CONNECTICUT'S SHORT-TERM EMPLOYMENT OUTLOOK 2024 - 2026

Connecticut Department of Labor

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CONNECTICUT Labor

Connecticut's
Short-Term Employment Outlook:
2024-2026

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Office of Research, CT. Department of Labor

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The Connecticut Economy
Five Years After the 2020 Recession

This annual outlook includes a review of various data sources to help contextualize the recent economic trends and the current state of Connecticut's labor force. It also contains a detailed review of short-term employment projections through 2026 to help illustrate where we expect the state economy will add jobs. Additional areas of focus include a look at STEM occupational projections, the housing market, job openings, current job ads, and Connecticut interstate migration trends.

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The Connecticut Labor Market

Current Situation

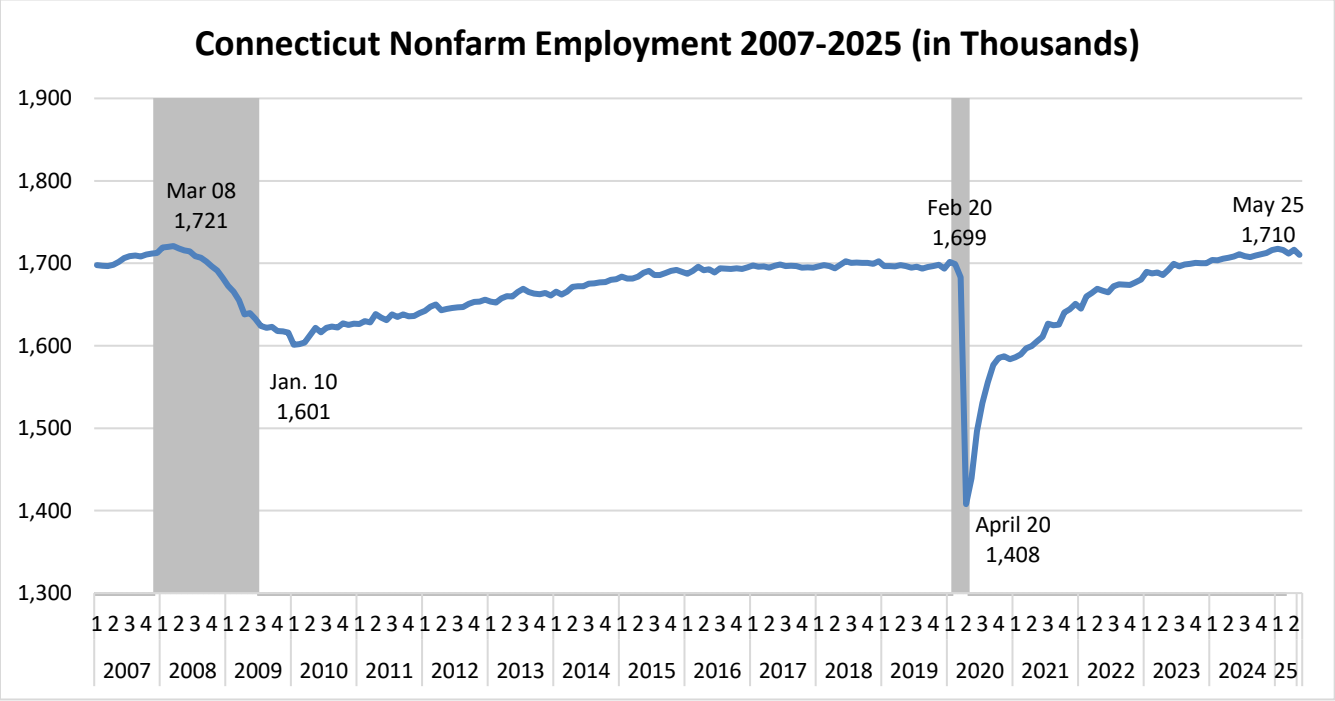
As the economy moves on five years after the 2020 recession, the US and 7 of 9 Northeast states have regained all the employment losses during the spring of 2020. As of May 2025, the US economy has total employment 4.8% above the February 2020 prior peak level. Connecticut's employment is 0.6% above pre-COVID levels, while the adjacent states of New York, Rhode Island, and Massachusetts all have current employment levels within 2% of pre-COVID levels. Among northeast states, New Jersey had the highest 5-year growth, up 4% above pre-COVID levels. Among the 9 states shown below, Massachusetts and Vermont have had the slowest employment recovery and are less than a percentage point below pre-COVID employment levels.

Total Nonfarm Jobs Lost & Recovered Since 2020 in the U.S., CT, & Nearby States (in Thousands)

Area	U.S. Peak	U.S. Trough	Peak/Trough Change		Current Month	Peak to Current Month Change		Recovery
	Feb. 2020	Apr. 2020	#	%	May 2025	#	%	Rate
United States	**152,292**	**130,424**	**-21,868**	**-14.4%**	**159,561**	**7,269**	**4.8%**	**133%**
Connecticut	1,699	1,408	-291	-17.1%	1,710	11	0.6%	104%
Maine	638	544	-94	-14.8%	657	19	2.9%	120%
Massachusetts	3,746	3,057	-689	-18.4%	3,728	-18	-0.5%	97%
New Hampshire	690	572	-118	-17.1%	711	22	3.1%	118%
New Jersey	4,225	3,501	-724	-17.1%	4,394	169	4.0%	123%
New York	9,835	7,853	-1,982	-20.2%	9,969	134	1.4%	107%
Pennsylvania	6,084	4,962	-1,123	-18.5%	6,223	139	2.3%	112%
Rhode Island	509	400	-109	-21.5%	517	8	1.6%	108%
Vermont	316	249	-67	-21.1%	315	-1	-0.2%	99%

Seasonal Adjusted Source: CT Dept. of Labor & BLS CES

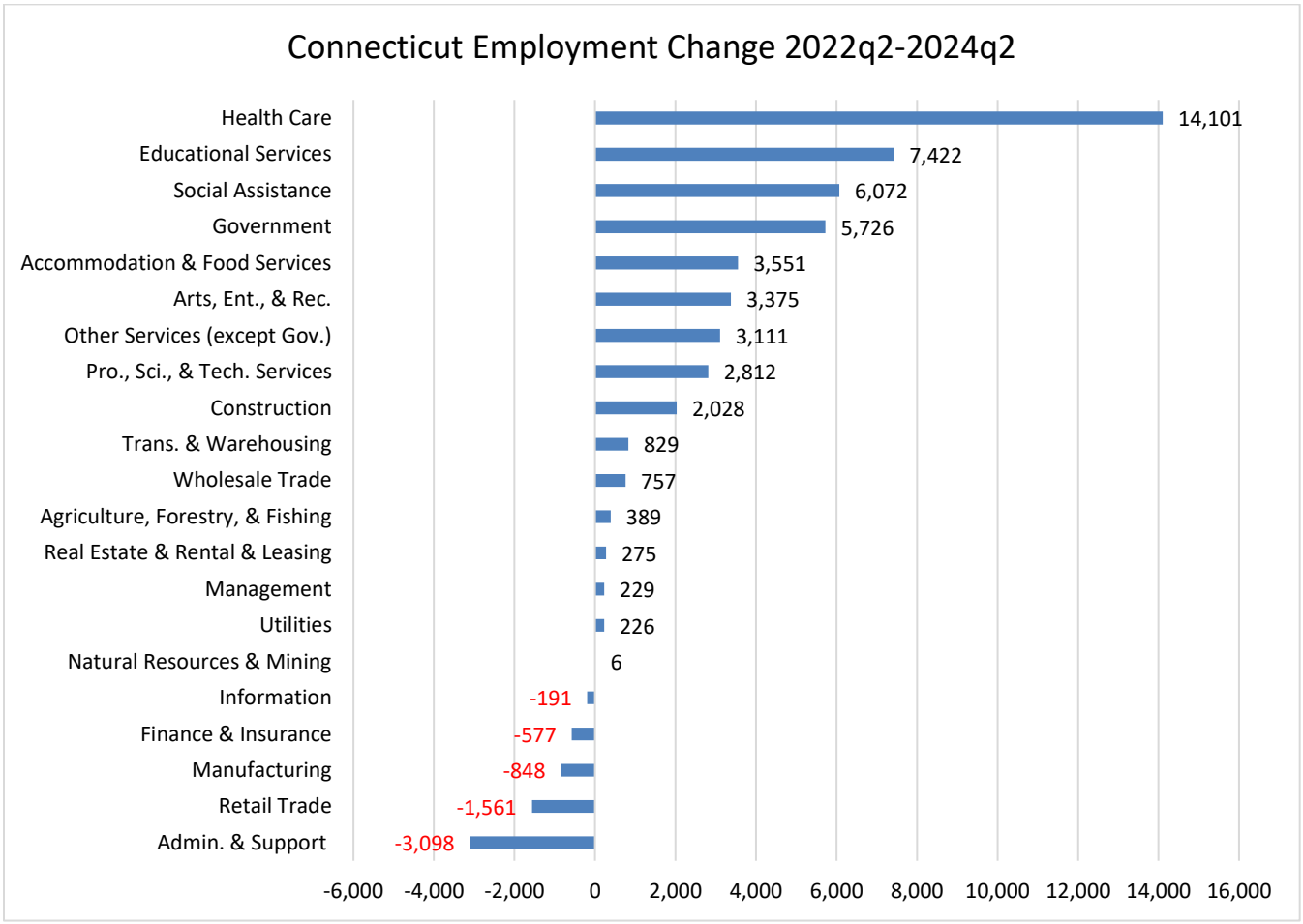
The following figure illustrates total Nonfarm Employment in Connecticut from 2007-2025. This range includes two employment peaks, two recessions, and two employment troughs. It contextualizes the short and steep nature of the 2020 recession compared to the Great Recession and how the state has steadily added jobs from 2020 through May 2025. The post-2020 recovery slope has been much steeper than the more gradual recovery that occurred after the 2007-2009 recession. The state's employment is now within 11,000 of the previous peak that occurred during March 2008.



Industry Employment Change

Each year, the Connecticut Department of Labor produces short-term projections by industry and occupation. The most recent projections are for the two-year period 2024Q2 through 2026Q2. The previous two-year period (2022Q2 to 2024Q2) spans two years after the vaccine rollout and the lifting of the pandemic-era economic shutdown. Connecticut's overall employment was up 40,101 or +2.4% from 2022Q2 to 2024Q2. Health Care grew by over 14,000 during that span and accounted for over 35% of total employment growth. The second and third largest-growth industries, Educational Services (+7,422) and Social Assistance (+6,072) account for a combined 34% of total growth. Among the twenty-one industries shown on the next page,

five had two-year declines, the largest being Administrative and Support (-3,098), Retail Trade (-1,561). Manufacturing, Finance & Insurance, and Information all posted declines of less than one thousand over the two-year period.



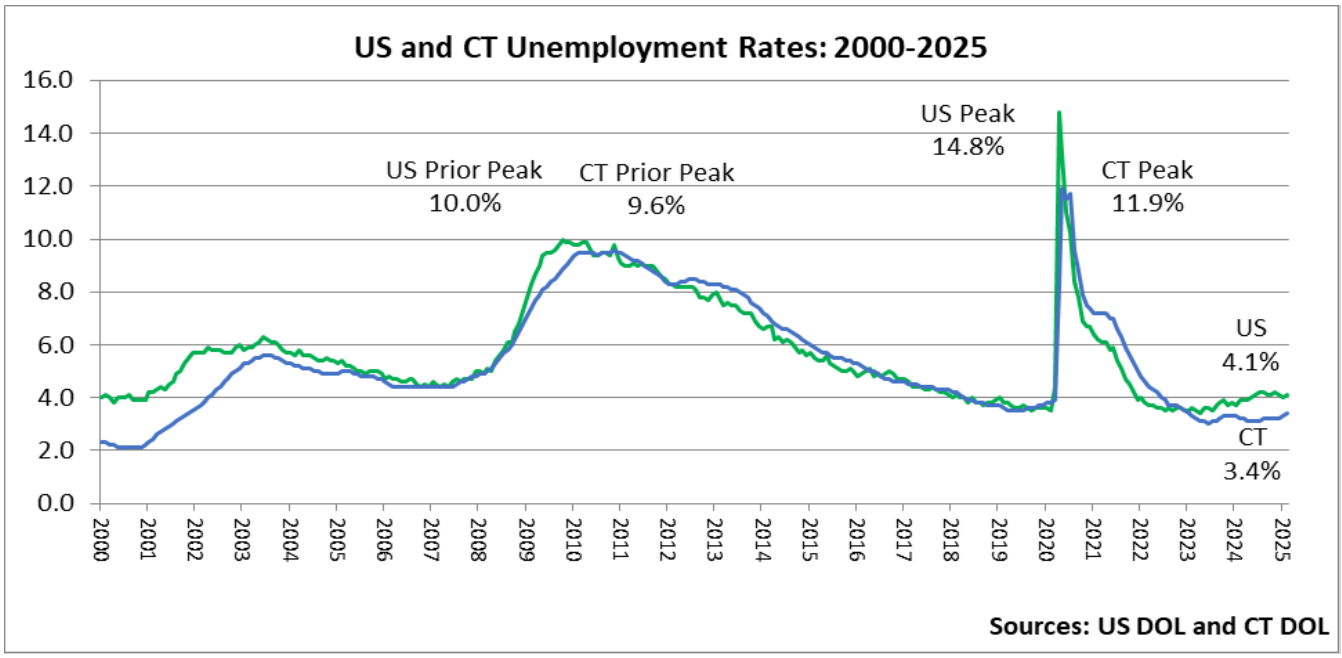
Total Employment By Industry

NAICS	Industry	2022q2	2024q2	22Q2-24Q2 Change	
				#	%
00	Total	1,650,814	1,690,915	40,101	2.4%
621-623	Health Care	218,602	232,703	14,101	6.5%
61	Educational Services	173,056	180,478	7,422	4.3%
624	Social Assistance	69,638	75,709	6,072	8.7%
92	Government	72,634	78,360	5,726	7.9%
72	Accommodation and Food Services	132,477	136,027	3,551	2.7%
71	Arts, Entertainment, and Recreation	27,759	31,133	3,375	12.2%
81	Other Services (except Government)	53,504	56,615	3,111	5.8%
54	Professional, Scientific, and Technical Services	98,888	101,700	2,812	2.8%
923	Local Government	41,102	43,728	2,626	6.4%
922	State Government	25,253	27,704	2,451	9.7%
23	Construction	62,292	64,320	2,028	3.3%
48-49	Trans. and Warehousing	71,335	72,165	829	1.2%
42	Wholesale Trade	60,331	61,088	757	1.3%
921	Federal Government	6,279	6,928	649	10.3%
11	Agriculture, Forestry, & Fishing	5,237	5,626	389	7.4%
53	Real Estate and Rental and Leasing	19,393	19,668	275	1.4%
55	Management of Companies and Enterprises	30,978	31,207	229	0.7%
22	Utilities	4,971	5,197	226	4.5%
21	Natural Resources and Mining	493	499	6	1.1%
51	Information	31,031	30,839	-191	-0.6%
52	Finance and Insurance	97,018	96,442	-577	-0.6%
31	Manufacturing	156,333	155,485	-848	-0.5%
44	Retail Trade	166,336	164,775	-1,561	-0.9%
56	Administrative and Support	93,673	90,575	-3,098	-3.3%

Source: CT DOL, QCEW

Unemployment Rate

During 2022 onward, the unemployment rates for the United States and Connecticut both fell back to pre-COVID levels near or below 4.0%. In recent months, Connecticut's unemployment rate has remained below 4% and was 3.8% as of May 2025. The graph on the next page illustrates how the state's current stretch of sub-4% unemployment is the longest since the early 2000s.



The following table illustrates additional detail on how the COVID pandemic and five years of recovery have impacted specific demographic groups within the U.S. Economy through March 2025. Over the five years since the April 2020 unemployment rate peak, every demographic group shown below experienced an unemployment rate drop of 9.3 percentage points or more. Additionally, every demographic group other than the under-25 age cohort is a percentage point or less from their corresponding rate during the February 2020 overall unemployment rate low.

US Unemploy. Rate Change - Trough, Peak, and Current Month (Seasonally Adjusted)

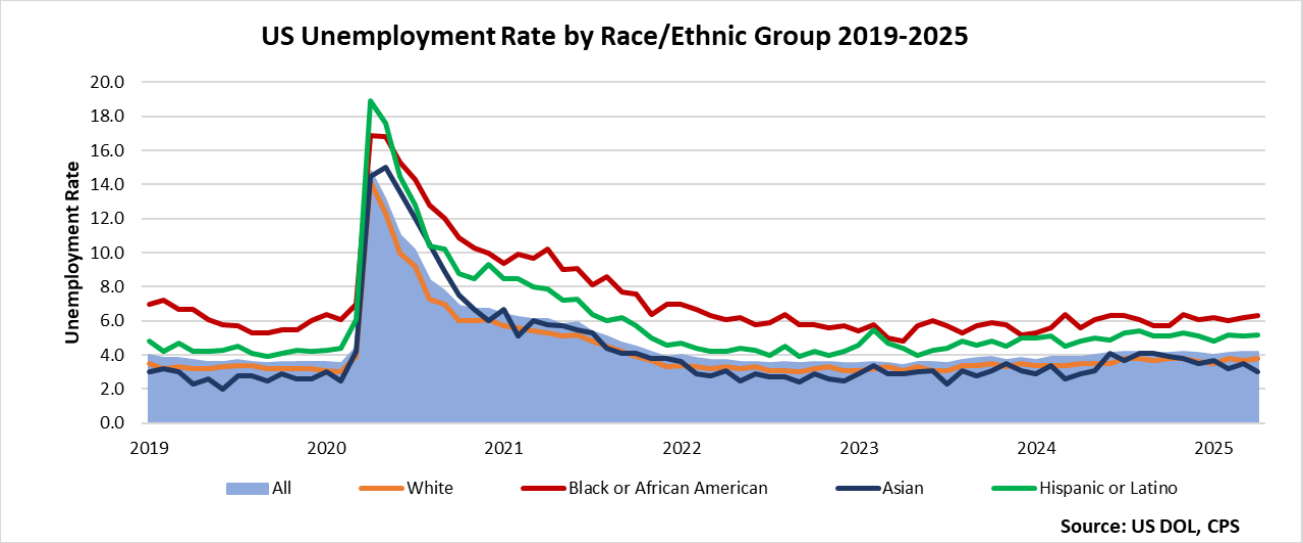
Group	UR Trough Feb. 2020	UR Peak April 2020	Current Month March 2025	% Pt. change Feb. 2020 to Peak	% Pt. change Peak to March 2025
All	3.5	14.8	4.2	11.3	-10.6
Male	3.5	13.5	4.2	10	-9.3
Female	3.5	16.2	4.1	12.7	-12.1
Age					
Under 25	7.8	27.5	9.4	19.7	-18.1
25-54	3	12.8	3.5	9.8	-9.3
55 and over	2.6	13.6	2.9	11	-10.7
Race/Ethnic Group					
White	3	14.2	3.7	11.2	-10.5
Black or African American	6.1	16.9	6.2	10.8	-10.7
Asian	2.5	14.5	3.5	12	-11
Hispanic or Latino	4.4	18.9	5.1	14.5	-13.8

Source: US DOL, CPS

In February 2020, the unemployment rates for males and females equaled the overall rate of 3.5%. During the two-month 2020 recession, the female unemployment rate spiked to 16.2 percent, while the male rate peaked at 13.5 percent. This difference relates to the most heavily impacted industries employing more females than males. As of March 2025, the female unemployment rate was 4.1 percent, one-tenth of a percentage point below the male and overall rates.

By age cohort, the under-25 age group had the largest percentage point increase, up 19.7 points from February to April 2020. That increase is 3.5 times higher than February 2020 levels. The 25-54 and over-54 cohorts had smaller percentage point changes, but due to them having much lower base levels, their rates respectively increased by 4.3 and 5.2 times their February 2020 levels. As of March 2025, the under-25 U.S. population has an unemployment rate of 9.4%, and the two other cohorts have rates of 3.5% and 2.9%.

From February 2020 to April 2020, the four available race/ethnic groups experienced unemployment rate increases of between +10.8 to +14.5 percentage points. In the five years since, they have all experienced drops to unemployment rates ranging from 3.5% to 6.2%. Among the four groups, Hispanic or Latino saw the largest February 2020-April 2020 increase and five-year decrease, while Black or African American workers had March 2025 unemployment rate 0.1 percentage points above pre-COVID February 2020 levels. The Asian and White U.S. populations had the lowest base month unemployment rates, peaked at 14.5% and 14.2%, and were respectively 3.5% and 3.7% as of March 2025. The graph on the next page shows monthly unemployment rates by demographic group from 2019-2025 to illustrate how rates are largely back at pre-recession levels.



Connecticut unemployment rates by gender and available demographic groups are shown below. Connecticut's year-end April 2025 unemployment rate was 3.8%. The male unemployment rate was 4.6 percent and the female rate was 2.9 percent. Since 2024, the rates for males and females have diverged, with the male unemployment rate edging upward while female unemployment rates continue to fall.

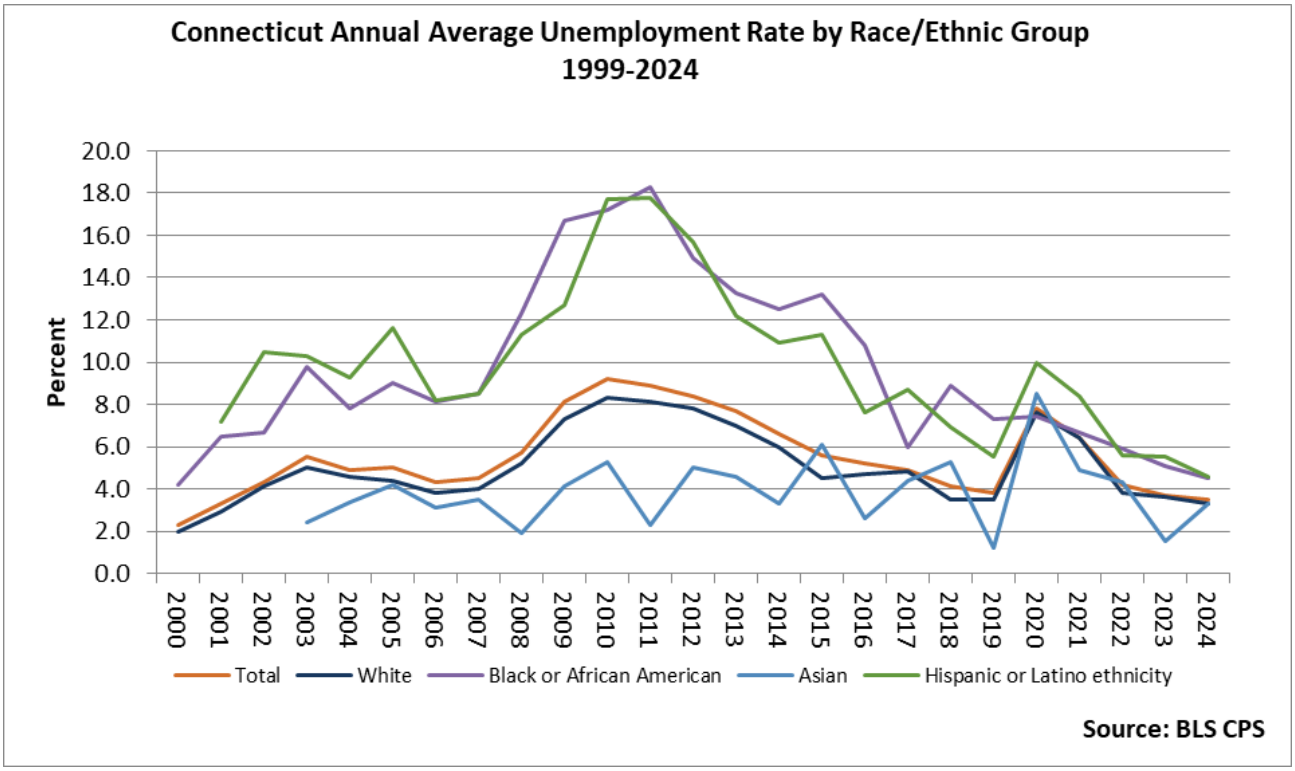
Among the three available race/ethnic groups, by the year ending April 2025, the unemployment rate for the Black/African American group was below 2019 levels. The two other demographic groups had April 2025 rates above 2019 levels.

CT Annual Unemployment Rate Change Through 2024 and Year Ending March 2025

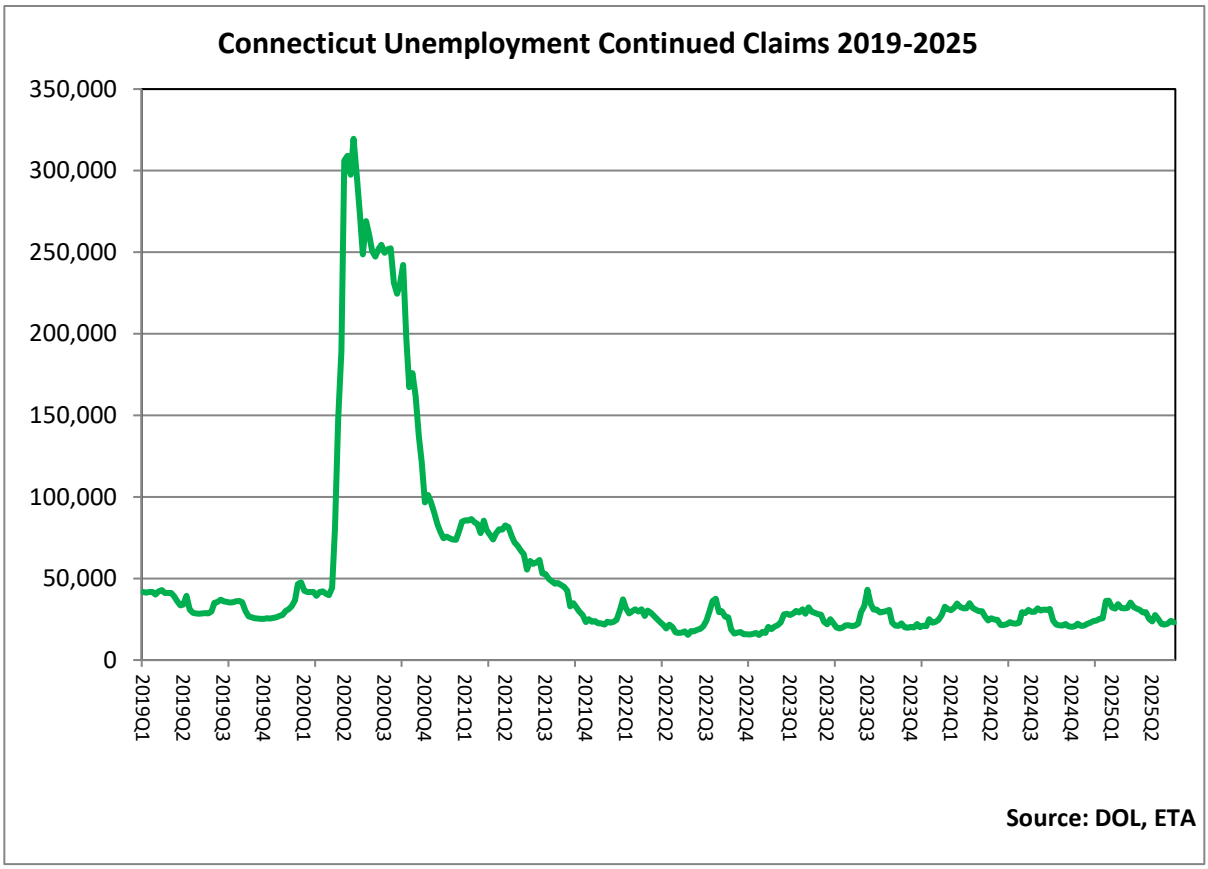
Group	Prior UR High 2010	UR Low 2019	2020	2021	2022	2023	2024	Year Ending April 2025	22-23 %Pt Change	23-24 %Pt Change
All	3.5	3.8	7.8	6.4	4.2	3.7	3.4	3.8	-0.5	-0.3
Male	3.5	4.2	8.3	6.6	4.9	4.4	3.5	4.6	-0.5	-0.9
Female	3.4	3.4	7.2	6.2	3.3	3.0	3.3	2.9	-0.3	0.3
Race/Ethnic Group										
White	3.0	3.5	7.6	6.4	3.8	3.6	3.3	3.4	-0.2	-0.3
Black or African American	6.0	7.3	7.4	6.7	5.9	5.1	4.5	4.8	-0.8	-0.6
Asian	2.6	1.2	8.5	4.9	4.3	1.5	3.3	n/d	-2.8	1.8
Hispanic or Latino	4.4	5.5	10.0	8.4	5.6	5.5	4.6	6.1	-0.1	-0.9

Source: US DOL, LAUS

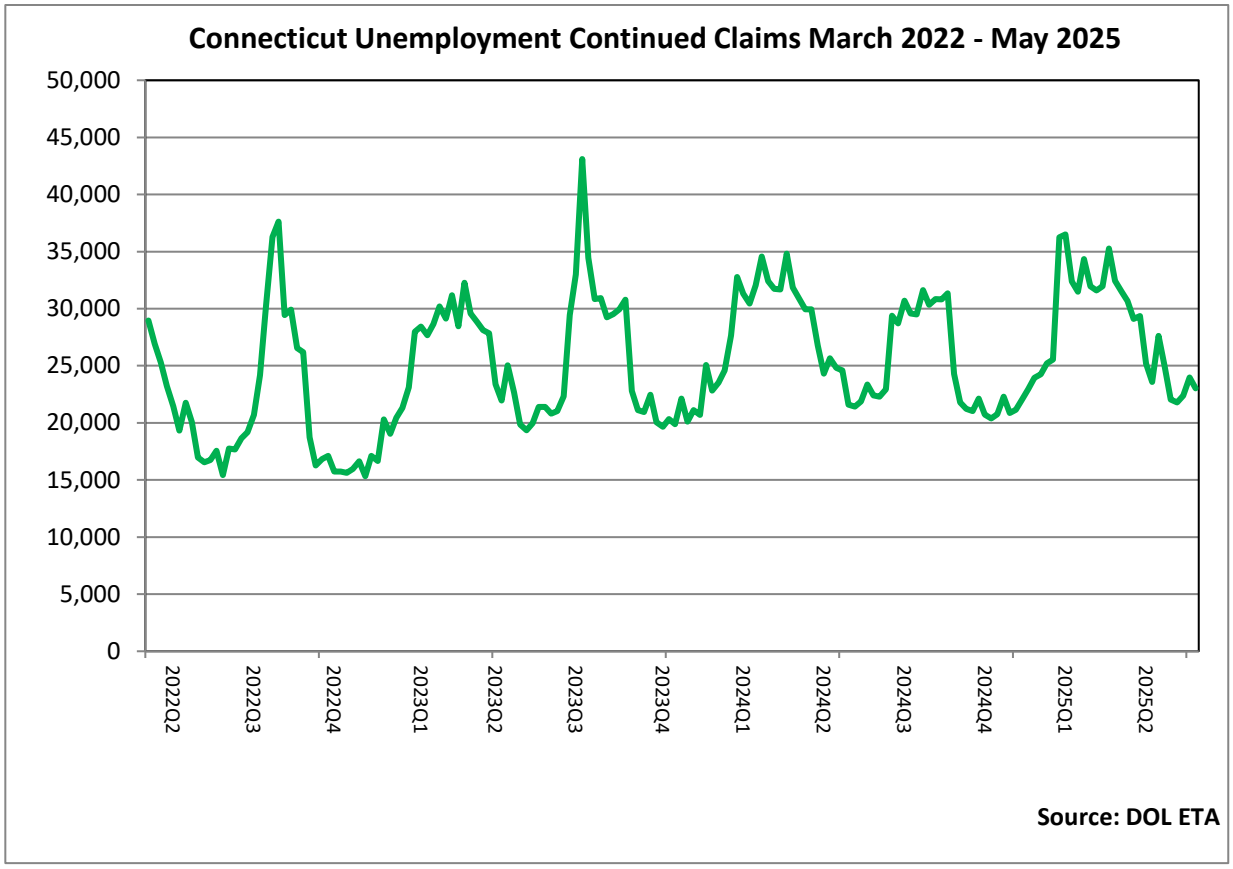
The following graph shows the annual average unemployment rates by race/ethnic group in Connecticut. The 2020-2023 period shows consistent annual average unemployment rate declines across all available race/ethnic groups. The Asian and Black or African American demographic groups had the largest 2022 to 2023 unemployment percentage point decreases, falling by 2.8 and 0.8 percentage points, respectively. When compared to pre-COVID levels, the 2024 overall annual average unemployment rate of 3.4% was 0.4 percentage points below 2019 levels. For specific groups, the Black or African American demographic group had the largest percentage point decrease, down 2.8 percentage points from 2019. Asian unemployment was up 2.1 percentage points. The 2024 unemployment rates for Hispanic/Latino and White populations in 2024 were respectively 0.9 and 0.2 percentage points above 2019 levels.



Unemployment Claims

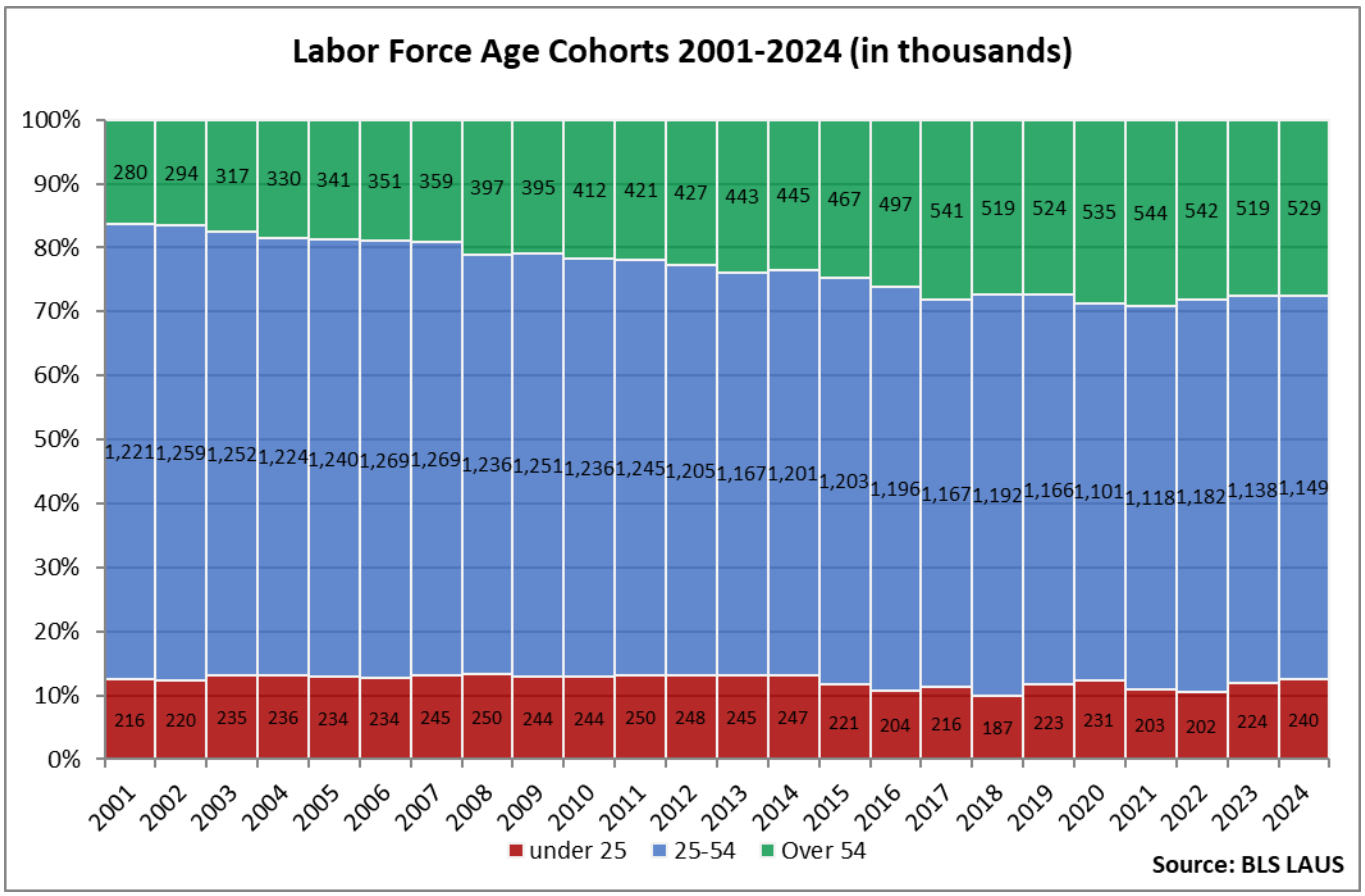


The unprecedented spike in unemployment insurance claims during the first half of 2020 is illustrated in the above graph. During 2019, continued claims averaged less than 34,000 continued claims per week. Claims spiked after the March 2020 COVID lockdown and reached a peak of over 319,000 during the week ending May 2nd, 2020. Claims remained above pre-COVID levels until the end of the third quarter of 2021. In 2022, continued claims averaged under 23,000 per week and reached a series low of 15,329 claims during the week ending November 5, 2022. As of the week ending May 31st, 2025, Connecticut had 23,027 weekly continued claims. This weekly level is 337 claims below a year ago, which had 23,364 continued claims during the week ending June 1st, 2024.

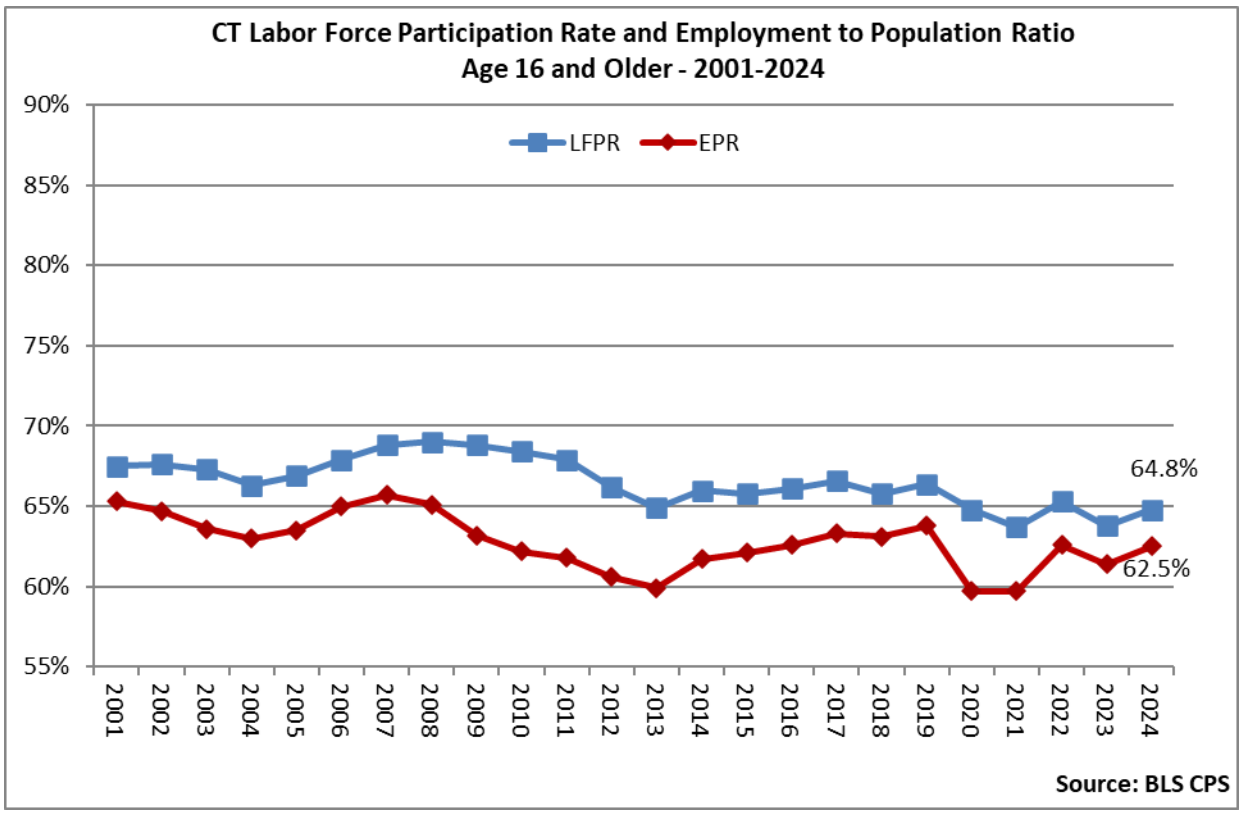


Labor Force

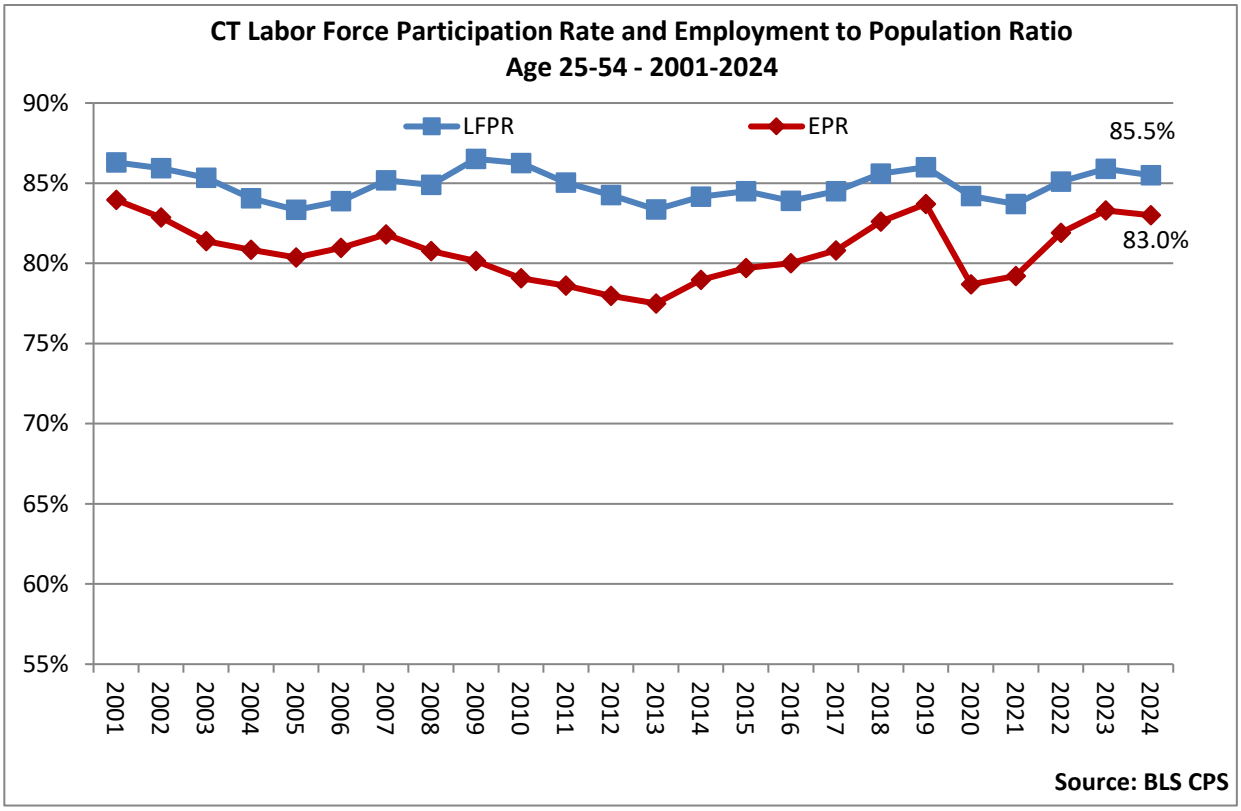
State-level annual average labor force data by age is shown on the next page from 2001 through 2024. During those 24 years, the portion of the labor force over-54 had increased from 16.3% in 2001 to over 29.2% in 2021. By 2024, the over-54 cohort has fallen to 27.6% of the overall labor force. The graph below also shows that the over-54 labor force fell to 529,000 from a 2021 peak of 544,000. The prime-age labor force share also fell by 1.5 percentage points to 59.9% and the under-25 labor force share increased by 2.0 percentage points to 11.9% from 2021 to 2024. The decreasing prime age cohort had a 2024 labor force participation rate of 83.0%, whereas the increasing under-25 cohort had a rate of 51.5%, up 0.9 percentage points from a year before.



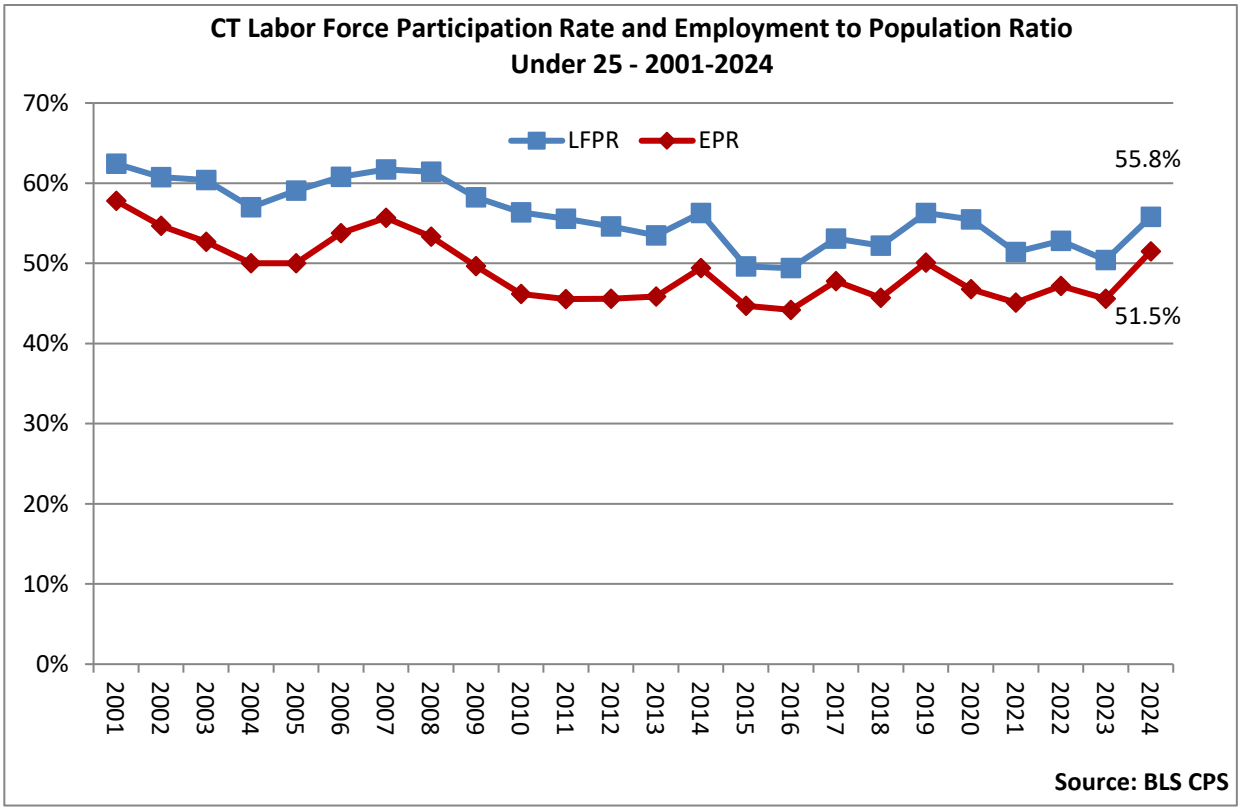
The overall Labor Force Participation Rate (LFPR) and Employment to Population Ratio (EPR) are shown on the graph on the next page and illustrate how these two measures are impacted by age cohort labor force shifts. The overall LFPR fell from a 2008 peak as the over-54 age cohort increased its share of the labor force. That cohort characteristically has a lower LFPR than the two younger cohorts.



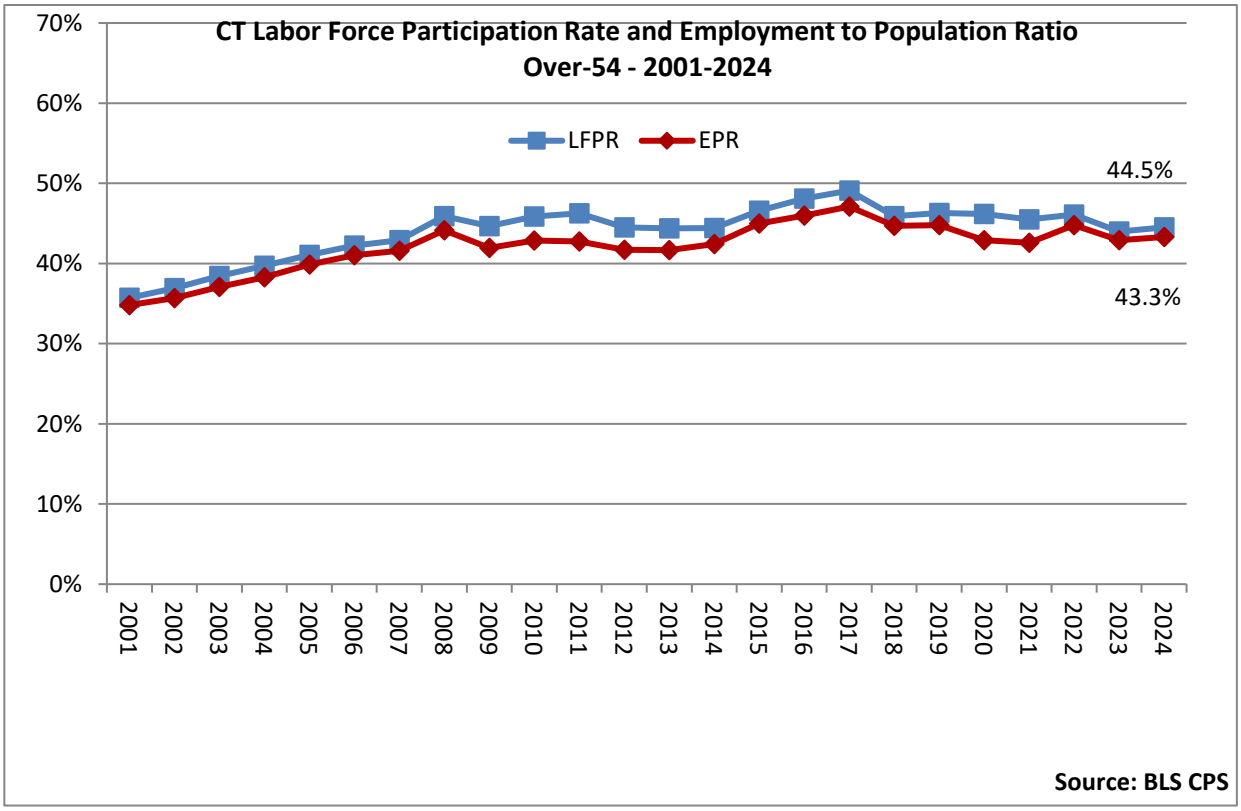
The graph on the next page shows annual average Labor Force Participation Rate (LFPR) and Employment/Population Ratio (EPR) for prime-age workers in Connecticut from 2001 to 2024. Since reaching a 2013 trough of 83.4 percent, overall prime-age LFPR has remained between that level and 86 percent (2019). In 2021, it fell to 83.7%. In 2023, the prime age LFPR increased to 85.9%. By 2024, it shifted to 85.5%. The prime age EPR had strong gains in 2023 to 83.3% and softened slightly to 83.0% in 2024.



The younger 16 to 24 age cohort has a LFPR below that of prime-age workers due primarily to school enrollment. In the early 2000s, the cohort's peaks and troughs largely corresponded with the overall labor force. Since the 2007 recession, the cohort gradually fell from a 2007 LFPR peak of 61.7% to a low of 49.4% in 2016. After that series low, the under-25 LFPR had trended upward, rising to a 2019 level of 56.6%. It again slid down to 51.4% in 2021, then increased to 52.8% in 2022, and by 2024 it was 55.8%. Amid this increase in LFPR, the employment-to-population ratio rose by 0.9 percentage points over the year. Underlying these rates is an overall under-25 labor force increase of 16,000 to 240,000 over the year. This under-25 labor force level is the highest since 2014.



For the over-54 cohort, LFPR reached a high of 49% in 2017 and fell to the mid-40s during the six subsequent years through 2024. It remained relatively flat in 2020 and 2021 as the employment-to-population ratio increased from 44.8% in 2019 to 46.1% in 2022. In 2023, the over-54 LFPR fell to 44%, which is a 15-year low. In 2024, the LFPR and EPR edged up to 44.5% and 43.3% respectively. The very slight gap between the two lines signifies the low unemployment rate of the cohort. This differs from the years following the 2020 Recession and the Great Recession, which had larger gaps amid higher unemployment.



Changing Demographic Composition of Connecticut's Labor Force

CT Annual Labor Force Share by Demographic Group (# in Thousands)

Group	2010		2019		2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total	1,892	100.0%	1,914	100.0%	1,868	100.0%	1,865	100.0%	1,925	100.0%	1,888	100.0%	1,918	100.0%
Men	990	52.3%	990	51.7%	982	52.6%	981	52.6%	1,006	52.3%	978	51.8%	998	52.0%
Women	902	47.7%	923	48.2%	886	47.4%	884	47.4%	919	47.7%	911	48.3%	921	48.0%
Age														
Under 25	244	12.9%	223	11.7%	231	12.4%	203	10.9%	202	10.5%	225	11.9%	240	12.5%
25-54	1,236	65.3%	1,166	60.9%	1,101	58.9%	1,118	59.9%	1,182	61.4%	1,142	60.5%	1,149	59.9%
Over 55	412	21.8%	524	27.4%	535	28.6%	544	29.2%	542	28.2%	521	27.6%	529	27.6%
Race/Ethnic Group														
White	1,605	84.8%	1,549	80.9%	1,451	77.7%	1,472	78.9%	1,526	79.3%	1,494	79.1%	1,527	79.6%
Black or African American	180	9.5%	216	11.3%	234	12.5%	228	12.2%	247	12.8%	246	13.0%	243	12.7%
Asian	83	4.4%	102	5.3%	144	7.7%	128	6.9%	104	5.4%	104	5.5%	99	5.2%
Hispanic or Latino	193	10.2%	285	14.9%	279	14.9%	308	16.5%	324	16.8%	346	18.3%	330	17.2%

n/d = no data **Source: US DOL, LAUS**

The above table illustrates how the demographic distribution of Connecticut's labor force has changed since 2010 and during the six most recent years. In 2010, the Black, Asian, and Hispanic

labor forces were a smaller share of the Connecticut labor force than they were in 2024. During those 14 years, the Black, Asian, and Hispanic labor forces increased by 3.2, 0.8, and 7.0 percentage points, respectively. In 2020, the White labor force had a 3.2 percentage point drop from 2019 levels of 80.9% to 77.7% in 2020. That group was 79.6% in 2024. During 2020, the labor force shares for the Black and Asian groups increased to 12.5% and 7.7% respectively. As of 2024, the Black labor force is 12.7% and the Asian labor force is 5.2%. The Hispanic/Latino workforce has steadily increased its share of the labor force, increasing from 10.2% in 2010 to 17.2% in 2024.

Connecticut Projections Through 2026

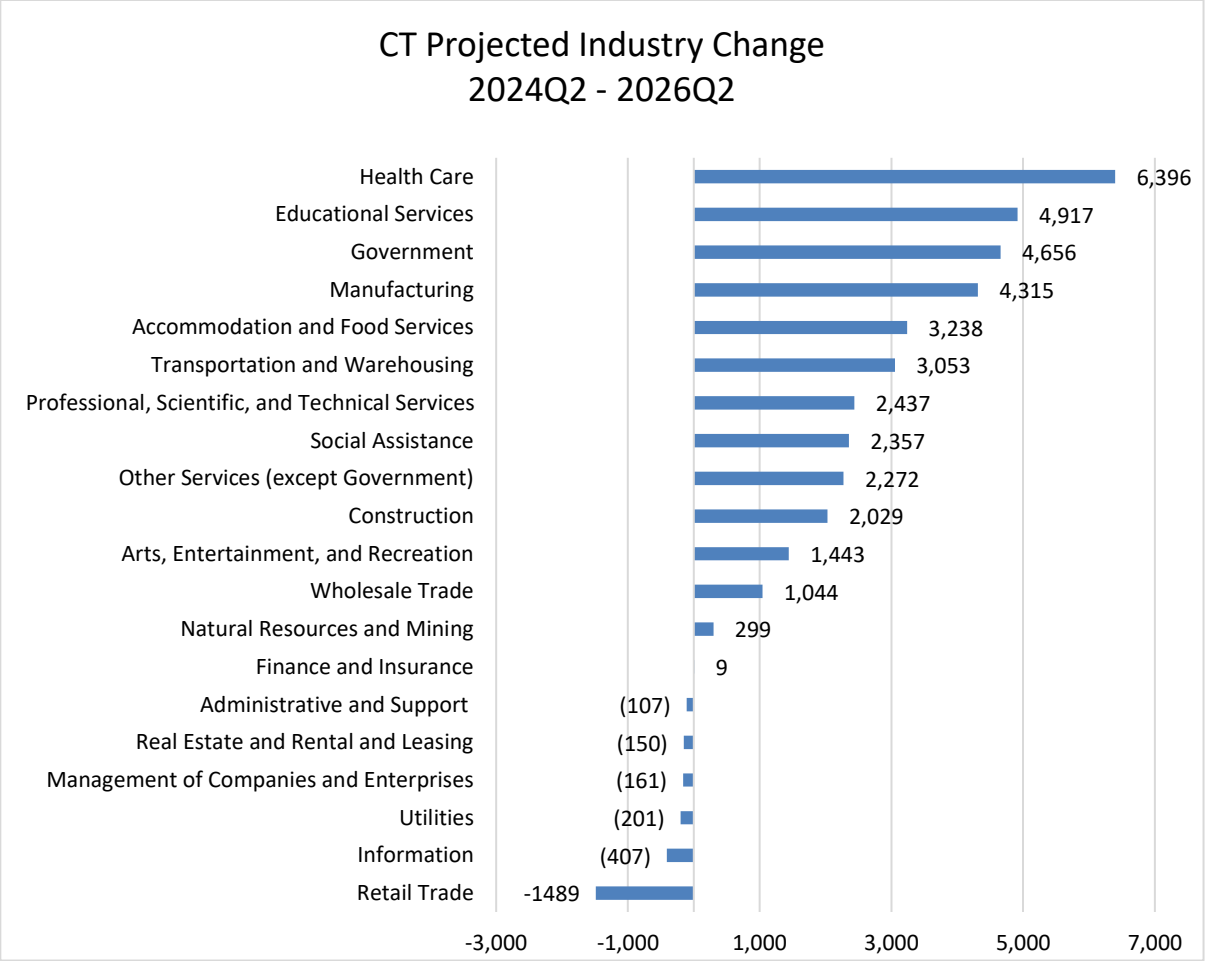
Connecticut Short-Term Projections: 2024Q2 to 2026Q2

Connecticut's economy is projected to add almost 39,000 jobs through the end of the short-term projections period (2nd quarter 2026). The industries driving this growth include Health Care, Educational Services, Public Administration, and Manufacturing. Through 2026Q2, we project overall employment in Connecticut to increase by 2.1% from 1,849,153 to 1,887,722, including self-employment and unpaid family workers. The Goods-Producing sector is projected to grow by 2.9% and the Service-Providing sector is projected to grow by 2.0% over two years. This latter sector represents 86.3% of industry employment in the state.

Projections by Industry

Industry	2024 Q2 Base	2026 Q2 Projections	Emp Change	% Change
Total All Industries	**1,849,153**	**1,887,722**	**38,569**	**2.1**
Self Employed & Unpaid Family Workers	**133,589**	**136,208**	**2,619**	**2.0**
Goods Producing	**225,930**	**232,573**	**6,643**	**2.9**
Natural Resources and Mining	6,125	6,424	299	4.9
Construction	64,320	66,349	2,029	3.2
Manufacturing	155,485	159,800	4,315	2.8
Services Providing	**1,489,634**	**1,518,941**	**29,307**	**2.0**
Wholesale Trade	61,089	62,133	1,044	1.7
Retail Trade	164,773	163,284	-1,489	-0.9
Utilities	5,196	4,995	-201	-3.9
Information	30,738	30,331	-407	-1.3
Finance and Insurance	98,185	98,194	9	0.0
Real Estate and Rental and Leasing	19,670	19,520	-150	-0.8
Professional, Scientific, and Technical Services	101,700	104,137	2,437	2.4
Management of Companies and Enterprises	31,207	31,046	-161	-0.5
Administrative and Support	90,574	90,467	-107	-0.1
Educational Services	186,888	191,805	4,917	2.6
Health Care	232,703	239,099	6,396	2.8
Social Assistance	76,790	79,147	2,357	3.1
Arts, Entertainment, and Recreation	31,134	32,577	1,443	4.6
Accommodation and Food Services	136,027	139,265	3,238	2.4
Other Services (except Government)	68,953	71,225	2,272	3.3
Government	86,556	91,212	4,656	5.4

Each year, the Office of Research at the Connecticut Department of Labor produces short-term employment projections by industry and occupation. Among the 20 industry groups shown in the graph below, 14 are projected to increase over two years and 6 are projected to decline. The largest increases are expected in Health Care (+6,396), Educational Services (+4,917), Government (+4,656), and Manufacturing (+4,315). These four industries represent a combined 39% of base quarter 2024Q2 employment and 56% of projected industry growth through 2026Q2.



Health Care

The Health sector is projected to add 6,396 jobs over the projections period. Among its three

component industries, Ambulatory Health Care Services (NAICS-621) is projected to add 3,886 jobs through 2026Q2 and account for 61% of overall Health Care growth, while representing 43% of base quarter employment. Hospitals (NAICS-622) are projected to add 1,560 jobs over two years, or 24% of overall Health Care growth, and Nursing & Residential Care Facilities (NAICS-623) is projected to grow by 950 jobs or 15% of total health care growth.

Educational Services

Projected Educational Services employment growth of 4,917 is mostly occurring in its two largest component industries, Elementary and Secondary Schools (NAICS 6111) and Colleges, Universities, and Professional Schools (NAICS 6113). Elementary and Secondary Schools, which account for 60% of employment in this sector, is projected to add 2,512 jobs (up 2.2%) while Colleges and Universities are projected to add 1,406 jobs (up 2.4%).

Government

Government excluding education is projected to increase by 4,656 jobs or +5.4% over two years. More than half of this overall increase is projected to occur in Local Government, which is projected to increase by 2,682 (+6.1%) over two years. State Government is similarly projected to increase by 6.1% and add 1,714 jobs. Federal Government employment is projected to grow more slowly, up 260 jobs (+1.8%).

Manufacturing

Manufacturing is projected to increase by 4,315 jobs or +2.8% over two years. This projected increase reverses slight declines in Manufacturing. The industry had a post-COVID employment peak during 2023Q3 at 158,000 and subsequently declined slightly to 155,000 during the 2024Q2 base quarter. The projected growth through 2026Q2 is driven mostly by projected gains in Transportation Equipment Manufacturing (NAICS 336), which accounts for 82% of the 4,315 Manufacturing growth. That component industry is projected to increase by 3,524 or +7.6% over two years. This industry has been impacted by contract negotiations in recent months, but

expectations are for renewed employment increase driven by known hiring initiatives by many manufacturers in the state.[1]

The six sectors projected to lose employment through 2026Q2 are Retail Trade (-1,489 or -0.9%), Information (-407 or -1.3%), Utilities (-201 or -3.9%), Management (-161 or -0.5%), Real Estate (-150 or -0.8%), and Administrative and Support Services (-107 or -0.1%).

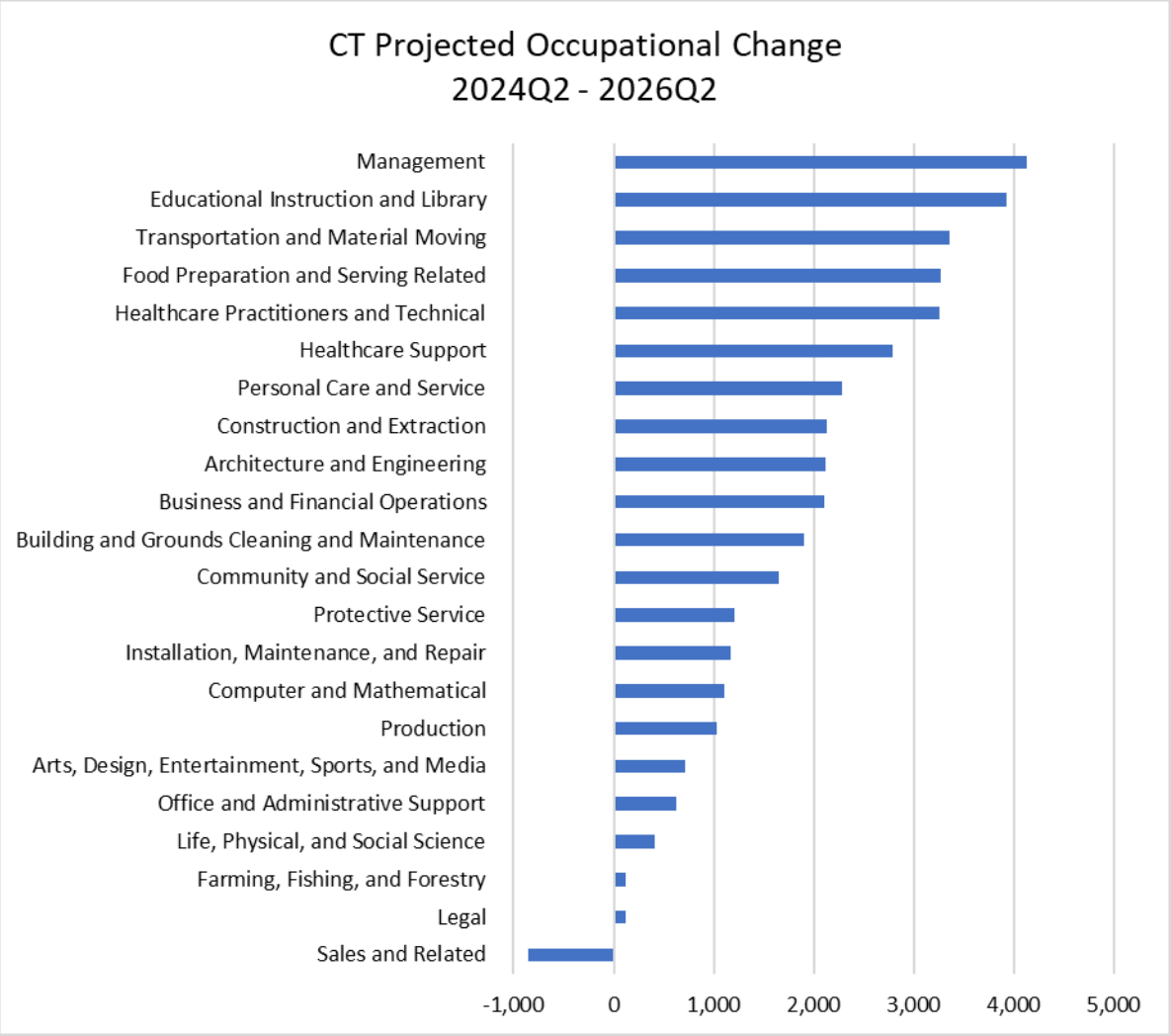
The projected Retail Trade losses continue long-run trends that began before the short-term disruption during the pandemic. Post-Great Recession Retail Trade employment peaked at 194,400 in late 2015 and has steadily contracted since. Retail Trade was among the most heavily impacted by the COVID-19 lockdowns, from February 2020 to April 2020, and the industry fell from 170,000 to 131,000 jobs. The industry bounced back to over 160,000 by August 2020 and peaked at 175,000 by December 2021. In subsequent years, Retail Trade edged down and has ranged between 163,000 and 173,000. The two-year projections expect the industry to decline slightly to 163,284, down 1,489 or -0.9%.

The Information industry sector comprises industries such as Motion Picture and Sound Recording Industries, Publishing (from newspapers to software publishers), Broadcasting and Content Providers (including streaming services), Telecommunications, Data Processing, and Libraries. The largest losses are projected to occur in Telecommunications (NAICS 517), down 273 or -4.8% and Motion Picture & Sound Recording Industries (NAICS 512), down 198 or -5.5%. Two component industries are projected to gain employment over two years, Computing Infrastructure Providers, Data Processing, Web Hosting, & Related Services (NAICS 518) is projected to have an employment gain of 101 or +2.3% over two years and Web Search Portals, Libraries, Archives, & Other Information Services (NAICS 519) is projected to increase by 49 or +1.7% over two years.

[1] For example: Howard, Lee. The Day. https://portal.ct.gov/oma/in-the-news/2024-news/electric-boat-president-predicts-annual-hiring-of-5000-employees-for-years-to-come

Like Retail Trade, the 3.8% projected decline in Utilities continues a long-term trend that began years before the 2020 recession. Utilities has steadily lost employment since at least 2001, when annual statewide employment was 9,255. It fell from 8,572 in 2005 to 6,671 in 2006 and has subsequently stabilized around 5,000-5,100 from 2020 to 2024. The projections suggest the industry will shed 201 jobs (-3.9%) over the two-year period ending 2026Q2. Within this industry, most of the projected decline will occur within two specific SOC occupational employment groups, Other Installation, Maintenance, & Repair Occupations (-55 or -4.2%) and Plant and System Operators (-36 or -6.0%).

Projections by Occupation



The occupational distribution of projected growth reflects the projected industry growth, with the top four occupational sectors accounting for 30% of base quarter employment and 38% of the projected 38,569 two-year employment growth. The top four growth sectors are Management (+4,131), Educational Instruction & Library Occupations (+3,928), Transportation & Material Moving (+3,355), and Food Prep. & Serving Occupations (+3,270). Total openings measure both the change in employment and the dynamic nature of the labor market. Total openings are the sum of net change, transfers, and labor force exits. Net change is the aforementioned overall employment change. Transfers are workers who permanently leave an occupation and transfer to another. Labor force exits are workers who leave an occupation and exit the labor force, most commonly retiring older workers.[2] Across all occupations, there are projected to be over 439,000 total openings during the two-year projections period, as shown in the following table on the next page. The table also highlights that there are projected to be thousands of job openings in all occupational groups, including those that are projected to have slight top-line net change or even a decline over the two-year period.

[2] BLS. Employment Projections Definitions. https://www.bls.gov/emp/documentation/definitions.htm

	Occupational Group	2024 Q2 Base	2026 Q2 Proj.	Emp Change	% Change	Total Openings
00-0000	Total, All Occupations	1,849,153	1,887,722	38,569	2.1%	439,312
11-0000	Management Occupations	166,559	170,690	4,131	2.5%	29,698
13-0000	Business and Financial Operations Occupations	107,707	109,814	2,107	2.0%	19,009
15-0000	Computer and Mathematical Occupations	50,573	51,674	1,101	2.2%	6,835
17-0000	Architecture and Engineering Occupations	36,338	38,454	2,116	5.8%	6,891
19-0000	Life, Physical, and Social Science Occupations	13,460	13,867	407	3.0%	2,534
21-0000	Community and Social Service Occupations	41,425	43,071	1,646	4.0%	8,988
23-0000	Legal Occupations	16,277	16,400	123	0.8%	1,997
25-0000	Educational Instruction and Library Occupations	130,937	134,865	3,928	3.0%	27,751
27-0000	Arts, Design, Entertainment, Sports, and Media Occupa	39,384	40,096	712	1.8%	8,370
29-0000	Healthcare Practitioners and Technical Occupations	116,098	119,351	3,253	2.8%	15,977
31-0000	Healthcare Support Occupations	97,717	100,504	2,787	2.9%	30,836
33-0000	Protective Service Occupations	34,181	35,388	1,207	3.5%	8,949
35-0000	Food Preparation and Serving Related Occupations	131,673	134,943	3,270	2.5%	53,196
37-0000	Building and Grounds Cleaning and Maintenance Occu	73,074	74,978	1,904	2.6%	21,615
39-0000	Personal Care and Service Occupations	64,633	66,920	2,287	3.5%	23,356
41-0000	Sales and Related Occupations	149,919	149,062	-857	-0.6%	38,194
43-0000	Office and Administrative Support Occupations	231,050	231,682	632	0.3%	51,701
45-0000	Farming, Fishing, and Forestry Occupations	4,051	4,176	125	3.1%	1,374
47-0000	Construction and Extraction Occupations	62,208	64,343	2,135	3.4%	12,517
49-0000	Installation, Maintenance, and Repair Occupations	60,428	61,592	1,164	1.9%	11,636
51-0000	Production Occupations	92,121	93,157	1,036	1.1%	20,856
53-0000	Transportation and Material Moving Occupations	129,340	132,695	3,355	2.6%	37,032

Management Occupations (SOC-11) represent the group with the largest projected two-year growth through 2025Q2. This group is projected to increase by 4,131 (+2.5%) over two years and represents employment within every industry. The three specific occupations that account for over half of this SOC-11 growth are General & Operations Managers (+867 or + 1.9%), Financial Managers (+688 or +3.4%), and Medical & Health Services Managers (+546 or +6.8%). The large percent increase of Medical & Health Service Managers reflects the projected gains within the Health Care industry, which has the highest projected industry growth in the state.

Educational Instruction and Library Occupations (SOC-25) have the second highest projected occupational growth and align with the second highest growth industry sector, Educational Services (NAICS 62). 84% of 2024Q2 SOC-25 occupational employment was within the Educational Services

industry. The occupational group is projected to increase from 130,937 to 134,865 (+3,928 or +3.0%) over the two-year projections period.

Transportation & Material Moving (SOC-53) is projected to grow by 3,355 (+2.6%) over two years. About 70% of this occupational group falls within three industries: Transportation & Warehousing (35%), Retail Trade (24%), and Wholesale Trade (10%). Among all industries, 66% of two-year employment growth for this occupational group is projected to occur within the Transportation & Warehousing industry.

Food Preparation and Serving Related Occupations (SOC-35) is projected to increase by 2.5% or 3,270 over two years. This occupational group has the fourth largest net increase over two years and the largest total opening of any occupation group. This group is projected to have over 53,000 total openings over two years, which reflects the higher churn/turnover for employment in this group.

Each occupation is assigned an education value based on the minimum education necessary to enter an occupation. Over the two years, 43% of job growth will be in occupations that require a bachelor's or more, 13% will be in occupations that on average require an associate's, postsecondary non-degree award, or some training beyond high school, and 44% will be in occupations that generally require a high school diploma or no educational credential. These categories are based on national averages and are by occupation, which is a broad category. There may be many jobs within an occupation that require more or less education than indicated for the occupation as a whole.

The figure on the following page includes estimates of projected two-year total openings by educational attainment level. The lower educational attainment levels have proportionally more openings as they are more likely to have churn/turnover than higher educational attainment occupations. Overall, 57% of employment requires less than a Bachelor's degree, and 77% of total openings are projected for occupations requiring less than a Bachelor's.

Level of Educational Attainment	2024 Q2	2026 Q2	Emp. Change	% Change	Total Openings
Total All Occupations	**1,849,153**	**1,887,722**	**38,569**	**2.1%**	**439,312**
No formal educational credential	361,951	367,386	5,435	1.5%	120,486
High school diploma or equivalent	672,566	684,022	11,456	1.7%	165,880
Postsecondary non-degree award	62,385	63,252	867	1.4%	14,731
Some college, no degree	125,307	128,275	2,968	2.4%	30,303
Associate's degree	38,781	40,002	1,221	3.1%	8,221
Bachelor's degree	481,164	493,729	12,565	2.6%	82,905
Master's degree	49,159	51,453	2,294	4.7%	9,285
Doctoral or professional degree	57,840	59,603	1,763	3.0%	7,501

Concluding Thoughts on the Short-Term Projections

Connecticut's short-term employment projections show that the state is expected to grow by almost 38,569 or 2.1% over the two years from the second quarter of 2024 to the second quarter of 2026. This projected growth rate is faster than the projections produced last year, but slower than the projections during the 2021-2023, years when the state recovered jobs lost during the 2020 COVID lockdown. The employment projections through 2026Q2 suggest the state will continue steady growth through the middle of next year. The three largest industries in the state (Health Care, Education, and Manufacturing) are projected to drive much of this growth, representing 32% of 2024Q2 base quarter employment and 41% of overall two-year net change. Preliminary April 2025 jobs from Current Employment Statistics (CES) employment estimates for the state indicate that Connecticut is continuing to add jobs despite geopolitical and economic uncertainty due to trade negotiations and military conflicts abroad. 56% of employment growth is projected to occur in occupations that require additional education beyond a High School Diploma, while a majority of total openings are expected to occur in occupations that require a High School Diploma or have no formal educational credential, due to higher churn within those occupations. This indicates that there are projected to be employment opportunities for everyone in the state looking for work.

Economic Outlook Focus Areas:

The following three sections of the Outlook contain an overview of STEM occupational projections through 2026Q2, a look at Connecticut's housing market, statewide job openings, a review of job postings, and an overview of Connecticut's interstate migration trends.

Projected STEM Employment Growth in Connecticut Through 2026

This section examines the employment trends and projections for STEM occupations using the 2024-26 short-term employment projections.

Science, Technology, Engineering, and Math (STEM) occupations are projected to grow faster than all occupations in Connecticut through the middle of 2026. All occupations are projected to increase by 2.1% from 2024Q2 to 2026Q2, whereas STEM occupations have a combined projected growth rate of 3.0% over the two-year projection period. During 2024Q2, STEM occupational employment totaled over 117,200 and is projected to increase by almost 4,000 workers over two years. These high-growth growth, good-paying occupations are distributed throughout most major industries in the state and include a variety of career opportunities for Connecticut workers.

Top Ten STEM Occupations in CT

The ten largest STEM occupations account for 54% of overall STEM employment in the state. Among these ten occupations, six are engineering occupations (SOC 17), three are computer occupations (SOC 15), and one is within management (SOC 11). The largest STEM occupation in the state, Software Developers (15-1252), had 2024Q2 employment of 16,620 and is expected to grow by 526 or 3% to 17,146 by 2026Q2. The other 9 STEM occupations shown below are projected to grow between 1% and 17% through 2026Q2. Marine Engineers and Naval Architects (SOC 17-2121) is projected to increase by 17% over two years and reflects very strong growth for shipbuilding in the state.

Top 10 STEM Occupations (# Change)

SOC Code	Occupation	2024Q2 Base	2026Q2 Projection	# Change	% Change	Annual Opens
	All STEM	**117,220**	**121,204**	**3,984**	**3%**	**9,511**
15-1252	Software Developers	16,620	17,146	526	**3%**	1,363
17-2112	Industrial Engineers	6,246	6,563	317	**5%**	487
17-2141	Mechanical Engineers	4,203	4,499	296	**7%**	757
17-2121	Marine Engineers and Naval Architects	1,658	1,937	279	**17%**	361
11-3021	Computer and Information Systems Managers	9,520	9,787	267	**3%**	172
17-2072	Electronics Engineers, Except Computer	2,006	2,263	257	**13%**	196
17-2051	Civil Engineers	3,983	4,172	189	**5%**	292
15-1211	Computer Systems Analysts	6,731	6,903	172	**3%**	694
17-2071	Electrical Engineers	2,650	2,804	154	**6%**	449
15-1232	Computer User Support Specialists	9,686	9,809	123	**1%**	188
	All Other STEM Occupations	53,917	55,321	1,404	**3%**	4,552

Growth and Education

Based on research conducted by the U.S. Department of Labor, each occupation is assigned to an educational category based on the minimum education generally required to enter that occupation nationally. Using these categories, 78% STEM occupations require a Bachelor's Degree. Our projections show that 83% of Connecticut STEM job growth from 2024 to 2026 will be in occupations that on average require that level of educational attainment. This is more than twice the 31% share of total growth for Bachelor's degree occupations across all occupations. STEM occupations that require a high school diploma or less make up a smaller share of growth than they do for all occupations in the state. Additionally, 11% of STEM growth will be in occupations that on average require either an Associate's Degree or some college courses, while those educational attainment levels comprise a combined 5.7% of growth across all employment. An occupation is a broader category than a job. Within each occupation, there may be jobs that require more or less education than is on average required for the occupation as a whole.

Annual STEM Openings

Within Connecticut, there are expected to be over 9,500 annual openings in STEM occupations during the short-term projections period, this count includes openings from overall employment growth, transfers (the remaining vacancy when someone leaves an occupation for another), and exits (when someone leaves the labor force). While growth is important, the vast majority of hiring is to replace

workers who have left the labor force (such as for retirement) or who have moved on to other occupations. Openings capture both new jobs and replacement hiring.

STEM Employment by Industry

The figure below shows the industry distribution of STEM occupational employment for the 2024Q2 projections base quarter. Sixty-six percent of STEM employment falls within the top five industries. The largest share of STEM occupations falls within Professional, Scientific, and Technical Services (NAICS 54). While most of the STEM growth is projected to occur within Manufacturing (NAICS 31-33).

Industry Distribution of STEM Occupational Employment

NAICS	Industry	2024Q2 Base	2026Q2 Projection	# Change
54	Pro., Sci., and Tech. Services	28,740	29,733	993
31-33	Manufacturing	26,370	28,198	1,828
52	Finance and Insurance	10,222	10,312	90
61	Educational Services	6,610	6,830	220
51	Information	5,855	5,837	-18
42	Wholesale Trade	4,116	4,188	72
55	Management	3,531	3,526	-5
92	Government	3,386	3,614	228
67	Self Employed and Unpaid Family Workers	2,607	2,639	32
62	Health Care and Social Assistance	1,513	1,546	33
56	Administrative and Support	955	946	-9
23	Construction	696	717	21
81	Other Services (except Government)	480	491	11
44	Retail Trade	437	434	-3
22	Utilities	111	108	-3
53	Real Estate and Rental and Leasing	93	92	-1
48	Transportation and Warehousing	64	67	3

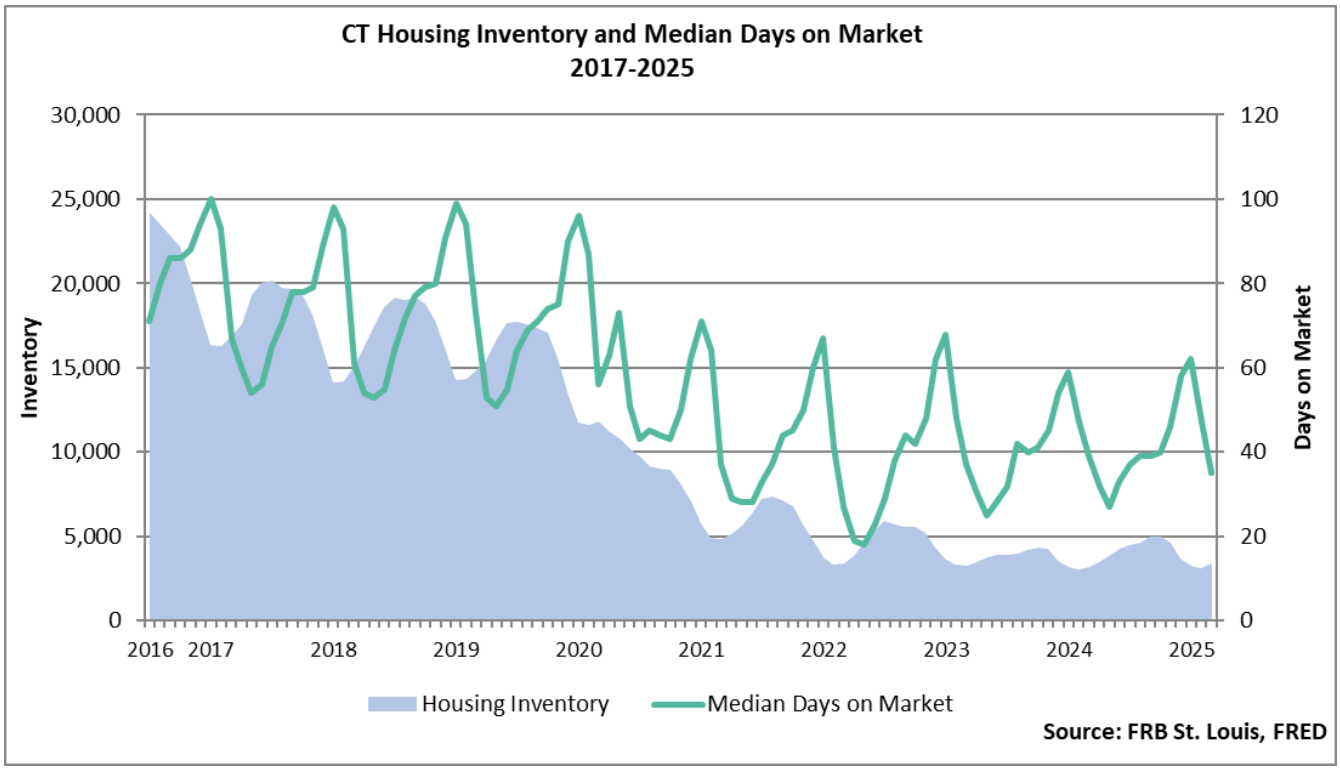
Concluding Thoughts on STEM Employment and Projections

STEM occupations represent a growing and high-paying segment of the labor market. These occupations are integrated into every major industry in the state. STEM occupations have an annual average wage of $118,525 per year. Most STEM jobs require a Bachelor's or more, but compared to the overall labor force, a larger share of STEM employment requires an Associate's or Some College, which indicates that there are employment opportunities for workers at every educational attainment level. Through the second quarter of 2026, STEM occupations are projected to have over 9,500

openings per year in the state.

Housing Market Trends

In the five years since the brief 2020 COVID-recession, Connecticut has experienced numerous shifts that have impacted the housing market. Inventory is down, prices are increasing, and multi-unit construction has become the majority of new housing development in the state.



From 2016-2019, the pre-COVID housing monthly inventory ranged between 14,000 and 24,000 units in the state.[3] After 2020, inventories tracked downward through 2025 and reached a low of 3,071 by February 2024. Since 2023, average monthly inventories have been below 5,000 houses, levels less than one-fifth above 2016 levels shown above. Part of the inventory decline is due to the large decrease in the time that a home is on the market. The median number of days a home was on the market in Connecticut from 2017-2019 ranged between about 50 days

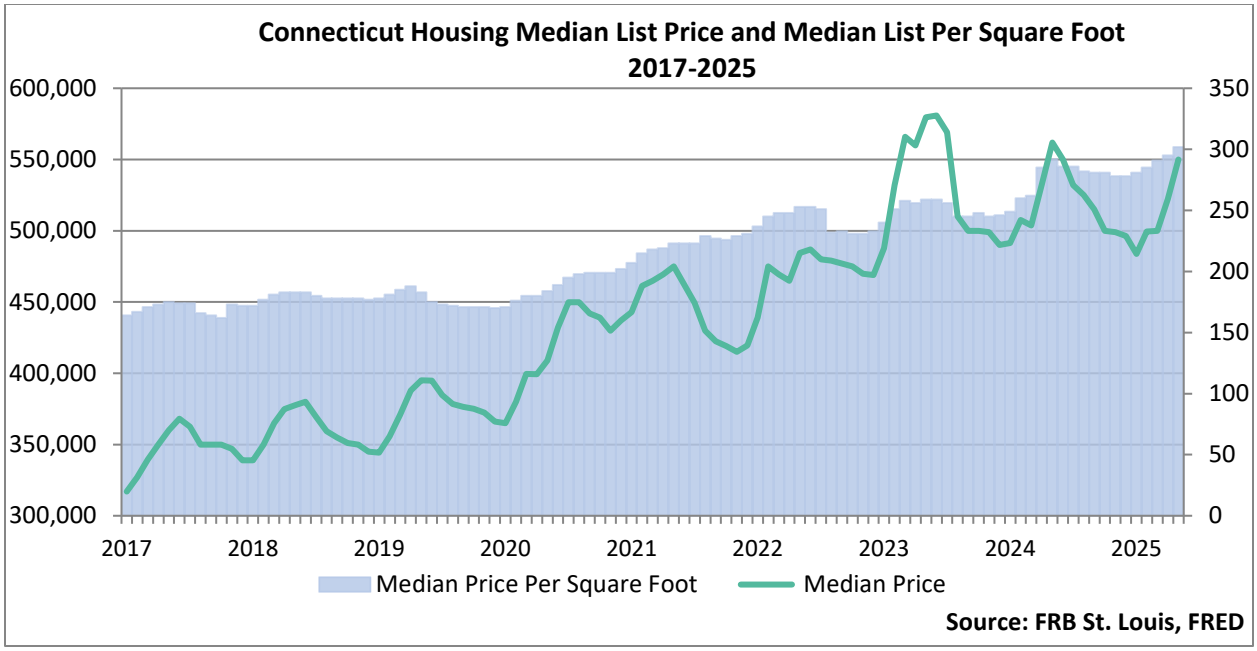
[3]FRB St. Louis, Housing Inventory: Active Listing Count in Connecticut [ACTLISCOUCT] https://fred.stlouisfed.org/series/ACTLISCOUCT

during peak summer months to a high of almost 100 days during the winter months of those years.[4] After 2020, the median number of days on the market reached a low of 18 in May 2022. As inventory fell, buyers had fewer options and were eager to secure a sale, which helped shorten listing duration, further reducing inventory. In May 2025, statewide inventory was 4,524, and homes were on the market for a median of 32 days. Five years earlier (May 2019), inventory was almost 17,000, and homes were on the market for a median of 51 days.

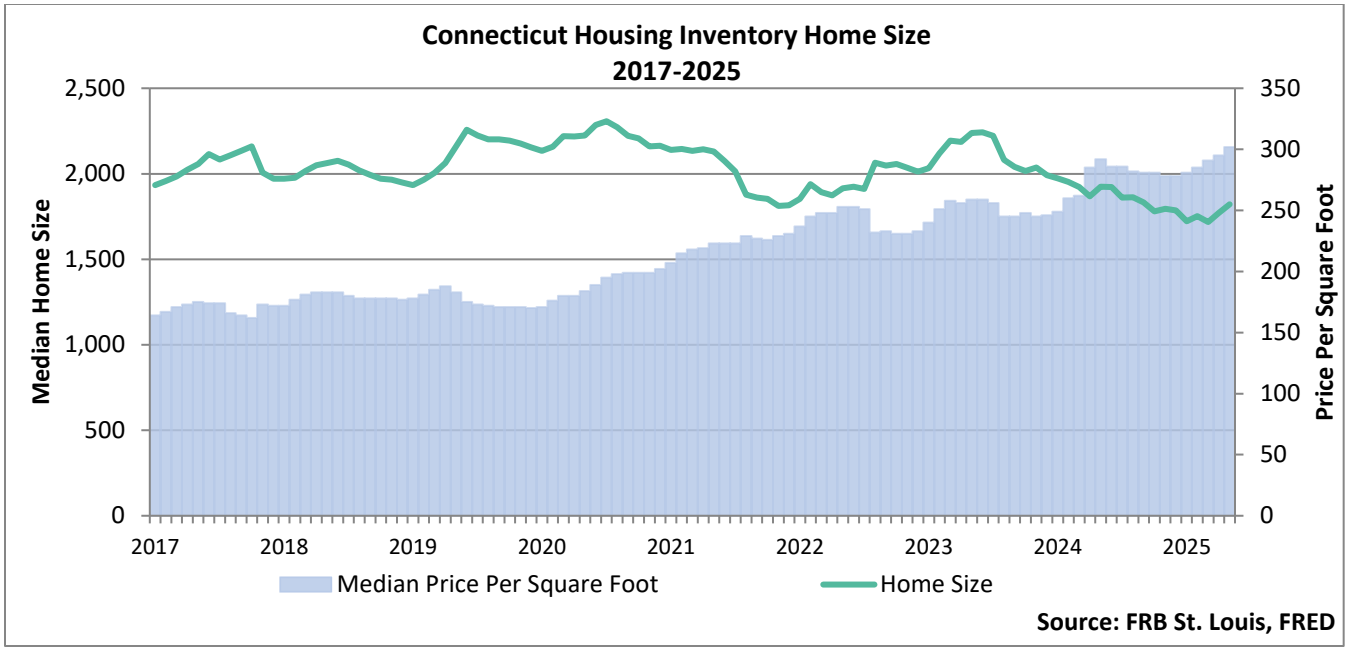
In recent months, articles have circulated noting that the housing market may be shifting nationally.[5] Such articles note that there are more sellers than buyers, with the idea that housing is becoming a buyer's market after years of bidding wars and double-digit home value increases. The current inventory data show that things in Connecticut have loosened slightly. May 2025 inventory is higher than a year before (May 2024 Inventory: 3,808), and homes are on the market a few days longer than a year before, 32 vs. 27 days. Though inventory levels are far from pre-COVID levels, they're heading in the right direction.

[4] FRB St. Louis, Housing Inventory: Median Days on Market in CT [MEDDAYONMARCT] https://fred.stlouisfed.org/series/MEDDAYONMARCT

[5] Friedman, Nicole. New Real-Estate Math: Half a Million More Sellers Than Buyers. WSJ. June 14, 2025. https://www.wsj.com/economy/housing/housing-market-new-supply-prices-210b14f2

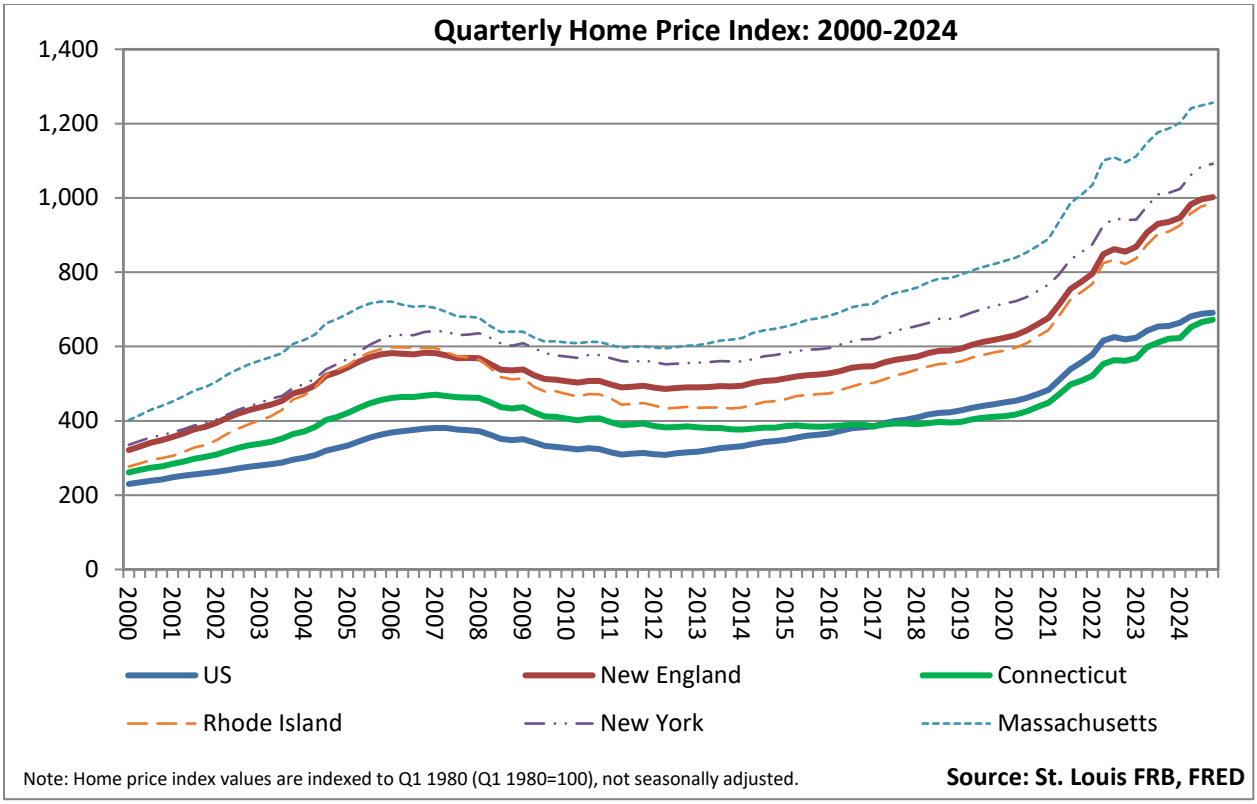


As of May 2025, house prices in Connecticut had a median list price of $550,000. This median price is down $12,000 from a year ago. This median price is down from the June 2023 series high of $580,900. The above figure includes median price and median price per square foot from 2017 to 2024. Though the median price is down from a year ago, the median price per square foot is at a series high of $302 per square foot. The median size of homes for sale can be estimated based on median price and median price per square foot. In 2023, monthly inventory home size peaked at over 2,200 square feet and has steadily declined. As of May 2025, the median size of homes for sale was 1,821sq./ft. The below on the next page illustrates how the median size of homes for sale is at a seven-year low while inventory median price reaches all-time highs.

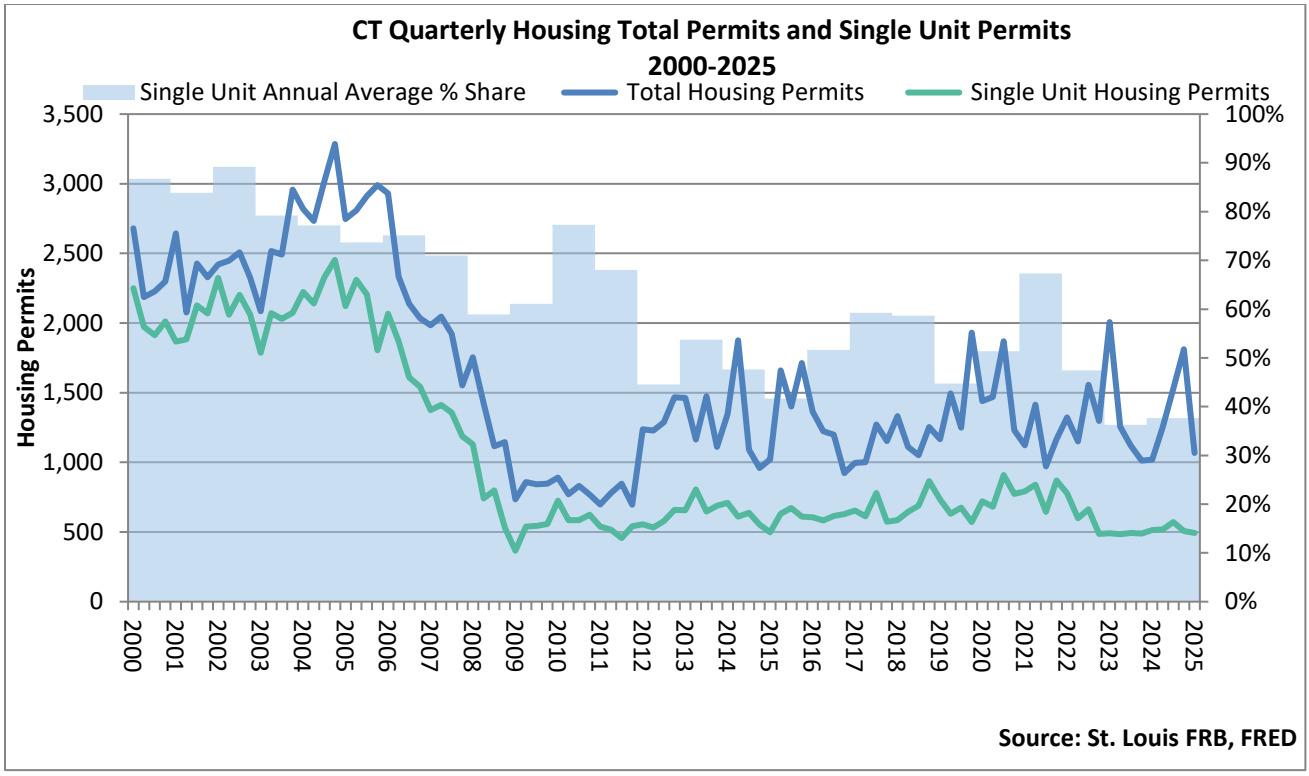


While homes in Connecticut are approaching all-time price highs, their price appreciation has been tempered relative to other parts of the country. Comparing the increase in Connecticut home prices to adjacent states, New England, and the U.S. shows that home price increases in Connecticut remained flatter than the other areas in the years leading up to the 2020 recession. From 2012 to early 2020, Connecticut's house price index was up 8% while the other geographic areas were up between 27% (New England) and 44% (United States).[6] The adjacent states of New York, Rhode Island, and Massachusetts were respectively up 30%, 36%, and 40% during that time. However, since the 2020 recession, all areas have experienced similar increases. From 2020 to late 2024, U.S. prices are up 54%, New England prices are up 61%, and Connecticut is up 63%. The adjacent states of New York, Rhode Island, and Massachusetts are up 53%, 67%, and 51% respectively. Though all areas have seen similar increases, the indexed values show that the overall home price increase in Connecticut has been lower than in adjacent areas.

[6] FRB St. Louis, All-Transactions House Price Index for CT [CTSTHPI], https://fred.stlouisfed.org/series/CTSTHPI



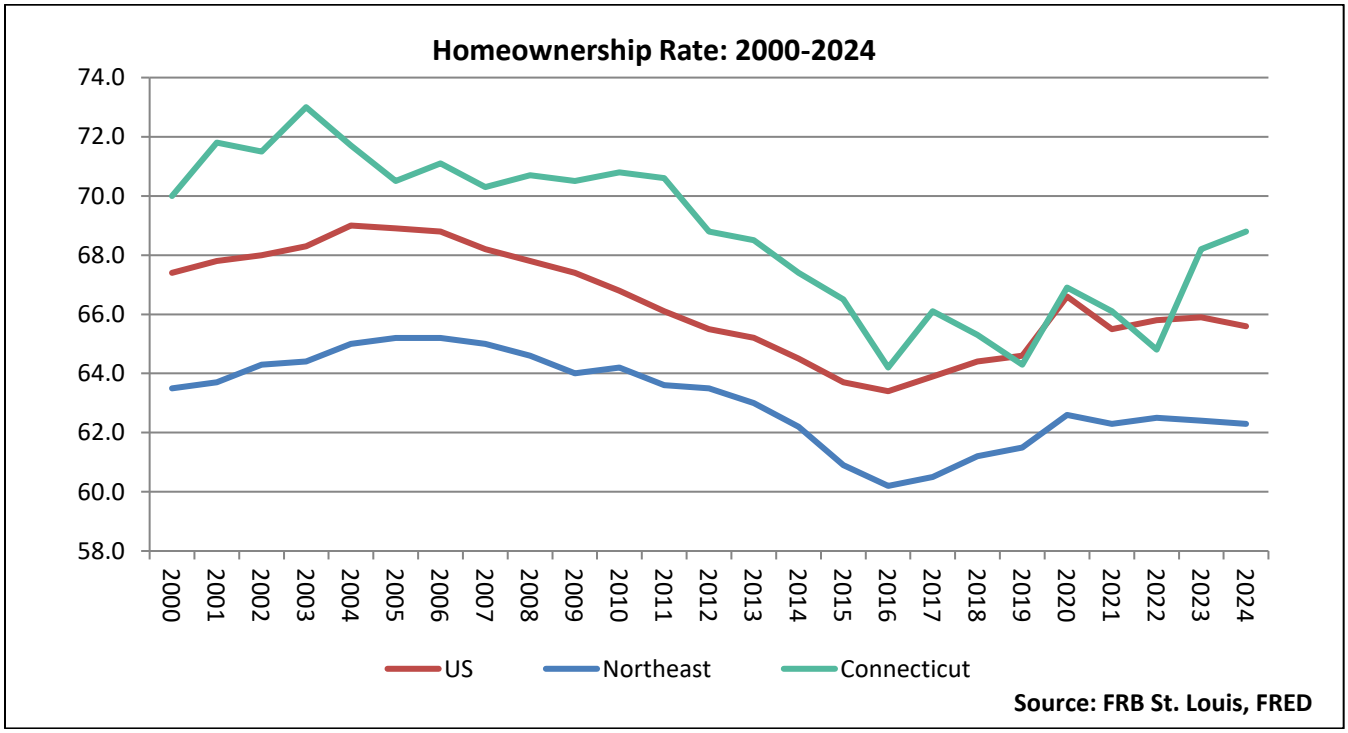
Total housing permits peaked in 2004Q4 at 3,285 permits and fell to below 1,000 permits per quarter from 2009-2011 during the aftermath of the Great Recession. Total permits ranged between 1,000-2,000 permits for most quarters in subsequent years leading up to the 2020 recession. During this time, single-unit permits ranged between 366 and 910 from 2009-2024. After reaching a low of 972 permits in 2021Q3, total housing permits increased back to 1,949 during the first quarter of 2023. During the first quarter of 2025, there were 1,068 total and 494 single-unit permits in Connecticut. These first-quarter numbers are up slightly from a year ago, which had 2024Q1 total permits of 1,019 and single-unit permits of 515.



The above graph also highlights long and short-term housing permit trends for the state. Since 2009, total permits are roughly half of pre-2009 levels, and single-unit housing permits have fallen as a percent of total permits. In the early 2000s, well over 70% of total housing permits were for single-unit homes. In recent years, that level has remained below 40%. From 2023 onward, single-unit permits quarterly totals have held flat at around 500 permits per quarter. Most housing permits consequently are for multi-unit housing, which is a drastic trend shift over prior decades. Many new multi-family housing projects are currently in the planning process or underway throughout the state.[7] In the short term, the increased unit count of multi-family developments may alleviate upward pressure on home prices, as more rental units would take short-term pressure off home prices. The longer-term impact of increasing the housing stock share of multi-family housing units on single-family home prices may be different than the short term.

[7] Puffer, Michael. East Hartford officials consider investing another $170,000 into a massive mixed-use riverside redevelopment. Hartford Business Journal. May 19, 2025 https://www.hartfordbusiness.com/article/east-hartford-officials-consider-investing-another-170000-into-a-massive-mixed-use

The graph below illustrates the homeownership rate for Connecticut, the Northeast, and the U.S. from 2000-2024. For all three areas, the homeownership rate slid from early 2000s highs due to the aftermath of the housing crisis. In 2016, homeownership in Connecticut reached a low of 66%, while rates were 60% in the Northeast and 63% in the U.S. In the years leading up to that 2016 low, Connecticut had rates consistently above the US and the Northeast. From 2017-2024, the US and Northeast had largely similar rate increases, whereas Connecticut exhibited less stable growth, ranging between 64% to 67% through 2020. During the aftermath of the 2020 recession and recovery, Connecticut had a sharper two-year drop in its homeownership rate compared to the other geographic areas. It also had a much larger increase in recent years. From 2022-2024, Connecticut's homeownership rate increased from 64% to almost 69%, while the US and Northeast homeownership rates plateaued at below 66% and 63% respectively.



In the five years since the 2020 recession, Connecticut's housing market has had some pronounced changes. At present, homes in the state have median list prices and prices per square foot that are respectively 39% and 65% higher than pre-COVID May 2019 levels. Inventory as of May 2025 is up from a year ago, but down 73% from corresponding May 2019 levels. Indicators of future supply increase suggest that the state's housing stock will have more multi-unit housing soon. The homeownership rate in Connecticut is currently at its highest level since 2013. As mixed-use multi-unit housing increases its share of the total housing stock, in the coming years, the homeownership rate may fall as the share of state residents renting in multi-family housing increases.

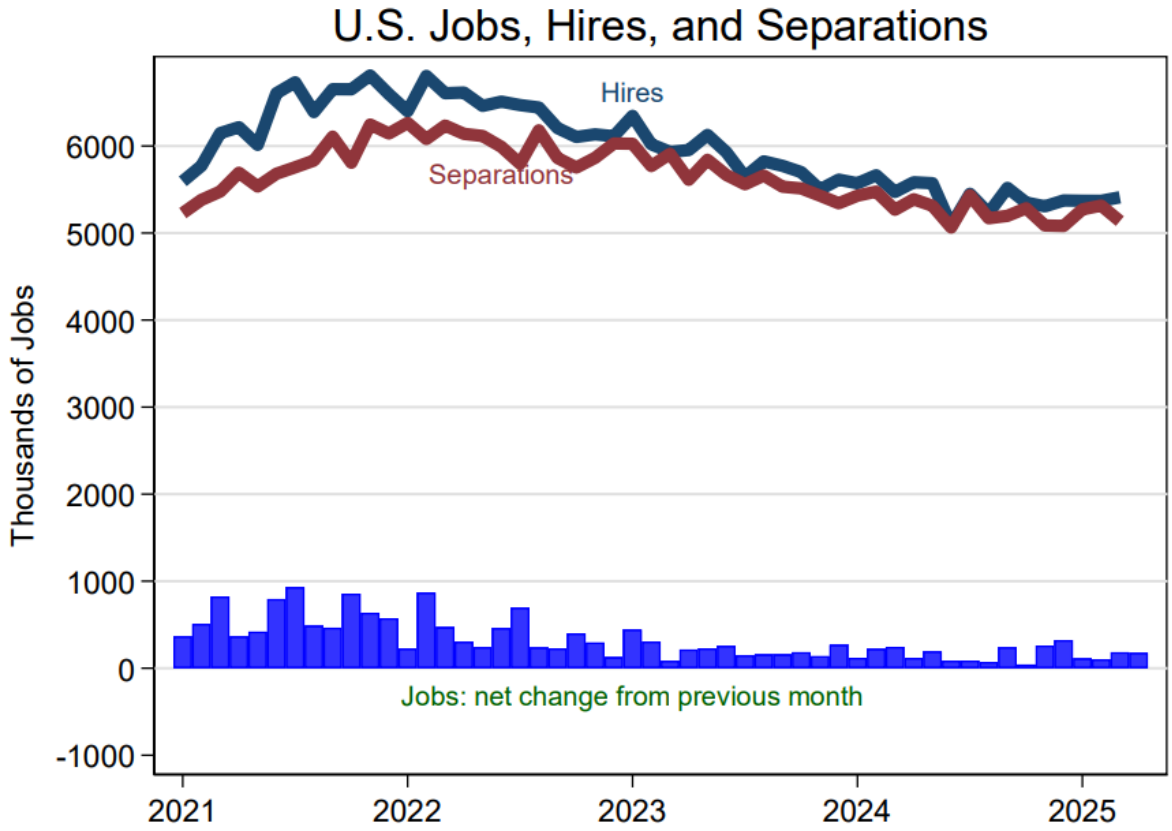
JOLTS[8]

Each month, the U.S. Bureau of Labor Statistics (BLS) and each of the states report on the number of payroll jobs for the previous month. Most recently, the BLS reported that the nation added 177,000 jobs in April 2025. These reports are the results of a survey that asks employers to report the number of workers they had on their payrolls during the pay period that includes the twelfth of the month. These responses are then used to estimate the level of employment – the number of payroll jobs at a particular point in time. While the net change from month to month often makes headlines (those who were hired into a new job minus those who left or lost a job), the pace of hiring and separations is also important. Hires and separations are reported each month by BLS in the Job Openings and Labor Turnover Survey (JOLTS) report, which gives insight into the dynamics in the labor market that underlie the monthly job changes that are more widely reported. For example, in 2024 U.S. jobs increased an average of 168,000 jobs per month, but on average, more than 5.4 million workers were hired and started a new job each month, while on average, more than 5.2 million left or lost a job each month.

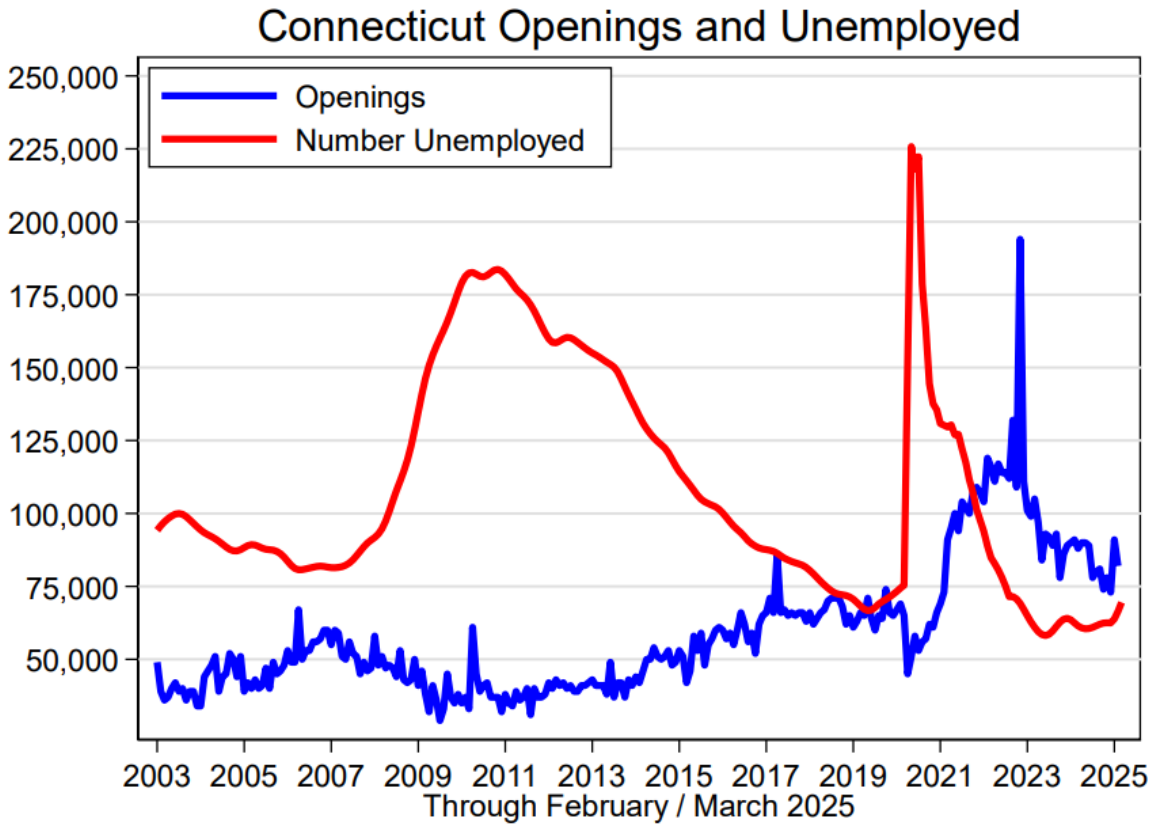
One important insight from the JOLTS report is that the majority of separations are voluntary in nearly every time period. In 2024, less than a third of separations were due to layoffs or discharges. Quits were about twice

[8] Flaherty, Patrick. JOLTS – It's not about electricity. CT Economic Digest. April 2025 https://www1.ctdol.state.ct.us/lmi/digest/pdfs/cedapr25.pdf

the level of layoffs and discharges and were mostly due to workers quitting one job to take another. In the first years after the pandemic, the level of quits increased, reaching 4.5 million in March of 2022 – most of these workers quit to take another job. These quits propelled the level of job openings higher as employers needed to replace the workers who quit. The pace of job change and realignment returned to more normal levels in 2024. The average for 2024 for both the level of quits and the level of layoffs and discharges was below 2019 levels – the last full year before the pandemic.



JOLTS data is also available at the state level and the pattern for Connecticut is similar to the U.S. Payroll jobs increased an average of just over 1,300 per month in 2024, with hires averaging more than 58,000 per month and separations averaging over 56,000 per month. As with the nation, openings and quits both rose in the years just after the pandemic and then fell in 2023 and again in 2024. However, in Connecticut the 2024 average levels of quits and openings were above 2019 levels although well below the extremely high levels reached in 2022.



Given the dynamic nature of the labor market, it is not useful to look at the number of job openings as a number that needs to be filled over a certain period of time. Job openings are continually being filled as workers are hired into new jobs every day. At the same time, new openings are being created every day as workers retire, quit (most often to move on to another job), and as companies expand or new companies open. The level of openings is helpful in understanding the tightness of the labor market. In Connecticut, the number of job openings has exceeded the number unemployed for the past few years, a reversal of the usual historic relationship and an indication that this has been a particularly good period for job seekers.

Help Wanted Online Job Ads[9]

The Connecticut Department of Labor publishes monthly Help Wanted OnLine (HWOL) job ad data to show the number and types of job ads posted by employers in the state. These monthly reports

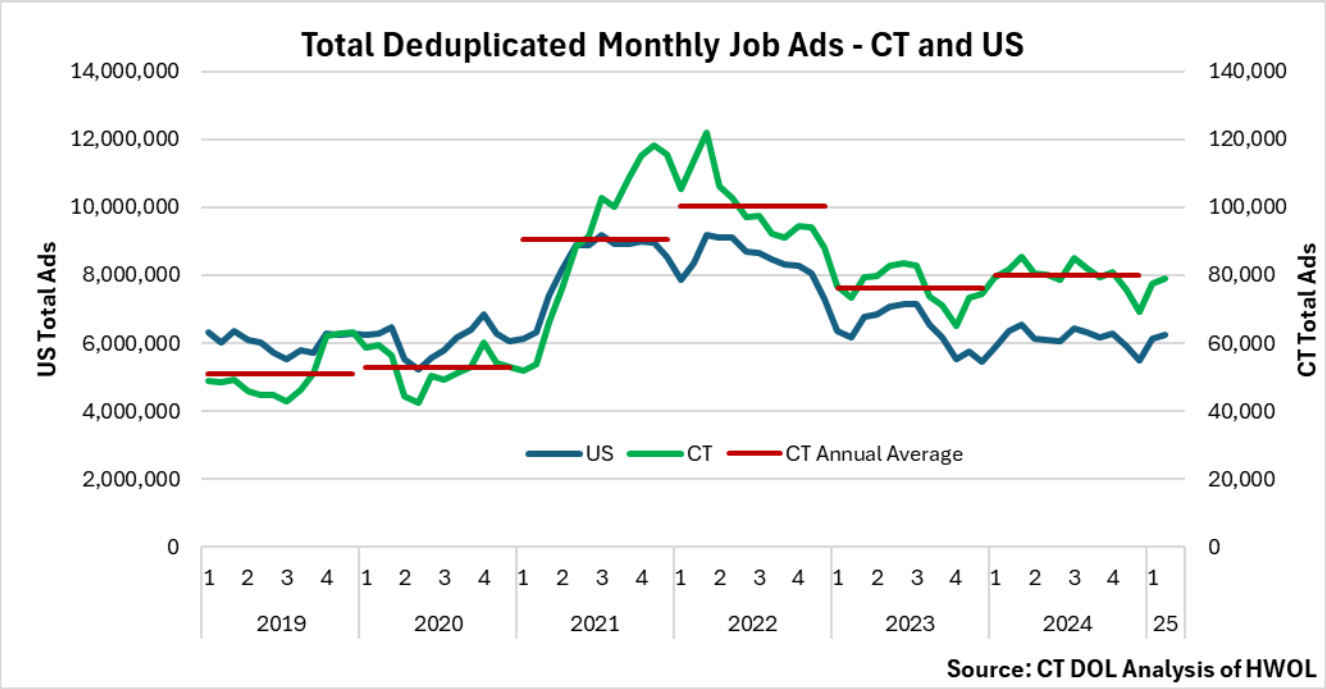
[9] CT DOL, Office of Research. Help Wanted Online Job Ads. https://www1.ctdol.state.ct.us/lmi/hwol.asp

include deduplicated breakouts by workforce development area to provide jobseekers with information relevant to their local market.[10] Though related, HWOL job ad data differs from the JOLTS data published by the Bureau of Labor Statistics (BLS). [11] A job ad may be posted for a variety of reasons and won't necessarily lead to or represent an available job opening that will subsequently be filled.

The dramatic shifts the economy has experienced since 2019 are reflected in the total job ad count at both the state and national levels. Monthly total deduplicated job ad counts for the U.S. and CT began to increase dramatically during the beginning of 2021. The graph on the next page illustrates this rise to series peaks of over 122,000 in Connecticut and over 9.2 million in the U.S. by March 2022. This compares to March 2021 levels of 66,500 in Connecticut and 7.4 million in the U.S. After remaining above 100,000 ads per month in Connecticut through May 2022, total monthly job ads have remained above 70,000 in most subsequent months and was 71,104 in May 2025. This total count is 65 percent higher than pre-COVID May 2019 levels. While the state currently has job ad counts above pre-COVID levels, the U.S. has 5.7 million total unique job ads as of May 2025, which is slightly below February 2019 levels of 6.3 million and May 2019 levels of 6.0 million.

[10] CT DOL, Office of Research. Help Wanted Online Job Ads. https://www1.ctdol.state.ct.us/lmi/hwol.asp

[11] Carnevale, Anthony P. Et. Al. Understanding Online Job Ads Data. Georgetown University Center on Education and the Workforce. 2014. https://cew.georgetown.edu/wp-content/uploads/2014/11/OCLM.Tech_.Web_.pdf



The total ads shown in the graph above illustrate how post-peak total ad counts in Connecticut have stabilized above pre-COVID levels, whereas total ad counts nationally have stabilized back to pre-peak levels of around 6 million. In Connecticut, total ads in 2019 and 2020 ranged between 42,000-63,000 and averaged 52,000 ads per month. Beginning in February 2021, total ads within the state and the U.S. began to rise, in accordance with the easing of pandemic-era economic restrictions. From February 2021 to the end of 2022, total ads in Connecticut averaged 122,000 per month. During 2023 through the first quarter of 2025, total ads in the state have ranged between 65,000 and 85,000 and averaged 78,000 per month. These total ad counts are about 50% higher than levels in 2019 and 2020.

The graph also illustrates how this post-peak shift differentiates Connecticut from the U.S. After shifting from about 6 million ads per month in 2019 and 2020, the U.S. bumped up to an average of 8.5 million monthly ads from 2021-2022. From 2023 to February 2025, the U.S. has averaged 6.3 million ads per month, just 300,000 above pre-peak levels.

Top Occupations by Industry

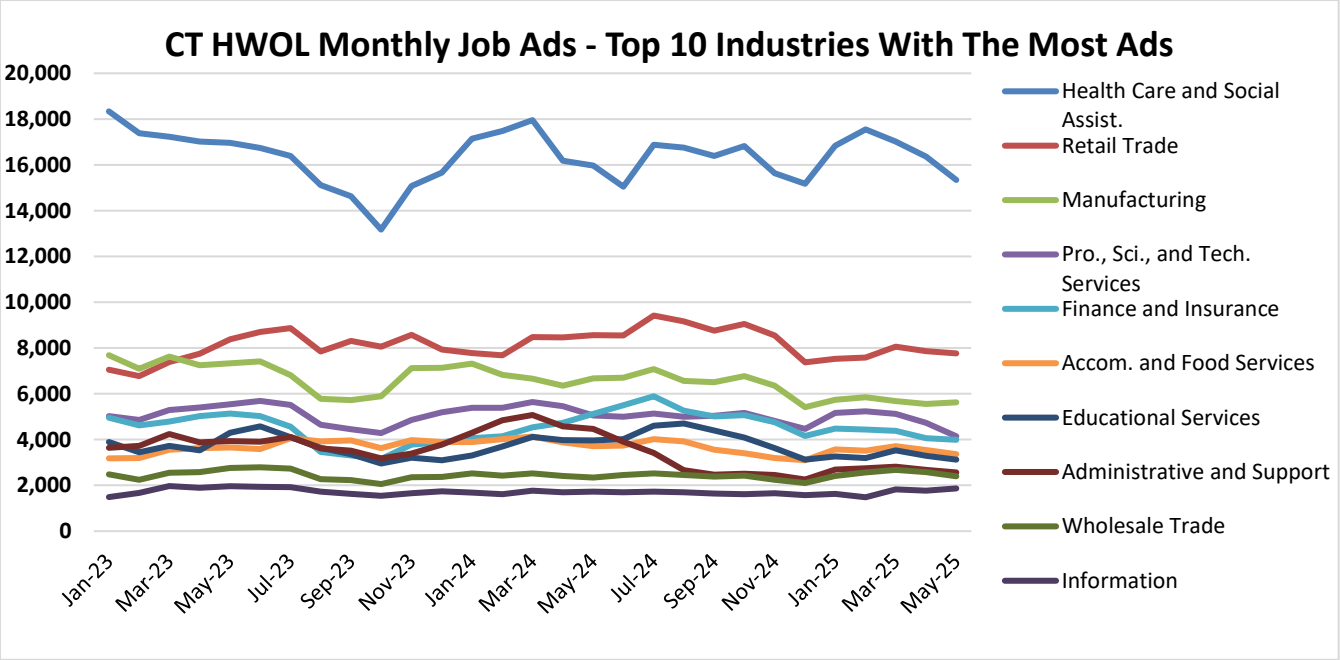
The four industries with the most job ads and their three occupations with the most ads in May 2025 are shown in the table on the next page. Across all industries, the three occupations with the most

ads were Registered Nurses (4,366 ads), Retail Salespersons (2,479 ads), and Home Health & Personal Care Aides (2,013 ads). Though these three occupations center on Health Care and Retail Trade, the table shows that 26% of Registered Nurses and 46% of Home Health & Personal Care Aides job ads were found in industries other than Health Care. 36% of Retail Salespersons job ads were in industries other than Retail Trade. The table also shows that sales occupations have many job ads within Manufacturing.

Top Three Occupations in Industries With The Most Ads - May 2025	
All Industries - CT Statewide	71,104
Registered Nurses	4,366
Retail Salespersons	2,479
Home Health & Personal Care Aides	2,013
Health Care and Social Assistance	15,322
Registered Nurses	3,244
Home Health and Personal Care Aides	1,085
Nursing Assistants	625
Retail Trade	7,765
Retail Salespersons	1,589
First-Line Supervisors of Retail Sales Workers	914
Stockers and Order Fillers	516
Manufacturing	5,619
Industrial Engineers	204
Production Workers	199
Sales Managers	150
Professional, Scientific, and Technical Services	4,137
Software Developers	218
Computer Occupations	151
Wholesale & Manufacturing Sales Representatives	120

Source: CT DOL Analysis of Help Wanted Online

The Following graph illustrates the shifts experienced over the past year by the 10 industries with the most ads in May 2025, the most recent month available. Therein, it illustrates how Health Care & Social Assistance, Retail Trade, Manufacturing, and Professional, Scientific, & Technical Services are typically the industries with the most monthly ads. During the past 12 months, these four industries have accounted for between 43%-46% of total ads during a given month. The table also illustrates the large ad count swing experienced by Health Care & Social Assistance, which ranged between a low of 15,053 (June 2024) to a high of 17,554 (February 2025) during the past 12 months. In May 2025, these four industries comprise a combined 46% of total ads.



Connecticut Job Ads by Industry May 2025	
Industry	**Job Ads**
Total	71,104
Health Care and Social Assistance	15,322
Retail Trade	7,765
Manufacturing	5,619
Pro., Scientific, & Tech.Services	4,137
Finance and Insurance	3,986
Accommodation and Food Services	3,365
Educational Services	3,128
Administrative and Support	2,553
Wholesale Trade	2,390
Information	1,868
Other Services (except Public Admin.)	1,585
Construction	1,373
Transportation and Warehousing	1,264
Real Estate and Rental and Leasing	1,020
Public Administration	770
Arts, Entertainment, and Recreation	664
Utilities	652
Agriculture	169
Management	123
Mining, Quarrying, and Extraction	92
Unspecified	13,259
Source: CT DOL Analysis of HWOL	

Across all five workforce areas, Health Care and Social Assistance was the industry with the most ads, and Registered Nurses was the occupation with the most ads.

Workforce Area	May 2025 Total Ads	Industry Sector With Most Ads	Ads Count	Occupation With Most Ads	Ads Count
Eastern	6,267	Health Care and Social Assistance	1,441	Registered Nurses	396
North Central	25,641	Health Care and Social Assistance	4,956	Registered Nurses	1,371
Northwest	9,220	Health Care and Social Assistance	2,583	Registered Nurses	722
South Central	13,002	Health Care and Social Assistance	3,283	Registered Nurses	873
Southwest	14,552	Health Care and Social Assistance	2,671	Registered Nurses	901

Source: CT DOL Research Office Analysis of HWOL Data Series

The distribution of job ads by employer in the state reflects the industries and occupations with the most job ads. In May 2025, four of the ten employers with the most job ads were in Health Care & Social Assistance. Other industries represented include Finance & Insurance, Retail Trade, and Manufacturing.

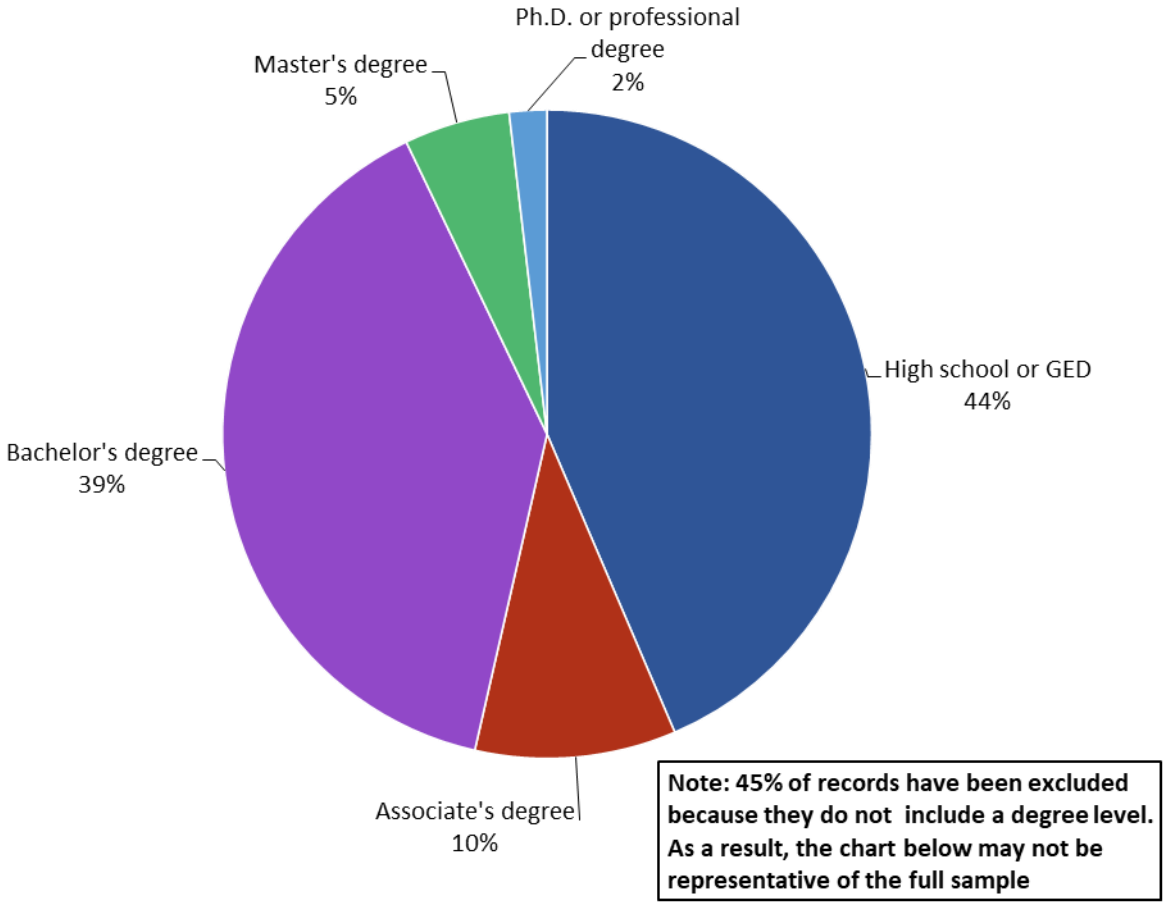
Connecticut Employers with the Most Job Ads – May 2025

Employer	Ads	Employer (continued)	Ads
Hartford HealthCare	2,957	Travelers	228
Yale New Haven Health	1,079	Big Y Foods	227
CVS Health	953	Trinity Health Of New England	224
Nuvance Health	608	Cardinal Health	203
Yale University	454	Stamford Health Ltd	200
Trinity Health	422	Marrakech	199
UnitedHealth Group	390	Dattco	198
Raytheon Technologies	378	Subway	193
Domino's Pizza	377	Walmart	192
Stop & Shop	372	Optum	203
Walgreens Boots Alliance	330	TJX	197
Cognizant Technology Solutions	323	Elevance Health	196
State of Connecticut	323	Johnson & Johnson	193
Echn	319	Lowe's	189
The Hartford	309	Dunkin' Brands	176
Advance Stores	257	General Dynamics	168
Elara Caring	256	LHC Group	168
Macy's	256	National Health Care Associates	167
Starbucks	254	Prime Therapeutics	155
Masonicare	251	Dattco	153
Compass Group	248	Wheeler Clinic	153
Eversource Energy	244	Middlesex Health System	141
Cigna	239	CBRE	140
Lumen Technologies	234	Cardinal Health	137
Benchmark Senior Living	228		

HWOL Job Ads by Educational and Skill Requirements

The HWOL data series includes detailed breakouts of job ads by educational attainment requirements and skills categories. In May 2025, 55 percent of job ads had information on minimum educational requirements. Within those ads, 44% required at least a High School Diploma or GED, 10% required at least an Associate's Degree, and 46% required a Bachelor's or more. This minimum educational breakout for May 2025 is typical of a given month.

May 2025 Job Ads by Minimum Educational Requirement



In addition to minimum educational requirements, the HWOL data series includes detailed information on skills found in job ads. The following table includes general skills categories, specialized skills, and specific software skills noted in Connecticut's job ads. The most common skill categories were "Communication", "Customer Service", and "Management". These skill categories were found in at least one out of five job ads in the state. Many of the top specialized skills such as "Nursing" and "Merchandising" relate directly to specific occupations with the most ads, such as Registered Nurse and Retail Salesperson. The top software skills reflect some common programs including Microsoft Office, which is used across a variety of occupations. The top software list also includes the SQL and Python programming languages and programs such as Power BI and Tableau.

Job Ads by Skill Category Type - May 2025					
Skill Categories	**Ads**	**Specialized Skills**	**Ads**	**Software Skills**	**Ads**
Communication	28,972	Nursing	5,495	Microsoft Excel	5,544
Customer Service	19,467	Merchandising	4,454	Microsoft Office	5,404
Management	16,978	Project Management	4,268	Microsoft PowerPoint	3,048
Sales	13,316	Marketing	4,211	Microsoft Outlook	2,875
Leadership	12,978	Auditing	3,623	Microsoft Word	1,805
Operations	12,501	Selling Techniques	3,333	SQL (Programming Language)	1,206
Detail Oriented	9,806	Workflow Management	3,059	Python (Programming Language)	1,103
Problem Solving	9,344	Finance	2,839	Salesforce	982
Writing	7,507	Continuous Improvement Process	2,775	SAP Applications	847
Interpersonal Communications	7,032	Housekeeping	2,495	Epic EMR	843
Planning	7,015	Inventory Management	2,444	Amazon Web Services	725
Lifting Ability	5,928	Medical Records	2,397	Spreadsheets	679
Organizational Skills	5,821	Effective Communication	2,315	Dashboard	625
Microsoft Excel	5,544	Accounting	2,295	Microsoft Azure	618
Coordinating	5,525	Customer Relationship Managemer	2,192	Application Programming Interface (API)	581
Microsoft Office	5,404	Data Analysis	2,146	Power BI	568
Scheduling	5,028	Product Knowledge	2,141	Inventory Management System	563
English Language	4,948	Process Improvement	2,138	Operating Systems	524
Multitasking	4,826	Billing	2,100	Microsoft Access	497
Computer Literacy	4,802	Restaurant Operation	2,043	Tableau (Business Intelligence Software)	424

State-to-State Migration Flows

CT Interstate Inflow Top 10 Origin States - 2023

States / Territories	CT Inflow	Inflow Rank	CT Outflow	Outflow Rank	Net Flow	Net Flow Rank
New York	28,181	1	15,165	2	13,016	1
Massachusetts	13,428	2	10,437	3	2,991	2
Florida	7,435	3	15,743	1	-8,308	51
New Jersey	5,379	4	2,483	10	2,896	4
California	4,972	5	3,113	8	1,859	5
Pennsylvania	4,858	6	3,619	5	1,239	6
Rhode Island	4,299	7	1,324	18	2,975	3
Texas	2,678	8	2,645	9	33	19
Georgia	2,514	9	3,380	6	-866	43
Tennessee	2,508	10	2,170	11	338	9

Source: US Census, ACS

Examining interstate migration patterns provides an interesting view of where new residents are coming from and where former Connecticut residents are going. The table on page 52 shows the ten largest sources of Connecticut inflow migration. The bordering states of New York and Massachusetts had the largest combined share of total inflows to the state at 44 percent of total outflows. Together with the third-largest inflow state of Florida, those three states totaled 51 percent of flows into Connecticut. Overall 2023 interstate inflow to the state was 95,476 new residents. In addition to this interstate inflow, Connecticut's population is bolstered by international migration. The Census notes that 27,029 residents moved to the state from abroad. The three largest inflow states also had the largest outflow from Connecticut and comprised a combined 45 percent of total outflow from the state.

CT Interstate Outflow Top 10 Destination States - 2023

States / Territories	CT Inflow	Inflow Rank	CT Outflow	Outflow Rank	Net Flow	Net Flow Rank
Florida	7,435	3	15,743	1	-8,308	51
New York	28,181	1	15,165	2	13,016	1
Massachusetts	13,428	2	10,437	3	2,991	2
North Carolina	1,220	14	4,284	4	-3,064	50
Pennsylvania	4,858	6	3,619	5	1,239	6
Georgia	2,514	9	3,380	6	-866	43
Virginia	1,947	11	3,179	7	-1,232	48
California	4,972	5	3,113	8	1,859	5
Texas	2,678	8	2,645	9	33	19
New Jersey	5,379	4	2,483	10	2,896	4

Source: US Census, ACS

The rank of the top three states shifts slightly between inflow and outflow. Florida had the third-highest inflow to Connecticut and the largest outflow from Connecticut between 2022 and 2023. More than two people left Connecticut for Florida than came in over that period. New York had an opposite experience. That state lost 28,000 residents to Connecticut while gaining 15,000 from that state. This resulted in the largest net inflow for Connecticut, gaining over 13,000 residents from New York. Other states with the largest Connecticut outflow include eastern seaboard states, in addition to California and Texas.

CT Interstate Netflow - 2023

States / Territories	CT Inflow	Inflow Rank	CT Outflow	Outflow Rank	Net Flow	Net Flow Rank
New York	28,181	1	15,165	2	13,016	1
Massachusetts	13,428	2	10,437	3	2,991	2
Rhode Island	4,299	7	1,324	18	2,975	3
New Jersey	5,379	4	2,483	10	2,896	4
California	4,972	5	3,113	8	1,859	5
Pennsylvania	4,858	6	3,619	5	1,239	6
Illinois	1,522	12	863	22	659	7
Alabama	788	18	283	39	505	8
Tennessee	2,508	10	2,170	11	338	9
Kansas	363	32	92	42	271	10

Source: US Census, ACS

Net migration is the difference between outflows and inflows to and from a particular state. In 2023, Connecticut had a total net migration of 23,606 and had positive net migration in 21 of 52 States and Territories. The 10 largest net flow states are shown above. States with the largest net outflow are Florida (-8,308), North Carolina (-3064), Colorado (-1,284), Virginia (-1,232), and Vermont (-1,098).

A quick overview of Connecticut interstate migration patterns helps highlight where new residents are coming from and where former residents depart for. Besides nearby or adjacent states, Florida remains a top destination for people leaving Connecticut. International immigration is also shown to buoy the state's overall population level.

Risks to Projection

The projections referenced in this article were produced during the first two months of 2025 using the most recently available QCEW employment data from the second quarter of 2024. In the five years since the start of the COVID-19 lockdowns, interest rates to quell inflation remain higher than pre-COVID levels, geopolitical uncertainty persists, as does the potential rise of additional variables such as emerging technology that can impact the labor market and employment levels in unforeseeable ways. Though down from the highs of mid-2022, inflation has fallen to 2.4% as of May 2025, but the lingering and compounded impacts of years of higher levels weigh on consumers. Price increases are low relative to a year ago, but overall prices are much higher than pre-COVID levels.[12] Overall risks of a recession or geopolitical conflict are much higher than in years past. Unfolding turmoil in Eastern Europe and the Middle East has many unknown impacts on economic and political stability. Global trade disruptions via conflicts abroad and trade disputes have the potential to disrupt economic activity. The FED-published Economic Policy Uncertainty Index for the US is at sustained levels not seen since 2020.[13] Looking globally, the corresponding index for global economic policy uncertainty rocketed to a series high of over 600 in April this year, having been under 200 a year earlier.[14]

As for potential positive risks to the projections, the initiatives to re-shore many industries domestically may have a positive impact on the state economy. Despite these potential headwinds, unemployment claims and the unemployment rate remain at historic lows. Other indicators such as the 10-year and 2-year yield curve are in positive territory since late 2024, reversing a mid-2022 to mid-2024 negative stretch.[15] Other measures such as the Sahm Rule reached a high of 0.5 last September and has since slid down to 0.27 as of May 2025.[16] Overall, there are more crosscurrents/headwinds facing anyone attempting to determine any future outcome in the short term than in years past.

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[12] FRB St. Louis, Consumer Price Index for All Urban Consumers (CPI-U). https://www1.ctdol.state.ct.us/lmi/cpi.asp

[13] FRB St. Louis, Economic Policy Uncertainty index United States [USEPUINDXD]
https://fred.stlouisfed.org/series/USEPUINDXD

[14] FRB St. Louis, Global Economic Policy Uncertainty Index [GEPUCURRENT]
https://fred.stlouisfed.org/series/GEPUCURRENT

[15] FRB St. Louis, 10-Year Treasury Constant Maturity Minus 2-Year Constant Maturity [T10Y2Y]
https://fred.stlouisfed.org/series/T10Y2Y

[16] FRB St. Louis, Real-Time Sahm Rule Recession Indicator [SAHMREALTIME]
https://fred.stlouisfed.org/series/SAHMREALTIME

Data Limitations: The Department of Labor's short-term projections in this report have been carefully prepared to ensure accuracy, but by nature are subject to error. For more details on the short-term occupational projections, visit https://projectionscentral.org/Projections/ShortTerm