

OCCUPATIONAL TRENDS

Every two years, New Hampshire's Economic and Labor Market Information Bureau releases long-term, ten-year employment projections for industries and occupations. Long-term projections focus on how demographic shifts and structural changes to the economy affect industry employment and the demand for workers in specific occupations. Overall employment is projected to increase 5.8 percent between 2022 and 2032, a gain of 42,000 jobs.

One goal of long-term employment projections is to provide a guide for job seekers, students, counselors, economic developers, and career planners to evaluate the best employment prospects over the next ten years. The Standard Occupational Classification (SOC) system categorizes workers into more than 700 occupational categories. In addition to employment projections, each occupation is classified with the typical education, experience, and on-the-job training required for an entry level position.

In the long-term, demand for workers in an occupation is largely dependent on the industries these workers are employed in, and demand for the products and services these industries produce. In 2022, the base employment period for the latest long-term projections, some industries were still feeling the effects of the COVID-19 pandemic that began in the spring of 2020. But

overall, 2022 employment exceeded pre-pandemic levels, as people returned to work and schools, stores, and restaurants. Based on average annual employment from New Hampshire Employment Security's Quarterly Census of Employment and Wages program, the chart below shows how select industries fared during the pandemic.

Some industries were less affected by the pandemic; based on annual averages, employment in professional, scientific, and technical services and finance and insurance did not decline between 2019 and 2020. Employment in professional, scientific, and technical services increased 21 percent between 2019 and 2022, and is projected to grow an additional 14.8 percent between 2022 and 2032. Employment in finance and insurance grew 3.3 percent between 2019 and 2022 and is projected to grow 6.9 percent between 2022 and 2032.

Employment in several industries remained below pre-pandemic levels in 2022, including retail trade, accommodation and food services, health care and social assistance, and educational services. Health care and social assistance and accommodation and food services are projected for above average growth between 2022 and 2032, growing 9.9 percent and 8.4 percent, respectively. Retail trade employment is projected to fall an additional 1.7 percent (1,500 jobs) between 2022 and 2032.

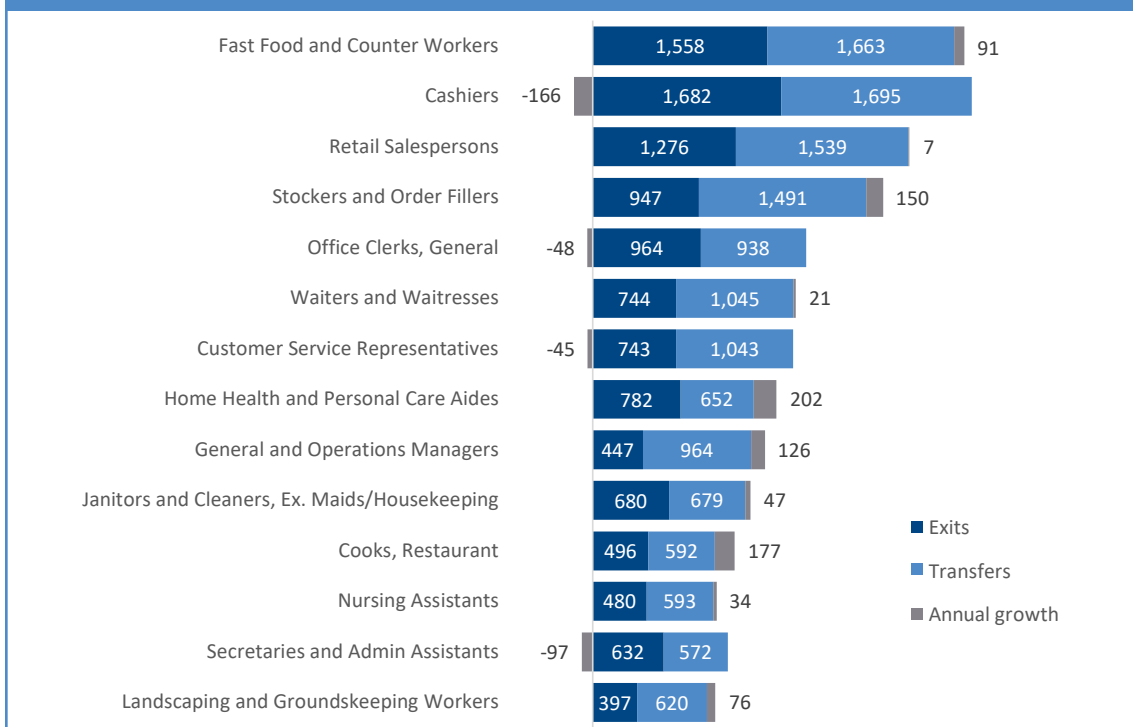
SECTOR	2019	2020	2021	2022	2019-2022 GROWTH
Total, All (Private)	580,400	542,800	567,600	589,200	1.5%
Retail Trade	94,000	88,800	90,910	89,100	-5.2%
Accommodation and Food Services	60,400	47,800	53,700	57,900	-4.1%
Health Care and Social Assistance	94,100	89,500	91,200	92,150	-2.1%
Educational Services (Private and Public)	61,255	57,900	57,600	59,100	-3.5%
Professional, Scientific, and Technical Services	38,800	39,100	42,700	46,850	20.7%
Finance and Insurance	26,372	26,458	27,187	27,247	3.3%

Source: New Hampshire Employment Security, 2022 to 2032 Employment Projections

Major Trends Affecting Long-Term Employment Projections

- According to the U.S. Census Bureau, New Hampshire had the second-highest median age in the United States in 2022, 43.3 years. In 2022, the largest cohort of residents were between ages 55 and 64. By 2032, this cohort will be over age 65. A large senior population will have greater demand for healthcare and other elder care services, creating need for more workers as registered nurses, physician assistants, home health and personal care aides, medical assistants, and other occupations in the healthcare practitioners and healthcare support occupational groups. The growing senior population will also slow labor force growth, as many of these individuals will exit the labor force between 2022 and 2032.
- Expansion of e-commerce is expected to reduce the number of persons employed as cashiers and retail salespersons but increase demand and growth for occupations involved in moving and transporting goods, such as light truck drivers, heavy and tractor-trailer truck drivers and stockers and order fillers.
- Emergence of artificial intelligence (AI) will have a wide-ranging impact on industries and occupations in New Hampshire. Fears that entire occupations will be eliminated may be overstated, but it is likely that responsibilities and expectations will shift substantially over the next ten years, particularly in occupations such as software developers, network and computer systems administrators, and computer user support specialists.
- Manufacturing is expected to remain a mainstay and is projected to account for nearly the same proportion of total employment in 2032 as it did in 2022. After substantial declines in the early years of the 21st century, manufacturing employment has stabilized at approximately 70,000 workers and is projected to increase slightly by 2032. As there will be a need to replace workers due to job turnover and retirements, job openings in this sector will continue to be high.

MOST PROJECTED OPENINGS BY OCCUPATION, 2022 to 2032



Source: New Hampshire Employment Security, 2022 to 2032 Employment Projections

Occupational Descriptors

Readers of the sports pages or the financial section may be accustomed to accuracy implied in batting averages or earnings per share. The same cannot be applied to occupational projections. While projected numbers of new jobs, openings, or growth rates are presented with apparent precision, they are based on historical trends and make no assumptions about business cycle fluctuations. Projections are intended to allow a comparison of relative growth rates among industries and occupations, and not as a precise estimate of employment growth. Occupational outlook indicators are used to assist with these comparisons.

Occupational growth can be measured in three ways: total number of jobs, percent change over time, and the number of annual openings expected. Outlook indicators consider all three of these metrics to assign occupations to four categories: very favorable (VF), favorable (FA), less favorable (LF), to not favorable (NF). Each occupation is ranked separately for growth and annual openings relative to all other occupations. An occupation is considered 'very favorable' if it is projected to grow by at least 5.6 percent over ten years and have at least 23 annual openings through 2032.

Employment Projections by Level of Educational Attainment

Students and other prospective job seekers should consider the typical educational requirements for entry-level workers in an occupation. Occupations with favorable outlooks are spread through all levels of educational attainment, providing options for job seekers with little prior education and training as well as those with extensive education.

Retail trade and accommodation and food service are two industry sectors that provide the first job for many younger workers and other job seekers with no formal educational credentials. Employment growth in retail trade is projected to decline slightly between 2022 and 2032, but demand for workers to fill cashiers and retail salesperson positions is expected to remain high, as workers who move on to other occupations

(such as retail supervisors) or leave the labor force will provide a constant source of openings. Both occupations are projected to need an average of almost 3,000 new workers per year. Occupations in the accommodation and food service sector also provide plentiful opportunities for new entrants to the workforce, especially fast food and counter workers (3,300 annual openings) and waiters and waitresses (1,800 annual openings).

High school graduates can consider fast-growing occupations such as home health and personal care aides (23.1 percent growth, 1,636 annual openings). Home health aides provide basic health-related services under the supervision of medical practitioners while personal care aides perform non-medical services such as bathing, preparing meals, and doing laundry. Stockers and order fillers (10.4 percent growth, 2,588 annual openings) work mostly in retail trade and transportation and warehousing. The growth of this occupation is supported by the surge in online sales, requiring more workers to prepare orders for delivery.

Postsecondary certificates can prepare job seekers for occupations such as medical assistants (15.5 percent growth, 416 annual openings) and nursing assistants (4.6 percent growth, 1,107 annual openings). The need for workers to assist in administrative and clinical tasks and provide basic health care mean there are plenty of annual openings for workers with certificates in these specialties. The number of hairdressers, hair stylists, and cosmetologists (11.0 percent growth, 427 annual openings) declined during the pandemic but by 2022 this trend reversed, and growth looks robust in the long term. Heavy and tractor-trailer truck drivers, who are required to have a commercial driver's license (CDL), are projected for 6.5 percent growth (933 annual openings) between 2022 and 2032.

An associate's degree is still considered the minimum requirement for registered nurses in New Hampshire, although some employers require a bachelor's degree. Demand for nurses is expected in hospitals, ambulatory health care, and home care and residential facilities. Overall growth is

projected at 6.7 percent projected, slightly above the statewide average, and average openings are expected to exceed 850 per year.

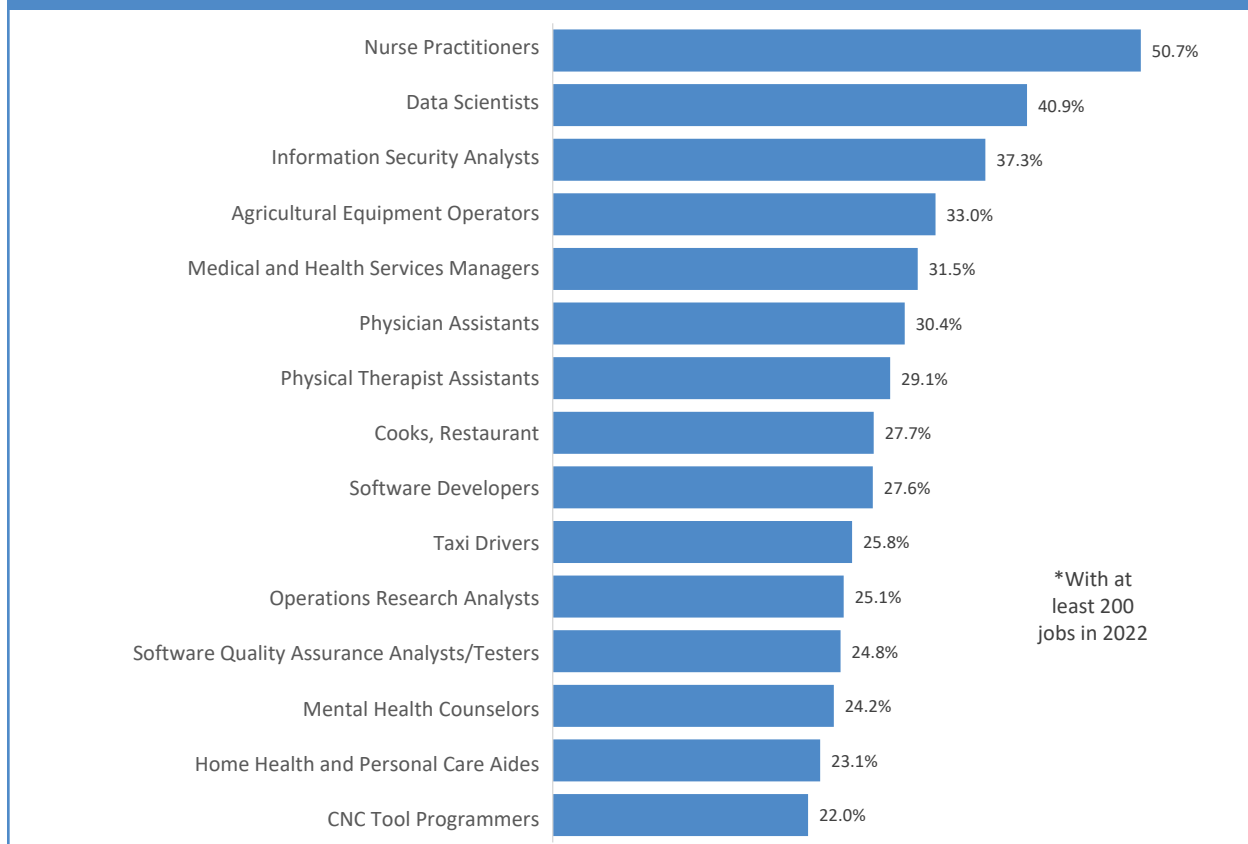
A bachelor’s degree is a common starting point for a wide variety of occupations. Many of these occupations have favorable outlooks, particularly with the business and financial operations and computer and mathematical occupations groups. Accountants and auditors (8.3 percent growth, 690 annual openings) and human resources specialists (12.3 percent growth over ten years, 455 annual openings) are found in nearly all organizations. On a more specialized level, market research analysts and marketing specialists (16.4 percent growth, 500 annual openings) and management analysts (12.3 percent growth, 450 annual openings) will be needed to create, implement, and measure business decisions. Software developers, employed mostly in computer systems design and related

services, are one of the fastest growing occupations (27.6 percent) with 750 annual openings per year. Emerging technologies such as artificial intelligence will contribute to growing demand for software developers.

At the high end of the educational spectrum, such as a master’s degree or professional degree, fewer annual openings are available. This is in part due to the job specialization required with a high level of educational attainment. Some of the occupations requiring higher levels of education were projected to have high growth, although base year employment was low, so the number of average annual openings remained relatively small. This included nurse practitioners (50.7 percent growth, 161 annual openings), data scientists (40.9 percent growth, 72 annual openings), and physician assistants (30.4 percent growth, 83 annual openings).

– Michael Argiopolis

FASTEST GROWING OCCUPATIONS, 2022 TO 2032*



Source: New Hampshire Employment Security, 2022 to 2032 Employment Projections

New Hampshire Occupational Employment Projections 2022 - 2032							Average Annual Openings		
SOC Code	Occupational Group	2022 Base	2032 Projected	Numeric Change	Percent Change	Annual Growth	Exits	Transfers	Total
	Total, All Occupations	719,305	761,332	42,027	5.8%	0.6%	35,448	44,722	84,373
11-0000	Management Occupations	54,270	59,419	5,149	9.5%	0.9%	1,711	2,631	4,857
13-0000	Business and Financial Operations Occupations	45,862	50,094	4,232	9.2%	0.9%	1,476	2,287	4,186
15-0000	Computer and Mathematical Occupations	24,599	29,041	4,442	18.1%	1.7%	572	979	1,995
17-0000	Architecture and Engineering Occupations	14,504	16,107	1,603	11.1%	1.1%	429	566	1,155
19-0000	Life, Physical, and Social Science Occupations	5,880	6,439	559	9.5%	0.9%	127	396	579
21-0000	Community and Social Service Occupations	12,338	13,815	1,477	12.0%	1.1%	490	621	1,259
23-0000	Legal Occupations	3,946	4,263	317	8.0%	0.8%	117	134	283
25-0000	Education, Training, and Library Occupations	42,372	43,533	1,161	2.7%	0.3%	1,948	1,900	3,964
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	10,499	11,184	685	6.5%	0.6%	454	611	1,133
29-0000	Healthcare Practitioners and Technical Occupations	42,492	46,747	4,255	10.0%	1.0%	1,363	1,059	2,848
31-0000	Healthcare Support Occupations	25,233	28,703	3,470	13.8%	1.3%	1,785	2,029	4,161
33-0000	Protective Service Occupations	12,494	13,134	640	5.1%	0.5%	597	708	1,369
35-0000	Food Preparation and Serving Related Occupations	55,514	59,653	4,139	7.5%	0.7%	4,873	5,868	11,155
37-0000	Building and Grounds Cleaning and Maintenance Occupations	26,102	27,857	1,755	6.7%	0.7%	1,622	1,942	3,740
39-0000	Personal Care and Service Occupations	19,329	21,225	1,896	9.8%	0.9%	1,328	2,066	3,584
41-0000	Sales and Related Occupations	73,828	73,899	71	0.1%	0.0%	4,312	5,331	9,650
43-0000	Office and Administrative Support Occupations	97,250	93,972	-3,278	-3.4%	-0.3%	5,163	5,689	10,524
45-0000	Farming, Fishing, and Forestry Occupations	4,225	4,769	544	12.9%	1.2%	251	406	711
47-0000	Construction and Extraction Occupations	26,962	29,207	2,245	8.3%	0.8%	971	1,399	2,594
49-0000	Installation, Maintenance, and Repair Occupations	26,358	28,364	2,006	7.6%	0.7%	1,047	1,338	2,586
51-0000	Production Occupations	42,015	42,637	622	1.5%	0.1%	1,829	2,625	4,516
53-0000	Transportation and Material Moving Occupations	53,233	57,270	4,037	7.6%	0.7%	2,984	4,134	7,522

Source: New Hampshire Employment Security, Long-Term Occupational Projections. Last Update 4/23/2024

Top Employment Prospects, 2022 to 2032 (Very Favorable with most openings)							Average Annual Openings			Training Categories
SOC Code	Occupational Group	2022 Base	2032 Projected	Numeric Change	Percent Change	Annual Growth	Exits	Transfers	Total	Education Experience On-the-Job Training*
11-1021	General and Operations Managers	17,324	18,581	1,257	7.3%	0.7%	447	964	1,537	Bachelor's 5+ yrs none
13-1071	Human Resources Specialists	4,588	5,153	565	12.3%	1.2%	146	253	455	Bachelor's none none
13-1111	Management Analysts	4,638	5,210	572	12.3%	1.2%	170	227	454	Bachelor's < 5 yrs none
13-1161	Market Research Analysts and Marketing Specialists	4,365	5,083	718	16.4%	1.5%	148	275	495	Bachelor's none none
13-2011	Accountants and Auditors	7,866	8,516	650	8.3%	0.8%	253	371	689	Bachelor's none none
15-1252	Software Developers	8,524	10,878	2,354	27.6%	2.5%	166	347	748	Bachelor's none none
29-1141	Registered Nurses	13,685	14,597	912	6.7%	0.6%	470	291	852	Associate's none none
31-1120	Home Health and Personal Care Aides	8,762	10,784	2,022	23.1%	2.1%	782	652	1,636	High School none Short OJT
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	4,528	4,991	463	10.2%	1.0%	240	456	742	High School < 5 yrs none
35-2014	Cooks, Restaurant	6,382	8,149	1,767	27.7%	2.5%	496	592	1,265	none < 5 yrs Moderate OJT
35-3011	Bartenders	3,331	3,638	307	9.2%	0.9%	189	406	626	none none Short OJT
35-3023	Fast Food and Counter Workers	13,650	14,562	912	6.7%	0.6%	1,558	1,663	3,312	none none Short OJT
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2,507	2,673	166	6.6%	0.6%	348	302	667	none none Short OJT
37-3011	Landscaping and Groundskeeping Workers	7,607	8,365	758	10.0%	1.0%	397	620	1,093	none none Short OJT
39-2021	Animal Caretakers	2,115	2,516	401	19.0%	1.8%	150	266	456	High School none Short OJT
39-9031	Exercise Trainers and Group Fitness Instructors	2,067	2,435	368	17.8%	1.7%	137	276	450	High School none Short OJT
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	5,107	5,544	437	8.6%	0.8%	136	360	540	High School none Moderate OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,715	8,385	670	8.7%	0.8%	268	440	775	High School none Moderate OJT
43-6013	Medical Secretaries and Administrative Assistants	3,814	4,097	283	7.4%	0.7%	210	200	438	High School none Moderate OJT
47-2031	Carpenters	4,800	5,117	317	6.6%	0.6%	173	233	438	High School none Apprenticeship

Top Employment Prospects, 2022 to 2032 (Very Favorable with most openings)							(continued...)			Average Annual Openings			Training Categories
SOC Code	Occupational Group	2022 Base	2032 Projected	Numeric Change	Percent Change	Annual Growth	Exits	Transfers	Total	Education Experience On-the-Job Training*			
49-9071	Maintenance and Repair Workers, General	5,803	6,311	508	8.8%	0.8%	267	276	594	High School none Moderate OJT			
53-3032	Heavy and Tractor-Trailer Truck Drivers	8,208	8,740	532	6.5%	0.6%	384	496	933	Postsecondary none Short OJT			
53-3033	Light Truck Drivers	5,611	6,380	769	13.7%	1.3%	271	351	699	High School none Short OJT			
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6,082	6,516	434	7.1%	0.7%	301	512	856	none none Short OJT			
53-7065	Stockers and Order Fillers	14,479	15,978	1,499	10.4%	1.0%	947	1,491	2,588	High School none Short OJT			

Source: New Hampshire Employment Security, Long-Term Occupational Projections; Updated: 4/23/2024

* Short term on-the-job training is one month or less of training. Moderate is between one month and 12 months, and long term is more than one year.

Occupations with the highest number of average annual openings, 2022 to 2032, by entry-level education							Average Annual Openings			
SOC Code	Occupational Group	2022 Base	2032 Projected	Numeric Change	Percent Change	Exits	Transfers	Total		
Entry-level education: no formal educational credential										
35-3023	Fast Food and Counter Workers	13,650	14,562	912	6.7%	1,558	1,663	3,312		
35-3031	Waiters and Waitresses	8,546	8,757	211	2.5%	744	1,045	1,810		
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9,531	9,997	466	4.9%	680	679	1,406		
41-2011	Cashiers	18,322	16,664	-1,658	-9.0%	1,682	1,695	3,211		
41-2031	Retail Salespersons	19,407	19,475	68	0.4%	1,276	1,539	2,822		
Entry-level education: High School Diploma or Equivalent										
31-1120	Home Health and Personal Care Aides	8,762	10,784	2,022	23.1%	782	652	1,636		
43-4051	Customer Service Representatives	13,521	13,074	-447	-3.3%	743	1,043	1,741		
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	11,346	10,379	-967	-8.5%	632	572	1,107		
43-9061	Office Clerks, General	16,199	15,718	-481	-3.0%	964	938	1,854		
53-7065	Stockers and Order Fillers	14,479	15,978	1,499	10.4%	947	1,491	2,588		
Entry-level education: Some College, No Degree										
15-1232	Computer User Support Specialists	3,824	4,098	274	7.2%	97	163	287		
25-3041	Tutors	701	725	24	3.4%	65	56	123		
25-9045	Teaching Assistants, Except Postsecondary	8,355	8,392	37	0.4%	477	495	976		
43-3031	Bookkeeping, Accounting, and Auditing Clerks	8,712	8,496	-216	-2.5%	558	438	974		
49-2011	Computer, Automated Teller, and Office Machine Repairers	669	653	-16	-2.4%	23	41	62		

Occupations with the highest number of average annual openings, 2022 to 2032, by entry-level education (continued...)						Average Annual Openings		
SOC Code	Occupational Group	2022 Base	2032 Projected	Numeric Change	Percent Change	Exits	Transfers	Total
Entry-level education: Postsecondary Non-Degree Award								
31-1131	Nursing Assistants	7,409	7,751	342	4.6%	480	593	1,107
31-9092	Medical Assistants	2,721	3,142	421	15.5%	138	236	416
39-5012	Hairdressers, Hairstylists, and Cosmetologists	2,788	3,095	307	11.0%	175	221	427
49-3023	Automotive Service Technicians and Mechanics	3,797	3,945	148	3.9%	134	191	340
53-3032	Heavy and Tractor-Trailer Truck Drivers	8,208	8,740	532	6.5%	384	496	933
Entry-level education: Associate's Degree								
23-2011	Paralegals and Legal Assistants	1,340	1,432	92	6.9%	52	88	149
25-2011	Preschool Teachers, Except Special Education	3,324	3,578	254	7.6%	158	204	387
29-1141	Registered Nurses	13,685	14,597	912	6.7%	470	291	852
29-1292	Dental Hygienists	1,213	1,317	104	8.6%	54	28	92
29-2056	Veterinary Technologists and Technicians	940	1,133	193	20.5%	36	58	113
Entry-level education: Bachelor's Degree								
11-1021	General and Operations Managers	17,324	18,581	1,257	7.3%	447	964	1,537
13-1071	Human Resources Specialists	4,588	5,153	565	12.3%	146	253	455
13-1161	Market Research Analysts and Marketing Specialists	4,365	5,083	718	16.4%	148	275	495
13-2011	Accountants and Auditors	7,866	8,516	650	8.3%	253	371	689
15-1252	Software Developers	8,524	10,878	2,354	27.6%	166	347	748
Entry-level education: Master's Degree								
11-9032	Education Administrators, Kindergarten through Secondary	1,413	1,426	13	0.9%	39	54	94
21-1012	Educational, Guidance, and Career Counselors and Advisors	2,309	2,494	185	8.0%	72	97	187
25-4022	Librarians and Media Collections Specialists	1,101	1,162	61	5.5%	62	43	111
29-1071	Physician Assistants	965	1,258	293	30.4%	24	30	83
29-1171	Nurse Practitioners	1,518	2,288	770	50.7%	42	42	161
Entry-level education: Doctorate or Professional Degree								
23-1011	Lawyers	2,080	2,304	224	10.8%	51	33	106
25-1011	Business Teachers, Postsecondary	411	441	30	7.3%	19	14	36
29-1051	Pharmacists	1,231	1,255	24	1.9%	29	17	48
29-1123	Physical Therapists	1,624	1,905	281	17.3%	41	27	96
29-1229	Physicians, All Other	1,286	1,335	49	3.8%	27	8	40
Source: New Hampshire Employment Security, Long-Term Occupational Projections; Updated: 4/23/2024								
Prepared by: New Hampshire Employment Security, Economic and Labor Market Information Bureau								
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