

Age Distribution of Workers in Private Industry – How do New Hampshire and Massachusetts Compare?

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The age distribution of workers in New Hampshire industries has been discussed previously in several publications issued by the Economic and Labor Market Information Bureau.^{1,2} Quarterly Workforce Indicators provide aggregate information about worker age, gender, educational attainment, and race, as well as employment flows, separations, hires, and turnover by place of work. These profiles have revealed a great deal about how New Hampshire employment by industry has changed in recent years.

Now, Massachusetts employment demographics are available through the same program, which allows the distribution of employees by age group in New Hampshire and Massachusetts industries to be compared. This comparison can be useful for both the economic and the workforce development communities.

Overview

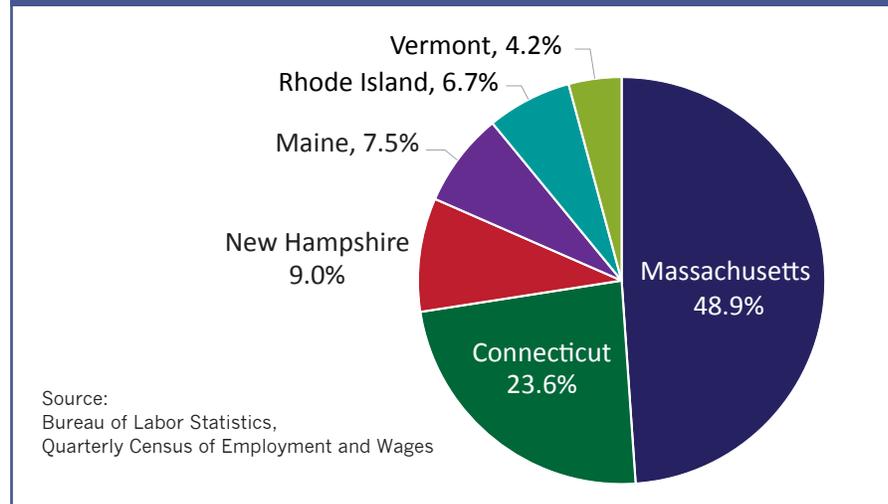
Massachusetts accounts for almost half of total private covered employment in New England, making it a major influence on the region as a whole. Private (non-government) employment

in New Hampshire, with 541,440 workers, is only 18.5 percent of that in Massachusetts, which has private employment of 2,933,250.³ Roughly 80,000 residents of New Hampshire commute to Massachusetts to work, while around 30,000 Massachusetts residents commute to work in New Hampshire.⁴ Since the Quarterly Workforce Indicators reflect workplace experience, New Hampshire residents working at private jobs in Massachusetts would be included in the descriptors of employment by industry in Massachusetts, and vice versa.

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Share of New England Private Employment by State, 2014



¹ Two publications include: *New Hampshire Economic Conditions – May 2014*. “New Hampshire’s Older Working Population”. <www.nhes.nh.gov/elmi/products/documents/ec-older-pop.pdf> and *Measuring New Hampshire’s Economic Health: A Workforce Perspective, 2013*. Economic Analysis Report. <www.nhes.nh.gov/elmi/products/documents/ear-2013.pdf>.

² U.S. Census Bureau, Local Employment Dynamics, Quarterly Workforce Indicators (QWI). <lehd.ces.census.gov/doc/QWI_101.pdf>. Employment measure used in this analysis is the total number of jobs on the first day of the reference quarter. This provides point-in-time employment numbers by place of work. QWI data do not measure workers by place of residence.

³ 2014 Annual Average Employment, Quarterly Census of Employment and Wages, Bureau of Labor Statistics. <www.bls.gov>.

⁴ US Census Bureau. 2014 American Community Survey, 1-year estimates.

When comparing New Hampshire to Massachusetts, there are some differences in the shares of industry employment. Yet the same six industries: *Retail trade*; *Health care and social assistance*; *Manufacturing*; *Accommodation and food services*; *Administrative and waste services*; and *Professional and*

technical services had the largest shares of employment in both states, just in a different order. For example, *Retail trade* led employment in New Hampshire, while the largest share of workers in Massachusetts was employed in *Healthcare and social assistance*.

Total Private Employment

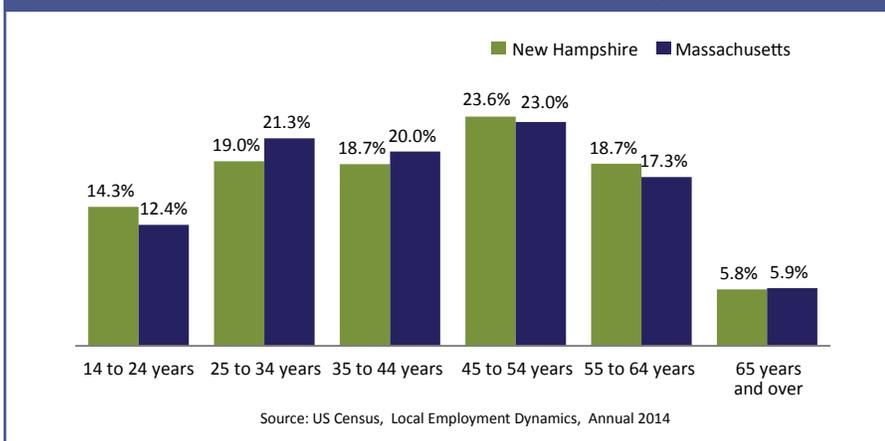
Workers age 45 to 54 held the largest share of New Hampshire employment, 23.6 percent. This was only slightly higher than the 23.0 percent of Massachusetts workers in that age group. Workers age 14 to 24 are considered the workforce pipeline, and New Hampshire actually had a slightly larger share of workers age 14 to 24, with 14.3 percent, compared to Massachusetts with 12.4 percent. New Hampshire also had a larger share of workers age 55 to 64, with 18.7 percent, versus 17.3 percent in Massachusetts. In New Hampshire, 19.0 percent of workers were age 25 to 34 years, compared to 21.3 percent in Massachusetts, and 18.7 percent of workers were age 35 to 44 years, compared to 20.0 percent in Massachusetts.

Comparison of Private Employment Industry Mix - 2014

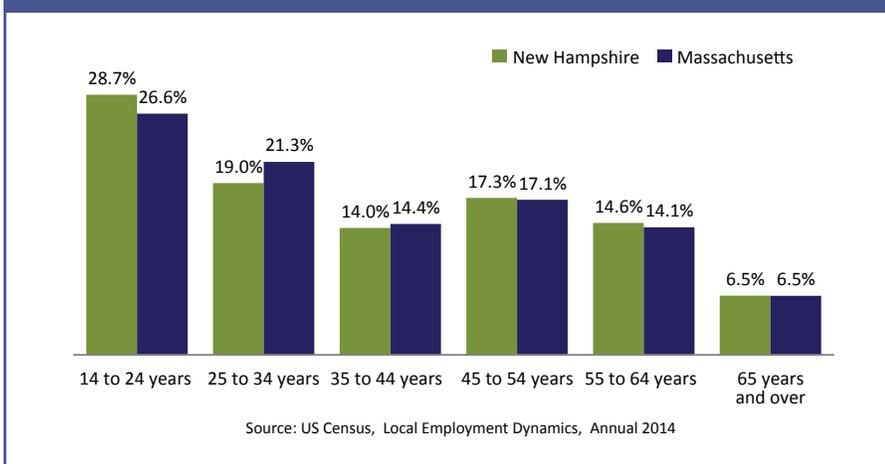
	New Hampshire	Massachusetts
Retail Trade	17.4%	11.9%
Health Care and Social Assistance	16.0%	19.8%
Manufacturing	12.3%	8.5%
Accommodation and Food Services	10.3%	9.8%
Administrative and Waste Services	6.1%	5.9%
Professional and Technical Services	6.0%	9.7%

Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Annual 2014

Share of Private Workforce by Age



Share of Retail Trade Workforce by Age



Retail Trade

The largest share of workers in New Hampshire and the second largest share of workers in Massachusetts were employed in *Retail trade*. In each state, almost 48 percent of workers were under 35 years of age. But in New Hampshire, a slightly larger share workers – 14.3 percent – was age 14 to 24, than in Massachusetts, with 12.3 percent. In Massachusetts, there was a slightly larger share, 21.3 percent, of workers age 25 to 34, compared to 19.0 percent in New Hampshire.

There were similar shares of workers in each of the age groups 35 years and over in each of the two states.

Health Care and Social Assistance

The second largest share of workers in New Hampshire is employed in *Health care and social assistance*, while this industry sector leads

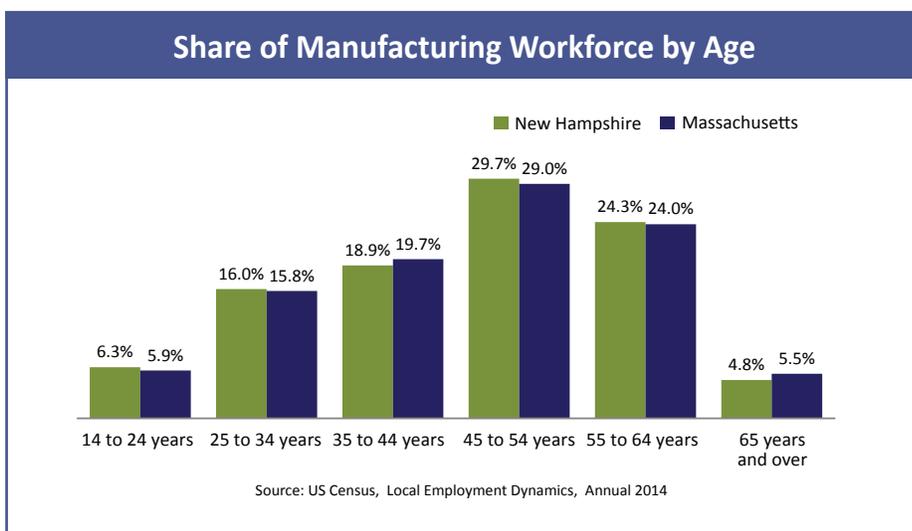
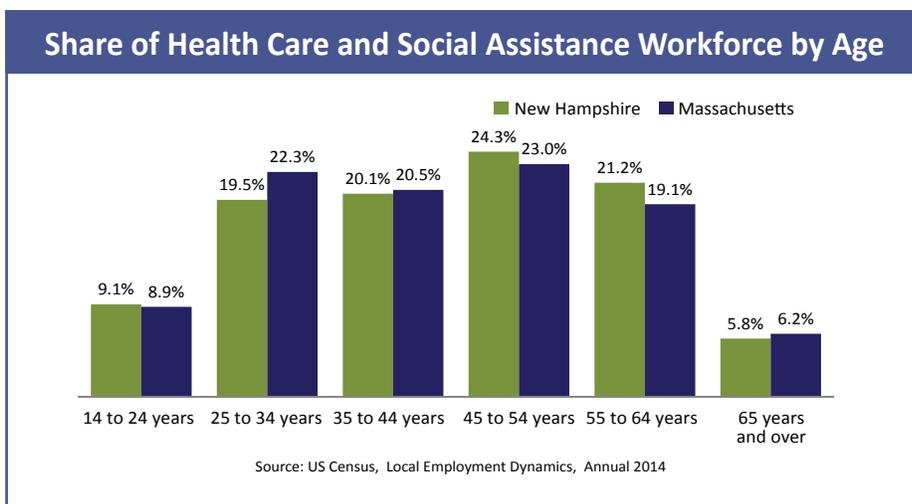
employment in Massachusetts. There were similar shares of *Health care and social assistance* workers in three age groups in both states: 14 to 24 years, 35 to 44 years, and 65 years and over. In New Hampshire, there were larger shares of workers in the 45 to 54 years and the 55 to 64 years age groups, and in Massachusetts there was a larger share of workers age 25 to 34.

Manufacturing

The third largest share of private workers in New Hampshire, 12.3 percent, was employed in *Manufacturing*, while in Massachusetts the *Manufacturing* industry share of employment ranked fifth largest, with 8.5 percent.

This is one industry sector where the share of workers in each age group is most similar. There was less than one percent difference in the share of workers in each age group between the two states. In New Hampshire, there were slightly larger shares of workers in the 14 to 24 years, 25 to 34 years, 45 to 54 years and 55 to 64 years age groups. There were larger shares of worker in Massachusetts in only the 25 to 44 years and 65 years and over age groups.

The significance of worker age – in both states – is that almost 60 percent of *Manufacturing* workers are 45 years or older. Seasoned industry workers have attained skills and adapted to the evolution of manufacturing processes. With fewer younger workers entering employment and gaining skills in the industry, it may be difficult to replace experienced workers as they retire and leave the workforce.



Accommodation and Food Services

In New Hampshire, 37.4 percent of workers in Accommodation and food services were age 14 to 24, compared to 30.5 percent of Massachusetts workers in this industry. New Hampshire and Massachusetts had an equal share of workers age 24 to 35 years, 24.1 percent, while there were larger shares of workers in all age groups 35 years and older in Massachusetts. Large shares of workers in the youngest age group are not unusual, as jobs in this industry sector are frequently the first work experience for those entering the workforce.

Professional and Technical Services

In Massachusetts, the fourth largest share of workers, 9.7 percent, was employed in this industry. In New Hampshire, the 6.0 percent share of employment ranked sixth highest.

In Professional and technical services, the most significant difference between Massachusetts and New Hampshire was in the 25 to 34 years age group. In Massachusetts, workers 25 to 34 years held 25.2 percent of employment, while in New Hampshire it was 19.5 percent. Upon further research, it was

discovered that in Massachusetts, the Scientific research and development services subsector accounted for over 18 percent of industry employment, while in New Hampshire the share of employment was 5.7 percent. It can be assumed that the business community in Massachusetts uses the local (and regional) college community as a pipeline to supply young professionals.

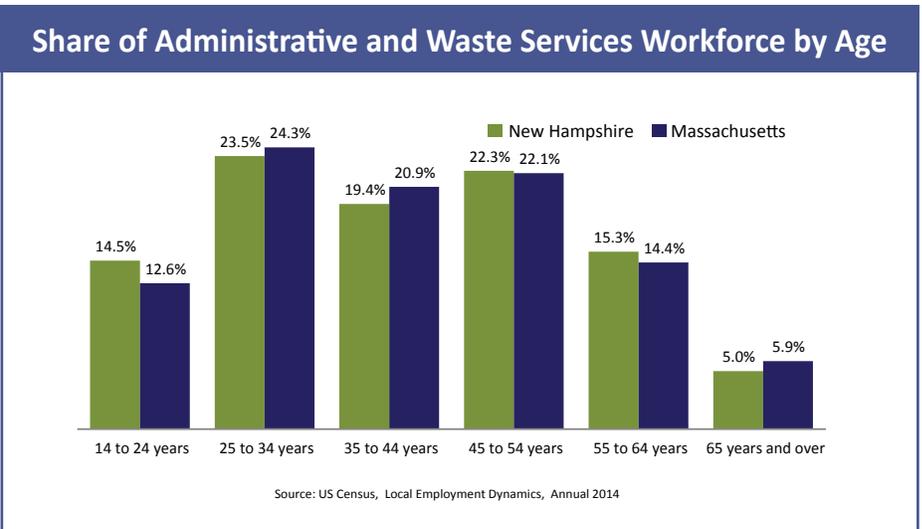
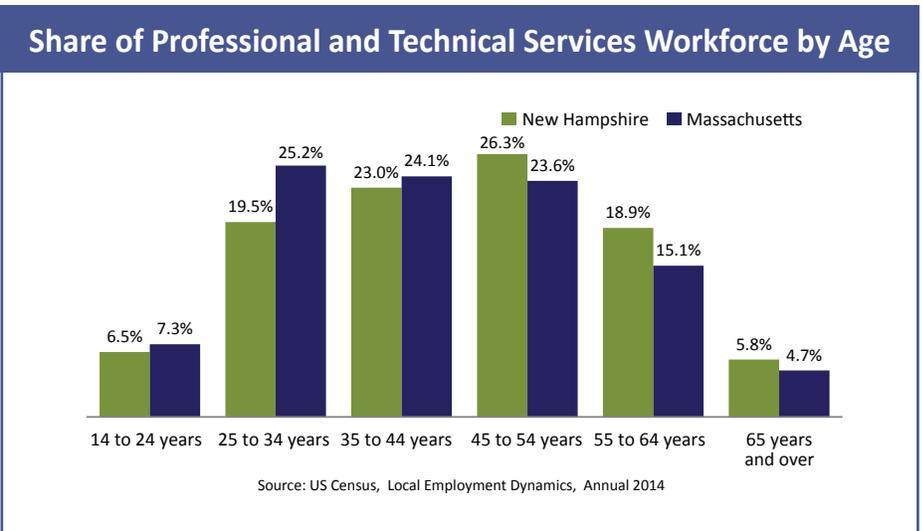
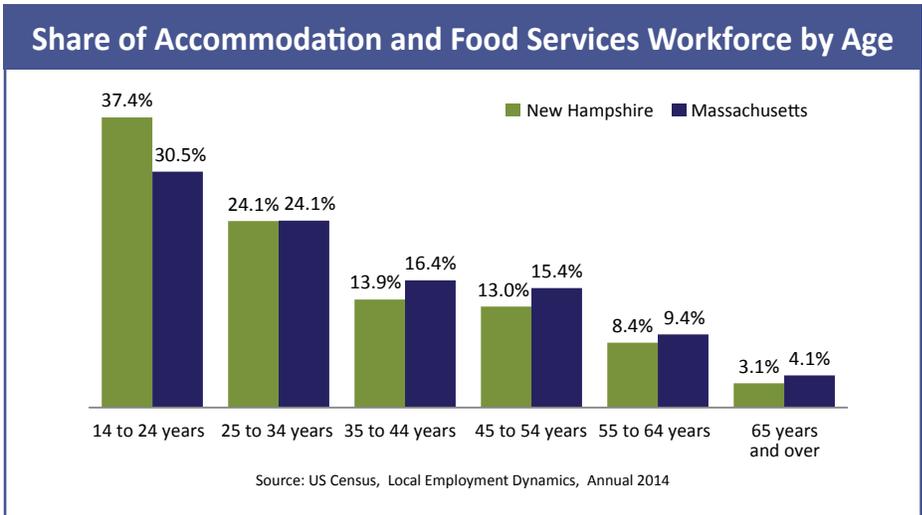
Administrative and Waste Services

In New Hampshire, employment in Administrative and waste services ranked fifth highest, with 6.1 percent of employment, while in Massachusetts it ranked sixth highest with 5.9 percent. Just shy of 58 percent of workers were under age 45 in both New Hampshire and Massachusetts, with slight variations between the age groups. There was a larger share of workers age 14 to 24 in New Hampshire, 14.5 percent, compared to 12.6 percent of that age group in Massachusetts. In Massachusetts there were slightly higher shares of the 25 to 34 years and 35 to 44 years age group than in New Hampshire. There was essentially the same share of workers age 45 to 54 in both states.

Are the age differences significant between the two states?

The long-term ramifications are more significant than which state’s population is older or younger, as both states are facing similar issues. New Hampshire is competing with other states in the region to move younger workers into the education-to-work pipeline. With an impending “silver tsunami” of baby boomers leaving the workforce, training younger workers to fill jobs will become more critical.

Data on worker age by industry is an important tool in understanding future workforce needs.

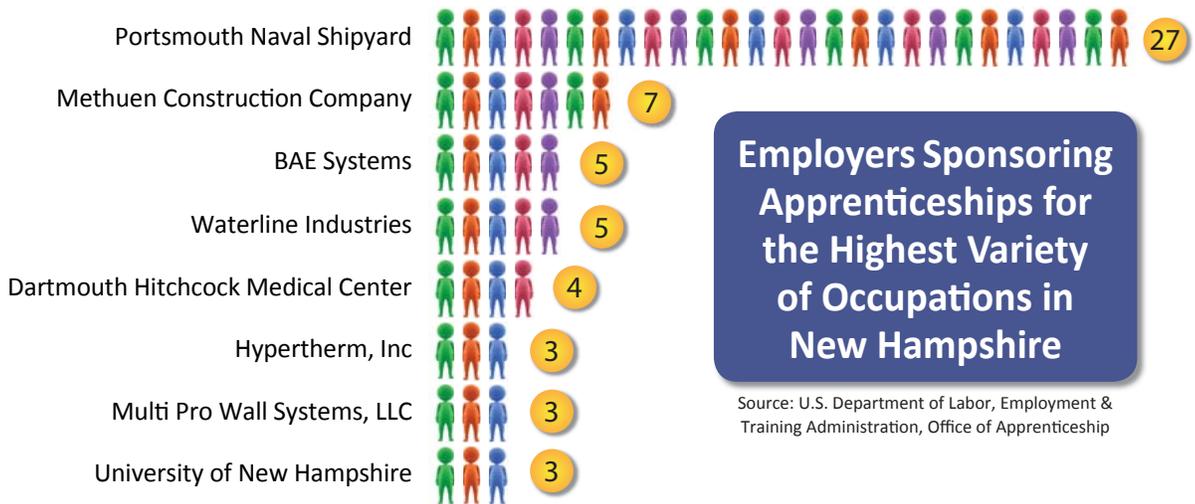
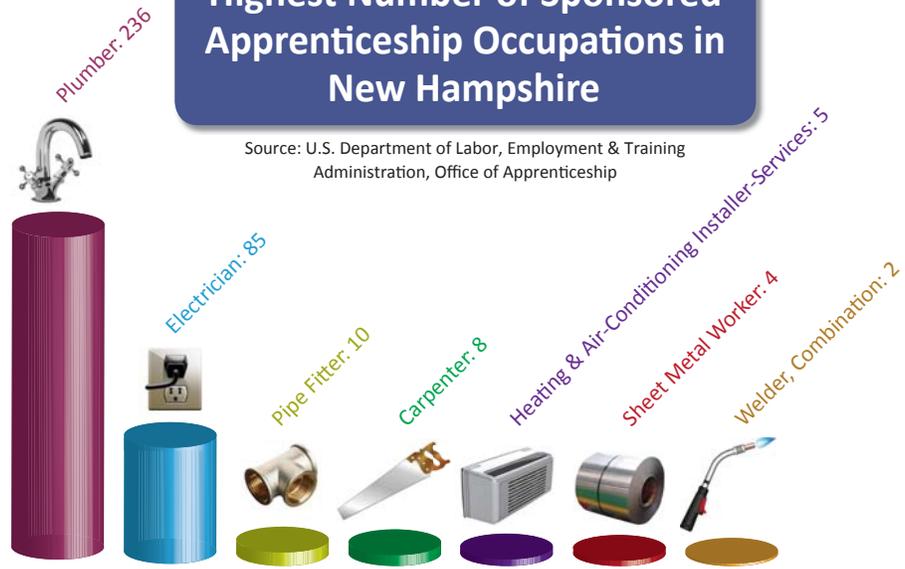


National Apprenticeship Week

November 1-7, 2015
www.dol.gov/apprenticeship/

Highest Number of Sponsored Apprenticeship Occupations in New Hampshire

Source: U.S. Department of Labor, Employment & Training Administration, Office of Apprenticeship

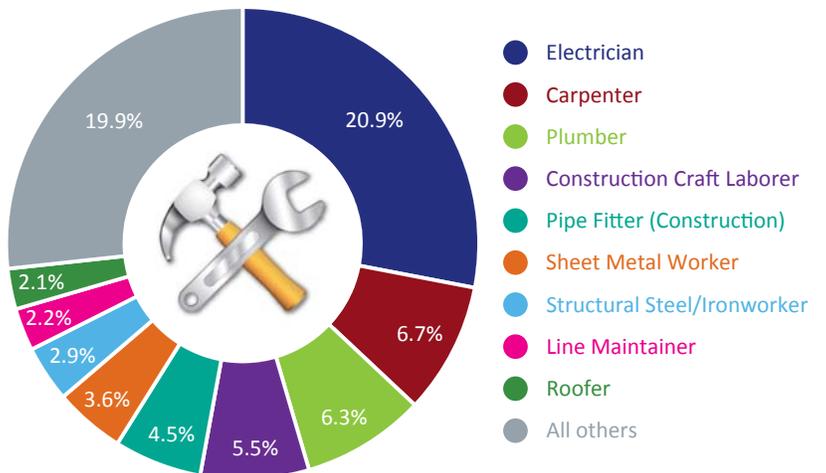


Employers Sponsoring Apprenticeships for the Highest Variety of Occupations in New Hampshire

Source: U.S. Department of Labor, Employment & Training Administration, Office of Apprenticeship

Share of Active Apprentices by Occupation in the U.S.

Source: U.S. Department of Labor, Employment & Training Administration, Office of Apprenticeship

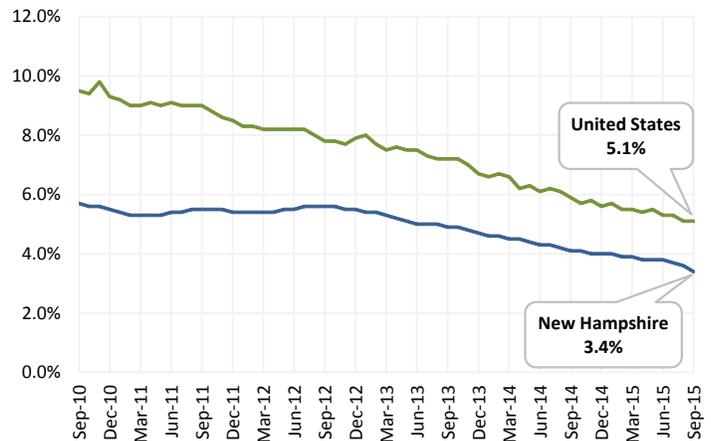


Seasonally Adjusted Estimates

Unemployment Estimates by Region

Seasonally Adjusted	Sep-15	Aug-15	Sep-14
United States	5.1%	5.1%	5.9%
Northeast	5.0%	5.1%	5.9%
New England	4.6%	4.6%	5.7%
Connecticut	5.2%	5.3%	6.3%
Maine	4.4%	4.5%	5.6%
Massachusetts	4.6%	4.7%	5.6%
New Hampshire	3.4%	3.6%	4.1%
Rhode Island	5.4%	5.7%	7.2%
Vermont	3.7%	3.6%	4.2%
Mid Atlantic	5.2%	5.3%	5.9%
New Jersey	5.6%	5.7%	6.4%
New York	5.1%	5.2%	6.0%
Pennsylvania	5.3%	5.4%	5.3%

Local Area Unemployment Statistics (LAUS) Unemployment Rate, NH and US



Current Employment Statistics (CES) by Place of Establishment

Sector	Number of Jobs			Change from Previous	
	Sep-15	Aug-15	Sep-14	Month	Year
Total Nonfarm	654,000	653,500	650,100	500	3,900
Total Private	566,700	566,500	559,000	200	7,700
Mining and Logging	900	900	1,000	0	-100
Construction	23,200	23,500	23,000	-300	200
Manufacturing	68,400	67,900	66,500	500	1,900
Durable Goods	51,900	51,700	49,900	200	2,000
Non-Durable Goods	16,500	16,200	16,600	300	-100
Trade, Transportation, and Utilities	140,800	140,300	137,400	500	3,400
Wholesale Trade	27,300	27,200	27,100	100	200
Retail Trade	96,700	96,400	95,300	300	1,400
Transportation, Warehousing, and Utilities	16,800	16,700	15,000	100	1,800
Information	12,200	12,400	12,100	-200	100
Financial Activities	36,700	36,300	36,000	400	700
Finance and Insurance	29,800	29,500	29,000	300	800
Real Estate and Rental and Leasing	6,900	6,800	7,000	100	-100
Professional and Business Services	72,500	74,100	73,900	-1,600	-1,400
Professional, Scientific, and Technical Services	30,800	32,100	32,700	-1,300	-1,900
Administrative and Support and Waste Management and Remediation Services	33,500	33,700	33,200	-200	300
Education and Health Services	118,400	117,400	116,200	1,000	2,200
Educational Services	30,000	29,400	29,500	600	500
Health Care and Social Assistance	88,400	88,000	86,700	400	1,700
Leisure and Hospitality	67,500	67,400	66,900	100	600
Arts, Entertainment, and Recreation	11,300	11,400	11,000	-100	300
Accommodation and Food Services	56,200	56,000	55,900	200	300
Other Services	26,100	26,300	26,000	-200	100
Government	87,300	87,000	91,100	300	-3,800
Federal Government	7,500	7,500	7,400	0	100
State Government	24,600	24,100	24,800	500	-200
Local Government	55,200	55,400	58,900	-200	-3,700

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

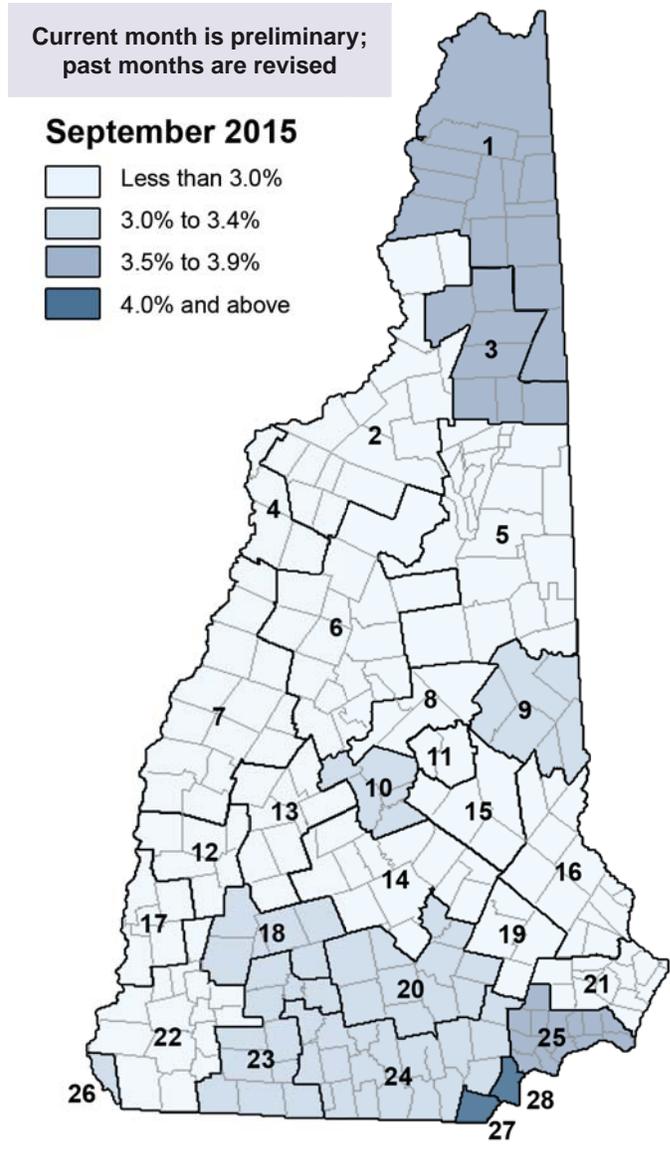
Not Seasonally Adjusted Estimates by Place of Residence

Labor Force Estimates			
New Hampshire	Sep-15	Aug-15	Sep-14
Total Civilian Labor Force	734,070	752,230	737,960
Employed	711,830	727,290	709,090
Unemployed	22,240	24,940	28,870
Unemployment Rate	3.0%	3.3%	3.9%
United States (# in thousands)	Sep-15	Aug-15	Sep-14
Total Civilian Labor Force	156,607	157,390	155,903
Employed	148,980	149,228	146,941
Unemployed	7,628	8,162	8,962
Unemployment Rate	4.9%	5.2%	5.7%

Unemployment Rates by Area			
Counties	Sep-15	Aug-15	Sep-14
Belknap	2.8%	2.9%	3.7%
Carroll	3.0%	3.0%	3.7%
Cheshire	2.9%	3.2%	3.7%
Coös	3.5%	3.9%	4.9%
Grafton	2.5%	2.7%	3.2%
Hillsborough	3.2%	3.6%	4.1%
Merrimack	2.8%	2.9%	3.5%
Rockingham	3.2%	3.6%	4.3%
Strafford	2.7%	3.0%	3.6%
Sullivan	2.6%	2.8%	3.2%

Map Key	Labor Market Areas	Sep-15	Aug-15	Sep-14
1	Colebrook, NH-VT LMA, NH Portion	3.7%	4.0%	4.3%
2	Littleton, NH-VT LMA, NH Portion	2.6%	2.8%	3.5%
3	Berlin NH Micropolitan NECTA	3.9%	4.5%	6.0%
4	Haverhill, NH LMA	2.9%	3.4%	3.5%
5	Conway, NH-ME LMA, NH Portion	2.9%	2.9%	3.6%
6	Plymouth, NH LMA	2.7%	2.9%	3.3%
7	Lebanon, NH-VT Micropolitan NECTA, NH Portion	2.4%	2.5%	2.9%
8	Meredith, NH LMA	2.8%	2.7%	3.4%
9	Wolfeboro, NH LMA	3.3%	3.3%	4.0%
10	Franklin, NH LMA	3.1%	3.3%	3.9%
11	Laconia, NH Micropolitan NECTA	2.9%	3.1%	3.9%
12	Claremont-Newport, NH LMA	2.6%	2.9%	3.3%
13	New London, NH LMA	2.7%	2.7%	3.4%
14	Concord, NH Micropolitan NECTA	2.7%	2.9%	3.3%
15	Belmont, NH LMA	2.8%	2.9%	3.6%
16	Dover-Durham, NH-ME Metropolitan NECTA, NH Portion	2.7%	3.0%	3.6%
17	Charlestown, NH LMA	2.5%	2.7%	3.1%
18	Hillsborough, NH LMA	3.0%	3.3%	3.8%
19	Raymond, NH LMA	2.9%	3.1%	3.6%
20	Manchester, NH Metropolitan NECTA	3.0%	3.2%	3.9%
21	Portsmouth, NH-ME Metropolitan NECTA, NH Portion	2.7%	2.9%	3.6%
22	Keene, NH Micropolitan NECTA	2.8%	3.2%	3.6%
23	Peterborough, NH LMA	3.0%	3.3%	3.8%
24	Nashua, NH-MA NECTA Division, NH Portion	3.4%	3.8%	4.3%
25	Seabrook-Hampstead Area, NH Portion, Haverhill-Newburyport-Amesbury MA-NH NECTA Division	3.6%	4.2%	4.9%
26	Hinsdale Town, NH Portion, Brattleboro, VT-NH LMA	3.2%	3.9%	4.5%
27	Pelham Town, NH Portion, Lowell-Billerica-Chelmsford, MA-NH NECTA Division	4.2%	4.7%	5.5%
28	Salem Town, NH Portion, Lawrence-Metuen-Salem, MA-NH NECTA Division	4.0%	4.3%	5.2%

Unemployment Rates by Region			
Not Seasonally Adjusted	Sep-15	Aug-15	Sep-14
United States	4.9%	5.2%	5.7%
Northeast	4.8%	5.1%	5.7%
New England	4.4%	4.6%	5.6%
Connecticut	5.1%	5.5%	6.2%
Maine	3.7%	3.6%	4.9%
Massachusetts	4.5%	4.5%	5.7%
New Hampshire	3.0%	3.3%	3.9%
Rhode Island	4.7%	5.7%	6.9%
Vermont	3.8%	3.5%	4.1%
Mid Atlantic	5.0%	5.3%	5.7%
New Jersey	5.4%	5.6%	6.4%
New York	4.8%	5.0%	5.8%
Pennsylvania	4.9%	5.5%	5.1%



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.

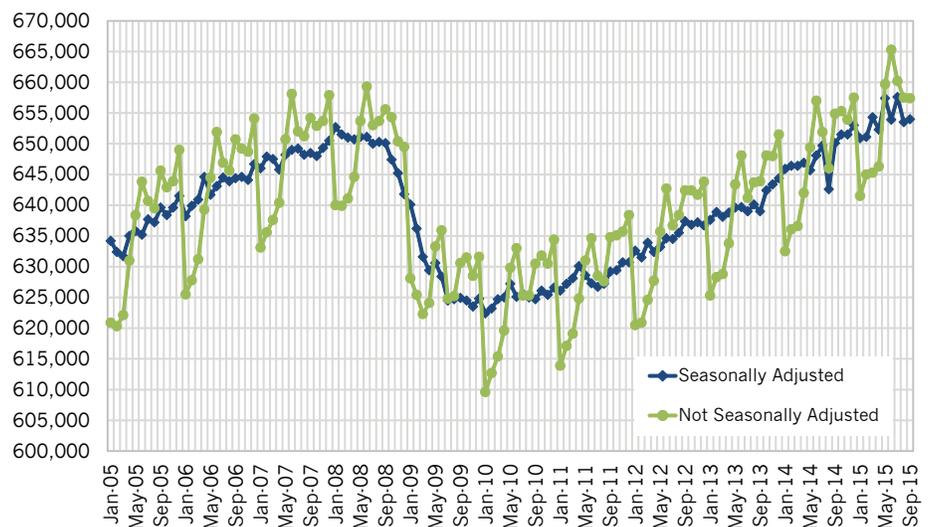
Monthly Estimates by Place of Establishment

New Hampshire Nonfarm Employment Statewide Not Seasonally Adjusted

Current month
is preliminary;
past months
are revised

	Number of Jobs			Change from Previous	
	Sep-15	Aug-15	Sep-14	Month	Year
Total All Supersectors	657,400	657,500	654,900	-100	2,500
Private Employment Total	569,000	581,500	562,900	-12,500	6,100
Mining and Logging	1,000	1,000	1,100	0	-100
Construction	24,700	25,000	24,300	-300	400
Manufacturing	68,300	68,300	66,400	0	1,900
Durable Goods	51,800	51,900	49,800	-100	2,000
Non-Durable Goods	16,500	16,400	16,600	100	-100
Trade, Transportation and Utilities	139,500	141,700	137,000	-2,200	2,500
Wholesale Trade	27,500	27,700	27,200	-200	300
Retail Trade	95,100	97,700	94,400	-2,600	700
Transportation and Utilities	16,900	16,300	15,400	600	1,500
Information	12,200	12,400	12,100	-200	100
Financial Activities	36,700	37,200	36,000	-500	700
Professional and Business	72,700	74,500	74,200	-1,800	-1,500
Education and Health	117,500	115,700	116,100	1,800	1,400
Leisure and Hospitality	70,200	78,700	69,700	-8,500	500
Other Services	26,200	27,000	26,000	-800	200
Government Total	88,400	76,000	92,000	12,400	-3,600
Federal Government	7,500	7,500	7,400	0	100
State Government	25,100	21,700	25,300	3,400	-200
Local Government	55,800	46,800	59,300	9,000	-3,500

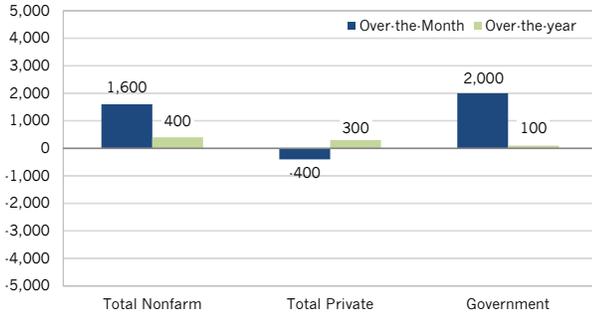
Total Nonfarm Employment Trend for September 2015



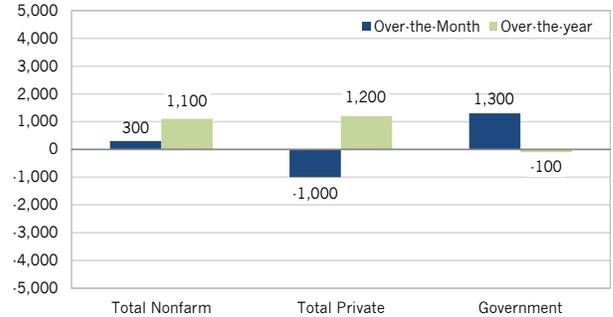
Not Seasonally Adjusted Estimates by Place of Establishment

Nonfarm Employment by Metropolitan Statistical Areas - September 2015

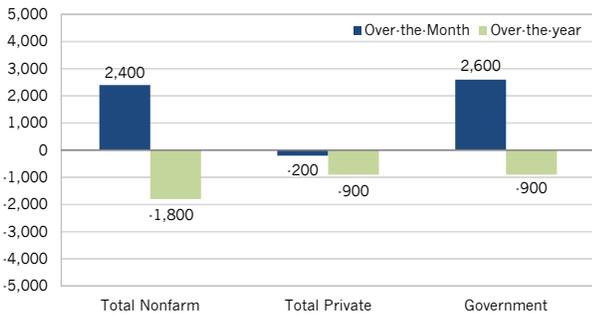
Dover-Durham NH-MA Metro NECTA



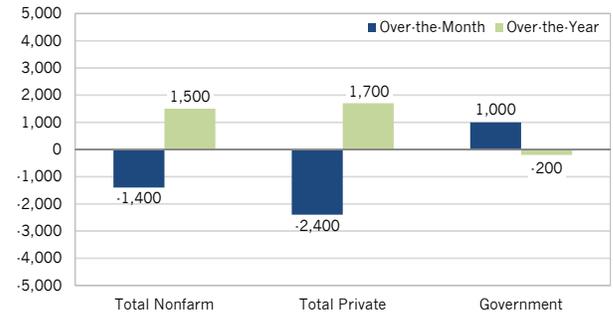
Manchester Metro NECTA



Nashua NH-MA NECTA Division

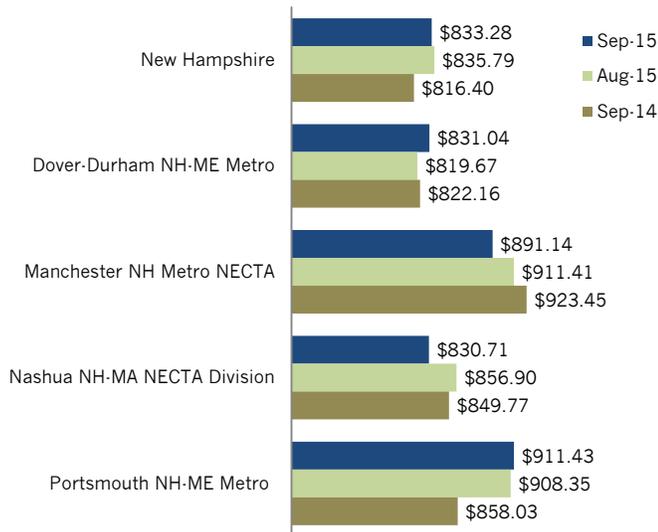


Portsmouth NH-MA Metro NECTA



Total Private Average Weekly Earnings Data

Private All Employees Average Weekly Earnings



Production Workers Average Weekly Earnings



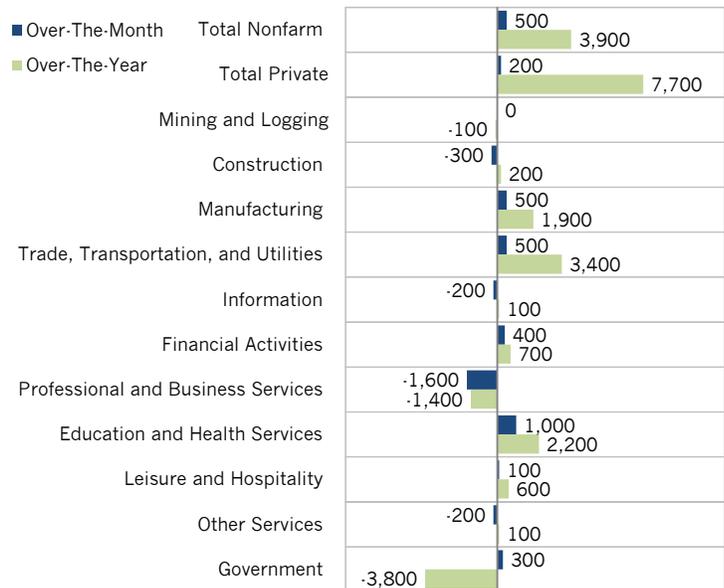
Sector data for the four areas and hours and earnings data are available on our web site: www.nhes.nh.gov/elmi/statistics/ces-data.htm

Monthly Analysis of Current Employment Statistics (CES)

Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- From August 2015 to September 2015, seasonally adjusted total nonfarm employment rose by 500 jobs, bringing employment to 654,000 jobs.
- Employers in private Education and health services added 1,000 jobs, over-the-month.
- New Hampshire’s preliminary seasonally adjusted employment increased by 3,900 jobs from September 2014 to September 2015.
- Over-the-year, employment in Trade, transportation, and utilities increased by 3,400 jobs.
 - This was the largest over-the-year September-to-September job growth in Trade, transportation, and utilities since 1999.
- Changes in seasonally adjusted data reflect underlying economic changes and allow for comparisons of different time periods.

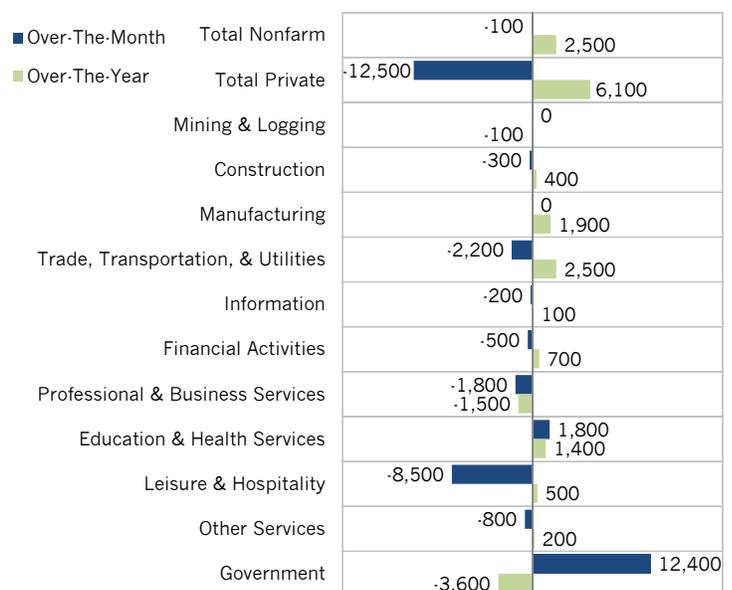
Seasonally Adjusted September 2015 Change



Not Seasonally Adjusted Statistical Analysis of Nonfarm Employment

- From August to September preliminary not seasonally adjusted employment dropped by 100 jobs.
 - The private sector drove the job loss, with a decrease of 12,500 jobs.
- Employers in Leisure and hospitality eliminated 8,500 jobs over-the-month, dropping unadjusted employment to 70,200.
- From September 2014 to September 2015, total nonfarm employment rose by 2,500 jobs, bringing the not seasonally adjusted total to 657,400 jobs.
- Employment in Trade, transportation, and utilities increased to 139,500 jobs, up 2,500 jobs over-the-year.
- Changes in not seasonally adjusted data are due to seasonal patterns in hiring, as well as underlying economic changes.

Not Seasonally Adjusted September 2015 Change



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

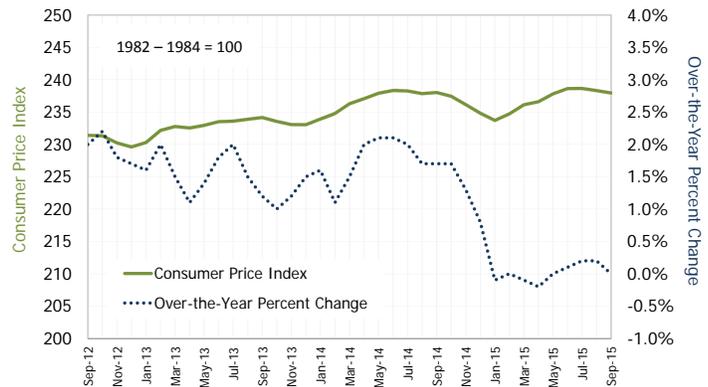
United States, All Urban Consumers,
Not Seasonally Adjusted (CPI-U) (1982-1984=100)

Sep-15	Aug-15	Sep-14	Change from Previous	
			Month	Year
237.945	238.316	238.031	-0.2%	0.0%

Northeast, All Urban Consumers,
Not Seasonally Adjusted (CPI-U) (1982-1984=100)

Sep-15	Aug-15	Sep-14	Change from Previous	
			Month	Year
252.922	252.903	253.154	0.0%	-0.1%

Consumer Price Index United States, All Urban Consumers



Unemployment Compensation Claims Activity

	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Initial Claims	3,705	2,528	3,773	2,851	2,726	2,195
Continued Weeks Claimed	24,049	20,779	19,458	20,108	21,810	15,429
Average payment for a week of unemployment	\$298.17	\$304.35	\$314.20	\$295.61	\$296.43	\$319.55

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