



# NEW HAMPSHIRE'S LABOR FORCE AND POLICIES TO SUPPORT GRANITE STATE WORKERS

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NEW HAMPSHIRE BUSINESSES FOR SOCIAL RESPONSIBILITY

MAY 22, 2024

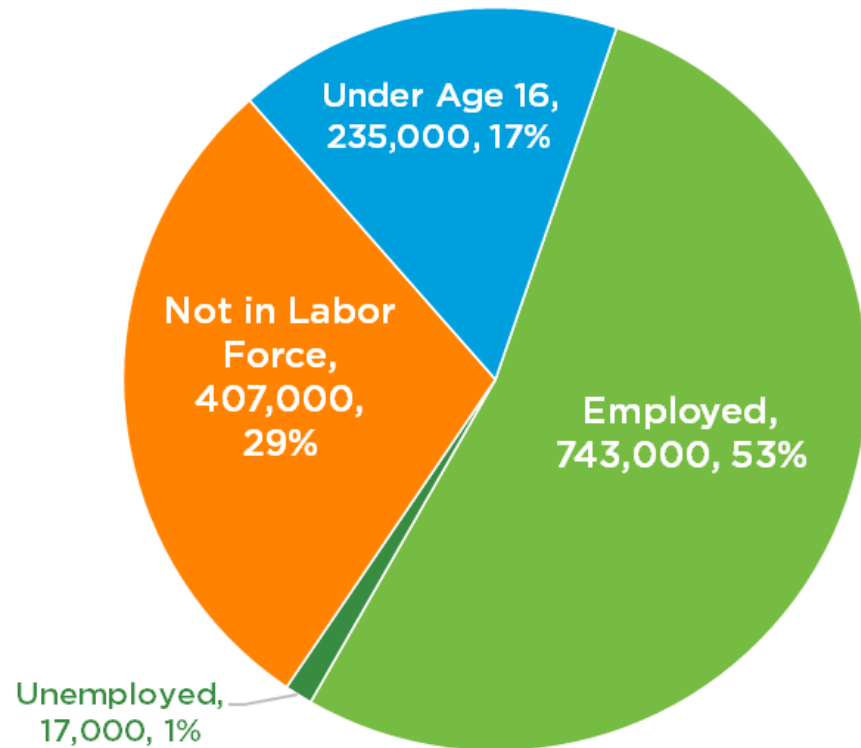
# WHO IS “THE LABOR FORCE”?

- Approximately 1.4 million people in New Hampshire
- Labor force is the number of people, aged 16 years or older, who are working or actively looking for work
- Unemployment rate is comprised of residents actively looking for work
- People out of labor force include individuals with disabilities, students without employment, retired individuals, parents at home, and others

Sources: U.S. Census Bureau, Population Estimates Program; U.S. Bureau of Labor Statistics.

## NEW HAMPSHIRE POPULATION BY LABOR FORCE PARTICIPATION

2023 Q1-Q3 Data, Labor Force Participants Age 16 or Over  
Unless Otherwise Labeled, Rounded to Nearest 1,000



Sources: New Hampshire Employment Security, U.S. Bureau of Labor Statistics, U.S. Census Bureau

# LIVE QUIZ QUESTION

What percentage of New Hampshire's labor force is age 16 to 34 years old?

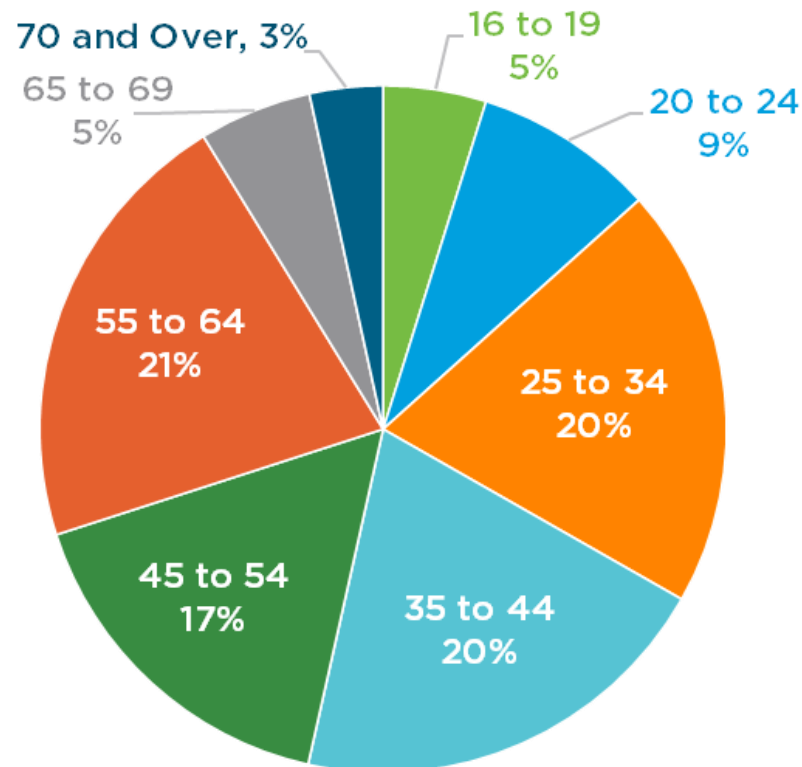
What percentage of New Hampshire's labor force is over age 54 years old?

Please put your estimates in the chat!

# COMPOSITION OF NEW HAMPSHIRE'S LABOR FORCE BY AGE

## NEW HAMPSHIRE'S LABOR FORCE BY AGE IN YEARS

*For the Year Ending April 2024*



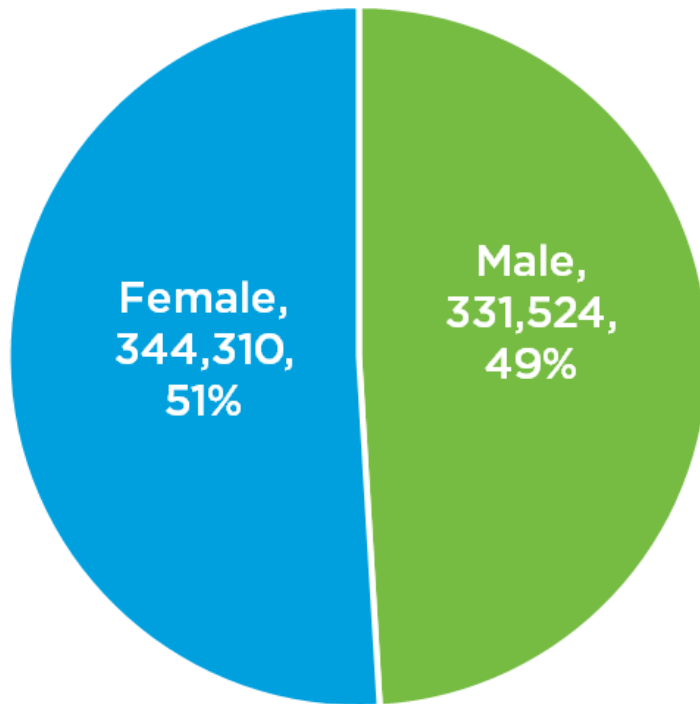
- Percentage of New Hampshire labor force age 16 to 34 years: **33 percent**
- Percentage of New Hampshire labor force age over age 54: **30 percent**

Source: New Hampshire Employment Security

# EMPLOYEES IN NEW HAMPSHIRE JOBS: RACE, ETHNICITY, AND SEX

## NEW HAMPSHIRE-BASED JOBS BY GENDER OF EMPLOYEE

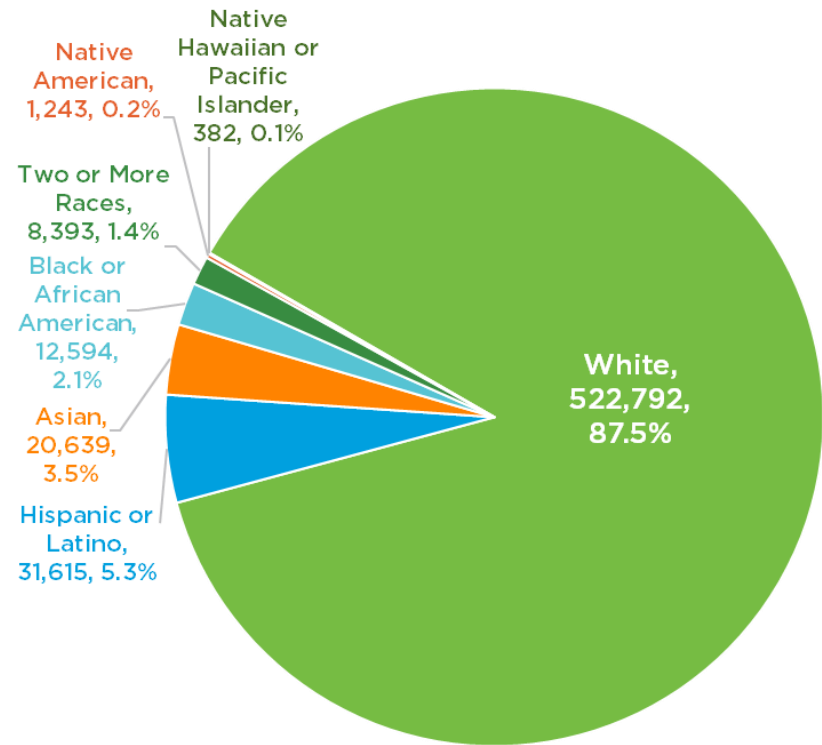
*First Three Quarters of 2023*



Source: U.S. Census Bureau Quarterly Workforce Indicators

## NEW HAMPSHIRE-BASED FILLED JOBS BY RACE OR ETHNICITY OF EMPLOYEE

*First Three Quarters of 2023, Hispanic or Latino Ethnicity May Be of Any Race*

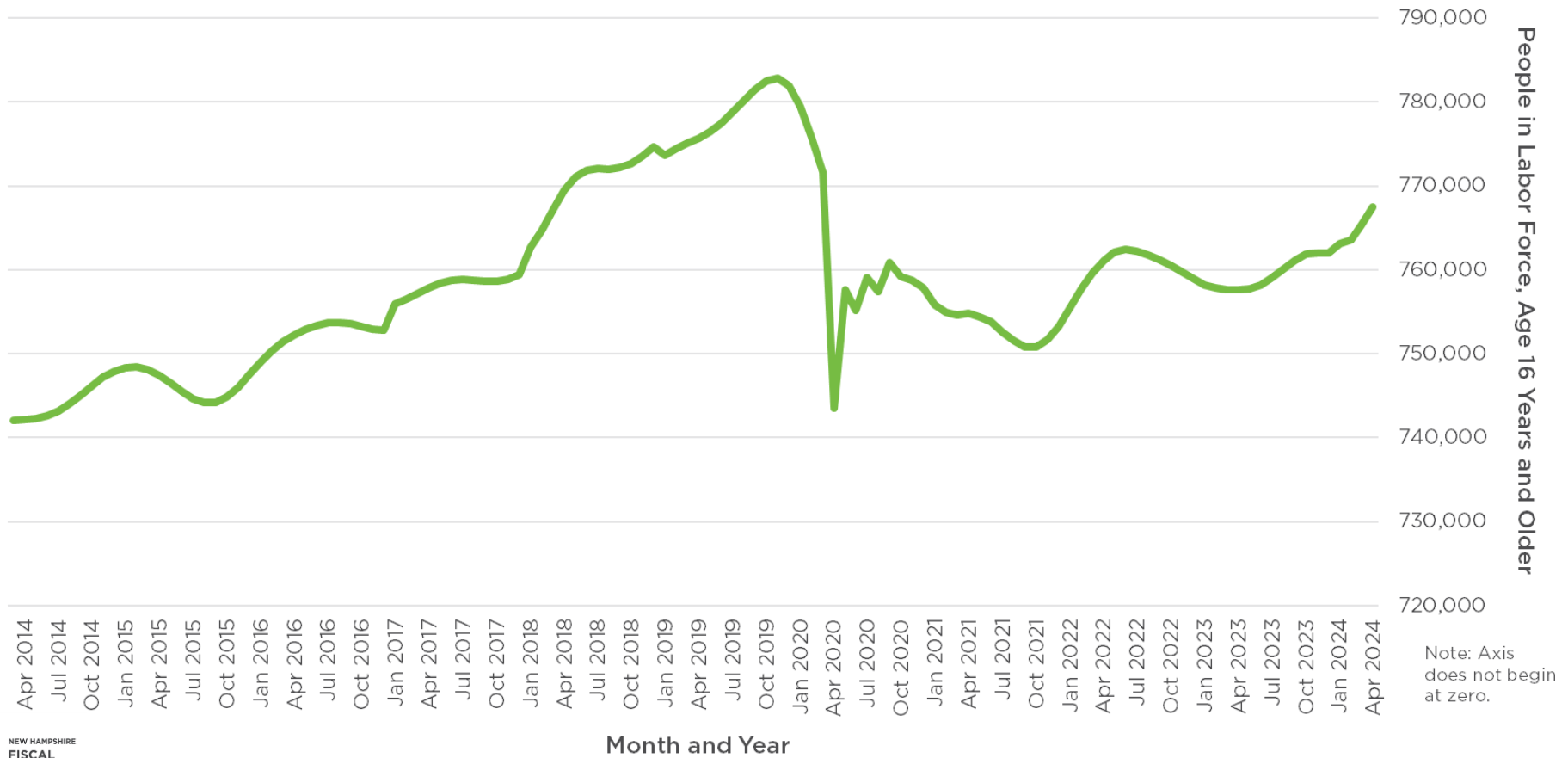


Source: U.S. Census Bureau Quarterly Workforce Indicators

# TOTAL LABOR FORCE SIZE BELOW PRE-PANDEMIC LEVELS, BASED ON SURVEYS

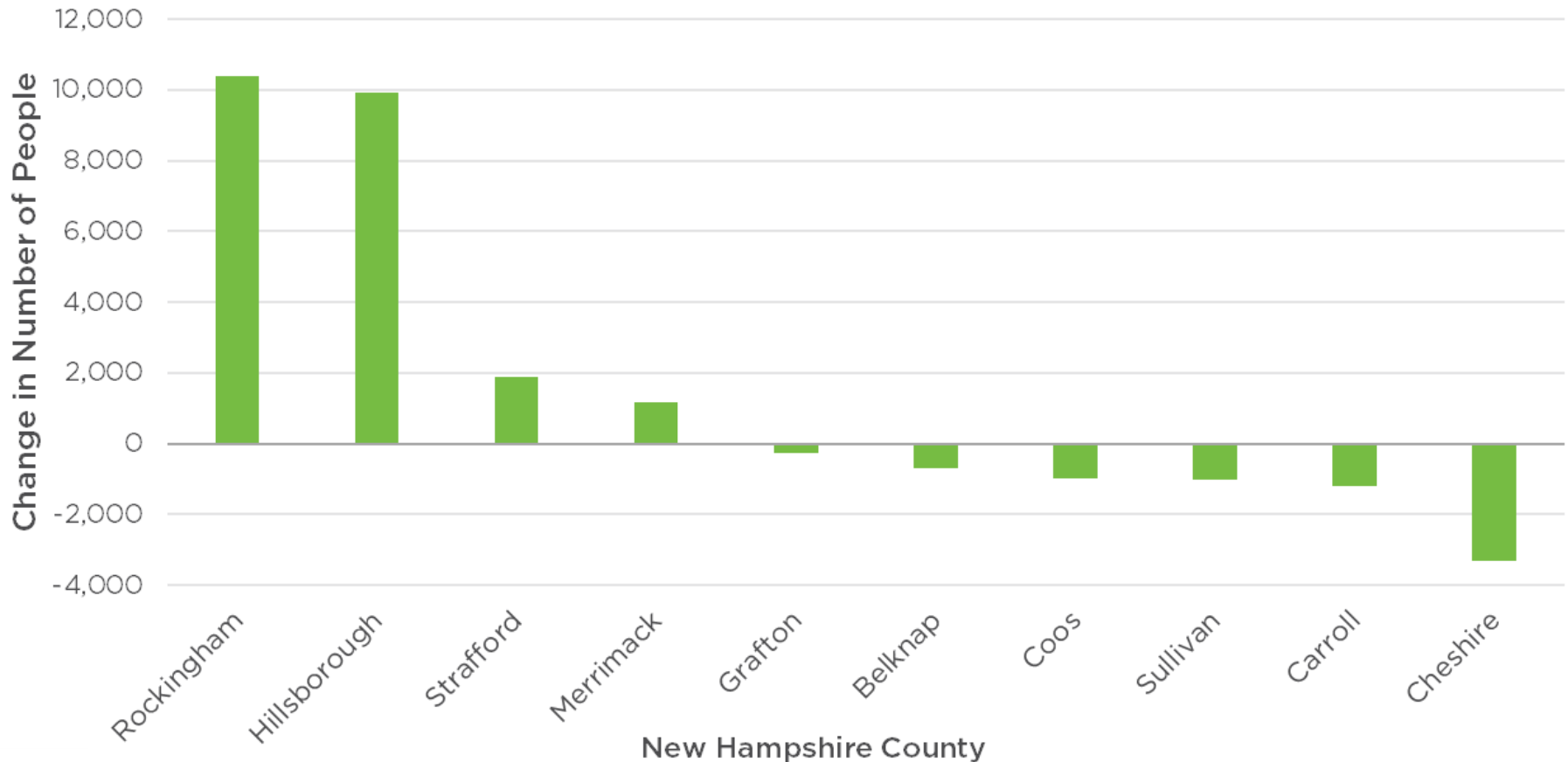
## NEW HAMPSHIRE CIVILIAN LABOR FORCE

*Number of Residents Working or Actively Seeking Work, Seasonally Adjusted*



# LABOR FORCE CHANGES BY COUNTY

## CHANGE IN SIZE OF THE LABOR FORCE BY NEW HAMPSHIRE COUNTY, 2014-2023



Source: New Hampshire Employment Security

# COMPENSATION FOR THE LABOR FORCE



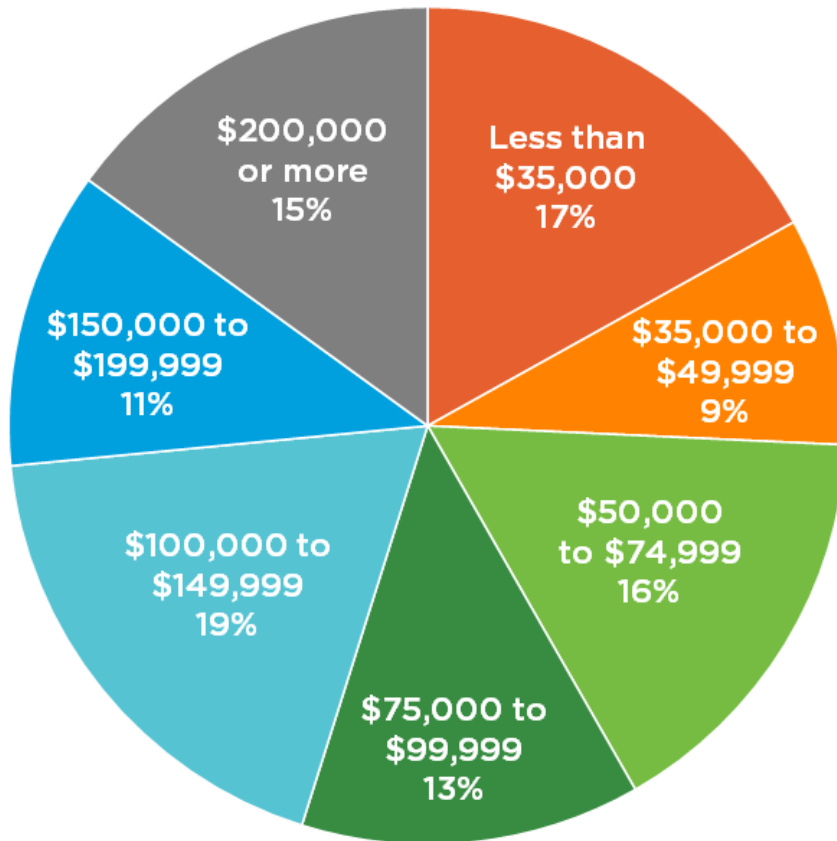
# LIVE QUIZ QUESTION

What is the median household income (income from any source earned by the “middle” household) in New Hampshire?

Please put your estimates in the chat!

# ABOUT 26% OF HOUSEHOLDS IN NH HAD LESS THAN \$50,000 IN INCOME DURING 2022

## NEW HAMPSHIRE HOUSEHOLDS BY INCOME GROUP, 2022



- Median household income in New Hampshire during 2022: **About \$90,000**
- Median household income in 2022 was lower than in 2021 after adjusting for inflation

Source: U.S. Census Bureau, American Community Survey,  
2022 One-Year Data

# WAGES INCREASED FOLLOWING COVID-19 PANDEMIC, BUT DIFFER SUBSTANTIALLY

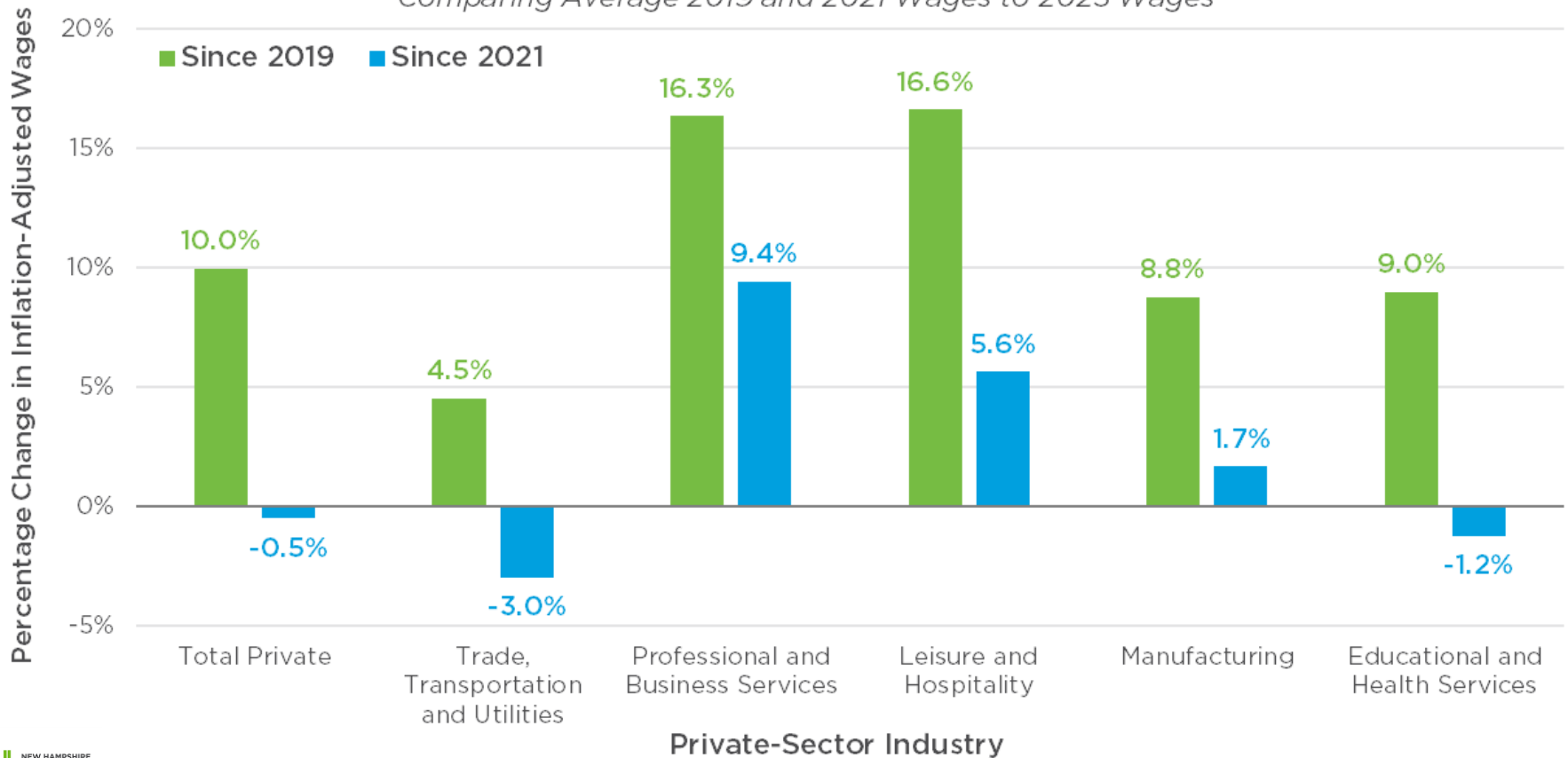
## HOURLY WAGE IN NEW HAMPSHIRE BY PERCENTILE, 2023



# AVERAGE WAGES IN NEW HAMPSHIRE HAVE NOT CONSISTENTLY OUTGROWN INFLATION

## CHANGES IN INFLATION-ADJUSTED AVERAGE HOURLY WAGE IN NEW HAMPSHIRE BY PRIVATE SECTOR INDUSTRY

*Comparing Average 2019 and 2021 Wages to 2023 Wages*

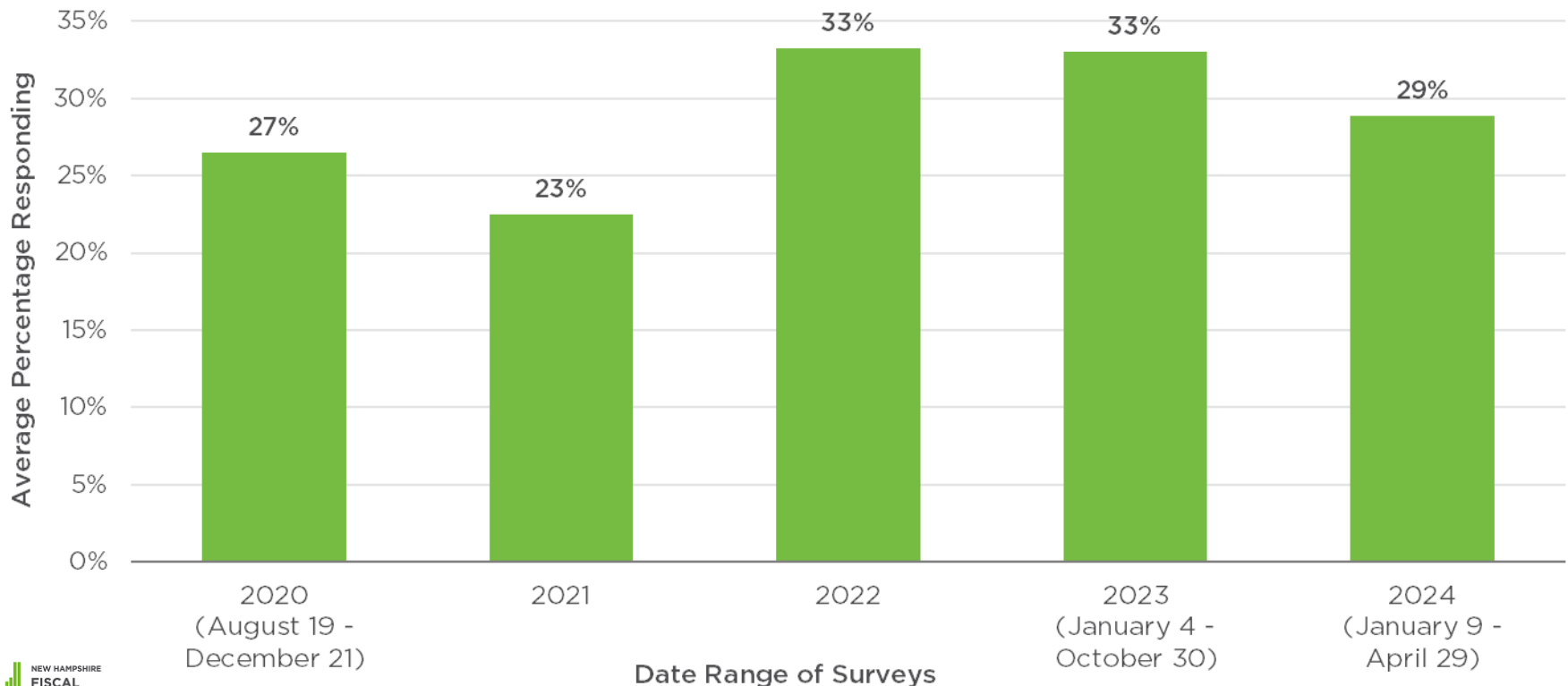


Sources: New Hampshire Employment Security; U.S. Bureau of Labor Statistics, Consumer Price Index-Urban for New England

# MANY NEW HAMPSHIRE ADULTS REPORT DIFFICULTY AFFORDING EXPENSES

## NEW HAMPSHIRE ADULTS REPORTING DIFFICULTY WITH USUAL EXPENSES

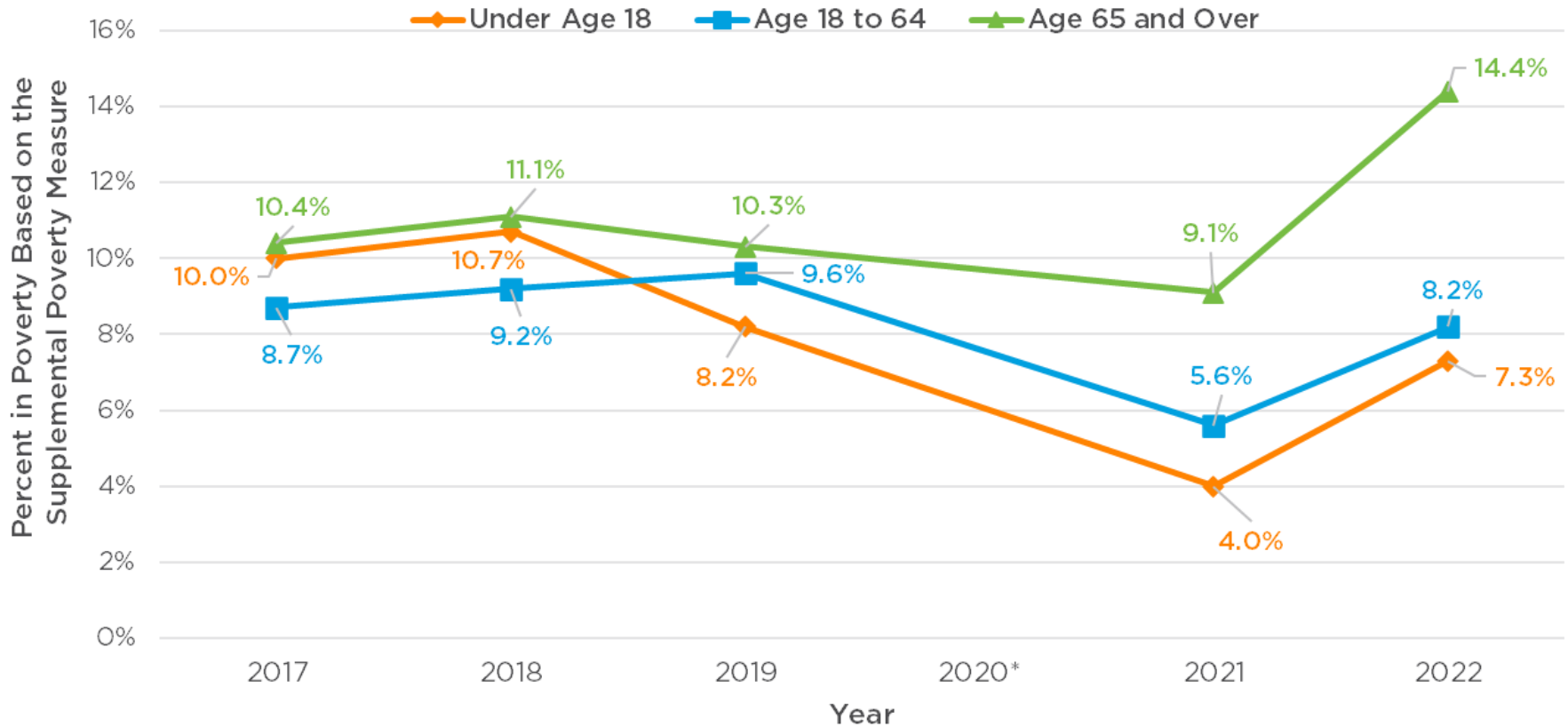
*Percentage Living in Households in Which It Has Been Somewhat or Very Difficult to Pay for Usual Household Expenses During the Last Seven Days*



Source: U.S. Census Bureau, Household Pulse Survey, accessed April 2024

# POVERTY RATE FOR CHILDREN HALVED, THEN SHARPLY INCREASED FOR ALL AGES

## SUPPLEMENTAL POVERTY MEASURE POVERTY RATES BY AGE GROUP IN NEW HAMPSHIRE

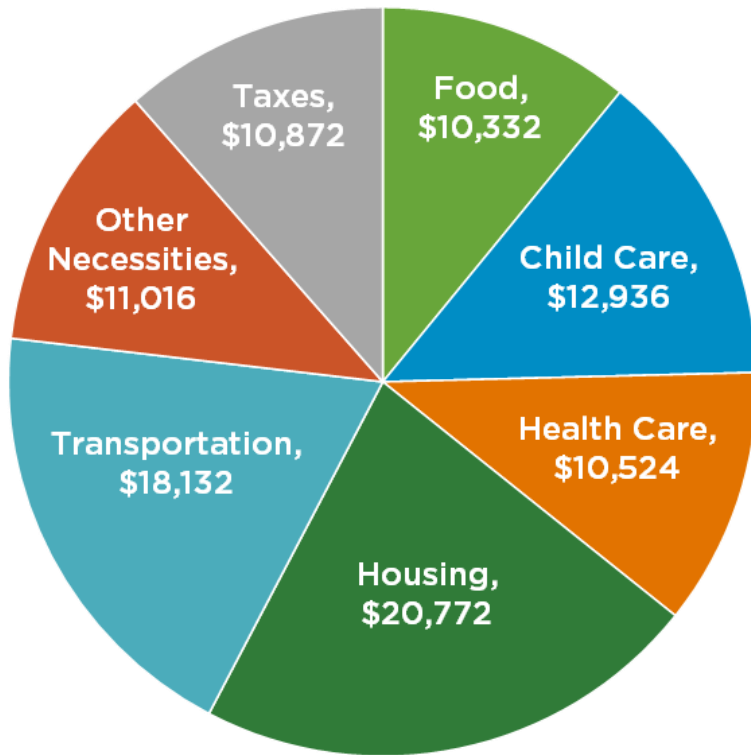


\*Note: These data were not available for 2020 due to disruptions associated with the pandemic.

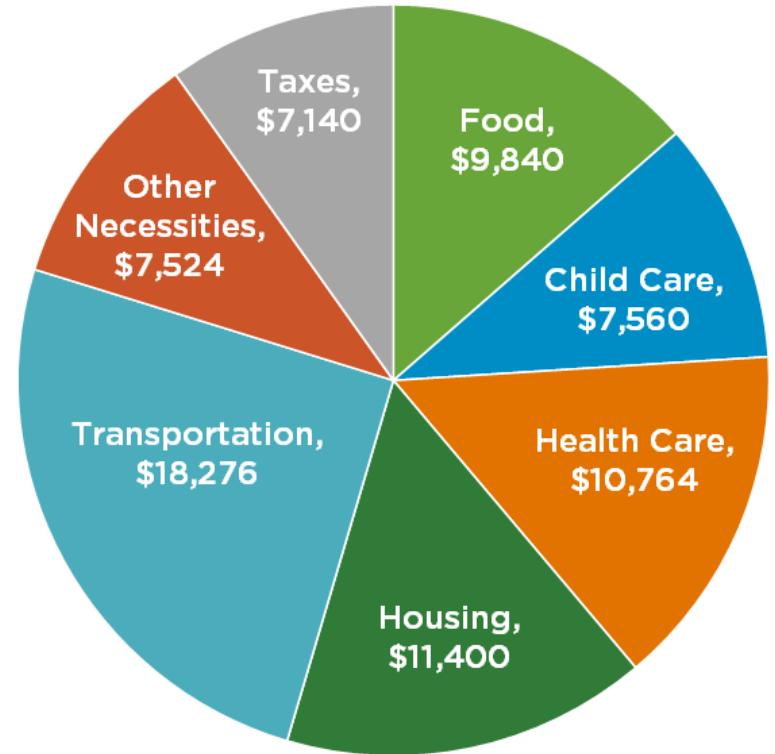
Source: U.S. Census Bureau, Strategies to Counter 2021-Specific Challenges in Producing the Supplemental Poverty Measure in the American Community Survey, State by Age SPM Rates Table

# INDIVIDUALS AND FAMILIES FACE SIGNIFICANT COSTS OF LIVING STATEWIDE

ECONOMIC POLICY INSTITUTE  
 FAMILY BUDGET CALCULATOR  
 TWO ADULTS, ONE CHILD: \$94,584  
*Rockingham County, New Hampshire, 2024*



ECONOMIC POLICY INSTITUTE  
 FAMILY BUDGET CALCULATOR  
 TWO ADULTS, ONE CHILD: \$72,501  
*Coos County, New Hampshire, 2024*



Source: Economic Policy Institute, Family Budget Calculator, March 22, 2024

Source: Economic Policy Institute, Family Budget Calculator, March 22, 2024

# CHILD CARE



# LIVE QUIZ QUESTION

In New Hampshire, what was the average cost of child care for an infant in 2023?

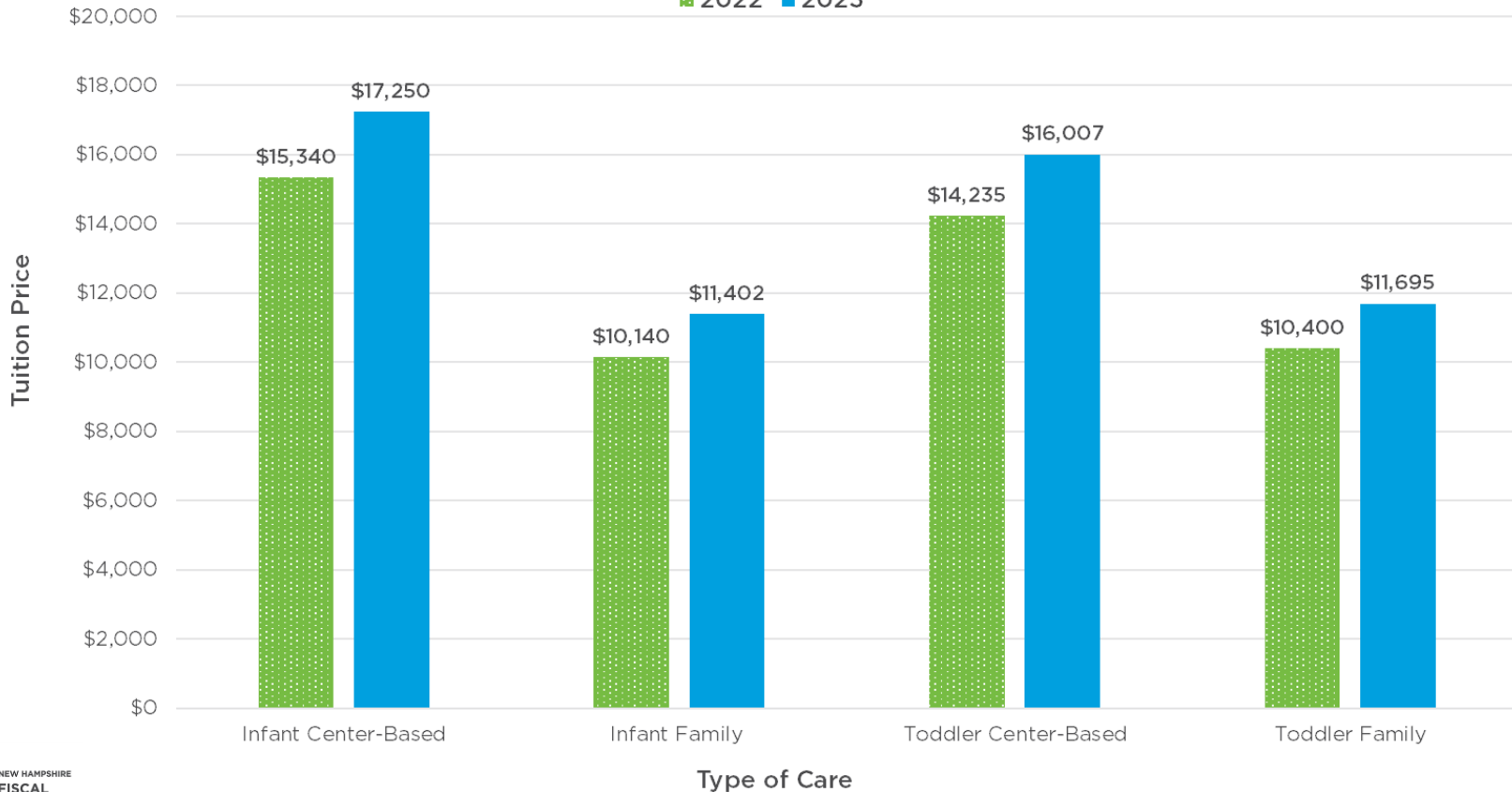
Please put your estimates in the chat!

# CHILD CARE PRICES INCREASED ABOUT 12.5 PERCENT FROM 2022 TO 2023

## NEW HAMPSHIRE CHILD CARE PRICES IN 2022 AND 2023

*Child Care Tuition Prices for Center-Based and Family Child Care for Infants and Toddlers*

■ 2022 ■ 2023



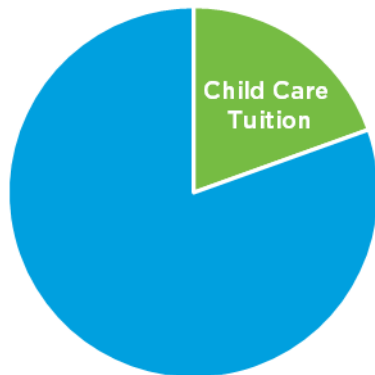
# FEDERAL BENCHMARK: AFFORDABLE CHILD CARE SHOULD BE NO MORE THAN 7 PERCENT OF HOUSEHOLD INCOME

## PERCENTAGE OF MEDIAN HOUSEHOLD INCOME NEEDED FOR TWO CHILDREN IN CENTER-BASED CARE

*Percent of Median Income for Households with Children during 2018-2022 Equivalent to the Unsubsidized Price of Tuition for an Infant and Four-Year-Old Child to Attend Center-Based Child Care*

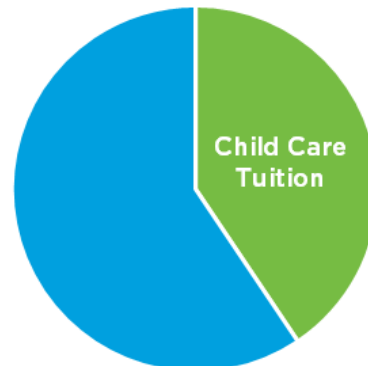
**MARRIED-COUPLE FAMILY**

**20%**



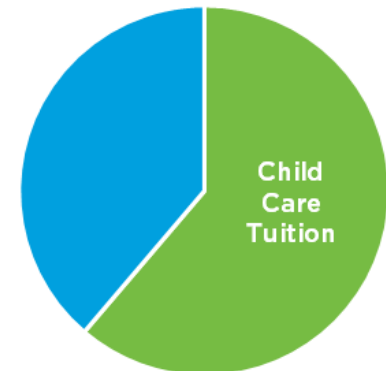
**SINGLE MALE HOUSEHOLDER**

**41%**



**SINGLE FEMALE HOUSEHOLDER**

**61%**



# NEW HAMPSHIRE CHILD CARE SCHOLARSHIP ELIGIBILITY EXPANSION

## CHILD CARE SCHOLARSHIP AND REDUCED COST SHARE ELIGIBILITY

*Annual Household Income Caps for Child Care Scholarship, No Cost Share, and \$5 Per Week Cost Share Eligibility*

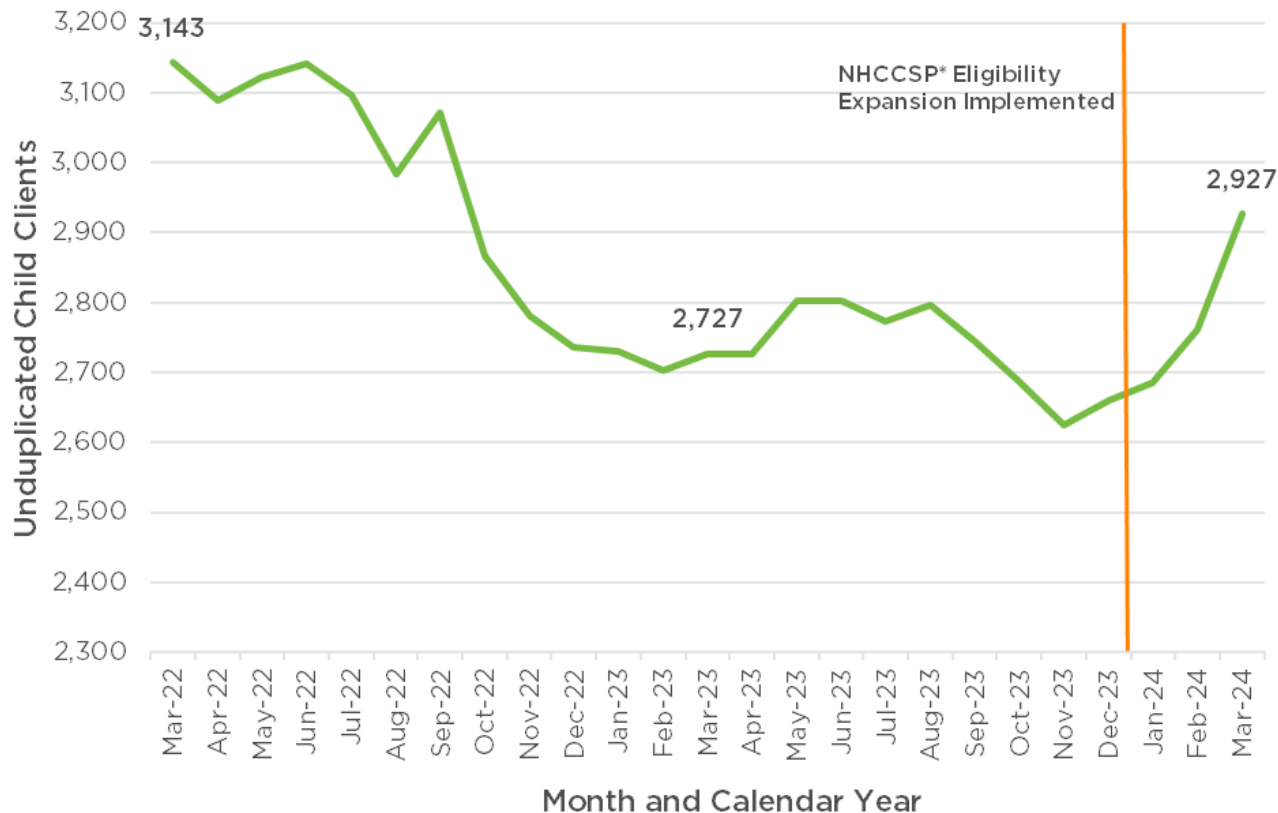
Family Size	Scholarship	No Cost Share	\$5 Cost Share
	Less than 85% of State Median Income	Less than or equal to 100% of Federal Poverty Guidelines	Between 100% to 138% of Federal Poverty Guidelines
1	\$55,207	\$14,580	\$20,120
2	\$72,193	\$19,720	\$27,214
3	\$89,180	\$24,860	\$34,307
4	\$106,167	\$30,000	\$41,400
5	\$123,153	\$35,140	\$48,493
6	\$140,140	\$40,280	\$55,586
7	\$143,325	\$45,420	\$62,680
8	\$146,510	\$50,560	\$69,773

Sources: New Hampshire Department of Health and Human Services Bureau of Child Development and Head Start Collaboration Child Care Scholarship Income Eligibility Levels (Updated July 1, 2023), U.S. Department of Health and Human Services 2023 Poverty Guidelines for 48 Contiguous States (Updated January 2022)

# TRENDING INCREASE IN CHILD CARE SCHOLARSHIP USE

## NEW HAMPSHIRE CHILD CARE SCHOLARSHIP USAGE

Number of Children Served Monthly by the New Hampshire Child Care Scholarship Program from March 2022 to March 2024



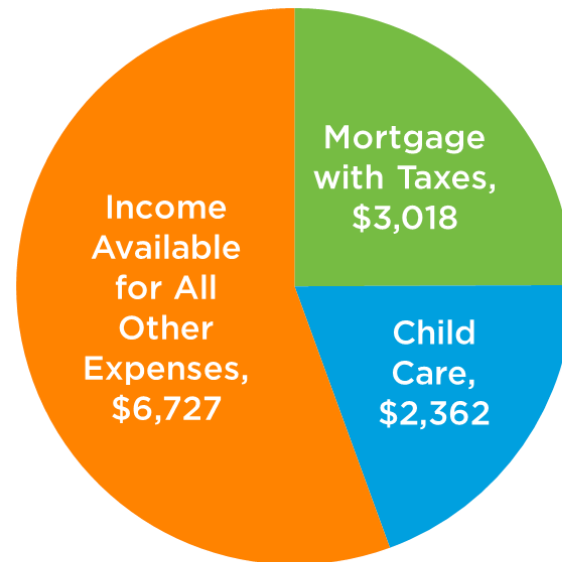
\*Note: NHCCSP is the New Hampshire Child Care Scholarship Program, which provides subsidies to help families access and afford child care services.

Source: New Hampshire Department of Health and Human Services

# 2022 CHILD CARE AND NEW HOUSE MORTGAGE PAYMENTS EQUATE TO 44 PERCENT OF HOUSEHOLD INCOME

## MEDIAN MONTHLY CHILD CARE AND NEW MORTGAGE EXPENSES FOR A NEW HAMPSHIRE MARRIED COUPLE WITH TWO CHILDREN

*Estimates Based on Median Income and Average or Median Costs Where Available, 2022*



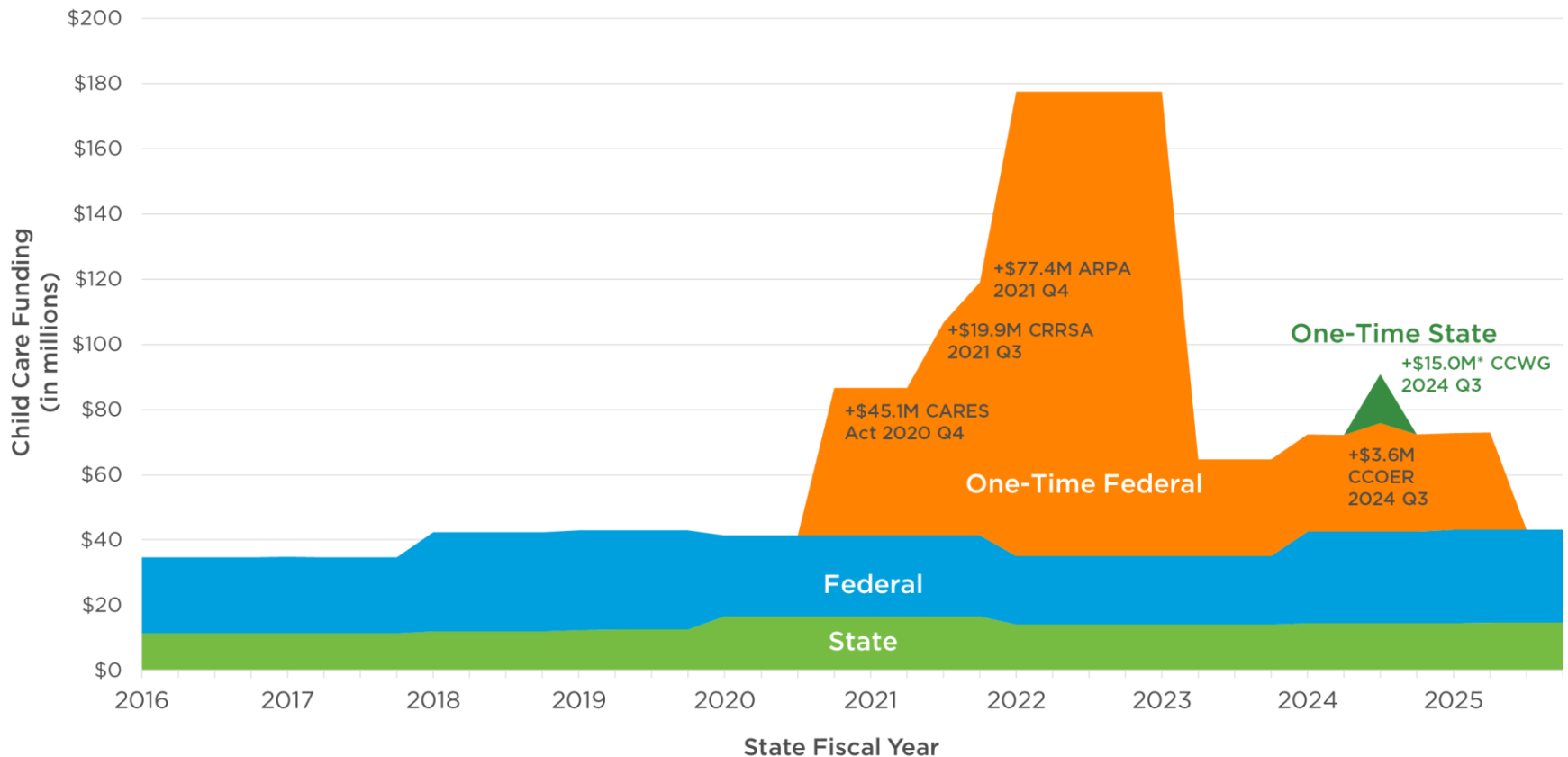
Note: Mortgage with taxes figure calculated using median single-family house price in 2022 with a 5 percent downpayment, average 2022 New Hampshire tax rate across all communities of \$18.73 per \$1,000, and average 30-year fixed mortgage rate in 2022 of 5.34 percent.

Sources: New Hampshire Association of Realtors, Federal Reserve Bank of Dallas, New Hampshire Department of Revenue Administration, Child Care Aware of America, U.S. Census Bureau.

# END OF ONE-TIME FEDERAL INVESTMENTS MAY REDUCE INDUSTRY STABILITY

## NEW HAMPSHIRE CHILD CARE FUNDING

State and Federal One-Time and Regular Funding for State Fiscal Years 2016-2025



For all Notes and Sources, see NHPFI's February 2024 Issue Brief *The State of Child Care in New Hampshire: End of One-Time Federal Investments May Reduce Industry Stability*. Acronym Definitions: New Hampshire's Child Care Workforce Grant (CCWG). Coronavirus Aid, Relief, and Economic Security (CARES) Act. Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA). American Rescue Plan Act (ARPA). Child Care Operating Expense Reduction (CCOER).

# HOUSING



## LIVE QUIZ QUESTION

What would the monthly mortgage payment be for a house purchased and valued at the median sale price in April 2024, with the average interest rate for a 30-year fixed mortgage, a five percent downpayment, and the average municipal tax rate applied?

Please put your estimates in the chat!

# TEMPORARY FEDERAL FUNDING TO SUPPORT HOUSING LARGELY EXPIRED

- Emergency Rental Assistance Program provided about \$302.5 million in housing assistance
- Homeowner Assistance Fund paid about \$39.2 million in aid for mortgage payments, property taxes, and other eligible costs
- Flexible federal funds deployed by the State to assist with housing retention and construction, including \$100 million to the InvestNH program to support developers creating multifamily rental housing and incentivize municipalities to add units and reform zoning

## QUIZ QUESTION ANSWER:

Estimated \$4,039 in monthly mortgage and tax payments

# Median Single-Family House Sale Price by NH County

*Percent Change in Median Single-Family Home Price, from 2018-2023*

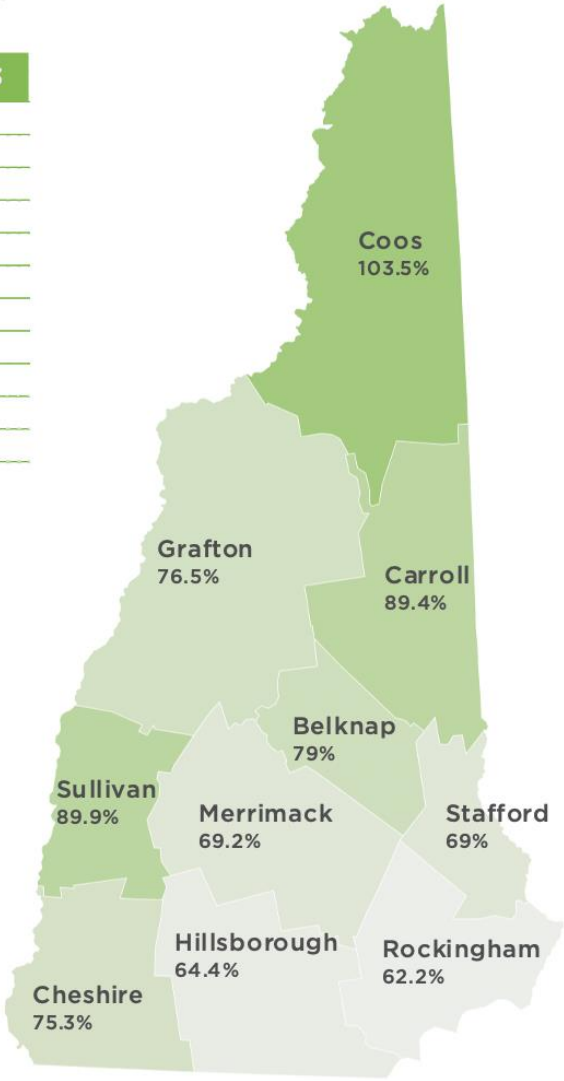
Change in Median Price



MEDIAN SALE PRICE FOR A SINGLE-FAMILY HOUSE UP 66 PERCENT STATEWIDE FROM 2018 TO 2023

County	Price In 2018	Price In 2023
Belknap	\$250,000	\$447,500
Carroll	\$245,500	\$465,000
Cheshire	\$194,250	\$340,500
Coos	\$113,000	\$230,000
Grafton	\$226,600	\$400,000
Hillsborough	\$298,000	\$490,000
Merrimack	\$260,000	\$440,000
Rockingham	\$370,000	\$600,000
Strafford	\$268,000	\$453,000
Sullivan	\$180,000	\$341,900
<b>Statewide</b>	<b>\$283,000</b>	<b>\$470,000</b>

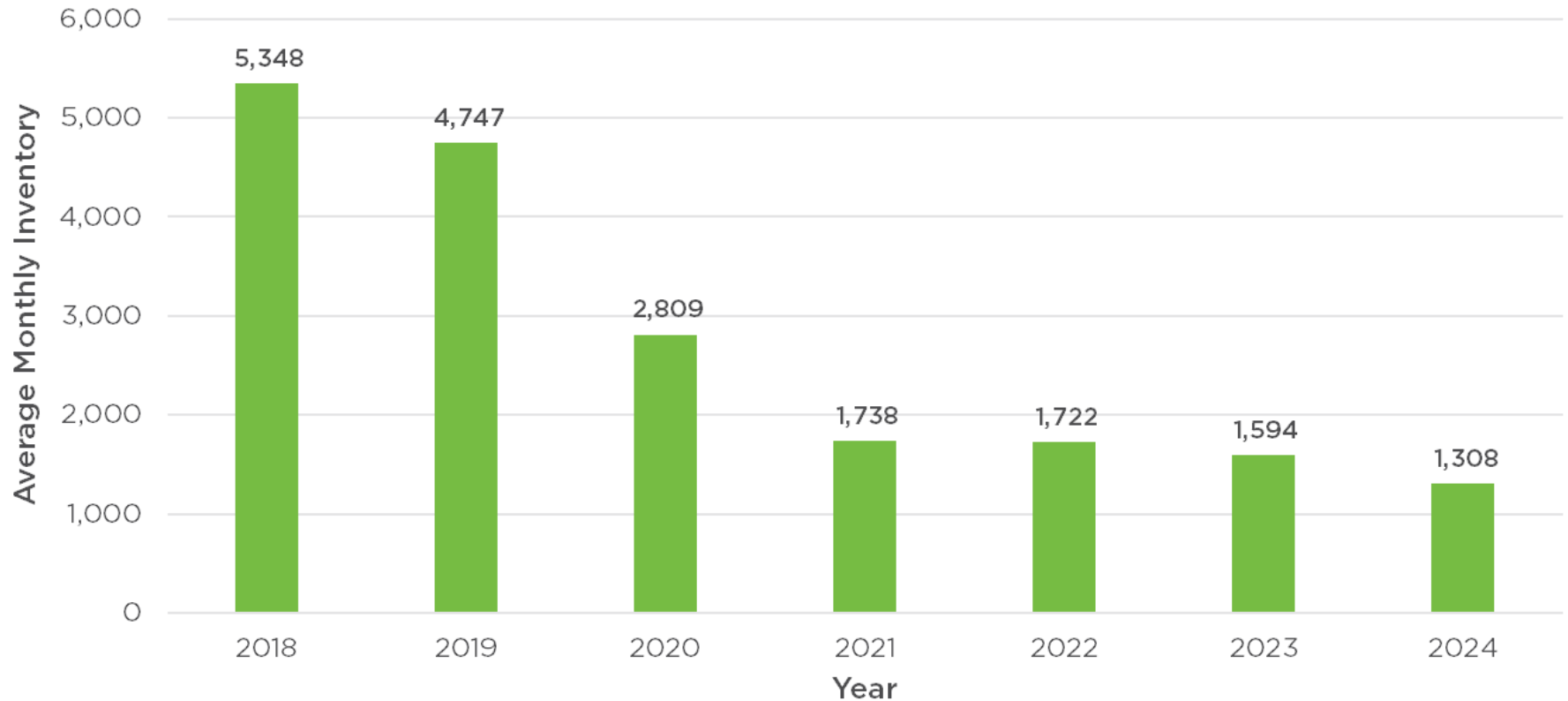
Source: New Hampshire Association of Realtors



# PRICES HAVE INCREASED AS SUPPLY DECREASES, FEWER HOUSES FOR SALE

## NEW HAMPSHIRE INVENTORY OF SINGLE-FAMILY HOUSES FOR SALE

*Average Monthly Inventory from 2018 to 2023, and January to April 2024 Year to Date\**

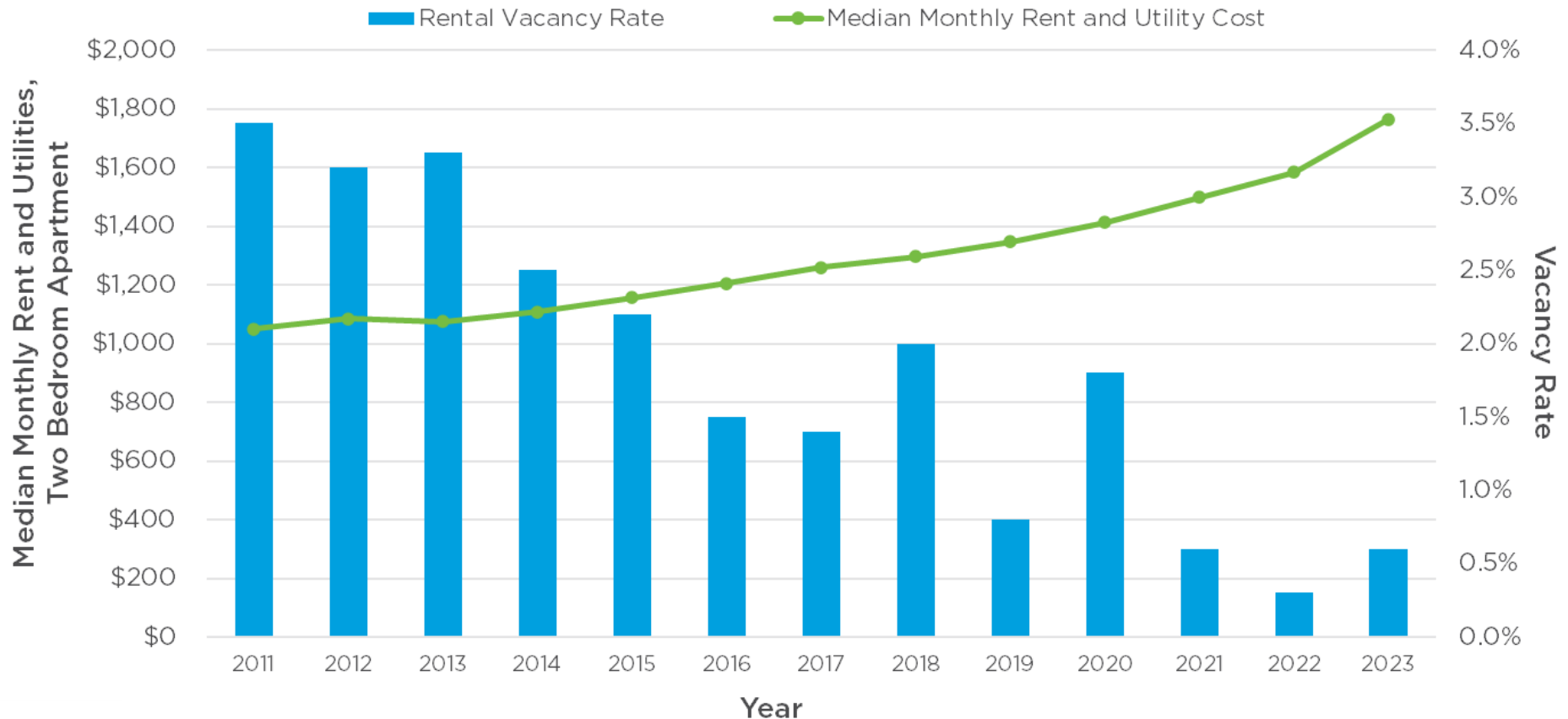


\*Note: Inventory shown is an average of the twelve individual months of each year.  
Source: New Hampshire Association of Realtors, Monthly Indicators

# LOW SUPPLY ALSO PUSHES UP PRICES OF RENTAL UNITS IN NEW HAMPSHIRE

## MEDIAN MONTHLY RENTAL COSTS AND VACANCY RATES

*New Hampshire Statewide Data, Two Bedroom Apartments*

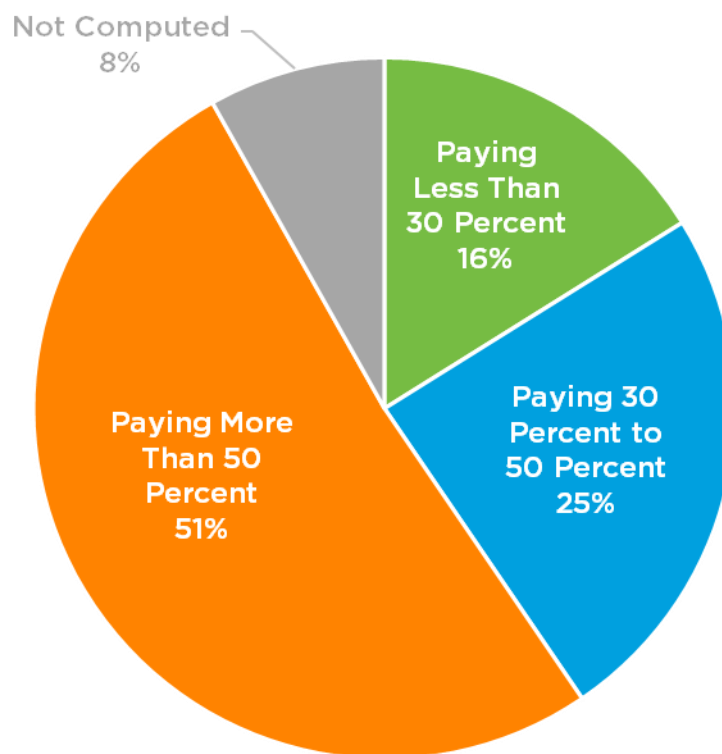


Source: New Hampshire Housing Finance Authority

# RENTAL UNIT COSTS HIGH RELATIVE TO RENTER INCOMES

## RENT AND UTILITIES PAYMENTS AS A PERCENTAGE OF HOUSEHOLD INCOME FOR NEW HAMPSHIRE RENTERS WITH LOW INCOMES

*Percentage of Income Paid by Renter Households with Less Than \$35,000 Annual Income (33 Percent of All Renters), From 2018 to 2022*



# STATE BUDGET FUNDING FOR HOUSING

- **Affordable Housing Fund:** administered by the New Hampshire Housing Finance Authority, provides grants and low-interest loans for building or acquiring housing affordable to people with low-to-moderate incomes (\$25 million)
- **InvestNH Fund:** created originally by executive branch to use flexible funds from American Rescue Plan Act to support developers creating multifamily rental housing and incentivize municipalities to add units and reform zoning (\$10 million)
- **Housing Champion Designation and Grant Program:** provides incentives for municipalities to make certain land use and zoning changes, perform water and sewer upgrades, and support walkability and transportation infrastructure to promote workforce housing (\$5.25 million)
- **Homelessness and Housing Shelter Programs:** increases to rates paid to shelter programs and helps pay for cold weather shelter, hotel stays, and other shelter alternatives (\$10 million)

# CHILD CARE, UTILITY AID HELPS ECONOMY

## RETURNS ON INVESTMENT FROM CERTAIN POLICIES

*Fiscal Stimulus Multipliers, 2021*

Estimates of Change in Size of the Economy (Gross Domestic Product) in the Fourth Quarter of 2021 for Each \$1.00 Change in Selected Federal Expenditure or Tax Changes in the First Quarter of 2021	
Policy Change Analyzed	Economic Growth Per \$1 Invested
Supplemental Nutrition Assistance Program Benefits	\$1.61
Supplemental Unemployment Insurance	\$1.49
Work-Share Unemployment Insurance	\$1.37
Aid to State and Local Governments	\$1.34
Low Income Home Energy Assistance Program (LIHEAP)	\$1.31
Transportation Infrastructure Spending	\$1.29
Earned Income Tax Credit	\$1.27
Child Tax Credit	\$1.25
Defense Spending	\$1.24
Child Care (Universal Child Care Act)	\$1.19
Universal Pre-Kindergarten	\$1.17
Care for Older Adults	\$1.15
Economic Impact Payments	\$1.09
Payroll Tax Holiday for Employees	\$1.07
Payroll Tax Holiday for Employers	\$0.95
Nonrefundable Lump Sum Tax Rebate	\$0.93
Personal Income Tax Rate	\$0.88
Housing Tax Credit	\$0.80
Student Loan Debt Forgiveness	\$0.65
Dividend and Capital Gain Tax Rate Reduction	\$0.38
Corporate Tax Rate Reduction	\$0.32
Accelerated Depreciation for Business Taxes	\$0.27
Business Net Operating Losses Tax Offset	\$0.24

Note: Evaluated relative to the parameters of the federal 2021 American Rescue Plan Act as proposed in January 2021.

Source: Moody's Analytics, *The Biden Fiscal Rescue Package: Light on the Horizon*, January 15, 2021



# KEY TAKEAWAYS

- In the New Hampshire labor force, about one-third of workers are under 35 and one third of workers are 55 and older
- Labor force growth limited outside southeastern counties
- Median household income of \$90,000, but many households are struggling to afford usual expenses
- Average wages have grown relative to inflation since before the COVID-19 pandemic, but not evenly across industries, and poverty is rebounding as federal supports expire
- Costs of both child care and housing have risen faster than inflation, and are significant parts of family budgets
- One-time federal aid for housing and child care has largely expired, but State aid continues
- Aid to households with low incomes typically also serve as effective economic stimulus

# ADDITIONAL RESOURCES

- Issue Brief: The Fragile Economics of the Child Care Sector – May 17, 2024:  
<https://nhfpi.org/resource/the-fragile-economics-of-the-child-care-sector/>
- Blog: Housing in New Hampshire Continues to Become Less Affordable for Buyers and Renters – May 17, 2024:  
<https://nhfpi.org/blog/housing-in-new-hampshire-continues-to-become-less-affordable-for-buyers-and-renters/>
- Issue Brief: Granite State Workers and Employers Face Rising Costs and Significant Economic Constraints – August 31, 2023:  
<https://nhfpi.org/resource/granite-state-workers-and-employers-face-rising-costs-and-significant-economic-constraints/>
- Resource Pages: Economy, Education  
<https://nhfpi.org/topic/economy/>  
<https://nhfpi.org/topic/education/>



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