

New Hampshire ECONOMIC CONDITIONS

October 2018

Top Job Prospects: Short-term Employment Projections, 2017 Q4 to 2019 Q4

Employment in New Hampshire is projected to increase by 1.3 percent from fourth quarter 2017 to fourth quarter 2019, a gain of 9,401 jobs. More than 82,000 job openings are projected annually during this two-year period. An estimated 33,353 job openings will be created to replace workers leaving the labor force and another 44,075 job openings will be created to replace workers who transfer from one occupation to another.

Many occupations are projected to have exceptional prospects for employment growth or are expected to have numerous job

openings over the two-year period. The Economic and Labor Market Information Bureau publishes short-term projections twice each year to assess how changes in current economic conditions and seasonality affect demand for workers. Frequent updates of short-term projections give users the best available indication of employment expectations for the upcoming two years.

Short-term projections, like long-term projections, are affected by changes in industry demand and changes in the types of occupations employed by each industry.

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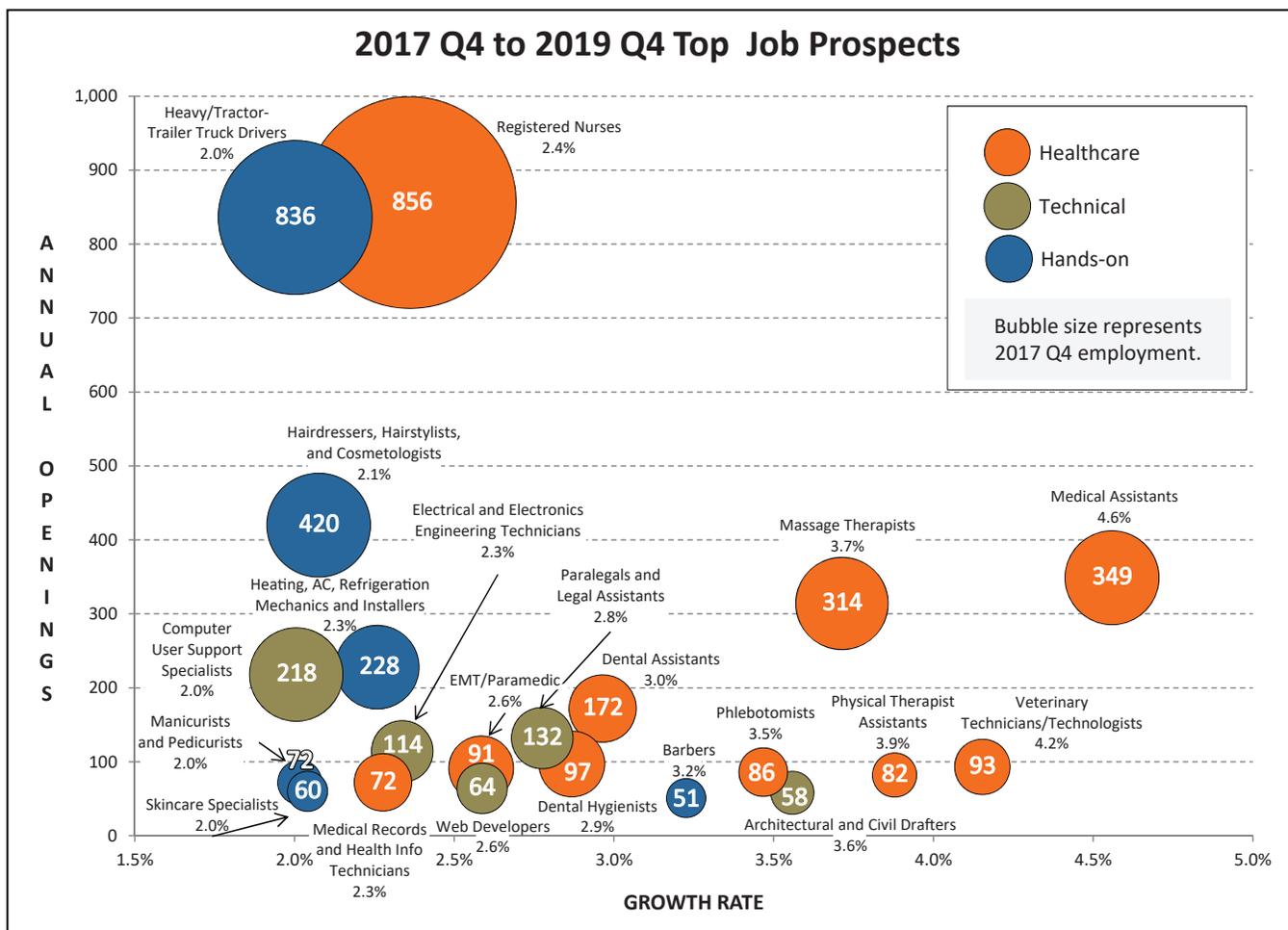
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Both short-term and long-term projections are affected by demographic changes, such as the age of the population. Short-term projections are also affected by trends in the business cycle that are more temporary in nature. Projected occupational employment changes give job seekers, career counselors, educators, and workforce professionals a guide to occupations with favorable employment prospects in the short-term.

Of the more than 750 occupations, roughly a quarter have very good prospects for employment over the next two years. These occupations are expected to grow by 2.0 percent or more and have at least 50 annual job openings. Job openings are created when a business entity adds a new job; a worker leaves an occupation to permanently exit the labor force to retire, start a family, or go to school; or when a worker leaves an occupation to become employed in a new occupational group, such as a worker in a health care occupation who transfers to a job in an educational occupation.

Overall Industry Trends

Industry demand drives growth for workers in occupations that are typically employed in that industry. New Hampshire industry sectors projected to add the most jobs over the two-year period are *Healthcare and social assistance* (2,104 jobs), *Accommodation and food services* (1,676 jobs) and *Professional, scientific, and technical services* (980 jobs). Employment in the *Arts, entertainment, and recreation* sector is projected to grow by 3.6 percent over the two-year period, the highest rate among all industry sectors.

At the subsector level, the *Support services for transportation* subsector is projected to add nearly 100 jobs, a 7.2 percent increase. This subsector includes firms engaged in arranging transportation of goods between shippers and carriers, an activity that is expected to increase along with the demand for prompt delivery of packages.

Another example of a business service creating demand for workers is the *Facilities support services* subsector. Businesses in this subsector provide hospitals, military bases, correctional institutions, and similar establishments the staff who perform support activities such as housekeeping, janitorial, laundry, and trash disposal. This subsector is expected to gain 180 jobs by 2019 fourth quarter, a 22.2 percent increase.

Overall Occupational Trends

Among the more than 700 occupations, *Physician assistants* (6.6 percent), *Nurse Practitioners* (6.3 percent), and *Home health aides* (5.7 percent) are projected to grow at the highest rates. All of these occupations are employed primarily in the fast-growing *Healthcare and social assistance* industry sector.

Projected gains in the number of new jobs will be led by *Combined food preparation and serving workers, except fast food* (447 jobs); *Personal care aides* (385 jobs); and *Waiters and waitresses* (367 jobs). *Personal care aides* are usually employed in the *Healthcare and social*

assistance sector; the other two occupations are mostly employed in the *Accommodation and food services* sector.

Occupations with the largest number of projected total openings are *Cashiers* (4,097 openings); *Retail salespersons* (3,704 openings); and *Combined food preparation and serving workers, except fast food* (2,628 openings). The first two occupations are mostly employed in the *Retail trade* sector, and although the sector is projected to decline slightly (-0.4 percent), there will still be a need to replace workers leaving the occupations.

Short-term employment projections by themselves are useful in providing a 'big picture' of the job outlook over the next two years. But it may be helpful for job seekers, career counselors, and workforce professionals to focus on a smaller segment of occupational data. By focusing on occupations that do not require extensive education or training to begin work, a job seeker can use this information as a guide to make a career change or enter the labor force for the first time.

Occupations may have entry-level educational requirements ranging from no formal education to a doctorate. However, occupations usually requiring an Associate's degree or less, but more than high school diploma, may allow workers to attain postsecondary education or training and be prepared to start working within the two-year projected time frame.

There are about 25 occupations projected to have at least 50 annual openings and a growth rate of at least one percent by 2019 fourth quarter that require either an Associate's degree, a postsecondary non-degree training program, or some college education without a degree to prepare for entry-level employment. These occupations fall into three distinct categories: Healthcare occupations, Hands-on occupations, and Technical occupations.

Healthcare Occupations

An aging population will increase demand for healthcare services with an emphasis on low-cost preventative care while meeting changing requirements and regulations. Demand in *Ambulatory healthcare services*, including clinics and physician's offices, is expected to promote job growth in the occupational groups *Healthcare practitioners and technical occupations* and *Healthcare support occupations*.

Employment of *Registered Nurses* is expected to increase by 322 jobs over the two-year period, a change of 2.4 percent. Additionally, the need to replace nurses leaving the field or moving on to other occupations will create job openings for 856 workers.

Medical assistants perform administrative and clinical duties under the direction of a physician. This occupation is expected to gain 122 new workers by 2019 fourth quarter, second only to *Registered nurses* among Healthcare occupations, an increase of 4.6 percent. Increased awareness of the importance of oral hygiene to general

health supports the need for *Dental hygienists* and *Dental assistants*, both projected to grow much faster than average, about 3.0 percent. These occupations are each projected to gain about 40 new jobs.

Many patients seek ways to maintain wellness, increasing demand for *Massage therapists*, who promote general relaxation, and relief of muscular pain, stress, and muscle tension. Employment growth in

Education May Not Be Enough

Some occupations require obtaining a license or certification from the State of New Hampshire in addition to attainment of an educational degree or postsecondary certificate to begin work. This is particularly true for occupations in the healthcare field. Completing an application, passing an examination, and paying a fee are commonly required in addition to attaining relevant education. Workers who achieve occupational licensure may also be expected to complete further hours of professional education to qualify for license renewal.

this occupation is projected at 3.7 percent through 2019 fourth quarter, an addition of 96 jobs.

Veterinary technologists and technicians assist veterinarians in the care of animals. Although this occupation is relatively small, with less than a thousand employed in 2017 fourth quarter, growth of 4.2 percent will result in 40 new jobs over the two years.

Emergency medical technicians and paramedics are projected to grow faster than average, as their skills are critical in

response to the opioid epidemic. Due to the high-stress nature of the job, there will be a need to replace workers that leave the occupation, whether to depart the labor force or to change to a new occupation.¹ Combined with openings from growth, 91 openings are expected each year.

Very good employment prospects are also expected for *Phlebotomists*, projected to grow by 1.7 percent and add 86 new jobs, and *Physical therapist assistants*, projected to grow by 3.9 percent, adding 82 new jobs.

Hands-on Occupations

Workers in occupations described as “hands-on” provide personal services, engaging in personal contact and frequently working one-on-one with customers. Workers in these occupations may provide cosmetic services, repair vehicles or appliances, care for children, or renovate structures. Because these occupations require a physical presence to provide services, they are less susceptible to outsourcing.

Occupations providing cosmetic services include *Barbers; Hairdressers, hairstylists, and cosmetologists; Manicurists and pedicurists; and Skincare specialists*. Expected growth in these occupations is about two percent over the two-year projection period; *Barbers* are projected to grow the fastest, at 3.2 percent. Together, these occupations are expected to add about 100 new jobs, with *Hairdressers, hairstylists, and cosmetologists* representing over two-thirds of that number. *Heavy and tractor-trailer truck drivers* are projected to add 144

new jobs, growing by 2.0 percent through 2019 fourth quarter. This occupation is projected to have 836 job openings annually, as many workers are expected to either to leave the labor force or to change occupations.

Heating, air conditioning, and refrigeration mechanics and installers are also expected to have good employment prospects through 2019 fourth quarter. Employment is projected to grow by 2.3 percent, adding 48 new jobs.

Technical Occupations

Opportunities in occupations usually requiring postsecondary education of an Associate’s degree or less are also expected in technical and computer-related occupations. Employment of *Computer user support specialists* is projected to grow by 2.0 percent over the two-year period. Workers in this occupation frequently advance to other positions,² opening the door for 220 more positions by 2019 fourth quarter. Similarly, but on a smaller scale, *Web developers* are projected to grow by 2.6 percent, creating 64 openings each year.

Growth in *Architectural and engineering services* and *Construction* industries is expected to boost demand for *Architectural and civil drafters*. A relatively small occupation, the projected 3.6 percent growth rate results in 20 new jobs over two years, but replacement needs indicate 60 openings each year to replace workers that retire or move on to other occupations.

The *Computer and electronic product manufacturing* industry is projected to grow much faster than average, by 2.1 percent over two years, creating demand for occupations employed in the industry. *Electrical and electronics engineering technicians* are expected gain 27 workers, a 2.3 percent increase through 2019 fourth quarter and have an expected 114 expected openings each year of the projection period.

Paralegals and legal assistants also have very good employment prospects, and are projected to add 30 new jobs and grow by 2.8 percent.

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Short-term projections data for all occupations are available on the Bureau’s web site at <https://www.nhes.nh.gov/elmi/products/proj.htm>

¹ U.S. Bureau of Labor Statistics. *Occupational Outlook Handbook*. <https://www.bls.gov/ooh/>

² *Ibid*