

# What is the market for STEM talent?



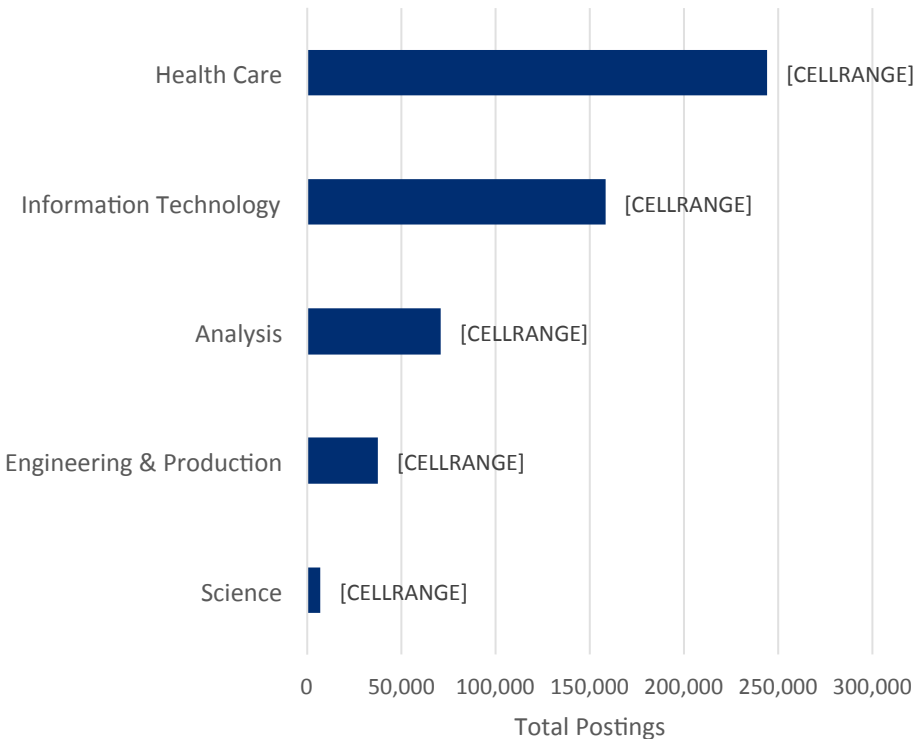
STEM Job Postings New England  
(Last 12 months)



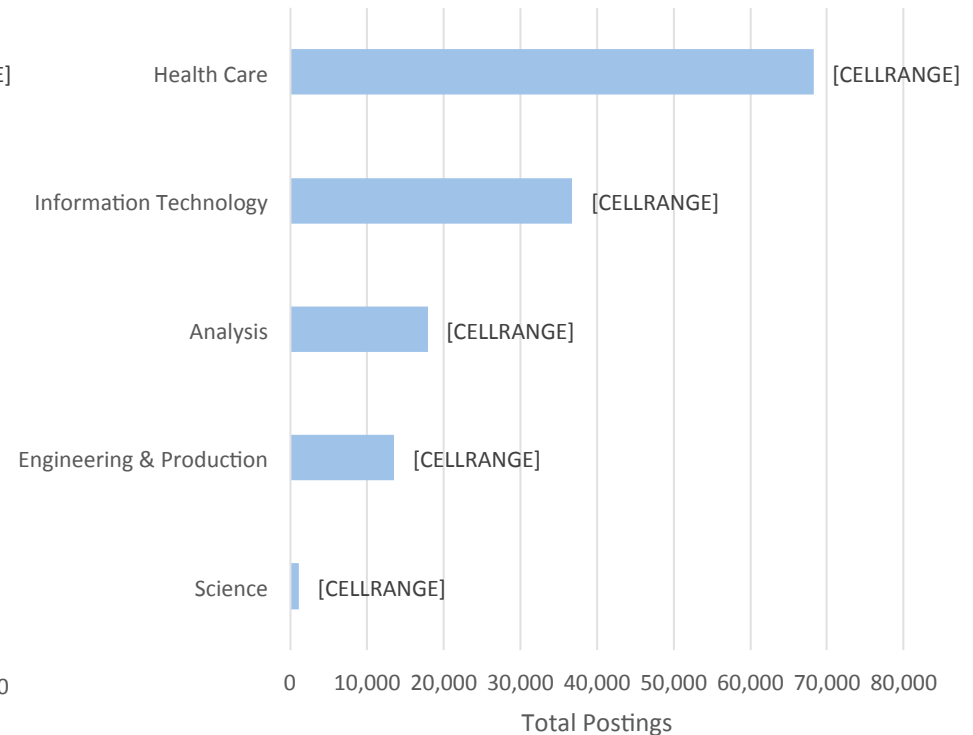
STEM Job Postings Gateways Cities  
(Last 12 months)



Job Postings by STEM Area



Job Postings by STEM Area



# Opening Doors for New Talent

New England 2016: Computer User Support Specialist (entry-level postings\*)

**48%** Postings *without* programming skills still prefer a BA

BUT

**Sub-BA Postings**

=

**BA Postings**

**Top Skills**

Troubleshooting  
 Technical Support  
 Customer Service  
 Help Desk Support  
 Communication Skills

Microsoft Windows  
 Consumer Electronics  
 Software Installation  
 Research  
 Computer Installation  
 and Setup

Troubleshooting  
 Communication Skills  
 Technical Support  
 Help Desk Support  
 Writing

Customer Service  
 Microsoft Windows  
 Software Installation  
 Research  
 System and Network  
 Configuration

**Top Industries**

- ① Electronics and Appliance Stores
- ② Colleges, Universities, and Professional Schools
- ③ General Medical and Surgical Hospitals

- ④ Insurance Carriers
- ⑤ Business Support Services
- ⑥ Software Publishers

- ⑦ Scientific Research and Development Services
- ⑧ Computer Systems Design and Related Services
- ⑨ Instruments Manufacturing

\*Excludes postings that require programming skills (SQL, Linux, Unix, JAVA)

# Align Training and Credentials with Employer Demand

Sub-Baccalaureate Bioscience Occupations	Job Postings (Last 12 Months)	%Sub-BA	%BA
All Jobs*	18,282	57%	43%
Medical and Clinical Laboratory Technicians	11,423	64%	36%
Inspectors, Testers, Sorters, Samplers, and Weighers	2,480	52%	48%
Quality Control Analysts	1,929	18%	82%
Manufacturing Production Technicians	949	86%	14%
Biological Technicians	783	39%	61%
Chemical Technicians	718	68%	32%

\*Biotech jobs in occupations open to sub-baccalaureate job seekers.

Biotech is defined broadly as the following industries: Medical Equipment and Supplies Manufacturing (NAICS: 3391), Navigational, Measuring, Electromedical, and Control Instruments Manufacturing (3345), Pharmaceutical and Medicine Manufacturing (3254), Medical and Diagnostic Laboratories (6215), Scientific Research and Development Services (5417)

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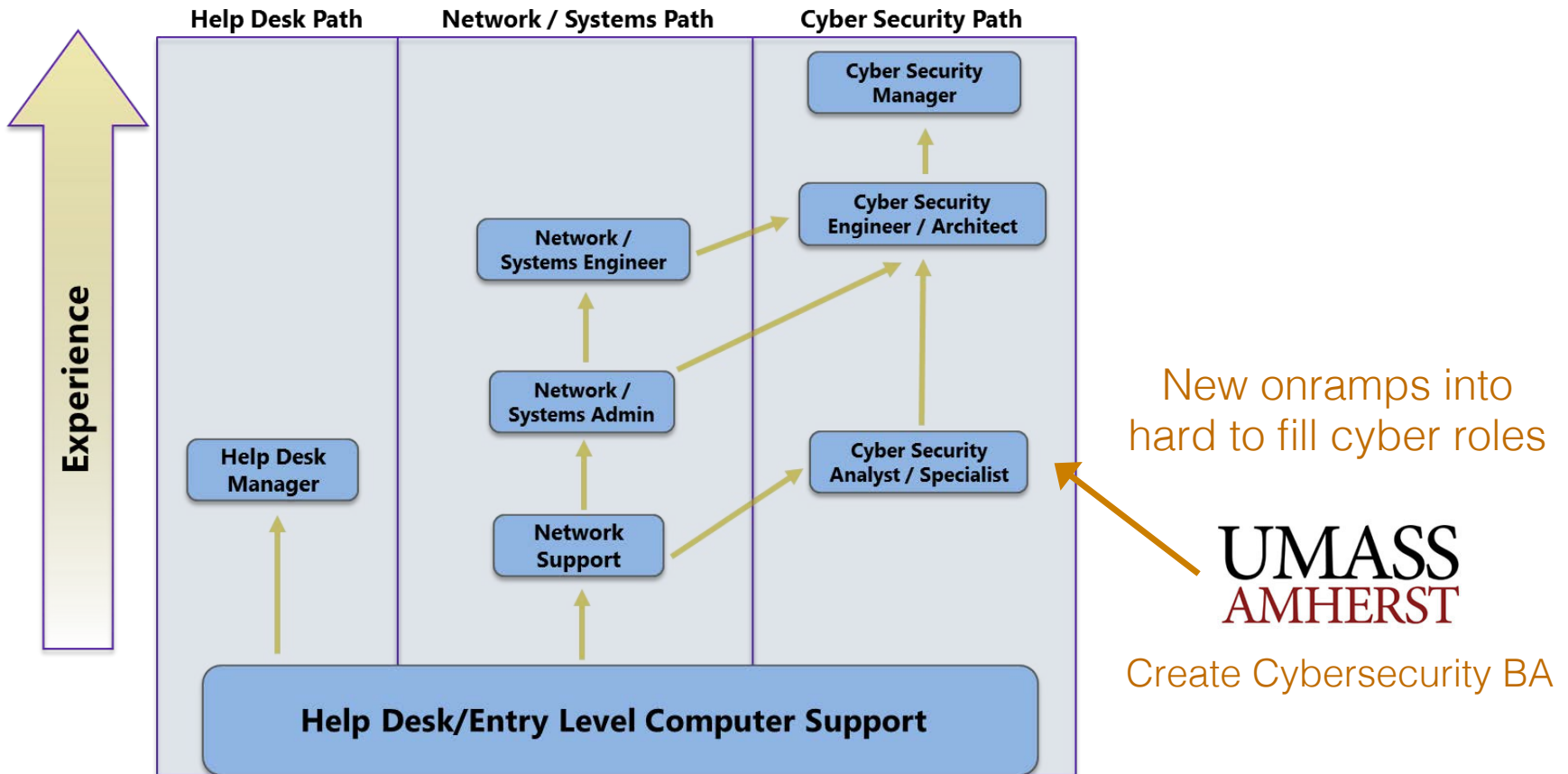
Sub-Baccalaureate Bioscience Occupations	Bioscience Industry % of Postings Requesting a BA	Overall % of Postings Requesting a BA	Differential	Jobs Seekers Holding a BA (Source: ACS)
All Jobs	43%	37%	<b>+6%</b>	NA
Medical and Clinical Laboratory Technicians	36%	37%	--	33%
Inspectors, Testers, Sorters, Samplers, and Weighers	48%	29%	<b>+19%</b>	16%
Quality Control Analysts	82%	68%	<b>+14%</b>	NA
Manufacturing Production Technicians	14%	13%	--	NA
Biological Technicians	61%	45%	<b>+16%</b>	39%
Chemical Technicians	32%	34%	--	48%

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# Filling Talent Gaps

## Network, Computer Systems and Security Career Ladder

Help Desk roles constitute over half of the demand for entry-level middle-skill IT workers and is an important stepping stone into the IT workforce. The chart below shows the next steps and opportunities to advance to higher-paying, higher-skill roles in network / systems support and cyber security.



# Address Local Talent Needs

## Top IT Roles by State

MA	RI	CT	NH	VT	ME
Software Developer / Engineer	Software Developer / Engineer	Software Developer / Engineer	Software Developer / Engineer	Software Developer / Engineer	Software Developer / Engineer
Computer Support Specialist	Computer Support Specialist	Computer Support Specialist	Computer Support Specialist	<b>IT Project Manager</b>	Computer Support Specialist
Systems Analyst	Systems Analyst	Systems Analyst	Systems Analyst	<b>Computer Support Specialist</b>	Systems Analyst
<b>Web Developer</b>	Network Engineer / Architect	<b>IT Project Manager</b>	<b>Network Engineer / Architect</b>	Systems Analyst	Network / Systems Administrator
Network Engineer / Architect	<b>IT Project Manager</b>	Network Engineer / Architect	<b>Software QA Engineer / Tester</b>	Network Engineer / Architect	<b>IT Project Manager</b>

## Industries Requesting the Most IT Talent by State:

MA	RI	CT	NH	VT	ME
<b>Manufacturing</b>	<b>Information/Software</b>	<b>Finance and Insurance</b>	<b>Finance and Insurance</b>	<b>Finance and Insurance</b>	<b>Finance and Insurance</b>
Finance and Insurance	Finance and Insurance	<b>Manufacturing</b>	<b>Manufacturing</b>	Information/Software	<b>Health Care</b>
Information/Software	Manufacturing	Information/Software	Information/Software	Manufacturing	Information/Software
<b>Health Care</b>	<b>Retail</b>	Health Care	Retail	Retail	Manufacturing
<b>Educational Services</b>	Health Care	Retail	Educational Services	Public Administration	Retail