Workforce Trends in Maine Through 2025

Center for Workforce Research and Information

Overview

Through 2025 Maine's labor market is characterized by:

- Steady, low unemployment rates
- Little net change in employment

The balance between job openings and unemployed job seekers looking for employment is close to the balance that prevailed in the years before the 2020 recession.

The population age structure has resulted in lower rates of job growth from many people reaching retirement relative to younger segments of the population reaching their prime working ages.

Though job growth rates have been slower, the state's economic output has growth at a faster rate than jobs in the last decade.

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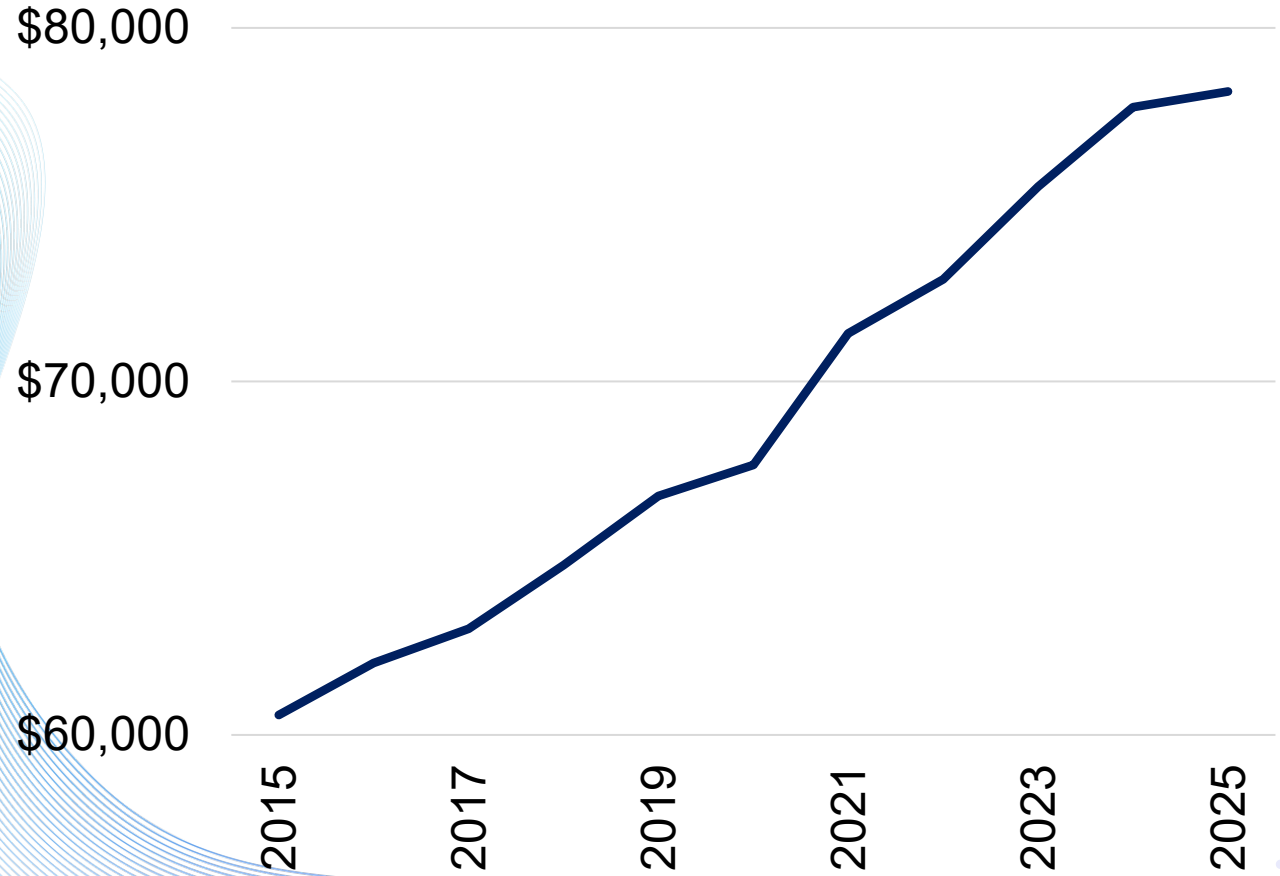
01

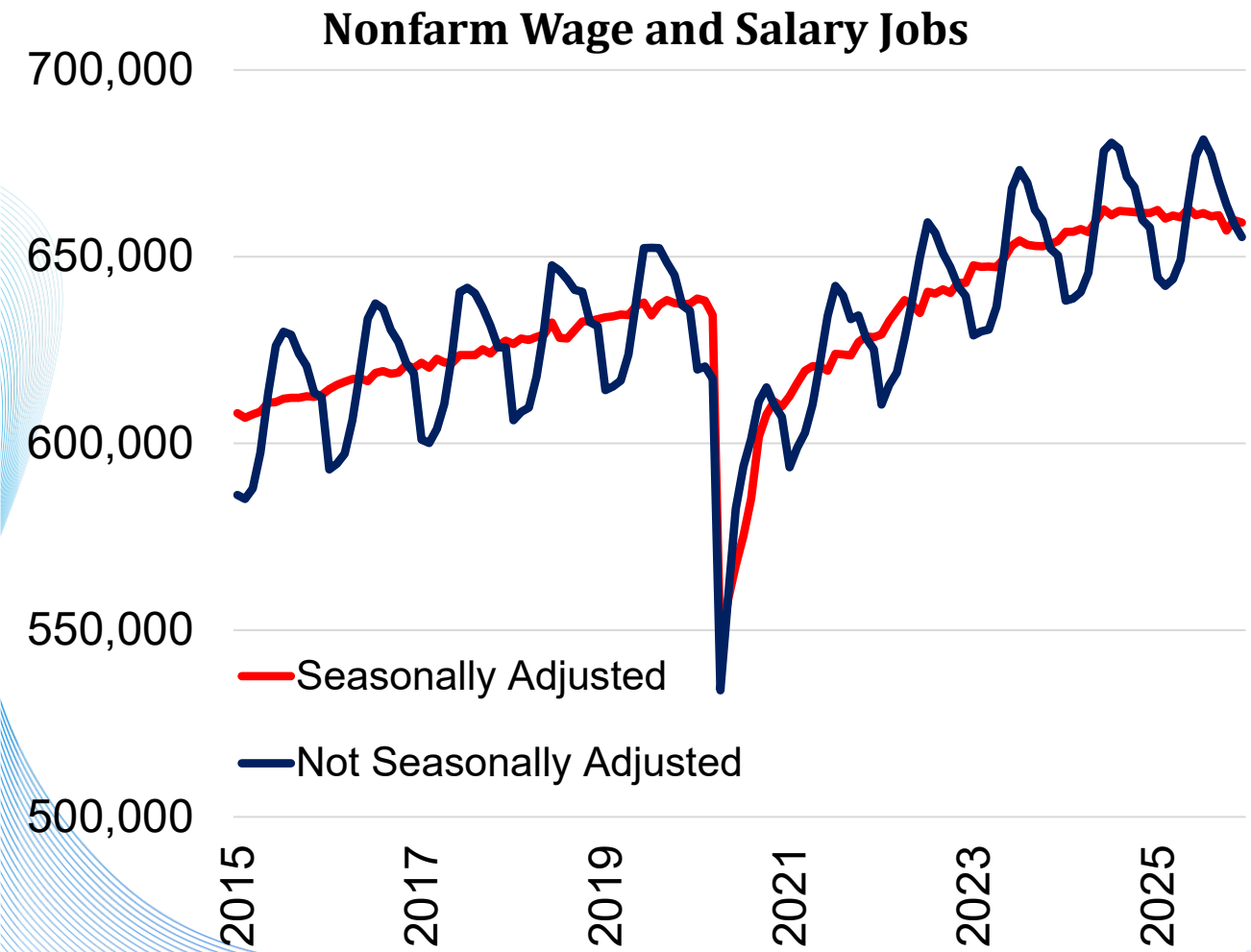
Statewide Labor Market Conditions

Gross Domestic Product

(in millions of inflation adjusted dollars)

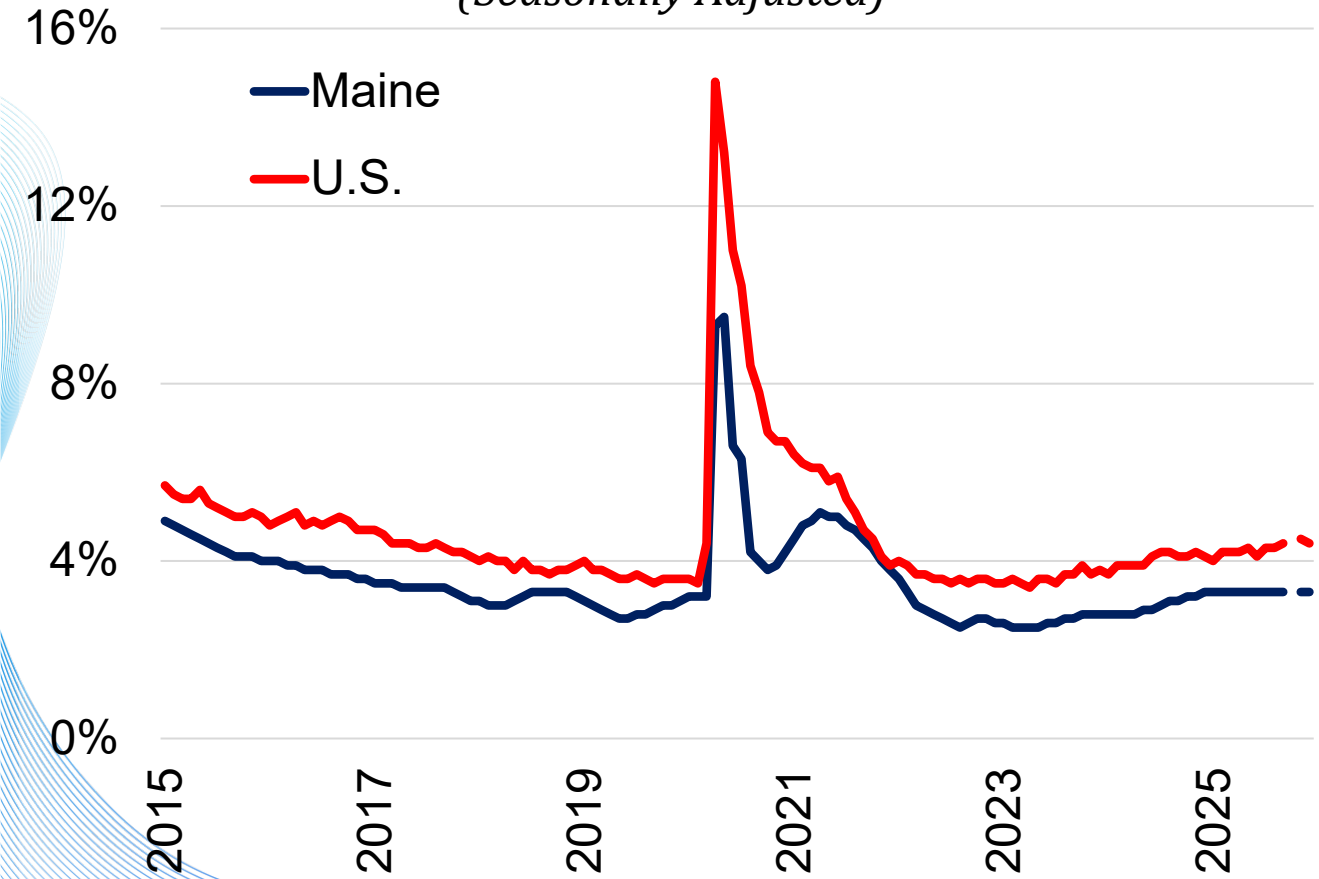


Total output of the economy, measured by gross domestic product, increased by an average of 2.4 percent in the last three years. In the last year that rate slowed to 0.6 percent.

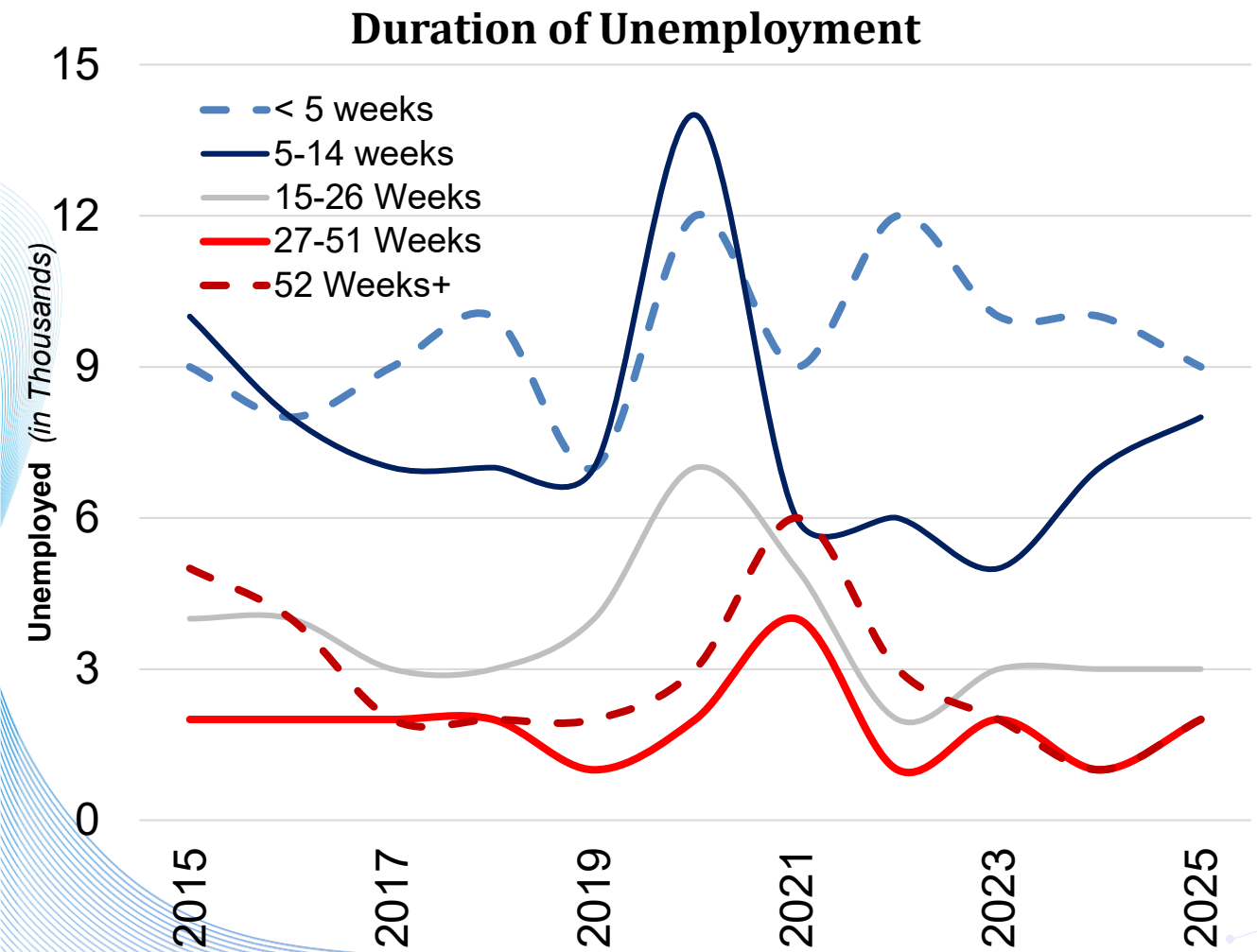


Job growth has gradually slowed. There was little net change in jobs in the last two years. Maine has more seasonal variation in jobs than the nation and most states. Most years there are about six percent more jobs in summer highs than in winter lows (seen in not seasonally adjusted data).

Unemployment Rates
(Seasonally Adjusted)

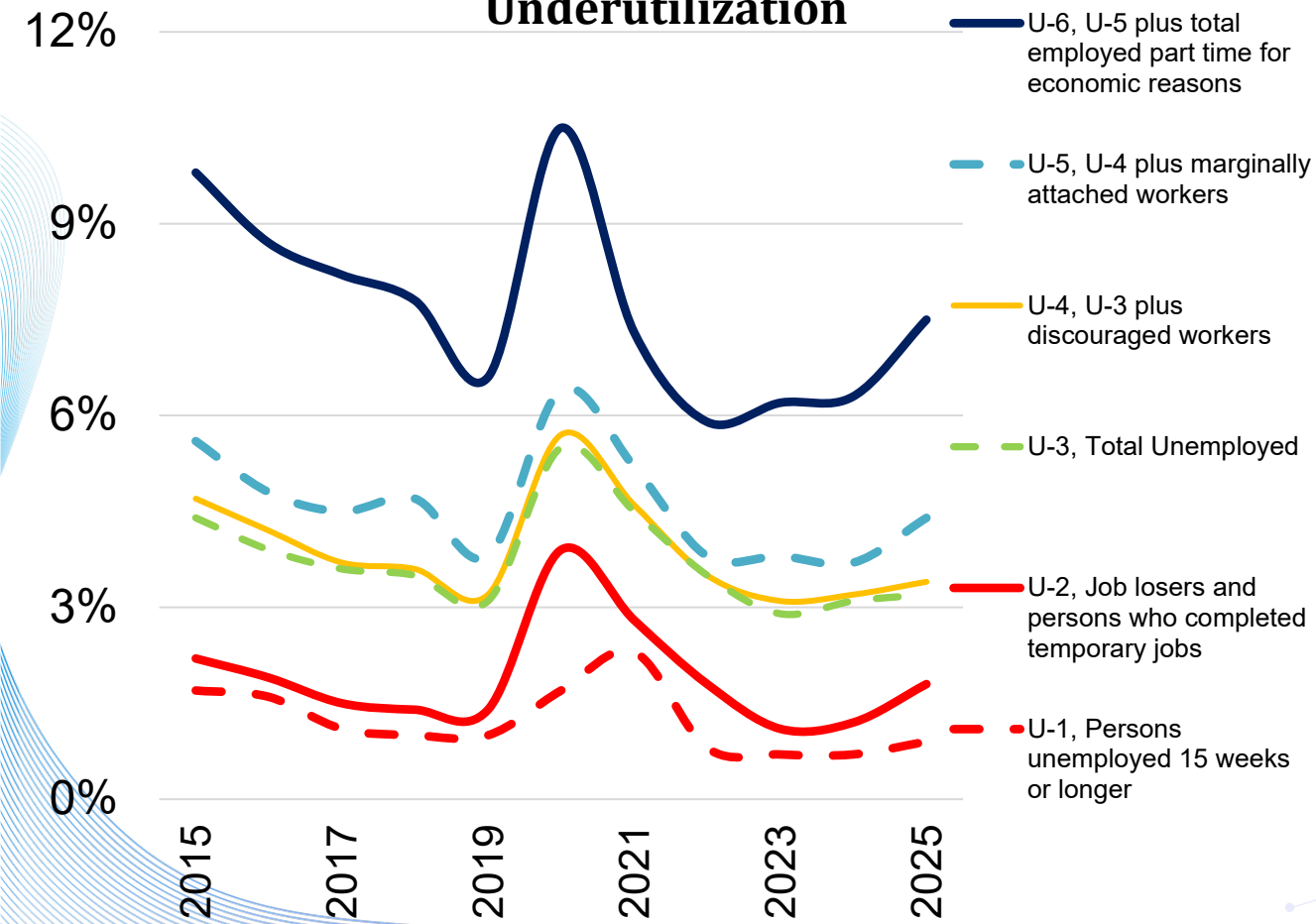


The state labor market has been characterized by low, steady unemployment rates. Unemployment has been below four percent since late in 2021 and below the national rate throughout the last decade.

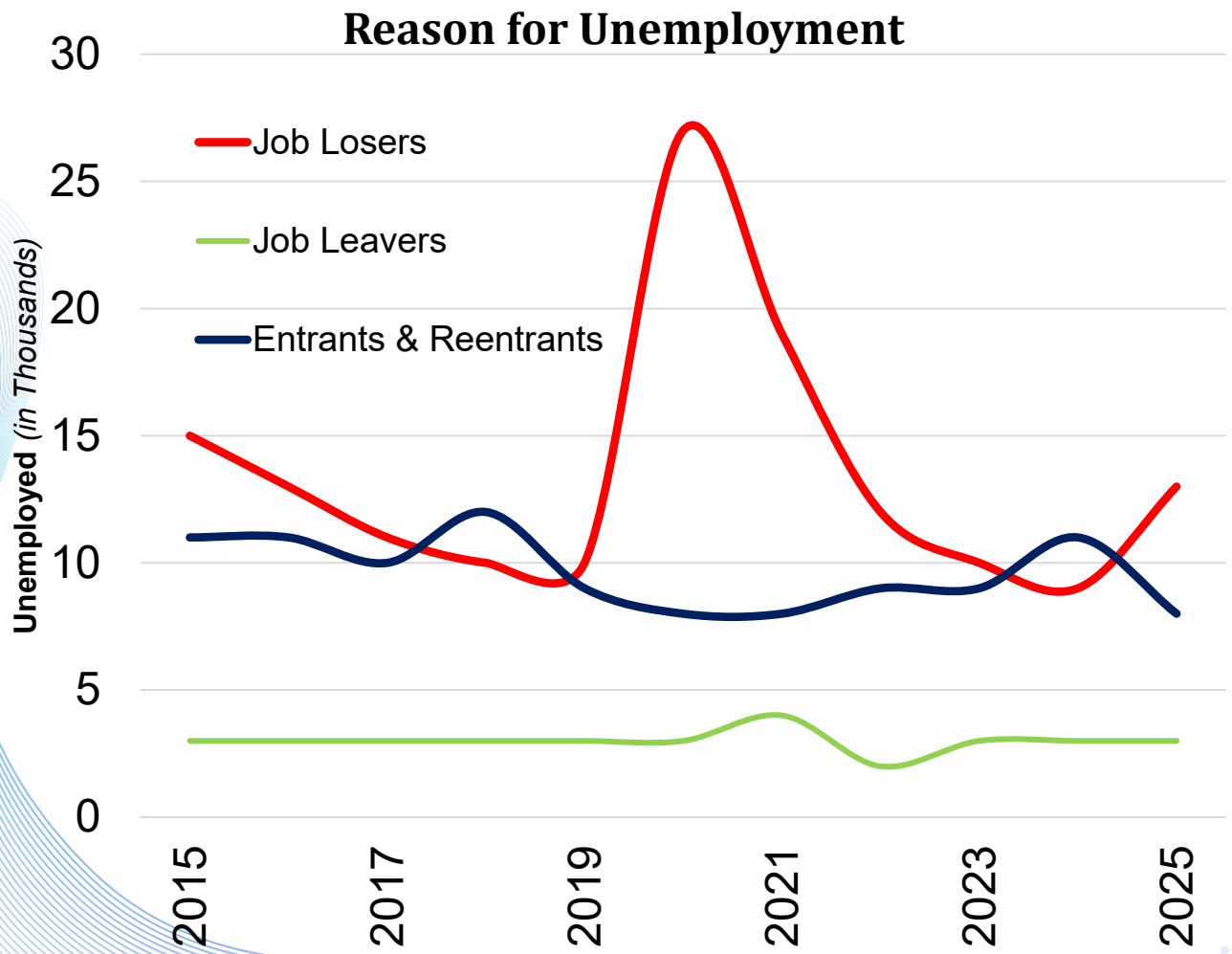


Most people who become unemployed are so for less than 15 weeks. In 2025 less than 18 percent of unemployed were for 26 weeks or more.

Alternative Measures of Labor Underutilization



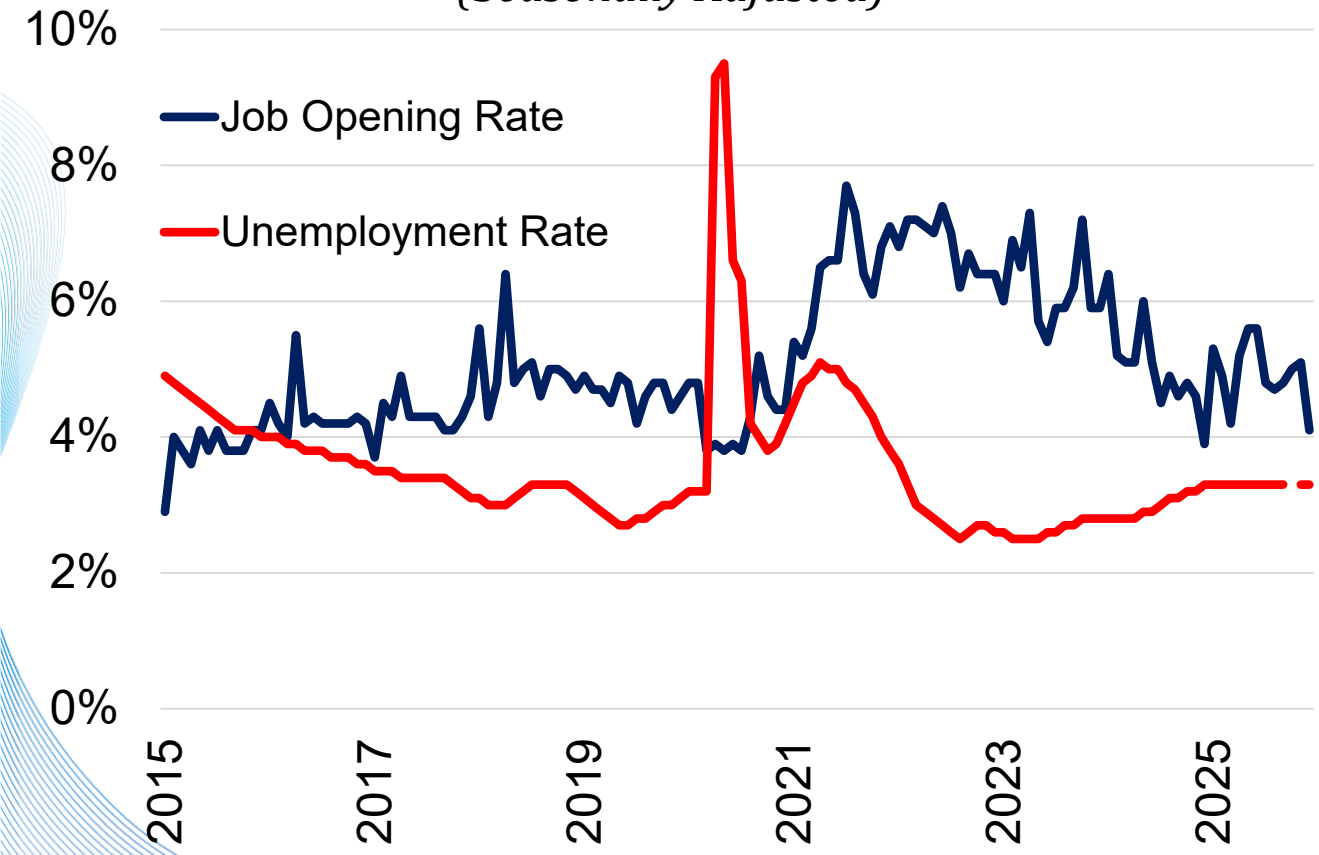
In addition to the unemployment rate, there are five other measures of labor underutilization. Each has trended close to all-time lows. The share of the workforce employed part time for economic reasons increased modestly in the last two years.



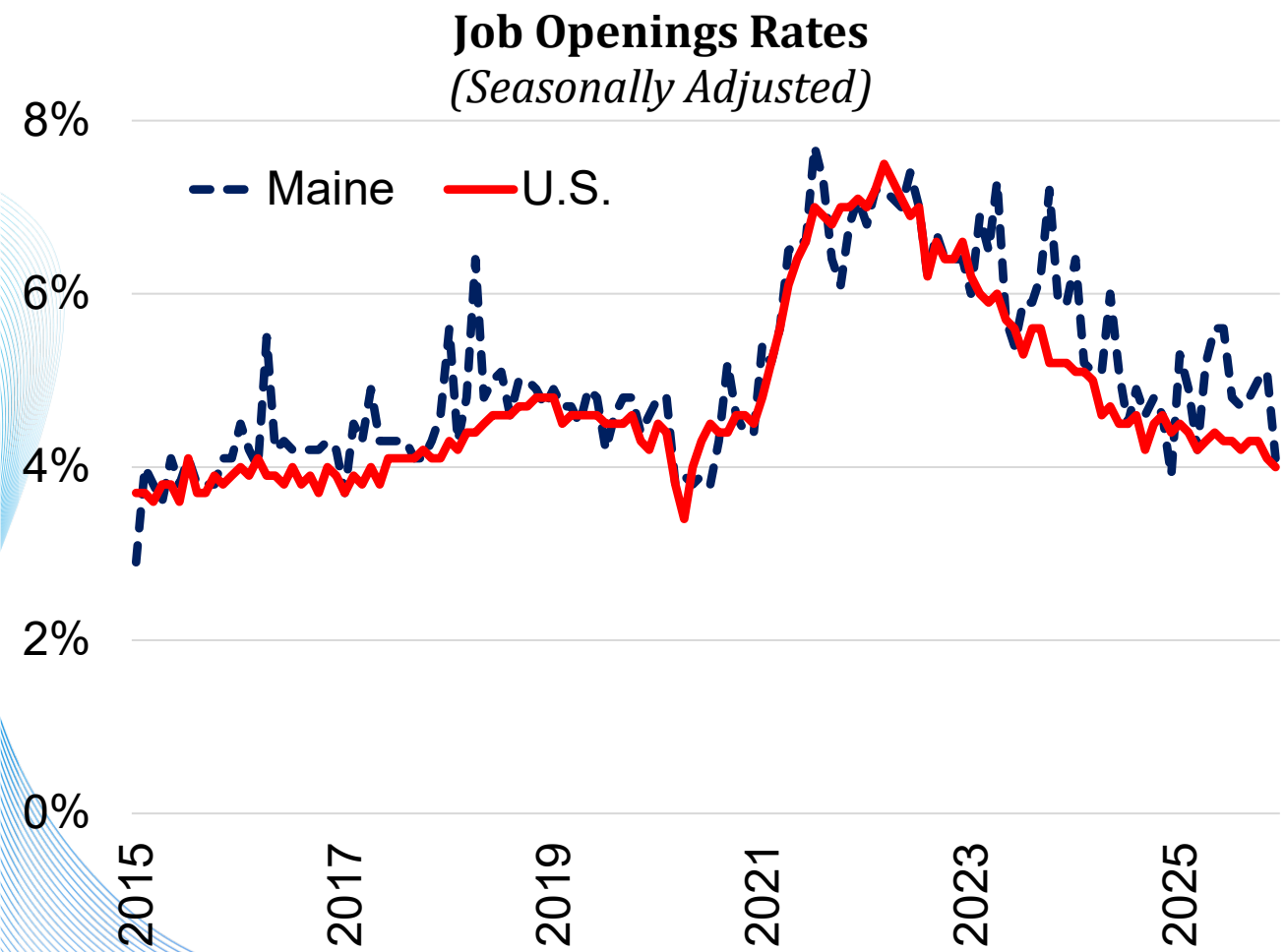
Those who are unemployed can be so not only from losing a job, but also from entering the labor force or leaving their job. Numbers entering the labor force or leaving a job have not changed much in the last decade; numbers losing jobs vary with economic conditions. In 2025, about 57 percent of the unemployed were unemployed due to job loss.

Job Openings and Unemployment Rates

(Seasonally Adjusted)



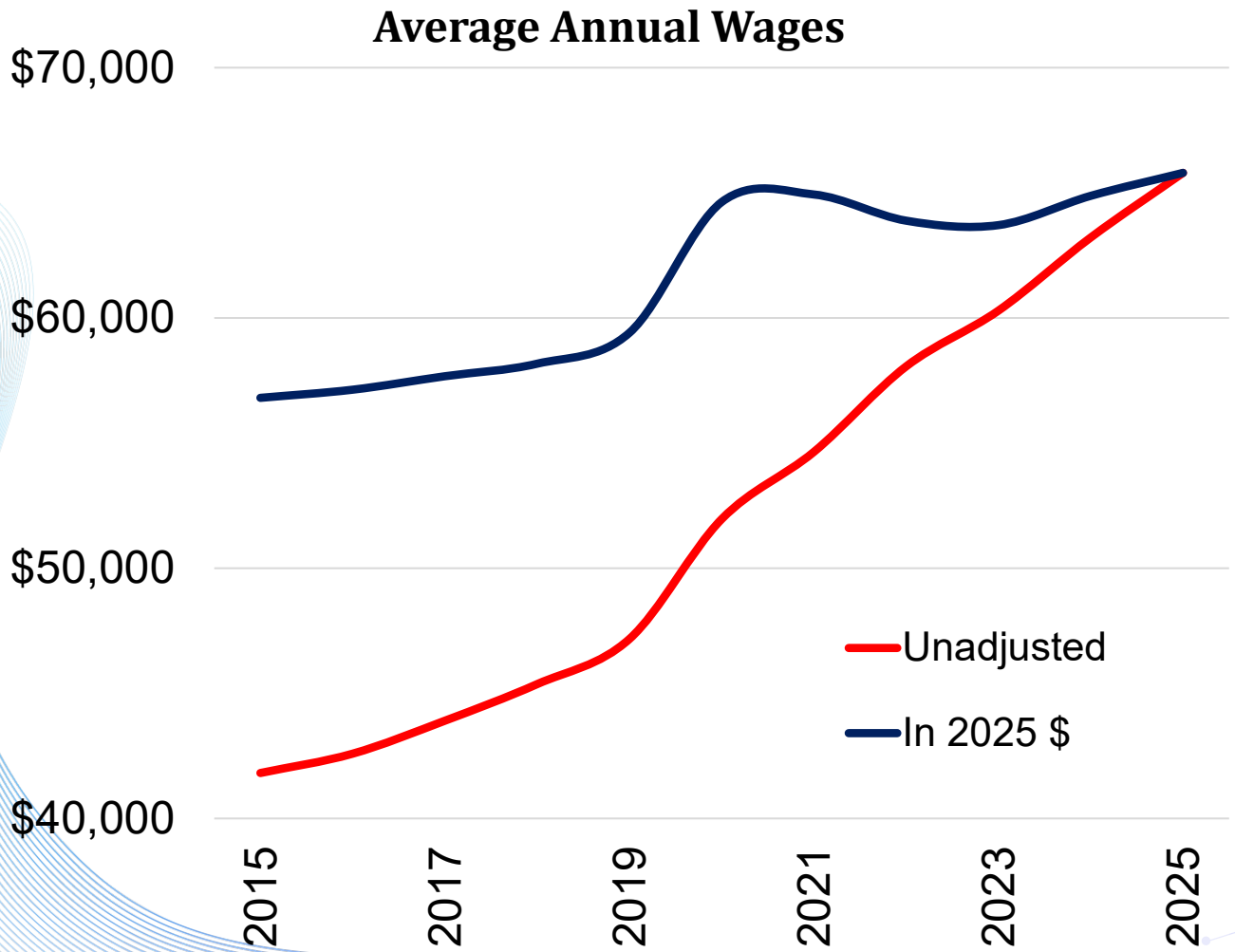
Job openings rates have tended lower since reaching a peak in 2022-23. The balance between job openings and unemployed job seekers looking for employment is close to the balance that prevailed in the years before the 2020 recession.



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

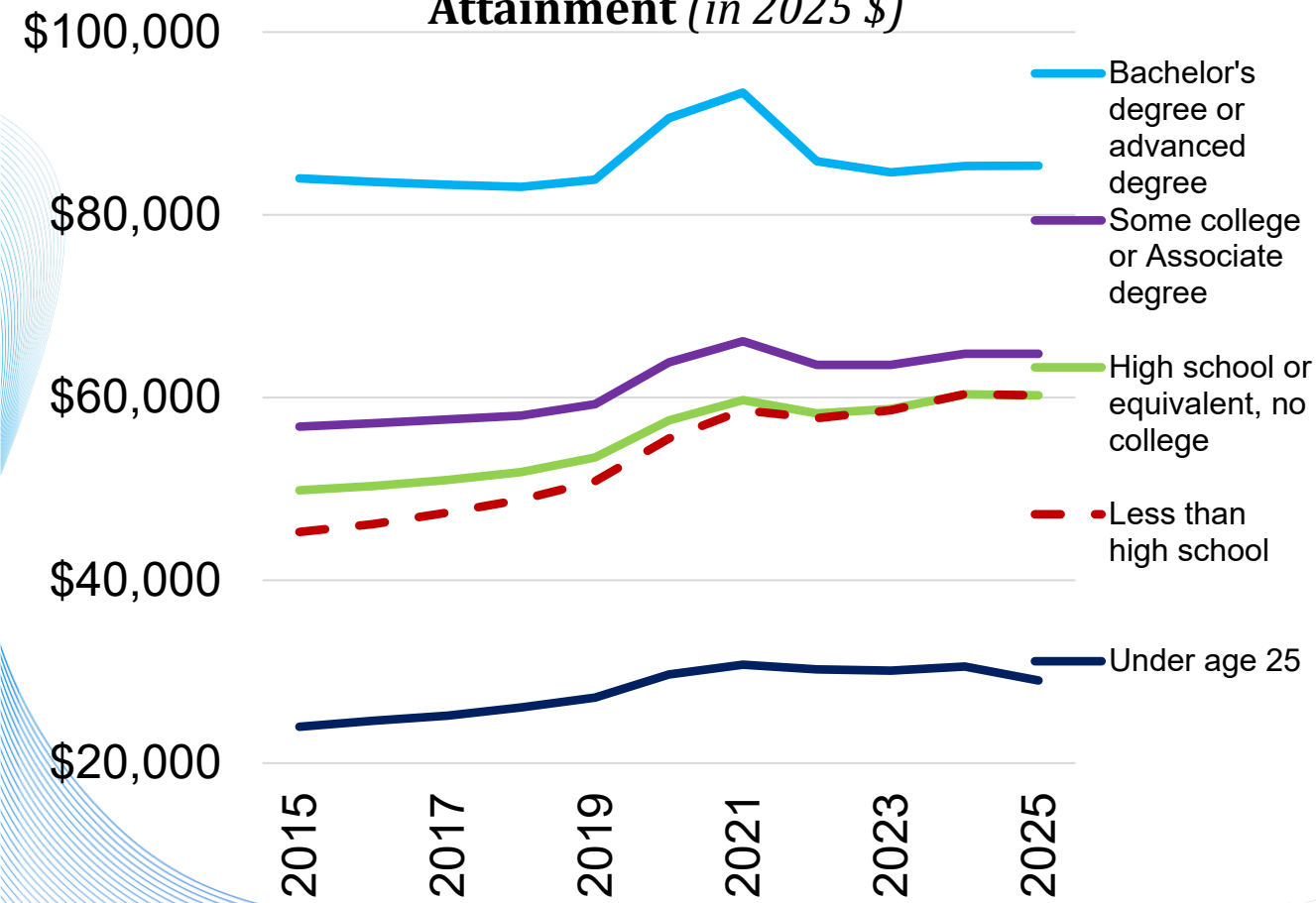
02

Wage and Income Growth



After adjusting for inflation, the average wage per job increased by one percent on average in the last three years and 1.4 percent in 2025 from the year before.

Average Wage per Job by Educational Attainment *(in 2025 $)*

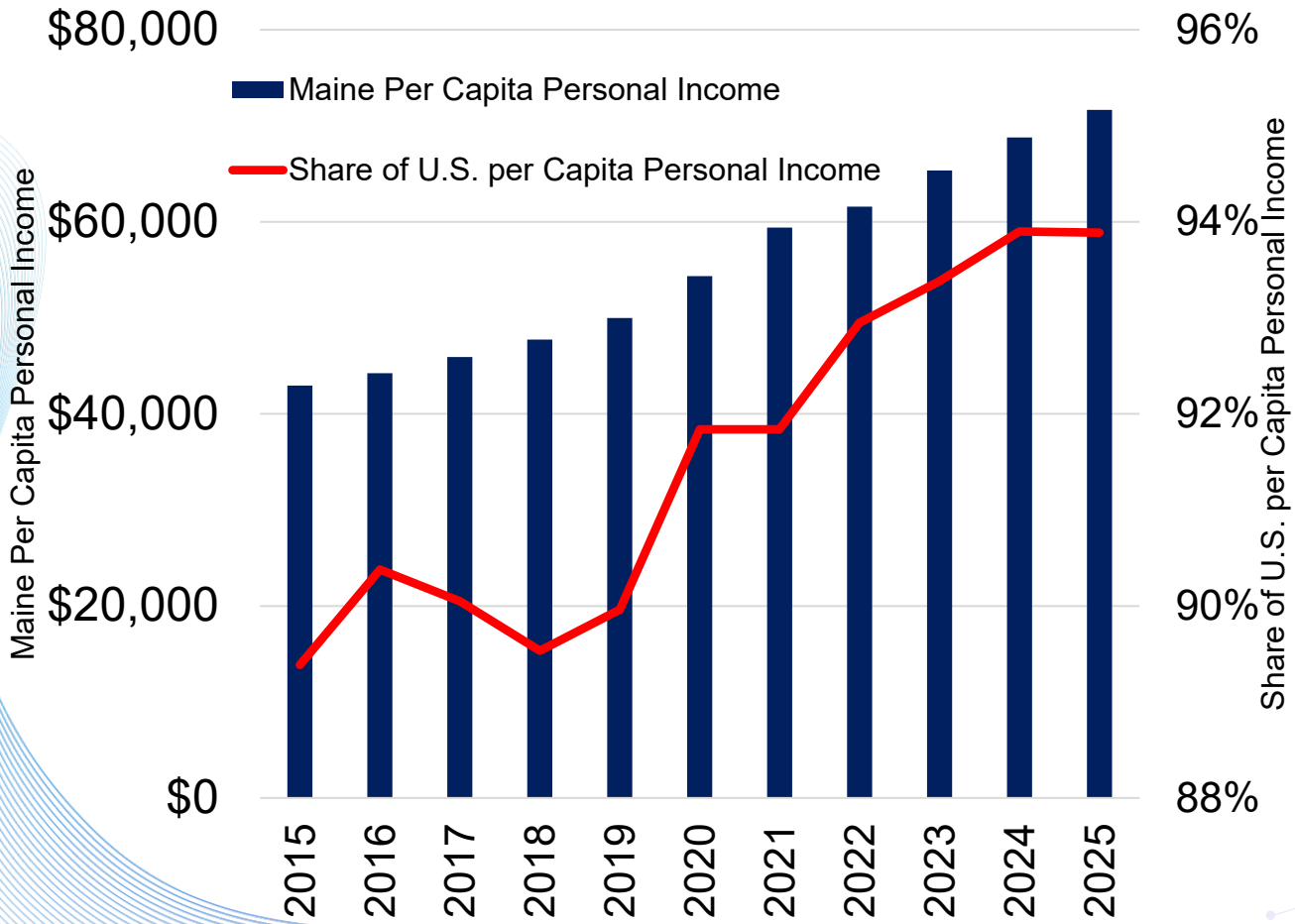


Earnings remain highest among those with the most educational attainment and lowest for those with the least. In the last decade however, earning growth rates have been higher among those without a college degree.

Wholesale trade, information and the other services sector (which includes employers that provide services such as repair, maintenance, or provide personal services) had the highest rates of wage growth in 2025.

NAICS Title	Jobs and Average Wages in 2025 Jobs	Average Wage per Job	% Change in Wage from 2024
All Private Sectors	**549,100**	**$ 66,000**	**4.2%**
Wholesale Trade	18,800	$ 97,900	8.9%
Information	8,200	$ 99,200	6.0%
Other Services	18,500	$ 51,300	5.3%
Local Government	62,000	$ 54,700	5.2%
Construction	35,600	$ 75,500	5.1%
Manufacturing	51,000	$ 74,000	5.0%
Financial Activities	30,300	$ 99,600	5.0%
Retail Trade	80,800	$ 41,400	4.1%
Educational Services	14,300	$ 60,800	3.7%
Natural Resources & Mining	8,700	$ 51,300	3.6%
Leisure & Hospitality	70,000	$ 33,900	3.3%
Professional & Business Services	78,200	$ 90,900	3.2%
Transportation, Warehousing & Utilities	18,000	$ 66,000	3.2%
Health Care and Social Assistance	113,800	$ 66,300	2.9%
State Government	22,400	$ 68,400	2.1%
Federal Government	17,200	$ 96,700	-0.7%

Per Capita Personal Income



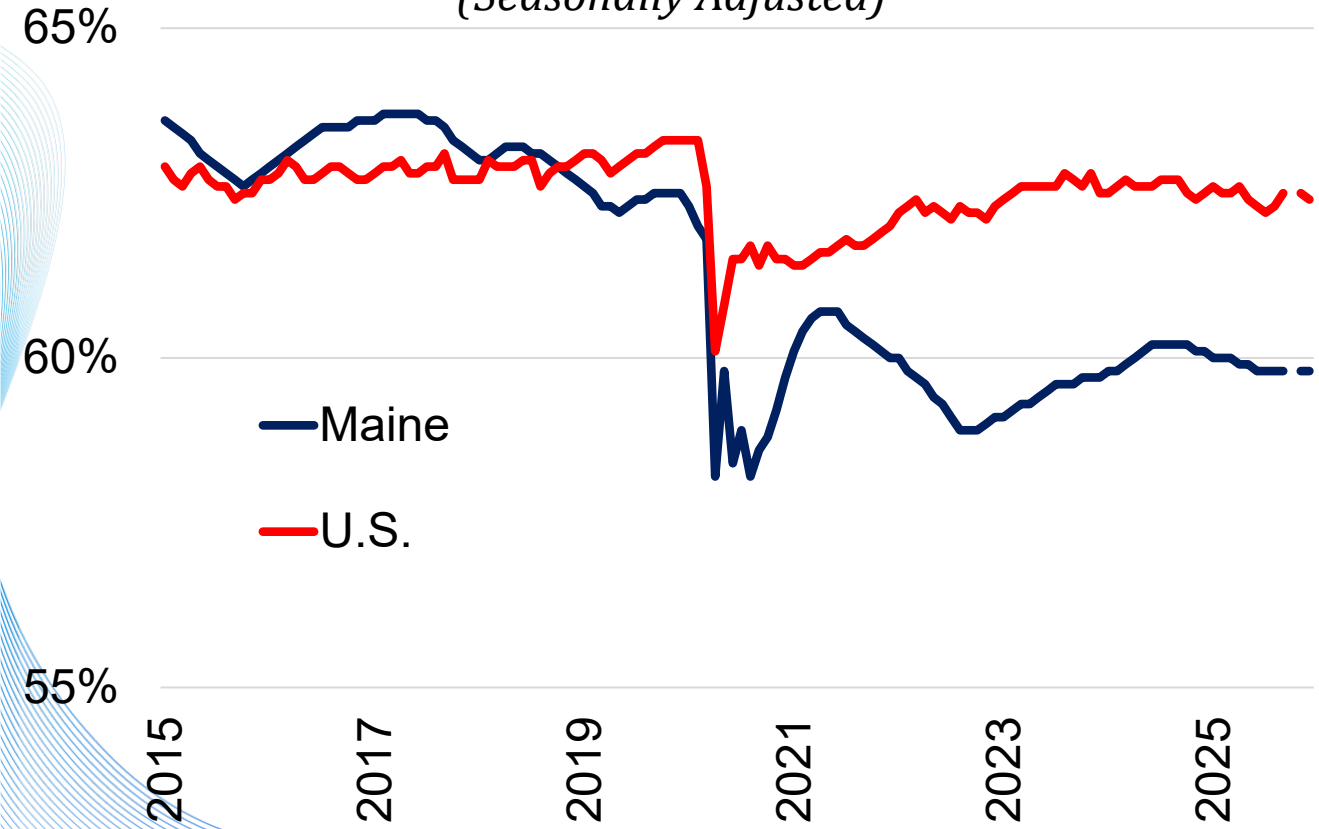
As a proportion of the national level, per capita personal income has been rising. It reached 94 percent of the U.S. level in 2024-25, up from 89 percent a decade earlier.

03

Labor Force Participation and Demographics

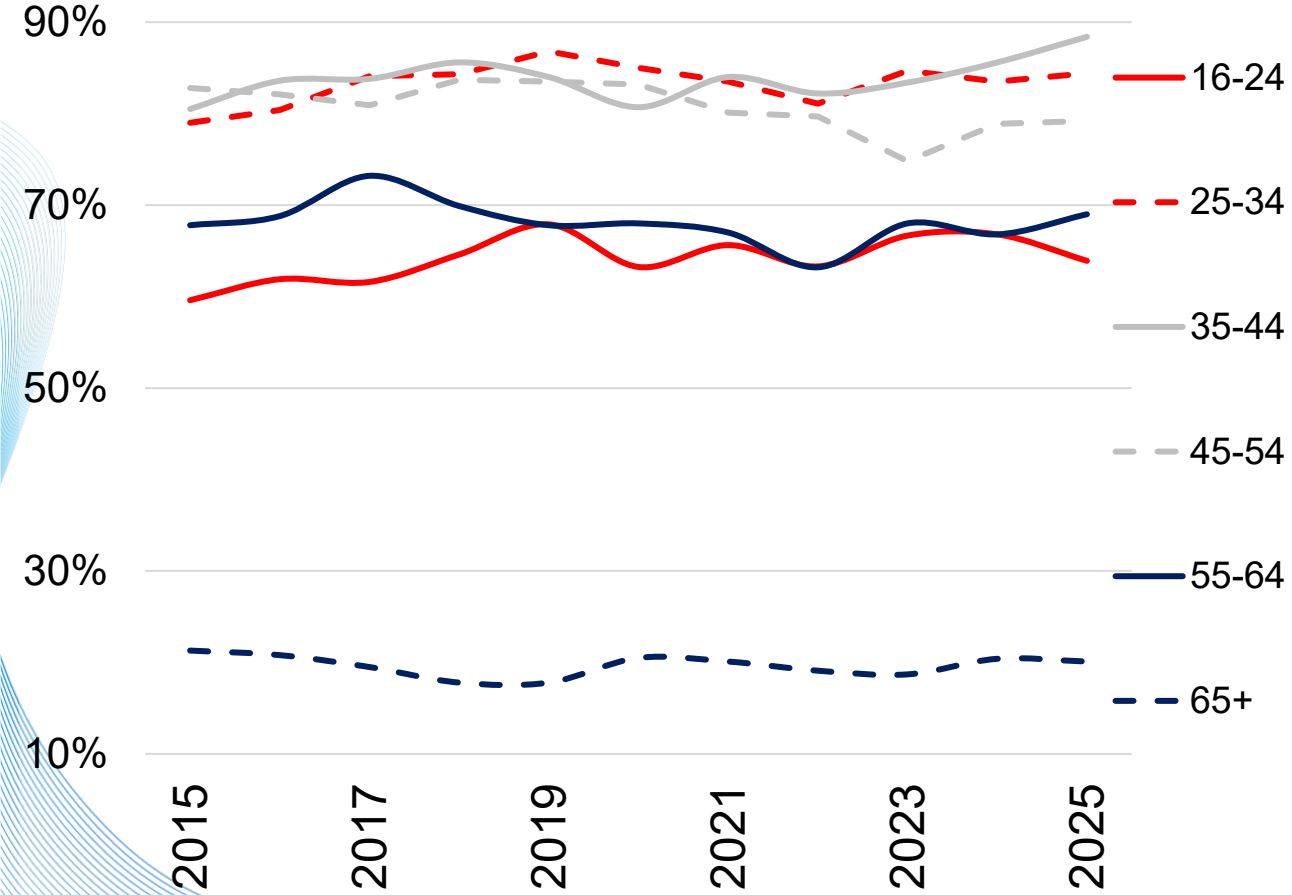
Labor Force Participation Rate, Age 16 and Over

(Seasonally Adjusted)



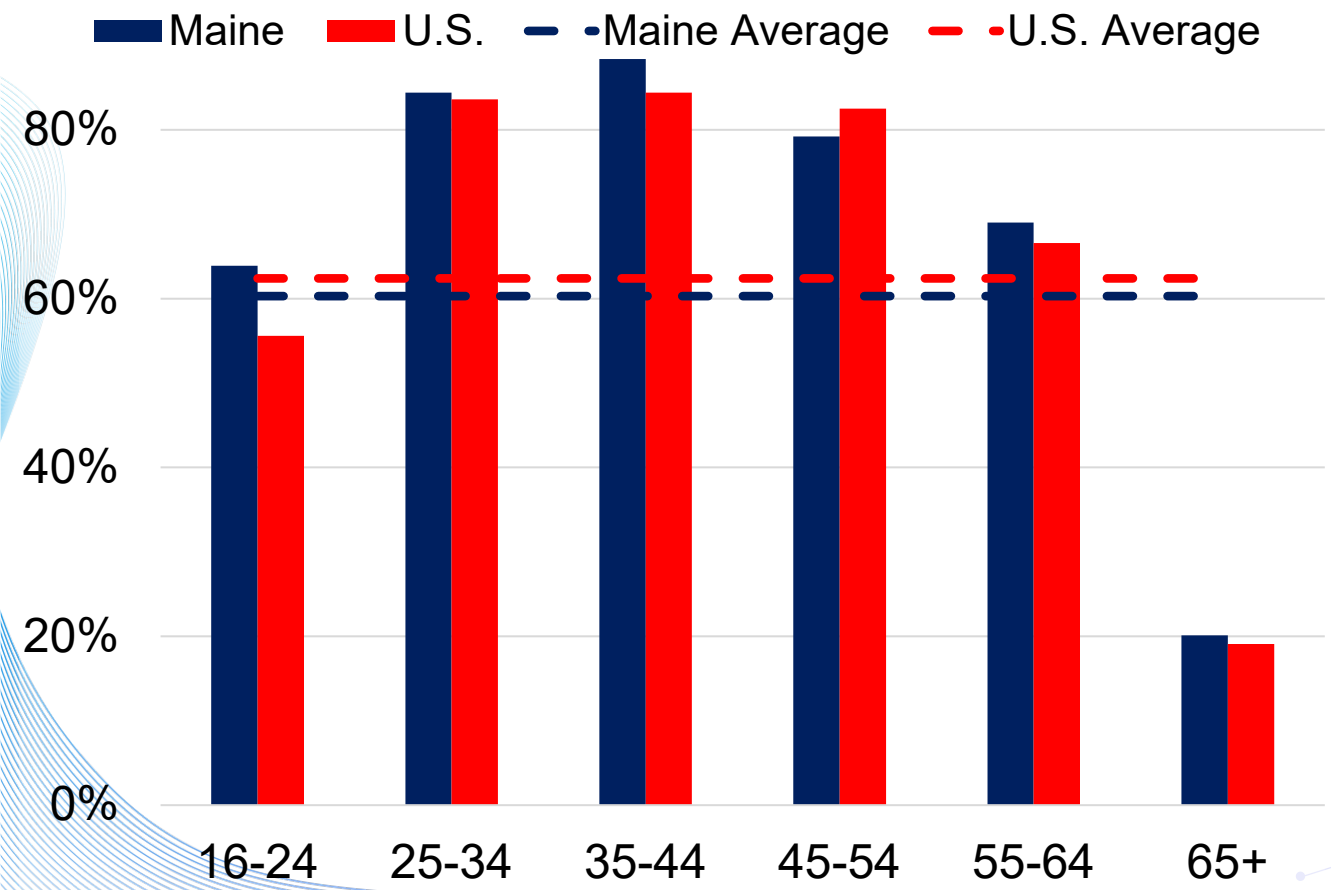
The rate of labor force participation decreased more in Maine than the nation in the last decade. This is because a much larger share of our population reached retirement.

Labor Force Participation Rates by Age Group

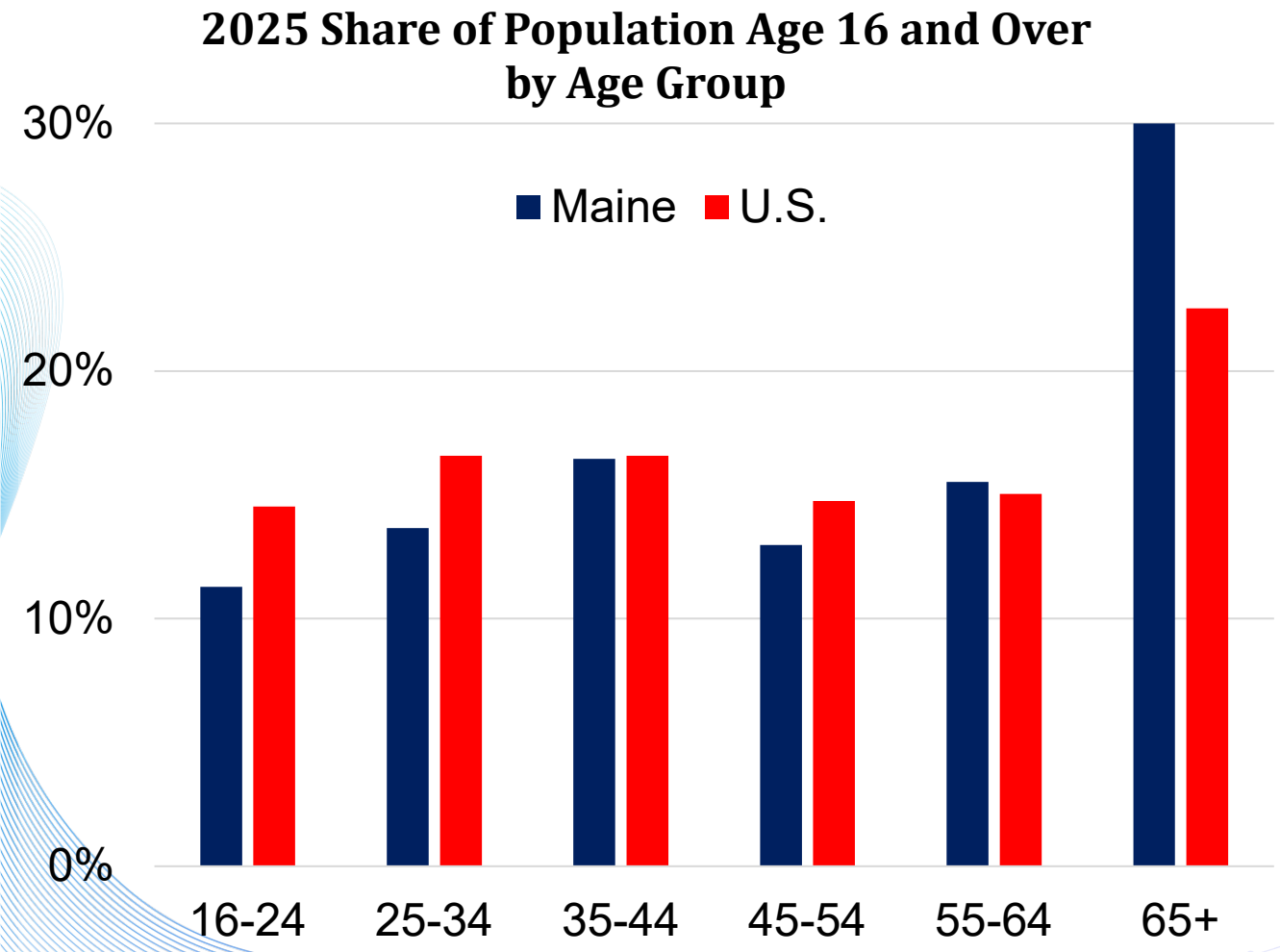


Within age groups labor force participation did not change much over the last decade. It is highest among those age 25 to 54, often described as ‘prime-age’ workers, lower among young people, many of whom are in school, and lowest among those over 65, the majority of whom are retired.

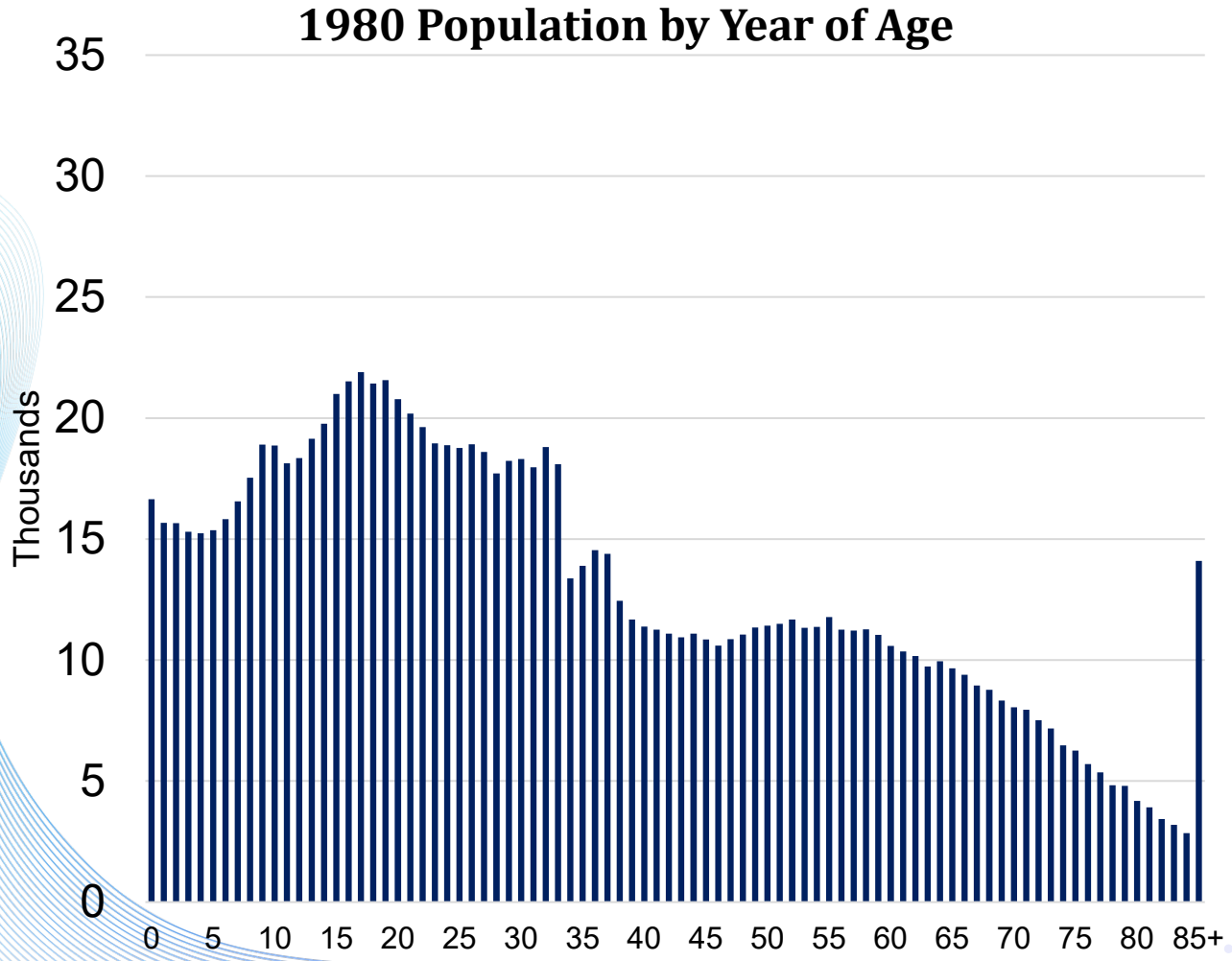
2025 Labor Force Participation Rate by Age Group



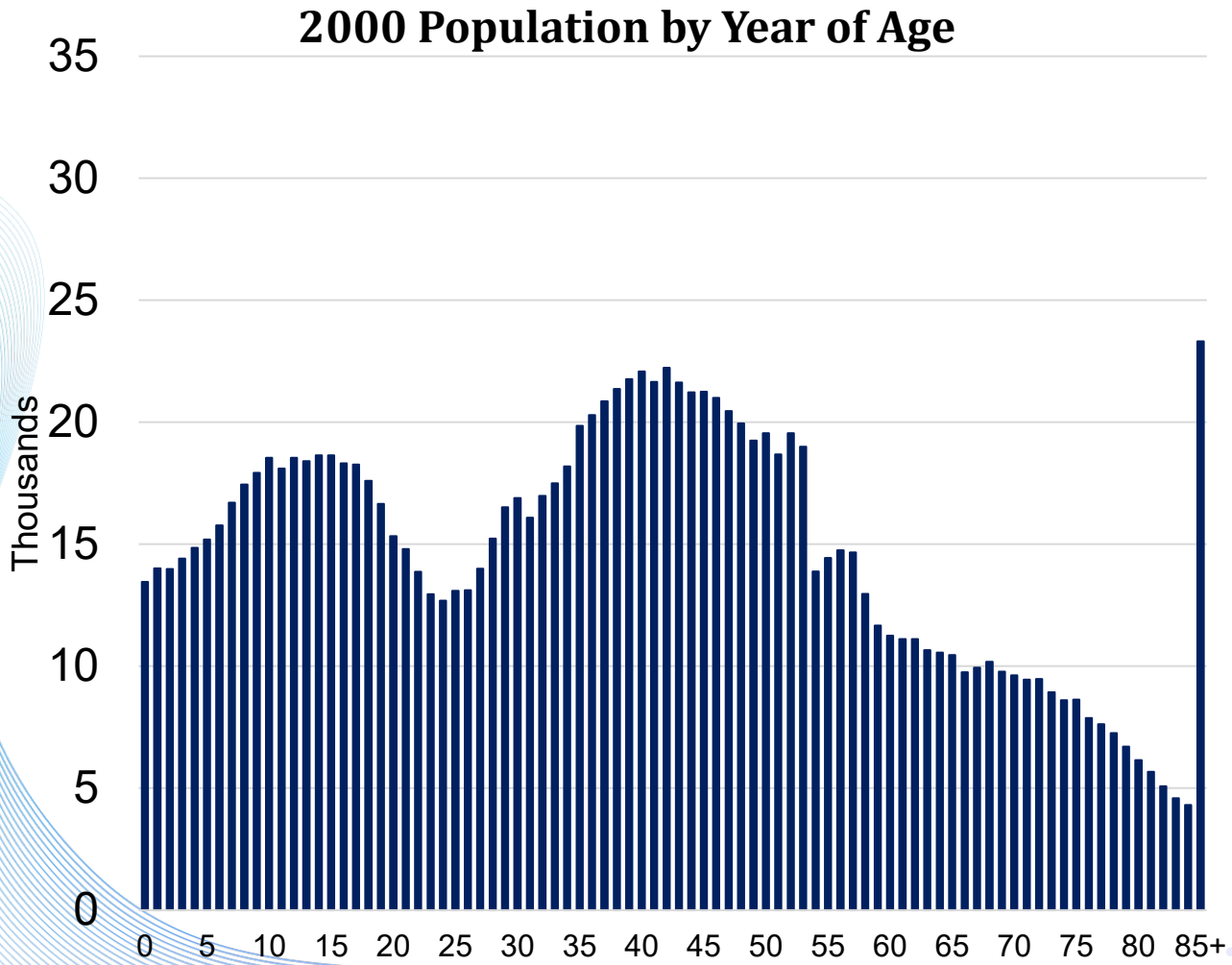
Within age groups, labor force participation rates are similar or higher relative to the nation. Participation rates among those under age 25 are much higher.



Labor force participation is lower than for the nation because the share of population age 55+ is much higher. If the age structure was the same as the nation, overall participation would be modestly higher than the national rate.

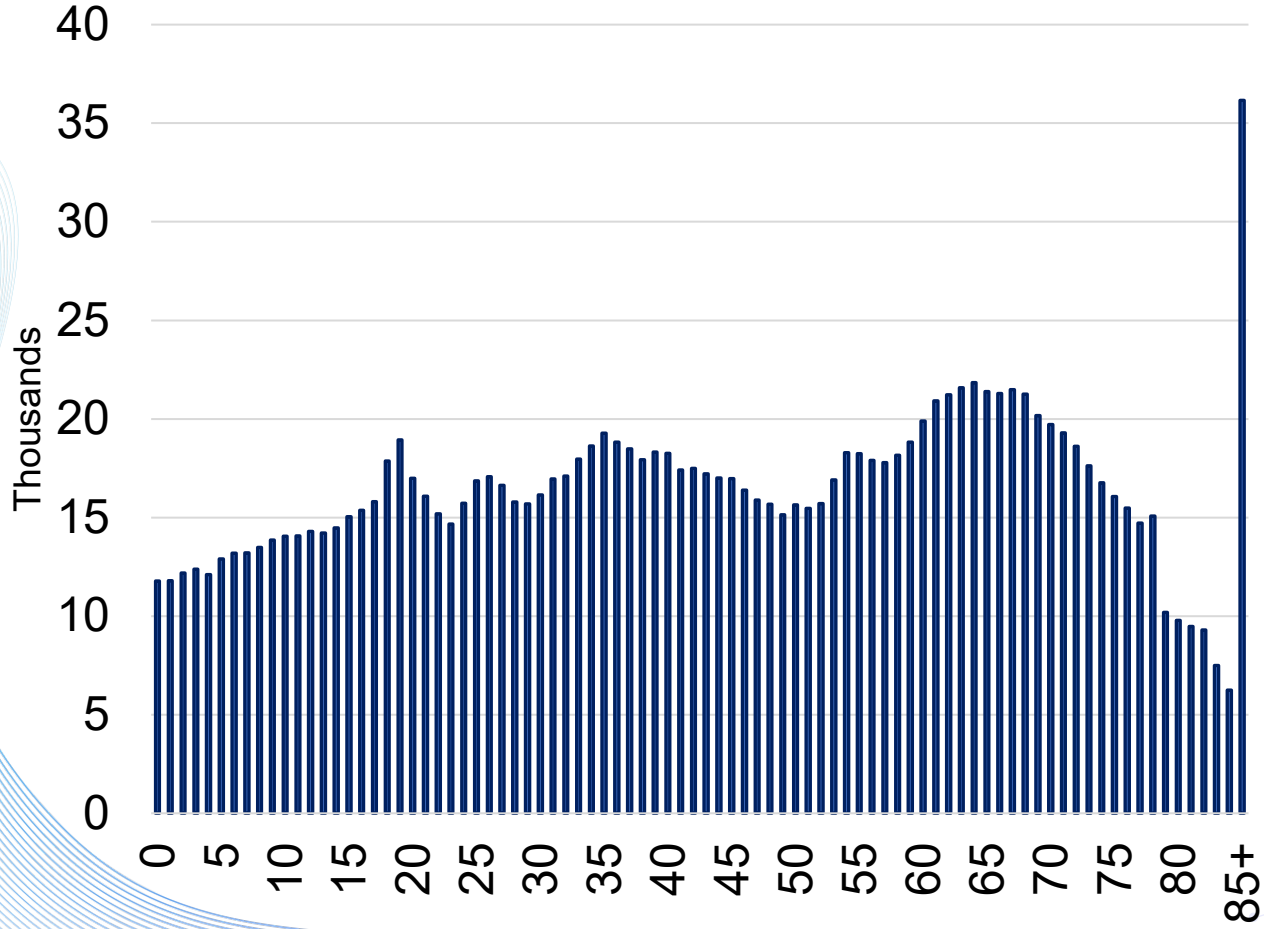


In 1980, the largest share of population was under 35.

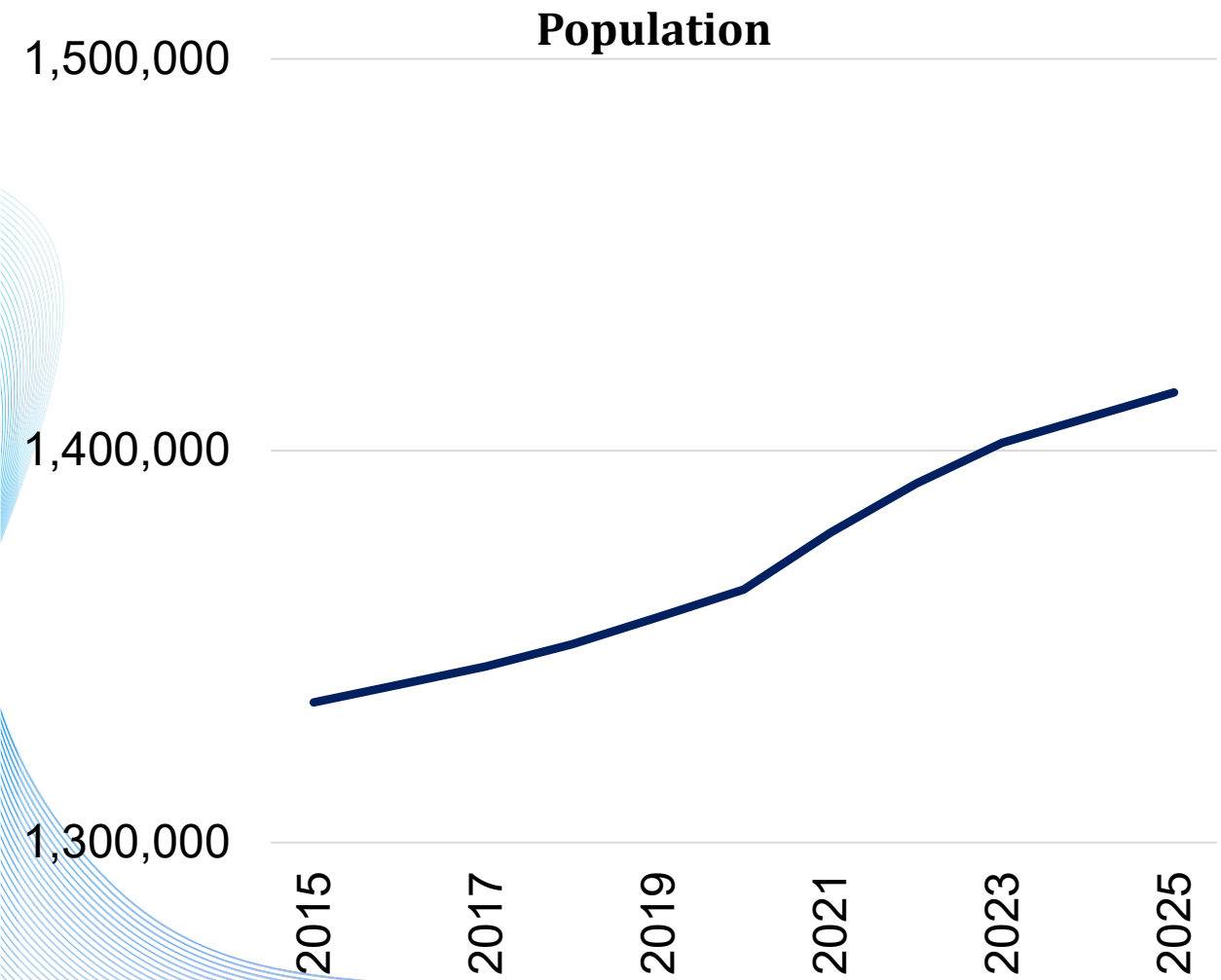


At the turn of the century the largest share was in the prime working ages (upper 30s to early 50s).

2025 Population by Year of Age

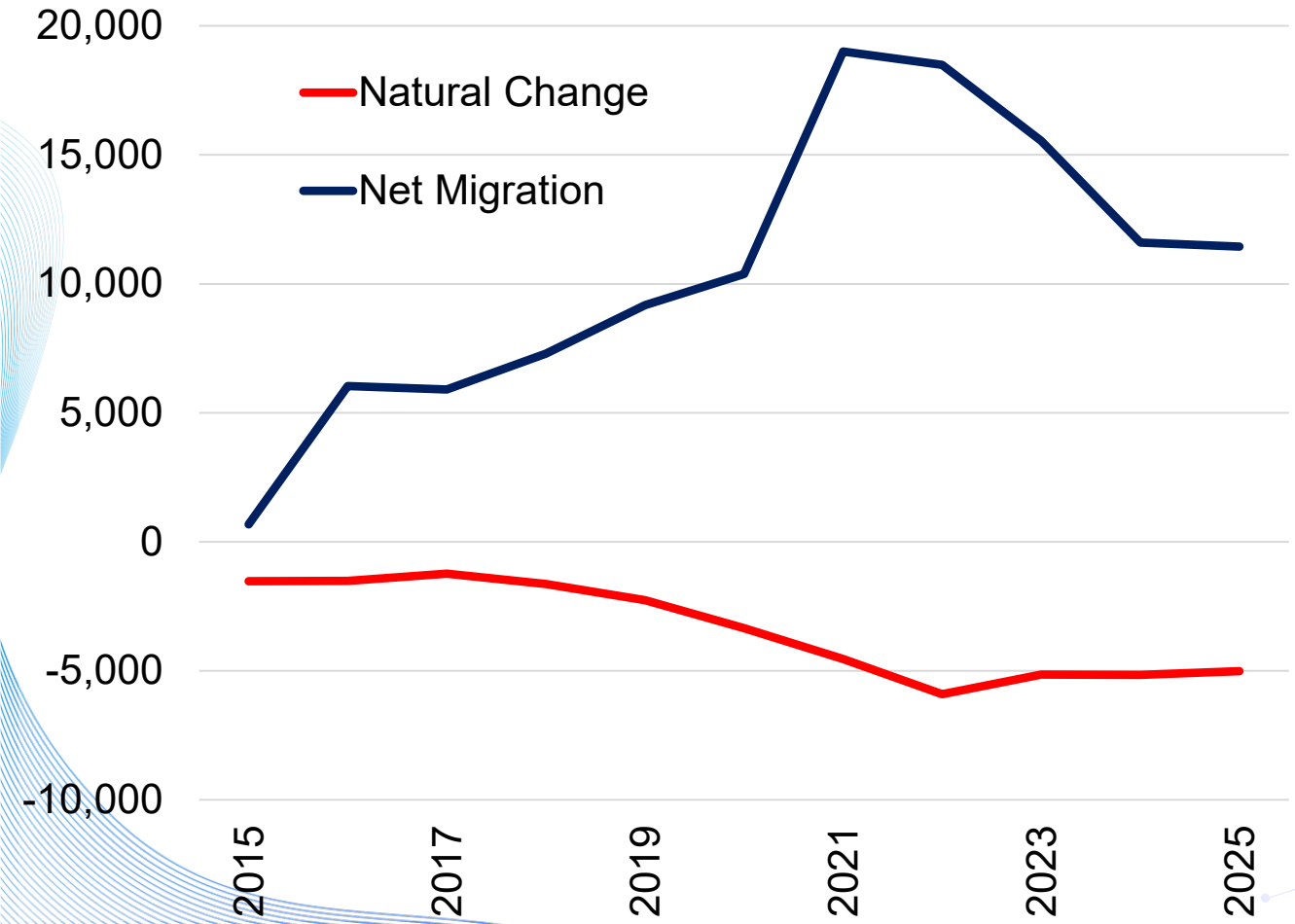


Today, the largest segment of the population is between ages 55 and 70. The decreasing number and share of young people is the result of lower birth rates.



Population is growing at a modest rate. The net increase in population from 2015 to 2025 was 79,100.

Sources of Population Change

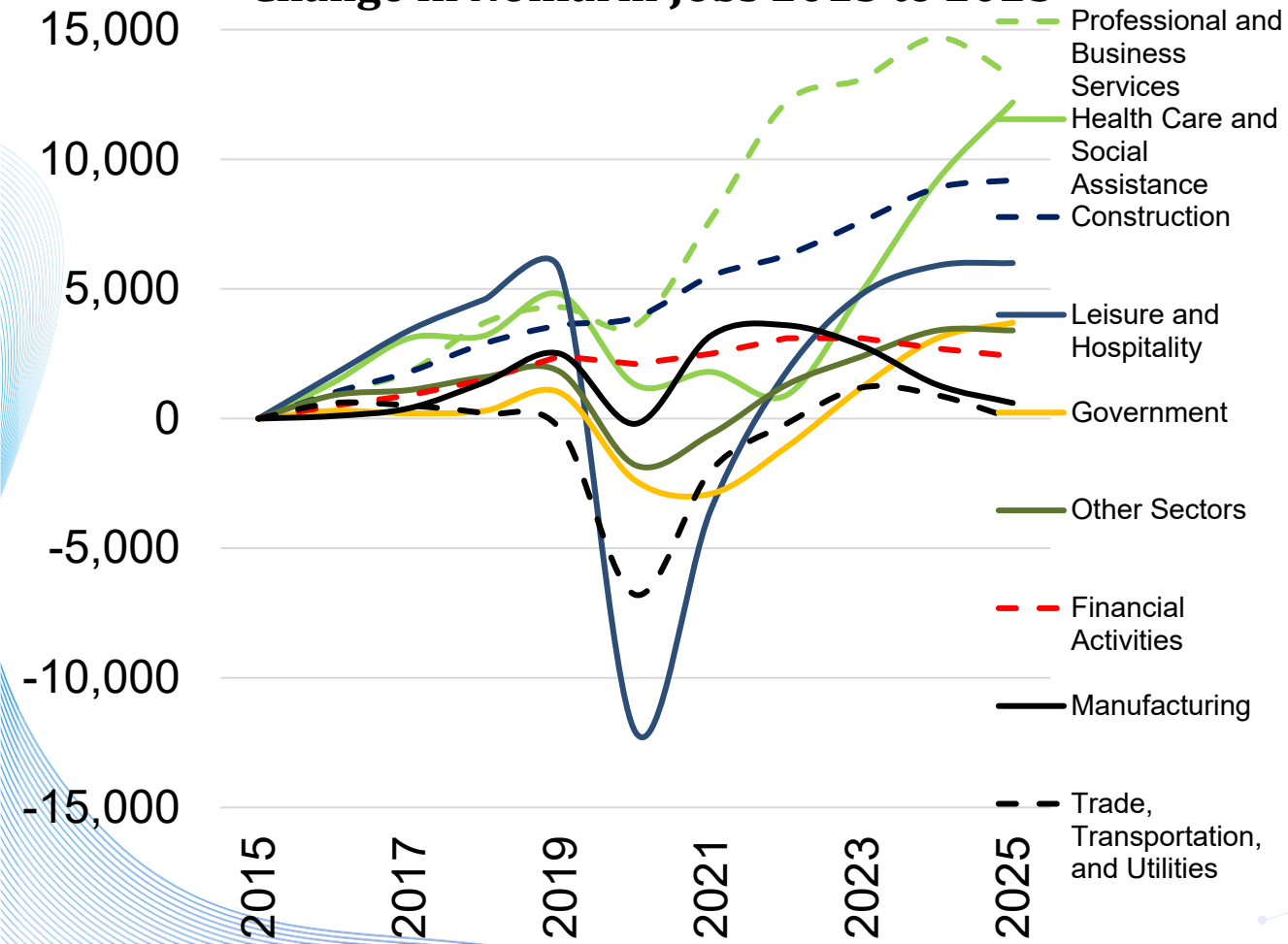


Natural change to the population has been negative in each year since 2013 (more deaths occurred than births in that year). Population increases have been driven by net migration (how many people are moving to the state each year relative to how many are moving out).

04

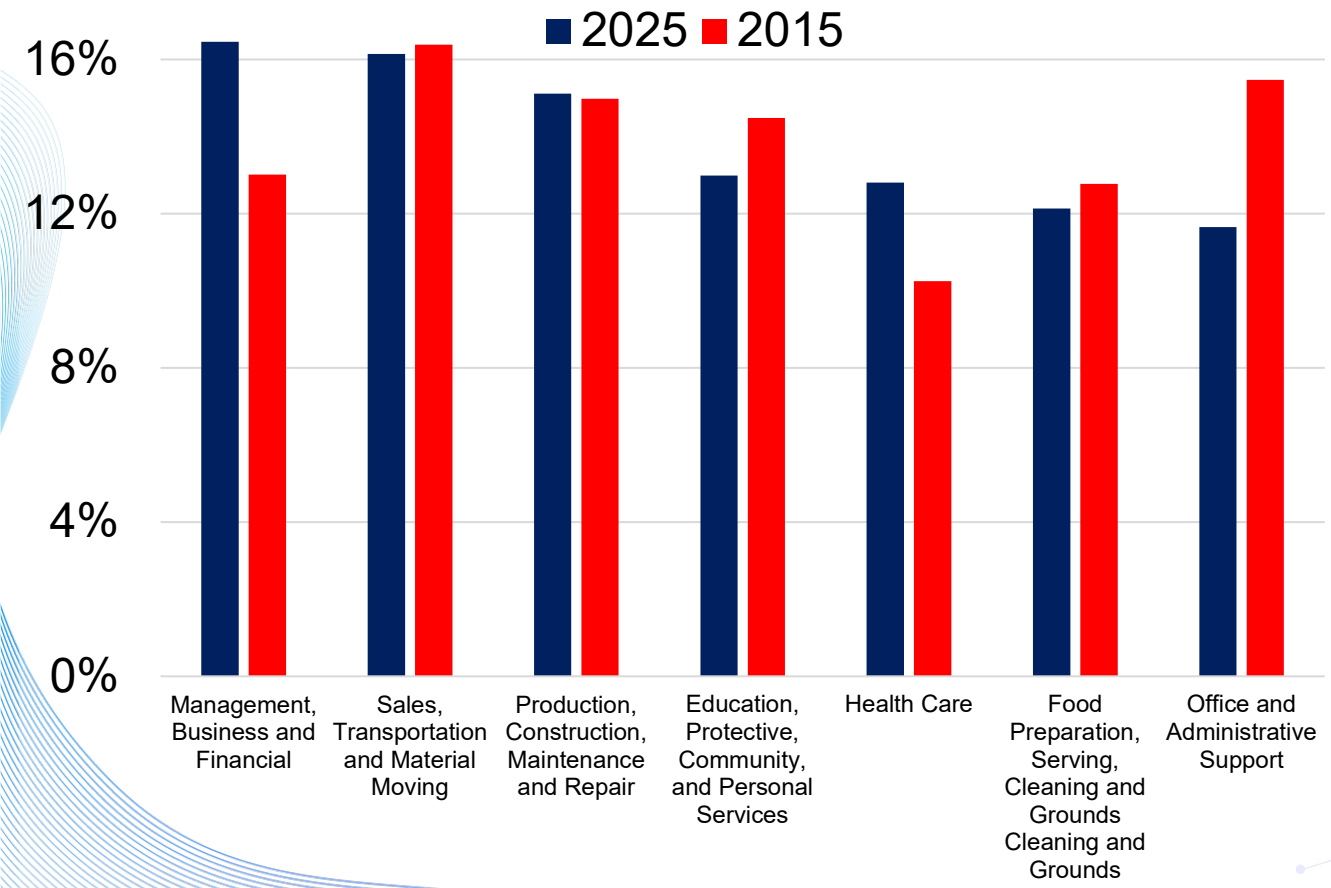
Shifting Job Structure

Change in Nonfarm Jobs 2015 to 2025

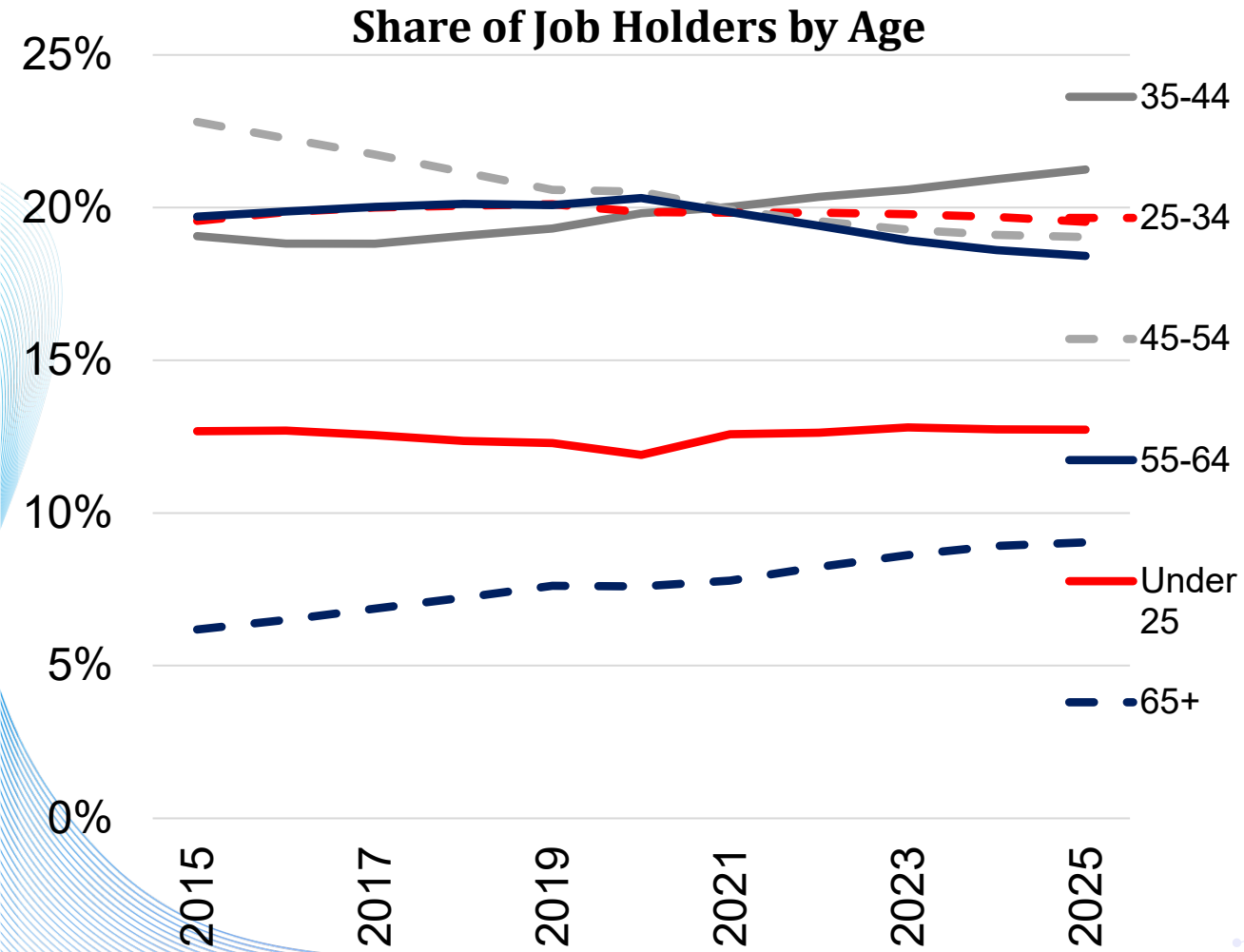


Job gains have been concentrated in the professional and business services, health care and social assistance, construction, and leisure and hospitality sectors. There has been little change in most other sectors.

Share of Jobs by Occupational Group 2015 to 2025



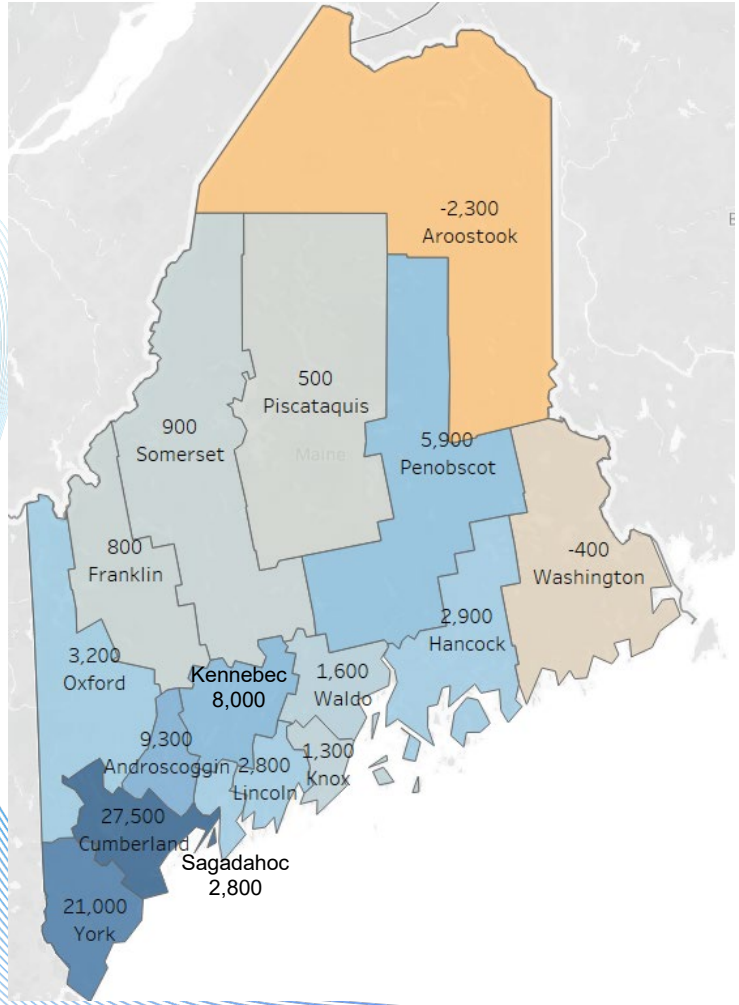
Job change among industries caused the occupational composition of jobs to shift. Rising numbers of healthcare sector jobs caused the share of jobs in healthcare-related occupations to rise. Similarly, rising numbers of professional and business services sector jobs (and other industries) caused the share of jobs in management, business, financial, computer and mathematical occupations to rise. Emerging technologies adopted in many industries caused the share of administrative and clerical jobs to decrease.



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

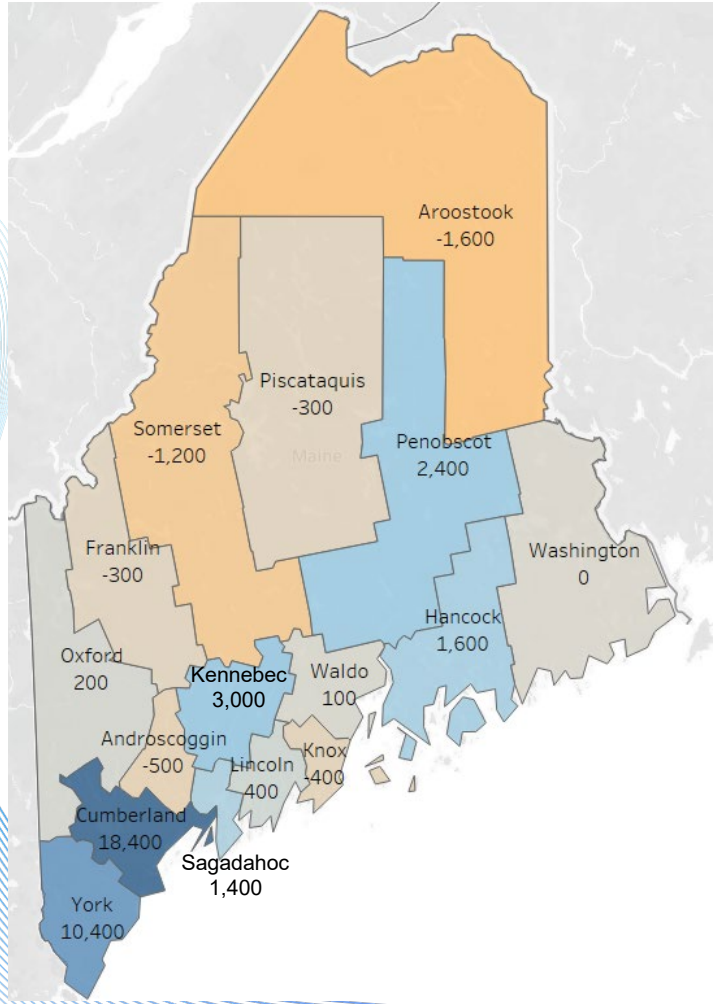
05

Around the State



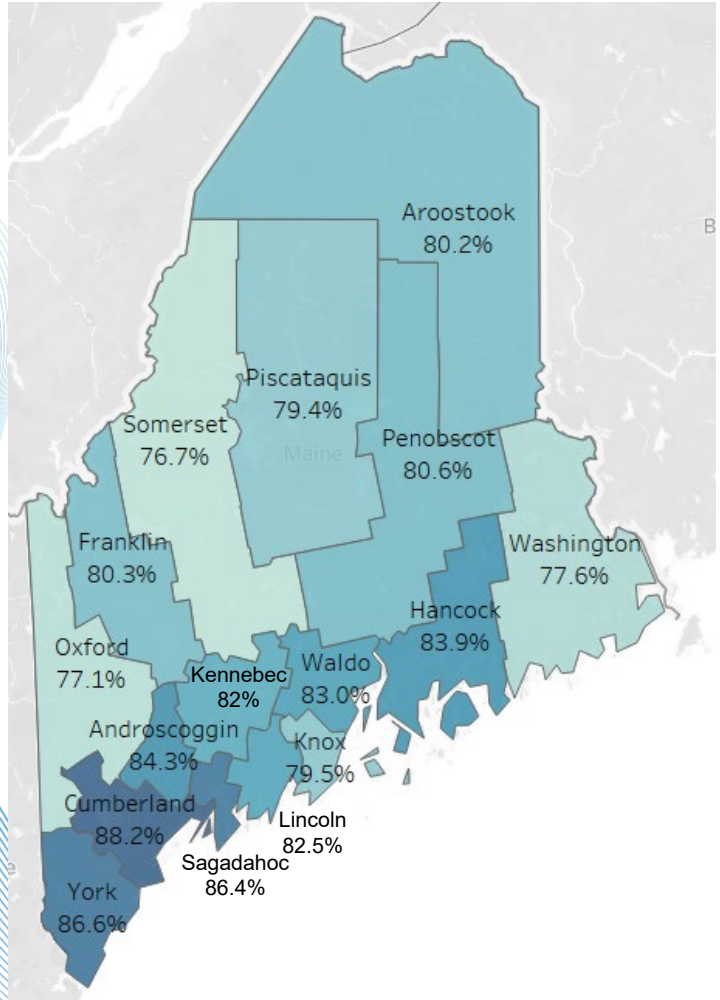
Change in Population 2015-2025

County	Change in Population 2015 to 2025
Androscoggin	9,300
Aroostook	-2,300
Cumberland	27,500
Franklin	800
Hancock	2,900
Kennebec	8,000
Knox	1,300
Lincoln	2,800
Oxford	3,200
Penobscot	5,900
Piscataquis	500
Sagadahoc	2,800
Somerset	900
Waldo	1,600
Washington	-400
York	21,000



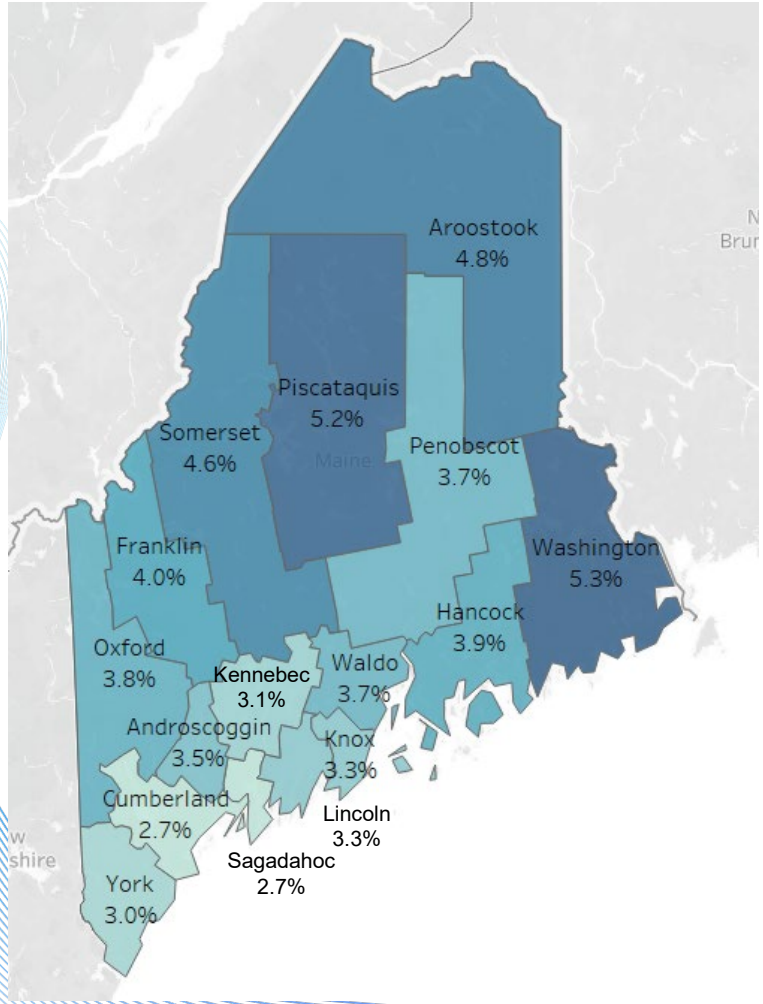
Change in Jobs 2015-2025

County	Change in Jobs 2015 to 2025
Androscoggin	-500
Aroostook	-1,600
Cumberland	18,400
Franklin	-300
Hancock	1,600
Kennebec	3,000
Knox	-400
Lincoln	400
Oxford	200
Penobscot	2,400
Piscataquis	-300
Sagadahoc	1,400
Somerset	-1,200
Waldo	100
Washington	0
York	10,400



Labor force participation age 25-54 group (2024 5-year average)

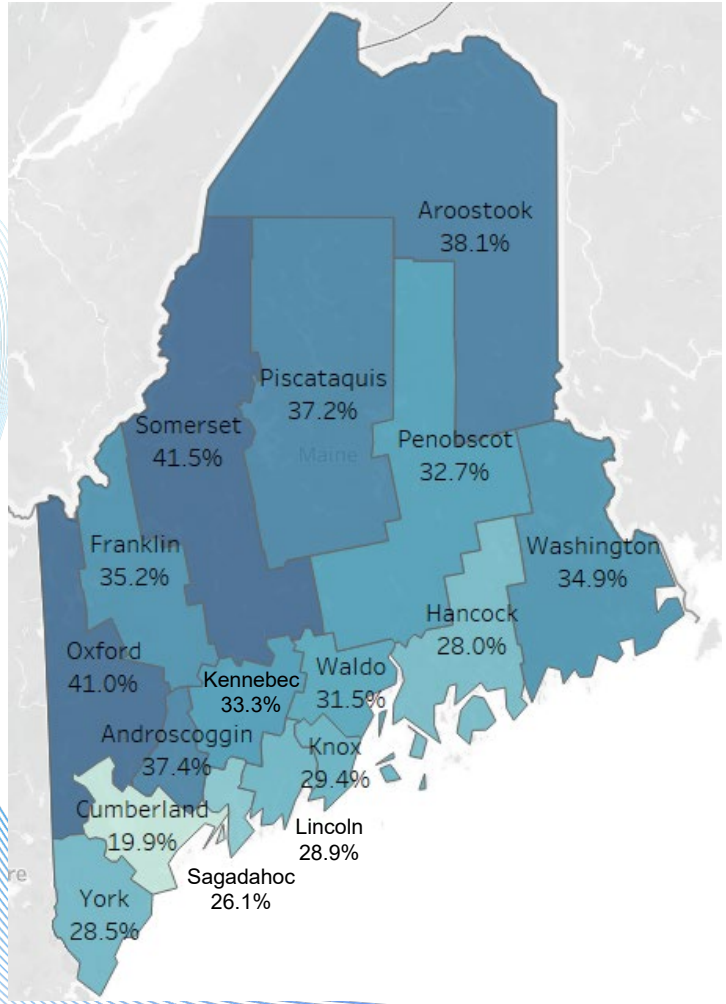
County	Labor Force Participation rate
Androscoggin	84.3%
Aroostook	80.2%
Cumberland	88.2%
Franklin	80.3%
Hancock	83.9%
Kennebec	82.0%
Knox	79.5%
Lincoln	82.5%
Oxford	77.1%
Penobscot	80.6%
Piscataquis	79.4%
Sagadahoc	86.4%
Somerset	76.7%
Waldo	83.0%
Washington	77.6%
York	86.6%



2025 Annual Average Unemployment Rate

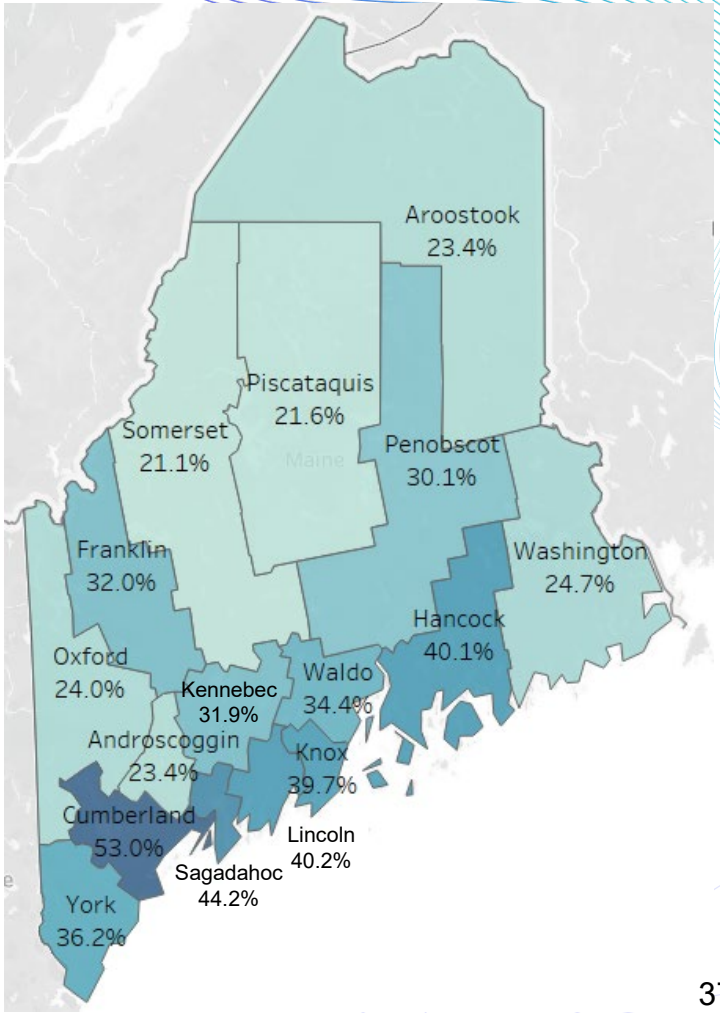
County	Unemployment Rate
Androscoggin	3.5
Aroostook	4.8
Cumberland	2.7
Franklin	4.0
Hancock	3.9
Kennebec	3.1
Knox	3.3
Lincoln	3.3
Oxford	3.8
Penobscot	3.7
Piscataquis	5.2
Sagadahoc	2.7
Somerset	4.6
Waldo	3.7
Washington	5.3
York	3.0

Educational Attainment



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.



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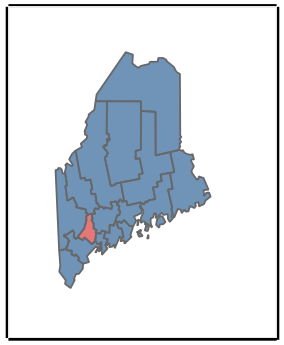


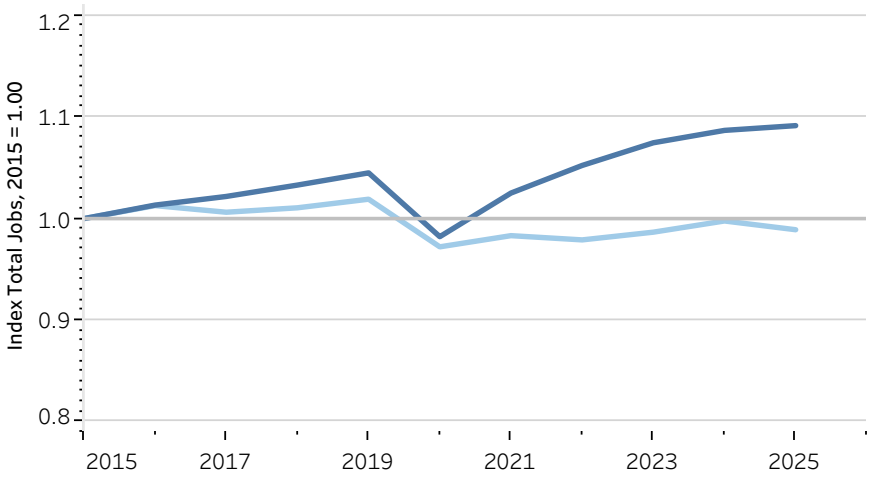
County Selection

- (●) Androscoggin
- ( ) Aroostook
- ( ) Cumberland
- ( ) Franklin
- ( ) Hancock
- ( ) Kennebec
- ( ) Knox
- ( ) Lincoln
- ( ) Oxford

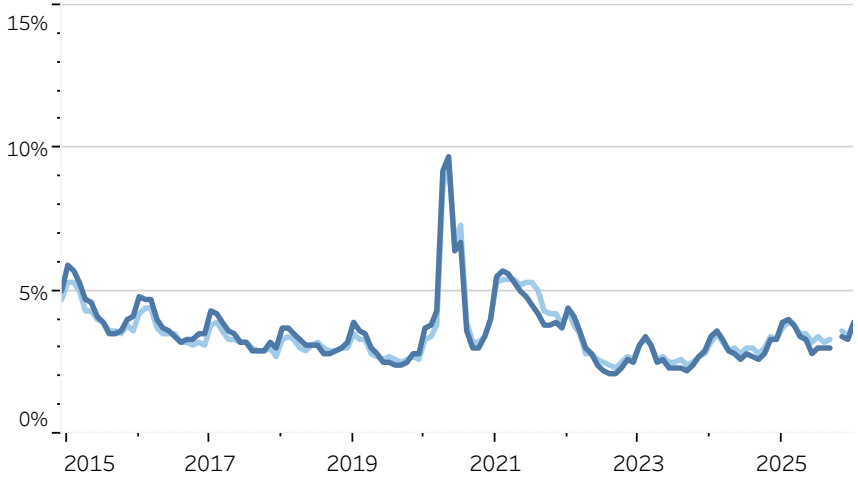
Population growth slightly exceeded the statewide average from higher birth rates. The number of jobs is similar to levels a decade ago. Unemployment closely tracks the statewide average with somewhat less seasonal variation. Income is below and poverty is higher than statewide averages.

Maine Androscoggin

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Androscoggin
6.5%	8.7%

Poverty Rates

Maine	Androscoggin
10.7%	14.4%

Median Household Income

Maine	Androscoggin
$74,733	$67,873

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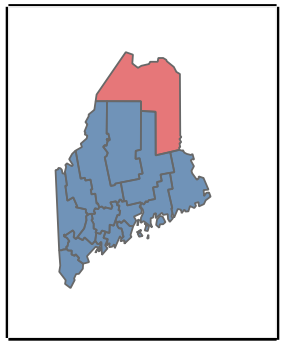


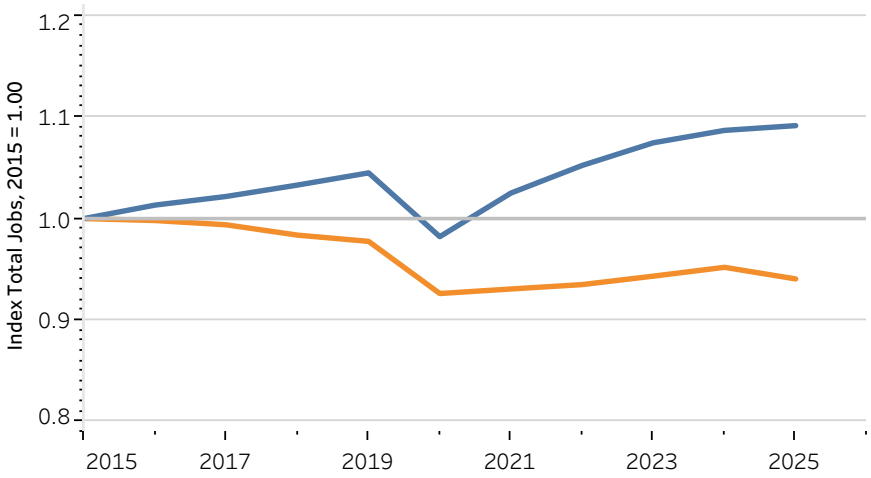
County Selection

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

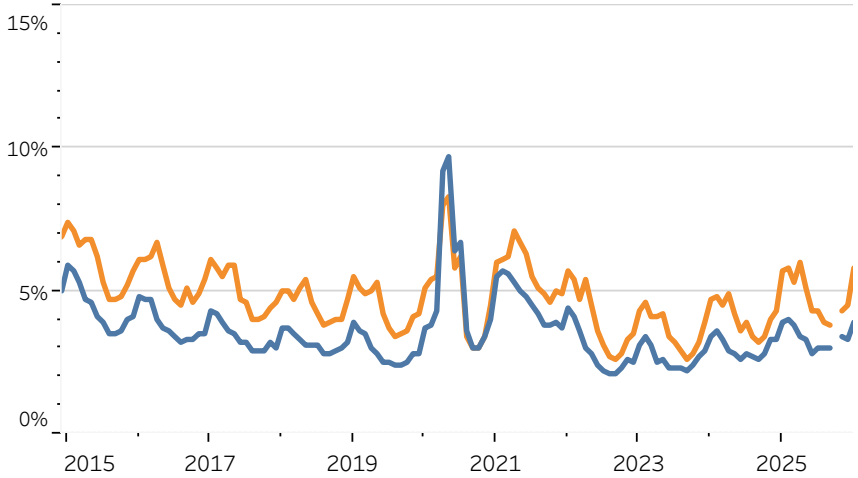
The population and jobs decreased over the last decade, though jobs stabilized after 2020. Unemployment has been consistently higher with greater seasonal variation than statewide. Income is lower and poverty is higher than statewide.

Maine Aroostook

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Aroostook
6.5%	-3.3%

Poverty Rates

Maine	Aroostook
10.7%	14.4%

Median Household Income

Maine	Aroostook
$74,733	$56,700

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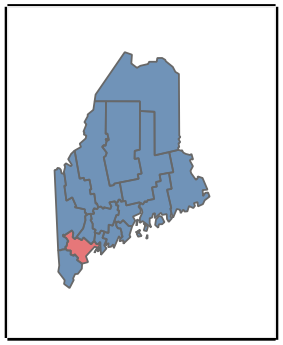


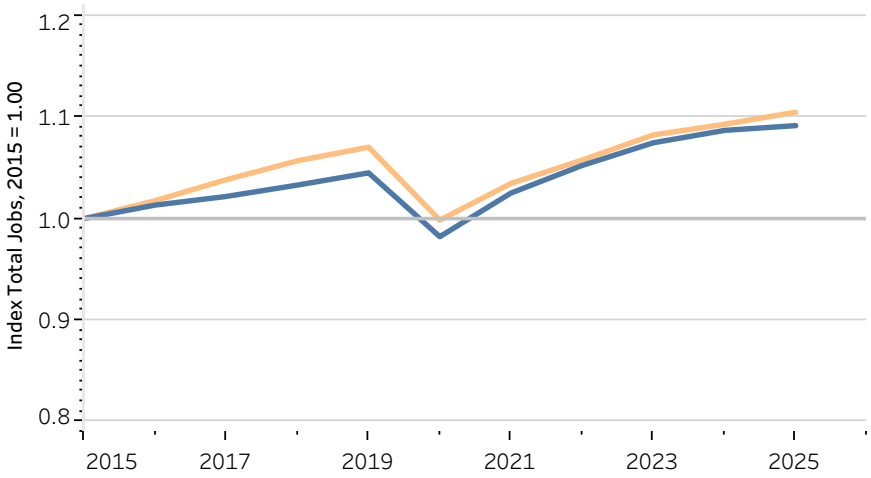
County Selection

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

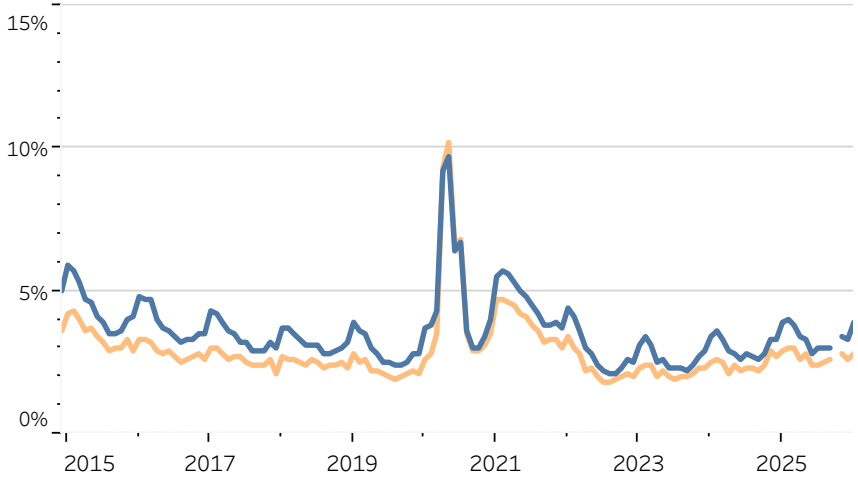
Population and job growth exceeded statewide averages over the last decade. Unemployment has consistently been among the lowest in the state with the least seasonal variation. The economic base is more diverse than many other areas, with concentrations of growing industries that contributes to higher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

Maine Cumberland

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Cumberland
6.5%	9.5%

Poverty Rates

Maine	Cumberland
10.7%	7.3%

Median Household Income

Maine	Cumberland
$74,733	$95,677

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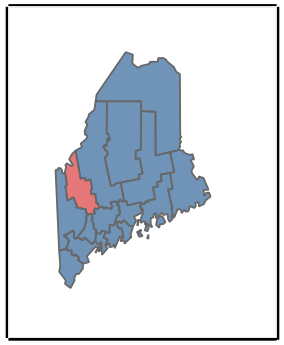


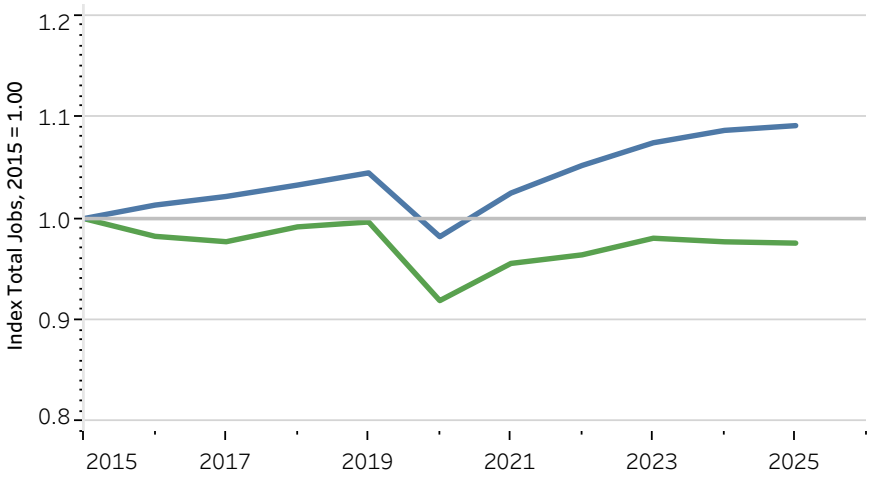
County Selection

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

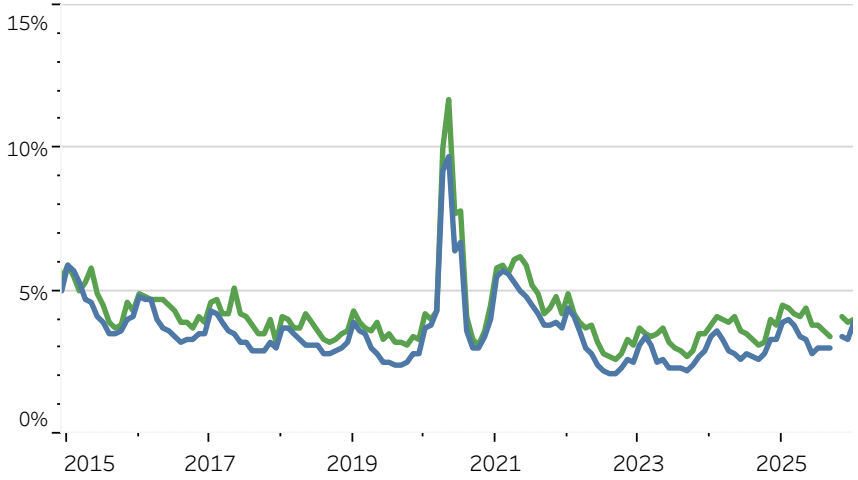
The population and jobs decreased slightly over the last decade, though jobs rebounded after 2020. Unemployment has consistently been higher than the statewide average with similar rates of seasonality. Incomes are lower and poverty higher than statewide averages.

Maine Franklin

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Franklin
6.5%	2.7%

Poverty Rates

Maine	Franklin
10.7%	12.2%

Median Household Income

Maine	Franklin
$74,733	$58,675

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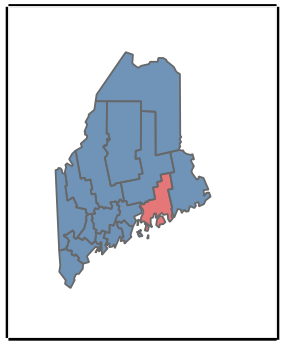


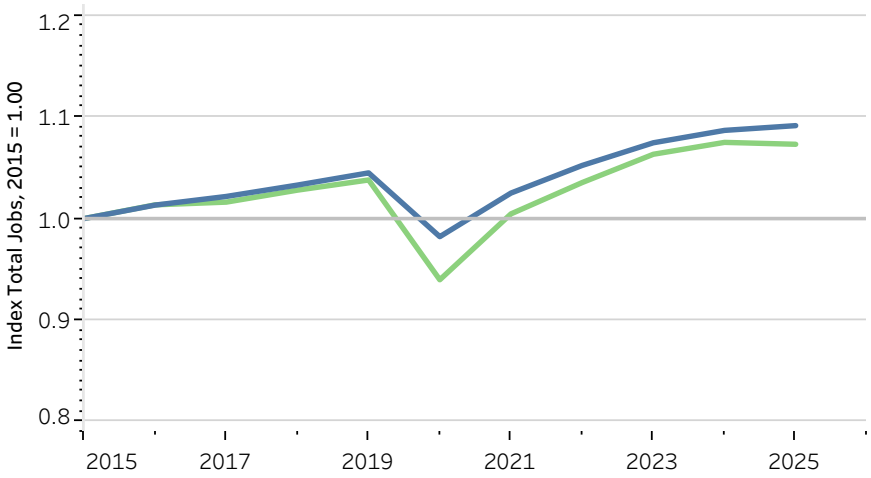
County Selection

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

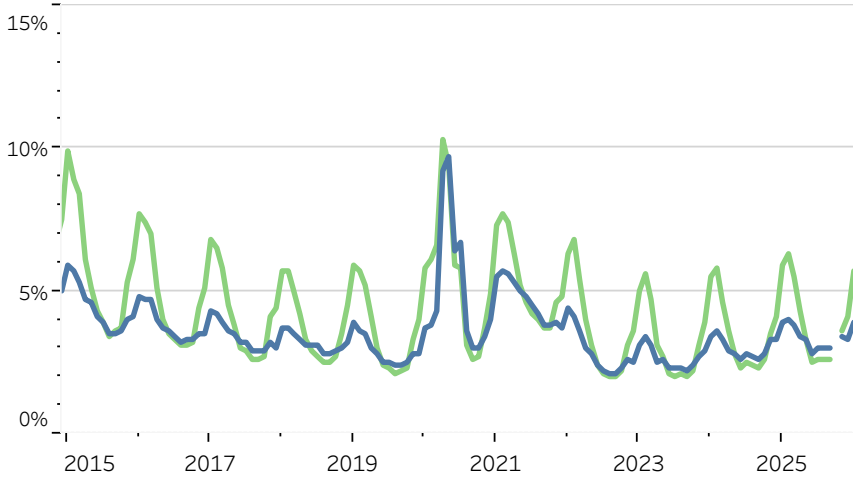
Population and job growth slightly lagged the state over the last decade. The economic base is primarily related to summer tourism, so the area has large seasonal variations in both employment and unemployment. Incomes and poverty are similar to the state as a whole.

Maine Hancock

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Hancock
6.5%	5.3%

Poverty Rates

Maine	Hancock
10.7%	9.9%

Median Household Income

Maine	Hancock
$74,733	$72,744

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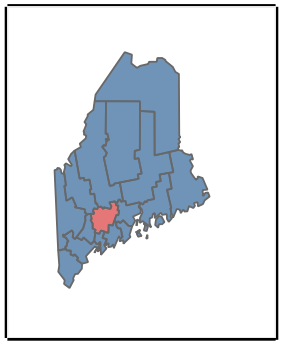


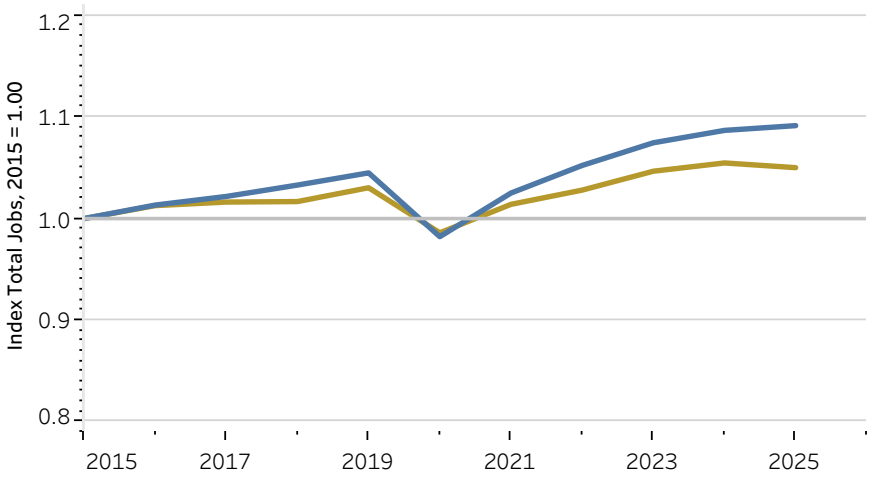
County Selection

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

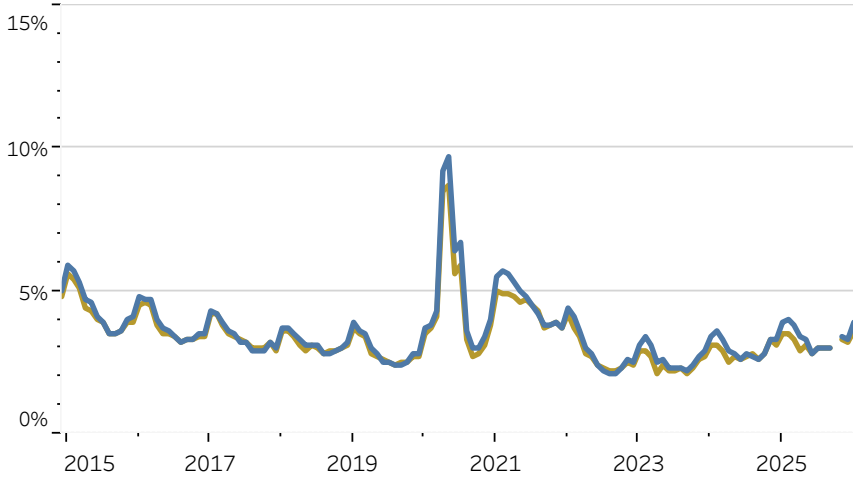
Population growth is similar and job growth modestly lagged relative to statewide rates. Employment and unemployment have similar seasonal patterns as the state. Incomes are somewhat below and poverty slightly higher than statewide.

Maine Kennebec

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Kennebec
6.5%	6.6%

Poverty Rates

Maine	Kennebec
10.7%	11.6%

Median Household Income

Maine	Kennebec
$74,733	$69,077

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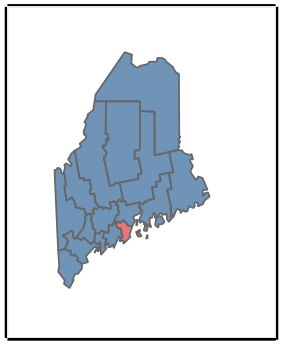


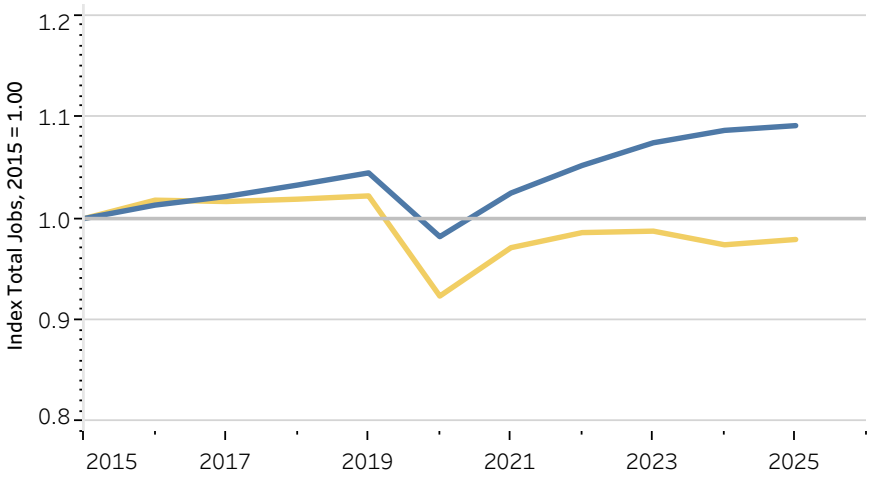
County Selection

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

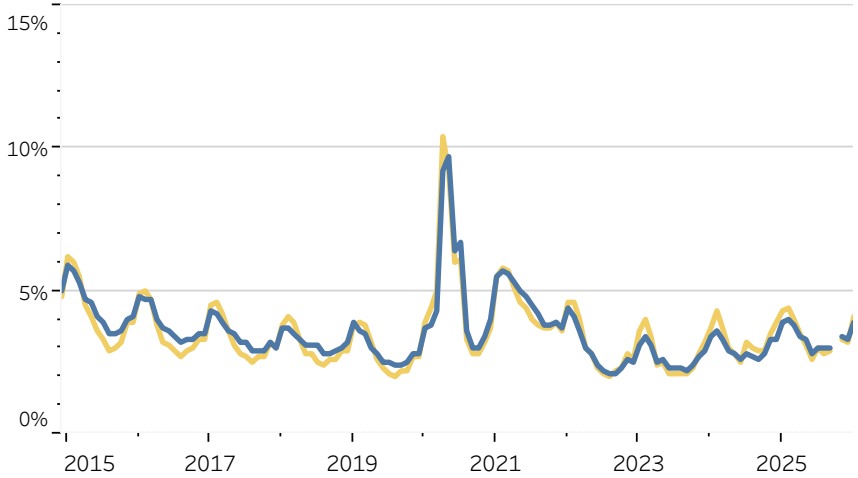
Over the last decade population slightly lagged the state and job growth even more, as an increased share of the population retired. The economic base is primarily related to summer tourism, so there is somewhat more seasonal variation in jobs and unemployment. Incomes and poverty are similar to statewide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

Maine Knox

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Knox
6.5%	3.3%

Poverty Rates

Maine	Knox
10.7%	8.2%

Median Household Income

Maine	Knox
$74,733	$74,096

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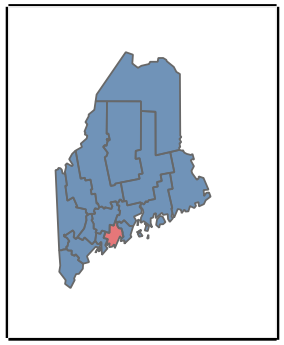


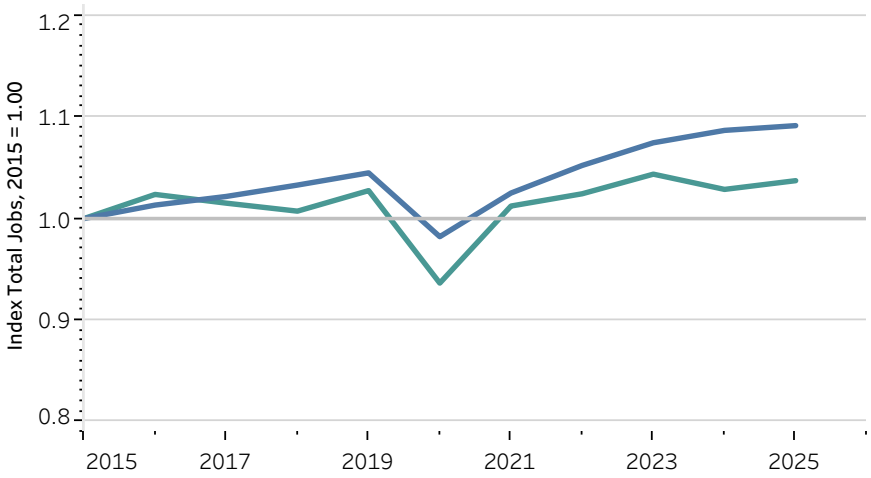
County Selection

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

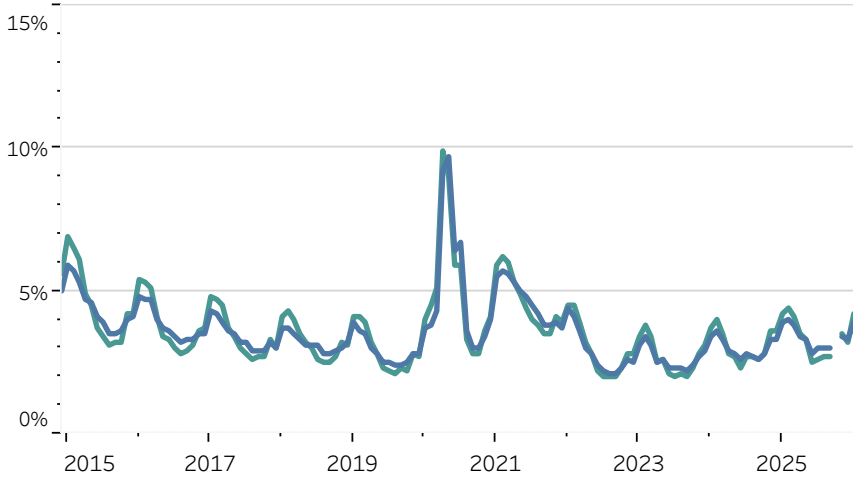
Population growth exceeded and job growth lagged the state in the last decade, as many reached retirement and other retirees moved in. The area has somewhat more seasonal variation in jobs and unemployment. Incomes are slightly higher and poverty somewhat lower are similar to statewide averages.

Maine Lincoln

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Lincoln
6.5%	8.3%

Poverty Rates

Maine	Lincoln
10.7%	7.9%

Median Household Income

Maine	Lincoln
$74,733	$76,875

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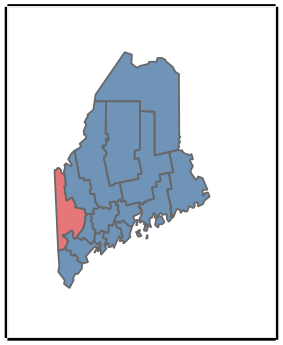


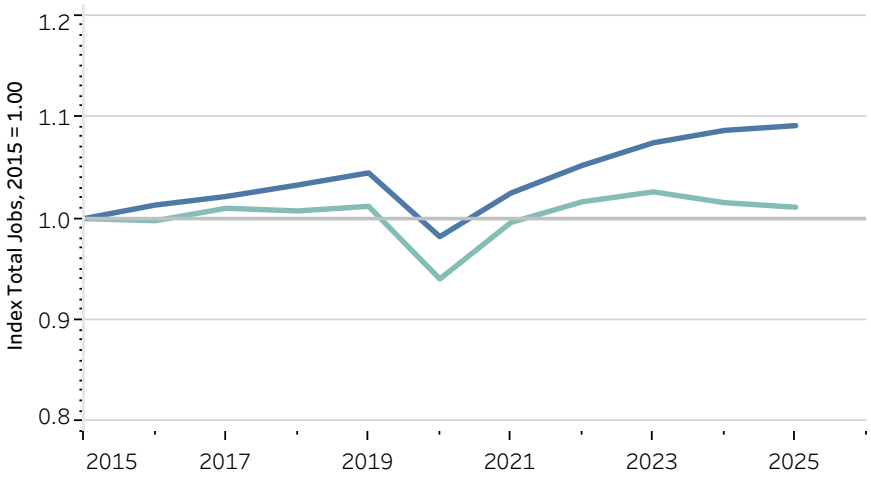
County Selection

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

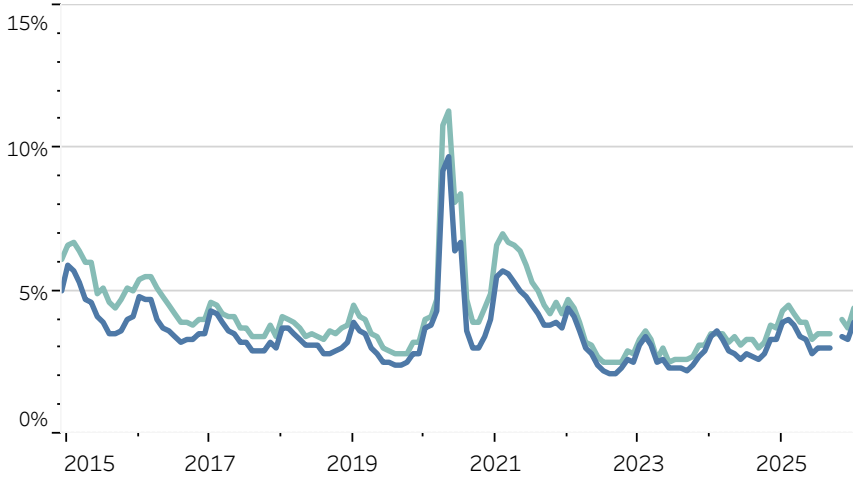
Population and job growth lagged the state in the last decade. Unemployment and poverty have been above statewide averages and incomes are lower.

Maine Oxford

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Oxford
6.5%	5.5%

Poverty Rates

Maine	Oxford
10.7%	13.8%

Median Household Income

Maine	Oxford
$74,733	$60,173

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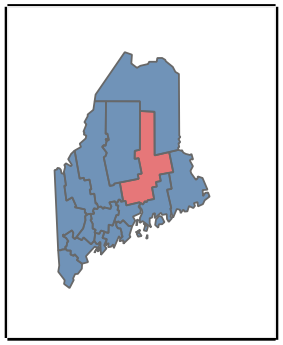


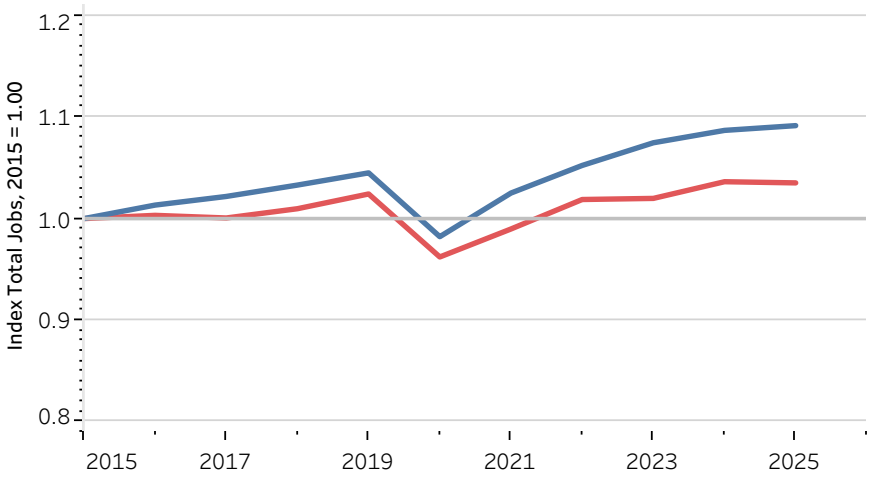
County Selection

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

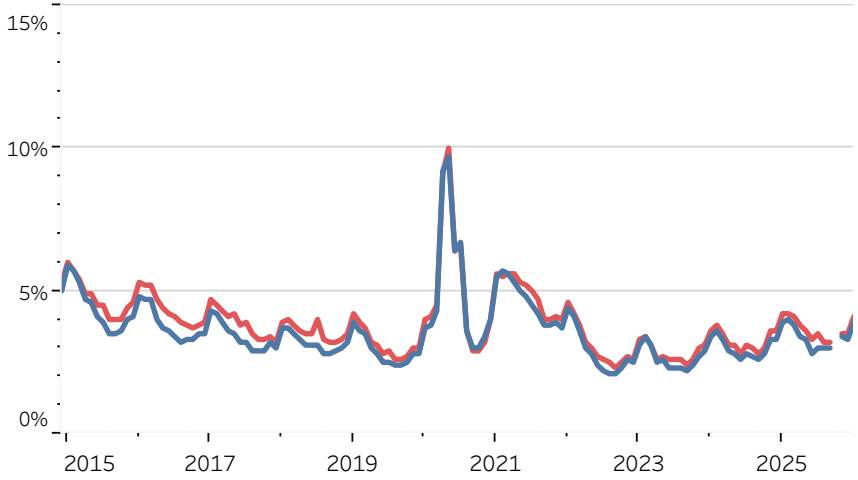
Unemployment has been close to statewide averages. Population and jobs have increased at a lower rate relative to the state. Incomes in the area are lower and poverty is higher than state averages.

Maine Penobscot

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Penobscot
6.5%	3.9%

Poverty Rates

Maine	Penobscot
10.7%	14.1%

Median Household Income

Maine	Penobscot
$74,733	$66,356

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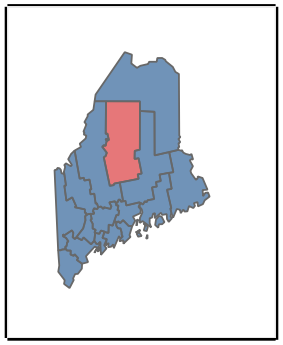


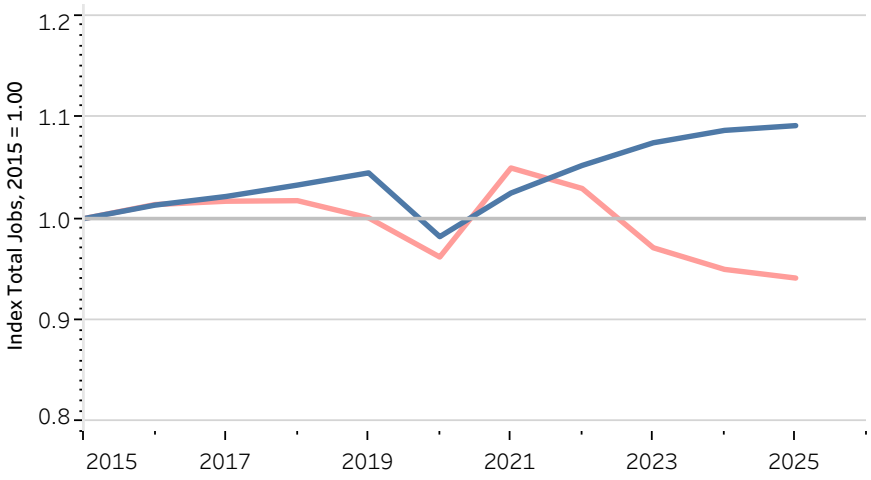
County Selection

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

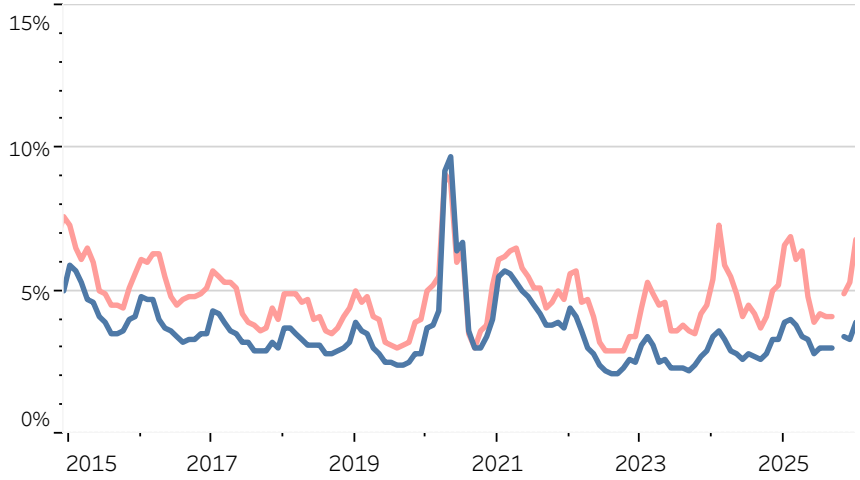
The size of the population and number of jobs is similar to a decade ago. Incomes are the lowest and poverty among the highest in the state.

Maine Piscataquis

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Piscataquis
6.5%	2.8%

Poverty Rates

Maine	Piscataquis
10.7%	15.5%

Median Household Income

Maine	Piscataquis
$74,733	$61,345

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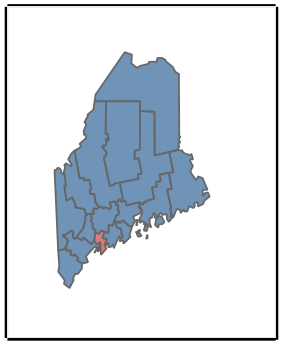


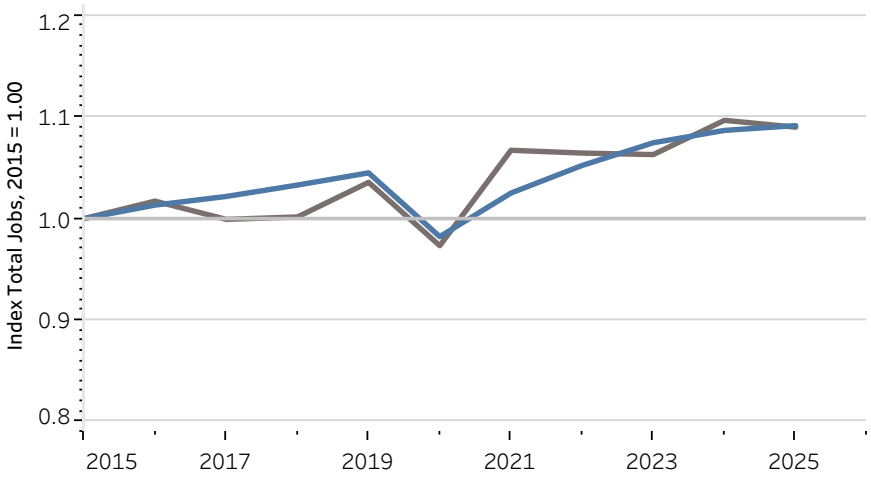
County Selection

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

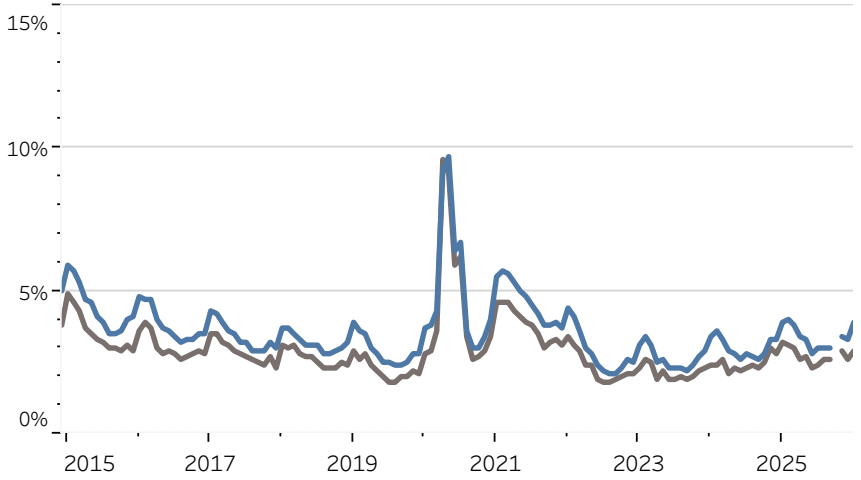
Unemployment has consistently been among the lowest in the state with little seasonal variation for many years and population and job growth were faster than average over in the last decade. A concentration in manufacturing jobs draws in workforce from surrounding areas. Incomes are higher and poverty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

Maine Sagadahoc

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Sagadahoc
6.5%	8.1%

Poverty Rates

Maine	Sagadahoc
10.7%	10.0%

Median Household Income

Maine	Sagadahoc
$74,733	$87,806

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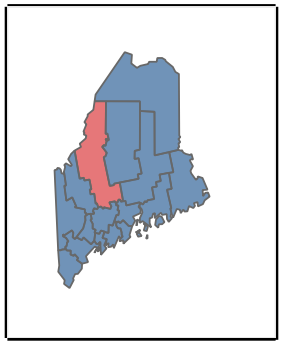
Next Page (Unemployment Rate) >



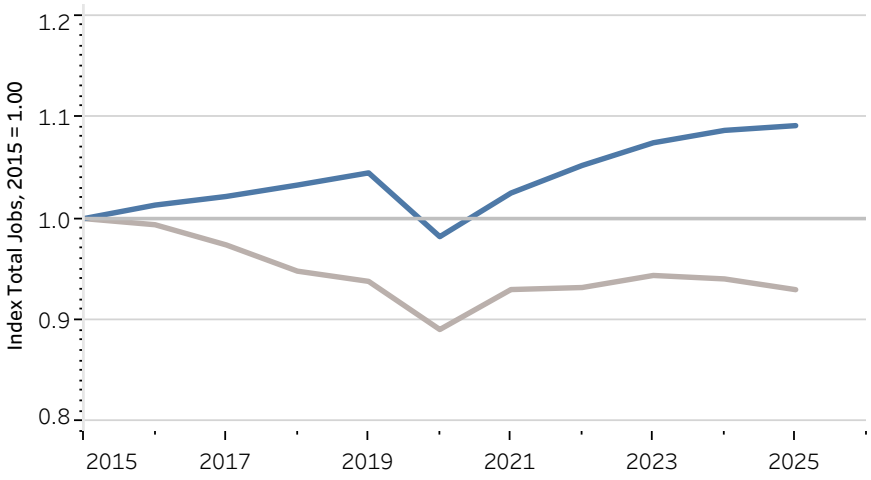
County Selection

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

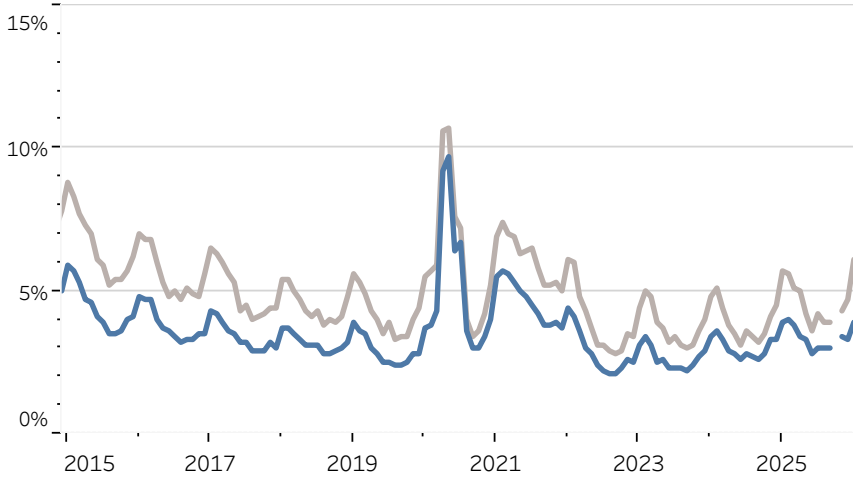
Jobs decreased in the last decreased while population is little changed. Unemployment has consistently been higher than the statewide average with more seasonal variation. Incomes are among the lowest and poverty among the highest rates in the state.

Maine Somerset

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine

6.5%

Somerset

1.7%

Poverty Rates

Maine

10.7%

Somerset

14.2%

Median Household Income

Maine

$74,733

Somerset

$58,179

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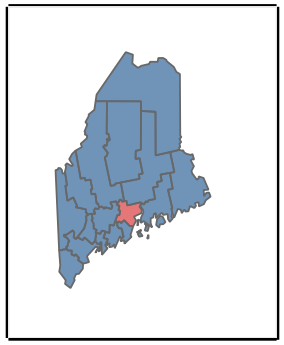


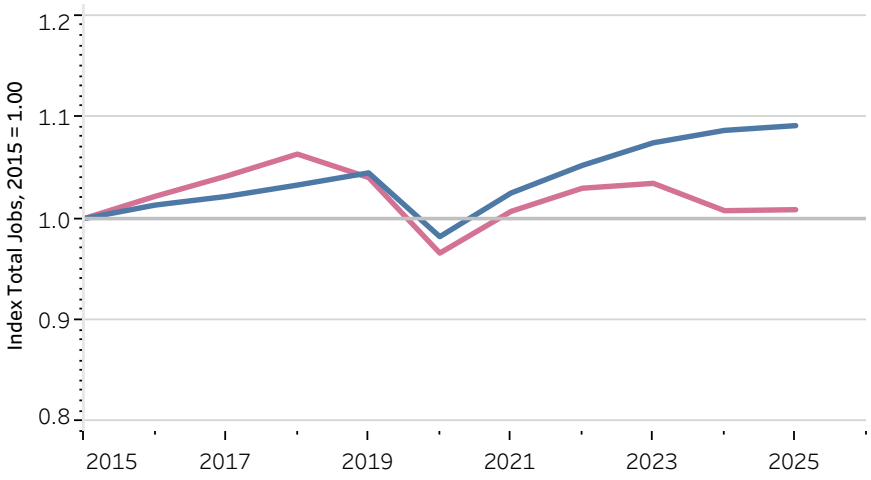
County Selection

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

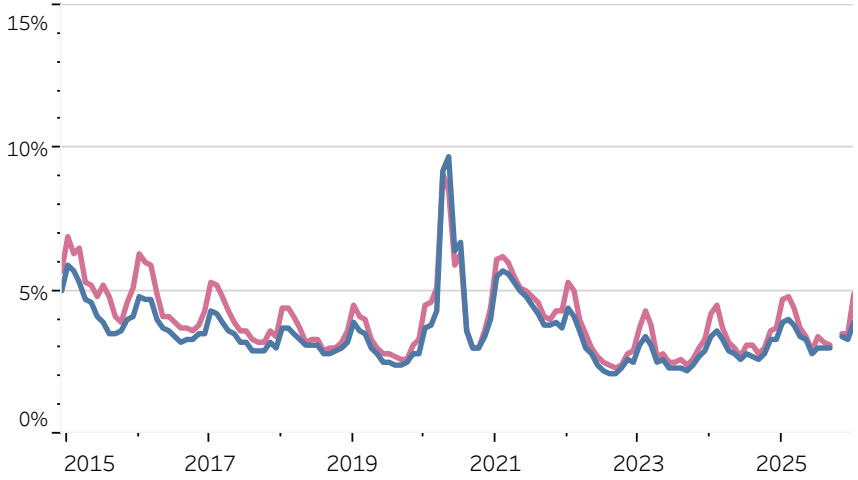
In the last decade population and job growth lagged statewide averages. Unemployment has transitioned from being mostly higher and more seasonal than the state to quite similar the last few years. Incomes are below and poverty higher than statewide.

Maine Waldo

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Waldo
6.5%	4.0%

Poverty Rates

Maine	Waldo
10.7%	12.0%

Median Household Income

Maine	Waldo
$74,733	$72,782

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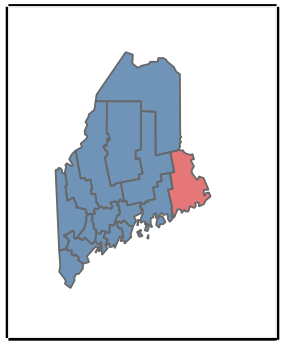
Next Page (Unemployment Rate) >



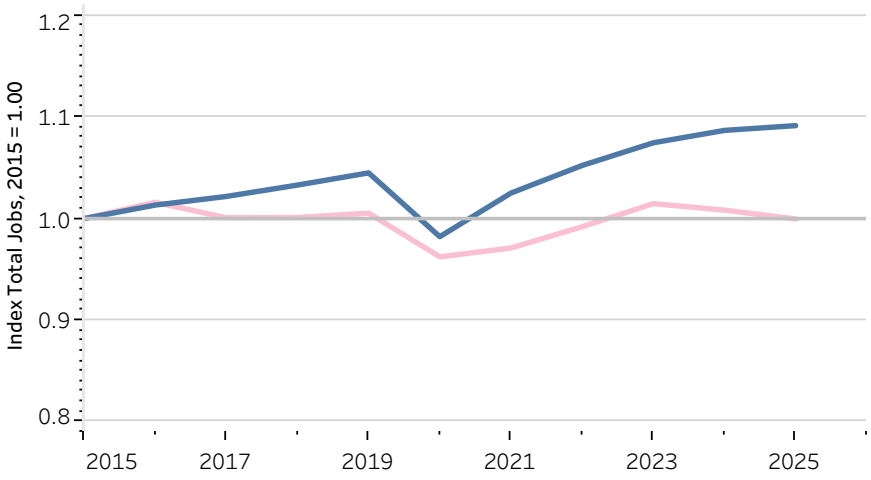
County Selection

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

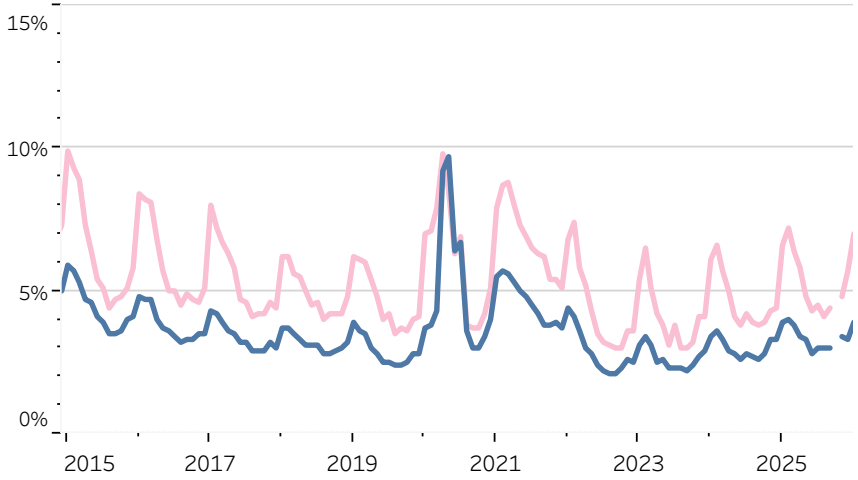
The population decreased and there is a similar number of jobs as a decade ago. Unemployment has consistently been higher and more seasonal, incomes are lower, and poverty much higher than statewide.

Maine Washington

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	Washington
6.5%	-1.4%

Poverty Rates

Maine	Washington
10.7%	17.1%

Median Household Income

Maine	Washington
$74,733	$56,024

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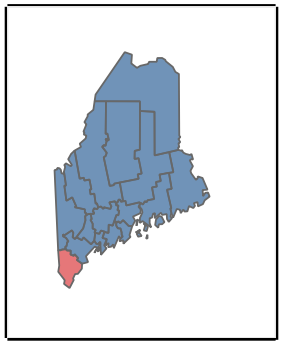


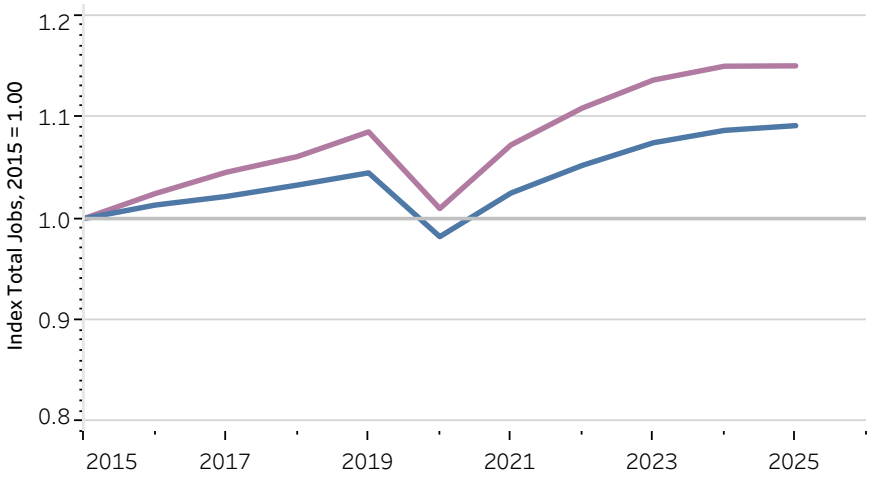
County Selection

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

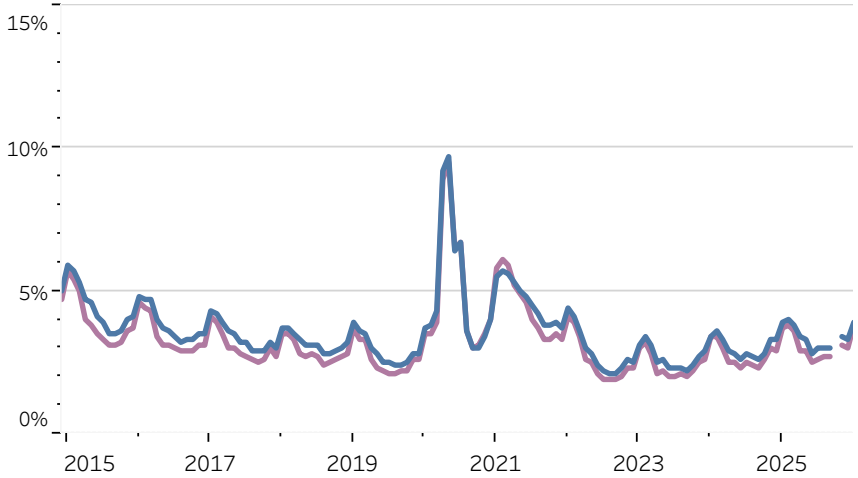
Population and job growth was the highest in the state over the last decade. Unemployment and poverty are lower and incomes are higher than state averages.

Maine York

Wage and Salary Jobs



Unemployment Rate



10 Year Population Change

Maine	York
6.5%	10.4%

Poverty Rates

Maine	York
10.7%	7.7%

Median Household Income

Maine	York
$74,733	$88,333

Conclusion

Demographics are contributing to a labor market characterized by little net job change and low, steady unemployment rates.
The value of goods and services produced in the economy and wages continue to grow.
Many economic and labor market measures differ across the state.
Job and population growth in the last decade has been concentrated in southern, central and coastal regions which also have lower rates of unemployment and poverty and higher rates of educational attainment.
The northern rim of the state has experienced slower rates of growth or decrease in jobs and population and have higher rates of unemployment and poverty.

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