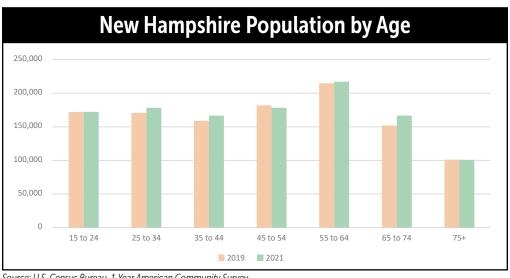
New Hampshire Lake & Dock PHOTO CREDI PHOTO CREDI

Changes in New Hampshire's Workforce Since the Pandemic

There were 603,800 workers employed in New Hampshire in the third quarter of 2022, surpassing the 593,800 workers employed in the third quarter of 2019. While the workforce has returned to pre-pandemic size, the composition of New Hampshire's workforce changed over those three years. Workforce changes were the result of New Hampshire's changing demographics, as well as the pandemic's effects on migration and labor force participation. In New Hampshire, in-migration increased during the pandemic, part of a nationwide trend of Americans leaving urban areas for more rural ones. New Hampshire's population increased by 35,500 residents (2.6 percent) between 2019 and 2022, with migration responsible for all population growth.

Domestic migrants tend to be relatively young and have higher levels of educational attainment; the U.S. Census Bureau's 2021 1-Year American Community Survey estimated the median age of those who had moved to New Hampshire within the previous 12 months was 29.1 years and that more than half of domestic migrants age 25 or older held a bachelor's degree or advanced degree. While migration brought younger, educated workers to New Hampshire, a large number of New Hampshire's workers approached retirement age. New Hampshire's largest population cohort is between ages 55 and 64, an age when labor force participation begins to decline.



Source: U.S. Census Bureau, 1-Year American Community Survey

The pandemic encouraged some of these residents to leave the workforce earlier than they may have otherwise. A Federal Reserve study estimated that the retired share of the U.S. population increased by 1.5 percentage points between February 2020 and October 2022. Half of that increase was due to the U.S. population aging, while the other half were considered "excess retirements" that would not have occurred without the pandemic.¹

Excess retirements are part of the third workforce change that occurred during the pandemic, changes to labor force participation. Among New Hampshire residents over age 16, participation in the labor force² declined from 69.3 percent in 2019 to 65.9 percent in 2022. In addition to excess retirements, the pandemic created a number of other barriers to

labor force participation, including reduced availability of childcare and health-related challenges, including individuals dealing with "long COVID," ³ and those who continue to socially distance due to health concerns related to the pandemic.⁴

The pandemic also led to an increase in workers participating in

INSIDE THIS ISSUE: Seasonally Adjusted Estimates

Unemployment Rates	5
Current Employment Statistics	5
Not Seasonally Adjusted	
Estimates	
Unemployment Rates	6
Current Employment Statistics	7
Claims Activity	10

Jose Maria Barrero, Nicholas Bloom, and Steven J. Davis, "Long Social Distancing", National Bureau of Economic Research. https://www.nber.org/papers/w30568

Joshua Montes, Christopher Smith, and Juliana Dajon, "The Great Retirement Boom': The Pandemic-Era Surge in Retirements and Implications for Future Labor Force Participation," Finance and Economics Discussion Series, Board of Governors of the Federal Reserve System. https://www.federalreserve.gov/econres/feds/files/2022081pap.pdf

Labor force participation includes individuals who are employed as well as those actively looking for work. Jerome H. Powell, "Inflation and the Labor Market," Transcript of Speech Delivered at Hutchins Center on Fiscal and Monetary Policy, Washington, DC, November 30, 2022. https://www.federalreserve.gov/newsevents/ speech/powell20221130a.htm

New Hampshire Economic Conditions - June 2023

the "gig economy." Although independent contractors (gig workers) work and earn an income, they are selfemployed, and are not included in the labor force. Consulting firm McKinsey & Company estimated the share of American workers who worked as independent contractors, either full-time or as a supplemental source of income, increased from 27 percent in 2016 to 36 percent in 2022.⁵

Age of New Hampshire's Workforce

Despite the increase in workers age 35 to 44,

the percentage of prime working age workers (between ages 25 and 54) declined slightly,

from 57.5 percent to 57.3 percent. The share of workers age 45 to 54 experienced the

18.2 percent. The share of workers age 19

The number of New Hampshire residents

age 65 or older increased by nearly 15,000

between 2019 and 2021 (2022 estimates are

in this age group. While the population age

25 to 34 increased by 7,600 residents over

that time, this population growth did not

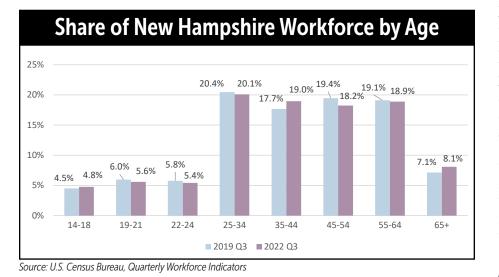
not available), driving up the share of workers

largest decline, from 19.4 percent to

to 24 declined from 11.7 percent to

11.0 percent.

Between the third quarter of 2019 and the third quarter of 2022, the share of workers in three age cohorts increased, while other cohorts declined. The share of workers age 35 to 44 saw the largest increase, from 17.7 percent to 19.0 percent, followed the share of workers age 65 or older, which increased from 7.1 percent to 8.1 percent. The share of workers age 14 to 18 increased from 4.5 percent to 4.8 percent.



result in an increased share of workers. The labor force participation rate for residents in this age cohort declined by four percentage points between 2019 and 2022, resulting in a smaller share of the workforce. Decreased labor force participation in this age group, as well as for workers age 19 to 24, was likely partially attributable to individuals participating in the gig economy instead of traditional employment.

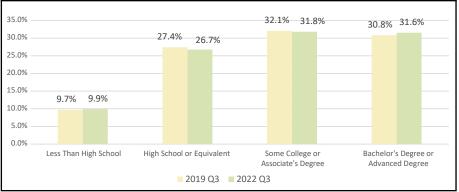
Other Demographic Shifts

New Hampshire's workforce experienced other demographic shifts between the third quarter of 2019 and the third quarter of 2022. The percentage of workers age 25 or older with a bachelor's degree or advanced degree increased from 30.8 percent to 31.6 percent.⁶ The share of workers with a bachelor's degree has increased steadily for years, but accelerated during the pandemic.

> The influx of domestic migrants with high levels of educational attainment contributed to this increase. In addition, older workers have lower levels of educational attainment than younger workers; as older workers leave the workforce and young workers enter, the share of workers with a bachelor's degree increases.

> New Hampshire's workforce also became more diverse. New Hampshire's workforce (and population) is still largely Non-Hispanic, Non-Latino White, but the share of the workforce that identified Non-Hispanic, Non-Latino White declined from 89.0 percent in the third quarter of 2019 to 87.8 percent in the third quarter of 2022. The share of Hispanic or Latino workers

Educational Attainment of Workers in New Hampshire (Age 25+)



Source: U.S. Census Bureau, Quarterly Workforce Indicators

⁵ André Dua et al., "Freelance, Side Hustles, and Gigs: Many More Americans Have Become Independent Workers," McKinsey & Company, August 23, 2022. https://www.mckinsey.com/featured-insights/sustainableinclusive-growth/future-of-america/freelance-side-hustles-and-gigs-many-more-americans-have-become-independent-workers

Educational attainment data excludes workers under age 25, as many of them have not yet attained their desired level of education.

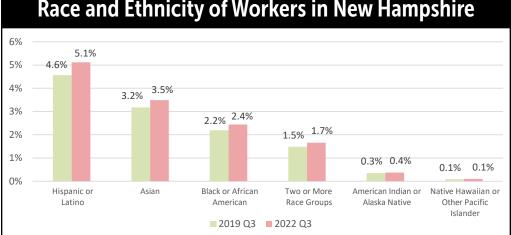
(of any race), the second largest racial or ethnic group in New Hampshire's workforce, increased from 4.6 percent to 5.1 percent over that time. The share of workers who identified as Asian (0.3 percentage points), Black or African American (0.2 percentage points) and Two or More Race Groups (0.2 percentage points) increased slightly as well. Increased diversity in New Hampshire's workforce reflects a younger, more diverse younger generation entering the workforce while an older, less diverse one exits.

Prior to the pandemic, New Hampshire's workforce was evenly split between male and female workers. In the early months of the pandemic, female employment declined more than male employment, as women were more likely to provide family care, and were employed in industries more affected by the pandemic, such as accommodation and food services and health care and social services.

The share of female workers in New Hampshire's workforce fell from 49.8 percent in the third quarter of 2019 to 48.8 percent in the third quarter of 2020. In the third quarter of 2022, women accounted for 49.4 percent of New Hampshire's workforce, 0.4 percentage points lower than pre-pandemic. This percentage was unchanged from the third quarter of 2021, suggesting that female New Hampshire residents face continued to face more barriers to labor force participation than male residents. Labor force participation rates vary by age and gender, with men participating at a higher rate than women, and participation for both genders peaking between ages 25 and 54. In most age groups, labor force participation rate changes between 2019 and 2022 were similar for men and women, although rate changes diverged among residents age 55 and older. Labor force participation rates increased nearly two percentage points for males age 55 and older, while participation declined 3.3 percentage points among women age 55 to 64, and increased just 0.2 percentage points among women age 65 or older. This appears to be one of the largest factors accounting for the decline in the female share of the workforce.

A study by the U.S. Department of Labor identified women's greater share of family caregiving responsibilities and disproportionate health risks faced by older women during the pandemic as challenges keeping older women out of the labor force.⁷ The study also noted that women were more likely than men to retire during the pandemic, but that some pandemic-era retirements were involuntary, caused by health issues and the challenge older workers face finding employment.

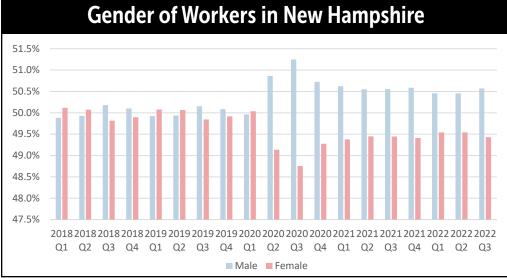
- Greg David, Economist

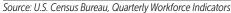


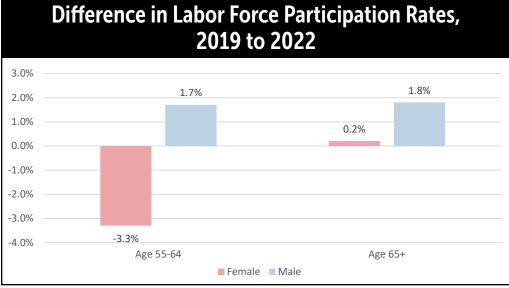
Race and Ethnicity of Workers in New Hampshire

Source: U.S. Census Bureau, Quarterly Workforce Indicators

⁷ Catherine Hill and Gretchen Livingston, "Two Years into the Pandemic, Women Ages 65 and Older Had Yet to Recover Their COVID-Related Employment Losses," https://www.dol.gov/sites/dolgov/files/WB/media/ Two %20Years%20into%20the%20Pandemic_Women%20Ages%2065.pdf





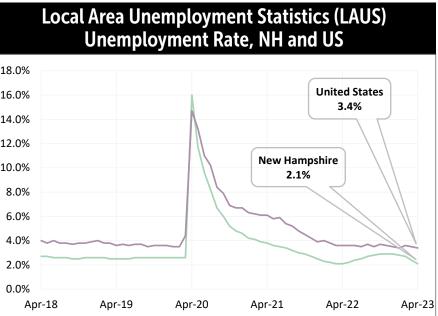


Source: U.S. Bureau of Labor Statistics, unpublished Current Population Survey data

SEASONALLY ADJUSTED ESTIMATES

Unempl	ovment Estimates by	vF	Region

Seasonally Adjusted	Apr-23	Mar-23	Apr-22	
United States	3.4%	3.5%	3.6%	
Northeast	3.7%	3.8%	4.0%	
New England	3.3%	3.4%	3.5%	
Connecticut	3.8%	3.9%	4.2%	
Maine	2.4%	2.6%	2.7%	
Massachusetts	3.3%	3.5%	3.7%	
New Hampshire	2.1%	2.4%	2.1%	
Rhode Island	3.0%	3.1%	2.9%	
Vermont	2.4%	2.7%	2.2%	
Mid Atlantic	3.9%	4.0%	4.2%	
New Jersey	3.5%	3.5%	3.9%	
New York	4.0%	4.1%	4.3%	
Pennsylvania	4.1%	4.2%	4.3%	



Current Employment Statistics (CES) by Place of Establishment

	N	umber of Jo	bs	Change Fro	om Previous
	Apr-23	Mar-23	Apr-22	Month	Year
Total Nonfarm	699,900	700,700	685,300	-800	14,600
Total Private	613,200	614,400	599,100	-1,200	14,100
Mining and Logging	900	1,000	900	-100	0
Construction	30,700	30,900	30,000	-200	700
Manufacturing	71,500	71,600	70,400	-100	1,100
Durable Goods	53,500	53,500	52,500	0	1,000
Non-Durable Goods	18,000	18,100	17,900	-100	100
Trade, Transportation, and Utilities	139,100	139,900	139,100	-800	0
Wholesale Trade	32,300	32,100	31,100	200	1,200
Retail Trade	89,100	89,500	89,300	-400	-200
Transportation, Warehousing, and Utilities	17,700	18,300	18,700	-600	-1,000
Information	11,700	11,600	11,900	100	-200
Financial Activities	34,500	34,200	34,500	300	0
Financial and Insurance	27,300	27,100	27,400	200	-100
Real Estate and Rental and Leasing	7,200	7,100	7,100	100	100
Professional and Business Services	103,300	102,000	95,300	1,300	8,000
Professional, Scientific, and Technical Services	50,800	50,200	46,500	600	4,300
Management of Companies and Enterprises	10,700	10,600	10,500	100	200
Administrative and Support and Waste Management and Remediation Services	41,800	41,200	38,300	600	3,500
Education and Health Services	124,400	124,700	122,100	-300	2,300
Educational Services	31,800	31,400	29,700	400	2,100
Health Care and Social Assistance	92,600	93,300	92,400	-700	200
Leisure and Hospitality	72,600	73,700	70,800	-1,100	1,800
Arts, Entertainment, and Recreation	11,800	11,700	12,600	100	-800
Accommodation and Food Services	60,800	62,000	58,200	-1,200	2,600
Other Services	24,500	24,800	24,100	-300	400
Government	86,700	86,300	86,200	400	500
Federal Government	8,700	8,700	8,500	0	200
State Government	21,500	21,600	22,100	-100	-600
Local Government	56,500	56,000	55,600	500	900

Current month is preliminary; past months are revised

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

2.4%

3.9%

3.8%

2.5%

4.0%

3.7%

NOT SEASONALLY ADJUSTED ESTIMATES BY PLACE OF RESIDENCE

Labor Force Est	imates		
New Hampshire	Apr-23	Mar-23	Apr-22
Total Civilian Labor Force	752,680	758,890	758,140
Employed	743,820	742,230	741,420
Unemployed	8,860	16,660	16,720
Unemployment Rate	1.2%	2.2%	2.2%
United States (# in thousands)	Apr-23	Mar-23	Apr-22
Total Civilian Labor Force	166,221	166,783	163,449
Employed	161,075	160,741	157,991
Unemployed	5,146	6,043	5,458
Unemployment Rate	3.1%	3.6%	3.3%

Unemployment Rates by Area

Com		-		Ame 22
	nties	Apr-23	Mar-23	Apr-22
-	knap	1.2%	2.2%	2.2%
	roll	1.2%	2.2%	2.4%
	eshire	1.2%	2.3%	2.4%
Co	ÖS	1.8%	3.0%	3.3%
Gra	fton	1.0%	1.8%	2.0%
Hill	sborough	1.2%	2.3%	2.3%
Mei	rrimack	0.9%	1.8%	1.9%
Roc	ckingham	1.3%	2.4%	2.3%
Stra	afford	1.0%	1.8%	2.0%
Sull	ivan	1.0%	1.7%	2.1%
Мар Кеу	Labor Market Areas	Apr-23	Mar-23	Apr-22
1	Colebrook, NH-VT LMA, NH Portion	3.1%	4.0%	4.2%
2	Littleton, NH-VT LMA, NH Portion	1.1%	2.1%	2.3%
3	Berlin NH Micropolitan NECTA	1.7%	3.3%	3.1%
4	Haverhill, NH LMA	1.2%	2.9%	2.9%
5	Conway, NH-ME LMA, NH Portion	1.2%	2.1%	2.2%
6	Plymouth, NH LMA	1.0%	1.9%	2.0%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	0.9%	1.5%	2.0%
8	Meredith, NH LMA	1.0%	1.9%	2.0%
9	Wolfeboro, NH LMA	1.3%	2.6%	2.7%
10	Franklin, NH LMA	1.1%	2.2%	2.2%
11	Laconia, NH Micropolitan NECTA	1.3%	2.3%	2.3%
12	Expanded Claremont, NH estimating area	1.0%	1.8%	2.1%
13	New London, NH LMA	1.0%	1.8%	2.1%
14	Concord, NH Micropolitan NECTA	0.9%	1.7%	1.9%
15	Belmont, NH LMA	1.1%	2.2%	2.2%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	1.0%	1.8%	2.0%
17	Charlestown, NH LMA	1.0%	1.9%	2.3%
18	Hillsborough, NH LMA	1.0%	1.8%	2.1%
19	Raymond, NH LMA	1.1%	2.3%	2.0%
20	Manchester, NH Metropolitan NECTA	1.1%	2.0%	2.1%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	1.1%	2.0%	2.0%
22	Keene, NH Micropolitan NECTA	1.1%	2.0%	2.2%
23	Peterborough, NH LMA	1.3%	2.3%	2.3%
24	Nashua, NH-MA NECTA Division, NH Portion	1.3%	2.5%	2.3%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA- NH NECTA Division	1.5%	2.9%	2.6%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	1.8%	3.5%	3.4%
27	Pelham Town, NH Portion, Lowell- Billerica-Chelmsford, MA-NH NECTA Division	2.0%	3.5%	3.0%
28	Salem Town, NH Portion, Lawrence- Methuen-Salem, MA-NH NECTA Division	1.7%	3.0%	2.7%

Unemployment Rates by Region Not Seasonally Adjusted Apr-23 Mar-23 Apr-22 United States 3.1% 3.6% 3.3% 3.8% Northeast 3.1% 3.8% New England 2.5% 3.6% 3.4% 3.0% 4.3% 4.0% Connecticut Maine 2.3% 3.0% 3.0% 2.6% 3.9% 3.5% Massachusetts 1.2% 2.2% 2.2% New Hampshire 2.4% Rhode Island 3.6% 2.8%

1.9%

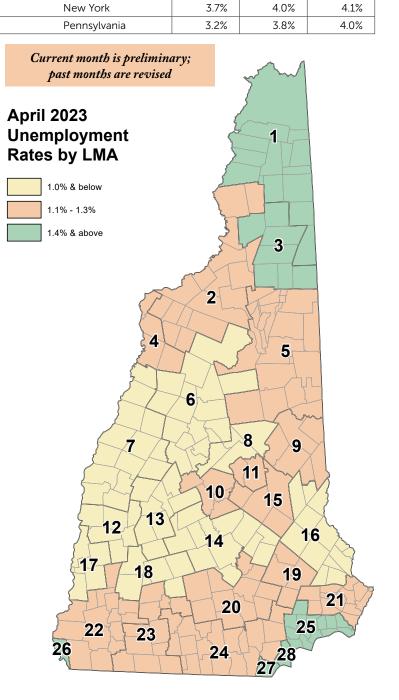
3.4%

3.0%

Vermont

New Jersey

Mid Atlantic

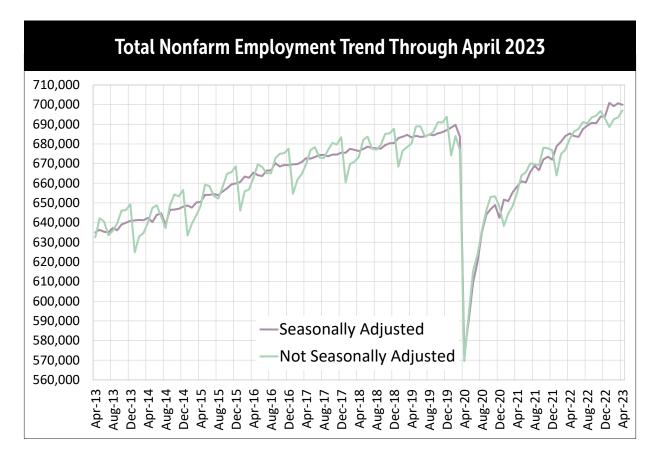


MONTHLY ESTIMATES BY PLACE OF ESTABLISHMENT

New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

	N	lumber of Jol	os	Change Fro	m Previous
	Apr-23	Mar-23	Apr-22	Month	Year
Total Nonfarm	697,100	693,500	682,600	3,600	14,500
Total Private	607,500	603,700	593,800	3,800	13,700
Mining and Logging	900	900	900	0	0
Construction	30,200	29,200	29,700	1,000	500
Manufacturing	71,300	71,100	70,100	200	1,200
Durable Goods	53,300	53,200	52,300	100	1,000
Non-Durable Goods	18,000	17,900	17,800	100	200
Trade, Transportation, and Utilities	138,000	138,800	137,500	-800	500
Wholesale Trade	32,400	32,000	31,100	400	1,300
Retail Trade	88,300	88,700	88,000	-400	300
Transportation, Warehousing, and Utilities	17,300	18,100	18,400	-800	-1,100
Information	11,700	11,600	11,900	100	-200
Financial Activities	34,300	33,900	34,400	400	-100
Professional and Business Services	104,000	100,800	94,800	3,200	9,200
Education and Health Services	125,800	125,400	124,700	400	1,100
Leisure and Hospitality	67,100	67,500	66,000	-400	1,100
Other Services	24,200	24,500	23,800	-300	400
Government	89,600	89,800	88,800	-200	800
Federal Government	8,700	8,600	8,400	100	300
State Government	23,000	23,000	23,500	0	-500
Local Government	57,900	58,200	56,900	-300	1,000

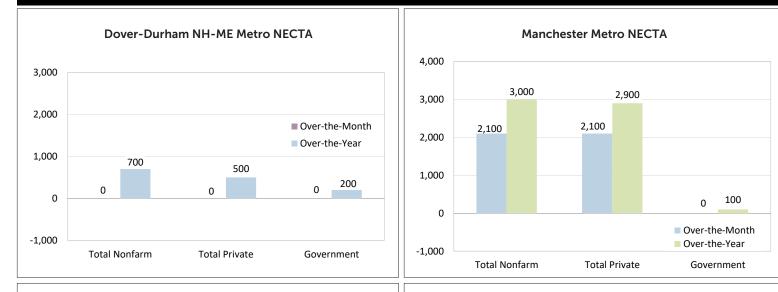
Current month is preliminary; past months are revised

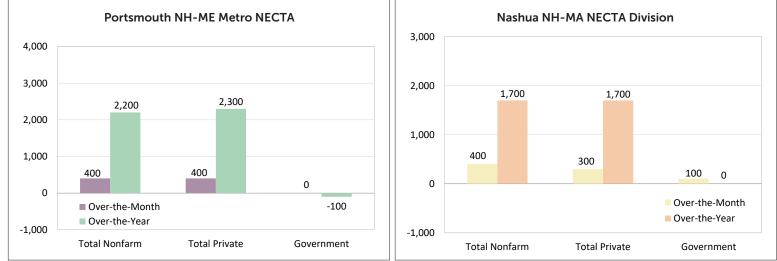


New Hampshire Employment Security, Economic and Labor Market Information Bureau

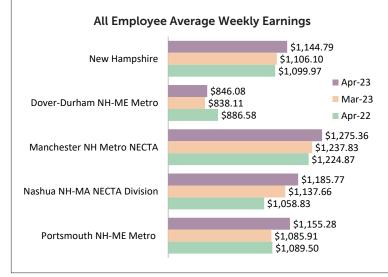
MONTHLY ESTIMATES BY PLACE OF ESTABLISHMENT

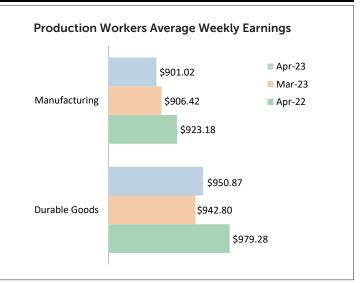
Nonfarm Employment by Metropolitan Statistical Areas - April 2023





Total Private Average Weekly Earnings Data





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

New Hampshire Employment Security, Economic and Labor Market Information Bureau

MONTHLY ANALYSIS OF CURRENT EMPLOYMENT STATISTICS (CES)

Seasonally Adjusted

Total nonfarm employment decreased to 699,900 jobs in April, based on preliminary seasonally adjusted estimates. This was a decrease of 800 non-farm jobs over the month, as private industry employment decreased by 1,200 and *government* employment increased by 400 after the seasonal adjustment. Three private industry supersectors experienced over-the-month employment gains and seven supersectors experienced losses. Seasonally adjusted over-the-month changes reflect the number of jobs that are not attributable to a regular seasonal pattern of employment variability.

Professional and business services expanded payrolls by 1,300 over the month after the seasonal adjustment. Financial activities employment increased by 300 in April, while the *information* supersector gained 100 positions. The manufacturing and mining and logging supersectors each lost 100 jobs, while construction employment decreased by 200. Private education and health services and the other services supersector each cut payrolls by 300 positions, while trade, transportation, and utilities employment declined by 800 over the month. Leisure and hospitality lost 1,100 jobs from March to April 2023.

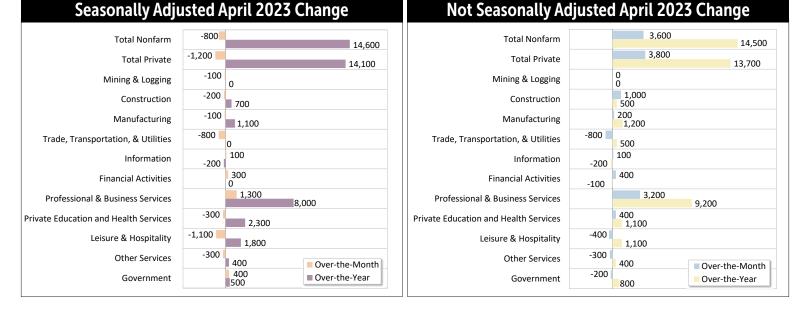
Total nonfarm employment in April 2023 was 10,200 jobs above the pre-pandemic level in February 2020. Employment in the *private education and health services*, *leisure and hospitality, other services, information, trade, transportation, and utilities, mining and logging*, and *government* supersectors remained below the February 2020 level.

Not Seasonally Adjusted

Preliminary unadjusted estimates for April 2023 indicate that *total nonfarm employment* increased by 14,500 jobs since April 2022. Seven private industry supersectors experienced over the year employment gains and two experienced over-the-year losses. *Government* employment increased by 800, while *mining and logging* employment was unchanged from April 2022 to April 2023.

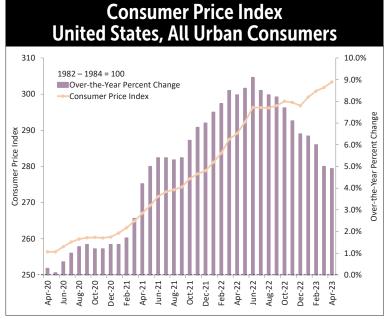
Professional and business services experienced the largest increase, with 9,200 more jobs than in April 2022. The manufacturing supersector increased employment by 1,200, while private education and health services and leisure and hospitality each added 1,100 positions. The trade, transportation, and utilities and construction supersectors each expanded payrolls by 500. The other services supersector added 400 jobs. Employment in the financial activities supersector was 100 fewer than a year earlier and information lost 200 jobs over the year.

- Robert Cote, Research Analyst



Consumer Price Index

			Change From	Previous
Apr-23	Mar-23	Apr-22	Month	Year
303.363	301.836	289.109	0.5%	4.9%
	Urban Consun Adjusted (CPI-U) (-	
			0) Change From I	Previous
			-	Previous Year



Unemployment Compensation Claims Activity						
	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23
Initial Claims	1,564	2,331	2,165	1,977	1,814	1,974
Continued Weeks Claimed	7,442	8,707	13,105	11,490	12,383	9,869
Average payment for a week of unemployment	\$354.17	\$356.19	\$353.19	\$361.18	\$356.86	\$363.49

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

> To order publications, visit our website at: www.nhes/nh/gov/elmi, call 603-228-4124 or send a written request to the following address:

ELMI Publications NH Employment Security 45 South Fruit Street Concord, NH 03301-4857

NH Employment Security is a proud member of America's Workforce Network and NH Works. NHES is an Equal Opportunity Employer and complies with the Americans with Disabilities Act. Auxiliary aids and services are available upon request to individuals with disabilities.

New Hampshire Employment Security Local Offices

Berlin	Claremont
Concord	Conway 447-5924
Keene 352-1904	Laconia
Littleton	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

General Information	
Research Unit	J
Economist	
Covered Employment & Wages	
Current Employment Statistics.	228-4175
Local Area Unemployment Statistics	228-4167
Occupational Employment and Wage Statistics	229-4315

ELMI	Economic + Labor Market Information Bureau
-------------	-----------------------------------------------------