

New Hampshire Economic Conditions

January 2015

Job Prospects in New Hampshire by Occupational Interest Type

People looking for a job that has good employment prospects and which will maintain their interests have an advantage when their interests are matched with related occupations. The Holland Interest code provides a system for matching interests to occupations. The code system helps people self-identify with two to three of the six occupational interest or “work personality” types. The six interest types are:

- **Realistic (R)** people are typically interested in activities that require motor coordination and skill. They usually prefer to solve a problem by doing something, rather than talking or thinking about it. They prefer *concrete* approaches to problem solving, rather than abstract thought. They tend to be interested in scientific and mechanical rather than cultural or aesthetic things.
- **Investigative (I)** people like to think and observe - to organize and understand information rather than to persuade. They tend to prefer individual rather than group activities, and to work with data.
- **Artistic (A)** people are typically creative, inventive, original, perceptive, sensitive and independent. They prefer unstructured, unregulated environments and enjoy tasks involving people or physical objects, and are more likely to express emotion. They like to think, organize and understand artistic and cultural areas and things.

- **Social (S)** people enjoy teaching or helping situations. They are likely to seek close relationships with others and are less apt to be highly intellectual or physical.
- **Enterprising (E)** people like to lead or persuade others. They value reputation, power, money, and status, and will enthusiastically pursue these values.

Contents

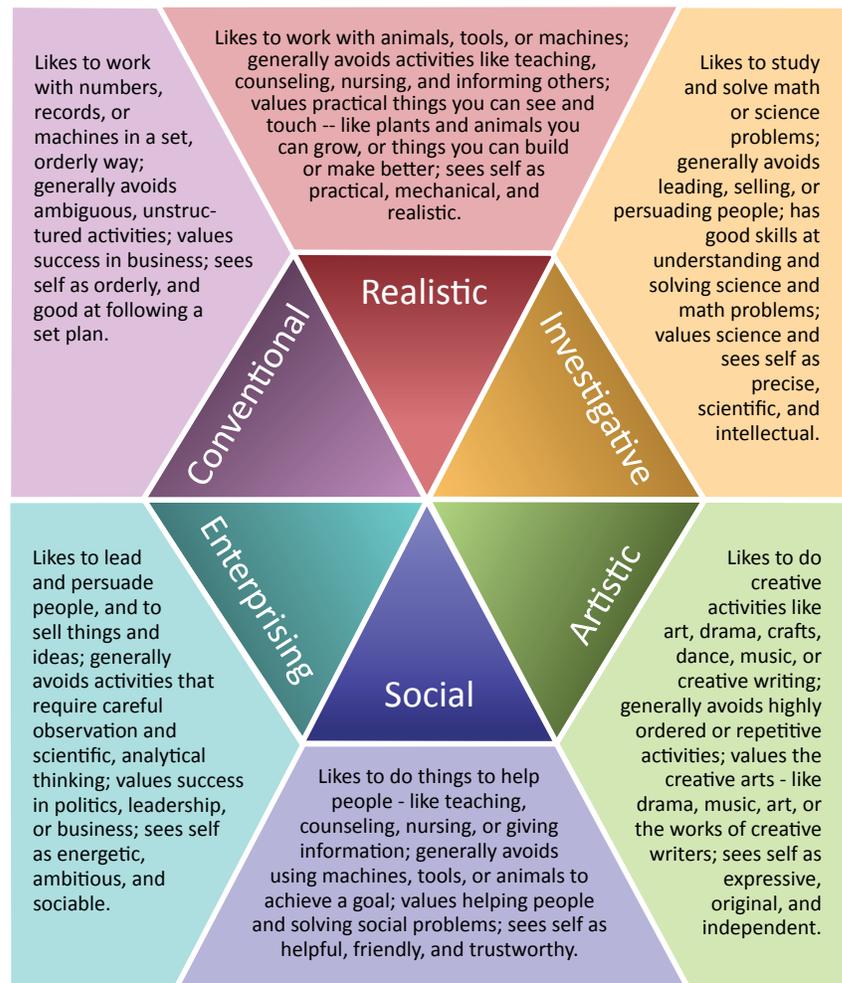
Seasonally Adjusted Estimates

Unemployment Rates	4
Current Employment Statistics	4

Not Seasonally Adjusted Estimates

Unemployment Rates	5
Current Employment Statistics	5

Claims Activity	9
---------------------------	---



Source: www.hollandcodes.com

➤ **Conventional (C)** people value rules, regulations and self-control. They favor structure and order, and dislike unclear work and interpersonal situations. Like Enterprising individuals, they also tend to value reputation, power and status.

By identifying one's own work personality traits, one can significantly enhance the likelihood of obtaining satisfying work by seeking occupations that match their interests. A Holland Interest code consists of a combination of two or three of the first letters of the identified interest types.

A person may have one dominant interest type, or two of them might be equally strong. In fact, interest types which lie in close proximity to one another on the Interest hexagon tend to be more similar and, therefore, those two-letter combinations (e.g., RC, CE) are quite common. To further present favorable job opportunities, data from the 2012 to 2022 occupational projections in New Hampshire are used. Several two-letter interest combinations are explored using projected average annual openings for occupations, including openings from job growth, as well as replacements of workers leaving the occupation.

“Business Types”

People with Conventional and Enterprising (CE) or Enterprising and Conventional (EC) interests enjoy completing transactions with people or data, and are therefore well suited for business, management and administrative occupations. Some Conventional-Realistic (CR) people, with the more dominant interest of Conventional, also match well with these business occupations because of their preference for structure and

order. Their secondary Realistic interest draws on their practical nature, which is highly applicable to the completion of business transactions. Occupations associated with these three interest combinations are expected to account for nearly one-third of the projected annual job openings in New Hampshire from 2012 to 2022. Some specific occupations associated with these interests having a very positive employment outlook are *Accountants, Auditors, Bill and account collectors, Cost estimators, Customer service representatives, General and operations managers, Medical and health services managers, and Personal financial advisors.*

“Hands-On”

People with strong Realistic-Conventional (RC) interests are more likely to prefer “hands-on” occupations, such as those in construction, production, installation, maintenance and repair, or transportation. Cumulatively, Realistic-Conventional occupations are expected to account for nearly 5,400 or 24 percent of projected annual job openings in New Hampshire from 2012 to 2022. Some of the occupations that are expected to provide the best job opportunities are *Carpenters, Plumbers, Computer-controlled machine tool operators, Laborers and freight, stock, and material movers*, as well as occupations in general maintenance and repair workers, truck drivers, and food preparation and serving workers.

“Helpers”

People with primary Social (S) interests, combined with either Artistic (A) or Enterprising (E) interests, are motivated by the desire to help, and therefore seek interaction

with others in educational, training, community and social service, or personal care occupations. About 1,700 expected annual job openings are associated with these occupations, roughly seven percent of all annual openings in New Hampshire from 2012 to 2022. Some specific occupations associated with these two interest combinations (SA, SE) are *Childcare workers, Preschool and elementary school teachers (except special education), Recreation workers, and Self-enrichment education teachers.* Each of these occupations is projected to have a strong employment outlook from 2012 to 2022.

“Healers”

Others with Social (S) interests, combined with either Investigative (I) or Realistic (R) interests, may find satisfying work as healthcare practitioners or technicians, or healthcare support personnel. “Healers” seek to assist others (Social interest) through identification and resolution of medical issues. Some specific occupations associated with Social and Investigative (SI or IS) interests are *Physician assistants, Physical therapists, Registered nurses, and Emergency medical technicians and paramedics.* Demand for these occupations is expected to stay strong through 2022.

Some of the promising occupations associated with Social-Realistic (SR) interests are *Dental hygienists, Home health aides and Personal care aides, and Licensed practical and licensed vocational nurses.* The healthcare occupations associated with these three interest combinations account for approximately ten percent of the expected annual openings in New Hampshire through 2022.

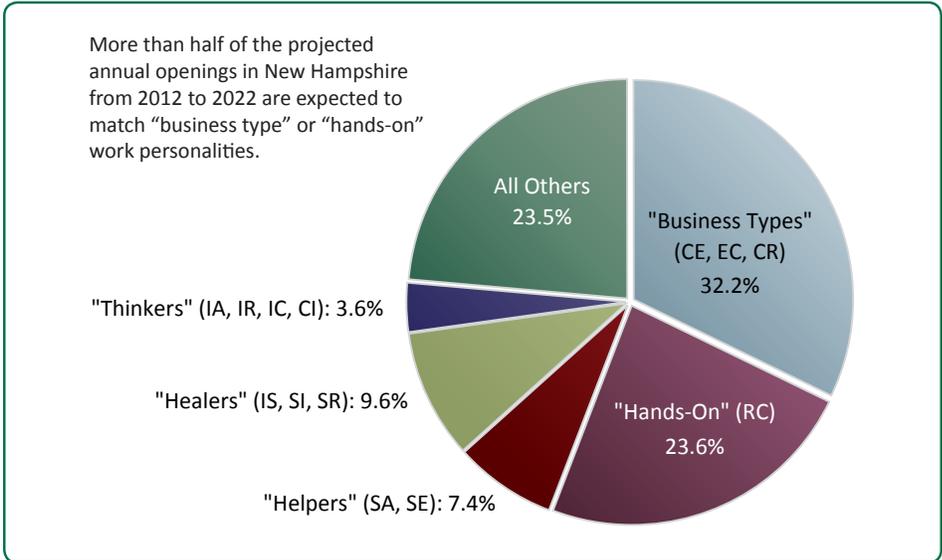
“Thinkers”

People with primary Investigative (I) interests like to think and observe. Combinations of Investigative interest with Artistic (A), Realistic (R), or Conventional (C) interests are typical of careers in STEM (Science, Technology, Engineering and Mathematics). Some of these occupations that are expected to offer positive employment prospects are:

- *Environmental scientists and specialists, including health (IR)*
- *Software developers, applications (IR)*
- *Computer systems analysts (IC)*
- *Web developers (CI)*

If you are interested in learning more about the Holland Interest Codes for any specific occupation, please see the Career Planning Guide on

Percent of 2012-2022 Projected Job Openings by Career Type



the Career Resources section of the ELMI web site, www.nhes.nh.gov/elmi/career/career-table.htm. This resource includes a listing of occupations,

Holland codes, projected number of annual openings, job outlook, wage data, and educational and/or training requirements.

Joe Cullen

Starting with the release of January 2015 data, statistical area delineations will change

The U.S. Office of Management and Budget (OMB) has updated statistical area delineations using total population estimates from the 2010 U.S. Decennial Census supplemented with commuting pattern data from the American Community Survey. The updated delineation of areas will replace those established based on the 2000 Decennial Census, which have been in use since 2003.

As a result of this change in statistical area delineation, the geographic definition of labor market areas in New Hampshire will also change. The new delineation includes 28 metropolitan, micropolitan, and small labor market areas* in New Hampshire. Eleven of these areas combine parts of New Hampshire with bordering states. Use of these new areas will begin with the release of January 2015 estimates, which are scheduled for publication in March 2015.

More detailed information will be available in the February 2015 edition of *Economic Conditions*.

* The Office of Management and Budget (OMB) defines metropolitan and micropolitan areas. Small labor market areas are then defined independently by the Department of Labor, Bureau of Labor Statistics, with input from State Labor Market Information offices.