

Post-Pandemic Labor Market Trends in the Granite State

New Hampshire Municipal Association
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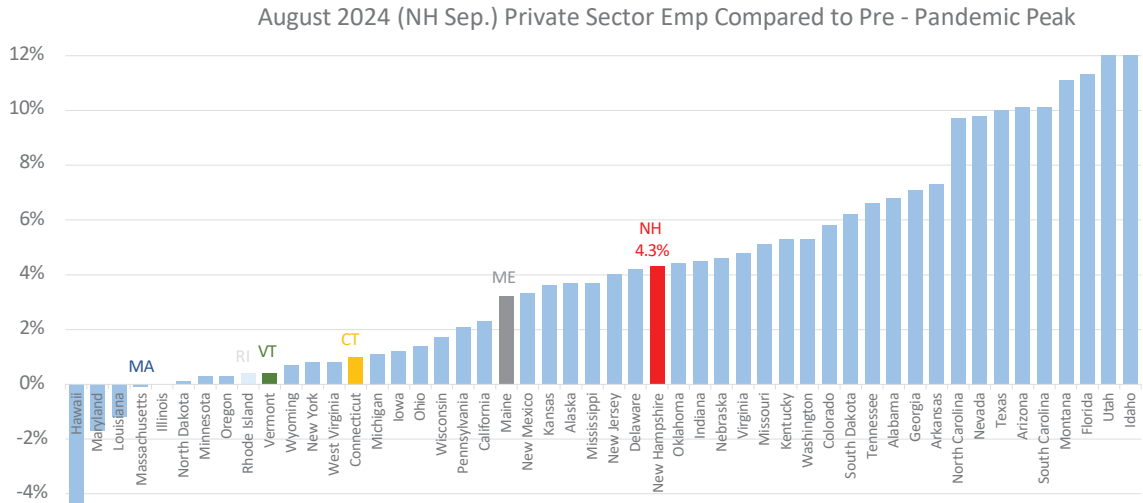
Key Post-Pandemic New Hampshire and Local Government Labor Market and Employment Trends

- Fewer Individuals in the labor force
- Solid jobs recovery in the private sector (over 4% above pre-pandemic)
- Local government employment just back above pre-pandemic employment levels
- A high level of job openings even with modest job growth (need to replace workers)
- Demographics of local government emp. will keep job openings high even with modest new, net job growth
- Nationally (and in NH?) government has struggled to fill job openings
- Labor force constraints impede job growth, the characteristics of government employment likely exacerbate hiring difficulties
- Lack of housing is constraining New Hampshire's labor force, job growth, and opportunities to address its demographic challenges



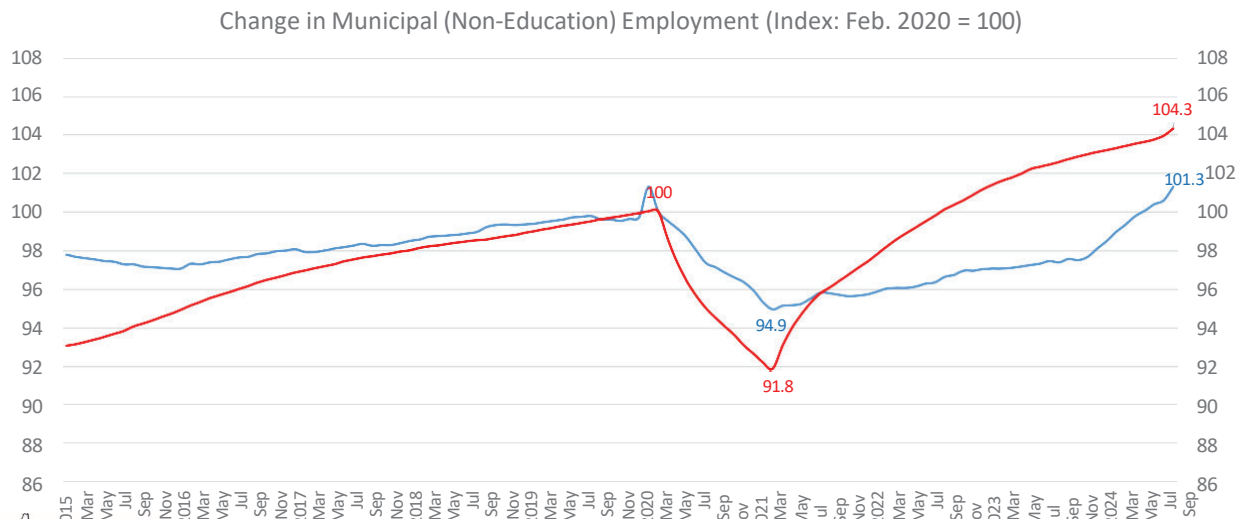
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New Hampshire Has Recovered Faster From Pandemic Losses Than all the Northeast

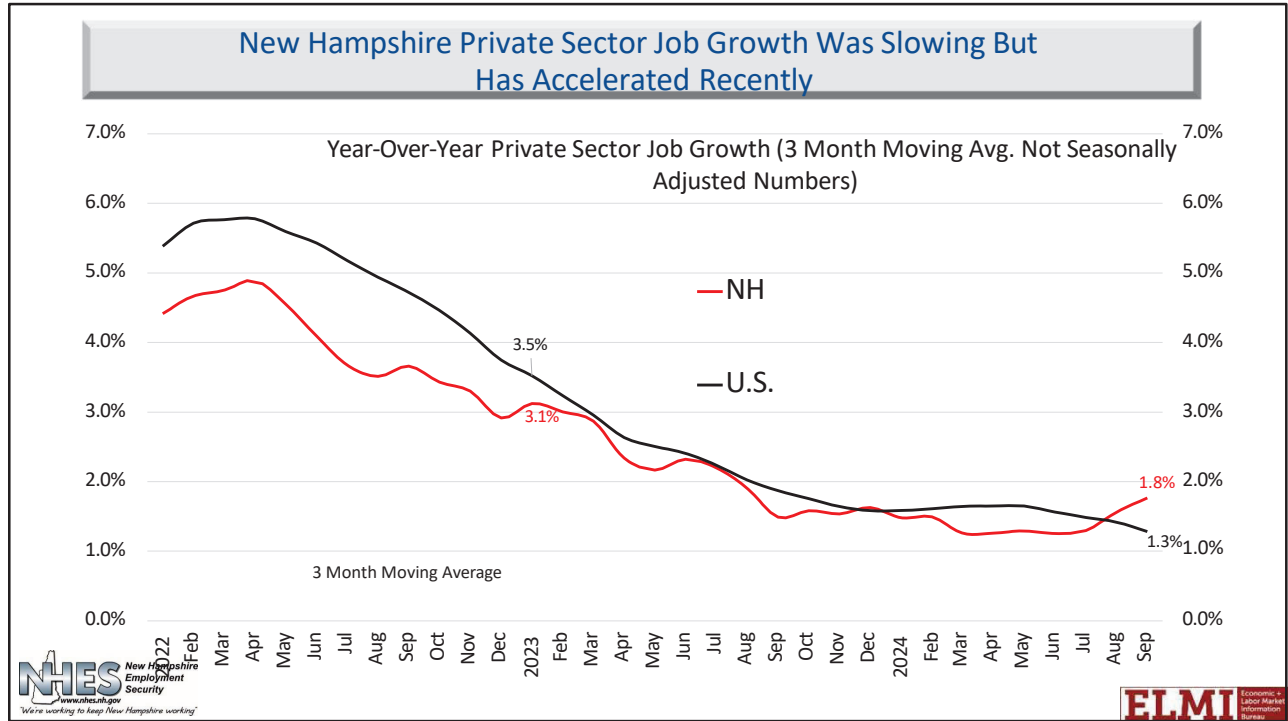


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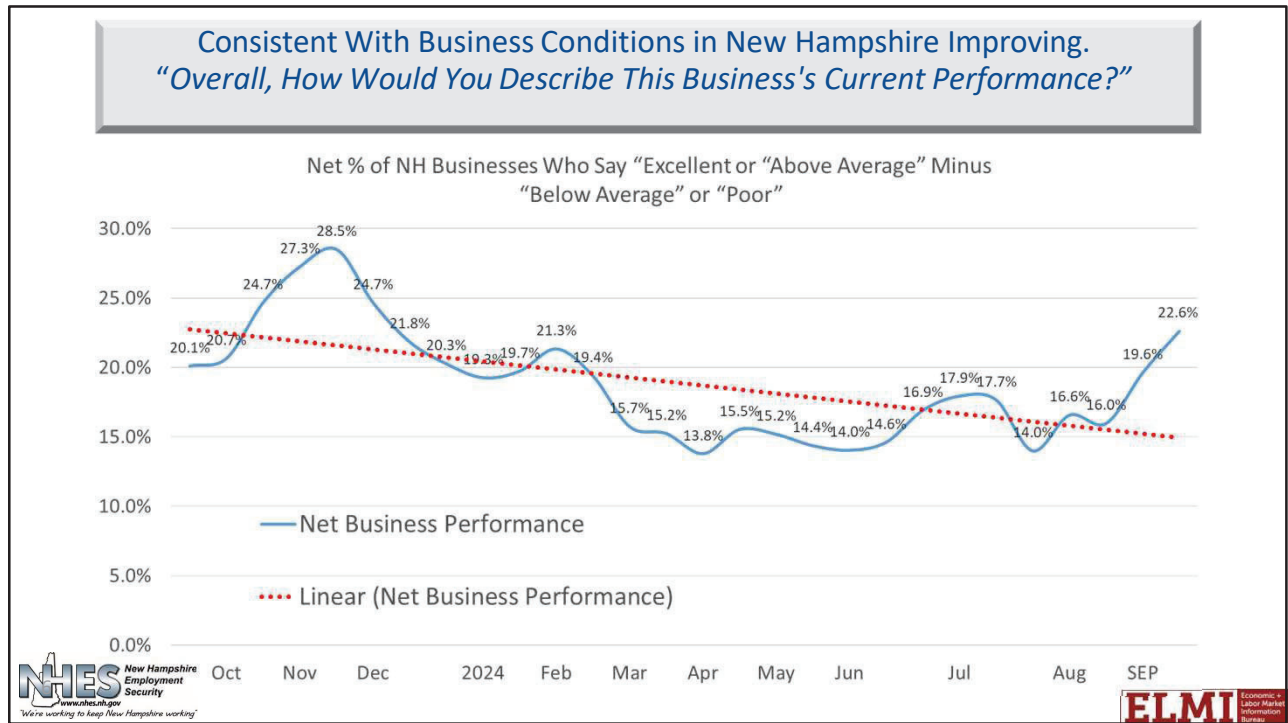
Municipal (Non-Education) Employment in NH Has Accelerated and is Back 1% Above Pre-Pandemic Levels While Private Sector Employment Has Increased Over 4%



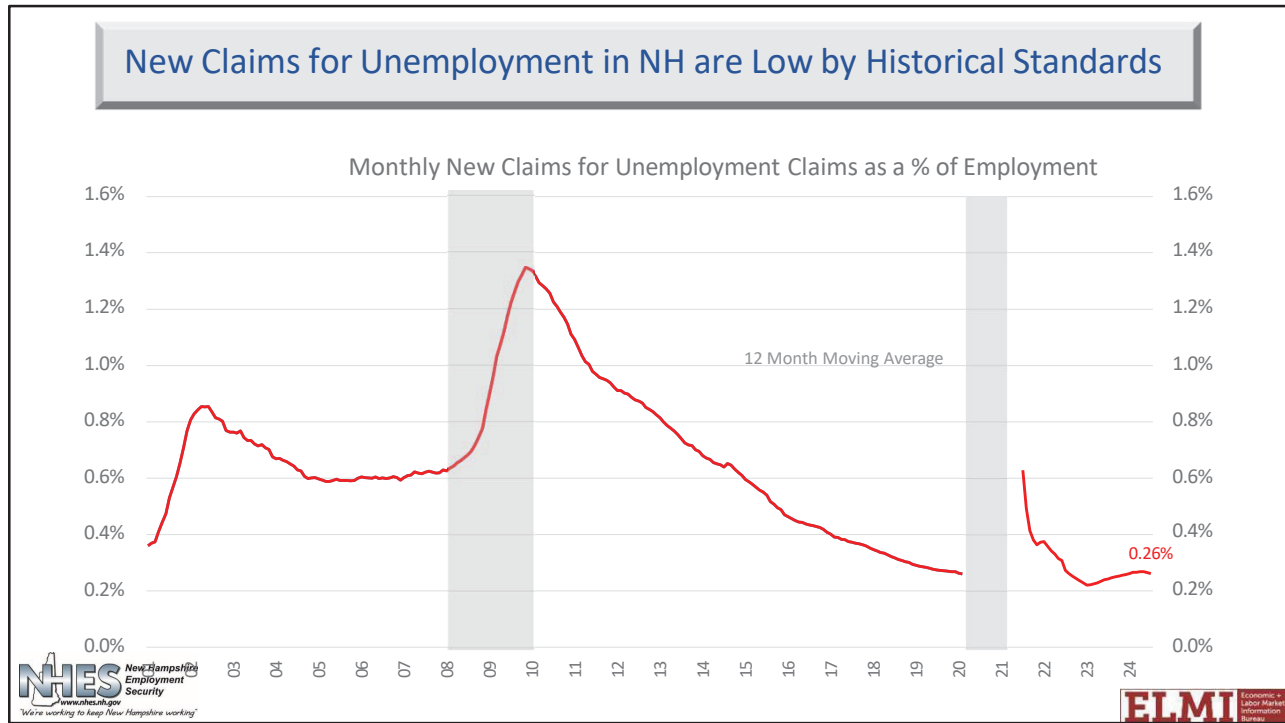
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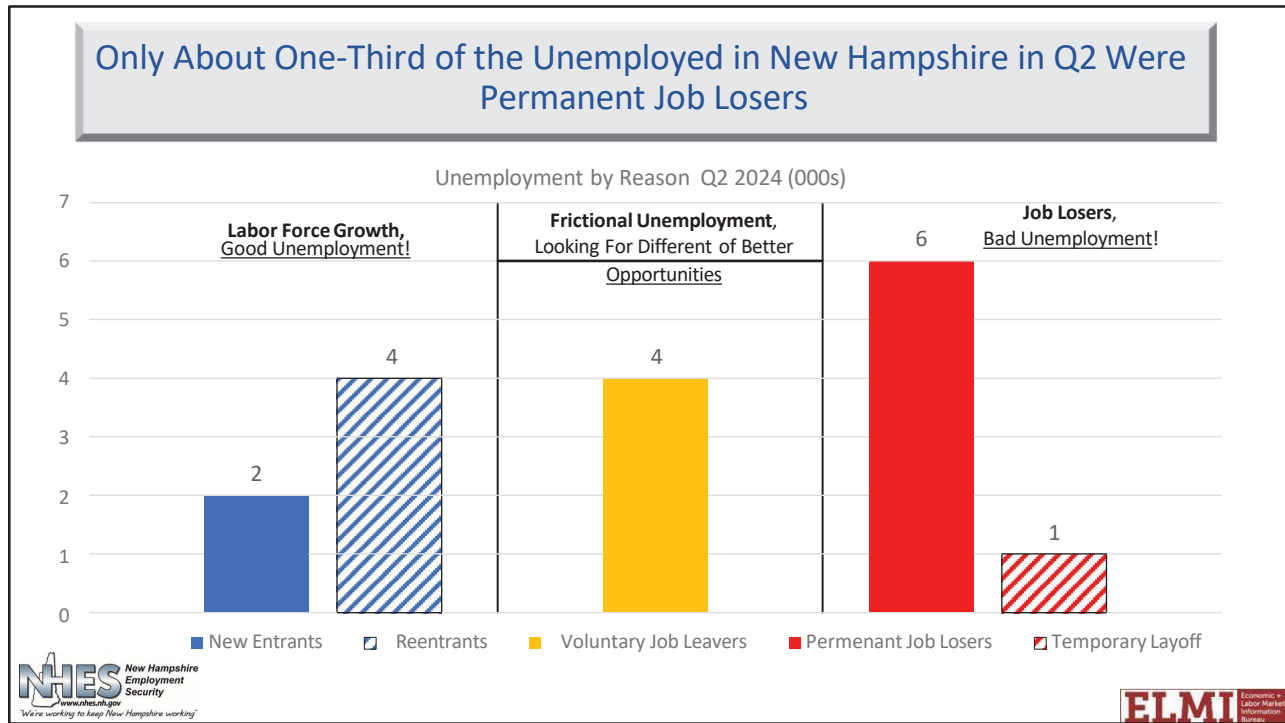
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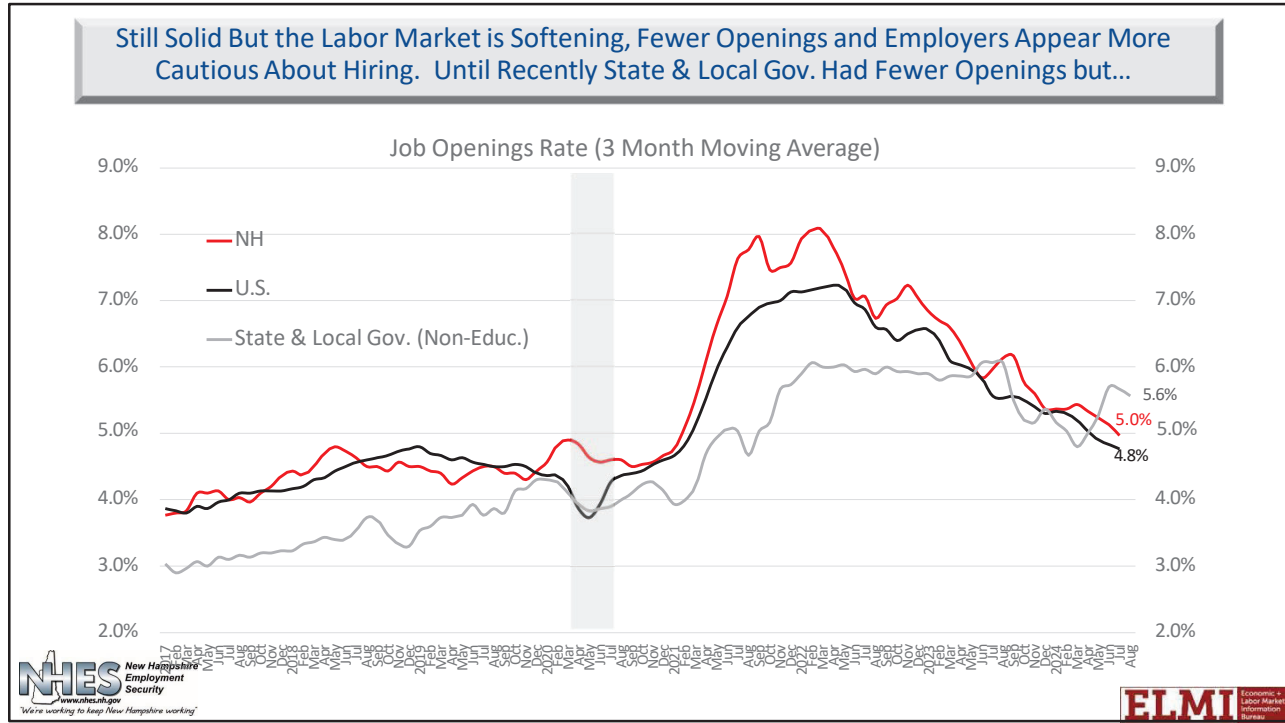
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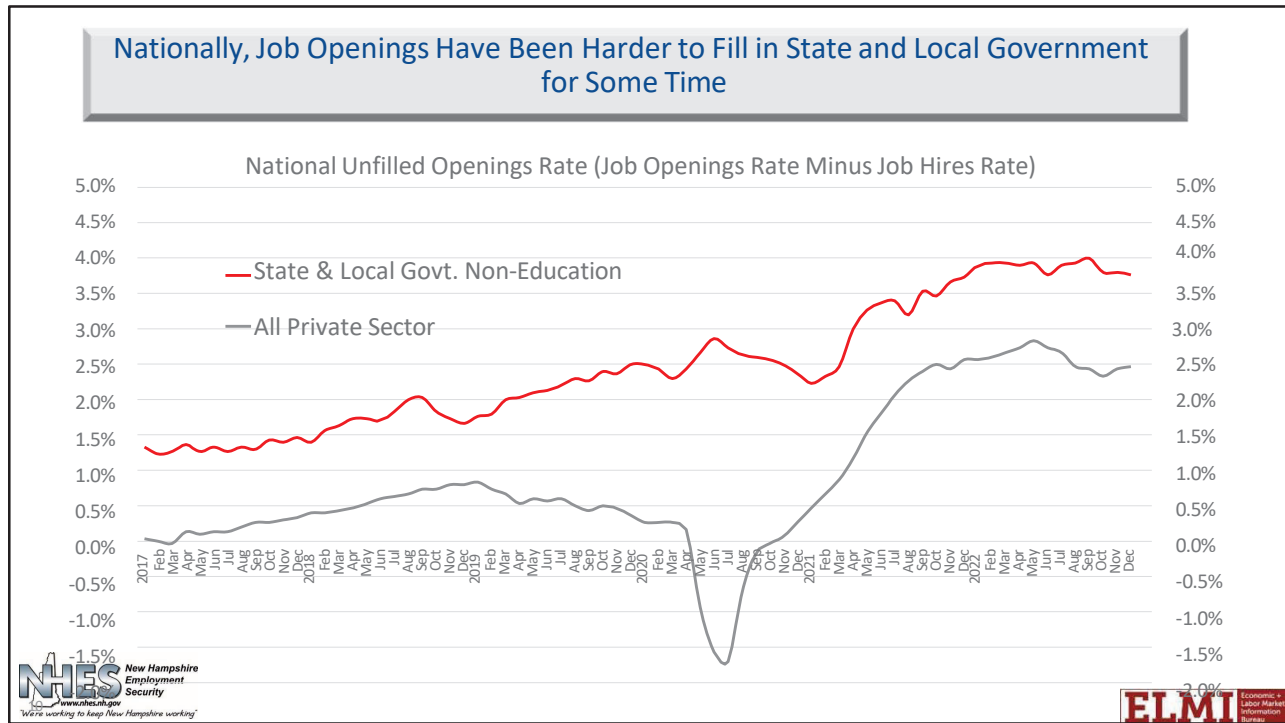
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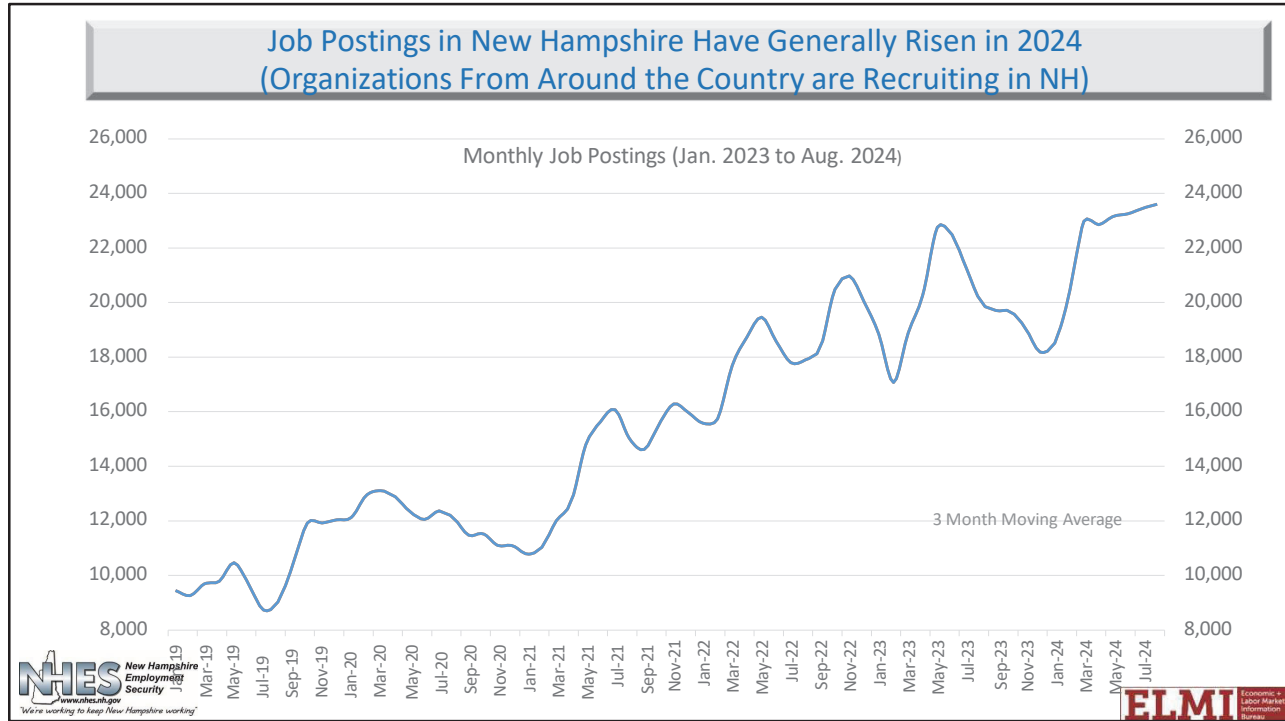
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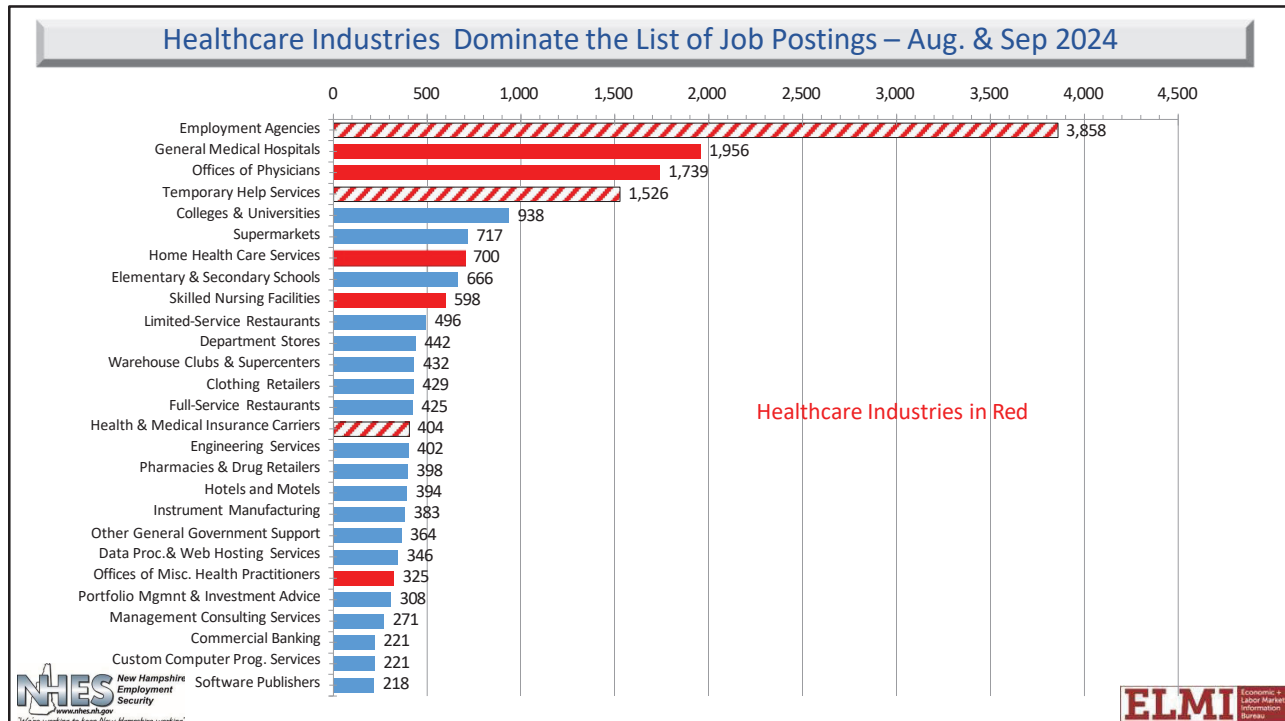
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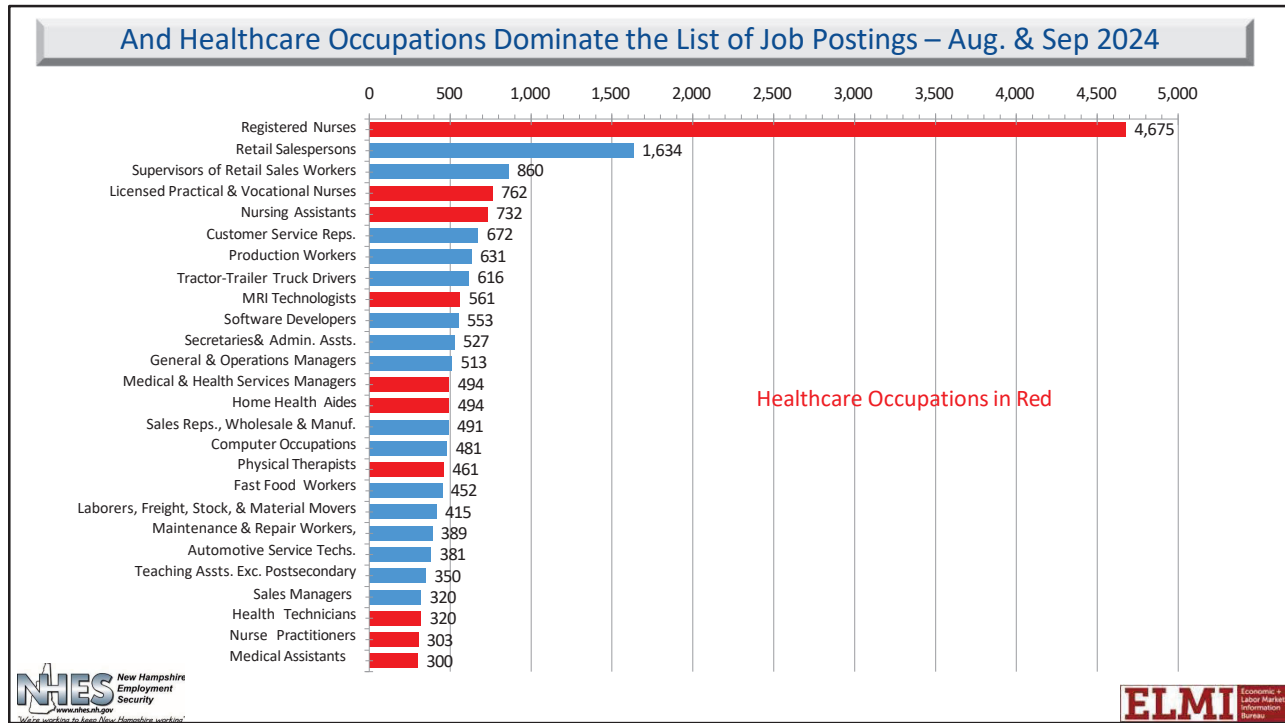
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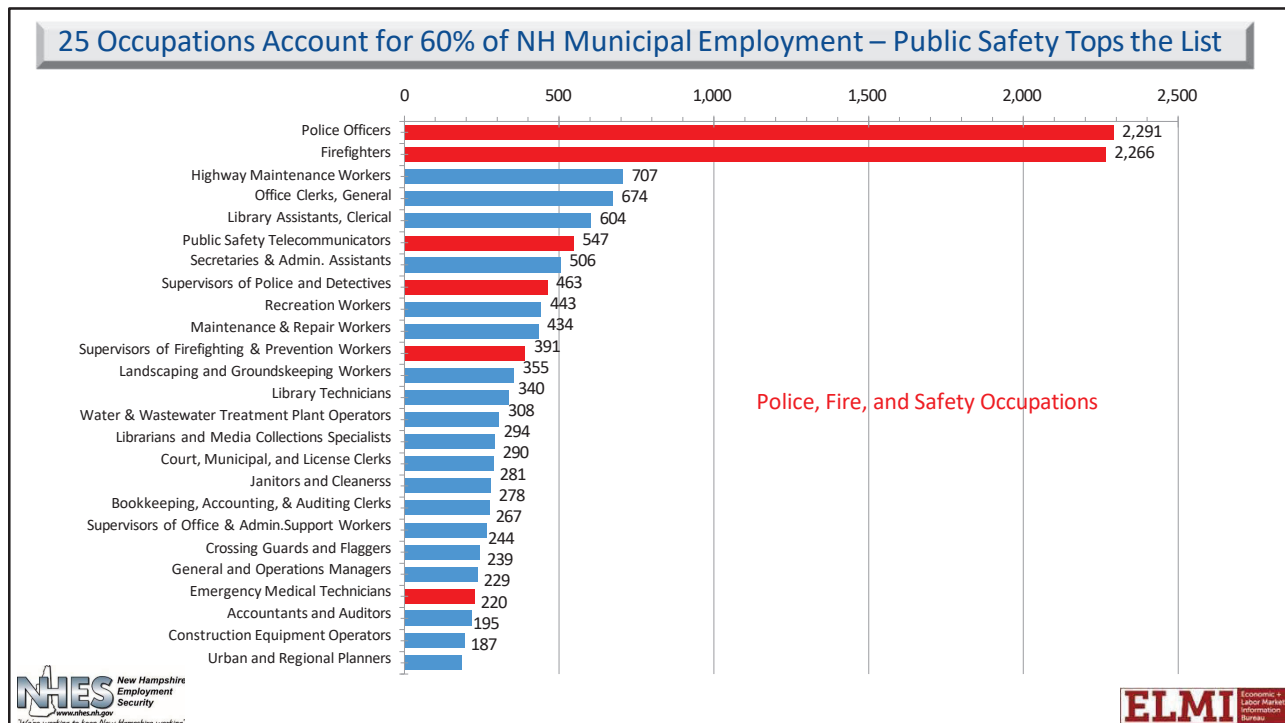
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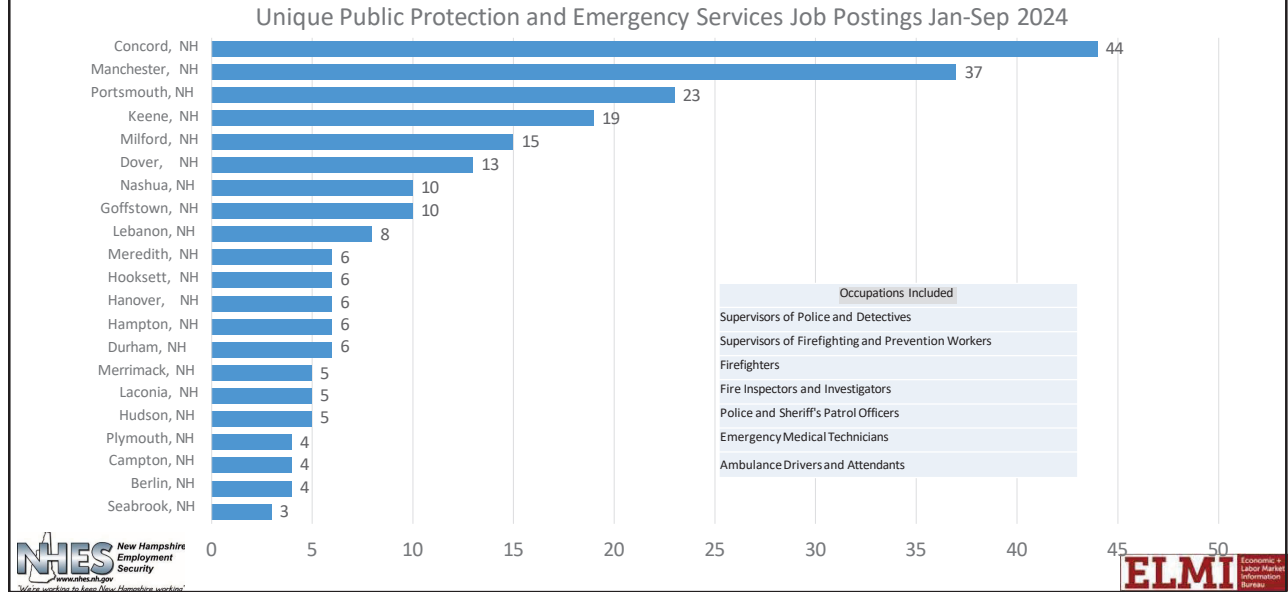


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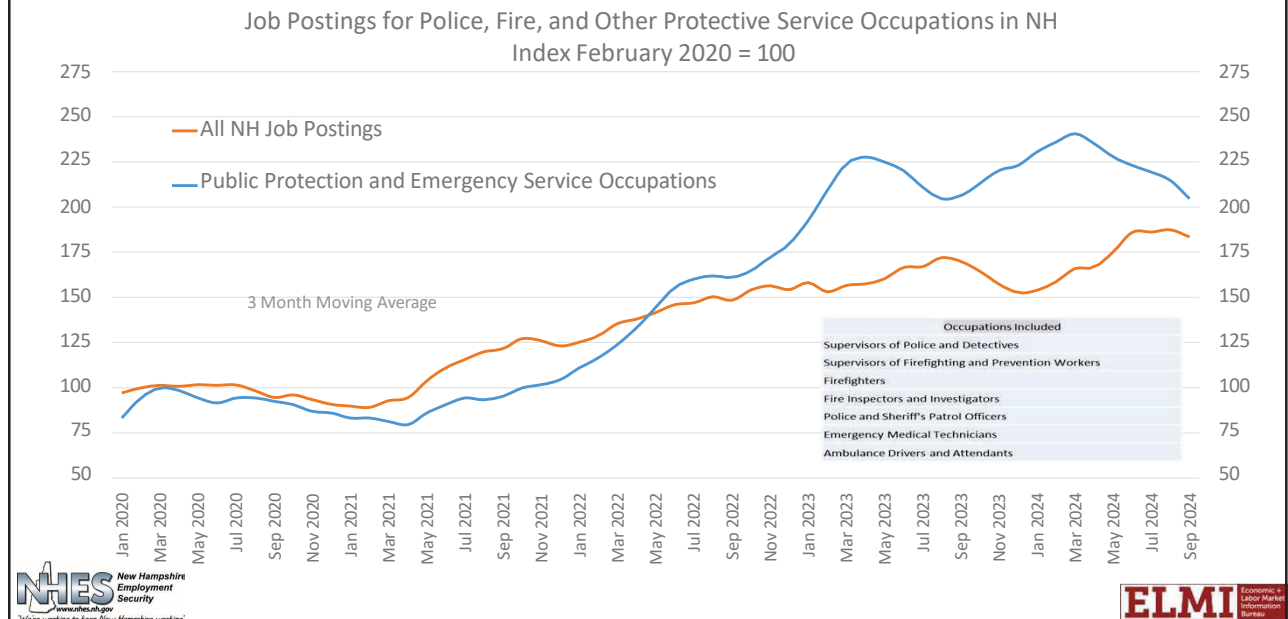
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Communities With the Most Police, Fire or Other Emergency Job Openings in 2024
 (Note: A Single Posting Can Be For Several Open Positions and Some May be From Non-Municipal Orgs.)



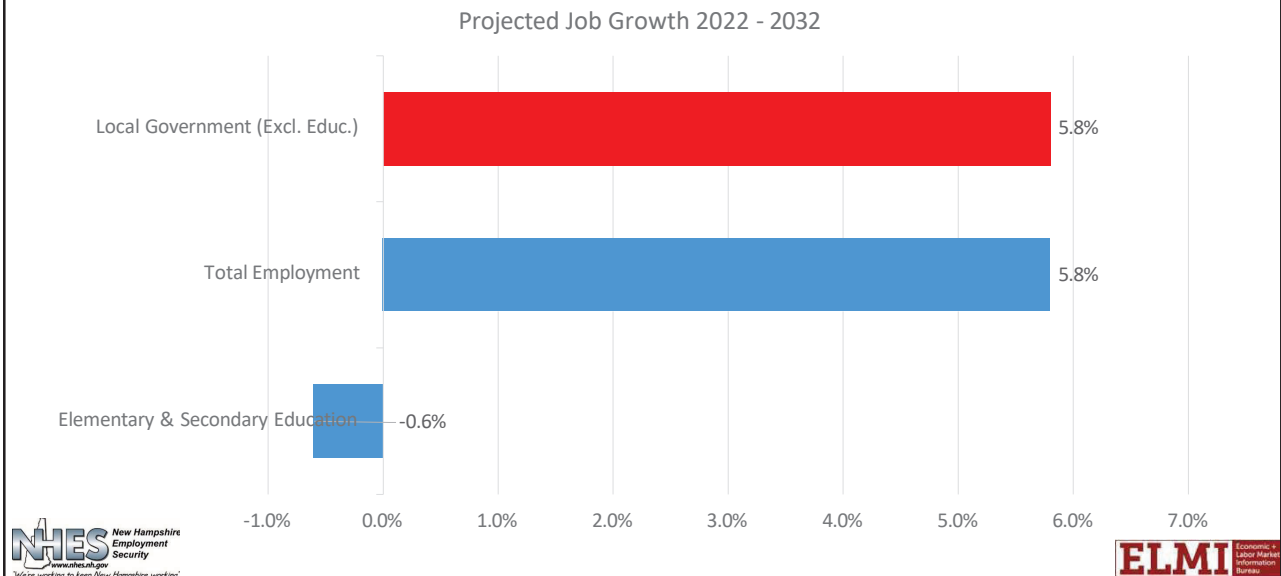
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Public Protection and Emergency Service Job Postings Have Increased Faster Than Overall Job Postings in NH



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Local Governments are Projected to Increase Employment by About, 1,300 Between 2022 and 2032 but Will Need to Hire 3 to 4 Times That Number Because of the Need to Replace Workers



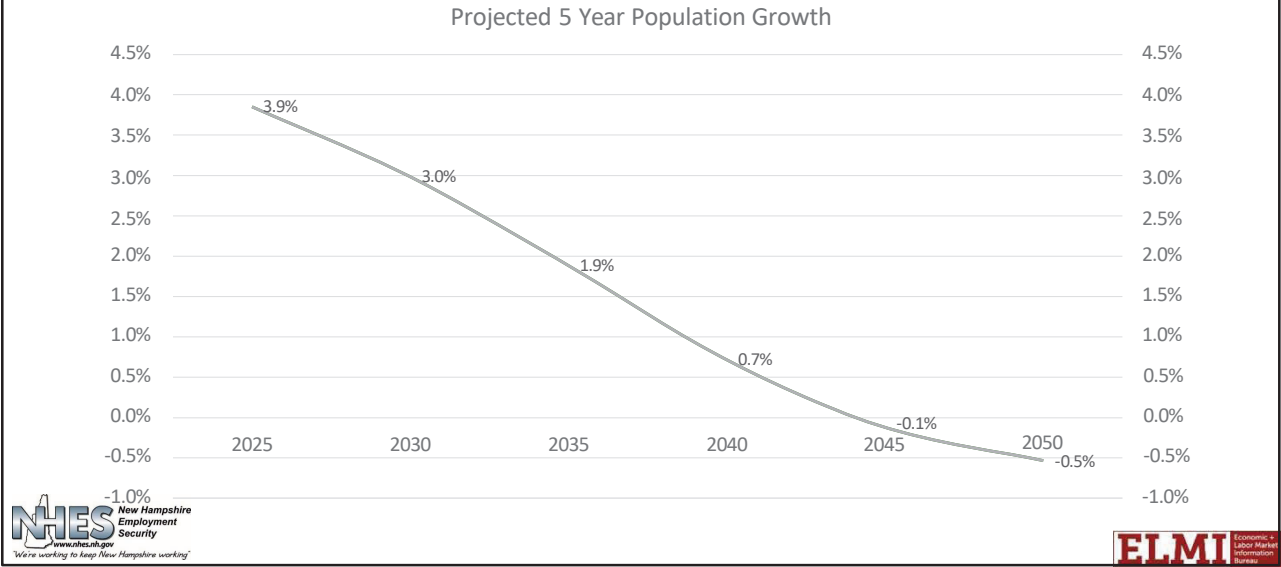
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Some Hiring Challenges Local Governments Face

- Slow labor force growth has, and will continue to, challenge all industries nationally.
- Local government faces additional challenges in competing for labor:
 - Demographics: An older workforce will mean more retirements and greater worker replacement needs.
 - Difficulty hiring and keeping younger workers (partly work environment and partly hiring rules). More young people hired into emergency occupations but more appear to exit early.
 - Inability to adjust compensation based on market realities.
 - Fewer remote/hybrid “flexible” work opportunities that are increasingly desired.
 - Career paths and opportunities for advancement are less clear (especially problematic for keeping younger workers – if you can hire them).
 - (From a personal, anecdotal perspective: rigid job qualifications and descriptions, and less flexible work environments that make it hard to hire and keep recent grades and younger talent)

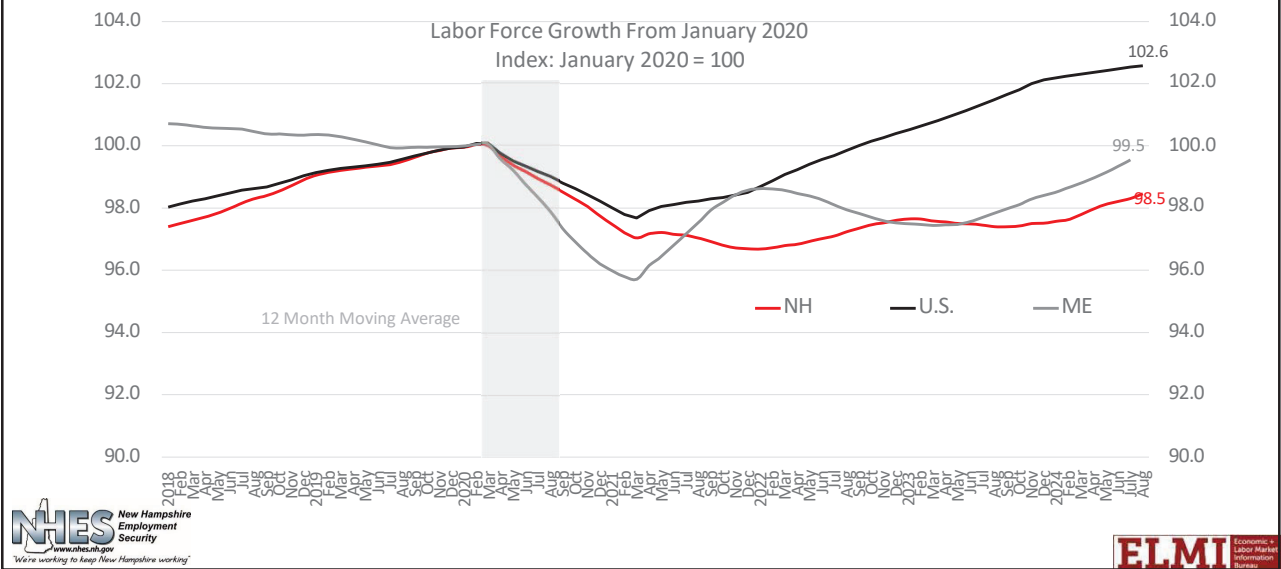
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Population Growth is Projected to Slow Sharply After 2035, But Migration Fuels NH's Growth, it is the Hardest Component of Population to Predict



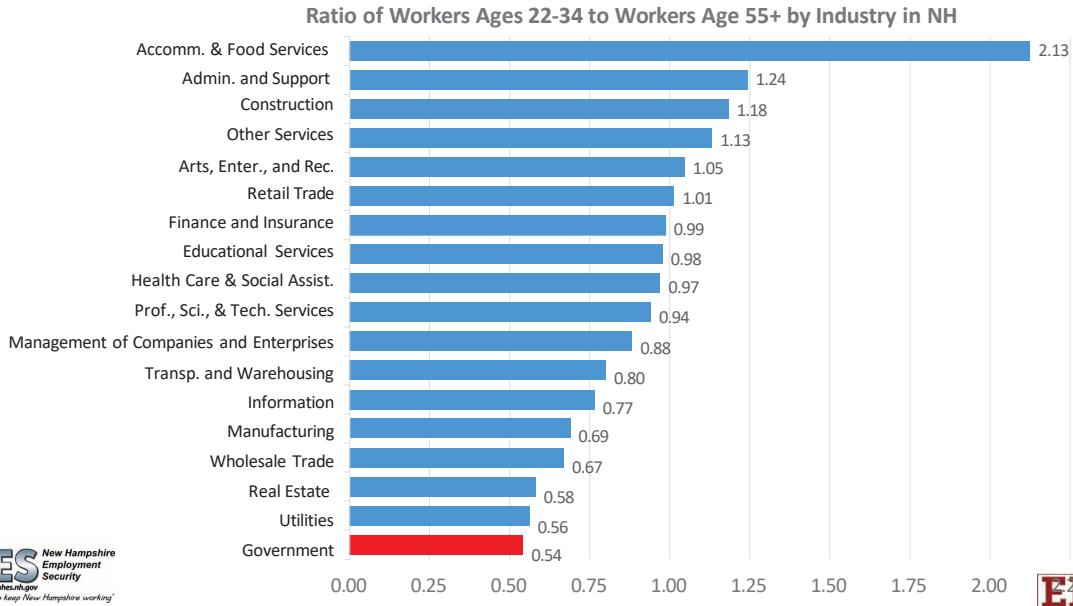
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In the Face of Demand for Labor, a Smaller Labor Force is Limiting the State's Job Growth



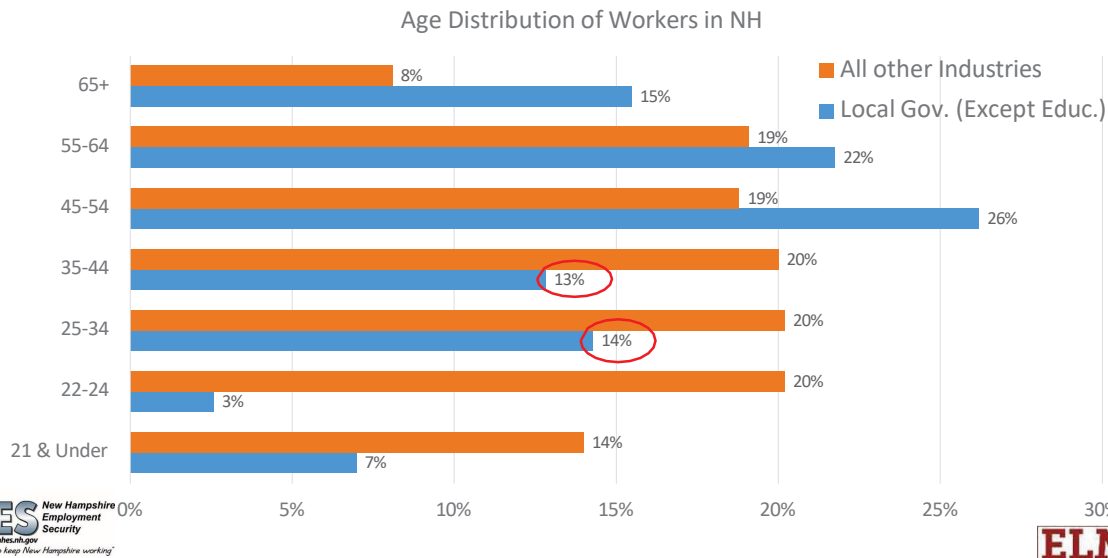
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Industries With Many More Older Than Younger Workers Will Face More Replacement Hiring Needs - Unless the Industry is Shrinking

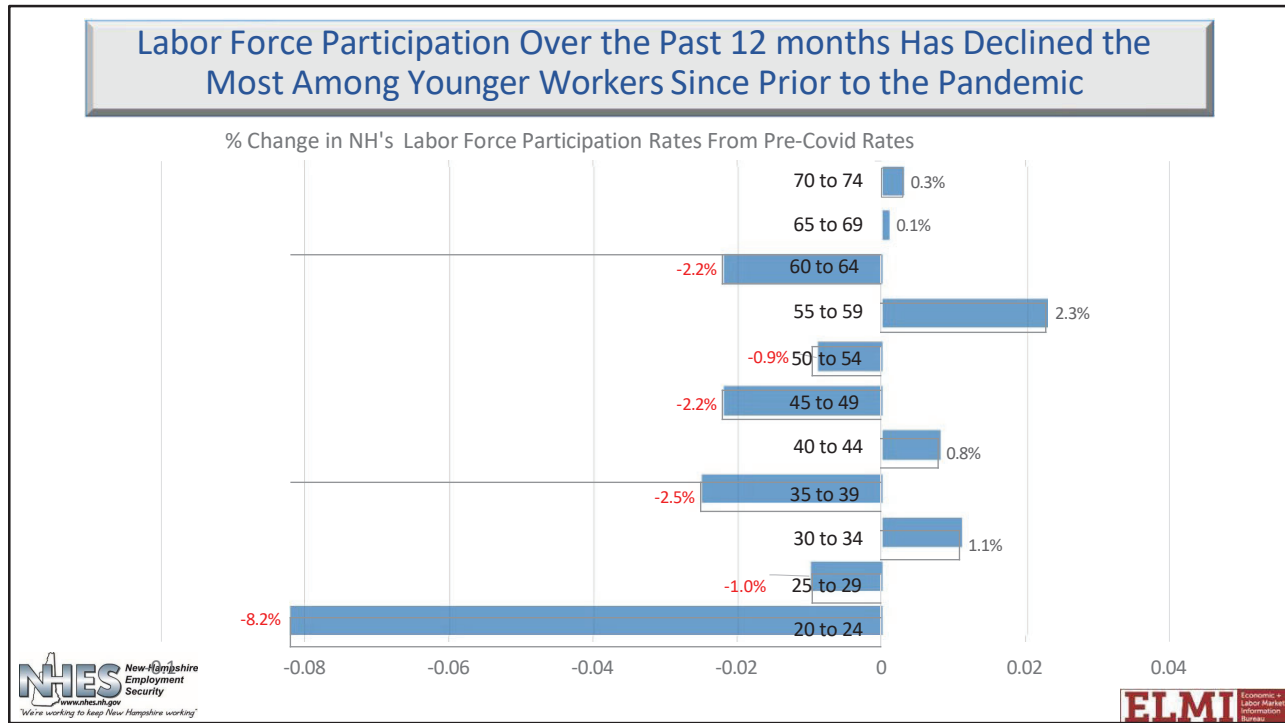


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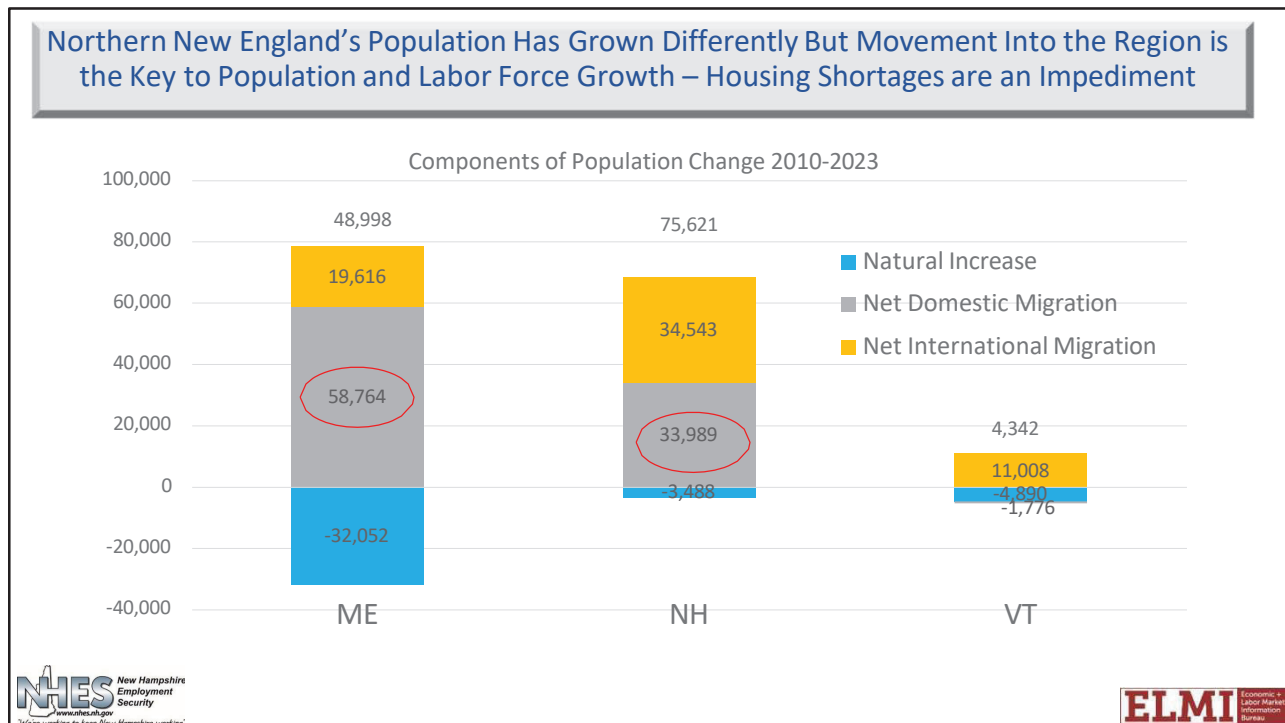
63 Percent of Local Government Workers are Age 45 or Older Compared to Just 46 Percent In All Other Industries – Government Appears to be a Less Attractive Career Option For Younger Workers



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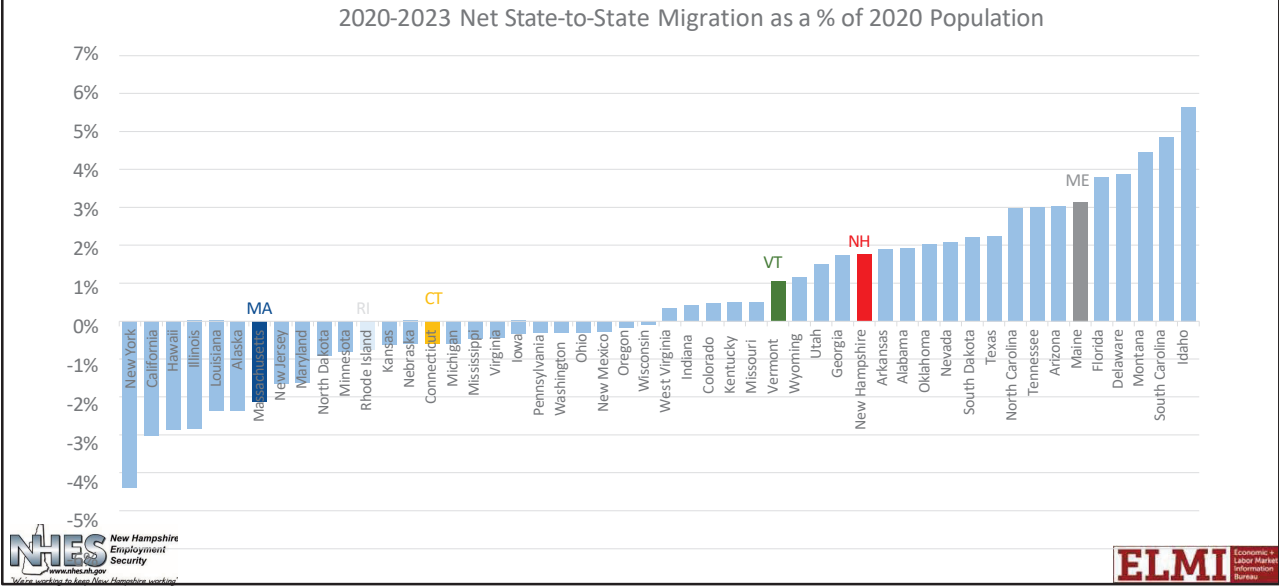


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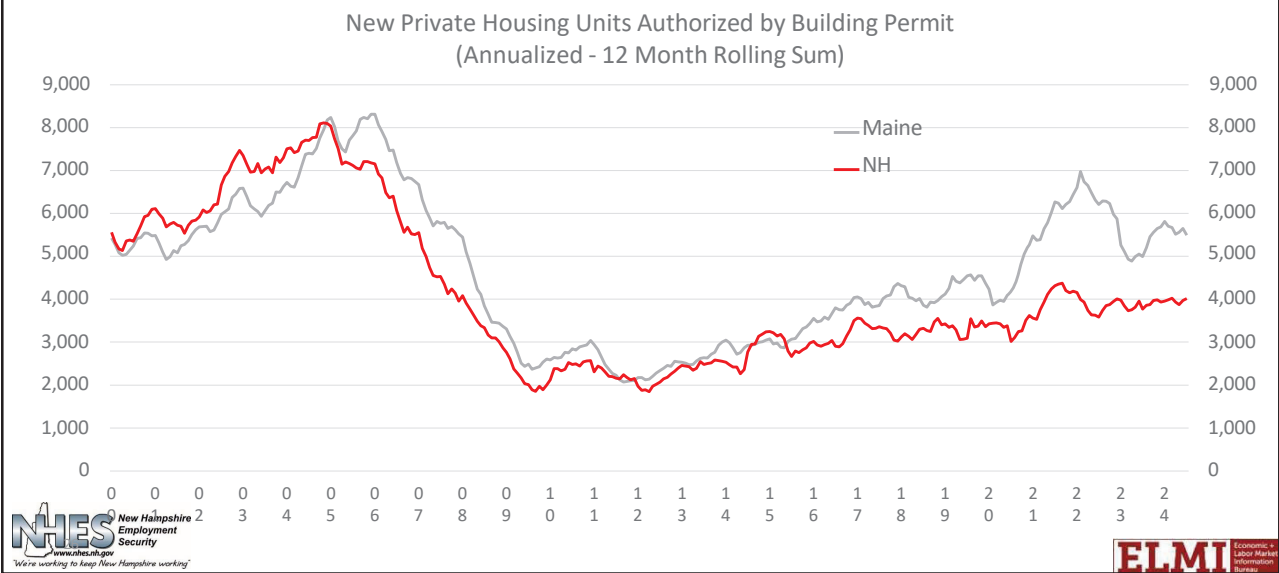
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Since the Pandemic, Maine Has Among the Largest Percentage Population Increases Due to Migration From Other States. New Hampshire Was Higher But is Slowing



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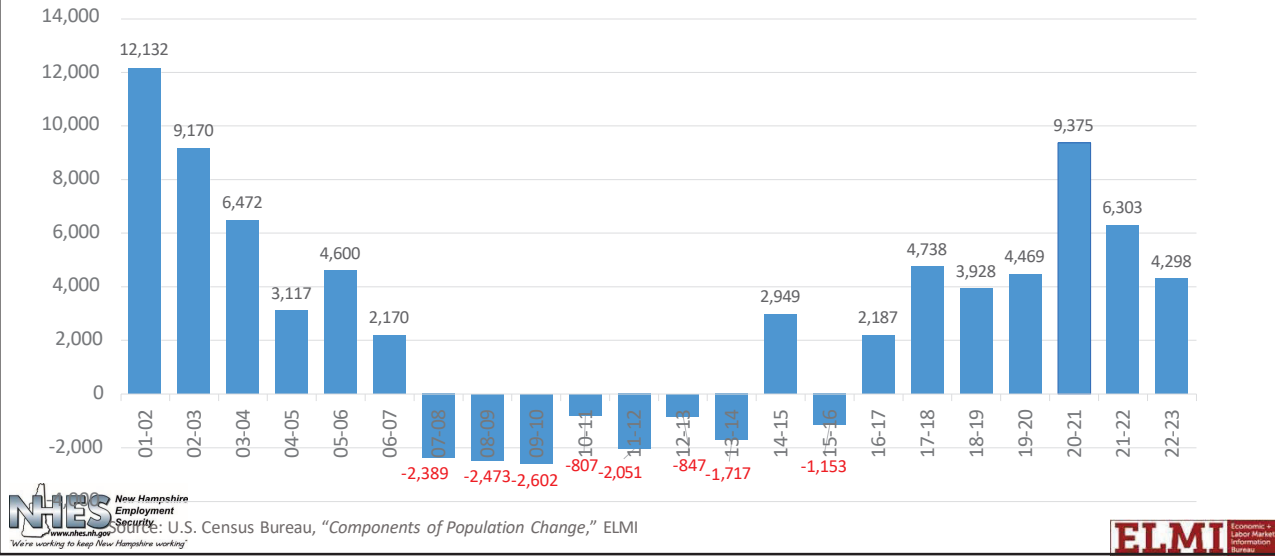
Housing Construction Has Not Been as Supportive of Domestic (State-to-State) Migration in New Hampshire



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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 But Lack of Housing Constraining Our Ability to Take Advantage

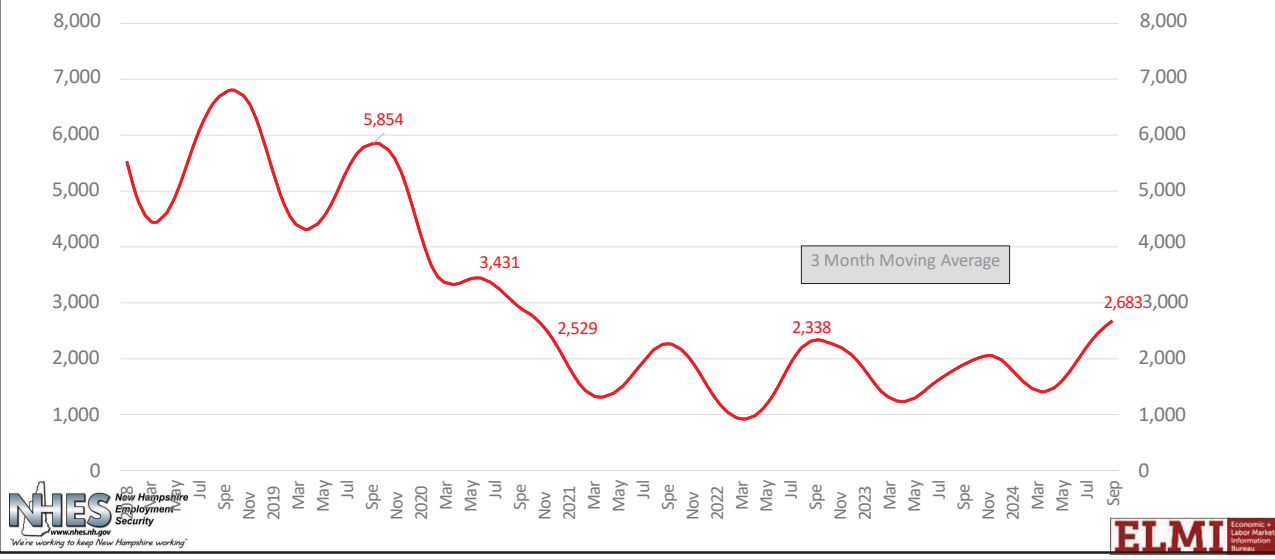
Net Domestic (State-to-State) Migration to NH



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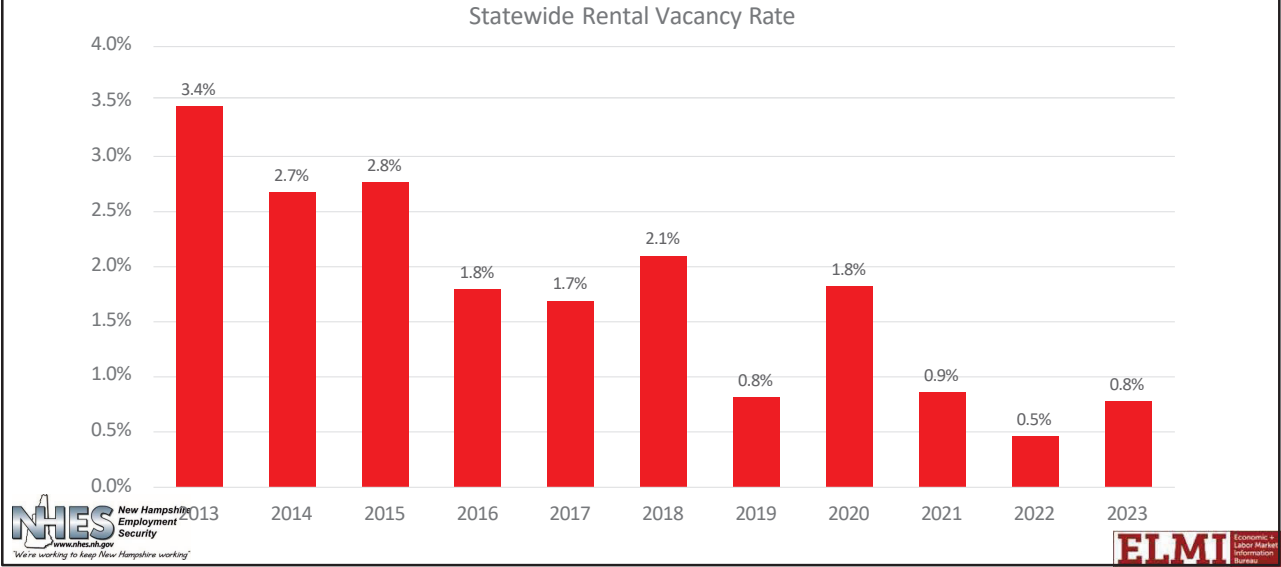
Active Listings of Homes for Sale in New Hampshire are Inching Back Up and are the Highest Since November of 2020

Active Home Listings for Sale in New Hampshire



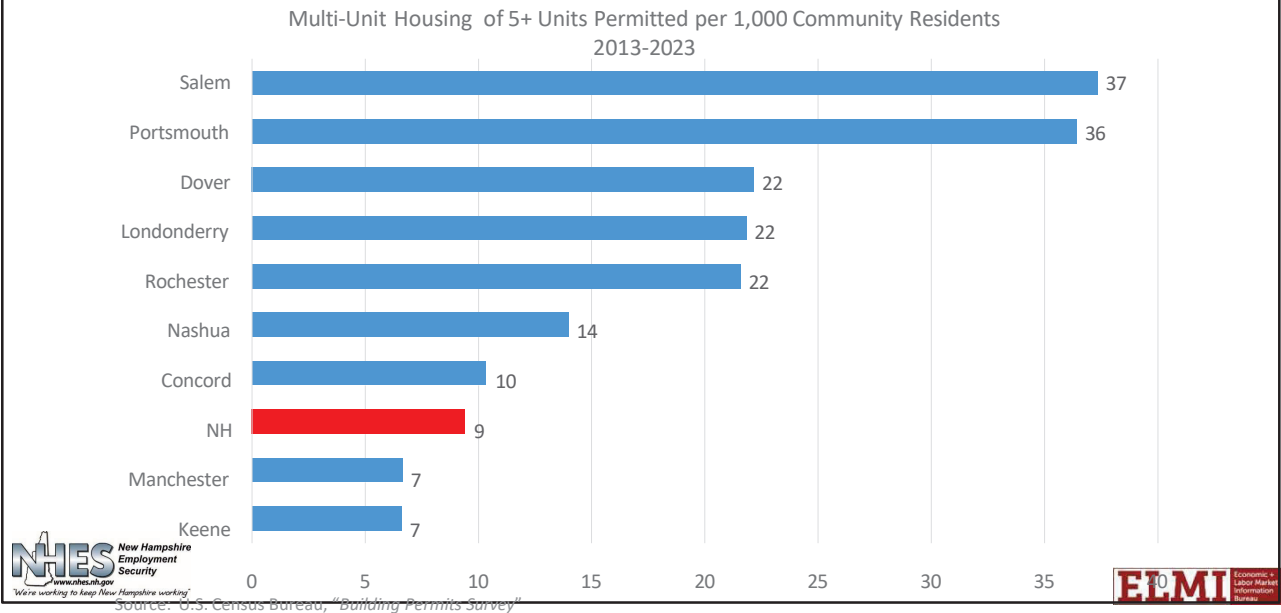
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Movement Into the State Offers the Best Opportunity to Address the State’s Demographic Challenges – But Not Without Places to Live



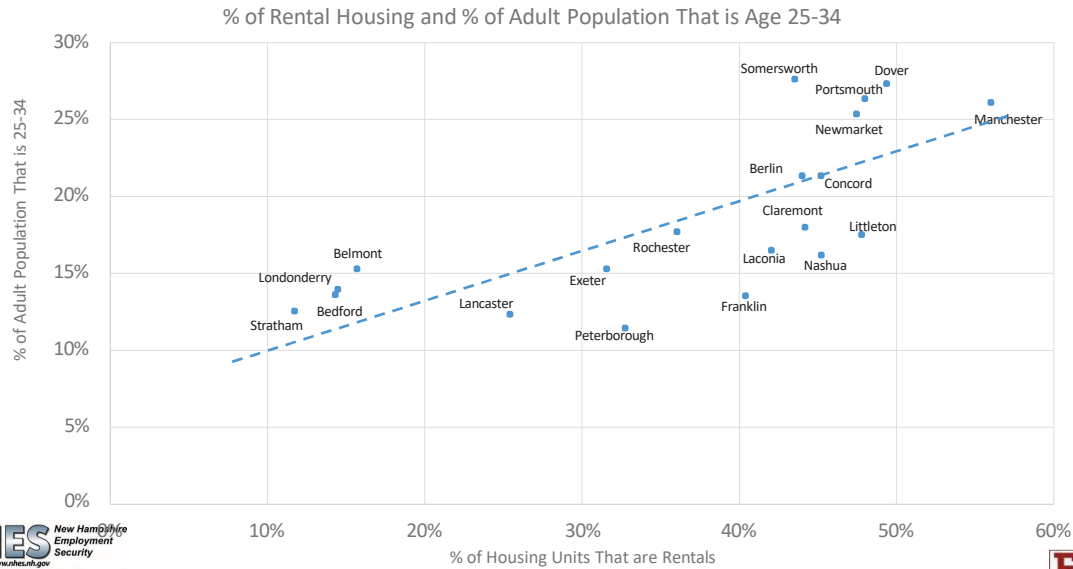
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Larger Multifamily Buildings are Needed to Bring NH’s Rental Market Closer to Equilibrium. There is a Large Variation in Permitting of Multifamily Housing Units Among Communities



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Rental Housing is Key to Attracting a Younger Demographic and Addressing NH's Demographic Challenges. To Attract a Younger Demographic, Quality Rental Opportunities and Amenities are Critical



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A Checklist (Partial) to See if Communities Can Attract Younger Demographics

- Is there a “there, there,” – or does the community have a central core (even if not large) with an aggregation of dining, shopping, entertainment, retail, and other enterprises.
- Are there spaces and places in the core that serve as a hub of social, cultural, and civic activity, and that serve as gathering places?
- Are there higher quality rental apartments in or close to core of the community?
- Are residents able to walk to the amenities (social, cultural, civic, entertainment, eating etc.) that the community offers?
- Does the community have natural and recreational areas within walking distance or a short drive?
- Does the community have a reputation for offering a variety of quality services and at a value relative to other communities (value not necessarily the cheapest but rather more or higher quality per dollar)?
- Can residents interact digitally with local government?

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