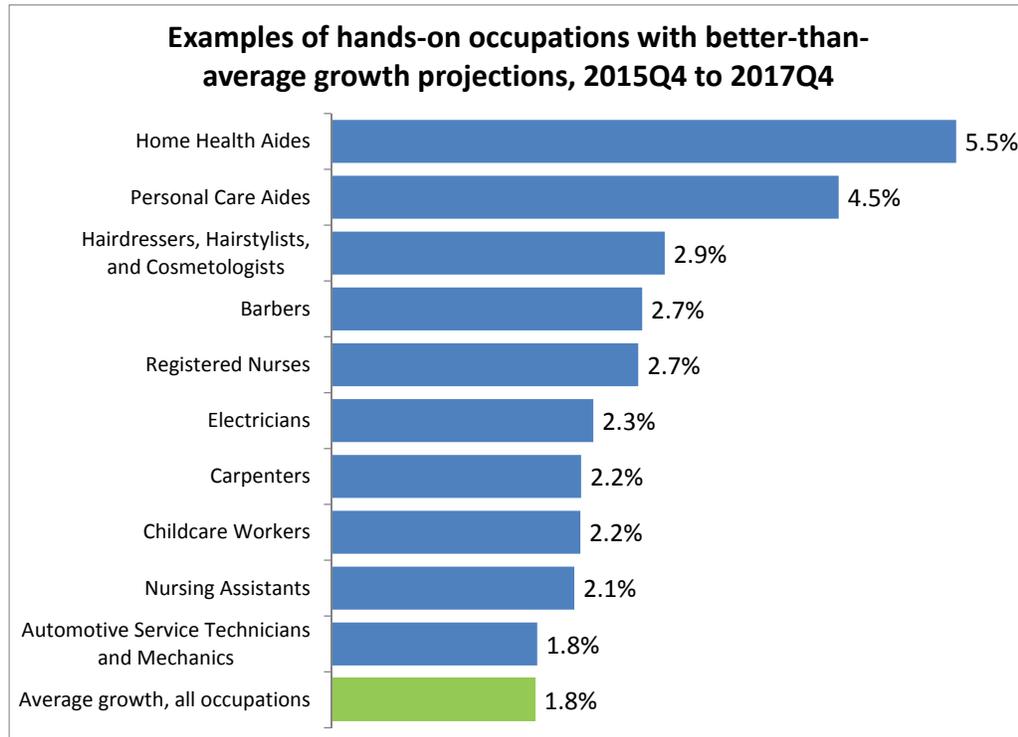


## Hands-on Occupations in New Hampshire with a Bright Outlook 2015 Q4 to 2017 Q4

New Hampshire’s recently released employment projections for fourth quarter 2015 to fourth quarter 2017 show that some occupations requiring personal interaction and hands-on contact are expected to have better-than-average employment growth and substantial job openings. Overall, employment in New Hampshire is projected to increase by 1.8 percent over the two-year period, an increase of 12,400 new jobs.

The Economic and Labor Market Information Bureau publishes short-term projections twice each year to assess how changes in economic conditions and seasonality affect demand for workers. Frequent updates of short-term projections give users the best available view of employment trends for the upcoming two years.

These hands-on occupations share many characteristics, and their most significant distinction is workers engage in personal contact, often on a one-to-one basis. Some of these occupations require soft skills such as empathy, creativity, and decision-making. These occupations usually do not require more than an Associate’s degree for entry-level employment. Employment in these occupations can be considered more stable because the likelihood of jobs being outsourced is much lower.



Hands-on occupations are primarily categorized in four broad occupational areas: Personal care and service, Healthcare, Construction and extraction, and Installation, maintenance, and repair.

Nearly 24,000 workers were employed in Personal care and service occupations statewide in fourth quarter 2015. Better than average employment growth (+3.3 percent is expected for this group through fourth quarter 2017, adding just short of 800 new jobs. Combined with the need to replace workers permanently leaving

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an occupation, this is expected to create nearly 900 annual job openings

With over 6,100 workers, Personal care aides account for more than one-quarter of employment in this major occupational group. Workers in this occupation assist clients in everyday tasks such as bathing, housekeeping, laundry, and meal preparation. These services are usually provided in the client's home but can also be provided in larger group homes or care communities. Demand for these services is expected to rise, with approximately 275 new jobs projected by fourth quarter 2017, up by 4.5 percent. Personal care aides is one of the few occupations expected to have more annual openings from job growth than from replacement needs.

Childcare workers are also expected to have better than average employment growth prospects. Workers in this occupation provide care for children in the absence of a parent, attending to basic needs, such as feeding and bathing. They may be employed in a childcare center or directly in a client's home, while others care for children in their own home. The number of Childcare workers is projected to grow by 2.2 percent by fourth quarter 2017, adding 93 new jobs. The need to replace workers, combined with job growth, is expected to account for 175 job openings per year.

Hairdressers, hairstylists, and cosmetologists and Barbers provide services that are nearly impossible to do without personal contact. Combined, these occupations accounted for nearly 3,700 workers

in fourth quarter 2015. Overall growth is expected to be 2.9 percent as 107 new jobs are added.

Registered nurses are expected to have the best employment prospects among occupations in healthcare, growing by 2.7 percent through second quarter 2017 with a gain of 351 new jobs. Expanding healthcare services, an emphasis on preventative healthcare, and the need to provide healthcare services at lower cost are all factors contributing to employment growth in this occupation. This occupation requires at least an Associate's degree, but a Bachelor's degree is preferred for many positions, especially those requiring leadership and critical thinking. While employment of Registered nurses is expected to increase by 351 new jobs over the two-year period, the need to replace workers leaving the occupation is also expected to create almost 300 job openings annually.

Employment growth for Nursing assistants is affected by the same factors as Registered nurses. About two-thirds of all Nursing assistants work in hospitals or nursing and residential care facilities. Job openings from growth and replacement are expected to reach 280 per year. (Job openings can arise from employment growth and the need to replace workers that retire or permanently leave an occupation.) In New Hampshire, completion of a nursing board-approved program is required to enter employment in the occupation.

Employment for Home health aides is expected to increase by 5.5 percent and add 90 new jobs through

fourth quarter 2017. Demand for this occupation is driven by the same trends as Personal care aides, but Home health aide workers may assist with medications and provide basic health-related services under the supervision of a nurse or other healthcare provider.

Another group of occupations that perform hands-on tasks are Construction and extraction occupations which expect 2.2 percent job growth and nearly 535 new jobs through fourth quarter 2017. Because these occupations require a physical presence, they are not likely to be automated in the near future.

In fourth quarter 2015, there were 4,350 workers employed as Carpenters, more than any other occupation in the Construction and extraction occupational group. Growth in this occupation is usually driven by demand for home building and repair. Overall, 100 job openings per year are expected in the short-term, with half of those openings from replacement needs. Entry-level employment to this occupation can be obtained with a high school education and physical ability to perform the work. An apprenticeship program is another way for workers to prepare for this job.

The need for Electricians is also affected by demands for construction, of both residential and commercial buildings. Employment of Electricians is projected to grow 2.3 percent, adding 57 new jobs. Of the 66 projected job openings each year, 28 job openings are expected from growth and 38 openings are

expected from the need to replace workers.

Among Installation, maintenance, and repair occupations, Automotive service technicians and mechanics also perform hands-on tasks. With 4,400 workers employed in fourth quarter 2015, demand for workers with skills developed in a postsecondary program and short-term on-the-job training could generate a need for 80 new jobs during the two-year period. While 40 job openings are expected each year

from job growth, an additional 114 job openings will be generated by the need to replace workers who leave the occupation, for a total of 154 annual job openings.

*Michael Argiropolis, Labor Market Analyst*

Hands on Jobs in New Hampshire that Require an Associate's Degree or Less								
SOC Code	Occupational Title	Base	Projected	New Jobs	Percent Change	Annual Job Openings		
		4th Quarter 2015	4th Quarter 2017			Growth	Replace	Total
29-2021	Dental Hygienists	1,235	1,256	21	1.7%	10	17	27
29-1122	Occupational Therapists	1,191	1,222	31	2.6%	16	16	32
29-1123	Physical Therapists	1,491	1,555	64	4.3%	32	36	68
31-2021	Physical Therapist Assistants	603	631	28	4.6%	14	16	30
29-1141	Registered Nurses	12,950	13,301	351	2.7%	176	286	462
31-1014	Nursing Assistants	8,809	8,998	189	2.1%	94	186	280
31-1011	Home Health Aides	1,631	1,721	90	5.5%	45	34	79
39-9021	Personal Care Aides	6,161	6,437	276	4.5%	138	40	178
39-5011	Barbers	510	524	14	2.7%	7	10	17
39-5012	Hairdressers, Hairstylists, and Cosmetologists	3,159	3,252	93	2.9%	46	79	125
39-5092	Manicurists and Pedicurists	613	631	18	2.9%	9	4	13
39-9011	Childcare Workers	4,229	4,322	93	2.2%	46	129	175
39-9031	Fitness Trainers and Aerobics Instructors	1,914	1,997	83	4.3%	42	34	76
47-2031	Carpenters	4,350	4,446	96	2.2%	48	52	100
47-2111	Electricians	2,463	2,520	57	2.3%	28	38	66
47-2152	Plumbers, Pipefitters, and Steamfitters	1,659	1,691	32	1.9%	16	22	38
49-3023	Automotive Service Technicians and Mechanics	4,399	4,479	80	1.8%	40	114	154
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,808	1,840	32	1.8%	16	28	44

Source: New Hampshire Short-Term Occupational Projections, 2015Q4 to 2017Q4