

Health Care and Social Assistance in 2 Massachusetts Counties

MassHire Lowell Career Center



Contents

What is Lightcast Data?	1
Report Parameters	2
Workforce Map	3
Executive Summary	4
Supply (Jobs)	5
Demographic Details	7
Demand	9
What skills are they posting for?	19

What is Lightcast Data?

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

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



Report Parameters

1 Industry

62 Health Care and Social Assistance

2 Counties

25009 Essex County, MA

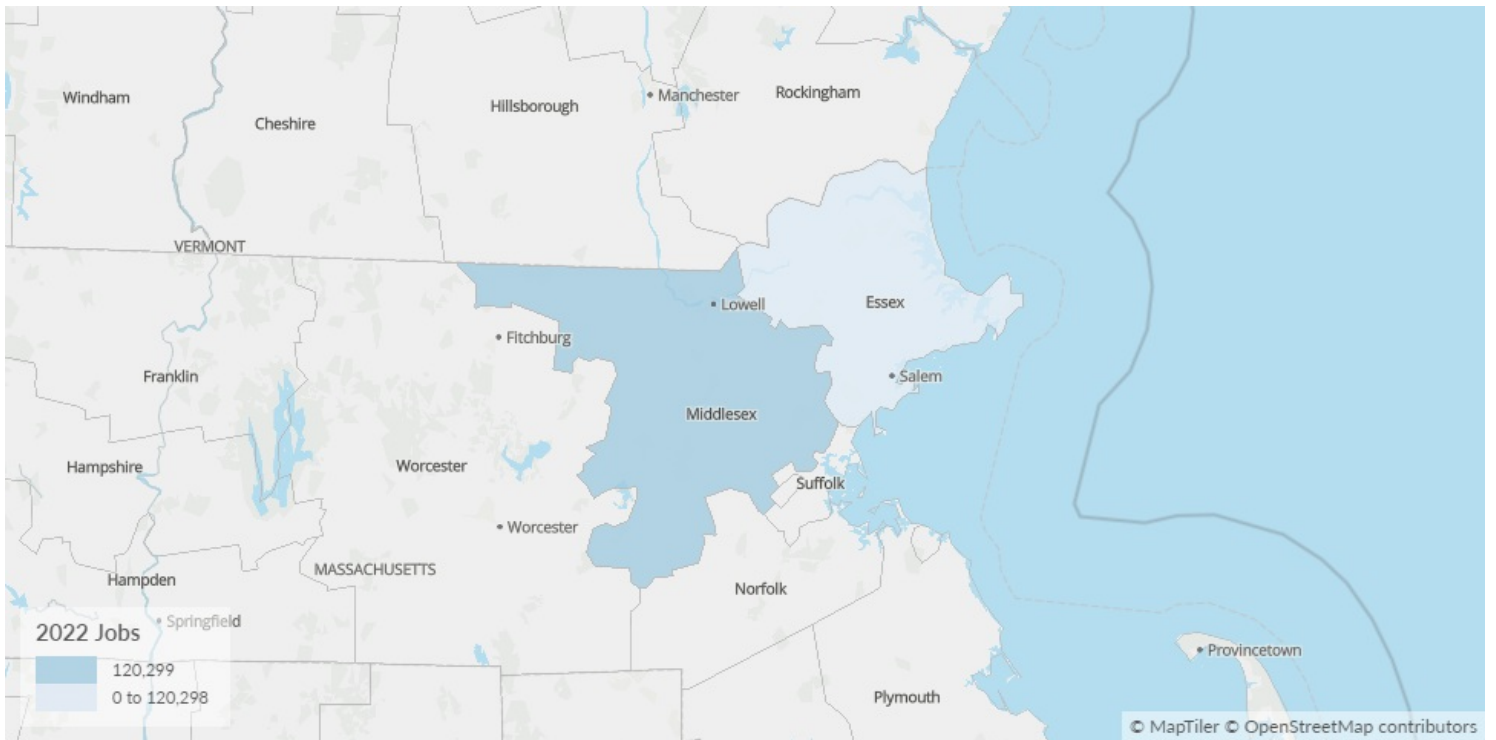
25017 Middlesex County, MA

Class of Worker

QCEW Employees and Non-QCEW Employees

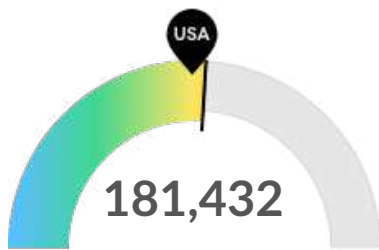
The information in this report pertains to the chosen industry and geographical areas.

Workforce Map



Executive Summary

Aggressive Hiring Competition Over an Average Supply of Regional Talent



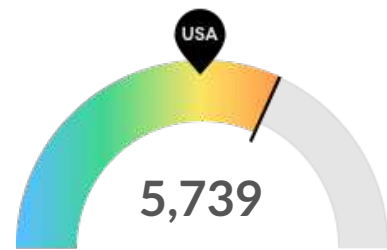
Supply (Jobs)

Your area is about average for this kind of talent. The national average for an area this size is 171,144* employees, while there are 181,432 here.



Earnings Per Job

Earnings per job are about the same as the national average. The national average salary for Health Care and Social Assistance in an area this size is \$74,608, while in your area it is \$76,788. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

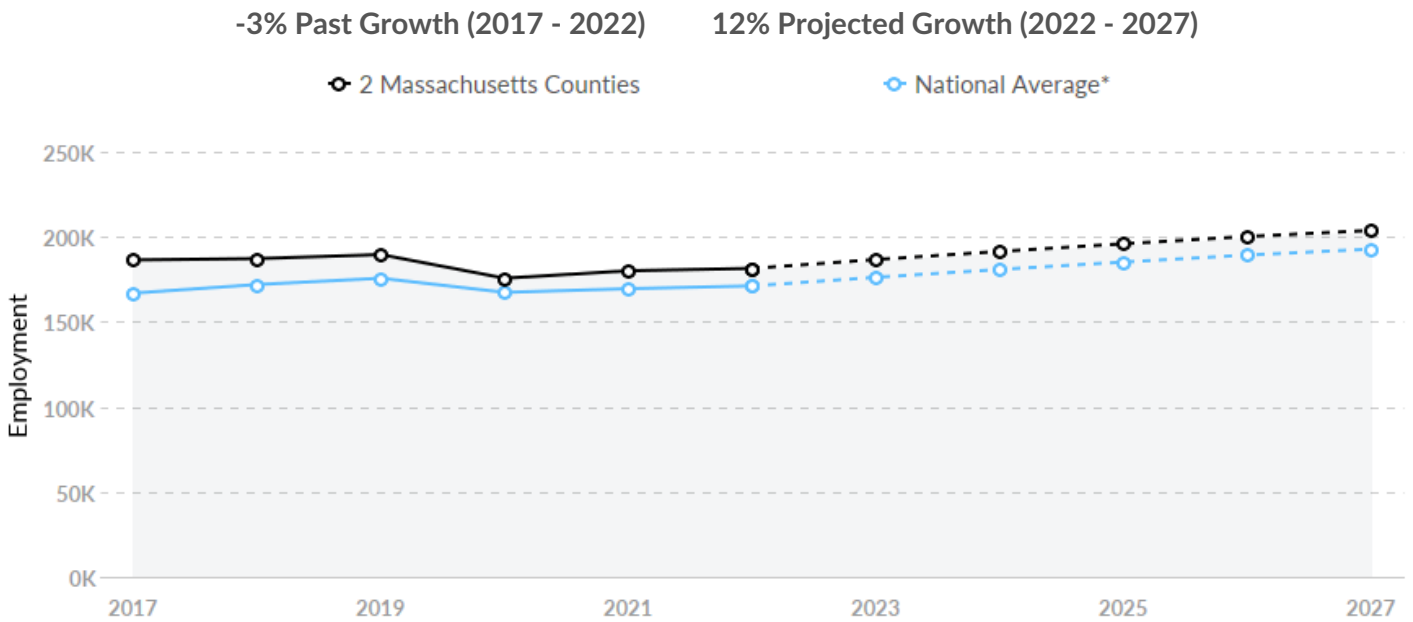
Competition from online job postings is high in your area. The national average for an area this size is 3,929* job postings/mo, while there are 5,739 here.

*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

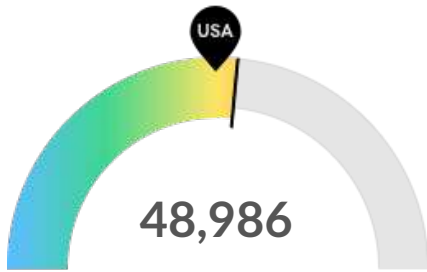
Supply Is About Equal to the National Average

The regional vs. national average employment helps you understand if the supply of Health Care and Social Assistance is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 171,144* employees, while there are 181,432 here. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



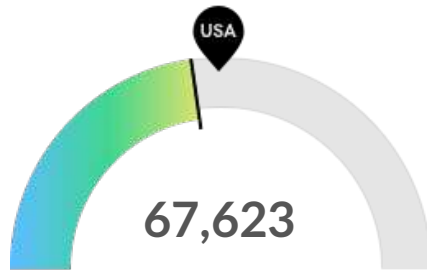
*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is About Average, While Overall Diversity Is About Average



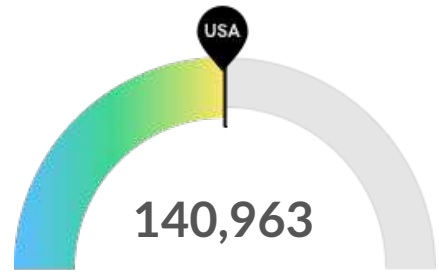
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 44,881* employees 55 or older, while there are 48,986 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 77,235* racially diverse employees, while there are 67,623 here.



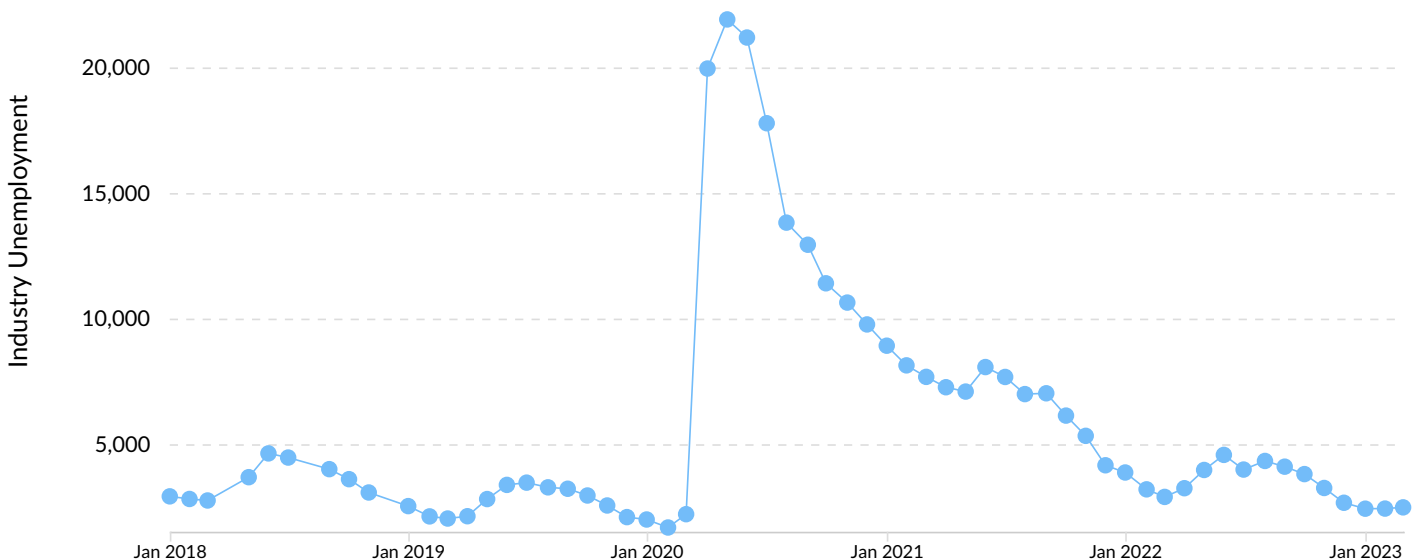
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 140,757* female employees, while there are 140,963 here.

*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

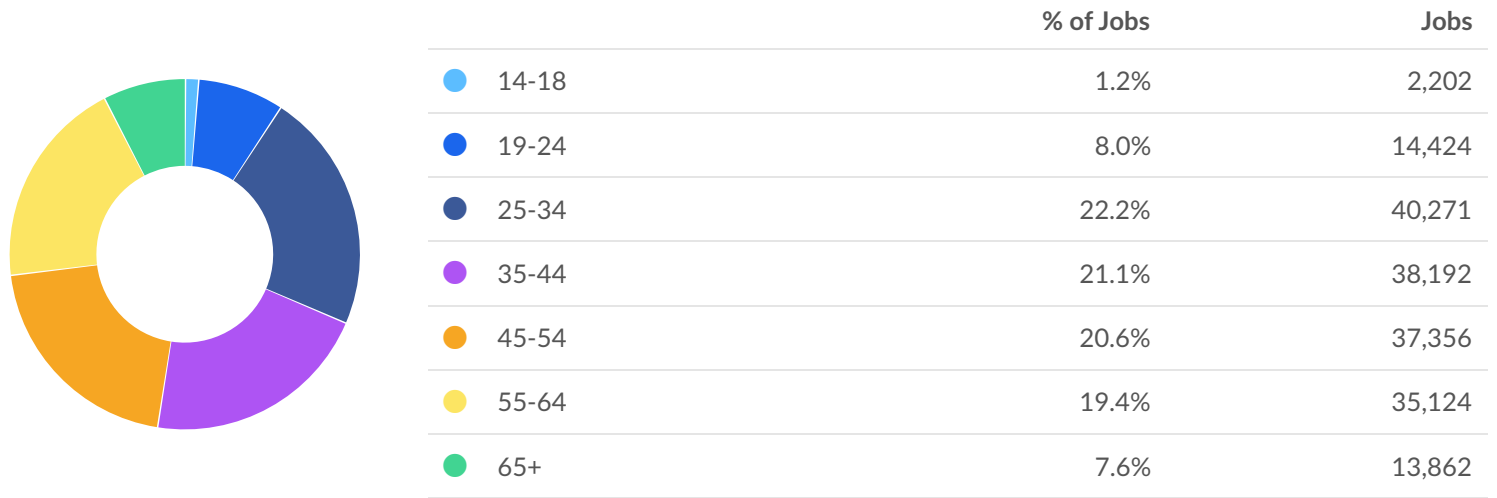
Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.

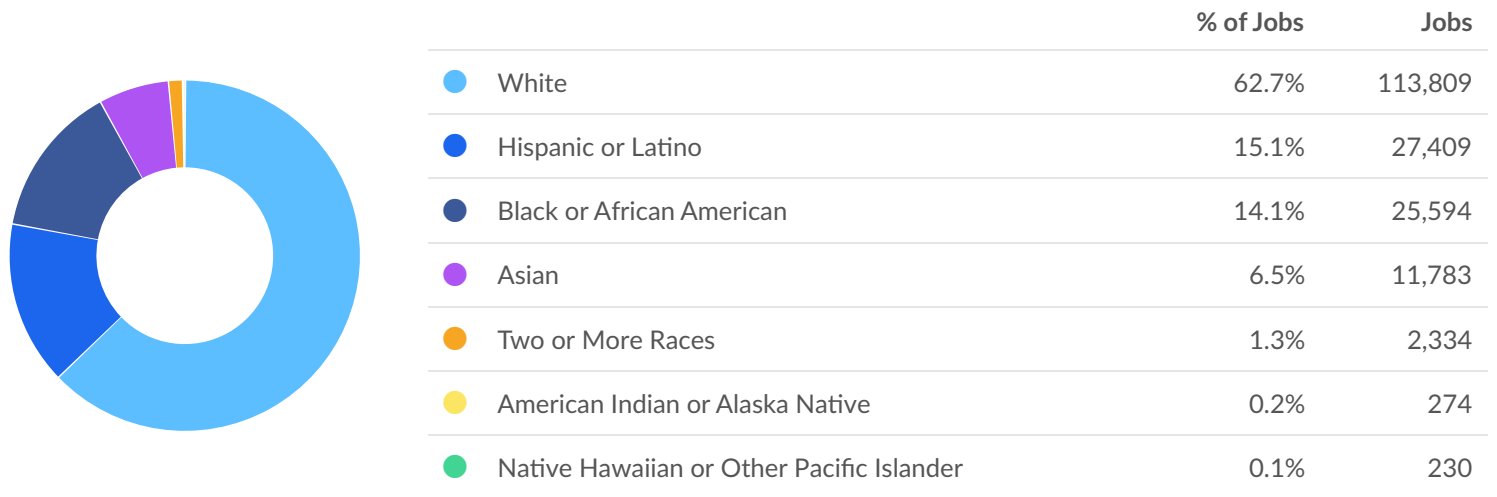


Demographic Details

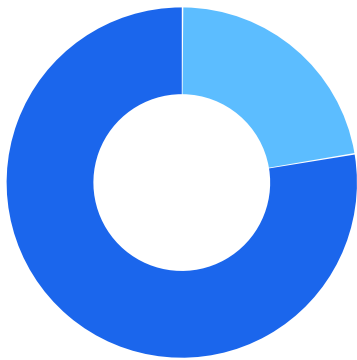
Industry Age Breakdown



Industry Race/Ethnicity Breakdown

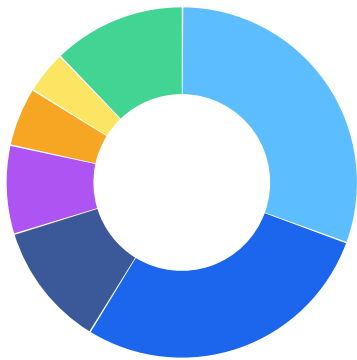


Industry Gender Breakdown



	% of Jobs	Jobs
● Males	22.3%	40,468
● Females	77.7%	140,963

Most Jobs are Found in the Healthcare Support Occupations Industry Sector



Occupation	% of Industry in Occupation (2022)
● Healthcare Support Occupations	30.5%
● Healthcare Practitioners and Technical Occupations	28.2%
● Office and Administrative Support Occupations	11.5%
● Community and Social Service Occupations	8.2%
● Management Occupations	5.4%
● Educational Instruction and Library Occupations	3.9%
● Other	12.3%

Demand



2,254 Employers Competing

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



68,866 Unique Job Postings

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



31 Day Median Duration

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

Top Companies	Unique Postings
Mass General Brigham	7,307
Beth Israel Lahey Health	7,279
Cambridge Health Alliance	1,885
Emerson Hospital	1,549
Encompass Health	1,547

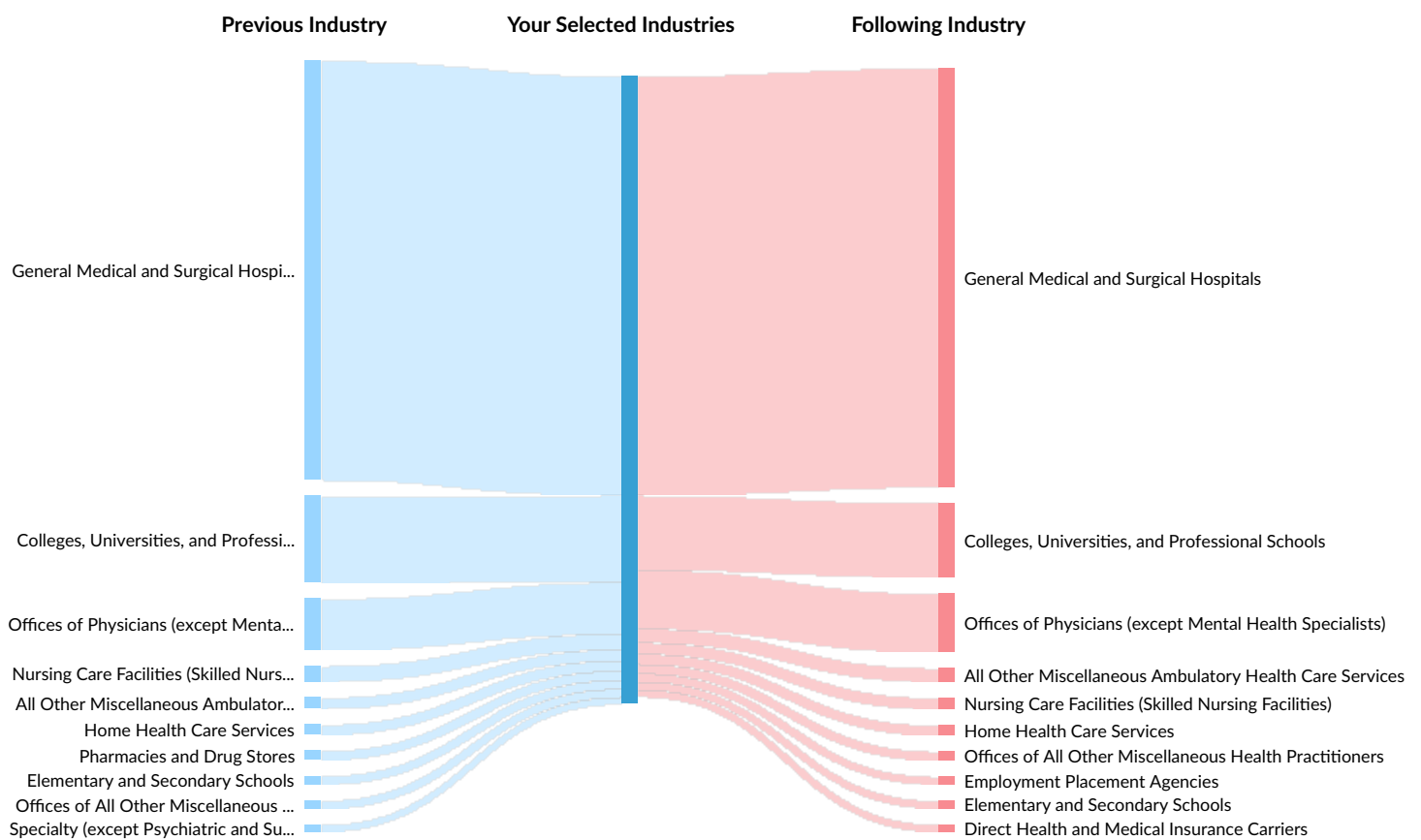
Top Job Titles	Unique Postings
Registered Nurses	1,410
Medical Assistants	830
Physical Therapists	662
Licensed Practical Nurses	657
Home Health Aides	514

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
General Medical and Surgical Hospitals	458,393
Colleges, Universities, and Professional Schools	95,139
Offices of Physicians (except Mental Health Specialists)	56,200
Nursing Care Facilities (Skilled Nursing Facilities)	17,142

Previous Industries	Transitions
All Other Miscellaneous Ambulatory Health Care Services	12,079
Home Health Care Services	11,270
Pharmacies and Drug Stores	10,095
Elementary and Secondary Schools	9,476
Offices of All Other Miscellaneous Health Practitioners	9,054
Specialty (except Psychiatric and Substance Abuse) Hospitals	7,782
Offices of Physical, Occupational and Speech Therapists, and Audiologists	7,576
Department Stores	7,277
National Security	6,771
All Other Professional, Scientific, and Technical Services	6,770
Junior Colleges	6,698
Employment Placement Agencies	6,496
Freestanding Ambulatory Surgical and Emergency Centers	6,078
Temporary Help Services	5,894
Full-Service Restaurants	5,861
Direct Health and Medical Insurance Carriers	5,441
All Other Outpatient Care Centers	5,080
Other Individual and Family Services	4,572
Assisted Living Facilities for the Elderly	4,225
Offices of Physicians, Mental Health Specialists	4,187
Ambulance Services	4,165
Limited-Service Restaurants	4,162
Supermarkets and Other Grocery (except Convenience) Stores	4,159
Medical Laboratories	4,095
Psychiatric and Substance Abuse Hospitals	3,704

Previous Industries	Transitions
Commercial Banking	3,269
Child Day Care Services	3,085
Administrative Management and General Management Consulting Services	2,934
Custom Computer Programming Services	2,923
Insurance Agencies and Brokerages	2,832
Child and Youth Services	2,830
Administration of Veterans' Affairs	2,828
Outpatient Mental Health and Substance Abuse Centers	2,761
Continuing Care Retirement Communities	2,694
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	2,680
Computer Systems Design Services	2,655
Fitness and Recreational Sports Centers	2,575
Other General Government Support	2,567
Administration of Public Health Programs	2,481
Pharmaceutical Preparation Manufacturing	2,417
Kidney Dialysis Centers	2,358
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	2,145
Hotels (except Casino Hotels) and Motels	2,066
Offices of Lawyers	2,024
Religious Organizations	1,966
Voluntary Health Organizations	1,958
Office Administrative Services	1,926
Offices of Mental Health Practitioners (except Physicians)	1,838
Educational Support Services	1,768

Previous Industries	Transitions
Software Publishers	1,713
Food Service Contractors	1,658
Civic and Social Organizations	1,642
Other Computer Related Services	1,638
Services for the Elderly and Persons with Disabilities	1,610
Family Clothing Stores	1,564
Offices of Dentists	1,545
Other Residential Care Facilities	1,533
Offices of Certified Public Accountants	1,463
Engineering Services	1,451
Professional Organizations	1,421
Research and Development in Biotechnology (except Nanobiotechnology)	1,403
All Other Personal Services	1,388
Electronic Shopping and Mail-Order Houses	1,382
Offices of Real Estate Agents and Brokers	1,372
Other Social Advocacy Organizations	1,359
Vocational Rehabilitation Services	1,329
Other Management Consulting Services	1,329
Diagnostic Imaging Centers	1,315
Commercial and Institutional Building Construction	1,315
Surgical and Medical Instrument Manufacturing	1,278
Residential Mental Health and Substance Abuse Facilities	1,272
Data Processing, Hosting, and Related Services	1,270
Drugs and Druggists' Sundries Merchant Wholesalers	1,246
HMO Medical Centers	1,193

Previous Industries	Transitions
Blood and Organ Banks	1,171
Other Grantmaking and Giving Services	1,161
Corporate, Subsidiary, and Regional Managing Offices	1,157
Other Scientific and Technical Consulting Services	1,093
Electronics Stores	1,071
Beauty Salons	1,054
Janitorial Services	1,041
Wireless Telecommunications Carriers (except Satellite)	1,009
Women's Clothing Stores	1,001
Residential Intellectual and Developmental Disability Facilities	941
Couriers and Express Delivery Services	903
Marketing Consulting Services	879
All Other Miscellaneous Store Retailers (except Tobacco Stores)	862
Offices of Chiropractors	860
All Other Miscellaneous Schools and Instruction	827
Golf Courses and Country Clubs	822
Offices of Optometrists	727
Family Planning Centers	655
Temporary Shelters	406
Emergency and Other Relief Services	330
Other Community Housing Services	318
Community Food Services	305
Following Industries	Transitions
General Medical and Surgical Hospitals	458,393
Colleges, Universities, and Professional Schools	81,400

Following Industries	Transitions
Offices of Physicians (except Mental Health Specialists)	64,206
All Other Miscellaneous Ambulatory Health Care Services	15,143
Nursing Care Facilities (Skilled Nursing Facilities)	12,437
Home Health Care Services	11,234
Offices of All Other Miscellaneous Health Practitioners	10,146
Employment Placement Agencies	8,947
Elementary and Secondary Schools	8,553
Direct Health and Medical Insurance Carriers	8,169
All Other Professional, Scientific, and Technical Services	7,627
Specialty (except Psychiatric and Substance Abuse) Hospitals	7,624
Temporary Help Services	7,004
Offices of Physical, Occupational and Speech Therapists, and Audiologists	6,927
Freestanding Ambulatory Surgical and Emergency Centers	6,881
Junior Colleges	6,067
Pharmacies and Drug Stores	5,665
All Other Outpatient Care Centers	5,411
Pharmaceutical Preparation Manufacturing	4,712
Offices of Physicians, Mental Health Specialists	4,507
Administration of Veterans' Affairs	4,381
Medical Laboratories	4,086
Other Individual and Family Services	3,904
Administrative Management and General Management Consulting Services	3,882
Psychiatric and Substance Abuse Hospitals	3,764
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	3,731

Following Industries	Transitions
Insurance Agencies and Brokerages	3,605
Custom Computer Programming Services	3,492
National Security	3,227
Computer Systems Design Services	3,212
Administration of Public Health Programs	2,855
Office Administrative Services	2,809
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	2,803
Surgical and Medical Instrument Manufacturing	2,760
Department Stores	2,718
Other General Government Support	2,709
Software Publishers	2,701
Ambulance Services	2,665
Commercial Banking	2,544
Outpatient Mental Health and Substance Abuse Centers	2,521
Research and Development in Biotechnology (except Nanobiotechnology)	2,519
Full-Service Restaurants	2,517
Kidney Dialysis Centers	2,508
Assisted Living Facilities for the Elderly	2,317
Other Computer Related Services	2,264
Offices of Real Estate Agents and Brokers	2,016
Child Day Care Services	1,960
Voluntary Health Organizations	1,933
Offices of Lawyers	1,882
Offices of Mental Health Practitioners (except Physicians)	1,881
Child and Youth Services	1,837

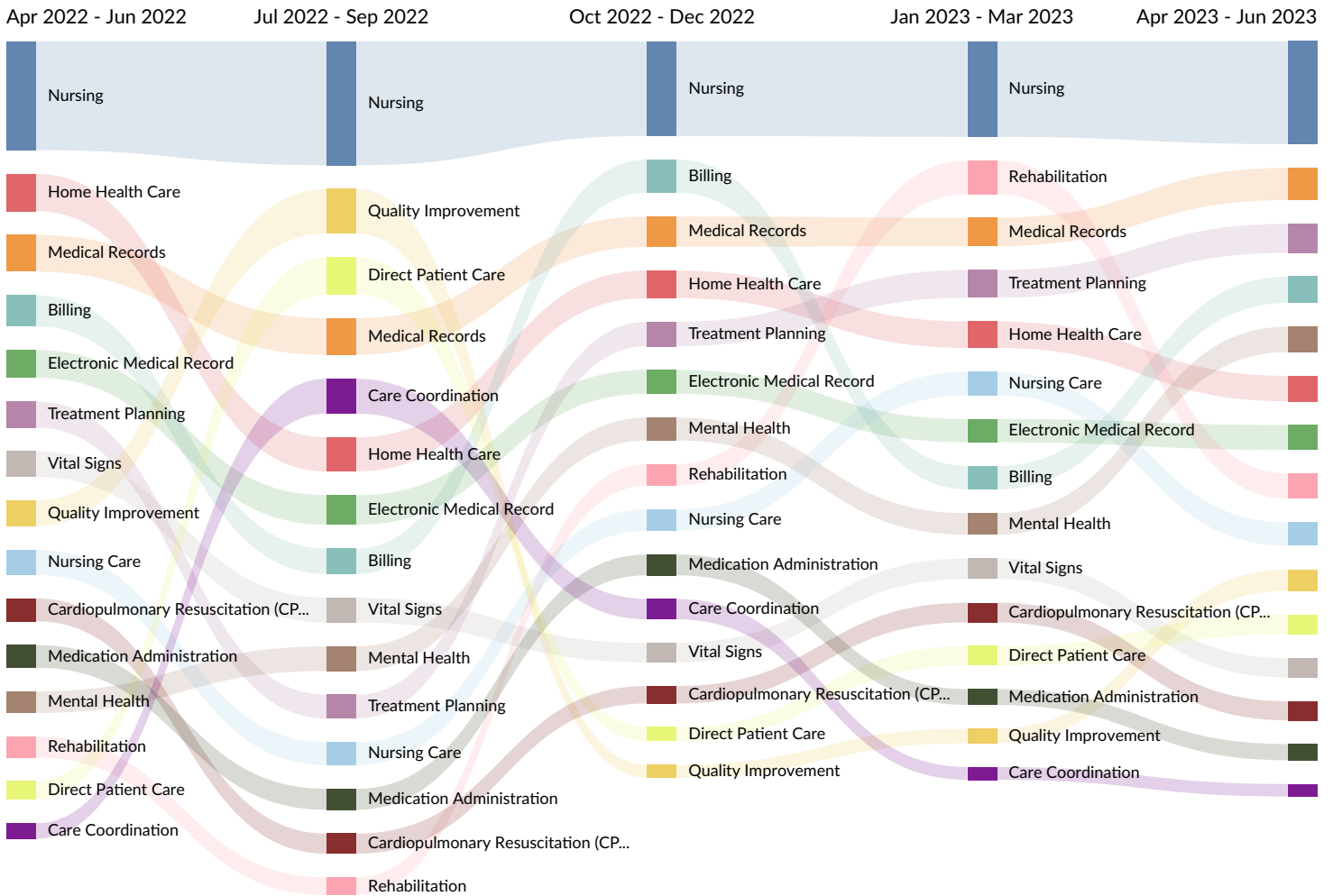
Following Industries	Transitions
Continuing Care Retirement Communities	1,818
Other Management Consulting Services	1,760
Limited-Service Restaurants	1,733
Drugs and Druggists' Sundries Merchant Wholesalers	1,726
Engineering Services	1,721
Supermarkets and Other Grocery (except Convenience) Stores	1,683
Electronic Shopping and Mail-Order Houses	1,597
Professional Organizations	1,561
Fitness and Recreational Sports Centers	1,555
Educational Support Services	1,553
Data Processing, Hosting, and Related Services	1,523
Offices of Certified Public Accountants	1,504
Other Scientific and Technical Consulting Services	1,408
Food Service Contractors	1,324
Religious Organizations	1,303
Civic and Social Organizations	1,279
Diagnostic Imaging Centers	1,275
Offices of Dentists	1,259
All Other Personal Services	1,247
Other Residential Care Facilities	1,235
Services for the Elderly and Persons with Disabilities	1,216
Vocational Rehabilitation Services	1,195
Surgical Appliance and Supplies Manufacturing	1,186
Hotels (except Casino Hotels) and Motels	1,179
Blood and Organ Banks	1,174
Commercial and Institutional Building Construction	1,157

Following Industries	Transitions
HMO Medical Centers	1,109
All Other Business Support Services	1,056
Residential Mental Health and Substance Abuse Facilities	1,050
Marketing Consulting Services	1,049
Corporate, Subsidiary, and Regional Managing Offices	999
Other Social Advocacy Organizations	969
Other Grantmaking and Giving Services	897
Wholesale Trade Agents and Brokers	859
Other Accounting Services	813
Offices of Other Holding Companies	795
All Other Miscellaneous Store Retailers (except Tobacco Stores)	730
Family Planning Centers	678
Investment Advice	677
All Other Miscellaneous Schools and Instruction	647
Residential Intellectual and Developmental Disability Facilities	645
Family Clothing Stores	614
Offices of Chiropractors	572
Lessors of Residential Buildings and Dwellings	561
Offices of Optometrists	537
Temporary Shelters	310
Emergency and Other Relief Services	288
Other Community Housing Services	260
Community Food Services	233

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.



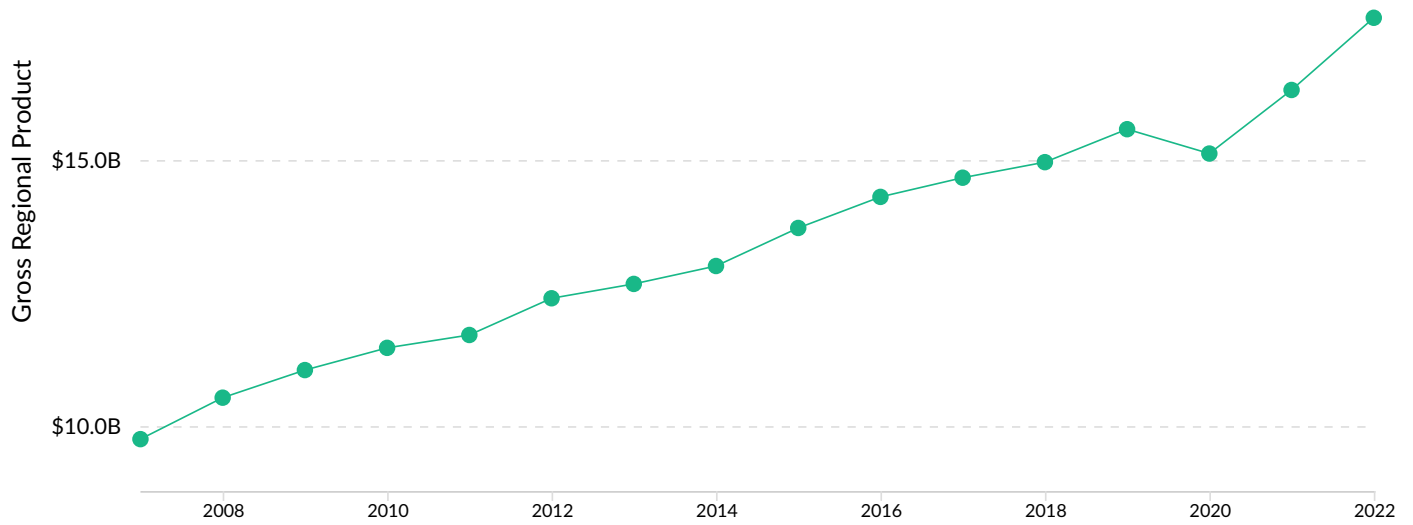
Gross Regional Product (GRP)

\$15.7B
Earnings (2022)

\$1.8B
Property Income
(2022)

\$175.2M
Taxes (2022)

\$17.7B
Total GRP (2022)



Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Temporary Help Services	\$362,385,752	\$87,343,190	\$449,728,942
Corporate, Subsidiary, and Regional Managing Offices	\$388,596,236	\$37,274,972	\$425,871,208
Lessors of Residential Buildings and Dwellings	\$264,620,699	\$107,744,972	\$372,365,671
Offices of Real Estate Agents and Brokers	\$249,073,410	\$59,979,783	\$309,053,193
Direct Property and Casualty Insurance Carriers	\$160,262,351	\$119,086,745	\$279,349,097