

Building New Hampshire's Future: The Construction Sector in New Hampshire



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Introduction

According to the North American Industry Classification System (NAICS), the *Construction* sector “comprises establishments primarily engaged in the construction of buildings or engineering projects.”¹ Work includes construction of new buildings or engineering projects, as well as additions, renovations, maintenance and repairs. This can include small projects, such as minor home repairs, or large projects, such as the expansion of I-93 from Manchester to the Massachusetts border, which is estimated to cost \$800 million.

The *Construction* sector is divided into three subsectors:

- *Construction of Buildings*: These establishments specialize in constructing or remodeling buildings. This includes general contractors, who typically subcontract work to other, more specialized firms – often Specialty Trade Contractors.
- *Heavy and Civil Engineering Construction*: These establishments specialize in large-scale construction projects, such as bridges, roads, and dams.
- *Specialty Trade Contractors*. These establishments specialize in a specific activity related to construction, such as plumbing, electrical work, and roofing.

Employment in *Construction* is cyclical. Every year, the sector goes through distinct seasonal employment patterns. Over the longer-term, the industry is strongly impacted by the overall health of the economy.² Trends in *Construction* employment—as well as demand for construction activity – closely followed trends in overall GDP growth, both during periods of positive gross domestic product (GDP) growth and during recessions.

From 2011 through 2018, employment in the *Construction* industry has grown at a faster rate than employment in New Hampshire as a whole. Long term employment projections expect this to continue, projecting *Construction* employment will grow roughly 50 percent faster than total New Hampshire employment from 2016 through 2026. *Construction* employment growth has not been evenly distributed around the state. Job growth has been concentrated in Hillsborough, Merrimack and Rockingham counties, while other areas of the state have seen slower employment growth, or even decline.

Most jobs in the *Construction* industry require on-the-job training, including apprenticeships, rather than formal education. Average wages in *Construction* are slightly higher than the statewide average, making jobs in this industry attractive for individuals who are not interested in attaining a four-year college education.

This analysis examines the current state of employment in the *Construction* sector in New Hampshire, and the types of opportunities it provides for New Hampshire's workers. It also looks at recent trends, and projections about *Construction's* future outlook.

¹ Office of Management and Budget. North American Industry Classification System, United States, 2017. https://www.census.gov/eos/www/naics/2017NAICS/2017_NAICS_Manual.pdf

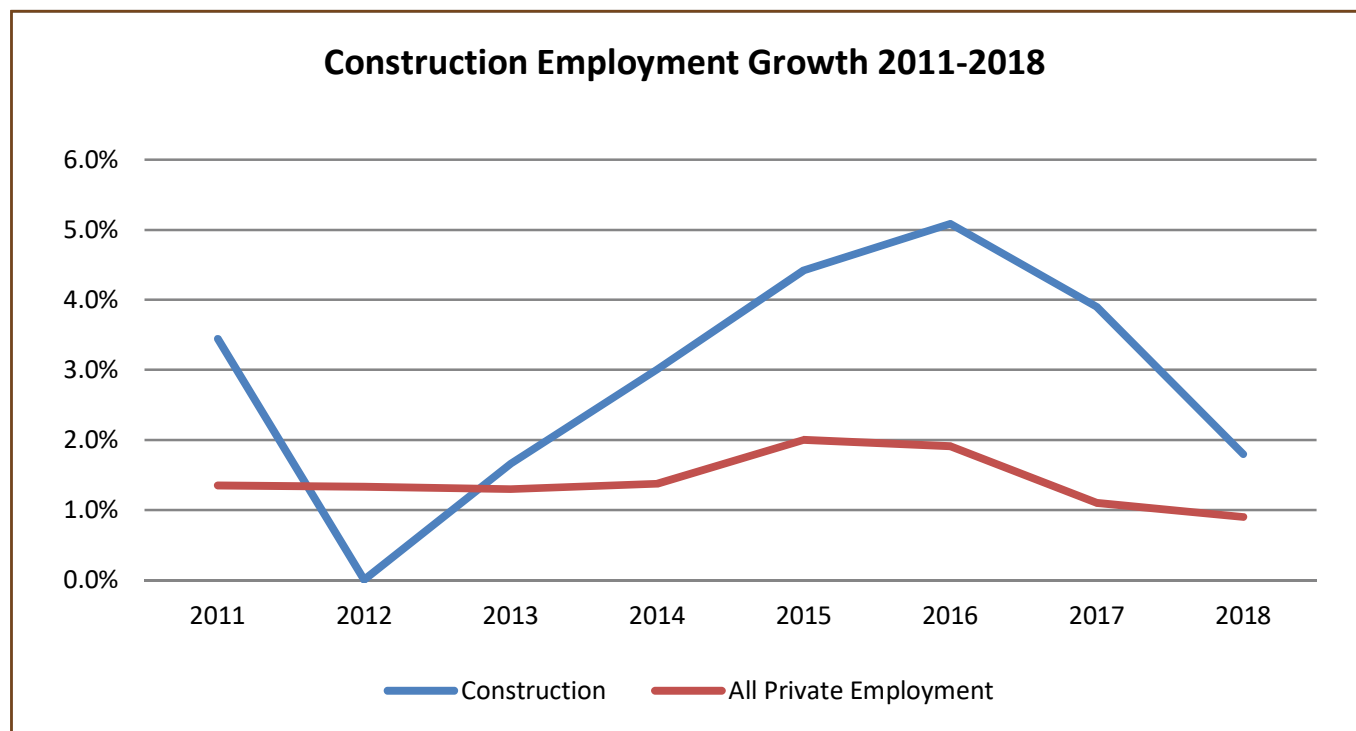
² U.S. Bureau of Labor Statistics. Which industries are sensitive to business cycles? <https://www.bls.gov/mlr/1997/02/art2full.pdf>

Trends in New Hampshire Construction Employment

In 2018, the *Construction* sector consisted of 4,088 privately-owned businesses employing 26,888 people throughout New Hampshire.³ This sector accounted for 4.7 percent of all private employment in New Hampshire. *Construction* also includes sole proprietorships or partnerships that don't employ any workers other than the owner(s). In 2017, these businesses, known as "nonemployer" establishments, included 16,063 *Construction* businesses. This represented 15.0 percent of all nonemployer establishments in New Hampshire. If an assumption is made that each sole proprietorship and corporation employs one individual, the owner, and each partnership employs two owners, nonemployer establishments would employ an additional 16,548 workers.⁴ Combining employment from nonemployer establishments with covered employment, *Construction* is the sixth largest sector in terms of estimated employment in New Hampshire.

In New Hampshire, employment in the *Construction* sector reached its highest point in 2005, when covered employment in the sector totaled 29,443 workers.⁵ Employment fell through the 2007-2009 recession, reaching its lowest point in 2010, when covered employment was only 21,418 workers.

Employment in the *Construction* sector has grown every year since 2011. Since 2013, that growth has been higher than employment growth of private industries in New Hampshire as a whole.



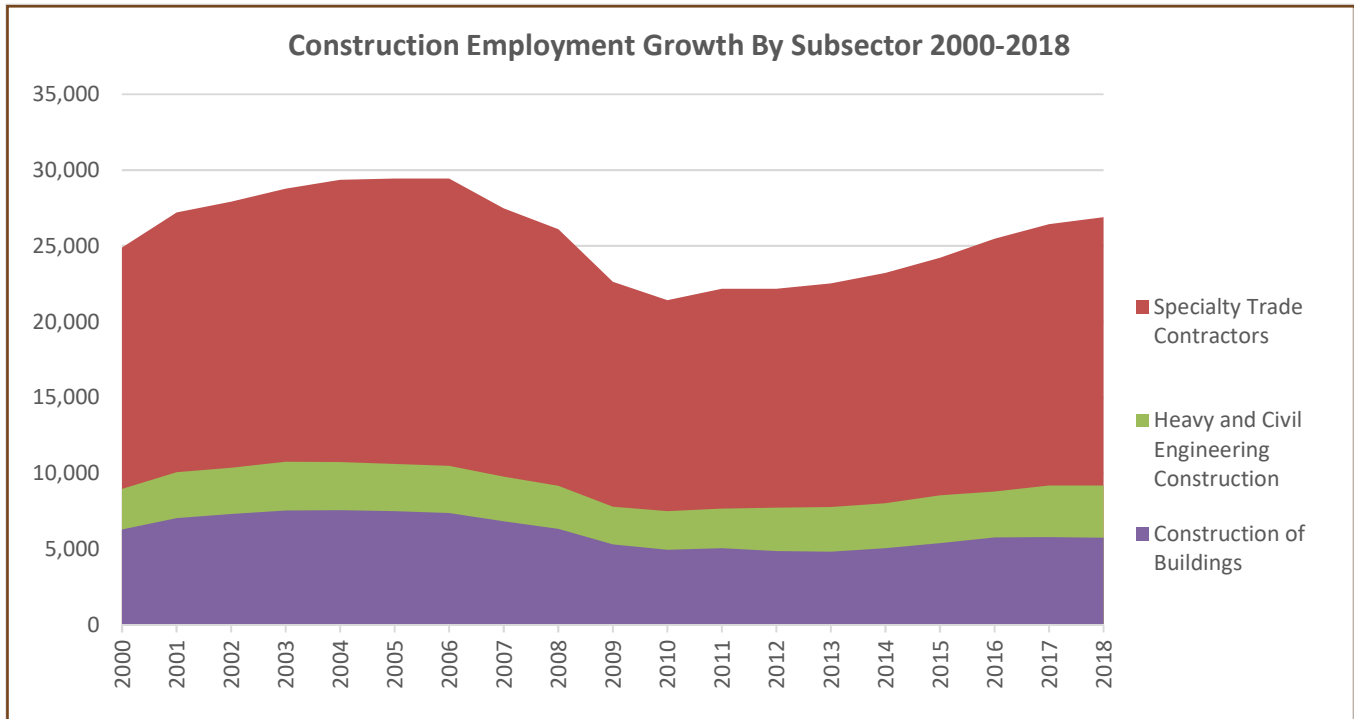
Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire – Covered Employment & Wages.

³ Economic and Labor Market Information Bureau, New Hampshire Employment Security, Covered Employment & Wages (QCEW) Annual Average. <https://www.nhes.nh.gov/elmi/statistics/documents/state2018.pdf>

⁴ U.S. Census Bureau, Nonemployer Statistics for the U.S., States, Metropolitan Areas, and counties; and by Legal Form of Organization and Sales, Value of Shipments, or Revenue Size for Selected Geographies: 2017, <https://data.census.gov/cedsci/table?q=new%20hampshire%20nonemployer&table=NS1700NONEMP&tid=NONEMP2017.NS1700NONEMP&g=040000US33&vintage=2017&layer=state&cid=NESTAB&lastDisplayedRow=35&hidePreview=true>

⁵ Economic and Labor Market Information Bureau, New Hampshire Employment Security, Covered Employment & Wages (QCEW). <https://www.nhes.nh.gov/elmi/statistics/qcew-ann-data.htm>

With an employment growth rate of 5.1 percent,⁶ 2016 saw the largest increase in the *Construction* sector since 2001, when employment grew over nine percent. In spite of this increase, however, employment in *Construction* is still well short of the levels seen prior to the recession.



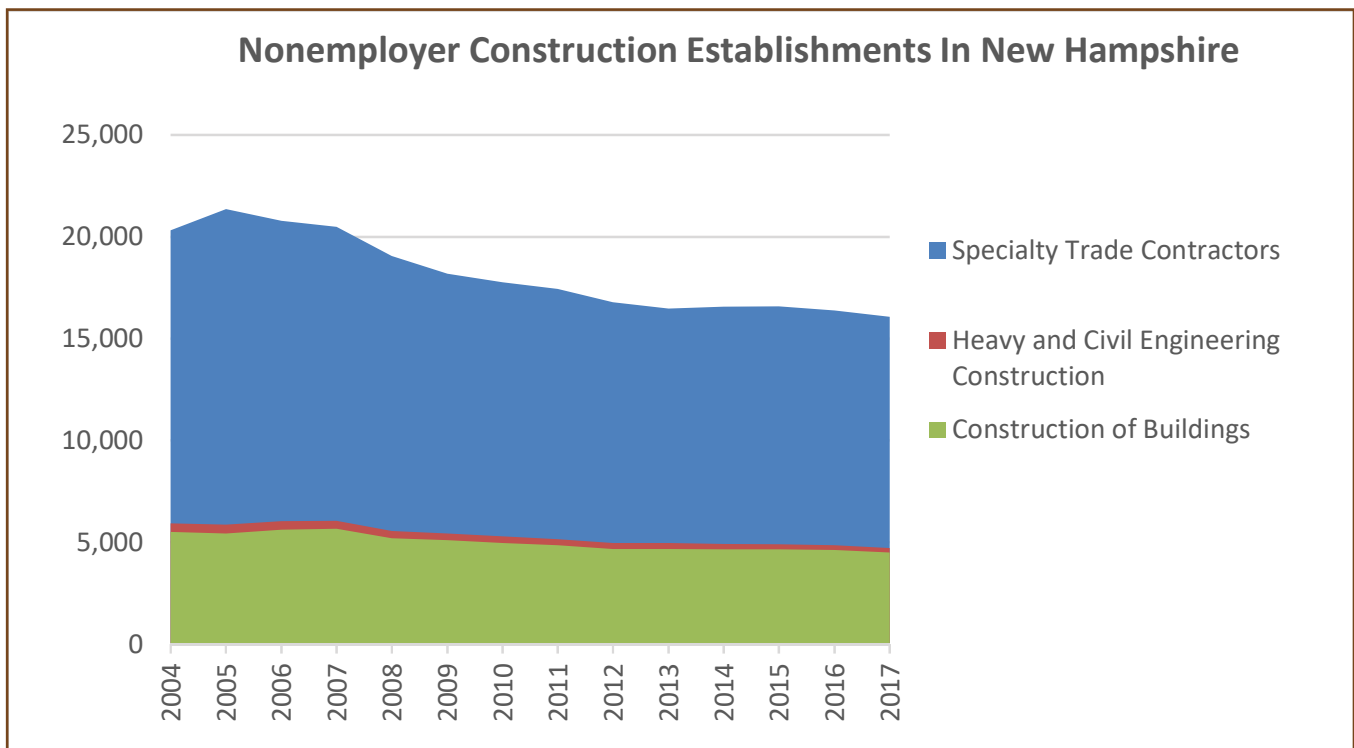
Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire – Covered Employment & Wages.

Each subsector of the *Construction* sector saw a different pattern of decline and growth during and after the recession. *Heavy and Civil Engineering Construction* surpassed its pre-recession employment levels in 2015, when there were 3,140 workers employed in the subsector. After decreasing slightly in 2016, employment increased to 3,447 by 2018, an increase of 14 percent over the last two years. There were 17,701 workers employed in the *Specialty Trade Contractors* subsector in 2018; this is still six percent below pre-recession levels. There were 5,739 workers employed in *Construction of Buildings* in 2018, 22 percent below pre-recession levels. Employment in *Construction of Buildings* declined slightly from 2017 to 2018. *Specialty Trade Contractors* accounted for the majority of the jobs gained since the recession, with over 3,800 jobs gained since 2010, more than two-thirds of all *Construction* sector gains over that time.

The number of nonemployer *Construction* establishments peaked in 2005, just prior to the recession. There were an estimated 21,351 nonemployer establishments that year. The number of nonemployer establishments declined every year from 2006 until 2013, when there were 16,469 nonemployer establishments. After increasing slightly in 2014 and 2015, the number of nonemployer establishments fell again in 2016 and 2017, declining to 16,063 establishments in 2017. All of the gains in 2014 and 2015 were in the *Specialty Trade Contractors* subsector, which increased by 174 nonemployer establishments over that period. Overall, nonemployer *Construction* establishments have declined by 25 percent since 2005. Nonemployer *Heavy and Civil Engineering Construction* establishments have declined by 53 percent over that time period, falling from 450 establishments to 210.

⁶ Economic and Labor Market Information Bureau, New Hampshire Employment Security, Covered Employment & Wages (QCEW) Annual Average. <https://www.nhes.nh.gov/elmi/statistics/documents/state2016.pdf>

⁷ U.S. Census Bureau, Nonemployer Statistics by Legal Form of Organization for the U.S. and States: 2017, https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=NES_2016_00A1&prodType=table

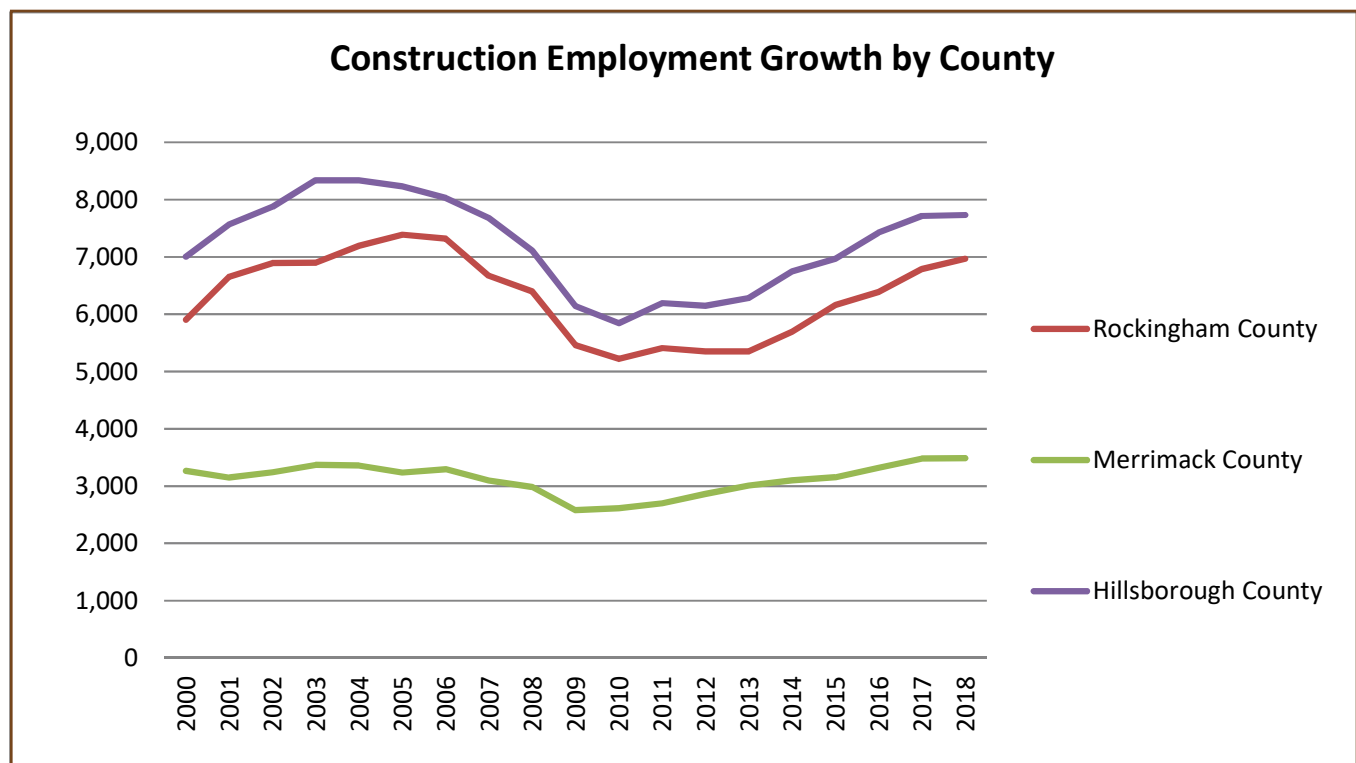


Source: U.S. Census Bureau, Nonemployer Statistics by Legal Form of Organization for the U.S. and States: 2017.

Construction Employment Trends in New Hampshire Counties

Although employment in New Hampshire's *Construction* sector has grown since 2011, the increase has not been distributed evenly throughout the state.

Rockingham, Merrimack and Hillsborough counties have seen employment growth roughly in line with statewide trends. These counties accounted for over 18,000 *Construction* jobs in 2018, about two-thirds of all *Construction* sector jobs in New Hampshire.⁸ These are also the three most heavily populated counties in the state, with almost two-thirds of the state's population living in those three counties.⁹ These three counties gained just over 3,900 *Construction* jobs between 2011 and 2018, 82 percent of all *Construction* sector employment gains throughout the state over that time.

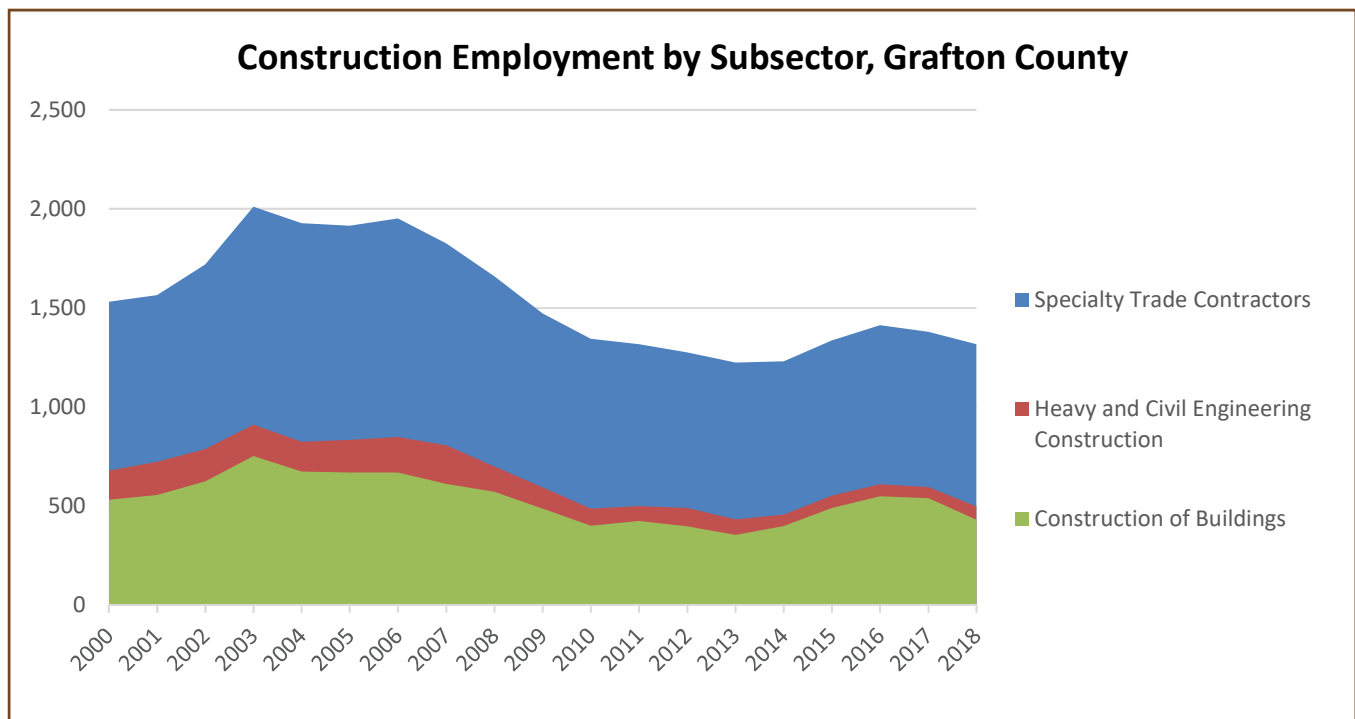


Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, Covered Employment & Wages.

⁸ Economic and Labor Market Information Bureau, New Hampshire Employment Security, Covered Employment & Wages Annual Average. <http://nhnetwork.nhes.state.nh.us/nhnetwork/CEW.aspx?sid=6>

⁹ U.S. Census Bureau, 2018 Population Estimates. https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=PEP_2017_PEPAGESEX&prodType=table

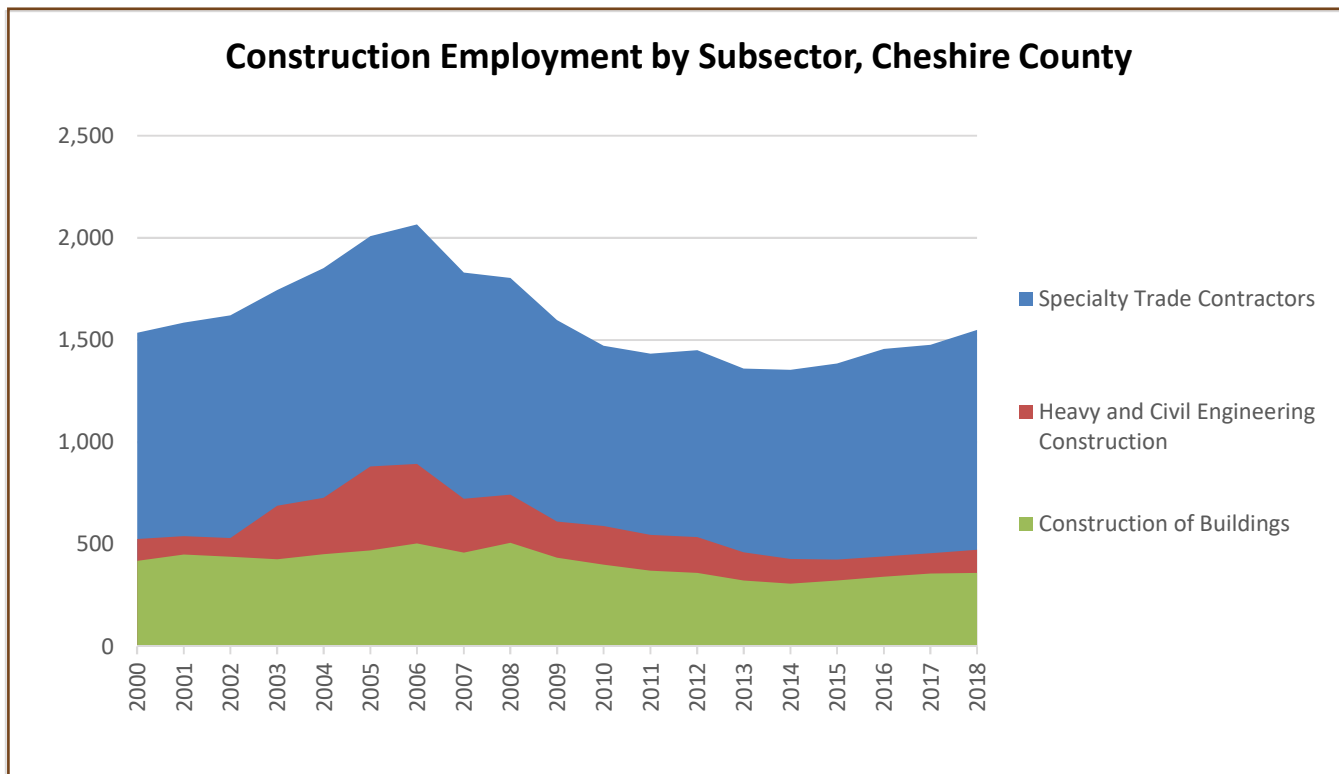
Construction employment in Grafton County declined throughout the recession, and continued to decline until 2013, when 1,225 workers were employed in *Construction*. Grafton County experienced strong employment growth from 2014 to 2016, averaging 4.9 percent annual growth over that time, before declining again in 2017 and 2018.¹⁰ Unlike most counties in New Hampshire, almost all of these gains have been in *Construction of Buildings*. However, employment in *Construction of Buildings* declined by over 100 jobs in 2017 and 2018. Employment in *Heavy and Civil Engineering Construction* fell from 2007 until 2017, from 195 workers in 2007 to 56 in 2017. *Heavy and Civil Engineering Construction* employment saw a small increase in 2018, but is still roughly one-third of its pre-recession peak.



Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, Grafton County – Covered Employment & Wages.

¹⁰ Economic and Labor Market Information Bureau, New Hampshire Employment Security, Covered Employment & Wages. <http://nhnetwork.nhes.state.nh.us/nhnetwork/CEW.aspx?sid=6>

Other counties have not seen a strong recovery from the recession. Cheshire County lost *Heavy and Civil Engineering Construction* jobs every year from 2005 through 2017, except for 2010. Employment in this subsector fell from 410 workers in 2005 to 98 in 2017, before increasing to 114 in 2018. Employment in the *Construction* sector as a whole fell until 2014, falling from 2,066 workers in 2006 to 1,354 in 2014.¹¹

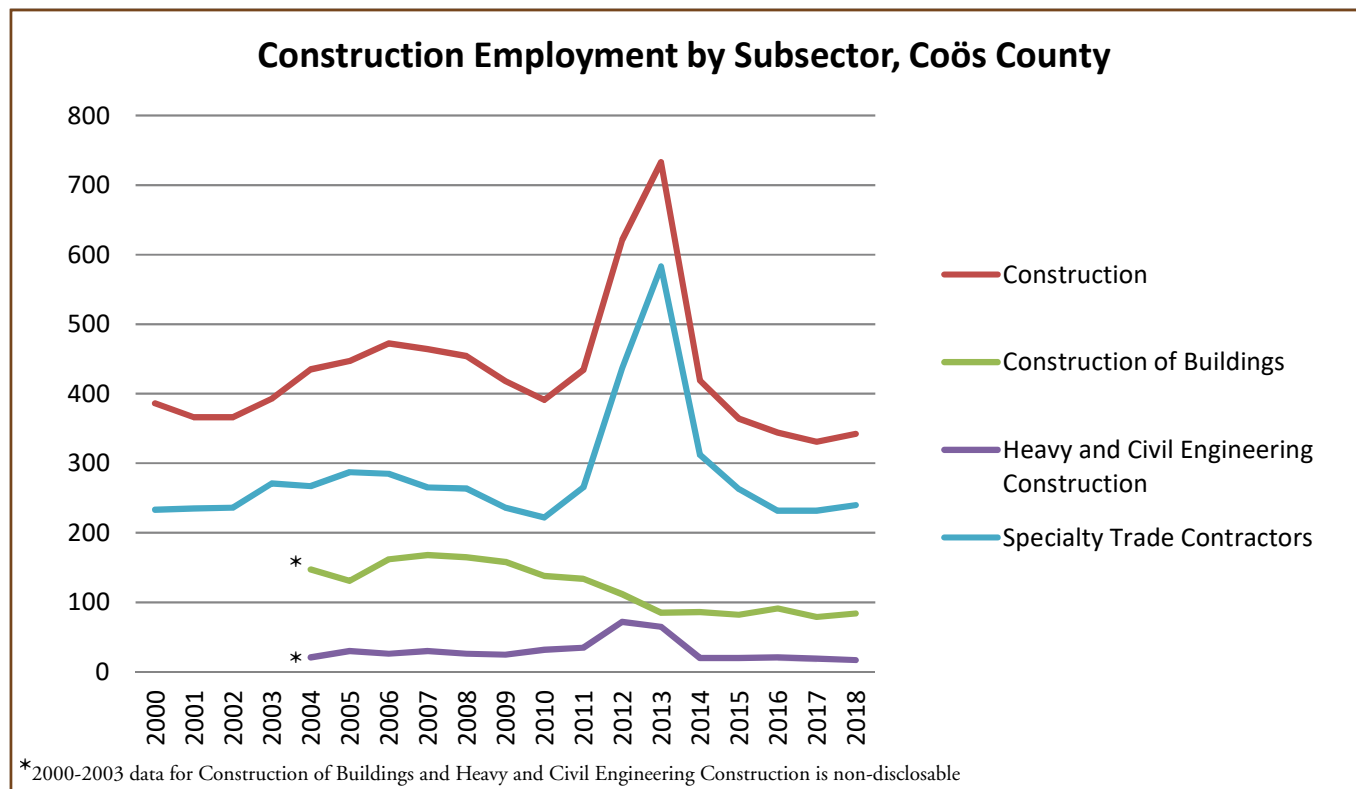


Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, Cheshire County – Covered Employment & Wages.

¹¹ Economic and Labor Market Information Bureau, New Hampshire Employment Security, Cheshire County – Covered Employment & Wages. <http://nhnetwork.nhes.state.nh.us/nhnetwork/CEW.aspx?sid=6>

Compared to the rest of New Hampshire, Coös County lost a relatively small amount of *Construction* jobs during the recession. Statewide, New Hampshire saw a 27 percent decline in *Construction* jobs from 2006 to 2010. Coös County lost only 17 percent of its *Construction* jobs during that time, dropping from 472 workers to 391.¹² Coös County saw a huge spike in employment in 2012 and 2013. The number of *Specialty Trade Contractors* more than doubled from 2011 to 2013, increasing from 265 workers to 583. However, from 2014 to 2017, those gains, and more, disappeared. With 342 workers employed in *Construction*, Coös County had less *Construction* jobs in 2018 than it did in any year during the recession.

A couple significant construction projects in Coös County likely contributed to the temporary increase in *Construction* employment in 2012 and 2013. The Granite Reliable Power wind farm was constructed in the unincorporated areas of Millsfield and Dixville in late 2011 and early 2012. The U.S. Department of Energy reported that this project supported 198 construction jobs.¹³ The Burgess BioPower plant was built in Berlin during 2012 and 2013. At its peak, this project employed around 400 *Construction* workers.¹⁴



Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, Coös County – Covered Employment & Wages.

¹² Economic and Labor Market Information Bureau, New Hampshire Employment Security, Coös County – Covered Employment & Wages. <http://nhnetwork.nhes.state.nh.us/nhnetwork/CEW.aspx?sid=6>

¹³ U.S. Department of Energy. Loan Program Office, Granite Reliable. <https://www.energy.gov/lpo/granite-reliable>

¹⁴ BioMass Magazine. From Paper to Power. <http://biomassmagazine.com/articles/8014/from-paper-to-power>

Location Quotient

Location quotient is a measure that compares the concentration of employment in an area to the concentration in another area.¹⁵ In this case, the concentration in New Hampshire is compared to the nationwide concentration for employment in the *Construction* sector. A location quotient greater than one means New Hampshire has a higher share of employment in that sector than the national average. A location quotient less than one means employment in the sector is less concentrated than the national average.

Construction Sector in New England States, 2018	
State	Location Quotient
U.S.	1.00
NH	0.83
CT	0.71
MA	0.89
ME	0.96
RI	0.81
VT	1.00

Source: U.S. Bureau of Labor Statistics, 2018 Annual Averages, Quarterly Census of Employment and Wages.

A location quotient greater than one typically means either that an area either 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.

With a location quotient of 0.83, New Hampshire's *Construction* sector is less concentrated than the U.S. as a whole, with about 17 percent fewer *Construction* sector workers, given the size of its workforce, than the national average.¹⁶ The concentration of construction employment in New Hampshire is below most of its New England neighbors as well, with the exception of Rhode Island and Connecticut. This means either *Construction* establishments based outside New Hampshire are performing construction activities in New Hampshire more often than New Hampshire *Construction* establishments perform work outside of the state, or demand for construction activities in New Hampshire is lower than in other areas of the U.S. Given the

geographic proximity of the New England states, it is not unusual for *Construction* firms from other states in the region to perform construction work in New Hampshire. In addition, firms performing specialized construction work can easily take on contracts throughout the New England region. There is no need for a business establishment with these skills to be located in every state.

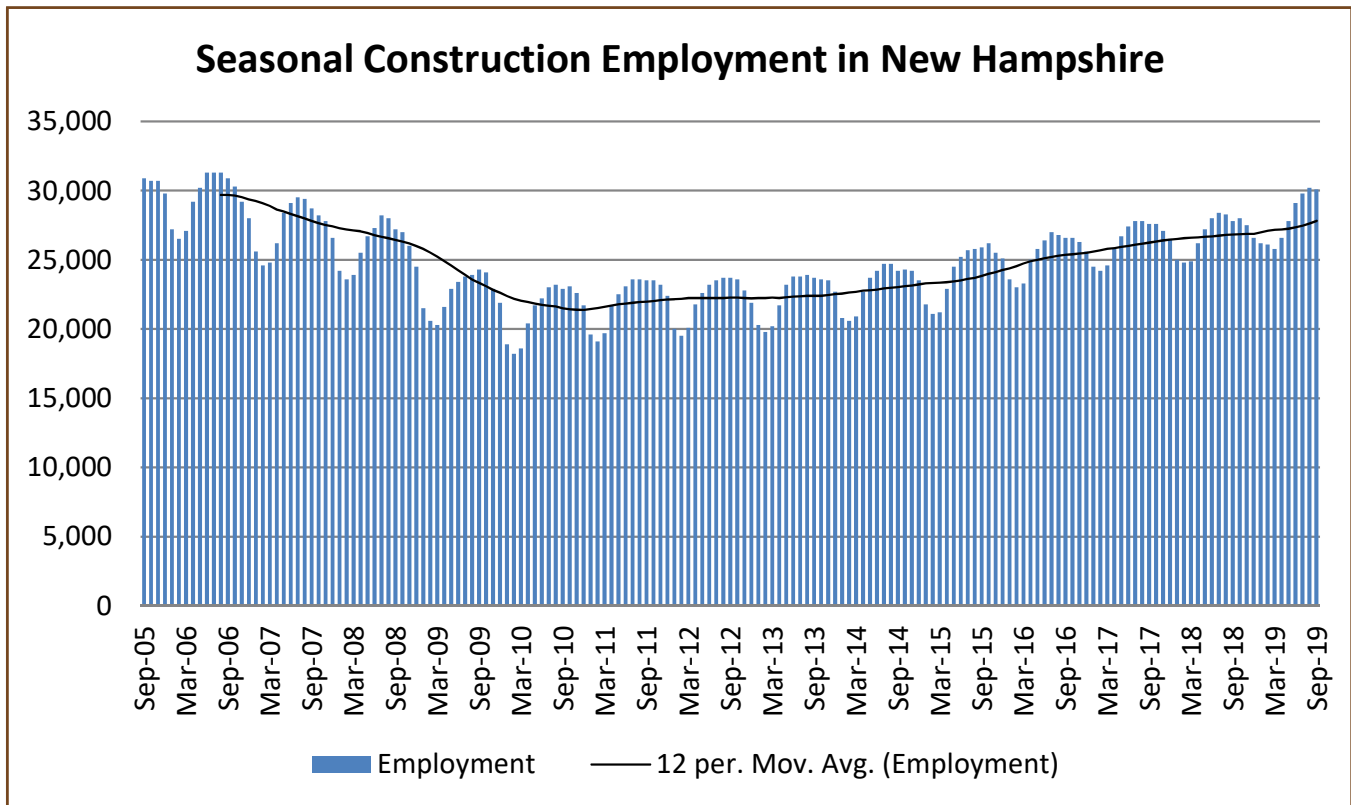
¹⁵ U.S. Bureau of Labor Statistics, QCEW Location Quotient Details. https://data.bls.gov/cew/doc/info/location_quotients.htm

¹⁶ U.S. Bureau of Labor Statistics, 2018 Annual Averages, Quarterly Census of Employment and Wages. https://data.bls.gov/cew/apps/table_maker/v4/table_maker.htm#type=0&year=2018&qtr=A&own=5&ind=23&supp=0

Seasonal Effects on Employment in Construction

Construction sector employment follows a consistent seasonal pattern. Employment usually reaches its lowest levels from January through March. It then increases throughout the spring and summer before reaching its highest yearly levels, typically in July and August. Employment then declines through the fall and winter, and repeats the cycle the following year.¹⁷

This seasonal effect can be largely attributed to poor weather conditions and frozen ground during the winter. These environmental conditions cause many construction projects to be postponed until better weather arrives in the spring.



Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire - Current Employment Statistics.

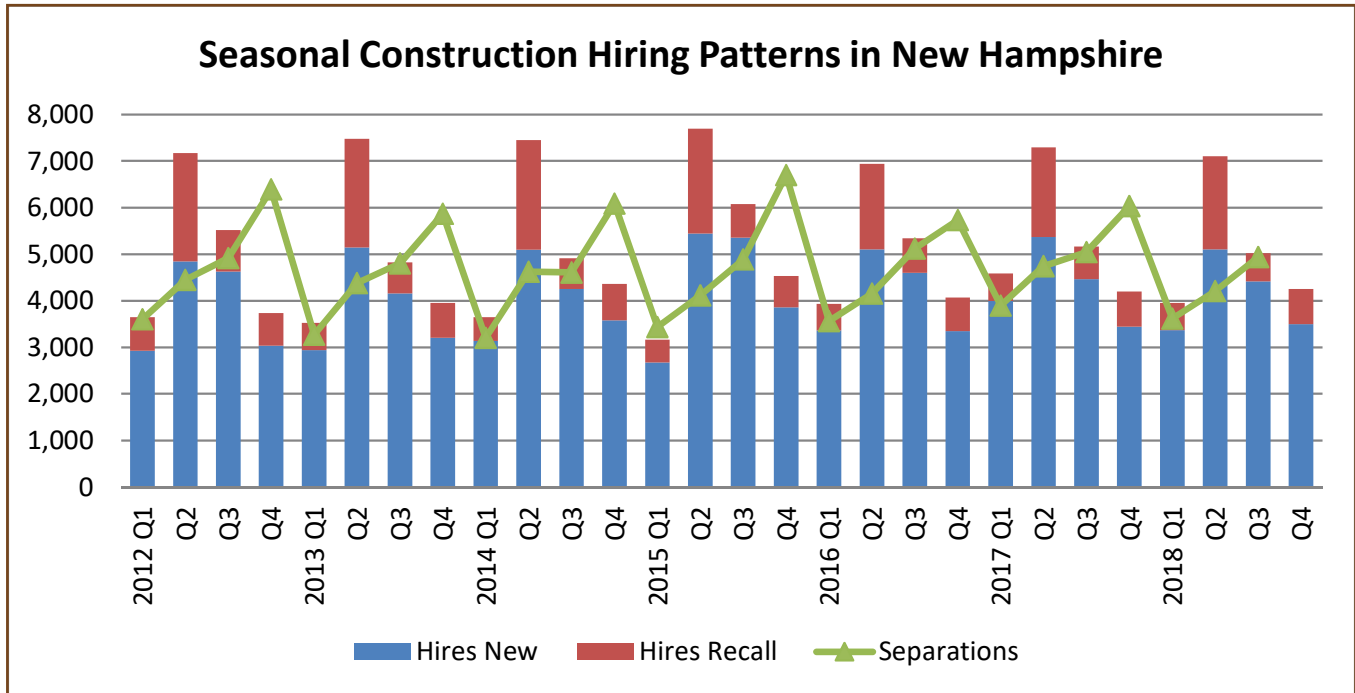
As a result, many workers in the *Construction* sector are temporarily laid off during the winter months, and rehired in spring, when construction activity increases. The U.S. Census Bureau's Quarterly Workforce Indicators data on hiring patterns shows that hiring is highest during the second quarter of each year, and separations (layoffs or quits) are highest in the fourth quarter.

These data also indicate whether a worker has been recalled, or rehired by a previous employer. A hire is considered a recall if that worker is hired by an employer for whom they worked for within the previous year, but not the previous quarter. A worker is considered a new hire if they were not employed by the hiring employer at any time during the previous four quarters.¹⁸

¹⁷ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire - Current Employment Statistics. <http://nhnetwork.nhes.state.nh.us/nhnetwork/CES.aspx?sid=27>

¹⁸ U.S. Census Bureau, Longitudinal Employer-Household Dynamics. <https://ledextract.ces.census.gov/static/data.html>

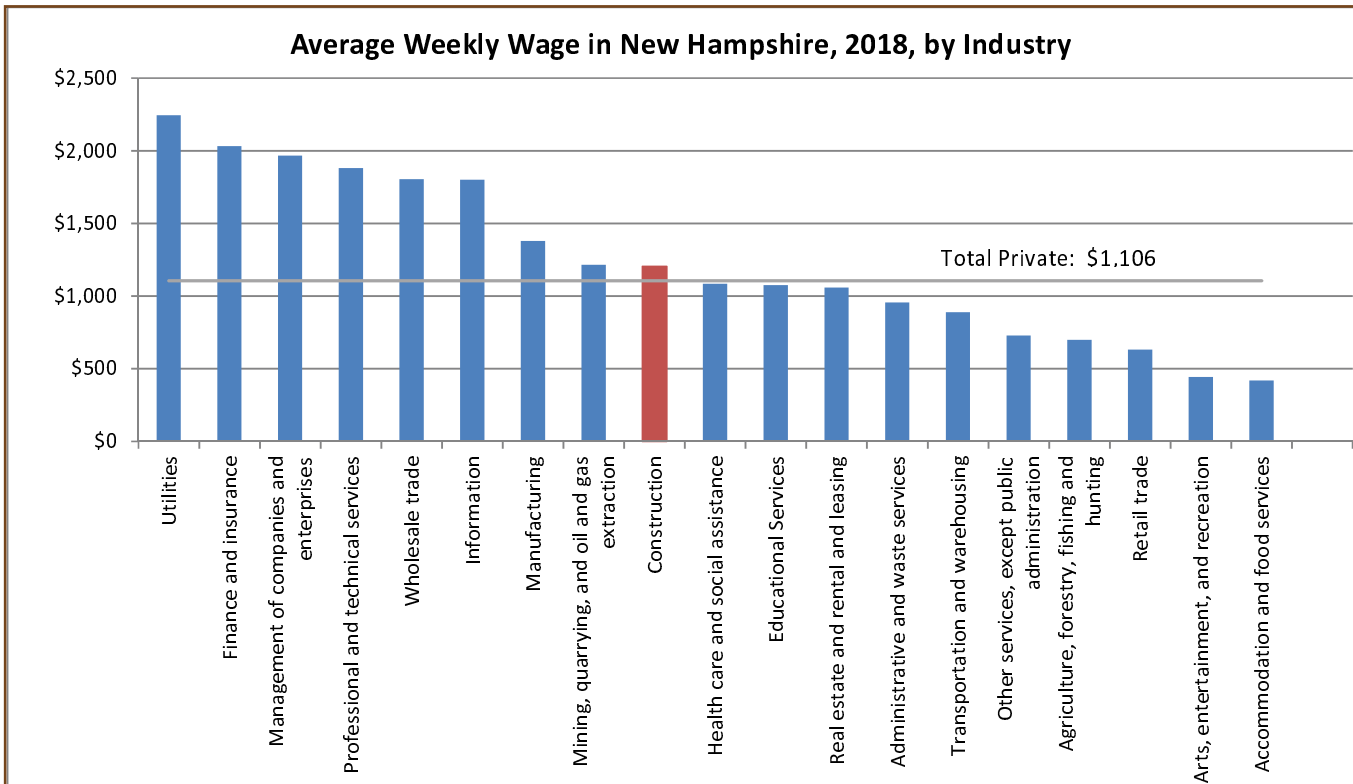
The second quarter of each year includes a significant number of recall hires, suggesting many *Construction* firms look to rehire their previously employed workers after a seasonal layoff.



Source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics.

Construction Wages in New Hampshire

The average weekly wage in 2018 for the *Construction* sector was slightly above the average wage for all industries in New Hampshire.¹⁹ In 2018, the average weekly wage in *Construction* was \$1,205.²⁰ The average weekly wage for all industries in New Hampshire was \$1,106. Sector averages ranged from \$2,245 per week for *Utilities* to \$418 per week for *Accommodation and Food Services*.



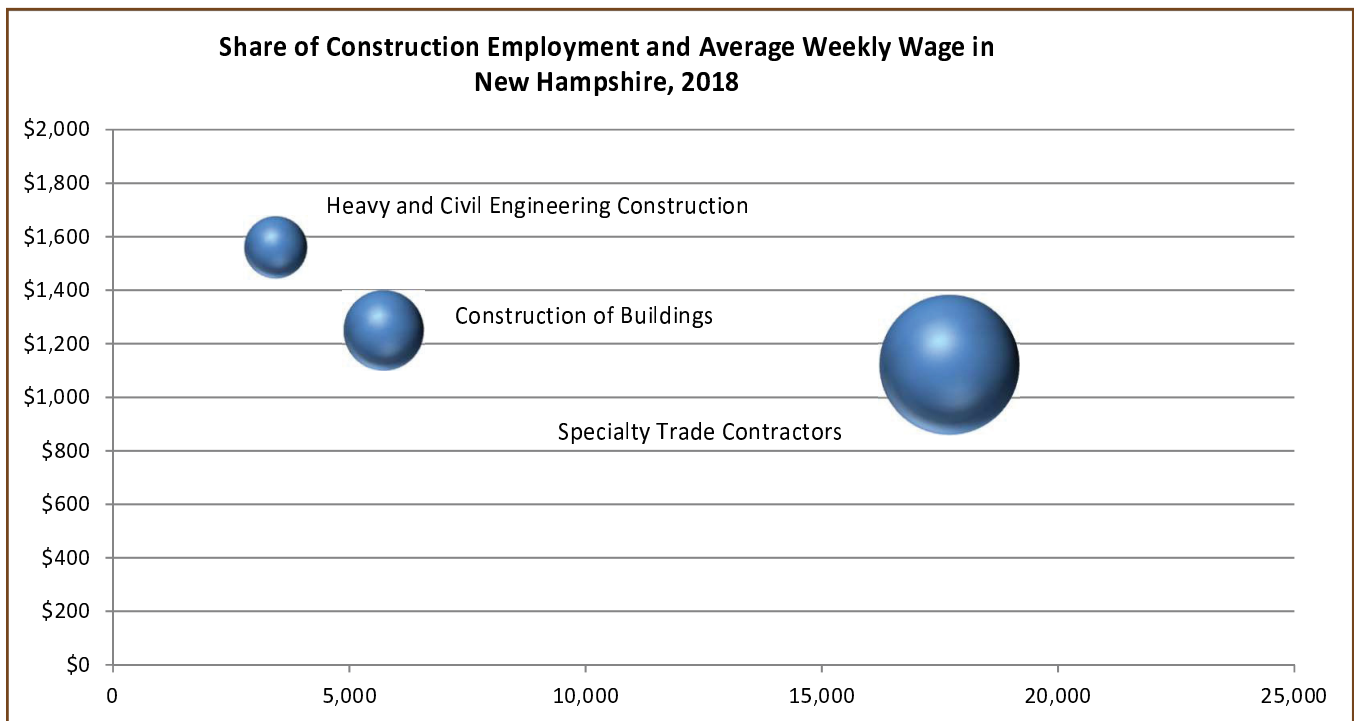
Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, 2018 Annual Averages.

Among the subsectors of *Construction*, the average weekly wage varied by over \$400 per week.²¹ *Heavy and Civil Engineering Construction* had the highest average weekly wage, with \$1,561 per week. This subsector also had the smallest share of employment of the three subsectors. *Specialty Trade Contractors* had the largest share of employment, 66 percent of all workers, and the lowest average weekly wage, \$1,121 per week. *Construction of Buildings* was in the middle for both average weekly wage, \$1,250, and share of employment, 21.3 percent.

¹⁹ The average weekly wage values, as measured by the Quarterly Census of Employment and Wages program, are calculated by dividing total wages by the average of the three monthly employment levels of those covered by Unemployment Insurance programs. The result is then divided by 13, the number of weeks in a quarter. Total wages include bonuses, stock options, severance pay, profit distributions, cash value of meals and lodging, and tips and other gratuities.

²⁰ U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, 2018 Annual Averages. https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables

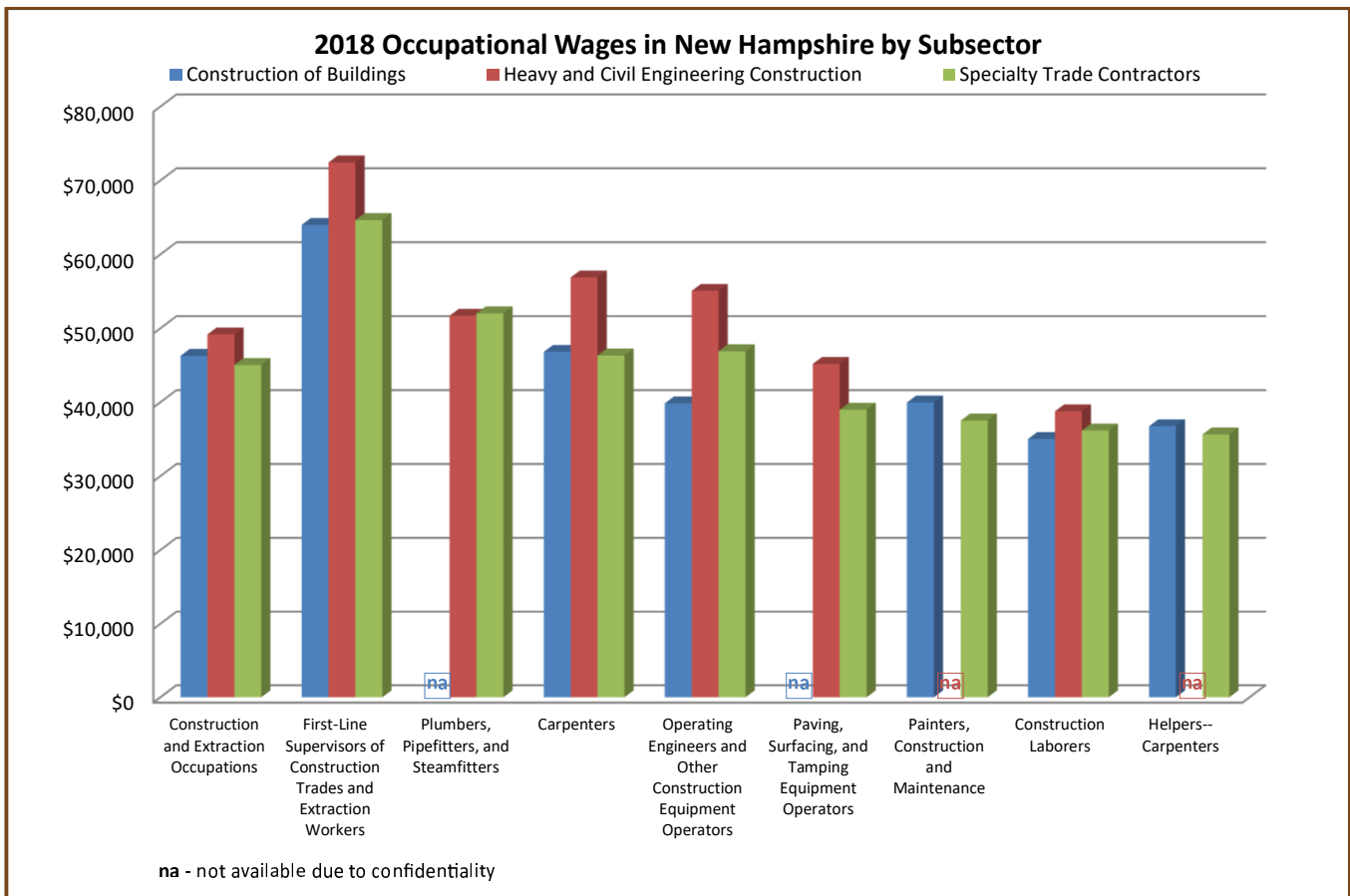
²¹ Ibid.



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, 2018 Annual Averages.

Among workers in the same occupation, wages for those employed in the *Heavy and Civil Engineering Construction* subsector were higher on average than wages for workers employed in the other two *Construction* subsectors.²² For example, *Carpenters* working in *Heavy and Civil Engineering Construction* earned a median annual wage of \$56,880 in 2018. *Carpenters* working in *Construction of Buildings* earned \$46,810, and *Carpenters* working in the *Specialty Trade Contractors* subsector earned \$46,320 per year. On average, workers in *Construction and Extraction Occupations* employed in *Heavy and Civil Engineering Construction* earned a median annual wage \$2,900 higher than *Construction and Extraction* workers employed in *Construction of Buildings*, and \$4,140 higher than *Construction and Extraction* workers employed in *Specialty Trade Contractors*.

²² U.S. Bureau of Labor Statistics, May 2018 Occupational Employment Statistics, OES Research Estimates by State and Industry. https://www.bls.gov/oes/current/oes_research_estimates.htm



Source: U.S. Bureau of Labor Statistics, May 2018 Occupational Employment Statistics, OES Research Estimates by State and Industry.

New Hampshire Construction Sector Staffing Patterns: Employment by Occupation

By far, the largest occupational group in the *Construction* sector is *Construction and Extraction Occupations*, accounting for 58 percent of all employment in the sector.²³

Only one other occupational group accounts for more than ten percent of employment in the *Construction* sector: *Office and Administrative Support Occupations*, with 11.5 percent of jobs in *Construction. Installation, Maintenance, and Repair Occupations*, accounting for 9.8 percent of *Construction* jobs, fell just shy of the ten percent share.

²³ U.S. Bureau of Labor Statistics, May 2018 Occupational Employment Statistics, OES Research Estimates by State and Industry. https://www.bls.gov/oes/current/oes_research_estimates.htm

Share of Construction Sector Employment by Occupation Group			
Occupation Group		Total Employment	Share of Industry
00-0000	All Occupations	27,280	100.0%
47-0000	Construction and Extraction Occupations	15,680	57.5%
43-0000	Office and Administrative Support Occupations	3,150	11.5%
49-0000	Installation, Maintenance, and Repair Occupations	2,660	9.8%
11-0000	Management Occupations	2,030	7.4%
53-0000	Transportation and Material Moving Occupations	1,460	5.4%
13-0000	Business and Financial Operations Occupations	880	3.2%
41-0000	Sales and Related Occupations	590	2.2%
	All Other Occupations	830	3.0%

Source: U.S. Bureau of Labor Statistics, May 2018 Occupational Employment Statistics, OES Research Estimates by State and Industry.

Share of Construction Subsector Employment by Occupation Group						
Occupation Group	Construction of Buildings (236)		Heavy and Civil Engineering Construction (237)		Specialty Trade Contractors (238)	
	Total Employment	Share of Industry	Total Employment	Share of Industry	Total Employment	Share of Industry
All Occupations	5,760	100.0%	3,630	100.0%	17,890	100.0%
Construction and Extraction Occupations	3,510	60.9%	1,940	53.4%	10,230	57.2%
Office and Administrative Support Occupations	740	12.8%	250	6.9%	2,150	12.0%
Installation, Maintenance, and Repair Occupations	90	1.6%	510	14.0%	2,050	11.5%
Management Occupations	800	13.9%	250	6.9%	980	5.5%
Transportation and Material Moving Occupations	n	n	490	13.5%	950	5.3%
Business and Financial Operations Occupations	260	4.5%	60	1.7%	560	3.1%
Sales and Related Occupations	80	1.4%	50	1.4%	460	2.6%
All Other Occupations	280	4.9%	80	2.2%	510	2.9%

n = data are non-disclosable

Source: U.S. Bureau of Labor Statistics, May 2018 Occupational Employment Statistics, OES Research Estimates by State and Industry.

Each subsector of *Construction* has staffing patterns that differ from the other subsectors, and from the sector as a whole. *Construction of Buildings* has a higher share of *Management Occupations*, *Business and Financial Operations Occupations*, and *Construction and Extraction Occupations* than the sector.²⁴ It had a smaller share of *Installation, Maintenance, and Repair Occupations*, and *Transportation and Material Moving Occupations* than the sector as a whole.

There was a larger share of *Transportation and Material Moving Occupations*, and a relatively small share of *Office and Administrative Support Occupations* in *Heavy and Civil Engineering Construction*, when compared to the rest of the *Construction* sector

Reflecting the fact that *Specialty Trade Contractors* make up nearly two-thirds of all employment in the *Construction* sector, the differences in employment by occupational group between the *Construction* sector as a whole and the *Specialty Trade Contractors* subsector are fairly small. There was a higher share of *Installation, Maintenance, and Repair Occupations*, and a smaller share of *Management Occupations* in this subsector than the *Construction* sector overall.

Share of Occupational Employment by Sector

Not every worker in the *Construction and Extraction Occupations* group works in the *Construction* sector. For example, 40.3 percent of *Sheet Metal Workers* worked in the *Construction* sector in 2016, and 49.7 percent worked in the *Manufacturing* sector.²⁵

In addition, many workers in the *Construction and Extraction Occupations* group are self-employed, and are classified as *Self-Employed and Unpaid Family Workers*, rather than in the *Construction* sector, even if the work performed is considered construction.

But for many occupations in this group, the majority of workers are employed in the *Construction* sector. For example, 78 percent of all electricians in New Hampshire work in the *Construction* sector. Of those, 97 percent are employed in the *Specialty Trade Contractors* subsector. Just a handful of *Electricians* work in the *Construction of Buildings* and *Heavy and Civil Engineering Construction* subsectors.

Sixty percent of all *Carpenters* work in *Construction*. Of those, 68 percent are employed in the *Construction of Buildings* subsector, while 29 percent are *Specialty Trade Contractors*, and only three percent work in *Heavy and Civil Engineering Construction*.

²⁴ U.S. Bureau of Labor Statistics, May 2018 Occupational Employment Statistics, OES Research Estimates by State and Industry. https://www.bls.gov/oes/current/oes_research_estimates.htm

²⁵ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Job Outlook and Locator by Industry and Occupation, Base Year 2016 to Projected Year 2026. <https://www.nhes.nh.gov/elmi/products/documents/job-locator.pdf>

Occupational Employment by Subsector – Staffing Patterns

Occupation	Construction (23)		Construction of Buildings (236)		Heavy and Civil Engineering Construction (237)		Specialty Trade Contractors (238)	
	2016 Employment	Share of Occupation in Construction	2016 Employment	Share of Occupation's Construction Employment	2016 Employment	Share of Occupation's Construction Employment	2016 Employment	Share of Occupation's Construction Employment
Construction Laborers	3,007	71.6%	823	27.4%	575	19.1%	1,609	53.5%
Carpenters	2,650	59.8%	1,799	67.9%	89	3.4%	762	28.8%
Electricians	1,743	78.4%	n	n	n	n	1,693	97.1%
First-Line Supervisors of Construction Trades and Extraction Workers	1,584	59.0%	714	45.1%	231	14.6%	639	40.3%
Plumbers, Pipefitters, and Steamfitters	1,283	76.7%	n	n	n	n	1,155	90.0%
Painters, Construction and Maintenance	697	53.8%	n	n	n	n	594	85.2%
Operating Engineers and Other Construction Equipment Operators	643	74.2%	89	13.8%	203	31.6%	351	54.6%
Drywall and Ceiling Tile Installers	570	79.4%	35	6.1%	-	0.0%	535	93.9%
Brickmasons and Blockmasons	223	50.5%	-	0.0%	-	0.0%	223	100.0%
Paving, Surfacing, and Tamping Equipment Operators	208	88.5%	-	0.0%	77	37.0%	131	63.0%
Sheet Metal Workers	205	40.3%	n	n	n	n	201	98.0%
Roofers	192	80.0%	-	0.0%	-	0.0%	192	100.0%

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Job Outlook and Locator by Industry and Occupation, Base Year 2016 to Projected Year 2026.

Education and Experience

Among jobs in the *Construction and Extraction* occupational group, typical preparation for entry-level employment is either a high school diploma or no formal education. For almost all of these occupations, entry-level workers are not expected to have work experience in a related occupation; experience is commonly expected for workers entering supervisory occupations. All of the jobs without an expectation of work experience, however, do typically require on-the-job training (OJT), which is usually acquired in the workplace after hire.²⁶ The amount of usual on-the-job training varies greatly from occupation to occupation.

Occupational projections identify how much on-the-job training is typically required for entry-level workers in each job; they are categorized as short-term, moderate-term, or long-term OJT. Short-term OJT is one month or less of training, moderate-term OJT involves between one month and one year of training, and long-term OJT is at least one year of job-related training.

For many *Construction and Extraction* occupations, an apprenticeship is a common method of worker education and training. Apprenticeship combines on-the-job training with related classroom instruction.²⁷ Apprenticeships range in duration from one to six years, depending on the occupation.

U.S. Census Bureau data on educational attainment show that, while none of these jobs require formal education beyond high school, approximately one-third of *Construction and Extraction* workers have attained more than the minimum level of education. One-quarter of workers have either some college, or an associate's degree and 8.4 percent have a bachelor's degree or higher.²⁸

Education and Experience Required for Entry-Level Construction and Extraction Occupations				
NAICS	Occupation Title	Education	Related Work Experience	On-the-Job Training
47-2031	Carpenters	High school diploma	none	Apprenticeship
47-2061	Construction Laborers	none	none	Short OJT
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	High school diploma	5+ years	none
47-2111	Electricians	High school diploma	none	Apprenticeship
47-4051	Highway Maintenance Workers	High school diploma	none	Moderate OJT
47-2152	Plumbers, Pipefitters, and Steamfitters	High school diploma	none	Apprenticeship
47-2141	Painters, Construction and Maintenance	none	none	Moderate OJT
47-2131	Insulation Workers, Floor, Ceiling, and Wall	none	none	Short OJT
47-3013	Helpers--Electricians	High school diploma	none	Short OJT
47-2044	Tile and Marble Setters	none	none	Long OJT

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Occupational Projections, 2016 to 2026.

²⁶ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Occupational Projections, 2016 to 2026. <https://www.nhes.nh.gov/elmi/products/documents/proj-pub-2016-26.pdf>

²⁷ New Hampshire Department of Education, Registered Apprenticeship, Frequently Asked Questions. https://www.education.nh.gov/career/career/appren_faq.htm

²⁸ U.S. Census Bureau, EEO 8w. Detailed Census Occupation by Educational Attainment (5), Sex, and Race/Ethnicity for Worksite Geography, Total Population Universe: Civilians employed at work 16 years and over, EEO Tabulation 2006-2010. https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=EEO_10_5YR_EEOALL8W&prodType=table

Eighty percent of all *Construction and Building Inspectors* had at least some college education, including 29.5 percent who had attained a bachelor's degree or higher.

More than half of all *Electricians* had at least some college education. Other occupations with a high percentage of workers with at least some college education include *Sheet Metal Workers, Boilermakers, and Structural Iron and Steel Workers*.

Educational Attainment of Individuals Working in Construction and Extraction Occupations							
SOC Code	Occupation	Not a High School Graduate	High School Graduate	Some College or Associate's Degree	Bachelor's Degree	Graduate or Professional Degree	Total with Some College or Higher
47-0000	All Construction Occupations	14.0%	50.1%	27.5%	7.1%	1.3%	35.9%
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	9.6%	51.1%	29.5%	8.8%	0.9%	39.2%
47-2011	Boilermakers	0.0%	42.9%	57.1%	0.0%	0.0%	57.1%
47-2031	Carpenters	13.4%	49.1%	27.6%	8.5%	1.5%	37.6%
47-2051	Cement Masons and Concrete Finishers	0.0%	47.8%	21.7%	30.4%	0.0%	52.1%
47-2061	Construction Laborers	17.9%	51.6%	23.4%	6.9%	0.2%	30.5%
47-2073	Operating Engineers and Other Construction Equipment Operators	19.2%	65.1%	14.4%	1.4%	0.0%	15.8%
47-2081	Drywall and Ceiling Tile Installers	32.2%	53.7%	10.1%	3.4%	0.0%	13.5%
47-2111	Electricians	2.3%	41.6%	49.3%	4.4%	2.6%	56.3%
47-2121	Glaziers	15.6%	46.9%	34.4%	0.0%	6.3%	40.7%
47-2141	Painters, Construction and Maintenance	18.9%	50.0%	19.5%	10.3%	1.5%	31.3%
47-2151 & 47-2152	Pipelayers & Plumbers, Pipefitters, and Steamfitters	11.1%	53.1%	26.8%	5.4%	3.6%	35.8%
47-2181	Roofers	29.0%	62.6%	6.9%	2.3%	0.0%	9.2%
47-2211	Sheet Metal Workers	8.2%	45.2%	24.7%	20.5%	1.1%	46.3%
47-2221	Structural Iron and Steel Workers	0.0%	45.1%	45.1%	5.9%	3.9%	54.9%
47-4011	Construction and Building Inspectors	2.6%	16.7%	51.3%	23.1%	6.4%	80.8%
47-4051	Highway Maintenance Workers	11.0%	61.3%	25.2%	2.6%	0.0%	27.8%
47-5021	Earth Drillers, Except Oil and Gas	20.7%	31.0%	44.8%	2.8%	0.0%	47.6%

Source: U.S. Census Bureau, EEO 8w. Detailed Census Occupation by Educational Attainment (5), Sex, and Race/Ethnicity for Worksite Geography, Total Population Universe: Civilians employed at work 16 years and over, EEO Tabulation 2006-2010.

Apprenticeships

Since none of the *Construction and Extraction* occupations usually need formal education beyond a high school diploma for entry-level employment, work-based learning is one tool used to provide workers with the specialized skills needed for these occupations.

For many occupations, this means an apprenticeship. Registered apprenticeships combine job-related classroom instruction with on-the-job learning experience.²⁹ Apprentices start working—and earning money—on the first day of the program. They also receive incremental wage increases as they gain proficiency throughout the program. Upon completion of the training, a registered apprentice receives an industry-issued, nationally recognized credential that certifies occupational proficiency. Apprenticeships range in length from one to six years.³⁰

There are three apprenticeship models: Time-Based, Competency/Performance Program, and Hybrid Program³¹

- **Time-based** programs require a minimum number of hours, and include an outline of the specific work processes and the approximate time requirement for each work process under that occupation.
- **Competency/Performance** Programs rely on demonstrated, observable and measurable competencies instead of a required number of hours. While the number of hours is not a requirement, these programs also use an outline of the specific work processes and the approximate time required to learn each process. These programs allow apprentices to work at their own pace, devoting more or less time to each competency, as needed by each individual. A competency is defined as “The capability to apply or use a set of related knowledge, skills, and abilities required to successfully perform “critical work functions” or tasks in a defined work setting.”³²
- **Hybrid** programs use a combination of both time-based requirements, and demonstrating competencies. In these programs, each competency is given a range hours for each competency, allowing apprentices to devote more or less time to each competency.

Throughout the U.S., apprenticeships are available in over 1,000 occupations, in a wide variety of occupational groups. Data from the U.S. Department of Labor’s Office of Apprenticeship listed apprenticeship programs in 19 different industry sectors, as well as the U.S. military.³³ Of those sectors, *Construction* had the highest number of apprenticeships in 2018 (Federal Government Fiscal Year, which runs 10/1/2017 – 9/30/2018), with just over half of all active apprenticeships.

²⁹ U.S. Department of Labor, A Quick-Start Toolkit: Building Registered Apprenticeship Programs. https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

³⁰ U.S. Department of Labor, Apprenticeship Toolkit. <https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm>

³¹ U.S. Department of Labor, A Quick-Start Toolkit: Building Registered Apprenticeship Programs. https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf.

³² Ibid.

³³ U.S. Department of Labor, Registered Apprenticeship National Results, Fiscal Year 2018. https://doleta.gov/oa/data_statistics.cfm

Number of Apprenticeships in U.S. by Industry, 2018	
Industry Title	Active Apprentices
Construction	166,629
Military (USMAP)	98,435
Public Administration	19,447
Manufacturing	15,630
Transportation and Warehousing	12,335
Utilities	7,281
Health Care and Social Assistance	4,507
Educational Services	3,690
Retail Trade	3,545
(not listed)	3,262
Wholesale Trade	2,193
Other Services (except Public Administration)	1,195
Information	1,152
Administrative and Support and Waste Management and Remediation Services	1,067
Accommodation and Food Services	761
Agriculture, Forestry, Fishing and Hunting	761
Professional, Scientific, and Technical Services	493
Mining, Quarrying, and Oil and Gas Extraction	425
Finance and Insurance	145
Arts, Entertainment, and Recreation	47
Real Estate and Rental and Leasing	44

Source: U.S. Department of Labor, Registered Apprenticeship National Results, Fiscal Year 2018.

Similarly, of the occupations with the most active apprenticeships in 2018, *Construction and Extraction* accounted for 18 of the top 30 occupations.³⁴ These 18 programs accounted for 46 percent of all active apprenticeships.

In New Hampshire, there were 347 active apprenticeship programs registered with the Office of Apprenticeship in 2018, training a total of 2,776 apprentices.³⁵ In 2017, 84 percent of programs that were registered with the Office of Apprenticeship were for *Construction and Extraction occupations*.³⁶

³⁴ U.S. Department of Labor, Registered Apprenticeship National Results, Fiscal Year 2018. https://doleta.gov/oa/data_statistics.cfm

³⁵ Ibid.

³⁶ U.S. Department of Labor, ApprenticeshipUSA, Sponsor Database. <https://oa.doleta.gov/bat.cfm>

Number of Apprenticeships in U.S. by Occupation 2018		
Occupation Title	O*NET Code	Active Apprentices
Electrician*	47-2111.00	43,814
Carpenter*	47-2031.00	25,921
Construction Craft Laborer*	47-2061.00	15,612
Plumber*	47-2152.02	14,471
Truck Driver, Heavy	53-3032.00	11,410
Pipe Fitter*	47-2152.01	8,449
Line Maintainer	49-9051.00	7,374
Sheet Metal Worker*	47-2211.00	7,364
Dry-Wall Applicator*	47-2081.00	5,991
Structural Steel Worker*	47-2221.00	5,852
Roofer*	47-2181.00	4,411
Millwright	49-9044.00	4,244
Sprinkler Fitter*	47-2152.01	4,110
Operating Engineer*	47-2073.00	3,923
Elevator Constructor*	47-4021.00	3,711
Painter*	47-2141.00	3,337
Protective Service Specialist (Active Duty Military)	33-3051.01	2,952
Heating & Air-Conditioner Install/Service	49-9021.01	2,564
Reinforcing Metal Worker*	47-2171.00	2,503
Pharmacy Support Staff	29-2052.00	2,192
Telecommunications Technician	49-2022.00	2,172
Cement Mason*	47-2051.00	2,151
Boilermaker*	47-2011.00	2,051
Nurse Assistant	31-1014.00	1,914
Cook	35-2012.00	1,908
Line Installer-Repairer	49-9052.00	1,907
Fitter	51-2041.00	1,713
Fire Fighter	33-2011.00	1,692
Glazier*	47-2121.00	1,682
Floor Layer*	47-2042.00	1,652

* Indicates a Construction and Extraction Occupation

Source: U.S. Department of Labor, Registered Apprenticeship National Results, Fiscal Year 2018

Occupational Licensing and Certification

For workers in a number of occupations in the *Construction and Extraction* occupational group, a license, certification, or registration is required to perform the occupation in New Hampshire.³⁷

Requirements for licensure or certification vary for every occupation, but typically require some combination of experience, education, and passing an examination. *Electricians* and *Plumbers* must complete apprenticeship training to qualify for the journeyman examination. Workers in these occupations may also be required to complete continuing education to qualify for license renewal.

New Hampshire Licensed, Certified and Registered Occupations in the Construction and Extraction Occupational Group		
SOC Code	Occupation Title	Certification/License
47-1011	First-Line Supervisors of Construction Trades and Extraction	Asbestos Abatement Site Supervisor
		Lead Abatement Contractor
		Lead Abatement Supervisor
47-2111	Electricians	Electrician, Apprentice
		Electrician, Journeyman
		Electrician, Master
47-2152	Plumbers, Pipefitters, and Steamfitters	Fuel Gas Fitter
		Plumber, Apprentice
		Plumber, Journeyman
		Plumber, Master
		Water Treatment Technician
47-4011	Construction and Building Inspectors	Boiler and Pressure Vessel Inspector
		Home Inspector
47-4021	Elevator Installers and Repairers	Elevator or Accessibility Lift Mechanic and Inspector
47-4041	Hazardous Waste Removal Workers	Asbestos Abatement Worker
		Asbestos Disposal Site Worker
		Hazardous Waste Coordinator
		Lead Abatement Worker
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	Septic System Evaluators, Professional
47-5021	Earth Drillers, Except Oil and Gas	Water Well Contractor
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	Explosives Workers/Blasters

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Licensed, Certified, and Registered Occupations 2017.

³⁷ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Licensed, Certified, and Registered Occupations 2017. <https://www.nhes.nh.gov/elmi/products/licertocc/documents/lic-oces.pdf>

Industry and Occupational Employment Projections

Employment in the *Construction* sector is projected to grow 9.4 percent from 2016 to 2026. *Construction* employment is expected to grow from 25,450 jobs to 27,840 over the decade, an increase of 2,390 jobs.³⁸ Among the industry subsectors, *Specialty Trade Contractors* is projected to add the most jobs, 1,277, while *Heavy and Civil Engineering Construction* is projected to grow at the fastest rate, 16.9 percent.

New Hampshire Long-term Industry Projections, 2016 to 2026					
NAICS Code	Sector Name	2016 Estimated	2026 Projected	Numeric Change	Percent Change
23	Construction	25,450	27,840	2,390	9.4%
236	Construction of Buildings	5,748	6,348	600	10.4%
237	Heavy and Civil Engineering Construction	3,033	3,548	513	16.9%
238	Specialty Trade Contractors	16,669	17,946	1,277	7.7%

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Industry Projections, 2016 to 2026.

This rate for both the sector and the subsectors is above the projected rate of growth for all private employment in New Hampshire over that time. Total employment across all sectors is expected to grow by 6.1 percent.³⁹ *Construction* has a much better outlook than other Goods-Producing sectors. These sectors include *Agriculture, Forestry, Fishing and Hunting, Mining, Construction* and *Manufacturing*. *Manufacturing*, the largest Goods-Producing sector in terms of employment, is projected to decline by 5.9 percent in New Hampshire by 2026.

New Hampshire Long-term Industry Projections, 2016 to 2026					
NAICS Code	Sector Name	2016 Estimated	2026 Projected	Numeric Change	Percent Change
	Total Employment	694,699	736,803	42,104	6.1%
	Goods-Producing Industries	96,101	94,575	-1,526	-1.6%
23	Construction	25,450	27,840	2,390	9.4%
11	Agriculture, Forestry, Fishing and Hunting	2,021	2,129	108	5.3%
21	Mining	557	556	-1	-0.2%
31-33	Manufacturing	68,073	64,050	-4,023	-5.9%

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Industry Projections, 2016 to 2026.

³⁸ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Industry Projections, 2016 to 2026. <https://www.nhes.nh.gov/elmi/products/documents/proj-pub-2016-26.pdf>

³⁹ Ibid.

In short-term, two-year employment projections, employment in the *Construction* sector is projected to grow 2.4 percent from fourth quarter of 2018 to fourth quarter of 2020.⁴⁰ The average annual growth rate of 1.2 percent is slightly faster than the average annual growth rate for the ten-year projections, 0.9 percent. Employment in *Specialty Trade Contractors* is projected to not only add the most jobs over that time, but also grow at the fastest rate.

New Hampshire Short-term Industry Projections, 2018 Q4 - 2020 Q4						
NAICS Code	Industry Title	2018 Q4 Estimated	2020 Q4 Projected	Numeric Change	Percent Change	Average Annual Growth Rate
23	Construction	27,529	28,200	671	2.4%	1.2%
236	Construction of Buildings	5,837	5,918	81	1.4%	0.7%
237	Heavy and Civil Engineering Construction	3,601	3,634	33	0.9%	0.5%
238	Specialty Trade Contractors	18,091	18,648	557	3.1%	1.6%

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Short-term Industry Projections, 2018 Q4 to 2020 Q4.

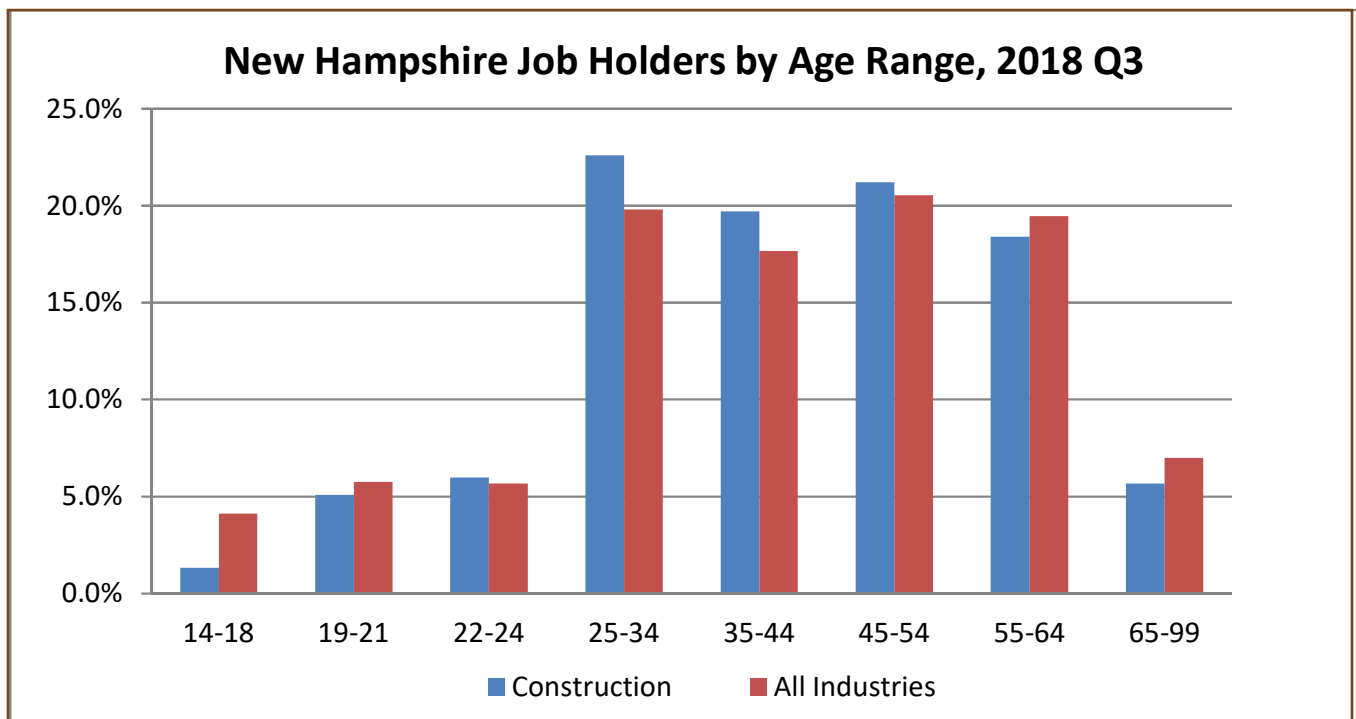
⁴⁰ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Short-term Industry Projections, 2018 Q4 to 2020 Q4. <https://www.nhces.nh.gov/elmi/products/documents/ind-projections-st.pdf>

New Hampshire Long-term Occupational Projections, 2016 to 2026					
SOC Code	Occupation Title	2016 Estimated	2026 Projected	Numeric Change	Percent Change
47-0000	Construction and Extraction Occupations	24,618	26,549	1,931	7.8%
47-2061	Construction Laborers	4,200	4,625	425	10.1%
47-2031	Carpenters	4,431	4,731	300	6.8%
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	2,686	2,929	243	9.0%
47-2152	Plumbers, Pipefitters, and Steamfitters	1,673	1,906	233	13.9%
47-5081	Helpers--Extraction Workers	45	54	9	20.0%
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	113	133	20	17.7%
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	124	145	21	16.9%
47-5021	Earth Drillers, Except Oil and Gas	140	162	22	15.7%
47-2221	Structural Iron and Steel Workers	113	130	17	15.0%
47-2081	Drywall and Ceiling Tile Installers	718	704	-14	-1.9%
47-2082	Tapers	228	222	-6	-2.6%
47-2131	Insulation Workers, Floor, Ceiling, and Wall	139	135	-4	-2.9%

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Occupational Projections, 2016 to 2026.

Employment in *Construction and Extraction* occupations is expected to grow by 7.8 percent from 2016 to 2026.⁴¹ Jobs seeing the highest increase in employment are *Construction Laborers*, *Carpenters* and *First-Line Supervisors of Construction Trades and Extraction Workers*. Only three jobs are expected to decline over that period, *Drywall and Ceiling Tile Installers*, *Tapers* and *Insulation Workers, Floor, Ceiling, and Wall*. Employment in those jobs is expected to decline from a combined 1,085 workers to 1,061. Jobs with the highest expected growth rate are *Helpers--Extraction Workers* and *Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters*.

⁴¹ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Occupational Projections, 2016 to 2026. <https://www.nhcs.nh.gov/elmi/products/documents/proj-pub-2016-26.pdf>



Source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics.

Age and Gender

In New Hampshire, 63.5 percent of workers in *Construction* were age 25 to 54 years.⁴² The industry has a higher share of workers in that age range than the average for all industries statewide, where 58.0 percent of workers are age 25 to 54 years. The largest age groups to work in the *Construction* sector are workers between age 25 to 34 years, closely followed by workers between age 45 to 54 years. These cohorts make up 22.6 percent and 21.2 percent of all workers in the *Construction* sector, respectively.

Compared to the statewide average, a smaller share of workers age 55 years and older are employed in the *Construction* sector. Many of these jobs are physically demanding, and it may be difficult for workers to continue working into their late 50s and 60s.

The share of workers in *Construction* who are 14 to 21 years of age is also lower than the share of workers 14 to 21 years of age throughout all industry sectors as a whole. In fact, the Occupational Health and Safety Administration (OSHA) put restrictions on workers under 18 years of age in the *Construction* sector. Workers under 16 years old are not allowed to work construction jobs, and workers under 18 years of age may only work in limited capacities.⁴³

Construction differs significantly from statewide averages in gender hiring patterns. Across all industries, the proportion of male and female workers in the state was close to even. In the *Construction* sector, 85.1 percent of all workers are male, and just 14.9 percent are female.⁴⁴

Construction is not the only sector with a large disparity between male and female workers. *Mining, Quarrying, and Oil and Gas Extraction* also had a higher percentage of male workers, with 88.7 percent. In the *Utilities* sector, 84.2 percent of workers were male. In other sectors, such as *Health Care* and *Education*, a much larger share of female than male workers are employed.

⁴² U.S. Census Bureau, Longitudinal Employer-Household Dynamics. <https://ledextract.ces.census.gov/static/data.html>

⁴³ Occupational Safety and Health Administration, Young Workers - Construction: Build a Safe Work Foundation. <https://www.osha.gov/SLTC/youth/residentialconstruction/appropriatejobs.html>

⁴⁴ U.S. Census Bureau, Longitudinal Employer-Household Dynamics. <https://ledextract.ces.census.gov/static/data.html>

Summary

Construction employment has been growing faster than overall employment in New Hampshire since 2013, and has been one of the fastest growing sectors of the New Hampshire workforce over that time. In addition to the number of new jobs, many jobs in this sector provide wages that are slightly higher than the statewide median hourly wage, but are still accessible to workers with relatively low levels of formal education. In June 2019, the median hourly wage in New Hampshire was \$19.75. The median hourly wage for a *Construction and Extraction* occupation was \$22.55.⁴⁵

However, this sector still faces many challenges. One of the challenges facing the *Construction* sector is volatility – it is impacted by seasonal demand and economic/business cycles, and is typically hit hard by recessions. The recent high employment growth has yet to bring the number of *Construction* jobs in New Hampshire back to the levels they were at in 2006. Although employment in the *Construction* sector is projected to grow faster than employment in New Hampshire overall, if economic conditions were to decline, *Construction* employment would be hit harder than other, less volatile industries.

In addition, new employment growth has not been distributed evenly around the state, with most growth concentrated in Hillsborough, Merrimack and Rockingham counties. This demonstrates the challenges facing the less-populated areas in New Hampshire, where both employment and population growth are either slow or declining.

Like many industries in New Hampshire, a large proportion of workers in *Construction* are older. Those 45 years of age or older represent 45 percent of *Construction* workers, and many will be retiring in the next 10 to 20 years. As those workers retire, replacing such a large portion of the workforce is likely to be a challenge. But with relatively high-paying wages and fairly low education and experience requirements for new workers, *Construction* seems well positioned to be able to attract younger workers to fill these vacancies.

⁴⁵ Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Occupational Employment & Wages – June 2019. <https://www.nhcs.nh.gov/elmi/products/2019-june/Statewide%20and%20Substate%20Areas/page0031.htm>

Appendix A: Construction Employment by Subsector and County

Construction Employment by Subsector, Belknap County				
Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	1,319	362	242	715
2001	1,442	403	253	786
2002	1,638	454	383	801
2003	1,817	490	464	863
2004	1,791	465	386	941
2005	1,719	475	381	862
2006	1,692	451	386	855
2007	1,623	425	383	815
2008	1,511	384	360	766
2009	1,312	297	328	688
2010	1,179	257	312	610
2011	1,136	249	293	594
2012	1,072	250	305	517
2013	1,088	247	297	544
2014	1,138	303	275	559
2015	1,181	311	268	601
2016	1,235	325	279	631
2017	1,287	334	260	692
2018	1,331	332	268	730

Construction Employment by Subsector, Carroll County				
Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	1,046	472	51	524
2001	1,078	475	70	533
2002	1,114	510	55	549
2003	1,197	543	44	610
2004	1,242	551	57	634
2005	1,315	607	73	635
2006	1,392	638	87	666
2007	1,281	597	68	617
2008	1,279	633	40	606
2009	1,129	582	35	512
2010	1,015	495	84	436
2011	1,065	506	91	468
2012	1,013	459	94	460
2013	970	415	95	460
2014	1,025	451	105	468
2015	1,034	453	101	481
2016	1,052	452	102	499
2017	1,078	304	251	523
2018	1,091	304	260	527

Construction Employment by Subsector, Cheshire County				
Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	1,535	418	109	1,009
2001	1,585	450	89	1,045
2002	1,621	439	92	1,090
2003	1,745	426	263	1,056
2004	1,852	453	276	1,123
2005	2,008	470	410	1,127
2006	2,066	504	390	1,173
2007	1,831	459	264	1,108
2008	1,804	508	235	1,061
2009	1,598	434	179	986
2010	1,472	401	189	882
2011	1,433	371	176	887
2012	1,450	361	173	916
2013	1,361	323	138	901
2014	1,354	307	121	926
2015	1,386	323	102	961
2016	1,456	341	99	1,015
2017	1,477	357	98	1,022
2018	1,550	360	114	1,076

Construction Employment by Subsector, Coös County				
Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	386	n	n	233
2001	366	n	n	235
2002	366	n	n	236
2003	393	n	n	271
2004	435	147	21	267
2005	447	131	30	287
2006	472	162	26	285
2007	464	168	30	265
2008	454	165	26	264
2009	418	158	25	236
2010	391	138	32	222
2011	434	134	35	265
2012	621	112	72	437
2013	733	85	65	583
2014	419	86	20	312
2015	364	82	20	263
2016	344	91	21	232
2017	331	79	19	233
2018	342	84	17	240

n= data is non-disclosable

Construction Employment by Subsector, Grafton County

Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	1,531	531	148	852
2001	1,565	555	169	841
2002	1,720	623	164	933
2003	2,011	752	158	1,101
2004	1,928	674	151	1,104
2005	1,916	668	165	1,083
2006	1,952	669	180	1,103
2007	1,826	611	195	1,020
2008	1,659	572	126	961
2009	1,473	486	106	880
2010	1,344	399	87	857
2011	1,316	423	76	817
2012	1,275	397	94	784
2013	1,225	353	79	793
2014	1,229	400	57	773
2015	1,336	491	61	784
2016	1,413	547	62	803
2017	1,378	539	56	784
2018	1,317	432	66	820

Construction Employment by Subsector, Hillsborough County

Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	7,003	1,856	329	4,818
2001	7,570	1,979	445	5,146
2002	7,880	2,118	454	5,308
2003	8,338	2,305	499	5,534
2004	8,336	2,217	560	5,559
2005	8,232	2,132	488	5,611
2006	8,031	2,065	415	5,551
2007	7,680	1,900	376	5,405
2008	7,107	1,670	329	5,108
2009	6,141	1,358	303	4,479
2010	5,843	1,305	290	4,248
2011	6,194	1,363	312	4,519
2012	6,150	1,340	275	4,535
2013	6,284	1,307	349	4,628
2014	6,747	1,361	388	4,998
2015	6,972	1,480	338	5,154
2016	7,424	1,581	313	5,530
2017	7,726	1,674	370	5,682
2018	7,731	1,679	395	5,657

Construction Employment by Subsector, Merrimack County

Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	3,263	583	577	2,102
2001	3,148	615	610	1,923
2002	3,241	719	661	1,861
2003	3,368	753	639	1,976
2004	3,358	741	558	2,059
2005	3,234	758	465	2,011
2006	3,293	752	471	2,070
2007	3,098	700	411	1,987
2008	2,986	651	455	1,880
2009	2,579	530	466	1,583
2010	2,612	540	503	1,569
2011	2,703	524	568	1,611
2012	2,861	534	605	1,722
2013	3,008	560	605	1,843
2014	3,101	560	632	1,909
2015	3,152	603	609	1,940
2016	3,318	599	640	2,080
2017	3,479	610	688	2,181
2018	3,488	624	652	2,212

Construction Employment by Subsector, Rockingham County

Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	5,902	1,277	711	3,914
2001	6,653	1,376	811	4,466
2002	6,896	1,492	800	4,603
2003	6,899	1,394	837	4,668
2004	7,197	1,443	850	4,904
2005	7,389	1,443	810	5,137
2006	7,317	1,367	850	5,100
2007	6,673	1,237	913	4,523
2008	6,401	1,086	885	4,431
2009	5,461	904	766	3,792
2010	5,220	896	805	3,520
2011	5,407	891	809	3,708
2012	5,353	891	970	3,493
2013	5,350	956	999	3,395
2014	5,691	1,034	1,050	3,607
2015	6,161	1,112	1,250	3,799
2016	6,385	1,216	1,143	4,026
2017	6,793	1,249	1,275	4,269
2018	6,967	1,258	1,273	4,437

Construction Employment by Subsector, Strafford County

Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	1,427	357	119	952
2001	1,484	384	121	979
2002	1,568	379	108	1,082
2003	1,657	395	135	1,127
2004	1,689	432	129	1,129
2005	1,673	422	113	1,138
2006	1,610	378	112	1,119
2007	1,515	355	111	1,049
2008	1,380	293	123	964
2009	1,179	209	126	844
2010	1,107	191	107	809
2011	1,055	191	106	759
2012	1,133	251	161	721
2013	1,231	257	174	800
2014	1,219	226	178	815
2015	1,238	232	160	847
2016	1,334	255	179	899
2017	1,352	274	124	954
2018	1,399	260	119	1,020

Construction Employment by Subsector, Sullivan County

Year	Construction	Construction of Buildings	Heavy and Civil Engineering Construction	Specialty Trade Contractors
2000	596	n	n	372
2001	539	n	n	340
2002	584	n	n	379
2003	613	n	n	396
2004	664	n	n	432
2005	722	195	62	466
2006	724	n	n	474
2007	618	n	n	428
2008	583	154	23	406
2009	494	117	18	358
2010	479	n	n	348
2011	465	n	n	340
2012	508	112	13	383
2013	493	n	n	364
2014	525	n	n	392
2015	553	n	n	423
2016	587	n	n	454
2017	571	134	9	429
2018	583	152	11	420

n= data is non-disclosable

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, Covered Employment & Wages.

Appendix B: Usual Entry-Level Education, Experience and Training Requirements for Construction and Extraction Occupations

SOC Code	Occupation Title	Education	Related Work Experience	On-the-job Training
47-0000	Construction and Extraction Occupations			
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	High school diploma or equivalent	5 years or more	None
47-2011	Boilermakers	High school diploma or equivalent	None	Apprenticeship
47-2021	Brickmasons and Blockmasons	High school diploma or equivalent	None	Apprenticeship
47-2022	Stonemasons	High school diploma or equivalent	None	Apprenticeship
47-2031	Carpenters	High school diploma or equivalent	None	Apprenticeship
47-2041	Carpet Installers	No formal educational credential	None	Short-term on-the-job training
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	No formal educational credential	None	Moderate-term on-the-job training
47-2043	Floor Sanders and Finishers	No formal educational credential	None	Moderate-term on-the-job training
47-2044	Tile and Marble Setters	No formal educational credential	None	Long-term on-the-job training
47-2051	Cement Masons and Concrete Finishers	No formal educational credential	None	Moderate-term on-the-job training
47-2061	Construction Laborers	No formal educational credential	None	Short-term on-the-job training
47-2071	Paving, Surfacing, and Tamping Equipment Operators	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2072	Pile-Driver Operators	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2073	Operating Engineers and Other Construction Equipment Operators	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2081	Drywall and Ceiling Tile Installers	No formal educational credential	None	Moderate-term on-the-job training
47-2082	Tapers	No formal educational credential	None	Moderate-term on-the-job training
47-2111	Electricians	High school diploma or equivalent	None	Apprenticeship
47-2121	Glaziers	High school diploma or equivalent	None	Apprenticeship
47-2131	Insulation Workers, Floor, Ceiling, and Wall	No formal educational credential	None	Short-term on-the-job training
47-2132	Insulation Workers, Mechanical	High school diploma or equivalent	None	Apprenticeship
47-2141	Painters, Construction and Maintenance	No formal educational credential	None	Moderate-term on-the-job training
47-2142	Paperhangers	No formal educational credential	None	Long-term on-the-job training
47-2151	Pipelayers	No formal educational credential	None	Short-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	High school diploma or equivalent	None	Apprenticeship
47-2161	Plasterers and Stucco Masons	No formal educational credential	None	Long-term on-the-job training
47-2181	Roofers	No formal educational credential	None	Moderate-term on-the-job training
47-2211	Sheet Metal Workers	High school diploma or equivalent	None	Apprenticeship
47-2221	Structural Iron and Steel Workers	High school diploma or equivalent	None	Apprenticeship
47-2231	Solar Photovoltaic Installers	High school diploma or equivalent	None	Moderate-term on-the-job training

SOC Code	Occupation Title	Education	Related work Experience	On-the-job Training
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	No formal educational credential	None	Short-term on-the-job training
47-3012	Helpers--Carpenters	No formal educational credential	None	Short-term on-the-job training
47-3013	Helpers--Electricians	High school diploma or equivalent	None	Short-term on-the-job training
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	No formal educational credential	None	Short-term on-the-job training
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	High school diploma or equivalent	None	Short-term on-the-job training
47-3016	Helpers--Roofers	No formal educational credential	None	Short-term on-the-job training
47-3019	Helpers, Construction Trades, All Other	No formal educational credential	None	Short-term on-the-job training
47-4011	Construction and Building Inspectors	High school diploma or equivalent	5 years or more	Moderate-term on-the-job training
47-4031	Fence Erectors	No formal educational credential	None	Moderate-term on-the-job training
47-4041	Hazardous Materials Removal Workers	High school diploma or equivalent	None	Moderate-term on-the-job training
47-4051	Highway Maintenance Workers	High school diploma or equivalent	None	Moderate-term on-the-job training
47-4061	Rail-Track Laying and Maintenance Equipment Operators	High school diploma or equivalent	None	Moderate-term on-the-job training
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	High school diploma or equivalent	None	Moderate-term on-the-job training
47-4099	Construction and Related Workers, All Other	High school diploma or equivalent	None	Moderate-term on-the-job training
47-5021	Earth Drillers, Except Oil and Gas	High school diploma or equivalent	None	Moderate-term on-the-job training
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	High school diploma or equivalent	Less than 5 years	Long-term on-the-job training
47-5042	Mine Cutting and Channeling Machine Operators	High school diploma or equivalent	None	Moderate-term on-the-job training
47-5051	Rock Splitters, Quarry	No formal educational credential	None	Short-term on-the-job training
47-5081	Helpers--Extraction Workers	High school diploma or equivalent	None	Moderate-term on-the-job training

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Occupational Projections, 2016 to 2026.

Appendix C: New Hampshire Long-term Occupational Projections, 2016 to 2026

SOC Code	Occupation Title	2016 Estimated	2026 Projected	Numeric Change	Percent Change	Annual Labor Force Exits ¹	Annual Occupational Transfers ²	Annual Openings ³	Outlook
47-0000	Construction and Extraction Occupations	24,618	26,549	1,931	7.8%	901	1,626	2,717	
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	2,686	2,929	243	9.0%	90	177	291	↑
47-2011	Boilermakers	83	87	4	4.8%	3	6	9	↘
47-2021	Brickmasons and Blockmasons	442	473	31	7.0%	13	25	41	↗
47-2022	Stonemasons	201	216	15	7.5%	6	12	20	↘
47-2031	Carpenters	4,431	4,731	300	6.8%	158	255	443	↑
47-2041	Carpet Installers	159	172	13	8.2%	5	9	15	↘
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	55	60	5	9.1%	2	3	5	↘
47-2043	Floor Sanders and Finishers	n	n	n	n	n	n	n	↘
47-2044	Tile and Marble Setters	124	135	11	8.9%	4	7	12	↘
47-2051	Cement Masons and Concrete Finishers	162	177	15	9.3%	6	12	20	↘
47-2061	Construction Laborers	4,200	4,625	425	10.1%	154	291	487	↑
47-2071	Paving, Surfacing, and Tamping Equipment Operators	235	258	23	9.8%	8	17	27	↗
47-2072	Pile-Driver Operators	n	n	n	n	n	n	n	↓
47-2073	Operating Engineers and Other Construction Equipment Operators	867	960	93	10.7%	35	64	108	↑
47-2081	Drywall and Ceiling Tile Installers	718	704	-14	-1.9%	22	40	61	↗
47-2082	Tapers	228	222	-6	-2.6%	7	12	18	↓
47-2111	Electricians	2,224	2,376	152	6.8%	80	171	266	↑
47-2121	Glaziers	189	205	16	8.5%	7	15	24	↗
47-2131	Insulation Workers, Floor, Ceiling, and Wall	139	135	-4	-2.9%	4	10	14	↓

n - Employment data do not meet disclosure standards

SOC Code	Occupation Title	2016 Estimated	2026 Projected	Numeric Change	Percent Change	Annual Labor Force Exits ¹	Annual Occupational Transfers ²	Annual Openings ³	Outlook
47-2132	Insulation Workers, Mechanical	n	n	n	n	n	n	n	↘
47-2141	Painters, Construction and Maintenance	1,296	1,348	52	4.0%	45	66	116	↗
47-2142	Paperhangers	n	n	n	n	n	n	n	↓
47-2151	Pipelayers	102	117	15	14.7%	4	7	13	↗
47-2152	Plumbers, Pipefitters, and Steamfitters	1,673	1,906	233	13.9%	65	120	208	↑
47-2161	Plasterers and Stucco Masons	n	n	n	n	n	n	n	↘
47-2181	Roofers	240	260	20	8.3%	7	17	26	↗
47-2211	Sheet Metal Workers	509	538	29	5.7%	18	36	57	↗
47-2221	Structural Iron and Steel Workers	113	130	17	15.0%	4	9	15	↗
47-2231	Solar Photovoltaic Installers	n	n	n	n	n	n	n	↘
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	106	116	10	9.4%	5	11	17	↘
47-3012	Helpers--Carpenters	72	80	8	11.1%	3	7	11	↗
47-3013	Helpers--Electricians	125	133	8	6.4%	6	12	19	↘
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	n	n	n	n	n	n	n	↓
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	113	133	20	17.7%	5	12	19	↗
47-3016	Helpers--Roofers	n	n	n	n	n	n	n	↘
47-3019	Helpers, Construction Trades, All Other	63	67	4	6.3%	3	6	9	↘
47-4011	Construction and Building Inspectors	335	360	25	7.5%	17	20	39	↗
47-4031	Fence Erectors	n	n	n	n	n	n	n	↘

n - Employment data do not meet disclosure standards

SOC Code	Occupation Title	2016 Estimated	2026 Projected	Numeric Change	Percent Change	Annual Labor Force Exits ¹	Annual Occupational Transfers ²	Annual Openings ³	Outlook
47-4041	Hazardous Materials Removal Workers	n	n	n	n	n	n	n	↑
47-4051	Highway Maintenance Workers	1,766	1,829	63	3.6%	76	103	185	↗
47-4061	Rail-Track Laying and Maintenance Equipment Operators	n	n	n	n	n	n	n	↓
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	124	145	21	16.9%	7	10	19	↗
47-4099	Construction and Related Workers, All Other	304	321	17	5.6%	12	20	34	↗
47-5021	Earth Drillers, Except Oil and Gas	140	162	22	15.7%	4	12	18	↗
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	n	n	n	n	n	n	n	↘
47-5042	Mine Cutting and Channeling Machine Operators	n	n	n	n	n	n	n	↓
47-5051	Rock Splitters, Quarry	n	n	n	n	n	n	n	↓
47-5081	Helpers--Extraction Workers	45	54	9	20.0%	2	5	8	↗

n - Employment data do not meet disclosure standards

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Long-term Occupational Projections, 2016 to 2026.

1. Annual Labor Force Exits is the number of workers leaving an occupation (to go to school, start a family, or retire, for example).
2. Annual Occupational Transfers is the number of workers leaving one occupation to go to another occupational group (such as through job change or promotion).
3. Total Annual Openings is the sum of Exits plus Transfers plus annual change in an occupation.

Descriptors indicate the expected prospects for an occupation:

↑	Very Favorable
↗	Favorable
↘	Less Favorable
↓	Not Favorable

Appendix D: Hourly Wages of Construction and Extraction Occupations in New Hampshire, June 2019

SOC Code	Occupation	Entry Wage	Mean Wage	Median Wage	Exp. Wage
47-0000	Construction and Extraction Occupations	\$16.01	\$23.92	\$22.55	\$27.87
47-1011	First-Line Supervisors of Construction Trades and Extraction Work	\$23.82	\$32.85	\$30.93	\$37.37
47-2021	Brickmasons and Blockmasons	\$17.15	\$22.72	\$21.84	\$25.50
47-2022	Stonemasons	\$18.79	\$23.11	\$22.74	\$25.26
47-2031	Carpenters	\$17.23	\$23.30	\$22.98	\$26.35
47-2041	Carpet Installers	\$14.16	\$18.57	\$17.65	\$20.76
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	\$15.26	\$22.15	\$22.12	\$25.60
47-2043	Floor Sanders and Finishers	\$14.80	\$19.35	\$18.33	\$21.62
47-2044	Tile and Marble Setters	\$17.91	\$25.99	\$24.31	\$30.04
47-2061	Construction Laborers	\$14.35	\$19.02	\$18.11	\$21.36
47-2071	Paving, Surfacing, and Tamping Equipment Operators	\$17.26	\$21.18	\$19.91	\$23.14
47-2073	Operating Engineers and Other Construction Equipment Operators	\$19.17	\$24.83	\$24.34	\$27.65
47-2081	Drywall and Ceiling Tile Installers	\$16.49	\$23.42	\$22.86	\$26.88
47-2082	Tapers	\$14.53	\$17.73	\$15.36	\$19.34
47-2111	Electricians	\$18.13	\$26.99	\$26.91	\$31.41
47-2121	Glaziers	\$14.37	\$19.69	\$19.02	\$22.34
47-2131	Insulation Workers, Floor, Ceiling, and Wall	\$14.09	\$19.38	\$18.50	\$22.02
47-2141	Painters, Construction and Maintenance	\$15.26	\$20.18	\$18.96	\$22.65
47-2151	Pipelayers	\$17.32	\$23.37	\$22.44	\$26.39
47-2152	Plumbers, Pipefitters, and Steamfitters	\$19.28	\$27.27	\$26.40	\$31.26
47-2161	Plasterers and Stucco Masons	\$24.21	\$27.23	\$28.53	\$28.74
47-2181	Roofers	\$14.77	\$19.09	\$18.86	\$21.25
47-2211	Sheet Metal Workers	\$17.06	\$24.56	\$25.52	\$28.30
47-2221	Structural Iron and Steel Workers	\$17.12	\$22.68	\$21.85	\$25.45
47-2231	Solar Photovoltaic Installers	\$17.73	\$22.98	\$21.83	\$25.60
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	\$16.43	\$19.97	\$19.15	\$21.75
47-3012	Helpers--Carpenters	\$14.82	\$17.31	\$17.80	\$18.55
47-3013	Helpers--Electricians	\$11.50	\$14.34	\$14.72	\$15.76
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	\$12.56	\$15.73	\$16.15	\$17.32
47-3019	Helpers, Construction Trades, All Other	\$8.85	\$13.54	\$11.97	\$15.89
47-4011	Construction and Building Inspectors	\$19.91	\$27.74	\$27.76	\$31.65
47-4031	Fence Erectors	\$13.97	\$17.43	\$17.11	\$19.17
47-4041	Hazardous Materials Removal Workers	\$16.23	\$22.26	\$22.69	\$25.27

SOC Code	Occupation	Entry Wage	Mean Wage	Median Wage	Exp. Wage
47-4051	Highway Maintenance Workers	\$14.13	\$18.74	\$18.33	\$21.04
47-4061	Rail-Track Laying and Maintenance Equipment Operators	\$13.72	\$17.88	\$17.39	\$19.95
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	\$17.36	\$19.85	\$19.43	\$21.09
47-4090	Miscellaneous Construction and Related Workers	\$17.62	\$25.62	\$24.14	\$29.63
47-5021	Earth Drillers, Except Oil and Gas	\$20.82	\$26.32	\$26.40	\$29.07
47-5081	Helpers--Extraction Workers	\$15.74	\$18.37	\$18.28	\$19.69

Source: Economic and Labor Market Information Bureau, New Hampshire Employment Security, New Hampshire Occupational Employment & Wages - June 2019.



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- Work in Progress: Construction in New Hampshire

Job Outlook and Locator: Occupations by Industry

Licensed, Certified, and Registered Occupations in New Hampshire

Local Employment Dynamics/OnTheMap Analysis

- The Upper Valley – OnTheMap

- Sullivan County: A Workforce Study

Manufacturing in New Hampshire Fact Sheet

New Hampshire Economic Conditions

New Hampshire Occupational Employment and Wages

Real-Time Labor Market Information/Online Job Ads Analysis

- New Hampshire Online Job Ads Summary

- Staffing Agency Job Ads in New Hampshire

- Truckers: Keep Goods Moving

- Nursing Job Postings in New Hampshire

- New Hampshire Computer and Information Technology Job Postings

STEM in New Hampshire: A Labor Demand-Supply Analysis

Veterans in New Hampshire

Vital Signs, New Hampshire Economic and Social Indicators

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