

COVID-19 AND THE FUTURE OF WORK: HOW JOB OPPORTUNITIES IN NEW ENGLAND HAVE CHANGED

In the immediate, the outbreak of the novel coronavirus has changed *how* many of us work: remote work has surged in recent weeks, as employers have had to become agile in response to the pandemic. The effects of this change will be long-lasting. Some of the country's biggest [employers](#) have already changed their policies to increase employees' remote work options permanently.

Yet, a more gradual impact of COVID-19 on the American workforce will be its reshaping of *what* many of us do for work. Here, we will explore Emsi's proprietary job postings data from April 2019 and April 2020 to discern how and to what extent employment opportunities have changed in New England since the start of the current health crisis.

SUMMARY OF DATA

NUMBER OF JOB POSTINGS: Every New England state saw a significant drop in job postings in April 2020 compared to April 2019 – ranging from a decline of **20.9% in Massachusetts** to **33.5% in Vermont**.

OCCUPATIONAL SHIFTS: In every New England state, the top three occupations differed from April 2019 to April 2020. In general, the prevalence of **retail-related occupations declined** in 2020, and **nursing and nursing assistant occupations increased**.

TOP EMPLOYERS: The region's top employers also changed between April 2019 and April 2020. While **Uber Technologies, Inc.** was a top employer across New England in 2019, it is no longer so in April 2020. Instead, other companies have risen to the top of the list, such as **Amazon.com, Inc.**, **The Home Depot**, and **CVS Health Corporation**.

HEALTHCARE-RELATED JOB POSTINGS: Employment opportunities in healthcare **increased in three New England states** – Connecticut (+5.3%), Massachusetts (+5.6%), and Rhode Island (+1.6%) – and decreased elsewhere in the region – Maine (-12.5%), New Hampshire (-5.9%), and Vermont (-6.3%). These figures are consistent with the spread of COVID-19 in New England: the states with increased job postings in healthcare are also the states with the highest number of cases of the new coronavirus.

EDUCATION LEVEL: Between April 2019 and April 2020, there was no statistically significant difference in the level of education either required or preferred in job postings across New England. Since these figures remain essentially steady over the period under investigation, we have chosen not to include charts with this information. However, this detail is worth noting because it suggests that the widespread decline in job postings across New England **has affected individuals at every educational attainment level**. In other words, the job market in general has shrunk since April 2019.

ADVERTISED SALARY: Additionally, there has been **no significant change in the median advertised salary** of job postings across New England. While there were fewer job opportunities for New England residents in April 2020 compared to April 2019, salary levels largely held steady.

POSTING INTENSITY: Job posting intensity increased minimally from April 2019 to April 2020 but remained within the **average range** for the region. According to Emsi, posting intensity is the ratio of total to unique (deduplicated) job postings. A higher than average posting intensity can mean that employers are putting more effort than normal into hiring that position. The current ratio indicates that employers are putting average effort toward hiring for open positions.

Questions? Feedback? Email Stephanie Murphy at smurphy@nebhe.org.

ALL JOB POSTINGS

April 2019

736,710

unique job postings across New England.

% Change from previous year

+10.1%

April 2020

591,758

unique job postings across New England.

% Change from previous year

-19.7%

Top Posted Occupations

Heavy and Tractor-Trailer Truck Drivers

Retail Salespersons

Registered Nurses

Top Companies Posting

CRST International, Inc.

Oracle Corporation

Uber Technologies, Inc.

CVS Health Corporation

The Home Depot

Top Posted Occupations

Heavy and Tractor-Trailer Truck Drivers

(-63.3%)

Registered Nurses

(+15.2%)

Retail Salespersons

(-11.5%)

Top Companies Posting

Amazon.com, Inc. (+37)

CVS Health Corporation (+3)

The Home Depot (+2)

Oracle Corporation (-2)

CRST International, Inc. (-4)

Most In-Demand Skills: % Change (April 2019 - April 2020)

Life Insurance Sales +322%

Nursing Home Care +197%

Vaccination +128%

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

April 2019

62,750

unique job postings across New England.

% Change from previous year

+22.8%

April 2020

63,177

unique job postings across New England.

% Change from previous year

+0.7%

Top Posted Occupations

Registered Nurses

Physicians

Pharmacy Technicians

Top Posted Occupations

Registered Nurses

(+35.1%)

Nursing Assistants

(+69.5%)

Licensed Practical Nurses

(+50.9%)

ALL JOB POSTINGS

<p>April 2019</p> <p>107,306 unique job postings in Connecticut.</p> <p>% Change from previous year</p> <p>-10.8%</p>	<p>April 2020</p> <p>79,018 unique job postings in Connecticut.</p> <p>% Change from previous year</p> <p>-26.4%</p>
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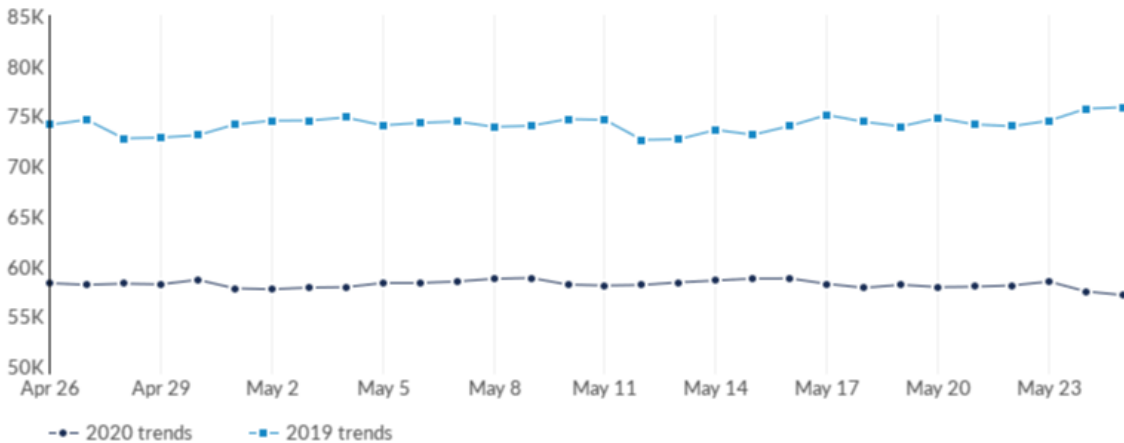
Top Posted Occupations
 Heavy and Tractor-Trailer Truck Drivers
 Retail Salespersons
 First-Line Supervisors of Retail Sales Workers

Top Posted Occupations
 Heavy and Tractor-Trailer Truck Drivers (-58.3%)
 Registered Nurses (+26.2%)
 Retail Salespersons (-14.1%)

Top Companies Posting
 United Technologies Corporation
 Uber Technologies, Inc.
 Hartford Healthcare Corporation

Top Companies Posting
 Hartford Healthcare Corporation (+2)
 Yale New Haven Health System (+14)
 The Home Depot (+3)

JOB POSTING TREND IN CONNECTICUT
 April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

Skills Demand: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Respiratory Therapy +231%
 Culturally Sensitive +124%
 Life Insurance Sales +100%

Greatest Decrease

Teach English as Foreign Language -90%
 Nurse Licensure -90%
 Critical Care Registered Nurse -87%

Occupations: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Ophthalmic Laboratory Technicians	+1,300%
Couriers and Messengers	+800%
Interpreters and Translators	+620%

Greatest Decrease

Derrick Operators, Oil and Gas	-100%
Communications Equipment Operators	-100%
Helpers – Roofers	-100%

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

<p>April 2019</p> <p>12,091</p> <p>unique job postings in Connecticut.</p> <p>% Change from previous year</p> <p>+4.8%</p>	<p>April 2020</p> <p>12,732</p> <p>unique job postings in Connecticut.</p> <p>% Change from previous year</p> <p>+5.3%</p>
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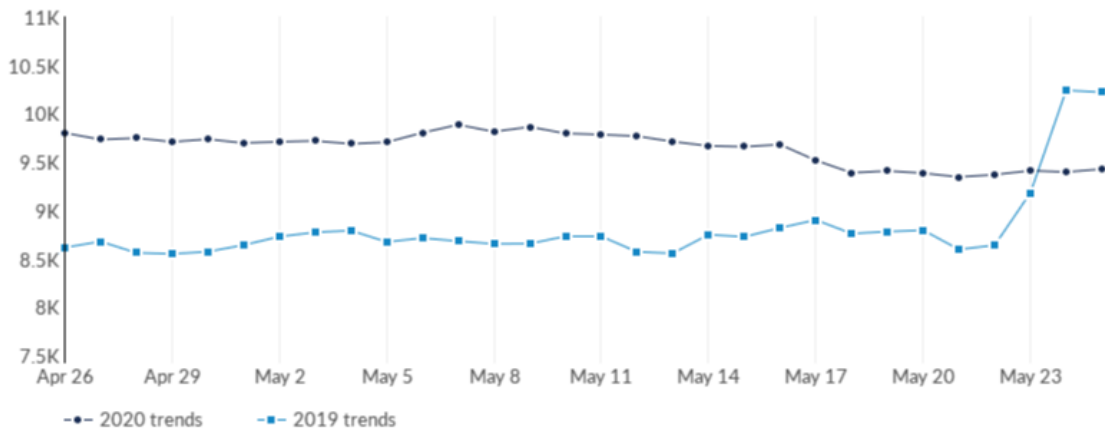
Top Posted Occupations

- Registered Nurses
- Nurse Practitioners
- Nursing Assistants

Top Posted Occupations

- Registered Nurses (+12.9%)
- Nursing Assistants (+35.6%)
- Pharmacy Technicians (-11.9%)

**HEALTHCARE-RELATED JOB POSTING TREND IN CONNECTICUT
April 26 - May 26: 2019 vs. 2020**



SOURCE: Emsi, Job Posting Analytics

ALL JOB POSTINGS

April 2019
57,080
 unique job postings in Maine.
% Change from previous year
+20.1%

April 2020
42,274
 unique job postings in Maine.
% Change from previous year
-25.9%

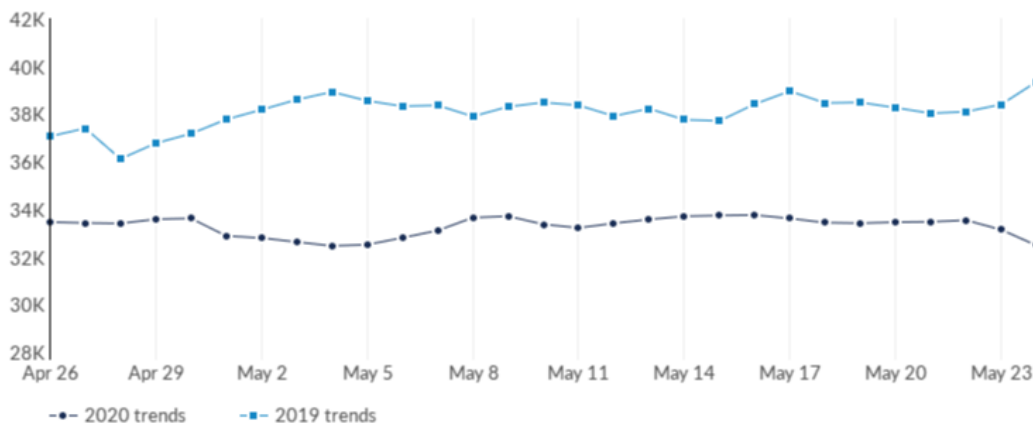
Top Posted Occupations
 Heavy and Tractor-Trailer Truck Drivers
 Retail Salespersons
 First-Line Supervisors of Retail Sales Workers

Top Posted Occupations
 Registered Nurses (-0.5%)
 Heavy and Tractor-Trailer Truck Drivers (-69.8%)
 First-Line Supervisors of Retail Sales Workers (-3.6%)

Top Companies Posting
 Northern Light Health
 Hartt Transportation Systems, Inc.
 C.R. England, Inc.

Top Companies Posting
 Northern Light Health (no change)
 Mainehealth (+2)
 The Home Depot (+15)

JOB POSTING TREND IN MAINE
April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

Skills Demand: Greatest % Change (April 2019 - April 2020)

Greatest Increase
 Life Insurance Sales +463%
 Stock Rotation +378%
 Advertising Mail +301%

Greatest Decrease
 Online Store -99%
 Learning Platforms -97%
 Hair Care -92%

Occupations: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Glaziers	+850%
Electrical and Electronics Repairers, Commercial and Industrial Equipment	+800%
Appraisers and Assessors of Real Estate	+700%

Greatest Decrease

Landscape Architects	-100%
Welding, Soldering, Brazing Machine Setters, Operators, and Tenders	-100%
Mechanical Door Repairers	-100%

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

April 2019

8,625

unique job postings in Maine.

% Change from previous year

+27.8%

April 2020

7,545

unique job postings in Maine.

% Change from previous year

-12.5%

Top Posted Occupations

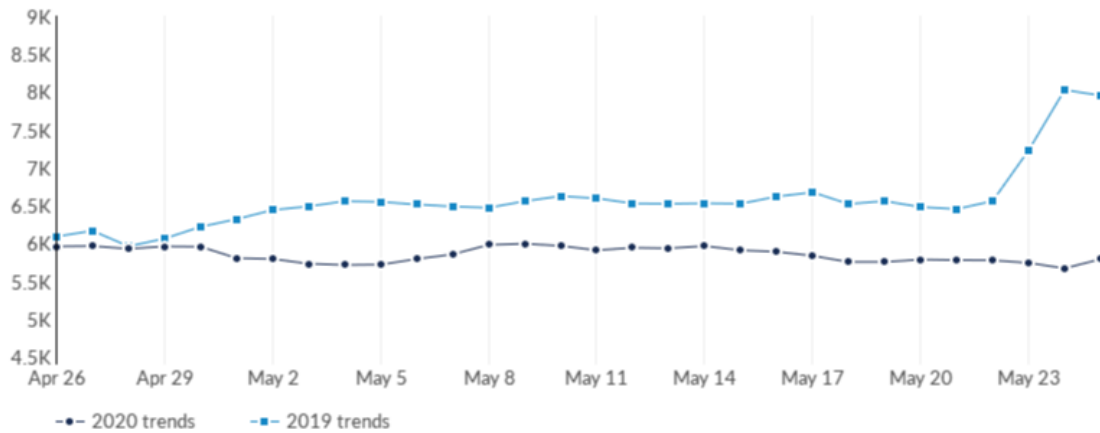
- Registered Nurses
- Nursing Assistants
- Physical Therapists

Top Posted Occupations

- Registered Nurses
(-0.5%)
- Nursing Assistants
(-23.3%)
- Physicians and Surgeons, All Other
(no change)

HEALTHCARE-RELATED JOB POSTING TREND IN MAINE

April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

ALL JOB POSTINGS

<p>April 2019</p> <p>276,904 unique job postings in Massachusetts.</p> <p>% Change from previous year</p> <p>+12.4%</p>	<p>April 2020</p> <p>219,031 unique job postings in Massachusetts.</p> <p>% Change from previous year</p> <p>-20.9%</p>
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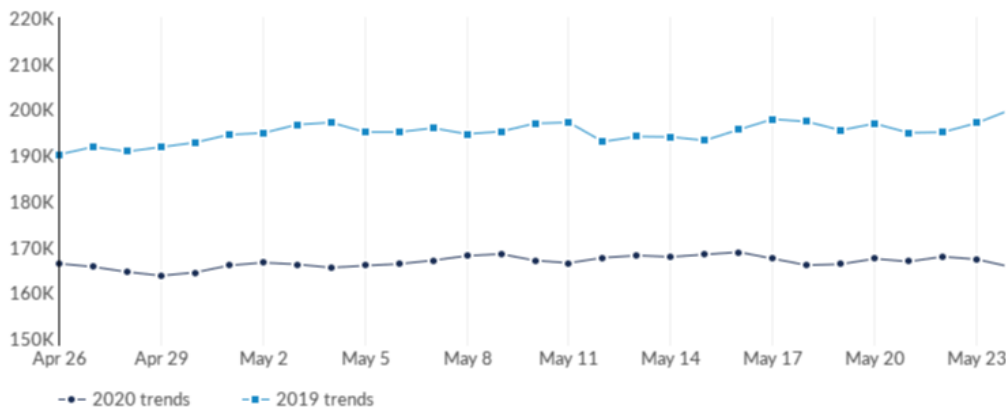
Top Posted Occupations
 Heavy and Tractor-Trailer Truck Drivers
 Software Developers, Applications
 Retail Salespersons

Top Posted Occupations
 Software Developers, Applications (-5.6%)
 Registered Nurses (+19.6%)
 Heavy and Tractor-Trailer Truck Drivers (-60.7%)

Top Companies Posting
 Oracle Corporation
 Uber Technologies, Inc.
 Partners Healthcare System, Inc.

Top Companies Posting
 Amazon.com, Inc. (+9)
 Oracle Corporation (-1)
 CVS Health Corporation (+2)

JOB POSTING TREND IN MASSACHUSETTS
 April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

Skills Demand: Greatest % Change (April 2019 - April 2020)

Greatest Increase		Greatest Decrease	
Nursing Home Care	+222%	Nurse Licensure	-90%
Swift (Programming Language)	+177%	Critical Care Registered Nurse	-85%
Virtual Machines	+154%	Pediatric Intensive Care Unit	-83%

Occupations: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Agricultural Inspectors	+700%
Paper Goods Machine Setters, Operators, and Tenders	+600%
Tile and Marble Setters	+600%

Greatest Decrease

Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	-100%
Locomotive Engineers	-100%
Gaming Cage Workers	-100%

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

April 2019

26,630

unique job postings in Massachusetts.

% Change from previous year

+24.9%

April 2020

28,134

unique job postings in Massachusetts.

% Change from previous year

+5.6%

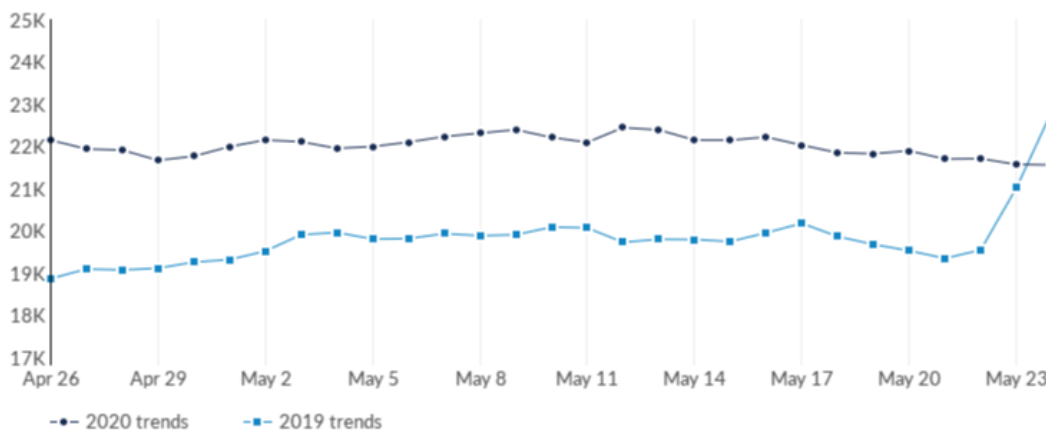
Top Posted Occupations

- Registered Nurses
- Nursing Assistants
- Medical Assistants

Top Posted Occupations

- Registered Nurses (+19.6%)
- Nursing Assistants (+12.2%)
- Licensed Practical and Licensed Vocational Nurses (+61.9%)

**HEALTHCARE-RELATED JOB POSTING TREND IN MASSACHUSETTS
April 26 - May 26: 2019 vs. 2020**



SOURCE: Emsi, Job Posting Analytics

ALL JOB POSTINGS

April 2019

59,464

unique job postings in New Hampshire.

% Change from previous year

+18.1%

Top Posted Occupations

Heavy and Tractor-Trailer Truck Drivers

Retail Salespersons

First-Line Supervisors of Retail Sales Workers

Top Companies Posting

CRST International, Inc.
BAE SYSTEMS PLC
Dartmouth Hitchcock

April 2020

44,727

unique job postings in New Hampshire.

% Change from previous year

-24.8%

Top Posted Occupations

Heavy and Tractor-Trailer Truck Drivers

(-62.9%)

Registered Nurses

(+9.8%)

Retail Salespersons

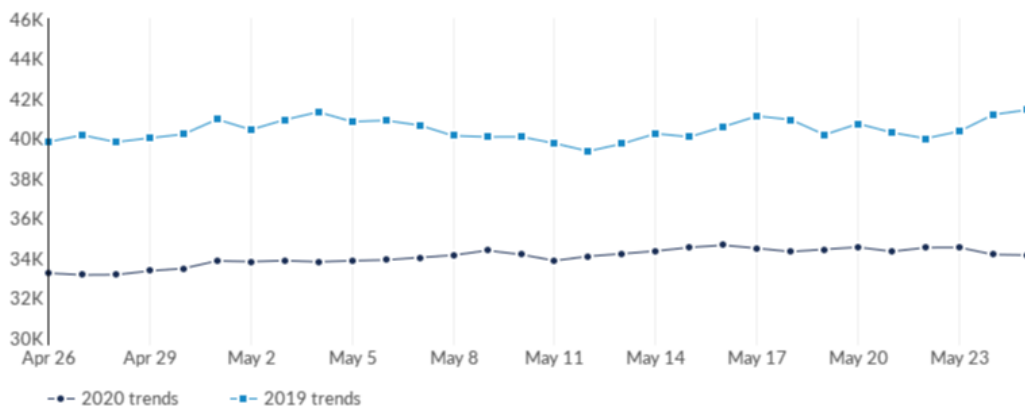
(-7.3%)

Top Companies Posting

CRST International, Inc. (no change)
BAE SYSTEMS PLC (no change)
The Home Depot (+1)

JOB POSTING TREND IN NEW HAMPSHIRE

April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

Skills Demand: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Life Insurance Sales **+875%**
Public Key Certificates **+500%**
Annuities **+268%**

Greatest Decrease

Online Store **-99%**
Nurse Licensure **-96%**
Critical Care Registered Nurse **-95%**

Occupations: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Postal Service Mail Sorters, Processors, and Processing Machine Operators **+900%**
 Ushers, Lobby Attendants, and Ticket Takers **+633%**
 First-Line Supervisors of Farming, Fishing, and Forestry Workers **+500%**

Greatest Decrease

Mining and Geological Engineers, Including Mining Safety Engineers **-100%**
 Maintenance Workers, Machinery **-100%**
 Psychiatric Aides **-100%**

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

April 2019

7,808

unique job postings in New Hampshire.

% Change from previous year

+44.9%

April 2020

7,351

unique job postings in New Hampshire.

% Change from previous year

-5.9%

Top Posted Occupations

Registered Nurses

Licensed Practical and Licensed Vocational Nurses

Nursing Assistants

Top Posted Occupations

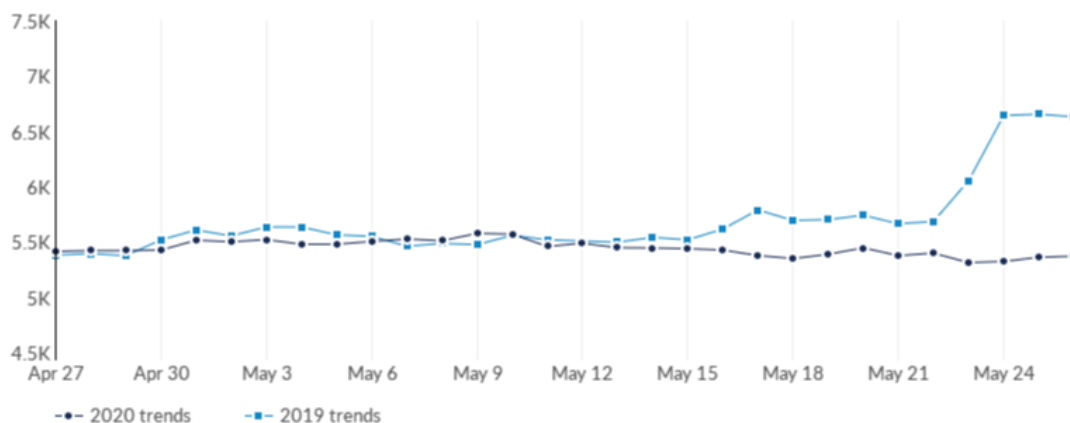
Registered Nurses
 (+9.8%)

Nursing Assistants
 (+10.4%)

Licensed Practical and Licensed Vocational
 (-13.2%)

HEALTHCARE-RELATED JOB POSTING TREND IN NEW HAMPSHIRE

April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

ALL JOB POSTINGS

<p>April 2019</p> <p>40,284 unique job postings in Rhode Island.</p> <p>% Change from previous year</p> <p>-2.8%</p>	<p>April 2020</p> <p>28,320 unique job postings in Rhode Island.</p> <p>% Change from previous year</p> <p>-29.7%</p>
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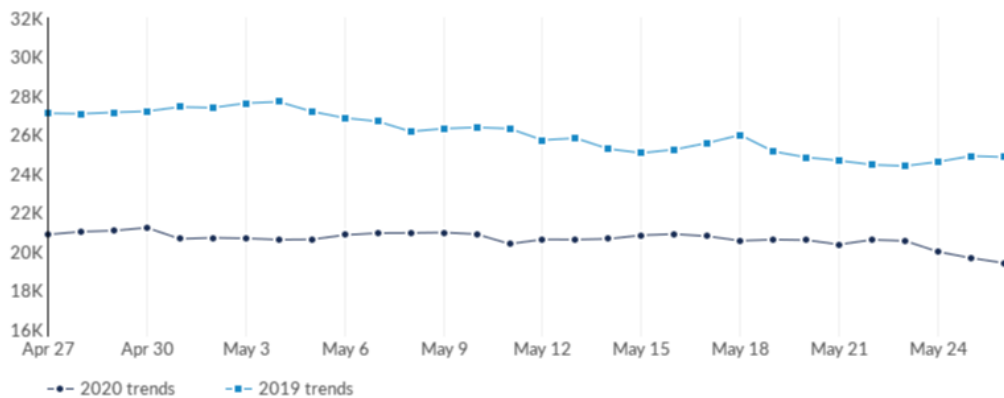
Top Posted Occupations
 Heavy and Tractor-Trailer Truck Drivers
 Retail Salespersons
 First-Line Supervisors of Retail Sales Workers

Top Companies Posting
 Oracle Corporation
 CVS Health Corporation
 Uber Technologies, Inc.

Top Posted Occupations
 Heavy and Tractor-Trailer Truck Drivers (-62.9%)
 Registered Nurses (+9.8%)
 Retail Salespersons (-7.3%)

Top Companies Posting
 CVS Health Corporation (+1)
 Oracle Corporation (-1)
 Lifespan Corporation (+4)

JOB POSTING TREND IN RHODE ISLAND
 April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

Skills Demand: Greatest % Change (April 2019 - April 2020)

Greatest Increase		Greatest Decrease	
CNOR Certification	+459%	Teaching English As A Foreign Language	-95%
Global Leadership	+343%	Medical Intensive Care Unit	-89%
Respiratory Therapy	+185%	Developmental Psychology	-89%

Occupations: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Postal Service Mail Sorters, Processors, and Processing Machine Operators **+633%**

Animal Control Workers **+500%**

Air Traffic Controllers **+400%**

Greatest Decrease

Athletic Trainers **-100%**

Procurement Clerks **-100%**

Craft Artists **-100%**

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

April 2019

3,760

unique job postings in Rhode Island.

% Change from previous year

+14%

April 2020

3,821

unique job postings in Rhode Island.

% Change from previous year

+1.6%

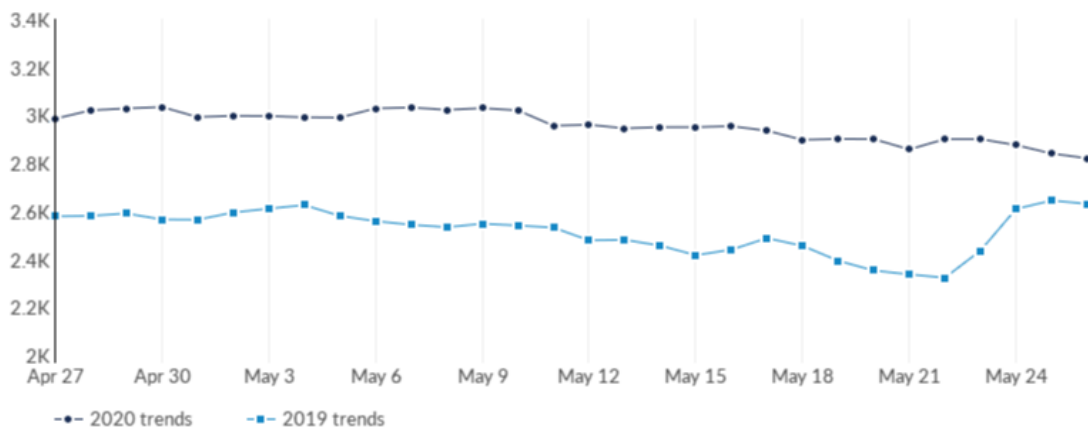
Top Posted Occupations

- Registered Nurses
- Nursing Assistants
- Pharmacy Technicians

Top Posted Occupations

- Registered Nurses (+32.6%)
- Nursing Assistants (+1.9%)
- Pharmacy Technicians (+6.3%)

**HEALTHCARE-RELATED JOB POSTING TREND IN RHODE ISLAND
April 26 - May 26: 2019 vs. 2020**



SOURCE: Emsi, Job Posting Analytics

ALL JOB POSTINGS

<p>April 2019</p> <p>34,520 unique job postings in Vermont.</p> <p>% Change from previous year</p> <p>+8.5%</p>	<p>April 2020</p> <p>22,939 unique job postings in Vermont.</p> <p>% Change from previous year</p> <p>-33.5%</p>
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Top Posted Occupations
Heavy and Tractor-Trailer Truck Drivers

Registered Nurses

First-Line Supervisors of Retail Sales Workers

Top Companies Posting

Oracle Corporation
Uber Technologies, Inc.
Hartt Transportation Systems, Inc.

Top Posted Occupations
Heavy and Tractor-Trailer Truck Drivers

(-76.9%)

Registered Nurses

(-0.7%)

First-Line Supervisors of Retail Sales Workers

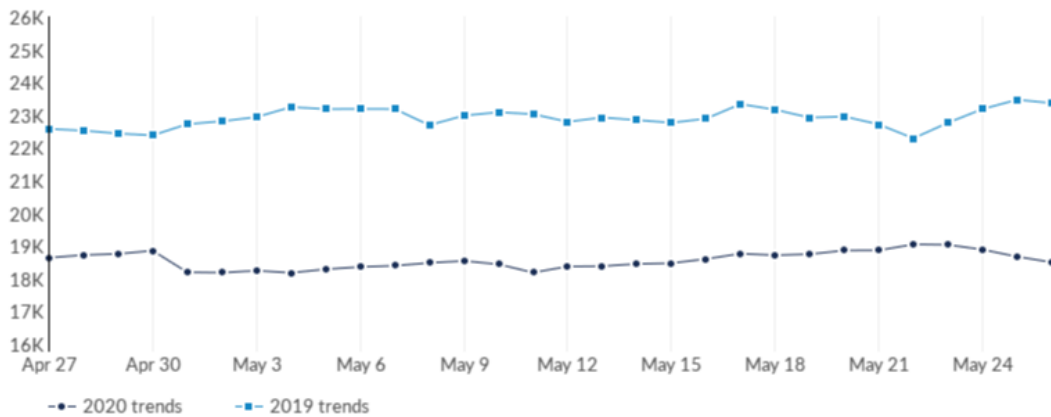
(-6.4%)

Top Companies Posting

Army National Guard (+18)
Oracle Corporation (-1)
Vermont Agency of Human Services (+8)

JOB POSTING TREND IN VERMONT

April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

Skills Demand: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Deferred Compensation +1,640%
Life Insurance Sales +1,583%
Stock Rotation +643%

Greatest Decrease

Online Store -98%
Information And Communications -97%
Technology -97%
Neonatal Nurse Practitioner -97%

Occupations: Greatest % Change (April 2019 - April 2020)

Greatest Increase

Pest Control Workers	+800%
Financial Specialists, All Other	+533%
Mail Clerks and Mail Machine Operators, Except Postal Service	+500%

Greatest Decrease

Podiatrists	-100%
Economists	-100%
Prepress Technicians and Workers	-100%

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

April 2019

3,836

unique job postings in Vermont.

% Change from previous year

+36.6%

April 2020

3,594

unique job postings in Vermont.

% Change from previous year

-6.3%

Top Posted Occupations

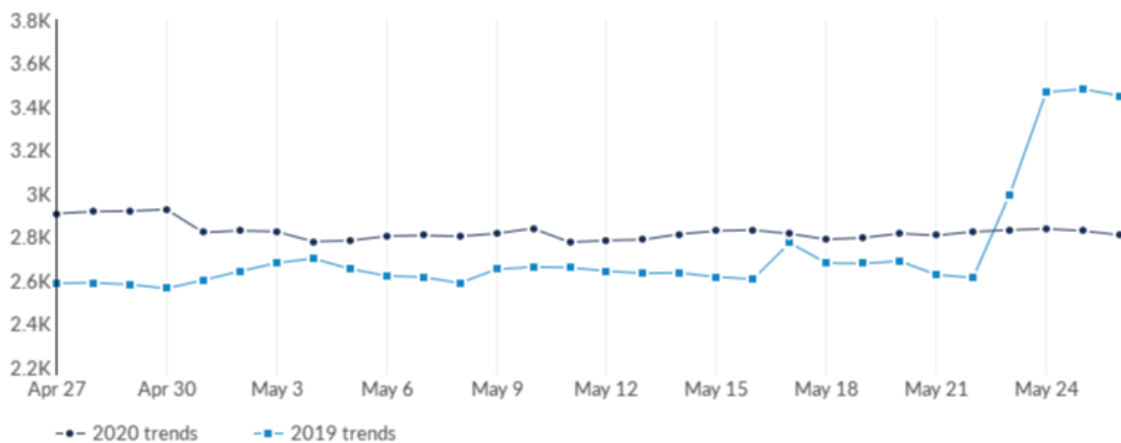
- Registered Nurses
- Speech Language Pathologists
- Physicians

Top Posted Occupations

- Registered Nurses (+129.7%)
- Licensed Practical and Licensed Vocational Nurses (+60%)
- Nursing Assistants (+581.1%)

HEALTHCARE-RELATED JOB POSTING TREND IN VERMONT

April 26 - May 26: 2019 vs. 2020



SOURCE: Emsi, Job Posting Analytics

DATA SOURCE: Emsi's Job Posting Analytics Report and Job Postings Table, April 2019 and April 2020.

Definitions:

Unique Job Postings: The number of deduplicated job vacancy advertisements scraped from over 100,000 websites. Deduplication is the process of identifying duplicate job postings and only counting one of the duplicates. The unique posting count is the count of postings after the deduplication process has taken place. The total posting count is the count of postings before deduplication. For example, if a user runs a report that returns 12 total job postings and 2 unique job postings, this means that the 12 postings contained 10 duplicates and only 2 unique job advertisements.

Occupation: These data count the number of jobs according to the type of work performed, instead of by industry. An industry describes a type of economic activity that goes on at a particular establishment, while an occupation describes the type of job that a single worker might hold. Examples of occupations are software engineers, registered nurses, fast food cooks, surgeons, janitors, retail cashiers, and accountants. These types of positions are needed by establishments classified in many different industries; for example—manufacturing facilities, hospitals, corporate offices, and restaurants are all types of establishments that employ janitors or bookkeepers.

Emsi occupation data is organized by “Standard Occupational Classification 2000” (SOC) codes, with a few differences. The first two digits divide occupations into 23 major groups, such as “11-0000: Management Occupations”; the third digit divides them into 96 minor groups, such as “11-3000: Operations Specialties Managers”; and the fourth digit divides them into 449 broad occupations, which are further divided by the fifth and sixth digits into a total of 821 detailed occupations. For more information, see www.bls.gov/soc/.

Methodology of Selection of Healthcare-related Occupations:

These occupations were selected according to Emsi's method of organizing its occupation data by SOC codes (see definitions above). The healthcare occupations counted were those that belong to two major groups: 29-0000 (Healthcare Practitioners and Technical Occupations) and 31-0000 (Healthcare Support Occupations).

Job Postings Data Source:

Emsi's job posting analytics are sourced from from job advertisements made by employers — i.e., real-time labor market data. The information is scraped from the web, aggregated, and restructured into a single dataset. They scrape tens of thousands of sites to compile their job posting data. On a given month, this consists of scraping between 6-8 million unique active postings from more than 90,000 companies.