

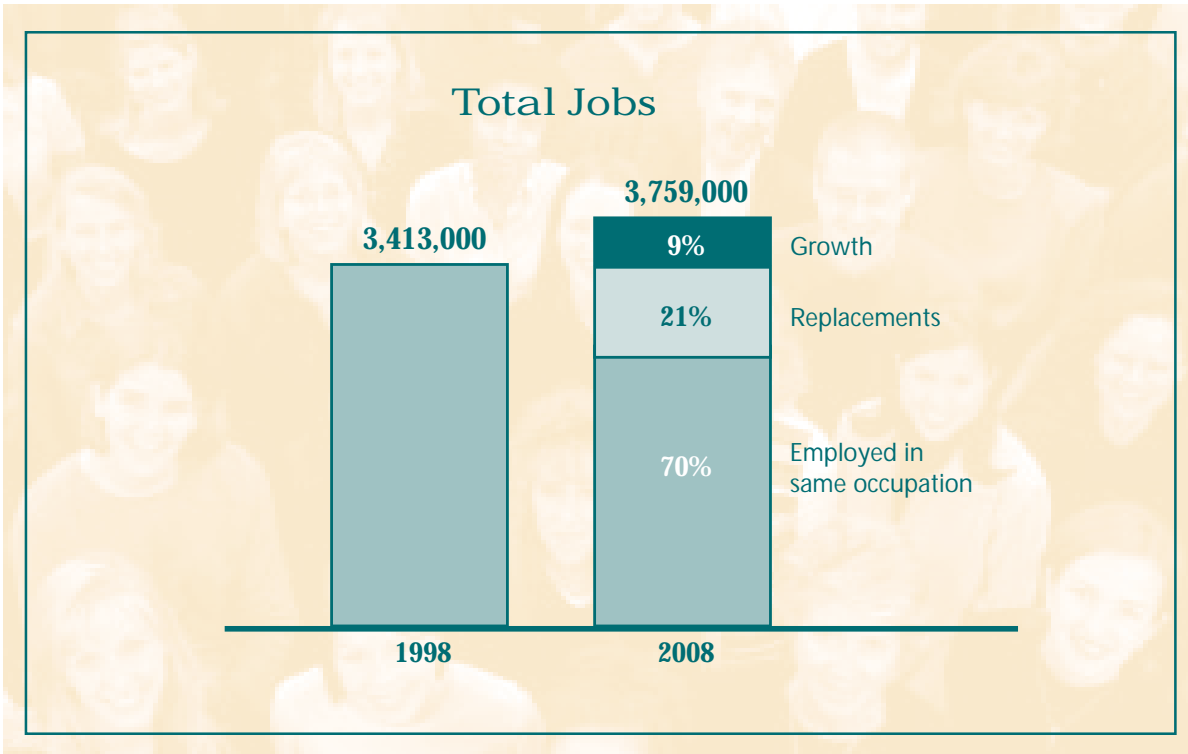
2008

Massachusetts Employment Projections through 2008: A Focus on the Jobs, the Industries, and the Workforce



By 2008 the Massachusetts economy is expected to expand by 10 percent or 345,000 new jobs --the bulk of which should arise in technology-driven industries. An additional 797,000 jobs should arise from the need to replace workers who retire, change careers, or advance up the career ladder. In total more than 1.1 million jobs should result.

Chart 1



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Overview of the Forces Shaping Economic Growth: Technology, Globalization and Free Trade

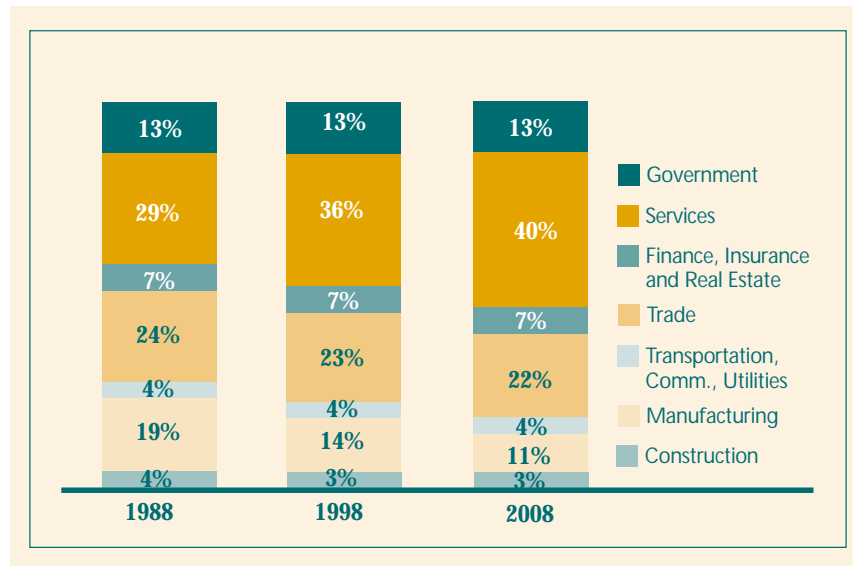
Technology, demographics, and the globalization of commerce will play ever more important roles in shaping job growth through 2008. Advances in computers combined with those in telecommunications are creating a new economy based on information technology (IT). These developments along with the rapid aging of the population will greatly impact the growth of Massachusetts' labor force and job market. Baby boomers--those born between 1946 and 1964-- will continue to comprise the largest group of workers until about 2008 when they begin to retire. With most of this group still a decade away from retirement, the number of Massachusetts workers will remain at a record high.

The rapid networking of businesses and homes to the Internet will also transform the economy and the way business is conducted. The Internet is speeding up and broadening access to information. It is also increasing competition and the globalization of trade, and spurring additional investments in hardware, software, and education and training. There isn't an industry or company that can avoid incorporating the Internet in its future. Within this new economy, jobs will continue to exist for workers at all levels of education and training, but downsizing, mergers, and acquisitions will still occur. Key highlights of the projected changes include:

➤ Services industries are projected to generate more than four out of five (83 percent) new wage and salary jobs in Massachusetts. Services industries are diverse, but most new jobs will arise from rapidly growing demand for business and professional and technical expertise that companies will need to compete and a wide variety of health and social services such as elder care, child care, and nursing care that consumers will need to make their lives easier.

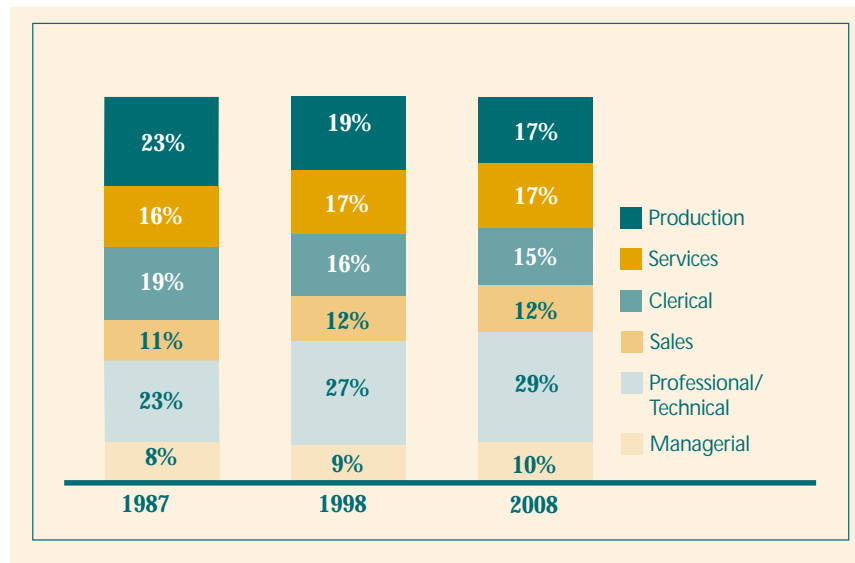
Employment Shifts in the Workplace, Past and Projected

Chart 2a



Job Restructuring

Chart 2b



➤ As a result of rapid growth in technology-driven services, demand for professional and technical workers should expand the fastest of all workers and generate the most new jobs. Jobs for less skilled workers will grow at a slower pace.

➤ Of the 25 occupations growing the fastest, more than half are related to information technology and health care. (See chart 8). Demand for IT workers should increase by 61 percent and generate 65,000 new jobs for computer scientists, computer engineers and managers, systems analysts, programmers, database administrators, and support specialists.

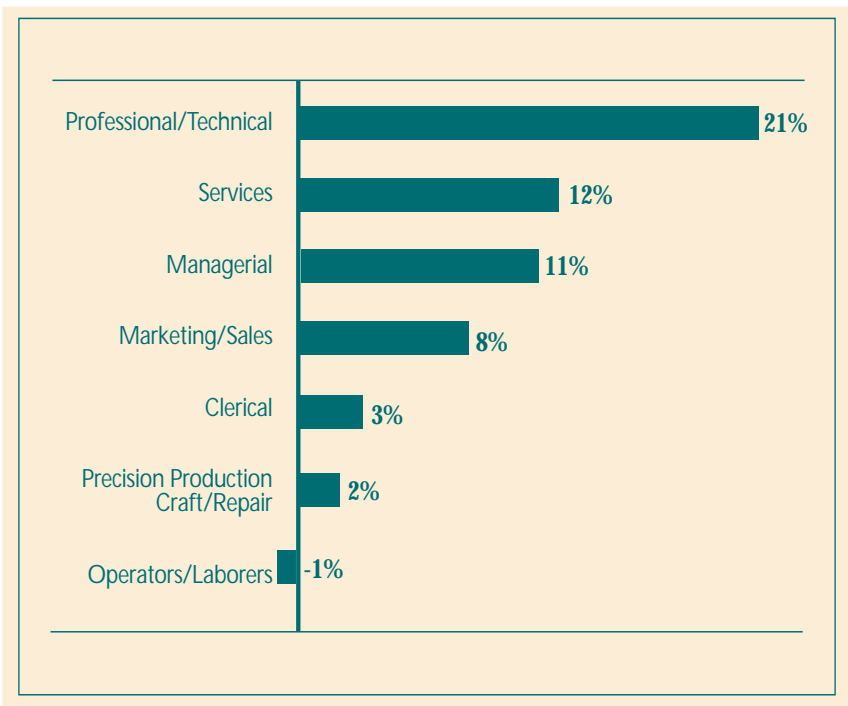
➤ The need for workers who are educated and highly skilled will grow as technology advances and international competition increases. Jobs will increase at all levels of education and training. However, jobs for more highly skilled workers should increase the fastest of all. Of the 345,000 projected new jobs generated in the economy over the next 10 years, about half will require a bachelor's degree or higher.

➤ Retirements and other replacement needs will account for 70 percent of the more than 1.1 million projected job openings through 2008. Jobs are created when employers need to hire additional workers (economic growth) and when they need to replace workers who retire, move up the career ladder or change careers. By 2008 more than twice as many job openings should arise from the need to replace workers (797,000) than from economic growth (345,000).

Replacement needs tend to be greatest in occupations where a higher than average proportion of workers are near retirement, such as teaching, and in occupations where a large concentration of young and part-time workers results in high job turnover, such as waitressing.

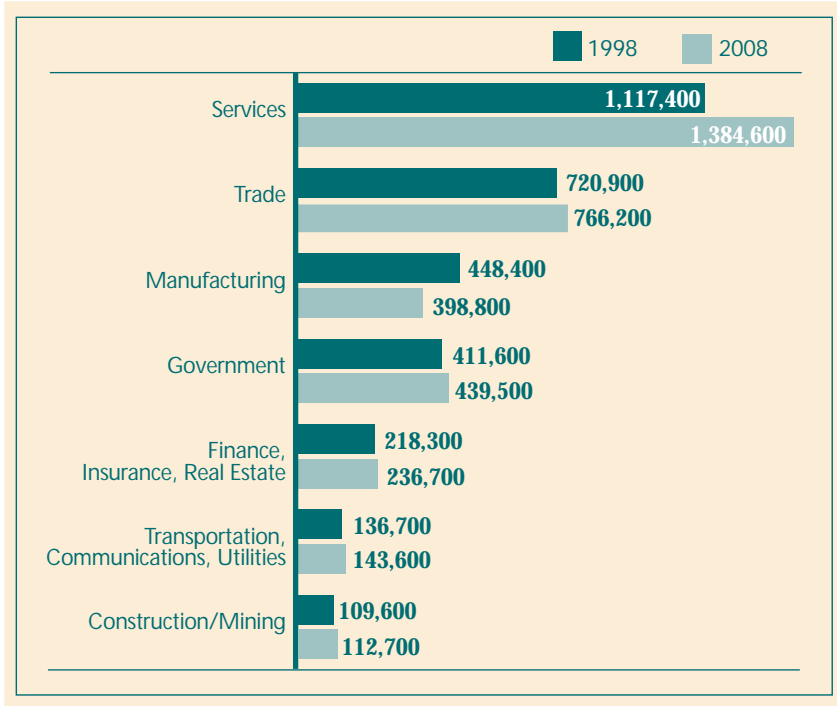
Job Growth through 2008

Chart 3a



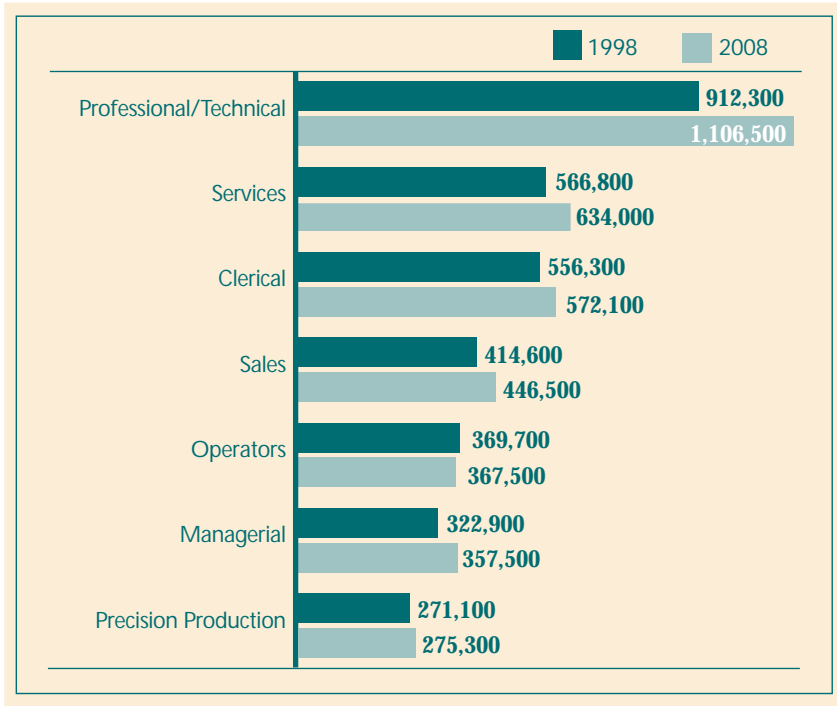
Job Growth in Industries

Chart 3b



Impact on Workers' Jobs

Chart 3c



Industries Generating the New Jobs

Massachusetts' economy should generate 345,000 new jobs and employ more than 3.7 million workers by 2008. Not all industries will contribute equally to the job growth. Some industries like IT will grow rapidly and add large numbers, while others, particularly those in manufacturing, will continue to decline, but at much slower rates. Here's a look at the projected changes in key industries.

Services: Biggest jobs generator
 Services industries are projected to generate 267,000 jobs or 83 percent of all new jobs, as they have in the current economic expansion. Jobs should increase 2.2 percent per year--the fastest growth rate of the economy and employ 1.38 million workers or 39 percent of all wage and salary workers in Massachusetts. Services industries are diverse, but only four industries will generate 85 percent of the new jobs: business services, which include computer software and related IT services (107,300), health services (65,800); engineering and management services (33,400), and social services (22,100).

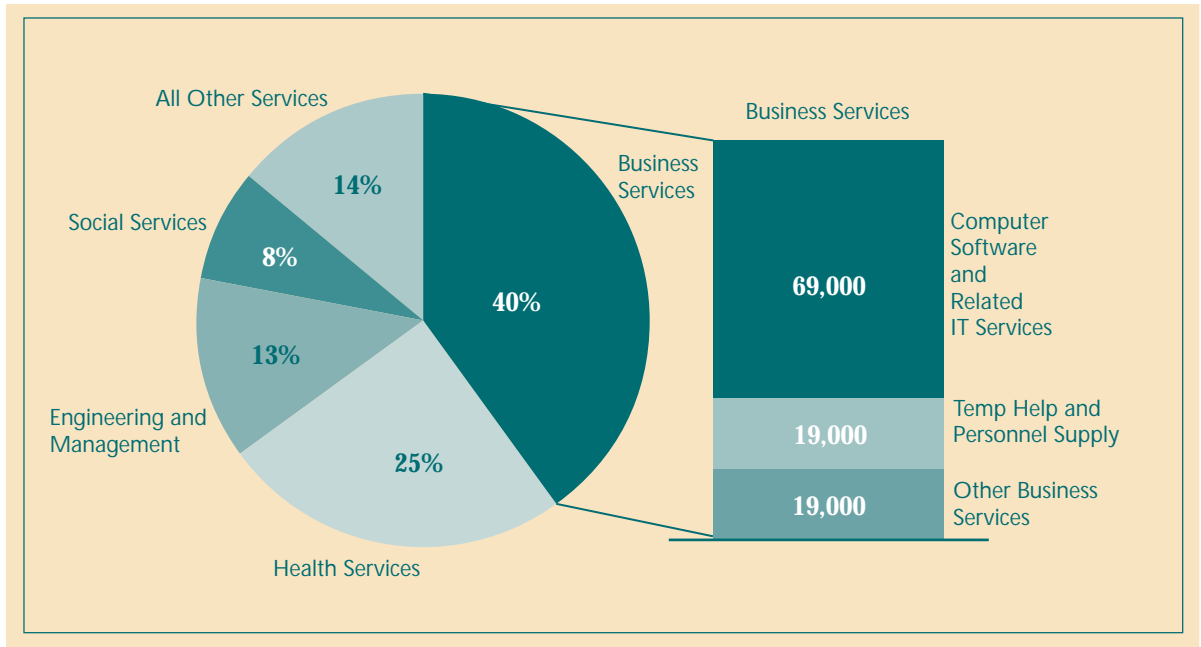
Business Services. This industry includes both basic and highly technical business-to-business services such as computer software, advertising, temporary help, facilities management, security services, commercial art, and equipment leasing. As the pace of technology accelerates and forces companies to seek out the expertise they need to compete, demand for business services should rise 45 percent and generate more than 107,000 new jobs.

Business demand for computer software and other IT services, particularly networking, data communications, and other on-line services should alone generate 69,100 new jobs--the most jobs of any industry in the state. From 1988 to 1998 this industry grew 107 percent, creating 39,700 high paying jobs. Computer software and related IT services is now the largest high-tech industry in the state. By 2008 it should employ 146,000 workers, a 90 percent increase.

As free trade expands and increases competition and market volatility, business reliance on temp help agencies to reduce wage and benefit costs and retain a more flexible workforce, should also grow rapidly and generate the second largest number of jobs--19,100. In this tight labor market demand should remain the

Chart 4

Service Industries will generate 83 percent of all new wage and salary jobs.



strongest for temps who specialize in accounting, legal, and information technology as the costs of finding, screening, and hiring skilled workers rise.

Demand for credit reporting, mailing, commercial art and photography services, detective and security services and other miscellaneous business services should also grow rapidly (25 percent) and generate the third largest number of jobs-12, 000. Leasing of equipment such as airplanes, trucks, vending machines, medical equipment and other miscellaneous equipment should grow even more rapidly (37 percent) and generate 1,900 new jobs. The advantages of leasing--smaller capital outlays and protection against shorter product cycles--should drive this growth. Contracting out for advertising and building maintenance and janitorial services should fuel the remainder -5,300 new jobs.

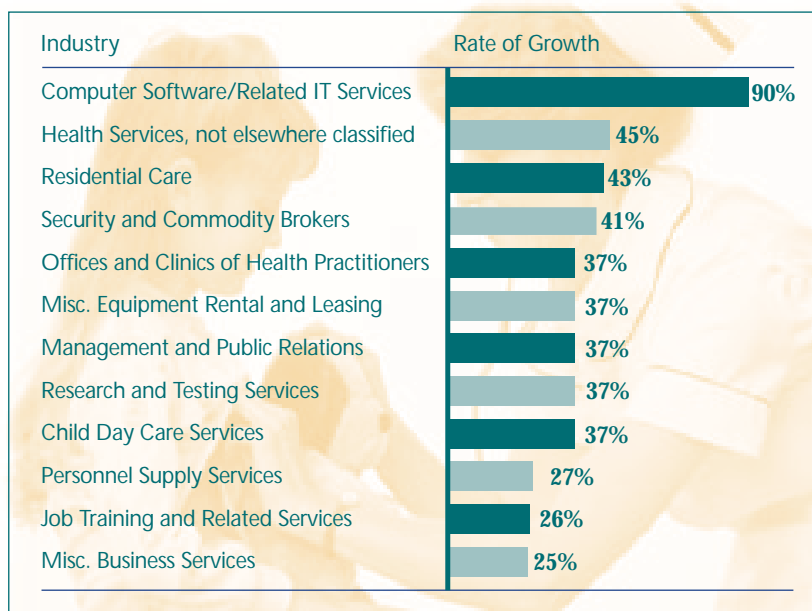
Health Services. In this the largest services industry, employment is projected to expand 20 percent, twice as fast as the average for all industries, and generate 66,000 new jobs--20 percent of all projected new jobs in the state and 25 percent of all projected new jobs in services. Among the forces driving this growth are: an aging population requiring more care; a wealthier and more informed population that

can afford better health care; and advances in medical technology that increase demand for their use.

Managed care has slowed escalating health care costs and transformed the delivery of health care from a fee-for-service system to networks of provider/insurer organizations. As managed care evolves and strives to provide greater access and more services in less expensive ways, employment in offices and clinics of physicians should expand 37 percent and generate 31,900 jobs--or about one out of two projected new jobs in health care. Competition and mergers will continue to narrow the cost and service differences between existing managed care providers and will likely keep jobs from growing faster. Home health care agencies should generate the second largest number of jobs--18,800.

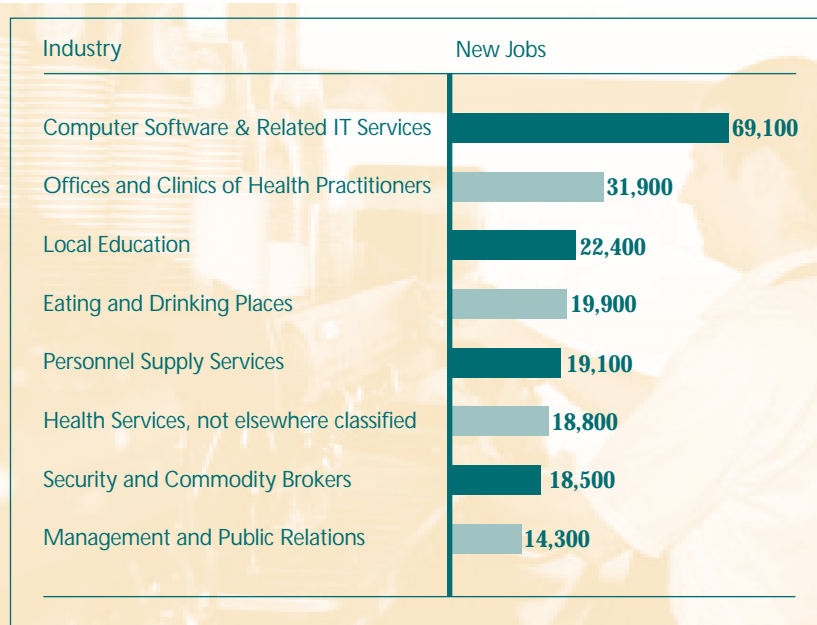
The effects of recent Federal legislation limiting medicaid and medicare home health care services will constrain demand somewhat for home health care and other outpatient diagnostic services, including alcohol and drug treatment, visiting nurses and kidney dialysis and keep jobs from increasing faster than 45 percent. Controlling nursing homes costs should also restrict employment growth there to 19 percent.

Chart 5



Fastest growing industries through 2008

Industries generating 6 of 10 new jobs through 2008



Nevertheless, 12,500 new jobs should arise, as large numbers of elderly need high-quality long-term care. Hospitals, including state and local hospitals, are not expected to contribute to the job growth as they consolidate and restructure to control costs.

Engineering and management consulting, research and testing. In these high-tech industries, employment should expand 28 percent and generate more than 33,000 new jobs--the third largest number projected in services. Rapidly growing demand for management consulting and public relations should generate more than two out of five new jobs (14,300) within these high-paying industries. Corporations' need for well-trained, well-informed management consultants to streamline their operations and improve productivity and evaluate IT spending, should become even more common throughout the coming decade as technologies improve, government regulations change, and free trade increases and spurs competition. Because much of management and consulting in Massachusetts is highly technical in nature, this industry is considered high-tech.

Increased demand for research and testing services should generate the second largest number of new jobs (11,700) in this group. The growing importance of R&D for advancing biotechnology, particularly genetic research and mapping, should increase jobs by 37 percent. Massachusetts' research and testing labs have been leading incubators of innovation and opportunity, and by 2008 they should employ 43,600 workers. The potential commercialization and transfer of genomics research may spin off additional jobs in related industries, particularly in the manufacturing of more powerful antibiotics.

Massachusetts' world-renowned engineering and architectural firms and accounting and auditing firms should generate the remainder (4,300 and 3,200 jobs, respectively).

Social Services. Demand for child-care, elder care, home delivered meals, job training and a myriad of other social and rehabilitative services should increase 27 percent and generate 22,000 new jobs. Caring for the elderly and the mentally and physically disabled in residential care facilities should increase the fastest of all categories--43 percent--and generate 9,500 new jobs. Demand for child day care services should also increase rapidly (37 percent) and generate another 7,000 jobs. Increased funding for Head Start and other national child-care programs should spur growth, as well as the growing numbers of women who work and need child care. An additional 5,600 jobs should arise from increased demand for job training and other individual and miscellaneous social services.

Wholesale and Retail Trade embraces e-commerce

As the selling and distribution processes become increasingly automated and more goods and services are bought and sold over the Internet, jobs in wholesaling and retailing should expand by 6 percent or by 45,000. In wholesaling 9,800 jobs should arise---the bulk of which should result from rapidly growing demand for Massachusetts' high-tech products. In retailing, jobs should increase by more than 35,000--the bulk (56 percent) of which should arise from the growth of eating and drinking places, the largest retail industry. In most other retail sectors, jobs should increase more slowly or decline mar-

ginally, as competition increases and new more powerful computer systems eliminate redundancies, especially in the supply lines. However, the underlying factors driving consumer spending--income growth, low inflation, and low unemployment--should remain robust over the projection period.

Transportation, Communications and Utilities: Technology keeps job growth in check

In this relatively small, but technology-driven sector, employment should expand 5 percent and generate 7,000 new jobs. Since 1988 transportation, communications and utilities has accounted for approximately 4 percent of Massachusetts' jobs, a share it should maintain through 2008.

Transportation. In this the biggest sector, jobs should increase by 7 percent or 6,100. Growth in local and interurban passenger transportation, air travel, and trucking and courier services should generate approximately 80 percent of these new jobs. Operational improvements--better control of inventories, bigger containers, and greater fuel efficiencies--coupled with slower population and economic growth, should keep jobs from expanding faster.

Telecommunications. Major advances in telecommunications technology, combined with strong demand for wireless communications, high-speed Internet access and other high-capacity communications products and services, should increase employment 9 percent and generate 2,700 new jobs.

The rapid pace of innovation, combined with recent deregulation allowing local phone companies to offer long distance service and vice versa, makes projecting jobs in this industry very challenging. These changes along with the opening of traditional telecommunications markets to communications equipment manufacturers, electric utilities, and other industries, will blur markets even more. However these changes unfold, strong employment growth should result through 2008 as more business is conducted on the Internet.



Utilities. In this industry, job prospects will vary widely. In total, jobs should decline by 10 percent or 1,800 as gas and electric companies, the industry's biggest employers, improve plants' generating capacities. In water and waste treatment facilities, however, jobs should increase as environmental standards tighten and more waste products are recycled. Highly trained technical personnel should have the best prospects for employment.

Finance, Insurance, and Real Estate: One-stop shopping fuels modest growth and structural changes

Long-term employment growth in finance, insurance and real estate should closely mirror overall economic growth and average 8 percent. In total, more than 18,000 new jobs should arise, the vast majority in the securities industry. Automation will continue to constrain job growth in banking and insurance. Nevertheless, jobs for professional and technical workers should increase moderately as these institutions begin selling and marketing more diversified financial products.

Securities and Commodities. Several trends bode well for the continued growth of this high-paying industry. With the vast majority of baby boomers still in their peak savings years and not expected to retire until after 2008, the trend toward saving and investing for retirement should continue. Government incentives may also help sustain the savings boom through the creation of more tax-favored retirement plans. The expansion of trade into new markets in foreign



countries should also increase the number of investment options and financial products, and prompt investment firms to hire more financial advisors to help individuals better manage their money. Moreover, as the numbers of high-tech and telecommunications startups and acquisitions grow, more analysts will be needed to help raise capital and negotiate the deals. In total, jobs should increase by 41 percent or 18,500. Although this projected growth is slower than the past five years, it still ranks the securities and commodities industry as the fourth fastest-growing industry in Massachusetts. (See Chart 5).

Banking. Jobs in banking and other depository institutions should decline by 4 percent or 2,500, as more banking services become available electronically and through the Internet. The rapid pace of mergers, acquisitions, and consolidations that characterized the industry throughout much of the 1990s has abated, but deregulation has spurred banks to diversify and offer new financial products. Some workers will be needed to sell and market these new services. Over the long-term, however, jobs should decline as the industry pushes to move more banking transactions online. The number of jobs for clerical workers, who process the paperwork and account for 60 percent of the jobs in banking, will decline substantially and cause overall employment in banking to fall.

Insurance. In this industry, jobs should decline by 3 percent or by 2,300 as insurance companies continue to downsize and centralize sales activities in a growing number of telephone service centers. This industry's push into the broader financial services market will likely increase competition among finance and insurance industries and keep jobs from declining faster.

Construction: Job growth should moderate

Construction jobs should increase more slowly through 2008 as population and labor force growth slows and the Big Dig-- one of the largest infrastructure projects in the history of the United States-- is completed.

Fueled by low interest rates, rising personal incomes, a strong economy, and massive federal spending on the state's infrastructure, construction boomed, increasing jobs 66 percent, from 73,600 in 1993 to 118,900 in 1999, a level still well below the 1988 peak of 142,100. Jobs in highway and street construction, where much of the building associated with the Central Artery and third harbor tunnel is classified -- increased even more rapidly (77 percent). By 2008 this growth should moderate and gradually return employment to 111,600 -- a more sustainable level, slightly higher than levels posted in 1998.

Factors slowing growth include a slowing of population growth and household formation that reduce demand for single family homes, and technological changes--e-commerce, e-shopping, teleconferencing, telecommuting-- that should moderate demand for office space.

Nevertheless, rising incomes and the growing stock of older houses, schools and office buildings should fuel demand for renovations and other types of remodeling activities which tend to be more labor intensive than new construction. The large number of major building projects on the horizon may also offset this

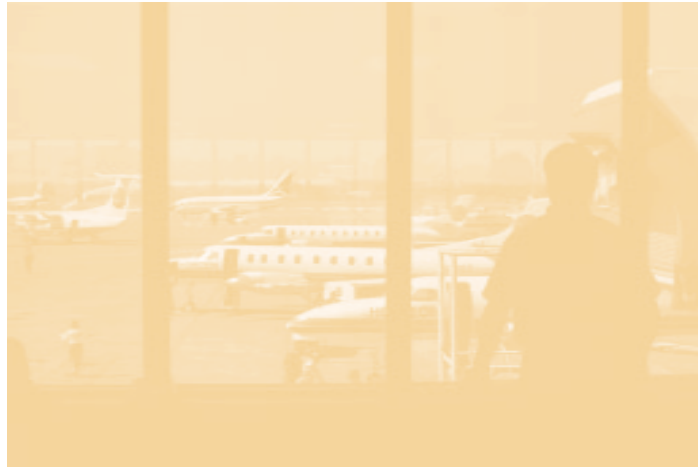
slowdown. They include: development of the South Boston Waterfront and the 27 acres of open space along the artery corridor, a new Fenway Park, a North-South Rail link, MBTA improvements and an office tower above South Station. In addition, an aging population will also likely boost demand for assisted living and other state-of-the-art nursing and health facilities.

Taking all these factors into account, construction should account for a somewhat smaller share of Massachusetts employment than it did in 1999 and slowly drift down and stabilize at around 3 percent. Construction is a volatile industry, sensitive to interest rates and the business cycle; employment fluctuates widely during booms and busts. In addition large-scale public works projects such as the Big Dig can exert a powerful short-term influence and boost employment well above the trend line. Therefore, specific point-in-time projections must be viewed cautiously.

Government: Limited growth, smaller workforce

Fiscal pressures will keep public sector employment from expanding faster than 7 percent. Most new jobs should arise at the local level from the growth of elementary and secondary schools--one of the biggest employers of government workers. In total, local government jobs should increase by 11 percent or 29,000. Government initiatives to reduce class sizes and improve education underscore much of this growth. At the state level, employment should increase 2 percent as more jobs, particularly those in blue collar and social and technical services, are outsourced to the private sector and more services become available on the Internet.

At the federal level downsizing and consolidation should continue, but at a slower pace and reduce jobs by 5 percent. In total, government should employ 12.6 percent of Massachusetts' workforce by 2008 down from the 13 percent it now employs.



Manufacturing: Jobs decline but at a slower rate

The historic decline in manufacturing should moderate over the 1998-2008 period as exports expand and more manufacturers retool to stay competitive. Nevertheless, jobs should shrink 11 percent from 448,400 to 398,800 by 2008, as more aspects of production are automated or outsourced. In total, manufacturing should account for 11.4 percent of Massachusetts' jobs, down from the 14.1 percent it accounts for now.

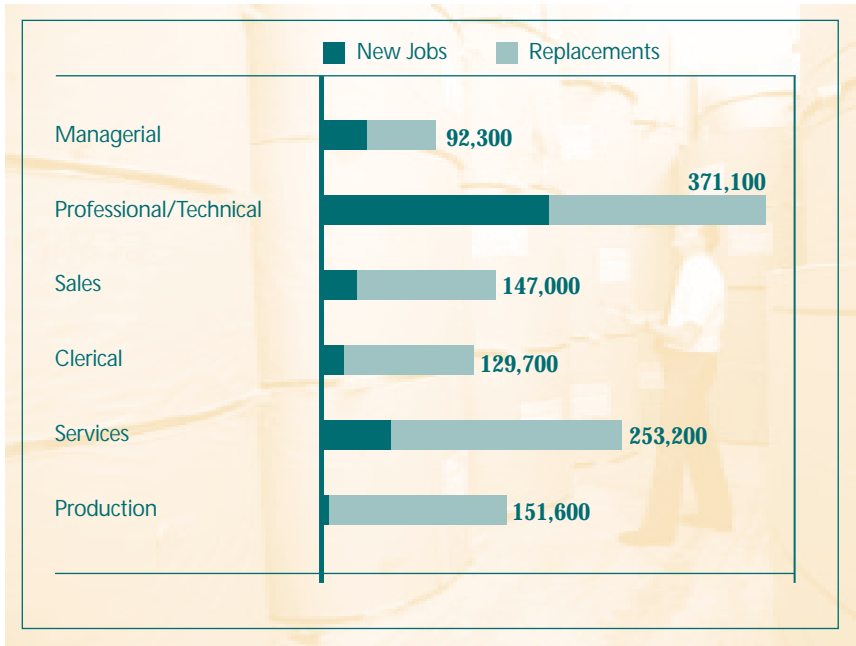
Continued growth in capital investments for computers, electronics and other high-tech products will increase demand, but gains in productivity will offset potential job growth. In some high-tech industries--most notably biotechnology, communications, and precision medical instruments--jobs should increase modestly. The rapid acceptance and use of the Internet and of wireless technologies will also create new opportunities and lay the framework for additional technologies and investments in facilities, hardware, software, services and human capital. This trend should benefit Massachusetts' manufacturers at the forefront of research and development.

Impact on Workers

How will these industry projections affect job opportunities? By analyzing the occupational mix of industries, it is possible to estimate the likely impacts. For example, due to the concentration of job growth in technology-driven service industries, where 73 percent of all professional and technical workers now work, jobs for professional and technical workers should increase faster than those projected for most other workers. Nevertheless, large numbers of jobs will also result from the need to replace workers who retire, move up the career ladder or change careers. In fact, for every new job created from economic growth, there will be more than two jobs resulting from replacement needs. The impact of both replacements and new jobs on the demand for workers varies widely. In general, however, workers with more skills will have more job opportunities and greater access to better paying jobs than those with less training.

Total Job Openings

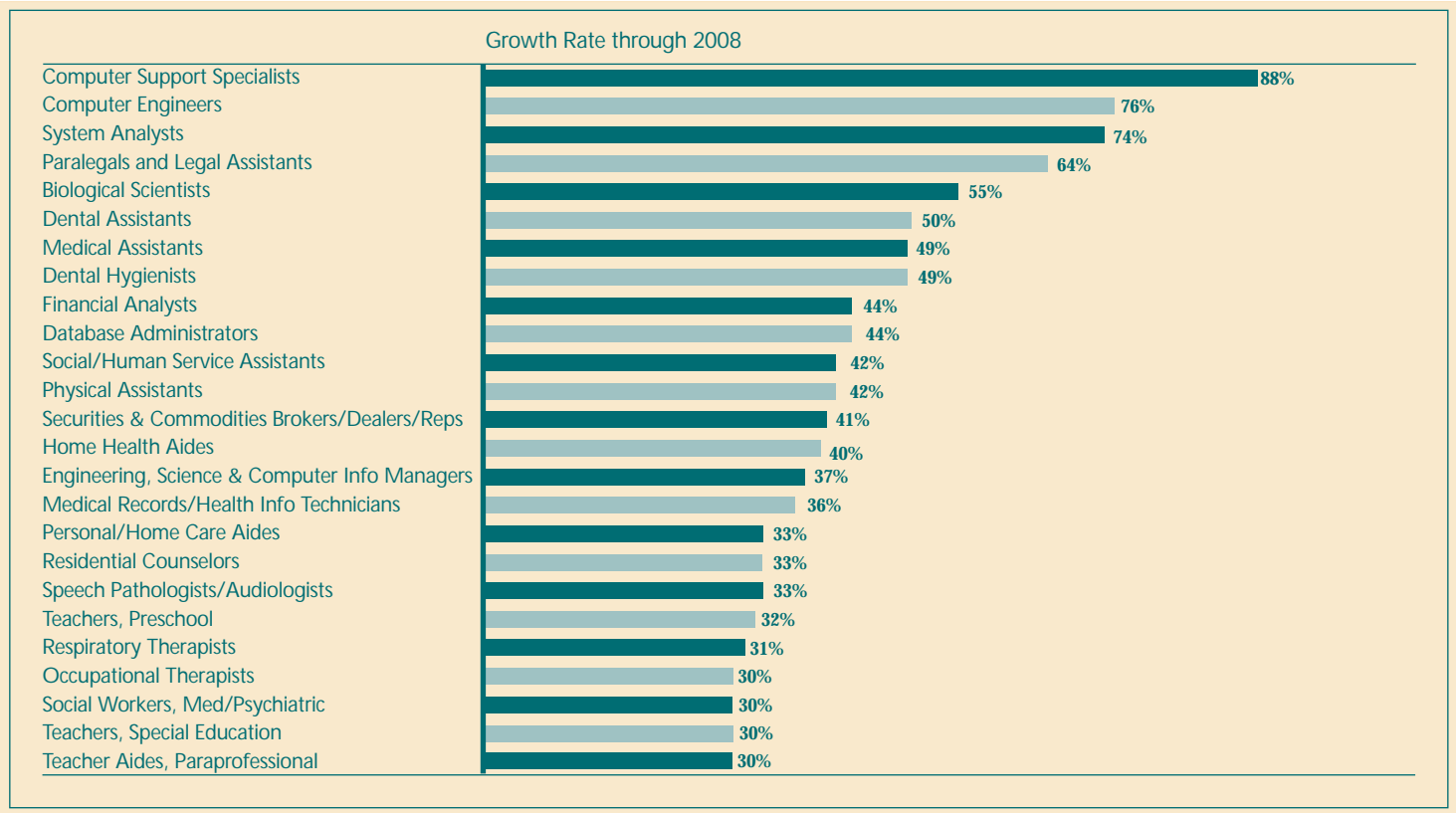
Chart 7



Professional and technical workers will gain the most jobs through 2008.

Fastest Growing Occupations, 1998-2008

Chart 8



Professional and technical workers account for 56 percent of all projected new jobs and 22 percent of all replacement jobs.

Professional and Technical Jobs

Professional and technical workers are projected to have the most job openings overall-- 371,100. They will have the largest number of new jobs (194,200 or 56 percent of all projected new jobs) and the second largest number of replacements (176,900) behind service workers. Propelled by these gains, professional and technical workers should account for almost 30 percent of Massachusetts' workforce by 2008.

Demand for computer analysts, engineers and scientists, teachers and instructors, and health practitioners and technologists should alone generate more than one out of two new professional and technical jobs. Of these, three major professions, employment of computer analysts, computer engineers, database administrators, and computer scientists should expand the fastest of all and increase 75 percent or by 38,200 jobs.

Service Jobs

Service workers--nursing and home health aides, waiters and waitresses, cooks, security guards, janitors and cleaners, cosmetologists, gardeners and grounds keepers--should gain the second largest number of job openings (253,200). Because much of the work they perform cannot be automated, their jobs should expand by 12 percent, or 67,200. The other 186,000 job openings should arise from replacement needs. Health service workers should gain one out of every three new jobs generated in this group while jobs for dental and medical assistants and home health aides should increase by 44 percent. Service workers tend to change jobs more frequently than those in other occupations and consequently have the largest number of replacement openings.

Chart 9a: Projected New Jobs 345,750

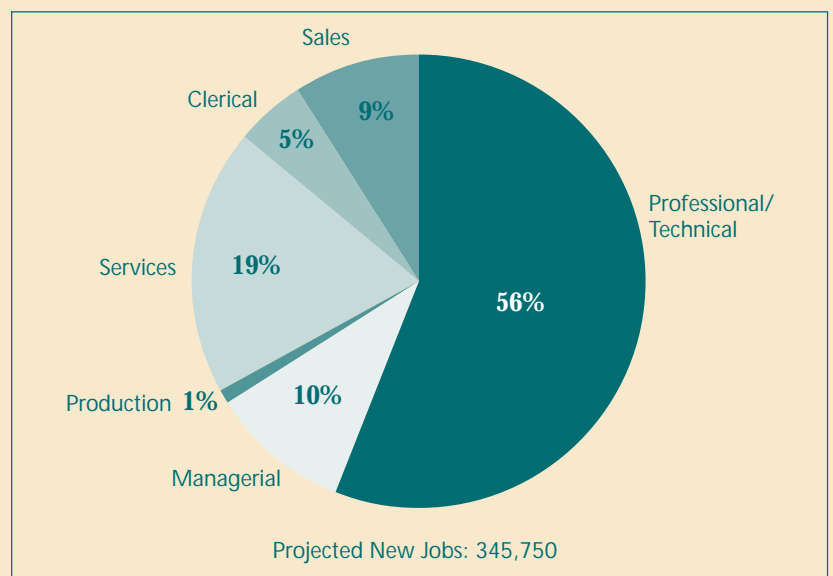


Chart 9b: Replacements 797,090

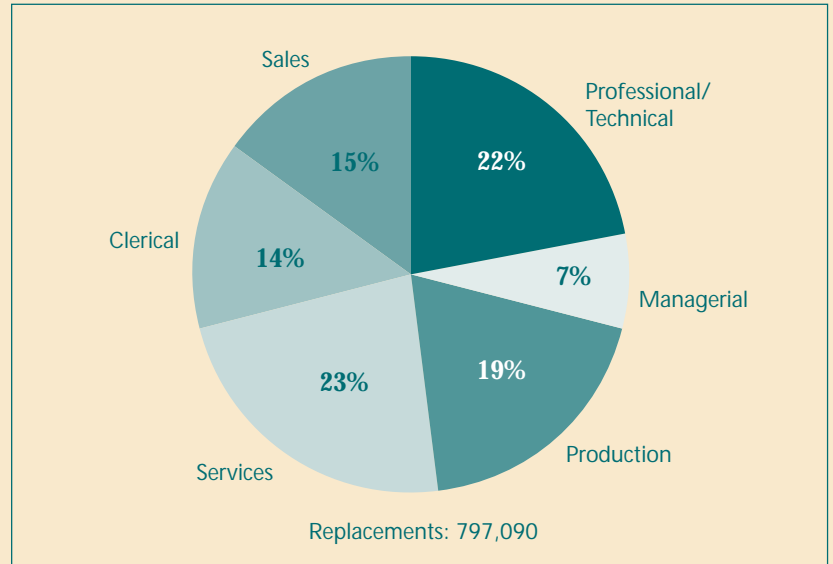
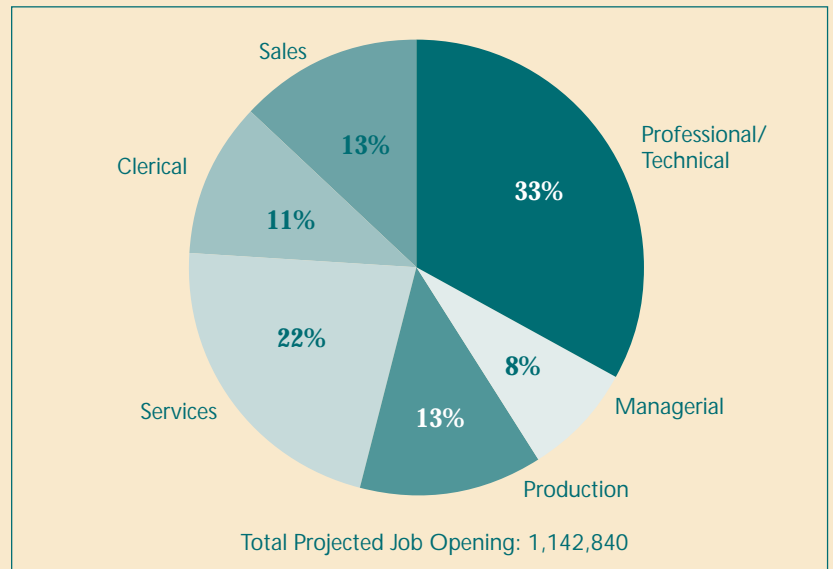


Chart 9c: Total Projected Job Openings 1,142,840



Production Jobs

Production workers--mechanics, repairers and installers; machine operators and assemblers; truck drivers; helpers and laborers, etc.--are projected to have the third largest number of jobs (151,600), the bulk of which should arise from the need to replace workers who retire. Advances in factory automation will cause declines in many occupations. Production workers who have basic math and reading skills, good communication skills, and the ability and willingness to learn new production methods should have the most opportunities.

Marketing and Sales Jobs

Slower growth in wholesale and retail trade, where approximately 60 percent of all marketing and sales workers now work, is projected to hold marketing and sales job growth to 8 percent by 2008. Automation and the increased use of the Internet to purchase and sell goods should restructure sales work forces in these key industries. Nevertheless, marketing and sales workers should gain 147,000 jobs overall, the bulk (78 percent) of which should arise from replacements. Job opportunities should expand the fastest for securities and commodities and financial services sales representatives.

Clerical and Administrative Support Jobs

Clerical and administrative support workers should gain the fifth largest number of jobs overall --129,700 or 11 percent of all jobs, a smaller share than what they now hold. Office automation will continue to cause a decline of jobs in many clerical occupations and substantially reduce the need to replace clerical workers who retire or move on to better paying positions. Nevertheless, demand for customer service clerks, receptionists, teacher assistants, bill

and account collectors, and office managers whose jobs involve a great deal of contact with people and are therefore less affected by office automation should expand by 15 percent or 16,000 jobs. Those who keep their computer skills up-to-date should have the most opportunities.

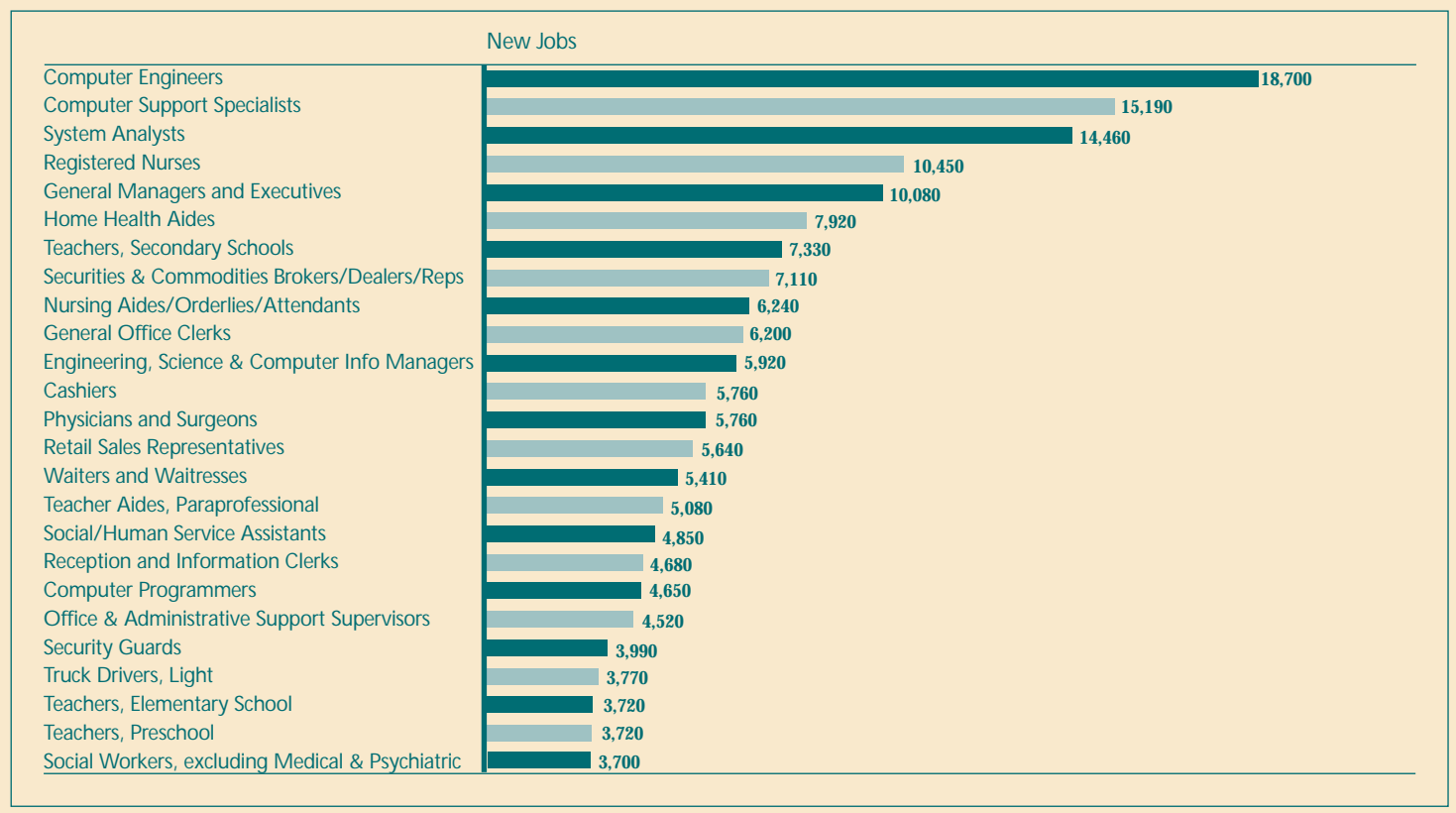
Managerial Jobs

Managerial workers, the smallest occupational group, should gain 92,300 jobs or 8 percent of all jobs--a share slightly less than what they now command as fewer middle managers are replaced when they retire. In total, management jobs are projected to increase by 11 percent, or 34,600, but job prospects will differ widely by industry and function. Large fast-growing industries should offer the most opportunities. The projected 37 percent increase for engineering and computer information systems managers, for example, reflects the rapidly growing projected demand for computer software and related IT services. On the other hand an 8 percent growth for education administrators reflects the slower growth of elementary and secondary schools and colleges and universities.

Competition for managerial jobs will remain keen and corporate restructuring will reduce some jobs, particularly those in middle management. Nevertheless, 57,700 jobs will arise to replace managers who retire or start their own companies.

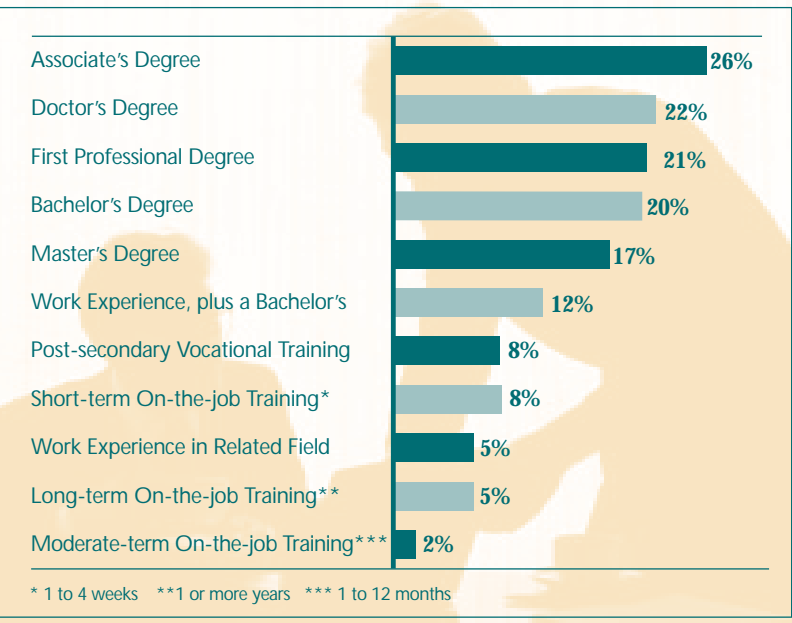
Occupations generating 1 out of 2 new jobs in Massachusetts

Chart 10



Jobs Growth by Education and Training

Chart 11



Jobs requiring an associate or higher degree will grow the fastest of all education and training categories.

Education and Training for the Jobs of the Future

In this age of rapid technological and economic change, the importance of education and training and indeed life-long learning, cannot be overstated. Jobs will continue to exist at all levels of education and training. However, jobs for more highly skilled workers will increase faster than jobs for less skilled workers. (See Chart 11). Moreover, all jobs will require more technological "know-how" as companies make better use of technology.

Of the 345,700 new jobs projected to emerge in Massachusetts, more than three of every five (62 percent) will require an associate's degree or higher. (See Chart 12). Currently only 33 percent of the jobs in Massachusetts require an associate's degree or higher, but as the revolution in technology continues and increases the demand for engineers, life and physical scientists, technicians, computer specialists, and other technology and scientific workers, this proportion will rise 3 percentage points to 36 percent by 2008.

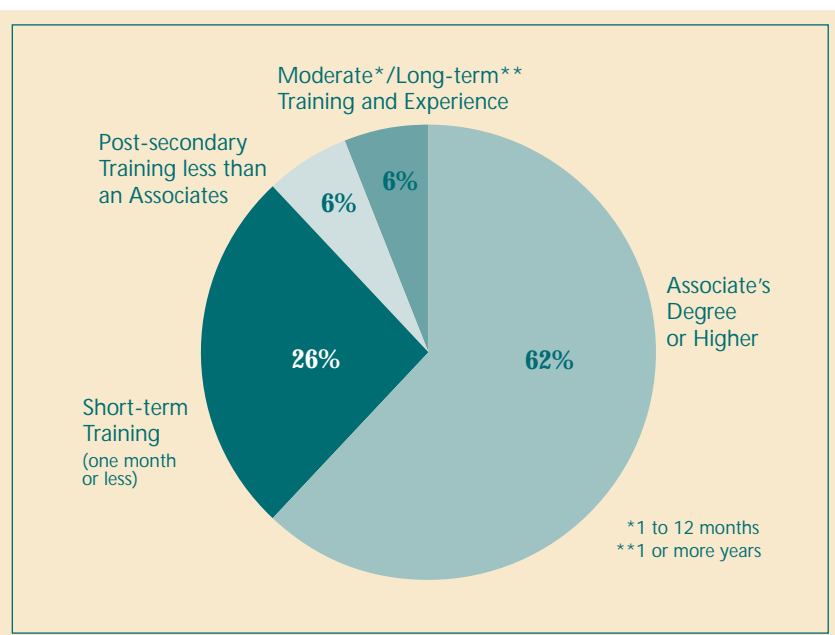
The second largest number of new jobs (26 percent) can be learned relatively quickly i.e. a few days or weeks, and obtained fairly easily. Since

these jobs turn over fairly frequently and employ the largest number of workers, many of whom are students and other first-time job seekers, they will provide the most openings overall (39 percent or 447,900 jobs). (See Charts 13 and 14).

Another 40,525 new jobs (12 percent) should arise for those with education and training in between these two extremes. These include jobs for police officers, telephone and cable TV installers and repairers, correction officers, electricians, carpenters, and chefs.

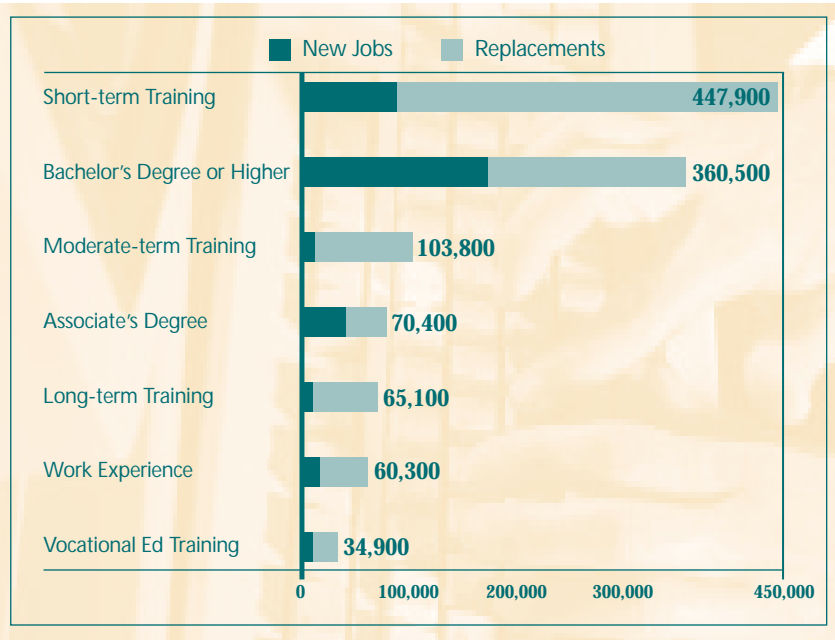
In summary, education and training will play an ever-more-critical role in Massachusetts' technology driven economy--in terms of finding jobs, earning higher wages, being promoted, and weathering change. Due to replacement needs, jobs will continue to be available at all levels of education and training, but workers with more education and training will have more options and better prospects for rising up the career ladder and earning higher salaries. Indeed, a high-skilled workforce will remain key to maintaining Massachusetts' leadership in both technology and the emerging new economy.

Chart 12



Through 2008, more than 60 percent of all new jobs generated in Massachusetts will require an associate's degree or higher.

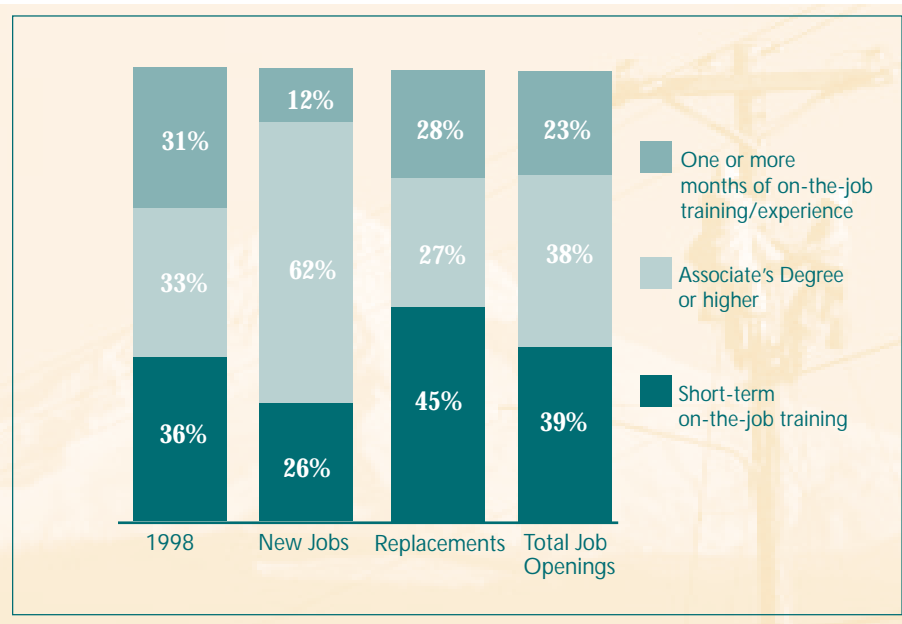
Chart 13



Jobs are projected for all levels of education and training; those occupations that usually require a bachelor's degree should record the second largest number of openings overall.

Job Market Dynamics: Job Growth vs. Replacements and Education and Training

Chart 14



Jobs requiring an associate's degree or higher will account for 62 percent of all new jobs, but only 38 percent of all job openings.

Table A

Employment by Major Occupational Group, 1998 and projected 2008

	Current Jobs	Projected 2008	New Jobs		Replacement Jobs**	Total Openings***
			Number	Growth Rate		
Total, All Occupations*	3,413,550	3,759,300	345,750	10.1	797,090	1,142,830
Executive and Managerial	322,880	357,480	34,600	10.7	57,740	92,330
Professional/Technical Specialty	912,310	1,106,500	194,190	21.3	176,940	371,140
Marketing and Sales	414,560	446,470	31,910	7.7	115,070	146,980
Admin Support and Clerical	556,310	572,060	15,750	2.8	113,950	129,690
Service Occupations	566,770	633,960	67,190	11.9	186,030	253,220
Precision Production/Craft/Repair	271,060	275,320	4,260	1.6	64,250	68,520
Operators/Fabricators/Laborers	369,660	367,510	-2,150	-0.6	83,110	83,110

* includes self-employed and unpaid family workers

** represents the number of job openings expected to arise from the need to replace workers who retire or move up the career ladder.

*** represents the sum of new jobs and replacements.

Table B

Wage and Salary Employment by Industry, 1998 and projected 2008

SIC		Current Jobs	Projected 2008 Jobs	New Jobs	Growth Rate
	Total nonfarm	3,179,200	3,501,200	322,000	10.1
	Total, service producing-sectors	2,621,200	2,989,700	368,500	14.1
70-87, 89	Services	1,117,400	1,384,600	267,200	23.9
73	Business services	237,200	344,500	107,300	45.2
731	Advertising	6,300	7,100	800	13.4
734	Service to buildings	29,500	34,000	4,500	15.2
735	Miscellaneous equipment rental and leasing	4,900	6,800	1,900	36.7
736	Personnel supply services	71,400	90,500	19,100	26.8
737	Computer software and related IT services	76,900	146,000	69,100	89.8
732-733, 738	Miscellaneous business services	48,200	60,200	12,000	24.9
80	Health services	326,800	392,600	65,800	20.1
801-804	Offices of health practitioners	86,000	117,900	31,900	37.1
805	Nursing and personal care facilities	67,200	79,700	12,500	18.6
806	Hospitals	131,700	134,200	2,500	1.9
807-809	Health services, nec	42,000	60,800	18,800	45.0
82	Educational services, private	133,300	144,000	10,700	8.0
83	Social services	82,700	104,800	22,100	26.6
832, 839	Individual and miscellaneous social services	32,700	36,000	3,300	10.0
833	Job training and related services	8,900	11,200	2,300	26.2
835	Child day care services	19,100	26,100	7,000	36.5
836	Residential care	22,000	31,500	9,500	42.9
87	Engineering and management services	120,700	154,100	33,400	27.8
871	Engineering and architectural services	32,500	36,800	4,300	13.0
872	Accounting, auditing and bookkeeping	17,200	20,400	3,200	18.9
873	Research and testing services	31,900	43,600	11,700	36.6
874	Management and public relations	39,000	53,300	14,300	36.7
70, 72, 75, 76, 78, 79, 81, 84, 86, 89	All other services	216,800	244,700	27,900	12.9
7	Agricultural services	16,300	19,100	2,800	17.3

		Current Jobs	Projected 2008 Jobs	New Jobs	Growth Rate
	Wholesale and retail trade	720,900	766,200	45,300	6.3
50,51	Wholesale trade	174,900	184,700	9,800	5.6
52-59	Retail trade	546,000	581,500	35,500	6.5
58	Eating and drinking places	192,700	212,600	19,900	10.3
52-57, 59	All other retail trade	353,300	368,900	15,600	4.4
	Finance, insurance and real estate	218,300	236,700	18,400	8.4
60-67	Finance, insurance and real estate	218,300	236,700	18,400	8.4
60	Depository institutions	60,000	57,500	(2,500)	-4.1
61, 67	Nondepository, holding and investment offices	15,200	18,100	2,900	19.2
62	Security and commodity brokers	45,300	63,800	18,500	40.8
63,64	Insurance	67,900	65,600	(2,300)	-3.4
65	Real estate	30,000	31,800	1,800	5.9
	Transportation, communications, and utilities	136,700	143,600	6,900	5.1
40-42, 44-49	Transportation, communications, and utilities	136,700	143,600	6,900	5.1
40-42, 45-47	Transportation	85,500	91,600	6,100	7.1
48	Communications	32,000	34,700	2,700	8.5
49	Utilities	19,100	17,300	(1,800)	-9.8
	Government, total	411,600	439,500	27,900	6.8
91	Federal government, total	54,700	51,600	(3,100)	-5.5
92	State government, total	103,900	105,800	1,900	1.8
93	Local government, total	253,100	282,100	29,000	11.5
	Total, goods-producing sectors	558,000	511,500	(46,500)	-8.3
10-14	Mining	1,300	1,100	(200)	-18.7
15, 16, 17	Construction	108,300	111,600	3,300	3.1
20-39	Manufacturing	448,400	398,800	(49,600)	-11.1
20	Food and kindred products	21,900	21,000	(900)	-4.2
22	Textile mill products	14,100	11,200	(2,900)	-21.0
23	Apparel and other textile products	13,100	7,200	(5,900)	-45.2
24	Lumber and wood products	4,100	3,800	(300)	-8.8
25	Furniture and fixtures	4,600	3,800	(800)	-16.9
26	Paper and allied products	19,200	16,800	(2,400)	-12.5
27	Printing and publishing	48,800	44,200	(4,600)	-9.3
28	Chemicals and allied products	17,700	17,800	100	0.9
29	Petroleum and coal products	1,700	1,400	(300)	-19.1
30	Rubber and miscellaneous plastic products	27,200	26,000	(1,200)	-4.7
31	Leather and leather products	3,200	1,400	(1,800)	-56.8
32	Stone, clay, glass, and concrete products	8,900	7,800	(1,100)	-12.3
33	Primary metal industries	10,100	8,600	(1,500)	-14.9
34	Fabricated metal products	36,800	33,300	(3,500)	-9.5
35	Industrial machinery and equipment	64,900	55,200	(9,700)	-14.9
36	Electronic and other electronic equipment	62,400	56,600	(5,800)	-9.3
366	Communication equipment	15,300	15,900	600	3.8
367	Electronic components and accessories	27,900	26,000	(1,900)	-7.0
3699	All other electrical and electronic components	19,100	14,700	(4,400)	-23.1
37	Transportation equipment	19,500	18,600	(900)	-4.2
38	Instruments and related products	53,700	50,000	(3,700)	-6.9
38	Search and navigation equipment	6,200	5,300	(900)	-14.6
382	Measuring and controlling devices	23,400	21,200	(2,200)	-9.2
384	Medical equipment, instruments, and supplies	15,300	17,400	2,100	13.1
386	Photographic equipment and supplies	6,600	4,600	(2,000)	-30.0
385/387	Ophthalmic goods/watches, clock and parts	2,200	1,500	(700)	-32.2
39	Miscellaneous manufacturing industries	16,400	14,100	(2,300)	-14.0

The Division of Employment and Training

The Division of Employment and Training (DET) combines unemployment insurance, employment and training services, research, and employer revenue collection in one agency. DET's top priority is to serve the employment needs of the Massachusetts business community and the people they employ.

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