

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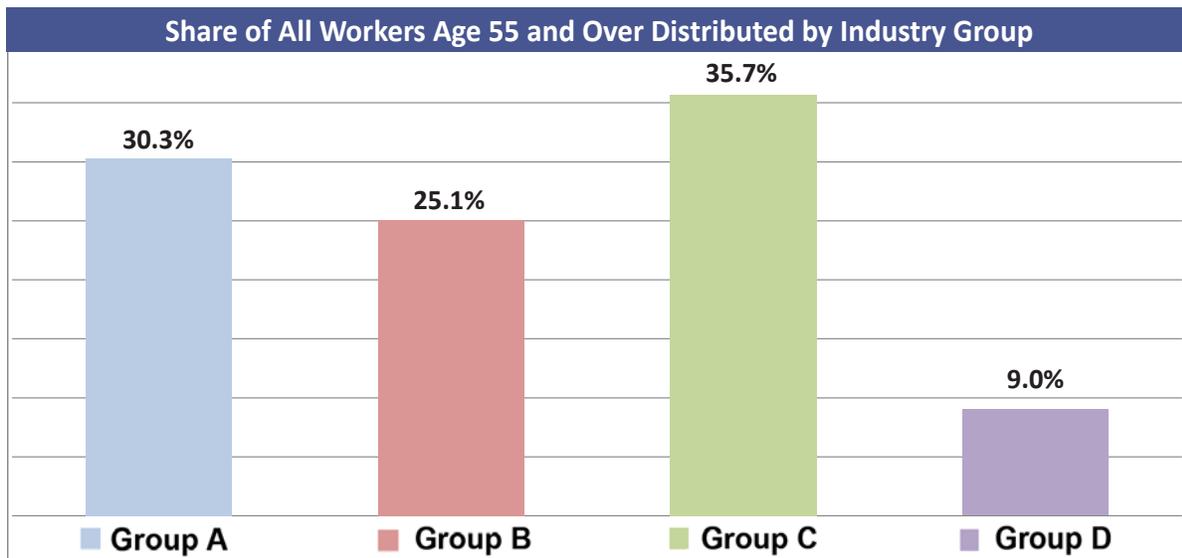
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### Share of Workers within Industry Group who are Age 55 and over

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.

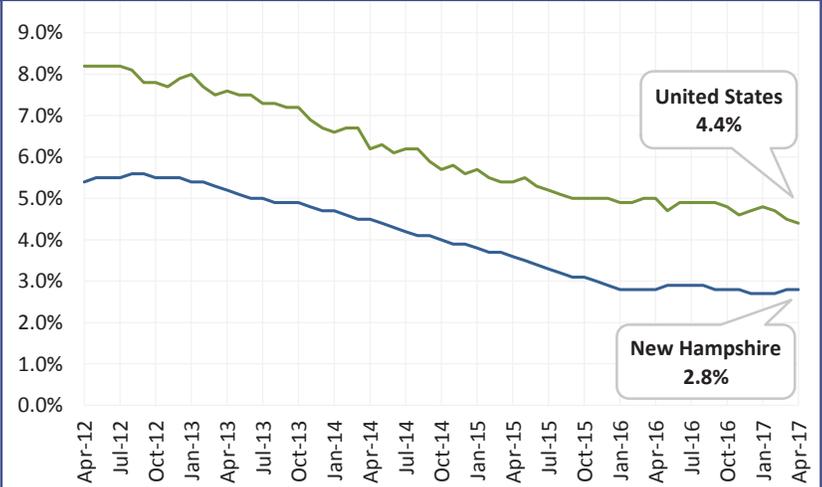
*Anita Josten, Research Analyst*

## Seasonally Adjusted Estimates

### Unemployment Estimates by Region

Seasonally Adjusted	Apr-17	Mar-17	Apr-16
United States	4.4%	4.5%	5.0%
Northeast	4.3%	4.3%	4.9%
New England	3.9%	3.8%	4.3%
Connecticut	4.9%	4.8%	5.4%
Maine	3.0%	3.0%	3.8%
Massachusetts	3.9%	3.6%	4.0%
New Hampshire	2.8%	2.8%	2.8%
Rhode Island	4.3%	4.3%	5.4%
Vermont	3.1%	3.0%	3.3%
Mid Atlantic	4.4%	4.4%	5.1%
New Jersey	4.1%	4.2%	5.1%
New York	4.3%	4.3%	4.8%
Pennsylvania	4.9%	4.8%	5.5%

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



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

	Number of Jobs			Change From Previous	
	Apr-17	Mar-17	Apr-16	Month	Year
Total Nonfarm	678,500	675,300	666,500	3,200	12,000
Total Private	587,600	584,600	575,600	3,000	12,000
Mining and Logging	1,000	1,000	1,000	0	0
Construction	28,100	27,100	25,500	1,000	2,600
Manufacturing	67,900	68,300	67,900	-400	0
Durable Goods	51,000	51,000	50,600	0	400
Non-Durable Goods	16,900	17,300	17,300	-400	-400
Trade, Transportation, and Utilities	139,800	139,600	140,000	200	-200
Wholesale Trade	27,900	27,500	27,800	400	100
Retail Trade	94,900	95,200	96,100	-300	-1,200
Transportation, Warehousing, and Utilities	17,000	16,900	16,100	100	900
Information	12,500	12,700	12,500	-200	0
Financial Activities	37,200	36,800	36,900	400	300
Finance and Insurance	30,100	29,700	30,000	400	100
Real Estate and Rental and Leasing	7,100	7,100	6,900	0	200
Professional and Business Services	78,500	78,400	77,600	100	900
Professional, Scientific, and Technical Services	34,700	34,500	33,800	200	900
Administrative and Support and Waste Management and Remediation Services	35,300	35,000	35,000	300	300
Education and Health Services	123,400	122,200	120,400	1,200	3,000
Educational Services	31,500	31,000	30,900	500	600
Health Care and Social Assistance	91,900	91,200	89,500	700	2,400
Leisure and Hospitality	75,700	75,100	69,600	600	6,100
Arts, Entertainment, and Recreation	13,600	13,600	11,500	0	2,100
Accommodation and Food Services	62,100	61,500	58,100	600	4,000
Other Services	23,500	23,400	24,200	100	-700
Government	90,900	90,700	90,900	200	0
Federal Government	7,500	7,600	7,600	-100	-100
State Government	26,000	25,700	25,300	300	700
Local Government	57,400	57,400	58,000	0	-600

**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	Apr-17	Mar-17	Apr-16
Total Civilian Labor Force	747,700	750,460	741,350
Employed	726,990	726,590	720,700
Unemployed	20,710	23,870	20,650
Unemployment Rate	2.8%	3.2%	2.8%

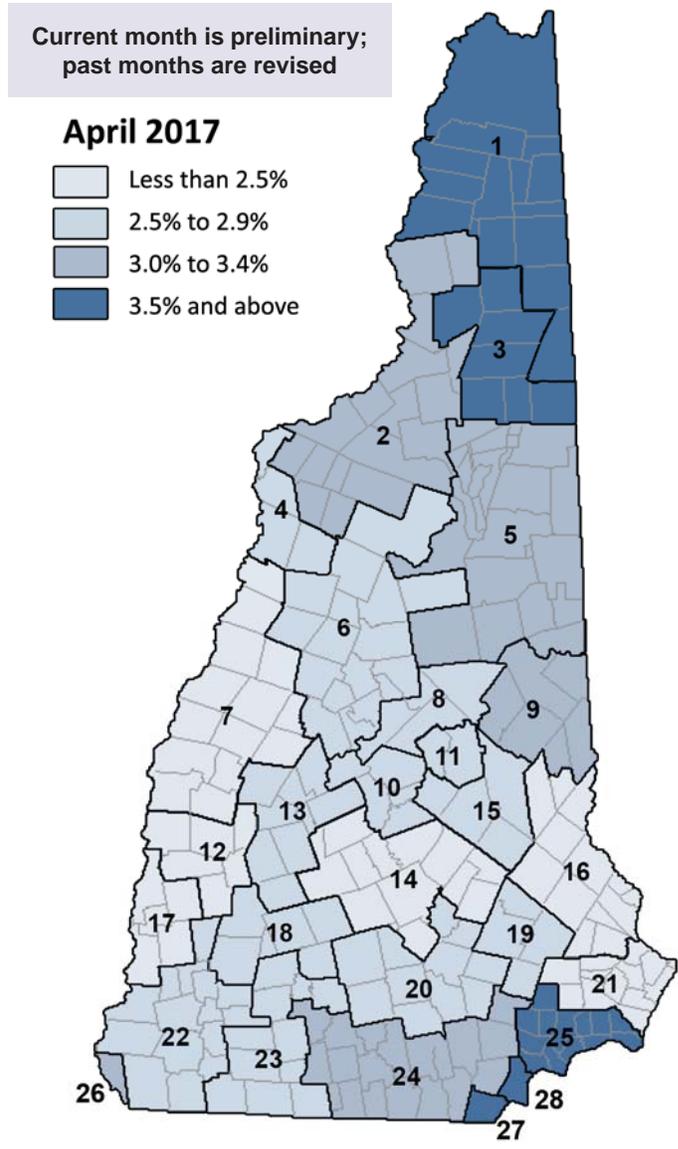
  

United States (# in thousands)	Apr-17	Mar-17	Apr-16
Total Civilian Labor Force	159,817	159,912	158,488
Employed	153,262	152,628	151,075
Unemployed	6,555	7,284	7,413
Unemployment Rate	4.1%	4.6%	4.7%

Unemployment Rates by Area			
Counties	Apr-17	Mar-17	Apr-16
Belknap	2.8%	3.3%	2.8%
Carroll	3.1%	3.4%	3.3%
Cheshire	2.7%	3.2%	2.5%
Coös	4.6%	4.6%	4.9%
Grafton	2.4%	2.7%	2.5%
Hillsborough	2.9%	3.3%	2.9%
Merrimack	2.3%	2.8%	2.4%
Rockingham	3.0%	3.4%	3.0%
Strafford	2.3%	2.7%	2.3%
Sullivan	2.4%	2.7%	2.3%

Map Key	Labor Market Areas	Apr-17	Mar-17	Apr-16
1	Colebrook, NH-VT LMA, NH Portion	6.0%	4.9%	5.8%
2	Littleton, NH-VT LMA, NH Portion	3.3%	3.5%	3.5%
3	Berlin NH Micropolitan NECTA	4.8%	5.0%	5.4%
4	Haverhill, NH LMA	2.6%	3.4%	3.2%
5	Conway, NH-ME LMA, NH Portion	3.2%	3.2%	3.6%
6	Plymouth, NH LMA	2.6%	2.7%	2.5%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	2.1%	2.4%	2.0%
8	Meredith, NH LMA	2.9%	3.2%	2.7%
9	Wolfeboro, NH LMA	3.2%	3.8%	3.1%
10	Franklin, NH LMA	2.8%	3.7%	3.0%
11	Laconia, NH Micropolitan NECTA	2.9%	3.3%	3.0%
12	Claremont-Newport, NH LMA	2.3%	2.7%	2.4%
13	New London, NH LMA	2.5%	3.1%	2.6%
14	Concord, NH Micropolitan NECTA	2.2%	2.6%	2.2%
15	Belmont, NH LMA	2.8%	3.4%	2.7%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	2.3%	2.7%	2.3%
17	Charlestown, NH LMA	2.3%	2.6%	2.3%
18	Hillsborough, NH LMA	2.5%	3.0%	2.4%
19	Raymond, NH LMA	2.6%	3.0%	2.7%
20	Manchester, NH Metropolitan NECTA	2.6%	3.0%	2.7%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	2.4%	2.8%	2.4%
22	Keene, NH Micropolitan NECTA	2.6%	3.0%	2.4%
23	Peterborough, NH LMA	2.8%	3.3%	2.7%
24	Nashua, NH-MA NECTA Division, NH Portion	3.1%	3.5%	3.1%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division	3.5%	4.1%	3.5%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	3.3%	4.0%	3.3%
27	Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division	3.8%	4.3%	4.0%
28	Salem Town, NH Portion, Lawrence-Metuen-Salem, MA-NH NECTA Division	3.7%	4.1%	3.7%

Unemployment Rates by Region			
Not Seasonally Adjusted	Apr-17	Mar-17	Apr-16
United States	4.1%	4.6%	4.7%
Northeast	4.2%	4.5%	4.7%
New England	3.9%	4.1%	4.2%
Connecticut	4.7%	5.1%	5.3%
Maine	3.4%	3.6%	4.0%
Massachusetts	3.8%	3.9%	3.8%
New Hampshire	2.8%	3.2%	2.8%
Rhode Island	4.1%	4.7%	5.1%
Vermont	3.3%	3.5%	3.4%
Mid Atlantic	4.3%	4.6%	4.9%
New Jersey	3.9%	4.3%	5.1%
New York	4.2%	4.4%	4.6%
Pennsylvania	4.7%	5.1%	5.2%



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.

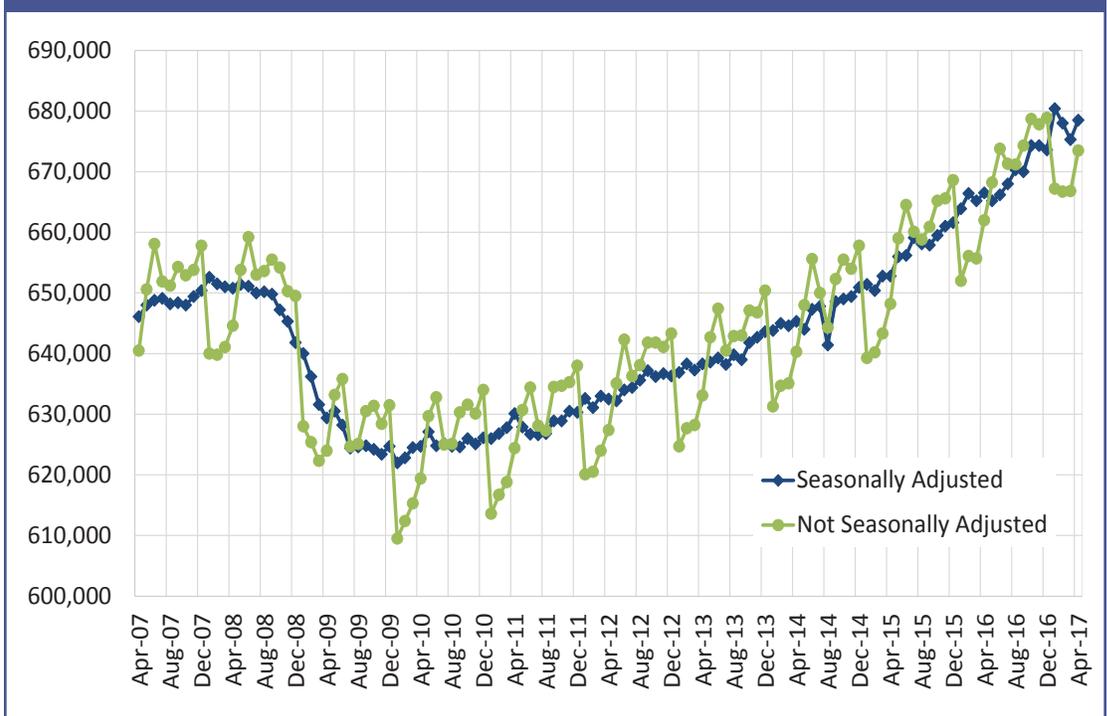
## Monthly Estimates by Place of Establishment

### New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

Current month is preliminary; past months are revised

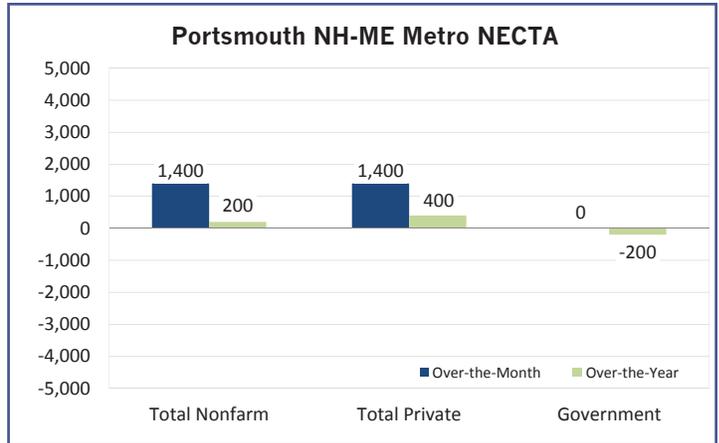
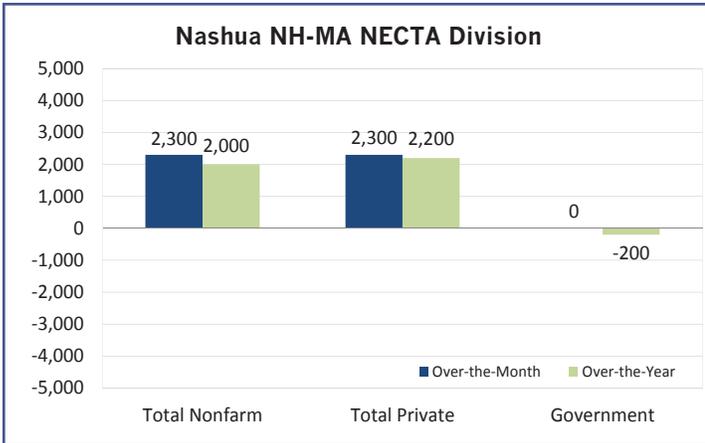
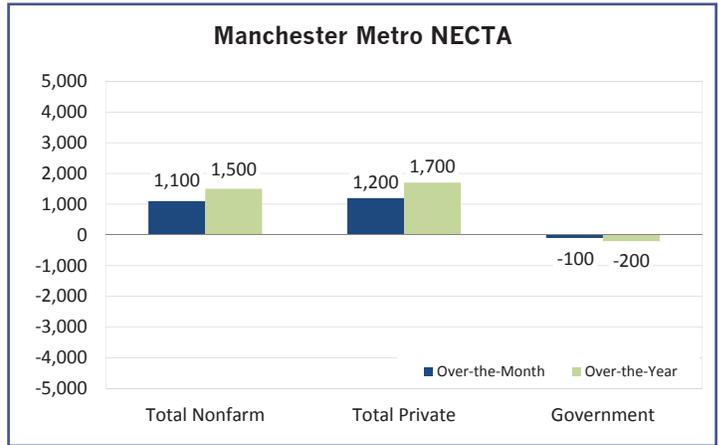
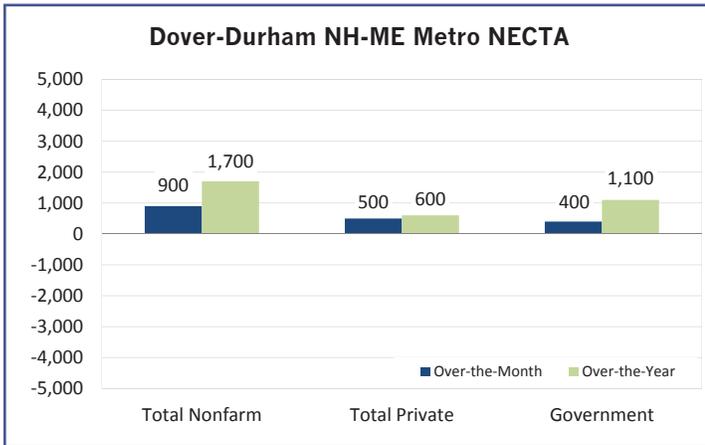
	Number of Jobs			Change From Previous	
	Apr-17	Mar-17	Apr-16	Month	Year
Total Nonfarm	673,500	666,800	662,000	6,700	11,500
Total Private	579,100	571,800	567,700	7,300	11,400
Mining and Logging	900	900	900	0	0
Construction	27,200	24,900	25,000	2,300	2,200
Manufacturing	67,700	67,900	67,700	-200	0
Durable Goods	50,800	50,800	50,500	0	300
Non-Durable Goods	16,900	17,100	17,200	-200	-300
Trade, Transportation, and Utilities	137,500	136,200	137,900	1,300	-400
Wholesale Trade	27,800	27,300	27,700	500	100
Retail Trade	93,300	92,400	94,300	900	-1,000
Transportation, Warehousing, and Utilities	16,400	16,500	15,900	-100	500
Information	12,500	12,600	12,500	-100	0
Financial Activities	37,000	36,600	36,600	400	400
Professional and Business Services	78,900	76,900	77,500	2,000	1,400
Education and Health Services	124,600	123,400	120,900	1,200	3,700
Leisure and Hospitality	69,100	69,200	64,700	-100	4,400
Other Services	23,700	23,200	24,000	500	-300
Government	94,400	95,000	94,300	-600	100
Federal Government	7,500	7,500	7,600	0	-100
State Government	27,300	27,000	26,800	300	500
Local Government	59,600	60,500	59,900	-900	-300

Total Nonfarm Employment Trend for April 2017

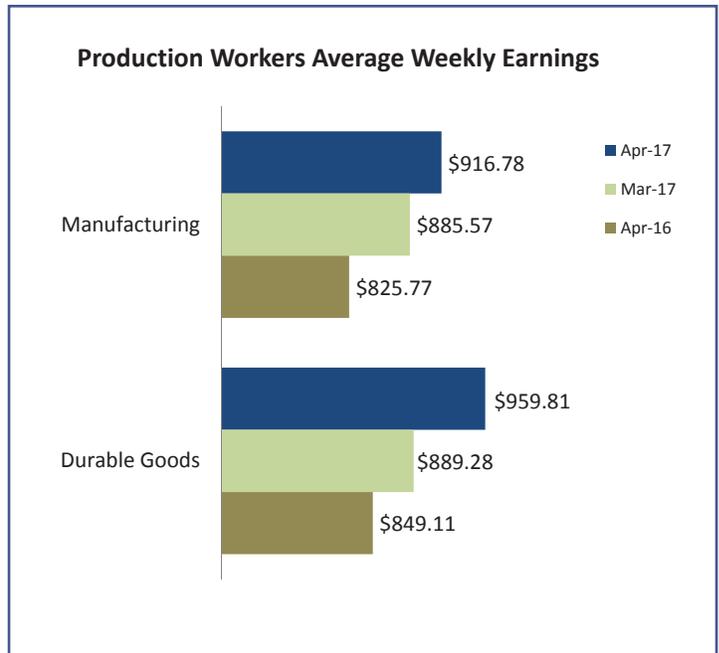
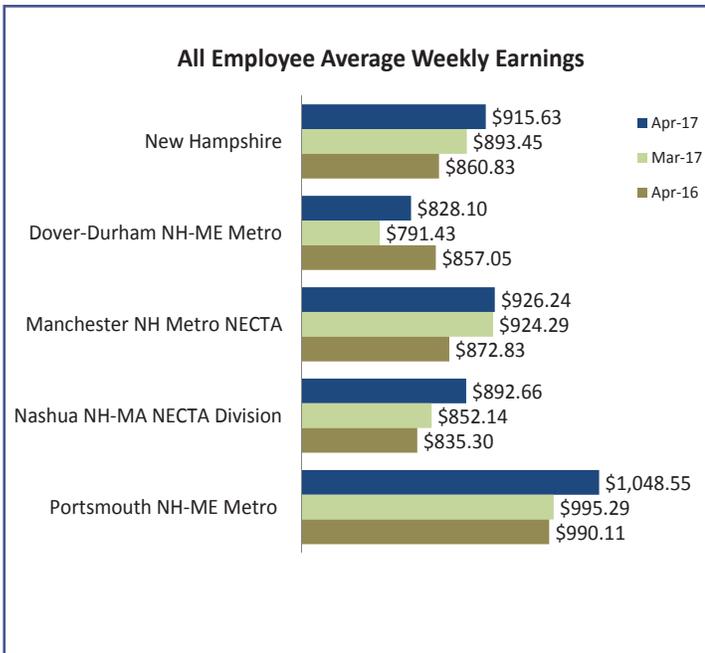


# Not Seasonally Adjusted Estimates by Place of Establishment

## Nonfarm Employment by Metropolitan Statistical Areas - April 2017



## 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 3,200 jobs in April, according to preliminary seasonally adjusted estimates.

This boost in employment was driven primarily by *Private Education and Health Services* with an increase of 1,200 jobs, and by *Construction*, adding 1,000 jobs. Employment in *Leisure and Hospitality* expanded by 600 jobs over-the-month, while *Financial Activities* gained 400 jobs from March. *Trade, Transportation, and Utilities*, and *Government* each added 200 jobs over-the-month, while a modest gain of 100 jobs was seen in both the *Professional and Business Services*, and the *Other Services* supersectors.

*Manufacturing* and *Information* experienced employment decreases over-the-month of 400 and 200 jobs, respectively.

Total seasonally adjusted Nonfarm employment increased by 12,000 from April 2016 to April 2017. *Leisure and Hospitality* and *Private Education and Health Services* were the main contributors to the gain, adding 6,100 and 3,000 jobs, respectively. *Construction* establishments added 2,600 workers, while *Professional and Business Services* jobs increased by 900 over-the-year. *Financial Activities* employment expanded by 300 from April 2016.

*Other Services* and *Trade, Transportation, and Utilities* were the only supersectors posting over-the-year employment losses, shedding 700 and 200 jobs, respectively.

Changes in seasonally adjusted data reflect underlying economic changes and allow for the comparison of different time periods.



### Not Seasonally Adjusted:

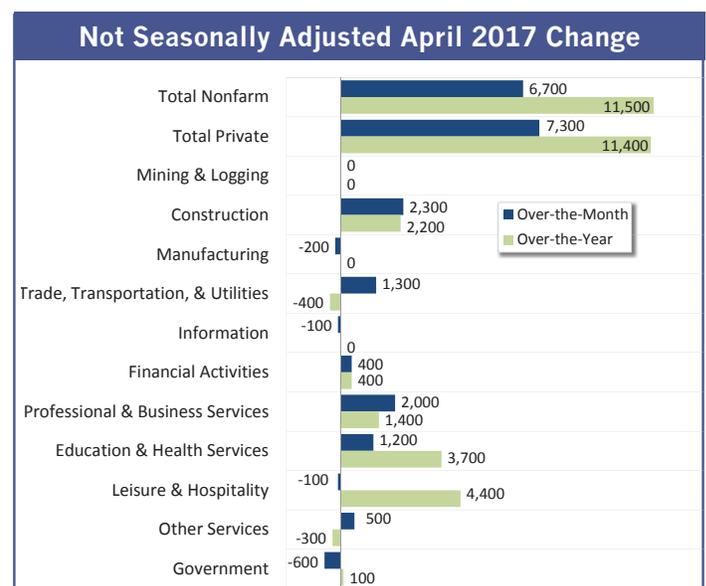
Preliminary not seasonally adjusted estimates for April indicate that Total Nonfarm employment grew by 6,700 jobs over-the-month. Two supersectors contributed more than half of the gain; *Construction*, adding 2,300 jobs, and *Professional and Business Services*, with an employment gain of 2,000. *Trade, Transportation, and Utilities*, and *Private Education and Health Services*, experienced substantial increases as well, adding 1,300 and 1,200 positions, respectively. *Other Services* expanded payrolls with a gain of 500 jobs over-the-month, while *Financial Activities* employment grew by 400 from March.

Supersectors losing jobs over-the-month were *Government*, with a drop of 600 positions, and *Manufacturing*, with a loss of 200 workers. *Information* and *Leisure and Hospitality* experienced a modest loss of 100 jobs each.

Total Nonfarm employment gained 11,500 jobs over-the-year, with a significant portion of the increase coming from *Leisure and Hospitality*, expanding by 4,400 jobs. *Private Education and Health Services* added the second largest number of jobs, with an increase of 3,700 from April 2016. *Construction* and *Professional and Business Services* increased payrolls by 2,200 and 1,400 jobs, respectively. *Financial Activities* employment rose by 400, while *Government* gained 100 jobs over-the-year.

*Trade, Transportation, and Utilities* dropped 400 jobs from April 2016, while *Other Services* trimmed payrolls by 300 over-the-year.

Changes in not seasonally adjusted data are due to seasonal patterns in hiring, as well as underlying economic changes.



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)

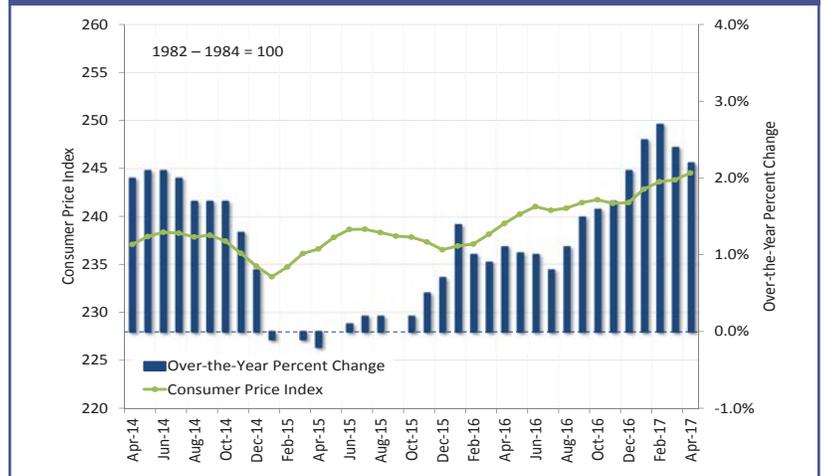
### Consumer Price Index

United States, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
Apr-17	Mar-17	Apr-16	Change from Previous	
			Month	Year
244.524	243.801	239.261	0.3%	2.2%

Northeast, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
Apr-17	Mar-17	Apr-16	Change from Previous	
			Month	Year
259.165	258.510	254.27	0.3%	1.9%

### Consumer Price Index United States, All Urban Consumers



### Unemployment Compensation Claims Activity

	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17
Initial Claims	2,593	3,954	3,775	2,803	2,713	2,701
Continued Weeks Claimed	14,552	16,876	24,348	20,110	20,268	17,967
Average payment for a week of unemployment	\$331.33	\$323.47	\$317.03	\$319.68	\$316.35	\$321.94

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