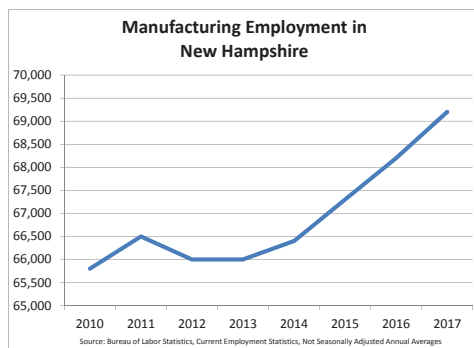


New Hampshire Manufacturing and Production Occupations — Online Job Postings

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/>

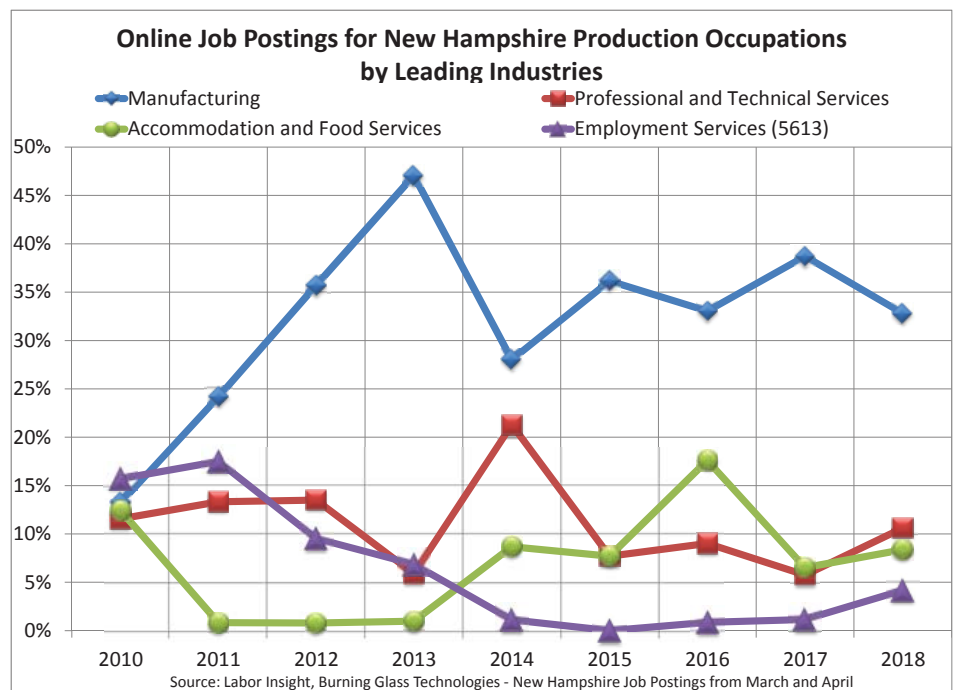
² Labor Insight, Burning Glass Technologies. New Hampshire job postings for March and April of referenced year.

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



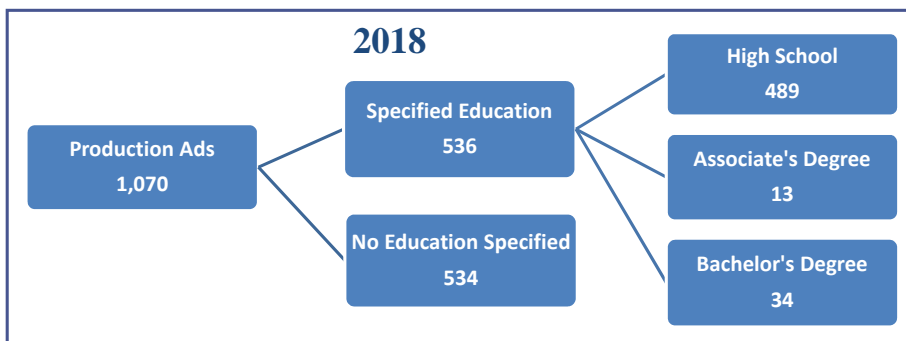
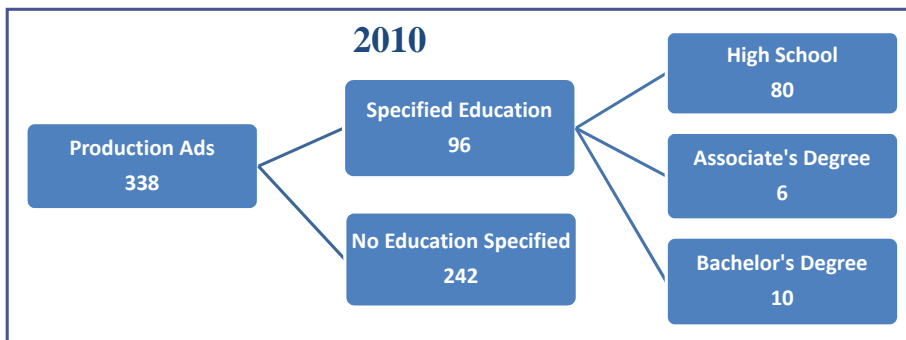
Employment services had the highest share of online job postings for Production workers. *Employment services* companies were helping fill companies' needs to immediately have additional workers without having to add permanent workers. At the same time, the share of *Manufacturing* businesses' online

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, 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

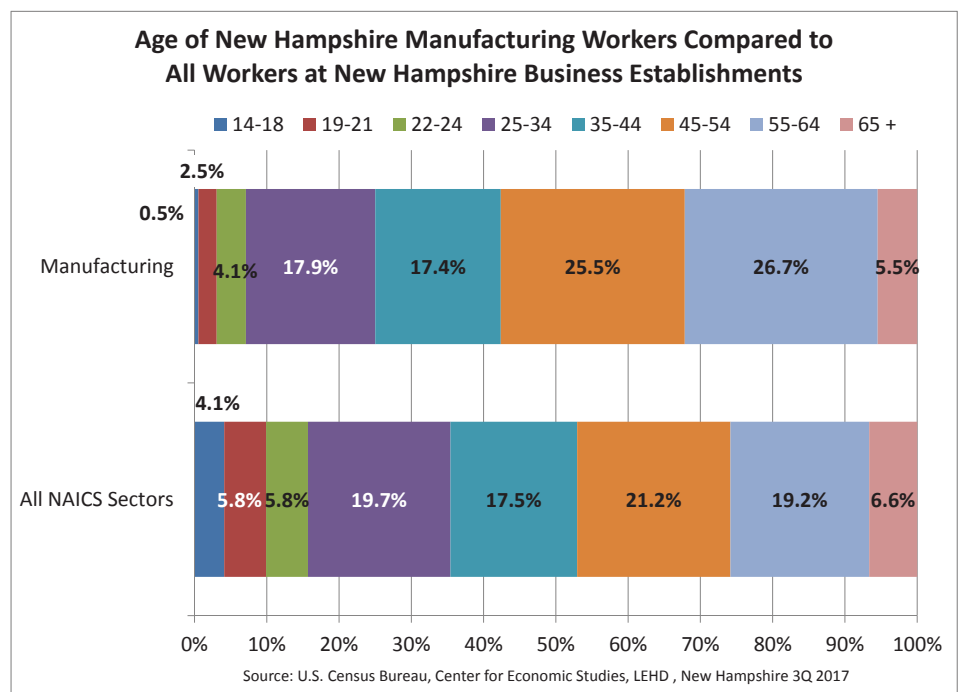
SOC Code	Title	Number of Ads
51-9199	Production Workers, All Other	218
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	112
51-2092	Team Assemblers	82
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	69
51-4041	Machinists	66
51-2022	Electrical and Electronic Equipment 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



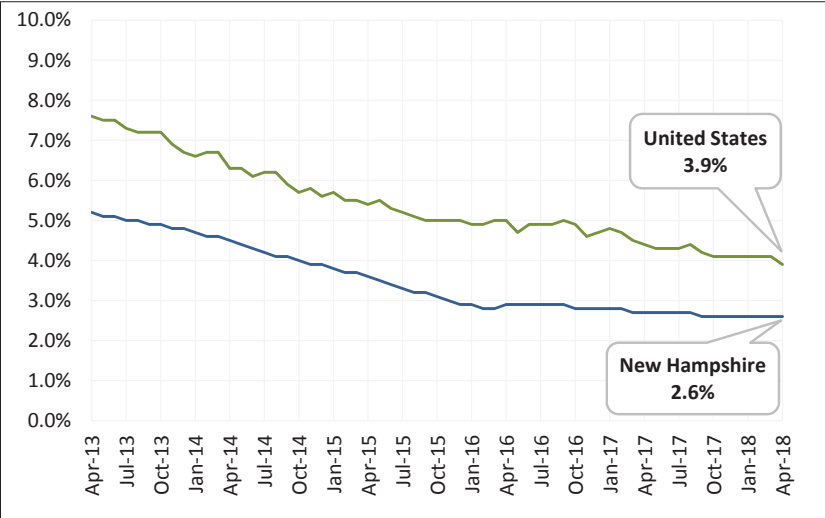
³ American Fact Finder. 2016 American Community Survey 1-Year Estimates. Table S0101: AGE AND SEX. <https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>

Seasonally Adjusted Estimates

Unemployment Estimates by Region

Seasonally Adjusted	Apr-18	Mar-18	Apr-17
United States	3.9%	4.1%	4.4%
Northeast	4.3%	4.4%	4.5%
New England	3.6%	3.6%	3.9%
Connecticut	4.5%	4.5%	4.8%
Maine	2.7%	2.7%	3.3%
Massachusetts	3.5%	3.5%	3.9%
New Hampshire	2.6%	2.6%	2.7%
Rhode Island	4.5%	4.5%	4.4%
Vermont	2.8%	2.8%	3.1%
Mid Atlantic	4.6%	4.7%	4.7%
New Jersey	4.5%	4.6%	4.5%
New York	4.6%	4.6%	4.7%
Pennsylvania	4.7%	4.8%	4.9%

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-18	Mar-18	Apr-17	Month	Year
Total Nonfarm	682,900	681,800	673,600	1,100	9,300
Total Private	593,200	591,600	583,300	1,600	9,900
Mining and Logging	1,000	900	1,000	100	0
Construction	28,000	27,600	26,400	400	1,600
Manufacturing	70,300	70,400	68,800	-100	1,500
Durable Goods	51,900	52,300	51,300	-400	600
Non-Durable Goods	18,400	18,100	17,500	300	900
Trade, Transportation, and Utilities	142,700	142,300	140,300	400	2,400
Wholesale Trade	28,600	28,800	27,900	-200	700
Retail Trade	97,100	96,600	95,900	500	1,200
Transportation, Warehousing, and Utilities	17,000	16,900	16,500	100	500
Information	12,200	12,200	12,400	0	-200
Financial Activities	35,100	35,100	34,700	0	400
Financial and Insurance	27,900	27,900	27,700	0	200
Real Estate and Rental and Leasing	7,200	7,200	7,000	0	200
Professional and Business Services	80,800	80,900	81,600	-100	-800
Professional, Scientific, and Technical Services	37,800	38,200	37,300	-400	500
Administrative and Support and Waste Management and Remediation Services	34,300	33,900	35,500	400	-1,200
Education and Health Services	125,900	125,400	123,300	500	2,600
Educational Services	33,000	32,800	32,000	200	1,000
Health Care and Social Assistance	92,900	92,600	91,300	300	1,600
Leisure and Hospitality	72,500	72,000	70,600	500	1,900
Arts, Entertainment, and Recreation	12,800	12,900	11,600	-100	1,200
Accommodation and Food Services	59,700	59,100	59,000	600	700
Other Services	24,700	24,800	24,200	-100	500
Government	89,700	90,200	90,300	-500	-600
Federal Government	7,600	7,700	7,500	-100	100
State Government	24,800	24,900	24,900	-100	-100
Local Government	57,300	57,600	57,900	-300	-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

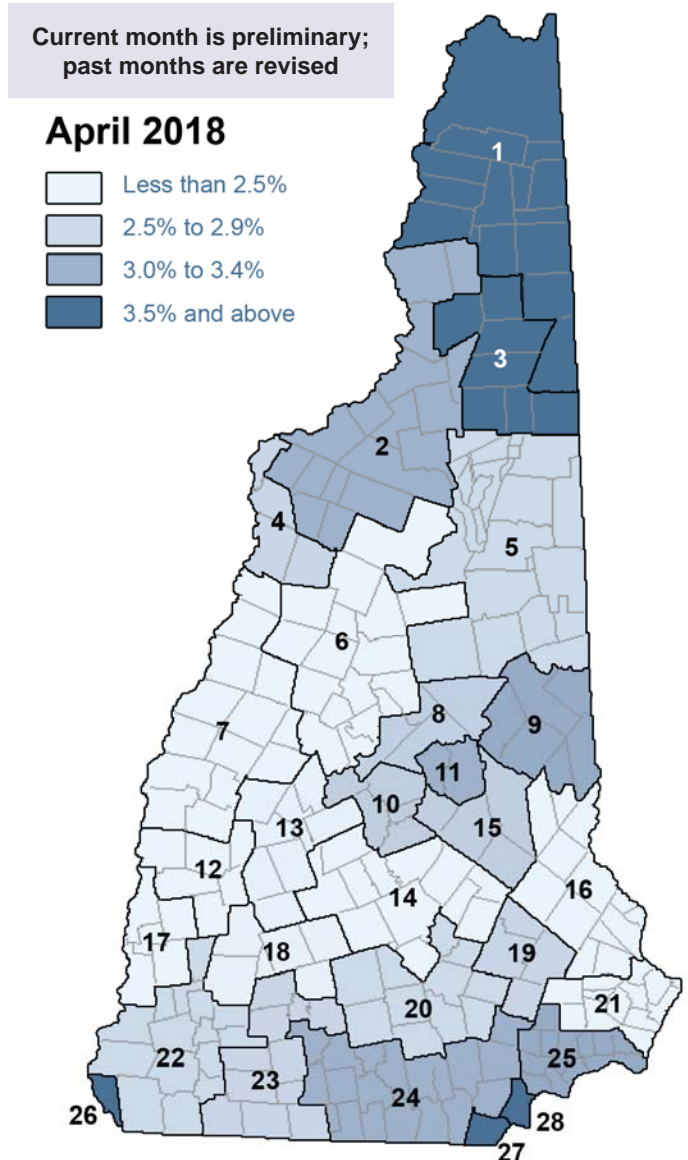
Not Seasonally Adjusted Estimates by Place of Residence

Labor Force Estimates			
New Hampshire	Apr-18	Mar-18	Apr-17
Total Civilian Labor Force	751,030	752,660	740,790
Employed	730,630	730,550	721,400
Unemployed	20,400	22,110	19,390
Unemployment Rate	2.7%	2.9%	2.6%
United States (# in thousands)	Apr-18	Mar-18	Apr-17
Total Civilian Labor Force	161,280	161,548	159,817
Employed	155,348	154,877	153,262
Unemployed	5,932	6,671	6,555
Unemployment Rate	3.7%	4.1%	4.1%

Unemployment Rates by Area			
Counties	Apr-18	Mar-18	Apr-17
Belknap	2.9%	3.2%	2.7%
Carroll	3.0%	3.1%	2.8%
Cheshire	2.6%	2.9%	2.5%
Coös	4.1%	4.1%	4.1%
Grafton	2.2%	2.4%	2.1%
Hillsborough	2.8%	3.1%	2.8%
Merrimack	2.3%	2.6%	2.2%
Rockingham	2.9%	3.1%	2.8%
Strafford	2.3%	2.6%	2.2%
Sullivan	2.3%	2.5%	2.2%

Map Key	Labor Market Areas	Apr-18	Mar-18	Apr-17
1	Colebrook, NH-VT LMA, NH Portion	4.1%	3.7%	4.9%
2	Littleton, NH-VT LMA, NH Portion	3.0%	3.0%	2.9%
3	Berlin NH Micropolitan NECTA	4.7%	4.8%	4.5%
4	Haverhill, NH LMA	2.8%	2.9%	2.1%
5	Conway, NH-ME LMA, NH Portion	2.8%	2.9%	2.8%
6	Plymouth, NH LMA	2.2%	2.3%	2.2%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	2.0%	2.2%	2.0%
8	Meredith, NH LMA	2.9%	3.1%	2.7%
9	Wolfeboro, NH LMA	3.4%	3.6%	3.0%
10	Franklin, NH LMA	2.9%	3.4%	2.7%
11	Laconia, NH Micropolitan NECTA	3.0%	3.1%	2.8%
12	Expanded Claremont, NH estimating area	2.4%	2.6%	2.2%
13	New London, NH LMA	2.3%	2.4%	2.2%
14	Concord, NH Micropolitan NECTA	2.2%	2.5%	2.1%
15	Belmont, NH LMA	2.7%	3.3%	2.6%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	2.3%	2.6%	2.2%
17	Charlestown, NH LMA	2.4%	2.6%	2.1%
18	Hillsborough, NH LMA	2.4%	2.7%	2.4%
19	Raymond, NH LMA	2.7%	2.8%	2.5%
20	Manchester, NH Metropolitan NECTA	2.6%	2.8%	2.5%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	2.4%	2.6%	2.2%
22	Keene, NH Micropolitan NECTA	2.5%	2.8%	2.4%
23	Peterborough, NH LMA	2.5%	2.9%	2.5%
24	Nashua, NH-MA NECTA Division, NH Portion	3.0%	3.2%	3.0%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division	3.3%	3.7%	3.4%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	4.1%	4.3%	3.2%
27	Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division	4.1%	4.1%	3.5%
28	Salem Town, NH Portion, Lawrence-Methuen-Salem, MA-NH NECTA Division	3.6%	3.7%	3.6%

Unemployment Rates by Region			
Not Seasonally Adjusted	Apr-18	Mar-18	Apr-17
United States	3.7%	4.1%	4.1%
Northeast	4.0%	4.5%	4.2%
New England	3.5%	3.9%	3.8%
Connecticut	4.3%	4.7%	4.7%
Maine	3.1%	3.1%	3.5%
Massachusetts	3.3%	3.8%	3.6%
New Hampshire	2.7%	2.9%	2.6%
Rhode Island	4.0%	4.8%	4.1%
Vermont	3.0%	3.0%	3.2%
Mid Atlantic	4.2%	4.7%	4.4%
New Jersey	4.1%	4.7%	4.3%
New York	4.4%	4.8%	4.4%
Pennsylvania	4.0%	4.6%	4.5%



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.

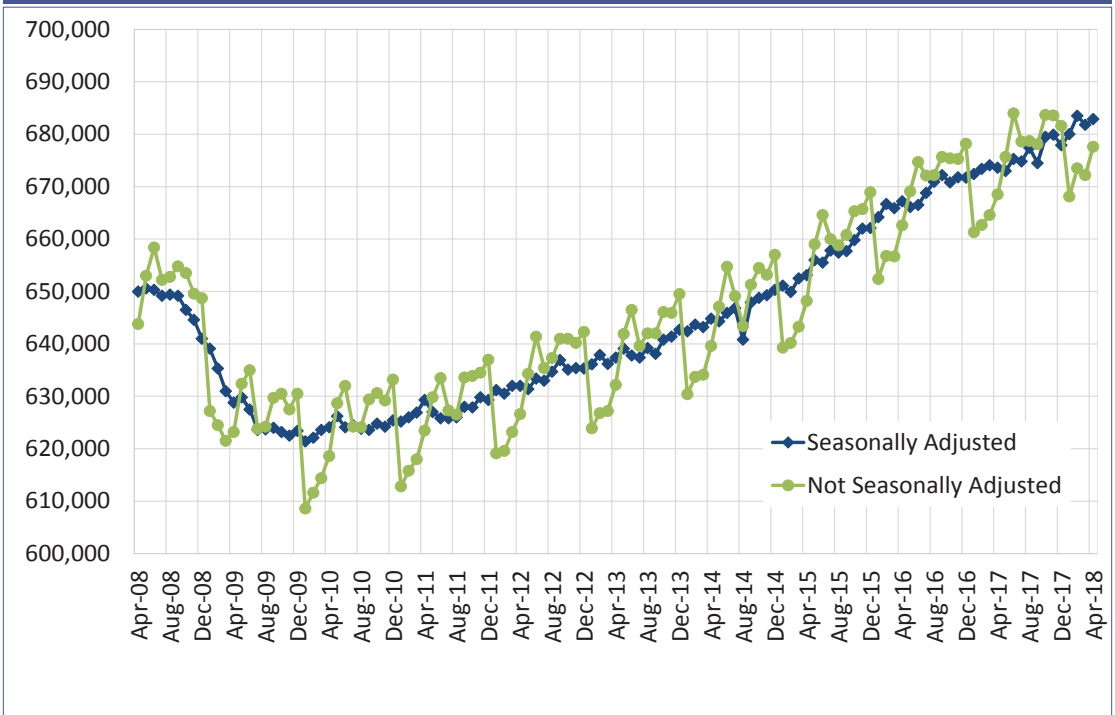
Monthly Estimates by Place of Establishment

New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

Current month is preliminary; past months are revised

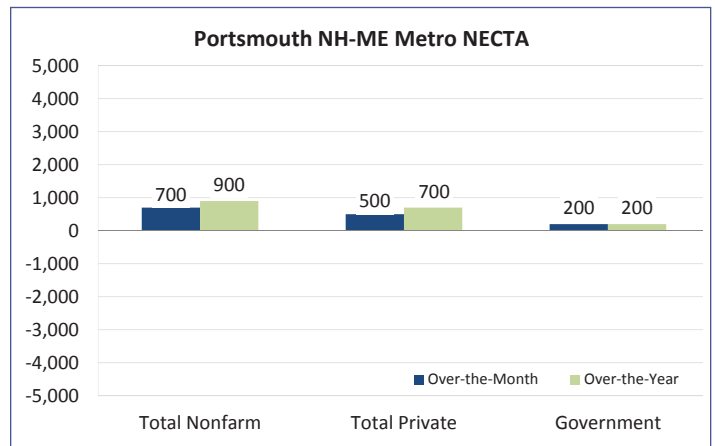
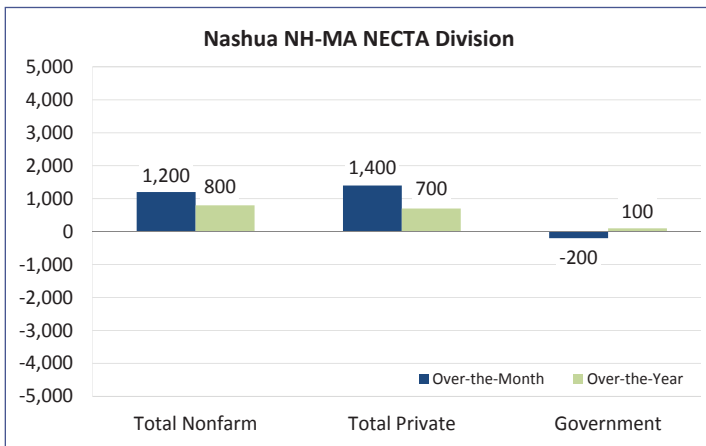
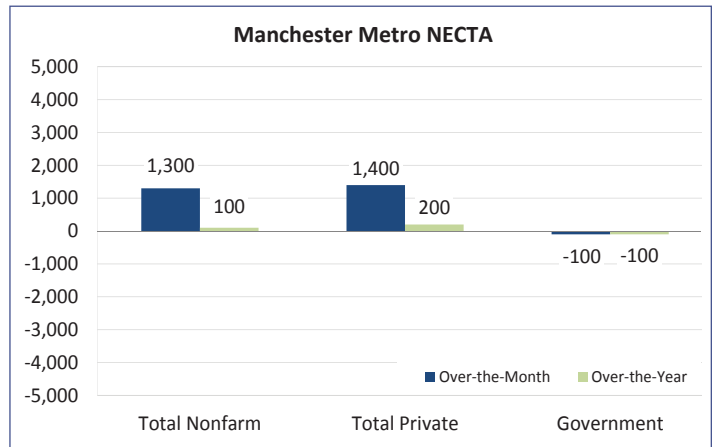
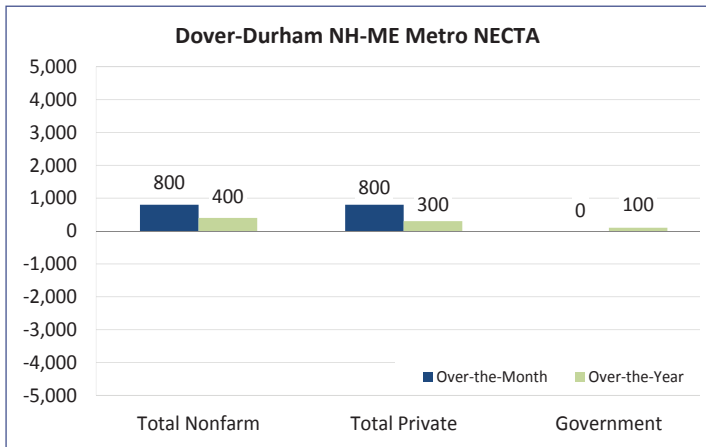
	Number of Jobs			Change From Previous	
	Apr-18	Mar-18	Apr-17	Month	Year
Total Nonfarm	677,600	672,200	668,500	5,400	9,100
Total Private	584,400	577,900	574,800	6,500	9,600
Mining and Logging	900	800	900	100	0
Construction	27,400	25,400	25,800	2,000	1,600
Manufacturing	69,800	69,900	68,500	-100	1,300
Durable Goods	51,600	52,100	51,100	-500	500
Non-Durable Goods	18,200	17,800	17,400	400	800
Trade, Transportation, and Utilities	140,100	138,800	138,000	1,300	2,100
Wholesale Trade	28,400	28,700	27,800	-300	600
Retail Trade	95,300	93,600	93,900	1,700	1,400
Transportation, Warehousing, and Utilities	16,400	16,500	16,300	-100	100
Information	12,200	12,200	12,400	0	-200
Financial Activities	34,800	34,800	34,400	0	400
Professional and Business Services	80,700	79,000	81,400	1,700	-700
Education and Health Services	127,200	126,100	123,700	1,100	3,500
Leisure and Hospitality	66,800	66,500	65,700	300	1,100
Other Services	24,500	24,400	24,000	100	500
Government	93,200	94,300	93,700	-1,100	-500
Federal Government	7,600	7,600	7,500	0	100
State Government	26,400	26,200	26,500	200	-100
Local Government	59,200	60,500	59,700	-1,300	-500

Total Nonfarm Employment Trend through April 2018

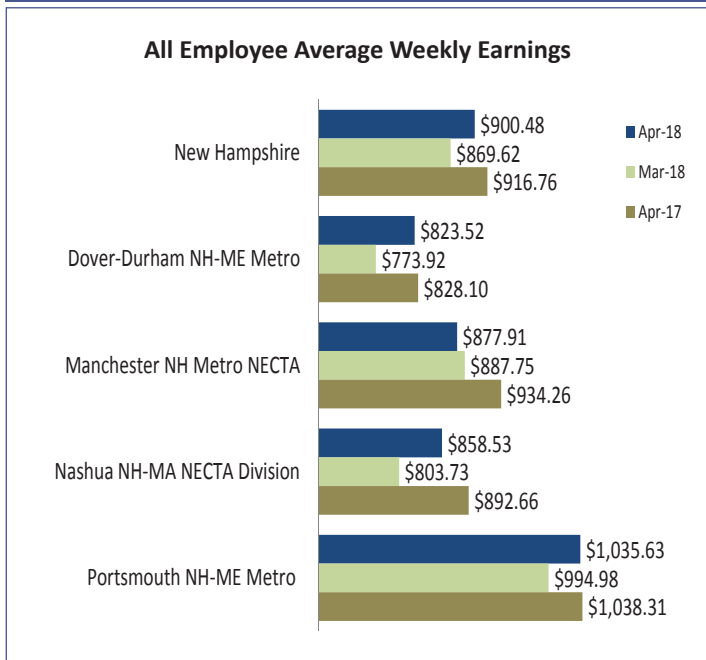


Not Seasonally Adjusted Estimates by Place of Establishment

Nonfarm Employment by Metropolitan Statistical Areas - April 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

Monthly Analysis of Current Employment Statistics (CES)

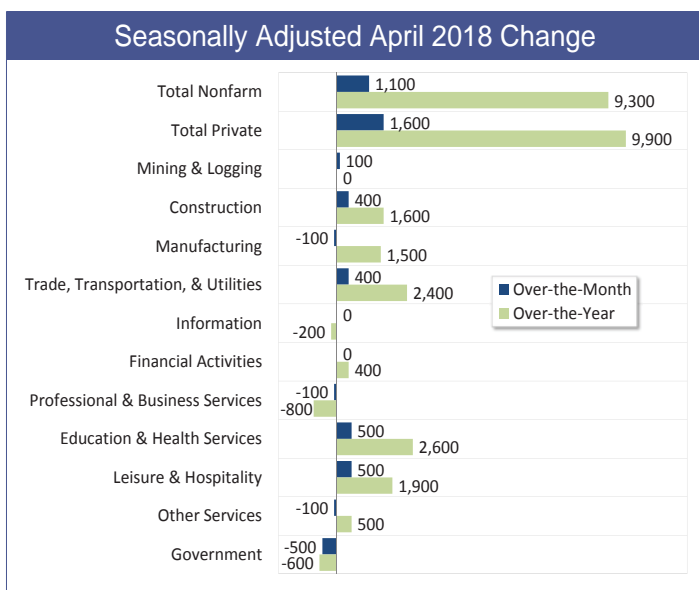
Seasonally Adjusted

Total Nonfarm employment increased by 1,100 jobs in April, according to preliminary seasonally adjusted estimates. *Private Education and Health Services* and *Leisure and Hospitality* had the largest over-the-month gain in employment, adding 500 jobs each. *Construction* and *Trade, Transportation, and Utilities* each increased payrolls by 400 jobs, while *Mining and Logging* gained a modest 100 jobs from March.

Four supersectors experienced employment losses over-the-month. *Government* shed 500 jobs, and *Manufacturing*, *Professional and Business Services*, and *Other Services* each dropped 100 positions from March.

Total seasonally adjusted Nonfarm employment increased 9,300 jobs from April 2017 to April 2018. *Private Education and Health Services* and *Trade, Transportation, and Utilities* added 2,600 and 2,400 jobs, respectively. *Leisure and Hospitality* increased employment by 1,900 positions, while *Construction* expanded by 1,600 jobs over-the-year. *Manufacturing* payrolls grew by 1,500 positions, and *Other Services* added 500 jobs from April 2017. *Financial Activities* gained 400 jobs over-the-year.

Three supersectors experienced over-the-year employment losses. *Professional and Business Services* dropped 800 jobs, and *Government* and *Information* shed 600 and 200 positions, respectively, from April 2017.



Not Seasonally Adjusted

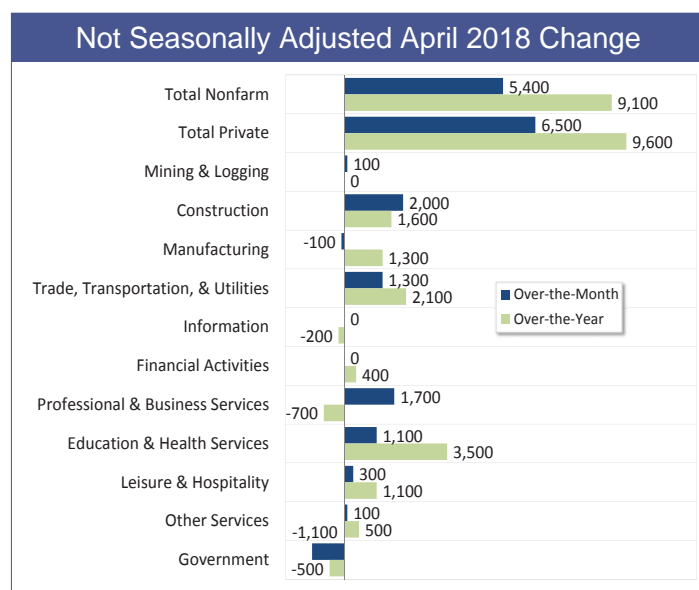
Preliminary not seasonally adjusted estimates for April show that Total Nonfarm employment increased 5,400 jobs over-the-month. *Construction* gained 2,000 jobs, and *Professional and Business Services* added 1,700 positions. *Trade, Transportation, and Utilities* and *Private Education and Health Services* increased payrolls by 1,300 and 1,100 jobs, respectively. *Leisure and Hospitality* experienced an employment increase of 300 jobs, while *Mining and Logging* and *Other Services* each gained a modest 100 jobs from March.

Two supersectors lost jobs from March. *Government* dropped 1,100 positions, while *Manufacturing* decreased payrolls by 100 jobs over-the-month.

Total Nonfarm employment increased 9,100 jobs from April 2017 to April 2018. *Private Education and Health Services* and *Trade, Transportation, and Utilities* added 3,500 and 2,100 jobs, respectively. *Construction* increased employment by 1,600 jobs, while *Manufacturing* expanded by 1,300 jobs over-the-year. *Leisure and Hospitality* payrolls grew by 1,100 positions, while *Other Services* added 500 jobs from April 2017. *Financial Activities* gained 400 jobs over-the-year.

Three supersectors experienced over-the-year employment losses. *Professional and Business Services* dropped 700 jobs, and *Government* and *Information* shed 500 and 200 positions, respectively, from April 2017.

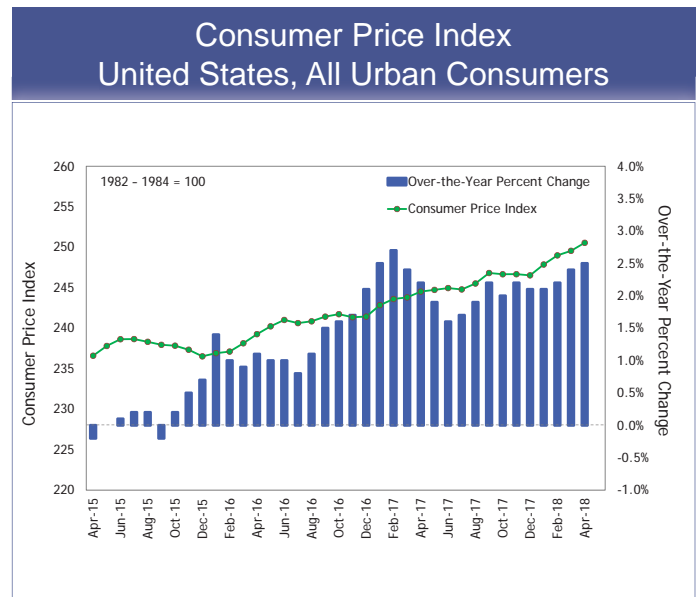
Ellie Goodbread, Research Analyst



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

Consumer Price Index				
United States, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
Apr-18	Mar-18	Apr-17	Change from Previous	
			Month	Year
250.546	249.554	244.524	0.4%	2.5%

Northeast, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
Apr-18	Mar-18	Apr-17	Change from Previous	
			Month	Year
264.669	263.556	259.165	0.4%	2.1%



Unemployment Compensation Claims Activity						
	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18
Initial Claims	2,367	3,537	3,305	2,449	2,251	2,446
Continued Weeks Claimed	13,251	15,999	22,516	19,567	19,828	18,648
Average payment for a week of unemployment	\$342.51	\$333.94	\$326.90	\$327.17	\$327.19	\$331.89

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

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Claims calls: 1-800-266-2252



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