

Job Posting Analytics

Emsi Q2 2022 Data Set

June 2022

MassHire Hampden County Workforce Board



1441 Main Street Suite 133
Springfield, Massachusetts 01103
413.755.1361

Parameters

Timeframe: May 2021 - May 2022

Regions:

Code	Description
25013	Hampden County, MA

Minimum Experience Required: Any

Education Level: Any

Keyword Search:

Posting Type: Newly Posted

Job Postings Summary

81,265

Unique Postings (May 2021 - May 2022)
240,520 Total Postings

3 : 1

Posting Intensity (May 2021 - May 2022)



There were 240,520 total job postings for your selection from May 2021 to May 2022, of which 81,265 were unique. These numbers give us a Posting Intensity of 3-to-1, meaning that for every 3 postings there is 1 unique job posting.

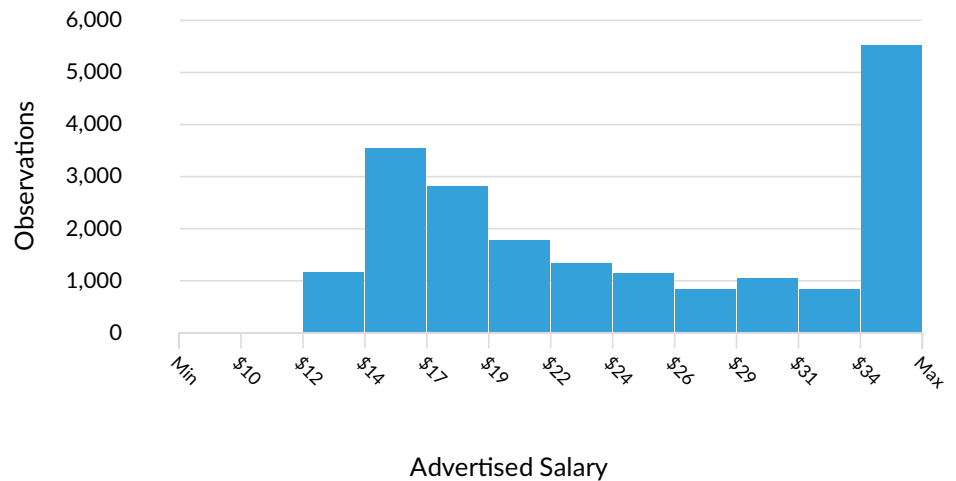
This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

Advertised Salary

There are 19,823 advertised salary observations (24% of the 81,265 matching postings).

\$22.58/hr

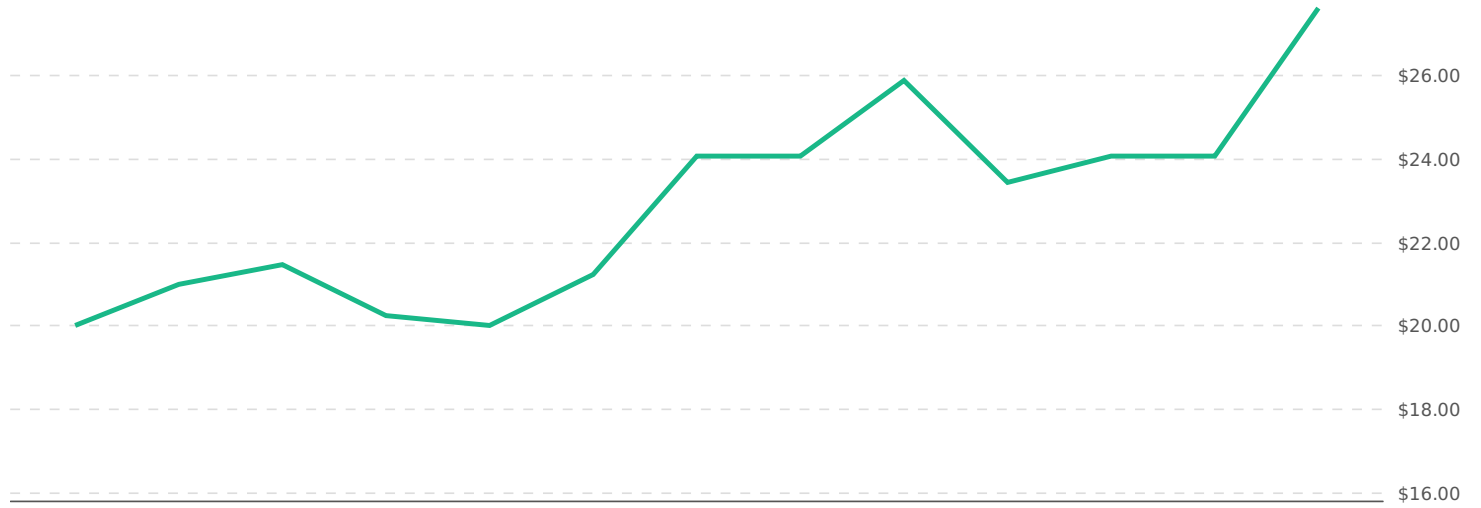
Median Advertised Salary



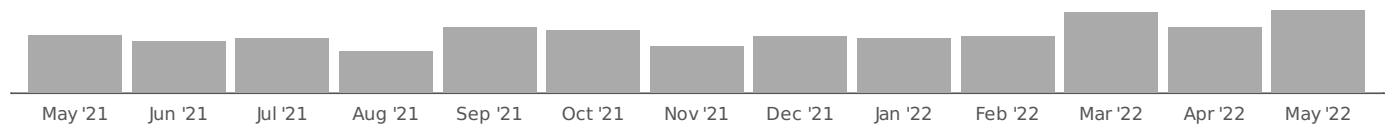
Advertised Wage Trend

▲ **38.2%** May 2021 - May 2022

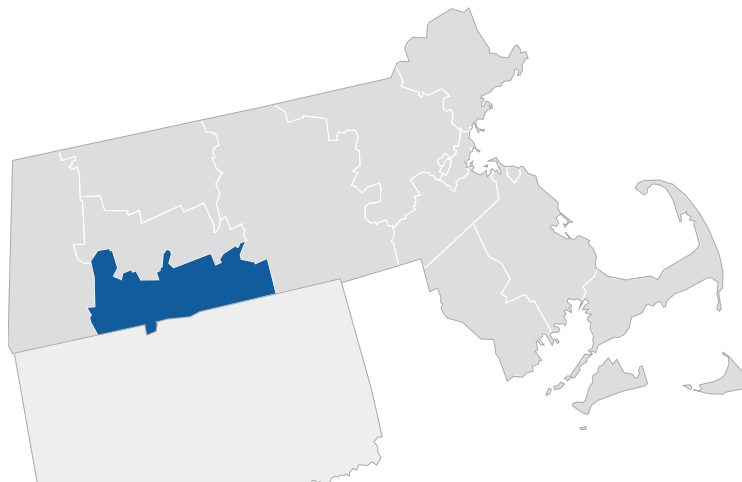
\$22.58 Median



19,823 Job Postings



Job Postings Regional Breakdown



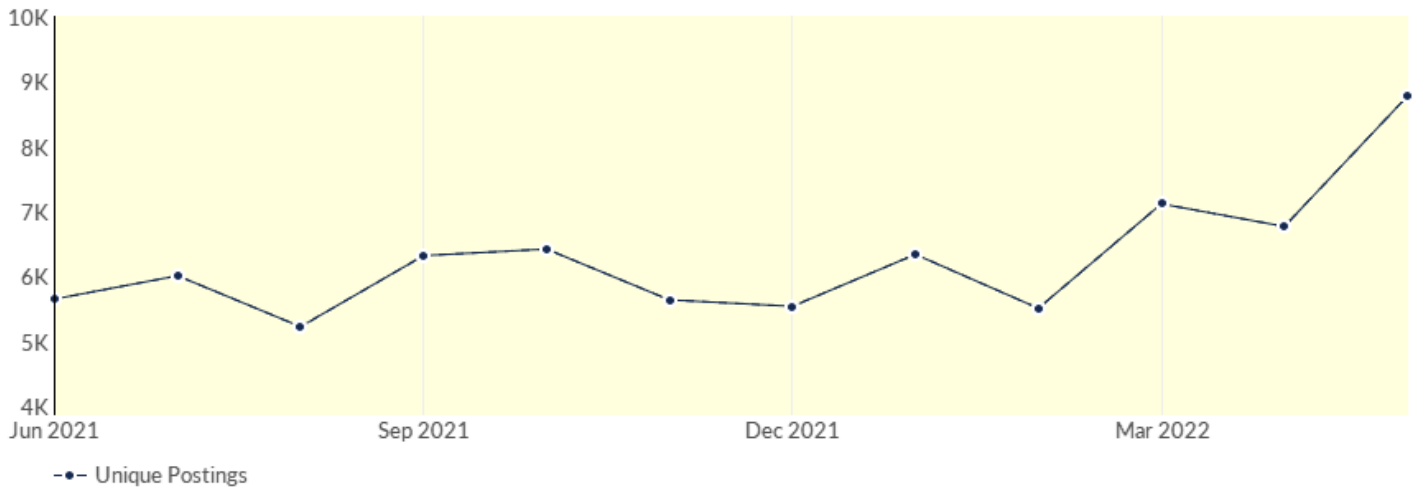
County

Unique Postings (May 2021 - May 2022)

Hampden County, MA

81,265

Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2022	8,773	2 : 1
Apr 2022	6,767	3 : 1
Mar 2022	7,116	3 : 1
Feb 2022	5,507	3 : 1
Jan 2022	6,337	3 : 1
Dec 2021	5,537	3 : 1
Nov 2021	5,636	3 : 1
Oct 2021	6,419	3 : 1
Sep 2021	6,318	3 : 1
Aug 2021	5,223	3 : 1
Jul 2021	6,008	4 : 1
Jun 2021	5,649	3 : 1

Education and Experience Breakdown





















Education Level	Unique Postings	% of Total
No Education Listed	34,824	43%
High school or GED	21,126	26%
Associate's degree	8,495	10%
Bachelor's degree	19,477	24%
Master's degree	7,284	9%
Ph.D. or professional degree	2,054	3%

Minimum Experience	Unique Postings	% of Total
No Experience Listed	46,986	58%
0 - 1 Years	13,545	17%
2 - 3 Years	13,364	16%
4 - 6 Years	5,350	7%
7 - 9 Years	1,239	2%
10+ Years	781	1%

Top Companies Posting

	Total/Unique (May 2021 - May 2022)	Posting Intensity	Unique Postings Trend (May 2021 - May 2022)
Baystate Health	8,486 / 3,534	2 : 1	
Amazon	5,740 / 1,710	3 : 1	
Behavioral Health Network	30,566 / 1,120	27 : 1	
Trinity Health	3,360 / 970	3 : 1	
Springfield Public Schools	2,574 / 884	3 : 1	
MassMutual	2,352 / 842	3 : 1	
Holyoke Medical Center	2,292 / 740	3 : 1	
Robert Half	751 / 469	2 : 1	
MGM Resorts International	1,086 / 431	3 : 1	
GPAC	1,036 / 423	2 : 1	
National Grid	620 / 395	2 : 1	
CVS Health	1,298 / 390	3 : 1	
Gandara Mental Health Center	1,723 / 390	4 : 1	
Center For Human Development	598 / 367	2 : 1	
Genesis Healthcare	3,472 / 356	10 : 1	
City Of Springfield	1,197 / 338	4 : 1	
UnitedHealth Group	1,195 / 330	4 : 1	
Capital One	635 / 307	2 : 1	
Trinity Health Of New England	1,359 / 305	4 : 1	
CTG	335 / 293	1 : 1	









































Top Cities Posting

City	Total/Unique (May 2021 - May 2022)	Posting Intensity	Unique Postings Trend (May 2021 - May 2022)
Springfield, MA	122,134 / 35,928	3 : 1 	
Holyoke, MA	24,420 / 9,165	3 : 1 	
Chicopee, MA	19,848 / 7,177	3 : 1 	
West Springfield, MA	15,387 / 6,032	3 : 1 	
Westfield, MA	17,557 / 5,997	3 : 1 	
Agawam, MA	12,916 / 3,872	3 : 1 	
East Longmeadow, MA	6,336 / 2,753	2 : 1 	
Longmeadow, MA	4,340 / 1,834	2 : 1 	
Wilbraham, MA	3,382 / 1,591	2 : 1 	
Palmer, MA	3,357 / 1,530	2 : 1 	









































Top Posted Occupations

	Total/Unique (May 2021 - May 2022)	Posting Intensity	Unique Postings Trend (May 2021 - May 2022)
Registered Nurses	21,458 / 5,970	4 : 1	
Laborers and Freight, Stock, and Material Movers, Hand	6,811 / 2,054	3 : 1	
Heavy and Tractor-Trailer Truck Drivers	5,505 / 2,030	3 : 1	
Retail Salespersons	5,768 / 1,813	3 : 1	
Medical and Health Services Managers	6,541 / 1,562	4 : 1	
First-Line Supervisors of Retail Sales Workers	4,372 / 1,476	3 : 1	
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,783 / 1,435	3 : 1	
Licensed Practical and Licensed Vocational Nurses	5,302 / 1,343	4 : 1	
Customer Service Representatives	3,869 / 1,187	3 : 1	
Home Health and Personal Care Aides	2,838 / 1,130	3 : 1	
Nursing Assistants	4,456 / 1,079	4 : 1	
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	3,287 / 1,071	3 : 1	
Stockers and Order Fillers	3,412 / 1,060	3 : 1	
Fast Food and Counter Workers	3,030 / 1,016	3 : 1	
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	4,592 / 1,013	5 : 1	
Teaching Assistants, Except Postsecondary	2,895 / 1,007	3 : 1	
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,354 / 956	4 : 1	
Middle School Teachers, Except Special and Career/Technical Education	1,727 / 920	2 : 1	
Maintenance and Repair Workers, General	2,474 / 889	3 : 1	
Software Developers and Software Quality Assurance Analysts and Testers	1,754 / 883	2 : 1	

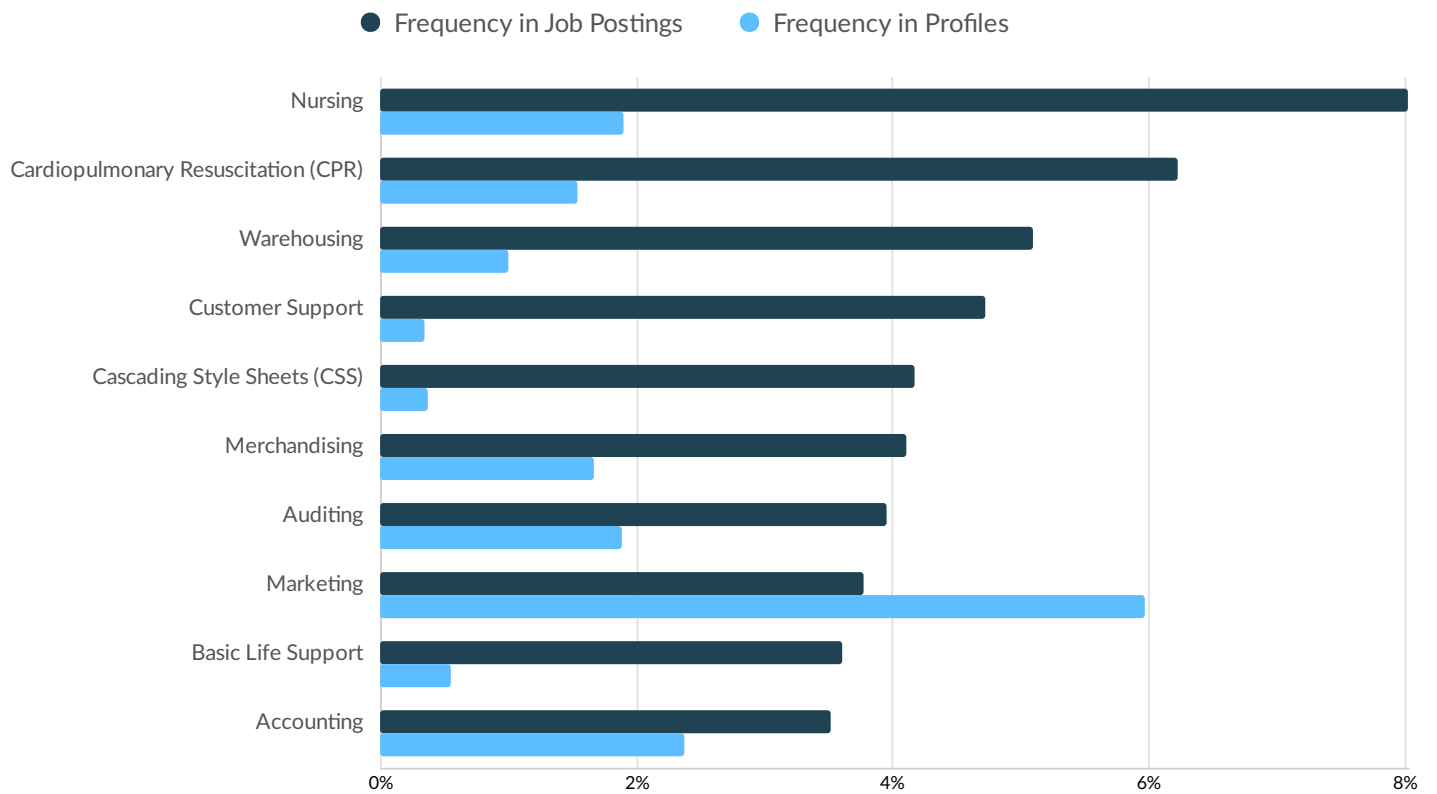
Top Posted Job Titles

	Total/Unique (May 2021 - May 2022)	Posting Intensity	Unique Postings Trend (May 2021 - May 2022)
Registered Nurses	3,273 / 702	5 : 1 	
Licensed Practical Nurses	2,975 / 596	5 : 1 	
CDL-A Truck Drivers	1,205 / 479	3 : 1 	
Machine Operators	1,065 / 369	3 : 1 	
Warehouse Workers	937 / 348	3 : 1 	
Administrative Assistants	720 / 341	2 : 1 	
Customer Service Representatives	1,180 / 323	4 : 1 	
Certified Nursing Assistants	1,547 / 303	5 : 1 	
Speech Language Pathologists	827 / 302	3 : 1 	
Medical Assistants	1,063 / 301	4 : 1 	
Delivery Drivers	861 / 295	3 : 1 	
Warehouse Team Members	861 / 265	3 : 1 	
Dishwashers	580 / 235	2 : 1 	
Retail Sales Associates	704 / 226	3 : 1 	
Assistant Store Managers	984 / 217	5 : 1 	
Maintenance Technicians	537 / 216	2 : 1 	
Paraprofessionals	496 / 213	2 : 1 	
Local CDL-A Truck Drivers	579 / 198	3 : 1 	
Receptionists	685 / 195	4 : 1 	
Warehouse Associates	554 / 190	3 : 1 	

Top Industries

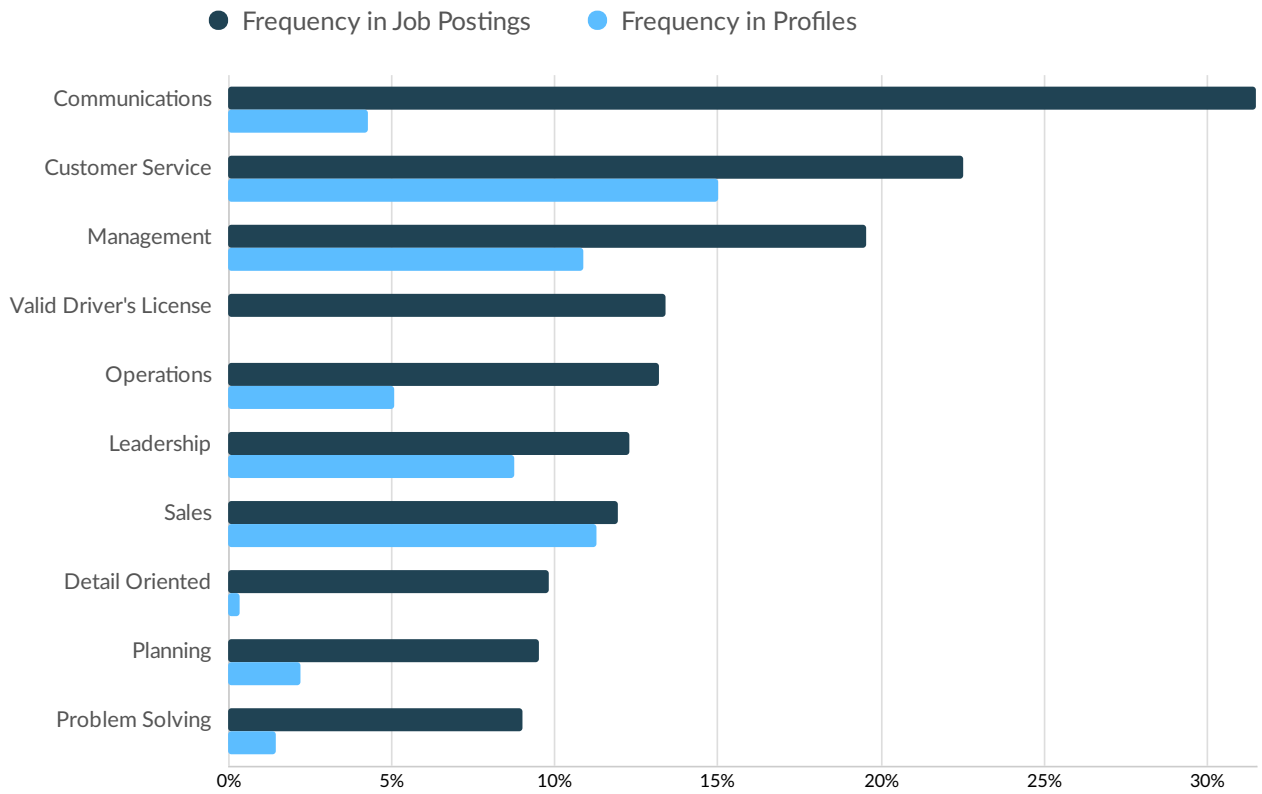
	Total/Unique (May 2021 - May 2022)	Posting Intensity	Unique Postings Trend (May 2021 - May 2022)
General Medical and Surgical Hospitals	10,469 / 4,339	2 : 1 	
Temporary Help Services	8,180 / 3,087	3 : 1 	
Elementary and Secondary Schools	6,579 / 2,916	2 : 1 	
Employment Placement Agencies	5,463 / 2,122	3 : 1 	
Electronic Shopping and Mail-Order Houses	5,757 / 1,719	3 : 1 	
Offices of Mental Health Practitioners (except Physicians)	5,490 / 1,534	4 : 1 	
Nursing Care Facilities (Skilled Nursing Facilities)	6,246 / 1,387	5 : 1 	
Residential Mental Health and Substance Abuse Facilities	30,823 / 1,306	24 : 1 	
Colleges, Universities, and Professional Schools	2,460 / 1,171	2 : 1 	
Insurance Agencies and Brokerages	2,955 / 1,085	3 : 1 	
Offices of Physicians (except Mental Health Specialists)	2,804 / 1,007	3 : 1 	
Home Health Care Services	2,413 / 819	3 : 1 	
Commercial Banking	1,732 / 748	2 : 1 	
Pharmacies and Drug Stores	2,695 / 706	4 : 1 	
Limited-Service Restaurants	2,573 / 689	4 : 1 	
Full-Service Restaurants	1,586 / 665	2 : 1 	
Vocational Rehabilitation Services	1,300 / 644	2 : 1 	
Automotive Parts and Accessories Stores	2,317 / 585	4 : 1 	
Junior Colleges	1,259 / 571	2 : 1 	
All Other Business Support Services	2,009 / 545	4 : 1 	

Top Specialized Skills



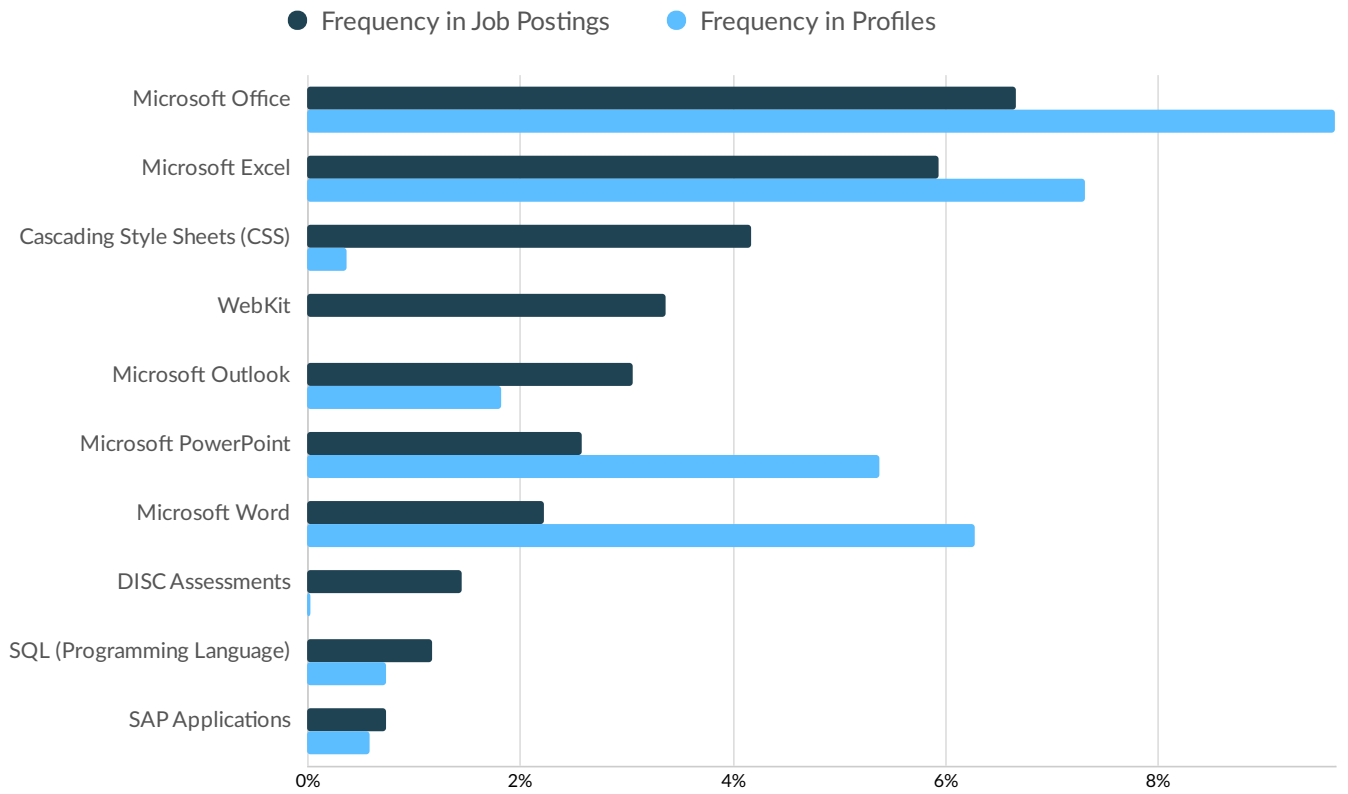
	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	6,526	8%	3,133	2%
Cardiopulmonary Resuscitation (CPR)	5,064	6%	2,534	2%
Warehousing	4,150	5%	1,647	1%
Customer Support	3,840	5%	577	0%
Cascading Style Sheets (CSS)	3,394	4%	613	0%
Merchandising	3,345	4%	2,753	2%
Auditing	3,217	4%	3,105	2%
Marketing	3,065	4%	9,843	6%
Basic Life Support	2,936	4%	917	1%
Accounting	2,865	4%	3,914	2%

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	25,611	32%	7,081	4%
Customer Service	18,302	23%	24,746	15%
Management	15,884	20%	17,960	11%
Valid Driver's License	10,905	13%	14	0%
Operations	10,730	13%	8,380	5%
Leadership	10,001	12%	14,477	9%
Sales	9,694	12%	18,603	11%
Detail Oriented	7,975	10%	589	0%
Planning	7,746	10%	3,686	2%
Problem Solving	7,319	9%	2,374	1%

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Office	5,418	7%	15,906	10%
Microsoft Excel	4,829	6%	12,045	7%
Cascading Style Sheets (CSS)	3,392	4%	613	0%
WebKit	2,738	3%	0	0%
Microsoft Outlook	2,483	3%	3,005	2%
Microsoft PowerPoint	2,104	3%	8,856	5%
Microsoft Word	1,812	2%	10,324	6%
DISC Assessments	1,187	1%	41	0%
SQL (Programming Language)	957	1%	1,209	1%
SAP Applications	601	1%	966	1%

Top Qualifications

	Postings with Qualification
Associate Degree In Nursing	387
Automotive Service Excellence (ASE) Certification	369
Bachelor Of Science in Nursing (BSN)	1,127
Certified Nursing Assistant	1,469
Commercial Driver's License (CDL)	1,493
Diploma In Nursing	690
Licensed Clinical Social Worker (LCSW)	466
Licensed Independent Clinical Social Worker	849
Licensed Practical Nurse	1,992
Nurse Practitioner	651

Appendix A

Top Posting Sources

Website	Postings on Website (May 2021 - May 2022)
indeed.com	30,818
dejobs.org	14,228
careerbuilder.com	13,486
schoolspring.com	5,339
myworkdayjobs.com	3,673
careerarc.com	3,540
ziprecruiter.com	3,466
mass.gov	3,198
craigslist.org	3,146
disabledperson.com	2,843
monster.com	1,552
worcesterrecruiter.com	1,512
arkansasjobboard.com	1,461
recruitenetworks.com	1,376
simplyhired.com	1,333
icims.com	1,109
snagajob.com	1,077
ultipro.com	856
adp.com	836
healthcaresource.com	674
careerjet.com	665
brassring.com	634
taleo.net	543
dice.com	502
interviewexchange.com	484

Appendix B

Sample Postings

Chaplain (Hospice)	
Link to Live Job Posting: www.indeed.com	
Location: West Springfield, MA	O*NET: 21-2011.00
Company: Brookhaven Hospice	Job Title: Hospice Chaplains
<p>Chaplain (Hospice) Brookhaven Hospice West Springfield, MA, USA Brookhaven Hospice is GROWING! We are looking for a PRN Chaplain to provide spiritual care in and around the Springfield Area! As a member of the Interdisciplinary Team (IDT), our Chaplains are responsible for providing spiritual counseling and emotional support to the active and bereaved patient and/or family. Our Chaplains are committed to the philosophy, goals, and objectives of the hospice concept. Chaplains are responsible for implementing and coordinating all activities relating to the spiritual aspect of the hospice program (the spiritual component of the IDT) consistent with agency policies and procedures. Brookhaven Hospice is a premier provider of end-of-life care. Our family of hospices provide quality care through our mission-oriented and patient-centric services. We are growing rapidly and are looking for skilled individuals to join us in our journey. We offer excellent compensation and an industry leading benefits package that includes: Health, Dental, & Vision Insurance Company matching 401(k)</p> <p>GENEROUS</p> <p>time-off package (20 days PTO & 9 Holidays) Tuition Reimbursement & Certification Assistance Wellness & Discount Programs Cell Phone, Mileage, & Gym Membership Reimbursement If you are looking for a career with a purpose and a supportive team culture, then this is the position for you! Assesses the spiritual status of patients and families/caregivers related to the patient's terminal illness and environment. Communicates these findings to the RN Case Manager and interdisciplinary group. Provides direct spiritual care for all faiths/non-faiths to patients and families/caregivers in a holistic manner as requested. Maintains regular communication with the Program Director to review clients and help with managing spiritual care needs. This may include unusual or potentially problematic client issues. Initiates communication with hospice staff members and other facilities as needed to coordinate optimal care and use of resources for patient/family members. Monitors and maintains documentation of clinical records to ensure compliance with regulatory standards of timeliness, accuracy and completeness via electronic record so that problems, actions, and goals are accurately and clearly stated and changes are reflected as they occur. Graduate of accredited seminary or school of theology, or appropriate certification in pastoral ministry. Minimum one (1) year experience as a healthcare pastor/chaplain. One (1) year of hospice experience preferred but not required. Must have ability to handle stress associated with ministering to patients/residents and their loved ones who experience pain, suffering, death and grief. Must be computer proficient in typing and various programs, including background in EMR. Possesses and maintains CPR certification. CMS requires that all patient-facing staff, as well as those that are in contact with patient-facing staff, be fully vaccinated, or have a documented religious or medical exemption. This important rule is required for all healthcare organizations that receive federal funds through Medicare or Medicaid.</p> <p>Report Job Posted date: 13 hours ago Apply Now</p>	

Physician Assistant - Headache Medicine - West Hartford

Link to Live Job Posting: www.arkansasjobboard.com

Location: Southwick, MA

O*NET: 29-1071.00

Company: Hartford HealthCare

Job Title: Internal Medicine Physician Assistants

Show me jobs like this one

Job Ref:

1609482944

Employer:

Network Company Name:

Hartford HealthCare

Industry:

Healthcare other

Job Type:

Full Time

State:

Massachusetts

City:

Southwick

Zip Code:

01077

Post Date:

05/30/2022

Description Job Schedule:

Full Time

Standard Hours:

40

Job Shift:

Shift 1

Shift Details:

monday-friday Work where every moment matters. Every day, almost 30,000 Hartford HealthCare employees come to work with one thing in common: Pride in what we do, knowing every moment matters here. We invite you to become part of Connecticut's most comprehensive healthcare network. The Hartford HealthCare (HHC) Headache Center is dedicated to excellence in the diagnosis and treatment of people with headache disorders, to advancing current knowledge of headache through research and to moving scientific advances into clinical practice. We aspire to help our patients minimize their pain and optimize their ability to function in a patient-centered environment. Physician Assistant Role Scope Receive 6-9 months of intensive medical training from the headache medical director and other headache specialists in the evaluation and treatment of headache sufferers Gain expertise in prescribing medications used for the preventive and acute treatment of all headache types Become skilled in performing peripheral nerve blocks, Botox, and trigger point injections, as well ordering and administering office-based infusion therapies for intractable headache cases Independently provide care to headache sufferers utilizing a tailored approach which combines pharmacological and non-pharmacological therapies Utilize the telemedicine program to evaluate and care for patients who live remotely through virtual visits Commitment to excellence in patient care and teaching headache fellows, neurology residents, medical students, and other advanced practitioners Assist in case reviews in addition to preparing and presenting lectures Physician Assistant Enjoy At Hartford HealthCare newly graduated and experienced providers are provided with the support and mentorship they need to succeed through on the job, classroom, and procedural training.

Our benefits include:

Un-paralleled training and experience collaborating with a national leader in headache medicine Competitive compensation Matching 401k, tiered medical, dental, and vision plans Generous Paid-Time Off Reimbursement for CME, professional society membership, licensure, and malpractice Tuition reimbursement program Proven and effective onboarding with supportive ongoing mentorship Leadership development opportunities through Hartford HealthCare's Professional Leadership Development Institute Qualifications Physician Assistant Qualifications Graduate of an accredited Physician Assistant Licensed, or eligible to be licensed, as a Physician Assistant Certification or eligible to be certified as a Physician Assistant Neurology experience as an PA preferred A strong desire to learn headache medicine We take great care of careers. With locations around the state, Hartford HealthCare offers exciting opportunities for career development and growth. Here, you are part of an organization on the cutting edge - helping to bring new technologies, breakthrough treatments and community education to countless men, women and children. We know that a thriving organization starts with thriving employees-- we provide a competitive benefits program designed to ensure work/life balance. Every moment matters. And this is your moment.

\$5,332/wk- PCU RN- Boston, MA - (13 Week Contract)

Link to Live Job Posting: www.indeed.com

Location: Springfield, MA

O*NET: 29-1141.00

Company: Unclassified

Job Title: Progressive Care Unit Registered Nurses

\$5,332/wk

- PCU RN
- Boston, MA
- (13 Week Contract) Springfield, MA \$5,332 a week
- Temporary, Contract, Travel nursing Job details Salary \$5,332 a week Job Type Temporary Contract Travel nursing Qualifications Associate (Preferred) Benefits Pulled from the full job description Dental insurance Health insurance Referral program Vision insurance Full Job Description Details Schedule a time for us to speak
- <https://calendly.com/anthony-mc/rn-travel-consultation>
- 13 Weeks/ 48hrs Minimum requirements: MA RN license preferred 2 years continuous experience in specialty 2 years experience in Level 1, 2 or 3 Trauma/Teaching facility EPIC experience

REQUIRED

Travel Experience

HIGHLY PREFERRED

Experience in large metro areas

PREFERRED BSN HIGHLY PREFERRED BLS/ACLS

required COVID Vax Required, no exemptions accepted Willing to float

Job Types:

Travel nursing,

Contract, Temporary Pay:

\$5,332.00 per week

Benefits:

Dental insurance Health insurance Referral program Vision insurance

Medical Specialty:

Critical & Intensive Care Telemetry Physical Setting:

Acute care

Hospital Schedule:

Hospital Schedule:

12 hour shift Day shift Evening shift Night shift Weekend availability

Supplemental Pay:

Crisis pay Overtime pay

Education:

Associate (Preferred)

Experience:

recent

PCU:

2 years (Required)

License/Certification:

MA License (Required)

Work Location:

One location Hiring Insights Hiring 10+ candidates for this role Job activity Posted Today Today If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process. Report job

Pt Certified Nursing Assistant/Home Heal	
Link to Live Job Posting: jobquest.dcs.eol.mass.gov	
Location: West Springfield, MA	O*NET: 31-1014.00
Company: Unclassified	Job Title: Certified Nursing Assistants/Home Health Aides
<p>Pt Certified Nursing Assistant/Home Heal Prosper At Monastery Heights Job Order #: 16907654 West Springfield, MA 01089 Full Time 40 hours per week</p> <p>POSTED 5/28/2022 MORE INFORMATION</p> <p>SAVEJOB</p> <p>DESCRIPTION</p> <p>This Job was listed with Use the More Information button above to view job description, how to apply, and application deadline.</p> <p>DETAILS Shift First Not Specified Per Diem Position Not Specified Union Position Not Specified Apprenticeship Not Specified Pay Not Specified Benefits Not Specified Benefit Details Alert:</p> <p>How to Detect Job Scams</p>	

Physician Assistant Locums Opportunity- Springfield, MA	
Link to Live Job Posting: www.worcesterrecruiter.com	
Location: Springfield, MA	O*NET: 29-1071.00
Company: National Staffing Solutions	Job Title: Locum Tenens Hospitalists
<p>Physician Assistant Locums Opportunity•</p> <p>Springfield, MA Company:</p> <p>National Staffing Solutions</p> <p>Location:</p> <p>SpringfieldPosted on: June 1, 2022</p> <p>Job Description:</p> <p>Orthopedics opening in Springfield, Massachusetts. This and other physician assistant jobs brought to you by DocCafe.com National Staffing Solutions is looking for an Orthopedic PA starting in June</p> <ul style="list-style-type: none"> • Ongoing for 6 months! <p>Looking for provider who is currently experienced in orthopedic elective surgery and orthopedic trauma to come in and function independently! Looking for an experienced Orthopedic PA who can come in and help during a down staffing period and to overlap with training period for new employees to fill gaps in service. This is a M-F position with no nights or weekends. It is a busy service, and providers work 4</p> <ul style="list-style-type: none"> • 10hour days per week, rotating the days off amongst team members. <p>Schedule:</p> <p>Monday</p> <ul style="list-style-type: none"> • Friday 6:30am • 5:00pm 4-10hr shifts per weekRequired Clinical AreasOrthopedics • ElectiveOrthopedics • Trauma Required Duties: <ul style="list-style-type: none"> • Admissions; direct and emergent H&P and Orders • Medical management of perioperative patients; Progress notes, orders • Discharge planning; instructions and summaries • First assist • Total joints, Hand cases, sports medicine cases and trauma cases (in OR) • Familiarity of orthopedic surgical equipment • Casting and splinting; wound care 	

Appendix C - Data Sources and Calculations

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

State Data Sources

This report uses state data from the following agencies: Commonwealth of Massachusetts, Mass.gov