

New Hampshire

Economic Conditions



September 2008

Volume 108, Number 09

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Preparing for the Workforce

How did program graduates match up to projected occupational demand?

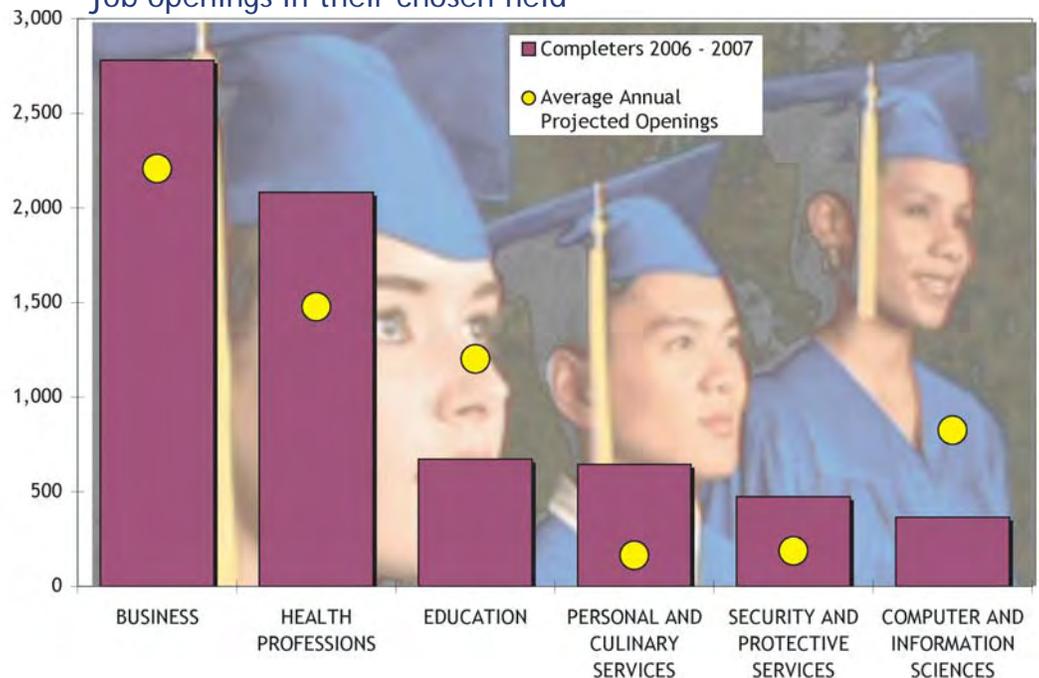
The state's graduating class of 2007 produced many potential workers. These students entered the world of work hoping to find a good fit for their chosen area of study. Will they be successful? A look at the numbers reveals that they very well might.

From data compiled by the United States Department of Education (see sidebar next page), *Business management, marketing, and related support services* programs had the most graduates in the 2006 to 2007 academic year, with 2,780

completers of programs in *Business, Accounting, Marketing, Finance*, and other programs related to the operation of commercial and non-profit entities.

How did that compare with the projected demand for workers in this field? The number of average annual openings in *Management occupations* and *Business and financial occupations* for those jobs requiring a bachelor's or associate's degree totaled 2,207. This total includes some occupations that may require additional work experience.

New Hampshire graduates in 2007 compared to projected job openings in their chosen field



Published by New Hampshire Employment Security's Economic and Labor Market Information Bureau

While the number of completers exceeds the number of projected openings, it does not mean that there is an excess of business grads. Some students may be planning to continue their education at the master's level and will not be entering the workforce immediately. Other students may already be employed and will use their degree to refine their skills in their current position. Another explanation may be the simplest: graduates are using their business degree or certificate in an occupation that falls outside of the *Business* or *Management* major groups.

Health professions are among the fastest growing occupations and are expected to generate many openings, 1,477 for those occupations requiring a bachelor's degree, associate's degree, or a postsecondary certificate over the 2006 to 2016 time frame. There should be many opportunities for employers to fill these positions because there were 2,082 completers in *Health professions and related clinical sciences*. Included in this field are occupations such as *Registered nurses*; *Physical therapists*; *Nursing aides, orderlies, and attendants*; and *Licensed practical and licensed vocational nurses*.

Does this mean that there is an excess supply of graduates in health professions? No, it may simply be a case of a current worker upgrading skills for another job, or perhaps students are returning to their home state to work.

Education presents an interesting set of numbers. There were 671 completers of programs related to *Education* in the 2006 to 2007 academic year, mostly in programs to prepare students for jobs as preschool, kindergarten, elementary, or secondary school teachers. That number is short of the average annual openings projected of 1,202. To meet the projected demand, teachers will have to be recruited from other fields. Some of the demand can be met by graduates with master's degrees, which were not included in the numbers for this article. The rest of the demand might be filled by graduates with bachelor's degrees in other programs such as *Psychology* or *History*. These graduates would have to become certified through one of the accepted credentialing pathways before taking over a classroom.

New Hampshire will need more than 160 *Personal care workers* such as *Barbers* and *Hairdressers, Hairstylists, and Cosmetologists* each year, on average, during the 2006 to 2016 time frame. Completer data indicate that this demand will be well met, as more than 500 potential workers graduated from *Cosmetology*-related programs in 2007.

How the Comparisons Were Made

Data on states' graduating students are compiled by the U.S. Department of Education, National Center for Education Statistics (NCES) and reported under a Classification of Instructional Programs (CIP) code that identifies the instructional program in which the student received a degree, diploma or certificate, or otherwise completed. Codes are very specific at the six-digit level – code 51.1601 refers to programs that prepare individuals to be *Registered nurses*, for example.

Preliminary data for students completing a degree or certificate program at a New Hampshire educational institution during the 2006 to 2007 academic year were summarized at the two-digit Classification of Instructional Program (CIP) code level to allow comparison to occupational data. To further simplify matters, only bachelor's and associate's degrees were counted, along with postsecondary certificates, as these are some of the most common ways to prepare for entry into the workforce. These three training levels were then combined for the total completers number.

Average annual openings for a specific occupation are based on the long-term New Hampshire projections for the 2006 to 2016 time frame. *Openings* indicate employment increases in an occupation due to growth in the industries where those workers are employed and also for the need to replace workers that retire or otherwise move on to other occupations. Projections are made individually for approximately 700 occupations and aggregated to 22 major occupational groups. Average annual openings for these occupational groups are used for comparison to completers in like programs.

By comparing the number of completers in a summary group of related programs with the projected number of openings for an occupational group requiring that field of study, it shows where there may be potential "gaps" between projected openings and current graduates in those postsecondary programs.

Graduates of programs in *Security and protective services* can work in many related occupations such as *Forensic technicians, Probation officers*, or with additional training, as *Police officers*. The 474 completers in *Protective services* programs will be more than enough to fill the expected number of openings.

Computer and information sciences and support services completers appear to be short of projected demand for

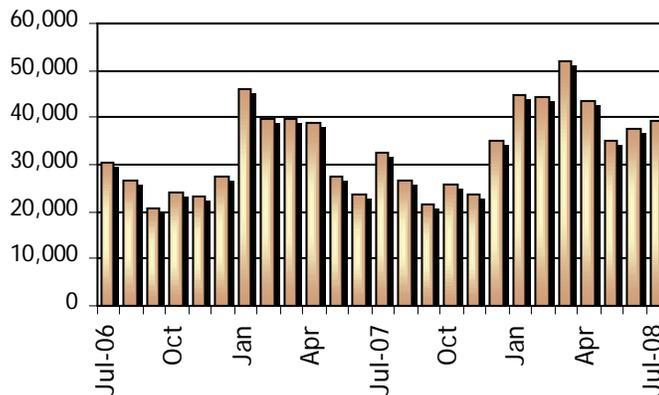
computer-related occupations, with 364 completers and 825 projected openings in occupations such as *Computer software engineers, either applications or systems software, Computer support specialists*, and *Database administrators*.

There are many more completers in other program areas such as *Social sciences, Psychology*, and *History* that do not translate directly to a specific occupational group.

Michael Argiropolis

Unemployment Compensation Claims Activity

Total Regular Unemployment Compensation Programs:	July-08	June-08	July-07	Change from Previous			
				Month		Year	
				Net	Percent	Net	Percent
Initial Claims	5,569	5,145	4,582	424	8.2%	987	21.5%
Continued Weeks	39,151	37,474	32,633	1,677	4.5%	6,518	20.0%



Claims Activity

Continued Weeks Claimed

July 06 - July 08

Unemployment Compensation Fund

Unemployment compensation fund balance at the end of July	\$212,818,469.68
Average payment for a week of total unemployment:	\$265.20
Net benefits paid:	\$8,809,825.24
Net contributions received during the month:	\$4,325,537.59
Interest Received:	\$0.00
Reed Act Distribution:	\$0.00
Reed Act Withdrawn for Administrative Costs:	\$0.00

Trust Fund

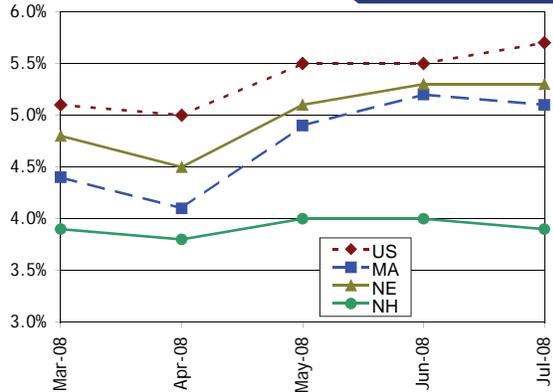
Jul-08	Jun-08	Jul-07	Change from Previous	
			Month	Year
219.964	218.815	208.299	0.5%	5.6%

United States
All Urban Areas (CPI-U)
(1982-1984=100)

Consumer Price Index

Seasonally Adjusted Estimates

Unemployment Rates by Region



Seasonally Adjusted	Jul-08	Jun-08	Jul-07
United States	5.7%	5.5%	4.7%
Northeast	5.3%	5.3%	4.4%
New England	5.3%	5.3%	4.4%
Connecticut	5.8%	5.5%	4.5%
Maine	5.4%	5.3%	4.8%
Massachusetts	5.1%	5.2%	4.4%
New Hampshire	3.9%	4.0%	3.5%
Rhode Island	7.7%	7.5%	5.0%
Vermont	4.8%	4.7%	3.8%
Mid Atlantic	5.3%	5.3%	4.5%
New Jersey	5.4%	5.3%	4.2%
New York	5.2%	5.3%	4.7%
Pennsylvania	5.4%	5.2%	4.3%

Mar-08 Apr-08 May-08 Jun-08 Jul-08

Local Area Unemployment Statistics (LAUS) By Place of Residence

	Mar-08	Apr-08	May-08	Jun-08	Jul-08
New Hampshire					
Unemployment Rate	3.9%	3.8%	4.0%	4.0%	3.9%
Civilian Labor Force	743,470	746,050	745,380	746,140	743,450
Number Employed	714,550	717,630	715,730	716,460	714,690
Number Unemployed	28,920	28,420	29,650	29,680	28,760
United States (in thousands)					
Unemployment Rate	5.1%	5.0%	5.5%	5.5%	5.7%
Civilian Labor Force	153,784	153,957	154,534	154,390	154,603
Number Employed	145,969	146,331	146,046	145,891	145,819
Number Unemployed	7,815	7,626	8,487	8,499	8,784

Supersector Mar-08 Apr-08 May-08 Jun-08 Jul-08

Current Employment Statistics (CES) By Place of Establishment

Supersector	Mar-08	Apr-08	May-08	Jun-08	Jul-08
Total Nonfarm	655,200	655,400	656,700	658,200	656,600
Construction	27,600	27,600	28,700	28,300	27,700
Manufacturing	78,000	78,100	78,000	77,700	77,400
Durable Goods	60,000	60,100	60,100	59,600	59,400
Non-Durable Goods	18,000	18,000	17,900	18,100	18,000
Trade, Transportation, and Utilities	142,400	142,400	142,800	143,600	144,200
Wholesale Trade	28,700	28,700	28,800	29,100	29,100
Retail Trade	98,200	98,300	98,700	99,100	99,400
Transportation and Utilities	15,500	15,400	15,300	15,400	15,700
Information	12,400	12,200	12,300	12,400	12,400
Financial Activities	38,700	38,700	39,000	39,000	39,300
Real Estate and Rental and Leasing	7,800	7,800	7,700	8,000	7,900
Professional and Business Services	67,300	67,800	68,100	68,200	68,900
Administrative and Support	29,500	29,900	30,100	29,900	30,400
Education and Health Services	105,800	106,200	106,400	106,300	105,800
Educational Services	24,000	24,100	24,100	23,900	23,900
Health Care and Social Assistance	81,800	82,100	82,300	82,400	81,900
Leisure and Hospitality	63,900	63,900	63,100	63,700	64,100
Arts, Entertainment, and Recreation	10,400	10,200	10,200	10,600	10,800
Accommodation and Food Services	53,500	53,700	52,900	53,100	53,300
Other Services	22,200	22,100	22,100	22,300	22,100
Government	95,800	95,300	95,000	95,500	93,500
Federal Government	7,500	7,600	7,600	7,500	7,400
State Government	25,200	24,900	24,200	25,300	25,100
Local Government	63,100	62,800	63,200	62,700	61,000

Current month is Preliminary
Past months are Revised

Please note that not all supersectors meet the statistical criteria for publication in this category. We seasonally adjust the total nonfarm data series and all the published supersectors independently. Therefore, the sum of the published parts will not equal the total.

Not Seasonally Adjusted Estimates

Labor Force Estimates

New Hampshire	Jul-08	Jun-08	Jul-07
Total Civilian Labor Force	757,380	753,610	751,040
Employed	729,170	723,680	724,980
Unemployed	28,210	29,930	26,060
Unemployment Rate	3.7%	4.0%	3.5%

United States (Numbers in	Jul-08	Jun-08	Jul-07
Total Civilian Labor Force	156,300	155,582	154,871
Employed	146,867	146,649	147,315
Unemployed	9,433	8,933	7,556
Unemployment Rate	6.0%	5.7%	4.9%

Unemployment Rates by States

Not Seasonally Adjusted U.S and Regional States	Jul-08	Jun-08	Jul-07
United States	6.0%	5.7%	4.9%
Northeast	5.5%	5.3%	4.7%
New England	5.4%	5.4%	4.6%
Connecticut	6.1%	5.7%	4.9%
Maine	5.1%	5.0%	4.6%
Massachusetts	5.2%	5.3%	4.7%
New Hampshire	3.7%	4.0%	3.5%
Rhode Island	8.1%	7.5%	5.5%
Vermont	4.5%	4.7%	3.7%
Mid Atlantic	5.5%	5.3%	4.8%
New Jersey	5.8%	5.3%	4.8%
New York	5.4%	5.2%	4.9%
Pennsylvania	5.4%	5.3%	4.6%

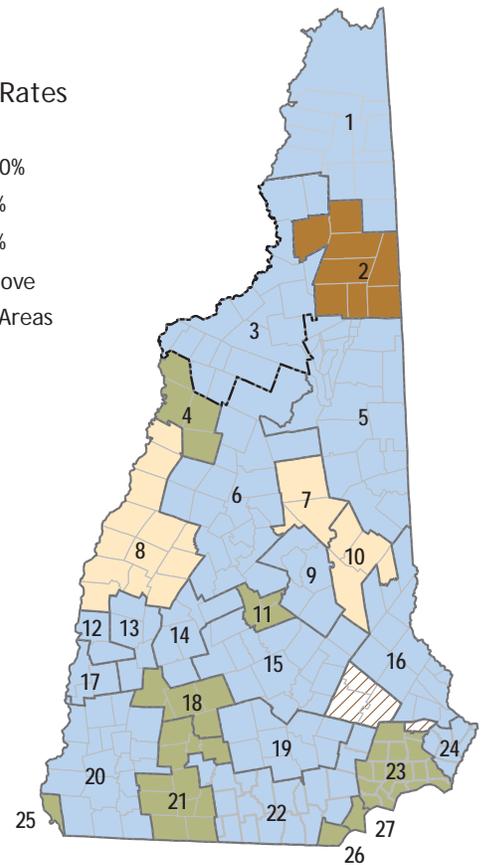
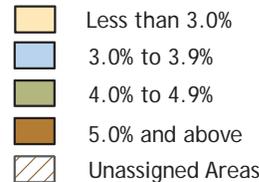
Unemployment Rates by Area

Counties	Jul-08	Jun-08	Jul-07
Belknap	3.5%	3.8%	3.2%
Carroll	3.0%	3.5%	2.9%
Cheshire	3.8%	4.0%	3.6%
Coos	4.7%	5.3%	4.2%
Grafton	3.0%	3.3%	2.9%
Hillsborough	3.8%	4.0%	3.6%
Merrimack	3.5%	3.7%	3.2%
Rockingham	4.1%	4.3%	3.7%
Strafford	3.7%	3.8%	3.5%
Sullivan	3.2%	3.6%	2.8%

Current month is Preliminary
Past months are Revised

Map Key Labor Market Areas	Jul-08	Jun-08	Jul-07
1 Colebrook NH-VT LMA, NH Portion	3.9%	4.5%	3.6%
2 Berlin NH MicroNECTA	5.0%	5.6%	4.8%
3 Littleton NH-VT LMA, NH Portion	3.6%	4.1%	3.2%
4 Haverhill NH LMA	4.3%	5.1%	4.2%
5 Conway NH-ME LMA, NH Portion	3.1%	3.6%	2.9%
6 Plymouth NH LMA	3.3%	3.8%	3.1%
7 Moultonborough NH LMA	2.4%	2.9%	2.4%
8 Lebanon NH-VT MicroNECTA, NH Portion	2.5%	2.7%	2.5%
9 Laconia NH MicroNECTA	3.5%	3.9%	3.3%
10 Wolfeboro NH LMA	2.9%	3.4%	2.8%
11 Franklin NH MicroNECTA	4.1%	4.3%	3.5%
12 Claremont NH MicroNECTA	3.3%	3.7%	2.8%
13 Newport NH LMA	3.3%	3.9%	2.9%
14 New London NH LMA	3.2%	3.5%	3.0%
15 Concord NH MicroNECTA	3.4%	3.7%	3.2%
16 Rochester-Dover NH-ME MetroNECTA, NH Portion	3.7%	3.9%	3.5%
17 Charlestown NH LMA	3.7%	4.1%	3.1%
18 Hillsborough NH LMA	4.3%	4.4%	4.3%
19 Manchester NH MetroNECTA	3.8%	3.9%	3.5%
20 Keene NH MicroNECTA	3.6%	3.8%	3.4%
21 Peterborough NH LMA	4.4%	4.4%	3.9%
22 Nashua NH-MA NECTA Division, NH Portion	3.8%	4.0%	3.6%
23 Exeter Area, NH Portion, Haverhill-N. Andover-Amesbury MA-NH NECTA Division	4.6%	5.1%	4.0%
24 Portsmouth NH-ME MetroNECTA, NH Portion	3.4%	3.4%	2.9%
25 Hinsdale Town, NH Portion, Brattleboro VT-NH LMA	4.2%	4.6%	4.1%
26 Pelham Town, NH Portion, Lowell-Billerica-Chelmsford MA-NH NECTA Division	4.8%	5.5%	5.0%
27 Salem Town, NH Portion, Lawrence-Methuen-Salem MA-NH NECTA Division	4.8%	5.5%	5.0%

July - 08 Unemployment Rates



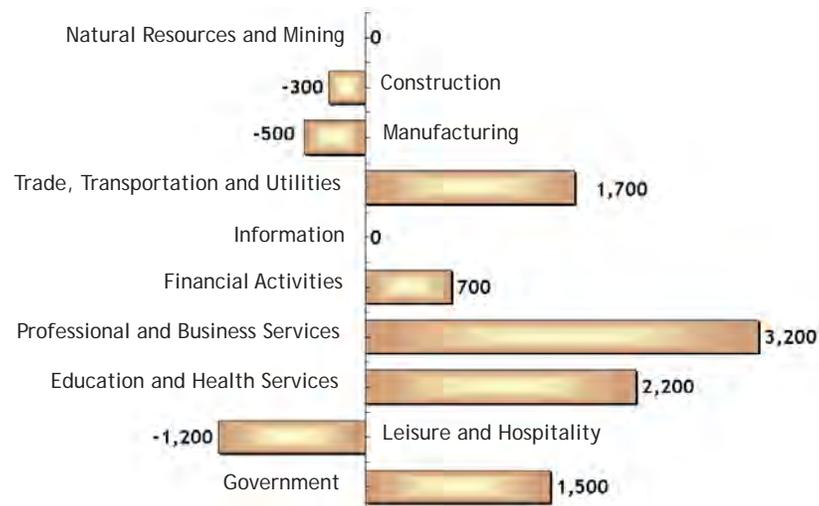
New Hampshire unemployment and labor force estimates are calculated using a regression model which depends on Current Population Survey (CPS) estimates. Labor Market Area estimates are calculated using the Bureau of Labor Statistics "Handbook Method" and then adjusted to the State levels.

Monthly Not Seasonally Adjusted New Hampshire Nonfarm Wage and Salary Employment

Current Employment Statistics Employment by Supersector by place of establishment	Number of Jobs			Change from previous:	
	Jul-08 preliminary	Jun-08 revised	Jul-07	Month	Year
	Total All Supersectors	660,200	666,300	652,800	-6,100
Private Employment Total	576,200	572,500	570,300	3,700	5,900
Natural Resources and Mining	1,200	1,200	1,200	0	0
Construction	29,600	29,600	29,900	0	-300
Manufacturing	77,400	77,900	77,900	-500	-500
Durable Goods	59,400	59,700	59,600	-300	-200
Non-Durable Goods	18,000	18,200	18,300	-200	-300
Trade, Transportation and Utilities	144,500	144,700	142,800	-200	1,700
Wholesale Trade	29,400	29,300	28,800	100	600
Retail Trade	99,700	99,500	98,800	200	900
Transportation and Utilities	15,400	15,900	15,200	-500	200
Information	12,400	12,400	12,400	0	0
Financial Activities	39,600	39,300	38,900	300	700
Professional and Business	69,900	69,300	66,700	600	3,200
Education and Health	105,000	106,200	102,800	-1,200	2,200
Leisure and Hospitality	73,900	69,200	75,100	4,700	-1,200
Other Services	22,700	22,700	22,600	0	100
Government Total	84,000	93,800	82,500	-9,800	1,500

Change in Nonfarm Employment

July 07 - July 08



Monthly Analysis of Current Employment Statistics (CES) Data

For further analysis please read the *Detailed Monthly Analysis of Industry Employment Data* on our Web site at <www.nh.gov/nhes/elmi/nonfarm.htm>

Seasonally Adjusted:

Preliminary seasonally adjusted employment estimates for July dropped by 1,600 jobs from June levels. Over-the-year, from July 2007 to July 2008 employers added 7,500 jobs.

Government (supersector 90) experienced the largest over-the-month drop with a decrease of 2,000 positions. Local government claimed 1,700 of this drop.

Construction (supersector 20) and education and health services (supersector 65) both contributed to the

decline from June to July. Construction (supersector 20) employers saw a loss of 600 jobs, while education and health services (supersector 65) fell by 500 jobs.

Professional and business services (supersector 60) and transportation and utilities (supersector 40) both expanded their workforce during the month, up 700 and 600, respectively.

From June to July information (supersector 50) employment remained unchanged.

Monthly Unadjusted Nonfarm Wage and Salary Employment by Metropolitan Statistical Areas

Employment by Sector number of jobs by place of establishment	Manchester NH MetroNECTA			Nashua NH-MA NECTA Division, NH Portion			Portsmouth NH-ME MetroNECTA, NH Portion			Rochester-Dover NH-ME MetroNECTA, NH Portion		
	preliminary Jul-08	Change from previous:		preliminary Jul-08	Change from previous:		preliminary Jul-08	Change from previous:		preliminary Jul-08	Change from previous:	
		Month	Year		Month	Year		Month	Year		Month	Year
Total All Sectors	100,300	-2,200	0	132,000	-3,900	1,700	58,100	0	0	55,600	-1,700	1,600
Private Employment Total	90,400	-500	0	119,600	-700	-100	48,800	300	-400	44,800	-100	900
Natural Resources and Construction	5,100	100	-200	5,200	0	-400	1,700	0	0	2,100	0	0
Manufacturing	9,400	-100	0	25,500	-200	-200	3,900	0	-100	6,900	-100	300
Trade, Transportation and Utilities	20,300	-400	-100	29,700	-400	-700	11,400	0	0	11,100	0	200
Wholesale Trade	4,900	0	100	6,400	0	100	2,000	0	0	1,200	0	0
Retail Trade	12,600	-100	100	19,400	-200	-800	8,200	0	0	8,900	0	200
Transportation, Warehousing and Utilities	Data not available			3,900	-200	0	1,200	0	0	1,000	0	0
Information	3,400	0	100	2,200	0	0	1,900	0	0	1,100	0	0
Financial Activities	8,600	100	200	9,200	100	500	5,000	0	100	3,000	0	0
Professional and	13,200	-100	0	15,000	0	200	9,200	0	0	4,900	0	200
Education and Health	16,800	-200	-200	16,700	-400	400	5,700	-100	100	8,100	-100	100
Leisure and Hospitality	8,900	100	0	11,600	200	100	8,500	300	-600	5,800	100	100
Other Services	4,700	0	200	4,500	0	0	1,500	100	100	1,800	0	0
Government Total	9,900	-1,700	0	12,400	-3,200	1,800	9,300	-300	400	10,800	-1,600	700

Average Earnings and Hours of Production Workers in Manufacturing

Sector	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Jul-08	Jun-08	Jul-07	Jul-08	Jun-08	Jul-07	Jul-08	Jun-08	Jul-07
	preliminary	revised		preliminary	revised		preliminary	revised	
New Hampshire									
All Manufacturing	\$676.59	\$683.50	\$674.00	39.2	39.6	39.3	\$17.26	\$17.26	\$17.15
Durable Goods	\$708.62	\$721.00	\$706.25	40.4	41.2	40.8	\$17.54	\$17.50	\$17.31
Nondurable Goods	\$573.98	\$564.42	\$574.29	35.3	34.5	34.7	\$16.26	\$16.36	\$16.55

Seasonally Unadjusted:

Not seasonally adjusted employment declined by 6,100 jobs over-the-month. Over-the-year, from July 2007 to July 2008 employers added 7,400 jobs.

Government (supersector 90) had the largest impact on this over-the-month decrease, with a loss of 9,800 jobs. Education and health services (supersector 65) also recorded a drop in employment, -1,200, over-the-month.

On the plus side, leisure and hospitality (supersector 70) employers expanded their workforce by 4,700

jobs. Employment in professional and business services (supersector 60) and financial activities (supersector 55) rose 600 and 300, respectively.

Natural resources and mining (supersector 10), construction (supersector 20), and information (supersector 50) all kept their June employment levels.

Gail Clay

Changes in the minimum wage in New Hampshire

*"In cases where an employee is subject to both state and federal minimum wage laws, the employee is entitled to the higher minimum wage."*¹

Effective July 24, 2008 the minimum wage became \$6.55 per hour, by federal statute.² The minimum wage will increase to \$7.25, effective September 1, 2008, by State statute (RSA279:21).³

The New Hampshire minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.⁴ If the New Hampshire minimum wage is higher than the federal minimum wage, as will be the case starting September 1, the State rate applies.

Additional information about the minimum wage in New Hampshire can be found on the New Hampshire Department of Labor's web site in its *Frequently Asked Questions* section, <www.labor.state.nh.us/wage_hour_faq.asp#1>.

¹ U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division (WHD). Compliance Assistance - Fair Labor Standards Act (FLSA). <<http://www.dol.gov/esa/whd/flsa/>>. Accessed August 14, 2008.

² *ibid.*

³ New Hampshire Department of Labor. Frequently Asked Questions. <http://www.labor.state.nh.us/wage_hour_faq.asp#1>. Accessed August 14, 2008.

⁴ U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division (WHD). Minimum Wage Laws in States - July 24, 2008. <<http://www.dol.gov/esa/minwage/america.htm#NewHampshire>>. Accessed August 14, 2008.



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