

# New Hampshire Economic Conditions

May 2010

## Employment Projections, 2008-2018

Many occupations and industries have experienced declines in employment during the economic downturn that began in December 2007. The latest round of long-term projections, based on 2008 employment and estimated for 2018, assume a return to long-term growth and recapturing jobs that were lost during the recession. During the decade, the number of jobs in the state is expected to increase by 8.8 percent, slightly less than the national projection of 10.1 percent for the same time period, as estimated by the U.S. Bureau of Labor Statistics.

Total employment in the state, including self-employed workers, is projected to increase by just over 61,000 jobs during the ten-year period, from slightly above 695,000 jobs in 2008 to more than 756,000 in 2018. Most of

these jobs will be in Service-providing industries, a broad classification that includes *Education and health services, Financial activities, Professional, technical, and scientific services,* and others. Goods-producing industries, on the other hand, are expected to show a net loss over the ten-year period. Projected gains of 2,900 jobs in the *Construction* sector will not be enough to offset the expected loss of 6,200 jobs in the *Manufacturing* sector.

Occupational projections indicate employment gains for all but one of the 22 major occupational groups. *Health-care practitioners and technical occupations* are expected to gain the largest number of new jobs, with employment projected to increase by 8,300, or 22.9 percent. *Production occupations,* which are heavily concentrated in the

declining *Manufacturing* sector, are expected to decline by 2,000 jobs, or 4.0 percent.

Factors taken into account when developing long-term industry projections are trends in state population, income, composition of the labor force, and productivity. A significant trend affecting the 2008 to 2018 projections included a slow rate of population growth for New Hampshire, which is expected to average around 0.5 percent annually between 2008 and 2018. Another assumption affecting the projections is that both the U.S. and New Hampshire state economies will return to full employment before the end of the projections period in 2018, where the number of jobs is driven by the supply of workers.

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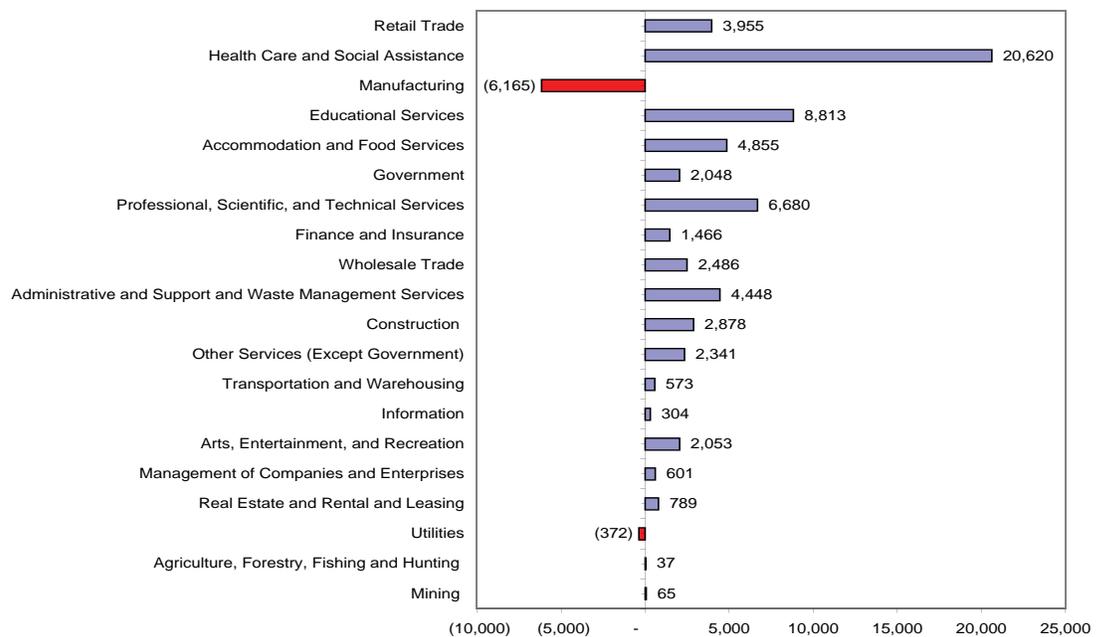
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Projected employment change by sector 2008 - 2018



Industries listed in order of 2008 employment

Long-term projections do not attempt to project the peaks and valleys of the business cycle. For that purpose, Economic and Labor Market Information Bureau publishes short-term projections twice each year that are specifically intended to look at the cyclical effects on employment.

### Connecting Industries and Occupations

Demand for workers in a particular occupation depends on demand for the products and services they produce, making industry estimates the first stage in the projections process. Industry job gains and losses in turn affect occupational employment. This effect is particularly noticeable for occupations which have a majority of employment in a single industry. For example, growth in the *Health care and social assistance* sector will consequently create demand for workers in direct care occupations, such as nurses, therapists, and medical technicians. However, this industry growth also has some effect on demand for occupations not involved in patient care, such as accountants, janitors, and computer specialists. The effect is not as strong in these occupations, since all of these workers can be employed in any industry.

From 2008 to 2018, employment in the *Healthcare and social assistance* sector is projected to increase by 20,600 jobs, an increase of 25.0 percent. Within the sector, four sub-sectors are all expected to generate better than average growth, with *Ambulatory health care services* having the most new jobs, 9,900, and a growth rate of 35.6 percent. Strong growth is attributed in part to the increase in the older population, which will in turn increase demand for health services.

The positive outlook for *Healthcare and social assistance* in turn spurred a positive outlook for *Healthcare practitioners and technical occupations*. This occupational group is expected to add just over 8,300 workers, the largest projected numeric change, a growth rate of 22.9 percent over the ten-year period. The occupational group expected to grow the fastest is also strongly connected to the Healthcare industry. *Healthcare support occupations* are projected to grow by 26.8 percent through 2018, adding 4,900 jobs.

This relationship is the same for industries with a not-so-positive outlook. *Manufacturing* is projected to continue job losses, decreasing by nearly 6,200 jobs, a decline of 8.1 per-

cent. *Production occupations*, mostly employed in *Manufacturing*, compose the only major occupational group projected to decline – an estimated 2,000 plus jobs, a 4.0 percent decrease. As with growing industries, the lack of growth in *Manufacturing* has some effect on demand for occupations not in the *Production occupations* group, but that effect is not as strong.

This connection between industries and occupations in the projections is based on a matrix showing the distribution of employment for 115 industries and over 700 detailed occupations. The occupational distribution of wage and salary workers by industry, known as a staffing patterns, is taken from the semiannual Occupational Employment Statistics (OES) survey, conducted by New Hampshire Employment Security’s Economic and Labor Market Information Bureau, in cooperation with the U.S. Bureau of Labor Statistics. The survey collects data on occupational employment and wage rates of workers in all nonfarm industries.

### Descriptors: Focusing on the top prospects

*Descriptors* provide a simple method of identifying the occupations that

### Fastest-Growing Occupations, 2008-2018 (at least 250 in 2008)

	Estimated 2008	Projected 2018	Percent Change	Training Requirement	Descriptor
Home Health Aides	2,864	4,318	50.8%	Short-term on-the-job training	Very Favorable
Network Systems and Data Communications Analysts	1,067	1,590	49.0%	Bachelor's degree	Very Favorable
Personal and Home Care Aides	3,472	5,154	48.4%	Short-term on-the-job training	Very Favorable
Physician Assistants	508	740	45.7%	Master's degree	Very Favorable
Dental Hygienists	1,204	1,653	37.3%	Associate degree	Very Favorable
Dental Assistants	1,443	1,981	37.3%	Moderate-term on-the-job training	Very Favorable
Medical Assistants	1,336	1,812	35.6%	Moderate-term on-the-job training	Very Favorable
Self-Enrichment Education Teachers	1,181	1,584	34.1%	Work experience in a related occupation	Very Favorable
Physical Therapist Assistants	384	510	32.8%	Associate degree	Very Favorable
Environmental Science/Protection Techs Inc. Health	327	427	30.6%	Associate degree	Very Favorable
Fitness Trainers and Aerobics Instructors	2,070	2,700	30.4%	Postsecondary vocational training	Very Favorable
Mental Health Counselors	531	692	30.3%	Master's degree	Very Favorable
Physical Therapists	1,205	1,557	29.2%	Master's degree	Very Favorable
Social and Human Service Assistants	1,628	2,090	28.4%	Moderate-term on-the-job training	Very Favorable
Veterinary Technologists and Technicians	635	811	27.7%	Associate degree	Very Favorable

have the best prospects for employment in the next decade. Occupations are divided into four categories: *very favorable*, *favorable*, *less favorable*, and *unfavorable*. An occupation’s descriptor is determined by the relative ranking of expected growth and potential job openings. Out of the 710 occupations for which 2008 – 2018 projections were developed, more than half are classified as *favorable* or *very favorable*. About one-fifth of all occupations are classified *not favorable*, and of those, over half are in occupations employing fewer than fifty workers.

Descriptors are a useful tool for comparison of occupations with varying growth factors. There are two factors calculated for occupational growth: numeric change and percent change. Those occupations with a large employment base and a large numeric increase may have a small percent increase. For example, *Waiters and waitresses*, with a base employment of 12,000, is projected to add 1,050 jobs but the rate of growth is just under 9.0 percent. On the other hand, occupations with a small employment base and a small numeric increase may have a large percent increase. An ex-

ample of this is *Athletic trainers*, with a base employment of 85, are projected to add just 23 jobs, but will grow at a rate of 27.1 percent. Both of these occupations have *very favorable* prospects—one because there will be many job openings, and the other because it will grow very quickly.

Combining the descriptor with common training requirements provide job seekers and career planners with information on the amount of training required for entry into occupations with good prospects. Many occupations with *very favorable* prospects can be entered without extensive training—some length of on-the-job training will usually be adequate. Examples of these occupations include *Teacher assistants*, *Waiters and waitresses*, and *Home health aides*, which is one of the fastest growing occupations for 2008 - 2018.

Prospects are also *very favorable* for many occupations requiring advanced training. Nearly a third, 30 percent, of total projected 2018 employment is in occupations ranked as *very favorable* that require at least a bachelor’s degree, and another 20 percent re-

quires an associate’s degree or other postsecondary education. Examples are *Registered nurses*, *Accountants and auditors*, *Computer software applications engineers*, and *Teachers*, including *Elementary*, *Secondary*, and *Postsecondary*.

Each occupation is assigned to one of eleven training categories that represents the most common way to qualify for a job. These categories are not meant to be the sole training option, as workers may have a different educational background and still qualify for employment in an occupation.

**Interested in More Information?**

The complete 2008 – 2018 industry and occupational projections data are available on the Economic and Labor Market Information Bureau web site at [www.nh.gov/nhes/elmi/projections.htm](http://www.nh.gov/nhes/elmi/projections.htm). Also on this page is the new *Job Outlook and Locator, Occupations by Industry 2008 to 2018*. This publication lists each occupation with its Standard Occupational Classification (SOC) definition, related projections data, average hourly or annual wage, training requirement, the descriptor, and the top employing industries.

*Michael Argiropolis*

**Occupations Adding Most Jobs, 2008-2018**

	Estimated Projected 2008-2018			Training Requirement	Descriptor
	2008	2018	Change		
Registered Nurses	13,866	17,340	3,474	Associate degree	Very Favorable
Combined Food Prep/Serving Workers, Inc. Fast Food	11,209	13,058	1,849	Short-term on-the-job training	Very Favorable
Personal and Home Care Aides	3,472	5,154	1,682	Short-term on-the-job training	Very Favorable
Retail Salespersons	24,175	25,833	1,658	Short-term on-the-job training	Favorable
Nursing Aides, Orderlies, and Attendants	8,012	9,648	1,636	Postsecondary vocational training	Very Favorable
Home Health Aides	2,864	4,318	1,454	Short-term on-the-job training	Very Favorable
Customer Service Representatives	9,097	10,480	1,383	Moderate-term on-the-job training	Very Favorable
Office Clerks, General	12,316	13,630	1,314	Short-term on-the-job training	Very Favorable
Cashiers	22,836	24,037	1,201	Short-term on-the-job training	Favorable
Postsecondary Teachers	5,347	6,497	1,150	Doctoral degree	Very Favorable
Computer Software Engineers, Applications	4,906	6,004	1,098	Bachelor's degree	Very Favorable
Elementary School Teachers, Ex. Special Ed	6,599	7,657	1,058	Bachelor's degree	Very Favorable
Waiters and Waitresses	11,989	13,043	1,054	Short-term on-the-job training	Very Favorable
Accountants and Auditors	4,395	5,354	959	Bachelor's degree	Very Favorable
Landscaping and Groundskeeping Workers	6,073	7,019	946	Short-term on-the-job training	Very Favorable