As a major employment center of the New England region, Boston/Metro North relies heavily on commuters from across the state and from nearby states. More than 400,000 people, or 46 percent of those employed in the region, commute into Boston/Metro North for work. Most of them come from the bordering labor markets of Metro South/West (15.9 percent of all workers in Boston/Metro North), the Northeast region (12.2 percent), and the Southeast region (11.8 percent). The region also draws some 38,000 commuters from outside Massachusetts. At the same time, 75.8 percent of Boston/Metro North’s employed residents also work in the region, with 13 percent of residents commuting out to Metro South/West and smaller shares commuting to the Northeast region (5.7 percent) and the Southeast region (3.2 percent). With its heavy reliance on commuters, Boston/Metro North is a net importer of workers, with 258,000 more commuting into the region than commuting out.