

Job Posting Analytics

Lightcast Q1 2025 Data Set

May 2025

MassHire Hampden County Workforce Board



1441 Main Street Suite 133
Springfield, Massachusetts 01103
413.755.1361

Parameters

Select Timeframe: May 2024 - Apr 2025

Regions:

Code	Description
25013	Hampden County, MA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

60,700

Unique Postings
175,431 Total Postings

5,457

Employers Competing
5,457 Total Employers

28 Days

Median Posting Duration
Regional Average: 28 Days

3 : 1

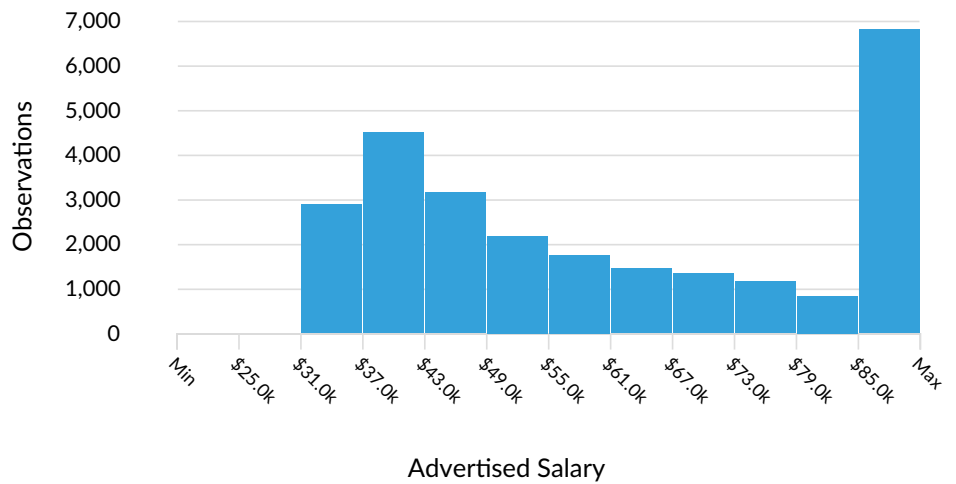
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 26,041 advertised salary observations (43% of the 60,700 matching postings).

\$55.7K

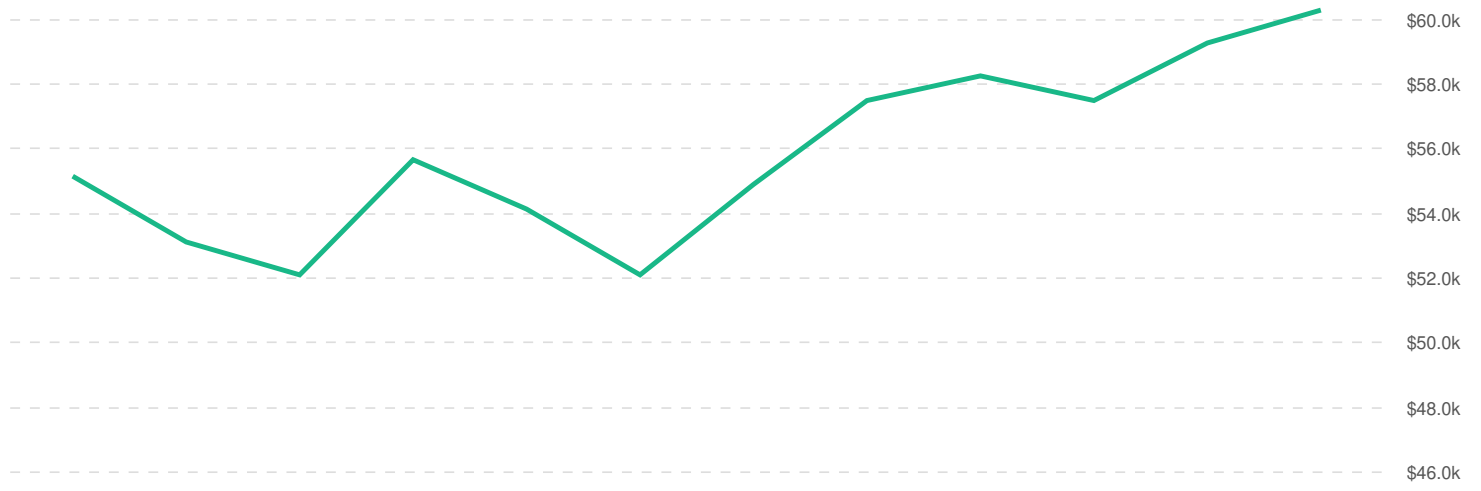
Median Advertised Salary



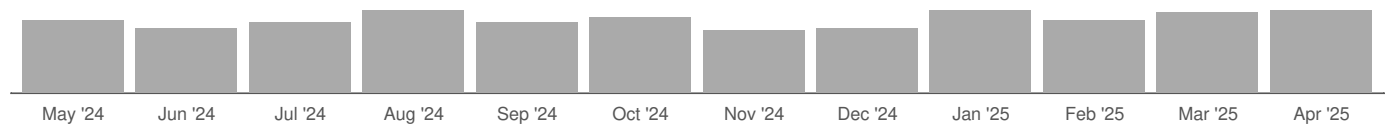
Advertised Salary Trend

▲ 9.3% May 2024 - Apr 2025

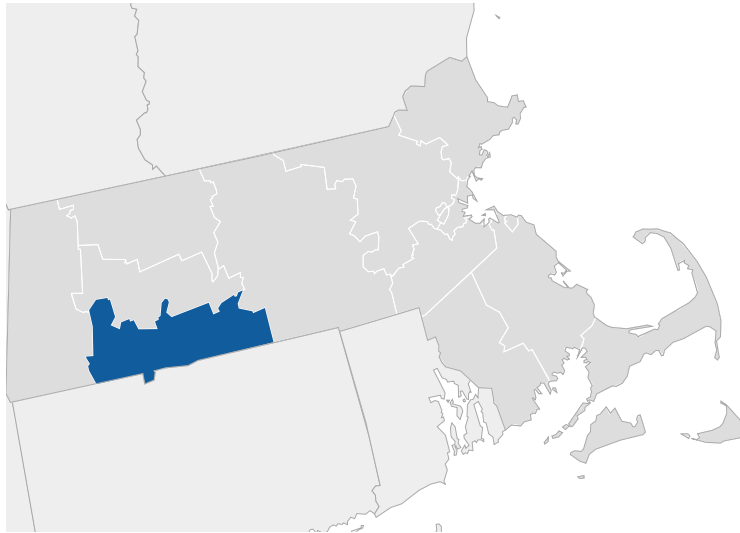
\$55.7k Median



26,041 Job Postings



Job Postings Regional Breakdown



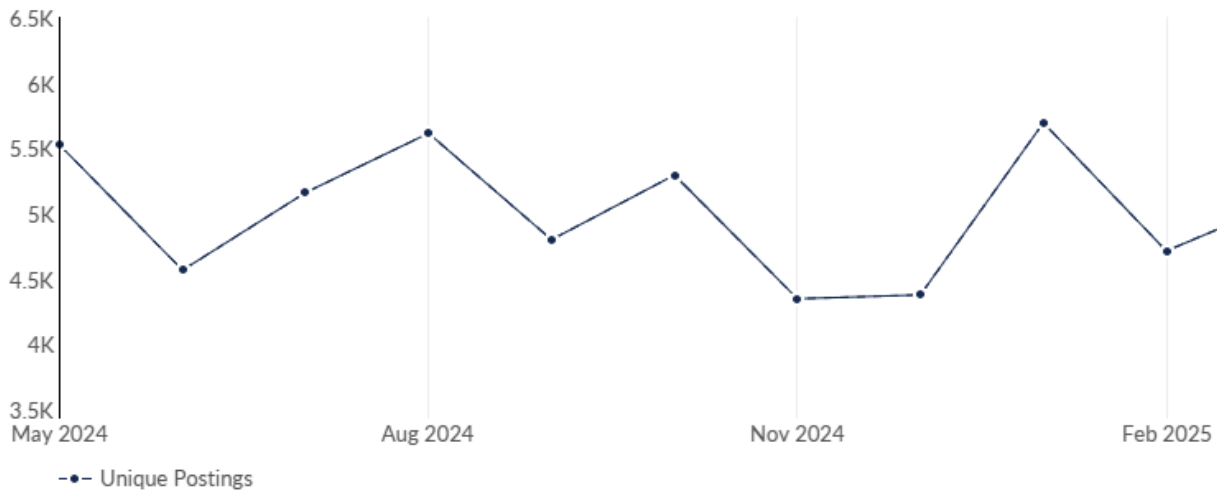
County

Unique Postings (May 2024 - Apr 2025)

Hampden County, MA

60,700

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Apr 2025	5,491	3 : 1
Mar 2025	5,111	3 : 1
Feb 2025	4,714	3 : 1
Jan 2025	5,695	3 : 1
Dec 2024	4,378	3 : 1
Nov 2024	4,348	3 : 1
Oct 2024	5,295	3 : 1
Sep 2024	4,800	3 : 1
Aug 2024	5,615	3 : 1
Jul 2024	5,161	3 : 1
Jun 2024	4,567	3 : 1
May 2024	5,525	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	27,882	46%
High school or GED	15,626	26%
Associate's degree	6,424	11%
Bachelor's degree	13,222	22%
Master's degree	5,670	9%
Ph.D. or professional degree	1,446	2%




Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	15,626	0	26%
Associate's degree	4,400	1,195	7%
Bachelor's degree	9,663	3,095	16%
Master's degree	2,506	2,924	4%
Ph.D. or professional degree	623	823	1%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	35,523	59%
0 - 1 Years	10,387	17%
2 - 3 Years	9,510	16%
4 - 6 Years	3,929	6%
7 - 9 Years	736	1%
10+ Years	615	1%





















Top Companies Posting

	Total/Unique (May 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Baystate Health	9,929 / 4,232	2 : 1 	25 days
Springfield Public Schools, MO	7,697 / 1,478	5 : 1 	28 days
Trinity Health	3,329 / 664	5 : 1 	24 days
Valley Health System	3,239 / 594	5 : 1 	38 days
Behavioral Health Network	2,494 / 593	4 : 1 	38 days
MassMutual	3,067 / 572	5 : 1 	27 days
Trinity Health Of New England	1,684 / 376	4 : 1 	30 days
MGM Resorts International	1,616 / 371	4 : 1 	24 days
Center For Human Development	897 / 350	3 : 1 	40 days
Gandara Mental Health Center	650 / 317	2 : 1 	37 days
Central Office	968 / 309	3 : 1 	30 days
Big Y Foods	700 / 295	2 : 1 	33 days
Aerotek	1,332 / 294	5 : 1 	20 days
Springfield Technical Community College	902 / 290	3 : 1 	33 days
State of Massachusetts	899 / 278	3 : 1 	37 days
Mgm Springfield	568 / 276	2 : 1 	38 days
Westfield Public Schools	542 / 275	2 : 1 	33 days
Echn	748 / 271	3 : 1 	18 days
Walmart	690 / 255	3 : 1 	28 days
GPAC	525 / 243	2 : 1 	32 days





Top Cities Posting

City	Total/Unique (May 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Springfield, MA	84,790 / 27,333	3 : 1 	27 days
Holyoke, MA	21,435 / 7,146	3 : 1 	29 days
Chicopee, MA	15,708 / 5,572	3 : 1 	30 days
Westfield, MA	13,122 / 4,732	3 : 1 	30 days
West Springfield, MA	11,048 / 4,141	3 : 1 	29 days
Agawam, MA	9,211 / 3,105	3 : 1 	28 days
East Longmeadow, MA	4,622 / 1,760	3 : 1 	29 days
Ludlow, MA	3,216 / 1,401	2 : 1 	29 days
Palmer, MA	3,196 / 1,323	2 : 1 	28 days
Longmeadow, MA	2,960 / 1,244	2 : 1 	30 days



Top Posted Occupations

	Total/Unique (May 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	19,154 / 5,402	4 : 1 	26 days
Retail Salespersons	5,405 / 1,676	3 : 1 	30 days
Heavy and Tractor-Trailer Truck Drivers	3,059 / 1,111	3 : 1 	28 days
Home Health and Personal Care Aides	2,821 / 1,035	3 : 1 	32 days
Secondary School Teachers, Except Special and Career/Technical Education	2,801 / 1,007	3 : 1 	31 days
Health Technologists and Technicians, All Other	2,736 / 957	3 : 1 	23 days
First-Line Supervisors of Retail Sales Workers	2,963 / 936	3 : 1 	29 days
Medical and Health Services Managers	2,571 / 929	3 : 1 	30 days
Licensed Practical and Licensed Vocational Nurses	2,865 / 912	3 : 1 	29 days
Teaching Assistants, Except Postsecondary	2,827 / 774	4 : 1 	30 days
Laborers and Freight, Stock, and Material Movers, Hand	2,166 / 753	3 : 1 	28 days
Production Workers, All Other	2,523 / 715	4 : 1 	26 days
Child, Family, and School Social Workers	2,003 / 712	3 : 1 	33 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,718 / 680	3 : 1 	26 days
Customer Service Representatives	2,162 / 674	3 : 1 	26 days
Maintenance and Repair Workers, General	1,747 / 631	3 : 1 	32 days
Physical Therapists	1,337 / 606	2 : 1 	23 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,855 / 590	3 : 1 	30 days
Counselors, All Other	1,811 / 560	3 : 1 	30 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,423 / 549	3 : 1 	32 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	17,925 / 5,135	3 : 1 	26 days
Retail Salespersons	5,405 / 1,676	3 : 1 	30 days
Heavy and Tractor-Trailer Truck Drivers	3,059 / 1,111	3 : 1 	28 days
Secondary School Teachers, Except Special and Career/Technical Education	2,801 / 1,007	3 : 1 	31 days
First-Line Supervisors of Retail Sales Workers	2,963 / 936	3 : 1 	29 days
Medical and Health Services Managers	2,571 / 929	3 : 1 	30 days
Licensed Practical and Licensed Vocational Nurses	2,865 / 912	3 : 1 	29 days
Laborers and Freight, Stock, and Material Movers, Hand	2,090 / 724	3 : 1 	28 days
Production Workers, All Other	2,523 / 715	4 : 1 	26 days
Child, Family, and School Social Workers	2,003 / 712	3 : 1 	33 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,718 / 680	3 : 1 	26 days
Customer Service Representatives	2,162 / 674	3 : 1 	26 days
Maintenance and Repair Workers, General	1,747 / 631	3 : 1 	32 days
Physical Therapists	1,337 / 606	2 : 1 	23 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,855 / 590	3 : 1 	30 days
Health Technologists and Technicians, All Other	1,672 / 565	3 : 1 	24 days
Counselors, All Other	1,811 / 560	3 : 1 	30 days
Teaching Assistants, All Other	2,085 / 554	4 : 1 	30 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,423 / 549	3 : 1 	32 days
Personal Care Aides	1,349 / 526	3 : 1 	32 days
General and Operations Managers	1,601 / 522	3 : 1 	26 days
Home Health Aides	1,472 / 509	3 : 1 	32 days
Special Education Teachers, All Other	1,263 / 492	3 : 1 	29 days

Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,113 / 466	2 : 1		29 days
Coaches and Scouts	911 / 446	2 : 1		31 days
Radiologic Technologists and Technicians	1,173 / 432	3 : 1		21 days
Medical Assistants	1,387 / 420	3 : 1		29 days
Fast Food and Counter Workers	1,742 / 419	4 : 1		33 days
First-Line Supervisors of Office and Administrative Support Workers	1,089 / 414	3 : 1		24 days
Project Management Specialists	1,129 / 396	3 : 1		29 days
Patient Representatives	1,064 / 392	3 : 1		23 days
Nursing Assistants	1,234 / 385	3 : 1		29 days
Educational, Guidance, and Career Counselors and Advisors	1,046 / 383	3 : 1		28 days
Bookkeeping, Accounting, and Auditing Clerks	858 / 379	2 : 1		22 days
Mental Health Counselors	1,098 / 365	3 : 1		28 days
Nurse Practitioners	1,078 / 363	3 : 1		25 days
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,179 / 362	3 : 1		29 days
Managers, All Other	968 / 352	3 : 1		34 days
Speech-Language Pathologists	694 / 352	2 : 1		24 days
Driver/Sales Workers	1,191 / 352	3 : 1		29 days
Security Guards	1,079 / 349	3 : 1		23 days
Food Service Managers	1,030 / 342	3 : 1		20 days
Accountants and Auditors	954 / 341	3 : 1		28 days
Merchandise Displayers and Window Trimmers	860 / 339	3 : 1		29 days
Stockers and Order Fillers	927 / 334	3 : 1		33 days
Automotive Service Technicians and Mechanics	862 / 329	3 : 1		26 days
Dining Room and Cafeteria Attendants and Bartender Helpers	1,021 / 327	3 : 1		26 days
Pharmacy Technicians	1,751 / 323	5 : 1		30 days

Sales Managers	734 / 312	2 : 1		30 days
Waiters and Waitresses	870 / 311	3 : 1		33 days

Top Posted Occupations










Occupation	Total/Unique (May 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	17,430 / 4,802	4 : 1 	25 days
Retail Sales Associate	5,382 / 1,661	3 : 1 	30 days
Tractor-Trailer Truck Driver	3,059 / 1,111	3 : 1 	28 days
Sales Representative	2,912 / 994	3 : 1 	29 days
Retail Store Manager / Supervisor	2,879 / 915	3 : 1 	30 days
Licensed Practical / Vocational Nurse	2,865 / 912	3 : 1 	29 days
Teacher Assistant	2,827 / 774	4 : 1 	30 days
Office / Administrative Assistant	1,853 / 740	3 : 1 	26 days
Physician	1,298 / 718	2 : 1 	23 days
Customer Service Representative	2,162 / 674	3 : 1 	26 days
Radiologic Technician / Technologist	1,644 / 624	3 : 1 	20 days
Manufacturing Machine Operator	2,040 / 618	3 : 1 	31 days
Warehouse Worker	1,826 / 613	3 : 1 	27 days
Special Education Teacher	2,241 / 613	4 : 1 	29 days
Physical Therapist	1,337 / 606	2 : 1 	23 days
Janitor / Cleaner	1,423 / 549	3 : 1 	32 days
Healthcare Administrator	1,538 / 546	3 : 1 	32 days
Caregiver / Personal Care Aide	1,349 / 526	3 : 1 	32 days
Home Health Aide	1,472 / 509	3 : 1 	32 days
Behavior Analyst	1,690 / 508	3 : 1 	30 days
Health Technician / Technologist (Other)	1,424 / 508	3 : 1 	24 days
Building and General Maintenance Technician	1,328 / 496	3 : 1 	33 days
Family / School / General Social Worker	1,285 / 456	3 : 1 	32 days
Coach	911 / 446	2 : 1 	31 days
Nursing Manager / Supervisor	1,311 / 445	3 : 1 	29 days

Medical Assistant	1,399 / 424	3 : 1		29 days
Fast Food / Counter Worker	1,742 / 419	4 : 1		33 days
Middle / High School Teacher (Other)	1,178 / 401	3 : 1		32 days
Nurse Practitioner	1,160 / 394	3 : 1		25 days
Project Manager	1,121 / 391	3 : 1		29 days
Bookkeeper / Accounting Clerk	858 / 379	2 : 1		22 days
Security Officer	1,137 / 373	3 : 1		23 days
Nursing Assistant	1,170 / 368	3 : 1		29 days
Production Worker	1,278 / 364	4 : 1		22 days
Psychologist	716 / 358	2 : 1		20 days
Merchandiser	886 / 354	3 : 1		29 days
Speech Language Pathologist	694 / 352	2 : 1		24 days
Registrar / Patient Service Representative	946 / 342	3 : 1		21 days
Restaurant / Food Service Manager	1,030 / 342	3 : 1		20 days
Waiter / Waitress	942 / 341	3 : 1		33 days
Sales Delivery Driver	1,171 / 341	3 : 1		29 days
Mental / Behavioral Health Counselor	1,037 / 337	3 : 1		30 days
Program Manager	915 / 336	3 : 1		34 days
Cook	774 / 334	2 : 1		34 days
Automotive Service Technician / Mechanic	862 / 329	3 : 1		26 days
Busser / Banquet Worker / Cafeteria Attendant	1,021 / 327	3 : 1		26 days
Pharmacy Technician	1,751 / 323	5 : 1		30 days
Business Development / Sales Manager	739 / 313	2 : 1		30 days
Maid / Housekeeping Staff	964 / 311	3 : 1		32 days
Stocking Clerk	883 / 311	3 : 1		33 days

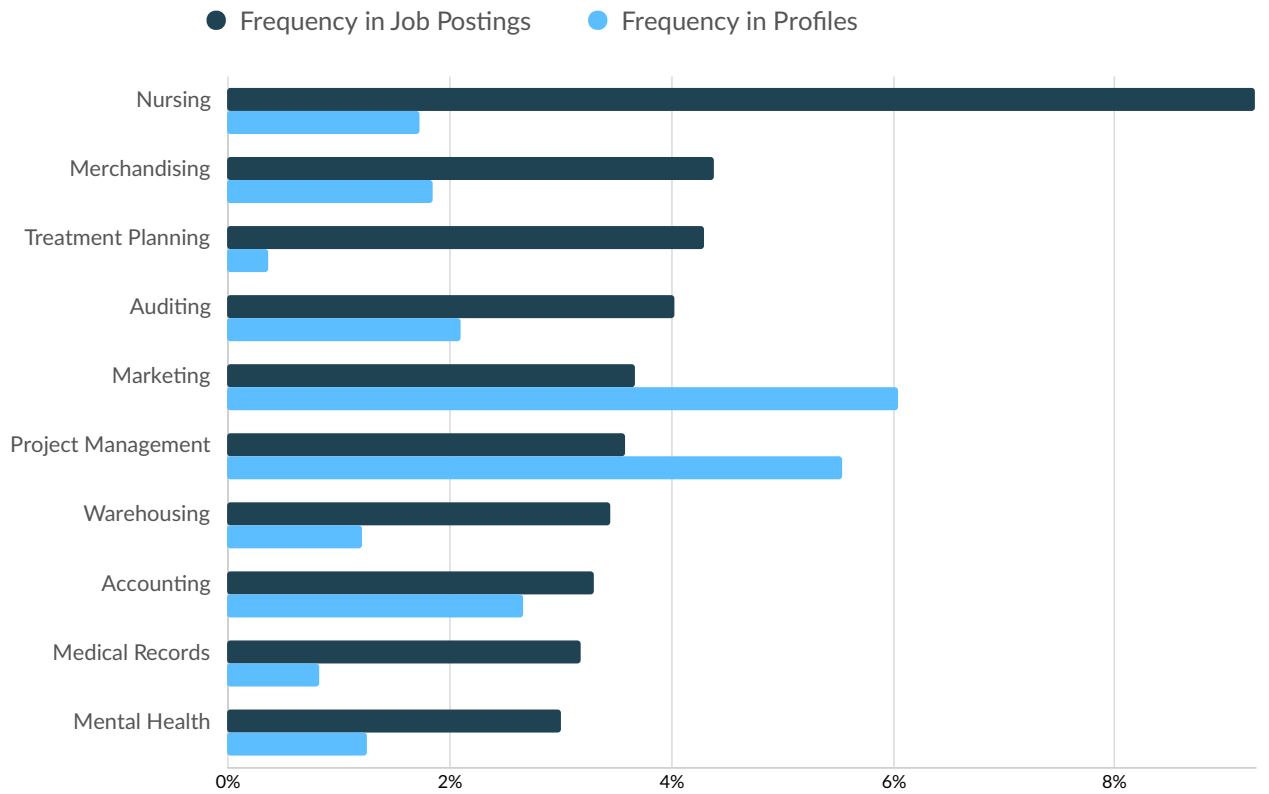
Top Posted Job Titles

	Total/Unique (May 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	2,134 / 589	4 : 1	28 days
Patient Care Technicians	1,057 / 363	3 : 1	23 days
Medical Assistants	933 / 282	3 : 1	31 days
Licensed Practical Nurses	692 / 275	3 : 1	34 days
Administrative Assistants	547 / 233	2 : 1	25 days
Speech Language Pathologists	536 / 230	2 : 1	28 days
Machine Operators	810 / 213	4 : 1	28 days
School Psychologists	362 / 212	2 : 1	17 days
Physical Therapists	441 / 203	2 : 1	27 days
Psychiatric Registered Nurses	685 / 196	3 : 1	21 days
CDL-A Truck Drivers	543 / 193	3 : 1	29 days
Maintenance Technicians	484 / 191	3 : 1	32 days
Board Certified Behavior Analysts	711 / 189	4 : 1	27 days
Special Education Teachers	356 / 171	2 : 1	29 days
Customer Service Representatives	583 / 170	3 : 1	26 days
Retail Sales Associates	557 / 165	3 : 1	28 days
Home Health Registered Nurses	505 / 164	3 : 1	24 days
Sales Associates	363 / 163	2 : 1	32 days
Sales Associates/Cashiers	777 / 160	5 : 1	36 days
Assistant Managers	491 / 153	3 : 1	30 days

Top Industries

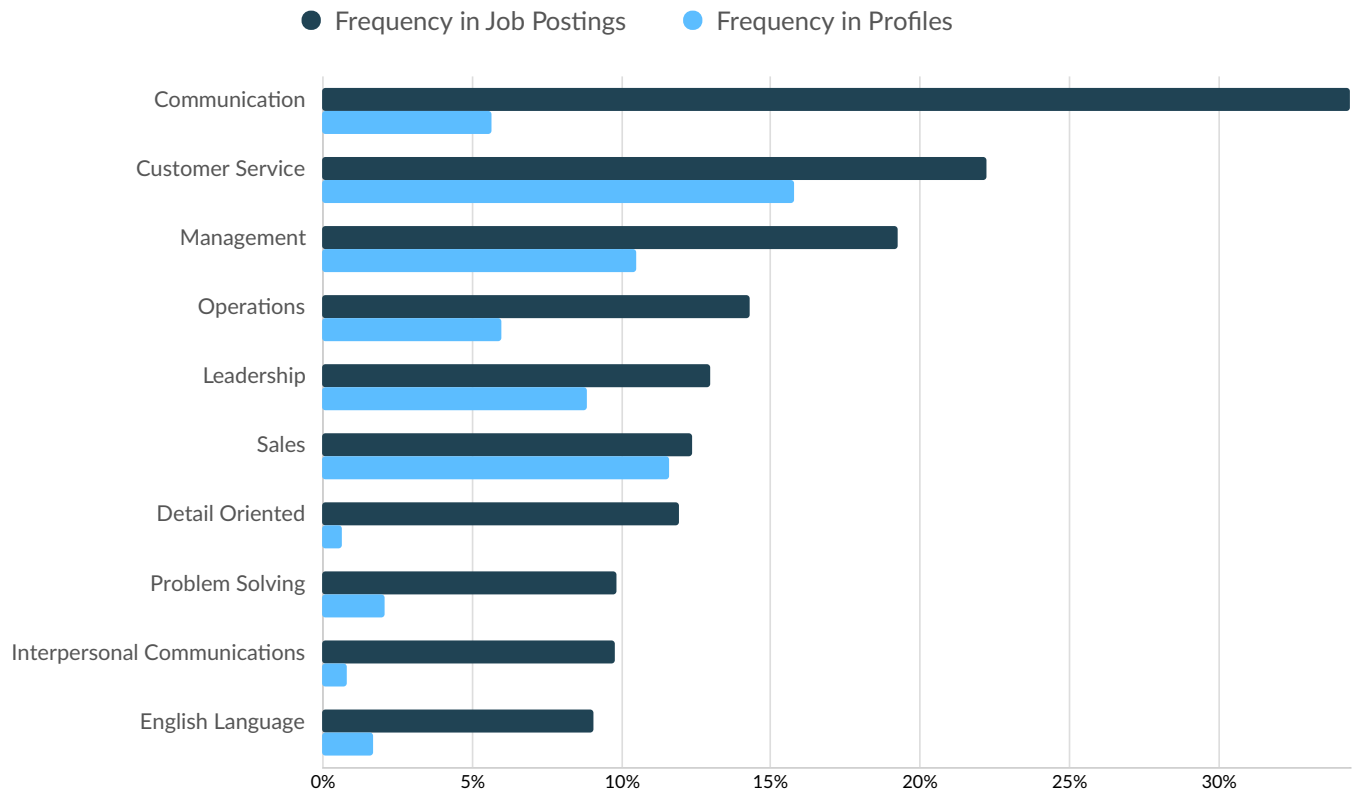
	Total/Unique (May 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	15,809 / 5,665	3 : 1 	25 days
Employment Placement Agencies	10,641 / 3,991	3 : 1 	21 days
Elementary and Secondary Schools	10,439 / 2,839	4 : 1 	29 days
Temporary Help Services	5,686 / 2,167	3 : 1 	22 days
Home Health Care Services	3,952 / 1,173	3 : 1 	28 days
Nursing Care Facilities (Skilled Nursing Facilities)	3,124 / 1,043	3 : 1 	29 days
Colleges, Universities, and Professional Schools	2,438 / 805	3 : 1 	30 days
Limited-Service Restaurants	3,279 / 765	4 : 1 	31 days
Insurance Agencies and Brokerages	3,634 / 737	5 : 1 	28 days

Top Specialized Skills



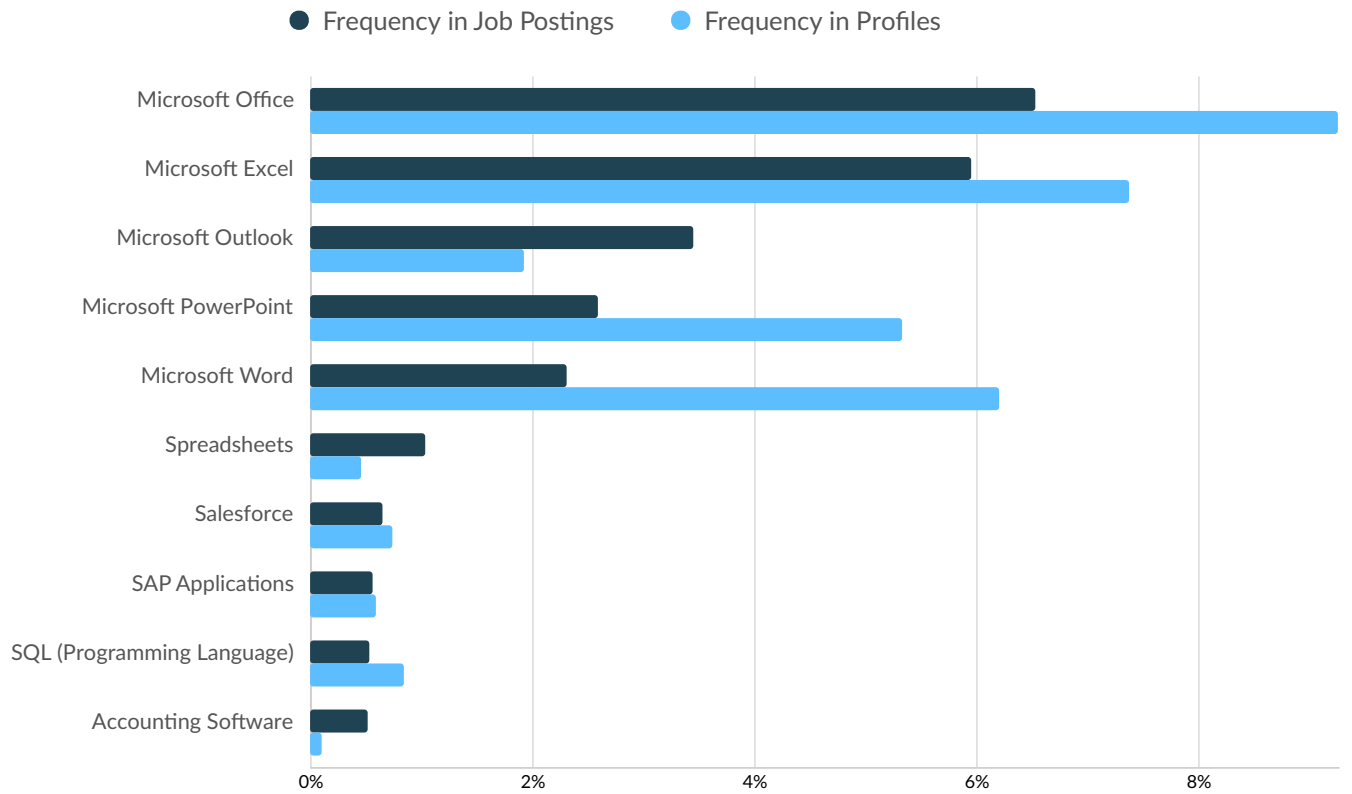
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	5,626	9%	2,386	2%	+20.1%	Rapidly Growing
Merchandising	2,666	4%	2,545	2%	+15.0%	Growing
Treatment Planning	2,608	4%	499	0%	+6.7%	Stable
Auditing	2,445	4%	2,892	2%	+21.8%	Rapidly Growing
Marketing	2,230	4%	8,284	6%	+23.0%	Rapidly Growing
Project Management	2,175	4%	7,596	6%	+19.8%	Rapidly Growing
Warehousing	2,095	3%	1,665	1%	+13.0%	Growing
Accounting	2,003	3%	3,659	3%	+24.0%	Rapidly Growing
Medical Records	1,934	3%	1,138	1%	+12.5%	Growing
Mental Health	1,830	3%	1,731	1%	+13.2%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	20,888	34%	7,790	6%	+3.6%	Lagging
Customer Service	13,497	22%	21,662	16%	+5.2%	Stable
Management	11,700	19%	14,415	11%	+5.3%	Stable
Operations	8,699	14%	8,219	6%	+8.1%	Stable
Leadership	7,895	13%	12,158	9%	+8.5%	Stable
Sales	7,510	12%	15,962	12%	+7.8%	Stable
Detail Oriented	7,244	12%	868	1%	+7.1%	Stable
Problem Solving	5,974	10%	2,860	2%	+11.3%	Growing
Interpersonal Communications	5,956	10%	1,147	1%	+12.5%	Growing
English Language	5,502	9%	2,330	2%	+15.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	3,962	7%	12,686	9%	+18.5%	Growing
Microsoft Excel	3,613	6%	10,107	7%	+17.7%	Growing
Microsoft Outlook	2,097	3%	2,648	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	1,574	3%	7,310	5%	+26.1%	Rapidly Growing
Microsoft Word	1,399	2%	8,507	6%	+7.2%	Stable
Spreadsheets	633	1%	633	0%	+22.2%	Rapidly Growing
Salesforce	396	1%	1,012	1%	+24.7%	Rapidly Growing
SAP Applications	341	1%	806	1%	+21.6%	Rapidly Growing
SQL (Programming Language)	326	1%	1,150	1%	+6.4%	Stable
Accounting Software	319	1%	151	0%	+20.5%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	7,723
Registered Nurse (RN)	5,388
Basic Life Support (BLS) Certification	3,612
Cardiopulmonary Resuscitation (CPR) Certification	3,566
Licensed Practical Nurse (LPN)	1,553
Certified Nursing Assistant (CNA)	1,119
First Aid Certification	1,003
Advanced Cardiovascular Life Support (ACLS) Certification	852
Certified Patient Care Technician (CPCT)	653
Licensed Independent Clinical Social Worker	587

Appendix A

Top Posting Sources

Website	Postings on Website (May 2024 - Apr 2025)
indeed.com	29,645
simplyhired.com	28,455
dejobs.org	10,904
mass-veterans.jobs	8,083
baystatehealthjobs.com	2,165
masslive.com	2,036
myworkdayjobs.com	2,022
disabledperson.com	1,735
schoolspring.com	1,422
craigslist.org	1,416
careerarc.com	1,058
arkansasjobboard.com	1,025
healthjobsnationwide.com	948
jobserve.com	911
topschooljobs.org	865
gr8jobs.net	858
icims.com	808
springfieldmarecruiter.com	725
tedk12.com	706
trinity-health.org	661
snagajob.com	626
ultipro.com	616
dice.com	580
themuse.com	560
fairygodboss.com	532

Appendix B

Sample Postings

Field Managers – Amergis in Springfield, MA (Apr 2025 - Active)

RN IMC Springfield, MA

Link to Live Job Posting: www.indeed.com

Location: Springfield, MA

O*NET: 29-1141.00

Company: Amergis

Job Title: Field Managers

RN IMC Springfield, MA 3.4 3.4 out of 5 stars Springfield, MA 01199 • Please only apply if you are a Registered Nurse •

Location:

Springfield, MA Duration:

13 weeks

Start Date:

2-3 weeks from job offer

Hours:

36 or 48 hours/week

Shifts:

7p - 7a

Requirements:

2 years experience Certifications required:

BLS, ACLS

(Both Through American Heart Association) Float when needed Experience with trachs, vents, high-flow NC, cardiac drips, BiPaP, & telemetry

Pay Rate:

\$2,530 weekly travel pay/ 36 hours Local pay also available Anthony Nikolopoulos Amergis Healthcare Staffing

ANNIKOLO

@AMERGIS.COM (781) 400-8285 Benefits At Amergis, we firmly believe that our employees are the heartbeat of our organization and we are happy to offer the following benefits: Competitive pay & weekly paychecks Health, dental, vision, and life insurance 401(k) savings plan Awards and recognition programs Benefit eligibility is dependent on employment status. About Amergis Amergis, formerly known as Maxim Healthcare Staffing, has served our clients and communities by connecting people to the work that matters since 1988. We provide meaningful opportunities to our extensive network of healthcare and school-based professionals, ready to work in any hospital, government facility, or school. Through partnership and innovation, Amergis creates unmatched staffing experiences to deliver the best workforce solutions. Amergis is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected Veteran status, age, or any other characteristic protected by law.

Lead Production Technicians — Green Thumb in Holyoke, MA (Apr 2025 - Active)

Lead Production Technician (Post Harvest)

Link to Live Job Posting: jobs.masslive.com

Location: Holyoke, MA	O*NET: 17-3026.00
Company: Green Thumb	Job Title: Lead Production Technicians

Lead Production Technician (Post Harvest) Green Thumb - 2.3

Holyoke, MA Job Details Estimated:

\$39.4K - \$45.9K a year 1 day ago Benefits Leadership training provided Qualifications GMP Mid-level Microsoft Office Driver's License Computer skills Manufacturing Associate's degree 2 years Time management Full Job Description The Role You will lead a team of employees in their daily tasks of creating exceptional cannabis products for our patients and consumers to enjoy. This role will ensure the highest quality products and highest standards of compliance are met, while keeping a keen eye to cleanliness and efficiency of the production area and supporting a world class work environment and culture. Responsibilities Safety Perform department safety audits and hazard assessments Trains employees on 5S requirements Ensure all employees have received department specific training Participate in the investigate safety incidents and implementation of follow-up actions Report and escalate safety concerns Ensure compliance with area safety requirements and PPE compliance. Quality & Compliance Ensure all employees have received department specific training Ensure compliance with GMP, biosecurity, sanitation or other quality and compliance requirements Ensure all company and state required record keeping is accurate and complete Ensure tools, equipment and machinery are maintained and calibrated as required Lead department inventory requirements Report and escalate quality concerns Production Communicate production goals and maintain tracking of performance Complete KPI's, record keeping and other required performance metrics Director labor to achieve daily goals and efficiency targets Job Knowledge Create and follow department specific work instructions and SOP's Develop deep technical knowledge for the department and transition that knowledge into work instructions, SOP's, visual guides, etc. Team Leadership Training of new employees Implement retraining plans to ensure adherence to productivity and quality goals Lead daily communication meetings, including action item tracking Successfully mentor, train and develop strong team members, provide coaching in real time Direct the team - directing, scheduling & leading the team to complete daily, weekly, monthly and annual production goals Elevate employee issues regarding performance, attendance, etc. to direct manager and HR as appropriate Create a positive working environment Continuous Improvement Identify and execute continuous improvement projects Partner with manager to elevate performance standards Working Conditions Work involves daily exposure to allergens (such as cannabis, tree nuts, and coconut oil). Qualifications Associate's degree or certifications preferred A minimum of two years' experience working in a manufacturing or agricultural environment Intermediate level computer skills in Microsoft Office Applications Effective time-management skills and ability to multi-task Highly motivated, self-directed, innovative and able to work independently and in a team environment. Ability to work well with others while also completing individually assigned tasks Ability to stand, sit, kneel, and lift equipment or plants up to 50 lbs. for extended periods Ability to work in a fast-paced, changing and challenging environment Must be able to comply with Good Manufacturing Practices (GMP) requirements Additional Requirements Must pass all required background checks and approval by state badging agency to work in the cannabis industry Must be and remain compliant with all legal or company regulations for working in the industry Must possess valid driver's license Must be a minimum of 21 years of age

Baristas — Starbucks in Agawam, MA (Apr 2025 - Active)

barista - Store# 77840, AGAWAM, MAIN ST

Link to Live Job Posting: dejobs.org

Location: Agawam, MA

O*NET: 35-3023.01

Company: Starbucks

Job Title: Baristas

- Join us and inspire with every cup!
- At Starbucks, it's all about connection.

People are at the heart of who we are, especially the people that are a part of our store team. We connect with each other, our customers and our communities to make a positive impact every day. We believe in working together to make a difference and in celebrating our shared success, which is why we call ourselves Starbucks "partners." Starbucks is a place of warmth and belonging, where everyone is welcome, and we value the unique experiences that each partner brings to our team! As a Starbucks

- barista
- , you'll create the _Starbucks Experience_ for our customers through excellent service and expertly-crafted products.

You'll be in an energetic store environment where you'll have the ability to master your food & beverage craft, work alongside friends and meet new people every day. A cup of coffee and smile can go a long way, and we believe our baristas have the power to be the best moment in each customer's day.

- You'd make a great barista if you:
 - + Consider yourself a "people person," and enjoy meeting others.

+ Love working as a team and appreciate the chance to collaborate. + Understand how to create a great customer service experience. + Have a focus on quality and take pride in your work. + Are open to learning new things (especially the latest beverage recipe!) + Are comfortable with responsibilities like cash-handling and store safety. + Can keep cool and calm in a fast-paced, energetic work environment. + Can maintain a clean and organized workspace. + Have excellent communications skills. From free coffee to competitive pay, Starbucks is proud to offer a comprehensive compensation and benefits package to our eligible part-time and full-time partners. Benefits include 100% tuition coverage through our _Starbucks College Achievement Plan_ , health coverage with a variety of plans to choose from, and stock & savings programs like our equity reward program, _Bean Stock_ . What's more, Starbucks offers flexible scheduling and opportunities for paid time off. Visit [starbucksbenefits.com](https://www.starbucksbenefits.com) for details. Benefit Information (<https://www.starbucksbenefits.com>)

- Summary of Experience
 - + No previous experience required
 - Basic Qualifications
 - + Maintain regular and consistent attendance and punctuality, with or without reasonable accommodation + Available to work flexible hours that may include early mornings, evenings, weekends, nights and/or holidays + Meet store operating policies and standards, including providing quality beverages and food products, cash handling and store safety and security, with or without reasonable accommodation + Engage with and understand our customers, including discovering and responding to customer needs through clear and pleasant communication + Prepare food and beverages to standard recipes or customized for customers, including recipe changes such as temperature, quantity of ingredients or substituted ingredients + Available to perform many different tasks within the store during each shift
 - Required Knowledge, Skills and Abilities • + Ability to learn quickly + Ability to understand and carry out oral and written instructions and request clarification when needed + Strong interpersonal skills + Ability to work as part of a team + Ability to build relationships
- _As a Starbucks_ _partner_ , you (and your family) will have access to medical, dental, vision, _basic_ _and supplemental_ _life insurance_ , and _other voluntary insurance benefits_ .

Partners have access to _short_ _- _term and long_ _- _term disability, _paid parental leave, _f_ _amily_ _e_ _xpansion_ _r_ _eimbursement, _paid vacation_ _that_ _accrue_ _s starting_ _at_ .01961 hours based on a _40 hour_ _week up to_ _40 hours_ _annually (_64 hours_ _in California)_ _after an introductory period_ , _sick time (_accrued at_ _1 hour for every_ _25 or 30 hours worked_ , _depending on work location_) and additional pay if working on one of eight observed holidays . Starbucks also offers

depending on work location, and additional pay in working hours or overtime observed. Starbucks also offers eligible partners participation in a 401(k)-retirement plan with employer match, a discounted company stock program (S.I.P.), Starbucks equity program (Bean Stock), incentivized emergency savings, and financial well-being tools. Additionally, Starbucks offers 100% upfront tuition coverage for a first-time bachelor's degree through Arizona State University's online program via the Starbucks College Achievement Plan, student loan management resources, and access to other educational opportunities. You will also have access to backup care and DACA reimbursement. Starbucks will comply with any applicable state and local laws regarding employee leave benefits, including, but not limited to providing time off pursuant to the Colorado Healthy Families and Workplaces Act, in accordance with its plans and policies. This list is subject to change depending on collective bargaining in locations where partners have a certified bargaining representative. For additional information regarding partner perks and more detailed information regarding benefits, go to starbucksbenefits.com. At Starbucks, it is typical for new partners to be hired at the entry point of the range for their role, which is based upon geographic location. Individual compensation decisions are dependent upon the facts and circumstances of each position and candidate. Starbucks Coffee Company is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, or protected veteran status, or any other characteristic protected by law. Qualified applicants with criminal histories will be considered for employment in a manner consistent with all federal, state and local ordinances. Starbucks Coffee Company is committed to offering reasonable accommodations to job applicants with disabilities. If you need assistance or an accommodation due to a disability, please contact us at applicantaccommodation@starbucks.com or 1(888) 611-2258.

Inspectors – Ethosenergy in Chicopee, MA (Apr 2025 - Active)

Inspector (East Windsor, CT)	
Link to Live Job Posting: dejobs.org	
Location: Chicopee, MA	O*NET: 51-9061.00
Company: Ethosenergy	Job Title: Inspectors
<p>Inspector (THIS POSITION IS IN EAST WINDSOR, CT)</p> <p>) Reference</p> <ul style="list-style-type: none"> • EPR008583Location • East Windsor, CT, USA Type • Full Time Primarily responsible for inspection of all incoming serviceable components, in-process and outgoing components ensuring that the end product has the correct dimensions, weight and quality as required by the work scope specifications with the authority to carry out all tasks as assigned. <p>Job Responsibilities Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</p> <p>Perform preliminary and hidden damage inspections of parts submitted for repair Perform in-process inspections & auditing of parts undergoing repair or modification Discard or reject parts, material and equipment not meeting specifications Generate proper documentation and perform root cause and analysis in the event of non-conformity Perform final inspections of repaired parts and components for defects and deviations from specifications, generate the appropriate certifications and paperwork, correctly close WO in ERP system Oversee plasma spray coupon operations within the shop as required Ensure plasma spray coupon compliance in the shop to approved engineering procedures as required Perform receiving inspections of all parts and materials used in the repair process Review purchase orders to provide quality support to other departments Write, edit and operate CMM programs as required to support shop operations Ensure the quality and integrity of all parts submitted for repair Discuss inspection results with responsible parties for repairs and recommend corrective actions if necessary Assist engineering with development of new inspection processes Must be mentally coherent and free from the influence of drugs (either illegal or legally prescribed drugs that may cause impairment) while performing in the capacity of safety-sensitive duties/operations per FAA regulations Perform additional duties and tasks as assigned</p> <p>Required Skills / Knowledge Knowledge of company's policies and procedures and governing Quality regulations Knowledge of computer software (MS Office WORD, EXCEL, and ACCESS/internet navigation) Knowledge of dimensional measuring equipment and gauges (callipers, micrometers, CMM machine, etc.) to perform 100% inspections to production shop Knowledge of basic data entry and/or word processing Knowledge of machine shop theory, shop mathematics and layout techniques Knowledge of geometric tolerance techniques Skilled in reading blueprints, specifications, charts & the use of dimensional measuring equipment Skilled in operating computers and office equipment (fax machines, copiers, phone system, etc.) Ability to manage multiple priorities Ability to organize, manage and handle multiple workloads to meet deadlines Ability to work with confidential information Ability to process data into useful information Ability to read, write, speak and understand English per FAA Regulations Ability to use geometric tolerance techniques Ability to aid in audits Ability to think and concentrate for long periods of time Ability to perform mathematical calculations associated with repair work scopes Ability to work in a team environment & train others as required Ability to be flexible with work schedule Ability to learn tasks required to perform the job Experience 18 months of experience directly related to the duties and responsibilities specified 18 months practical experience in an Aerospace Manufacturing or Part 145 Repair Station Operation</p> <p>Education Requirements High School diploma or equivalent</p> <p>Physical Requirements Professional appearance and demeanor Good dexterity Punctual Ability to lift up to 50lbs. Ability to sit/stand for up to 7 hours a day and operate computer for up to 7 hours Must be able to pass a vision exam as required</p>	

Dentists – Wegrzyn Dental Group in Ludlow, MA (Apr 2025 - May 2025)

Dentist	
Link to Live Job Posting: Posting is no longer active	
Location: Ludlow, MA	O*NET: 29-1021.00
Company: Wegrzyn Dental Group	Job Title: Dentists
<p>Dentist 5.0 5.0 out of 5 stars Ludlow, MA 01056 Dentist Needed in Chicopee, MA! Join a modern, patient-focused practice that puts clinical autonomy first. We're seeking an experienced General Dentist for a flexible position—choose 2-3 days per week or move into a full-time schedule. This opportunity allows you to grow your earnings at your own pace in a supportive, low-pressure setting. Our practice is not driven by corporate production requirements, so you can focus on what matters most: patient care.</p> <p>What We Offer:</p> <p>Flexible part-time or full-time schedule Modern and relaxing practice atmosphere Clinical independence Percentage-based production pay Full-time employment benefits available</p> <p>Requirements:</p> <p>Experience required (not open to new graduates) Strong clinical skills and a patient-first approach</p> <p>Responsibilities:</p> <p>Perform general dentistry, including exams, fillings, extractions, root canals, and surgical procedures Diagnose and treat oral health conditions using x-rays and other diagnostic tools Develop comprehensive treatment plans and educate patients on oral hygiene and aftercare Prescribe medications and administer local anesthetics or sedation as needed Create models for dental appliances when required</p> <p>Qualifications:</p> <p>D.D.S. or D.M.D. from an accredited program (CODA/ADA) CPR certification Strong clinical, communication, and interpersonal skills Compassionate and patient-centered care approach Compliance with all applicable regulations and office protocols Apply today!</p> <p>Skills:</p> <p>General Practice Eaglesoft</p>	

Appendix C - Data Sources and Calculations

Lightcast Job Postings

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