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# Occupation and Industry Focus

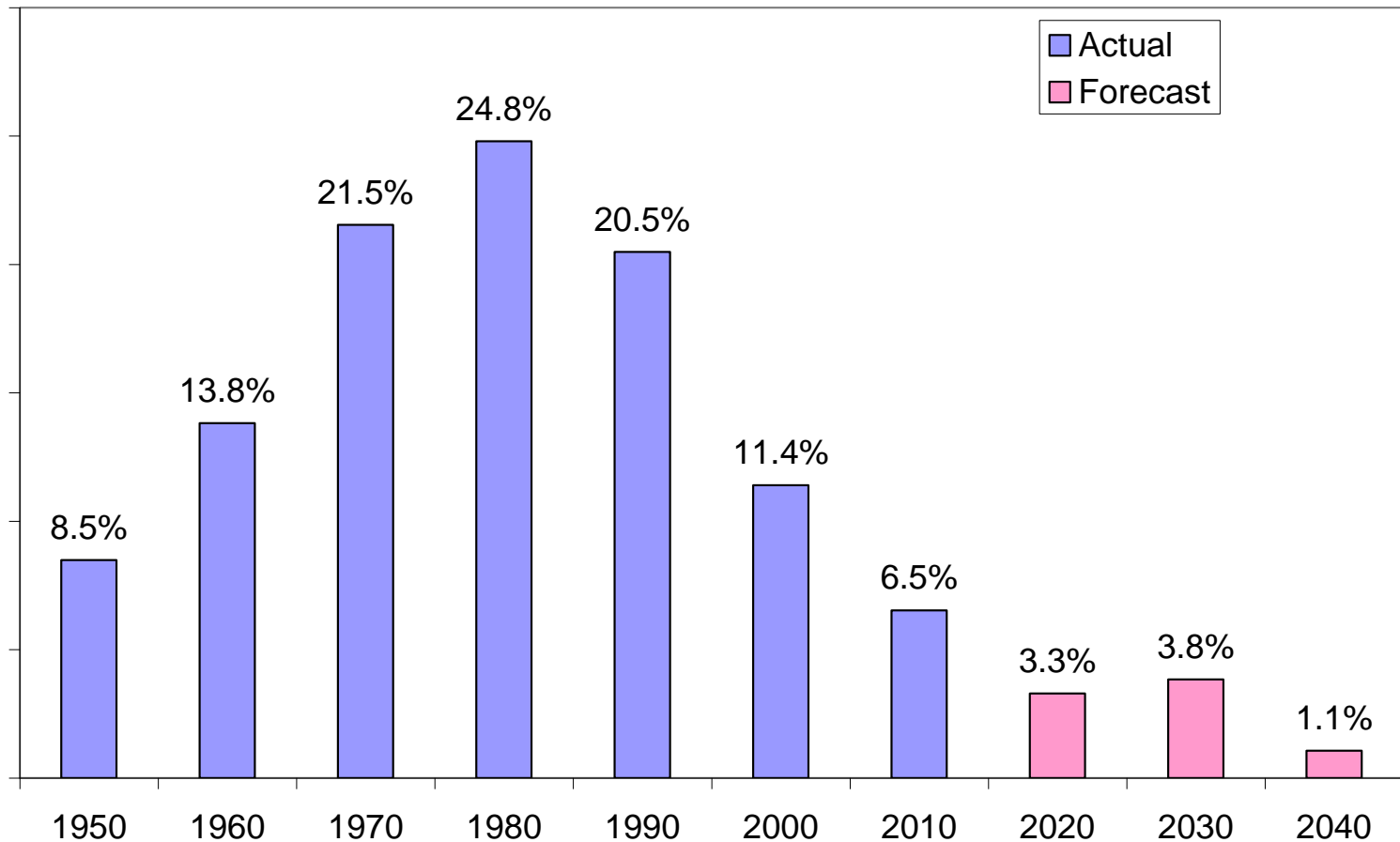
## NH's Changing Labor Force

*"...to raise new ideas and improve policy debates through quality information and analysis on issues shaping New Hampshire's future."*



# Absent changes, population growth projections suggest slow growth in population

Ten Year Percent Change in New Hampshire Population by Decade End



## 2.6



# Size of Labor Force

## Working-Age Population (Age 20-64)

	% Change 2010-2030
<b>US</b>	<b>1.0%</b>
<b>NH</b>	<b>-9.7%</b>
Strafford	-2.4%
Hillsborough	-5.5%
Cheshire	-8.9%
Merrimack	-10.2%
Grafton	-11.2%
Rockingham	-12.3%
Sullivan	-14.7%
Belknap	-16.3%
Coos	-20.0%
Carroll	-24.4%

- Assuming no migration the working-age population in New Hampshire will decline nearly 10% in the state.
- The northern rural counties will see larger declines.
- Carroll County sees the biggest declines.

Source: Daniel Lee, Plymouth State University

# Where to focus workforce development activities?

Industries (and associated occupations) where New Hampshire has a comparative advantage, strong evidence of productivity and financial contribution to New Hampshire's economy.

# 16 Industries

<i>Broad industry</i>	<i>Detailed industry</i>	<i>Jobs Projected to Gain (2014-24)</i>
Education	Colleges & universities	840
Financial activities	Securities & commodity contracts brokerage	1,406
	Insurance carriers	991
	Agencies, brokerages, & other insurance related activities	991
Healthcare	General medical & surgical hospitals	1,206
	Offices of Physicians	8,648
Manufacturing	Other fabricated metal product manufacturing	1,015
Professional & business services	Office administrative services	571
	Computer Systems Design & Related Services	1,507
	Architectural, Engineering, & Related Services	413
	Management, Scientific, & Technical Consulting Services	1,237
Retail trade	Direct selling establishments	333
	Automobile dealers	519
Wholesale trade	Electronic markets & agents & brokers	1,155
	Lumber & const. supply merchant wholesalers	459
	Hardware & plumbing merchant wholesalers	459

# Statewide Activities

- State Workforce Innovation Board, NH Works, and Sector Partner Initiatives
- New Hampshire Business and Education Coalition
- Longevity Economy – NH Chapter of AARP
- 65 by 25 – Community College System and University System
- Workforce Accelerator 2025 – joint effort by the Business and Industry Association and the NH Charitable Foundation.
- NH Tomorrow – NHCF – All NH youth have access to a high-quality education ....



# Retain, Retrain, Recruit

# Target Populations

High School,  
Credentialing,  
Licensure

High School Diploma Only			
		2007	2015
Number of working-age residents with a HS degree		216,174	195,462
Males with a high school Diploma		112,902	103,272
Females with a High School Diploma		105,119	90,343

High School,  
Credentialing  
Community College,  
University System

Some College, No Degree			
		2007	2015
Number of working-age residents with some college no degree		134,334	139,777
Males with "some college, No degree"		62,677	71,657
Females with "some college, No degree"		68,684	71,093

Housing, Branding,  
Quality of Life

Migration			
		2007	2015
Migration Estimate of those over 25 with an associates degree or higher		2,206	3,760
Migration Estimate of those over 25 with a certificate (5%)		110	188

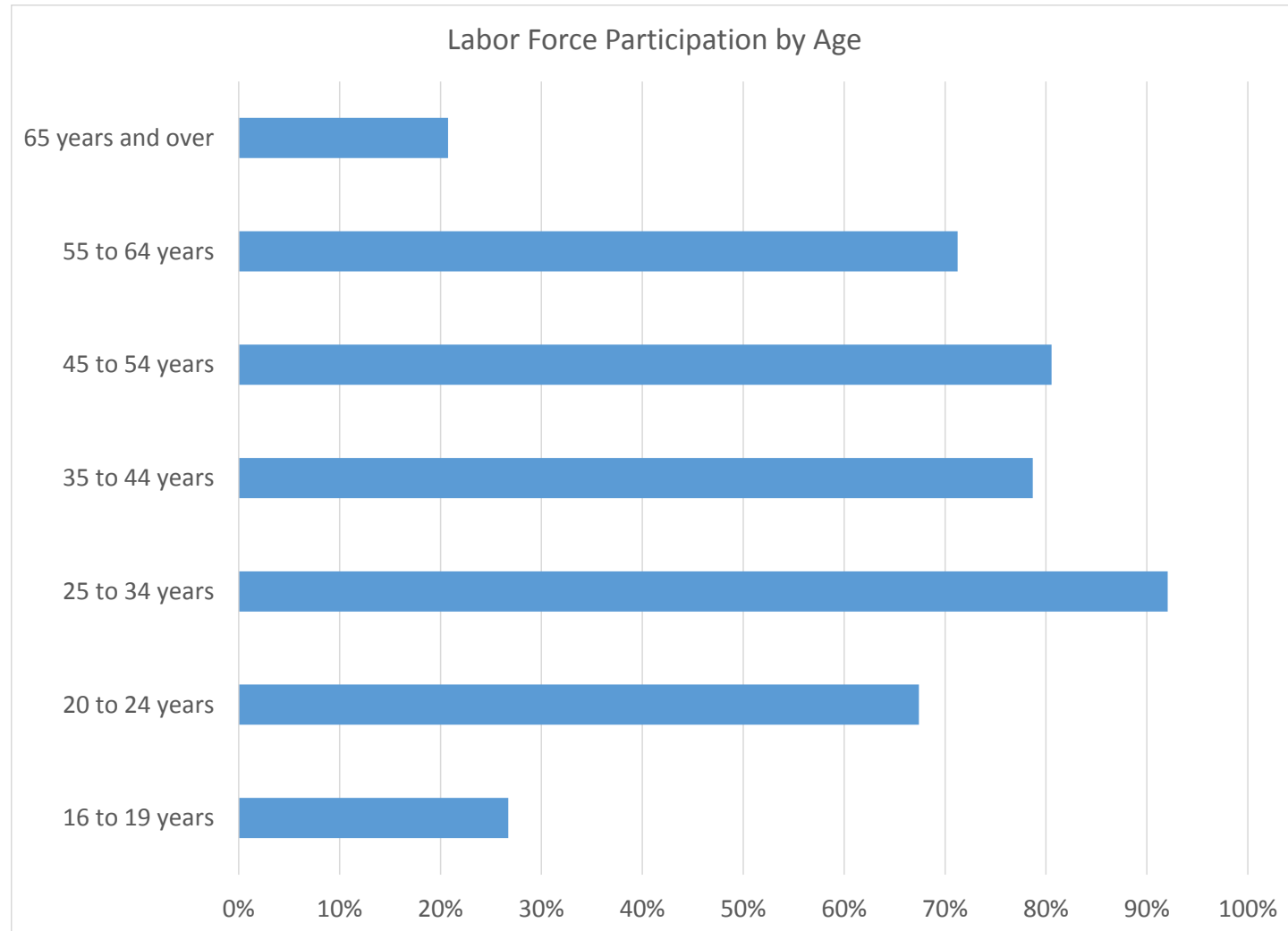
# State actors beginning to align behind tactics

- Increase the number of adults with a high quality credentials
- Attract and retain more individuals with high quality credentials.
- Increase employer participation in efforts
- Improve sector specific workforce career pathways
- Increase number of NH high school students attending college in New Hampshire
- Improve post-secondary persistence and completion
- Increase affordability

# State budget and legislation reflects workforce concerns

- HB 219 - A demographic study committee, the purpose of which shall be to recommend administrative and legislative action regarding New Hampshire's demographic future
- HB 2 (the budget trailer bill) – reorganizes and re-emphasizes economic development and workforce activities.
- State Budget – Kindergarten, K-12 education adequacy, university and community college, childcare and other spending framed in terms of workforce development (retain, train).

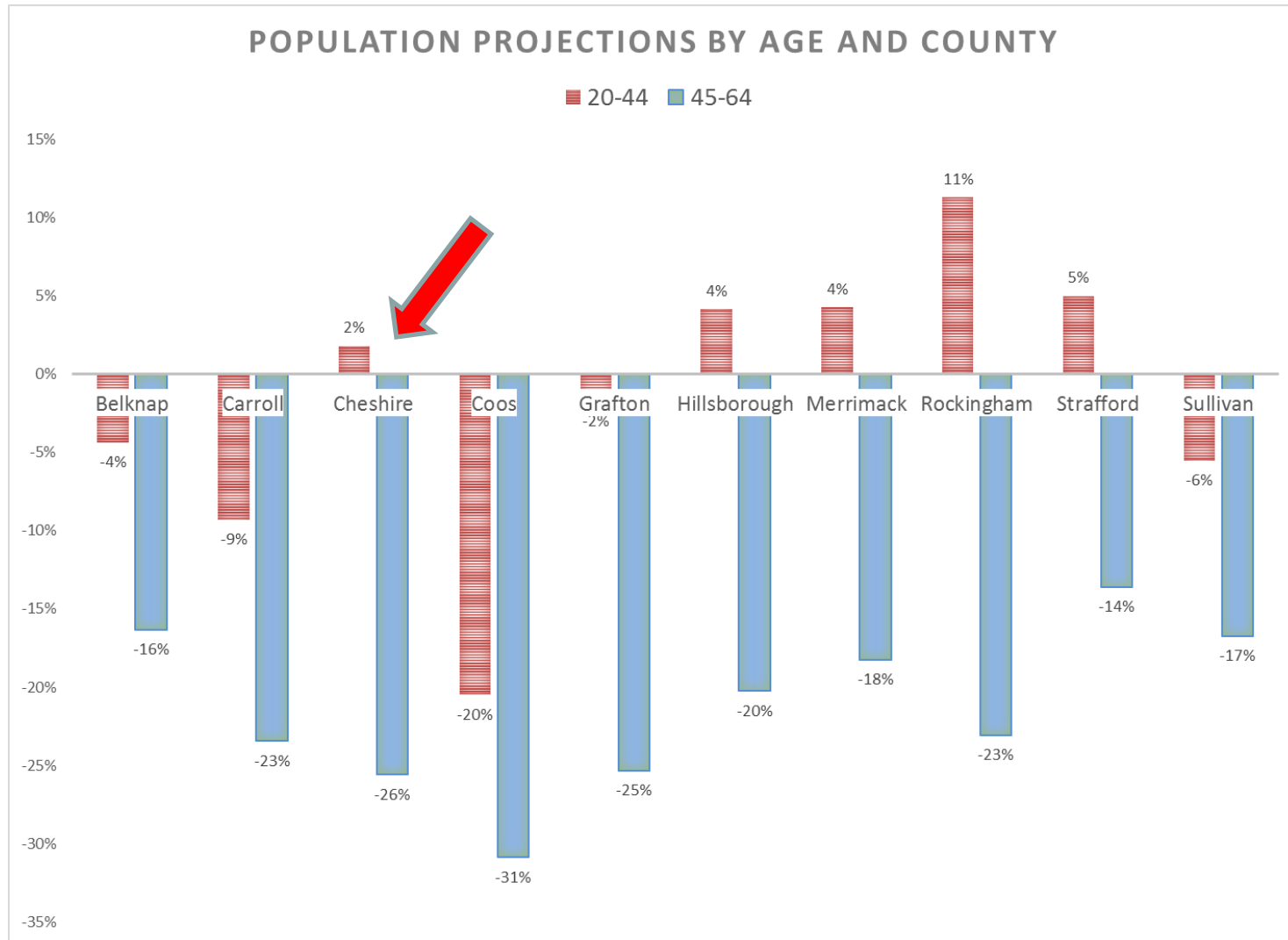
# Targeting Labor Force Participation?



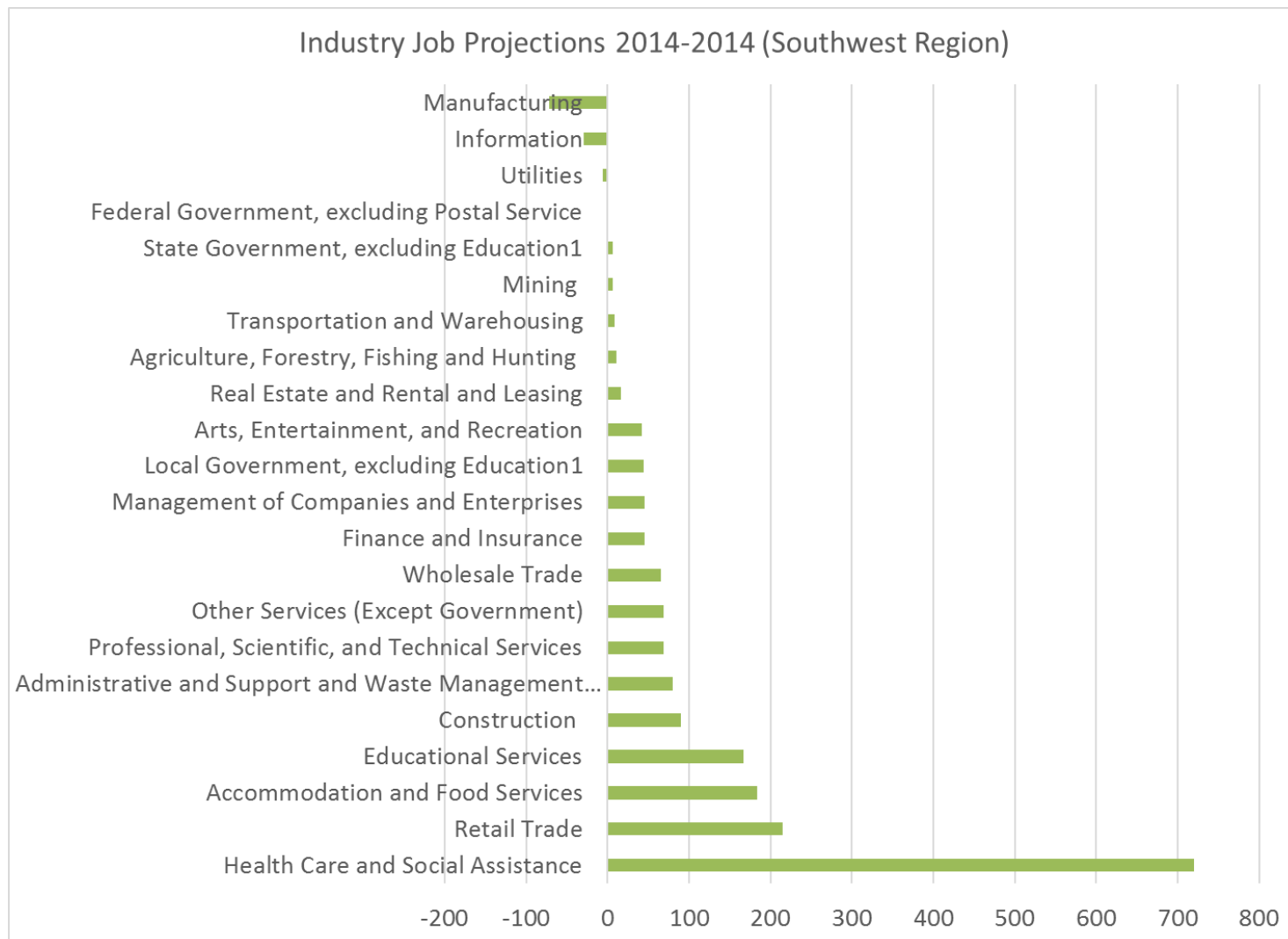
# What about Keene and surrounding areas?



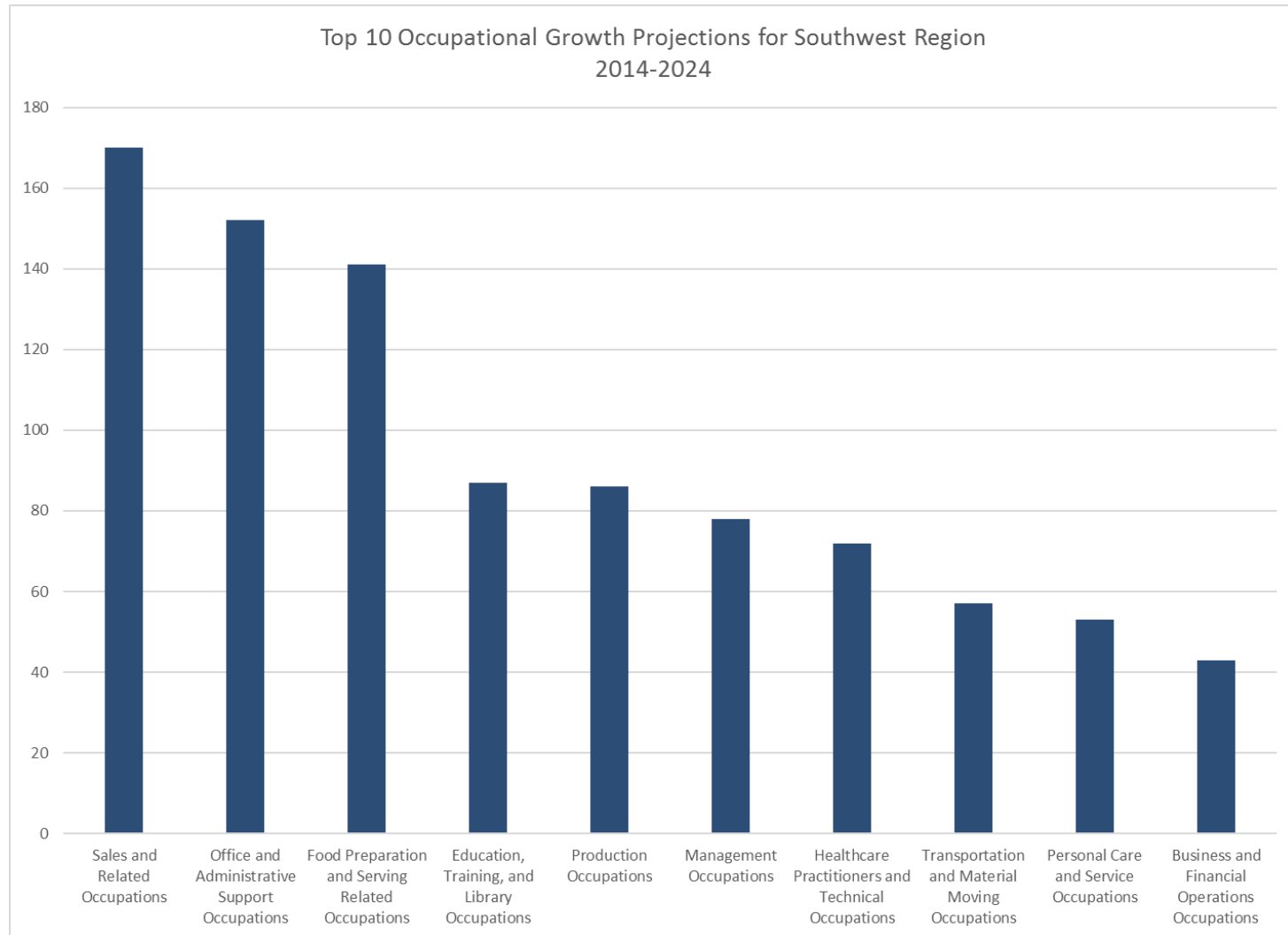
# Working Age Population



# Geography Matters: Industry



# Occupation



# Retain, Retrain, Recruit

# New Hampshire Center for Public Policy Studies

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