



3 Massachusetts Counties

Cape & Islands Workforce Board



**CAPE AND ISLANDS
WORKFORCE BOARD**

426 North St. Ste. 9
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

279,657

Population (2023)

Population grew by 37,301 over the last 5 years and is projected to grow by 52,672 over the next 5 years.

133,536

Total Regional Employment

Jobs decreased by 889 over the last 5 years but are projected to grow by 9,140 over the next 5 years.

\$73.0K

Avg. Earnings Per Job (2023)

Regional average earnings per job are \$9.6K below the national average earnings of \$82.6K per job.

Takeaways

- As of 2023 the region's population increased by 15.4% since 2018, growing by 37,301. Population is expected to increase by 18.8% between 2023 and 2028, adding 52,672.
- From 2018 to 2023, jobs declined by 0.7% in 3 Massachusetts Counties from 134,424 to 133,536. This change fell short of the national growth rate of 3.9% by 4.6%. As the number of jobs declined, the labor force participation rate decreased from 59.8% to 51.8% between 2018 and 2023.
- Concerning educational attainment, 26.0% of the selected regions' residents possess a Bachelor's Degree (4.9% above the national average), and 9.8% hold an Associate's Degree (0.9% above the national average).
- The top three industries in 2023 are Restaurants and Other Eating Places, Education and Hospitals (Local Government), and Services to Buildings and Dwellings.

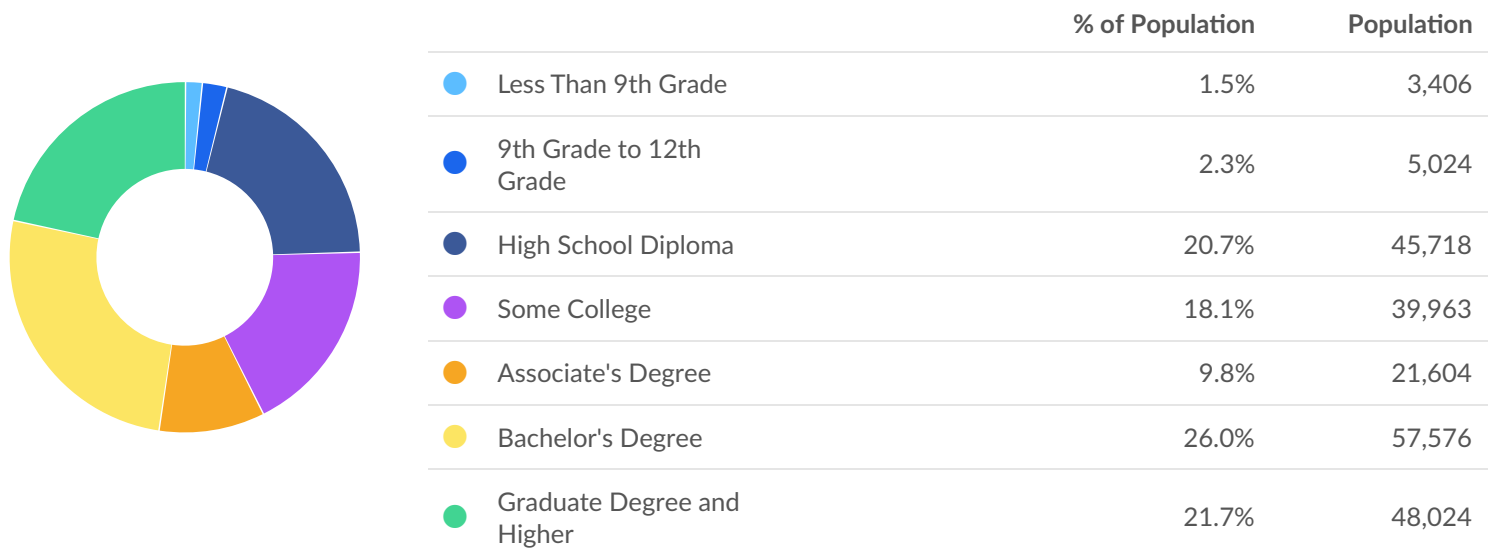
	Population (2024)	Labor Force (Feb 2024)	Jobs (2023)	Cost of Living	GRP	Imports	Exports
Region	290,752	124,090	133,536	139.5	\$19.18B	\$21.78B	\$17.95B
State	7,064,079	3,752,130	4,044,881	132.4	\$707.70B	\$470.71B	\$587.26B

Feb 2024 Labor Force Breakdown



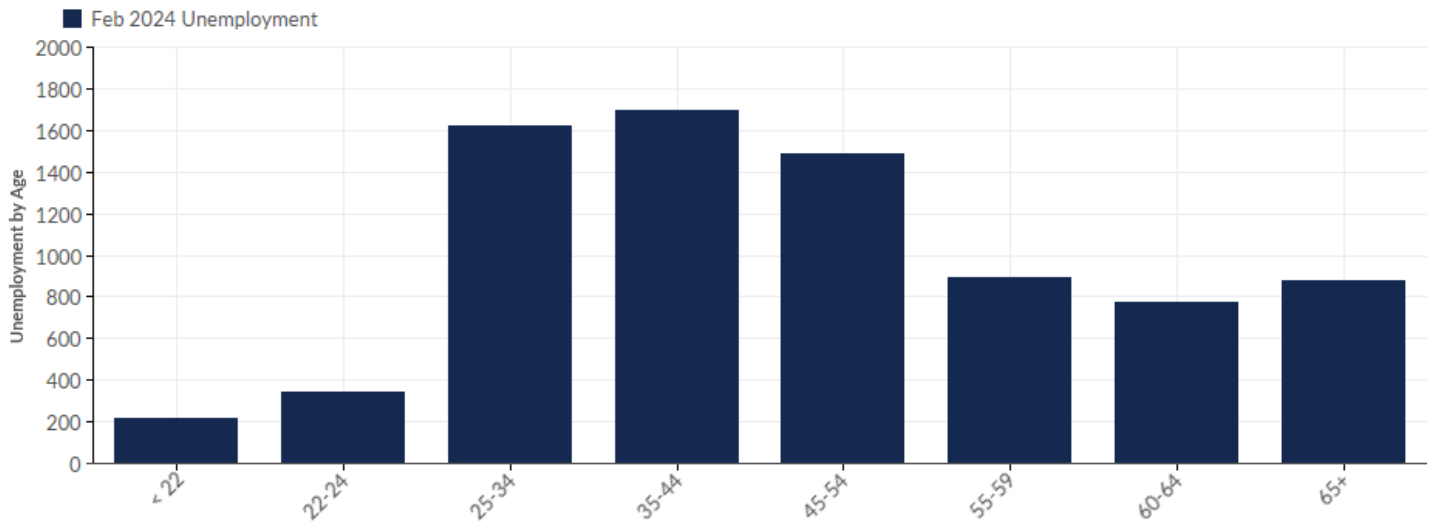
Educational Attainment

Concerning educational attainment, **26.0% of the selected regions' residents possess a Bachelor's Degree** (4.9% above the national average), and **9.8% hold an Associate's Degree** (0.9% above the national average).



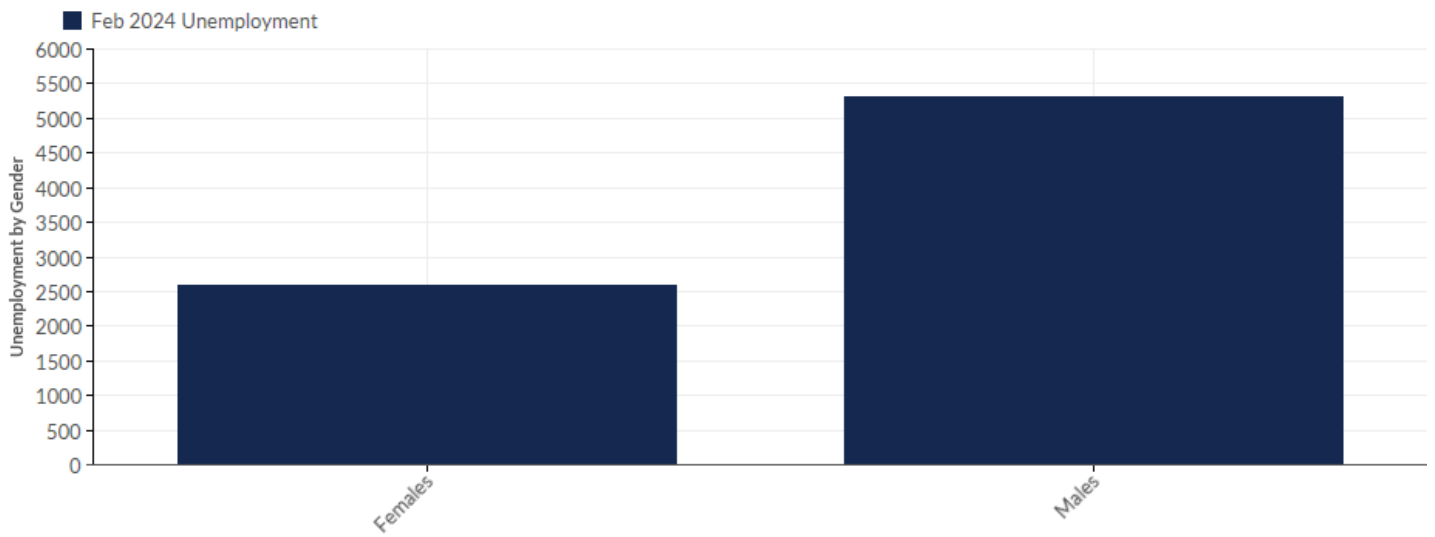
Unemployment by Demographics

Unemployment by Age



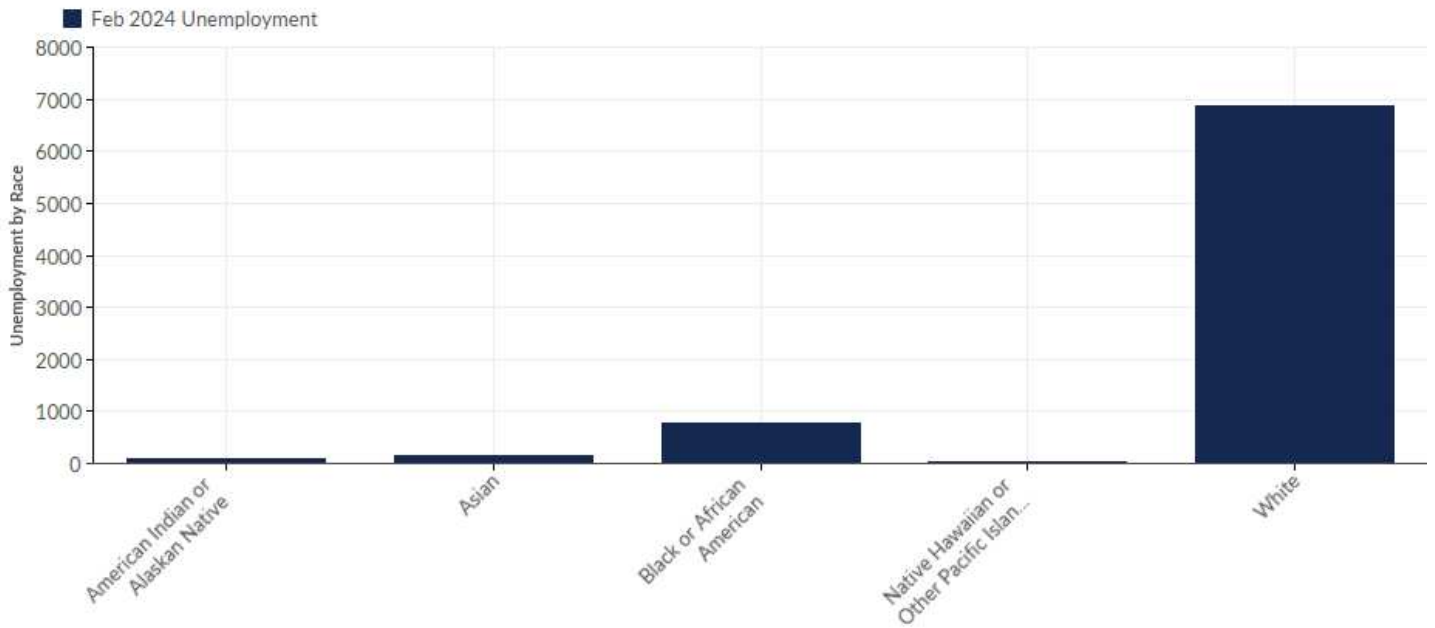
Age	Unemployment (Feb 2024)	% of Unemployed
< 22	213	2.70%
22-24	339	4.29%
25-34	1,620	20.52%
35-44	1,696	21.48%
45-54	1,486	18.82%
55-59	890	11.27%
60-64	774	9.80%
65+	877	11.11%
Total	7,895	100.00%

Unemployment by Gender



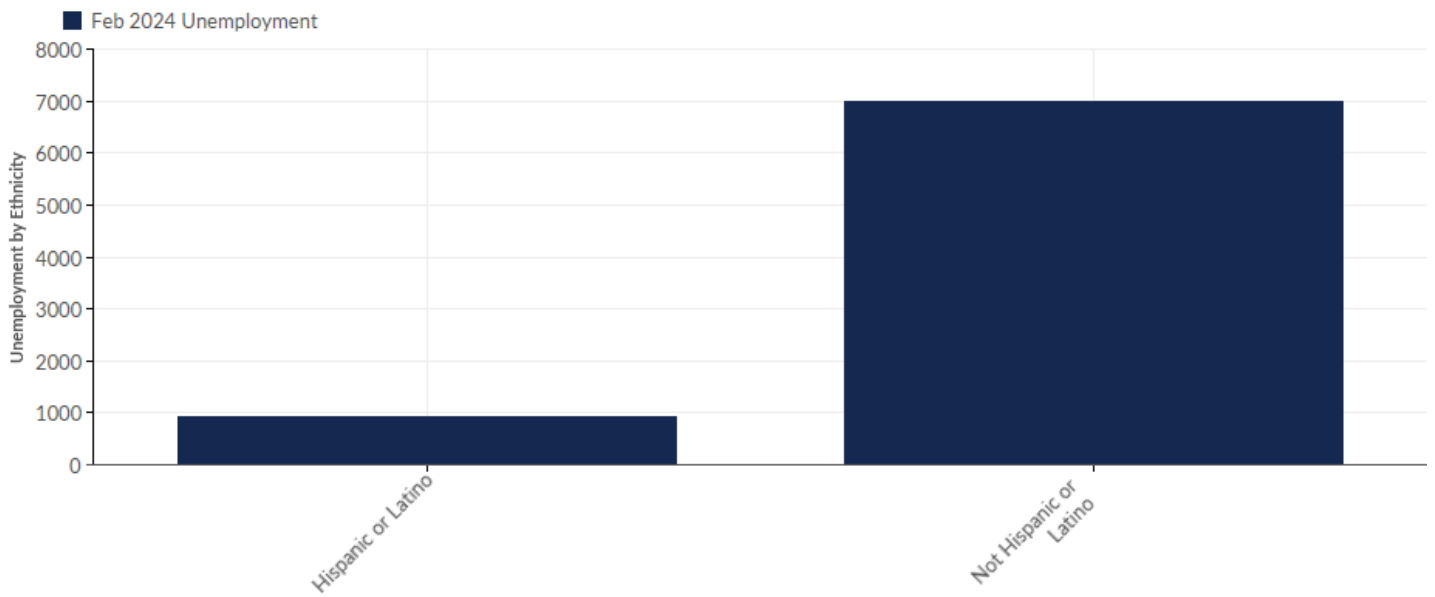
Gender	Unemployment (Feb 2024)	% of Unemployed
Females	2,590	32.81%
Males	5,305	67.19%
Total	7,895	100.00%

Unemployment by Race



Race	Unemployment (Feb 2024)	% of Unemployed
American Indian or Alaskan Native	79	1.00%
Asian	158	2.00%
Black or African American	779	9.87%
Native Hawaiian or Other Pacific Islander	21	0.27%
White	6,857	86.85%
Total	7,895	100.00%

Unemployment by Ethnicity

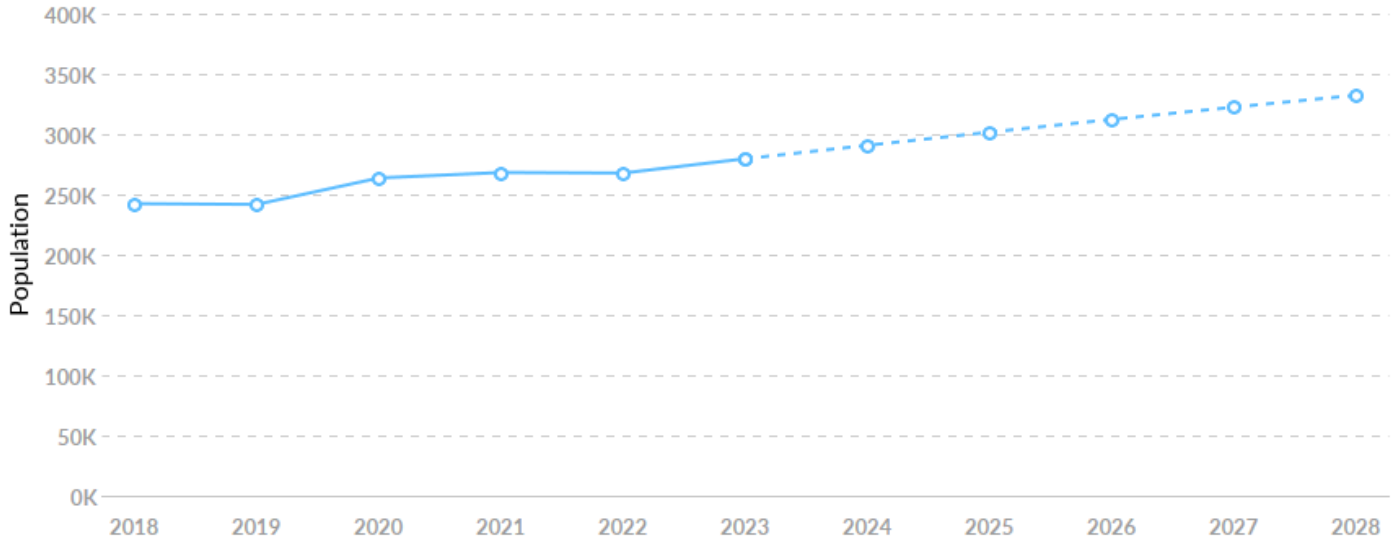


Ethnicity	Unemployment (Feb 2024)	% of Unemployed
Hispanic or Latino	915	11.59%
Not Hispanic or Latino	6,980	88.41%
Total	7,895	100.00%

Historic & Projected Trends

Population Trends

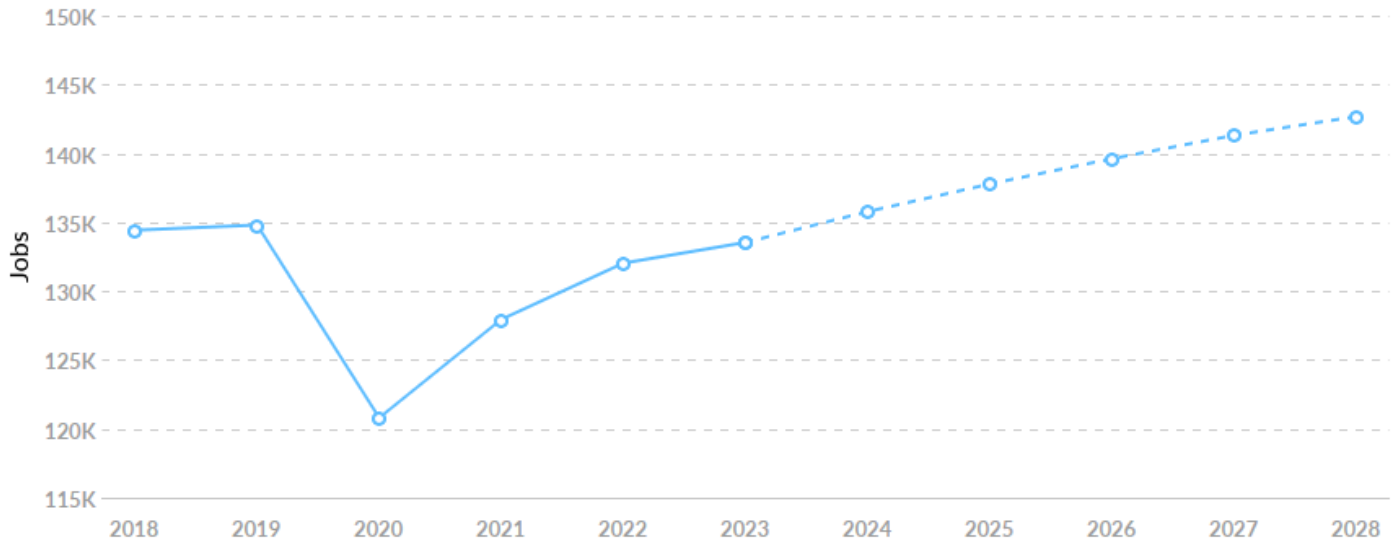
As of 2023 the region's population **increased by 15.4%** since 2018, growing by 37,301. Population is expected to **increase by 18.8%** between 2023 and 2028, adding 52,672.



Timeframe	Population
2018	242,356
2019	241,714
2020	263,672
2021	268,202
2022	267,746
2023	279,657
2024	290,752
2025	301,699
2026	312,253
2027	322,453
2028	332,329

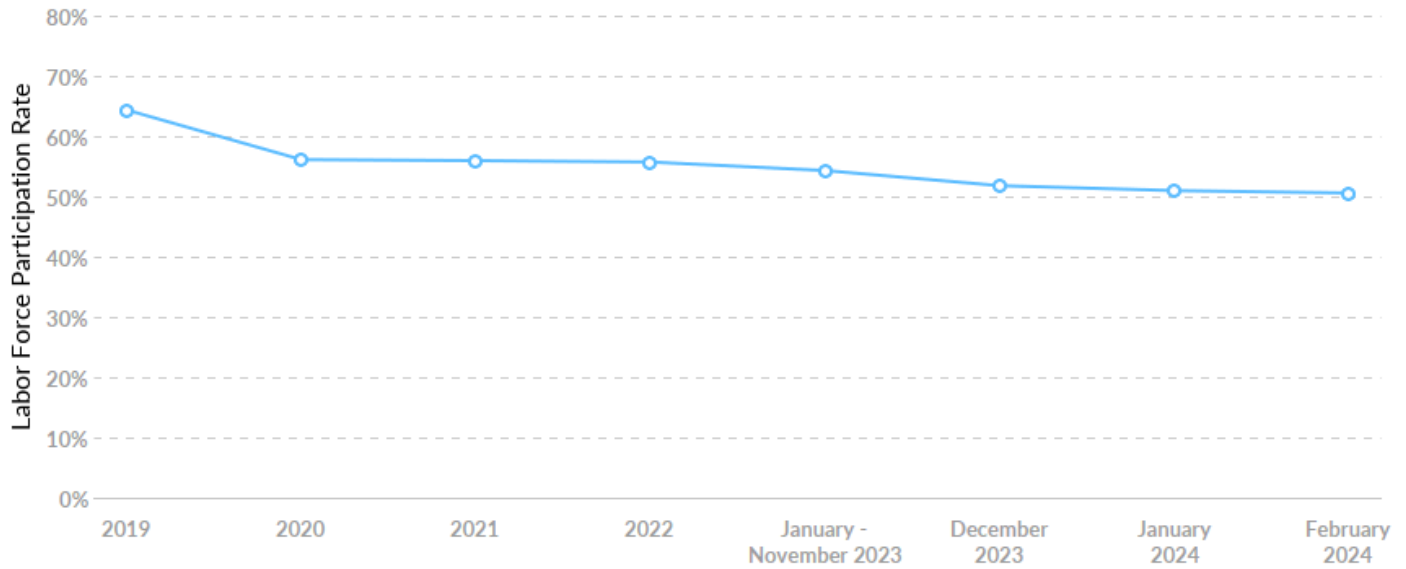
Job Trends

From 2018 to 2023, jobs declined by 0.7% in 3 Massachusetts Counties from 134,424 to 133,536. This change fell short of the national growth rate of 3.9% by 4.6%.



Timeframe	Jobs
2018	134,424
2019	134,799
2020	120,791
2021	127,940
2022	132,030
2023	133,536
2024	135,774
2025	137,779
2026	139,617
2027	141,313
2028	142,675

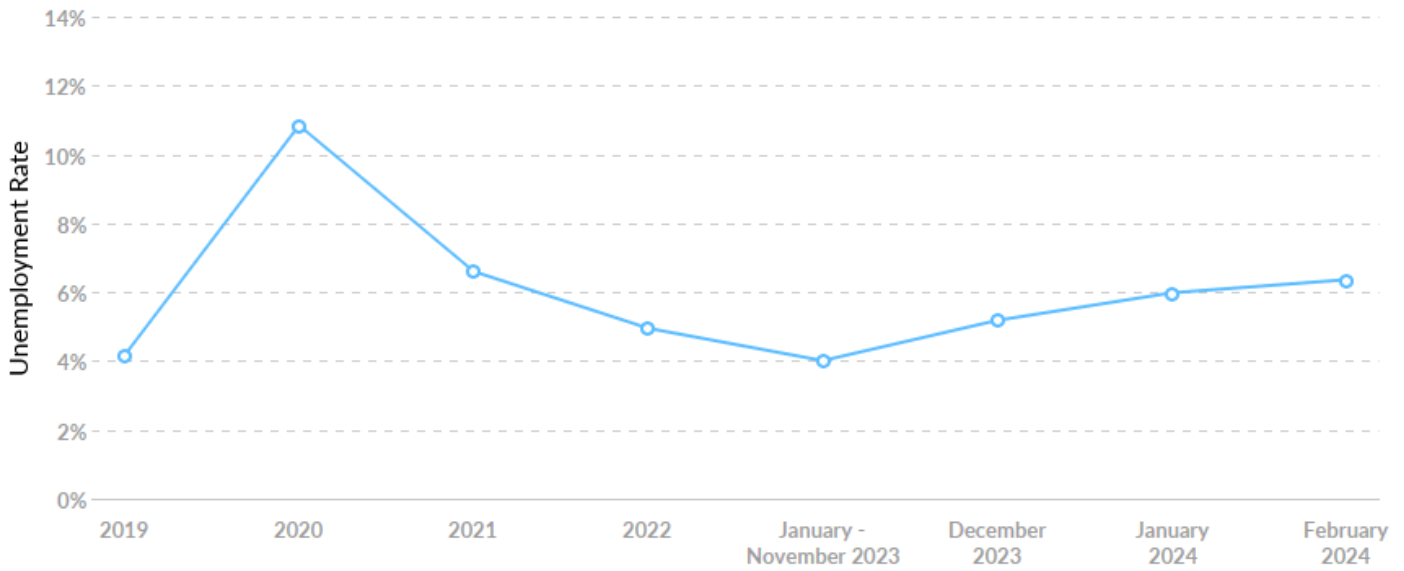
Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2019	64.35%
2020	56.11%
2021	55.94%
2022	55.71%
January - November 2023	54.30%
December 2023	51.79%
January 2024	50.97%
February 2024	50.57%

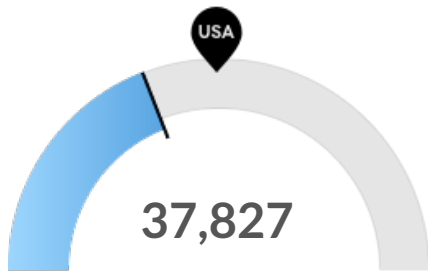
Unemployment Rate Trends

Your areas had a February 2024 unemployment rate of 6.36%, increasing from 4.16% 5 years before.



Timeframe	Unemployment Rate
2019	4.16%
2020	10.84%
2021	6.60%
2022	4.95%
January - November 2023	4.01%
December 2023	5.18%
January 2024	5.98%
February 2024	6.36%

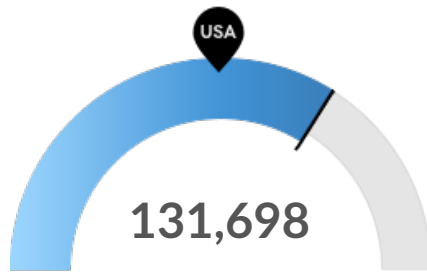
Population Characteristics



37,827

Millennials

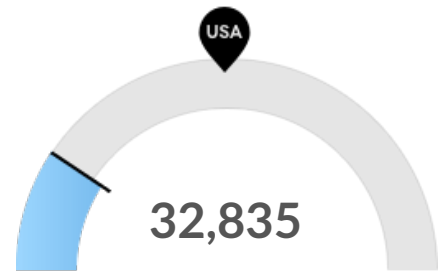
Your area has 37,827 millennials (ages 25-39). The national average for an area this size is 54,442.



131,698

Retiring Soon

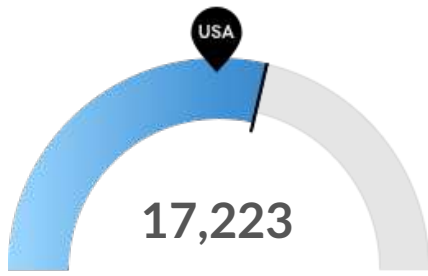
Retirement risk is high in your area. The national average for an area this size is 80,239 people 55 or older, while there are 131,698 here.



32,835

Racial Diversity

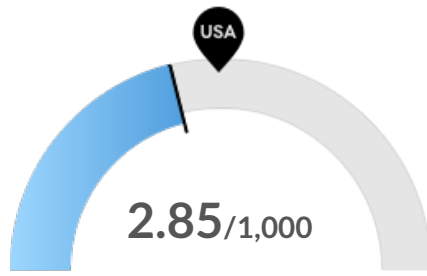
Racial diversity is low in your area. The national average for an area this size is 110,108 racially diverse people, while there are 32,835 here.



17,223

Veterans

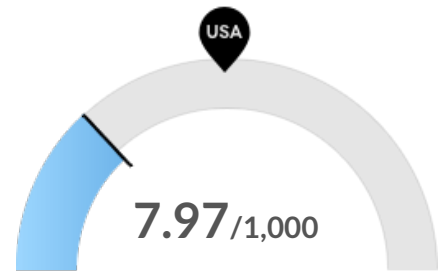
Your area has 17,223 veterans. The national average for an area this size is 14,003.



2.85/1,000

Violent Crime

Your area has 2.85 violent crimes per 1,000 people. The national rate is 3.6 per 1,000 people.



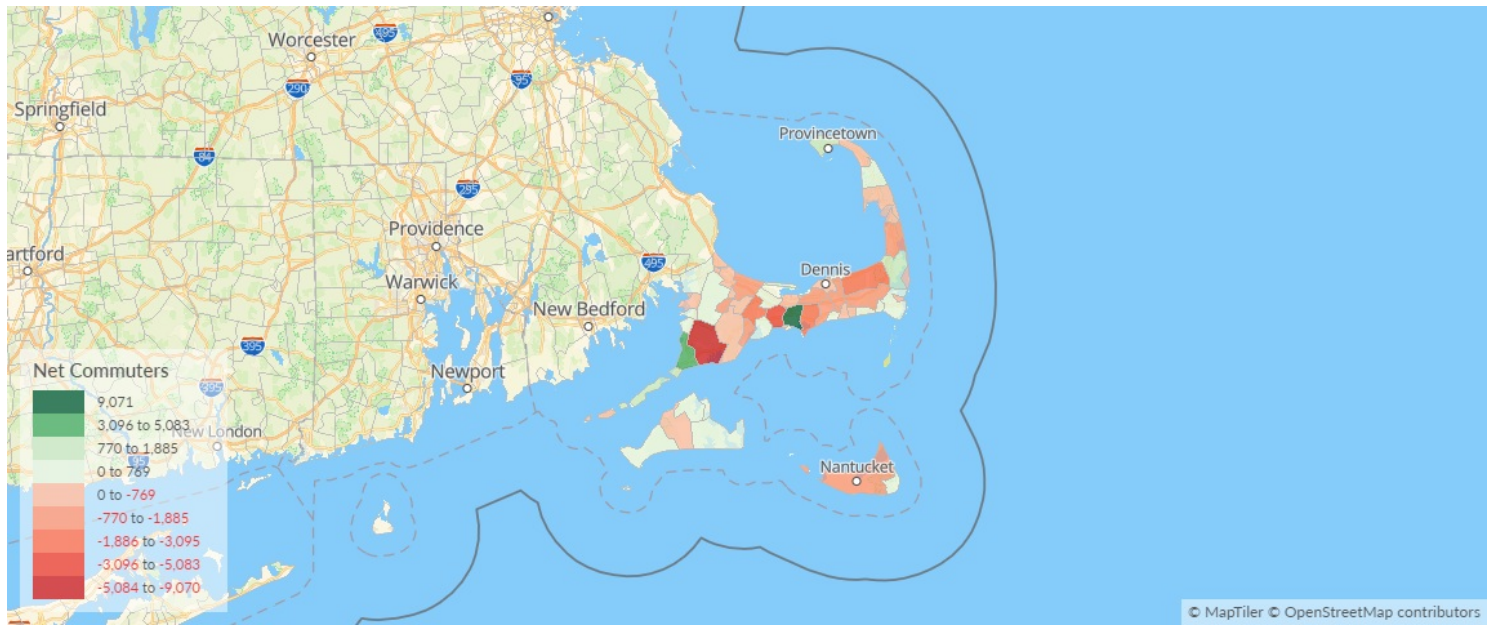
7.97/1,000

Property Crime

Your area has 7.97 property crimes per 1,000 people. The national rate is 18.22 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

ZIP	Name	2023 Employment
2601	Hyannis, MA (in Barnsta...	17,988
2554	Nantucket, MA (in Nant...	9,401
2649	Mashpee, MA (in Barnst...	7,968
2532	Buzzards Bay, MA (in Ba...	7,365
2540	Falmouth, MA (in Barnst...	7,319

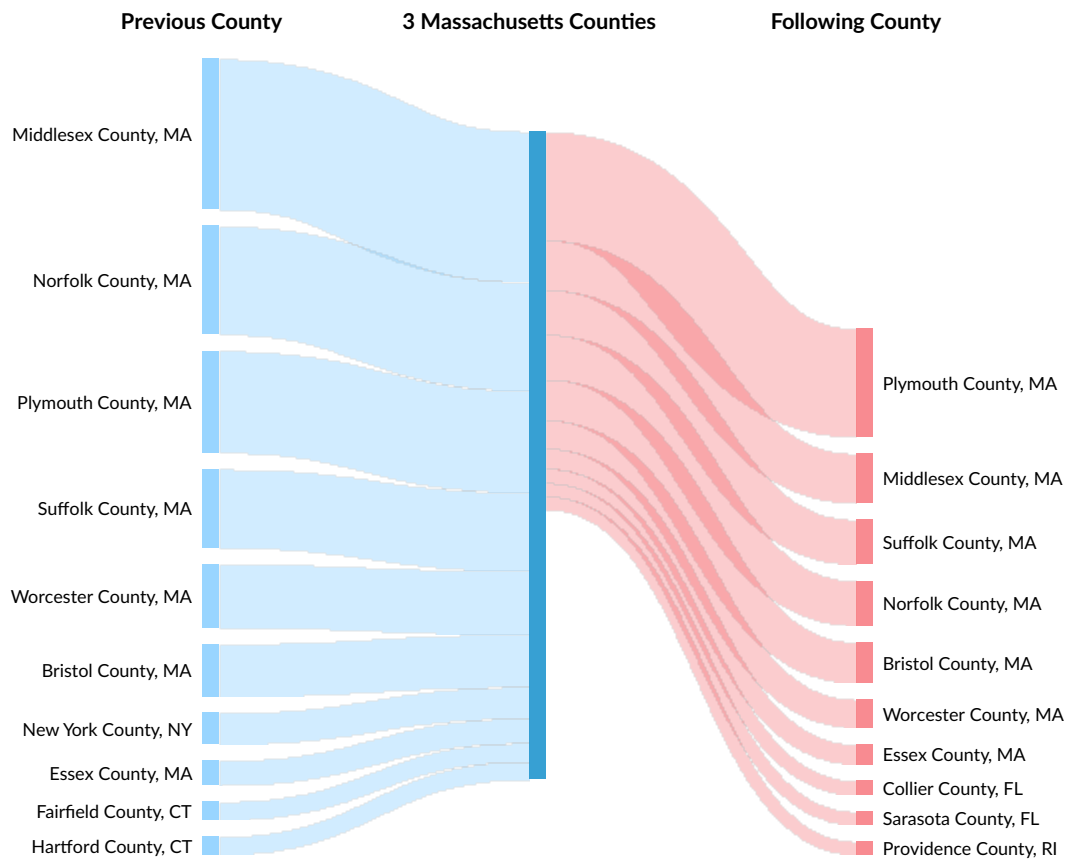
Where Talent Lives

ZIP	Name	2023 Workers
2536	East Falmouth, MA (in B...	10,632
2554	Nantucket, MA (in Nant...	10,390
2601	Hyannis, MA (in Barnsta...	8,917
2649	Mashpee, MA (in Barnst...	8,247
2532	Buzzards Bay, MA (in Ba...	6,834

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 2021, 1,600 people have migrated from Middlesex County, MA to 3 Massachusetts Counties. In the same year, 1,154 people left 3 Massachusetts Counties migrating to Plymouth County, MA. The total Net Migration for 3 Massachusetts Counties in 2021 was 3,531.



Top Previous Counties	Migrations
Middlesex County, MA	1,600
Norfolk County, MA	1,152
Plymouth County, MA	1,081
Suffolk County, MA	835
Worcester County, MA	673

Top Previous Counties	Migrations
Bristol County, MA	558
New York County, NY	333
Essex County, MA	261
Fairfield County, CT	195
Hartford County, CT	193
Providence County, RI	179
Kings County, NY	166
Hampden County, MA	162
Palm Beach County, FL	162
Los Angeles County, CA	159
Top Following Counties	Migrations
Plymouth County, MA	1,154
Middlesex County, MA	527
Suffolk County, MA	476
Norfolk County, MA	475
Bristol County, MA	434
Worcester County, MA	301
Essex County, MA	212
Collier County, FL	153
Sarasota County, FL	143
Providence County, RI	141
New York County, NY	128
Hampden County, MA	120
Palm Beach County, FL	117
Lee County, FL	114

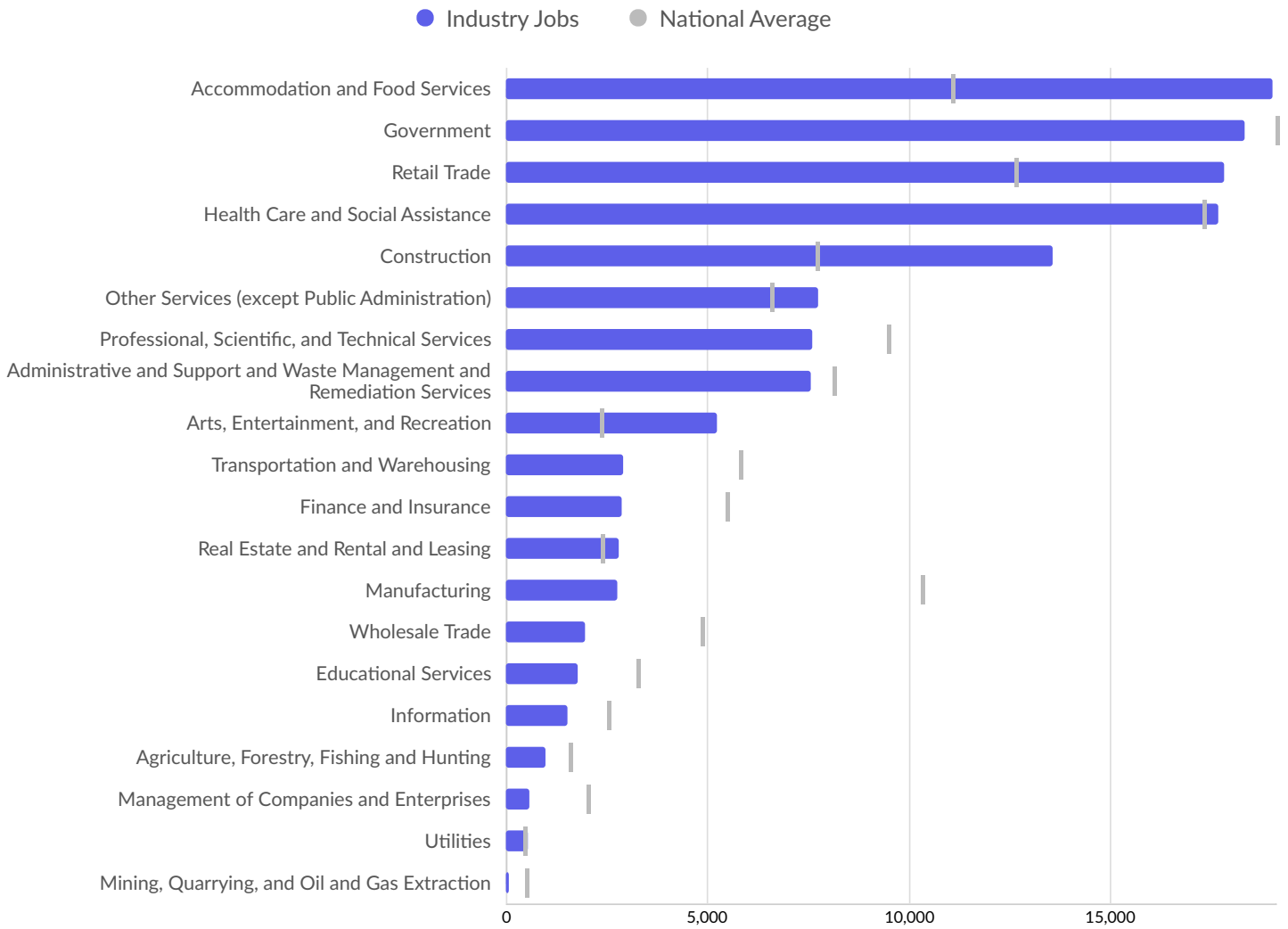
Top Following Counties**Migrations**

Kings County, NY

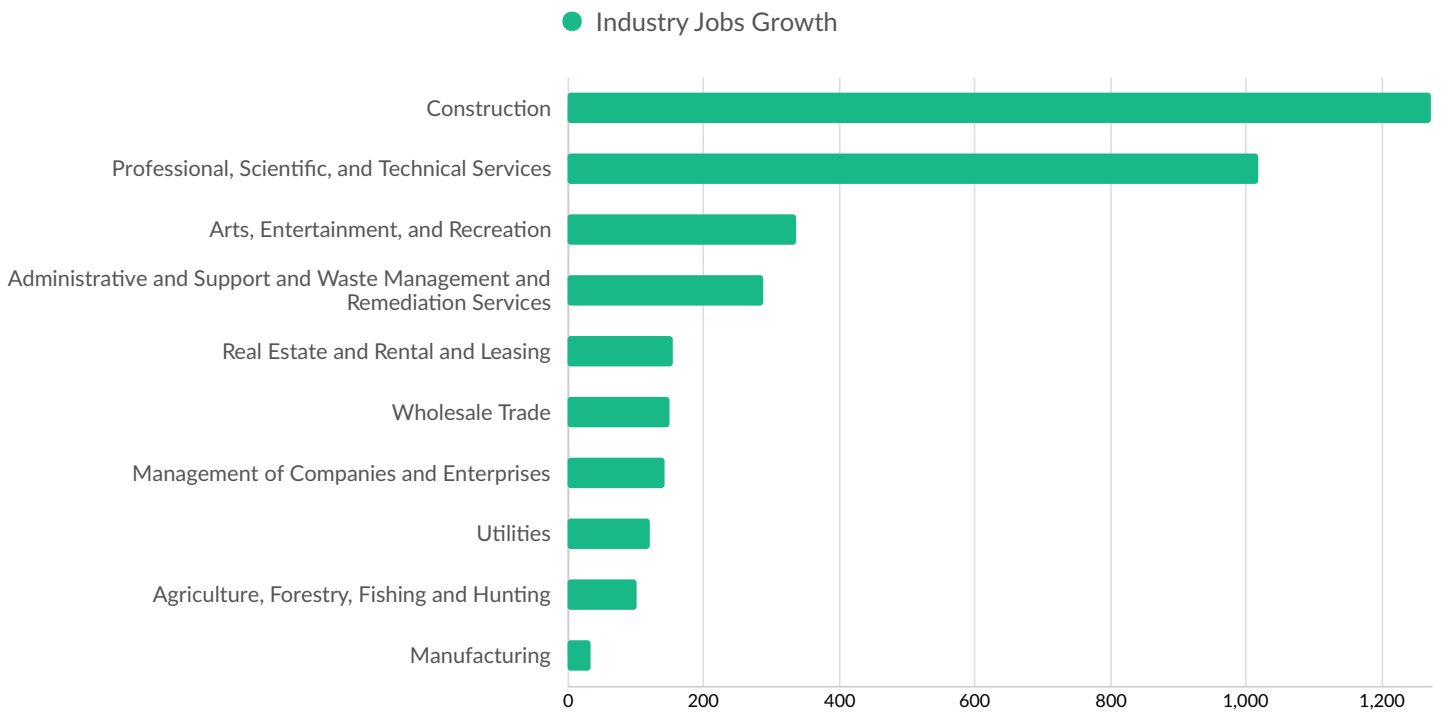
99

Industry Characteristics

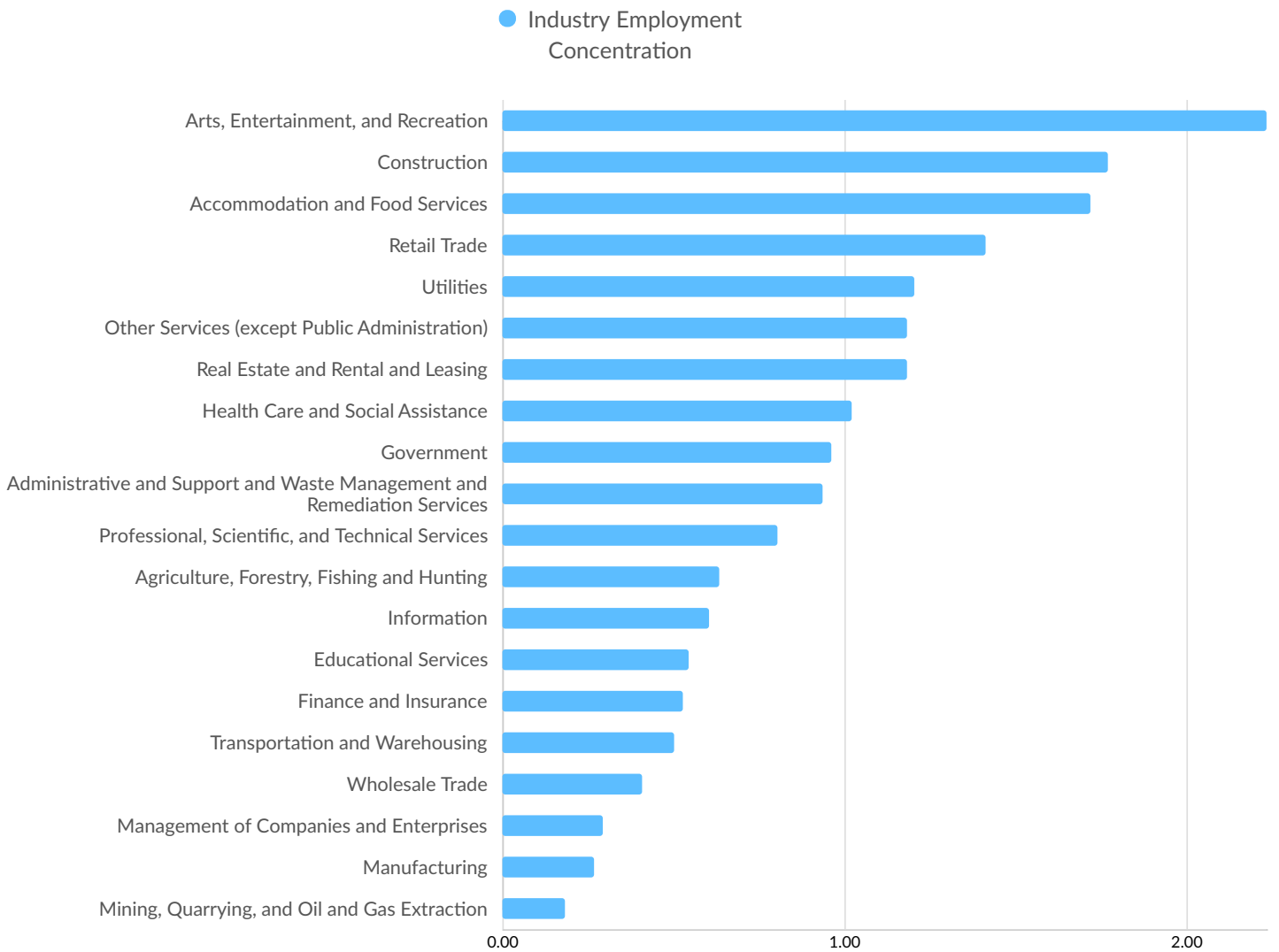
Largest Industries



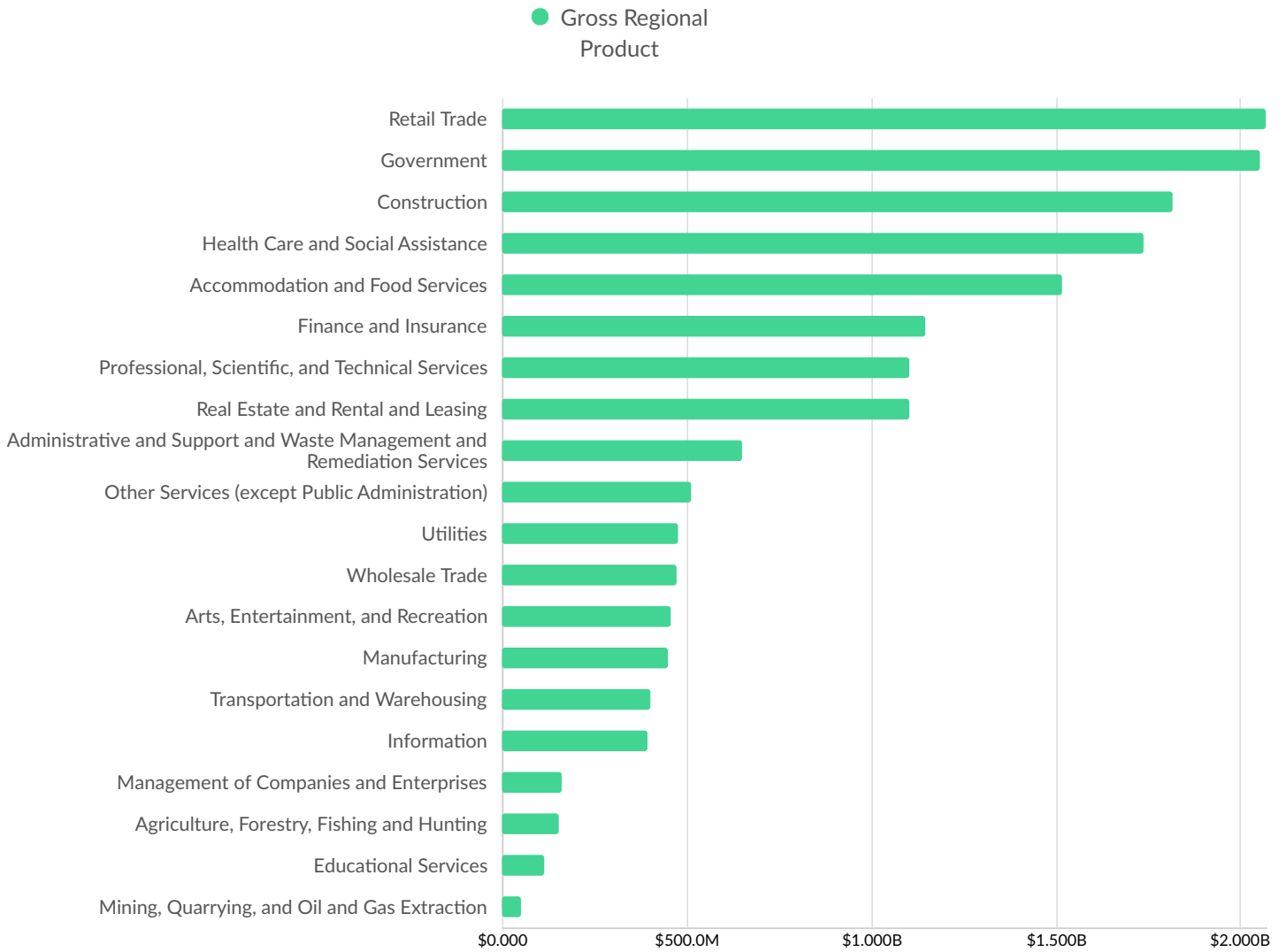
Top Growing Industries



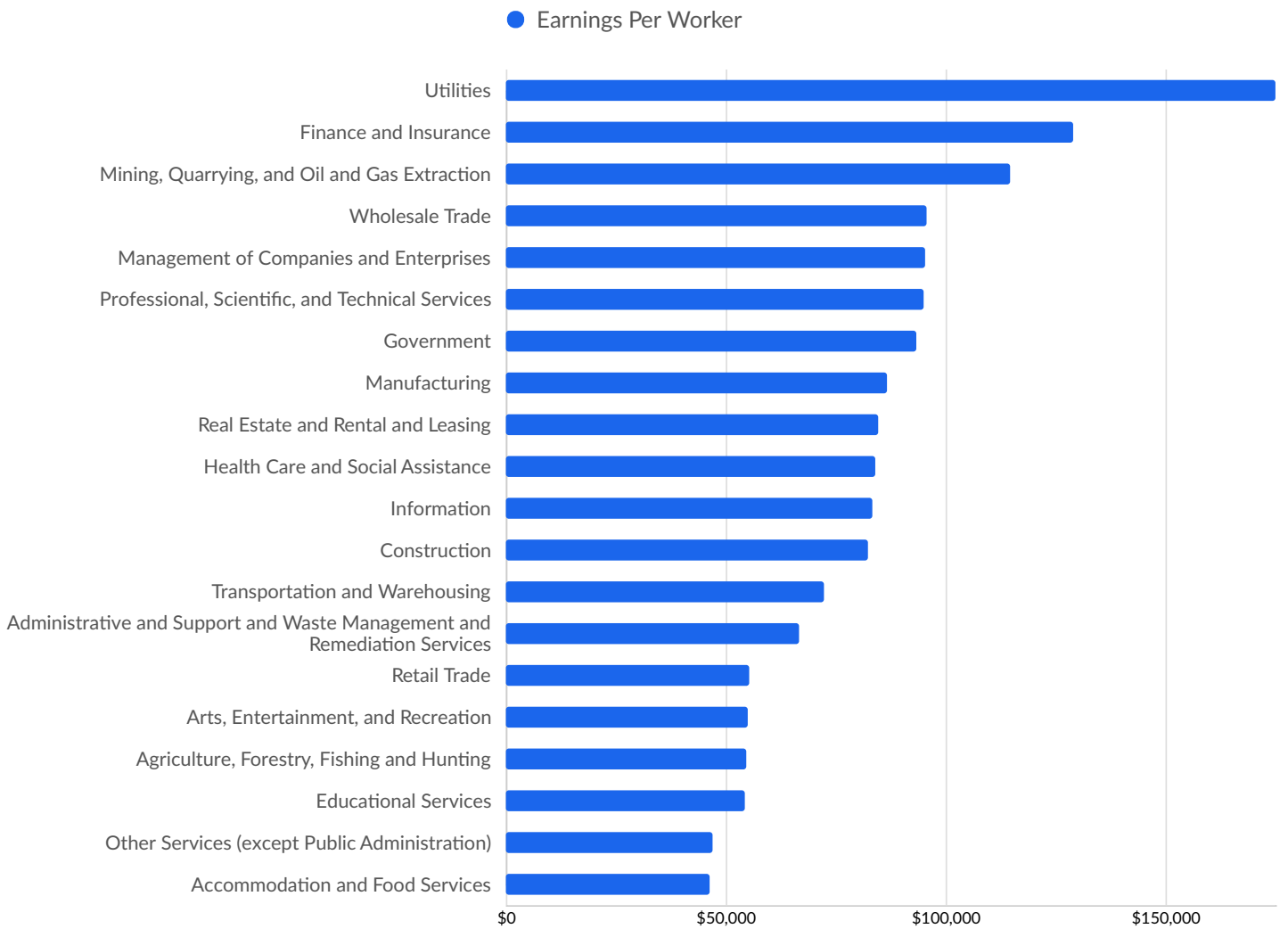
Top Industry Employment Concentration



Top Industry GRP























Top Industry Earnings



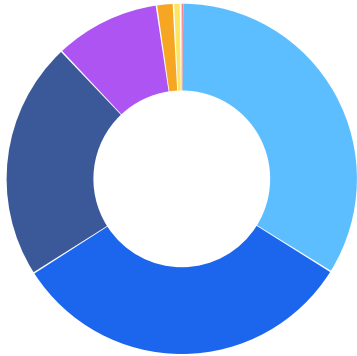
Business Characteristics

31,027 Companies Employ Your Workers

Online profiles for your workers mention 31,027 companies as employers, with the top 10 appearing below. In the last 12 months, 2,394 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Cape Cod Healthcare	1,432 	Cape Cod Healthcare	839 
Woods Hole Oceanographic Inst...	595 	Mass General Brigham	539 
The Cape Cod Five Cents Saving...	392 	Martha's Vineyard Hospital	329 
Stop & Shop	341 	State of Massachusetts	292 
Cape Cod Community College	331 	BAYADA Home Health Care	291 
Town Of Barnstable	317 	Woods Hole Oceanographic Inst...	284 
United States Department of Ho...	254 	AMN Healthcare	260 
William Raveis-Real Estate, Mor...	212 	BJ's Wholesale Club	257 
Commonwealth of Massachusetts	209 	ATX Learning	252 
Falmouth Public Schools	186 	Maplewood Mill Pond	244 

Business Size

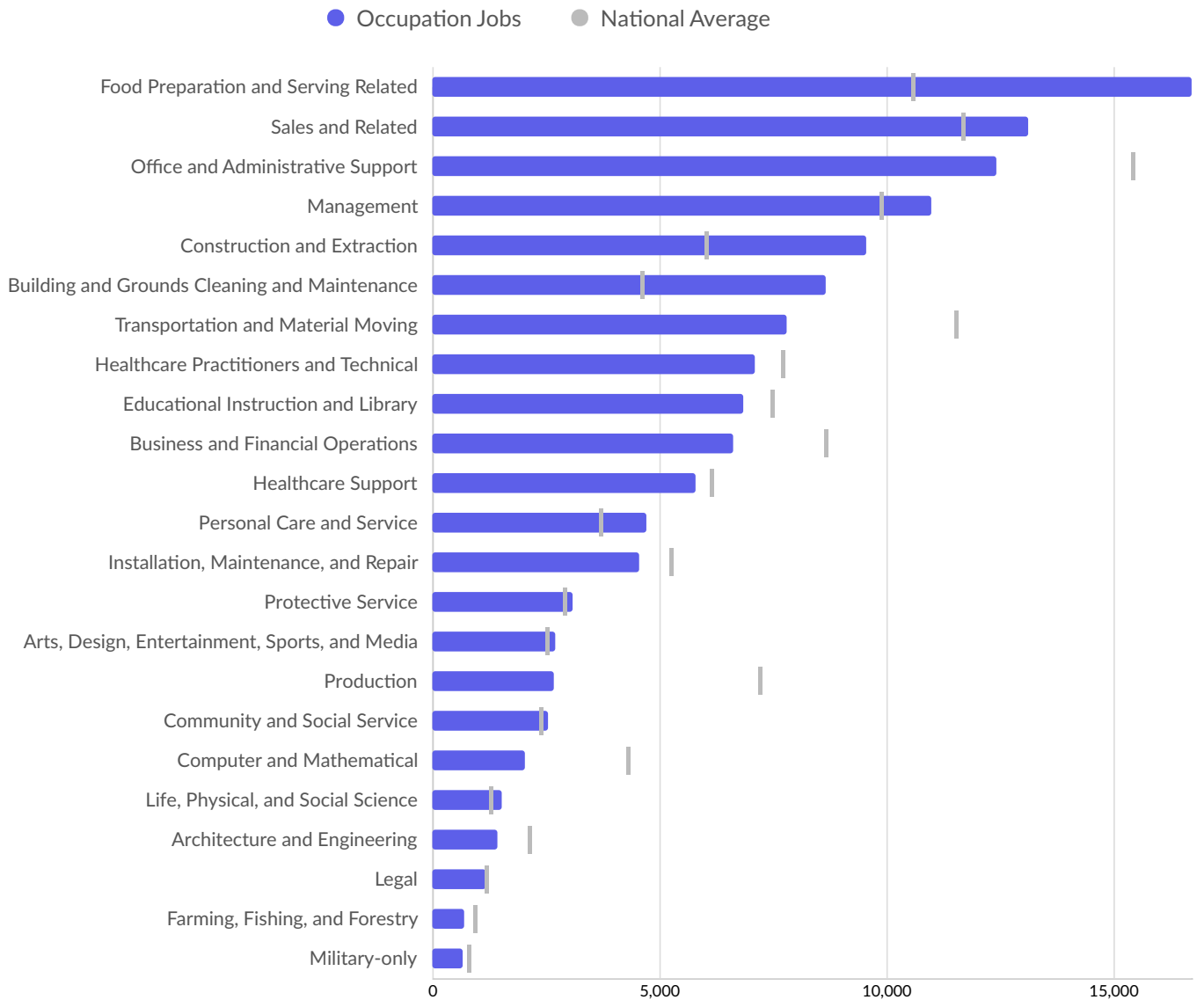


	Percentage	Business Count
● 1 to 4 employees	33.8%	6,111
● 5 to 9 employees	32.1%	5,810
● 10 to 19 employees	22.0%	3,976
● 20 to 49 employees	9.7%	1,758
● 50 to 99 employees	1.6%	281
● 100 to 249 employees	0.6%	116
● 250 to 499 employees	0.1%	24
● 500+ employees	0.1%	10

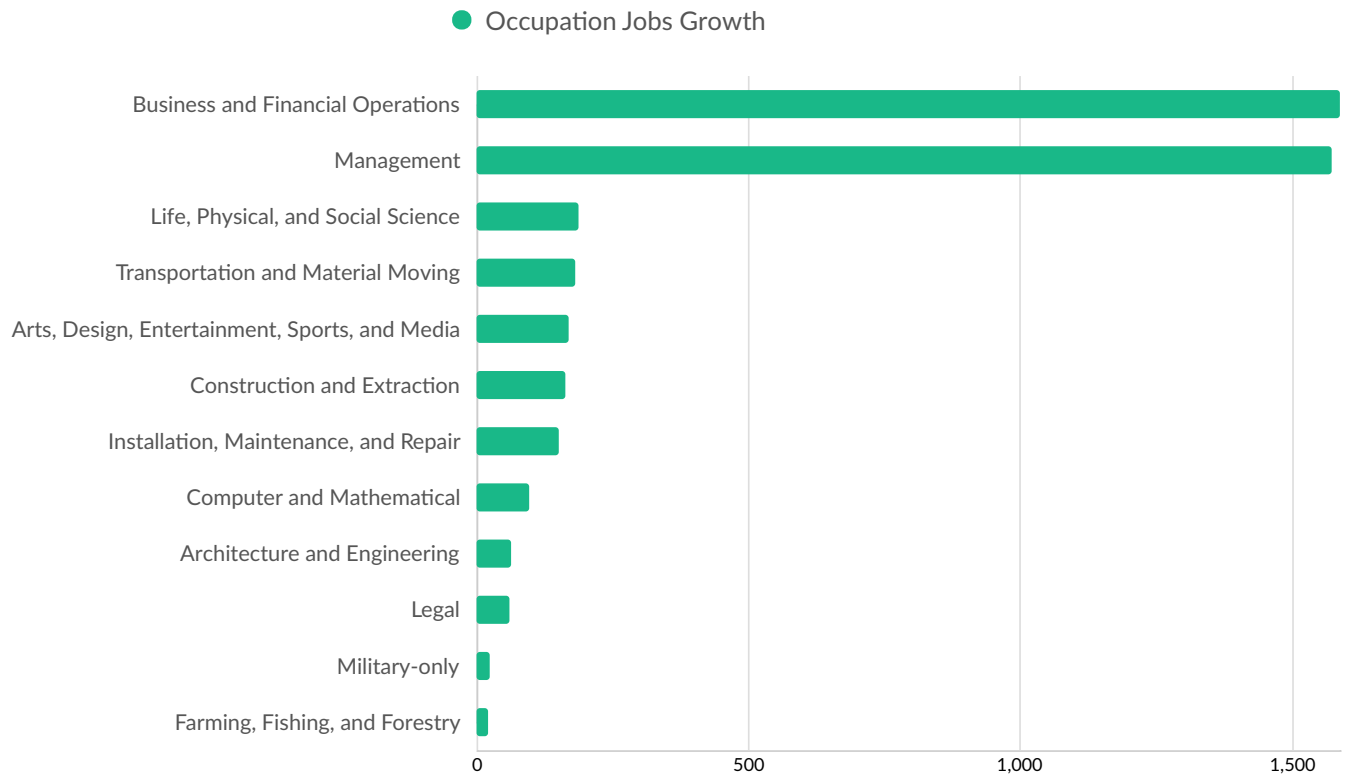
**Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on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

Workforce Characteristics

Largest Occupations



Top Growing Occupations

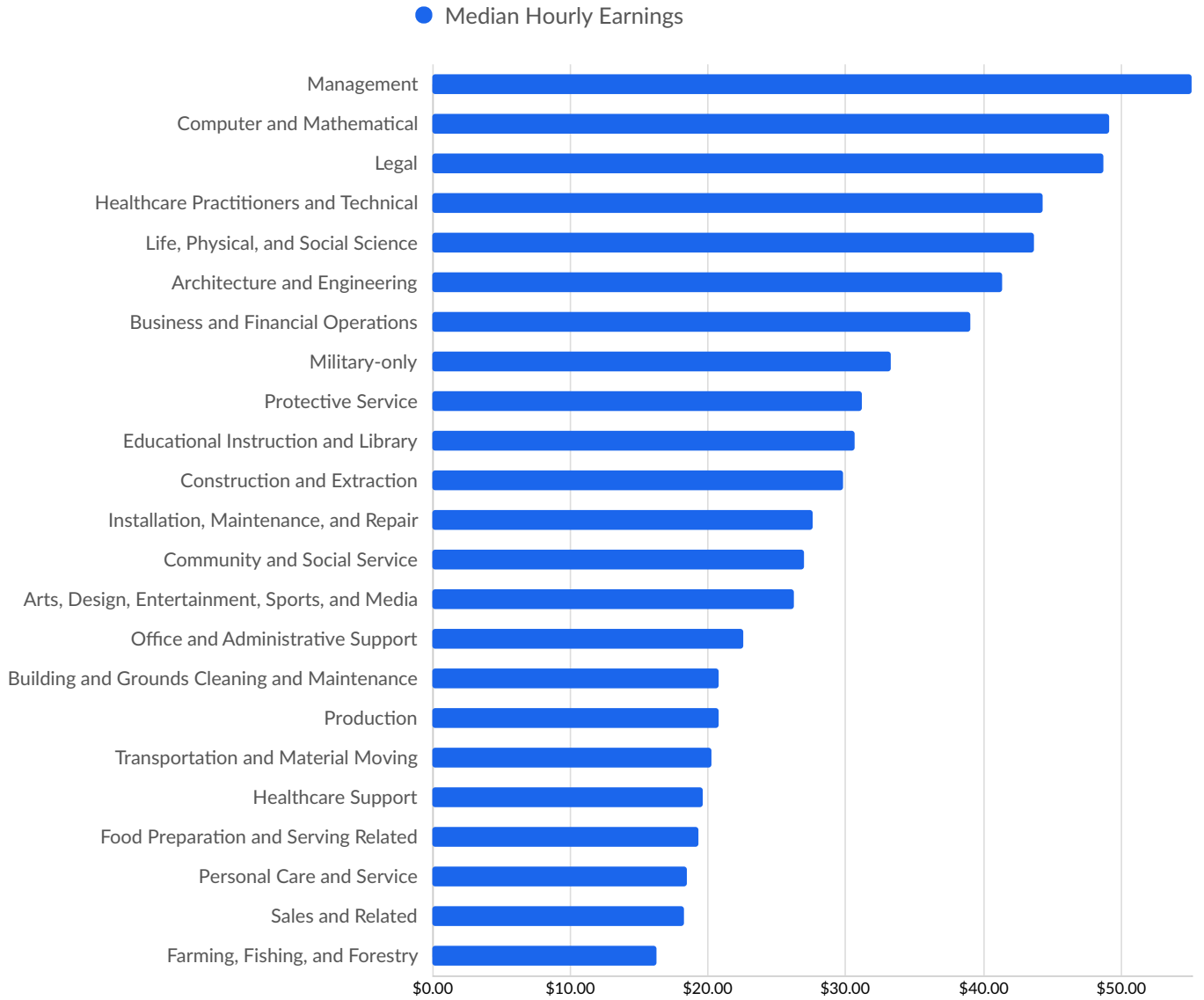


Top Occupation Employment Concentration

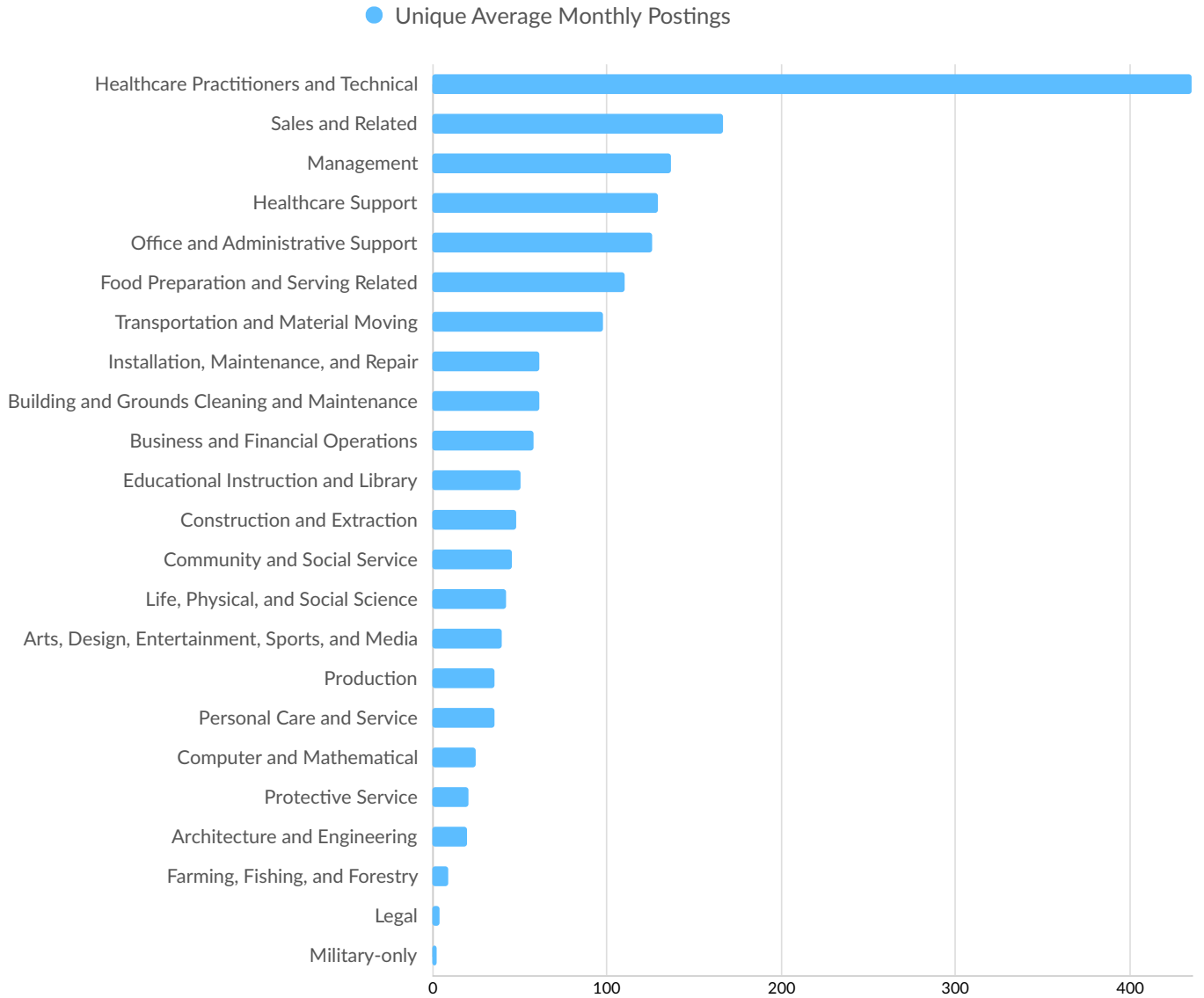
● Occupation Employment Concentration



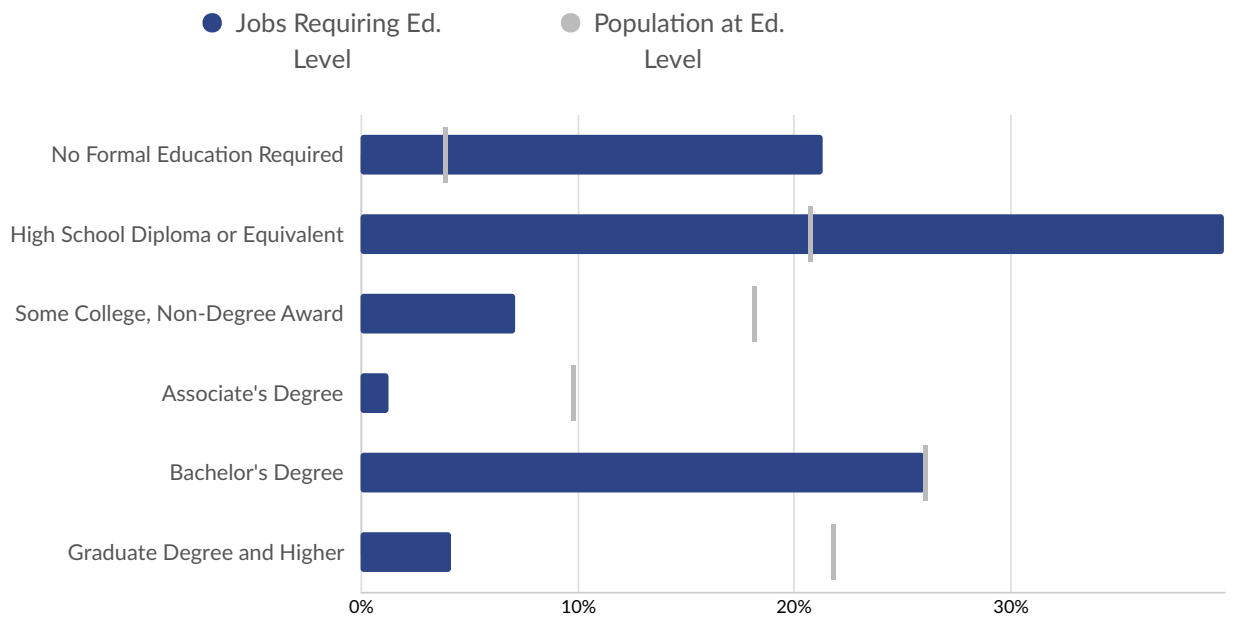
Top Occupation Earnings



Top Posted Occupations






Underemployment



Educational Pipeline

In 2022, there were 901 graduates in 3 Massachusetts Counties. This pipeline has shrunk by 11% over the last 4 years. The highest share of these graduates come from "General Studies" (Associate's), "Naval Architecture and Marine Engineering" (Bachelor's), and "Registered Nursing/Registered Nurse" (Associate's).

School	Total Graduates (2022)	Graduate Trend (2019 - 2022)
Cape Cod Community College	487	
Massachusetts Maritime Academy	367	
Upper Cape Cod Regional Technical School	47	

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

In-Demand Skills

