Annual Performance Report

Massachusetts Workforce and Labor Area Review
Program Year 2025

Executive Office of Labor and Workforce Development
Department of Economic Research
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MASSACHUSETTS EXECUTIVE OFFICE OF LABOR & WORKFORCE DEVELOPMENT

MASSACHUSETTS DEPARTMENT OF ECONOMIC RESEARCH

Statewide Workforce Information System Overview:

The Executive Office of Labor and Workforce Development (EOLWD) oversees 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), the Division of Apprenticeship Standards (DAS), 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 Workforce Agenda and WIOA State Plan, 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 (MWB). HWOL Analytics feed into DER's Monthly Job Posting Dashboard, an interactive data visualization that provides a snapshot of current job demand in Massachusetts based on online job posting data. The dashboard is linked on EOLWD and DER webpages and supports MDCS. 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) 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. 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 the Commonwealth's workforce development partners. Its key focus is identifying and serving the needs of local MassHire Workforce Boards (MHWB), MHCCs and their partnering organizations, as well as educators, job seekers, employers, and students and parents served by local workforce providers.

Customer consultation and responsiveness: Labor market and workforce information is available online and through customized information based on request. DER identifies and responds to customer needs through direct assistance provided in person, by phone, by email, and through the DER website. These inputs help inform adjustments to workforce information products and services as customer needs, the Commonwealth's economic climate, and dissemination tools change.

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):

DER has continued to update and maintain the Workforce Information Database 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. The Executive Office of Labor and Workforce development is currently transitioning to a new Enterprise Data Management System (Snowflake). As this transition matures, we are actively working with our agency IT team to upgrade the WID to 3.0. Due to the fact that the WID is the primary data source for our public website, the transition has been managed carefully to ensure that we avoid disruptions to our publicly available data. Based on the current timeline, we expect the transition of the WID to 3.0 to be leveraged in the new Snowflake EDM by the end of CY 2026.

Activity Description: DER continued to update and maintain the Workforce Information Database (WID) with current labor market and workforce information used for data and information products developed through this grant and the Bureau of Labor Statistics (BLS) Cooperative Agreement. The WID is a primary data source for the public website, and WIG funding provides some of the development and maintenance of the website and WID.

Customer Consultation: DER uses customized data and information requests, new customer product requests, and direct assistance to identify customer information needs and to inform adjustments to workforce information products and services. These requests help guide the information made available through the WID and related dissemination tools.

Customer Needs Met: The WID supports access to workforce and labor market information on jobs, wages, labor force, occupations, projections, occupational supply, and related indicators needed by job seekers, workforce partners, employers, educators, and state and local policymakers for career, workforce, education, and economic development decisions.

Collaborations / Leveraged Funding: WIG funding supports development and maintenance of the WID and website, and the WID supports products developed through the WIG and BLS Cooperative

Agreement. The work also involves coordination with IT as EOLWD continues its transition to its Enterprise Data Management System (Snowflake).

Industry and Occupational Projections:

Short-term industry and occupational projections for 2025 Q2 to 2027 Q2, as well as long-term industry and occupational projections for 2024–2034, were published statewide and for each county. Industry projections were developed using a process developed by DER, while occupational projections were developed using Projection Suite software and incorporated staffing patterns produced using LEWIS software. Files were provided to the Projections Managing Partnership (PMP) in accordance with its specifications. Short-term projections were published on the DER website and submitted to PMP and the ETA Regional Office (RO) on March 6, 2026. Long-term projections were published on the DER website and submitted to PMP and the ETA RO on July 7, 2026.

Activity Description: DER produced short-term industry and occupational projections for 2025 Q2 to 2027 Q2 and long-term industry and occupational projections for 2024-2034 statewide and for each county. Occupational projections were developed using Projection Suite and staffing patterns produced with LEWIS, and files were provided to the Projections Managing Partnership (PMP) in accordance with its specifications.

Customer Consultation: DER received significant feedback from stakeholders that the absence of Workforce Development Area (WDA)-level projections represented a substantial gap in the Commonwealth's data offerings. DER used this stakeholder feedback to inform development of a new methodology for producing WDA-level projections and plans to incorporate the new methodology into the projections production and publication process.

Customer Needs Met: The projections provide customers with information to identify occupations with the most job openings and fastest growth and to examine projected employment trends. Staffing pattern data provide counselors, job seekers, and job developers with more detailed information than industry-level OEWS estimates, supporting career, training, workforce planning, and employment decisions.

Collaborations / Leveraged Funding: Projection production uses Projection Suite and LEWIS and is coordinated with the PMP. WIG funding supports staffing pattern development and publication, which can only be developed and published with WIG funding and the LEWIS software system. Published projections are disseminated through both the Commonwealth's DER website and PMP.

Web pages displaying the projections allow customers to view occupational projections by occupations with the most job openings, fastest-growing occupations, and all occupations. All data are available at the time of release through the Commonwealth's DER website. Additionally, all employment projections data are included in accompanying Tableau visualizations, giving users another option to customize data downloads and visualize trends in the projections.

Due to changes in the OEWS production process related to the transition to Metropolitan Statistical Areas, we have been unable to produce projections by Workforce Development Area (WDA). This is because WDAs in Massachusetts are based on city and town geographies rather than counties, which are more commonly used in states outside New England. During the transition, the LEWIS program stopped producing staffing pattern estimates by WDA for Massachusetts, preventing us from producing occupational projections at the WDA level using our previous methodology. We received significant feedback from stakeholders indicating that the absence of WDA-level projections left a substantial gap in our data offerings. In response, we have been working to develop a new methodology for producing WDA-level projections. We will be incorporating this new WDA methodology into our projections production and publication process going forward.

Staffing patterns for the state and each county are produced annually and published on the DER website. These high-demand data can only be developed and published with WIG funding and the LEWIS software system. The estimates provide counselors, job seekers, and job developers with more detailed information than the industry-level ("All Industry") OEWS estimates. Projections and staffing pattern data are available at the links below.

Industry and Occupational Projections Website Links:

Employment Information by Industry

- Staffing Patterns by Industry
- Long-term projections, including at the sub-state level
- Short-term projections, including at the sub-state level

Employment Information by Occupation

- Staffing Patterns by Occupation
- Long-term projections, including at the sub-state level
- Short-term projections, including at the sub-state level

Reports:

DER developed and provided workforce information products and services during PY2025 in the following core areas, as defined in the WIG: projections and staffing patterns, weekly demographic information on those filing initial and continued weeks claimed were published by city and town, customer requested areas; and all grant-funded products, reports, and workforce information are available on DER's website in a manner accessible to the public and in compliance with Rehabilitation Act Section 508 requirements.

Activity Description: DER developed and provided additional workforce information products and services during PY2025, including weekly demographic information on initial and continued weeks claimed, workforce information webpages, interactive dashboards and visualizations, the Massachusetts Youth and Young Adult Labor Market report, and the Regional Occupation Alignment Dashboard (ROAD).

Customer Consultation: DER uses customer product requests, customized information requests, direct assistance, and stakeholder feedback to identify information needs and inform product development and updates.

Customer Needs Met: These products provide job seekers, workforce professionals, employers, educators, workforce boards, policymakers, and other customers with accessible information for career decisions, workforce planning, education and training decisions, analysis of labor market conditions, and understanding workforce trends and disparities.

Collaborations / Leveraged Funding: WIG-supported work is carried out in coordination with workforce and education partners and other stakeholders. The LMI for Jobseekers page was created in collaboration with the MassHire Department of Career Services, and other collaborations are identified in the activity-specific sections below.

Workforce and Labor Market Information on the Web:

DER's webpages have received a total 62,229 pageviews from 28,117 active users from January 1, 2025 to December 31, 2025.

Activity Description: DER maintained and disseminated workforce and labor market information through the Commonwealth's Economic Research web pages, including the LMI for Jobseekers page, Unemployment Rates in Massachusetts dashboards, Data Visualization page, and Data Index page. These resources provide online access to workforce and labor market data and tools.

Customer Consultation: DER responds to customer requests for information, tracks webpage analytics and feedback, and uses direct assistance and new customer product requests to identify needs for online resources and customized information. Web content and tools can be adjusted as customer needs and new dissemination tools change.

Customer Needs Met: The web resources provide customers with accessible information on unemployment, employment projections, BLS program data, unemployment claims, claimant information, and other labor market indicators to support job search, career exploration, workforce planning, and policy and program decisions.

Collaborations / Leveraged Funding: The LMI for Jobseekers page was created in collaboration with the MassHire Department of Career Services. The DER website is co-funded by the grant, and WIG funding supports some website development and maintenance.

The LMI for Jobseekers page, created in collaboration with the MassHire Department of Career Services features information, descriptions, and links to relevant data to help job seekers utilize labor market information as part of their search. The page received 10,177 views from January 1, 2025 to December 31, 2025.

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 9,688 views from January 1, 2025 to December 31, 2025.

The DER Data Visualization page includes a full list of interactive dashboards and visualizations created using Tableau Desktop, including maps. The page received 1,020 views from January 1, 2025 to December 31, 2025.

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 5,569 views from January 1, 2025 to December 31, 2025.

Dashboards:

In fall of PY2025, DER updated its existing dashboards, which are informed solely by Census and other federal data with more recent data that allows users to view and compare federally derived economic data including employment, unemployment, wages, and more across different geographies and time periods.

Activity Description: DER updated the dashboards with more recent data. The dashboards allow users to compare employment, unemployment, wages, and other economic data across geographies and time periods.

Customer Consultation: DER consulted with key stakeholders who provided feedback on research approaches, language, and insight into experiences in the Massachusetts labor force.

Customer Needs Met: The dashboards provide accessible, current workforce information that helps customers understand employment and economic conditions and compare outcomes across populations, geographies, and time periods.

Collaborations / Leveraged Funding: This work was informed by collaboration with many stakeholders, and feedback was incorporated into research approaches and language used in the resource.

Massachusetts Youth and Young Adult Labor Market: Trends and Barriers to Employment

In February 2026, the Department of Economic Research (DER) published its *Massachusetts Youth and Young Adult Labor Market: Trends and Barriers to Employment* report, examining the structural, demographic, and regional factors shaping young people's engagement with work and education. The report found that, while youth unemployment has declined and Massachusetts' rates of disconnection from work and education remain below the national average, important challenges persist, including modest declines in youth labor force participation, less early work experience among young adults, and disparities affecting Black and Hispanic youth and youth with disabilities. DER's

analysis also identified significant regional differences and changes in the types of jobs available to young workers, including a shift away from traditional entry-level sectors such as retail and accommodation and food services toward health care, construction, and manufacturing. The report further assessed Massachusetts' youth workforce policy landscape, highlighting programs such as WIOA youth services, YouthWorks, and Connecting Activities as important tools for addressing barriers and improving connections between young people and employment opportunities.

Activity Description: DER published the *Massachusetts Youth and Young Adult Labor Market: Trends and Barriers to Employment* report, examining structural, demographic, and regional factors shaping young people's engagement with work and education.

Customer Consultation: The report is part of DER's workforce information work responding to customer needs for timely analysis of labor market trends, barriers to employment, and differences across regions and population groups. Customer input is also incorporated through ongoing product requests and feedback on workforce information needs.

Customer Needs Met: The report provides information on youth labor force participation, employment and education disconnection, regional labor market differences, changing entry-level job opportunities, disparities affecting Black and Hispanic youth and youth with disabilities, and the workforce programs and policies relevant to addressing these issues.

Collaborations / Leveraged Funding: The analysis addresses the policy and service environment in which WIOA youth services, YouthWorks, and Connecting Activities operate.

Regional Occupation Alignment Dashboard

In PY 2025, the Department of Economic Research (DER) launched the Regional Occupation Alignment Dashboard (ROAD), a new data tool designed to help state and regional workforce development, education, and policy leaders make more informed decisions about workforce training and education. ROAD brings together Massachusetts occupational projections, wage data, and postsecondary graduate data to identify high-demand, high-wage occupations and assess how local education and training pipelines align with projected job openings. The dashboard's Opportunity Star System highlights occupations with strong combinations of projected growth, annual openings, and

wages, while its Training Pipeline Alignment feature helps identify potential gaps, balance, or excess capacity between local graduates and projected demand. By combining these measures with regional context and local knowledge, ROAD provides workforce leaders with a practical framework for identifying workforce development priorities, understanding potential supply-demand gaps, and targeting investments to better connect education and training programs with the needs of Massachusetts employers and workers

Activity Description: In PY2025, DER launched the Regional Occupation Alignment Dashboard (ROAD), a data tool that combines Massachusetts occupational projections, wage data, and postsecondary graduate data to identify high-demand, high-wage occupations and assess how local education and training pipelines align with projected job openings.

Customer Consultation: ROAD incorporates regional context and local knowledge into its analysis. DER also engaged workforce and education partners through presentations, demonstrations, and training on ROAD during PY2025, supporting dissemination and customer use of the tool.

Customer Needs Met: ROAD helps workforce development, education, and policy leaders identify workforce development priorities, understand potential supply-demand gaps, assess training pipeline alignment, and target investments to better connect education and training programs with the needs of Massachusetts employers and workers.

Collaborations / Leveraged Funding: DER provided ROAD training to the Central MA Regional Workforce Board, all Regional Workforce Boards of Massachusetts, and the Massachusetts Association of Community Colleges. These partner engagements supported dissemination and use of the tool. The Opportunity Star data developed by DER and included in the ROAD tool was used as the framework for defining high-demand, high-wage, and high-skilled jobs for the state's Workforce Pell eligible occupation list.

Labor Market Information (LMI) Training for Service Delivery:

In PY2025, staff were provided additional professional development opportunities that support career development and service delivery for the department.

Activity Description: In PY2025, DER provided professional development and training opportunities that support career development, workforce information analysis, and service delivery for department staff and workforce and education partners. The training activities are documented in the tables below, including the dates, organizations, participants, and topics.

Customer Consultation: Training and technical assistance respond to customer information and tool-use needs. DER provided training on LMI 101, the MA Monthly Job Posting Dashboard, ROAD, and LMI Data Access to workforce, education, and business organizations, creating opportunities to support customers in applying LMI to their work.

Customer Needs Met: The training helps staff and partner organizations access, interpret, and apply labor market information to career counseling, workforce planning, employer services, education and training decisions, and other service delivery activities.

Collaborations / Leveraged Funding: DER provided training to Massachusetts Innovation Career Pathways, the Massachusetts Department of Career Services Training & Development Unit, the Central MA Regional Workforce Board, all Regional Workforce Boards of Massachusetts, the Massachusetts Association of Community Colleges, and the Massachusetts Bankers Association. ETA funding supported training, as noted in the training table.

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
6	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
1	Ongoing Training with MA Accessibility Center for Consulting, Education, and Support Services (ACCESS)
3	Commonwealth Tableau Day Conference

Note: funding source is ETA which supports training

DER-Provided Trainings

Date of Training	Organization Name	Training Topic	No. of Attendees
02/11/2026	MA Innovation Career Pathways	Labor Market Information 101	~80
02/24/2026	MA Department of Career Services Training & Development Unit	MA Monthly Job Posting Dashboard	12
04/14/2026	Central MA Regional Workforce Board	Regional Occupation Alignment Dashboard (ROAD)	6
04/29/2026	DER Webinar for All Regional Workforce Boards of MA	Regional Occupation Alignment Dashboard (ROAD)	18
06/4/2026	MA Association of Community Colleges	Regional Occupation Alignment Dashboard (ROAD)	26
07/8/2026	MA Bankers Association	Labor Market Information Data Access	1

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