



**Northeastern Workforce Development Board (NWDB)**  
2021 Strategic Plan

*Appendix I – Economic and Workforce Data*  
*June 2021*

Prepared for:

Northeastern Workforce Development Board

## Introduction

The following is a data appendix to the strategic plan for the Northeastern Workforce Development Board (NWDB). This data appendix includes data on socio-economic indicators, employment, wages, establishments, and occupations within the region which impacts or relates to workforce development. Data is summarized for the NWDB as a whole which includes the counties of: Aroostook, Hancock, Penobscot, Piscataquis, and Washington. This data is meant to provide context for development of the NWDB Strategic Plan and help identify opportunities, challenges and issues for the development of goals, strategies, and actions. Data for this overview was provided by the Eastern Maine Development Corporation (EMDC) through their JobsEQ subscription with Chmura Economics and Analytics. An executive summary is provided that addresses the question: what this data means for workforce development in the NWDB region, along with a summary of key findings.

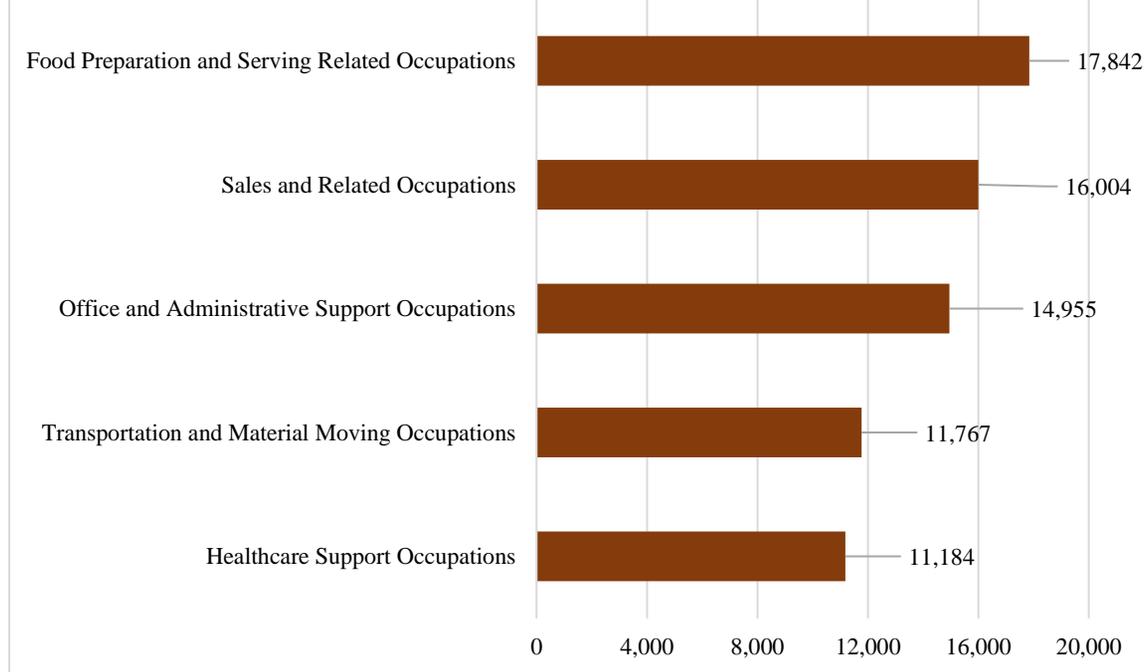
## Executive Summary

Based on the analysis of data, key findings by topic area are summarized below along with resulting strategy guidance.

**Replacement Demand will drive workforce demand over the next ten years and as a result will be an important focus of regional workforce strategies.** While there will be some growth resulting from industry growth in healthcare and some sub-industry subsectors, workforce demand will be driven largely by the demand for replacement workers (workers retiring or otherwise leaving the workforce). It is projected that replacement demand will drive the need for 140,315 (a significant increase from 37,454 projected in 2017) at positions with the highest occupations being Food Preparation and Serving (17,842 jobs); Sales and Related Occupations (16,004 jobs); Office and Administrative Support (14,955 jobs); Transportation and Material Moving (11,767 jobs); and, Healthcare Support Occupations (11,184). Regional workforce strategies should include information, programs, and services to support industry and interested job applicants, both employed and underemployed, in filling this replacement demand.

**Important Note:** When the 2017 Strategic Plan was created, the Bureau of Labor Statistics (BLS) used an entirely different formula in order to calculate Replacement Rates. BLS has developed a new method that they believe is a more accurate measure for this type of occupation demand. BLS has reported on average results are over four times larger. More information regarding this definition can be found at <https://www.bls.gov/emp/documentation/replacements.htm>.

## Top 5 Replacement Demand by Occupation *Forecast Over the Next 10 Years*



*Source: JobsEQ*

Key Industries for future workforce demand in the region based on a combination of existing employment, projected employment, replacement demand, and industry concentration are:

- Health Care and Social Assistance
- Retail Trade
- Educational Services
- Accommodation and Food Services
- Construction
- Manufacturing

The NWDB will target Health Care and Social Assistance, Retail Trade, Education Services, and Accommodation and Food Services as priority industries for support with Construction and Manufacturing identified as important in-demand industries. Based on the data analysis, NWDB and its partners will also continue to track and provide information, programs, and services at some level for transportation and Agriculture, Forestry, Fishing, and Hunting.

Additionally, technology-related jobs are spread across multiple industries, not just within IT companies. The skills associated with IT are critical for future industry and workforce support as well as growth across the Region. Therefore, the region will continue to include IT Industry and Workforce within its targeted priorities. Related to the IT industry is the increasing demand for remote workspaces which require an adeptness with technology.

Emerging industry opportunities will be an additional focus for supporting job seekers in our region. Clean energy represents a growing industry, with the State of Maine estimating that 30,000 new jobs will be added by 2030. Solar and wind technicians have been projected as the fastest growing jobs in the U.S. Training platforms will be developed to build the skilled workforce to fill these jobs.

Most businesses in the region are small with 82% having fewer than 10 employees and a mere 1% having 100 or more employees. Additionally, there is an estimated 10,908 self-employed persons in the region, which represents 8% of total jobs, making self-employment a group among the top five industry sector groupings in terms of size. Regional workforce strategies will include partnerships and collaborations for provision of technical assistance, information, programs, and services to support entrepreneurship and business/job creation.

Based on the data, the following are opportunities and challenges that will be addressed within strategies:

### **Opportunities**

- Replacement demand driving workforce needs
- Healthcare industry and occupations projected to increase
- Emerging industries in technology and clean energy expected to drive new employment demands
- With high levels of self-employment in the region, outreach and engagement strategies with industry must involve means to include small businesses and entrepreneurs along with the typical, larger employers
- Higher education assets spread throughout the region is a clear asset for meeting the workforce development demands of many occupations
- Higher-than-national/state percent of population with associate degrees making the region well-suited for middle skill jobs
- Underemployed population who can advance into higher skill, higher wage jobs through additional workforce, education, and training services
- Increasing numbers of immigrants and persons of color are moving to the region

### **Challenges**

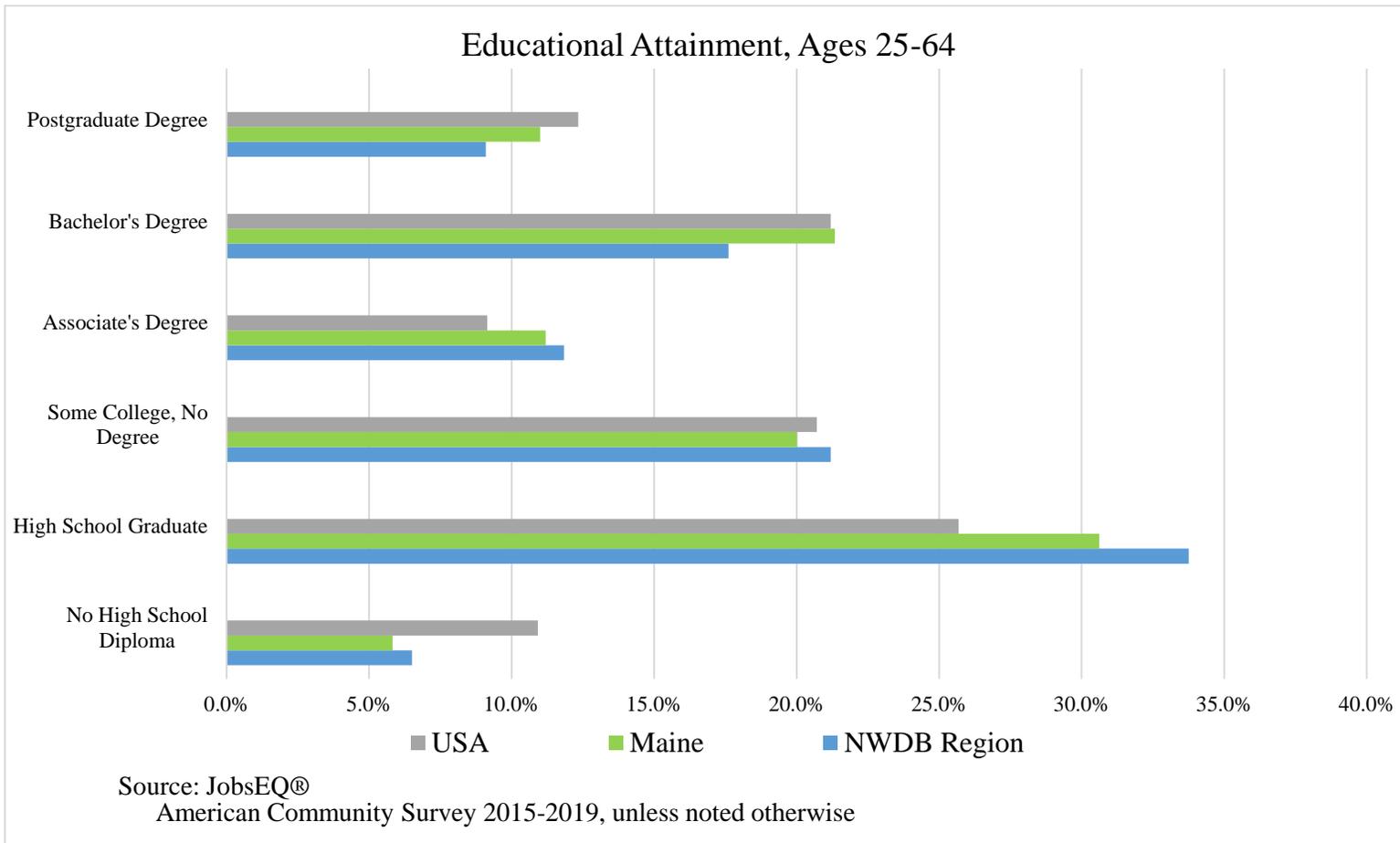
- Declining population, which is slightly older and less wealthy than the U.S. as a whole

- The percent of workers in the region who are over the age of 55 as an indicator of the impact of future retirements. Many industries, such as manufacturing, health care and social assistance, and government in the region have high percentages of workers are nearing retirement age and will likely need new workers
- Lower higher education attainment rates of existing population for bachelor's degrees or more
- Lower labor force participation rates than U.S. as a whole
- Low projected job growth resulting from industry growth
- Industries with highest average wages tend to be those without significant levels of employment in the region

The following are key findings summarized by topic area from the data analysis.

### **Summary Key Findings: Socio-Demographics and Labor**

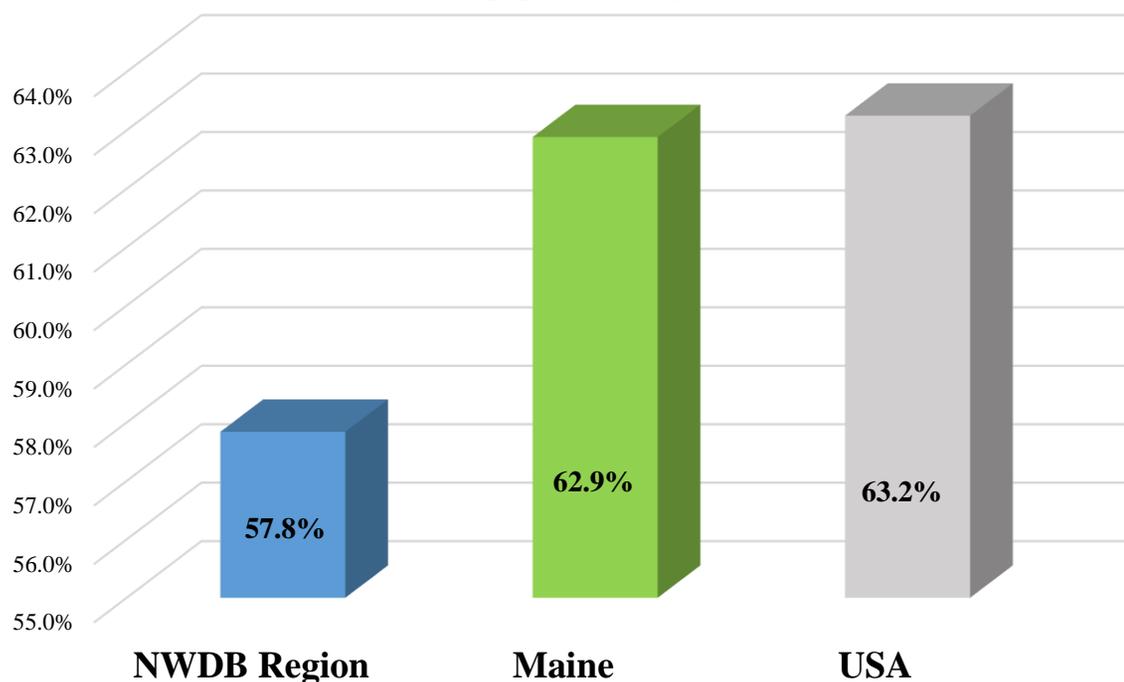
- The population in the NWDB region in 2019 was 322,511 and has remained relatively stagnant from 2015 to 2019. Population growth is impacted by reduced birth rates for the region.
- Population trends by age, as well as population trends by race/ethnicity within the NWDB region, are very comparable to the trends occurring within Maine. The population of the NWDB region and Maine are older and less ethnically/racially diverse.
- Within the NWDB region, 26.7% of people between the ages of 25 and 64 have a bachelor's degree or higher, which is slightly higher than that reported in 2017 (24%). However, the region reports lower than the rates of 32.3% in Maine and 33.5% in the US. A total of 11.8% within the NWDB region have an associate's degree, which is higher than Maine (11.2%) and the U.S. at 9.1%. This makes the region best able to support businesses and occupations demanding middle skill jobs (those requiring more than a high school diploma but less than a 4-year degree).



- The unemployment rate for the NWDB region was 6% as of March 2021 which is higher than the state average of 5.4% and lower than the national rate of 6.2% for this timeframe. Within the NWDB region, the civilian labor force is estimated at nearly 156,676 with a 57.8% labor force participation rate (2021). The participation rate in the NWDB is 5.1 percentage points lower than that of Maine (62.9%) and the U.S. (63.2%).

## Labor Force Participation Rate and Size, 2019

(civilian population 16 years and over)

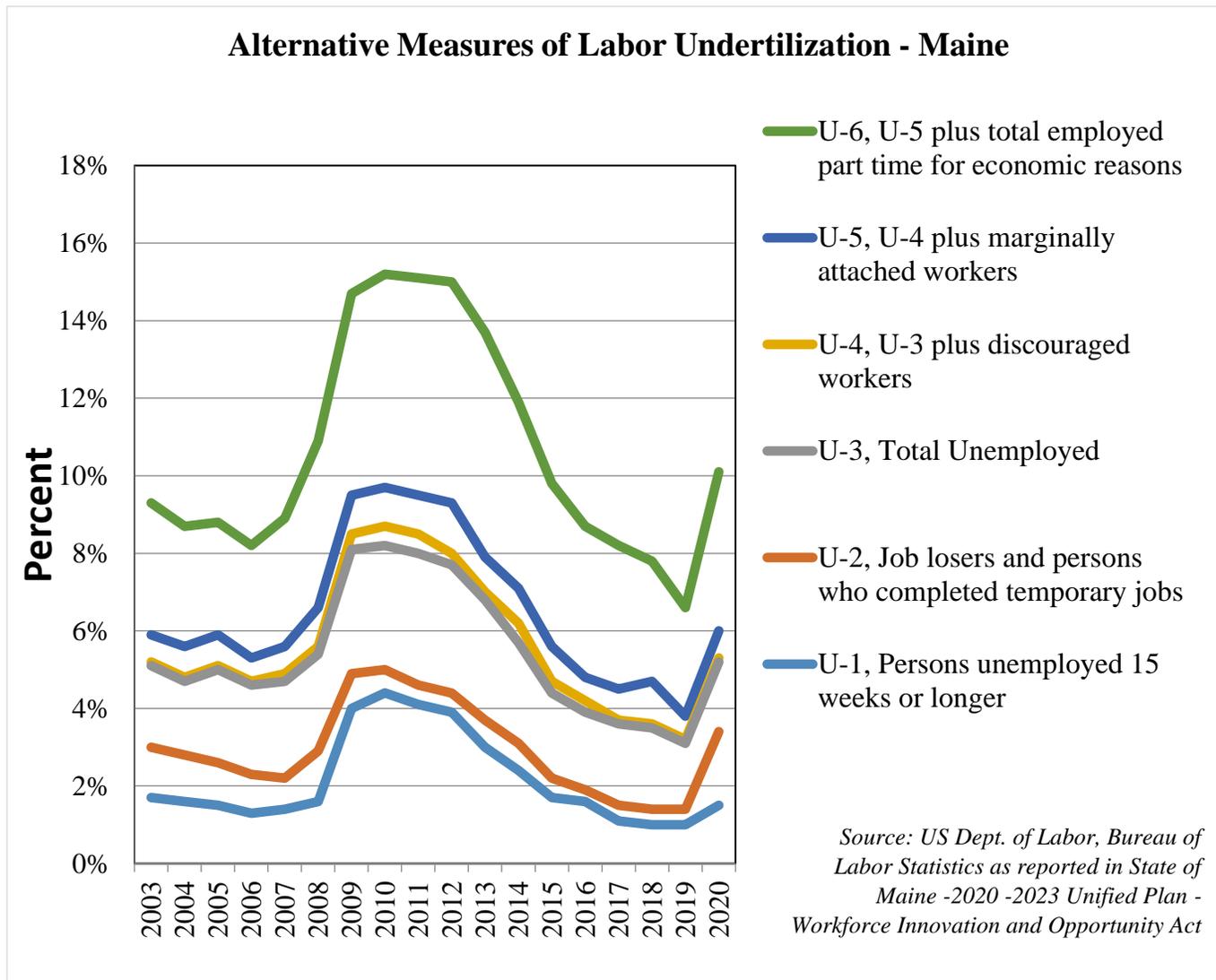


Source: JobsEQ®

American Community Survey 2015-2019, unless noted otherwise

Census 2019, annual average growth rate since 2009

- Adding to the workforce challenge is the number of unemployed persons who would like a job but are not actively seeking due to downsizing from impacts of COVID-19, becoming discouraged, those working part-time that would prefer full-time employment, and those that are underemployed. Labor underutilization continues to be an issue in the NWDB region and includes jobless people actively seeking and available for work.

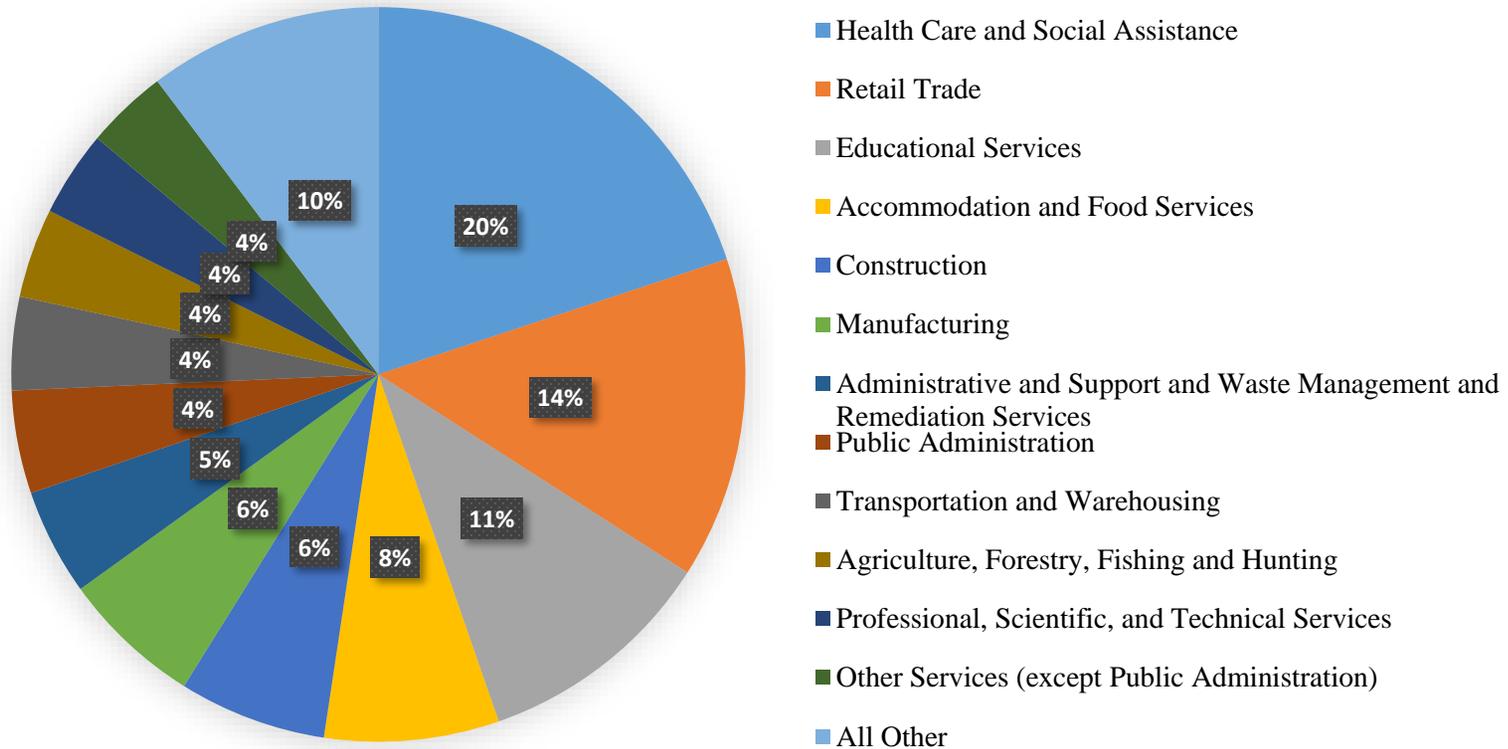


- The median household income in the NWDB region is \$48,345, lower than that of both Maine and the US, at \$57,918 and \$62,843, respectively. Both the percentage of people below the poverty level as well as the percentage of households receiving food stamps are higher in the NWDB region than in Maine and the US. Having a poverty rate of 15%, compared to 11.8% in Maine and 13.4% in the US, and the percentage of households receiving food stamps at 17.3%, 3.8 percentage points higher than that of Maine at 13.5% and 5.6 percentage points higher than the U.S. at 11.7%.

## Summary Key Findings: Employment and Establishments

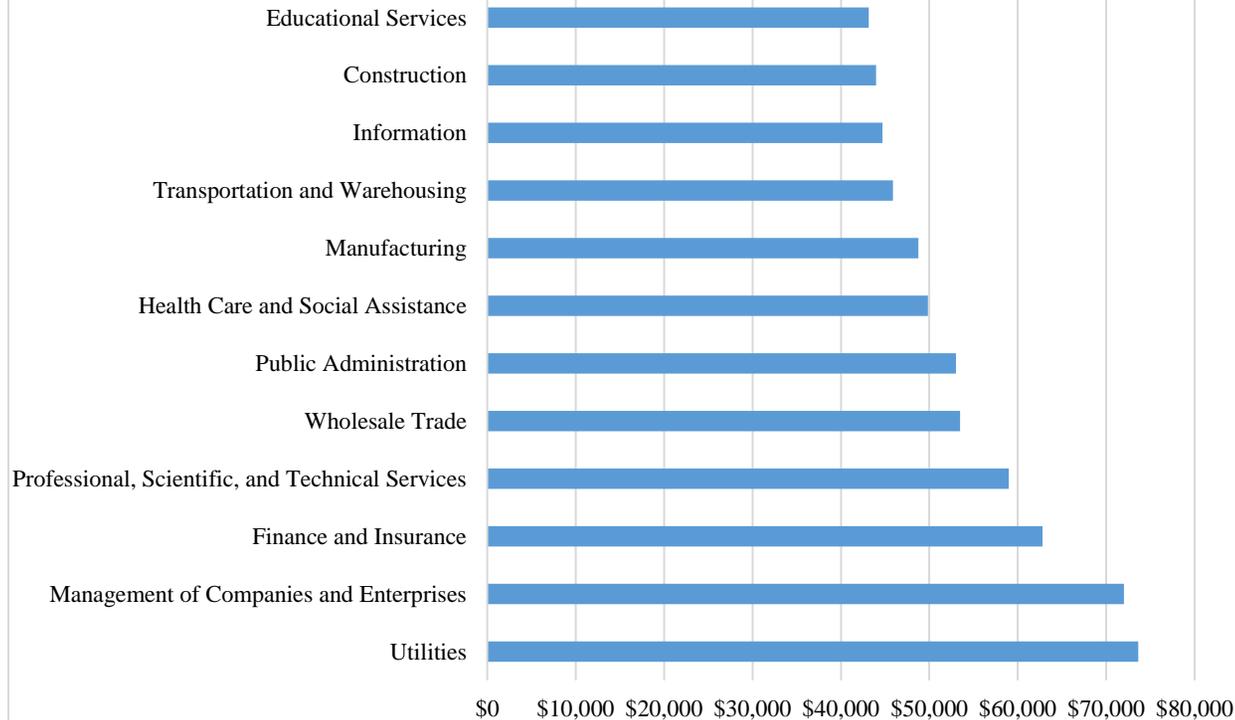
- In 2019 there were a total of 139,881 jobs (compared to 146,348 in 2016) in the NWDB region. In the past five years, the region has experienced an increase in unemployment, similar to increases in unemployment in Maine and the US. Additional decreases are expected with the COVID-19 impacts in 2020 and 2021.
- Over the next ten years, the NWDB region is projected to experience a .9% annual decrease in total employment. However, there will still be a need for workforce development resulting from replacement demand (demand resulting from retirements and persons leaving the workforce) which will create the need to fill 140,315 jobs over the course of the next ten years.
- Health Care and Social Assistance, along with Retail Trade are the two largest industries within the NWDB region, providing over 27,857 jobs and nearly 19,791 jobs, respectively. Health Care and Social Assistance is projected to grow at an average annual growth rate of 0.1% which is the only major industry class projected to grow. Other industries that represent considerable portions of jobs in the region include: Transportation and Warehousing (5,503 jobs), Educational Services (14,853 jobs), Accommodation and Food Services (10,765 jobs) Manufacturing (8,658 jobs), and Construction (9,099 jobs).

## Jobs by Industry Sector, 2020



- Retail, though the second largest sector, is both projected to decline by more than 1.7% jobs and pays lower than average annual wages. It is therefore not a strong sector to target. Additionally, the sector nationally is experiencing recent and projected future transformations including digital technologies and reduction of big box, brick and mortar stores making it susceptible to further employment declines.
- Both Health Care and Social Assistance, along with Retail Trade industries have a location quotient (LQ-measure of the degree to which a region has a concentration in an industry) of 1.35 and 1.38, respectively showing these industries are slightly more concentrated in the NWDB region compared to the United States. Note: a LQ of 1.0 indicates equal concentration to the U.S. as a whole, with greater numbers indicating a higher concentration and lower numbers indicating a lower concentration. Other industries in which the NWDB region exhibits a greater than average concentration (above average LQ) include Agriculture, Forestry, Fishing, and Hunting (2.88); Education Services (1.29); Utilities (1.23); and Construction (1.11). Of these, three industries have a considerable number of jobs in the region including Agriculture, Forestry, Fishing, and Hunting with 5,503 jobs; Education Services with 14,853 jobs; and Construction with 9,099 jobs.

## Average Annual Wages, 2020

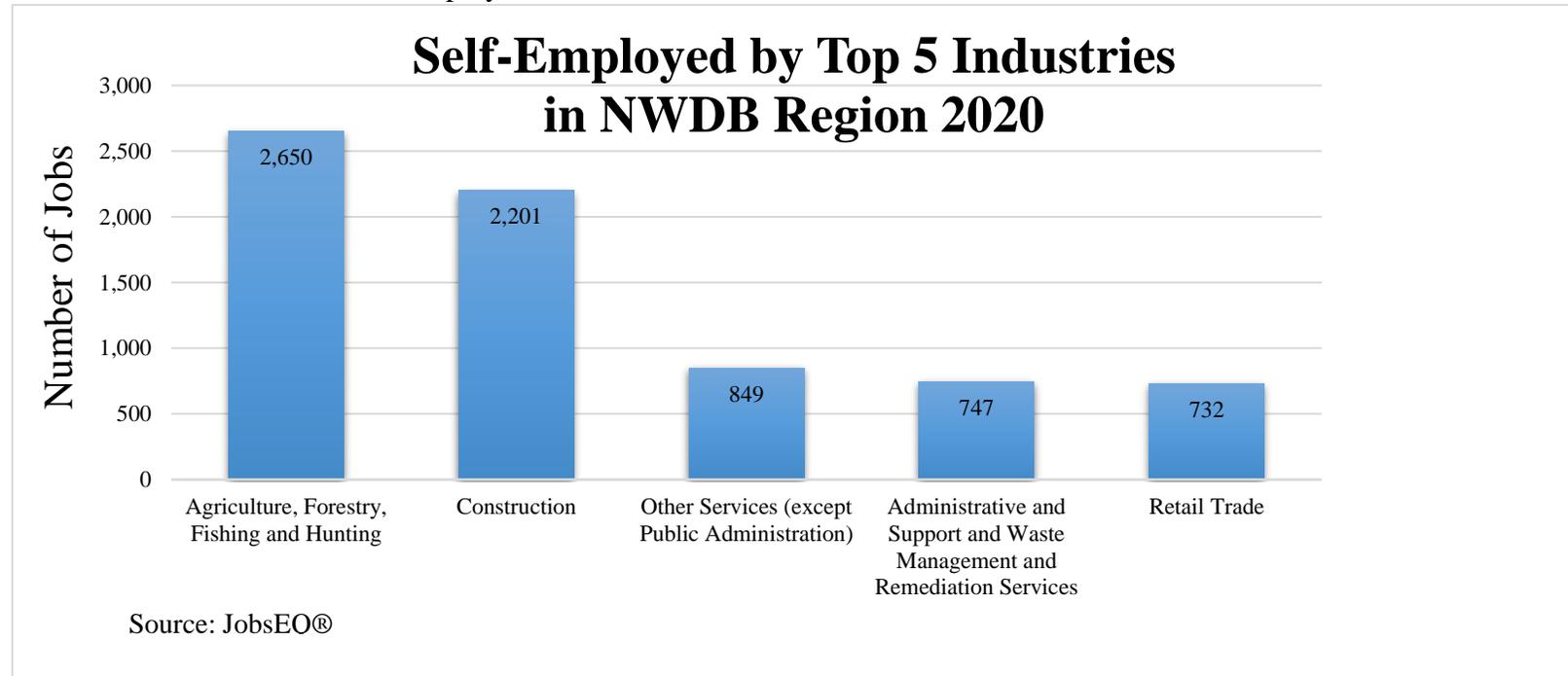


Source: JobsEQ®

- In 2020 wages for all industries averaged \$42,872. Utilities had the highest average wages (\$73,621); followed by Management of Companies and Enterprises (\$72,000); Finance and Insurance (\$62,810); Professional, Scientific, and Technical Services (\$58,982); and Wholesale Trade (\$53,476).
- The total number of establishments for all industries in 2019 within the NWDB region was 11,130. The Retail Trade industry, unsurprisingly, has the highest number of establishments in the region at just over 1,500. Industries closely following in terms of number of establishments are Construction with nearly 1,200, Health Care and Social Assistance with just over 1,100, and Accommodation and Food Services with 938. Mining, Quarrying, and Oil and Gas Extraction has the least number of establishments at 9.

- There were nearly 18,000 business establishments in the NWDB region in 2015. Business establishments having between 2 and 9 employees make up the large majority at 60%, followed by business establishments with one employee making up 20%. Only 1% of business establishments employed 100 or more workers.

The NWDB region has an estimated 10,908 total self-employed persons, which represents approximately 8% of total jobs. These persons earn an average \$31,651 annually. Within the entire NWDB region the industry with the most self-employed persons are in Agriculture, Forestry, Fishing and Hunting industry with 2,650 or 25% of those self-employed followed by Construction and Extraction Occupations with 2,201 at 21% of those self-employed.



### Summary Key Findings: Occupations

- In terms of occupations, of the region’s 139,881 jobs, Office and Administrative Support have the highest number of jobs with 16,365. This is followed by Sales and Related with 13,452; Transportation and Material Moving with 10,983; Food Preparation and Serving with 10,981; Healthcare Practitioner and Technical with 10,621; Education, Training and Library with 9,912; and Management with 9819.
- Growth in occupations due to industry growth (new jobs) in the next ten years is projected to be driven by healthcare occupations and to occur with the occupations of Healthcare Support (677 jobs) followed by Community and Social Service (190 jobs). All other sectors are expected to retract.

- It is projected that replacement demand will drive the need for 140,315 positions over the next ten years, with the highest occupations being Food Preparation and Serving (17,842 jobs); Sales and Related Occupations (16,004 jobs); Office and Administrative Support (14,955 jobs); Transportation and Material Moving (11,767 jobs); and Healthcare Support Occupations (11,184 Jobs).
- At the more detailed 5-digit SOC occupation level, Home Health and Personal Care Aides has the most jobs with 6214, followed by Cashiers (6043), Retail Sales Persons (5,144), and Fast Food and Counter Workers (4,974) Of those jobs, Home Health and Personal Care Aides is the only occupation projected to grow over the next ten years.

### **Targeted Industry Sectors**

The regional CEDS process has identified industries perceived to have the greatest impact, both in economic growth and job retention/creation in the NWDB region. Those industries include:

- Accommodation & Food Services
- Manufacturing
- Construction
- Education Services
- Administrative, Support, Waste Management & Remediation Services
- Healthcare & Bioscience
- Professional, Scientific & Technical Services
- Retail Trade
- Transportation & Warehousing

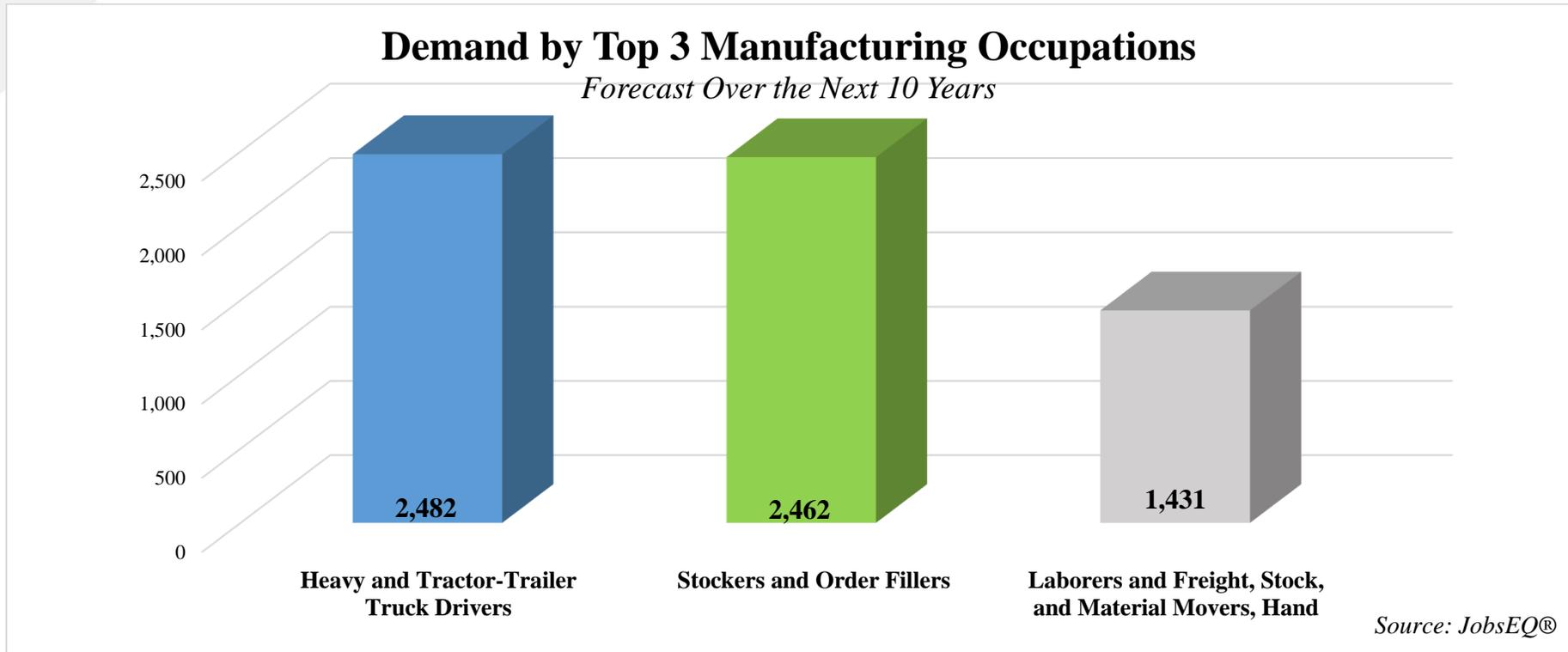
As reported earlier, the regional comprehensive economic development strategic plan will focus on activities that support the industry growth of the identified sectors. The workforce development strategic follows a similar path by building a workforce trained and ready to respond to job opportunities.

The region has targeted three primary industry areas for detailed workforce strategy focus, namely Manufacturing, Healthcare, and Technology.

#### Manufacturing

- The Manufacturing industry sector has nearly 8,658 jobs within the region, representing 6.2% of the region's 139,881 total jobs.
- The Manufacturing industry sector has shown decline over the past 5 years, shedding over 1,000 jobs at an average annual rate of decline of 2.2% that is projected to decline over the next 10 years at an average annual rate of -2%.

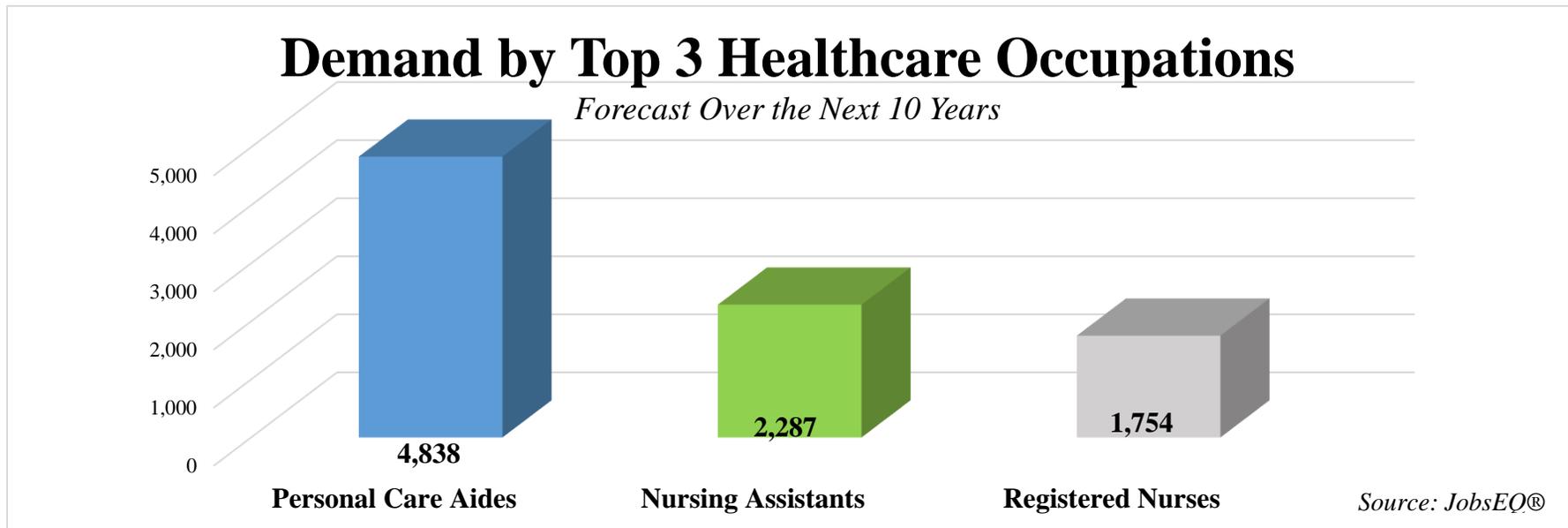
- Despite the projected decline of total employment, workforce development to fill jobs created for replacement demand due to persons retiring or otherwise leaving the workforce. Over the next ten years its replacement demand for manufacturing jobs is projected at 6,630 jobs.



- Within the Manufacturing industry sector, the highest number of jobs can be found in Heavy and Tractor-Trailer Truck Drivers with over 2,482 jobs, followed by Stockers and Order Fillers at nearly 2,462 jobs, Laborers and Freight, Stock, and Material Movers, Hand at 1,431 jobs, and Light Truck Drivers at 1,176. Adding to these top demand areas are Passenger Vehicle Drivers at 922, Industrial Truck and Tractor Operators at 465, Team Assemblers at a rate of 438, and Driver/Sales Workers at 400. Manufacturing jobs are expected to decline over the next ten years at a rate of 1.4%. The average annual wage for workers in this specific sector are nearly \$36,300.
- The top occupation within the Manufacturing industry sector is Heavy and Tractor-Trailer Truck Drivers with 2,607 jobs followed by Stockers and Order Fillers with 2,179 jobs; Laborers and Freight, Stock, and Material Movers, Hand 1,166 jobs; and Light Truck Drivers 1,117 jobs. Each is projected to contribute significantly to projected demand for replacement workers.

## Healthcare

- The Healthcare industry sector has over 18,964 jobs within the NWDB region, representing 13.5% of the 139,881 total jobs across all industries in the Region.
- The Healthcare industry sector has shown growth over the past 5 years adding nearly 552 jobs, which is an average annual growth rate of 0.6%. The Healthcare industry is projected to continue growing over the next 10 years at an average annual rate of 0.1%. In addition to added jobs from industry growth, demand for replacement workers is projected to require an additional 7,670 workers in Healthcare industries over the course of the next ten years.



- Within the Healthcare industry sector, the highest number of jobs can be found in Personal Care Aides with 4,838 jobs, followed by Nursing Assistants (2,287) and Registered Nurses (1,754). Personal Care Aides is expected to grow by 2.0% (602 jobs) while a decline in Nursing Assistants (-0.8%) and Registered Nurses will decline by (-0.7%) is anticipated.
- The average annual wage for workers in this specific sector of \$60,500. This wage is heavily influenced by those working at a doctorate level. The range of earnings starts with Home Health Aides and Personal Care Aides averaging \$26,400 per year up to Surgeons, Except Ophthalmologists with average annual earnings of \$285,100.
- The top occupations within the Healthcare industry sector are Personal Care Aides; Nursing Assistants, and Registered Nurses; having 4,838, 2,287, and 1,754, jobs, respectively. Personal Care Aides are projected to grow by 2.0% over the next 10 years and contribute to replacement demand. The other two occupations are expected to have less the 1.0% decline.

## Technology

For employment within Technology specific companies:

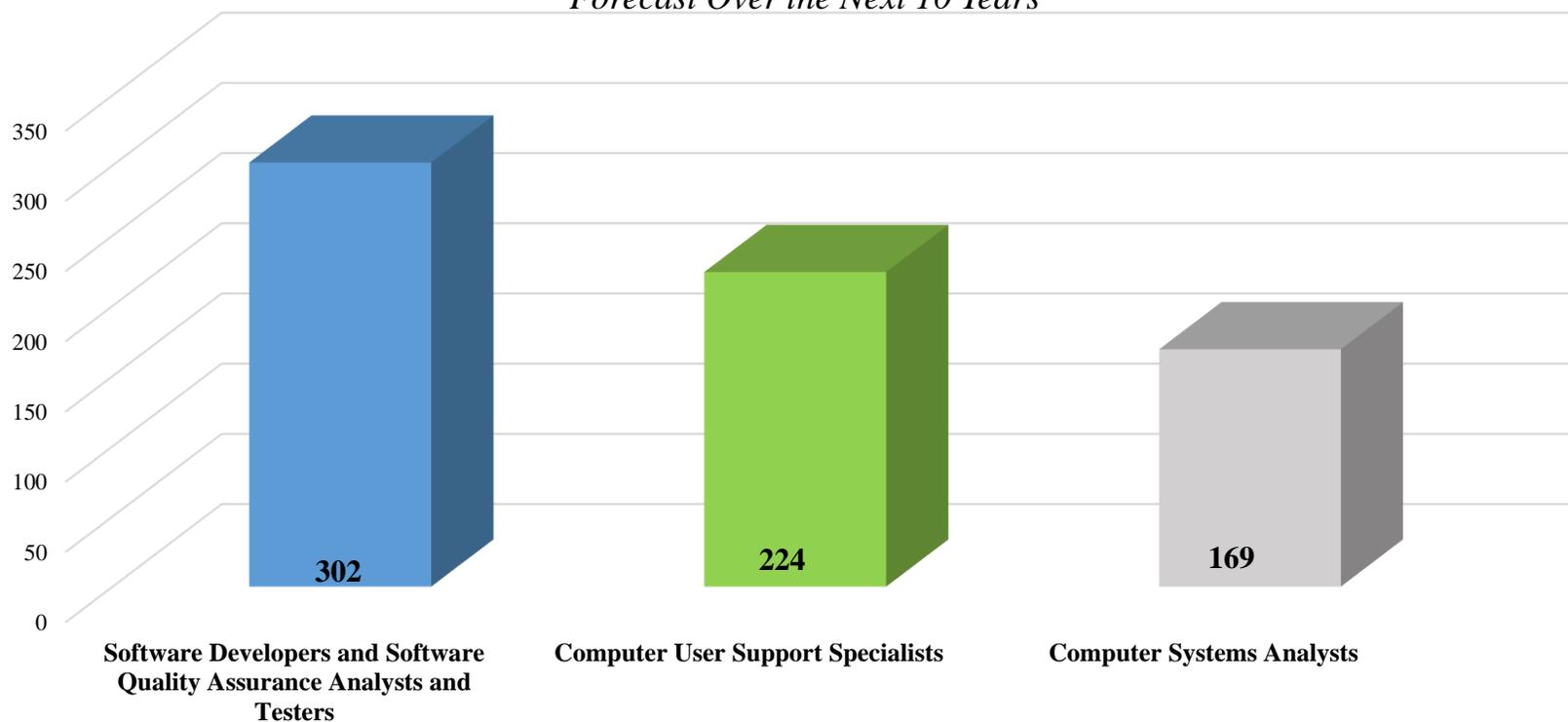
- The Technology industry sector has just over 1,953 jobs within the NWDB region, representing 1.4% of the 139,881 total jobs across all industries in the region.
- Technology industry sector has expanded over the past 5 years, adding 27 jobs at an average annual growth rate of 0.3%. The Technology industry is also forecasted to contract over the next 10 years at an average annual rate of .5%. The total demand over the next ten years is 1,303 jobs, with the loss of 100 jobs forecast. Demand for replacement workers is projected to be require 1303 workers in IT specific occupations over the next ten years.
- Within the Technology industry sector, the highest number of jobs can be found in Software Developers and Software Quality Assurance Analysts and Testers with 398 jobs. This occupation has grown over the past 5 years, adding 25 jobs at an average annual increase of 1.3%. It is also projected to continue growing over the next 10 years at an average annual growth rate of .4%.
- The average annual wage for workers in this specific sector is nearly \$70,000, which higher than the average annual wages for all industries in the region at \$46,600.

Regarding Technology Occupations in the Region Across All Industry Sectors:

- There is a total of 1,953 occupations in the region across all industries. Among these the most numerous jobs are Software Developers and Programmers with nearly 398 jobs, followed by Computer User Support Specialists with 317 jobs, Computer Systems Analysts with 283 jobs, and Network and Computer Support Specialists Analysts with 189 jobs. Software Developers and Programmers and Computer and Information Analysts are projected to slightly grow over the next ten years in the region, while the others are projected to experience a slight decline.
- While overall a slight decline in total employment is projected for all Computer Related Occupations in the region in the next ten years, there will be a demand for replacement workers of 321 jobs.

## Demand by Top 3 Computer Occupations

*Forecast Over the Next 10 Years*



*Source: JobsEQ®*

Driving the need for NWDB's focus on technology is the high demand for technology expertise across all industries. Entry-level jobs at traditional industries require a basic knowledge of computer technology. Strategic plans for the State of Maine (10-Year Economic Plan), the EMDC regional CEDS strategic plan, and the NWDB have all identified technology supporting remote jobs/offices as a high priority to compete nationally and open job opportunities. This includes jobs requiring high school equivalency. Recognition of the expanding need will require an increase in training and skills development through the NWDB programs.

## Socio-Demographic and Labor Overview

### Demographics

- The population in the NWDB region in 2019 was 322,511.
- In the NWDB region the population has declined at an average annual rate of about 0.6% from 2015 to 2019, conversely the population has increased in Maine by a marginal annual rate of 0.5% and has increased in the overall U.S. by about 1%.
- Population trends by age, as well as population trends by race/ethnicity within the NWDB region are very comparable to the trends occurring within Maine. The population of the NWDB region and Maine are older and less ethnically/racially diverse.

Population by Age						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
Population (ACS)	—	—	—	322,511	1,335,492	324,697,795
Median Age <sup>2</sup>	—	—	—	45.5	44.7	38.1
Under 18 Years	18.2%	18.9%	22.6%	58,605	252,498	73,429,392
18 to 24 Years	8.7%	8.2%	9.4%	28,171	108,877	30,646,327
25 to 34 Years	11.5%	11.8%	13.9%	37,237	158,195	45,030,415
35 to 44 Years	10.8%	11.4%	12.6%	34,743	152,485	40,978,831
45 to 54 Years	13.5%	13.9%	13.0%	43,689	185,468	42,072,620
55 to 64 Years	16.1%	15.8%	12.9%	51,866	210,401	41,756,414
65 to 74 Years	12.4%	11.9%	9.1%	40,110	158,281	29,542,266
75 Years, and Over	8.7%	8.2%	6.5%	28,090	109,287	21,241,530

*Source: JobsEQ®*

## *Race / Ethnicity*

	<i>Percent</i>			<i>Value</i>		
	<i>NWDB Region</i>	<i>Maine</i>	<i>USA</i>	<i>NWDB Region</i>	<i>Maine</i>	<i>USA</i>
<i>Race: White</i>	94.5%	94.3%	72.5%	304,914	1,259,522	235,377,662
<i>Race: Black or African American</i>	0.9%	1.4%	12.7%	2,782	18,468	41,234,642
<i>Race: American Indian and Alaska Native</i>	1.6%	0.6%	0.8%	5,239	8,660	2,750,143
<i>Race: Asian</i>	0.8%	1.1%	5.5%	2,714	15,109	17,924,209
<i>Race: Native Hawaiian and Other Pacific Islander</i>	0.0%	0.0%	0.2%	154	396	599,868
<i>Race: Some Other Race</i>	0.3%	0.3%	4.9%	891	3,541	16,047,369
<i>Race: Two or More Races</i>	1.8%	2.2%	3.3%	5,817	29,796	10,763,902
<i>Hispanic or Latino (of any race)</i>	1.5%	1.7%	18.0%	4,677	22,100	58,479,370

- The foreign-born population living within the NWDB region as well as in Maine is far lower than that of the US, being 3.3% in the NWDB region and 3.6% in Maine, compared to 13.6% in the US. This percentage represents a slight increase in the NWDB region from the 2017 Strategic Plan, while a slight decrease overall in the State of Maine.
- Similarly, the percentage of the population that speak English “less than very well” within the NWDB region is 1.3% and Maine at 1.5%, compared to 8.4% in the US.
- The percentage of disconnected youth is 1.8% in the NWDB region compared to 2.0% in Maine and 2.5% in the US.

Social Overview						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
Enrolled in Grade 12 (% of total population)	1.1%	1.2%	1.4%	3,705	16,486	4,422,344
Disconnected Youth <sup>3</sup>	1.8%	2.0%	2.5%	300	1,293	423,273
Children in Single Parent Families (% of all children)	33.2%	31.9%	34.1%	18,030	75,750	23,790,005
Uninsured	9.4%	7.9%	8.8%	29,821	103,829	28,248,613
With a Disability, Age 18-64	17.0%	13.4%	10.3%	33,074	108,600	20,187,604
With a Disability, Age 18-64, Labor Force Participation Rate and Size	36.5%	40.2%	42.2%	12,081	43,666	8,509,463
Foreign Born	3.3%	3.6%	13.6%	10,631	47,938	44,011,870
Speak English Less Than Very Well (population 5 yrs and over)	1.3%	1.5%	8.4%	4,067	19,228	25,615,365

1. American Community Survey 2015-2019, unless noted otherwise.
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.
3. Disconnected Youth are 16–19-year-olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.
4. Census 2019, annual average growth rate since 2009.

Source: JobsEQ®

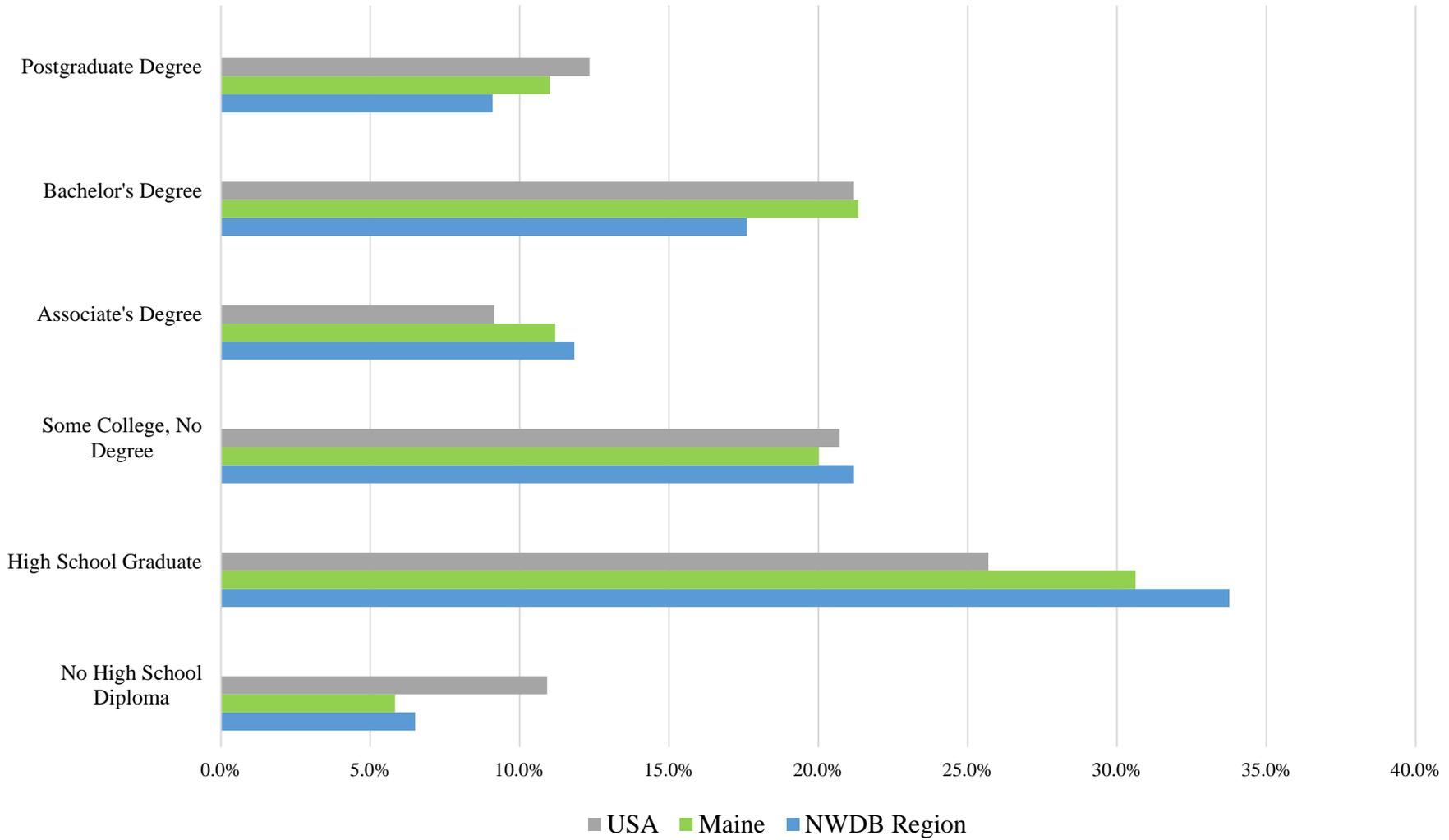
Educational Attainment, Ages 25-64						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
No High School Diploma	6.5%	5.8%	10.9%	10,901	41,163	18,550,150
High School Graduate	33.8%	30.6%	25.7%	56,554	216,314	43,627,868
Some College, No Degree	21.2%	20.0%	20.7%	35,513	141,426	35,174,790
Associate's Degree	11.8%	11.2%	9.1%	19,829	79,094	15,526,064
Bachelor's Degree	17.6%	21.3%	21.2%	29,499	150,796	35,997,848
Postgraduate Degree	9.1%	11.0%	12.3%	15,239	77,756	20,961,560

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4. Census 2019, annual average growth rate since 2009.

*Source: JobsEQ®*

- Within the NWDB region, 26.7% of people between the ages of 25 and 64 have a bachelor's degree or higher, this is lower than the 32.3% in Maine and 33.5% in the US. There is both a lower percentage of people with a bachelor's degree, as well as a postgraduate degree. However, 11.8% within the NWDB region have an associate's degree which is slightly higher than Maine (11.2%), and the U.S. at 9.1%. This makes the region best able to support businesses and occupations demanding middle skill jobs (those requiring more than a high school diploma but less than a 4-year degree).

### Educational Attainment, Ages 25-64



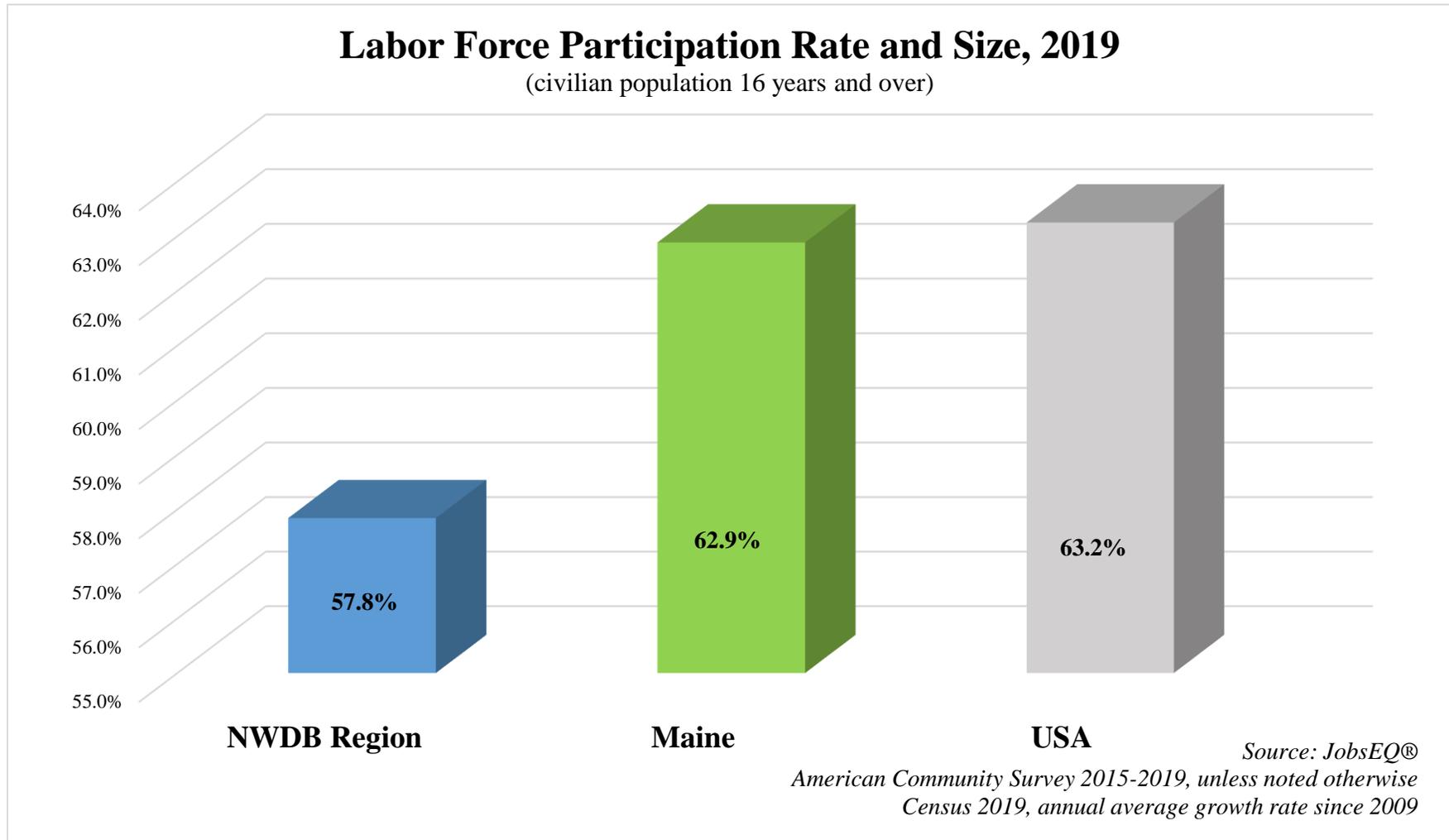
Source: JobsEQ®  
 American Community Survey 2015-2019, unless noted otherwise

## NWDB Regional Educational Awards, 2019

	Certificates and 2yr Degrees	4 Year Degrees	Postgraduate Degrees
College of the Atlantic		83	3
Beal College	119		
Eastern Maine Community College	382		
University of Maine at Fort Kent	16	241	
University of Maine at Machias	35	74	
University of Maine		1,739	484
Maine Maritime Academy	4	207	14
University of Maine at Presque Isle	31	148	
Northern Maine Community College	192		
Washington County Community College	125		
Husson University	89	500	368
<b>Total Awards</b>	<b>993</b>	<b>2,992</b>	<b>869</b>
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<a href="#">Source: JobsEQ®</a>			

## Labor, Income, Housing

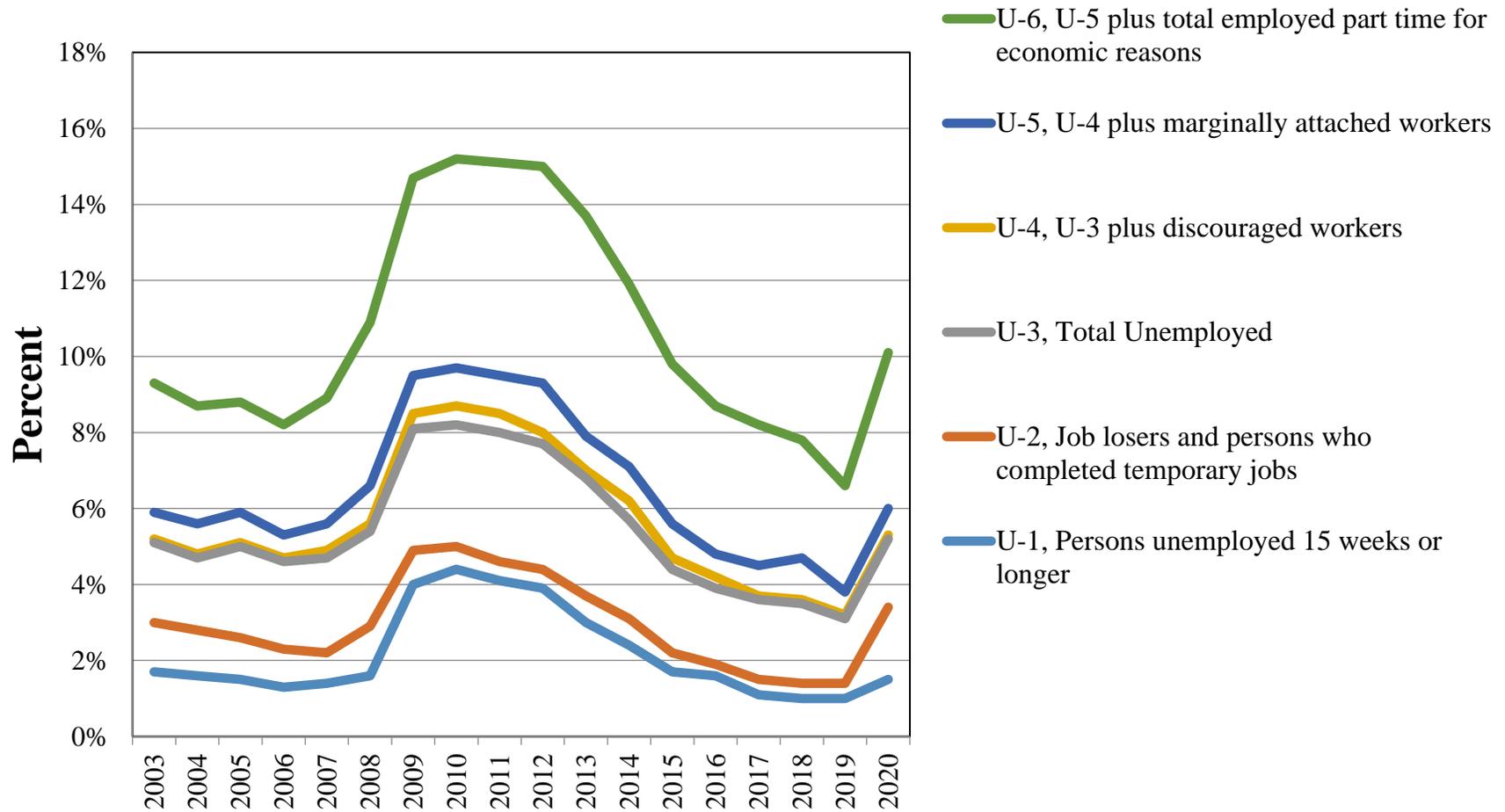
- The unemployment rate for the NWDB region was 6% as of March 2021 which is higher than the state average of 5.4% and lower than the national rate of 6.2% for this timeframe.



- Adding to the workforce challenge is the number of unemployed who would like a job but are not actively seeking due to becoming discouraged and those working part-time that would prefer full-time employment. As reported in the State of Maine -2016-2020 Unified Plan,

“The unemployment rate is one of six measures of labor underutilization. It includes jobless people actively seeking and available for work. The broadest measure of underutilization, known as U-6, adds discouraged and other marginally attached workers who want a job but are not looking and those working part-time who prefer full-time work to the job seeking unemployed. Though the most commonly reported unemployment rates have returned to pre-recession levels, between 2019 and 2020 they rates began to and continue to climb. U-6 remains highest and has risen 3.5% in the past year from 2019 to 2020. Additionally, even the U-6 number does not fully capture underemployment, those in full-time positions who would prefer a position where they could utilize more skills for higher wages.

## Alternative Measures of Labor Undertilization - Maine



- The median household income in the NWDB region is \$48,345, lower than that of both Maine and the US, at \$57,918 and \$62,843, respectively.
- Both the percentage of people below the poverty level as well as the percentage of households receiving food stamps are higher in the NWDB region than in Maine and the US.

- The NWDB region has a poverty rate of 15%, compared to 11.8% in Maine and 13.4% in the US, and the percentage of households receiving food stamps at 17.3%, 4.2 percentage points higher than that of Maine at 13.5% and 5.6 percentage points higher than the U.S. at 11.7%.

Economic Overview						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
Labor Force Participation Rate and Size (civilian population 16 years and over)	57.80%	62.90%	63.20%	156,676	699,339	163,555,585
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	79.70%	83.40%	82.10%	91,982	412,298	104,634,905
Armed Forces Labor Force	0.20%	0.20%	0.40%	492	1,931	1,073,907
Veterans, Age 18-64	6.20%	5.90%	4.60%	12,196	47,750	9,143,042
Veterans Labor Force Participation Rate and Size, Age 18-64	71.80%	74.40%	76.60%	8,756	35,513	7,003,778
Median Household Income <sup>2</sup>	—	—	—	\$48,345	\$57,918	\$62,843
Per Capita Income	—	—	—	\$28,310	\$32,637	\$34,103
Mean Commute Time (minutes)	—	—	—	21.8	24.2	26.9
Commute via Public Transportation	0.40%	0.60%	5.00%	551	3,940	7,641,160

1. American Community Survey 2015-2019, unless noted otherwise.
2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.
1. Disconnected Youth are 16–19-year-olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.
2. Census 2019, annual average growth rate since 2009.

Source: JobsEQ®

- The cost of living in the NWDB region is 6.4% higher than the average cost of living in the USA, and 4.4% lower than the cost of living in Maine, the annual average salary in the NWDB region is \$17,170 lower than that of the U.S. and \$5,734 lower than in Maine.

<b>Cost of Living</b>			
	<b>Annual Average Salary</b>	<b>Cost of Living Index (Base US)</b>	<b>U.S. Purchasing Power</b>
NWDB Region	\$42,872	106.4	\$40,295
Maine	\$48,606	110.8	\$43,863
USA	\$60,042	100	\$60,042

1. Data as of 2020Q3.
2. Cost of Living per C2ER, data as of 2020q3, imputed by Chmura where necessary.

*Source: JobsEQ®*

- Median house value within the NWDB region is \$142,066, which is substantially lower than that of Maine and the U.S. being \$190,400 and \$217,500, respectively.
- Renter-occupied housing units as a percentage of all occupied units is marginally higher in the NWDB region at 27.8% than in Maine at 27.7%, both of which are lower than that of the U.S. at 36%.

<b>Housing</b>						
	<b>Percent</b>			<b>Value</b>		
	<b>NWDB Region</b>	<b>Maine</b>	<b>USA</b>	<b>NWDB Region</b>	<b>Maine</b>	<b>USA</b>
Total Housing Units	—	—	—	195,792	742,788	137,428,986
Median House Value (of owner-occupied units) <sup>2</sup>	—	—	—	\$142,066	\$190,400	\$217,500
Homeowner Vacancy	2.20%	1.80%	1.60%	2,259	7,429	1,257,737
Rental Vacancy	7.00%	6.00%	6.00%	2,921	10,047	2,793,023
Renter-Occupied Housing Units (% of Occupied Units)	27.80%	27.70%	36.00%	37,839	155,162	43,481,667
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	7.60%	7.10%	8.60%	10,399	39,628	10,395,713

1. American Community Survey 2015-2019, unless noted otherwise.

Source: JobsEQ®

## Employment by Industry Overview

- In 2019 there were a total of 139,881 jobs (compared to 146,348 in 2016) in the NWDB region. In the past five years, the region has experienced an increase in unemployment, similar to increases in unemployment in Maine and the US. Additional decreases are expected with the COVID-19 impacts in 2020 and 2021.
- Over the next ten years, the NWDB region is projected to experience a .9% annual decrease in total employment. However, there will still be a need for workforce development resulting from replacement demand (demand resulting from retirements and persons leaving the workforce) which will create the need to fill 140,315 jobs over the course of the next ten years.
- Health Care and Social Assistance, along with Retail Trade are the two largest industries within the NWDB region, providing over 26,711 jobs and nearly 21,277 jobs, respectively. Health Care and Social Assistance is projected to grow at an average annual growth rate of 0.2% which is the only major industry class projected to grow. Other industries that represent considerable portions of jobs in the region include: Educational Services (12,146 jobs), Accommodation and Food Services (14,791 jobs) Construction (7,641 jobs) and Manufacturing (6,902), and.
- Retail, though the second largest sector, is both projected to decline by more than 1.6% jobs and pays lower than average annual wages. It is therefore not a strong sector to target. Additionally, the sector nationally is experiencing recent and projected future transformations including digital technologies and reduction of big box, brick and mortar stores making it susceptible to further employment declines.
- Both Health Care and Social Assistance, along with Retail Trade industries have a location quotient (LQ-measure of the degree to which a region has a concentration in an industry) of 1.35 and 1.38, respectively showing these industries are slightly more concentrated in the NWDB region compared to the United States. Note: a LQ of 1.0 indicates equal concentration to the U.S. as a whole, with greater numbers indicating a higher concentration and lower numbers indicating a lower concentration. Other industries in which the NWDB region exhibits a greater than average concentration (above average LQ) include Agriculture, Forestry, Fishing, and Hunting (2.87); Education Services (1.30); Utilities (1.14); and Construction (1.10). Of these, three industries have a considerable number of jobs in the region including Agriculture, Forestry, Fishing, and Hunting with 5,533 jobs; Education Services with 14,766 jobs; and Construction with 8,992 jobs.

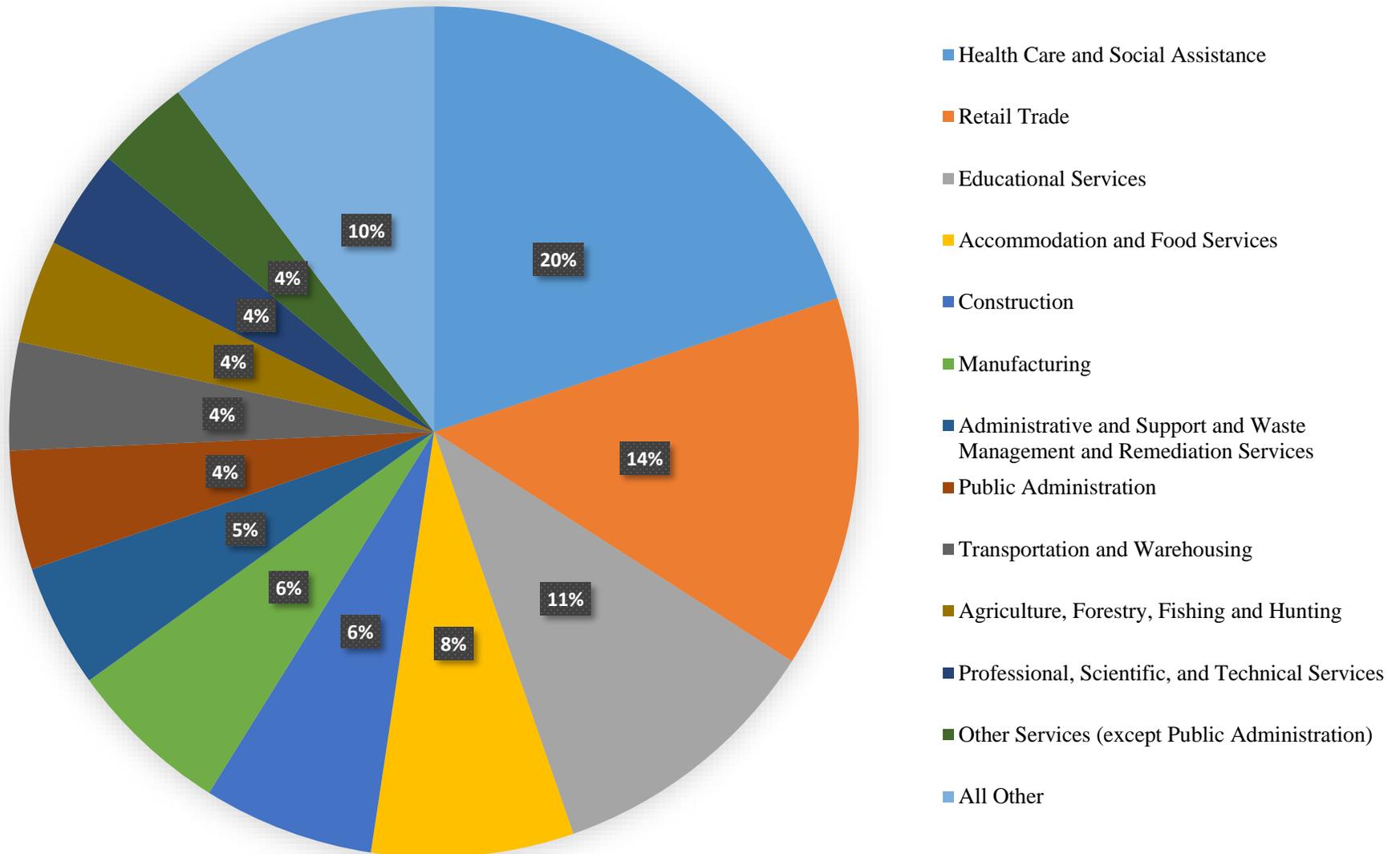
## Industry Snapshot in the NWDB Region, 2020, Current, Historical and Forecasted Estimates

### Industry Snapshot in NWDB Region

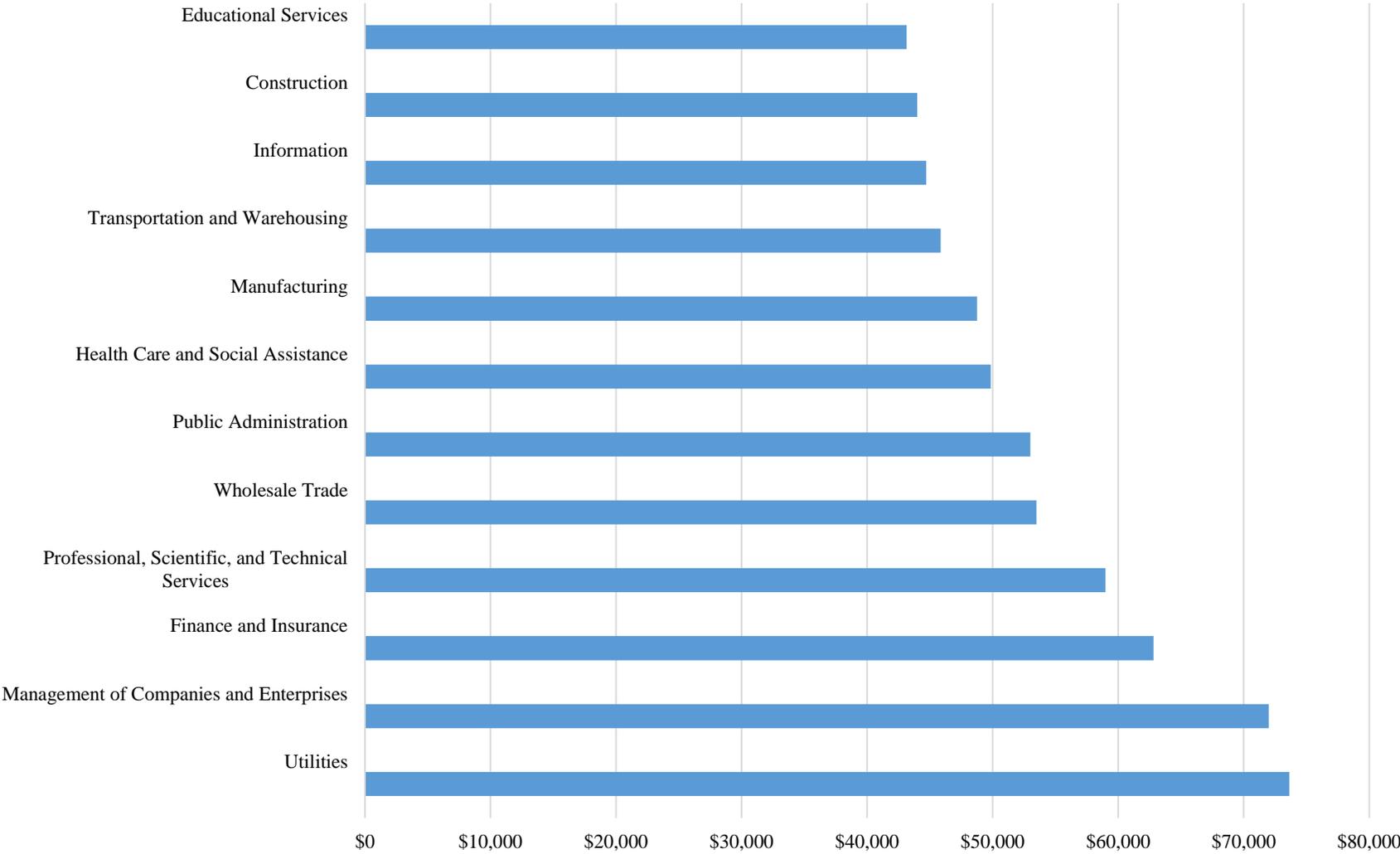
		Current			Change over the Last 5 years	Historical			Forecast				
		Four Quarters Ending with 2020Q4				Average Annual % Change in Employment 2015Q4-2020Q4			Over the Next 10 Years				
NAICS (2-digit)	Industry	Jobs	Avg Annual Wages	Location Quotient	Jobs	NWDB Region	Maine	USA	Total Demand	Exits	Transfers	Total Growth Demand	Avg. Annual Growth
11	Agriculture, Forestry, Fishing and Hunting	5,533	\$40,176	2.87	-494	-1.7%	0.2%	-1.1%	4,540	2,332	3,143	-935	-1.8%
21	Mining, Quarrying, and Oil and Gas Extraction	20	\$44,383	0.04	-4	-3.5%	3.8%	-6.1%	18	6	13	-2	-0.8%
22	Utilities	848	\$74,287	1.14	88	2.2%	-0.4%	-0.3%	584	256	452	-124	-1.6%
23	Construction	8,992	\$44,355	1.10	350	0.8%	1.2%	1.7%	7,641	3,017	5,408	-784	-0.9%
31	Manufacturing	8,963	\$49,145	0.78	-659	-1.4%	0.3%	-0.4%	6,902	3,128	5,359	-1,586	-1.9%
42	Wholesale Trade	3,435	\$53,806	0.65	-262	-1.5%	-1.5%	-0.9%	2,856	1,257	2,088	-489	-1.5%
44	Retail Trade	19,634	\$31,414	1.38	-2,239	-2.1%	-1.5%	-1.1%	21,277	10,692	13,522	-2,938	-1.6%
48	Transportation and Warehousing	5,637	\$45,634	0.84	11	0.0%	-0.6%	3.2%	5,099	2,416	3,269	-586	-1.1%
51	Information	1,472	\$46,056	0.54	-641	-7.0%	-3.2%	-0.5%	935	453	805	-323	-2.4%
52	Finance and Insurance	3,169	\$63,295	0.55	-74	-0.5%	0.6%	1.0%	2,387	1,045	1,722	-380	-1.3%
53	Real Estate and Rental and Leasing	1,800	\$38,047	0.74	56	0.6%	0.6%	0.5%	1,476	774	928	-226	-1.3%
54	Professional, Scientific, and Technical Services	5,260	\$58,705	0.54	334	1.3%	1.8%	1.6%	4,014	1,609	2,733	-328	-0.6%
55	Management of Companies and Enterprises	1,470	\$72,987	0.69	219	3.3%	5.5%	1.1%	1,189	472	808	-91	-0.6%
	Administrative and Support and Waste												
56	Management and Remediation Services	6,629	\$41,231	0.77	186	0.6%	-1.3%	-0.7%	7,510	3,208	4,381	-79	-0.1%
61	Educational Services	14,766	\$43,987	1.30	-933	-1.2%	-0.7%	-0.4%	12,146	6,328	6,832	-1,014	-0.7%
62	Health Care and Social Assistance	27,650	\$51,376	1.35	-233	-0.2%	-0.1%	1.1%	26,711	12,890	13,323	498	0.2%
71	Arts, Entertainment, and Recreation	1,953	\$26,770	0.87	-328	-3.1%	-2.7%	-3.8%	2,753	1,228	1,518	7	0.0%
72	Accommodation and Food Services	9,695	\$22,203	0.92	-2,724	-4.8%	-4.3%	-2.9%	14,791	6,762	8,514	-485	-0.5%
81	Other Services (except Public Administration)	4,941	\$30,926	0.83	-740	-2.8%	-1.9%	-1.3%	5,029	2,465	2,944	-380	-0.8%
92	Public Administration	6,410	\$52,172	0.93	96	0.3%	0.7%	0.7%	4,801	2,342	3,191	-731	-1.2%
	<b>Total - All Industries</b>	<b>138,275</b>	<b>\$43,759</b>	<b>1.00</b>	<b>-7,990</b>	<b>-1.1%</b>	<b>-0.5%</b>	<b>-0.1%</b>	<b>133,526</b>	<b>61,731</b>	<b>82,769</b>	<b>-10,974</b>	<b>-0.8%</b>

Source: JobsEQ®

# Jobs by Industry Sector, 2020

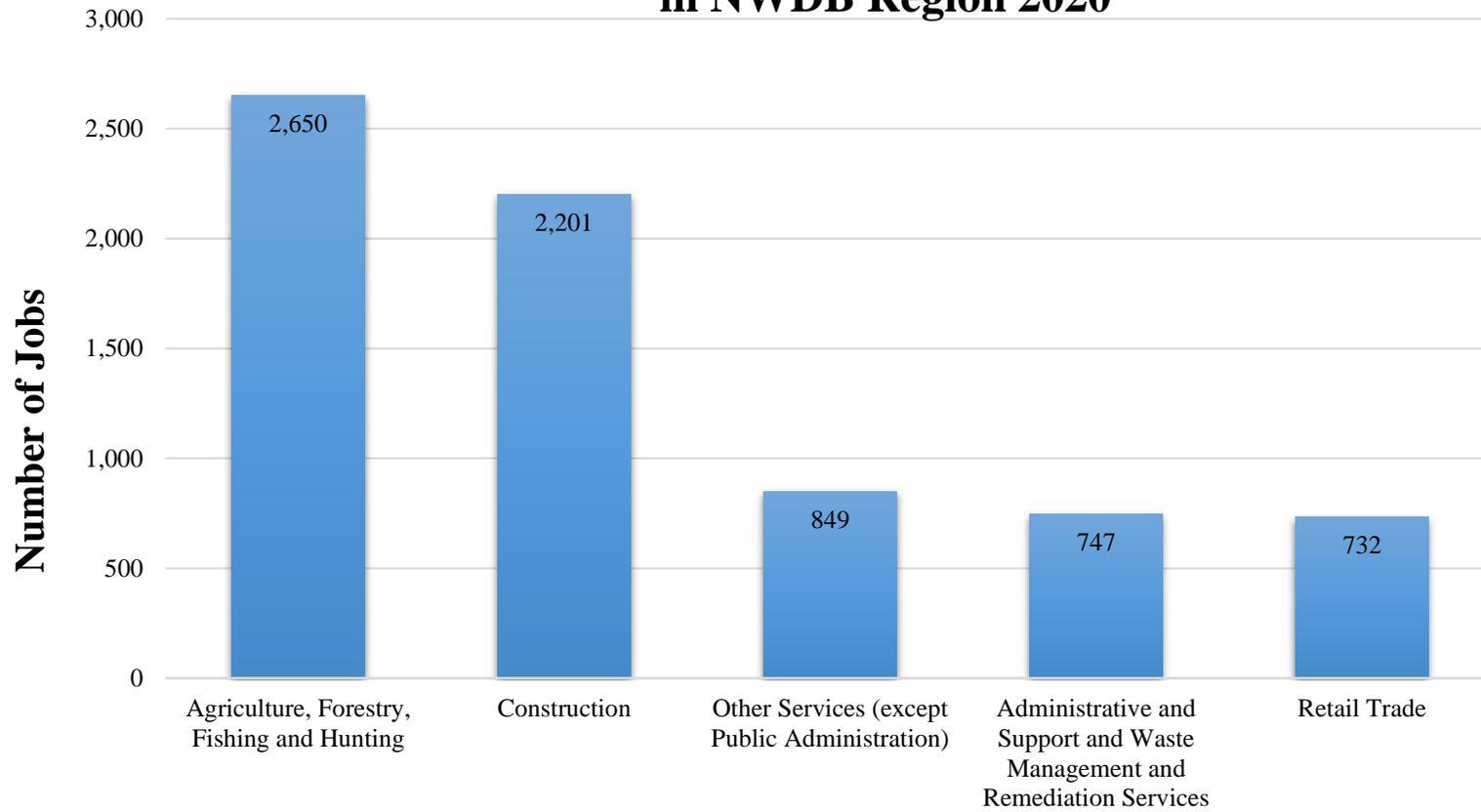


# Average Annual Wages, 2020



Source: JobsEQ®

## Self-Employed by Top 5 Industries in NWDB Region 2020



Source: JobsEQ®

- The NWDB region has an estimated 10,908 total self-employed persons, which represents approximately 8% of total jobs. These persons earn an average \$31,651 annually. Within the entire NWDB region the industries with the most self-employed persons is Agriculture, Forestry, Fishing and Hunting with 2,737 self-employed and Construction and Extraction Occupations with 2,259 self-employed. Sales and Related Occupations is next, with 751 self-employed or about 7% of total jobs.
- This trend is similar in Aroostook, Hancock, Penobscot, Piscataquis, and Washington County, where the highest number of self-employed lay within the Agriculture, Forestry, Fishing and Hunting Industry, followed by Construction.
- Overall, within the NWDB region, Agriculture, Forestry, Fishing and Hunting self-employed have an average annual wage of about \$35,915, whereas self-employed within the Construction industry see a much lower average annual wage at \$29,232.

## Establishments by Industry within the NWDB Region, 2020

NAICS	Industry	Establishments
11	Agriculture, Forestry, Fishing and Hunting	585
21	Mining, Quarrying, and Oil and Gas Extraction	9
22	Utilities	97
23	Construction	1,198
31	Manufacturing	426
42	Wholesale Trade	437
44	Retail Trade	1,502
48	Transportation and Warehousing	628
51	Information	169
52	Finance and Insurance	397
53	Real Estate and Rental and Leasing	348
54	Professional, Scientific, and Technical Services	811
55	Management of Companies and Enterprises	106
56	Administrative and Support and Waste Management and Remediation Services	591
61	Educational Services	343
62	Health Care and Social Assistance	1,105
71	Arts, Entertainment, and Recreation	231
72	Accommodation and Food Services	938

81	Other Services (except Public Administration)	780
92	Public Administration	431
99	Unclassified	0
	<b>Total - All Industries</b>	<b>11,130</b>

1. Exported: Thursday, March 18, 2021 5:07 PM.
2. Note: Figures may not sum due to rounding. Growth demand is based on 4-qtr moving avg employment from the latest available date.
3. Data as of 2019.

*Source: JobsEQ®*

### **Employers and Business Size**

- Based on available 2020 data r the total number of business establishments there were nearly 17,621 businesses in the NDWB region.
- Businesses having between 2 and 9 employees make up the large majority at nearly 10,385 businesses, or 59% of the total number of businesses. Businesses employing one person (3,497) and businesses ranging in employee size from 10 to 99 (3,535) comprise the second largest portion of business in the region and approximately 40% of total business.
- Aroostook, Hancock, Penobscot, Washington and Piscataquis counties all have the largest number of businesses employing 2 to 9 employees.
- Within the entire NWDB region as well as all respective counties, each follows the trend of having a low number of businesses sized over 500+ employees, and only 1% of business between 100 and 499 employees.

### NWDB Region Businesses by Business Size and Self-Employment, 2020

#### NWDB Region Businesses

Businesses	2020	% of Total
Homebased Business	3497	20%
2-9 Employees	10385	59%
10-99 Employees	3535	20%
100-499 Employees	186	1%
500+ Employees	18	0%
Total	17621	100%

Source: Data Axle

### Aroostook County Businesses by Business Size and Self-Employment, 2020

#### Aroostook County Businesses

Businesses	2020	% of Total
Homebased Business	721	17%
2-9 Employees	2870	66%
10-99 Employees	684	16%
100-499 Employees	44	1%
500+ Employees	6	0%
Total	4325	100%

Source: Data Axle

### Top 10 Employers by Size in Aroostook County

Top 10 Employers by Size, Aroostook County, 2020					
Company Name	City	Primary NAICS	Primary NAICS Description	Employee Size Range	Number of Employees
Army National Guard	Houlton	92112008	Legislative Bodies	5000 to 9999	7000
Northern Light-A R Gould	Presque Isle	62211003	General Medical And Surgical Hospitals	1000 to 4999	1000
Ameridial Inc	Fort Kent	56142202	Telemarketing Bureaus And Other Contact Centers	500 to 999	800
Mc Cain Foods USA Inc	Easton	31141202	Frozen Specialty Food Manufacturing	500 to 999	800
Maine School Admin District #1	Presque Isle	61111018	Elementary And Secondary Schools	500 to 999	500
Cary Medical Ctr	Caribou	62211002	General Medical And Surgical Hospitals	250 to 499	434
Northern Maine Medical Ctr	Fort Kent	62211002	General Medical And Surgical Hospitals	250 to 499	406
Houlton Regional Hospital	Houlton	62211002	General Medical And Surgical Hospitals	250 to 499	348
Walmart Supercenter	Presque Isle	45221001	Department Stores	250 to 499	330
US Defense Dept	Limestone	92811003	National Security	250 to 499	300

Source: Data Axle

### Hancock County Businesses by Business Size and Self-Employment, 2020

Hancock County Businesses		
Businesses	2020	% of Total
Homebased Business	653	15%
2-9 Employees	2901	68%
10-99 Employees	707	16%
100-499 Employees	24	1%
500+ Employees	3	0%
Total	4288	100%

Source: Data Axle

*Top 10 Employers by Size in Hancock County*

**Top 10 Employers by Size, Hancock County, 2020**

Company Name	City	Primary NAICS	Primary NAICS Description	Employee Size Range	Number of Employees
Jackson Laboratory	Bar Harbor	54171414	Research And Development In Biotechnology (Except	1000 to 4999	1500
Northern Light ME Coast Hosp	Ellsworth	62211002	General Medical And Surgical Hospitals	500 to 999	900
Mt Desert Island Hospital	Bar Harbor	62211002	General Medical And Surgical Hospitals	250 to 499	365
Maine Maritime Acad Alumni Nws	Castine	61131009	Colleges, Universities, And Professional Schools	250 to 499	300
Northern Light Blue Hill Hosp	Blue Hill	62211002	General Medical And Surgical Hospitals	250 to 499	259
Acadia National Park	Bar Harbor	71219011	Nature Parks And Other Similar Institutions	100 to 249	200
Hinckley Co	Trenton	33661201	Boat Building	100 to 249	195
Hannaford Supermarket	Ellsworth	44511003	Supermarkets And Other Grocery (Except Convenience	100 to 249	180
Kidspeace/Graham Lake Campus	Ellsworth	62221001	Psychiatric And Substance Abuse Hospitals	100 to 249	170
Hancock Food Inc	Ellsworth	31142101	Fruit And Vegetable Canning	100 to 249	150

Source: Data Axle

*Penobscot County Businesses by Business Size and Self-Employment, 2020*

Penobscot County Businesses		
Businesses	2020	% of Total
Homebased Business	1622	17%
2-9 Employees	5994	63%
10-99 Employees	1734	18%
100-499 Employees	91	1%
500+ Employees	9	0%
Total	9450	100%

Source: Data Axle

*Top 10 Employers by Size in Penobscot County*

Top 10 Employers by Size, Penobscot County, 2020					
Company Name	City	Primary NAICS	Primary NAICS Description	Employee Size Range	Number of Employees
Northern Light Eastern ME Med	Bangor	62211002	General Medical And Surgical Hospitals	1000 to 4999	3544
University Of Maine	Orono	61131009	Colleges, Universities, And Professional Schools	1000 to 4999	2500
Community Health & Counseling	Bangor	62161001	Home Health Care Services	500 to 999	875
Bangor Savings Bank	Bangor	52211002	Commercial Banking	500 to 999	560
Emhs-Eastern Main Medical Ctr	Brewer	62311006	Nursing Care Facilities (Skilled Nursing Facilitie	500 to 999	501
GE Power	Bangor	33361108	Turbine And Turbine Generator Set Units Manufactur	500 to 999	500
St Joseph Hospital	Bangor	62211002	General Medical And Surgical Hospitals	500 to 999	500
Northern Light Acadia Hospital	Bangor	62211002	General Medical And Surgical Hospitals	250 to 499	457
Northern Light Health	Brewer	54161110	Administrative Management And General Management C	250 to 499	438
Dorothea Dix Psychiatric Ctr	Bangor	62211002	General Medical And Surgical Hospitals	250 to 499	380

Source: Data Axle

*Piscataquis County Businesses by Business Size and Self-Employment, 2020*

Piscataquis County Businesses		
Businesses	2020	% of Total
Homebased Business	156	16%
2-9 Employees	657	69%
10-99 Employees	135	14%
100-499 Employees	6	1%
500+ Employees	0	0%
Total	954	100%

Source: Data Axle

*Top 10 Employers by Size in Piscataquis County*

Top 10 Employers by Size, Piscataquis County, 2020					
Company Name	City	Primary NAICS	Primary NAICS Description	Employee Size Range	Number of Employees
Northern Light Mayo Hospital	Dover Foxcroft	62211002	General Medical And Surgical Hospitals	250 to 499	449
Hardwood Products Co	Guilford	33911312	Surgical Appliance And Supplies Manufacturing	250 to 499	301
True Textiles Inc	Guilford	45113021	Sewing, Needlework, And Piece Goods Stores	250 to 499	250
Hibbard Nursing Home Inc	Dover Foxcroft	62311016	Nursing Care Facilities (Skilled Nursing Facilitie	100 to 249	150
JSI Store Fixtures Inc	Milo	33721503	Showcase, Partition, Shelving, And Locker Manufact	100 to 249	105
American Legion	Dover Foxcroft	81341003	Civic And Social Organizations	100 to 249	100
Better Homes-Gdn The Masiello	Dover Foxcroft	53121003	Offices Of Real Estate Agents And Brokers	50 to 99	99
Country Pride Cleaning Svc	Sebec	56172001	Janitorial Services	50 to 99	90
Shaw's Supermarket	Dover Foxcroft	44511003	Supermarkets And Other Grocery (Except Convenience	50 to 99	70
Penquis Valley High School	Milo	61111007	Elementary And Secondary Schools	50 to 99	65

Source: Data Axle

*Washington County Businesses by Business Size and Self-Employment, 2020*

Washington County Businesses		
Businesses	2020	% of Total
Homebased Business	345	16%
2-9 Employees	1460	69%
10-99 Employees	275	13%
100-499 Employees	21	1%
500+ Employees	0	0%
Total	2101	100%

Source: Data Axle

*Top 10 Employers by Size in Washington County*

**Top 10 Employers by Size, Washington County, 2020**

Company Name	City	Primary NAICS	Primary NAICS Description	Employee Size Range	Number of Employees
C & D Corp	Deblois	42448008	Fresh Fruit And Vegetable Merchant Wholesalers	250 to 499	400
Woodland Pulp LLC	Baileyville	32211001	Pulp Mills	250 to 499	300
Worcester Wreath Co	Harrington	33999936	All Other Miscellaneous Manufacturing	250 to 499	300
Down East Community Hospital	Machias	62211002	General Medical And Surgical Hospitals	250 to 499	272
Calais Regional Hospital	Calais	62211002	General Medical And Surgical Hospitals	100 to 249	240
Domtar Industries Inc	Baileyville	32212103	Paper (Except Newsprint) Mills	100 to 249	230
Dore's Evergreen	Perry	45399820	All Other Miscellaneous Store Retailers (Except To	100 to 249	200
Dorr Lobster Co Inc	Milbridge	44522003	Fish And Seafood Markets	100 to 249	200
US Navy Dept	East Machias	92112009	Legislative Bodies	100 to 249	200
Sunrise County Evergreens	Milbridge	92119002	Other General Government Support	100 to 249	175

Source: Data Axle

Occupation Snapshot within the NWDB Region, 2020, Current, Historical and Forecasted Estimates

Occupational Snapshot in NWDB Region

Occupational Snapshot in NWDB Region																
Current								5-Year History					10-Year Forecast			
Four Quarters Ending with 2020Q3								Average Annual % Change in Employment 2015Q3-2020Q3					Over the Next 10 Years			
2020Q3								Change over the Last 5 Years								
SOC	Occupation	Jobs	Mean Ann Wages <sup>2</sup>	Location Quotient	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Jobs	NWDB Region	Maine	USA	Total Demand	Exits	Transfers	Total Growth Demand	Avg Annual Growth Percent
11-0000	Management Occupations	9,819	\$85,900	1.07	253	2.6%	414	72	0.1%	1.1%	1.5%	7,024	2,603	5,238	-816	-0.9%
13-0000	Business and Financial Operations Occupations	4,916	\$64,400	0.63	148	3.0%	189	263	1.1%	2.0%	2.2%	4,089	1,298	3,164	-373	-0.8%
15-0000	Computer and Mathematical Occupations	1,953	\$70,000	0.45	55	2.8%	193	27	0.3%	2.8%	2.6%	1,303	321	1,082	-100	-0.5%
17-0000	Architecture and Engineering Occupations	1,690	\$76,400	0.69	51	2.9%	65	-8	-0.1%	2.3%	0.9%	1,105	391	886	-172	-1.1%
19-0000	Life, Physical, and Social Science Occupations	1,403	\$66,900	1.12	52	3.7%	95	74	1.1%	1.8%	1.6%	1,162	262	1,012	-112	-0.8%
21-0000	Community and Social Service Occupations	2,837	\$47,700	1.15	64	2.3%	475	-81	-0.6%	-0.7%	0.9%	3,299	1,012	2,098	190	0.7%
23-0000	Legal Occupations	720	\$77,700	0.61	14	1.9%	23	5	0.1%	0.3%	1.0%	405	175	284	-53	-0.8%
25-0000	Educational Instruction and Library Occupations	9,912	\$46,700	1.26	574	5.6%	169	-630	-1.2%	-0.4%	0.0%	7,884	3,929	4,620	-665	-0.7%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,995	\$46,500	0.80	173	8.3%	61	-146	-1.4%	-0.6%	-0.2%	1,887	743	1,356	-212	-1.1%
29-0000	Healthcare Practitioners and Technical Occupations	10,621	\$84,500	1.30	198	1.9%	1,804	260	0.5%	0.7%	1.6%	5,310	2,636	3,135	-461	-0.4%
31-0000	Healthcare Support Occupations	8,344	\$29,900	1.34	364	4.2%	576	291	0.7%	1.2%	2.1%	11,184	5,035	5,472	677	0.8%
33-0000	Protective Service Occupations	2,498	\$41,200	0.82	75	2.9%	78	-153	-1.2%	-0.1%	0.5%	2,221	1,043	1,411	-232	-1.0%
35-0000	Food Preparation and Serving Related Occupations	10,981	\$27,400	1.01	1,455	11.9%	571	-1,436	-2.4%	-2.0%	-1.3%	17,842	7,382	10,980	-520	-0.5%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	5,784	\$31,700	1.25	412	6.8%	289	-563	-1.8%	-1.1%	-0.5%	7,050	3,122	4,206	-277	-0.5%
39-0000	Personal Care and Service Occupations	3,438	\$31,400	0.93	481	12.5%	74	-139	-0.8%	-0.5%	-0.6%	5,047	2,291	2,859	-103	-0.3%
41-0000	Sales and Related Occupations	13,452	\$37,500	1.00	921	6.5%	1,102	-1,557	-2.2%	-1.5%	-1.0%	16,004	7,257	10,769	-2,021	-1.6%
43-0000	Office and Administrative Support Occupations	16,365	\$37,000	0.91	781	4.6%	718	-1,576	-1.8%	-1.3%	-0.7%	14,955	7,422	10,065	-2,532	-1.7%
45-0000	Farming, Fishing, and Forestry Occupations	2,623	\$39,700	2.81	224	8.2%	10	-224	-1.6%	0.9%	0.3%	3,344	919	2,910	-485	-2.0%
47-0000	Construction and Extraction Occupations	7,058	\$41,600	1.08	677	8.6%	185	147	0.4%	1.0%	0.9%	6,745	2,175	5,198	-629	-0.9%
49-0000	Installation, Maintenance, and Repair Occupations	5,916	\$44,300	1.11	296	4.7%	342	-224	-0.7%	0.2%	0.4%	4,804	1,713	3,724	-633	-1.1%
51-0000	Production Occupations	6,573	\$39,200	0.80	491	6.9%	162	-750	-2.1%	-0.6%	-0.8%	5,882	2,440	4,585	-1,143	-1.9%
53-0000	Transportation and Material Moving Occupations	10,983	\$34,600	0.94	883	7.5%	628	-310	-0.6%	-0.2%	1.1%	11,767	4,837	8,056	-1,126	-1.1%
00-0000	Total - All Occupations	139,881	\$46,600	1.00	8,641	5.9%	8,223	-6,659	-0.9%	-0.2%	0.3%	140,315	59,004	93,108	-11,798	-0.9%

Source: JobsEQ®

Data as of 2020Q3 unless noted otherwise

**Top 25 Occupations within the NWDB Region, 2020, by Educational Attainment and Entry-Level Education**

**Top 25 Occupations by Educational Attainment**

SOC	Occupation	Less than High School Diploma	High School Diploma or Equivalent	Some College, No Degree	Associate's Degree	Bachelor's Degree	Master's Degree	Doctoral or Professional Degree	Typical Entry-Level Education
49-9080	Wind Turbine Service Technicians	7.5%	48.8%	21.6%	12.2%	8.8%	1.2%	0.1%	High School Diploma or Equivalent
29-1170	Nurse Practitioners	0.5%	1.1%	1.4%	2.4%	10.6%	71.9%	12.2%	Master's Degree
47-2230	Solar Photovoltaic Installers	6.9%	33.7%	32.8%	18.9%	6.0%	1.7%	0.0%	High School Diploma or Equivalent
31-1120	Home Health and Personal Care Aides	10.3%	44.2%	22.7%	11.5%	9.5%	1.4%	0.4%	High School Diploma or Equivalent
15-2040	Statisticians	0.1%	2.4%	6.1%	6.0%	41.9%	31.9%	11.6%	Bachelor's Degree
11-9110	Medical and Health Services Managers	1.0%	12.6%	15.7%	17.4%	30.6%	18.3%	4.4%	Bachelor's Degree
29-1070	Physician Assistants	1.0%	4.8%	3.0%	6.4%	23.6%	50.8%	10.5%	Master's Degree
15-2090	Miscellaneous Mathematical Science Occupations	0.1%	2.6%	6.7%	6.7%	43.0%	30.5%	10.4%	Bachelor's Degree
31-2010	Occupational Therapy Assistants and Aides	1.8%	13.1%	15.0%	56.2%	11.4%	2.4%	0.2%	Associate's Degree
31-2020	Physical Therapist Assistants and Aides	0.9%	6.2%	10.8%	57.5%	22.2%	1.6%	0.8%	Associate's Degree
11-9150	Social and Community Service Managers	0.7%	11.4%	13.6%	8.4%	40.6%	21.9%	3.4%	Bachelor's Degree
21-1090	Miscellaneous Community and Social Service Specialists	1.3%	17.4%	18.6%	14.1%	35.9%	11.3%	1.3%	Bachelor's Degree
39-1010	First-Line Supervisors of Gambling Services Workers	2.8%	36.6%	25.8%	13.1%	18.4%	2.7%	0.5%	High School Diploma or Equivalent
15-2030	Operations Research Analysts	0.4%	7.5%	14.3%	10.2%	41.7%	22.8%	3.0%	Bachelor's Degree
39-9090	Crematory Operators and Personal Care and Service Workers, All Other	6.0%	35.0%	24.5%	12.8%	18.0%	3.1%	0.6%	High School Diploma or Equivalent
39-2020	Animal Caretakers	3.9%	37.9%	22.8%	11.8%	19.9%	2.8%	0.9%	High School Diploma or Equivalent
21-1010	Counselors	0.6%	7.1%	7.1%	6.4%	29.2%	46.1%	3.6%	Master's Degree
21-1020	Social Workers	0.7%	8.2%	10.5%	8.4%	33.7%	35.8%	2.8%	Master's Degree
11-9070	Entertainment and Recreation Managers	2.1%	21.1%	25.6%	15.1%	26.7%	8.8%	0.6%	Bachelor's Degree
25-1070	Health Teachers, Postsecondary	0.5%	2.5%	3.1%	3.4%	20.6%	31.8%	38.0%	Doctoral or Professional Degree
15-2010	Actuaries	0.0%	0.0%	3.5%	0.5%	66.6%	22.0%	7.5%	Bachelor's Degree
39-3010	Gambling Services Workers	4.9%	41.0%	26.3%	11.2%	14.7%	1.4%	0.5%	High School Diploma or Equivalent
31-9010	Massage Therapists	1.9%	24.9%	29.5%	23.1%	17.4%	2.4%	0.9%	Some College, No Degree
13-1130	Fundraisers	0.3%	3.3%	5.2%	3.6%	57.2%	27.5%	2.9%	Bachelor's Degree
43-3040	Gambling Cage Workers	0.5%	16.2%	19.5%	9.7%	38.4%	14.5%	1.2%	Bachelor's Degree

Source: [JobsEQ®](#)

Data as of 2020Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. "Overall occupation" characteristics refer to attributes across all individuals in those occupations, not just those limited to the demographic categories shown in this table.

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## NWDB Regional Educational Awards, 2019

	Certificates and 2yr Degrees	4 Year Degrees	Postgraduate Degrees
College of the Atlantic		83	3
Beal College	119		
Eastern Maine Community College	382		
University of Maine at Fort Kent	16	241	
University of Maine at Machias	35	74	
University of Maine		1,739	484
Maine Maritime Academy	4	207	14
University of Maine at Presque Isle	31	148	
Northern Maine Community College	192		
Washington County Community College	125		
Husson University	89	500	368
<b>Total Awards</b>	<b>993</b>	<b>2,992</b>	<b>869</b>

1. Exported: Monday, March 22, 2021 2:20 PM.
2. Note: Awards data for occupations represent awards related to the occupation. Since an award is often related to multiple occupations, awards by occupation data should not be expected to sum.
3. Note: Awards and enrollment are for the academic year listed. The academic year ends in the spring semester of the displayed year.
4. Data as of 2019.

*Source: JobsEQ®*

## Educational Attainment

- The total number of postgraduate degrees awarded from all colleges within the region was nearly 4,900 in 2019.
- Bachelor's degrees were the most commonly awarded at over 2,992.
- The University of Maine Orono awarded the most bachelor's degrees at 1,739. The University of Maine system awarded over 2200 bachelor's degrees through their campuses in the NWDB region. The University of Maine also awarded the most master's degrees at 353 out of 659. Husson University awarded the most doctorate degrees at 78 out of a total of 147.

*Total Awards by Award Level for Various Colleges within the NWDB Region, 2019*

Total Awards by Award Level												
Award Level	College of the Atlantic	Beal College	Eastern Maine Community College	University of Maine at Fort Kent	University of Maine at Machias	University of Maine	Maine Maritime Academy	University of Maine at Presque	Northern Maine Community College	Washington County Community College	Husson University	Total per Award Level
Certificate		6	73		23			3	45	82	71	303
Associate's		113	309	16	12		4	28	147	43	18	690
Bachelor's	83			241	74	1,739	207	148			500	2,992
Post-Baccalaureate						52					1	53
Master's	3					353	14				289	659
Post-Master's						10						10
Doctorate						69					78	147
Total per School	86	119	382	257	109	2,223	225	179	192	125	957	4,854
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<a href="#">Source: JobsEQ®</a>												

All Awards, including Certifications, Bachelor's degrees, Associate's Degrees, Master's Degrees, and Doctoral degrees, from Various College, Organized by Programs, within the NWDB, 2019

All Awards by Program and Occupation												
CIP (2-digit)	Programs and Occupations	College of the Atlantic	Beal College	Eastern Maine Community College	University of Maine at Fort Kent	University of Maine at Machias	University of Maine	Maine Maritime Academy	University of Maine at Presque Isle	Northern Maine Community College	Washington County Community College	Husson University
01	Agriculture, Agriculture Operations, and Related Sciences						92					
03	Natural Resources and Conservation				6	5	139		8			2
04	Architecture and Related Services											
05	Area, Ethnic, Cultural, Gender, and Group Studies						13					
09	Communication, Journalism, and Related Programs						93					22
10	Communications Technologies/Technicians and Support Services											46
11	Computer and Information Sciences and Support Services			33	4		19			4	1	14
12	Personal and Culinary Services			14								
13	Education			18	3	6	262		9	8	8	23
14	Engineering						294	93				
15	Engineering Technologies and Engineering-Related Fields			13			99	25		1	1	
16	Foreign Languages, Literatures, and Linguistics						8					
19	Family and Consumer Sciences/Human Sciences						64					
22	Legal Professions and Studies											33
23	English Language and Literature/Letters				1	2	40		7			4
24	Liberal Arts and Sciences, General Studies and Humanities			42	7	24	20		37	18	1	5
26	Biological and Biomedical Sciences				9	18	108	15	9			4
27	Mathematics and Statistics						11					
30	Multi/Interdisciplinary Studies	86		1			65	4	5		3	
31	Parks, Recreation, Leisure, and Fitness Studies			3		6	12		2		1	13
38	Philosophy and Religious Studies						7					
40	Physical Sciences						50					
42	Psychology					31	89		13			32
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services		9	19	10				14			77
44	Public Administration and Social Service Professions		2	11	9		81		11		5	
45	Social Sciences				8	1	148		1			
46	Construction Trades			29						19	13	
47	Mechanic and Repair Technologies/Technicians			28						40	52	
48	Precision Production		25	35						8	15	
49	Transportation and Materials Moving							51			9	
50	Visual and Performing Arts					3	30					21
51	Health Professions and Related Programs		69	101	179	4	127		16	57	9	297
52	Business, Management, Marketing, and Related Support Services		14	35	21	9	322	37	46	37	7	364
54	History						30		1			
00.0000	Total - All Programs	86	119	382	257	109	2,223	225	179	192	125	957

Source: JobsEQ®

*Associate's Degrees Awarded by Program for Various Colleges within the NWDB Region, 2019*

**Associate's Degrees by Program**

CIP (2-digit)	Programs and Occupations	Beal College	Eastern Maine Community College	University of Maine at Fort Kent	University of Maine at Machias	University of Maine	Maine Maritime Academy	University of Maine at Presque Isle	Northern Maine Community College	Washington County Community College	Husson University
03	Natural Resources and Conservation			5							
11	Computer and Information Sciences and Support Services		26						3	1	
12	Personal and Culinary Services		14								
13	Education		17						7	8	
15	Engineering Technologies and Engineering- Related Fields		13								
24	Liberal Arts and Sciences, General Studies and Humanities		42		10			19	18	1	
30	Multi/Interdisciplinary Studies		1							3	
31	Parks, Recreation, Leisure, and Fitness Studies		3							1	
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services	9	18	7				2			3
44	Public Administration and Social Service Professions	2	11	1						5	
45	Social Sciences			1							
46	Construction Trades		3						14		
47	Mechanic and Repair Technologies/Technicians		28						24	15	
48	Precision Production	25	19					2			
49	Transportation and Materials Moving						4				
51	Health Professions and Related Programs	63	89	1				7	46	5	
52	Business, Management, Marketing, and Related Support Services	14	25	1	2				33	4	15
<b>00.0000</b>	<b>Total - All Programs</b>	<b>113</b>	<b>309</b>	<b>16</b>	<b>12</b>		<b>4</b>	<b>28</b>	<b>147</b>	<b>43</b>	<b>18</b>

[Source: JobsEQ®](#)

Note: Awards data for occupations represent awards related to the occupation. Since an award is often related to multiple occupations, awards by occupation data should not be expected to sum.

Note: Awards and enrollment are for the academic year listed. The academic year ends in the spring semester of the displayed year.

Data as of 2019

Bachelor's Degrees Awarded by Program for Various Colleges within the NWDB Region, 2019

Bachelor's Degrees by Program								
CIP (2-digit)	Programs and Occupations	College of the Atlantic	University of Maine at Fort Kent	University of Maine at Machias	University of Maine	Maine Maritime Academy	University of Maine at Presque Isle	Husson University
01	Agriculture, Agriculture Operations, and Related Sciences				66			
03	Natural Resources and Conservation		1	5	103		6	2
05	Area, Ethnic, Cultural, Gender, and Group Studies				8			
09	Communication, Journalism, and Related Programs				83			12
10	Communications Technologies/Technicians and Support Services							44
11	Computer and Information Sciences and Support Services			4	17			14
13	Education		3	4	136		9	16
14	Engineering				251	93		
15	Engineering Technologies and Engineering-Related Fields				99	25		
16	Foreign Languages, Literatures, and Linguistics				6			
19	Family and Consumer Sciences/Human Sciences				58			
22	Legal Professions and Studies							14
23	English Language and Literature/Letters		1	2	24		7	4
24	Liberal Arts and Sciences, General Studies and Humanities		7	11	20		18	5
25	Library Science							
26	Biological and Biomedical Sciences		9	18	92	15	9	4
27	Mathematics and Statistics				7			
30	Multi/Interdisciplinary Studies	83			39	4	5	
31	Parks, Recreation, Leisure, and Fitness Studies			6	12		2	13
38	Philosophy and Religious Studies				7			
40	Physical Sciences				22			
42	Psychology			19	81		13	26
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services		3				12	50
44	Public Administration and Social Service Professions		8		38		11	
45	Social Sciences		7		132		1	
49	Transportation and Materials Moving					47		
50	Visual and Performing Arts			3	24			6
51	Health Professions and Related Programs		178		98		9	159
52	Business, Management, Marketing, and Related Support Services		20	6	293	23	45	131
54	History				23		1	
00.0000	Total - All Programs	83	241	74	1,739	207	148	500

Source: JobsEQ®

## Advanced Degrees by Program

CIP (2-digit)	Programs and Occupations	College of the Atlantic	University of Maine	Maine Maritime Academy	Husson University
01	Agriculture, Agriculture Operations, and Related Sciences		26		
03	Natural Resources and Conservation		36		
05	Area, Ethnic, Cultural, Gender, and Group Studies		5		
09	Communication, Journalism, and Related Programs		10		
11	Computer and Information Sciences and Support Services		2		
13	Education		126		7
14	Engineering		43		
16	Foreign Languages, Literatures, and Linguistics		2		
19	Family and Consumer Sciences/Human Sciences		6		
23	English Language and Literature/Letters		16		
26	Biological and Biomedical Sciences		16		
27	Mathematics and Statistics		4		
30	Multi/Interdisciplinary Studies	3	26		
40	Physical Sciences		28		
42	Psychology		8		6
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services				12

44	Public Administration and Social Service Professions		43		
45	Social Sciences		16		
50	Visual and Performing Arts		6		
51	Health Professions and Related Programs		29		138
52	Business, Management, Marketing, and Related Support Services		29	14	205
54	History		7		
<b>00.0000</b>	<b>Total - All Programs</b>	<b>3</b>	<b>484</b>	<b>14</b>	<b>368</b>

*Source: JobsEQ®*

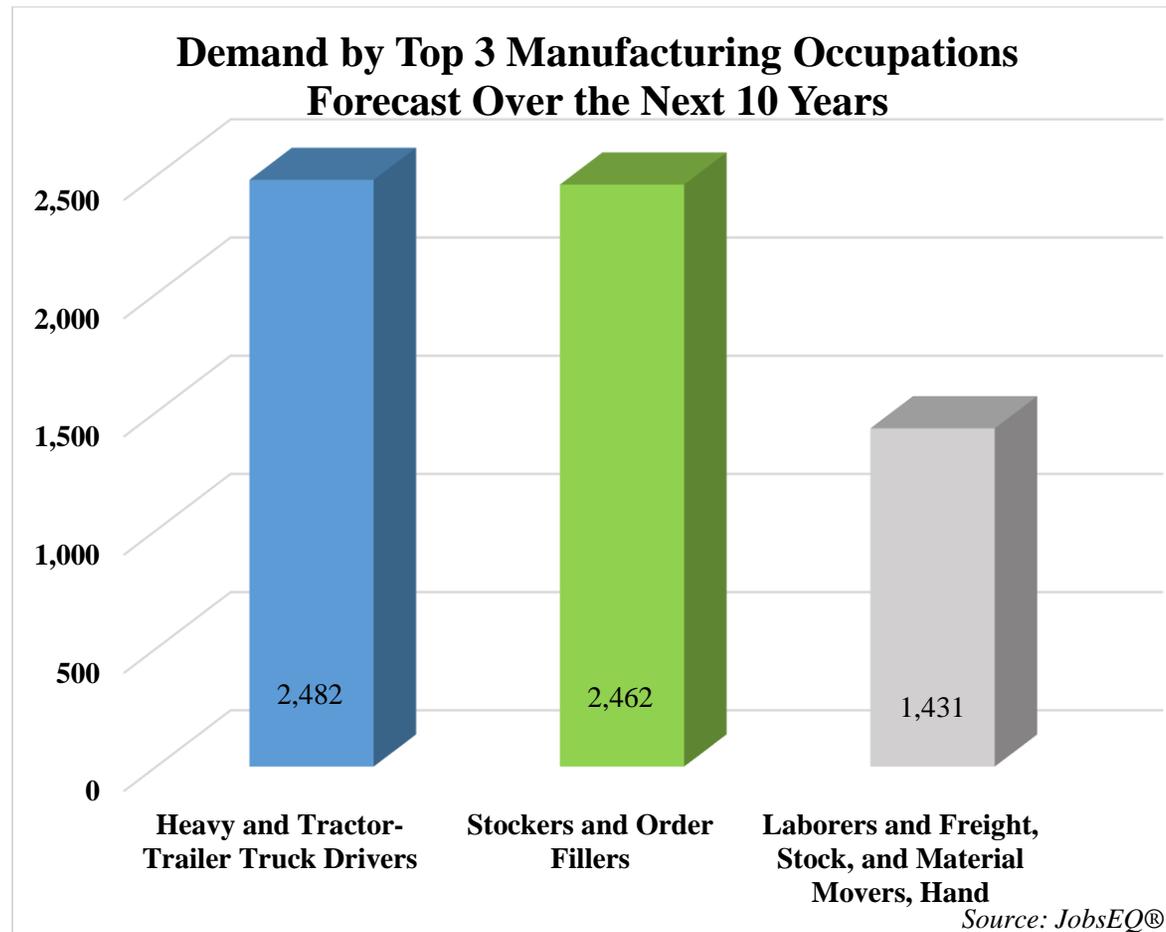
## Targeted Industry Sector Overview

The region has targeted three primary industry areas for detailed workforce strategy focus, namely Manufacturing, Healthcare, and Technology.

### Manufacturing

- The Manufacturing industry sector has nearly 8,658 jobs within the region, representing 6.2% of the region's 139,881 total jobs.
- The Manufacturing industry sector has shown decline over the past 5 years, shedding nearly 1,060 jobs at an average annual rate of decline of 1.2% that is projected to decline over the next 10 years at an average annual rate of -1.4%. Paper Mills remains the greatest job losses over the past 5 years with 338 jobs lost compared to 1,132 in the five years prior to the 2017 plan. The Ship and Boat Building industry follows closely with the loss of 272 jobs over the past five years.
- Despite the projected decline of total employment, workforce development to fill jobs created for replacement demand due to persons retiring or otherwise leaving the workforce. Over the next ten years its replacement demand for manufacturing jobs is projected at 6,630 jobs.
- Within the Manufacturing industry sector, the highest number of jobs can be found in All Other Wood Product Manufacturing with 673 jobs, followed by Frozen Food Manufacturing at nearly 660 jobs, Paper Mills at 632 jobs, and Sawmills and Wood Preservation at 628. All of these industries are projected to decline over the next 10 years at an average annual rate between 2% and 3%. The average annual wage for workers in this specific sector is nearly \$48,750.
- The top occupation within the Manufacturing industry sector is Heavy and Tractor-Trailer Truck Drivers with just over 2600 jobs and average annual wages at \$39,600. This occupation has decreased slightly over the past five years and is projected to continue to decrease at a rate of

approximately 1.3%. The next largest occupation is Stockers and Order Fillers with 2,179 jobs having an average annual wage of \$28,200. This occupation has also shown a decline over past 5 years and is projected to decline over the following 10 years at an average annual rate of less than 1.3%.



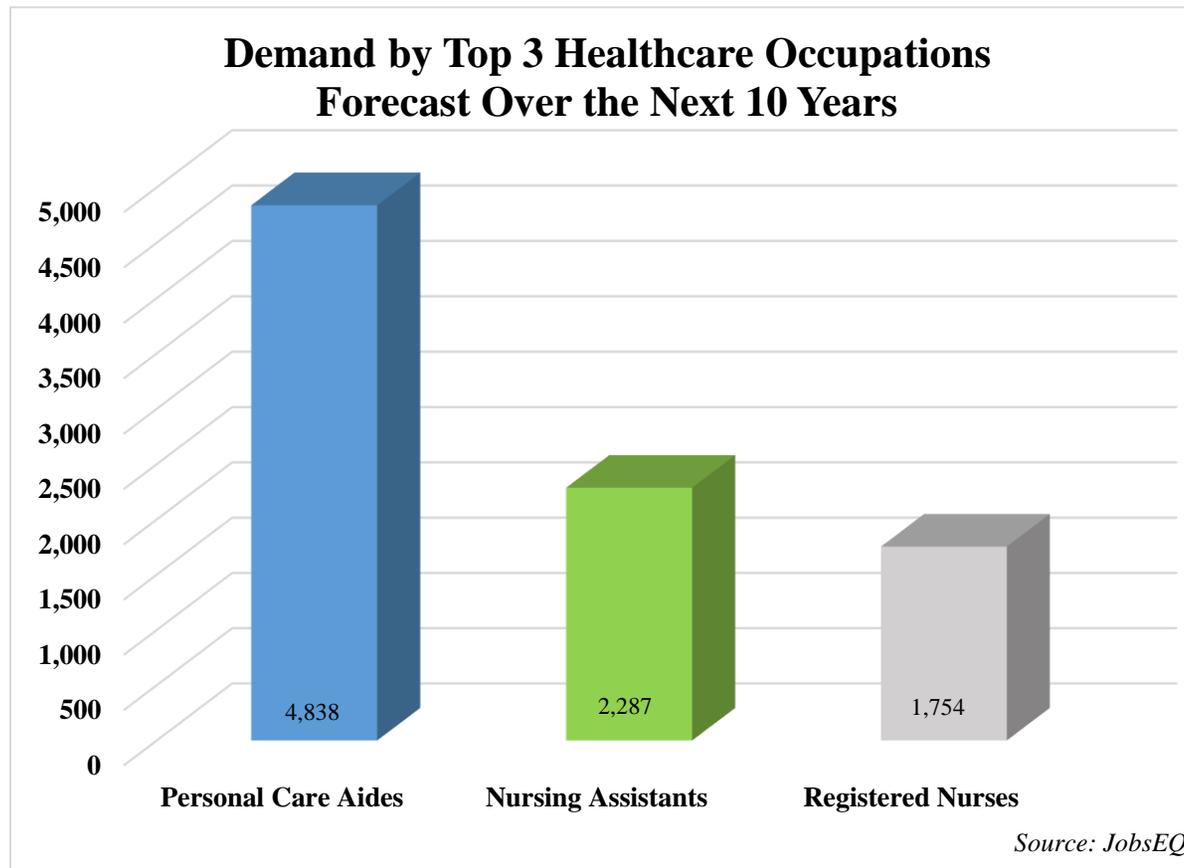
Manufacturing Industry Snapshot within the NWDB Region, Current, Historical and Forecasted Estimates, 2020

Top 10 Manufacturing Industry Snapshot in NWDB Region

NAICS (5-digit)	Industry	Current			Change over the last 5 Years	Historical			Forecast				
		Four Quarters Ending with 2020q3				Average Annual % Change in Employment 2015q3-2020q3			Over the Next 10 Years				
		Jobs	Avg Annal Wages	Location Quotient	Jobs	NWDB Region	Maine	USA	Total Demand	Exits	Transfers	Total Growth Demand	Avg. Annual Growth Percent
32199	All Other Wood Product Manufacturing	673	\$41,104	9.78	237	9.1%	n/a	n/a	491	248	397	-153	-2.6%
31141	Frozen Food Manufacturing	660	\$43,982	7.86	-186	-4.8%	n/a	n/a	535	262	420	-147	-2.5%
32212	Paper Mills	632	\$63,230	12.32	-338	-8.2%	n/a	n/a	461	210	372	-121	-2.1%
32111	Sawmills and Wood Preservation	628	\$47,997	7.33	93	3.3%	n/a	n/a	489	225	403	-139	-2.5%
32121	Veneer, Plywood, and Engineered Wood Product Manufacturing	470	\$53,438	6.33	-9	-0.4%	n/a	n/a	441	180	307	-46	-1.0%
33661	Ship and Boat Building	443	\$45,106	2.69	-272	-9.1%	n/a	n/a	287	136	255	-104	-2.6%
32211	Pulp Mills	420	\$63,935	81.99	-80	-3.4%	n/a	n/a	327	142	252	-67	-1.7%
33361	Engine, Turbine, and Power Transmission Equipment Manufacturing	357	\$70,558	4.14	-35	-1.8%	n/a	n/a	281	112	210	-40	-1.2%
33999	All Other Miscellaneous Manufacturing	306	\$20,000	2.53	60	4.5%	n/a	n/a	256	110	185	-39	-1.4%
31181	Bread and Bakery Product Manufacturing	285	\$23,574	1.31	-42	-2.7%	n/a	n/a	327	154	203	-29	-1.1%
Source: JobsEQ®													
Data as of 2020Q3													
Totals may not sum due to rounding.													
Jobs are based on a four-quarter moving average													
Forecasted estimates based upon occupation separation rates.													
Last updated: Monday, March 23, 2021 12:04 PM													

Healthcare

- The Healthcare industry sector has over 27,857 jobs within the NWDB region, representing almost 20% of the 139,881 total jobs across all industries in the Region.
- The Healthcare industry sector has seen a marginal decrease over the past 5 years, losing 43 jobs, which is an average annual growth rate of less than one tenth of a percent. The Healthcare industry is projected to continue grow over the next 10 years at an average annual rate of 0.1%. In addition to added jobs from industry growth, demand for replacement workers is projected to be require an additional 26,666 workers in Healthcare industries over the course of the next ten years.



- Within the Healthcare industry sector, the highest number of jobs can be found in General Medical and Surgical Hospitals with 8,624 jobs, followed by Nursing Care Facilities (Skilled Nursing Facilities) (2,848) and Services for the Elderly and Persons with Disabilities (2,540). Services for the Elderly and Persons with Disabilities is expected to grow by 2.8% (793 jobs) while a decline in Nursing Care Facilities (Skilled Nursing Facilities) (1.6%) and General Medical and Surgical Hospitals will decline by (1.0%) is anticipated.
- The average annual wage for workers in this specific sector of \$49,843 which is higher than the average annual wages for all industries in the region (\$42,872).
- The top occupations within the Healthcare industry sector are Registered Nurses; Personal Care Aides; and, Nursing Assistants, having 3,868, 3,783, and 2,476, jobs, respectively. Personal Care Aides are projected to grow by 2.0% over the next 10 years and contribute to replacement demand. The other two occupations are expected to have less the 1.0% decline.

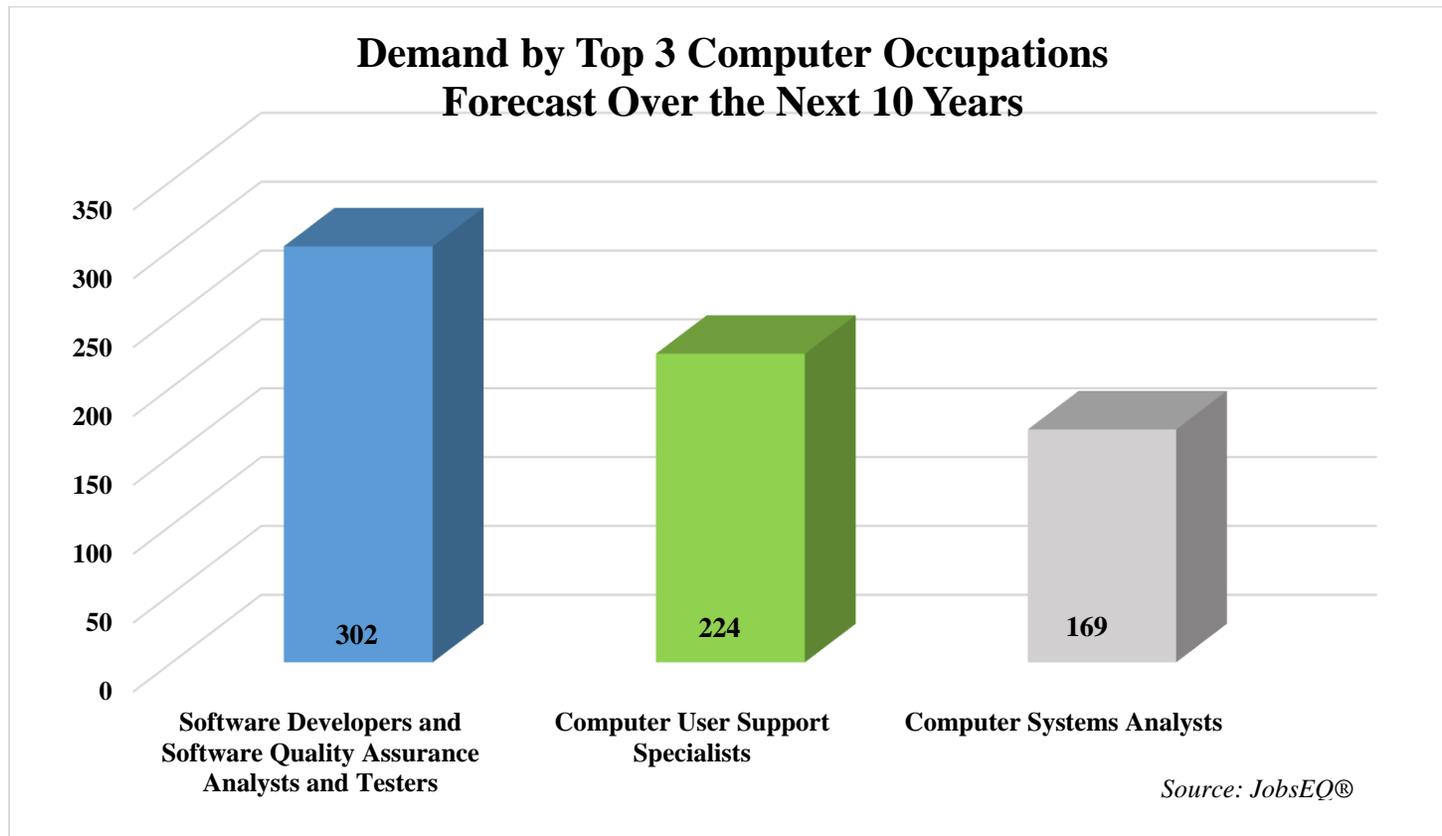
Healthcare Industry Snapshot within the NWDB Region, Current, Historical and Forecasted Estimates, 2020

Healthcare Industry Snapshot in NWDB Region														
		Current			Historical				Forecast					
					Change over the Last 5 Years				Forecast					
		Four Quarters Ending with 2020Q4			Average Annual % Change in Employ				Over the next 10 Years					
NAICS	Industry	Avg Annual			Jobs	NWDB			Total Demand	Exits	Transfers	Total Growth Demand	Avg. Annual Growth Percent	
		Jobs	Wages	LQ		Region	Maine	USA						
62211	General Medical and Surgical Hospitals	8,559	\$69,313	1.56	-371	-0.8%	n/a	n/a	5,483	3,021	3,198	-737	-0.9%	
62311	Nursing Care Facilities (Skilled Nursing Facilities)	2,819	\$35,510	1.98	-309	-2.1%	n/a	n/a	2,297	1,367	1,331	-401	-1.5%	
62412	Services for the Elderly and Persons with Disabilities	2,495	\$27,118	1.33	217	1.8%	n/a	n/a	4,456	1,997	1,666	793	2.8%	
62111	Offices of Physicians	2,368	\$84,887	0.93	-149	-1.2%	n/a	n/a	1,848	861	1,003	-16	-0.1%	
62331	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,141	\$27,570	1.30	-509	-7.1%	n/a	n/a	1,644	745	724	175	1.4%	
62321	Residential Intellectual and Developmental Disability Facilities	1,091	\$33,112	2.45	344	7.9%	n/a	n/a	1,326	703	633	-10	-0.1%	
62419	Other Individual and Family Services	1,056	\$38,601	2.02	128	2.6%	n/a	n/a	1,580	539	737	305	2.6%	
62441	Child Day Care Services	1,042	\$25,332	1.12	6	0.1%	n/a	n/a	1,053	616	558	-121	-1.2%	
62161	Home Health Care Services	915	\$36,706	0.61	162	4.0%	n/a	n/a	1,187	541	481	166	1.7%	
62121	Offices of Dentists	797	\$52,143	0.95	-55	-1.3%	n/a	n/a	623	340	330	-48	-0.6%	
62221	Psychiatric and Substance Abuse Hospitals	737	\$53,912	3.23	161	5.1%	n/a	n/a	708	311	360	38	0.5%	
62142	Outpatient Mental Health and Substance Abuse Centers	701	\$35,875	2.69	-27	-0.7%	n/a	n/a	714	283	409	21	0.3%	
62149	Other Outpatient Care Centers	452	\$55,840	0.67	302	24.6%	n/a	n/a	453	173	205	74	1.5%	
62191	Ambulance Services	443	\$37,455	2.56	-23	-1.0%	n/a	n/a	276	103	197	-24	-0.5%	
62231	Specialty (except Psychiatric and Substance Abuse) Hospitals	409	\$71,513	1.65	154	9.9%	n/a	n/a	418	164	181	72	1.6%	
62134	Offices of Physical, Occupational and Speech Therapists, and Audiologists	371	\$45,631	0.97	7	0.4%	n/a	n/a	409	141	188	80	2.0%	
62151	Medical and Diagnostic Laboratories	319	\$49,440	1.20	-6	-0.4%	n/a	n/a	278	116	150	12	0.4%	
62399	Other Residential Care Facilities	302	\$31,997	1.89	-27	-1.7%	n/a	n/a	294	155	177	-38	-1.3%	
62411	Child and Youth Services	284	\$38,916	1.25	-171	-9.0%	n/a	n/a	419	144	197	78	2.5%	
62322	Residential Mental Health and Substance Abuse Facilities	247	\$35,127	1.08	17	1.5%	n/a	n/a	344	131	164	49	1.8%	
62199	All Other Ambulatory Health Care Services	218	\$62,837	1.53	94	11.9%	n/a	n/a	245	90	116	39	1.7%	
62132	Offices of Optometrists	197	\$41,178	1.56	8	0.9%	n/a	n/a	150	73	84	-7	-0.4%	
62422	Community Housing Services	179	\$45,297	1.63	47	6.2%	n/a	n/a	187	80	114	-7	-0.4%	
62139	Offices of All Other Health Practitioners	173	\$40,593	0.86	23	3.0%	n/a	n/a	174	88	73	14	0.8%	
62133	Offices of Mental Health Practitioners (except Physicians)	145	\$43,448	0.88	-12	-1.6%	n/a	n/a	124	50	73	1	0.1%	
62131	Offices of Chiropractors	129	\$41,578	0.98	-1	-0.2%	n/a	n/a	91	52	51	-12	-1.0%	
62141	Family Planning Centers	34	\$33,685	1.46	-20	-8.8%	n/a	n/a	34	13	15	6	1.6%	
62431	Vocational Rehabilitation Services	23	\$30,534	0.08	-219	-37.7%	n/a	n/a	20	11	13	-4	-1.7%	
62421	Community Food Services	6	\$40,221	0.16	3	12.1%	n/a	n/a	6	3	4	0	-0.2%	
62423	Emergency and Other Relief Services	1	\$47,235	0.02	-7	-39.6%	n/a	n/a	1	0	0	0	0.0%	
1670	NWDB Healthcare	27,650	\$51,376	1.35	-233	-0.2%	n/a	n/a	26,840	12,910	13,433	498	0.2%	
	Total - All Industries	138,275	\$43,759	1.00	-7,990	-1.1%	n/a	n/a	133,526	61,731	82,769	-10,974	-0.8%	

Source: JobsEQ®

## Technology

- There is a total of 1,953 occupations in the region across all industries. Among these the most numerous jobs are Software Developers and Programmers with nearly 398 jobs, followed by Computer User Support Specialists with 317 jobs, Computer Systems Analysts with 283 jobs, and Network and Computer Support Specialists Analysts with 189 jobs. Software Developers and Programmers and Computer and Information Analysts are projected to slightly grow over the next ten years in the region, while the others are projected to experience a slight decline.
- While overall a slight decline in total employment is projected for all Computer Related Occupations in the region in the next ten years, there will be a demand for replacement workers of 1303 jobs.
- Of the Computer Related Occupations, 6 of them require entry-level education which corresponds to a postsecondary program within the NWDB region. Most occupations are held by persons with at least some college and more typically at least a bachelor's degree.



IT Industry Snapshot within the NWDB Region, Current, Historical and Forecasted Estimates, 2020

IT Industry Snapshot in NWDB Region

		Current			Historical			Forecast					
		Four Quarters Ending with 2020Q4			Change over the Last 5 Years			Average Annual % Change in Employment Over the next 10 Years					
NAICS	Industry	Jobs	Avg Annual Wages	LQ	Jobs	NWDB Region	Maine	USA	Total Demand	Exits	Transfers	Total Growth Demand	Avg. Annual Growth Percent
54151	Computer Systems Design and Related Services	305	\$76,942	0.14	-11	-0.7%	n/a	n/a	263	73	167	23	0.7%
51821	Data Processing, Hosting, and Related Services	59	\$42,053	0.17	-13	-3.8%	n/a	n/a	43	16	32	-4	-0.8%
51121	Software Publishers	33	\$63,775	0.07	-12	-6.2%	n/a	n/a	22	8	17	-3	-1.0%
54143	Graphic Design Services	29	\$28,836	0.35	-5	-3.3%	n/a	n/a	18	10	14	-6	-2.4%
51913	Internet Publishing and Broadcasting and Web Search Portals	20	\$38,573	0.07	4	5.1%	n/a	n/a	16	6	11	-2	-1.0%
1671	NWDB IT	447	\$66,469	0.14	-36	-1.6%	n/a	n/a	362	112	242	7	0.2%
	Total - All Industries	138,275	\$43,759	1.00	-7,990	-1.1%	n/a	n/a	133,526	61,731	82,769	-10,974	-0.8%

Source: JobsEQ®