Labor Market Trends in New Hampshire

Presentation to: The State Workforce Innovation Board

October 15 , 2024

Brian Gottlob, Director NH Economic and Labor Market Information Bureau Brian.j.Gottlob@nhes.nh.gov

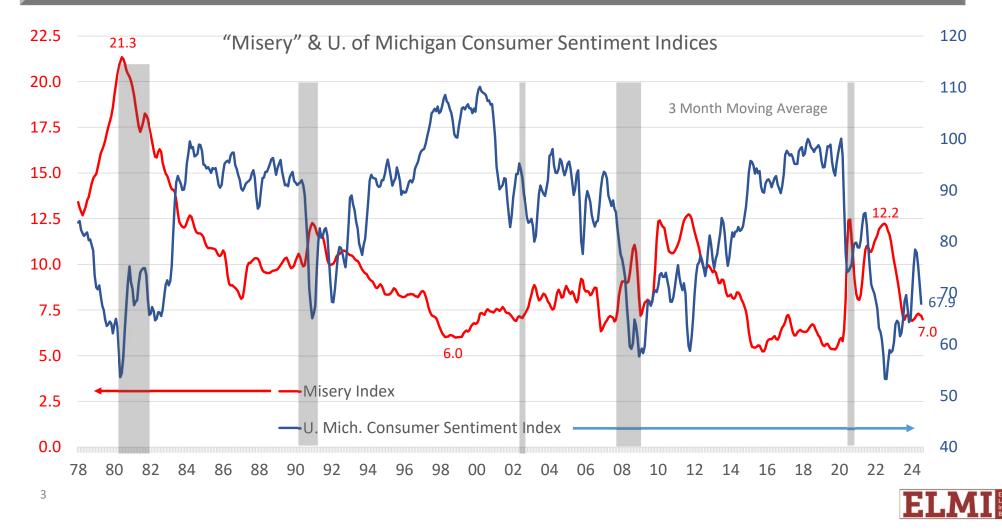


Overview and Outlook

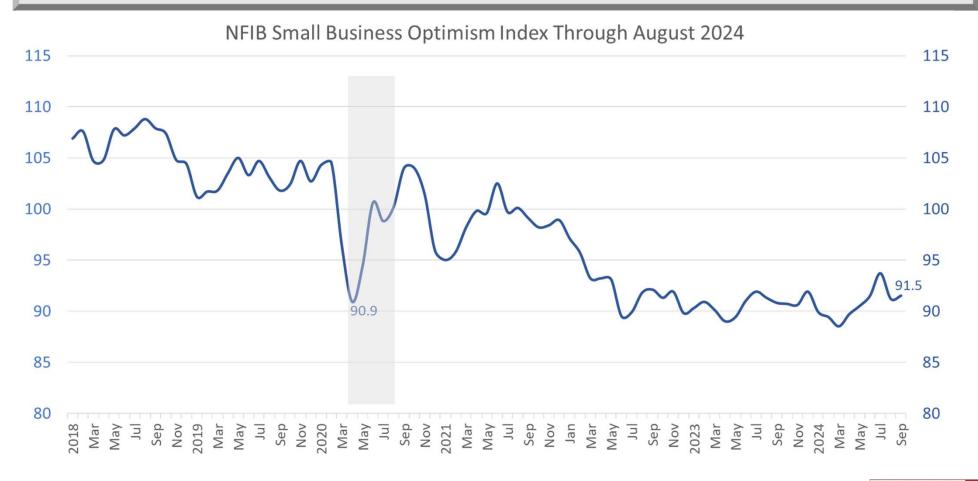
- The odds of a recession remain relatively low but have risen risk of policy missteps and from external events are rising
- Confidence is unrealistically soft but consumer spending is holding up as wages have been rising faster than inflation
- Businesses are still hiring...albeit more cautiously
- Layoffs remain low by historical standards...
- Demographics and related labor constraints are the greatest challenges to regional growth
- Job growth will continue to slow through 2024 and at least the first half of 2025



The "Misery Index" Suggests Consumer Sentiment Should be Stronger – Until Interest Rates are Added to the Picture

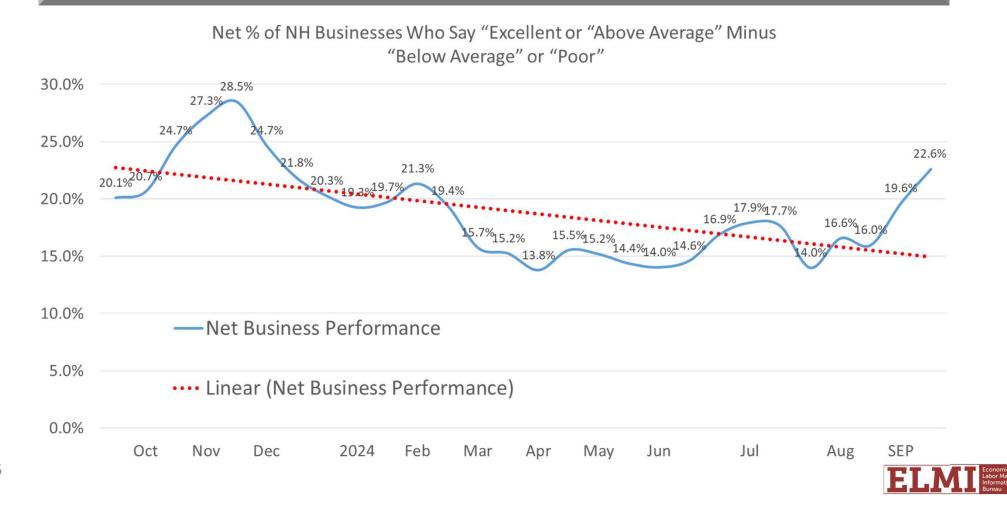


Confidence Also Remains Low Among Small Businesses – They Have Been Hit Hardest by Higher Labor and Material Costs, and Competition for Labor



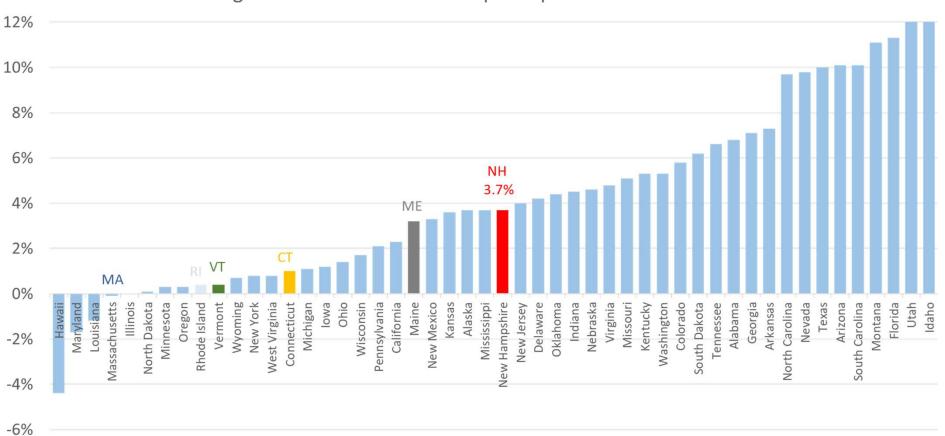


Business Conditions in New Hampshire are Improving. "Overall, How Would You Describe This Business's Current Performance?"



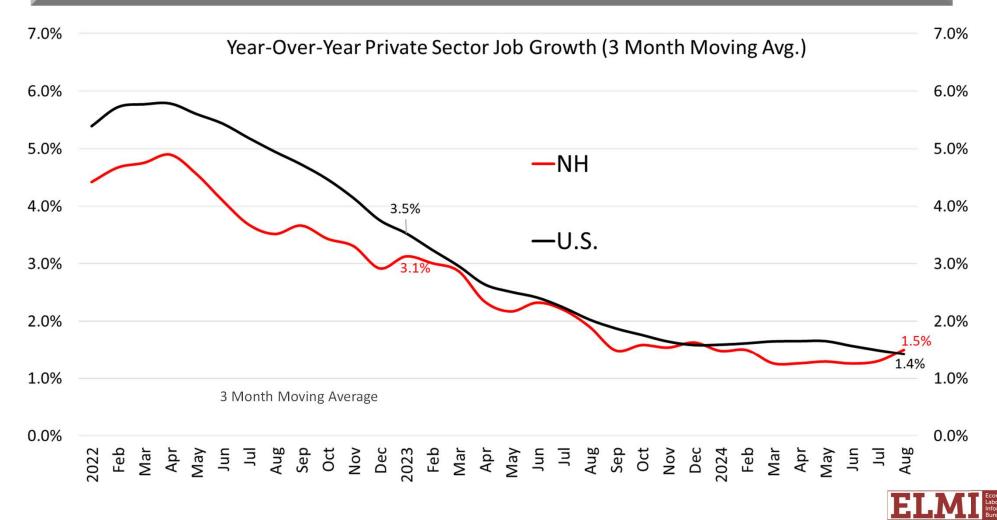
5

New Hampshire Has Recovered Faster From Pandemic Losses Than all of the Northeast Except New Jersey (Office Employment Exits From NYC)

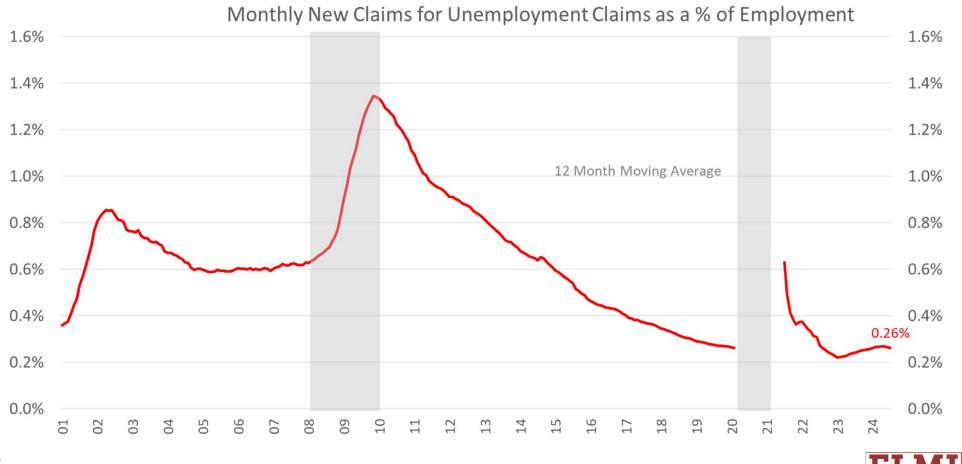


August 2024 Private Sector Emp Compared to Pre - Pandemic Peak

Private Sector Job Growth Slowed Generally Because of Fewer Hires Not More Job Losses.

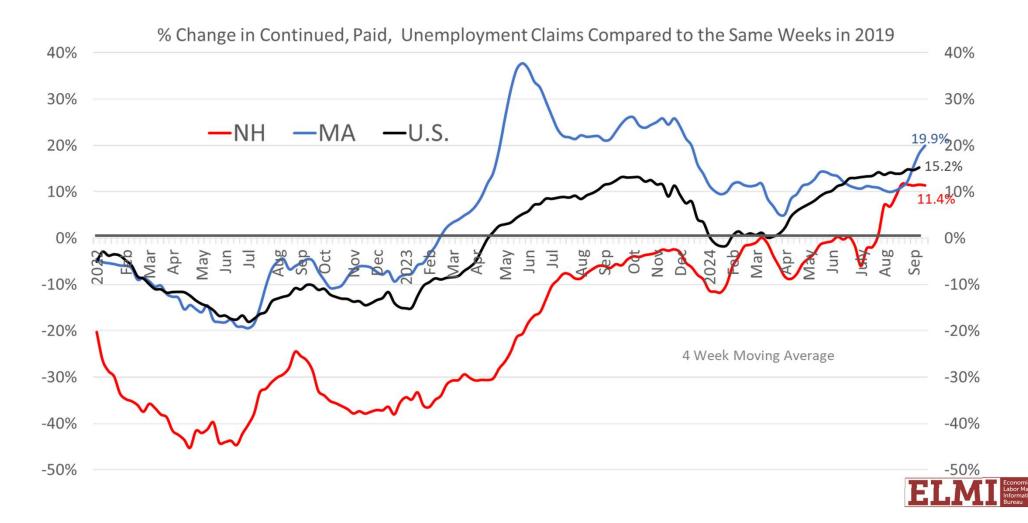


New Claims for Unemployment in NH are Low by Historical Standards



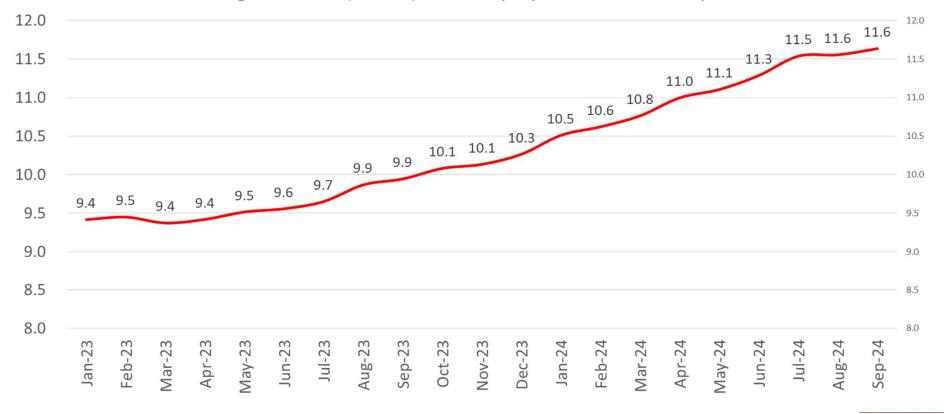
8

While Initial Claims are Low, Weekly Paid Claims for Unemployment in NH Have Risen as the Duration of Unemployment Gets Longer



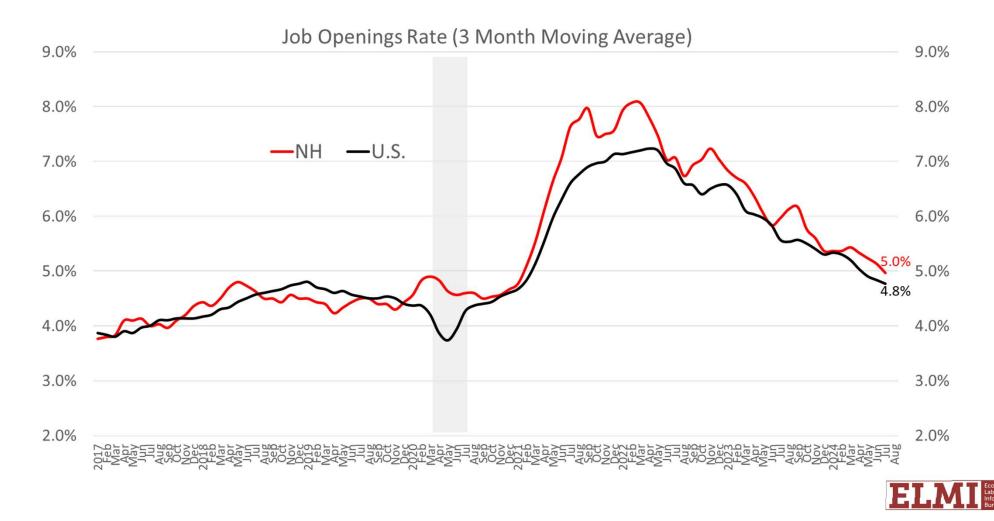
Initial Claims are Low But the Duration of Unemployment is Increasing as Hiring Has Slowed

Average Duration (Weeks) of Unemployment in New Hampshire

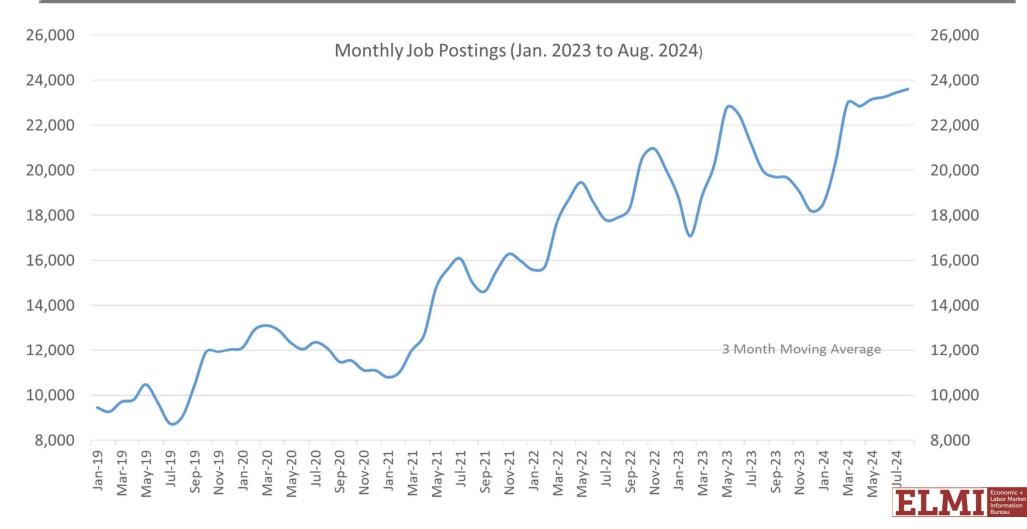




Still Solid But the Labor Market is Softening, Fewer Openings and Employers Appear More Cautious About Hiring



But Job Postings Have Generally Risen in 2024 (Organizations From Around the Country are Recruiting in NH)



Healthcare Industries Dominate the List of Job Postings – Aug. & Sep 2024

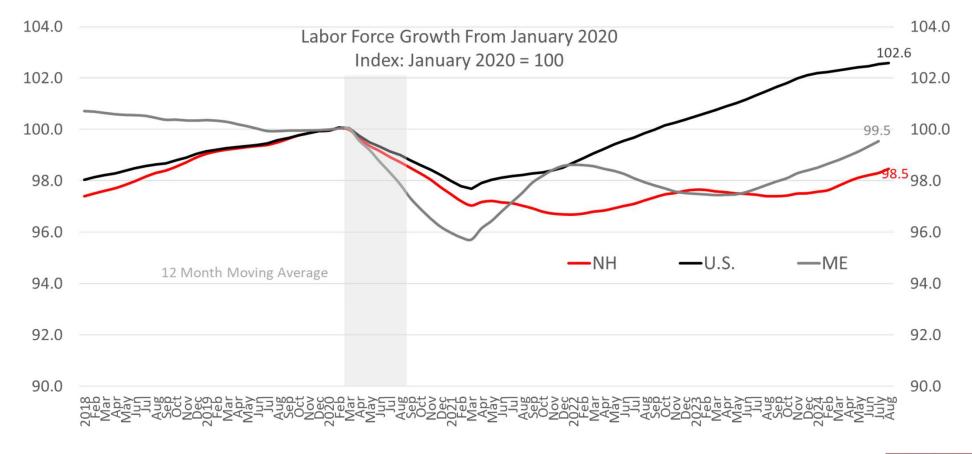
	0 500	1,000	1,500	2,000	2,500	3,000	3,500	4,000	4,500
Employment Agencies								2,858	I
General Medical Hospitals	-			1,956				12. There	
Offices of Physicians	-			1,739					
Temporary Help Services	1111111111		1,52	6					
Colleges & Universities	-0	938							
Supermarkets		717							
Home Health Care Services		700							
Elementary & Secondary Schools	-	666							
Skilled Nursing Facilities	-	598							
Limited-Service Restaurants	- 49	96							
Department Stores	443	2							
Warehouse Clubs & Supercenters	432	2							
Clothing Retailers	429)							
Full-Service Restaurants	425	5			Healthcar	e Industri	es in Red		
Health & Medical Insurance Carriers	404				ricultiteur	cindustri			
Engineering Services	402								
Pharmacies & Drug Retailers	398								
Hotels and Motels	394								
Instrument Manufacturing	383								
Other General Government Support	364								
Data Proc.& Web Hosting Services	346								
Offices of Misc. Health Practitioners	325								
Portfolio Mgmnt & Investment Advice	308								
Management Consulting Services	271								
Commercial Banking	221								
Custom Computer Prog. Services	221								
Software Publishers	218								
									LMI

And Healthcare Occupations Dominate the List of Job Postings – Aug. & Sep 2024

	0	500	1,000	1,500	2,00	0 2,5	500 3 <i>,</i> 0	000 3,5	500 4,0	000	4,500	5,00
Registered Nurses	-				<u> </u>						4.	675
Retail Salespersons	-				1,634						.,	
Supervisors of Retail Sales Workers	-		860		-,							
Licensed Practical & Vocational Nurses	-		762									
Nursing Assistants	-		732									
Customer Service Reps.	-		672									
Production Workers	-	6	531									
Tractor-Trailer Truck Drivers	-	6	16									
MRI Technologists	-	56	1									
Software Developers	-	55	3									
Secretaries& Admin. Assts.	-	527	7									
General & Operations Managers	-	513										
Medical & Health Services Managers	-	494										
Home Health Aides	-	494				н	ealthcar	e Occup	ations in	Red		
Sales Reps., Wholesale & Manuf.	-	491										
Computer Occupations	-	481										
Physical Therapists	-	461										
Fast Food Workers	-	452										
Laborers, Freight, Stock, & Material Movers	-	415										
Maintenance & Repair Workers,	-	389										
Automotive Service Techs.	-	381										
Teaching Assts. Exc. Postsecondary	-	350										
Sales Managers	-	320										
Health Technicians		320										
Nurse Practitioners	-	303										
Medical Assistants		300										

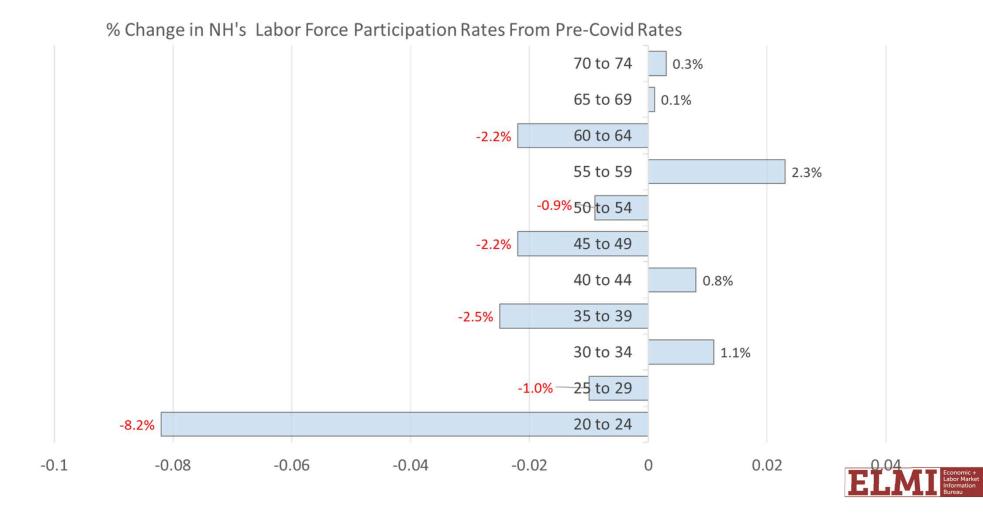


In the Face of Demand for Labor, a Smaller Labor Force is Limiting the State's Job Growth





Labor Force Participation Over the Past 12 months Has Declined the Most Among Younger Workers Since Prior to the Pandemic



Employment Among the Prime-Age Labor Force is Now At "Full Employment"



NH Emp. to Population Ratio Thru August 2024– Ages 25-54

17

Increases in Teleworking and a Post-Pandemic Desire for Less Density Gave a Larger Boost to NH's Net State-to-State Migration and its Labor Force



Net Domestic (State-to-State) Migration to NH

Source: U.S. Census Bureau, "Components of Population Change," ELMI



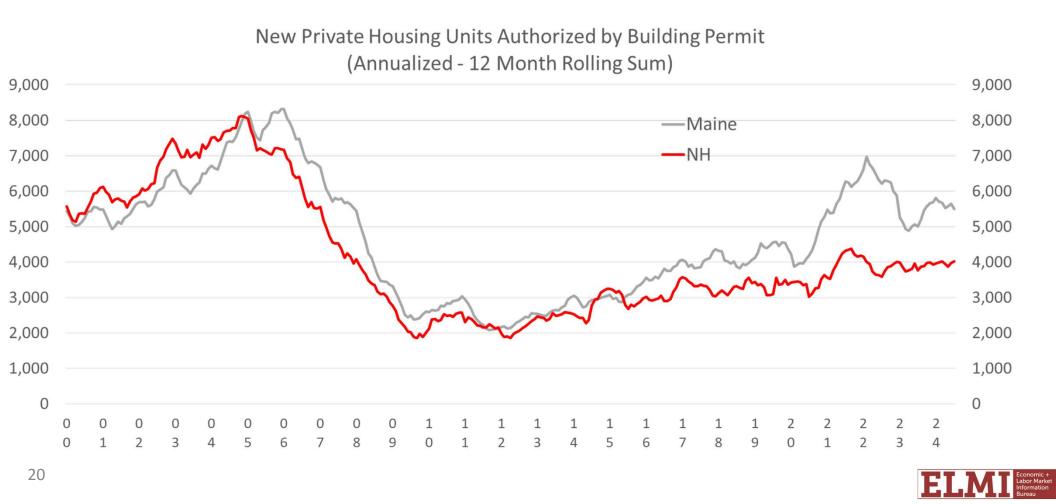
Since the Pandemic, Maine Has Among the Largest Percentage Population Increases Due to Migration From Other States

7% 6% 5% 4% ME 3% 2% VT 1% MA 0% Oregon Wyoming Virginia Indiana Alabama Michigan Mississippi Ohio Wisconsin Missouri Utah Georgia Oklahoma Nevada Texas Florida lowa New Mexico Maine Idaho New York Hawaii Illinois Louisiana Minnesota Rhode Island Kansas Pennsylvania Washington West Virginia Colorado Kentucky Vermont Hampshire Arkansas South Dakota North Carolina Tennessee Arizona Delaware Montana South Carolina California Alaska Maryland North Dakota Nebraska Connectic<mark>u1</mark> New Jersey -1% -2% New Vas -3% -4% -5% -6%

2020-2023 Net State-to-State Migration as a % of 2020 Population



Housing Construction in Maine Has Supported Domestic (State-to-State) Migration, Not So Much in New Hampshire



Our Forecast (Mine – Not an Official State Forecast) is for Slower Job Growth Nationally and Regionally in 2024 and 2025

