New Hampshire
Economic Conditions
June 2014

Where Are the Favorable Employment Prospects for New Hampshire, 2012-2022?

By 2022, employment in New Hampshire is expected to reach 737,000 jobs, a gain of 68,730 jobs, according to newly-released projections of employment by industry and occupation. Over the ten-year period from 2012 to 2022, employment in New Hampshire is projected to increase by 10.3 percent, an average of one percent annually.

Projections should be used as a general guideline for career outlook and are not intended to be a precise estimate. Employment projections make no assumptions about business cycle fluctuations, natural disasters, or other catastrophic events.

Industry Projection Highlights

Service-providing industries are projected to account for more than 80 percent of total employment in New Hampshire by 2022. The highest rate of growth, more than 20 percent from 2012-2022, is expected in three service-providing industry sectors: *Administrative and support and waste management and remediation services*, *Healthcare and social assistance*, and *Professional, scientific and technical services.* The best opportunities are projected in *Ambulatory health care services,* expected to generate more than 8,000 jobs from 2012-2022, and *Computer systems design and related services*, projected to create more than 3,000 jobs.

Among goods-producing industries, *Construction* is expected to see the strongest growth by far, increasing by nearly 18 percent over the ten-year period, fueled by nearly 3,000 new jobs in *Specialty trade contractors.* The *Manufacturing* sector, which is more than two-thirds of goods-producing industry employment in New Hampshire, is projected to contract by 1.4 percent by 2022. However, nine of the 21 *Manufacturing* subsectors are still growing.

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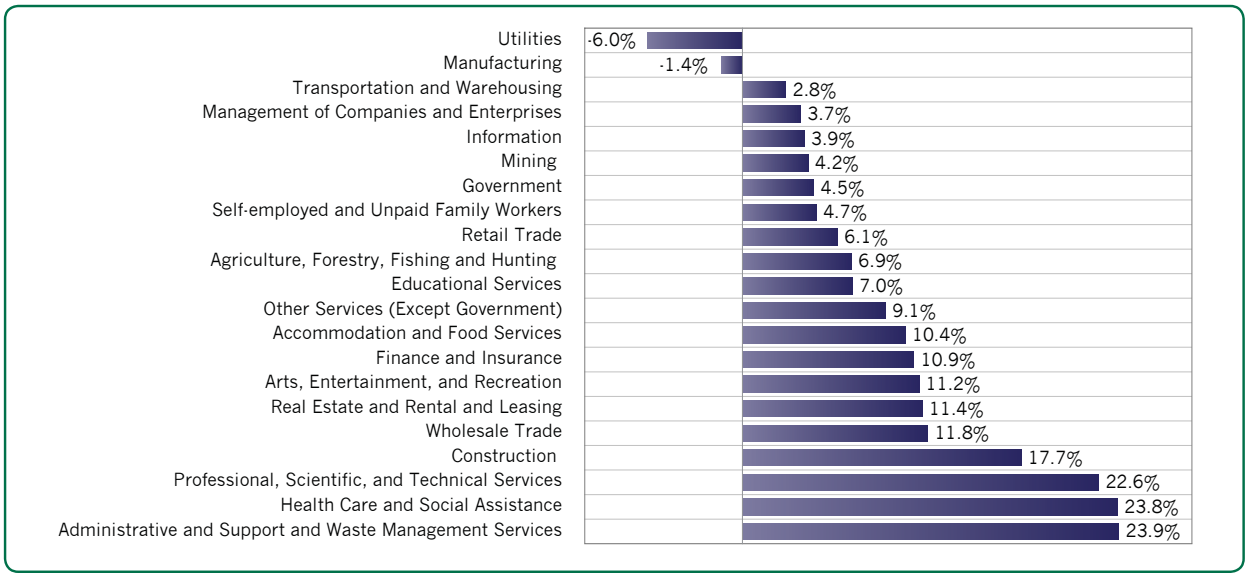
Chart 1: New Hampshire Long-Term Industrial Projections, (2012-2022)



Occupational Projection Highlights

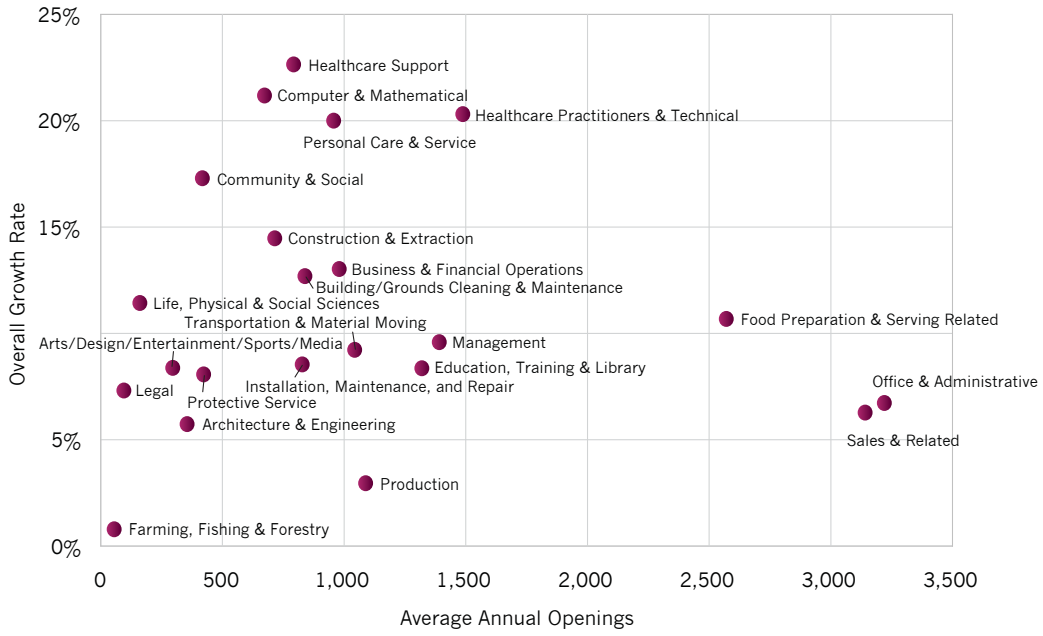
Projections were produced for 725 occupations organized into 22 major occupational groups defined by the Standard Occupational Classification (SOC) System, which is based on type of work, required skills, education, training, and credentials. For each occupation, net job change and percent change, or growth rate, as well as an annual number of projected openings, are estimated through 2022. The projected number of annual openings for each occupation has two components – openings due to the need to replace workers who retire or leave their job to pursue a different occupation, and openings created by overall growth of that occupation.

Chart 2 shows projected average annual openings and the corresponding projected growth rate for each of the 22 major occupational groups. *Office and administrative support*, *Sales and related*, and *Food preparation and serving related* occupations are expected to have the greatest number of openings annually during the 2012-2022 period. The majority of these openings will be due to replacement needs.

Nearly 1,500 annual openings are projected in *Healthcare practitioners and technical* occupations, and another 800 in *Healthcare support* occupations. Fifty percent or more of these openings are expected due to growth of the healthcare field. The aging population in New Hampshire is the driving force behind the need for more workers in this field. As of the 2010 Census, 13.5 percent of New Hampshire's population was age 65 years or older, which is projected to increase to 19.5 percent by 2020.[1] *Community and social services*, *Personal care and service*, and *Computer and mathematical* occupations are also expected to experience strong growth rates during the period, with approximately half of the openings in these occupational groups due to growth.

Less than 1,500 annual openings and less than a 15 percent increase are projected for most of the remaining occupational groups. However, openings in *Management* and in *Education, training and library* occupations are expected to be robust, with the number of opportunities due to replacements more than double those due to growth. *Production* occupations, with very modest growth expected during 2012-2022, are still expected to account for more than 1,000 openings annually, though four out of every five of these openings will be due to replacement needs.

Chart 2: New Hampshire Long-Term Occupational Projections, (2012-2022)



1. State of New Hampshire, Office of Energy and Planning, Regional Planning Commissions. County Population Projections, 2013 By Age and Sex. RLS Demographics, Inc. http://www.nh.gov/oep/data-center/documents/2013-projections-state-counties.pdf

Favorability Ratings – Outlook for Employment Opportunities

Each occupation was given a favorability rating based on a combination of the expected average annual openings and the projected growth rate for that occupation from 2012-2022. For example, any occupation projected to have more than ten openings annually and at least 11 percent growth from 2012-2022 was designated as having a "Very Favorable" outlook. These occupations are expected to offer the greatest employment opportunity over the period. A distribution of the 725 different occupations by favorability rating is shown in Chart 3. Nearly 60 percent of occupations are projected to have a "Favorable" or "Very Favorable" outlook, accounting for 94 percent of the 22,852 expected annual openings.

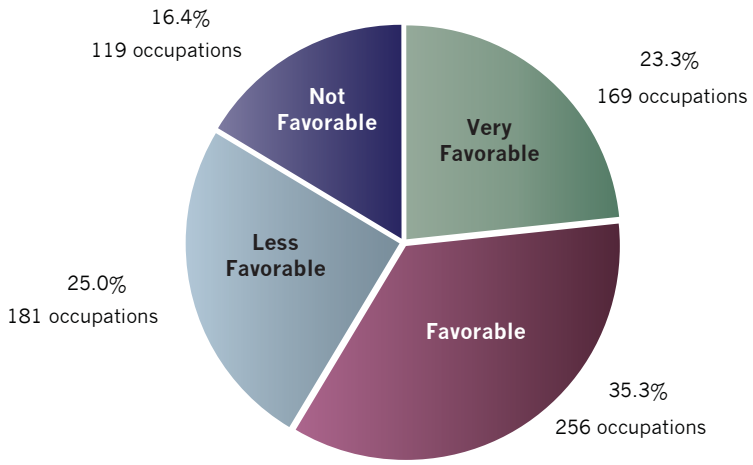
Number of Occupations within Occupational Groups with Favorable or Better Outlook

With regard to outlook for individual occupations, 43 of those in the *Healthcare practitioners and technical* occupational group, and 35 in the *Production* group have a "Favorable" or "Very Favorable" outlook for 2012-2022. In contrast, this is the case for only four occupations in *Legal*, and three in *Farming, fishing and forestry.*

Top 25 Occupations within Occupational Groups

Twenty-five specific occupations are expected to experience both the greatest number of annual openings and highest growth rates over the ten-year period. Five of these occupations are within the *Healthcare practitioners and technical* occupational group, while another three are *Healthcare support* occupations. Other occupational groups with at least three or more of those top 25 occupations are *Business and financial operations,* and *Computer and mathematical* occupations.

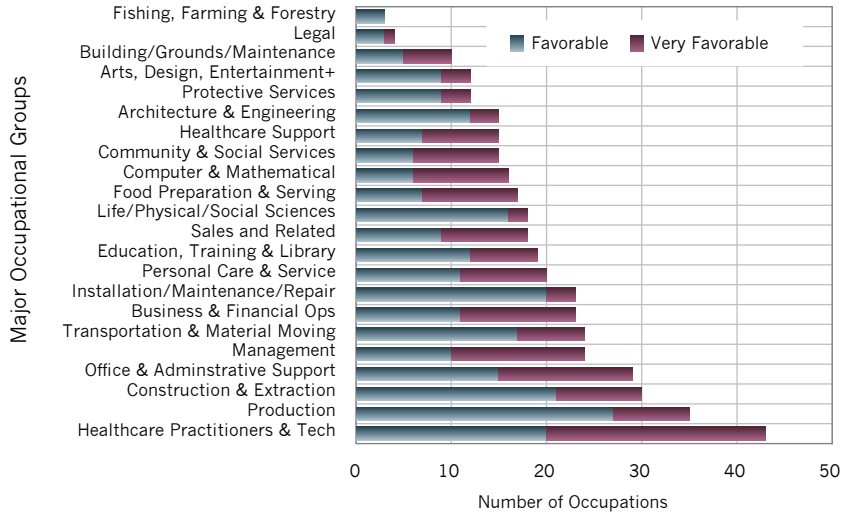
Chart 3: Distribution Of New Hampshire Occupational Projections By Outlook



Occupational Outlook by Educational Attainment

The percentage of occupations associated with each favorability rating by level of education attained is shown in Table 1. Relatively larger percentages of occupations

Chart 4: New Hampshire Occupations with Favorable and Very Favorable Ratings, 2012-2022



with unfavorable ratings (58 percent of the "Less Favorable" and 72 percent of the "Not Favorable") are anticipated for occupations requiring a high school diploma or less education. Also of note is a considerable difference between the percentage of occupations rated "Very Favorable" (50 percent) versus "Not Favorable" (28 percent) for those occupations requiring some level of college education.

Table 1: Percent of Occupations in New Hampshire by Favorability and Education Level

Outlook Rating	Number of Occupations	High School/ Equiv. Or Less	Some College Or More
Very Favorable	169	50%	50%
Favorable	256	56%	44%
Less Favorable	181	58%	42%
Not Favorable	119	72%	28%

Source: Industrial and Occupational Projections for New Hampshire, 2012-2022. Some College or More category includes Postsecondary non-degree awards, Associate's, Bachelor's, Master's, and Doctoral or Professional degrees.

Overall, employment in New Hampshire is expected to increase modestly from 2012-2022, with a significant number of opportunities provided by virtue of an occupational group's relative share of total employment in New Hampshire, and/or growth of certain occupations within the state. For example, the *Food preparation and serving related*, *Office and administrative support*, and *Sales and related* occupational groups cumulatively are projected to account for almost 40 percent of new openings within the state by 2022, with the fast-growing *Healthcare practitioners and technical* and *Computer and Mathematical* occupations providing nearly another 10 percent of employment opportunities. These five groups combined are expected to provide almost half of total employment in New Hampshire over the ten-year period.

Joe Cullen

Methodology

New Hampshire utilizes a national standard software system, developed by a consortium of States working in cooperation with the Employment and Training Administration of the U.S. Department of Labor. The system provides the capability to project employment using accepted statistical methods.*

Projections begin with historical time series data for more than 100 industries from the Quarterly Census of Employment and Wages (QCEW) program. Current Employment Statistics (CES) data are used to supplement QCEW data in industries where some workers are not covered by Unemployment Insurance.

After initial industry projections are completed, results are reviewed and adjusted as necessary to reflect employment changes that have recently occurred for which reliable and quantifiable data are available.

Occupational projections begin with the completed industry data and related staffing patterns. Self-employed occupational estimates, based on U.S. Census occupational employment data, are added to the industry projection. Staffing patterns, a product of the Occupational Employment Statistics (OES) Survey program, represent the number of workers in each occupation distributed across the industries in which they are employed. For example, Accountants are employed in nearly every industry, while Judges are found only in State or Federal Government.

Finally, industry and occupational employment projections are evaluated for reasonableness and consistency.

Specific assumptions made in projecting employment through 2022 include: the United States will have a full employment economy (an unemployment rate of 5.2 percent) by 2022; the population growth rate in New Hampshire from 2012 through 2022 will be less than that of the nation; and there will be no major changes in state or federal government policy.

* "Projecting State and Area Industry Employment", Harvey Goldstein, Ph.D., The University of North Carolina at Chapel Hill. Seventh Edition, August 2005.