



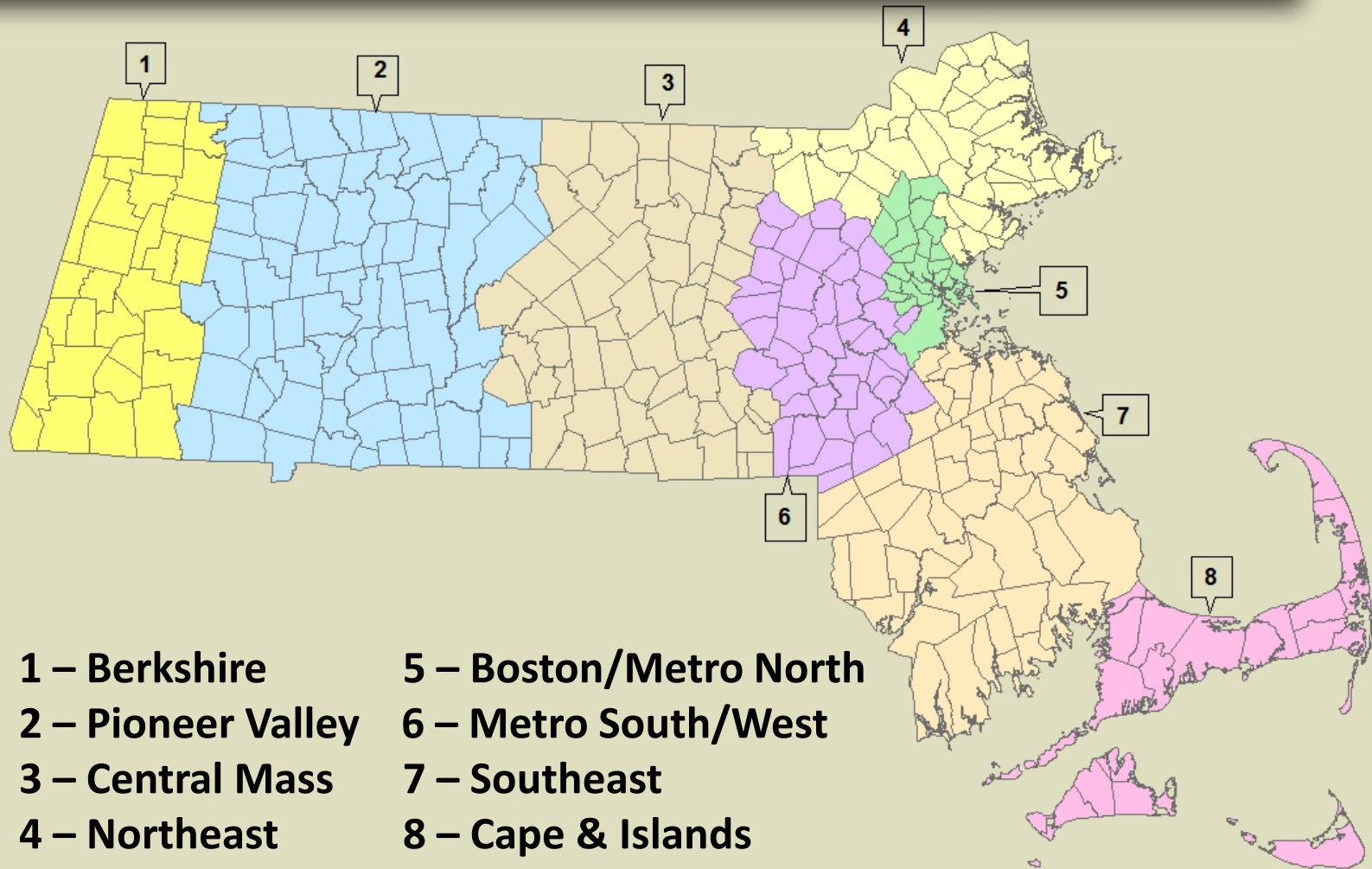
## Labor Market Trends in the Cape & Islands and Southeast

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\*The views expressed in this presentation  
are mine and not necessarily those of the  
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# Massachusetts Regions



# Summary

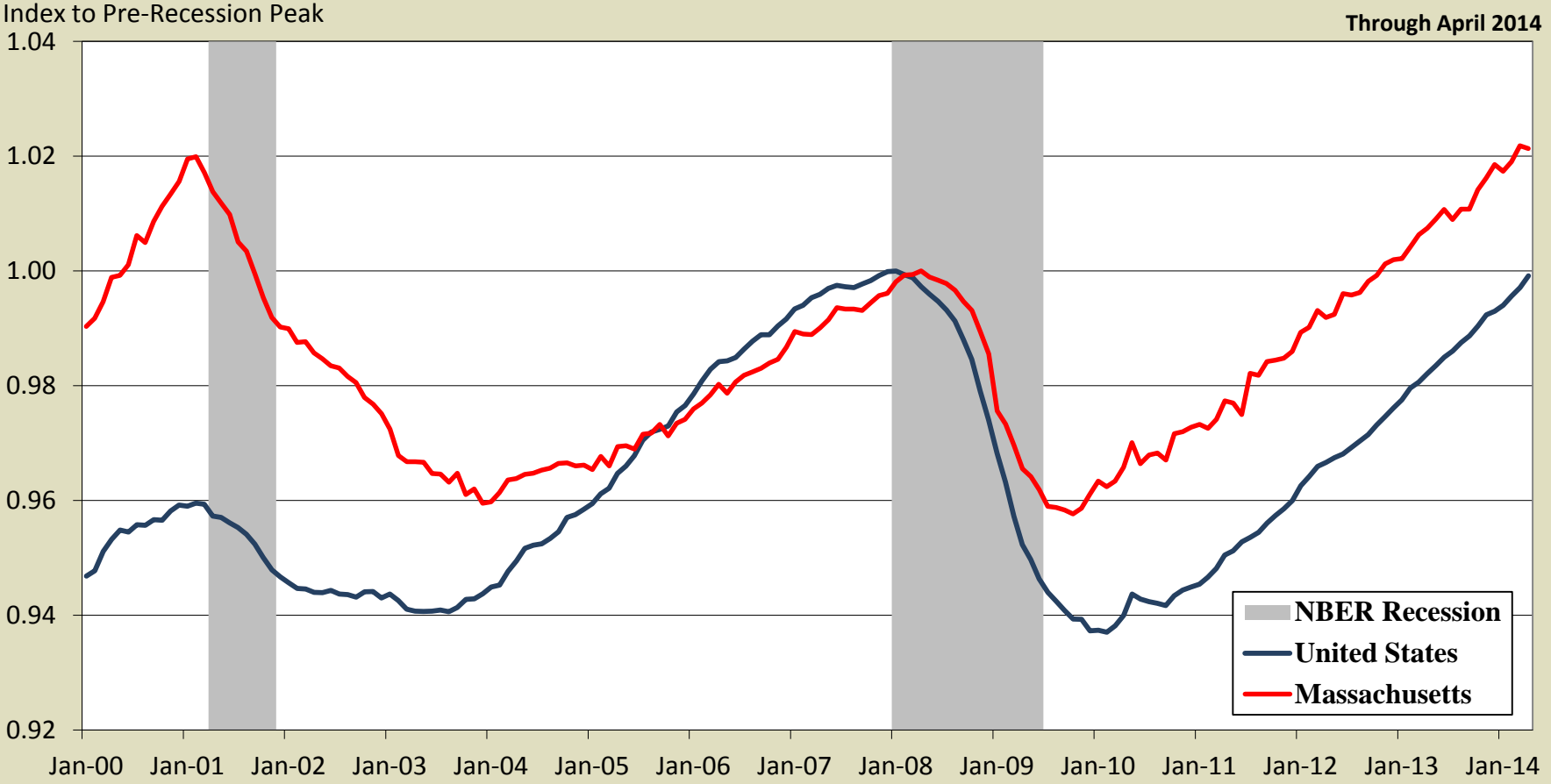
- The Cape & Islands was the hardest hit labor market in the Great Recession and has been the slowest to recover.
- The region was one of only two to lose population in the past decade and has the oldest labor force in the state.
- The job vacancy rate in the Cape & islands is large, but largely due to seasonal employment.
- The Cape & Islands recovery is likely to gain steam as the state and national recovery strengthen, boosting tourism and having a ripple effect on the regional economy.

# Outline

- Labor Market
- Demographics
- Job Vacancy Trends
- Projections

Massachusetts has finally returned to employment levels reaching in the early 2000's.

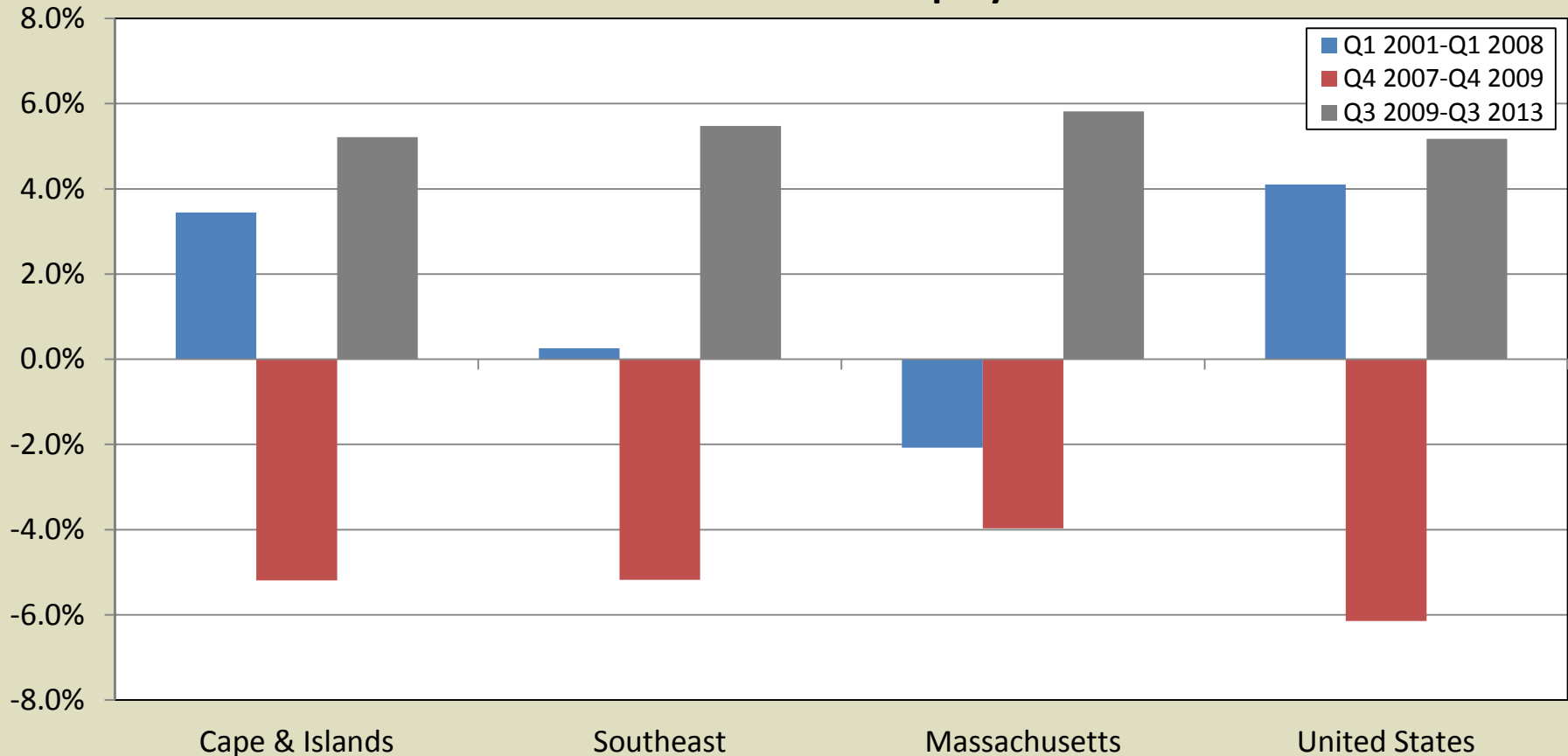
### Total Non-Agricultural Employment



Sources: U.S. Bureau of Labor Statistics, Current Employment Statistics.

After experiencing strong employment growth to start the decade, the Cape & Islands was the hardest hit region in the Great Recession.

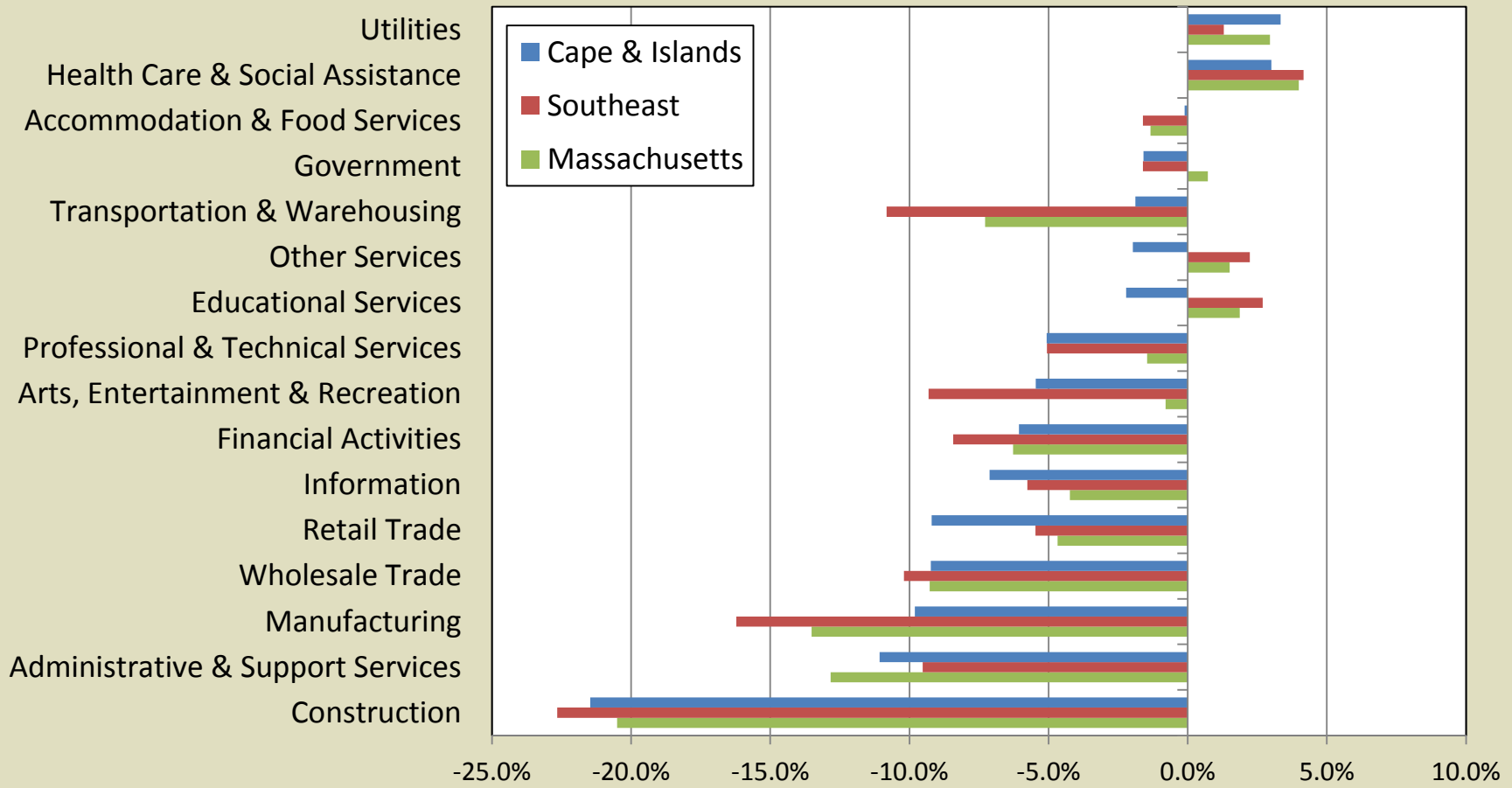
### Total Growth Rates in Employment



Sources: Massachusetts Executive Office of Labor and Workforce Development (EOLWD), ES-202 and U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW).

# Health Care & Social Assistance and Utilities continued to add jobs during the Great Recession.

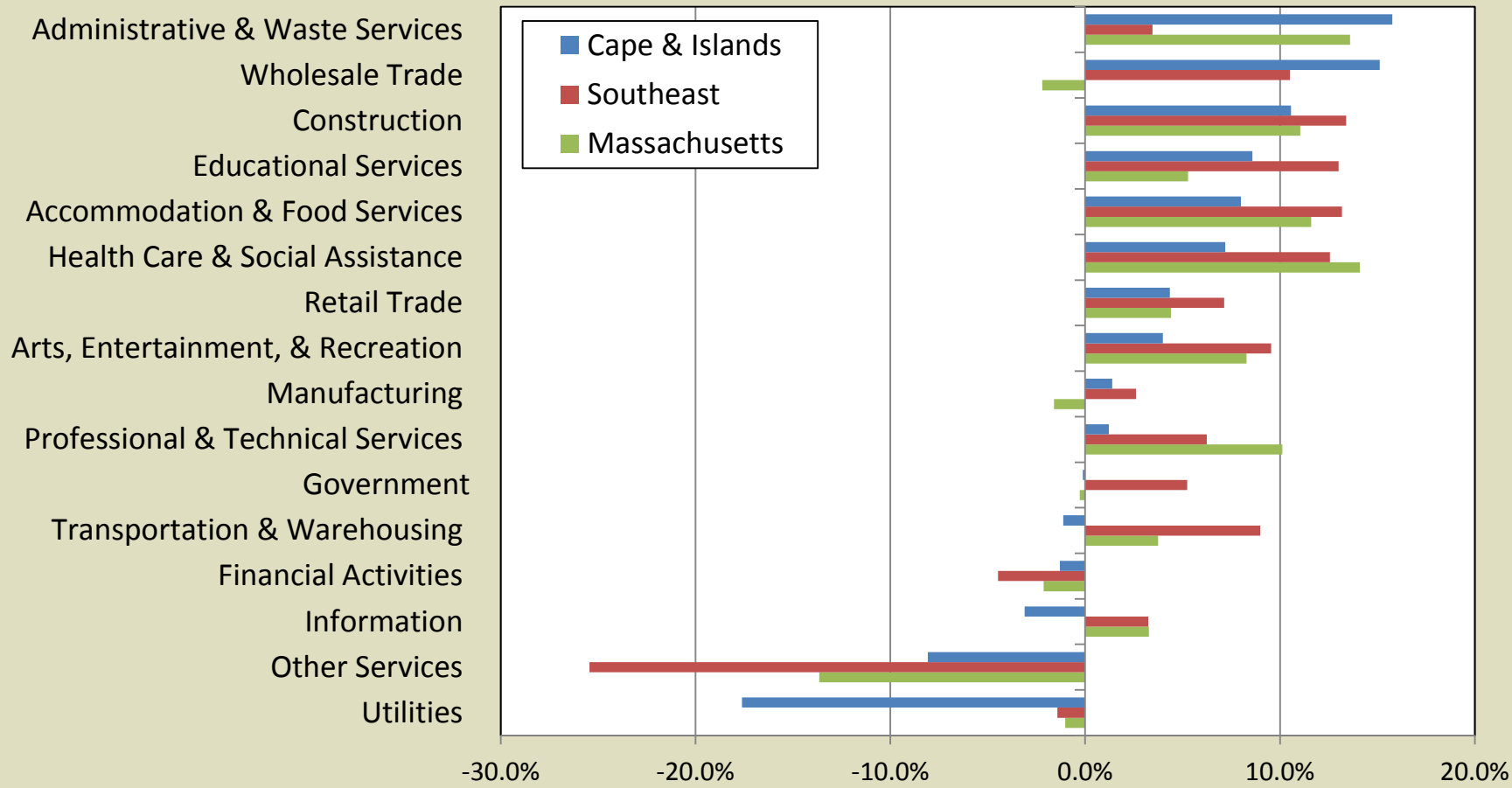
## Employment Changes, Q4-2007 to Q4-2009



Sources: Massachusetts EOLWD, ES-202.

Most industries have started to add jobs in recent years, though a number continue to contract in the Cape & Islands.

### Employment Changes, Q3-2009 to Q3-2013

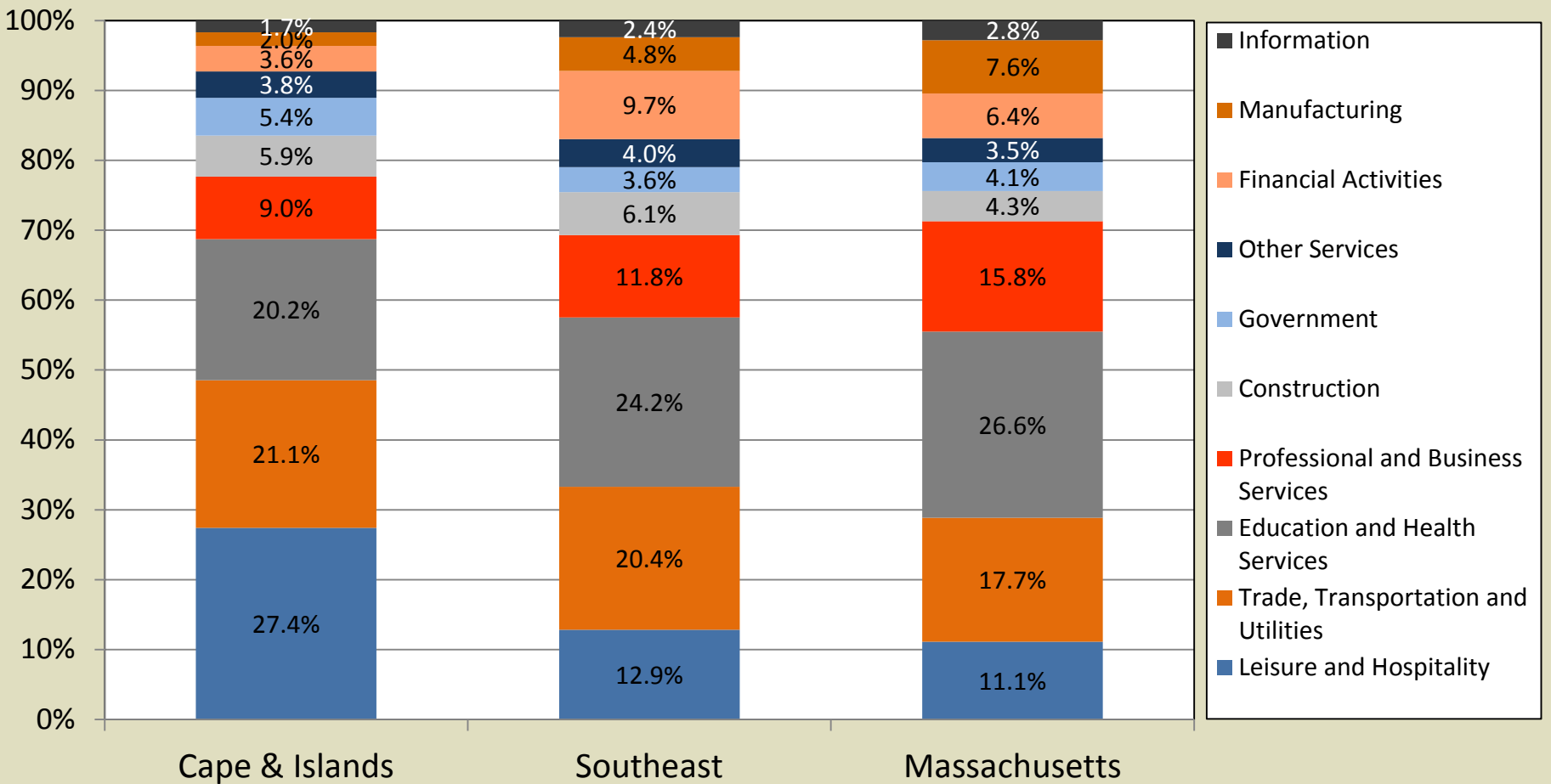


Sources: Massachusetts EOLWD, ES-202.



Leisure & Hospitality is a major sector of employment in the region, far exceeding other regions and the state.

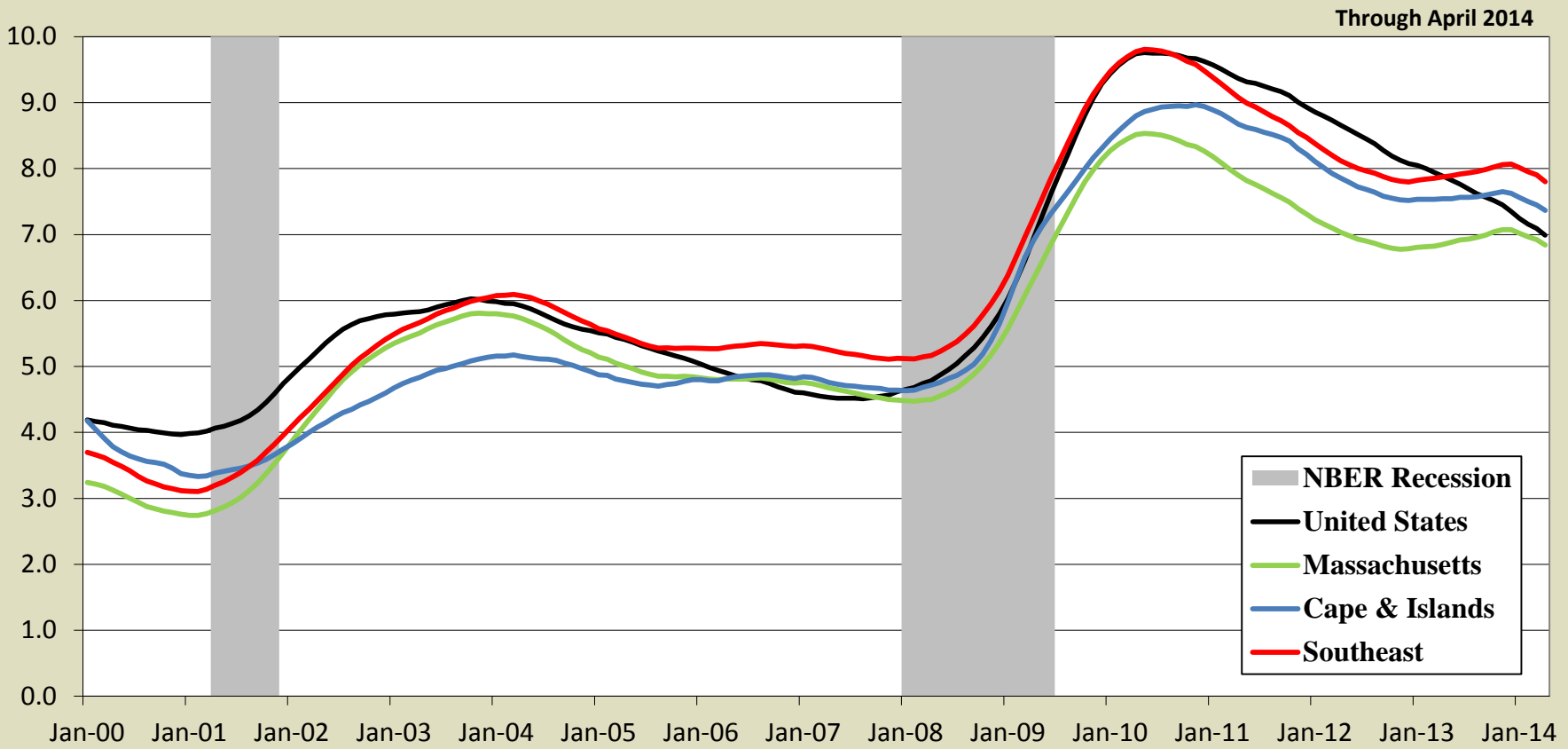
**Employment Distribution by Supersector, Q3 2013**



Sources: Massachusetts EOLWD, ES-202 and U.S. Bureau of Labor Statistics, QCEW.

Unemployment remains elevated in the Southeast and Cape & Islands, improving only moderately in recent years.

### Unemployment Rates



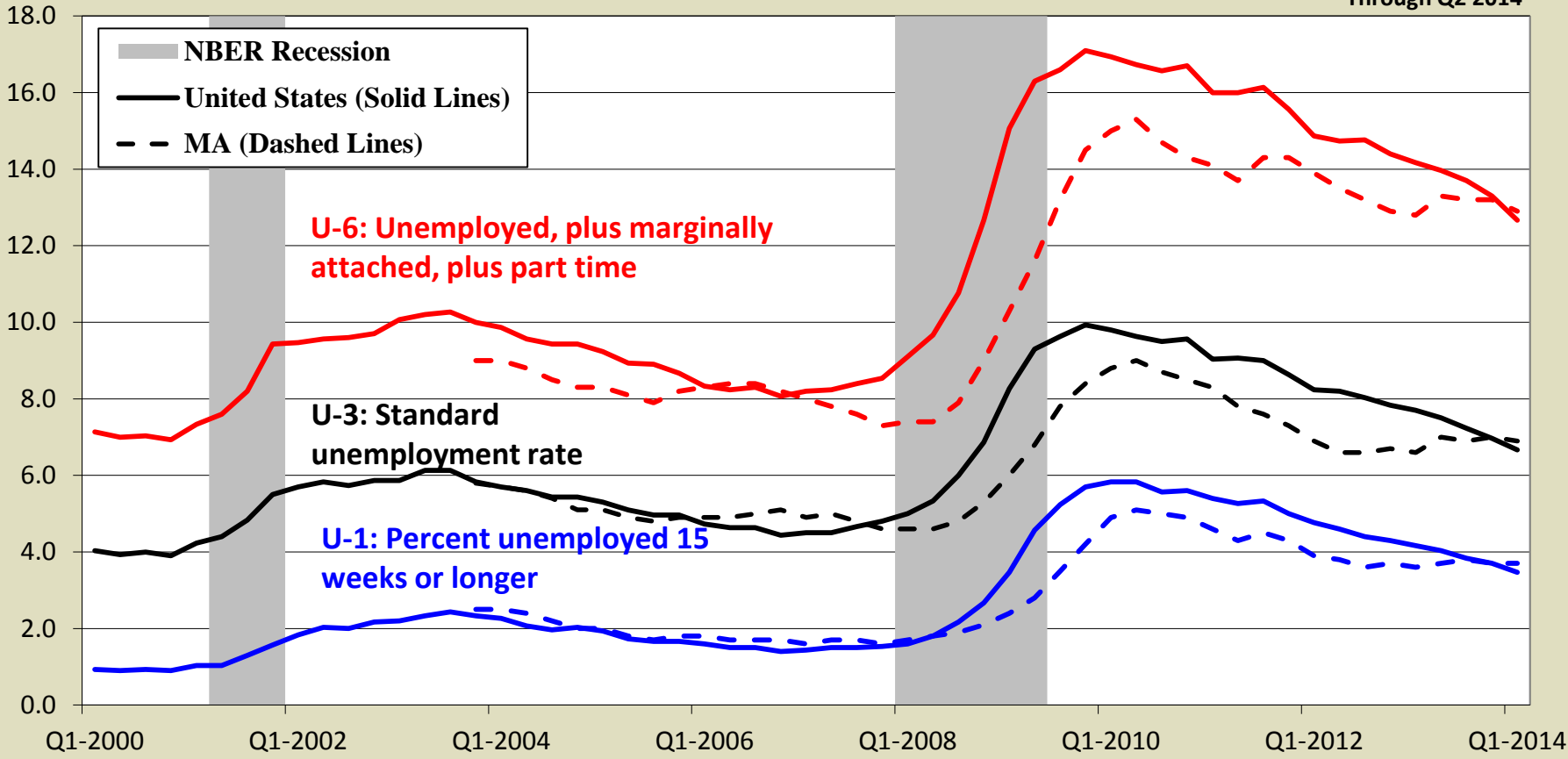
Sources: U.S. Bureau of Labor Statistics and Massachusetts EOLWD

Note: Unemployment rates are reported as 12-month moving averages to be comparable across geographies.

Alternative measures of unemployment show Massachusetts unemployment remaining stubbornly elevated.

### Alternative Unemployment Rates

Through Q2 2014



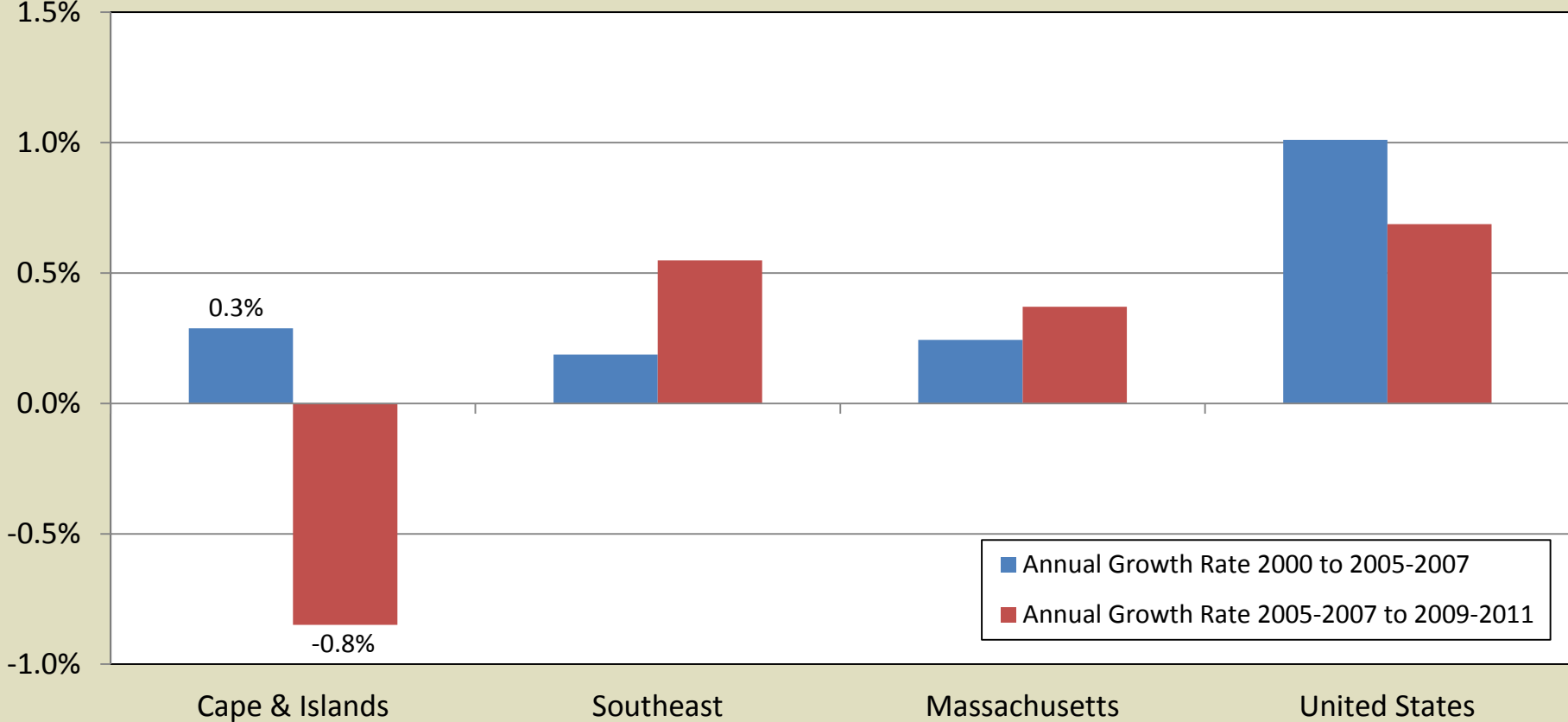
Sources: U.S. Bureau of Labor Statistics.

# Demographics

- Residential Population Changes and Characteristics
- Educational Attainment and Age of the Civilian Labor Force

Following modest population growth early in the decade, the Cape & Islands experienced a decline in population.

### Total Residential Population Growth



Source: U.S. Census Bureau 2000 Decennial Census Public Use Microdata Samples (PUMS) data files, 2005-2007 and 2009-2011 American Community Survey (ACS) Public Use Micro Sample (PUMS) data files.

Growth in immigrant and minority populations was not enough to offset losses of native born and white, non-Hispanic residents.

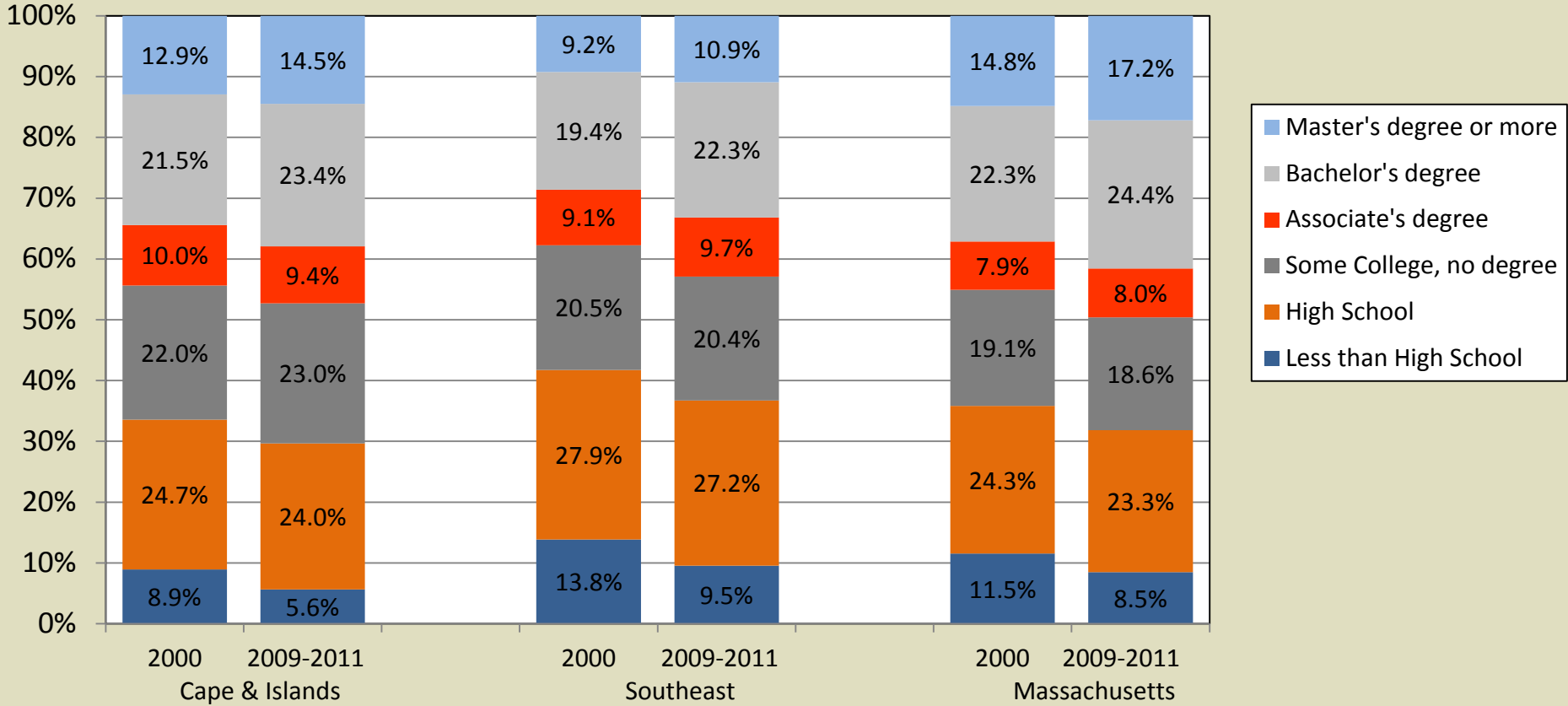
## Demographic Characteristics of the Cape & Islands

	2000	2009-2011	Absolute Change	Annual Growth Rate
Resident Population	240,708	236,683	-4,025	-0.17%
<b><u>Gender</u></b>				
Male	115,145	112,749	-1,936	-0.21%
Female	125,563	123,934	-1,203	-0.13%
<b><u>Nativity</u></b>				
Native Born	226,143	218,079	-6,459	-0.36%
Immigrant	14,565	18,604	3,320	2.48%
<b><u>Race/Ethnicity</u></b>				
White, non-Hispanic	223,758	217,224	-5,262	-0.30%
Black, non-Hispanic	3,415	5,554	1,668	4.98%
Asian, non-Hispanic	1,797	2,743	775	4.32%
Hispanic	3,260	4,821	1,724	3.99%
Other race, non-Hispanic	8,478	6,341	-2,044	-2.86%

Source: U.S. Census Bureau 2000 Decennial Census PUMS data files and 2009-2011 ACS PUMS data files.

The Cape & Islands labor force has larger shares with Bachelor's Degrees, Associate's Degrees, and Some college than the state.

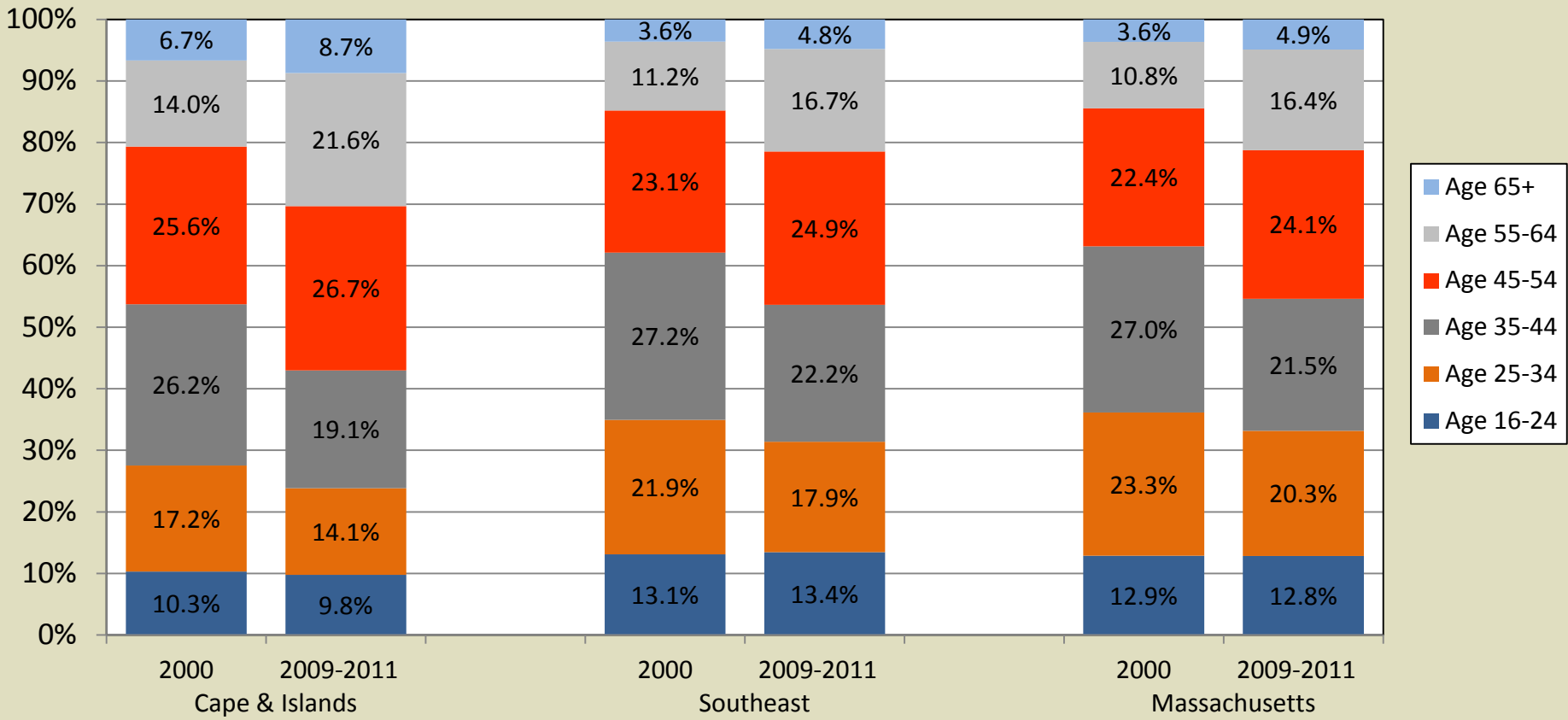
### Educational Attainment of the Civilian Labor Force



Source: U.S. Census Bureau 2000 Decennial Census PUMS data files and 2009-2011 ACS PUMS data files.

The Cape & Islands has the oldest labor force of all regional labor markets, far exceeding the Massachusetts labor force.

### Age Distribution of the Civilian Labor Force



Source: U.S. Census Bureau 2000 Decennial Census PUMS data files and 2009-2011 ACS PUMS data files.

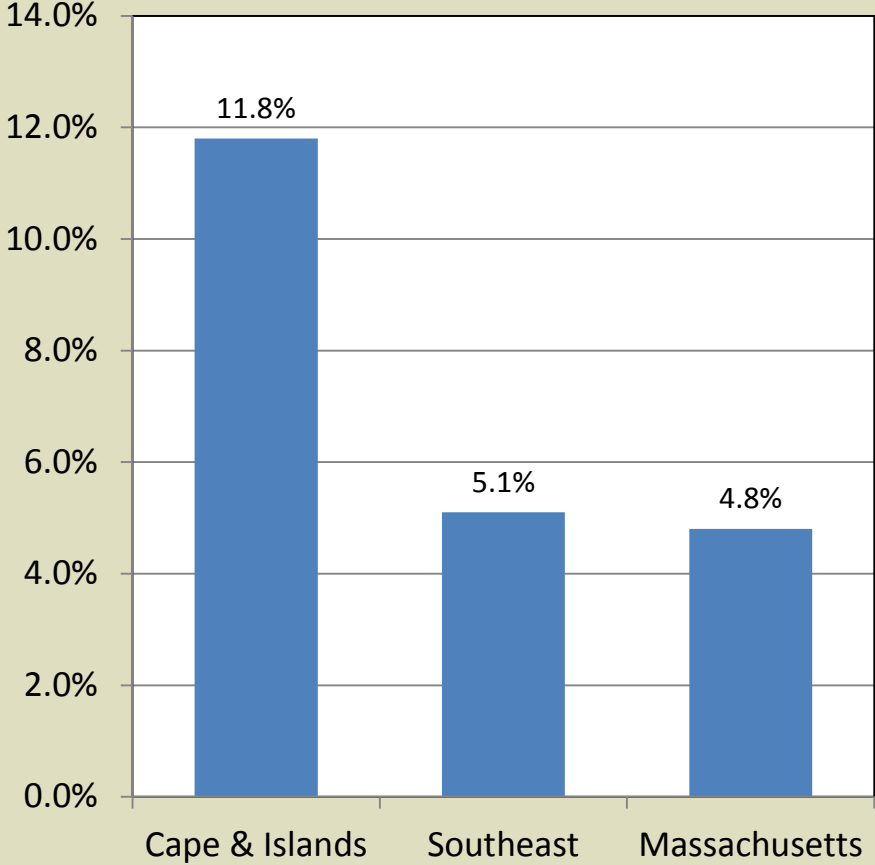


# Job Vacancies

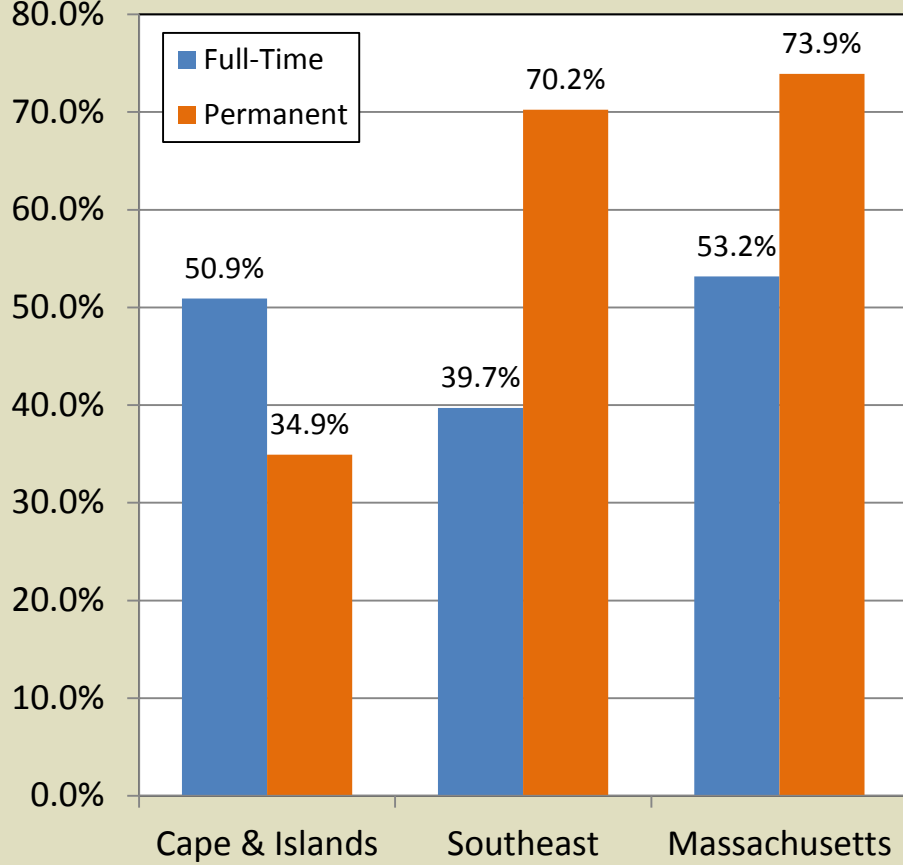
- Job Vacancy Rates
- Occupational Vacancy
- Vacancies by Experience, Education, and Benefits

Job vacancies are high in this region of Massachusetts, but tend to be for seasonal work and part-time.

**Job Vacancy Rate**



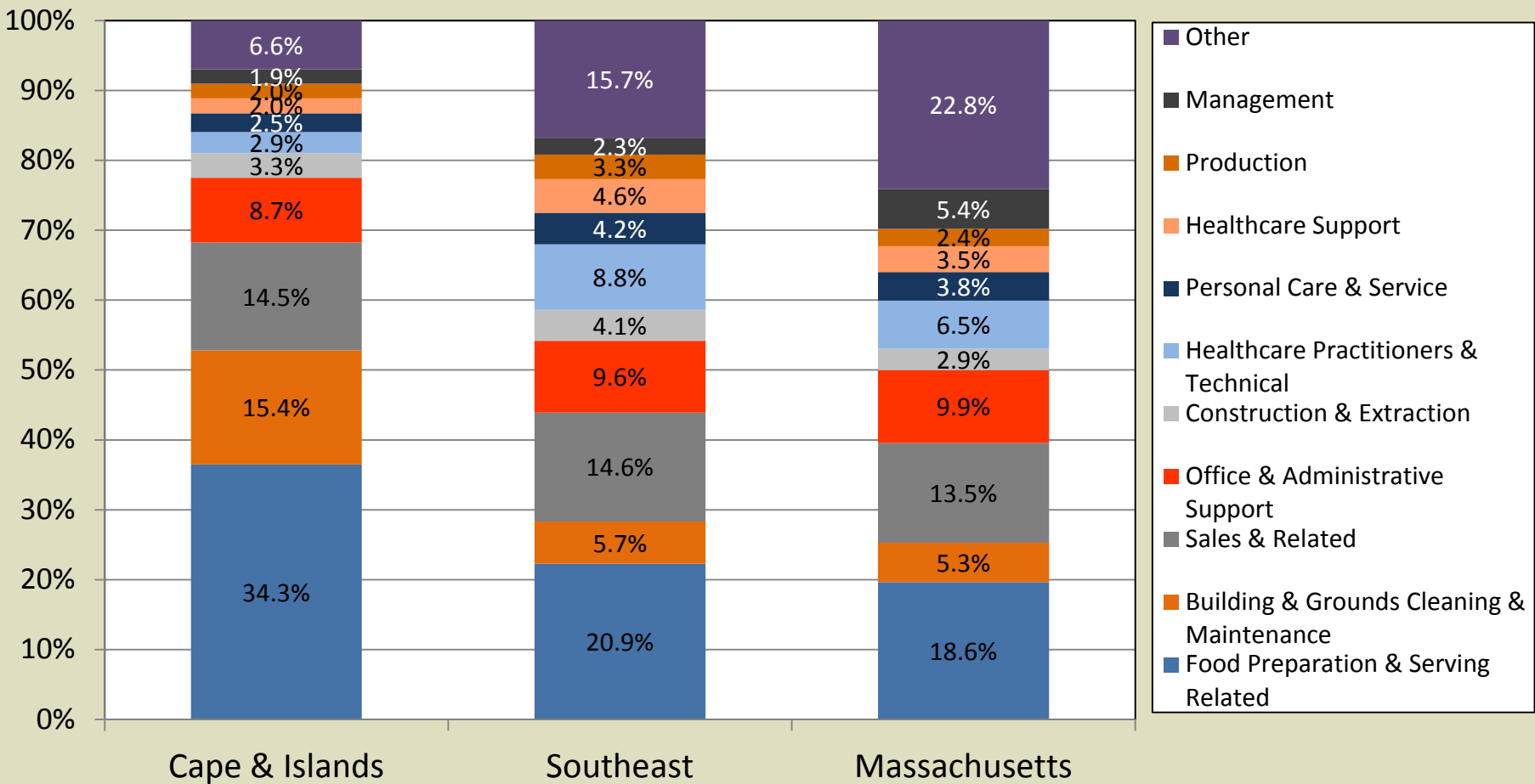
**Share, Full-Time and Permanent**



Sources: Massachusetts EOLWD, Job Vacancy Survey.

The region's sizeable seasonal employment has a large impact on the compositions of job vacancies.

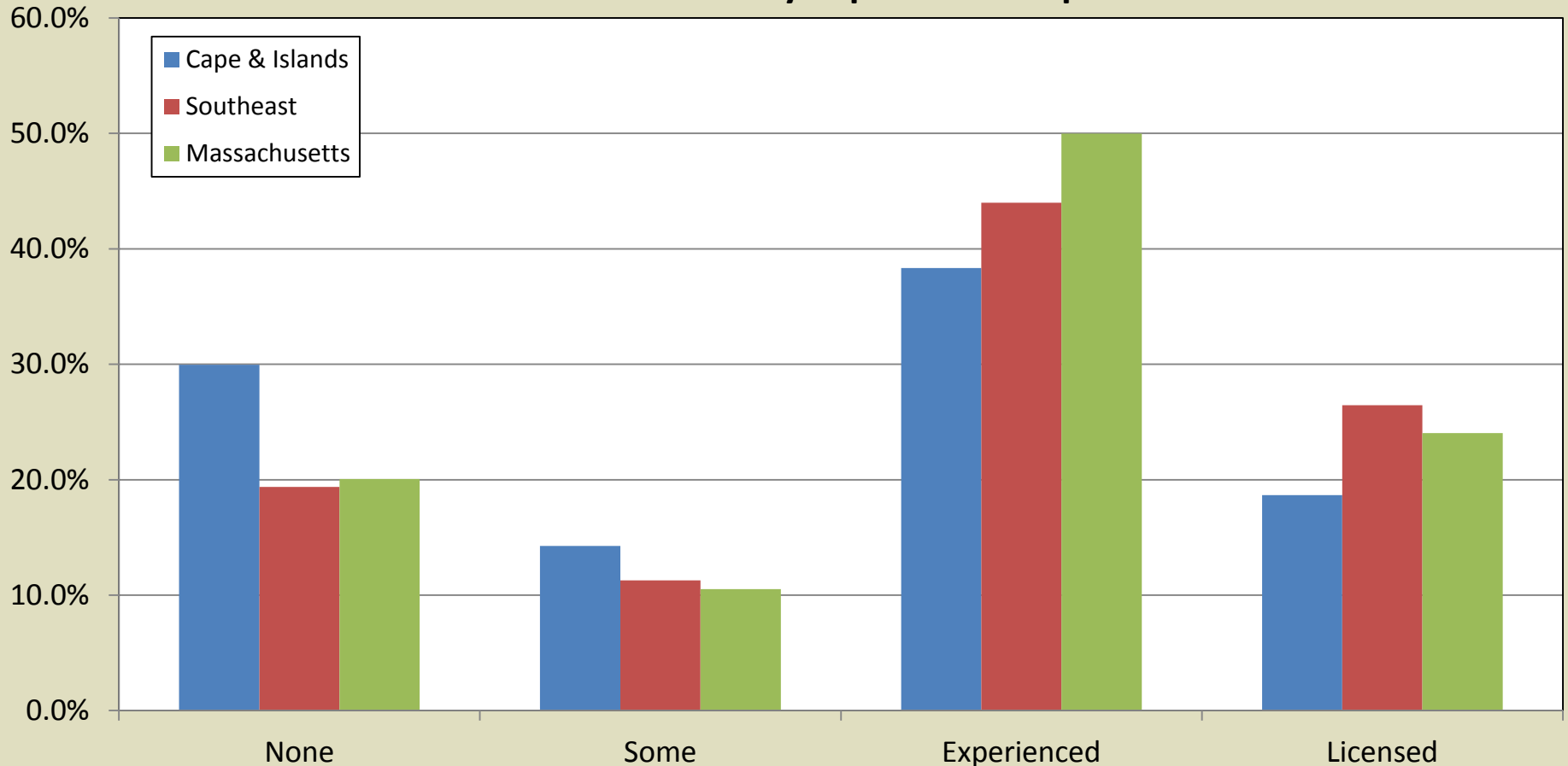
### Job Vacancies, 2013



Sources: Massachusetts EOLWD, Job Vacancy Survey.

With more openings for seasonal and part-time work, the Cape and Southeast vacancies require less experience.

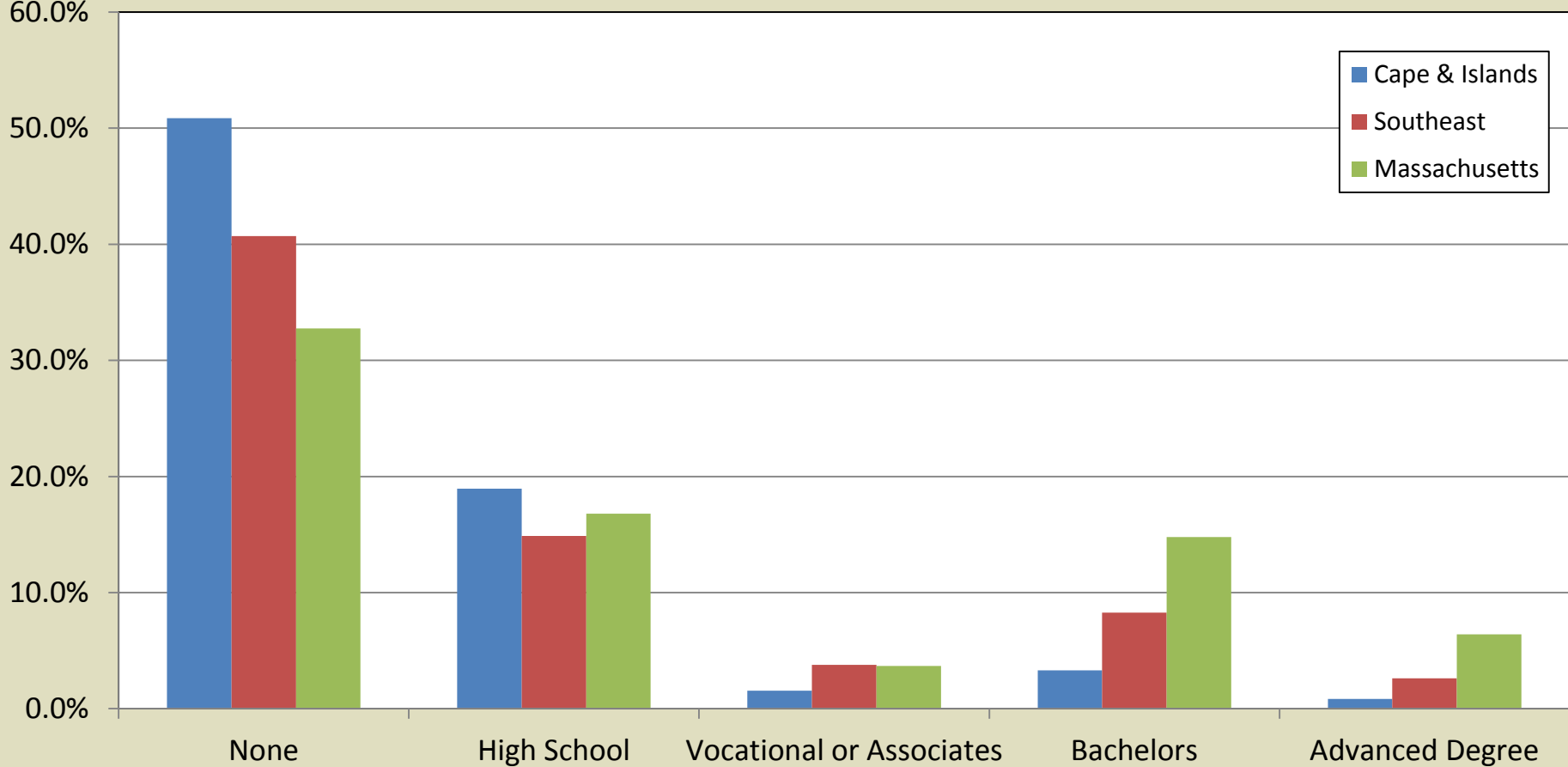
### Share of Job Vacancies by Experience Requirement



Sources: Massachusetts EOLWD, Job Vacancy Survey.

Very few positions in the Cape and Southeast state educational requirements and at most require a High School education.

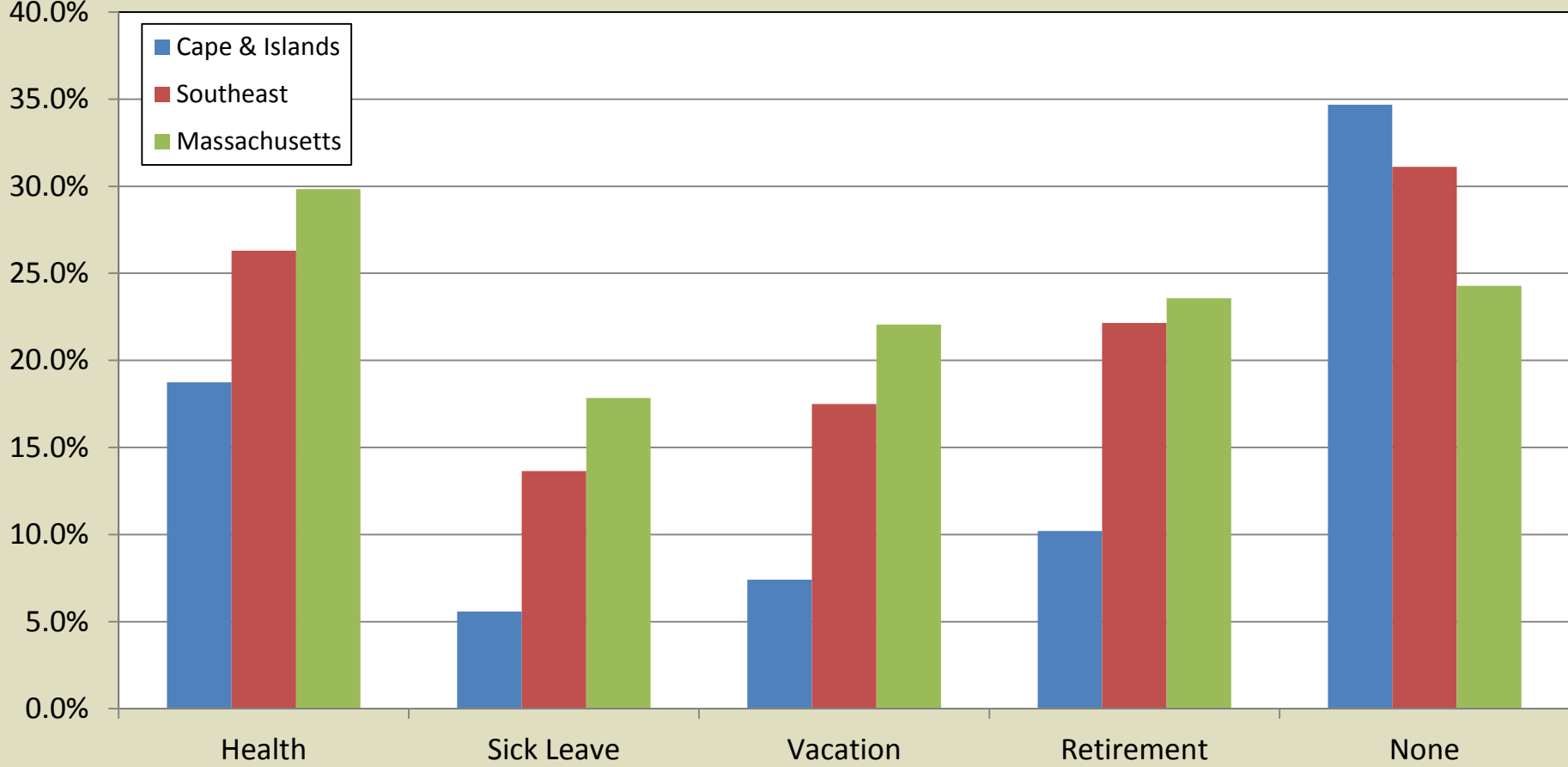
**Share of Job Vacancies by Educational Requirement**



Sources: Massachusetts EOLWD, Job Vacancy Survey.

Along with minimal experience and education, positions with benefits are less common in the Cape and Southeast.

**Share of Job Vacancies by Educational Requirement**



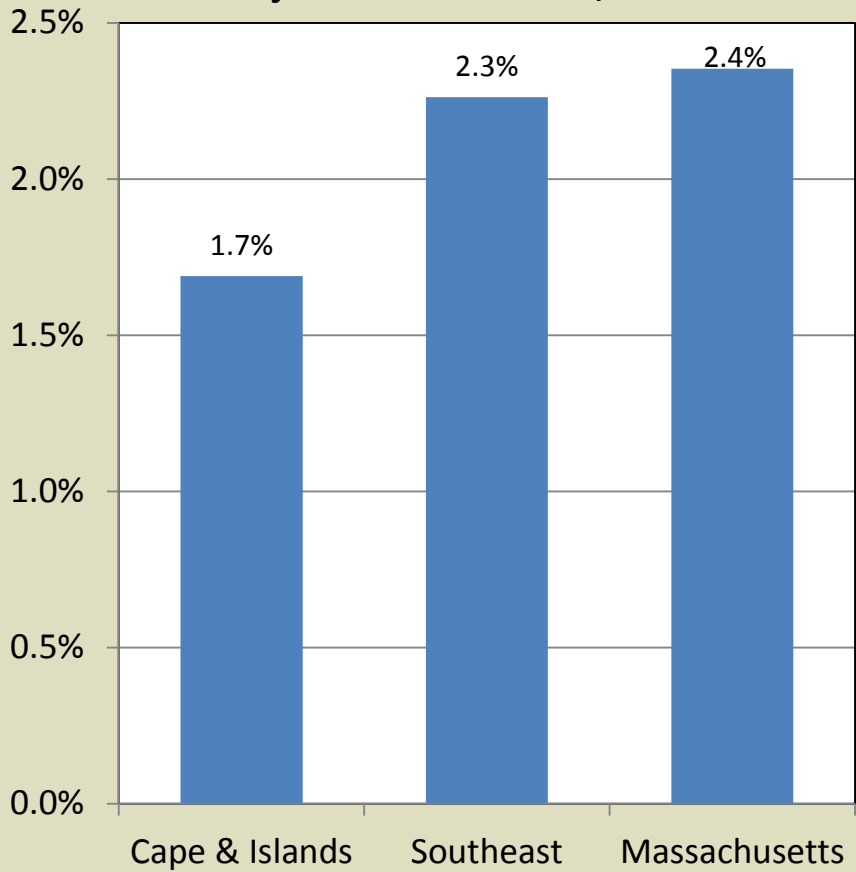
Sources: Massachusetts EOLWD, Job Vacancy Survey.

# Projections

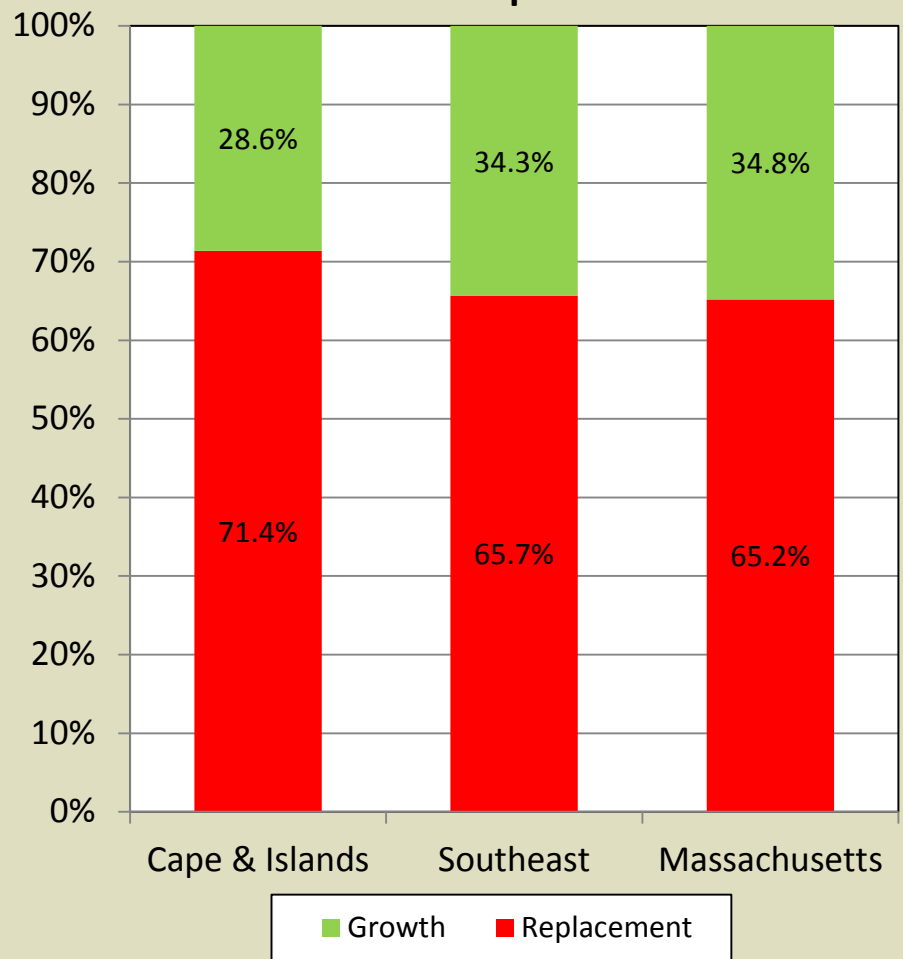
- Short-Term Projections
- Occupational and Industry Projections
- Long-Term Industry Projections

In the short-term, the Cape is expected to continue to gain jobs at a slower pace than Massachusetts.

**Total Projected Job Growth, 2013-2015**



**Growth or Replacements**

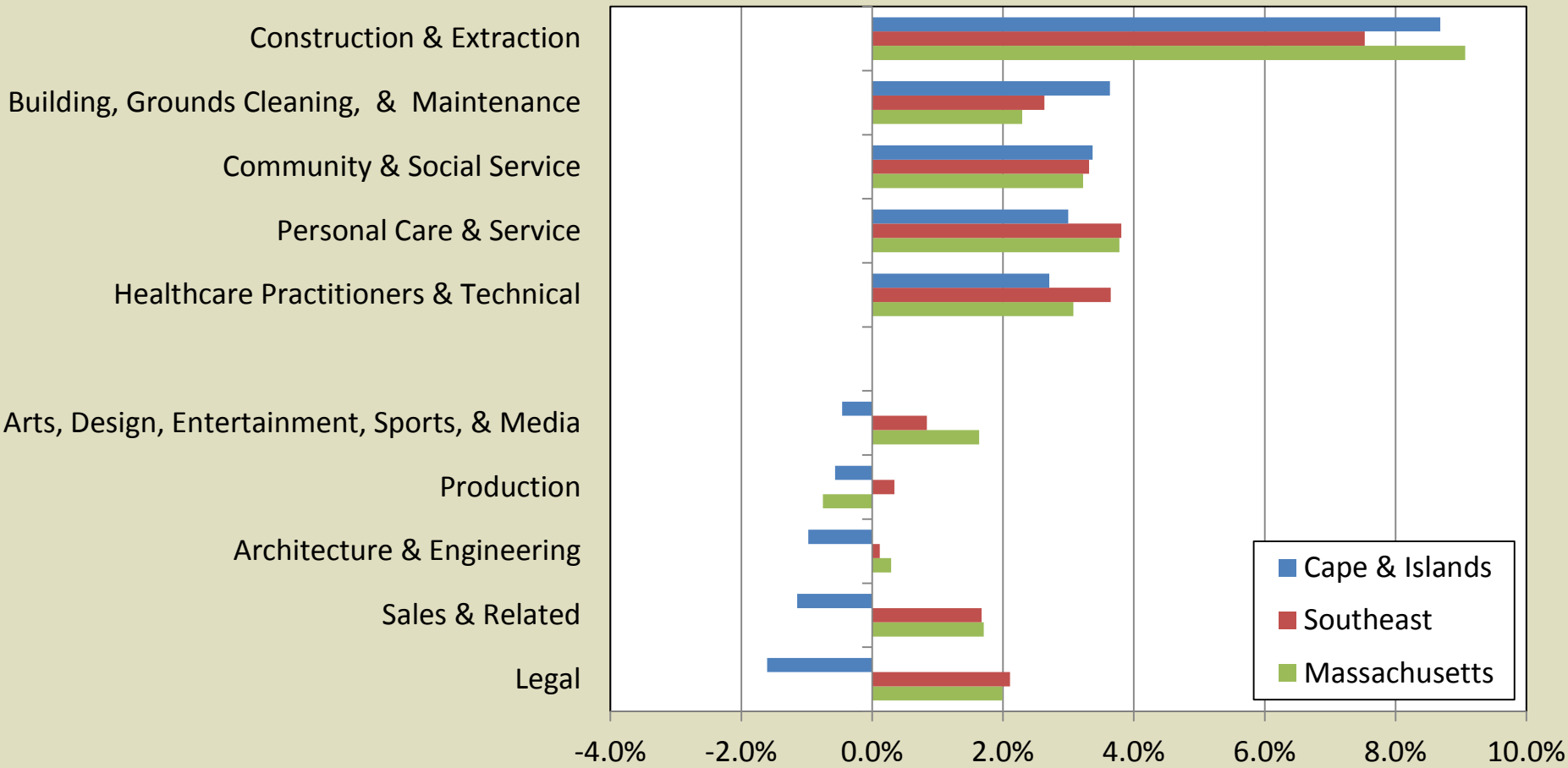


Sources: Massachusetts EOLWD.



In the short-term, the fastest job growth will be in a mix of occupations related to Real Estate and Health Care.

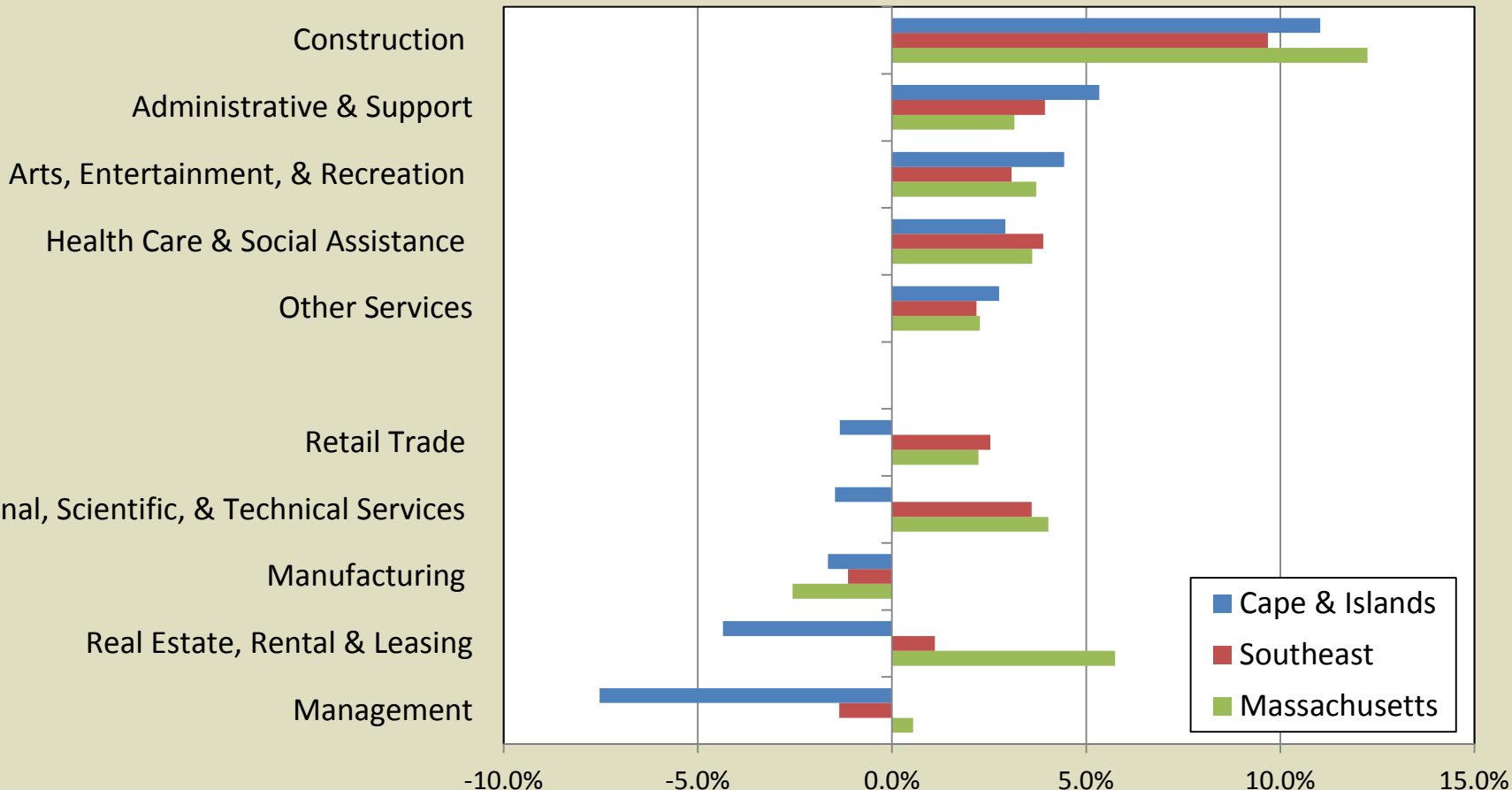
**Fastest and Slowest Projected Occupational Growth, 2013 to 2015**



Sources: Massachusetts EOLWD.

Industry growth is similarly in Real Estate and Healthcare, but with a broader mix of growing and contracting sectors.

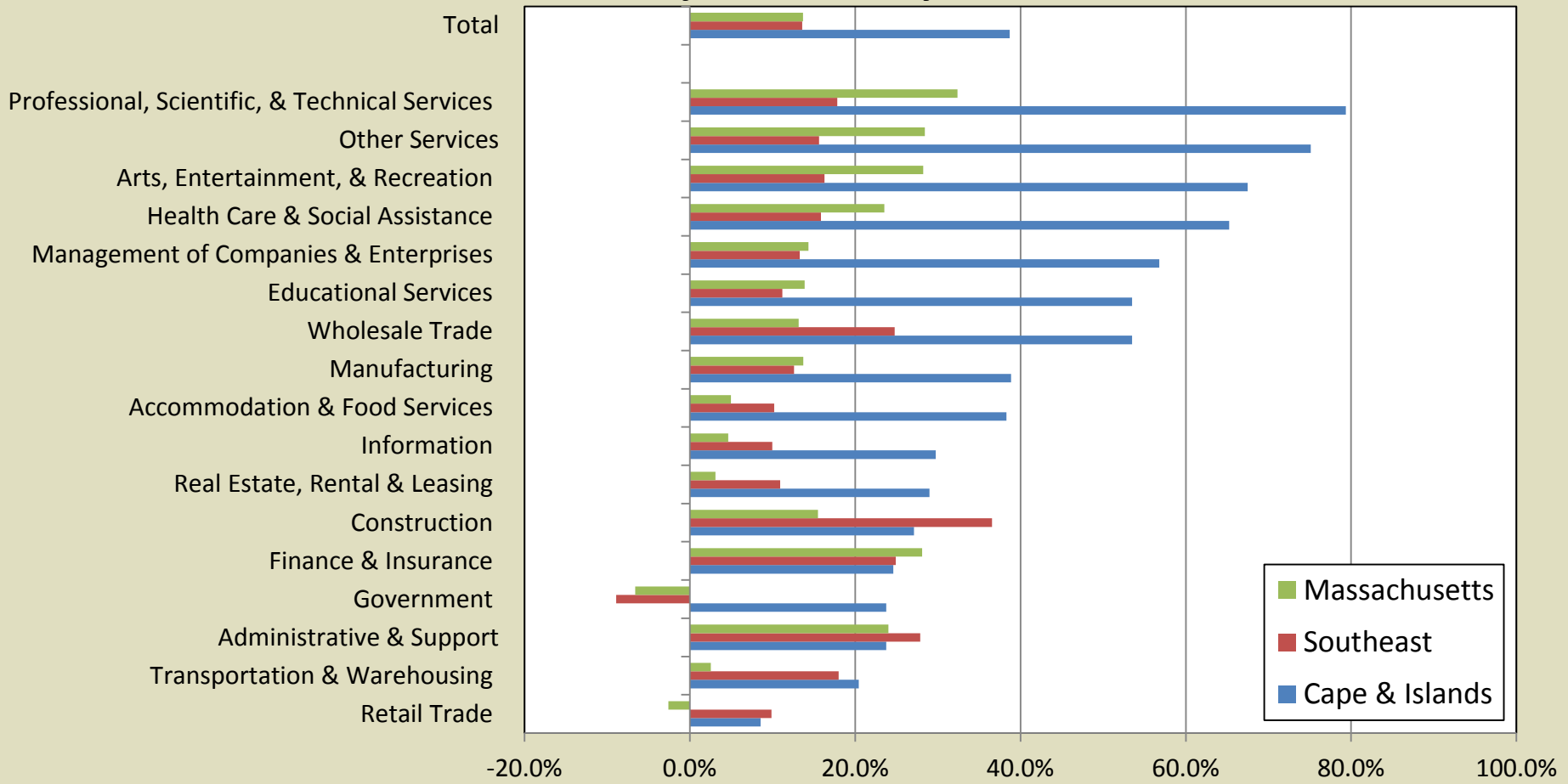
### Fastest and Slowest Projected Industry Growth, 2013 to 2015



Sources: Massachusetts EOLWD.

In the long-term, job growth is expected to accelerate as the region recovers from the steep job losses of the recession.

### Fastest and Slowest Projected Industry Growth, 2010 to 2020



Sources: Massachusetts EOLWD.

# Summary

- Following a severe recession the Cape & Islands is beginning to recovery at a modest pace.
- Population declines and an aging labor force are the major demographic challenges facing the region, but may present opportunities for the regions existing labor force.
- Job vacancies are high in the region, but are largely seasonal and entry level. However, this may be a sign of strengthening tourism increasing employment in Leisure & Hospitality.
- The region's labor market is expected to continue to grow at a modest pace in the near future, but will gain momentum in the long-term due to a strengthen national and state recovery.

There were only five higher education institutions granting certificates and degrees in the Cape & Islands in 2010.

**Top Institutions Granting Certificates and Degrees in the Cape & Islands in 2010**

Institution		Type	Public or Private	Degrees Awarded	Share of Degree Type Completed in Region
Certificates	Empire Beauty School-Hyannis	< Two Years	Private	102	39.4%
	Cape Cod Community College	Two Year	Public	97	37.5%
	Upper Cape Cod Regional Vocational Technical School	<Two Years	Public	50	19.3%
Associate's	Cape Cod Community College	Two Year	Public	432	100.0%
	-	-	-	-	-
	-	-	-	-	-
Bachelor's	Massachusetts Maritime Academy	Four Year	Public	185	95.9%
	National Graduate School of Quality Management	Four Year	Private	8	4.1%
	-	-	-	-	-

Source: National Center for Education Statistics, Integrated Post-Secondary Educational Data System.

# Thank You



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[www.bostonfed.org/neppc](http://www.bostonfed.org/neppc)