

Skills most in demand in New Hampshire’s labor markets

Who is hiring and what skills are New Hampshire employers looking for? The answer to this question is of great interest to workforce professionals, policy makers, educators and job seekers alike. One way to gain insight into skills in demand is by analyzing the skills specified in online job postings, known as real-time labor market information (LMI).

There is no standard for how and where to post a job or what to include in the posting. Employers in some industries commonly use the internet to advertise jobs, while employers in other industries rarely do so. Though online job postings do not represent a universe, information about occupations in demand and employers looking for workers can be gleaned from job ad content.

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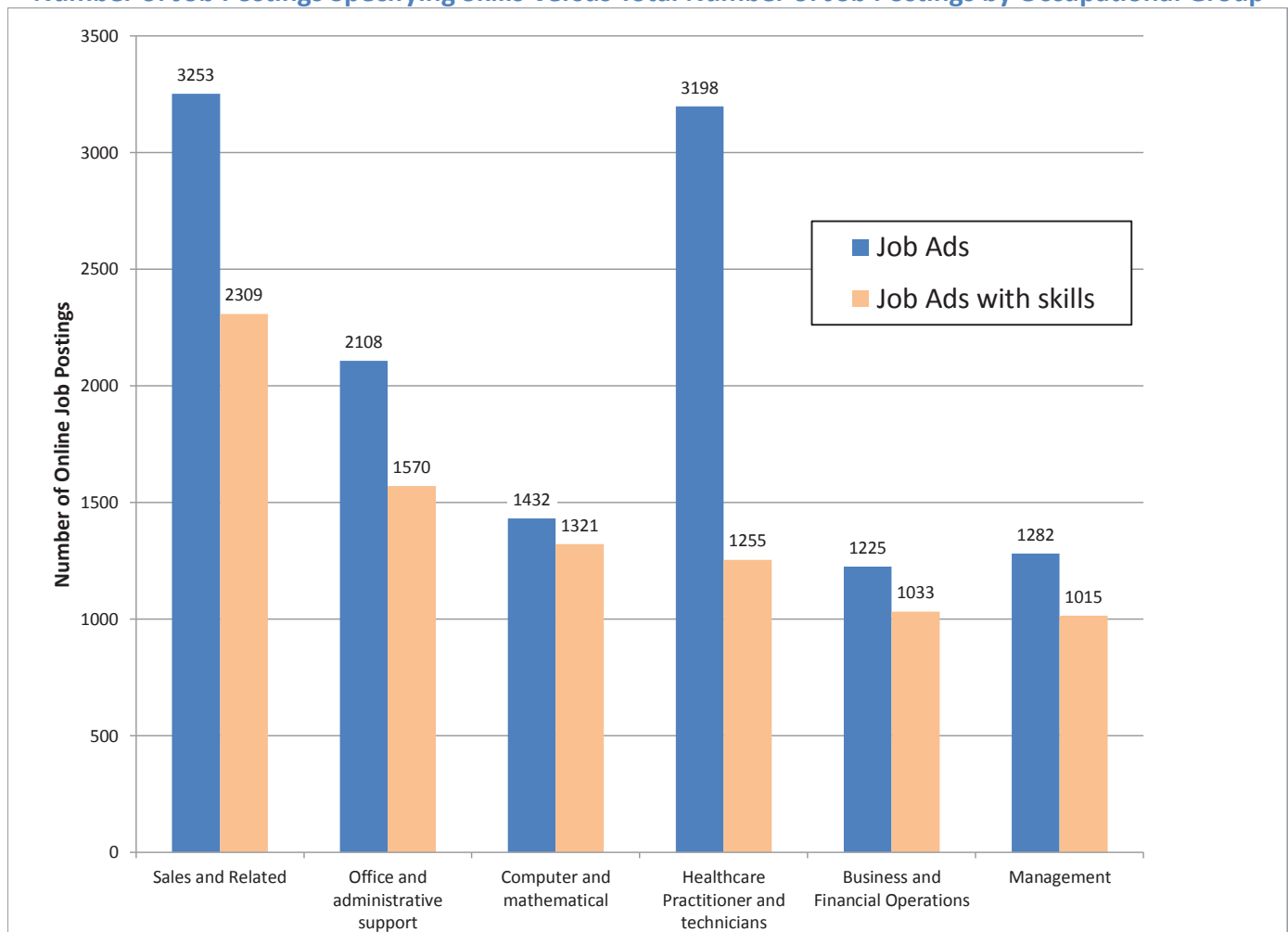
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Number of Job Postings Specifying Skills Versus Total Number of Job Postings by Occupational Group



Source: Labor/Insight, Burning Glass Technologies, New Hampshire results August 1 to September 30, 2016.

While a job title is part of all job postings, not all job postings list much detail about the skills needed. For some job ads, a long list of prerequisites and preferred skills are included, while others just display a title.

From August to September, 2016, there were 20,926 online job ads with a geographic connection to New Hampshire. Major occupational groups were used as the framework for the analysis to provide some differentiation between types of jobs. Overall, three out of five online postings had at least one skill specified. In order to make sure that there were substantial skills data available for this analysis, the number of ads with skills attached was evaluated for each major occupational group.

Two of the eight major occupational groups with the largest number of online job ads had a limited share of postings with skills included. Only 17 percent of the online postings in Transportation and material moving occupations had at least one skill specified. For occupations in the Health care practitioner and technicians group, 39 percent of postings for this period had skills included.

Major occupational groups with at least 1,000 online job ads with skills specified and posted during August and September¹ were selected for analysis.

The six major occupational groups were:

- Sales and related occupations
- Office and administrative occupations
- Computer and mathematical occupations
- Healthcare practitioner and technical occupations
- Business and financial operations occupations
- Management occupations

Of these six major occupational groups, Computer and mathematical occupations had the highest share of postings with skills specified; 92 percent of job ads had at least one skill included. So whereas this major occupational group had the fifth largest number of online ads overall, it had the third largest number of job postings with skills specified.

Using Burning Glass Technologies' Labor/Insight application, two types of skills can be identified: specialized skills and baseline skills. Specialized skills include professional and occupation-specific skills, including specific software skills. Baseline skills are foundational skills that can be found across multiple occupational groups.

In Labor/Insight, assessment of skills is based on the frequency of the skills being specified in the online job ad and not a measurement of the frequency of the skill used on the job. Nor is it a measurement of the level of mastery of such skill. Often skills mentioned frequently are indicators of skills that are highly valued by employers.

Specialized skills

Evaluation of specialized skills for the six major occupational groups showed few skills overlapping for all groups. Microsoft Excel and Customer Service were among the 25 most common skills in job postings for five of the six major occupational groups. The strong presence of a specialized skill across many occupational fields indicates that the ability to use Microsoft Excel and have some knowledge of providing quality Customer Service is highly sought after by many employers. It would, therefore, also indicate that such skills are very valuable for job seekers to possess, no matter the job.

Some of the specialized skills may seem obvious for an occupational group. Skills such as Sales and Product Sales are – not surprisingly – listed frequently in job postings in Sales and related occupations.

¹ The two month timeframe was used to increase the likelihood of selecting unique job ads. According to the Burning Glass Technologies' deduplication methodology, the software treats identical job ads as separate unique postings after 60 days.

Specialized skills

| Sales and Related Occupation <i>2,309 Job Ads with Skills</i> | | Office and Administrative Support Occupations <i>1,570 Job Ads with Skills</i> | | Computer and Mathematical Occupations <i>1,321 Job Ads with Skills</i> | |
|---|-----|---|-----|---|-----|
| Sales | 67% | Customer Service | 34% | Software Development | 27% |
| Customer Service | 43% | Microsoft Excel | 23% | Software Engineering | 26% |
| Retail Setting | 33% | Data Entry | 17% | Technical Support | 23% |
| Customer Contact | 19% | Scheduling | 16% | SQL | 19% |
| Merchandising | 19% | Microsoft Office | 15% | LINUX | 18% |
| Store Management | 18% | Sales | 15% | C++ | 17% |
| Product Sales | 17% | Administrative Support | 15% | Python | 16% |
| Product Knowledge | 12% | Accounting | 13% | Object-Oriented Analysis and Design | 16% |
| Supervisory Skills | 12% | Retail Setting | 12% | Agile Development | 15% |
| Sales Goals | 12% | Customer Billing | 9% | Product Development | 15% |
| Description and Demonstration of Products | 11% | Customer Contact | 8% | Project Management | 13% |
| Retail Sales | 11% | Microsoft Word | 8% | JAVA | 12% |
| Sales Management | 8% | Merchandising | 7% | Oracle | 12% |
| Scheduling | 8% | Product Sales | 6% | Software Quality Assurance | 12% |
| Microsoft Excel | 8% | Labeling | 6% | Sorting | 12% |
| Retail Management | 8% | Mailing | 6% | Process Control | 12% |
| Loss Prevention | 7% | Supervisory Skills | 6% | Microsoft Excel | 11% |
| Customer Checkout | 7% | Appointment Setting | 5% | Business Communications | 11% |
| Microsoft Office | 6% | Cash Handling | 5% | System Operation | 11% |
| Prospective Clients | 6% | Accounts Payable / Accounts Receivable | 5% | Algebra | 11% |
| Store Operations | 6% | Record Keeping | 5% | Financial Reporting | 11% |
| Calculator | 6% | Customer Checkout | 4% | Calculus | 11% |
| Cleaning | 5% | SAP | 4% | Legal Document Composition | 11% |
| Cash Handling | 5% | Clerical Duties | 4% | Legal Documentation | 11% |
| Labeling | 5% | Front Office | 4% | Customer Service | 11% |
| Healthcare Practitioner and Technical Occupations <i>1,255 Job Ads with Skills</i> | | Business and Financial Operations Occupations <i>1,033 Job Ads with Skills</i> | | Management Occupations <i>1,015 Job Ads with Skills</i> | |
| Patient Care | 30% | Microsoft Excel | 26% | Budgeting | 30% |
| Treatment Planning | 21% | Accounting | 17% | Scheduling | 19% |
| Cardiopulmonary Resuscitation (CPR) | 17% | Marketing | 16% | Project Management | 18% |
| Supervisory Skills | 14% | Microsoft Office | 16% | Supervisory Skills | 18% |
| Patient/Family Education and Instruction | 13% | Oracle | 13% | Microsoft Excel | 17% |
| Rehabilitation | 12% | Customer Service | 12% | Microsoft Office | 16% |
| Therapy | 10% | Budgeting | 11% | Sales | 13% |
| Patient Direction | 9% | Financial Analysis | 10% | Staff Management | 12% |
| Physical Therapy | 9% | Microsoft Powerpoint | 10% | Customer Service | 11% |
| Critical Care | 9% | Sales | 10% | Business Development | 9% |
| Advanced Cardiac Life Support (ACLS) | 8% | LINUX | 10% | Microsoft Powerpoint | 8% |
| Case Management | 8% | Network Administration | 9% | Customer Contact | 8% |
| Patient Evaluation | 8% | UNIX | 9% | Sales Management | 7% |
| Hospital Experience | 8% | Disaster Recovery Planning | 9% | Microsoft Word | 6% |
| Scheduling | 7% | High Tech Industry Experience | 9% | Accounting | 6% |
| Instruction | 7% | Red Hat Linux | 9% | Contract Management | 6% |
| MEDICAL Coding | 7% | IT Management | 9% | Retail Setting | 5% |
| HIPAA | 6% | Microsoft Word | 9% | Process Improvement | 5% |
| Record Keeping | 6% | Social Media | 7% | Sales Goals | 5% |
| Post Anesthesia Care Unit (PACU) | 6% | Email Marketing | 7% | Operations Management | 5% |
| Pathology | 6% | Project Management | 7% | Product Management | 5% |
| Teaching | 6% | Scheduling | 7% | Cost Control | 4% |
| Care Planning | 5% | Retail Setting | 6% | Customer Billing | 4% |
| Patient Safety | 5% | General Ledger | 6% | Performance Management | 4% |
| Customer Billing | 5% | Recruiting | 5% | Case Management | 4% |

However, the concentration of postings specifying Sales (67 percent) suggests that being proficient in this skill is necessary for success in this occupational field.

The specialized skills assessment displayed a mix of technical software knowledge such as SQL and LINUX, and more task oriented skills such as Mailing and Labeling. When advertising positions online employers tend to specify the skills and terminology used in specific job fields, closely aligning with common work activities.

Some of the specialized skills show high frequency in job postings across multiple occupational groups. For example, Accounting was displayed in 13 percent of the job postings with skills attached in Office and administrative support occupations, in 17 percent of postings in Business and financial occupations, and in 6 percent of the postings in Management occupations. Another example is Customer contact. This specialized skill was listed in 19 percent of postings for Sales and related occupations, in eight percent of the postings

for Office and administrative support occupations, and likewise in eight percent of the postings for Management occupations. A high presence of specific skills across multiple occupational groups indicates that such skills are highly valuable and tend to be incorporated in the work activities of many different types of jobs.

Baseline skills

In contrast to the specialized skills analysis, there were many baseline skills specified in job ads across all six major occupational groups with large numbers of postings. The baseline skill with the largest share of job posting for each of the six occupational groups was Communication Skills. So despite the many differences among occupations, being able to communicate in an effective manner is critical in all jobs. The baseline skill of Writing is also frequently listed in job postings across all six major occupational groups, verifying the need to include this skill across educational fields. Many of the additional baseline skills are related to workplace effectiveness such as Multi-tasking, Time Management, Detail oriented, Planning, and Organizational

Skills. Another baseline skill, though more technical, that appeared in job postings for all of the occupational groups was Computer Skills. Many interpersonal skills were specified in all six major occupational groups as well, such as Team Work/Collaboration and Building Effective Relationships. Problem Solving is also frequently specified in job postings across all six major occupational groups.

While certifications and technical skills are the entry level expectation for many jobs, workers possessing soft skills are more likely to be successful on the job. In other words, both specialized and baseline skills are important in the workplace and the job postings data reflect that importance.

Understanding what skills are most in demand can help job seekers and educators. Job seekers can assess whether they possess the most common skills requested, and educators and workforce professionals can verify that the classes and programs they currently are offering encourage the development of these highly requested skills.

Annette Nielsen, Economist

Baseline skills

| | | |
|---------------|-------------------------|----------------------|
| Communication | Workplace Effectiveness | Interpersonal Skills |
|---------------|-------------------------|----------------------|

| Sales and Related Occupation <i>2,309 Job Ads with Skills</i> | | Office and Administrative Support Occupations <i>1,570 Job Ads with Skills</i> | | Computer and Mathematical Occupations <i>1,321 Job Ads with Skills</i> | |
|--|-----|---|-----|---|-----|
| Communication Skills | 38% | Communication Skills | 36% | Communication Skills | 34% |
| Physical Demand | 17% | Detail-Oriented | 24% | Team Work/ Collaboration | 26% |
| Writing | 16% | Organizational Skills | 23% | Research | 22% |
| Organizational Skills | 16% | Computer Skills | 19% | Writing | 22% |
| Team Work/ Collaboration | 14% | Writing | 17% | Problem Solving | 18% |
| Time Management | 13% | Multi-Tasking | 14% | Troubleshooting | 16% |
| Building Effective Relationships | 12% | Problem Solving | 13% | Planning | 14% |
| Mathematics | 11% | Physical Demand | 13% | Time Management | 14% |
| Computer Skills | 11% | Research | 11% | Detail-Oriented | 8% |
| Detail-Oriented | 10% | Mathematics | 8% | Quality Assurance and Control | 8% |
| Problem Solving | 10% | Telephone Skills | 7% | Project Planning and Development Skills | 7% |
| Multi-Tasking | 10% | Typing | 7% | Computer Skills | 7% |
| Planning | 8% | Planning | 6% | Building Effective Relationships | 6% |
| Listening | 7% | English | 5% | Mentoring | 6% |
| Energetic | 6% | Team Work/ Collaboration | 5% | Organizational Skills | 6% |
| Telephone Skills | 6% | Building Effective Relationships | 5% | Leadership | 5% |
| Mentoring | 5% | Listening | 5% | Multi-Tasking | 5% |
| Leadership | 5% | Time Management | 5% | Creativity | 5% |
| Self-Starter | 4% | Bilingual | 4% | Presentation Skills | 5% |
| Presentation Skills | 4% | Meeting Deadlines | 3% | Self-Starter | 5% |
| English | 4% | Positive Disposition | 3% | Mathematics | 5% |
| Positive Disposition | 4% | Decision Making | 2% | Physical Demand | 4% |
| Research | 3% | Self-Starter | 2% | Articulate | 3% |
| Creativity | 3% | Prioritizing Tasks | 2% | Analytical Skills | 3% |
| Decision Making | 3% | Troubleshooting | 2% | Management | 3% |

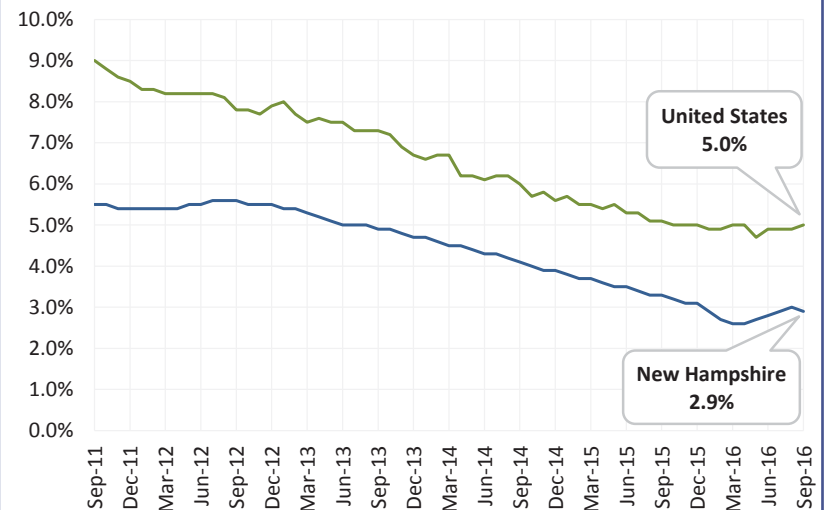
| Healthcare practitioner and Technical Occupations <i>1,255 Job Ads with Skills</i> | | Business and Financial Operations Occupations <i>1,033 Job Ads with Skills</i> | | Management Occupations <i>1,015 Job Ads with Skills</i> | |
|---|-----|---|-----|--|-----|
| Communication Skills | 19% | Communication Skills | 31% | Communication Skills | 45% |
| Team Work/ Collaboration | 16% | Writing | 26% | Planning | 22% |
| Computer Skills | 8% | Organizational Skills | 23% | Writing | 22% |
| Writing | 7% | Problem Solving | 20% | Team Work/ Collaboration | 22% |
| Organizational Skills | 7% | Detail-Oriented | 16% | Building Effective Relationships | 17% |
| English | 6% | English | 12% | Organizational Skills | 17% |
| Quality Assurance and Control | 6% | Research | 11% | Problem Solving | 14% |
| Planning | 6% | Computer Skills | 10% | Computer Skills | 12% |
| Problem Solving | 6% | Multi-Tasking | 10% | Research | 12% |
| Troubleshooting | 4% | Planning | 9% | Detail-Oriented | 11% |
| Physical Demand | 4% | Building Effective Relationships | 9% | Leadership | 10% |
| Building Effective Relationships | 4% | Team Work/ Collaboration | 9% | Creativity | 10% |
| Research | 3% | Time Management | 6% | Presentation Skills | 10% |
| Multi-Tasking | 3% | Creativity | 5% | Quality Assurance and Control | 8% |
| Detail-Oriented | 3% | Presentation Skills | 5% | Multi-Tasking | 6% |
| Critical Thinking | 2% | Analytical Skills | 4% | Physical Demand | 6% |
| Leadership | 2% | Listening | 3% | Mentoring | 6% |
| Time Management | 2% | Prioritizing Tasks | 3% | Project Planning and Development Skills | 6% |
| Work Area Maintenance | 2% | Typing | 3% | Time Management | 5% |
| Mathematics | 2% | Troubleshooting | 3% | Performance Analysis | 5% |
| Performance Analysis | 1% | Physical Demand | 3% | Strategic Planning | 5% |
| Typing | 1% | Leadership | 3% | Decision Making | 4% |
| Creativity | 1% | Editing | 3% | Management | 4% |
| Presentation Skills | 1% | Meeting Deadlines | 3% | Self-Starter | 4% |
| Decision Making | 1% | Self-Starter | 3% | Analytical Skills | 4% |

Seasonally Adjusted Estimates

Unemployment Estimates by Region

| Seasonally Adjusted | Sept-16 | Aug -16 | Sept-15 |
|---------------------|---------|---------|---------|
| United States | 5.0% | 4.9% | 5.1% |
| Northeast | 4.9% | 4.9% | 4.9% |
| New England | 4.1% | 4.2% | 4.8% |
| Connecticut | 5.4% | 5.6% | 5.3% |
| Maine | 4.1% | 4.0% | 4.2% |
| Massachusetts | 3.6% | 3.9% | 4.8% |
| New Hampshire | 2.9% | 3.0% | 3.3% |
| Rhode Island | 5.6% | 5.6% | 5.6% |
| Vermont | 3.3% | 3.3% | 3.7% |
| Mid Atlantic | 5.3% | 5.1% | 5.0% |
| New Jersey | 5.3% | 5.3% | 5.2% |
| New York | 5.0% | 4.8% | 5.0% |
| Pennsylvania | 5.7% | 5.7% | 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 | |
|--|----------------|---------|---------|----------------------|--------|
| | Sept-16 | Aug-16 | Sept-15 | Month | Year |
| Total Nonfarm | 671,300 | 671,300 | 657,400 | 0 | 13,900 |
| Total Private | 582,200 | 582,400 | 567,600 | -200 | 14,600 |
| Mining and Logging | 1,000 | 1,000 | 900 | 0 | 100 |
| Construction | 25,500 | 25,500 | 24,600 | 0 | 900 |
| Manufacturing | 66,300 | 66,300 | 67,200 | 0 | -900 |
| Durable Goods | 49,600 | 49,600 | 50,000 | 0 | -400 |
| Non-Durable Goods | 16,700 | 16,700 | 17,200 | 0 | -500 |
| Trade, Transportation, and Utilities | 141,900 | 143,300 | 137,800 | -1,400 | 4,100 |
| Wholesale Trade | 28,900 | 29,300 | 27,600 | -400 | 1,300 |
| Retail Trade | 97,000 | 97,400 | 94,700 | -400 | 2,300 |
| Transportation, Warehousing, and Utilities | 16,000 | 16,600 | 15,500 | -600 | 500 |
| Information | 12,600 | 12,700 | 12,200 | -100 | 400 |
| Financial Activities | 36,800 | 36,600 | 36,000 | 200 | 800 |
| Finance and Insurance | 29,500 | 29,500 | 29,200 | 0 | 300 |
| Real Estate and Rental and Leasing | 7,300 | 7,100 | 6,800 | 200 | 500 |
| Professional and Business Services | 79,200 | 79,800 | 77,400 | -600 | 1,800 |
| Professional, Scientific, and Technical Services | 35,100 | 35,200 | 33,900 | -100 | 1,200 |
| Administrative and Support and Waste Management and Remediation Services | 35,300 | 36,000 | 35,200 | -700 | 100 |
| Education and Health Services | 121,200 | 119,900 | 117,900 | 1,300 | 3,300 |
| Educational Services | 32,000 | 30,700 | 30,100 | 1,300 | 1,900 |
| Health Care and Social Assistance | 89,200 | 89,200 | 87,800 | 0 | 1,400 |
| Leisure and Hospitality | 70,500 | 71,100 | 68,300 | -600 | 2,200 |
| Arts, Entertainment, and Recreation | 12,300 | 11,500 | 11,400 | 800 | 900 |
| Accommodation and Food Services | 58,200 | 59,600 | 56,900 | -1,400 | 1,300 |
| Other Services | 27,200 | 26,200 | 25,300 | 1,000 | 1,900 |
| Government | 89,100 | 88,900 | 89,800 | 200 | -700 |
| Federal Government | 7,600 | 7,600 | 7,600 | 0 | 0 |
| State Government | 24,100 | 24,000 | 23,900 | 100 | 200 |
| Local Government | 57,400 | 57,300 | 58,300 | 100 | -900 |

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 | Sep-16 | Aug-16 | Sep-15 |
| Total Civilian Labor Force | 750,000 | 765,100 | 736,890 |
| Employed | 730,410 | 742,810 | 714,580 |
| Unemployed | 19,590 | 22,290 | 22,310 |
| Unemployment Rate | 2.6% | 2.9% | 3.0% |
| United States (# in thousands) | Sep-16 | Aug-16 | Sep-15 |
| Total Civilian Labor Force | 159,636 | 159,800 | 156,607 |
| Employed | 151,977 | 151,804 | 148,980 |
| Unemployed | 7,658 | 7,996 | 7,628 |
| Unemployment Rate | 4.8% | 5.0% | 4.9% |

| Unemployment Rates by Area | | | |
|----------------------------|--------|--------|--------|
| Counties | Sep-16 | Aug-16 | Sep-15 |
| Belknap | 2.5% | 2.6% | 2.8% |
| Carroll | 2.7% | 2.8% | 3.1% |
| Cheshire | 2.6% | 2.9% | 2.9% |
| Coös | 3.1% | 3.5% | 3.6% |
| Grafton | 2.3% | 2.4% | 2.5% |
| Hillsborough | 2.8% | 3.2% | 3.2% |
| Merrimack | 2.3% | 2.6% | 2.8% |
| Rockingham | 2.7% | 3.1% | 3.2% |
| Strafford | 2.4% | 2.7% | 2.7% |
| Sullivan | 2.3% | 2.5% | 2.6% |

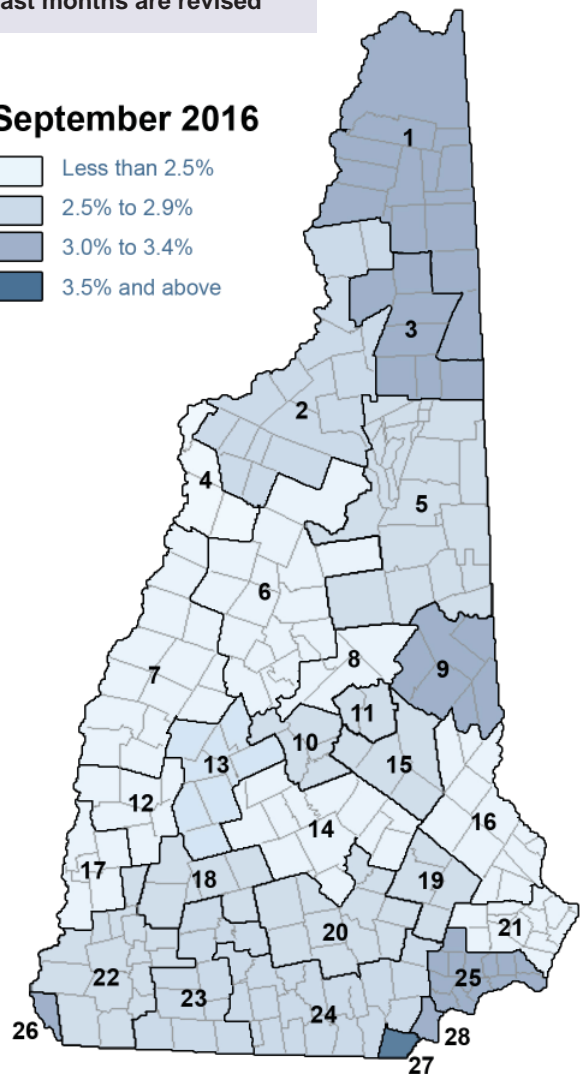
| Map Key | Labor Market Areas | Sep-16 | Aug-16 | Sep-15 |
|---------|--|--------|--------|--------|
| 1 | Colebrook, NH-VT LMA, NH Portion | 3.3% | 4.0% | 3.8% |
| 2 | Littleton, NH-VT LMA, NH Portion | 2.5% | 2.7% | 2.6% |
| 3 | Berlin NH Micropolitan NECTA | 3.4% | 3.9% | 4.1% |
| 4 | Haverhill, NH LMA | 2.4% | 2.8% | 2.8% |
| 5 | Conway, NH-ME LMA, NH Portion | 2.5% | 2.6% | 3.0% |
| 6 | Plymouth, NH LMA | 2.3% | 2.4% | 2.6% |
| 7 | Lebanon, NH-VT Micropolitan NECTA, NH Portion | 2.2% | 2.3% | 2.4% |
| 8 | Meredith, NH LMA | 2.1% | 2.1% | 2.8% |
| 9 | Wolfeboro, NH LMA | 3.0% | 3.1% | 3.4% |
| 10 | Franklin, NH LMA | 2.6% | 3.0% | 3.1% |
| 11 | Laconia, NH Micropolitan NECTA | 2.7% | 2.7% | 2.9% |
| 12 | Claremont-Newport, NH LMA | 2.4% | 2.6% | 2.7% |
| 13 | New London, NH LMA | 2.5% | 2.5% | 2.7% |
| 14 | Concord, NH Micropolitan NECTA | 2.3% | 2.5% | 2.7% |
| 15 | Belmont, NH LMA | 2.5% | 2.6% | 2.8% |
| 16 | Dover-Durham, NH-ME Metropolitan NECTA, NH Portion | 2.4% | 2.7% | 2.7% |
| 17 | Charlestown, NH LMA | 2.2% | 2.4% | 2.5% |
| 18 | Hillsborough, NH LMA | 2.5% | 2.8% | 2.9% |
| 19 | Raymond, NH LMA | 2.5% | 2.7% | 2.9% |
| 20 | Manchester, NH Metropolitan NECTA | 2.6% | 2.9% | 3.0% |
| 21 | Portsmouth, NH-ME Metropolitan NECTA, NH Portion | 2.3% | 2.6% | 2.6% |
| 22 | Keene, NH Micropolitan NECTA | 2.5% | 2.9% | 2.8% |
| 23 | Peterborough, NH LMA | 2.6% | 2.9% | 2.9% |
| 24 | Nashua, NH-MA NECTA Division, NH Portion | 2.9% | 3.3% | 3.4% |
| 25 | Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division | 3.0% | 3.5% | 3.7% |
| 26 | Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA | 3.4% | 4.2% | 3.2% |
| 27 | Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division | 3.6% | 4.1% | 4.2% |
| 28 | Salem Town, NH Portion, Lawrence-Methuen-Salem, MA-NH NECTA Division | 3.3% | 3.6% | 4.0% |

| Unemployment Rates by Region | | | |
|------------------------------|-----------|----------|-----------|
| Not Seasonally Adjusted | Sept 2016 | Aug 2016 | Sept 2015 |
| United States | 4.8% | 5.0% | 4.9% |
| Northeast | 4.8% | 5.1% | 4.7% |
| New England | 3.8% | 4.2% | 4.6% |
| Connecticut | 5.1% | 5.6% | 5.1% |
| Maine | 3.4% | 3.3% | 3.5% |
| Massachusetts | 3.3% | 3.8% | 4.9% |
| New Hampshire | 2.6% | 2.9% | 3.0% |
| Rhode Island | 5.1% | 5.8% | 5.1% |
| Vermont | 3.4% | 3.3% | 3.7% |
| Mid Atlantic | 5.2% | 5.4% | 4.8% |
| New Jersey | 5.2% | 5.4% | 5.1% |
| New York | 5.1% | 4.9% | 4.8% |
| Pennsylvania | 5.4% | 6.0% | 4.6% |

Current month is preliminary; past months are revised

September 2016

- Less than 2.5%
- 2.5% to 2.9%
- 3.0% to 3.4%
- 3.5% and above



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.

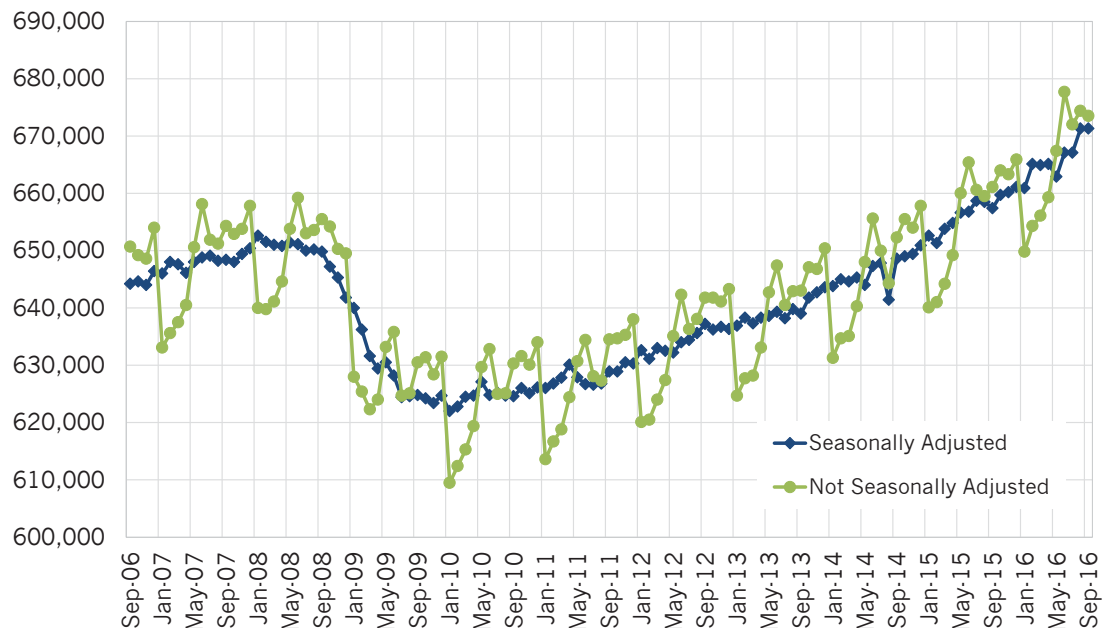
Monthly Estimates by Place of Work Establishment

New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

Current month is preliminary; past months are revised

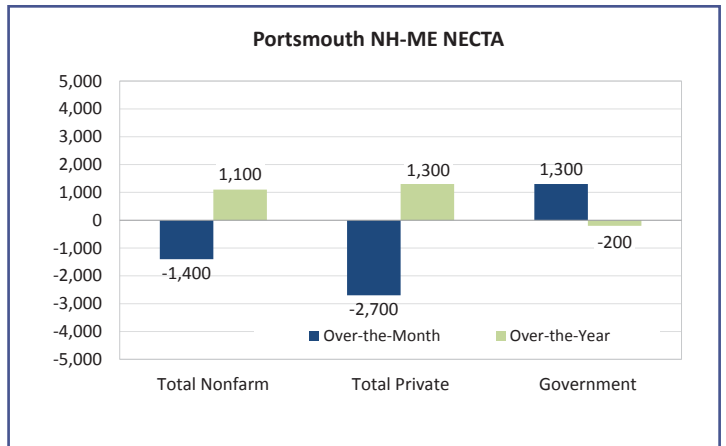
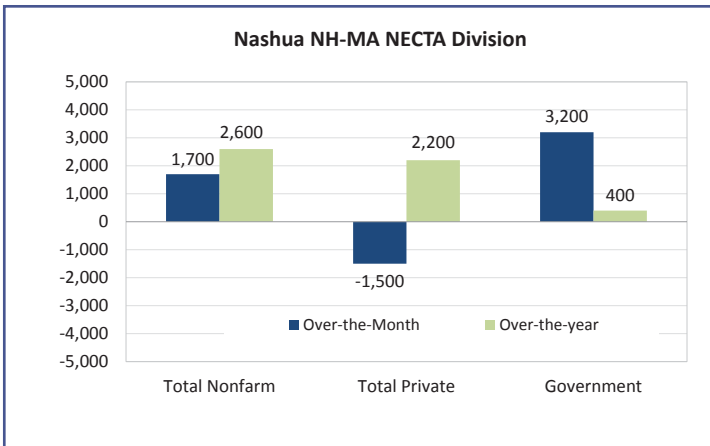
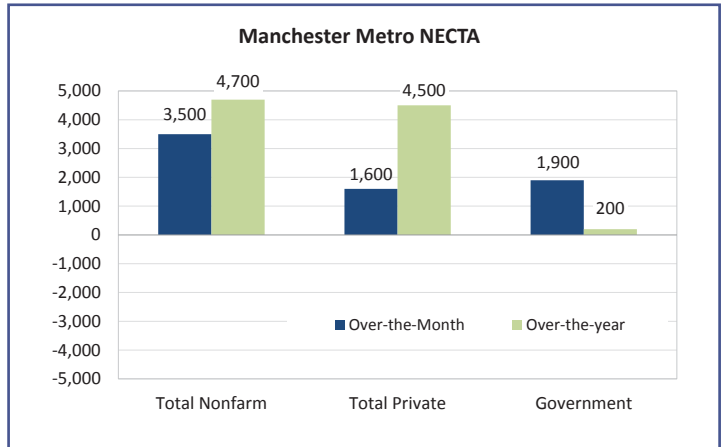
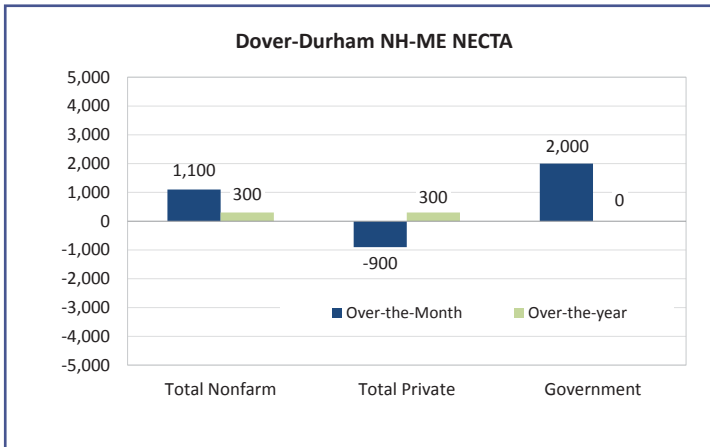
| | Number of Jobs | | | Change From Previous | |
|--|----------------|---------|---------|----------------------|--------|
| | Sep-16 | Aug-16 | Sep-15 | Month | Year |
| Total Nonfarm | 673,500 | 674,400 | 661,100 | -900 | 12,400 |
| Total Private | 583,900 | 597,500 | 570,600 | -13,600 | 13,300 |
| Mining and Logging | 1,100 | 1,100 | 1,000 | 0 | 100 |
| Construction | 26,300 | 26,800 | 25,900 | -500 | 400 |
| Manufacturing | 66,400 | 66,800 | 67,200 | -400 | -800 |
| Durable Goods | 49,700 | 50,000 | 50,000 | -300 | -300 |
| Non-Durable Goods | 16,700 | 16,800 | 17,200 | -100 | -500 |
| Trade, Transportation, and Utilities | 141,100 | 144,500 | 137,200 | -3,400 | 3,900 |
| Wholesale Trade | 29,100 | 29,600 | 27,600 | -500 | 1,500 |
| Retail Trade | 95,700 | 98,500 | 93,800 | -2,800 | 1,900 |
| Transportation, Warehousing, and Utilities | 16,300 | 16,400 | 15,800 | -100 | 500 |
| Information | 12,600 | 12,700 | 12,100 | -100 | 500 |
| Financial Activities | 37,000 | 37,500 | 36,000 | -500 | 1,000 |
| Professional and Business Services | 79,300 | 80,500 | 77,600 | -1,200 | 1,700 |
| Education and Health Services | 120,600 | 117,900 | 117,400 | 2,700 | 3,200 |
| Leisure and Hospitality | 72,300 | 82,900 | 70,900 | -10,600 | 1,400 |
| Other Services | 27,200 | 26,800 | 25,300 | 400 | 1,900 |
| Government | 89,600 | 76,900 | 90,500 | 12,700 | -900 |
| Federal Government | 7,600 | 7,600 | 7,600 | 0 | 0 |
| State Government | 24,200 | 21,200 | 24,200 | 3,000 | 0 |
| Local Government | 57,800 | 48,100 | 58,700 | 9,700 | -900 |

Total Nonfarm Employment Trend for September 2016

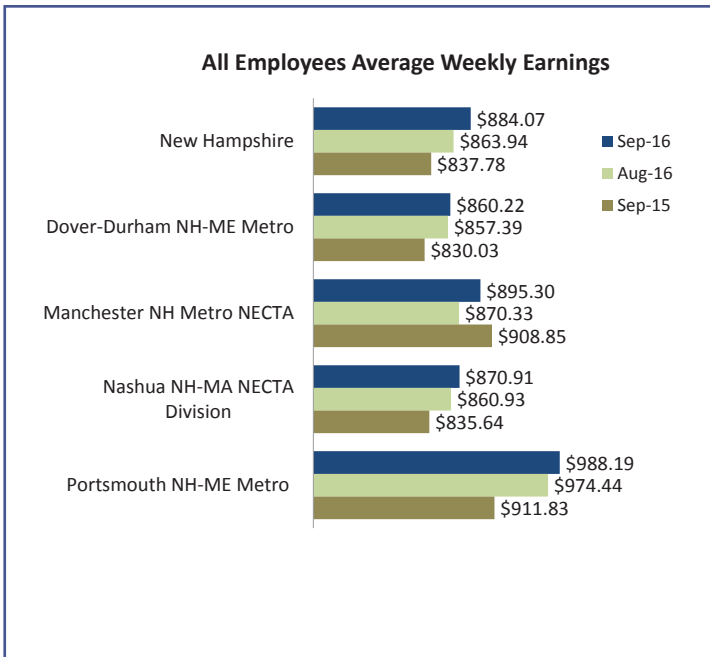


Not Seasonally Adjusted Estimates by Place of Establishment

Nonfarm Employment by Metropolitan Statistical Areas - September 2016



Total Private Average Weekly Earnings Data

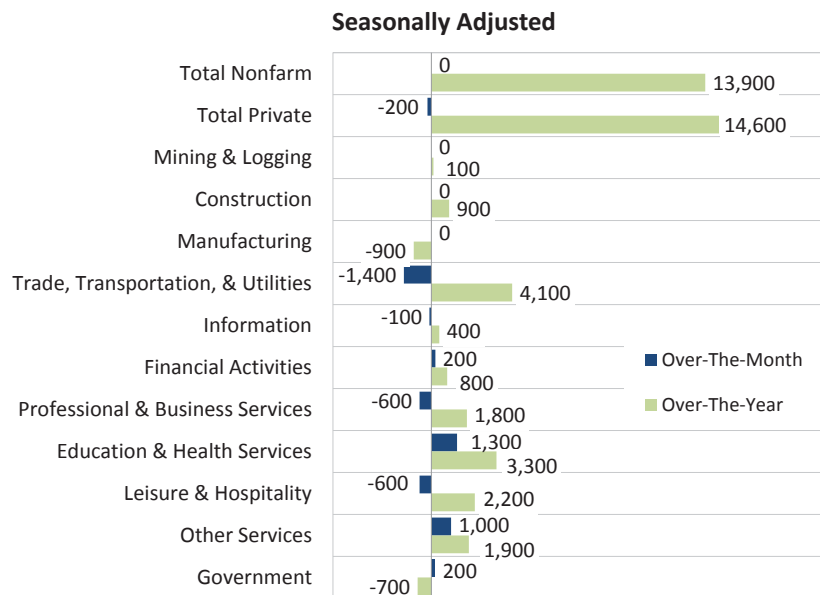


Sector data for the four areas and hours and earnings data are available on our web site: www.nhes.nh.gov/elmi/statistics/ces-data.htm

Monthly Analysis of Current Employment Statistics (CES)

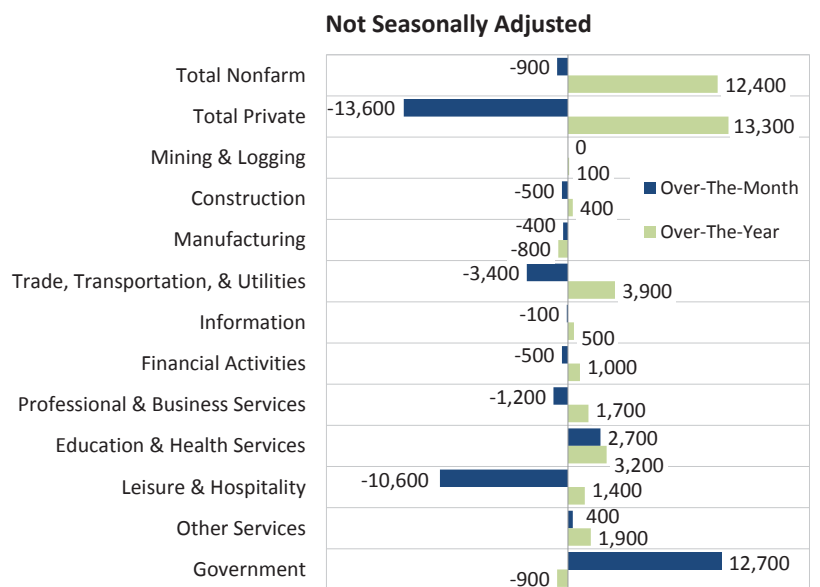
Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- Total nonfarm employment remained at 671,300, with no change in seasonally adjusted employment over-the-month. Total private employment increased by 200 jobs; Government declined by 200 jobs.
- The largest job gains were in Education and Health Services, with 1,300 new jobs, and Other Services, with 1,000 more jobs.
- Job losses in Trade, Transportation, and Utilities; Leisure and Hospitality; and Professional and Business Services mitigated gains in other sectors.
- Total nonfarm employment increased by 13,900 jobs from September 2015 to September 2016. Only Manufacturing employers and Government entities lost jobs over-the-year, down 900 and 700 jobs, respectively.
- Changes in seasonally adjusted data reflect underlying economic changes and allow for comparisons of different time periods.



Not Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- Not seasonally adjusted Total private nonfarm employment dropped to 673,500 in September 2016, down 900 jobs over-the-month, but up 12,400 jobs over-the-year.
- Over-the-month private employment increases were limited to two supersectors: Education and Health Services, gaining 2,700 jobs, and Other Services, with an increase of 400 jobs.
- A 12,700 over-the-month increase in Government employment was largely offset by a 10,600 drop in Leisure and Hospitality employment.
- Nearly every supersector contributed to employment gains over-the-year; only Manufacturing and Government employment declined.
- 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)

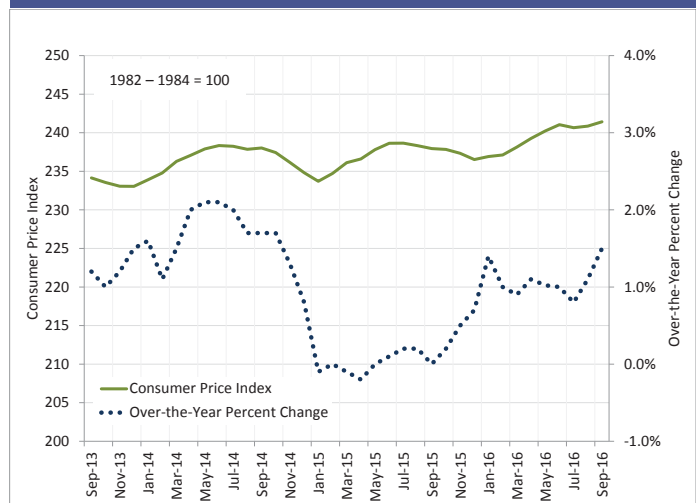
| Sept-16 | Aug-16 | Sept-15 | Change from Previous | |
|---------|---------|---------|----------------------|------|
| | | | Month | Year |
| 241.428 | 240.853 | 237.945 | 0.2% | 1.5% |

Northeast, All Urban Consumers

Not Seasonally Adjusted (CPI-U) (1982-1984=100)

| Sept-16 | Aug-16 | Sept-15 | Change from Previous | |
|---------|---------|---------|----------------------|------|
| | | | Month | Year |
| 256.085 | 255.605 | 252.922 | 0.2% | 1.3% |

Consumer Price Index United States, All Urban Consumers



Unemployment Compensation Claims Activity

| | Apr-16 | May-16 | Jun-16 | Jul-16 | Aug-16 | Sep-16 |
|--|----------|----------|----------|----------|----------|----------|
| Initial Claims | 3,295 | 2,409 | 3,313 | 2,654 | 2,551 | 2,010 |
| Continued Weeks Claimed | 19,043 | 18,897 | 16,204 | 20,393 | 19,473 | 13,657 |
| Average payment for a week of unemployment | \$307.46 | \$310.08 | \$316.38 | \$301.77 | \$306.82 | \$332.84 |

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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