



Annual Performance Report

Massachusetts Workforce and Labor Area Review
Program Year 2024

Executive Office of Labor and Workforce Development
Department of Economic Research
October 2025

Statewide Workforce Information System Overview:

The Executive Office of Labor and Workforce Development (EOLWD) is responsible for the Massachusetts Workforce Development system. Workforce information products and services are developed and disseminated primarily by EOLWD's Department of Unemployment Assistance (DUA), the Department of Economic Research (DER), and the MassHire Department of Career Services (MDCS), in coordination with EOLWD.

The workforce information products and services produced with these grant funds are consistent with the Governor's strategic plan and goals, with the vision of the MassHire State Workforce Board (MSWB), and with the grant requirements. Labor market and workforce information resources provide the Commonwealth with information on jobs, wages, labor force, and occupations that support education and economic development efforts, workforce partners' employment and reemployment services, performance management and business planning, and customer needs at the state and local levels.

The products and services are designed to meet customer needs and to offer flexibility for adjustments with changes in the Commonwealth's economic climate and labor force, the strategic plan, new customer product requests, and new tools to disseminate state and local workforce and labor market information.

Workforce Information Grant (WIG) funds support subscriptions to the Conference Board's Help Wanted OnLine (HWOL) Analytics and help fund a subscription to Lightcast's Labor Developer (formerly Labor Insight) for each local MassHire Workforce Board. These services enable staff to analyze the hard and soft skill requirements for the job openings from companies posting job vacancies available on the Commonwealth's online MassHire JobQuest, as well as provide the ability to customize data and information requests to assist job seekers and unemployment claimants in entry and reentry to the labor force and reemployment. Labor Developer allows users to research each job order to assess skills, certifications, and experience needed for each job opening and for business representatives to provide a complete range of services to the companies posting openings in their areas. Information on hard and soft skills for each occupation provide insight into employer's current job postings and help MassHire career centers (MHCCs), also known as American Job Centers, in assisting job seekers and assessing their needs for training. Lightcast occupational coding utilizes three methods of occupational coding: O*NET,

Standard Occupational Classification (SOC), and Lightcast’s more detailed and contemporary codes. SOC codes can be compared to the labor supply estimates of jobs, job openings, and wages from the Occupational Employment and Wage Statistics (OEWS) program, the short-term and long-term projections, and detailed staffing patterns developed with the Local Employment and Wage Information System (LEWIS) at the state and local levels. The Massachusetts Department of Unemployment Assistance (MA DUA) uses the six-digit SOC codes for Unemployment Insurance (UI) claimant records and for developing claimant demographic information statewide and by area. The projections, along with available openings, are used to assist those unemployed and those seeking other career pathways or job opportunities through the services provided by the local MSWB.

EOLWD is responsible for the appropriate development and dissemination of workforce information and labor market information, including economic, career, and occupational data, to all of the Commonwealth’s workforce development partners. Its key focus is identifying and serving the needs of local MassHire Workforce boards, MHCCs and their partnering organizations, as well as educators, job seekers, employers, and students and parents served by local workforce providers.

Comprehensive labor market and workforce information is accessible online, with additional data available upon request. Assistance is provided to individuals by email.

Information on in-demand jobs, staffing patterns by industry and occupation, industry and occupational projections and occupational supply, wage information, quarterly workforce indicators and labor force trends, statewide and for each local Workforce Development Area (WDA) is available online for job seekers, UI claimants, and new entrants to the labor force. Data and information products produced with WIG funding provide the Governor, MassHire State Workforce Board, local MassHire workforce boards, partner agencies, and other state and local policy makers with information and tools to assist them in planning and meeting the state’s strategic workforce, education, and economic development goals.

Workforce Information Database (WID):

The Workforce Information Database (WID 2.8) was populated with the most current labor market and workforce information for all data and information products developed through this grant and the Bureau of Labor Statistics (BLS) Cooperative Agreement, along with formats requested

by customers. WID 2.8 was developed and implemented and went live on February 23, 2021.

Grant funding provides for some of the development and maintenance of the website and the WID.

Transition from WID 2.8 to WID 3.0 is anticipated as its new structures are finalized in 2025. Funding will support collaborations among research staff, IT database engineers and web developers to transition to the newer WID tables and protocols across Massachusetts LMI programs and populate tables accordingly.

Industry and Occupational Projections:

Short-term industry and occupational projections for 2024 Q2 to 2026 Q2, as well as long-term industry and occupational projections for 2023-2033, statewide and for each WDA were published. Projections were developed using Projection Suite software incorporating the staffing patterns produced using LEWIS software. Files were provided to the Projection Managing Partnership (PMP) in the manner they specified. Short-term projections were published on the DER website, submitted to PMP and ETA Regional Office (RO) on March 7, 2024. Long-term projections were published on the DER website, submitted to PMP and ETA RO on July 8, 2024.

Starting with the upcoming short-term projections for 2025 Q2- 2027 Q2, Workforce Development Areas (WDA) will be replaced with Massachusetts counties. WDA will no longer be published. This change will apply to all projections going forward.

Web pages displaying projections for science, technology, engineering, and math (STEM) occupations in Massachusetts and each local WDA were added providing likely entry level of education, training, mean and median OEWS wages. Other pages allow customers to select occupational projections by most job openings, fast growing occupations, and all occupations. All the data are available at the time of release through the Commonwealth's DER web site at mass.gov/economicresearch. Additionally, some of these web pages are expected to soon have an accompanying Tableau visual to give users another option to customize data downloads and visualize trends in the projection data.

Staffing patterns statewide and for each county that provide occupational employment and wage estimates by industry down to the three-digit occupation are produced annually and published on the DER website. They provide information statewide and for each county. These high-demand data can only be developed and published with WIG funds and the LEWIS software system. Estimates provide

counselors, job seekers, and job developers with more detailed information than the industry (All Industry) OEWS estimates. lmi.dua.eol.mass.gov/lmi/occupationalemploymentandwageallindustries

Industry and Occupational Projections Website Links:

Employment Information by Industry

- Staffing patterns, found at lmi.dua.eol.mass.gov/LMI/OccupationalEmploymentAndWageByIndustry
- Long-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/LongTermIndustryProjections
- Short-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/ShortTermIndustryProjections

Employment Information by Occupation

- Staffing patterns, found at lmi.dua.eol.mass.gov/lmi/occupationalemploymentandwagespecificoccupations
- Long-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/LongTermOccupationProjections
- Short-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/ShortTermOccupationalProjections

Annual Economic Analysis and Other Reports:

DER developed and provided workforce information products and services during PY2024 in the following core areas, as defined in the WIG: projections and staffing patterns were compiled for each of the sixteen WDAs; weekly demographic information on those filing initial and continued weeks claimed were published by city and town, customer requested areas, and for each of the 16 WDAs; and all grant-funded products, reports, and workforce information are available on the DER's website

mass.gov/EconomicResearch in a manner accessible to the public and in compliance with Rehabilitation Act Section 508 requirements.

Workforce and Labor Market Information on the Web:

DER's web pages at www.mass.gov/EconomicResearch have received a total 52,980-pageviews from 26,029 active users from January 1, 2024, to December 31, 2024.

The [LMI for Jobseekers](#) page, created in collaboration with the MDCS features information, descriptions, and links to relevant data to help job seekers utilize labor market information as part of their search. The page received 11,013 views from January 1, 2024, to December 31, 2024.

The [Unemployment Rates in Massachusetts](#) page features interactive data dashboards of state-wide and regional unemployment data. These tools allow users to explore labor market information and trends over time and for various regions. The page received 7,847 views from January 1, 2024 to December 31, 2024.

The [DER Data Visualization](#) page includes a full list of interactive dashboards and visualizations created using Tableau Desktop, including maps. The page received 1,152 views from January 1, 2024 to December 31, 2024.

The [DER Data Index](#) page on mass.gov serves as a central location for users to view and download data published by DER. Users can access short and long-term employment projections data, data from BLS programs including CES, OEWS, LAUS, and QCEW, as well as unemployment claims and claimant summary data for various time periods and geographies across Massachusetts. The page received 5,926 views from January 1, 2024 to December 31, 2024.

Annual Economic Analysis Report:

The *PY2024 Annual Economic Analysis Report* at mass.gov/lists/department-of-economic-research-reports-releases provides information on the changes in the workforce, labor force and unemployment claimants. The PY 2024 report provides a comprehensive analysis of the Massachusetts economy, highlighting the state's uneven recovery from the COVID-19 pandemic. The report examines key labor market trends, sectoral performance, regional disparities, and identifies high demand occupations, offering insights into the challenges and opportunities facing the Commonwealth.

Equity Dashboards:

In fall of PY2024, DER updated the persons with a disability dashboard and developed a new Black/African American dashboard which will be launched in the coming months. The dashboards allow users to view and compare economic data including employment, unemployment, wages, and more across different geographies and time periods.

Additionally, DER also developed and launched a robust Veteran's Dashboard and mass.gov page in PY2024. The project features an interactive data dashboard along with written analysis and key takeaways along with detailed technical documentation. To develop the data framework, DER met with

veteran advocacy organizations and groups including MDCS and the Executive Office of Veterans Services. The resource was published in November of 2024.

Labor Market Information (LMI) Training for Service Delivery:

In PY2024, staff were provided additional professional development opportunities that support career development and service delivery for the department.

No. Staff Sent	Name of Conference or Training
2	NAICS Training
1	BLS National Conference
1	NASWA National Conference
1	Various Financial Analyst Trainings
1	National Unemployment Insurance Issues Conference
3	ALX Policy Forum 2025: Unlocking Latino Competitiveness
3	Ongoing mentorship on using R to improve efficiency, quality, reproducibility
4	NASWA R User Group Monthly Meetup
5	DESE E2C Data Hub Open Data Day
2	BLS OWDN Enhancements
5	BLS OWDN Firms
3	BLS OWDN Prenote
3	BLS QCEW Metabase
1	BLS QCEW National Conference
2	BLS QCEW Encountering and Addressing Reluctance
5	Cross training within the BLS Programs

Other Collaborations and Consultation with Workforce Boards:

Local MassHire workforce boards, MassHire career centers, and partner agencies were provided with information on the web. MassHire career centers customers including those receiving Reemployment Services and Eligibility Assessment (RESEA) services are provided with information on LMI accessible through the DER website along with information from O*NET and MDCS. Customized products were developed and provided to support developing new programs and services.

Regional Occupation Explorer:

The DER Regional Occupation Explorer is a data tool designed to provide comprehensive insights into occupations in Massachusetts, specifically at the Workforce Development Area (WDA) and Workforce Skills Cabinet Regions (WSC) levels. The tool has two versions, one at the WDA level and one aggregated to the WSC level. All values in the WDA version are calculated at the Standard Occupational Classification (SOC) and WDA level, while all values in the WSC version are specific to a SOC in a WSC.

The goal of the Regional Occupation Explorer is to help regional workforce development leaders who are developing regional workforce blueprints. The tool provides insights into the potential labor shortages of an occupation, identifies occupations that high paying and in high demand.

In PY 2024 we have worked to improve the methodology used to allocate post-secondary completions to occupations for to create more accurate measures of supply shortages or surpluses. Additionally, we began work to transition the tool from an Excel spreadsheet to a Tableau dashboard to improve access and user experience.

Report on the Employment of individuals with disabilities in Massachusetts state government:

This report analyzes the employment landscape for individuals with disabilities within the Massachusetts state government, using data from the American Community Survey (ACS, 2018-2022) and the Massachusetts Human Resource Division (HRD) Diversity Dashboard (through Q4 FY2024). Published in March of 2025.

Report on disability benefit cliff effects in Massachusetts:

This report examines how benefit cliffs— instances where increased earnings lead to a net decrease in total income due to the loss of public benefits— impact the employment decisions of individuals with disabilities in Massachusetts. Published in March of 2025.

High Demand Occupations Requiring an Industry Recognized Credential:

DER produced a list of in-demand occupations by region and statewide for Massachusetts requiring an Industry Recognized Credential (IRC). Published February 2025.

Barriers to Employment Report:

DER produced a report on barriers to employment in Massachusetts. The report focused on barriers identified in the Regional Blueprint plans, specifically skills mismatches and geographic barriers (housing and transportation). The report analyzed these issues by region, offering new insights to barriers workers face to finding and maintaining employment in the Commonwealth. The most recent version can be found here and was published in June 2025.

Research Support to the State Workforce Board:

DER provided research support to the MassHire State Workforce Board and its Performance and Accountability Committee, analyzing statewide data and WIOA performance data that supports data driven policymaking by the board.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.