

North Central CT Labor Situation | November 2024 Release

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 CONNECTICUT’S DIVERSIFYING WORKFORCE

From 2013 to 2023, Connecticut has seen a significant rise in its immigrant labor force, up by **18%** to over **590,000** in the past decade, and now constituting **19.6%** of the state’s workforce, while the native-born population is declining and aging¹. This demographic shift is accompanied by the increasingly important role immigrants play in the state's economy, from increased state revenues through taxes and more consumer spending, to workforce gaps filled in key growth sectors such as construction, food manufacturing, and hospitality, and even larger economic contributions through the creation of new businesses and job opportunities, with immigrants owning approximately **45,000** businesses statewide.

As this population continues to grow, however, there is an equally augmenting need to support the vocational and educational opportunities available to them. A FY24 profile report of 56 North Central adult education program sites shows that of the 4,512 students enrolled in the region, **over two thirds** (2,906) are English language learners, and **over one third** (1,548) consist of individuals with low literacy levels. Additionally, **over half** (2,308) of students were Hispanic/Latino, with the next highest proportion being Black/African American **at nearly a fifth** (893). **Over a third** (1,598) of these heavily-barriered individuals were unemployed at entry, and **nearly a fifth** (788) were not participating in the labor force.

As we continue to serve the marginalized communities of our 37 towns, often with a significant proportion of foreign-born, BIPOC, and low English proficient individuals, Capital Workforce Partners collaborates closely with local adult education partners to make the path through basic skills remediation and into meaningful, in-demand, employment more accessible, ultimately harnessing the potential of Connecticut’s diverse labor force in meeting the needs of its evolving industries.

Population Changes by Age Group | Connecticut (2010-2023)²

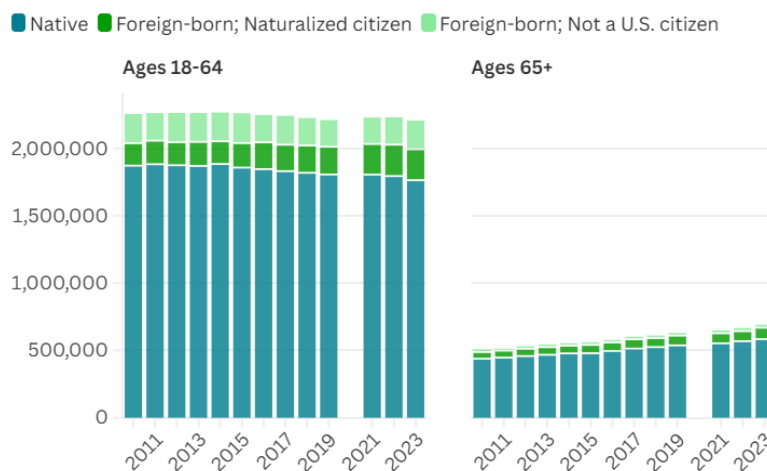


Chart Source: Renata Daou, CT Mirror

¹ [Immigrants Make up Growing Share of CT Labor Force](#), November 2024.

Note: in this context, the terms “immigrant” and “foreign-born” are synonymous, and include naturalized citizens, permanent residents, and undocumented individuals.

² American Community Survey, Connecticut (2010-2023)

State-Wide Labor Situation

Connecticut nonfarm payroll jobs decreased slightly by 300 (-0.02%) in October 2024 to a level of 1,709,000, but still higher by 8,300 (0.5%) than one year ago, while the state’s unemployment rate also fell by another 0.2 percentage points to 3.0% (preliminary, seasonally adjusted data)³. This month’s unemployment rate is well below a year ago (4.2%) and has not been this low since August 2001 (3.0%), following five consecutive statistically significant monthly declines.

As for the private sector, total employment increased by 900 (0.1%) this month following last month’s revised decrease of 600 (-0.04%), now at 1,474,300 jobs and higher by 7,400 jobs (0.5%) from the October 2023 level. The public sector decreased in October by 1,200 jobs (-0.5%), now at a level of 233,700 jobs but still higher by 900 (0.4%) positions than year-ago levels.

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

INDUSTRY SUPERSECTOR	# CHANGE	% CHANGE	10/24 EMPLOYMENT
OTHER SERVICES	+500	0.8%	64,600
LEISURE & HOSPITALITY	+500	0.3%	156,700
TRADE, TRANSPORTATION, & UTILITIES	+400	0.1%	296,100
MANUFACTURING	0	0.0%	158,000
CONSTRUCTION & MINING	0	0.0%	62,500
INFORMATION	0	0.0%	30,000
GOVERNMENT	-1,200	-0.5%	233,700
EDUCATION & HEALTH SERVICES	-300	-0.1%	368,200
FINANCIAL ACTIVITIES	-100	-0.1%	119,200
PROFESSIONAL & BUSINESS SERVICES	-100	-0.04%	220,000

Employment in the Hartford Labor Market Area (LMA) decreased to 588,000 in October 2024⁴, a -0.1% decrease of 500 jobs from September 2024, joining the New Haven and Danbury LMAs in job losses this month. In contrast, the Norwich-New London-Westerly LMA (0.4%, 126,700) led in numerical gains and percentage gains, adding 500 jobs, and the Bridgeport-Stamford-Norwalk LMA (0.05%, 410,100) increased 200 positions. Despite a slight decline, Hartford LMA continues to exceed full recovery from the 85,100 positions lost during COVID-19.

Of the total Hartford LMA Labor Force of 624,629 there were 15,277 unemployed individuals (2.4) in October 2024⁵, the lowest rate in over two decades for the second consecutive month. This represents a significant month-to-month decrease of 0.1 percentage points, and a year-to-year decrease of 1.5 percentage points in the unemployment rate. Employment data for key towns are listed below.

TOWN	LABOR FORCE	EMPLOYED	UNEMPLOYED	RATE
HARTFORD	52,209	49,950	2,259	4.3%
NEW BRITAIN	36,493	35,275	1,218	3.3%
BRISTOL	33,072	32,139	933	2.8%
MANCHESTER	33,038	32,213	825	2.5%
EAST HARTFORD	26,994	26,172	822	3.0%
BLOOMFIELD	11,875	11,542	333	2.8%

³ CT DOL Labor Situation. [CT DOL Labor Situation \(October 2024 data\)](#)

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.

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

Job Posting Tables

This section details job posting analytics from the previous 90 days, filtered to include all full-time postings in the Capitol Planning Region 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 methodology⁶).

Occupation	# Employers (9/24 - 11/24)	Annual Median Advertised Salary	Last 90 Days Unique Postings
Registered Nurses	105	\$104,192	529
Heavy and Tractor-Trailer Truck Drivers	70	\$67,456	232
Customer Service Representatives	95	\$43,648	217
Retail Salespersons	75	\$38,528	211
First-Line Supervisors of Retail Sales Workers	90	\$50,048	147
Laborers and Freight, Stock, and Material Movers, Hand	51	\$41,600	134
Home Health and Personal Care Aides	38	\$37,888	122
Fast Food and Counter Workers	22	\$33,920	120
Medical Assistants	38	\$43,520	100
Sales Representatives, Wholesale and Manufacturing	59	\$59,776	98
Medical and Health Services Managers	33	\$48,640	87
Licensed Practical and Licensed Vocational Nurses	32	\$62,208	84
Secretaries and Admin. Assistants, Except Legal/Med/Exec.	65	\$50,176	83
Maintenance and Repair Workers, General	67	\$51,456	82
Production Workers, All Other	42	\$40,576	80

Company	Salary Observations	Annual Median Advertised Salary	Last 90 Days Unique Postings
Hartford HealthCare	22	\$62,976	296
UnitedHealth Group	107	\$50,944	108
Optum	87	\$91,904	88
UPS	72	\$41,600	74
Martin Brower	65	\$67,328	66
Cigna	39	\$49,920	59
Echn	Insf. Data	Insf. Data	51
Walgreens Boots Alliance	29	\$38,400	50
Clover Health Services	48	\$117,760	50
Trinity Health	1	\$142,532	47
Elara Caring	8	\$92,672	47
Lowe's	7	\$39,936	42
Macy's	32	\$38,144	42
Penske Automotive Group	40	\$55,040	40
Marriott International	23	\$64,000	37

⁶ Lightcast. Occupation Table, Hartford County (October 2024 unless otherwise noted)

Skill or Qualification	# Employers (9/24 - 11/24)	Annual Median Advertised Salary	Last 90 Days Unique Postings
Valid Driver's License	463	\$45,696	944
Registered Nurse (RN)	127	\$104,192	652
Nursing	114	\$91,904	558
Merchandising	117	\$38,528	414
Basic Life Support (BLS) Certification	57	\$91,904	387
Selling Techniques	128	\$41,600	352
Warehousing	149	\$43,648	313
Auditing	145	\$58,112	285
Cardiopulmonary Resuscitation (CPR) Certification	86	\$39,808	283
Medical Records	77	\$46,592	281
Marketing	138	\$50,048	272
Data Entry	114	\$47,232	255
Billing	108	\$48,128	254
Restaurant Operation	86	\$41,344	248
Home Health Care	59	\$63,488	247

Industry Focus

The table below contains total employment numbers for several priority industries in the Hartford Labor Market Area, with data from September 2024, as well as the previous month and year for comparison⁷

Selected Industry Growth Sectors	Oct-23	Sep-24	Oct-24	Y-to-Y Change		M-to-M Change	
				#	%	#	%
Total Nonfarm Employment	588,700	590,100	593,600	4,900	0.8%	3,500	0.6%
Construction, Nat. Resources, Mining	22,900	24,300	24,300	1,400	6.1%	0	0.0%
Manufacturing	55,000	55,200	55,100	100	0.2%	-100	-0.2%
Wholesale Trade	16,700	16,600	16,600	-100	-0.6%	0	0.0%
Retail Trade	50,700	49,300	49,800	-900	-1.8%	500	1.0%
Transportation, Warehousing, & Utilities	27,300	26,300	27,000	-300	-1.1%	700	2.7%
Information	8,700	8,500	8,500	-200	-2.3%	0	0.0%
Financial Activities	51,000	51,200	51,200	200	0.4%	0	0.0%
Professional & Business Services	75,400	75,100	75,300	-100	-0.1%	200	0.3%
Educational Services	14,700	14,300	14,900	200	1.4%	600	4.2%
Health Care and Social Assistance	100,800	103,400	103,900	3,100	3.1%	500	0.5%
Leisure and Hospitality	46,600	47,600	47,300	700	1.5%	-300	-0.6%
Other Services	21,800	22,000	22,200	400	1.8%	200	0.9%
Government	97,100	96,300	97,500	400	0.4%	1,200	1.2%

Total statewide job postings numbered 78,481 in October 2024, down from 79,160 in September 2024.⁸ The *Healthcare and Social Assistance* industry had the most postings (15,678), followed by *Retail Trade* (8,910), *Manufacturing* (6,292), and *Professional, Scientific, & Technical Occupations* (5,071). Occupations with the most postings included *Registered Nurses* (4,288), *Retail Salespersons* (3,073), *Home Health & Personal Care Aides* (1,743), and *Supervisors of Retail Sales Workers* (1,586).

⁷ CT DOL Hartford LMA - Current Employment Statistics. September 2024. [Hartford LMA CES October 2024](#)

⁸ CT DOL Help Wanted OnLine (HWOL). September 2024. [HWOL October 2024](#)

Of the 58% of postings listing educational requirements, 48% require a bachelor's degree or higher, 10% require an associate degree, and 42% require high school or vocational training. The top five specialized skills found in CT job postings are Nursing (5,601), Merchandising (5,205), Project Management (5,070), Marketing (4,659), and Auditing (4,170).

The North Central Workforce Development Area had 28,236 job ads in September, led by the *Healthcare & Social Assistance* industry (4,808 ads) and the *Registered Nurse* occupation (1,279 ads). The greatest number of ads (9,957) were in Hartford, followed by Farmington (1,437), New Britain (1,400), West Hartford (1,327), Manchester (1,242), and employers posting the greatest number of ads were Hartford Healthcare (839), CVS Health (526), Cigna (424), Travelers (418), and ARINC international (378).