

Graduate Employment Opportunities: Comparing Bachelor's Degree Completions to Occupational Requirements

In 2015, 23,694 students received a postsecondary degree or certificate from a college, university, or career school in New Hampshire. Many of these students began looking to join New Hampshire's workforce, and start a career.

In what programs of study do New Hampshire students earn degrees most frequently? For those entering New Hampshire's workforce, for what occupations are they qualified?

New Hampshire postsecondary educational institutions conferred bachelor's degrees to 11,832 students in 2015.¹ The 15 most common degrees had a combined 6,334 completers in 2015, slightly over half of all graduates.

To see what occupations these programs are likely to lead to, educational completer data needs to be compared to occupational data. Occupations are classified using the 2010 Standard Occupational Classification (SOC). The CIP-SOC crosswalk² is used to detail the relationship between educational programs and occupations. According to the National Center for Educational Statistics, "A CIP-SOC relationship indicates that programs classified in the CIP category prepare individuals directly for jobs classified in the SOC category."³

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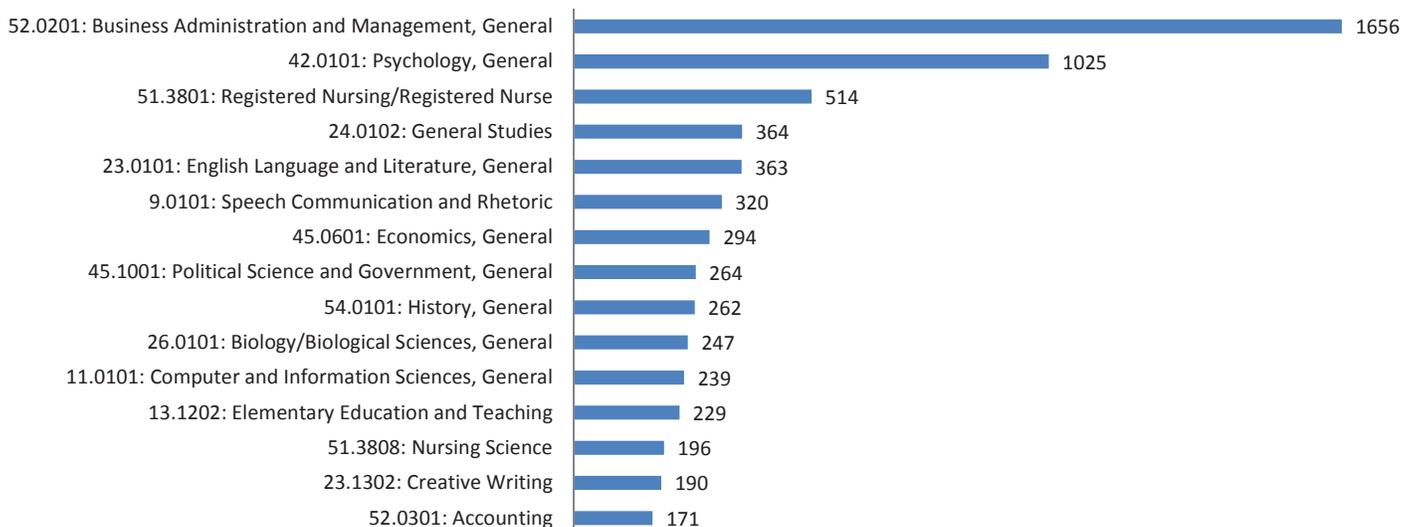
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Number of Bachelor's Degree Completers in New Hampshire in 2015



¹ Data about postsecondary educational program completers are reported to and compiled by the Integrated Postsecondary Educational Data System (IPEDS). IPEDS uses the 2010 Classification of Instructional Programs (CIP) to classify educational program completers

² The CIP-SOC crosswalk used was jointly developed by the Bureau of Labor Statistics and the National Center for Educational Statistics. For more information, visit the NCES website: <https://nces.ed.gov/ipeds/cipcode/crosswalk.aspx?y=55>

³ National Center for Educational Statistics, "Guidelines for Using the CIP-SOC Crosswalk:" <https://nces.ed.gov/ipeds/cipcode/resources.aspx?y=55>

An excerpt of this crosswalk is included below, for the four of the most common programs of study. Also included in the chart are the typical level of education and the typical amount of experience or on-the-job training needed for an entry level position for these positions. It also includes the estimated number of annual openings in each field, as estimated by long-term occupational employment projections.⁴

The requirements for the occupation Registered Nurses matched the education and experience expected for bachelor’s degree completers from a Registered Nursing/Registered Nurse program. For this occupation,

there were 491 projected annual openings, compared to 514 degree completers in 2015. There were also 196 completers from Nursing Science programs in 2015 qualified to work in a Registered Nurse position.

In contrast, most of the occupations related to Business Administration and Management, General, required more years of experience than likely achieved by a recent program completer. Similarly, nearly all of the entry-level occupations related to an educational program in Psychology, General, required at least a Master’s degree. This leaves Bachelor’s degree completers from both of these programs with either insufficient

education or experience to qualify for entry-level employment. In addition, the number of completers was significantly higher than the number of projected annual openings, an indication of heavy competition for positions for which these graduates do qualify.

Occupations corresponding to degrees in Speech Communication and Rhetoric usually required a Bachelor’s degree for entry-level employment, but the number of annual projected openings for these occupations was also much smaller than the number of degree completers from 2015.

CIP 2010 Code and Title	SOC 2010 Code and Title	Entry-Level Education	Experience/ On-the-Job Training	Projected Annual Openings ¹
52.0201: Business Administration and Management, General	11-1011: Chief Executives	Bachelor's degree	5+ yrs	25
	11-1021: General and Operations Mgrs.	Bachelor's degree	5+ yrs	296
	11-2022: Sales Managers	Bachelor's degree	< 5 yrs	62
	11-3011: Administrative Services Mgrs.	Bachelor's degree	< 5 yrs	18
	11-3051: Industrial Production Mgrs.	Bachelor's degree	5+ yrs	23
	11-3071: Transportation, Storage, and Distribution Managers	High school diploma or equivalent	5+ yrs	9
	11-9021: Construction Managers	Bachelor's degree	Moderate OJT	22
	11-9151: Social and Community Service Managers	Bachelor's degree	5+ yrs	21
	11-9199: Managers, All Other	Bachelor's degree	< 5 yrs	264
	13-1051: Cost Estimators	Bachelor's degree	none	25
	13-1111: Management Analysts	Bachelor's degree	< 5 yrs	76
42.0101: Psychology, General	11-9199: Managers, All Other	Bachelor's degree	< 5 yrs	264
	19-3031: Clinical, Counseling, and School Psychologists	Doctoral or professional degree	Intern/Residency	19
	19-3039: Psychologists, All Other	Master's degree	Intern/Residency	0
51.3801: Registered Nursing/ Registered Nurse	29-1141: Registered Nurses	Bachelor's degree	none	491
23.1302: Creative Writing	27-3041: Editors	Bachelor's degree	< 5 yrs	15
	27-3043: Writers and Authors	Bachelor's degree	Moderate OJT	17
09.0101: Speech Communication and Rhetoric	27-3011: Radio and Television Announcers	Bachelor's degree	Short OJT	4
	27-3031: Public Relations Specialists	Bachelor's degree	none	21
	27-3043: Writers and Authors	Bachelor's degree	Moderate OJT	17

⁴Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Occupational Projections, 2014 to 2024

⁵Total annual openings are an estimated number of new workers needed annually for each occupation. It is the sum of openings due to new job growth and openings due to replacement needs. A replacement is a job opening created by a worker who permanently leaves an occupation because of retirement, death, or exiting the workforce. The estimate does not include turnover, or workers moving from one job to another within the same occupation.

The programs of study shown in this chart demonstrate well the challenges and opportunities that degree completers will face when entering the workforce. For some programs of study, such as Accounting, Elementary Education and Teaching, and Computer and Information Sciences, General, Bachelor’s degree completers are well positioned to obtain entry-level jobs related to their program of study, and should find plenty of entry-level jobs in these fields available.

But for many others, there are a limited number of entry-level opportunities for bachelor’s degree completers within occupations related to their program of study. Bachelor’s degree completers that have a difficult time finding work within their fields may need to pursue an advanced degree to qualify for employment outside of New Hampshire, or may take a job that is not directly related to their program of study.

Another estimation of how qualified postsecondary graduates are to enter the workforce can be made by comparing field of study to level of education specified in job ads. Online job postings⁶ can be used to determine what jobs are available to bachelor’s degree completers that may not be not directly related to their program of study. Using the Labor/Insight tool from Burning Glass Technologies, jobs advertisements posted for employment in New Hampshire were examined for the level of education and amount of experience required.⁷

Educational Completers as a Proxy for Labor Supply

The count of students completing an educational program at a New Hampshire postsecondary educational institution in 2015 is used as a proxy for the labor supply to establish a point-in-time estimate of labor available to fill occupations. There are no data available on the exact numbers of students entering the labor force, the state in which they obtained employment, the occupation in which they became employed, or even if they entered the labor force at all. The following items are not taken into account when looking at that number of completers:

1. Students awarded degrees from New Hampshire postsecondary institutions in 2015 that do not enter the labor force, for reasons such as continuing their education to earn a higher degree, entering the military, or choosing an entirely different line of work.
2. The number of students awarded degrees in New Hampshire in specific educational programs who enter the labor force in a different state, as well as those who are awarded degrees in other states and enter the New Hampshire labor force.
3. Only primary majors of dual-major graduates were considered, to avoid double-counting a single graduate.

Job postings were categorized into Standard Occupational Classification (SOC) codes; those SOC codes that appeared most frequently were then examined to determine what level of education was typically required and, if postings specified that candidates needed a bachelor’s degree, the programs of study requested.

indicates which of the most common programs of study were preferred or required in job ads for each of these occupations.

The occupations requiring a bachelor’s degree that appeared most frequently in jobs postings are shown in the chart below. The chart also

SOC Code	Occupation Description	Projected Annual Openings	Labor Insight Job Postings, 2016
29-1141	Registered Nurse	491	1,132
15-1132	Software Developers, Applications	148	410
13-2011	Accountants and Auditors	185	279
41-4000	Sales Representatives, Wholesale and Manufacturing	284	416
41-1011	First-Line Supervisors of Retail Sales Workers	243	273
13-1071	Human Resources Specialists	62	154
11-9199	Managers, All Other	264	236
13-1161	Market Research Analysts and Marketing Specialists	55	104

⁶ Annual openings are not the same as job postings, which are advertisements for jobs

⁷ Labor/Insight, Burning Glass Technologies, New Hampshire results from January 1st, 2016 through December 31st, 2016, looking for candidates with either 0-2 years of experience or unspecified experience



Employers trying to fill some occupations, such as Software Developers, Applications, were looking for candidates with one specific program of study, such as Computer and Informational Sciences, General. Employers trying to fill other occupations, such as Market Research Analysts and Marketing Specialists, were looking for candidates with one of several programs of study, including Speech Communication and Rhetoric, Business Administration and Management, General, and Marketing/Marketing Management, General. Employers trying to fill other occupations requested a candidate with a Bachelor’s degree, but did not request a specific program of study.

Comparing projected annual job openings from long-term employment projections to job ads for 2016 show that there will be ample employment opportunities for anyone seeking to enter these occupations.

Summary

The 15 most common Bachelor’s degree programs in New Hampshire made up about half of all bachelor’s degrees conferred in 2015. These programs give an indication of the jobs workers entering the New Hampshire workforce will be qualified for.

Some of the top Bachelor’s degree programs showed a strong relationship between program of

study and occupation, providing completers with a clear path from degree to job. For many other programs, job opportunities directly related to the program of study are limited. Fortunately, this does not mean that job opportunities for these workers are also limited. There were many job postings that indicated employers were looking for candidates with a Bachelor’s degree of any kind. Almost all of these jobs fell within the occupational groups of Sales and Related Occupations and Office and Administrative Support Occupations.

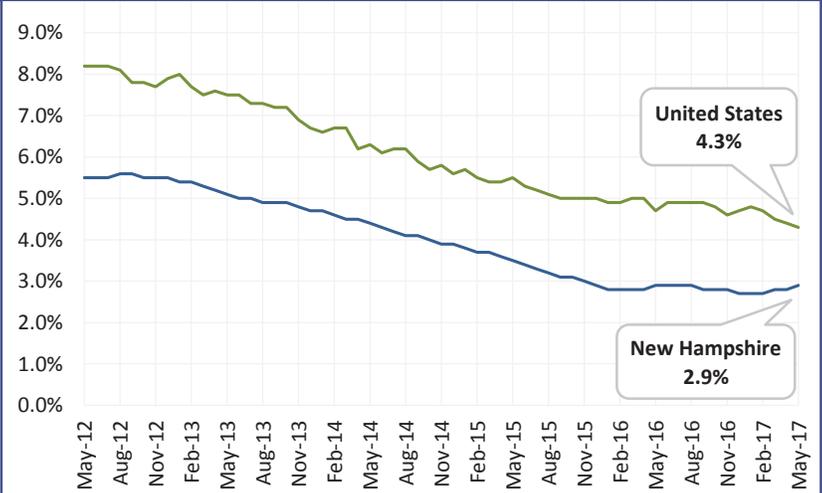
Greg David, Labor Market Analyst

Seasonally Adjusted Estimates

Unemployment Estimates by Region

Seasonally Adjusted	May-17	Apr-17	May-16
United States	4.3%	4.4%	4.7%
Northeast	4.4%	4.3%	4.9%
New England	4.1%	3.9%	4.3%
Connecticut	4.9%	4.9%	5.3%
Maine	3.2%	3.0%	3.9%
Massachusetts	4.2%	3.9%	3.8%
New Hampshire	2.9%	2.8%	2.9%
Rhode Island	4.1%	4.3%	5.4%
Vermont	3.1%	3.1%	3.3%
Mid Atlantic	4.5%	4.4%	5.1%
New Jersey	4.1%	4.1%	5.1%
New York	4.4%	4.3%	4.8%
Pennsylvania	5.0%	4.9%	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	
	May-17	Apr-17	May-16	Month	Year
Total Nonfarm	674,700	678,500	665,200	-3,800	9,500
Total Private	584,400	587,600	575,100	-3,200	9,300
Mining and Logging	1,000	1,000	1,000	0	0
Construction	27,700	28,100	25,300	-400	2,400
Manufacturing	68,100	68,200	67,900	-100	200
Durable Goods	51,400	51,300	50,600	100	800
Non-Durable Goods	16,700	16,900	17,300	-200	-600
Trade, Transportation, and Utilities	139,800	139,900	140,000	-100	-200
Wholesale Trade	27,900	27,900	27,700	0	200
Retail Trade	95,100	95,000	96,200	100	-1,100
Transportation, Warehousing, and Utilities	16,800	17,000	16,100	-200	700
Information	12,400	12,500	12,500	-100	-100
Financial Activities	36,800	36,600	36,800	200	0
Finance and Insurance	29,800	29,600	29,900	200	-100
Real Estate and Rental and Leasing	7,000	7,000	6,900	0	100
Professional and Business Services	79,100	78,500	77,600	600	1,500
Professional, Scientific, and Technical Services	35,200	34,700	33,900	500	1,300
Administrative and Support and Waste Management and Remediation Services	34,900	35,300	34,800	-400	100
Education and Health Services	123,000	123,400	120,700	-400	2,300
Educational Services	31,800	31,500	31,100	300	700
Health Care and Social Assistance	91,200	91,900	89,600	-700	1,600
Leisure and Hospitality	72,100	75,900	69,200	-3,800	2,900
Arts, Entertainment, and Recreation	11,800	13,900	11,300	-2,100	500
Accommodation and Food Services	60,300	62,000	57,900	-1,700	2,400
Other Services	24,400	23,500	24,100	900	300
Government	90,300	90,900	90,100	-600	200
Federal Government	7,500	7,500	7,600	0	-100
State Government	25,500	26,000	24,500	-500	1,000
Local Government	57,300	57,400	58,000	-100	-700

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

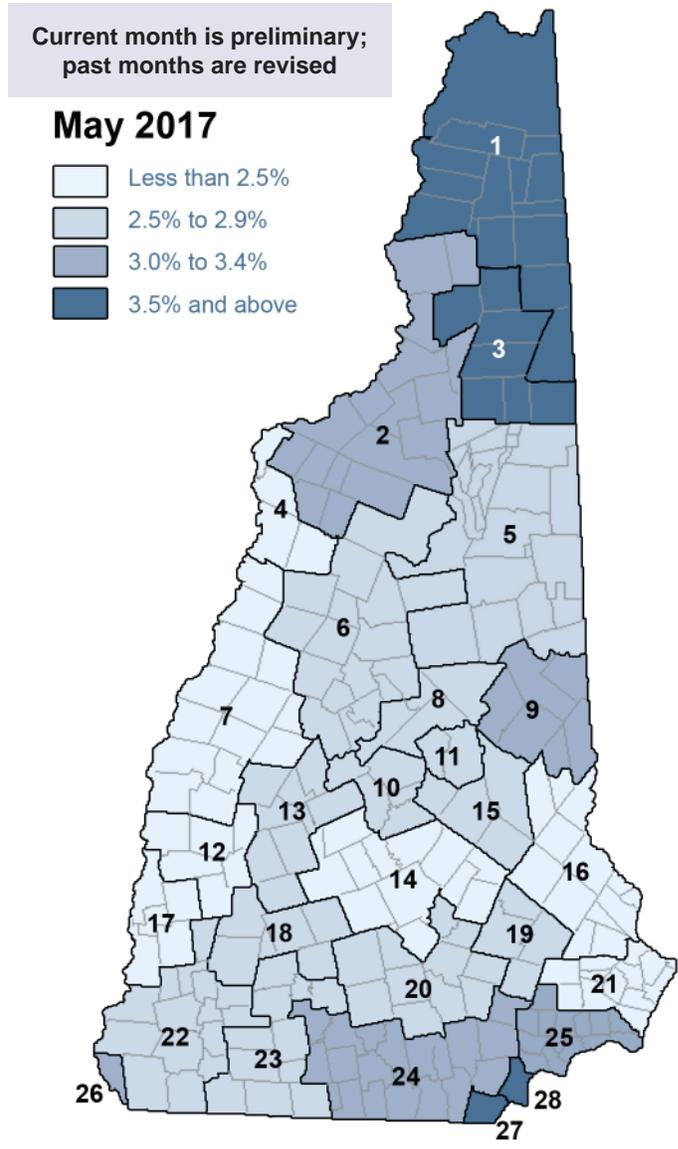
Labor Force Estimates			
New Hampshire	May-17	Apr-17	May-16
Total Civilian Labor Force	748,110	747,730	743,020
Employed	727,630	726,990	722,810
Unemployed	20,480	20,740	20,210
Unemployment Rate	2.7%	2.8%	2.7%

United States (# in thousands)	May-17	Apr-17	May-16
Total Civilian Labor Force	159,979	159,817	158,800
Employed	153,407	153,262	151,594
Unemployed	6,572	6,555	7,207
Unemployment Rate	4.1%	4.1%	4.5%

Unemployment Rates by Area			
Counties	May-17	Apr-17	May-16
Belknap	2.6%	2.8%	2.5%
Carroll	2.9%	3.1%	2.9%
Cheshire	2.7%	2.7%	2.6%
Coös	3.9%	4.6%	4.1%
Grafton	2.5%	2.4%	2.4%
Hillsborough	2.9%	2.9%	2.9%
Merrimack	2.4%	2.3%	2.4%
Rockingham	2.9%	3.0%	2.9%
Strafford	2.4%	2.2%	2.4%
Sullivan	2.3%	2.4%	2.2%

Map Key	Labor Market Areas	May-17	Apr-17	May-16
1	Colebrook, NH-VT LMA, NH Portion	4.5%	6.1%	4.2%
2	Littletton, NH-VT LMA, NH Portion	3.0%	3.3%	3.1%
3	Berlin NH Micropolitan NECTA	4.2%	4.8%	4.4%
4	Haverhill, NH LMA	2.4%	2.6%	2.6%
5	Conway, NH-ME LMA, NH Portion	2.8%	3.2%	3.0%
6	Plymouth, NH LMA	2.7%	2.6%	2.6%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	2.3%	2.1%	2.2%
8	Meredith, NH LMA	2.5%	2.9%	2.3%
9	Wolfeboro, NH LMA	3.0%	3.2%	3.0%
10	Franklin, NH LMA	2.7%	2.8%	2.8%
11	Laconia, NH Micropolitan NECTA	2.8%	2.9%	2.7%
12	Claremont-Newport, NH LMA	2.3%	2.4%	2.2%
13	New London, NH LMA	2.8%	2.5%	2.6%
14	Concord, NH Micropolitan NECTA	2.3%	2.2%	2.3%
15	Belmont, NH LMA	2.5%	2.8%	2.5%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	2.4%	2.2%	2.4%
17	Charlestown, NH LMA	2.2%	2.3%	2.2%
18	Hillsborough, NH LMA	2.6%	2.5%	2.5%
19	Raymond, NH LMA	2.5%	2.6%	2.5%
20	Manchester, NH Metropolitan NECTA	2.7%	2.7%	2.7%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	2.4%	2.4%	2.3%
22	Keene, NH Micropolitan NECTA	2.7%	2.6%	2.6%
23	Peterborough, NH LMA	2.7%	2.8%	2.6%
24	Nashua, NH-MA NECTA Division, NH Portion	3.0%	3.1%	3.0%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division	3.3%	3.5%	3.3%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	3.1%	3.2%	3.0%
27	Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division	3.6%	3.7%	3.8%
28	Salem Town, NH Portion, Lawrence-Metuen-Salem, MA-NH NECTA Division	3.6%	3.7%	3.4%

Unemployment Rates by Region			
Not Seasonally Adjusted	May-17	Apr-17	May-16
United States	4.1%	4.1%	4.5%
Northeast	4.4%	4.2%	4.6%
New England	4.0%	3.9%	4.0%
Connecticut	4.8%	4.7%	5.1%
Maine	3.5%	3.4%	3.8%
Massachusetts	4.1%	3.8%	3.7%
New Hampshire	2.7%	2.8%	2.7%
Rhode Island	3.6%	4.1%	5.3%
Vermont	2.9%	3.2%	3.0%
Mid Atlantic	4.5%	4.3%	4.8%
New Jersey	4.2%	3.9%	5.0%
New York	4.3%	4.2%	4.3%
Pennsylvania	5.2%	4.7%	5.3%



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.

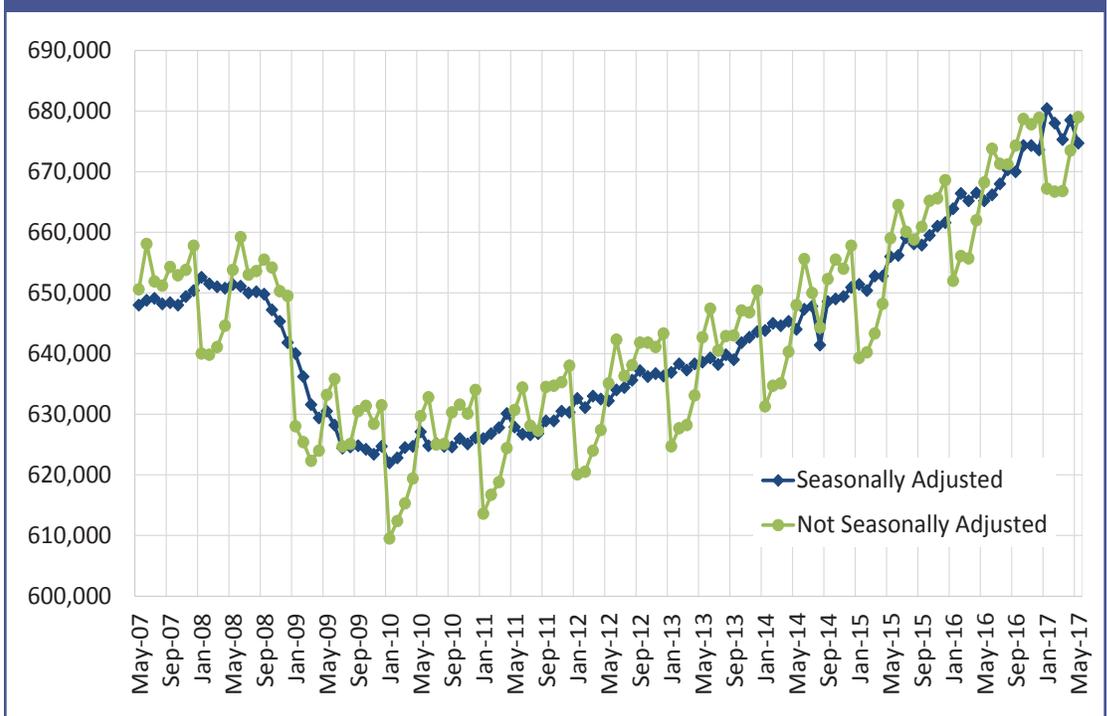
Monthly Estimates by Place of Establishment

New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

Current month is preliminary; past months are revised

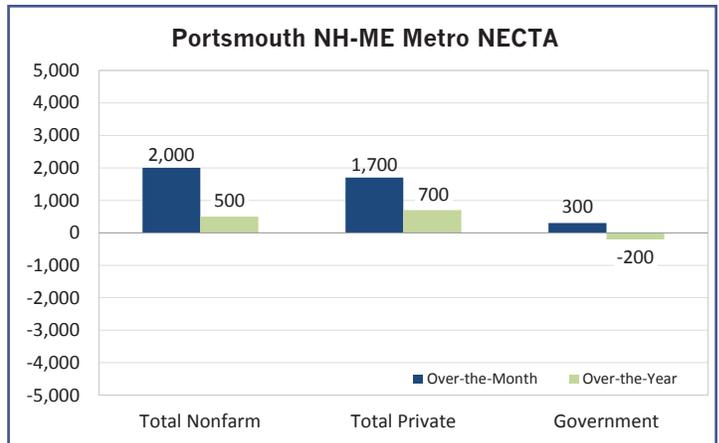
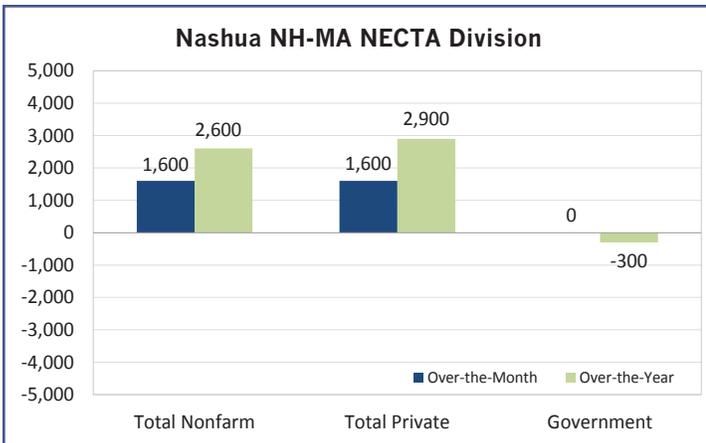
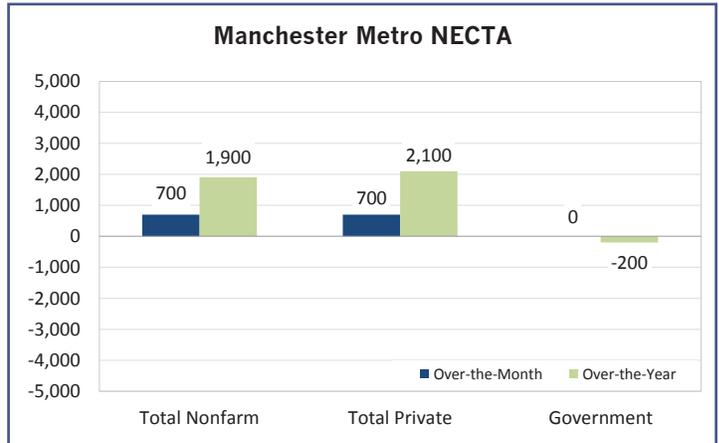
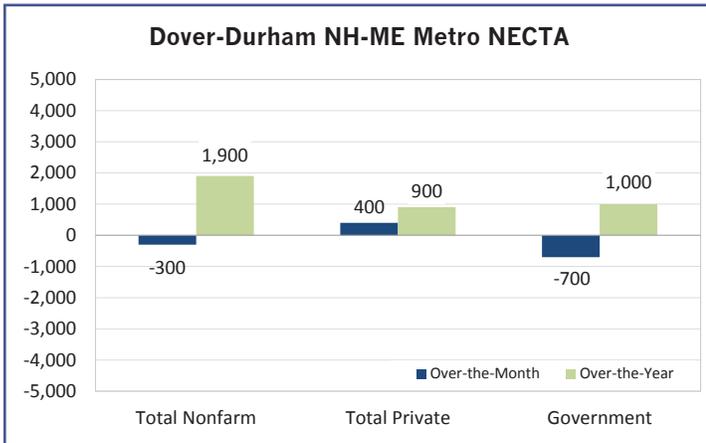
	Number of Jobs			Change From Previous	
	May-17	Apr-17	May-16	Month	Year
Total Nonfarm	679,000	673,500	668,200	5,500	10,800
Total Private	585,200	579,100	575,100	6,100	10,100
Mining and Logging	1,000	900	1,000	100	0
Construction	28,100	27,200	25,800	900	2,300
Manufacturing	68,200	68,000	67,900	200	300
Durable Goods	51,400	51,100	50,600	300	800
Non-Durable Goods	16,800	16,900	17,300	-100	-500
Trade, Transportation, and Utilities	139,500	137,600	139,600	1,900	-100
Wholesale Trade	27,700	27,800	27,800	-100	-100
Retail Trade	95,000	93,400	95,600	1,600	-600
Transportation, Warehousing, and Utilities	16,800	16,400	16,200	400	600
Information	12,400	12,500	12,500	-100	-100
Financial Activities	36,900	36,400	36,700	500	200
Professional and Business Services	79,400	78,900	77,800	500	1,600
Education and Health Services	123,300	124,600	121,000	-1,300	2,300
Leisure and Hospitality	71,800	69,300	68,700	2,500	3,100
Other Services	24,600	23,700	24,100	900	500
Government	93,800	94,400	93,100	-600	700
Federal Government	7,500	7,500	7,600	0	-100
State Government	26,300	27,300	25,100	-1,000	1,200
Local Government	60,000	59,600	60,400	400	-400

Total Nonfarm Employment Trend for May 2017

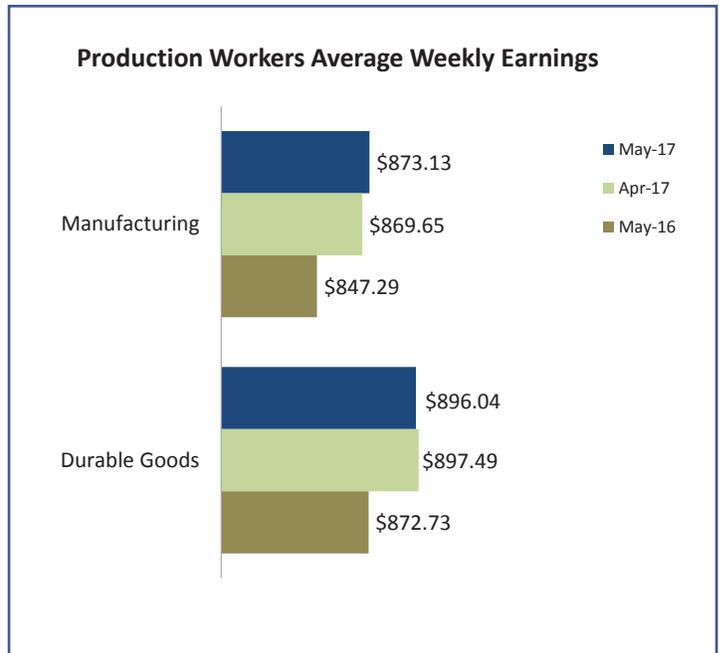
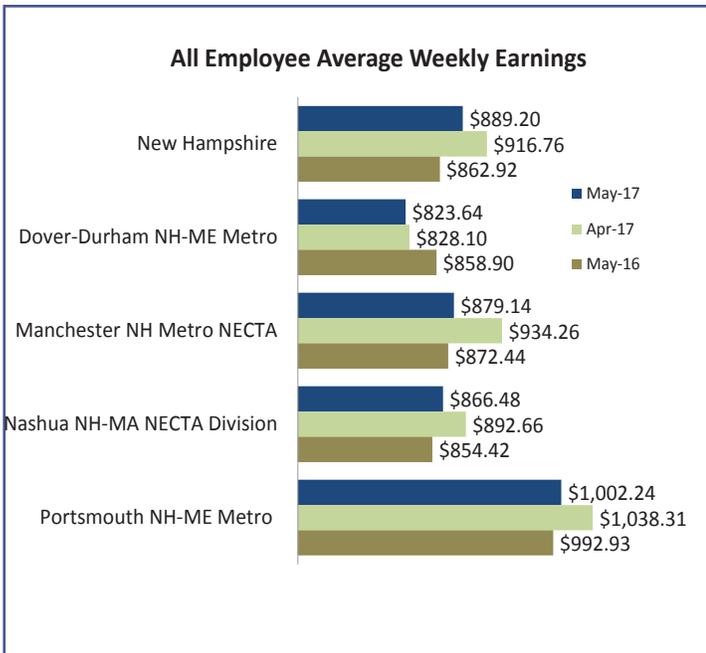


Not Seasonally Adjusted Estimates by Place of Establishment

Nonfarm Employment by Metropolitan Statistical Areas - May 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

Monthly Analysis of Current Employment Statistics (CES)

Seasonally Adjusted:

Total Nonfarm employment decreased by 3,800 jobs in May, according to preliminary seasonally adjusted estimates.

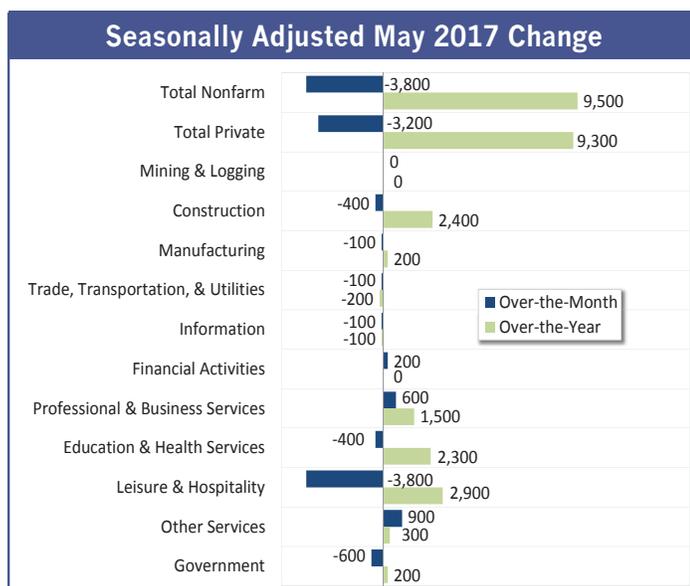
The supersector with the largest over-the-month decline in employment was Leisure and Hospitality, with a decrease of 3,800 jobs. Government shed 600 jobs, while Construction and Private Education and Health Services each decreased payrolls by 400 positions from over-the-month. The Manufacturing, Trade, Transportation, and Utilities, and Information supersectors each lost 100 jobs over-the-month.

Three supersectors experienced employment gains from April to May. The largest was an increase of 900 jobs in Other Services. Professional and Business Services added 600 jobs to their payrolls, while Financial Activities expanded by 200 positions over-the-month.

Total seasonally adjusted Nonfarm employment increased by 9,500 from May 2016 to May 2017. Leisure and Hospitality, Construction, and Private Education and Health Services were the main contributors to the gain, adding 2,900, 2,400, and 2,300 jobs, respectively. Professional and Business Services jobs increased by 1,500 over-the-year, and Other Services expanded employment by 300 from May 2016. Manufacturing and Government each added 200 jobs over-the-year.

Two supersectors experienced employment contractions from May 2016 to May 2017. Trade, Transportation, and Utilities employment decreased by 200 jobs, while Information lost 100 jobs over-the-year.

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



Not Seasonally Adjusted:

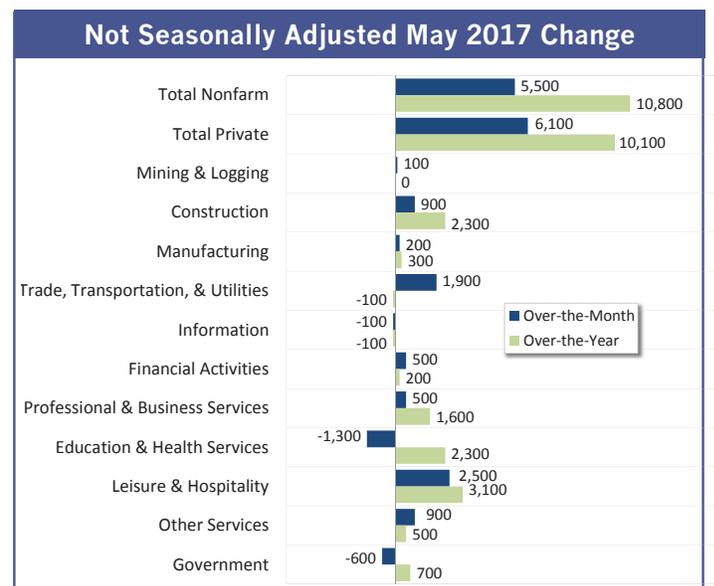
Preliminary unadjusted estimates for May indicate that Total Nonfarm employment grew by 5,500 jobs over-the-month. Leisure and Hospitality accounted for nearly half of this increase with an addition of 2,500 jobs, while Trade, Transportation, and Utilities followed close behind by adding 1,900 jobs from April to May. Construction and Other Services each added 900 positions over-the-month, and Financial Activities and Professional and Business Services expanded payrolls by 500 jobs each. Manufacturing experienced a modest gain of 200 workers from April to May, while Mining and Logging added 100 jobs over-the-month.

Supersectors losing jobs from April to May were Private Education and Health Services, with a drop of 1,300 positions, Government, losing 600 workers, and Information with a modest loss of 100 jobs.

Total Nonfarm employment gained 10,800 jobs over-the-year, led by an increase of 3,100 jobs in Leisure and Hospitality. Construction and Private Education and Health Services added the second largest number of jobs, with an increase of 2,300 jobs each from May 2016. Professional and Business Services payrolls expanded by 1,600 from May 2016 to May 2017. Government added 700 positions over-the year, while Other Services expanded payrolls by 500. Manufacturing experienced an over-the-year gain of 300 jobs, and Financial Activities employment expanded by 200 from May 2016 to May 2017.

Two supersectors had employment decreases over-the-year; Trade, Transportation, and Utilities and Information each dropped 100 jobs from May 2016.

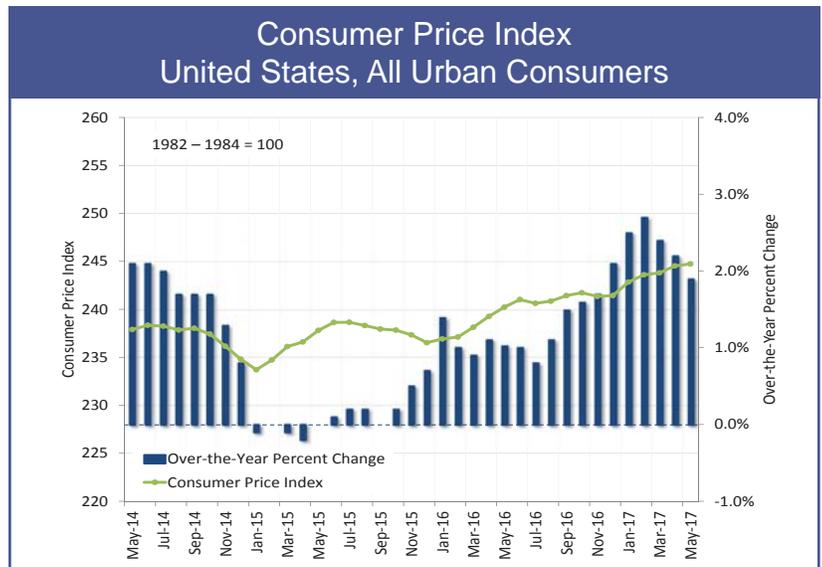
Changes in not seasonally adjusted data are due to seasonal patterns in hiring, as well as underlying economic changes.



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

Consumer Price Index				
United States, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
May-17	Apr-17	May-16	Change from Previous	
			Month	Year
244.733	244.524	240.229	0.1%	1.9%

Northeast, All Urban Consumers Not Seasonally Adjusted (CPI-U) (1982-1984=100)				
May-17	Apr-17	May-16	Change from Previous	
			Month	Year
259.386	259.165	255.023	0.1%	1.7%



Unemployment Compensation Claims Activity						
	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17
Initial Claims	3,954	3,775	2,803	2,713	2,701	2,350
Continued Weeks Claimed	16,876	24,348	20,110	20,268	17,967	15,424
Average payment for a week of unemployment	\$323.47	\$317.03	\$319.68	\$316.35	\$321.94	\$325.76

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