

## Estimating Worker Demand: A Fresh Look at Annual Job Openings

Employment in New Hampshire is expected to increase by 1.8 percent from second quarter 2017 to second quarter 2019, gaining 12,800 jobs. In addition, 83,822 job openings are projected annually — 33,342 job openings will be created because of workers leaving the labor force, and another 44,080 job openings will occur because of workers who transfer out of one occupation to work in some other occupation. These employment projections are for the first time based on a new methodology developed by the

U.S. Bureau of Labor Statistics that significantly changes the way job openings are estimated.

The new methodology reflects the changing workforce in the 21st century, recognizing that individuals may have several career changes in the course of their working life. National separation rates calculated by the U.S. Bureau of Labor Statistics, and which measure the number of workers who are projected to leave an occupation due to retirement or other reasons,

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New Hampshire Short-term Occupational Projections, 2017 Q2 to 2019 Q2							
Occupational Group	2017 Q2	2019 Q2	Numeric Change	Percent Change	Annual	Annual	Annual
	Estimated	Projected			Labor Force Exits	Occupational Transfers	Total Openings
<b>Total, All Occupations</b>	<b>704,262</b>	<b>717,111</b>	<b>12,849</b>	<b>1.8%</b>	<b>33,342</b>	<b>44,080</b>	<b>83,822</b>
Management	46,562	47,563	1,001	2.1%	1,300	2,313	4,113
Business and Financial Operations	29,948	30,709	761	2.5%	890	1,767	3,037
Computer and Mathematical	19,764	20,269	505	2.6%	329	957	1,540
Architecture and Engineering	13,599	13,919	320	2.4%	348	635	1,143
Life, Physical, and Social Science	4,416	4,529	113	2.6%	110	273	438
Community and Social Services	9,243	9,557	314	3.4%	381	631	1,166
Legal	3,713	3,757	44	1.2%	94	139	255
Education, Training, and Library	45,647	46,273	626	1.4%	2,010	1,921	4,234
Arts, Design, Entertainment, Sports, and Media	10,809	11,005	196	1.8%	439	615	1,154
Healthcare Practitioners and Technical	40,302	41,575	1,273	3.2%	1,054	1,024	2,716
Healthcare Support	20,462	21,022	560	2.7%	1,188	1,098	2,567
Protective Service	11,823	11,967	144	1.2%	535	606	1,212
Food Preparation and Serving Related	59,148	60,789	1,641	2.8%	4,407	5,704	10,930
Building and Grounds Cleaning and Maintenance	27,093	27,852	759	2.8%	1,642	1,754	3,776
Personal Care and Service	27,005	27,979	974	3.6%	2,051	1,926	4,462
Sales and Related	87,654	88,486	832	0.9%	5,216	6,828	12,460
Office and Administrative Support	110,143	111,042	899	0.8%	5,738	6,645	12,832
Farming, Fishing, and Forestry	1,839	1,865	26	1.4%	68	200	268
Construction and Extraction	25,515	26,068	553	2.2%	903	1,639	2,818
Installation, Maintenance, and Repair	26,895	27,382	487	1.8%	922	1,619	2,788
Production	46,277	46,228	-49	-0.1%	1,898	3,281	5,157
Transportation and Material Moving	36,405	37,275	870	2.4%	1,819	2,505	4,756

or transfer to a different occupation, are used in New Hampshire occupational projections to estimate separations on a statewide basis.

Users familiar with projections data may notice that the latest values for projected openings are significantly higher than past projections. The new methodology provides a better estimate of labor market dynamics that have always existed by improving the measurement of these dynamics. Because of this change in methodology, long-term projections for 2014 to 2024 and other prior periods should not be compared to these new data to determine how occupational demand has changed over time. In addition, projected openings for an occupation should not be viewed as a precise estimate of the number of expected job openings, but used as a guide to the magnitude of openings in comparison to other occupations.

The Economic and Labor Market Information Bureau publishes short-term projections twice each year to assess how changes in economic conditions and seasonality affect the demand for workers. Frequent updates of short-term projections give users the best available view of employment trends for the upcoming two years. Projections are used in career guidance and workforce development and can also help identify where training and education programs are most needed.

### Differences in Estimating Job Openings: Replacement versus Separation

The past methodology of estimating replacements, developed in the early

### Defining Occupational Job Openings

The new projections methodology identifies three aspects of annual job openings. Together, the total annual job openings provide perspective on the demand for workers in each occupation.

**Annual Labor Force Exits:** The numbers of workers leaving the labor force to go to school, start a family, or retire, for example.

**Annual Occupational Transfers:** The number of workers leaving one occupation to go to another occupation (in another job family), such as through promotion or career change.

**Total Annual Openings:** The sum of labor force exits plus occupational transfers, plus the projected annual numeric employment change for each occupation

1990s, significantly undercounted projected job openings. That methodology assumed that most individuals would follow a “traditional” career path — entering employment at a young age, and remaining in the same occupation until retirement, whereupon the individual would be replaced by another worker. The methodology relied mainly on age to determine when a worker would leave an occupation, using historical data from the Current Population Survey (CPS). The CPS provided detailed occupational and age cohort data for the estimates, but the data did not completely account for occupational changes over the course of a worker’s career.<sup>1</sup>

Estimation of replacement job openings, those created when a worker leaves an occupation, is no longer limited to the simple assumption that retiring workers will need to be replaced. The new methodology considers workers who leave the labor force entirely due to retirement or other reasons, known as labor force exits, as well as those who change to other occupations, known as occupational transfers. The

latter are much more common and a worker may change jobs multiple times during their working life, to change careers or move up the job ladder. Occupational transfers do not account for workers who change jobs but stay in the same occupation, as there is no impact on the overall employment in the occupation.

Self-employed workers are included in the primary occupation in which they specialize. Individuals working in the ‘gig’ economy for which the ‘gig’ is not their primary occupation, such as drivers for a ride-share service, would not be included in the separations methodology.

### Total Openings in an Occupation

Along with exits and transfers, there is another source of job openings, which is through industry growth. Growing employment in an industry due to increased demand for products and services equates to an increase in the number of workers in occupations employed in that industry. Occupational job growth is measured simply by the difference between base period employment and projected employment for a

<sup>1</sup> Occupational Separations Methodology Frequently Asked Questions. U.S. Bureau of Labor Statistics. [https://www.bls.gov/emp/ep\\_separations\\_faqs.htm](https://www.bls.gov/emp/ep_separations_faqs.htm).

future period. Occupational growth can also be negative, such as when changes in technology result in fewer workers needed to achieve the same level of labor productivity. Overall, the number of openings created by growth is lower than openings due to separations for most occupations.

There is no specific connection between occupational employment growth and the number of workers leaving an occupation.<sup>2</sup> On the other hand, the number of job openings projected for a specific occupation is correlated with the number of individuals currently employed in the occupation. Occupations with higher estimated employment usually have a large number of annual job openings, while occupations with fewer workers are expected to have a much lower number of annual job openings. For example, Cashiers account for roughly 22,500 workers statewide, with over 4,000 projected annual job openings. In comparison, Tellers account for roughly 2,000 workers statewide, and are projected to have just 214 annual job openings.

being measured; results are more reliable, and more accurate for small occupations.

Educators, workforce professionals, employers, job seekers, students, and others can use projections to learn about:

- Areas of the economy that are expected to grow or decline, and areas of the economy that are expected to have the best employment opportunities.
- Occupations expected to have more job openings than others, informing stakeholders who prepare and train the workforce.
- Possible career pathways, as workers in occupations with a high number of transfers that require a low level of education or experience are likely to transfer to a related occupation requiring a higher level of education or experience, as well as an increase in pay.

*Michael Argiropolis, Labor Market Analyst*

### **Key Points for End Users**

Employment projections provide an idea of what is expected for workers in the future. The new separations methodology was designed to better understand and project labor force dynamics. This methodology provides greater clarity in what is

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Detailed short-term employment projections for New Hampshire can be found at <http://www.nhes.nh.gov/elmi/products/proj.htm>

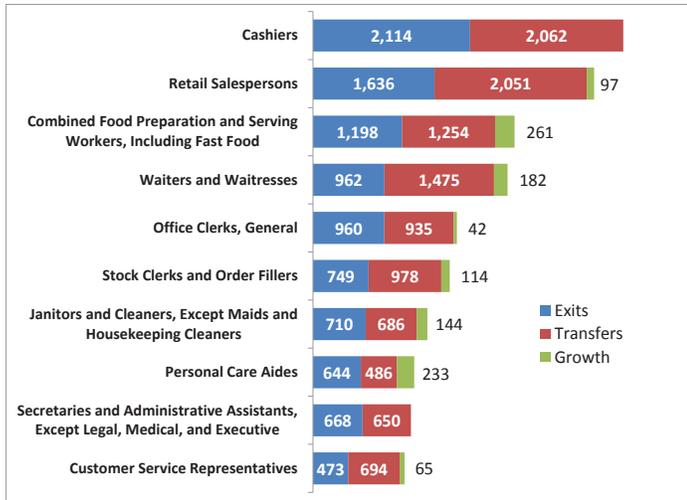
Long-term projections for 2016 to 2026 using the new separations methodology will be released in June 2018.

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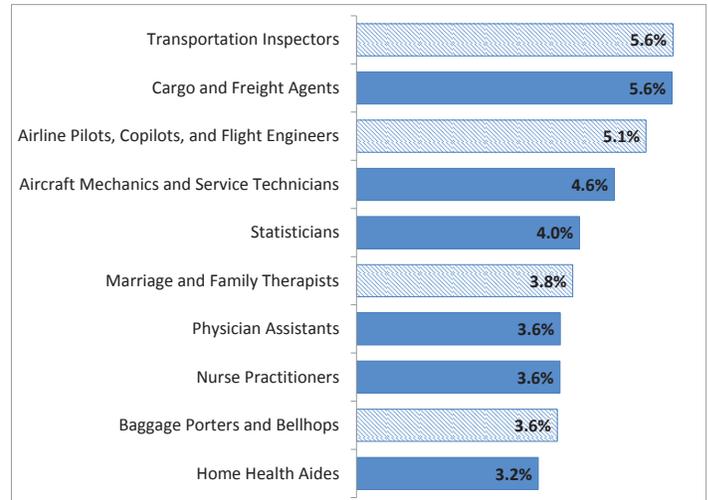
<sup>2</sup> Ibid.

## Highlights of Short-term Employment Projections, 2017 Q2 to 2019 Q2

**Top Ten Occupations with the Most Annual Openings, 2017 Q2 to 2019 Q2**  
 New job growth is the smallest portion of annual job openings



**Fastest Annual Growth Rate 2017 Q2 to 2019 Q2**  
 Four of the ten occupations with the fastest annual growth rate had fewer than 100 workers in 2017 Q2



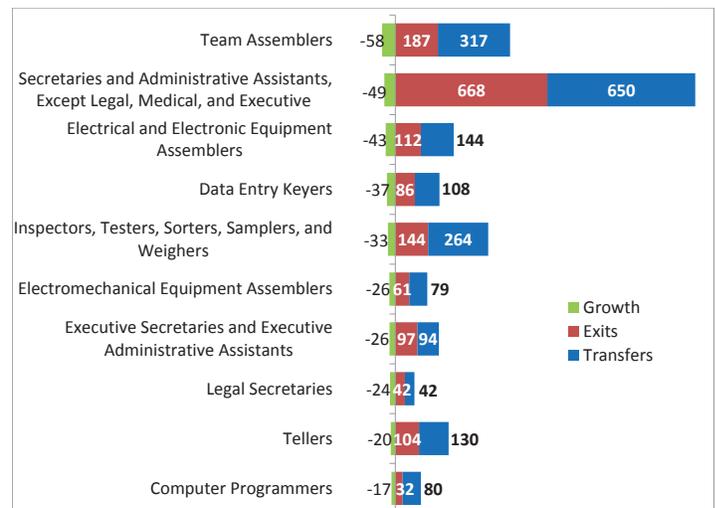
**Occupations Adding the Most New Jobs Annually, 2017 Q2 to 2019 Q2**

Occupations adding the most new jobs generally have a larger number of workers in New Hampshire



**Occupations with Negative Annual Job Growth, 2017 Q2 to 2019 Q2**

Even if overall employment in an occupation may decline over the period, there are still job opportunities from exits and transfers

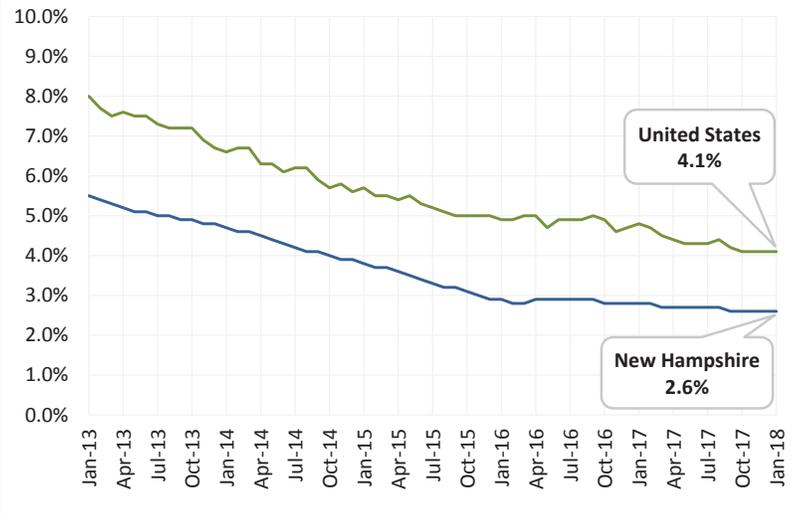


## Seasonally Adjusted Estimates

### Unemployment Estimates by Region

Seasonally Adjusted	Jan-18	Dec-17	Jan-17
United States	4.1%	4.1%	4.8%
Northeast	4.4%	4.4%	4.6%
New England	3.7%	3.7%	4.0%
Connecticut	4.5%	4.5%	4.9%
Maine	3.0%	3.1%	3.4%
Massachusetts	3.5%	3.5%	3.9%
New Hampshire	2.6%	2.6%	2.8%
Rhode Island	4.5%	4.5%	4.6%
Vermont	2.9%	2.9%	3.1%
Mid Atlantic	4.7%	4.7%	4.9%
New Jersey	4.7%	4.7%	4.6%
New York	4.7%	4.7%	4.7%
Pennsylvania	4.8%	4.8%	5.2%

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



### Current Employment Statistics (CES) by Place of Establishment

	Number of Jobs			Change From Previous	
	Jan-18	Dec-17	Jan-17	Month	Year
Total Nonfarm	680,100	677,900	672,400	2,200	7,700
Total Private	590,200	588,100	582,900	2,100	7,300
Mining and Logging	900	900	1,000	0	-100
Construction	27,400	26,900	26,000	500	1,400
Manufacturing	69,700	69,800	68,800	-100	900
Durable Goods	51,600	51,700	51,200	-100	400
Non-Durable Goods	18,100	18,100	17,600	0	500
Trade, Transportation, and Utilities	141,600	140,400	140,700	1,200	900
Wholesale Trade	28,200	28,000	27,900	200	300
Retail Trade	96,600	95,500	96,400	1,100	200
Transportation, Warehousing, and Utilities	16,800	16,900	16,400	-100	400
Information	12,400	12,500	12,600	-100	-200
Financial Activities	34,900	35,100	35,100	-200	-200
Financial and Insurance	27,700	27,900	28,000	-200	-300
Real Estate and Rental and Leasing	7,200	7,200	7,100	0	100
Professional and Business Services	81,600	81,500	81,000	100	600
Professional, Scientific, and Technical Services	37,800	38,400	37,100	-600	700
Administrative and Support and Waste Management and Remediation Services	34,400	34,300	35,000	100	-600
Education and Health Services	125,500	124,700	123,200	800	2,300
Educational Services	32,900	32,600	32,100	300	800
Health Care and Social Assistance	92,600	92,100	91,100	500	1,500
Leisure and Hospitality	71,200	71,700	70,400	-500	800
Arts, Entertainment, and Recreation	12,700	12,900	11,500	-200	1,200
Accommodation and Food Services	58,500	58,800	58,900	-300	-400
Other Services	25,000	24,600	24,100	400	900
Government	89,900	89,800	89,500	100	400
Federal Government	7,700	7,600	7,700	100	0
State Government	24,800	24,700	24,000	100	800
Local Government	57,400	57,500	57,800	-100	-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](http://www.nhes.nh.gov/elmi/statistics/ces-data.htm)

## Not Seasonally Adjusted Estimates by Place of Residence

Labor Force Estimates			
New Hampshire	Jan-18	Dec-17	Jan-17
Total Civilian Labor Force	744,360	740,740	744,050
Employed	721,440	723,890	719,830
Unemployed	22,920	16,850	24,220
Unemployment Rate	3.1%	2.3%	3.3%
United States (# in thousands)	Jan-18	Dec-17	Jan-17
Total Civilian Labor Force	160,037	159,880	158,676
Employed	152,848	153,602	150,527
Unemployed	7,189	6,278	8,149
Unemployment Rate	4.5%	3.9%	5.1%

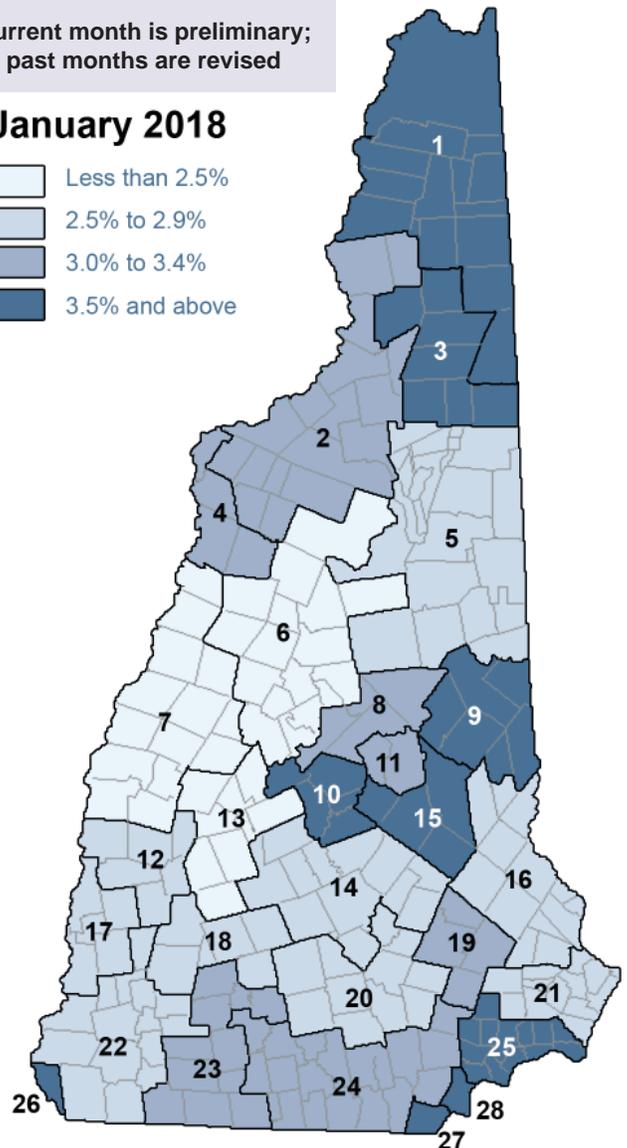
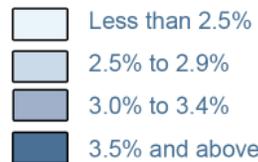
Unemployment Rates by Area			
Counties	Jan-18	Dec-17	Jan-17
Belknap	3.3%	2.3%	3.4%
Carroll	3.2%	2.4%	3.4%
Cheshire	3.0%	2.2%	3.0%
Coös	4.4%	3.2%	4.7%
Grafton	2.4%	2.0%	2.7%
Hillsborough	3.2%	2.4%	3.3%
Merrimack	2.7%	1.9%	2.8%
Rockingham	3.3%	2.5%	3.4%
Strafford	2.7%	2.0%	2.7%
Sullivan	2.5%	2.0%	2.6%

Map Key	Labor Market Areas	Jan-18	Dec-17	Jan-17
1	Colebrook, NH-VT LMA, NH Portion	4.5%	3.3%	5.1%
2	Littleton, NH-VT LMA, NH Portion	3.0%	2.5%	3.4%
3	Berlin NH Micropolitan NECTA	5.1%	3.5%	5.1%
4	Haverhill, NH LMA	3.4%	2.4%	4.0%
5	Conway, NH-ME LMA, NH Portion	2.8%	2.2%	3.1%
6	Plymouth, NH LMA	2.4%	2.0%	2.9%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	2.2%	1.8%	2.2%
8	Meredith, NH LMA	3.2%	2.3%	3.3%
9	Wolfeboro, NH LMA	3.8%	2.7%	3.8%
10	Franklin, NH LMA	3.5%	2.5%	3.6%
11	Laconia, NH Micropolitan NECTA	3.2%	2.4%	3.6%
12	Expanded Claremont, NH estimating area	2.7%	2.1%	2.5%
13	New London, NH LMA	2.4%	2.1%	2.7%
14	Concord, NH Micropolitan NECTA	2.5%	1.8%	2.6%
15	Belmont, NH LMA	3.5%	2.3%	3.6%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	2.7%	2.0%	2.7%
17	Charlestown, NH LMA	2.5%	1.9%	2.5%
18	Hillsborough, NH LMA	2.8%	2.1%	3.0%
19	Raymond, NH LMA	3.0%	2.1%	3.1%
20	Manchester, NH Metropolitan NECTA	2.9%	2.1%	3.0%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	2.8%	2.1%	2.8%
22	Keene, NH Micropolitan NECTA	2.9%	2.2%	2.9%
23	Peterborough, NH LMA	3.0%	2.2%	3.1%
24	Nashua, NH-MA NECTA Division, NH Portion	3.4%	2.5%	3.5%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division	4.0%	2.8%	4.1%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	4.2%	3.0%	4.1%
27	Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division	4.3%	3.3%	4.4%
28	Salem Town, NH Portion, Lawrence-Methuen-Salem, MA-NH NECTA Division	3.9%	3.1%	4.1%

Unemployment Rates by Region			
Not Seasonally Adjusted	Jan-18	Dec-17	Jan-17
United States	4.5%	3.9%	5.1%
Northeast	4.9%	4.0%	5.1%
New England	4.2%	3.2%	4.6%
Connecticut	5.3%	4.0%	5.5%
Maine	3.4%	2.6%	4.0%
Massachusetts	4.0%	3.1%	4.5%
New Hampshire	3.1%	2.3%	3.3%
Rhode Island	5.3%	4.2%	5.5%
Vermont	3.3%	2.5%	3.7%
Mid Atlantic	5.1%	4.4%	5.3%
New Jersey	4.8%	4.2%	5.0%
New York	5.1%	4.4%	5.2%
Pennsylvania	5.3%	4.4%	5.7%

Current month is preliminary; past months are revised

### January 2018



New Hampshire unemployment and labor force estimates are calculated using a regression model which depends on Current Population Survey (CPS) estimates. Labor market area estimates are calculated using the Bureau of Labor Statistics "Handbook Method" and then adjusted to the State levels.

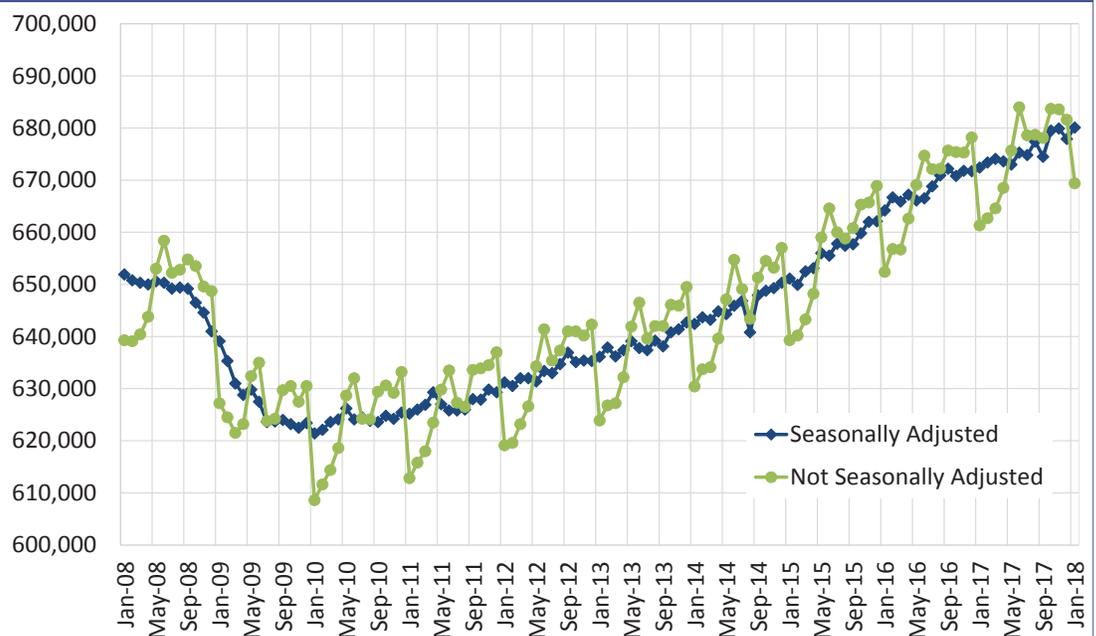
## Monthly Estimates by Place of Establishment

### New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

**Current month is preliminary; past months are revised**

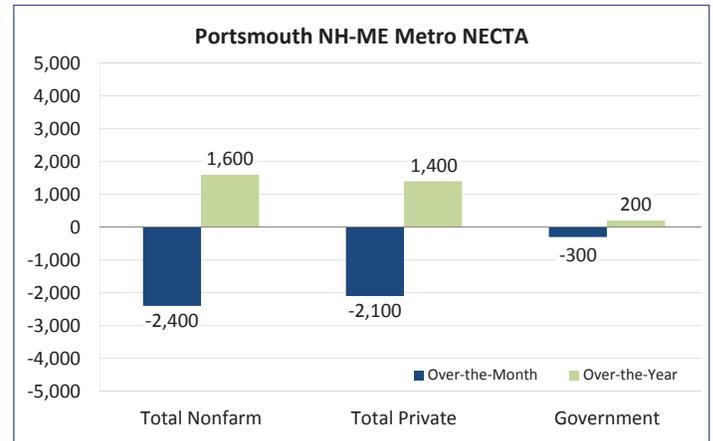
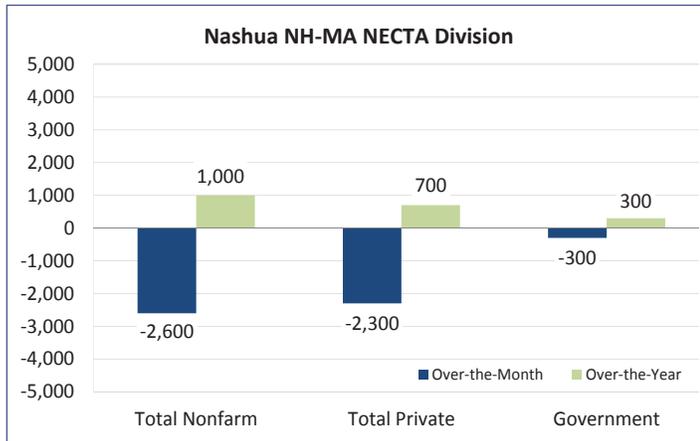
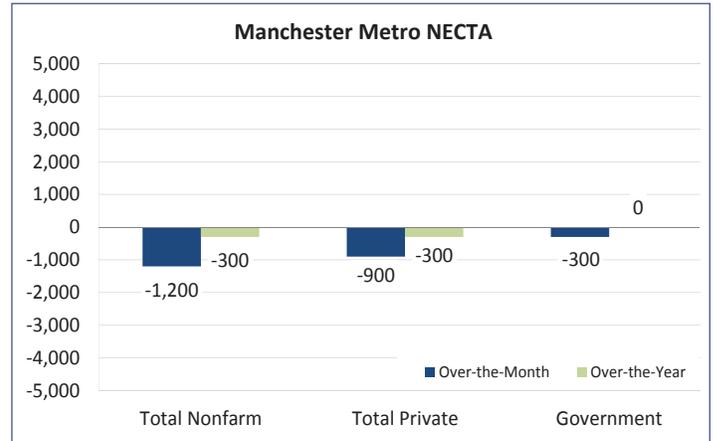
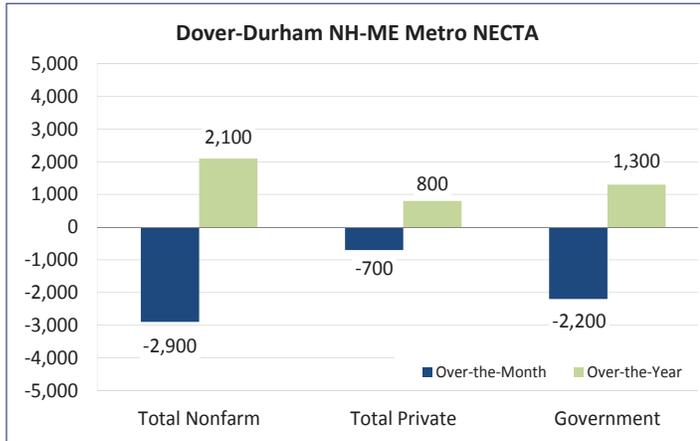
	Number of Jobs			Change From Previous	
	Jan-18	Dec-17	Jan-17	Month	Year
Total Nonfarm	669,400	681,600	661,300	-12,200	8,100
Total Private	580,100	587,500	573,000	-7,400	7,100
Mining and Logging	800	900	900	-100	-100
Construction	25,700	26,800	24,400	-1,100	1,300
Manufacturing	69,300	70,000	68,500	-700	800
Durable Goods	51,300	51,800	51,000	-500	300
Non-Durable Goods	18,000	18,200	17,500	-200	500
Trade, Transportation, and Utilities	141,600	144,600	140,000	-3,000	1,600
Wholesale Trade	28,300	28,200	27,700	100	600
Retail Trade	96,900	98,600	96,100	-1,700	800
Transportation, Warehousing, and Utilities	16,400	17,800	16,200	-1,400	200
Information	12,400	12,500	12,600	-100	-200
Financial Activities	34,700	35,000	34,800	-300	-100
Professional and Business Services	79,100	81,400	79,100	-2,300	0
Education and Health Services	125,500	125,100	123,300	400	2,200
Leisure and Hospitality	66,400	67,000	65,600	-600	800
Other Services	24,600	24,200	23,800	400	800
Government	89,300	94,100	88,300	-4,800	1,000
Federal Government	7,600	7,800	7,600	-200	0
State Government	22,200	26,500	20,800	-4,300	1,400
Local Government	59,500	59,800	59,900	-300	-400

Total Nonfarm Employment Trend through January 2018

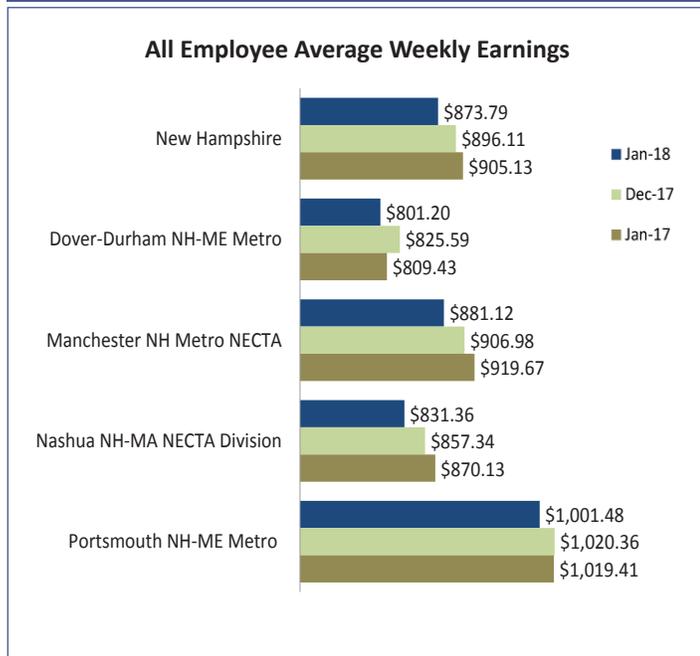


# Not Seasonally Adjusted Estimates by Place of Establishment

## Nonfarm Employment by Metropolitan Statistical Areas - January 2018



## Total Private Average Weekly Earnings Data



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](http://www.nhes.nh.gov/elmi/statistics/ces-data.htm)

## Monthly Analysis of Current Employment Statistics (CES)

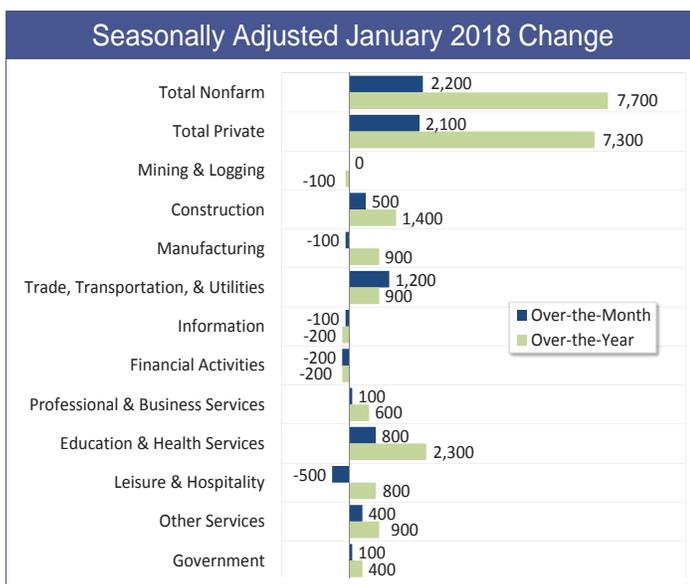
### Seasonally Adjusted

Total Nonfarm employment increased by 2,200 jobs in January, according to preliminary seasonally adjusted estimates. *Trade, Transportation, and Utilities* had the largest over-the-month increase in employment, adding 1,200 jobs. *Private Education and Health Services* increased payrolls by 800 jobs, while *Construction* and *Other Services* added 500 and 400 positions, respectively, over-the-month. *Professional and Business Services* and *Government* increased 100 jobs each from December.

Four supersectors experienced employment losses over-the-month. *Leisure and Hospitality* decreased payrolls by 500 positions, while *Financial Activities* dropped 200 jobs. *Manufacturing* and *Information* each lost 100 jobs from December.

Total seasonally adjusted Nonfarm employment increased 7,700 jobs from January 2017 to January 2018. *Private Education and Health Services* and *Construction* added 2,300 and 1,400 jobs, respectively. *Other Services, Trade, Transportation, and Utilities*, and *Manufacturing* employment grew by 900 jobs each, and *Leisure and Hospitality* payrolls expanded by 800 positions over-the-year. *Professional and Business Services* gained 600 jobs from January 2017, and *Government* expanded payrolls by 400 jobs over-the-year.

Three supersectors experienced over-the-year employment losses from January 2017. *Information* and *Financial Activities* dropped 200 jobs each, and *Mining and Logging* shed 100 positions over-the-year.



### Not Seasonally Adjusted

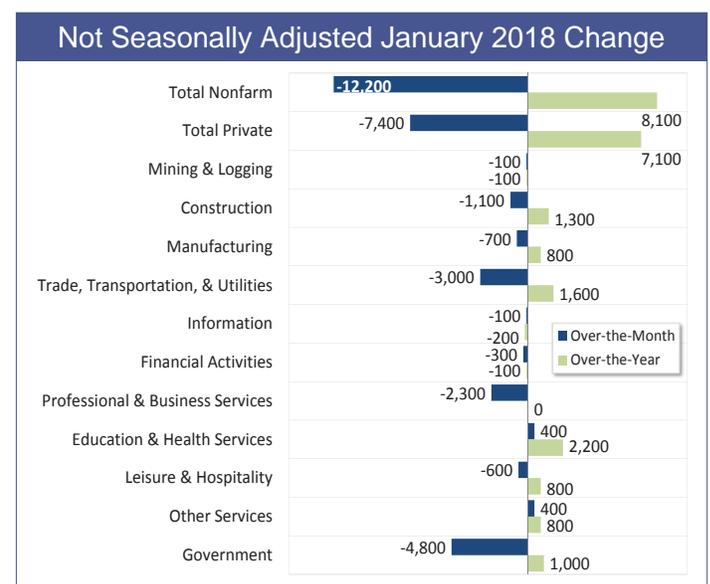
Preliminary not seasonally adjusted estimates for January show that *Total Nonfarm* employment decreased 12,200 jobs over-the-month. *Government* experienced the largest decrease, with a loss of 4,800 jobs. *Trade, Transportation, and Utilities* lost 3,000 jobs, while *Professional and Business Services* trimmed payrolls by 2,300 positions from December. *Construction* dropped 1,100 positions while *Manufacturing* shed 700 jobs over-the-month. *Leisure and Hospitality* lost 600 positions and *Financial Activities* dropped 300 jobs from December. *Mining and Logging* and *Information* experienced a modest loss of 100 jobs each over-the-month.

Two supersectors added jobs from December. *Private Education and Health Services* and *Other Services* each increased payrolls 400 jobs.

Total *Nonfarm* employment gained 8,100 jobs over-the-year. *Private Education and Health Services* and *Trade, Transportation, and Utilities* added 2,200 and 1,600 positions, respectively. *Construction* gained 1,300 jobs, and *Government* expanded by 1,000 jobs from January 2017. *Manufacturing, Leisure and Hospitality*, and *Other Services* expanded payrolls by 800 positions each.

Three supersectors experienced an employment decline from January 2017. *Information* shed 200 positions over-the-year, while *Mining and Logging* and *Financial Activities* dropped 100 jobs each.

Ellie Goodbread, Research Analyst

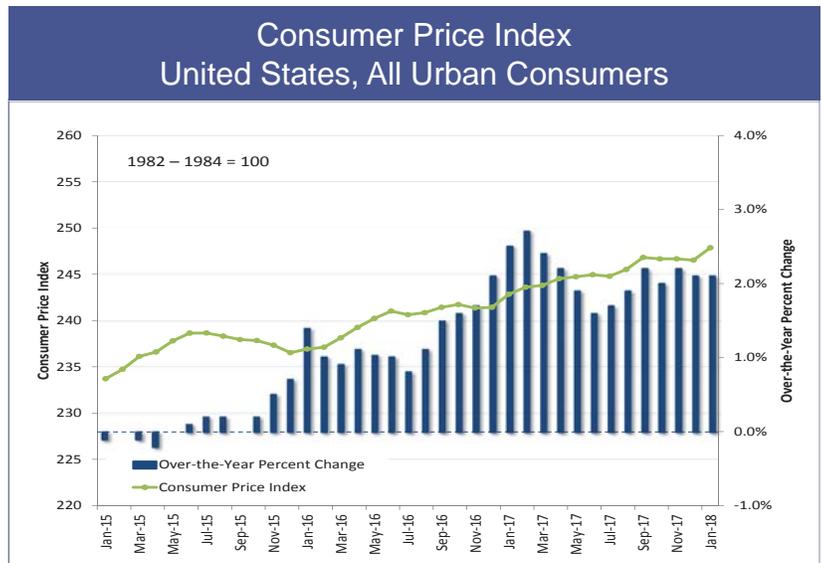


For further analysis, see the *Detailed Monthly Analysis of Industry Employment Data* on our web site: [www.nhes.nh.gov/elmi/statistics/ces-data.htm](http://www.nhes.nh.gov/elmi/statistics/ces-data.htm)

Consumer Price Index				
United States, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
			Change From Previous	
Jan-18	Dec-17	Jan-17	Month	Year
247.867	246.524	242.839	0.5%	2.1%

Northeast, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
			Change From Previous	
Jan-18	Dec-17	Jan-17	Month	Year
262.188	260.791	258.073	0.5%	1.6%



Unemployment Compensation Claims Activity						
	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18
Initial Claims	2,254	1,861	2,119	2,367	3,537	3,305
Continued Weeks Claimed	16,454	12,804	14,136	13,251	15,999	22,516
Average payment for a week of unemployment	\$320.74	\$343.54	\$347.34	\$342.51	\$333.94	\$326.90

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