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.
### Regional Snapshot: New England Job Opportunities

#### All Job Postings

<table>
<thead>
<tr>
<th>Month</th>
<th>Total Job Postings</th>
<th>% Change from Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 2019</td>
<td>736,710</td>
<td>+10.1%</td>
</tr>
<tr>
<td>April 2020</td>
<td>591,758</td>
<td>-19.7%</td>
</tr>
</tbody>
</table>

**Top Posted Occupations**
- **April 2019**: Heavy and Tractor-Trailer Truck Drivers, Retail Salespersons, Registered Nurses
- **April 2020**: Heavy and Tractor-Trailer Truck Drivers, Registered Nurses, Retail Salespersons

**Top Companies Posting**
- **April 2020**: 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

<table>
<thead>
<tr>
<th>Month</th>
<th>Total Job Postings</th>
<th>% Change from Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 2019</td>
<td>62,750</td>
<td>+22.8%</td>
</tr>
<tr>
<td>April 2020</td>
<td>63,177</td>
<td>+0.7%</td>
</tr>
</tbody>
</table>

**Top Posted Occupations**
- **April 2019**: Registered Nurses, Physicians, Pharmacy Technicians
- **April 2020**: Registered Nurses (+35.1%), Nursing Assistants (+69.5%), Licensed Practical Nurses (+50.9%)
### CONNECTICUT

#### ALL JOB POSTINGS

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>107,306 unique job postings in Connecticut</td>
<td>79,018 unique job postings in Connecticut</td>
</tr>
<tr>
<td>% Change from previous year</td>
<td>% Change from previous year</td>
</tr>
<tr>
<td>-10.8%</td>
<td>-26.4%</td>
</tr>
</tbody>
</table>

**Top Posted Occupations**

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>Registered Nurses (-58.3%)</td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>Retail Salespersons (-14.1%)</td>
</tr>
</tbody>
</table>

**Top Companies Posting**

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Technologies Corporation</td>
<td>Hartford Healthcare Corporation (+2)</td>
</tr>
<tr>
<td>Uber Technologies, Inc.</td>
<td>Yale New Haven Health System (+14)</td>
</tr>
<tr>
<td>Hartford Healthcare Corporation</td>
<td>The Home Depot (+3)</td>
</tr>
</tbody>
</table>

### JOB POSTING TREND IN CONNECTICUT

April 26 - May 26: 2019 vs. 2020

![Graph showing job posting trend from April 26 to May 26, 2019 vs. 2020](chart)

*SOURCE: Emsi, Job Posting Analytics*

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

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respiratory Therapy</td>
<td>Teach English as Foreign Language -90%</td>
</tr>
<tr>
<td>Culturally Sensitive</td>
<td>Nurse Licensure -90%</td>
</tr>
<tr>
<td>Life Insurance Sales</td>
<td>Critical Care Registered Nurse -87%</td>
</tr>
</tbody>
</table>
**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%

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**JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS**

**April 2019**
- 12,091 unique job postings in Connecticut
- % Change from previous year: +4.8%

**April 2020**
- 12,732 unique job postings in Connecticut
- % Change from previous year: +5.3%

**Top Posted Occupations**
- **April 2019**
  - Registered Nurses
  - Nurse Practitioners
  - Nursing Assistants

- **April 2020**
  - Registered Nurses (+12.9%)
  - Nursing Assistants (+35.6%)
  - Pharmacy Technicians (-11.9%)

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

![Graph showing job posting trend]

**SOURCE**: Emsi, Job Posting Analytics
MAINE

ALL JOB POSTINGS

April 2019
57,080 unique job postings in Maine.

% Change from previous year
+20.1%

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

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

April 2020
42,274 unique job postings in Maine.

% Change from previous year
-25.9%

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 (no change)
Mainehealth (+2)
The Home Depot (+15)

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

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

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Insurance Sales</td>
<td>Online Store</td>
</tr>
<tr>
<td>Stock Rotation</td>
<td>Learning Platforms</td>
</tr>
<tr>
<td>Advertising Mail</td>
<td>Hair Care</td>
</tr>
<tr>
<td>+463%</td>
<td>-99%</td>
</tr>
<tr>
<td>+378%</td>
<td>-97%</td>
</tr>
<tr>
<td>+301%</td>
<td>-92%</td>
</tr>
</tbody>
</table>
Occupations: Greatest % Change (April 2019 - April 2020)

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glaziers</td>
<td>Landscape Architects</td>
</tr>
<tr>
<td>+850%</td>
<td>-100%</td>
</tr>
<tr>
<td>Electrical and Electronics Repairers, Commercial and</td>
<td>Welding, Soldering, Brazing</td>
</tr>
<tr>
<td>Industrial Equipment</td>
<td>Machine Setters, Operators, and Tenders</td>
</tr>
<tr>
<td>+800%</td>
<td>-100%</td>
</tr>
<tr>
<td>Appraisers and Assessors of Real Estate</td>
<td>Mechanical Door Repairers</td>
</tr>
<tr>
<td>+700%</td>
<td>-100%</td>
</tr>
</tbody>
</table>

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>8,625</strong> unique job postings in Maine.</td>
<td><strong>7,545</strong> unique job postings in Maine.</td>
</tr>
<tr>
<td>% Change from previous year</td>
<td>% Change from previous year</td>
</tr>
<tr>
<td>+27.8%</td>
<td>-12.5%</td>
</tr>
</tbody>
</table>

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**

**April 2019**

276,904 unique job postings in Massachusetts.

% Change from previous year

+12.4%

**Top Posted Occupations**

- Heavy and Tractor-Trailer Truck Drivers
- Software Developers, Applications
- Retail Salespersons

**Top Companies Posting**

- Oracle Corporation
- Uber Technologies, Inc.
- Partners Healthcare System, Inc.

**April 2020**

219,031 unique job postings in Massachusetts.

% Change from previous year

-20.9%

**Top Posted Occupations**

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

**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

![Graph showing job posting trend]

SOURCE: Emsi, Job Posting Analytics

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

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing Home Care</td>
<td>Nurse Licensure</td>
</tr>
<tr>
<td>Swift (Programming Language)</td>
<td>Critical Care Registered Nurse</td>
</tr>
<tr>
<td>Virtual Machines</td>
<td>Pediatric Intensive Care Unit</td>
</tr>
<tr>
<td>+222%</td>
<td>-90%</td>
</tr>
<tr>
<td>+177%</td>
<td>-85%</td>
</tr>
<tr>
<td>+154%</td>
<td>-83%</td>
</tr>
</tbody>
</table>
MASSACHUSETTS, CONT.

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

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural Inspectors</td>
<td>Rolling Machine Setters, Operators, and Tenders, Metal and Plastic</td>
</tr>
<tr>
<td>Paper Goods Machine Setters, Operators, and Tenders</td>
<td>Locomotive Engineers</td>
</tr>
<tr>
<td>Tile and Marble Setters</td>
<td>Gaming Cage Workers</td>
</tr>
<tr>
<td>+700%</td>
<td>-100%</td>
</tr>
<tr>
<td>+600%</td>
<td>-100%</td>
</tr>
<tr>
<td>+600%</td>
<td>-100%</td>
</tr>
</tbody>
</table>

Top Posted Occupations

April 2019

Registered Nurses
Nursing Assistants
Medical Assistants

% Change from previous year
+24.9%

April 2020

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

% Change from previous year
+5.6%

HEALTHCARE-RELATED JOB POSTING TREND IN MASSACHUSETTS

April 26 - May 26: 2019 vs. 2020

SOURCE: Emsi, Job Posting Analytics
### JOB POSTING TREND IN NEW HAMPSHIRE

**April 26 - May 26: 2019 vs. 2020**

**ALL JOB POSTINGS**

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>59,464 unique job postings in New Hampshire.</td>
<td>44,727 unique job postings in New Hampshire.</td>
</tr>
<tr>
<td><strong>% Change from previous year</strong></td>
<td><strong>% Change from previous year</strong></td>
</tr>
<tr>
<td>+18.1%</td>
<td>-24.8%</td>
</tr>
</tbody>
</table>

#### Top Posted Occupations

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>Heavy and Tractor-Trailer Truck Drivers (-62.9%)</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>Registered Nurses (+9.8%)</td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>Retail Salespersons (-7.3%)</td>
</tr>
<tr>
<td><strong>Top Companies Posting</strong></td>
<td><strong>Top Companies Posting</strong></td>
</tr>
<tr>
<td>CRST International, Inc.</td>
<td>CRST International, Inc. (no change)</td>
</tr>
<tr>
<td>BAE SYSTEMS PLC</td>
<td>BAE SYSTEMS PLC (no change)</td>
</tr>
<tr>
<td>Dartmouth Hitchcock</td>
<td>The Home Depot (+1)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Insurance Sales</td>
<td>Online Store (-99%)</td>
</tr>
<tr>
<td>Public Key Certificates</td>
<td>Nurse Licensure (-96%)</td>
</tr>
<tr>
<td>Annuities</td>
<td>Critical Care Registered Nurse (-95%)</td>
</tr>
</tbody>
</table>
### Occupations: Greatest % Change (April 2019 - April 2020)

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postal Service Mail Sorters, Processors, and Processing Machine Operators</td>
<td>Mining and Geological Engineers, Including Mining Safety Engineers</td>
</tr>
<tr>
<td>+900%</td>
<td>-100%</td>
</tr>
<tr>
<td>Ushers, Lobby Attendants, and Ticket Takers</td>
<td>Maintenance Workers, Machinery</td>
</tr>
<tr>
<td>+633%</td>
<td></td>
</tr>
<tr>
<td>First-Line Supervisors of Farming, Fishing, and Forestry Workers</td>
<td>Psychiatric Aides</td>
</tr>
<tr>
<td>+500%</td>
<td></td>
</tr>
</tbody>
</table>

### JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>7,808 unique job postings in New Hampshire.</td>
<td>7,351 unique job postings in New Hampshire.</td>
</tr>
<tr>
<td>% Change from previous year</td>
<td>% Change from previous year</td>
</tr>
<tr>
<td>+44.9%</td>
<td>-5.9%</td>
</tr>
</tbody>
</table>

### Top Posted Occupations

**April 2019**
- Registered Nurses
- Licensed Practical and Licensed Vocational Nurses
- Nursing Assistants

**April 2020**
- Registered Nurses (+9.8%)
- Nursing Assistants (+10.4%)
- Licensed Practical and Licensed Vocational Nurses (-13.2%)

### HEALTHCARE-RELATED JOB POSTING TREND IN NEW HAMPSHIRE
April 26 - May 26: 2019 vs. 2020

SOURCE: Emsi, Job Posting Analytics
April 2019
40,284 unique job postings in Rhode Island.
% Change from previous year
-2.8%

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.

April 2020
28,320 unique job postings in Rhode Island.
% Change from previous year
-29.7%

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

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

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>CNOR Certification</td>
<td>Teaching English As A Foreign Language -95%</td>
</tr>
<tr>
<td>Global Leadership</td>
<td>Medical Intensive Care Unit -89%</td>
</tr>
<tr>
<td>Respiratory Therapy</td>
<td>Developmental Psychology -89%</td>
</tr>
</tbody>
</table>
Occupations: Greatest % Change (April 2019 - April 2020)

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postal Service Mail Sorters, Processors, and Processing Machine Operators</td>
<td>Athletic Trainers (-100%)</td>
</tr>
<tr>
<td>Animal Control Workers (+500%)</td>
<td>Procurement Clerks (-100%)</td>
</tr>
<tr>
<td>Air Traffic Controllers (+400%)</td>
<td>Craft Artists (-100%)</td>
</tr>
</tbody>
</table>

JOB POSTINGS IN HEALTHCARE-RELATED OCCUPATIONS

April 2019

3,760 unique job postings in Rhode Island.

% Change from previous year

+14%

Top Posted Occupations

Registered Nurses
Nursing Assistants
Pharmacy Technicians

April 2020

3,821 unique job postings in Rhode Island.

% Change from previous year

+1.6%

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**

<table>
<thead>
<tr>
<th>April 2019</th>
<th>April 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>34,520</strong> unique job postings in Vermont.</td>
<td><strong>22,939</strong> unique job postings in Vermont.</td>
</tr>
<tr>
<td>% Change from previous year</td>
<td>% Change from previous year</td>
</tr>
<tr>
<td><strong>+8.5%</strong></td>
<td><strong>-33.5%</strong></td>
</tr>
</tbody>
</table>

**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** (April 2019 - April 2020)
- 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*

![Graph showing job posting trend in Vermont from April 26 to May 26, 2019 vs. 2020](source: Emsi, Job Posting Analytics)

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

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred Compensation</td>
<td>+1,640%</td>
</tr>
<tr>
<td>Life Insurance Sales</td>
<td>+1,583%</td>
</tr>
<tr>
<td>Stock Rotation</td>
<td>+643%</td>
</tr>
<tr>
<td>Neonatal Nurse Practitioner</td>
<td></td>
</tr>
</tbody>
</table>
**Occupations: Greatest % Change (April 2019 - April 2020)**

<table>
<thead>
<tr>
<th>Greatest Increase</th>
<th>Greatest Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pest Control Workers</td>
<td>Podiatrists</td>
</tr>
<tr>
<td>+800%</td>
<td>-100%</td>
</tr>
<tr>
<td>Financial Specialists, All Other</td>
<td>Economists</td>
</tr>
<tr>
<td>+533%</td>
<td>-100%</td>
</tr>
<tr>
<td>Mail Clerks and Mail Machine Operators, Except Postal Service</td>
<td>Prepress Technicians and Workers</td>
</tr>
<tr>
<td>+500%</td>
<td>-100%</td>
</tr>
</tbody>
</table>

**Job Postings in Healthcare-Related Occupations**

**April 2019**
- 3,836 unique job postings in Vermont.
- % Change from previous year: +36.6%

**TopPosted Occupations**
- Registered Nurses
- Speech Language Pathologists
- Physicians

**April 2020**
- 3,594 unique job postings in Vermont.
- % Change from previous year: -6.3%

**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
METHODOLOGY


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 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.