



5. Occupational Trends

A wise person said, “It is difficult to make predictions, especially about the future” The quote is attributed to either Yogi Berra, the baseball player, or Niels Bohr, the Nobel Prize winning physicist. Whoever said it, the sentiment is true — there is a lot of work that goes into projecting employment trends. Industry growth, income, population, and technological trends are just some of the factors that influence the final numbers.

Long-term employment projections for New Hampshire are updated every two years, covering a ten-year period. In the latest version, covering the period from 2006 to 2016, total employment is expected to increase by 13.9 percent.

Employment Prospects

Determining if employment opportunities are favorable for an occupation from 2006 through 2016 is made easier by using a new method called “occupational descriptors.” Growth rates and openings are projected, and one of

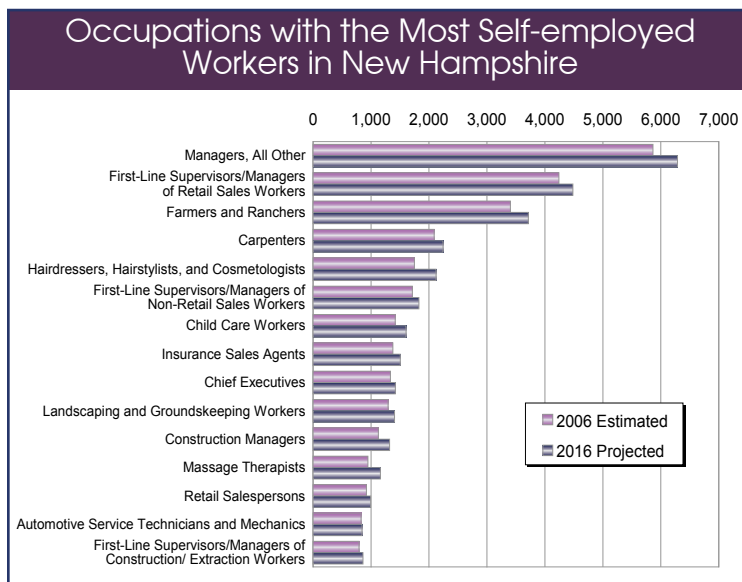
four descriptors — Very Favorable, Favorable, Less Favorable, and Least Favorable — is assigned to each occupation. An occupation designated as very favorable has the combined advantage of good growth and plentiful openings.

Using descriptors enables a reader to dispense with the numbers and focus on prospects for occupations.

When trying to narrow down a job search or career plan, a job seeker can look at the top ten lists of very favorable occupations that require a particular level of training, such as a bachelor’s degree, associate’s degree, or some form of on-the-job training. While there is no guarantee of achieving projected employment levels, these lists can help spark some ideas about jobs with good prospects.

Graduates with a bachelor’s degree can look forward to many very favorable opportunities through 2016. A leading occupation is Business operations specialists, all other, a title that includes workers such as Grant coordinators, Pursers, or Logistics engineers. Other very favorable occupations include Accountants and auditors; Elementary, middle, and secondary school teachers; and Computer software engineers, applications.

Very favorable occupations requiring an associate’s degree are led by Registered nurses, a fast-growing occupation with many openings. Other healthcare occupations in this category include Dental hygienists, Radiological technologists and technicians, and Medical records and health information technicians.



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Ten Very Favorable Occupations Requiring a Bachelor's Degree

SOC Code	Occupation	2006 Employment	2016 Projected
13-1199	Business Operations Specialists, All Other	9,619	12,118
25-2021	Elementary School Teachers, Ex. Special Education	8,077	10,117
41-3021	Insurance Sales Agents	5,388	6,387
15-1031	Computer Software Engineers, Applications	4,534	6,705
25-2031	Secondary School Teachers, Ex. Special Education/Voc Education	4,246	4,945
25-2022	Middle School Teachers, Ex. Special Education/Voc Education	3,779	4,634
13-2011	Accountants and Auditors	3,753	4,471
25-3099	Teachers and Instructors, All Other	3,641	4,306
41-3031	Securities/Commodities/Financial Services Sales Agents	2,658	3,251
15-1032	Computer Software Engineers, Systems Software	2,154	2,575

Ten Very Favorable Occupations Requiring an Associate's Degree

SOC Code	Occupation	2006 Employment	2016 Projected
29-1111	Registered Nurses	12,849	16,861
29-2021	Dental Hygienists	1,204	1,628
23-2011	Paralegals and Legal Assistants	1,099	1,296
29-2034	Radiologic Technologists and Technicians	1,005	1,214
29-2071	Medical Records and Health Information Technicians	985	1,219
15-1099	Computer Specialists, All Other	966	1,118
29-2056	Veterinary Technologists and Technicians	667	968
49-9062	Medical Equipment Repairers	407	506
27-1025	Interior Designers	358	411
29-1126	Respiratory Therapists	296	380

Ten Very Favorable Occupations Requiring On-the-job Training

SOC Code	Occupation	2006 Employment	2016 Projected
41-2031	Retail Salespersons	25,263	29,156
43-9061	Office Clerks, General	13,982	16,140
35-3031	Waiters and Waitresses	12,170	14,169
35-3021	Combined Food Prep/Serving Workers, Inc. Fast Food	10,740	13,281
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10,364	11,915
25-9041	Teacher Assistants	10,007	11,802
37-2011	Janitors/Cleaners, Ex. Maids/Housekeeping Cleaners	9,928	11,679
43-4051	Customer Service Representatives	8,765	11,200
37-3011	Landscaping and Groundskeeping Workers	6,292	7,645
43-4171	Receptionists and Information Clerks	5,708	6,851

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For occupations requiring some form of on-the-job training, prospects are best for Retail salespersons, Office clerks, and Waiters and waitresses, mainly because of the need to replace workers that leave the occupation. Other good prospects include Customer service representatives and Landscaping and groundskeeping workers.

Self-employment in New Hampshire

Self-employed workers accounted for slightly more than eight percent of all employment in New Hampshire in 2006, roughly in line with national percentages. This share is expected to decrease slightly by 2016, according to employment projections.

When classifying data for occupational trends, self-employment is considered an industry where employment is projected as a sum value. When looking at occupations, self-employed workers are classified according to their work activities.

Many self-employed workers are sole proprietors of a business, and can be classified as a Management occupation. They may employ other workers, as in a local pizza shop where the owner is classified as a Manager, all other or maybe as a Chief executive. Owners of small shops, like corner convenience stores would be classified as First-line supervisors/managers of retail sales workers. These three occupations are among the top ten jobs with the most self-employed workers in the state.

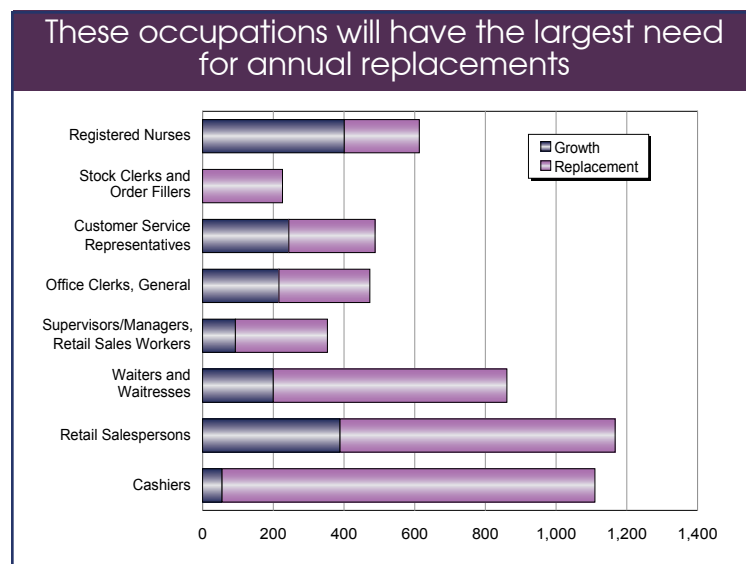
Owners and operators of farms are also classified as self-employed in the sum total for industries and as Farmers and ranchers when classified by occupation.

Total employment for self-employed workers in New Hampshire is projected to increase by roughly nine percent from 2006 to 2016, less than the projected growth for the state as a whole.

Growth Openings vs. Replacement Openings

The projected number of openings for an occupation comes from two sources. One source is growth in demand for an occupation, which is usually due to increased demand for the product or service in the industry employing the occupation. The other source is from the need to replace workers who retire or otherwise leave the occupation, for reasons such as promotion to a supervisory position or a career change.

Registered nurses, for example, are expected to gain most employment from growth, an average of 401



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registered nurses will be needed each year, through 2016. An additional 212 are expected to be in demand annually to fill the positions of nurses who retire or otherwise leave the profession.

One of the assumptions built into projected replacement needs is the estimated age of those currently employed in a specific occupation. For Registered nurses, this factor is very significant. According to the New Hampshire Nurses Association, the average age of nurses in the state is 48 years. In the next ten years, there will be a critical need to fill employment gaps caused by retirements.

In many occupations, including those projected to decline, replacement openings are greater than openings created due to new growth. For example, though Production occupations are expecting an overall decline from 2006 to 2016, the need to replace retiring workers and others who leave these occupations is projected to create demand for 1,200 workers. Very few openings for these occupations are expected from new growth. A majority of Production workers are concentrated in *Manufacturing* industries.

Aging workers or slow growth in employing industries is not the only reason why replacement openings are higher for some occupations. For Cashiers, Retail salespersons, and Waiters and waitresses, nearly all of the openings are because of replacement needs. Workers in these occupations are generally on the lower end of the wage scale, and may tend

to be younger workers who will use the experience as a stepping stone to other occupations. This high turnover creates greater replacement needs as well.

On the other hand, some occupations — in particular, those requiring a high level of training, have less labor turnover — have more job openings from expected growth than from replacements. Examples of these occupations are Financial analysts, Dental hygienists, and Physical therapists.

Projected Employment by Occupational Group

For a simpler examination of the 700 occupations for which 2006 to 2016 projections are available, data have been summed into 22 major Standard Occupational Classification (SOC) groups. Among the groups, projected employment growth varies from an increase of 31.6 percent for Community and social services occupations to a decline of 1.0 percent for Production occupations. The latter is the only major group projected to decline during the ten-year period.

Growth rates for occupations are heavily influenced by the growth rates of the industries employing workers engaged in those occupations. The *Health care and social assistance* industry sector is one of the highest in both number and growth rate for the 2006 through 2016 period. Consequently, occupations with large percentages of workers employed in the industry will have high growth rates. This relationship is reflected in Community and social services occupations,

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Healthcare support occupations, and Healthcare practitioners and technical occupations, which have the highest projected growth rates among the major occupational groups.

Industrial growth has less influence on projected growth for the Office and administrative support occupations group. This group has the largest employment, with nearly 112,000 estimated jobs in 2006, accounting for 16.1 percent of total employment in the state. It is a mix of some of the fastest-growing and the largest-declining occupations from 2006 to 2016. Plentiful opportunities are expected for Bookkeeping, accounting, and auditing clerks; Customer service representatives; Receptionists; and General office clerks. These workers can be found in over three-quarters of employing industries, muting the effects of differences in industrial growth.

On the other hand, many occupations expected to decline are affected by technological changes. Demand for File clerks, Order clerks, and Computer operators — all of which use manual

procedures or outdated equipment — are expected to decline. As the need for workers performing these tasks begins to disappear, expected new job growth has dropped to zero. The same is true for Production occupations, where projected employment decline in the *Manufacturing* industry is the primary cause of slowed new growth for occupations in the Production group. Over half of Production occupations are projected to lose employment between 2006 and 2016. Textile bleaching and dyeing machine operators, Photographic processing machine operators, and Paper goods machine operators are among the hardest hit. But this does not mean that these occupations will lose all employment. There is still some demand for replacement workers in these fields. And Production workers such as Bakers, Meat, poultry, and fish cutters and trimmers, Metal pourers and casters, and Welding/soldering machine operators all have favorable or very favorable employment prospects.

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Major Occupational Groups - by Total Annual Openings Long-Term Occupational Projections, 2006 - 2016

	Employment				Average Annual Growth	2006-16 Percent Change	Annual Average Openings		
	2006 Estimated	2016 Projected	2006 Change	2006 Share			from Growth	from Replacements	Total
Total Employment	694,800	791,245	96,445		1.3%	13.9%	10,207	15,593	25,800
Office and Administrative Support	111,976	121,915	9,939	16.1%	0.9%	8.9%	1,188	2,374	3,562
Sales and Related	94,101	104,514	10,413	13.5%	1.1%	11.1%	1,062	2,855	3,917
Food Preparation and Serving Related	54,912	64,871	9,959	7.9%	1.7%	18.1%	996	1,953	2,949
Production	50,505	49,998	-507	7.3%	-0.1%	-1.0%	218	984	1,202
Management	47,272	51,696	4,424	6.8%	0.9%	9.4%	443	986	1,429
Education, Training, and Library	45,778	55,981	10,203	6.6%	2.0%	22.3%	1,020	897	1,917
Transportation and Material Moving	37,613	40,245	2,632	5.4%	0.7%	7.0%	309	795	1,104
Healthcare Practitioners and Technical	33,852	43,252	9,400	4.9%	2.5%	27.8%	940	631	1,571
Construction and Extraction	31,069	35,223	4,154	4.5%	1.3%	13.4%	416	548	964
Business and Financial Operations	29,305	35,087	5,782	4.2%	1.8%	19.7%	580	471	1,051
Installation, Maintenance, and Repair	28,885	31,568	2,683	4.2%	0.9%	9.3%	271	505	776
Building and Grounds Cleaning and Maintenance	24,002	28,336	4,334	3.5%	1.7%	18.1%	433	401	834
Personal Care and Service	19,986	25,245	5,259	2.9%	2.4%	26.3%	537	446	983
Computer and Mathematical	17,160	21,975	4,815	2.5%	2.5%	28.1%	485	360	845
Healthcare Support	16,432	21,447	5,015	2.4%	2.7%	30.5%	505	174	679
Architecture and Engineering	12,821	13,974	1,153	1.8%	0.9%	9.0%	115	283	398
Protective Service	11,013	12,862	1,849	1.6%	1.6%	16.8%	185	337	522
Community and Social Services	8,998	11,837	2,839	1.3%	2.8%	31.6%	284	155	439
Arts, Design, Entertainment, Sports, and Media	8,567	9,553	986	1.2%	1.1%	11.5%	103	211	314
Life, Physical, and Social Science	4,487	5,095	608	0.6%	1.3%	13.6%	65	111	176
Legal	4,060	4,448	388	0.6%	0.9%	9.6%	39	70	109
Farming, Fishing, and Forestry	2,006	2,123	117	0.3%	0.6%	5.8%	12	47	59