

# Workforce Trends in Maine Through 2023

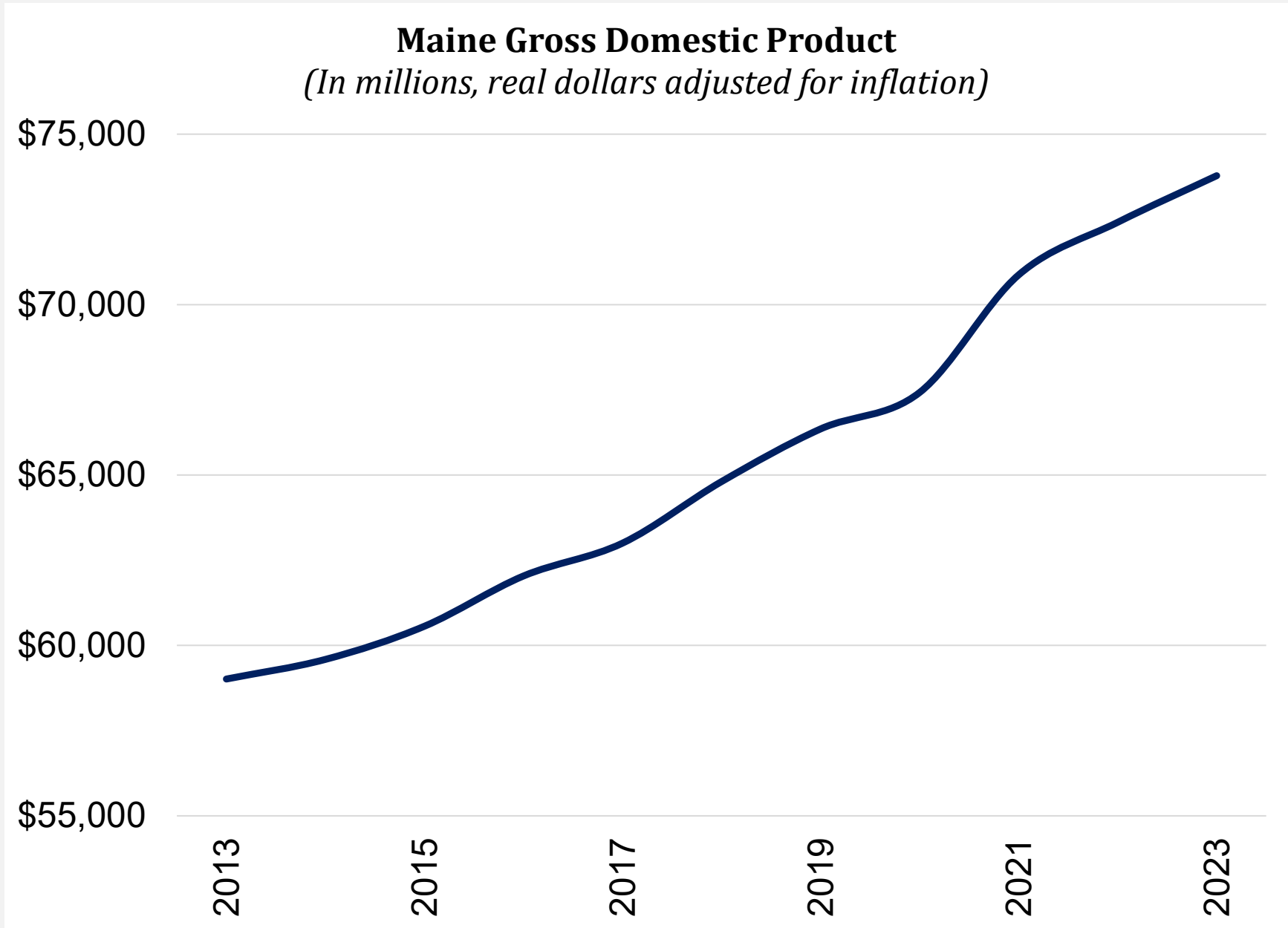
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- 3. Labor Force Participation**
- 4. Job Outlook Through 2032**
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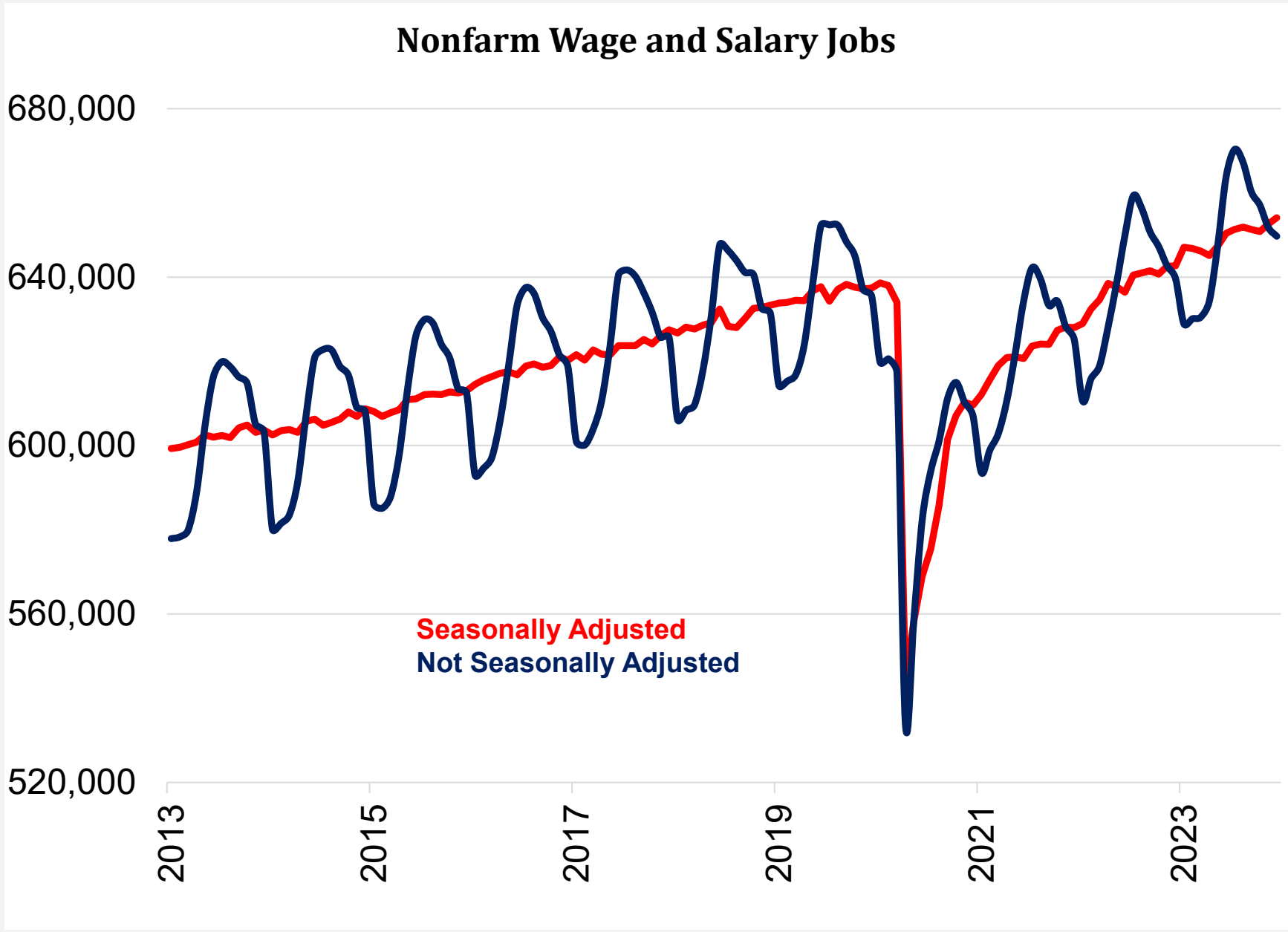
# Statewide Labor Market Conditions

- Labor market conditions generally were positive in 2023.
- Nonfarm wage and salary jobs increased to new highs.
- Unemployment rates and duration of unemployment remained low.
- Job openings rates remained elevated but continued to decrease closer to what prevailed prior to the pandemic.

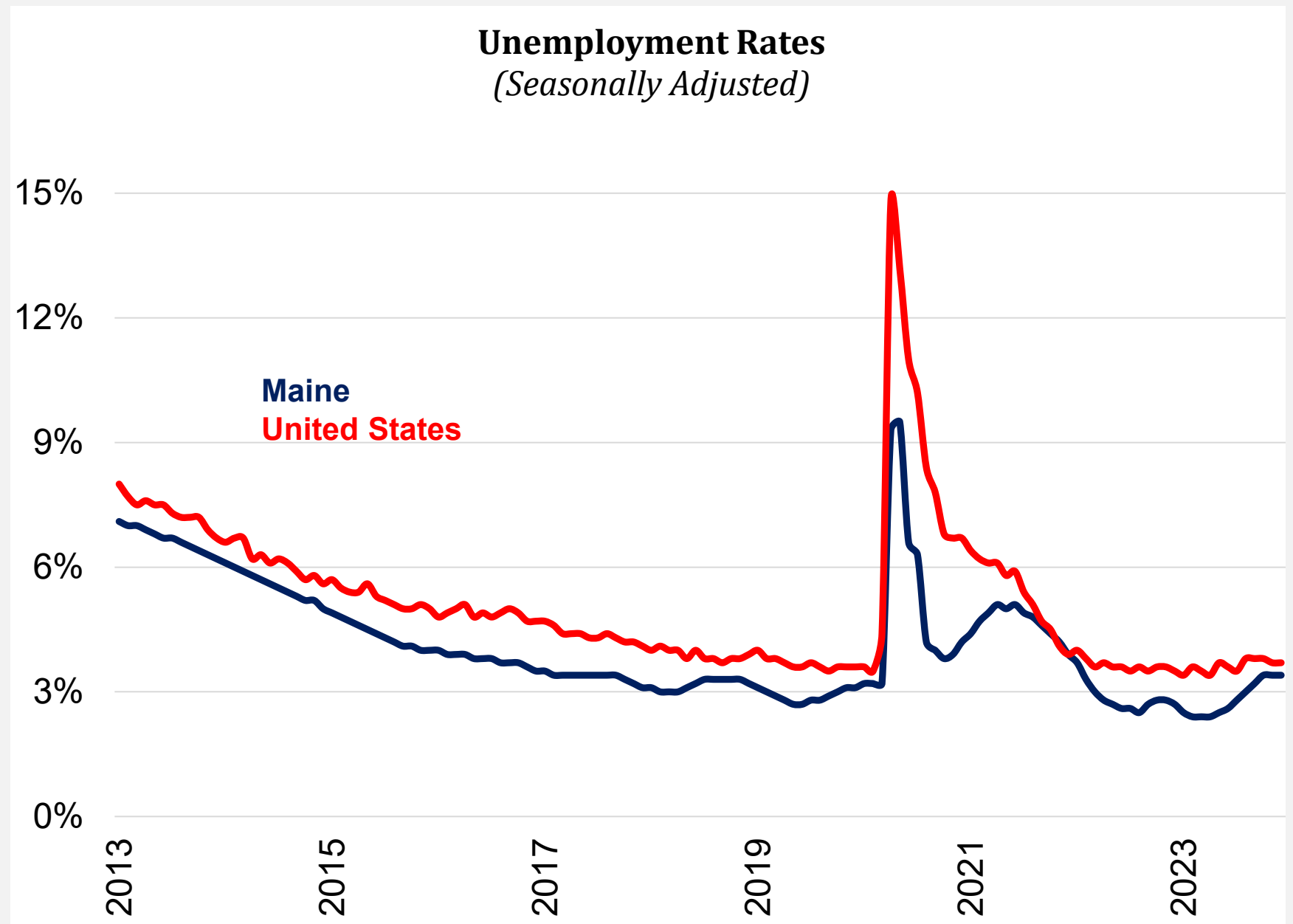
- Total output of the economy, measured by gross domestic product, increased 1.9 percent in the year, consistent with recent years.



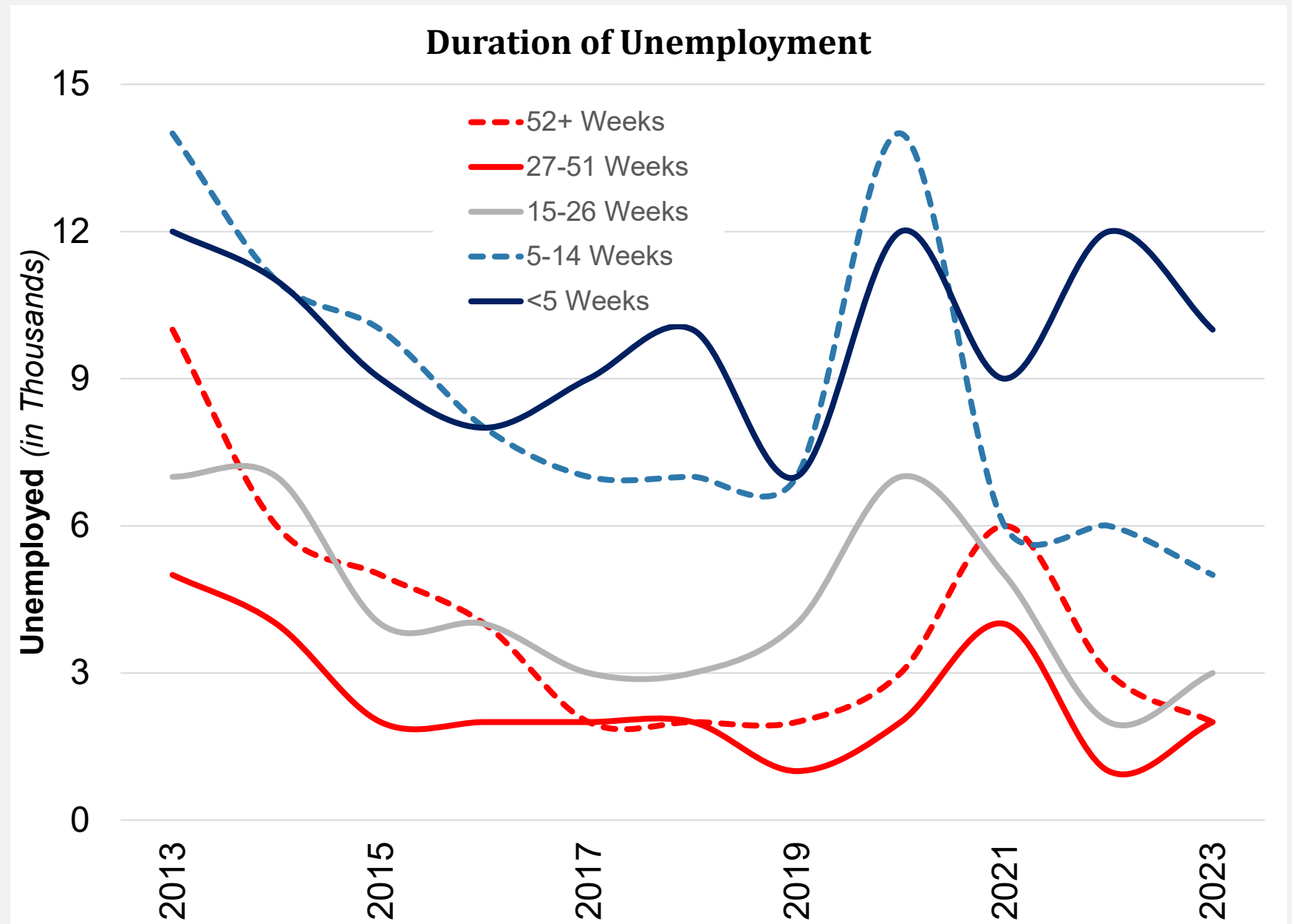
- Nonfarm wage and salary jobs began reaching new highs in the middle of 2022 – a trend that continued through 2023 (seasonally-adjusted).
- Maine’s economy is among the most seasonal in the nation. Jobs peak most years in July and August, at the height of tourism and construction activity, and are lowest in January and February, when demand is lower. Most years there are about six percent more jobs during summer highs than winter lows (seen in not seasonally adjusted data).



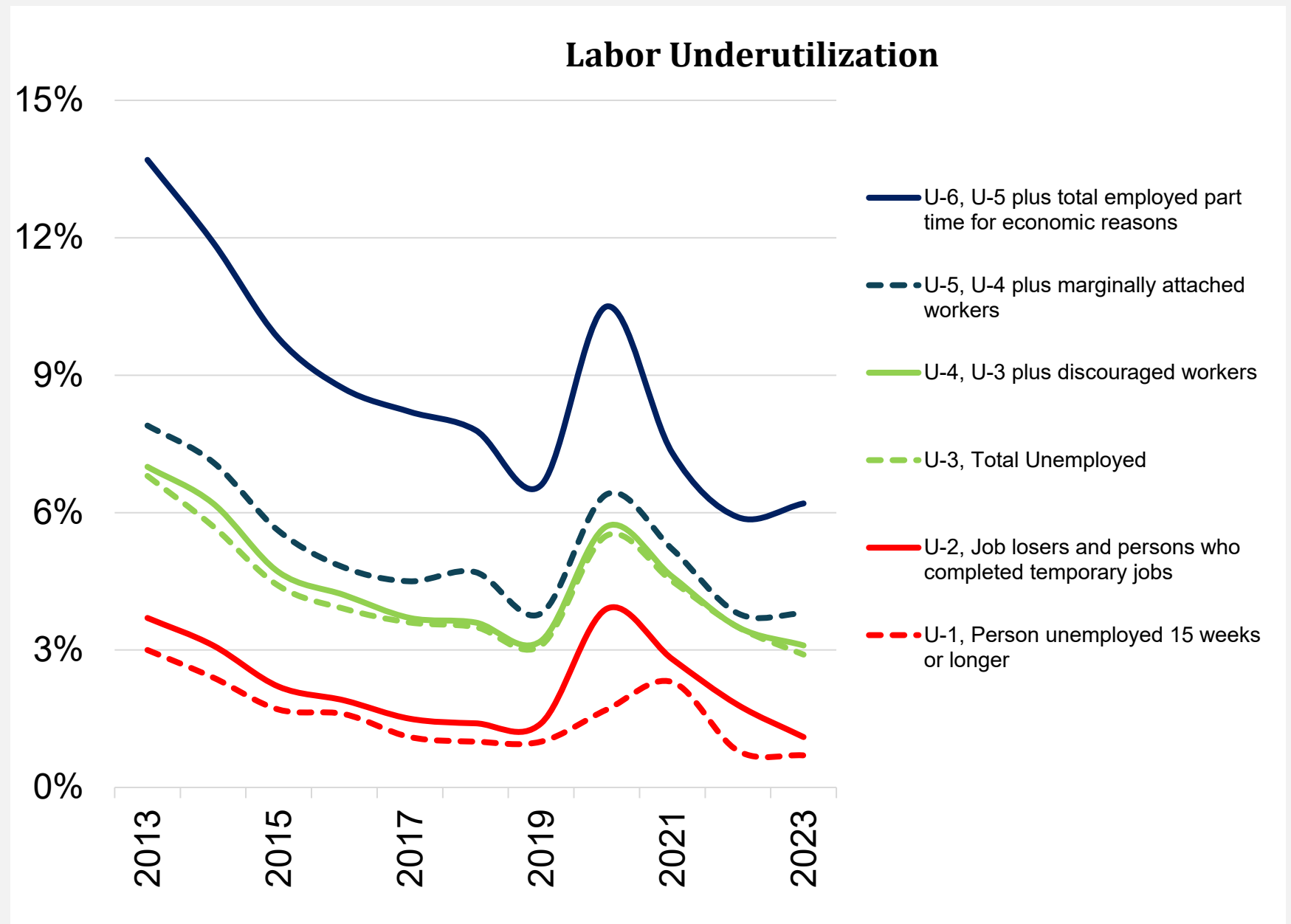
- Unemployment averaged 2.9 percent in 2023, below both the long-term average for Maine and national average for the year.



- Unemployment duration was little changed in 2023 and similar to the period shortly before onset of the 2020 pandemic.
- The number unemployed for 27 or more weeks remained low.

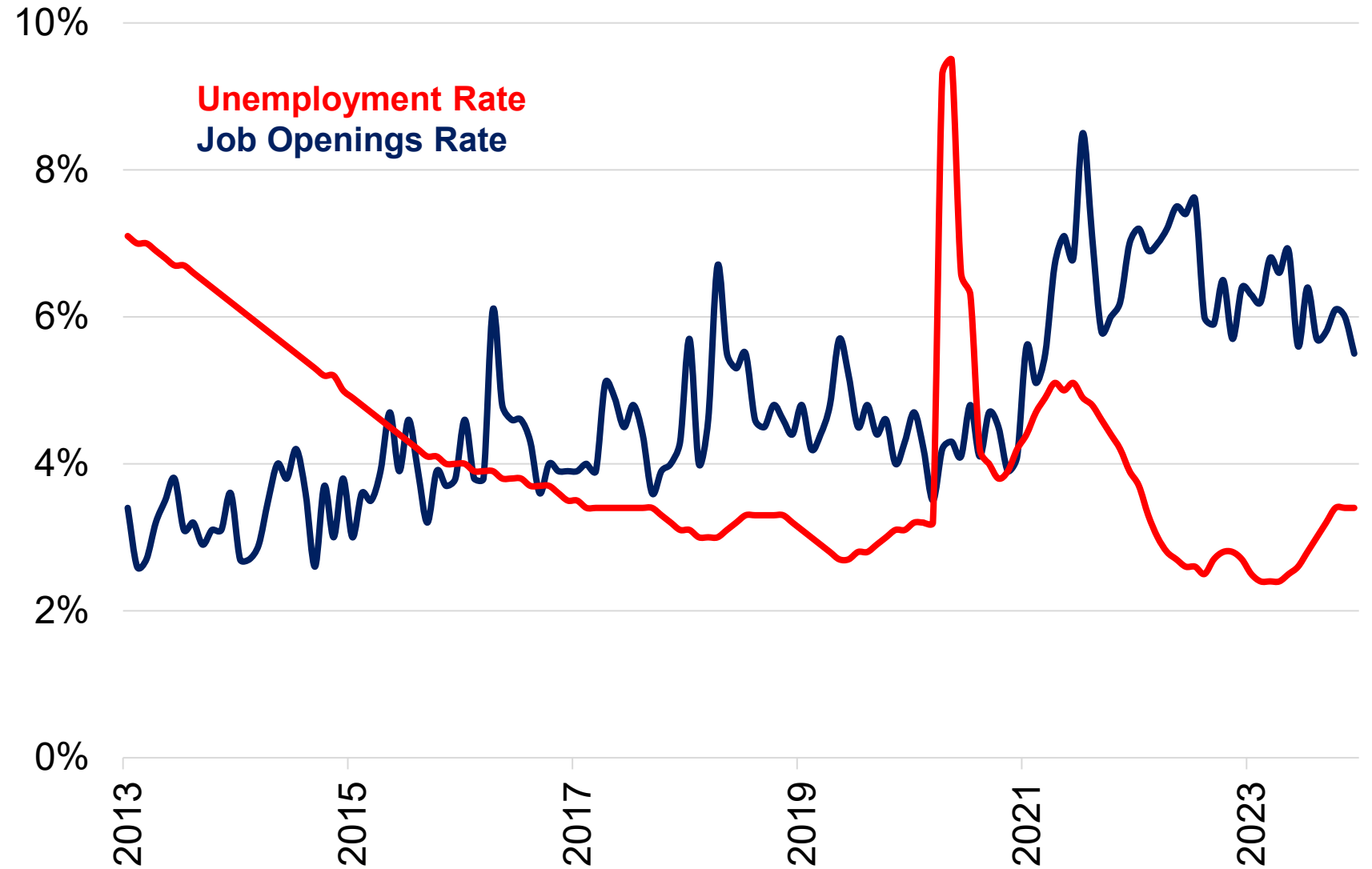


- The unemployment rate, U-3, is one of six measures of labor underutilization. Each was near all-time lows.



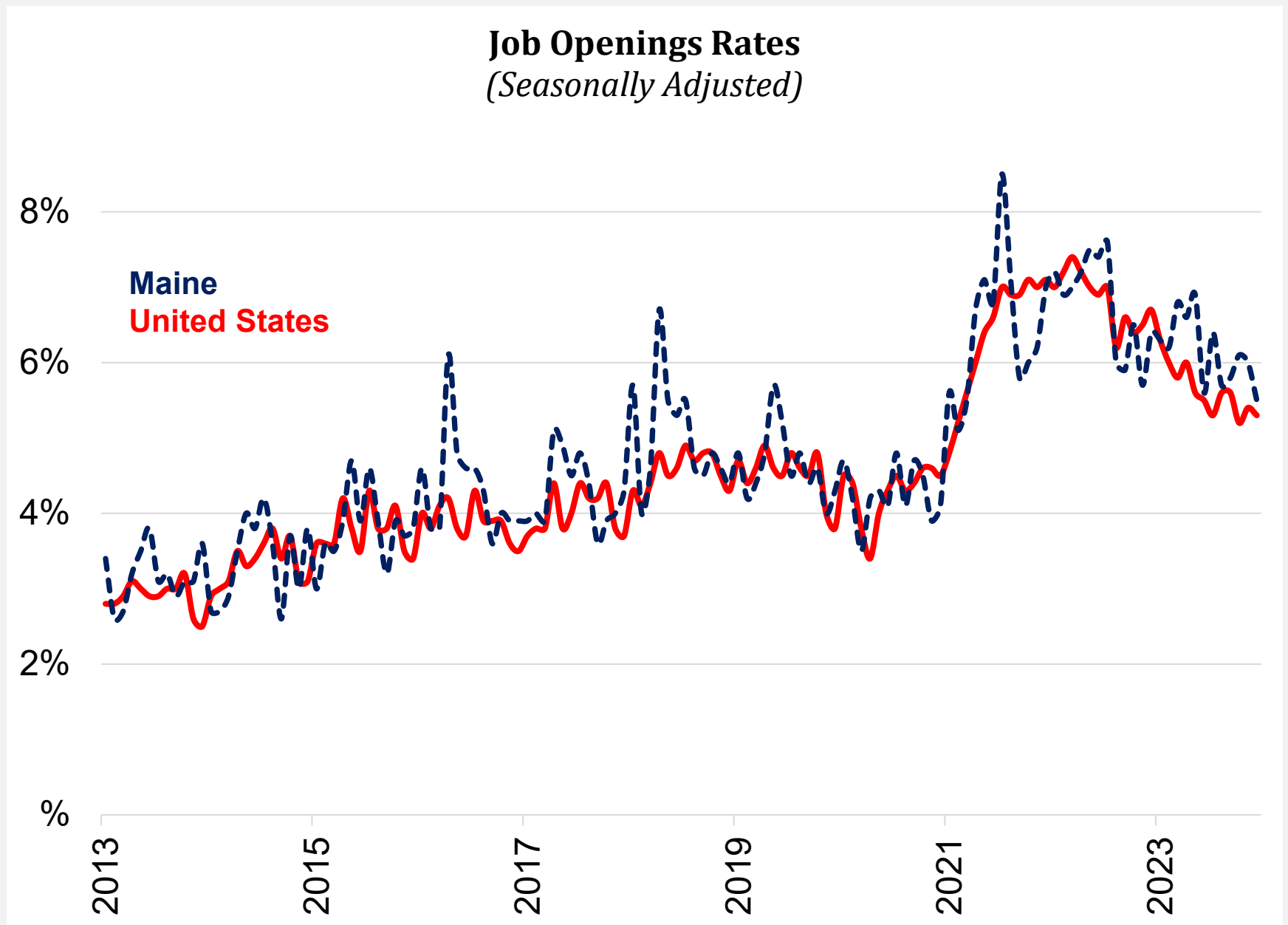


## Unemployment and Job Openings Rate (Seasonally Adjusted)

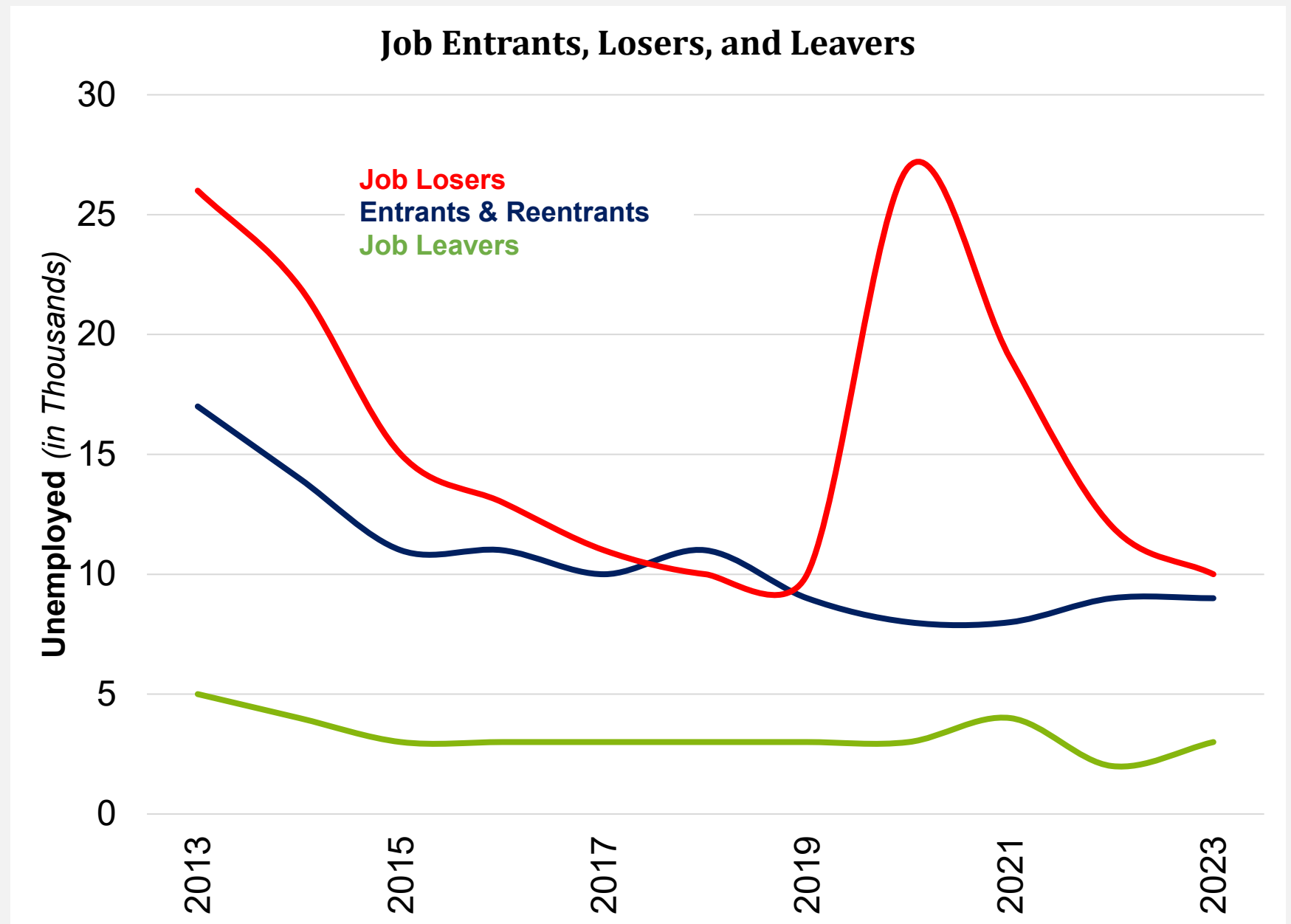


- Job openings remained elevated, but the gap with unemployment continued to move closer to what prevailed prior to the pandemic.

- Job openings rates for Maine are more variable than for the U.S. because the survey sample is small. The recent downtrend in openings closely tracked what has occurred nationally.



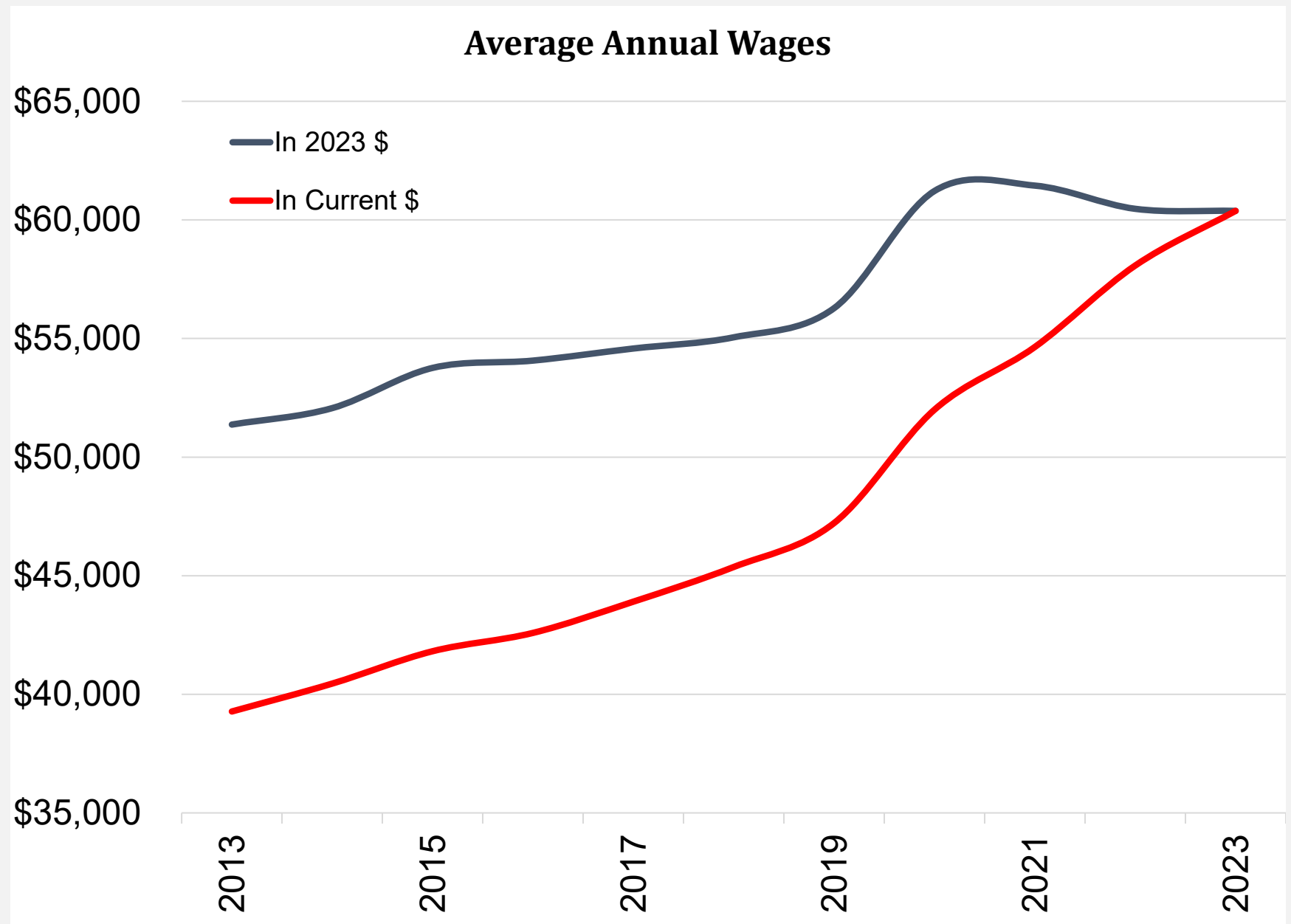
- The distribution of unemployment between those who lost a job, those who entered or reentered the labor force, and those who left a job was similar to what prevailed prior to 2020.
- In 2023 those that lost their job comprised just under half of those that were unemployed; just over half were labor force entrants or those that left a job.



# Wage and Income Growth

- Average wages increased at about the same rate as inflation in 2023.
- Per capita personal income increased.

- Average annual wages increased 4 percent in the year.
- Adjusted for inflation, average wages have been little changed the last three years.

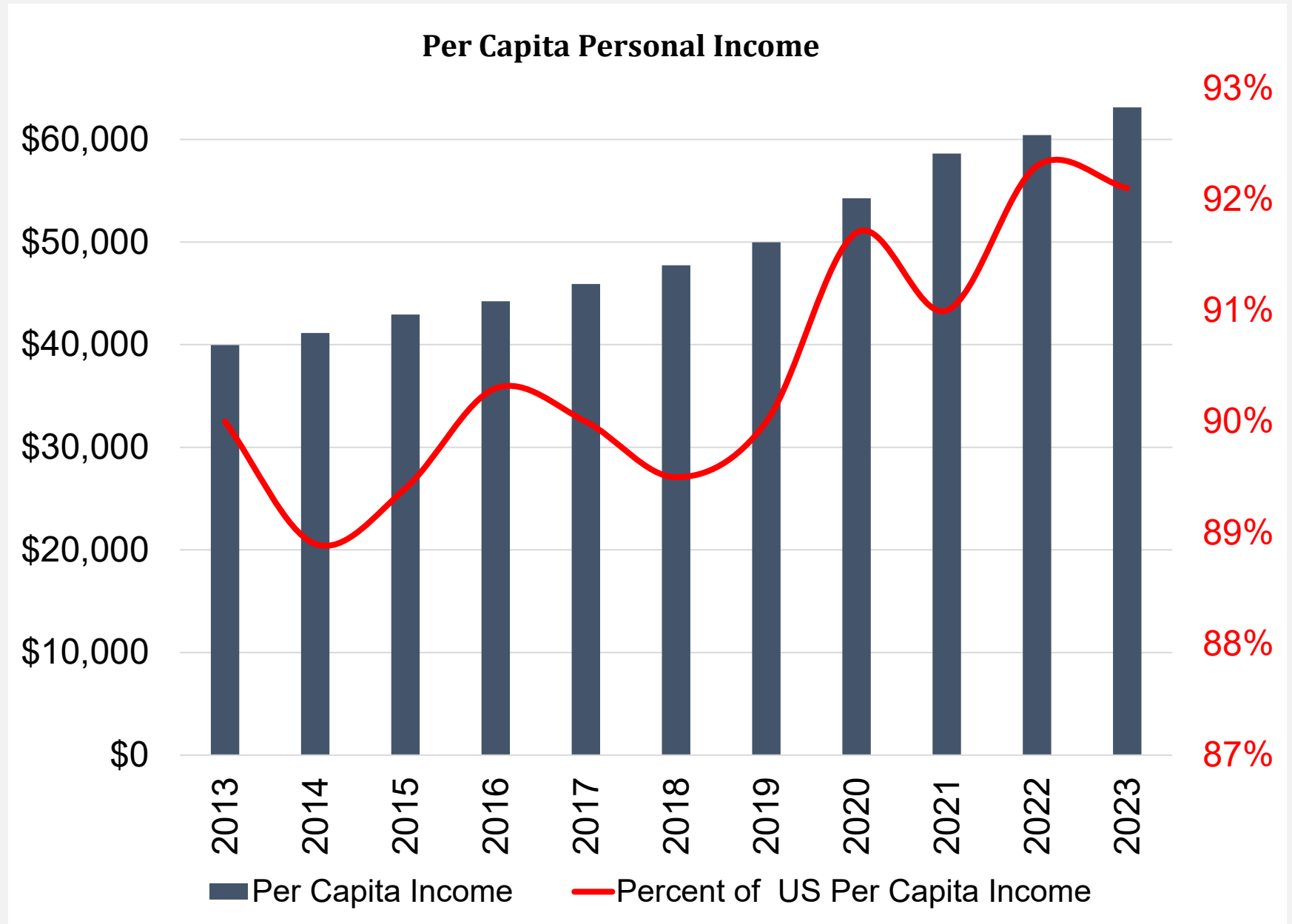


- Wages increased an average of 3.9 percent across all industries.
- The strongest gains were in the construction and information sectors, and in federal government.

Sector	2023 Averages		% Change in Avg Wage from 2022
	Jobs	Annual Wage	
<b>Total, All Industries</b>	<b>639,000</b>	<b>\$60,400</b>	<b>3.9%</b>
Construction	33,900	\$67,100	9.0%
Information	8,300	\$82,800	8.3%
Federal Government	16,900	\$91,900	7.3%
Private Education	13,700	\$56,200	6.2%
Natural Resources & Mining	9,100	\$47,000	5.5%
Other Services, Except Public Administration	17,800	\$46,000	5.5%
Leisure & Hospitality	68,400	\$31,900	4.9%
Manufacturing	53,200	\$67,500	4.4%
Transportation, Warehousing, and Utilities	18,100	\$61,000	4.2%
Financial Activities	30,900	\$90,000	4.2%
Wholesale Trade	19,300	\$87,800	4.1%
Local Government	59,900	\$49,800	4.0%
Professional & Business Services	77,200	\$82,800	3.8%
State Government	21,800	\$60,700	3.1%
Retail Trade	81,400	\$38,700	2.5%
Health Care and Social Assistance	106,500	\$62,300	2.1%

*Totals may not sum due to rounding and because table does not include unclassified employment.*

- Per capita personal income continued to increase. Income was 92 percent of the U.S. in 2023, up from around 90 percent a decade ago.

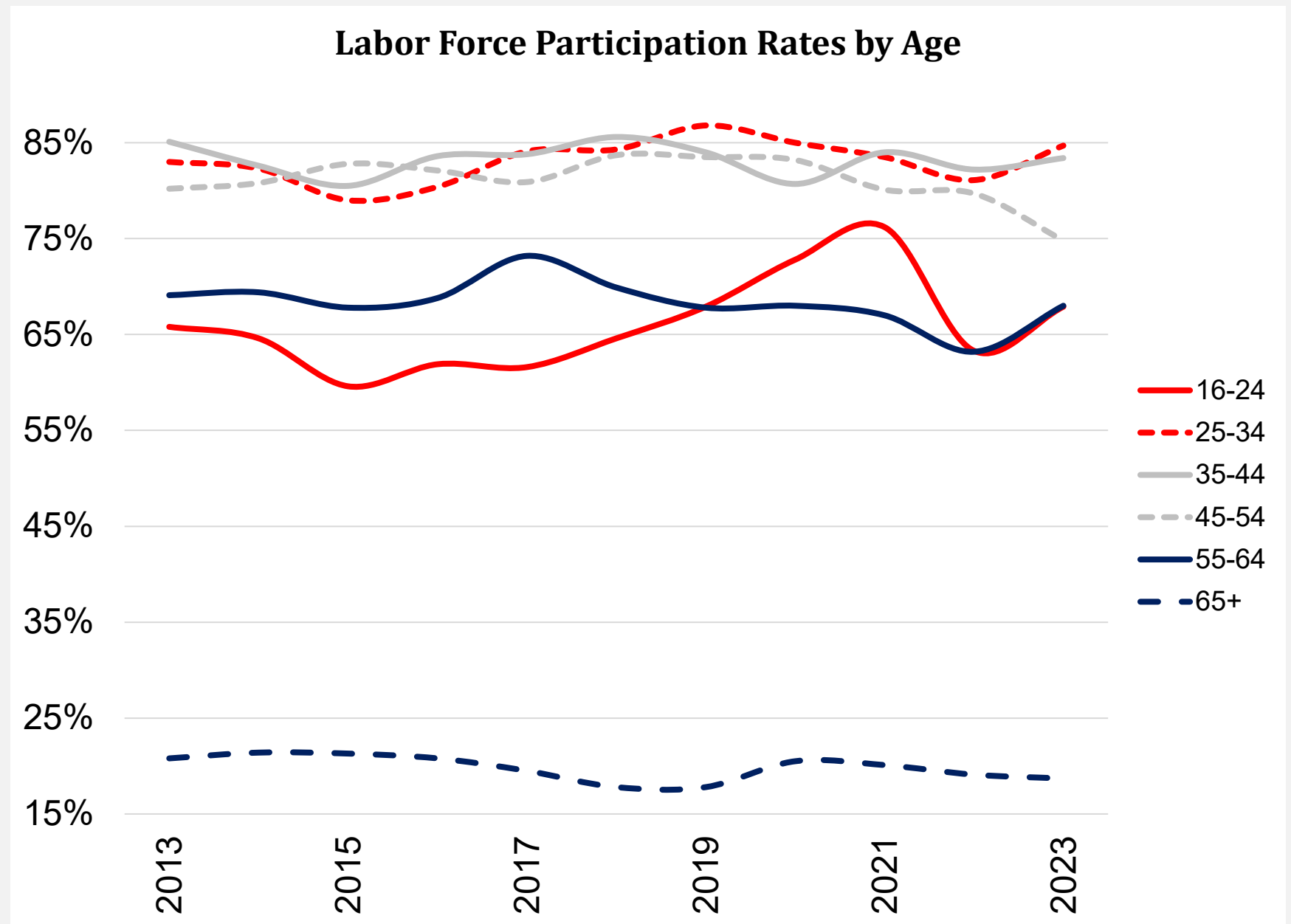


# Labor Force Participation

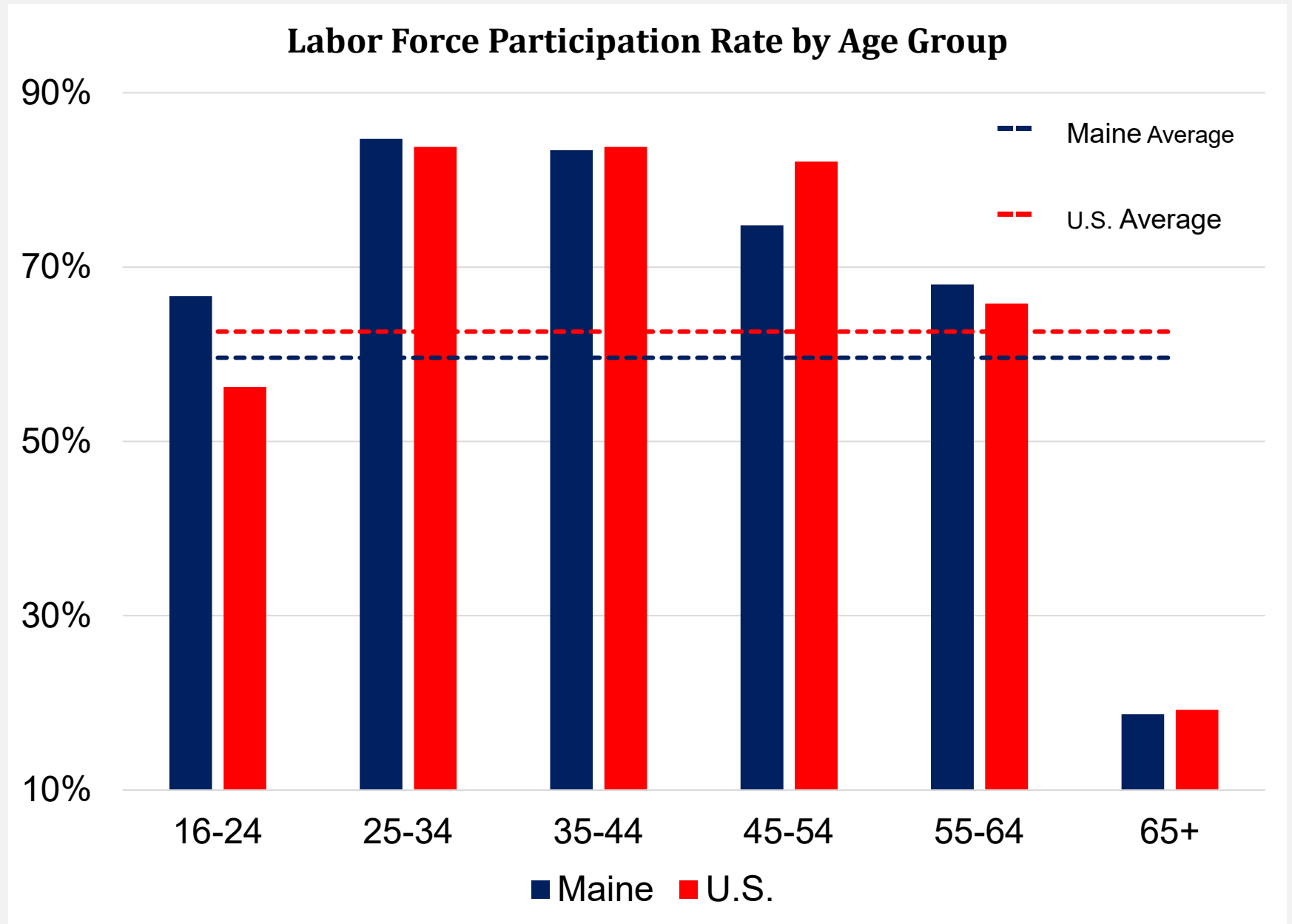
- The general downtrend in labor force participation over the last decades is because more of the population is retirement age.
- Participation within individual age groups has not changed much over the years and for each age group is similar to that of the nation.



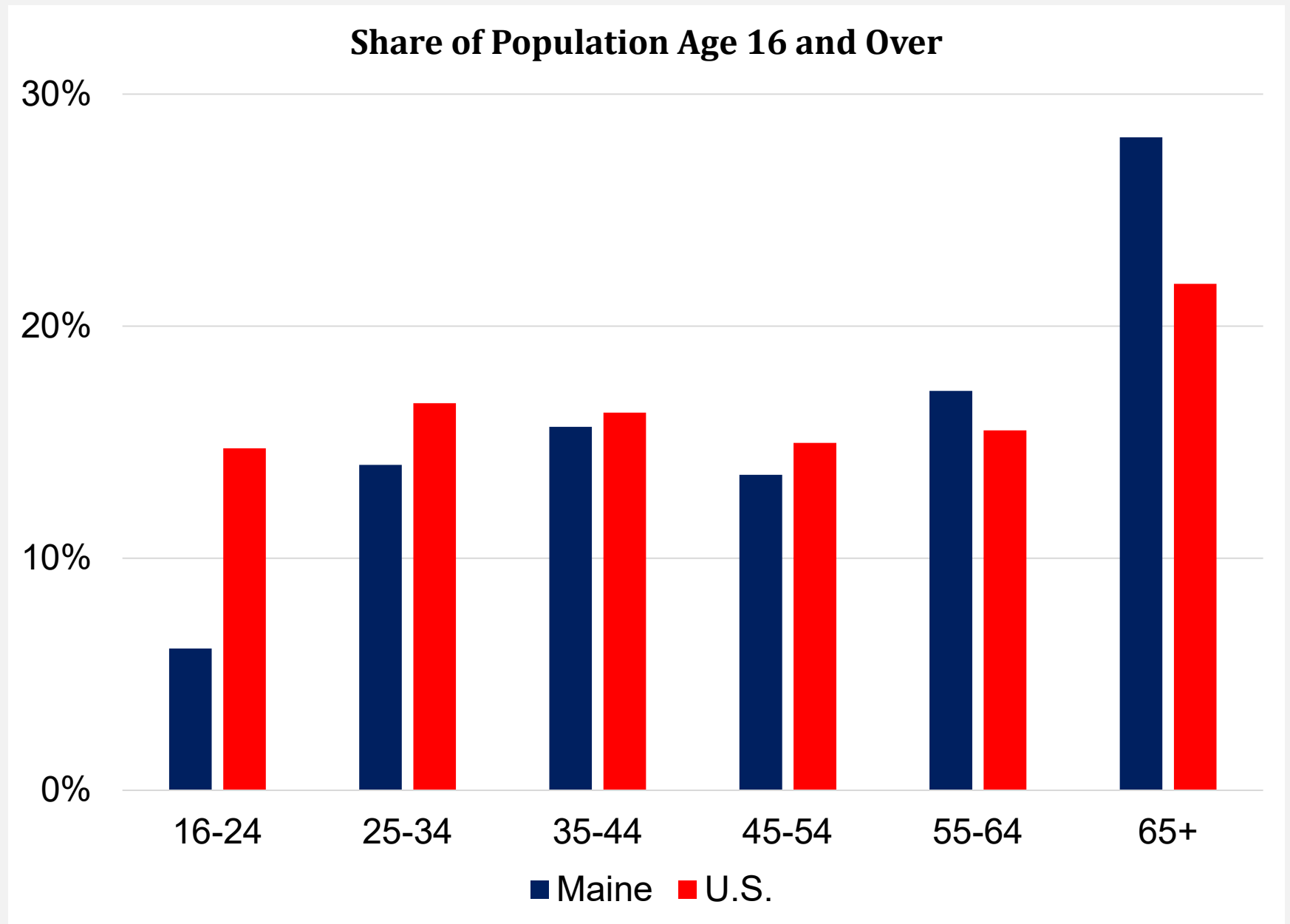
- Within age groups labor force participation did not change much over the last decade. It is highest among those age 25 to 54, often described as 'prime-age' workers.



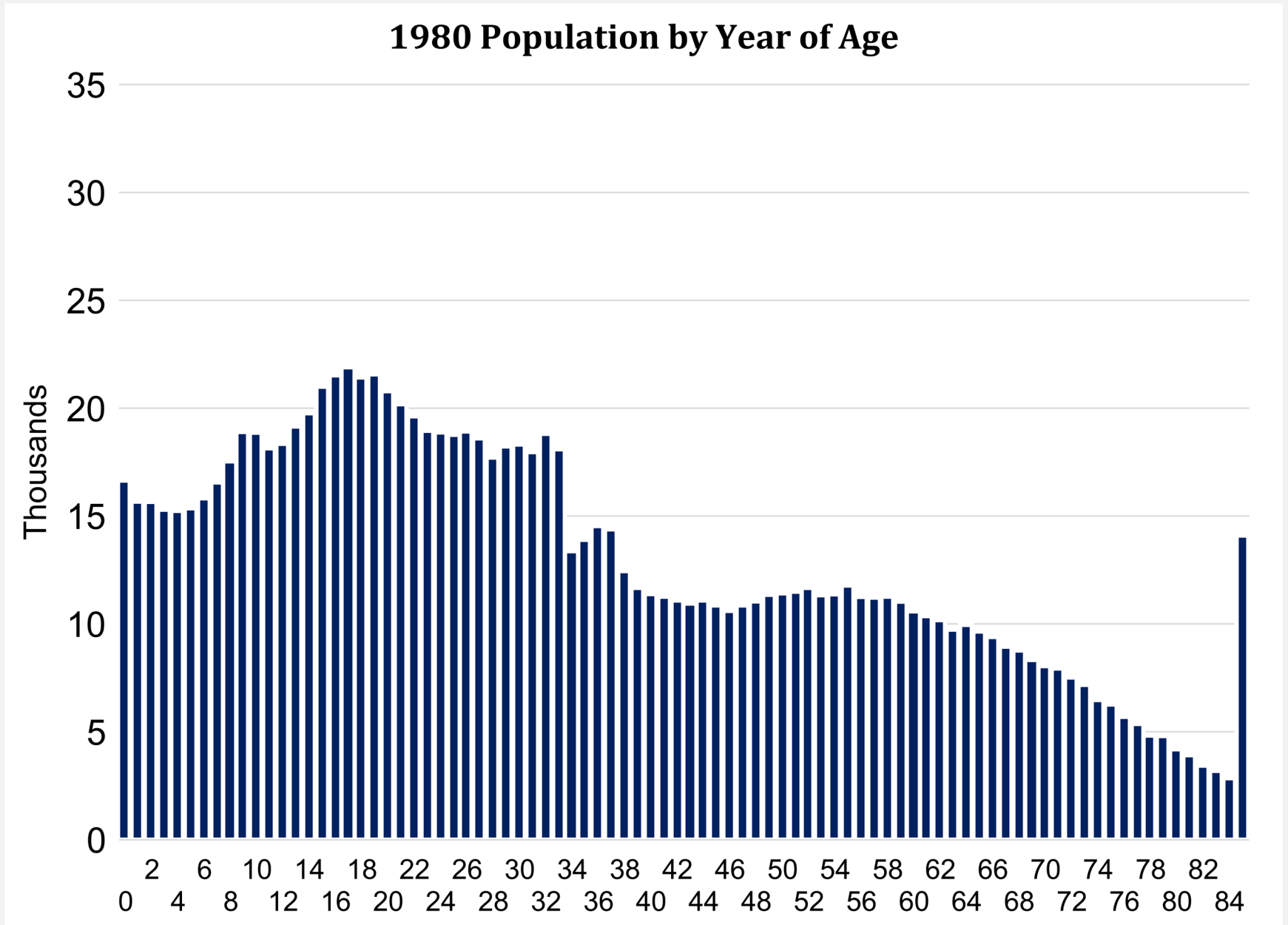
- Maine and U.S. labor force participation rates are similar. In 2023 the exception was among those age 45 to 54. This is an outlier from previous years. The survey sample is small and there is variability from year to year in these estimates. Figures for succeeding years are likely to be much closer to what they were in previous years.



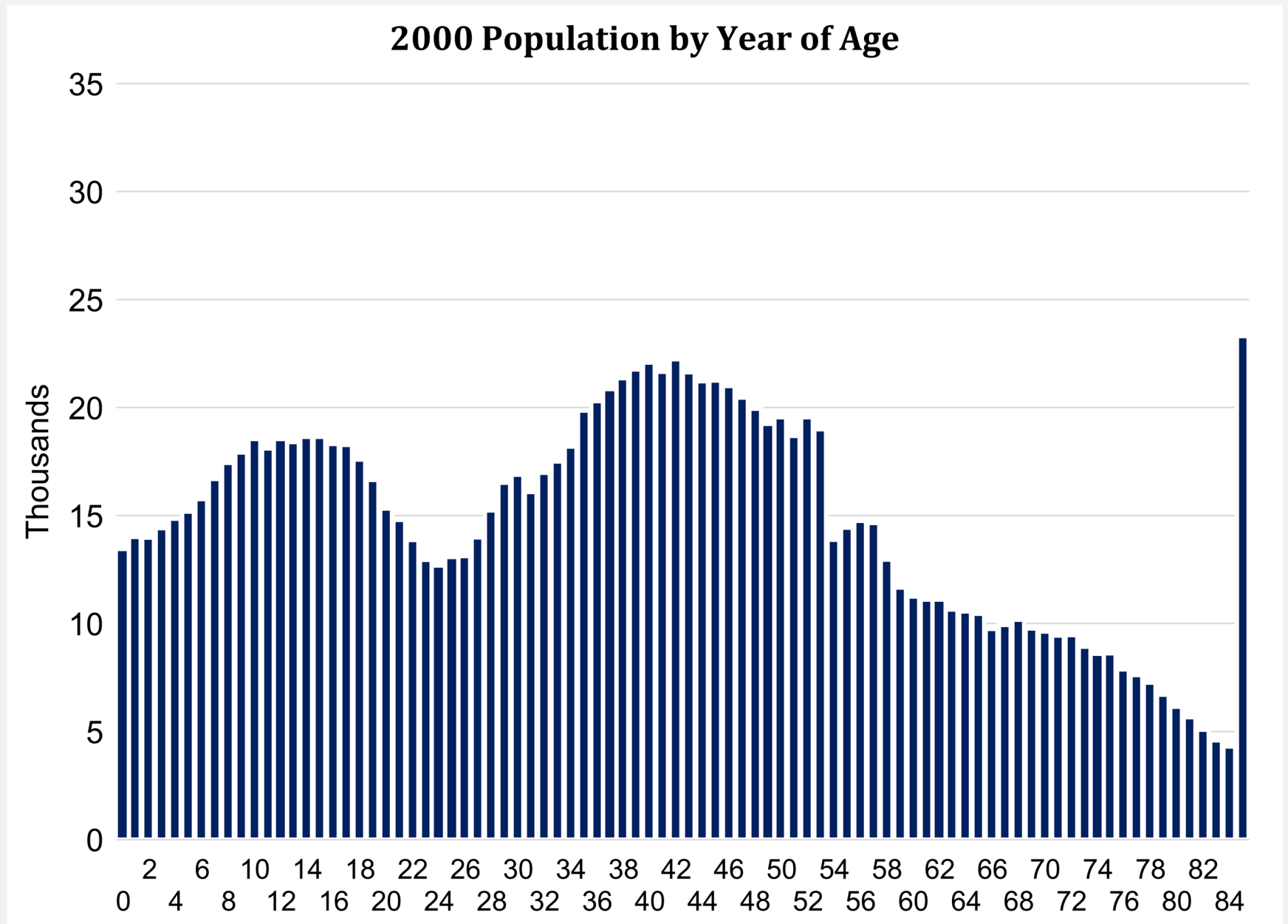
- Overall labor force participation is lower than for the nation because the state has a higher share of population age 55+.
- If the age distribution was the same as the nation, labor force participation in Maine would essentially be the same as for the U.S.



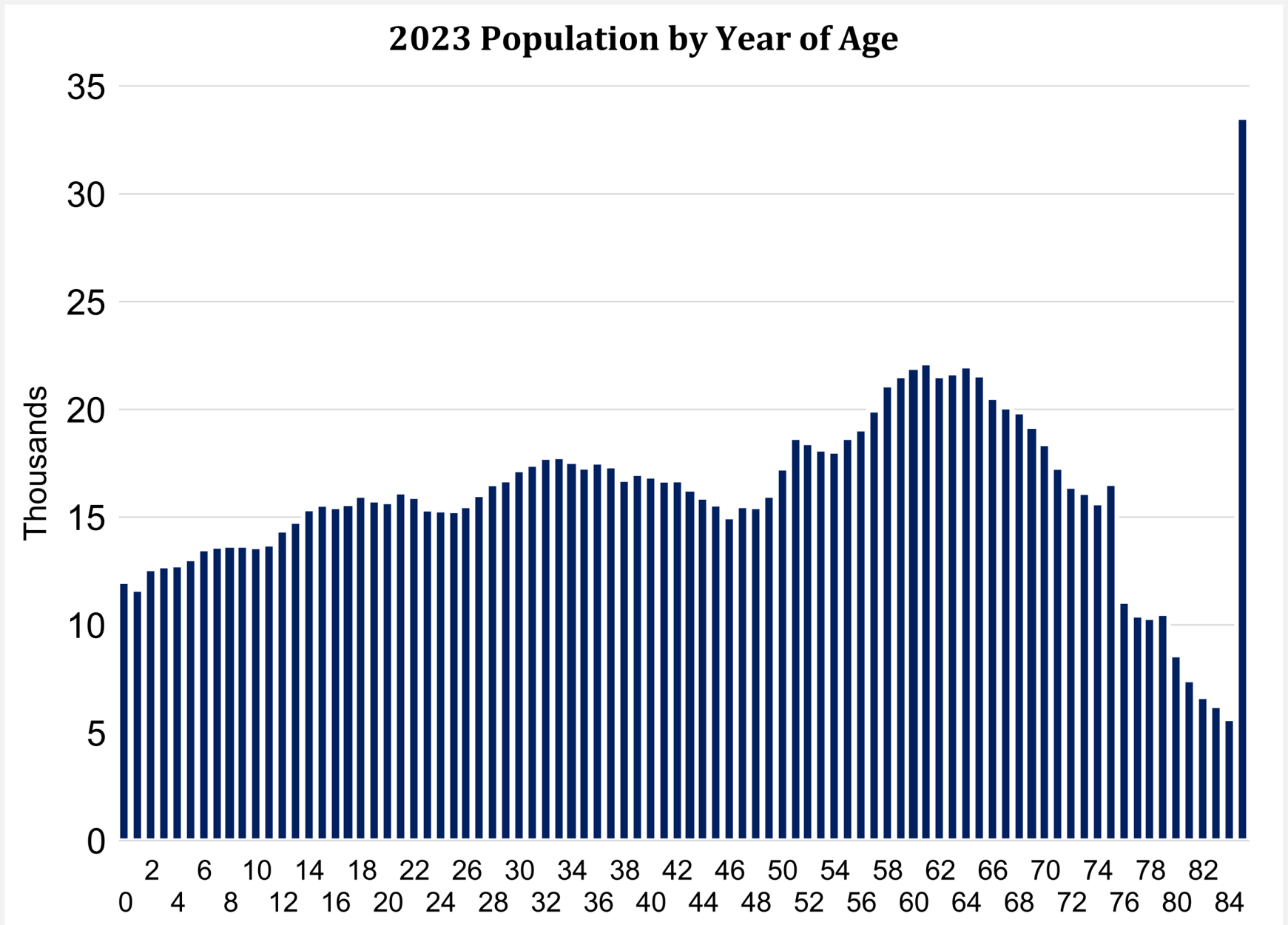
- Forty years ago, a large share of the population was young.



- Labor force participation peaked two decades ago when the large baby boom generation was in their upper 30s to early 50s.



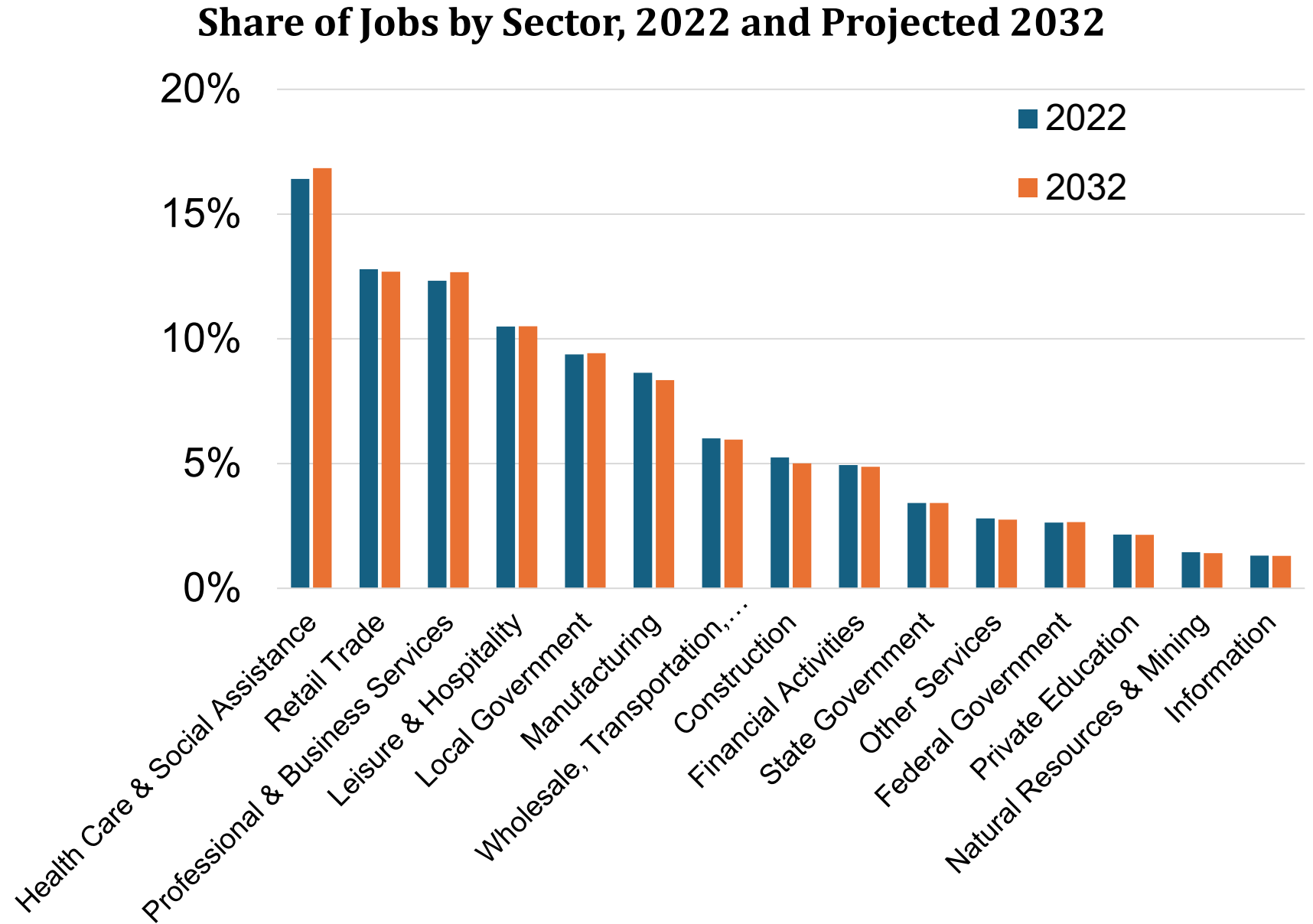
- In 2023 baby boomers ranged in age from 59 to 77. Many were retired; others will leave the labor force in the years ahead.
- Because of sharply decreasing birth rates, there are fewer young people that will age into the labor force in the years ahead.



# Job Outlook Through 2032

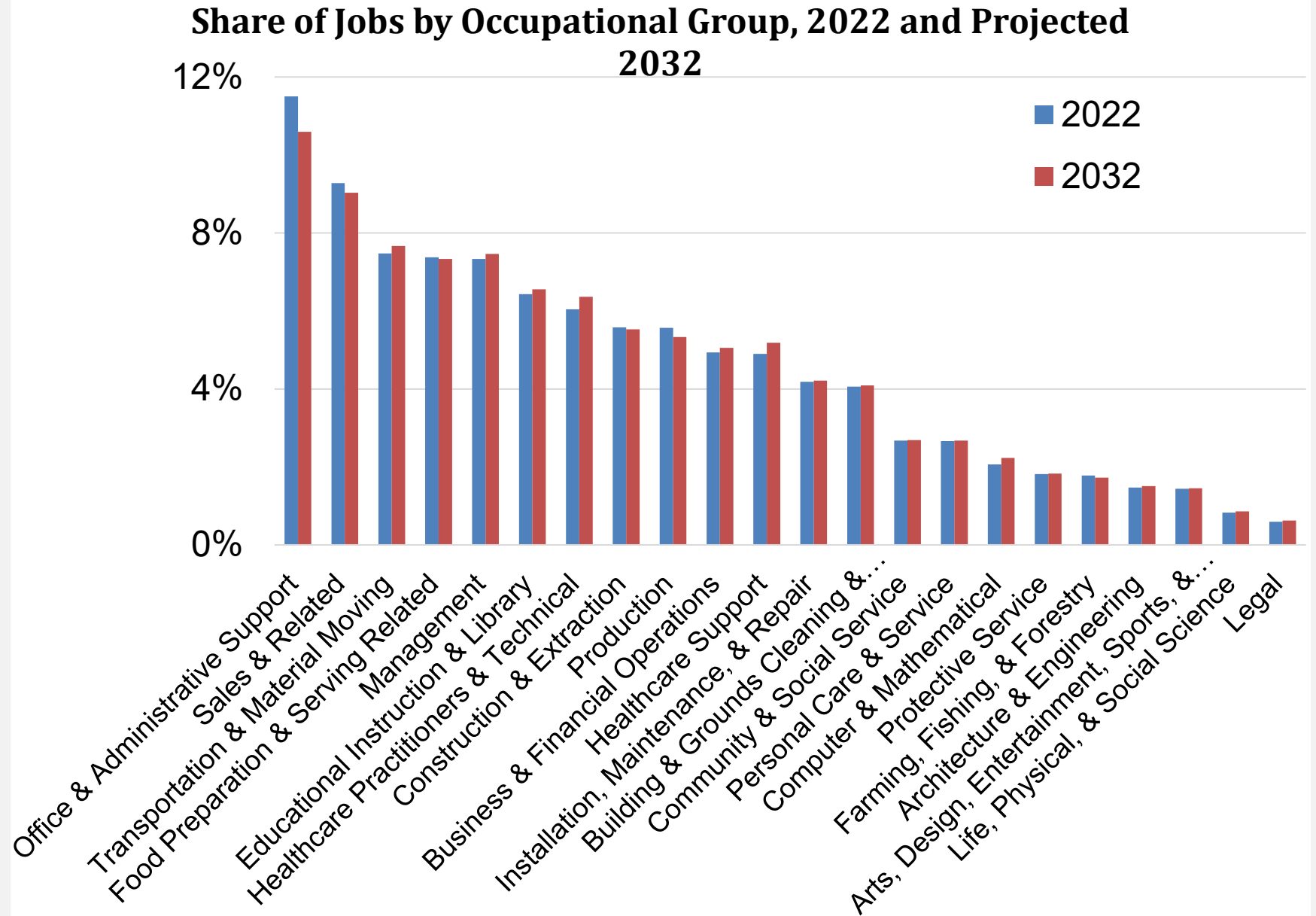
- The distribution of employment by industry and occupation is not expected to change much in the decade.
- The share of jobs requiring post-secondary education is expected to increase slightly.

- The structure of employment in 2032 is expected to be similar to what it was in 2022.
- Healthcare & social assistance and professional & business services are expected to slightly increase in share and manufacturing, construction, and retail trade decrease.



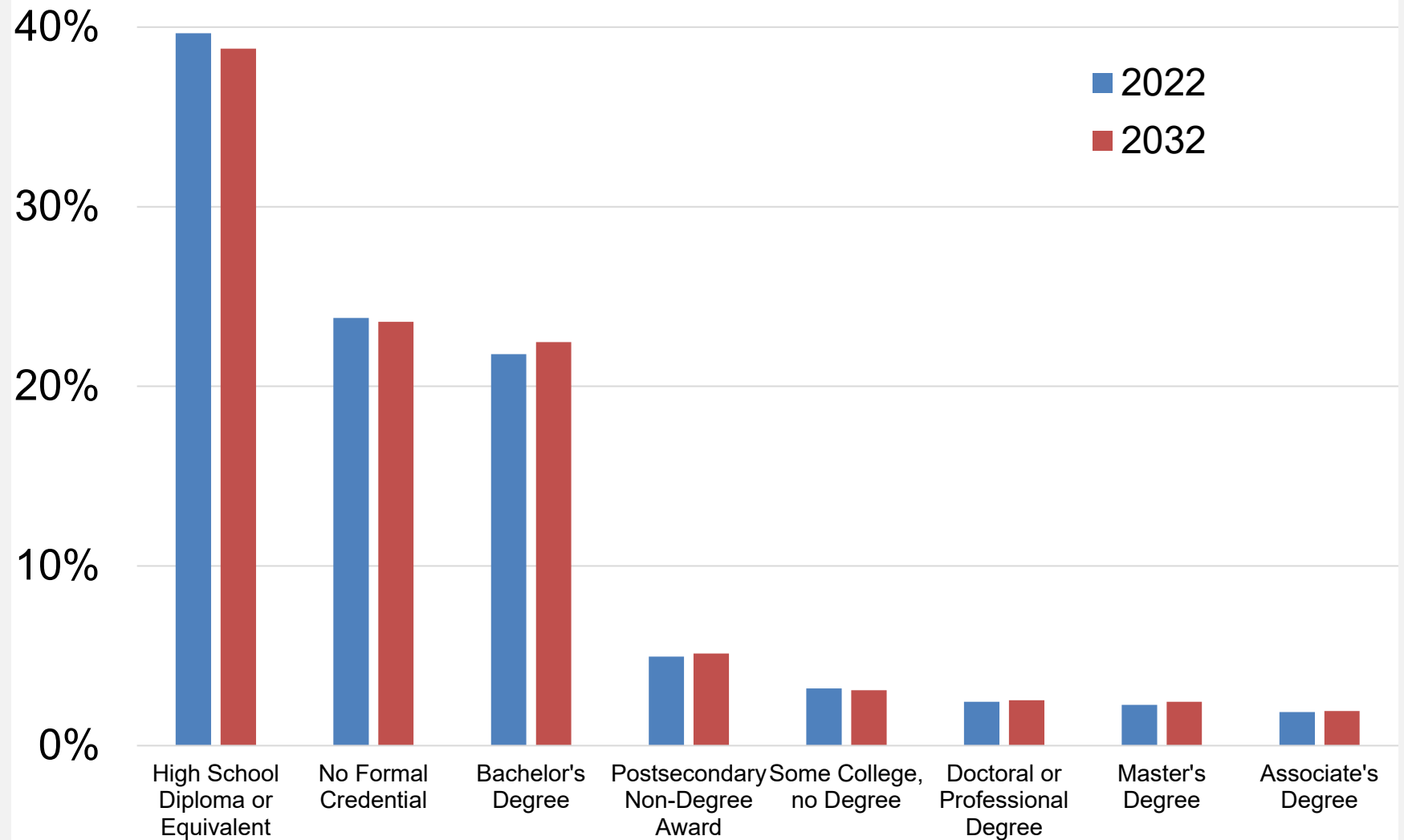


- The occupational structure of employment in 2032 is expected to be similar to what it was in 2022.
- Prominent changes are the decreased share of jobs in office and administrative support occupations, reflecting advances in office productivity tools; and the increased share in healthcare related occupations, reflecting the advancing age of the population, among other factors.

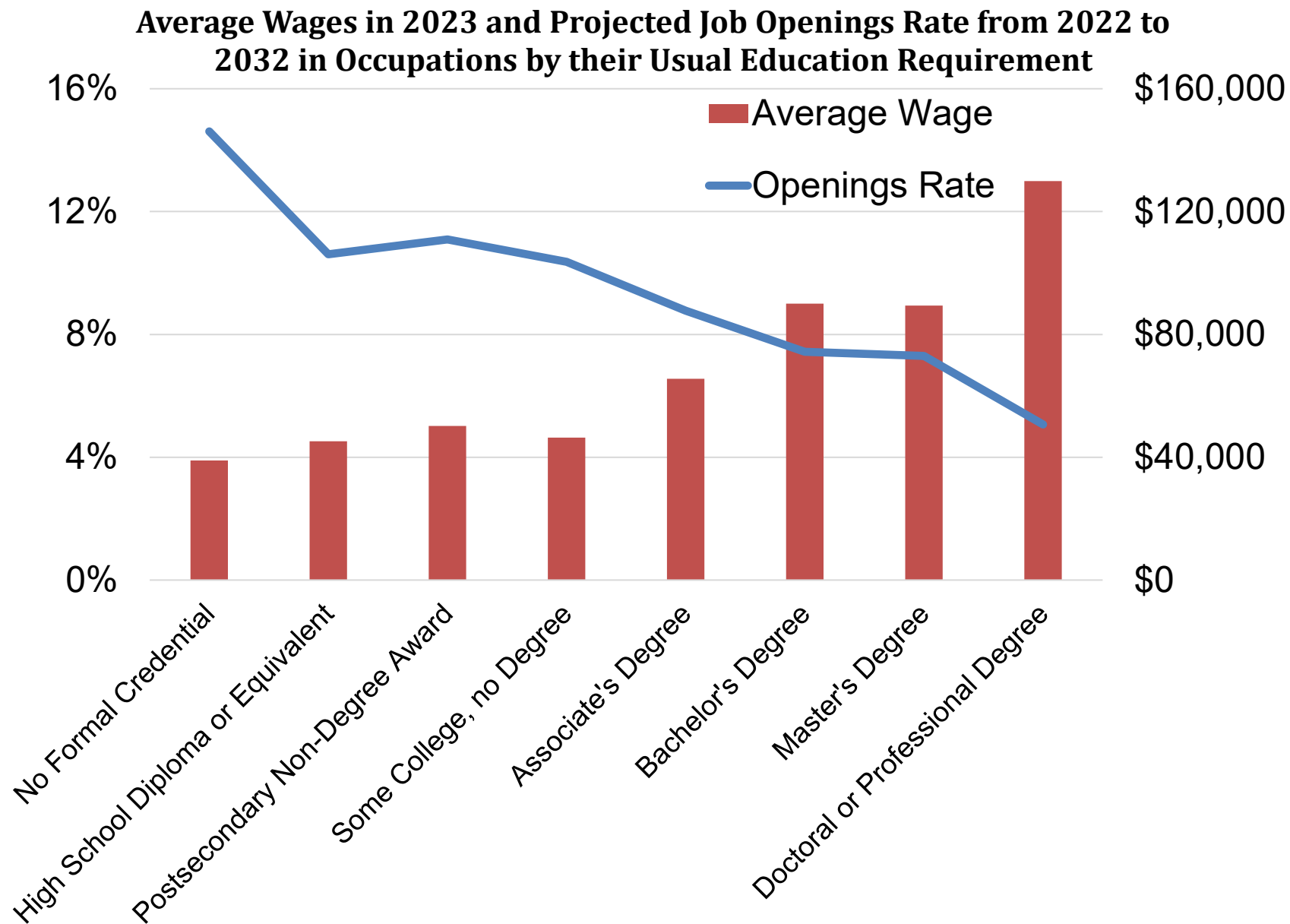


- The mix of jobs by educational requirement is not expected to change significantly:
  - The share in occupations that typically require a degree (associate's or higher) is expected to increase one percentage point to 29 percent of jobs.
  - The share that usually require some post-secondary education, but not a degree is expected to remain at eight percent of the total.
  - The share that usually require a high school diploma or that have no usual credential requirement is expected to decrease one percentage point to 62 percent of jobs.

**Share of Jobs by Occupational Group in 2022 and Projected 2032**



- Occupations that require advanced education or training and offer higher than average pay tend to have a more established workforce with lower openings rates.
- Those with limited or no formal educational requirements tend to be lower paying, a younger, less established workforce, and have higher turnover and openings rates.

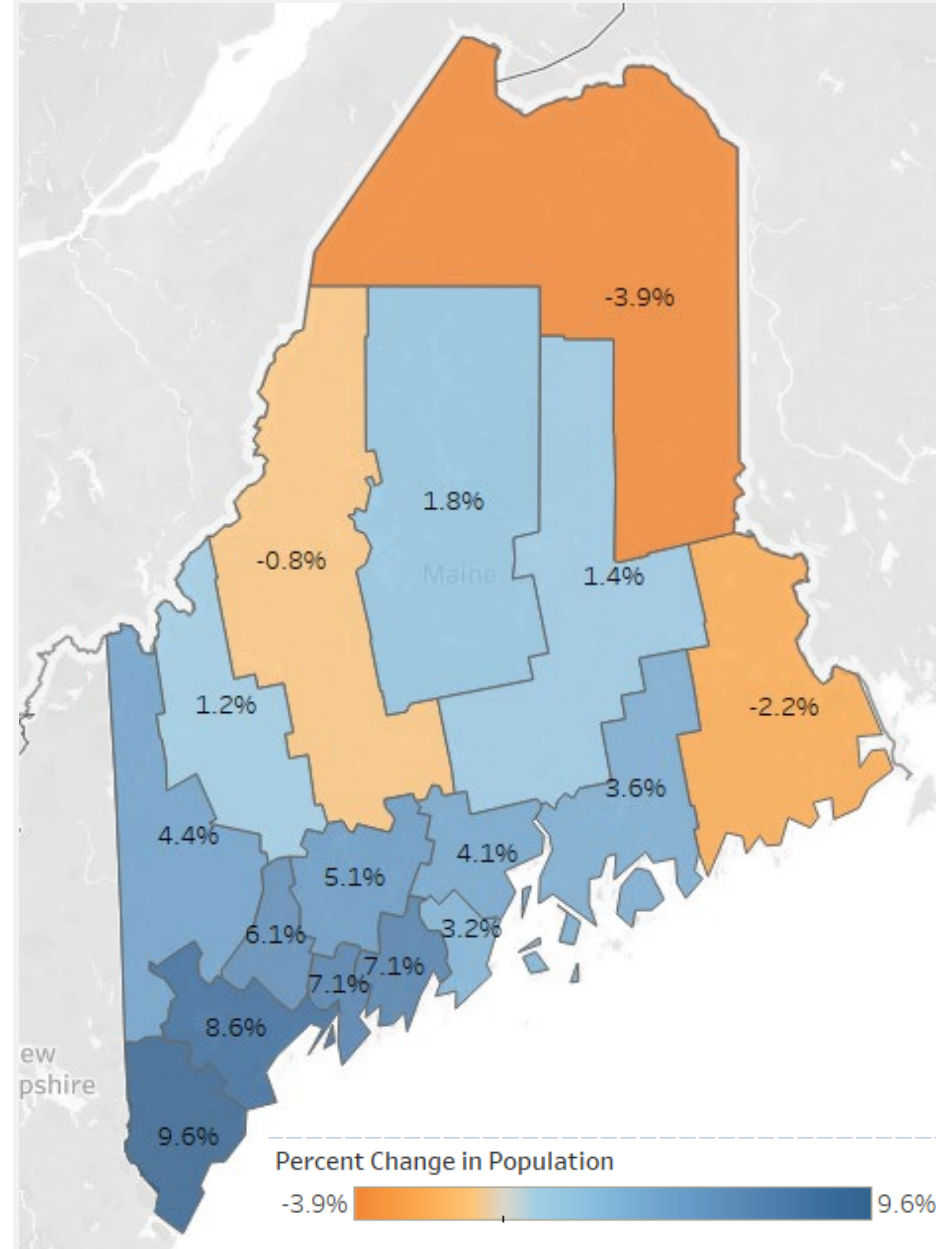


# Around the State

- Unemployment, labor force participation, and educational attainment rates are uneven across the state.
- In the southern, central, and coastal regions, where the economic structure is more diverse, labor force participation and educational attainment tend to be higher and unemployment lower.
- In the northern part of the state, where the economic structure is less diverse and the population is older, conditions generally are less favorable.

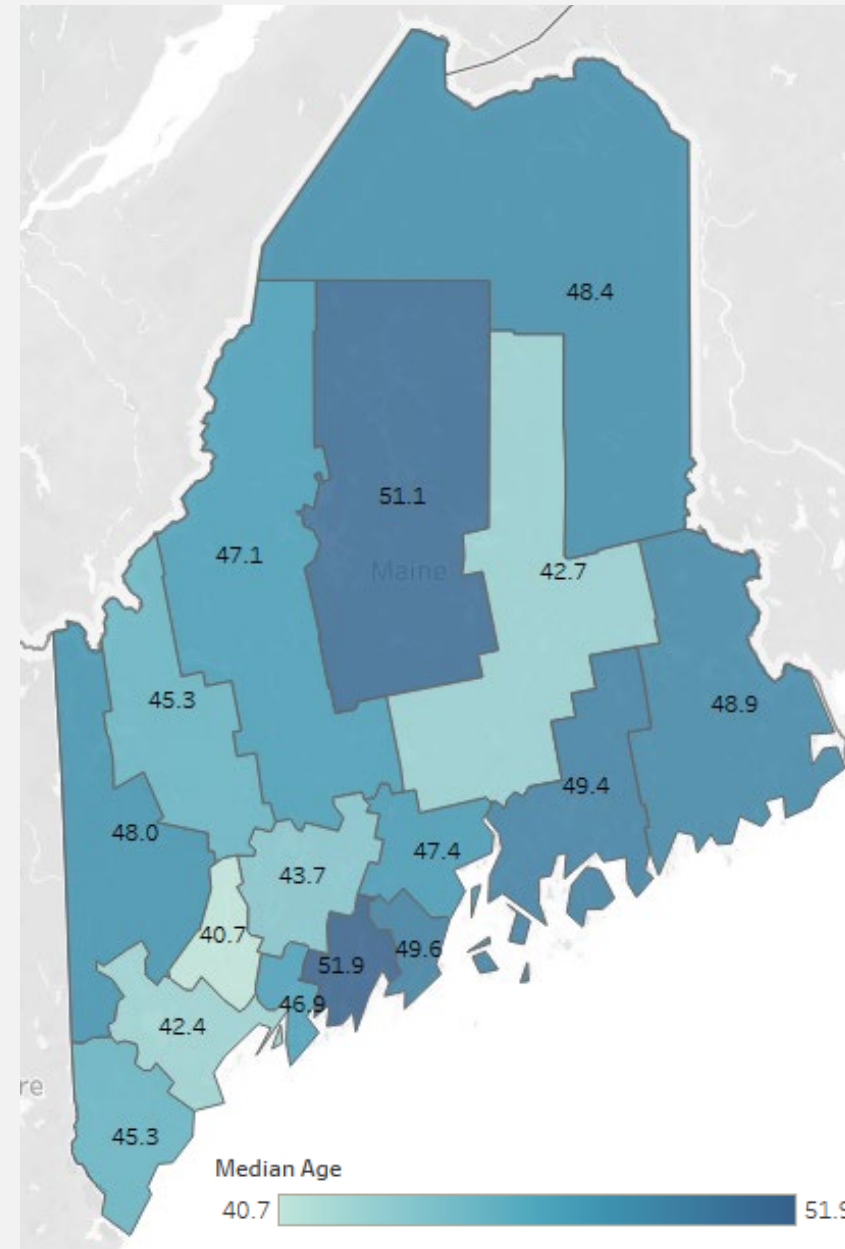
## Population Change by County 2013 to 2023

Area	Percent Change	Percent of State Total
<b>Maine</b>	5.1%	
Androscoggin	6.1%	8.2%
Aroostook	-3.9%	4.8%
Cumberland	8.6%	22.2%
Franklin	1.2%	2.2%
Hancock	3.6%	4.0%
Kennebec	5.1%	9.1%
Knox	3.2%	2.9%
Lincoln	7.1%	2.6%
Oxford	4.4%	4.3%
Penobscot	1.4%	11.1%
Piscataquis	1.8%	1.3%
Sagadahoc	7.1%	2.7%
Somerset	-0.8%	3.7%
Waldo	4.1%	2.9%
Washington	-2.2%	2.3%
York	9.6%	15.7%

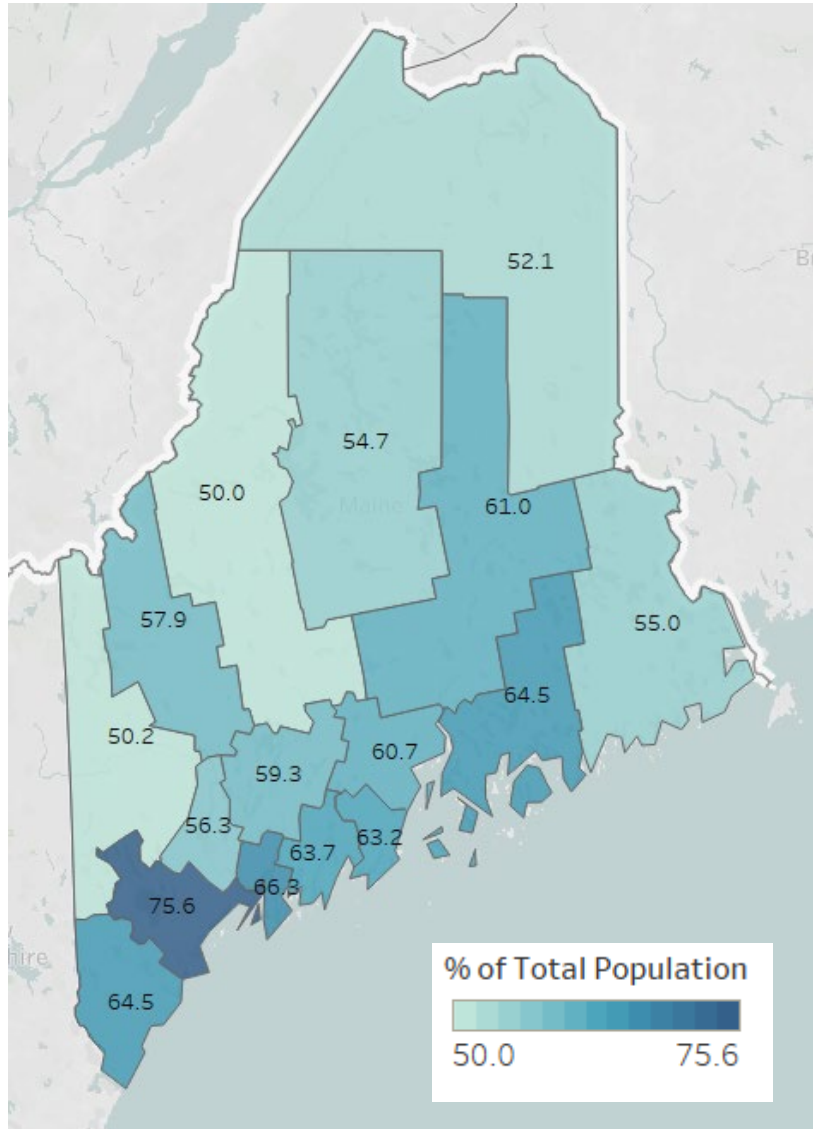


## 2023 Median Age by County

County Name	Median Age
Androscoggin	40.7
Aroostook	48.4
Cumberland	42.4
Franklin	45.3
Hancock	49.4
Kennebec	43.7
Knox	49.6
Lincoln	51.9
Oxford	48
Penobscot	42.7
Piscataquis	51.1
Sagadahoc	46.9
Somerset	47.1
Waldo	47.4
Washington	48.9
York	45.3

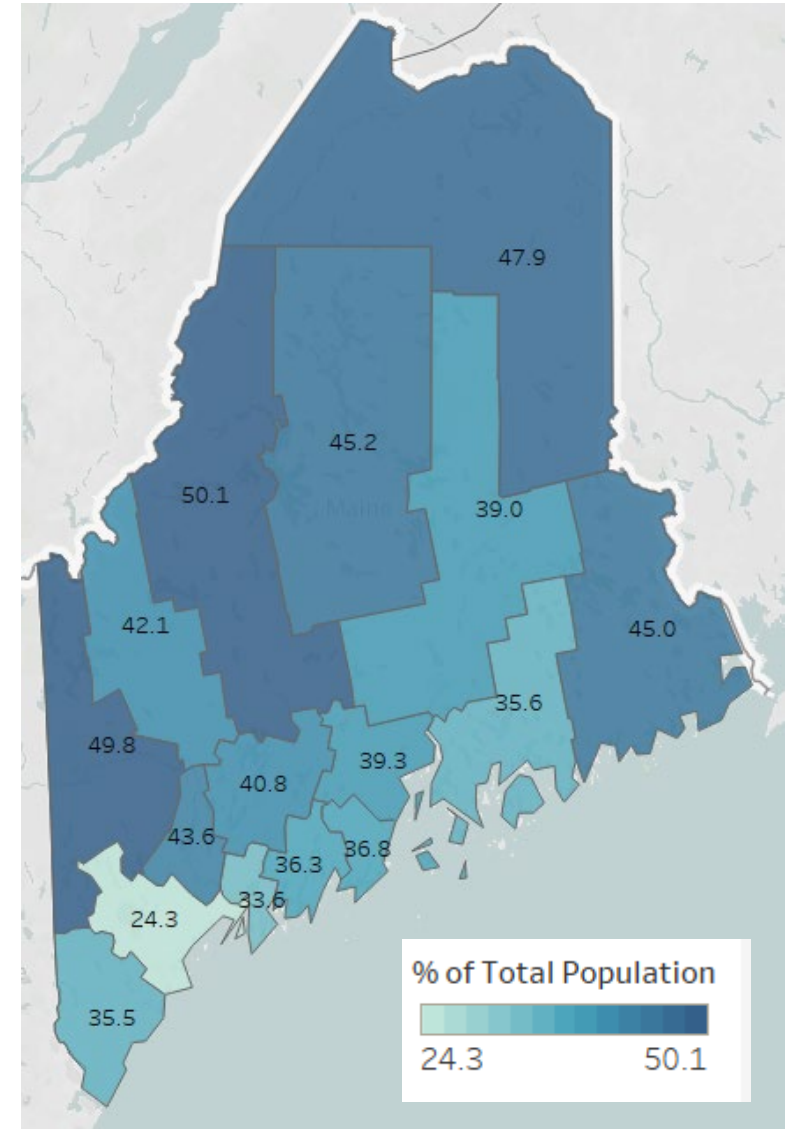


# Educational Attainment by County



Educational attainment is higher in the southern and coastal counties.

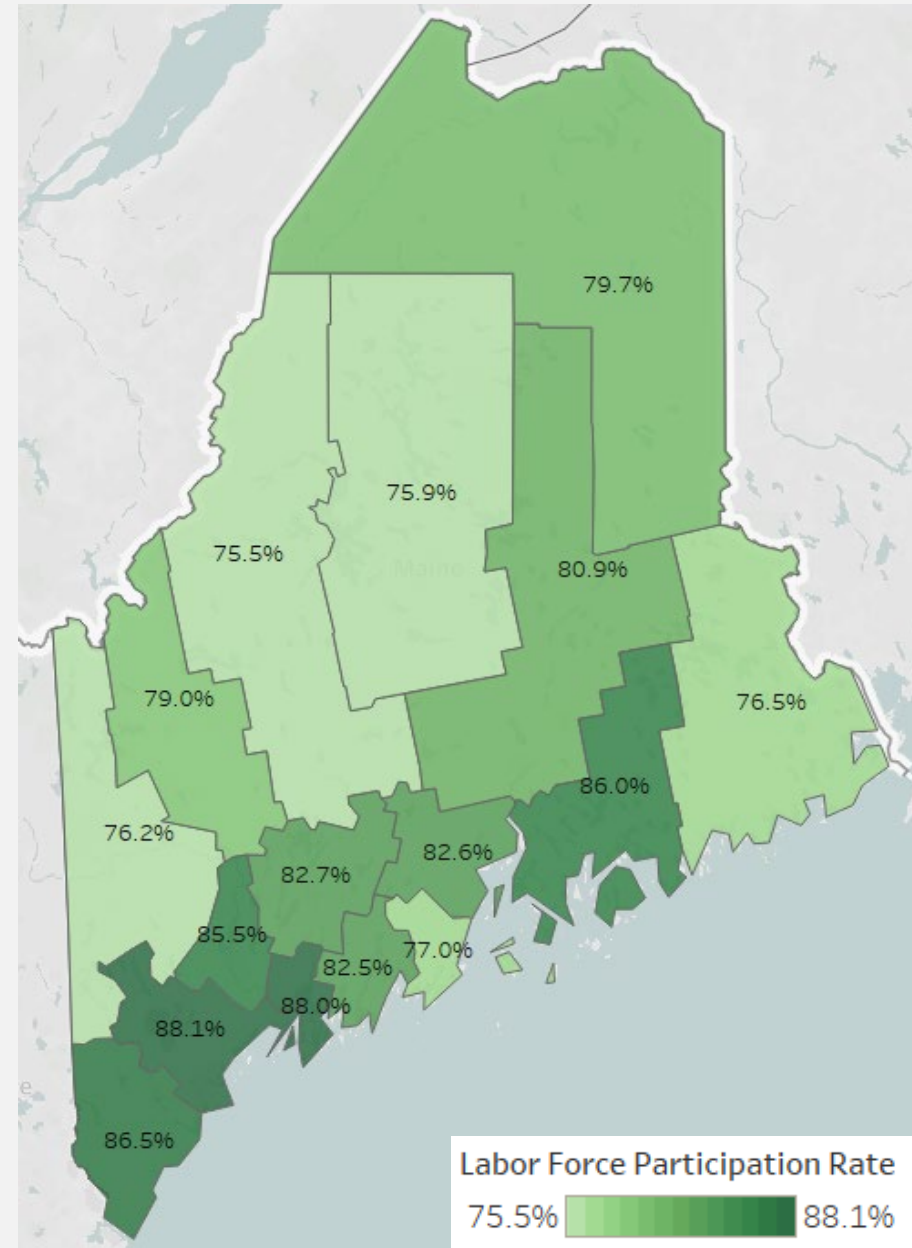
- Left Figure: Some college or higher level of educational attainment
- Right Figure: High school diploma or lower





## Labor Force Participation Rates by County – Population Ages 25-54

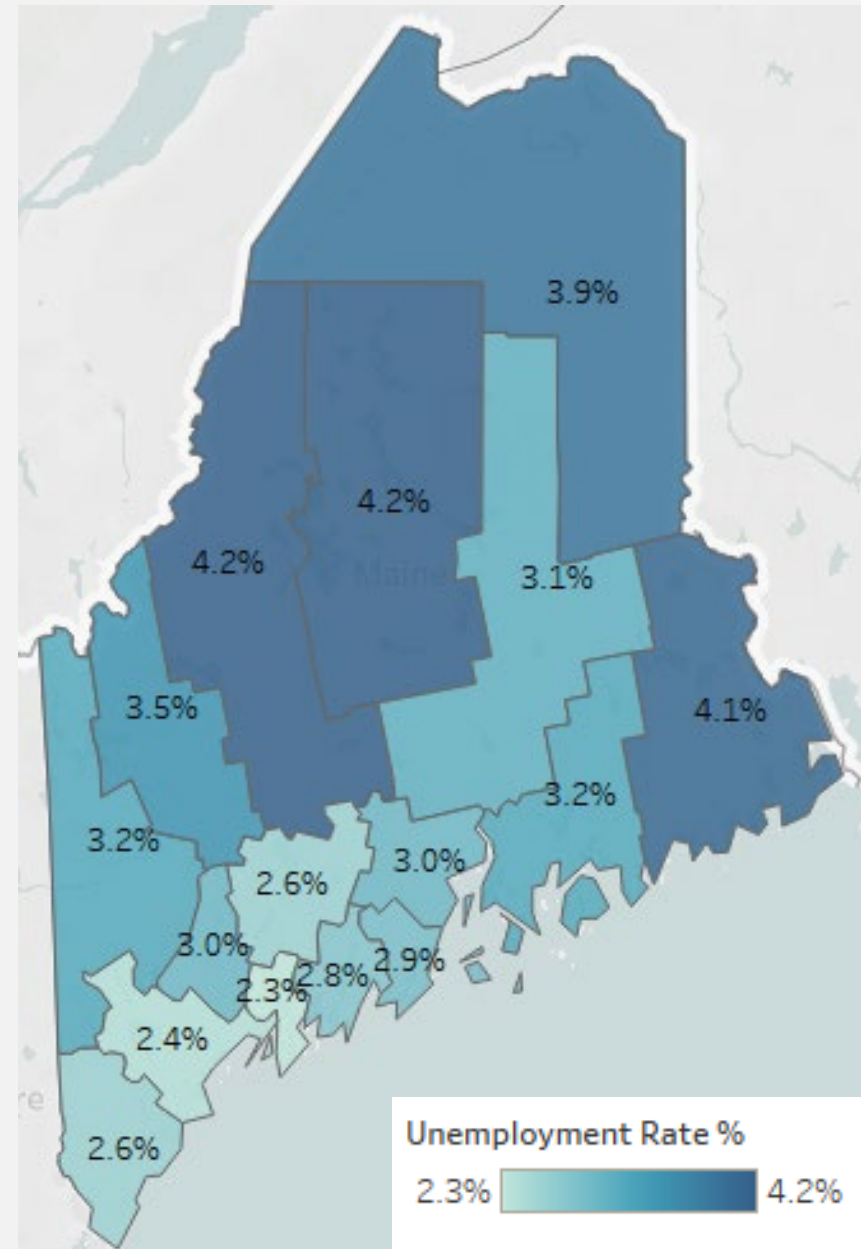
- Labor force participation is strongly related to economic opportunity.
- It is highest in the southernmost counties, where population and job growth has been strongest, and the economic structure is more diverse.
- It is lowest in the northern counties where the population is older and labor market opportunities are fewer.





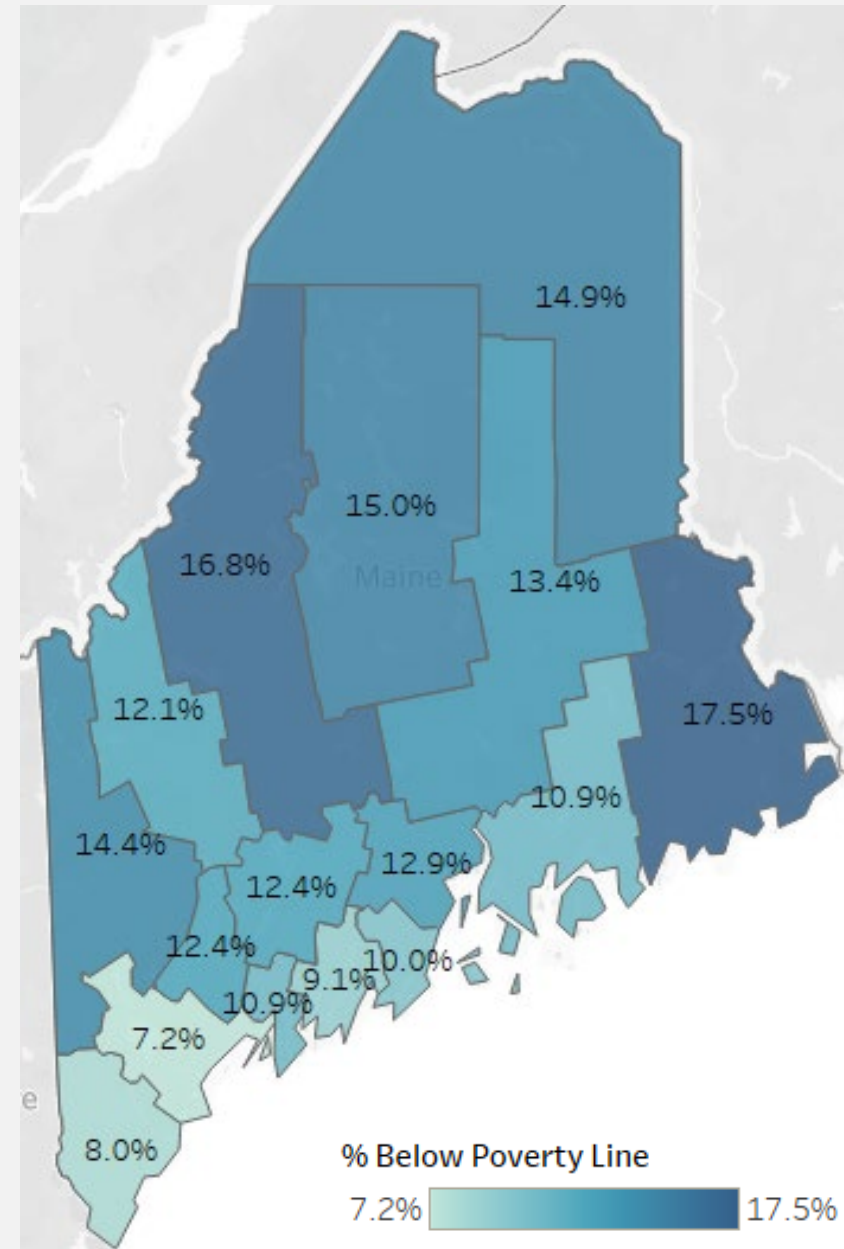
## Unemployment Rates by County

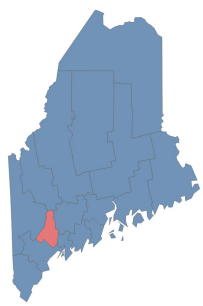
- Unemployment was at or below the statewide 2.9 percent average in six counties, all in the south.
- Rates were highest in the northern rim counties.



## Percent Below Poverty Level by County

- Poverty was at or below the statewide average in southern, coastal counties.
- Rates were highest in the northern rim counties.





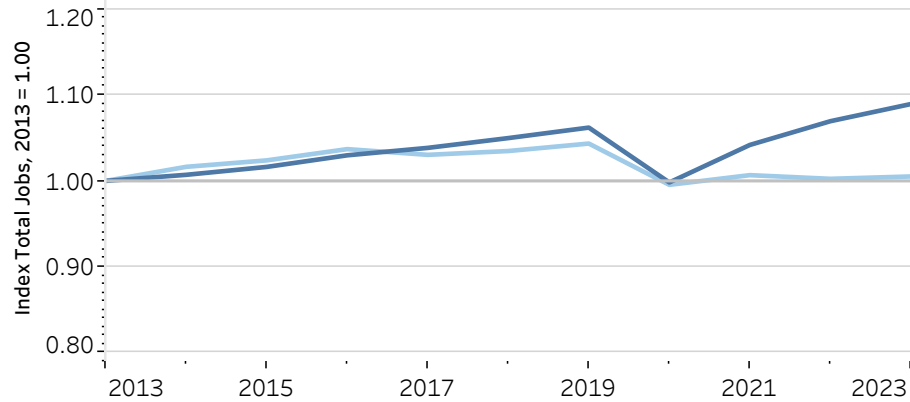
# Androscoggin

Population growth slightly exceeded the statewide average from higher birth rates. The number of jobs is similar to levels a decade ago, somewhat lower than in 2019. Unemployment closely tracks the statewide average with somewhat less seasonal variation. Income is below and poverty is higher than statewide averages.

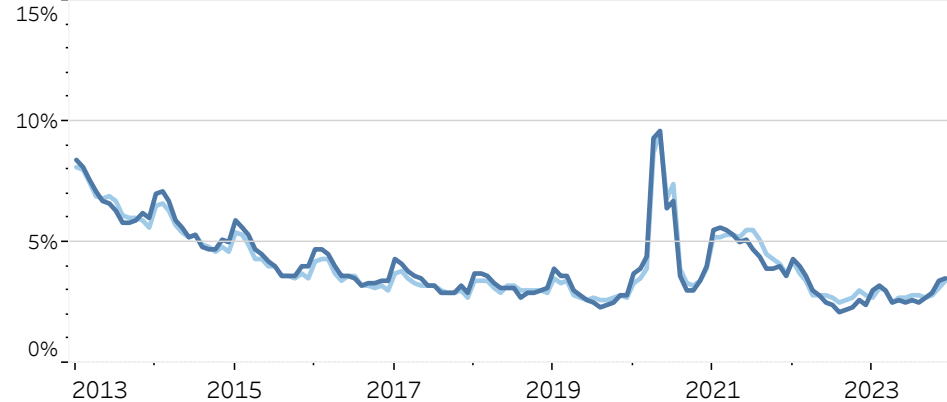
■ Maine

■ Androscoggin

### Wage and Salary Jobs



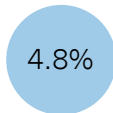
### Unemployment Rate



### 10 Year Population Change

Maine

Androscoggin



### Poverty Rates

Maine

Androscoggin



10.9%



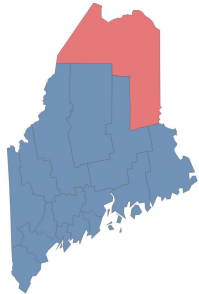
12.4%

### Median Household Income

Maine

Androscoggin



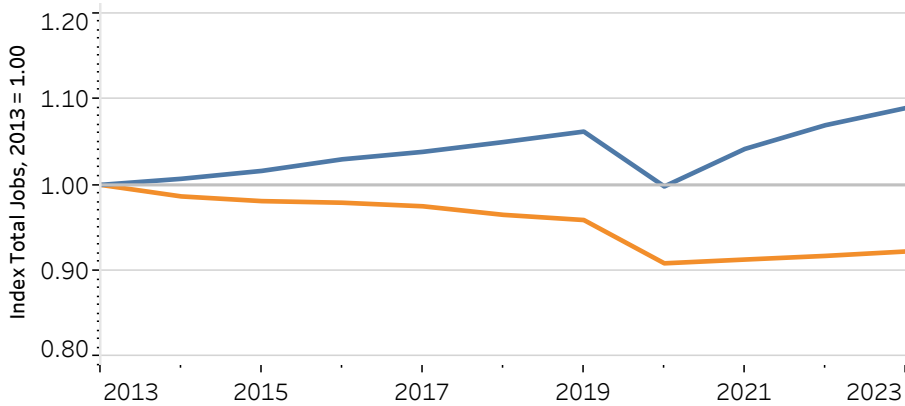


# Aroostook

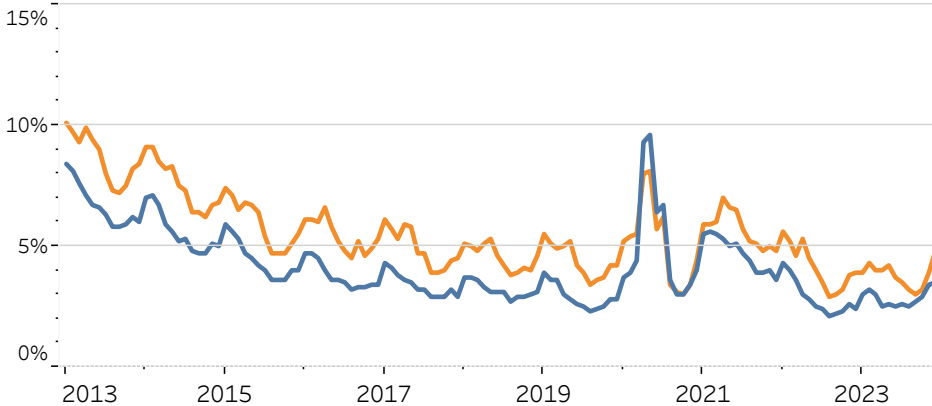
The population and jobs decreased over the last decade, though jobs stabilized after 2020. Unemployment has been consistently higher with greater seasonal variation than statewide. Income is lower and poverty is higher than statewide.

■ Maine      ■ Aroostook

### Wage and Salary Jobs



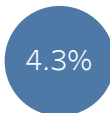
### Unemployment Rate



### 10 Year Population Change

Maine

Aroostook



### Poverty Rates

Maine

Aroostook



10.9%

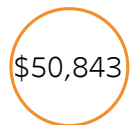


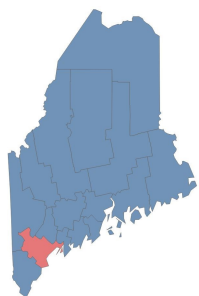
14.9%

### Median Household Income

Maine

Aroostook





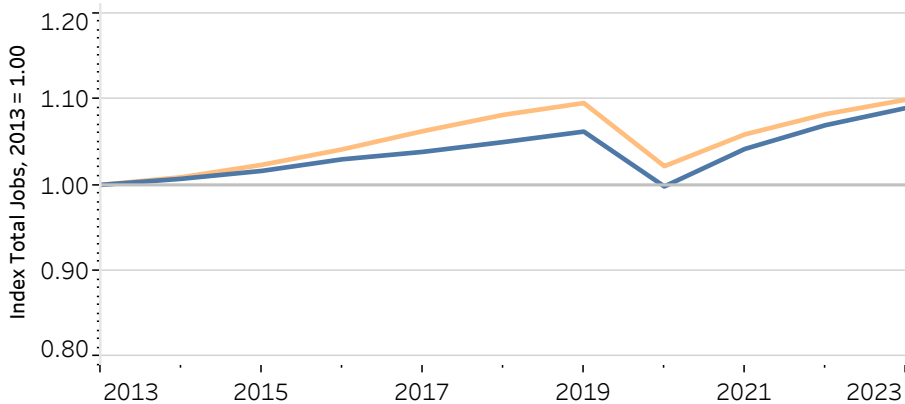
# Cumberland

Population and job growth exceeded statewide averages over the last decade. Unemployment has consistently been among the lowest in the state with the least seasonal variation. The economic base is more diverse than many other areas, with concentrations of growing industries that contributes to higher incomes and lower poverty than statewide.

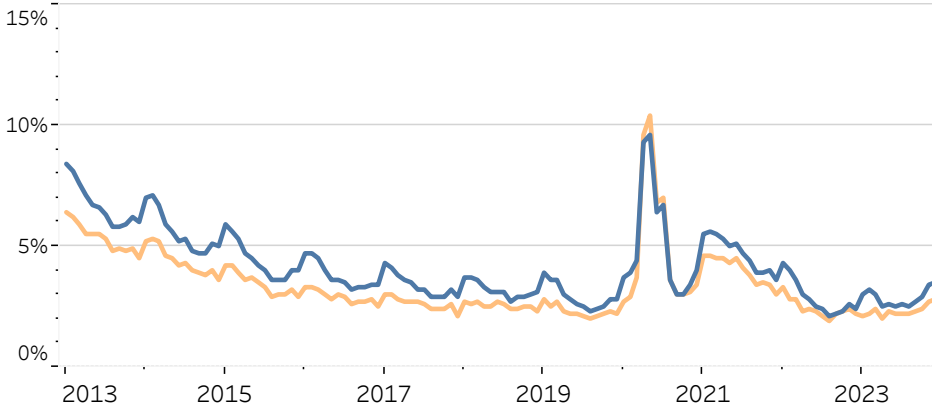
■ Maine

■ Cumberland

### Wage and Salary Jobs



### Unemployment Rate



### 10 Year Population Change

Maine

Cumberland

### Poverty Rates

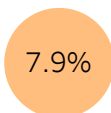
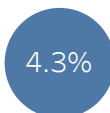
Maine

Cumberland

### Median Household Income

Maine

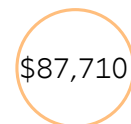
Cumberland

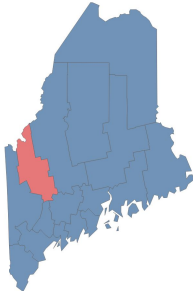


10.9%



7.2%



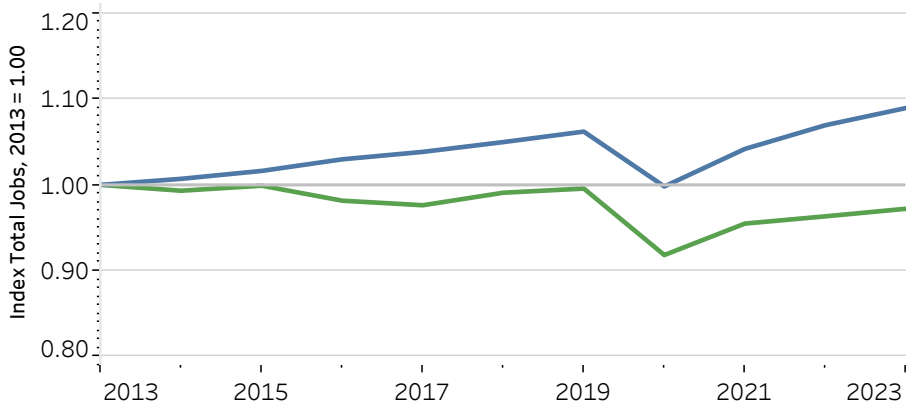


# Franklin

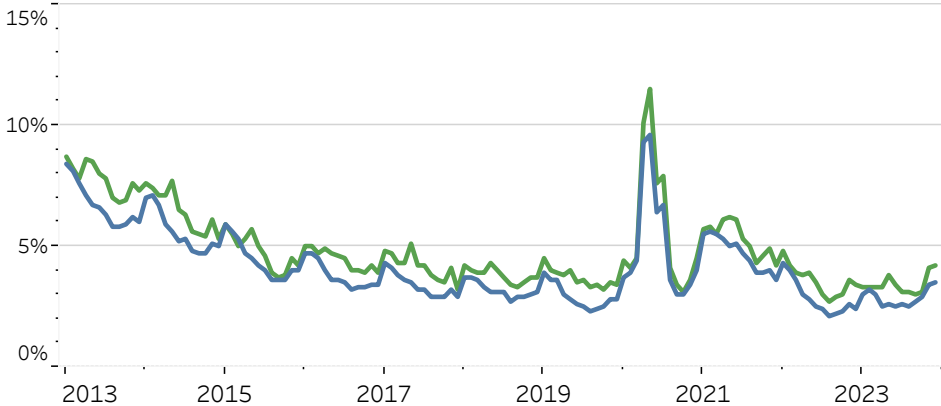
The population and jobs decreased slightly over the last decade, though jobs rebounded after 2020. Unemployment has consistently been higher than the statewide average with similar rates of seasonality. Incomes are lower and poverty higher than statewide averages.

■ Maine    ■ Franklin

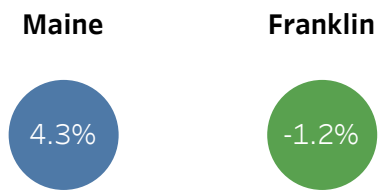
### Wage and Salary Jobs



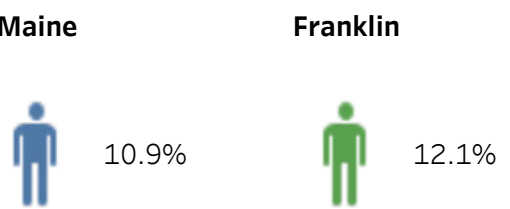
### Unemployment Rate



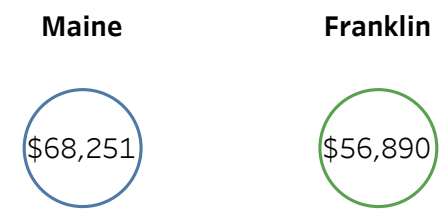
### 10 Year Population Change

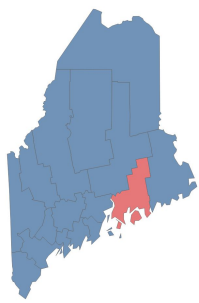


### Poverty Rates



### Median Household Income



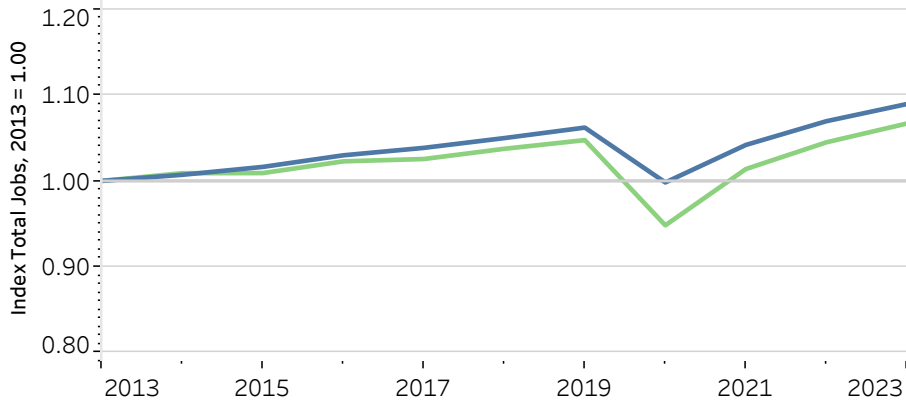


# Hancock

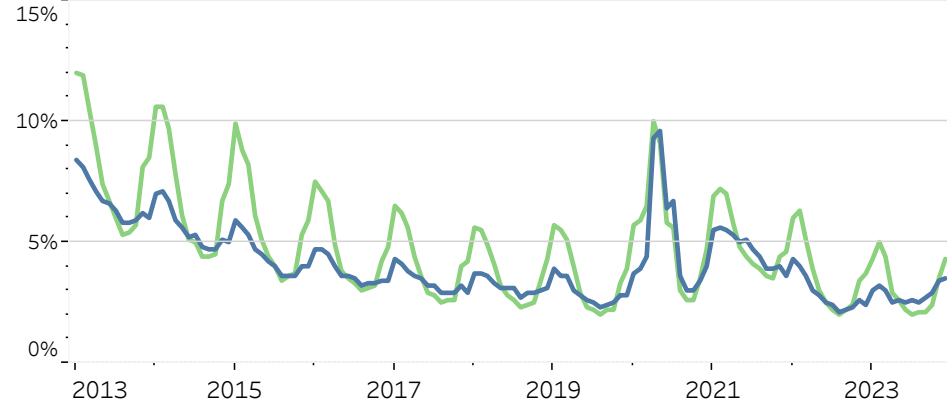
Population and job growth slightly lagged the state over the last decade. The economic base is primarily related to summer tourism, so the area has large seasonal variations in both employment and unemployment. Incomes and poverty are similar to the state as a whole.

■ Maine    ■ Hancock

### Wage and Salary Jobs



### Unemployment Rate



### 10 Year Population Change

Maine

Hancock



### Poverty Rates

Maine

Hancock



10.9%

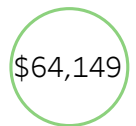


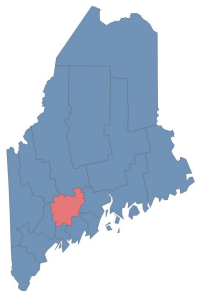
10.9%

### Median Household Income

Maine

Hancock





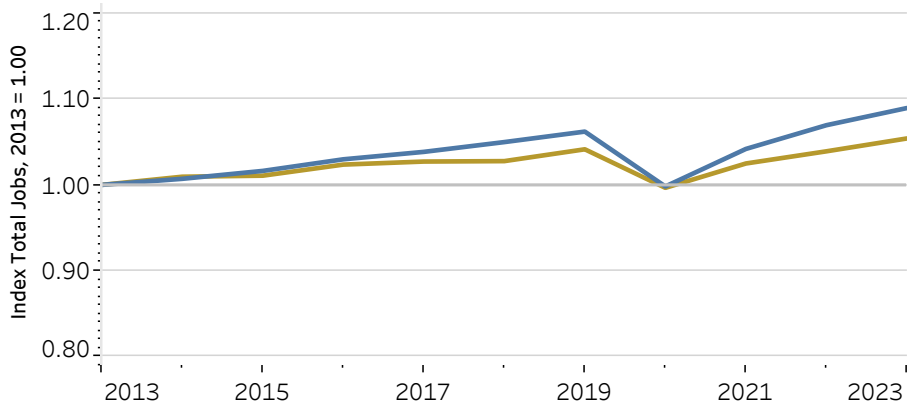
# Kennebec

Population and job growth modestly lagged, and employment and unemployment have similar seasonal patterns as the state. Incomes are somewhat below and poverty slightly higher than statewide

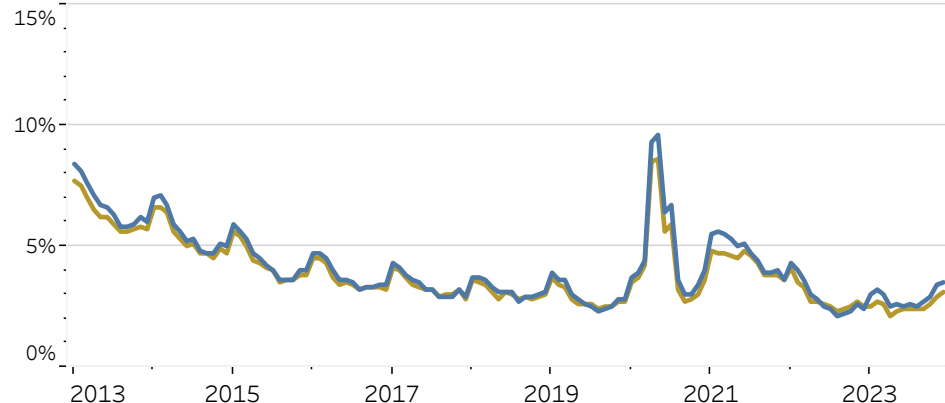
■ Maine

■ Kennebec

### Wage and Salary Jobs



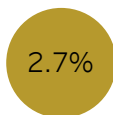
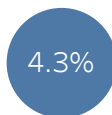
### Unemployment Rate



### 10 Year Population Change

Maine

Kennebec



### Poverty Rates

Maine

Kennebec



10.9%



12.4%

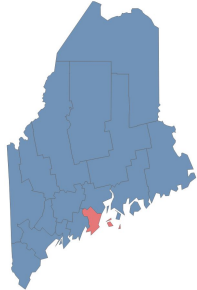
### Median Household Income

Maine

Kennebec





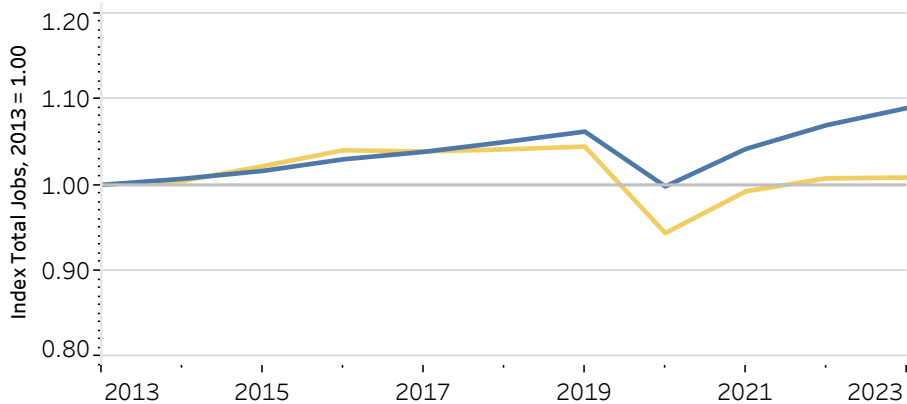


# Knox

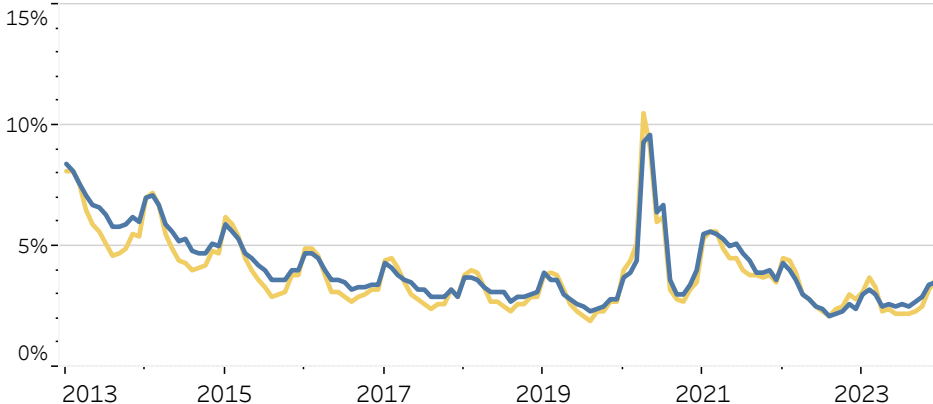
Over the last decade population slightly lagged the state and job growth even more, as an increased share of the population retired. The economic base is primarily related to summer tourism, so there is somewhat more seasonal variation in jobs and unemployment. Incomes and poverty are similar to statewide averages.

■ Maine    ■ Knox

### Wage and Salary Jobs



### Unemployment Rate



### 10 Year Population Change

Maine

Knox



### Poverty Rates

Maine

Knox



10.9%

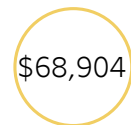


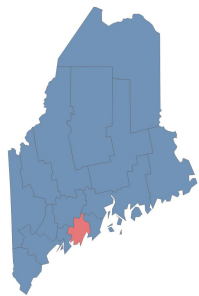
10.0%

### Median Household Income

Maine

Knox



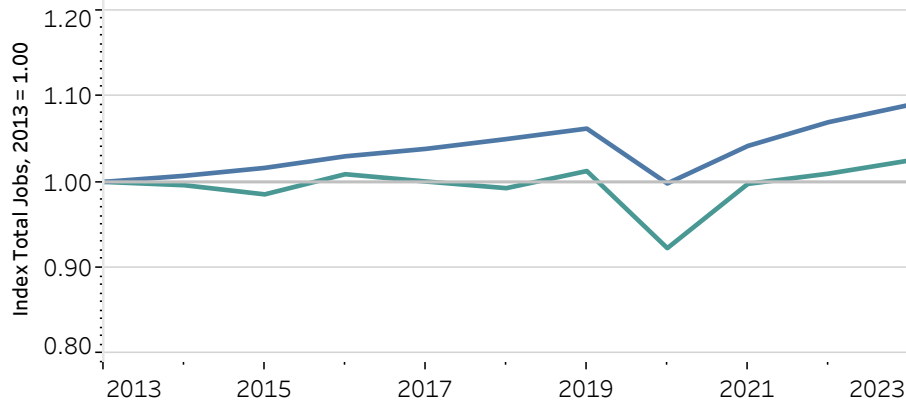


# Lincoln

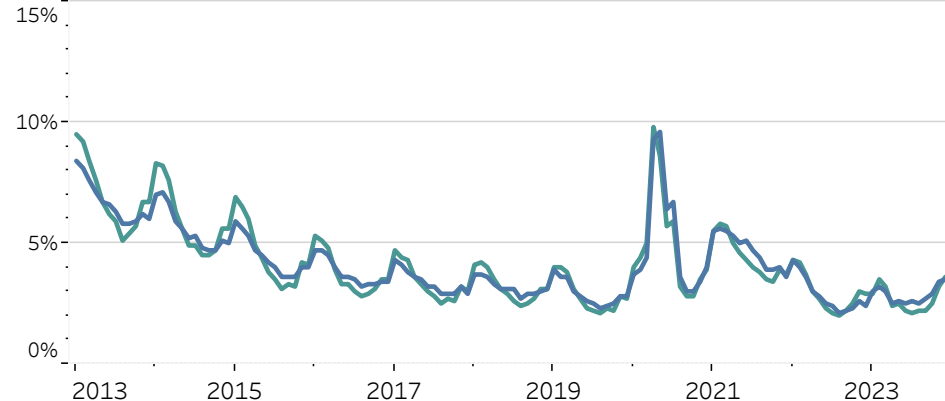
Population growth exceeded and job growth lagged the state and in the last decade, as many reached retirement and other retirees moved in. The area has somewhat more seasonal variation in jobs and unemployment. Incomes are slightly higher and poverty somewhat lower are similar to statewide averages.

■ Maine ■ Lincoln

### Wage and Salary Jobs



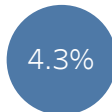
### Unemployment Rate



### 10 Year Population Change

Maine

Lincoln



### Poverty Rates

Maine

Lincoln



10.9%



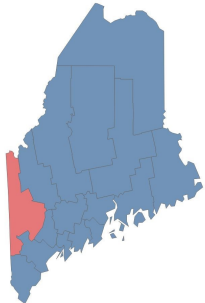
9.1%

### Median Household Income

Maine

Lincoln



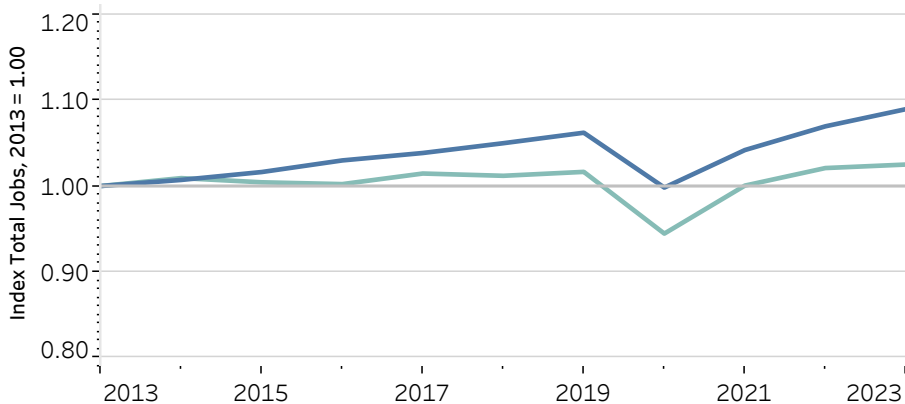


# Oxford

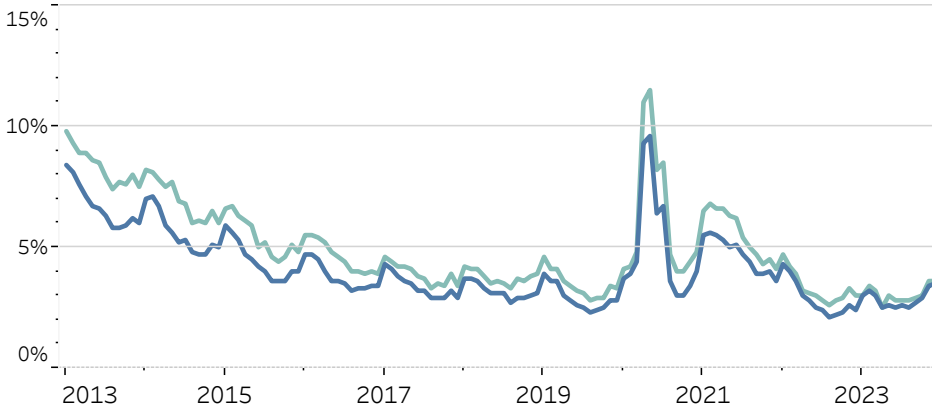
Population and job growth lagged the state in the last decade. Unemployment and poverty have been above statewide averages and incomes are lower.

■ Maine    ■ Oxford

## Wage and Salary Jobs



## Unemployment Rate



## 10 Year Population Change

Maine

Oxford

4.3%

2.2%

## Poverty Rates

Maine

Oxford

10.9%

14.4%

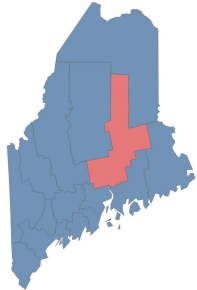
## Median Household Income

Maine

Oxford

\$68,251

\$54,780



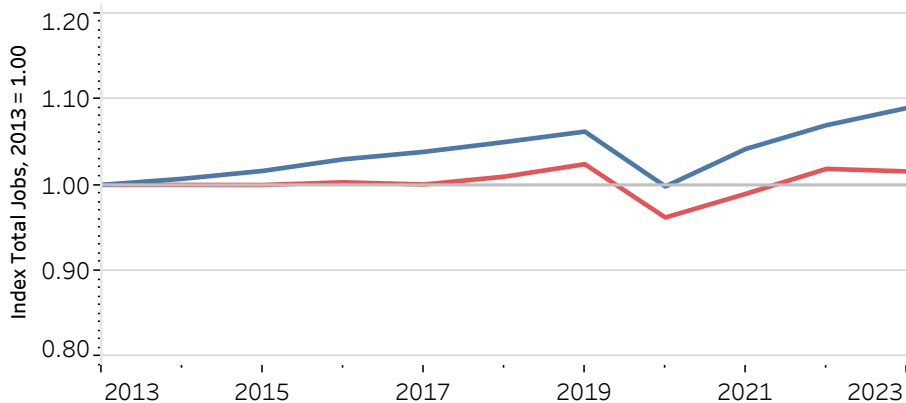
# Penobscot

Unemployment has been close to statewide averages. There has been little change in the size of the population or the number of jobs in a decade. Incomes in the area are lower and poverty is higher than state averages.

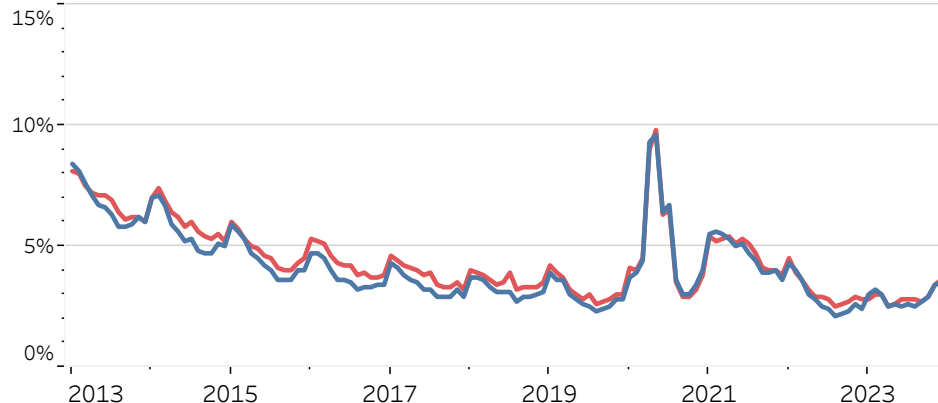
■ Maine

■ Penobscot

## Wage and Salary Jobs



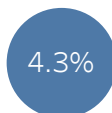
## Unemployment Rate



## 10 Year Population Change

Maine

Penobscot



## Poverty Rates

Maine

Penobscot



10.9%

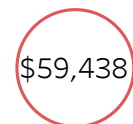


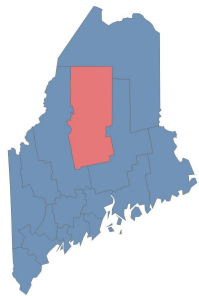
13.4%

## Median Household Income

Maine

Penobscot





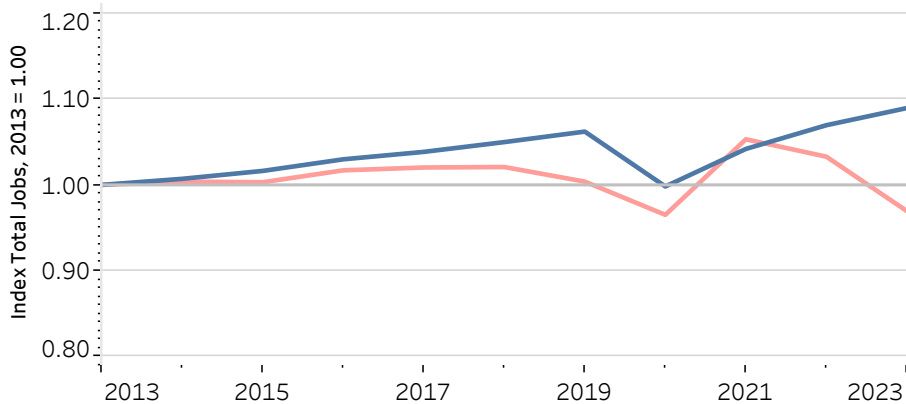
# Piscataquis

The size of the population and number of jobs is similar to a decade ago. Incomes are the lowest and poverty among the highest in the state.

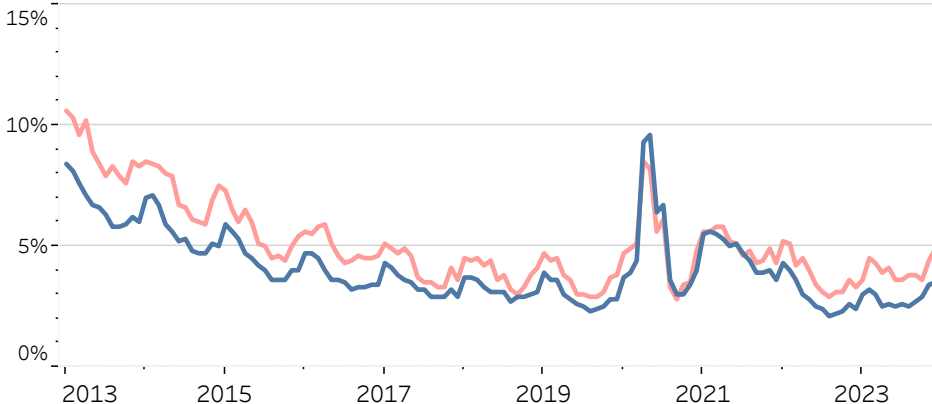
■ Maine

■ Piscataquis

## Wage and Salary Jobs



## Unemployment Rate



## 10 Year Population Change

Maine

Piscataquis



## Poverty Rates

Maine

Piscataquis



10.9%



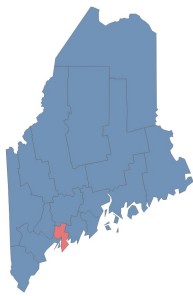
15.0%

## Median Household Income

Maine

Piscataquis



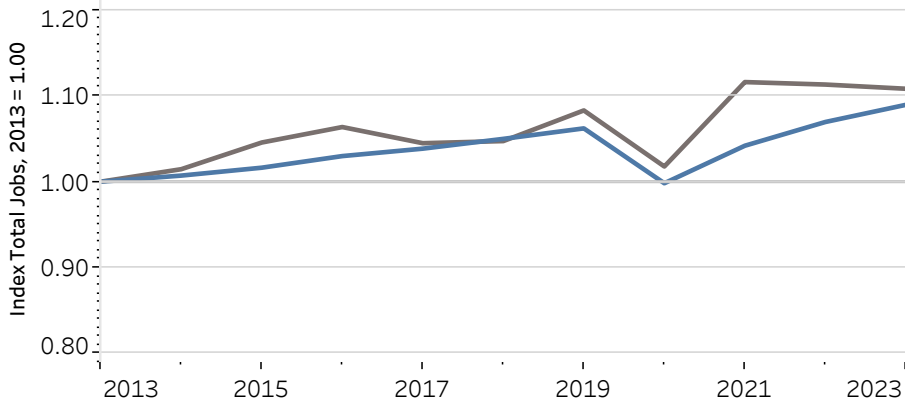


# Sagadahoc

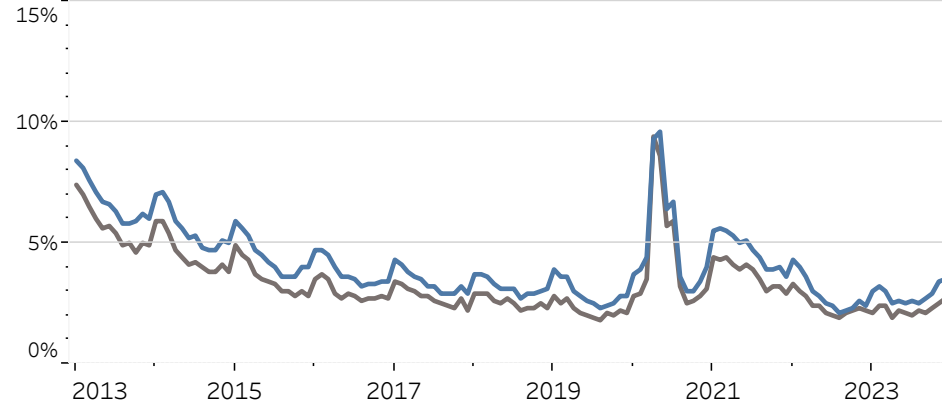
Unemployment has consistently been among the lowest in the state with little seasonal variation for many years and population and job growth were faster than average over in the last decade. A concentration in manufacturing jobs draws in workforce from surrounding areas. Incomes are higher and poverty is lower than statewide averages.

■ Maine      ■ Sagadahoc

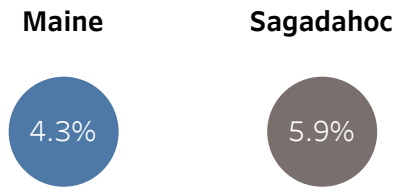
### Wage and Salary Jobs



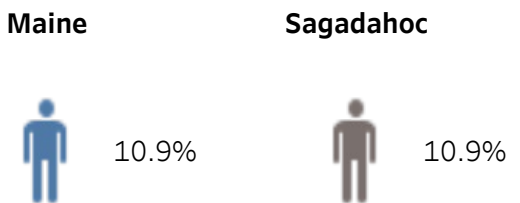
### Unemployment Rate



### 10 Year Population Change

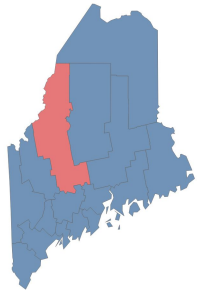


### Poverty Rates



### Median Household Income



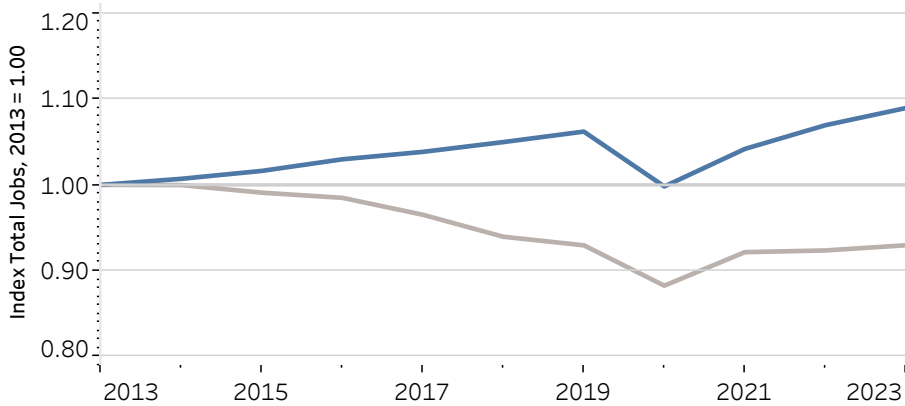


# Somerset

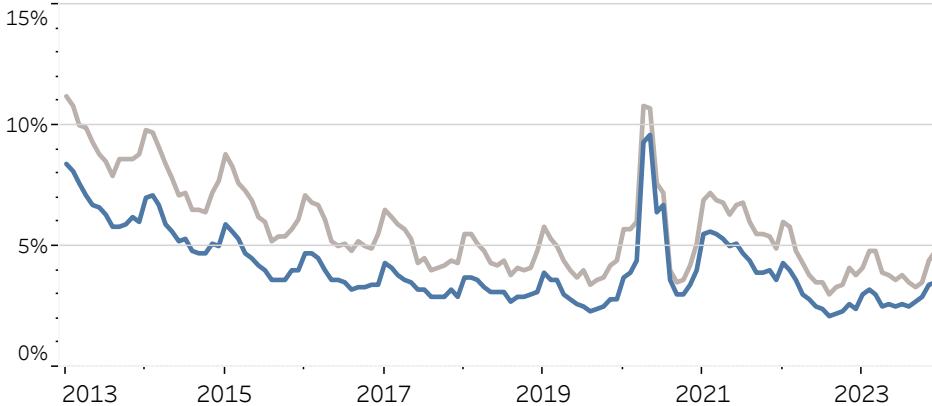
The population and jobs decreased in the last decade, though job levels stabilized the last few years. Unemployment has consistently been higher than the statewide average with more seasonal variation. Incomes are among the lowest and poverty the highest in the state.

■ Maine    ■ Somerset

### Wage and Salary Jobs



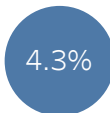
### Unemployment Rate



### 10 Year Population Change

Maine

Somerset



### Poverty Rates

Maine

Somerset



10.9%



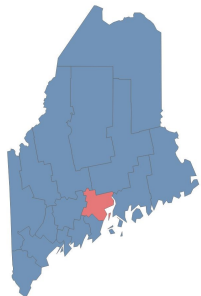
16.8%

### Median Household Income

Maine

Somerset



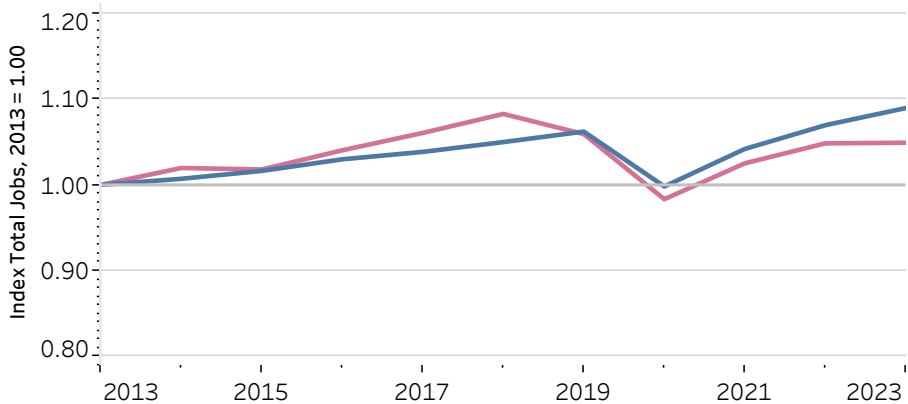


# Waldo

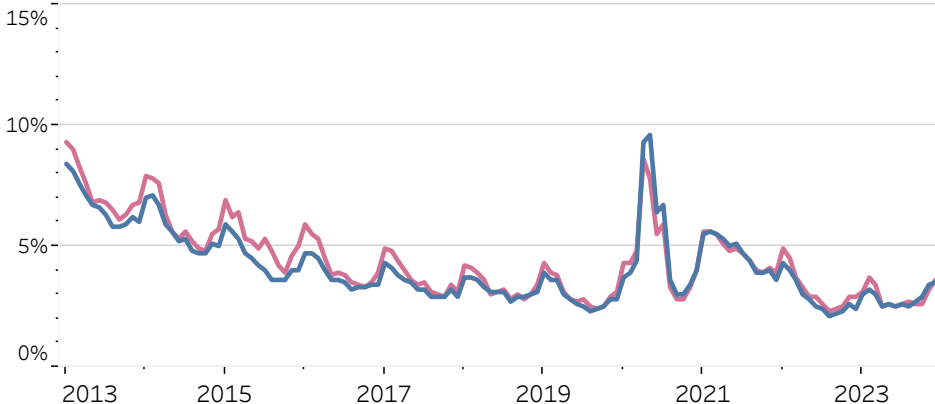
In the last decade population and job growth lagged statewide averages. Unemployment has transitioned from being mostly higher and more seasonal than the state to quite similar the last few years. Incomes are below and poverty higher than statewide.

■ Maine    ■ Waldo

### Wage and Salary Jobs



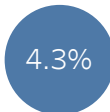
### Unemployment Rate



### 10 Year Population Change

Maine

Waldo



### Poverty Rates

Maine

Waldo



10.9%

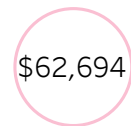


12.9%

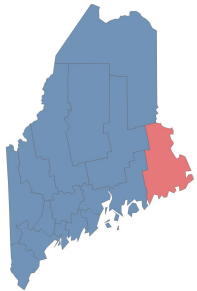
### Median Household Income

Maine

Waldo







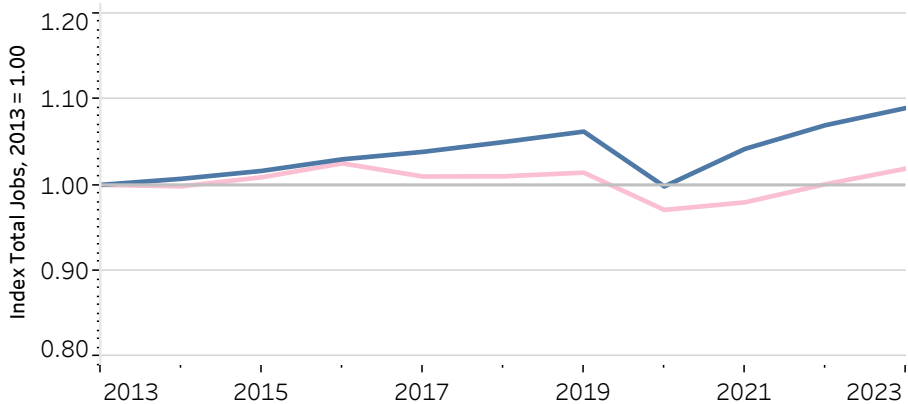
# Washington

The population decreased and there is a similar number of jobs as a decade ago. Unemployment has consistently been higher and more seasonal, incomes are lower, and poverty much higher than statewide.

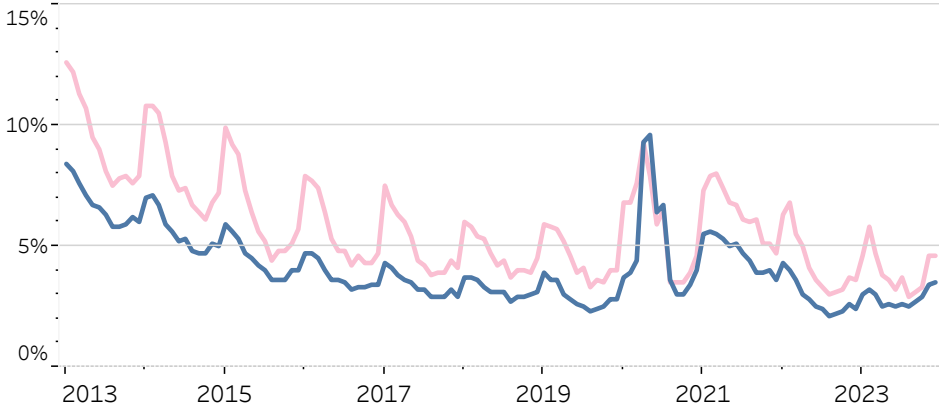
■ Maine

■ Washington

## Wage and Salary Jobs



## Unemployment Rate



## 10 Year Population Change

Maine

Washington

4.3%

-4.2%

## Poverty Rates

Maine

Washington

10.9%

17.5%

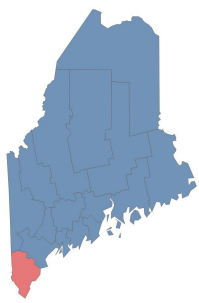
## Median Household Income

Maine

Washington

\$68,251

\$51,669

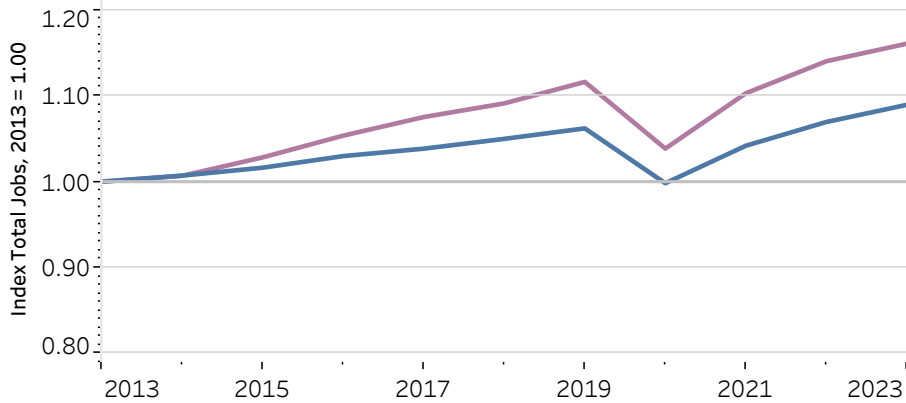


# York

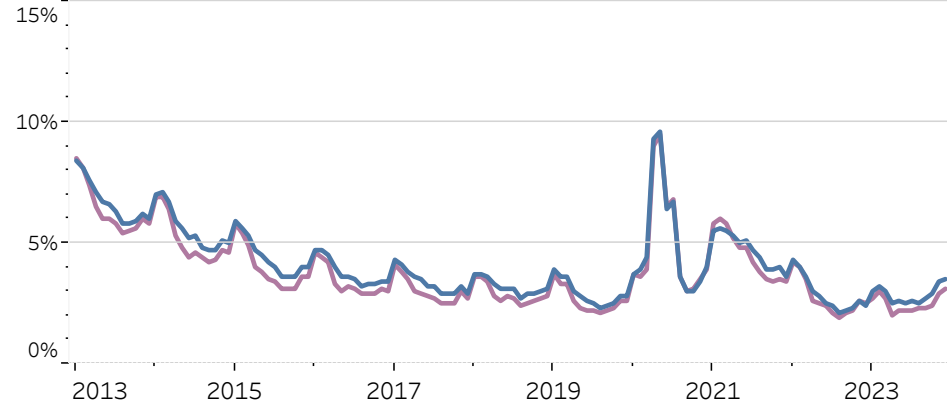
Population and job growth was the highest in the state over the last decade. Unemployment and poverty are lower and incomes are higher than state averages.

■ Maine    ■ York

## Wage and Salary Jobs



## Unemployment Rate



## 10 Year Population Change

Maine

York

4.3%

8.1%

## Poverty Rates

Maine

York

10.9%

8.0%

## Median Household Income

Maine

York

\$68,251

\$79,743

## Funding and Legal

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