

New Hampshire Economic Conditions

July 2012

I Got The Job! Demographics of New Hires in the First Quarter of 2011

In the first quarter of 2011, just over 32,000 people were newly hired at New Hampshire businesses. Who is getting hired, and what are they earning? The U.S. Census Bureau's Quarterly Workforce Indicators (QWI) provide demographic data on workers who began a new job during 2011 Q1.¹ Gender, age, and industry all play a role in the number of new hires as well as workers' average monthly earnings.

Between men and women, new hires were split fairly evenly, with about 16,000 each. Among the age groups, new hire employment ranged from 7,200 among those aged 25 – 34 years down to 550 for those aged 64 years and over. About two-thirds of new hires were employed in five industry sectors: *Retail trade, Accommodation and food services, Health care and social assistance, Administrative/support services and waste management, and Manufacturing.* Retail trade had about 6,600 new hires, the largest share in total as well as for men, women, and each age group.²

Average monthly earnings for all new hires were \$2,350, with men averaging \$2,900 and women averaging \$1,800.³ Earnings are heavily influenced by industry. The highest monthly earnings for new hires were in the *Information, Professional, scientific, and technical services, and Finance and insurance* industry sectors. Average monthly earnings were also the highest for those in their prime earnings years. New hires aged 45 to 54 averaged \$3,500 a month, followed closely by those age 35 to 44 (\$3,300) and age 55 to 64 (\$3,200).

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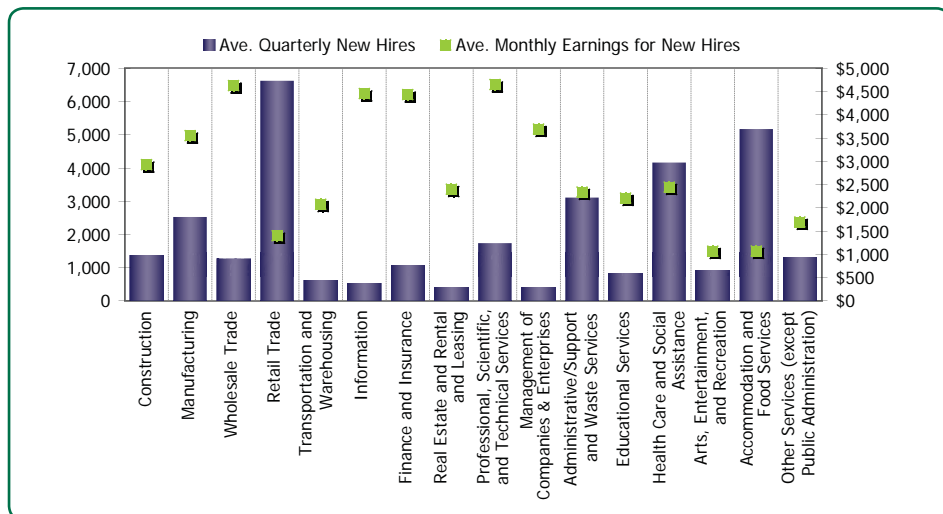
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New Hires, 4-Quarter Average 2010 Q2 - 2011 Q1



¹ Quarterly Workforce Indicators New Hires: Estimated number of workers who started a new job. More specifically, total hires that, while they worked for an employer in the specified quarter, were not employed by that employer in any of the previous four quarters. Average Quarterly New Hire Employment for 2010 Q2, 2010 Q3, 2010 Q4, and 2011 Q1 was used in this discussion. "New Hires" does not measure new jobs. New Hires can include workers who are new to the labor force and employment, who move from one employer to another, or who were unemployed and began a job. Also, seasonal workers returning to the same employer within a twelve-month stretch are not considered to be new hires. The key is that workers counted as "New Hires" had not worked for their current (latest) employer at any time during the previous four quarters.

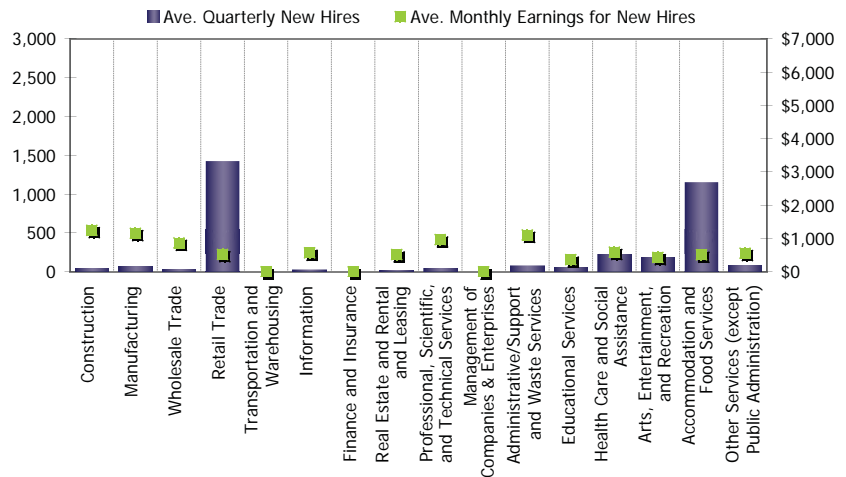
² New hires in Utilities and Agriculture, forestry, and fishing were excluded due to the small number of hires (under 100).

³ Average monthly earnings of newly stable employees, that is, full-quarter employees who were new hires with a firm in the previous quarter. Full-quarter employees worked for the same employer throughout the quarter. New hire earnings are averaged over the year (2010 Q2 through 2011 Q1).

New Hires Aged 14-18, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 14 – 18

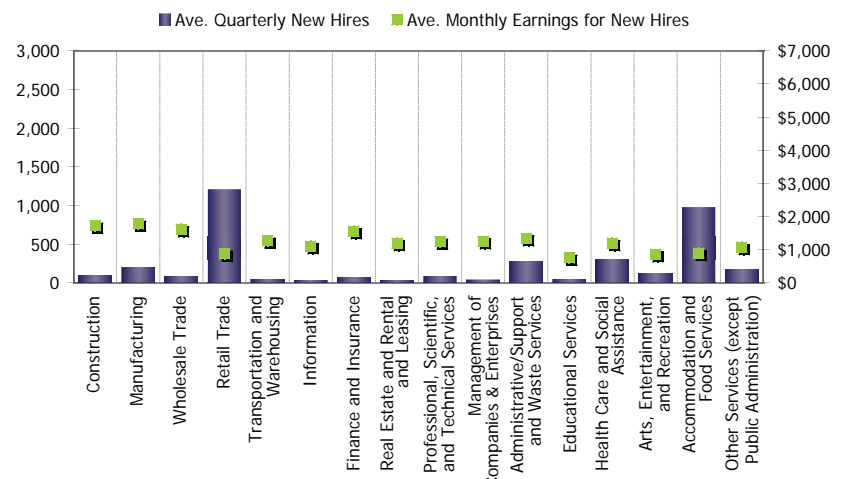
Unsurprisingly, about 75 percent of new hires for this age group are in *Retail trade* and *Accommodation and food services*. These jobs are likely to be part-time, and average monthly earnings are just over \$500 in both industries for this age group.



New Hires Aged 19-21, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 19 – 21

Much of this age group either is in college or entered the workforce directly out of high school. Like the younger age group, *Retail trade* and *Accommodation and food services* held the highest number of new hires, but this age group was more diversified, with at least 30 new hires in each industry sector.



New Hires Aged 22-24, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 22 – 24

As age increases, so does the industry distribution and average monthly earnings for new hires. This age group had more new hires than the next younger group in every sector, except *Retail trade* and *Accommodation and food services*. Average monthly earnings for new hires were higher in all sectors as well.



New Hires Aged 25-34, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 25 – 34

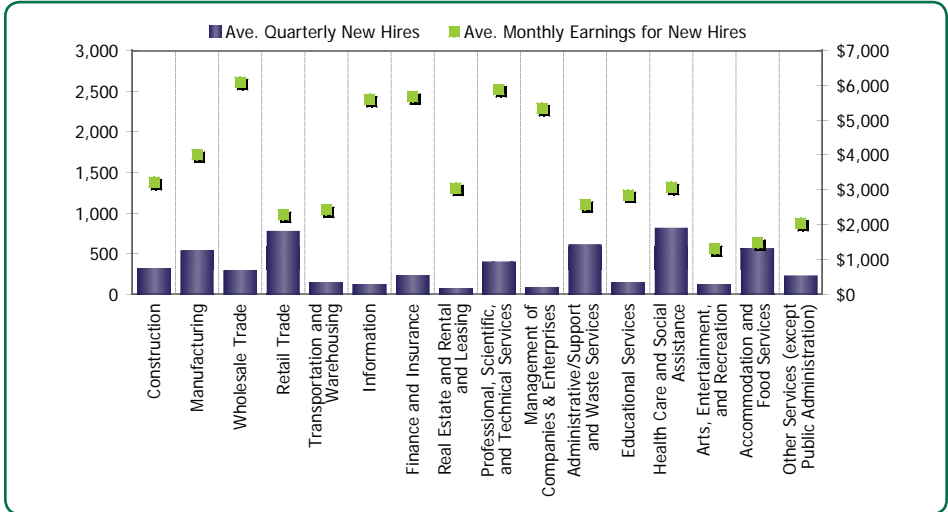
People in this age group held the highest number of new hires among all age groups. Though *Retail trade* (1,160) and *Accommodation and food services* (1,100) still had the highest numbers of new hires, *Health care and social assistance* (1,010) was a close third. This age group also had average monthly earnings above those of the younger age groups in all industry sectors.



New Hires Aged 35-44, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 35 – 44

This is the first age group in which the *Retail trade* sector did not hold the largest share of new hires. About 15 percent of new hires were in the *Health care and social assistance* sector while about 14 percent were in *Retail trade*. Average monthly earnings for new hires continued to rise for this age group, with the highest earnings in *Wholesale trade* (\$6,100) and *Professional, scientific, and technical services* (\$5,900).



New Hires Aged 45-54, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 45 – 54

New hires in this age group averaged the highest monthly earnings for all sectors combined. New hires in *Finance and insurance*, *Wholesale trade*, and *Professional, scientific, and technical services* all averaged over \$6,100 in monthly earnings. The largest share of new hires for this age group were in the *Health care and social assistance* sector.



New Hires Aged 56-64, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 55 – 64

The number of new hires in this age group was about 2,600 fewer than in the next younger age group. Over 16 percent of the new hires age 55 – 64 were in the *Health care and social assistance* sector, the largest share for any age group. The highest average monthly earnings for new hires for this age group were in the *Information* sector (\$6,200).



New Hires Aged 65+, 4-Quarter Average 2010 Q2 - 2011 Q1

Age 65 and over

Though past the “usual” retirement age, there were still 560 new hires in this age group. Experience made a difference in pay for this age group, as average monthly earnings were higher for this age group than for both the age 14 – 18 and the age 19 – 21 groups in every sector but *Information*. The highest number of new hires was in *Retail trade*.



The Local Employment Dynamics (LED) program is a voluntary partnership between state labor market information agencies and the U.S. Census Bureau to develop new information about local labor market conditions at low cost, with no added respondent burden, and with the same confidentiality protections afforded census and survey data.

The Quarterly Workforce Indicators (QWI) are a set of economic indicators — including employment, job creation, wages, and worker turnover — that can be queried by different levels of geography as well as by detailed industry, gender, and age of workers. The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state Covered Employment (QCEW) data. The universe of QWI data is UI-covered earnings. UI coverage is broad, covering over 90% of total wage and salary civilian jobs.

Source: U.S. Census Bureau, Local Employment Dynamics, <<http://lehd.did.census.gov/led/>>