OCCUPATIONAL TRENDS

Every two years, New Hampshire Employment Security releases long-term, ten-year occupational and industry employment projections. The latest data, projecting employment growth from 2020 through 2030, include several significant changes.

The coronavirus pandemic had a large effect on employment in 2020 and altered long-term trends for both industries and occupations. In addition, the 2020 to 2030 projections are the first to use revised Standard Occupational Classification (SOC) codes, the standard used by federal agencies to classify workers into occupational categories. SOC codes are revised periodically to ensure the classification system reflects recent trends in the labor market. The latest revision added 59 new occupations, while consolidating and removing several others.[1] Projected outlooks for these occupations are available for the first time.

Overall, employment in New Hampshire is projected to increase by nearly 51,000 jobs over the ten-year period, from 675,600 in 2020 to 726,600 in 2030. This is a 7.5 percent projected growth rate, close to the projected growth rate for the United States as a whole, as determined by the U.S. Bureau of Labor Statistics. Projected growth in New Hampshire from 2020 to 2030 is slightly higher than previous rounds of long-term projections due to the lower than usual employment totals in the base year 2020, the result of the coronavirus pandemic and the recession that followed.

Occupational trends are ultimately driven by industry growth, which depends partly on the change in demand for the goods produced and services provided by the industry. Occupational trends are also influenced by technological change, business practices that influence the occupations of workers that are hired, and other factors that make up occupational **staffing patterns** for each industry.

The trajectory of economic growth from goods produced and services provided (as measured by Gross Domestic Product, or GDP) and, ultimately, employment, generally moves in an upward direction. Over time, there can be a series of expansions and contractions known as the **business cycle**. Long-term projections make no assumption about interim changes between 2020 to 2030, and focus only on the final year.

The Coronavirus Pandemic's Impact on Base Year Employment

The early phase of the pandemic started in March 2020 and continued into the summer. A number of measures were implemented to slow the spread of

Effect of the Coronavirus Pandemic on the 2020 to 2030 Projections

The coronvirus pandemic triggered an economic recession from February to April 2020, which led to substantial and immediate declines in output and employment. Because 2020 serves as the base year for the 2020–2030 projections, these recession impacts translate to lower base-year values than seen in recent projections and, therefore, higher projected employment growth.

Many industries are expected to experience cyclical recoveries in the earlier part of the projections decade as industry output and employment normalize, returning to their long-term growth patterns. Projected robust growth for industries in which employment fell in 2020 also is projected to result in strong growth for the occupations employed by those industries.

Source: Employment Projections — 2020-2030. Bureau of Labor Statistics. U.S Department of Labor. Accessed on January 25, 2022 at https://www.bls.gov/news.release/pdf/ecopro.pdf

1 U.S. Office of Management and Budget, 2018 Standard Occupational Classification Manual, https://www.bls.gov/soc/2018/soc_2018_manual.pdf.

the coronavirus, at the expense of employment and business productivity.

Although the economic recovery began in May, employment was disrupted for most of 2020. Annual public plus private covered employment for 2020, the base year for projections, averaged 624,400, a decline of 41,000 jobs from the previous year. At the same time, the number of workers in the labor force dropped from 773,400 in 2019 to 761,700 in 2020, a decline of 11,700 workers. Businesses were impacted not only by orders intended to mitigate the spread of coronavirus, but also by a shortage of available workers, as many who were laid off or quit elected not to return to the labor force.

Projections assume a balance between supply and demand, referred to by economists as equilibrium, so that if there is an undersupply of workers in an occupation, wages will eventually rise to attract workers, thus bringing supply and demand back into balance. This is illustrated by the average weekly wage for public plus private covered employment, which was 10.5 percent higher in 2020 than 2019, compared to a 3.3 percent gain from 2018 to 2019.

Pandemic Recovery Growth

It is relatively easy to determine how much of industry growth from 2020 to 2030 is due to recovery from the coronavirus pandemic by comparing data from the Quarterly Census of Employment and Wages (QCEW) from 2020 to pre-pandemic employment data. For industries where employment declined during the pandemic, growth rates from 2020 through 2030 will include coronavirus recovery growth as well as growth associated with longer-term output trends.

It is more complicated to determine how much occupational growth can be attributed to coronavirus recovery and how much is the result of new occupational growth. Determining occupational growth trends starts with staffing patterns, which identify the occupations employed in each industry sector.

Projected growth for an occupation is a combination of the growth rates for all industries that employ workers in the occupation. For example, 85 percent of *waiters and waitresses* are employed in the food service and drinking places industry subsector. Employment in this subsector declined 19 percent from 2019 to 2020, reducing employment of *waiters and waitresses*.

Industry staffing patterns change over time as well, which also affects occupational growth trends. The coronavirus pandemic has changed the way many employers do business (remote work and videoconferencing, online retail, online food delivery, etc.), and staffing patterns for many industries are likely to change as a result.

Comparing Long Term Projections to Economic Recovery Through 2021

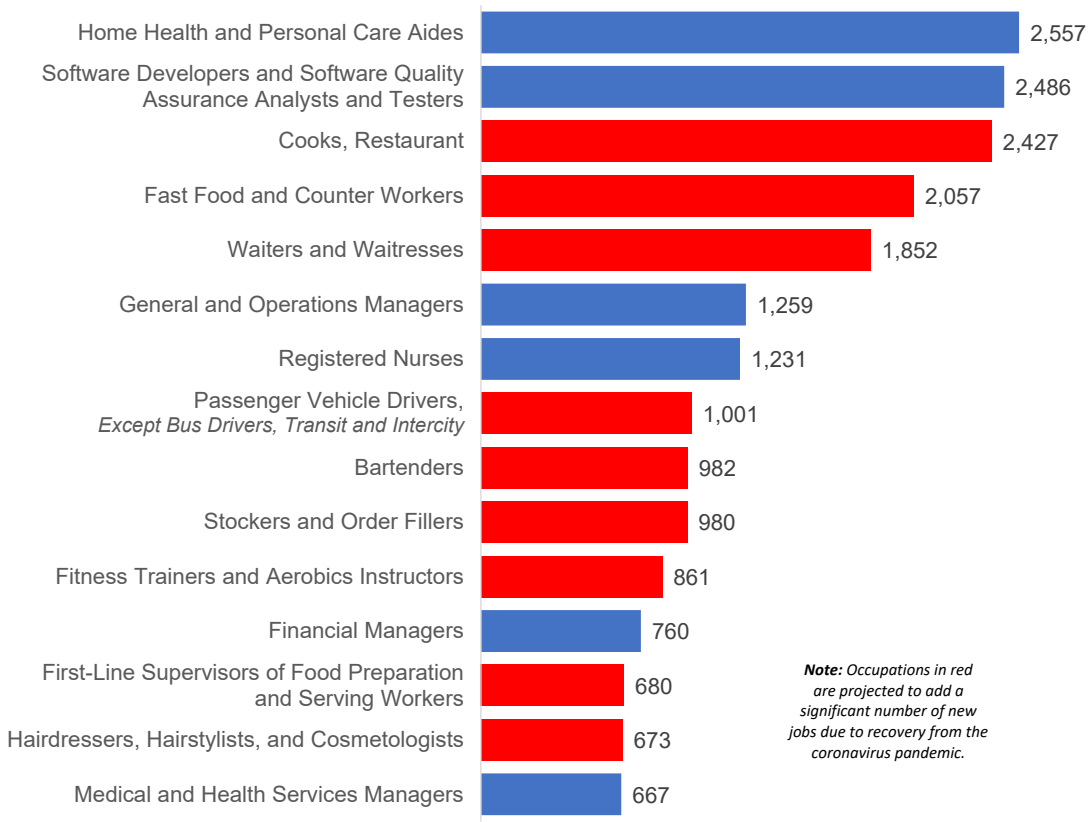
By the second quarter of 2021, some industries and occupations had recovered all losses associated with the pandemic, while others were still struggling to return to pre-pandemic employment totals. Industry sectors that had not yet recovered included accommodation, where employment was still 24 percent below the second quarter of 2019, food services and drinking places (11 percent), performing arts, spectator sports and related industries (48 percent) and transit and ground passenger transportation (23 percent). These industries experienced some of the steepest employment declines during the pandemic, as restaurants and hotels faced capacity issues, concerts and sporting events were cancelled, and schools switched to remote learning.[2] Occupations with a large share of employment in these industries will experience "recovery growth" in addition to new job growth.

Occupations with Most Projected New Jobs

One way to evaluate occupational growth is the number of new jobs created during the ten-year period. Occupations projected to add the most new jobs by 2030 include *home health and personal care aides*,[3] projected to add nearly 2,600 jobs through 2030.

2 In New Hampshire, school and employee bus transportation represents roughly 60 percent of employment in the ground passenger transportation industry.
3 In prior projections, this occupation was two separate occupations, home health aides and personal care aides.

MOST NEW JOBS PROJECTED BY OCCUPATION, 2020 TO 2030



Source: New Hampshire Employment Security, Long-Term Employment Projections by Occupation, 2020 to 2030

Demand for *registered nurses* continues to be strong, with employment projected to increase by more than 1,200 new jobs by 2030. Just under 80 percent of *registered nurses* are employed in hospitals or ambulatory healthcare services, such as doctor's offices or home health care services.

Occupations in blue in the "Most New Jobs Projected by Occupation, 2020 to 2030" chart are projected to have high growth (in terms of new jobs over the ten-year period) unrelated to post-pandemic recovery. These occupations lost relatively few jobs during the pandemic; some are concentrated in the healthcare industry, where job growth is driven by long-term trends in population growth, especially an increasing elderly population that will require more health care.

Restrictions during the pandemic caused many businesses to shut down completely, especially if they required close human contact such as food services and drinking places and personal and laundry services, which employed several occupations in red in the graph above. Occupations in red are still recovering jobs lost during the pandemic. Once they reach pre-pandemic employment, these jobs are expected to return to previous growth levels, typically at a rate of one to two percent annually.

An estimated 85 percent of Americans own a smartphone,[4] boosting demand for *software developers and software quality assurance analysts and testers*.[5] The healthcare industry will need software to manage complex personal medical information and insurance requirements, and applications to keep devices and information secure from hacking and computer viruses are in demand. Nearly 2,500 new jobs are projected for *software developers and software quality assurance analysts and testers* by 2030. General and operations managers and financial managers

4 Mobile Fact Sheet, Pew Research Center, https://www.pewresearch.org/internet/fact-sheet/mobile/
5 In prior projections this occupation was two separate occupations, software quality assurance analysts and testers and software developers.

are expected to add 1,260 and 760 jobs, respectively, as companies look to expand opportunities and market share and manage cash and risk.

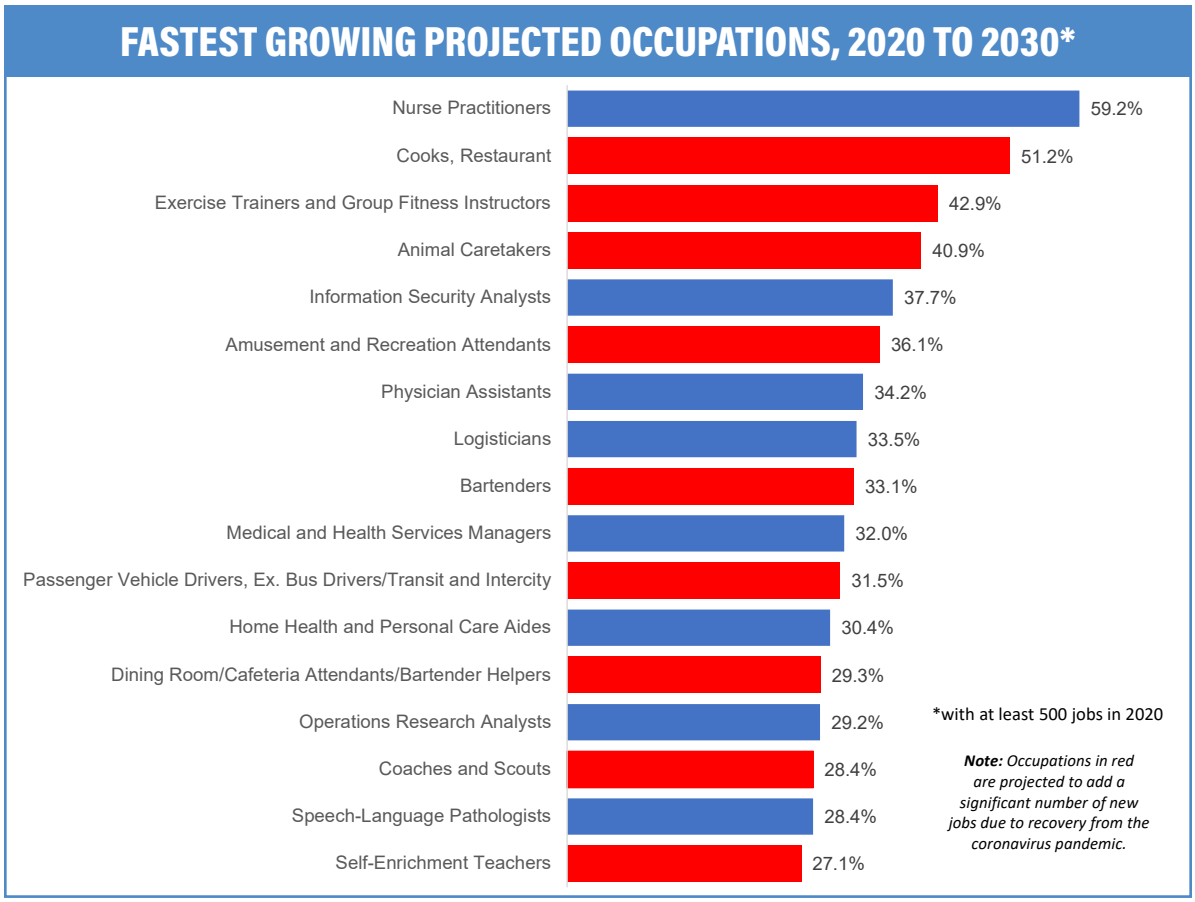
Fast Growing Occupations

Another way to evaluate demand for occupations is by the percentage of job growth. An occupation may not be projected to add many new jobs but could be projected to exhibit significant growth on a percentage basis over the ten-year time frame.

Occupations that are projected to add a high percentage of jobs attributable to recovery from the pandemic have been discussed above. Because these occupations start with base year employment reduced by the pandemic, projected growth will be larger than normal.

Other occupations are projected for a high rate of growth due to high industry and occupational demand. The fastest-growing occupation projected for 2020 to 2030 is *nurse practitioners*, expected to grow by 59 percent. Also referred to as advanced practice registered nurses (APRN), they perform some of the duties of a registered nurse and are trained to work in collaboration with physicians in prescribing medications, ordering medical tests, and diagnosing health problems. A master's degree is required. This occupation does not include nurse midwives or nurse anesthetists. Employment is expected to increase due to expanded demand for health services, especially for preventative care and the healthcare needs of an aging population.

For similar reasons, demand is also expected to be strong for *physician assistants*, with employment projected to increase by 34 percent through 2030. Physician assistants will have larger roles in providing healthcare services because they can be trained more quickly than physicians and states expand their scope of allowable procedures.[6]



Source: New Hampshire Employment Security, Long-Term Employment Projections by Occupation, 2020 to 2030

6 U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, https://www.bls.gov/ooh/healthcare/physician-assistants.htm#tab-6

Information security analysts work for organizations to protect computer systems and networks and need to be up to date on the latest software and data encryption programs. They are primarily employed in the computer systems and design industry where they may provide consulting services or are directly employed in the information industry and in finance and insurance. Employment for *information security analysts* is projected to increase 38 percent between 2020 and 2030.

Annual Openings

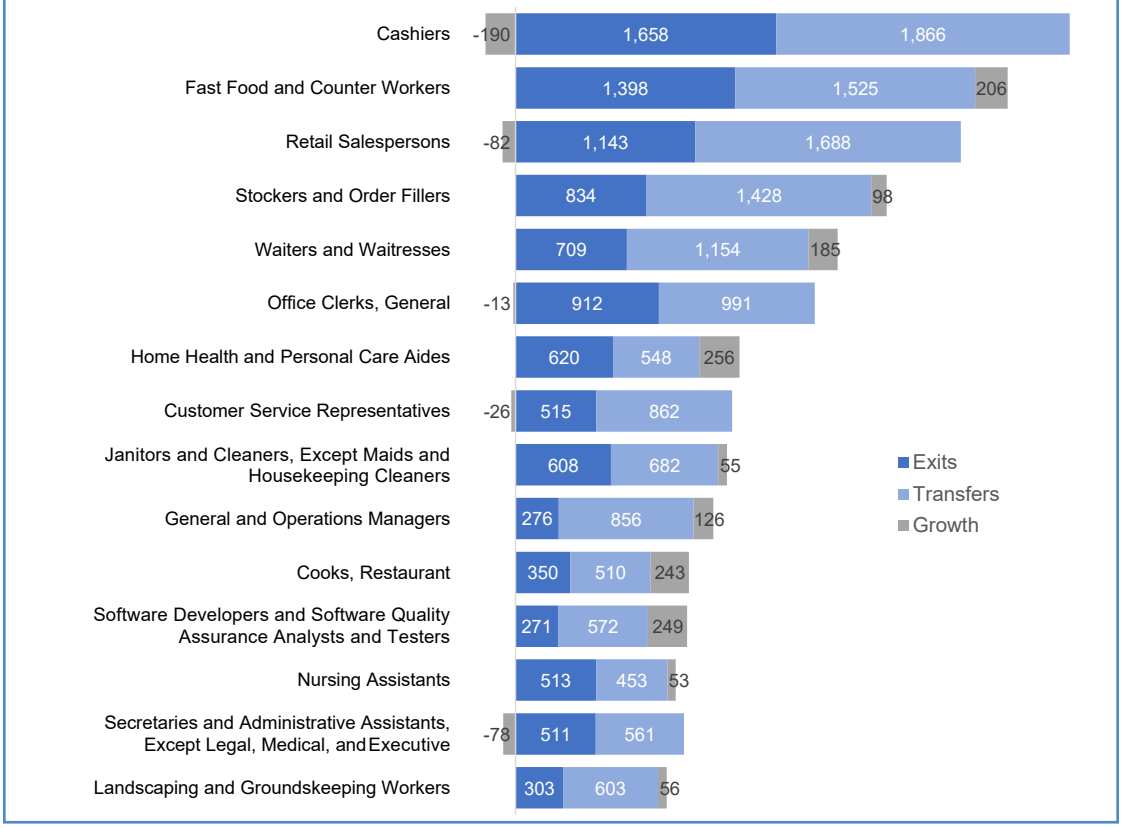
Occupational trends can also be seen in the context of projected annual openings. Job openings are available not just to satisfy increased demand for an occupation, but also to replace workers that retire or leave an occupation for other reasons, such as a promotion or career change. A detailed description of the projections methodology as it applies to exits, transfers, and growth can be found in the 2020 to 2030 projections publication on the ELMI website:

https://www.nhes.nh.gov/elmi/products/documents/2020-2030-longterm-projections.pdf

In the graph below are several occupations that are projected to have negative growth between 2020 and 2030, but will still provide many employment opportunities because of the constant need to replace workers that leave the occupation. Over the ten-year projections period, employment of cashiers is expected to decline by 1,900 jobs. Retail salespersons are projected to decrease by 825 jobs.

– Michael Argiropolis

MOST OPENINGS PROJECTED BY OCCUPATION, 2020 TO 2030



Source: New Hampshire Employment Security, Long-Term Employment Projections by Occupation, 2020 to 2030

New Hampshire Occupational Employment Projections 2020 - 2030							Average Annual Openings		
SOC Code	Occupational Group	2020 Base	2030 Projected	Numeric Change	Percent Change	Annual Growth	Exits	Transfers	Total
	Total, All Occupations	**675,594**	**726,549**	**50,955**	**7.5%**	**0.7%**	**30,024**	**45,926**	**81,045**
11-0000	Management Occupations	47,551	52,409	4,858	10.2%	1.0%	1,288	2,696	4,471
13-0000	Business and Financial Operations Occupations	35,091	38,315	3,224	9.2%	0.9%	991	2,146	3,461
15-0000	Computer and Mathematical Occupations	25,185	29,098	3,913	15.5%	1.5%	570	1,338	2,299
17-0000	Architecture and Engineering Occupations	13,767	15,018	1,251	9.1%	0.9%	344	699	1,168
19-0000	Life, Physical, and Social Science Occupations	5,106	5,614	508	9.9%	1.0%	107	375	531
21-0000	Community and Social Service Occupations	11,110	12,702	1,592	14.3%	1.3%	408	766	1,332
23-0000	Legal Occupations	3,952	4,358	406	10.3%	1.0%	112	157	309
25-0000	Education, Training, and Library Occupations	40,809	44,361	3,552	8.7%	0.8%	1,752	1,959	4,063
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	9,403	10,412	1,009	10.7%	1.0%	377	626	1,103
29-0000	Healthcare Practitioners and Technical Occupations	40,771	45,573	4,802	11.8%	1.1%	1,074	1,254	2,808
31-0000	Healthcare Support Occupations	25,729	30,381	4,652	18.1%	1.7%	1,638	1,726	3,831
33-0000	Protective Service Occupations	12,174	13,157	983	8.1%	0.8%	556	752	1,407
35-0000	Food Preparation and Serving Related Occupations	48,311	58,426	10,115	20.9%	1.9%	3,973	5,427	10,413
37-0000	Building and Grounds Cleaning and Maintenance Occupations	24,571	26,282	1,711	7.0%	0.7%	1,395	1,884	3,449
39-0000	Personal Care and Service Occupations	17,608	21,759	4,151	23.6%	2.0%	1,184	1,520	3,116
41-0000	Sales and Related Occupations	75,522	73,757	-1,765	-2.3%	-0.2%	3,940	5,978	9,743
43-0000	Office and Administrative Support Occupations	92,899	90,838	-2,061	-2.2%	-0.2%	4,429	5,623	9,844
45-0000	Farming, Fishing, and Forestry Occupations	3,838	4,065	227	5.9%	0.6%	165	449	638
47-0000	Construction and Extraction Occupations	25,420	27,272	1,852	7.3%	0.7%	799	1,780	2,769
49-0000	Installation, Maintenance, and Repair Occupations	25,159	27,266	2,107	8.4%	0.8%	815	1,681	2,705
51-0000	Production Occupations	41,430	41,069	-361	-0.9%	-0.1%	1,556	2,926	4,448
53-0000	Transportation and Material Moving Occupations	50,188	54,417	4,229	8.4%	0.8%	2,551	4,164	7,137

Top Employment Prospects, 2020 to 2030 (Very Favorable with most openings)							Average Annual Openings			Training Categories
SOC Code	Occupational Group	2020 Base	2030 Projected	Numeric Change	Percent Change	Annual Growth	Exits	Transfers	Total	Education | Experience | On-the-Job Training
11-1021	General and Operations Managers	13,173	14,432	1,259	9.6%	0.9%	276	856	1,258	Bachelor's | 5+ yrs | none
13-2011	Accountants and Auditors	5,748	6,244	496	0.8%	0.8%	167	355	572	Bachelor's | none | none
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	10,430	12,916	2,486	23.8%	2.2%	271	572	1,092	Bachelor's | none | none
25-9045	Teaching Assistants, Except Postsecondary	9,293	9,956	663	7.1%	0.7%	430	450	946	Some College | none | none
29-1141	Registered Nurses	14,008	15,239	1,231	8.8%	0.9%	390	368	881	Associate's | none | none
31-1120	Home Health and Personal Care Aides	8,408	10,965	2,557	30.4%	2.7%	620	548	1,424	High School | none | Short OJT
31-1131	Nursing Assistants	7,743	8,272	529	6.8%	0.7%	513	453	1,019	Postsecondary | none | none
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	3,319	3,999	680	20.5%	1.9%	163	373	604	High School | < 5 yrs | none
35-2014	Cooks, Restaurant	4,741	7,168	2,427	51.2%	4.2%	350	510	1,103	none | < 5 yrs | Moderate OJT
35-3011	Bartenders	2,963	3,945	982	33.1%	2.9%	156	418	672	none | none | Short OJT
35-3023	Fast Food and Counter Workers	13,393	15,450	2,057	15.4%	1.4%	1,398	1,525	3,129	none | none | Short OJT
35-3031	Waiters and Waitresses	8,735	10,587	1,852	21.2%	1.9%	709	1,154	2,048	none | none | Short OJT
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9,462	10,013	551	5.8%	0.6%	608	682	1,345	none | none | Short OJT
37-2012	Maids and Housekeeping Cleaners	4,817	5,242	425	8.8%	0.9%	342	324	708	none | none | Short OJT
37-3011	Landscaping and Groundskeeping Workers	6,758	7,315	557	8.2%	0.8%	303	603	962	none | none | Short OJT
39-9011	Childcare Workers	3,555	3,823	268	7.5%	0.7%	248	258	533	High School | none | Short OJT
41-1011	First-Line Supervisors of Retail Sales Workers	7,885	7,396	-489	-6.2%	-0.6%	270	529	750	High School | < 5 yrs | none
41-2011	Cashiers	20,437	18,535	-1,902	-9.3%	-1.0%	1,658	1,866	3,334	none | none | Short OJT
41-2031	Retail Salespersons	20,854	20,030	-824	-4.0%	-0.4%	1,143	1,688	2,749	none | none | Short OJT
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,223	4,597	374	8.9%	0.9%	111	388	536	High School | none | Moderate OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,119	7,427	308	4.3%	0.4%	215	491	737	High School | none | Moderate OJT
43-1011	First-Line Supervisors of Office and Administrative Support Workers	7,439	7,411	-28	-0.4%	0.0%	276	454	727	High School | < 5 yrs | none

Top Employment Prospects, 2020 to 2030 (Very Favorable with most openings) (continued...)							Average Annual Openings			Training Categories
SOC Code	Occupational Group	2020 Base	2030 Projected	Numeric Change	Percent Change	Annual Growth	Exits	Transfers	Total	Education | Experience | On-the-Job Training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	8,125	8,025	-100	-1.2%	-0.1%	473	412	875	Some College | none | Moderate OJT
43-4051	Customer Service Representatives	11,095	10,831	-264	-2.4%	-0.2%	515	862	1,351	High School | none | Short OJT
43-4171	Receptionists and Information Clerks	4,467	4,730	263	5.9%	0.6%	257	318	601	High School | none | Short OJT

Occupations with the highest number of average annual openings, 2020 to 2030, by entry-level education						Average Annual Openings		
SOC Code	Occupational Group	2020 Base	2030 Projected	Numeric Change	Percent Change	Exits	Transfers	Total
Entry-level education: no formal educational credential								
35-3023	Fast Food and Counter Workers	13,393	15,450	2,057	15.4%	1,398	1,525	3,129
35-3031	Waiters and Waitresses	8,735	10,587	1,852	21.2%	709	1,154	2,048
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9,462	10,013	551	5.8%	608	682	1,345
41-2011	Cashiers	20,437	18,535	-1,902	-9.3%	1,658	1,866	3,334
41-2031	Retail Salespersons	20,854	20,030	-824	-4.0%	1,143	1,688	2,749
Entry-level education: High School Diploma or Equivalent								
31-1120	Home Health and Personal Care Aides	8,408	10,965	2,557	30.4%	620	548	1,424
43-4051	Customer Service Representatives	11,095	10,831	-264	-2.4%	515	862	1,351
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10,434	9,650	-784	-7.5%	511	561	994
43-9061	Office Clerks, General	16,772	16,646	-126	-0.8%	912	991	1,890
53-7065	Stockers and Order Fillers	14,153	15,133	980	6.9%	834	1,428	2,360
Entry-level education: Some College, No Degree								
15-1232	Computer User Support Specialists	2,958	3,210	252	8.5%	58	163	246
25-9045	Teaching Assistants, Except Postsecondary	9,293	9,956	663	7.1%	430	450	946
43-3031	Bookkeeping, Accounting, and Auditing Clerks	8,125	8,025	-100	-1.2%	473	412	875
43-4151	Order Clerks	509	409	-100	-19.6%	20	29	39
49-2011	Computer, Automated Teller, and Office Machine Repairers	653	636	-17	-2.6%	20	49	67
Entry-level education: Postsecondary Non-Degree Award								
31-1131	Nursing Assistants	7,743	8,272	529	6.8%	513	453	1,019
31-9092	Medical Assistants	2,864	3,399	535	18.7%	128	234	416
39-5012	Hairdressers, Hairstylists, and Cosmetologists	3,482	4,155	673	19.3%	202	212	481
49-3023	Automotive Service Technicians and Mechanics	3,871	3,986	115	3.0%	117	266	395
53-3032	Heavy and Tractor-Trailer Truck Drivers	7,491	7,979	488	6.5%	317	524	890

Occupations with the highest number of average annual openings, 2020 to 2030, by entry-level education (continued...)						Average Annual Openings		
SOC Code	Occupational Group	2020 Base	2030 Projected	Numeric Change	Percent Change	Exits	Transfers	Total
Entry-level education: Associate's Degree								
23-2011	Paralegals and Legal Assistants	1,170	1,324	154	13.2%	48	84	147
25-2011	Preschool Teachers, Except Special Education	2,753	3,320	567	20.6%	124	177	358
29-1141	Registered Nurses	14,008	15,239	1,231	8.8%	390	368	881
29-1292	Dental Hygienists	1,451	1,624	173	11.9%	55	38	110
29-2056	Veterinary Technologists and Technicians	961	1,168	207	21.5%	29	46	96
Entry-level education: Bachelor's Degree								
11-1021	General and Operations Managers	13,173	14,432	1,259	9.6%	276	856	1,258
13-1198	Project Management Specialists and Business Operations Specialists, All Other	5,143	5,425	282	5.5%	122	259	409
13-2011	Accountants and Auditors	5,748	6,244	496	8.6%	167	355	572
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	10,430	12,916	2,486	23.8%	271	572	1,092
25-2021	Elementary School Teachers, Except Special Education	6,321	6,679	358	5.7%	200	260	496
Entry-level education: Master's Degree								
11-9032	Education Administrators, Kindergarten through Secondary	1,336	1,418	82	6.1%	34	64	106
21-1012	Educational, Guidance,and Career Counselors and Advisors	2,055	2,282	227	11.0%	71	128	222
25-4022	Librarians and Media Collections Specialists	1,047	1,122	75	7.2%	53	47	108
29-1127	Speech-Language Pathologists	925	1,188	263	28.4%	25	38	89
29-1171	Nurse Practitioners	1,089	1,734	645	59.2%	30	44	138
Entry-level education: Doctorate or Professional Degree								
23-1011	Lawyers	2,361	2,611	250	10.6%	54	61	140
25-1011	Business Teachers, Postsecondary	490	517	27	5.5%	22	24	49
25-1071	Health Specialties Teachers, Postsecondary	418	508	90	21.5%	21	22	52
29-1123	Physical Therapists	1,277	1,535	258	20.2%	28	29	83
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	1,802	1,898	96	5.3%	30	21	61

Source: New Hampshire Employment Security, Long-Term Occupational Projections; Updated: 3/3/2022

Prepared by: New Hampshire Employment Security, Economic and Labor Market Information Bureau

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