COMPARING VACANCY RATES
AND EDUCATIONAL ATTAINMENT:
PEAK LABOR MARKET

Before the Great Recession, there was a positive correlation between educational attainment and job vacancies in Massachusetts. That is, occupations with workers who had higher levels of educational attainment had higher vacancy rates. This is not surprising, as some occupations that have larger shares of employees with a High School Degree or less can sometimes be filled by a number of individuals with little training and at low cost to employers. In contrast, jobs in highly specialized occupations that require specific educational requirements face competition both regionally and globally for the limited number of individuals who can fill such positions. Further, strong growth in industries that employ large shares of individuals with high levels of educational attainment, such as Health Care & Social Assistance and Professional & Technical Services, has led to increased vacancies and demand for employees that can fill such positions. However, the relationship between post-secondary educational attainment and vacancies did not exist in Berkshire due to its occupations tending to have low shares of employees with post-secondary education, stronger employment concentrations in sectors with lower educational attainment (such as Leisure & Hospitality and Trade, Transportation, & Utilities), and higher vacancy rates in these low-educational-attainment industries.

Source: Massachusetts Executive Office of Labor and Workforce Development Job Vacancy Survey and US Census Bureau 2005-2007 American Community Survey.

Note: Occupational vacancy rates for Berkshire in Q4 2007 proxy vacancy rates in a peak labor market and educational attainment data by occupation in Berkshire from the 2005-2007 American Community Survey proxy share of employees with a post-secondary education in a peak labor market. Workers have attained a post-secondary education if they have attended Some College or obtained an Associate's Degree, Bachelor's Degree, or Master's Degree or higher.