

New Hampshire ECONOMIC CONDITIONS

November 2021

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What Jobs are Hard to Fill for New Hampshire Employers?

New Hampshire currently has a tight labor market, with a relatively large number of businesses hiring, and relatively few applicants for those jobs. Online job posting data from Emsi Burning Glass' Labor Insight tool show that, after falling during the early months of the coronavirus pandemic, demand for workers increased in March 2021, and remained high through September 2021. Although employers were looking to hire, many struggled to find workers to fill open positions.

Labor Insight data compare how long it took to fill a typical job posting for an occupation in New Hampshire to the time required to fill the same occupation nationwide. This gives an indication of whether New Hampshire has a relatively large or small supply of candidates for openings for a given

occupation. Postings that take longer to fill in New Hampshire generally indicate that the pool of candidates is relatively small, while positions that are filled more quickly indicate that the supply of qualified candidates for that occupation is relatively large.

Job postings from August and September 2021¹ indicate that openings for many occupations typically found in the health care and social assistance industry were more difficult to fill in New Hampshire than in the U.S. overall. This included not just patient-care positions, such as *registered nurses* and *personal care aides*, but also *medical secretaries* and *patient representatives*, two *office and administrative support occupations* that are usually employed in health care settings. Even before the coronavirus pandemic, the health care industry

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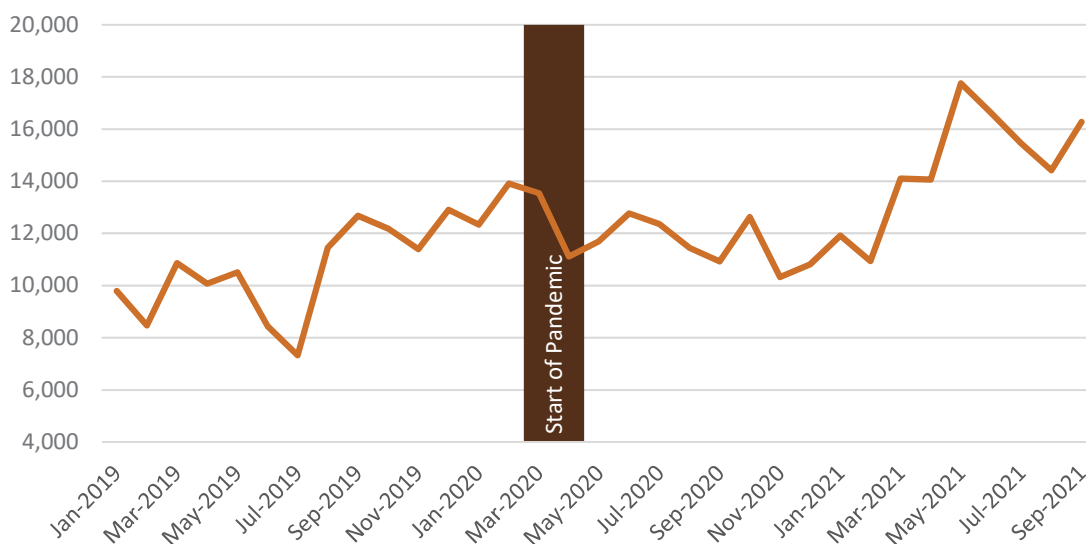
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had a shortage of workers, and the pandemic did not improve this problem. (September 2021's Economic Conditions article looked at temporary labor and the labor supply in this industry in more detail).

Employers in New Hampshire struggled to fill open positions for several other *office and administrative*

support occupations as well. Job postings for *customer service representatives*, *secretaries and administrative assistants except legal, medical, and executive*, *human resources specialists*, and *first-line supervisors of office and administrative support workers* took longer to fill in New Hampshire than they did nationwide. The largest disparity was for job postings for *hotel, motel and resort desk clerks*, which required 16 more days to fill in New Hampshire than they did throughout the U.S.

Job Postings in New Hampshire Increased Starting in Spring 2021



Source: Labor Insight, Emsi Burning Glass

¹ Labor Insight's time to fill metric uses 12 months of job postings to determine the length of time needed to fill open job postings, in this case October 2020 through September 2021. Job postings data from August and September 2021 indicate what occupations are currently in demand.

Openings for several *computer and mathematical occupations* were also difficult to fill in New Hampshire. Job postings for *computer systems engineers/architects*, *information security analysts*, and *computer systems analysts* all took longer to fill in New Hampshire than in the U.S. as a whole.

Jobs That Were Hard to Fill Both in New Hampshire and Throughout the U.S.

New Hampshire is not the only state experiencing a tight labor market; much of the U.S. is facing similar conditions. For occupations with nationwide worker shortages, open positions took a similar amount of time to fill in both the U.S. and New Hampshire, but likely took longer to fill than

they might have during more favorable hiring conditions. Although Labor Insight does not capture how the time to fill jobs changed over time, job posting data indicate that postings for some occupations were harder to fill than they had been prior to the pandemic.

Employers often respond to tight labor markets by raising wages or offering additional benefits such as hiring bonuses, to attract more (or more skilled) candidates. Increases in the wages advertised in job postings can indicate that employers are trying to attract more applicants. Between August and September 2019 and August and September 2021, the advertised wage for a number of occupations

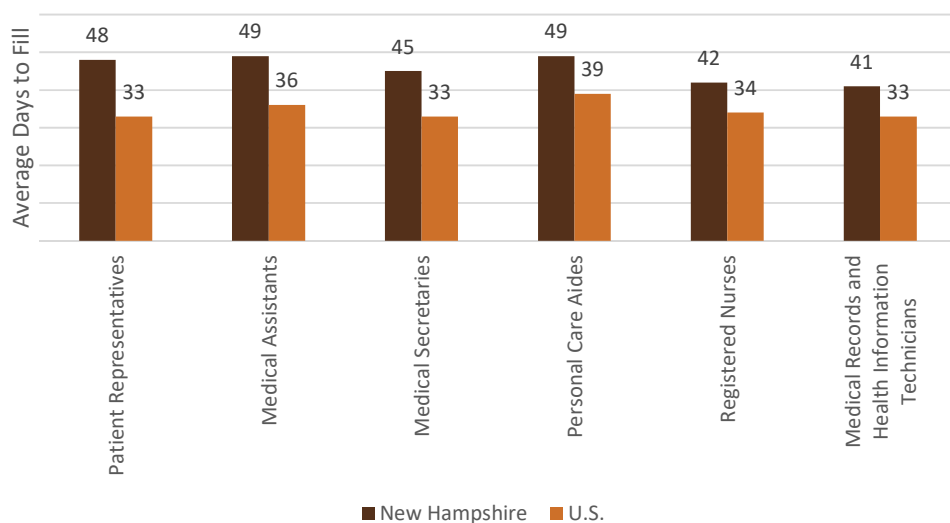
increased, both in New Hampshire and throughout the U.S., indicating that employers were attempting to fill open positions by offering more competitive compensation.

Job postings for *janitors and cleaners, except maids and housekeeping cleaners* took a similar amount of time to fill in New Hampshire as they did nationwide (43 days and 39 days, respectively), suggesting similar hiring conditions in both areas. Between August and September 2019 and August and September 2021, the median wage offered in job postings for *janitors and cleaners* increased 15 percent in the U.S. and 19 percent in New Hampshire. Median advertised wages for *maids and housekeeping cleaners* increased even more, growing 16 percent nationwide and 24 percent in New Hampshire over that time.

Wages advertised in job postings indicate that employers in the child day care services industry also struggled to fill open positions. Between August and September 2019 and August and September 2021, advertised wages for *childcare workers* increased seven percent in the U.S. and 12 percent in New Hampshire, while advertised wages for *preschool teachers, except special education* increased seven percent nationwide and 15 percent in New Hampshire.

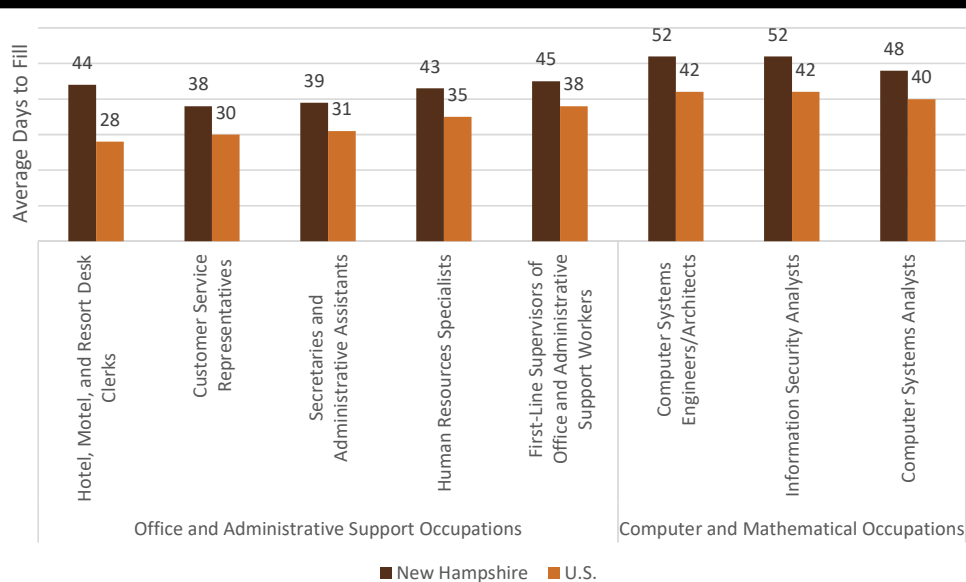
Advertised wages for *cashiers*, primarily employed in the retail trade industry, increased 13 percent in the U.S. and

Healthcare Occupations That Are Hard to Fill in New Hampshire



Source: Labor Insight, Emsi Burning Glass

Occupations That Are Hard to Fill in New Hampshire



Source: Labor Insight, Emsi Burning Glass

15 percent in New Hampshire, while advertised wages for *production workers, all other*, primarily employed in the manufacturing industry, increased ten percent throughout the U.S. and 16 percent in New Hampshire.

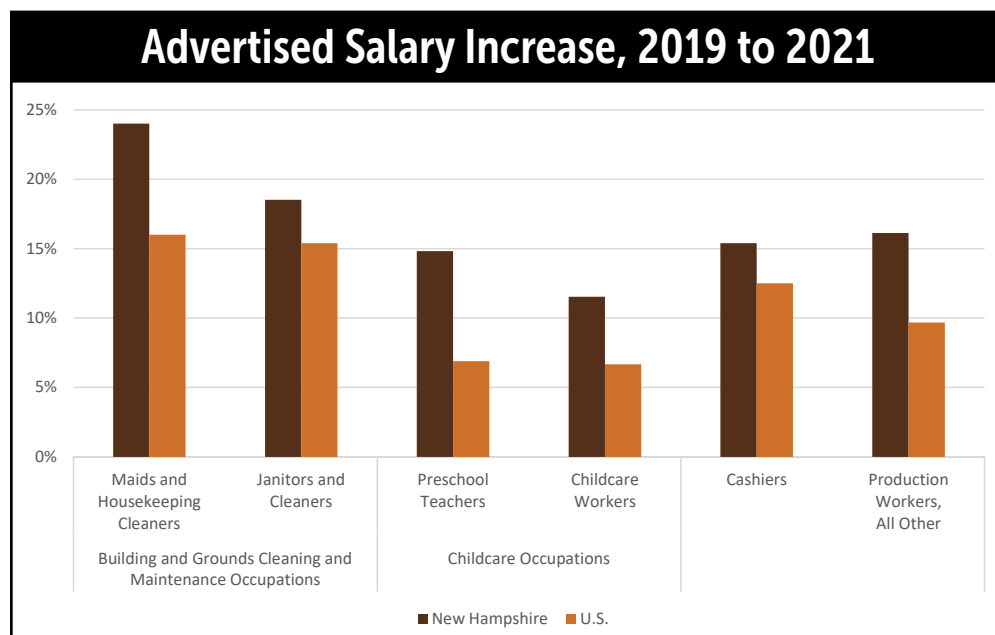
Summary

Although the labor shortage is widespread in industries such as health care and social assistance and accommodation and food services, job posting data indicate that hard to fill positions are found in almost every industry in New Hampshire. Not every occupation is hard to fill, but almost every industry includes some occupations that are hard to fill, causing many employers to struggle to fill at least some open positions.

Occupations identified as hard to fill come from a diverse array of occupational groups, however, they do share some common characteristics. The majority of hard to fill jobs required either a high school diploma or no formal education for entry-level employment. Although advertised wages in job postings increased, most of these occupations

still paid less than New Hampshire's overall median wage of \$45,700 annually. In addition, many hard-to-fill occupations cannot be performed remotely, and potential workers may feel that they pose too much of a risk to health and safety, limiting the pool of labor for these occupations.

– Greg David, Economist



Educational Requirements and Annual Salary for Hard to Fill Occupations

Occupation	Education Required for Entry-Level Employment	Annual Median Wage, 2021*
New Hampshire Median Wage, 2021	N/A	\$45,698
Information Security Analysts	Bachelor's degree & less than five year of experience	\$104,936
Computer Systems Engineers/Architects	Bachelor's degree	\$104,312
Computer Systems Analysts	Bachelor's degree	\$94,286
Human Resources Specialists	Bachelor's degree	\$62,858
Registered Nurses	Associate's degree	\$76,835
Preschool Teachers	Associate's degree	\$31,512
Patient Representatives	Postsecondary non-degree award	\$64,730
Medical Records and Health Information Technicians	Postsecondary non-degree award	\$64,730
Medical Assistants	Postsecondary non-degree award	\$40,331
First-Line Supervisors of Office and Administrative Support Workers	High School diploma & less than five year of experience	\$62,296
Medical Secretaries	High School diploma	\$40,830
Secretaries and Administrative Assistants	High School diploma	\$40,435
Customer Service Representatives	High School diploma	\$39,603
Personal Care Aides	High School diploma	\$29,723
Hotel, Motel, and Resort Desk Clerks	High School diploma	\$27,893
Production Workers, All Other	High School diploma	\$38,688
Childcare Workers	High School diploma	\$23,795
Maids and Housekeeping Cleaners	No formal education	\$29,162
Janitors and Cleaners	No formal education	\$31,803
Cashiers	No formal education	\$25,230

Source: New Hampshire Employment Security, 2018 – 2018 Employment Projections, 2021 Occupational Employment and Wages Survey.

*assumes a 40 hour work week