

MASSACHUSETTS AND WORKFORCE DEVELOPMENT AREA STAFFING PATTERN DATA

The data files provided to you contain information on occupational employment and wages by industry for workers employed in Massachusetts and for the 16 Workforce Development Areas. This information was compiled from survey data collected by the Massachusetts Executive Office of Labor and Workforce Development, Department of Unemployment Assistance-Economic Research Department in conjunction with the U.S. Dept. of Labor, Bureau of Labor Statistics.

The occupational employment and wages produced from the survey represent employment and wages for May 2020. The survey sample includes approximately 28,778 establishments and represents a total employment level of approximately 3,349,800. Estimates are produced for 639 detailed occupations.

The data can be used to help identify the distribution of occupations in a particular industry and Workforce Development Area and what those occupations pay. Out-of-state employers looking to relocate or open a new facility in Massachusetts can use the data to evaluate the skill sets of workers in a workforce area for staffing purposes and the associated employee costs of doing business here. The data can also be used to help create and evaluate job training programs and foster job development.

The data files contain information for industries at the 2-digit and 3-digit NAICS Industry Group levels. Only industries with employment levels over 1,000 are published. A description of NAICS codes, titles, and definitions can be found at www.census.gov/eos/www/naics/. The occupational codes are based on the Standard Occupational Classification (SOC) System. A description of SOC codes, titles and definitions can be found at www.bls.gov/soc/.

The data files are presented in Excel using the following format: the occupations and their estimated employment, the percent of total employment, and the hourly and annual mean and median wages. Please see an example of the publication format using statewide data below:

NAICS 622 Hospitals

SOC	Title	Jobs*	Percent	Mean Hourly	Mean Annual**	Median Hourly	Median Annual**
00-0000	Total All Occupations	200,360	100%	\$39.03	\$81,190	\$33.14	\$68,940
29-0000	Healthcare Practitioners	101,880	50.9%	\$48.51	\$100,900	\$42.62	\$88,650
29-1141	Registered Nurses	51,990	26.0%	\$49.32	\$102,590	\$47.05	\$97,870
29-2061	Licensed Practice Nurses	1,170	0.6%	\$31.02	\$64,530	\$30.17	\$62,760

The example above shows that:

- 51,990 registered nurses and 1,170 licensed practical nurses work for hospitals in Massachusetts.
- Registered nurses and licensed practical nurses account, respectively, for 26.0 and 0.6 percent of those employed by hospitals.

- Registered nurses statewide have a mean (average) hourly wage of \$49.32, an annual mean wage of \$102,590, a median hourly wage (half the workers earn more than the median wage, and half the workers earn less than the median wage) of \$47.05, and an annual median wage of \$97,870.

Caution when using data

SOC codes ending in “0” are rollups- i.e., subtotals. In the example below, every worker in code 29-1141 and 29-2061 are included in code 29-0000. Adding codes 29-0000 to codes 29-1141 or 29-2061 will cause jobs to be counted twice. Similarly, every worker in code 29-0000 are included in the total all occupations code 00-0000 for hospitals (NAICS 622).

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The same caution applies to NAICS codes. In the example below, NAICS code 62 is composed of codes 621, 622, 623, and 624.

NAICS Code	NAICS Title	Jobs*	Percent	Mean Hourly	Mean Annual**	Median Hourly	Median Annual**
62	Healthcare and Social Assistance	605,940	100%	\$31.32	\$65,140	\$22.50	\$46,800
621	Ambulatory Healthcare Services	172,120	100%	\$36.34	\$75,580	\$25.45	\$52,930
622	Hospitals	200,360	100%	\$39.03	\$81,190	\$33.14	\$68,940
623	Nursing & Residential Care Facilities	98,980	100%	\$22.34	\$46,460	\$17.93	\$37,280
624	Social Assistance	134,480	100%	\$20.02	\$41,640	\$17.34	\$36,060

Adding code 62 to code 621, 622, 623, or 624 will cause jobs to be counted twice.

*All jobs data are rounded to the nearest 10th.

**All annual wage data are based on 2,080 hours.

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