



In This Issue

- Tech Talent Champions
- NH's Tech Sector Continues to Grow
- NH Talent Attraction Campaign

Tech Talent Focus Group Finding

NH Tech Talent Perception Studies Byte

Upcoming Events

Registered IT Apprenticeship Informational Session Tuesday, May 2, 2017 8:30am – 11:30am at SilverTech
196 Bridge St, Manchester, NH
Registration required
Call 603-230-3534
Contact Charlotte Williams
cpwilliams@ccsnh.edu

Links to Resources

<http://www.nhworks.org/>
Information about the sector partnerships, and job training fund at the Office of Workforce Opportunity

www.nhhtc.org
Information about the NH High Tech Council Members, Initiatives, and Events

www.nheconomy.com
Information about business retention, government contracting, and export commerce.

<http://www.ccsnh.edu/ApprenticeshipUSA>
Information about the Community College apprenticeship grants as a training resource.

Tech Sector Co-Intermediaries
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Tech Talent Champions

Fidelity Sector Champion sponsored a successful launch of the tech talent sector initiative in December 2016 in Merrimack. Hilda, Wong-Doo and Stephen Proulx of Fidelity graciously welcomed over 50 attendees to a half-day program aimed at engaging the technology sector to discuss workforce development challenges. In addition to Fidelity, David Lemire and Todd Tracy, DYN and Derek Barka, SilverTech will lead the sector initiative.



NH's Tech Sector Continue to grow!

Matt Cookson, Executive Director of the New Hampshire High Tech Council



While the state's population remained relatively flat year over year, tech sector employment grew by 2.1%, according to the [Cyberstates 2017](#) report just released by CompTIA. This growth is double the 1% growth we saw between 2015-2016 and is a good trend line for New Hampshire and those interested in tech careers.

According to the study, the tech sector employs nearly 42,000 workers – or about 6.5% of the working age population – however the sector accounts for 10.1% of our state's economy. This is due to the fact that the average salary in the sector was \$100,200 in 2016, nearly double the average state wage. This average salary is the 14th highest across the 50 states.

While 2.1% growth is good news, it only equals an increase of 864 new jobs. When compared to the average number of currently advertised tech job openings of over 2,600, it's clear that we are not meeting the needs of our employers. While having the nation's lowest unemployment rate at 2.7% makes this challenging, there are some things we can do to grow additional tech talent.

Did you know?

The Division of Economic Development is looking for innovative technology companies who are:

Currently hiring

Willing to share photos of operations to enhance case studies

A strong web and community presence.

With Staff:

A hire who has relocated or returned to NH

Appealing personality

Willing to be photographed, and promoted digitally

Contact:

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Tech Talent Focus Group Findings

Filling jobs in New Hampshire's tech industry is a significant challenge.

Companies need candidates with mid-level experience and specific skills.

Boston is NH's best target and biggest competitor for out-of-state talent.

NH's best bet is to target talent looking to settle down.

NH needs to tout it's innovative companies and "coolness factor".

NH Tech Talent Perception Studies Byte

#1 Difficulty attracting Tech Talent from the Boston Market

Salary and Benefits

Here are some thoughts:

- Encourage those individuals who may be underemployed to look at training programs that can take their skills to the next level in their field or offer new opportunities in a tech-related field. Many employers may offer training opportunities and the community colleges may offer appropriate course work and the Tech Talent Initiative is looking into areas where there is a pooled demand for training. Stay tuned for more on that through this newsletter.
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- Hire an intern. Studies have showed that interns are more likely to stay local if they had a good experience and may consider a position in your organization after college.
- Look into the new apprenticeship program for IT. There will be an informational session on the launch of this program on May 2 and you can learn more [here](#).

While there are a lot of numbers included in this quick update, growing the tech sector also provides additional benefits to New Hampshire. First, start-ups create more jobs and having a growing sector will positively impact economic development. Second, tech companies often attract outside funding. And last, jobs in tech are ever-evolving and offer career opportunities in companies developing products or services that did not exist just a few years ago.

We should be pleased with the numbers in the Cyberstates report, but recognize that our ongoing workforce challenges require proactive work in many ways to ensure that we can keep filling key positions that advance our economy.

NH Tech Talent Attraction Campaign

Carol Miller, Director of Broadband Technology, DED/DRED



New Hampshire
Economic Development



The Division of Economic Development (DED) working with partners across the state and internally with the Office of Workforce Opportunity realized early on that developing and attracting workforce was a major factor in growing companies in NH. So here is what we have done so far.

DED contracted with DCI Consultants on a Talent Attraction Campaign. DCI was awarded a contract to collect data internally and externally, and create a website to promote the Tech Industry to attract talent.

In February 2017 the Division and DCI facilitated a focus group with 9 Technology Companies. In March DCI completed 450 NH Talent Attraction Perception Surveys.