The mission of the Public Policy Center (PPC) at UMass Dartmouth is to:

Inform evidence-based policy making.
Improve public understanding of critical policy issues.
Provide educational and research opportunities to our faculty and students.
Connect the resources of the University of Massachusetts to the communities we serve.

The PPC's primary goal is to inform public policy discussions by providing policy makers with university quality research, technical assistance, and analytical services designed to help make our state, region, and communities better places to live, work, and do business. We do this by leveraging the substantial skills of our students and faculty partners, and enhancing the connections between the University and the communities it serves.

The 495/MetroWest Partnership, through a unique public-private collaboration with businesses, municipalities, and other stakeholders, is the regional leader for creating an environment that prepares for and cultivates sustainable growth. We accomplish this by coordinating, educating, and advocating for solutions to regional constraints and limited natural resources. This work is being completed on behalf of the Suburban Edge Commission, as established in Section 30 of Chapter 119 of the Acts of 2015.

The 495/MetroWest Partnership

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Public Policy Center
UMass Dartmouth

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Executive Summary

The 495/MetroWest Partnership, through a unique public-private collaboration with businesses, municipalities, and other stakeholders, is the regional leader for creating an environment that prepares for and cultivates sustainable growth. The organization accomplishes this by coordinating, educating, and advocating for solutions to regional constraints. The region represented by the Partnership is comprised of 35 communities in the Middlesex, Norfolk, and Worcester counties of Massachusetts that stretch along Interstate-495 from Route 2 in the north to Route 1 in the south (see Figure 1). These communities grapple with similar challenges and opportunities related to infrastructure, transportation, housing, water resources, and wastewater, among other issues.

Since 2017, the Public Policy Center (PPC) at UMass Dartmouth provided research and analytical support to the 495/MetroWest Partnership to study the development challenges experienced by the region. The challenges identified by the Partnership include transportation, water, telecommunications, and energy infrastructure; transit services; residential development; reuse of former industrial facilities and historic mills; brownfields reclamation; and downtown redevelopment. The PPC has provided data, research, and analysis to give additional context and to identify actionable insights for the Partnership, with particular emphasis on the priorities of the state’s economic development strategy, Opportunities for All: The Baker-Polito Strategy and Plan for Making Massachusetts Great Everywhere. The approach was designed to build upon the substantial work that had already been conducted, to close known gaps in strategically valuable information, and to provide research on an ad-hoc basis throughout the project as strategically important questions arose and the needs of the Partnership evolved.

Informed by these meetings and analyses, the PPC prepared a comprehensive regional, demographic, economic, and workforce analysis in 2017, followed by a second analysis in 2018. These reports included a profile of the social
and demographic characteristics of the region and a strategic analysis of the region’s economic base including the identification of leading and emerging industry clusters, employment and unemployment levels, industry and occupational growth projections, and an analysis of current housing conditions. The profile that follows updates this data and demonstrates that the region continues to face many of the same issues that were salient in 2017. Highlights of the profile include:

**Sociodemographic**

- The 495/MetroWest region’s population increased by 44.4 percent from 1970 to 2018, compared to 20.1 percent statewide. The region’s population growth continued to outpace the state’s from 2010 to 2018, increasing by 5.7 percent in comparison to 4.3 percent for the state.
- The region’s residents are more educated than the state, with 56.8 percent having a Bachelor’s Degree or higher, compared to 42.9 percent statewide. Notably, Massachusetts has one of the highest educational attainment levels in the nation, thus the MetroWest region is likely one of the more highly educated regions in the country.
- Overall, the households and residents of the 495/MetroWest region are wealthier in comparison to households and residents statewide. Each community in the 495/MetroWest region has a higher median household income than Massachusetts as a whole. In addition, the region’s per capita income is 123 percent of the state per capita income. Consequently, the region overall has much lower poverty rates in comparison to the state.
- The naturalized citizen share of the regional population nearly doubled from 2000 to 2018 (4.1% to 8.1%), and during the same period, the region experienced a small increase in the percentage of noncitizens from (1.8%), compared to an increase of 0.9 percent statewide.

**Jobs and Wages**

- The region’s unemployment rate has been consistently lower than that of the statewide rate since 1990.
- An average of 370,210 jobs were located within the 495/MetroWest region in 2019, an increase of 5.1 percent from 2001. This compares to a job increase of 10.1 percent statewide over this period. This is partly due to the significant number of bedroom communities in the region whose residents commute daily to the Greater Boston area for work, as opposed to the region being the home to larger urban job centers.
- In 2019, residents in the region earned an average annual wage that was 107 percent of the Massachusetts average annual wage ($75,170 and $70,564, respectively). Year-to-year changes in the region’s average annual wage are in step with statewide trends from 2001 to 2019, although consistently higher.

**Industry and Occupations**

- In terms of the region’s largest industries, Computer Systems Design accounts for the largest number of jobs (21,031 jobs, 5.7% of all jobs), followed by Restaurants & Eating Places (20,733 jobs, 5.6% of all jobs) and Education & Hospitals (19,507 jobs, 5.3% of all jobs).
- Business Services is the region’s largest industry cluster, having a combined total of 52,792 jobs. Business Services is also the fastest growing cluster in terms of the number of jobs added, although the Education & Knowledge Creation cluster is growing the most quickly on a percentage basis.
• The region specializes in IT & Analytics. In fact, the region is over five times more specialized than the nation. The region also highly specialized in Business Services, a cluster that has experienced a 28.4 percent increase in employment since 2010.

• Office & Administrative Support (45,696 jobs) and Sales (38,906 jobs) are the largest occupation groups. Several top occupations are also related to education and tech-driven industries, such as Computer & Mathematical occupations (22,617 jobs) and Education, Training & Library occupations (22,735 jobs).

**Commuting**

• On a daily basis, a large volume of workers commute into and out of the region for work, which greatly contributes to traffic congestion.

• The region is a net labor importer that is, more workers commute into the region than commute out of the region; 207,941 workers who work in the region commute from outside the region, while 190,336 resides of the region commute to jobs elsewhere.

• While 122,676 workers both live and work in the region, these workers also contribute to the region’s road congestion due to the large geographic area that comprises MetroWest.

• While the region’s workers are more likely to commute out of the region to work than to work in the region, this effect is stronger for higher earners. Workers who commute into the region are more likely to be low wage workers.

**Housing**

• The majority of the region’s housing units are in single-unit buildings (72.9%). The region’s housing stock is newer than that of the state, with 40.0 percent of housing units developed between 1980 and 2018, compared to 28.2 percent statewide. The vast majority of the region’s housing units are owner-occupied; 74.8 percent versus 62.3 percent statewide.

• Building permit estimates show that 15,768 new permits were approved between 2005 and 2018, for a total of 25,642 new units (a single building permit can include multiple units).

• Nearly one-quarter (23.8%) of owners and 45.0 percent of renters in the region are cost-burdened. This compares to 27.5 percent of owners and 50.0 percent of renters who are housing cost-burdened statewide.

**Trends in Property Values**

• The total assessed value of land in the 495/MetroWest region was $114.4 billion in FY 2020, which is an increase from $95.6 billion from the 2008-2009 recession (not inflation adjusted).

• Residential parcels accounted for 83.0 percent of all assessed values in the region.

• Assessed values for residential and commercial properties have been increasing in lockstep since 2014, although residential values have been increasing at a slightly higher rate. Assessed values for industrial parcels have been lagging.
1 SOCIO-DEMOGRAPHIC INDICATORS

Highlights

• The 495/MetroWest region’s population increased by 44.4 percent from 1970 to 2018, compared to 20.1 percent statewide. The region’s population growth continued to outpace the state’s from 2010 to 2018, increasing by 5.7 percent in comparison to 4.3 percent for the state.

• The majority of the region’s population identifies as white (82.8%), although this share decreased by 8.8 percentage points between 2000 and 2018. During the same period, the share of individuals who identify as Asian more than doubled, from 3.5 percent to 8.9 percent.

• Adults in the 495/MetroWest region are more educated than the state as a whole, with 56.8 percent having a Bachelor’s Degree or higher, compared to 42.9 percent statewide. Notably, Massachusetts has one of the highest educational attainment levels in the nation, thus the MetroWest region is likely one of the more highly educated regions in the country.

• The vast majority of residents (92.1%) living in the region are U.S. citizens, with 84.1 percent being native citizens and 8.1 percent being naturalized citizens.

1.1 POPULATION

The 495/MetroWest region’s population grew by 44.4 percent from 1970 to 2018, or an additional 189,933 residents (see Figure 2). This compares to a change in population of 20.1 percent statewide. The population growth rate of the 495/MetroWest region has continually outpaced that of the Commonwealth since 1970 (see Figure 3).

![Figure 2](Total Population, 495/MetroWest Region, 1970–2018)

The communities experiencing the largest absolute population growth from 1970 to 2018 are Shrewsbury (+17,841), Franklin (+15,192), and Westford (+13,826). Each of the region’s communities added residents from 2010 to 2018, with Framingham (+3,331), Natick (+3,077), and Hopkinton (+2,253) experiencing the largest increase in the number of residents over this period (see Figure 4). In terms of percentage growth, Boxborough (+16.0%), Hopkinton (+15.1%), and Littleton (+11.3%) underwent the largest percent change in population from 2010 to 2018, and Boxborough also experienced the largest percent change in population from 1970 to 2018 (+299.3%) (see Figure 5).

1 The decline in the population of the town of Harvard from 1990 to 2000 is attributable to the closure of Fort Devens in 1996, which was converted primarily to commercial use.

2 Note that summing the percentage change for each decade does not equal the percentage change from 1970 to 2018.
1.2 AGE COHORTS

In terms of age cohorts, the region’s population is similar to the state as a whole (see Figure 6). Massachusetts and the 495/MetroWest region had similar shares of individuals of “prime working age”—those who are between 25 and 54 years old (Massachusetts: 40.3%, 495/MetroWest: 40.5%). Median age is higher in all 35 of the region’s communities in comparison to the state (see Figure 7).

Source: 2014–2018 ACS 5-year estimates

---

3 Defined by the Organization of Economic and Cooperalational Development (OECD) as individuals in their “prime working lives.”
1.3 RACE / ETHNICITY

The region is historically home to a high portion of residents who identify as White alone. Nonetheless, this figure declined by over 8 percentage points from 2000 to 2018 (91.6% to 82.8%), while the percentage of those who identify with other races increased, albeit modestly (see Figure 8). Asian alone is the most significant minority portion of the population in the region (8.9%). Acton, Westborough, Shrewsbury, and Boxborough are the most diverse communities in the region, with considerably larger portions of Asian residents in comparison to the state average (see Figure 9). Framingham is also comparatively diverse, with a higher percentage of residents identifying as other or multiracial.

---

4 Asian Indians account for just over half (50.1%) of the total Asian population in the region, followed by Chinese (31.1%), Other Asian (6.6%), Korean (4.6%), Vietnamese (3.4%), Filipino (2.5%), and Japanese (1.6%).
1.4 ENGLISH LANGUAGE PROFICIENCY

The region’s residents as a whole are very proficient English speakers, with 93.3 percent of residents age five and older speaking English “very well.” This compares to 90.9 percent of residents statewide who speak English “very well.” Only five MetroWest communities have smaller portions of English proficient residents compared to Massachusetts as a whole, although English speaking ability is still very high in these communities (see Figure 10).
1.5 NATIVITY AND CITIZENSHIP

The majority of residents in the region are native-born (84.1%), which is slightly higher than the statewide average of 83.5 percent. From 2000 to 2018, the naturalized citizen share of the regional population nearly doubled (4.1% to 8.1%), and during the same period, the region experienced a small increase in the percentage of noncitizens from (1.8%), compared to an increase of 0.9 percent statewide. Overall, the region has about the same percentage of noncitizens as Massachusetts as a whole (7.9% and 7.8%, respectively) (see Table 1).

Table 1  
Nativity/Citizenship, 495/MetroWest and Massachusetts, 2000–2018

<table>
<thead>
<tr>
<th></th>
<th>495/MetroWest</th>
<th>Massachusetts</th>
<th>% Change (2000-2018)</th>
<th>% Change (2000-2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native</td>
<td>89.8%</td>
<td>84.1%</td>
<td>6.3%</td>
<td>87.8%</td>
</tr>
<tr>
<td>Naturalized U.S. Citizen</td>
<td>4.1%</td>
<td>8.1%</td>
<td>121.1%</td>
<td>5.3%</td>
</tr>
<tr>
<td>Not a U.S. Citizen</td>
<td>6.1%</td>
<td>7.9%</td>
<td>68.9%</td>
<td>6.9%</td>
</tr>
</tbody>
</table>

Source: 2014–2018 ACS 5-year estimates

1.6 EDUCATIONAL ATTAINMENT

The 495/MetroWest population is more educated than the state’s population as a whole. For example, 56.8 percent of the region’s residents have a Bachelor’s Degree or higher, which compares to 42.9 percent of residents statewide (see Figure 11). Overall, educational attainment levels have risen since 2000, with the percentage of residents age 25 and older with a Bachelor’s Degree or higher increasing by 10.7 percentage points from 2000 to 2018. Conversely, the percentage of residents who have not earned a high school diploma decreased by 4.6 percentage points over this period (see Figure 12).

Figure 11  
Educational Attainment, Residents 25 Years and Older 495/MetroWest and Massachusetts, 2018

Graduate or Professional Degree: 26.2% (495 MetroWest), 19.1% (Massachusetts)
Bachelor's Degree: 30.6% (495 MetroWest), 23.8% (Massachusetts)
Some College or Associate's Degree: 23.3% (495 MetroWest), 20.0% (Massachusetts)
High School Diploma: 24.2% (495 MetroWest), 18.3% (Massachusetts)
Less than High School Diploma: 9.6% (495 MetroWest), 5.0% (Massachusetts)

Source: 2014–2018 ACS 5-year estimates

5 These figures do not include foreign workers with visas.
Educational attainment varies from community to community, with the towns of Sherborn (49.9%), Wayland (46.5%), Acton (44.3%), Sudbury (42.9%), and Boxborough (40.3%) having the largest share of residents with graduate or professional degrees. In comparison, 19.1 percent of Massachusetts residents have achieved this level of education (see Figure 13).

2 INCOME & POVERTY

Highlights

- Overall, households and residents in the 495/MetroWest region are wealthier in comparison to households and residents statewide. Each community in the 495/MetroWest region has a higher median household income than Massachusetts as a whole.

- In addition, the region’s households as a whole had a per capita income that was 123 percent of the state per capita income. Consequently, the region overall has much lower poverty rates in comparison to the state.

2.1 MEDIAN HOUSEHOLD INCOME

Every community in the 495/MetroWest region has a higher median household income than Massachusetts. Sherborn had the highest median household income in 2018 ($180,769), followed by Sudbury ($176,570) and Wayland ($174,330) (see Figure 14). Framingham ($79,136), Marlborough ($79,228), and Milford ($82,129) had the lowest median household incomes.6

Figure 14
Median Household Income, 495/MetroWest, 2018


6 Median household income for the region cannot be calculated.
2.2  PER CAPITA INCOME

The inflation-adjusted per capita income for the 495/MetroWest region increased 10.0 percent from 2000 to 2018, while it increased by 13.1 percent statewide. Nonetheless, the region’s per capita income has been higher than the state as a whole since 2000, and was 123 percent of Massachusetts’ per capita income in 2018 (see Table 2).

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th>2018</th>
<th>% Change ('00-'18)</th>
</tr>
</thead>
<tbody>
<tr>
<td>495/MetroWest</td>
<td>$46,814</td>
<td>$51,484</td>
<td>10.0%</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>$36,942</td>
<td>$41,794</td>
<td>13.1%</td>
</tr>
</tbody>
</table>


While per capita income varies among the region’s individual communities, all the region’s communities other than Milford, Framingham, Marlborough, and Hudson have per capita incomes greater than the statewide average (see Figure 15).

Figure 15
Per Capita Income, 495/MetroWest, 2018


7 All per capita income values were adjusted for inflation to 2015.
2.3 HOUSEHOLD POVERTY

Only about 4 percent (4.1%) of 495/MetroWest region households earned incomes below the poverty level in 2018, compared to 10.8 percent of households statewide (see Figure 16).

Figure 16
Household Poverty, 495/MetroWest, 2018

Source: 2014–2018 ACS 5-year estimates
3 EMPLOYMENT AND UNEMPLOYMENT

Highlights

- The employment patterns among the region’s residents closely mirrored the state between 1990 and 2019, although the number of 495/MetroWest residents employed grew at a faster pace in the first 10 years.
- The region’s unemployment rate has been consistently lower than that of the state as a whole since 1990.

3.1 TOTAL EMPLOYMENT

Total employment patterns in the region closely mirrored the state between 1990 and 2019, although the region’s employment level grew at a faster pace in the first 10 years (see Figure 17).

Figure 17
Index of Total Employment, 495/MetroWest and Massachusetts, 1990–2019

Source: Massachusetts Executive Office of Labor & Workforce Development LAUS data (Not Seasonally Adjusted), 1990–2019 (Indexed to 1990)

---

8 This data measures the number of the region’s residents who are employed, regardless of the location of their job(s).
3.2 UNEMPLOYMENT

The region’s unemployment rate has been consistently lower than that of the state since 1990 (see Figure 18). The latest yearly unemployment rate for the region was 2.4 percent (2019), which compares to a statewide unemployment rate of 2.9 percent.

Figure 18
Unemployment Rates, 495/MetroWest and Massachusetts, 1990–2019

Source: Massachusetts Executive Office of Labor & Workforce Development LAUS data (Not Seasonally Adjusted), 1990–2019
4 JOBS AND WAGES

Highlights

- An average of 370,210 jobs were located within the 495/MetroWest region in 2019, an increase of 5.1 percent from 2001. This compares to a job increase of 10.1 percent statewide over this period.
- In 2019, workers in the region earned an average annual wage that was 107 percent of the state annual average wage ($75,170 and $70,564, respectively). Year-to-year changes in the region’s average annual wage were in step with statewide trends since 2001, although consistently higher.

4.1 JOBS AND WAGES

There were an average of 370,210 jobs located within the 495/MetroWest region in 2019, an increase of 5.1 percent from 2001 (+18,130 jobs). This compares to a 10.1 percent job increase statewide over this period (+371,099 jobs) (see Table 3).

<table>
<thead>
<tr>
<th>% Change (‘01–’19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>495/MetroWest</td>
</tr>
<tr>
<td>Massachusetts</td>
</tr>
</tbody>
</table>

Source: EMSI, 2001–2019

Workers in the 495/MetroWest region earned an average annual wage in 2019 that was 107 percent of the state annual average wage ($75,170 and $70,564, respectively). Year-to-year changes in the region’s inflation-adjusted average annual wage were in step with statewide trends since 2001, although consistently higher (see Figure 19).

Source: EMSI, Inflation adjusted to 2019

---

Data in this section refers to jobs located within the 495 MetroWest region, as opposed to the previous section that measures the number of the region’s residents who are employed, regardless of where their job(s) is located.
5 INDUSTRY AND OCCUPATIONAL PROFILE

Highlights

- In terms of the region’s largest industries, Computer Systems Design accounts for the largest number of jobs (21,031 jobs, 5.7% of all jobs), followed by Restaurants & Eating Places (20,733 jobs, 5.6% of all jobs) and Education and Hospitals (19,507 jobs, 5.3% of all jobs).
- Annual average wages in the top industries vary considerably, with many of the smaller industries paying the highest wages.
- Business Services is the region’s largest industry cluster, having a combined total of 52,792 jobs. Business Services is also the fastest growing cluster in terms of the number of jobs added, although the Education & Knowledge Creation cluster is growing the most quickly on a percentage basis.
- The region specializes in the IT & Analytics Cluster; with a location quotient (LQ) of 5.3, the region is over five times more specialized than the nation. The region also has a considerably high LQ in Business Services (4.8), a cluster that has experienced a 28.4 percent increase in employment since 2010.
- Office & Administrative Support (45,696 jobs) and Sales occupations (38,906 jobs) are the largest occupation groups. Several top occupations are also related to knowledge creation and tech-driven industries, such as Computer & Mathematical occupations (22,617 jobs) and Education, Training & Library occupations (22,735 jobs).

5.1 LARGEST INDUSTRIES

Figure 20 displays the 495/MetroWest region’s 10 largest industries in 2019 in terms of employment (based on four-digit NAICS sectors). Computer Systems Design accounted for the largest number of jobs (21,031), followed by Restaurants & Eating Places (20,733) and Education and Hospitals (Local Government) (19,507). Annual average earnings per worker vary considerably among the region’s top industries.

Figure 20
Ten Largest Industries, 495/MetroWest, 2019

Please see Appendix A for industry descriptions.
5.2 HIGH GROWTH INDUSTRIES

Table 4 displays the region’s ten fastest growing industries as defined by the absolute increase in jobs between 2010 and 2019. The region’s fastest growing industry is Management of Companies and Enterprises, which grew by 4,905 jobs. Computer Systems Design & Related Services also added a sizeable number of jobs over this period.

Table 4
Ten Fastest Growing Industries, 495/MetroWest, 2010–2019

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Management of Companies and Enterprises</td>
<td>12,670</td>
<td>17,575</td>
<td>4,905</td>
<td>38.7%</td>
<td>$142,201</td>
</tr>
<tr>
<td>Computer Systems Design and Related Services</td>
<td>16,320</td>
<td>21,031</td>
<td>4,711</td>
<td>28.9%</td>
<td>$151,877</td>
</tr>
<tr>
<td>Individual and Family Services</td>
<td>3,053</td>
<td>6,856</td>
<td>3,803</td>
<td>124.6%</td>
<td>$28,300</td>
</tr>
<tr>
<td>Restaurants and Other Eating Places</td>
<td>16,998</td>
<td>20,733</td>
<td>3,736</td>
<td>22.0%</td>
<td>$22,900</td>
</tr>
<tr>
<td>Scientific Research and Development Services</td>
<td>4,021</td>
<td>6,323</td>
<td>2,302</td>
<td>57.3%</td>
<td>$169,489</td>
</tr>
<tr>
<td>Building Equipment Contractors</td>
<td>3,595</td>
<td>5,250</td>
<td>1,656</td>
<td>46.1%</td>
<td>$76,679</td>
</tr>
<tr>
<td>Mngmnt./Scientific/Technical Consulting Svs.</td>
<td>5,233</td>
<td>6,856</td>
<td>1,622</td>
<td>31.0%</td>
<td>$112,327</td>
</tr>
<tr>
<td>Other Amusement and Recreation Industries</td>
<td>4,058</td>
<td>5,550</td>
<td>1,492</td>
<td>36.8%</td>
<td>$22,113</td>
</tr>
<tr>
<td>Education and Hospitals (Local Government)</td>
<td>18,048</td>
<td>19,507</td>
<td>1,459</td>
<td>8.1%</td>
<td>$60,203</td>
</tr>
<tr>
<td>Animal Production</td>
<td>175</td>
<td>1,555</td>
<td>1,380</td>
<td>789.2%</td>
<td>$93,521</td>
</tr>
</tbody>
</table>


5.3 INDUSTRY CLUSTER ANALYSIS

Industry clusters differ from individual industries in that they consist of groups of related industries in a defined geographic area that share common markets or are interrelated in some way. Figure 21 highlights the largest industry clusters within the 495/MetroWest region in terms of the number of workers they employ, while Table 5 displays the 10 fastest growing industry clusters in the region from 2010–2019.

Business Services is the region’s largest industry cluster, having a combined total of 52,792 jobs. This cluster includes industries pertaining to business management, business support services, corporate headquarters, computer services, employment placement services, engineering services, architectural and drafting services, and ground passenger transportation services. Business Services is also the fastest growing cluster in terms of the number of jobs added, although the Education & Knowledge Creation cluster is growing the most quickly on a percentage basis.

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11 Corporate headquarters located in the 495/MetroWest region, such as BJ’s Wholesale Club or TJX Companies, are represented in this industry. The Management of Companies and Enterprises sector comprises (1) establishments that hold the securities of (or other equity interests in) companies and enterprises for the purpose of owning a controlling interest or influencing management decisions or (2) establishments (except government establishments) that administer, oversee, and manage establishments of the company or enterprise and that normally undertake the strategic or organizational planning and decision making role of the company or enterprise.

12 The clusters analyzed in this section were based on the Michael Porter cluster methodology. See http://clustermapping.us/content/cluster-mapping-methodology.

13 See Appendix B for more information on Industry Clusters.
Table 5
Ten Fastest Growing Industry Clusters in 495/MetroWest, 2010–2019

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Services</td>
<td>41,120</td>
<td>52,792</td>
<td>11,672</td>
<td>28.4%</td>
</tr>
<tr>
<td>Education and Knowledge Creation</td>
<td>6,079</td>
<td>8,773</td>
<td>2,694</td>
<td>44.3%</td>
</tr>
<tr>
<td>Hospitality and Tourism</td>
<td>4,168</td>
<td>5,172</td>
<td>1,003</td>
<td>24.1%</td>
</tr>
<tr>
<td>Marketing, Design, and Publishing</td>
<td>3,126</td>
<td>3,778</td>
<td>652</td>
<td>20.9%</td>
</tr>
<tr>
<td>Food Processing and Manufacturing</td>
<td>1,614</td>
<td>2,218</td>
<td>604</td>
<td>37.4%</td>
</tr>
<tr>
<td>Medical Devices</td>
<td>1,035</td>
<td>1,576</td>
<td>541</td>
<td>52.2%</td>
</tr>
<tr>
<td>Performing Arts</td>
<td>2,481</td>
<td>2,708</td>
<td>227</td>
<td>9.1%</td>
</tr>
<tr>
<td>Electric Power Generation and Trans.</td>
<td>648</td>
<td>778</td>
<td>130</td>
<td>20.1%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>3,265</td>
<td>3,382</td>
<td>117</td>
<td>3.6%</td>
</tr>
<tr>
<td>Biopharmaceuticals</td>
<td>3,116</td>
<td>3,219</td>
<td>104</td>
<td>3.3%</td>
</tr>
</tbody>
</table>

Sorted by absolute change in jobs.

Data for annual average wage, which was presented in the previous section, is not available for the cluster analysis. Average annual earnings include wages and benefits such as employer pension and health insurance contributions.
5.4 INDUSTRY CLUSTERS BY LOCATION QUOTIENT

Location quotient (LQ) is a method that quantifies how concentrated a particular industry is in a region compared to the nation. Industries that have both a high LQ and relatively high total job numbers typically form a region’s economic base. An LQ above 1.0 means that the region has an above average concentration of employment in that sector compared to the nation.

In 2015, the Baker-Polito administration released its economic development plan *Opportunities for All: The Baker-Polito Strategy and Plan for Making Massachusetts Great Everywhere*. The plan is oriented around 11 industry clusters in which Massachusetts competes on a national and international scale. Figure 22 displays these industry clusters and their current corresponding LQs, with Information Technology & Analytics and Biopharmaceuticals having the highest LQs in the 495/MetroWest region.

![Figure 22](image)

"Opportunities For All" Industry Cluster LQs, 2019

Source: Emsi-Industry Group Comparison, 2019; Author’s Calculations

Importantly, an industry may have a high LQ but low levels of employment or declining employment, and therefore may not be as vital to a region’s economy in comparison to industries with lower LQs. Figure 23 displays the LQ for each of the region’s industry clusters (based on the Porter clusters described in the previous section) in relation to their size and employment growth from 2010 to 2019, which presents a more holistic view of the strength of each industry. The LQ for each industry is presented on the vertical axis, while the horizontal axis displays employment growth. The size of the bubble corresponds to current employment. There are four quadrants in the figure, with the top left quadrant representing Mature industries, the bottom left representing Contracting industries, the top right representing Expanding industries, and the bottom right representing Emerging industries.

The 495 Metro/West region specializes in the IT & Analytics Cluster; with an LQ of 5.3, the region is over 5 times as specialized in the cluster as the U.S. as a whole. However, employment in the IT & Analytics cluster declined by 16.3 percent since 2010. The region also has a high LQ in Business Services (LQ of 4.8) and Medical Devices (LQ of 2.4), clusters with 28.4 percent and 52.2 percent employment growth since 2010, respectively. Other industry clusters with positive employment growth from 2010 to 2019 and LQs above 1.0 include Biopharmaceuticals, Electric Power Generation & Transmission, Performing Arts, Environmental Services, Education & Knowledge Creation, and Metalworking Technology.
Figure 23

Industry Clusters by Location Quotient and Employment Growth, 495/MetroWest, 2010–2019

Clusters with fewer than 250 jobs are not labelled for presentation purposes. These include Apparel, Coal Mining, Fishing and Fishing Products, Footwear, Forestry, Jewelry and Precious Metals, Leather and Related Products, Livestock Processing, Metal Mining, Music and Sound Recording, Nonmetal Mining, Oil and Gas Production and Transportation, Tobacco, Video Production and Distribution, Vulcanized and Fired Materials, Water Transportation, and Wood Products.
5.5 TOP OCCUPATIONS

The occupations within 495/MetroWest are wide ranging. Figure 24 displays the largest occupations in the region and the median hourly earnings per occupation. Intuitively, the region’s top occupations closely match its industrial mix presented in the previous section. Office & Administrative Support (45,696 jobs) and Sales occupations (38,906 jobs) are the largest occupation groups. Several top occupations are also related to knowledge creation and tech-driven industries, such as Computer & Mathematical occupations (22,617 jobs) and Education, Training & Library occupations (22,735 jobs). Table 6 shows the fastest growing occupations in 495/MetroWest region in terms of the number of jobs added between 2010 & 2019.

Table 6
Ten Fastest Growing Occupations, 495/MetroWest, 2010–2019

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>26,399</td>
<td>34,335</td>
<td>7,936</td>
<td>30.1%</td>
<td>$54.62</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td>12,611</td>
<td>18,082</td>
<td>5,471</td>
<td>43.4%</td>
<td>$14.15</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>17,318</td>
<td>21,442</td>
<td>4,124</td>
<td>23.8%</td>
<td>$36.17</td>
</tr>
<tr>
<td>Food Preparation and Serving Related</td>
<td>21,405</td>
<td>25,282</td>
<td>3,877</td>
<td>18.1%</td>
<td>$12.92</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>19,348</td>
<td>22,617</td>
<td>3,269</td>
<td>16.9%</td>
<td>$46.54</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td>13,953</td>
<td>17,008</td>
<td>3,055</td>
<td>21.9%</td>
<td>$27.30</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>17,141</td>
<td>19,815</td>
<td>2,674</td>
<td>15.6%</td>
<td>$16.72</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>13,469</td>
<td>15,915</td>
<td>2,446</td>
<td>18.2%</td>
<td>$37.33</td>
</tr>
<tr>
<td>Education, Training, and Library</td>
<td>20,405</td>
<td>22,735</td>
<td>2,330</td>
<td>11.4%</td>
<td>$27.64</td>
</tr>
<tr>
<td>Community and Social Service</td>
<td>5,116</td>
<td>6,579</td>
<td>1,463</td>
<td>28.6%</td>
<td>$21.23</td>
</tr>
</tbody>
</table>

6 COMMUTING PATTERNS

Examining regional commuting patterns provides insight into where workers in the region live and work. This analysis utilizes data from the U.S. Census Bureau’s Longitudinal Employer-House Dynamics (LEHD) Origin-Destination Employment Statistics (LODES) program, which links the community in which an employee resides with the community in which they work. The resulting commuting patterns are useful in demonstrating where all people working in a particular area live or where all the residents of a particular area are employed.

Highlights

• The region is a net labor importer that is, more workers commute to the region than commute out of the region; 207,941 people commute into the region to work, while 190,336 of residents of the region commute elsewhere to work.

• While 122,676 workers both live and work in the region, these workers also contribute to the region’s road congestion due to the large geographic area that comprises MetroWest (hence the need to drive long distances even within the region for some commuters).

• While the region’s residents are more likely to commute out of the region to work than to work in the region, this effect is stronger for higher earners; there are more low wage workers coming into the region than leaving.

• The region is home to more jobs than employed residents. In 2017, there were 330,617 primary jobs located in the region and 313,012 employed residents.

6.1 INFLOW AND OUTFLOW

A large volume of people move into and out of the region for work on a daily basis, which greatly contributes to traffic congestion. The region is a net labor importer, which means that more workers commute into the region than commute out of the region. In 2017, 207,941 workers commuted to jobs within the region from elsewhere, while 190,336 495/MetroWest residents commuted to jobs outside the region (see Figure 25). An additional 122,676 workers both live and work in the region, and these workers also contribute to the region’s road congestion due to the large geographic area that comprises MetroWest.

Figure 25
Inflow/Outflow, 495/MetroWest Region, 2017

Source: Source: OnTheMap, U.S. Census Bureau LEHD Origin-Destination Employment Statistics (LODES); Inflow/Outflow Analysis, All Jobs, 2017

16 See https://lehd.ces.census.gov/data/. LODES data includes most full-time and part-time workers, but does not include self-employed workers or students whose permanent residence is outside the study geography.
6.2 WORKERS LIVING IN THE REGION

Figure 26 highlights the top communities where people working in the 495/MetroWest region reside, with all but four being 495/MetroWest communities. However, two of the top three communities—Worcester and Boston—are outside the region. Figure 27 presents the top 20 communities where residents of the 495/MetroWest region are working. Again, two of the top three communities—Boston and Worcester—are outside the region. Both of these figures highlight the significant number of workers commuting into and out of the region daily, in addition to workers who are commuting within-region.

**Figure 26**
Top 20 Communities Where People Working in the 495/MetroWest Region Reside, 2017

<table>
<thead>
<tr>
<th>Community</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worcester</td>
<td>16,203</td>
</tr>
<tr>
<td>Framingham</td>
<td>14,070</td>
</tr>
<tr>
<td>Boston</td>
<td>11,397</td>
</tr>
<tr>
<td>Marlborough</td>
<td>9,758</td>
</tr>
<tr>
<td>Milford</td>
<td>7,931</td>
</tr>
<tr>
<td>Franklin</td>
<td>6,999</td>
</tr>
<tr>
<td>Shrewsbury</td>
<td>6,784</td>
</tr>
<tr>
<td>Natick</td>
<td>6,216</td>
</tr>
<tr>
<td>Hudson</td>
<td>5,245</td>
</tr>
<tr>
<td>Westborough</td>
<td>4,779</td>
</tr>
<tr>
<td>Grafton</td>
<td>4,378</td>
</tr>
<tr>
<td>Bellingham</td>
<td>4,145</td>
</tr>
<tr>
<td>Ashland</td>
<td>4,109</td>
</tr>
<tr>
<td>Lowell</td>
<td>3,834</td>
</tr>
<tr>
<td>Northborough</td>
<td>3,736</td>
</tr>
<tr>
<td>Hopkinton</td>
<td>3,592</td>
</tr>
<tr>
<td>Holliston</td>
<td>3,422</td>
</tr>
<tr>
<td>Leominster</td>
<td>3,254</td>
</tr>
<tr>
<td>Acton</td>
<td>3,229</td>
</tr>
<tr>
<td>Medway</td>
<td>3,125</td>
</tr>
</tbody>
</table>

Source: OnTheMap, U.S. Census Bureau LEHD Origin-Destination Employment Statistics (LODES); Home Destination Analysis by County Subdivision - All Jobs, 2017
A higher share of 495/MetroWest residents who are employed outside the region earn higher wages compared to workers commuting into the region, and 495/MetroWest residents who work in the region earn are least likely to earn over $3,333 a month (see Figure 28). This result suggests that the area exports its highly skilled and educated workers, while importing workers to work in industries that pay lower wages.
7 HOUSING

Highlights

- There are 238,057 housing units within the 495/MetroWest region, with the majority being in single-unit buildings (72.9%).
- Building permit estimates show that 15,768 new permits were approved between 2005 and 2018, for a total of 25,642 new units (a single building permit can include multiple units).
- The region’s housing stock is newer than that of the state, with 40.0 percent of housing units built between 1980 and 2018, compared to 28.2 percent statewide.
- More than 95 percent (95.4%) of the region’s housing units are occupied. These units are most likely owner-occupied, since the majority of the region’s housing units are—74.8 percent versus 62.3 percent statewide.

7.1 HOUSING STOCK

There are 238,057 housing units in the 495/MetroWest region. The majority of the region’s occupied housing units are in single-unit buildings (72.9%). The proportion of single- and multi-unit buildings has not changed considerably since 2009 (see Table 7).

<table>
<thead>
<tr>
<th></th>
<th>495/MetroWest</th>
<th>Massachusetts</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2009</td>
<td>2018</td>
</tr>
<tr>
<td>Total Units</td>
<td>216,391</td>
<td>238,057</td>
</tr>
<tr>
<td>In Single-Unit Building</td>
<td>73.0%</td>
<td>72.9%</td>
</tr>
<tr>
<td>In Multi-Unit Building</td>
<td>27.0%</td>
<td>27.1%</td>
</tr>
</tbody>
</table>


Building permit estimates show that 15,768 building permits were approved between 2005 and 2018 (see Figure 29), or a total of 25,642 new units (a single building permit can include multiple units).
Compared to the state, the housing stock of the 495/MetroWest region is considerably newer, with 39.0 percent of housing units built between 1980 and 2018, compared to 27.8 percent statewide (see Figure 30). This is likely due to the large population growth in many of the 495/MetroWest communities in the 1990s, as previously discussed in Section 2: Socio-Demographic Indicators.

![Figure 30](image)

**Figure 30**
Total Housing Units by Year Structure Built, 495/MetroWest and Massachusetts, 2018

More than 95 percent (95.4%) of the region’s housing units are occupied. The implied vacancy rate of 4.6 percent is lower than what is considered healthy for residential churn (7.0%). The majority of the region’s housing units are owner-occupied; its 74.8 percent owner occupancy rate compares to an owner occupancy rate of 62.3 percent statewide. The renter-occupied housing units tend to be older than those that are owner-occupied (see Figure 31).

![Figure 31](image)

**Figure 31**
Tenure by Year Structure Built, 495/MetroWest, 2018
7.3 HOUSING COST BURDEN

Housing cost burden refers to the percentage of household income spent on housing costs. Those spending 30 percent or more on housing are considered to be burdened. Compared to the state, a slightly lower percentage of owners and renters in the 495/MetroWest region are housing cost-burdened (see Figure 32). In Massachusetts, 27.5 percent of owners and half of renters are housing cost-burdened. In the 495/MetroWest region, 23.8 percent of owners and 45.0 percent of renters are cost-burdened. Among households with a mortgage, Shrewsbury has the lowest proportion that spend 30 percent or more of income on housing (16.7%) and Medway has the highest proportion (30.3%). Over half of renters in seven out of the 35 communities in the 495/MetroWest region are housing cost-burdened (see Figure 33).

![Figure 32](attachment:Percentage of Housing Cost-Burdened Households, 2018.png)

Source: 2014–2018 ACS 5-year estimates

![Figure 33](attachment:Percentage of Housing Cost-Burdened Households By Community, 2018.png)

Source: 2014–2018 ACS 5-year estimates
8 TRENDS IN PROPERTY VALUES

Highlights

- The total assessed value of land in the 495/MetroWest region was $114.4 billion in FY 2020, which is an increase from $95.6 billion pre-Great Recession.
- Residential parcels accounted for 83.0 percent of all assessed values in the region.
- Assessed values for residential and commercial properties have been increasing in lockstep since 2014, although residential values have been increasing at a slightly higher rate. Assessed values for industrial parcels have been lagging.

8.1 ASSESSED VALUE BY PROPERTY TYPE

The region’s total assessed property value in FY 2020 was $114.4 billion, which is an increase from $95.6 billion pre-Great Recession (see Figure 34). Residential parcels accounted for 83.0 percent of all assessed values in the region. Both Massachusetts and the region share similar proportions of assessed values by parcel type (see Figure 35).

![Figure 34](image)

Assessed Values by Type, 495/MetroWest, FY 2003–FY 2020

Open space parcels account for only a very small proportion of total assessed values and is not visible on the chart. Personal Property is defined as any movable goods not attached to/part of the real estate. Please visit http://www.mass.gov/dor/all-taxes/excise-and-property/ for more information.
Figure 35
Assessed Values by Property Type, 495/MetroWest & Massachusetts, FY 2020

<table>
<thead>
<tr>
<th>Property Type</th>
<th>495/MetroWest</th>
<th>Massachusetts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential</td>
<td>83.0%</td>
<td>81.8%</td>
</tr>
<tr>
<td>Commercial</td>
<td>9.7%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Industrial</td>
<td>4.3%</td>
<td>3.2%</td>
</tr>
<tr>
<td>Personal Property</td>
<td>3.0%</td>
<td>3.0%</td>
</tr>
</tbody>
</table>

Source: MA Division of Local Services

Figure 36 indexes residential, commercial, and industrial assessed values in the 495/MetroWest region from FY 2003 to FY 2020. Assessed values for residential and commercial properties have been increasing since FY 2013, although residential values have been increasing at a higher rate. Assessed values for industrial parcels did not recover from pre-Great Recession levels until FY19.
8.2 COMMERCIAL PROPERTIES

There are fifteen 495/MetroWest communities where commercial property values have grown faster than the region as a whole since FY 2009. Littleton experienced the largest increase in commercial property values among the region’s communities since FY 2009 (+220.7%), followed by Northborough (+195.2%) and Hopkinton (+179.1%) (see Figure 37).

![Index of Change in Commercial Property Values, 495/MetroWest, FY2009–FY2020 (Communities with values growing faster than the region)](image)

There are fifteen 495/MetroWest communities where commercial property values have recovered to pre-Great Recession assessed values, but are growing more slowly than the region as a whole (see Figure 38).

![Index of Change in Commercial Property Values, 495/MetroWest, FY2009–FY2020 (Communities that have recovered pre-Great Recession values but are growing more slowly than the region)](image)
There are five 495/MetroWest communities where commercial property values have yet to recover pre-Great Recession values and are fluctuating between growth and decline (see Figure 39). Bolton (81.6%) and Boxborough (83.6%) have seen the largest declines in commercial property value, with values decreasing by almost 20 percent in both communities since FY 2009.

**Figure 39**

**Index of Change in Commercial Property Values, 495/MetroWest, FY2009–FY2020**

(Communities that have yet to recover pre-Great Recession values)

<table>
<thead>
<tr>
<th></th>
<th>FY 09</th>
<th>FY 10</th>
<th>FY 11</th>
<th>FY 12</th>
<th>FY 13</th>
<th>FY 14</th>
<th>FY 15</th>
<th>FY 16</th>
<th>FY 17</th>
<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acton</td>
<td>100.0</td>
<td>95.5</td>
<td>91.9</td>
<td>89.0</td>
<td>93.0</td>
<td>90.9</td>
<td>90.3</td>
<td>94.0</td>
<td>95.5</td>
<td>93.8</td>
<td>96.8</td>
<td>98.6</td>
</tr>
<tr>
<td>Stow</td>
<td>100.0</td>
<td>96.5</td>
<td>93.4</td>
<td>97.5</td>
<td>97.8</td>
<td>98.8</td>
<td>101.3</td>
<td>98.5</td>
<td>98.8</td>
<td>99.9</td>
<td>104.1</td>
<td>96.9</td>
</tr>
<tr>
<td>Maynard</td>
<td>100.0</td>
<td>99.1</td>
<td>91.0</td>
<td>90.9</td>
<td>88.6</td>
<td>86.8</td>
<td>84.8</td>
<td>93.1</td>
<td>91.6</td>
<td>90.3</td>
<td>96.1</td>
<td>93.8</td>
</tr>
<tr>
<td>Boxborough</td>
<td>100.0</td>
<td>89.8</td>
<td>82.2</td>
<td>83.8</td>
<td>85.7</td>
<td>83.5</td>
<td>83.0</td>
<td>92.2</td>
<td>89.8</td>
<td>82.0</td>
<td>83.9</td>
<td>83.6</td>
</tr>
<tr>
<td>Bolton</td>
<td>100.0</td>
<td>95.0</td>
<td>85.8</td>
<td>83.9</td>
<td>80.7</td>
<td>84.3</td>
<td>82.2</td>
<td>83.3</td>
<td>83.5</td>
<td>79.9</td>
<td>80.6</td>
<td>81.6</td>
</tr>
<tr>
<td>459/MetroWest</td>
<td>100.0</td>
<td>98.6</td>
<td>93.3</td>
<td>92.1</td>
<td>94.1</td>
<td>95.0</td>
<td>98.2</td>
<td>103.7</td>
<td>108.0</td>
<td>110.7</td>
<td>115.0</td>
<td>118.4</td>
</tr>
</tbody>
</table>

Source: MA Division of Local Services, Author’s Calculations
## APPENDIX A: DESCRIPTION OF MAJOR INDUSTRIES¹⁹

<table>
<thead>
<tr>
<th>Industry</th>
<th>4-Digit NAICS</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Animal Production &amp; Aquaculture</td>
<td>1120</td>
<td>Industries within this subsector primarily raise and/or fatten animals for sale, including animal products. These industries also include the equipment and labor required for maintenance of pasture land.</td>
</tr>
<tr>
<td>Architectural, Engineering, &amp; Related Services</td>
<td>5413</td>
<td>Includes services related to architectural and engineering such as drafting, building inspection, testing, mapping, and surveying.</td>
</tr>
<tr>
<td>Building Equipment Contractors</td>
<td>2382</td>
<td>This industry group installs, repairs, and services building equipment, such as cooling, electricity, elevators, heating, and water systems.</td>
</tr>
<tr>
<td>Computer Systems Design &amp; Related Systems</td>
<td>5415</td>
<td>Establishments within this industry write software, design computer systems integrating software and hardware, and manage data processing facilities.</td>
</tr>
<tr>
<td>Education (Local Government)</td>
<td>6110</td>
<td>Educational services industries provide instruction and training of different types and at differing levels.</td>
</tr>
<tr>
<td>General Medical &amp; Surgical Hospitals</td>
<td>6221</td>
<td>This industry diagnoses patients, provides medical treatment, performs X-Rays, provides patient care services, conducts laboratory services, and provides pharmaceutical services.</td>
</tr>
<tr>
<td>Home Health Care Services</td>
<td>6216</td>
<td>Includes personal care services such as home companions, physical therapy, 24-hour home care, dietary services, speech therapy, occupational therapy, and vocational therapy.</td>
</tr>
<tr>
<td>Individual &amp; Family Services</td>
<td>6241</td>
<td>Establishments which provide social assistance to children, youth, elderly, and disabled persons outside of the home.</td>
</tr>
<tr>
<td>Investigation &amp; Security Services</td>
<td>5616</td>
<td>Investigation &amp; Security Services industries sells, installs, monitors, and repairs security systems such as burglar alarms, fire alarms, car alarms, and locking devices.</td>
</tr>
<tr>
<td>Management of Companies &amp; Enterprises</td>
<td>5511</td>
<td>This industry oversees management decisions and manages other establishments.</td>
</tr>
<tr>
<td>Other Amusement &amp; Recreation Industries</td>
<td>7139</td>
<td>Services within this industry include golf courses, country clubs, skiing and snowboarding facilities, recreational sports centers, and other amusement centers.</td>
</tr>
<tr>
<td>Restaurants &amp; Other Eating Places</td>
<td>7225</td>
<td>Includes sit-down restaurants, fast-food restaurants, and nonalcoholic beverage counters.</td>
</tr>
<tr>
<td>Services to Buildings &amp; Dwellings</td>
<td>5617</td>
<td>Industries within this subsector contain extermination services, janitorial services, landscaping services, and upholstery cleaning services.</td>
</tr>
</tbody>
</table>

¹⁹ For more information, visit [www.census.gov/NAICS](http://www.census.gov/NAICS). All information was gathered from the 2017 NAICS Manual.
<table>
<thead>
<tr>
<th>Industry Cluster</th>
<th>Includes:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biopharmaceuticals</td>
<td>Biopharmaceutical Products, Biological Products, &amp; Diagnostic Substances</td>
</tr>
<tr>
<td>Business Services</td>
<td>Corporate Headquarters, Consulting Services, Business Support Services, Computer Services, Employment Placement Services, Engineering Services, Architectural &amp; Drafting Services, &amp; Ground Passenger Transportation.</td>
</tr>
<tr>
<td>Education &amp; Knowledge Creation</td>
<td>Training Programs, Colleges, Universities, &amp; Professional Schools, Educational Support Services, Research Organizations, &amp; Professional Organizations.</td>
</tr>
<tr>
<td>Financial Services</td>
<td>Financial Investment Activities, Credit Intermediation, Credit Bureaus, Monetary Authorities- Central Bank, &amp; Securities Brokers, Dealers, &amp; Exchanges.</td>
</tr>
<tr>
<td>Fishing &amp; Fishing Products</td>
<td>Finfish Fishing, Shellfish Fishing, Other Marine Fishing, Seafood Product Preparation &amp; Packaging, Seafood Canning, &amp; Fresh &amp; Frozen Seafood Processing.</td>
</tr>
<tr>
<td>Footwear</td>
<td>Footwear, &amp; Footwear Components.</td>
</tr>
<tr>
<td>Hospitality &amp; Tourism</td>
<td>Spectator Sports, Amusement Parks &amp; Arcades, Cultural &amp; Educational Entertainment, Gambling Facilities, Other Tourism Attractions, Accommodations &amp; Related Services, &amp; Tourism Related Services.</td>
</tr>
<tr>
<td>Insurance Services</td>
<td>Insurance Related Services, Insurance Carriers, &amp; Reinsurance Carriers.</td>
</tr>
<tr>
<td>Jewelry &amp; Precious Metals</td>
<td>Jewelry &amp; Precious Metals Products.</td>
</tr>
<tr>
<td>Marketing, Design, &amp; Publishing</td>
<td>Advertising Related Services, Other Marketing Related Services, Design Services, &amp; Publishing.</td>
</tr>
<tr>
<td>Medical Devices</td>
<td>Optical Instruments &amp; Ophthalmic Goods, &amp; Surgical &amp; Dental Instruments &amp; Supplies.</td>
</tr>
<tr>
<td>Performing Arts</td>
<td>Performing Artists, &amp; Promoters &amp; Managers.</td>
</tr>
</tbody>
</table>
APPENDIX C: COMMUNITY SNAPSHOTS

The following pages include Community Snapshots for each community and the region as a whole.
Population: 617,383
Per Capita Income: $51,484
Jobs: 342,521

**SOCIOECONOMIC**

<table>
<thead>
<tr>
<th>Race</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>82.8%</td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.8%</td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>8.9%</td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>5.5%</td>
<td></td>
</tr>
</tbody>
</table>

**Citizenship**

- U.S. Citizen: 84.1%
- Naturalized Citizen: 8.1%
- Not a U.S. Citizen: 7.9%

**Housing**

Total Housing Units: 238,057

<table>
<thead>
<tr>
<th>Year Structure Built</th>
<th>2000 or later (13%)</th>
<th>1980 - 1999 (27%)</th>
<th>1960 - 1979 (27%)</th>
<th>1959 or Earlier (33%)</th>
</tr>
</thead>
</table>

**Housing Occupancy**

- Owner Occupied (74%)
- Renter Occupied (26%)

**Housing Cost Burden**

- Among Homeowners with Mortgages: 23.8%
- Among Renters: 45.0%
OCCUPATIONS & COMMUTING

Top Occupations & Wages in 495/MetroWest

- Retail Salespersons: $12.44
- Software Developers and Programmers: $52.37
- General and Operations Managers: $53.27
- Fast Food and Counter Workers: $12.39
- Secretaries & Administrative Assistants: $22.72

Top Communities 495/MetroWest Region Workers Commute To:

- Boston: 31,892
- Framingham: 20,629
- Worcester: 12,550

Getting to Work

- Personal Vehicle: 86.5%
- Public Transportation: 4.3%
- Other*: 9.2%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- Computer Systems Design: 21,031
- Restaurants & Eating Places: 20,733
- Education & Hospitals (Local): 19,507
- Company & Enterprise Management: 17,575
- Grocery Stores: 8,883


- Company & Enterprise Management: 4,905
- Computer Systems Design: 4,711
- Individual & Family Services: 3,803
- Restaurants & Eating Places: 3,736
- Scientific Research & Development Services: 2,302

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
**ACTON, MA**

<table>
<thead>
<tr>
<th>Population: 23,561</th>
<th>3.8%</th>
<th>0.3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median Household Income: $137,910</td>
<td>121%</td>
<td>149%</td>
</tr>
<tr>
<td>Per Capita Income: $62,395</td>
<td>3.8%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Jobs: 12,858</td>
<td>178%</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

**SOCIOECONOMIC**

### Race

- White Alone: 69.6%
- Black/African American Alone: 1.7%
- Asian Alone: 25.1%
- Other/Multiracial: 3.6%

Note: Percentages in this profile may not add to 100% due to rounding.

### Citizenship

- U.S. Citizen: 74%
- Naturalized Citizen: 15%
- Not a U.S. Citizen: 11%

### Population Growth (2010-2018)

- Acton: +7.5%
- 495/MetroWest: +5.7%
- MA: +4.3%

### Residents 25+ with a Bachelor's Degree or Higher

- Acton: 77%
- 495/MetroWest: 57%
- MA: 43%

### HOUSING

- Total Housing Units: 9,139

#### Housing Occupancy

- Acton: Owner Occupied (73%), Renter Occupied (27%)

#### Housing Cost Burden

- Among Homeowners with Mortgages: Acton 20.6%, 495/MetroWest 23.8%
- Among Renters: Acton 41.1%, 495/MetroWest 45%

#### Year Structure Built:

- 2000 or later (14%)
- 1980 - 1999 (23%)
- 1960 - 1979 (40%)
- 1959 or earlier (23%)

**Sources**

Quick Facts: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)

Socioeconomic & Housing: U.S. Census Bureau, 2018 ACS 5-Year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
Top Occupations & Wages in Acton

- Retail Salespersons: $12.36
- Software Developers & Programmers: $52.77
- Cashiers: $11.82
- Managers: $54.00
- Elementary and Middle School Teachers: $23.06

Top Communities Acton Workers Commute To:
- Boston: 1,316
- Cambridge: 679
- Waltham: 630

Getting to Work
- Personal Vehicle: 85.3%
- Public Transportation: 7.2%
- Other*: 7.5%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):
- Education & Hospitals: 968
- Computer Systems Design: 936
- Restaurants & Eating Places: 674
- Fabric Coating Mills: 492
- Grocery Stores: 440

- Computer Systems Design: 212
- Restaurants & Eating Places: 141
- Insurance: 134
- Textile & Fabric Mills: 127
- Education & Hospitals: 95

Sources
- OCCUPATIONS & INDUSTRY BASE: EMSI.
- Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
ASHLAND, MA

**SOcioeconomic**

- Population: 17,576
- Median Household Income: $121,406
- Per Capita Income: $52,652
- Jobs: 6,247

<table>
<thead>
<tr>
<th>% of 495/MetroWest</th>
<th>% of MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.8%</td>
<td>0.3%</td>
</tr>
<tr>
<td>99%</td>
<td>157%</td>
</tr>
<tr>
<td>102%</td>
<td>126%</td>
</tr>
<tr>
<td>3.1%</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

- % of 495/MetroWest: 0.3%
- % of MA: 157%
- % of MA: 126%
- % of MA: 0.3%

**Race**

- White Alone: 82.9%
- Black/African American Alone: 2.7%
- Asian Alone: 10.3%
- Other/Multiracial: 4.2%

Note: Percentages in this profile may not add to 100% due to rounding.

**Housing**

- Total Housing Units: 6,875

**Housing Occupancy**

- Owner Occupied (82%)
- Renter Occupied (18%)

**Housing Cost Burden**

- Among Homeowners with Mortgages:
  - 23.5%
- Among Renters:
  - 43.4% (Ashland)
  - 45% (495/MetroWest)

**Year Structure Built**

- 2000 or later (17%)
- 1980 - 1999 (40%)
- 1960 - 1979 (20%)
- 1959 or earlier (23%)

**Citizenship**

- U.S. Citizen: 80.4%
- Naturalized Citizen: 12.1%
- Not a U.S. Citizen: 9.2%

**Sources**

- U.S. Census Bureau, 2018 ACS 5-Year
- EMSI, 2019 Jobs (includes self-employed workers)
- SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing costs."
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Ashland

- **Median Hourly Wage**
  - Landscapers: $16.24
  - Cashiers: $11.82
  - Fast Food & Counter Workers: $12.40
  - Manager: $53.91
  - Management Analysts: $40.24

Top Communities Ashland Workers Commute To:

- Framingham: 1,135
- Boston: 1,083
- Waltham: 372

Getting to Work

- **Personal Vehicle** 87%
- **Public Transportation** 7.7%
- **Other*** 5.3%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- Management, Scientific, & Technical Consulting Services: 556
- Grocery Stores: 488
- Education & Hospitals: 447
- Restaurants: 407
- Services to Buildings: 405


- Management, Scientific, & Technical Consulting Services: 141
- Restaurants & Other Eating Places: 98
- Scientific Research & Development: 90
- Services to Buildings: 84
- Building Equipment Contractors: 68

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
Top Occupations & Wages in Bellingham

- Retail Salespersons: $12.02
- Cashiers: $12.27
- Fast Food & Counter Workers: $11.83
- Stock Clerks & Order Fillers: $13.80
- Drivers/Sales Workers: $22.15

Top Communities Bellingham Workers Commute To:
- Boston: 972 jobs
- Franklin: 636 jobs
- Milford: 462 jobs

Getting to Work
- Personal Vehicle: 89.7%
- Public Transportation: 2.4%
- Other*: 7.9%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

SENDING & COMMUTING:

- 5,353 workers who work in Bellingham, live elsewhere.
- 733 workers live and work in Bellingham.
- 8,870 workers who live in Bellingham, work elsewhere.

INDUSTRY BASE

Largest Industries (2019):
- Restaurants & Eating Places: 773 jobs
- Grocery Stores: 560 jobs
- Education & Hospitals: 446 jobs
- Machine Shops: 394 jobs
- Local Government: 297 jobs

- Restaurants & Eating Places: 123 jobs
- Machine Shops: 97 jobs
- Warehousing & Storage: 66 jobs
- Home Health Care Services: 58 jobs
- Utility System Construction: 47 jobs

Labels to right of bars represent number of jobs.

Sources:
OCCUPATIONS & INDUSTRY BASE: EMSI
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
BERLIN, MA

Population: 3,144
Median Household Income: $104,063
Per Capita Income: $48,666
Jobs: 682

SOCIOECONOMIC

<table>
<thead>
<tr>
<th>Race</th>
<th>Berlin</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>97.1%</td>
<td>0.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Black/African</td>
<td>0.5%</td>
<td>85%</td>
<td>134%</td>
</tr>
<tr>
<td>American Alone</td>
<td>1.7%</td>
<td>95%</td>
<td>116%</td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>0.7%</td>
<td>0.6%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Population Growth (2010-2018)
- Berlin: +9.7%
- 495/MetroWest: +5.3%
- MA: +4.3%

Residents 25+ with a Bachelor's Degree or Higher
- Berlin: 47%
- 495/MetroWest: 57%
- MA: 43%

Citizenship
- U.S. Citizen: 93%
- Naturalized Citizen: 4%
- Not a U.S. Citizen: 3%

HOUSING

Total Housing Units: 1,228

Housing Occupancy
- Owner Occupied (85%)
- Renter Occupied (15%)

Housing Cost Burden
- Among Homeowners with Mortgages:
  - Berlin: 28.2%
  - 495/MetroWest: 23.8%
- Among Renters:
  - Berlin: 34.1%
  - 495/MetroWest: 45%

Year Structure Built:
- 2000 or later (27%)
- 1980 - 1999 (24%)
- 1960 - 1979 (15%)
- 1959 or earlier (33%)

Sources
- QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
- SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
Top Occupations & Wages in Berlin

- **Landscapers**: $14.60
- **Cashiers**: $12.73
- **Childcare Workers**: $11.61
- **Construction Laborers**: $11.50
- **Farmers, Ranchers, and other Agricultural Managers**: $9.33

2019 Jobs

- **Worcester**: 135 workers
- **Marlborough**: 92 workers
- **Boston**: 90 workers

Top Communities Berlin Workers Commute To:

- **Worcester**: 135 workers
- **Marlborough**: 92 workers
- **Boston**: 90 workers

Getting to Work

- **Personal Vehicle**: 90.7%
- **Public Transportation**: 1.3%
- **Other***: 8.0%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

450 workers who work in Berlin, live elsewhere.

144 workers live and work in Berlin.

623 workers who live in Berlin, work elsewhere.

INDUSTRY BASE

Largest Industries (2019):

- **Nonmetallic Mineral Mining**: 55 jobs
- **Building Services**: 53 jobs
- **Local Government**: 45 jobs
- **Crop Production**: 43 jobs
- **Child Day Care Services**: 41 jobs


- **Nonmetallic Mineral Mining**: 25
- **Medical Equipment & Supplies**: 11
- **Building Services**: 10
- **Restaurants**: 9
- **Trade Contractors**: 8

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
BOLTON, MA

Population: 5,236
Median Household Income: $155,093
Per Capita Income: $56,557
Jobs: 3,071

2020

% of 495/MetroWest % of MA
Population: 0.8% 0.1%
Median Household Income: 126% 200%
Per Capita Income: 110% 135%
Jobs: 0.9% 0.1%

SOCIOECONOMIC

Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Bolton</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>93.5%</td>
<td>93.5%</td>
<td>94.2%</td>
</tr>
<tr>
<td>Black/African</td>
<td>0.3%</td>
<td>0.3%</td>
<td>3.7%</td>
</tr>
<tr>
<td>American Alone</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>4.3%</td>
<td>4.3%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>1.8%</td>
<td>1.8%</td>
<td></td>
</tr>
</tbody>
</table>

Citizenship

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Bolton</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen</td>
<td></td>
<td></td>
<td>94.2%</td>
</tr>
<tr>
<td>Naturalized Citizen</td>
<td></td>
<td></td>
<td>3.7%</td>
</tr>
<tr>
<td>Not a U.S. Citizen</td>
<td></td>
<td></td>
<td>2.1%</td>
</tr>
</tbody>
</table>

SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing Occupancy

Total Housing Units: 1,795

Owner Occupied (93%)
Renter Occupied (7%)

Among Homeowners with Mortgages
2000 or later (24%)
1980 - 1999 (34%)
1960 - 1979 (24%)
1959 or earlier (17%)

Housing Cost Burden

Among Renters
68.4%
45%
45%

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers).
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Bolton

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary &amp; Middle School Teachers</td>
<td>$34.93</td>
</tr>
<tr>
<td>Teacher Assistants</td>
<td>$14.99</td>
</tr>
<tr>
<td>Secondary School Teachers</td>
<td>$35.05</td>
</tr>
<tr>
<td>Agricultural Workers</td>
<td>$14.04</td>
</tr>
<tr>
<td>Building Cleaning Workers</td>
<td>$14.65</td>
</tr>
</tbody>
</table>

Top Communities Bolton Workers Commute To:

- Marlborough: 156 jobs
- Boston: 145 jobs
- Worcester: 119 jobs

Getting to Work

- Personal Vehicle: 80%
- Public Transportation: 3.5%
- Other*: 16.5%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- Education & Hospitals (Local): 591 jobs
- Communications Equipment Manufacturing: 221 jobs
- Metalworking Machinery Manufacturing: 187 jobs
- Crop Production: 96 jobs
- Restaurants & Eating Places: 96 jobs


- Communications Equipment Manufacturing: 44%
- Management, Scientific, & Consulting Services: 31%
- Education & Hospitals: 29%
- Other Health Practitioners: 26%
- Crop Production: 18%

Sources:

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
BOXBOROUGH, MA

Population: 5,794
Median Household Income: $108,207
Per Capita Income: $55,571
Jobs: 3,678

SOCIOECONOMIC

Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Boxborough</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>72.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>0.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Alone</td>
<td>21.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>5.1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Population Growth (2010-2018)
-21.3% (+6.0%)
-25.6% (+5.7%)
-23.8% (+4.3%)

Residents 25+ with a Bachelor's Degree or Higher:
-70%
-57%
-43%

Citizenship
-78%
-12%
-10%

Housing

Total Housing Units: 2,376

Housing Occupancy

Boxborough
- Owner Occupied (71%)
- Renter Occupied (29%)

Housing Cost Burden

Among Homeowners with Mortgages
- Boxborough: 21.3%
- 495/MetroWest: 23.8%

Among Renters
- Boxborough: 25.6%
- 495/MetroWest: 45%

Year Structure Built:
- 2000 or later (13%)
- 1980-1999 (33%)
- 1960-1979 (48%)
- 1959 or earlier (6%)

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Boxborough

- **Software Developers & Programmers**: $54.68
- **Sales Reps., Wholesale**: $37.87
- **General Managers**: $68.42
- **Laborers & Material Movers**: $15.05
- **Customer Service Reps**: $20.23

**Number of Jobs**

- **Boston**: 308
- **Acton**: 213
- **Concord**: 143

Top Communities Boxborough Workers Commute To:

- **Boston**: 308
- **Acton**: 213
- **Concord**: 143

Getting to Work

- **Personal Vehicle**: 81.9%
- **Public Transportation**: 6.6%
- **Other***: 11.5%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- **Electronics Goods Wholesalers**: 583
- **Architectural & Engineering Services**: 476
- **Building Finishing Contractors**: 315
- **Computer Systems Design**: 280
- **Scientific Research & Development**: 253


- **Building Finishing Contractors**: 134
- **Scientific Research & Development**: 107
- **Computer Systems Design**: 69
- **Architectural & Engineering Services**: 55
- **Amusement and Recreation Industries**: 33

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
SOCIOECONOMIC

Population: 17,535
Median Household Income: $98,374
Per Capita Income: $48,318
Jobs: 10,127

Foxborough

Race
- White Alone: 90%
- Black/African American Alone: 5.2%
- Asian Alone: 2%
- Other/Multiracial: 2.8%

Foxborough 495/Metro West MA

- Population Growth (2010-2018): +4.0%  +5.7%  +4.3%
- Residents 25+ with a Bachelor's Degree or Higher: 51%  57%  43%

Housing Occupancy
- Owner Occupied (64%)
- Renter Occupied (36%)

Housing Cost Burden
- Among Homeowners with Mortgages: 24.1%  23.8%
- Among Renters: 47.1%  45%

Year Structure Built:
- 2000 or later (13%)
- 1980 - 1999 (28%)
- 1960 - 1979 (23%)
- 1959 or earlier (36%)

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year, EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-Year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**OCCUPATIONS & COMMUTING**

Top Occupations & Wages in Foxborough

- **Median Hourly Wage**: $15.77
- **2019 Jobs**:
  - Security Guards: 848
  - Retail Salespersons: 428
  - General Managers: 271
  - Waiters and Waitresses: 52.40
  - Cashiers: 12.02

Top Communities Foxborough Workers Commute To:

- Boston: 848
- Norwood: 428
- Walpole: 271

Getting to Work

- Personal Vehicle: 86.5%
- Public Transportation: 6.6%
- Other*: 6.9%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

13,736 workers who **work** in Foxborough, **live** elsewhere.

1,164 workers **live** and **work** in Foxborough.

7,984 workers who **live** in Foxborough, **work** elsewhere.

**INDUSTRY BASE**

Largest Industries (2019):

- Event Promoters: 1,865
- Investigation & Security Services: 1,644
- Restaurants & Eating Places: 1,224
- Wholesale Electronic Agents & Brokers: 841
- Education & Hospitals (Local): 702


- Investigation & Security Services: 790
- Waste Collection: 199
- Event Promoters: 183
- Restaurants & Eating Places: 179
- Spectator Sports: 174

Labels to right of bars represent number of jobs.

Sources:

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
FRAMINGHAM, MA

Population: 71,649
Median Household Income: $79,136
Per Capita Income: $41,182
Jobs: 40,759

SOCIOECONOMIC

Race
- White Alone: 71.4%
- Black/African American Alone: 7.2%
- Asian Alone: 8.4%
- Other/Multiracial: 13%

Framingham 495/Metro West MA
Resident Population Growth (2010-2018)
- Framingham: +4.9%
- 495/Metro West: +5.7%
- MA: +4.3%

Residents 25+ with a Bachelor's Degree or Higher
- Framingham: 47%
- 495/Metro West: 57%
- MA: 43%

Citizenship
- U.S. Citizen: 71.59%
- Naturalized Citizen: 11.77%
- Not a U.S. Citizen: 16.64%

Note: Percentages in this profile may not add to 100% due to rounding.

HOUSING

Total Housing Units: 29,332

Housing Occupancy
- Framingham: Owner Occupied (55%)
- Renter Occupied (45%)

Housing Cost Burden
- Among Homeowners with Mortgages
  - Framingham: 49.4%
  - 495/MetroWest: 45%
- Among Renters
  - Framingham: 27.5%
  - 495/MetroWest: 23.8%

Year Structure Built
- 2000 or later (5%)
- 1980 - 1999 (16%)
- 1960 - 1979 (33%)
- 1959 or earlier (45%)

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year, EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-Year

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**Top Occupations & Wages in Framingham**

- **Retail Salespersons**: $12.70
- **Personal Care Aides**: $15.01
- **General and Operations Managers**: $55.76
- **Customer Service Representatives**: $20.22
- **Fast Food & Counter Workers**: $12.39

**2019 Jobs**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number of Jobs</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Salespersons</td>
<td>4,462</td>
<td>$12.70</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>1,946</td>
<td>$15.01</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>1,254</td>
<td>$55.76</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>2,157</td>
<td>$20.22</td>
</tr>
<tr>
<td>Fast Food &amp; Counter Workers</td>
<td>2,157</td>
<td>$12.39</td>
</tr>
</tbody>
</table>

**Top Communities Framingham Workers Commute To**

- **Boston**: 4,462
- **Natick**: 1,946
- **Newton**: 1,254

**Getting to Work**

- **Personal Vehicle** 84.6%
- **Public Transportation** 4.2%
- **Other** 11.2%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**

- Management of Companies & Enterprises: 6,874
- Restaurants & Eating Places: 2,810
- Individual & Family Services: 1,991
- Education & Hospitals (Local): 1,987
- Management, Scientific, and Technical Consulting: 1,634

**Fastest Growing Industries (2010-2019):**

- Management, Scientific, and Technical Consulting: 815
- Individual & Family Services: 474
- Management, Scientific, and Technical Consulting: 449
- Residential Intellectual & Developmental Disability, Mental Health, & Substance Abuse Facilities: 435
- Restaurants & Eating Places: 2,157

Labels to right of bars represent number of jobs.

Sources:

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Franklin

- Laborers & Material Movers: $13.86
- Software Developers: $49.47
- Fast Food & Counter Workers: $11.82
- Sales Workers & Truck Drivers: $22.52
- General and Operations Managers: $52.39

Top Communities Franklin Workers Commute To:

- Boston: 1,656
- Framingham: 674
- Milford: 468

Getting to Work

- Personal Vehicle: 83.6%
- Public Transportation: 5.6%
- Other*: 10.8%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- Restaurants & Eating Places: 1,393
- Education & Hospitals (Local): 1,219
- Management of Companies and Enterprises: 1,071
- Computer Systems Design Services: 925
- Merchant Wholesalers: 795


- Computer Systems Design: 372
- Warehousing & Storage: 279
- Bakeries & Tortilla Manufacturing: 261
- Restaurants & Other Eating Places: 222
- Merchant Wholesalers: 190

Sources:

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
**GRAFTON, MA**

- **Population:** 18,624
- **Median Household Income:** $102,737
- **Per Capita Income:** $46,948
- **Jobs:** 10,261

**Socioeconomic**

<table>
<thead>
<tr>
<th>Race</th>
<th>% of 495/MetroWest</th>
<th>% of MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>82.6%</td>
<td></td>
</tr>
<tr>
<td>Black/African American Alone</td>
<td>4.6%</td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>7.8%</td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>4.9%</td>
<td></td>
</tr>
</tbody>
</table>

- **Population Growth (2010-2018):**
  - Grafton: +4.8%
  - 495/MetroWest: +5.7%
  - MA: +4.3%

- **Residents 25+ with a Bachelor’s Degree or Higher:**
  - Grafton: 48%
  - 495/MetroWest: 57%
  - MA: 43%

- **Citizenship:**
  - U.S. Citizen: 87.6%
  - Naturalized Citizen: 7.8%
  - Not a U.S. Citizen: 4.6%

**Housing**

- **Total Housing Units:** 7,261

**Housing Occupancy:**

- Owner Occupied (75%)
- Renter Occupied (25%)

**Housing Cost Burden:**

- Among Homeowners with Mortgages:
  - Grafton: 22.5%
  - 495/MetroWest: 23.8%
- Among Renters:
  - Grafton: 42.6%
  - 495/MetroWest: 45%

**Year Structure Built:**

- 2000 or later (19%)
- 1980 - 1999 (32%)
- 1960 - 1979 (17%)
- 1959 or earlier (32%)

**Sources**

- QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year, EMSI, 2019 Jobs (includes self-employed workers)
- SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as “30 percent or more of household income spent on housing-costs.”
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Grafton

- Postsecondary Teachers: $35.64
- Elementary and Middle School Teachers: $35.02
- Secretaries and Administrative Assistants: $21.71
- Teacher Assistants: $15.07
- Office Clerks: $17.23

Top Communities Grafton Workers Commute To:

- Worcester: 1,343
- Boston: 599
- Westborough: 528

Top Occupations & Wages in Grafton

- Postsecondary Teachers
- Elementary and Middle School Teachers
- Secretaries and Administrative Assistants
- Teacher Assistants
- Office Clerks

OCCUPATIONS & INDUSTRY BASE

Largest Industries (2019):

- Colleges, Universities, & Professional Schools: 777
- Education & Hospitals (Local): 556
- Forging & Stamping: 403
- Vocational Rehab Services: 400
- Local Government: 260


- Colleges, Universities, & Professional Schools: 405
- Vocational Rehab Services: 190
- Individual & Family Services: 161
- Scientific & Technical Services: 67
- Remediation & Other Waste Management Services: 56

Getting to Work

- Personal Vehicle: 88.3%
- Public Transportation: 3.8%
- Other*: 7.9%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.

Sources
OCCUPATIONS & INDUSTRY BASE: EMSI.

Workers who work in Grafton, live elsewhere. Workers who live in Grafton, work elsewhere.
HARVARD, MA

Population: 6,570
Median Household Income: $148,625
Per Capita Income: $55,950
Jobs: 2,796

SOCIOECONOMIC

Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Harvard</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>84.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African</td>
<td>6.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Alone</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>3.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>5.1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: Percentages in this profile may not add to 100% due to rounding.

Citizenship

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Harvard</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen</td>
<td>89.7%</td>
<td></td>
<td></td>
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<tr>
<td>Naturalized Citizen</td>
<td>5.3%</td>
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</tr>
<tr>
<td>Not a U.S. Citizen</td>
<td>5.0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Housing Occupancy

Harvard

- Owner Occupied (94%)
- Renter Occupied (6%)

Housing Cost Burden

Among Homeowners with Mortgages

- Harvard: 17.9%
- 495/MetroWest: 23.8%

Among Renters

- Harvard: 39.3%
- 495/MetroWest: 45%

Year Structure Built

- 2000 or later (14%)
- 1980 - 1999 (26%)
- 1960 - 1979 (30%)
- 1959 or earlier (30%)

Sources

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**OCCUPATIONS & COMMUTING**

**Top Occupations & Wages in Harvard**

- Agricultural Workers: $14.09
- Construction Laborers: $20.47
- Elementary & Middle School Teachers: $34.95
- Farmers, Ranchers, & Agricultural Managers: $19.79
- Retailer Salespersons: $11.75

**Top Communities Harvard Workers Commute To:**

- Boston: 189
- Worcester: 112
- Waltham: 85

**Getting to Work**

- Personal Vehicle: 252 workers live and work in Harvard. 2,519 workers who live in Harvard, work elsewhere. 3,573 workers who work in Harvard, live elsewhere. 77.1%
- Public Transportation: 6.5%
- Other*: 16.4%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**

- Education & Hospitals (Local): 194
- Other Specialty Trade Contractors: 136
- Crop Production: 87
- Local Government: 59
- Scientific & Technical Consulting: 59

**Fastest Growing Industries (2010-2019):**

- Other Specialty Trade Contractors: 36
- Nonresidential Building Construction: 33
- General Merchandise Stores: 22
- Crop Production: 16
- Health Practitioners: 15

Labels to right of bars represent number of jobs.

Sources:

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
HOLLISTON, MA

Population: 14,634
Median Household Income: $125,625
Per Capita Income: $57,253
Jobs: 7,652

% of 495/MetroWest % of MA
Population: 2.4% 0.2%
Median Household Income: 102% 162%
Per Capita Income: 111% 137%
Jobs: 2.2% 0.2%

SOCIOECONOMIC

Race
- White Alone: 91.8%
- Black/African American Alone: 1.3%
- Asian Alone: 4.4%
- Other/Multiracial: 2.5%

Citizenship
- U.S. Citizen: 91.1%
- Naturalized Citizen: 4.4%
- Not a U.S. Citizen: 4.5%

Housing Occupancy

Housing Cost Burden
- Among Homeowners with Mortgages: 19.3% Holliston, 23.8% 495/MetroWest
- Among Renters: 52.9% Holliston, 45% 495/MetroWest

Year Structure Built
- 2000 or later: 11%
- 1980 - 1999: 17%
- 1960 - 1979: 36%
- 1959 or earlier: 36%

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-year, EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Holliston

- Agricultural Workers
- Electricians
- Farmers, Ranchers, & Agricultural Managers
- Grounds Maintenance Workers

2019 Jobs

Number of Jobs

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2019 Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agricultural Workers</td>
<td>696</td>
</tr>
<tr>
<td>Electricians</td>
<td>601</td>
</tr>
<tr>
<td>Farmers, Ranchers, &amp; AG Mngs</td>
<td>308</td>
</tr>
</tbody>
</table>

Top Communities Holliston Workers Commute To:

- Boston
- Framingham
- Natick

INDUSTRY BASE

Largest Industries (2019):

- Building Equipment Contractors: 897
- Animal Production: 580
- Education & Hospitals (Local): 514
- Crop Production: 377
- Local Government: 207


- Animal Production: 555
- Building Equipment Manufacturers: 277
- Crop Production: 109
- Boiler, Tank, and Shipping Container Manufacturing: 70
- Nonresidential Building Construction: 61

Getting to Work

- Personal Vehicle: 86.1%
- Public Transportation: 4.5%
- Other*: 9.4%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
HOPEDALE, MA

Population: 5,951
Median Household Income: $107,55
Per Capita Income: $42,756
Jobs: 3,083

SOCIOECONOMIC

Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Hopedale</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>97.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>0.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Alone</td>
<td>0.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>1.3%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Housing Cost Burden

Year Structure Built

<table>
<thead>
<tr>
<th>Year</th>
<th>Hopedale</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000 or later</td>
<td>22.7%</td>
<td>36.9%</td>
<td>45%</td>
</tr>
<tr>
<td>1980 - 1999</td>
<td>23.8%</td>
<td></td>
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</tr>
<tr>
<td>1960 - 1979</td>
<td>36.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1959 or earlier</td>
<td></td>
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</table>

Housing Occupancy

<table>
<thead>
<tr>
<th>Hopedale</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Owner Occupied (83%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Renter Occupied (17%)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Housing Cost Burden

Among Homeowners with Mortgages

Among Renters

Citizenship

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Hopedale</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen</td>
<td>98%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Naturalized Citizen</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not a U.S. Citizen</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes:
- Percentages in this profile may not add to 100% due to rounding.
- Sources:
  - QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
  - SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
Top Occupations & Wages in Hopedale

- Construction Laborers: $20.84
- Personal Care Aides: $12.86
- Carpenters: $24.14
- Truck Drivers: $20.71
- Construction Supervisors: $34.62

Top Communities Hopedale Workers Commute To:
- Milford: 377
- Boston: 280
- Framingham: 189

Getting to Work
- Personal Vehicle: 85.9%
- Public Transportation: 3.8%
- Other*: 10.3%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):
- Building Exterior Contractors: 332
- Education & Hospitals (Local): 239
- Nonresidential Building Construction: 207
- Intellectual & Developmental Disability and Substance Abuse Facilities: 108
- Child Day Care Services: 98

- Nonresidential Building Construction: 142
- Building Exterior Contractors: 121
- Individual & Family Services: 45
- Vocational Rehabilitation Services: 37
- Personal Care Services: 33

Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
HOPKINTON, MA

**Population: 17,178**
**Median Household Income: $166,156**
**Per Capita Income: $66,704**
**Jobs: 9,034**

**% of 495/MetroWest**
- Population: 2.8%
- Median Household Income: 135%
- Per Capita Income: 130%
- Jobs: 2.6%

**% of MA**
- Population: 0.3%
- Median Household Income: 215%
- Per Capita Income: 160%
- Jobs: 0.2%

**SOCIOECONOMIC**

- **Race**: White Alone - 86%
  - Black/African American Alone - 1.8%
  - Asian Alone - 9.7%
  - Other/Multiracial - 2.4%

- **Population Growth (2010-2018)**
  - Hopkinton: +15.1%
  - 495/MetroWest: +5.7%
  - MA: +4.3%

- **Residents 25+ with a Bachelor's Degree or Higher**
  - Hopkinton: 69%
  - 495/MetroWest: 57%
  - MA: 43%

- **Citizenship**
  - U.S. Citizen: 89.6%
  - Naturalized Citizen: 6.1%
  - Not a U.S. Citizen: 4.3%

**HOUSING**

- **Total Housing Units: 6,344**

- **Housing Occupancy**
  - Owner Occupied (83%)
  - Renter Occupied (17%)

- **Housing Cost Burden**
  - Among Homeowners with Mortgages:
    - Hopkinton: 18.9%
    - 495/MetroWest: 23.8%
  - Among Renters:
    - Hopkinton: 52.1%
    - 495/MetroWest: 45%

- **Year Structure Built**
  - 2000 or later (26%)
  - 1980-1999 (33.8%)
  - 1960-1979 (19.4%)
  - 1959 or Earlier (20.9%)

**Sources**
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.
Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
HUDSON, MA

Population: 19,868
Median Household Income: $87,806
Per Capita Income: $41,888
Jobs: 10,577

SOCIOECONOMIC

<table>
<thead>
<tr>
<th>Race</th>
<th>Hudson</th>
<th>495/Metro West</th>
<th>MA</th>
<th>% of 495/MetroWest</th>
<th>% of MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>92.9%</td>
<td></td>
<td></td>
<td>3.2%</td>
<td>0.3%</td>
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<tr>
<td>Black/African American Alone</td>
<td>1.3%</td>
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</tr>
<tr>
<td>Asian Alone</td>
<td>2.5%</td>
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<td></td>
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<tr>
<td>Other/Multiracial</td>
<td>3.4%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: Percentages in this profile may not add to 100% due to rounding.

Citizenship

- U.S. Citizen: 83.1%
- Naturalized Citizen: 7.8%
- Not a U.S. Citizen: 9.1%

HOUSING

Total Housing Units: 8,037

Housing Occupancy

- Owner Occupied (74%)
- Renter Occupied (26%)

Housing Cost Burden

- Among Homeowners with Mortgages: 25.3%
- Among Renters: 42%

Year Structure Built

- 2000 or later (13%)
- 1980 - 1999 (25%)
- 1960 - 1979 (28%)
- 1959 or Earlier (34%)

Sources

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Hudson

- **Retail Salespersons**: $271
- **Janitors**: $271
- **Cashiers**: $271
- **Construction Laborers**: $244
- **Personal Care Aides**: $244

<table>
<thead>
<tr>
<th>Industry</th>
<th>Number of Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Exterior Contractors</td>
<td>675</td>
</tr>
<tr>
<td>Education &amp; Hospitals (Local)</td>
<td>607</td>
</tr>
<tr>
<td>Building Services</td>
<td>594</td>
</tr>
<tr>
<td>Restaurants &amp; Other Eating Places</td>
<td>565</td>
</tr>
<tr>
<td>Grocery Stores</td>
<td>564</td>
</tr>
</tbody>
</table>

Top Communities Hudson Workers Commute To:

- **Marlborough**: 868
- **Boston**: 589
- **Framingham**: 582

Getting to Work

- **Personal Vehicle**: 90.5%
- **Public Transportation**: 1.3%
- **Other**: 8.2%

Workers who **live and work** in Hudson.

8,088 workers who **work** in Hudson, **live elsewhere**.

1,557 workers who **live** in Hudson, **work** elsewhere.

9,088 workers who **live** in Hudson, **work** elsewhere.

INDUSTRY BASE

Largest Industries (2019):

- Building Exterior Contractors: 675 jobs
- Education & Hospitals (Local): 607 jobs
- Building Services: 594 jobs
- Restaurants & Other Eating Places: 565 jobs
- Grocery Stores: 564 jobs


- Individual & Family Services: 271 jobs
- Building Exterior Contractors: 244 jobs
- Restaurants & Eating Places: 117 jobs
- General Merchandise Stores: 109 jobs
- Electronic Component Manufacturing: 71 jobs

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
LITTLETON, MA

POPULATION: 9,935
MEDIAN HOUSEHOLD INCOME: $120,638
PER CAPITA INCOME: $52,392
JOBS: 5,767

SOCIOECONOMIC

<table>
<thead>
<tr>
<th>Race</th>
<th>Littleton</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>89.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African American Alone</td>
<td>0.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>6.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>4.1%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

NOTES: Percentages in this profile may not add to 100% due to rounding.

CITIZENSHIP

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Littleton</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen</td>
<td>91.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Naturalized Citizen</td>
<td>3.9%</td>
<td>4.8%</td>
<td></td>
</tr>
<tr>
<td>Not a U.S. Citizen</td>
<td>4.8%</td>
<td>3.9%</td>
<td></td>
</tr>
</tbody>
</table>

HOUSING

TOTAL HOUSING UNITS: 3,729

HOUSING OCCUPANCY

LITTLETON

<table>
<thead>
<tr>
<th>Owner Occupied (85%)</th>
<th>Renter Occupied (15%)</th>
</tr>
</thead>
</table>

HOUSING COST BURDEN

<table>
<thead>
<tr>
<th>Among Homeowners with Mortgages</th>
<th>Among Renters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Littleton</td>
<td>19.2%</td>
</tr>
<tr>
<td>Holliston</td>
<td>23.8%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year Structure Built</th>
<th>Littleton</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000 or later</td>
<td>19.2%</td>
<td>19.2%</td>
<td></td>
</tr>
<tr>
<td>1980 - 1999</td>
<td>23.8%</td>
<td>23.8%</td>
<td></td>
</tr>
<tr>
<td>1960 - 1979</td>
<td>45.2%</td>
<td>45.2%</td>
<td></td>
</tr>
<tr>
<td>1959 or Earlier</td>
<td>45%</td>
<td>45%</td>
<td></td>
</tr>
</tbody>
</table>

NOTES: Percentages in this profile may not add to 100% due to rounding.

SOURCES

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-Year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**OCCUPATIONS & COMMUTING**

**Top Occupations & Wages in Littleton**

- Median Hourly Wage: $54.63
- Jobs:
  - Software Developers & Programmers: $31.69
  - Computer Support Specialists: $46.97
  - Computer Analysts: $40.97
  - Sales Representatives: $55.73

**Top Communities Littleton Workers Commute To:**
- Boston: 469
- Acton: 245
- Concord: 210

**Getting to Work**
- Personal Vehicle: 86.7%
- Public Transportation: 3.7%
- Other*: 9.6%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**
- Computer Systems Design: 3,335
- Computer & Peripheral Equipment Manufacturing: 889
- Measuring & Control Instrument Manufacturing: 589
- Highway, Street, & Bridge Construction: 536
- Grocery Stores: 428

**Fastest Growing Industries (2010-2019):**
- Computer Systems Design: 726
- Highway, Street, & Bridge Construction: 112
- Building Equipment Contractors: 55
- Electronic Shopping & Mail-Order Houses: 52
- Grocery Stores: 47

Labels to right of bars represent number of jobs.

Sources:
- OCCUPATIONS & INDUSTRY BASE: EMSI.
- Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
MARLBOROUGH, MA

Population: 39,776
Median Household Income: $79,228
Per Capita Income: $40,677
Jobs: 23,334

% of 495/MetroWest % of MA
Population: 6.4% 0.6%
Median Household Income: 64% 102%
Per Capita Income: 79% 97%
Jobs: 6.8% .6%

SOCIOECONOMIC

Race
- White Alone: 78.9%
- Black/African American Alone: 3%
- Asian Alone: 5.9%
- Other/Multiracial: 12.2%

Note: Percentages in this profile may add to 100% due to rounding.

Residents 25+ with a Bachelor's Degree or Higher
- Martha: 41%
- 495/MetroWest: 57%
- MA: 43%

Citizenship
- U.S. Citizen: 75.7%
- Naturalized Citizen: 10.3%
- Not a U.S. Citizen: 14%

HOUSING

Total Housing Units: 17,084

Marlborough
- Owner Occupied (57%)
- Renter Occupied (43%)

Among Homeowners with Mortgages
- 28.4%

Among Renters
- 45%

Year Structure Built:
- 2000 or later (11.3%)
- 1980 - 1999 (27.6%)
- 1960 - 1979 (27.1%)
- 1959 or Earlier (34%)

Quick Facts:
- U.S. Census Bureau, 2018 ACS 5-Year
- EMSI, 2019 Jobs (includes self-employed workers)
- SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Marlborough

- **Retail Salespersons**: $12.70
- **Software Developers & Programmers**: $54.74
- **Registered Nurses**: $41.05
- **Secretaries & Administrative Assistants**: $23.26
- **General and Operations Managers**: $55.76

Top Communities Marlborough Workers Commute To:

- **Boston**: 1,466
- **Concord**: 1,158
- **Waltham**: 784

Getting to Work

- **Personal Vehicle**: 89.8%
- **Public Transportation**: 1.9%
- **Other***: 8.3%

Getting to Work Notes:

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- General Medicine & Surgical Hospitals: 2,822
- Scientific Research & Development: 2,528
- Computer Systems Design: 1,930
- Restaurants & Eating Places: 1,674
- Architectural & Engineering Services: 1,422


- Scientific Research & Development: 1,070
- Computer Systems Design: 488
- Medical Equipment Manufacturing: 416
- Restaurants & Eating Places: 353
- Financial Investment Establishments: 283

Getting to Work Notes:

- **Personal Vehicle**: 89.8%
- **Public Transportation**: 1.9%
- **Other***: 8.3%

Getting to Work Notes:

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

Sources:

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
MAYNARD, MA

<table>
<thead>
<tr>
<th>Population: 10,600</th>
<th>1.7%</th>
<th>0.2%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median Household Income: $101,324</td>
<td>82%</td>
<td>131%</td>
</tr>
<tr>
<td>Per Capita Income: $49,298</td>
<td>96%</td>
<td>118%</td>
</tr>
<tr>
<td>Jobs: 6,410</td>
<td>2%</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

SocioEconomic

Race

- White Alone: 91%
- Black/African American Alone: 1.5%
- Asian Alone: 2.8%
- Other/Multiracial: 4.7%

Note: Percentages in this profile may not add to 100% due to rounding.

Residents 25+ with a Bachelor's Degree or Higher

- Maynard: 52%
- 495/MetroWest: 57%
- MA: 43%

Population Growth (2010-2018)

- Maynard: +4.9%
- 495/MetroWest: +5.7%
- MA: +4.3%

Citizenship

- U.S. Citizen: 89.7%
- Naturalized Citizen: 6.9%
- Not a U.S. Citizen: 3.4%

Housing

Total Housing Units: 4,605

Housing Occupancy

- Owner Occupied (73%)
- Renter Occupied (27%)

Housing Cost Burden

Among Homeowners with Mortgages

- Maynard: 25.9%
- 495/MetroWest: 23.8%

Among Renters

- Maynard: 47.2%
- 495/MetroWest: 45%

Year Structure Built:

- 2000 or later (4%)
- 1980 - 1999 (26%)
- 1960 - 1979 (25%)
- 1959 or Earlier (45%)

Sources

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-Year.

Housing-cost burden is defined by the U.S. Census Bureau as “30 percent or more of household income spent on housing-costs.”
Top Occupations & Wages in Maynard

Top Communities Maynard Workers Commute To:

Getting to Work

INDUSTRY BASE

Largest Industries (2019):


Sources

OCCUPATIONS & INDUSTRY BASE: EMSI
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
### OCCUPATIONS & COMMUTING

#### Top Occupations & Wages in Medfield

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitors</td>
<td>$14.58</td>
</tr>
<tr>
<td>Fast Food &amp; Counter Workers</td>
<td>$11.81</td>
</tr>
<tr>
<td>Ground Maintenance Workers</td>
<td>$18.50</td>
</tr>
<tr>
<td>Cashiers</td>
<td>$12.27</td>
</tr>
<tr>
<td>Elementary &amp; Middle School Teachers</td>
<td>$39.09</td>
</tr>
</tbody>
</table>

#### Top Communities Medfield Workers Commute To:

- Boston: 1,436
- Newton: 257
- Needham: 218

#### Getting to Work

- Personal Vehicle: 76.6%
- Public Transportation: 9.3%
- Other*: 14.1%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

### INDUSTRY BASE

#### Largest Industries (2019):

- Education & Hospitals (Local): 468
- Restaurants & Eating Places: 353
- Building Services: 273
- Grocery Stores: 265
- Local Government: 162


- Building Services: 88
- Restaurants & Eating Places: 61
- Crop Production: 52
- Education & Hospitals (Local): 35
- Other Health Practitioners: 33

Labels to right of bars represent number of jobs.

### Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
MEDWAY, MA

Population: 13,244
Median Household Income: $119,450
Per Capita Income: $53,330
Jobs: 7,539

SOCIOECONOMIC

<table>
<thead>
<tr>
<th>Race</th>
<th>Medway</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>92.3%</td>
<td></td>
<td>97%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2.9%</td>
<td></td>
<td>104%</td>
</tr>
<tr>
<td>Asian Alone</td>
<td>3%</td>
<td></td>
<td>128%</td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>1.8%</td>
<td></td>
<td>2.2%</td>
</tr>
</tbody>
</table>

Population Growth (2010-2018)

- Residents 25+ with a Bachelor's Degree or Higher
  - Medway: 58%
  - 495/Metro West: 57%
  - MA: 43%

Citizenship

- U.S. Citizen: 93.5%
- Naturalized Citizen: 4.9%
- Not a U.S. Citizen: 1.6%

HOUSING

Total Housing Units: 4,914

Year Structure Built

- 2000 or later (9.7%)
- 1980 - 1999 (35.3%)
- 1960 - 1979 (21.8%)
- 1959 or Earlier (33.2%)

Housing Occupancy

- Owner Occupied (89%)
- Renter Occupied (11%)

Housing Cost Burden

- Among Homeowners with Mortgages
  - Medway: 30.3%
  - 495/MetroWest: 39.5%
- Among Renters
  - Medway: 23.8%
  - 495/MetroWest: 45%

Sources

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Medway

- Ground Maintenance Workers: $18.50
- Miscellaneous Agricultural Workers: $14.08
- Fast Food & Counter Workers: $11.81
- Building Cleaning Workers: $14.58
- Cashiers: $12.27

Workers who work in Medway:
- 680

Workers who live and work in Medway:
- 6,397

Getting to Work

- Personal Vehicle: 86.8%
- Public Transportation: 4.2%
- Other*: 9%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):
- Restaurants & Eating Places: 408
- Education & Hospitals (Local): 393
- Building Services: 386
- Crop Production: 354
- Other Miscellaneous Manufacturing: 207

- Crop Production: 307
- Building Services: 117
- Restaurants & Eating Places: 68
- Machine Shops: 42
- Support Activities for Crop Production: 30

Sources:
OCCUPATIONS & INDUSTRY BASE: ESMI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
MILFORD, MA

2020

Population: 28,789
Median Household Income: $82,129
Per Capita Income: $37,537
Jobs: 15,462

SOCIOECONOMIC

Race
- White Alone: 83%
- Black/African American Alone: 2.4%
- Asian Alone: 2.8%
- Other/Multi-racial: 11.8%

Citizenship
- U.S. Citizen: 84%
- Naturalized Citizen: 7%
- Not a U.S. Citizen: 9%

Housing Occupancy
- Owner Occupied: 68%
- Renter Occupied: 32%

Housing Cost Burden
- Among Homeowners with Mortgages: 24.7%
- Among Renters: 48.2%

Year Structure Built
- 2020 or Later: 8%
- 1980-1999: 22%
- 1960-1979: 31%
- 1959 or Earlier: 39%

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**OCCUPATIONS & COMMUTING**

**Top Occupations & Wages in Milford**

- **Registered Nurses**: $38.24
- **Retail Salespersons**: $12.59
- **Personal Care Aides**: $10.76
- **Cashiers**: $44.80
- **General Managers**: $11.34

**Top Communities Milford Workers Commute To:**

- Boston: 1,606
- Framingham: 834
- Worcester: 540

**Getting to Work**

- **Personal Vehicle**: 90.0%
- **Public Transportation**: 1.6%
- **Other***: 8.4%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**

- General & Surgical Hospitals: 3,473
- Measuring & Control Instrument Manufacturing: 1,668
- Individual & Family Services: 1,398
- Restaurants & Eating Places: 1,313
- Education & Hospitals (Local): 777

**Fastest Growing Industries (2010-2019):**

- Individual & Family Services: 1,176
- Measuring & Control Instrument Manufacturing: 414
- Professional & Commercial Equipment: 380
- Electric Power Generation & Distribution: 212
- Restaurants & Eating Places: 201

Labels to right of bars represent number of jobs.

**Sources**

- OCCUPATIONS & INDUSTRY BASE: EMSI
- Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
MILLIS, MA

Population: 8,202
Median Household Income: $106,336
Per Capita Income: $47,497
Jobs: 4,418

SOCIOECONOMIC

Race
- White Alone: 94.1%
- Black/African American Alone: 2.1%
- Asian Alone: 1.4%
- Other/Multiracial: 2.5%

Population Growth (2010-2018)
- Millis: +3.9%
- 495/MetroWest: +5.7%
- MA: +4.3%

Residents 25+ with a Bachelor's Degree or Higher
- Millis: 54%
- 495/MetroWest: 57%
- MA: 43%

Citizenship
- U.S. Citizen: 92.1%
- Naturalized Citizen: 4.4%
- Not a U.S. Citizen: 3.5%

HOUSING

Total Housing Units: 3,158

Housing Occupancy
- Millis: Owner Occupied (83%), Renter Occupied (17%)

Housing Cost Burden
- Among Homeowners with Mortgages: 25.6% (Millis), 23.8% (495/MetroWest)
- Among Renters: 45% (Millis), 72.4% (495/MetroWest)

Year Structure Built
- 2000 or later: 25.6% (Millis)
- 1980 - 1999: 45% (Millis)
- 1960 - 1979: 23.8% (Millis)
- 1959 or Earlier: 23.8% (Millis)

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**OCCUPATIONS & COMMUTING**

### Top Occupations & Wages in Millis

- **Fast Food & Counter Workers**: $11.81
- **Cashiers**: $12.27
- **Ground Maintenance Workers**: $18.49
- **Retail Salespersons**: $12.02
- **Elementary and Middle school workers**: $39.07

**Number of Jobs**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2019 Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fast Food &amp; Counter Workers</td>
<td>100</td>
</tr>
<tr>
<td>Cashiers</td>
<td>100</td>
</tr>
<tr>
<td>Ground Maintenance Workers</td>
<td>50</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>50</td>
</tr>
<tr>
<td>Elementary and Middle school workers</td>
<td>20</td>
</tr>
</tbody>
</table>

**Top Communities Millis Workers Commute To:**

- **Boston**: 450
- **Framingham**: 188
- **Needham**: 142

### Getting to Work

- **Personal Vehicle**: 89%
- **Public Transportation**: 4.1%
- **Other***: 6.9%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

1,682 workers who work in Millis, live elsewhere.

353 workers live and work in Millis.

4,003 workers who live in Millis, work elsewhere.

### INDUSTRY BASE

**Largest Industries (2019):**

- **Restaurants & Eating Places**: 257
- **Motor Vehicle Parts Manufacturing**: 231
- **Education & Hospitals (Local)**: 151
- **Cement & Concrete Product Manufacturing**: 145
- **Other Amusement & Recreation Industries**: 140

**Fastest Growing Industries (2010-2019):**

- **Restaurants & Eating Places**: 53
- **Other Amusement & Recreation**: 49
- **Building Services**: 41
- **Crop Production**: 36
- **General Machinery Manufacturing**: 30

*Labels to right of bars represent number of jobs.*

Sources

**OCCUPATIONS & INDUSTRY BASE**: EMSI.  
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
NATICK, MA

Population: 36,083
Median Household Income: $109,490
Per Capita Income: $57,746
Jobs: 20,438

SOCIOECONOMIC

Race
- White Alone: 81.8%
- Black/African American Alone: 1.7%
- Asian Alone: 13.2%
- Other/Multiracial: 3.3%

Note: Percentages in this profile may not add to 100% due to rounding.

Population Growth (2010-2018)
- Natick: +9.3%
- 495/MetroWest: +5.7%
- MA: +4.3%

Residents 25+ with a Bachelor's Degree or Higher
- Natick: 68%
- 495/MetroWest: 57%
- MA: 43%

Housing

Total Housing Units: 15,046

Housing Occupancy
- Natick: Owner Occupied (71%) - Renter Occupied (29%)

Housing Cost Burden
- Among Homeowners with Mortgages:
  - Natick: 26.0%
  - 495/MetroWest: 23.8%
- Among Renters:
  - Natick: 42.1%
  - 495/MetroWest: 45%

Year Structure Built
- 2000 or later: 26.0%
- 1980 - 1999: 42.1%
- 1960 - 1979: 23.8%
- 1959 or Earlier: 8.1%

Housing-cost burden is defined by the U.S. Census Bureau as “30 percent or more of household income spent on housing-costs.”

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Natick

- Median Hourly Wage: $12.69

Top Communities Natick Workers Commute To:

- Boston: 2,381
- Framingham: 1,280
- Newton: 956

OCCUPATIONS & INDUSTRY BASE

Largest Industries (2019):

- Software Publishers: 1,831
- Restaurants & Eating Places: 1,540
- Clothing Stores: 1,193
- Department Stores: 1,011
- Education & Hospitals (Local): 899


- Restaurants & Eating Places: 345
- Software Publishers: 316
- Developmental Disability, Mental Health, & Substance Abuse Facilities: 267
- School & Employee Bus Transportation: 172
- Other Schools & Instruction: 161

Getting to Work

- Personal Vehicle: 81.7%
- Public Transportation: 9.1%
- Other*: 9.2%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

Labels to right of bars represent number of jobs.

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
NORFOLK, MA

Population: 11,748
Median Household Income: $146,607
Per Capita Income: $46,397
Jobs: 5,306

SOCIOECONOMIC

<table>
<thead>
<tr>
<th>Race</th>
<th>% of 495/MetroWest</th>
<th>% of MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>85.9%</td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>7.5%</td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>1.7%</td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>5%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Percentages in this profile may not add to 100% due to rounding.

Housing Cost Burden

Among Homeowners with Mortgages
- Norfolk: 24.9%
- 495/MetroWest: 23.8%
- MA: 22.5%

Among Renters
- Norfolk: 45%
- 495/MetroWest: 22.5%

Housing Occupancy

Norfolk: 96% Owner Occupied, 4% Renter Occupied

Year Structure Built

- 2000 or later: 15.6%
- 1980 - 1999: 43%
- 1960 - 1979: 26.5%
- 1959 or Earlier: 14.8%

Total Housing Units: 3,370

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.
**OCCUPATIONS & COMMUTING**

### Top Occupations & Wages in Norfolk

- **Bus Drivers**: $20.46
- **Taxi Drivers & Chauffeurs**: $13.93
- **Elementary & Middle School Teachers**: $38.89
- **Grounds Maintenance Workers**: $18.51
- **Carpenters**: $28.76

**Top Communities Norfolk Workers Commute To:**
- **Boston**: 1,015
- **Norwood**: 222
- **Franklin**: 157

**Getting to Work**

- **Personal Vehicle**: 3,413 workers (79.2%)
- **Public Transportation**: 5218 workers (10.5%)
- **Other***: 5218 workers (10.3%)

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**

- **Education & Hospitals (Local)**: 493
- **Other Ground Passenger Transportation**: 449
- **School & Employee Bus Transportation**: 317
- **Foundation, Structure, & Building Exterior Contractors**: 204
- **Restaurants & Other Eating Places**: 197

**Fastest Growing Industries (2010-2019):**

- **Building Services**: 54
- **Education & Hospitals (Local)**: 37
- **Building Finishing Contractors**: 30
- **Restaurants & Eating Places**: 28
- **Building Equipment Contractors**: 26

**Sources**

- **OCCUPATIONS & INDUSTRY BASE**: EMSI
- Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
NORTHBOROUGH, MA

2020

Population: 14,985
Median Household Income: $113,608
Per Capita Income: $56,781
Jobs: 8,013

SOCIOECONOMIC

Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Northborough</th>
<th>495/MetroWest</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>85.5%</td>
<td>84%</td>
<td></td>
</tr>
<tr>
<td>Black/African American Alone</td>
<td>2.4%</td>
<td>2.4%</td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>8%</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>4.1%</td>
<td>4.1%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Percentages in this profile may not add to 100% due to rounding.

Citizenship

- U.S. Citizen: 87.4%
- Naturalized Citizen: 7.2%
- Not a U.S. Citizen: 5.4%

HOUSING

Total Housing Units: 5,637

Housing Occupancy

- Owner Occupied (82%)
- Renter Occupied (18%)

Housing Cost Burden

- Among Homeowners with Mortgages:
  - Northborough: 24.6%
  - 495/MetroWest: 23.8%
- Among Renters:
  - Northborough: 45.5%
  - 495/MetroWest: 45%

Year Structure Built:

- 2000 or later: 12%
- 1980 - 1999: 29%
- 1960 - 1979: 27%
- 1959 or Earlier: 32%

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-Year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."

Note: Percentages in this profile may not add to 100% due to rounding.
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Northborough

Truck Drivers $19.20
Retail Salespersons $11.75
Material Movers $12.98
Cashiers $11.47
Personal Care Aides $12.86

Top Communities Northborough Workers Commute To:

- Worcester: 721 workers
- Marlborough: 618 workers
- Boston: 426 workers

 Getting to Work

- Personal Vehicle: 87.6%
- Public Transportation: 1.1%
- Other*: 11.3%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- Grocery Stores: 647
- Restaurants & Eating Places: 610
- Express Delivery Services: 604
- Individual & Family Services: 470
- Building Equipment Contractors: 397


- Individual & Family Services: 388
- Remediation Other Waste Management Services: 231
- Express Delivery Services: 192
- Commercial Equipment Wholesalers: 141
- Scientific Research & Development Services: 98

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
SHERBORN, MA

2020

Population: 4,301
Median Household Income: $180,769
Per Capita Income: $79,952
Jobs: 2,314

SOCIOECONOMIC

Race
- White Alone: 91.4%
- Black/African American Alone: 0.5%
- Asian Alone: 4.9%
- Other/Multiracial: 3.3%

Note: Percentages in this profile may not add to 100% due to rounding.

Sherborn 495/MetroWest MA

Population Growth (2010-2018)
- Residents 25+ with a Bachelor's Degree or Higher
  - Sherborn: 83%
  - 495/MetroWest: 57%
  - MA: 43%

Citizenship
- U.S. Citizen: 90.2%
- Naturalized Citizen: 7.9%
- Not a U.S. Citizen: 1.9%

Housing

Total Housing Units: 1,637

Housing Occupancy
- Sherborn: Owner Occupied (93%), Renter Occupied (7%)

Housing Cost Burden
- Among Homeowners with Mortgages
  - Sherborn: 29.6%
  - 495/MetroWest: 23.8%
- Among Renters
  - Sherborn: 82.4%
  - 495/MetroWest: 45%
  - 495/MetroWest: 45%

Year Structure Built:
- 2000 or later (6%)
- 1980 - 1999 (22%)
- 1960 - 1979 (46%)
- 1959 or Earlier (26%)

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**OCCUPATIONS & COMMUTING**

**Top Occupations & Wages in Sherborn**

- **Agricultural Workers**: $16.07
- **Agricultural Managers (i.e. Farmers, Ranchers)**: $16.07
- **Personal Care Aides**: $14.99
- **Waiters & Waitresses**: $13.43
- **Physicians & Surgeons**: $97.12

![Job Distribution Chart]

**Top Communities Sherborn Workers Commute To:**

- **Boston**: 260 jobs
- **Wellesley**: 79 jobs
- **Framingham**: 76 jobs

**Getting to Work**

- Personal Vehicle: 77.1%
- Public Transportation: 10.2%
- Other*: 12.7%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**

- **Animal Production & Aquaculture**: 189 jobs
- **Restaurants & Eating Places**: 150 jobs
- **Crop Production**: 123 jobs
- **Offices of Physicians**: 117 jobs
- **Individual & Family Services**: 75 jobs

**Fastest Growing Industries (2010-2019):**

- **Individual & Family Services**: 54 jobs
- **Restaurants & Eating Places**: 35 jobs
- **Offices of Physicians**: 30 jobs
- **Crop Production**: 29 jobs
- **Other Information Services**: 13 jobs

*Labels to right of bars represent number of jobs.*

**Sources**

OCCUPATIONS & INDUSTRY BASE: EMSI.  
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
SHREWSBURY, MA

Population: 37,037
Median Household Income: $105,959
Per Capita Income: $47,316
Jobs: 20,700

SOCIOECONOMIC

Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Shrewsbury</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>72.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>3.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>18.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>5.6%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: Percentages in this profile may not add to 100% due to rounding.

Shrewsbury 495/MetroWest Population Growth (2010-2018)

Residents 25+ with a Bachelor's Degree or Higher

Shrewsbury: 58%
495/Metro West: 57%
MA: 43%

Citizenship

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Shrewsbury</th>
<th>495/Metro West</th>
<th>MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen</td>
<td>76.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Naturalized Citizen</td>
<td>12.2%</td>
<td></td>
<td>11%</td>
</tr>
<tr>
<td>Not a U.S. Citizen</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Housing

Total Housing Units: 14,207

Housing Occupancy

Shrewsbury:
- Owner Occupied (74%)
- Renter Occupied (26%)

Housing Cost Burden

Among Homeowners with Mortgages
- Shrewsbury: 16.7%
- 495/MetroWest: 23.8%

Among Renters
- Shrewsbury: 39.1%
- 495/MetroWest: 45%

Year Structure Built:
- 2000 or later (13%)
- 1980 - 1999 (31%)
- 1960 - 1979 (24%)
- 1959 or Earlier (32%)

Sources

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as “30 percent or more of household income spent on housing-costs.”
**OCCUPATIONS & COMMUTING**

**Top Occupations & Wages in Shrewsbury**

- **Truck Drivers**: $18.94
- **Material Movers**: $13.36
- **Retail Salespersons**: $11.76
- **Fast Food & Counter Workers**: $11.58
- **Cashiers**: $11.47

2019 Jobs

**Top Communities Shrewsbury Workers Commute To:**

- **Worcester**: 3,395
- **Boston**: 1,087
- **Westborough**: 1,007

**Getting to Work**

- **Personal Vehicle**: 90.1%
- **Public Transportation**: 3.2%
- Other*: 6.7%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**

- **Express Delivery Services**: 1,548
- **Education & Hospitals (Local)**: 1,030
- **Restaurants & Eating Places**: 1,004
- **Grocery Stores**: 531
- **Other Fabricated Metal Manufacturing**: 496

**Fastest Growing Industries (2010-2019):**

- **Express Delivery Services**: 494
- **Restaurants & Eating Places**: 184
- **Other Health Practitioners**: 165
- **Home Health Care Services**: 94
- **Home Appliance Manufacturing**: 90

**Sources**

OCCUPATIONS & INDUSTRY BASE: EMSI.


Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
SOUTHBOROUGH, MA

Population: 10,074
Median Household Income: $145,079
Per Capita Income: $65,613
Jobs: 5,434

<table>
<thead>
<tr>
<th>% of 495/MetroWest</th>
<th>% of MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.6%</td>
<td>0.2%</td>
</tr>
<tr>
<td>118%</td>
<td>188%</td>
</tr>
<tr>
<td>127%</td>
<td>157%</td>
</tr>
<tr>
<td>1.6%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

SOCIOECONOMIC

Race
- White Alone: 83%
- Black/African American Alone: 1.6%
- Asian Alone: 13%
- Other/Multiracial: 2.3%

Note: Percentages in this profile may not add to 100% due to rounding.

Population Growth (2010-2018)
- Southborough: +3.1%
- 495/Metro West: +5.7%
- MA: +4.3%

Residents 25+ with a Bachelor’s Degree or Higher
- Southborough: 66%
- 495/Metro West: 57%
- MA: 43%

Citizenship
- U.S. Citizen: 83.8%
- Naturalized Citizen: 10.4%
- Not a U.S. Citizen: 5.8%

HOUSING

Total Housing Units: 3,614

Housing Occupancy
- Southborough: Owner Occupied (90%), Renter Occupied (10%)

Housing Cost Burden
- Among Homeowners with Mortgages:
  - Southborough: 25.9%
  - 495/Metro West: 23.8%
- Among Renters:
  - Southborough: 45.2%
  - 495/Metro West: 45%

Year Structure Built:
- 2000 or later (19%)
- 1980 - 1999 (31%)
- 1960 - 1979 (20%)
- 1959 or Earlier (30%)

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-Year.

Housing-cost burden is defined by the U.S. Census Bureau as “30 percent or more of household income spent on housing-costs.”
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Southborough

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary &amp; Middle School Teachers</td>
<td>$36.00</td>
</tr>
<tr>
<td>Software Developers &amp; Programmers</td>
<td>$45.46</td>
</tr>
<tr>
<td>Secondary School Teachers</td>
<td>$36.05</td>
</tr>
<tr>
<td>Teacher Assistants</td>
<td>$15.15</td>
</tr>
<tr>
<td>Secretaries &amp; Administrative Assistants</td>
<td>$21.20</td>
</tr>
</tbody>
</table>

Workers who work in Southborough, live elsewhere.

8,101 workers

527 workers live and work in Southborough.

4,616 workers who live in Southborough, work elsewhere.

Top Communities Southborough Workers Commute To:

<table>
<thead>
<tr>
<th>Community</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston</td>
<td>545</td>
</tr>
<tr>
<td>Framingham</td>
<td>410</td>
</tr>
<tr>
<td>Marlborough</td>
<td>290</td>
</tr>
</tbody>
</table>

Getting to Work

- Personal Vehicle: 83.5%
- Public Transportation: 4.8%
- Other*: 11.7%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

<table>
<thead>
<tr>
<th>Industry</th>
<th>Number of Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary &amp; Secondary Schools</td>
<td>1,889</td>
</tr>
<tr>
<td>Computer Systems Design Services</td>
<td>1,193</td>
</tr>
<tr>
<td>Education &amp; Hospitals (Local)</td>
<td>901</td>
</tr>
<tr>
<td>Management of Companies &amp; Enterprises</td>
<td>362</td>
</tr>
<tr>
<td>Employment Services</td>
<td>324</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Industry</th>
<th>Number of Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary &amp; Secondary Schools</td>
<td>391</td>
</tr>
<tr>
<td>Data Processing &amp; Hosting</td>
<td>102</td>
</tr>
<tr>
<td>Management of Companies &amp; Enterprises</td>
<td>79</td>
</tr>
<tr>
<td>Home Health Care Services</td>
<td>78</td>
</tr>
<tr>
<td>Individual &amp; Family Services</td>
<td>74</td>
</tr>
</tbody>
</table>

Labels to right of bars represent number of jobs.

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
STOW, MA

Population: 7,098
Median Household Income: $145,967
Per Capita Income: $60,306
Jobs: 3,958

2020

SOCIOECONOMIC

<table>
<thead>
<tr>
<th>Race</th>
<th>495/MetroWest</th>
<th>MA</th>
<th>% of 495/MetroWest</th>
<th>% of MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>91.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian Alone</td>
<td>3.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>4.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: Percentages in this profile may not add to 100% due to rounding.

Stow 495/MetroWest MA

Population Growth (2010-2018)
+7.7% +5.7% +4.3%

Residents 25+ with a Bachelor's Degree or Higher
68% 57% 43%

Citizenship
90% 6% 4%

U.S. Citizen  Naturalized Citizen  Not a U.S. Citizen

HOUSING

Total Housing Units: 2,645

Housing Occupancy

Stow

Among Homeowners with Mortgages
20.7% 23.8%

Among Renters
44.1% 45%

Year Structure Built:

2000 or later (25%)
1980 - 1999 (20%)
1960 - 1979 (30%)
1959 or Earlier (25%)

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs.”

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Stow

- Construction Laborers: $23.90
- Cashiers: $12.15
- Software Developers: $54.99
- Farmers: $18.51
- Carpenters: $27.54

Top Communities Stow Workers Commute To:

- Boston: 229
- Waltham: 208
- Cambridge: 138

Getting to Work!

- Personal Vehicle: 87.8%
- Public Transportation: 2.2%
- Other*: 10.0%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- Software Publishers: 157
- Grocery Stores: 151
- Highway, Street, & Bridge Construction: 136
- Amusement & Recreation: 115
- Specialty Trade Contractors: 101


- Amusement and Recreation Industries: 34
- Other Personal Services: 31
- Specialty Trade Contractors: 30
- Highway, Street, & Bridge Construction: 29
- Software Publishers: 27

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
## OCCUPATIONS & COMMUTING

### Top Occupations & Wages in Southborough

<table>
<thead>
<tr>
<th>Top Occupations</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Childcare Workers</td>
<td>$13.09</td>
</tr>
<tr>
<td>Preschool and Kindergarten Teachers</td>
<td>$17.72</td>
</tr>
<tr>
<td>Teacher Assistants</td>
<td>$16.23</td>
</tr>
<tr>
<td>Building Cleaning Workers</td>
<td>$15.65</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>$12.69</td>
</tr>
</tbody>
</table>

### Top Communities Southborough Workers Commute To:

- **Boston**: 545
- **Framingham**: 410
- **Marlborough**: 290

### Getting to Work

- **Personal Vehicle**: 84.9%
- **Public Transportation**: 4.2%
- **Other***: 10.9%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

### INDUSTRY BASE

#### Largest Industries (2019):

<table>
<thead>
<tr>
<th>Industry</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Daycare Services</td>
<td>982</td>
</tr>
<tr>
<td>Education &amp; Hospitals (Local)</td>
<td>790</td>
</tr>
<tr>
<td>Architectural &amp; Engineering Services</td>
<td>494</td>
</tr>
<tr>
<td>Computer Systems Design</td>
<td>447</td>
</tr>
<tr>
<td>Restaurants &amp; Other Eating Places</td>
<td>400</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Industry</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Daycare Services</td>
<td>160</td>
</tr>
<tr>
<td>Computer Systems Design</td>
<td>117</td>
</tr>
<tr>
<td>Individual &amp; Family Services</td>
<td>102</td>
</tr>
<tr>
<td>Other Amusement &amp; Recreation Industries</td>
<td>99</td>
</tr>
<tr>
<td>Restaurants &amp; Other Eating Places</td>
<td>88</td>
</tr>
</tbody>
</table>

**Sources**

OCCUPATIONS & INDUSTRY BASE: EMSI.  
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
UPTON, MA

Population: 7,835
Median Household Income: $124,856
Per Capita Income: $50,274
Jobs: 4,369

% of 495/MetroWest | % of MA
---|---
1.3% | 0.1%
101% | 161%
98% | 120%
1.3% | 0.1%

SOCIOECONOMIC

Race
- White Alone: 84.2%
- Black/African American Alone: 6.3%
- Asian Alone: 3.1%
- Other/Multiracial: 6.4%

Residents 25+ with a Bachelor's Degree or Higher
- Upton: 58%
- 495/MetroWest: 57%
- MA: 43%

Citizenship
- U.S. Citizen: 93.7%
- Naturalized Citizen: 4.0%
- Not a U.S. Citizen: 2.3%

HOUSING

Total Housing Units: 2,852

Housing Occupancy
- Upton: Owner Occupied (85%) Renter Occupied (15%)

Housing Cost Burden
- Among Homeowners with Mortgages: 20.3% Upton, 23.8% 495/MetroWest
- Among Renters: 31.0% Upton, 45% 495/MetroWest

Year Structure Built:
- 2000 or later: 16%
- 1980-1999: 40%
- 1960-1979: 14%
- 1959 or Earlier: 30%

Sources
QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
### OCCUPATIONS & COMMUTING

**Top Occupations & Wages in Upton**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Cleaning Workers</td>
<td>$14.65</td>
</tr>
<tr>
<td>Fast Food Workers</td>
<td>$11.58</td>
</tr>
<tr>
<td>Elementary and Middle School</td>
<td>$34.94</td>
</tr>
<tr>
<td>Workers</td>
<td>$19.93</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>$23.04</td>
</tr>
</tbody>
</table>

**Top Communities**

Upton Workers Commute To:

- Boston: 395 jobs
- Framingham: 216 jobs
- Marlborough: 213 jobs

**Getting to Work**

- **Personal Vehicle**: 91%
- **Public Transportation**: 1.3%
- **Other***: 7.7%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

### INDUSTRY BASE

#### Largest Industries (2019):

1. Education & Hospitals (Local) - 211 jobs
2. Restaurants & Other Eating Places - 144 jobs
3. Local Government - 105 jobs
4. Building Finishing Contractors - 104 jobs
5. Outpatient Care Centers - 77 jobs


1. Outpatient Care Centers - 25% growth
2. Restaurants & Other Eating Places - 21% growth
3. Specialty Trade Contractors - 19% growth
4. Education & Hospitals (Local) - 11% growth
5. Local Government - 8% growth

Sources:
- OCCUPATIONS & INDUSTRY BASE: EMSI

Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
WAYLAND, MA

Population: 13,720
Median Household Income: $174,330
Per Capita Income: $81,107
Jobs: 7,217

<table>
<thead>
<tr>
<th>% of 495/MetroWest</th>
<th>% of MA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.2%</td>
<td>0.2%</td>
</tr>
<tr>
<td>142%</td>
<td>225%</td>
</tr>
<tr>
<td>158%</td>
<td>194%</td>
</tr>
<tr>
<td>2.1%</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

SOCIOECONOMIC

Race

Wayland

<table>
<thead>
<tr>
<th>Race</th>
<th>% of Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Alone</td>
<td>84.7%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>0.6%</td>
</tr>
<tr>
<td>Asian Alone</td>
<td>11.4%</td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>3.4%</td>
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</table>

495/MetroWest

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MA

<table>
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<th>% of Population</th>
</tr>
</thead>
<tbody>
<tr>
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<td>84.7%</td>
</tr>
<tr>
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<td>11.4%</td>
</tr>
<tr>
<td>Other/Multiracial</td>
<td>3.4%</td>
</tr>
</tbody>
</table>

Wayland Population Growth (2010-2018)

- Residents 25+ with a Bachelor's Degree or Higher:
  - 83% in Wayland
  - 57% in 495/MetroWest
  - 43% in MA

Citizenship

- U.S. Citizen: 86.2%
- Naturalized Citizen: 10.1%
- Not a U.S. Citizen: 3.7%

HOUSING

Total Housing Units: 5,265

Housing Occupancy

- Owner Occupied (89%)
- Renter Occupied (11%)

Housing Cost Burden

- Among Homeowners with Mortgages
  - 24.2% in Wayland
  - 23.8% in 495/MetroWest
- Among Renters
  - 38.3%
  - 45%

Year Structure Built

- 2000 or later (10%)
- 1980 - 1999 (13%)
- 1960 - 1979 (25%)
- 1959 or Earlier (52%)

Sources

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
OCCUPATIONS & COMMUTING

Top Occupations & Wages in Wayland

- Cashiers: $12.15
- Building Cleaning Workers: $15.87
- Waiters and Waitresses: $13.43
- Elementary and Middle School Teachers: $38.42
- Grounds Maintenance Workers: $18.48

Top Communities Wayland Workers Commute To:

- Boston: 1,241
- Framingham: 366
- Marlborough: 359

Getting to Work

- Personal Vehicle: 81%
- Public Transportation: 5%
- Other*: 14%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

INDUSTRY BASE

Largest Industries (2019):

- Education & Hospitals (Local): 554
- Restaurants & Other Eating Places: 451
- Grocery Stores: 342
- Other Amusement & Recreation Industries: 265
- Building Services: 187


- Other Amusement & Recreation Industries: 94
- Restaurants & Other Eating Places: 93
- Individual & Family Services: 63
- Education & Hospitals (Local): 55
- Nonresidential Building Services: 47

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
**OCCUPATIONS & COMMUTING**

**Top Occupations & Wages in Westborough**

- **Software Developers & Programmers**: $45.65
- **Personal Care Aides**: $12.86
- **General and Operations Managers**: $47.79
- **Secretaries and Administrative Assistants**: $20.98
- **Customer Service Reps**: $17.40

**Top Communities Westborough Workers Commute To:**

- Worcester
- Framingham
- Boston

**Getting to Work**

- **Personal Vehicle**: 86.4%
- **Public Transportation**: 3.3%
- **Other***: 10.3%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

- **Workers who work in Westborough, live elsewhere**: 23,234
- **Workers who live in Westborough, work elsewhere**: 1,513
- **Workers who live and work in Westborough**: 7,799

**INDUSTRY BASE**

**Largest Industries (2019):**

1. **Company & Enterprise Management**: 2,022
2. **Computer Systems Design**: 1,554
3. **Restaurants & Eating Places**: 1,342
4. **Outpatient Care Centers**: 959
5. **Pharmaceutical & Medicine Manufacturing**: 950

**Fastest Growing Industries (2010-2019):**

1. **Individual & Family Services**: 559
2. **Company & Enterprise Management**: 448
3. **Outpatient Care Centers**: 307
4. **Computer Systems Design**: 299
5. **Restaurants and Other Eating Places**: 206

**Sources**

- OCCUPATIONS & INDUSTRY BASE: EMSI.
- Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
WESTFORD, MA

<table>
<thead>
<tr>
<th></th>
<th>495/MetroWest</th>
<th>% of</th>
<th>MA</th>
<th>% of</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population:</td>
<td>24,194</td>
<td>4.0%</td>
<td>0.4%</td>
<td></td>
</tr>
<tr>
<td>Median Household</td>
<td>$141,173</td>
<td>115%</td>
<td>182%</td>
<td></td>
</tr>
<tr>
<td>Income:</td>
<td></td>
<td>104%</td>
<td>129%</td>
<td></td>
</tr>
<tr>
<td>Per Capita Income:</td>
<td>$53,692</td>
<td>3.7%</td>
<td>0.3%</td>
<td></td>
</tr>
<tr>
<td>Jobs:</td>
<td>12,820</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Socioeconomic**

- **Race**
  - White Alone: 78.7%
  - Black/African American Alone: 0.8%
  - Asian Alone: 18.8%
  - Other/Multiracial: 1.7%

- **Population Growth (2010-2018)**
  - Westford: +10.2%
  - 495/MetroWest: +5.7%
  - MA: +4.3%

- **Residents 25+ with a Bachelor's Degree or Higher**
  - Westford: 69%
  - 495/MetroWest: 57%
  - MA: 43%

- **Citizenship**
  - U.S. Citizen: 84.8%
  - Naturalized Citizen: 10.2%
  - Not a U.S. Citizen: 5.0%

**Housing**

- **Total Housing Units**: 8,683
  - 2000 or later: 16%
  - 1980 - 1999: 38%
  - 1960 - 1979: 26%
  - 1959 or Earlier: 20%

- **Housing Occupancy**
  - Westford: Owner Occupied (87%), Renter Occupied (13%)

- **Housing Cost Burden**
  - Among Homeowners with Mortgages
    - Westford: 23.3%
    - 495/MetroWest: 23.8%

- **Year Structure Built**

**Sources**

QUICK FACTS: U.S. Census Bureau, 2018 ACS 5-Year; EMSI, 2019 Jobs (includes self-employed workers)
SOCIOECONOMIC & HOUSING: U.S. Census Bureau, 2018 ACS 5-year.

Housing-cost burden is defined by the U.S. Census Bureau as "30 percent or more of household income spent on housing-costs."
**OCCUPATIONS & COMMUTING**

**Top Occupations & Wages in Westford**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Developers, Systems</td>
<td>$54.38</td>
</tr>
<tr>
<td>General Managers</td>
<td>$55.74</td>
</tr>
<tr>
<td>Fast Food &amp; Counter Workers</td>
<td>$12.74</td>
</tr>
<tr>
<td>Secretaries and Administrative Assistants</td>
<td>$24.40</td>
</tr>
<tr>
<td>Waiters &amp; Waitresses</td>
<td>$13.43</td>
</tr>
</tbody>
</table>

**Number of Jobs**

- Software Developers, Systems: 1,735
- General Managers: 976
- Fast Food & Counter Workers: 950
- Secretaries and Administrative Assistants: 878
- Waiters & Waitresses: 605

**Workers Commute To:**

- Boston: 898
- Burlington: 575
- Chelmsford: 495

**Getting to Work**

- Personal Vehicle: 11,158 workers (89.5%)
- Public Transportation: 1,377 workers (2.7%)
- Other*: 10,480 workers (7.8%)

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

**INDUSTRY BASE**

**Largest Industries (2019):**

- Computer Systems Design: 1,735
- Company & Enterprise Management: 976
- Education & Hospitals (Local): 950
- Restaurants & Eating Places: 878
- Computer Equipment Manufacturing: 605

**Fastest Growing Industries (2010-2019):**

- Company & Enterprise Management: 306
- Computer Systems Design: 267
- Restaurants & Eating Places: 188
- Scientific Research and Development: 122
- Management, Scientific, and Technical Consulting Services: 116

Labels to right of bars represent number of jobs.

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.
Top Occupations & Wages in Wrentham

- **Retail Salespersons**: $12.02
- **Supervisors of Sales Workers**: $20.31
- **Building Cleaning Workers**: $14.75
- **Waiters and Waitresses**: $12.51
- **Cashiers**: $12.27

Number of Jobs

- **Boston**: 544
- **Foxborough**: 237
- **Franklin**: 226

OCCUPATIONS & INDUSTRY BASE

Largest Industries (2019):
- **Clothing Stores**: 1,183
- **Restaurants & Eating Places**: 571
- **Shoe Stores**: 448
- **Buildings Services**: 319
- **Employment Services**: 221

- **Buildings Services**: 90
- **Restaurants & Eating Places**: 72
- **Petroleum & Coal Products Manufacturing**: 61
- **Waste Management Services**: 56
- **Health & Personal Care Stores**: 42

Getting to Work

- **Personal Vehicle**: 86.2%
- **Public Transportation**: 7.4%
- **Other**: 6.4%

*Other includes walking, bicycling, taxicab, motorcycle, or working at home.

Sources

OCCUPATIONS & INDUSTRY BASE: EMSI.
Prepared by the Public Policy Center at UMass Dartmouth for the 495/MetroWest Partnership.