

# JOBS IN MAINE: CONDITIONS & OUTLOOK

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Labor Market Information and Online Resources  
Career Development Facilitator Training  
March 7, 2014

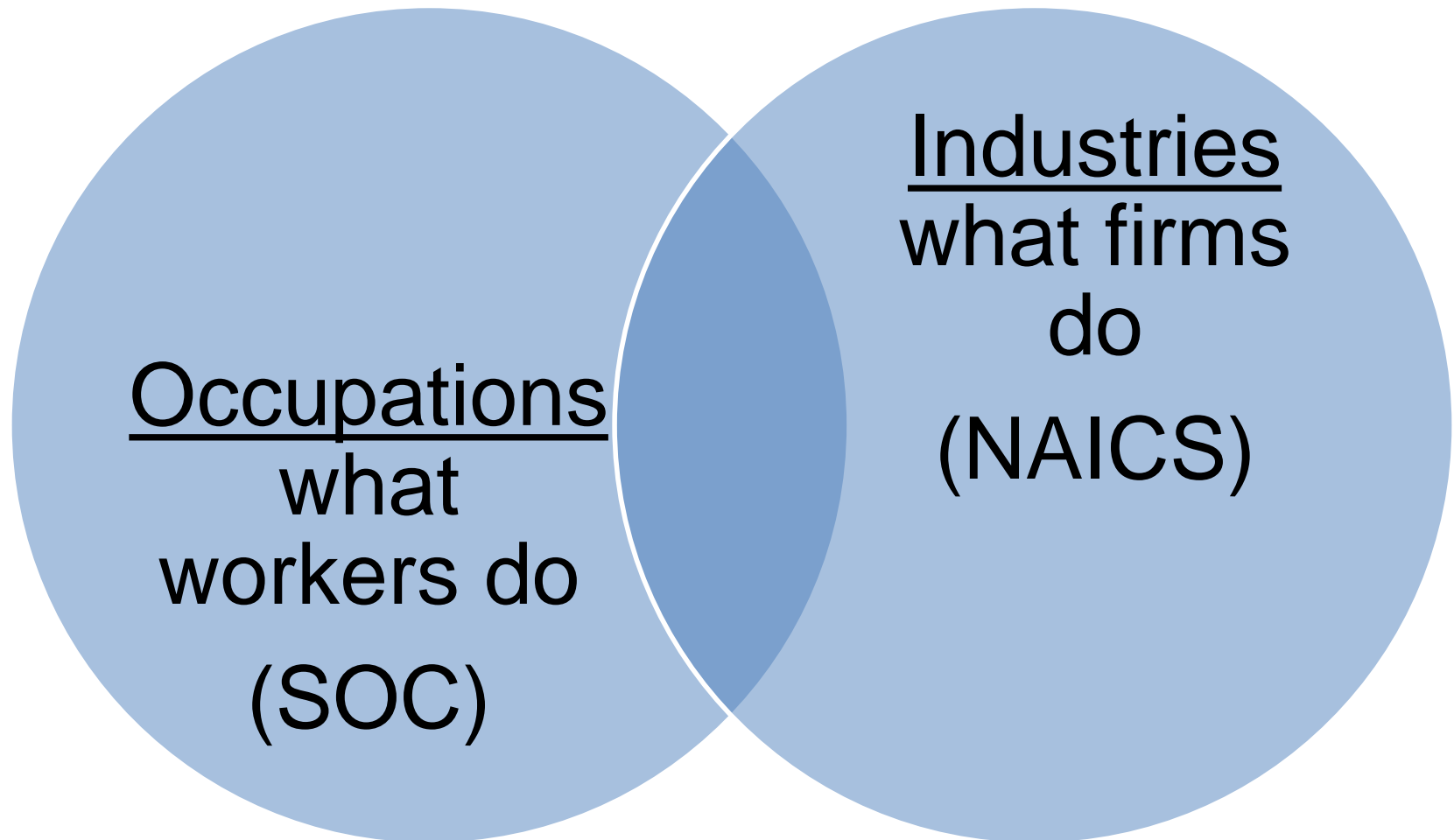


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# Labor Market Information and Resources

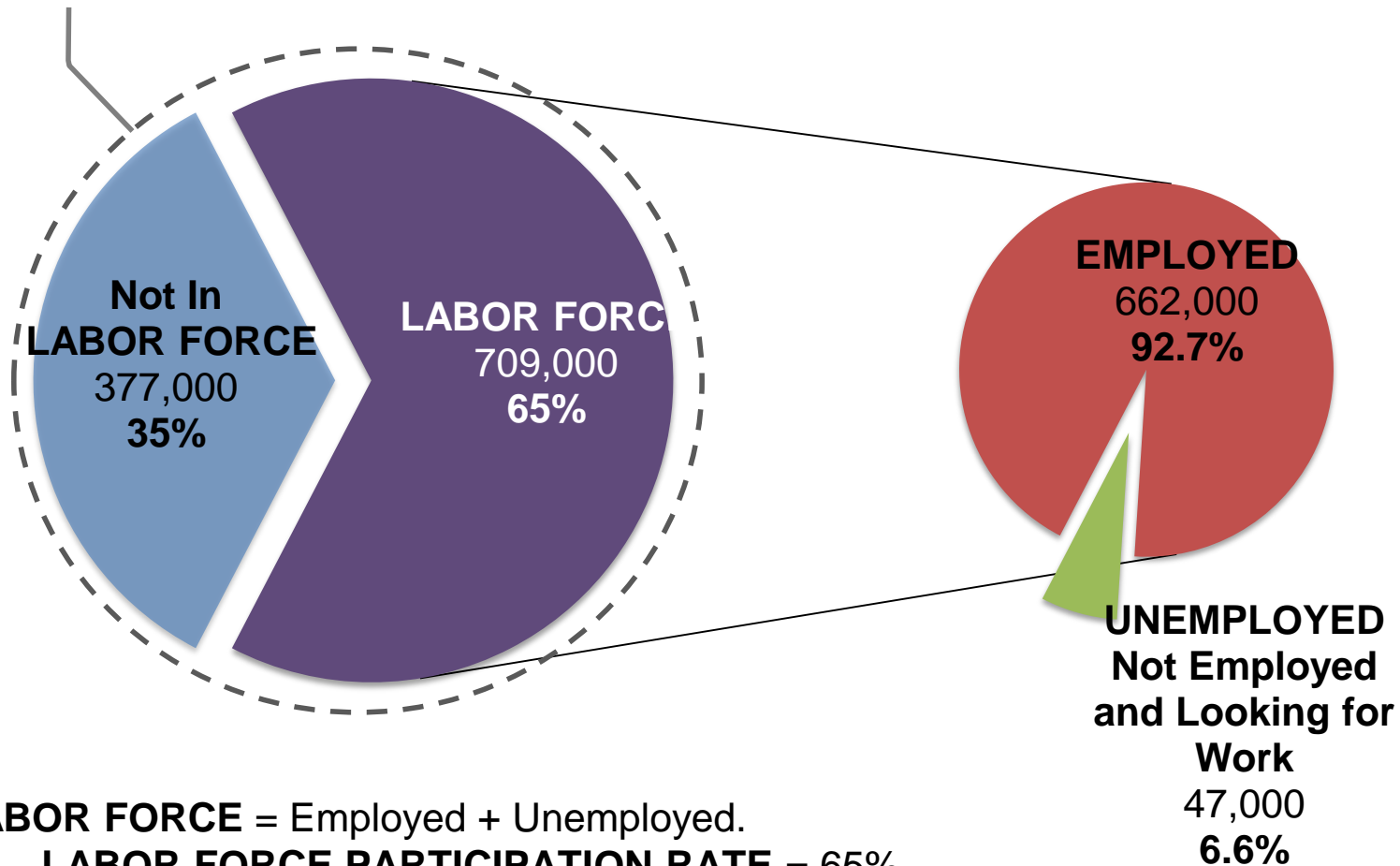
- Recent trends and current conditions
- Population and labor force
- Outlook 2010 to 2020

# Types of workforce data:



## Maine Labor Force Statistics, 2013

Civilian noninstitutional  
population



**LABOR FORCE** = Employed + Unemployed.

**LABOR FORCE PARTICIPATION RATE** = 65%

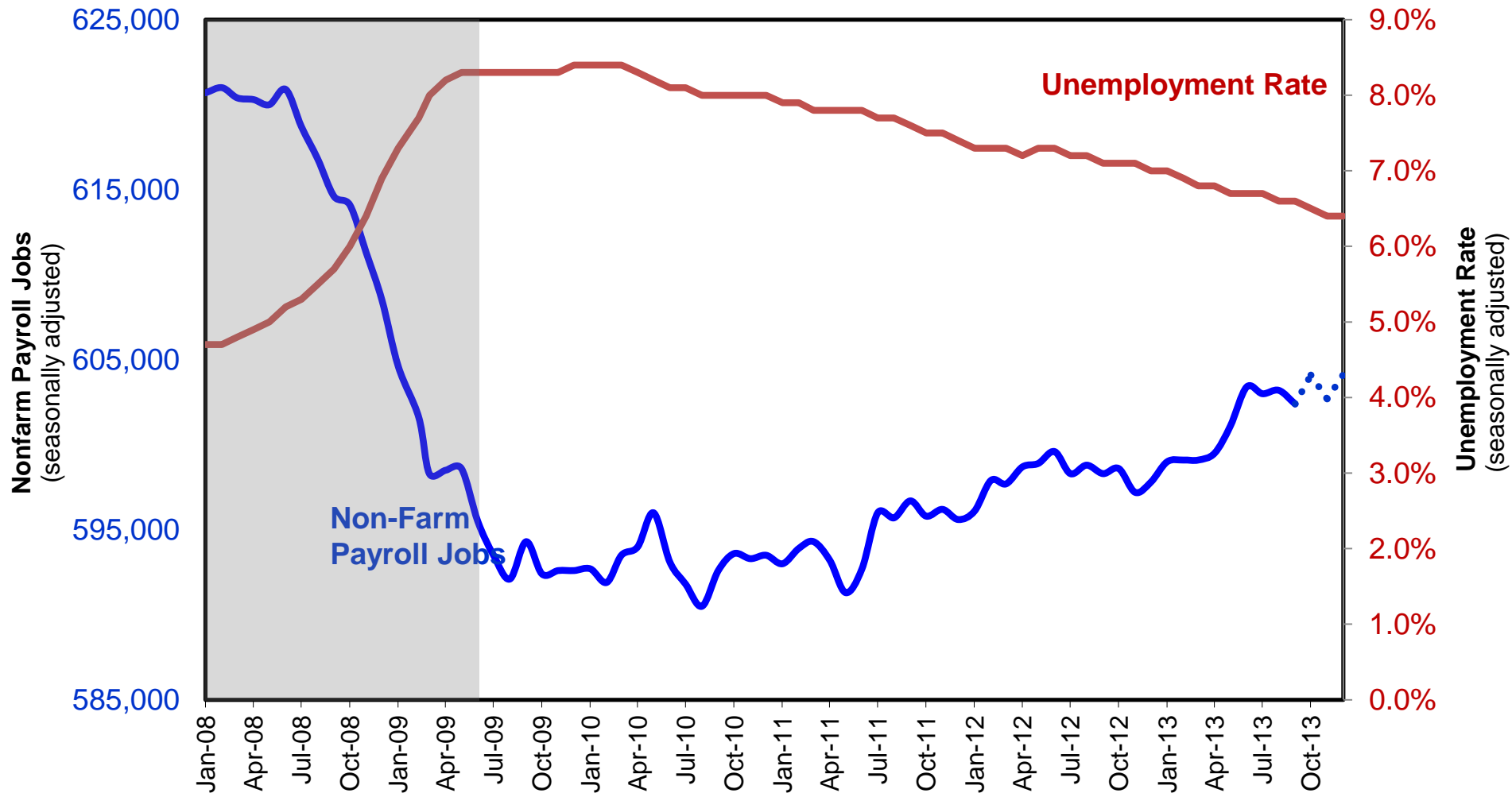
**NOT in LABOR FORCE** = Not working nor available nor seeking work

**UNEMPLOYED** = not working but *available and looking for work*

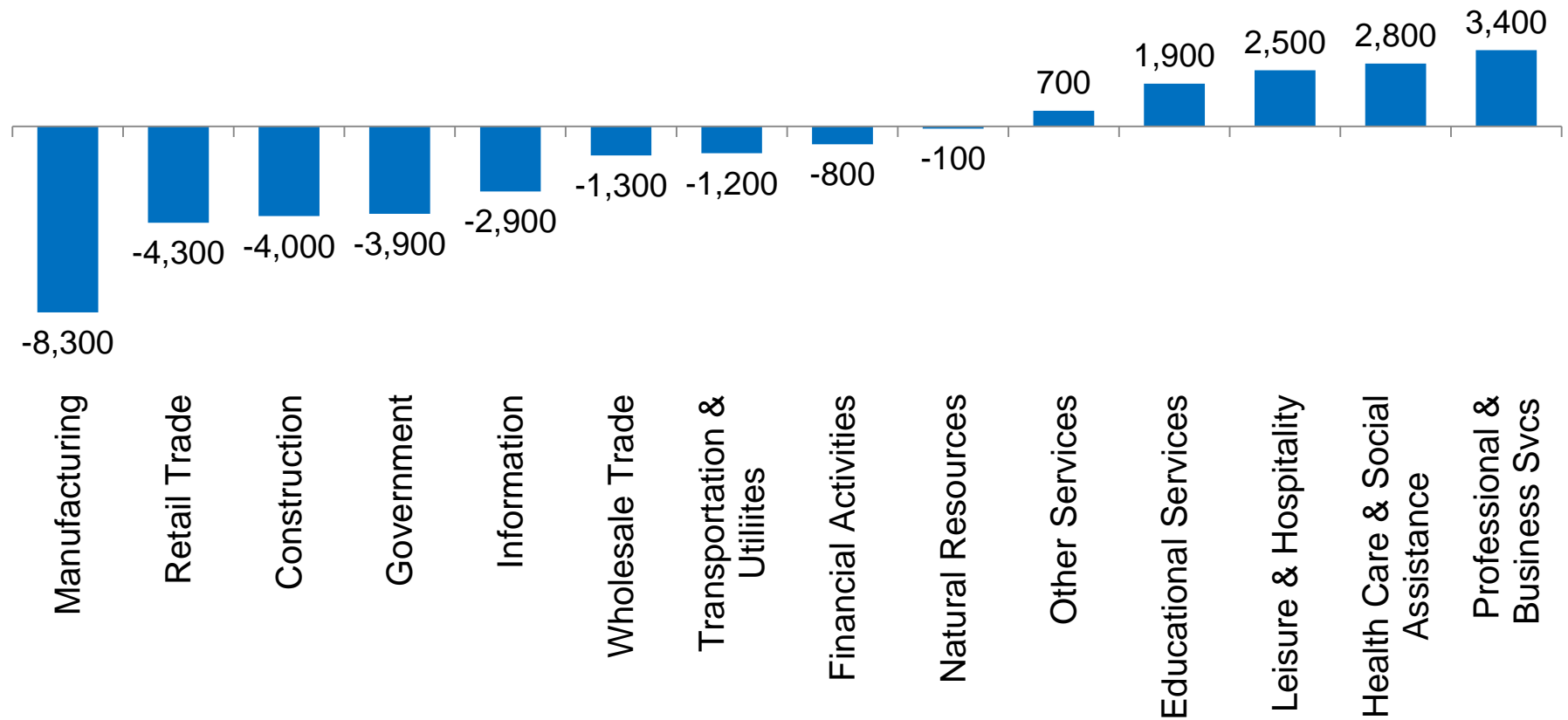
**UNEMPLOYMENT RATE** = percent of *LABOR FORCE* that is not

# Recent trends and current conditions

Since stabilizing in 2010, Maine has regained about one-third of the number of jobs lost in the downturn. The unemployment rate is trending down.

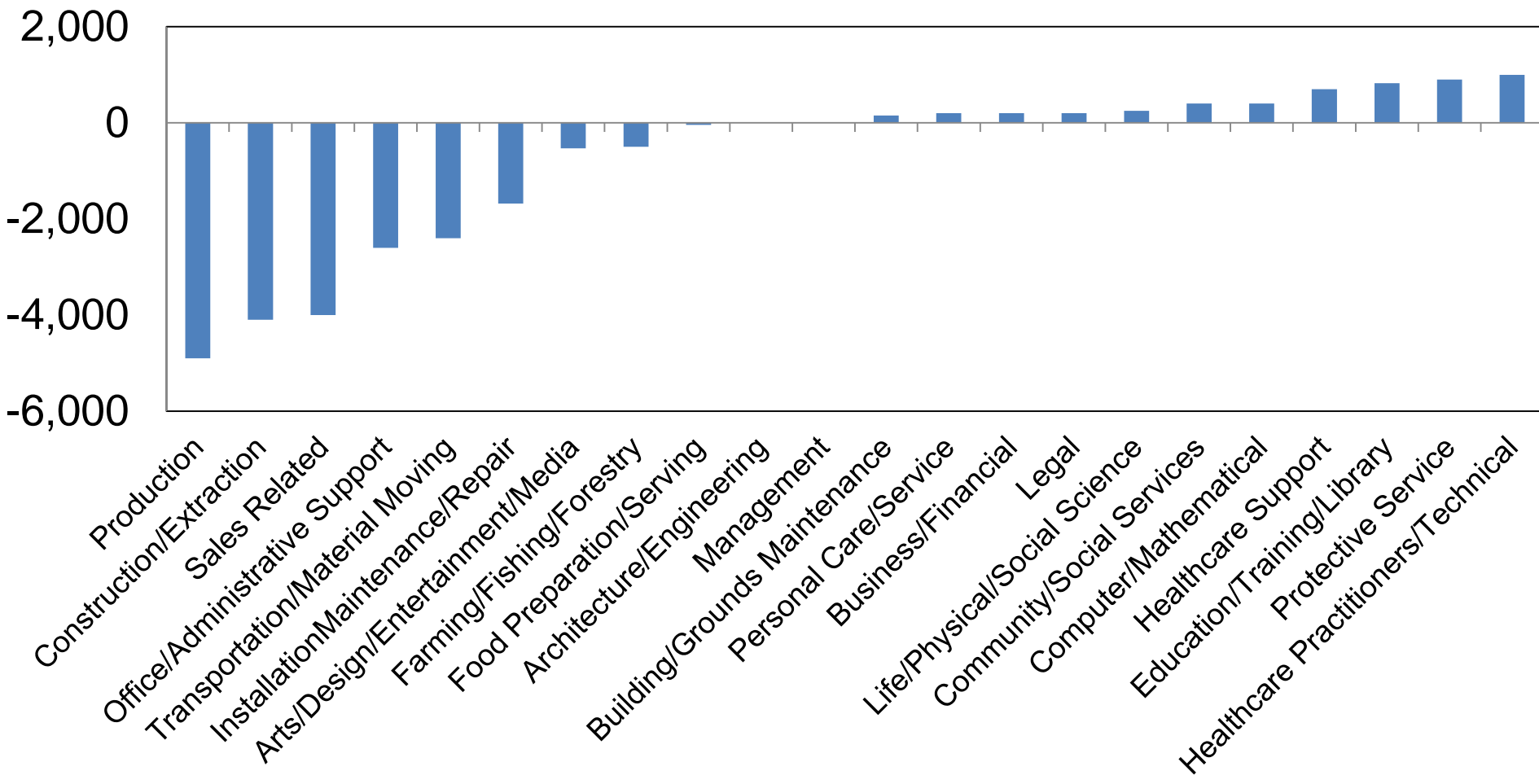


Sectors that shed the most jobs involve making, moving or selling goods, as well as government; sectors adding jobs are primarily human-capital intensive...  
*(Net change in jobs from 2008 to 2013)*



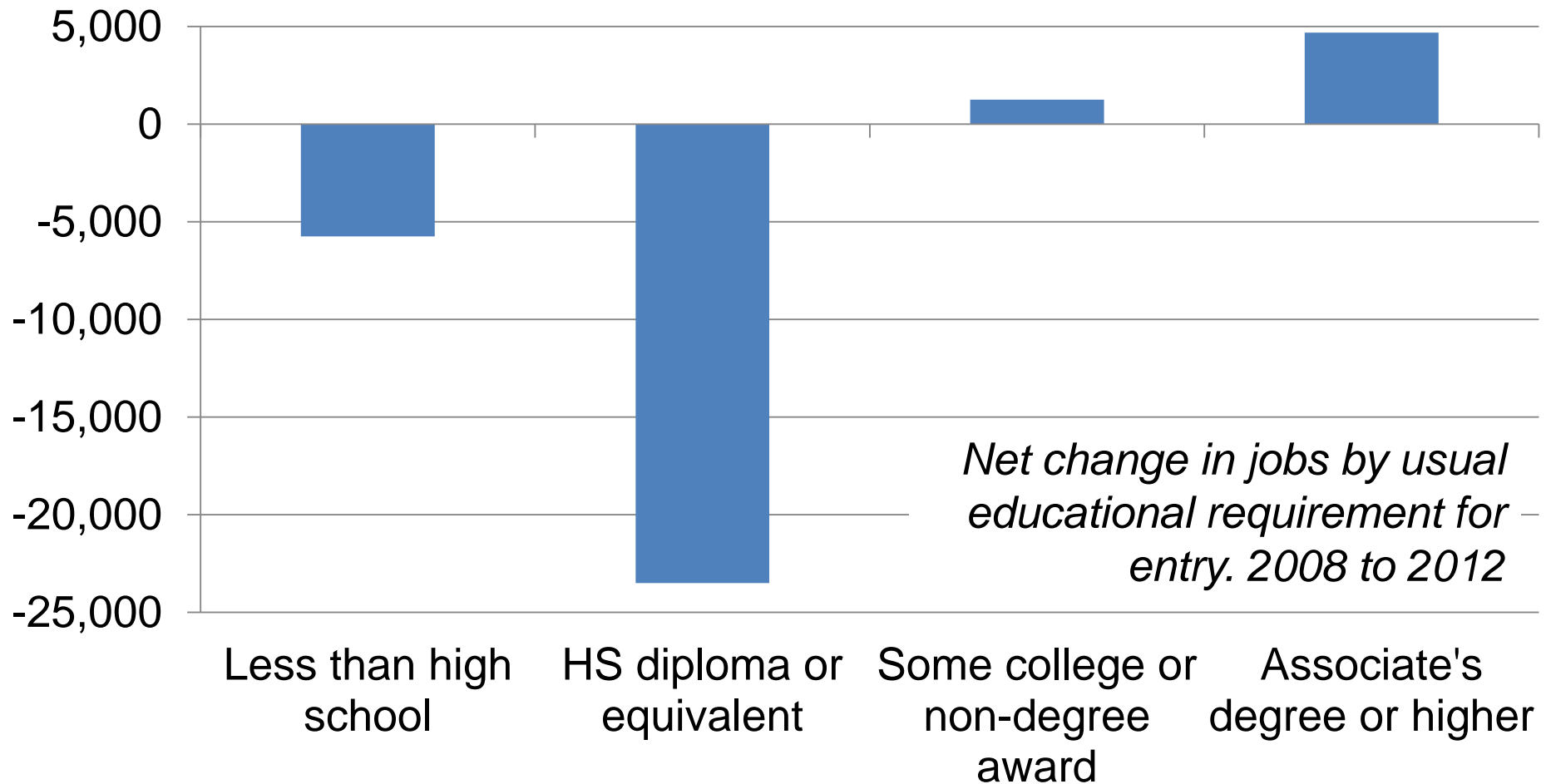
...This has caused major displacement in middle-skill blue-collar and administrative support occupations, which have been the primary path to a middle-class lifestyle for those without post-secondary education...

*(Change in jobs 2008 to 2012)*





Jobs that do not require post-secondary education suffered highest losses. Growth occurred in occupations that require education beyond high school. Many job seekers do not qualify for openings in growing fields of work.



Another indication of shifting job requirements, work attributes valued in growing middle-income occupations are very different from those in declining occupations.

Examples of knowledge, skill and ability requirements:

### **Growing Occupations**

Critical thinking, problem solving, decision making, mathematics, reading comprehension, deductive reasoning, processing information, analyzing data

### **Declining Occupations**

Machinery operation, equipment inspection, tool selection, physical strength, following instructions, manual dexterity, clerical functions

## In summary -

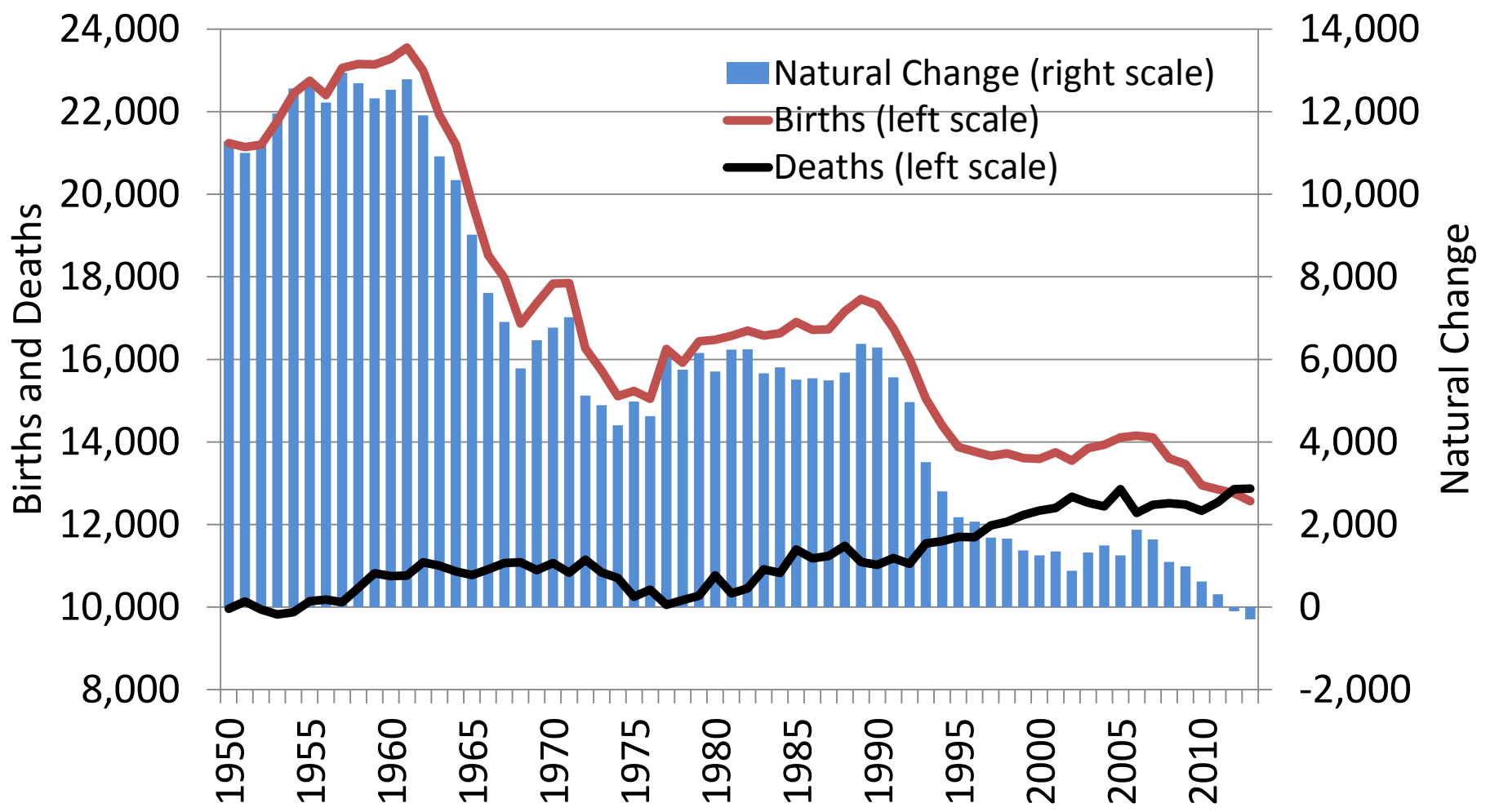
The recession of 2008 accelerated a *structural shift* in jobs away from middle-skill occupations that typically involved routine tasks that are procedural and repetitive.

*Rising performance requirements* of jobs present a challenge...

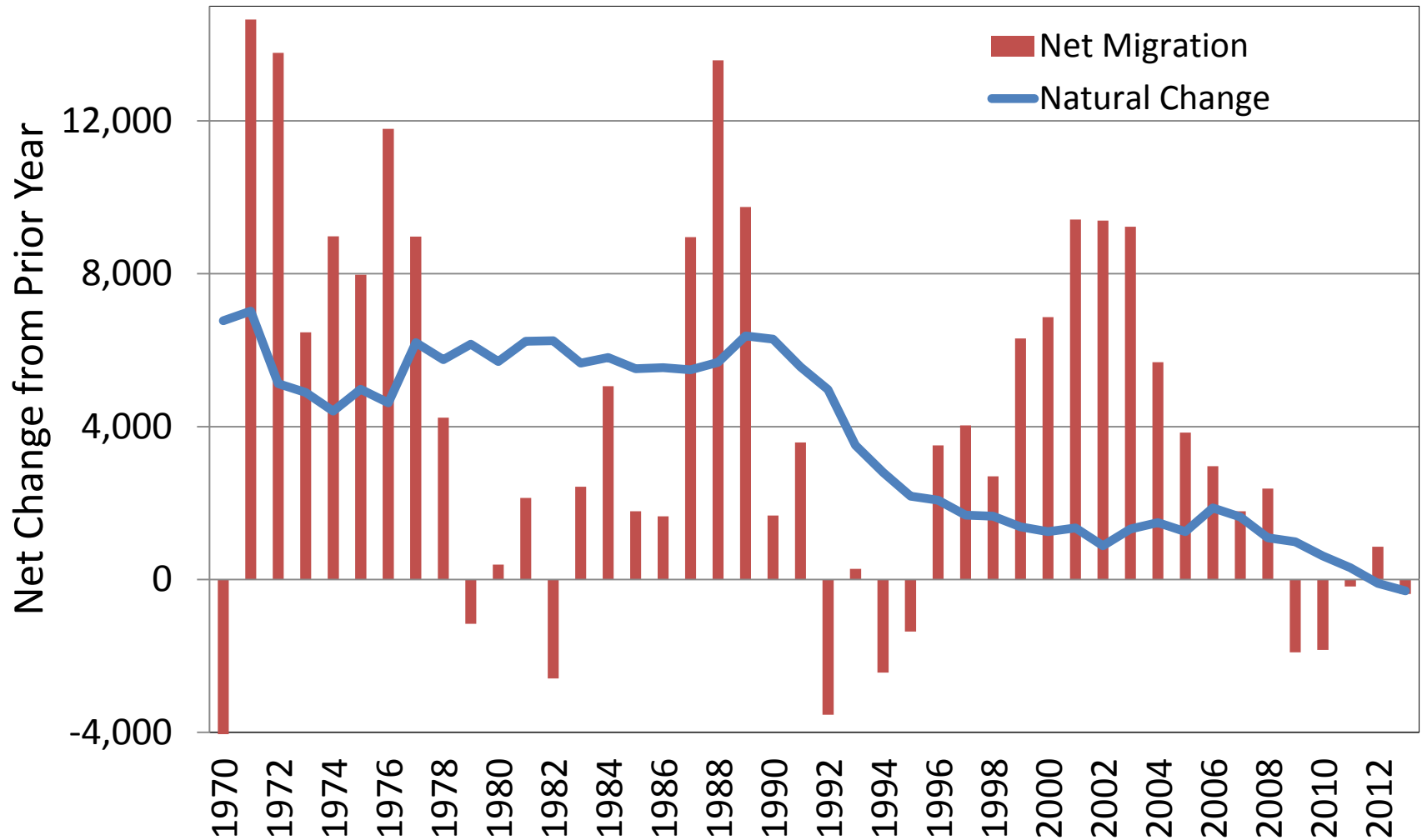
...to displaced workers whose skills and experience may no longer be in demand,  
...and to job seekers lacking relevant education, training or experience.

# Looking ahead - demographic considerations

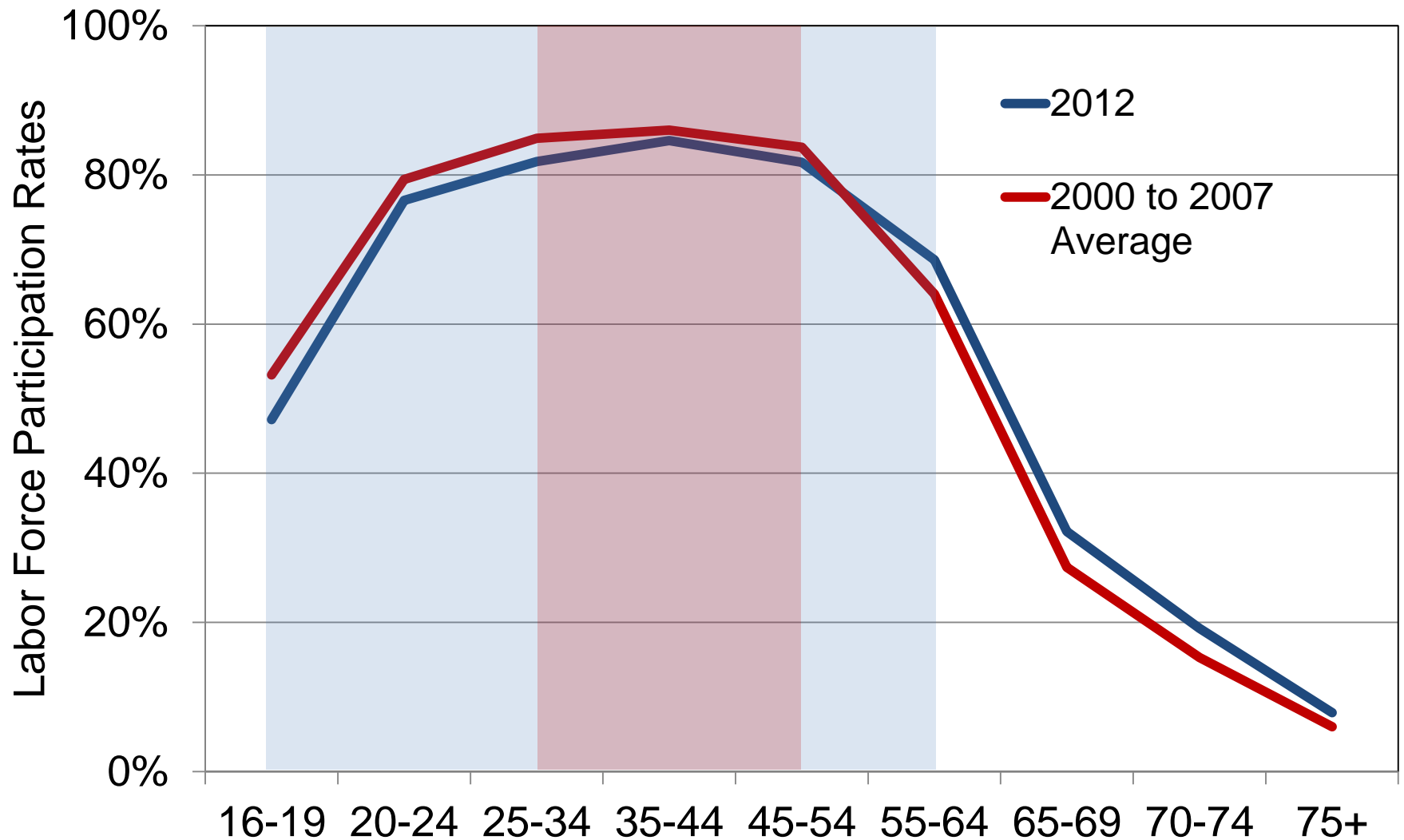
We can no longer count on a natural increase in population...



...so we will need to increase levels of net in-migration to maintain a stable population and workforce.

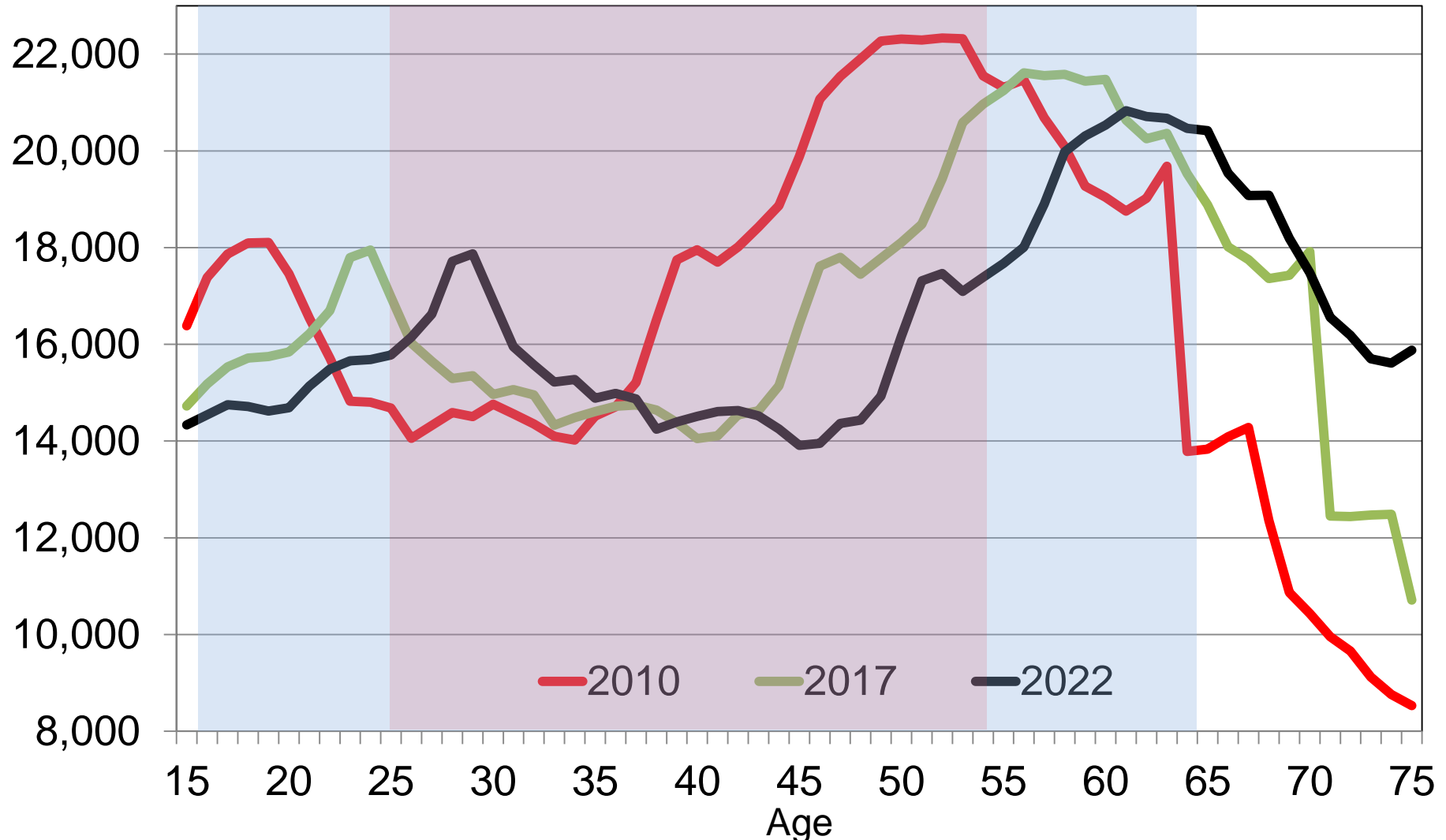


As we move through the lifecycle, our attachment to the labor force is highest between age 25 and 54 before declining at an accelerating rate with age.



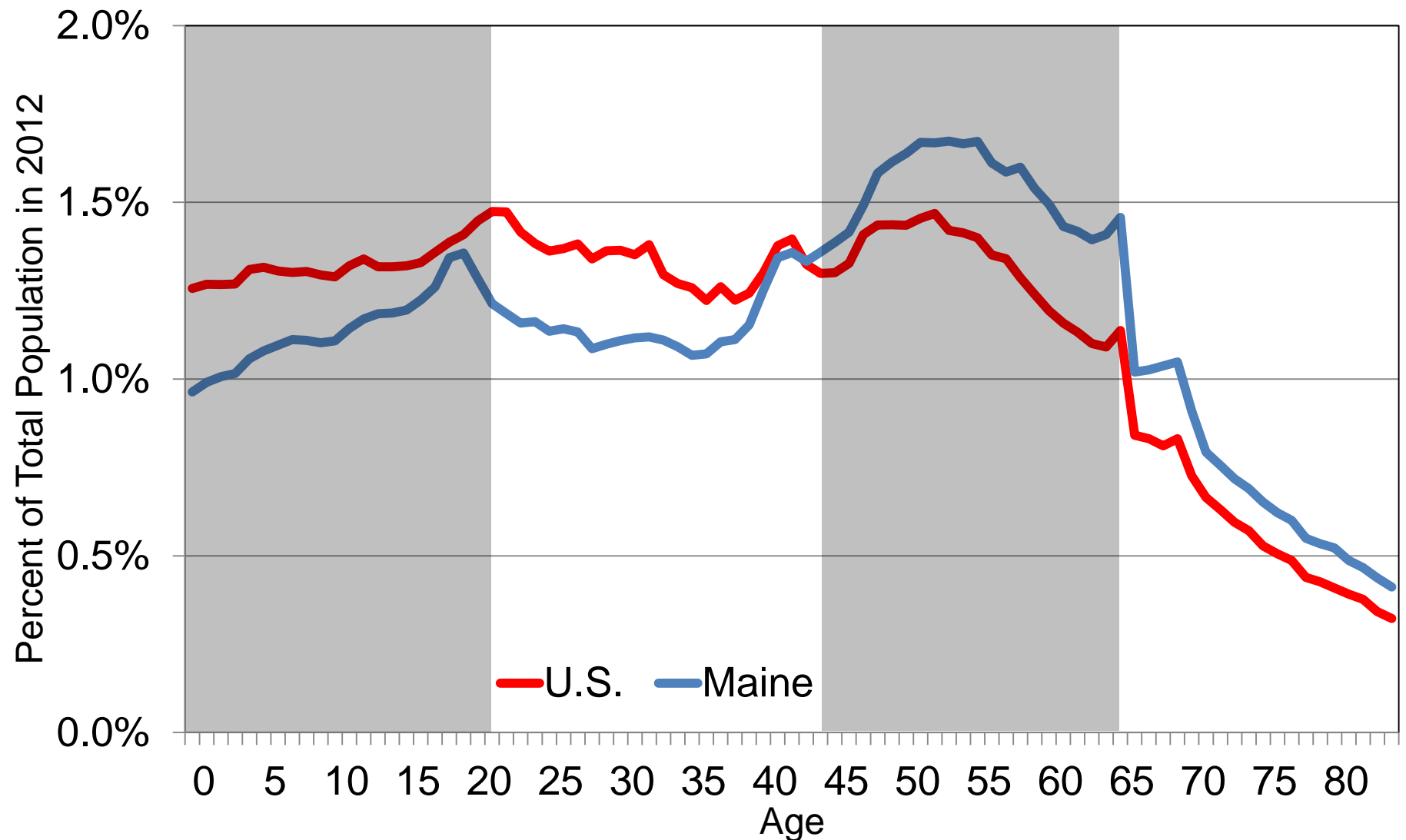
During this decade a very large share of the population is aging beyond their peak years of labor force attachment.

*(Population by year of age if there were no migration in or out of Maine)*

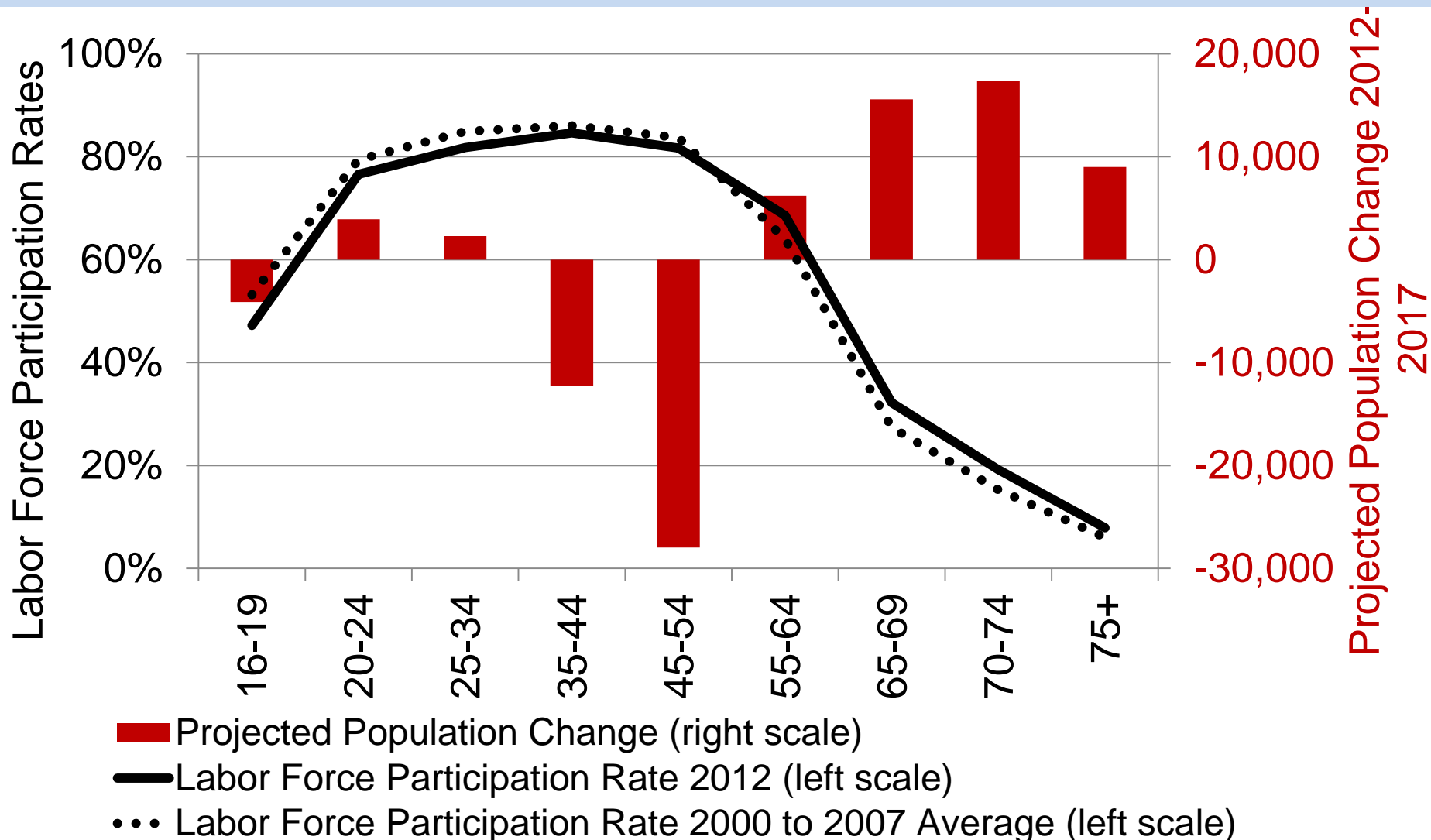




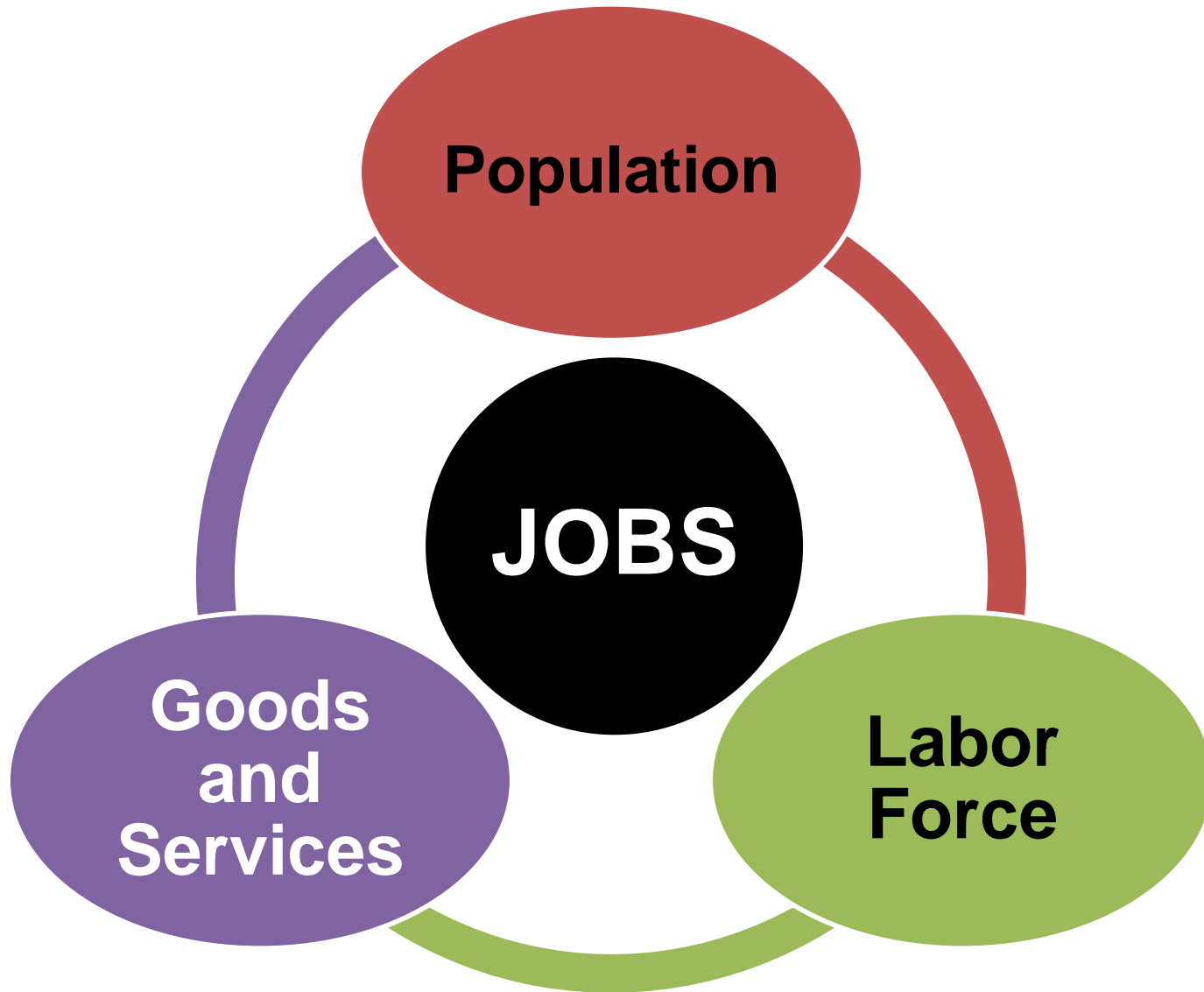
Maine has an unusually large share of Baby Boomers and a low share of young people to enter the workforce.



The population in their peak years of labor force participation is declining rapidly.



# Job Outlook to 2020



# Considerations affecting outlook

*In the short term,* a strengthening economy that puts unemployed back to work should produce job gains in the next few years.

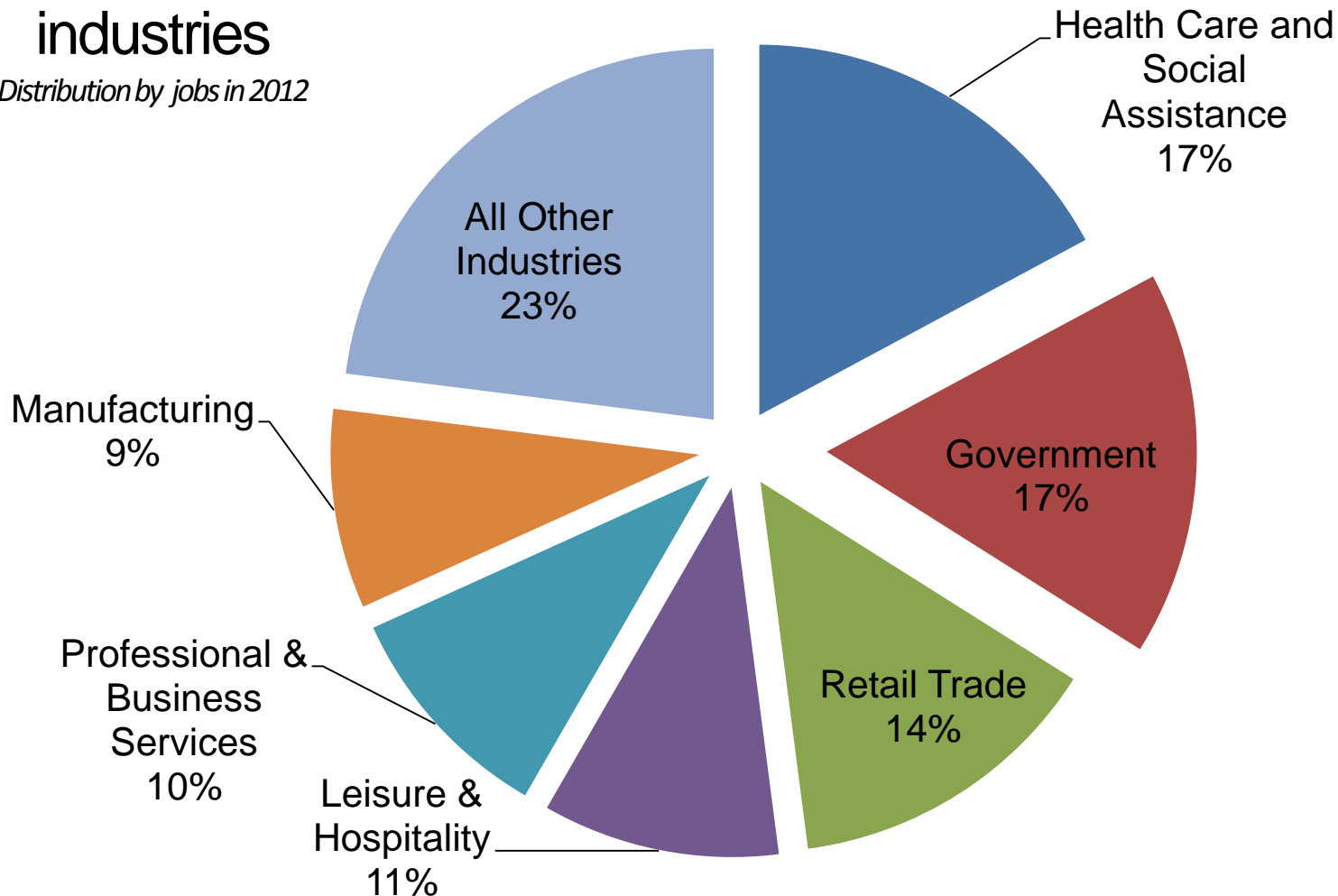
*In the longer term,* job growth will be driven by demographic trends in the population and migration to and from the state. Demographic trends affect:

- Labor supply
- Demand for goods and services

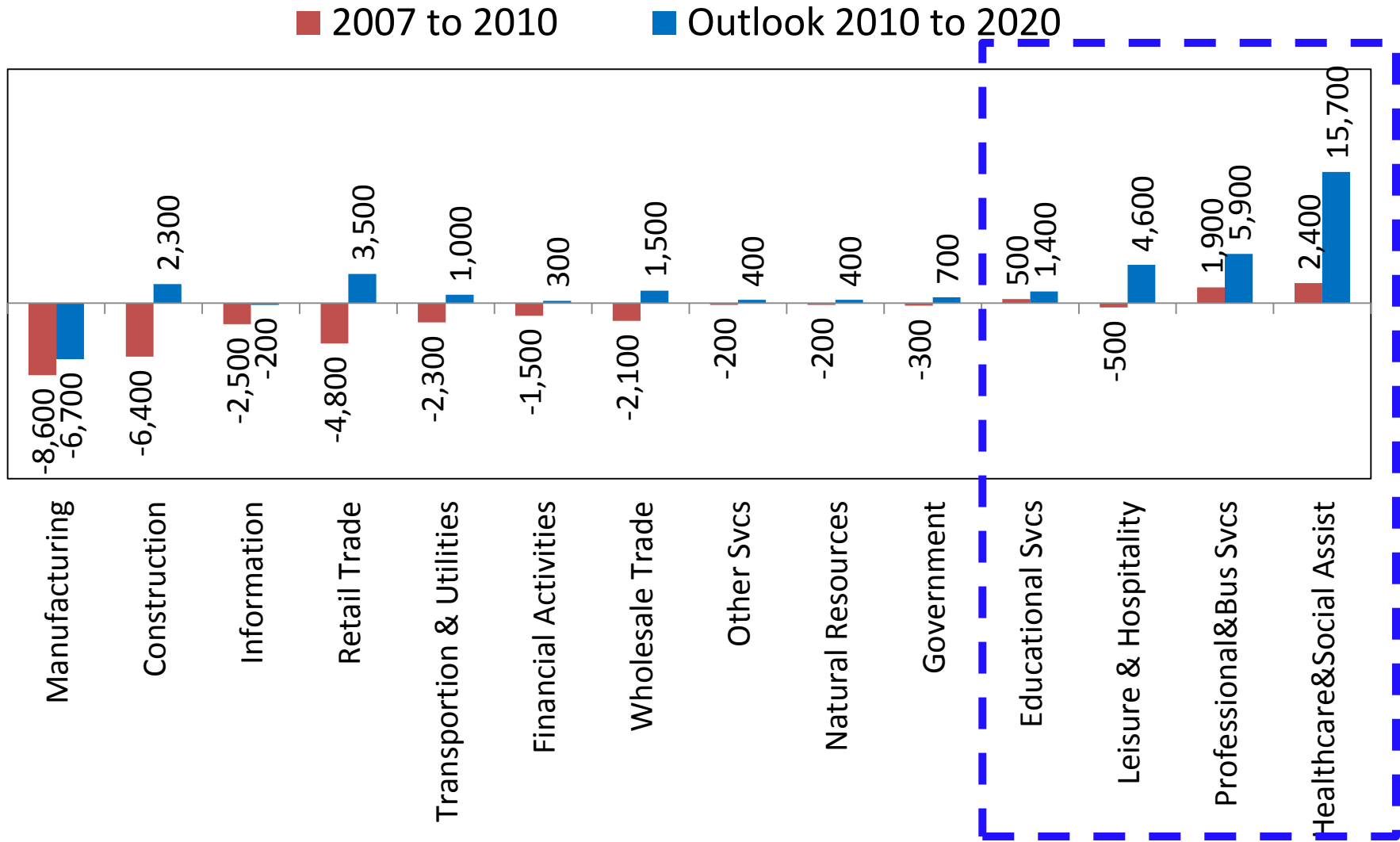
# Industry Outlook – what firms do:

## Maine's biggest industries

*Distribution by jobs in 2012*



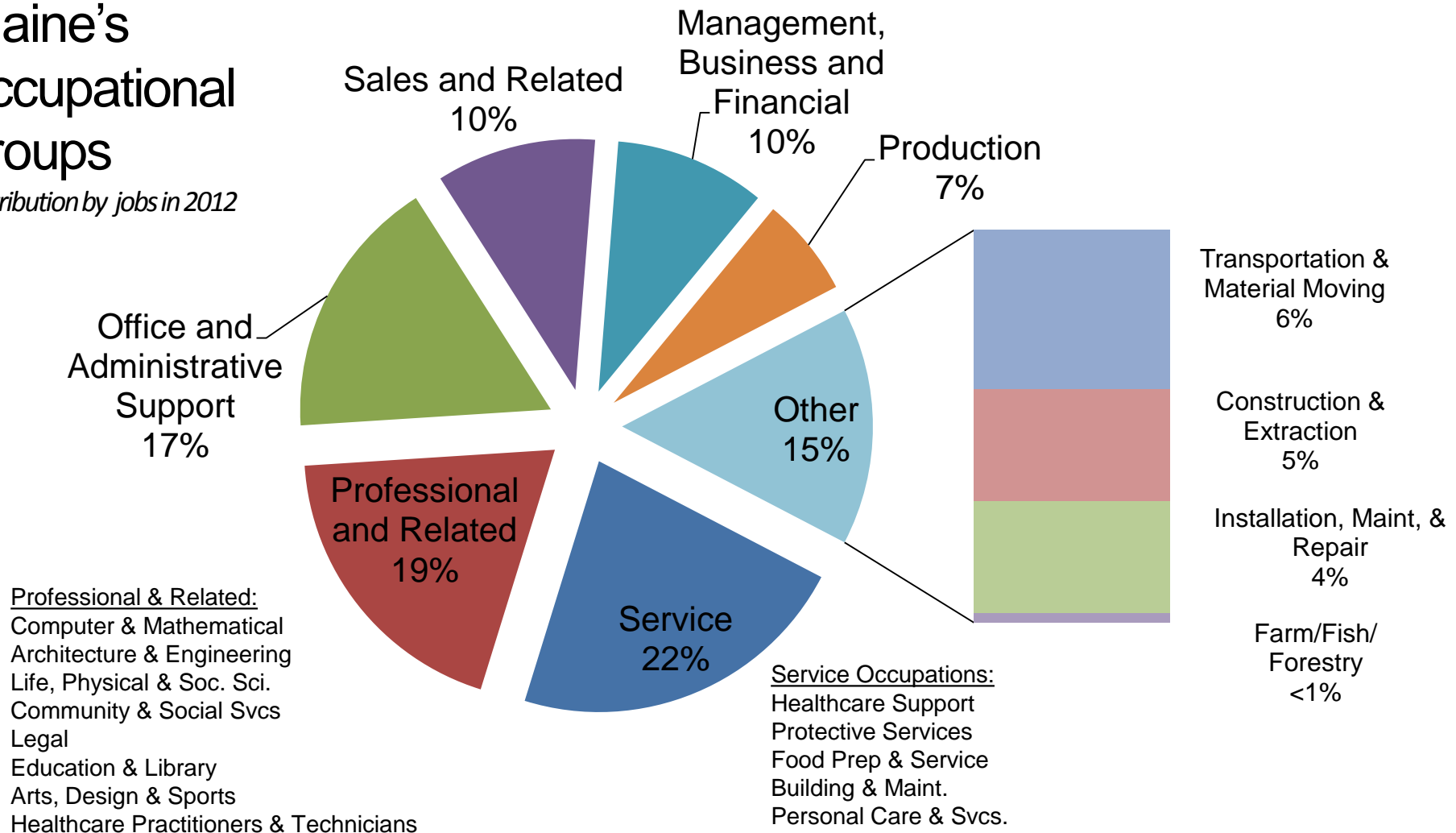
Through 2020, most sectors will see job growth, but only four are expected to have significantly more jobs than the pre-recession peak.



# Occupational Outlook – what workers do:

## Maine's occupational groups

*Distribution by jobs in 2012*





Growth is concentrated in occupational groups that represent opposite ends of the skills, education and wage spectrum.

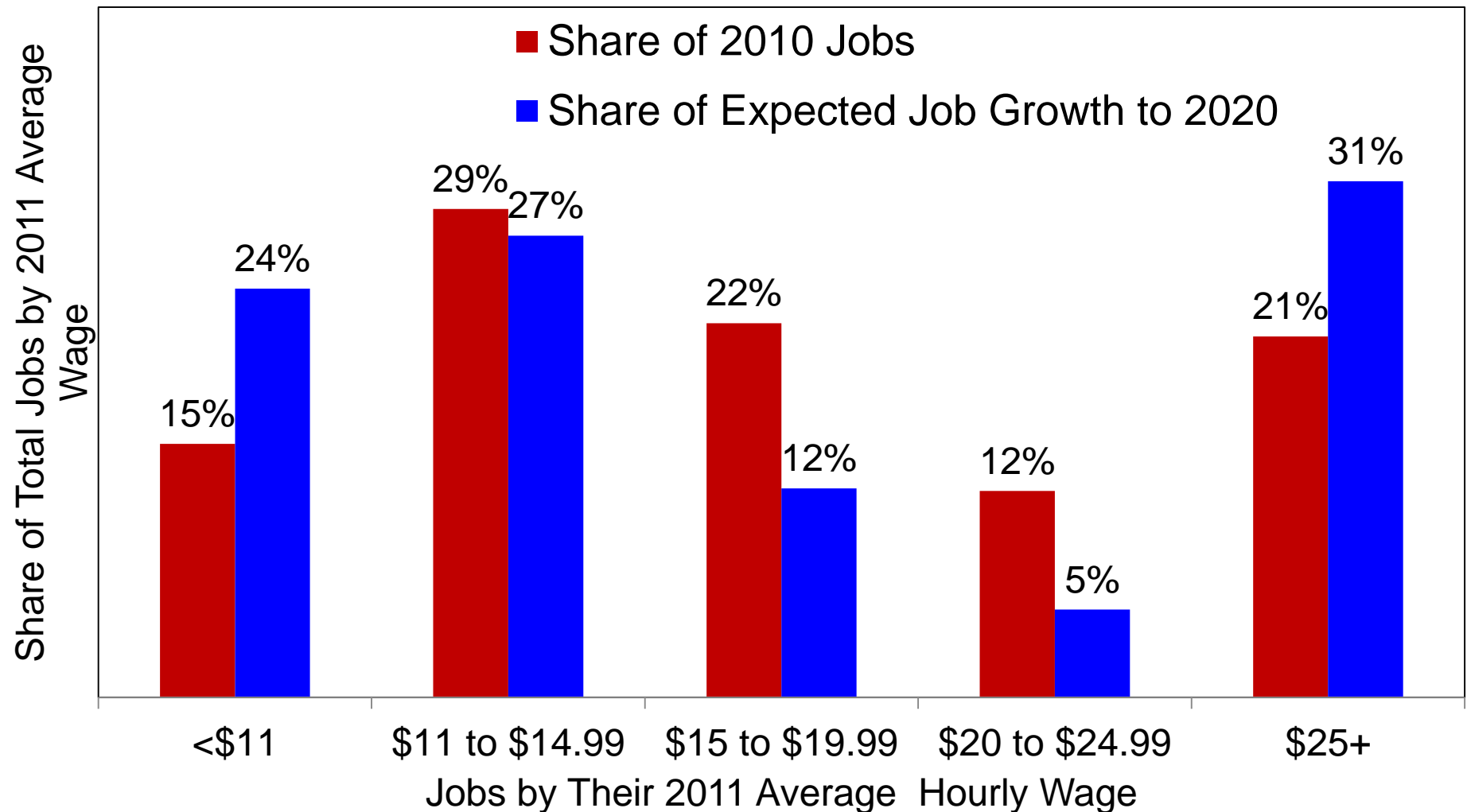
*Projected change in employment by occupation, 2010-2020*

*Percent change in jobs*

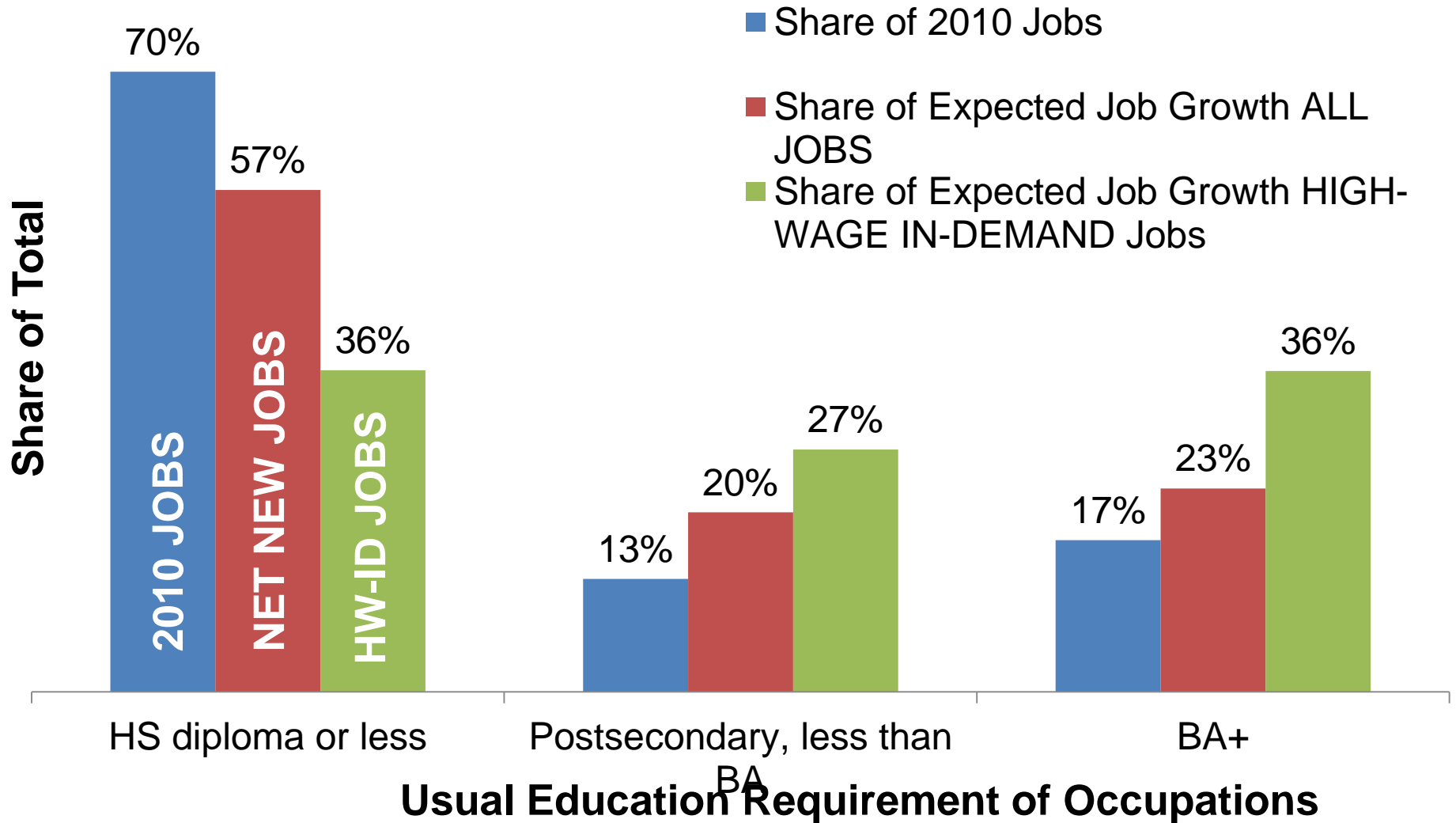
*Net change in jobs*



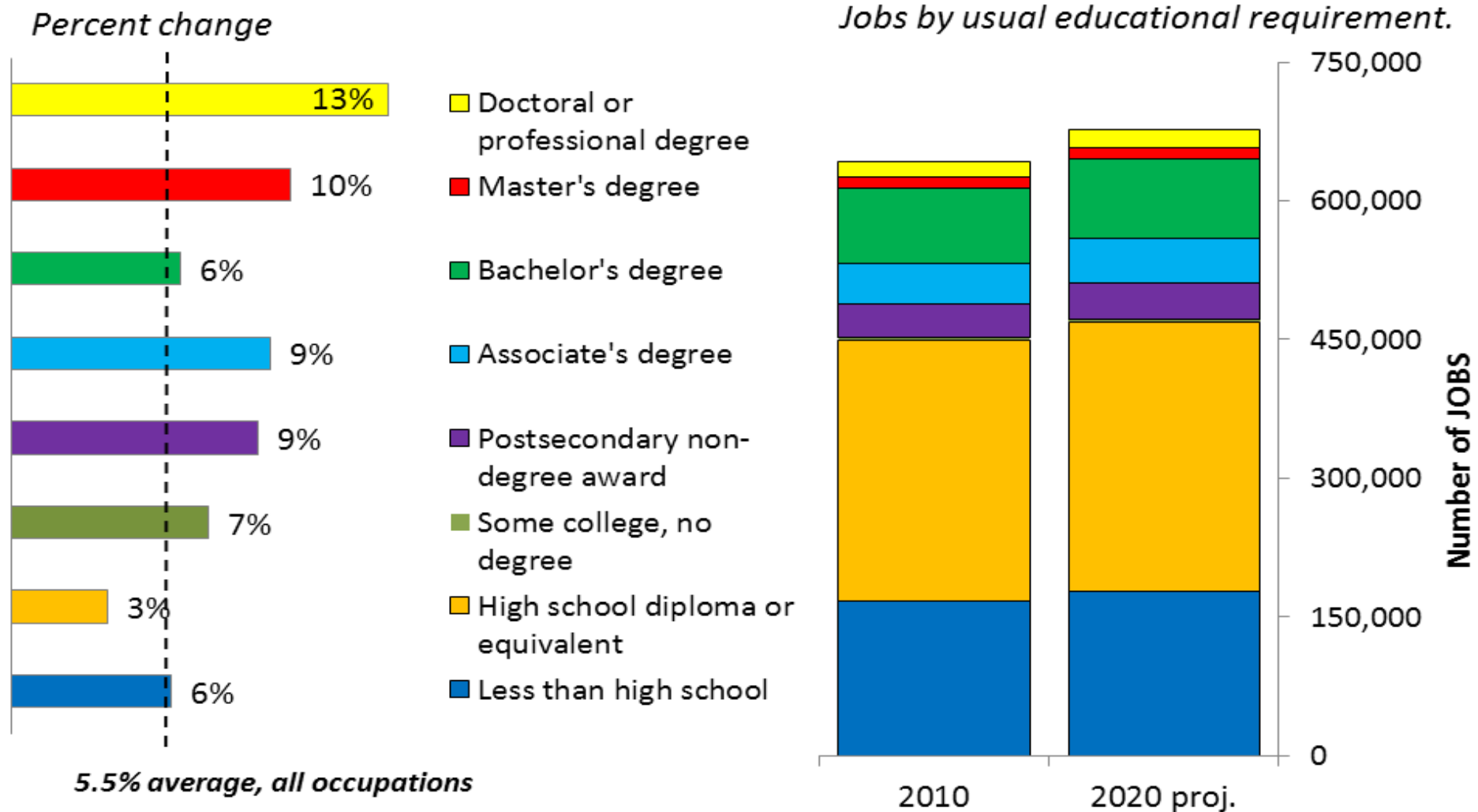
The concentration of job growth in high- and low-wage occupations will result in a smaller share of jobs in the middle of the wage spectrum.



The distribution of job growth by education level shows a shift toward occupations requiring education beyond high school.

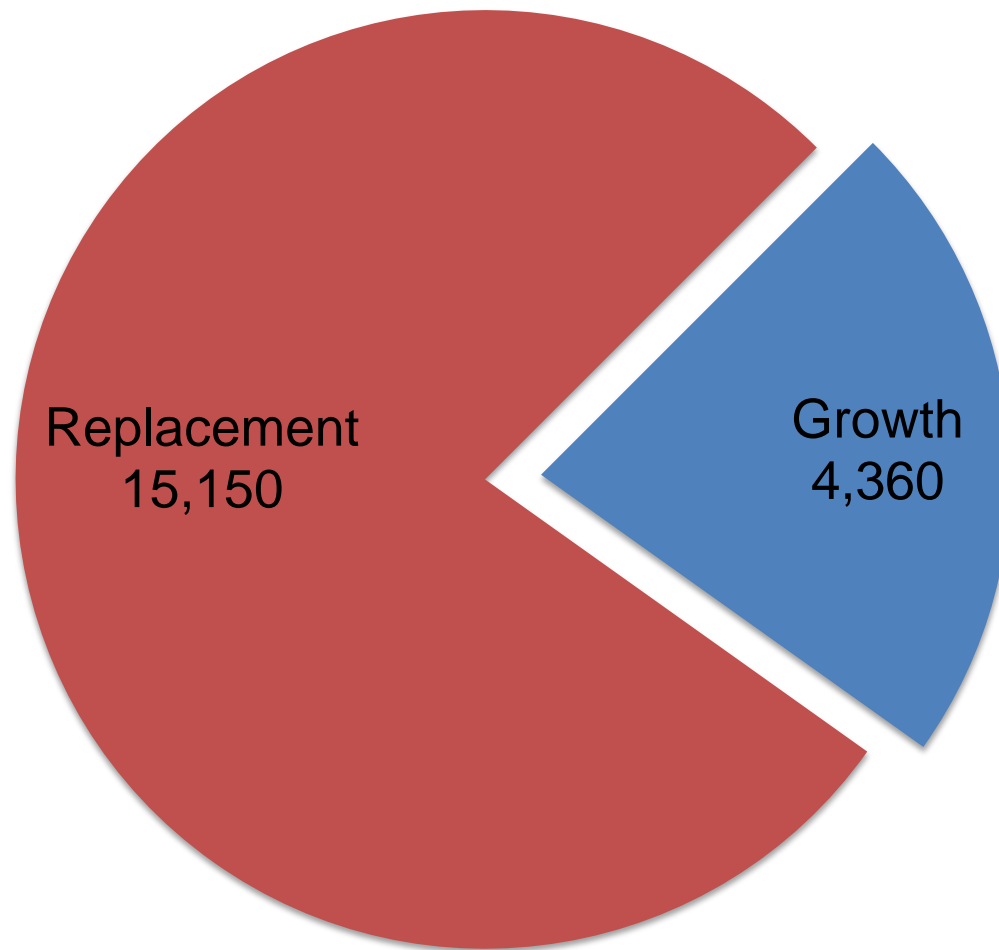


Though fastest growth is expected in occupations requiring post-secondary education, most jobs will still be in occupations with low education requirements.



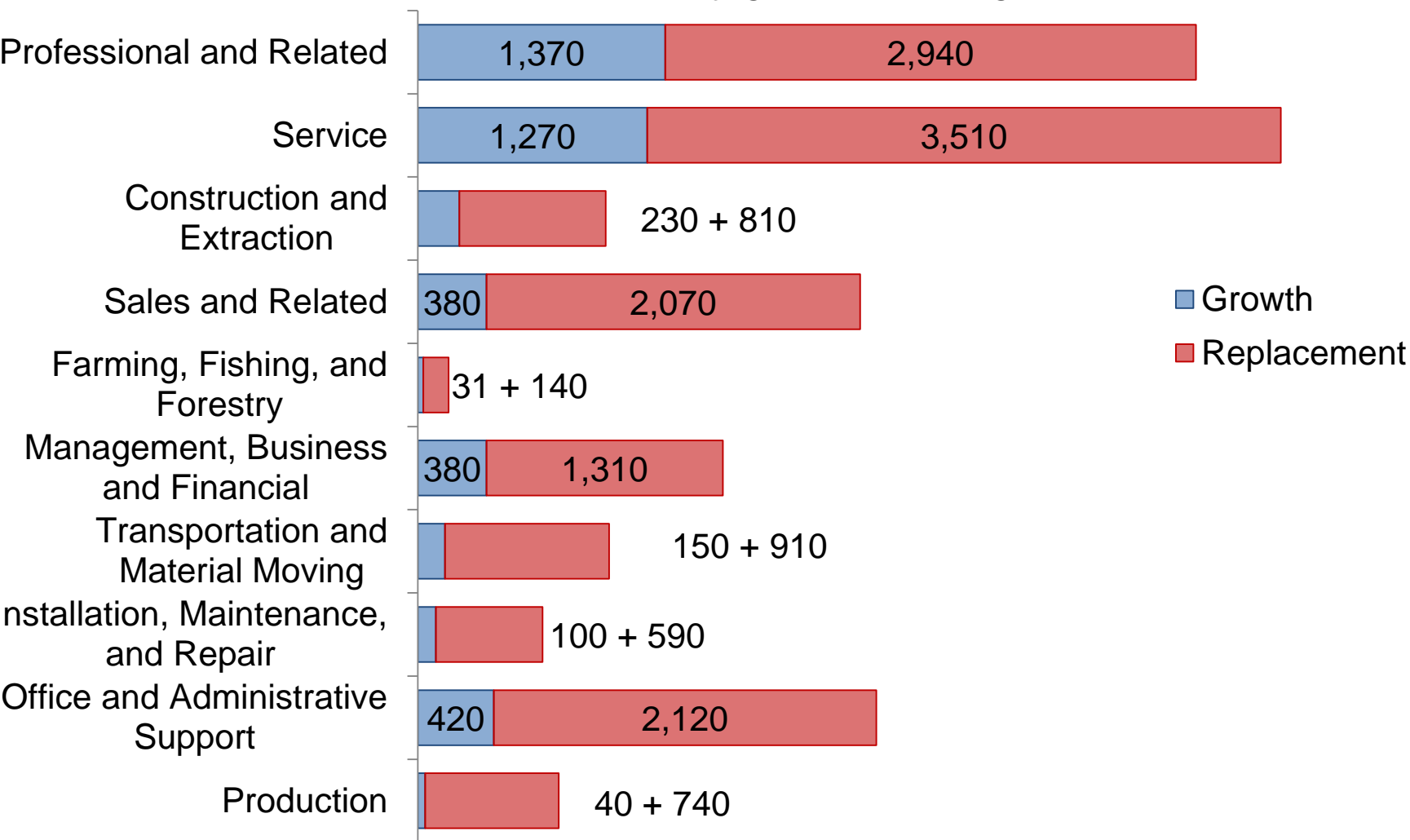
## “High Growth” versus “In-Demand”

Job openings stem from two sources: replacement of incumbent workers and job creation. *From 2010 to 2020, nearly 4 out of five openings will be due to replacement needs.*



Replacement openings create job opportunities even in occupations expected to experience net job losses. “In-demand” status is based on average annual openings, not net growth.

*Occupations ranked by growth rate, high to low.*



# CWRI homepage

<http://maine.gov/labor/cwri/>

← → ↻

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- County Profiles
- Job Outlook**

**Interactive Data Tools**

- Unemployment & Labor Force
- Employer Locator
- Industry Employment & Wages
- Monthly Nonfarm Payroll Job Estimates
- Occupational Employment & Wages
- Demographics of Employment & Unemployment
- Unemployment Insurance Claims
- [More...]

**Resources For**

- Job Seekers**

**Recent Updates**

- February 20, 2014 - [2013 3rd Quarter Industry Employment and Wages](#)
- February 19, 2014 - [Labor Force Participation and Employment Status by Age and Gender, 2000-2013](#)
- [More...]

**Publications and Presentations**

- February 20, 2014 - Top 50 Employers in Maine, 3rd Quarter 2013 ([Excel](#)) ([PDF](#)) ([Interactive](#))
- February 20, 2014 - Top 25 Employers in Maine by County, 3rd Quarter 2013 ([Excel](#)) ([PDF](#)) ([Interactive](#))
- January 30, 2014 - Workforce Conditions and Growth Forecast Issues, Presented to the Consensus Economic Forecasting Commission ([PowerPoint](#)) ([PDF](#))
- [More...]

**Economic Snapshot**

Unemployment & Labor Force Employment Unemployment Insurance Income & Wages Demographics

**Unemployment Rates**  
(seasonally adjusted)



Year	Rate (%)
2008	4.8
2009	8.5
2010	9.5
2011	9.0
2012	8.0
2013	7.5
2014	6.5

**County Unemployment Rates**  
December, 2013 (not seasonally adjusted)

Statewide: 6.2%



County	Rate (%)
Androscoggin	4.6
Calloway	5.0
Cum gratia	5.6
Hancock	5.8
Kennebec	5.9
Kennebunk	5.9
Knox	6.2
Lamoille	6.6
Lewiston	7.4
Litchfield	7.4
Malden	8.5
Moulton	8.6
Norfolk	8.7
Oxford	9.0
Penobscot	9.1
Waldo	9.3

# CWRI Resources for Job Seekers

<http://maine.gov/labor/cwri/jobseekers.htm>

- High Wage, In-Demand Jobs
  - *Links to information on related occupations (O\*NET Online)*
- Employer Locator
  - *Research Maine employers by occupation, industry, or region*
- Growing/Declining Occupations
  - *Research occupations by openings, net growth or net loss*
- Occupations by Wages
  - *Look for regional concentrations and wage differentials*
- Average Wage Lookup
  - *Quick reference providing average wage and link to O\*Net*

<http://www.maine.gov/labor/cwri/outlook.html>

- Occupation by Industry tab
  - *Find out which industries employ a selected occupation.*