

# Labor Market Trends in New Hampshire

Presentation to:  
The State Workforce Innovation Board

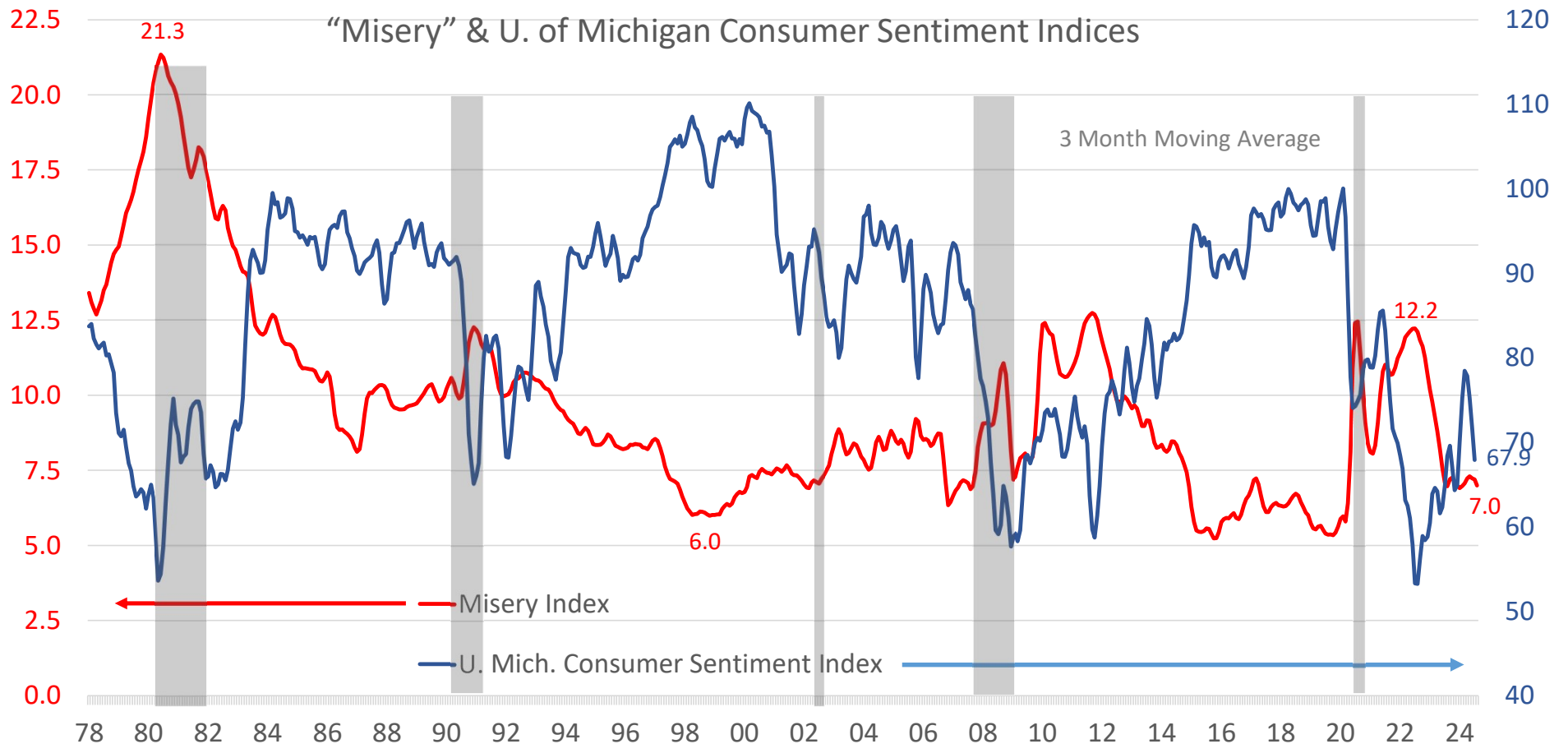
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Brian Gottlob, Director  
NH Economic and Labor Market Information Bureau  
[Brian.j.Gottlob@nhes.nh.gov](mailto:Brian.j.Gottlob@nhes.nh.gov)

## 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



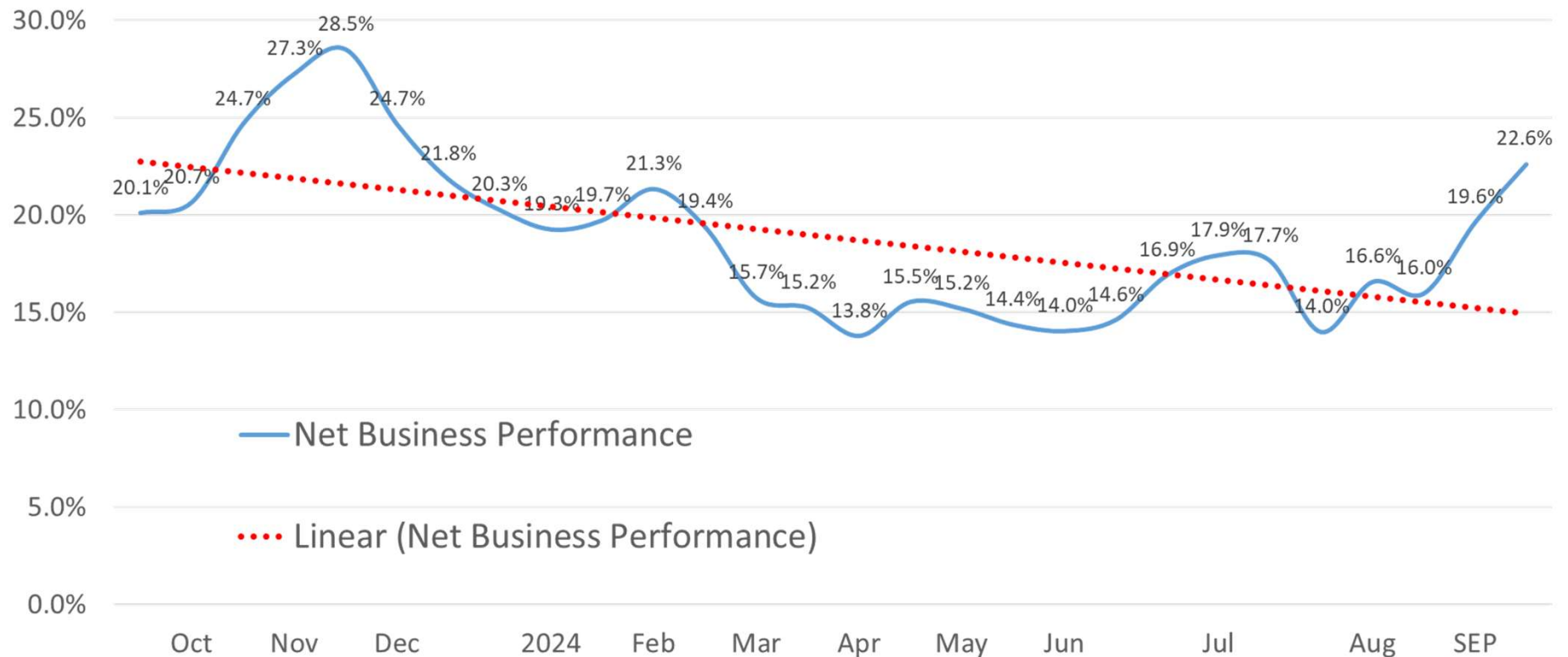
Confidence Also Remains Low Among Small Businesses – They Have Been Hit Hardest by Higher Labor and Material Costs, and Competition for Labor

NFIB Small Business Optimism Index Through August 2024



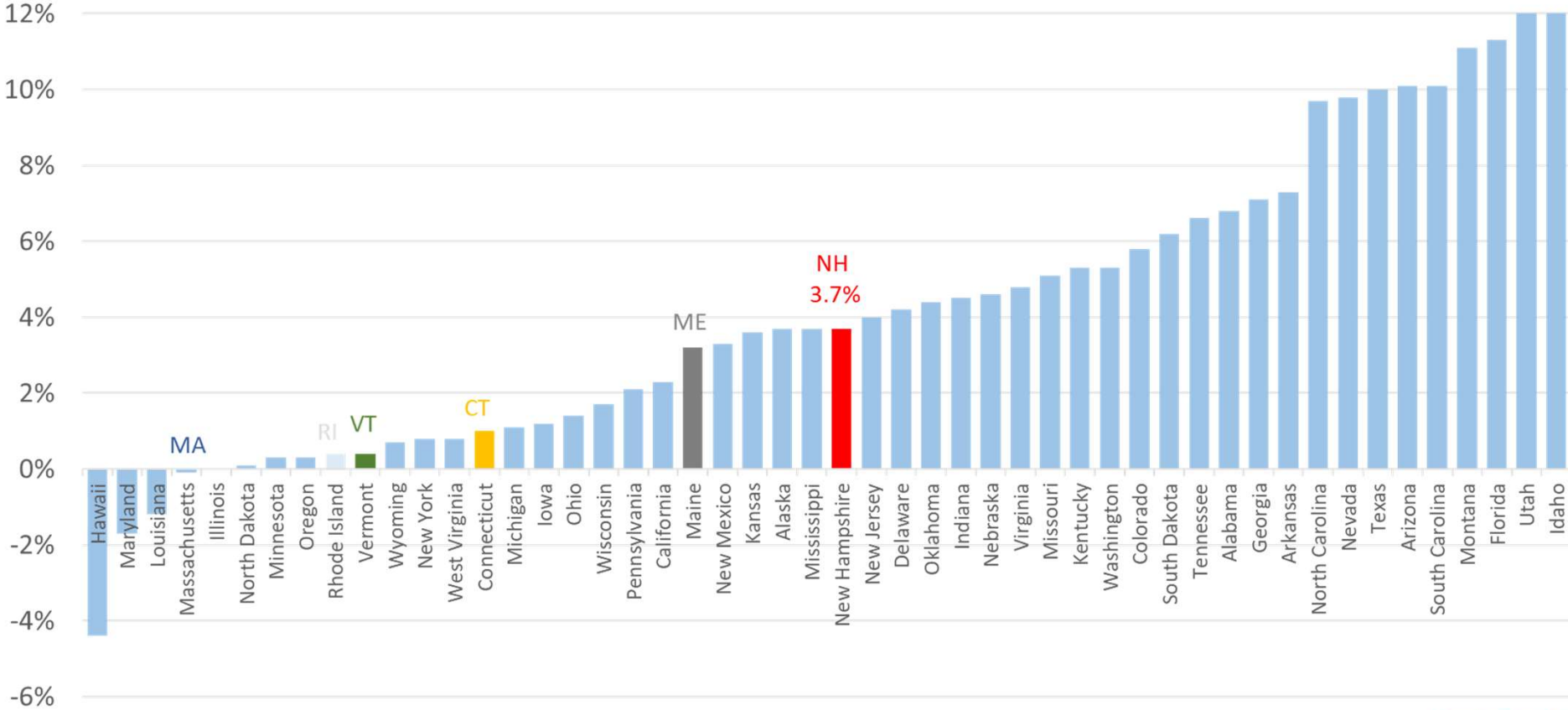
## Business Conditions in New Hampshire are Improving. *“Overall, How Would You Describe This Business's Current Performance?”*

Net % of NH Businesses Who Say “Excellent or “Above Average” Minus  
 “Below Average” or “Poor”

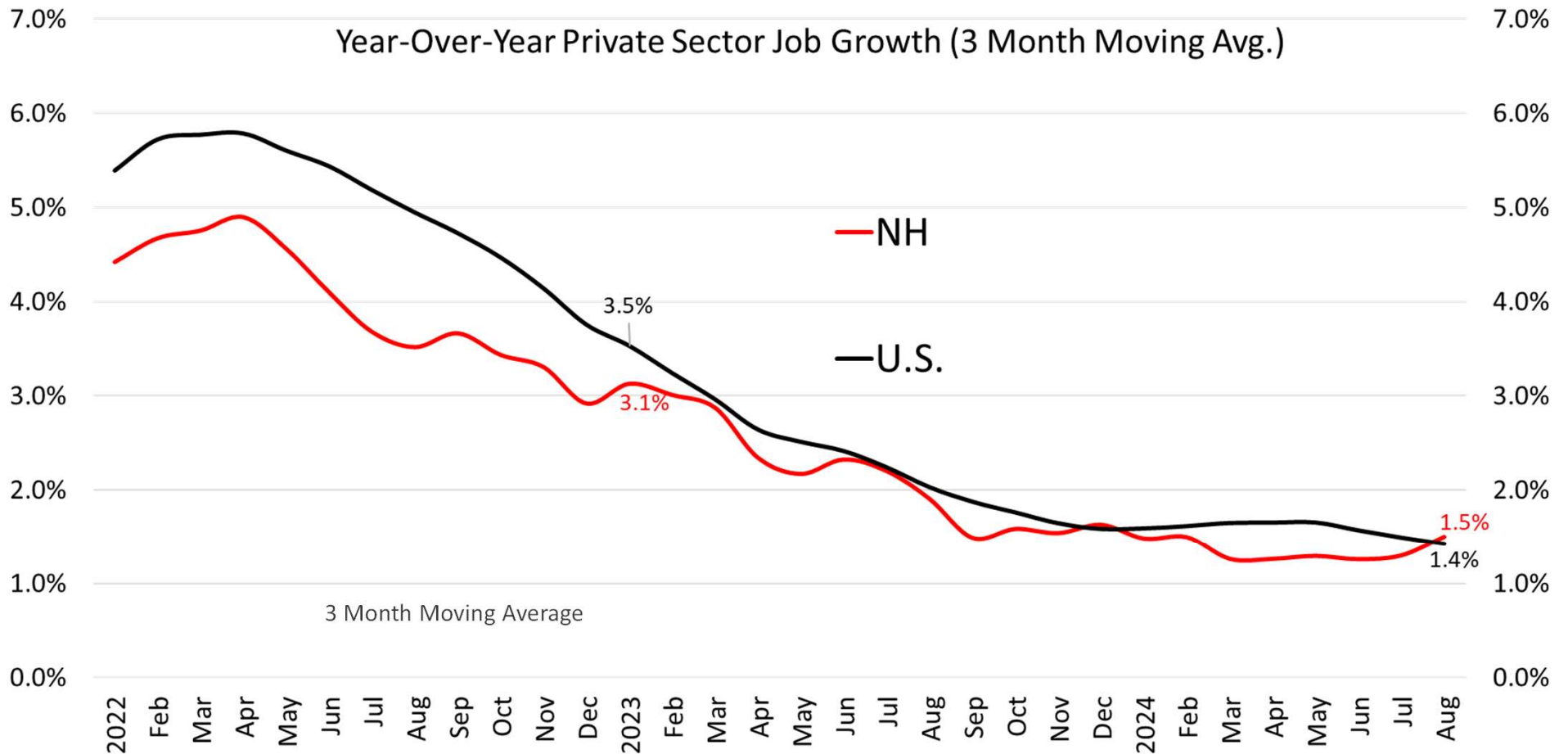


# New Hampshire Has Recovered Faster From Pandemic Losses Than all of the Northeast Except New Jersey (Office Employment Exits From NYC)

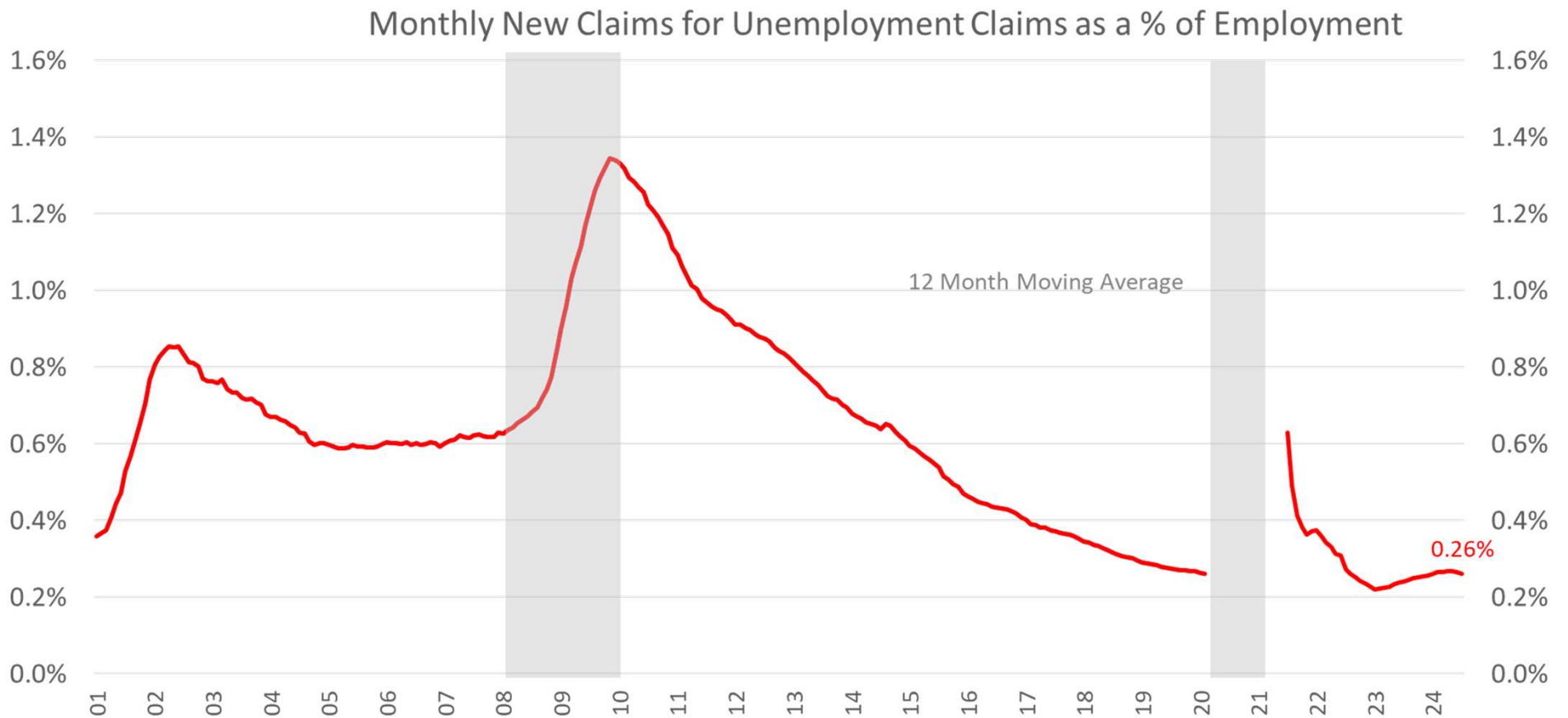
August 2024 Private Sector Emp Compared to Pre - Pandemic Peak



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

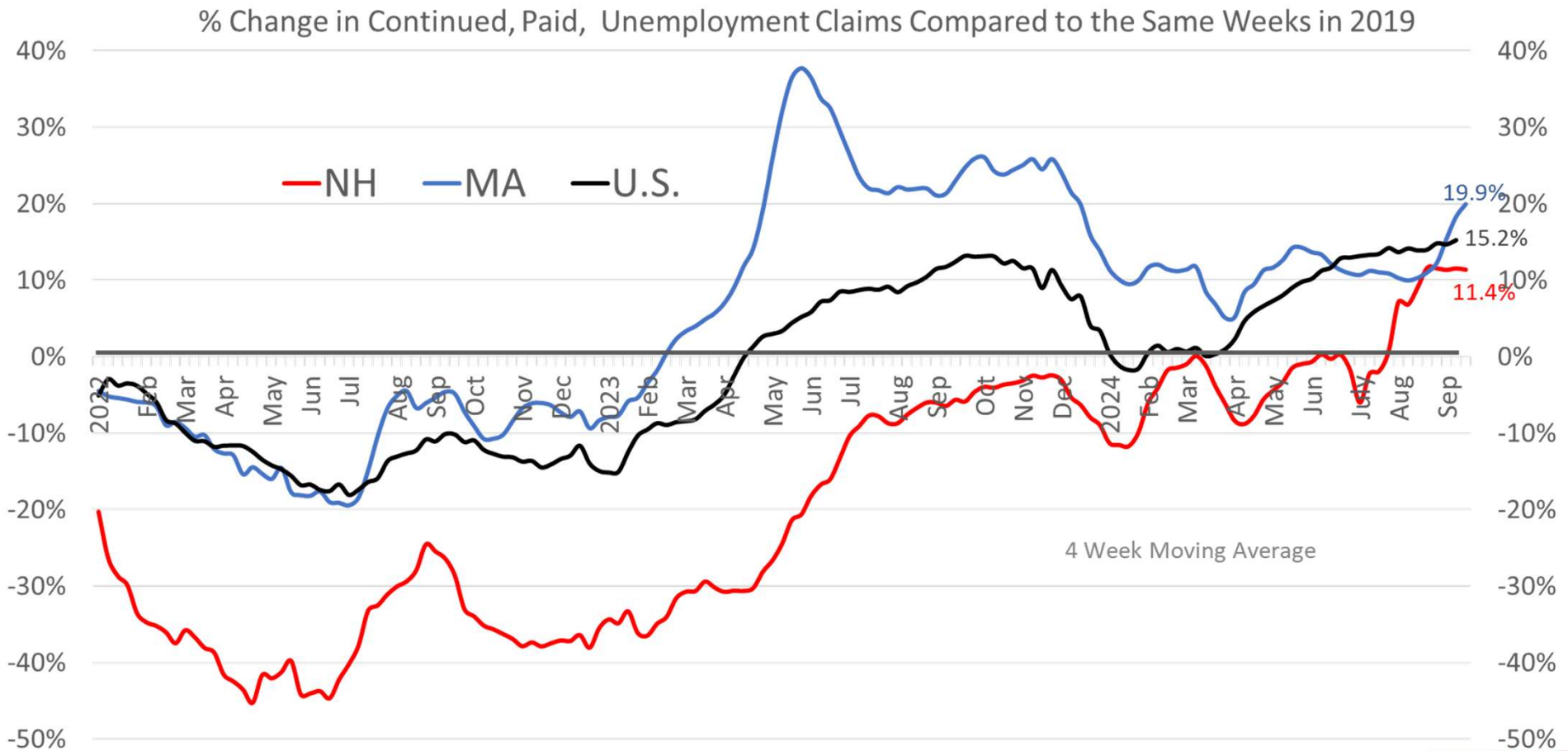


## New Claims for Unemployment in NH are Low by Historical Standards



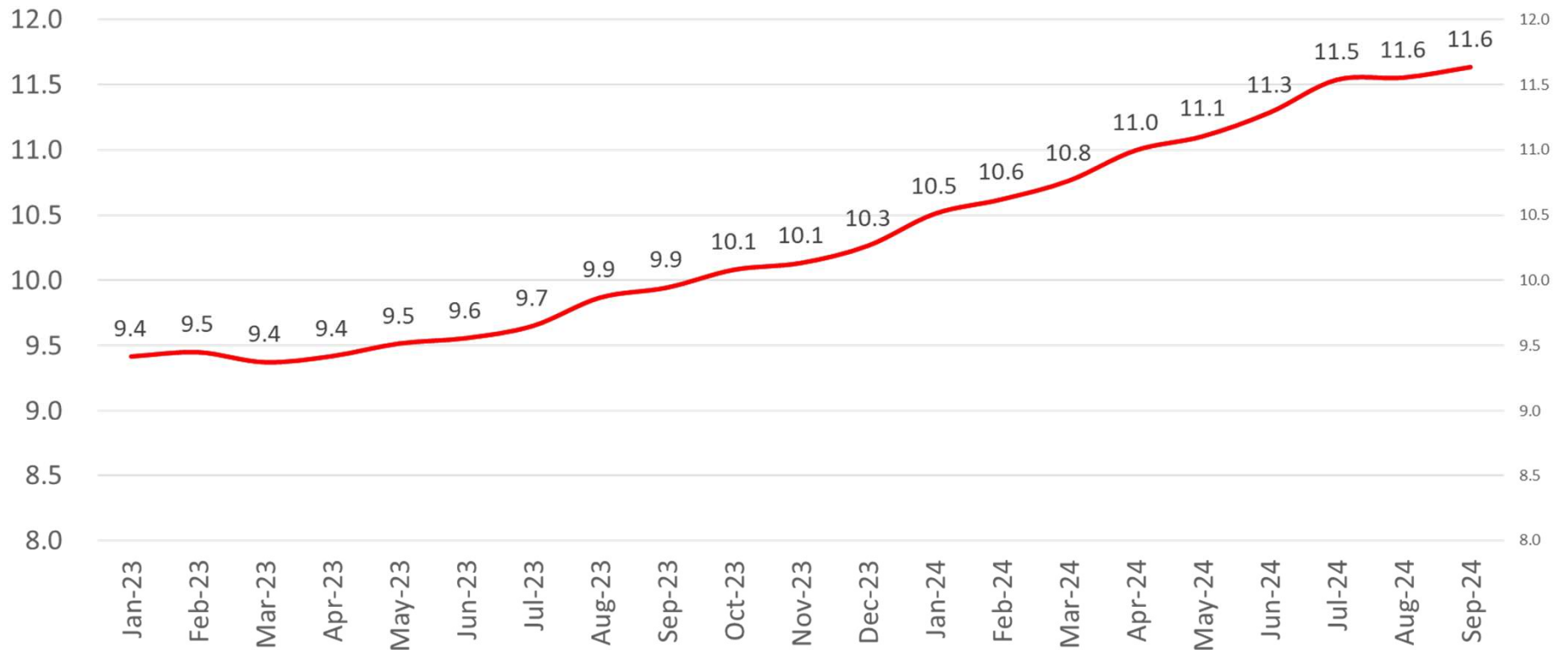


## While Initial Claims are Low, Weekly Paid Claims for Unemployment in NH Have Risen as the Duration of Unemployment Gets Longer

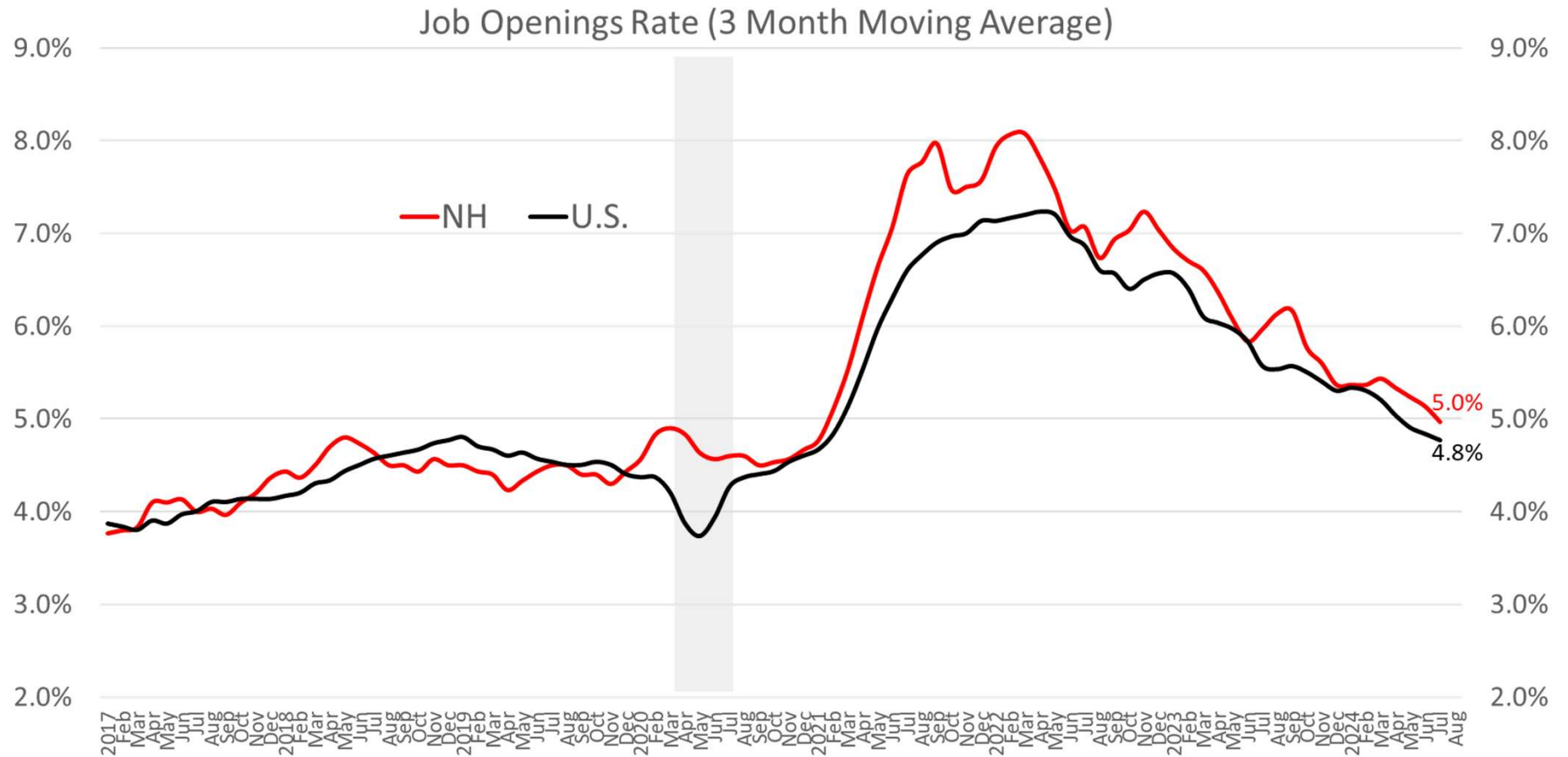


## Initial Claims are Low But the Duration of Unemployment is Increasing as Hiring Has Slowed

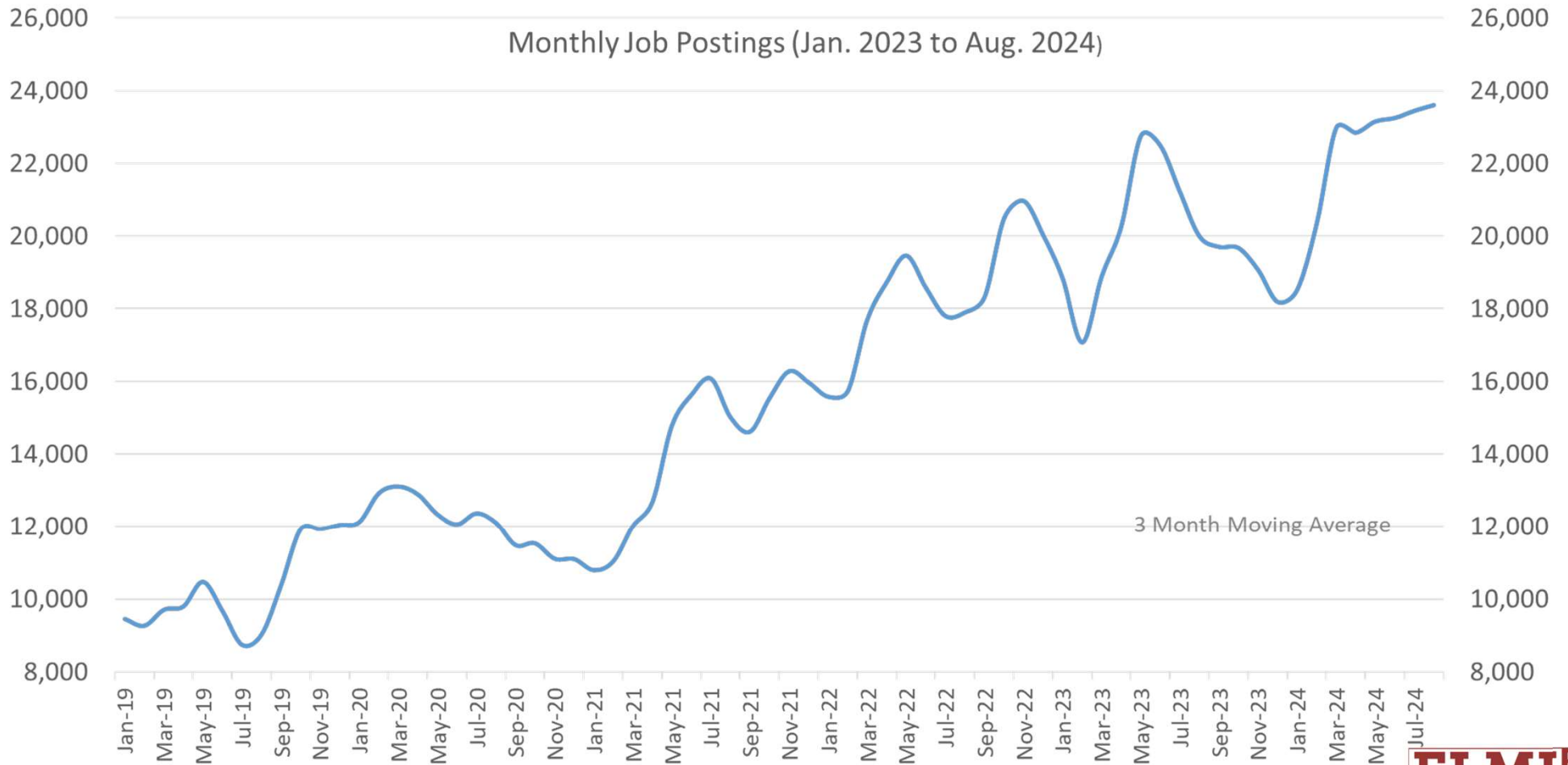
Average Duration (Weeks) of Unemployment in New Hampshire



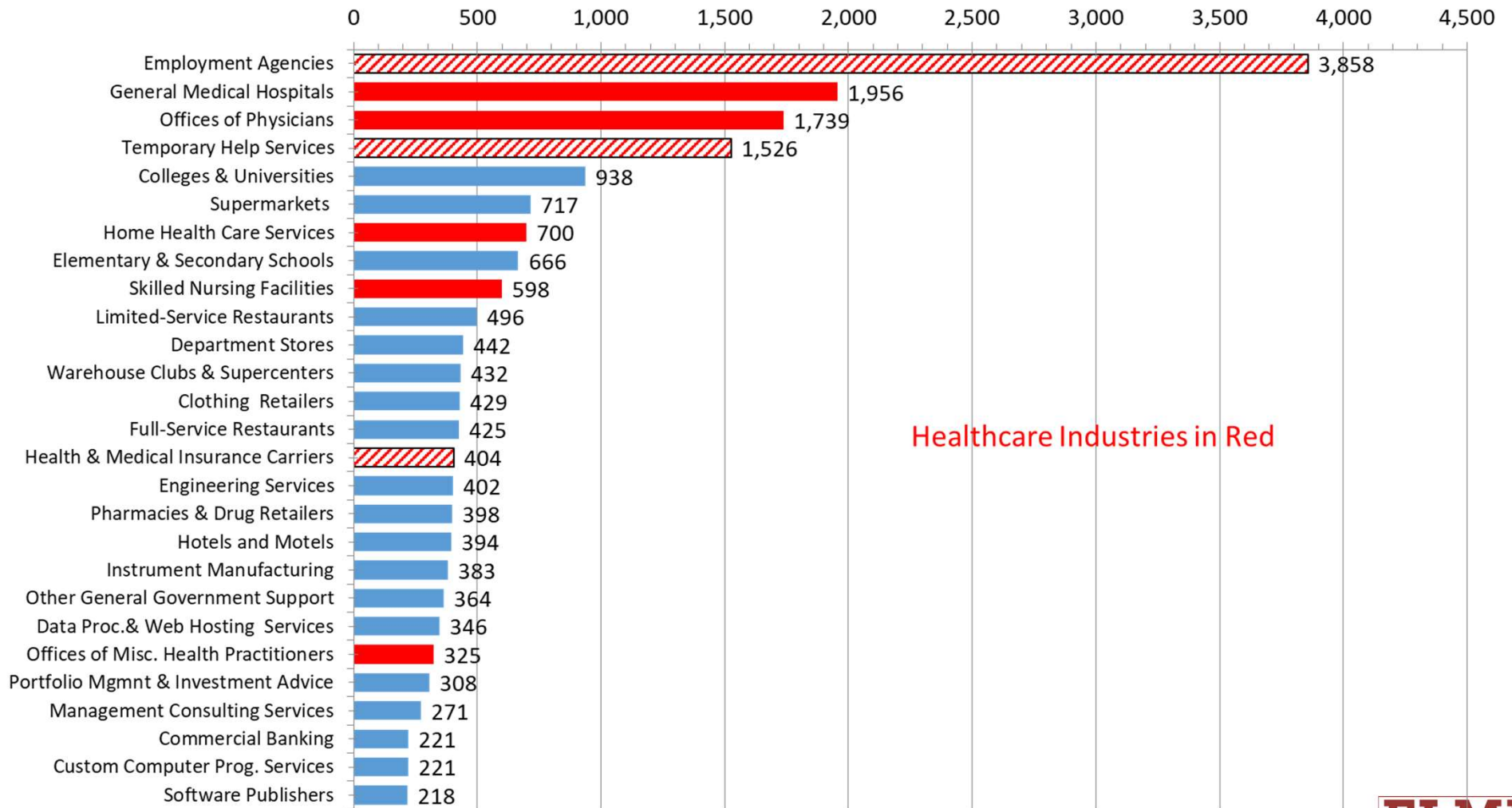
## Still Solid But the Labor Market is Softening, Fewer Openings and Employers Appear More Cautious About Hiring



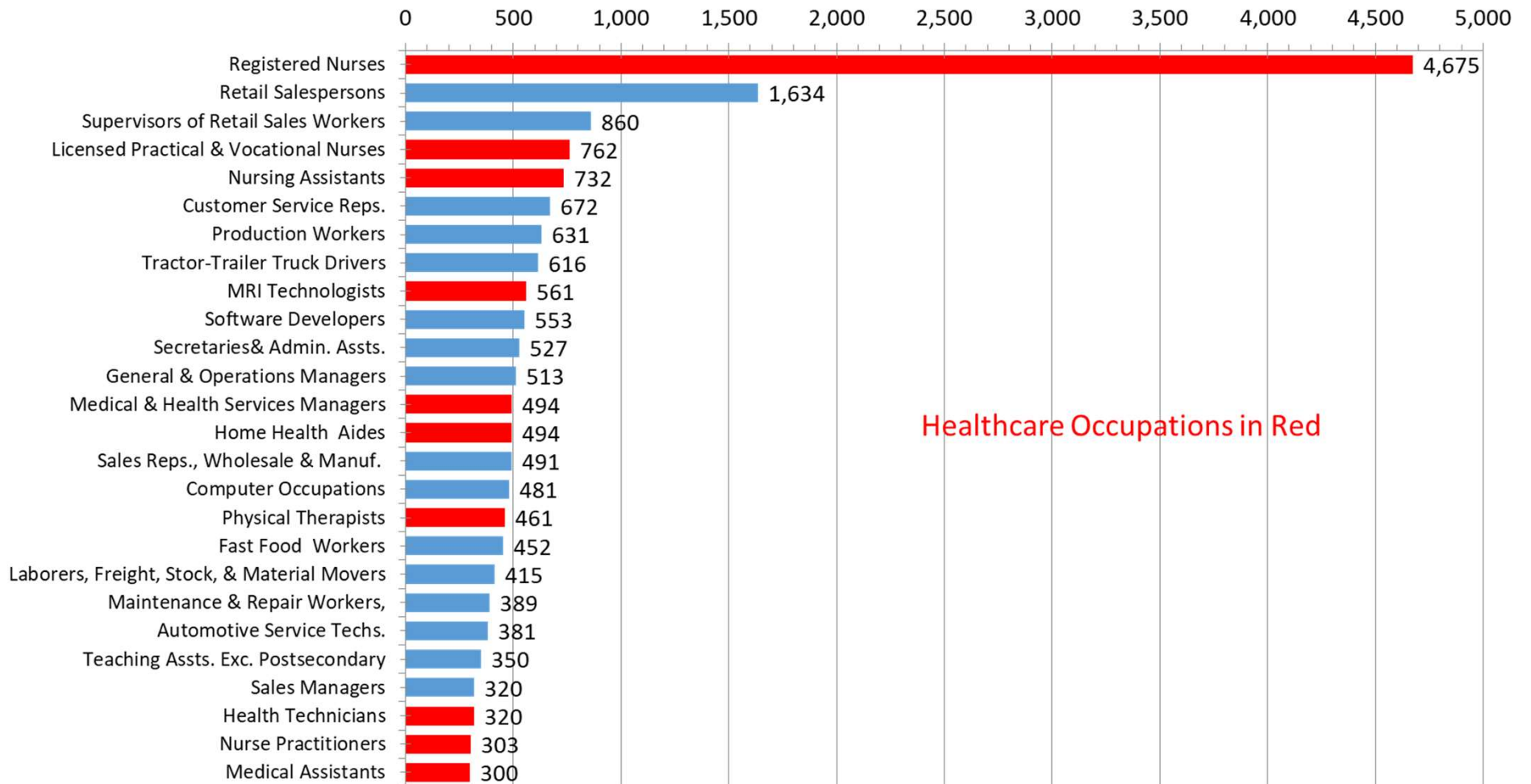
## But Job Postings Have Generally Risen in 2024 (Organizations From Around the Country are Recruiting in NH)



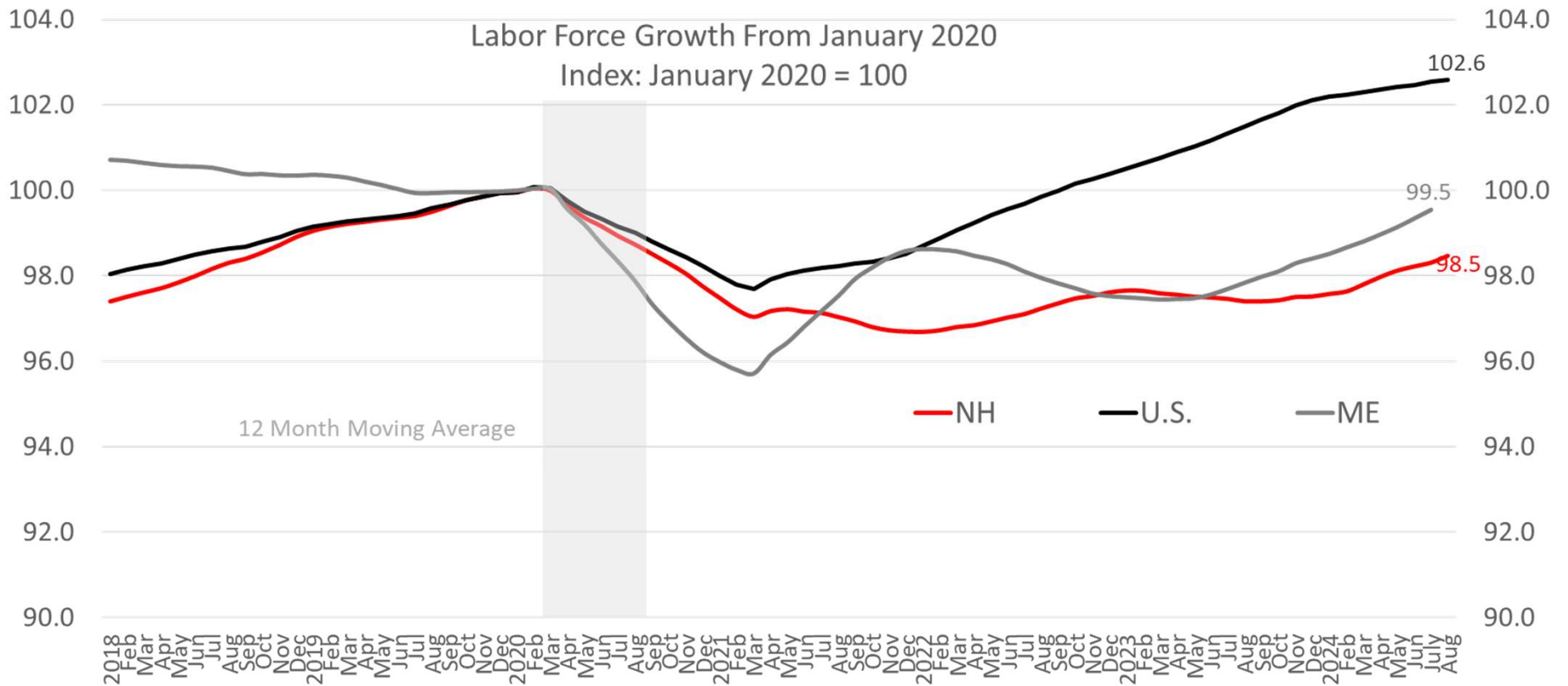
# Healthcare Industries Dominate the List of Job Postings – Aug. & Sep 2024



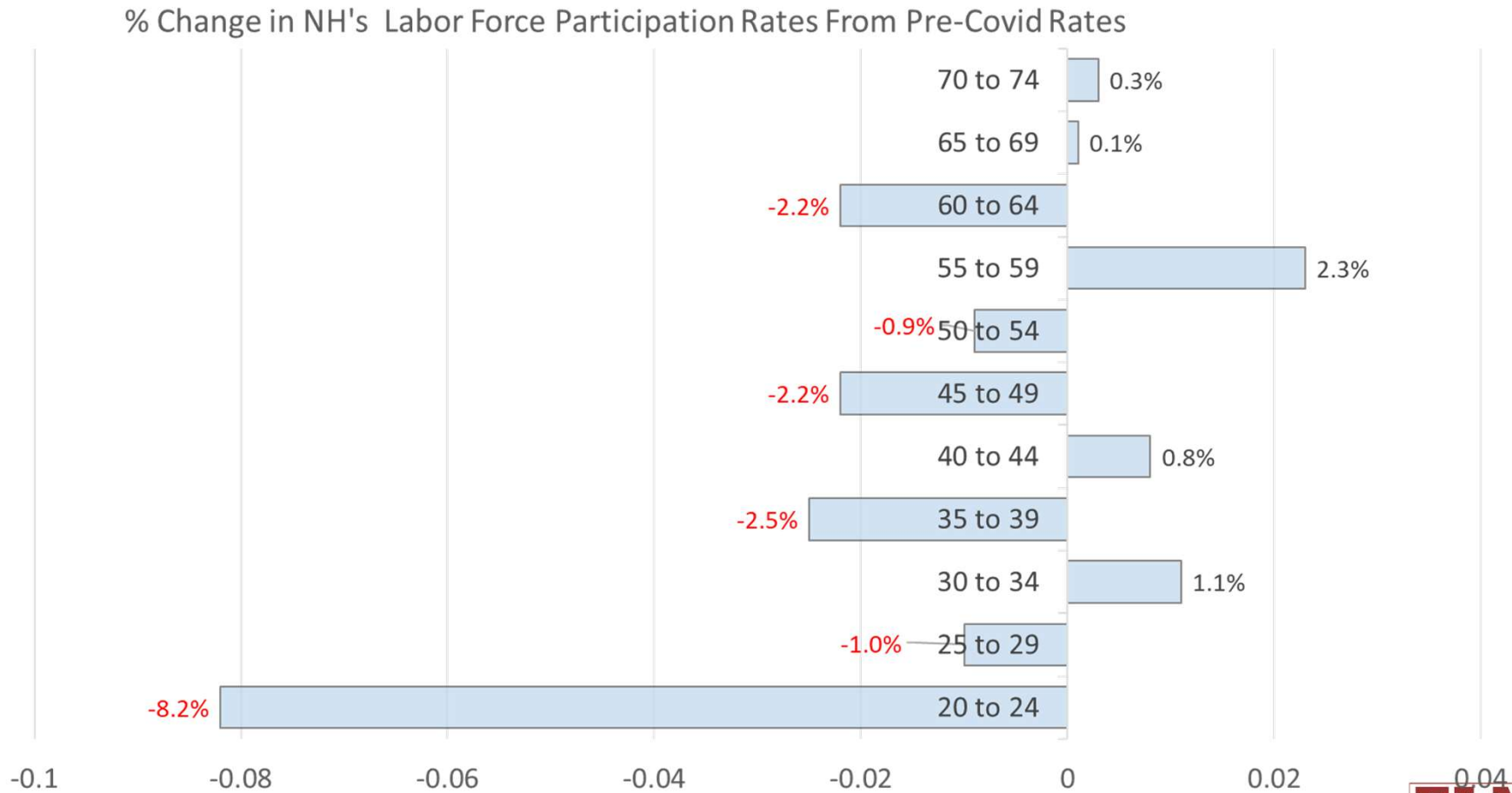
## And Healthcare Occupations Dominate the List of Job Postings – Aug. & Sep 2024



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



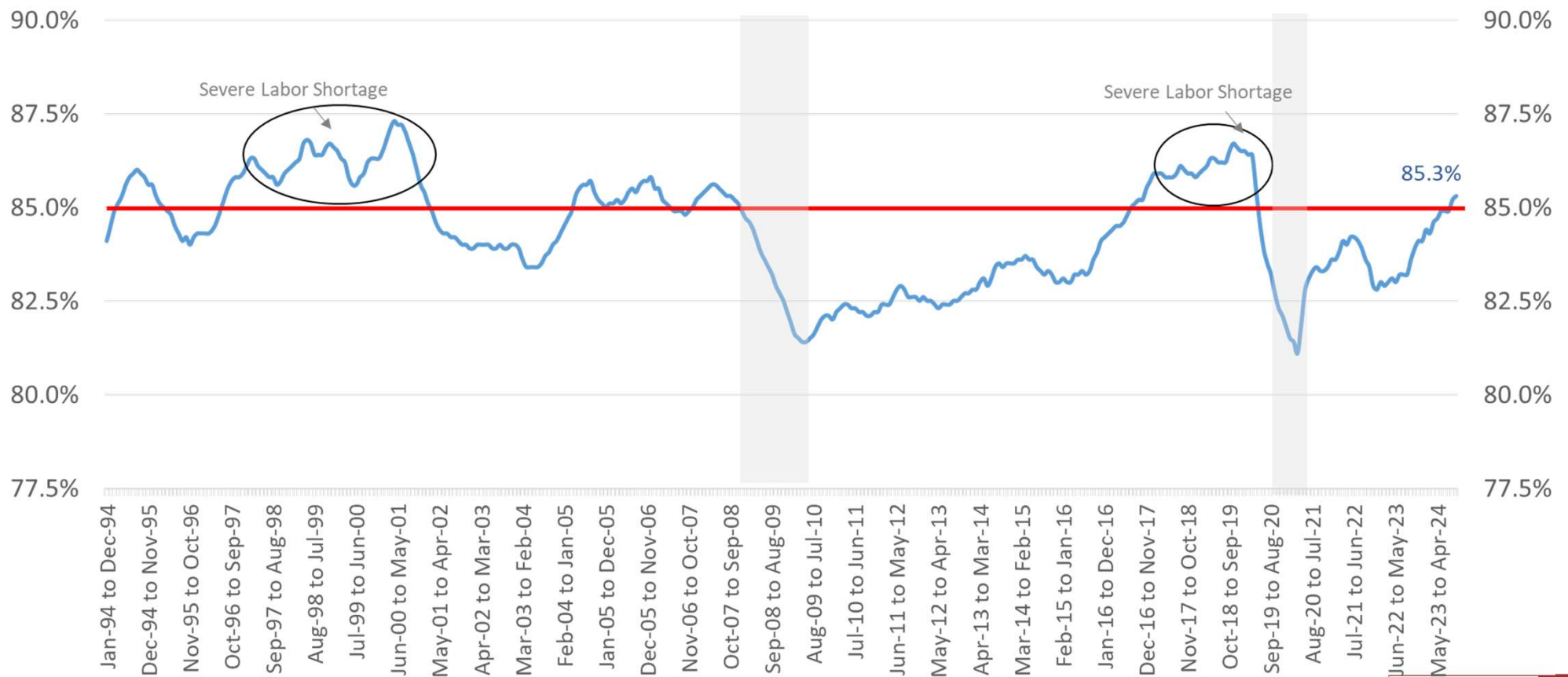
## Labor Force Participation Over the Past 12 months Has Declined the Most Among Younger Workers Since Prior to the Pandemic





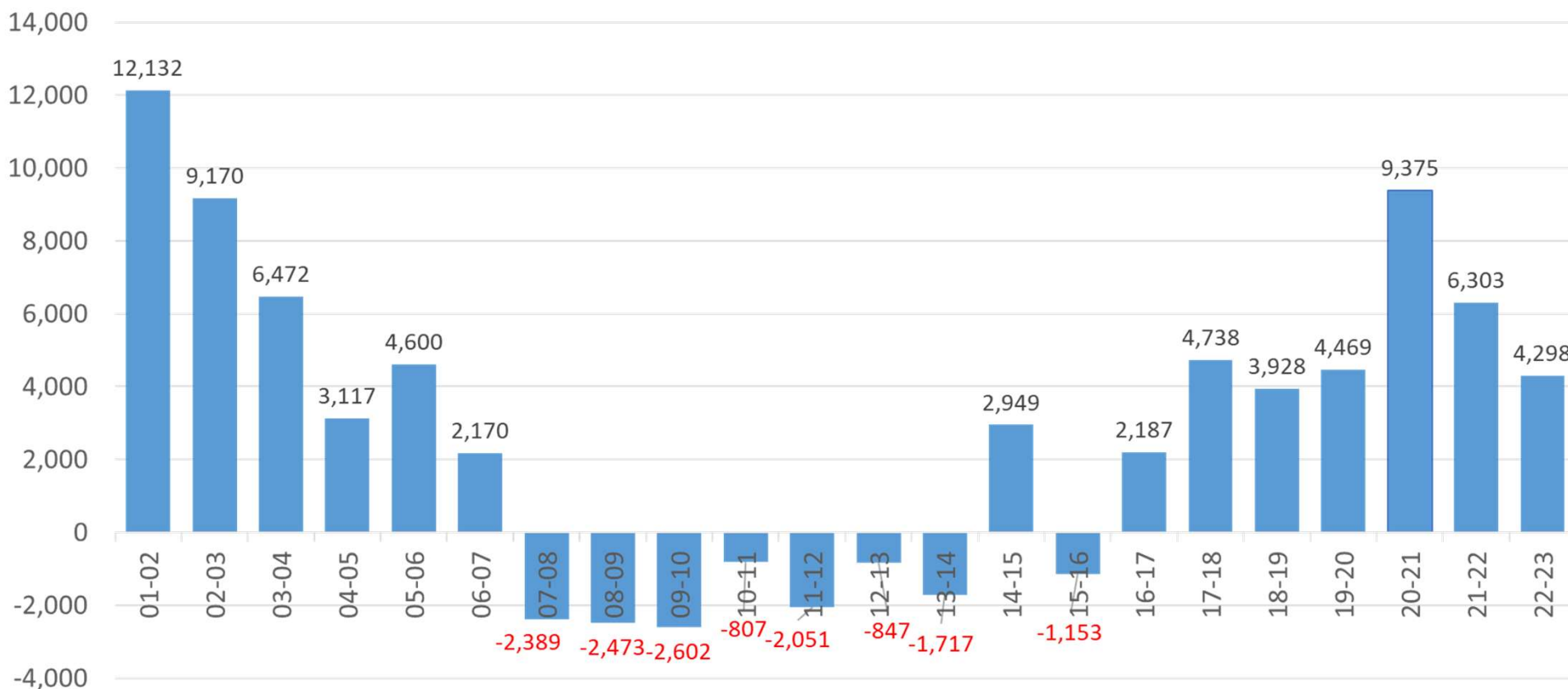
# Employment Among the Prime-Age Labor Force is Now At “Full Employment”

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



## 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

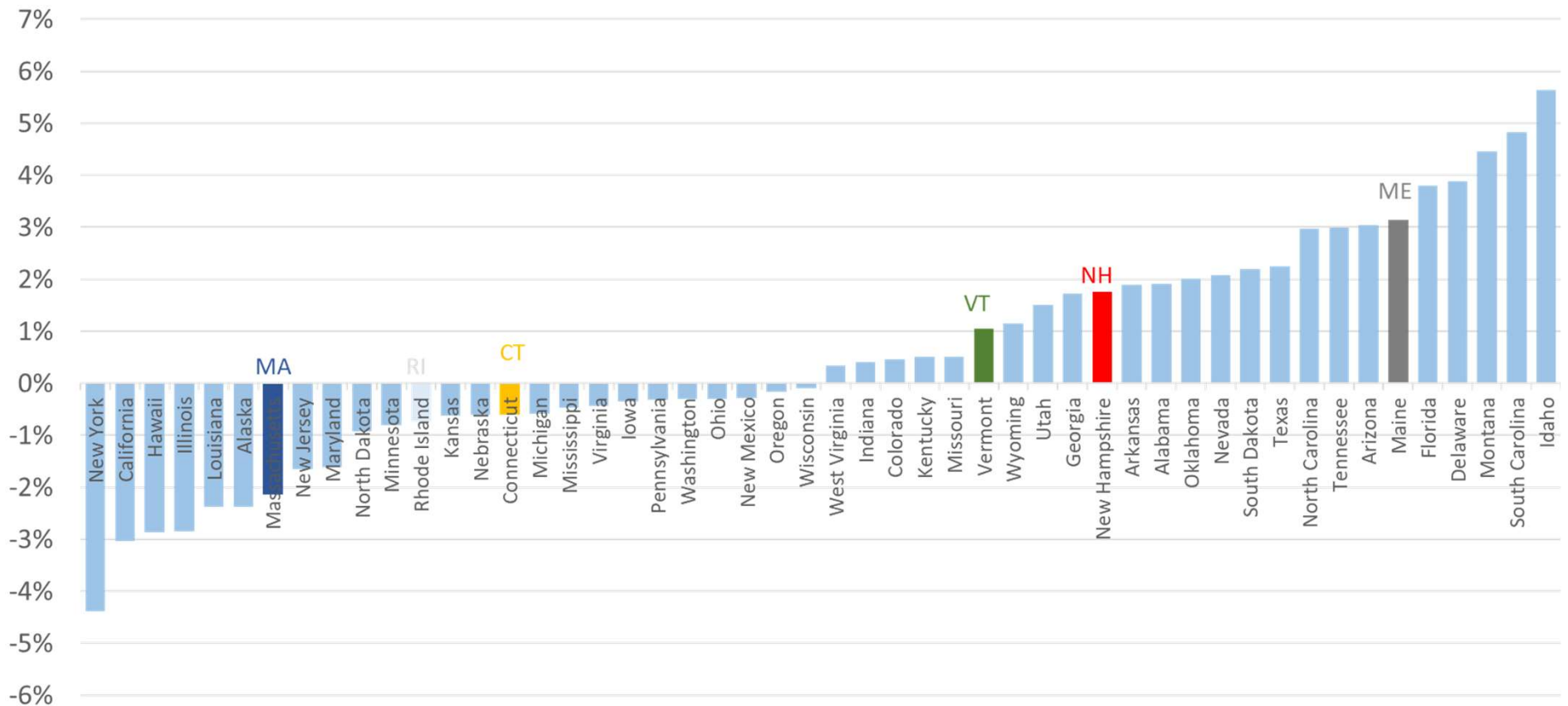
Net Domestic (State-to-State) Migration to NH



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

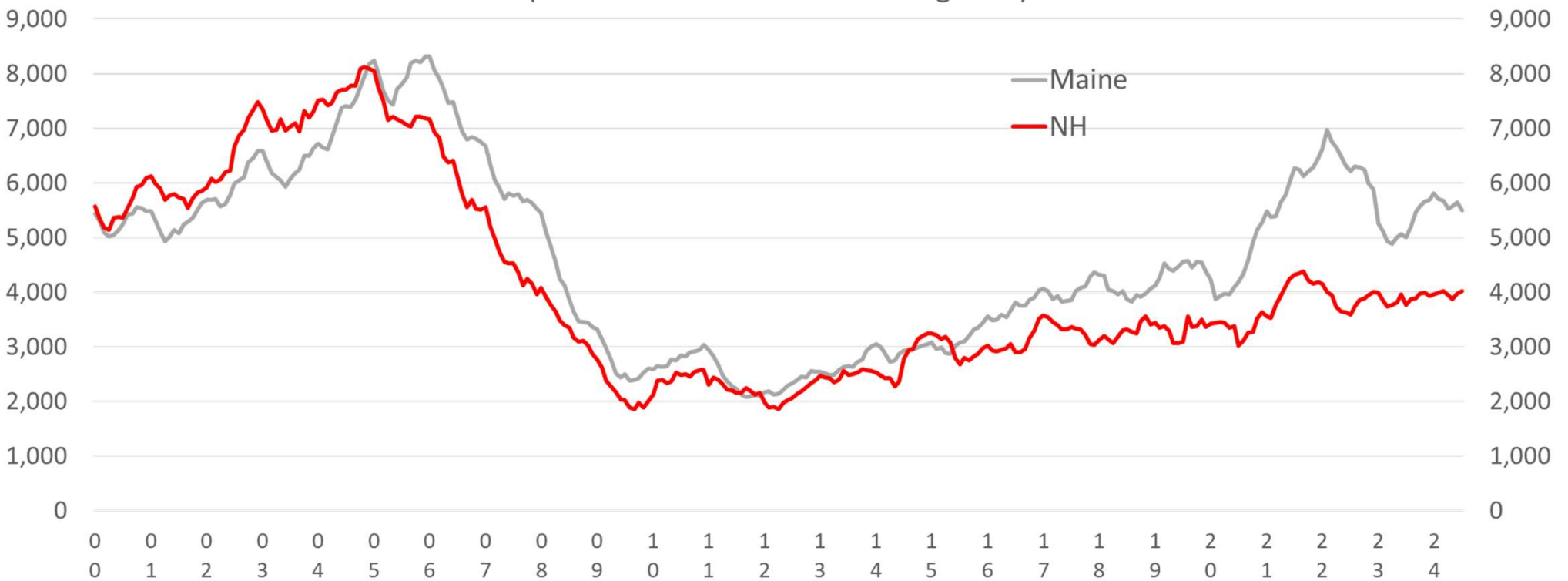
## Since the Pandemic, Maine Has Among the Largest Percentage Population Increases Due to Migration From Other States

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

New Private Housing Units Authorized by Building Permit  
(Annualized - 12 Month Rolling Sum)



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

