

Education Matters – But So Does Experience

Educational attainment beyond a high school diploma has long been touted as the road to career success. People with more education have been statistically shown to have lower unemployment rates and higher earnings over their lifetime.¹ Projected employment data for New Hampshire² support the need for workers with some postsecondary education: an estimated 36 percent of average annual job openings from 2014 to 2024 will be in occupations that usually need education beyond a high school diploma or equivalent for entry-level employment. At the same time, three-fourths of projected annual job openings through 2024 will be due to the need to replace workers who retire or leave the occupation — and

many employers will be looking to fill those jobs with workers who already have experience with a particular skill or credential.

Experience and education requirements in online job postings

Whether replacing a departing employee or filling a new job opening, employers must invest time and money in advertising, interviewing, recruiting, and developing a new worker's skills after hire. In an attempt to reduce those costs, employers may prefer to recruit applicants who already have at least some of the specific skills and abilities that come with experience. Online job postings provide insight into the amount of experience employers are looking for as they recruit workers.

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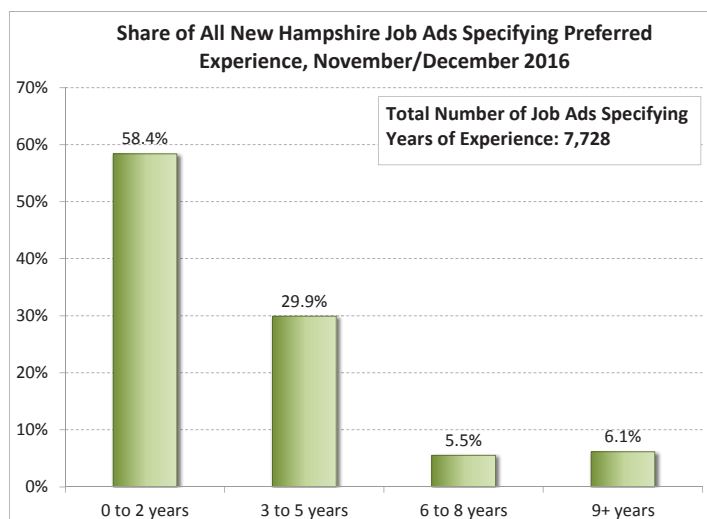
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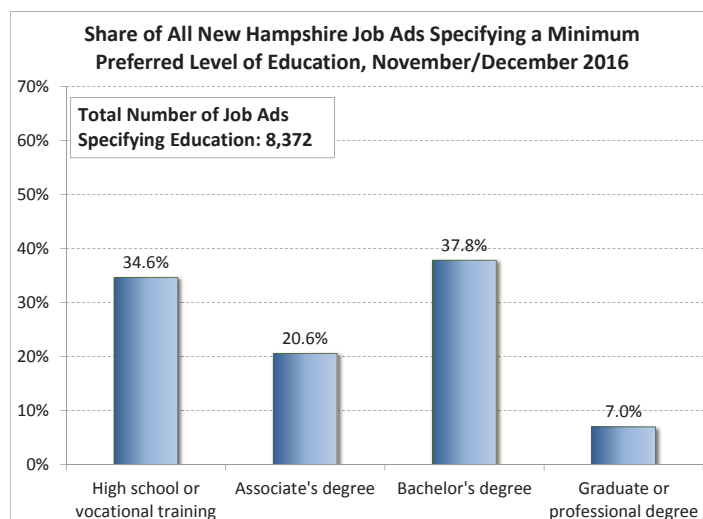
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Using the Labor/Insight tool from Burning Glass Technologies, jobs posted online for a location in New Hampshire were examined for experience and educational requirements. The Labor/Insight tool filters the content of online job ads and classifies experience specified in the ads as one of four categories: less than two years;



Source: Labor/Insight, Burning Glass Technologies



Source: Labor/Insight, Burning Glass Technologies

¹ US Bureau of Labor Statistics, Earnings and unemployment rates by educational attainment, 2015. Data are for persons age 25 and over; earnings are for full-time wage and salary workers. https://www.bls.gov/emp/ep_chart_001.htm

² Employment Projections by Industry and Occupation, base year 2014 to projected year 2024, Economic and Labor Market Information Bureau, New Hampshire Employment Security, June 2016. <http://www.nhes.nh.gov/elmi/products/proj.htm>

three to five years; six to eight years; and nine or more years. Similarly, minimum educational attainment specified in job ads is classified as high school or vocational training; Associate's degree; Bachelor's degree; or graduate or professional degree.

Between November 1 and December 31, 2016, there were 17,838 jobs posted online for New Hampshire. Among those, 7,728 postings (43.3 percent) specified a preference for years of experience in a skill or credential. Over half, 58.4 percent, of those job ads specified experience of up to two years, while 29.9 percent specified three to five years of

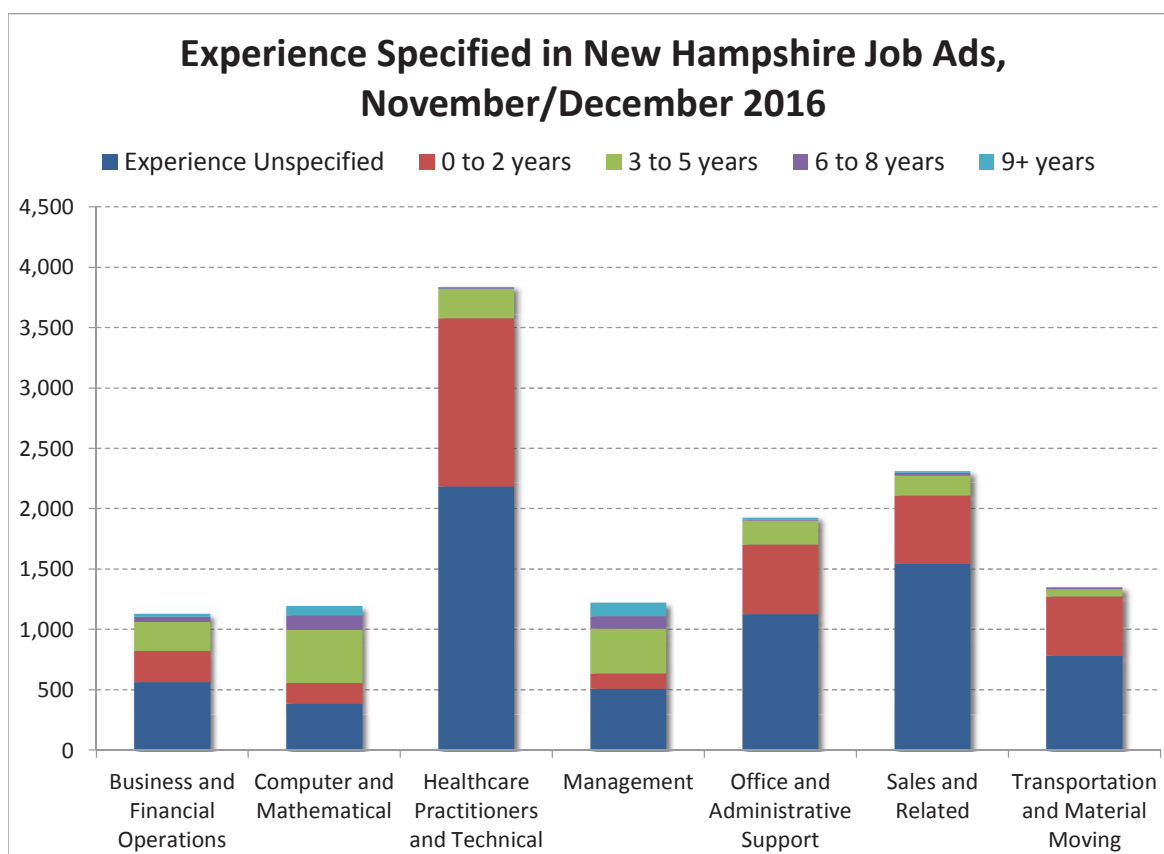
experience. Job ads specifying nine or more years of experience held a slightly larger share than those specifying six to eight years of experience, with 6.1 percent and 5.5 percent, respectively.

A minimum educational requirement was specified in 8,372 online job ads, representing 46.9 percent of all New Hampshire job postings for November/December. Out of the job ads specifying minimum educational attainment, the largest share, 37.8 percent, specified a bachelor's degree; the share specifying high school or vocational training was close behind with 34.6 percent. Job ads

specifying educational attainment of at least an associate's degree represented 20.6 percent of job ads, while seven percent specified at least a graduate degree or professional practice doctorate.

Experience by Occupational Group

From November to December, 2016, there were seven major occupational groups with over 1,000 online job postings for New Hampshire. The experience requirements in job postings for these seven major occupational groups differed in share of postings specifying experience and length of experience expected.

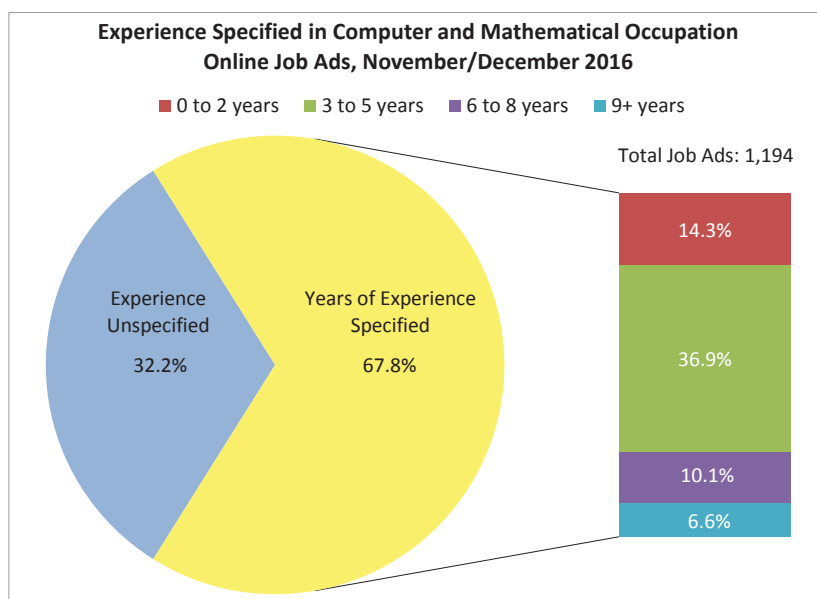


Source: Labor/Insight, Burning Glass Technologies

Computer and Mathematical Occupations

The occupational group with the largest share of ads specifying years of experience was Computer and Mathematical occupations. Nearly 68 percent of postings included a requirement for years of experience; the largest portion, 37 percent of postings, specified three to five years of experience.

- The largest number of job ads was for Software developers, applications; about two-thirds of the job ads for this occupation specified years of experience; this occupation had one of the largest number of job postings in each of the four experience categories.
- Among job ads specifying three to five years of experience, the largest number was for Web developers, and Computer user support specialists had the largest number of ads specifying two years or less experience.

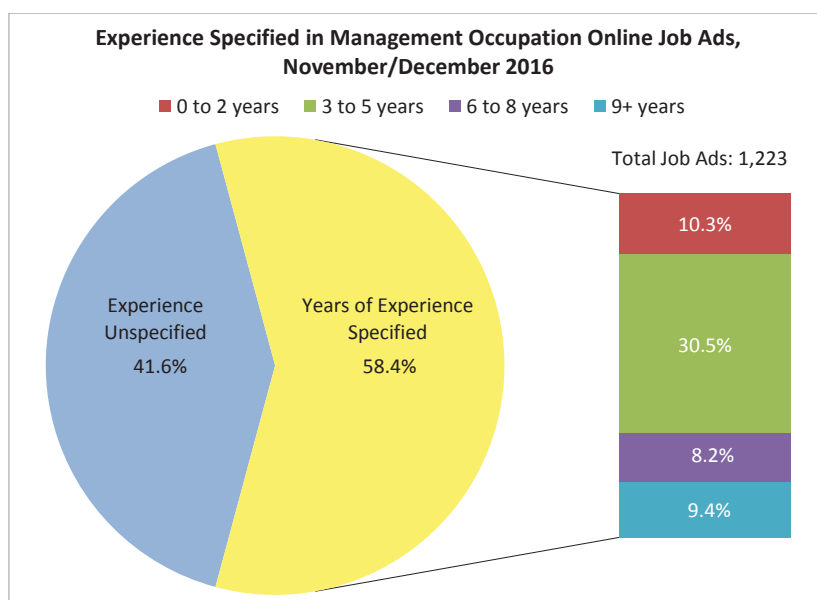


Source: Labor/Insight, Burning Glass Technologies

Management Occupations

Among occupational groups with at least 1,000 job ads posted for New Hampshire, Management occupations had the second-largest share of postings specifying years of experience, with just over 58 percent. Postings for this occupational group were spread across all four experience categories, and had one of the highest shares of postings specifying nine years or more of experience.

- This group had the largest shares of postings specified in the six to eight years and the nine years or more experience categories.
- Medical and health services managers ranked among the top five job postings in each of the four experience categories.

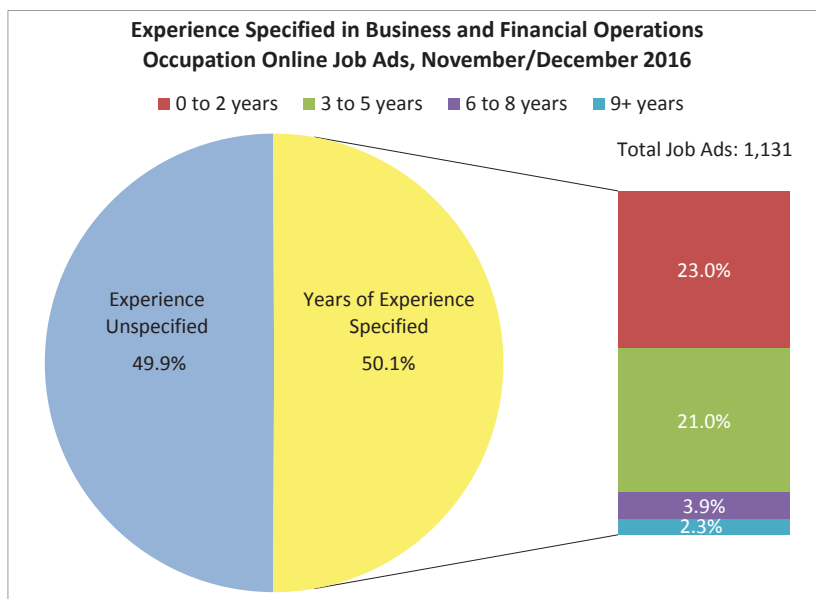


Source: Labor/Insight, Burning Glass Technologies

Business and Financial Operations Occupations

Half of the job ads for workers in Business and financial operations occupations specified years of experience. Most ads were divided between two years or less experience (23 percent) or three to five years of experience (21 percent).

- Human resource specialists had the most job ads specifying experience, and also had one of the largest numbers of postings in all but the nine years or more experience category.
- Among occupations with at least 50 job ads in this group, Accountant was the only occupation with considerably more ads in the three to five years of experience category compared to the less than two years of experience category.

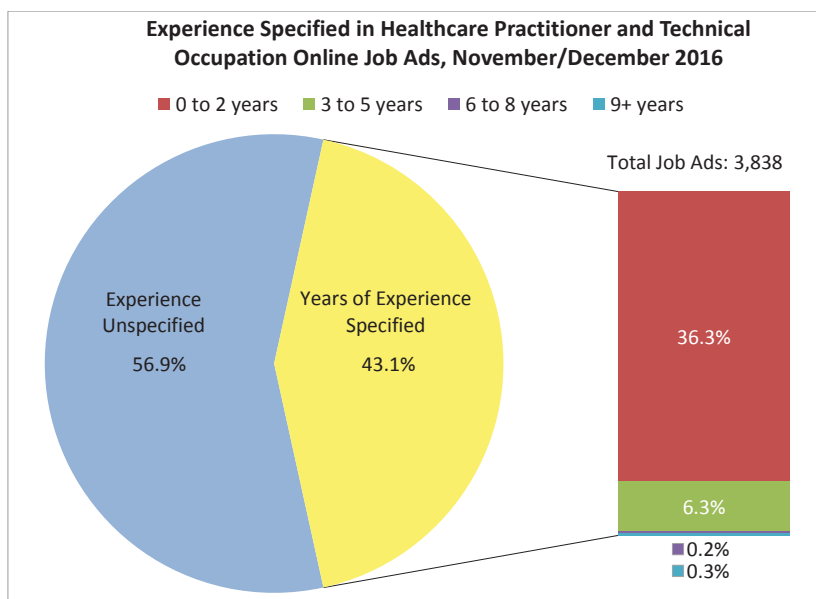


Source: Labor/Insight, Burning Glass Technologies

Healthcare Practitioners and Technical Occupations

Although this occupational group had the largest number of online job ads, 57 percent of the postings did not include an experience requirement. Just over 36 percent of healthcare practitioner and technical occupation job postings specified up to two years of experience, while just over six percent specified three to five years of experience.

- About half of the healthcare job ads specifying experience were for Registered nurses. Among Registered nurse job ads with experience specified, 90 percent preferred up to two years. Critical care nurses and Licensed practical nurses were also among the top occupations with ads specifying experience.
- Although Physician assistants had the second-largest number of postings, 98 percent did not specify experience.
- There were 1,420 job ads for Registered Nurses, which continues to top the count of postings among all occupations.

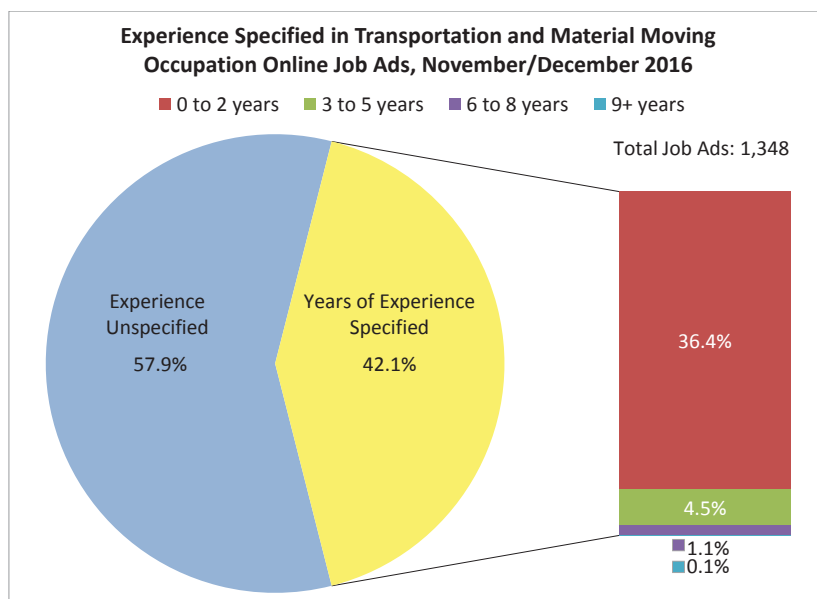


Source: Labor/Insight, Burning Glass Technologies

Transportation and Material Moving Occupations

Less than half, 42 percent, of job postings for occupations in Transportation and material moving specified years of experience. Among job ads for this group, over a third, 36 percent, specified up to two years of experience, while 4.5 percent specified three to five years of experience.

- Job ads for truck drivers, both heavy and light, as well as driver/delivery workers usually included an experience requirement, but also offered multi-tiered options. For example, in many ads, applicants were expected to have one year of experience out of the last three years; three years of experience out of the last five years; or five years of experience out of the last ten years.
- There were 601 job ads for Heavy and tractor-trailer truck drivers, the third largest number among all job ads.

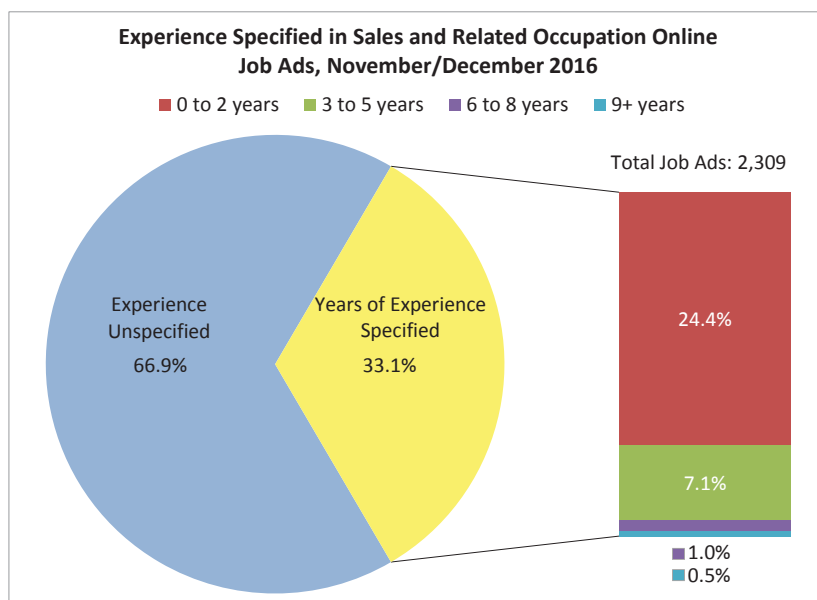


Source: Labor/Insight, Burning Glass Technologies

Sales and Related Occupations

Only a third of Sales and related occupation job ads included a specific experience requirement. About 24 percent of all jobs ads for this group specified two years or less work experience, and seven percent specified three to five years of experience.

- The majority of job ads specifying three to five years of experience were for Sales representatives, wholesale and manufacturing except scientific and technical products, or for First-line supervisors of retail sales workers.
- Among job ads specifying two years or less experience, the largest number was for Retail salespersons. This occupation also had 686 job ads, the second-largest number among all occupations during this time period.



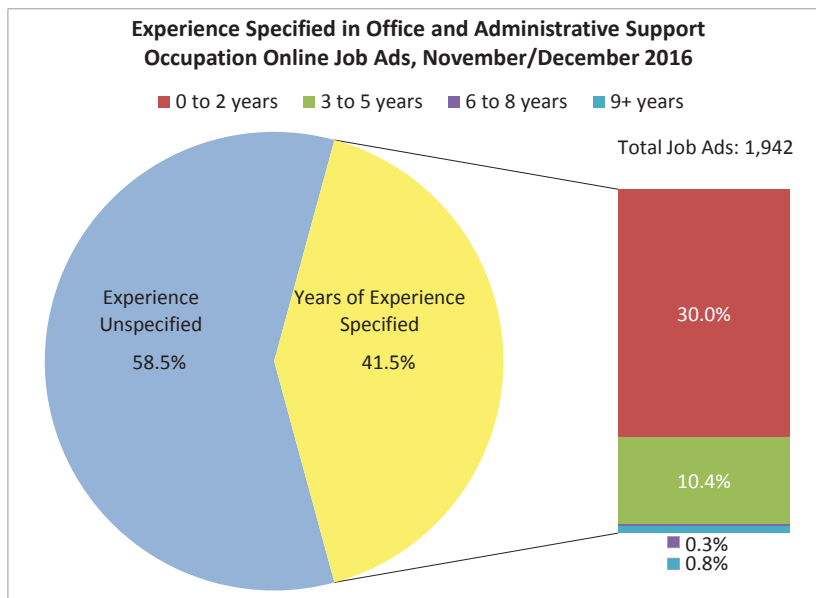
Source: Labor/Insight, Burning Glass Technologies

Office and Administrative Support Occupations

Just over 40 percent of job ads for this occupational group included an experience requirement. Among the postings with experience specified, 30 percent indicated up to two years of experience, and ten percent specified three to five years of experience.

- Customer service representatives had by far the largest number of postings in this group, with 398. Roughly one-third of the postings for this occupation included an experience requirement; 75 percent of those specifying experience preferred up to two years.
- Shares of job ads specifying experience similar to Customer service representatives were posted for Bookkeeping, accounting, and auditing clerks, and Secretaries and administrative assistants, except legal, medical, and executive.

Katrina Evans , Assistant Director



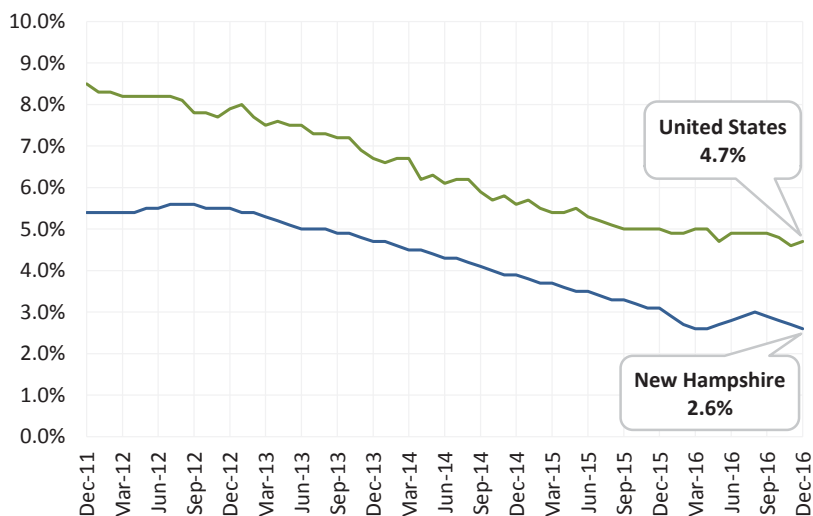
Source: Labor/Insight, Burning Glass Technologies

Seasonally Adjusted Estimates

Unemployment Estimates by Region

Seasonally Adjusted	Dec-16	Nov -16	Dec-15
United States	4.7%	4.6%	5.0%
Northeast	4.7%	4.8%	4.8%
New England	3.5%	3.6%	4.7%
Connecticut	4.4%	4.7%	5.4%
Maine	3.8%	4.0%	4.0%
Massachusetts	2.8%	2.9%	4.9%
New Hampshire	2.6%	2.7%	3.1%
Rhode Island	5.0%	5.3%	5.4%
Vermont	3.1%	3.2%	3.5%
Mid Atlantic	5.2%	5.3%	4.9%
New Jersey	4.7%	5.0%	4.8%
New York	4.9%	5.1%	5.0%
Pennsylvania	5.6%	5.7%	4.7%

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



Current Employment Statistics (CES) -- Nonfarm Employment by Establishment

	Number of Jobs			Change From Previous	
	Dec-16	Nov-16	Dec-15	Month	Year
Total Nonfarm	672,600	675,000	661,100	-2,400	11,500
Total Private	586,000	586,900	571,700	-900	14,300
Mining and Logging	1,000	1,000	1,000	0	0
Construction	26,400	25,700	25,400	700	1,000
Manufacturing	67,400	66,500	66,400	900	1,000
Durable Goods	50,400	50,100	49,500	300	900
Non-Durable Goods	17,000	16,400	16,900	600	100
Trade, Transportation, and Utilities	141,500	142,800	138,500	-1,300	3,000
Wholesale Trade	29,800	29,200	28,300	600	1,500
Retail Trade	94,800	96,600	94,700	-1,800	100
Transportation, Warehousing, and Utilities	16,900	17,000	15,500	-100	1,400
Information	12,900	12,700	12,500	200	400
Financial Activities	37,300	36,900	36,600	400	700
Finance and Insurance	30,000	29,700	29,500	300	500
Real Estate and Rental and Leasing	7,300	7,200	7,100	100	200
Professional and Business Services	79,700	79,000	77,600	700	2,100
Professional, Scientific, and Technical Services	35,800	35,500	33,300	300	2,500
Administrative and Support and Waste Management and Remediation Services	35,000	34,900	35,800	100	-800
Education and Health Services	120,700	121,700	118,800	-1,000	1,900
Educational Services	30,900	32,100	30,600	-1,200	300
Health Care and Social Assistance	89,800	89,600	88,200	200	1,600
Leisure and Hospitality	71,900	73,400	69,100	-1,500	2,800
Arts, Entertainment, and Recreation	12,700	13,000	11,400	-300	1,300
Accommodation and Food Services	59,200	60,400	57,700	-1,200	1,500
Other Services	27,200	27,200	25,800	0	1,400
Government	86,600	88,100	89,400	-1,500	-2,800
Federal Government	7,600	7,600	7,600	0	0
State Government	23,400	23,600	23,800	-200	-400
Local Government	55,600	56,900	58,000	-1,300	-2,400

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-16	Nov-16	Dec-15
Total Civilian Labor Force	746,990	750,330	737,770
Employed	728,050	731,660	716,500
Unemployed	18,940	18,670	21,270
Unemployment Rate	2.5%	2.5%	2.9%

United States (# in thousands)	Dec-16	Nov-16	Dec-15
Total Civilian Labor Force	158,968	159,451	157,245
Employed	151,798	152,385	149,703
Unemployed	7,170	7,066	7,542
Unemployment Rate	4.5%	4.4%	4.8%

Unemployment Rates by Area

Counties	Dec-16	Nov-16	Dec-15
Belknap	2.6%	2.5%	3.0%
Carroll	2.8%	2.7%	3.3%
Cheshire	2.4%	2.4%	2.7%
Coös	3.7%	3.6%	4.3%
Grafton	2.3%	2.3%	2.5%
Hillsborough	2.6%	2.6%	3.0%
Merrimack	2.2%	2.2%	2.5%
Rockingham	2.7%	2.6%	3.1%
Strafford	2.2%	2.2%	2.6%
Sullivan	2.2%	2.1%	2.4%

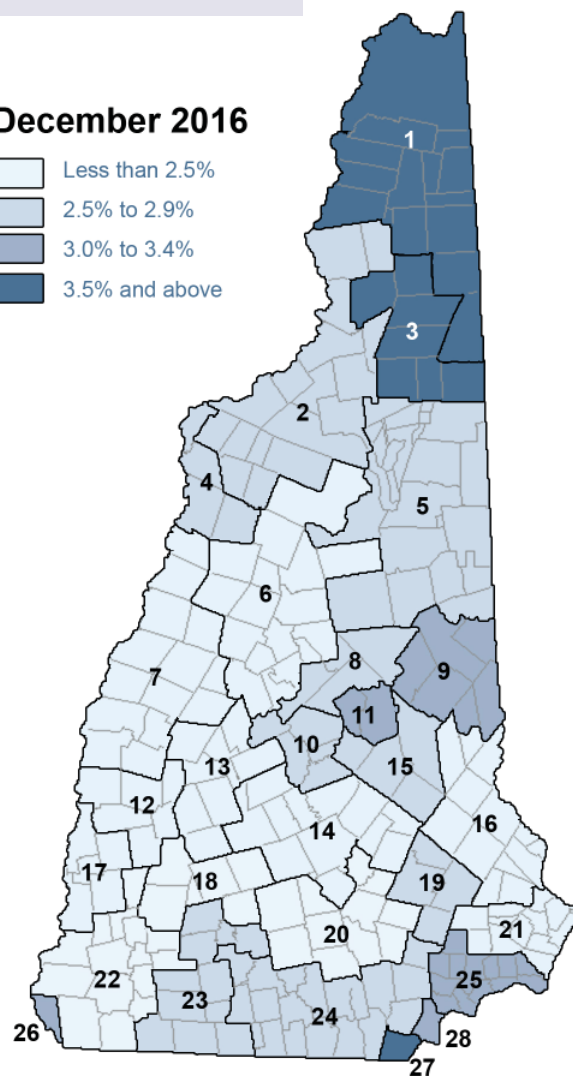
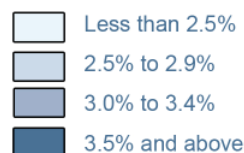
Map Key	Labor Market Areas	Dec-16	Nov-16	Dec-15
1	Colebrook, NH-VT LMA, NH Portion	3.8%	3.6%	4.7%
2	Littleton, NH-VT LMA, NH Portion	2.9%	2.9%	3.1%
3	Berlin NH Micropolitan NECTA	3.9%	3.9%	4.7%
4	Haverhill, NH LMA	2.5%	2.5%	3.3%
5	Conway, NH-ME LMA, NH Portion	2.6%	2.5%	3.3%
6	Plymouth, NH LMA	2.4%	2.5%	2.5%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	2.1%	2.0%	2.3%
8	Meredith, NH LMA	2.5%	2.4%	2.9%
9	Wolfeboro, NH LMA	3.0%	2.9%	3.5%
10	Franklin, NH LMA	2.7%	2.6%	3.0%
11	Laconia, NH Micropolitan NECTA	3.0%	2.7%	3.3%
12	Claremont-Newport, NH LMA	2.2%	2.2%	2.4%
13	New London, NH LMA	2.2%	2.3%	2.5%
14	Concord, NH Micropolitan NECTA	2.1%	2.0%	2.4%
15	Belmont, NH LMA	2.5%	2.3%	2.8%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	2.2%	2.2%	2.6%
17	Charlestown, NH LMA	2.1%	2.0%	2.5%
18	Hillsborough, NH LMA	2.2%	2.2%	2.7%
19	Raymond, NH LMA	2.5%	2.4%	2.8%
20	Manchester, NH Metropolitan NECTA	2.4%	2.4%	2.8%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	2.3%	2.3%	2.5%
22	Keene, NH Micropolitan NECTA	2.3%	2.4%	2.6%
23	Peterborough, NH LMA	2.5%	2.5%	2.8%
24	Nashua, NH-MA NECTA Division, NH Portion	2.7%	2.7%	3.1%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division	3.1%	3.0%	3.6%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	3.4%	2.8%	3.4%
27	Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division	3.5%	3.6%	4.0%
28	Salem Town, NH Portion, Lawrence-Methuen-Salem, MA-NH NECTA Division	3.1%	3.2%	3.6%

Unemployment Rates by Region

Not Seasonally Adjusted	Dec 2016	Nov 2016	Dec 2015
United States	4.5%	4.4%	4.8%
Northeast	4.2%	4.2%	4.4%
New England	3.2%	3.1%	4.4%
Connecticut	3.9%	3.7%	4.9%
Maine	3.5%	3.8%	3.9%
Massachusetts	2.8%	2.6%	4.6%
New Hampshire	2.5%	2.5%	2.9%
Rhode Island	4.5%	4.6%	5.1%
Vermont	2.8%	2.9%	3.1%
Mid Atlantic	4.5%	4.6%	4.4%
New Jersey	4.1%	4.1%	4.3%
New York	4.5%	4.7%	4.7%
Pennsylvania	4.9%	4.9%	4.1%

Current month is preliminary;
past months are revised

December 2016



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.

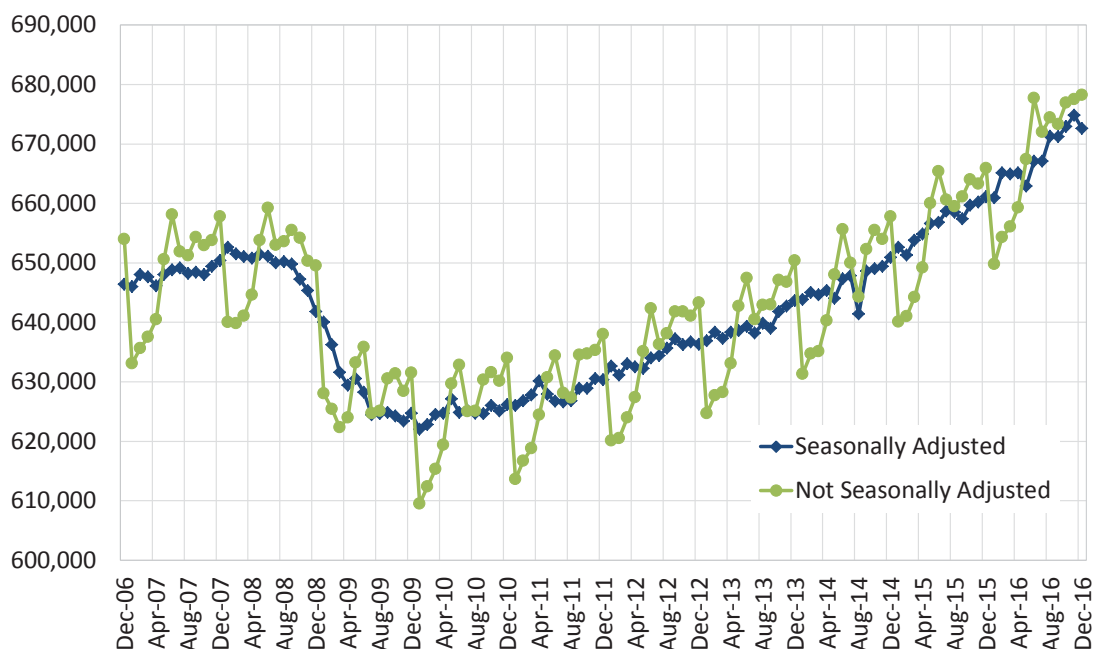
Monthly Nonfarm Employment Estimates by Industry

New Hampshire Statewide Nonfarm Employment Not Seasonally Adjusted

Current month
is preliminary;
past months
are revised

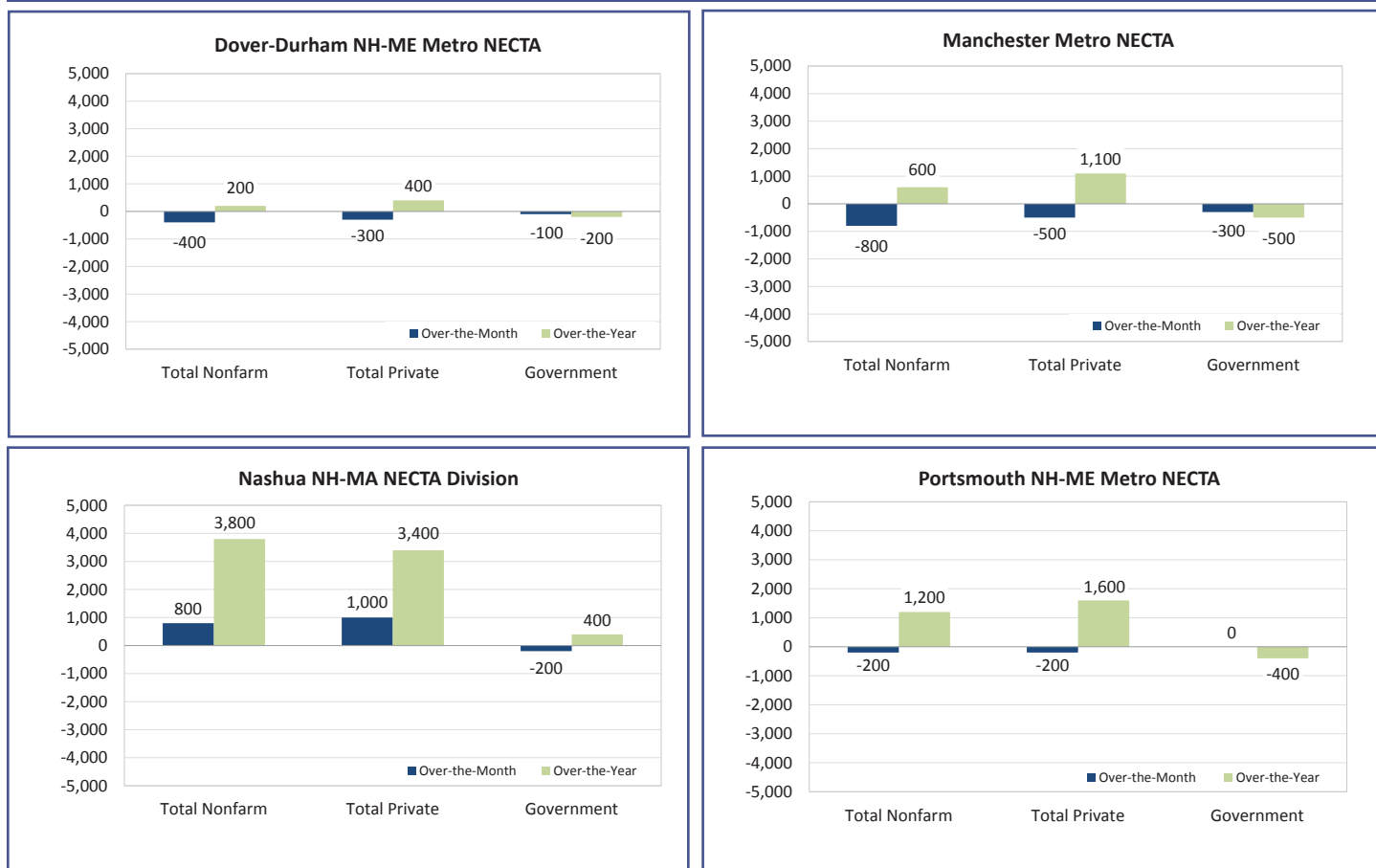
	Number of Jobs			Change From Previous	
	Dec-16	Nov-16	Dec-15	Month	Year
Total Nonfarm	678,200	677,600	665,900	600	12,300
Total Private	586,700	585,300	571,900	1,400	14,800
Mining and Logging	1,000	1,000	1,000	0	0
Construction	26,500	26,800	25,600	-300	900
Manufacturing	67,100	66,400	66,100	700	1,000
Durable Goods	50,200	49,900	49,300	300	900
Non-Durable Goods	16,900	16,500	16,800	400	100
Trade, Transportation, and Utilities	146,500	145,300	143,300	1,200	3,200
Wholesale Trade	29,900	29,300	28,300	600	1,600
Retail Trade	98,900	98,900	98,700	0	200
Transportation, Warehousing, and Utilities	17,700	17,100	16,300	600	1,400
Information	12,900	12,700	12,500	200	400
Financial Activities	37,100	36,600	36,400	500	700
Professional and Business Services	78,800	79,500	77,400	-700	1,400
Education and Health Services	121,600	122,600	119,500	-1,000	2,100
Leisure and Hospitality	68,300	67,400	64,600	900	3,700
Other Services	26,900	27,000	25,500	-100	1,400
Government	91,500	92,300	94,000	-800	-2,500
Federal Government	7,700	7,600	7,700	100	0
State Government	25,600	25,700	25,700	-100	-100
Local Government	58,200	59,000	60,600	-800	-2,400

Total Nonfarm Employment Trend Through December 2016

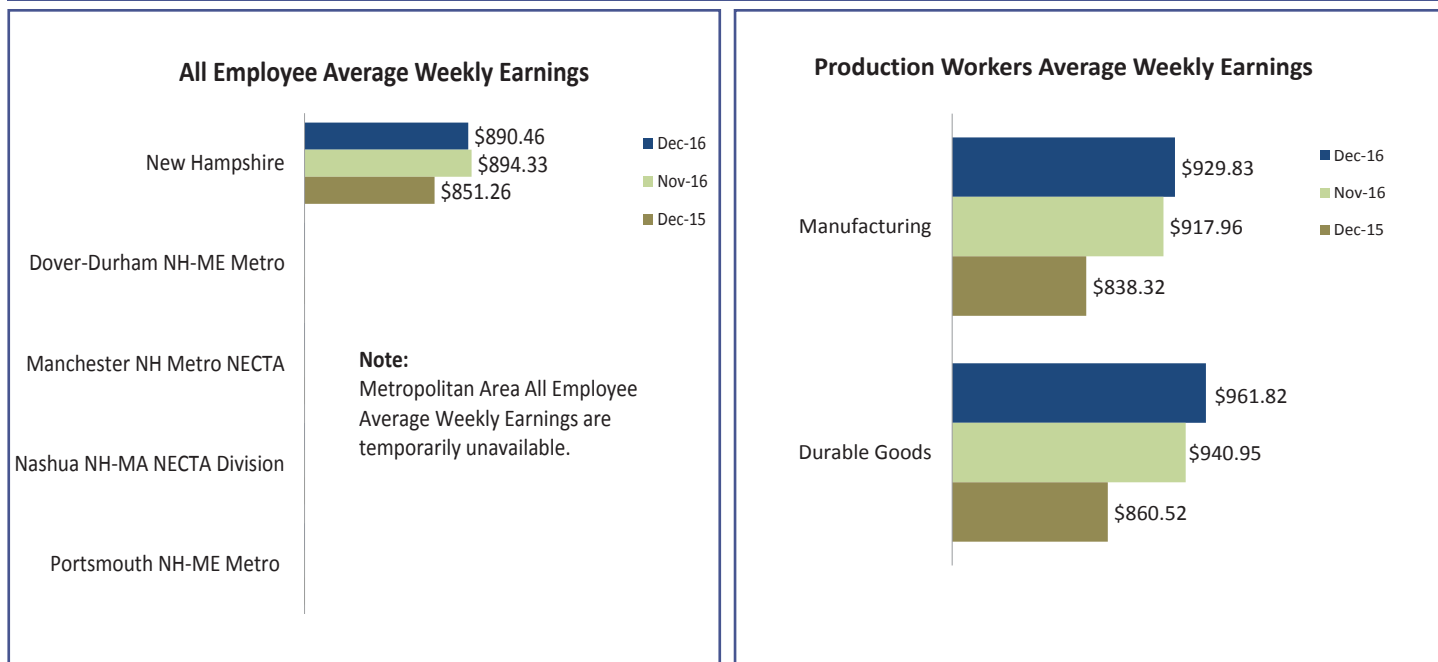


Not Seasonally Adjusted Nonfarm Payroll Estimates

Change in Nonfarm Employment by Metropolitan Statistical Areas - December 2016



Total Private Average Weekly Earnings Data - December 2016



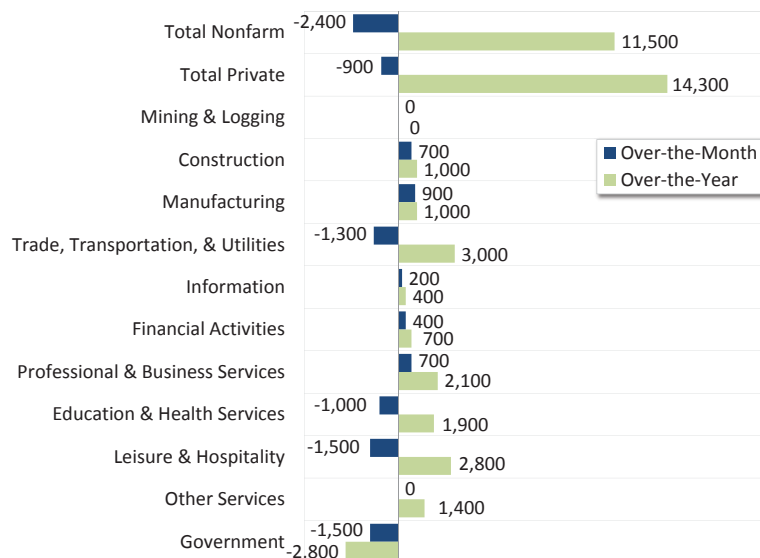
Sector data for the four areas and hours and earnings data are available on our web site: www.nhes.nh.gov/elmi/statistics/ces-data.htm

Monthly Analysis of Current Employment Statistics (CES)

Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- Total nonfarm employment was 672,600 in December 2016, a drop of 2,400 jobs in seasonally adjusted employment over-the-month. Total private employment declined by 900 jobs; Government was down 1,500 jobs.
- The largest job gains were in goods-producing industries, with over-the-month gains in Manufacturing, up 900 jobs, and Construction, up 700 jobs.
- Trade, transportation, and utilities employment dropped by 1,300 jobs over-the-month, and Leisure and hospitality was down 1,500 jobs.
- From December 2015 to December 2016, Total nonfarm employment added 11,500 jobs, while Government shed 2,800 jobs, the only supersector with over-the-year job losses.
- Changes in seasonally adjusted data reflect underlying economic changes and allow for comparisons of different time periods.

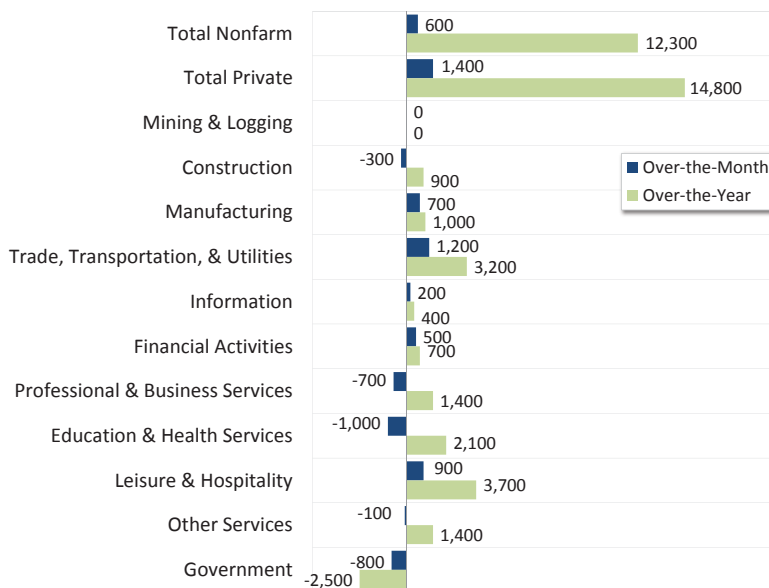
Seasonally Adjusted December 2016 Change



Not Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- Not seasonally adjusted Total private nonfarm employment was 678,200 in December 2016, up 600 jobs over-the-month, and up 12,300 jobs over-the-year.
- Over-the-month gains were led by Trade, transportation, and utilities, up 1,200 jobs, Leisure and hospitality, up 900 jobs, and Manufacturing, which gained 700 jobs.
- Over-the-month private employment losses were seen in Education and health services, down 1,000 jobs, Professional and business services, down 700 jobs, and Government, down 800 jobs.
- Every supersector contributed to private employment gains over-the-year; while Government employment declined by 2,500 jobs.
- Changes in not seasonally adjusted data are due to seasonal patterns in hiring, as well as underlying economic changes.

Not Seasonally Adjusted December 2016 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

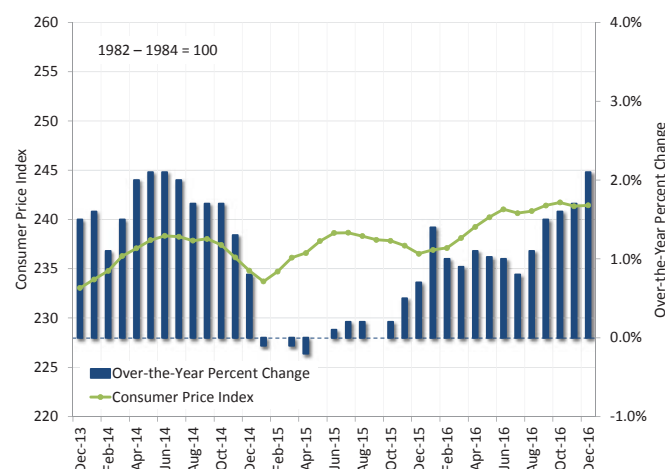
Not Seasonally Adjusted (CPI-U) (1982-1984=100)

Dec-16	Nov-16	Dec-15	Change from Previous	
			Month	Year
241.432	241.353	236.525	0.0%	2.1%

Northeast, All Urban Consumers

Not Seasonally Adjusted (CPI-U) (1982-1984=100)

Dec-16	Nov-16	Dec-15	Change from Previous	
			Month	Year
256.427	256.541	251.67	0.0%	1.9%

Consumer Price Index
United States, All Urban Consumers

Unemployment Compensation Claims Activity

	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16
Initial Claims	2,654	2,551	2,010	2,247	2,593	3,954
Continued Weeks Claimed	20,393	19,473	13,657	15,192	14,552	16,876
Average payment for a week of unemployment	\$301.77	\$306.82	\$332.84	\$334.56	\$331.33	\$323.47

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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Local Offices

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Concord	228-4100	Conway	447-5924
Keene	352-1904	Laconia	524-3960
Littleton	444-2971	Manchester	627-7841
Nashua	882-5177	Portsmouth	436-3702
Salem	893-9185	Somersworth	742-3600

Claims calls: 1-800-266-2252

New Hampshire Employment Security
Economic and Labor Market Information Bureau

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Economist 229-4427
Covered Employment & Wages 228-4177
Current Employment Statistics 228-4179
Local Area Unemployment Statistics 228-4167
Occupational Employment Statistics 229-4315

