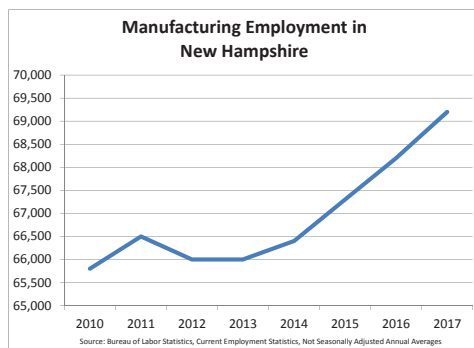


New Hampshire Manufacturing and Production Occupations — Online Job Postings

By 2017, employment at New Hampshire *Manufacturing* companies had increased 3,200 positions from 66,000 jobs in 2012 and 2013; employment hit a low of 65,800 in 2010.¹ The resurgence of *Manufacturing* has drawn attention to some of the recent changes in the industry over the same period.



Manufacturing accounted for 12.5 percent of New Hampshire private employment in 2010, and, although sector employment has increased, it fell to account for 11.8 percent of total private employment in 2017. At the same time, online job postings for New Hampshire *Manufacturing* companies accounted for 10.8 percent of statewide job ads in both periods.²

In 2010, the total volume of online job postings was very low as businesses struggled entering the recovery period, with 8,450 postings compared to 22,800 in 2018. Caution should be taken with direct comparisons of total numbers of posting over time because of

changes in online job ad collection methodologies and changes in the number of employers using online job postings. However, the proportional distribution of job postings by occupation can still be examined.

Which jobs are in most demand during the current expansion in New Hampshire manufacturing?

Online job postings for New Hampshire *Manufacturing* companies in 2010 showcased the shift to the advanced manufacturing work environment in the sector as 22.1 percent of online postings were for Architecture and Engineering occupations, followed by 15.2 percent for Management occupations. Postings for Production occupations and Computer and Mathematical occupations each

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accounted for 14.0 percent of *Manufacturing* job postings.

In 2018, the changing labor market generated labor shortages for *Manufacturing* businesses trying, amid low unemployment levels, to replace workers leaving the aging labor force. At this point in time, ads for Production occupations make up the biggest portion, 19.8 percent, of New Hampshire *Manufacturing*

Occupational Family	2010	Occupational Family	2018
Architecture and Engineering	22.1%	Production	19.8%
Management	15.2%	Architecture and Engineering	17.8%
Computer and Mathematical	14.0%	Management	11.1%
Production	14.0%	Computer and Mathematical	9.7%
Office and Administrative Support	7.4%	Office and Administrative Support	6.9%
Sales and Related	7.2%	Business and Financial Operations	5.6%
Business and Financial Operations	6.4%	Transportation and Material Moving	5.4%
Installation, Maintenance, and Repair	2.5%	Installation, Maintenance, and Repair	4.4%
Transportation and Material Moving	2.4%	Sales and Related	4.2%
Arts, Design, Entertainment, Sports, and Media	2.0%	Life, Physical, and Social Science	3.3%
Construction and Extraction	1.4%	Arts, Design, Entertainment, Sports, and Media	2.0%
Healthcare Practitioners and Technical	0.7%	Construction and Extraction	1.2%
Life, Physical, and Social Science	0.7%	Healthcare Practitioners and Technical	1.1%
Food Preparation and Serving Related	0.3%	Food Preparation and Serving Related	0.6%
Building and Grounds Cleaning and Maintenance	0.1%	Healthcare Support	0.2%
Education, Training, and Library	0.1%	Personal Care and Service	0.2%
Farming, Fishing, and Forestry	0.1%	Protective Service	0.2%
Personal Care and Service	0.1%	Education, Training, and Library	0.1%
Protective Service	0.1%	Building and Grounds Cleaning and Maintenance	0.1%
		Community and Social Services	0.1%
		Legal	0.0%

Source: Labor Insight, Burning Glass Technologies. New Hampshire Manufacturing job postings for March and April

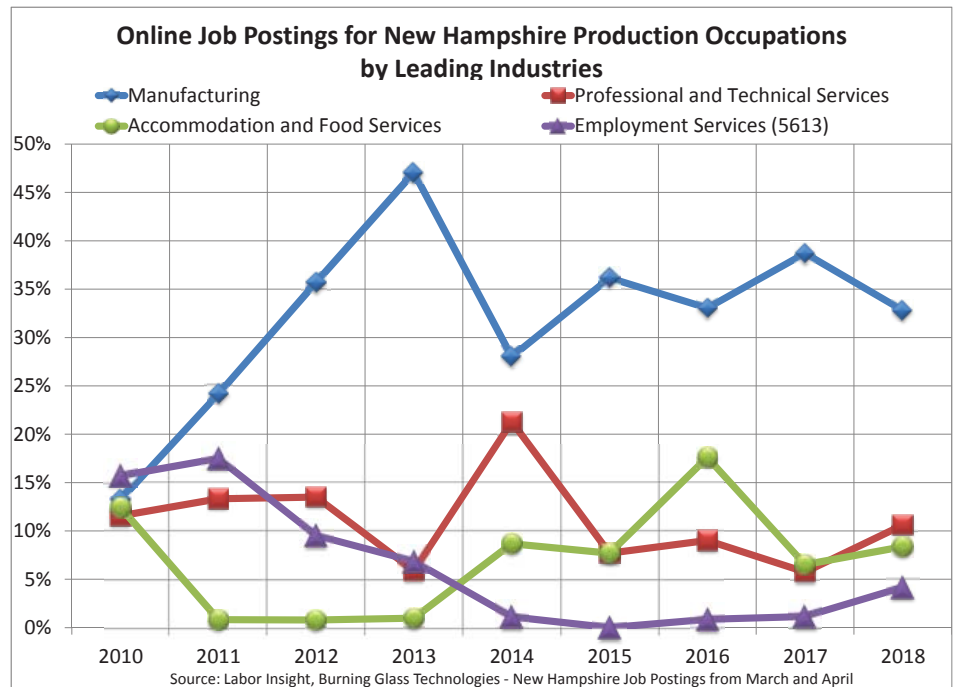
¹ Bureau of Labor Statistics. Current Employment Statistics. Not Seasonally Adjusted Annual Averages. <https://www.bls.gov/sae/>
² Labor Insight, Burning Glass Technologies. New Hampshire job postings for March and April of referenced year.

online job postings. There continues to be a significant portion of online postings for Architecture and Engineering occupations, 17.8 percent, Management occupations, 11.1 percent, and Computer and Mathematical occupations, 9.7 percent.

Production Occupations

While Production workers are the backbone of traditional *Manufacturing* industry, making sure that the whole output process is completed, they are also employed by other industry sectors. For example, Bakers fall in the Production occupation category. Some Bakers do work at food manufacturing companies; other may work at grocery stores, which are in *Retail Trade*. Following online job postings for Production occupations by industry gives another perspective on the hiring patterns by companies.

In 2010, entering the shaky beginning of the recovery period, New Hampshire businesses in



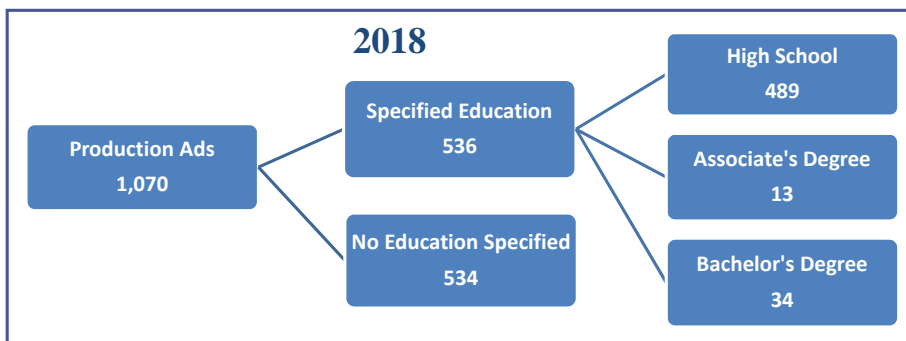
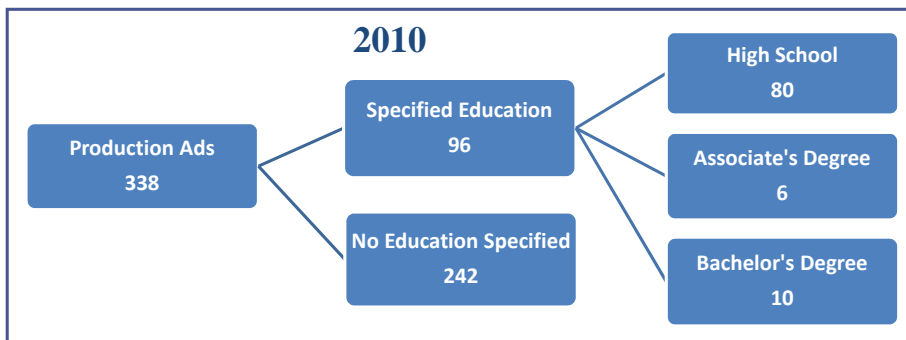
Employment services had the highest share of online job postings for Production workers. *Employment services* companies were helping fill companies' needs to immediately have additional workers without having to add permanent workers. At the same time, the share of *Manufacturing* businesses' online

job postings, 13.2 percent, was more in line with those of *Finance and Insurance*, 12.4 percent; *Accommodation and Food Services*, 12.4 percent; and *Professional and Technical Services*, 11.6 percent.

The share of online Production occupation postings by *Employment services* businesses increased slightly in 2011 to 17.5 percent, while the share of these ads from *Manufacturing* businesses almost doubled to 24.2 percent. The share of online job postings for Production occupations then declined and stabilized until a slight increase in 2018 postings. *Manufacturing* businesses now request the dominant share of online job postings for Production occupations.

Specified Education

Overall, employers don't include an educational attainment preference for Production occupations in most online job postings. In 2010, less than one of every three online



postings specified a preferred minimum educational attainment. The majority of those that did state a preference, over 80 percent, specified a minimum of a high school diploma. By 2018, the number of Production job postings increased significantly, and half of the postings specified a minimum education level. Of those ads, a high school diploma was preferred in more than 90 percent of job postings.

Most Frequently Advertised Production Occupations

Which jobs are in the biggest demand among New Hampshire Production occupations? The ten occupational titles with the most online job postings accounted for almost 75 percent of all online postings for New Hampshire Production occupations for March and April 2018. Prospective employers posted the most online job ads for Production Workers, All Other, with 218 ads. These are jobs whose descriptions don't fit into other predefined occupations. There were 112 postings for Inspectors, Testers, Sorters, Samplers, and Weighers, and 82 for Team Assemblers in the same period.

AGE — Concerns for New Hampshire Manufacturing Businesses

New Hampshire is the second oldest state in the nation with a median age of 42.7 years, compared to the national median age of 37.9 years.³ *Manufacturing* businesses have an old workforce, second only to Utilities, in the state. In third quarter 2017, workers age

Production Occupations Most Frequently Requested in New Hampshire Online Job Ads, March 1 to April 30, 2018

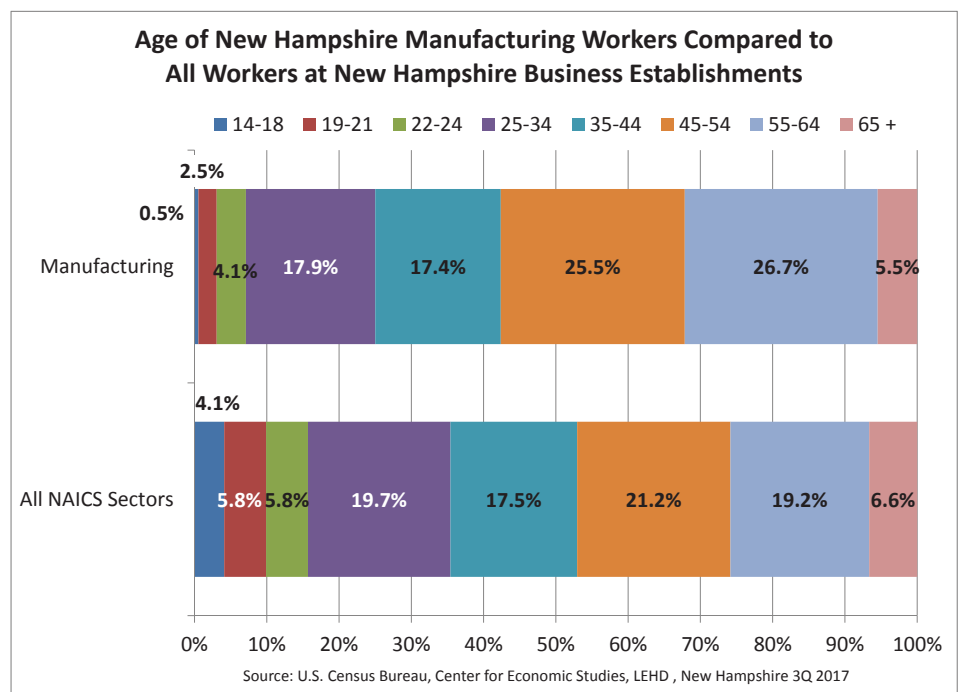
SOC Code	Title	Number of Ads
51-9199	Production Workers, All Other	218
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	112
51-2092	Team Assemblers	82
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	69
51-4041	Machinists	66
51-2022	Electrical and Electronic Equipment Assemblers	60
51-1011	First-Line Supervisors of Production and Operating Workers	58
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	50
51-9198	Helpers--Production Workers	40
51-4121	Welders, Cutters, Solderers, and Brazers	39

Source: Labor-Insight, Burning Glass Technologies. New Hampshire postings March and April.

45 or older in New Hampshire business establishments accounted for 47.1 percent of the workforce, compared to 57.6 percent of *Manufacturing* workers. Barely 7.1 percent of *Manufacturing* workers were under 25 years of age, less than half for all industries, 15.7 percent.

While additional technology has reduced the need for Production workers, as their number is expected to decline slightly over the next ten years, *Manufacturing* companies will be hard pressed to replace workers expecting to exit the labor force to retirement.

Anita Josten, Economist



³ American Fact Finder. 2016 American Community Survey 1-Year Estimates. Table S0101: AGE AND SEX. <https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>