

*The State of the Labor Markets in
the Metro North Region,
Massachusetts, and the U.S.*



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A THUMBNAIL SKETCH OF THE ECONOMIC CRISIS

An Economy out of Balance

Total GDP 2000 to 2007 Trillion	\$92.5
Total Purchases of G&S Trillion	\$97.0
Difference	-\$4.5 Trillion

HOW DID WE PURCHASE MORE THAN WE PRODUCED?

- Purchased Goods from Overseas
U.S. Balance of Trade Deficit increased by about \$4.5 Trillion

HOW DID WE PAY FOR EXCESS CONSUMPTION?

- Household debt doubled by \$6.8 trillion
- Between 2000 and 2005 average home price doubled
- Almost half of this debt secured by mortgages
- Savings rate fell to zero

A HOUSING BUBBLE IS FORMED

- Unlike equity bubbles housing bubbles quickly convert to spending
- Banks “make your home work for you”
- Out of \$6.8 Trillion increase in debt, \$4.2 Trillion NOT spent on housing
- Consumer electronics/autos/trucks

HOW DID HOUSING BUBBLE BURST?

- Mortgage loans made to people with no hope of making payments
- Sub-prime home equity loans based on assumption of perpetually rising housing prices
- Teaser rates
- Home values collapse - down 25 percent since mid 2006

PROBLEM IS NOW WELL BEYOND MORTGAGE BACKED SECURITIES AND HOUSING MARKET

- Commercial lending
- Credit card lending
- Auto lending
- All suffering rising default problems
- So banking system sharply reduces lending—money multiplier collapses—liquidity trap

ASSET VALUES DECLINE

- Sharp decline in housing values—25 percent decline in mean price level
- Equity assets declined by 50 percent since peak
- Estimated \$30 Trillion losses in wealth around the world wiping out about 1/3rd of value of world wealth last year
- U.S. wealth value fell by about \$11 trillion in 2008

FINANCIAL MELTDOWN HAS LED TO DEFLATION

- Deflation is a downward pressure on prices that sharply reduces the level of output, employment and income
- Deflation is a self-reinforcing downward spiral based on future expectations about prices that reflect overall economic conditions

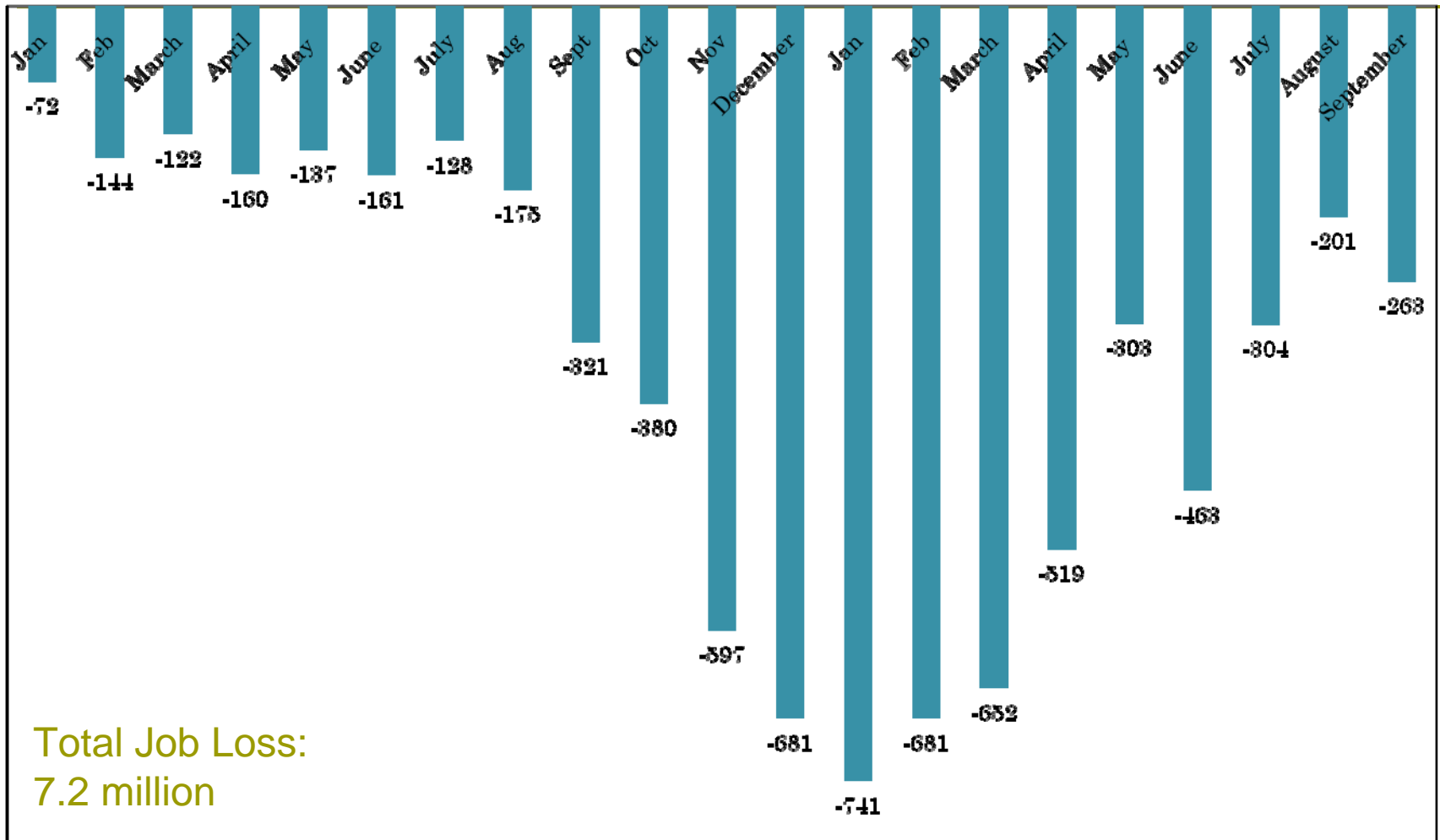
...DECLINE ACCELERATES

- Employment losses lead to real income declines
- Households make effort to raise savings rate
- Expectations of future prices of asset values fall—decrease purchases of assets-further reduces their price
- Values of housing declines
- Value of equities declines
- These paper declines feed back into a new round of cutbacks in the real economy- an adverse feedback loop or deflationary spiral

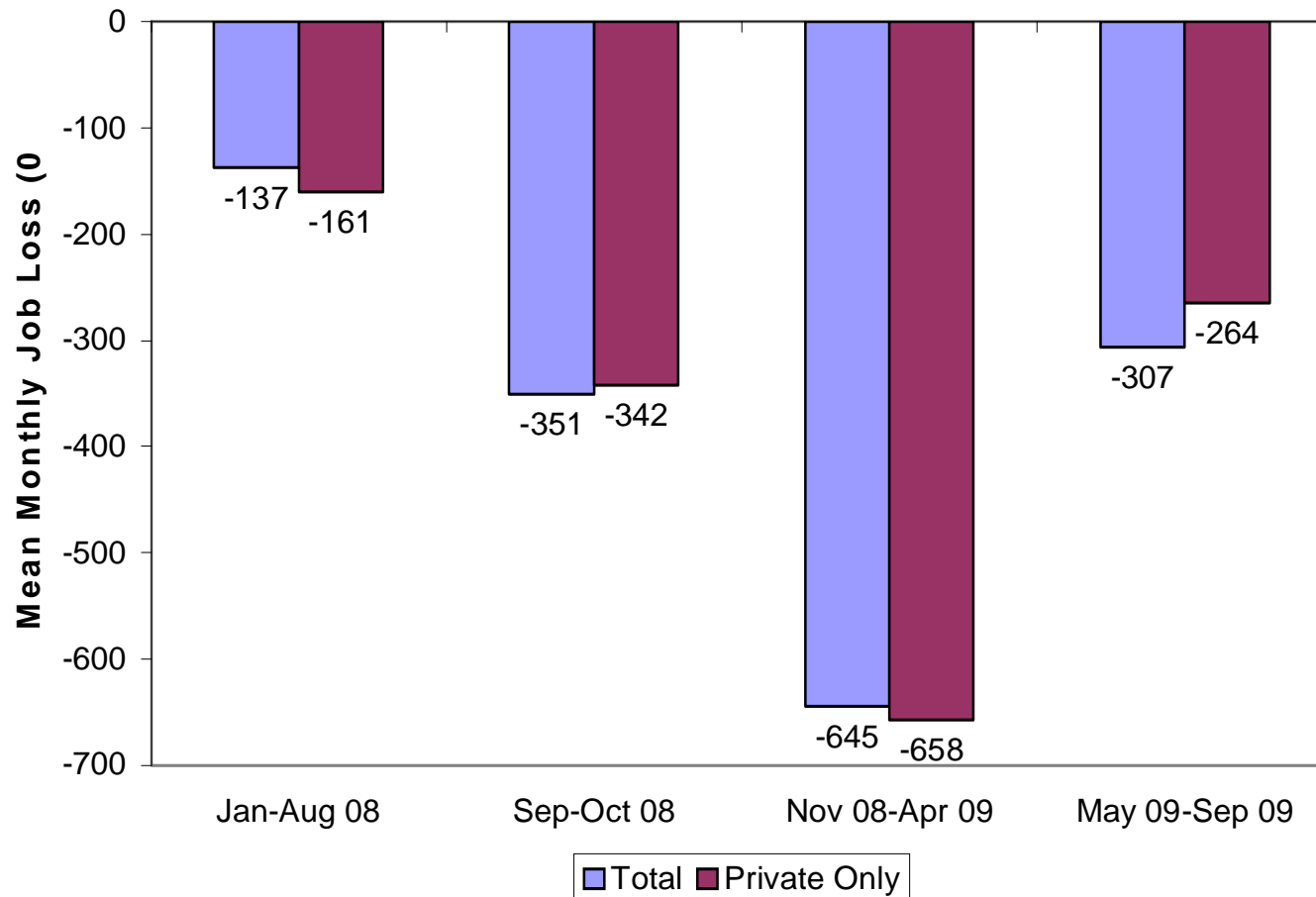
A Summary of Job Losses in the Nation

- o Recession began in December 2007.
- o Payroll employment decline averaged 137,000 per month through August 2008
- o September to October 2008 job losses accelerated to 351,000 per month
- o November to April job losses in U.S, averaged 645,000 per month
- o May through September job losses have averaged to 307,000

TRENDS IN MONTHLY PAYROLL
EMPLOYMENT CHANGE IN THE U.S.
DECEMBER 2007 TO SEPTEMBER, 2009 (1000s)



Trends in Mean Monthly Payroll Employment Change in the U.S. 2008 to Sep. 2009 (1000s)



TRENDS IN PAYROLL EMPLOYMENT LEVELS IN THE U.S. BY INDUSTRY (1000s)

Industry	December, 2007	September, 2009	Absolute Change	Relative Change
Total	138,152	130,947	-7,205	-5.2%
Private	115,783	108,544	-7,239	-6.2%
Construction	7,523	6,038	-1,485	-19.7%
Manufacturing	13,777	11,719	-2,058	-14.9%
Trade, Trans., Utilities	26,725	25,092	-1,633	-6.1%
Information	3,025	2,826	-199	-6.6%
Finance	8,243	7,702	-541	-6.6%
Professional and Technical	7,819	7,576.6	-242.4	-3.1%
Management of Companies	1,903	1,814	-89	-4.7%
Administrative/Waste	8,386	7,205.9	-1,180.1	-14.1%
Education Service	2,978	3,059.4	81.4	2.7%
Health Services	15,592	16,252	660	4.2%
Leisure and Hospitality				
Services	13,551	13,154	-397	-2.9%
Other Services	5,517	5,397	-120	-2.2%
Federal Government	2,746	2,818	72	2.6%
State Government	5,142	5,140	-2	-0.04%
Local Government	14,481	14,445	-36	-0.2%

TRENDS IN NUMBER OF EMPLOYED PERSONS BY
OCCUPATION, SEPTEMBER 2007 TO SEPTEMBER 2008, U.S

Occupation	September 2007	September 2008	Absolute Change	Relative Change
Management and Financial Occ.	21,528	22,364	836	4%
Professional	30,380	30,741	361	1%
Service	24,659	24,544	-115	0%
Sales	16,277	16,232	-45	0%
Office and Clerical	19,484	19,055	-429	-2%
Construction	9,503	8,744	-759	-8%
Installation/Repair	5,454	5,134	-320	-6%
Production	9,371	8,830	-541	-6%
Material Moving	8,823	8,605	-218	-2%
Total	145,479	144,249	-1,230	-1%

**TRENDS IN NUMBER OF EMPLOYED PERSONS BY
OCCUPATION, SEPTEMBER 2008 TO SEPTEMBER 2009, U.S**

Occupation	September 2008	September 2009	Absolute Change	Relative Change
Management and Financial Occ.	22,364	21,772	-592	-3%
Professional	30,741	30,414	-327	-1%
Service	24,544	24,533	-11	0%
Sales	16,232	15,519	-713	-4%
Office and Clerical	19,055	17,755	-1,300	-7%
Construction	8,744	7,468	-1,276	-15%
Installation/Repair	5,134	4,880	-254	-5%
Production	8,830	7,677	-1,153	-13%
Material Moving	8,605	8,145	-460	-5%
Total	144,249	138,163	-6,086	-4%



Job Vacancies in the U.S.

TRENDS IN JOB VACANCY LEVELS,
DECEMBER 2007 – JULY 2009, U.S. (1000s)

Industry	December, 2007	July, 2009	Absolute Change	Relative Change
Total	4,382	2,392	-1990	-45.4%
Private	3,918	2062	-1856	-47.4%
Construction	135	45	-90	-66.7%
Manufacturing	316	111	-205	-64.9%
Trade, Trans, Utilities	785	380	-405	-51.6%
Professional/ Business Serv.	784	422	-362	-46.2%
Education and Health	794	534	-260	-32.7%
Leisure and Hosp.	586	282	-304	-51.9%
Government	462	321	-141	-30.5%

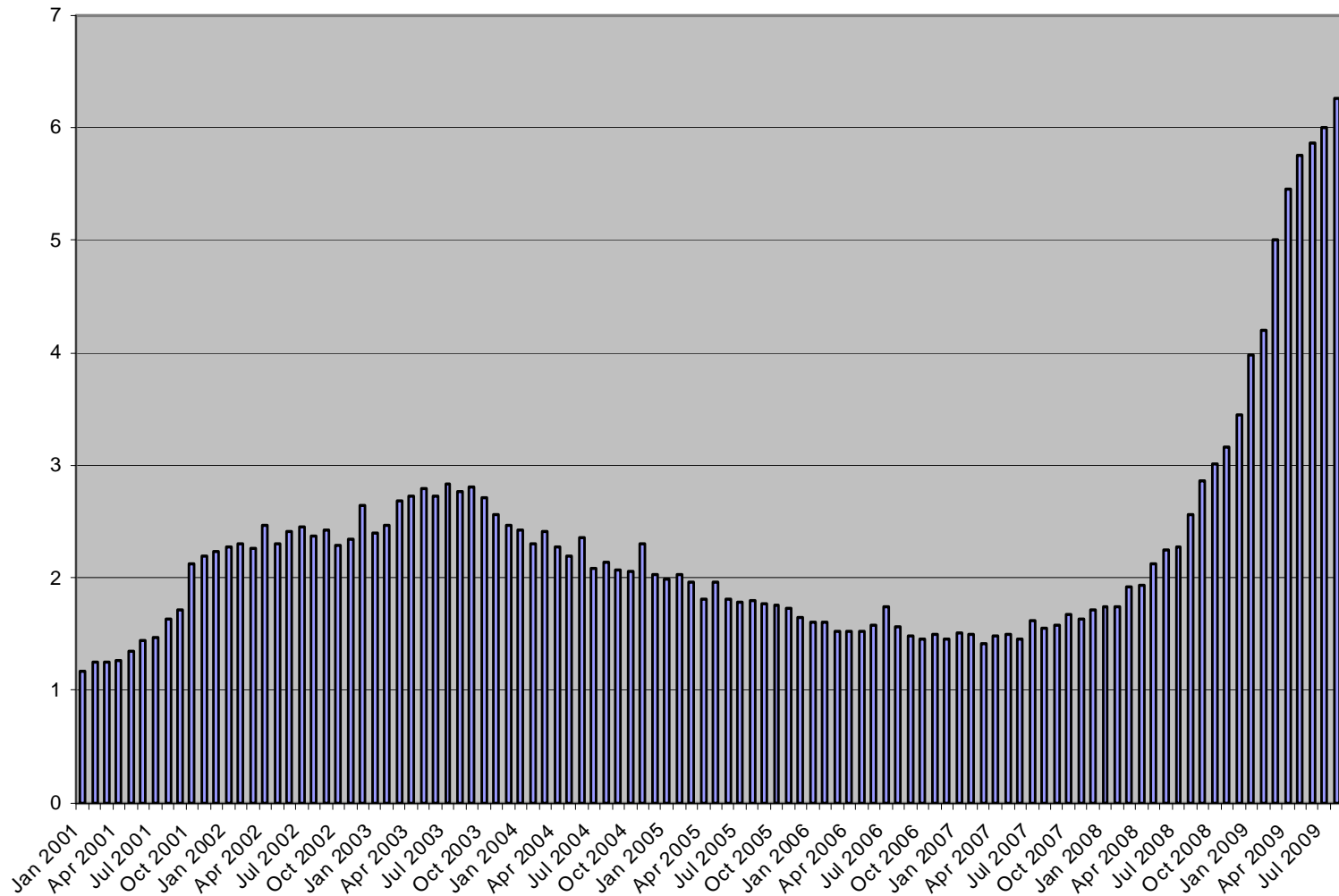
TRENDS IN JOB VACANCY RATES,
DECEMBER 2007 – JULY 2009, U.S.

	December, 2007	July, 2009	Absolute Change	Relative Change
Total	3.1	1.8	-1.3	-41.9%
Private	3.3	1.9	-1.4	-42.4%
Construction	1.8	0.7	-1.1	-61.1%
Manufacturing	2.2	0.9	-1.3	-59.1%
Trade, Trans, Utilities	2.9	1.5	-1.4	-48.3%
Professional/ Business Serv.	4.1	2.5	-1.6	-39.0%
Education and Health	4.1	2.7	-1.4	-34.1%
Leisure and Hosp.	4.1	2.1	-2.0	-48.8%
Government	2.0	1.4	-0.6	-30.0%

**THE RELATIONSHIP BETWEEN UNEMPLOYMENT AND JOB
VACANCIES AND LABOR MARKET PROBLEMS AND JOB
VACANCIES, DECEMBER 2007 – JULY 2009, U.S. (1000s)**

	December, 2007	July, 2009
Unemployed	7,541	14,462
Job Vacancies	4,382	2,392
Job Vacancy Rate	3.1	1.8
Unemployed/Job Vacancies	1.7	6.1
Labor Market Problems	13,433	29,809
Job Vacancies	4,382	2,392
Labor Market Problems/Job Vacancies	3.1	12.5

Ratio of Unemployed to Job Vacancies in the U.S., 1999-2009



**EXPERIENCED UNEMPLOYED AND JOB VACANCIES, BY
INDUSTRY, JULY 2009, U.S. (1000s, not seasonally adjusted)**

Industry	Unemployed	Job Vacancies	Unemployed/ Job Vacancies
Total	15,201	2,560	5.94
Construction	1,687	59	28.59
Manufacturing	1,988	122	16.30
Trade Trans. Utilities	511	392	1.30
Finance	570	165	3.45
Education and Health	1,269	558	2.27
Leisure and Hospitality	1,600	304	5.26
Other Services	490	103	4.76
Government	1,129	351	3.22

The Recession and Labor Market Outcomes in the U.S.

**TRENDS IN THE NUMBER OF EMPLOYED PERSONS, BY
GENDER, DECEMBER 2007 – SEPTEMBER 2009, U.S.**

	December, 2007	September, 2009	Absolute Change	Relative Change
Total 16+	146,294	138,864	-7,430	-5.1%
Men	78,275	73,180	-5,095	-6.5%
Female	68,020	65,684	-2,336	-3.4%

TRENDS IN THE NUMBER OF UNEMPLOYED PERSONS,
BY GENDER, DECEMBER 2007 – SEPTEMBER 2009, U.S.
(Numbers in Thousands)

	December, 2007	September 2009	Absolute Change	Relative Change
Total 16+	7,541	15,142	7,601	100.8%
Men	4,123	9,088	4,965	120.4%
Female	3,418	6,054	2,636	77.1%

**TRENDS IN THE LABOR FORCE PARTICIPATION RATE,
BY GENDER, DECEMBER 2007 – SEPTEMBER 2009, U.S.**

	December, 2007	September, 2009	Absolute Change	Relative Change
Total 16+	66.0	65.2	-0.8	-1.2%
Men	73.0	71.9	-1.1	-1.5%
Female	59.4	58.8	-0.6	-1.0%

TRENDS IN THE EMPLOYMENT TO POPULATION RATIO,
BY GENDER, DECEMBER 2007 – SEPTEMBER 2009, U.S.

	December, 2007	September, 2009	Absolute Change	Relative Change
Total 16+	62.7	58.8	-3.9	-6.2%
Men	69.4	64.0	-5.4	-7.8%
Female	56.5	53.9	-2.6	-4.6%

TRENDS IN THE UNEMPLOYMENT RATE, BY GENDER,
DECEMBER 2007 – SEPTEMBER 2009, U.S.

	December, 2007	September, 2009	Absolute Change	Relative Change
Total 16+	4.9	9.8	4.9	100.0%
Men	5.0	11.0	6.0	120.0%
Female	4.8	8.4	3.6	75.0%

“He-Session”

- ❑ Men have been hit hardest by this recession due to most job losses having been in industries dominated by males such as construction and manufacturing.
- ❑ Together, the construction and manufacturing industries accounted for about 15 percent of pre-recession employment in the nation, yet one-half of the net job loss that has occurred since the end of 2007 has been concentrated in these two industries.
- ❑ Of the over 7.4 million people that have lost jobs across the United States during the recession, almost 70 percent have been men. This has caused this particular recession to be dubbed a “he-session” by Georgia Department of Labor’s Michael Thurmond due its effect on men.

TRENDS IN TEEN LABOR FORCE STATUS,
DECEMBER 2007 – SEPTEMBER 2009, U.S.

	December, 2007	September, 2009	Absolute Change	Relative Change
Labor Force Participation Rate	41.1	36.9	-4.2	-10.2%
Employment to population ratio	34.1	27.4	-6.7	-19.7%
Unemployment	16.9	25.9	9.0	53.2%

**TRENDS IN THE NUMBER OF EMPLOYED PERSONS, BY
EDUCATIONAL ATTAINMENT (25+),
DECEMBER 2007 – SEPTEMBER 2009, U.S.**

Educational Attainment	December, 2007	September, 2009	Absolute Change	Relative Change
High School Dropout	11,356	10,462	-894	-7.9%
High School Graduate	36,928	33,994	-2,934	-7.9%
Some College	35,071	33,539	-1,532	-4.4%
College Graduate	43,606	43,696	90	0.2%

TRENDS IN THE RATES OF UNEMPLOYMENT,
BY EDUCATIONAL ATTAINMENT (25+),
DECEMBER 2007 – SEPTEMBER 2009, U.S.

	December, 2007	September, 2009	Absolute Change	Relative Change
High School Dropout	7.5	15.0	7.5	100.0%
High School Grad	4.6	10.8	6.2	134.8%
Some College	3.7	8.5	4.8	129.7%
College Graduate	2.1	4.9	2.8	133.3%

**TRENDS IN THE NUMBER OF EMPLOYED
PERSONS BY AGE, DECEMBER 2007 –
SEPTEMBER 2009, U.S.**

All	December, 2007	September, 2009	Absolute Change	Relative Change
16-19	5,822	4,659	-1,163	-20.0%
20-24	13,731	12,669	-1,062	-7.7%
25-54	100,519	94,404	-6,115	-6.1%
55+	26,218	27,225	1,007	3.8%
Total	146,290	138,957	-7,333	-5.0%

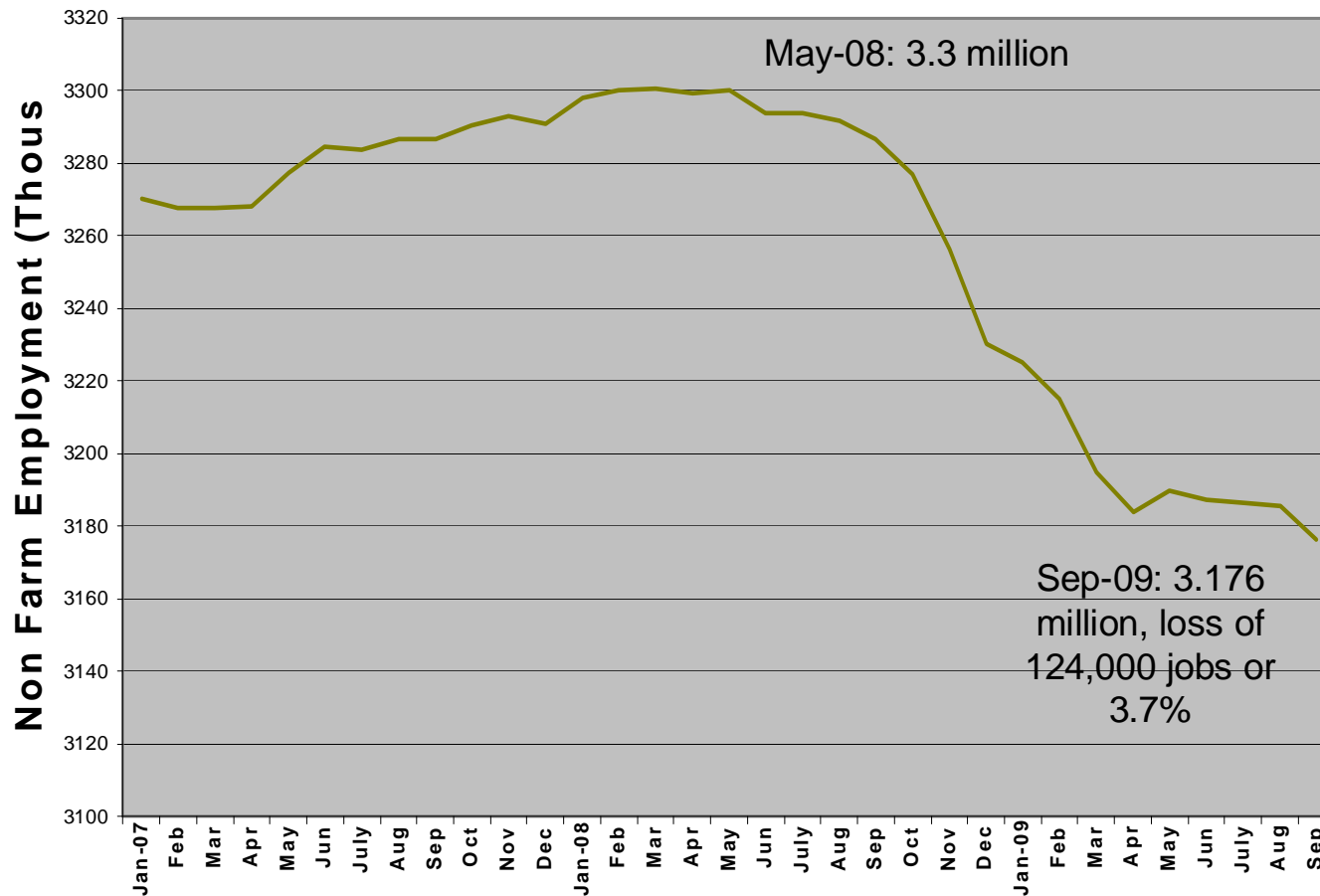
TRENDS IN LABOR MARKET PROBLEMS,
SEPTEMBER 2007 – SEPTEMBER 2009, U.S. (1000s)

	Sep. 2007	Sep. 2008	Sep. 2009	Absolute Change	Relative Change
Unemployed	6,952	9,199	14,538	7,586	109%
Part Time Due to Economic Reasons	4,137	5,701	8,255	4,118	99%
Job Desire	4,503	4,895	5,650	1,147	25%
Total Labor Market Problems (Underutilized workforce)	15,592	19,795	28,443	12,851	82%

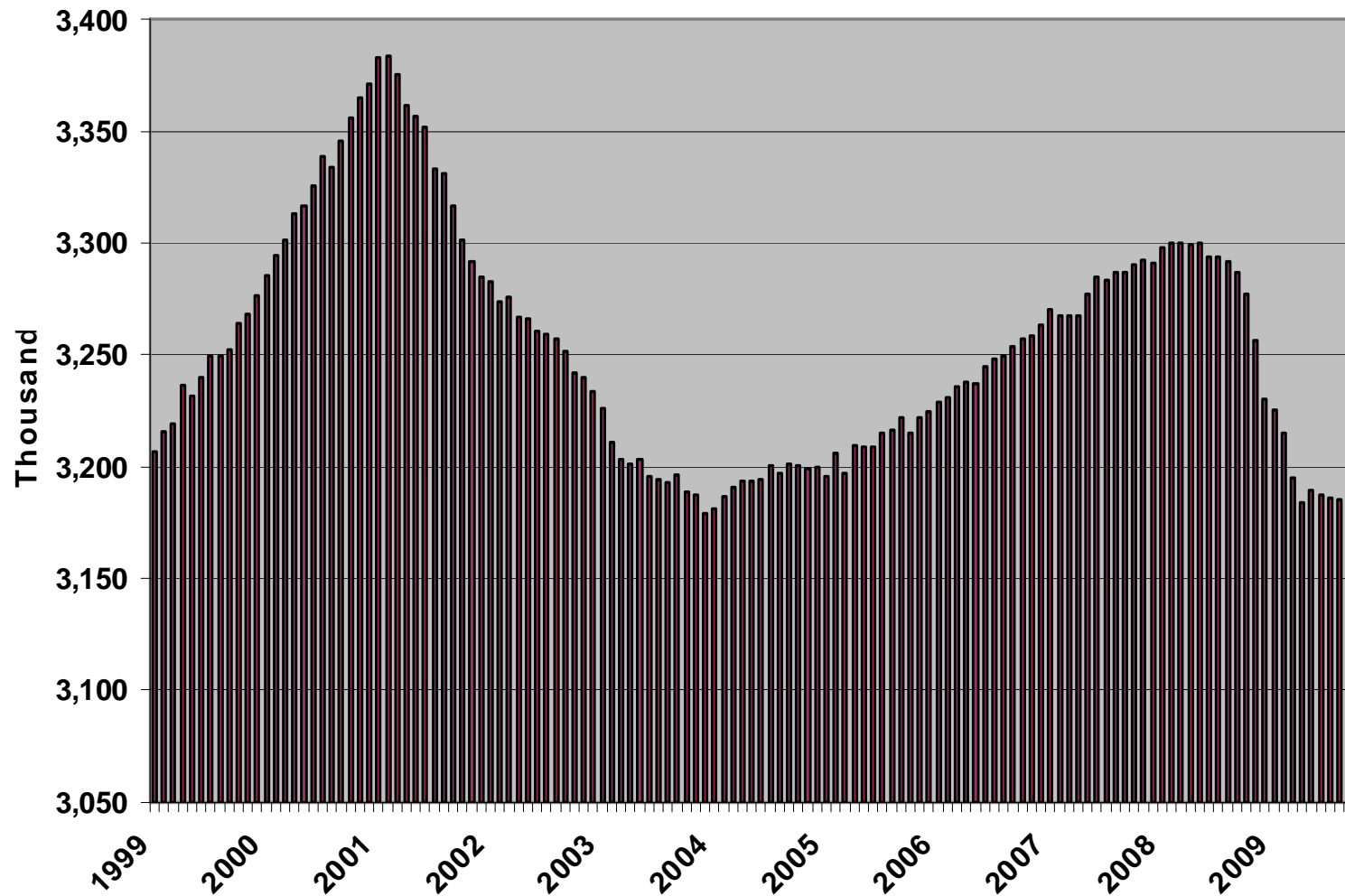


Job Losses in Massachusetts

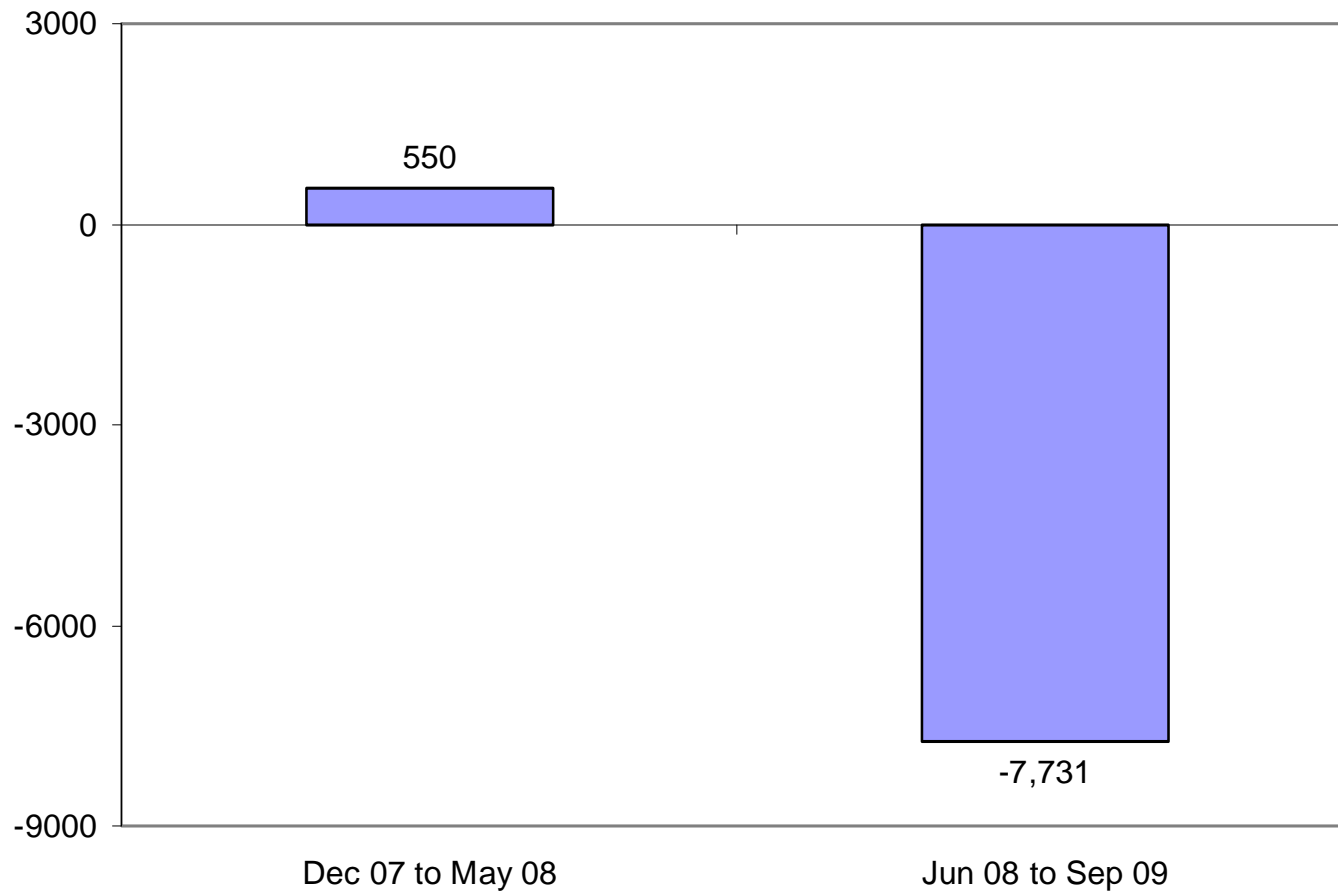
Trends in Payroll Employment in Massachusetts Dec. 2007-Sep. 2009



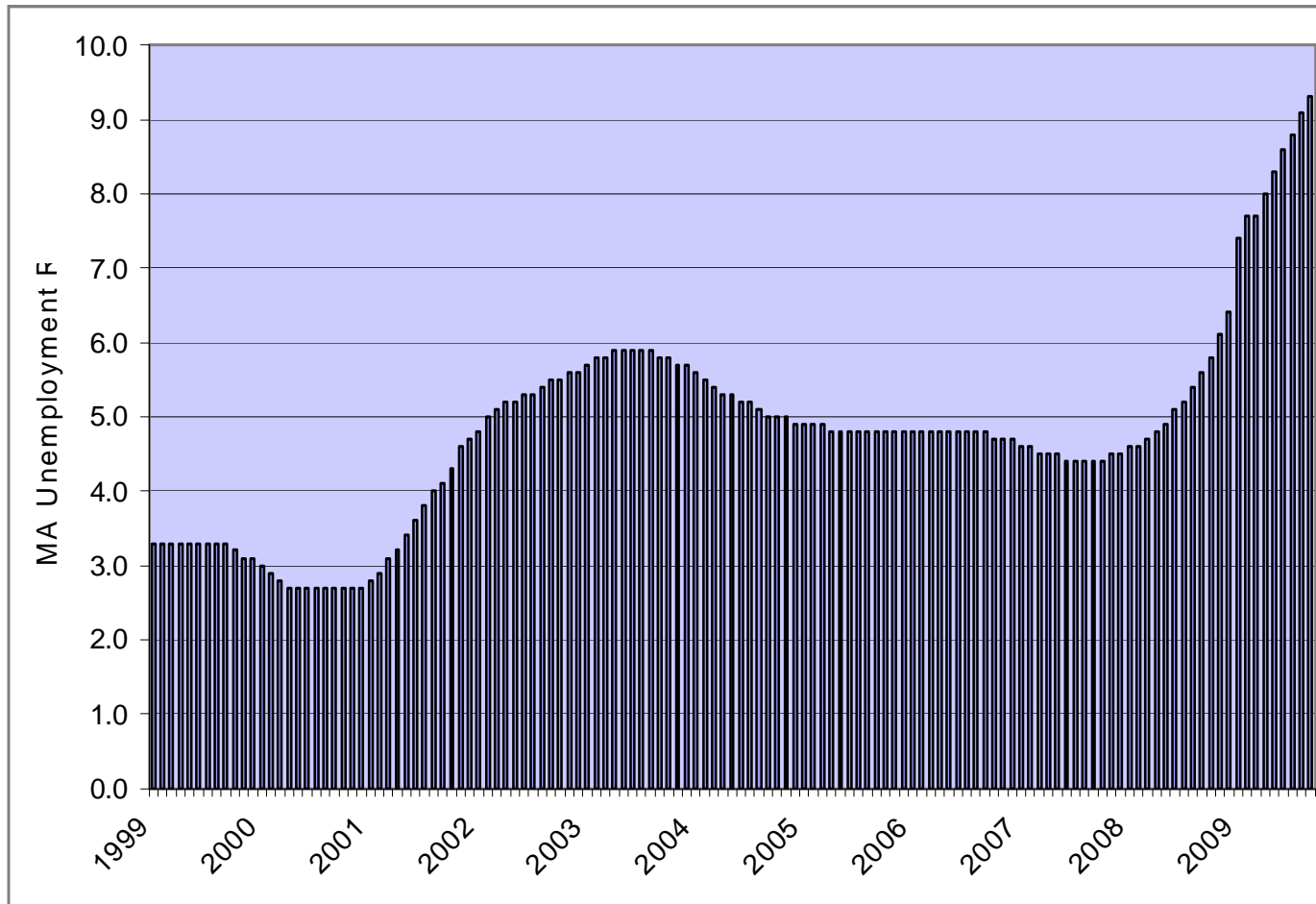
Trends in Payroll Employment in Massachusetts, 1999-Sep. 2009 (seasonally adjusted)



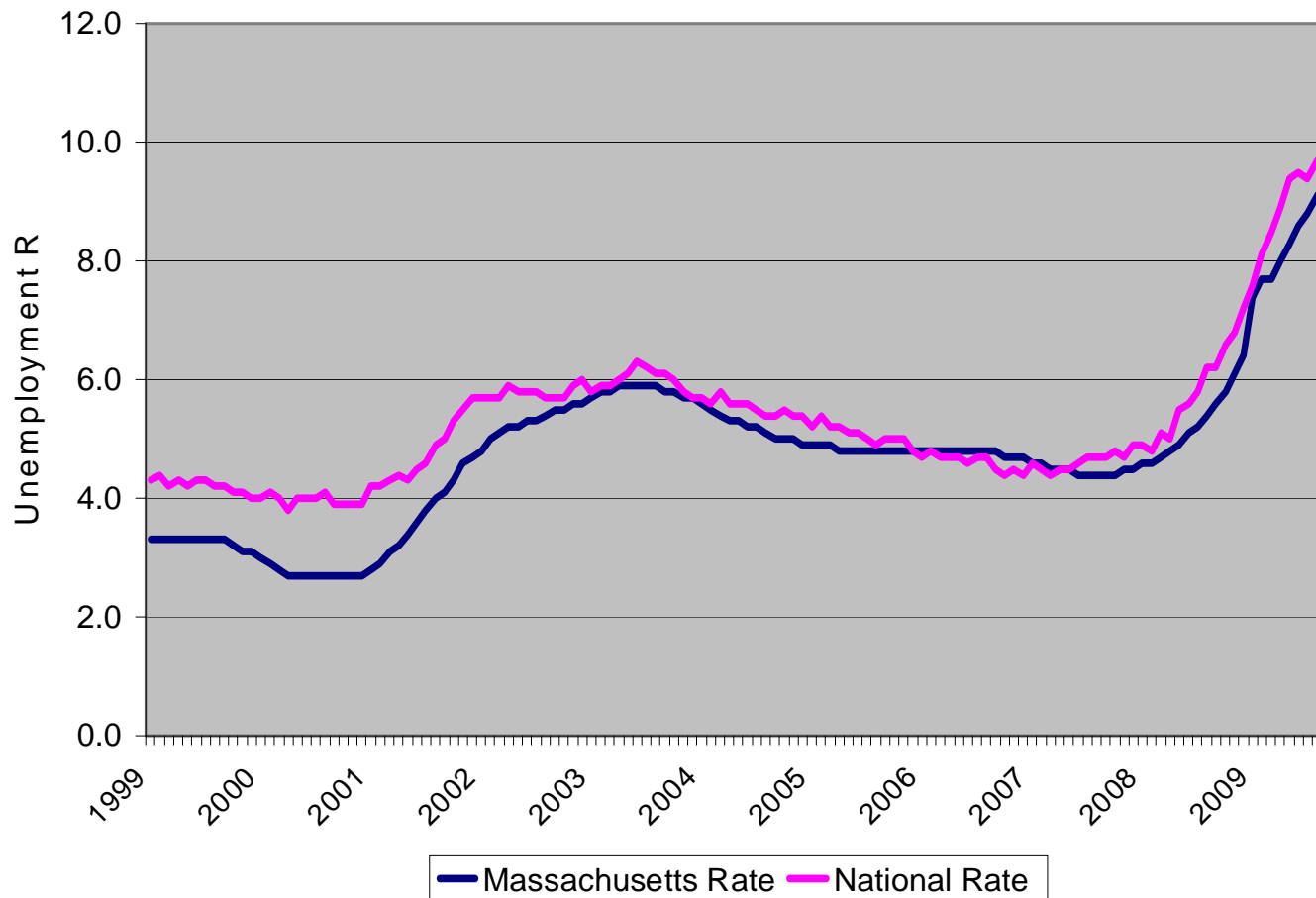
Trends in Mean Monthly Losses in Payroll Employment in Massachusetts during the Current Recession



Trends in the Seasonally Adjusted Unemployment Rate In Massachusetts, 1999-Sep. 2009



Trend in the Unemployment Rates, US. And Massachusetts, 1999 to Sep. 2009



TRENDS IN NON AGRICULTURAL EMPLOYMENT LEVELS IN MASSACHUSETTS BY INDUSTRY (1000s)

Industry	Dec-07	Sep-09	Absolute Change	Relative Change
Total Nonfarm	3290.8	3176.4	-114.4	-3.5%
Construction	136.5	108.4	-28.1	-20.6%
Manufacturing	291.5	267.0	-24.5	-8.4%
Wholesale Trade	137.6	127.9	-9.7	-7.0%
Retail Trade	348.4	332.8	-15.6	-4.5%
Transp, Warehousing, Utilities	84.8	83.9	-0.9	-1.1%
Information	89.0	86.4	-2.6	-2.9%
Finance and Insurance	179.3	171.2	-8.1	-4.5%
Real Estate, Rental & Leasing	43.1	35.6	-7.5	-17.4%
Prof, Scientific, Technical Serv	253.7	250.6	-3.1	-1.2%
Mgmt of Companies & Enterprises	61.3	57.8	-3.5	-5.7%
Admin & Support, Waste Mang.	172.5	151.8	-20.7	-12.0%
Educational Services	159.9	162.3	2.4	1.5%
Health Care & Social Assistance	472.3	490.3	18.0	3.8%
Arts, Entertn, and Recreation	48.6	47.5	-1.1	-2.3%
Accommodation & Food Serv.	255.2	255.1	-0.1	0.0%
Other services	120.9	118.7	-2.2	-1.8%
Federal Government	49.0	48.2	-0.8	-1.6%
State Government	116.3	113.6	-2.7	-2.3%
Local Government	269.4	266.0	-3.4	-1.3%

TRENDS IN NON AGRICULTURAL EMPLOYMENT LEVELS IN THE METRO NORTH AREA BY INDUSTRY

Industry	2008-I	2009-I	Absolute Change	Relative Change
Total	378,906	370,903	-8,003	-2.1%
Construction	16,481	14,409	-2,072	-12.6%
Manufacturing	28,023	25,954	-2,069	-7.4%
Durable Goods Manufacturing	17,621	15,906	-1,715	-9.7%
Non-Durable Goods Manufacturing	10,402	10,048	-354	-3.4%
Utilities	940	1,037	97	10.3%
Wholesale Trade	18,348	17,260	-1,088	-5.9%
Retail Trade	37,906	37,032	-874	-2.3%
Transportation and Warehousing	12,827	12,110	-717	-5.6%
Information	15,733	16,576	843	5.4%
Finance and Insurance	13,472	12,993	-479	-3.6%
Real Estate and Rental and Leasing	4,120	4,328	208	5.0%
Professional and Technical Services	50,048	50,169	121	0.2%
Management of Companies and Enterprises	6,599	6,505	-94	-1.4%
Administrative and Waste Services	22,556	19,697	-2,859	-12.7%
Educational Services	47,605	48,105	500	1.1%
Health Care and Social Assistance	48,935	50,102	1,167	2.4%
Arts, Entertainment, and Recreation	3,235	3,095	-140	-4.3%
Accommodation and Food Services	25,262	24,789	-473	-1.9%
Other Services, Ex. Public Admin	13,116	12,994	-122	-0.9%
Public Administration	12,736	12,760	24	0.2%



The Recession and Labor Force Outcomes in Massachusetts

Trends in the Number of Employed Persons in Massachusetts, by Gender, Jan. to Sep. 2007 & 2009

	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All, 16+	3,252,791	3,162,159	-90,632	-2.8%
Men	1,715,573	1,599,493	-116,080	-6.8%
Women	1,537,218	1,562,666	25,448	1.7%

Trends in the Number of Unemployed Persons in Massachusetts, by Gender, Jan. to Sep. 2007 & 2009

	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All, 16+	168,297	288,104	119,807	71.2%
Men	99,861	173,172	73,311	73.4%
Women	68,436	114,932	46,496	67.9%

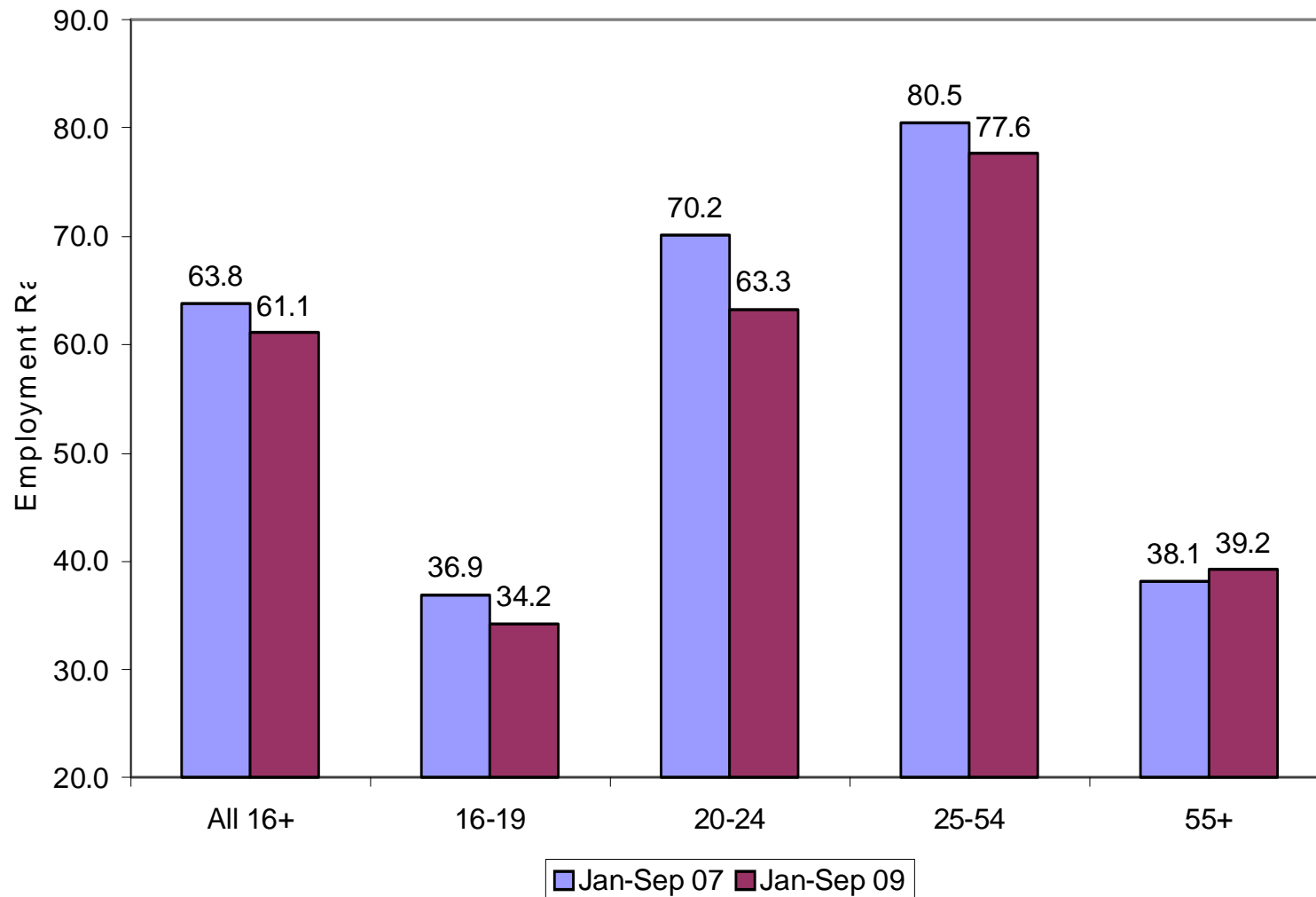
Trends in the Labor Force in Massachusetts, by Gender, Jan. to Sep. 2007 & 2009

	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All, 16+	3,421,088	3,450,263	29,175	0.9%
Men	1,815,434	1,772,665	-42,769	-2.4%
Women	1,605,654	1,677,598	71,944	4.5%

Trends in the Employment Rate in Massachusetts, by Gender, Jan. to Sep. 2007 & 2009

	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All, 16+	63.8	61.1	-2.8	-4.3%
Men	70.4	64.5	-5.9	-8.4%
Women	57.8	57.9	0.1	0.2%

Trends in the Employment to Population Ratio in Massachusetts by Age, Jan. to Sep. 2007 & 2009



Trends in Teen Labor Force Outcomes in Massachusetts, Jan. to Sep. 2007 & 2009

Labor Force Outcomes	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
Labor Force Participation Rate	43.2	40.0	-3.2	-7.3%
Employment to Population Ratio	36.9	34.2	-2.7	-7.2%
Unemployment rate	14.6	14.5	-0.1	-0.4%
Underutilization Rate	23.6	29.7	6.1	25.9%

Why We Should Care About Employment Among Teenagers

- There is a strong path dependency in teen and young adult employment
 - The more teens works at 16-17, the more work they do when 18-19
 - The more a teen works at 18-19, the more likely they work in their early 20s, especially those not attending college full-time
 - Those who work more in the senior year of high school are more likely to be working the first year after graduation, including those attending college
- More work in the high school years, especially jobs providing new skills, raises hourly wages on jobs in the first few years following graduation

Continued...

- ❑ More work in the teenaged years and from age 20-23 raises hourly and weekly wages on jobs held in the mid-20s
- ❑ More work in the teenaged years and early 20s increases the likelihood of receiving apprenticeship training and formal employer training from ages 22-24
- ❑ Every spell of apprenticeship and formal training increases the hourly and weekly wages of the employed by 7 to 14 percent
- ❑ Males from lower income families, especially Black and Hispanic males, who work in high school are more likely to graduate from high school than their peers who do not work
- ❑ Teenaged women who live in local labor areas with higher teen employment rates are less likely to become pregnant

Trends in the Labor Force Outcomes of 20-24 Year Olds in Massachusetts, Jan. to Sep. 2007 & 2009

Labor Force Outcomes	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
Labor Force Participation Rate	74.8	73.4	-1.4	-1.9%
Employment to Population Ratio	70.2	63.3	-6.9	-9.8%
Unemployment rate	6.2	13.8	7.6	123.6%
Underutilization Rate	13.2	23.9	10.7	81.3%

Trends in the Labor Force Participation Rate Massachusetts, by Education (25 & Older), Jan. to Sep. 2007 & 2009

Educational Attainment	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All 25+	68.6	68.3	-0.3	-0.5%
H.S. Dropouts	43.7	37.7	-6.0	-13.7%
H.S. Graduates	61.7	63.2	1.5	2.4%
Some College	71.5	70.1	-1.4	-2.0%
Bachelor's Degree or More	78.1	78.1	0.0	0.1%

Trends in the Employment to Population Ratio in Massachusetts, by Education (25 & Older), Jan. to Sep. 2007 & 2009

Educational Attainment	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All 25+	65.7	63.3	-2.4	-3.7%
H.S. Dropouts	40.1	31.5	-8.6	-21.5%
H.S. Graduates	58.2	56.1	-2.1	-3.6%
Some College	67.7	64.5	-3.2	-4.8%
Bachelor's Degree or More	76.1	75.1	-1.0	-1.3%

Trends in the Unemployment Rate in Massachusetts, by Education (25 & Older), Jan. to Sep. 2007 & 2009

Educational Attainment	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All 25+	4.2	7.4	3.1	73.9%
H.S. Dropouts	8.2	16.5	8.3	100.8%
H.S. Graduates	5.7	11.2	5.5	97.4%
Some College	5.3	8.0	2.7	50.7%
Bachelor's Degree or More	2.5	3.9	1.4	54.8%

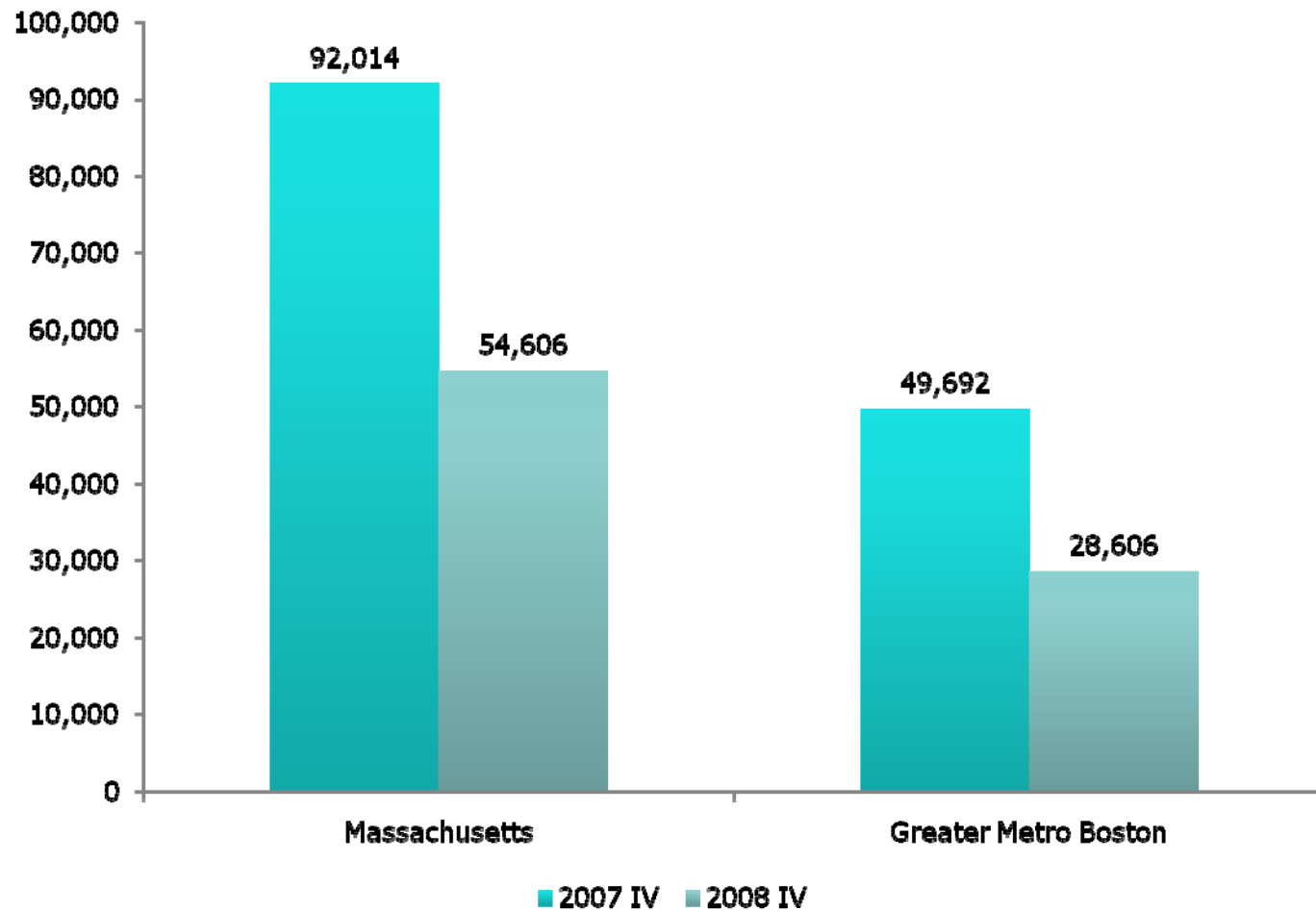
Trends in the Underutilization Rate in Massachusetts, by Education (25 & Older), Jan. to Sep. 2007 & 2009

Educational Attainment	Jan-Sep 07	Jan-Sep 09	Absolute Change	Relative Change
All 25+	8.0	13.4	5.4	68.1%
H.S. Dropouts	14.5	28.9	14.4	99.8%
H.S. Graduates	10.2	18.4	8.2	79.9%
Some College	9.7	14.8	5.1	52.8%
Bachelor's Degree or More	5.1	8.0	2.9	56.2%

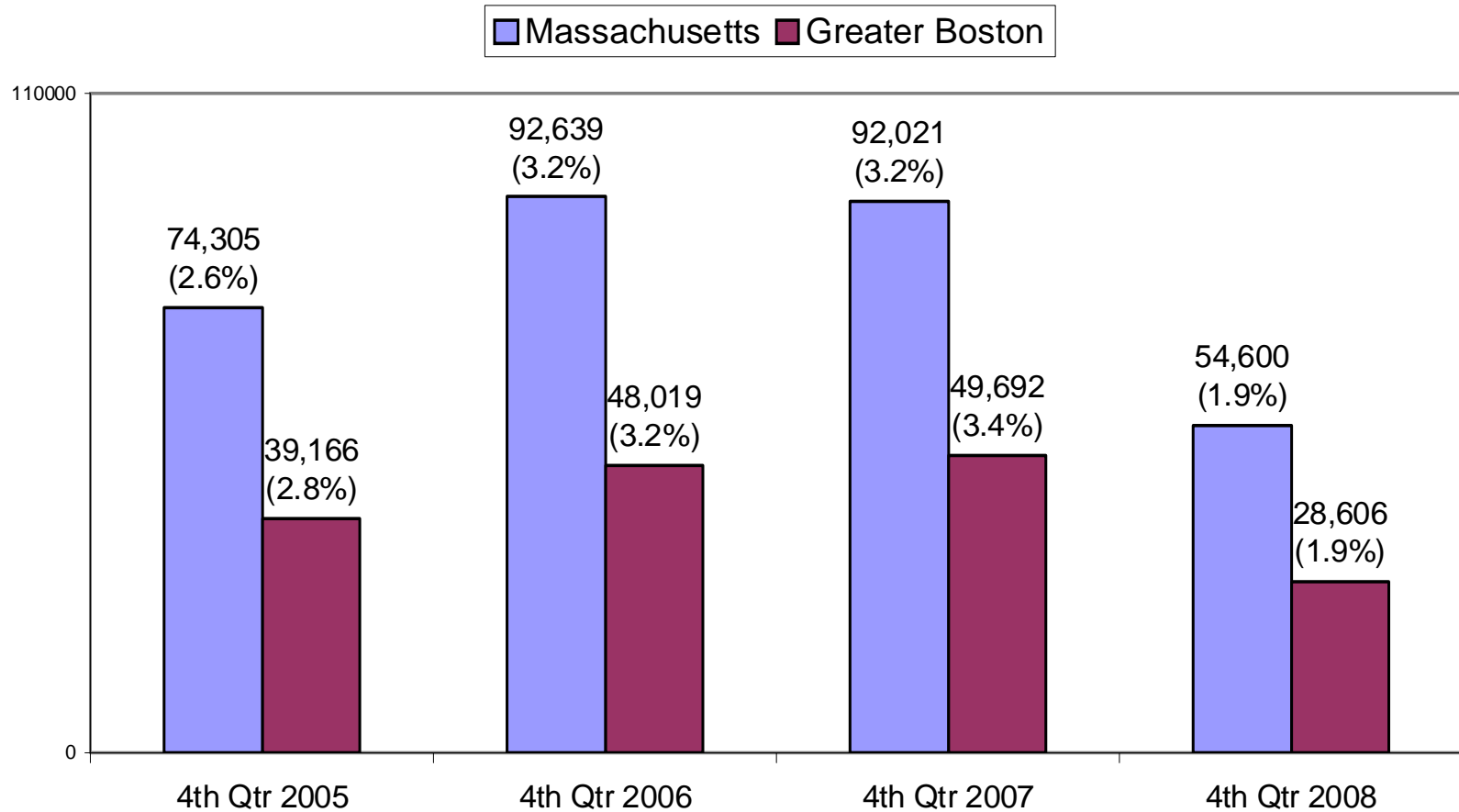


Job Vacancies in Massachusetts and the Metro North Area

Trends in the Number of Job Vacancies in Massachusetts and the Greater Boston Region, Fourth Quarter 2007 to Fourth Quarter 2008



Trends in the Number of Job Vacancies in Massachusetts and the Greater Boston Region, Fourth Quarter 2005 to Fourth Quarter 2008 (Job Vacancy Rate in Parenthesis)



Trends in the Number of Job Vacancies in Massachusetts by Industry, 2007-IV to 2008-IV

Industry	2007-IV	2008-IV	Absolute Change	Relative Change
Total	92,014	54,606	-37,408	-41%
Construction	1,601	1,014	-587	-37%
Manufacturing	5,753	3,038	-2,715	-47%
Wholesale Trade	2,252	1,174	-1,078	-48%
Retail Trade	13,504	10,084	-3,420	-25%
Information	2,885	1,722	-1,163	-40%
Finance & Insurance	5,432	2,295	-3,137	-58%
Real Estate, Rental & Leasing	736	510	-226	-31%
Professional & Technical Services	11,527	5,183	-6,344	-55%
Management of Companies	1,508	992	-516	-34%
Administrative & Waste Management Services	3,383	1,317	-2,066	-61%
Education Services	4,230	3,161	-1,069	-25%
Healthcare and Social Assistance	20,016	11,780	-8,236	-41%
Arts, Entertainment & Recreation	1,598	1,211	-387	-24%
Accommodation & Food Services	10,580	6,036	-4,544	-43%
Other Services	2,237	1,779	-458	-21%
Public Administration	2,862	1,270	-1,592	-56%

Trends in the Number of Job Vacancies in the Greater Boston Area by Industry, 2007-IV to 2008-IV

Industry	2007-IV	2008-IV	Absolute Change	Relative Change
Total	49,692	28,606	-21,086	-42%
Construction	989	279	-710	-72%
Manufacturing	2,531	1,476	-1,055	-42%
Wholesale Trade	1,064	804	-260	-24%
Retail Trade	6,868	4,868	-2,000	-29%
Information	2,161	1,278	-883	-41%
Finance & Insurance	3,898	1,646	-2,252	-58%
Real Estate, Rental & Leasing	383	329	-54	-14%
Professional & Technical Services	8,119	3,547	-4,572	-56%
Management of Companies	996	719	-277	-28%
Administrative & Waste Management Services	2,134	982	-1,152	-54%
Education Services	2,242	1,891	-351	-16%
Healthcare and Social Assistance	10,047	5,707	-4,340	-43%
Arts, Entertainment & Recreation	308	554	246	80%
Accommodation & Food Services	5,359	2,677	-2,682	-50%
Other Services	1,014	822	-192	-19%
Public Administration	1,037	294	-743	-72%

The Number of Job Vacancies and the Job Vacancy Rate of Major Industry Sectors in Massachusetts, Fourth Quarter 2008

Industry	Number of Job Vacancies	Job Vacancy Rate	Industry	Number of Job Vacancies	Job Vacancy Rate
Utilities	84	0.6%	Professional & Technical Services	5,183	2.4%
Construction	1,014	0.8%	Management	992	1.7%
Manufacturing	3,038	1.1%	Administrative & Support & Waste Management	1,317	1.3%
Wholesale Trade	1,174	1.0%	Educational Services	3,161	1.0%
Retail Trade	10,084	3.1%	Healthcare and Social Assistance	11,780	2.5%
Transporting & Warehousing	1,864	1.9%	Arts, Entertainment & Recreation	1,211	2.6%
Information	1,722	2.0%	Accommodation & Food Services	6,036	2.6%
Finance & Insurance	2,295	1.5%	Other Services	1,779	2.2%
Real Estate, Rental & Leasing	510	1.5%	Public Administration	1,270	1.1%

The Number of Job Vacancies and the Job Vacancy Rate of Major Industry Sectors in the Greater Boston Region, Fourth Quarter 2008

Industry	Number of Job Vacancies	Job Vacancy Rate	Industry	Number of Job Vacancies	Job Vacancy Rate
Utilities	*	0.1%	Professional and Technical Services	3,547	2.3%
Construction	279	0.5%	Management	719	2.0%
Manufacturing	1,476	1.5%	Administrative & Support & Waste Management	982	1.5%
Wholesale Trade	804	1.4%	Educational Services	1,891	1.2%
Retail Trade	4,868	3.6%	Healthcare and Social Assistance	5,707	2.5%
Transporting & Warehousing	674	1.3%	Arts, Entertainment and Recreation	554	2.6%
Information	1,278	2.4%	Accommodation and Food Services	2,677	2.3%
Finance & Insurance	1,646	1.5%	Other Services	822	2.0%
Real Estate, Rental & Leasing	329	1.5%	Public Administration	294	0.5%

The Number of Job Vacancies and the Job Vacancy Rate of Major Occupations in Massachusetts, Fourth Quarter 2008

Occupation	Number of Job Vacancies	Job Vacancy Rate	Occupation	Number of Job Vacancies	Job Vacancy Rate
Total, all Occupations	54,606	1.9%	Healthcare Support	2,081	2.1%
Management	4,019	2.2%	Protective Service	806	1.1%
Business & Financial Operations	3,087	1.8%	Food Preparation & Serving Related	5,279	2.0%
Computer & Mathematical	2,619	2.3%	Building & Grounds Cleaning and Maintenance	618	0.6%
Architecture & Engineering	1,336	1.8%	Personal Care & Service	1,676	2.2%
Life, Physical & Social Services	1,237	2.5%	Sales & Related	9,551	2.9%
Community & Social Services	1,298	2.1%	Office & Administrative Support	6,707	1.2%
Legal	80	0.3%	Construction and Extraction	736	0.7%
Education, Training & Library	2,288	1.1%	Installation, Maintenance, & Repair	1,005	1.0%
Arts, Design, Entertainment, Sports & Media	1,153	2.3%	Production	1,143	0.6%
Healthcare Practitioner & Technical	5,562	2.7%	Transportation & Material Moving	2,279	1.4%

The Number of Job Vacancies and the Job Vacancy Rate of Major Occupations in the Greater Boston Region, Fourth Quarter 2008

Occupation	Number of Job Vacancies	Job Vacancy Rate	Occupation	Number of Job Vacancies	Job Vacancy Rate
Total, all Occupations	28,606	1.9%	Healthcare Support	708	1.7%
Management	2,834	2.6%	Protective Service	444	1.2%
Business & Financial Operations	1,857	1.6%	Food Preparation & Serving Related	2,335	2.0%
Computer & Mathematical	1,938	2.3%	Building & Grounds Cleaning & Maintenance	356	0.6%
Architecture & Engineering	779	1.7%	Personal Care & Service	812	2.2%
Life, Physical & Social Services	903	2.7%	Sales & Related	4,897	3.1%
Community & Social Services	610	2.1%	Office & Administrative Support	3,368	1.2%
Legal	51	0.3%	Construction & Extraction	147	0.3%
Education, Training & Library	1,208	1.2%	Installation, Maintenance & Repair	291	0.7%
Arts, Design, Entertainment, Sports & Media	993	3.1%	Production	566	1.0%
Healthcare Practitioner & Technical	2,700	2.5%	Transportation & Material Moving	787	1.2%



Structure of Employment in the Metro North Area

The Industrial Structure of Employment in the Metro North County Region, First Quarter 2009, Two Digit NAICS Codes

Description	2009 I	Percent Distribution
Total, All Industries	370,903	100.0%
23 - Construction	14,409	3.9%
31-33 - Manufacturing	25,954	7.0%
42 - Wholesale Trade	17,260	4.7%
44-45 - Retail Trade	37,032	10.0%
48-49 - Transportation and Warehousing	12,110	3.3%
51 - Information	16,576	4.5%
52 - Finance and Insurance	12,993	3.5%
53 - Real Estate and Rental and Leasing	4,328	1.2%
54 - Professional and Technical Services	50,169	13.5%
55 - Management of Companies and Enterprises	6,505	1.8%
56 - Administrative and Waste Services	19,697	5.3%
61 - Educational Services	48,105	13.0%
62 - Health Care and Social Assistance	50,102	13.5%
71 - Arts, Entertainment, and Recreation	3,095	0.8%
72 - Accommodation and Food Services	24,789	6.7%
81 - Other Services, Ex. Public Admin	12,994	3.5%
92 - Public Administration	12,760	3.4%

Distribution of Metro North Regional Wage and Salary Employment for the Manufacturing Sector, First Quarter 2009

NAICS	Description	2009 I	Percent of Distribution
31-33	Manufacturing	25,954	100.0%
311	Food Manufacturing	3,761	14.5%
323	Printing and Related Support Activities	1,529	5.9%
325	Chemical Manufacturing	3,283	12.6%
332	Fabricated Metal Product Manufacturing	2,084	8.0%
333	Machinery Manufacturing	1,189	4.6%
334	Computer and Electronic Product Mfg	8,202	31.6%
337	Transportation Equipment	249	1.0%
	All Other Manufacturing	5,657	21.8%

Distribution of Metro North Regional Wage and Salary Employment for the Retail Trade Sector, First Quarter 2009

NAICS	Description	2009 I	Percent of Distribution
44-45	Retail Trade	37,032	100.0%
441	Motor Vehicle and Parts Dealers	2,978	8.0%
444	Building Material & Garden Supply Stores	2,571	6.9%
445	Food and Beverage Stores	11,690	31.6%
446	Health and Personal Care Stores	3,124	8.4%
448	Clothing and Clothing Accessories Stores	4,505	12.2%
452	General Merchandise Stores	4,068	11.0%
	All Other Retail Trade	8,096	21.9%

Distribution of Metro North Regional Wage and Salary Employment for the Professional, Technical, Administrative and Waste Sectors, First Quarter 2009

NAICS	Description	2009 I	Percent of Distribution
54	Professional and Technical Services	50,169	100.0%
5413	Architectural and Engineering Services	8,370	16.7%
5415	Computer Systems Design & Related Services	11,185	22.3%
5416	Management & Technical Consulting Svc	5,100	10.2%
5417	Scientific Research and Development Svc	19,153	38.2%
	All Other Professional and Technical Services	6,361	12.7%
56	Administrative and Waste Services	19,697	100.0%
5613	Employment Services	6,245	31.7%
5616	Investigation and Security Services	2,007	10.2%
5617	Services to Buildings and Dwellings	6,514	33.1%
	All Other Administrative and Waste Services	4,931	25.0%

Distribution of Metro North Regional Wage and Salary Employment
for Educational, Health Care and Social Assistance, Accommodation
and Food Services Sectors, First Quarter 2009

NAICS	Description	2009 I	Percent of Distribution
61	Educational Services	48,105	100.0%
6111	Elementary and Secondary Schools	17,521	36.4%
6113	Colleges and Universities	28,183	58.6%
	All Other Educational Services	2,401	5.0%
62	Health Care and Social Assistance	50,102	100.0%
621	Ambulatory Health Care Services	15,507	31.0%
622	Hospitals	17,387	34.7%
623	Nursing and Residential Care Facilities	8,834	17.6%
624	Social Assistance	8,374	16.7%
72	Accommodation and Food Services	24,789	100.0%
721	Accommodation	3,546	14.3%
722	Food Services and Drinking Places	21,243	85.7%



**Occupational Staffing Patterns of Industries and
Educational Attainment of Workers by Industries
and Occupations in the Metro North Workforce Area**

Occupational Staffing Patterns of Construction and Manufacturing Industries in the Metro North Area 2006-07

Major Occupations	Constr.	Manufacturing
Total Workers	27,652	45,050
College labor market & high level sales occupations	18.1%	60.2%
Healthcare practitioner & technical	0.0%	0.5%
Service & low level sales occupations	0.3%	0.5%
Office & administrative support	4.9%	8.4%
High skill blue collar occupations	74.2%	2.9%
Production, transportation & material moving occupations	2.5%	27.4%

Comparison of the Occupational Staffing Patterns of the Manufacturing Industry in Metro North Area and Massachusetts, 2006-07

Major Occupations in Manufacturing	Metro North Area	Mass.
Total Workers	45,050	340,300
College labor market & high level sales occupations	60.2%	42.2%
Healthcare practitioner & technical	0.5%	0.2%
Service & low level sales occupations	0.5%	1.4%
Office & administrative support	8.4%	10.8%
High skill blue collar occupations	2.9%	3.9%
Production, transportation & material moving occupations	27.4%	41.5%

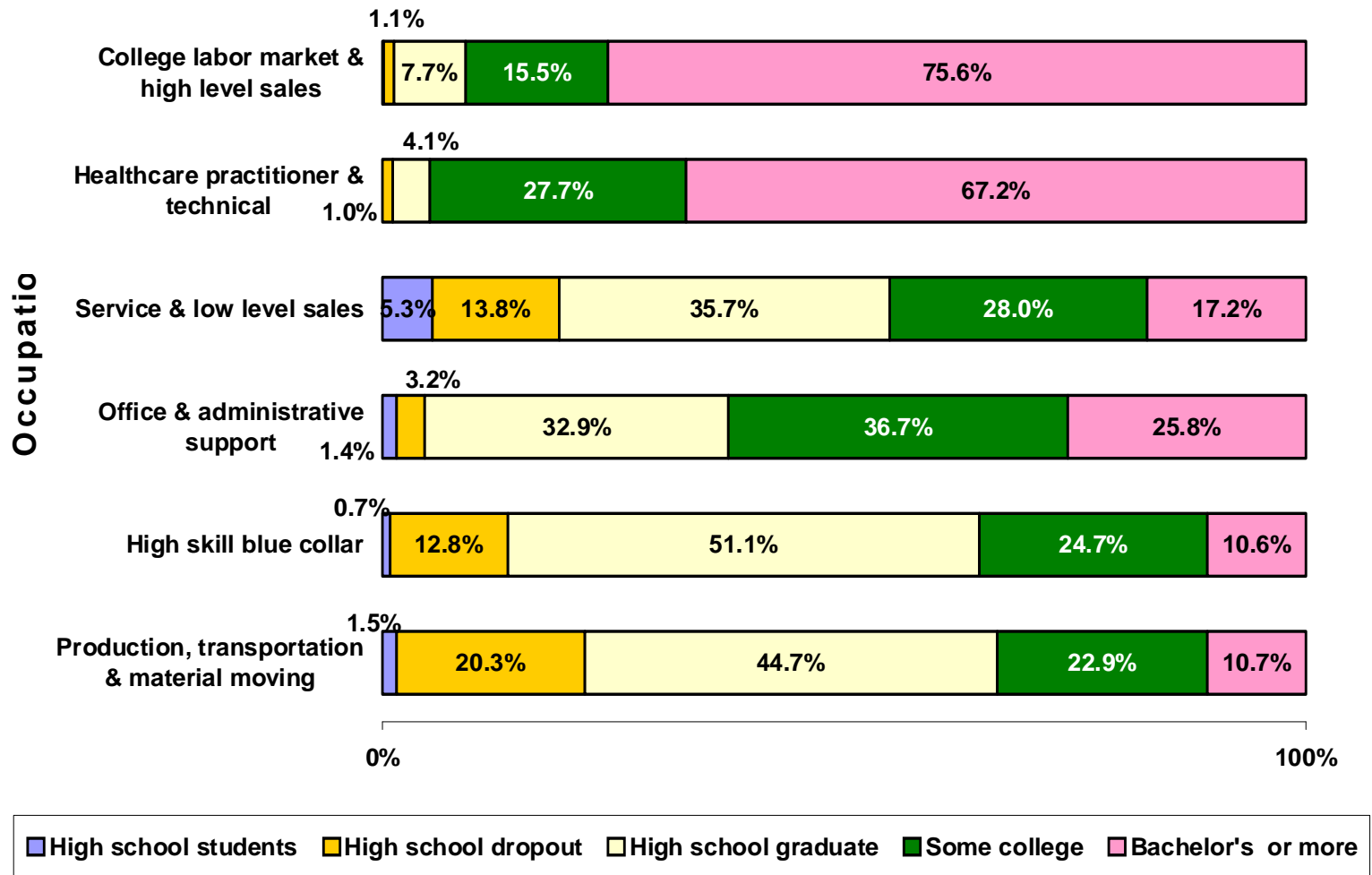
Occupational Staffing Patterns of Retail Trade, Information, Finance, Insurance, and Real Estate Industries in the Metro North Area 2006-07

Major Occupations	Retail Trade	Information	Finance, Ins. & Real Estate
Total Workers	40,427	17,995	31,416
College labor market & high level sales occupations	28.8%	80.7%	61.8%
Healthcare practitioner & technical	2.6%	0.0%	1.1%
Service & low level sales occupations	39.2%	1.9%	9.1%
Office & administrative support	16.0%	8.1%	24.9%
High skill blue collar occupations	3.8%	7.6%	2.1%
Production, transportation & material moving occupations	9.6%	1.6%	1.0%

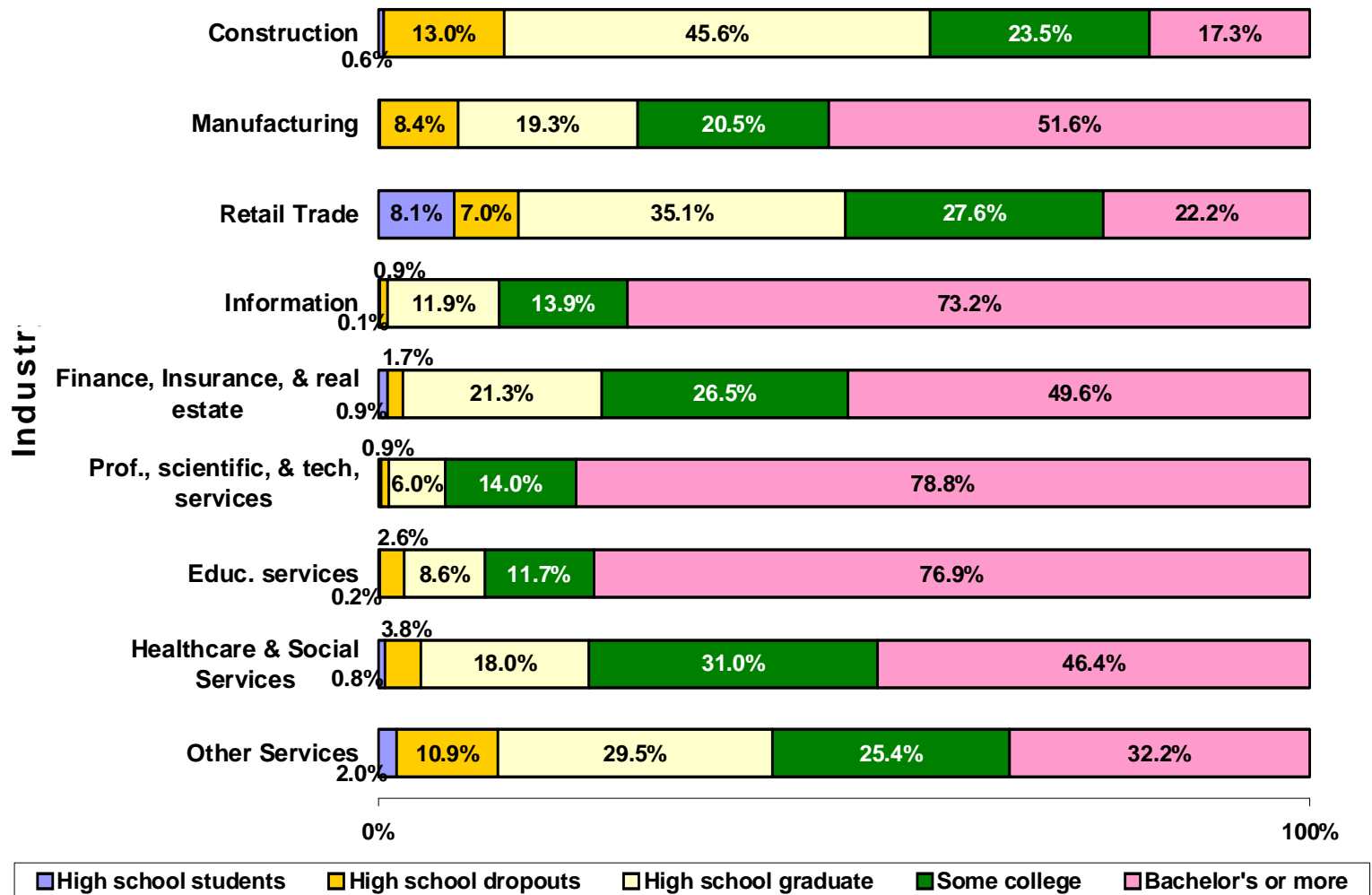
Occupational Staffing Patterns of Prof., Scientific and
Tech. Services, Educational Services; Healthcare and Social Services;
and Other Services Industries in the Metro North Area 2006-07

Major Occupations	Prof., Scientific & Tech. Services	Educ. Services	Healthcare & Social Services	Other Services
Total Workers	66,126	53,661	55,611	76,107
College labor market & high level sales occupations	86.2%	78.8%	27.8%	28.2%
Healthcare practitioner & technical	0.9%	2.0%	29.9%	0.9%
Service & low level sales occupations	0.9%	9.2%	26.1%	50.7%
Office & administrative support	10.1%	8.0%	14.4%	10.3%
High skill blue collar occupations	0.5%	1.4%	0.5%	4.6%
Production, transportation & material moving occupations	1.3%	0.5%	1.3%	5.2%

Percentage Distribution by Educational Attainment of Employed Individuals Who Worked in the Metro North Area by Major Occupational Group, 2006-07



Percentage Distribution by Educational Attainment of Employed Individuals Who Worked in the Metro North Area by Major Industry, 2006-07



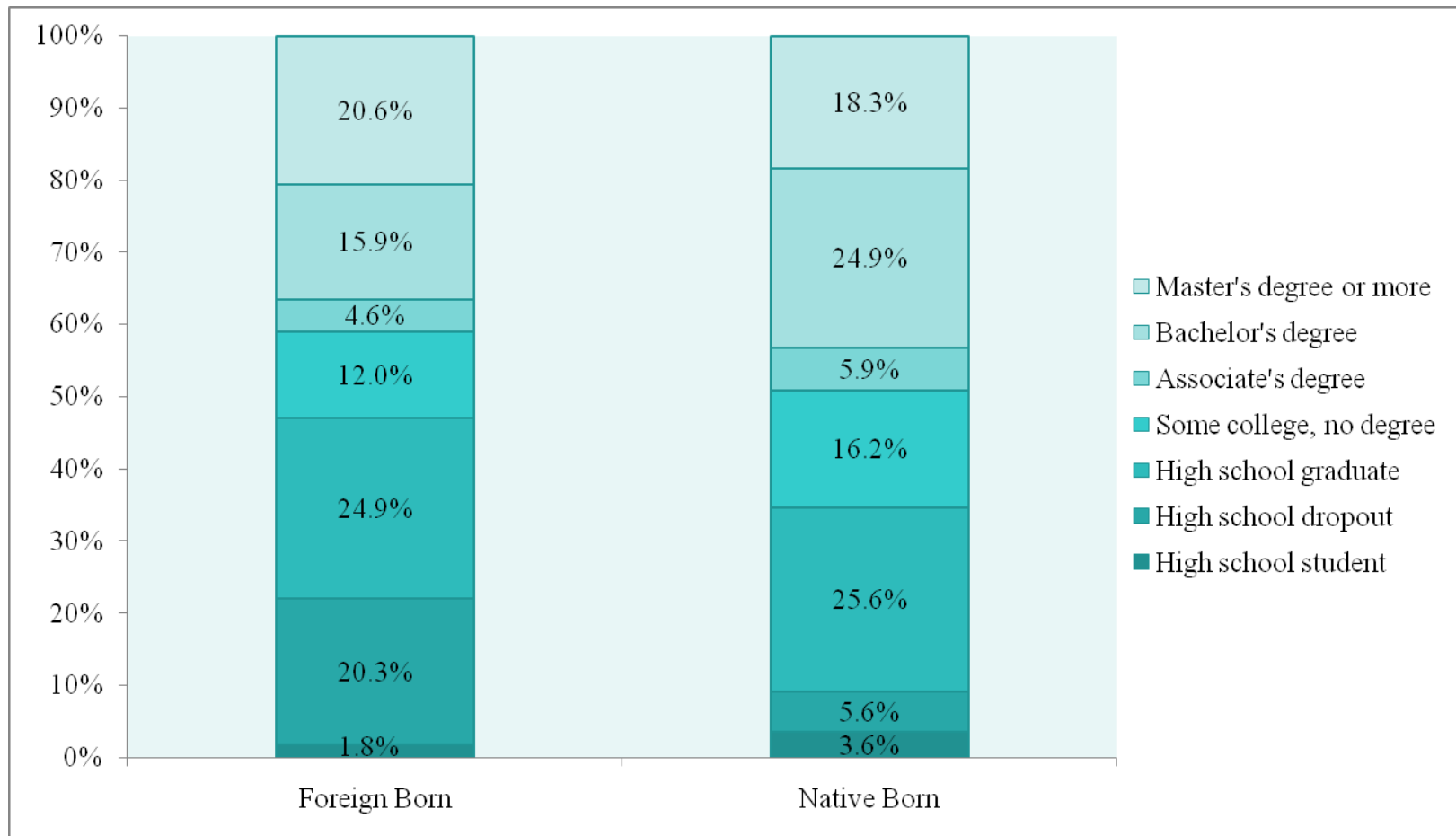


The Characteristics of the Residents and the Workforce of the Metro North Area

Percentage Distribution of the Civilian Labor Force by Gender, Nativity Status, and Race-Ethnicity, 2006-07

	Metro North	Massachusetts	New England	US
Total	468,378	3,421,318	7,599,675	150,387,932
<u>Gender</u>				
Male	51.7%	51.7%	52.0%	53.5%
Female	48.3%	48.3%	48.0%	46.5%
<u>Nativity Status</u>				
U.S. born	73.6%	81.6%	85.0%	83.8%
Foreign born	26.4%	18.4%	15.0%	16.2%
Foreign born entered since 2000	8.0%	4.7%	3.6%	3.8%
<u>Race-Ethnicity</u>				
White, non-Hispanic	76.1%	81.1%	83.1%	68.4%
Black, non-Hispanic	5.3%	5.2%	5.0%	11.2%
Hispanic	8.2%	7.0%	6.8%	13.9%
Other, non-Hispanic	10.4%	6.7%	5.2%	6.5%

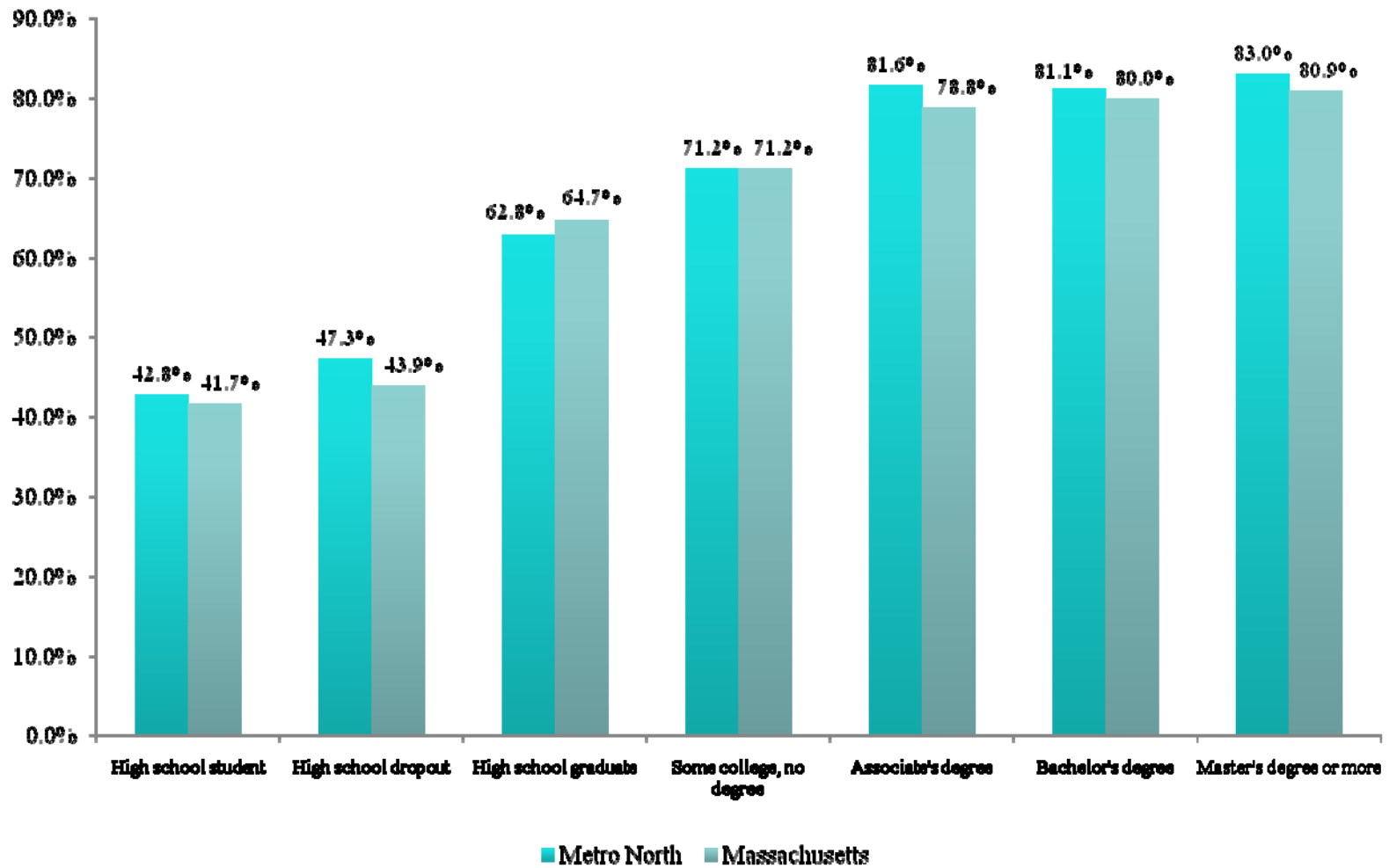
Percentage Distribution of the Working-Age Foreign-Born and Native-Born Residents of the Metro North Area by Educational Attainment, 2006-07



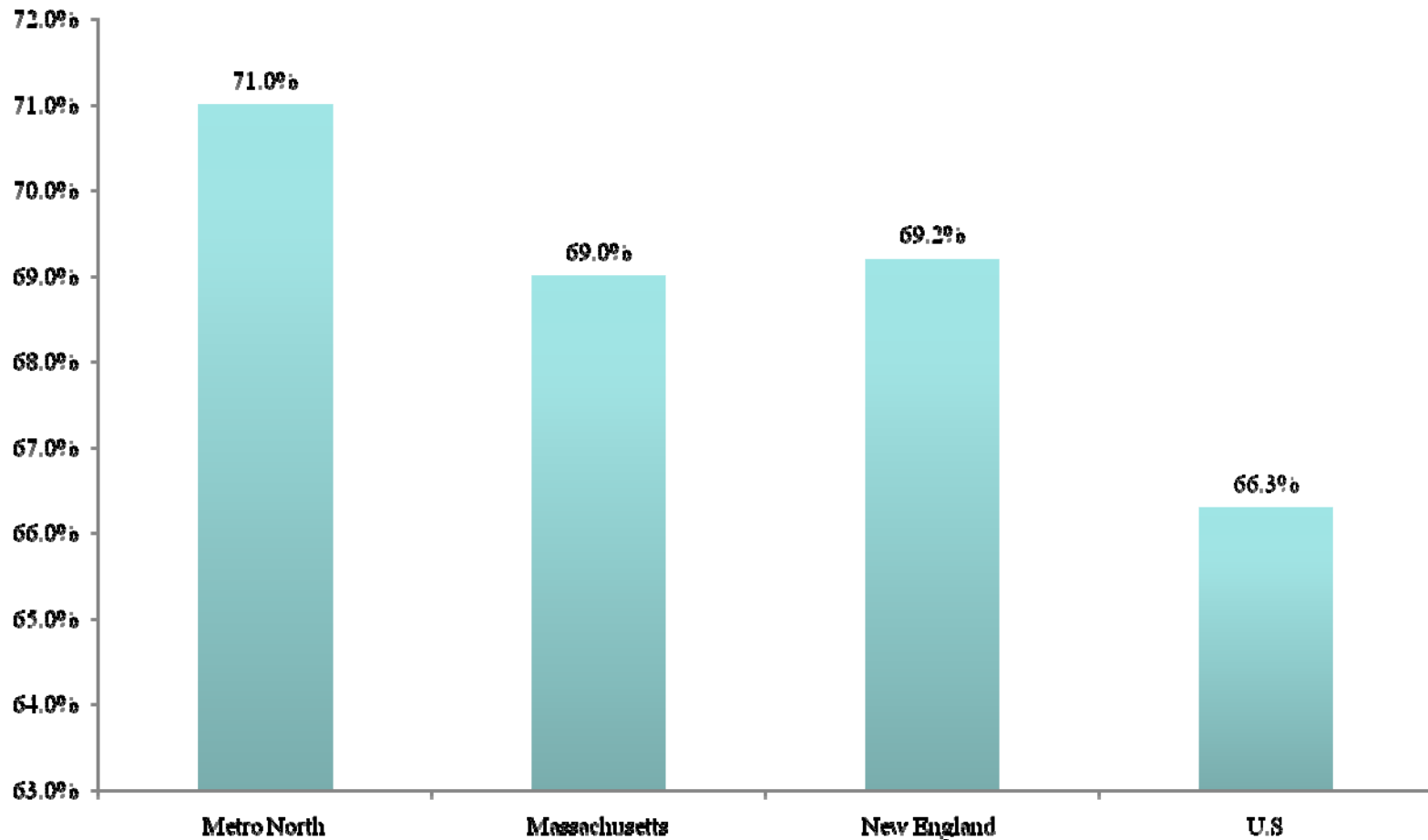
Percentage Distribution of the Civilian Labor Force by Educational Attainment, 2006-07

Educational Attainment	Metro North	Massachusetts	New England	U.S
High school student	1.9%	2.4%	2.5%	2.3%
High school dropout	6.3%	6.7%	6.8%	10.3%
High school graduate	22.5%	25.6%	27.9%	28.7%
Some college, no degree	15.2%	17.2%	18.3%	21.8%
Associate's degree	6.4%	7.9%	8.3%	8.2%
Bachelor's degree	25.8%	23.8%	22.0%	18.5%
Master's degree or more	22.1%	16.3%	14.1%	10.1%
With any postsecondary education	69.4%	65.3%	62.8%	58.6%
Bachelor's or higher	47.9%	40.1%	36.1%	28.7%

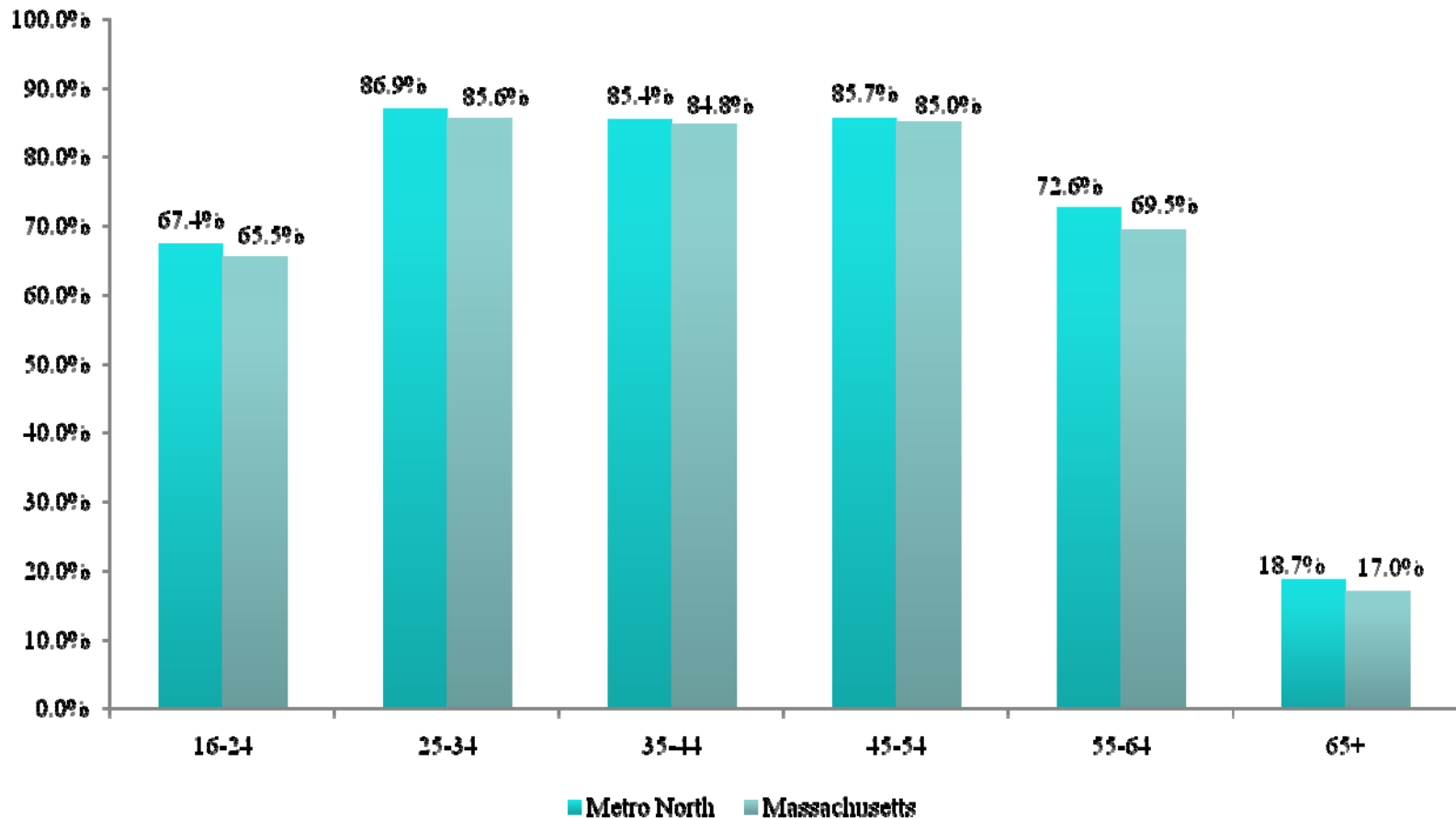
Labor Force Participation Rates of the Working-Age Population, by Educational Attainment, 2006-07



Labor Force Participation Rates of the Working-Age Population, 2006-07



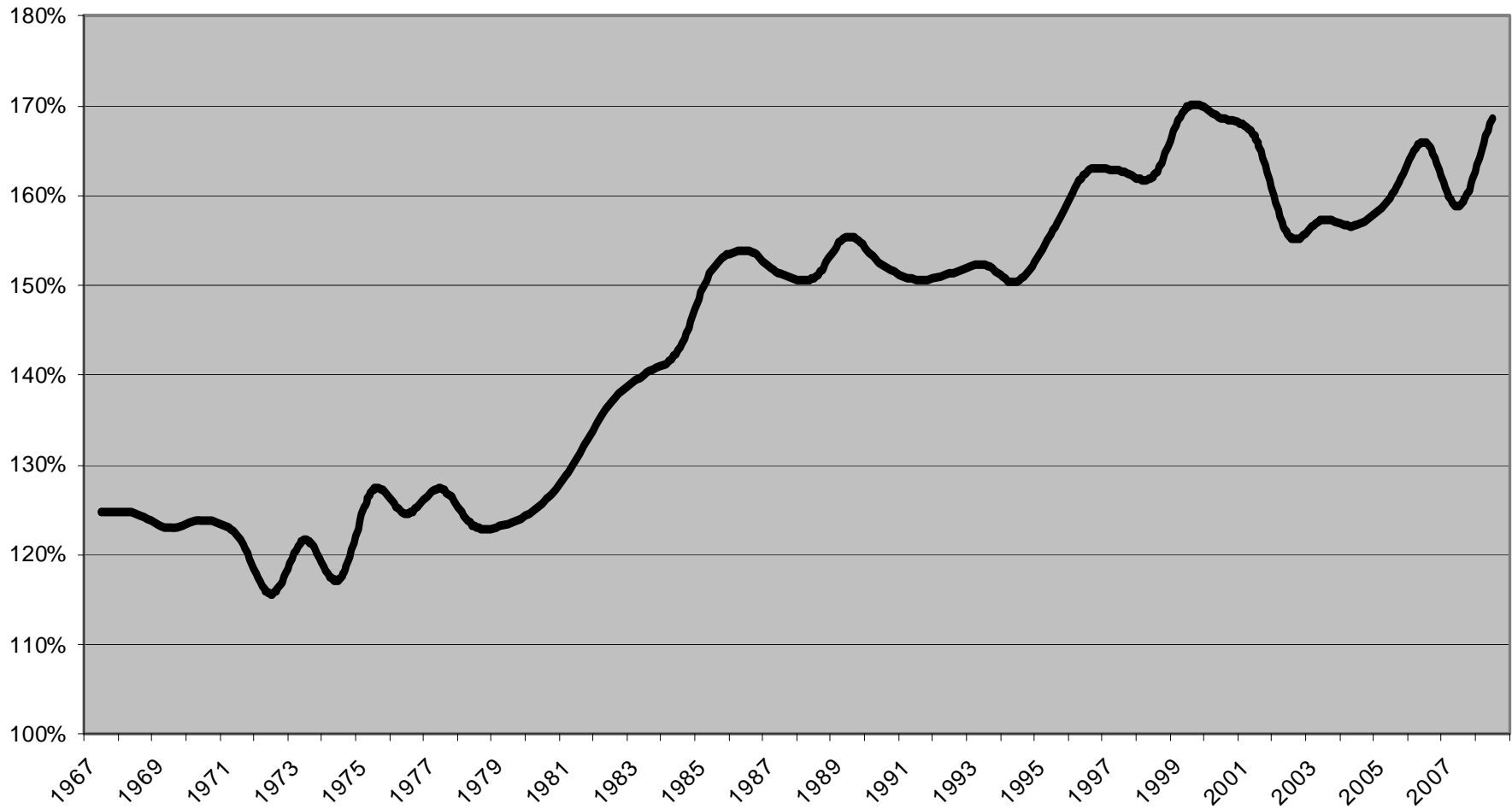
Labor Force Participation Rates of the Working-Age Population, By Age, 2006-07



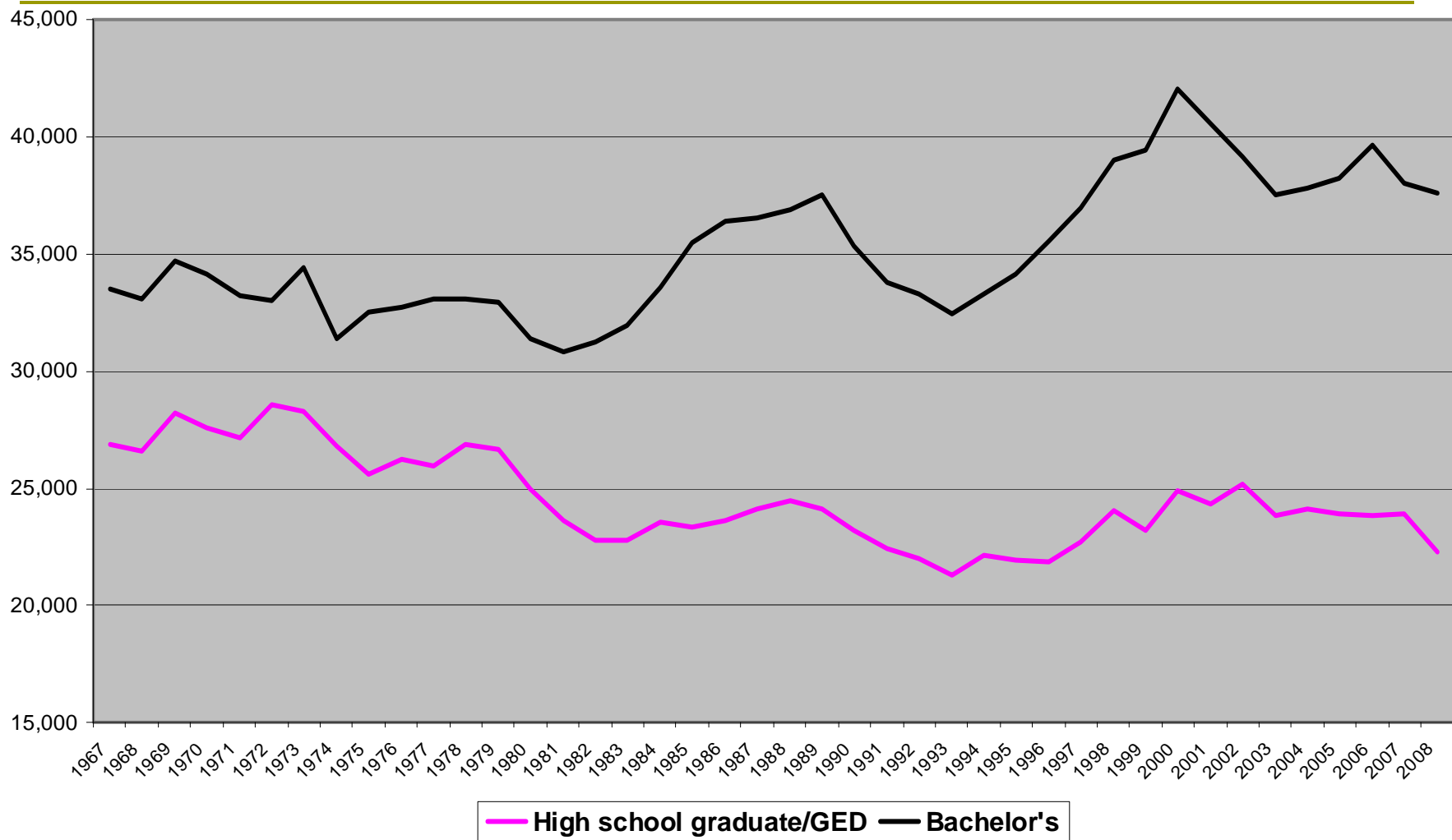


Trends in the Payoffs to Education

Trends in the Ratio of the Mean Annual Earnings of 20-29 Year Old Employed College Graduates with a Bachelor's Degree and High School Graduates U.S., 1967-2008



Mean Annual Earnings of 20-29 Year Old Employed Persons, U.S. 1967-2008 (In 2008 Dollars)



Trends in the Lifetime Earnings in the U.S. by Educational Attainment, 1979 and 2006-07

Educational Attainment	1979	2006-2007	Absolute Change	Percent Change
<12 or 12, No H.S. Diploma	855,449	681,717	-173,732	-20.3%
H.S. Diploma/GED	1,185,392	1,088,172	-97,220	-8.2%
Some College	1,446,754	1,415,333	-31,421	-2.2%
Bachelor Degree	2,039,256	2,244,080	204,824	10.0%
Master's or Higher Degree	2,617,178	3,086,093	468,915	17.9%
Total	1,313,889	1,546,992	233,103	17.7%

Trends in the Lifetime Earnings Premiums in the U.S. by Educational Attainment, 1979 and 2006-07

Educational Attainment	1979	2006-2007	Percentage Point Change
<12 or 12, No H.S. Diploma	72%	63%	-10
H.S. Diploma/GED	100%	100%	NA
Some College	122%	130%	8
Bachelor Degree	172%	206%	34
Master's or Higher Degree	221%	284%	63

Trends in the Lifetime Earnings in Massachusetts by Educational Attainment, 1979 and 2006-07

Educational Attainment	1979	2006-2007	Absolute Change	Percent Change
<12 or 12, No H.S. Diploma	886,018	768,744	-117,274	-13.2%
H.S. Diploma/GED	1,129,464	1,266,279	136,815	12.1%
Some College	1,388,433	1,525,826	137,393	9.9%
Bachelor Degree	1,970,007	2,392,099	422,093	21.4%
Master's or Higher Degree	2,590,890	3,205,100	614,210	23.7%
Total	1,346,288	1,885,966	539,678	40.1%

Trends in the Lifetime Earnings Premiums in Massachusetts by Educational Attainment, 1979 and 2006-07

Educational Attainment	1979	2006-2007	Percentage Point Change
<12 or 12, No H.S. Diploma	78%	61%	-18
H.S. Diploma/GED	100%	100%	NA
Some College	123%	120%	-2
Bachelor Degree	174%	189%	14
Master's or Higher Degree	229%	253%	24