An overwhelming majority of the employed residents of Pioneer Valley work in the region, making Pioneer Valley one of the labor markets least likely to rely on commuters as a large share of its workforce. With 85.5 percent of the employed residents in the region also working in the region, the largest share of outbound commuters (7.3 percent of all employed residents) cross the border to Connecticut for work, while only 5.8 percent commute to other Massachusetts labor markets (mostly to Berkshire and Central Mass). Even smaller shares of workers commute into Pioneer Valley, with 91.5 percent of employees also being residents. The largest group of inbound commuters crosses the Connecticut border into Pioneer Valley (3.6 percent of all workers in the region), while smaller shares commute from a number of regional labor markets in Massachusetts, led by Central Mass (1.9 percent). As a result, Pioneer Valley is a net exporter of workers, with nearly 21,200 more commuting out of the region every day than commuting into the region.