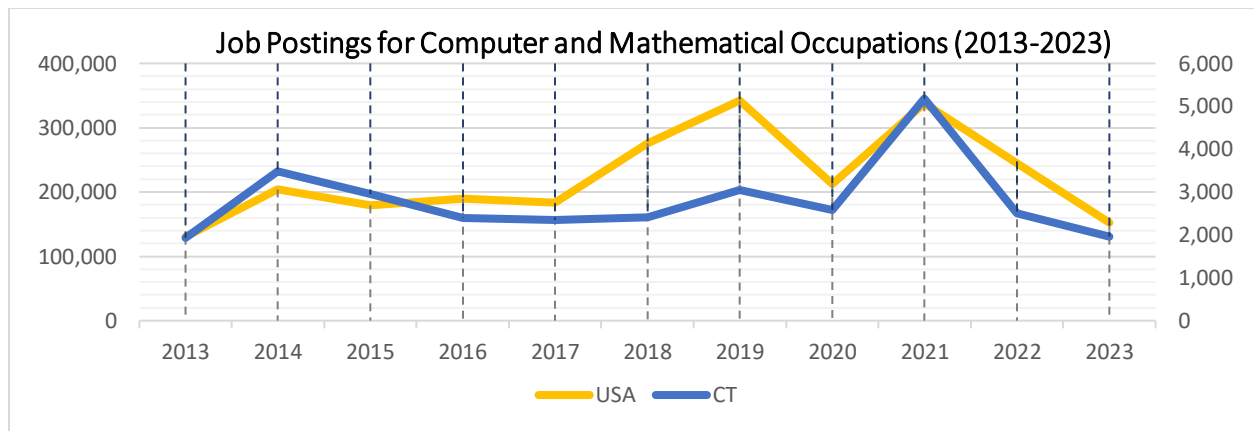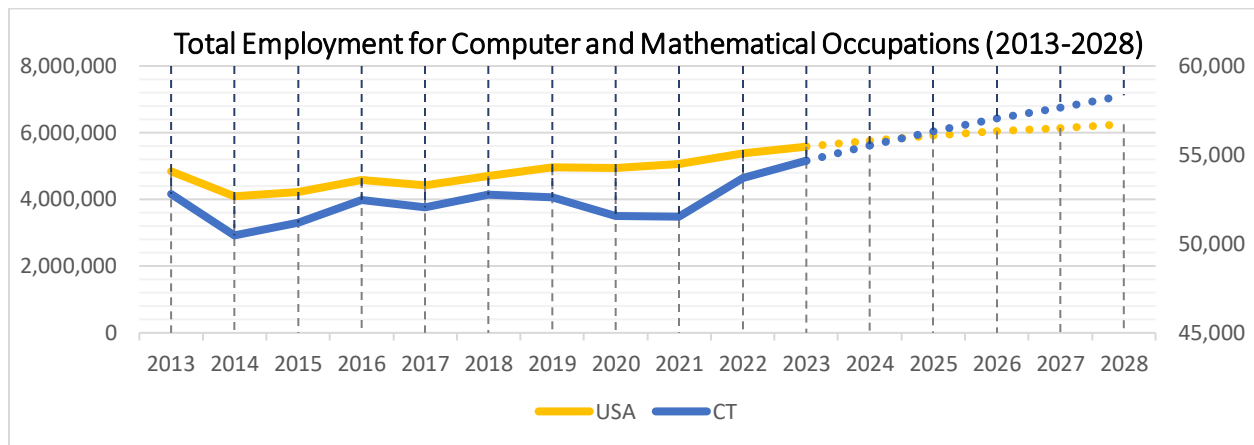# North Central CT Labor Situation | February 2024 Release (December 2023)

This report draws from various reports and sources to aggregate Labor Market Information about the North Central Region of Connecticut. CT Department of Labor is the primary data source unless otherwise noted.

SPOTLIGHT ON TECH

The onset of the COVID-19 pandemic was followed by a sudden demand for remote and virtual alternatives to all forms of in-person interaction. To fuel this transition, the tech industry's hiring needs increased substantially, but as the pandemic settled, the longer-term demand for tech services, and therefore tech employees, proved to be overestimated.

As the chart for Job Postings[1] below demonstrates, over-hiring in this industry, in combination with several turbulent macro-economic factors (e.g., AI, interest rates), led to a sharp decline in demand for tech employees from December 2021 and continues in the form of layoffs and hiring stagnation. The fact remains however, that the digital economy is here to stay, and as the chart for Total Employment projects[2], the IT/Tech industry is positioned to grow steadily both state-wide and nationally, reaching record levels by 2028.

Total Employment for Computer and Mathematical Occupations (2013-2028)

Job Postings for Computer and Mathematical Occupations (2013-2023)

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[1] Lightcast. Job Postings Table by Occupation, SOC 15-0000. Connecticut; USA (2013-2028)

[2] Lightcast. Occupation Table, SOC 15-0000. Connecticut; USA (2013-2023)
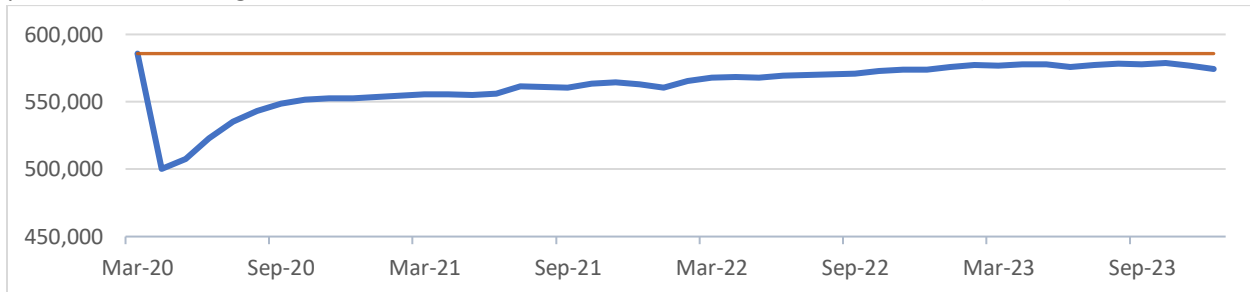
State-Wide Labor Situation

Connecticut nonfarm payroll jobs decreased 2,500 (-0.1%) in December 2023 to a level of 1,695,800 and the state's unemployment rate increased 0.2 percentage points to 3.8% (preliminary, seasonally adjusted data)[3]. Statewide nonfarm industry employment stands 22,700 (1.4%) positions higher than year-ago December levels, and the state's recovery from COVID job losses continues to hover around full recovery from COVID losses, now at 99.4% (287,400) of the 289,100 nonfarm jobs lost during the 2020 COVID-19 lockdown period.

The state's private sector continues to exceed full recovery from the April 2020 COVID employment low (100.5%) but has seen a similar modest decline in employment; the sector declined by 2,900 (-0.2%) positions in December 2023 to 1,462,200 but remains higher by 18,000 jobs (1.2%) from the December 2022 level. Meanwhile, the public sector is also continuing to grow modestly, having increased by 400 jobs (0.2%) last month to a level of 233,600 jobs, and is now at 86.6% recovered from the April 2020 COVID employment lockdown low point.

The following chart shows job gains/losses for the 10 Connecticut industry supersectors.

INDUSTRY SUPERSECTOR	# CHANGE	% CHANGE	11/23 EMPLOYMENT
LEISURE & HOSPITALITY	+1,200	0.8%	156,500
OTHER SERVICES	+1,100	1.7%	64,100
GOVERNMENT	+400	0.2%	233,600
MANUFACTURING	Unchanged	0.0%	158,400
EDUCATION & HEALTH SERVICES	-2,000	0.6%	356,500
PROFESSIONAL & BUSINESS SERVICES	-1,300	0.6%	220,600
CONSTRUCTION & MINING	-800	-1.3%	60,500
TRADE, TRANSPORTATION, & UTILITIES	-600	-0.2%	300,700
FINANCIAL ACTIVITIES	-300	-0.3%	113,600
INFORMATION	-200	-0.6%	31,300

Employment in the Hartford Labor Market Area (LMA) decreased to 574,600 in December 2023[4], a -0.4% decrease of 2,100 positions from November 2023. The Hartford LMA was among the five CT LMAs with numerical declines in non-farm employment this month, while the Norwich-New London-Westerly LMA (0.1%, 127,500) was the only regional gainer with a small job gain of 100 positions. Of the 85,100 positions lost during the COVID-19 onset, the Hartford LMA has recovered 87.3% (74,300).

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[3] CT DOL Labor Situation. CT DOL Labor Situation (December 2023 data)

[4] CT DOL Current Employment Statistics: Seasonally Adjusted. Labor Market Information - State of Connecticut Labor Market Area Employment.
NOTE: CES does not include self-employment or agricultural and domestic positions and may show lower totals than other data sources.

The chart above shows the COVID-19 onset and recovery from March 2020 to December 2023 (SA).

Of the total Hartford LMA Labor Force of 611,428, there were 23,483 unemployed individuals (3.8%) in December 2023[5]**.** This represents a month-to-month increase of 0.4 percentage points and a year-to-year increase of 0.6 percentage points in the unemployment rate. Employment data for key towns are listed in the following table.

TOWN	LABOR FORCE	EMPLOYED	UNEMPLOYED	RATE
HARTFORD	51,367	48,205	3,162	6.2%
NEW BRITAIN	35,924	34,042	1,882	5.2%
BRISTOL	32,404	31,016	1,388	4.3%
MANCHESTER	32,359	31,087	1,272	3.9%
EAST HARTFORD	26,538	25,258	1,280	4.8%
BLOOMFIELD	11,636	11,138	498	4.3%

Job Posting Tables

This section details job posting analytics from the previous 90 days, filtered to include all full-time postings in Hartford County with 0-2 years of experience and HS Diploma, Associates, or no educational requirement listed. Tables organized by *Occupation, Company, and Skill or Qualification* are provided below and are organized according to the total number of unique postings (aggregated across numerous job boards and websites through Lightcast's proprietary data scraping methodology[6]).

Occupation	# Employers Competing (10/23-12/23)	Annual Median Advertised Salary	Last 90 Days Unique Postings
Registered Nurses	193	$117,504	1,183
Medical Assistants	33	$42,752	148
Customer Service Representatives	110	$39,552	147
Heavy and Tractor-Trailer Truck Drivers	54	$83,200	146
First-Line Supervisors of Retail Sales Workers	60	$45,824	142
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	74	$62,592	131
Retail Salespersons	65	$51,328	111
Health Technologists and Technicians, All Other	51	$44,032	101
Radiologic Technologists and Technicians	27	$132,608	100
Maintenance and Repair Workers, General	75	$49,920	98
Nursing Assistants	22	$63,104	96
Production Workers, All Other	42	$36,480	88
Laborers and Freight, Stock, and Material Movers, Hand	60	$37,504	87
Medical Secretaries and Administrative Assistants	51	$43,520	83
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	68	$44,544	80

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[5] CT DOL Local Area Unemployment Statistics. Labor Market Information - Connecticut Local Area Unemployment Statistics (LAUS) (state.ct.us)

[6] Lightcast. Occupation Table, Hartford County (December 2023 unless otherwise noted)

Company	Annual Median Advertised Salary	Salary Observations Count	Last 90 Days Unique Postings
Hartford HealthCare	$62,976	34	289
Randstad	$37,760	177	175
Fusion Medical Staffing	$108,544	14	79
Soliant Health	$75,520	8	65
UnitedHealth Group	$83,200	59	62
Nomad Health	$132,608	42	53
Connecticut Children's Medical Center	Insf. Data	Insf. Data	50
Healthcare Employment Network	Insf. Data	Insf. Data	48
Echn	$28,416	1	48
University of Connecticut	$80,640	27	46
Elara Caring	$89,088	9	43
Actalent	$43,520	17	42
Sunbelt Staffing	$79,360	2	42
Trinity Health	$126,464	3	40
Stability Healthcare	$118,784	38	39

Skill or Qualification	Number of Employers Competing (8/23-10/23)	Annual Median Advertised Salary	Last 90 Days Unique Postings
Registered Nurse (RN)	232	$117,504	1,306
Nursing	133	$100,736	692
Valid Driver's License	250	$52,096	633
Basic Life Support (BLS) Certification	92	$118,528	569
Medical Records	77	$52,736	306
Warehousing	139	$38,016	289
Medication Administration	62	$95,616	265
Auditing	158	$73,984	251
Billing	94	$49,280	225
Marketing	113	$60,032	213
Advanced Cardiovascular Life Support (ACLS) Certification	54	$117,504	212
Care Coordination	38	$89,856	205
Medical Assistance	44	$43,520	204
Merchandising	77	$39,296	198
Data Entry	111	$44,928	196

Industry Focus

The table below contains total employment numbers for several priority industries in the Hartford Labor Market Area, with data from the most recently available month, as well as the previous month and year for comparison[7].

Selected Industry Growth Sectors	Nov-23	Dec-22	Dec-23	M-to-M Change		Y-to-Y Change	
				#	%	#	%
Total Nonfarm Employment	585,200	578,800	580,300	-4,900	-0.8%	1,500	0.3%
Construction Nat. Resources Mining	21,500	21,000	19,900	-1,600	-7.4%	-1,100	-5.2%
Manufacturing	54,400	55,400	54,900	500	0.9%	-500	-0.9%
Transportation and Warehousing	26,000	25,900	26,300	300	1.2%	400	1.5%
Information	9,100	8,900	9,000	-100	-1.1%	100	1.1%
Health Care and Social Assistance	101,600	97,900	101,100	-500	-0.5%	3,200	3.3%
Ambulatory Health Care	34,300	33,500	34,400	100	0.3%	900	2.7%
Government	95,800	94,200	94,700	-1,100	-1.1%	500	0.5%

Total statewide job postings numbered 74,999 in December 2023, down from 75,560 in November 2023.[8] The *Healthcare and Social Assistance* industry had the most postings (14,689), followed by *Retail Trade* (8,206)*, Manufacturing* (6,995)*,* and *Professional, Scientific, and Technical Services* (5,240). Occupations with the most postings included *Registered Nurses* (4,949)*, Retail Salespersons* (3,051), *Supervisors of Retail Sales Workers* (2,040), *Home Health and Personal Care Aides* (1,880), and *Wholesale and Manufacturing Sales Representatives* (1,658 postings).

Of the 57% of postings listing educational requirements, 48% require a Bachelor's degree or higher, 10% require an Associate's degree, and 42% require high school or vocational training. The top five specialized skills found in CT job postings are *Nursing, Merchandising, Project Management, Marketing,* and *Auditing.*

The North Central Workforce Development Area (WDA) had 27,083 job ads in December, led by the *Healthcare & Social Assistance* industry (4,572 ads) and the *Registered Nurse* occupation (1,501 ads). The greatest number of ads (8,733) were in Hartford, followed by East Hartford (1,474), New Britain (1,333), Farmington (1,255), and West Hartford (1,228). Employers posting the greatest number of ads included Hartford Healthcare (1,063), Raytheon Technologies (824), State of Connecticut (443), CVS Health (394), and Trinity Health (303).

Nationally, the number of job openings changed little at 9.0 million and the job openings rate remained at 5.4% on the last business day of December[9], with a notable increase of job openings in professional and business services (+239,000) and decrease in wholesale trade (-83,000).

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[7] CT DOL Help Wanted OnLine (HWOL). December 2023. HWOL December 2023

[8] CT DOL Hartford LMA - Current Employment Statistics. December 2023. Hartford LMA CES December 2023

[9] US Bureau of Labor Statistics Job Openings and Labor Turnover Survey (JOLTS). November 2023. Job Openings and Labor Turnover - December 2023 (bls.gov). The job openings rate is calculated dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Total separations (quits, layoffs & discharges, and other separations) changed little at 5.4 million at a rate of 3.4% for the 2nd consecutive month. More specifically, the number and rate of quits changed little at 3.4 million and 2.2%, with a significant increase in wholesale trade (+63,000) and decreases in both health care and social assistance (-71,000) and transportation, warehousing, and utilities (-35,000). The national change in job openings between November 2023 and December 2023 is shown for primary industries in the table below in thousands, with December 2022 for reference.

Industry	Dec-22	Nov-23	Dec-23	Y-o-Y % Change
Total	**11,234**	**8,925**	**9,026**	**-20%**
Total Private	10,126	7,911	8,010	-21%
Manufacturing - Durable Goods	519	379	408	-21%
Manufacturing - Nondurable Goods	278	174	192	-31%
Wholesale Trade	265	307	224	-15%
Retail Trade	964	612	662	-31%
Transportation, Warehousing, & Utilities	534	463	429	-20%
Information	106	162	127	20%
Financial Activities	610	419	457	-25%
Professional & Business Services	2,087	1,480	1,719	-18%
Educational Services	181	178	189	4%
Healthcare & Social Assistance	1,899	1,767	1,830	-4%
Leisure & Hospitality	1,859	1,126	995	-46%
Other Services	297	342	296	0%
Government	1,109	1,014	1,016	-8%