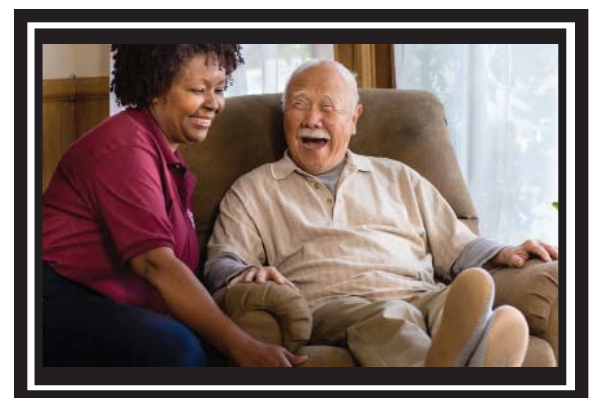
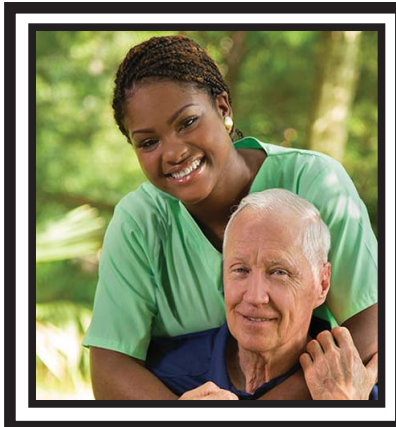


New Hampshire's Challenge: Caring for an Aging Population



New Hampshire's Challenge: Caring for an Aging Population



State of New Hampshire
Christopher T. Sununu, *Governor*

New Hampshire Employment Security
George N. Copadis, *Commissioner*

Economic and Labor Market Information Bureau
Bruce R. DeMay, *Director*

October 2017

Acknowledgments

The following New Hampshire Employment Security staff were instrumental in producing this publication:

Economic and Labor Market Information Bureau

Anita Josten, *Economist*

Deborah J. Dunn, *Informational/Web Site Representative*

Reproduction Services

Douglas Hamer, *Supervisor of Reproduction*

Mark Robinson, *Design Drafter*

For more information on this and other ELMI publications, contact:

Anita Josten, Economist

(603) 228-4173

Anita.I.Josten@nhes.nh.gov

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

New Hampshire's Challenge: Caring for an Aging Population

Table of Contents

Introduction	1
Interesting Facts About New Hampshire's Older Population	3
Senior Care Industry Overview	4
Senior Care Industry Employment Change	5
New Hampshire Nursing Home Residents	7
Future Employment Expectations for Workers in Senior Care Industries.....	8
Age of Senior Caregivers by Industry in New Hampshire	9
Occupations Related to Senior Care with the Highest Employment, 2015	10
Occupational Employment Projections	11
Interest and Specialties for Senior Care Workers	12
Summary	13

Introduction

It is 2017 and the Silver Tsunami is in full swing. One-half of the nation’s baby boom generation, those born between 1946 and 1955, will be between the ages of 62 and 71 this year. In New Hampshire, over 20 percent of the population was age 62 years or over in 2015.¹ According to population estimates from the New Hampshire Office of Energy and Planning (now the Office of Strategic Initiatives), residents age 65 and over will make up almost 30 percent of the state’s population by 2040, while the share of residents ages 25 to 64 will shrink, dropping from 54 percent in 2015 to 45 percent by 2040.²

	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964
2006	60	59	58	57	56	55	54	53	52	51	50	49	48	47	46	45	44	43	42
2007	61	60	59	58	57	56	55	54	53	52	51	50	49	48	47	46	45	44	43
2008	62	61	60	59	58	57	56	55	54	53	52	51	50	49	48	47	46	45	44
2009	63	62	61	60	59	58	57	56	55	54	53	52	51	50	49	48	47	46	45
2010	64	63	62	61	60	59	58	57	56	55	54	53	52	51	50	49	48	47	46
2011	65	64	63	62	61	60	59	58	57	56	55	54	53	52	51	50	49	48	47
2012	66	65	64	63	62	61	60	59	58	57	56	55	54	53	52	51	50	49	48
2013	67	66	65	64	63	62	61	60	59	58	57	56	55	54	53	52	51	50	49
2014	68	67	66	65	64	63	62	61	60	59	58	57	56	55	54	53	52	51	50
2015	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55	54	53	52	51
2016	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55	54	53	52
2017	71	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55	54	53
2018	72	71	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55	54
2019	73	72	71	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55
2020	74	73	72	71	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56
2021	75	74	73	72	71	70	69	68	67	66	65	64	63	62	61	60	59	58	57
2022	76	75	74	73	72	71	70	69	68	67	66	65	64	63	62	61	60	59	58
2023	77	76	75	74	73	72	71	70	69	68	67	66	65	64	63	62	61	60	59
2024	78	77	76	75	74	73	72	71	70	69	68	67	66	65	64	63	62	61	60
2025	79	78	77	76	75	74	73	72	71	70	69	68	67	66	65	64	63	62	61
2026	80	79	78	77	76	75	74	73	72	71	70	69	68	67	66	65	64	63	62

Age as of Year

- Age in 2017 by year of birth
- Age eligible for early Social Security retirement benefits
- Traditional age of retirement
- Revised age eligible for full Social Security retirement benefits - beginning with people born in 1938 or later, that age gradually increases until it reaches 67 for people born after 1959.

¹ US Census Bureau. American Fact Finder. AGE AND SEX, 2015 American Community Survey 1-Year Estimates. https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_1YR_S0101&prodType=table.

² New Hampshire Office of Energy and Planning, State Data Center. Population Projections. <https://www.nh.gov/oep/data-center/population-projections.htm>

Since 1935, when age 65 was chosen as the age for retirement for the Social Security Act,³ “old age” has been associated with retirement and eligibility for Social Security benefits; full Social Security retirement benefits are now received at age 66, and moving gradually to 67.⁴ The average retirement age for New Hampshire residents in 2016 was 65 years, the oldest average retirement age by state.⁵ Yet the traditional concept of “old age” is no longer clear cut, as baby boomers’ definition of “old age” differs as the cohort itself gets older. An individual’s perception of “old age” varies according to the age of the individual. Younger individuals typically perceive old age to occur at an earlier age than older individuals.⁶

As the population ages, education and workforce communities are concerned about preparing a sufficient workforce to care for the growing volume of older people and the health issues inherent with age. To measure the preparation needed, the focus of this analysis is on the workers who serve the older populace and the industry sectors where they are employed.

³ “The Origins of the Retirement Age in Social Security” Social Security Administration. <https://www.ssa.gov/history/age65.html>

⁴ In 1983, amendments to the Social Security Act implemented gradual age increases for full retirement eligibility. For those born in 1943 through 1954, full retirement age is 66; for those born in 1960 or later, full retirement age is 67 years.

⁵ Smart Asset, <https://smartasset.com/retirement/average-retirement-age-in-every-state-2016>. The 2016 average retirement age was 65 in eight states: New Hampshire, Vermont, Connecticut, Massachusetts, Utah, Wyoming, Nebraska, and New Jersey. Assessment based on labor force participation rates for persons age 40 to 80.

⁶ Pew Research Center, Social and Demographic Trends. Growing Old in America: Expectations vs. Reality. June 2009. www.pewsocialtrends.org/2009/06/29/growing-old-in-america-expectations-vs-reality/

Interesting Facts About New Hampshire's Older Population

Individuals age 65 and older in New Hampshire accounted for almost 22 percent of the total population in 2015. Their median age was 73.2 years; about six of every ten were married or separated; just over one-quarter were veterans; and nearly one in four was employed at some time during the prior 12 months — 8.8 percent worked full time while 15.3 percent worked less than full time. Significantly, one in three individuals age 65 and over has a disability.

New Hampshire's Age 65 and over Population, 2015

New Hampshire residents age 65 and over	201,964
Share of NH population age 65 and over	21.8 percent
<i>Share of NH population age 80 and over</i>	3.9 percent
Median age among persons age 65 and over	73.2 years
Males	49.3 percent
Females	50.7 percent
Marital status of population age 65 or over	
Married (excluding separated)	58.3 percent
Widowed	23.5 percent
Divorced	12.9 percent
Never married	4.6 percent
Separated	0.7 percent
Educational Attainment of population age 65 or over	
Less than high school graduate	13.3 percent
High school graduate, GED, or alternative	34.0 percent
Some college or Associate's degree	23.7 percent
Bachelor's degree or higher	29.0 percent
Civilian Veterans, population age 65 or over	26.0 percent
Population age 65 or over with a disability	33.0 percent
Employment status during the past 12 months, age 65 or over	
Worked full-time, year-round	8.8 percent
Worked less than full-time, year-round	15.3 percent
Did not work in the past 12 months	75.9 percent
<i>Share of age group who worked in the past 12 months</i>	
Age 65 to 69 years	43.3 percent
Age 70 and over	14.3 percent
Nativity of population age 65 or over	
Born in New Hampshire	31.2 percent
Born in another state	61.9 percent
US native, born outside the US	0.6 percent
Born in a foreign country	6.2 percent

Source: 2011-2015 American Community Survey 5-Year Estimates,
Tables S0101, S0103, B06001, B23027

Senior Care Industry Overview

Most of the business establishments associated with providing care and services to the senior population are classified in the *Health care and social assistance sector*, which provide individuals with either health care or social assistance, or both. Industries in this sector are arranged on a continuum, from establishments providing medical care exclusively, to those providing health care and social assistance, to those providing only social assistance. Establishments in this sector deliver services by trained professionals. All industries in the sector share this commonality of process, namely, labor inputs of health practitioners or social workers with the requisite expertise. Many of the industries in the sector are distinguished based on the educational degree held by the practitioners included in the industry.⁷

Five industry groups, in particular, provide significant services to care for the older population.⁸ The North American Industrial Classification System (NAICS) definitions of these industries are:

- *Nursing Care Facilities* (NAICS 6231) primarily engage in providing in-patient nursing and rehabilitative services. The care is generally provided for an extended period of time to individuals requiring nursing care. These establishments have a permanent core staff of registered or licensed practical nurses that, along with other staff, provide nursing and continuous personal care services.
- *Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly* (NAICS 6233) are primarily engaged in providing residential and personal care services for (1) the elderly and other persons who are unable to fully care for themselves, and/or (2) the elderly and other persons who do not desire to live independently.
- *Home Health Care Services* (NAICS 6216) establishments are primarily engaged in providing skilled nursing services in the home, along with a range of the following: personal care services; homemaker and companion services; physical therapy; medical social services; medications; medical equipment and supplies; counseling; 24-hour home care; occupation and vocational therapy; dietary and nutritional services; speech therapy; audiology; and high-tech care, such as intravenous therapy. Note: while these services are not provided exclusively to senior citizens, they do promote the ability of individuals to continue living independently in their own home.
- *Individual and Family Services* (NAICS 6241) establishments provide nonresidential social assistance services, including adult day care centers. Within this industry group, establishments in the *Services for the elderly and persons with disabilities* industry (NAICS 62412) primarily engage in providing nonresidential social assistance services to improve the quality of life for the elderly, as well as persons diagnosed with intellectual and developmental disabilities, or persons with disabilities. These establishments provide services for the welfare of these individuals in areas such as day care, non-medical home care or homemaker services, social activities, group support, and companionship.
- *Private Households* (NAICS 8141) may employ individuals, such as cooks, maids, nannies, and butlers, and outside workers, such as gardeners, caretakers, and other maintenance workers. Note: Employing workers to provide these services helps individuals with completing household tasks they may no longer be able to perform on their own, providing continued independence. Services are not provided exclusively to households of older persons.

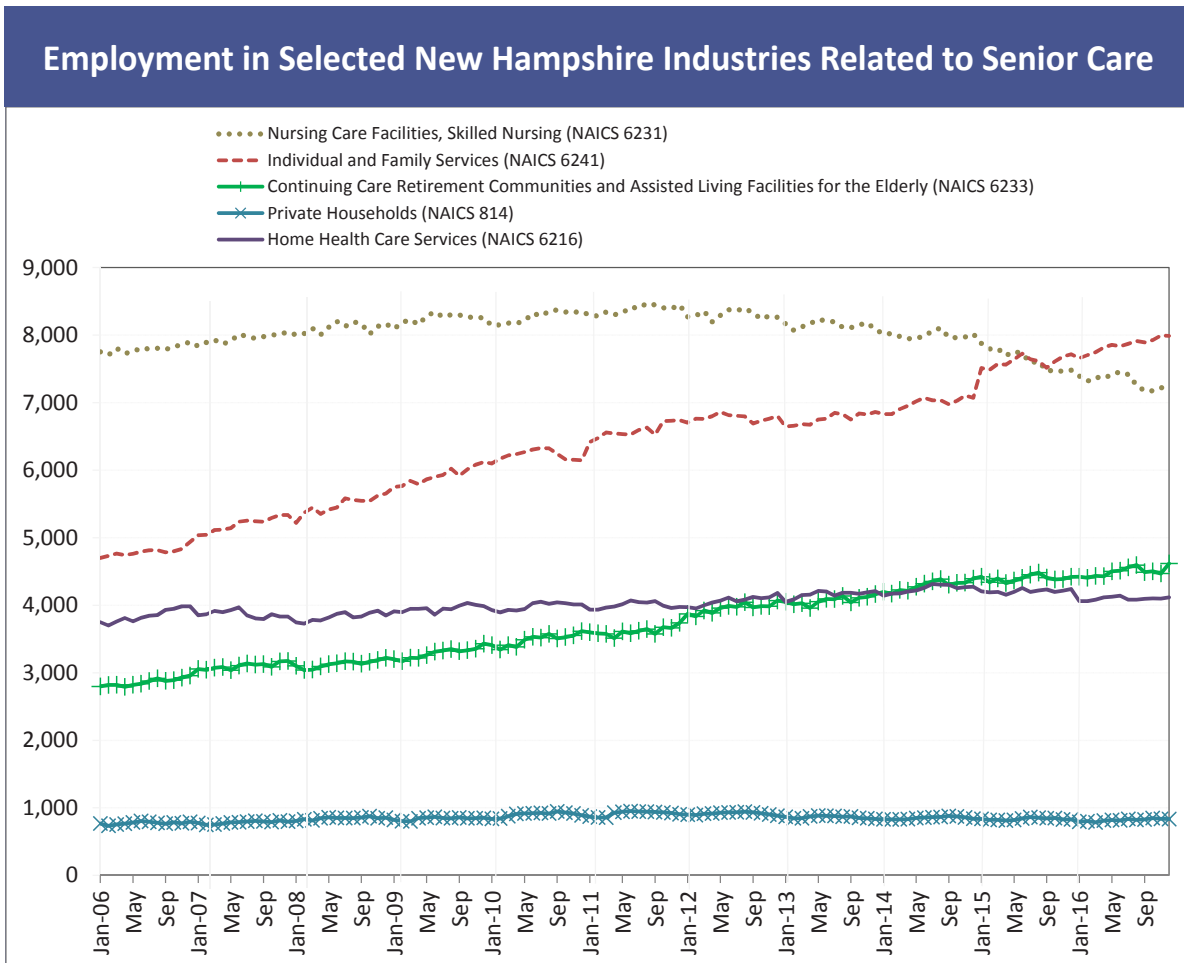
⁷ North American Industry Classification System. US Census. 2017 NAICS Definition - Sector 62 -- Health Care and Social Assistance, the Sector as a Whole. <https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=62&search=2017%20NAICS%20Search>

⁸ North American Industry Classification System. US Census. 2017 NAICS Definitions for each industry group.

Senior Care Industry Employment Change

In 2016, roughly 28,200 workers were employed in the selected five industry groups in New Hampshire, representing 4.4 percent of the total workforce, which includes both public and private establishments.⁹ Although each of these industries experienced employment growth from 1990 to 2006, each industry caters to a slightly different portion of the population, and behaviors of that specific group contribute to employment growth.

Since 2006, the most significant employment increases have been in *Individual and family services* (NAICS 6241). This industry provides services such as adult day care, senior citizen activity centers, non-medical home care, non-medical homemaking services for the disabled and elderly, companion services, and adult recreation centers. However, these services are not exclusively for seniors. Many of the services provided are also geared toward supporting disabled persons and their families. Other services include multiple types of counseling services and crisis centers for drug addiction, suicide and rape victims.



⁹ Quarterly Census of Employment and Wages, Preliminary 2016 Annual Average. Economic and Labor Market Information Bureau, New Hampshire Employment Security

Employment in New Hampshire's *Nursing care facilities* (NAICS 6231) increased from 2006 through late 2011, at which time it stalled, and has gradually declined through September 2016. A majority of establishments in the *Nursing care facilities* industry provide residential nursing care or rehabilitation services. Employment changes may be partially a result of changes in health care delivery methods, or because more baby boomers choose to remain in their home if able. The decline in employment at *Nursing care facilities* may also have been affected by changes in available Medicare and/or Medicaid funding.

Employment increases in *Individual and family services* (which include *Services for the elderly and disabled*) may have been influenced by the wish of many senior citizens to stay in their own homes, spurring an increased need for in-home services. A 2014 national AARP survey of people age 45 and over showed that roughly 80 percent of mid-life and older adults feel strongly about remaining in their homes, and also about continuing to participate in their community as long as possible.¹⁰ In New Hampshire, over 64 percent of householders age 65 and older in owner-occupied homes have no mortgage.¹¹ About a quarter of all New Hampshire single-unit structures have householders age 65 and over; 83 percent of householders age 65 and over live in single-unit structures.¹²

The needs of those who struggle to care for themselves or simply do not want to live independently have promoted employment growth in *Continuing care retirement communities and assisted living facilities for the elderly*. Assisted living facilities have flourished as an intermediate step between maintaining a home and needing full-time long-term skilled nursing care offered at nursing homes. Employment in these establishments has trended steadily upward from 2006 through 2016.

New Hampshire's Age 65 and Over Population, 2015 Households and Housing

Households with age 65 or over householder	121,851
Married-couple family	47.5 percent
Female householder, family - no husband present	5.9 percent
Male householder, family - no wife present	1.9 percent
Householder living alone	41.3 percent
Non-family household, householder not living alone	3.3 percent
Owner-occupied household	78.9 percent
<i>Owner-occupied housing unit without a mortgage</i>	64.4 percent
Renter-occupied household	21.1 percent
Sources of household income, householders age 65 or over	
Earnings from wages	39.7 percent
Social Security income	92.1 percent
Retirement income	49.4 percent

Source: 2011-2015 American Community Survey 5-Year Estimates Tables S0103, B25011, B25027

¹⁰ Livable Communities Baby Boomer Facts and Figures. Interesting and important stats and surveys about the age 50+ population.

AARP Livable Communities, April 2014. www.aarp.org/livable-communities/info-2014/livable-communities-facts-and-figures.html

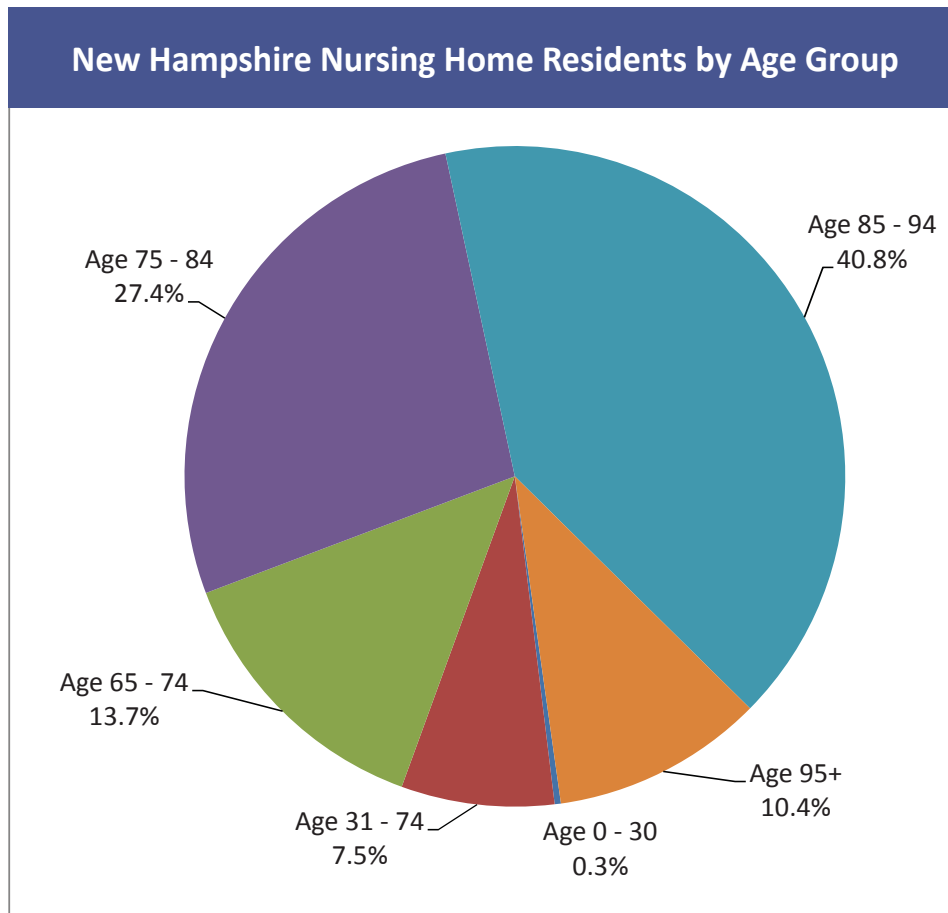
¹¹ 2011-2015 American Community Survey 5-Year Estimates, Table B25027: Mortgage Status by Age of Householder, Owner-Occupied Housing Units

¹² 2011-2015 American Community Survey 5-Year Estimates, Table B25125: Tenure by Age of Householder by Units in Structure.

New Hampshire Nursing Home Residents

Based on data from the Center for Medicare and Medicaid Services (CMS), 6,875 people lived in a New Hampshire nursing home as of 2014, roughly 0.5 percent of the state's population. Women vastly outnumbered men among nursing home residents: 71.4 percent were women, while 28.6 percent were men.

Residents of New Hampshire nursing homes fall into all age groups, though the share of those age 30 and under was quite small, just 0.3 percent of all nursing home residents. Over 90 percent of nursing home residents were age 65 and over. The largest share was age 85 to 94 — in 2014, accounting for 40.8 percent of nursing home residents. Those age 75 to 84 held the next largest share, with 27.4 percent of nursing home residents. Nursing home residents age 65 to 74 accounted for 13.7 percent and 10.4 percent of residents were age 95 and over.



Source: Nursing Home Data Compendium, 2015, Center for Medicare and Medicaid Services, U.S. Department of Health and Human Services.
https://www.cms.gov/Medicare/Provider-Enrollment-and-Certification/CertificationandCompliance/Downloads/nursinghomedatacompendium_508-2015.pdf

Future Employment Expectations for Workers in Senior Care Industries

Looking forward, employment in the *Health care and social assistance* sector as a whole is expected to grow by 16.6 percent from 2014 to 2024. This increase far outpaces the statewide average of 7.0 percent for all industries.¹³

Nursing care facilities (NAICS 6231) and *Continuing care retirement communities and assisted living facilities for the elderly* (NAICS 6233) make up 81 percent of employment in the *Nursing and residential care facilities* (NAICS 623) subsector, accounting for around 8,000 and 4,300 jobs, respectively. The *Nursing care facilities* industry is expected to grow by 24.5 percent, adding over 3,700 new jobs by 2024. *Home health care services* (NAICS 6216) accounted for roughly 4,200 of the jobs in *Ambulatory health care services* (NAICS 621) in 2014. The subsector is projected to add more than 8,600 jobs in New Hampshire by 2024, growing by 28.9 percent, the largest percent change among the subsectors in the *Health care and social assistance* sector.

Individual and family services (NAICS 6241) establishments employed just shy of 7,000 workers in 2014, just over half of total private employment in *Social assistance* (NAICS 624). *Social assistance*, while expected to grow, is projected to add fewer than 1,000 new jobs, a 6.8 percent increase.

2014 - 2024 Long-Term Employment Projections

NAICS	Industry Title	2014 Estimated Employment	2024 Projected Employment	Percent Change
62	Health Care and Social Assistance	87,159	101,655	16.6%
621	Ambulatory Health Care Services	29,958	38,606	28.9%
622	Hospitals ¹	28,454	29,660	4.2%
623	Nursing and Residential Care Facilities	15,182	18,908	24.5%
624	Social Assistance	13,565	14,481	6.8%

¹ Employment at the State Hospital is included in subsector 622, Hospitals

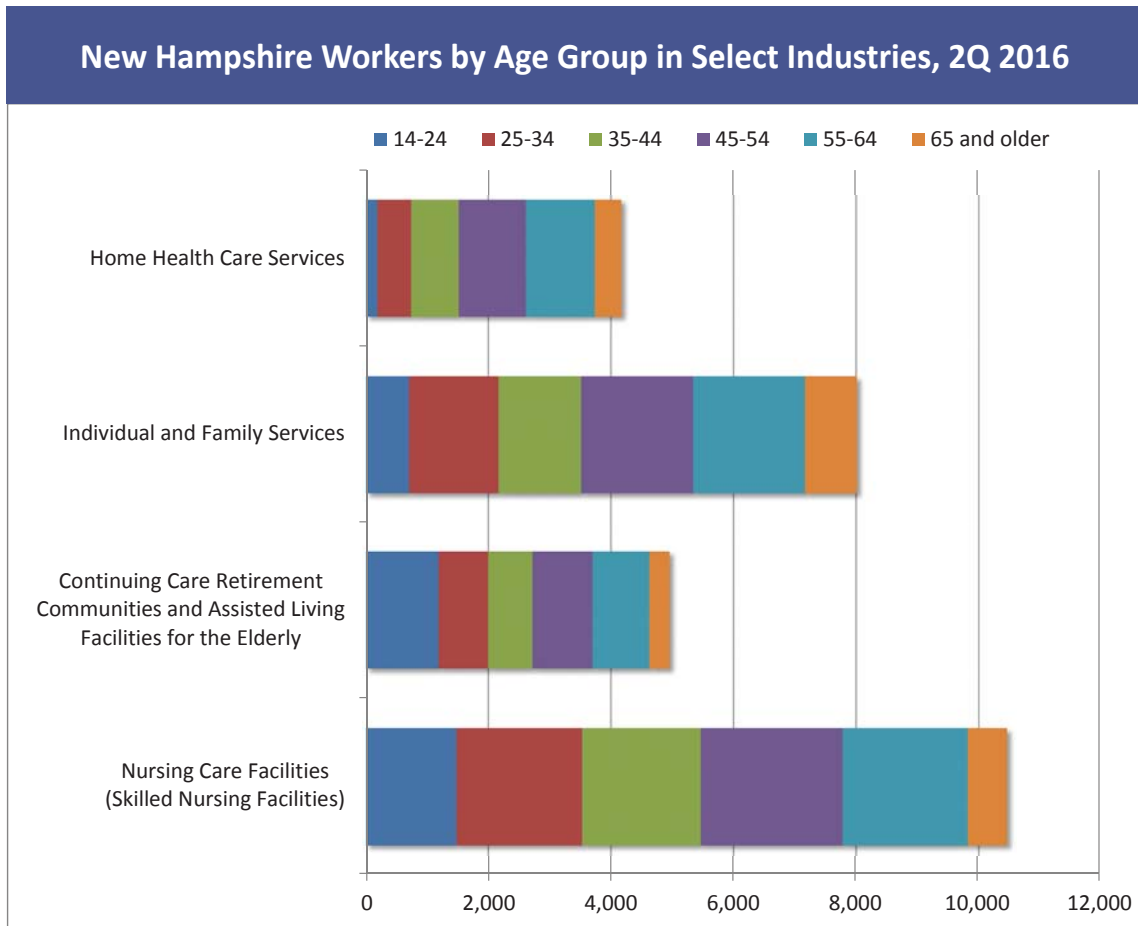
¹³ 2014-2024 Long-Term Industry Employment Projections, Economic and Labor Market Information Bureau, New Hampshire Employment Security. Data are unavailable at the four-digit NAICS level.

Age of Senior Caregivers by Industry in New Hampshire

All of the baby boom generation, except for the youngest three years, had reached 55 years of age or over as of 2016. What does that mean for the workforce dedicated to caring for aging citizens in New Hampshire?

Home health care services (NAICS 6216) had the largest share of workers age 55 and over, 37.6 percent of employment in the industry as of second quarter 2016.¹⁴ This indicates a need to replace more than a third of workers over the next ten years just to maintain employment levels. Slightly more than one-third of workers in *Individual and family services* (NAICS 6241) were age 55 or older, while just over one-quarter of workers in *Nursing care facilities* (NAICS 6231) and *Continuing care retirement communities and assisted living facilities for the elderly* (NAICS 6233) were age 55 and older.

Altogether, roughly 8,200 age 55 and older workers in these four industries will reach the traditional retirement age of 65 within the next ten years and will likely need to be replaced just to maintain employment levels. In addition, this figure does not account for gains in industry employment that will likely follow the aging populace. Considering also that population projections¹⁵ show the share of residents age 25 to 54 years of age is expected to drop from 38.7 percent of New Hampshire's total population in 2015 to 34.8 percent by 2025, concerns about the availability of labor to fill jobs are validated.



¹⁴ US Census Bureau, LED for New Hampshire 2Q2016. <https://ledextract.ces.census.gov/static/data.html>

¹⁵ New Hampshire Office of Energy and Planning, Population Projections. www.nh.gov/oep/data-center/population-projections.htm

Occupations Related to Senior Care with the Highest Employment, 2015

Using New Hampshire occupational staffing patterns for the selected industries, the lists of occupations usually employed in each industry were compared to identify the types of workers common to industries providing services to older citizens. Among the ten occupations with the highest employment overall, there were six occupations that were usually employed in each of the selected industries: Registered nurses; Licensed practical/vocational nurses; Home health aides; Nursing assistants; Medical assistants; and Personal care aides.

There were 12,720 Registered nurses employed in New Hampshire, the fifth highest overall employment for any occupation. Over half of Registered nurses worked in *Hospitals*, while less than 15 percent in total were employed at *Nursing care facilities, Continuing care retirement communities and assisted living facilities for the elderly, Home health care services, and Individual and family services establishments*.¹⁶

Over 44 percent of the 8,620 Nursing assistants working in New Hampshire were employed in industries related to caring for the older population. Almost 30 percent were employed in *Nursing care facilities*; 12 percent were employed at *Continuing care retirement communities and assisted living facilities for the elderly*; and *Home health care services* and *Individual and family services establishments* each employed just over one percent of Nursing assistants.

Almost half of the 2,160 Licensed practical/vocational nurses were employed in the selected industries focused on care for senior citizens. Roughly 33 percent of all Licensed practical/vocational nurses were employed at a *Nursing care facility*, while 10 percent were employed at *Continuing care retirement communities and assisted living facilities for the elderly*, and six percent were employed in *Home health care services*.

Close to 60 percent of the 1,570 Home health aides employed in New Hampshire worked in industries that provide care for older people. *Home health care services establishments* employed 35 percent of Home health aides, and 30 percent were employed in *Individual and family services*.

Well over half of the 5,720 Personal care aides working in New Hampshire were employed in the selected industries providing care and services to the older population. Roughly 51 percent of Personal care aides were employed at *Individual and family services establishments*; these workers were also employed in the other three industries, however, data were not publishable.

Staffing Patterns by Occupation		NAICS 6231	NAICS 6233	NAICS 6216	NAICS 6241
		Nursing Care Facilities	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	Home Health Care Services	Individual and Family Services
29-1141	Registered nurses	5.8%	1.8%	6.4%	0.3%
29-2061	Licensed practical / vocational nurses	33.3%	9.7%	6.0%	*
31-1011	Home health aides	*	NP	35.0%	22.9%
31-1014	Nursing assistants	29.6%	12.1%	1.3%	1.2%
31-9092	Medical assistants	*	*	*	*
39-9021	Personal care aides	NP	NP	NP	51.4%

NP = Results not publishable due to confidentiality

* Occupations were not captured at specific four-digit NAICS industry levels

Source: New Hampshire Occupational Staffing Patterns, 2015

¹⁶ New Hampshire occupational staffing patterns are not available for Private Households (NAICS 8141).

Occupational Employment Projections

Employment projections for these occupations provide estimates of the number of workers needed annually. Total average annual openings include both the estimated number of new jobs created from employment growth in the employing industries, and the number of jobs generated from the need to replace workers who leave the occupation, either to change occupations or to leave the labor force, such as entering retirement.

In two of the selected occupations, Home health aides and Personal care aides, fewer annual job openings are projected from replacement needs than job openings from industry growth. This is unusual, since for the vast majority of all occupations, there are more projected annual job openings from replacement needs than expected industry growth. Among all occupations, roughly three quarters of average annual openings will come from replacement needs. The high number of job openings due to industry growth for these two occupations can, again, be linked to New Hampshire's aging population.

Occupation		Average Annual Openings			Usual Entry-Level Requirements			Mean Wage in NH	License required in NH
Code	Title	Growth	Replacement	Total	Education	Experience	Training		
29-1141	Registered nurses	194	297	491	Associate's Degree	none	none	\$32.92	Yes
29-2061	Licensed practical/vocational nurses	36	60	96	Postsecondary non-degree certificate	none	none	\$23.42	Yes
31-1011	Home health aides	58	38	96	No formal education	none	Short OJT	\$13.20	
31-1014	Nursing assistants	148	193	341	Postsecondary non-degree certificate	none	none	\$14.72	Yes
31-9092	Medical assistants	41	44	85	Postsecondary non-degree certificate	none	none	\$16.62	
39-9021	Personal care aides	120	45	165	No formal education	none	Short OJT	\$11.55	

Note: Data represent employment for the occupations, and are not exclusive to specific industries.

Sources: 2014-2024 New Hampshire Occupational Employment Projections; Licensed, Certified, and Registered Occupation in New Hampshire; and New Hampshire Occupational Employment and Wages

Occupational employment data also provide minimum educational requirements for individuals to obtain entry-level employment in the occupation. A Registered nurse is the only occupation among these jobs that usually requires at least an Associate's degree; increasingly, nurses are expected to have a Bachelor of Science in Nursing (BSN).¹⁷ Entry-level employment for three occupations — Medical assistants, Nursing assistants, and Licensed practical and licensed vocational nurses — usually require completion of a non-degree postsecondary certificate program for entry-level employment. These programs can run from a few weeks up to two years, depending on the provider. Personal care aides and Home health aides require only short-term (one month or less) on-the-job training for entry-level employment. The mean hourly wages for all of these jobs were commensurate with the education and training needed for entry-level employment.

The State of New Hampshire requires licensure for three of these occupations: Registered nurse, Licensed practical and licensed vocational nurse, and Nursing assistant. All three of these occupations require postsecondary education and passing an examination for licensure, as well as completion of continuing education hours for license renewal.

¹⁷ The Institute of Medicine recommends increasing the proportion of nurses with a baccalaureate degree from 50 to 80 percent by 2020. The Future of Nursing: Leading Change, Advancing Health, Institute of Medicine (US) Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine, 2011. <https://www.ncbi.nlm.nih.gov/books/NBK209888/>

Interests and Specialties for Senior Care Workers

Matching the interests of individuals to occupations helps identify the jobs which individuals will find most interesting, increasing the likelihood of career satisfaction. Vocational psychologist John L. Holland developed a theory that people's interests can be described by a combination of six interest areas: Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), or Conventional (C). Comparing the Holland code for an occupation based on work environment to a person's vocational interests provides a connection to careers that a person will find interesting.

The primary interest area among the selected occupations was *Social*.¹⁸ People whose primary interest is *Social*, also known as "Helpers," value helping people and solving social problems. *Realistic* was also a strong interest area for five of the six selected occupations; Registered nurse was the exception. Individuals with *Realistic* interests, also known as "Doers," like to work with animals and tools, and value practical things that can be built or made better.

All of the occupations had a strong *Conventional* interest area. People with *Conventional* interests, also known as "Organizers," enjoy working with numbers and having things done in an orderly fashion. Registered nurses have *Social* and *Investigative* interests; people with *Investigative* interests, also known as "Thinkers," enjoy studying and solving math and science problems; *Investigative* is not a primary interest area for the other selected occupations. A strong *Investigative* interest area is more common among occupations requiring higher levels of education.

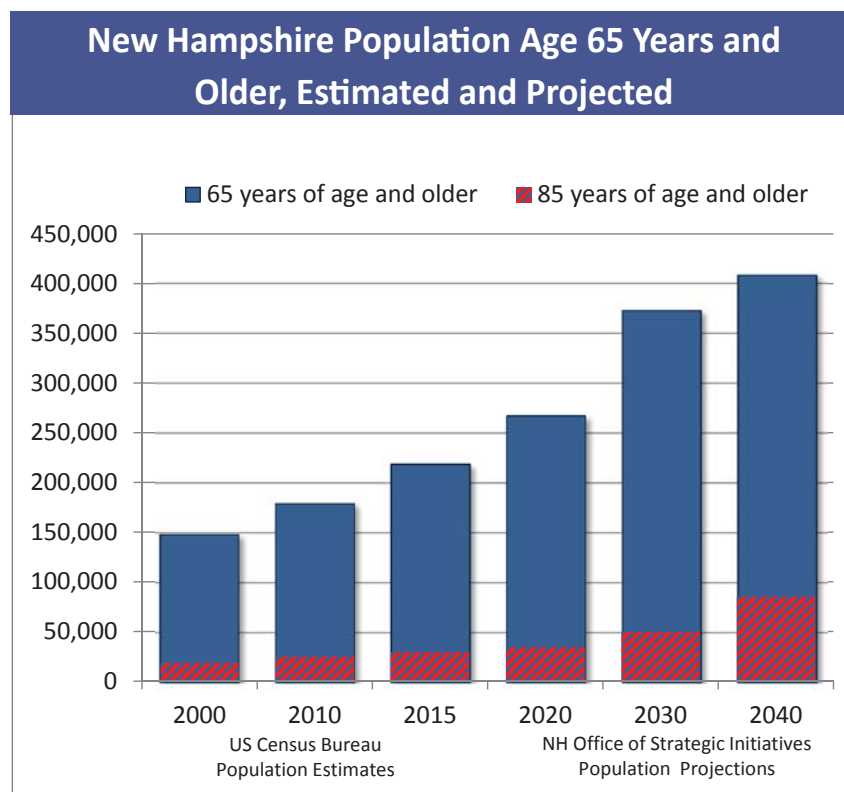
Occupation Code	Title	Job Description	Holland Interest Code
29-1141	Registered nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. License or registration required.	SIC
29-2061	Licensed practical and licensed vocational nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. License required.	SR
31-1011	Home health aides	Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.	SR
31-1014	Nursing assistants	Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.	SCR
31-9092	Medical assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.	SCR
39-9021	Personal care aides	Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.	SCR

Source: U.S. Department of Labor, Employment & Training Administration, O*Net Online

¹⁸ Career Exploration by Holland Interest Profile www.nhes.nh.gov/elmi/career/career-assess.htm

Summary

New Hampshire's population age 65 and over is projected to increase by 85 percent from 2015 through 2040; the number of people age 85 and over is projected to nearly triple over the same period. By 2040, an estimated 28.5 percent of New Hampshire's population is projected to be age 65 or over. At the same time, projections for total population growth in the state are estimated to be 7.7 percent from 2015 to 2040.¹⁹ Slow total population growth combined with a rapidly increasing share of residents age 65 and over compounds concerns about availability of an adequate workforce to accommodate the volume of older people. Demand for workers to provide in-home services as well as staff residential care facilities and medical care facilities will continue to be impacted by the growing number of older citizens.



Labor force participation of residents age 65 and older used to decline dramatically compared to now.²⁰ That is no longer the case, as more and more baby boomers choose to remain in the workforce longer. The share of New Hampshire's workforce age 65 and over increased from 3.2 percent in 2003 to 6.4 percent in 2016.²¹ This group of older people will likely be among those to age in place and require home services as opposed to health services.

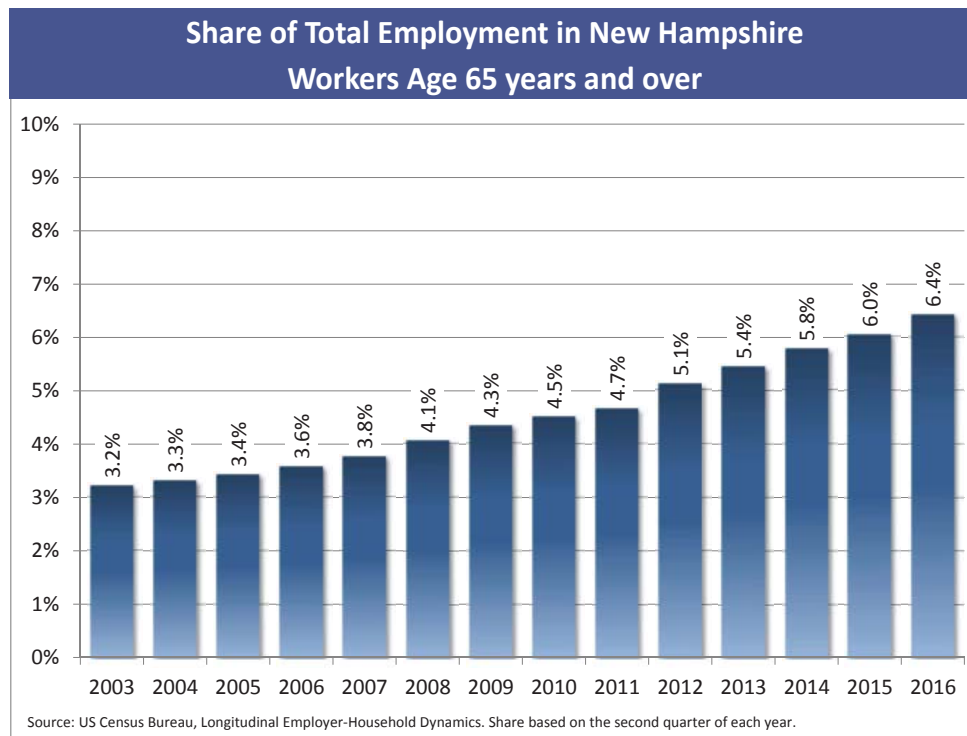
¹⁹ New Hampshire Office of Strategic Initiatives. State Data Center. <https://www.nh.gov/oep/data-center/>

²⁰ Bureau of Labor Statistics. Monthly Labor Review. Trends in labor force participation in the United States. October 2006. <https://www.bls.gov/opub/mlr/2006/10/art3full.pdf>

²¹ US Census Bureau, Longitudinal Employer-Household Dynamics, New Hampshire data second quarter 2016

Survey results confirm the majority of older people want to stay in their homes, and this will bring about demand for services other than medical and social services,²² such as:

- remodeling to keep homes safe and accessible
- home cleaning and maintenance services
- transportation services
- personal emergency alert systems
- home automation devices, such as early alert smoke alarms, leak detection devices, smart lighting devices, communication devices to family or caregivers, or smart alarm systems
- automated medication dispensers



Future workforce shortages are a workforce community concern in New Hampshire as the aging population in the state continues to increase. But there are several changes in society to consider that may affect available workers.

To build a workforce to care for a generation with many differences will be challenging. The baby boom generation has vastly diverse financial resources, work histories, family relations, educational attainment, and mental and physical health.²³ That said, although the total number of aging people is growing, it doesn't immediately indicate a dire shortage of workers in these fields. There are many other factors in play. For example, there are growing numbers of unpaid caretakers for the older populace.²⁴ Baby boomers who are currently working may be content to continue employment for several years. There is no law that demands retirement occur at age 65. Baby boomers have rewritten many rules to suit their lifestyle, and will likely continue to do so in retirement.

²² In Your Home © -- Remodelers for Aging in Place Facts & Statistics. <http://www.iyhusa.com/AginginPlaceFacts-Data.htm>

²³ The Boomers' Role In Social Security And Medicare Changes. <https://www.forbes.com/sites/nextavenue/2017/01/27/the-boomers-role-in-social-security-and-medicare-changes/#2bf2af5214b0>

²⁴ 2015 AARP Caregivers of Older Adults: A Focused Look at Those Caring for Someone Age 50+. Aisha Bonner, AARP Research, March 2015. www.aarp.org/content/dam/aarp/ppi/2015/caregivers-of-older-adults-focused-look.pdf



The products and services of the NHES Economic and Labor Market Information Bureau result from the cooperation and teamwork of the entire ELMI Bureau staff: Michael Argiropolis, Robert Cote, Gregory David, Bruce DeMay, Deborah Dunn, Katrina Evans, Eleanor Goodbread, Debra Jodoin, Anita Josten, Donald Kelley, David Mikelson, Annette Nielsen, Bruce Olinsky, Martin Page, Peter Sgrulloni, and James Smith.

Other publications from the Economic and Labor Market Information Bureau available online at www.nhes.nh.gov/elmi

- Community Profiles
- Economic Analysis Reports
- Economic Impact Scenarios (REMI Model)
 - Hospital Construction Projects in New Hampshire
 - What if the Shipyard Closed?
 - Childcare in New Hampshire
- Industry Sector Analysis
 - Health Care Workers in New Hampshire
 - Information Technology Occupations in New Hampshire
 - Positively Productive
 - The Hospitality Industry Cluster in New Hampshire
 - Work in Progress: Construction in New Hampshire
- Job Outlook and Locator: Occupations by Industry
- Licensed, Certified, and Registered Occupations in New Hampshire
- Local Employment Dynamics/OnTheMap Analysis
 - The Upper Valley – OnTheMap
 - Sullivan County: A Workforce Study
- Manufacturing in New Hampshire Fact Sheet
- New Hampshire Economic Conditions
- New Hampshire Occupational Employment and Wages
- Real-Time Labor Market Information/Online Job Ads Analysis
 - New Hampshire Online Job Ads Summary
 - Staffing Agency Job Ads in New Hampshire
 - Truckers: Keep Goods Moving
 - Nursing Job Postings in New Hampshire
 - New Hampshire Computer and Information Technology Job Postings
- STEM in New Hampshire: A Labor Demand-Supply Analysis
- Veterans in New Hampshire
- Vital Signs, New Hampshire Economic and Social Indicators
- Workforce and Career Information User's Guide



For the latest information on the New Hampshire economy subscribe to ELMI E-lets, a free subscription service providing notices about release of the monthly unemployment rate, updated economic and labor force statistics, new reports and publications, and announcements about new and updated career resources. To subscribe, go to www.nhes.nh.gov/elmi and click on Subscribe to ELMI E-lets.

New Hampshire Employment Security is a proud member of America's Workforce Network and NH WORKS. NHES is an Equal Opportunity Employer and complies with the Americans with Disabilities Act. Auxiliary aids and services are available upon request to individuals with disabilities. TDD Access: Relay NH 1-800-735-2964

