



# 3 Massachusetts Counties

Cape & Islands Workforce Board



**CAPE AND ISLANDS  
WORKFORCE BOARD**

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Hyannis, Massachusetts 02601

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## Report Parameters

### 3 Counties

25001 Barnstable County, MA

25019 Nantucket County, MA

25007 Dukes County, MA

### Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical areas.

## Economy Overview

279,922

Population (2022)

Population **grew by 37,488** over the last 5 years and is projected to **grow by 52,676** over the next 5 years.

122,171

Total Regional Employment

Jobs **decreased by 2,241** over the last 5 years but are projected to **grow by 12,573** over the next 5 years.

\$72.9K

Avg. Earnings Per Job (2022)

Regional average earnings per job are **\$8.0K below** the national average earnings of \$80.9K per job.

### Takeaways

- As of 2022 the region's population **increased by 15.5%** since 2017, growing by 37,488. Population is expected to **increase by 18.8%** between 2022 and 2027, adding 52,676.
- From 2017 to 2022, jobs **declined by 1.8%** in 3 Massachusetts Counties from 124,412 to **122,171**. This change **fell short of the national growth rate of 3.4% by 5.2%**. As the number of jobs declined, the **labor force participation rate decreased from 58.5% to 50.6% between 2017 and 2022**.
- Concerning educational attainment, **25.8% of the selected regions' residents possess a Bachelor's Degree** (5.0% above the national average), and **9.9% hold an Associate's Degree** (1.1% above the national average).
- The top three industries in 2022 are Restaurants and Other Eating Places, Education and Hospitals (Local Government), and Local Government, Excluding Education and Hospitals.

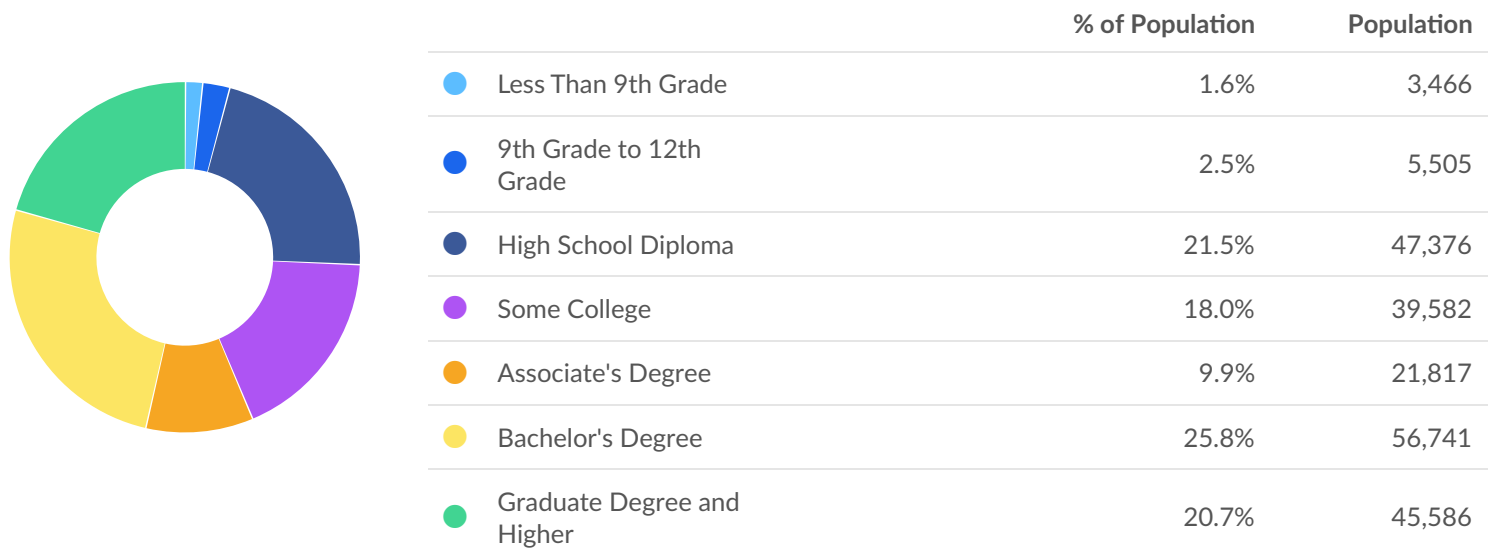
	Population (2023)	Labor Force (Mar 2023)	Jobs (2022)	Cost of Living	GRP	Imports	Exports
Region	290,873	123,093	122,171	140.2	\$17.61B	\$20.51B	\$17.24B
Nantucket County, MA	17,236	6,820	8,463	150.9	\$1.47B	\$1.83B	\$1.68B
Massachusetts	7,058,108	3,739,105	4,013,452	133.0	\$683.36B	\$455.12B	\$570.32B

## Mar 2023 Labor Force Breakdown



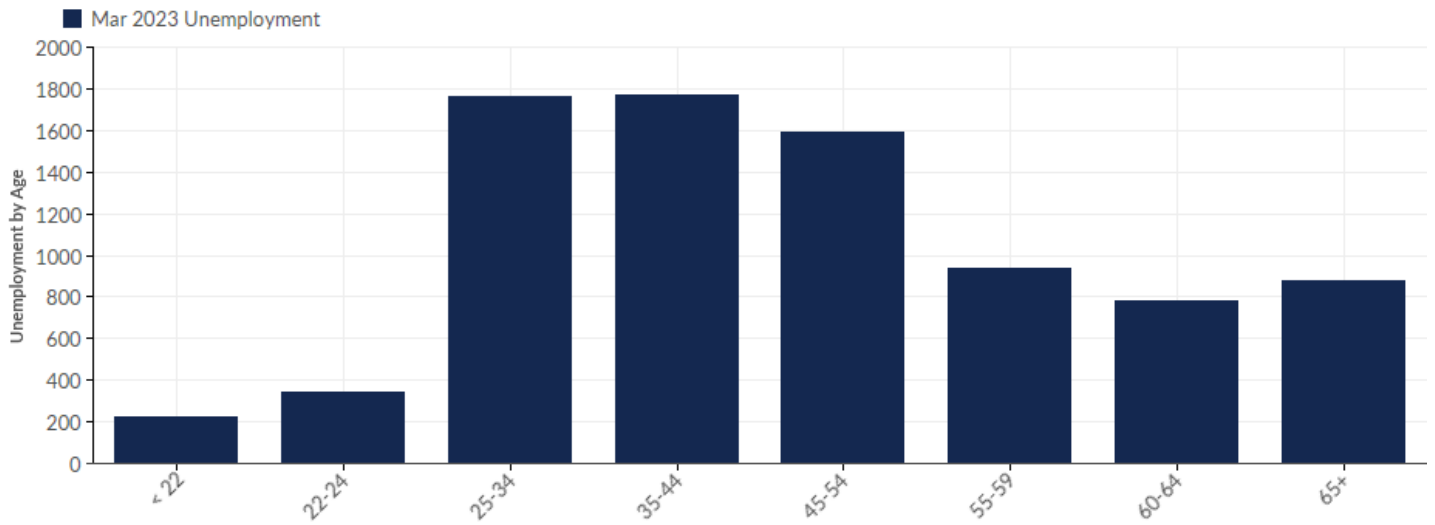
## Educational Attainment

Concerning educational attainment, **25.8% of the selected regions' residents possess a Bachelor's Degree** (5.0% above the national average), and **9.9% hold an Associate's Degree** (1.1% above the national average).



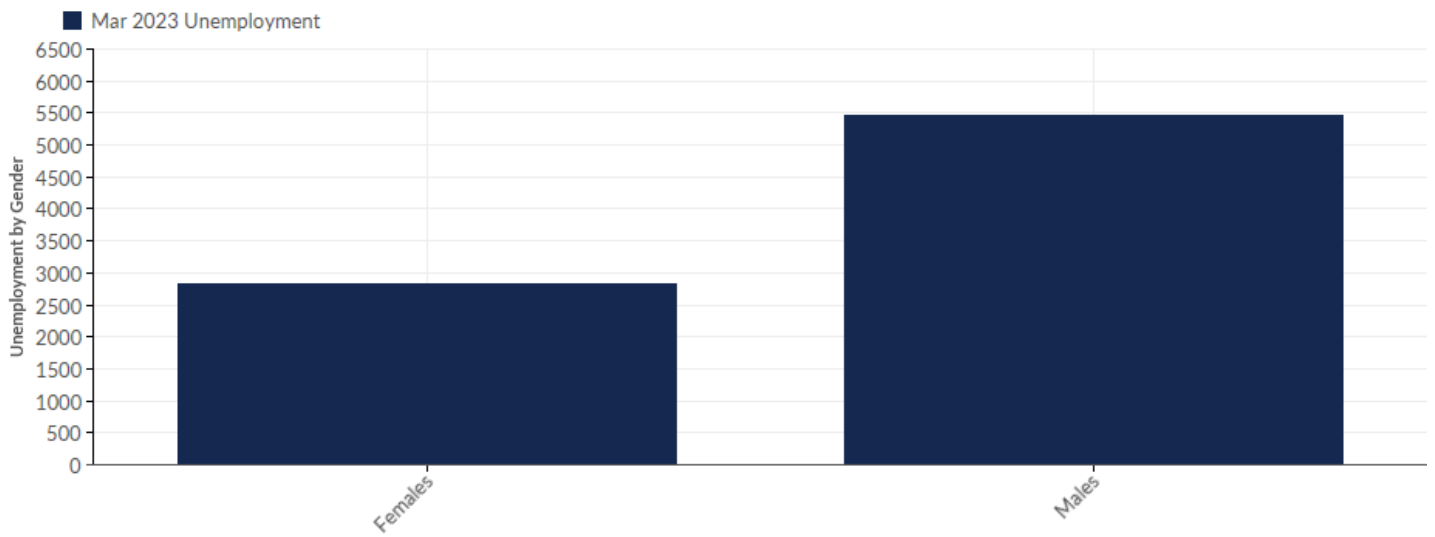
# Unemployment by Demographics

## Unemployment by Age



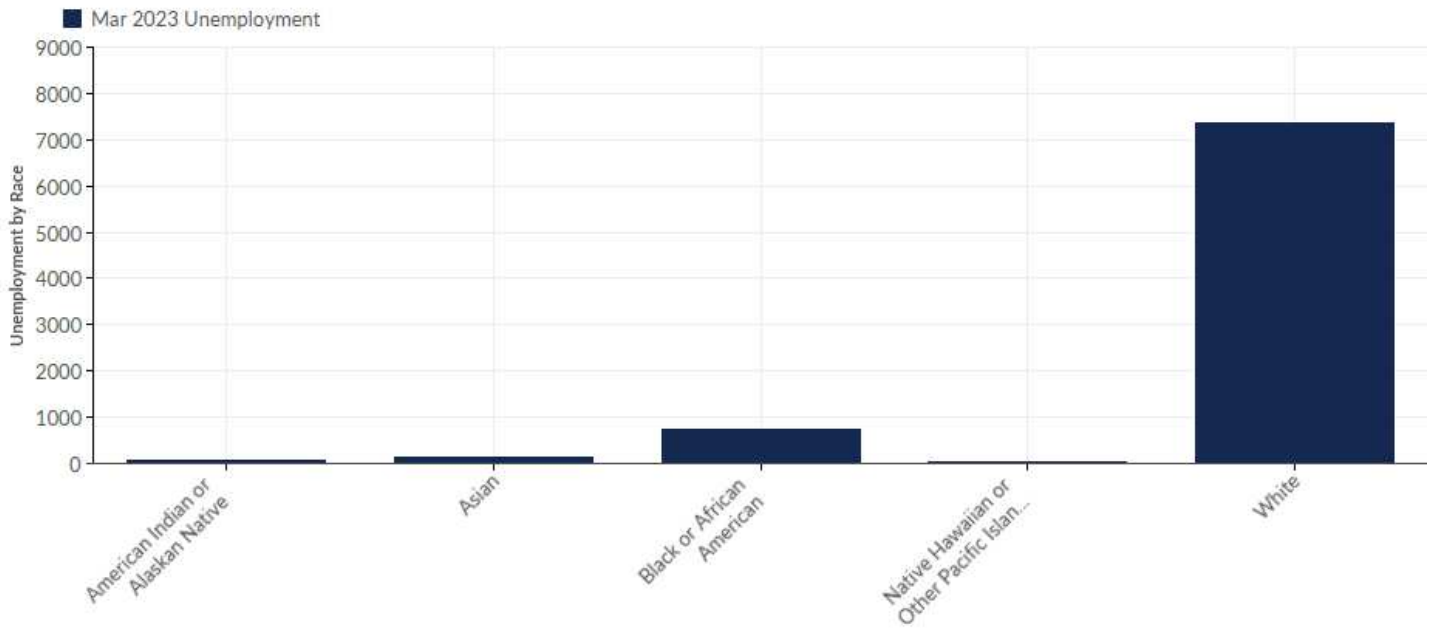
Age	Unemployment (Mar 2023)	% of Unemployed
< 22	223	2.69%
22-24	342	4.12%
25-34	1,764	21.27%
35-44	1,770	21.34%
45-54	1,595	19.23%
55-59	936	11.29%
60-64	783	9.44%
65+	881	10.62%
Total	8,294	100.00%

## Unemployment by Gender



Gender	Unemployment (Mar 2023)	% of Unemployed
Females	2,821	34.01%
Males	5,473	65.99%
Total	8,294	100.00%

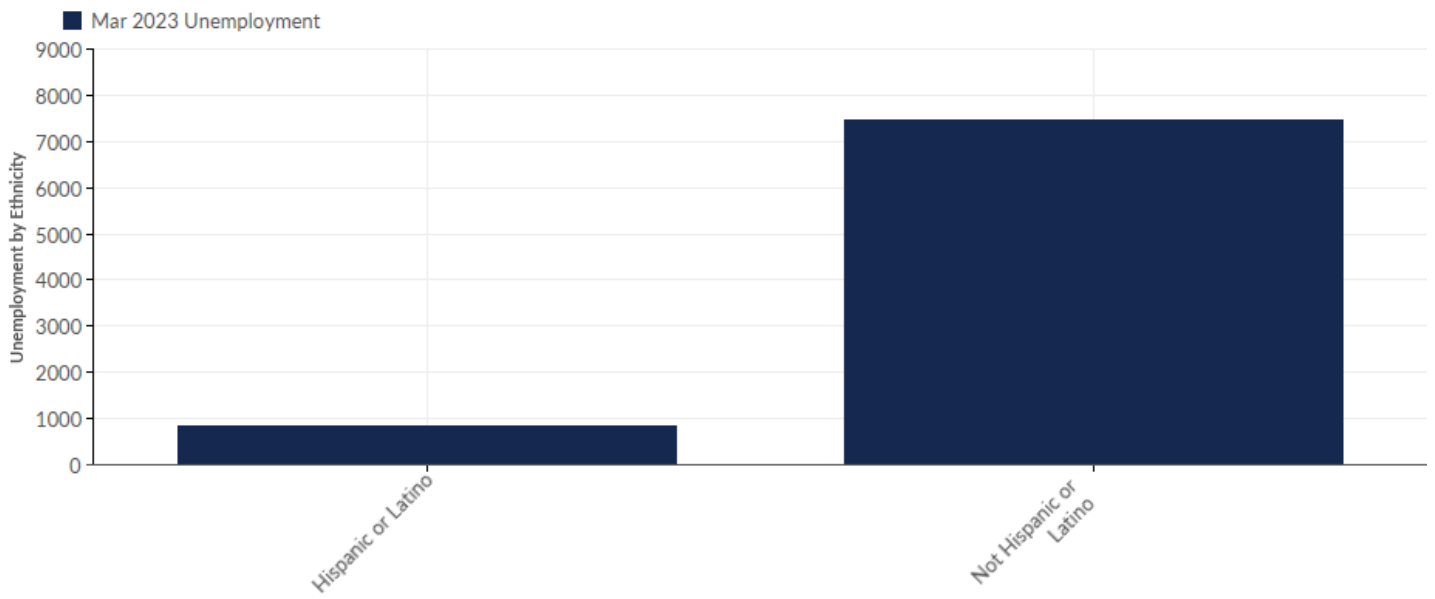
## Unemployment by Race



Race	Unemployment (Mar 2023)	% of Unemployed
American Indian or Alaskan Native	67	0.81%
Asian	124	1.50%
Black or African American	731	8.81%
Native Hawaiian or Other Pacific Islander	21	0.25%
White	7,352	88.64%
<b>Total</b>	<b>8,294</b>	<b>100.00%</b>



## Unemployment by Ethnicity

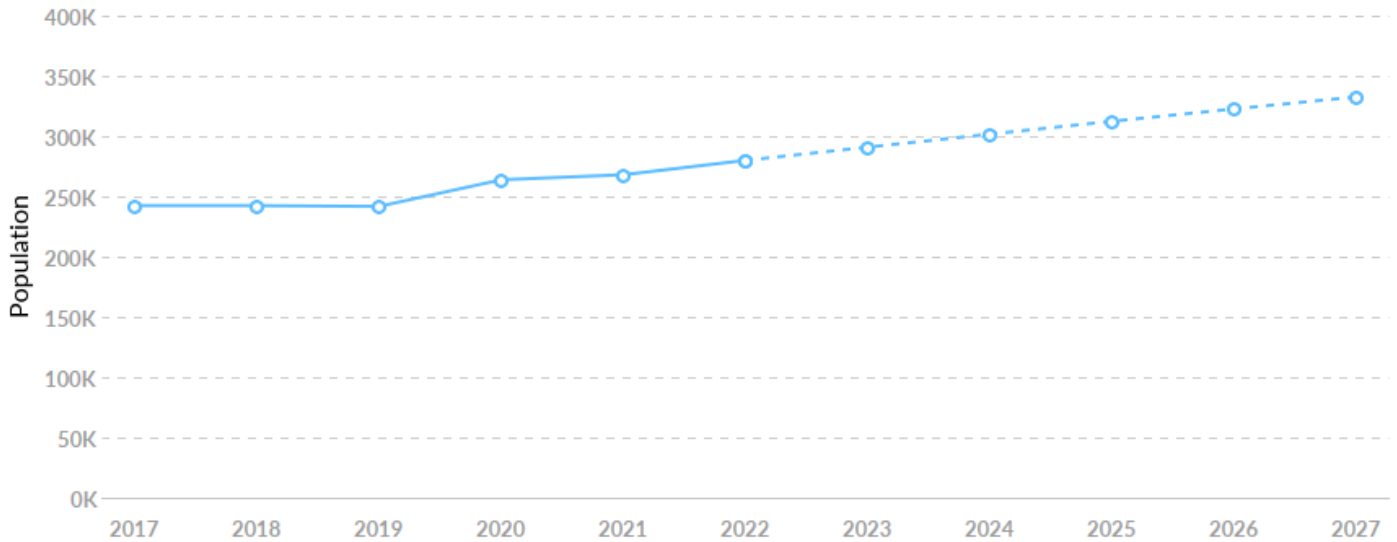


Ethnicity	Unemployment (Mar 2023)	% of Unemployed
Hispanic or Latino	842	10.15%
Not Hispanic or Latino	7,452	89.85%
Total	8,294	100.00%

# Historic & Projected Trends

## Population Trends

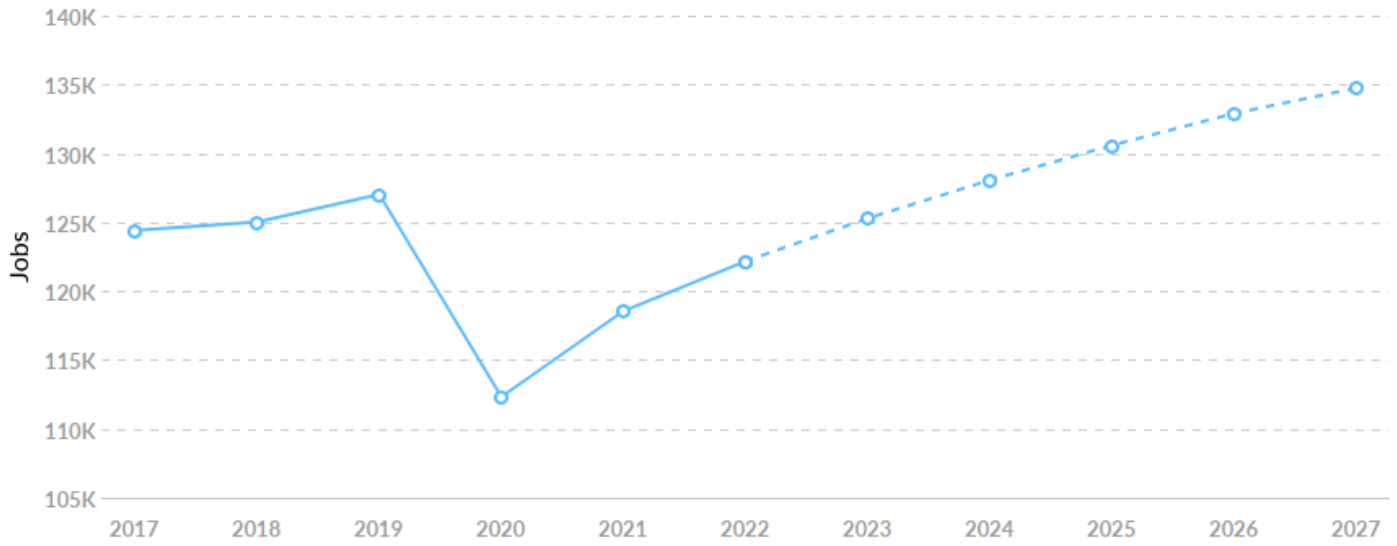
As of 2022 the region's population increased by 15.5% since 2017, growing by 37,488. Population is expected to increase by 18.8% between 2022 and 2027, adding 52,676.



Timeframe	Population
2017	242,434
2018	242,356
2019	241,714
2020	263,794
2021	267,999
2022	279,922
2023	290,873
2024	301,673
2025	312,347
2026	322,633
2027	332,598

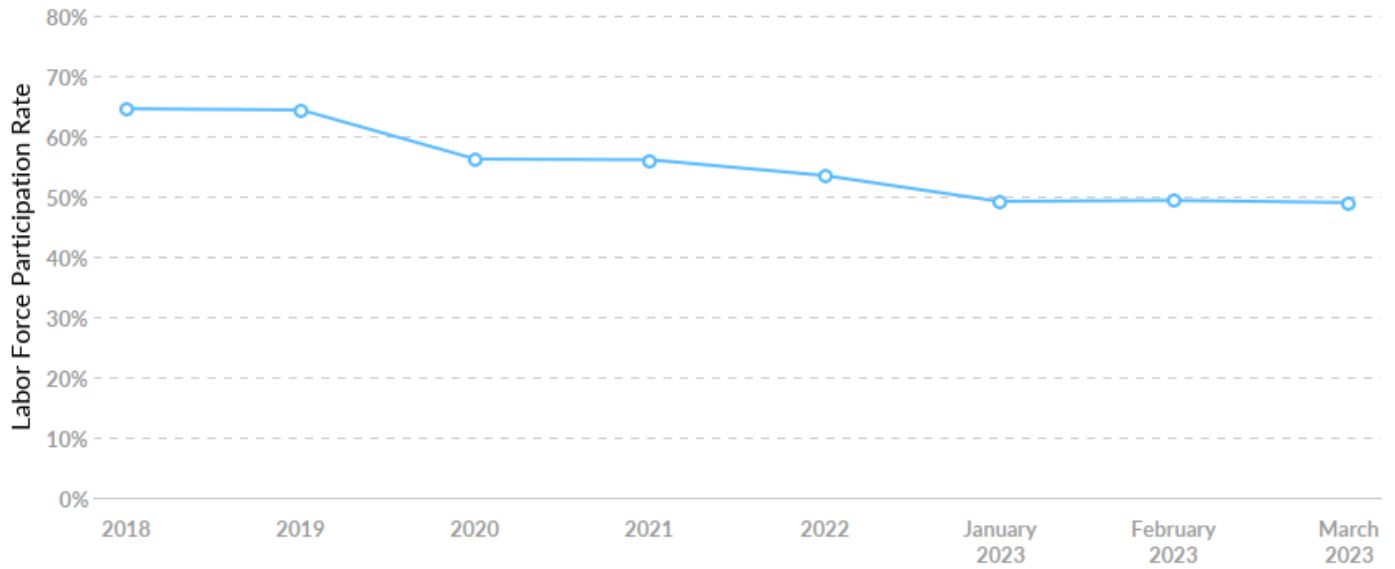
## Job Trends

From 2017 to 2022, jobs declined by 1.8% in 3 Massachusetts Counties from 124,412 to 122,171. This change fell short of the national growth rate of 3.4% by 5.2%.



Timeframe	Jobs
2017	124,412
2018	125,015
2019	127,018
2020	112,314
2021	118,549
2022	122,171
2023	125,287
2024	128,058
2025	130,586
2026	132,908
2027	134,743

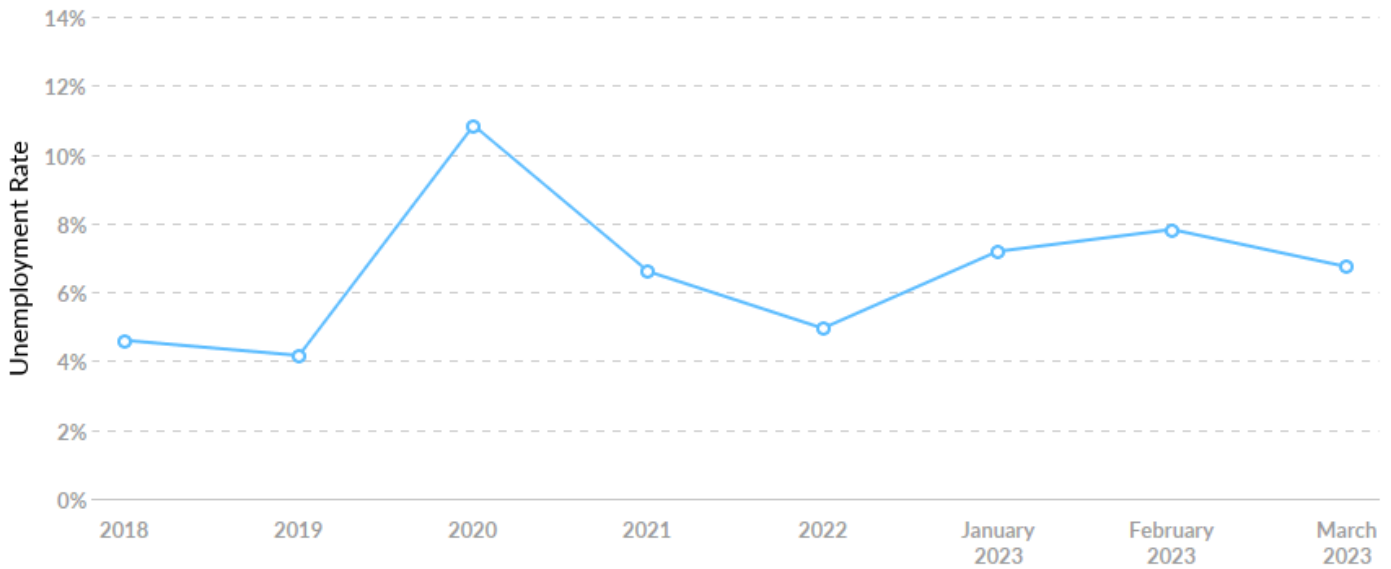
## Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2018	64.55%
2019	64.35%
2020	56.19%
2021	56.08%
2022	53.47%
January 2023	49.18%
February 2023	49.35%
March 2023	48.98%

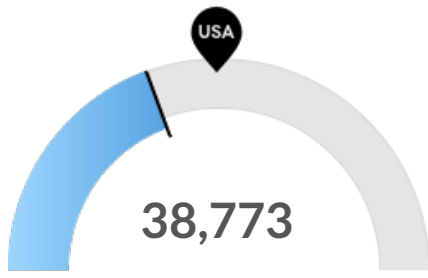
## Unemployment Rate Trends

Your areas had a March 2023 unemployment rate of 6.74%, **increasing from 4.60%** 5 years before.



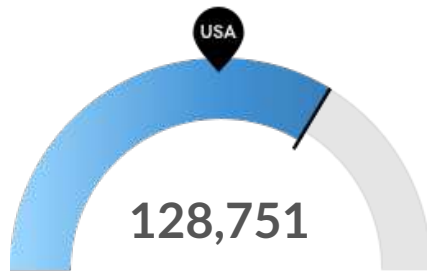
Timeframe	Unemployment Rate
2018	4.60%
2019	4.16%
2020	10.84%
2021	6.60%
2022	4.95%
January 2023	7.18%
February 2023	7.82%
March 2023	6.74%

## Population Characteristics



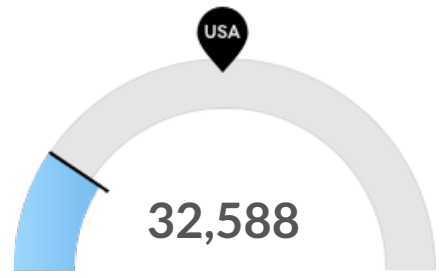
**Millennials**

Your area has 38,773 millennials (ages 25-39). The national average for an area this size is 54,743.



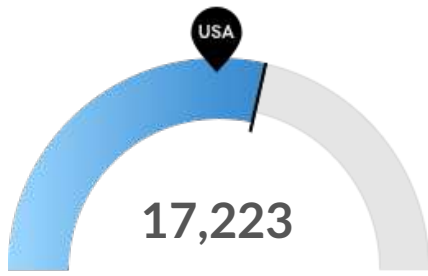
**Retiring Soon**

Retirement risk is high in your area. The national average for an area this size is 79,659 people 55 or older, while there are 128,751 here.



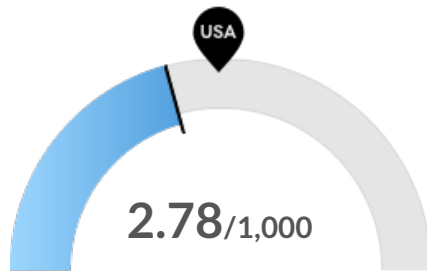
**Racial Diversity**

Racial diversity is low in your area. The national average for an area this size is 109,059 racially diverse people, while there are 32,588 here.



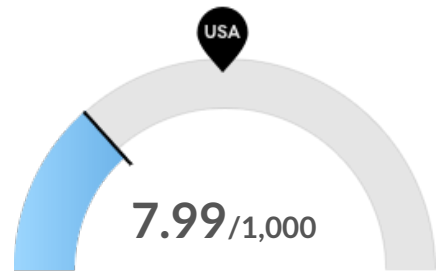
**Veterans**

Your area has 17,223 veterans. The national average for an area this size is 14,075.



**Violent Crime**

Your area has 2.78 violent crimes per 1,000 people. The national rate is 3.59 per 1,000 people.

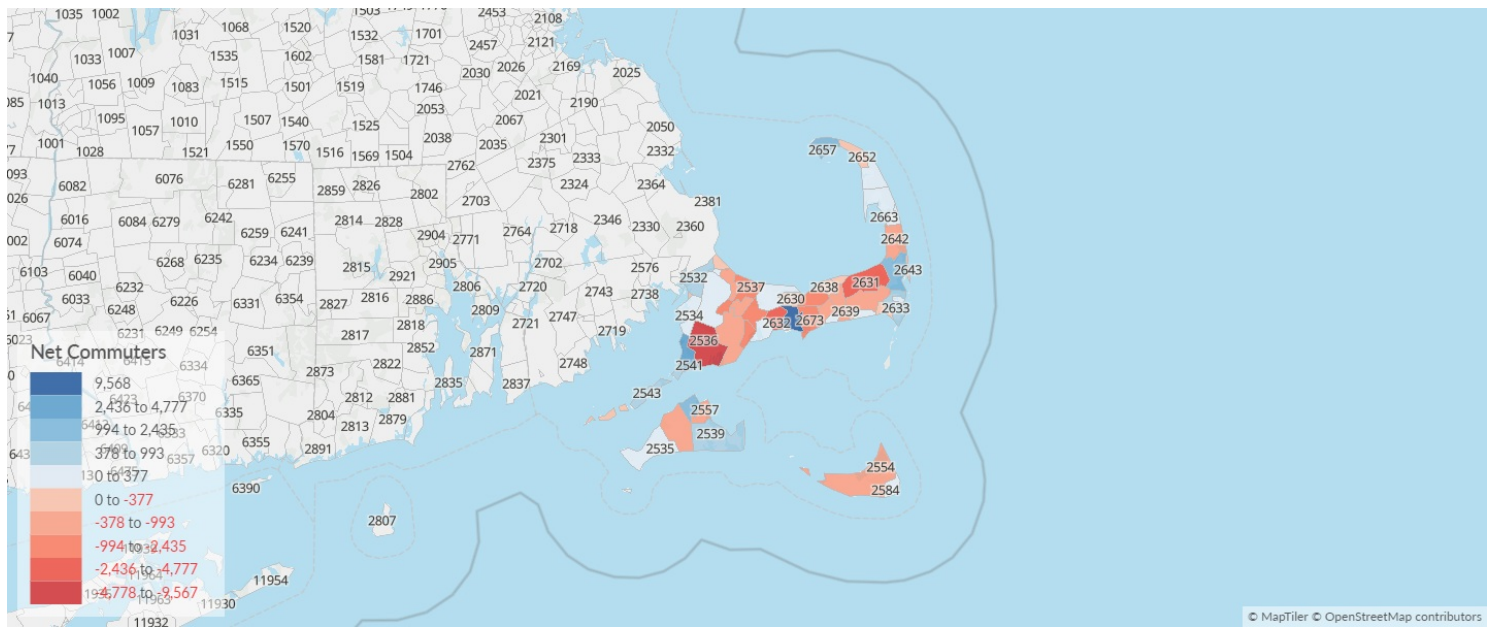


**Property Crime**

Your area has 7.99 property crimes per 1,000 people. The national rate is 17.8 per 1,000 people.

## Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #3 for resident workers. The top ZIP for resident workers is 2536.



### Where Talent Works

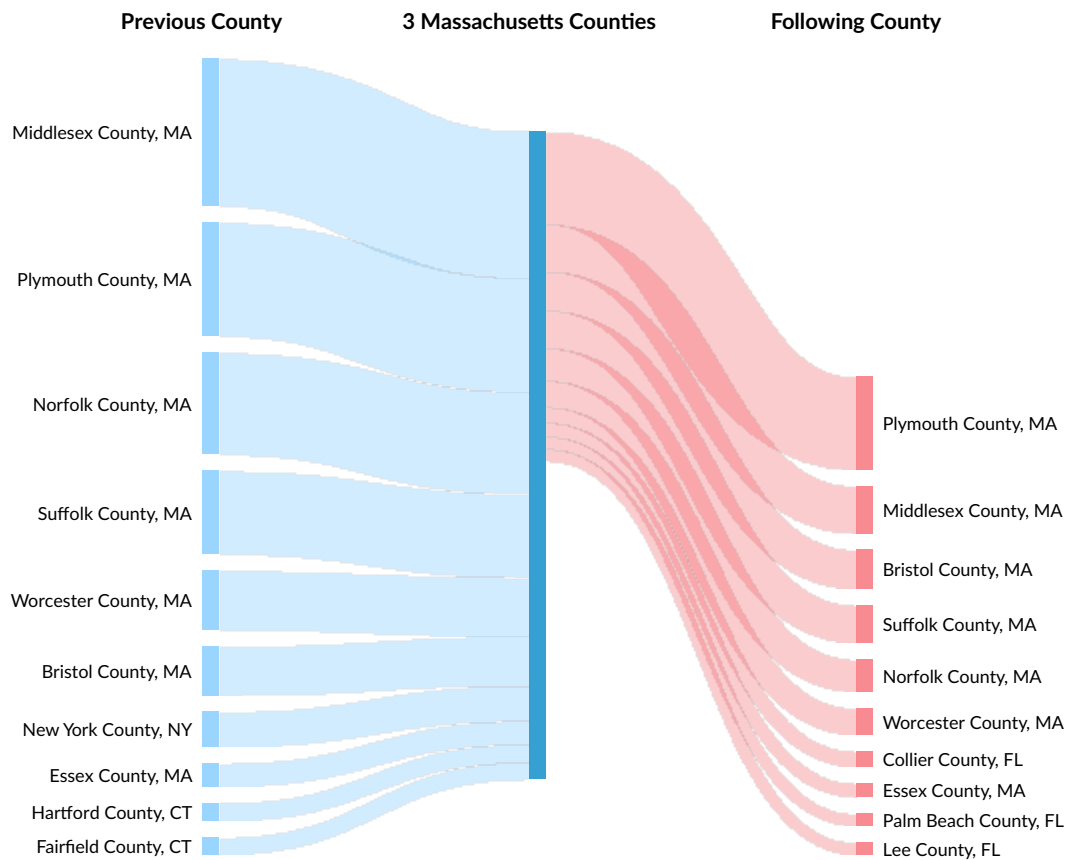
### Where Talent Lives

ZIP	Name	2022 Employment	ZIP	Name	2022 Workers
2601	Hyannis, MA (in Barnsta...	17,049	2536	East Falmouth, MA (in B...	9,846
2554	Nantucket, MA (in Nant...	7,983	2554	Nantucket, MA (in Nant...	8,508
2540	Falmouth, MA (in Barnst...	7,143	2601	Hyannis, MA (in Barnsta...	7,481
2649	Mashpee, MA (in Barnst...	6,887	2649	Mashpee, MA (in Barnst...	7,356
2532	Buzzards Bay, MA (in Ba...	6,754	2532	Buzzards Bay, MA (in Ba...	6,223

# Inbound and Outbound Migration

The table below analyzes past and current residents of 3 Massachusetts Counties. The left column shows residents of other counties migrating to 3 Massachusetts Counties. The right column shows residents migrating from 3 Massachusetts Counties to other counties.

As of 2020, 1,622 people have migrated from Middlesex County, MA to 3 Massachusetts Counties. In the same year, 1,025 people left 3 Massachusetts Counties migrating to Plymouth County, MA. The total Net Migration for 3 Massachusetts Counties in 2020 was 4,393.



Top Previous Counties	Migrations
Middlesex County, MA	1,622
Plymouth County, MA	1,253
Norfolk County, MA	1,121
Suffolk County, MA	918
Worcester County, MA	651



Top Previous Counties	Migrations
Bristol County, MA	540
New York County, NY	387
Essex County, MA	256
Hartford County, CT	198
Fairfield County, CT	189
Kings County, NY	170
Providence County, RI	138
Los Angeles County, CA	134
Hampden County, MA	133
Palm Beach County, FL	118
Top Following Counties	Migrations
Plymouth County, MA	1,025
Middlesex County, MA	519
Bristol County, MA	430
Suffolk County, MA	415
Norfolk County, MA	359
Worcester County, MA	291
Collier County, FL	171
Essex County, MA	154
Palm Beach County, FL	136
Lee County, FL	135
Sarasota County, FL	125
Providence County, RI	122
San Diego County, CA	97
Kings County, NY	94

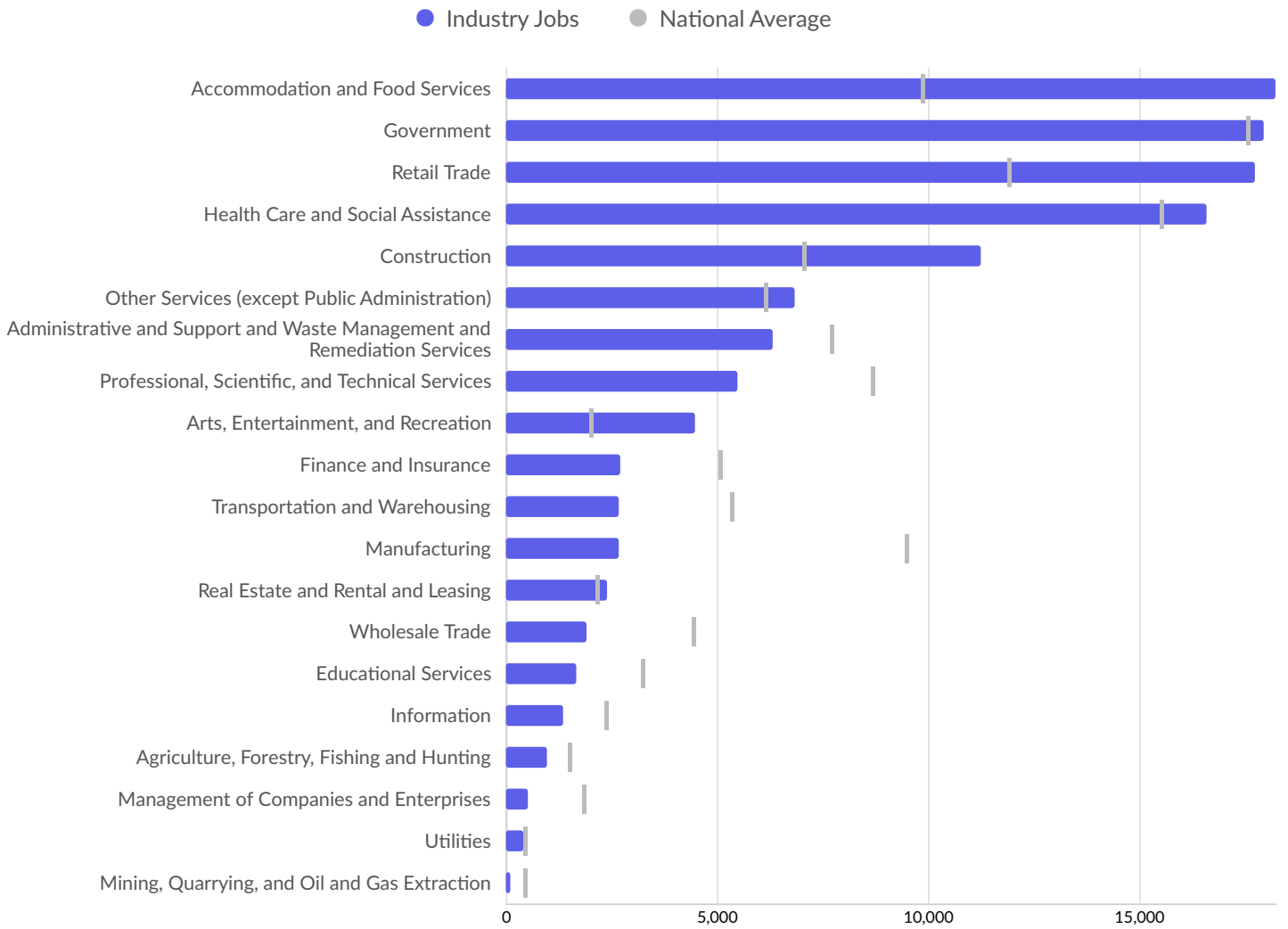
**Top Following Counties****Migrations**

Chittenden County, VT

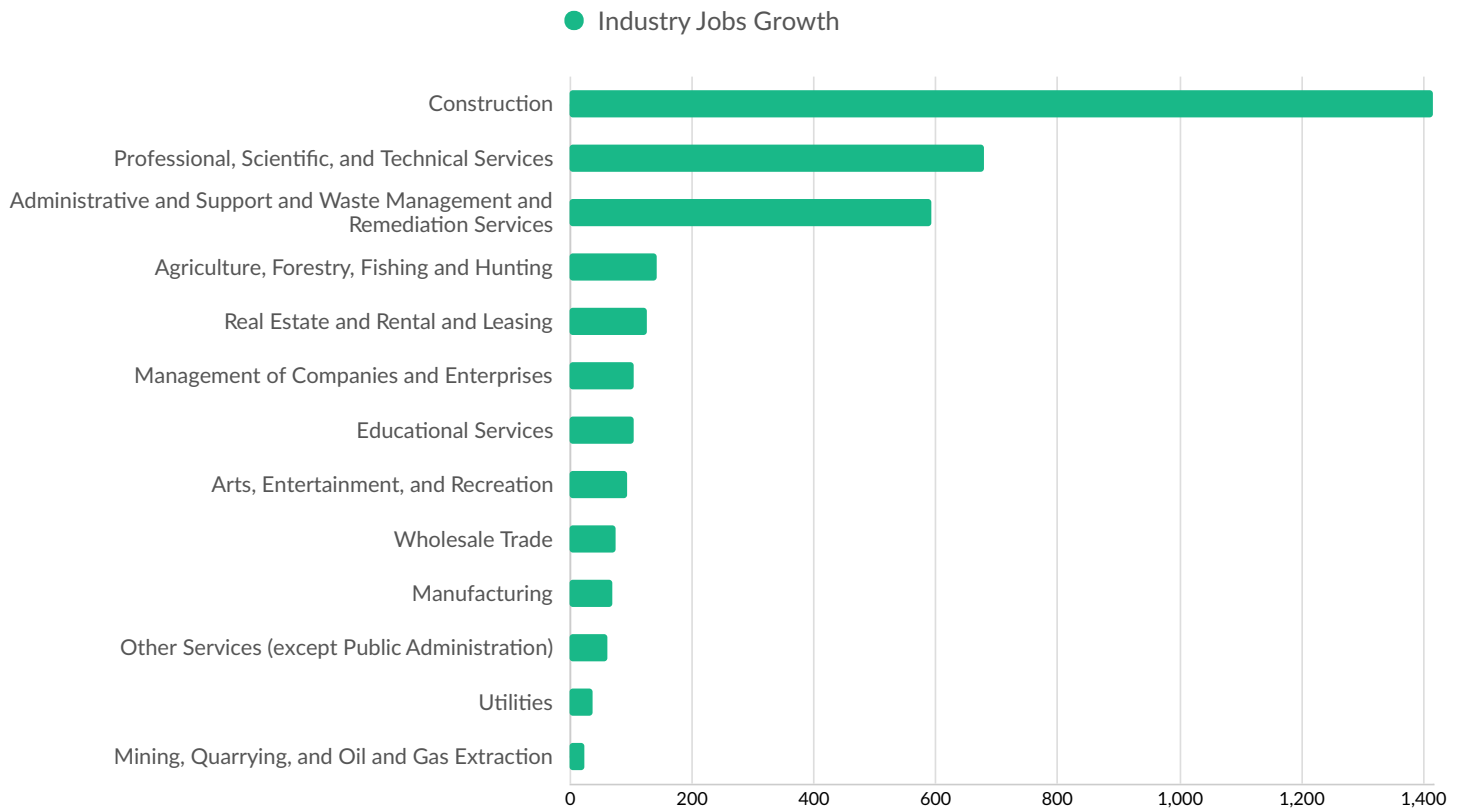
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# Industry Characteristics

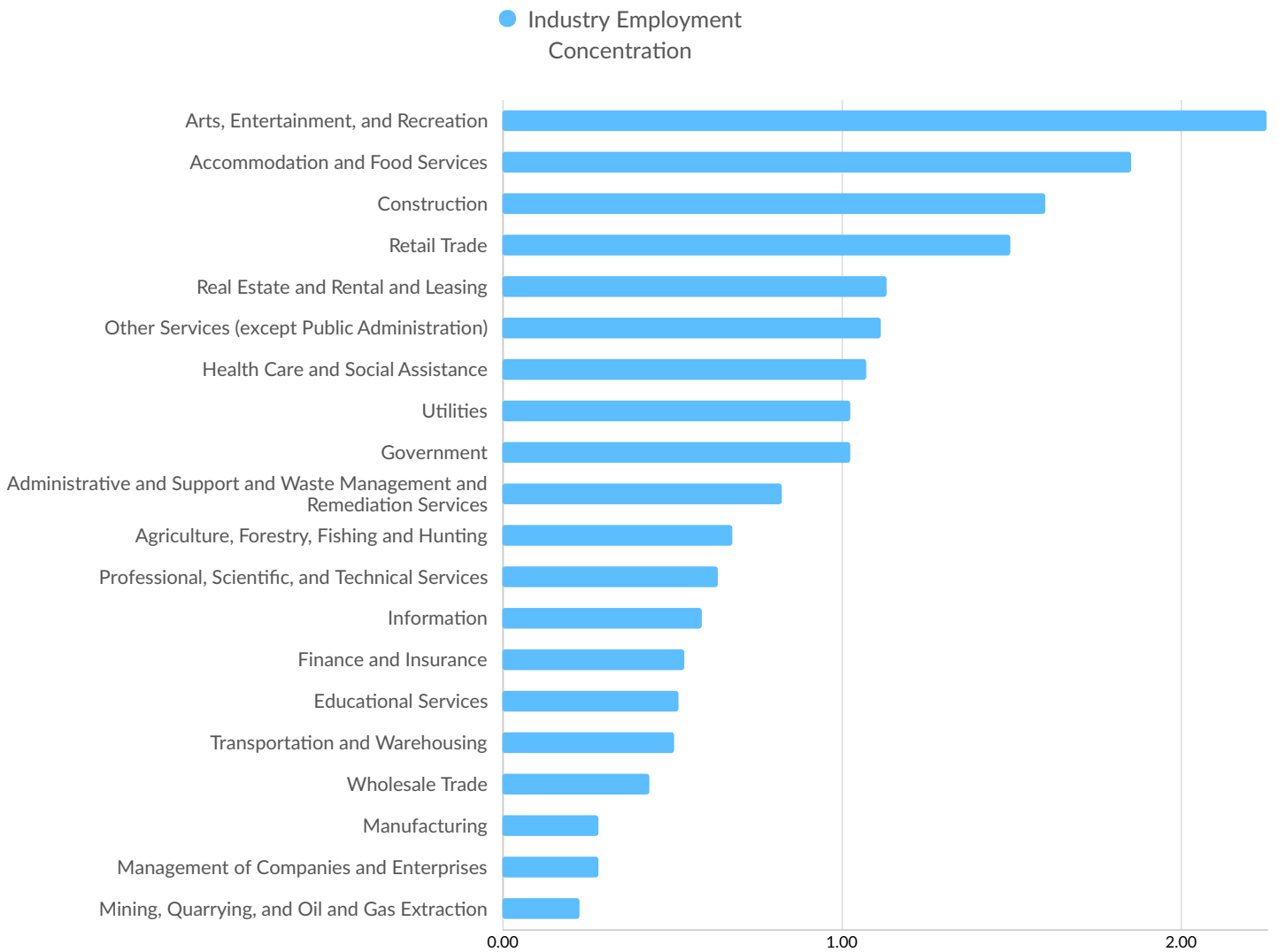
## Largest Industries



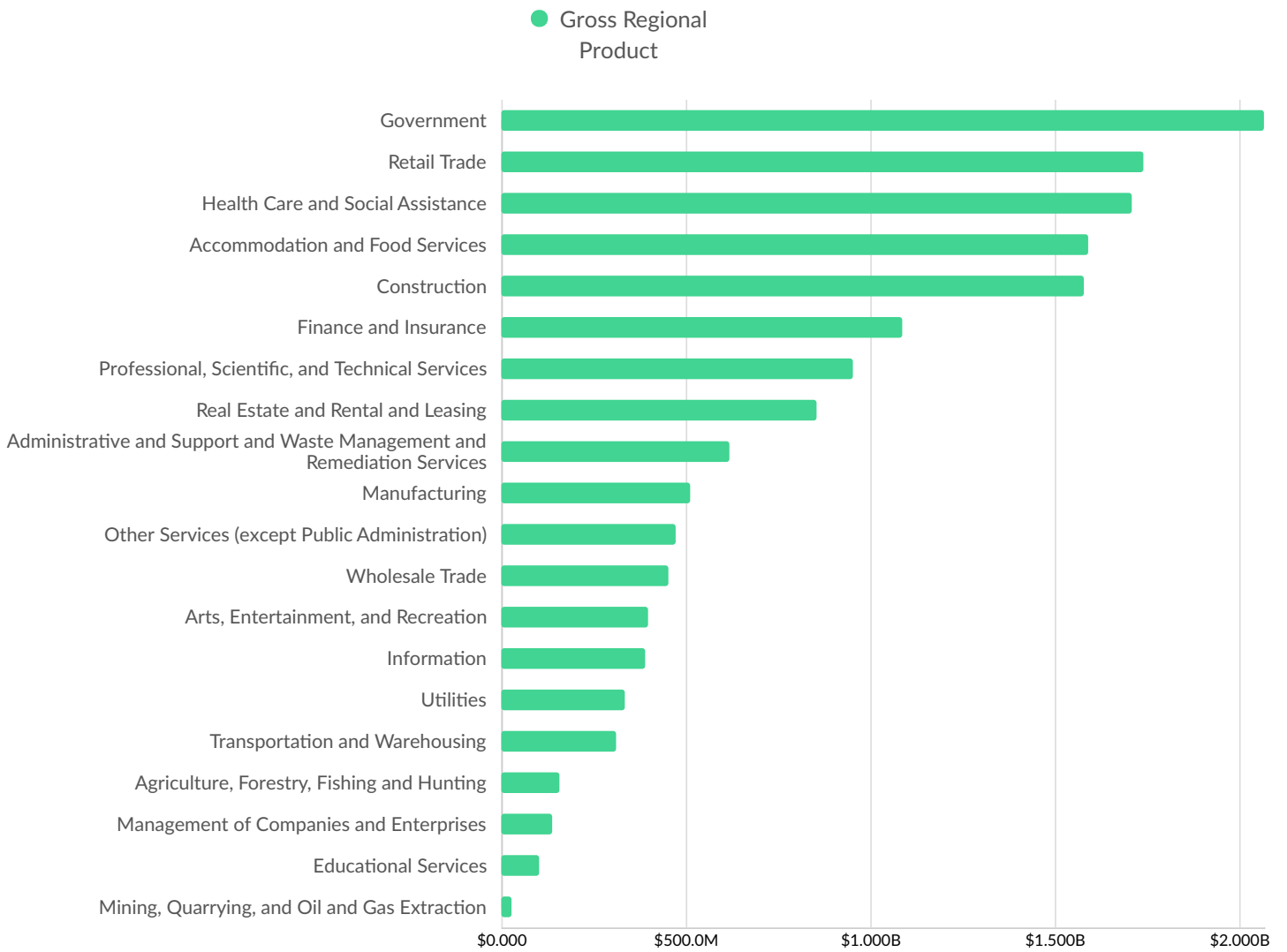
## Top Growing Industries



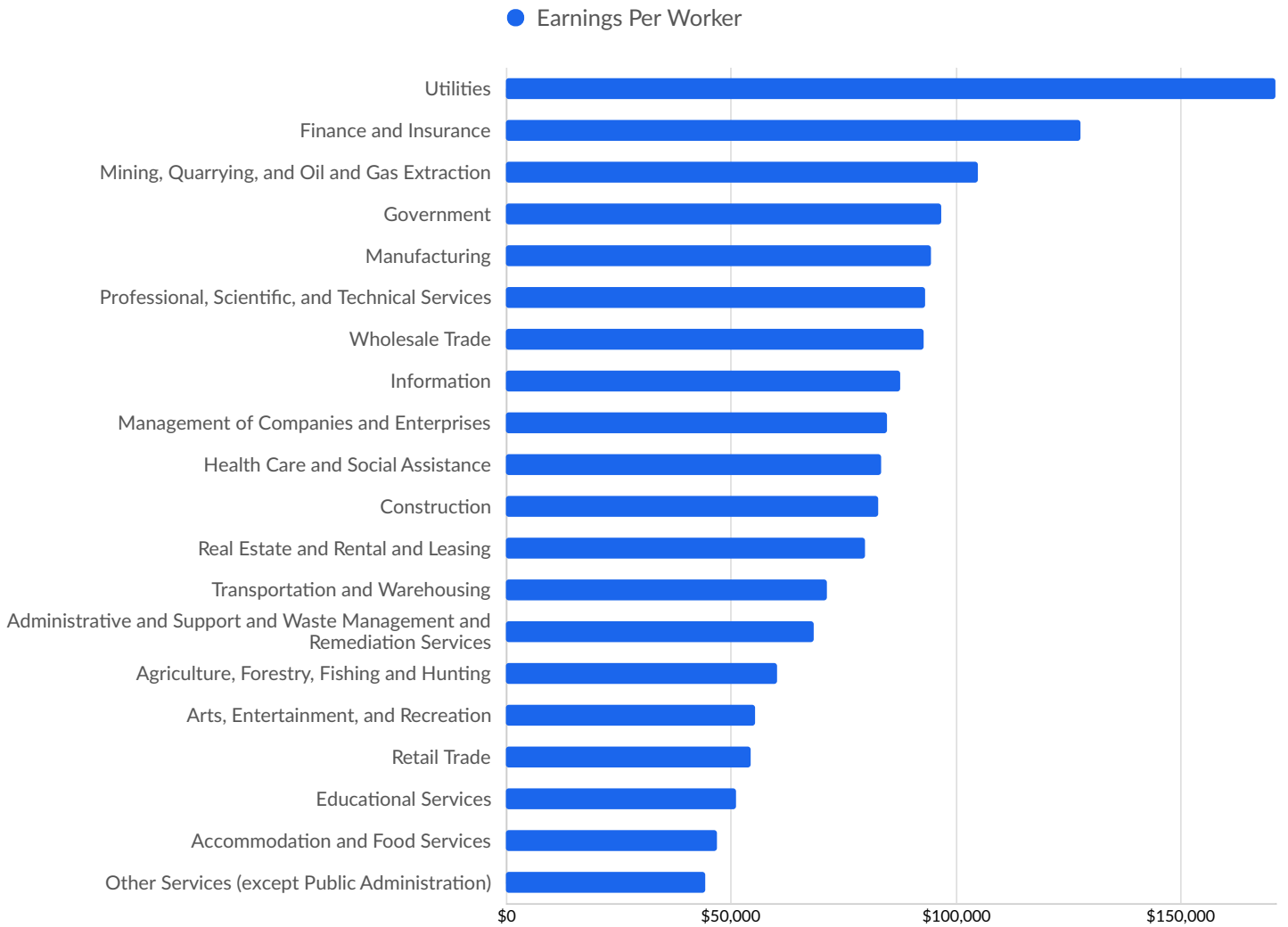
## Top Industry Employment Concentration



## Top Industry GRP























## Top Industry Earnings



## Business Characteristics

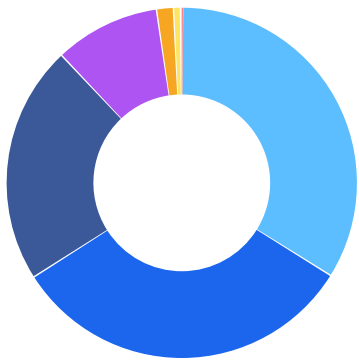
### 26,620 Companies Employ Your Workers

Online profiles for your workers mention 26,620 companies as employers, with the top 10 appearing below. In the last 12 months, 1,827 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Cape Cod Healthcare	1,333 	Cape Cod Healthcare	1,348 
Woods Hole Oceanographic Inst...	601 	Mass General Brigham	686 
The Cape Cod Five Cents Saving...	370 	Maplewood Senior Living	470 
Kinlin Grover Real Estate	343 	Martha's Vineyard Hospital	295 
Cape Cod Community College	332 	Stop & Shop	271 
Stop & Shop	306 	Woods Hole Oceanographic Inst...	261 
Town Of Barnstable	304 	Cape Cod Community College	247 
United States Coast Guard	223 	BAYADA Home Health Care	242 
Commonwealth of Massachusetts	206 	BJ's Wholesale Club	212 
Massachusetts Maritime Acade...	189 	CVS Health	207 



## Business Size

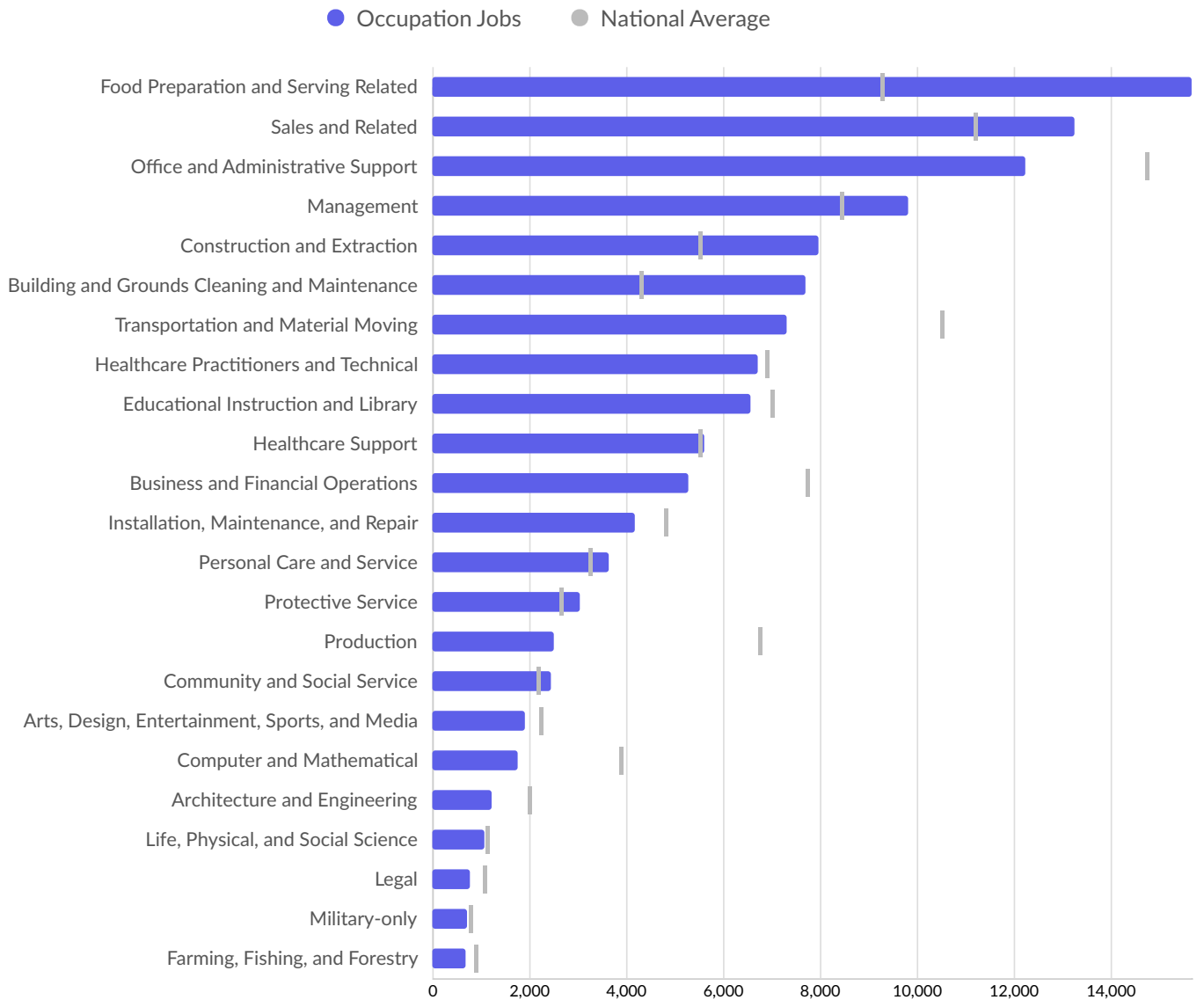


	Percentage	Business Count
● 1 to 4 employees	33.8%	6,111
● 5 to 9 employees	32.1%	5,810
● 10 to 19 employees	22.0%	3,976
● 20 to 49 employees	9.7%	1,758
● 50 to 99 employees	1.6%	281
● 100 to 249 employees	0.6%	116
● 250 to 499 employees	0.1%	24
● 500+ employees	0.1%	10

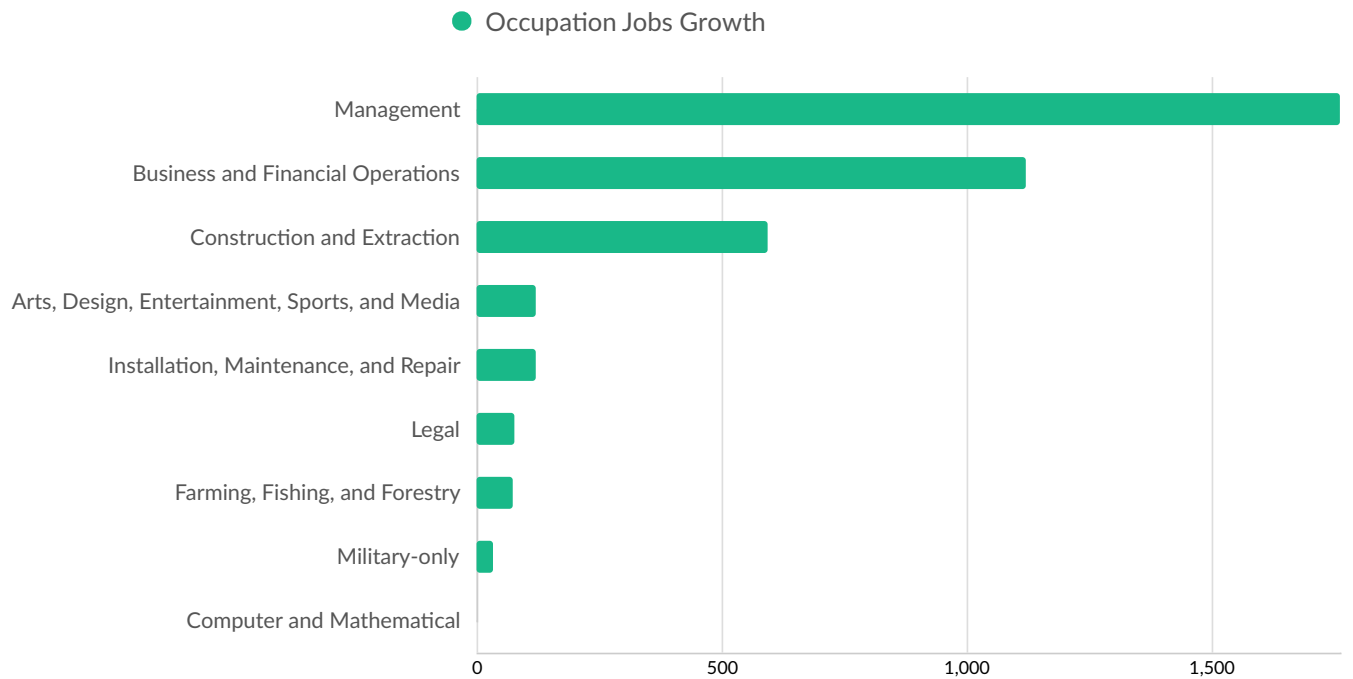
*\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

# Workforce Characteristics

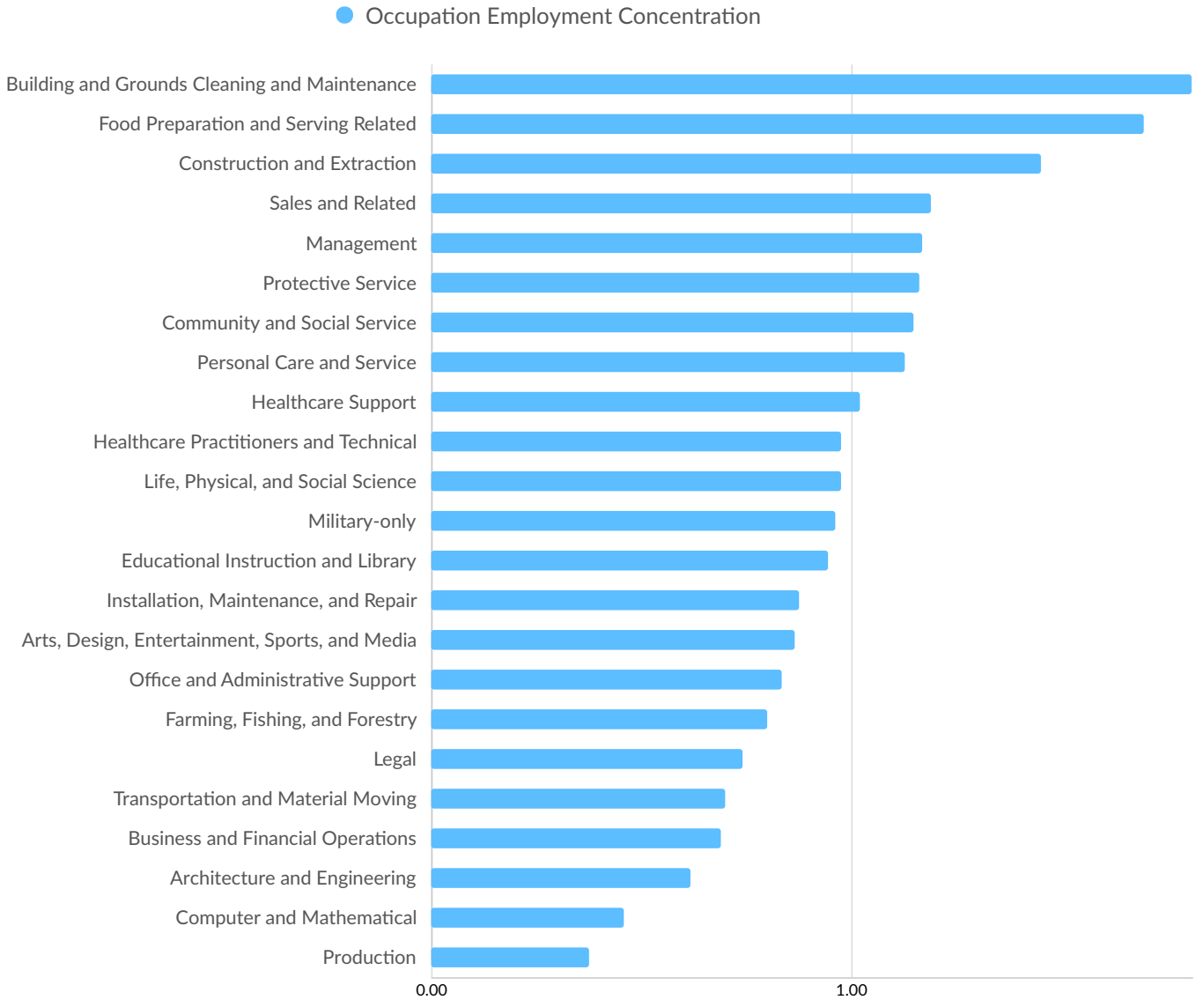
## Largest Occupations



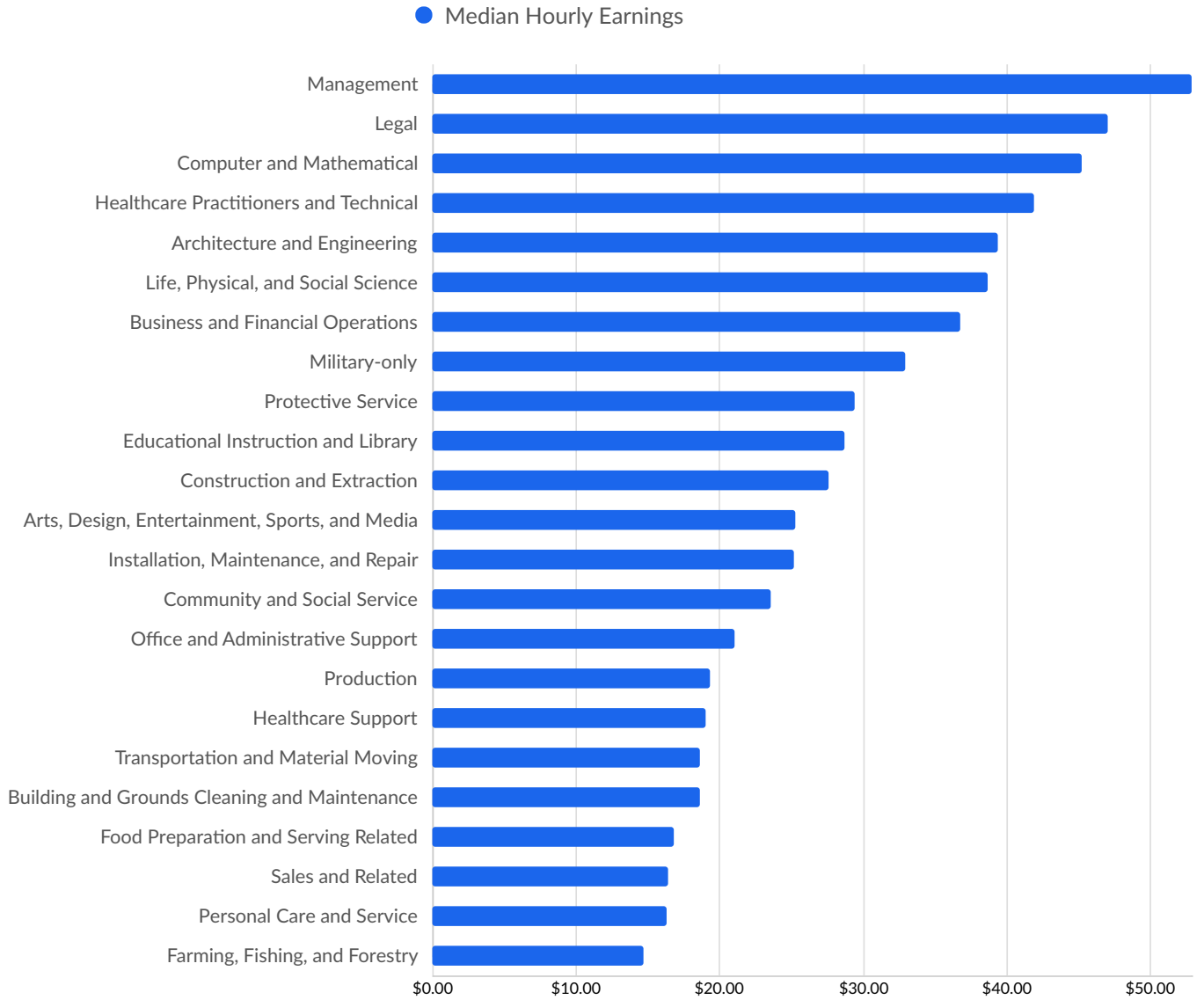
## Top Growing Occupations



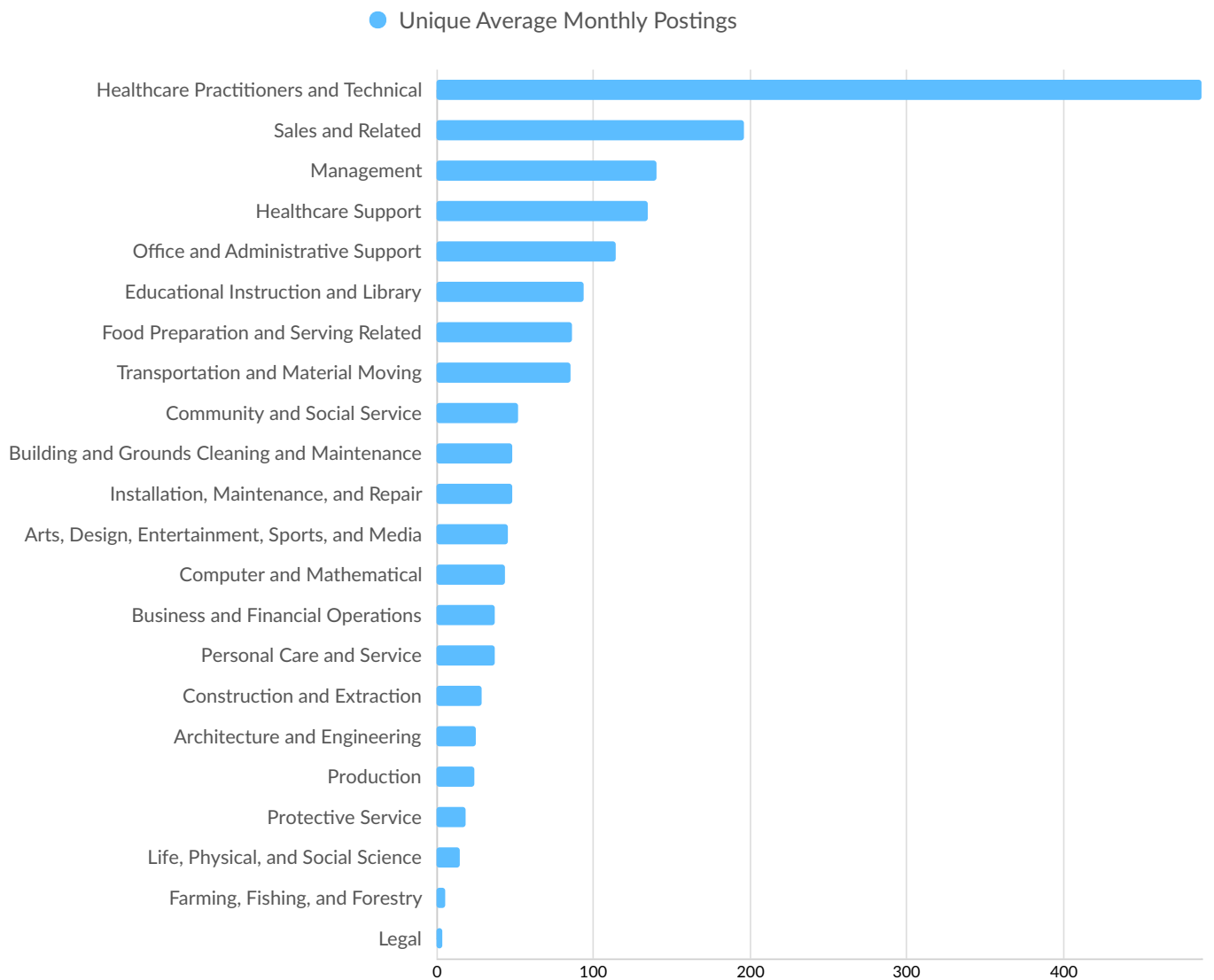
## Top Occupation Employment Concentration



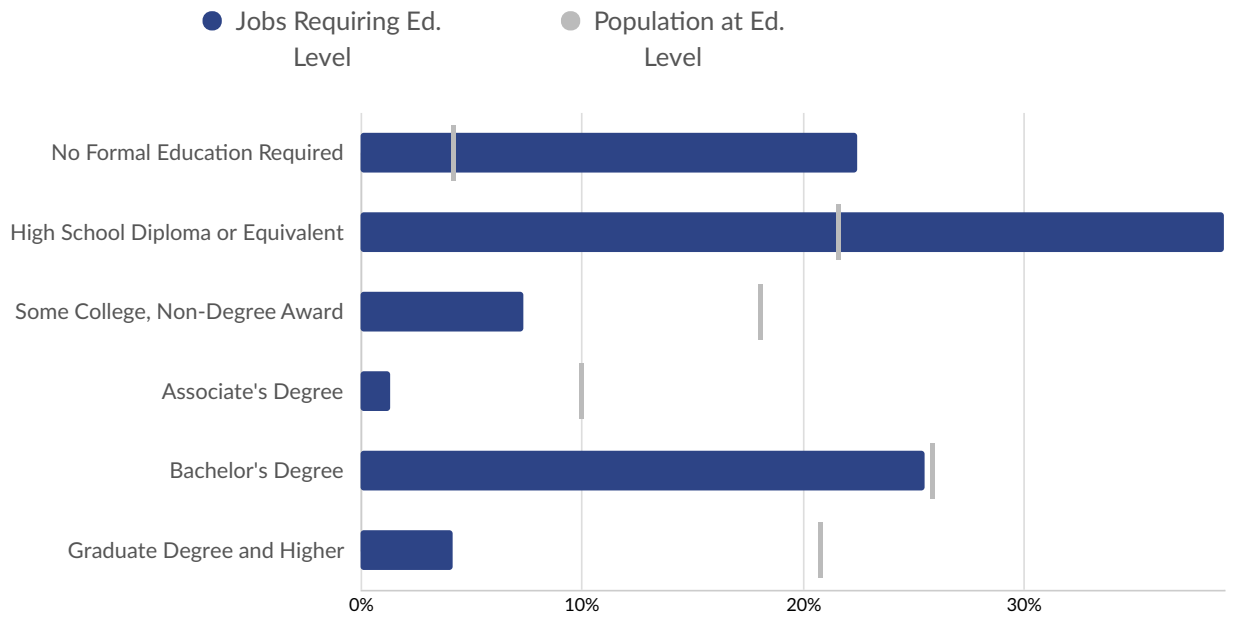
## Top Occupation Earnings



## Top Posted Occupations

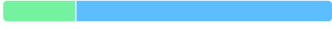








## Underemployment



## Educational Pipeline

In 2021, there were 940 graduates in 3 Massachusetts Counties. This pipeline has shrunk by 18% over the last 5 years. The highest share of these graduates come from "Naval Architecture and Marine Engineering" (Bachelor's), "General Studies" (Associate's), and "Registered Nursing/Registered Nurse" (Associate's).

School	Total Graduates (2021)	Graduate Trend (2017 - 2021)
Cape Cod Community College	471 	
Massachusetts Maritime Academy	416 	
Upper Cape Cod Regional Technical School	53 	
National Graduate School of Quality Management	0	

- Certificate
- Associate's
- Bachelor's
- Master's or Higher



## In-Demand Skills

