

New Hampshire

Economic Conditions



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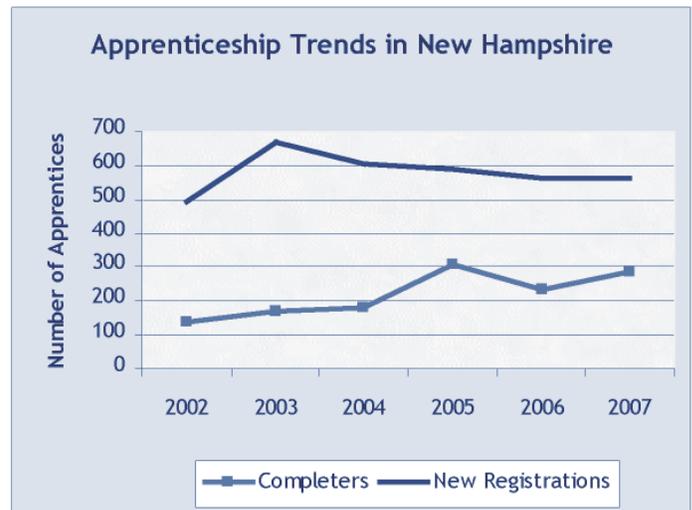


Apprenticeships in New Hampshire

For nearly as long as humans have practiced organized trades, apprenticeships have been an essential form of training. Many of New Hampshire's earliest apprentices were legally bound to their masters, often living in the same home, sharing food, and working for little or no pay.¹ Many of the earliest "indentured" apprentices practiced trades that still exist today, including carpentry, masonry, and shipbuilding. Apprentices started young, usually around the age of 14.² Because of these difficult conditions, the National Apprenticeship Act was passed in 1937 to protect workers and ensure the continuation and usefulness of apprenticeship programs.³ As a result of this legislation, modern apprentices are no longer indentured to their masters, and in nearly all cases receive pay for their services. A second by-product of the National Apprenticeship Act was the creation of a formalized system of apprenticeship administration. In New Hampshire,

the State Apprenticeship Council, working in tandem with the Office of Apprenticeship at the U.S. Department of Labor, oversees all apprenticeship programs.⁴

This improvement in both working conditions and administration has positioned apprenticeships as a vital means for people both young and old to learn the skills necessary for employment in well-paying trades. Currently, apprenticeship programs provide a comprehensive educational experience, combining classroom-acquired technical skills and knowledge with on-the-job training. Many apprenticeships require more



Source: U.S. Department of Labor

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 and Labor Market Information
 Bureau

¹Washington State Department of Labor and Industries: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/About/History/default.asp>. Accessed 3/21/08.

²Ibid.

³The Bureau of Apprenticeship and Training: <http://www.doleta.gov/OA/bat.cfm>. Accessed 3/24/08.

⁴New Hampshire RSA 278: <http://www.gencourt.state.nh.us/rsa/html/lsa/2007.pdf>. Accessed 3/27/08

than 4,000 hours of training and can take anywhere from two to five years to complete. Once workers have completed the requirements of a registered apprenticeship program, they are recognized as skilled journeyworkers and are ready to practice their trades independently.⁵ This credential is portable, meaning that a worker’s skills will be recognized regardless of where the training took place.⁶

Apprenticeship Trends

With the exception of 2003, the number of new apprenticeship registrants in New Hampshire has remained essentially steady (between 500 and 600 individuals). Subsequently, the number of apprenticeship completers has grown, from a low of 138 in 2002 to a high of 307 in 2005. According to Jack Jarvis of the Office of Apprenticeship, “Many of the visible trends in apprenticeship completers are attributable to both changes in the local economy and training activities at larger employers such as the Portsmouth Naval Shipyard.”

On the surface, the difference between the number of registrations and completers suggest that many individuals are not completing their apprenticeship programs. However, according to the

New Hampshire Department of Labor, the differences exist in part because of recent rule changes allowing many apprentices who have fulfilled their requirements to secure employment as journeyworkers without receiving a final certificate of completion. Through no fault of their own, these completed apprentices do not appear in state and federal tallies of apprenticeship completers.

Occupations and Wages

In New Hampshire, apprentices receive set wages that are pre-approved by the Office of Apprenticeship. In all cases, those wages will never fall below the state minimum. Often these wages are substantially higher, as apprenticeship regulations require inexperienced apprentices to receive at least half of the wages paid to a skilled worker.⁷ For most apprentices, wages increase over time as skills are developed and courses completed. Some of the highest entry-level wages are paid to Refrigeration Mechanics (\$19.12 per hour) and Electronics Technicians (\$18.43 per hour), while some of the lowest wages are earned by cosmetologists (\$6.96 per hour) and childcare workers (\$7.28 per hour).

These wage figures do not necessarily explain the number of apprentices in each occupation. In 2007, a

large portion (60 percent) of the Granite State’s apprentices completed Electrician, Plumber, or Other Construction programs, even though those occupations pay entry-level wages between \$14 and \$18 per hour.⁸ Another 18 percent of

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A Sampling of Recognized Apprenticeable Trades

Required Training	Trade	SOC Code	Entry-level Wage in New Hampshire	Experienced Wage in New Hampshire
2,000 Hours	Bio-Manufacturing Technologist	19-4021	\$15.07	\$21.43
	Cosmetologist	39-5012	\$6.96	\$13.26
	Dental Assistant	31-9091	\$14.31	\$20.20
	Nurse Assistant	31-1012	\$10.55	\$14.02
4,000 Hours	Child Care Development Specialist	39-9011	\$7.28	\$10.18
	Cook (any industry)	35-2012	\$9.54	\$14.59
	Medical Laboratory Technician	29-2012	\$13.45	\$21.98
	Paramedic	29-2041	\$11.25	\$17.99
6,000 Hours	Dental Laboratory Technician	51-9081	\$11.11	\$19.18
	Fire Fighter	33-2011	\$14.81	\$22.44
	Painter (construction)	47-2141	\$12.48	\$16.66
	Refrigeration Mechanic (any industry)	49-9021	\$19.12	\$20.85
8,000 Hours	Automotive Mechanic	49-3023	\$12.63	\$20.09
	Bricklayer (brick & tile)	47-2021	\$17.47	\$23.54
	Cabinetmaker	51-7011	\$12.78	\$18.53
	Carpenter	47-2031	\$15.33	\$21.01
	Electrician	47-2111	\$13.97	\$19.96
	Electronics Technician	17-3023	\$18.43	\$24.84
	Plumber	47-2152	\$14.54	\$21.01
	Welder	51-4121	\$10.18	\$14.07

Source: New Hampshire Employment Security, Economic and Labor Market Information Bureau, Occupational Employment and Wages Survey, 2007.

⁵The National Apprenticeship system: <http://www.doleta.gov/OA/nas.cfm>. Accessed 3/21/08.

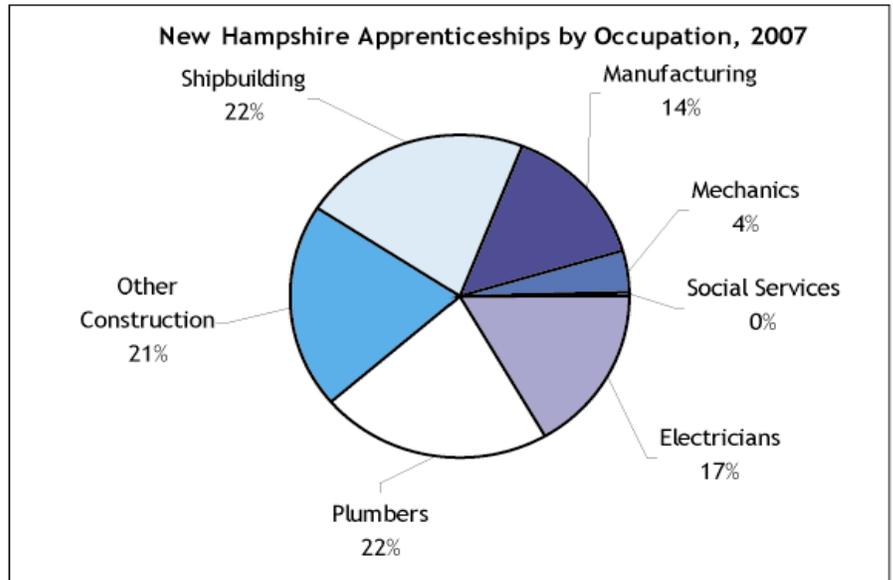
⁶The National Apprenticeship system: <http://www.doleta.gov/OA/inbenef.cfm>. Accessed 3/27/08.

⁷America’s Career InfoNet - Career Resource Library: http://acinet.org/acinet/crl/CRL_RRSearch.aspx?docn=9483&strSword=eta&radioChoice=. Accessed 4/1/08.

⁸Office of Apprenticeship, U.S. Department of Labor.

apprenticeship completers were trained in manufacturing and mechanics, which often command entry-level wages between \$10 and \$18 per hour. On the other hand, low wages may in fact explain the small number (less than one percent) of apprenticeships in the social service fields, such as childcare, cosmetology, or food preparation.

The term "apprentice" often conjures images of craftsmen practicing old-fashioned trades such as metal smithing or printing. However, viewing recent trends by occupation reveals the emergence of apprenticeship programs dominated by modern craftsmen and women practicing the trades of plumbers, carpenters, electricians, and



Source: U.S. Department of Labor

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Unemployment Compensation Claims Activities

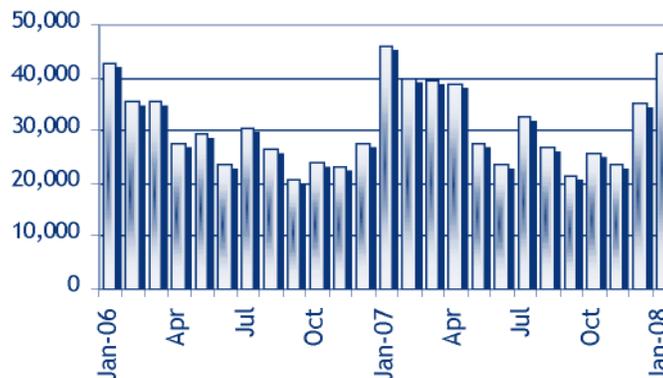
Total Regular Unemployment Compensation Programs:				Change from Previous			
	Jan-08	Dec-07	Jan-07	Month		Year	
				Net	Percent	Net	Percent
Initial Claims	6,680	7,536	6,600	-856	-11.4%	80	1.2%
Continued Weeks	44,650	35,069	46,112	9,581	27.3%	-1,462	-3.2%

Claims Activity

Unemployment Compensation Fund

Unemployment compensation fund balance at the end of January	\$231,961,683.53
Average payment for a week of total unemployment:	\$268.81
Net benefits paid:	\$10,062,821.75
Net contributions received during the month:	\$2,279,775.24
Interest Received:	\$0.00
Reed Act Distribution:	\$0.00
Reed Act Withdrawn for Administrative Costs:	\$0.00

Trust Fund



Continued Weeks Claimed

Jan 2006 - Jan 2008
 January continued weeks claimed had a post holiday jump over the month, but not as high as last year.

			Change from Previous	
Jan-08	Dec-07	Jan-07	Month	Year
211.1	201.8	202.4	0.5%	4.3%

United States
 All Urban Areas (CPI-U)
 (1982-1984=100)

Consumer Price Index

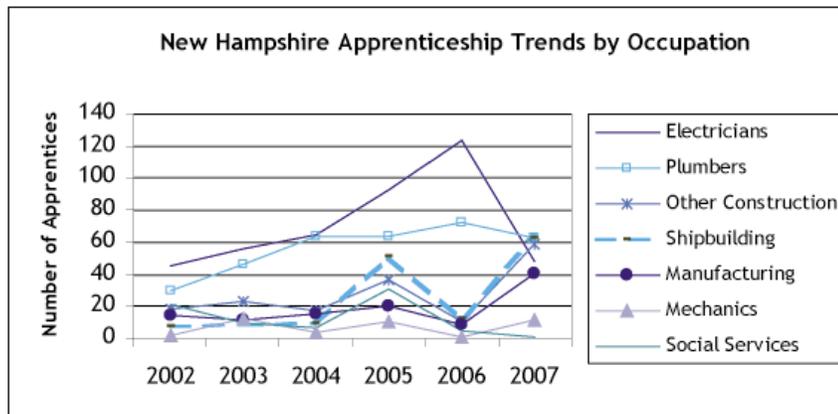
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mechanics. In addition, New Hampshire is home to apprenticeship programs in the shipbuilding trades, which together have increased over 50 percent since 2004 after several years of limited growth. As new opportunities in advanced manufacturing and information technology arrive in New Hampshire over the next decade,

other occupations will undoubtedly be added to this mix.

The cost of participating in an apprenticeship varies depending on factors such as the trade, the type of courses taken, or the employer.⁹ While some employers pay for costs such as tools or tuition, others require apprentices to finance these costs on their own.¹⁰ Apprentices in some occupations, such as plumbing or electrical, are required to obtain an identification card from a state licensing board.¹¹ To help offset these expenses, financial aid may be available to eligible apprentices through community colleges, the state Department of Veterans Affairs, or the New Hampshire Higher Education Assistance Foundation.¹² For information on becoming an apprentice or starting a registered apprenticeship program, contact the U.S. Department of Labor's Office of Apprenticeship at (603) 225-1444.

Benoni Amsden



Source: U.S Department of Labor



⁹New Hampshire Department of Education: Frequently asked questions about apprenticeships. <http://www.ed.state.nh.us/education/doe/organization/adultlearning/Career%20Development/FAQapp.htm>. Accessed 3/24/08.

¹⁰Ibid.

¹¹Licensed, Certified, and Registered Occupations in New Hampshire. New Hampshire Employment Security, Economic and Labor Market Information Bureau

¹²Ibid.

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