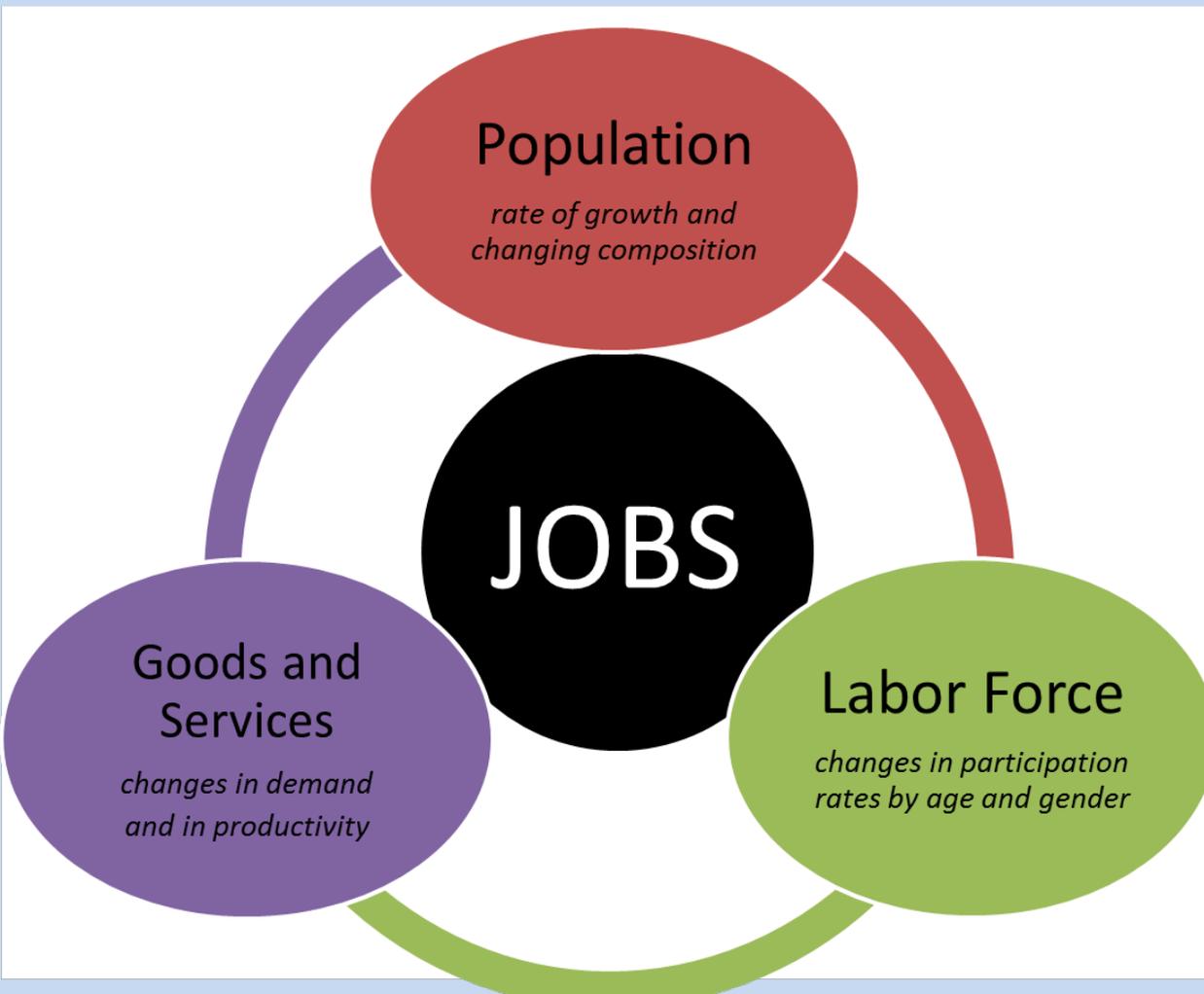


# Maine Workforce Outlook

## 2018 to 2028



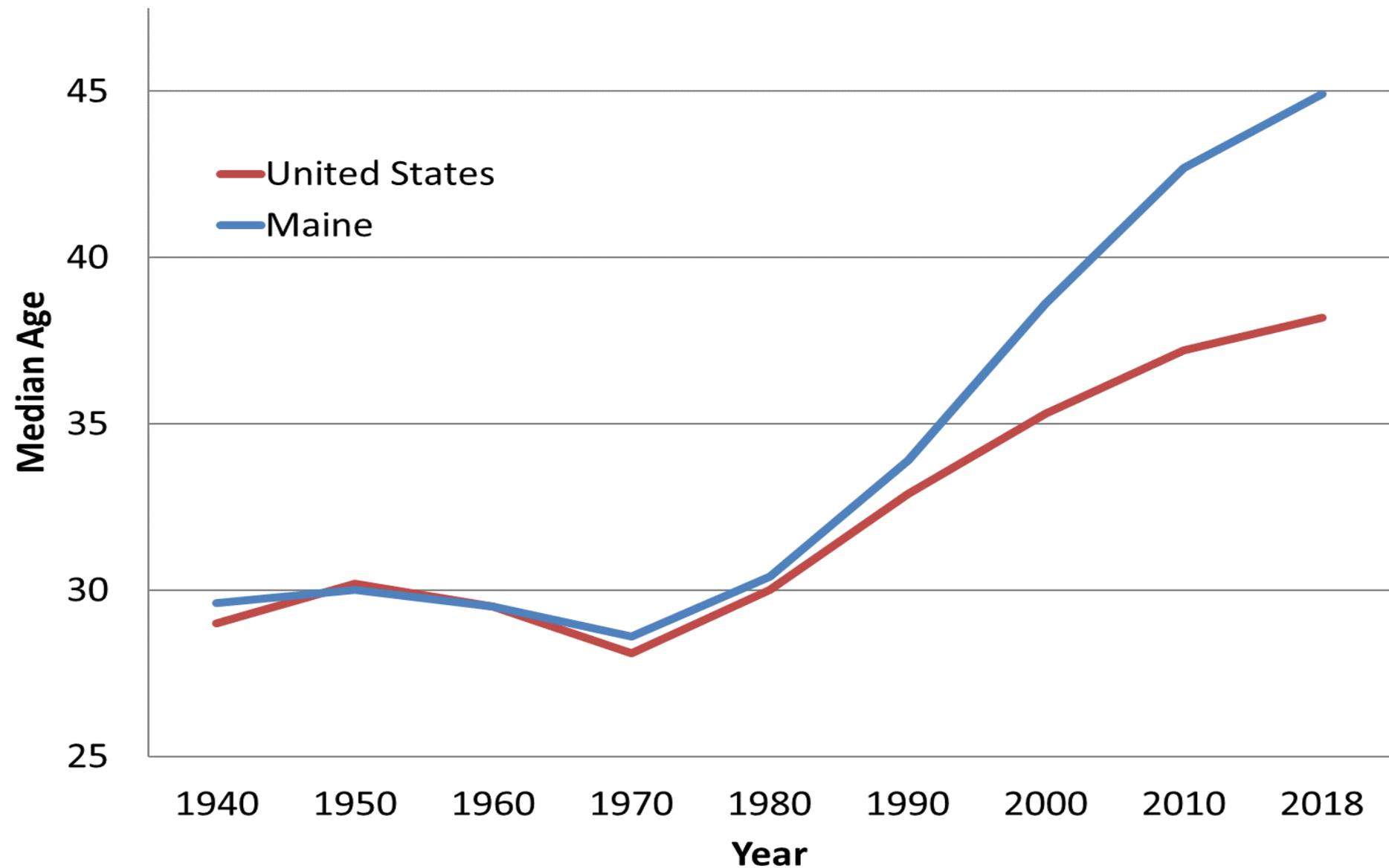
**MAINE**  
**DEPARTMENT OF**  
**LABOR**  
*Center for Workforce  
Research and Information*

# Three primary steps in a top down approach to developing a forecast

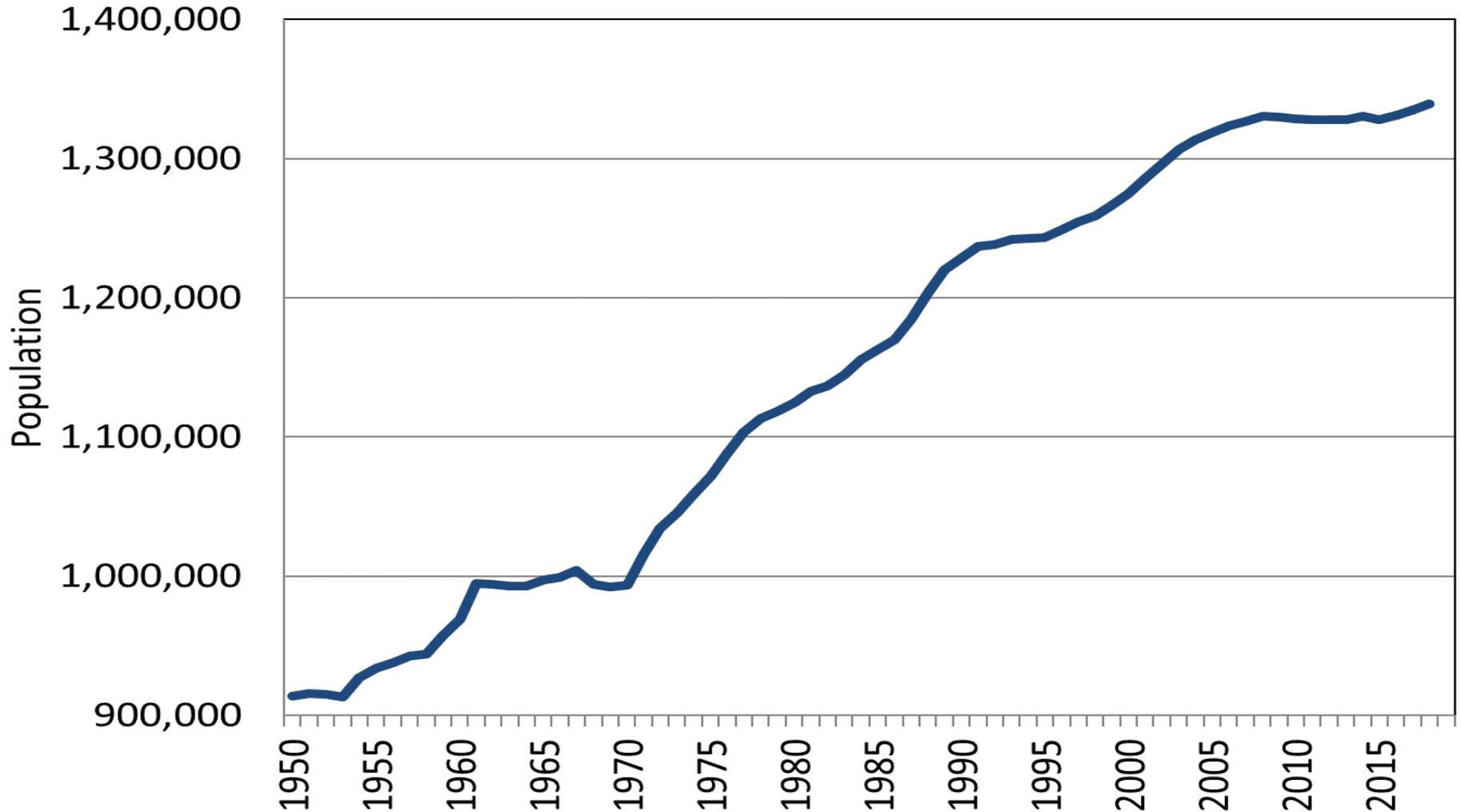
- 1. Labor force** – We look at population and labor force participation trends to develop a top line rate of job growth.
- 2. Industry employment** – Some industries are gaining and others are losing jobs. Changes in technology, the competitive environment, product demand, and a range of other factors impact growth prospects for industries.
- 3. Occupational employment** – Many occupations are primarily found in certain industries (carpenters in construction, doctors in healthcare, etc.) so occupational trends are partly driven by industry trends. Additionally, occupational staffing changes as technology and work practices evolve.

***Demographic Trends &  
the Labor Force Outlook***

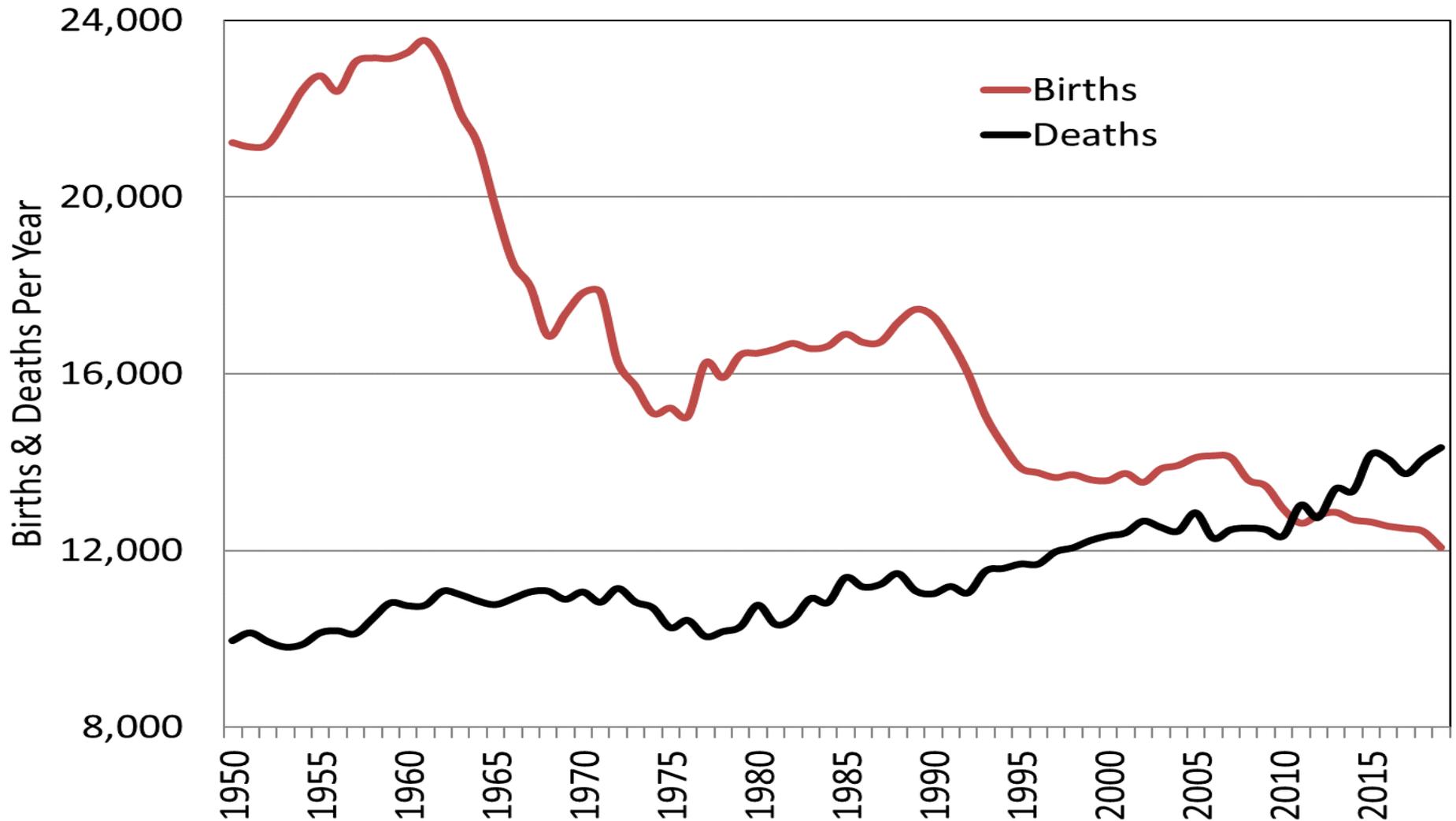
# The median age in Maine increased even more sharply than the nation over the last four decades



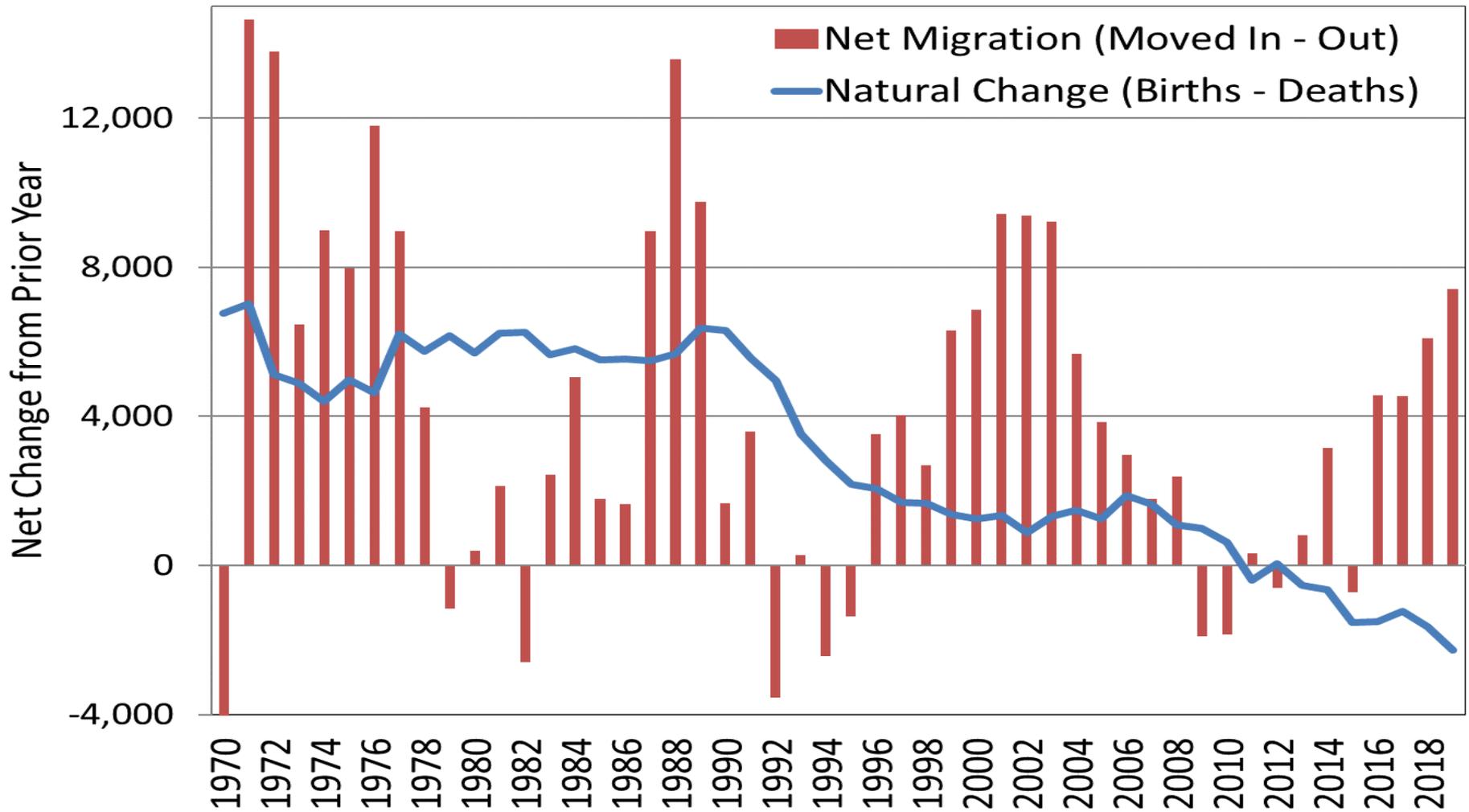
# After decades of growth, the total population has not changed much in the last 10 years



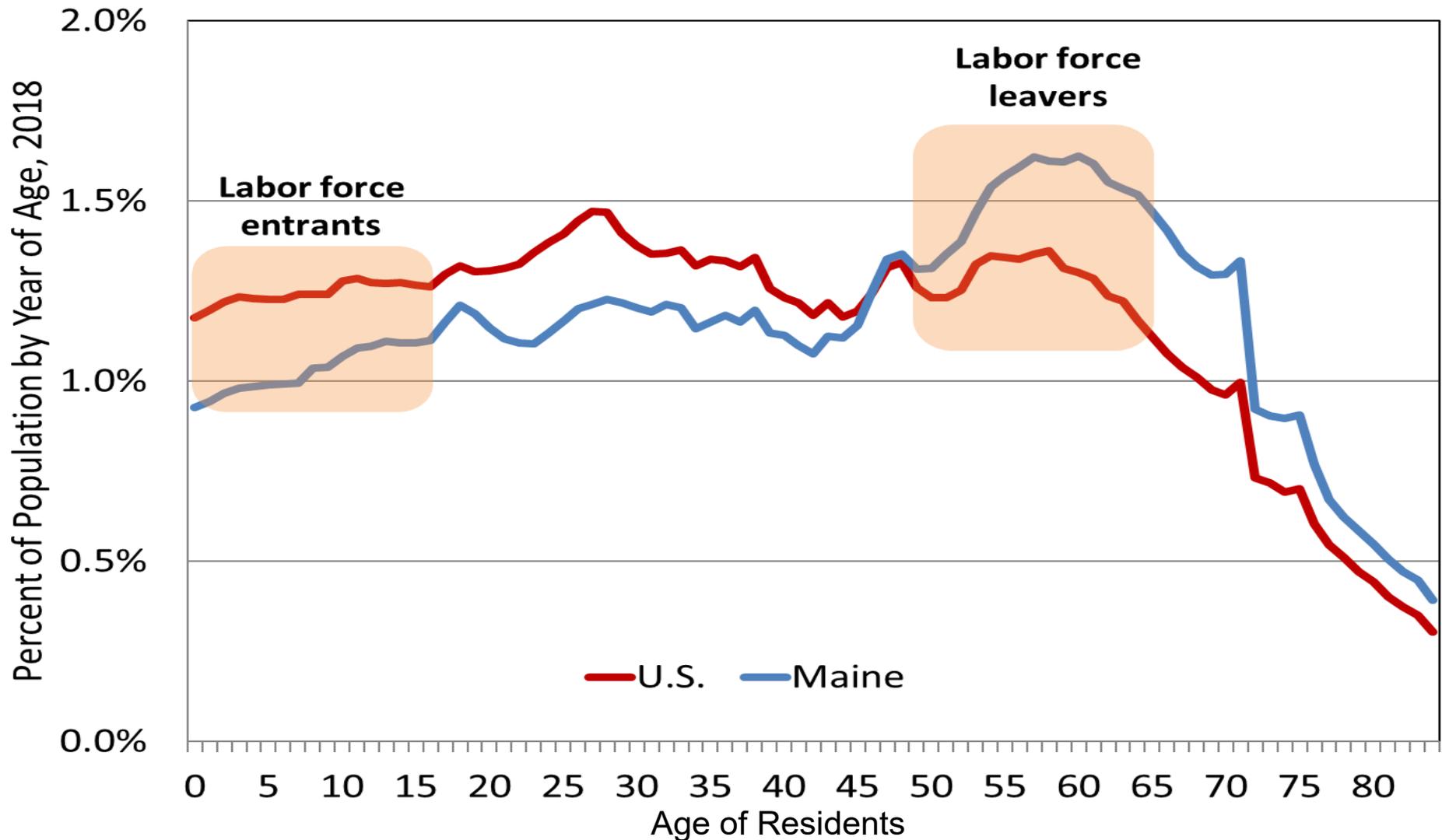
**We are aging because the number of births is down sharply. The population is not growing because the number of deaths now exceed births.**



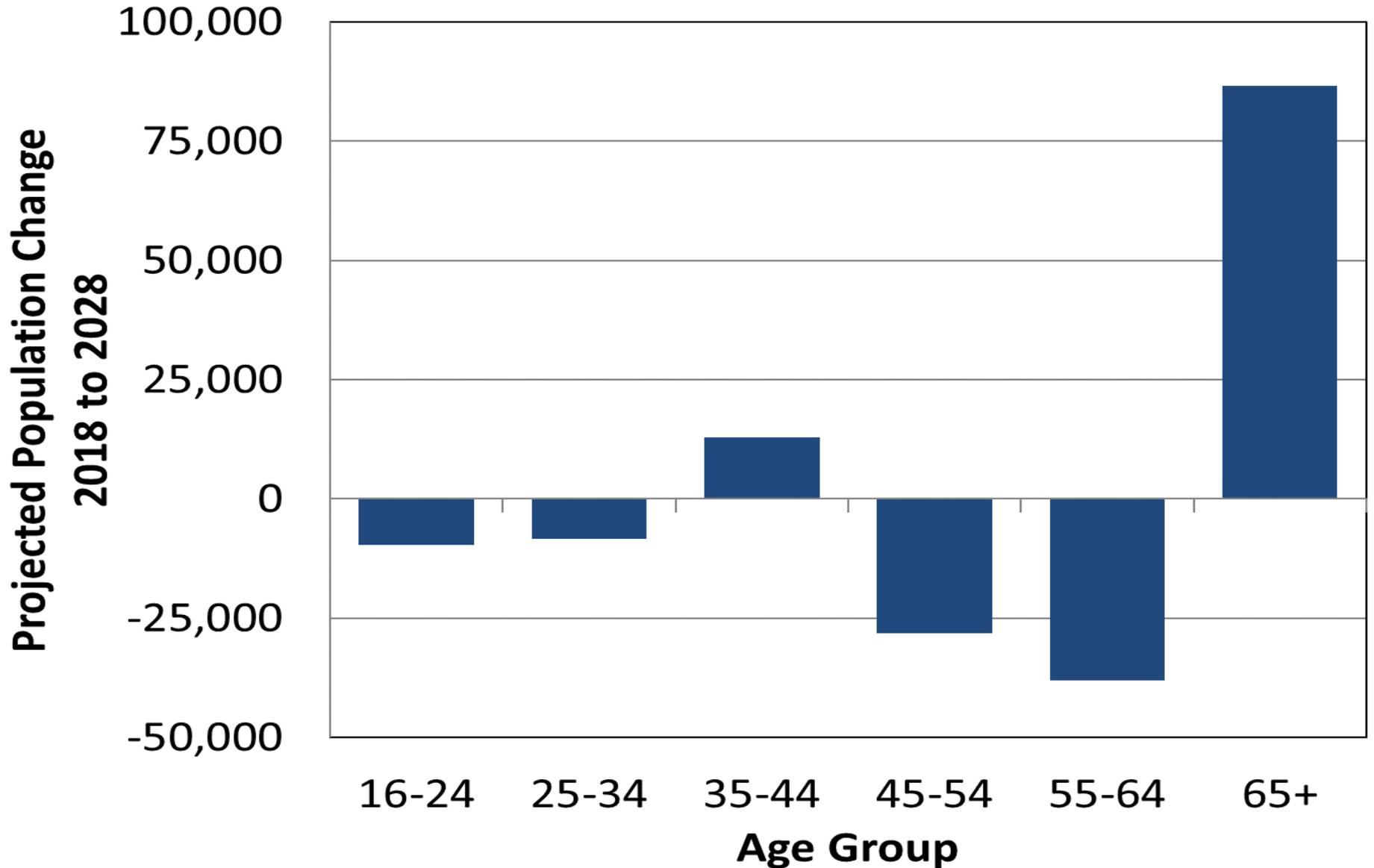
**Net-migration to the state improved the last two years after a prolonged slump. This trend needs to continue to offset negative natural change from fewer births than deaths**



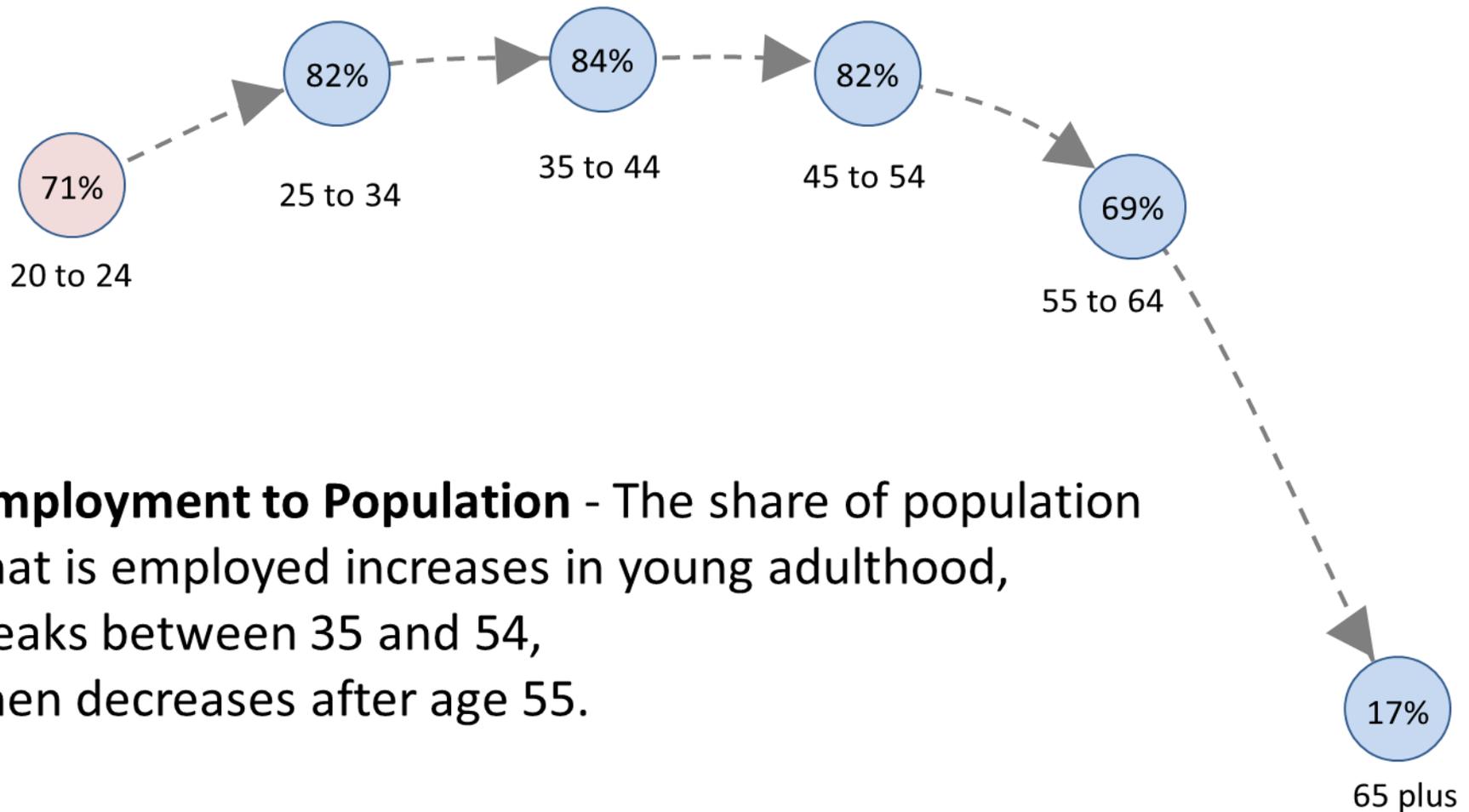
**Fewer births caused an imbalance in our population structure. Maine has a high share of people in their 50s and 60s and low share of young people relative to the U.S.**



# The number of prime-age workers is expected to continue to decline as more baby boomers become seniors

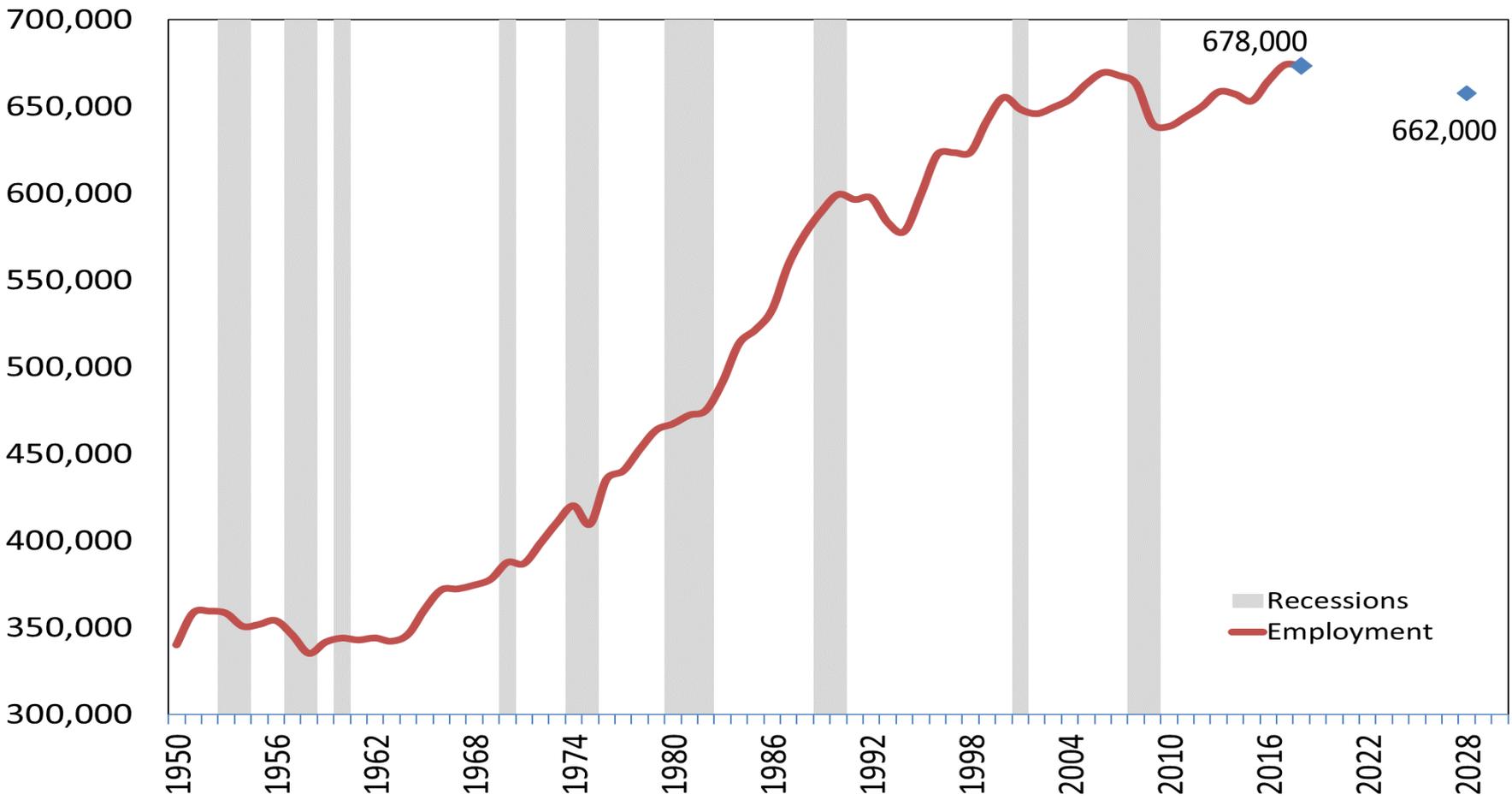


# Aging matters because a larger share of the population will be beyond their peak years of labor force participation



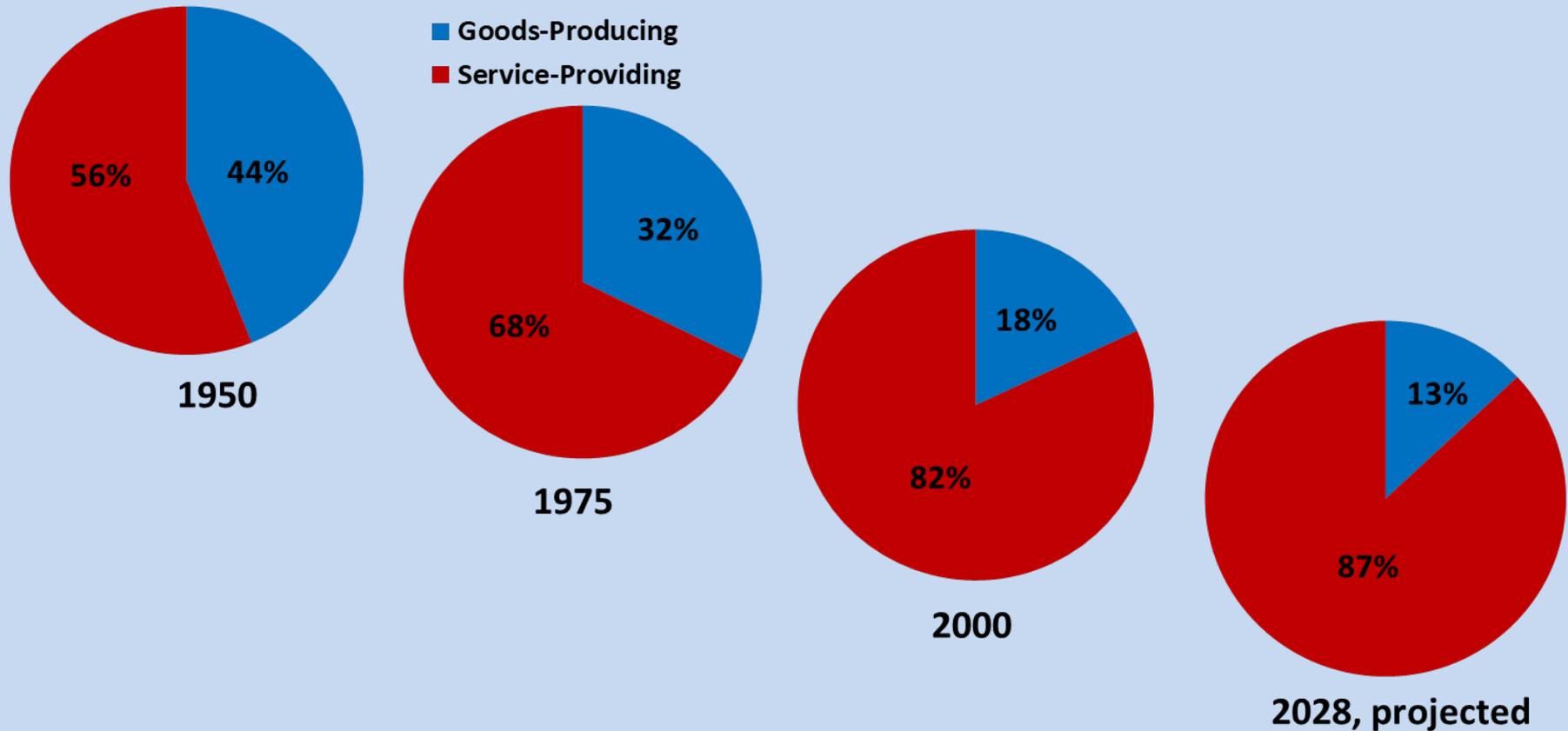
**Employment to Population** - The share of population that is employed increases in young adulthood, peaks between 35 and 54, then decreases after age 55.

# As a result of population trends, employment is expected to decline modestly in the decade through 2028

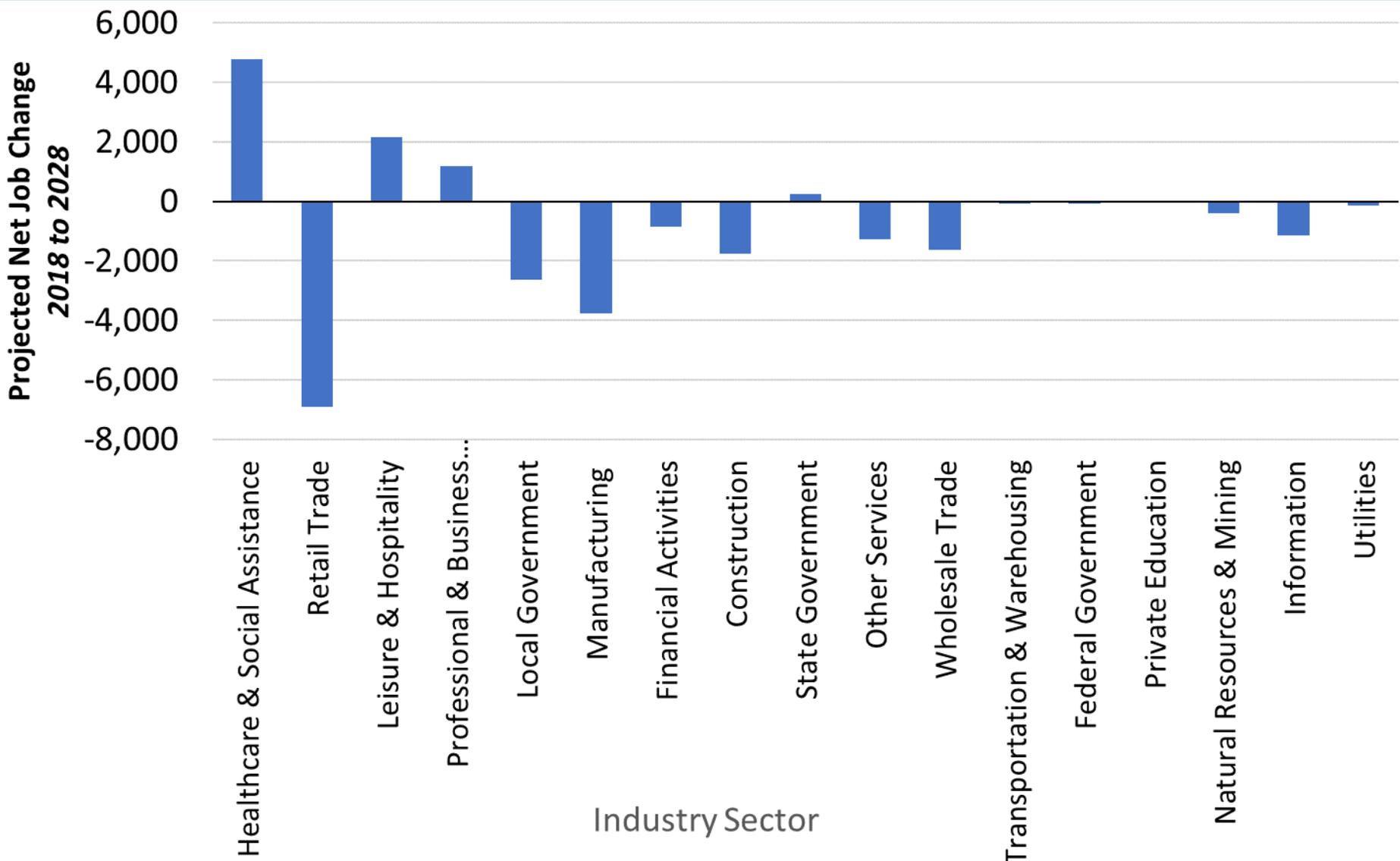


***Industry Job  
Trends & Outlook***

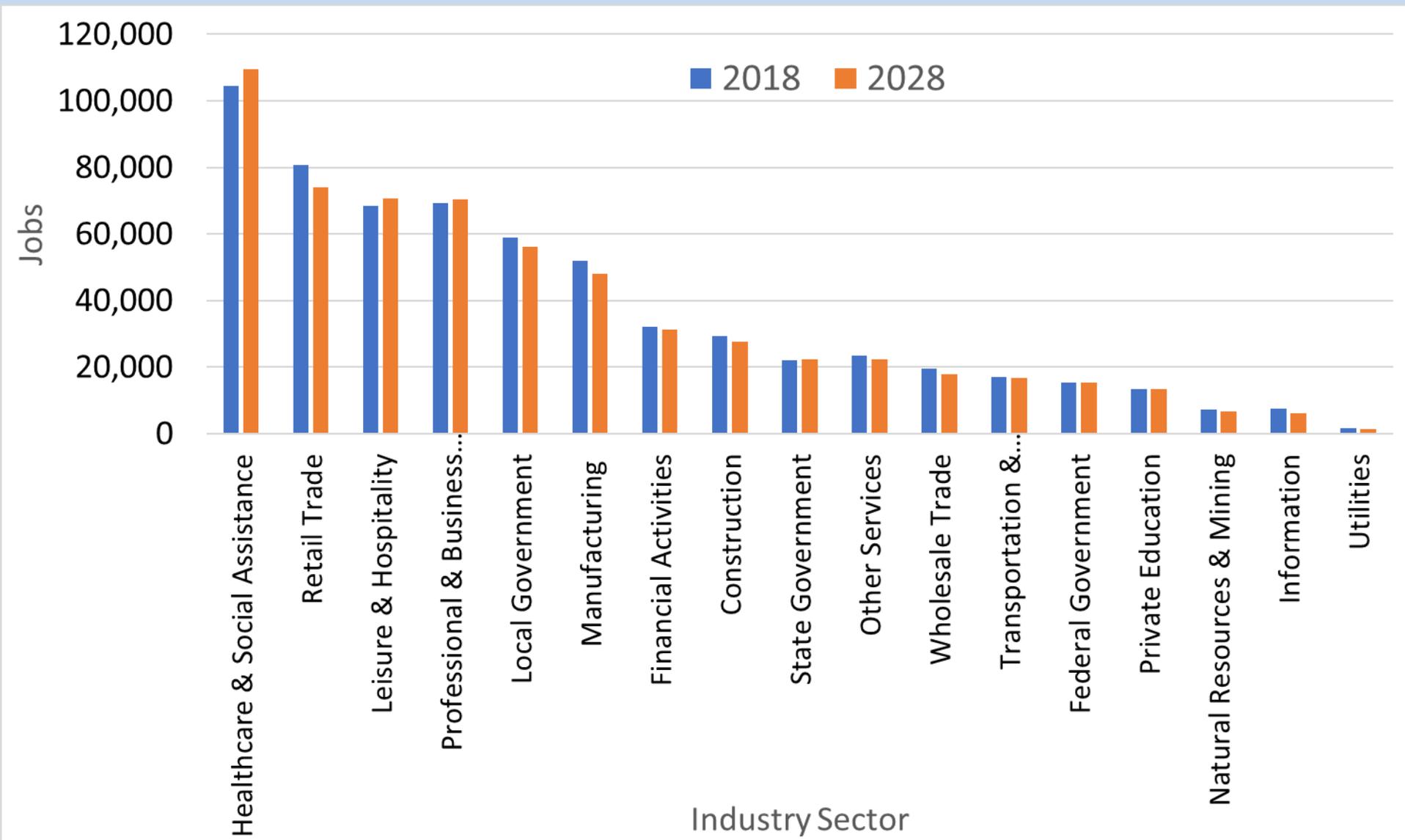
# Employment has long been shifting from businesses that produce goods to those that provide services



# Strong job growth is expected to continue in the healthcare & social assistance and the leisure & hospitality sectors



**The rate and direction of job change varies by industry but is consistent with long-term trends. Overall, industry structure will be little changed over the decade.**



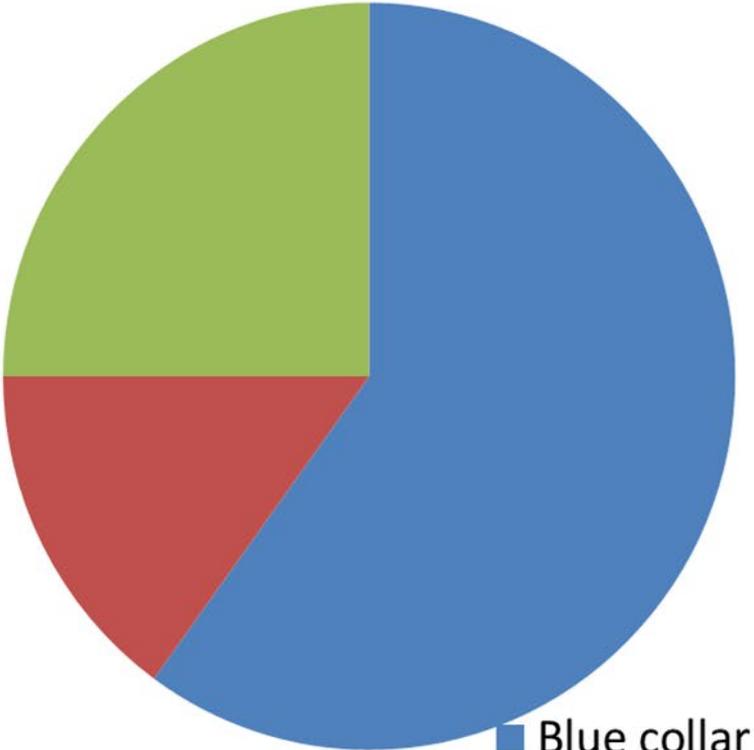
# *Occupational Job Trends & Outlook*

# *Occupational Job Trends & Outlook*

- 1. Broad trends*
- 2. By educational requirement  
and median wage*

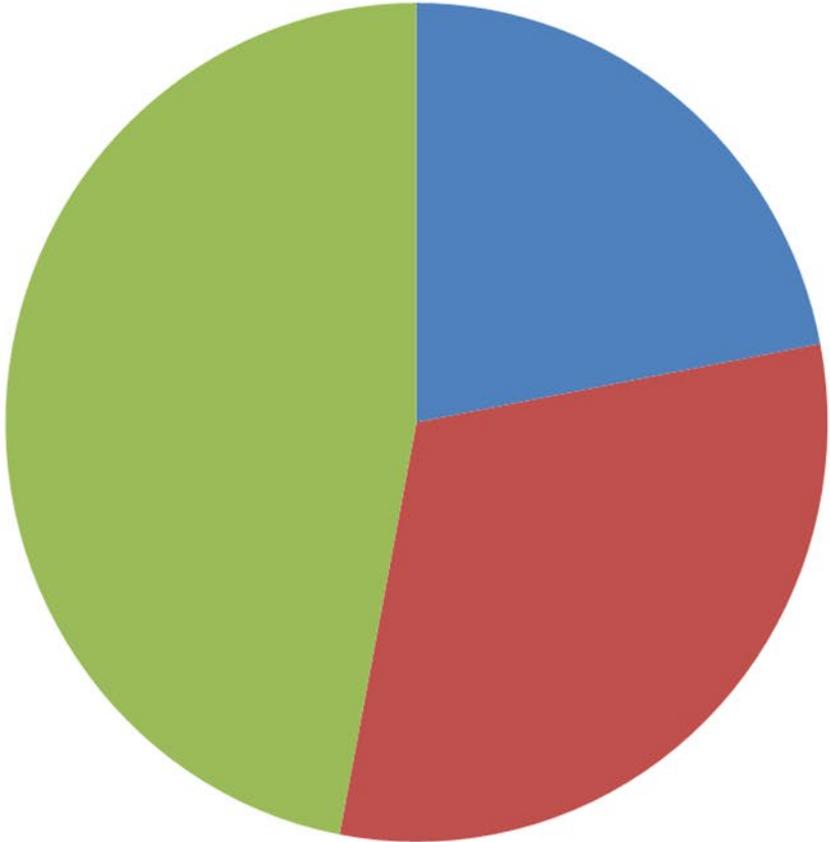
# Parallel to industry trends, the occupational structure of employment has shifted away from blue-collar jobs

1950



- Blue collar
- Mgmt, pro/tech
- Office, sales, service

2018



# Skill Demands are Changing

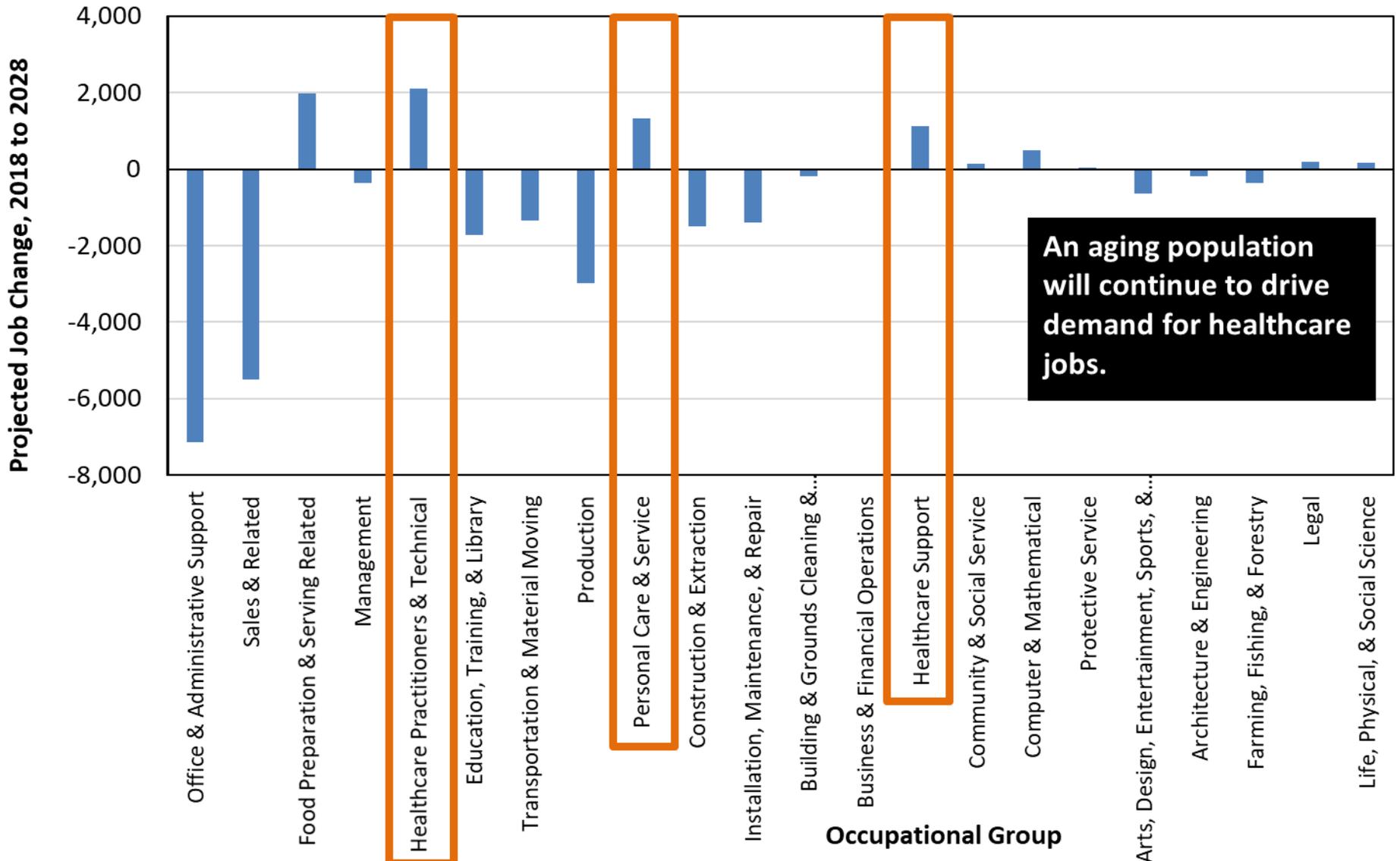
- **High Skill Occupations** – Functions require analytical ability, critical thinking, problem solving, reasoning, and creativity. Most require post-secondary education.

**Many middle skill jobs being eliminated by automation**

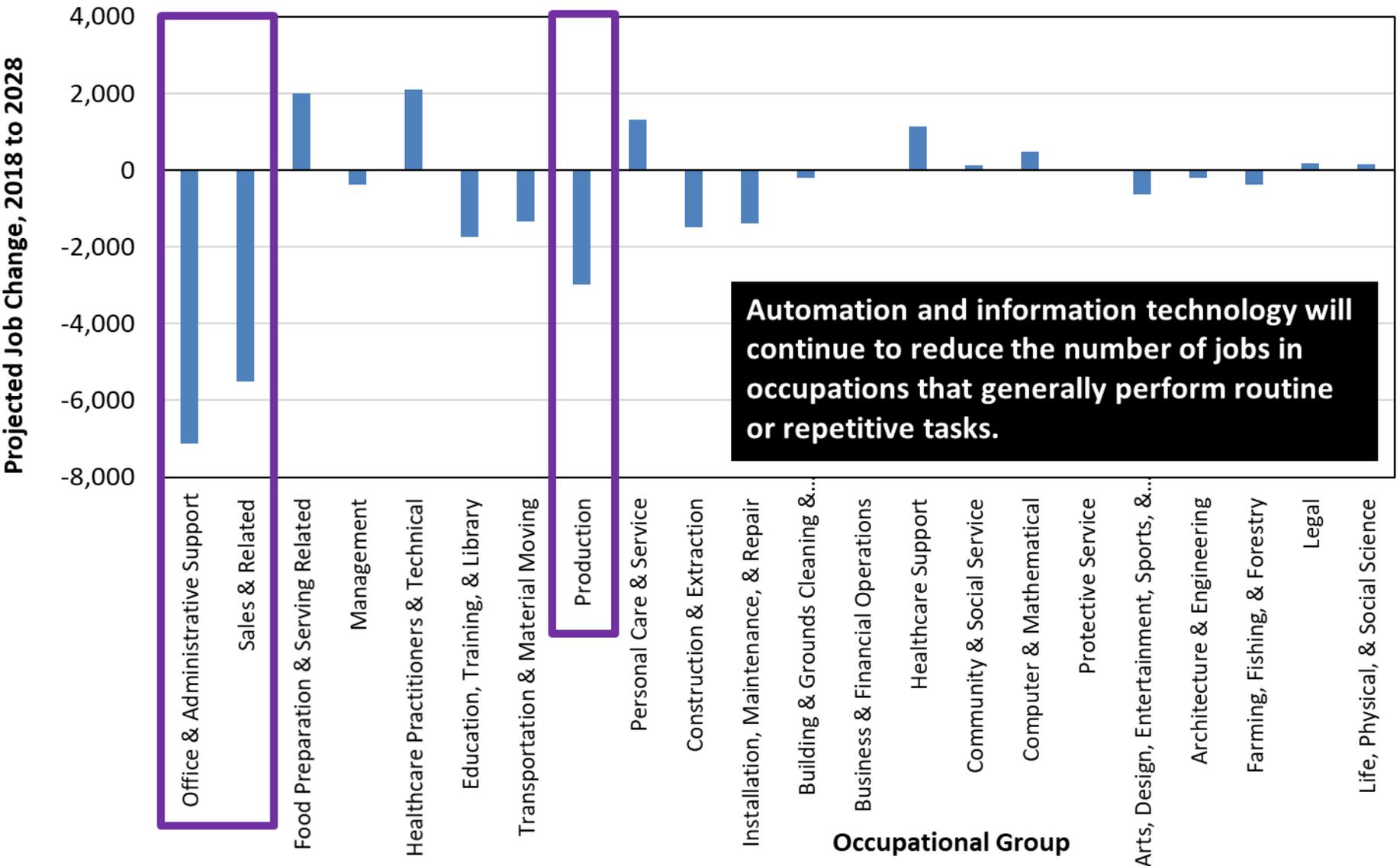
- **Middle Skill Occupations** – Routine and repetitive tasks that tend to be procedural. Often require on the job or other forms of training.

- **Low Skill Occupations** – Physical work that cannot be (or has not yet been) automated. Limited educational requirements.

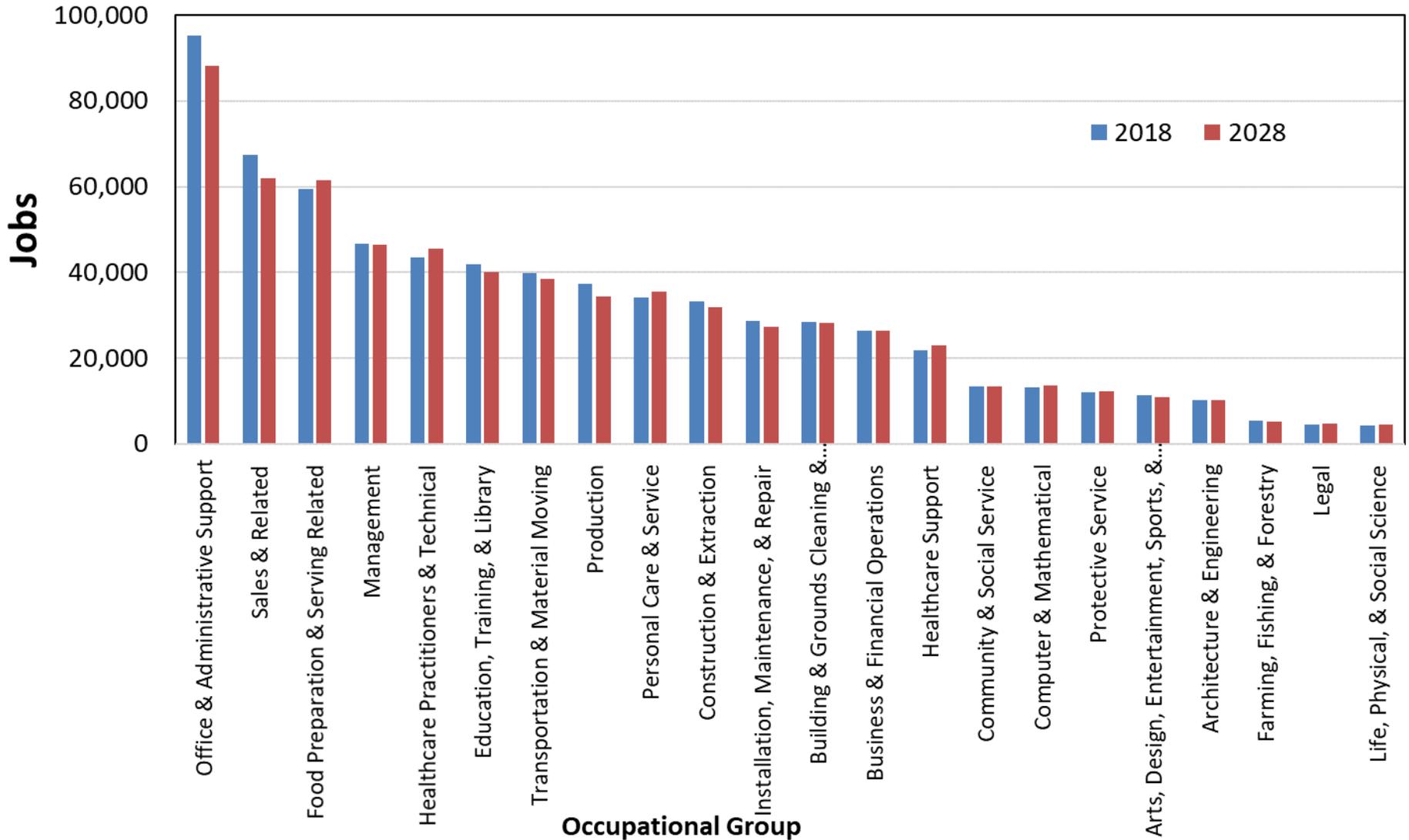
# The mix of jobs by occupation will continue to gradually shift



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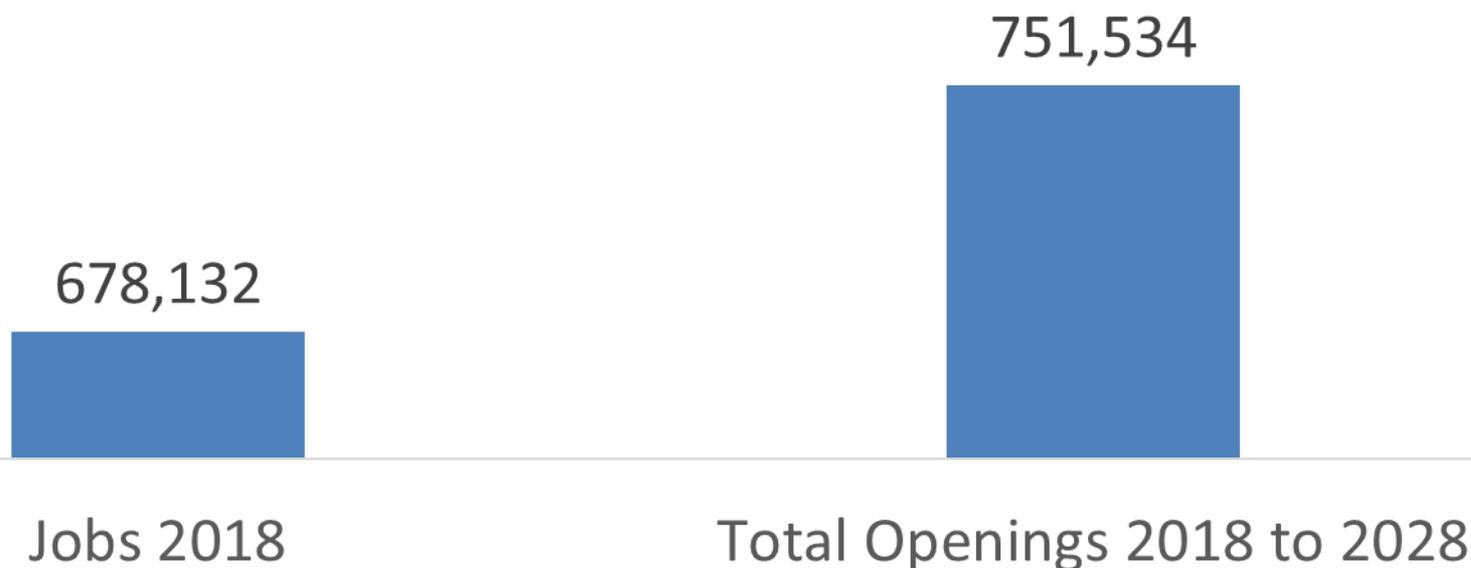
# Though there will be differences in growth or decline, the structure of employment will only change moderately



**We tend to focus on growth as a primary indicator of opportunity and prosperity .**

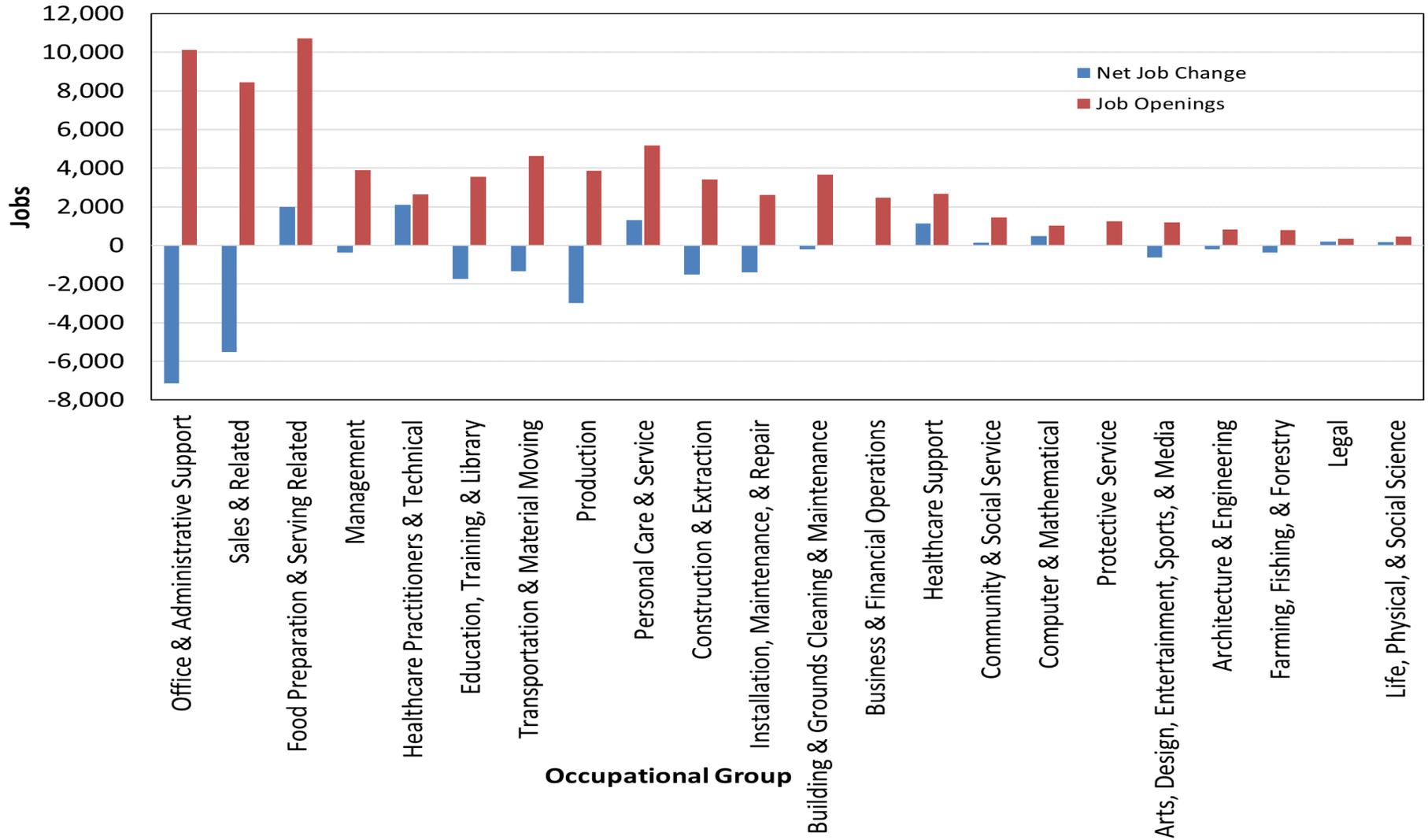
**That focus is **TOO NARROW**, failing to account for the *constant flow of workers into and out of the workforce.***

**This dynamism is indicated by openings.**

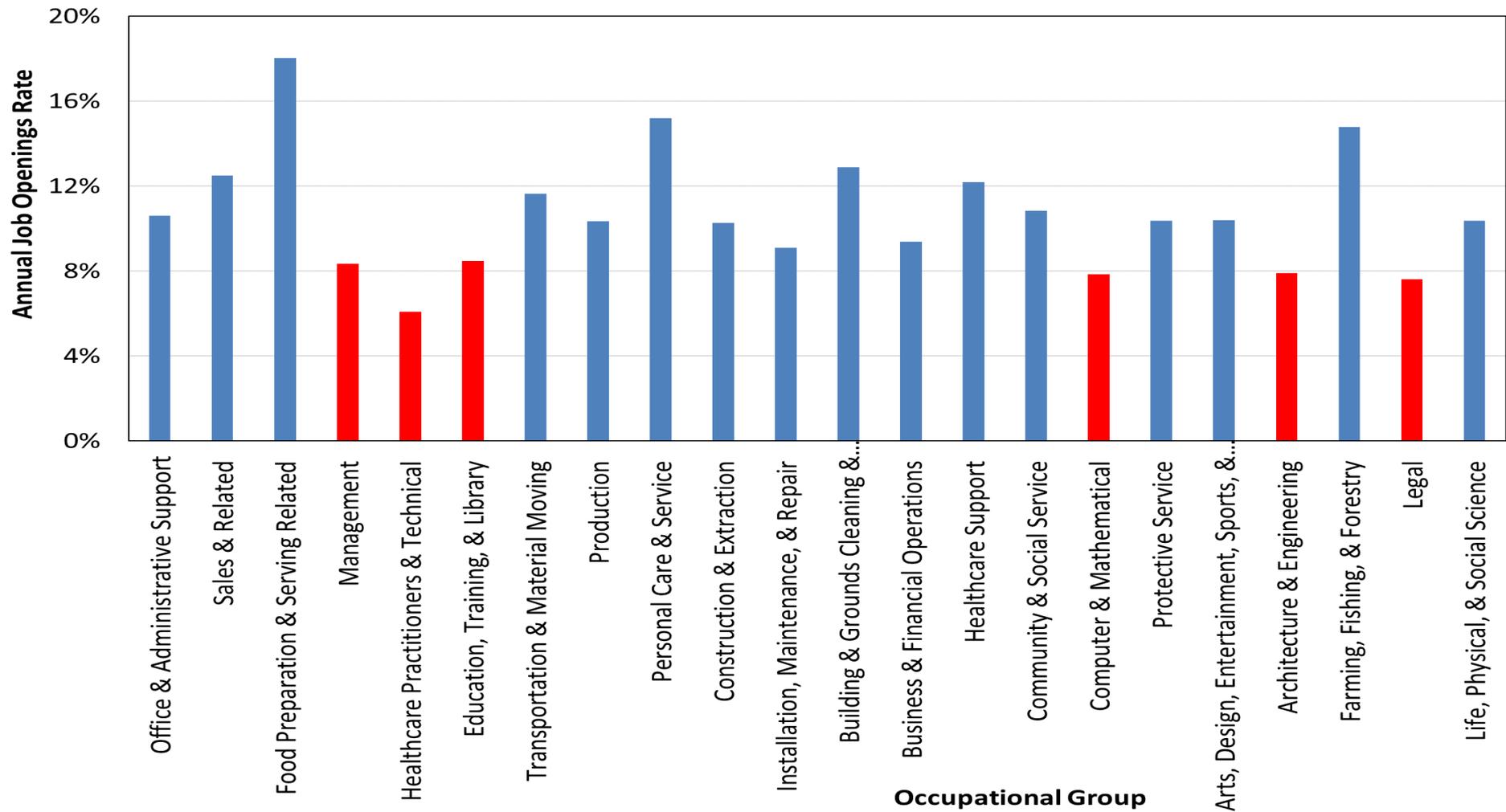


**In nearly every occupation there will be openings as workers leave jobs for all kinds of reasons.**

**Even in occupations expected to have fewer jobs, there will be significant numbers of job openings because the number leaving jobs will be larger than the net reduction**



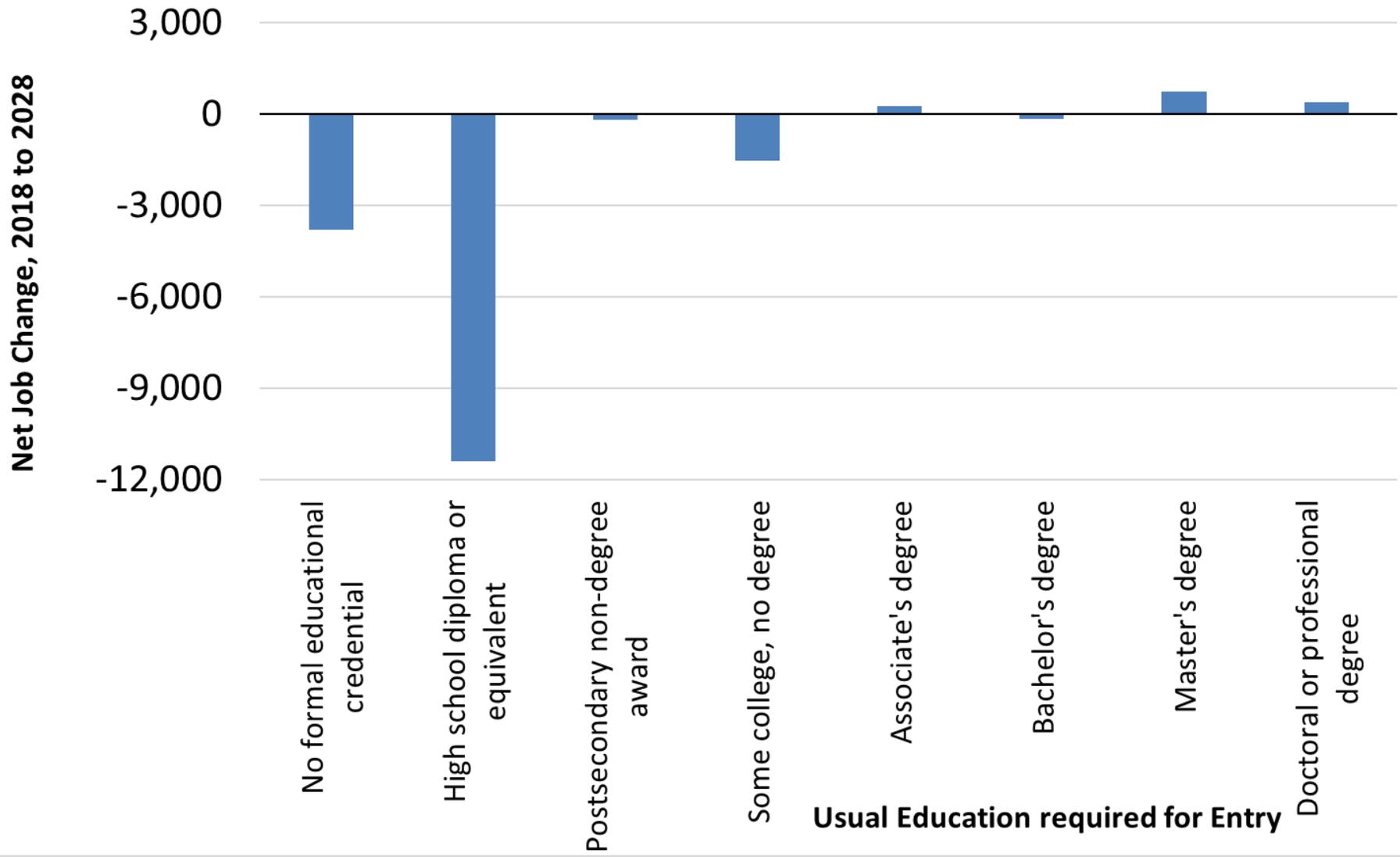
# Occupations that require advanced or specialized training and pay higher than average wages tend to have a more established workforce with lower rates of turnover



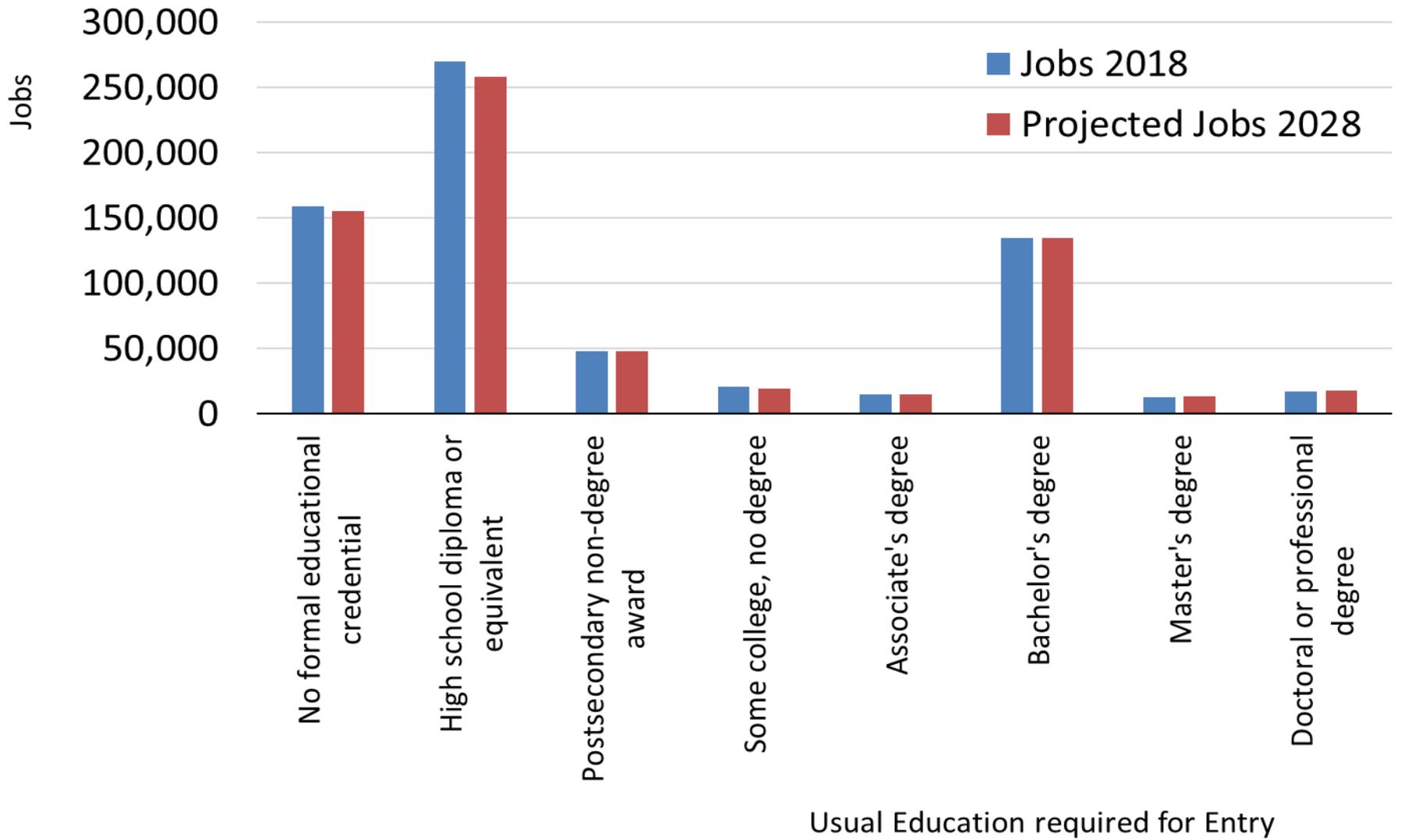
# *Occupational Job Trends & Outlook*

- 1. Broad trends*
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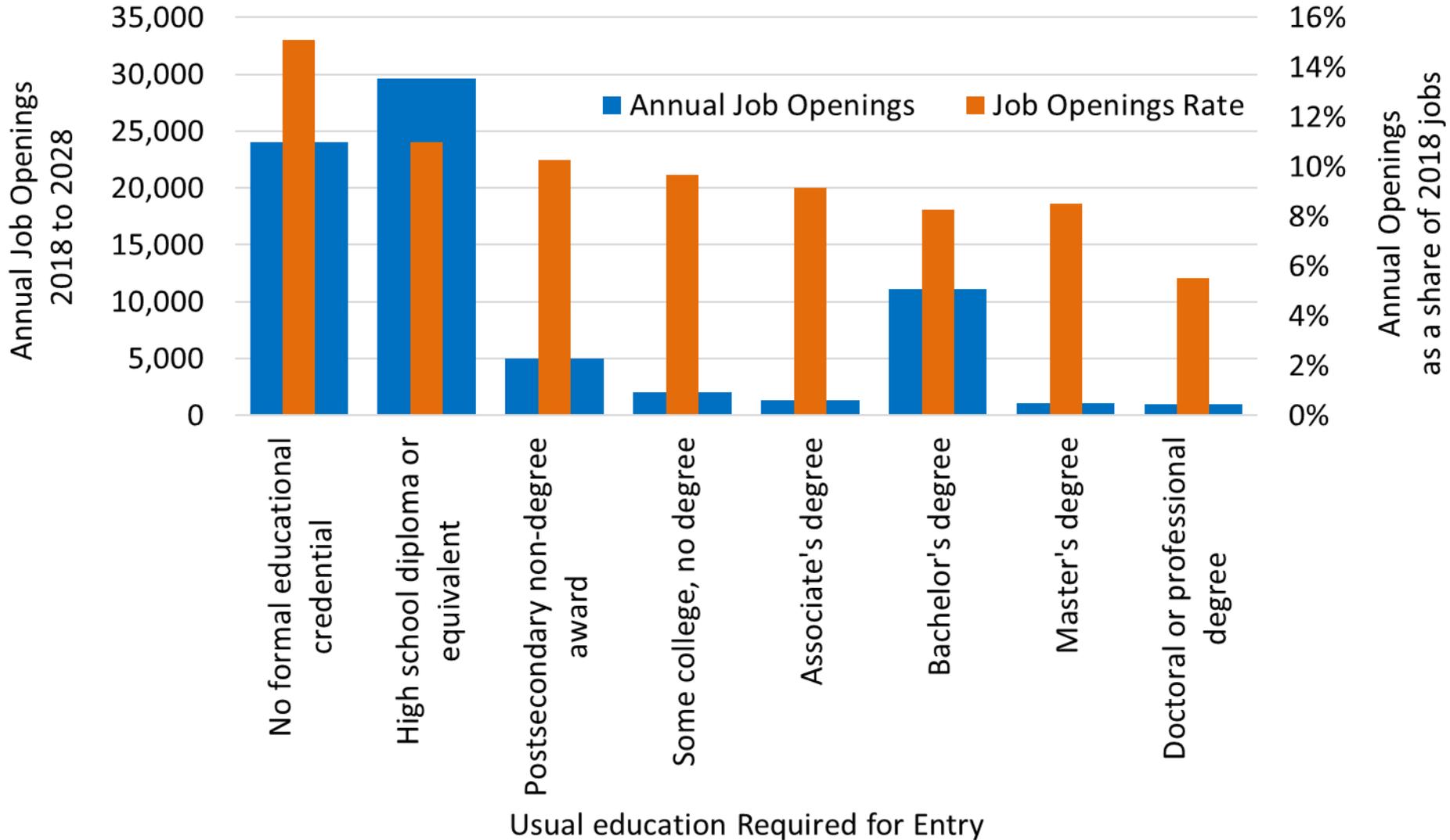
# Jobs in occupations that do not require post-secondary education are expected to continue to decrease...



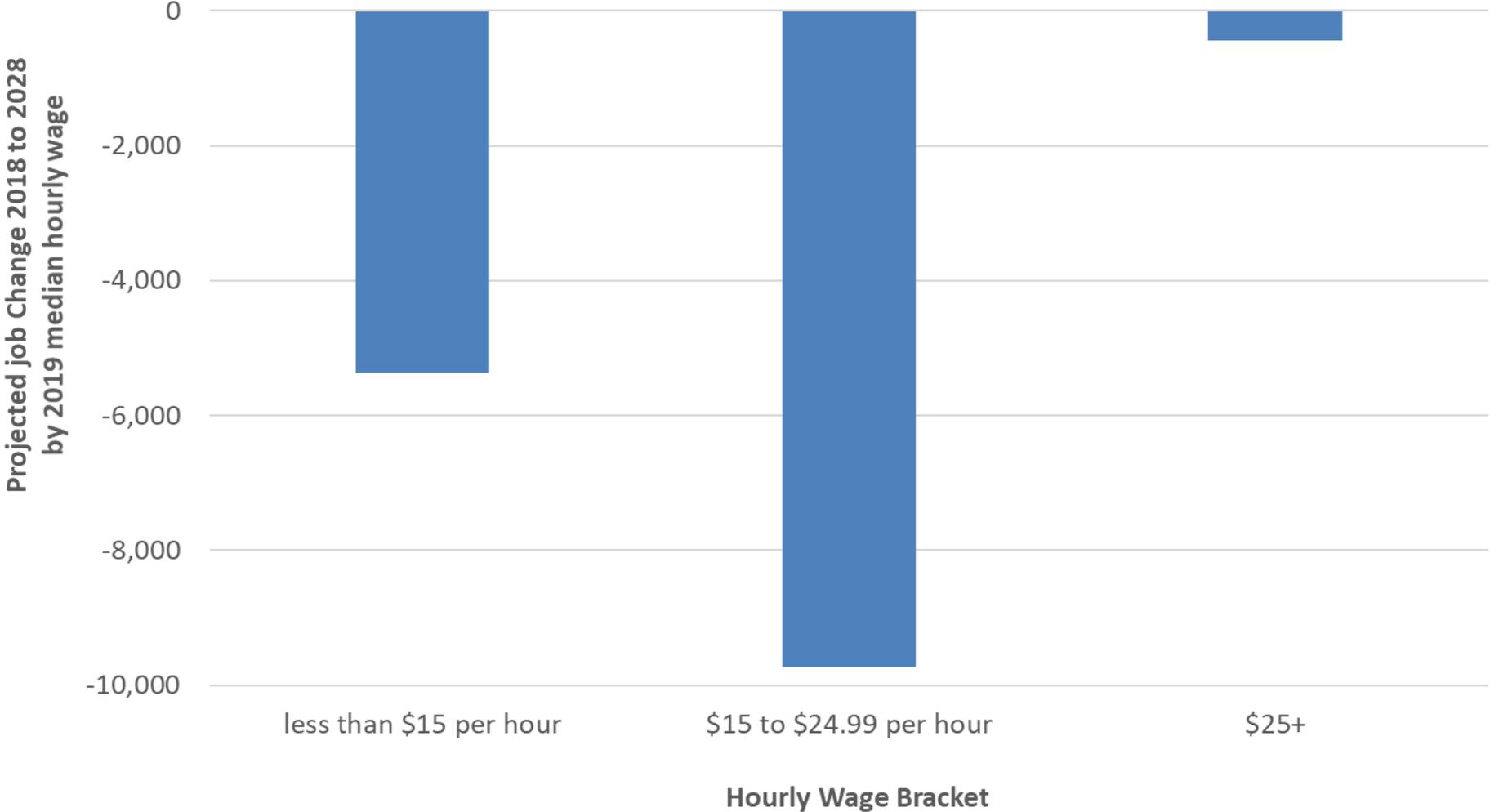
# ...Though the distribution of jobs is expected to change only marginally and most jobs do not require post-secondary ed...



# Most job openings will be to replace incumbent workers and higher turnover is expected in categories with lower education requirements



# Job losses are concentrated in occupations that pay in the middle of the earnings spectrum...



# ...though the distribution of jobs by median wage is only expected to change marginally

