

# Constraints on New Hampshire's Workforce Recovery

Impacts from COVID-19, Child Care and Benefit Program Design on Household  
Labor Market Decisions

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FINAL REPORT

**ESI** ECONCONSULT  
SOLUTIONS INC.

**NCCP**  
National Center for  
Children in Poverty  
Bank Street Graduate School of Education

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## About Econsult Solutions, Inc. (ESI)



Econsult Solutions, Inc. (ESI) provides businesses and public policy makers with consulting services in urban economics, real estate economics, transportation, public infrastructure, development, public policy and finance, community and neighborhood development, planning, as well as expert witness services for litigation support. Staff members have outstanding professional and academic credentials, including active positions at the university level, wide experience at the highest levels of the public policy process and extensive consulting experience. Based in Philadelphia, ESI support clients nationwide.

ESI's government and public policy practice combines rigorous analytical capabilities with a depth of experience to help evaluate and design effective public policies and benchmark and recommend sound governance practices. ESI has assisted policy makers at multiple levels of government to design and evaluate programs that help citizens increase their economic security.

Ethan Conner-Ross, Rebecca DeJoseph, and Alix Sullivan were the primary ESI researchers on this study.

## About the National Center for Children in Poverty (NCCP)



The National Center for Children in Poverty (NCCP), founded within Columbia University and beginning in July 2019 located at Bank Street Graduate School of Education, is a nonpartisan public policy research center dedicated to promoting the economic security, health, and well-being of America's low-income families and children. NCCP uses research to inform policy and practice with the goal of ensuring positive outcomes for the next generation. It conducts research and policy analysis and uses existing evidence to identify effective, innovative strategies that can improve the lives of children and families experiencing economic hardship. The center provides accessible information and recommendations about research-informed policies and initiatives that can help families and communities support children's success from infancy through young adulthood.

NCCP reaches a large audience with its reports, online data tools, policy resources, technical assistance, and partnerships. This audience includes state and local policymakers, advocates, community leaders, researchers, and administrators in government agencies that use NCCP's research and analyses to make informed decisions about policies and programs that promote secure, nurturing families and thriving children. NCCP often partners with government officials, advocates, and other stakeholders to plan and carry out policy research and analysis—an approach that fully engages decision-makers and helps ensure that results will be used to strengthen policies and programs.

Key areas of the center's work include safety net policies, immigrant families, paid family leave, disability policies, early childhood mental health, early intervention, early care and education policies, and two-generation approaches. NCCP's online resources include the Family Resource Simulator, the Young Child Risk Calculator, the 50-State Policy Tracker, the 50-State Demographic Data Generator, Early Childhood State Policy Profiles, and the Basic Needs Budget Calculator.

Seth Hartig and Suma Setty were the primary NCCP researchers on this study.



# 1. Study Context and Methodology

## 1.1. Background and Scope

The COVID-19 pandemic created a range of health, economic, and social policy challenges for New Hampshire. Changes in economic conditions have deepened existing challenges for vulnerable populations and communities, while other households have faced new challenges around decisions regarding employment and child care that they had never anticipated.

New Hampshire's economic recovery has many facets, with both short- and long-term dimensions. Health, macro-economic and social conditions will all contribute to the state's ability to restore its workforce, economy, and quality of life. This study focuses on key factors that impact the decision making of households and may serve as constraints to returning to the workforce or expanding their participation. Constraints to New Hampshire's workforce recovery come in several forms:

- The **availability of employment** has shifted, as industries and communities have been differentially impacted by temporary and permanent business closures associated with the pandemic;
- **Household obligations such as child care** and other family considerations have become more relevant to employment decisions as COVID has disrupted established patterns of life; and
- **Policy disincentives, such as benefit cliffs**, in which additional earned income can result in a net loss of resources through the loss of benefits, continue to factor into the employment choices that households make.

Granular analysis of household-level decisions is paired with aggregate analysis of impacts across communities and populations to help policymakers understand these constraints, and to target and prioritize solutions that can accelerate New Hampshire's recovery.

This study began in December 2019 with a focus on benefit cliffs, pursuant to a legislative requirement in the New Hampshire House Bill 4 (2019) to conduct an economic analysis to support the development of policy recommendations.<sup>11</sup> The onset of the COVID-19 pandemic in March 2020 changed the economic landscape of New Hampshire and the employment decisions faced by its households. Accordingly, the study was expanded to include additional analysis of unemployment conditions and reasons for unemployment relative to the pandemic, and to analyze child care availability and affordability, and the ways in which the pandemic had broadened the impact of child care as a constraint to work. This expansion of the scope of the analysis and incorporation of detailed datasets on unemployment claims and child care supply and demand over the course of the pandemic enabled the research team to develop a more comprehensive picture of the workforce constraints impacting New Hampshire's households and its economic recovery.

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<sup>11</sup> House Bill 4 (2019), "An Act Relative to State Fees, Funds, Revenues and Expenditures." Passed September 25, 2019. <[http://gencourt.state.nh.us/bill\\_status/billText.aspx?sy=2019&id=1336&txtFormat=pdf&v=current](http://gencourt.state.nh.us/bill_status/billText.aspx?sy=2019&id=1336&txtFormat=pdf&v=current)>

## 1.2. Research Framework

This study employs as its core research framework the choices and constraints faced by New Hampshire's households as they make decisions about returning to or expanding their participation in the labor force. The labor market is, at its core, an aggregation of individual decisions by households and employers, each seeking to optimize their outcomes. Under optimal conditions, households enhance both their short-term resources and their long-term earning potential by maximizing their participation in the labor market. The constraints reviewed in this study are factors that disrupt this relationship, creating short-term conditions where households may be unable to participate in the workforce, or may benefit from not maximizing their participation.

This household decision-making framework was developed prior to the COVID-19 pandemic for the analysis of "benefit cliffs." Many federal and state benefit programs are means-tested, which creates situations in which additional earned income can result in the loss of benefits, and potentially a net loss (or "cliff") in household resources. The disincentives to working or earning more that benefit cliffs create can constrain the availability of workers in low-wage sectors in particular, limiting economic potential specifically in states like New Hampshire that have limited population growth and an aging citizenry. These disincentives can also create losses for households, as (rational) short-term choices to forgo potential wage increases can also lower their long-term earnings trajectory and economic mobility over time.

The COVID-19 pandemic has introduced significant new disruptions to labor market dynamics and the decisions of households about their participation in the workforce. The availability of jobs, influenced by the match between employee skills and available opportunities, is a significant constraint as industries and communities have faced differential impacts from the pandemic. The disruption in patterns of living have also created or exacerbated household challenges around managing child care and personal health issues that impact choices about employment.

This study uses a mix of datasets and methods to gain insight into these issues and their implications for New Hampshire's workforce recovery:

- **Anonymized "microdata"** on individual households, drawn from benefits program data and unemployment claim records, are analyzed at a granular level, including, for the benefit cliffs analysis, microsimulation analysis estimating projected family resources and expenses to understand the circumstances of individual households across New Hampshire;
- **Administrative data** is used to understand conditions and trends for key inputs like unemployment, child care availability, and public benefit program rules and regulations;
- **Longitudinal analysis** is used to understand the evolution of conditions prior to COVID, during the initial wave of the pandemic and associated business closures, and the initial recovery to conditions as of Fall 2020; and
- **Geographic analysis** is used to understand variation in conditions across different communities in New Hampshire.

### 1.3. Social Vulnerability in New Hampshire

Household decision making must also be understood in the broader context of social vulnerability. Social vulnerability includes factors that may make an individual or household more susceptible to stressors and reduce an individual's or household's ability to respond to stressors.<sup>12</sup> Factors like socio-economic status, household composition, and access to social services all influence the social vulnerability of a household, which in turn influences household decisions about participation in the workforce. Social vulnerability also impacts a household's ability to recover from a stressor like a loss of benefits, or in the context of COVID-19, a sudden loss of employment due to health concerns, child care responsibilities, or temporary or permanent business closures.

New Hampshire has recognized the intertwining of these social and economic issues through its embrace of a "Whole Family Approach to Jobs: Parents Working, Children Thriving" strategy. This initiative, designed to help "develop program, policy, and system solutions that support parents in achieving greater employment gains and economic stability," recognizes the connections between parents' education, financial stability, and health and their children's health and education.<sup>13</sup> This collaborative initiative among six New England states, including New Hampshire, identified the need to improve family economic security by addressing benefit cliffs. In 2019, Governor Sununu and the New Hampshire Department of Health and Human Services (DHHS) published a policy paper examining workforce challenges related to benefit cliffs, and as a result, sought to understand state and federal benefits programs and how policy changes might affect benefit cliffs.<sup>14</sup>

#### Existing Social Vulnerabilities (pre-COVID)

The Division of Public Health Services within DHHS has created a statewide social vulnerability index (SVI) to understand which communities may be most vulnerable to external stressors. The SVI includes 16 measures at the census tract level.<sup>15</sup> New Hampshire's SVI is recreated in Figure 1.1 below with 2018 data and using an updated indexing methodology provided by DHHS.

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<sup>12</sup> Centers for Disease Control and Prevention (n.d.). CDC Social Vulnerability Index (SVI). <https://data.cdc.gov/Health-Statistics/CDC-Social-Vulnerability-Index-SVI-/u6k2-rtt3/data>.

<sup>13</sup> National Conference of State Legislatures. (2018). A Whole Family Approach to Jobs Project. <https://www.ncsl.org/research/human-services/a-whole-family-approach-to-jobs-project.aspx>.

<sup>14</sup> New Hampshire Department of Health and Human Services. (2019). Helping Business Thrive and Families Prosper. <https://www.dhhs.nh.gov/ocom/documents/closing-cliff-effect.pdf>.

<sup>15</sup> New Hampshire Division of Public Health Services. (n.d.). Social Vulnerability Index: An Emergency Response Tool. <https://www.nh.gov/epht/highlights/documents/social-vulnerability-index.pdf>

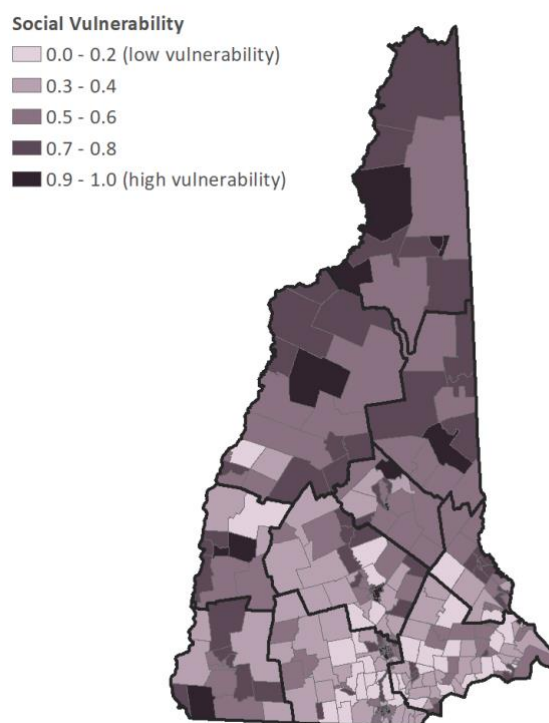
Broadly, the southeastern portion of the state has a lower SVI than the northern and western portions of the state. This indicates that southeastern New Hampshire, in general, is better prepared to recover from an external shock than households or families in the northern or western portions of the state. Generally, this trend is driven by measures including percent living below the poverty level, percent unemployed, percent over 65 years of age, and percent single parent households.

### New and Exacerbated Social Vulnerabilities (COVID-19)

Populations in New Hampshire with high social vulnerability pre-COVID-19 are also those that may face a greater risk of infection and hospitalization from COVID-19 as well as reduced capacity to recover from the economic impacts associated with the pandemic. A study of social vulnerability and COVID-19 infection in the U.S. found that social vulnerability of a community was associated with increased COVID-19 case counts.<sup>16</sup>

The COVID-19 pandemic has disproportionately affected people of color, particularly Black Americans, the elderly, and low-income populations, which are all measures associated with social vulnerability.<sup>17</sup> Some racial and ethnic minority groups are disproportionately represented among populations with limited access to health care, in crowded housing conditions, and those working essential jobs in health care, farms, grocery stores, and public transportation, all factors that can increase one's risk of COVID-19 infection. Additionally, jobs in Food Service, Retail, and Entertainment that were significantly impacted by the pandemic tend to be low-paying and employ a greater share of young people, women, and Black or Hispanic workers than

Figure 1.1: New Hampshire Social Vulnerability Index (Pre-COVID)



Source: ESI (2020), NH DHHS (2019)

<sup>16</sup> Karaye, I. & Horney, J. (2020). The Impact of Social Vulnerability on COVID-19 in the U.S.: An Analysis of Spatially Varying Relationships. *American Journal of Preventative Medicine*. DOI:<https://doi.org/10.1016/j.amepre.2020.06.006>.

<sup>17</sup> Eligon, J., Burch, A.D.S., Searcey, D., & Oppel Jr, R.A (2020). Black Americans Face Alarming Rates of Coronavirus Infection in Some States. *New York Times*. <https://www.nytimes.com/2020/04/07/us/coronavirus-race.html>.

Killerby ME, Link-Gelles R, Haight SC, et al. Characteristics Associated with Hospitalization Among Patients with COVID-19 — Metropolitan Atlanta, Georgia, March–April 2020. *MMWR Morb Mortal Wkly Rep* 2020; 69:790–794.

DOI: <http://dx.doi.org/10.15585/mmwr.mm6925e1external icon>.

Centers for Disease Control and Prevention (2020). Health Equity Considerations and Racial and Ethnic Minority Groups.

<https://www.cdc.gov/coronavirus/2019-ncov/community/health-equity/race-ethnicity.html>.

Finch, W. H. & Hernandez Finch, M.E. (2020). Poverty and Covid-19: Rates of Incidence and Deaths in the United States During the First 10 Weeks of the Pandemic. <https://doi.org/10.3389/fsoc.2020.00047>.

industries overall.<sup>18</sup> Further, these populations may not have the financial stability or resources to withstand or recover from a loss of employment.

The pandemic has also created newly vulnerable populations who, because of stay-at-home orders, closures, health reasons, or reduced demand, are dealing with long-term economic instability or unemployment for the first time. Analysis of unemployment and child care trends over the course of the pandemic illustrate widespread impacts across segments of the population that had seemingly stable employment and family arrangements at the start of 2020.

Further, the pandemic—which has increased stress, social isolation, job loss and job insecurity, and health concerns for many people—has the potential to exacerbate other health and social issues in New Hampshire, including mental health issues, substance use disorders, and intimate partner violence. From a Kaiser Family Foundation poll in July 2020, 53 percent of adults in the U.S. reported that their mental health had been negatively impacted due to COVID-19.<sup>19</sup> In the same poll, 12 percent of respondents reported an increase in alcohol consumption or substance use.

While these issues have been made more prevalent by the pandemic across the population, impacts have been disproportionate within certain groups. From a survey of adults in the U.S. in June 2020, slightly more men (14.4 percent) than women (12.2 percent) reported starting or increasing substance use to cope with pandemic-related stress, and Black (18.4 percent) and Hispanic (21.9 percent) individuals were more likely to report substance use than white (10.6 percent) or Asian (6.7 percent) individuals.<sup>20</sup> Additionally, those in the 18–24 age range were more likely to report substance use (24.7 percent) than other age ranges.

Lastly, with more people staying at home as a result of the pandemic, the risk of intimate partner violence has increased.<sup>21</sup> Data collected from an academic medical center in the northeast U.S. reflected an increase from the previous year in the incidence of intimate partner violence cases among patients who sought emergency care at the beginning of the pandemic.<sup>22</sup>

Consistent with the “Whole Family Approach to Jobs,” social vulnerabilities within a household or community are understood to interact with each of the workforce constraints considered throughout this report. Accordingly, social vulnerability will be revisited as a lens to better understand the aforementioned populations and issues throughout this report.

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<sup>18</sup> Kochhar, R. & Barroso, A. (2020). Young workers likely to be hard hit as COVID-19 strikes a blow to restaurants and other service sector jobs. Pew Research Center. <https://www.pewresearch.org/fact-tank/2020/03/27/young-workers-likely-to-be-hard-hit-as-covid-19-strikes-a-blow-to-restaurants-and-other-service-sector-jobs/>.

<sup>19</sup> Panchal, N. et al. (2020). The Implications of COVID-19 for Mental Health and Substance Use. KFF. <https://www.kff.org/coronavirus-covid-19/issue-brief/the-implications-of-covid-19-for-mental-health-and-substance-use/>.

<sup>20</sup> Czeisler, M. et al (2020). Mental Health, Substance Use, and Suicidal Ideation During the COVID-19 Pandemic—United States, June 24–30, 2020. CDC Morbidity and Mortality Weekly Report. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7440121/>.

<sup>21</sup> Evans, M., Lindauer, J., & Farrell, M. (2020). A Pandemic within a Pandemic—Intimate Partner Violence during Covid-19. *New England Journal of Medicine*. <https://www.nejm.org/doi/full/10.1056/NEJMp2024046>.

<sup>22</sup> Gosangi, B. et al (2020). Exacerbation of Physical Intimate Partner Violence during COVID-19 Lockdown. *Radiology*. [https://pubs.rsna.org/doi/10.1148/radiol.2020202866?\\_ga=2.135408177.1443884022.1605810817-865774151.1605810817](https://pubs.rsna.org/doi/10.1148/radiol.2020202866?_ga=2.135408177.1443884022.1605810817-865774151.1605810817).



## 1.4. Variation by Community

Workforce constraints and social vulnerabilities vary by community type across New Hampshire. To help understand differential issues in communities across the state, analyses of unemployment, child care, and benefit programs are undertaken on a town-by-town basis.

Within the context of this report, findings are generally shown on a statewide basis and by county. In order to understand patterns at the town level, a typology is developed that categorizes towns by descriptive factors such as their density, income level, and economic characteristics. Analyses are undertaken by typology to assess which constraints are most relevant across different community types. Finally, the [Interactive Appendix](#) to this report represents an online interface that enables the user to see results for the key measures reviewed in this report for each town in New Hampshire, and to benchmark each town against others of similar typology.

Typologies are developed to define these benchmarks based on the following factors:

- County
- Population Density (measured as population per square mile)
- Median Household Income
- Social Vulnerability (measured by the SVI index described above)
- Employment Composition (measured based on the industry mix of employment in each town)

Figure 1.2 shows the typologies developed from each of these metrics that are used throughout this analysis. A small proportion of towns do not have a sufficient population size or employment base for categorization under this typology.

For population density, median household income, and social vulnerability, towns are sorted into quartile based on the relevant metric.<sup>23</sup> Towns are then categorized by quartile as either “Low” (first quartile), “Mid-Low” (second quartile), “Mid-High” (third quartile) or “High” (fourth quartile) on each metric.

The employment composition in each sector is characterized based on U.S. Census Bureau data on the sector representing the largest share of employment in each town.<sup>24</sup> Towns in which Manufacturing, Construction or Natural Resources represent the largest employer were categorized as “Goods-Producing,” while the remaining towns are considered “Service-Producing.” Among those service-producing towns, a further division was made into those towns where the largest employers were Education and Health Services; Trade, Transportation and Utilities; Leisure and Hospitality; or a different sector (categorized as “Other”).<sup>25</sup>

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<sup>23</sup> A quartile is a statistical measure dividing data equally into four categories based on a continuous ranking. In this case, the lowest 25% of towns on a given measure represent the first quartile, those between 25% and the median the second quartile, and so on.

<sup>24</sup> U.S. Census Bureau. (2021). LEHD Origin-Destination Employment Statistics Data (2018).

<sup>25</sup> Largest sectors for towns categorized as “other” are typically Public Administration, Professional & Business Services or Financial Activities.

Figure 1.2: Typologies Used by Town

Quartile	Category	Population Density	Household Income	Social Vulnerability	Employment Composition
1	Low	< 33	< \$60,400	< 0.39	Goods-producing (56)
2	Mid-Low	33-76	\$60,400 - \$72,300	0.39 – 0.51	Education & Health Services (76)
3	Mid-High	76-205	\$72,300 - \$86,200	0.51 – 0.61	Trade, Transport & Utilities (46)
4	High	> 205	> \$86,200	> 0.61	Leisure & Hospitality (36) Other (25)
	Definition	Population/ square mile	Median HH Income	Index (0-1)	Leading Employment Sector

Source: ESI (2020)

Figure 1.3 at the end of this section shows the typology for each town in New Hampshire across each of these dimensions, and full information on each town across each of these dimensions is available in the [Interactive Appendix](#).

## 1.5. Organization of Report

The analysis that follows is organized into the following sections:

**Section 2: Labor Market Impacts from COVID-19** details the evolution of workforce conditions from low unemployment rates at the outset of 2020, widespread initial shutdowns in business activity at the beginning of the pandemic, and differential recoveries across industries and geographies over the course of 2020 as the unemployment rate in New Hampshire returned to four percent in December. A detailed analysis of unemployment claims is undertaken to gain insight into the continuing reasons for unemployment and a gap analysis is undertaken to understand mismatches between labor supply and demand that may constrain the recovery of New Hampshire's workforce going forward.

**Section 3: Child Care Workforce Constraints** reviews the affordability, availability, and quality of child care in New Hampshire prior to the pandemic, and the way in which the disruptions created by COVID have impacted the supply and demand of child care as well as parents of young children. Broader research is then marshalled to understand the implications of this issue for the availability and productivity of the state's workforce, as well as disparities that the issue creates and exacerbates.

**Section 4: Benefit Cliff Workforce Constraints** analyzes the effect of policy design for a range of benefit programs (including Medicaid, TANF, SNAP, housing subsidies, LIHEAP, and child care subsidies) on the household decisions and employment incentives of enrolled families. Through the simulation of family resources at various earnings levels, benefit cliffs are identified where households see net resource losses from increased earnings. The prevalence and magnitude of these cliffs are analyzed by household type and geography in order to understand which represent the most meaningful constraints on employment participation.

**Section 5: Benefit Cliff Workforce Constraints: Deep Dive Analysis** takes a deeper look at the characteristics of families facing either the most prevalent or highest risk cliffs. This section includes analysis based on household composition, workforce participation, and benefit program combinations.

**Section 6: Summary and Policy Considerations** aggregates the key findings of the four analysis sections of the report to provide a summary of the most relevant workforce constraints to the economic recovery statewide. The section then advances policy considerations both for the short-term, as the state seeks to address specific challenges created by the COVID-19 pandemic, and over the longer-term as the state reckons with pre-existing challenges that limit economic opportunity and outcomes for certain communities and populations.

Figure 1.3: Typology Categorization by Town

Town	County	Population	Pop Density	Household Income	Social Vulnerability	Employment Composition
Acworth	Sullivan	892	Low	Mid-Low	Mid-High	Goods-producing
Albany	Carroll	746	Low	Low	High	Goods-producing
Alexandria	Grafton	1,620	Mid-Low	Mid-Low	Mid-High	Leisure & Hospitality
Allenstown	Merrimack	4,422	High	Low	Low	Other
Alstead	Cheshire	1,932	Mid-Low	Low	Mid-Low	Education & Health Services
Alton	Belknap	5,335	Mid-High	Mid-High	Mid-Low	Trade, Transport & Utilities
Amherst	Hillsborough	11,329	High	High	Low	Goods-producing
Andover	Merrimack	2,383	Mid-Low	Mid-High	Mid-High	Education & Health Services
Antrim	Hillsborough	2,695	Mid-Low	Mid-Low	Low	Other
Ashland	Grafton	2,055	Mid-High	Low	High	Education & Health Services
Atkinson-Gilmanton	Coos	-	NA	NA	Mid-High	NA
Atkinson	Rockingham	7,015	High	High	Low	Education & Health Services
Auburn	Rockingham	5,538	High	High	Low	Goods-producing
Barnstead	Belknap	4,669	Mid-High	Mid-High	Mid-Low	Education & Health Services
Barrington	Strafford	9,193	Mid-High	High	Mid-Low	Goods-producing
Bartlett	Carroll	2,805	Mid-Low	Low	Mid-High	Leisure & Hospitality
Bath	Grafton	1,091	Low	Low	High	Education & Health Services
Bean's Grant	Coos	-	NA	NA	Mid-Low	NA
Bean's Purchase	Coos	-	NA	NA	Mid-High	NA
Bedford	Hillsborough	22,696	High	High	Low	Education & Health Services
Belmont	Belknap	7,306	High	Mid-Low	Mid-High	Trade, Transport & Utilities
Bennington	Hillsborough	1,510	Mid-High	Mid-Low	Mid-Low	Goods-producing
Benton	Grafton	371	Low	Low	High	Education & Health Services
Berlin	Coos	10,200	Mid-High	Low	High	Education & Health Services
Bethlehem	Grafton	2,565	Low	Low	High	Education & Health Services
Boscawen	Merrimack	4,082	Mid-High	Mid-Low	Mid-Low	Education & Health Services
Bow	Merrimack	7,949	High	High	Mid-Low	Goods-producing
Bradford	Merrimack	1,703	Mid-Low	Mid-Low	Low	Leisure & Hospitality
Brentwood	Rockingham	4,710	High	High	Low	Trade, Transport & Utilities
Bridgewater	Grafton	1,073	Mid-Low	Mid-Low	High	Trade, Transport & Utilities
Bristol	Grafton	3,055	Mid-High	Low	Mid-High	Goods-producing
Brookfield	Carroll	690	Low	Mid-High	Mid-Low	Other
Brookline	Hillsborough	5,407	High	High	Low	Goods-producing
Cambridge	Coos	7	Low	NA	Mid-Low	NA
Campton	Grafton	3,308	Mid-Low	Mid-Low	High	Leisure & Hospitality
Canaan	Grafton	3,901	Mid-Low	Mid-High	Mid-Low	Education & Health Services
Candia	Rockingham	3,946	Mid-High	High	Low	Goods-producing
Canterbury	Merrimack	2,456	Mid-Low	Mid-High	Mid-Low	Trade, Transport & Utilities
Carroll	Coos	742	Low	Low	High	Leisure & Hospitality
Center Harbor	Belknap	1,100	Mid-High	Mid-Low	High	Trade, Transport & Utilities
Chandler's Purchase	Coos	-	NA	NA	Mid-Low	NA
Charlestown	Sullivan	5,012	Mid-High	Low	Mid-High	Goods-producing
Chatham	Carroll	360	Low	Mid-Low	Mid-High	Other
Chester	Rockingham	5,240	Mid-High	High	Low	Education & Health Services
Chesterfield	Cheshire	3,602	Mid-High	Mid-Low	Mid-High	Trade, Transport & Utilities

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Chichester	Merrimack	2,689	Mid-High	High	Mid-Low	Trade, Transport & Utilities
Claremont	Sullivan	12,967	High	Low	Mid-High	Trade, Transport & Utilities
Clarksville	Coos	250	Low	Low	Mid-High	Trade, Transport & Utilities
Colebrook	Coos	2,133	Mid-Low	Low	High	Education & Health Services
Columbia	Coos	725	Low	Low	High	Other
Concord	Merrimack	43,412	High	Mid-Low	Mid-Low	Education & Health Services
Conway	Carroll	10,266	Mid-High	Low	High	Trade, Transport & Utilities
Cornish	Sullivan	1,625	Mid-Low	Mid-High	Mid-High	Education & Health Services
Crawford's Purchase	Coos	-	NA	NA	Mid-Low	NA
Croydon	Sullivan	759	Low	Mid-High	Mid-Low	Leisure & Hospitality
Cutt's Grant	Coos	-	NA	NA	Mid-Low	NA
Dalton	Coos	878	Low	Low	High	Education & Health Services
Danbury	Merrimack	1,220	Low	Mid-Low	Mid-Low	Goods-producing
Danville	Rockingham	4,567	High	High	Low	Goods-producing
Deerfield	Rockingham	4,536	Mid-High	High	Mid-Low	Goods-producing
Deering	Hillsborough	1,962	Mid-Low	Mid-Low	Low	Education & Health Services
Derry	Rockingham	33,667	High	Mid-Low	Low	Education & Health Services
Dix's Grant	Coos	1	Low	NA	Mid-High	NA
Dixville	Coos	11	Low	NA	High	Other
Dorchester	Grafton	357	Low	Low	Mid-High	Other
Dover	Strafford	31,771	High	Mid-Low	Mid-High	Education & Health Services
Dublin	Cheshire	1,543	Mid-Low	Mid-High	Mid-High	Education & Health Services
Dummer	Coos	283	Low	Low	High	Trade, Transport & Utilities
Dunbarton	Merrimack	2,856	Mid-High	High	Low	Goods-producing
Durham	Strafford	16,574	High	Mid-High	Mid-Low	Education & Health Services
East Kingston	Rockingham	2,423	High	High	Low	Other
Easton	Grafton	265	Low	Mid-High	High	Leisure & Hospitality
Eaton	Carroll	398	Low	Mid-Low	High	Leisure & Hospitality
Effingham	Carroll	1,478	Mid-Low	Low	High	Goods-producing
Ellsworth	Grafton	87	Low	Low	Mid-High	Education & Health Services
Enfield	Grafton	4,564	Mid-High	Mid-High	Mid-Low	Education & Health Services
Epping	Rockingham	7,045	High	Mid-High	Low	Trade, Transport & Utilities
Epsom	Merrimack	4,756	Mid-High	Mid-Low	Mid-Low	Trade, Transport & Utilities
Errol	Coos	264	Low	Low	Mid-Low	Trade, Transport & Utilities
Erving's Location	Coos	-	NA	NA	High	NA
Exeter	Rockingham	15,317	High	Mid-High	Low	Education & Health Services
Farmington	Strafford	6,923	Mid-High	Mid-Low	Mid-Low	Education & Health Services
Fitzwilliam	Cheshire	2,377	Mid-Low	Mid-Low	Mid-High	Trade, Transport & Utilities
Francestown	Hillsborough	1,577	Mid-Low	High	Low	Leisure & Hospitality
Franconia	Grafton	1,110	Low	Mid-High	Mid-High	Trade, Transport & Utilities
Franklin	Merrimack	8,712	High	Low	Mid-High	Goods-producing
Freedom	Carroll	1,554	Mid-Low	Mid-Low	High	Leisure & Hospitality
Fremont	Rockingham	4,750	High	High	Low	Education & Health Services
Gilford	Belknap	7,194	Mid-High	Mid-High	Mid-High	Trade, Transport & Utilities
Gilmanton	Belknap	3,758	Mid-Low	Mid-Low	Mid-Low	Education & Health Services
Gilsum	Cheshire	803	Mid-Low	Mid-Low	Mid-High	Goods-producing
Goffstown	Hillsborough	18,106	High	Mid-High	Mid-Low	Education & Health Services
Gorham	Coos	2,607	Mid-High	Mid-Low	High	Trade, Transport & Utilities
Goshen	Sullivan	808	Mid-Low	Mid-Low	Mid-Low	Other
Grafton	Grafton	1,336	Low	Low	Mid-Low	Other
Grantham	Sullivan	2,949	Mid-High	High	Low	Education & Health Services
Greenfield	Hillsborough	1,877	Mid-Low	Mid-High	Low	Education & Health Services
Greenland	Rockingham	4,123	High	High	Low	Trade, Transport & Utilities
Green's Grant	Coos	1	Low	NA	Mid-High	Trade, Transport & Utilities
Greenville	Hillsborough	2,109	High	Low	Low	Goods-producing
Groton	Grafton	597	Low	Low	Mid-High	Trade, Transport & Utilities

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Hadley's Purchase	Coos	-	NA	NA	Mid-Low	NA
Hale's Location	Carroll	127	Mid-Low	Mid-High	Mid-High	NA
Hampstead	Rockingham	8,657	High	High	Low	Trade, Transport & Utilities
Hampton Falls	Rockingham	2,372	Mid-High	High	Mid-Low	Leisure & Hospitality
Hampton	Rockingham	15,564	High	Mid-High	Low	Leisure & Hospitality
Hancock	Hillsborough	1,657	Mid-Low	Mid-Low	Mid-Low	Education & Health Services
Hanover	Grafton	11,500	High	High	Mid-Low	Education & Health Services
Harrisville	Cheshire	953	Mid-Low	Mid-High	Mid-Low	Goods-producing
Hart's Location	Carroll	44	Low	Mid-Low	Mid-High	Leisure & Hospitality
Haverhill	Grafton	4,582	Mid-High	Low	High	Education & Health Services
Hebron	Grafton	627	Mid-Low	Mid-Low	High	Education & Health Services
Henniker	Merrimack	4,989	Mid-High	High	Low	Education & Health Services
Hill	Merrimack	1,104	Mid-Low	Mid-High	Mid-High	Education & Health Services
Hillsborough	Hillsborough	5,992	Mid-High	Mid-High	Mid-Low	Goods-producing
Hinsdale	Cheshire	3,905	Mid-High	Mid-Low	High	Goods-producing
Holderness	Grafton	2,109	Mid-Low	Mid-Low	High	Education & Health Services
Hollis	Hillsborough	7,945	High	High	Low	Goods-producing
Hooksett	Merrimack	14,428	High	Mid-High	Mid-Low	Trade, Transport & Utilities
Hopkinton	Merrimack	5,739	Mid-High	High	Low	Trade, Transport & Utilities
Hudson	Hillsborough	25,559	High	High	Mid-Low	Goods-producing
Jackson	Carroll	853	Low	Mid-Low	Mid-High	Leisure & Hospitality
Jaffrey	Cheshire	5,297	Mid-High	Mid-Low	Mid-Low	Goods-producing
Jefferson	Coos	1,041	Low	Low	High	Leisure & Hospitality
Keene	Cheshire	23,056	High	Low	Mid-High	Education & Health Services
Kensington	Rockingham	2,120	Mid-High	High	Low	Education & Health Services
Kilkenny	Coos	-	NA	NA	High	NA
Kingston	Rockingham	6,333	High	High	Low	Education & Health Services
Laconia	Belknap	16,492	High	Low	Mid-High	Education & Health Services
Lancaster	Coos	3,249	Mid-Low	Low	High	Education & Health Services
Landaff	Grafton	434	Low	Low	High	Leisure & Hospitality
Langdon	Sullivan	690	Mid-Low	Mid-High	Mid-High	Education & Health Services
Lebanon	Grafton	13,602	High	Mid-Low	Mid-Low	Education & Health Services
Lee	Strafford	4,481	High	High	Low	Education & Health Services
Lempster	Sullivan	1,160	Mid-Low	Mid-Low	Mid-High	Goods-producing
Lincoln	Grafton	1,762	Low	Low	High	Leisure & Hospitality
Lisbon	Grafton	1,584	Mid-Low	Low	High	Goods-producing
Litchfield	Hillsborough	8,617	High	High	Low	Education & Health Services
Littleton	Grafton	5,895	Mid-High	Low	High	Trade, Transport & Utilities
Livermore	Grafton	-	NA	NA	Mid-High	NA
Londonderry	Rockingham	26,302	High	High	Low	Goods-producing
Loudon	Merrimack	5,616	Mid-High	Mid-Low	Low	Goods-producing
Low and Burbank's	Coos	-	NA	NA	Mid-High	NA
Lyman	Grafton	530	Low	Low	High	Other
Lyme	Grafton	1,679	Low	High	Mid-Low	Education & Health Services
Lyndeborough	Hillsborough	1,734	Mid-Low	High	Low	Other
Madbury	Strafford	1,860	Mid-High	High	Mid-Low	Education & Health Services
Madison	Carroll	2,600	Mid-Low	Mid-Low	High	Education & Health Services
Manchester	Hillsborough	112,525	High	Low	High	Education & Health Services
Marlborough	Cheshire	2,067	Mid-High	Mid-Low	Mid-High	Goods-producing
Marlow	Cheshire	728	Low	Low	Mid-Low	Leisure & Hospitality
Martin's Location	Coos	-	NA	NA	Mid-High	NA
Mason	Hillsborough	1,435	Mid-Low	High	Low	Leisure & Hospitality
Meredith	Belknap	6,415	Mid-High	Mid-Low	Mid-High	Leisure & Hospitality
Merrimack	Hillsborough	25,969	High	High	Low	Other
Middleton	Strafford	1,825	Mid-High	Mid-High	Mid-High	Trade, Transport & Utilities
Milan	Coos	1,233	Low	Low	High	Goods-producing

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Milford	Hillsborough	16,007	High	Mid-High	Low	Goods-producing
Millsfield	Coos	21	Low	NA	High	Leisure & Hospitality
Milton	Strafford	4,652	Mid-High	Mid-Low	Mid-High	Goods-producing
Monroe	Grafton	800	Mid-Low	Mid-Low	High	Goods-producing
Mont Vernon	Hillsborough	2,583	Mid-High	High	Low	Trade, Transport & Utilities
Moultonborough	Carroll	4,161	Mid-Low	Mid-Low	Mid-High	Leisure & Hospitality
Nashua	Hillsborough	89,246	High	Mid-High	Mid-High	Trade, Transport & Utilities
Nelson	Cheshire	730	Mid-Low	Mid-High	Low	Other
New Boston	Hillsborough	5,795	Mid-High	High	Low	Education & Health Services
New Castle	Rockingham	981	High	High	Low	Leisure & Hospitality
New Durham	Strafford	2,702	Mid-Low	Mid-High	Mid-Low	Leisure & Hospitality
New Hampton	Belknap	2,213	Mid-Low	Mid-Low	Mid-High	Education & Health Services
New Ipswich	Hillsborough	5,374	Mid-High	Mid-High	Mid-Low	Goods-producing
New London	Merrimack	4,461	Mid-High	Mid-High	Low	Education & Health Services
Newbury	Merrimack	2,225	Mid-Low	High	Mid-Low	Leisure & Hospitality
Newfields	Rockingham	1,731	High	High	Mid-Low	Goods-producing
Newington	Rockingham	804	Mid-High	High	Low	Trade, Transport & Utilities
Newmarket	Rockingham	9,147	High	Mid-High	Low	Education & Health Services
Newport	Sullivan	6,366	Mid-High	Low	Mid-High	Goods-producing
Newton	Rockingham	4,936	High	High	Low	Goods-producing
North Hampton	Rockingham	4,494	High	High	Low	Trade, Transport & Utilities
Northfield	Merrimack	4,926	Mid-High	Mid-Low	Mid-High	Goods-producing
Northumberland	Coos	2,130	Mid-Low	Low	High	Education & Health Services
Northwood	Rockingham	4,301	Mid-High	High	Low	Education & Health Services
Nottingham	Rockingham	5,114	Mid-High	High	Low	Education & Health Services
Odell	Coos	4	Low	NA	High	NA
Orange	Grafton	309	Low	Low	Mid-Low	Goods-producing
Orford	Grafton	1,295	Low	Mid-High	Mid-High	Education & Health Services
Ossipee	Carroll	4,394	Mid-Low	Low	Mid-High	Trade, Transport & Utilities
Pelham	Hillsborough	14,049	High	High	Low	Goods-producing
Pembroke	Merrimack	7,227	High	Mid-High	Mid-Low	Trade, Transport & Utilities
Peterborough	Hillsborough	6,625	Mid-High	Mid-High	Mid-Low	Education & Health Services
Piermont	Grafton	805	Low	Mid-High	High	Other
Pinkham's Grant	Coos	9	Low	NA	Mid-High	Leisure & Hospitality
Pittsburg	Coos	813	Low	Low	High	Leisure & Hospitality
Pittsfield	Merrimack	4,140	Mid-High	Low	Mid-Low	Goods-producing
Plainfield	Sullivan	2,379	Mid-Low	Mid-High	Low	Education & Health Services
Plaistow	Rockingham	7,729	High	Mid-High	Low	Trade, Transport & Utilities
Plymouth	Grafton	6,779	High	Low	High	Education & Health Services
Portsmouth	Rockingham	21,896	High	Mid-High	Low	Other
Randolph	Coos	285	Low	Mid-High	High	Leisure & Hospitality
Raymond	Rockingham	10,451	High	Mid-High	Low	Trade, Transport & Utilities
Richmond	Cheshire	1,127	Low	Mid-Low	High	Other
Rindge	Cheshire	6,273	Mid-High	Mid-High	Mid-Low	Trade, Transport & Utilities
Rochester	Strafford	31,366	High	Low	Mid-High	Trade, Transport & Utilities
Rollinsford	Strafford	2,587	High	Mid-High	Mid-High	Goods-producing
Roxbury	Cheshire	221	Low	High	High	Other
Rumney	Grafton	1,558	Mid-Low	Low	High	Goods-producing
Rye	Rockingham	5,452	High	High	Low	Education & Health Services
Salem	Rockingham	29,554	High	Mid-High	Low	Trade, Transport & Utilities
Salisbury	Merrimack	1,437	Mid-Low	Mid-High	Mid-High	Goods-producing
Sanbornton	Belknap	2,979	Mid-Low	Mid-High	Mid-High	Leisure & Hospitality
Sandown	Rockingham	6,451	High	High	Low	Goods-producing
Sandwich	Carroll	1,354	Low	Mid-High	Mid-High	Leisure & Hospitality
Sargent's Purchase	Coos	-	NA	NA	Mid-High	NA
Seabrook	Rockingham	8,869	High	Mid-Low	Mid-Low	Trade, Transport & Utilities

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Second College Grant	Coos	-	NA	NA	Mid-High	NA
Sharon	Hillsborough	368	Low	Mid-Low	Mid-Low	Other
Shelburne	Coos	345	Low	Mid-Low	Mid-High	Other
Somersworth	Strafford	11,970	High	Mid-Low	Mid-High	Trade, Transport & Utilities
South Hampton	Rockingham	829	Mid-High	High	Low	Goods-producing
Springfield	Sullivan	1,339	Low	Mid-High	Mid-Low	Goods-producing
Stark	Coos	499	Low	Low	High	Other
Stewartstown	Coos	931	Low	Low	High	Education & Health Services
Stoddard	Cheshire	1,238	Low	Mid-High	Mid-Low	Other
Strafford	Strafford	4,186	Mid-High	High	Mid-Low	Education & Health Services
Stratford	Coos	681	Low	Low	High	Goods-producing
Stratham	Rockingham	7,465	High	High	Low	Trade, Transport & Utilities
Success	Coos	-	NA	NA	High	NA
Sugar Hill	Grafton	577	Mid-Low	Mid-High	High	Leisure & Hospitality
Sullivan	Cheshire	675	Mid-Low	Mid-Low	Mid-High	Trade, Transport & Utilities
Sunapee	Sullivan	3,475	Mid-High	Mid-Low	Mid-Low	Education & Health Services
Surry	Cheshire	743	Mid-Low	Mid-High	Mid-Low	Education & Health Services
Sutton	Merrimack	1,911	Mid-Low	High	Low	Education & Health Services
Swanzy	Cheshire	7,196	Mid-High	Mid-Low	Mid-High	Trade, Transport & Utilities
Tamworth	Carroll	3,053	Mid-Low	Low	High	Leisure & Hospitality
Temple	Hillsborough	1,435	Mid-Low	High	Mid-Low	Goods-producing
Thompson-Meserve's	Coos	3	Low	NA	Mid-High	NA
Thornton	Grafton	2,511	Mid-Low	Mid-Low	High	Education & Health Services
Tilton	Belknap	3,561	High	Low	High	Trade, Transport & Utilities
Troy	Cheshire	2,097	Mid-High	Mid-Low	Mid-High	Leisure & Hospitality
Tuftonboro	Carroll	2,409	Mid-Low	Low	Mid-High	Leisure & Hospitality
Unity	Sullivan	1,617	Mid-Low	Mid-Low	High	Education & Health Services
Wakefield	Carroll	5,098	Mid-High	Mid-Low	Mid-High	Education & Health Services
Walpole	Cheshire	4,026	Mid-High	Mid-High	Mid-Low	Goods-producing
Warner	Merrimack	2,939	Mid-Low	Mid-High	Low	Trade, Transport & Utilities
Warren	Grafton	925	Low	Low	High	Trade, Transport & Utilities
Washington	Sullivan	1,106	Low	Mid-High	Mid-Low	Other
Waterville Valley	Grafton	243	Low	High	Mid-High	Leisure & Hospitality
Weare	Hillsborough	9,076	Mid-High	High	Low	Other
Webster	Merrimack	1,953	Mid-Low	Mid-High	Mid-Low	Goods-producing
Wentworth's Location	Coos	30	Low	NA	Mid-Low	Other
Wentworth	Grafton	956	Low	Mid-Low	Mid-High	Goods-producing
Westmoreland	Cheshire	1,696	Mid-Low	High	Mid-Low	Education & Health Services
Whitefield	Coos	2,213	Mid-Low	Low	High	Education & Health Services
Wilmot	Merrimack	1,397	Mid-Low	Mid-High	Mid-Low	Goods-producing
Wilton	Hillsborough	3,759	Mid-High	Mid-High	Low	Goods-producing
Winchester	Cheshire	4,208	Mid-High	Low	Mid-High	Goods-producing
Windham	Rockingham	14,747	High	High	Low	Education & Health Services
Windsor	Hillsborough	229	Low	Mid-Low	Mid-Low	Education & Health Services
Wolfboro	Carroll	6,389	Mid-High	Mid-Low	Mid-High	Education & Health Services
Woodstock	Grafton	1,369	Low	Low	High	Leisure & Hospitality

Source: U.S. Census Bureau (2018), NH Office of Energy and Planning (2020), ESI (2020)

