

## Identifying Jobs Held by Older Workers in New Hampshire

By second quarter 2016, over 26 percent of New Hampshire workers were age 55 or over. Overall, more than one of every four workers will reach the traditional retirement age of 65 years during the next ten years, and are likely preparing to leave the workforce. Using industry demographics data from the U.S. Census Bureau's

Quarterly Workforce Indicators (QWI), the industry sectors that may be the first to feel the impact of an aging labor force can be identified.

The share of older workers in the 19 industry sectors, including *Public Administration*, fell into four rough groupings. The share of workers age 55 years and over was above

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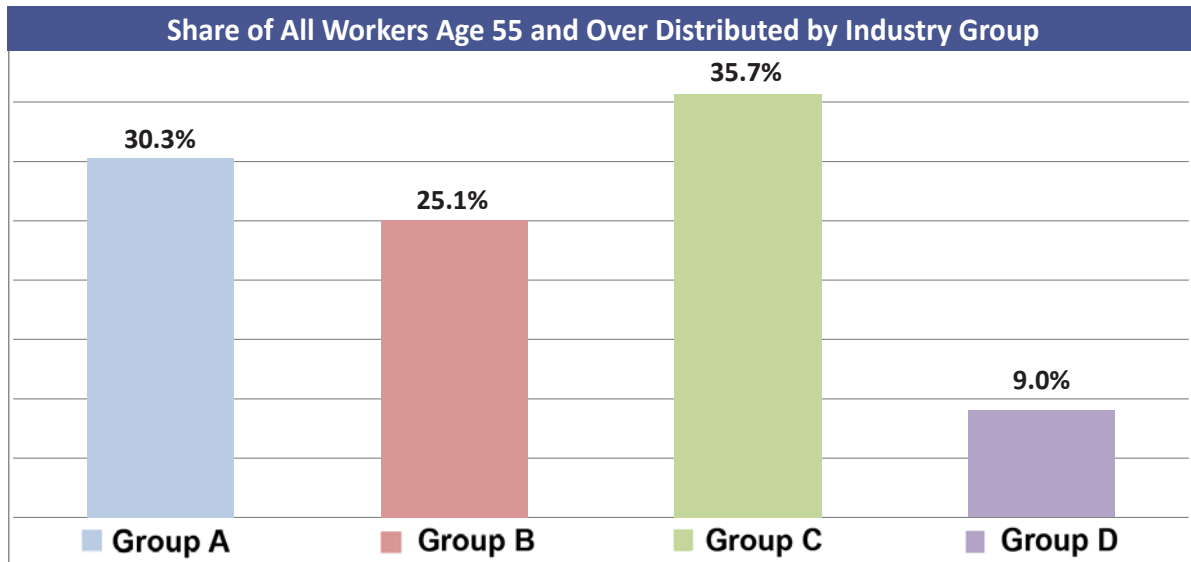
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### Share of Workers within Industry Group who are Age 55 and over

30% +	26% - 28%	20% - 25%	< 15%
Mining	Agriculture, Forestry, and Fishing	Construction	Accommodation and Food Services
Manufacturing	Wholesale Trade	Retail Trade	
Utilities	Professional and Technical Services	Information	
Transportation and Warehousing	Management of Companies/Enterprises	Finance and Insurance	
Real Estate and Rental and Leasing	Health Care and Social Assistance	Administrative and Waste Services	
Educational Services		Arts, Entertainment, and Recreation	
Public Administration		Other Services, Except Public Administration	

<sup>1</sup> Currently, the full Social Security benefit age is 66 for people born in 1943-1954, and it will gradually rise to 67 for those born in 1960 or later. <https://www.nasi.org/learn/socialsecurity/retirement-age>

<sup>2</sup> Longitudinal Employer-Household Dynamics, U.S. Census Bureau, Center for Economic Studies, LEHD. <https://lehd.ces.census.gov/>

30 percent in seven sectors. The share of older workers was between 26 and 28 percent in five industry sectors, and fell between 20 and 24 percent in seven other sectors. The share of age 55 and over workers was less than 15 percent in only one industry sector.

Industry sectors with the highest share of workers age 55 and over accounted for 30.3 percent of all New Hampshire workers in 2015. Industry sectors with the second highest share of workers age 55 and over made up 25.1 percent of statewide employment. Industries with the third largest portion of workers age 55 and over held 35.7 percent of employment, while *Accommodation and food services*

was the only industry sector to have less than 15 percent.

**Common occupations among the industries with the highest share of workers age 55 and over**

In the seven industry sectors in Group A, roughly one of every three workers will be eligible to retire within the next ten years. Will specific jobs be impacted more than others? Using employment staffing patterns, the occupational makeup of employment for these industry sectors was identified. Occupations with the largest employment among the seven industry sectors were then evaluated to determine:

- If employment is specific to one industry sector or distributed among multiple industry sectors;
- If the occupation is expected to have future employment gains, based on long-term employment projections; and
- If the expected average annual job openings for the occupation (statewide – all industries) are primarily comprised of new job growth or replacement needs.

Among the 20 occupations with the largest total employment, there were nine occupations employed in just one of the seven selected industry sectors.

**Occupational Distribution among Select Industries in New Hampshire**

	Utilities	Mining	Educational Services	Transportation and Warehousing	Public Administration	Real Estate and Rental and Leasing	Manufacturing	Total among selected Industries
Teacher Assistants			8,260					8,260
Elementary School Teachers, Except Special Education			6,230					6,230
Secretaries and Administrative Assistants, Except Legal, Medical,	30		2,640	130	1,010	450	540	4,800
Secondary School Teachers, Except Special and Career/Technical Ed			4,780					4,780
Middle School Teachers, Except Special and Career/Technical Educa			3,960					3,960
Team Assemblers							3,320	3,320
Janitors and Cleaners, Except Maids and Housekeeping Cleaners			2,230	150	540	140	240	3,300
Office Clerks, General	30		960	260	680	400	890	3,220
Police and Sheriff's Patrol Officers					2,800			2,800
Inspectors, Testers, Sorters, Samplers, and Weighers							2,640	2,640
Heavy and Tractor-Trailer Truck Drivers		80		1,840	230		490	2,640
Bus Drivers, School or Special Client			240	2,060	290			2,590
First-Line Supervisors of Production and Operating Workers	70				90		2,300	2,460
Substitute Teachers			2,390					2,390
Machinists							2,380	2,380
Laborers and Freight, Stock, and Material Movers, Hand	30	30		1,390	90	110	730	2,380
Maintenance and Repair Workers, General			300	110	390	890	580	2,270
General and Operations Managers	50	30	130	150	300	190	1,230	2,080
Bookkeeping, Accounting, and Auditing Clerks			590	150	430	180	720	2,070
Business Operations Specialists, All Other			290	70	1,050	60	420	1,890

*Educational Services* will likely experience a large impact from exiting older workers. Five of the occupations with the largest employment in the selected industry sectors were specific to *Educational Services*, and accounted for almost 42 percent of employment in the sector. Occupations in this sector included: Teacher Assistants; Elementary School Teachers, except Special Education; Secondary School Teachers, except Special and Career/Technical Education; Middle School Teachers, except Special and Career/Technical Education; and Substitute Teachers.

*Manufacturing* will also experience an impact from older workers leaving the workforce. Three occupations with large employment in the selected industry sectors were specific to

*Manufacturing*, and accounted for over 12 percent of employment in the sector. Occupations in this sector included: Team Assemblers; Inspectors, Testers, Sorters, Samplers and Weighers; and Machinists.

Police and Sheriff’s Patrol Officers were unique to *Public Administration*; however, they made up less than four percent of total employment in the industry sector, and exiting older workers will likely not have a large impact on the sector.

Other occupations, such as Secretaries and Administrative Assistants, Janitors and Cleaners, General Office Clerks, Heavy and Tractor-Trailer Truck Drivers, and School Bus Drivers, were all employed in more than one of the selected sectors. The impact of older workers leaving these

occupations may be less obvious because employment is distributed across multiple industry sectors.

### Looking Forward

The 20 occupations with the largest employment accounted for 66,460 of the 192,723 workers employed in the selected industry sectors. With over 30 percent of the workforce ages 55 or over in these sectors, an assumption was made that roughly one of every three workers would reach traditional retirement age of 65 years over the next ten years and leave the workforce. If an equal portion of these workers retires each year, roughly 2,215 workers would be needed annually to replace those workers. How does that compare to estimates for annual replacements from the ten-year long-term employment projections?

## Employment Projections for the 20 Occupations Common Among the Selected Industries

Occupation Title	Percent Change	Average Annual Openings			Education/Experience/Training
		Growth	Replacement	Total	
Teacher Assistants	4.4%	52	283	335	Some College   none   none
Elementary School Teachers, Except Special Education	3.2%	20	134	154	Bachelor   none   Intern/Residency
Secretaries and Administrative Assistants, Except Legal, Medical,	3.4%	40	122	162	High School   none   Short OJT
Secondary School Teachers, Except Special and Career/Technical Ed	3.2%	16	118	134	Bachelor   none   Intern/Residency
Middle School Teachers, Except Special and Career/Technical Educa	3.3%	11	77	88	Bachelor   none   Intern/Residency
Team Assemblers	2.6%	10	88	98	High School   none   Moderate OJT
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6.3%	63	199	262	none   none   Short OJT
Office Clerks, General	3.7%	49	288	337	High School   none   Short OJT
Police and Sheriff’s Patrol Officers	5.8%	17	94	111	High School   none   Moderate OJT
Inspectors, Testers, Sorters, Samplers, and Weighers	3.8%	12	83	95	High School   none   Moderate OJT
Heavy and Tractor-Trailer Truck Drivers	4.6%	33	122	155	Postsecondary   none   Short OJT
Bus Drivers, School or Special Client	14.1%	36	33	69	High School   none   Short OJT
First-Line Supervisors of Production and Operating Workers	0.9%	2	44	46	High School   < 5 yrs   none
Substitute Teachers	3.5%	10	53	63	Bachelor   none   Intern/Residency
Machinists	14.6%	34	68	102	High School   none   Long OJT
Laborers and Freight, Stock, and Material Movers, Hand	7.3%	48	197	245	none   none   Short OJT
Maintenance and Repair Workers, General	8.1%	37	121	158	High School   none   Long OJT
General and Operations Managers	8.1%	72	224	296	Bachelor   5+ yrs   none
Bookkeeping, Accounting, and Auditing Clerks	-7.7%	0	79	79	Some College   none   Moderate OJT
Business Operations Specialists, All Other	7.8%	42	64	106	Bachelor   none   none

Source: New Hampshire Long-term Occupational Projections, 2014 to 2024, Economic and Labor Market Information Bureau, New Hampshire Employment Security

<sup>3</sup> Staffing patterns for local school districts and public university system are included in the Educational services sector and not in Public administration.

Occupational projections produce estimates for employment change by occupation. The change is estimated from two measures: job openings from new growth and job openings from replacements. Annual openings from replacements represent the number of job openings created by workers leaving an occupation, either to move to another occupation or leave the workforce, to retire or for some other reason. This value represents the portion of workers leaving the workforce as well as workers who leave to go to another occupation. For these 20 occupations, 2,491 annual replacement job openings are expected.

Combined, these 20 occupations are expected to need about 600 more workers each year to fill new jobs from industry growth. This means that about 3,000 annual job openings are expected for just these 20 occupations. With New Hampshire's aging population, combined with slow population growth, determining where to find the workers needed to fill these projected job openings will be challenging.

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