

New Hampshire Economic Conditions

March 2013

New Hampshire's Growing Occupations Short-term Occupational Projections, 2012 Q2 to 2014 Q2

Looking ahead to 2014, there will be a variety of occupations with new job opportunities. Over the two-year period from second quarter 2012 to second quarter 2014, the total employment change is projected to be 1.6 percent, and the total number of jobs in New Hampshire is expected to increase from 675,800 to 686,479.

Of the top twenty jobs, defined as those where the projected percent change in employment over the two years is greater than 4.0 percent and the number of projected annual openings is at least seven, eleven require an Associate's degree or more education for entry-level employment, while nine require at least some high school education. (see table, page 3)

Though the three occupations with the most projected job openings do not require a high school diploma, this is not indicative of an uneducated workforce. These occupations are large to begin with, given the extensive em-

ployment in *Retail trade* and *Accommodation and food service* industries in the state. *Cashiers* are expected to add 1,552 positions and grow by 1.9 percent, *Retail salespersons*, 989 positions with 2.6 percent growth, and *Waiters and waitresses*, 772 positions, growing at 2.4 percent. *Combined food preparation and serving workers* and *Stock clerks and order fillers* — both with a substantial share of employment in the *Accommodation and food service* or *Retail trade* industries — round out the top five.

The first occupation on the list requiring a postsecondary degree is *Registered nurses*, which has the third-highest projected number of workers among all occupations in second quarter 2014. Growth of 1.5 percent is expected for this occupation, due

mostly to slower than average growth of 1.5 percent anticipated in the Health care and social assistance industry sector.

New Hampshire Employment Security's Economic and Labor Market Information Bureau publishes short-term projections every six months, generally in the winter and summer, to give an idea of how current economic conditions and seasonality affect the demand for workers. These frequent updates give users such as career planners and job seekers a way to focus on occupations that are expected to have good growth prospects or a large number of openings. This round of projections used the latest available employment data, second quarter of 2012, and looks forward two years to second quarter 2014.

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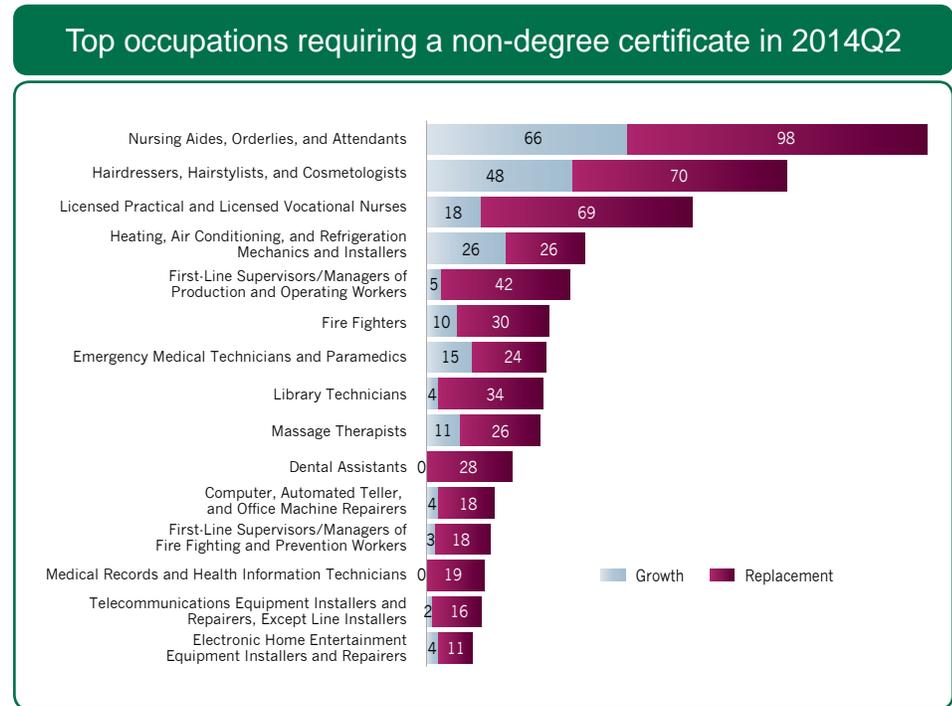
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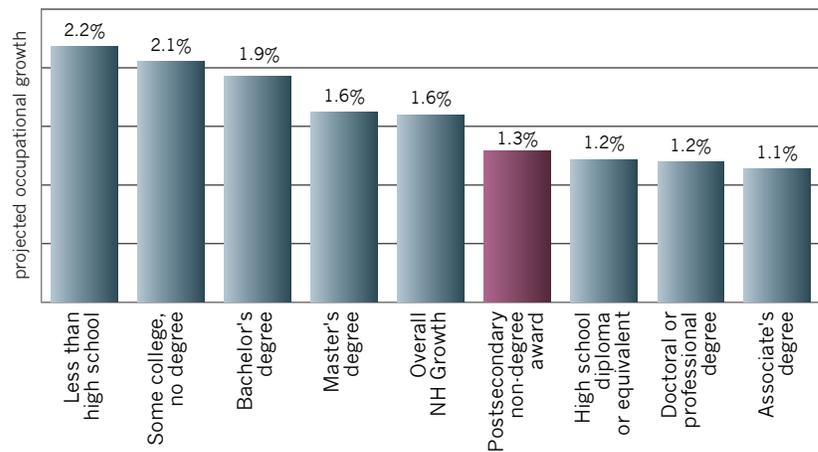
Considering Short-term Training? Take a Look at Certificates

Job seekers looking for a way to prepare for a new career opportunity in a relatively short time period may want to consider a *certificate*, or as it is also known, a postsecondary non-degree award. In fact, a degree may not be required to qualify for some of the fastest-growing occupations in New Hampshire over the next two years.

Certificate programs have many advantages:

- Quicker entry into the job market than a two- or four-year degree. Many programs can be completed in one year or less, and rarely take more than two years. These programs are generally less costly than an Associate's or higher degree. For some occupations, additional on-the-job training or work experience may also be required.

The job outlook for occupations requiring a certificate is good, but slightly lower than overall projected growth



- Certificates provide specific job training, compared to a college degree program which includes general educational requirements. Some certificate program credits may count toward a more advanced degree.
- Completion of a certificate program provides graduates with proof of competence in an occupation. A certificate program may also be required for state licensure or certification.
- There are related educational programs offered by New Hampshire schools and training providers for many of the occupations in demand through second quarter 2014 requiring a postsecondary certificate. Certificate programs are offered at all New Hampshire Community Technical Colleges and can also be found at for-profit and non-profit schools. Some programs are offered online.

The term "certificate" has multiple meanings. It is important to understand the distinction between a certificate earned by someone completing the educational requirements for a specific program, a certificate required by statute to work in a particular occupation, and a certificate earned through a professional or industry organization.

Licensure is generally the strictest form of regulation. For occupations requiring licensure, any person earning a living or claiming competence in the occupation must obtain permission from a government agency and meet certain requirements, one of which is the completion of an approved educational program. An examination may also be required, along with some amount of work-related experience. **Certification** is a less restrictive form of regulation. Anyone may engage in the occupation, but a certification allows a person to claim that they are competent as long as they meet certain qualifications regarding education and experience. In both cases, a fee is usually required. Detailed information on occupations that are regulated by statute in New Hampshire can be found in *New Hampshire Licensed, Certified, and Registered Occupations* at www.nhes.nh.gov/elmi/products/licertocc/.

Postsecondary certificates from educational institutions may qualify a recipient for recognition from a professional or industry organization. These organizations may also offer training programs and professional certification, which may or may not be required by state statute for professional practice. *Dental Assistants*, for example, are not required to obtain a license or certification by the state of New Hampshire, but a prospective candidate completing a dental assisting certificate program can apply for professional certification by the American Dental Association. For those in occupations like this one, certification improves employment opportunities.

The job outlook for occupations requiring a certificate is good. While it is slightly lower than the overall projected growth rate of 1.6 percent through second quarter 2014, there will be many openings generated by the need to fill new positions and replace those who retire, move on to another occupation, or otherwise leave the labor force. This is an important consideration. While an occupation can have slow or negative new job

growth, workers are still needed to fill vacant positions. In fact, replacement job openings account for nearly 74 percent of all openings projected for second quarter 2014.

Healthcare occupations, both on the technical side and those providing support to other healthcare providers, are expected to be in demand through second quarter 2014. Among the leading occupations in this group are *Licensed practical and licensed vocational nurses*, with 87 annual projected openings and *Nursing aides, orderlies, and attendants* with 164 openings—the most for any occupation requiring a certificate.

Hairdressers, hairstylists, and cosmetologists, the largest occupation in the Personal care and services job family, is expected to have 118 annual openings. A program in that field can be completed in less than two years, with required state licensure. *Manicurists and pedicurists*, and *Skin care specialists* are also expected to have good employment opportunities through second quarter 2014. Workers in these occupations must obtain a state license as well.

Other occupations requiring a post-secondary certificate and projected to have good employment prospects

through second quarter 2014 include *Heating, air conditioning, and refrigeration mechanics and installers; Aircraft mechanics and service technicians; Electronic home entertainment equipment installers and repairers; Firefighters; and Emergency medical technicians and paramedics.*

For all available short-term and long-term projections data for New Hampshire, visit our web site at www.nhes.nh.gov/elmi/products/proj.htm

Michael Argiropolis

Top 20 Employment Prospects, 2012 Q2 to 2014 Q2 (4 percent or higher percent change and 7 or more total average annual openings)

SOC Code	Occupational Group	2012Q2 Base	2014Q2 Projected	Change		Annual Growth	Average Annual Openings			Training Categories		
				Numeric	Percent		Growth	Replacements	Total	Education	Experience	OJT
13-1051	Cost Estimators	913	952	39	4.3%	2.1%	20	16	36	Bachelor	none	none
13-1121	Meeting and Convention Planners	231	242	11	4.8%	2.4%	6	4	10	Bachelor	< 1 yr	none
13-1161	Market Research Analysts and Marketing Specialists	945	996	51	5.4%	2.7%	26	24	50	Bachelor	none	none
13-2052	Personal Financial Advisors	1,318	1,388	70	5.3%	2.6%	35	13	48	Bachelor	none	none
13-2061	Financial Examiners	167	176	9	5.4%	2.7%	4	4	8	Bachelor	none	Moderate-term OJT
15-1141	Database Administrators	535	558	23	4.3%	2.1%	12	8	20	Bachelor	1-5 yrs	none
19-1042	Medical Scientists, Except Epidemiologists	362	378	16	4.4%	2.2%	8	2	10	Doctorate or Professional	none	none
21-1013	Marriage and Family Therapists	155	163	8	5.2%	2.5%	4	3	7	Masters	none	Internship or Residency
25-1194	Career/Technical Education Teachers, Postsecondary	191	206	15	7.9%	3.9%	8	3	11	Bachelor	1-5 yrs	none
27-3091	Interpreters and Translators	211	224	13	6.2%	3.0%	6	6	12	Bachelor	none	Long-term OJT
29-1131	Veterinarians	330	346	16	4.8%	2.4%	8	6	14	Doctorate or Professional	none	none
29-2056	Veterinary Technologists and Technicians	665	711	46	6.9%	3.4%	23	10	33	Associate	none	none
31-1011	Home Health Aides	2,394	2,602	208	8.7%	4.3%	104	27	131	Less than HS	none	Short-term OJT
39-2021	Nonfarm Animal Caretakers	917	966	49	5.3%	2.6%	24	20	44	Less than HS	none	Short-term OJT
39-9021	Personal and Home Care Aides	3,992	4,325	333	8.3%	4.1%	166	25	191	Less than HS	none	Short-term OJT
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	199	214	15	7.5%	3.7%	8	6	14	Less than HS	none	Short-term OJT
47-3012	Helpers--Carpenters	188	198	10	5.3%	2.6%	5	6	11	Less than HS	none	Short-term OJT
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	155	165	10	6.5%	3.2%	5	4	9	High school	none	Short-term OJT
49-2098	Security and Fire Alarm Systems Installers	242	252	10	4.1%	2.0%	5	6	11	High school	none	Moderate-term OJT
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	1,000	1,043	43	4.3%	2.1%	22	19	41	High school	none	Moderate-term OJT