



## OCCUPATIONAL TRENDS

Every year, the Economic and Labor Market Information Bureau releases short-term, two-year employment projections for industries and occupations. These projections are intended as a supplement to the long-term, ten-year projections, providing a more immediate picture of current employment trends.

Overall, employment in New Hampshire is projected to increase by nearly 10,600 jobs, or 1.5 percent, over the two-year period, from 720,390 jobs in the second quarter of 2022 to 730,980 in the second quarter of 2024. Short-term projections published one year earlier, projecting growth between the second quarter of 2021 and the second quarter of 2023, forecasted a growth rate of 3.7 percent, as the economy was starting to emerge from pandemic-related employment losses that started in spring 2020.

In contrast to long-term projections, which focus on structural changes in the economy and growth in population, short-term projections consider changes in the business cycle, which have a more immediate effect on industry employment and consequently on the demand for workers in specific occupations.

In addition to the business cycle, an overriding trend in these short-term projections is the return to normal employment levels after the coronavirus pandemic and the recession that followed. By the second quarter of 2022, many industries were still short of pre-pandemic employment, compared to employment in the second quarter of 2019.<sup>1</sup>

Retail trade employment in the second quarter of 2022 was 5,700 workers short of employment in the second quarter of 2019 and is projected to decline further by the second quarter of 2024. (Many retail establishments that closed during the pandemic never reopened, or if they did, now maintain fewer stores or stores with fewer workers). This reflects a longer-term trend in the retail sector. A similar trend exists in food services and drinking places, where there were still 1,700

fewer jobs in the second quarter of 2022 than three years prior. Employment in that industry is projected to increase by 500 jobs by the second quarter of 2024.

### Major Occupational Groups Trends

Occupational growth can be measured in three ways: the projected number of new jobs, the percent change from base year to projected year, and the number of expected annual job openings over the two-year period. Expected annual openings consider not just the increase in the total number of jobs, but also openings created by workers leaving the labor force or transferring to a different occupational family.

### Best Bets by Educational Requirement

A high school student walks into their guidance counselor's office and asks, "What are some of the best occupations to pursue? I'm not sure if I want to go to college, but I want to find a job with a good outlook for the future." The guidance counselor can turn to short-term projections for some ideas.

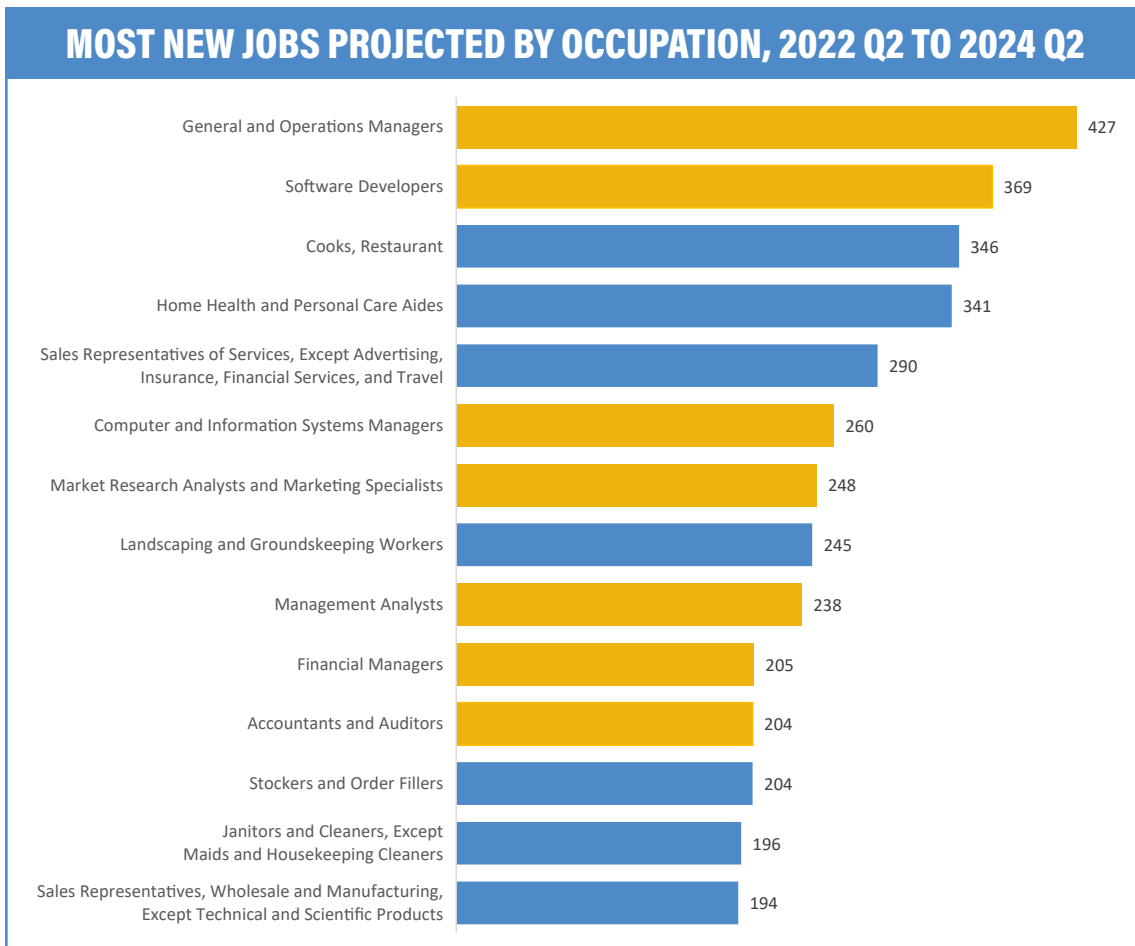
Employment projections should not be considered an exact science. It's extremely unlikely, for example, that there will be exactly 272 openings per year for computer systems analysts. Instead, students and other job seekers considering career options should think of projections as describing relative growth trends and focus on occupations with a combination of strong projected growth and many openings during the projections period. Below are some examples of "very favorable" occupations (those with both a high rate of growth and a large number of annual openings) through the second quarter of 2024. These fast-growing occupations are categorized by typical entry-level educational requirements.

Several occupations that generally require an associate's degree for entry-level positions have a favorable outlook, including computer network

<sup>1</sup> Projections data are not seasonally adjusted; year-over-year comparisons account for seasonality.

OCCUPATIONAL GROUPS WITH MOST PROJECTED JOBS ADDED	2022 Q2 ESTIMATED EMPLOYMENT	2024 Q2 PROJECTED EMPLOYMENT	NEW JOBS
Management Occupations	54,947	56,445	1,498
Business and Financial Operations Occupations	43,576	44,943	1,367
Computer and Mathematical Occupations	23,013	24,094	1,081
Educational Instruction and Library Occupations	43,058	43,871	813
Transportation and Material Moving Occupations	53,291	54,039	748

Source: New Hampshire Employment Security, Short-Term Employment Projections, 2022 Q2 – 2024 Q2



Source: New Hampshire Employment Security, Short-Term Employment Projections, 2022 Q2 – 2024 Q2

support specialists (5.7 percent growth and 122 annual openings). Computer network support specialists are frequently employed in the professional, scientific, and technical services sector, which is projected to be the fastest-growing sector in New Hampshire.

Physical therapy assistants also have favorable short-term prospects (5.6 percent growth, 55 annual openings) because demand for physical

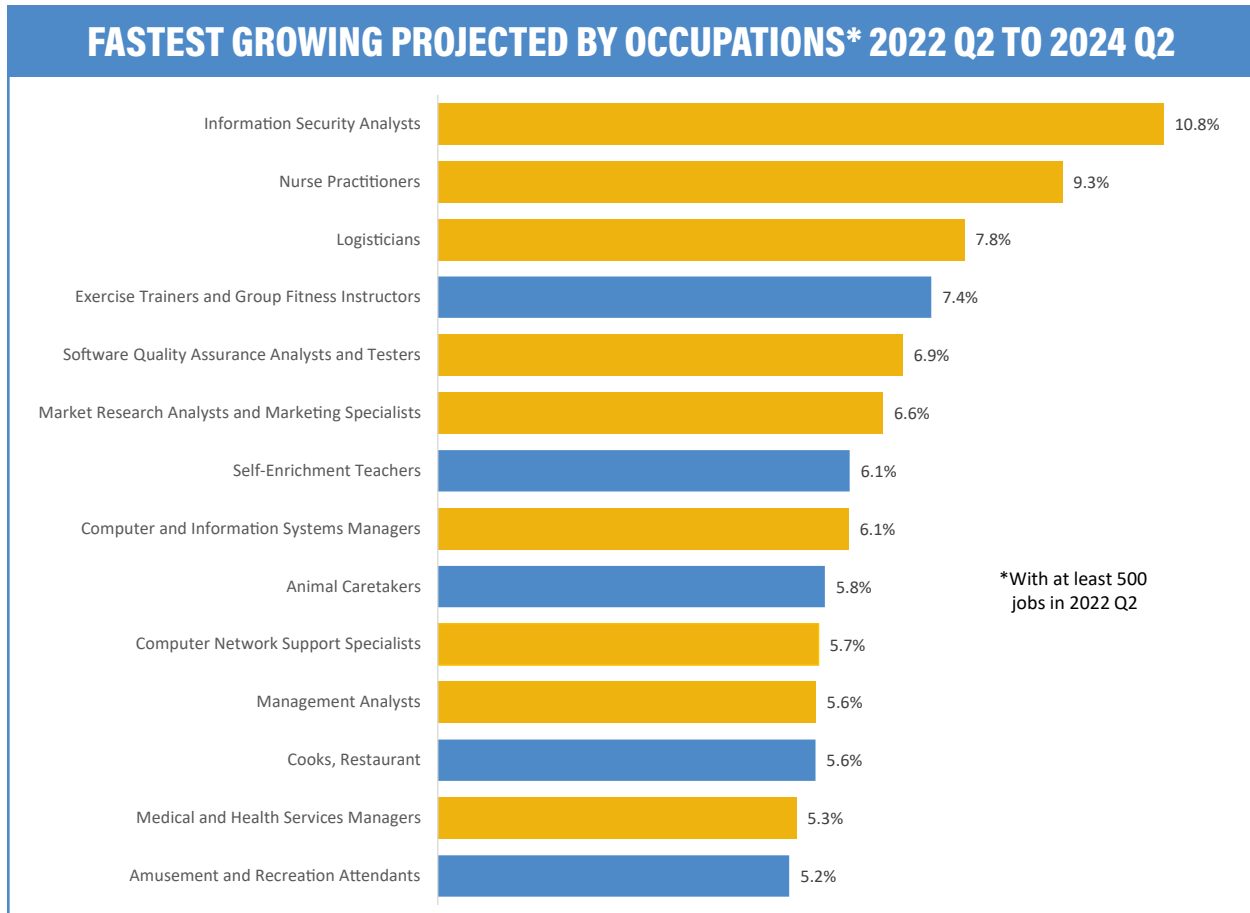
therapy is expected to increase in response to the health needs of people entering older age groups. The need to reduce healthcare costs by substituting assistants for costlier methods of patient care also contributes to positive growth for this occupation.<sup>2</sup>

Preschool teachers, except special education (3.0 percent growth, 391 annual openings) are primarily employed in daycare facilities, which were shut down during the pandemic in the spring

<sup>2</sup> U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Physical Therapist Assistants and Aides, <https://www.bls.gov/ooh/healthcare/physical-therapist-assistants-and-aides.htm#tab-6>

OCCUPATIONAL GROUPS WITH HIGHEST PROJECTED PERCENT CHANGE	2022 Q2 ESTIMATED EMPLOYMENT	2024 Q2 PROJECTED EMPLOYMENT	PERCENT CHANGE
Computer and Mathematical Occupations	23,013	24,094	4.7%
Farming, Fishing, and Forestry Occupations	3,873	4,006	3.4%
Personal Care and Service Occupations	20,116	20,796	3.4%
Life, Physical, and Social Science Occupations	5,095	5,261	3.3%
Business and Financial Operations Occupations	43,576	44,943	3.1%
Arts, Design, Entertainment, Sports, and Media Occupations	9,955	10,260	3.1%

Source: New Hampshire Employment Security, Short-Term Employment Projections, 2022 Q2 – 2024 Q2



Source: New Hampshire Employment Security, Short-Term Employment Projections, 2022 Q2 – 2024 Q2

of 2020. Employment remained below pre-pandemic levels in the the second quarter of 2022. This occupation’s growth rate is partially due to the industry recovering from the effects of the pandemic.

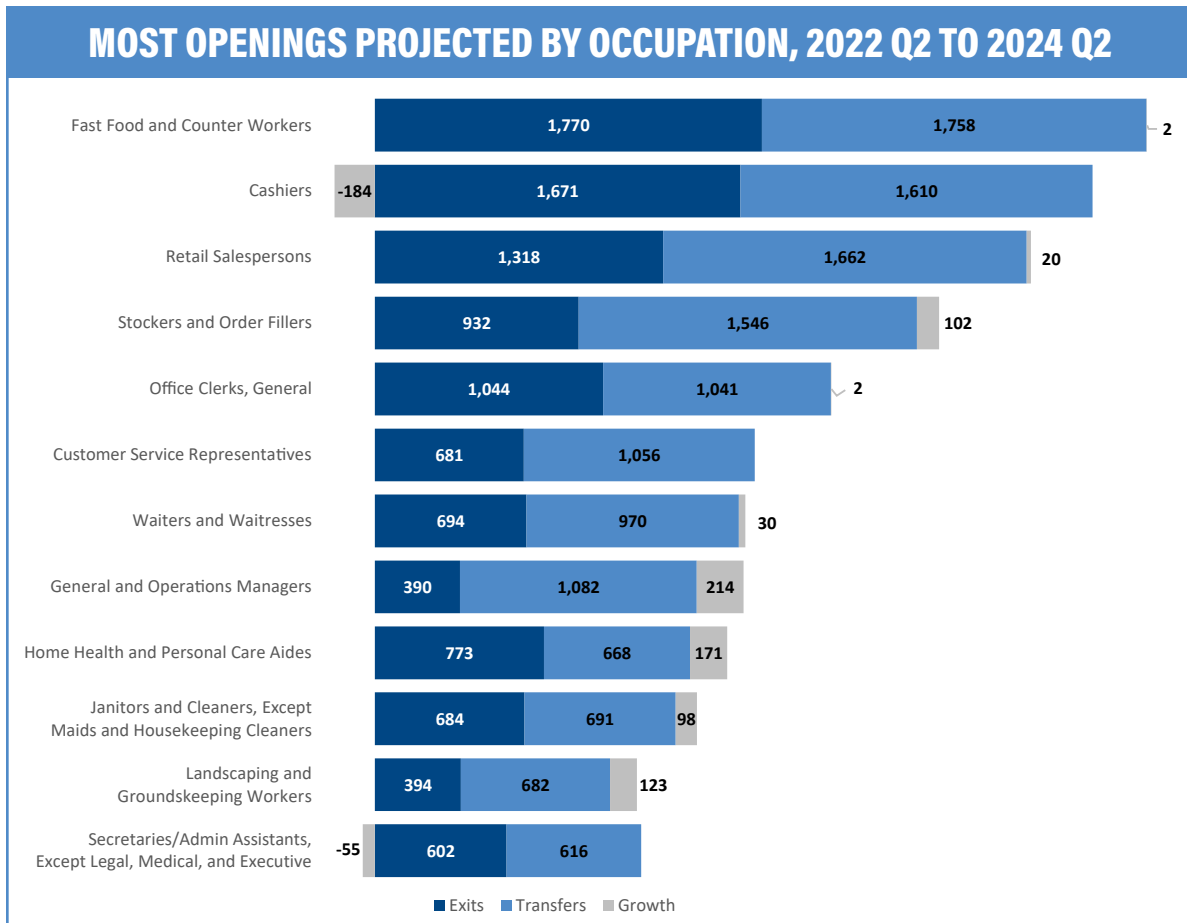
A Bachelor’s degree is the starting educational attainment for a wide variety of positions. The latest round of short-term projections projected many fast-growing occupations requiring a

bachelor’s degree, particularly computer- and business-related jobs. Computer and information systems managers (6.1 percent growth, 451 annual openings) are required in nearly all organizations to determine and implement information technology goals.<sup>3</sup> Software developers (5.1 percent growth, 678 openings) are also employed in a wide variety of industries and include a number of specializations such as applications systems

3 U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Computer and Information Systems Managers, <https://www.bls.gov/ooh/management/computer-and-information-systems-managers.htm#tab-2>

OCCUPATIONAL GROUPS WITH MOST PROJECTED ANNUAL OPENINGS	EXITS	TRANSFERS	TOTAL
Office and Administrative Support Occupations	5,290	6,337	11,627
Food Preparation and Serving Related Occupations	4,896	5,730	10,626
Sales and Related Occupations	4,518	5,982	10,500
Transportation and Material Moving Occupations	3,000	4,562	7,562
Management Occupations	1,622	3,060	4,682

Source: New Hampshire Employment Security, Short-Term Employment Projections, 2022 Q2 – 2024 Q2



Source: New Hampshire Employment Security, Short-Term Employment Projections, 2022 Q2 – 2024 Q2

software, or software engineering. Demand for all types is needed as artificial intelligence (AI), robotics, and the Internet of Things (IoT) become an essential part of businesses. Management analysts (5.6 percent growth, 513 openings) help an organization optimize resources, either by working directly for the organization or as a consultant.

Individuals who prefer to enter the workforce immediately after high school may find favorable opportunities in occupations such as home health and personal care aides (3.6 percent growth, 1,611

openings). Home health aides provide basic health-related services under the supervision of medical practitioners, while personal care aides are limited to non-medical services such as bathing, preparing meals, or doing laundry. Stockers and order fillers (1.4 percent growth, 2,580 openings) is another occupation expected to be in demand, especially in the manufacturing and warehousing industries.

Workers can also enter the labor force with no formal education. Occupations with the most openings that generally don't require formal

education are often employed in the retail sales or accommodation and food services industry sectors.

Retail salespersons (0.2 percent growth, 3,000 openings) account for many annual job openings. While online retail has become increasingly prevalent, retail employment is projected to grow in the short-term, as brick and mortar retail recovers from the effects of the pandemic. Similar trends are expected for two occupations frequently employed in the accommodation and food services industry, waiters and waitresses (0.7 percent growth, 1,700 openings) and fast food and counter workers (no job growth, 3,530 openings).

### NAICS Changes in the Short-Term Projections

Starting with the first quarter of 2022, the Quarterly Census Employment and Wages (QCEW) program began classifying establishments using 2022 North American Industry Classification System (NAICS) codes. NAICS uses a six-digit hierarchical coding system to classify all economic activity into industry sectors. These codes are revised every five years to reflect changes in economic activities, so an establishment can select the industry code that best describes their primary business activity.<sup>4</sup> In the revision, some existing industries were merged or split, and several entirely new industries were created.

Short-term projections utilize these data to assess base year employment. To accommodate the NAICS code revisions, a few simplifications were required in the short-term projections covering the second quarter of 2022 to the second quarter of 2024. Much of the input data required for short-term projections requires a historical time series of employment, but prior data use the 2017 NAICS classification.

Because employment data for 2022 use the 2022 classification, there are inconsistencies in the time series. While employment under the new codes could be allocated to older codes, this would have been cumbersome and time-consuming. Instead, projections for sectors with major classification revisions have been reported at the sector (two-digit NAICS code) level, but not at more detailed levels. This affects short-term projections for the wholesale trade, retail trade and information sectors.

The 2022 NAICS revision included a number of changes within the retail trade sector, including several new codes and titles at the subsector and industry group (three- and four-digit NAICS code) levels. While the previous classification system distinguished between store-based and nonstore retailers, the increasing prevalence of online retail has led to many retailers selling through both venues, and 2022 NAICS codes no longer make a distinction between the two. Similar changes occurred in the wholesale trade sector. Other changes included the furniture and home furnishings stores and electronics and appliance stores industries, which were combined into one industry for 2022, furniture, home furnishings, electronics, and appliance retailers. Six separate clothing-related industries were combined into one industry, clothing and clothing accessories retailers, and fuel dealers were combined with gasoline stations. Several changes were made in the Information sector at the three- and four-digit NAICS levels, including a new industry classification for broadcasting and content providers, which includes media streaming distribution services, social networks, and other media networks and content providers.

– Michael Argiropolis

<sup>4</sup> U.S. Bureau of Labor Statistics. 2022 North American Industry Classification System Revision.

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



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

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

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



Occupations with the highest number of average annual openings, 2020 to 2030, by entry-level education (continued...)						Average Annual Openings		
SOC Code	Occupational Group	2020 Base	2030 Projected	Numeric Change	Percent Change	Exits	Transfers	Total
Entry-level education: Associate's Degree								
23-2011	Paralegals and Legal Assistants	1,170	1,324	154	13.2%	48	84	147
25-2011	Preschool Teachers, Except Special Education	2,753	3,320	567	20.6%	124	177	358
29-1141	Registered Nurses	14,008	15,239	1,231	8.8%	390	368	881
29-1292	Dental Hygienists	1,451	1,624	173	11.9%	55	38	110
29-2056	Veterinary Technologists and Technicians	961	1,168	207	21.5%	29	46	96
Entry-level education: Bachelor's Degree								
11-1021	General and Operations Managers	13,173	14,432	1,259	9.6%	276	856	1,258
13-1198	Project Management Specialists and Business Operations Specialists, All Other	5,143	5,425	282	5.5%	122	259	409
13-2011	Accountants and Auditors	5,748	6,244	496	8.6%	167	355	572
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	10,430	12,916	2,486	23.8%	271	572	1,092
25-2021	Elementary School Teachers, Except Special Education	6,321	6,679	358	5.7%	200	260	496
Entry-level education: Master's Degree								
11-9032	Education Administrators, Kindergarten through Secondary	1,336	1,418	82	6.1%	34	64	106
21-1012	Educational, Guidance, and Career Counselors and Advisors	2,055	2,282	227	11.0%	71	128	222
25-4022	Librarians and Media Collections Specialists	1,047	1,122	75	7.2%	53	47	108
29-1127	Speech-Language Pathologists	925	1,188	263	28.4%	25	38	89
29-1171	Nurse Practitioners	1,089	1,734	645	59.2%	30	44	138
Entry-level education: Doctorate or Professional Degree								
23-1011	Lawyers	2,361	2,611	250	10.6%	54	61	140
25-1011	Business Teachers, Postsecondary	490	517	27	5.5%	22	24	49
25-1071	Health Specialties Teachers, Postsecondary	418	508	90	21.5%	21	22	52
29-1123	Physical Therapists	1,277	1,535	258	20.2%	28	29	83
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	1,802	1,898	96	5.3%	30	21	61
Source: New Hampshire Employment Security, Long-Term Occupational Projections; Updated: 3/3/2022								
Prepared by: New Hampshire Employment Security, Economic and Labor Market Information Bureau								
www.nhes.nh.gov/elmi   (603) 228-4124								