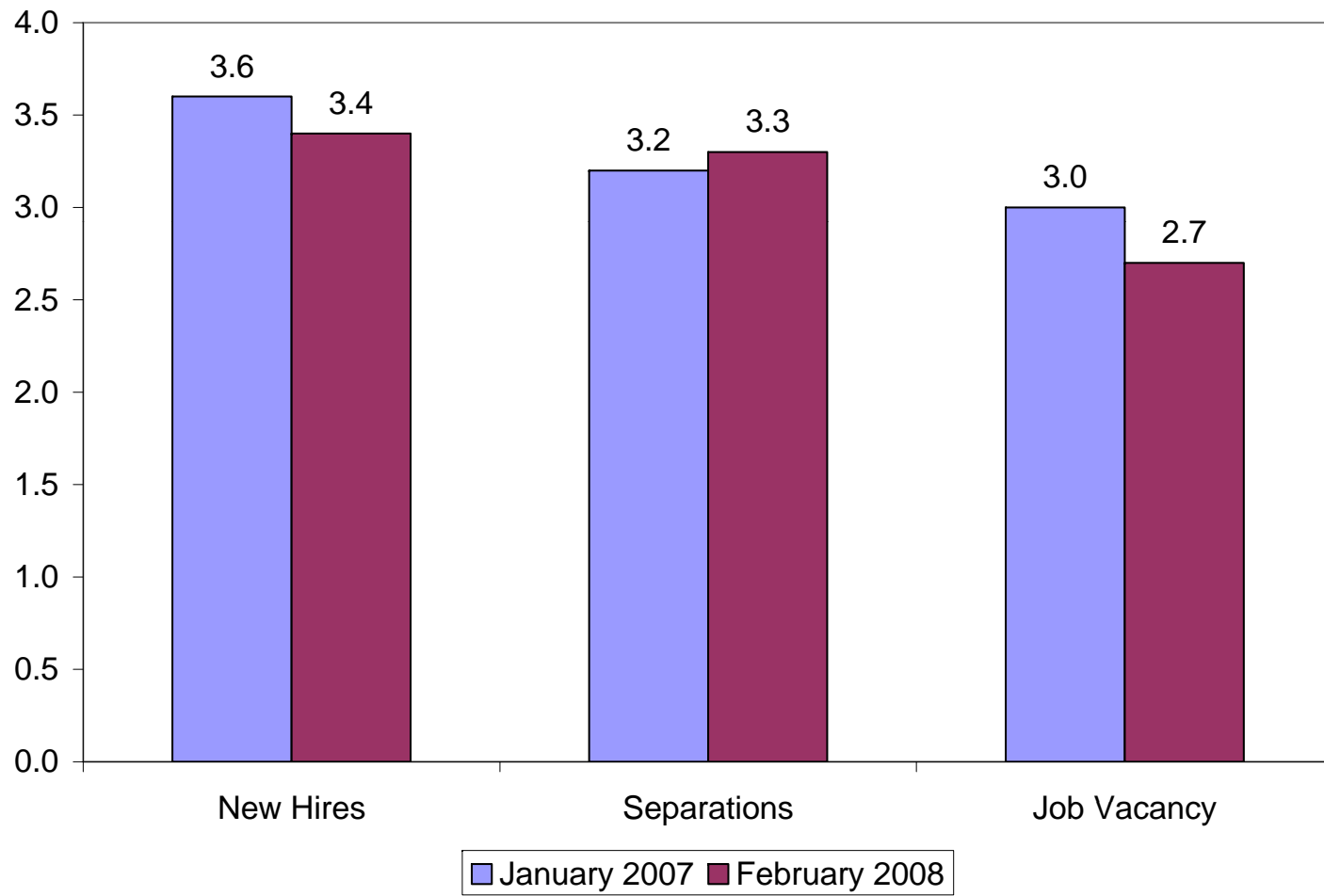
Occupational Staffing Patterns of Selected Industries in the Hampden County Area, 2005-06 (cont.)

Major Occupations	Retail Trade	Information	Finance, Ins. & Real Estate
Total Workers	22,180	4,362	16,226
College labor market & high level sales occupations	23.4%	59.4%	57.2%
Healthcare practitioner & technical	1.5%	0.0%	0.5%
Service and low level sales occupations	43.0%	6.4%	9.6%
Office & administrative support	14.7%	20.5%	26.9%
High skill blue collar occupations	3.2%	10.9%	4.0%
Production, transportation & material moving occupations	14.2%	2.7%	1.9%

Percentage Distribution by Educational Attainment of Employed Individuals Who Worked in the Hampden County Area by Major Industry, 2005-06



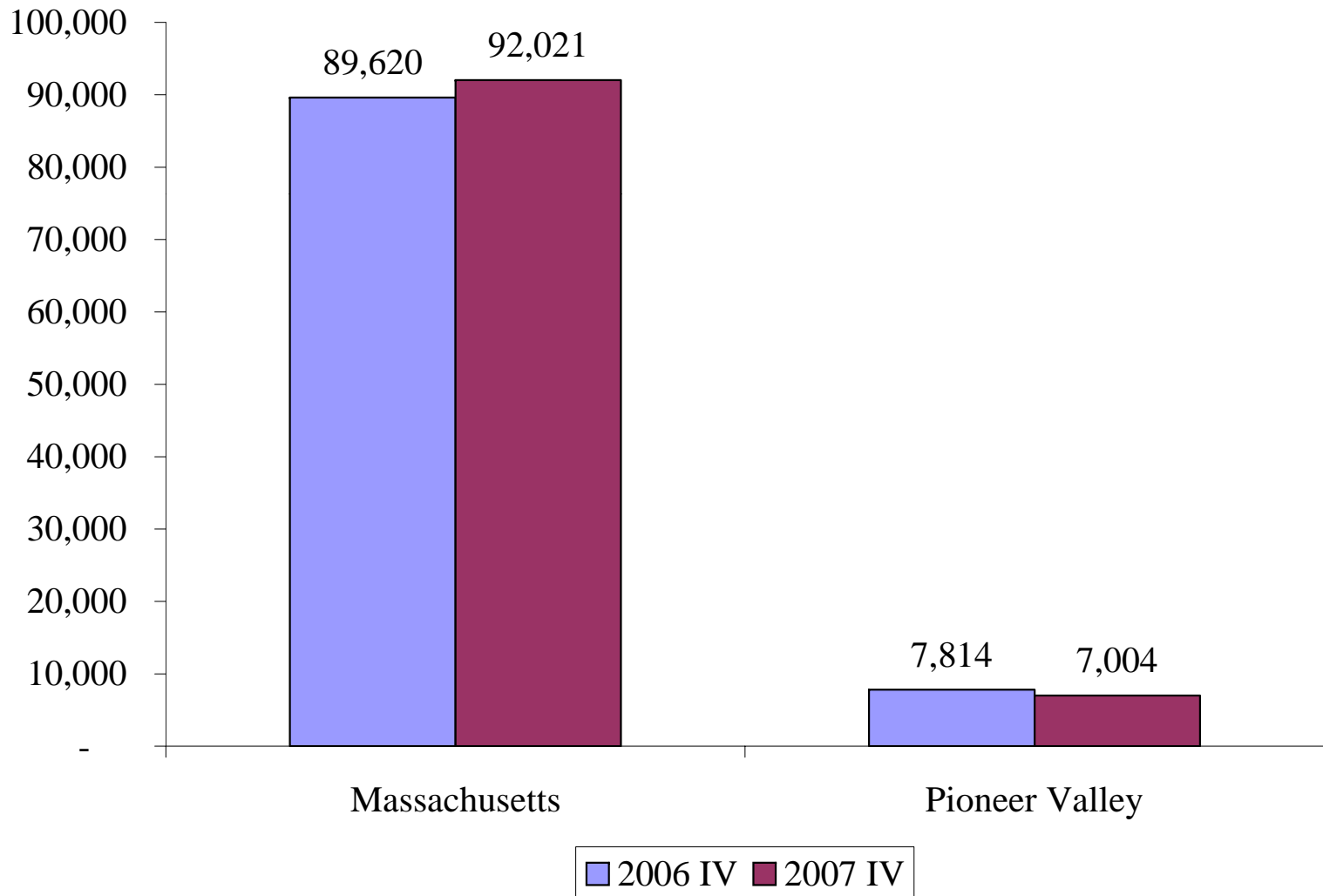
Trends in the New Hires Rate, Separation Rate and Job Vacancy Rate in the United States, January 2007 to February 2008 (Seasonally Adjusted)



Number and Rates of Wage and Salary
New Hires, Separations and Job Vacancies in the
United States, February 2008, by Industry Sector
(Seasonally Adjusted, Numbers in 000s)

		New Hires	Separations	Job Vacancies
Total	Number	4638	4485	3820
	Rate	3.4	3.3	2.7
Construction	Number	358	330	140
	Rate	2.1	2.6	1.8
Manufacturing	Number	285	358	246
	Rate	2.1	2.6	1.8
Trade, Transportation, Utilities	Number	901	958	611
	Rate	3.4	3.6	2.2
Retail	Number	617	656	346
	Rate	4.0	4.2	2.2
Professional and Business	Number	821	854	695
	Rate	4.5	4.7	3.7
Education and Health	Number	522	462	748
	Rate	2.8	2.5	2.9
Leisure and Hospitality	Number	850	848	519
	Rate	6.2	6.2	3.7
Accommodation and Food	Number	706	706	462
	Rate	6.1	6.1	3.8
Government	Number	389	283	441
	Rate	1.7	1.3	1.9

Trends in the number of Job Vacancies in Hampden County and Massachusetts, Fourth Quarter 2006 to Fourth Quarter 2007



The Number of Job Vacancies and the Job Vacancy Rate of Major Industry Sectors in Massachusetts, Fourth Quarter 2007

Industry	Number of Job Vacancies	Job Vacancy Rate	Industry	Number of Job Vacancies	Job Vacancy Rate
Utilities	127	1.0%	Professional & Technical Services	11,527	5.5%
Construction	1,601	1.3%	Management	1,508	2.5%
Manufacturing	5,753	2.1%	Administrative & Waste Services	3,383	3.7%
Wholesale Trade	2,252	2.0%	Educational Services	4,230	1.3%
Retail Trade	13,504	4.2%	Healthcare	20,016	4.4%
Transportation Warehousing	1,727	1.8%	Arts, Entertainment & Recreation	1,598	3.7%
Information	2,885	3.5%	Accommodation & Food Services	10,580	4.6%
Finance & Insurance	5,432	3.3%	Other Services	2,237	2.7%
Real Estate, Rental & Leasing	736	2.1%	Public Administration	2,862	2.6%

The Number of Job Vacancies and the Job Vacancy Rate of Major Industry Sectors in the Hampden County Region, Fourth Quarter 2007


Industry	Number of Job Vacancies	Job Vacancy Rate	Industry	Number of Job Vacancies	Job Vacancy Rate
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The Number of Job Vacancies and the Job Vacancy Rate of Major Occupations in Massachusetts, Fourth Quarter 2007

Occupation	Number of Job Vacancies	Job Vacancy Rate	Occupation	Number of Job Vacancies	Job Vacancy Rate
Total, All Occupations	92,021	3.2%	Healthcare Support	4,220	4.5%
Management Occupations	6,396	3.5%	Protective Service	1,628	2.3%
Business and Financial Operations	5,853	3.5%	Food Preparation and Serving Related	8,965	3.4%
Computer and Mathematical	4,796	4.2%	Building and Grounds Workers	1,703	1.6%
Architecture and Engineering	3,093	4.2%	Personal Care and Service	3,032	4.3%
Life, Physical, and Social Services	2,612	5.6%	Sales and Related	13,134	4.0%
Community and Social Services	2,520	4.3%	Office and Administrative Support	12,174	2.2%
Legal	432	1.8%	Construction and Extraction	880	0.8%
Education, Training and Library	2,972	1.4%	Installation, Maintenance, and Repair	2,045	2.0%
Arts, Design, Entertainment, Sports and Media	962	2.0%	Production	2,354	1.3%
Healthcare Practitioner and Technical	8,654	4.4%	Transportation and Material Moving	3,577	2.2%

The Number of Job Vacancies and the Job Vacancy Rate of Major Occupations in the Hampden County Region, Fourth Quarter 2007

Industry	Number of Job Vacancies	Job Vacancy Rate	Industry	Number of Job Vacancies	Job Vacancy Rate
Utilities	*	*	Professional & Technical Services	*	*
Construction	*	*	Management	117	2.8%
Manufacturing	483	1.5%	Administrative & Support & Waste Services	87	1.9%
Wholesale Trade	106	1.3%	Educational Services	536	1.3%
Retail Trade	982	3.0%	Healthcare	1,963	4.2%
Transportation & Warehousing	244	2.2%	Arts, Entertainment & Recreation	*	*
Information	110	2.3%	Accommodation & Food Services	959	4.6%
Finance & Insurance	311	3.1%	Other Services	196	2.5%
Real Estate, Rental & Leasing	135	4.9%	Public Administration	176	1.7%



Trends in the Number of Associate's Degrees
Conferred in the U.S., New England, Massachusetts
and Hampden County, 1996 to 2006

	1996	2006	Absolute Change	Relative Change
U.S.	557,858	730,643	172,785	31%
New England	28,440	27,023	-1,417	-5%
Massachusetts	12,682	11,139	-1,543	-12%
Hampden County	1,460	1,555	95	7%

Trends in the Number of Associate's Degrees Awarded
in the U.S., New England, Massachusetts and
Hampden County, by Higher Education Sector, 1996 to
2006

Sector	1996	2006	Absolute Change	Relative Change
U.S.				
Public	454,452	573,941	119,489	26%
Private	103,406	156,702	53,296	52%
New England				
Public	17,746	18,027	281	2%
Private	10,694	8,996	-1,698	-16%
Massachusetts				
Public	8,213	8,659	446	5%
Private	4,469	2,480	-1,989	-45%
Hampden County				
Public	1,319	1,443	124	9%
Private	141	112	-29	-21%

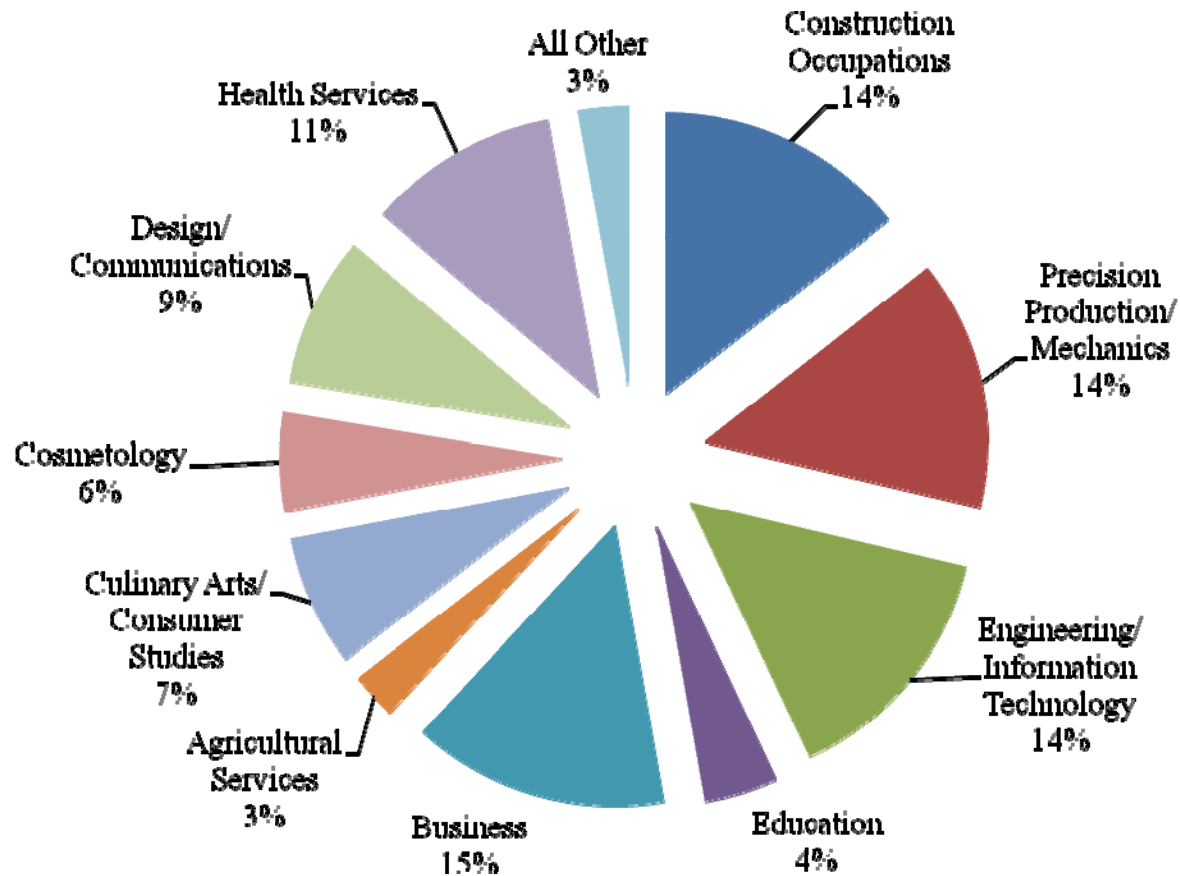
Trends in Associate's Degrees Awarded by Hampden County Colleges, by Broad Major Field of Study, 1996 to 2006

Major Field of Study	1996	2006	Absolute Change	Relative Change
Criminal Justice	120	97	-23	-19%
Health Sciences	296	291	-5	-2%
Business	341	300	-41	-12%
Engineering & Computer Science	218	210	-8	-4%
Education	25	9	-16	-64%
Law	25	10	-15	-60%
Arts & Humanities	395	596	201	51%
Sciences	0	6	6	-
Personal Services	40	36	-4	-10%
Total	1,460	1,555	95	7%

Distribution of Associate's Degrees Conferred by Broad Major Fields of Study in Hampden County, Massachusetts, New England and the U.S., 2006

	Hampden County	Massachusetts	New England	U.S.
Criminal Justice	6%	7%	6%	4%
Health Sciences	19%	23%	21%	19%
Business	19%	19%	21%	14%
Engineering & Computer Science	14%	13%	14%	13%
Education	1%	3%	2%	2%
Law	1%	1%	1%	1%
Arts & Humanities	38%	31%	27%	41%
Sciences	0%	1%	1%	1%
Personal Services	2%	2%	7%	4%
Undesignated Field of Study	0%	0%	0%	0%
Total	100%	100%	100%	100%

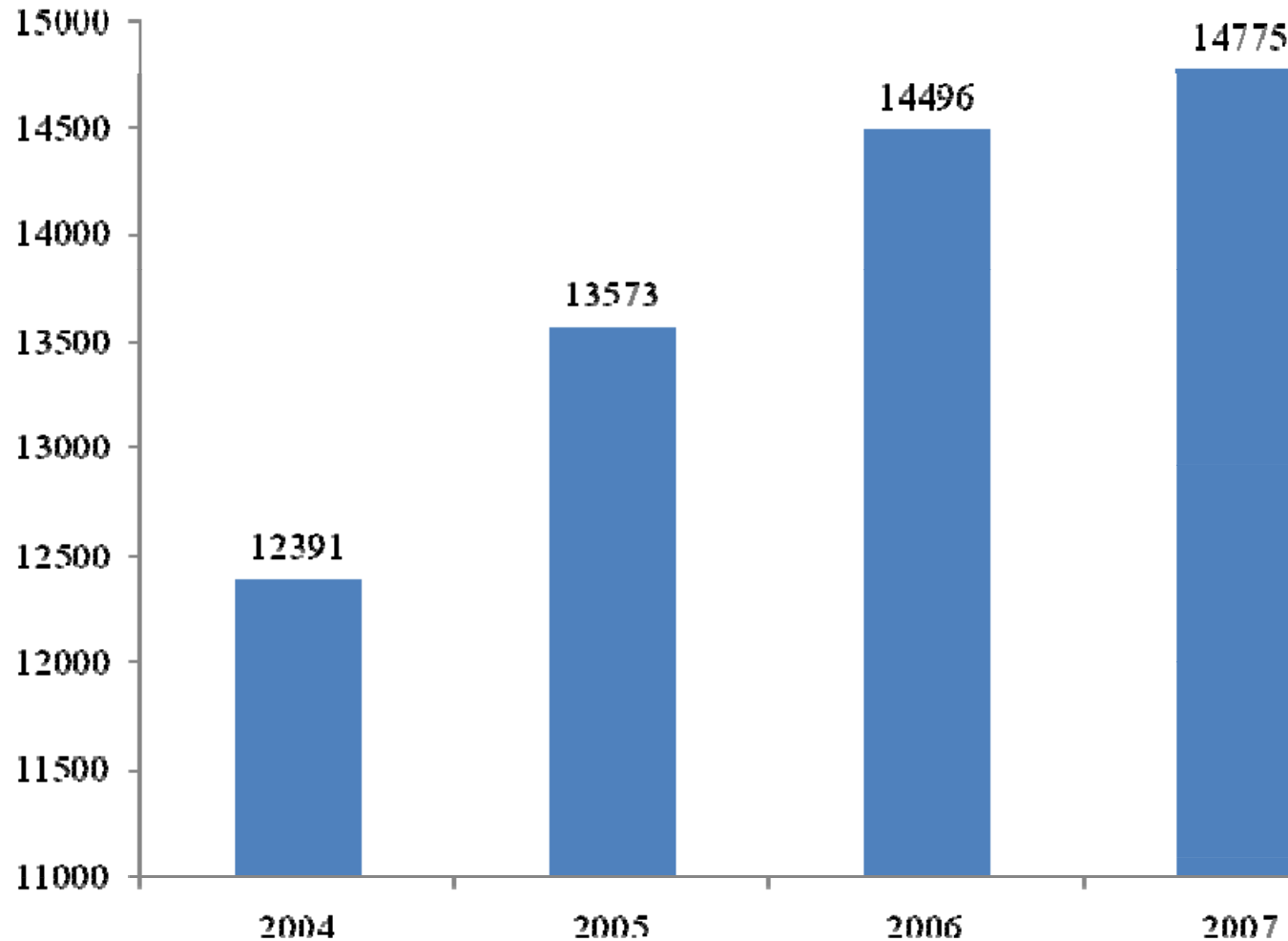
The Percent Distribution of Class of 2007 Career and Technical Education Secondary Graduates in the Hampden County Region, by Major Occupational Field of Study




The Percent Distribution of Class of 2007 Career and
Technical Education Secondary Graduates in Massachusetts
and the Hampden County Region, by Occupational Field of
Study

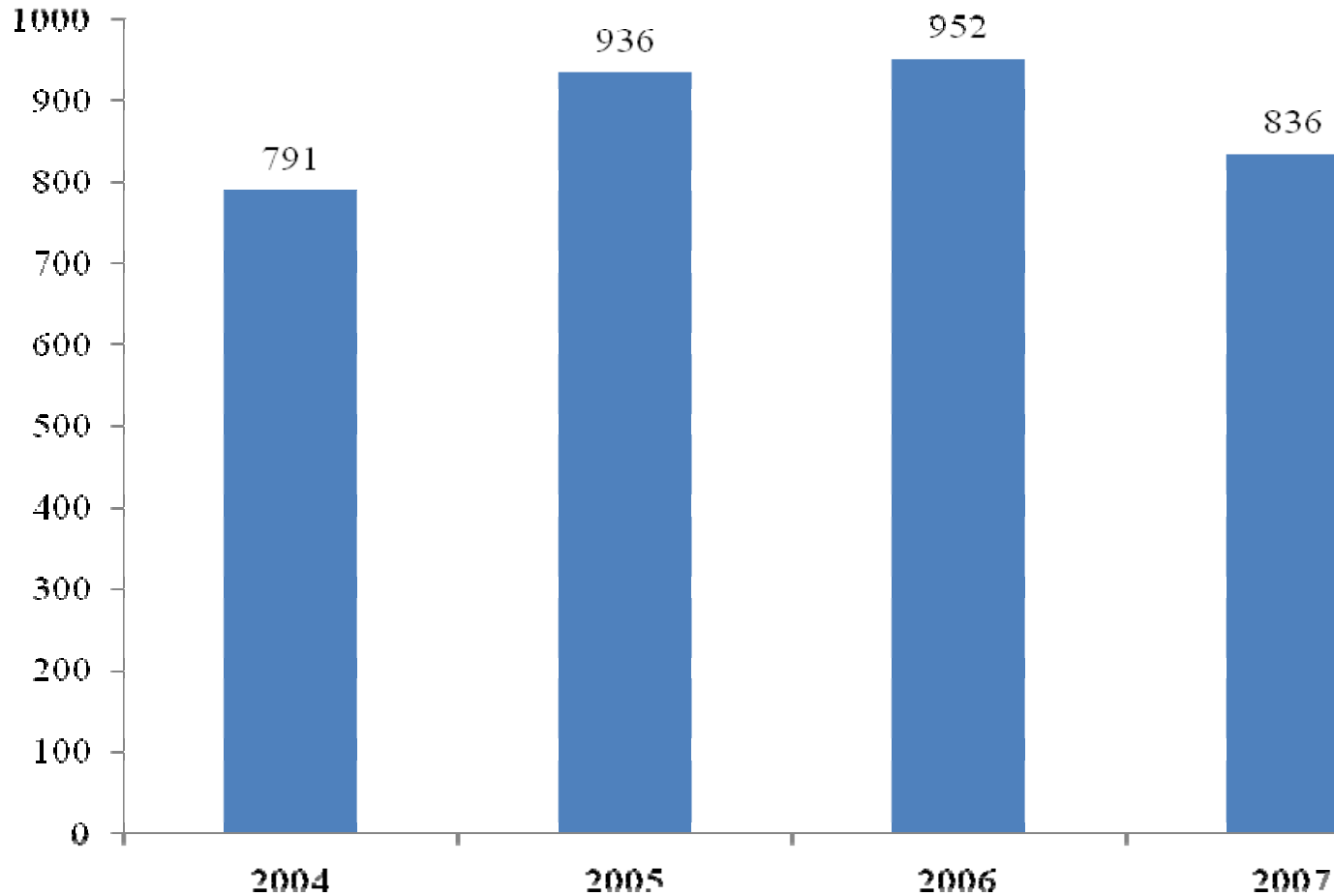
	Massachusetts	Hampden County
Construction Occupations	15%	14%
Precision Production/Mechanics	12%	14%
Engineering/Information Technology	16%	14%
Education	8%	4%
Business	20%	15%
Agricultural Services	3%	3%
Culinary Arts/Consumer Studies	9%	8%
Cosmetology	3%	6%
Design/Communications	6%	9%
Health Services	8%	11%
All Other	1%	3%
Total	100%	100%

Trends in the Total Number of Secondary
Career and Technical Education Graduates in
Massachusetts, 2004 to 2007





Trends in the Total Number of Secondary Career and Technical Education Graduates in the Hampden County Region, 2004 to 2007



Trends in the Number of Secondary Career and Technical Education Graduates in the Hampden County Region, by Major Occupational Field of Study, 2004 to 2007

Major Occupational Field of Study	2004	2005	2006	2007	Absolute Change	Relative Change
Construction Occupations	1782	1880	2024	2156	374	21%
Precision Production/Mechanics	1411	1589	1680	1753	342	24%
Engineering/Information Technology	2193	2262	2344	2320	127	6%
Education	399	548	600	649	250	63%
Business	2723	2907	3144	2915	192	7%
Agricultural Services	421	418	419	464	43	10%
Culinary Arts/Consumer Studies	1003	974	1246	1292	289	29%
Cosmetology	409	461	462	499	90	22%
Design/Communications	694	724	724	875	181	26%
Health Services	930	1176	1224	1221	291	31%
Technology Education	248	404	459	468	220	89%
All Other	178	230	170	163	-15	-8%
Total	12391	13573	14496	14775	2384	19%