

Fiscal Year 2026 (FY26) - Q4 (April, May, June)

Key Figures

Massachusetts

Labor Force

3,902,150

Employment

3,739,986

Unemployment Rate

4.2%

Labor Force Participation Rate

65.3%

Franklin Hampshire

Labor Force

128,750

Employment

123,898

Unemployment Rate

3.8%

Labor Force Participation Rate

56.7%

Mass Department of Economic Research, September 2026

Total Unique
Job Postings
in F.H.

6,473



Job Postings by Employer (FH)

University of Massachusetts Amherst	- 261
Cooley Dickinson/Mass General Brigham	- 216
Amherst College	- 130
Baystate Health	- 67
L3Harris Technologies	- 53
CVS Health	- 50
Smith College	- 50
Stop & Shop	- 41
Elara Caring	- 38
River Valley Co-op	- 34

Lightcast, September 2026

Job Seeker Report



Job Posting Activity

Most Posted Occupations

Registered Nurses
Retail Salespersons
Home Health Aides
Tractor-Trailer Truck Drivers
Physical Therapists
Retail Worker Supervisors
Secondary School Teachers
Janitors
Coaches and Scouts
Production Workers

In Q4 of FY26 the Franklin Hampshire region saw two of its largest industries, Healthcare and Education, lead job postings. Six of the top ten most posted occupations are found within these industries. The two industries combined for over 1,700 job postings in the region during this time period. Total job postings were down compared to the previous quarter as well as when comparing to the same time frame year-over-year. Average wages continue to rise for both the region and the state however, the rate of growth for the region is slower than that of the state. The average rate of wage growth for the region (2.2%) was outpaced by annual inflation (3.7%) suggesting some workers saw their purchasing power decrease year over year. Job postings declining and stagnant wages could be indicators of a softening regional labor market with increased pressure on worker purchasing power.

Top Skills/Requirements Seen in Job Postings

Specialized

Lifting Ability
Merchandising
Nursing
Workflow Management
Continuous Improvement
Auditing
Finance
Inventory Management
Talent Management
Sanitation

Common

Communication
Customer Service
Leadership
Management
Sales
Detail Oriented
Problem Solving
Operations
Planning
Coordinating

Lightcast, September 2026

Job Search Resources

The most popular job search resource in the Franklin Hampshire region is Indeed. Local job seekers can find listings in their region through MassHire JobQuest. These jobs are posted by area career centers in collaboration with area employers. Job seekers interested in developing new skills or changing careers should look into some of the many education providers in the area. Greenfield Community College, Franklin County Technical School, and Smith Vocational and Agricultural High School. These schools provide affordable training options for job seekers in a variety of industries such as healthcare and the trades. MassHire offices offer free services for job seekers interested in learning more about available opportunities and resources.



New to MassHire? Create a
MassHire JobQuest account

Industry Report



Employment by Industry

Largest Industries

Government
Health Care/Social Assistance
Educational Services
Retail Trade
Accommodation and Food Services
Manufacturing
Construction
Professional/Scientific/Technical Services
Waste Management/Remediation
Arts, Entertainment, and Recreation

Largest Employers

UMASS Amherst
Yankee Candle
Smith College
Stop & Shop
Mount Holyoke
Cooley Dickinson
Baystate Health
L3Harris Technologies
Amherst College
Northfield Mount Hermon

Industry Gain and Loss for Q4

Industry	Jobs Gained	Industry	Jobs Lost
Health Care	164	Pub Admin/Educational Services	-100
Finance	140	Utilities	-77
Transportation	107	Wholesale	-75
Construction	89	Arts, Entertainment, Recreation, Fitness	-64
Warehousing and Delivery	58	Professional Services	-59
Agriculture	54	Retail	-53
Eating and Drinking	42	Administrative and Support Services	-38

EconoVue, September 2026

Regional Report



Q4 Job Postings

Total Unique Job Postings

April '25 -
June '25

7,626

15% decline year-over-year

April '26 -
June '26

6,473

Total Employers Competing

April '25 -
June '25

1,380

11% decline year-over-year

April '26 -
June '26

1,234

Regional Wages

Median Advertised Salary

Franklin
Hampshire

\$56.4K

*Regional median is 28.8% lower
than the state median*

Massachusetts

\$79.2K

Average Earnings Per Job

Franklin
Hampshire

\$69.6K

*Regional average is 36.7% lower
than the state average*

Massachusetts

\$109.9K

Mass Department of Economic Research, September 2026

Regional Demographics

The Franklin Hampshire region is geographically the largest workforce development area in Massachusetts covering approximately 1,400 square miles. This leads to unique workforce challenges due to the remote populations, limited public transportation, and low housing availability. Despite relatively low unemployment, labor force participation is constrained by demographic trends, including an aging workforce and out-migration of younger workers to other areas of the state. While there are challenges in the region there are also bright spots such as below average property and violent crime rates, a highly educated population relative to national averages, and a lower cost of living when compared to other areas of the state. These factors, paired with the regions natural beauty and historic New England charm, offer individuals a high quality of life at the crossroads of nature and culture.

Key Terms



Labor Force - The total number of people aged 16 and older who are either employed or unemployed and part of the civilian noninstitutional population

Labor Force Participation Rate - The percentage of the civilian noninstitutional population aged 16 and older, not on active duty in the Armed Forces, and not living in institutions such as correctional facilities, long-term mental health facilities, or nursing homes, who are either employed or actively sought employment in the past four weeks.

$$\text{Labor Force Participation Rate} = \left(\frac{(\text{Employed} + \text{Unemployed})}{\text{Civilian Noninstitutional Population}} \right) \times 100$$

Employment - The number of individuals currently employed in a specified region.

Employed - People who worked at least 1 hour for pay or profit, were temporarily absent from a job, or worked 15+ hours unpaid in a family business during the survey week

Unemployed - People who do not have a job, are available for work, and have actively looked for a job within the prior 4 weeks.

Unemployment Rate - The percentage of the labor force that is currently unemployed

$$\text{Unemployment Rate} = \left(\frac{\text{Number of Unemployed People}}{\text{Total Labor Force}} \right) \times 100$$

Bureau of Labor Statistics, September 2026



Many figures in this report were calculated using projections from the various sources listed below.

Home - Econovue™ Workforce Development Business Engagement, www.econovue.com/. Accessed 21 Aug. 2026.

“Department of Economic Research.” Mass.Gov, www.mass.gov/orgs/departments-of-economic-research. Accessed 21 Aug. 2026.

Lightcast. “The Standard for Labor Market Intelligence.” Lightcast, lightcast.io/. Accessed 21 Aug. 2026.

U.S. Bureau of Labor Statistics, U.S. Bureau of Labor Statistics, 21 Aug. 2026, www.bls.gov/.

“Labor Force Participation Rate for Massachusetts.” FRED, 21 Aug. 2026, fred.stlouisfed.org/series/LBSSA25.

Photographs taken by MassHire Franklin Hampshire Staff

Please contact bizteam@masshirefhcareers.org with any questions related to this report. For additional labor market information, please fill out our Labor Market Information Request form [HERE](#).