

Workforce Trends in Maine Through 2024

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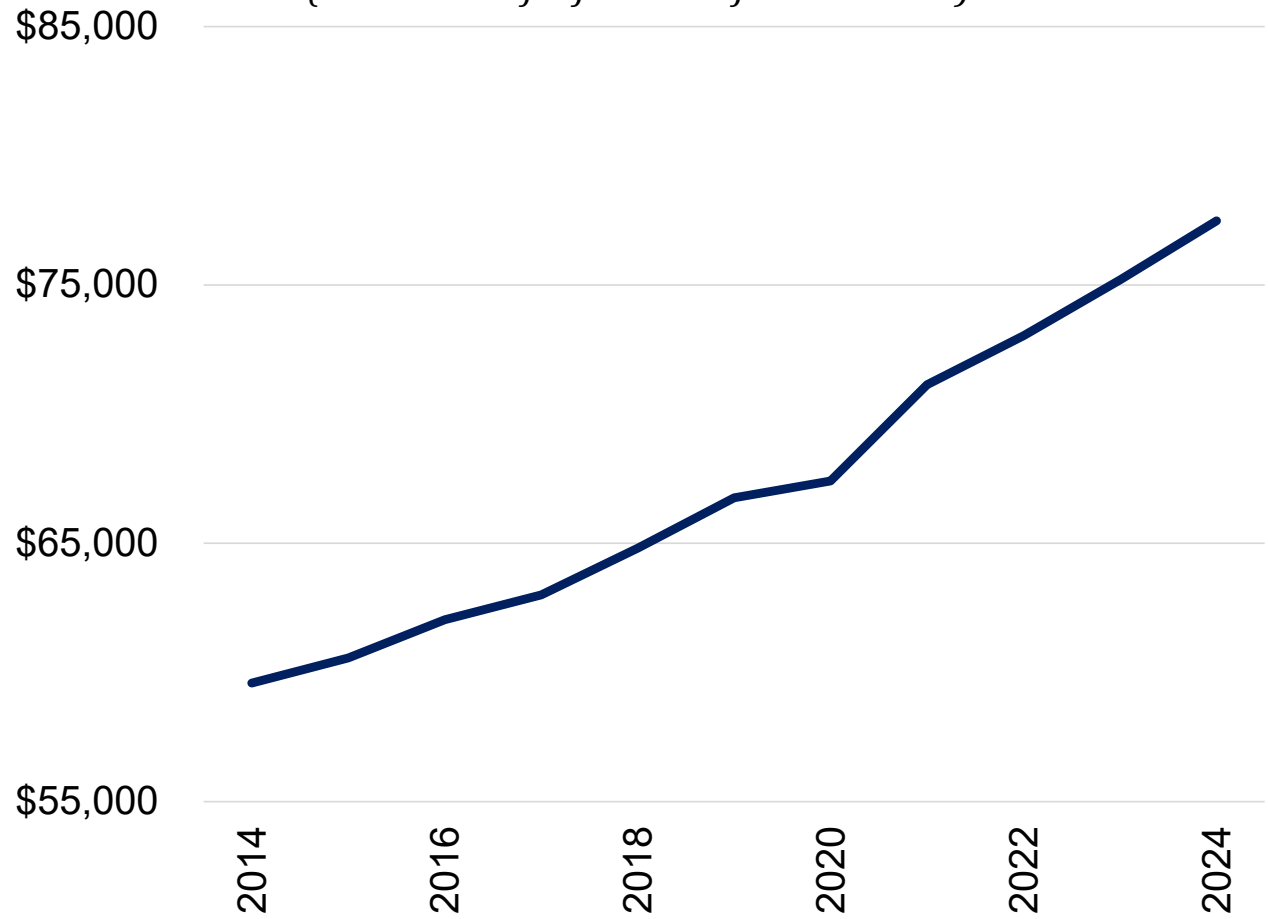
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Statewide Labor Market Conditions

Economic output is rising

Total output of the economy, measured by gross domestic product, increased an average of three percent per year since 2020.

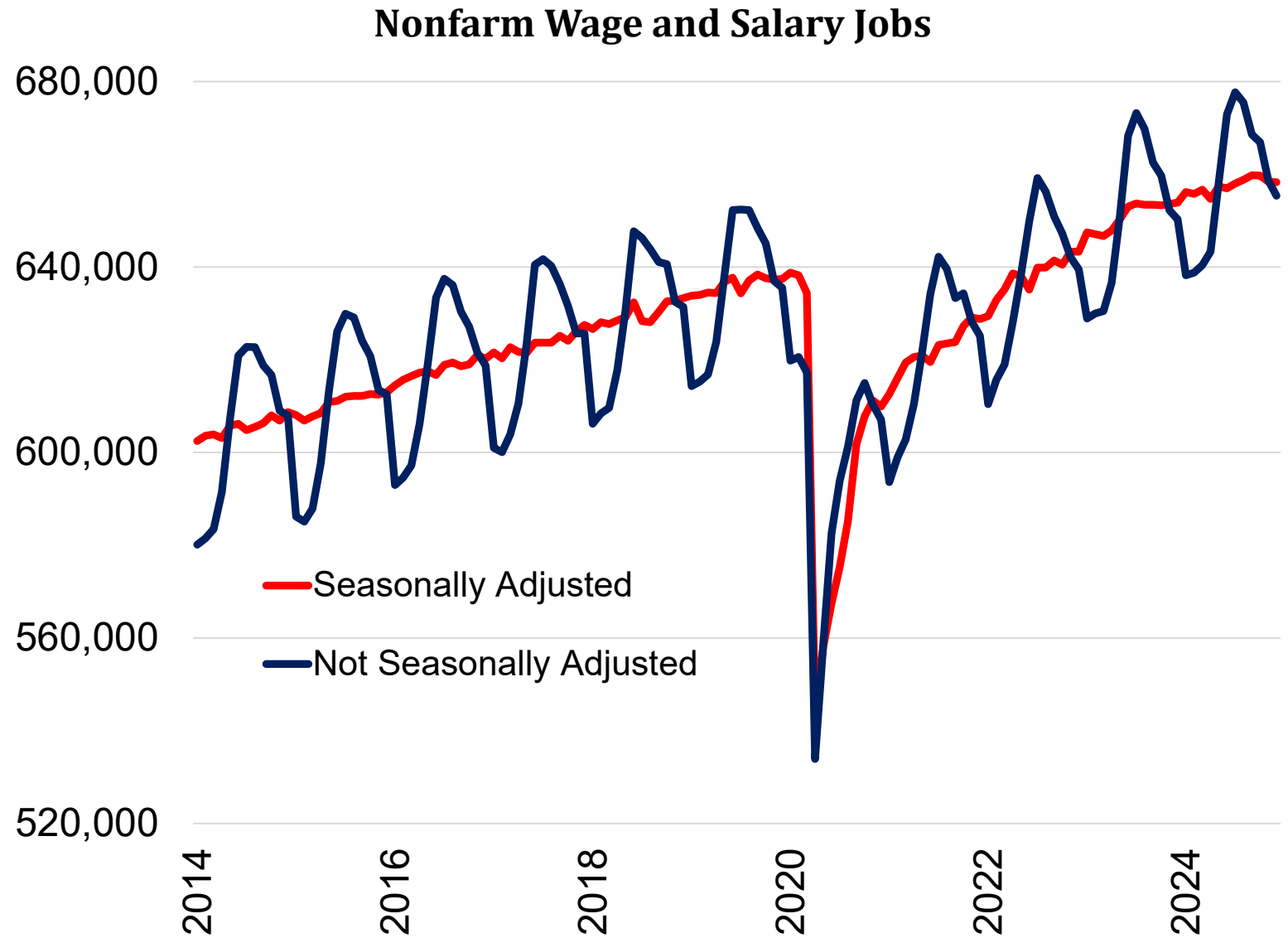
Maine Gross Domestic Product
(In millions of inflation adjusted dollars)



Job growth has moderated

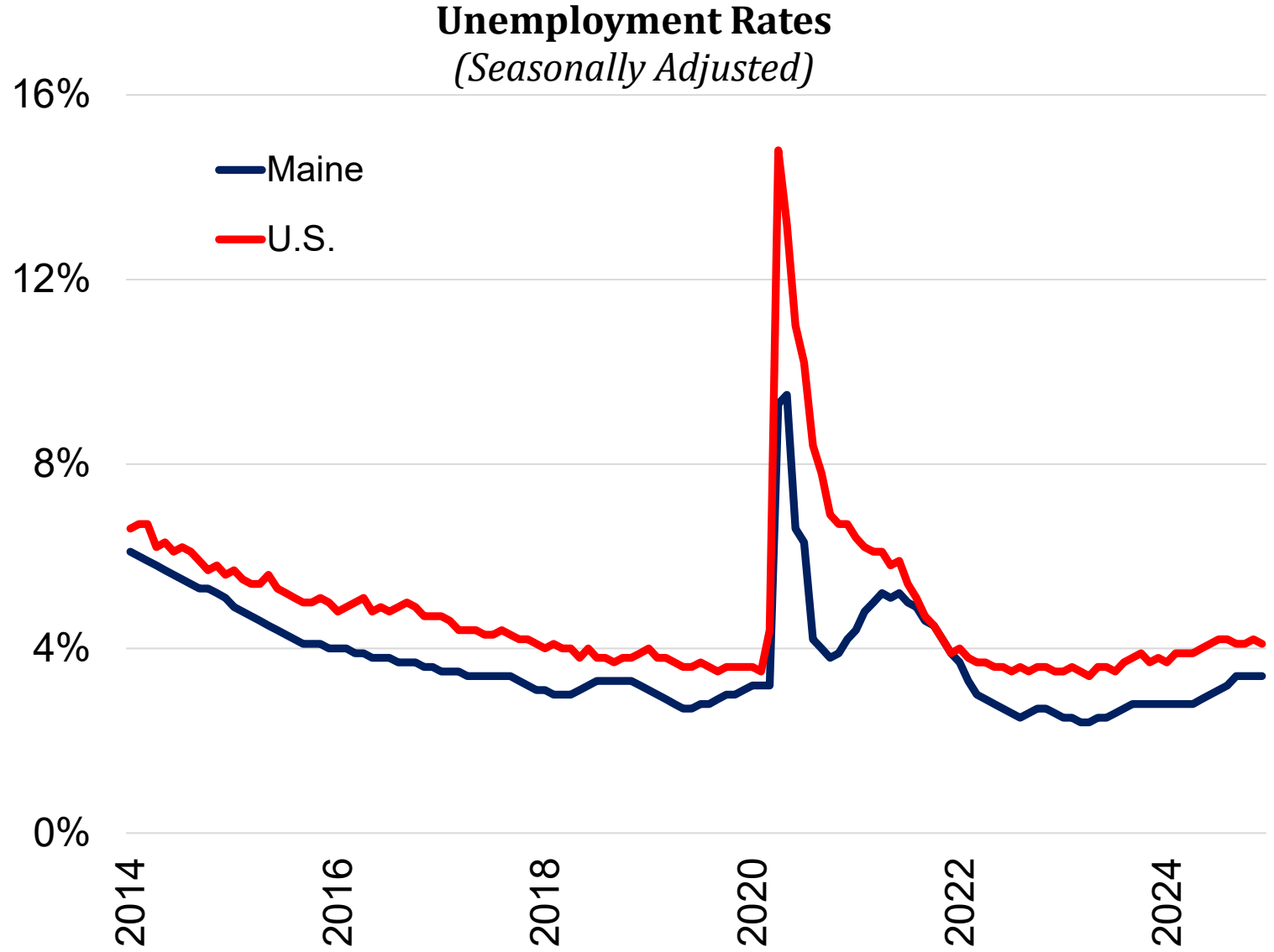
Following recovery from the 2020 pandemic, job growth has gradually slowed.

Maine has more seasonal variation in jobs than the nation and most states. Most years there are about six percent more jobs in summer highs than in winter lows (seen in not seasonally adjusted data).



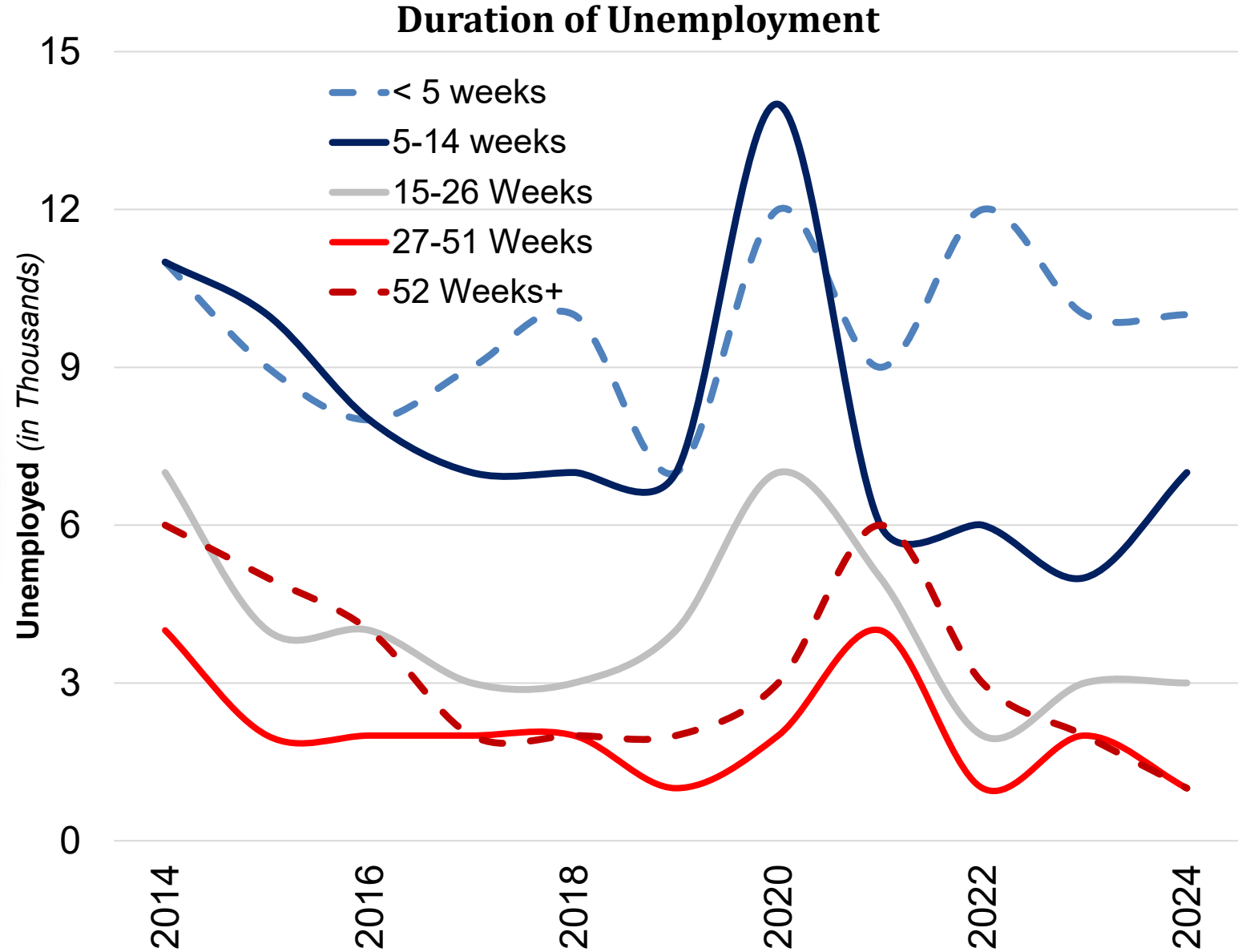
Unemployment remains historically low

Unemployment is lower than national and long-term averages for the state. It remained below four percent for three years through 2024.



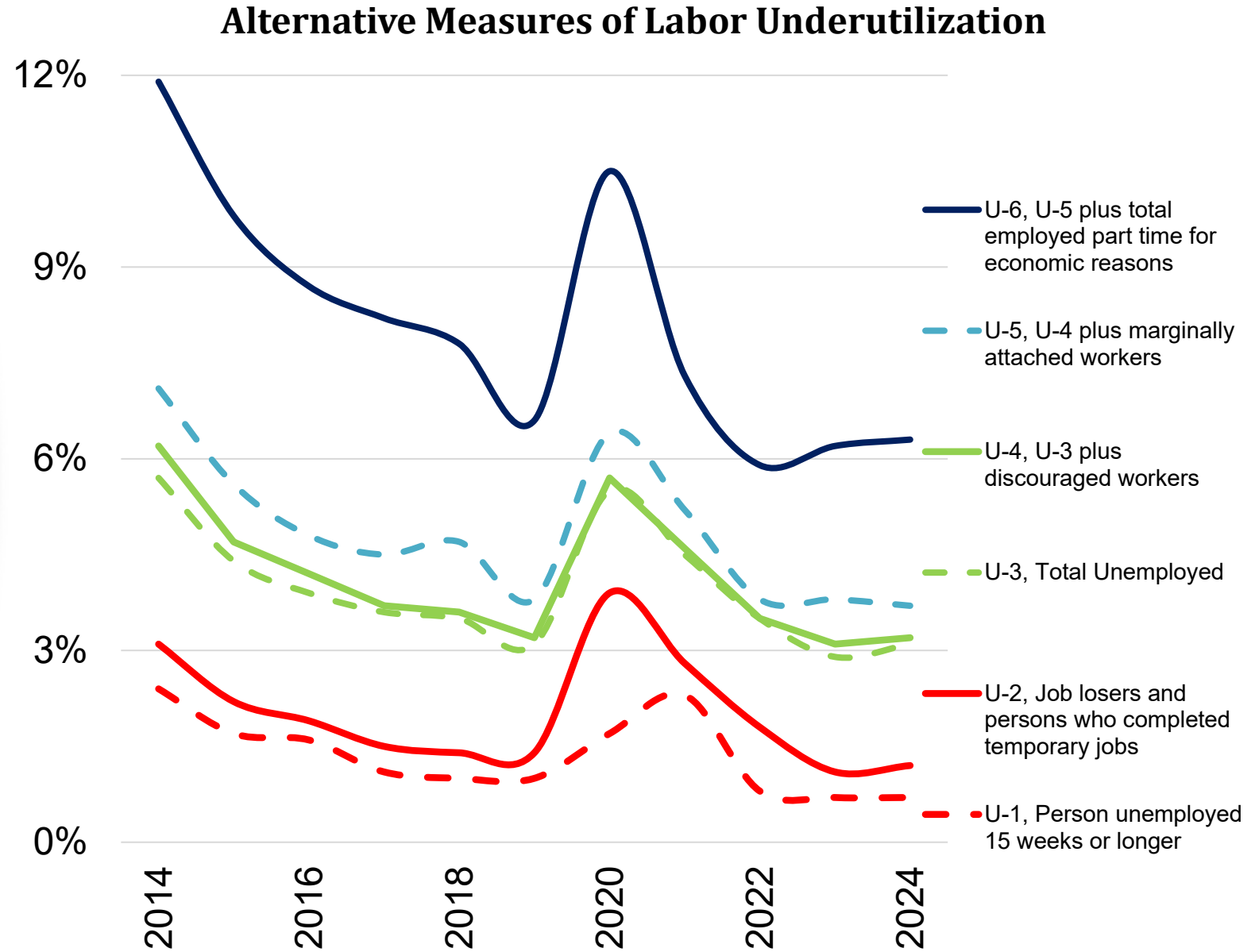
Most unemployment is short in duration

Most people who become unemployed are so for less than 15 weeks. In 2024 less than ten percent of unemployed were for 26 weeks or more.



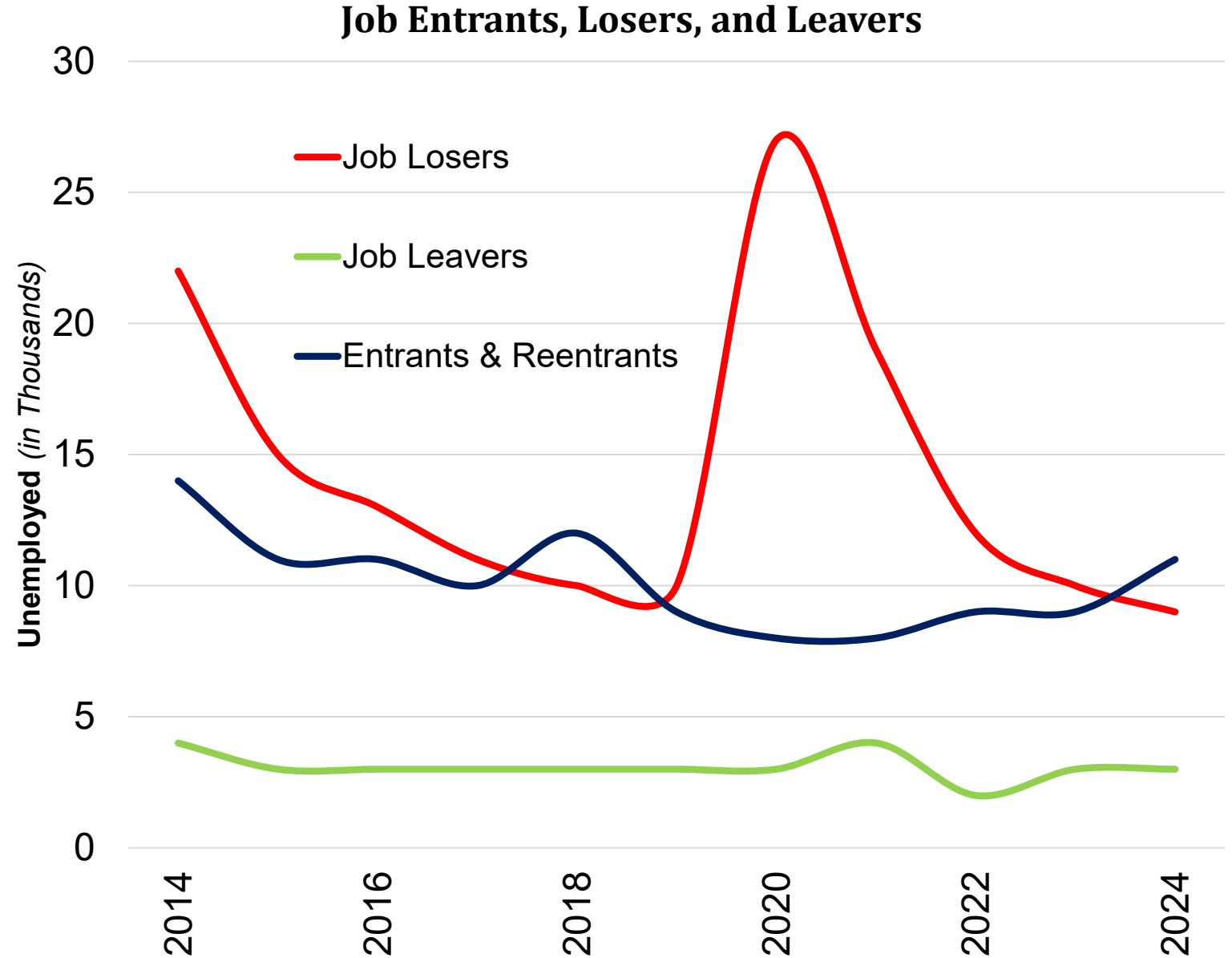
Labor utilization has improved

In addition to the unemployment rate, there are five other measures of labor underutilization. Each has trended close to all-time lows.



Labor force entrants comprise the largest share of unemployed

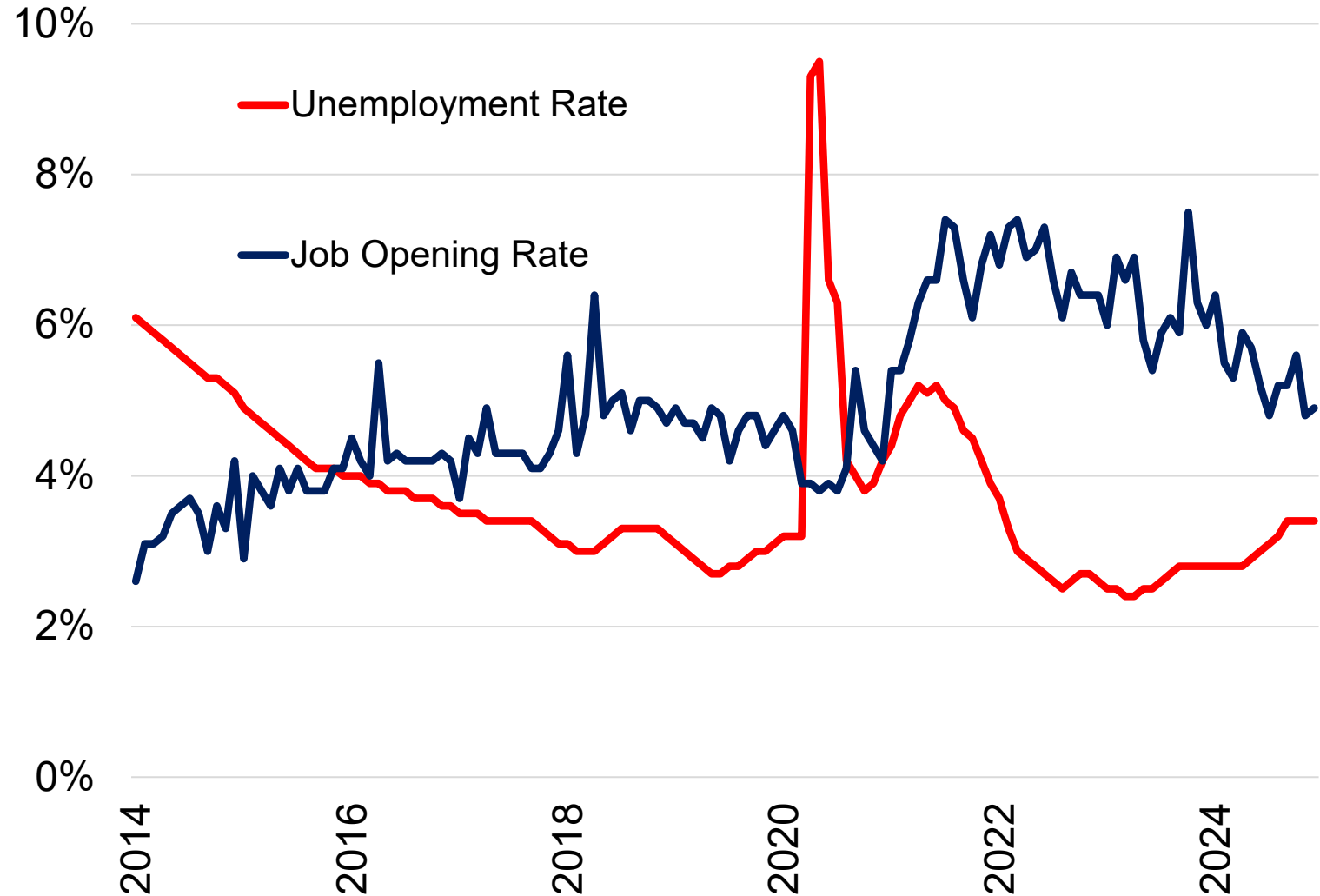
Those who are unemployed can be so not only from losing a job, but also from entering the labor force or leaving their job. Numbers entering the labor force or leaving a job have not changed much in the last decade; numbers losing jobs vary with economic conditions. In 2024 job loss totals were quite low – similar to immediately before onset of the pandemic in 2020.



Labor supply and demand have become more balanced

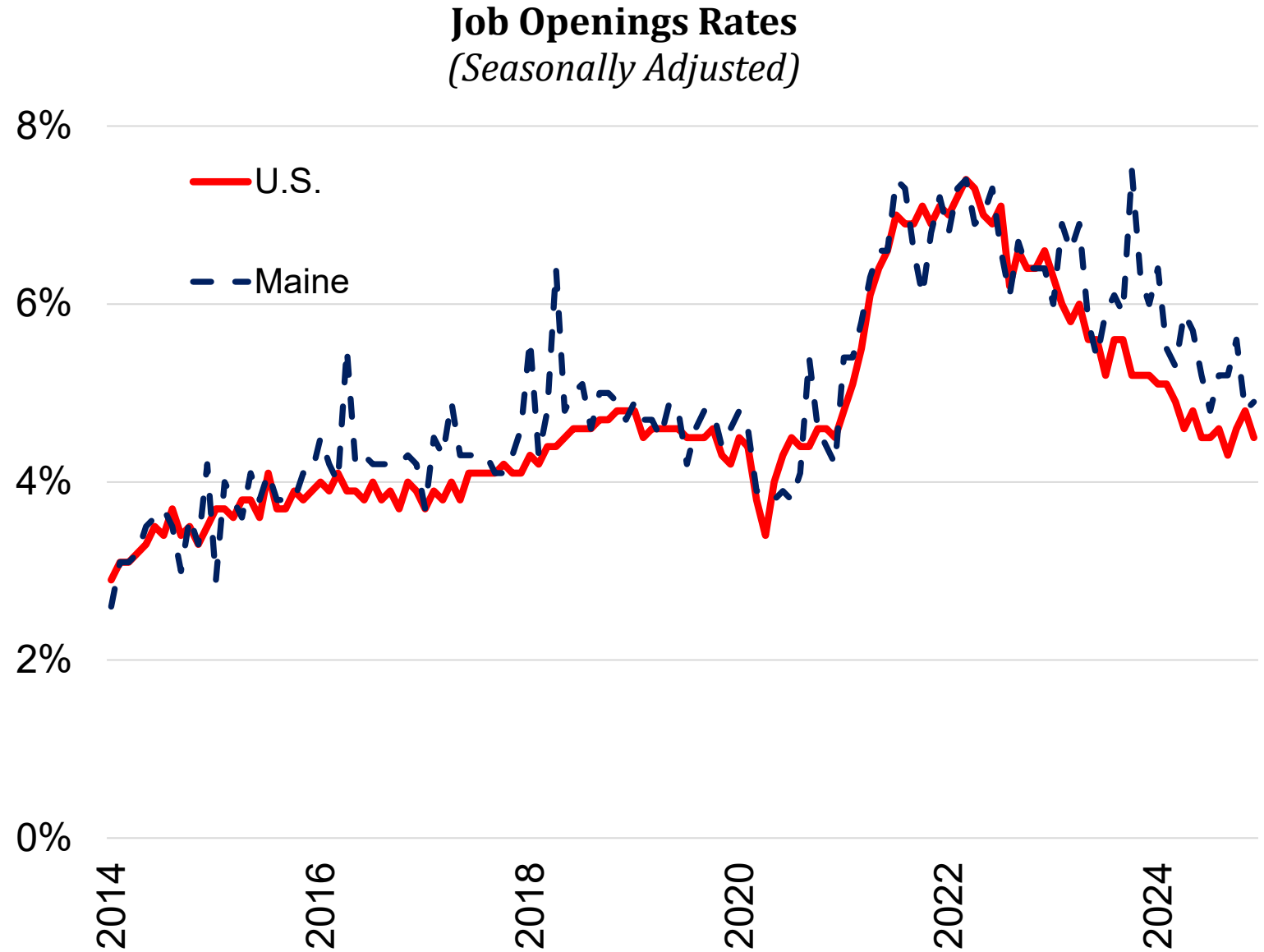
Job openings remain somewhat elevated from rates immediately before the pandemic. The gap between openings and unemployment rates has closed recently and is similar to the situation before the pandemic.

Unemployment and Job Openings Rates (Seasonally Adjusted)



Job openings rates closely follow national trends

Job openings rates track the national pattern. For Maine they are more variable from month to month because the survey sample is much smaller.

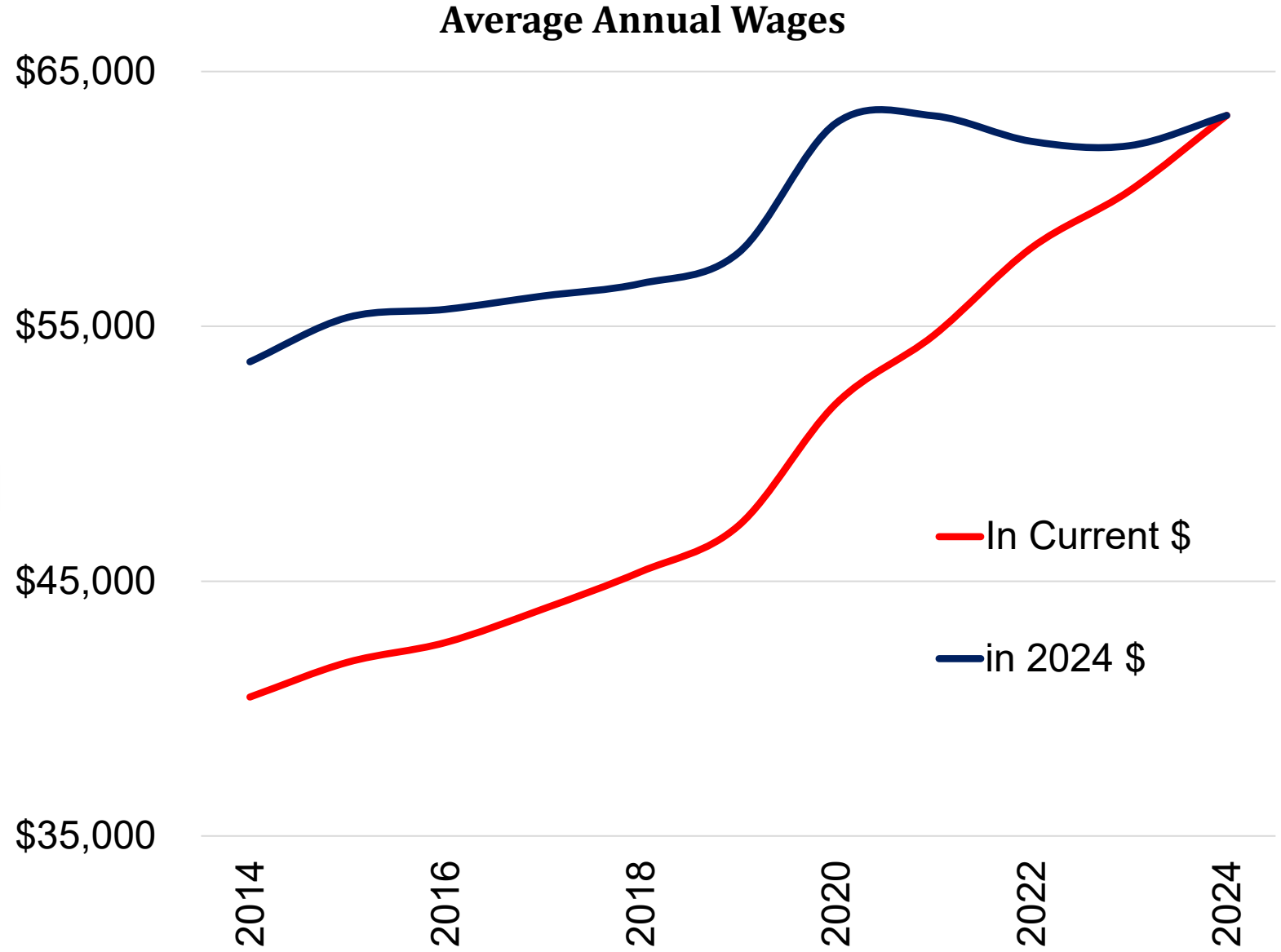


Wage and Income Growth

- Average wages and per capita personal income are rising.
- Wage gains in 2024 varied across industries and by educational attainment.

Wages are rising

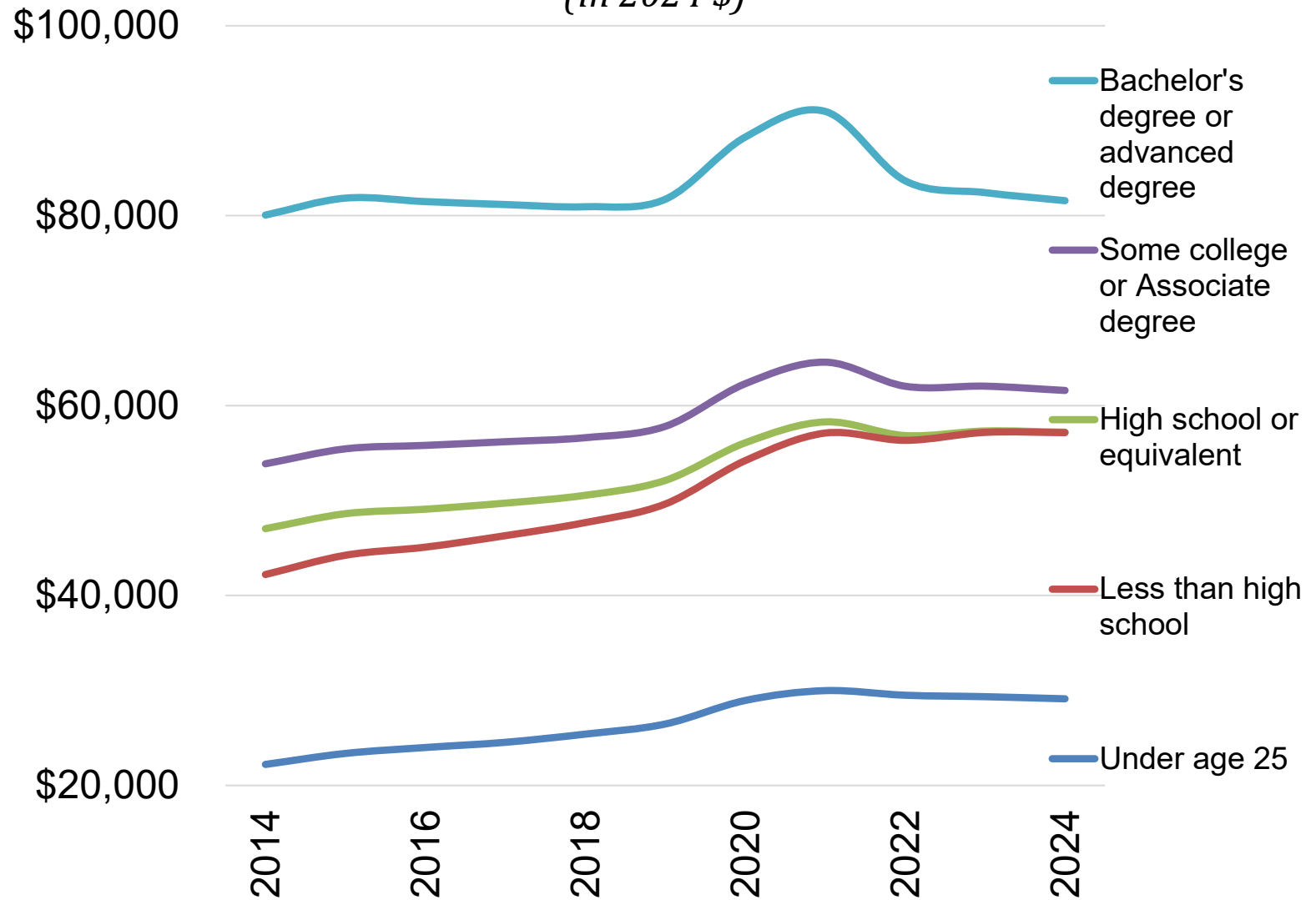
The rate of increase in average wages steepened after 2020 when higher rates of inflation ensued. Inflation adjusted average wages have been relatively unchanged recently but are notably higher than before 2020.



Wage gains have primarily been among people without a degree

Earnings remain highest among those with the most educational attainment and lowest for those with the least. In the last decade, earnings for those without a college degree increased at the fastest rate.

Average Wage per Job by Educational Attainment (in 2024 \$)



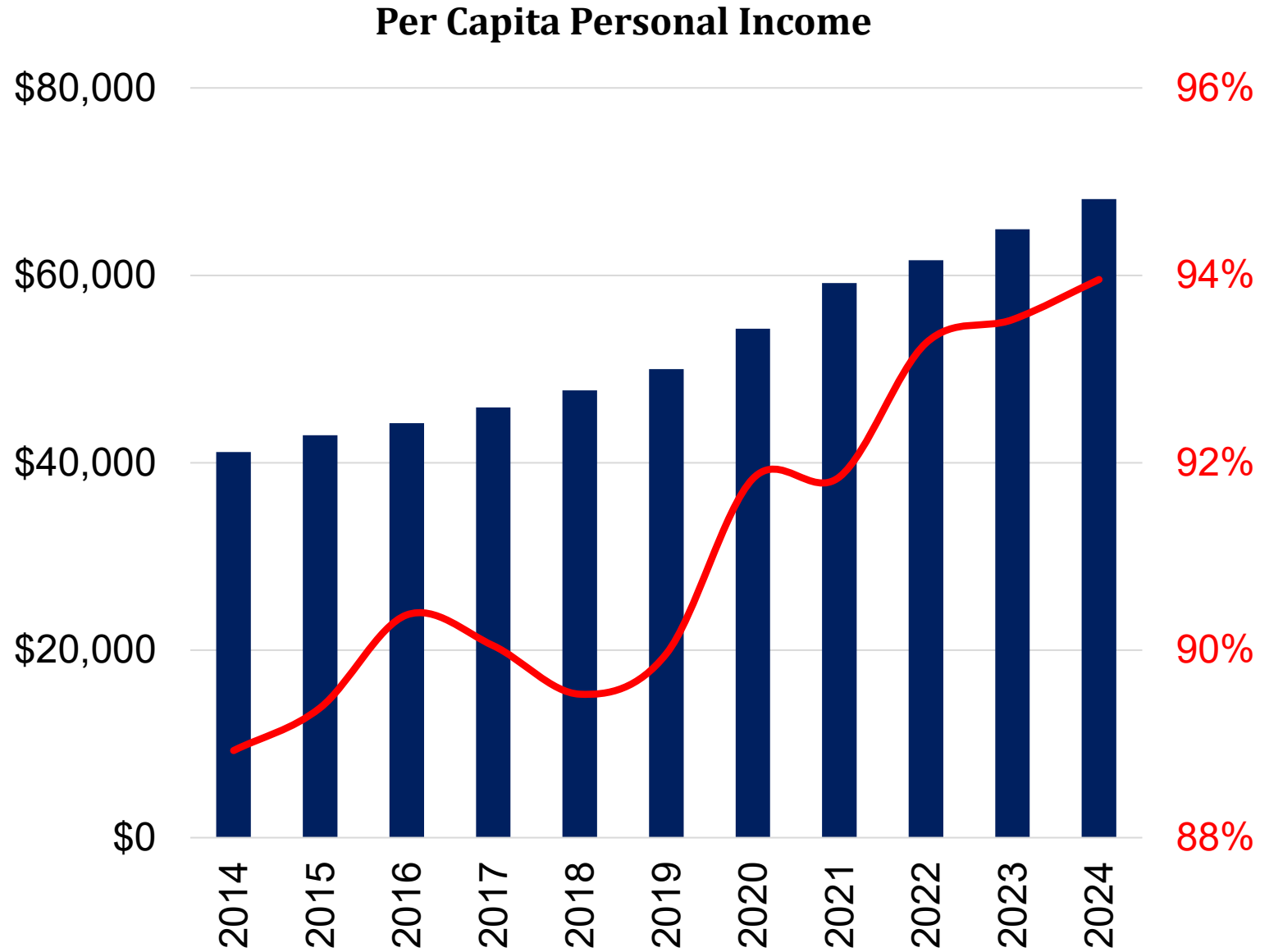
In 2024 wage gains varied across sectors

Information, construction, and professional & business services had the strongest private sector gains. After years of lagging, wage gains in state government were large after new collective bargaining contracts took effect.

Jobs and Average Wages by Sector in 2024			
Sector	Jobs	Average Wage per Job	% change in Wage from 2023
All Private Sectors	547,100	\$63,300	4.7%
Information	8,400	\$93,600	11.9%
State Government	22,200	\$67,000	10.5%
Construction	35,200	\$71,900	8.5%
Professional & Business Services	78,800	\$88,100	6.0%
Natural Resources & Mining	9,000	\$49,500	5.9%
Federal Government	17,300	\$97,400	5.9%
Other Services, except Public Administration	18,400	\$48,700	5.9%
Financial Activities	30,700	\$94,900	5.7%
Transportation, Warehousing and Utilities	18,000	\$64,000	4.8%
Local Government	61,300	\$52,000	4.7%
Manufacturing	51,800	\$70,500	4.4%
Educational Services	14,200	\$58,600	4.2%
Health Care and Social Assistance	110,900	\$64,400	3.5%
Leisure & Hospitality	69,700	\$32,800	2.9%
Retail Trade	82,100	\$39,800	2.6%
Wholesale Trade	19,100	\$89,900	2.4%

Per capita personal income is increasing

Per capita personal income has been rising. It reached 94 percent of the U.S. level in 2024, up from 89 percent a decade earlier.



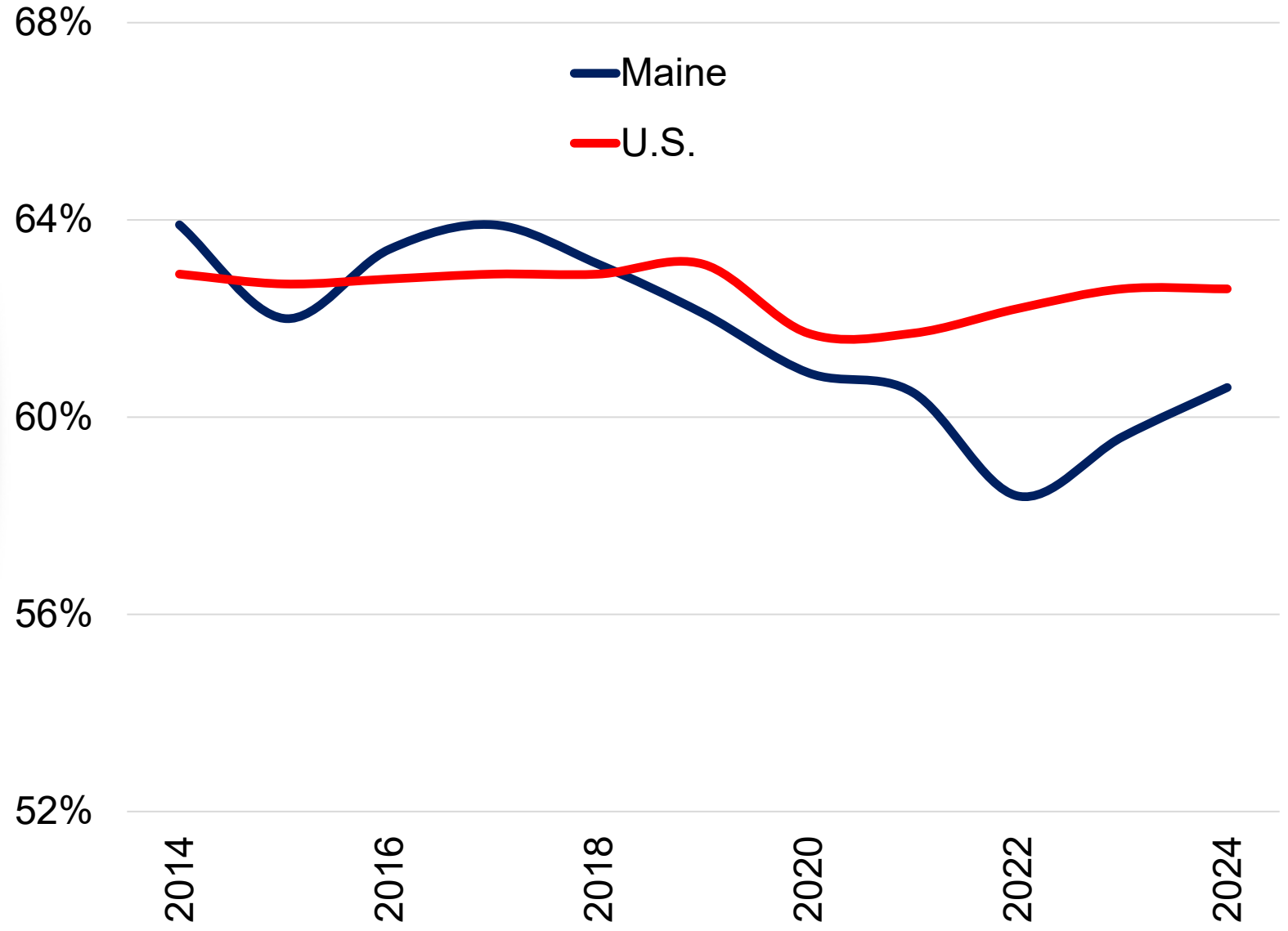
Labor Force Participation

- The general downtrend in labor force participation is from a higher share of retirement age population.
- Within age groups participation has not changed much and is similar to national rates.

Labor force participation has decreased

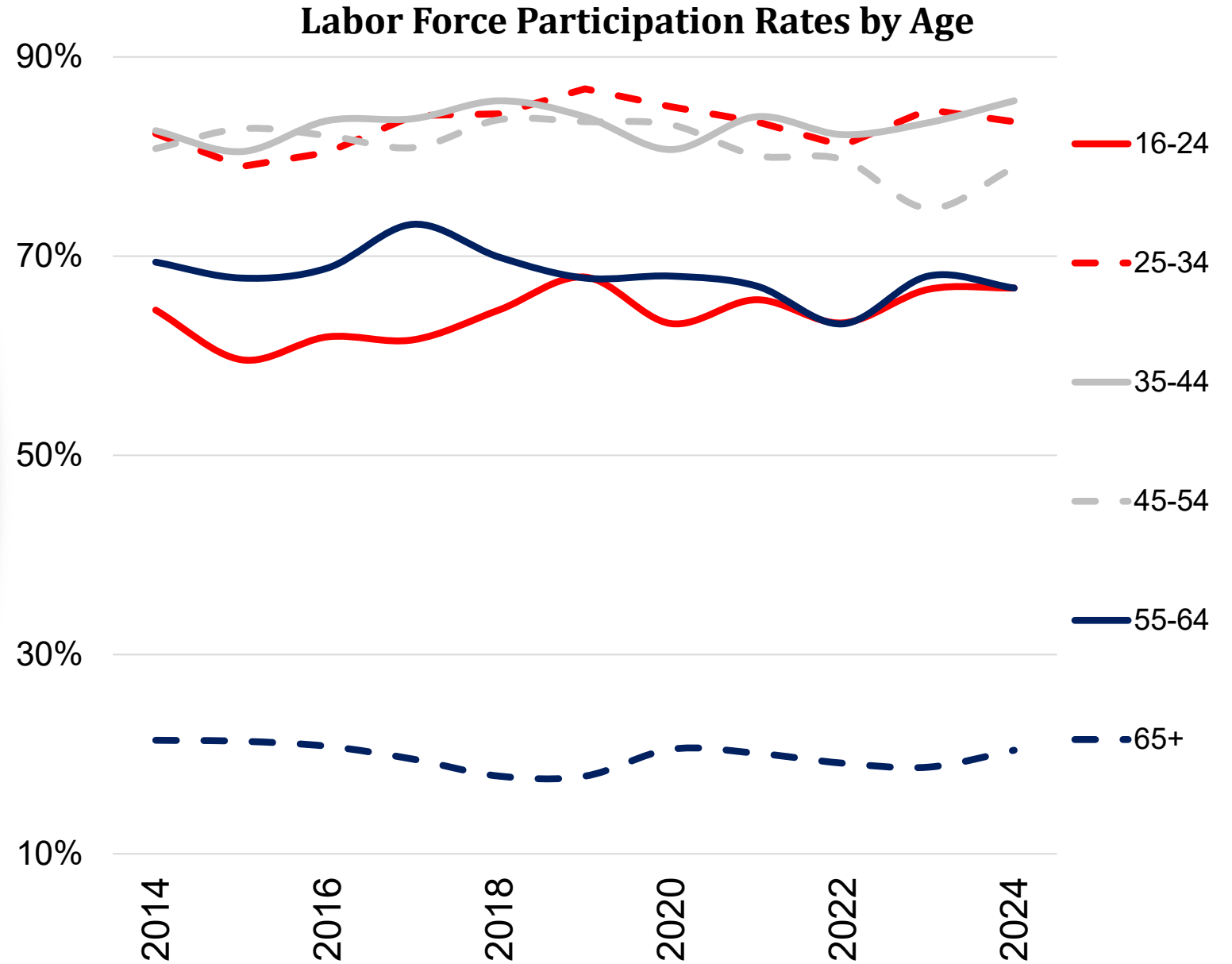
The rate of labor force participation decreased much more in Maine than the nation in the last decade. This is because a much larger share of our population reached retirement.

Labor Force Participation Rate, Age 16 and Over



Labor force participation rates are little changed within age groups

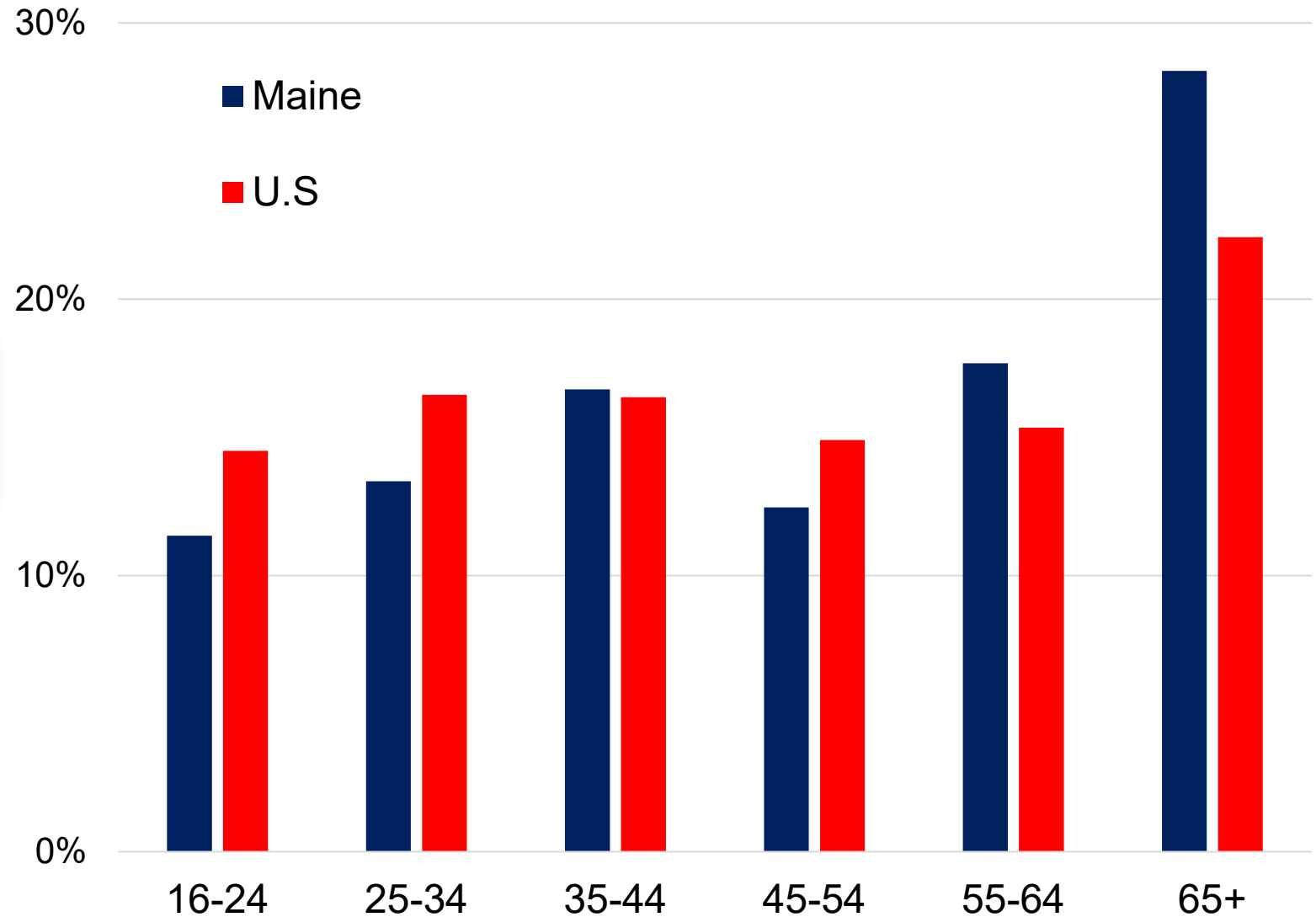
Within age groups labor force participation did not change much over the last decade. It is highest among those age 25 to 54, often described as 'prime-age' workers, lower among young people, many of whom are in school, and lowest among those over 65, the majority of whom are retired.



Maine has an older population than the nation

Labor force participation is lower than for the nation because the share of population age 55+ is much higher. If the age distribution was the same as the nation, overall participation for the state would be similar.

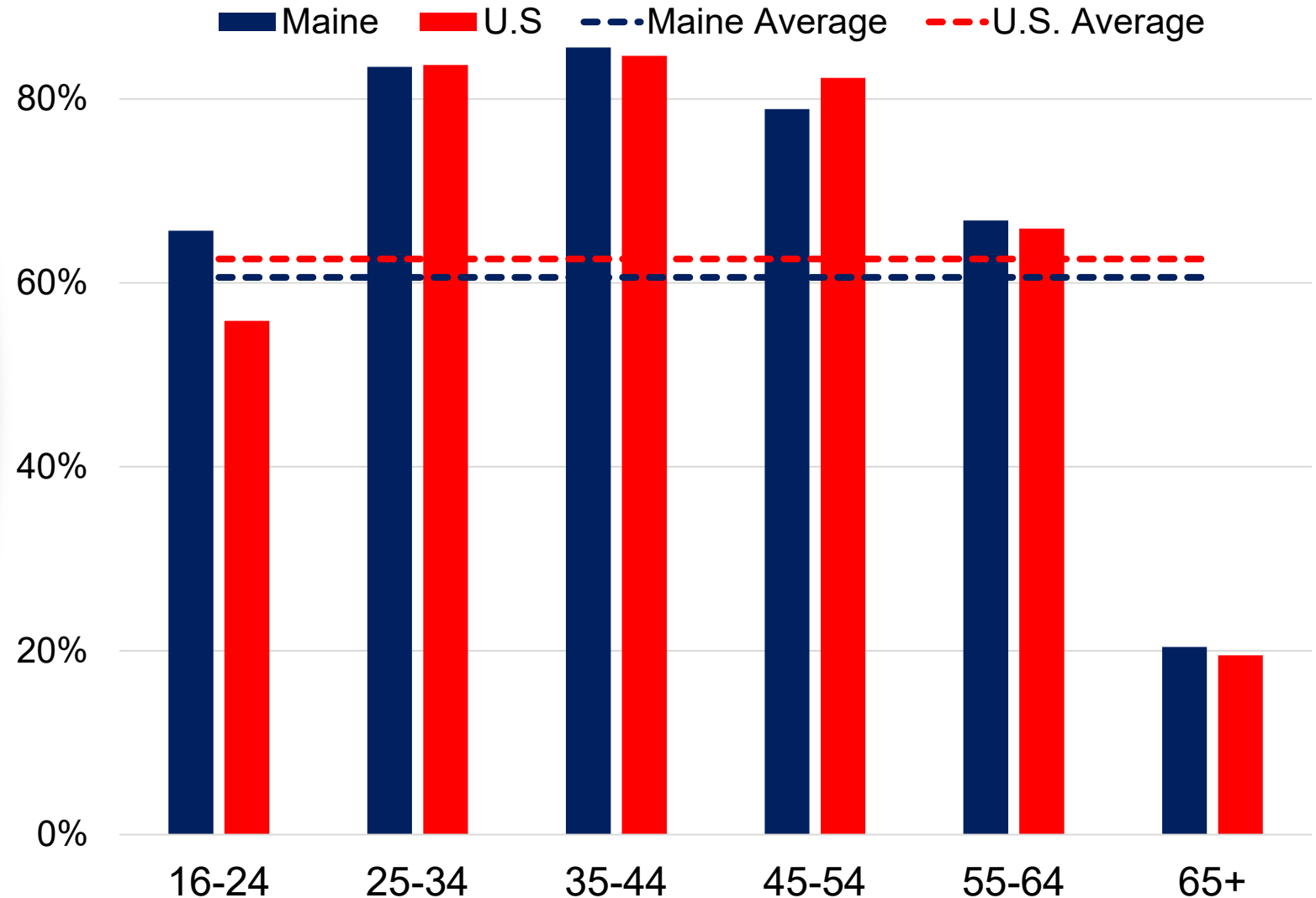
Share of Population Age 16 and Over in 2024



Participation exceeds national rates in most age groups

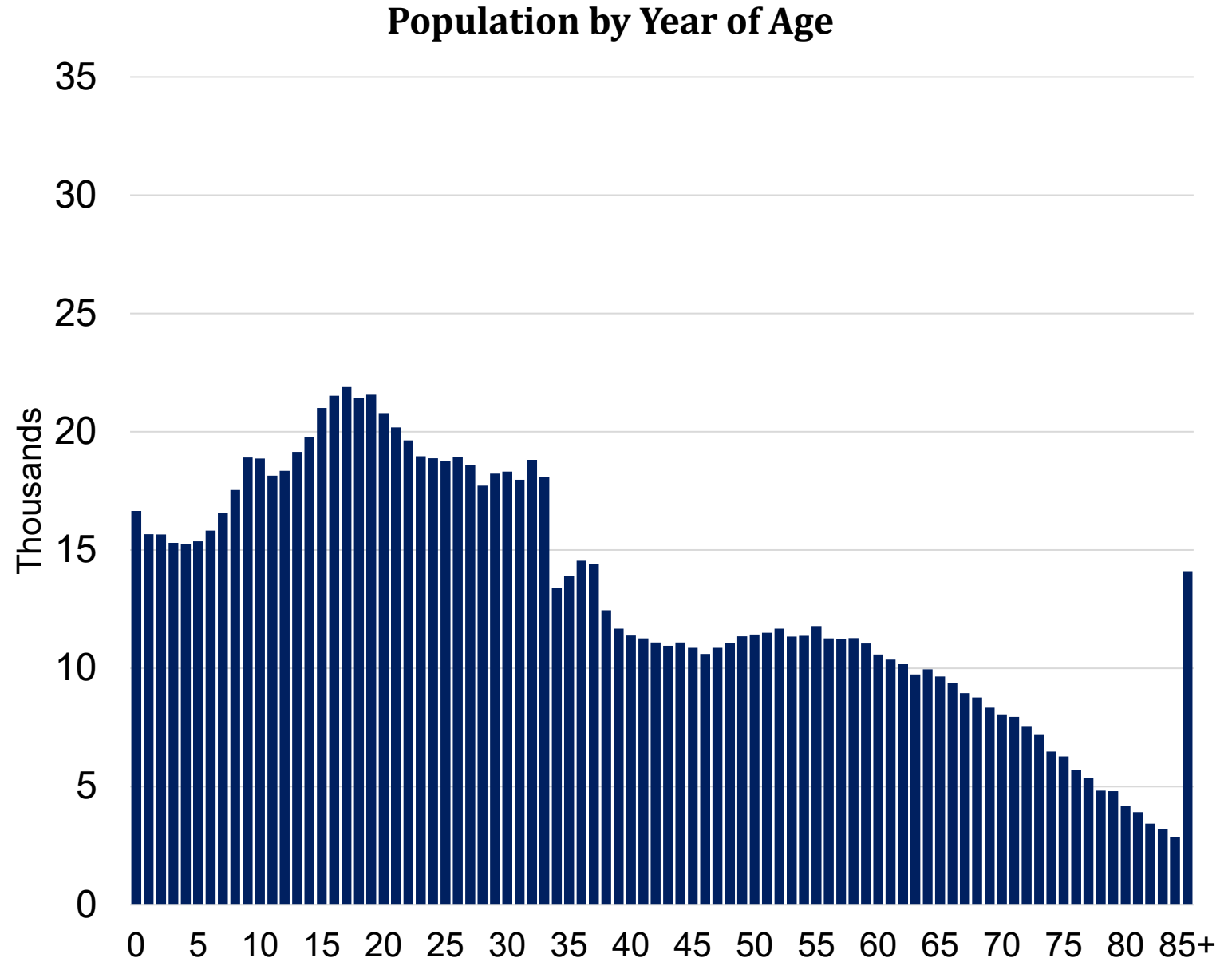
Maine and U.S. labor force participation rates are similar for groups age 25 and over and are higher among those that are younger.

Labor Force Participation Rate by Age Group in 2024



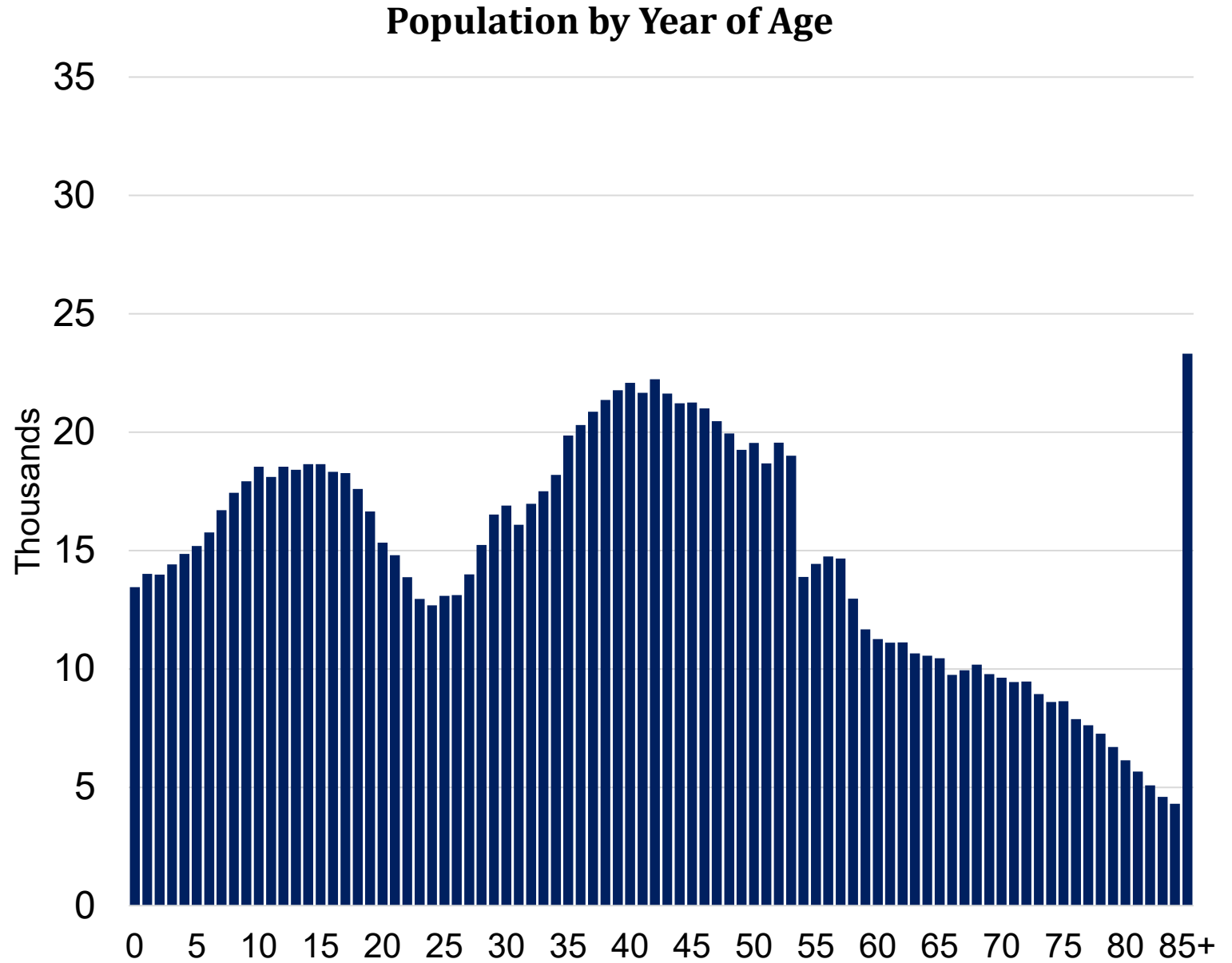
1980

Forty five years ago, the largest share of population was under 35.



2000

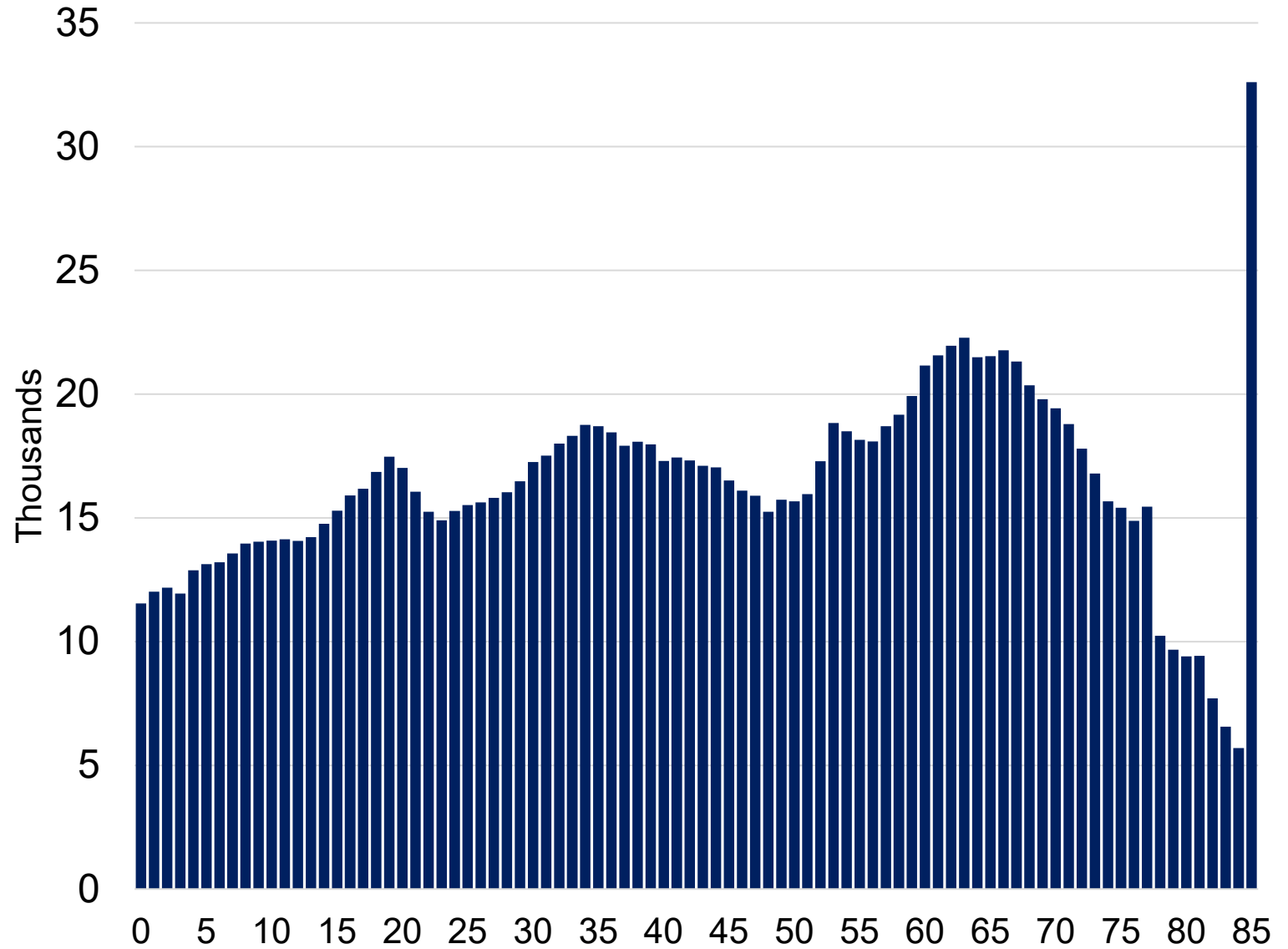
At the turn of the century the largest share was upper 30s to early 50s.



2024

Today, the largest share is 60s and 70s. The decreasing number and share of young people is the result of lower birth rates.

Population by Year of Age



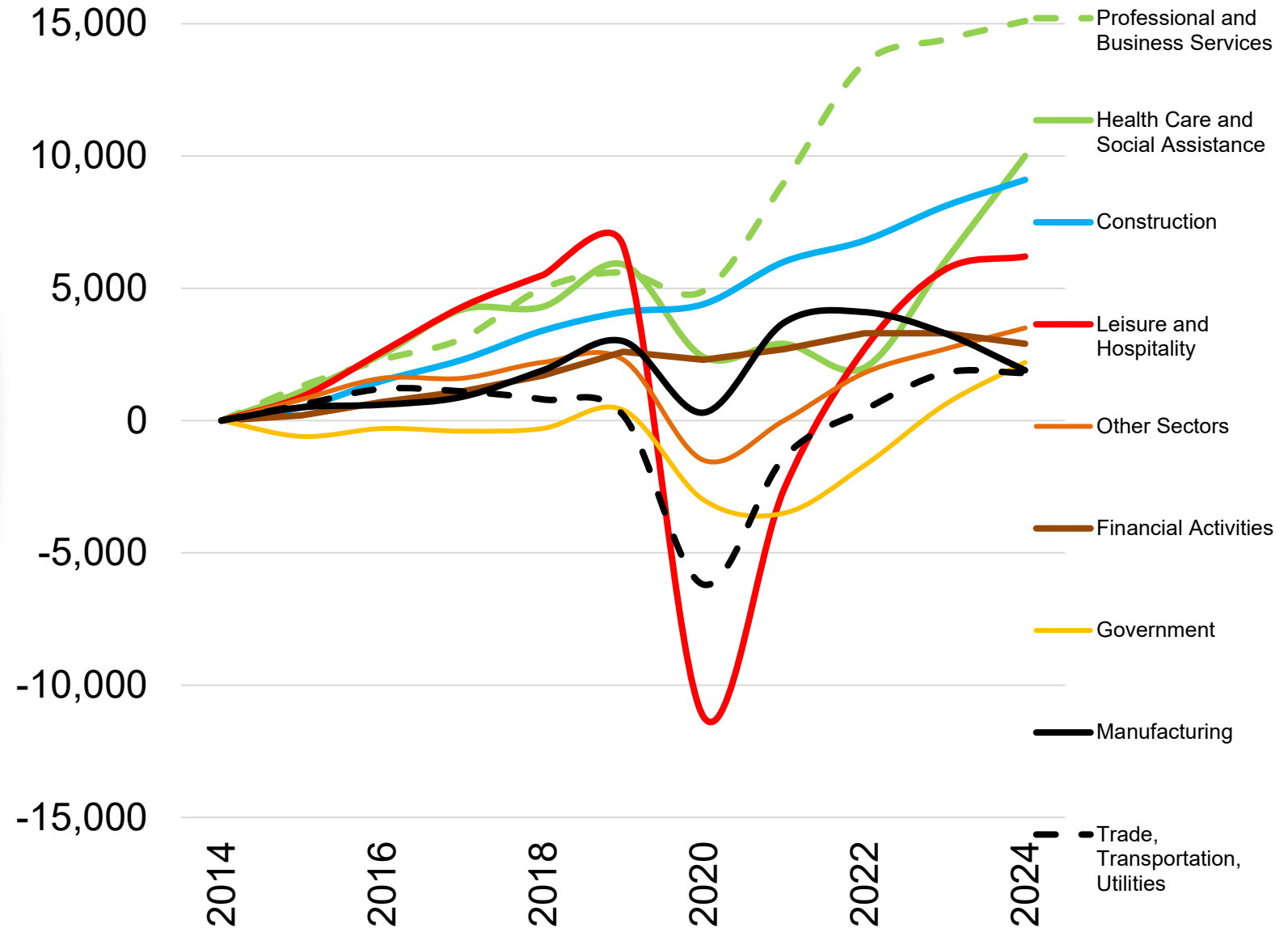
Shifting Job Structure

- Job change has been concentrated in certain industries, occupations, and age groups.

Job change has been concentrated in four sectors

Job gains have been concentrated in the professional and business services, health care and social assistance, construction, and leisure and hospitality sectors. There has been little change in most other sectors.

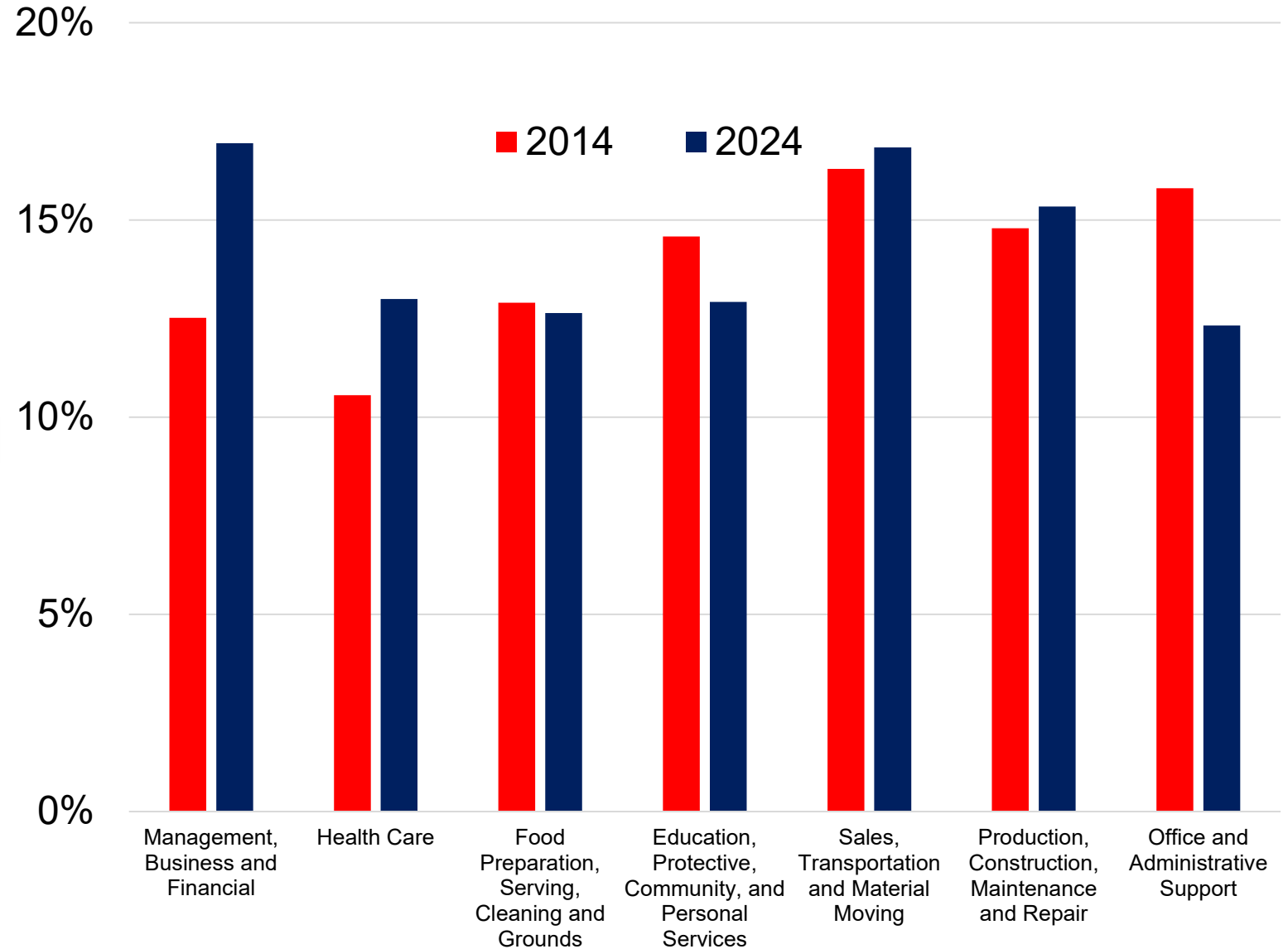
Change in Nonfarm Jobs 2014 to 2024



The occupational job structure has shifted

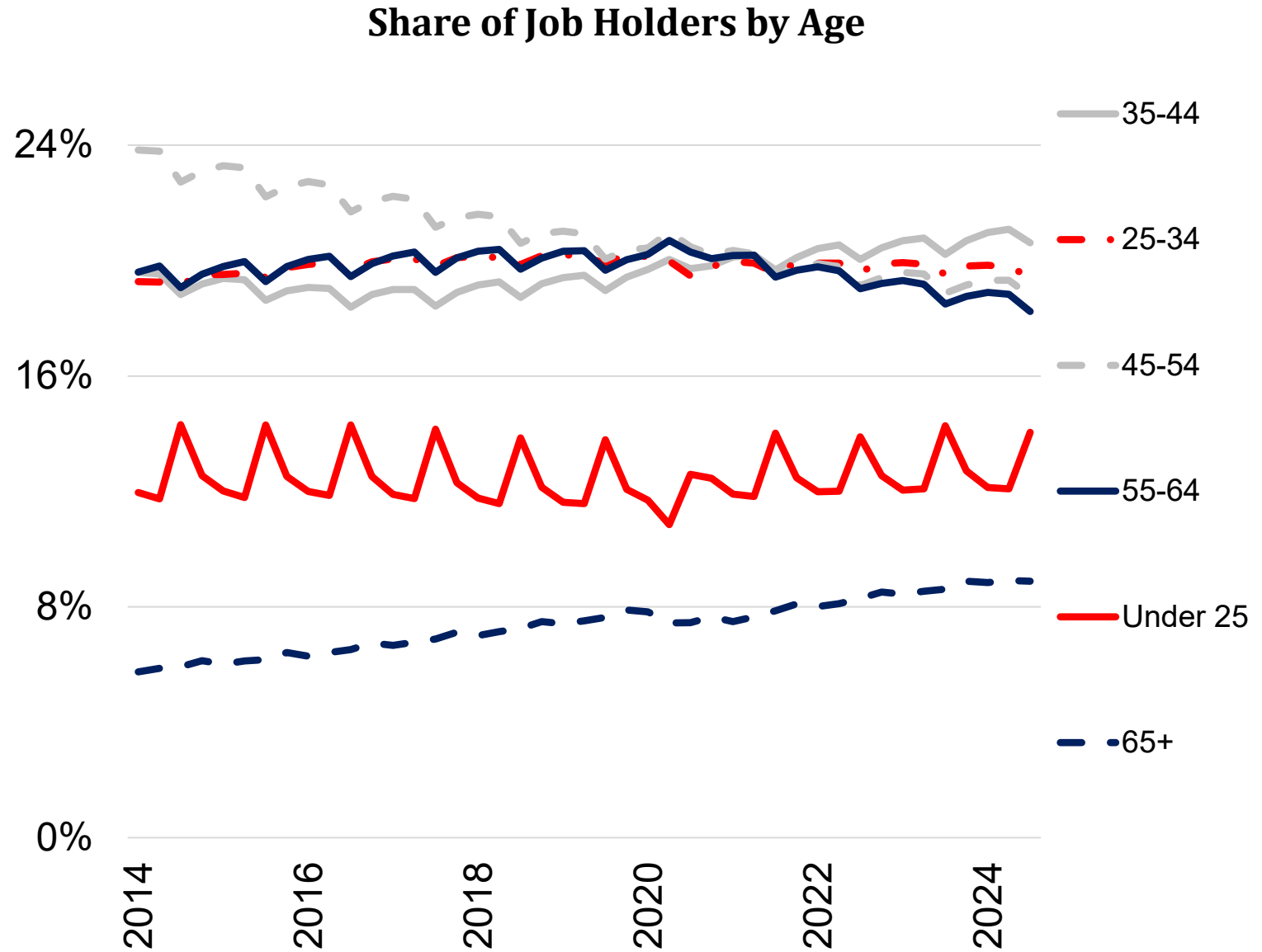
Job change among industries caused the occupational composition of jobs to shift. Rising numbers of healthcare sector jobs caused the share of jobs in healthcare-related occupations to rise. Similarly, rising numbers of professional and business services sector jobs (and other industries) caused the share of jobs in management, business, and financial occupations to rise. The continuing proliferation of computers and other business technologies through all industries caused the share of office and administrative support clerical jobs to decrease.

Share of Jobs by Occupational Group 2014 to 2024



The workforce has become older

Following population trends, the share of jobs held by people age 65+ has been rising.

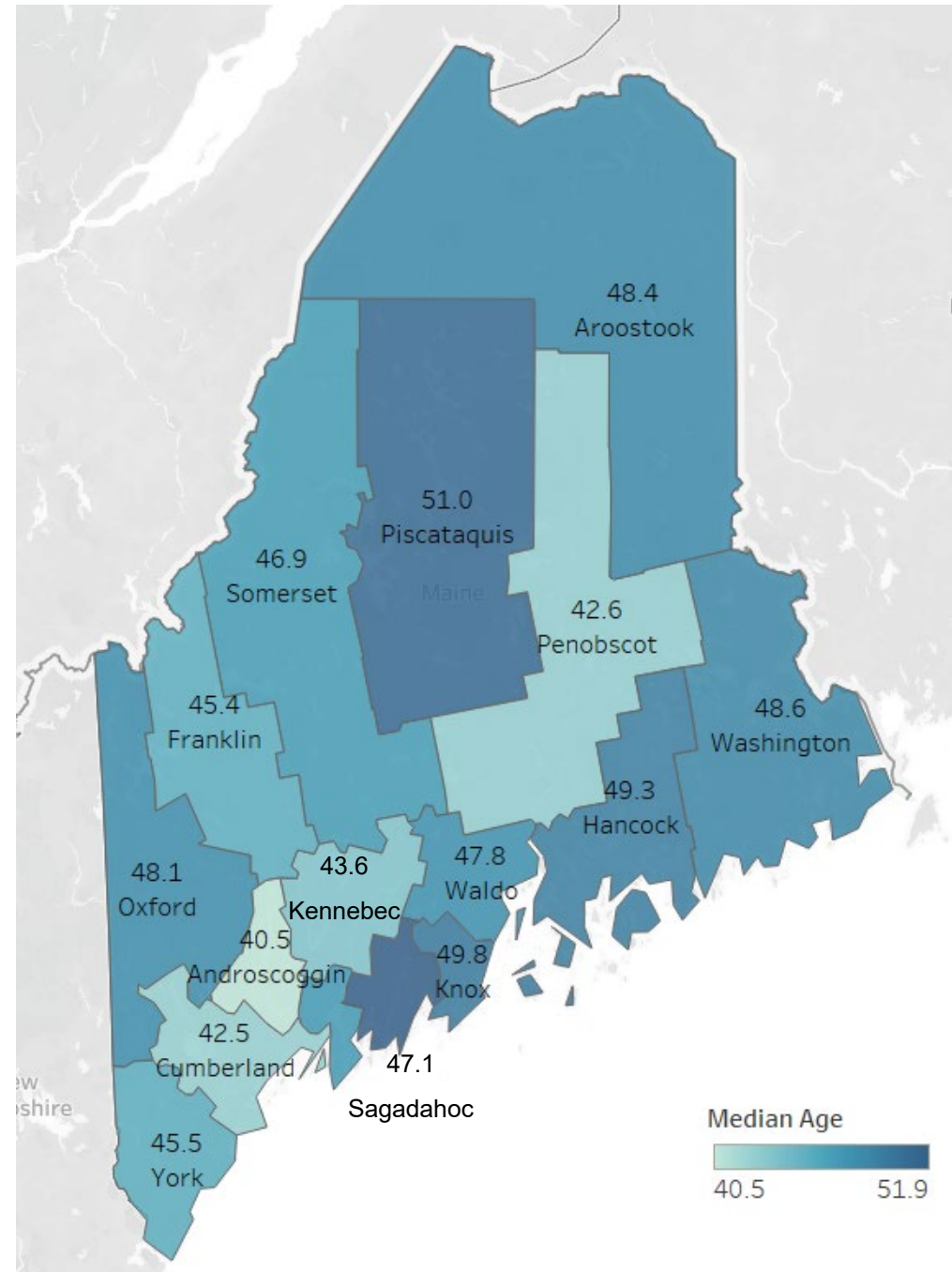


Around the State

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

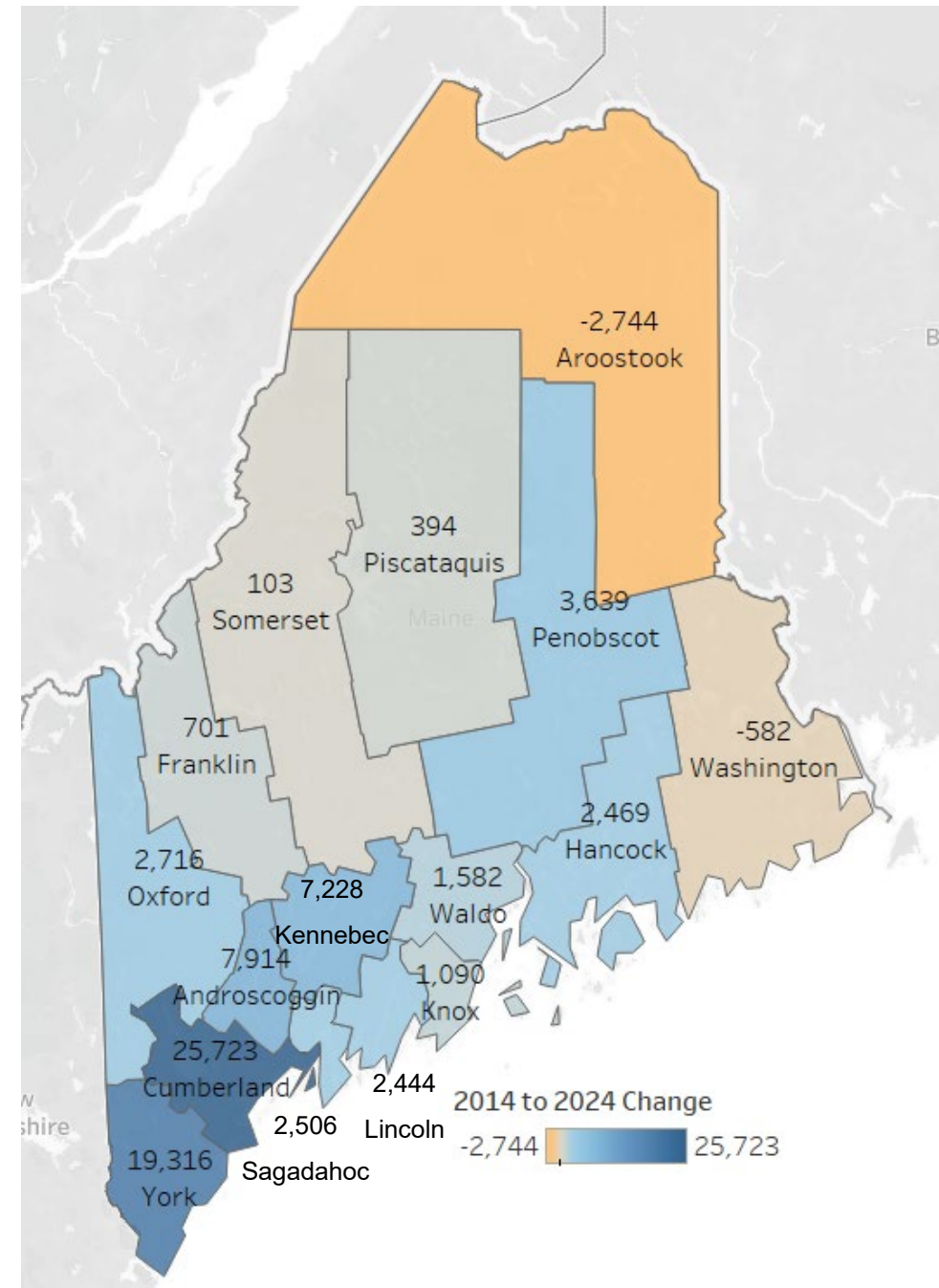
Median age by county in 2024

County	Median Age
Androscoggin	40.5
Aroostook	48.4
Cumberland	42.5
Franklin	45.4
Hancock	49.3
Kennebec	43.6
Knox	49.8
Lincoln	51.9
Oxford	48.1
Penobscot	42.6
Piscataquis	51.0
Sagadahoc	47.1
Somerset	46.9
Waldo	47.8
Washington	48.6
York	45.5



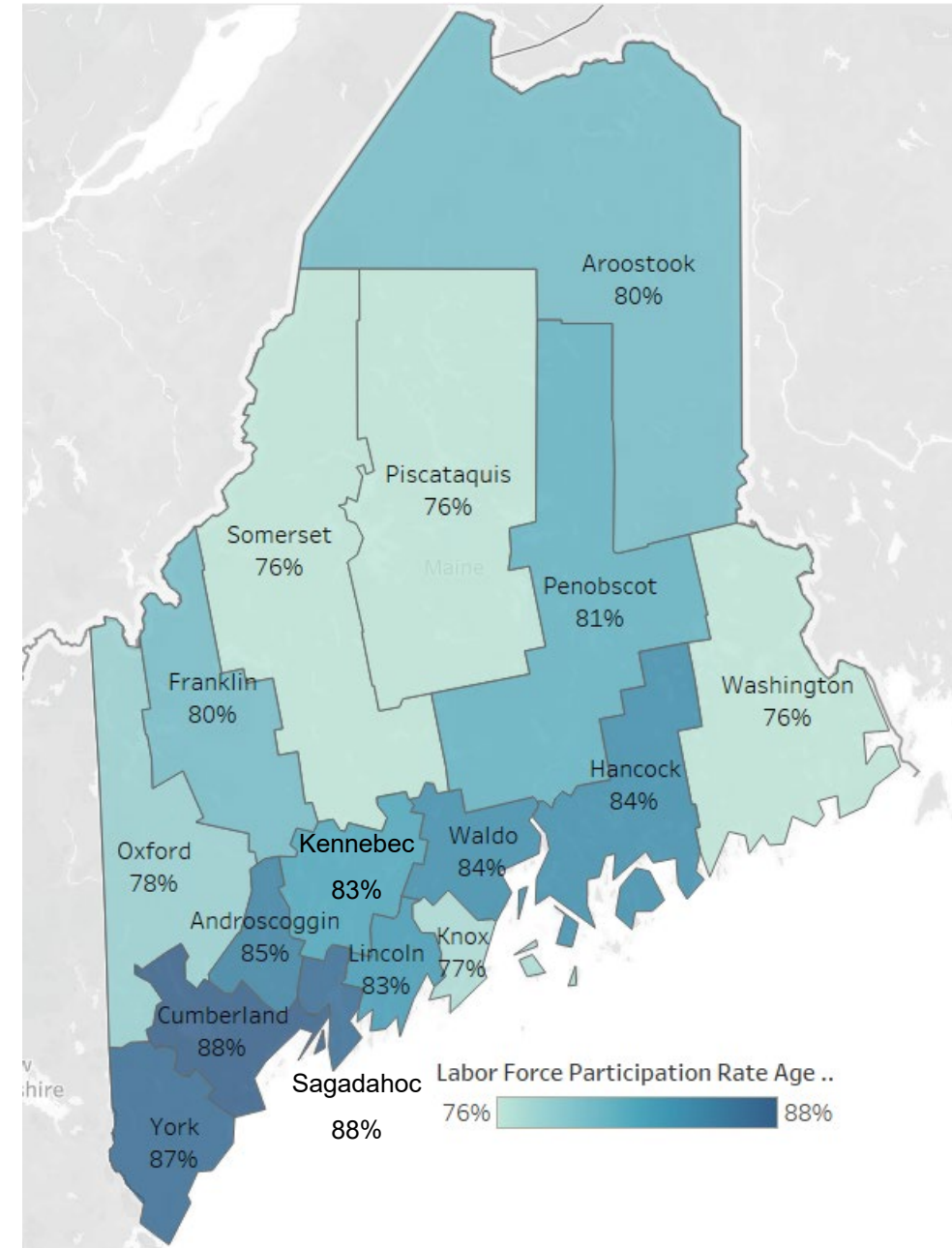
10-year population change through 2024

County	Population Change 2014 to 2024
Androscoggin	7,914
Aroostook	-2,744
Cumberland	25,723
Franklin	701
Hancock	2,469
Kennebec	7,228
Knox	1,090
Lincoln	2,444
Oxford	2,716
Penobscot	3,639
Piscataquis	394
Sagadahoc	2,506
Somerset	103
Waldo	1,582
Washington	-582
York	19,316



Labor force participation of those age 25 to 54 by county

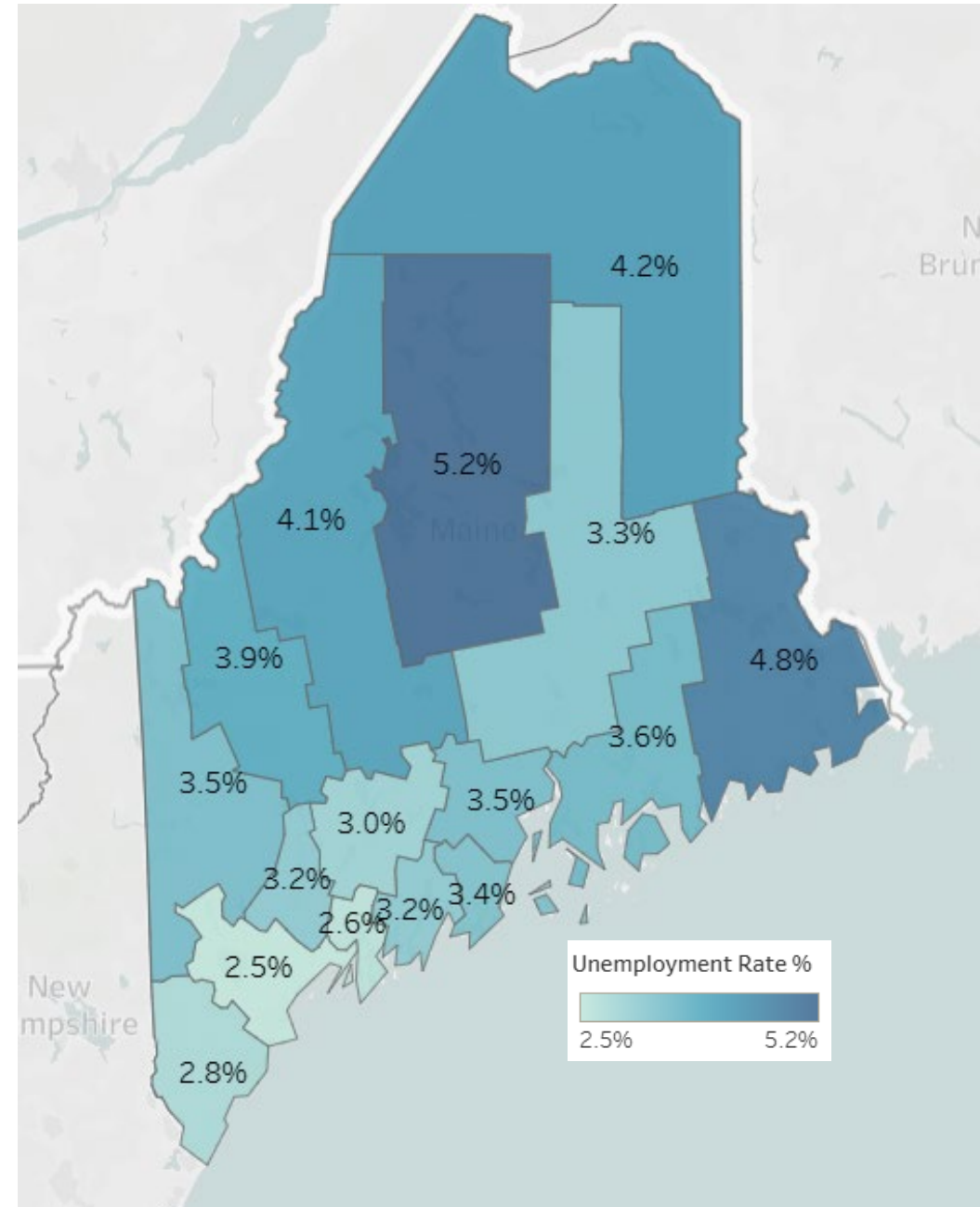
Labor force participation is strongly related to economic opportunity. It is highest in the southernmost counties, where population and job growth has been strongest, and the economic structure is more diverse. It is lowest in the northern counties where the population is older and labor market opportunities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

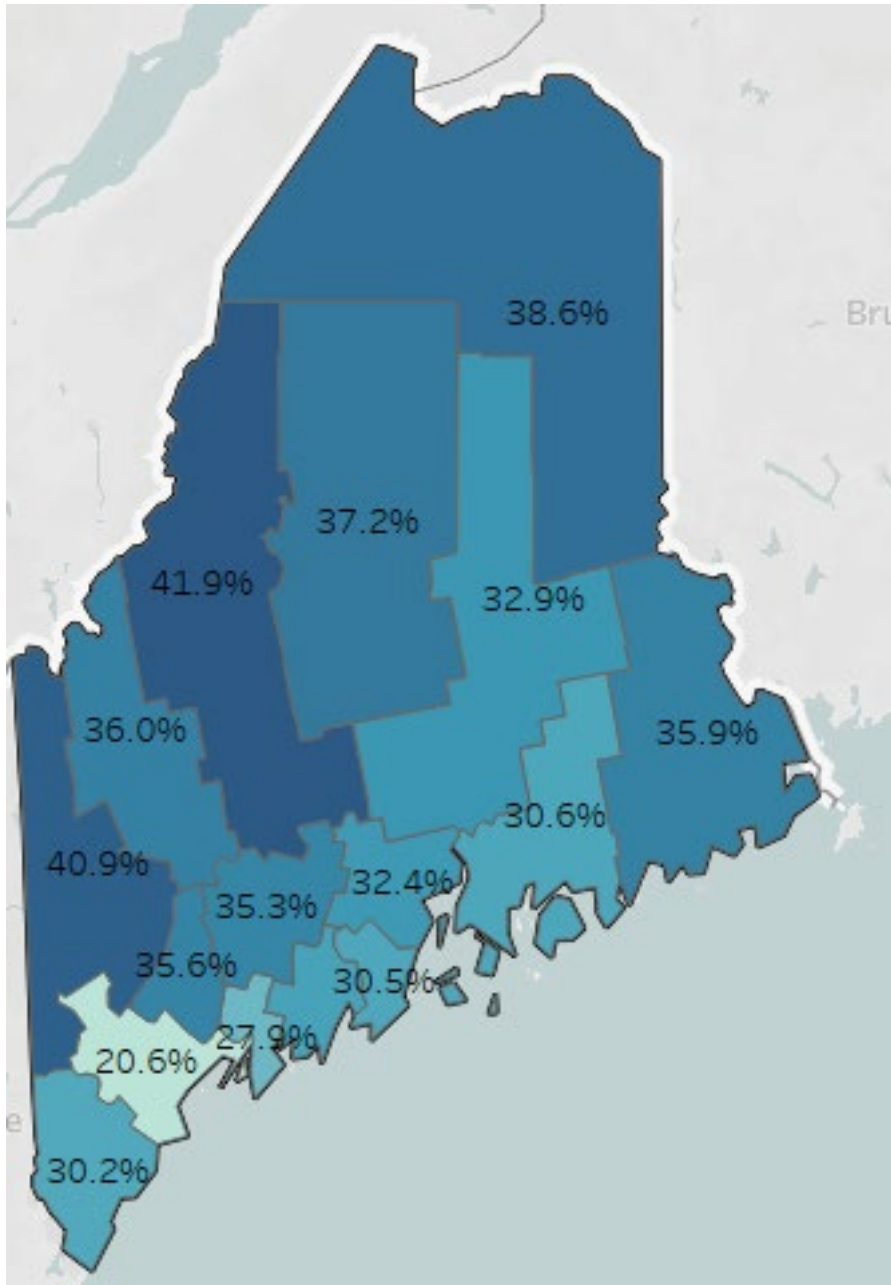


Unemployment rates by county in 2024

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.



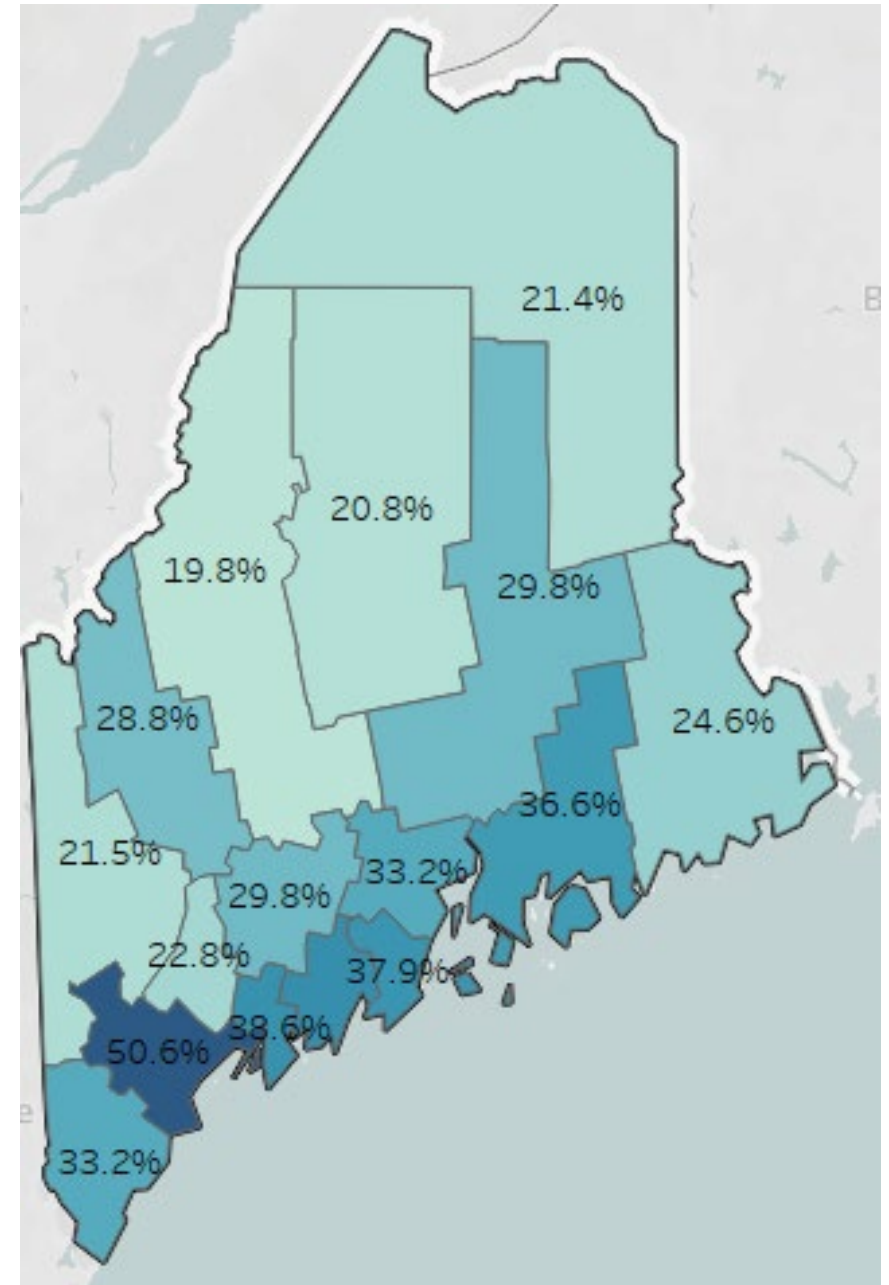


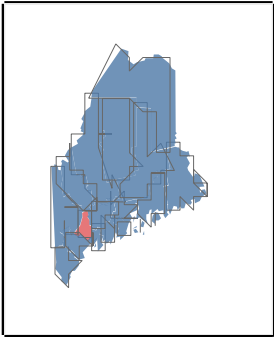
Educational Attainment by County

Left: High school graduate or equivalency

Right: Bachelor's degree or higher.

The share of population with some college or a degree is highest in coastal counties. The share with no college attainment is highest along the northern rim of the state.





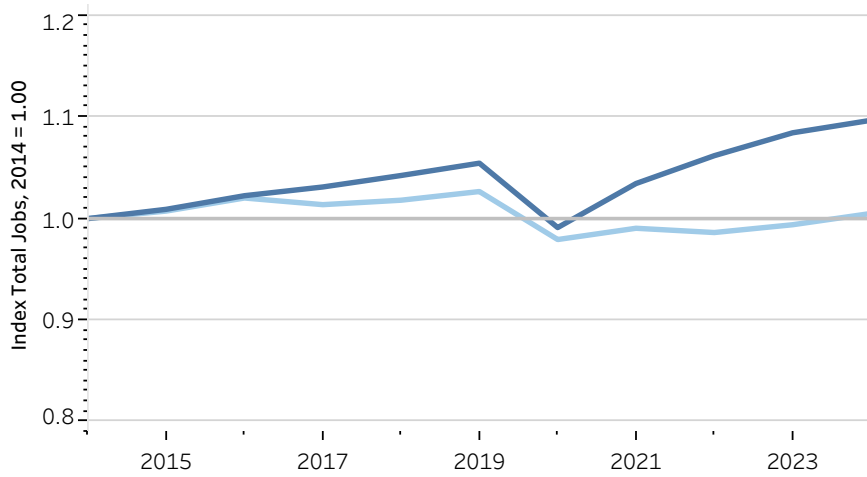
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

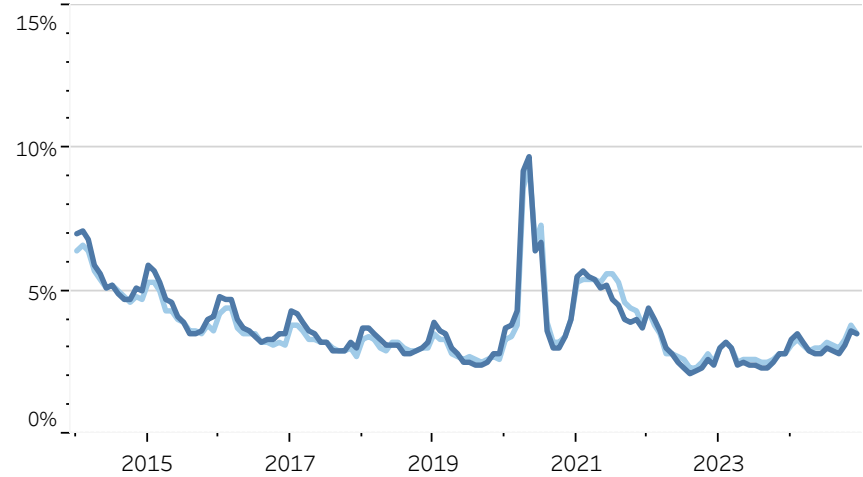
Population growth exceeded the statewide average. The number of jobs is similar to levels a decade ago. Unemployment closely tracks the statewide average with somewhat less seasonal variation. Income is below and poverty is higher than statewide averages.

■ Maine ■ Androscoggin

Wage and Salary Jobs



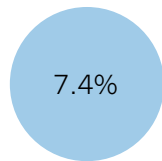
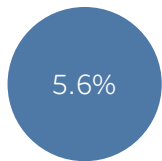
Unemployment Rate



10 Year Population Change

Maine

Androscoggin



Poverty Rates

Maine

Androscoggin



10.8%



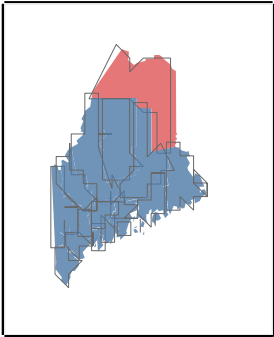
13.0%

Median Household Income

Maine

Androscoggin





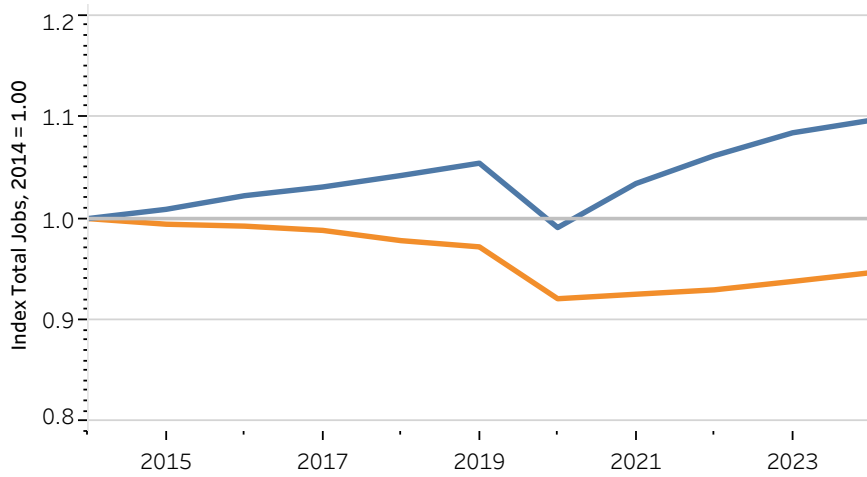
County Selection

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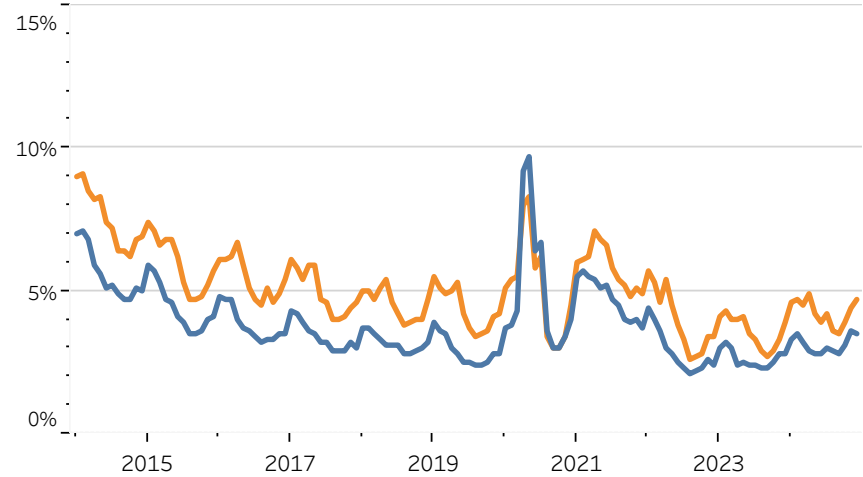
The population and jobs decreased over the last decade, though jobs stabilized after 2020. Unemployment has been consistently higher with greater seasonal variation than statewide. Income is lower and poverty is higher than statewide.

■ Maine ■ Aroostook

Wage and Salary Jobs



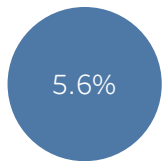
Unemployment Rate



10 Year Population Change

Maine

Aroostook



Poverty Rates

Maine

Aroostook



10.8%



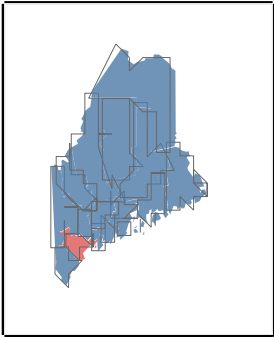
14.4%

Median Household Income

Maine

Aroostook





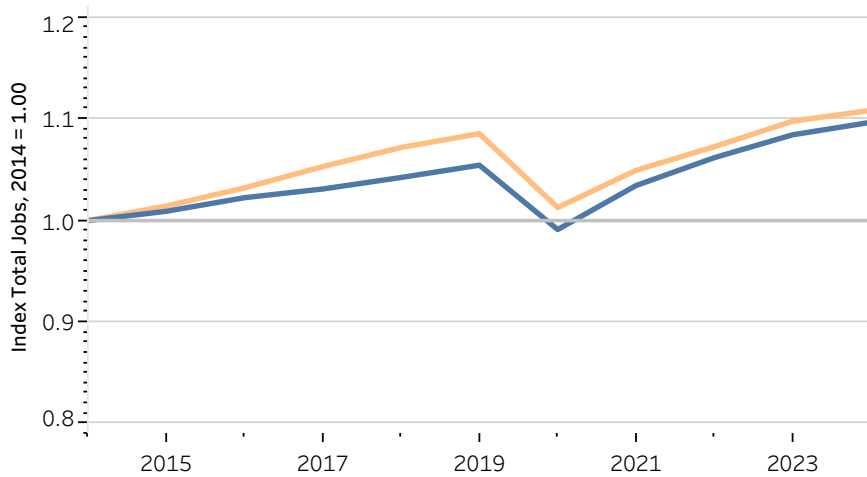
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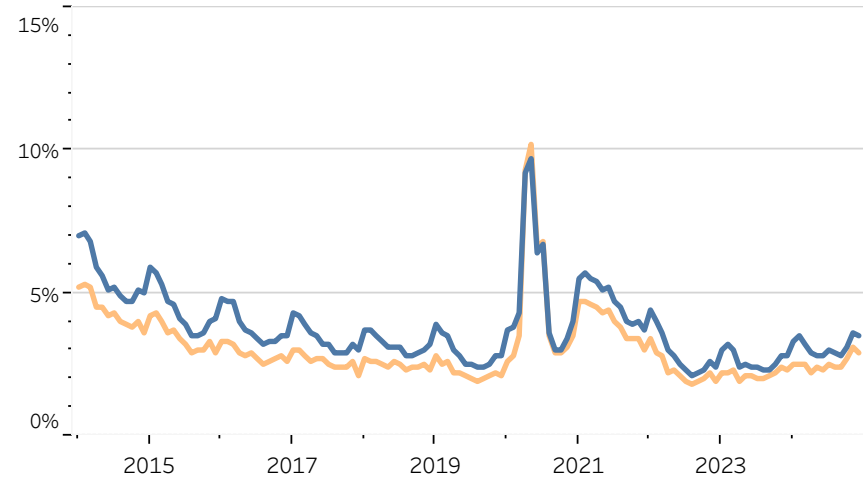
Population and job growth exceeded statewide averages over the last decade. Unemployment has consistently been among the lowest in the state with the least seasonal variation. The economic base is more diverse than many other areas, with concentrations of growing industries that contributes to higher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

■ Maine ■ Cumberland

Wage and Salary Jobs



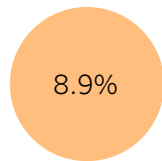
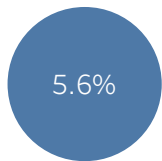
Unemployment Rate



10 Year Population Change

Maine

Cumberland



Poverty Rates

Maine

Cumberland



10.8%

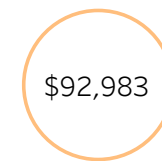


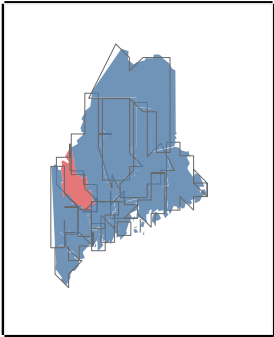
7.1%

Median Household Income

Maine

Cumberland





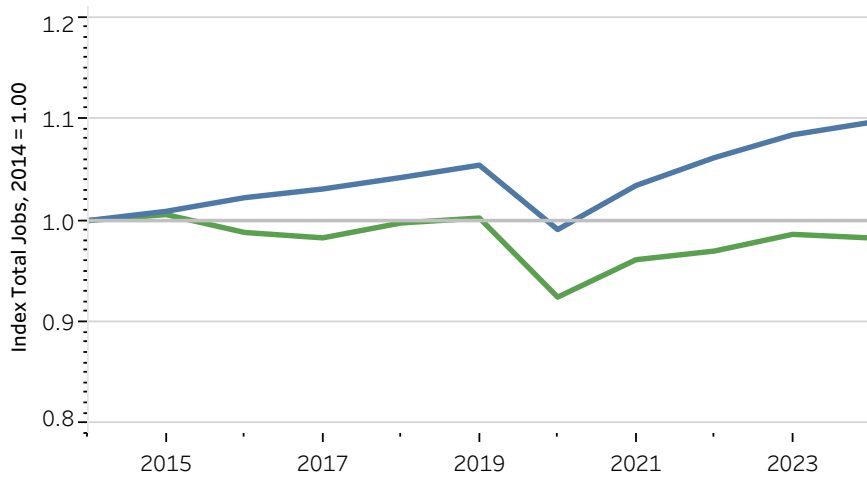
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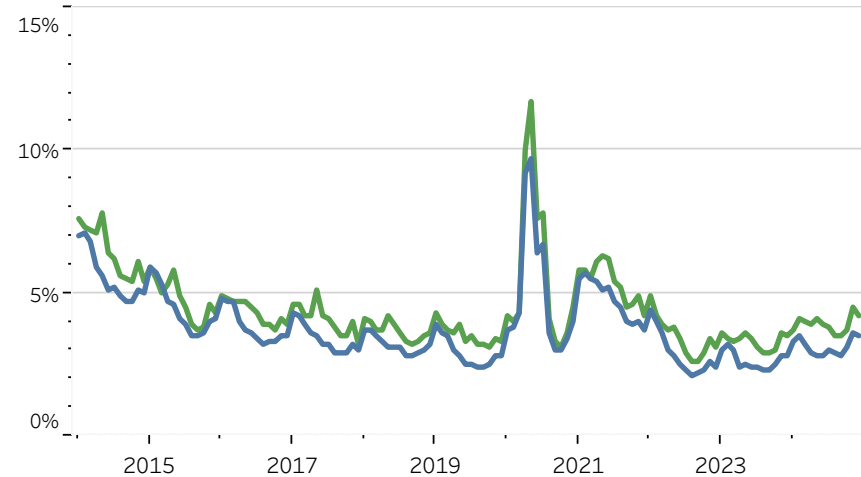
The population and jobs decreased slightly over the last decade, though jobs rebounded after 2020. Unemployment has consistently been higher than the statewide average with similar rates of seasonality. Incomes are lower and poverty higher than statewide averages.

■ Maine ■ Franklin

Wage and Salary Jobs



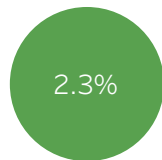
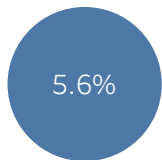
Unemployment Rate



10 Year Population Change

Maine

Franklin



Poverty Rates

Maine

Franklin



10.8%



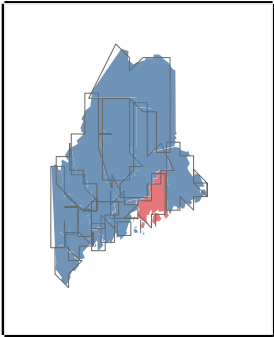
11.8%

Median Household Income

Maine

Franklin





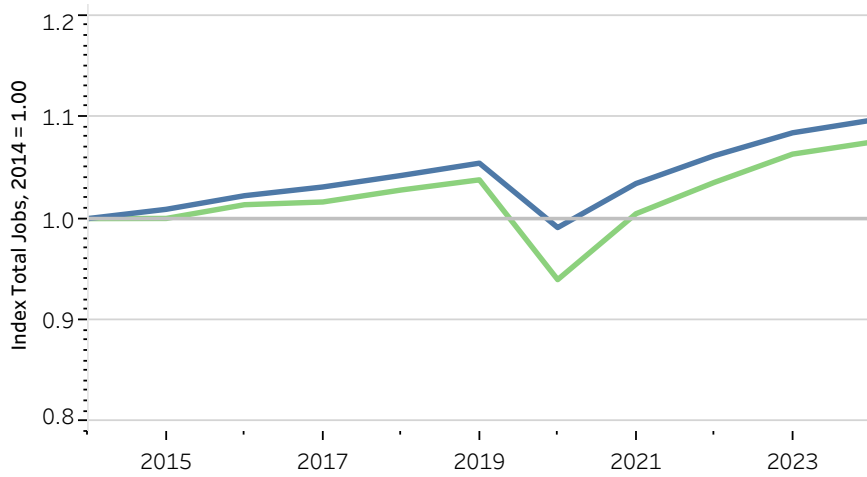
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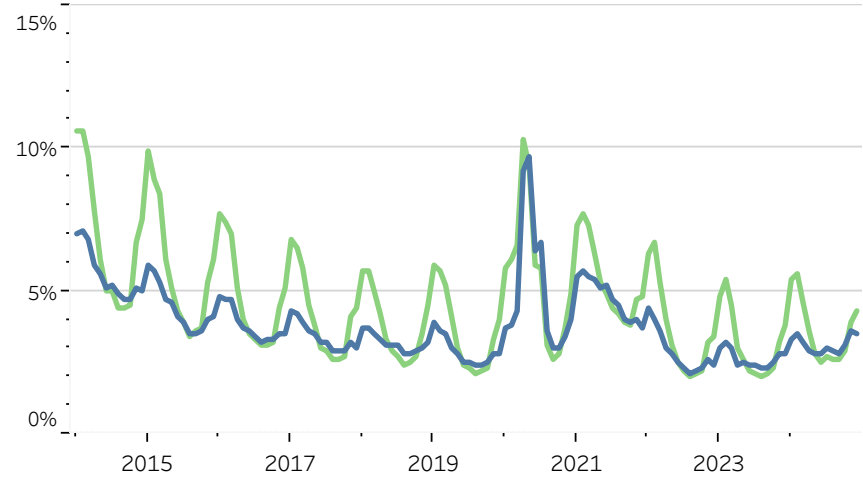
Population and job growth slightly lagged the state over the last decade. The economic base is primarily related to summer tourism, so the area has large seasonal variations in both employment and unemployment. Incomes and poverty are similar to the state as a whole.

■ Maine ■ Hancock

Wage and Salary Jobs



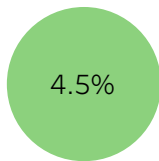
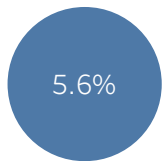
Unemployment Rate



10 Year Population Change

Maine

Hancock



Poverty Rates

Maine

Hancock



10.8%

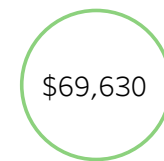


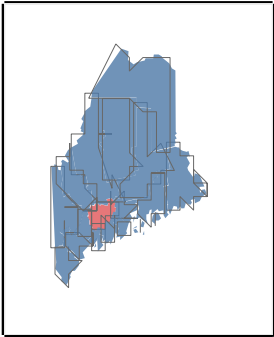
10.2%

Median Household Income

Maine

Hancock





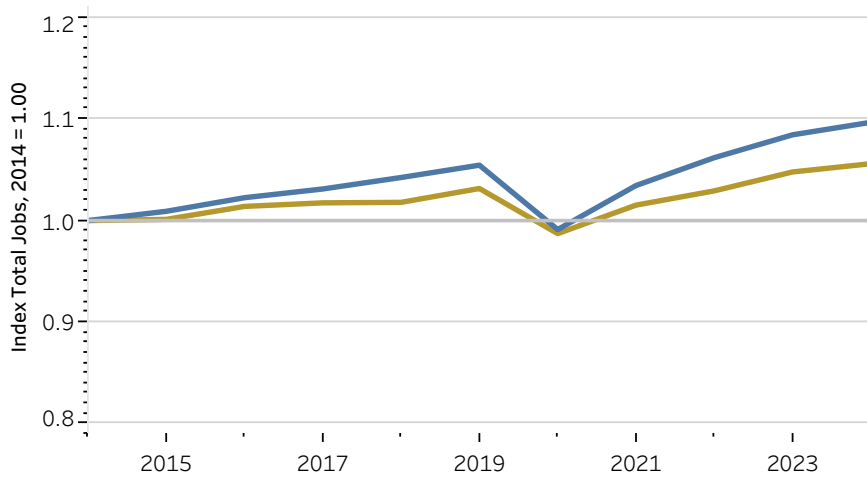
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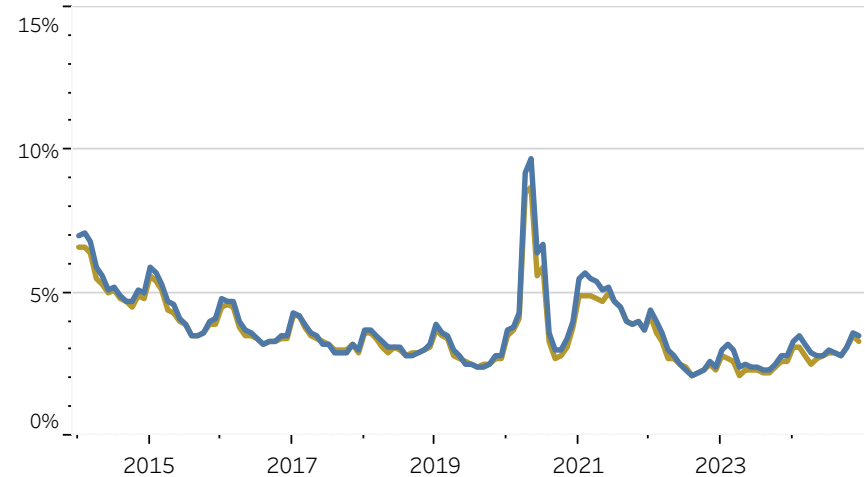
Population and job growth modestly lagged, and employment and unemployment have similar seasonal patterns as the state. Incomes are somewhat below and poverty slightly higher than statewide

■ Maine ■ Kennebec

Wage and Salary Jobs



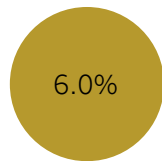
Unemployment Rate



10 Year Population Change

Maine

Kennebec



Poverty Rates

Maine

Kennebec



10.8%



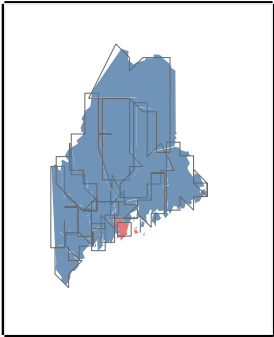
12.3%

Median Household Income

Maine

Kennebec





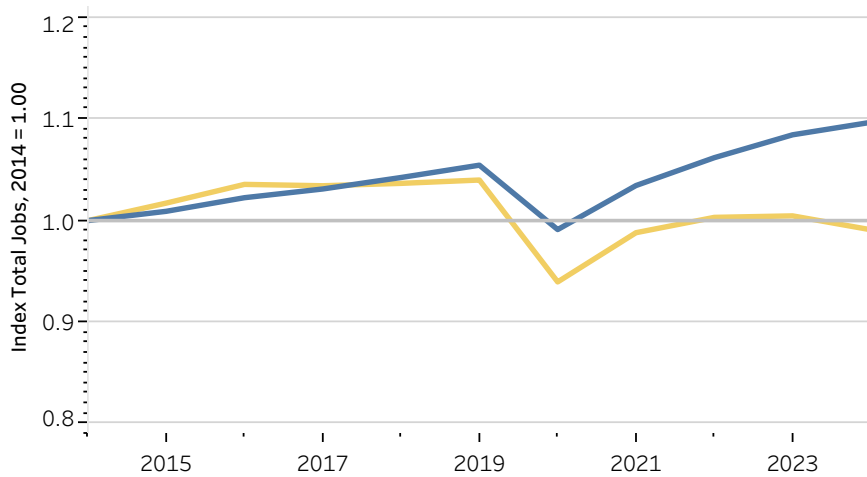
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

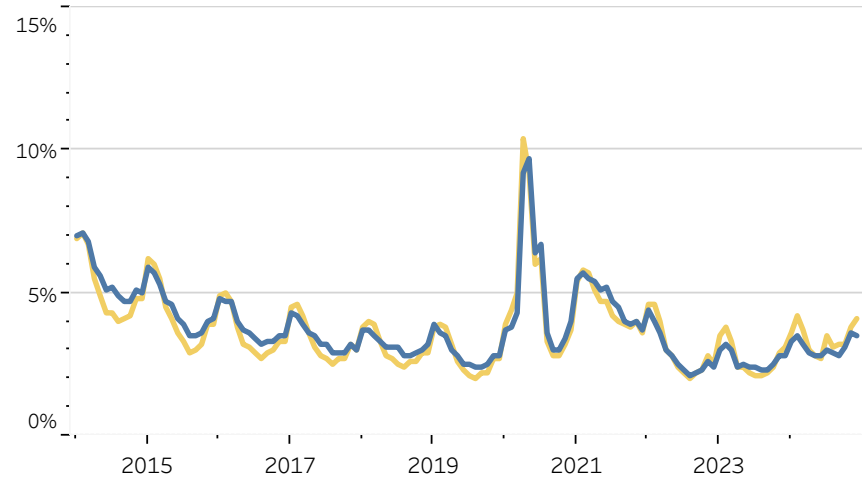
Over the last decade population slightly lagged the state and job growth even more, as an increased share of the population retired. The economic base is primarily related to summer tourism, so there is somewhat more seasonal variation in jobs and unemployment. Incomes and poverty are similar to statewide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

■ Maine ■ Knox

Wage and Salary Jobs



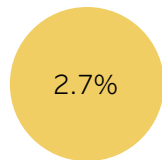
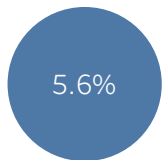
Unemployment Rate



10 Year Population Change

Maine

Knox



Poverty Rates

Maine

Knox



10.8%

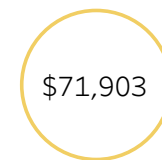


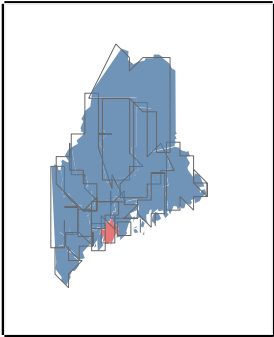
8.8%

Median Household Income

Maine

Knox





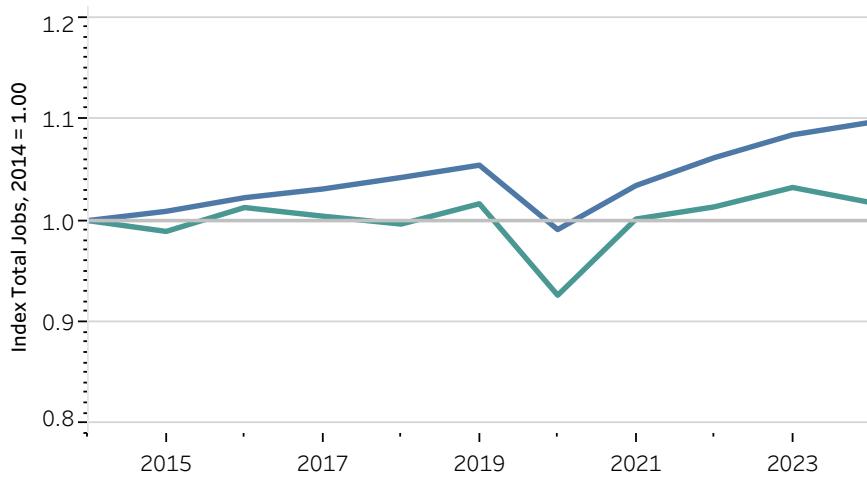
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

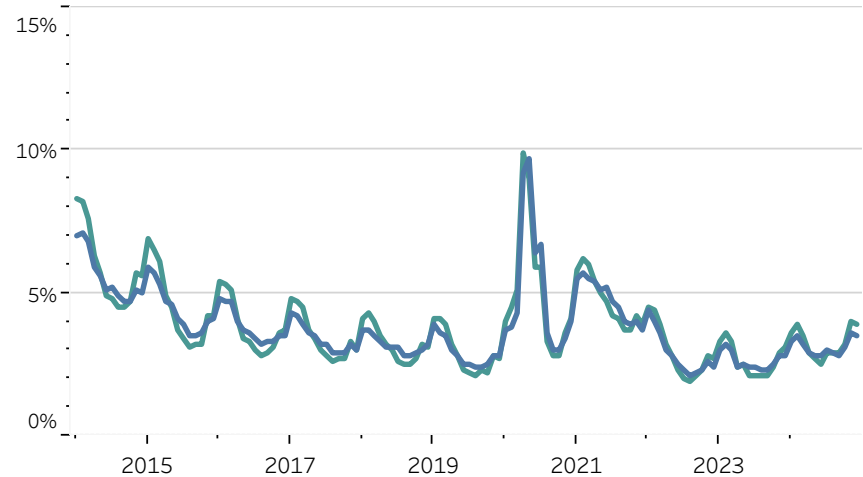
Population growth exceeded and job growth lagged the state and in the last decade, as many reached retirement and other retirees moved in. The area has somewhat more seasonal variation in jobs and unemployment. Incomes are slightly higher and poverty somewhat lower are similar to statewide averages.

■ Maine ■ Lincoln

Wage and Salary Jobs



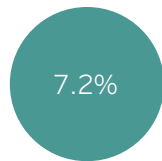
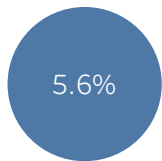
Unemployment Rate



10 Year Population Change

Maine

Lincoln



Poverty Rates

Maine

Lincoln



10.8%



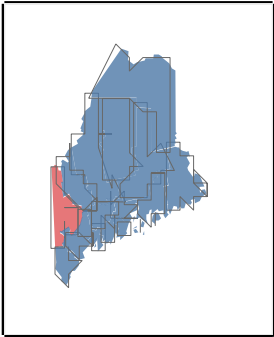
8.5%

Median Household Income

Maine

Lincoln





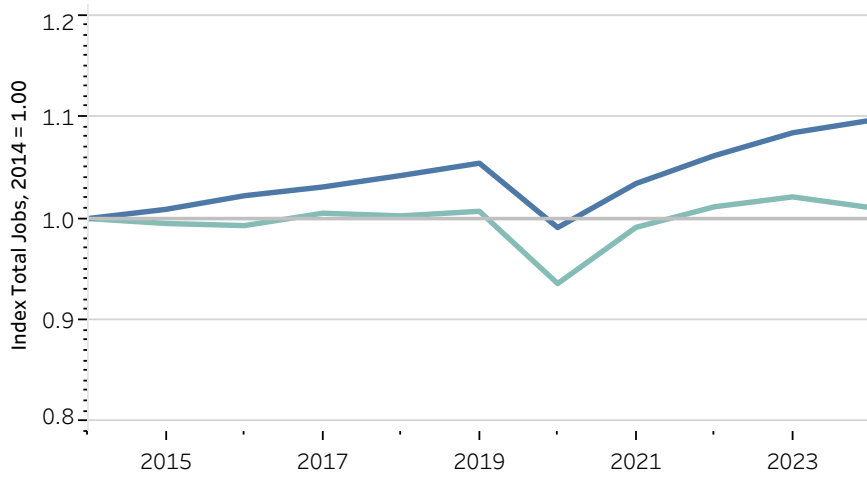
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

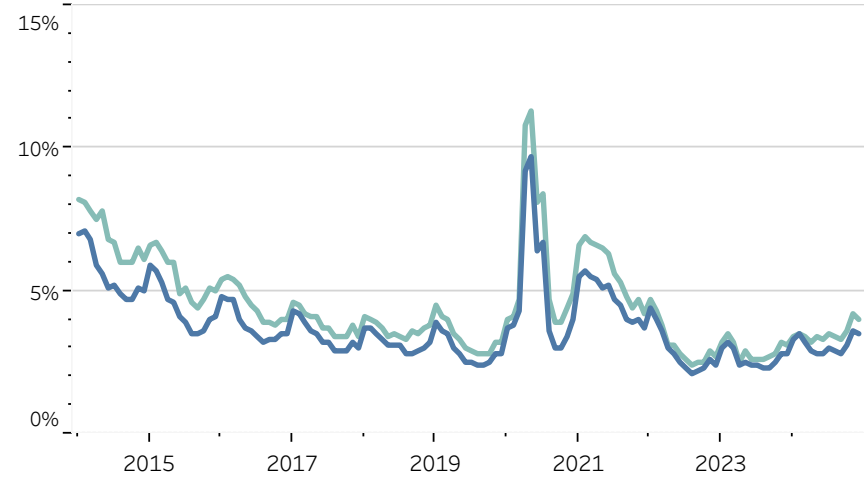
Population and job growth lagged the state in the last decade. Unemployment and poverty have been above statewide averages and incomes are lower.

■ Maine ■ Oxford

Wage and Salary Jobs



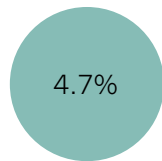
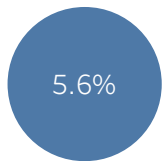
Unemployment Rate



10 Year Population Change

Maine

Oxford



Poverty Rates

Maine

Oxford



10.8%



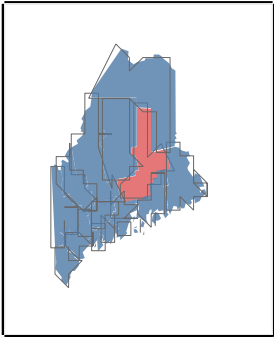
14.2%

Median Household Income

Maine

Oxford





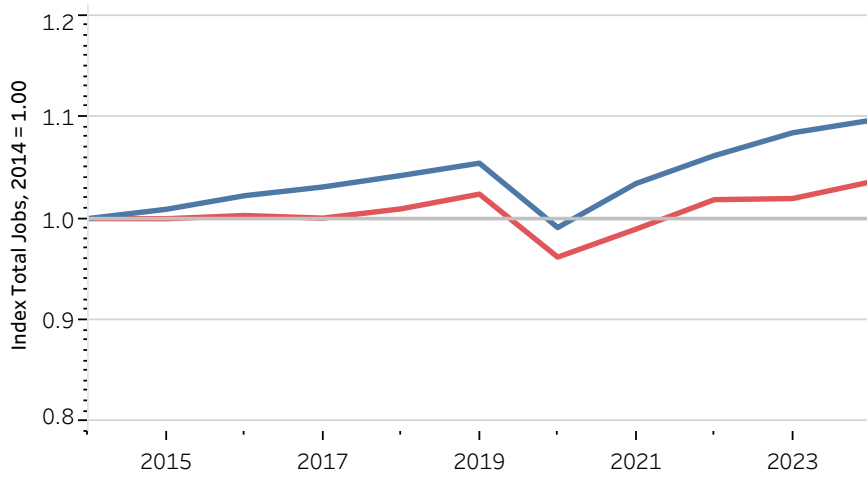
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

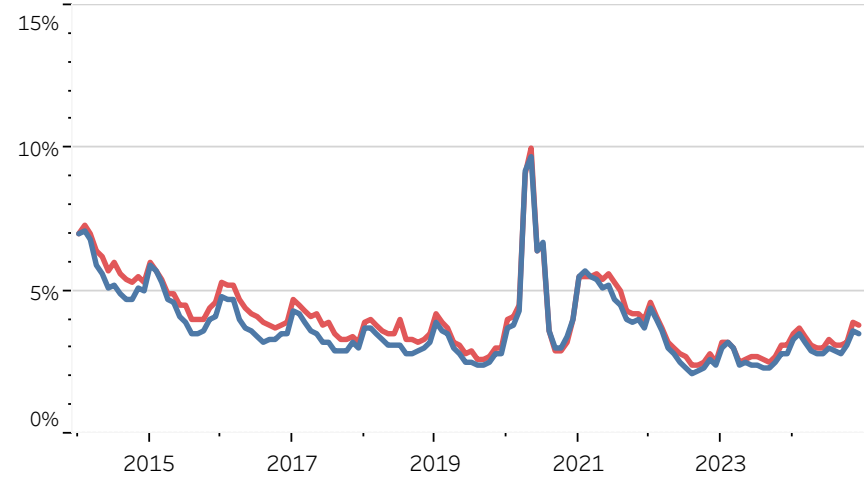
Unemployment has been close to statewide averages. There has been little change in the size of the population or the number of jobs in a decade. Incomes in the area are lower and poverty is higher than state averages.

■ Maine ■ Penobscot

Wage and Salary Jobs



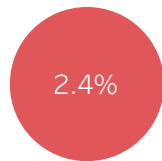
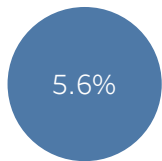
Unemployment Rate



10 Year Population Change

Maine

Penobscot



Poverty Rates

Maine

Penobscot



10.8%



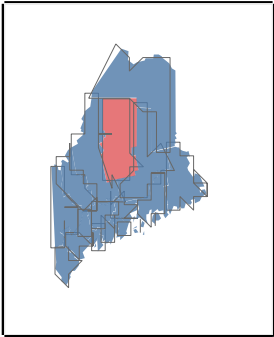
13.5%

Median Household Income

Maine

Penobscot





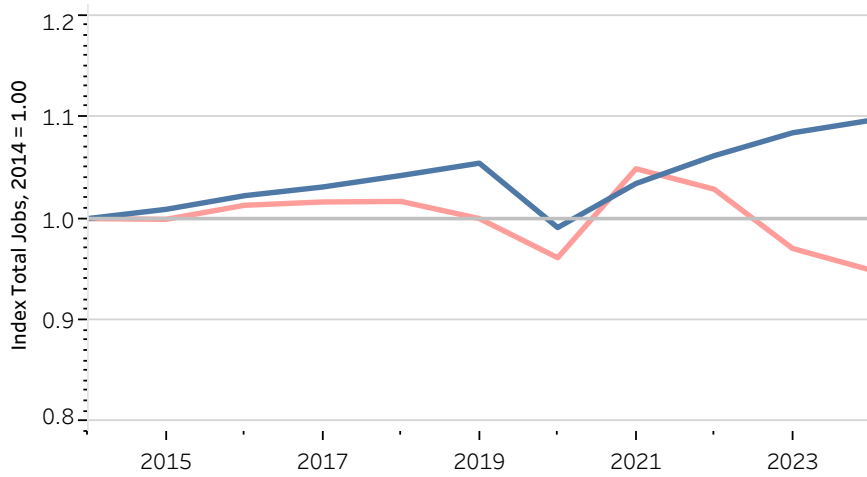
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

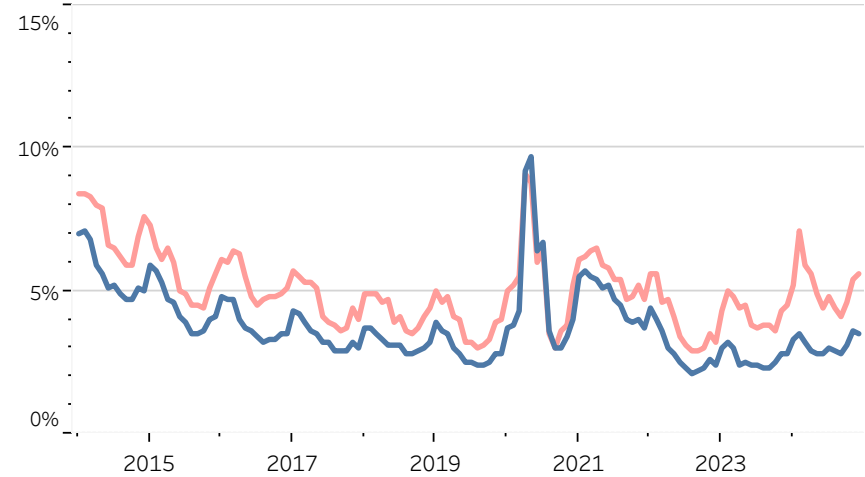
The size of the population and number of jobs is similar to a decade ago. Incomes are the lowest and poverty among the highest in the state.

■ Maine ■ Piscataquis

Wage and Salary Jobs



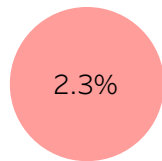
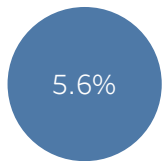
Unemployment Rate



10 Year Population Change

Maine

Piscataquis



Poverty Rates

Maine

Piscataquis



10.8%



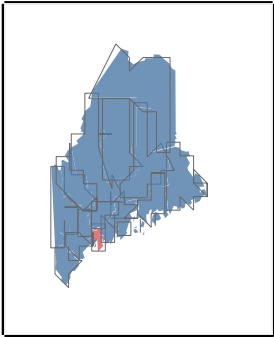
16.5%

Median Household Income

Maine

Piscataquis





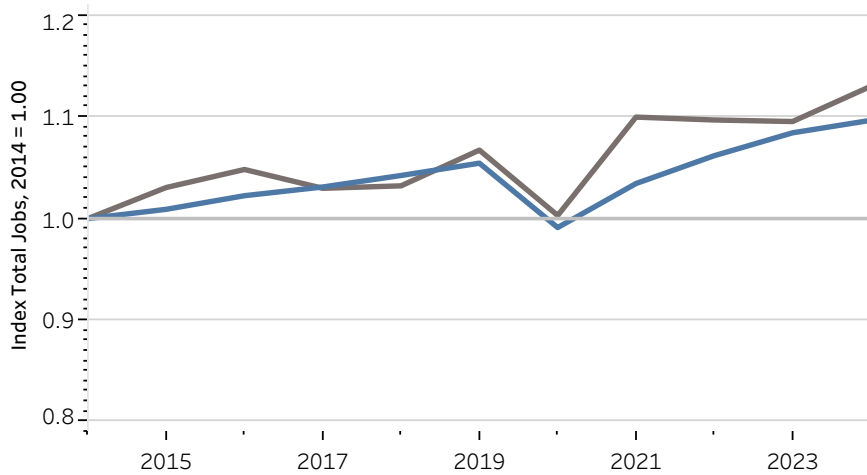
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

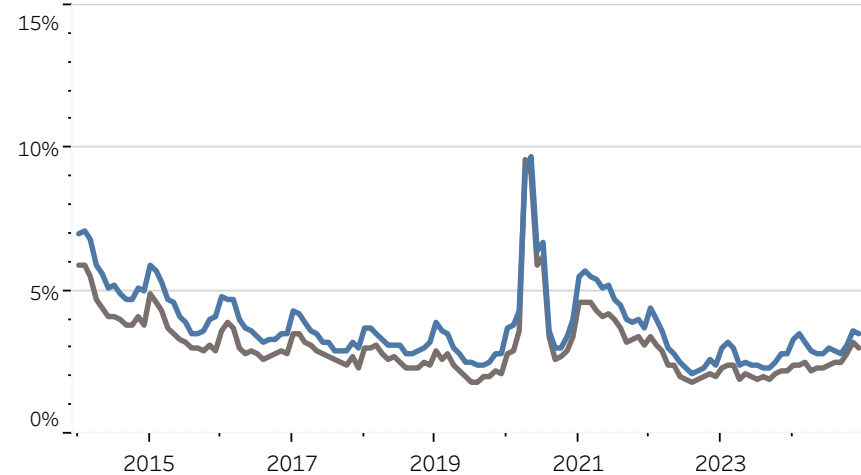
Unemployment has consistently been among the lowest in the state with little seasonal variation for many years and population and job growth were faster than average over in the last decade. A concentration in manufacturing jobs draws in workforce from surrounding areas. Incomes are higher and poverty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

■ Maine ■ Sagadahoc

Wage and Salary Jobs



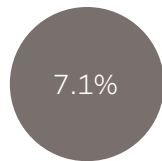
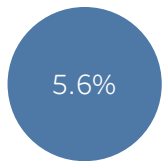
Unemployment Rate



10 Year Population Change

Maine

Sagadahoc



Poverty Rates

Maine

Sagadahoc



10.8%



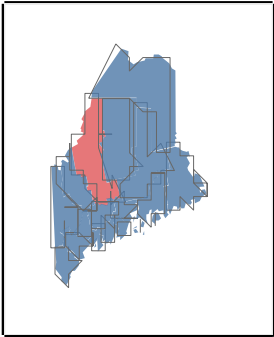
11.1%

Median Household Income

Maine

Sagadahoc





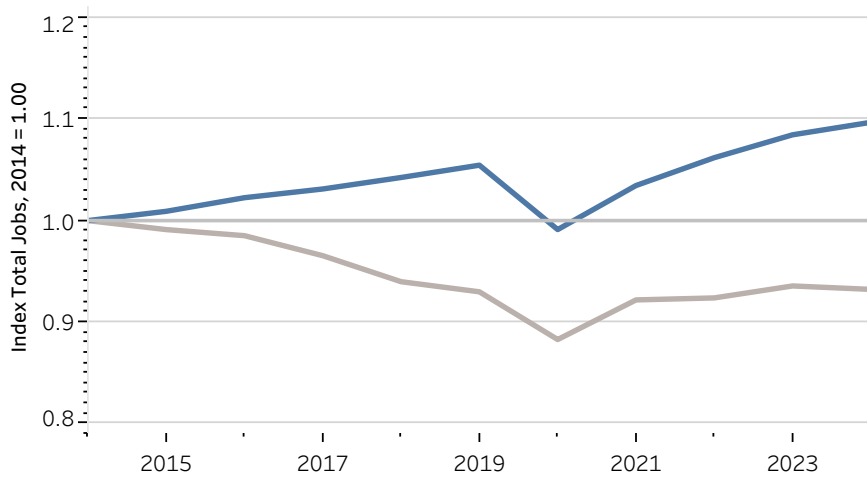
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

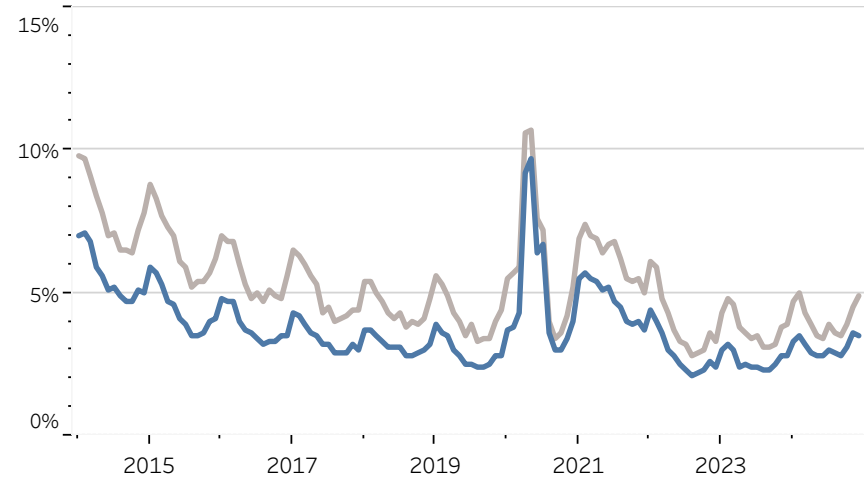
The population and jobs decreased in the last decade, though job levels stabilized the last few years. Unemployment has consistently been higher than the statewide average with more seasonal variation. Incomes are among the lowest and poverty the highest in the state.

■ Maine ■ Somerset

Wage and Salary Jobs



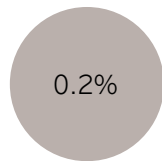
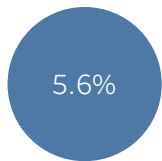
Unemployment Rate



10 Year Population Change

Maine

Somerset



Poverty Rates

Maine

Somerset



10.8%

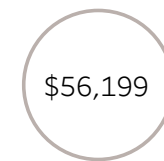


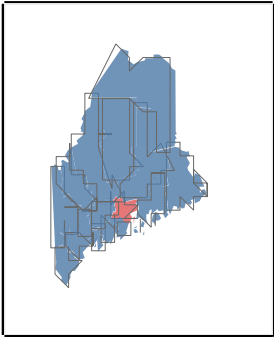
15.6%

Median Household Income

Maine

Somerset





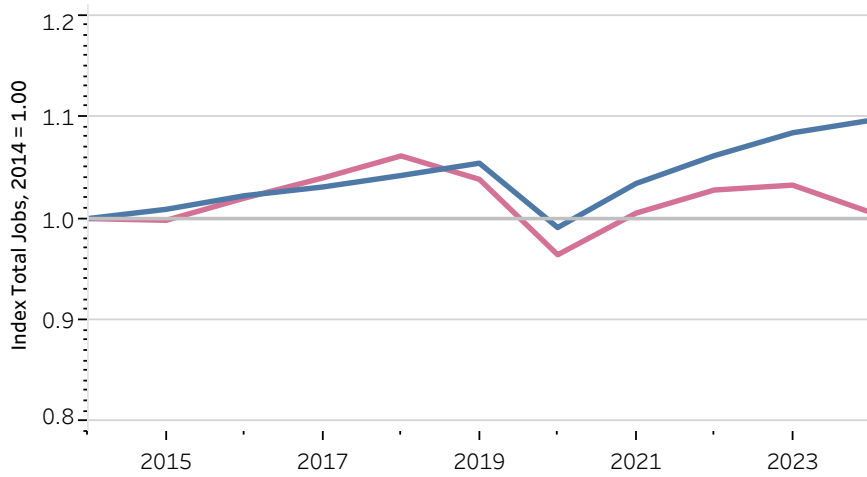
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

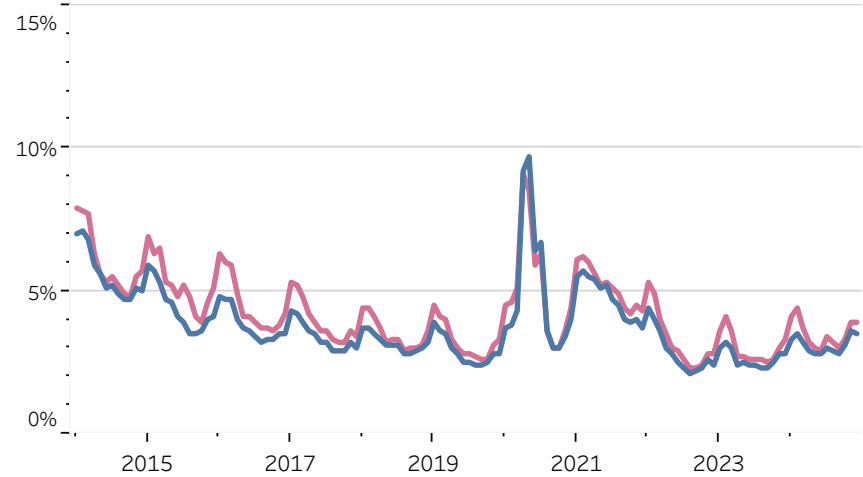
In the last decade population and job growth lagged statewide averages. Unemployment has transitioned from being mostly higher and more seasonal than the state to quite similar the last few years. Incomes are below and poverty higher than statewide.

■ Maine ■ Waldo

Wage and Salary Jobs



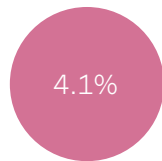
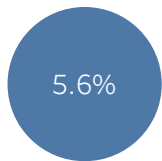
Unemployment Rate



10 Year Population Change

Maine

Waldo



Poverty Rates

Maine

Waldo



10.8%



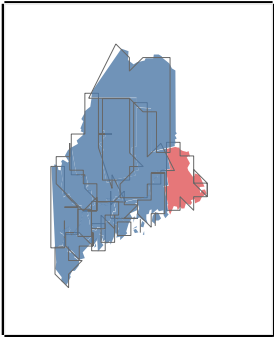
12.8%

Median Household Income

Maine

Waldo





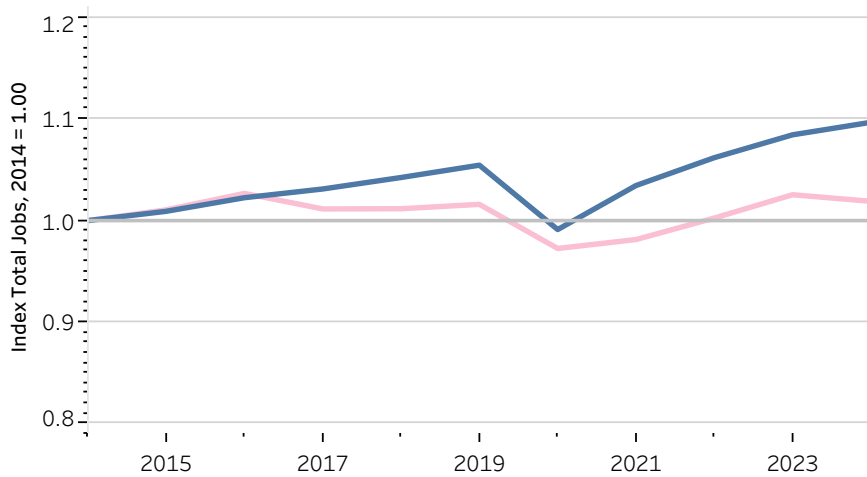
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

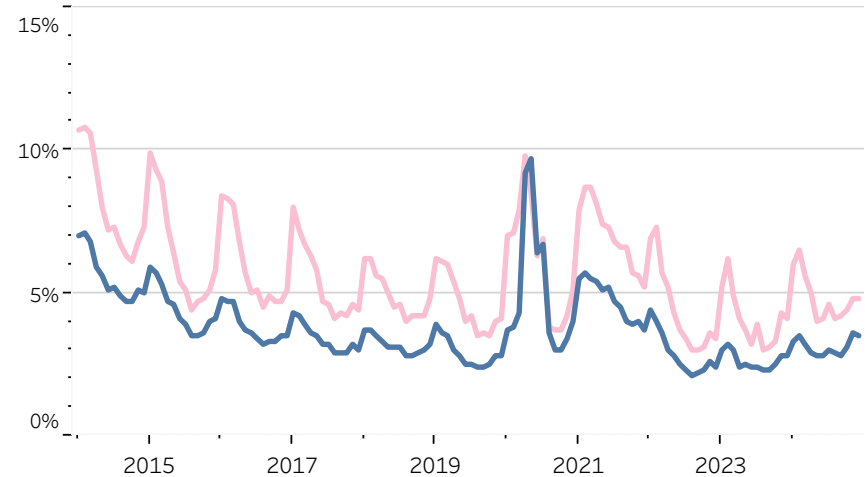
The population decreased and there is a similar number of jobs as a decade ago. Unemployment has consistently been higher and more seasonal, incomes are lower, and poverty much higher than statewide.

■ Maine ■ Washington

Wage and Salary Jobs



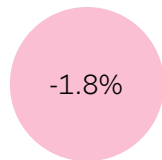
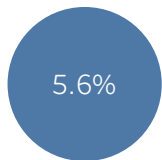
Unemployment Rate



10 Year Population Change

Maine

Washington



Poverty Rates

Maine

Washington



10.8%



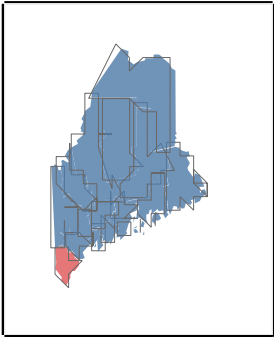
17.8%

Median Household Income

Maine

Washington





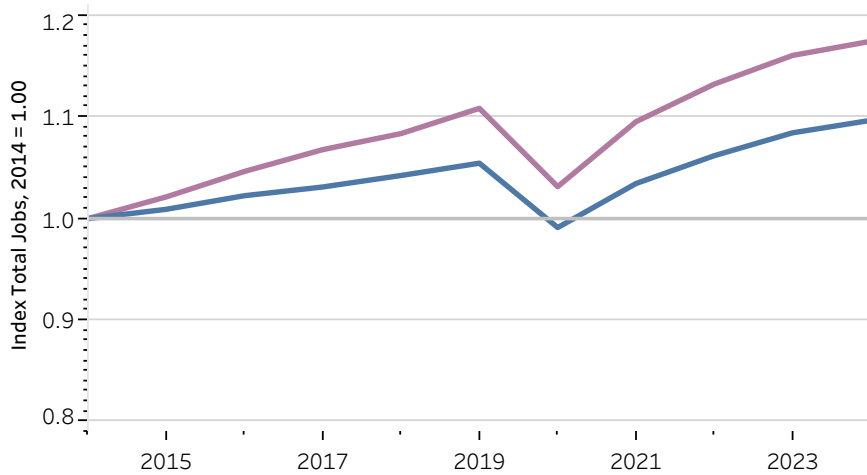
County Selection

- Androscoggin
- Aroostook
- Cumberland
- Franklin
- Hancock
- Kennebec
- Knox
- Lincoln
- Oxford

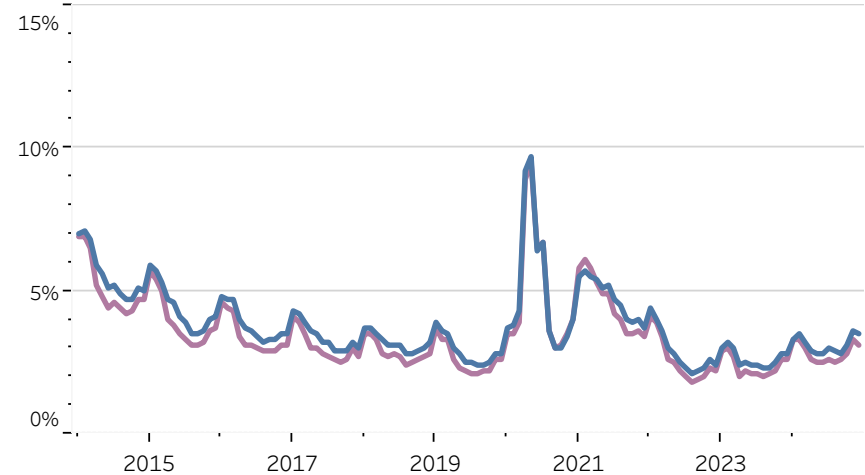
Population and job growth was the highest in the state over the last decade. Unemployment and poverty are lower and incomes are higher than state averages.

■ Maine ■ York

Wage and Salary Jobs



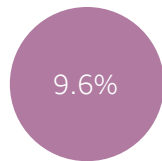
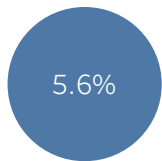
Unemployment Rate



10 Year Population Change

Maine

York



Poverty Rates

Maine

York



10.8%

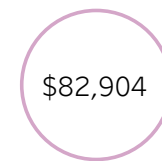


7.8%

Median Household Income

Maine

York



Funding and Legal

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