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Overview

Workforce and Demographics

Greg Bird

November 9, 2017

What's the problem?

Right now, if a company is really growing, chances are they are looking outside the state for expansion. The workers just aren't here.

Manufacturing firm president

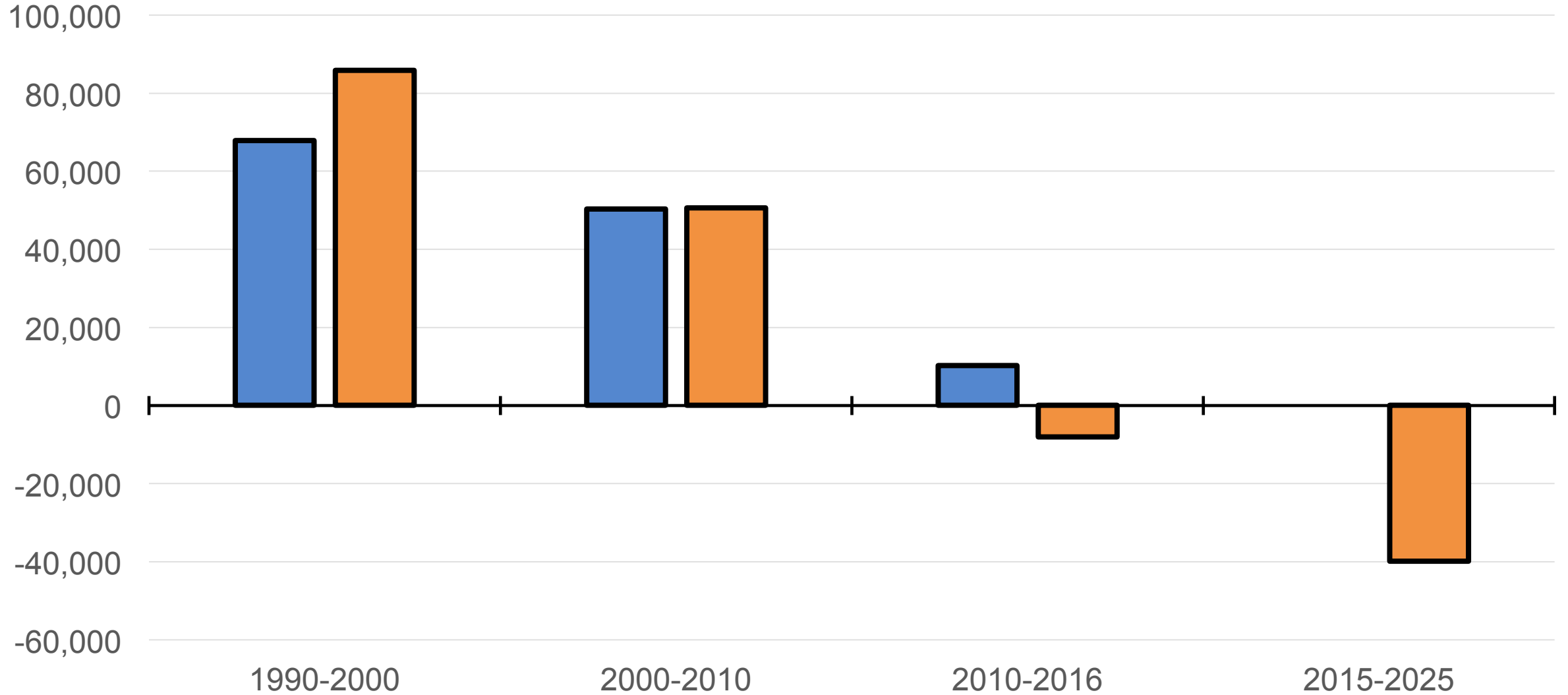
Jobs are going unfilled in engineering, and application development continues to be very hot. There is a continuing shortage of home-grown talent. Some companies are hiring-out-of-state, and the employees stay out-of-state, working remotely.

Technology industry executive

A low unemployment rate is a reversal of the labor market from a couple of years ago. Employers are feeling confident and ready to expand, but are increasingly finding it harder to find workers.

New Hampshire Employment Security

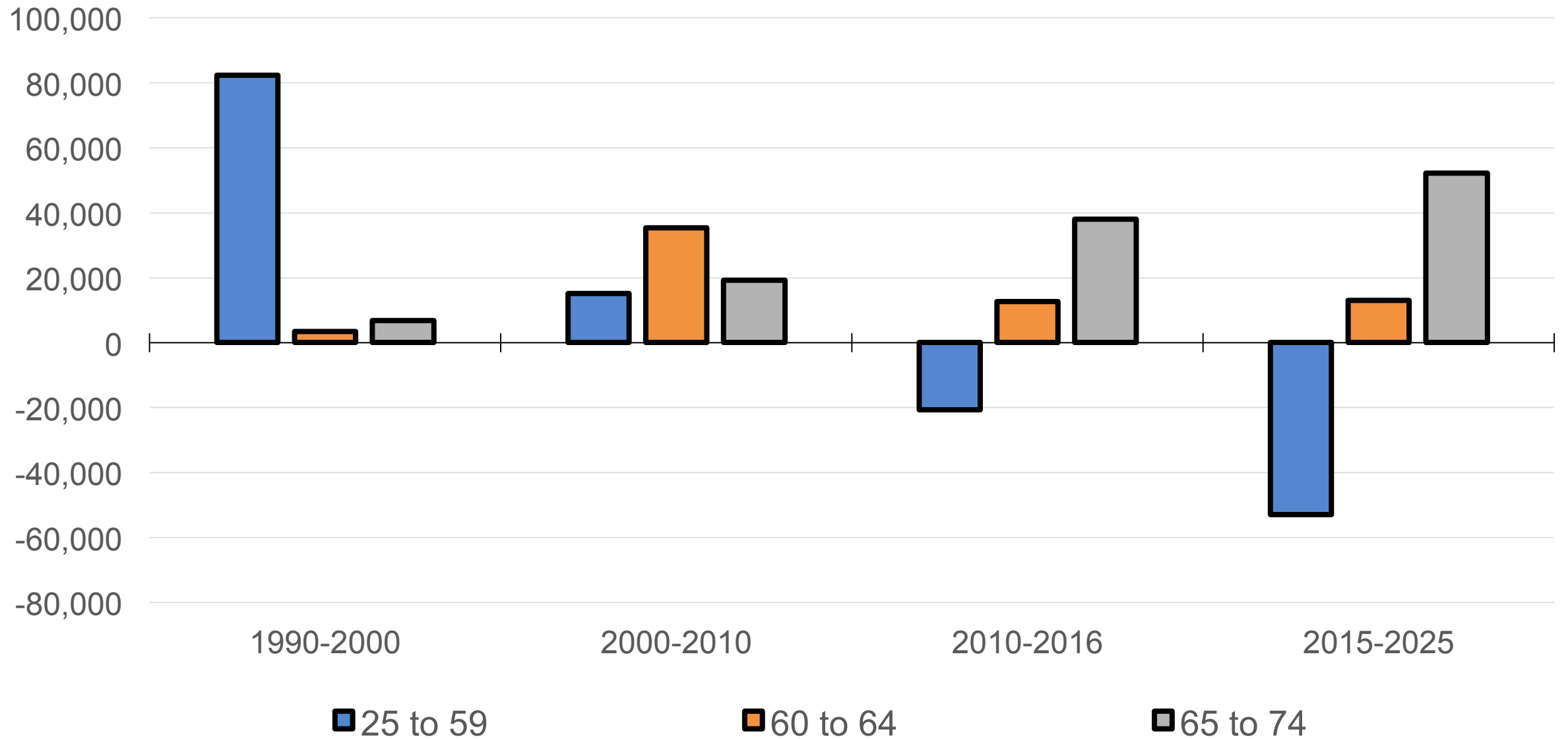
Our employee supply is starting to plateau...



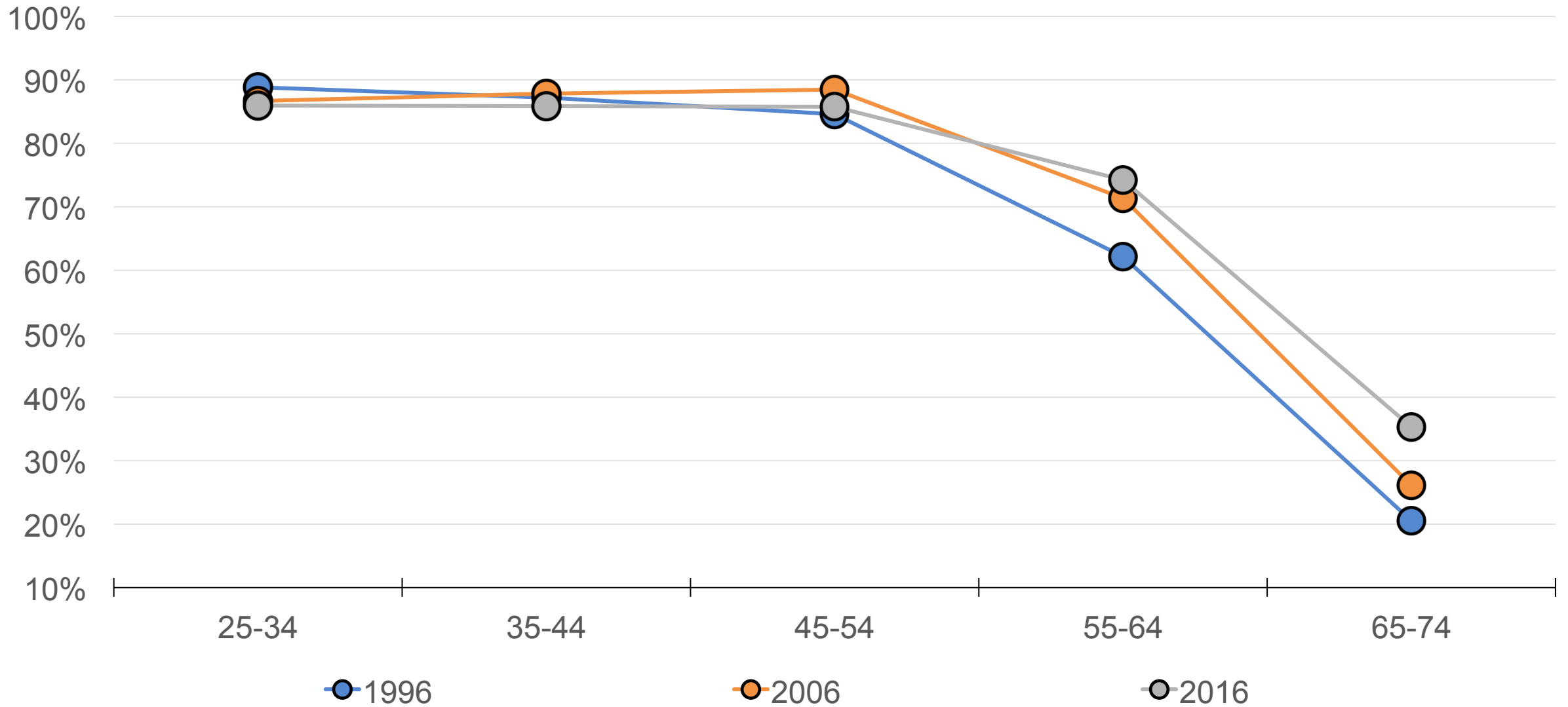
■ Labor Force

■ 25 to 64 year old population

...as the Baby Boom generation ages...

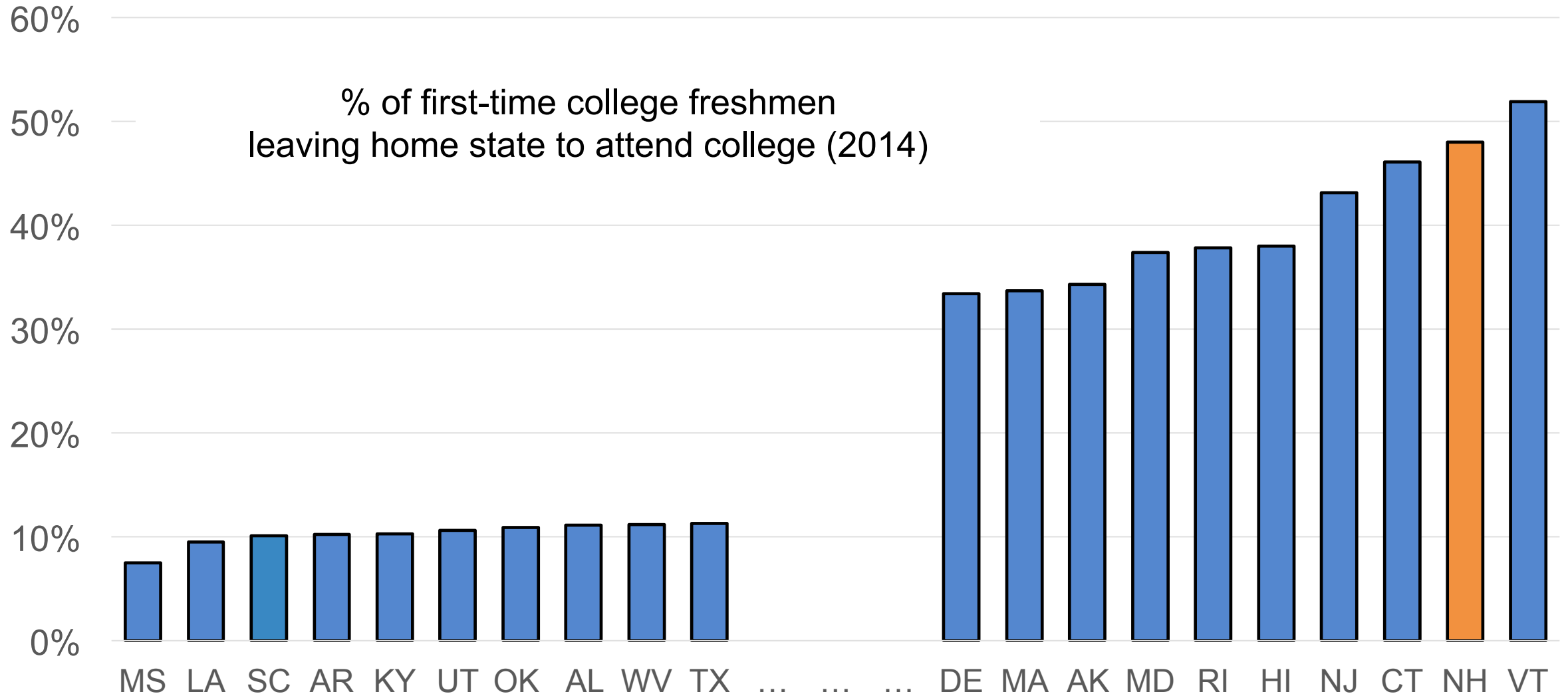


...and disengages from the labor force.

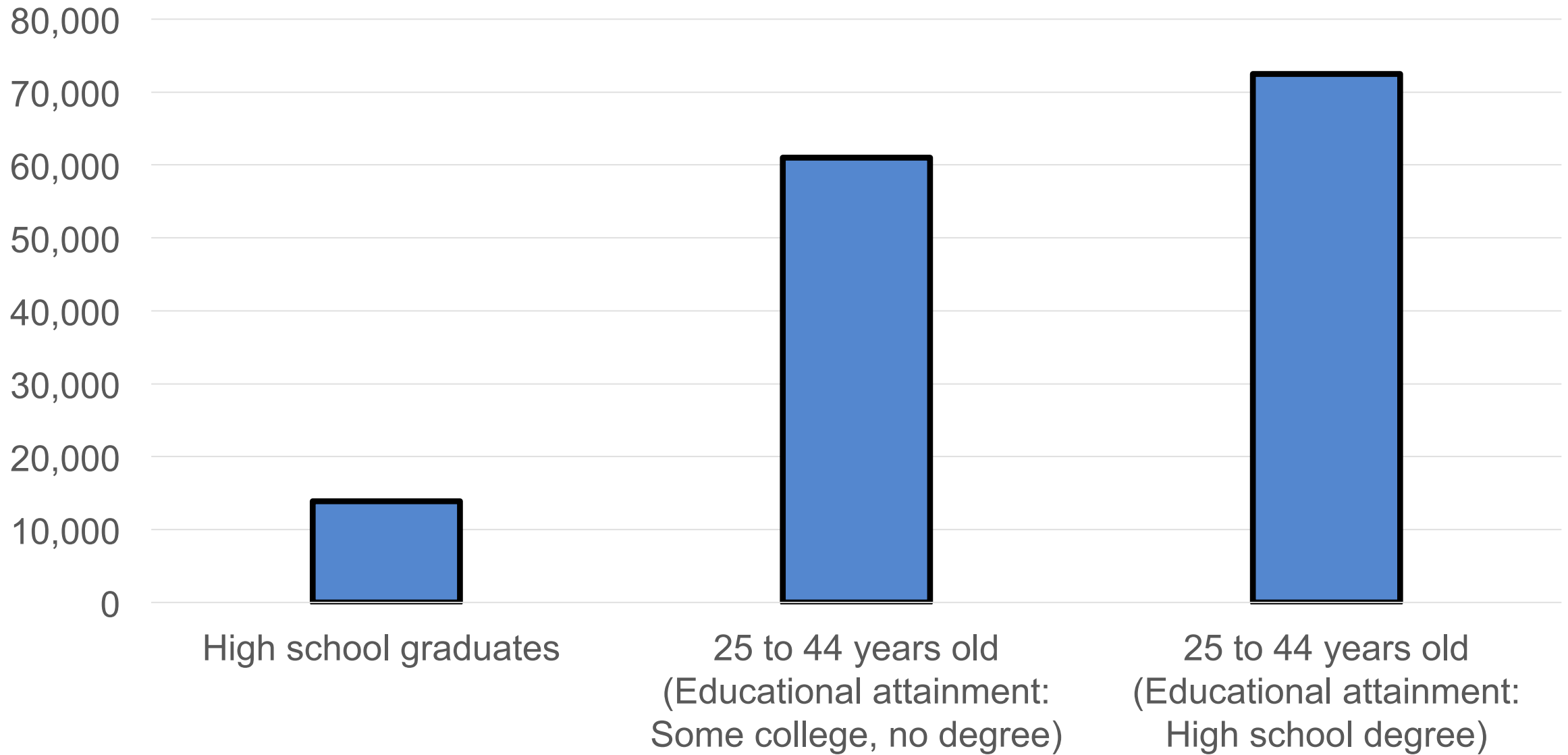


What's the solution?

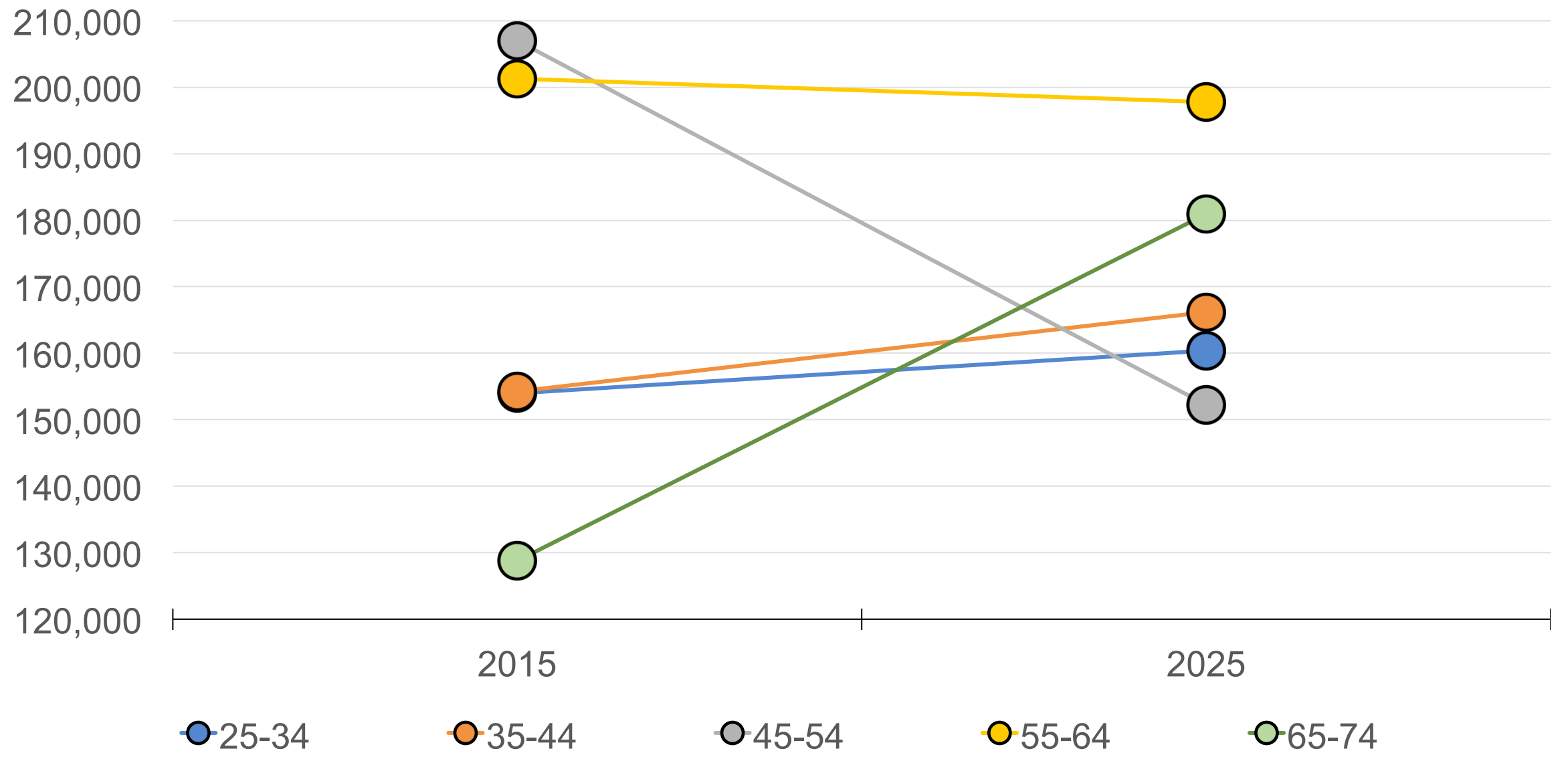
What if we retained more high school grads?



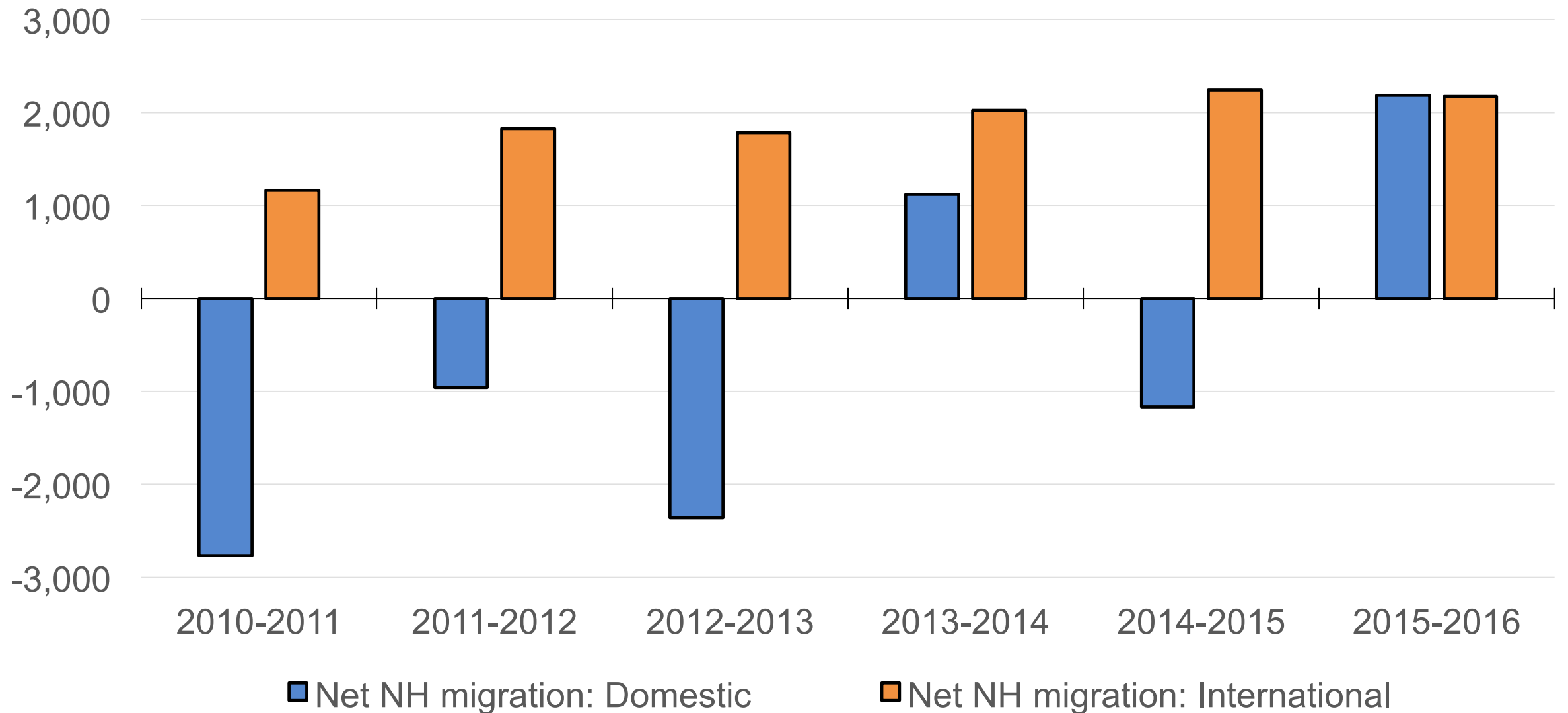
Could retraining existing workers be a tool to fix the problem?



Can those reaching “retirement” remain engaged to help fill the gap?



How much worse would the situation be without international migration?





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