

North Central CT Labor Situation | October 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.

WORKFORCE SPOTLIGHT ON INFRASTRUCTURE

Around the country, many states are increasing efforts to address the growing demands of the infrastructure sector, among which are New Mexico and Michigan, both issuing executive orders focused on expanding their respective infrastructure workforces. In New Mexico, Governor Michelle Lujan Grisham's executive order¹ targets training 2,000 workers for climate-ready jobs by 2026- an initiative which spans 11 state agencies and concentrates on sectors like transportation, water, and energy systems, and commits to investments in workforce training and apprenticeships aimed at rural and underrepresented communities.

Governor Whitmer in Michigan is taking a similar approach, issuing a directive² that emphasizes partnerships with trade unions, educational institutions, and industries to create a strong workforce capable of handling major infrastructure projects. Like New Mexico, Michigan is making workforce development a central part of its strategy for long-term growth, with the goal of training 5,000 infrastructure workers in Michigan by January 1, 2030. These efforts align with federal programs like the Bipartisan Infrastructure Law, Inflation Reduction Act, and the CHIPS and Science Act, projected to collectively generate nearly 3 million jobs nationwide.

In Connecticut, recent infrastructure investments (also largely supported by the Bipartisan Infrastructure Law) have produced significant opportunities for the state's workforce as well. Amtrak's \$1.3 billion Connecticut River Bridge project³, for instance, is expected to last until 2031 and generate both entry-level and skilled jobs to support such a landmark undertaking, namely in critical infrastructure sectors such as construction, engineering, and maintenance. More locally, the state's \$41 million water infrastructure investment⁴ from the EPA will advance public health and environmental sustainability, while generating specialized jobs in sustainable water management (e.g. lead pipe replacement, water main repairs). Other investments include the Community Connectivity Grant Program⁵ aiming to improve roads, sidewalks, and ADA accessibility through \$12 million in grants to 17 municipalities, as well as a separate \$30 million commitment to enhancing state park infrastructure⁶, both opening up opportunities in construction and environmental management.

As CWP continues to foster collaboration between industry leaders, namely through our Regional Sector Partnerships and our business partners in Manufacturing and Construction, as well as state agencies and community partners, we can further emphasize equity and access into infrastructure-related opportunities such as these for our underrepresented communities, and play a pivotal role developing a workforce system ready for these, and future infrastructure investments.

¹ [Governor issues executive order for climate-ready and infrastructure workforce for New Mexico](#), September 2024

² [Executive Directive 2024-1: Building Up Michigan's Workforce and Infrastructure](#), April 2024

³ [Amtrak and Partners Break Ground on New Connecticut River Bridge](#), September 2024

⁴ [Biden-Harris Administration announces nearly \\$41 million for water infrastructure in CT](#), October 2024

⁵ [Governor Lamont Announces \\$11.7 Million To Improve Transportation Safety and Accessibility](#), October 2024

⁶ [Governor Lamont Announces \\$30 Million Investment for Infrastructure Improvements](#), October 2024

State-Wide Labor Situation

Lowest unemployment rate in over two decades for Connecticut and the Hartford Labor Market Area!

Connecticut nonfarm payroll jobs decreased slightly by 300 (-0.02%) in September 2024 to a level of 1,710,300, but still higher by 11,800 (0.7%) than one year ago, while the state’s unemployment rate also fell by 0.2 percentage points to 3.2% (preliminary, seasonally adjusted data)⁷. This month’s unemployment rate is well below a year ago (4.0%), having dropped 1.1 percentage points since May 2024 (4.3%) and now at the lowest level since September 2001. The state continues to exceed pandemic recovery figures with 104% (302,800) of the 291,100 nonfarm jobs lost during the March-April 2020 COVID-19 lockdown period.

The state’s private sector also continues to exceed full recovery at 105.1% recovery from the April 2020 COVID employment low. The private sector’s total employment was unchanged this month following last month’s decrease of 2,200 (-0.1%), now at 1,474,500 jobs and higher by 9,400 jobs (0.6%) from the September 2023 level. The public sector decreased slightly in September by 300 jobs (-0.1%), now at a level of 235,300 jobs but still higher by 2,400 (1.0%) positions than year-ago levels.

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

INDUSTRY SUPERSECTOR	# CHANGE	% CHANGE	09/24 EMPLOYMENT
PROFESSIONAL & BUSINESS SERVICES	+1,800	0.8%	220,100
OTHER SERVICES	+400	0.6%	63,700
EDUCATION & HEALTH SERVICES	+400	0.1%	369,400
FINANCIAL ACTIVITIES	+300	0.3%	119,400
MANUFACTURING	0	0.0%	157,800
TRADE, TRANSPORTATION, & UTILITIES	-900	-0.3%	296,300
CONSTRUCTION & MINING	-800	-1.3%	62,400
INFORMATION	-700	-2.3%	30,000
LEISURE & HOSPITALITY	-500	-0.3%	155,900
GOVERNMENT	-300	-0.1%	235,300

Employment in the Hartford Labor Market Area (LMA) decreased to 588,800 in September 2024⁸, a -0.1% decrease of 400 jobs from August 2024, joining the New Haven, Norwich-New London-Westerly and Bridgeport-Stamford-Norwalk LMAs in job losses this month. In contrast, the Waterbury LMA added 300 jobs- leading in numerical gains and percentage gains, and the Danbury LMA added 200 positions. The Hartford LMA continues to exceed full recovery from the 85,100 positions lost during COVID-19.

Of the total Hartford LMA Labor Force of 622,036 there were 15,581 unemployed individuals (2.5%) in September 2024⁹, the lowest rate in over two decades. This represents a significant month-to-month decrease of 0.9 percentage points, and a year-to-year decrease of 1 percentage point in the unemployment rate. Employment data for key towns are listed in the following table.

⁷ CT DOL Labor Situation. [CT DOL Labor Situation \(September 2024 data\)](#)

⁸ 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.

⁹ CT DOL Local Area Unemployment Statistics. [Labor Market Information - Connecticut Local Area Unemployment Statistics \(LAUS\) \(state.ct.us\)](#)

TOWN	LABOR FORCE	EMPLOYED	UNEMPLOYED	RATE
HARTFORD	51,964	49,713	2,251	4.3%
NEW BRITAIN	36,342	35,108	1,234	3.4%
BRISTOL	32,907	31,987	920	2.8%
MANCHESTER	32,934	32,060	874	2.7%
EAST HARTFORD	27,119	25,476	1,643	6.1%
BLOOMFIELD	11,812	11,487	325	2.8%

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 methodology¹⁰).

Occupation	# Employers (8/24 - 10/24)	Annual Median Advertised Salary	Last 90 Days Unique Postings
Registered Nurses	120	\$98,560	549
Customer Service Representatives	94	\$43,136	210
Retail Salespersons	67	\$38,528	182
Heavy and Tractor-Trailer Truck Drivers	79	\$62,336	161
First-Line Supervisors of Retail Sales Workers	90	\$46,336	132
Medical Assistants	41	\$42,752	103
Medical and Health Services Managers	41	\$51,200	95
Fast Food and Counter Workers	24	\$33,920	95
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	59	\$59,776	92
Licensed Practical and Licensed Vocational Nurses	34	\$62,208	91
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	68	\$49,920	89
Production Workers, All Other	47	\$40,064	81
Maintenance and Repair Workers, General	60	\$51,456	78
Nurse Practitioners	17	\$130,560	77
Home Health and Personal Care Aides	35	\$37,376	76

Company	Salary Observations	Annual Median Advertised Salary	Last 90 Days Unique Postings
Hartford HealthCare	18	\$62,976	286
UnitedHealth Group	98	\$50,944	101
Optum	82	\$91,904	83
Trinity Health	3	\$142,336	54
Cigna	37	\$47,616	52
US Department of the Treasury	39	\$127,744	49
Marriott International	34	\$71,552	44
Elara Caring	6	\$92,672	44
University of Connecticut	24	\$82,688	43
Penske Automotive Group	42	\$55,040	42

¹⁰ Lightcast. Occupation Table, Hartford County (September 2024 unless otherwise noted)

Echn	Insf. Data	Insf. Data	38
Walgreens Boots Alliance	25	\$38,400	37
Clover Health Services	36	\$117,248	37
Lowe's	7	\$39,936	35
State Of Connecticut	30	\$66,304	33

Skill or Qualification	# Employers (8/24 - 10/24)	Annual Median Advertised Salary	Last 90 Days Unique Postings
Communication	979	\$50,048	2,399
Customer Service	813	\$45,696	2,038
Management	616	\$51,072	1,442
Sales	473	\$49,280	1,093
Operations	408	\$50,048	1,063
Valid Driver's License	403	\$46,720	905
Detail Oriented	433	\$45,696	849
Leadership	330	\$53,888	811
Problem Solving	315	\$50,048	716
Writing	335	\$55,808	706
Lifting Ability	310	\$43,648	705
Registered Nurse (RN)	133	\$98,560	679
Microsoft Office	316	\$50,944	661
Interpersonal Communications	271	\$52,608	626
Communication	979	\$50,048	2,399

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 comparison¹¹.

Selected Industry Growth Sectors	Sep-23	Aug-24	Sep-24	Y-to-Y Change		M-to-M Change	
				#	%	#	%
Total Nonfarm Employment	583,100	582,000	590,200	7,100	1.2%	8,200	1.4%
Construction, Nat. Resources, Mining	22,400	24,900	24,200	1,800	8.0%	-700	-2.8%
Manufacturing	55,200	55,900	55,100	-100	-0.2%	-800	-1.4%
Wholesale Trade	16,600	16,700	16,700	100	0.6%	0	0.0%
Retail Trade	50,000	49,600	49,300	-700	-1.4%	-300	-0.6%
Transportation, Warehousing, & Utilities	26,600	24,700	26,300	-300	-1.1%	1,600	6.5%
Information	8,700	8,600	8,500	-200	-2.3%	-100	-1.2%
Financial Activities	50,700	51,400	51,400	700	1.4%	0	0.0%
Professional & Business Services	75,000	74,800	75,200	200	0.3%	400	0.5%
Educational Services	14,000	12,800	14,400	400	2.9%	1,600	12.5%
Health Care and Social Assistance	100,100	103,100	103,300	3,200	3.2%	200	0.2%
Leisure and Hospitality	46,700	50,000	47,600	900	1.9%	-2,400	-4.8%
Other Services	21,800	22,300	21,900	100	0.5%	-400	-1.8%
Government	95,300	87,200	94,300	-1,000	-1.0%	7,100	8.1%

¹¹ CT DOL Hartford LMA - Current Employment Statistics. September 2024. [Hartford LMA CES September 2024](#)

Total statewide job postings numbered 79,160 in September 2024, down from 82,219 in August 2024.¹² The *Healthcare and Social Assistance* industry had the most postings (15,934), followed by *Retail Trade* (8,639), *Manufacturing* (6,433), and *Professional, Scientific, & Technical Occupations* (5,026). Occupations with the most postings included *Registered Nurses* (4,397), *Retail Salespersons* (3,024), *Home Health & Personal Care Aides* (1,770), and *Supervisors of Retail Sales Workers* (1,607).

The North Central Workforce Development Area (WDA) had 27,451 job ads in September, led by the *Healthcare & Social Assistance* industry (4,706 ads) and the *Registered Nurse* occupation (1,277 ads). The greatest number of ads (9,498) were in Hartford, followed by Farmington (1,382), New Britain (1,357), Manchester (1,228), West Hartford (1,219), and employers posting the greatest number of ads were Hartford Healthcare (891), CVS Health (484), Cigna (386), Travelers (386), and the State of Connecticut (241).

Nationally, the number of job openings changed little at 7.4 million, as did the job openings rate at 4.5% on the last business day of September¹³, with notable decreases in health care and social assistance (-178,000), state and local government, excluding education (-79,000), and federal government (-28,000), but a notable increase in finance and insurance (+85,000). Despite minimal change this month, total job openings have decreased by 1.9 million over the year.

Total separations (quits, layoffs & discharges, and other separations) stands at 5.2 million at a rate of 3.3%, down by 326,000 over the year. More specifically, the number and rate of quits changed little at 3.1 million at 1.9%, down by 525,000 over the year (while layoffs and discharges increased by 238,000 in that time frame). The national change in job openings between August 2024 and September 2024 is shown for primary industries in the table below in thousands, with September 2023 for reference.

Industry	Sep-23	Aug-24	Sep-24	Y-o-Y % Change	M-to-M % Change
Total	9,307	7,861	7,443	-20%	-5%
Total Private	8,342	6,912	6,626	-21%	-4%
Manufacturing - Durable Goods	354	321	327	-8%	2%
Manufacturing - Nondurable Goods	253	170	155	-39%	-9%
Wholesale Trade	229	192	170	-26%	-11%
Retail Trade	668	592	534	-20%	-10%
Transportation, Warehousing, & Utilities	416	347	293	-30%	-16%
Information	109	119	132	21%	11%
Financial Activities	689	374	467	-32%	25%
Professional & Business Services	1,582	1,454	1,531	-3%	5%
Private Education	163	152	155	-5%	2%
Health care & Social Assistance	1,762	1,484	1,306	-26%	-12%
Leisure & Hospitality	1,350	1,059	948	-30%	-10%
Other Services	316	295	295	-7%	0%
Government	965	949	817	-15%	-14%

¹² CT DOL Help Wanted OnLine (HWOL). September 2024. [HWOL September 2024](#)

¹³ US Bureau of Labor Statistics Job Openings and Labor Turnover Survey (JOLTS). September 2024. [Job Openings and Labor Turnover – September 2024 \(bls.gov\)](#). 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.