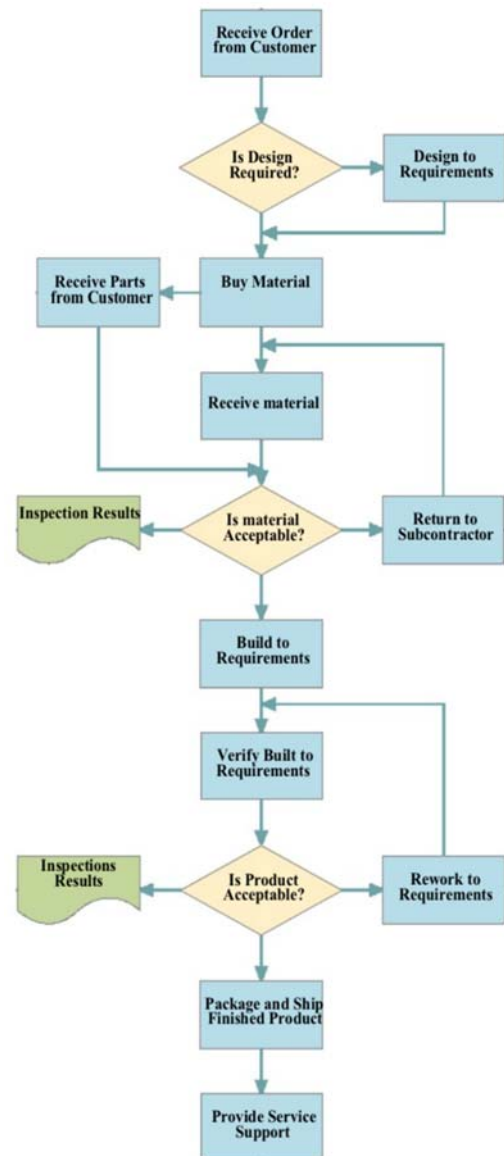


NEW HAMPSHIRE MANUFACTURING SECTOR PARTNERSHIP State of the Sector

March 2020



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STATE OF THE SECTOR: MANUFACTURING

With an average of 70,500 workers and 1,960 business establishments in 2018, *Manufacturing* is the fourth largest industry in New Hampshire.¹ Despite rumors of the demise of manufacturing in New Hampshire, it is one of the state’s major economic drivers. *Manufacturing* is more concentrated in the state than the national average, as well as in over half of the counties. This indicates that New Hampshire manufactures produce more than is needed for local demand. In Sullivan County, *Manufacturing* is 2.6 times more concentrated than the nation, far exceeding any other county.

Table 1: Manufacturing by Location Quotient²

“Location quotient” is the per capita concentration of an industry or occupation in a region as compared with the national average. A value above 1 indicates an above average concentration. The industries highly concentrated in an area are usually critical to the health of its economy and serve as a guide to understanding what makes that area’s labor market unique.

2018 Annual Averages	Average Annual Employment	Average Weekly Wage	Employment Location Quotient
New Hampshire	70,582	\$1,379.27	1.24
Belknap County	2,292	\$1,179.79	1.02
Carroll County	895	\$834.09	0.52
Cheshire County	4,735	\$1,114.41	1.73
Coös County	749	\$857.30	0.72
Grafton County	5,255	\$1,217.82	1.12
Hillsborough County	26,316	\$1,609.38	1.49
Merrimack County	6,014	\$1,185.06	0.90
Rockingham County	15,603	\$1,400.08	1.20
Strafford County	5,430	\$1,162.91	1.30
Sullivan County	3,136	\$1,118.12	2.59

¹ Economic and Labor Market Information Bureau, New Hampshire Employment Security. Quarterly Census of Employment and Wages, 2018 Annual Average. The number of businesses cited does not include non-employer establishments. Note: the number of government employees reflects the combined total of federal, state, and local governments.

² U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages, QCEW Data Viewer. Available at https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables

The Manufacturing Industry in New Hampshire

Most of New Hampshire's manufacturing establishments are small- to medium-sized businesses.³ As of first quarter 2019, 91.2 percent of New Hampshire manufacturing establishments employed fewer than 100 workers. Just one percent of *Manufacturing* establishments employed 500 or more workers, however, these large establishments employed 27 percent of all *Manufacturing* workers. Altogether, New Hampshire manufacturing establishments paid workers over \$5 billion in wages, salaries, and bonuses in 2018, with an average weekly wage of \$1,379.⁴

New Hampshire manufactures are strong contributors to the state's economy, producing goods with a market value of nearly \$9.7 billion in 2018.⁵ *Manufacturing* accounted for 11.5 percent of New Hampshire's gross domestic product. This share was slightly larger than the U.S. as a whole, and higher than all other New England states.

Manufacturing exports also add to the state's economy. The value of total exports from manufacturing establishments in New Hampshire was \$5.83 billion in 2019.⁶ The top export industry in 2019 was *Civilian aircraft, engines, and parts*, which represented nearly a quarter of the state's export value.

Manufacturing by Subsector

Based on the North American Industrial Classification System (NAICS), there are 21 subsectors within the Manufacturing industry sector. *Manufacturing* activities in New Hampshire are diverse, with business establishments in all 21 subsectors. This diversification is beneficial to the state, providing some flexibility and insulation against economic fluctuations.

Although New Hampshire business represents all varieties of *Manufacturing*, about 70 percent of *Manufacturing* workers were employed in these six subsectors:

- Plastics and Rubber Products Manufacturing (NAICS 326)
- Fabricated Metal Product Manufacturing (NAICS 332)
- Machinery Manufacturing (NAICS 333)
- Computer and Electronic Product Manufacturing (NAICS 334)
- Electrical Equipment Appliances Manufacturing (NAICS 335)
- Miscellaneous Manufacturing (NAICS 339)

³ Economic and Labor Market Information Bureau, New Hampshire Employment Security, Firms by Size, 2019 Q1. Available at <https://www.nhes.nh.gov/elmi/statistics/fbs.htm>

⁴ Economic and Labor Market Information Bureau, New Hampshire Employment Security. Quarterly Census of Employment and Wages, 2018 Annual Average. Available at <https://www.nhes.nh.gov/elmi/statistics/qcew-data.htm>

⁵ U.S. Department of Commerce, Bureau of Economic Analysis. Gross Domestic Product (GDP) by State. GDP is expressed in current dollars. Available at <https://www.bea.gov/data/gdp/gdp-state>. Shares calculated by ELMI.

⁶ U.S. Census Bureau, U.S. International Trade Data by State and Metropolitan Area. Available at <https://www.census.gov/foreign-trade/statistics/state/index.html>

New Hampshire Manufacturing Employment by Subsector, 2018 Annual Average

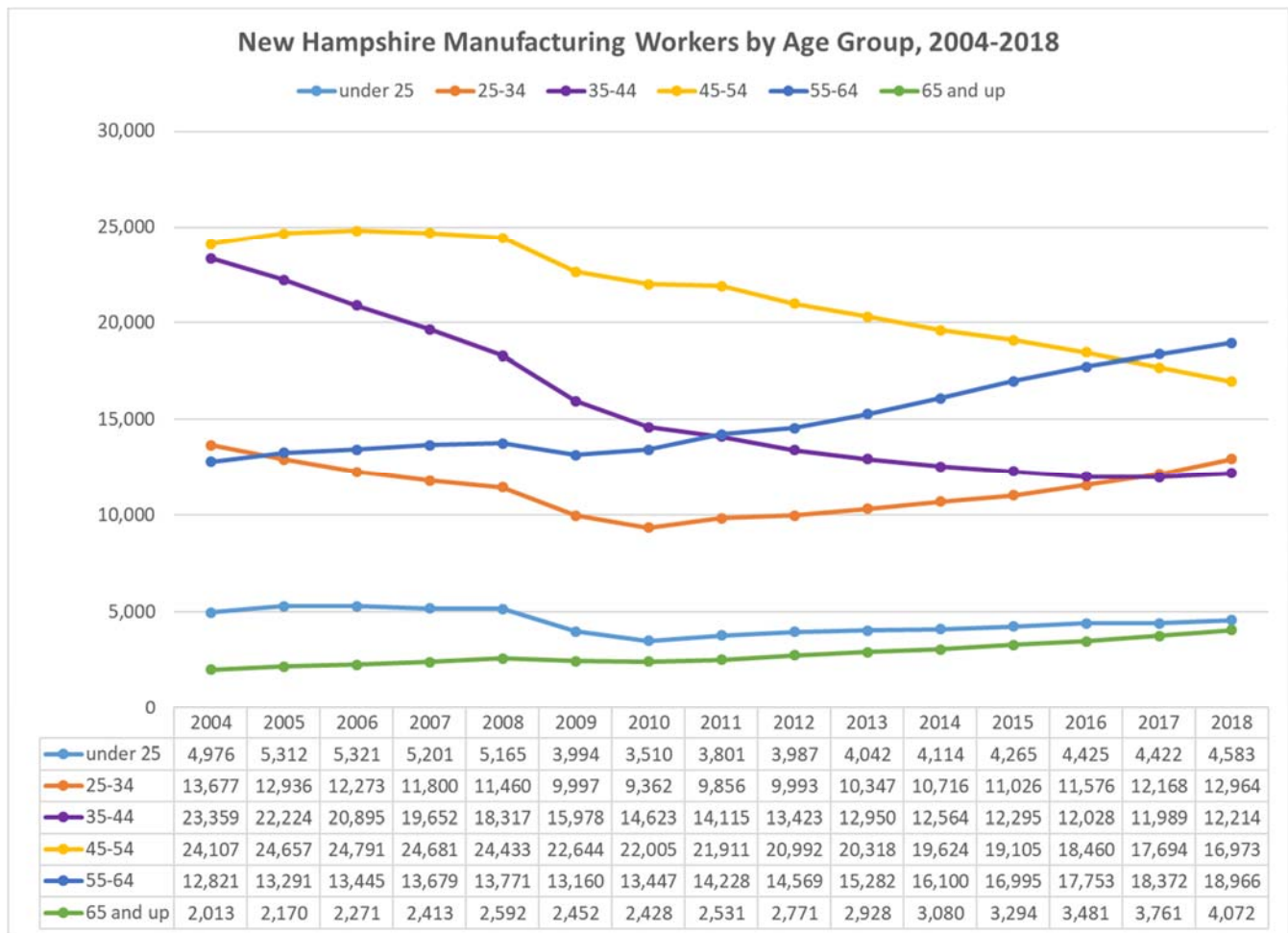
NAICS	Industry Title	Units	Average Annual Employment	Average Weekly Wage	Percent of Total Manufacturing Employment
31-33	Manufacturing	1,964	70,582	\$1,379	
311	Food Manufacturing	122	2,758	\$1,113	3.9%
312	Beverage and Tobacco Product Manufacturing	66	1,123	\$1,029	1.6%
313	Textile Mills	22	1,900	\$1,304	2.7%
314	Textile Product Mills	40	238	\$798	0.3%
315	Apparel Manufacturing	13	458	\$904	0.6%
316	Leather and Allied Product Manufacturing	12	194	\$874	0.3%
321	Wood Product Manufacturing	95	1,658	\$972	2.3%
322	Paper Manufacturing	23	816	\$1,301	1.2%
323	Printing and Related Support Activities	162	2,396	\$1,078	3.4%
324	Petroleum and Coal Products Manufacturing	15	254	\$1,525	0.4%
325	Chemical Manufacturing	61	2,283	\$1,588	3.2%
326	Plastics and Rubber Products Manufacturing	94	5,556	\$1,075	7.9%
327	Nonmetallic Mineral Product Manufacturing	96	1,976	\$1,199	2.8%
331	Primary Metal Manufacturing	34	2,351	\$1,208	3.3%
332	Fabricated Metal Product Manufacturing	384	11,805	\$1,170	16.7%
333	Machinery Manufacturing	153	6,935	\$1,499	9.8%
334	Computer and Electronic Product Manufacturing	255	16,087	\$1,881	22.8%
335	Electrical Equipment/Appliances Manufacturing	59	4,113	\$1,336	5.8%
336	Transportation Equipment Manufacturing	46	2,460	\$1,380	3.5%
337	Furniture and Related Product Manufacturing	62	935	\$964	1.3%
339	Miscellaneous Manufacturing	152	4,284	\$1,205	6.1%

Source: Quarterly Census of Employment and Wages, Economic and Labor Market Information Bureau, NH Employment Security

The Face of Manufacturing

The age of manufacturing workers reflects the age of New Hampshire’s population. A third of manufacturing workers are nearing retirement — 33.0 percent of workers in the industry were age 55 or older in 2018, compared to 21.6 percent in 2008. The number of workers age 65 or over increased by 1,480 between 2008 and 2018.⁷

Though the number of manufacturing workers in each age group declined between 2008 and 2009, the largest declines were in the three age groups below age 45. There was a 22.7 percent drop in manufacturing workers under age 25 at that time, the largest among all age groups. The number of workers ages 25 to 34 and ages 35 to 44 each declined by 12.8 percent. This indicates “last in, first out” policies during the Great Recession were more likely to impact younger workers.

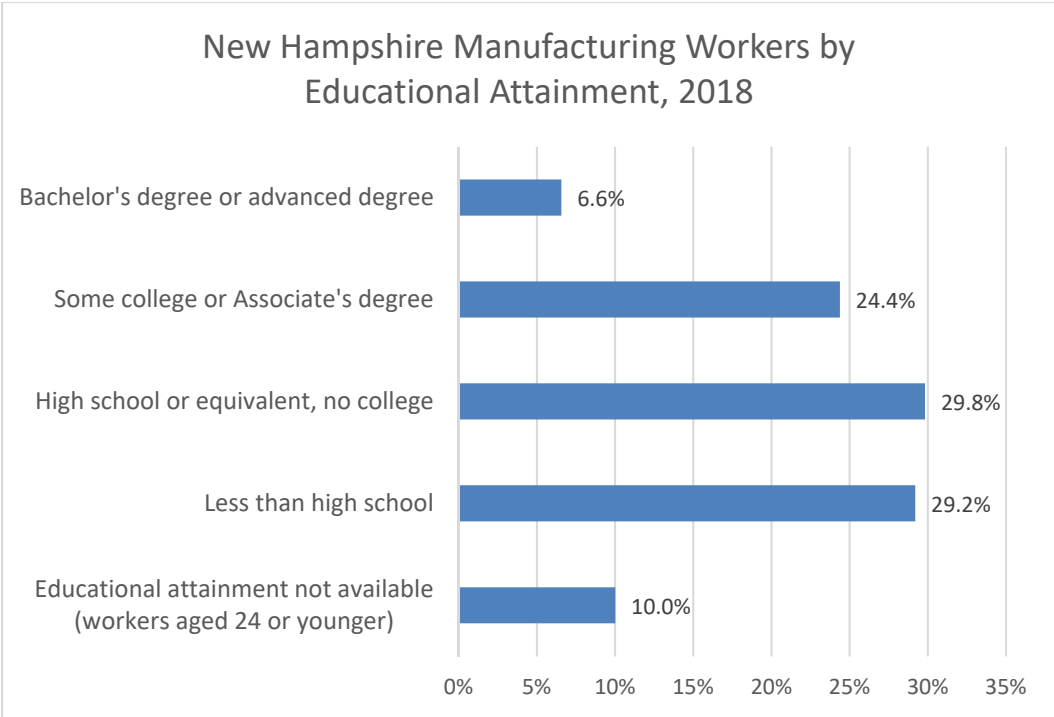


Source: Quarterly Workforce Indicators, US Census Bureau, Center for Economic Studies. Available at <http://qwiexplorer.ces.census.gov/>

⁷ QWI Explorer, LEHD, Center for Economic Studies, U.S. Census Bureau. <http://qwiexplorer.ces.census.gov/>

Significantly, there were no over-the-year increases in the number of manufacturing workers for either the 35 to 44 or 45 to 54 age groups between 2008 and 2017; the number of workers dropped by a total of roughly 6,100 and 7,500, respectively. The largest number of workers gained between 2008 and 2018 was in the 55 to 64 age group, which gained 5,200 workers. As with the oldest age group, this gain most likely indicates incumbent workers age 45 to 54 aging into the 55 to 64 years age group over time. Simultaneously, the shrinking number of workers ages 35 to 44 reduced the number of workers aging into the 45 to 54 years age group.

Employment in *Manufacturing* tends to be male dominated; roughly seven out of every ten workers are male. About 30 percent of workers have a high school diploma or equivalent, and nearly 25 percent of workers have either some college education or an Associate’s degree. Just over 6.5 percent have a Bachelor’s degree or higher education.⁸



Source: Quarterly Workforce Indicators, US Census Bureau, Center for Economic Studies.
 Available at <http://qwiexplorer.ces.census.gov/>

⁸ QWI Explorer, LEHD, Center for Economic Studies, U.S. Census Bureau. <http://qwiexplorer.ces.census.gov/>
 Note: educational attainment is not available for workers age 24 or younger.

Manufacturing Worker Demand: Online Job Postings, Year-to-Date 2020

Labor demand is dependent on employers who are willing to hire workers. To estimate employer demand for workers by occupation, online job ads are a useful proxy. Online job ads provide information about the type of workers and the skills, knowledge, and abilities desired by employers.

Job titles represent positions as described by the employer in a job ad. Multiple job titles may describe duties of a single occupation.

Workers Highest in Demand by Job Title, Manufacturing Industry Online Job Postings, January 1-March 18, 2020	
Job Title	Job Postings
TOTAL JOB POSTINGS	3,325
Class A CDL Truck Driver	159
Systems Engineer	75
Software Development Engineer	72
Manufacturing Engineer	50
Intern	50
Machine Operator	49
Quality Engineer	36
Merchandiser	36
Manufacturing Technician	34
Principal Systems Engineer	30
Test Technician	29
Mechanical Engineer	27
Operator	24
Electrical Engineer	23
Process Engineer	22
Material Handler	22
Maintenance Technician	22
Production Supervisor	21
Technician	19
Engineering Intern	19
Packer	18
Engineering Manager	18
Customer Service Associate	18
Program Manager	17
Driver	16

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the Manufacturing industry, year-to-date 2020. Data extracted March 20, 2020.

Certifications in Demand

Employers may prefer – or require – applicants who have achieved professional certifications prior to hiring. Some workers may attain a certification for completing an educational program or while meeting requirements for an occupational license. Fewer Manufacturing employers specify a certification in job postings than employers in other industry sectors do.

Certifications Highest in Demand, Manufacturing Industry Online Job Postings, January 1-March 18, 2020	
Certification	Job Postings
Security Clearance	538
Driver's License	319
CDL Class A	208
Project Management Certification	89
CompTIA Security+	60
Six Sigma Certification	58
Project Management Professional (PMP)	53
Six Sigma Black Belt Certification	50
American Society For Quality (ASQ) Certification	44
IPC Certification	39
Certified Information Systems Security Professional (CISSP)	39
Six Sigma Green Belt Certification	31
Lean Six Sigma Certification	25
Certified Quality Engineer (CQE)	23
Program Management Professional (PgMP)	20
Certified Manager of Quality Organizational Excellence (CMQ/OE)	15
Forklift Operator Certification	14
Certified Public Accountant (CPA)	13
Auditor Certification	13
IT Infrastructure Library (ITIL) Certification	12
Certified in Production and Inventory Management (CPIM)	10
Product Part Approval Process	9
Certified Purchasing Manager (CPM)	8
Nurse Practitioner	7
North American Technician Excellence (NATE)	7
Electrician Certification	7
Certified Quality Technician (CQT)	7

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the Manufacturing industry, year-to-date 2020. Data extracted March 20, 2020.

Note: 59 percent of job postings did not specify a certification.

Skills in Demand

Most employers are looking for workers with some basic skills and abilities, those learned regardless of a person’s occupation. Skills range from very specific experience, such as software programming, to general professional behavior, such as communications skills.

Skill Type Definitions

Baseline: include crosscutting or foundational skills found across industries and occupations. These include things like organizational skills, communication skills, and project management.

Specialized: include professional and occupation-specific skills requested in job postings, which can run the gamut from things like accounting and sales to database administration and welding.

Software and Programming: include specific computer programs requested in job postings as well as programming skills (including languages such as Java and Perl).

Skills Highest in Demand, Manufacturing Industry Online Job Postings, January 1-March 18, 2020		
Baseline Skills	Specialized Skills	Software Skills
Communication Skills	Scheduling	Microsoft Excel
Teamwork / Collaboration	Repair	Microsoft Office
Physical Abilities	Project Management	Microsoft Outlook
Microsoft Excel	Quality Assurance and Control	Microsoft Word
Problem Solving	Customer Service	Microsoft PowerPoint
Planning	Budgeting	Oracle
Microsoft Office	Sales	Software Development
Computer Literacy	Packaging	Linux
Organizational Skills	Manufacturing Processes	Enterprise Resource Planning (ERP)
Detail-Oriented	Quality Management	Software Engineering
Troubleshooting	Six Sigma	C++
Research	HAZMAT	Python
Writing	Oracle	SAP
Leadership	Procurement	MATLAB
Multi-Tasking	Test Equipment	Microsoft Windows
Microsoft Outlook	Systems Engineering	Computer Engineering
Self-Starter	Product Development	Microsoft Project
Presentation Skills	Software Development	Java
Verbal / Oral Communication	Linux	Object-Oriented Analysis and Design (OOAD)
Microsoft Word	Enterprise Resource Planning (ERP)	SolidWorks
Microsoft PowerPoint	Customer Contact	Agile Development
Building effective relationships	Lean Manufacturing	Microsoft SharePoint
Written Communication	Lifting Ability	UNIX
Creativity	Mechanical Engineering	VHSIC hardware description language-VHDL
Work Area Maintenance	Machinery	AutoCAD

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the Manufacturing industry, year-to-date 2020. Data extracted March 20, 2020.

Note: 7 percent of job postings did not specify a skill.

Manufacturing Subsector Data – Top Occupations and Skills

The following detailed data for the six largest *Manufacturing* subsectors are displayed in three tables. The first table lists 25 occupations with the largest estimated 2018 employment, 2018 median hourly wage,⁹ and the percent of workers in each industry employed in the occupation, as well as the percent of workers in the occupation employed in the selected industry. The second table lists the number of online job postings during 2019 and 2020 year-to-date.¹⁰ The third table lists the ten top skills specified in online job postings regardless of occupation, and includes baseline skills, specialized skills, and software skills.

While industry subsectors typically employ workers in similar occupations, there are some differences in the distribution of occupations within each subsector.

Unlike other industries, online job postings for these *Manufacturing* subsectors were limited, and frequently, there were no job ads for occupations with the largest employment level in the industry. Factors affecting a low number of job ads include limited use of online ads to attract workers, a low level of turnover, or employers replacing departing workers and not adding to the workforce.

⁹ Note that wage rates represent the median wage for the occupation regardless of the employing industry

¹⁰ Online job ad data source: Labor Insight Jobs (Burning Glass Technologies). Year-to-date 2020 data extracted March 25, 2020.

Plastics and Rubber Products Manufacturing (NAICS 326)

SOC	Occupation Title	2018 Industry Employment	Median Hourly Wage (2018)	Share of Industry	Share of Occupation
	Total, All Occupations	5,556			
11-1021	General and Operations Managers	90	\$48.96	1.6%	0.7%
11-3051	Industrial Production Managers	73	\$60.59	1.3%	6.1%
17-2112	Industrial Engineers	86	\$42.96	1.6%	4.9%
17-2141	Mechanical Engineers	122	\$43.86	2.2%	4.9%
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	55	\$43.90	1.0%	2.0%
43-4051	Customer Service Representatives	60	\$17.44	1.1%	0.5%
43-5061	Production, Planning, and Expediting Clerks	79	\$24.39	1.4%	4.8%
43-5071	Shipping, Receiving, and Traffic Clerks	67	\$16.17	1.2%	2.4%
49-9041	Industrial Machinery Mechanics	144	\$25.73	2.6%	6.3%
51-1011	First-Line Supervisors of Production and Operating Workers	235	\$32.31	4.2%	7.5%
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	577	\$15.33	10.4%	9.8%
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	144	\$20.67	2.6%	4.6%
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	138	\$18.59	2.5%	29.4%
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	94	\$17.30	1.7%	14.0%
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	588	\$16.21	10.6%	57.2%
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	506	\$17.50	9.1%	67.7%
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	79	\$16.53	1.4%	11.6%
519032	Cutting and Slicing Machine Setters, Operators, and Tenders	101	\$15.95	1.8%	27.5%
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	204	\$16.06	3.7%	39.1%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	244	\$19.70	4.4%	6.4%
51-9111	Packaging and Filling Machine Operators and Tenders	135	\$15.53	2.4%	9.2%
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	56	\$17.63	1.0%	10.0%
51-9198	Helpers--Production Workers	96	\$14.70	1.7%	3.9%
51-9199	Production Workers, All Other	190	\$16.37	3.4%	15.3%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	134	\$13.68	2.4%	2.2%

Source: 2018 NH Occupational Employment Statistics (OES) Survey, Economic and Labor Market Information Bureau, New Hampshire Employment Security

Plastics and Rubber Products Manufacturing (NAICS 326)

SOC	Occupation Title	Job Postings 2019 Total	Job Postings YTD 2020
11-2021	Marketing Managers	2	
11-9199	Managers, All Other	2	
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	1	
15-1132	Software Developers, Applications	2	2
17-2041	Chemical Engineers	1	
17-2141	Mechanical Engineers	1	2
17-2199	Engineers, All Other	1	
27-1021	Commercial and Industrial Designers	1	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1	
43-4051	Customer Service Representatives	1	
47-2211	Sheet Metal Workers		1
51-1011	First-Line Supervisors of Production and Operating Workers	1	
51-2092	Team Assemblers	1	
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	2	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3	
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	1	
51-9199	Production Workers, All Other	1	
53-3032	Heavy and Tractor-Trailer Truck Drivers	49	
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1	

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the 12 months of 2019 (72 total job ads) and year-to-date 2020 (five total job ads.) Data extracted March 26, 2020

Top 10 Skills in Demand		
Baseline Skills	Specialized Skills	Software/Programming Skills
Communication Skills	Extrusion	Microsoft Excel
Physical Abilities	Scheduling	Microsoft Office
Planning	Manufacturing Processes	SolidWorks
Troubleshooting	Data Entry	AngularJS
Detail-Oriented	New Product Development	Atlassian JIRA
Leadership	Project Management	Ember.js
Problem Solving	Bill of Materials	GitHub
Teamwork / Collaboration	Blueprint Reading	JavaScript
Verbal / Oral Communication	Business Acumen	KnockoutJS
--	Calibration	MySQL

Source: Labor Insight Jobs (Burning Glass Technologies). Data extracted March 26, 2020. Note: 71% of job ads did not specify skills.

Fabricated Metal Product Manufacturing (NAICS 332)

SOC	Occupation Title	Employed in Industry (2018)	Median Hourly Wage (2018)	Share of Industry	Share of Occupation
Total, All Occupations		11,806			
17-2112	Industrial Engineers	184	\$42.96	1.6%	10.4%
17-2141	Mechanical Engineers	286	\$43.86	2.4%	11.4%
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	142	\$43.90	1.2%	5.1%
43-5061	Production, Planning, and Expediting Clerks	198	\$24.39	1.7%	12.1%
43-5071	Shipping, Receiving, and Traffic Clerks	256	\$16.17	2.2%	9.0%
43-9061	Office Clerks, General	211	\$18.41	1.8%	1.3%
47-2211	Sheet Metal Workers	148	\$24.83	1.3%	27.7%
49-9041	Hazardous Materials Removal Workers	191	\$22.07	1.6%	8.4%
51-1011	First-Line Supervisors of Production and Operating Workers	444	\$32.31	3.8%	14.2%
51-2041	Structural Metal Fabricators and Fitters	160	\$21.59	1.4%	76.2%
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	830	\$15.33	7.0%	14.0%
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	1,158	\$20.67	9.8%	36.7%
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	164	\$28.05	1.4%	55.0%
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	276	\$17.30	2.3%	41.0%
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	419	\$16.71	3.6%	52.8%
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	141	\$18.12	1.2%	51.5%
51-4041	Machinists	1,101	\$22.98	9.3%	52.6%
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	155	\$17.50	1.3%	20.7%
51-4121	Welders, Cutters, Solderers, and Brazers	350	\$22.31	3.0%	38.7%
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	145	\$18.35	1.2%	52.7%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	794	\$19.70	6.7%	20.7%
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	142	\$17.63	1.2%	25.4%
51-9198	Helpers--Production Workers	139	\$14.70	1.2%	5.6%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	236	\$13.68	2.0%	3.8%
53-7064	Packers and Packers, Hand	123	\$11.21	1.0%	3.0%

Source: 2018 NH Occupational Employment Statistics (OES) Survey, Economic and Labor Market Information Bureau, New Hampshire Employment Security

Fabricated Metal Product Manufacturing (NAICS 332)

SOC	Occupation Title	Job Postings 2019 Total	Job Postings YTD 2020
41-2031	Retail Salespersons	39	5
51-9199	Production Workers, All Other	21	3
51-4041	Machinists	8	1
17-2199	Engineers, All Other	5	1
41-9099	Sales and Related Workers, All Other	5	1
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5	1
51-2092	Team Assemblers	5	
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4	
49-9071	Maintenance and Repair Workers, General	4	
51-5112	Printing Press Operators	3	3
11-3061	Purchasing Managers	3	
17-2071	Electrical Engineers	3	
17-3027	Mechanical Engineering Technicians	3	
43-5071	Shipping, Receiving, and Traffic Clerks	3	
43-6011	Executive Secretaries and Executive Administrative Assistants	3	
49-3023	Automotive Service Technicians and Mechanics	3	
51-1011	First-Line Supervisors of Production and Operating Workers	3	
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	2	4
17-2141	Mechanical Engineers	2	1
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2	1
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2	1
51-4111	Tool and Die Makers	2	1

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the 12 months of 2019 (172 total job ads) and year-to-date 2020 (31 total job ads.) Data extracted March 26, 2020

Top 10 Skills in Demand		
Baseline Skills	Specialized Skills	Software/Programming Skills
Communication Skills	Lifting Ability	Microsoft Excel
Computer Literacy	Sales	Microsoft Office
Teamwork / Collaboration	Sales Calls	Microsoft Powerpoint
Writing	Machining	Microsoft Word
Work Area Maintenance	Machine Operation	SolidWorks
Oral Communication	Calculation	Enterprise Resource Planning (ERP)
Physical Abilities	Micrometers	Pivot Tables
Microsoft Excel	Occupational Health and Safety	Finite Element Analysis
Microsoft Office	Repair	Lockout / Tagout (LOTO)
Detail-Oriented	Computer Numerical Control (CNC)	Microsoft Project

Source: Labor Insight Jobs (Burning Glass Technologies). Data extracted March 26, 2020. Note: 7% of job ads did not specify skills.

Machinery Manufacturing (NAICS 333)

SOC	Occupation Title	Employed in Industry (2018)	Median Hourly Wage (2018)	Share of Industry	Share of Occupation
	Total, All Occupations	6,933			
11-3051	Industrial Production Managers	96	\$60.59	1.4%	8.0%
11-9041	Architectural and Engineering Managers	86	\$72.10	1.2%	6.0%
13-1020	Buyers and Purchasing Agents	133	\$29.21	1.9%	5.5%
13-2011	Accountants and Auditors	101	\$32.27	1.5%	1.7%
15-1132	Software Developers, Applications	86	\$52.24	1.2%	1.3%
17-2071	Electrical Engineers	80	\$49.93	1.2%	3.9%
17-2112	Industrial Engineers	192	\$42.96	2.8%	10.8%
17-2141	Mechanical Engineers	287	\$43.86	4.1%	11.5%
17-3026	Industrial Engineering Technicians	97	\$27.78	1.4%	16.4%
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	99	\$43.90	1.4%	3.6%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	110	\$29.95	1.6%	1.7%
43-4051	Customer Service Representatives	91	\$17.44	1.3%	0.8%
43-5061	Production, Planning, and Expediting Clerks	115	\$24.39	1.7%	7.0%
43-5081	Stock Clerks and Order Fillers	75	\$12.30	1.1%	0.5%
43-9061	Office Clerks, General	115	\$18.41	1.7%	0.7%
49-9041	Industrial Machinery Mechanics	126	\$25.73	1.8%	5.6%
51-1011	First-Line Supervisors of Production and Operating Workers	207	\$32.31	3.0%	6.6%
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	163	\$17.55	2.4%	4.7%
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	1,248	\$15.33	18.0%	21.1%
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	502	\$20.67	7.2%	15.9%
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	92	\$16.71	1.3%	11.6%
51-4041	Machinists	226	\$22.98	3.3%	10.8%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	248	\$19.70	3.6%	6.5%
51-9198	Helpers--Production Workers	78	\$14.70	1.1%	3.1%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	79	\$13.68	1.1%	1.3%

Source: 2018 NH Occupational Employment Statistics (OES) Survey, Economic and Labor Market Information Bureau, New Hampshire Employment Security

Machinery Manufacturing (NAICS 333)

SOC	Occupation Title	Job Postings 2019 Total	Job Postings YTD 2020
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	30	9
49-9071	Maintenance and Repair Workers, General	31	3
17-2199	Engineers, All Other	13	3
51-1011	First-Line Supervisors of Production and Operating Workers	14	2
11-2022	Sales Managers	13	2
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	12	3
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	10	4
15-1132	Software Developers, Applications	12	1
17-2071	Electrical Engineers	7	4
11-9199	Managers, All Other	9	1
13-2051	Financial Analysts	9	1
43-4051	Customer Service Representatives	8	2
51-2092	Team Assemblers	8	1
17-3029	Engineering Technicians, Except Drafters, All Other	7	1
13-1071	Human Resources Specialists	5	2
15-1199	Computer Occupations, All Other	6	1
17-2141	Mechanical Engineers	6	1
17-3023	Electrical And Electronics Engineering Technicians	6	1
17-3026	Industrial Engineering Technicians	6	1
11-1021	General and Operations Managers	6	
11-9111	Medical and Health Services Managers	6	
27-3031	Public Relations Specialists	5	1
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	5	1
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6	
11-2021	Marketing Managers	3	2
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	5	

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the 12 months of 2019 (363 total job ads) and year-to-date 2020 (77 total job ads.) Data extracted March 26, 2020

Top 10 Skills in Demand		
Baseline Skills	Specialized Skills	Software/Programming Skills
Communication Skills	Scheduling	Microsoft Office
Teamwork / Collaboration	Project Management	Microsoft Excel
Problem Solving	Budgeting	Enterprise Resource Planning (ERP)
Planning	Enterprise Resource Planning (ERP)	Software Development
Microsoft Office	Customer Service	C++
Microsoft Excel	Product Development	Software Engineering
Troubleshooting	Repair	Microsoft Powerpoint
Writing	Software Development	Microsoft Word
Research	Sales	Python
Detail-Oriented	Technical Support	Linux

Source: Labor Insight Jobs (Burning Glass Technologies). Data extracted March 26, 2020. Note: 6% of job ads did not specify skills.

Computer and Electronic Product Manufacturing (NAICS 334)

SOC	Occupation Title	Employed in Industry (2018)	Median Hourly Wage (2018)	Share of Industry	Share of Occupation
	Total, All Occupations	16,072			
11-3051	Industrial Production Managers	392	\$60.59	2.4%	32.6%
11-9041	Architectural and Engineering Managers	514	\$72.10	3.2%	35.6%
13-1020	Buyers and Purchasing Agents	387	\$29.21	2.4%	15.9%
13-1081	Logisticians	217	\$33.60	1.4%	33.7%
13-2011	Accountants and Auditors	278	\$32.27	1.7%	4.7%
15-1132	Software Developers, Applications	500	\$52.24	3.1%	7.5%
15-1133	Software Developers, Systems Software	592	\$61.29	3.7%	38.0%
17-2071	Electrical Engineers	1,012	\$49.93	6.3%	49.9%
17-2072	Electronics Engineers, Except Computer	321	\$51.62	2.0%	54.9%
17-2112	Industrial Engineers	581	\$42.96	3.6%	32.8%
17-2141	Mechanical Engineers	599	\$43.86	3.7%	24.0%
17-3023	Electrical and Electronics Engineering Technicians	455	\$27.75	2.8%	51.9%
17-3026	Industrial Engineering Technicians	225	\$27.78	1.4%	38.1%
17-3027	Mechanical Engineering Technicians	145	\$26.73	0.9%	25.5%
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	237	\$43.90	1.5%	8.5%
43-4051	Customer Service Representatives	160	\$17.44	1.0%	1.4%
43-5061	Eligibility Interviewers, Government Programs	260	\$20.52	1.6%	15.9%
43-5071	File Clerks	155	\$13.40	1.0%	5.5%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	145	\$17.68	0.9%	1.2%
49-9041	Industrial Machinery Mechanics	148	\$25.73	0.9%	6.5%
51-1011	First-Line Supervisors of Production and Operating Workers	413	\$32.31	2.6%	13.2%
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	2,221	\$17.55	13.8%	63.8%
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	610	\$15.33	3.8%	10.3%
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	239	\$20.67	1.5%	7.6%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	662	\$19.70	4.1%	17.3%
51-9199	Production Workers, All Other	175	\$16.37	1.1%	14.1%

Source: 2018 NH Occupational Employment Statistics (OES) Survey, Economic and Labor Market Information Bureau, New Hampshire Employment Security

Computer and Electronic Product Manufacturing (NAICS 334)

SOC	Occupation Title	Job Postings 2019 Total	Job Postings YTD 2020
15-1132	Software Developers, Applications	73	24
11-9199	Managers, All Other	56	6
17-3029	Engineering Technicians, Except Drafters, All Other	49	2
17-2199	Engineers, All Other	40	9
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	29	12
15-1199	Computer Occupations, All Other	33	2
41-1011	First-Line Supervisors of Retail Sales Workers	22	13
11-9041	Architectural and Engineering Managers	27	1
49-9071	Maintenance and Repair Workers, General	21	4
51-2022	Electrical and Electronic Equipment Assemblers	21	
11-2022	Sales Managers	15	4
13-1023	Purchasing Agents, Except Wholesale, Retail, & Farm Products	19	
15-1141	Database Administrators	7	10
17-2071	Electrical Engineers	14	3
51-1011	First-Line Supervisors of Production and Operating Workers	13	4
17-2112	Industrial Engineers	15	1
17-2141	Mechanical Engineers	13	3
43-4051	Customer Service Representatives	16	
13-1071	Human Resources Specialists	13	2
51-9198	Helpers--Production Workers	10	4
11-2021	Marketing Managers	12	1
15-1151	Computer User Support Specialists	11	2
13-1081	Logisticians	12	
13-2051	Financial Analysts	11	1
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	7	5
11-3051	Industrial Production Managers	10	
15-1143	Computer Network Architects	1	9

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the 12 months of 2019 (789 total job ads) and year-to-date 2020 (155 total job ads.) Data extracted March 26, 2020

Top 10 Skills in Demand		
Baseline Skills	Specialized Skills	Software/Programming Skills
Communication Skills	Scheduling	Microsoft Office
Teamwork / Collaboration	Project Management	Microsoft Excel
Problem Solving	Budgeting	Enterprise Resource Planning (ERP)
Planning	Enterprise Resource Planning (ERP)	Software Development
Microsoft Office	Customer Service	C++
Microsoft Excel	Product Development	Software Engineering
Troubleshooting	Repair	Microsoft Powerpoint
Writing	Software Development	Microsoft Word
Research	Sales	Python
Detail-Oriented	Technical Support	Linux

Source: Labor Insight Jobs (Burning Glass Technologies). Data extracted March 26, 2020. Note: 6% of job ads did not specify skills.

Electrical Equipment, Appliance, and Component Manufacturing (NAICS 335)

SOC	Occupation Title	Employed in Industry (2018)	Median Hourly Wage (2018)	Share of Industry	Share of Occupation
	Total, All Occupations	4,114			
11-3051	Industrial Production Managers	48	\$60.59	1.2%	4.0%
13-1020	Buyers and Purchasing Agents	41	\$29.21	1.0%	1.7%
17-2071	Electrical Engineers	77	\$49.93	1.9%	3.8%
17-2112	Industrial Engineers	112	\$42.96	2.7%	6.3%
17-3023	Electrical and Electronics Engineering Technicians	43	\$27.75	1.1%	4.9%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	106	\$29.95	2.6%	1.7%
43-5061	Production, Planning, and Expediting Clerks	62	\$24.39	1.5%	3.8%
43-5071	Shipping, Receiving, and Traffic Clerks	62	\$16.17	1.5%	2.2%
43-5081	Stock Clerks and Order Fillers	129	\$12.30	3.1%	0.9%
49-9041	Industrial Machinery Mechanics	191	\$25.73	4.6%	8.4%
51-1011	First-Line Supervisors of Production and Operating Workers	184	\$32.31	4.5%	5.9%
51-2021	Coil Winders, Tapers, and Finishers	41	\$16.61	1.0%	62.1%
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	750	\$17.55	18.2%	21.5%
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	177	\$15.33	4.3%	3.0%
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	137	\$18.59	3.3%	29.2%
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	54	\$18.12	1.3%	19.7%
51-4041	Machinists	147	\$22.98	3.6%	7.0%
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	53	\$17.50	1.3%	7.1%
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	41	\$17.10	1.0%	35.0%
51-4199	Metal Workers and Plastic Workers, All Other	46	\$16.39	1.1%	12.3%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	291	\$19.70	7.1%	7.6%
51-9111	Packaging and Filling Machine Operators and Tenders	48	\$15.53	1.2%	3.3%
51-9198	Helpers--Production Workers	159	\$14.70	3.9%	6.4%
51-9199	Production Workers, All Other	80	\$16.37	1.9%	6.5%
53-7063	Machine Feeders and Offbearers	40	\$17.02	1.0%	12.0%

Source: 2018 NH Occupational Employment Statistics (OES) Survey, Economic and Labor Market Information Bureau, New Hampshire Employment Security

Electrical Equipment, Appliance, and Component Manufacturing (NAICS 335)

SOC	Occupation Title	Job Postings 2019 Total	Job Postings YTD 2020
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	24	4
51-2099	Assemblers and Fabricators, All Other	16	3
51-1011	First-Line Supervisors of Production and Operating Workers	9	2
49-9071	Maintenance and Repair Workers, General	6	4
17-2199	Engineers, All Other	9	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	4	4
51-2092	Team Assemblers	7	
51-9199	Production Workers, All Other	5	2
53-3032	Heavy and Tractor-Trailer Truck Drivers	4	3
17-3029	Engineering Technicians, Except Drafters, All Other	5	1
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6	
19-4099	Life, Physical, and Social Science Technicians, All Other	3	2
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5	
43-4051	Customer Service Representatives	5	
47-2071	Paving, Surfacing, and Tamping Equipment Operators		5
47-4099	Construction and Related Workers, All Other	5	
13-1081	Logisticians	4	
29-2071	Medical Records and Health Information Technicians	3	1
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4	
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	4	
51-9198	Helpers--Production Workers	4	
53-3033	Light Truck or Delivery Services Drivers		4
11-2021	Marketing Managers	3	
13-2011	Accountants and Auditors	3	
17-2041	Chemical Engineers	3	
17-2071	Electrical Engineers	3	

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the 12 months of 2019 (184 total job ads) and year-to-date 2020 (56 total job ads.) Data extracted March 26, 2020

Top 10 Skills in Demand		
Baseline Skills	Specialized Skills	Software/Programming Skills
Teamwork / Collaboration	Electric/Co-Axial/Fiber Optic Cables	Microsoft Office
Research	Fiber Optics	Microsoft Excel
Troubleshooting	Fiber Optics Industry Knowledge	SAP
Microsoft Office	Vertical Integration	Oracle
Physical Abilities	Machinery	Enterprise Resource Planning (ERP)
Communication Skills	Personal Protective Equipment (PPE)	Microsoft Outlook
Organizational Skills	Information Systems	Microsoft Powerpoint
Detail-Oriented	Repair	SQL
Microsoft Excel	Environmental Health and Safety	Lockout / Tagout (LOTO)
English	Hand Tools	Pivot Tables

Source: Labor Insight Jobs (Burning Glass Technologies). Data extracted March 26, 2020. Note: 13% of job ads did not specify skills.

Miscellaneous Manufacturing (NAICS 339)

SOC	Occupation Title	Employed in Industry (2018)	Median Hourly Wage (2018)	Share of Industry	Share of Occupation
	Total, All Occupations	4,283			
11-3051	Industrial Production Managers	64	\$60.59	1.5%	5.3%
17-2112	Industrial Engineers	99	\$42.96	2.3%	5.6%
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	76	\$29.95	1.8%	1.2%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	56	\$26.66	1.3%	0.7%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	51	\$19.94	1.2%	0.6%
43-4051	Customer Service Representatives	65	\$17.44	1.5%	0.6%
43-5061	Production, Planning, and Expediting Clerks	61	\$24.39	1.4%	3.7%
43-5071	Shipping, Receiving, and Traffic Clerks	93	\$16.17	2.2%	3.3%
43-5081	Stock Clerks and Order Fillers	71	\$12.30	1.7%	0.5%
43-9061	Office Clerks, General	84	\$18.41	2.0%	0.5%
49-9041	Industrial Machinery Mechanics	48	\$25.73	1.1%	2.1%
51-1011	First-Line Supervisors of Production and Operating Workers	124	\$32.31	2.9%	4.0%
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	643	\$15.33	15.0%	10.9%
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	191	\$20.67	4.5%	6.1%
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	47	\$17.30	1.1%	7.0%
51-4041	Machinists	53	\$22.98	1.2%	2.5%
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	60	\$16.21	1.4%	5.8%
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	47	\$19.41	1.1%	41.6%
51-4199	Metal Workers and Plastic Workers, All Other	99	\$16.39	2.3%	26.5%
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	84	\$16.53	2.0%	12.3%
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	172	\$16.06	4.0%	33.0%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	182	\$19.70	4.3%	4.8%
51-9081	Dental Laboratory Technicians	128	\$19.07	3.0%	66.0%
51-9198	Helpers--Production Workers	79	\$14.70	1.8%	3.2%
51-9199	Production Workers, All Other	48	\$16.37	1.1%	3.9%

Source: 2018 NH Occupational Employment Statistics (OES) Survey, Economic and Labor Market Information Bureau, New Hampshire Employment Security

Miscellaneous Manufacturing (NAICS 339)

SOC	Occupation Title	Job Postings 2019 Total	Job Postings YTD 2020
43-4051	Customer Service Representatives	30	9
41-2031	Retail Salespersons	15	
49-9062	Medical Equipment Repairers	8	1
17-3022	Civil Engineering Technicians	7	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	6	1
11-9199	Managers, All Other	4	2
13-1041	Compliance Officers	4	2
11-9121	Natural Sciences Managers	4	1
15-1141	Database Administrators	4	1
11-2022	Sales Managers	3	1
29-2012	Medical and Clinical Laboratory Technicians	3	1
49-9071	Maintenance and Repair Workers, General	4	
51-9199	Production Workers, All Other	4	
11-9111	Medical and Health Services Managers	2	1
41-3099	Sales Representatives, Services, All Other	1	2
53-3031	Driver/Sales Workers	3	
27-1026	Merchandise Displayers and Window Trimmers	1	1
29-1126	Respiratory Therapists		2
41-1011	First-Line Supervisors of Retail Sales Workers	1	1
43-2011	Switchboard Operators, Including Answering Service	2	
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	2	

Source: Labor Insight Jobs (Burning Glass Technologies). Job data for the 12 months of 2019 (127 total job ads) and year-to-date 2020 (30 total job ads.) Data extracted March 26, 2020

Top 10 Skills in Demand		
Baseline Skills	Specialized Skills	Software/Programming Skills
Communication Skills	Occupational Health and Safety	Microsoft Excel
Planning	Customer Service	Microsoft Office
Detail-Oriented	Sales	Microsoft Powerpoint
Organizational Skills	Budgeting	Integrated Dev. Environment (IDE)
Writing	Repair	Microsoft Word
Multi-Tasking	Personal Protective Equipment (PPE)	CADD
Physical Abilities	Retail Industry Knowledge	Salesforce
Verbal / Oral Communication	Cleaning	Oracle
Problem Solving	Equipment Repair	Customer Relationship Mgmt. (CRM)
Microsoft Excel	Patient/Family Education/Instruction	Electronic Data Interchange

Source: Labor Insight Jobs (Burning Glass Technologies). Data extracted March 26, 2020.