

2017 MERC PUBLICATION

**ASHLAND
EMPLOYMENT REPORT**



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**Prepared for
Town of Ashland**

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Framingham
State University

MetroWest Economic
Research Center



Framingham State University

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INTRODUCTION

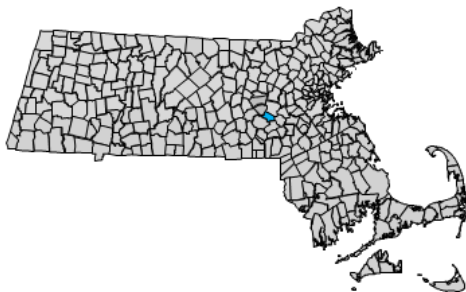
A smaller community in the powerful innovation economy of the Greater MetroWest region* (GMW), Ashland possesses a highly educated labor force and diversified industrial base.

With an estimated population of 17,573 in 2015, the town of Ashland offers a very highly educated, skilled labor force. Over half the population 25 years and older, 59%, holds a Bachelor's degree, 46% higher than the Massachusetts rate (40%) and twice the U.S. rate (30%). Over one quarter (26%) of this population possesses a graduate degree, higher than the state (18%) and more than twice the U.S. rate (11%). In 2016 the Ashland labor force included 10,450 individuals. The 2016 Ashland annual unemployment rate of 2.8% fell below the rates of both Massachusetts (3.7%) and the U.S. (4.9%).

Located between Boston and Worcester, Ashland is served by Routes 126 and 135, as well as MBTA commuter rail service. Nearby, the Massachusetts Turnpike (I-90), I-495, and Routes 9, 30 and 85 provide convenient access to Ashland residents, businesses, and employees.

In 2015 Ashland's 440 establishments generated 4,640 jobs, a payroll of \$218 million, and an average annual wage of \$47,100. Among the 13 GMW communities, Ashland ranked as one of the smaller centers of employment.

Ashland offers a very diverse industrial base. Establishments in four NAICS supersectors produced the bulk of Ashland's employment and payroll: Trade, Transportation and Utilities (TTU), Manufacturing, Professional and Business Services (PBS), and Public. Local businesses include: Kidde Fenwal, Terumo, On Process Technology, 126 Self Storage, The Practice of Family and Cosmetic Dentistry, United Home Experts, Stone's Public House, Warren Conference Center of Framingham State University, and Middlesex Savings Bank.



The Ashland Employment Report, prepared for the Town of Ashland, includes the most recent annual data for the town of Ashland on employment, payroll, wages, and establishments as well as comparisons with the region and state.

The MetroWest Economic Research Center (MERC) at Framingham State University creates and maintains economic databases on a number of city, town, and regional economies in Massachusetts. For more information, please contact MERC.

**The Greater MetroWest region (GMW) includes: Ashland, Framingham, Holliston, Hopkinton, Hudson, Marlborough, Natick, Northborough, Sherborn, Southborough, Sudbury, Wayland, Westborough.*

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ASHLAND EMPLOYMENT REPORT

UNDERSTANDING EMPLOYMENT DATA¹

The MetroWest Economic Research Center (MERC) at Framingham State University maintains an employment database for the MetroWest CCSA™, the Greater Marlborough Region, the Greater MetroWest Region, the South Shore CCSA™, the 495/MetroWest Region, and other substate economies. MERC has documented remarkable growth in regional employment and wages as well as major changes in industrial structure and employment since 1980. For this 2017 publication, MERC has developed employment data for the town of Ashland.

MERC research relies on the Massachusetts Executive Office of Labor and Workforce Development (MA EOLWD) ES-202 series to develop time series for employment, payroll, wages and establishments in Ashland. ES-202 data are derived from quarterly census reports filed by all employers subject to unemployment laws, both state and federal, and cover 98% of all U.S. jobs. More than 150,000 MA employers subject to unemployment compensation laws participate in the quarterly census.

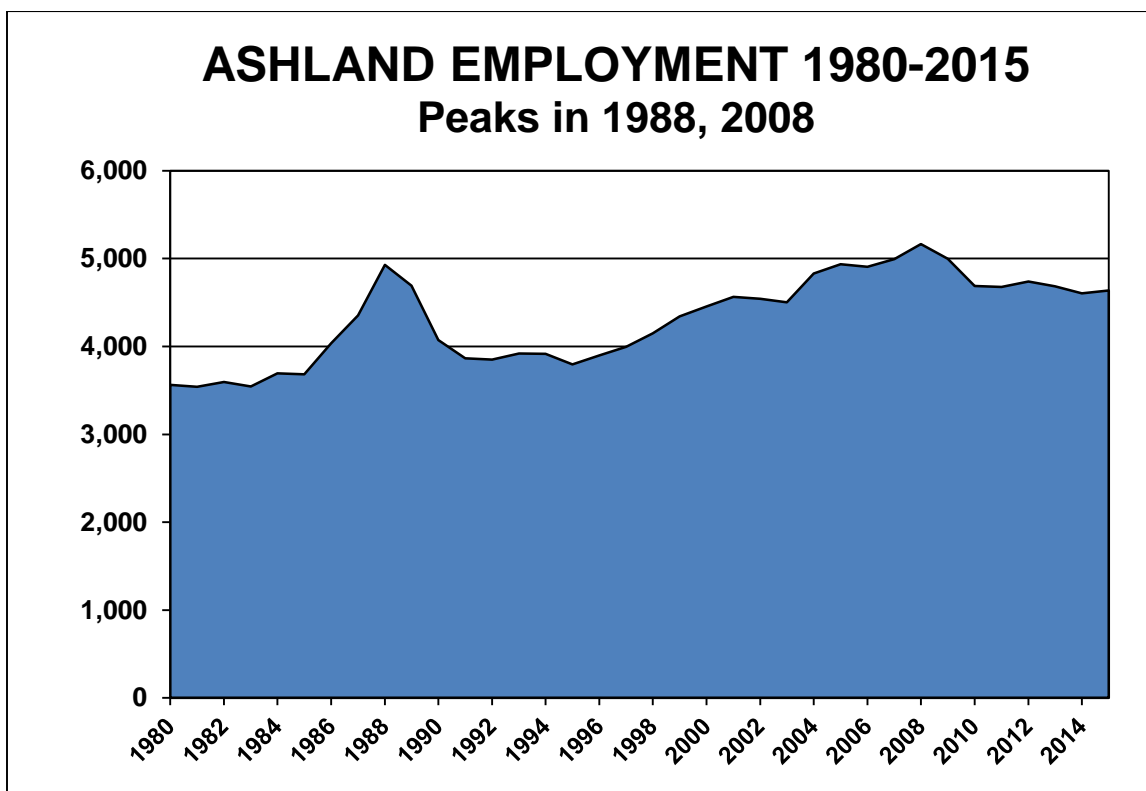
For the first time in 2002 employers were classified by industry solely in accordance with the North American Industry Classification System (NAICS). NAICS groups together establishments that use the same processes to produce goods and services. NAICS permanently replaced the Standard Industrial Classification (SIC) system which was in use for the previous 70 years. Because the criteria for the classification of establishments differs between NAICS and the SIC system, time series data for industrial sectors prior to 2001 cannot be provided. For a more detailed description of NAICS categories as used in this publication, please see the Appendix.

In the ES-202 series **employment** refers to the count of all persons on the payroll of establishments subject to the law, who worked full-time or part-time for establishments sited within Ashland. Annual **payroll** includes all wages and salaries paid to covered employees including commissions, bonuses, stock options, overtime and sick pay. The **average annual wage** is derived by dividing the gross annual payroll by the average annual employment. **Establishment** or place of work refers to an economic unit that produces goods or services at a single location and is engaged in one type of economic activity. A firm therefore may have one or more establishments where work is produced. More complete definitions are included in the Appendix.

Please note that data and analysis included in this report refer to business establishments, *not* residents, located within Ashland or other regions mentioned in the report. Please also note that totals may not always add due to rounding.

¹The definitions of terms are based on those in the *Handbook of U.S. Labor Statistics* (1998), *Employment and Wages in Massachusetts and the Major Metropolitan Statistical Areas Annual Averages 1993-1996*, the *North American Industry Classification System - United States, 2002*, www.bls.gov/cew, and MA EOLWD, *Employment and Wages by Industry and Area (ES202)*.

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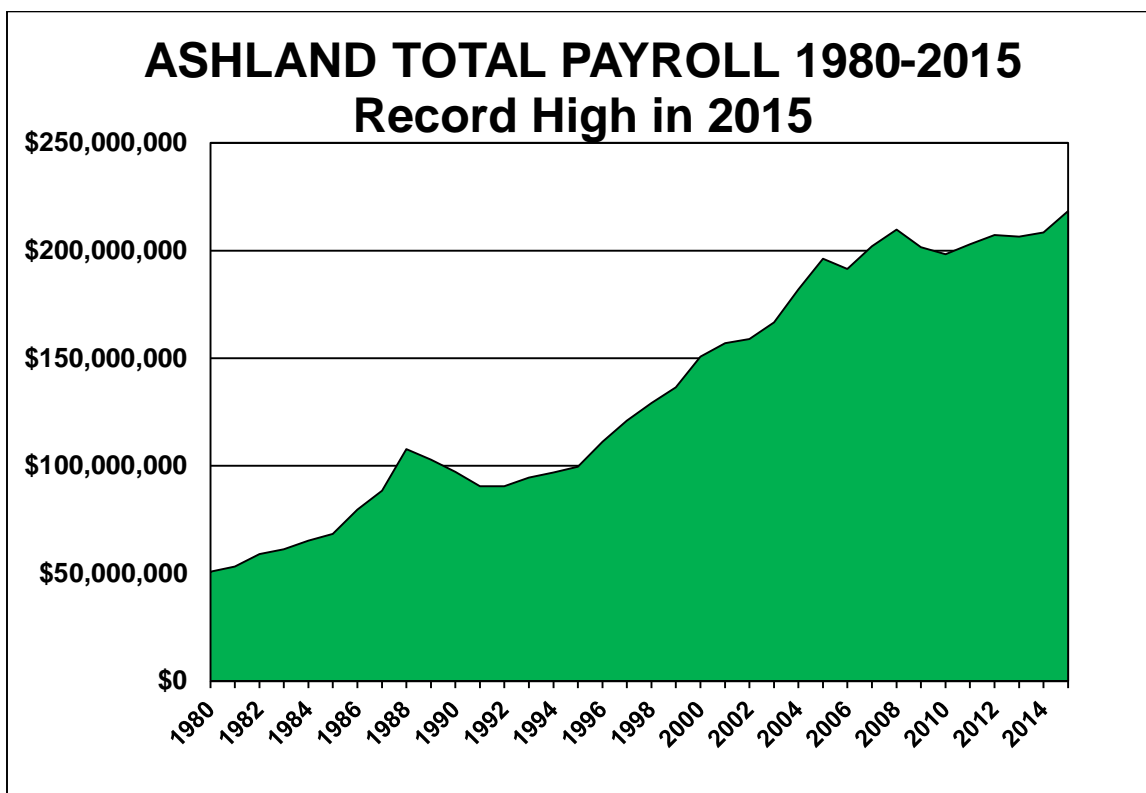


Source: MA EOLWD, MERC

- Total Ashland employment climbed from 3,560 jobs in 1980 to 4,640 jobs in 2015, a gain of 1,070 jobs or 30% over three and a half decades.
- Over this period, Ashland employment climbed at an average annual rate of 0.8%, the same rate as Massachusetts, but lower than the Greater MetroWest region (GMW) (1.5%) and the U.S. (1.3%) rates.
- In both 1981 and 1983 Ashland employment recorded lows of 3,540 jobs for this period. After a rapid climb to its first employment peak of 4,930 in 1988, employment dropped below 4,000 jobs. Ashland employment recovered slowly to reach its historical peak of 5,160 jobs in 2008 prior to the Great Recession. Subsequently, employment declined to 4,640 jobs in 2015.

Year	Number of Jobs	Year	Number of Jobs
1980	3,560	2008	5,160 (high)
1990	4,070	2010	4,690
2000	4,450	2015	4,640

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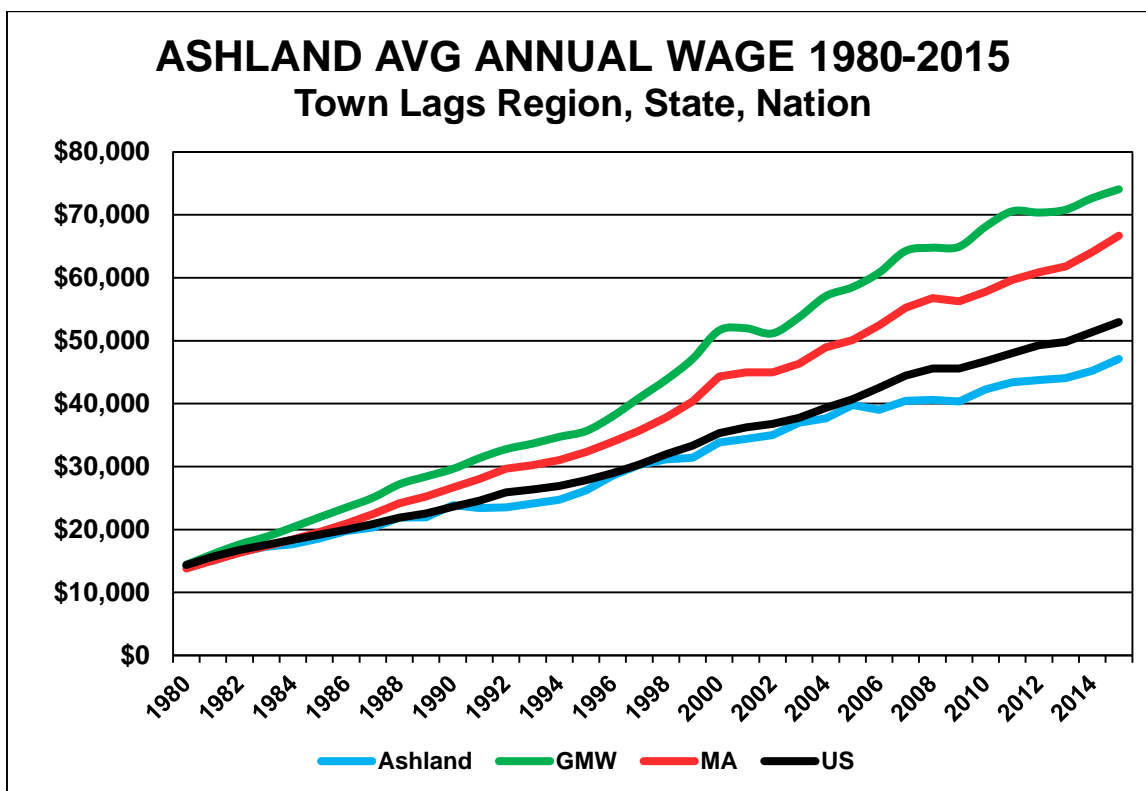


Source: MA EOLWD, MERC

- Ashland total nominal payroll, or payroll not corrected for inflation, climbed from \$51 million in 1980 to a record \$218 million in 2015, a fourfold gain over the 35 years.
- Over the entire period, Ashland total nominal payroll climbed at an annual average rate of 4.3% compared to 6.4% for the Greater MetroWest region (GMW), 5.4% for Massachusetts, and 5.1% for the U.S.
- Total Ashland payroll climbed steadily from 1980 to 2008 with the exception of the recession declines in 1988-91 and 2008-10. Total payroll reached a historical high of \$218 million in 2015.

Year	Total Payroll	Year	Total Payroll
1980	\$51 million	2005	\$196 million
1990	\$97 million	2010	\$198 million
2000	\$151 million	2015	\$218 million (high)

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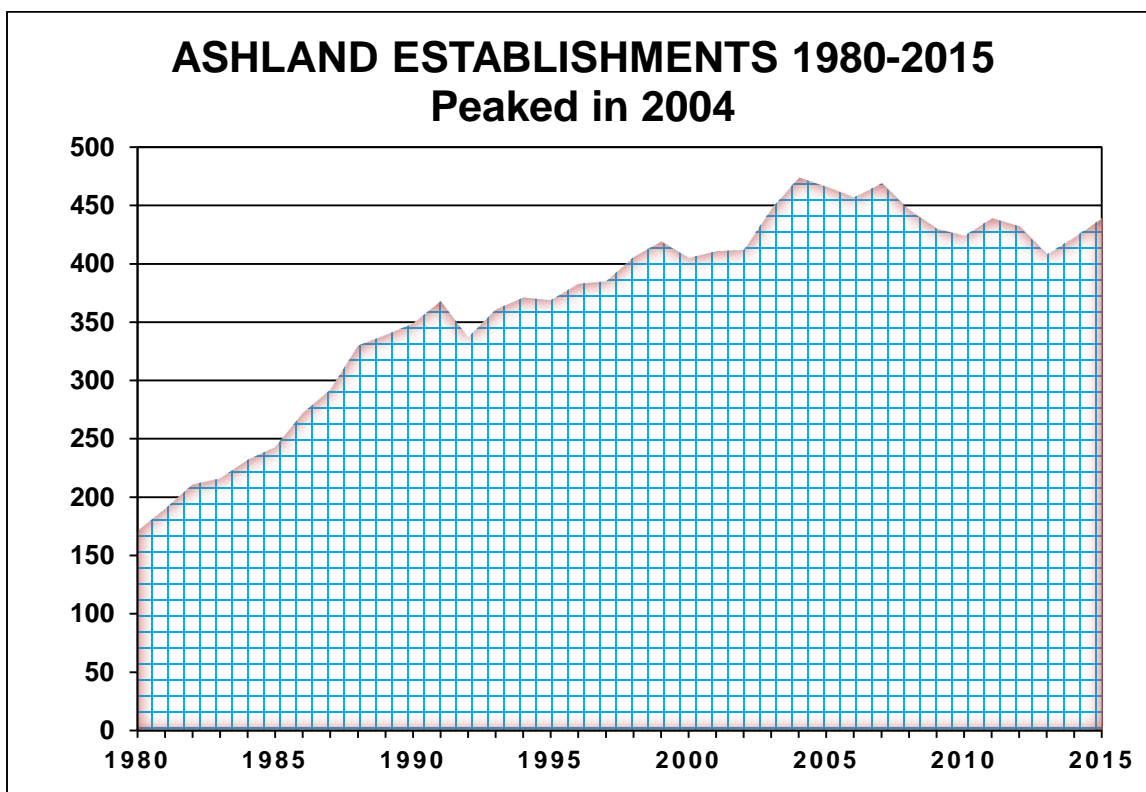


Source: MA EOLWD, MERC

- The Ashland average annual wage rose from \$14,300 in 1980 to a record \$47,100 in 2015, a gain of 230%.
- In 2015 the Ashland average annual wage was 36% below the Greater MetroWest region (GMW) average annual wage, 29% below the MA average annual wage and 11% below the U.S. average annual wage.
- In recent decades, the Ashland average annual wage lagged behind those of GMW, the state and the nation. Over the entire period 1980-2015, the Ashland average annual wage rose at an annual rate of 3.5%, compared to the GMW rate of 4.8%, the MA rate of 4.6% and the U.S. rate of 3.8%.
- In 2015 Ashland establishments offered the lowest average annual wage among the 13 GMW communities.

Year	Ashland	GMW	MA	US
1980	\$14,300	\$14,400	\$13,800	\$14,400
1990	\$23,900	\$29,600	\$26,700	\$23,600
2000	\$33,800	\$51,600	\$44,300	\$35,300
2010	\$42,300	\$68,2100	\$57,800	\$46,800
2015	\$47,100(high)	\$74,100	\$66,700	\$52,900

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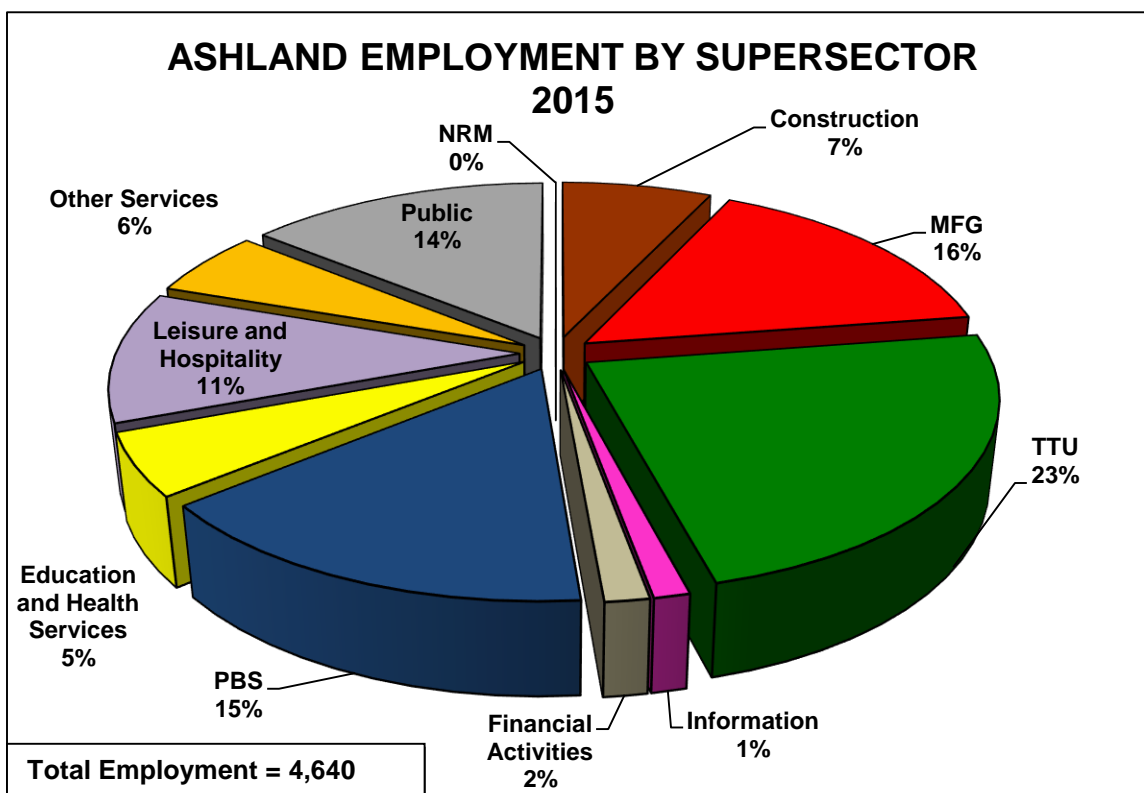


Source: MA EOLWD, MERC

- The total number of Ashland establishments or separate places of work more than doubled over 35 years, climbing from 170 establishments in 1980 to 440 establishments in 2015, a gain of 157%. Ashland reached its historical peak of 470 establishments in 2004.
- Over the three and a half decades, the number of Ashland establishments rose at an average annual rate of 2.7%, exceeding the 2.4% average annual rate for the Greater MetroWest region (GMW), and the 2% average annual gain for both MA and the U.S.
- In 1980 3.6% of all GMW establishments were located in Ashland. By 2015 that percentage had risen to 4% of all GMW establishments.

Year	Number of Establishments	Year	Number of Establishments
1980	170	2004	470 (high)
1990	350	2010	420
2000	400	2015	440

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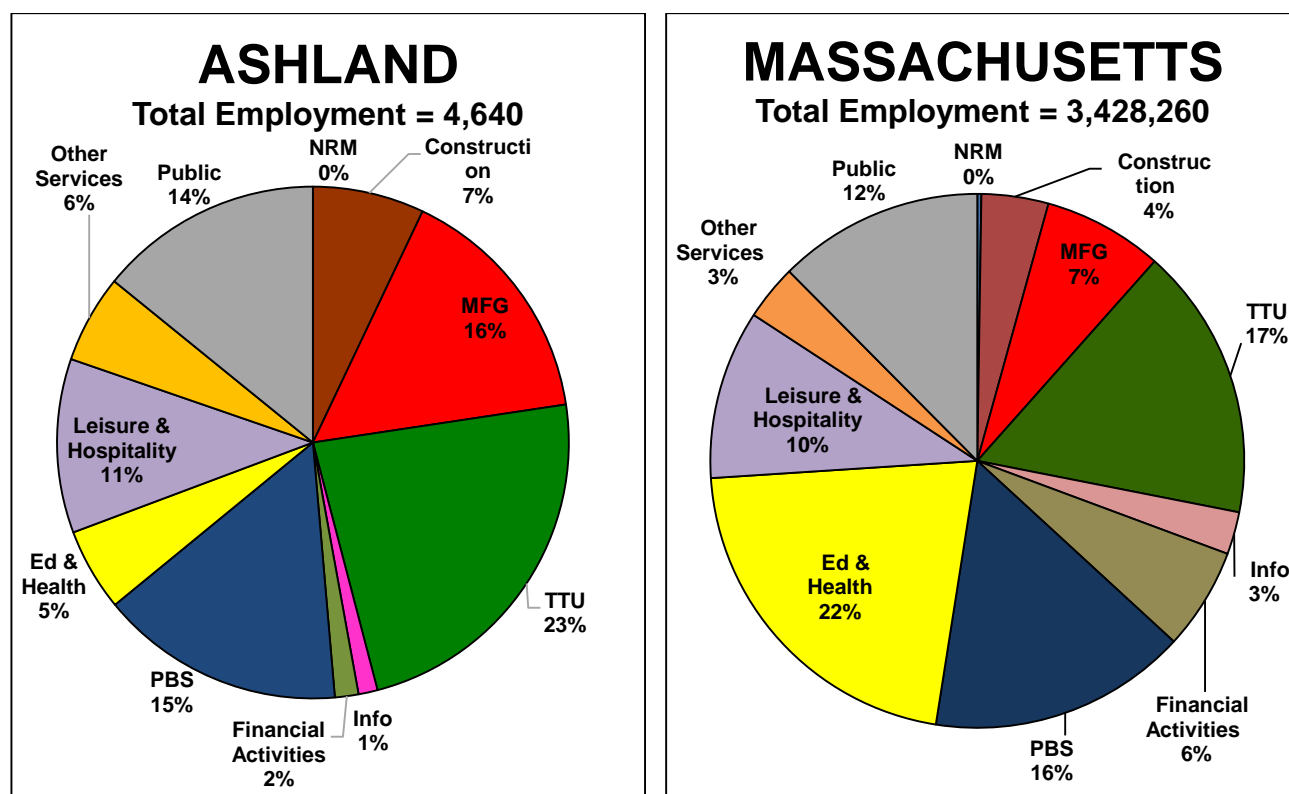
Source: MA EOLWD, MERC

- In 2015 Ashland employment totaled 4,640 jobs, an increase of 34 jobs, or slightly less than 1%, from 2014.
- Trade, Transportation, and Utilities (TTU) with 1,080 jobs generated the largest percentage (23%) of Ashland employment, followed by Manufacturing at 16% or 720 jobs, Professional and Business Services (PBS) at 15% or 720 jobs and Public with 660 jobs (14%).
- These four supersectors, combined to produce over two-thirds of total Ashland employment. The next largest supersectors were Leisure and Hospitality (510 jobs) and Construction (330 jobs).

Supersector	Employment	Supersector	Employment
TTU	1,080	Other Services	260
Manufacturing	720	Education & Health	240
PBS	720	Financial Activities	70
Public	660	Information	60
Leisure & Hospitality	510	Natural Resources (NRM)	0
Construction	330	Total Ashland	4,640

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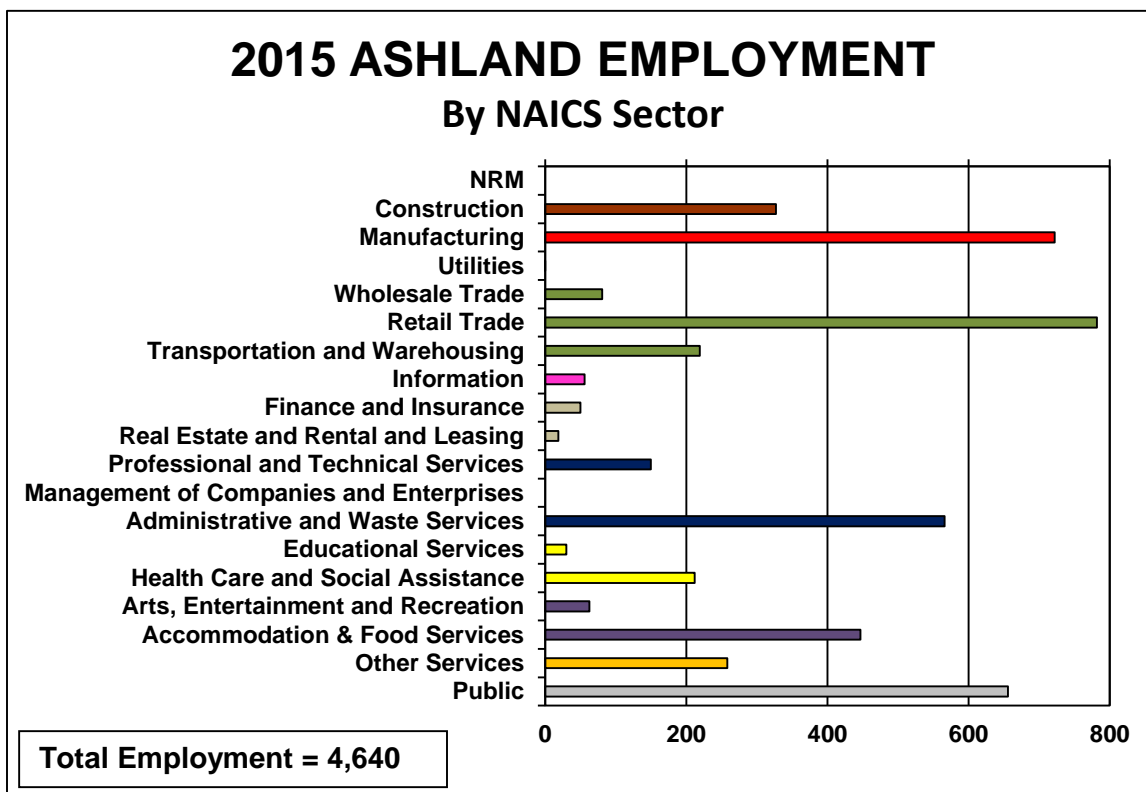
2015 EMPLOYMENT BY NAICS SUPERSECTORS Ashland vs. Massachusetts



Source: MA EOLWD, MERC

- In 2015 total employment in Ashland was 4,640 jobs, up just under 1% from 2014. In contrast, Massachusetts employment totaled 3,428,260 jobs in 2014, an increase of 1.9% from the previous year.
- Five NAICS supersectors each generated more than 10% of total Ashland employment: Trade Transportation & Utilities (TTU) (23%), Manufacturing (MFG) (16%), Professional and Business Services (PBS) (15%), Public (14%) and Leisure and Hospitality (11%). This represents 79% of the town's jobs.
- In Massachusetts five NAICS supersectors also each provided at least 10% of the state's total jobs: TTU (17%), PBS (16%), Public (12%) and Leisure and Hospitality (10%). Notably the state's largest supersector, Education and Health Services at 22% was one of the town's smallest (5%).
- Six supersectors: Construction, MFG, TTU, Education and Health Services, Leisure and Hospitality, Other Services and Public; produced higher percentage shares of community employment than state employment in 2015. In particular, Manufacturing provided more than twice the share of Ashland jobs (16%) than it did statewide (7%).

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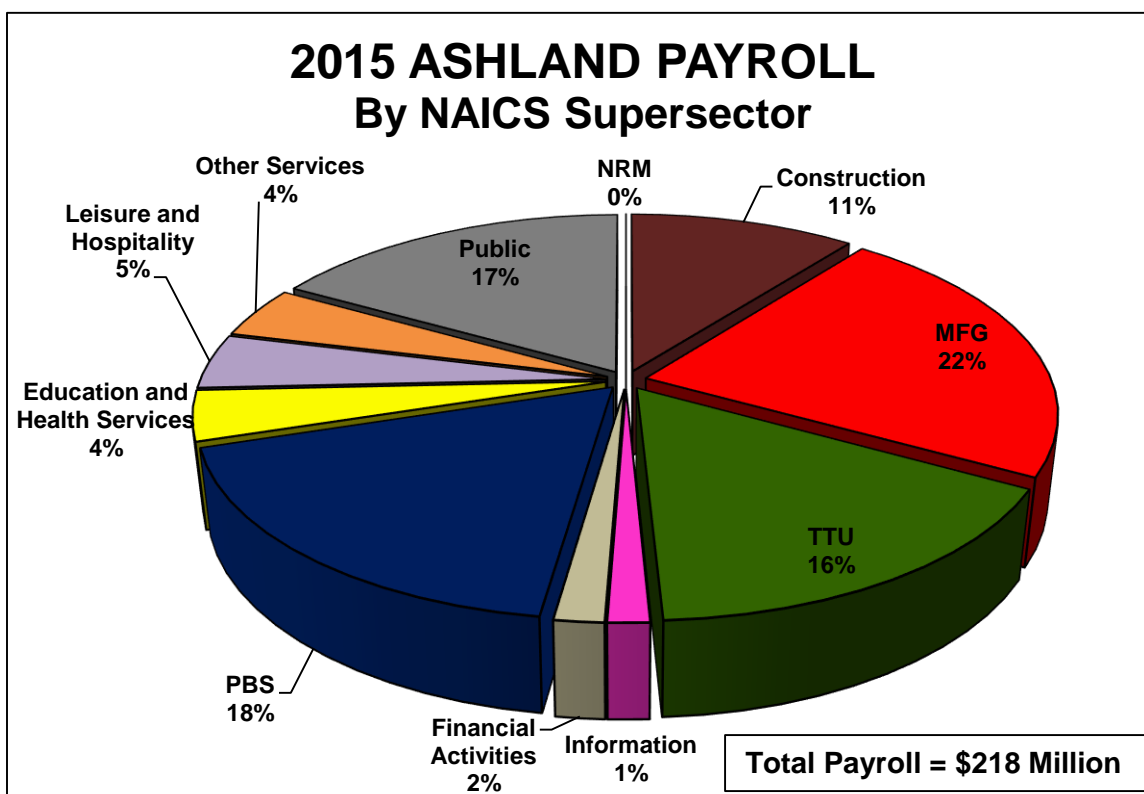
Source: MA EOLWD, MERC

- The NAICS supersectors are further subdivided into 19 NAICS sectors shown here.
- In 2015 Ashland employment totaled 4,640 jobs. Among the 19 NAICS sectors Retail Trade produced the largest number of Ashland jobs, 780. Manufacturing was the second largest sector with another 720 jobs.
- Six NAICS sectors: Retail Trade, Manufacturing, Public, Administrative & Waste Services, Accommodation and Food Services and Construction generated 3,500 jobs, 75% of total employment. The remaining NAICS sectors each supplied fewer than 220 jobs.

NAICS Sector	Number of Jobs	Percentage of Total
Retail Trade	780	17%
Manufacturing	720	16%
Public	660	14%
Admin. & Waste Services	570	12%
Accommodation & Food Services	450	10%
Construction	330	7%

Note: Complete NAICS sector data is on page 25.

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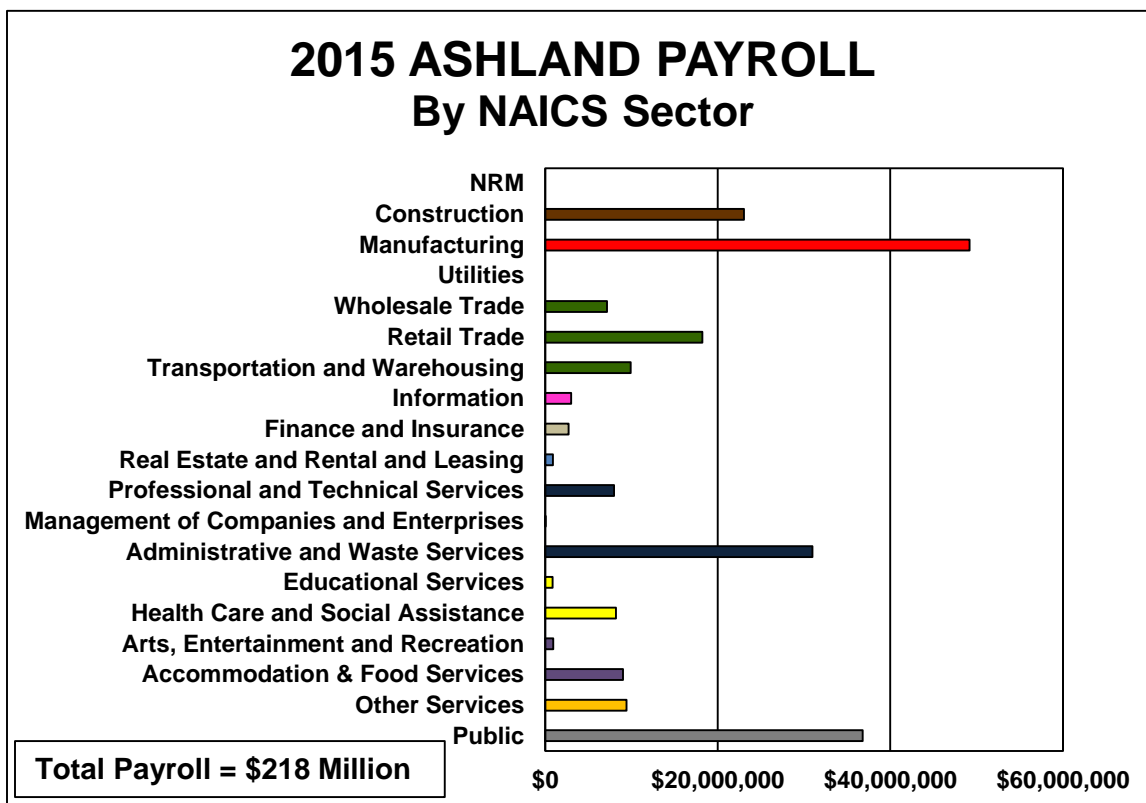


Source: MA EOLWD, MERC

- In 2015 Ashland payroll totaled \$218 million, up 4.8% from 2014.
- Among the NAICS supersectors, Manufacturing contributed the largest share of payroll, \$49 million (22%), followed by Professional and Business Services (PBS) with \$39 million (18%), Public at \$37 million or 17% and Trade, Transportation, and Utilities (TTU) with \$35 million (16%). Together, these supersectors generated 73% of Ashland's total payroll.
- Those four supersectors, plus Construction, were the only ones to produce more than 10% of the town's total payroll.
- The remaining six supersectors each supplied 5% or less of Ashland's total payroll.

Supersector	Payroll (Millions)	Supersector	Payroll (Millions)
Manufacturing	\$49	Other Services	\$9
PBS	\$39	Education & Health	\$9
Public	\$37	Financial Activities	\$4
TTU	\$35	Information	\$3
Construction	\$23	Natural Resources (NRM)	\$0
Leisure & Hospitality	\$10	Total Ashland	\$218

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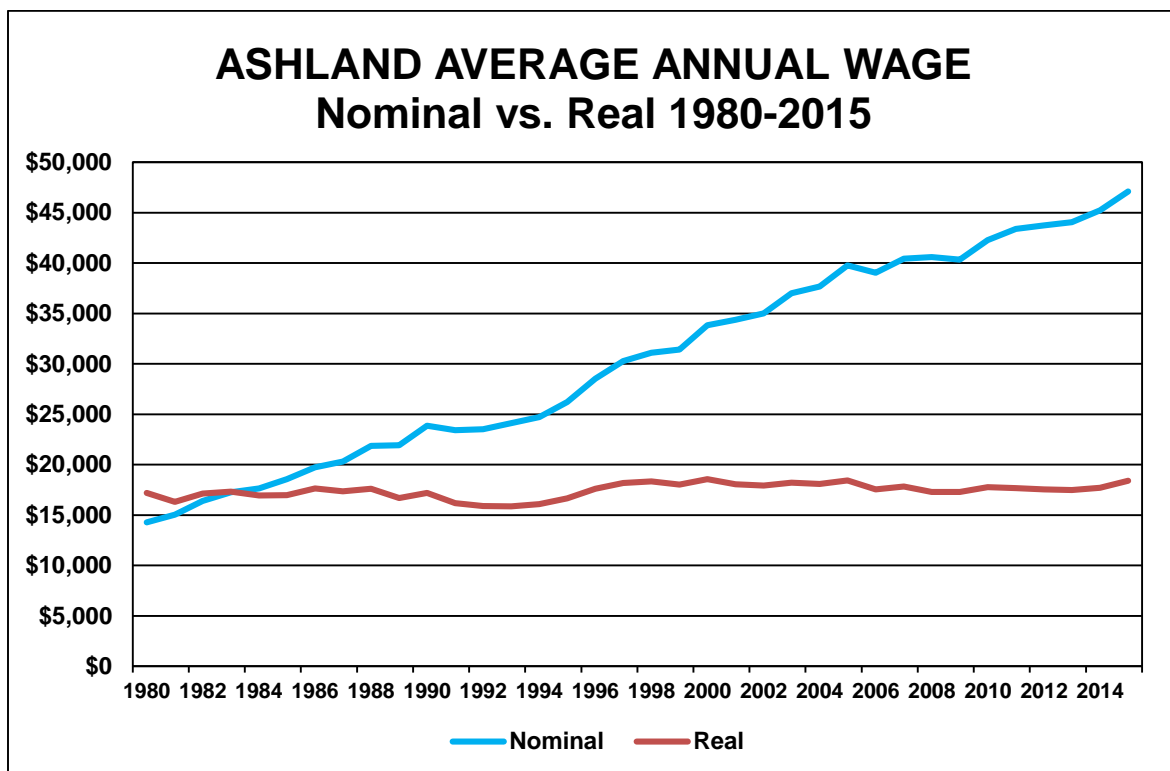
Source: MA EOLWD, MERC

- In 2015 the total payroll generated by Ashland firms was \$218 million, up 4.8% from 2014.
- Among the 19 NAICS sectors, Manufacturing generated the largest share (23%) of payroll in Ashland at \$49 million, followed by Public at \$37 million (17%). Third was Administrative and Waste Services at \$31 million or 14%.
- These top three payroll sectors produced a combined payroll of \$117 million, over half (54%) of the community's total payroll.
- The only other sectors contributing more than 5% of the town's total payroll were Construction at \$23 million and Retail Trade (\$18 million).

NAICS Sector	Payroll (Millions)	Percentage of Total
Manufacturing	\$49	23%
Public	\$37	17%
Administrative & Waste Services	\$31	14%
Construction	\$23	11%
Retail Trade	\$18	8%

Note: Complete NAICS sector data is on page 25.

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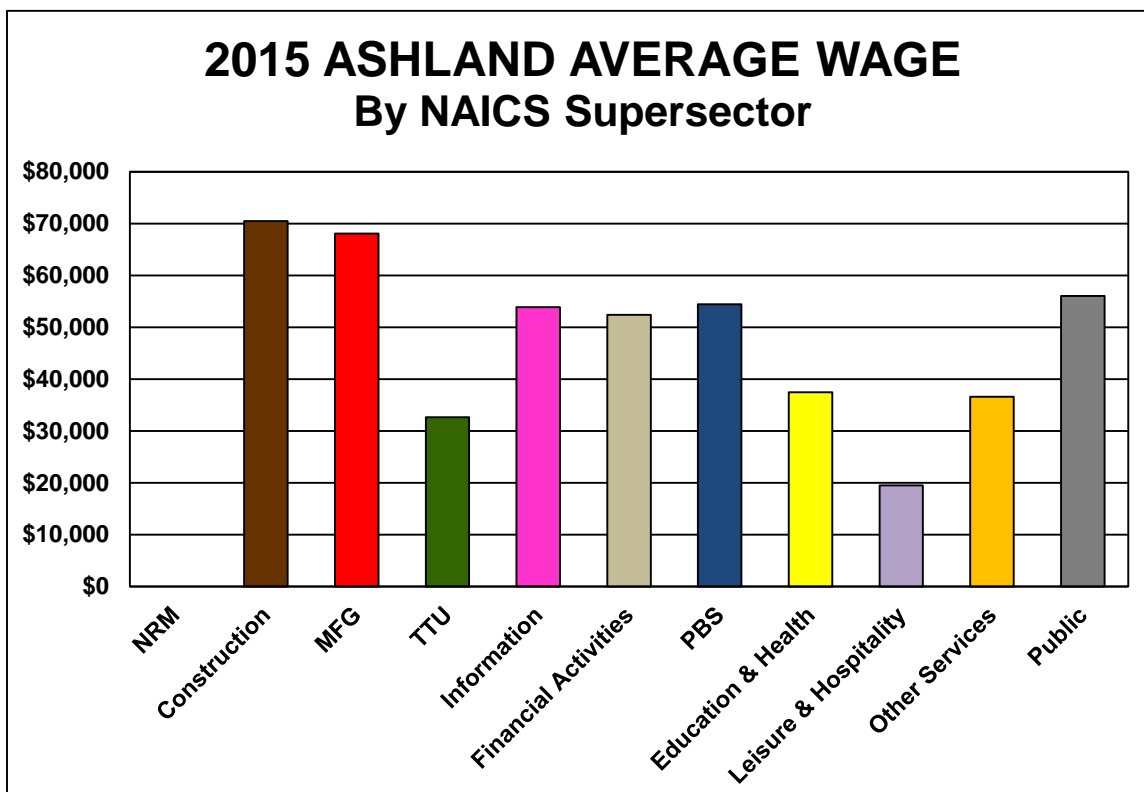


Source: BLS, MA EOLWD, MERC

- Ashland's nominal average annual wage quadrupled from \$14,300 in 1980 to a historical peak of \$47,100 in 2015, a gain of 230%. This wage is not corrected for inflation.
- Ashland's real wage, or the nominal wage corrected for inflation, increased from \$17,200 in 1980 to \$18,400 in 2015, a gain of only 7%. Ashland's real wage is calculated using the Boston Consumer Price Index (CPI) for all Urban Wage Earners and Clerical Workers which uses 1982-1984 as the base year in correcting for inflation.
- While Ashland's nominal average wage reached a record high of \$47,100 in 2015, Ashland's real average wage reached its highest level of \$18,500 in 2000, fifteen years earlier.

Ashland	1980	1990	2000	2010	2015
Nominal Wage	\$14,300	\$23,900	\$33,800	\$42,300	\$47,100
Real Wage	\$17,200	\$17,200	\$18,500	\$17,800	\$18,400

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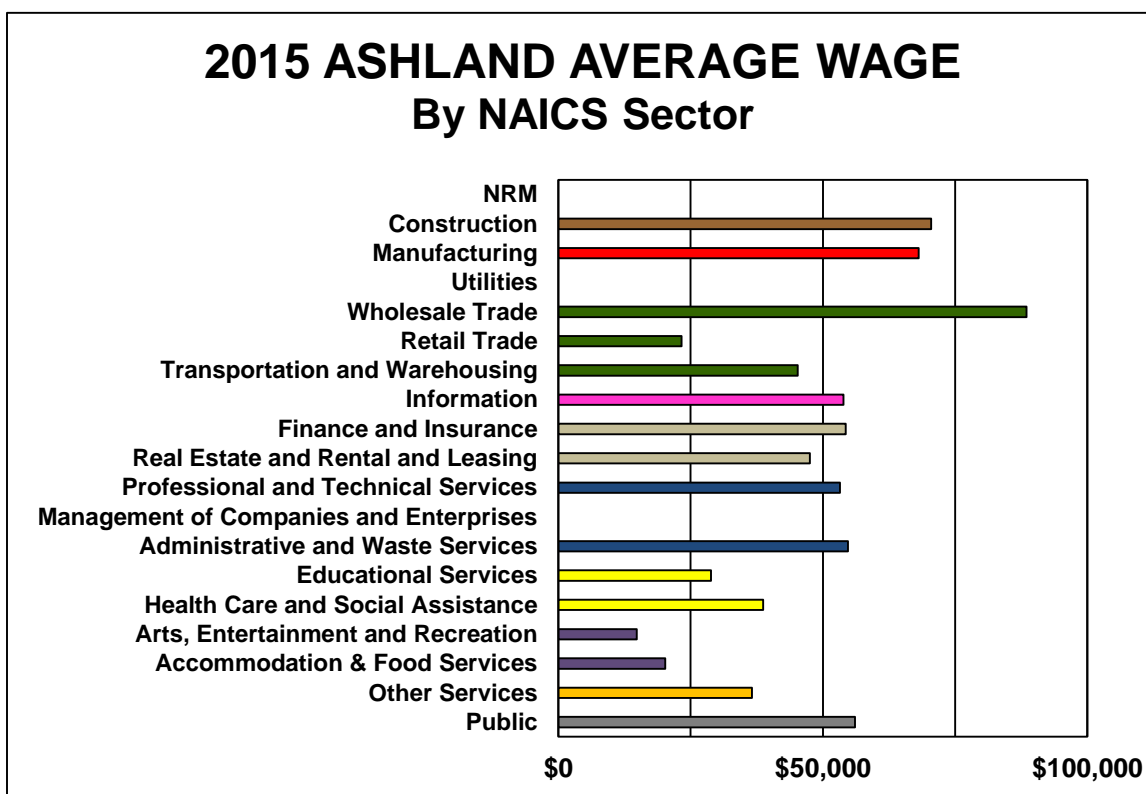


Source: MA EOLWD, MERC

- Among all Ashland supersectors in 2015, Construction generated the top average annual wage, \$70,500, followed by Manufacturing (\$68,100). In contrast, Leisure & Hospitality offered the lowest average annual wage, \$19,500, among all supersectors.
- Four supersectors offered average wages between \$50,000 and \$60,000. Public produced an average annual wage of \$56,100, followed by Professional and Business Services (PBS) (\$54,500), Information (\$53,900), and Financial Activities (\$52,400).
- The overall average wage for Ashland as a whole was \$47,100, 29% below the state's average annual wage of \$66,700. The MA average wage exceeded Ashland's wage in every supersector except Other Services.

Supersector	Marlborough Average Wage	Supersector	Marlborough Average Wage
Construction	\$70,500	Education & Health	\$37,400
Manufacturing	\$68,100	Other Services	\$36,600
Public	\$56,100	TTU	\$32,700
PBS	\$54,500	Leisure & Hospitality	\$19,500
Information	\$53,900	Natural Resources	NA
Financial Activities	\$52,400	Total Ashland	\$47,100

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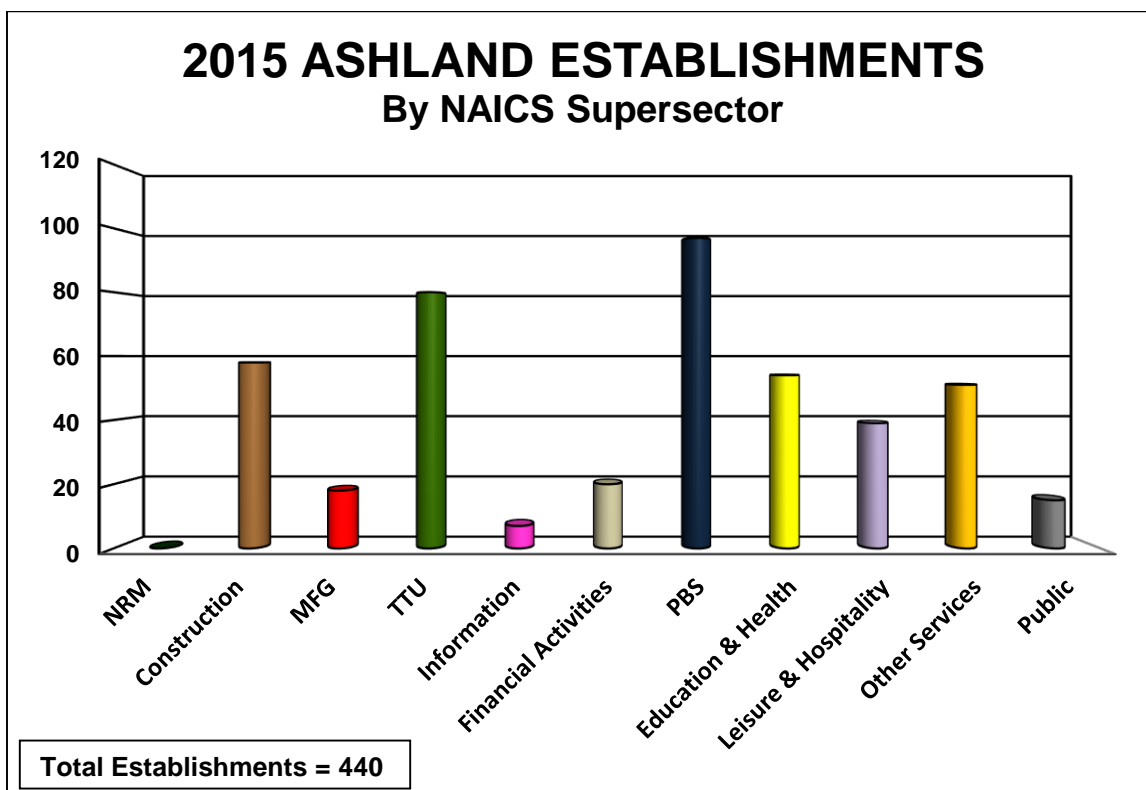
Source: MA EOLWD, MERC

- In 2015 the Ashland average annual wage recorded a historical high of \$47,100, a 4.1% increase from 2014.
- Among the NAICS sectors Wholesale Trade posted the highest average annual wage of \$88,500, followed by Construction (\$70,500) and Manufacturing (\$68,100).
- Other sectors with average wages above \$50,000 were Public (\$56,100), Administrative and Waste Services (\$54,700), Finance and Insurance (\$54,300), Information (\$53,900), and Professional/Scientific/Technical (Prof/Sci/Tech) (\$53,200).
- Three sectors: Arts, Entertainment & Recreation (\$14,800), Accommodation & Food Services (\$20,200) and Retail Trade (\$23,200) produced the lowest average annual wages. Average wages in the remaining sectors ranged from \$28,800 to \$47,500.

NAICS Sector	Average Wage
Wholesale Trade	\$88,500
Construction	\$70,500
Manufacturing	\$68,100
Public	\$56,100

Note: Complete NAICS sector data is on page 25.

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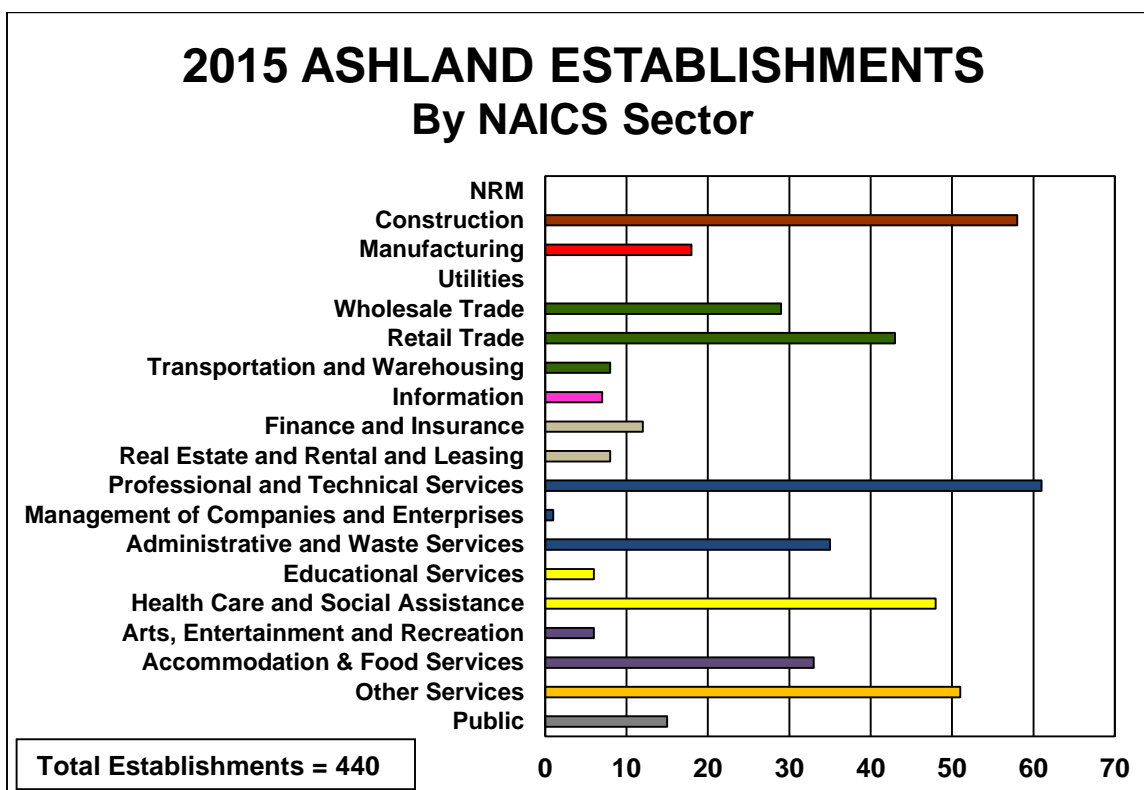


Source: MA EOLWD, MERC

- In 2015 there were a total of 440 establishments or separate places of work in Ashland, up 3.8% from 2014.
- Professional and Business Services (PBS) led all supersectors with the highest number of establishments, 100, followed by Trade, Transportation and Utilities (TTU), 80, Construction (60), Education and Health, (50) and Other Services (50).
- Over 77% of Ashland's establishments, a total of 340 establishments, were in those five supersectors.
- The remaining six supersectors each had fewer than 50 establishments sited in the town of Ashland.

Supersector	Establishments	Supersector	Establishments
PBS	100	Financial Activities	20
TTU	80	Manufacturing	20
Construction	60	Public	20
Education & Health	50	Information	10
Other Services	50	NRM	0
Leisure & Hospitality	40	Total Ashland	440

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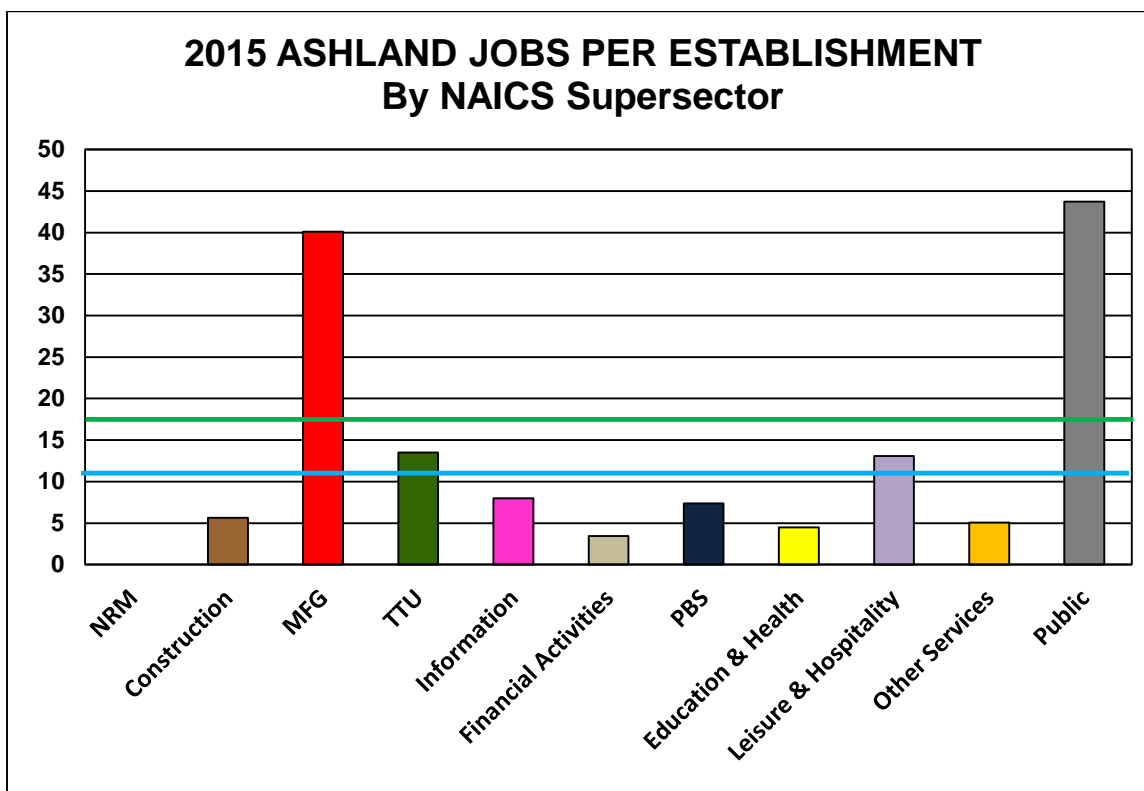
Source: MA EOLWD, MERC

- In 2015 440 establishments or separate places of work were located in Ashland, an increase of 16 establishments, or 3.8%, from 2014.
- Among all NAICS sectors Professional, Scientific and Technical (Prof/Sci/Tech) led with 60 establishments followed by Construction (60), Other Services with 50 establishments, Health Care & Social Assistance (50), and Retail Trade at 40.
- These five sectors were home to almost 60% of the town's total establishments. Eight NAICS sectors had fewer than 10 establishments.

NAICS Sector	Establishments	% of Total
Prof/Sci/Tech	60	14%
Construction	60	13%
Other Services	50	12%
Health Care & Social Assistance	50	11%
Retail Trade	40	10%
Administrative & Waste Services	40	8%

Note: Complete NAICS sector data is on page 25.

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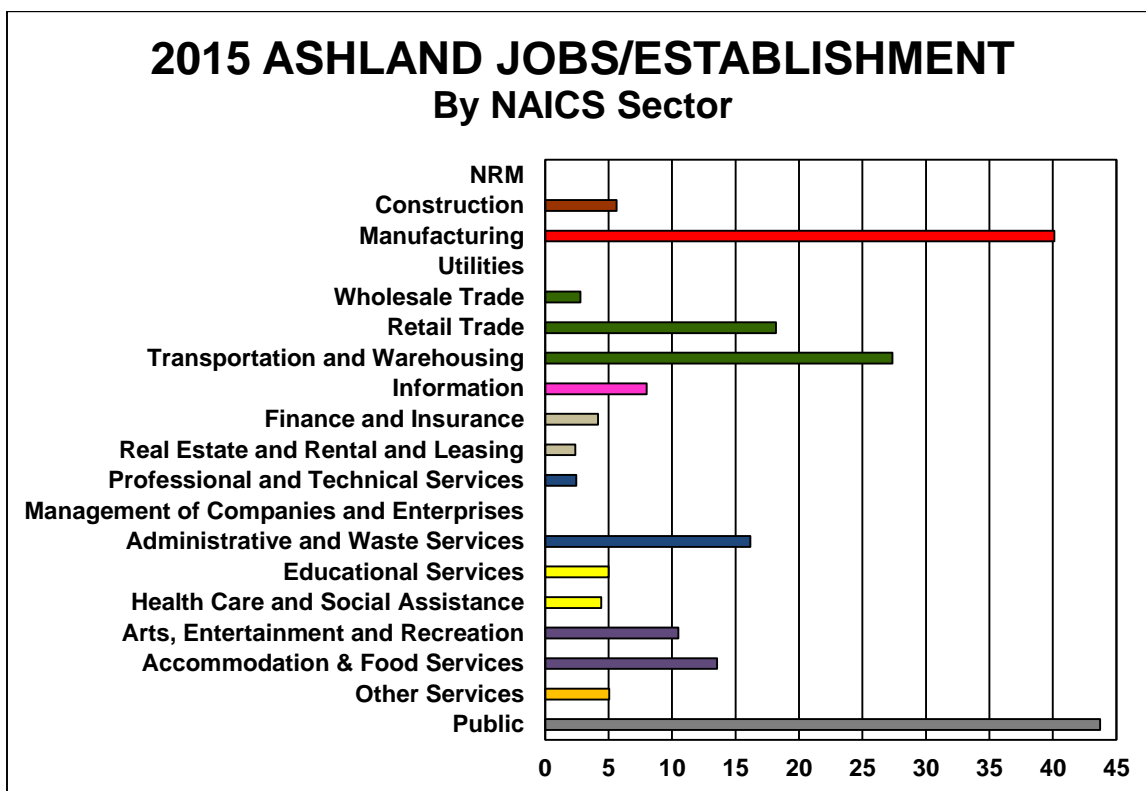


Source: MA EOLWD, MERC

- In 2015 the establishments or separate places of work in Ashland averaged 10.6 jobs per establishment (blue line), lower than the average for the Greater MetroWest region (GMW) (17.2 - green line), Massachusetts (14.2), and the United States (14.6).
- Among all NAICS supersectors Public led with 44 jobs per establishment, followed by Manufacturing (MFG) with 40, Trade, Transportation and Utilities (TTU) with 14 and Leisure and Hospitality with 13.
- All the remaining supersectors averaged 8 or fewer jobs per establishment.

Supersector	# Jobs per Establishment	Supersector	# Jobs per Establishment
Public	44	Construction	6
Manufacturing	40	Other Services	5
Trade, Transportation & Utilities (TTU)	14	Education & Health	5
Leisure & Hospitality	13	Financial Activities	4
Information	8	Natural Resources & Mining (NRM)	0
PBS	7	Ashland	11

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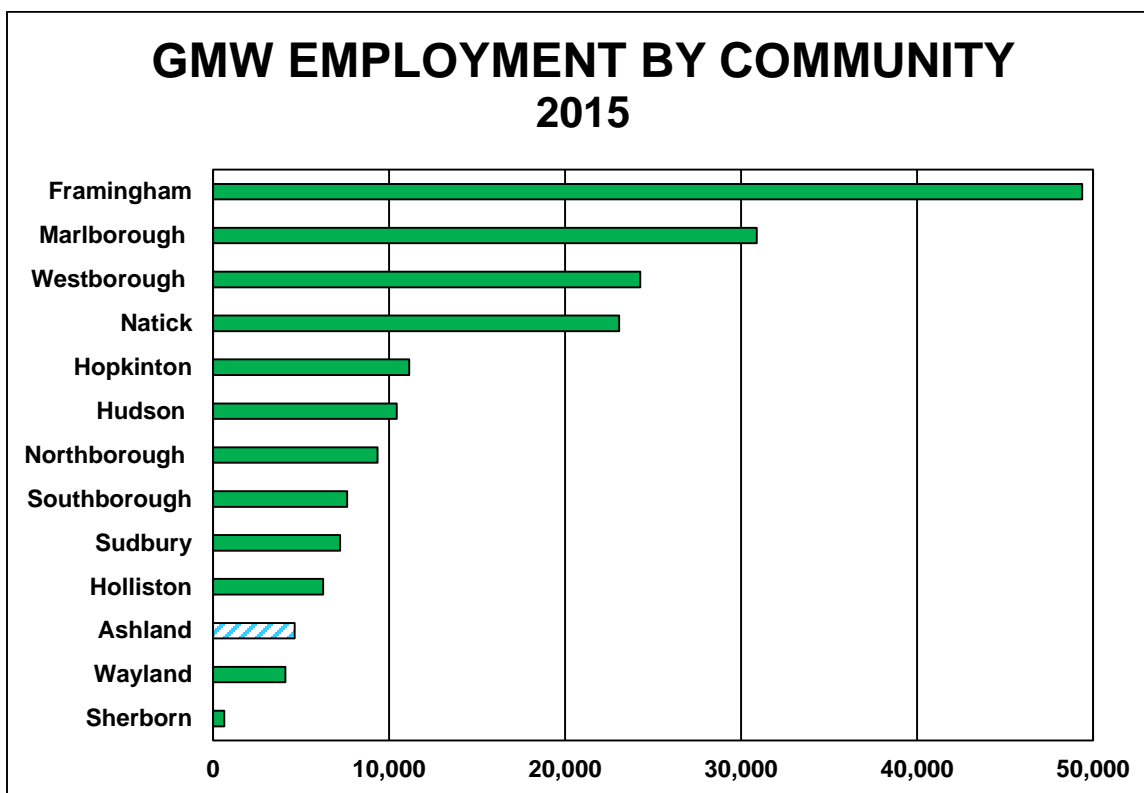
Source: MA EOLWD, MERC

- In 2015 Ashland establishments or separate places of work averaged 10.6 jobs per establishment.
- Among the 19 NAICS sectors, Public led with 44 jobs per establishment followed by Manufacturing (40) and Transportation & Warehousing (27).
- Only four other sectors: Retail Trade, Administrative and Waste Services, Accommodation and Food Services and Arts, Entertainment and Recreation had more than 10 jobs per establishment.
- Of the remaining ten sectors, Information had 8 jobs per establishment while all the others had fewer than 6 jobs per establishment.

NAICS Sector	# Jobs per Establishment
Public	44
Manufacturing	40
Transportation and Warehousing	27
Retail Trade	18
Administrative & Waste Services	16
Accommodation & Food Services	13
Arts, Entertainment and Recreation	11

Note: Complete NAICS Sector data is on page 25.

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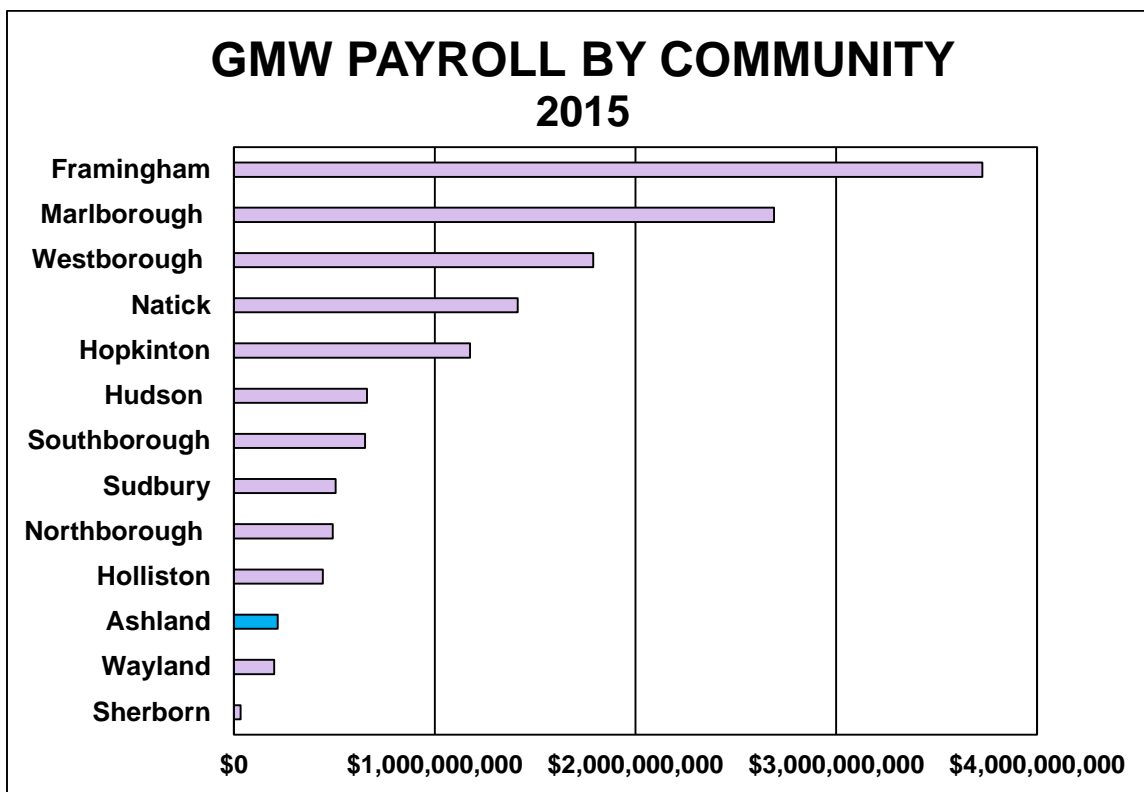


Source: MA EOWLD, MERC

- In 2015 the Greater MetroWest region's (GMW) employment totaled 189,080 jobs, up 2.1% from 2014.
- Among the thirteen GMW communities in 2015, 4,640 jobs were located in Ashland. This was the eleventh highest number of jobs in the region and represented 2.5% of GMW employment.
- Together the four largest communities, Framingham, Marlborough, Westborough and Natick, produced 127,640 jobs, or two-thirds of the region's total employment.

Communities	Number of Jobs	Communities	Number of Jobs
Framingham	49,390	Southborough	7,620
Marlborough	30,890	Sudbury	7,220
Westborough	24,280	Holliston	6,260
Natick	23,080	Ashland	4,640
Hopkinton	11,160	Wayland	4,110
Hudson	10,450	Sherborn	640
Northborough	9,350	GMW	189,080

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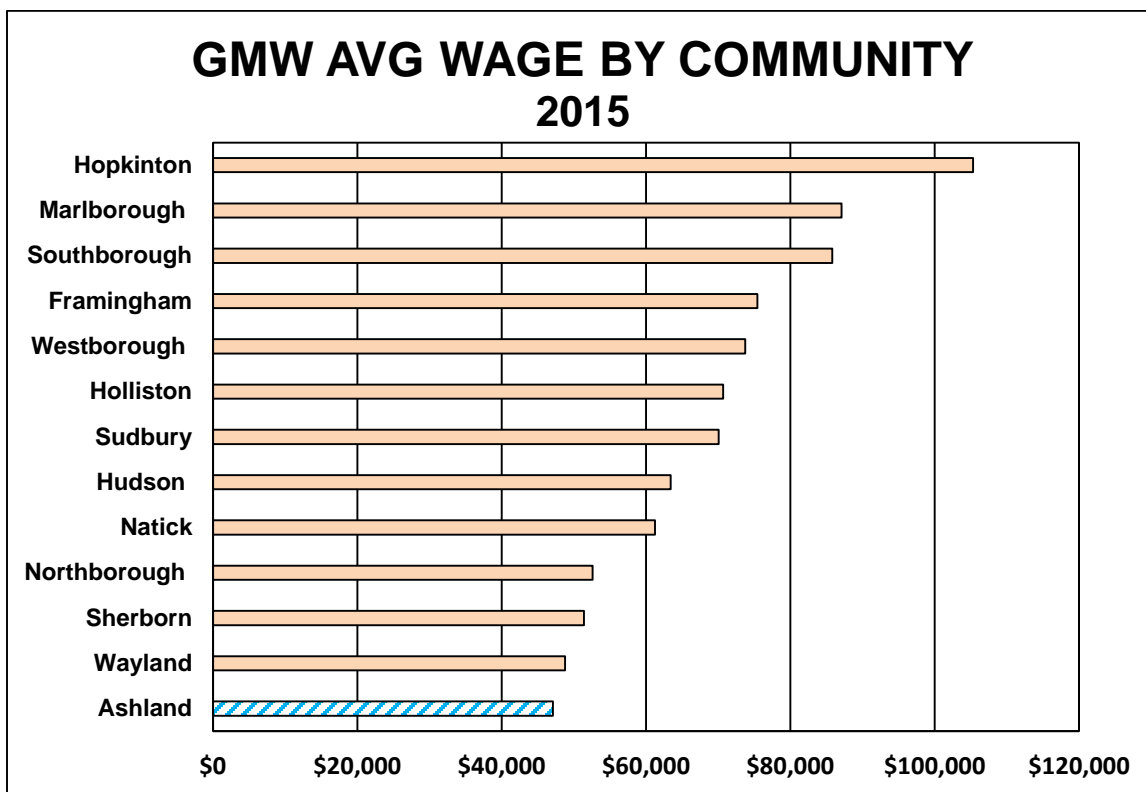


Source: MA EOLWD, MERC

- In 2015 payroll in the Greater MetroWest region (GMW) totaled \$14.0 billion, a gain of 4.0% from 2014.
- Among the thirteen communities Ashland's businesses produced a total payroll of \$218 million, or 1.6% of regional payroll.
- The five top communities: Framingham, Marlborough, Westborough, Natick and Hopkinton, generated \$10.8 billion or 77% of regional payroll.

Communities	Payroll	Communities	Payroll
Framingham	\$3.7 billion	Sudbury	\$506 million
Marlborough	\$2.7 billion	Northborough	\$492 million
Westborough	\$1.8 billion	Holliston	\$443 million
Natick	\$1.4 billion	Ashland	\$218 million
Hopkinton	\$1.2 billion	Wayland	\$201 million
Hudson	\$662 million	Sherborn	\$33 million
Southborough	\$654 million	GMW	\$14.0 billion

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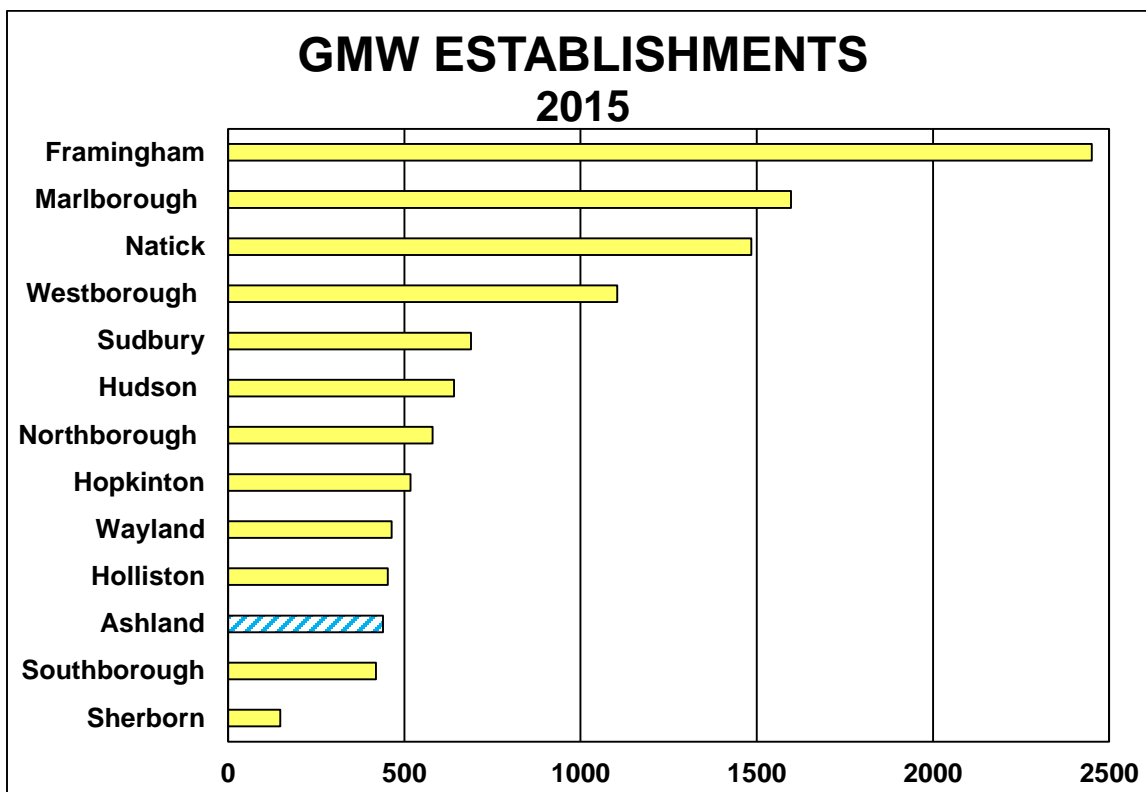


Source: MA EOWLD, MERC

- In 2015 the average annual wage in the Greater MetroWest region (GMW) was \$74,100, up 1.9% from \$72,700 in 2014.
- Ashland's average annual wage rose by 4.1% in 2015, twice the 1.9% gain for the entire GMW region; however, its average annual wage of \$47,100, remained the lowest among GMW communities.
- The 2015 average annual wage in Ashland lay 36% below the GMW average wage of \$74,100, 29% below the Massachusetts average wage of \$66,700 and 11% below the U.S average wage of \$52,900.

Communities	Average Wage	Communities	Average Wage
Hopkinton	\$105,300	Natick	\$61,300
Marlborough	\$87,100	Northborough	\$52,600
Southborough	\$85,800	Sherborn	\$51,400
Framingham	\$75,500	Wayland	\$48,800
Westborough	\$73,700	Ashland	\$47,100
Holliston	\$70,700	GMW	\$74,100
Sudbury	\$70,100	MA	\$66,700
Hudson	\$63,400	US	\$52,900

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Source: MA EOWLD, MERC

- In 2015 the number of establishments or separate places of work in the Greater MetroWest region (GMW) totaled 10,990, an increase of 230 establishments (2.1%) since 2014.
- A total of 440 establishments were located in Ashland. This was the third smallest number among the thirteen GMW communities and represented 4% of the region's total establishments.
- Sixty percent of all GMW establishments were sited in four communities: Framingham, Marlborough, Natick, and Westborough.

Communities	Establishments	Communities	Establishments
Framingham	2,450	Hopkinton	520
Marlborough	1,600	Wayland	460
Natick	1,490	Holliston	450
Westborough	1,100	Ashland	440
Sudbury	690	Southborough	420
Hudson	640	Sherborn	150
Northborough	580	GMW	10,990

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NAICS Employment Data By Supersector Ashland 2015

Source: MA EOLWD, MERC *Rounded

NAICS Supersector	Number of Jobs*	Average Wage*	Total Payroll* (Millions)	Number of Establishments*
Natural Resources & Mining (NRM)	0	NA	NA	0
Construction	330	\$70,500	\$23	60
Manufacturing	720	\$68,100	\$49	20
Trade, Transportation & Utilities (TTU)	1080	\$32,700	\$35	80
Information	60	\$53,900	\$3	10
Financial Activities	70	\$52,400	\$4	20
Professional & Business Services (PBS)	720	\$54,500	\$39	100
Education & Health	240	\$37,500	\$9	50
Leisure & Hospitality	510	\$19,500	\$10	40
Other Services	258	\$36,600	\$10	50
Public	660	\$56,100	\$37	20
Total Ashland	4,640	\$47,100	\$218	440
Greater MetroWest Region (GMW)	189,080	\$74,100	\$14.0 Billion	10,990
Massachusetts (MA)	3,428,260	\$66,700	\$228.6 Billion	242,040
United States	139,491,700	\$52,900	\$7,384.9 Billion	9,522,770

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NAICS Employment Data by Sector Ashland 2015

NAICS Sector	Number of Jobs*	Average Wage*	Total Payroll* (Millions)	Number of Establishments*
Natural Resources & Mining (NRM)	0	NA	NA	0
Construction	330	\$70,500	\$23	60
Manufacturing	720	\$68,100	\$49	20
TTU**-Utilities	0	NA	NA	0
TTU**-Wholesale Trade	80	\$88,500	\$7	30
TTU**-Retail Trade	780	\$23,300	\$18	40
TTU**-Transportation & Warehousing	220	\$45,300	\$10	10
Information	60	\$53,900	\$3	10
Financial Activities**- Finance & Insurance	50	\$54,300	\$3	10
Financial Activities**- Real Estate & Rental & Leasing	20	\$47,500	\$1	10
PBS**-Professional/ Scientific/Technical	150	\$53,300	\$8	60
PBS**-Management of Companies	0	NA	NA	0
PBS**-Administrative & Waste Services	570	\$54,700	\$31	40
Ed & Health**- Educational Services	30	\$28,800	\$1	10
Ed & Health**- Health Care & Social Assistance	210	\$38,700	\$8	50
Leisure & Hospitality**- Arts, Entertainment & Recreation	60	\$14,800	\$1	10
Leisure & Hospitality**- Accommodation & Food Service	450	\$20,200	\$9	30
Other Services	258	\$36,600	\$9	50
Public	660	\$56,100	\$37	20

Sources: MA EOLWD, MERC * Rounded ** 5 NAICS supersectors are further subdivided into sectors: TTU (Transportation, Trade & Utilities), Financial Activities, PBS (Professional & Business Services), Ed & Health (Education & Health Services), Leisure & Hospitality.

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APPENDIX

North American Industry Classification System (NAICS)

In 2001 the North American Industry Classification System (NAICS) permanently replaced the Standard Industrial Classification (SIC) system in use for seventy years. NAICS is an industrial classification system that groups establishments into industries based on the activities in which they are primarily engaged. It is a comprehensive system covering the entire field of economic activities, both producing and non-producing. NAICS has twenty separate industrial sectors that are described in this appendix. These twenty sectors are grouped into eleven supersectors. NAICS data used in this publication are presented by supersectors and by sectors.

NAICS Supersectors*

Goods-Producing Domain (GPD)

Natural Resources and Mining Supersector (NRM)

- 11 Agriculture, Forest, Fishing and Hunting
- 21 Mining

Construction Supersector

- 23 Construction

Manufacturing Supersector

- 31-33 Manufacturing

Service Producing Domain (SPD)

Trade, Transportation and Utilities Supersector (TTU)

- 22 Utilities
- 42 Wholesale Trade
- 44-45 Retail Trade
- 48-49 Transportation and Warehousing

Information Supersector

- 51 Information

Financial Activities Supersector

- 52 Finance and Insurance
- 53 Real Estate and Rental and Leasing

Professional and Business Services Supersector ** (PBS)

- 54 Professional, Scientific and Technical Services
- 55 Management of Companies and Enterprises
- 56 Administrative and Support and Waste Management and Remediation Services

Education and Health Services Supersector

- 61 Educational Services
- 62 Health Care and Social Assistance

Leisure and Hospitality Supersector

- 71 Arts, Entertainment, and Recreation
- 72 Accommodation and Food Services

Other Services Supersector

- 81 Other Services (except Public Administration)

Public Supersector* as used in this publication, includes the Public Administration NAICS sector defined below, plus all other jobs in federal, state and local government.

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NAICS Sectors

Natural Resources and Mining Supersector:

11-Agriculture, Forestry, Fishing and Hunting comprises establishments primarily engaged in crop growing, animal raising, and timber and fish harvesting.

21-Mining comprises establishments that extract naturally occurring mineral solids, liquid minerals, and gases.

Construction Supersector:

23-Construction comprises establishments primarily engaged in the construction of buildings or engineering projects.

Manufacturing Supersector:

31-33-Manufacturing comprises establishments engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products.

Trade, Transportation and Utilities Supersector:

22-Utilities comprises establishments engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply and sewage removal, through a permanent infrastructure of lines, mains, and pipes.

42-Wholesale Trade comprises establishments engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise, including the outputs of agriculture, mining, manufacturing, and certain information industries, such as publishing. The wholesaling process is an intermediate step in the distribution of merchandise.

44-45-Retail Trade comprises establishments engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. The retailing process is the final step in the distribution of merchandise; retailers are, therefore, organized to sell merchandise in small quantities to the general public. This sector comprises two main types of retailers: store and nonstore retailers.

48-49-Transportation and Warehousing comprises industries providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation (air, rail, water, road, and pipeline).

Information Supersector:

51-Information comprises establishments engaged in producing and distributing information and cultural products, providing the means to transmit these products, and processing data.

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Financial Activities Supersector:

52-Finance and Insurance comprises establishments primarily engaged in financial transactions (transactions involving the creation, liquidation, or change in ownership of financial assets) and/or in facilitating financial transactions.

53-Real Estate and Rental and Leasing comprises establishments primarily engaged in renting, leasing, or otherwise allowing the use of tangible or intangible assets.

Professional and Business Services Supersector:**

54-Professional, Scientific, and Technical Services comprises the performing of professional, scientific, and technical activities for others. These activities require a high degree of expertise and training. Some activities performed include: legal advice and representation, accounting, engineering services, computer services, research services, advertising services, and veterinary services.

55-Management of Companies and Enterprises comprises establishments that either hold the securities of companies for the purpose of owning a controlling interest or influencing management decisions, or establishments that administer, oversee, and manage establishments of the company and that normally undertake the organizational planning and decision making role of the company.

56-Administrative and Support and Waste Management and Remediation Services include establishments performing routine support activities for the day-to-day operations of other organizations. Activities performed include: office administration, hiring and placing of personnel, document preparation and similar clerical services, solicitation, collection, security and surveillance services, cleaning, and waste disposal services.

Education and Health Services Supersector:

61-Educational Services comprises establishments that provide instruction and training to a wide variety of subjects. This instruction and training provided by specialized establishments, such as schools, colleges, universities, and training centers.

62-Health Care and Social Assistance comprises establishments that provide health care and social assistance for individuals.

Leisure and Hospitality Supersector:

71-Arts, Entertainment, and Recreation comprises a wide range of establishments that operate facilities or provide services to meet varied cultural, entertainment, and recreational interests of their patrons.

72-Accommodation and Food Services comprises establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption.

Other Services Supersector:

81-Other Services (except Public Administration) comprises establishments engaged in providing services not specifically provided for elsewhere in the classification system. Establishments in this sector are primarily engaged in activities, such as equipment repairing, administering religious activities, grantmaking, advocacy, and providing laundry services, personal care services, death care services, pet care services, photofinishing services, temporary parking services, and dating services.

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Public Supersector* as used in this publication, includes the Public Administration NAICS sector defined below, plus all other jobs in federal, state and local government.

Public Administration The Public Administration sector consists of establishments of federal, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area.

****Professional and Business Services Supersector:** In this and other MERC publications MERC uses the acronyms **PBS** and **BPS** interchangeably to refer to this NAICS supersector.

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SOURCES

- United States Bureau of Labor Statistics, U. S. Department of Labor (BLS)
- Massachusetts Executive Office of Employment and Workforce Development (MA EOLWD), ES 202 Series
- MetroWest Economic Research Center (MERC), Framingham State University
- United States Census Bureau, U. S. Department of Commerce (US CENSUS), American Community Survey 2011-15

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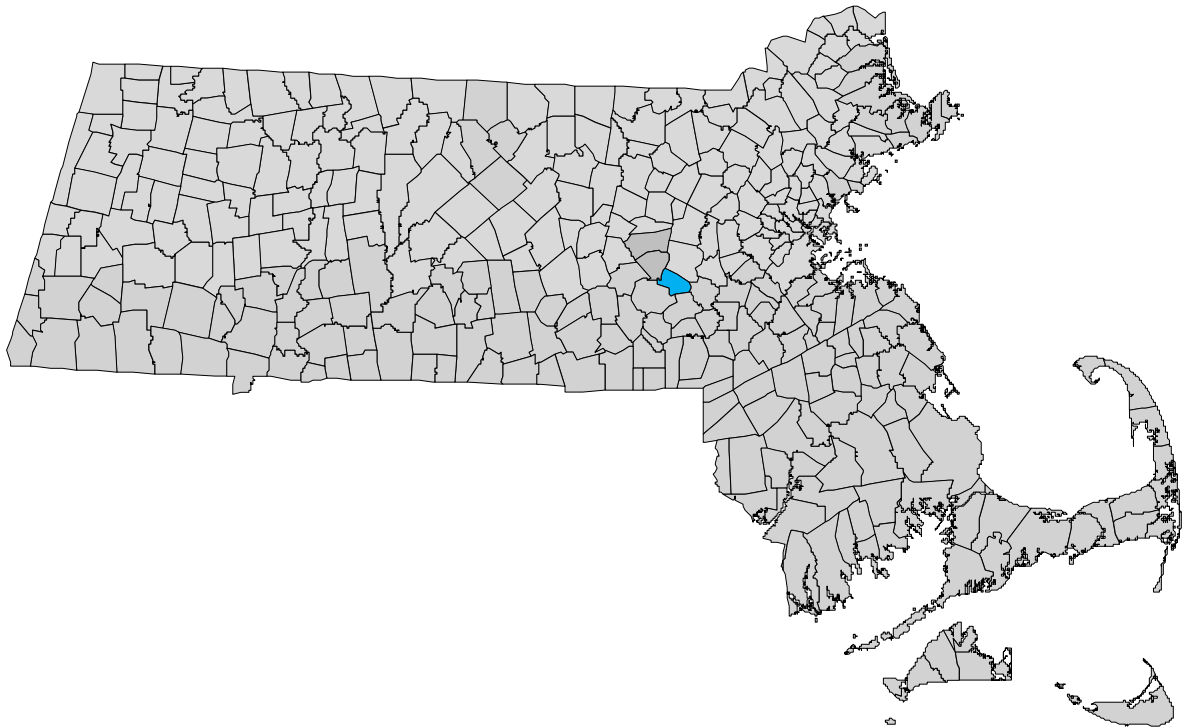
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