

New Hampshire Economic Conditions

March 2014

Short-term Projections, Second Quarter 2013 to Second Quarter 2015

Net job gain in New Hampshire between second quarter 2013 and second quarter 2015 is projected to be 12,845 jobs, according to the latest two-year employment projections for industries and occupations. An annual growth rate of just under one percent is projected, indicating a growing labor market. In these projections, change in employment is measured from the estimated second quarter 2013 employment to the projected second quarter 2015 employment.

The projected number of job openings is expected to be 22,842 each year. There are two types of job openings estimated for occupations. One type of job opening is from growth, which is simply the positive change in employment between two

time periods. (A negative change indicates jobs lost, therefore is not counted as growth.) During the two-year projection period, the annual number of job openings from growth is expected to be 6,728 jobs. The other type of job opening arises from the need to replace workers that leave an occupation due to retirement, promotion, or other reason. This replacement need will result in 16,114 additional job openings each year.

Out of the 22 major occupational groups, 21 are projected to have positive growth over the next two years. The largest numeric change in employment is projected for *Sales and related occupations*, with 1,724 new jobs, which translates to an above-average growth rate of two percent. *Sales and related*

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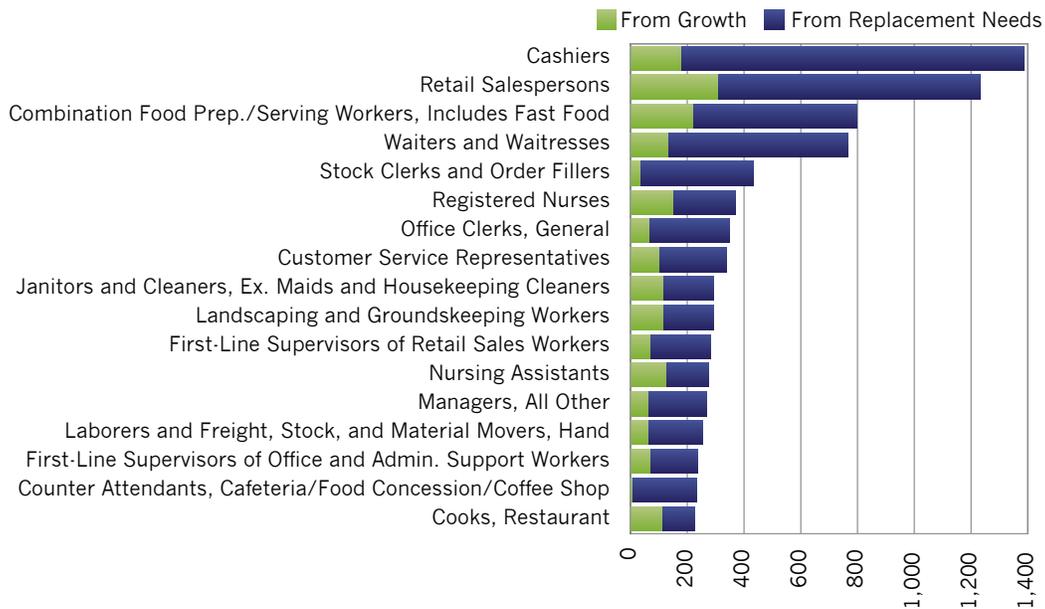
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occupations and Food preparation and serving related occupations are expected to see the most job openings from both growth and replacement over the two-year period, 3,766 and 3,186 openings, respectively.

Job Opportunities Can Come From Growth Or Replacement Needs



Replacement needs continue to outpace growth

In New Hampshire, the ratio of replacement openings to growth openings has historically been about 2.5 projected replacement job openings for every one job opening from growth. Just under half of replacement openings fall in three major occupational groups: *Food preparation and*

servicing related occupations, Sales and related occupations, and Office and administrative support occupations. Many occupations in these groups have entry-level educational requirements of a high school diploma or less, and need only short-term (one month or less) on-the-job training. Jobs with these characteristics have strong potential for workers to leave these jobs and

enter other occupations as they gain experience or higher educational attainment.

Cashiers, for example, are expected to add 181 jobs from growth and 1,206 from replacement needs. *Retail salespersons* have similar difference, with 310 openings from growth and 921 from replacement. These jobs are often a way for new workers to enter

New Hampshire Short-term Occupational Projections, 2013Q2 to 2015Q2

| SOC Code | Occupation Title | 2013Q2 Base | 2015Q2 Projected | Numeric Change | Percent Change | Annual Growth | Average Annual Openings | | |
|----------|--|----------------|------------------|----------------|----------------|---------------|-------------------------|---------------|---------------|
| | | | | | | | Growth | Replacements | Total |
| | Total, All Occupations | 675,859 | 688,704 | 12,845 | 1.9% | 0.9% | 6,728 | 16,114 | 22,842 |
| 11-0000 | Management Occupations | 47,787 | 48,542 | 755 | 1.6% | 0.8% | 388 | 882 | 1,270 |
| 13-0000 | Business and Financial Operations Occupations | 30,332 | 31,063 | 731 | 2.4% | 1.2% | 374 | 540 | 914 |
| 15-0000 | Computer and Mathematical Occupations | 18,660 | 19,255 | 595 | 3.2% | 1.6% | 304 | 253 | 557 |
| 17-0000 | Architecture and Engineering Occupations | 11,875 | 11,885 | 10 | 0.1% | 0.0% | 46 | 263 | 309 |
| 19-0000 | Life, Physical, and Social Science Occupations | 4,058 | 4,149 | 91 | 2.2% | 1.1% | 47 | 113 | 160 |
| 21-0000 | Community and Social Services Occupations | 10,097 | 10,346 | 249 | 2.5% | 1.2% | 128 | 225 | 353 |
| 23-0000 | Legal Occupations | 4,119 | 4,172 | 53 | 1.3% | 0.6% | 26 | 62 | 88 |
| 25-0000 | Education, Training, and Library Occupations | 45,632 | 46,121 | 489 | 1.1% | 0.5% | 241 | 956 | 1,197 |
| 27-0000 | Arts, Design, Entertainment, Sports, and Media Occupations | 9,060 | 9,222 | 162 | 1.8% | 0.9% | 84 | 200 | 284 |
| 29-0000 | Healthcare Practitioners and Technical Occupations | 36,654 | 37,634 | 980 | 2.7% | 1.3% | 484 | 670 | 1,154 |
| 31-0000 | Healthcare Support Occupations | 19,719 | 20,322 | 603 | 3.1% | 1.5% | 303 | 325 | 628 |
| 33-0000 | Protective Service Occupations | 11,614 | 11,803 | 189 | 1.6% | 0.8% | 94 | 345 | 439 |
| 35-0000 | Food Preparation and Serving Related Occupations | 56,278 | 57,792 | 1,514 | 2.7% | 1.3% | 759 | 2,427 | 3,186 |
| 37-0000 | Building and Grounds Cleaning and Maintenance Occupations | 25,810 | 26,495 | 685 | 2.7% | 1.3% | 342 | 501 | 843 |
| 39-0000 | Personal Care and Service Occupations | 23,819 | 24,613 | 794 | 3.3% | 1.7% | 398 | 491 | 889 |
| 41-0000 | Sales and Related Occupations | 84,538 | 86,262 | 1,724 | 2.0% | 1.0% | 865 | 2,901 | 3,766 |
| 43-0000 | Office and Administrative Support Occupations | 105,548 | 106,713 | 1,165 | 1.1% | 0.6% | 724 | 2,367 | 3,091 |
| 45-0000 | Farming, Fishing, and Forestry Occupations | 1,387 | 1,386 | -1 | -0.1% | 0.0% | 6 | 33 | 39 |
| 47-0000 | Construction and Extraction Occupations | 23,793 | 24,420 | 627 | 2.6% | 1.3% | 311 | 376 | 687 |
| 49-0000 | Installation, Maintenance, and Repair Occupations | 25,968 | 26,412 | 444 | 1.7% | 0.9% | 225 | 589 | 814 |
| 51-0000 | Production Occupations | 44,960 | 45,306 | 346 | 0.8% | 0.4% | 255 | 869 | 1,124 |
| 53-0000 | Transportation and Material Moving Occupations | 34,151 | 34,791 | 640 | 1.9% | 0.9% | 324 | 726 | 1,050 |

the labor force with less experience or education.

Replacement needs are also impacted by individuals in each occupation reaching retirement age. The US Bureau of Labor Statistics uses occupational employment data from the Current Population Survey along with demographic information by 13 different age cohorts to estimate the replacement needs by occupation over time. Occupations with higher

concentrations of older workers will have greater replacement needs as these workers retire and permanently leave the occupation.

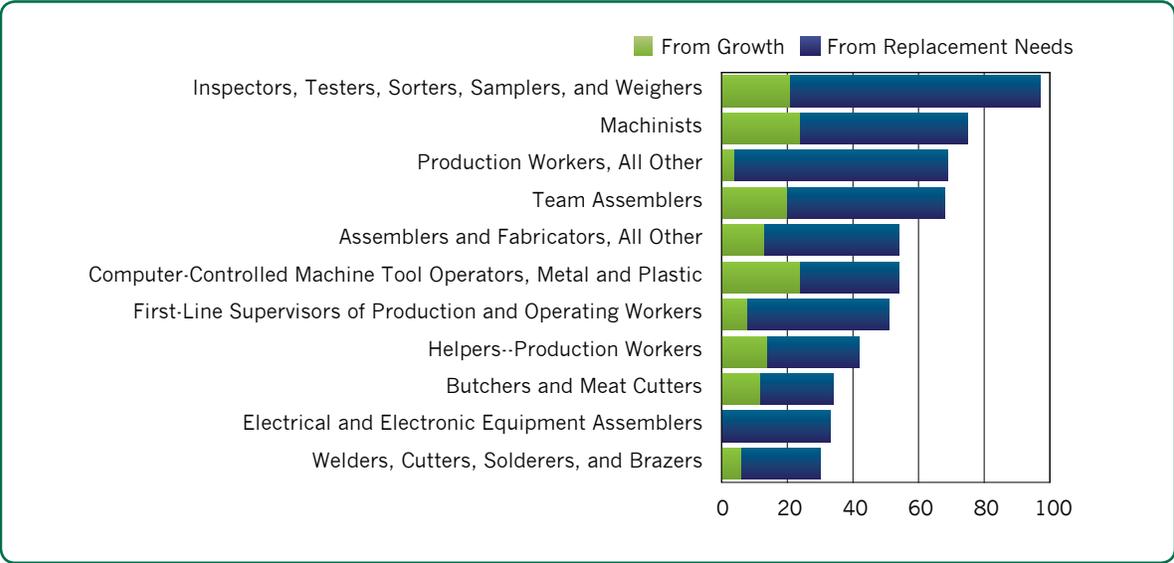
Positive news for Production occupations

Workers in *Production occupations* are employed primarily in *Manufacturing*, and employment in these occupations is strongly tied to expected growth in that industry. While many *Production*

occupations are projected to grow slowly or even decline, there will still be employment opportunities in these occupations because of replacement needs. For example, *Inspectors, testers, sorters, samplers and weighers* is projected to add 97 jobs each year, with nearly two-thirds of those job openings coming from replacement needs. *Machinists* are also expected to be in demand, with 75 total job openings projected, 51 of which are from replacement needs.

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Production Occupations - Annual Openings from Growth and Replacement Needs



What's New in Projections?

Occupations Added to Projections

This version of short-term projections incorporates about 20 new occupations from the 2010 Standard Occupational Classification (SOC). Data for these occupations were collected in the May 2012 Occupational Employment and Wages Survey, released in September 2013, which is the basis for estimating

occupational employment in New Hampshire. The upcoming long-term projections for 2012 to 2022, to be released in the spring of 2014, will also use these new occupations. The SOC is revised every ten years under direction of the US Office of Management and Budget (OMB), with the next revision scheduled for 2018.

Some occupations have been expanded into new classifications that take into consideration job duties, increased specialization, and varied training requirements. *Registered nurses* (formerly SOC code 29-1111, now 29-1141), for example, remains as an occupational title, but nursing specialties have been added, including *Nurse anesthetists* (29-

1151), *Nurse midwives* (29-1161), and *Nurse practitioners* (29-1171). *Nursing assistants* (31-1014) and *Orderlies* (31-1015) are now separate occupations.

In the Computer and mathematical occupation major occupational group, *Information security analysts* (15-1122), *Web developers* (15-1134), and *Computer network architects* (15-1143) were formerly combined in one SOC classification (15-1179). These three occupations are now classified separately. The generic *Computer support specialists* (15-1150) classification has been divided into two occupations, *Computer user support specialists* (15-1151) and *Computer network support specialists* (15-1152).

In the Education, training, and library occupational group, *Special education teachers, preschool, kindergarten and elementary* (25-2041) has been divided into two occupations: *Special education teachers, preschool* (25-2051) and *Special education teachers, kindergarten and elementary school* (25-2052).

Other new occupations include:

- *Labor relations specialists* (13-1075)
- *Fundraisers* (13-1131)
- *Community health workers* (21-1094)
- *Radiologic technicians* (29-2034)
- *Magnetic resonance imaging technologists* (29-2035)

Changes to Education and Training Categories

To improve identification of entry level educational and experience requirements, each occupation has been assigned an education value, a work experience value, and a job training value. Since the last round of projections were completed, work experience values were consolidated from three categories into two. Previously, work experience values were *less than 1 year*, *1 to 5 years*, or *5 years or more*. Work experience values are now *less than 5 years* or *5 years or more*. Occupations that do not require any prior work experience will continue to be classified as “none.”

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