

## COMPARING VACANCY RATES AND EDUCATIONAL ATTAINMENT: RECOVERING LABOR MARKET

During the Great Recession, the relationship between vacancy rates and educational attainment weakened somewhat statewide and actually reversed in Pioneer Valley. This reversal of this relationship in the Pioneer Valley is likely driven by three factors: (1) the lower educational attainment levels of employees in the region relative to Massachusetts, (2) the region's lower vacancy rates in occupations with predominantly higher levels of education, such as Management and Computer & Mathematical occupations, and higher vacancy rates in occupations that typically require less education, such as Healthcare Support and Production, and (3) the region's stronger growth (relative to Massachusetts) in a number of industries with larger shares of employees that have lower levels of educational attainment, such as Wholesale Trade and Construction, resulting in increased demand and more vacancies in such occupations.

**Source:** Massachusetts Executive Office of Labor and Workforce Development Job Vacancy Survey and US Census Bureau 2008–2010 American Community Survey.

**Note:** Occupational vacancy rates for Pioneer Valley in Q4 2010 proxy vacancy rates in a recovering labor market, and educational attainment data by occupation in Pioneer Valley from the 2008–2010 American Community Survey proxy share of employees with a post-secondary education in a recovering labor market.

