

Workforce Trends in Maine

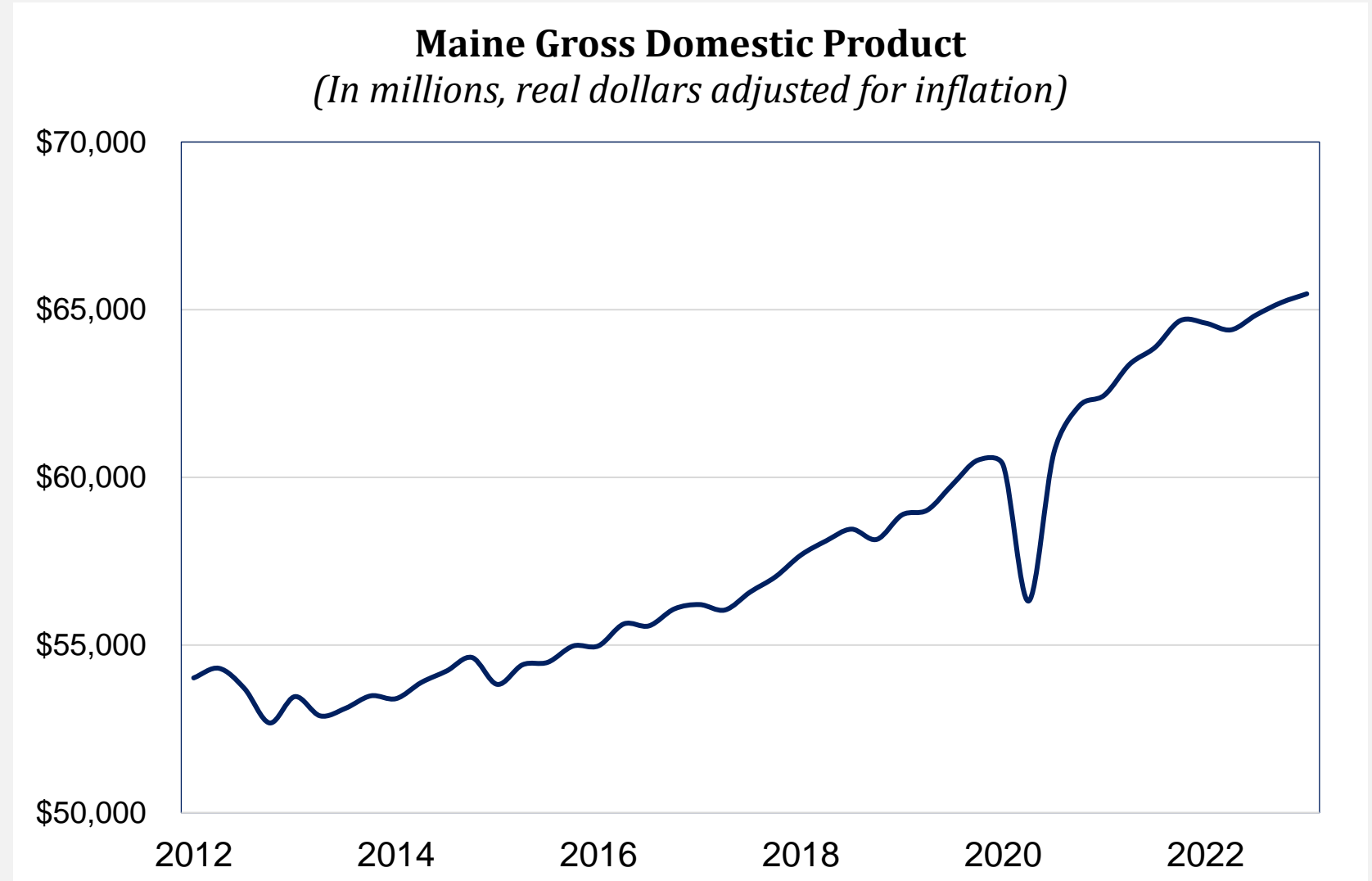
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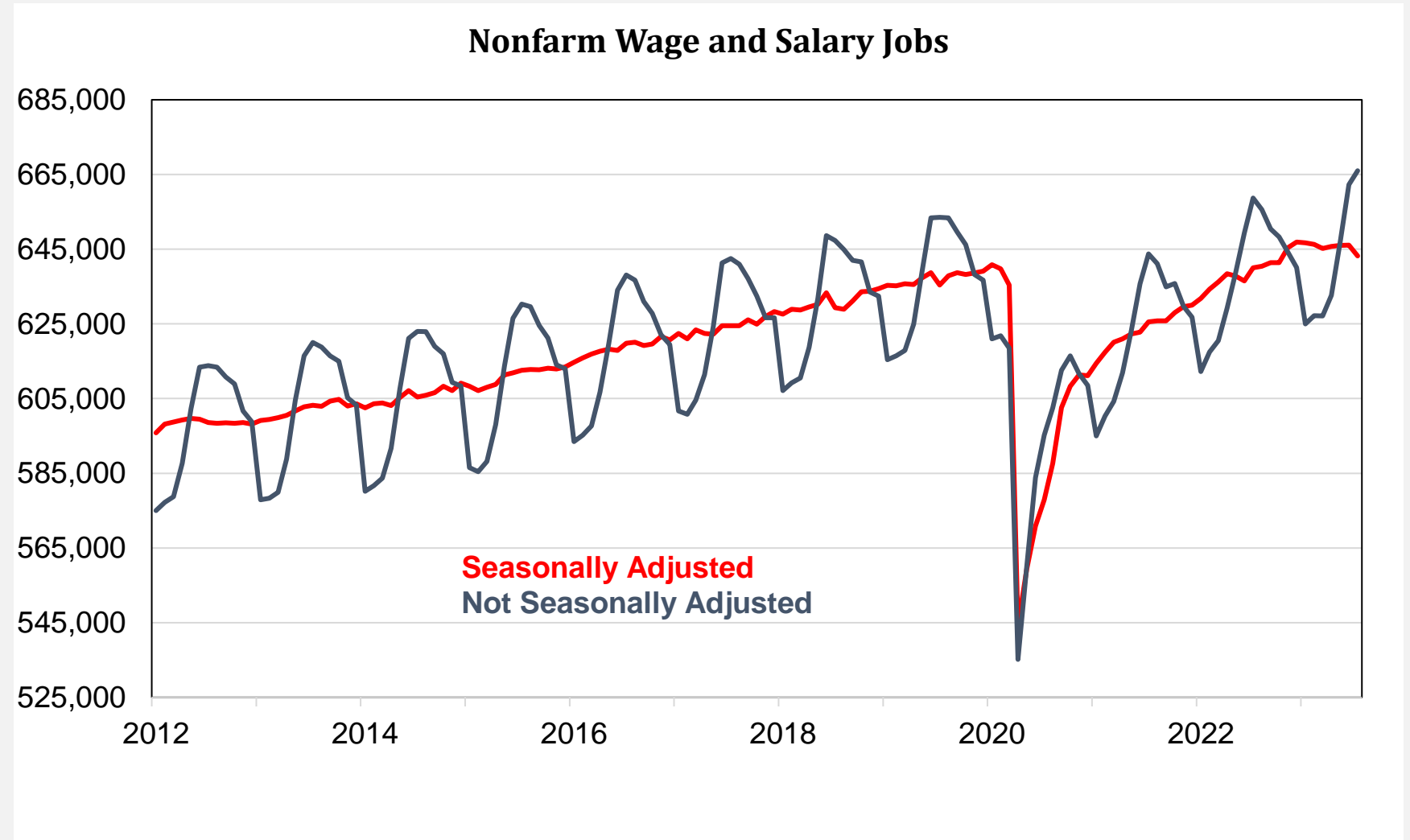
Statewide Labor Market Conditions

- Economic output increased and labor market conditions continued to improve in 2022.
- Nonfarm wage and salary jobs reached new highs.
- Unemployment rates and duration decreased.
- Job openings moderated in the year but remained high, reflecting the combination of strong demand from employers and a rising share of the population reaching retirement age.

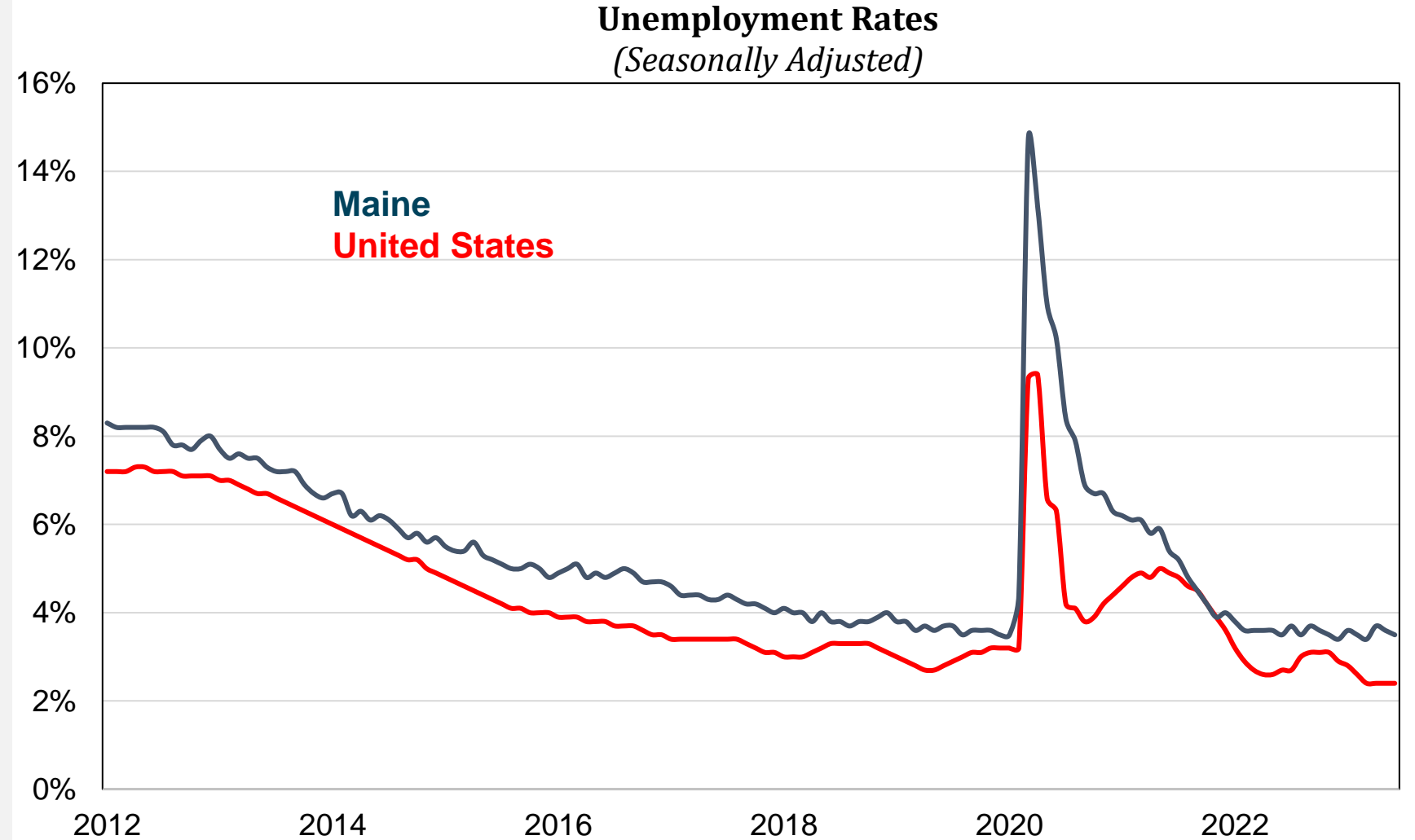
- Total output of the economy, measured by gross domestic product, continued to increase, rising 1.8 percent in the year.



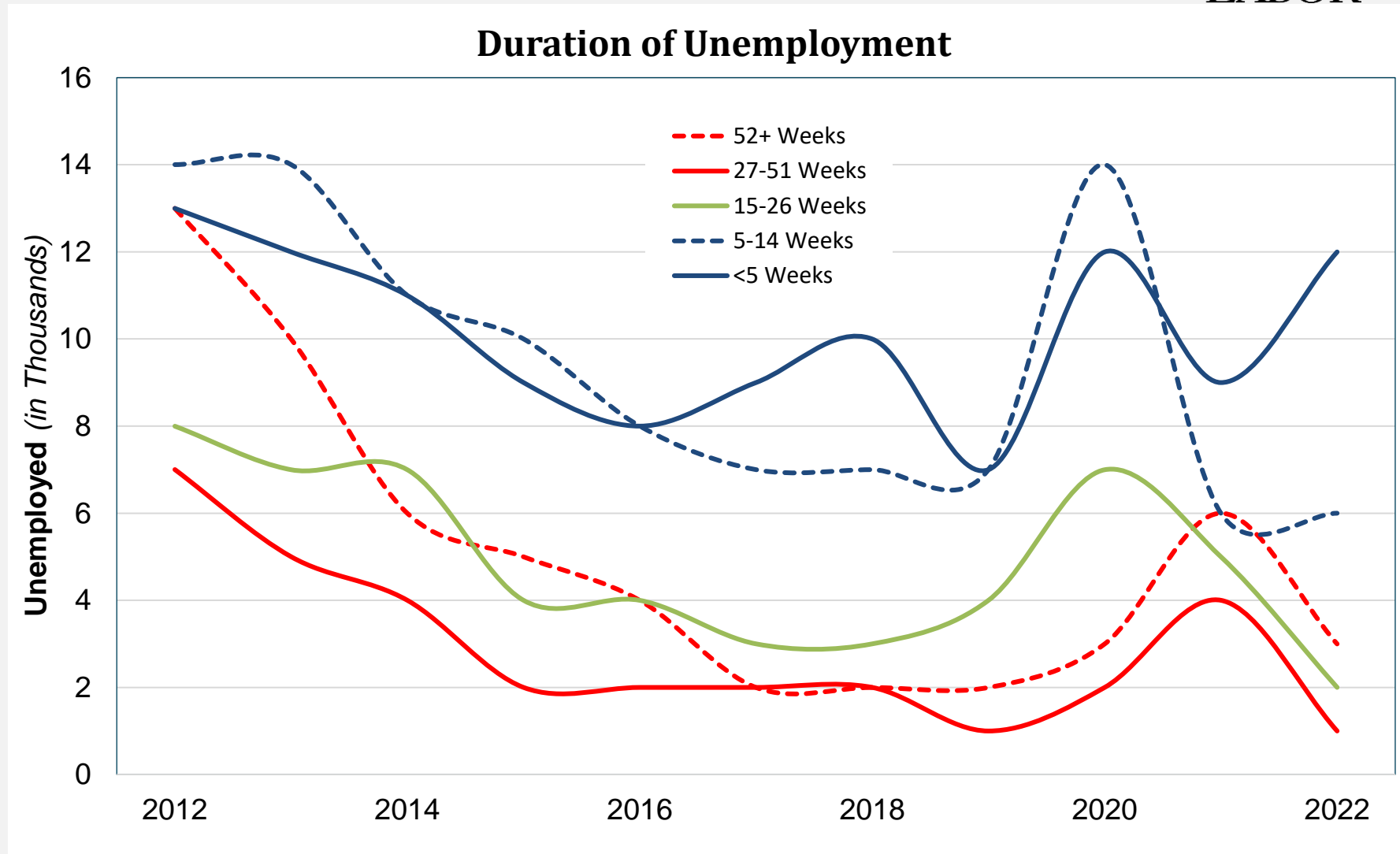
- Nonfarm wage and salary jobs reached record highs in 2022.
- Maine's economy is very seasonal, with higher job levels in the summer months, when tourism and construction are highest, than in winter months.



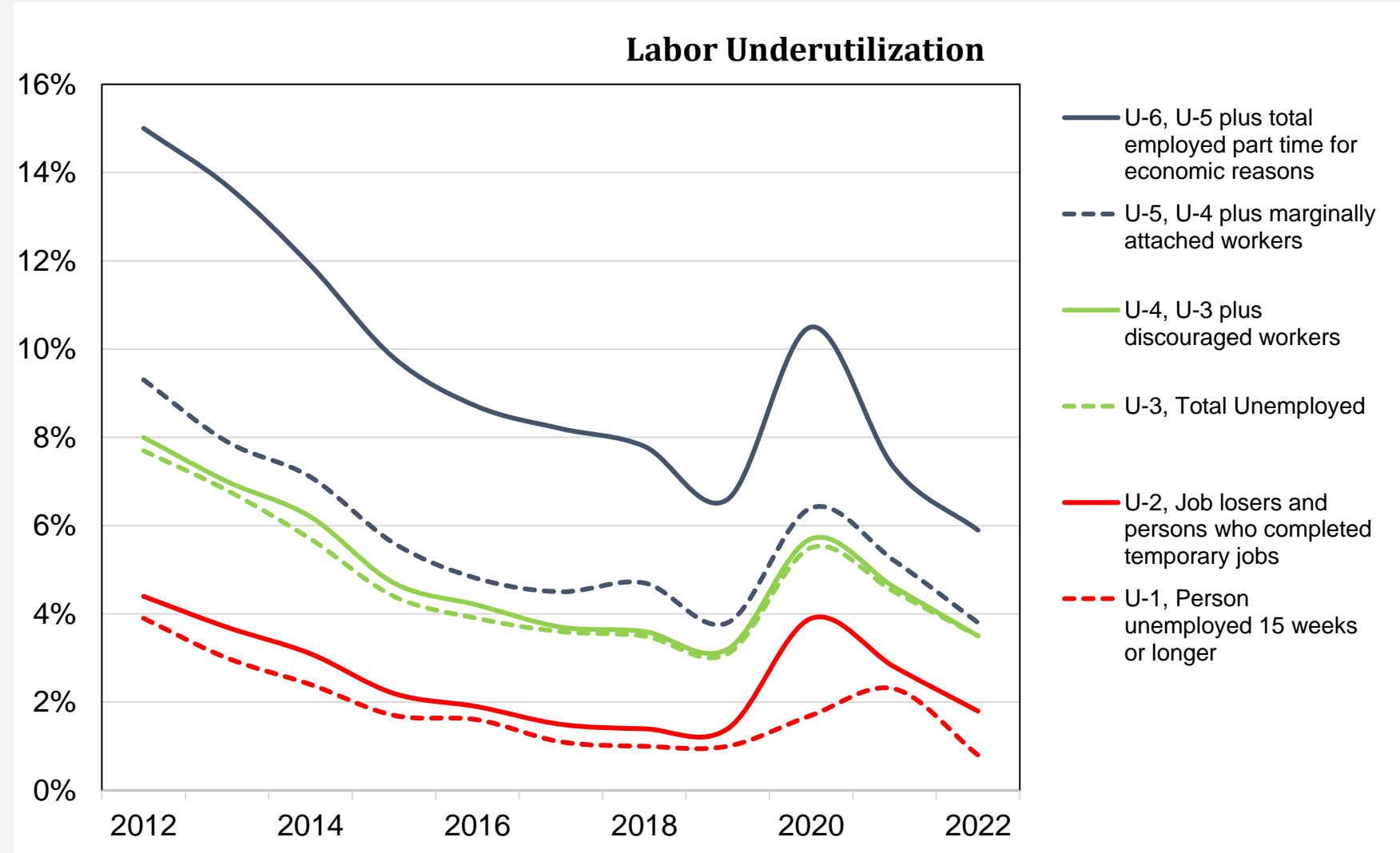
- The 2.9 percent average unemployment rate was well below the national average and the long-term average for the state.



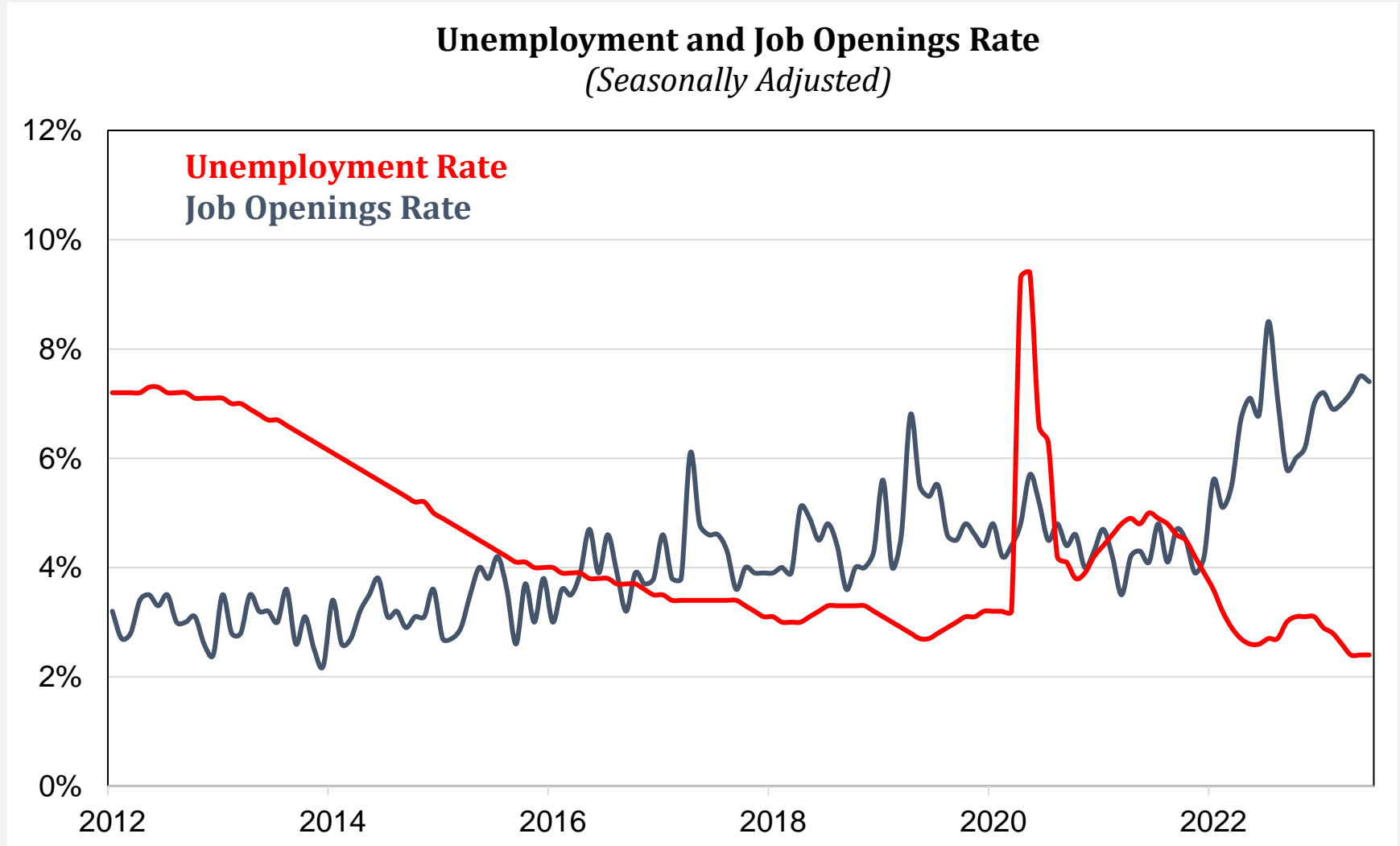
- After spiking at the onset of the pandemic in 2020, unemployment duration decreased sharply in 2022.
- The number of people experiencing long duration unemployment of at least six months continued to fall.



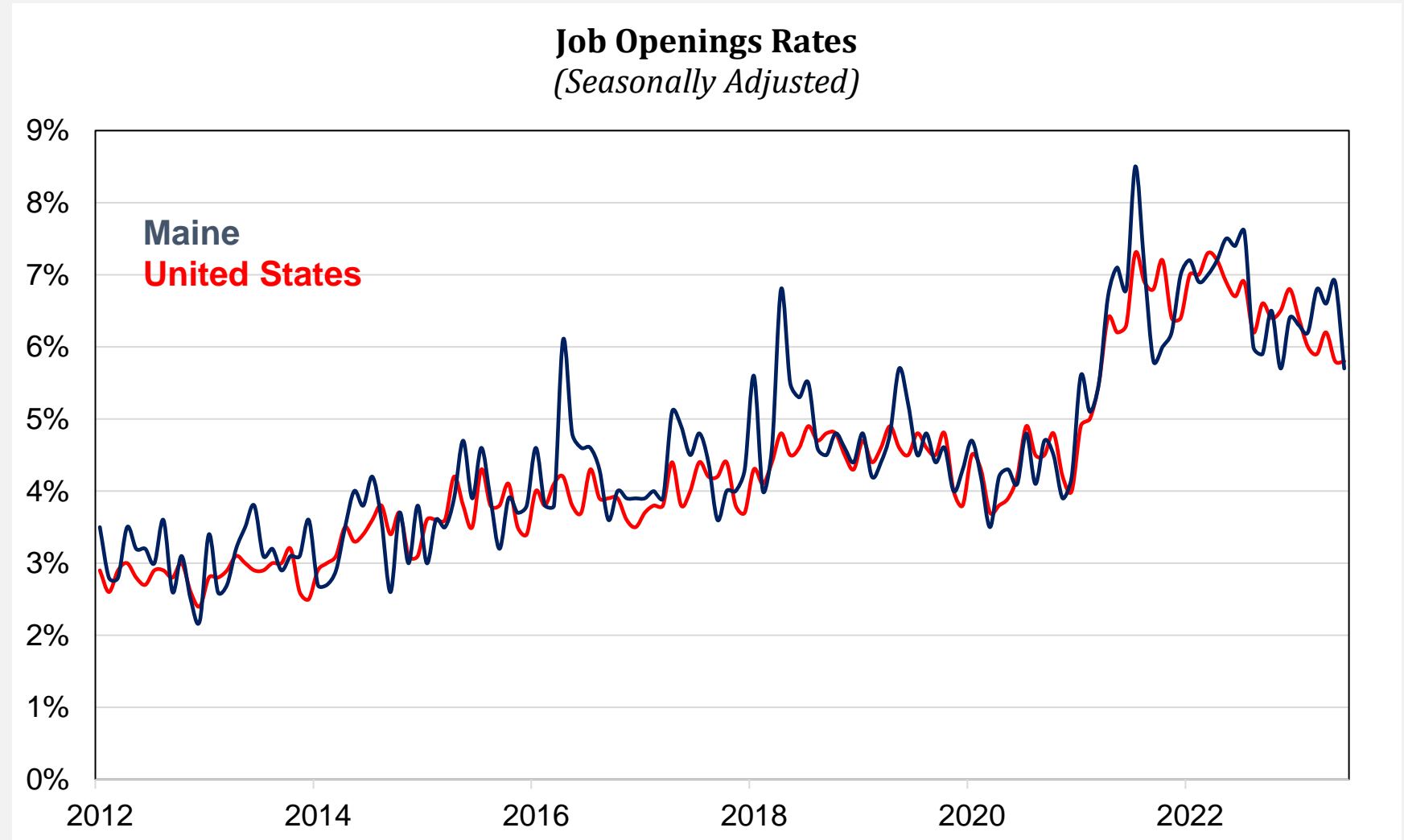
- The unemployment rate, U-3, is one of six measures of labor underutilization.
- All six measures decreased in 2022 and were near all-time lows.



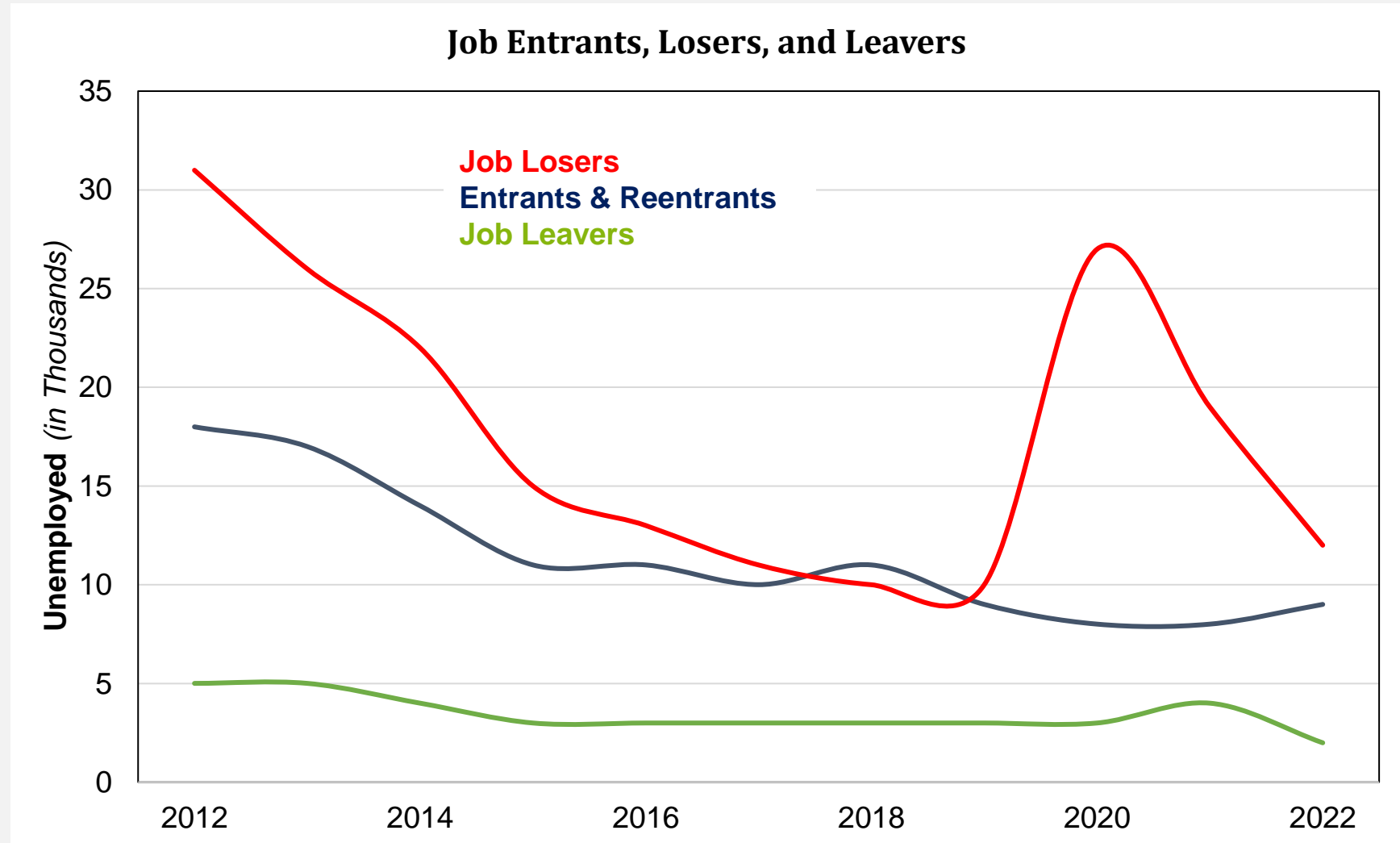
- Job opening rates remained elevated in 2022.
- The ratio of openings to unemployed was historically high.



- Maine's job opening rate has closely tracked that of the nation.



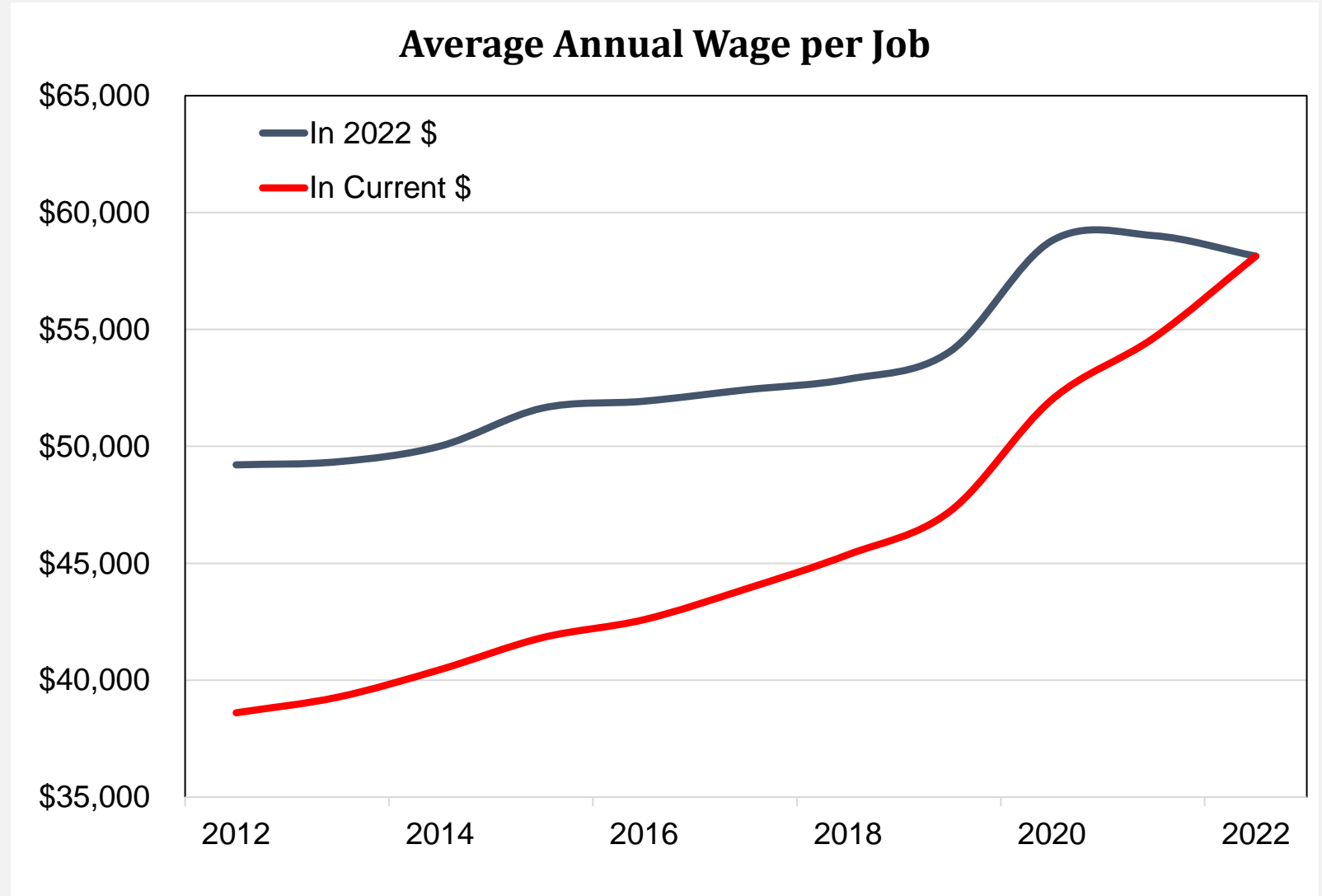
- The number of job losers decreased sharply in the year; unemployment from those entering the labor force or leaving a job changed little.



Wage and Income Growth

- Average wages increased in 2022 but they lagged inflation.
- Per capita personal income increased.

- Average annual wages increased 6.4 percent in the year.
- The increase slightly lagged inflation primarily because the jobs recovery was strongest in low wage sectors, such as hospitality, which were the most impacted by job loss at the pandemic's onset.

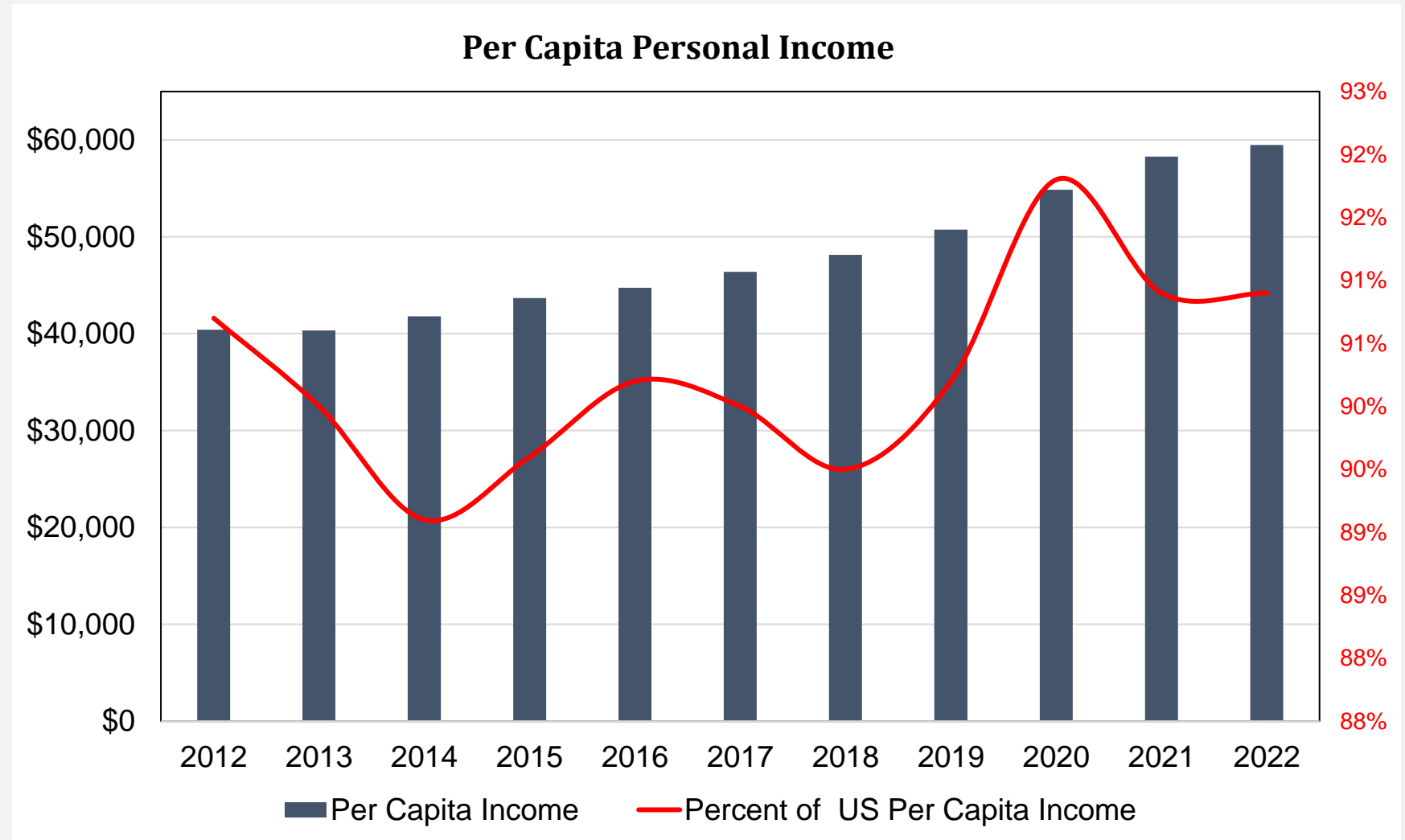


- Wages increased an average of 6.4 percent across all industries.
- The strongest gains were in the professional and business services; transportation, warehousing, and utilities; and healthcare and social assistance sectors.

Sector	2022 Averages		% Change in Avg Wage from 2021
	Jobs	Annual Wage	
Total, All Industries	626,600	\$58,100	6.4%
Professional & Business Services	76,400	\$79,200	8.8%
Transportation, Warehousing, and Utilities	18,000	\$58,600	8.4%
Health Care and Social Assistance	102,500	\$61,000	8.1%
Leisure & Hospitality	65,500	\$30,400	7.1%
Retail Trade	80,000	\$37,900	6.4%
Information	8,000	\$75,300	6.2%
Construction	32,700	\$61,700	6.1%
Natural Resources & Mining	9,000	\$44,500	5.5%
Other Services, Except Public Administration	17,500	\$43,600	5.5%
Manufacturing	54,100	\$65,300	5.5%
Private Education	13,400	\$52,900	5.2%
State Government	21,400	\$58,900	5.0%
Wholesale Trade	19,500	\$84,200	4.7%
Financial Activities	30,800	\$86,200	4.1%
Federal Government	16,500	\$85,700	4.0%
Local Government	58,600	\$48,000	3.6%

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

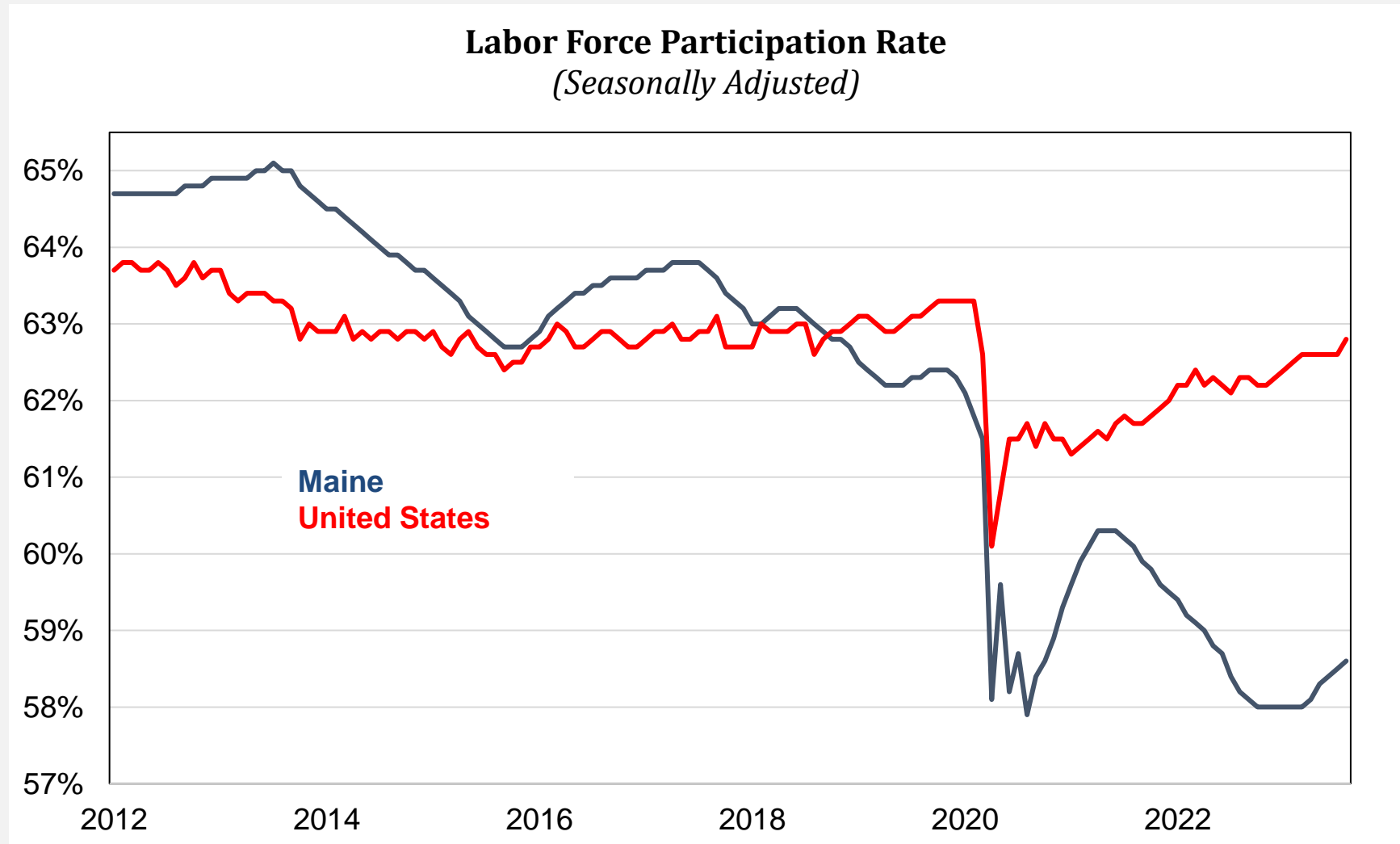
- Per capita personal income continued to increase, remaining close to 90 percent of the national level.



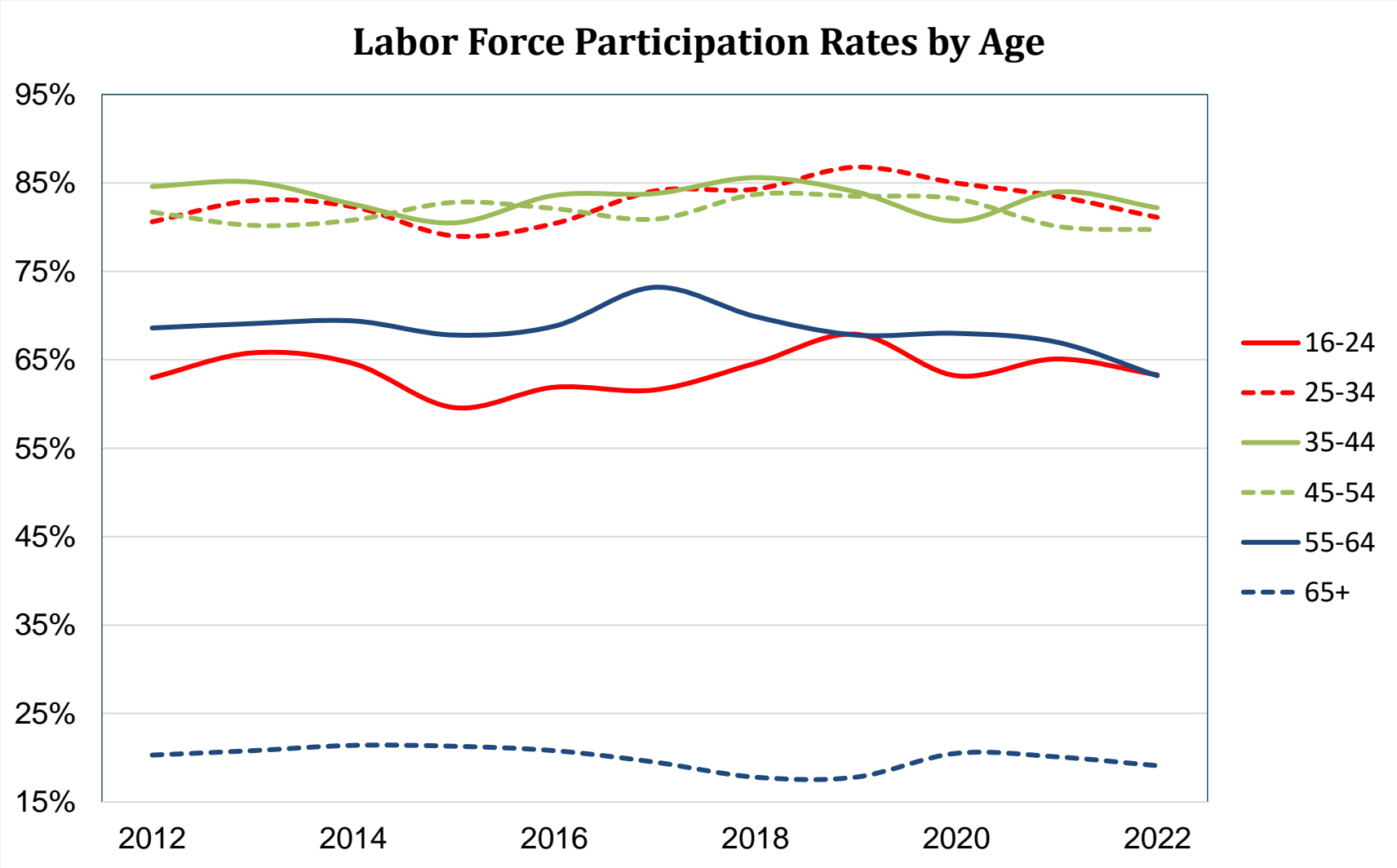
Labor Force Participation

- Among individual age groups, participation has not changed much over the years and is similar to that of the nation.
- The total labor force participation rate decreased in the year because of the advancing age structure of the population.

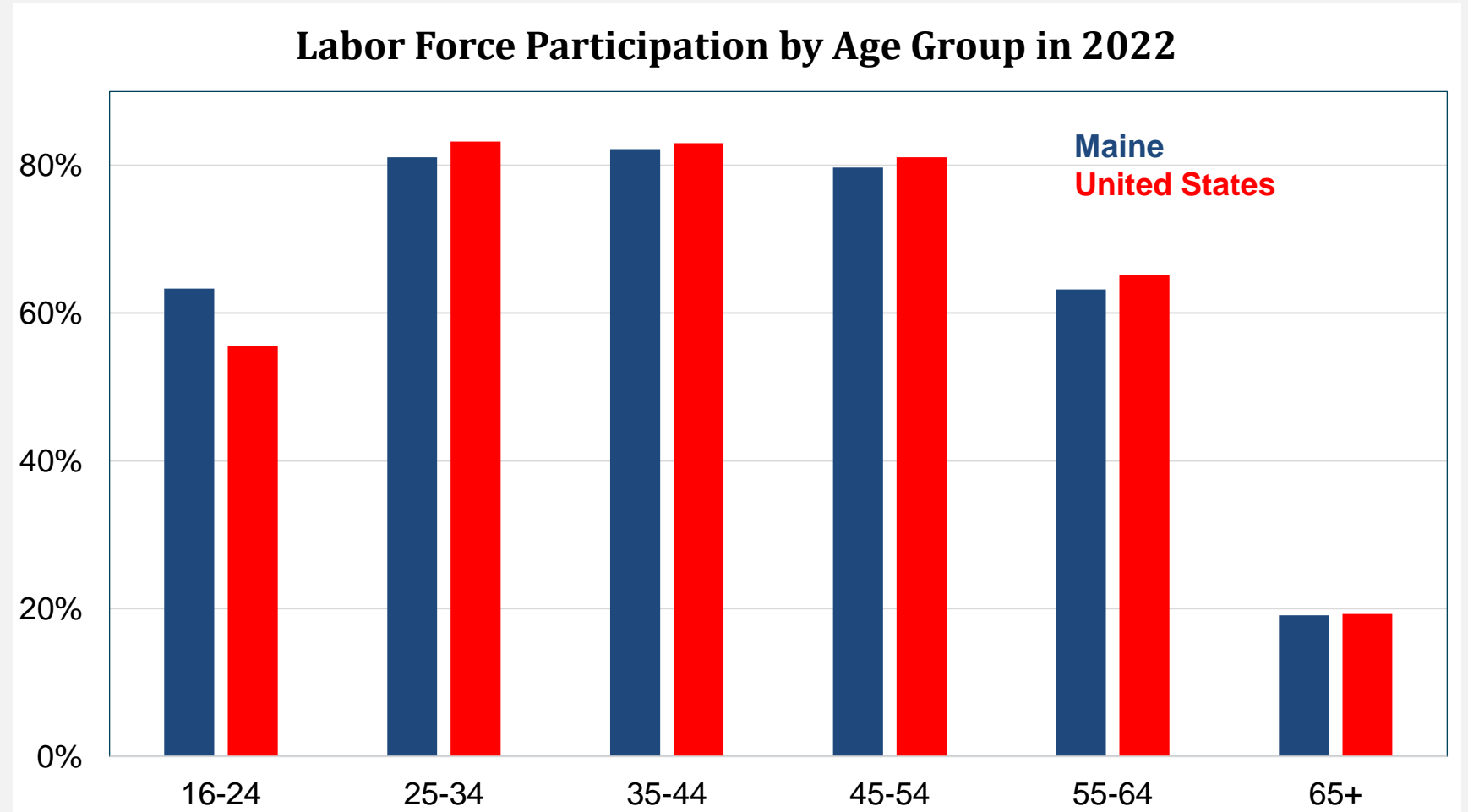
- Maine's labor force participation rate gradually declined in 2022 but began to tick up in 2023.
- Changes in labor force participation among those age 16 and over are explained by an advancing age-structure of the population.



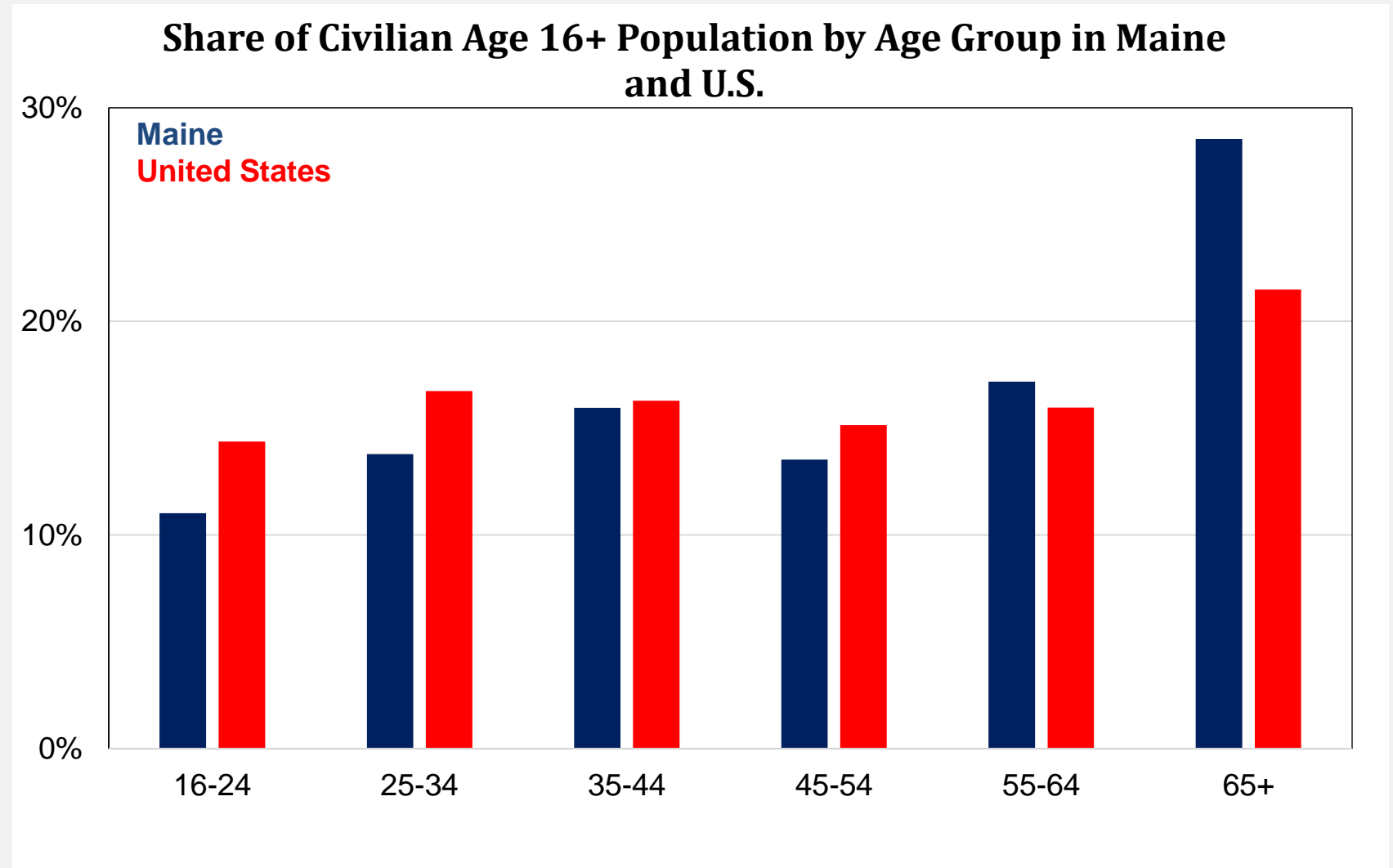
- Labor force participation within age groups has changed little over time.



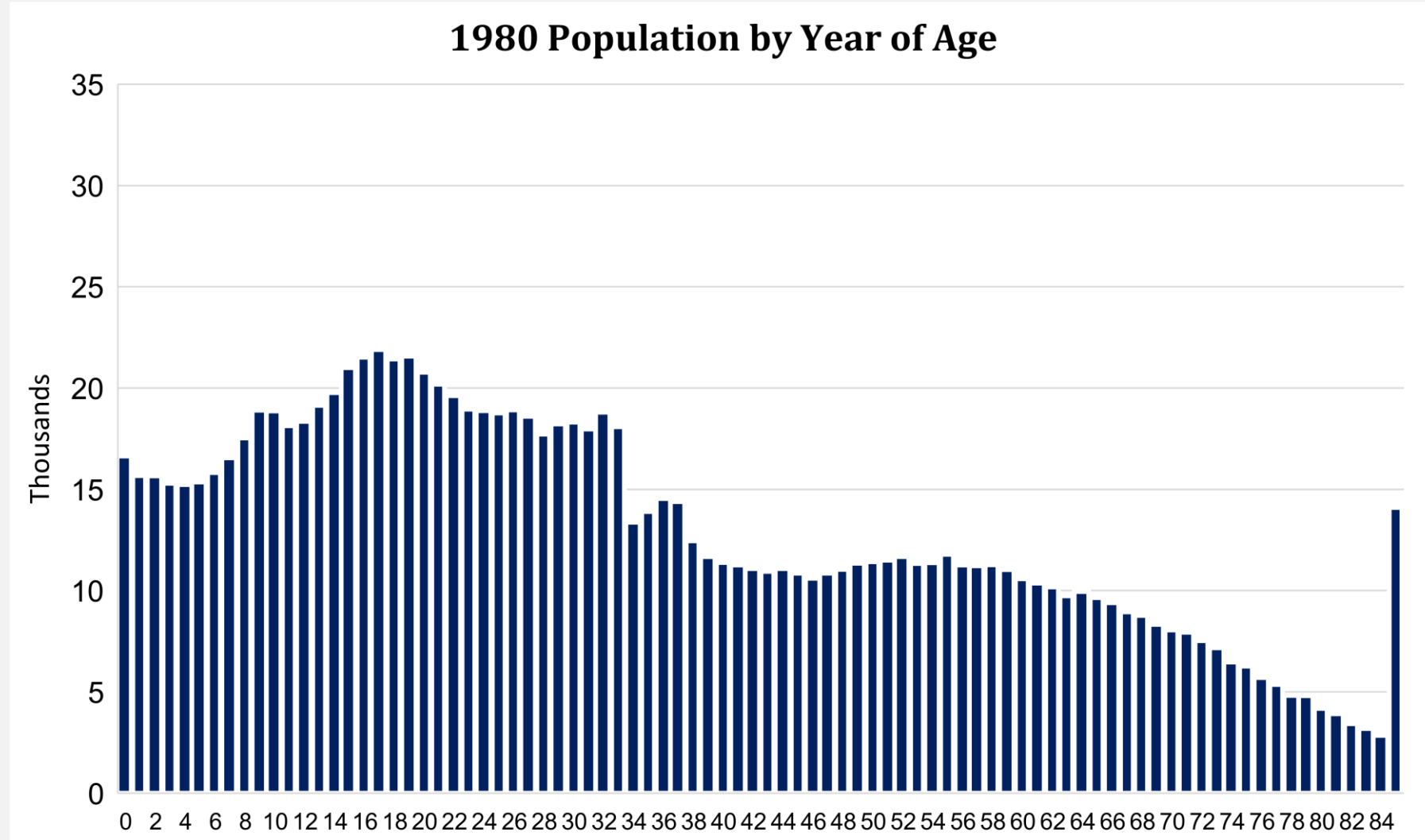
- Participation rates within age groups are similar to that of the nation, except for those under age 25, which are higher in Maine.



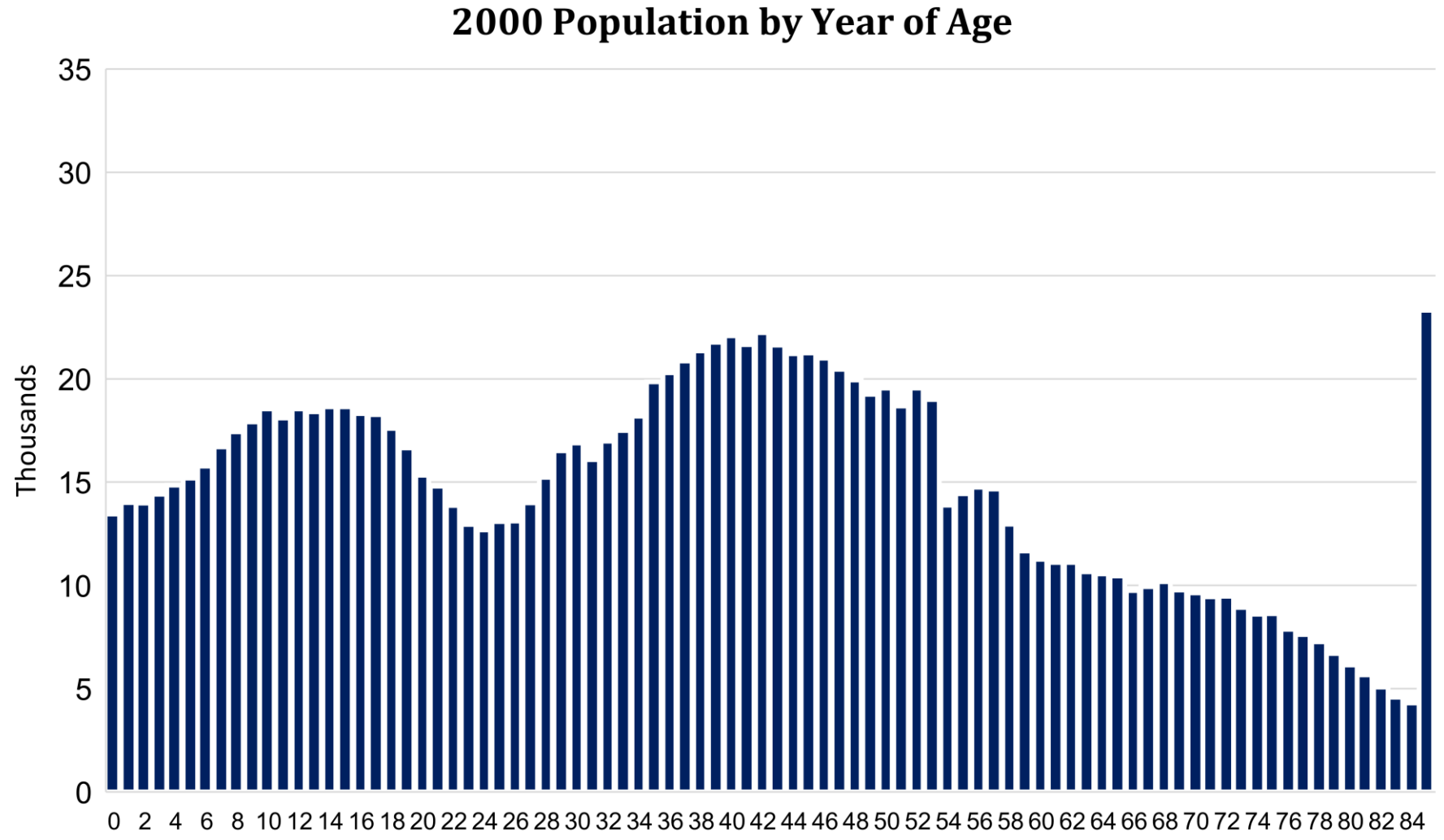
- Overall labor force participation is lower than the nation because the state has a higher share of our population age 55+.
- If the age distribution of the population was the same as the nation, Maine's labor force participation rate would be essentially the same as the nation.



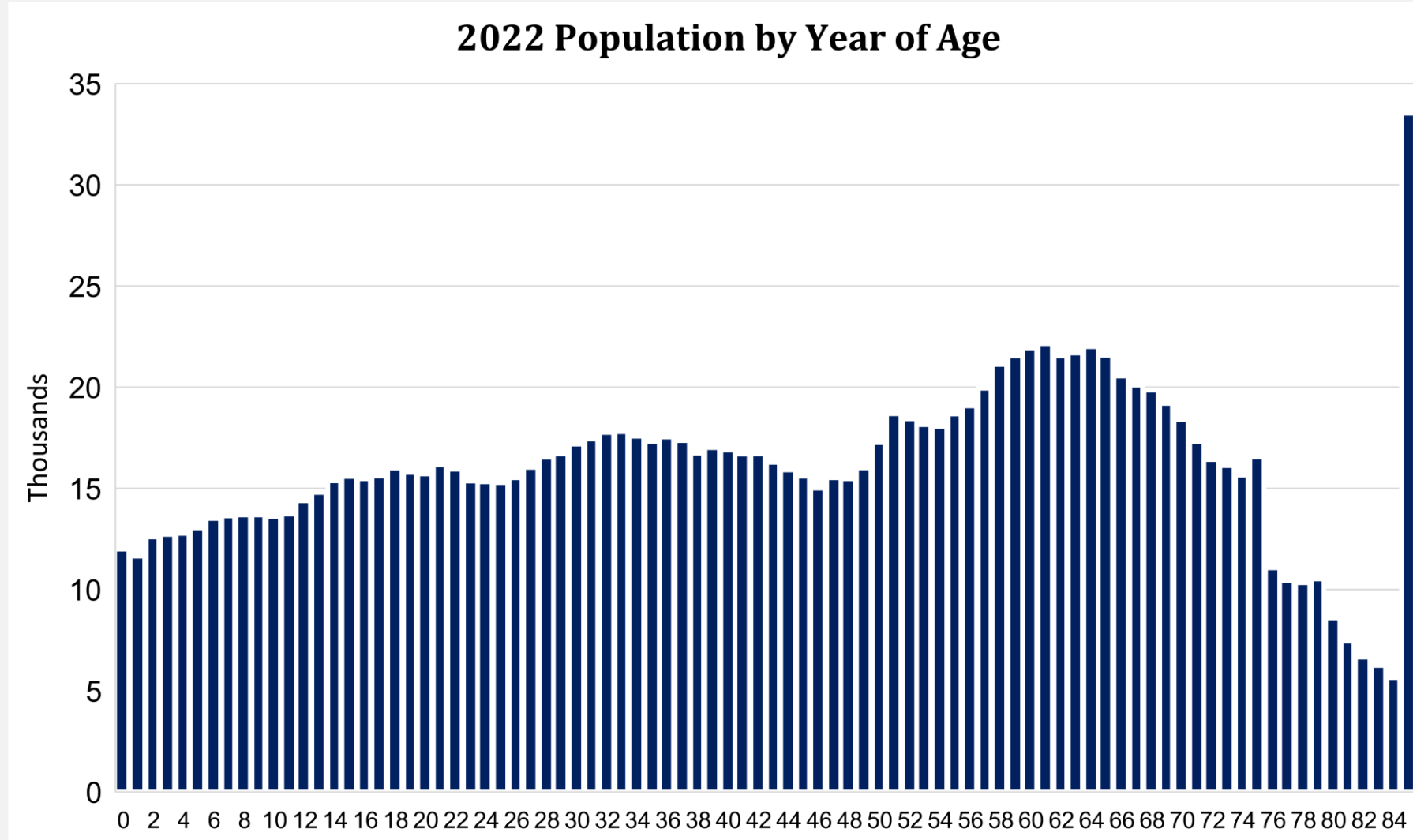
- Forty years ago, a large share of the population was young.



- Participation in the labor force peaked in 2000 when the large baby boom generation was 36 to 54 years old.



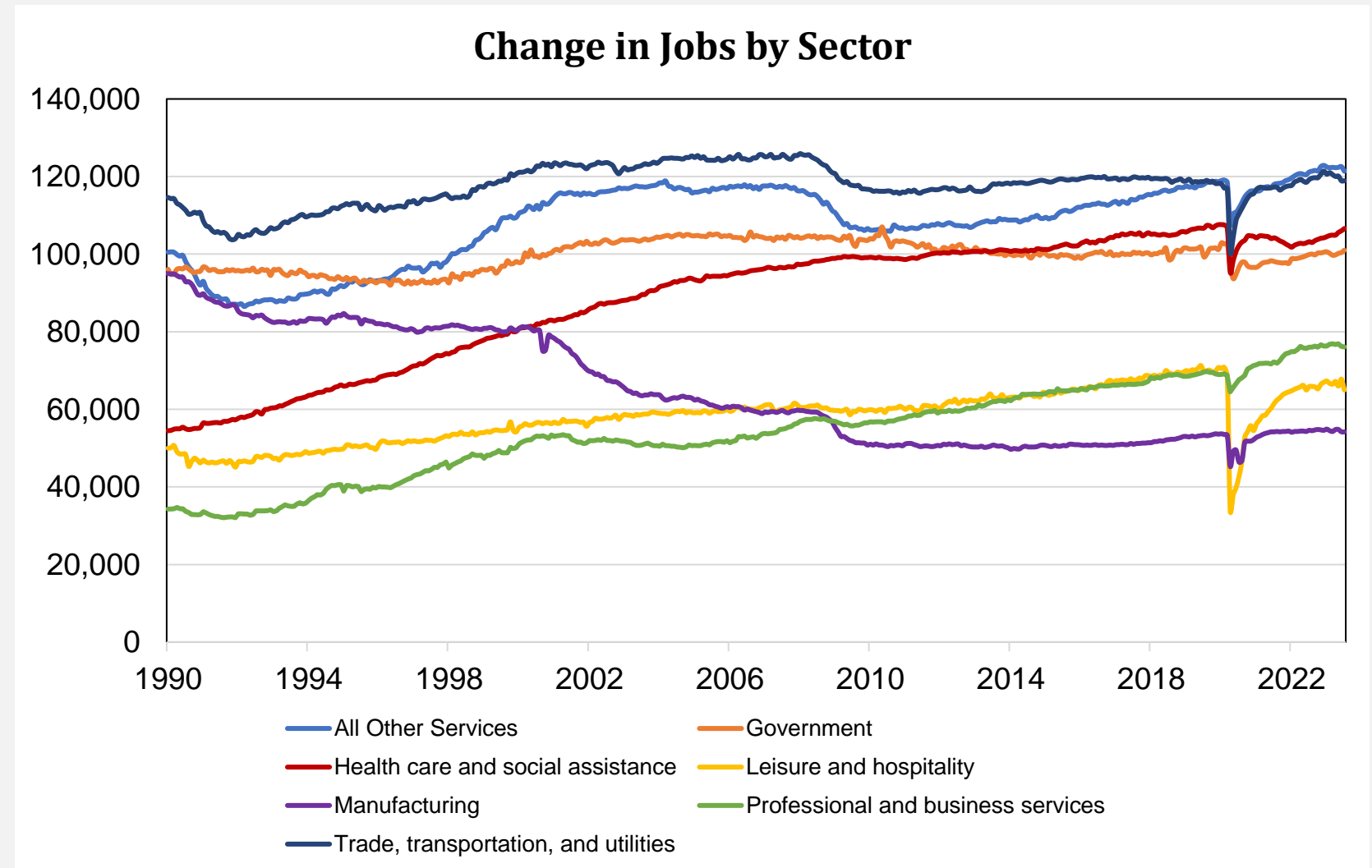
- Baby boomers ranged in age from 58 to 76 in 2022. Many are retired and many others will retire in the next decade.
- The number of young people who will age into the labor force to replace them is much smaller.



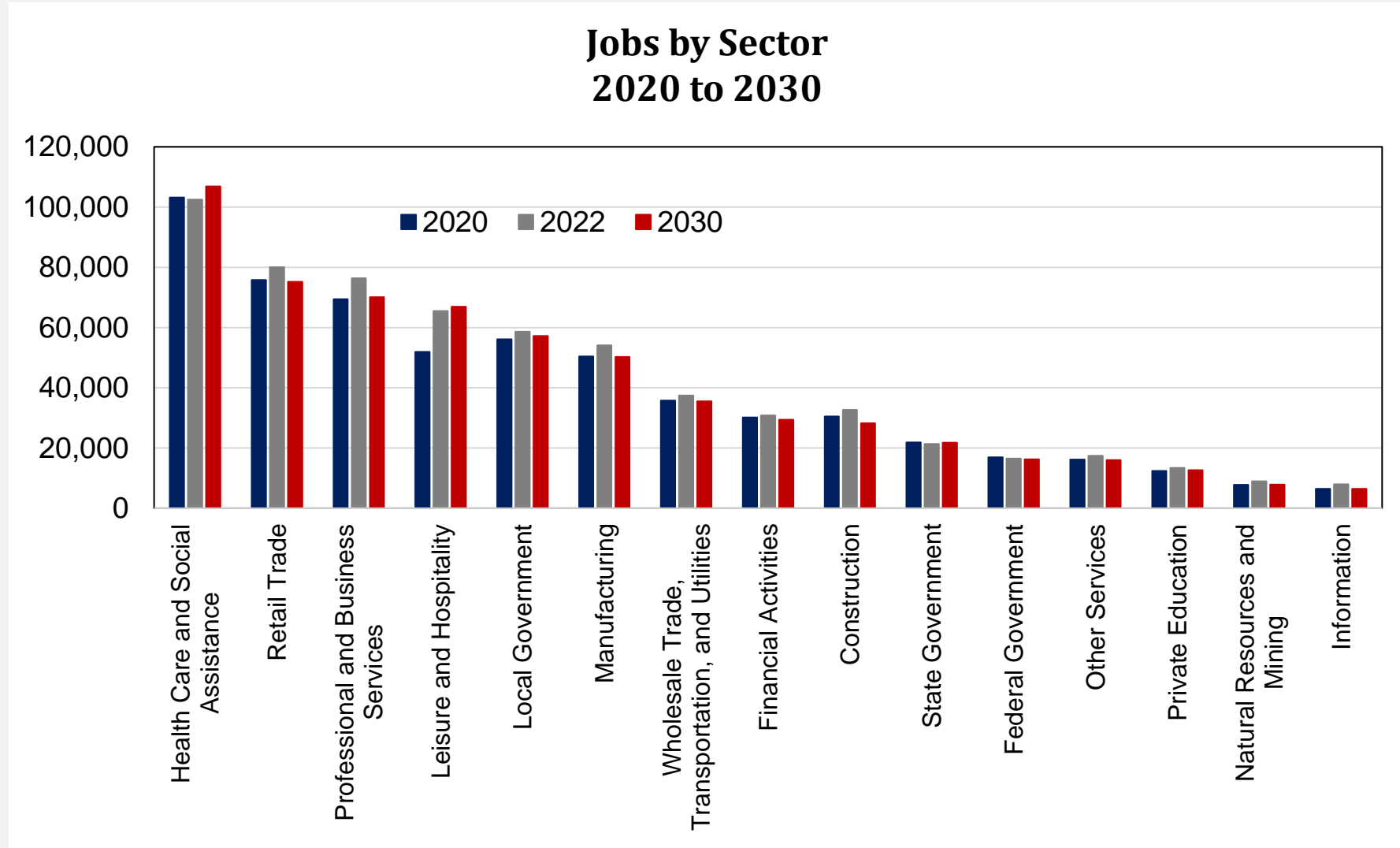
Job Outlook Through 2030

- The distribution of employment by industry and occupation is not expected to change much in the decade.
- The onset of the pandemic suppressed employment in 2020. Most expected growth for the ten years through 2030 had already occurred by 2022.
- The share of jobs requiring post-secondary education is expected to increase slightly.

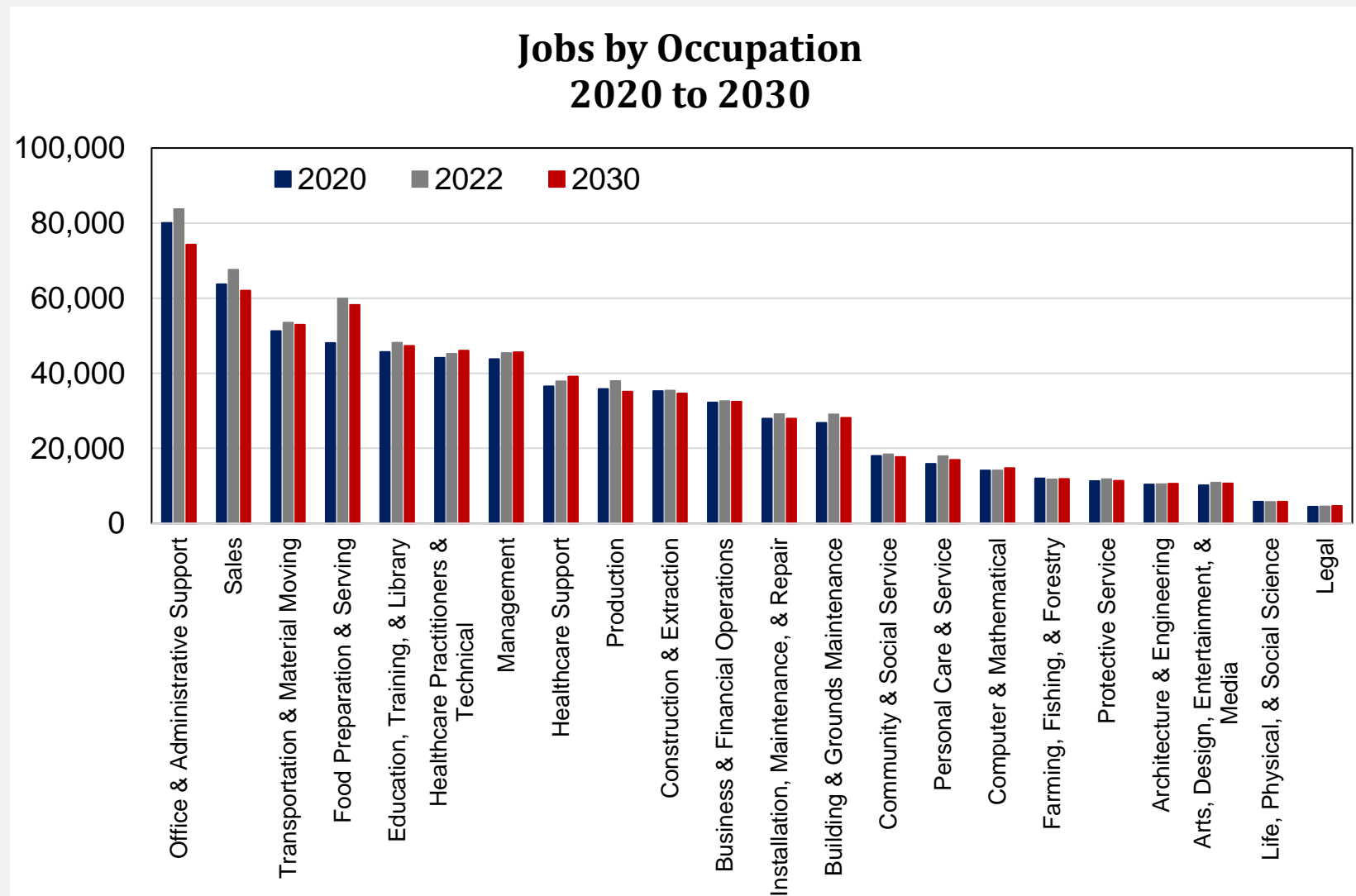
- Employment by industry sector has changed significantly over the past thirty years.
- Jobs in the health care and social assistance and in professional and business services nearly doubled.
- Manufacturing jobs trended lower through 2010 and have stabilized since then.
- These patterns are expected to continue through 2030.



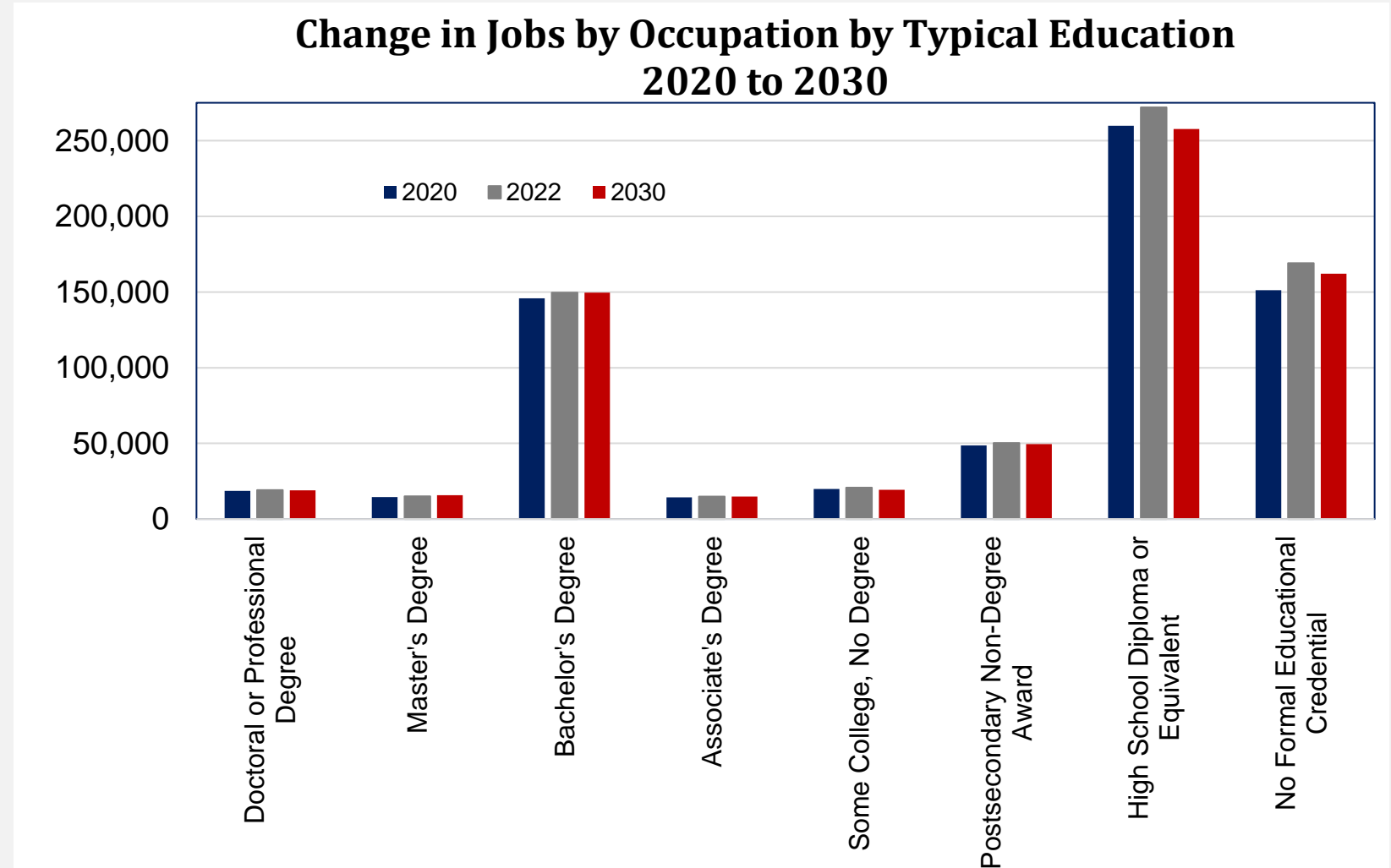
- The distribution of jobs by sector in 2030 is expected to be quite similar to what it was in 2022.



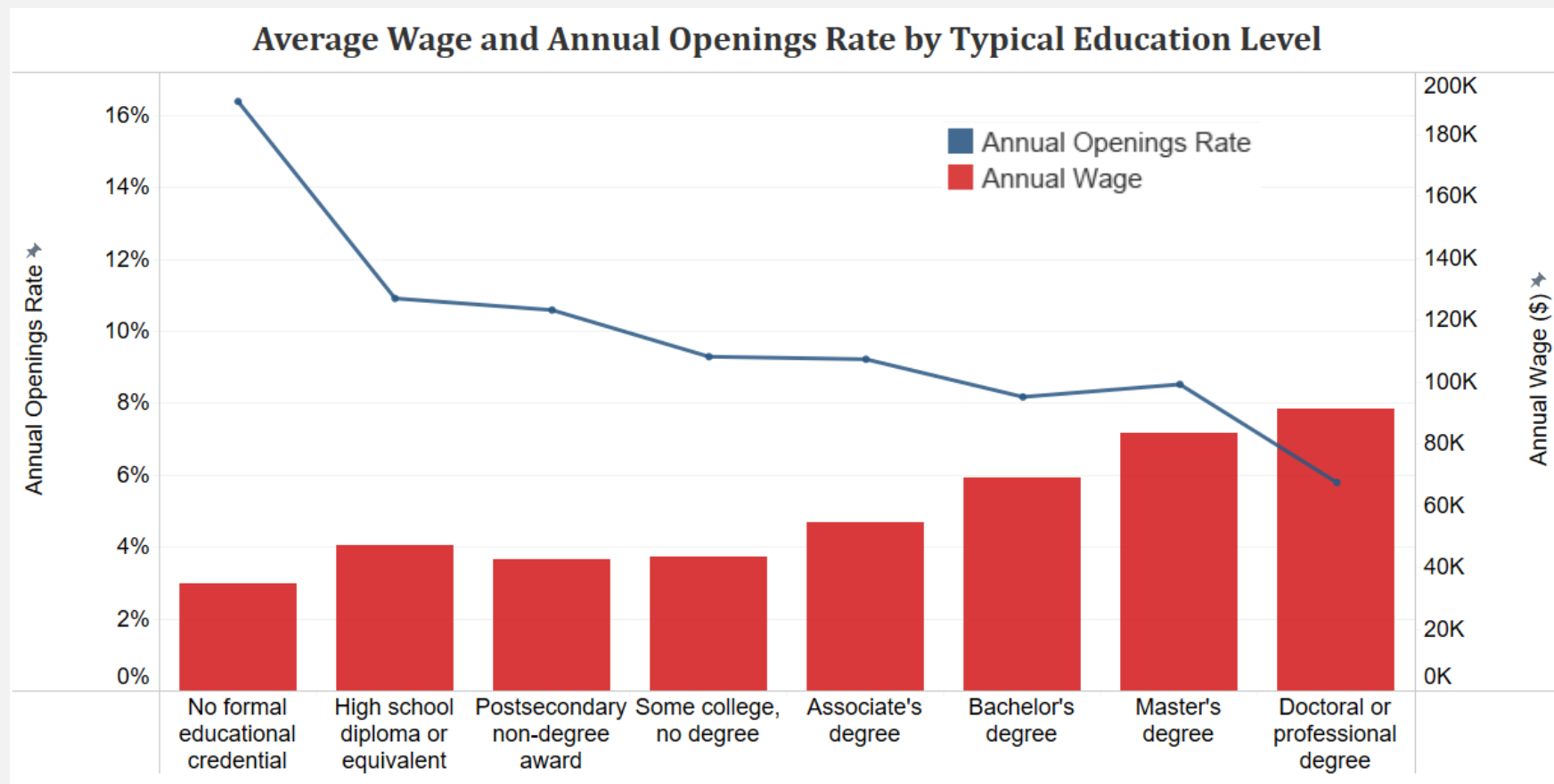
- The occupational structure of employment in 2030 also is expected to be quite similar to what it was in 2022.
- Even in occupations expected to have fewer jobs, significant numbers of openings are expected to replace others that retire or change jobs.



- The mix of jobs by educational requirements is not expected to change significantly.
- Jobs in occupations that usually require a high school diploma will remain the largest share, followed by those that usually require a bachelor's degree.
- The share of jobs in occupations that typically require an associate's degree or higher is expected to increase from 28 to 29 percent; the share that usually require some form of post-secondary education is expected to increase from 38 to 39 percent.



- 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 and have higher openings rates from higher turnover.

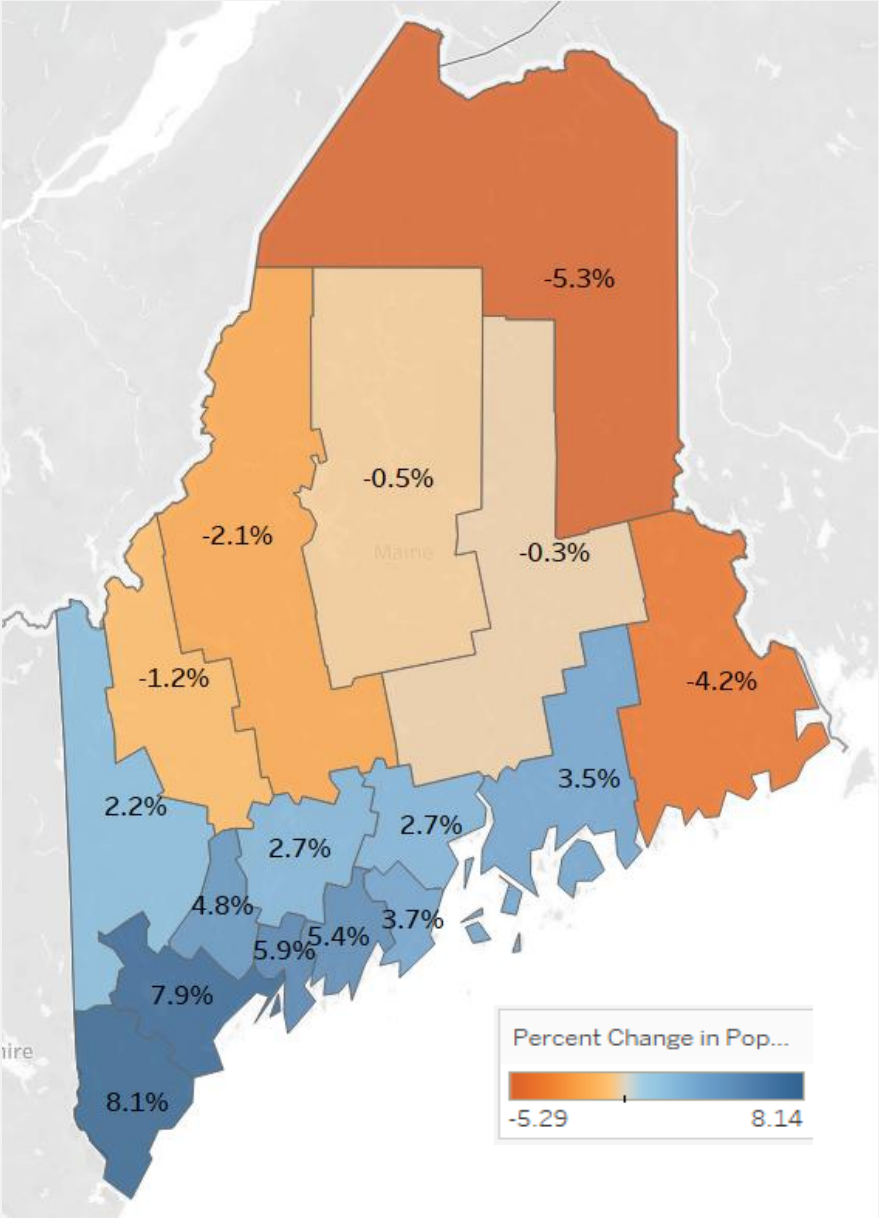


Around the State

- 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.

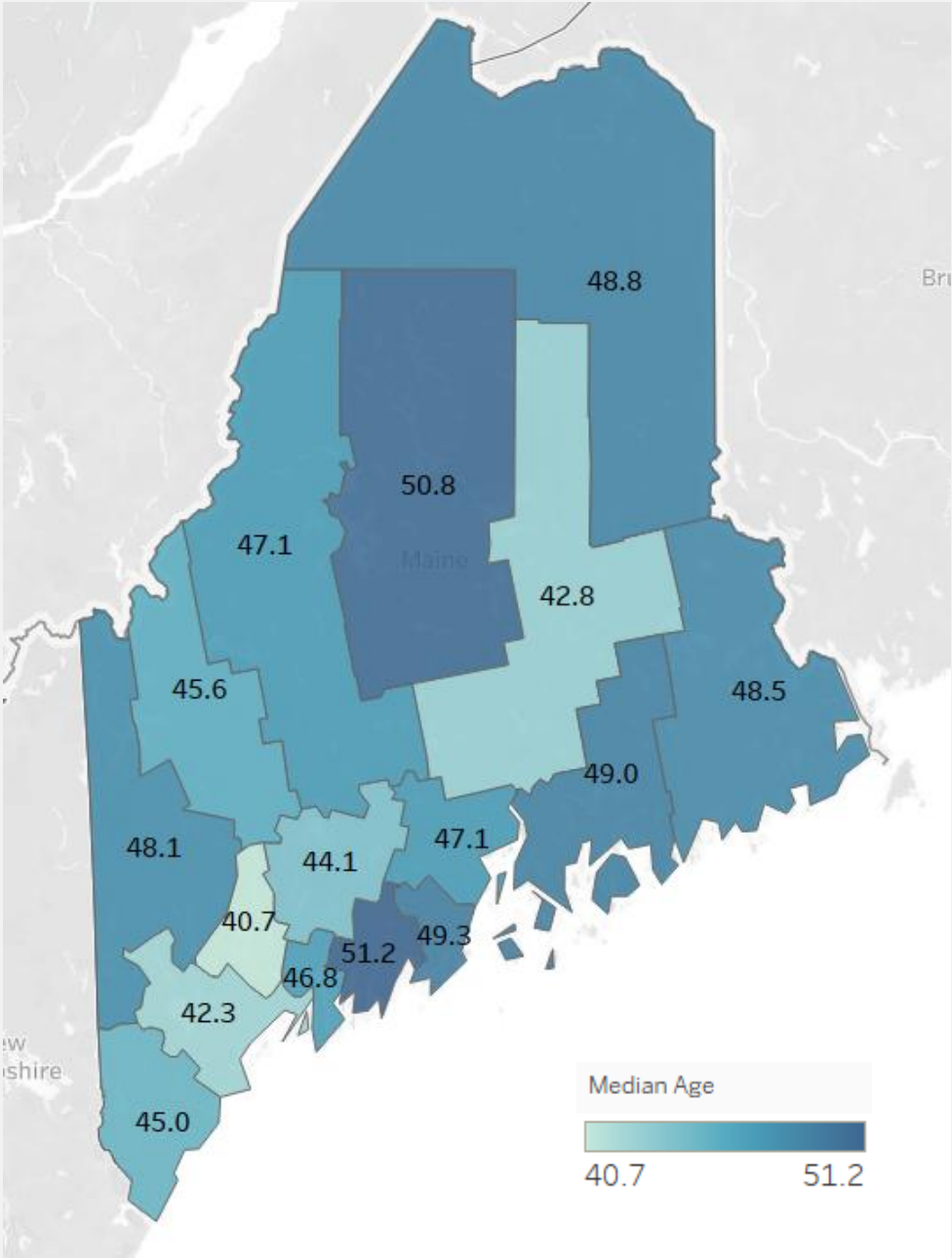
Population Change by County 2012 to 2022

Area Name	Percent Change	2022 Share of State Total
Maine	4.3%	100.0%
York	8.1%	15.5%
Cumberland	7.9%	22.1%
Sagadahoc	5.9%	2.7%
Lincoln	5.4%	2.6%
Androscoggin	4.8%	8.1%
Knox	3.7%	2.3%
Hancock	3.5%	4.1%
Waldo	2.7%	2.9%
Kennebec	2.7%	9.0%
Oxford	2.2%	4.2%
Penobscot	-0.3%	11.0%
Piscataquis	-0.5%	1.2%
Franklin	-1.2%	2.2%
Somerset	-2.1%	3.7%
Washington	-4.2%	2.2%
Aroostook	-5.3%	4.8%

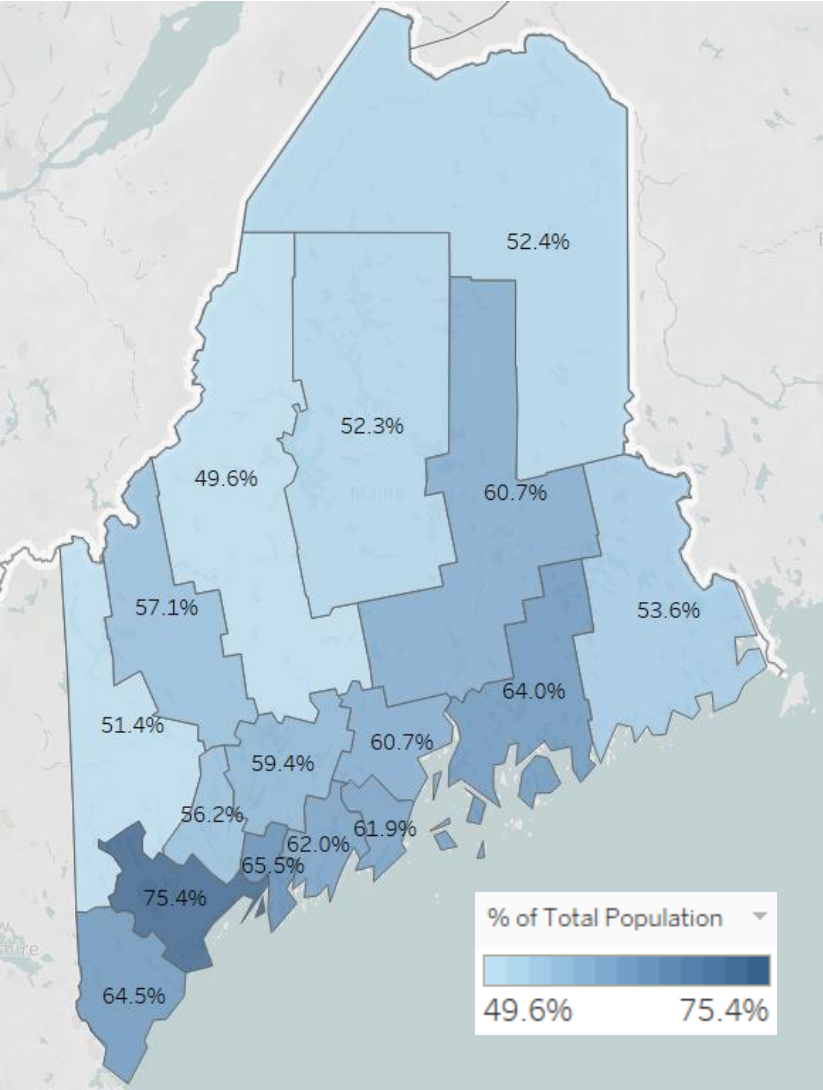


2022 Median Age by County

County	Median Age
Lincoln	51.2
Piscataquis	50.8
Hancock	49.3
Knox	49.0
Washington	48.8
Aroostook	48.5
Oxford	48.1
Somerset	47.1
Sagadahoc	46.8
Waldo	47.1
Franklin	45.6
York	45
Kennebec	44.1
Penobscot	42.8
Cumberland	42.3
Androscoggin	40.7

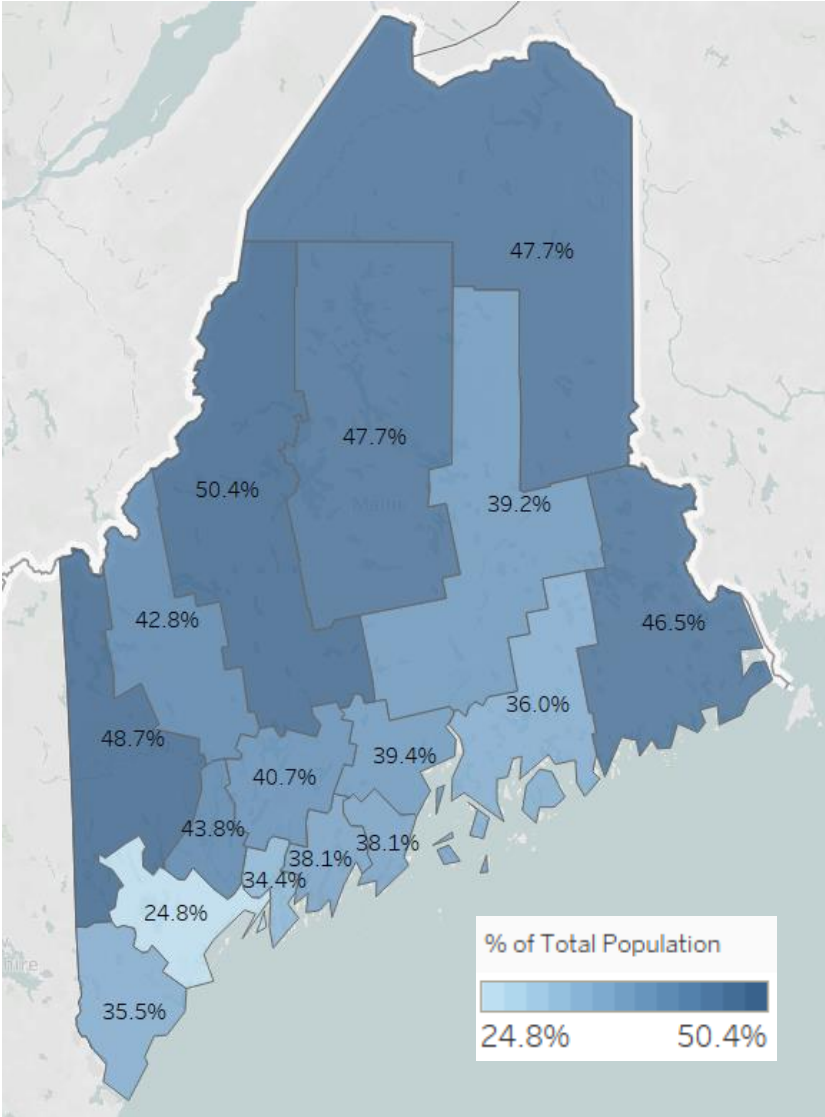


Educational Attainment by County



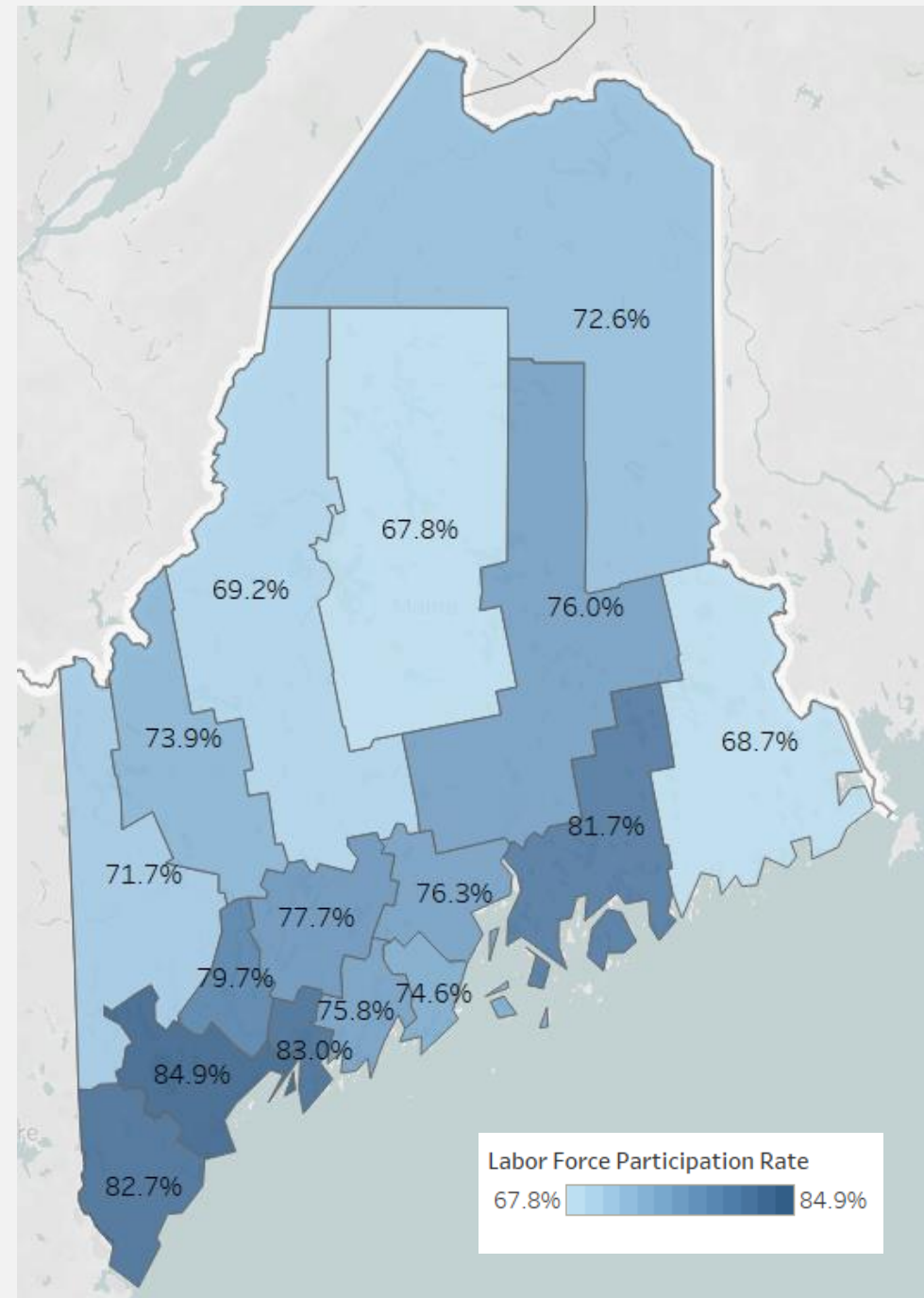
Educational attainment is higher in the southern and coastal counties.

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



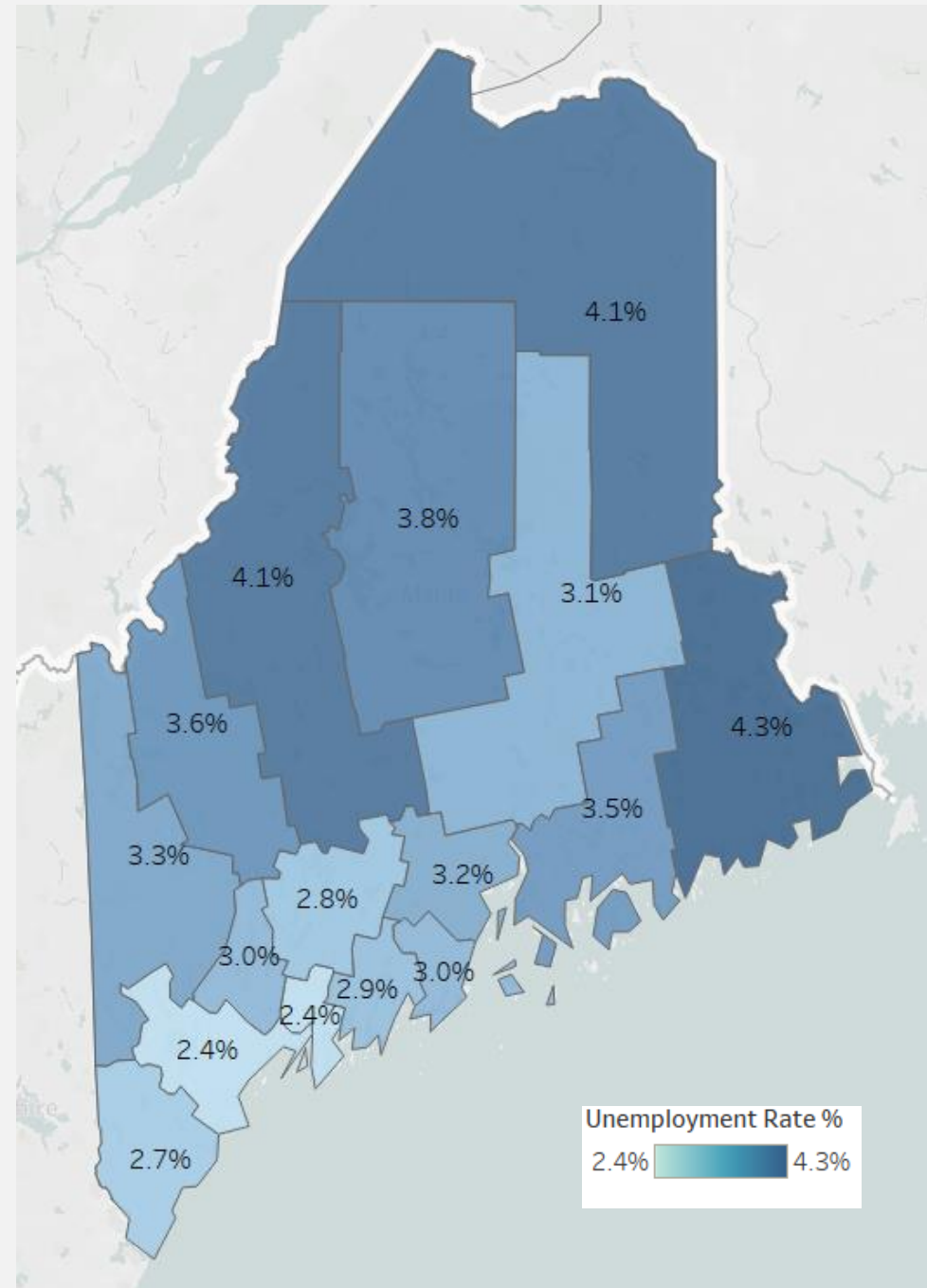
Labor Force Participation Rates by County – Population Ages 25-64

- 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.



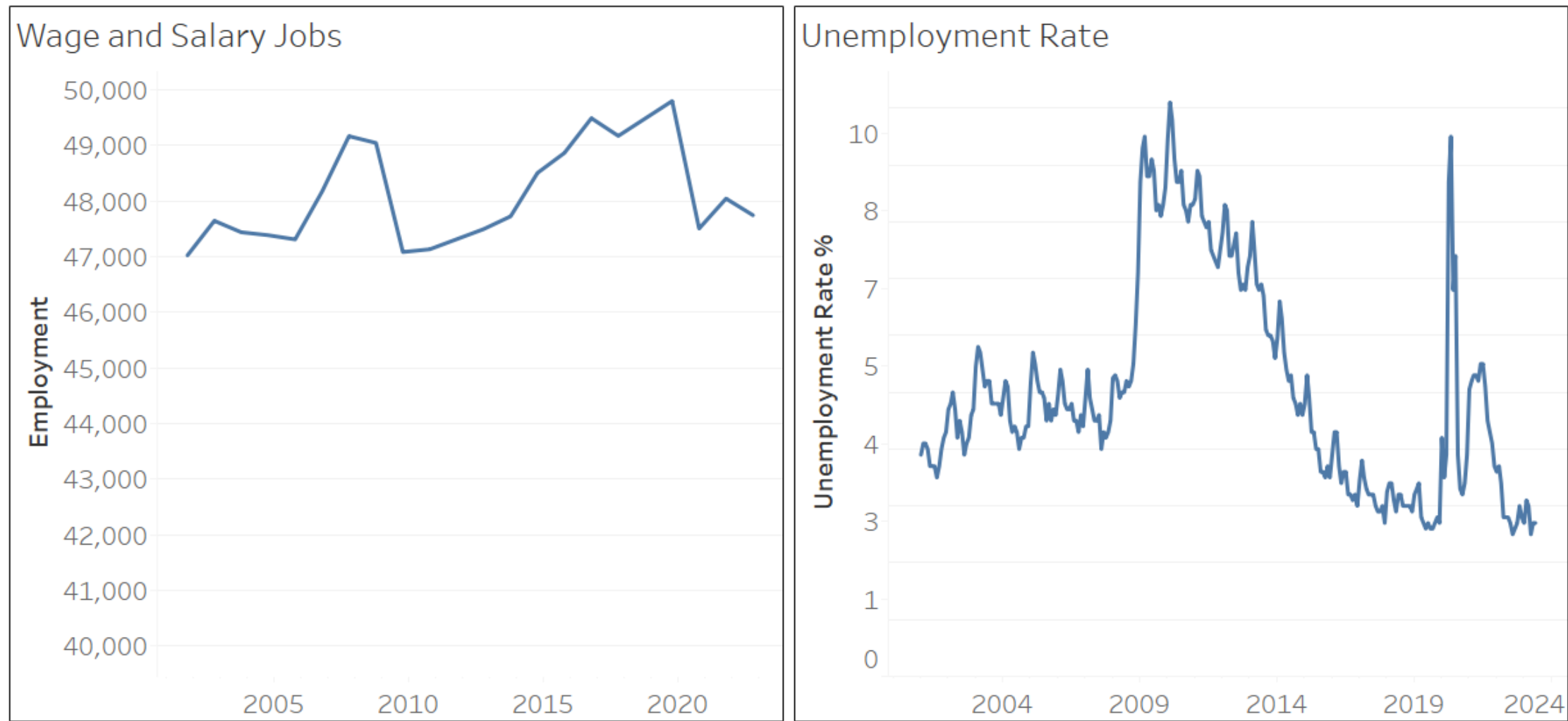
Unemployment Rates by County

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



Androscoggin

The number of jobs has not changed much in the last decade. Unemployment has closely tracked the statewide average with somewhat less seasonal variation.



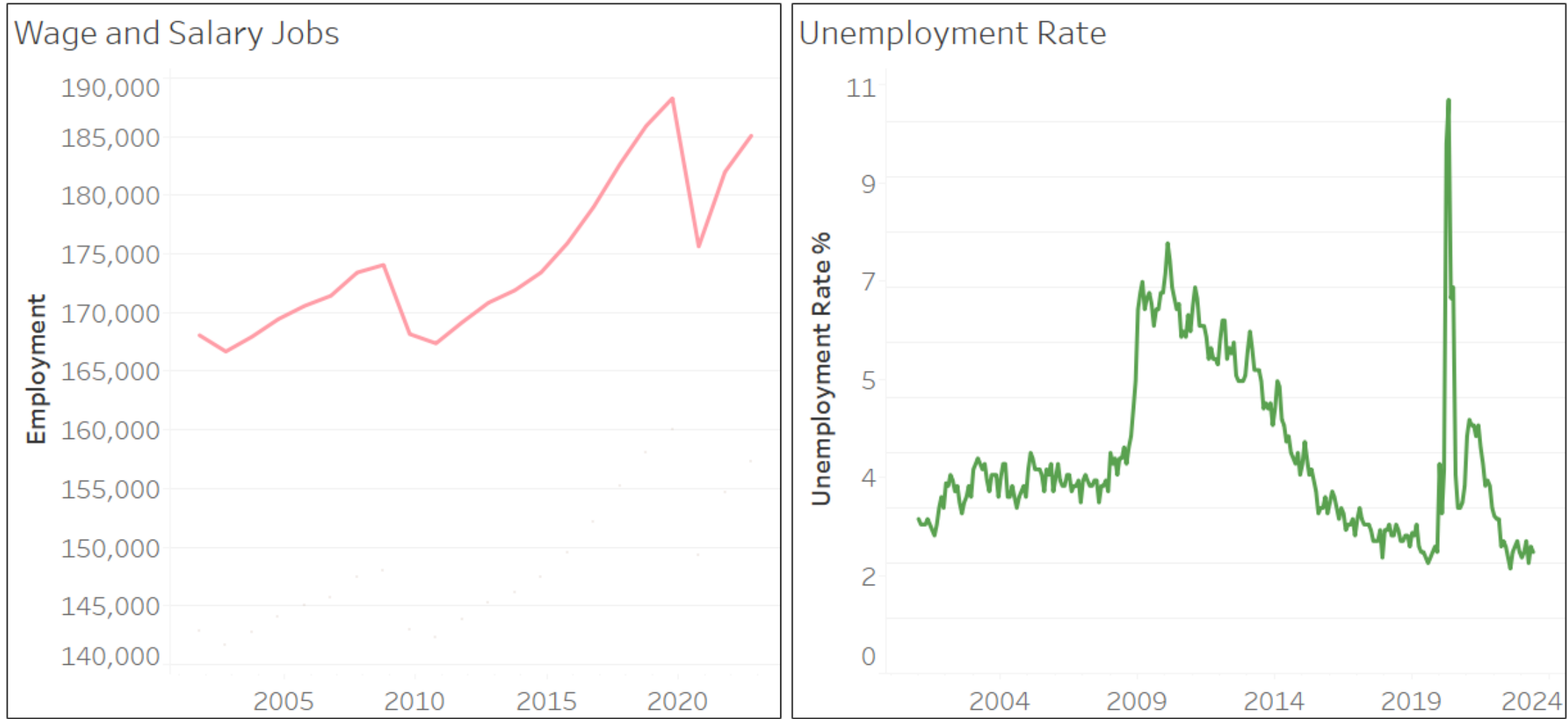
Aroostook

Jobs stabilized in 2022, though the long-term trend has been downward. The unemployment rate has been consistently higher than the statewide average with greater seasonal variation.



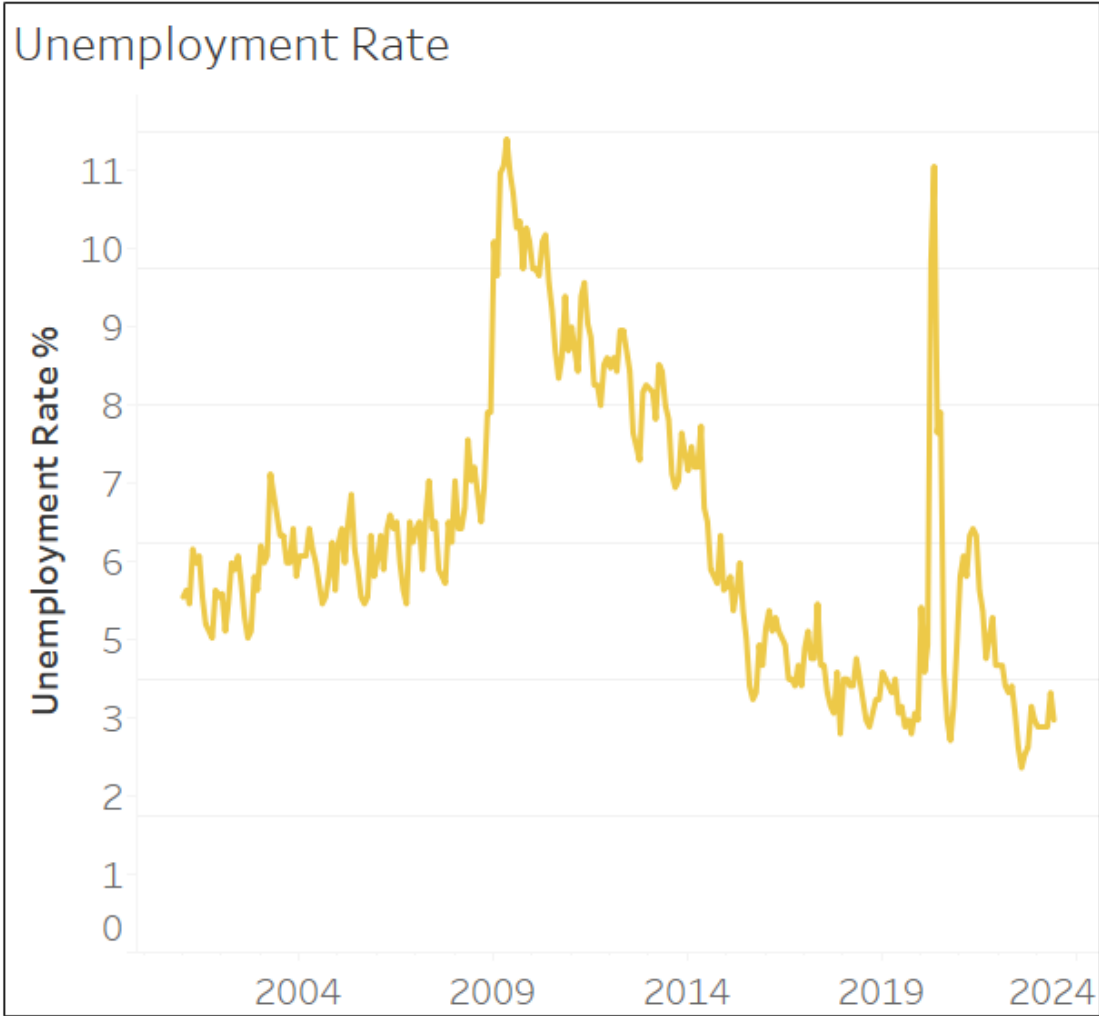
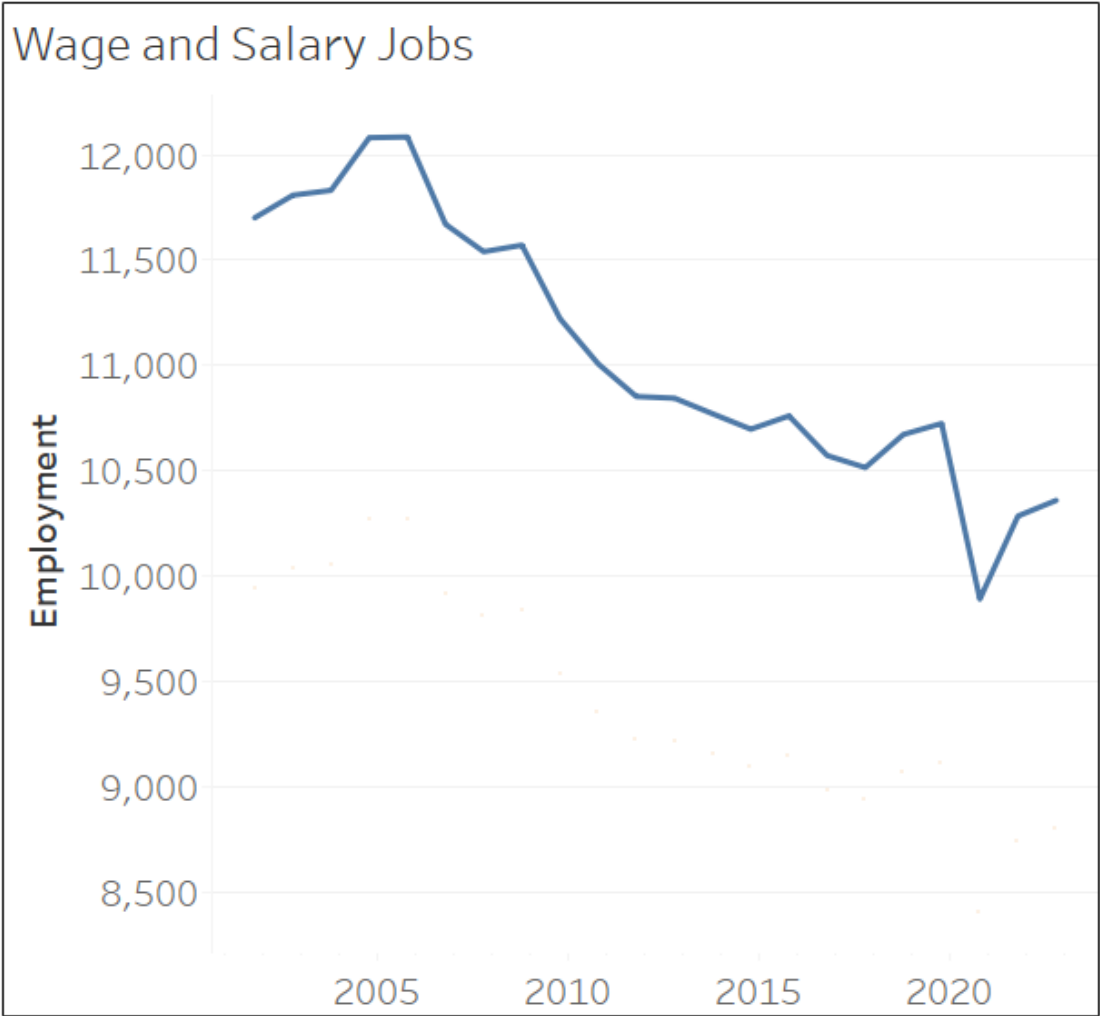
Cumberland

Jobs increased in 2022, though to a slightly lower level than just before the pandemic. The unemployment rate has consistently been among the lowest with the least seasonal variation. The economic base is diverse with concentrations of growing industries.



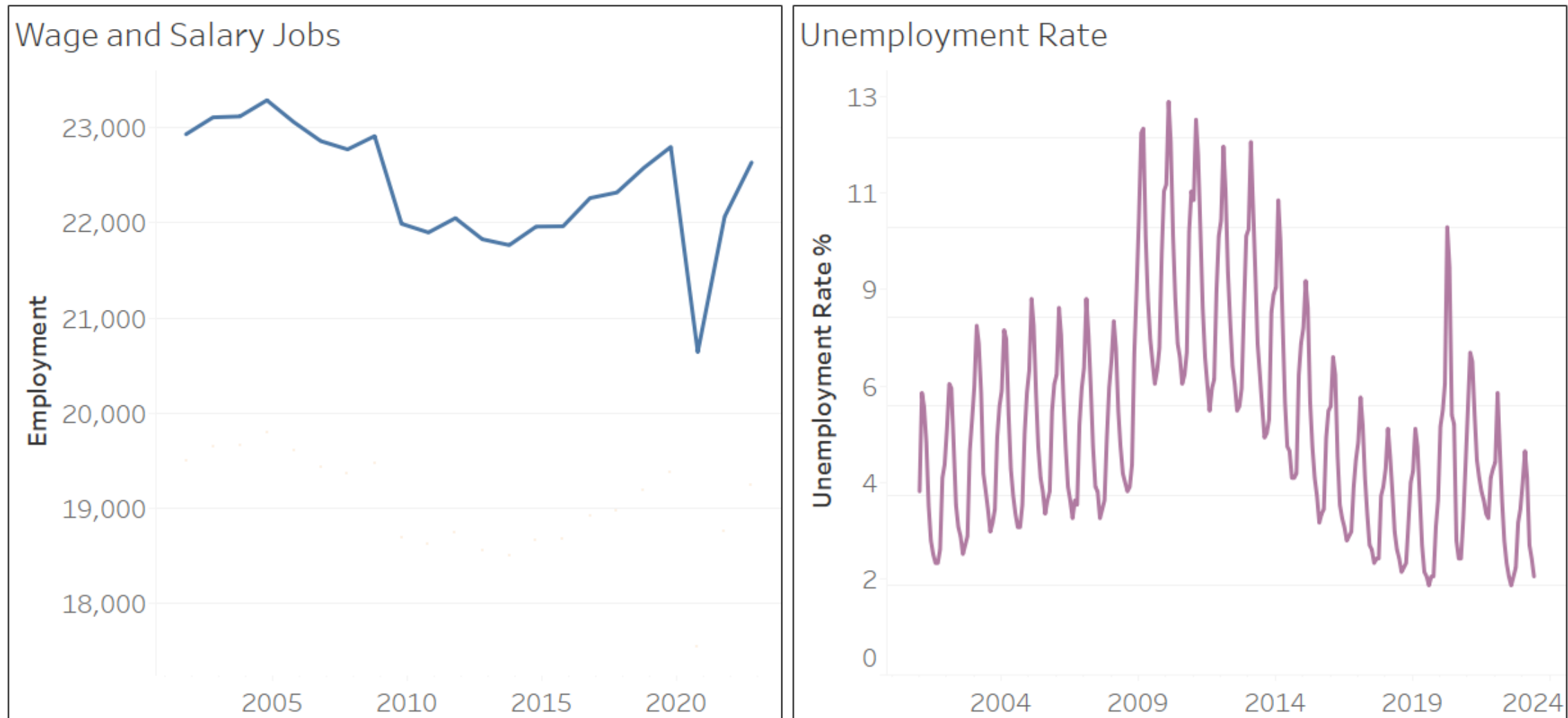
Franklin

Jobs increased in 2022, but remained lower than immediately before the pandemic and than a decade ago. The unemployment rate has consistently been higher than the statewide average with similar rates of seasonality.



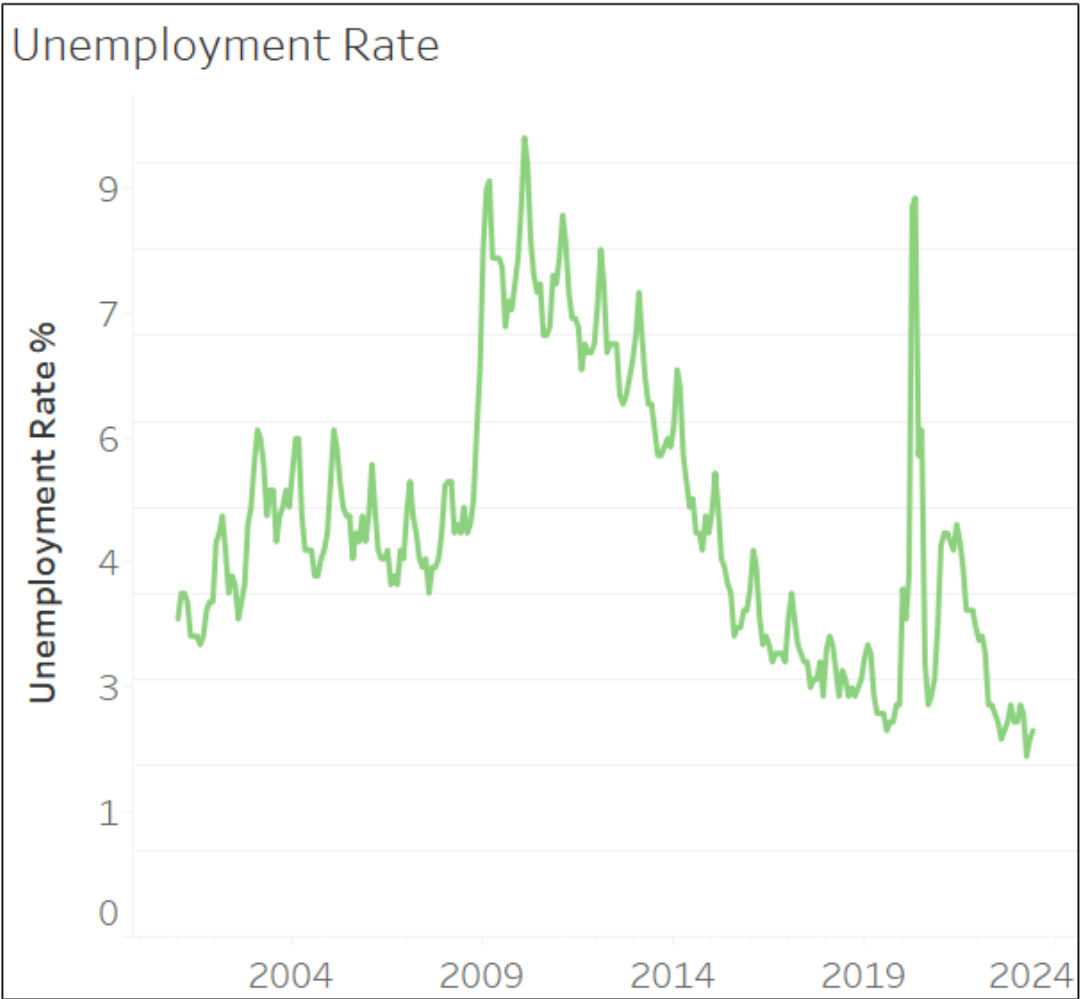
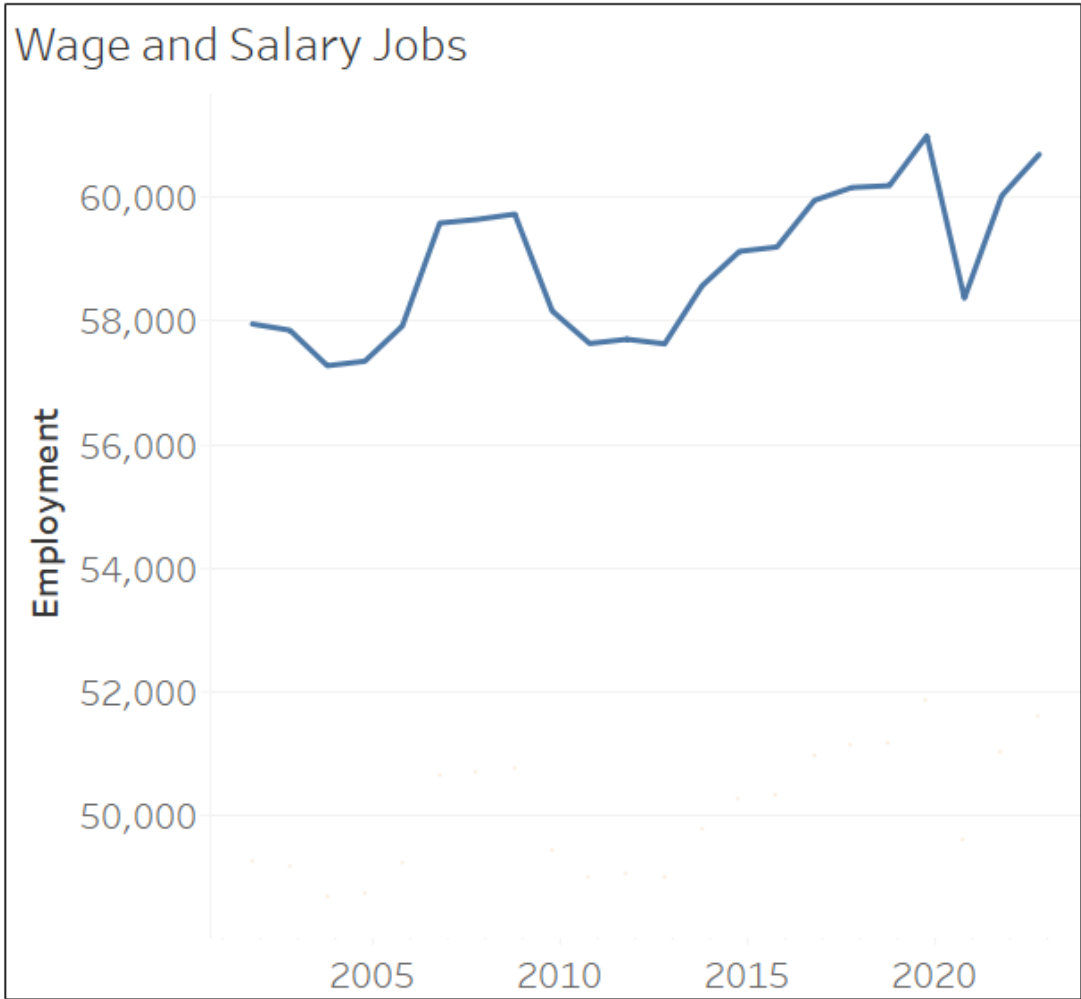
Hancock

Other than at the onset of the pandemic, the number of jobs has not changed much in the last decade. The economic base is primarily related to summer tourism and so the area has large seasonal variations in unemployment.

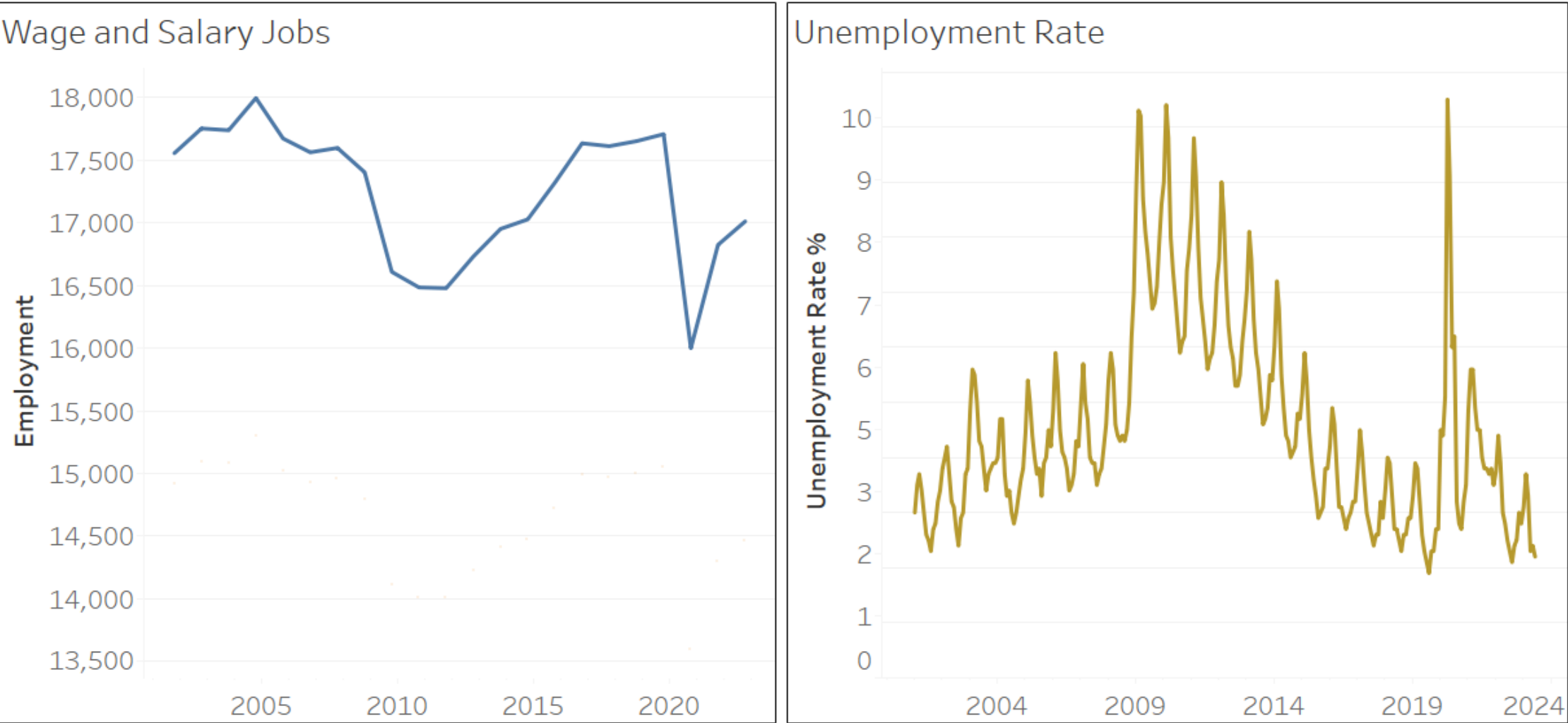


Kennebec

Jobs returned to 2019 levels in 2022 and were modestly higher than a decade ago. Unemployment has consistently been close to the statewide average with similar seasonality.

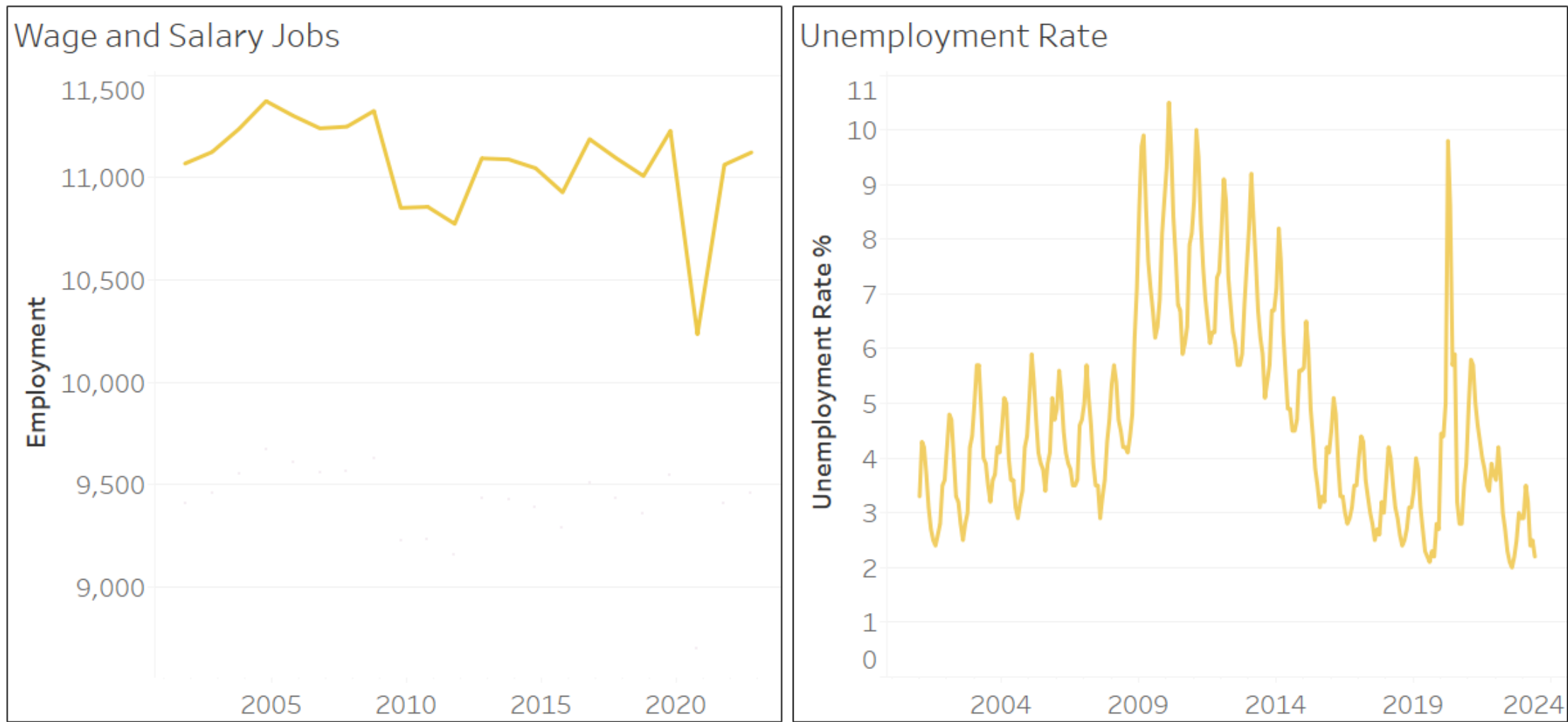


Jobs continued to grow in 2022, although at a slower rate than in 2021. The economic base is primarily related to summer tourism, which contributes to large seasonal variations in unemployment.



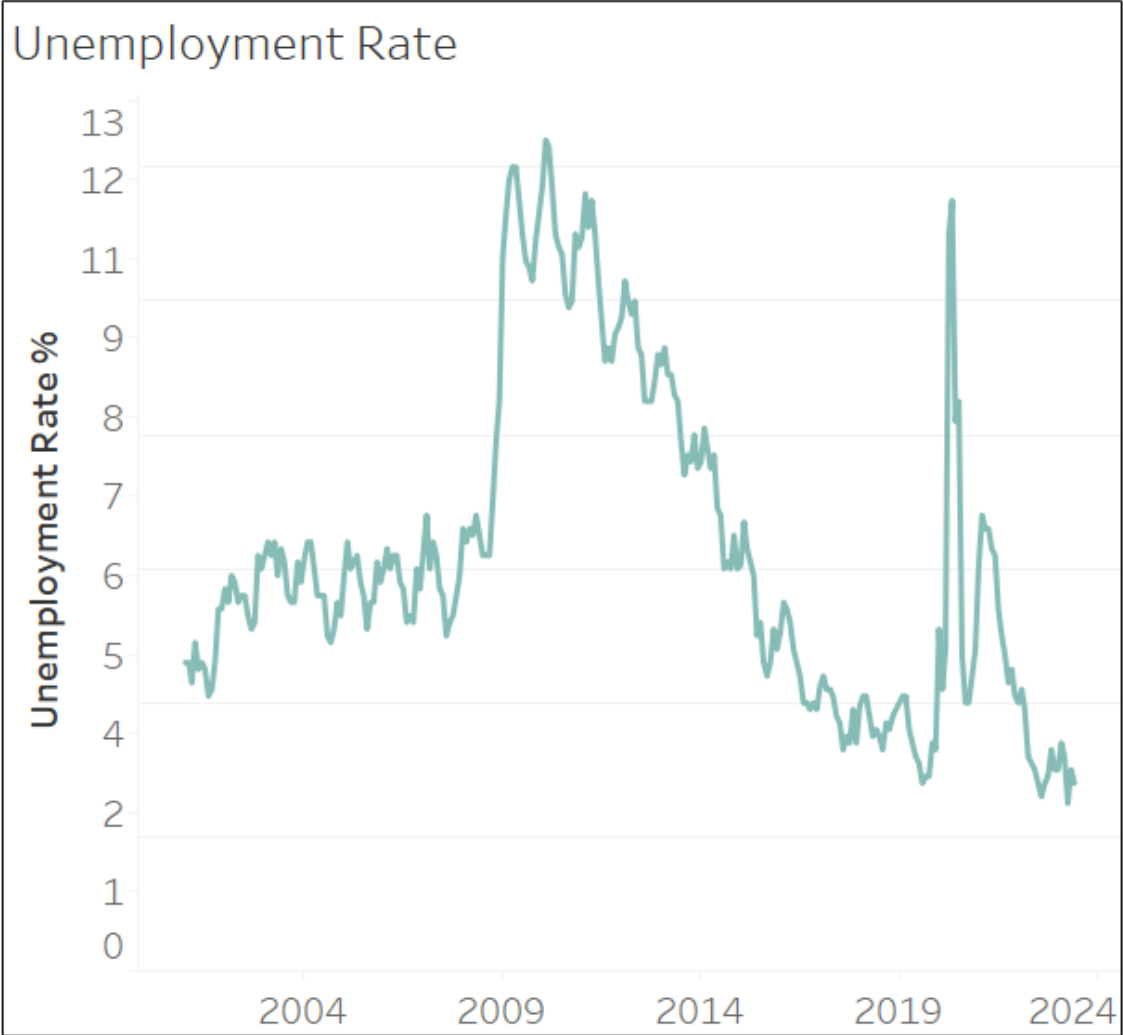
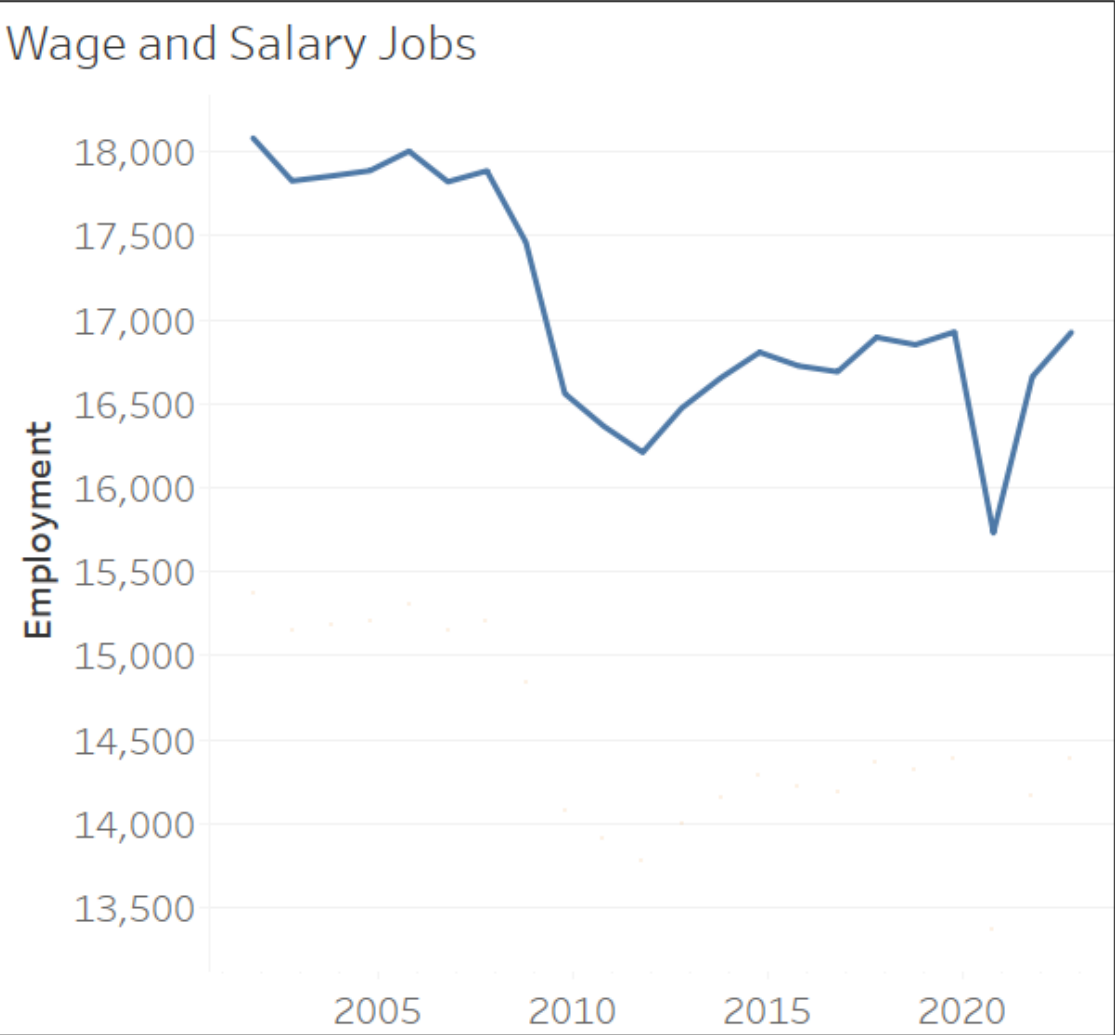
Lincoln

In 2022 jobs recovered to pre-pandemic levels. There has been little change in more than a decade. The economic base is not as concentrated in summer tourism, making for less seasonal variation in unemployment than other mid-coast counties.



Oxford

Jobs recovered to 2019 levels in 2022. The total has not changed much in a decade. Unemployment has consistently been higher than the statewide average.



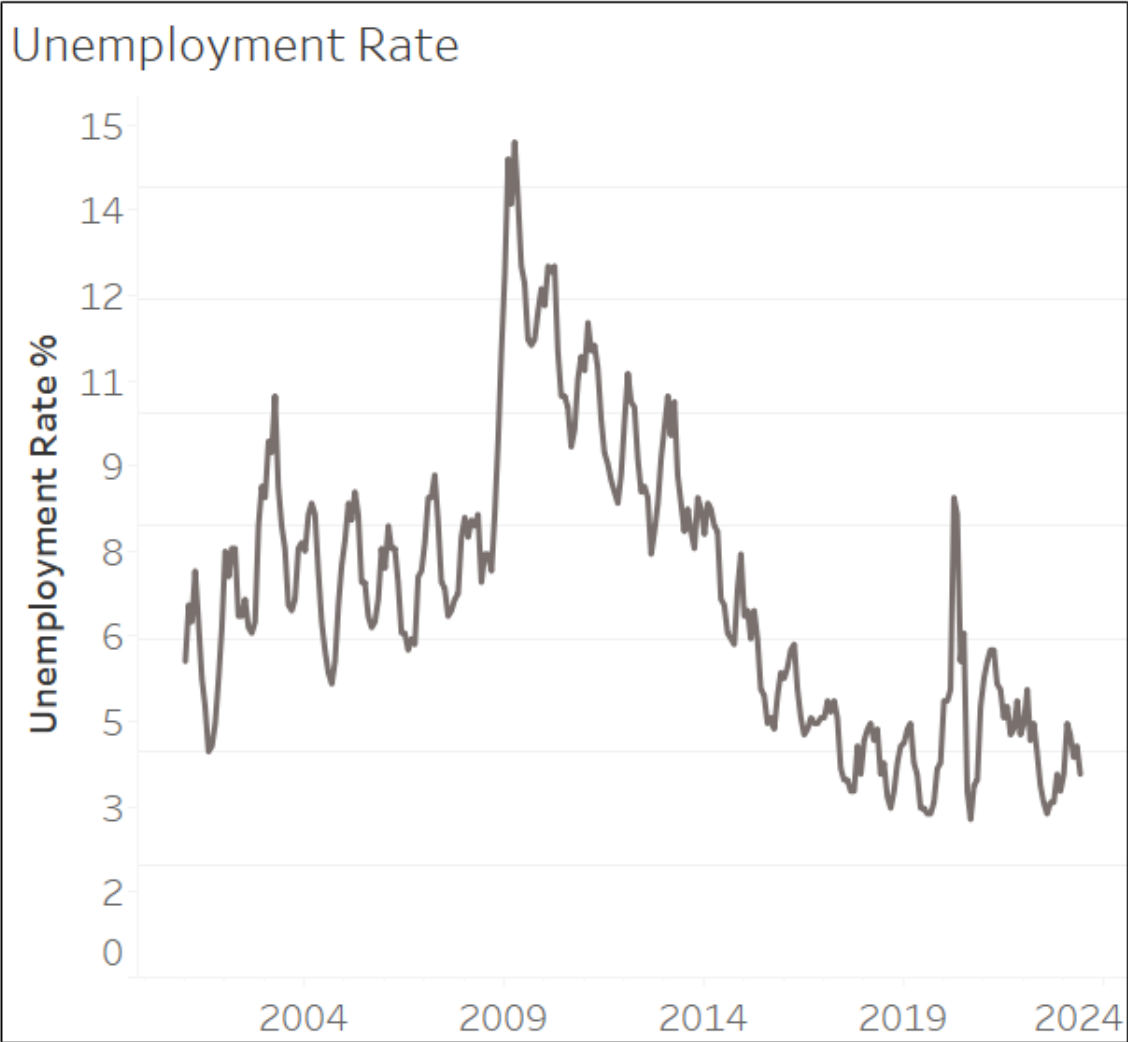
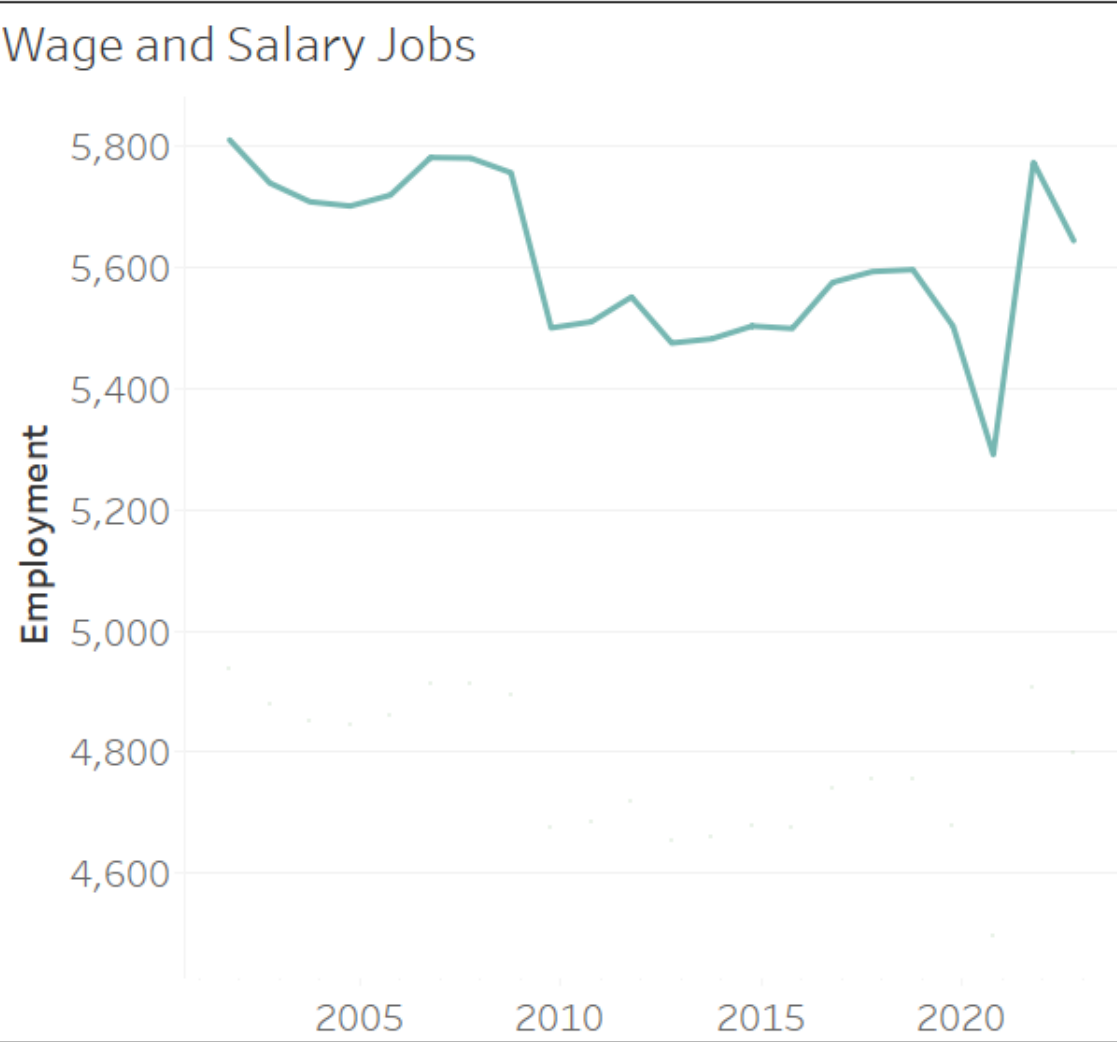
Penobscot

The number of jobs returned to levels that prevailed before the pandemic. Unemployment typically is somewhat higher with less seasonality than the statewide average.



Piscataquis

Following a run-up in 2021 driven by manufacturing of COVID testing supplies, job levels moderated but remained higher than the past decade. Unemployment rates have consistently been higher than the statewide average with more seasonal variation.



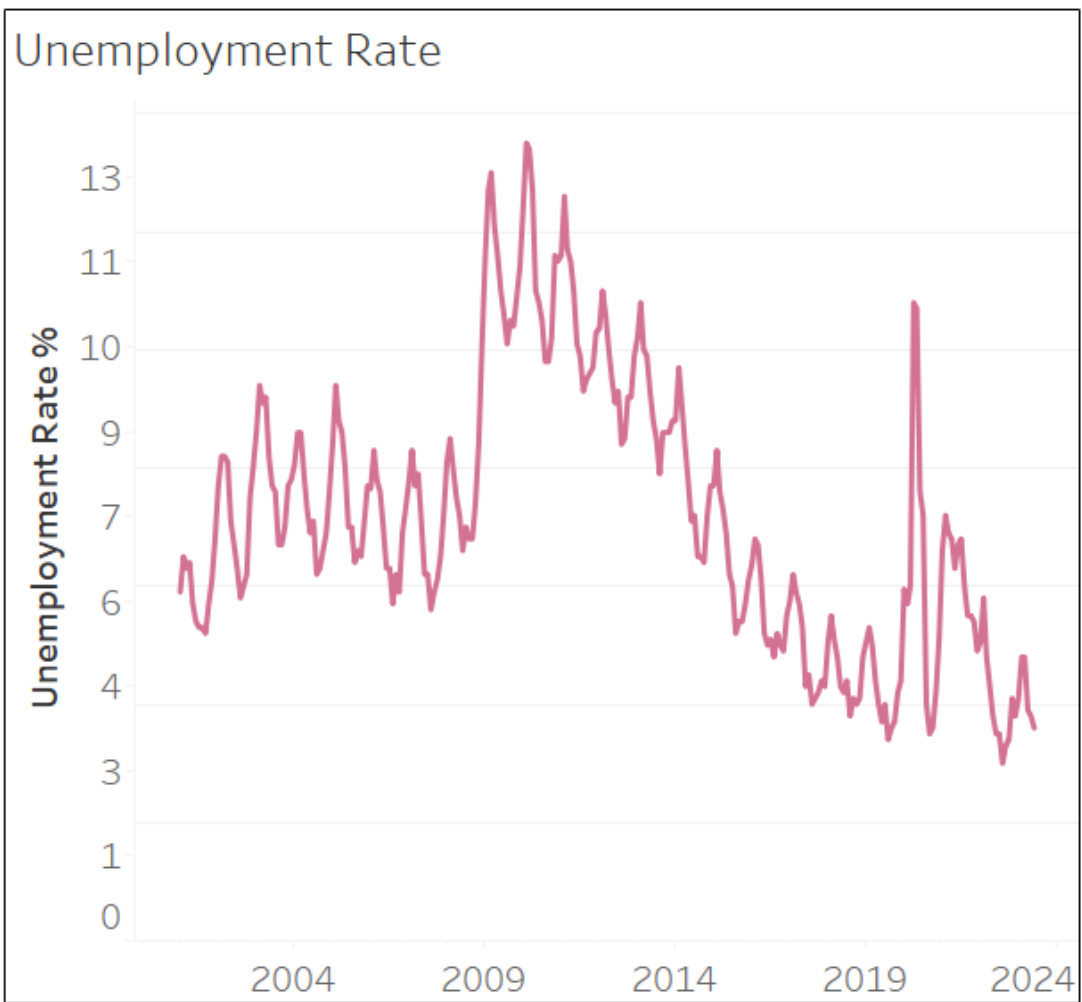
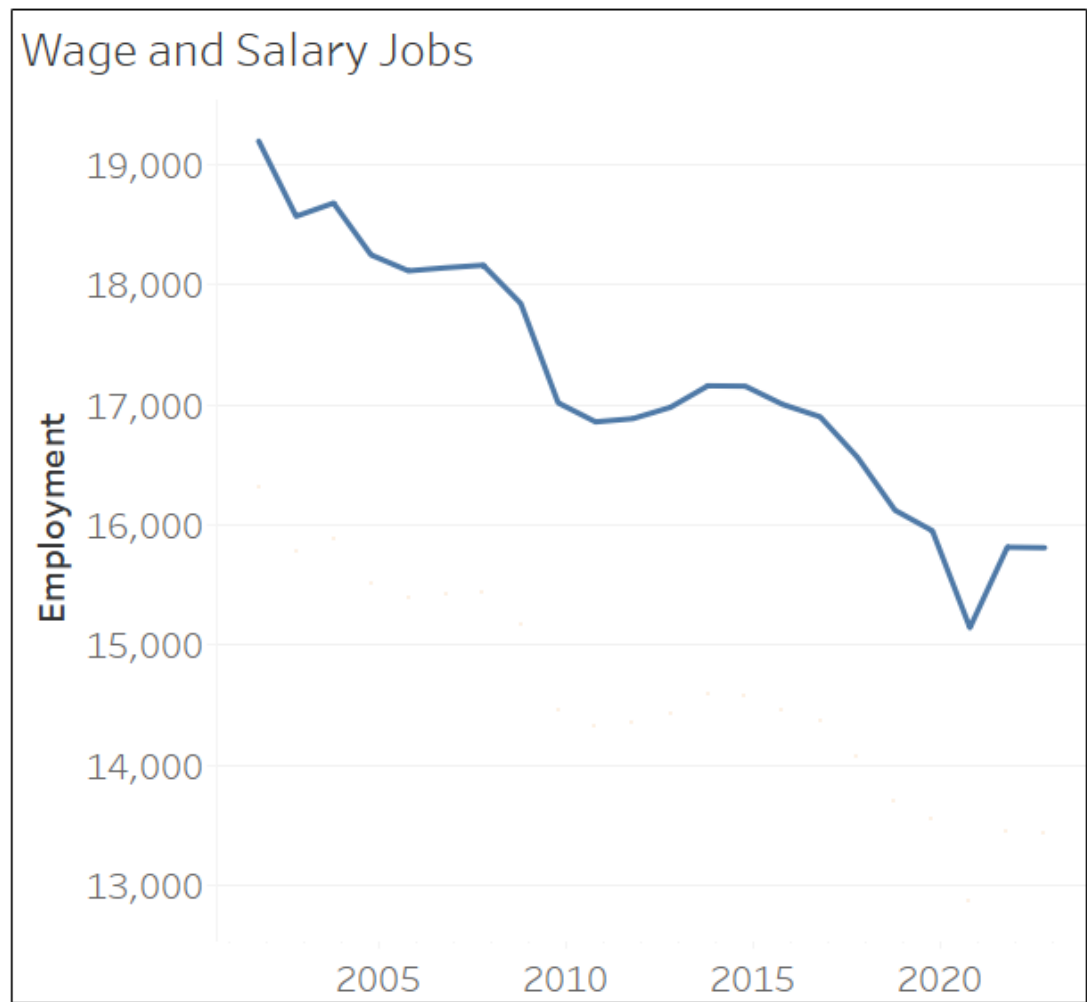
Sagadahoc

The number of jobs reached a more than two decade high in 2021 and leveled off in 2022. Unemployment has been among the lowest in the state with less seasonal variation. A concentration in manufacturing jobs draws in workforce from surrounding areas.



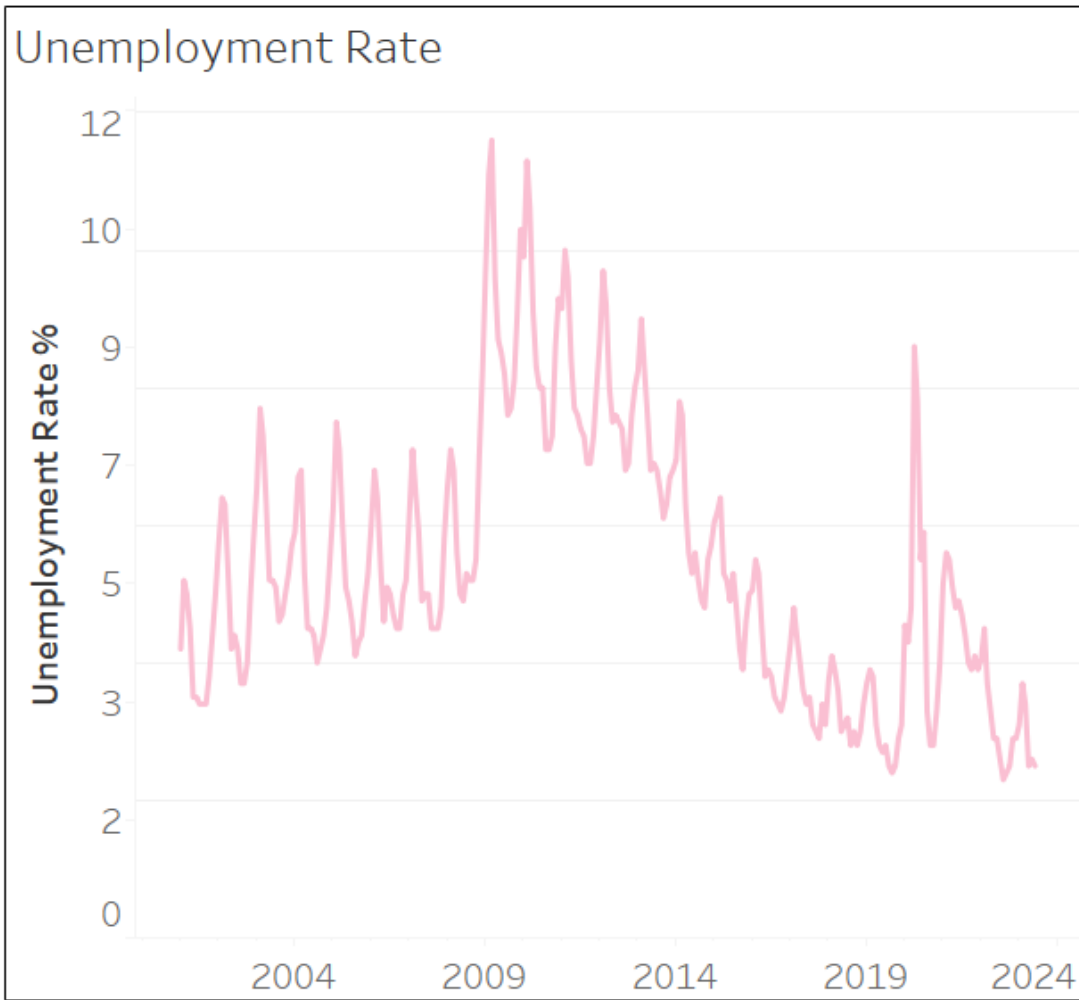
Somerset

Job levels were little changed in 2022 at levels below those of one and two decades ago. Unemployment has consistently been higher than the statewide average with more seasonal variation.



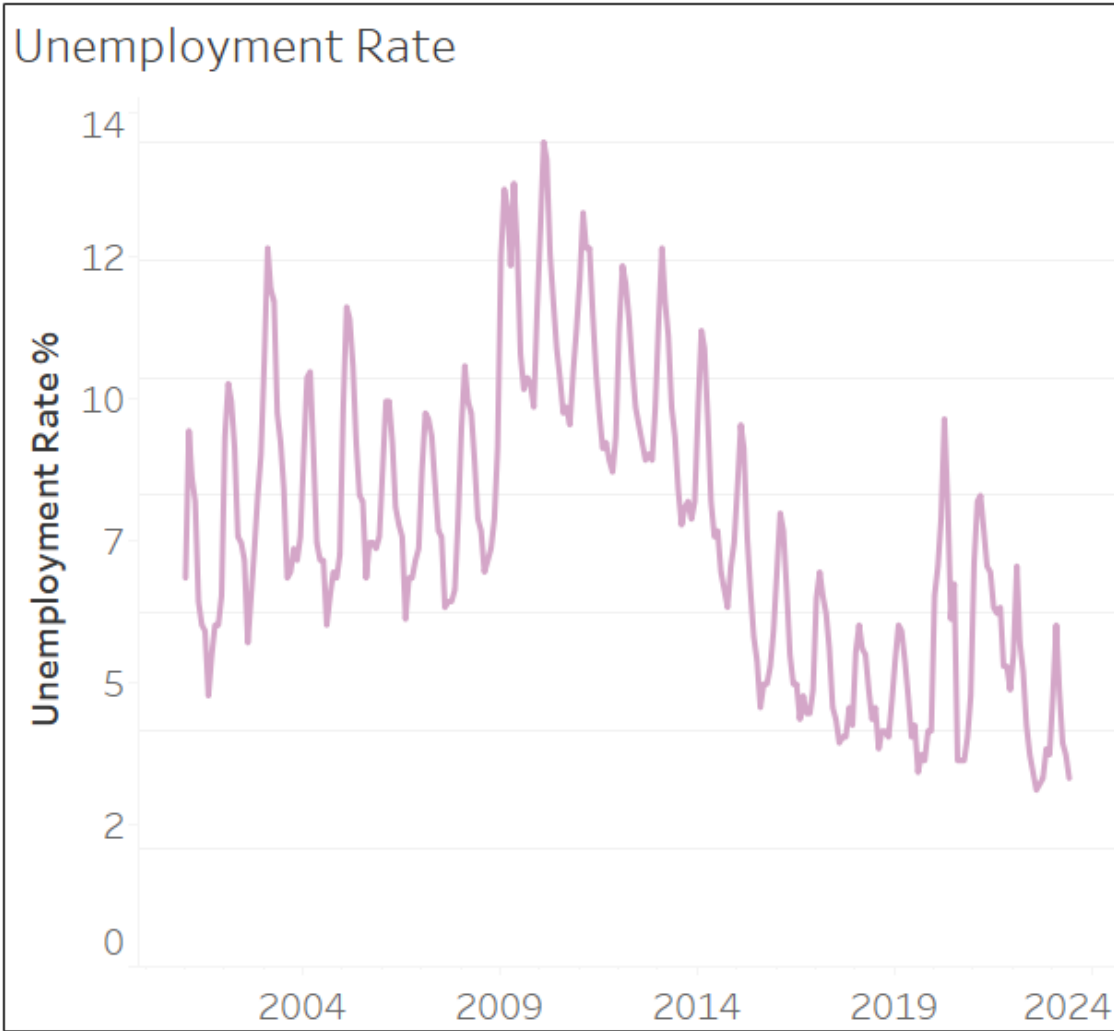
Waldo

Jobs increased in 2022. Levels were modestly lower than immediately before the pandemic, but higher than a decade ago. Unemployment has been close to statewide averages and seasonal variation has decreased in recent years.



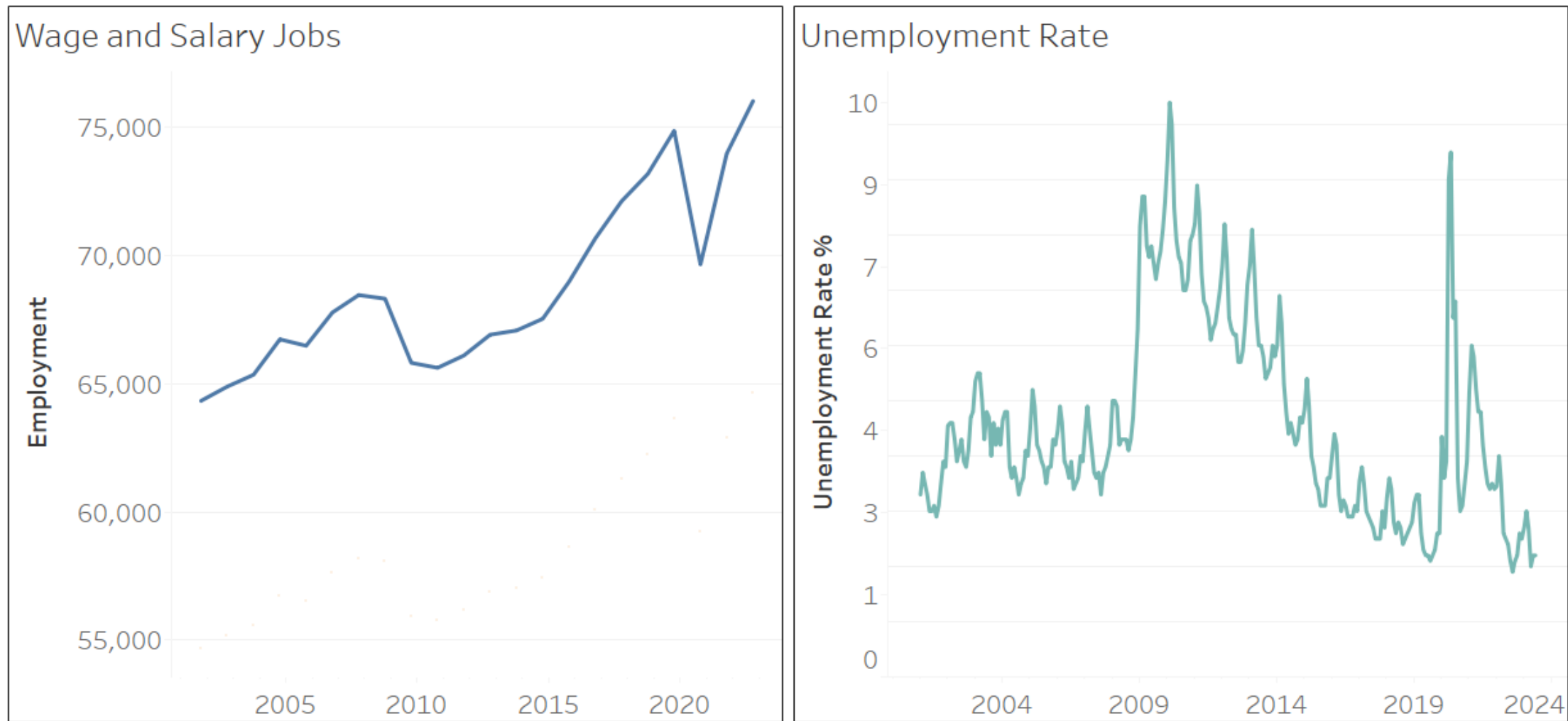
Washington

Jobs in 2022 were close to levels of the previous decade. Unemployment has been consistently much higher than statewide averages with greater seasonal variation.



York

Jobs reached new highs in 2022. Unemployment has been consistently lower than the statewide average, with seasonal variation driven mostly in summer tourism destinations.



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