

A Closer Look at New Hampshire’s Business Employment Dynamics – Gross Job Gains and Gross Job Losses 2013Q3 through 2015Q3

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Quarterly employment in New Hampshire follows clear seasonal patterns. Employment rises in the second and third quarters and declines in the fourth and first quarters each year. Changes in covered employment are usually measured as a net value, but by digging a little deeper into these data, more significant patterns emerge.¹

These data highlight the fact that, although some industry net employment may seem static, or even declining, there is still a dynamic of hiring and separation of workers — gross job gains and gross job losses — that is not evident at the

summary level. The dynamics of gross job change data are captured in the Business Employment Dynamics (BED) data series.

Digging even further into the data provides insight to employment dynamics within each industry. For most industries in New Hampshire, the largest positive net employment change occurs from first to second quarter each year. The largest number of gross job gains in *Total private* employment in New Hampshire occurs in the second quarter each year, simultaneous with the smallest number of gross job losses.

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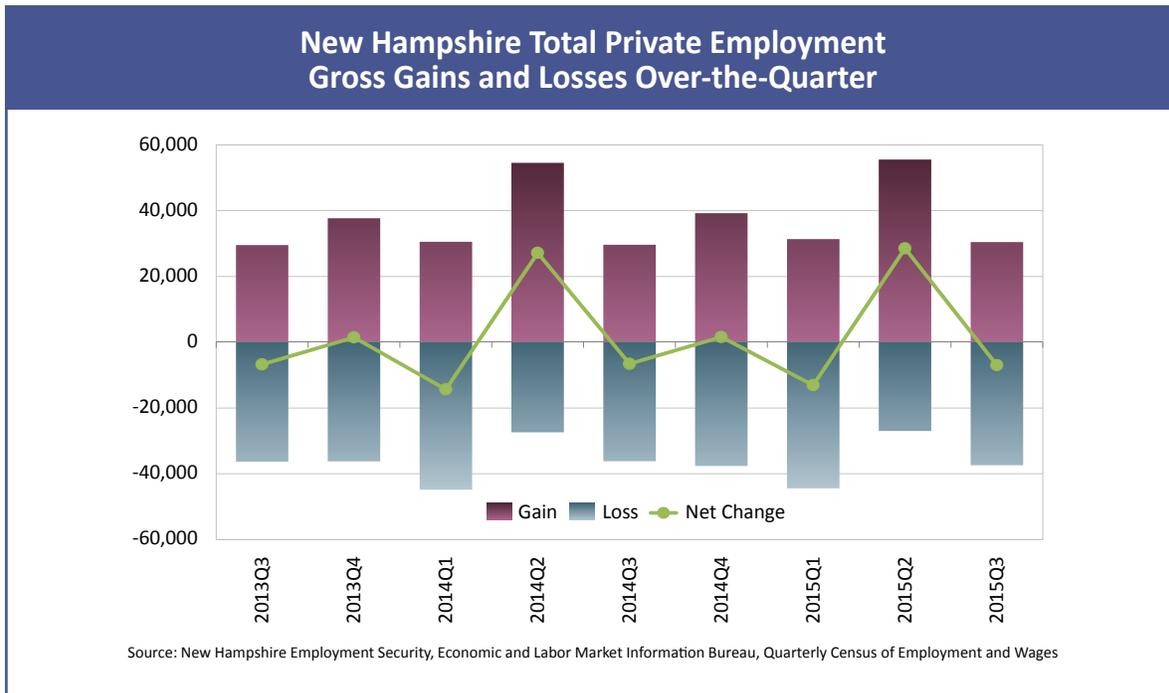
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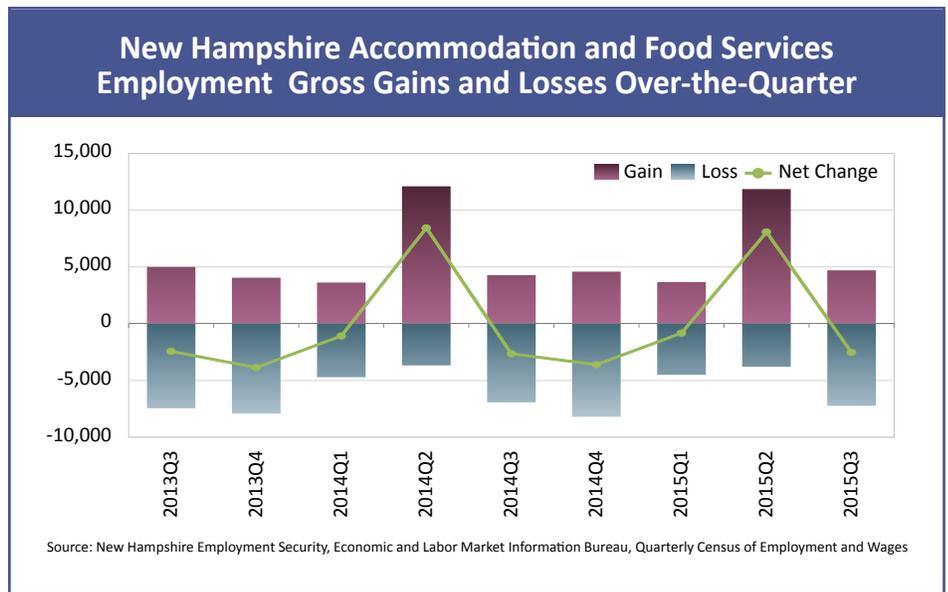


¹ Data for 2015Q3 are preliminary.

Gross Job Gains and Gross Job Losses by Select Industries ²

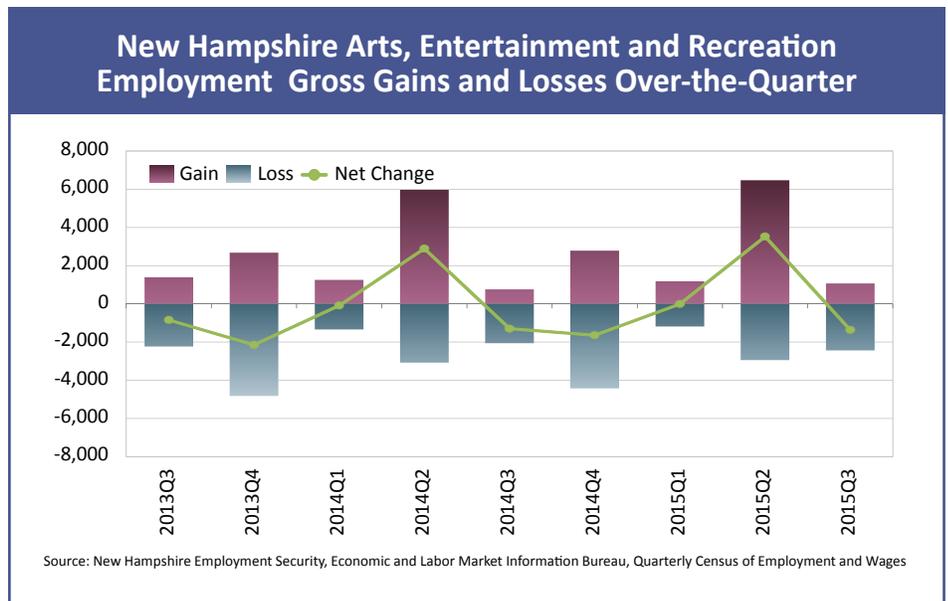
Accommodation and Food Services

Employment change in the *Accommodation and food services* sector is a distinctive example of New Hampshire’s seasonal employment. The largest over-the-quarter gross job gains are in the second quarter annually, driven by establishments opening and hiring for the summer season. The largest gross job losses in the fourth quarter outnumber gross job gains annually, as the remaining tourist attractions close after the end of the fall foliage season.



Arts, Entertainment, and Recreation

Quarterly gross job gains in the *Arts, entertainment and recreation* sector are largest in second quarter each year. The gross job gains in second quarter, from summer attractions, far outnumber the gross job gains in fourth quarter from winter attractions. However, gross job losses in fourth quarter outnumber gross job gains resulting in a net job loss over the quarter. Gross job gains in first quarter from winter recreation are modest. At the same time, the smallest number of gross job losses occurs in first quarter annually, resulting in a net change of about zero.



2. Concepts and Methodology

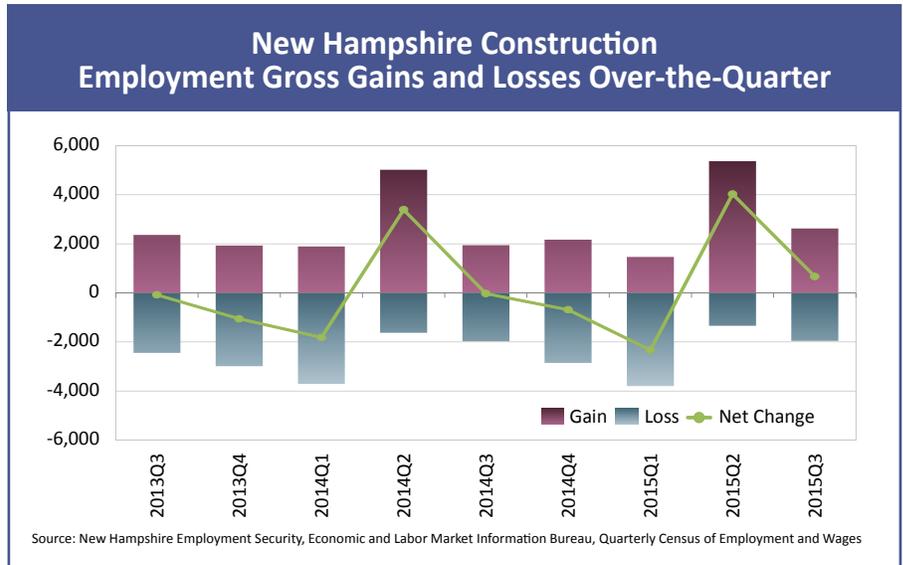
The Business Employment Dynamics data measure the net change in employment at the establishment or firm level. Gross job gains include the sum of all jobs added at either opening or expanding units. Gross job losses include the sum of all jobs lost in either closing or contracting units. The net change in employment is the difference between gross job gains and gross job losses.

All employment changes are measured from the third month of the previous quarter to the third month of the current quarter. Not all establishments and firms change their employment levels. Units with no change in employment count toward estimates of total employment, but not for measures of gross job gains and gross job losses.

Source: Bureau of Labor Statistics, Economic News Release. 12/10/2013. Business Employment Dynamics Technical Note. For additional information go to: www.bls.gov/news.release/cewbd.tn.htm

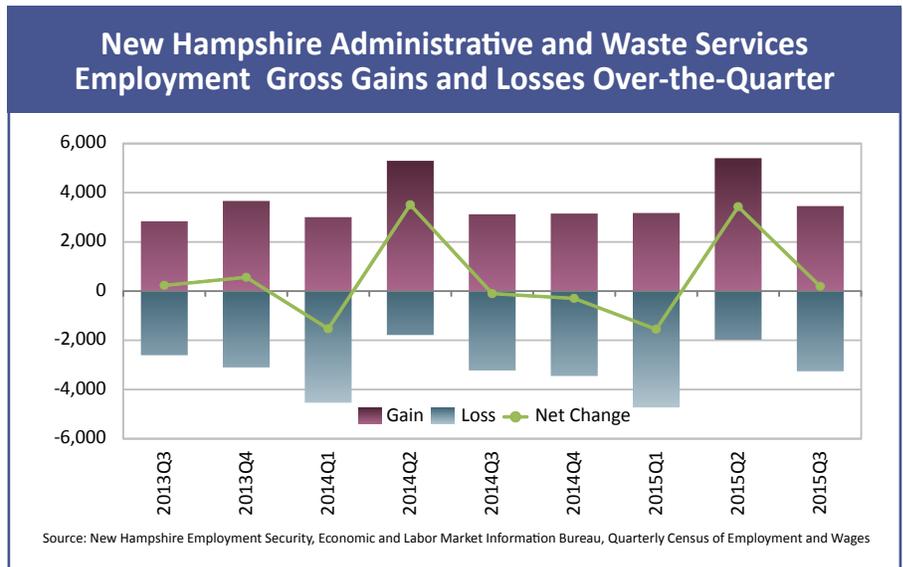
Construction

The largest gross job gains in *Construction* are in second quarter each year. This is largely affected by the increase of building and road construction projects in the second quarter. Other than second quarter, gross job gains are fairly consistent in the other quarters. The exception was in first quarter 2015 when there was an extended winter with high snow amounts reducing gross job gains in the quarter. Conversely, gross job losses in *Construction* establishments are the smallest in second quarter and get progressively larger each quarter until the first quarter when gross job losses are the largest. This is an indication that there are limited overall employment gains in the sector, and basically the same seasonal slots are being filled.



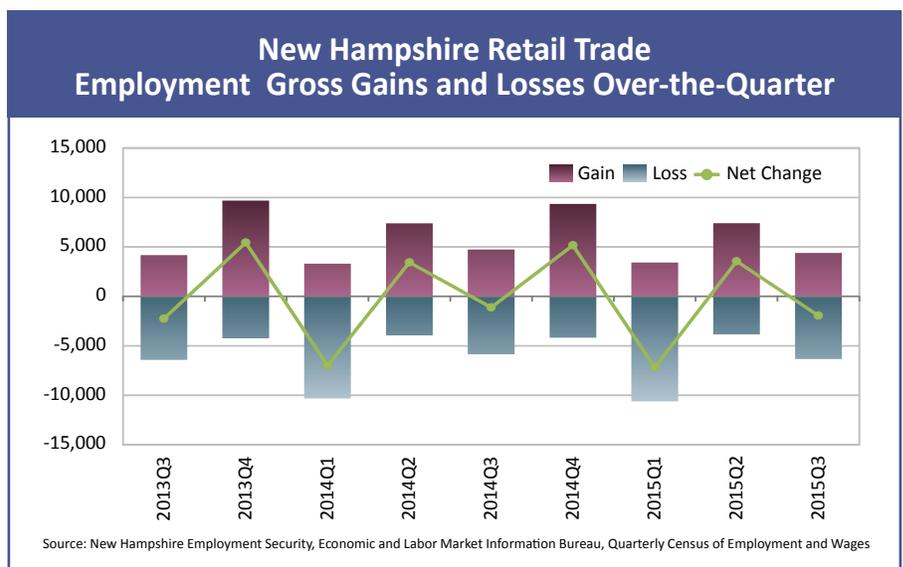
Administrative and Waste Services

In the *Administrative and waste services* sector, the largest quarterly job gain is in second quarter, likely the result of increased employment in landscaping establishments (in *Services to buildings and dwellings*). Similar to quarterly employment trends found in *Construction*, gross job losses are smallest in second quarter and increase each quarter; the largest gross job losses are in first quarter each year. Because gross job gains and gross job losses don't vary from year to year, overall employment shows no significant change.



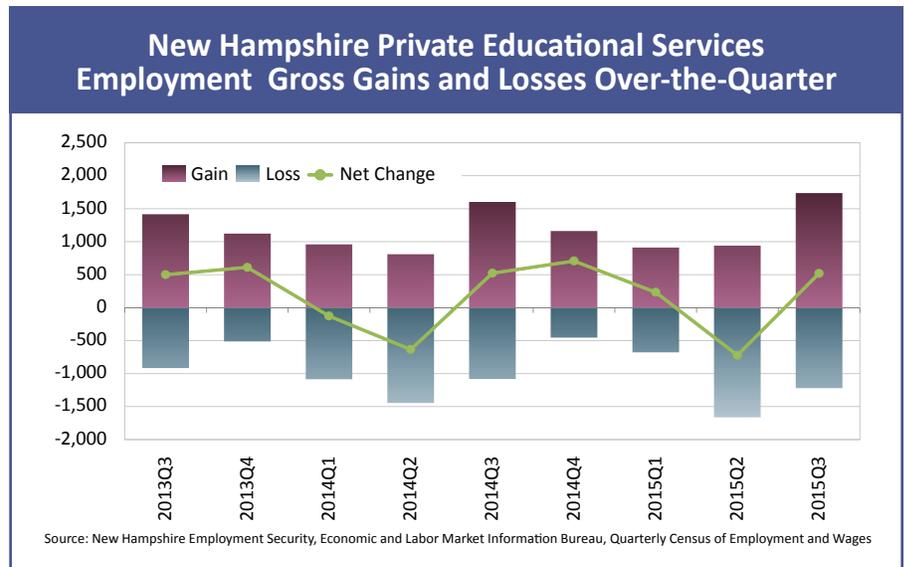
Retail Trade

Although there is an increase in *Retail trade* gross job gains in second quarter, the largest gross job gains are in fourth quarter each year, in preparation for the holiday shopping season. In first quarter each year, gross job losses in *Retail trade* are the largest as businesses release workers hired during the holiday season. A similar, smaller level of gross job losses occurs in the third quarter each year, as the summer vacation season winds down.



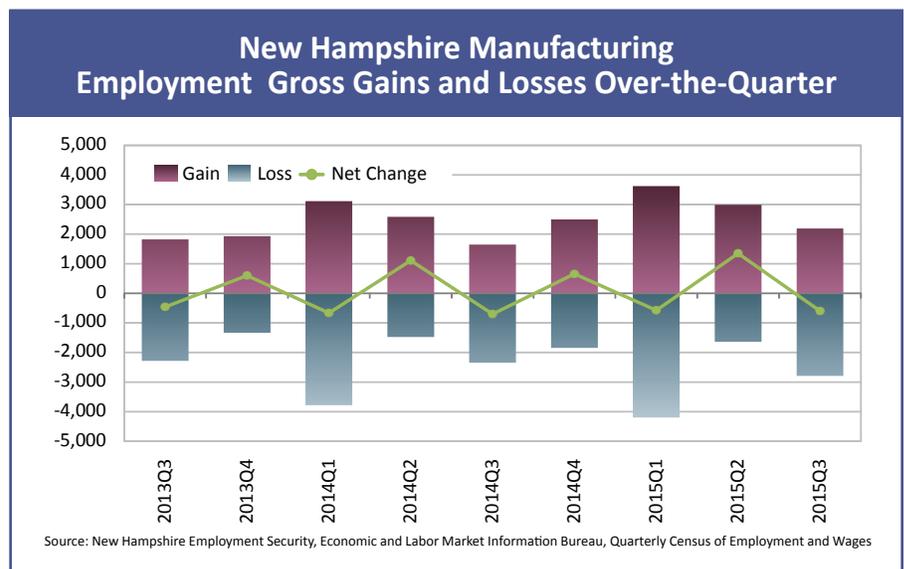
Educational Services

The seasonal trend of quarterly employment gains and losses in *Educational services* is opposite to other seasonal trends. In second quarter each year, gross job gains are the smallest in *Educational services* and gross job losses are the largest. The largest gross job gains in *Educational services* are the third quarter each year when the new school year begins. These data represent privately owned educational facilities and do not include municipal school districts.



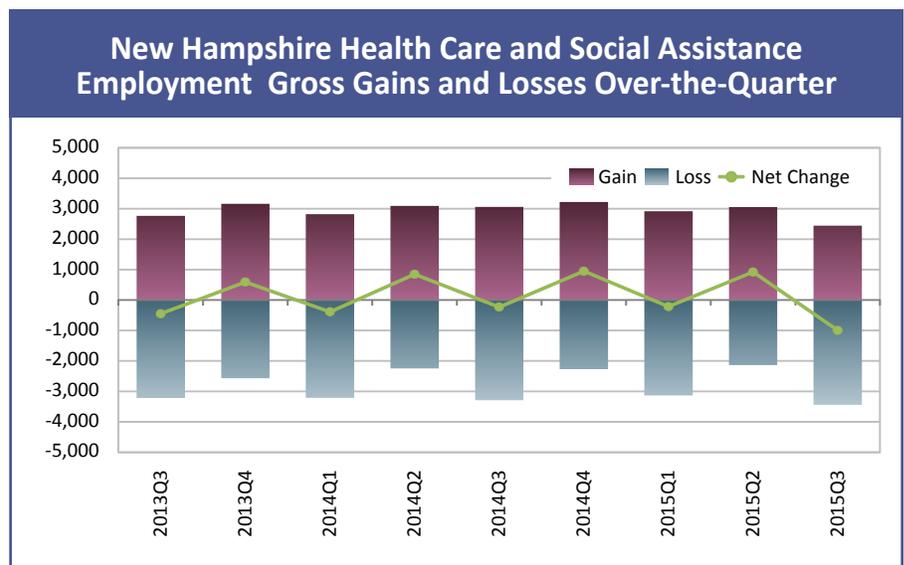
Manufacturing

In *Manufacturing*, the largest number of gross job gains as well as the largest number of gross job losses occurs in the first quarter, with gross job losses outnumbering gross job gains. Depending on the type of product, the first quarter is when *Manufacturing* establishments may release workers following fulfillment of year-end orders, while other *Manufacturing* establishments are increasing their workforce to build inventory. In second and fourth quarters, although gross job gains are smaller than first quarter, they outnumber gross job losses resulting in positive net employment change.



Health Care and Social Assistance

The largest gross job gains in *Health care and social assistance* occur in the second and fourth quarters, with very little difference in the volume each year. The largest number of gross job losses in *Health care and social assistance* occur in the first and third quarters. In third quarter 2015, gross job gains were noticeably smaller than any other period, possibly indicating the employment growth in the sector is slowing down.



Overview

Many industries exhibit clear seasonal employment patterns.

For example, *Accommodation and food services*; *Arts, entertainment and recreation*; *Construction*; and *Administrative and waste services*, for the most part, are highly dependent on warmer weather conditions and the summer tourist season in second quarter annually.

On the other hand, quarterly employment change in *Educational services* is the opposite, with employment dropping off in the second quarter and the largest net employment increase in the third quarter each year.

Quarterly employment trends in *Retail trade* differ slightly. While there is a large over-the-quarter gross job increase in the second

quarter, the largest gross job gains are in the fourth quarter, typically the result of employment increases to accommodate the holiday shopping season.

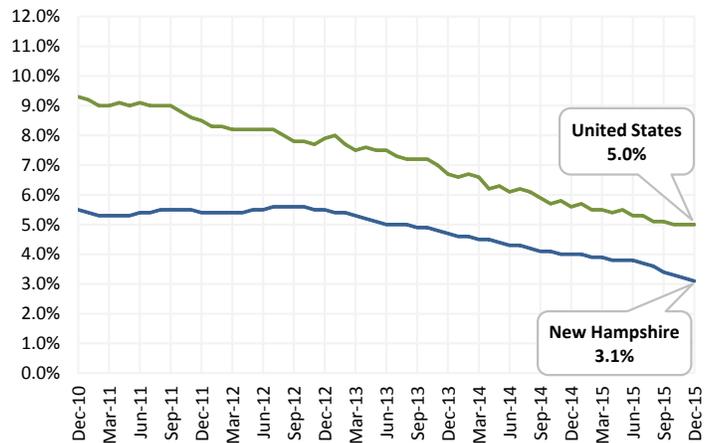
In the *Manufacturing* and *Health care and social assistance* sectors, quarter-to-quarter net employment change showed a zig-zag pattern, with less indication of a strong seasonal attachment.

Seasonally Adjusted Estimates

Unemployment Estimates by Region

Seasonally Adjusted	Dec-15	Nov-15	Dec-14
United States	5.0%	5.0%	5.6%
Northeast	4.9%	4.9%	5.7%
New England	4.7%	4.6%	5.5%
Connecticut	5.2%	5.1%	6.3%
Maine	4.0%	4.1%	5.5%
Massachusetts	4.7%	4.7%	5.3%
New Hampshire	3.1%	3.2%	4.0%
Rhode Island	5.1%	5.2%	6.8%
Vermont	3.6%	3.7%	4.1%
Mid Atlantic	4.9%	5.0%	5.7%
New Jersey	5.1%	5.4%	6.3%
New York	4.8%	4.8%	5.8%
Pennsylvania	4.8%	5.0%	5.0%

Local Area Unemployment Statistics (LAUS) Unemployment Rate, NH and US



Current Employment Statistics (CES) by Place of Establishment

Sector	Number of Jobs			Change from Previous	
	Dec-15	Nov-15	Dec-14	Month	Year
Total Nonfarm	656,400	657,500	653,000	-1,100	3,400
Total Private	568,600	569,400	562,700	-800	5,900
Mining and Logging	900	900	900	0	0
Construction	24,400	24,600	24,000	-200	400
Manufacturing	67,400	67,600	67,100	-200	300
Durable Goods	51,200	51,300	50,100	-100	1,100
Non-Durable Goods	16,200	16,300	17,000	-100	-800
Trade, Transportation, and Utilities	140,600	141,500	138,900	-900	1,700
Wholesale Trade	28,500	27,900	27,200	600	1,300
Retail Trade	96,000	97,100	96,300	-1,100	-300
Transportation, Warehousing, and Utilities	16,100	16,500	15,400	-400	700
Information	12,600	12,700	11,800	-100	800
Financial Activities	36,700	36,100	36,000	600	700
Finance and Insurance	29,700	29,100	29,100	600	600
Real Estate and Rental and Leasing	7,000	7,000	6,900	0	100
Professional and Business Services	72,900	72,500	73,500	400	-600
Professional, Scientific, and Technical Services	31,300	31,100	32,600	200	-1,300
Administrative and Support and Waste Management and Remediation Services	33,800	33,800	33,200	0	600
Education and Health Services	118,600	118,400	117,100	200	1,500
Educational Services	29,700	29,800	29,700	-100	0
Health Care and Social Assistance	88,900	88,600	87,400	300	1,500
Leisure and Hospitality	67,900	68,500	67,300	-600	600
Arts, Entertainment, and Recreation	10,400	11,700	11,400	-1,300	-1,000
Accommodation and Food Services	57,500	56,800	55,900	700	1,600
Other Services	26,600	26,600	26,100	0	500
Government	87,800	88,100	90,300	-300	-2,500
Federal Government	7,500	7,500	7,500	0	0
State Government	24,900	24,800	24,600	100	300
Local Government	55,400	55,800	58,200	-400	-2,800

Current month is preliminary; past months are revised

Prior data and area data are available on our Web site at www.nhes.nh.gov/elmi/statistics/ces-data.htm

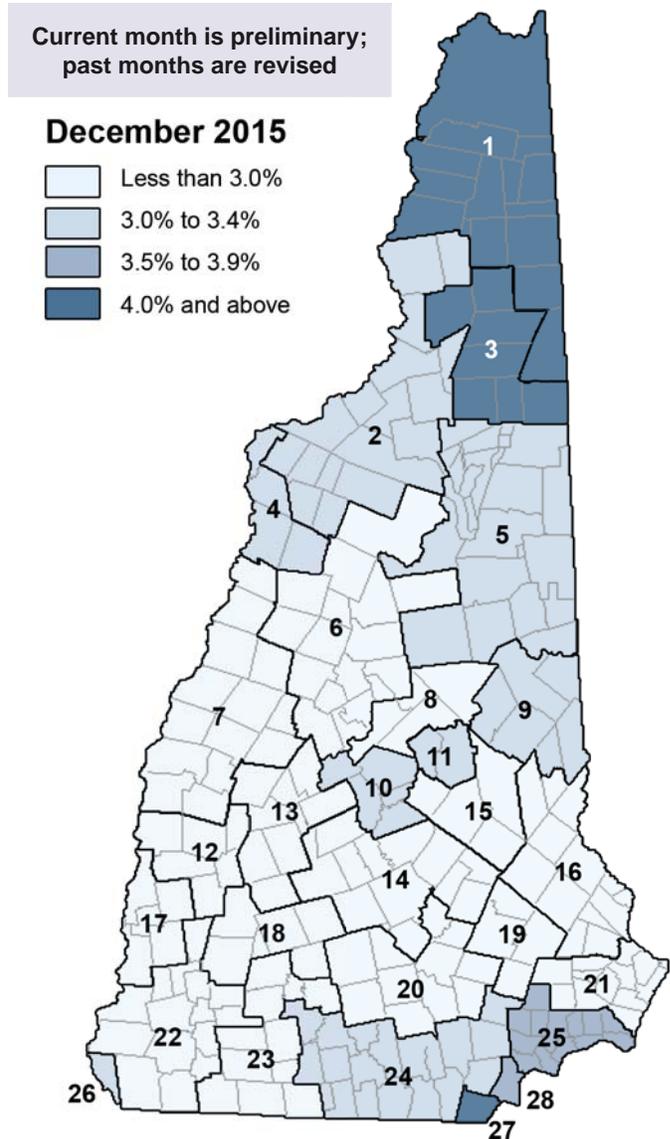
Not Seasonally Adjusted Estimates by Place of Residence

Labor Force Estimates			
New Hampshire	Dec-15	Nov-15	Dec-14
Total Civilian Labor Force	734,110	736,690	739,230
Employed	712,770	713,450	710,920
Unemployed	21,340	23,240	28,310
Unemployment Rate	2.9%	3.2%	3.8%
United States (# in thousands)	Dec-15	Nov-15	Dec-14
Total Civilian Labor Force	157,245	157,340	155,521
Employed	149,703	149,766	147,190
Unemployed	7,542	7,573	8,331
Unemployment Rate	4.8%	4.8%	5.4%

Unemployment Rates by Area			
Counties	Dec-15	Nov-15	Dec-14
Belknap	3.0%	3.1%	4.0%
Carroll	3.3%	3.5%	4.1%
Cheshire	2.7%	3.0%	3.6%
Coös	4.2%	4.3%	5.7%
Grafton	2.5%	2.8%	3.2%
Hillsborough	3.0%	3.3%	3.9%
Merrimack	2.5%	2.8%	3.4%
Rockingham	3.1%	3.4%	4.2%
Strafford	2.6%	2.8%	3.4%
Sullivan	2.3%	2.6%	3.2%

Map Key	Labor Market Areas	Dec-15	Nov-15	Dec-14
1	Colebrook, NH-VT LMA, NH Portion	4.6%	4.3%	5.7%
2	Littleton, NH-VT LMA, NH Portion	3.1%	3.1%	4.0%
3	Berlin NH Micropolitan NECTA	4.6%	4.8%	6.6%
4	Haverhill, NH LMA	3.2%	3.2%	4.0%
5	Conway, NH-ME LMA, NH Portion	3.2%	3.5%	3.8%
6	Plymouth, NH LMA	2.7%	3.0%	3.4%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	2.3%	2.5%	2.8%
8	Meredith, NH LMA	2.9%	3.2%	4.1%
9	Wolfeboro, NH LMA	3.4%	3.6%	4.5%
10	Franklin, NH LMA	3.1%	3.2%	4.5%
11	Laconia, NH Micropolitan NECTA	3.3%	3.4%	4.2%
12	Claremont-Newport, NH LMA	2.4%	2.6%	3.3%
13	New London, NH LMA	2.5%	2.8%	3.2%
14	Concord, NH Micropolitan NECTA	2.4%	2.7%	3.3%
15	Belmont, NH LMA	2.8%	2.8%	3.9%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	2.6%	2.8%	3.4%
17	Charlestown, NH LMA	2.4%	2.6%	3.2%
18	Hillsborough, NH LMA	2.8%	3.0%	3.7%
19	Raymond, NH LMA	2.8%	3.1%	3.7%
20	Manchester, NH Metropolitan NECTA	2.8%	3.1%	3.6%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	2.5%	2.8%	3.5%
22	Keene, NH Micropolitan NECTA	2.6%	2.9%	3.4%
23	Peterborough, NH LMA	2.8%	3.1%	3.7%
24	Nashua, NH-MA NECTA Division, NH Portion	3.2%	3.5%	4.2%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division	3.6%	3.9%	4.9%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	3.4%	3.5%	4.3%
27	Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division	4.0%	4.3%	5.3%
28	Salem Town, NH Portion, Lawrence-Metuen-Salem, MA-NH NECTA Division	3.7%	4.0%	4.9%

Unemployment Rates by Region			
Not Seasonally Adjusted	Dec-15	Nov-15	Dec-14
United States	4.8%	4.8%	5.4%
Northeast	4.4%	4.6%	5.3%
New England	4.4%	4.4%	5.1%
Connecticut	5.0%	4.8%	5.6%
Maine	3.8%	3.9%	5.3%
Massachusetts	4.6%	4.5%	4.9%
New Hampshire	2.9%	3.2%	3.8%
Rhode Island	4.8%	4.9%	6.3%
Vermont	3.1%	3.5%	3.8%
Mid Atlantic	4.4%	4.7%	5.3%
New Jersey	4.4%	5.0%	5.8%
New York	4.7%	4.7%	5.6%
Pennsylvania	4.1%	4.4%	4.6%



New Hampshire unemployment and labor force estimates are calculated using a regression model which depends on Current Population Survey (CPS) estimates. City and town estimates are calculated using the Bureau of Labor Statistics "Handbook Method" and then adjusted to the State levels.

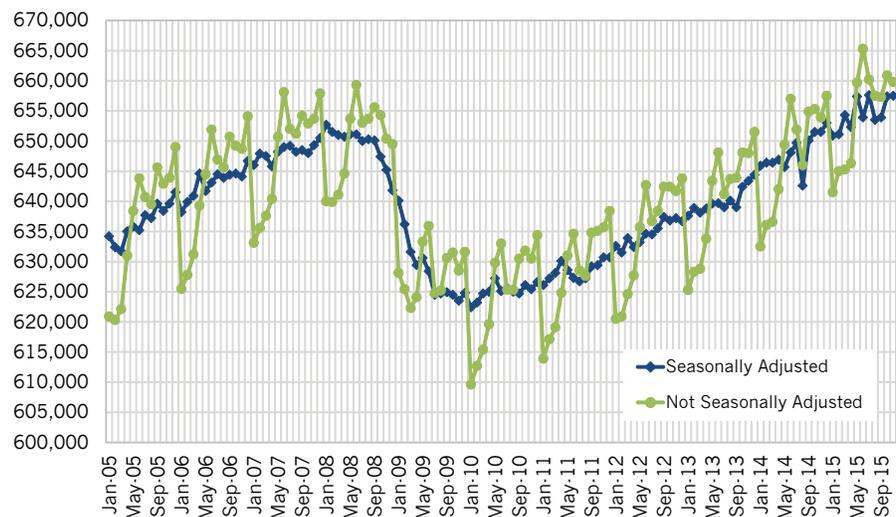
Monthly Estimates by Place of Establishment

New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

Current month
is preliminary;
past months
are revised

	Number of Jobs			Change from Previous	
	Dec-15	Nov-15	Dec-14	Month	Year
Total Nonfarm	660,900	659,800	657,500	1,100	3,400
Total Private	568,500	567,700	562,600	800	5,900
Mining and Logging	900	1,000	900	-100	0
Construction	24,300	25,300	23,900	-1,000	400
Manufacturing	67,300	67,400	67,000	-100	300
Durable Goods	51,100	51,100	50,000	0	1,100
Non-Durable Goods	16,200	16,300	17,000	-100	-800
Trade, Transportation, and Utilities	145,600	143,800	143,900	1,800	1,700
Wholesale Trade	28,300	28,000	27,000	300	1,300
Retail Trade	100,300	99,200	100,600	1,100	-300
Transportation, Warehousing, and Utilities	17,000	16,600	16,300	400	700
Information	12,600	12,700	11,800	-100	800
Financial Activities	36,400	35,700	35,700	700	700
Professional and Business Services	72,700	73,100	73,400	-400	-700
Education and Health Services	119,200	119,600	117,600	-400	1,600
Leisure and Hospitality	63,200	62,600	62,600	600	600
Other Services	26,300	26,500	25,800	-200	500
Government	92,400	92,100	94,900	300	-2,500
Federal Government	7,700	7,500	7,700	200	0
State Government	27,000	27,100	26,700	-100	300
Local Government	57,700	57,500	60,500	200	-2,800

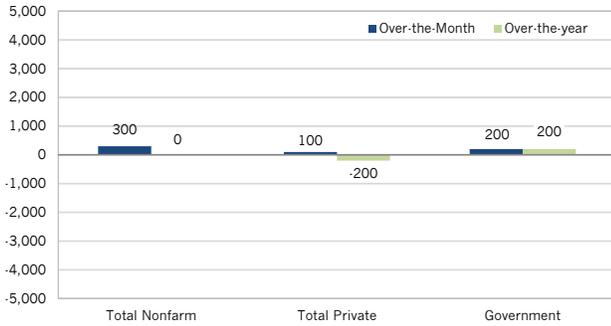
Total Nonfarm Employment Trend for December 2015



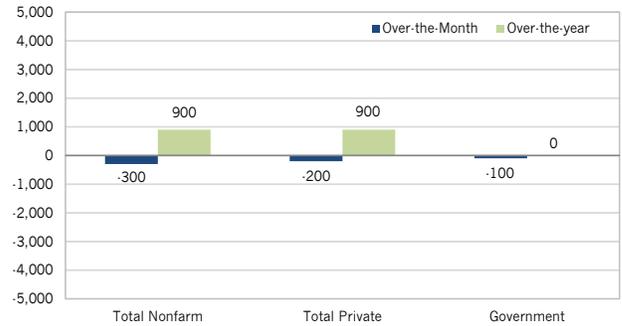
Not Seasonally Adjusted Estimates by Place of Establishment

Nonfarm Employment by Metropolitan Statistical Areas - December 2015

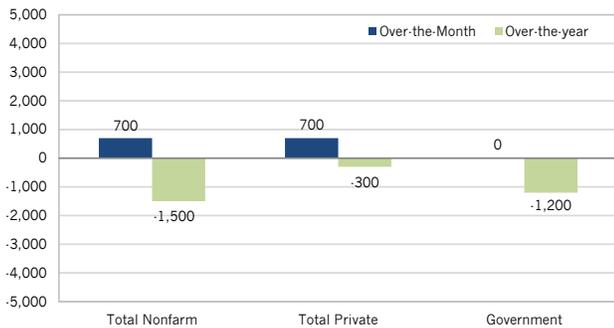
Dover-Durham NH-MA Metro NECTA



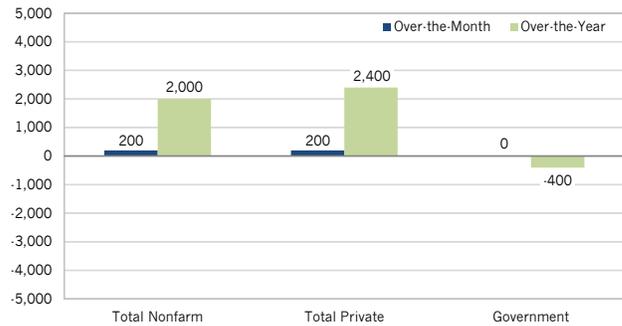
Manchester Metro NECTA



Nashua NH-MA NECTA Division

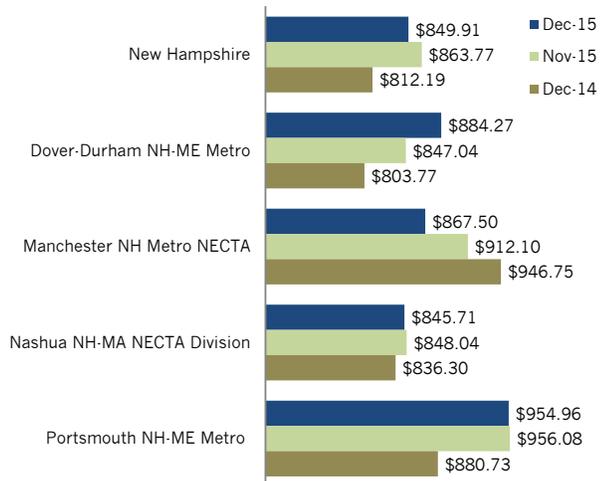


Portsmouth NH-MA Metro NECTA



Total Private Average Weekly Earnings Data

Private All Employees Average Weekly Earnings



Production Workers Average Weekly Earnings



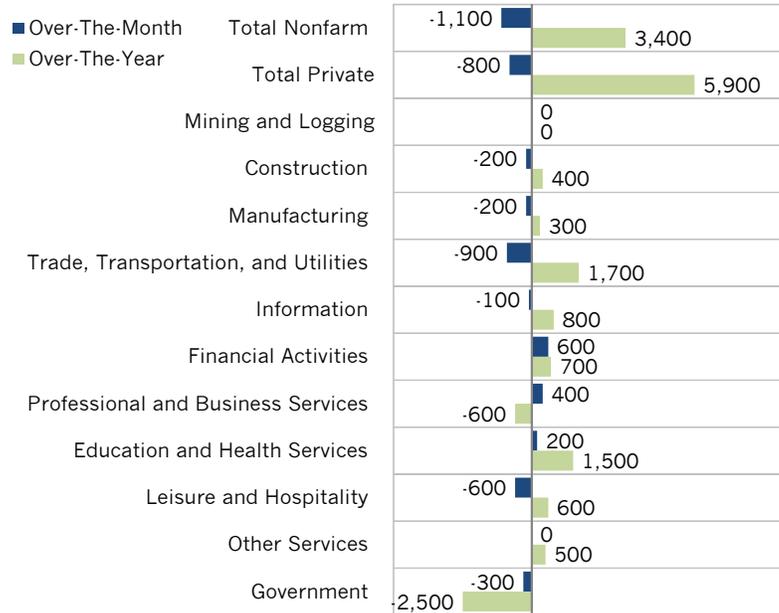
Sector data for the four areas and hours and earnings data are available on our web site: www.nhes.nh.gov/elmi/statistics/ces-data.htm

Monthly Analysis of Current Employment Statistics (CES)

Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- Preliminary seasonally adjusted employment decreased by 1,100 jobs from November 2015 to December 2015, dropping employment to 656,400 jobs.
- Employment in Trade, transportation, and utilities decreased by 900 jobs over-the-month.
- Over-the-year, New Hampshire’s total nonfarm employment increased by 3,400 jobs.
- Half of the total nonfarm job growth was spurred by Trade, transportation, and warehousing, up 1,700 jobs from December 2014 to December 2015.
- Changes in seasonally adjusted data reflect underlying economic changes and allow for comparisons of different time periods.

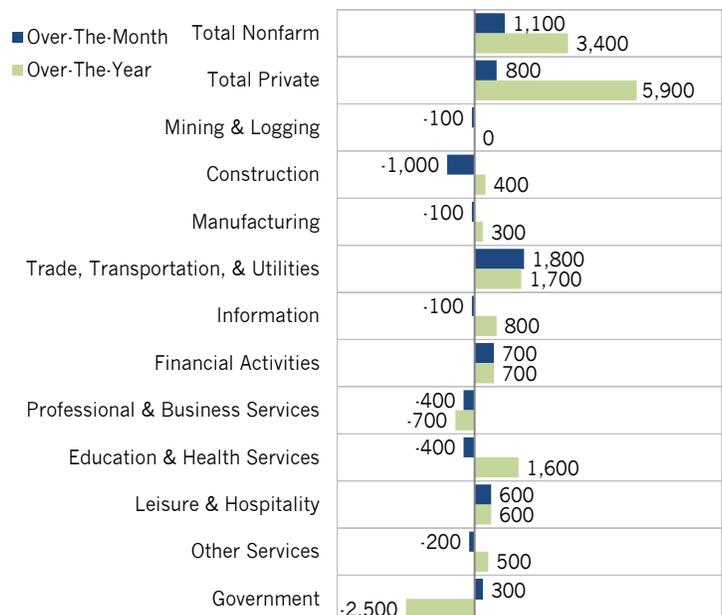
Seasonally Adjusted December 2015 Change



Not Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- New Hampshire’s preliminary not seasonally adjusted employment increased by 1,100 jobs, from November to December, bringing employment to 660,900 jobs.
- Employers in Trade, transportation, and warehousing expanded their workforce by 1,800 jobs over-the-month.
- From December 2014 to December 2015, New Hampshire’s not seasonally adjusted employment rose by 3,400 jobs.
- Half of this job growth can be attributed to Trade, transportation, and utilities, up 1,700 jobs over-the-year.
- Changes in not seasonally adjusted data are due to seasonal patterns in hiring, as well as underlying economic changes.

Not Seasonally Adjusted December 2015 Change



For further analysis, see the *Detailed Monthly Analysis of Industry Employment Data* on our web site: www.nhes.nh.gov/elmi/statistics/ces-data.htm

Consumer Price Index

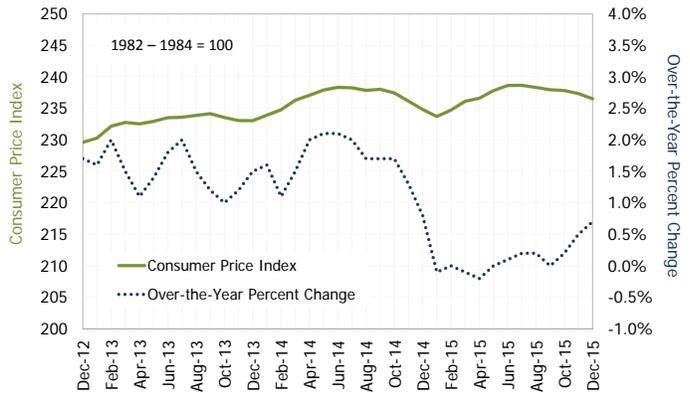
United States, All Urban Consumers
Not Seasonally Adjusted (CPI-U) (1982-1984=100)

Dec-15	Nov-15	Dec-14	Change from Previous	
			Month	Year
236.525	237.336	234.812	-0.3%	0.7%

Northeast, All Urban Consumers
Not Seasonally Adjusted (CPI-U) (1982-1984=100)

Dec-15	Nov-15	Dec-14	Change from Previous	
			Month	Year
251.670	252.573	250.519	-0.4%	0.5%

Consumer Price Index United States, All Urban Consumers



Unemployment Compensation Claims Activity

	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15
Initial Claims	2,851	2,726	2,195	2,520	3,164	4,792
Continued Weeks Claimed	20,108	21,810	15,429	14,711	18,144	19,396
Average payment for a week of unemployment	\$295.61	\$296.43	\$319.55	\$326.24	\$338.71	\$309.36

New Hampshire Economic Conditions is published monthly in coordination with the Bureau of Labor Statistics and the Employment and Training Administration of the U.S. Department of Labor.

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Claims calls: 1-800-266-2252



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