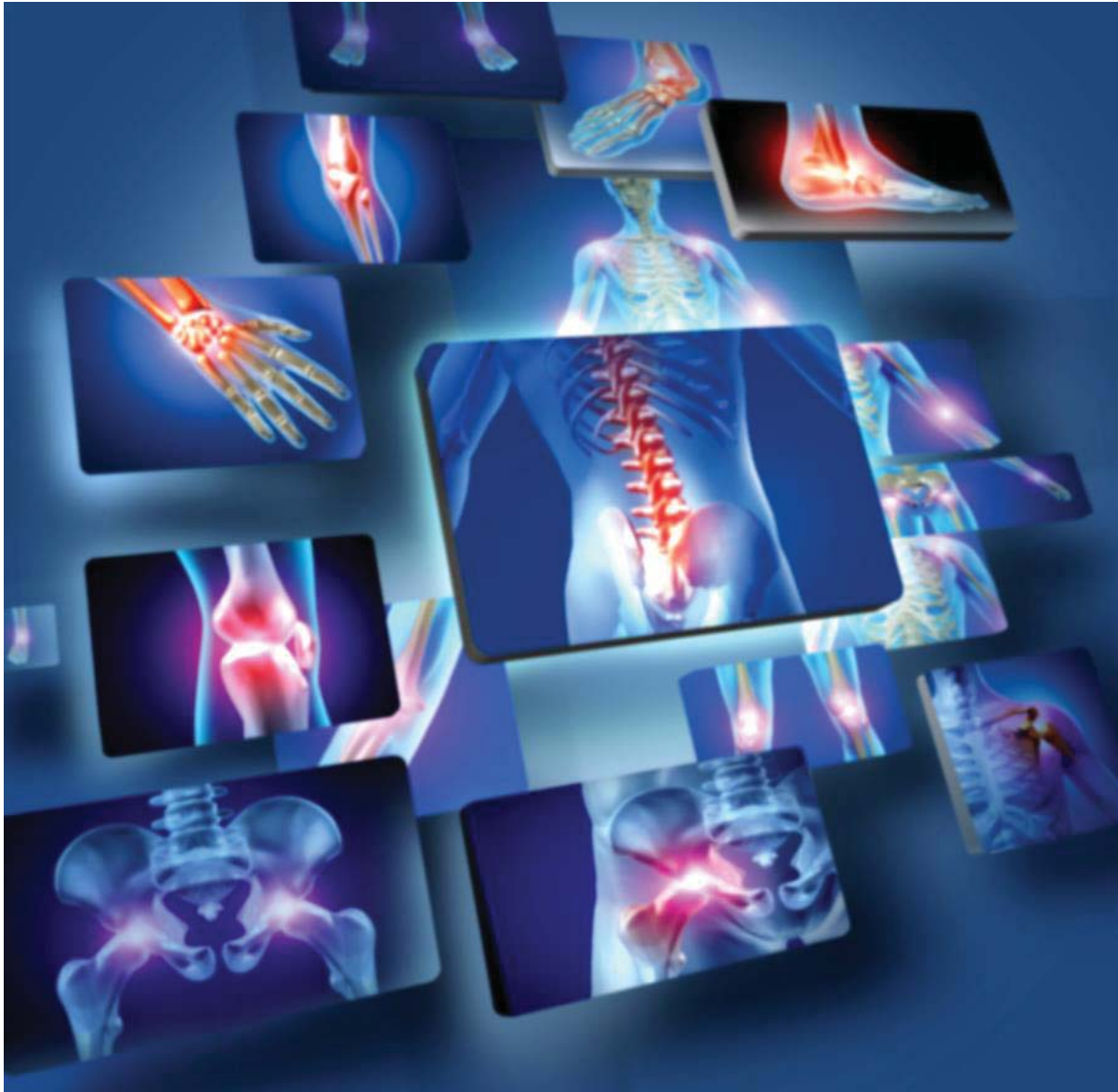


Helping People Feel Better



Therapist Occupations in New Hampshire

Economic and Labor Market Information Bureau
New Hampshire Employment Security

Helping People Feel Better Therapist Occupations in New Hampshire 2017



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Helping People Feel Better

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Introduction

Individuals with disabilities or injuries often seek out or are prescribed therapeutic services to help improve the quality of their everyday lives. Therapists treat and rehabilitate patients without drugs or surgery. They work with patients to improve balance, strength and coordination, correct and improve speech, relieve respiratory conditions, ease pain, or treat cancer. As health care professionals become increasingly specialized, patient care is more likely to be provided by a team of practitioners, and therapists are an integral part of the medical team treatment plan.

- In 2015, there were more than 5,150 workers in therapy-related occupations.¹
- In New Hampshire, employment in these occupations is expected to grow by over 20 percent from 2014 to 2024.
- The hourly wage for *Speech-Language Pathologists, Occupational, Physical and Radiation Therapists* average between \$34 and \$40 an hour, while *Respiratory Therapists* average nearly \$30 per hour. The average hourly wage for all occupations in New Hampshire is \$23.42.

With the high rate of projected growth and strong earnings of therapist occupations, these occupations are an important part of the New Hampshire economy. In addition, the services and benefits they provide to the people of New Hampshire help ensure that these people remain healthy, happy, and productive.

¹ Economic and Labor Market Information Bureau, New Hampshire Employment Security New Hampshire Occupational Employment & Wages 2016

Defining Therapist Specialties

There are nine general specialty areas² of rehabilitation therapy:

- Physical Therapy
- Occupational Therapy
- Speech-Language Therapy
- Respiratory Therapy
- Exercise Physiology
- Recreational Therapy
- Radiation Therapy
- Massage Therapy
- Therapists, All Other



Physical Therapy

Physical Therapy is a physical medicine and rehabilitation specialty that, by using mechanical force and movements, promotes the ability to move, reduces pain, restores function, and prevents disability. Careers in this field include:

- *Physical Therapists* assess the need for, develop, and deliver individualized physical therapy programs designed to restore, reinforce, and enhance performance. They instruct, educate, and train patients and caregivers in those skills and functions essential for promoting independence and productivity, in order to diminish or correct pathology. They also supervise the work of physical therapy assistants and aides
- *Physical Therapy Assistants* assist physical therapists in providing physical therapy treatments and procedures. They carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status, and within the scope of treatment plans established by a physical therapist. They also document and communicate the progress of treatments, and train patients and caregivers in the skills and techniques of the physical therapy treatment program.
- *Physical Therapy Aides*, under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include basic clinical tasks, transporting patients, preparing treatment rooms, cleaning and some clerical duties, and generally assisting other staff.

² All occupational definitions are from the O*NET Content Model, <https://www.onetcenter.org/content.html>

Requirements for Entry Level Physical Therapy Positions ³						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other ⁴
Physical Therapists	Doctorate	None	None	Yes	\$38.95	Basic Life Support Certification (CPR)
Physical Therapist Assistants	Associate's	None	None	Yes	\$26.78	Basic Life Support Certification (CPR)
Physical Therapist Aides	High School	None	Short OJT	No	\$14.38	Several postings stated that the ideal candidate for the position was someone who was working on their PT Assistant degree/certification. Basic Life Support Certification (CPR)

Physical Therapy Degree Completers from NH Schools, 2014 ⁵	
Associate's	30
Doctorate	61

Some online job postings for New Hampshire employers in October/November 2016⁶ listed the minimum education requirements for *Physical Therapist* candidates as a Master's degree, or even a Bachelor's degree. This will not be applicable for new physical therapy students. Master of Physical Therapy (MPT) and Master of Science in Physical Therapy (MSPT) degrees are no longer offered anywhere in the United States; a Doctor of Physical Therapy (DPT) degree is the de facto degree for all incoming students.⁷ Franklin Pierce University is the only school in New Hampshire to offer a DPT.

Occupational Therapy

Occupational Therapy is the use of assessment and treatment to develop, recover, or maintain the daily living and work skills of people with a physical, mental, or cognitive disorder.

- *Occupational Therapists* assess, plan, organize, and participate in rehabilitative programs that help restore vocational, homemaking, and daily living skills, as well as general independence, to disabled persons. They also supervise the work of occupational therapy assistants and aides.
- *Occupational Therapy Assistants* assist occupational therapists in providing occupational therapy treatments and procedures. They perform direct patient care activities, and document the progress of treatments. They may assist in the development of treatment plans.
- *Occupational Therapy Aides* perform, under close supervision of an occupational therapist or occupational therapy assistant, delegated, selected, or routine tasks in specific situations. These duties include transporting patients, preparing patient and treatment room, cleaning and some clerical duties, and generally assisting other staff.

³ Economic and Labor Market Information Bureau, op. cit.

⁴ Labor/Insight, Burning Glass Technologies, op. cit.

⁵ IPEDS, op. cit.

⁶ Labor/Insight, Burning Glass Technologies, op. cit.

⁷ American Physical Therapist Association, Physical Therapist (PT) Education Overview, <http://www.apta.org/PTEducation/Overview/>

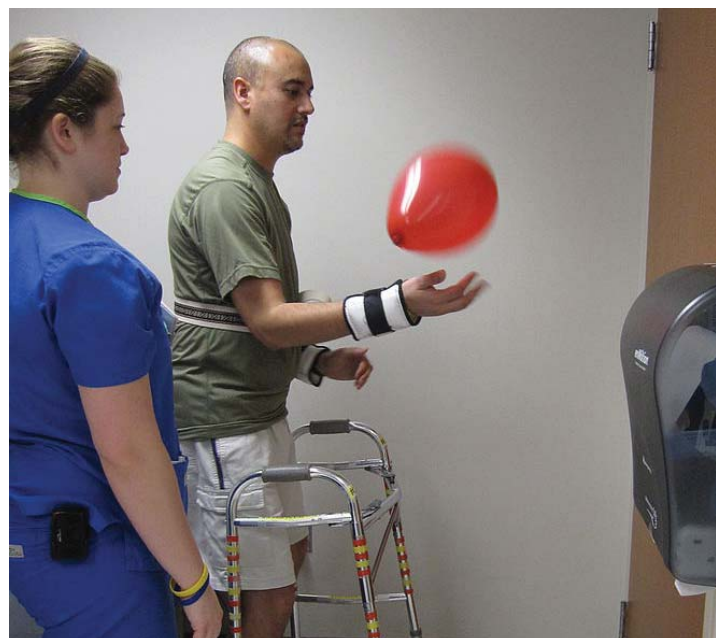
Requirements for Entry Level Occupational Therapy Positions ⁸						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other ⁹
Occupational Therapists	Master's	None	None	Yes	\$37.39	Basic Life Support Certification (CPR)
Occupational Therapy Assistants	Associate's	None	None	Yes	\$25.33	Basic Life Support Certification (CPR)
Occupational Therapy Aides	High School	None	Short OJT	No	\$14.23	

Occupational Therapy Degree Completers from NH Schools, 2014 ¹⁰	
Associate's	14
Bachelor's	50
Post-Baccalaureate Certificate	12
Master's Degree	58

The University of New Hampshire's Department of Occupational Therapy offers a combined Bachelor's degree/Master's degree program. Bachelor's degree completers listed here will be advancing on to obtain a Master's degree.

UNH also offers a Graduate Certificate program in Assistive Technology. Assistive Technology is any item, piece of equipment, software program, or product system that is used to increase, maintain, or improve the functional capabilities of persons with disabilities. Completers from this program were classified with *Occupational Therapy* programs. The post-Baccalaureate certificate program offers specific training in assistive technology to individuals attaining a degree or engaged in occupational, speech, physical or recreational therapy; rehabilitation counseling; engineering; education; special education; or nursing.

Posting for assistive technology careers found on Burning Glass were classified under a variety of occupational codes, including no code at all.



While these completers are qualified for the posted positions that were reviewed, they are not included in data specific to *Occupational Therapy* careers.

⁸ Economic and Labor Market Information Bureau, New Hampshire Employment Security publications: New Hampshire Long-term Occupational Projections, 2014 to 2024, Licensed, Certified and Registered Occupations, and New Hampshire Job Outlook and Locator by Industry and Occupation base year 2014 to projected year 2024

⁹ Labor/Insight, Burning Glass Technologies, New Hampshire results from October 1 - November 30, 2016

¹⁰ IPEDS, The Integrated Postsecondary Education Data System, Awards/degrees conferred by program (6-digit CIP code), award level, race/ethnicity, and gender: July 1, 2013 to June 30, 2014

Requirements for Entry Level Radiation Therapy Positions ¹¹						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other
Radiation Therapists	Associate's	None	None	Yes	\$39.64	-

Radiation Therapy Degree Completers from NH Schools, 2014 ¹²	
Postsecondary Certificate/Diploma < 1 year	3
Associate's	2

Radiation Therapy

Radiation Therapists provide radiation therapy – high-energy radiation used to shrink tumors and kill cancer cells – to patients as prescribed by a radiologist according to established practices and standards. *Radiation Therapists* review prescription and diagnosis information, administer prescribed doses of radiation to specific sites as defined by the Radiation Oncologist, act as a liaison with physician and supportive care personnel; prepare and construct equipment, such as immobilization, treatment, and protection devices; and maintain records, reports, and files. They may also assist in dosimetry—the calculation of absorbed radiation dose and optimization of dose delivery—procedures and tumor localization.

In May 2016, legislation (RSA 328-J) was passed in New Hampshire requiring licensure of Medical Imaging and Radiation Therapists.¹³ These occupations include radiographers, radiation therapists, nuclear medicine technologists, magnetic resonance technologists, radiologist assistants, x-ray machine operators, and sonographers. Rules governing the licensure process for these therapists and technicians are still being developed.

Radiation Therapists are required to obtain certification by the American Registry of Radiologic Technologists (ARRT). The minimum



education required by the ARRT for certification is an Associate's degree. The Radiation Therapy certificate program included in the table is offered by New Hampshire Technical Institute (NHTI). This program is intended for students who have a prior degree in Radiological Sciences. Completers are able to meet the required standards for entry-level *Radiation Therapy* positions and ARRT certification. NHTI also offers a Radiation Therapy Associate's degree for students with no prior radiological education.

¹¹ Economic and Labor Market Information Bureau, op. cit.

¹² IPEDS, op. cit.

¹³ American Society of Radiation Therapists, Licensure Law Passes in New Hampshire, <https://www.asrt.org/main/standards-regulations/regulatory-legislative-news/2016/05/09/licensure-law-passes-in-new-hampshire>

Requirements for Entry Level Respiratory Therapy Positions ¹⁴						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other ¹⁵
Respiratory Therapists	Associate's	None	None	Yes	\$29.96	Advanced/Specialized CPR Certification(s), ex: Advanced Cardiovascular Life Support, Pediatric Advanced Life Support, NeoNatal Resuscitation Program

Respiratory Therapy Degree Completers from NH Schools, 2014 ¹⁶	
Associate's	6

Respiratory Therapy

Respiratory Therapists assess, treat, and care for patients with breathing disorders. They conduct therapeutic procedures and operate various types of respiratory care equipment. They also ensure that patients and/or caregivers can effectively operate and maintain equipment. *Respiratory Therapists* consult with physicians regarding patient treatment, and Plans of Care, and maintain patient records. They may also be responsible for supervising respiratory therapy technicians or other support staff.



There are two basic certifications for *Respiratory Therapists*. Certified Respiratory Therapist is an entry-level certification. Registered Respiratory Therapist is a more advanced certification; it requires a CRT and either scores above a certain threshold on the CRT exam, or several years of experience and additional education.¹⁷

¹⁴ Economic and Labor Market Information Bureau, op. cit.

¹⁵ Labor/Insight, Burning Glass Technologies, op. cit.

¹⁶ IPEDS, op. cit.

¹⁷ The National Board for Respiratory Care, Examinations, <https://www.nbrc.org/Pages/examinations.aspx>

Requirements for Entry Level Massage Therapy Positions ¹⁸						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other ¹⁹
Massage Therapists	Non-degree Certificate	None	None	Yes	\$19.66	CPR Certification, First Aid training Different employers looked for certification and/or experience in different massage disciplines

Massage Therapy Degree Completers from NH Schools, 2014 ²⁰	
Postsecondary Certificate/Diploma < 1 yr	52
Postsecondary Certificate/Diploma 1-2 yr	39
Associate's	3

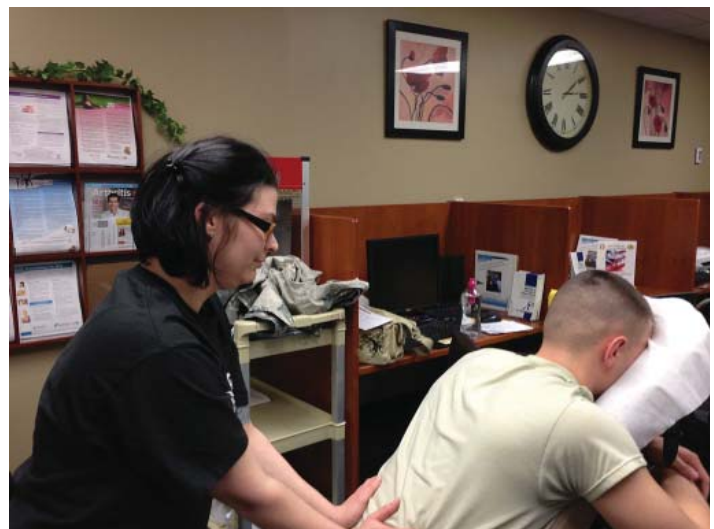
Massage Therapy

Massage Therapists treat problems affecting the musculature of the body with pressure, tension, motion, or vibration. They massage customers for hygienic or remedial purposes.

Massage Therapist licensure in New Hampshire requires 750 hours of education and 250 hours of professional, hands-on experience.

In addition to *Massage Therapists*, New Hampshire also requires licensure for *Reflexology*, *Structural Integration*, and *Asian Bodywork Therapists*.

In these fields, workers must be certified by a professional association, each of which dictates how much relevant education, experience, and any other requirements are necessary.



¹⁸ Economic and Labor Market Information Bureau, op. cit.

¹⁹ Labor/Insight, Burning Glass Technologies, op. cit.

²⁰ IPEDS, op. cit.

Requirements for Entry Level Speech-Language Pathology Positions ²¹						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other ²²
Speech-Language Pathologists	Master's	None	None	Yes	\$34.90	Need to complete a year-long fellowship for certification. Entry-level positions may qualify for this requirement.

Speech Pathology Degree Completers from NH Schools, 2014 ²³	
Associate's	2
Bachelor's	32
Master's	20

Speech-Language Pathology

Speech-Language Pathologists assess and treat persons with speech, language, voice, and fluency disorders. They may select alternative communication systems and teach their use. They may also perform research related to speech and language problems. The State of New Hampshire issues three different licenses for *Speech-Language Therapists*:

- *Speech-Language Pathologists* must have a Master's degree in speech-language pathology or communication sciences and disorders from an approved college or university. They are also required to complete a supervised clinical practicum, and a supervised post-graduate fellowship.
- *Speech-Language Specialists* are speech-language therapists who work for a school district. In addition to a Master's degree in in speech-language pathology or communication sciences and disorders, they must be licensed as educators.
- *Speech-Language Assistants* must have an Associate's degree in speech-language pathology or communication sciences and disorders from an approved college or university.



The Associate's degree program is from Granite State College; the course is intended to qualify students for *Speech-Language Pathology Assistant* positions

Bachelor's degree programs will not qualify graduates for entry-level positions in this field. The University of New Hampshire offers the only Bachelor's degree in Communication Sciences and Disorders in New Hampshire; their website warns that graduates of this program will need to pursue a Master's degree as well. The University of New Hampshire also offers a Master's level program, the only Master's degree for Communication Sciences and Disorders offered in New Hampshire.

²¹ Economic and Labor Market Information Bureau, op. cit.

²² Labor/Insight, Burning Glass Technologies, op. cit.

²³ IPEDS, op. cit.

Requirements for Entry Level Recreational Therapy Positions ²⁴						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other ²⁵
Recreational Therapists	Bachelor's	None	None	Yes	\$22.29	Basic Life Support Certification (CPR)

Recreational Therapy

Recreational Therapists plan, direct, or coordinate medically-approved recreation programs for patients in hospitals, nursing homes, or other institutions. Activities could include sports, trips, dramatics, social activities, and arts and crafts. They also assess a patient’s condition and recommend appropriate recreational activity. The University of New Hampshire offers a Bachelor’s degree in Therapeutic Recreation, but did not have any completers from the program in 2014.



²⁴ Economic and Labor Market Information Bureau, op. cit.

²⁵ Labor/Insight, Burning Glass Technologies, op. cit.

Requirements for Entry Level Exercise Physiology Positions ²⁶						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other ²⁷
Exercise Physiologists	Bachelor's	None	None	No	\$22.20	Basic Life Support or Advanced Cardiovascular Life Support Certification (CPR) Certification is not required, but can be required or preferred for specific openings

Exercise Physiology Degree Completers from NH Schools, 2014 ²⁸	
Postsecondary Certificate/Diploma < 1 yr	6
Associate's	12
Bachelor's	116
Master's	7

Exercise Physiology

Exercise Physiologists assess, plan, or implement fitness programs that include exercise or physical activities for individuals with chronic disease. Programs are designed to improve cardiorespiratory function, body composition, muscular strength, muscular endurance, or flexibility. They also instruct classes, individuals and communities on risk factor modification and wellness.

There are two different certifications for *exercise physiologists*. Neither is required for entry-level candidates, but can be required or preferred for specific job openings. A Clinical Exercise Physiologist Certification requires a Bachelor's degree and 400-500 hours of clinical experience. A Registered Clinical Exercise Physiologist Certification requires a Master's degree and 600 hours of clinical experience.



Manchester Community College offers an Associate's degree in Exercise Science and a Personal Training Certificate program. According to their website, these programs are designed to prepare students for careers as personal trainers and fitness class instructors, as well as health/wellness specialists. It could also allow students to pursue further education in exercise physiology, physical therapy or other similar programs.

²⁶ Economic and Labor Market Information Bureau, op. cit.

²⁷ Labor/Insight, Burning Glass Technologies, op. cit.

²⁸ IPEDS, op. cit

Requirements for Entry Level Therapy, All Other Positions ²⁹						
Occupation Title	Education	Experience	Post-Hire Training	NH License or Certification Required?	Average Hourly Wage	Other
Therapists, All Other	Bachelor's	None	None	Yes	n	-

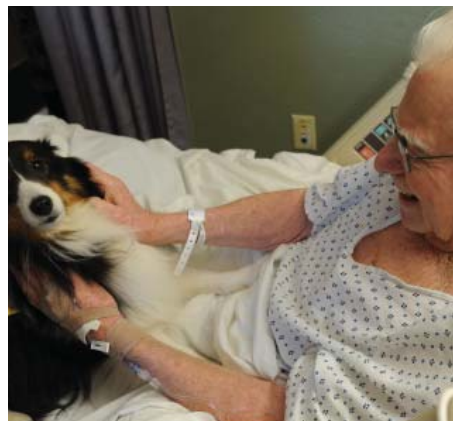
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Therapy, All Other Degree Completers from NH Schools, 2014 ³⁰	
Master's	22

Therapists, All Other

Therapists, All Other covers all therapist specialties not listed separately. Examples include *Hydrotherapist, Art Therapist, Music Therapist, Dance Therapist, Movement Therapist,* and *Animal-Assisted Therapist.*

In New Hampshire, all completers in this category obtained a Master's degree from Antioch University New England's Dance/Movement Therapy and Counseling program.



²⁹ Economic and Labor Market Information Bureau, op. cit.

³⁰ IPEDS, op. cit.

Demand for Workers in Therapy Occupations

Certifications

Reviewing detailed information included in text of online job postings provides insight into what certification and skills employers are currently seeking in prospective candidates. While there was a specific certification most frequently requested in job postings for each occupation, there were more certifications included among all job postings for therapist occupations.

Specific certifications were included in almost 20 percent of job postings for therapist positions in New Hampshire during November and December 2016.

First Aid CPR AED was almost universally listed in job ads among the selected therapist occupations.

Job ads for *Physical Therapists* and *Respiratory Therapists* included the biggest variety of certifications, with six different certifications each.

Certifications most frequently requested in online job postings

	Massage Therapists	Occupational Therapists	Occupational Therapy Aides	Occupational Therapy Assistants	Physical Therapist Assistants	Physical Therapists	Respiratory Therapists	Speech-Language Pathologists
Basic Cardiac Life Support Certification						○	○	
First Aid CPR AED		○		○	○	○	○	
American Occupational Therapy Association (AOTA)		○		○				
Certified Occupational Therapy Assistant (COTA)		○		○				
National Board for Certification in Occupational Therapy (NBCOT)		○		○				
American Physical Therapy Association (APTA)					○	○		
Registered Respiratory Therapist							○	
American Heart Association Certificate						○		
Community Health		○						
American Speech - Language Hearing Association								○
Certified Nursing Assistant			○					
Massage Therapist Certification	○							
Home Care Certificate	○							
Care License							○	
Certified Surgical Technologist						○		
Certified Pulmonary Function Technologist							○	
Registered Pulmonary Function Technologist							○	
Certified Teacher								○
Teaching License								○
Registered Dietitian						○		

Source: Labor/Insight, Burning Glass Technologies
New Hampshire job postings November through December 2016

Skills

In many cases, skills listed in job postings refer to soft-skills that are not easily measurable. These include interpersonal behaviors and character traits such as communication abilities, time management, and organization abilities.

Job postings for *Physical Therapists* included 17 different skills, the largest number among the seven therapy-related occupations that had job postings including skills.

Job postings in New Hampshire for *Occupational Therapists* and *Speech-Language Pathologists* during November and December 2016 specified 15 different skills for each occupation.

Five of the seven occupations specified communication skills and work area maintenance. Since many therapists share common work areas the lack of these skills could be disruptive to the work environment.

Four of the seven occupations specified organizational skills and team work/collaboration as desirable traits.

Basic Skills Most Frequently Included in Job Postings

	Massage Therapists	Occupational Therapists	Occupational Therapy Assistants	Physical Therapist Assistants	Physical Therapists	Respiratory Therapists	Speech-Language Pathologists
Articulate							●
Bilingual						●	
Building Effective Relationships	●						
Communication Skills		●		●	●	●	●
Computer Skills					●	●	●
Creativity					●		●
Decision Making							●
Detail-Oriented							●
English					●	●	●
Listening					●		
Management						●	
Mathematics		●					
Mentoring		●			●		
Multi-Tasking					●	●	
Organizational Skills		●			●	●	●
Physical Demand		●				●	●
Planning		●			●		
Positive Disposition		●	●				
Preventive Maintenance						●	
Prioritizing Tasks		●					
Problem Solving		●			●		●
Progress Reports							●
Quality Assurance and Control		●			●		●
Range of Motion		●			●		
Research						●	●
Team Work/ Collaboration		●		●	●		●
Time Management		●			●		
Troubleshooting						●	
Typing					●		
Work Area Maintenance		●	●	●	●		●
Writing		●			●	●	

Source: Labor/Insight, Burning Glass Technologies
New Hampshire job postings November through December 2016

Industries in which Therapists are Employed

In New Hampshire, a majority of workers in therapist occupations are employed in a few industries, mainly within the Health Care and Social Assistance sector. Most therapists work in Hospitals, Ambulatory Health Care Services, and Nursing and Residential Care Facilities.

Other common industries include:

- *Elementary and Secondary Schools* employ 53 percent of Speech-Language Pathologists, and 14 percent of Occupational Therapists.
- *State and Federal Governments* employ 12 percent of Recreational Therapists.
- *Rental and Leasing Services* employ 13 percent of Respiratory Therapists.
- 82 percent of Massage Therapists are *Self-Employed*, as are 49 percent of Exercise Physiologists and 48 percent of Therapists, All Other.

Location Quotient

A location quotient is a measure that compares the concentration of occupational employment in an area to the concentration in another area. In this case, the concentration in New Hampshire is being compared to the nationwide concentration for each therapist occupation. A location quotient greater than one means that New Hampshire has a higher share of employment in that occupation than the national average. A location quotient less than one means employment in the occupation is less concentrated than the national average.

A location quotient greater than one typically means either that an area produces more of a good or service than the local economy uses and exports excess production, or that the local economy has a larger than average demand for that good or service.

Therapist occupations require in-person interaction between the therapist and patient, so it is not surprising that most of the therapist occupations fall fairly close to a 1.0 location quotient. These services are available in most places and cannot be easily produced in one place then exported from one area of the country to another.

Occupational Therapists, Occupational Therapy Aides, Physical Therapists, and Physical Therapy Assistants had the highest location quotients of all therapy occupations in New Hampshire, while *Respiratory Therapists* had the lowest. New Hampshire follows a regional trend for these occupations. New England as a whole had a low concentration of *Respiratory Therapists*; Massachusetts had the highest, at 0.86.

New England had a high concentration of *Physical and Occupational Therapists*, relative to the rest of the country. New Hampshire’s location quotient of 2.20 for *Occupational Therapists* was the highest location quotient in the nation for that occupation.

Occupation	Location Quotient
Occupational Therapists	2.20
Occupational Therapy Aides	1.72
Physical Therapist Assistants	1.60
Physical Therapists	1.48
Radiation Therapists	1.15
Speech-Language Pathologists	1.01
Massage Therapists	0.99
Recreational Therapists	0.97
Occupational Therapy Assistants	0.92
Physical Therapist Aides	0.82
Respiratory Therapists	0.65
Exercise Physiologists	n
Therapists, All Other	n

n = data do not meet disclosure standards

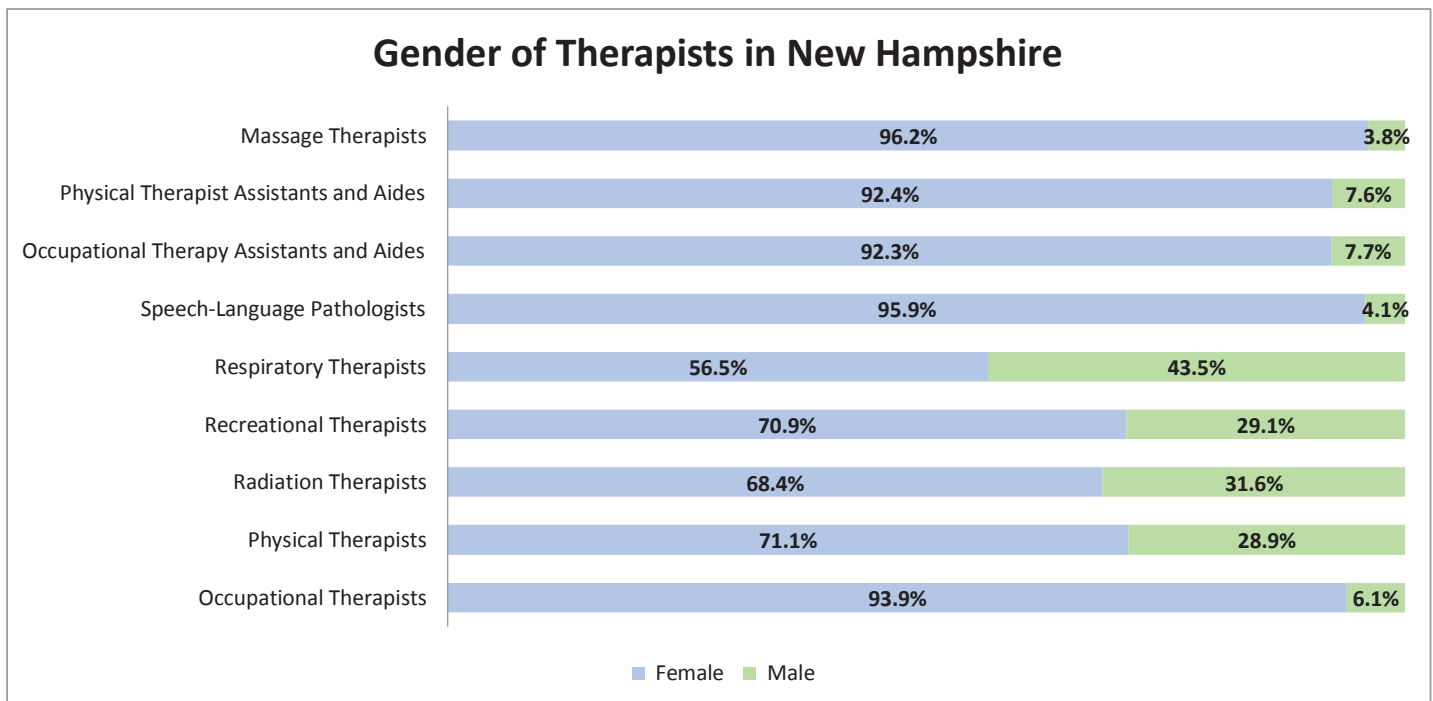
Source: Bureau of Labor Statistics, May 2015 National Occupational Employment and Wage Estimates. https://www.bls.gov/oes/current/oes_nat.htm

Demographic Characteristics of Therapists in New Hampshire

Therapists by Gender in New Hampshire

The total labor force in New Hampshire is 51.2 percent male and 48.8 percent female. These percentages can vary greatly depending on the industry and occupation. Therapist occupations are classified as part of two occupational groups: Healthcare Practitioners and Technical Occupations and Healthcare Support Occupations. The workers in both of these groups were well over 50 percent female. Healthcare Practitioners and Technical Occupations workers were 78.2 percent female and 21.8 percent male, and Healthcare Support Occupations workers were 89.8 percent female and 10.2 percent male.³¹

This pattern was seen in every therapist occupation, to varying degrees. *Massage Therapists* as well as *Occupational* and *Physical Therapist Aides* and Assistants are all classified as Healthcare Support Occupations. For each of these occupations, more than 90 percent of workers were female, even higher than the average for the occupational group. In the Healthcare Practitioners and Technical Occupations group, *Occupational Therapists* and *Speech-Language Pathologists* were over 90 percent female as well. *Respiratory Therapists* had the lowest percentage of female workers, at 56.5 percent, however, this proportion was still above the average of the overall labor force.



Source: U.S. Census Bureau, EEO Tabulation 2006-2010, EEO 12w. Detailed Census Occupation by Older Age Groups, Sex, and Race/Ethnicity for Worksite Geography, Total Population. <https://factfinder.census.gov/>

³¹ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire - Census Labor Force by Gender. <http://nnetwork.nhes.state.nh.us/nnetwork/CensusOcc.aspx?sid=3>

Therapists by Age Group

In the United States, 45.9 percent of the labor force is under 40 years old, 44.6 percent is between 40 and 59 years of age, and 9.5 percent is 60 years of age or over. The labor force in New Hampshire is slightly older than the US average; 41.6 percent of workers are under 40 years of age, 47.7 percent are between 40 and 59 years of age, and 10.7 percent are 60 years of age or over.^{32,33}

The age characteristics among therapist occupations were largely similar. Since these occupations represent a relatively small number of workers, they have a little more variation than the labor force as a whole. But with a couple exceptions, they fell roughly in line with the overall New Hampshire labor force.

Therapy workers under 40 years old made up between 37 and 51 percent of the workforce in their respective occupations, with the exception of *Radiation Therapists* and *Respiratory Therapists*. Workers under 40 years of age made up 74 percent and 14 percent of workers in their respective occupations.

Workers 40 to 59 years of age made up between 39 and 60 percent of the workforce in their occupations, with the exceptions again being *Radiation Therapists* and *Respiratory Therapists*, where workers in that age range made up 27 percent and 80 percent of the workforce, respectively.

One area where therapists differed from the rest of the New Hampshire labor market was workers 60 years of age and older. Therapist occupations had a fairly low small share of workers in the oldest

age group, six percent or less, with the exception of *Occupational Therapy Aides and Assistants*, 19 percent of which were age 60 or over.

When all therapist occupations are combined into a single population, 44 percent were under age 40, 52 percent were between 40 and 59 years of age, and five percent were age 60 or older.

Future Outlook for Therapists

Employment Projections

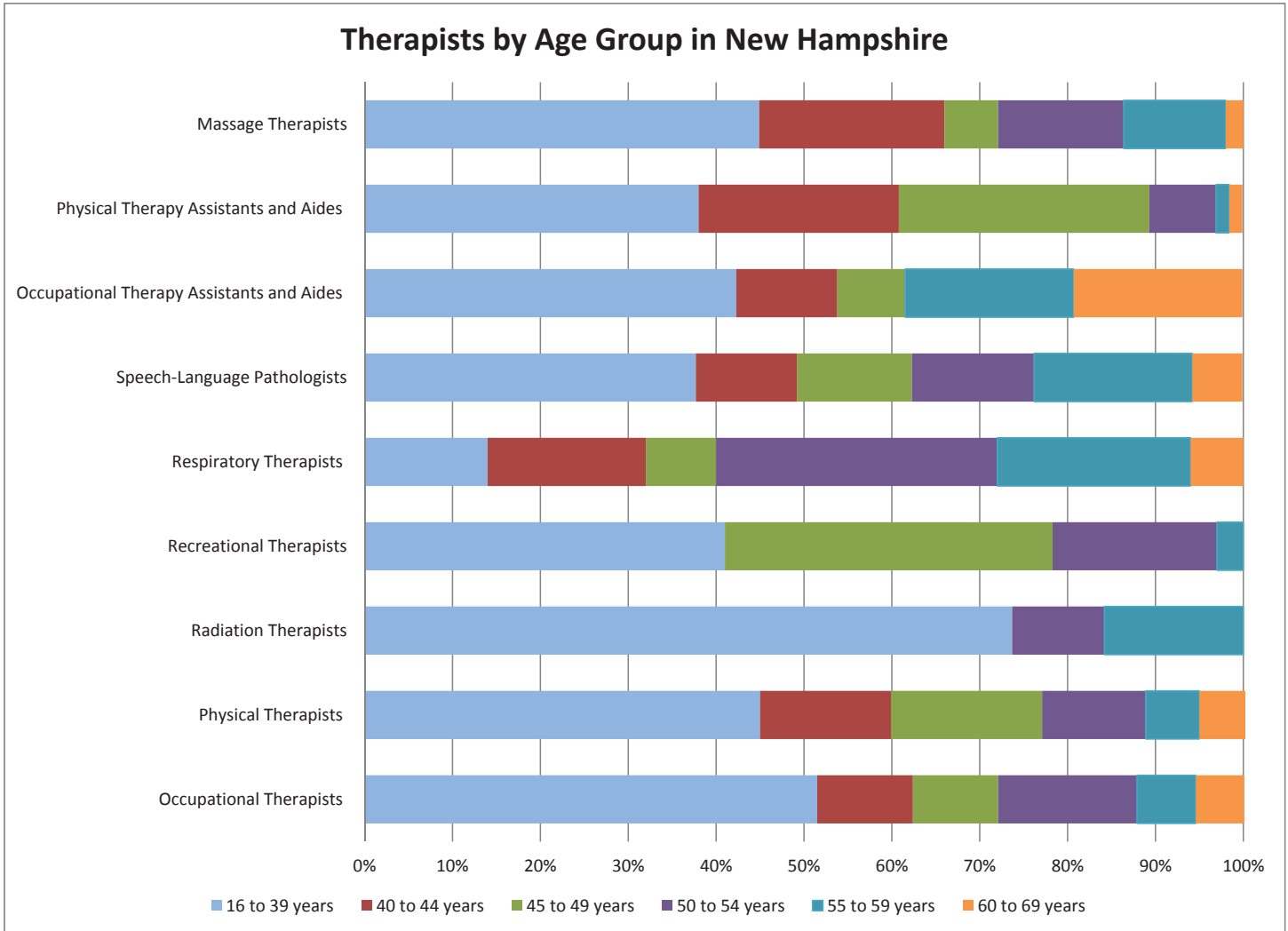
New Hampshire workers in therapy-related jobs account for more than 11 percent of employment in the Healthcare Support Occupations and Healthcare Practitioners and Technical Occupations occupational groups. According to long-term occupational employment projections, jobs in these occupations are expected to increase by 21.2 percent over the ten year period from 2014 to 2024.³⁴ Employment in New Hampshire as a whole is expected to grow at a rate of 7.0 percent over that period.

Among therapist occupations, *Physical Therapists* are projected to see the largest number of new jobs created between 2014 and 2024, with an estimated 452 new jobs to be created during that period. *Physical Therapist Assistant* jobs are projected to grow at the highest rate over that period, growing 35.7 percent. *Massage Therapists*, with a projected 2,124 jobs by 2024, will remain the largest therapist specialty.

³² U.S. Census Bureau, EEO Tabulation 2006-2010, EEO 12w. Detailed Census Occupation by Older Age Groups, Sex, and Race/Ethnicity for Worksite Geography, Total Population. <https://factfinder.census.gov/>

³³ US Census Bureau EEO Tabulation data includes persons working in New Hampshire who are not New Hampshire residents, and excludes New Hampshire residents who work out of state.

³⁴ Occupational projections data include the self-employed.



Source: U.S. Census Bureau, EEO Tabulation 2006-2010, EEO 12w. Detailed Census Occupation by Older Age Groups, Sex, and Race/Ethnicity for Worksite Geography, Total Population. <https://factfinder.census.gov/>

Future Pipeline of Therapy Workers

Long-term occupational projections include an estimate of the average number of job openings that are expected each year. These provide an additional perspective, because they include not only the openings created from new job growth, but also the openings created because of the need to replace workers who leave the occupation, to either move to another occupation or leave the labor force. This is particularly important since New Hampshire’s population and workforce is aging. As of 2015, New Hampshire had the third oldest population in the US, with a median age of 42.2.³⁵ Only Vermont and Maine were older.

New growth is expected to create an average of 133 new therapist jobs annually from 2014 to 2024. Each therapist occupation has either a favorable or very favorable future employment prospect. However, new jobs account for barely half of the estimated annual openings; another 124 jobs are

expected to be generated from the need to replace workers who leave the occupation to either go to a different occupation or leave the labor force. That means that over 250 workers will be needed to fill expected therapist job vacancies over the ten year period.

Using a crosswalk developed by the National Center for Education Statistics (NCES), educational programs are identified using the Classification of Instructional Programs (CIP) and are aligned with specific occupations identified using the Standard Occupational Classification System (SOC). A CIP-SOC relationship indicates that programs classified in the CIP category prepare individuals directly for jobs classified in the SOC category. Completers of these programs are tracked and reported to NCES annually.

New Hampshire Employment Projections by Occupation 2014 to 2024

SOC Code	Occupation Title	2014 Estimated	2024 Projected	Numeric Change	Percent Change
29-1122	Occupational Therapists	815	989	174	21.3%
29-1123	Physical Therapists	1,453	1,905	452	31.1%
29-1124	Radiation Therapists	116	125	9	7.8%
29-1125	Recreational Therapists	74	81	7	9.5%
29-1126	Respiratory Therapists	372	412	40	10.8%
29-1127	Speech-Language Pathologists	580	647	67	11.6%
29-1128	Exercise Physiologists	112	120	8	7.1%
29-1129	Therapists, All Other	25	31	6	24.0%
31-2011	Occupational Therapy Assistants	175	225	50	28.6%
31-2012	Occupational Therapy Aides	48	63	15	31.3%
31-2021	Physical Therapist Assistants	515	699	184	35.7%
31-2022	Physical Therapist Aides	135	178	43	31.9%
31-9011	Massage Therapists	1,852	2,124	272	14.7%

³⁵ U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates, S0101: Age and Sex. <https://factfinder.census.gov>

Occupation Title	Average Annual Openings			Completers 2014	Education	Experience	Training
	Growth	Replacement	Total				
Occupational Therapists	17	16	33	58	Masters	none	none
Physical Therapists	45	39	84	61	Doctorate/Prof	none	none
Radiation Therapists	1	3	4	2	Associate	none	none
Recreational Therapists	1	2	3	0	Bachelor	none	none
Respiratory Therapists	4	9	13	6	Associate	none	none
Speech-Language Pathologists	7	15	22	20	Masters	none	none
Exercise Physiologists	1	1	2	123	Bachelor	none	none
Therapists, All Other	1	0	1	22	Bachelor	none	none
Occupational Therapy Assistants	5	5	10	14	Associate	none	none
Occupational Therapy Aides	2	1	3		High School	none	Short OJT
Physical Therapist Assistants	18	15	33	30	Associate	none	none
Physical Therapist Aides	4	4	8		High School	none	Short OJT
Massage Therapists	27	14	41	94	Postsecondary	none	none

Assuming that all completers of programs that prepared students for therapist occupations from New Hampshire educational facilities remain in New Hampshire for employment, matching the annual job estimates to completers presents a rough idea if there will be an adequate supply of workers to fill the job openings. However, for many occupations with a lower number of annual openings, there is a regional supply pipeline that feeds the entire region, but is not centered in New Hampshire.³⁶

In 2014, there were 541 completers awarded a degree (primary major) in an educational program leading to a therapist occupation. Of those completers, 430 were awarded a degree in an instructional program that corresponded to the educational requirements for entry-level employment in a therapist occupation.³⁷

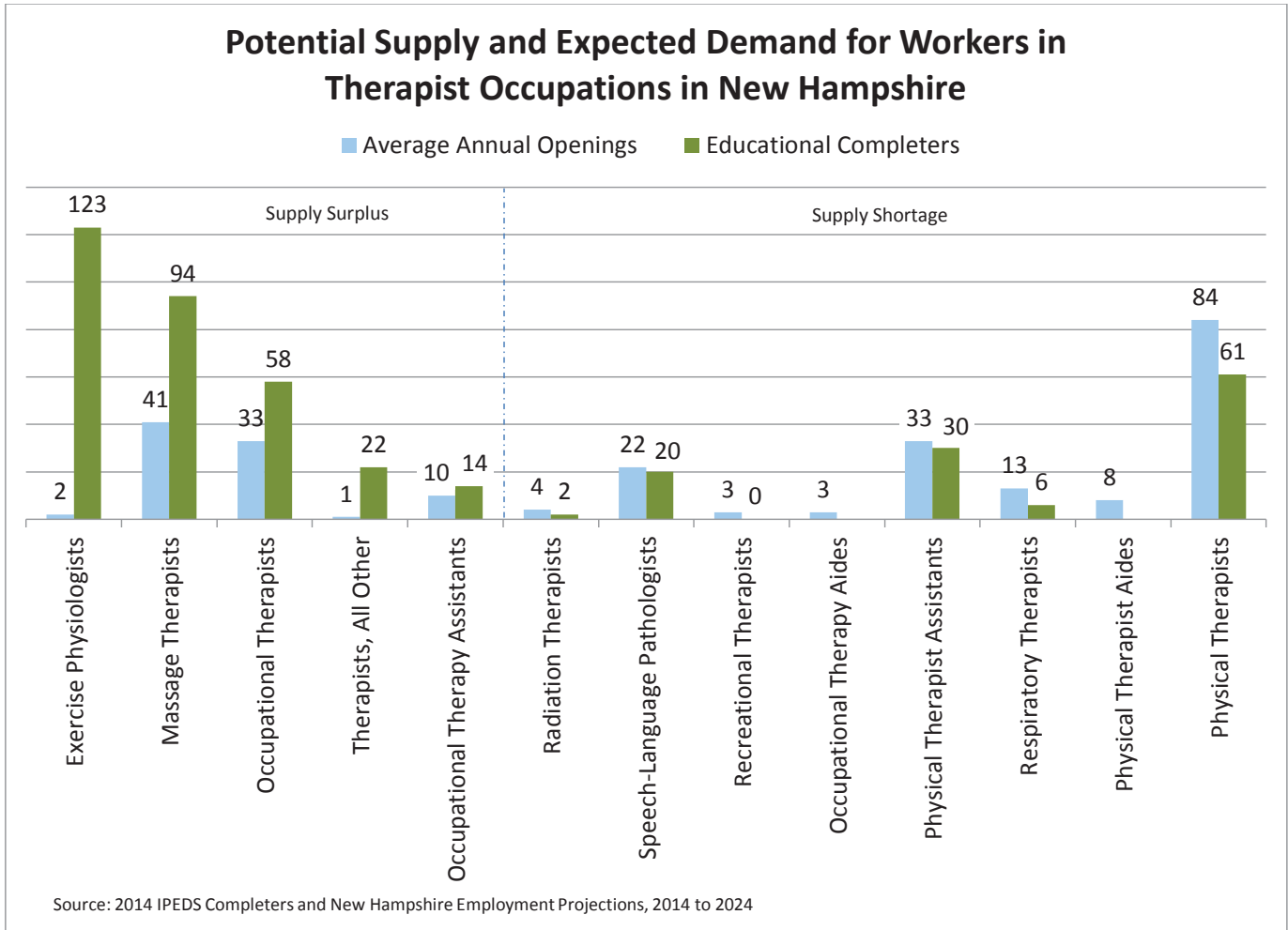
The point-in-time comparison of average annual openings to 2014 graduate counts indicate that the

supply of completers of programs for *Occupational Therapists, Massage Therapists, Occupational Therapy Assistants* and *Exercise Physiologists* exceed the anticipated annual job openings for those occupations. Assuming those completers are new entrants to the workforce, this would create a surplus of workers in those occupations and the possibility that those individuals would seek work outside of New Hampshire.

On the other hand, the supply of completers in programs for *Physical Therapists, Respiratory Therapists, Speech-Language Pathologists* and *Physical Therapist Assistants* would not be sufficient to fill expected job openings for those occupations. There were no completers from New Hampshire educational institutions in programs for *Recreational Therapists* in 2014. There are no postsecondary programs required for entry-level employment as *Physical* and *Occupational Therapy Aides*, so it is not possible to track a supply chain using completer data.

³⁶ The New England Board of Higher Education is a nonprofit interstate agency whose mission is to promote greater educational opportunities and services for the residents of New England. NEBHE was established by the New England Higher Education Compact, a 1955 agreement among the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont. One of its programs is the New England Regional Student Program (RSP), known as the Tuition Break, which allows New England residents to enroll at out-of-state New England public colleges and universities at a discounted rate. The RSP Tuition Break is available when a student enrolls in an approved major that is not offered by public colleges and universities in their home state. For complete information about NEBHE check their web site at <www.nebhe.org>. For information about programs available to New Hampshire residents, go to <www.nebhe.org/wp-content/uploads/2013-14-TuitionBreak_for_NewHampshire_Residents.pdf>

³⁷ Integrated Postsecondary Education Data System (IPEDS) serves as data collection for the National Center for Education Statistics (NCES). These data represent only completers by state from institutions that report to NCES.



Conclusion

Therapist occupations are a relatively small sector of the healthcare industry, but are important for the health and well-being of the residents of New Hampshire. These occupations are expected to show strong employment growth prospects in New Hampshire from 2014 to 2024.

While entry-level employment in some of the therapist occupations can be obtained with postsecondary certifications or Associate's degree, most require a Bachelor's degree and more, as well as licensure in the State of New Hampshire.

Projected employment of these occupations in New Hampshire may be hindered by inefficiencies in the supply chain. Several occupations have a significant discrepancy between the number of completers and the estimated annual job openings, featuring both shortages and surpluses in supply. Managing these discrepancies will be an important challenge for sector stakeholders, that will help ensure that the needs of therapists, their employers and their patients continue to be met.



The products and services of the NHES Economic and Labor Market Information Bureau result from the cooperation and teamwork of the entire ELMI Bureau staff: Michael Argiropolis, Robert Cote, Gregory David, Bruce DeMay, Deborah Dunn, Katrina Evans, Donna Finlay, Eleanor Goodbread, Debra Jodoin, Anita Josten, Donald Kelley, Annette Nielsen, Bruce Olinsky, Martin Page, Peter Sgrulloni, and James Smith.

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