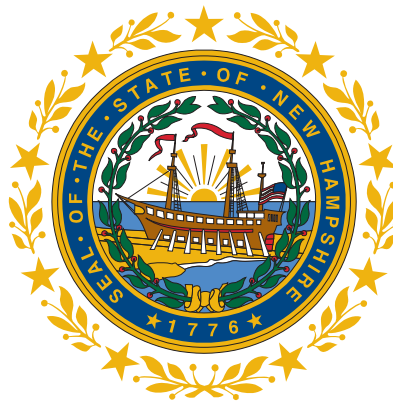


New Hampshire Occupational Employment & Wages 2023

based on the May 2022 survey by the
Occupational Employment and Wage Statistics (OEWS) Program



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September 2023

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Table of Contents

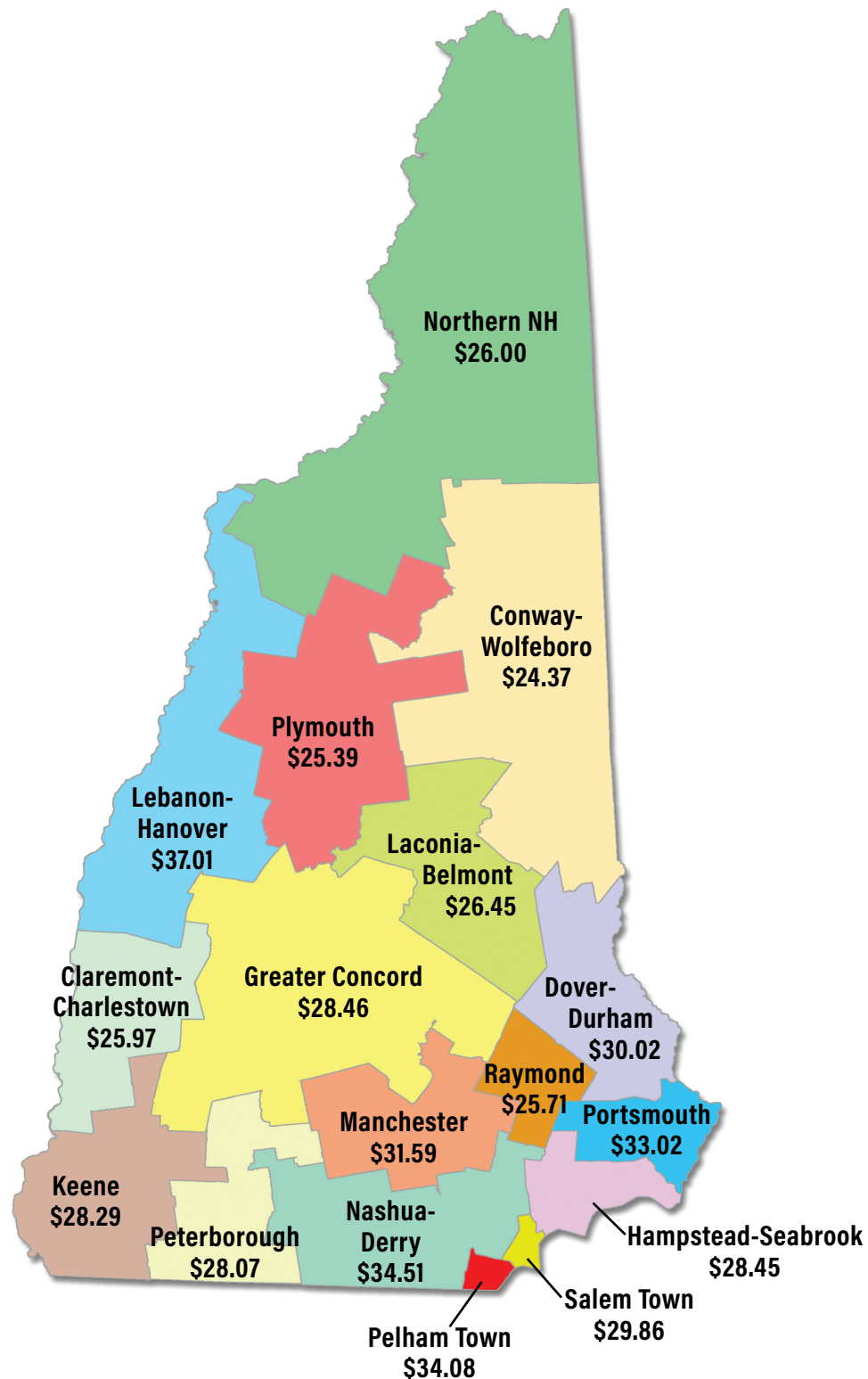
Map: Mean Average Wage by OEWS Wage Area	ii
Overview.	iii
Top Occupations	vi
Map of Wage Areas	viii
Substate Wage Areas	ix
How to Read the Tables.	x
Data on Our Web site	xii

Employment and Wage Tables:

Statewide	1
Substate Wage Areas	21
Claremont-Charlestown Area	22
Conway-Wolfeboro Area	26
Dover-Durham Area	30
Greater Concord Area	38
Hampstead-Seabrook Area	47
Keene Area	51
Laconia-Belmont Area	57
Lebanon-Hanover Area	62
Manchester Area	69
Nashua-Derry Area	80
Northern NH Area	91
Pelham Town	96
Peterborough Area	97
Plymouth Area	101
Portsmouth Area	105
Raymond Area	114
Salem Town.	116
Glossary	120

To access a complete dictionary of occupations or wage areas by county,
please visit our web site at: www.nhes.nh.gov/elmi/products/oes-prod.htm

Mean (Average) Wage by OEWS Wage Area



These are the Mean Hourly Wages for OEWS wage areas in New Hampshire. May 2022 wages have been aged to June 2023 using Employment Cost Index factors.

Overview

New Hampshire workers earned, on average, \$31.45 per hour in June 2023, according to the latest Occupational Employment and Wage Statistics estimates. Employment statewide is estimated to be 659,220, which reflects May 2022 data, the latest available for employment figures.

Occupational Groups

The Occupational Employment and Wage Statistics survey classifies workers into more than 600 specific detailed occupations such as accountants, cashiers, computer programmers, and carpenters. These detailed occupations are grouped into 22 major occupational groups based on job similarity.

Of the occupational groups, Management occupations had the highest mean wage, \$65.76. The roughly 45,350 jobs in this group are made up of managers of various types and levels, including chief executives, who help to boost the mean wage.

The second highest mean wage occupational group, is Healthcare Practitioners and Technical Occupations, with a mean wage of \$53.48 and 41,520 employed.

Employment in New Hampshire by Occupational Group, May 2022

SOC Code	Occupation	Estimated Employment	Mean (Average) Wage*	% of Total Employment
00-000	Total all occupations	659,220	\$31.45	100.0%
11-0000	Management Occupations	45,350	\$65.76	6.9%
13-0000	Business and Financial Operations Occupations	43,020	\$41.36	6.5%
15-0000	Computer and Mathematical Occupations	24,040	\$52.03	3.6%
17-0000	Architecture and Engineering Occupations	14,030	\$46.63	2.1%
19-0000	Life, Physical, and Social Science Occupations	5,500	\$40.12	0.8%
21-0000	Community and Social Service Occupations	10,560	\$26.68	1.6%
23-0000	Legal Occupations	3,440	\$48.69	0.5%
25-0000	Educational Instruction and Library Occupations	41,790	\$29.89	6.3%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	7,450	\$30.43	1.1%
29-0000	Healthcare Practitioners and Technical Occupations	41,520	\$53.48	6.3%
31-0000	Healthcare Support Occupations	22,670	\$19.64	3.4%
33-0000	Protective Service Occupations	12,040	\$27.53	1.8%
35-0000	Food Preparation and Serving Related Occupations	53,370	\$16.98	8.1%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	20,370	\$20.17	3.1%
39-0000	Personal Care and Service Occupations	12,810	\$18.10	1.9%
41-0000	Sales and Related Occupations	67,480	\$25.70	10.2%
43-0000	Office and Administrative Support Occupations	93,280	\$23.63	14.1%
45-0000	Farming, Fishing and Forestry Occupations	1,030	\$19.00	0.1%
47-0000	Construction and Extraction Occupations	23,050	\$36.95	3.5%
49-0000	Installation, Maintenance, and Repair Occupations	24,810	\$28.92	3.7%
51-0000	Production Occupations	40,760	\$24.35	6.2%
53-0000	Transportation and Material Moving Occupations	50,840	\$21.06	7.7%

*Wages aged to June 2023

Food Preparation and Serving Related occupations had the lowest mean wage, 16.98. They were the third largest group, claiming 8.0 percent of total employment or 53,370 employees. This occupational group includes jobs that are traditionally tipped, such as waiters, waitresses, and bartenders. Employers are asked to include these tips in the wages that they report.

Office and Administrative Support occupations once again made up the highest share of New Hampshire jobs, 14.0 percent. These 93,280 jobs paid, on average, \$23.63 per hour. This was roughly \$8.00 below the statewide average for all occupations. Jobs in this occupational group include bookkeeping and accounting clerks, customer service representatives, shipping, receiving and inventory clerks, and secretaries.

Sales and Related occupations, with 67,480 jobs, claimed 11.2 percent of the total jobs in the state, and had the second highest employment. This group includes jobs such as retail salespersons, cashiers, and sales representatives. On average, employees in these jobs made \$25.70 per hour in 2022.

Background

The Occupational Employment and Wage Statistics (OEWS) program is based on a semiannual survey conducted by state employment security agencies in all 50 states. The New Hampshire survey is conducted by New Hampshire Employment Security's Economic and Labor Market Information Bureau (ELMIB), in cooperation with the U.S. Bureau of Labor Statistics. The survey collects data on occupational employment and wage rates of workers in all nonfarm industries.

Employers, job seekers, workforce developers, government planners, and economic developers are some examples of users of occupational employment and wage information. The OEWS program survey data is also used for prevailing wage determinations for Foreign Labor Certification, and are the foundation of occupational projections in New Hampshire.

This publication provides employment and wage estimates by occupation. In addition to statewide numbers, it publishes estimates for seventeen substate areas, which are based on New Hampshire's labor market areas. In New England, labor market areas are groups of adjacent cities and towns that are determined to have a high degree of social and economic integration, based on Census 2010 commuting data.

The U.S. Bureau of Labor Statistics (BLS) publishes OEWS estimates for the nation as a whole, each state, metropolitan, and nonmetropolitan areas. The only strictly New Hampshire data that BLS publishes is for the entire state and for the Manchester Metropolitan New England City or Town Area (NECTA). Except for Manchester, the other BLS metropolitan areas include parts of Massachusetts or Maine. To better reflect the wages paid in New Hampshire, New Hampshire Employment Security publishes only wage areas from the New Hampshire portions of the labor market areas.

Some labor market areas such as the Manchester Metro NECTA and the Peterborough and Plymouth Small Labor Market Areas (LMAs) are wage areas in their own right. In most cases, however, we have combined labor market areas in order to make it possible to publish information on more occupations (Estimates must meet certain reliability criteria to be deemed publishable). For instance, combining the New Hampshire portions of the three northernmost labor market areas creates a "Northern New Hampshire" wage area. This way, many more occupations can be published than would be possible for each area individually.

For more detailed information on New Hampshire OEWS wage areas and the labor market areas on which they are based, please see the Glossary at the end of this publication.

The OEWS survey is accomplished with the cooperation of New Hampshire employers who provide occupational data. Every six months, these requests for information are mailed or emailed to more than 1,800 employers or employing units. The OEWS survey sample is stratified by area, industry, and size class. Standard Occupational Classification (SOC) codes are used in the surveys to define occupations uniformly and to organize occupational data logically.

The OEWS survey is designed to produce estimates by combining six panels of data collected over a 3-year period. Wage estimates for the survey are straight-time, gross pay, exclusive of premium pay. Base rate; cost-of-living allowance; guaranteed pay; hazardous-duty pay; incentive pay, including commissions and production bonuses; and tips are included. Excluded are overtime pay, severance pay, shift differentials, nonproduction bonuses, employer cost for supplementary benefits, and tuition reimbursements.

In the most recent panel, mailings of surveys began in May 2022, with data collection continuing through December 2022. This OEWS Survey recorded employment and wage data for employees performing 600+ diversified occupations.

For this publication, May 2022 occupational wages were updated to June 2023, using Employment Cost Index (ECI) factors. These wage data are not official Bureau of Labor Statistics (BLS) data series and have not been validated by BLS. The Employment Cost Index is a quarterly measure of changes in labor costs. Updating occupational wages gives our data users a better idea of current wage estimates. For more information, visit the BLS web site at www.bls.gov/ect.

OEWS estimates are based on the 2017 North American Industry Classification System (NAICS). For more information about NAICS, see the BLS website at www.bls.gov/bls/naics.htm.

Top Occupations

Top 10 Occupations by Mean Wage

SOC Code	Occupation	Estimated Employment *	Mean (Average) Wage
29-1242	Orthopedic Surgeons, Except Pediatric	170	\$214.69
29-1212	Cardiologists	190	\$203.01
29-1241	Ophthalmologists, Except Pediatric	50	\$202.09
29-1218	Obstetricians and Gynecologists	120	\$148.23
29-1216	General Internal Medicine Physicians	150	\$140.86
29-1229	Physicians, All Other	1,230	\$128.67
29-1221	Pediatricians, General	150	\$128.01
29-1215	Family Medicine Physicians	650	\$126.88
29-1029	Dentists, All Other Specialists	NP	\$124.36
29-1223	Psychiatrists	90	\$118.00



All of these occupations are from the Healthcare Practitioners and Technical Occupations group.

* May 2022

Top 10 Occupations by Estimated Employment

SOC Code	Occupation	Estimated Employment *	Mean (Average) Wage
41-2031	Retail Salespersons	18,730	\$18.23
41-2011	Cashiers	17,820	\$14.42
11-1021	General and Operations Managers	16,640	\$64.95
43-9061	Office Clerks, General	15,700	\$23.69
53-7065	Stockers and Order Fillers	14,420	\$17.54
29-1141	Registered Nurses	13,510	\$42.08
35-3023	Fast Food and Counter Workers	13,300	\$14.22
43-4051	Customer Service Representatives	13,260	\$21.93
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10,660	\$21.80
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8,810	\$18.54



Fast Food and Counter Workers are on two different lists even though the average wage is higher than last year and employment numbers have gone down.

* May 2022

Top 10 Occupations With Nonstandard Work Week — Mean Annual Wage

SOC Code	Occupation	Estimated Employment *	Mean (Average) Wage
25-1063	Economics Teachers, Postsecondary	100	\$155,894
25-1071	Health Specialties Teachers, Postsecondary	350	\$149,021
25-1011	Business Teachers, Postsecondary	420	\$143,849
25-1021	Computer Science Teachers, Postsecondary	120	\$115,614
25-1032	Engineering Teachers, Postsecondary	NP	\$110,483
25-1125	History Teachers, Postsecondary	120	\$108,742
25-1042	Biological Science Teachers, Postsecondary	230	\$107,923
25-1067	Sociology Teachers, Postsecondary	90	\$106,381
25-1052	Chemistry Teachers, Postsecondary	70	\$105,951
11-9032	Education Administrators, Kindergarten through Secondary	1,430	\$99,966

* May 2022



Some occupations, such as teachers, have a nonstandard workweek and are not paid by the hour. For these occupations, annual salaries are displayed instead of hourly wage.

Bottom 10 Occupations by Mean Wage

SOC Code	Occupation	Estimated Employment *	Mean (Average) Wage
39-6011	Baggage Porters and Bellhops	30	\$14.38
35-9021	Dishwashers	2,360	\$14.28
35-3023	Fast Food and Counter Workers	13,330	\$14.22
39-9011	Childcare Workers	1,680	\$13.78
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	160	\$13.78
27-2011	Actors	130	\$13.68
35-9099	Food Preparation and Serving Related Workers, All Other	250	\$13.59
39-3091	Amusement and Recreation Attendants	1,270	\$13.03
39-9099	Personal Care and Service Workers, All Other	50	\$12.35
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,660	\$11.69

* May 2022

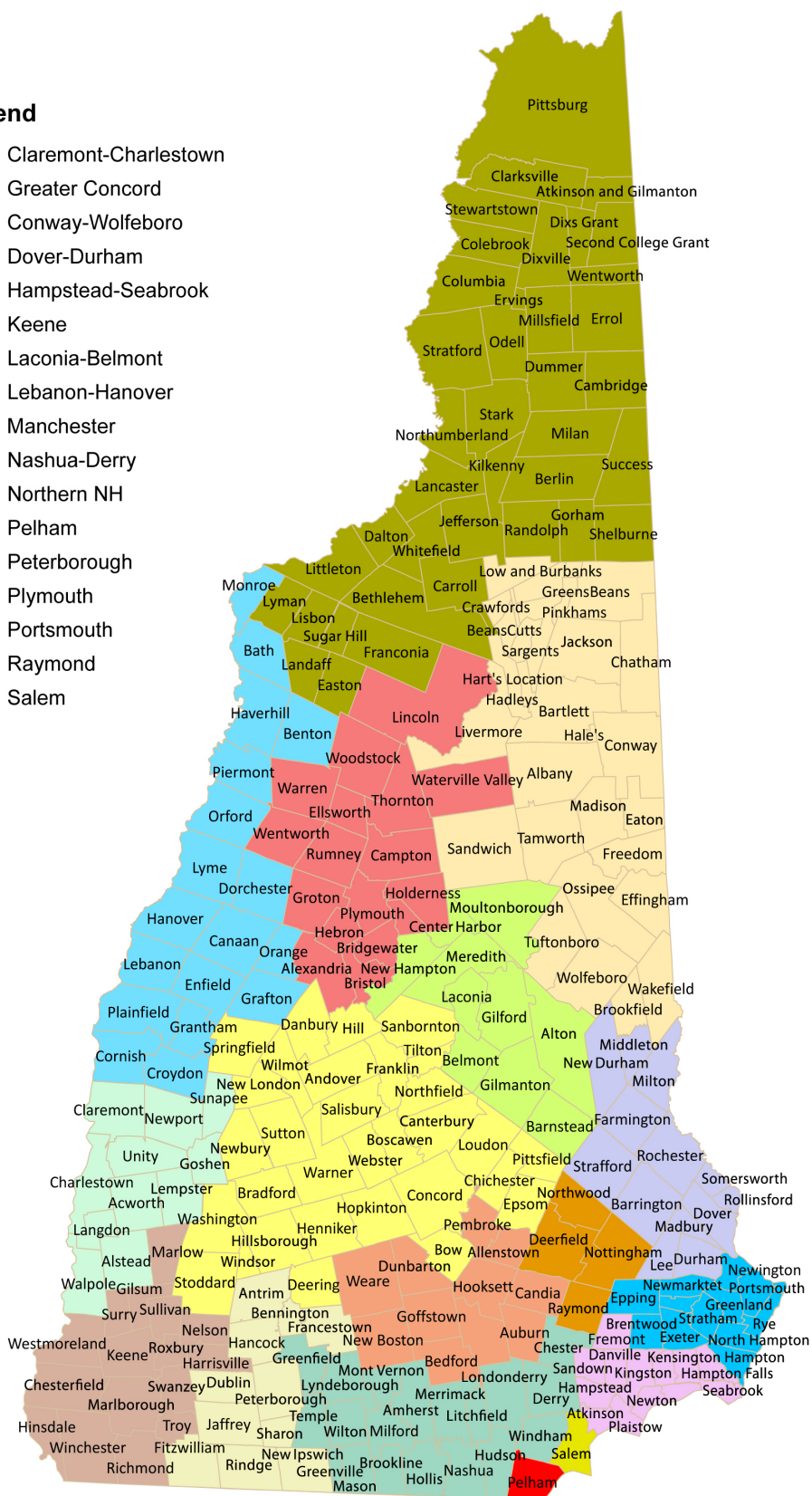


Cashiers are usually on this list, however this year with a mean wage of \$14.42, they are not.

Map of Wage Areas

Legend

- Claremont-Charlestown
- Greater Concord
- Conway-Wolfeboro
- Dover-Durham
- Hampstead-Seabrook
- Keene
- Laconia-Belmont
- Lebanon-Hanover
- Manchester
- Nashua-Derry
- Northern NH
- Pelham
- Peterborough
- Plymouth
- Portsmouth
- Raymond
- Salem



Substate Wage Areas

Claremont-Charlestown	Greater Concord	Surry	Litchfield	Fitzwilliam
Acworth	Andover	Swanzey	Londonderry	Francestown
Alstead	Boscawen	Troy	Lyndeborough	Hancock
Charles	Bow	Westmoreland	Mason	Jaffrey
Claremont	Bradford	Winchester	Merrimack	New Ipswich
Goshen	Canterbury		Milford	Peterborough
Langdon	Chichester	Laconia-Belmont	Mont Vernon	Rindge
Lempster	Concord	Alton	Nashua	Sharon
Newport	Danbury	Barnstead	Temple	Francestown
Sunapee	Deering	Belmont	Wilton	Hancock
Unity	Epsom	Center Harbor	Windham	
Walpole	Franklin	Gilford		Plymouth
	Henniker	Gilmanton	Northern NH	Alexandria
Conway-Wolfeboro	Hill	Laconia	Atkinson & Gilmanton A.G.	Ashland
Albany	Hillsborough	Meredith	Berlin	Bridgewater
Bartlett	Hopkinton	Moultonborough	Bethlehem	Bristol
Bean's Grant	Loudon	New Hampton	Cambridge	Campton
Bean's Purchase	New London		Carroll	Ellsworth
Brookfield	Newbury	Lebanon-Hanover	Clarksville	Groton
Chandler's Purchase	Northfield	Bath	Colebrook	Hebron
Chatham	Pittsfield	Benton	Columbia	Holderness
Conway	Salisbury	Canaan	Dalton	Lincoln
Crawford's Purchase	Sanbornton	Cornish	Dix's Grant	Plymouth
Cutt's Grant	Springfield	Croydon	Dixville	Rumney
Eaton	Stoddard	Dorchester	Dummer	Thornton
Effingham	Sutton	Enfield	Easton	Warren
Freedom	Tilton	Grafton	Errol	Waterville Valley
Green's Grant	Warner	Grantham	Erving's Location	Wentworth
Hadley's Purchase	Washington	Hanover	Franconia	Woodstock
Hale's Location	Webster	Haverhill	Gorham	
Hart's Location	Wilmot	Lebanon	Jefferson	Portsmouth
Jackson	Windsor	Lyme	Kilkenny	Brentwood
Livermore		Monroe	Lancaster	Epping
Low and Burbank's Grant	Hampstead-Seabrook	Orange	Landaff	Exeter
Madison	Atkinson	Orford	Lisbon	Greenland
Martin's Location	Danville	Piermont	Littleton	Hampton
Ossipee	East Kingston	Plainfield	Lyman	New Castle
Pinkham's Grant	Fremont		Milan	Newfields
Sandwich	Hampstead	Manchester	Millsfield	Newington
Sargent's Purchase	Hampton Falls	Allenstown	Northumberland	Newmarket
Tamworth	Kensington	Auburn	Odell	North Hampton
Thompson & Meserve's Pur	Kingston	Bedford	Pittsburg	Portsmouth
Tuftonboro	Newton	Candia	Randolph	Rye
Wakefield	Plaistow	Dunbarton	Second College Grant	Stratham
Wolfeboro	Sandown	Goffstown	Shelburne	
	Seabrook	Hooksett	Stark	Raymond
Dover-Durham	South Hampton	Manchester	Stewartstown	Deerfield
Barrington		New Boston	Stratford	Northwood
Dover	Keene	Pembroke	Success	Nottingham
Durham	Chesterfield	Weare	Sugar Hill	Raymond
Farmington	Gilsum		Wentworth Location	
Lee	Harrisville	Nashua-Derry	Whitefield	Salem
Madbury	Hinsdale	Amherst		Salem
Middleton	Keene	Brookline	Pelham	
Milton	Marlborough	Chester	Pelham	
New Durham	Marlow	Derry		
Rochester	Nelson	Greenfield	Peterborough	
Rollinsford	Richmond	Greenville	Antrim	
Somersworth	Roxbury	Hollis	Bennington	
Strafford	Sullivan	Hudson	Dublin	

How To Read the Tables

For each occupation in the tables of this publication, there is a corresponding SOC code and an estimate of employment within that occupation. The remaining data fields are Entry Level Wage, Mean (Average) Wage, Median Wage, and Experienced Wage.

- 1 SOC (Standard Occupational Classification) Code is a six-digit code designed to define occupations uniformly and to organize occupational data logically.
- 2 Estimated Employment is an approximation of the number of people employed in each area, occupational group, or specific occupation. Estimates for detailed occupations may not sum to the totals because the totals may include occupations not shown. Estimates do not include self-employed workers. If the estimated employment is not publishable, an NP will appear.
- 3 Entry Level Wage is the mean of the lower third of the population.
- 4 Mean (Average) Wage is the average hourly wage. If an hourly wage is not available (for occupations that typically have a nonstandard work week) the annual salary is displayed.
- 5 Median Wage is the 50th percentile of the distribution of wages. For each median wage, 50 percent of the workers in an occupation earn wages below, and 50 percent earn wages above median wage.
- 6 Experienced Wage is the mean of the upper two-thirds of the population.

Because of confidentiality or lack of data, not all occupations appear in all areas.

Indicates a wage that is not publishable.

NP Indicates an estimated employment that is not publishable.

NOTE: Wages aged to June 2023

Sample Table

STATEWIDE Occupational Employment & Wages	1	2	JUNE 2023			
	SOC Code	May 2022 Estimated Employment	3 Entry Level Wage *	4 Mean (Average) Wage *	5 Median Wage *	6 Experienced Wage *
Total all occupations	00-0000	659,220	\$15.36	\$31.45	\$24.10	\$39.39
Management Occupations	11-0000	45,350	\$32.39	\$65.76	\$55.29	\$82.19
Chief Executives	11-1011	580	\$35.78	\$93.02	\$68.11	\$121.22
General and Operations Managers	11-1021	16,640	\$29.26	\$64.95	\$49.35	\$82.54
Legislators	11-1031	200	\$18,237	\$58,641	\$36,742	\$78,543
Advertising and Promotions Managers	11-2011	100	\$22.72	\$48.37	\$42.70	\$61.01
Marketing Managers	11-2021	1,200	\$42.48	\$80.01	\$69.59	\$98.49
Sales Managers	11-2022	1,930	\$40.99	\$80.63	\$72.46	\$100.15
Public Relations Managers	11-2032	270	\$39.88	\$63.03	\$54.90	\$74.44
Fundraising Managers	11-2033	240	\$39.46	\$65.18	\$54.16	\$77.84
Administrative Services Managers	11-3012	650	\$33.98	\$56.60	\$54.30	\$67.75
Facilities Managers	11-3013	590	\$31.66	\$48.91	\$44.75	\$57.40
Computer and Information Systems Managers	11-3021	3,500	\$54.16	\$80.00	\$76.08	\$92.72
Financial Managers	11-3031	4,180	\$43.02	\$75.40	\$66.16	\$91.35
Industrial Production Managers	11-3051	1,100	\$42.48	\$67.44	\$63.12	\$79.74
Purchasing Managers	11-3061	480	\$47.84	\$70.38	\$66.98	\$81.48
Transportation, Storage, and Distribution Managers	11-3071	430	\$37.25	\$62.50	\$57.60	\$74.94
Compensation and Benefits Managers	11-3111	100	\$35.19	\$60.32	\$55.24	\$72.70
Human Resources Managers	11-3121	790	\$42.92	\$70.51	\$63.03	\$84.10
Training and Development Managers	11-3131	240	\$39.94	\$60.46	\$60.45	\$70.56
Construction Managers	11-9021	820	\$33.72	\$52.29	\$49.62	\$61.43
Education and Childcare Administrators, Preschool and Daycare	11-9031	510	\$19.21	\$28.75	\$25.97	\$33.44
Education Administrators, Kindergarten through Secondary	11-9032	1,430	\$74,488	\$99,966	\$102,935	\$112,524
Education Administrators, Postsecondary	11-9033	820	\$33.37	\$60.72	\$51.03	\$74.20
Education Administrators, All Other	11-9039	200	\$22.58	\$37.10	\$29.59	\$44.26
Architectural and Engineering Managers	11-9041	1,620	\$57.95	\$82.62	\$83.25	\$94.76
Food Service Managers	11-9051	920	\$26.08	\$37.22	\$33.10	\$42.70
Entertainment and Recreation Managers, Except Gambling	11-9072	50	\$28.94	\$41.79	\$41.00	\$48.12
Lodging Managers	11-9081	170	\$23.05	\$35.55	\$31.24	\$41.71
Medical and Health Services Managers	11-9111	NP	\$42.94	\$69.45	\$66.13	\$82.50
Natural Sciences Managers	11-9121	210	\$47.76	\$82.98	\$79.59	\$100.34
Postmasters and Mail Superintendents	11-9131	160	\$36.01	\$40.65	\$39.51	\$42.94
Property, Real Estate, and Community Association Managers	11-9141	790	\$19.33	\$33.84	\$30.48	\$40.98
Social and Community Service Managers	11-9151	1,010	\$24.41	\$35.61	\$32.19	\$41.13
Emergency Management Directors	11-9161	60	\$25.78	\$38.81	\$33.56	\$45.22
Funeral Home Managers	11-9171	30	\$32.83	\$49.39	\$50.12	\$57.55
Managers, All Other	11-9199	790	\$42.15	\$68.89	\$66.10	\$82.06
Business and Financial Operations Occupations	13-0000	43,020	\$23.79	\$41.36	\$37.56	\$50.01
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	30	\$28.98	\$49.39	\$40.37	\$59.44

* Some occupations, such as teachers, have a nonstandard workweek and are not paid by the hour. For these occupations, annual salaries are displayed instead of hourly wage. May 2022 occupational wages were updated to June 2023 using Employment Cost Index (ECI) factors.

Data on Our Web Site

This publication can be accessed in its entirety or in sections from the New Hampshire Employment Security web site www.nhes.nh.gov/elmi/products/oes-prod.htm.

The files are in PDF format and can be viewed in Adobe Acrobat.

In addition to the current PDF Files, historical occupational wage and employment estimates are provided on the website. Excel spreadsheets that resemble the PDF wage tables can be found for the years 2017-2022, for the Statewide, Substate, and Counties areas.

These are non-aged estimates and therefore do not exactly mirror previously published estimates. Spreadsheets are usually preferred by researchers who would like to reformat the data for their own uses.

Specific years and areas before 2017 in Excel are available by request. Send email requests to elmi@nhes.nh.gov.

