

# The Labor Market and Workforce Profile of the Coastal Counties Workforce Investment Region

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2019 UPDATE



MAINE CENTER FOR BUSINESS  
AND ECONOMIC RESEARCH

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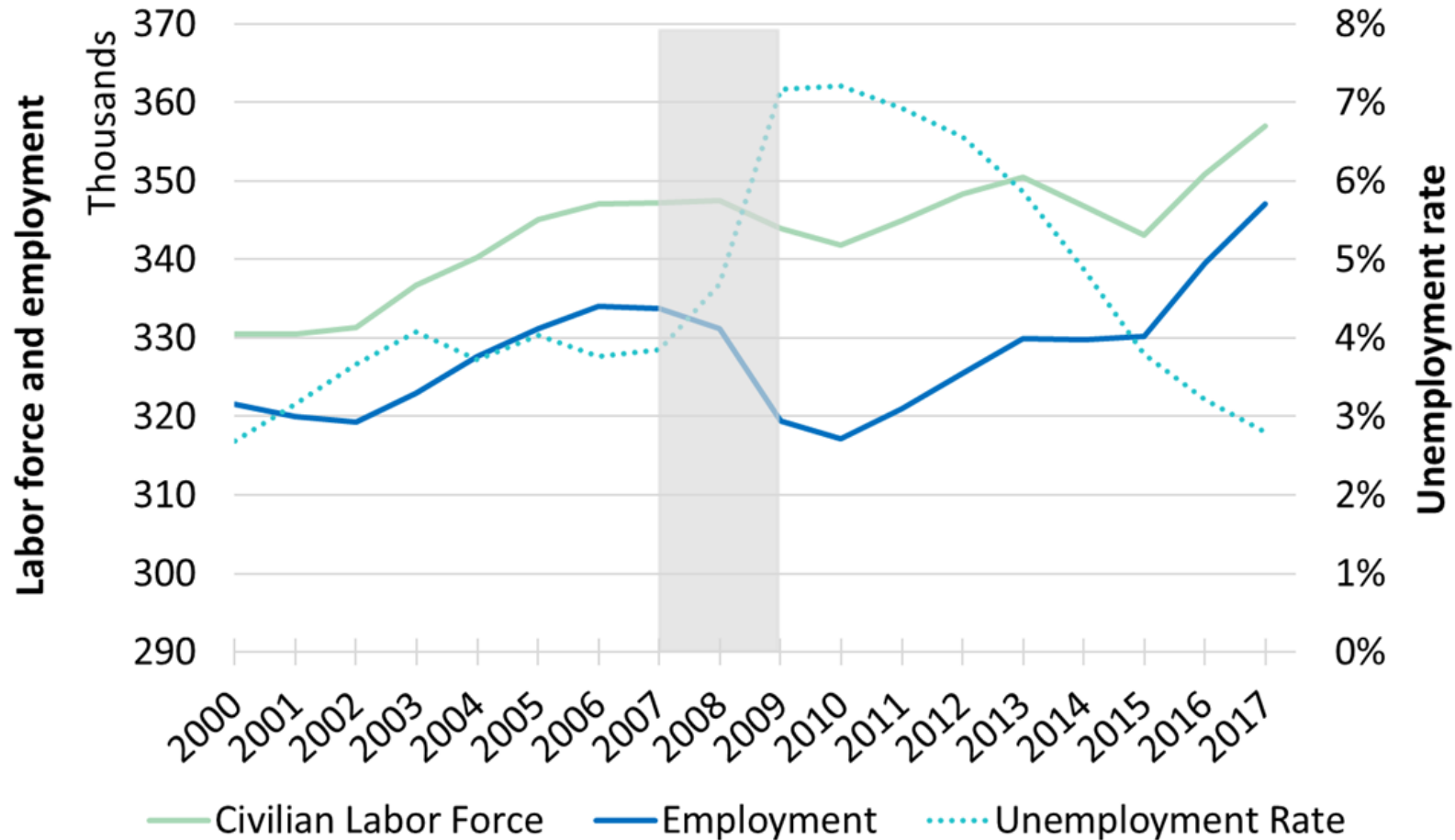
UNIVERSITY OF SOUTHERN MAINE

# Goals to provide you with...

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1. Economic and labor market conditions and focus points
2. Most likely industries for employment opportunities and in-demand jobs and skills

Full Employment Economy: Size of the labor force grown, while unemployment rates at historic lows.



# Labor Force Summary: Size, Change & Participation

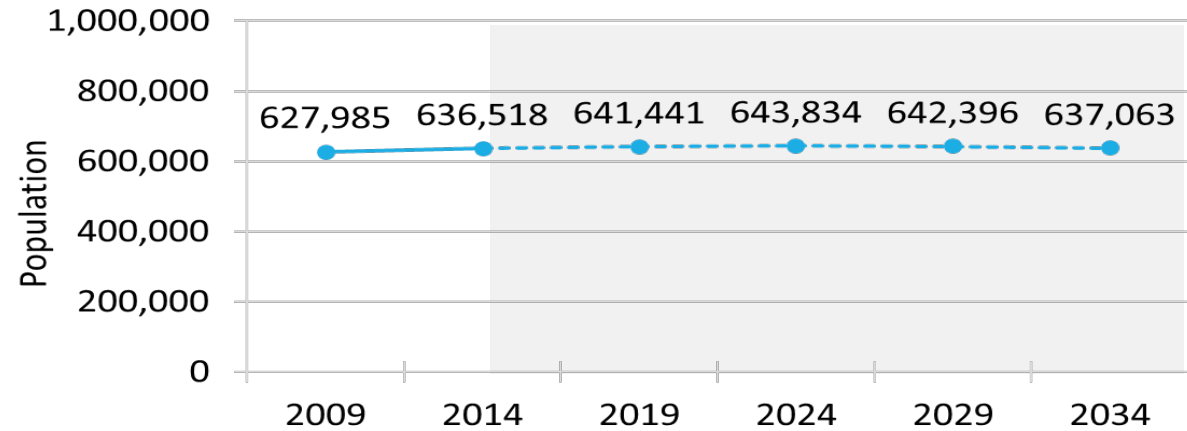
- The CCWI region has fared better overall than the rest of the state, driven by improvements in York and Cumberland Counties.
- 51% of Maine's labor force resides within the CCWI region, a slight increase (0.8%) from 2014.

Geography	Labor Force		Unemployment Rate	Labor Force Participation Rate	
	Count, '17	% Change from '14	Count, '17	Count, '17	% Change from '14
CCWI Region	357,054	3.0%	2.8%	65.3%	0.8%
Cumberland	165,341	3.9%	2.5%	66.9%	1.4%
Knox	20,727	0.4%	3.1%	61.1%	-0.1%
Lincoln	17,077	-0.7%	3.2%	57.7%	-1.8%
Sagadahoc	19,398	1.9%	2.7%	65.1%	0.7%
Waldo	21,095	1.2%	3.6%	62.7%	-1.4%
York	113,416	3.2%	2.9%	65.7%	0.7%
Maine	700,102	0.5%	3.3%	62.0%	-0.5%

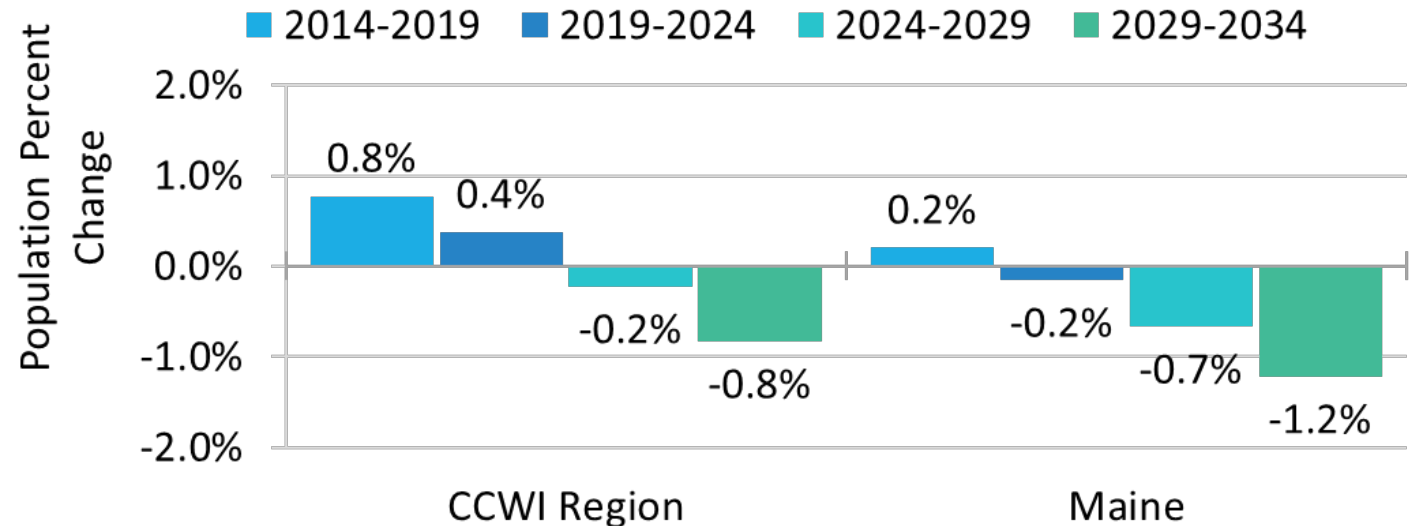
Source: MEDOL, CWRI.

Flat population growth through 2034, faring better than the state

### Historical Population & Forecast, 1994-2034



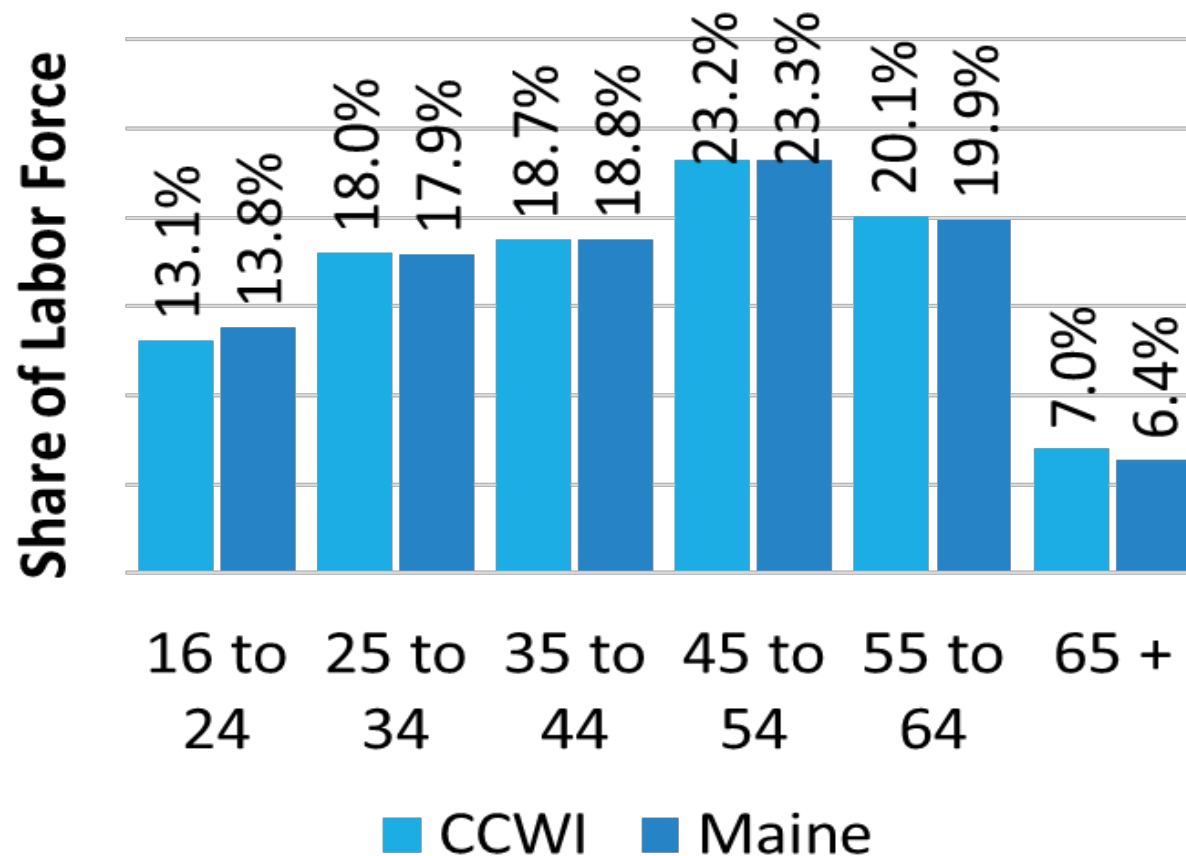
### Population Change Forecast, 2014-2034



Source: ME Department of Administrative and Financial Services, State Economist Population Projections 2034; Maine Department of Labor, Center for Workforce Research and Information (CWRI).

## Age composition of labor force skews older

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Source: IPUMS 2012-2016, ACS 5-year sample; MCBER calculations.

Note: Data in this section is aggregated by PUMA thus Hancock County is included in region totals.

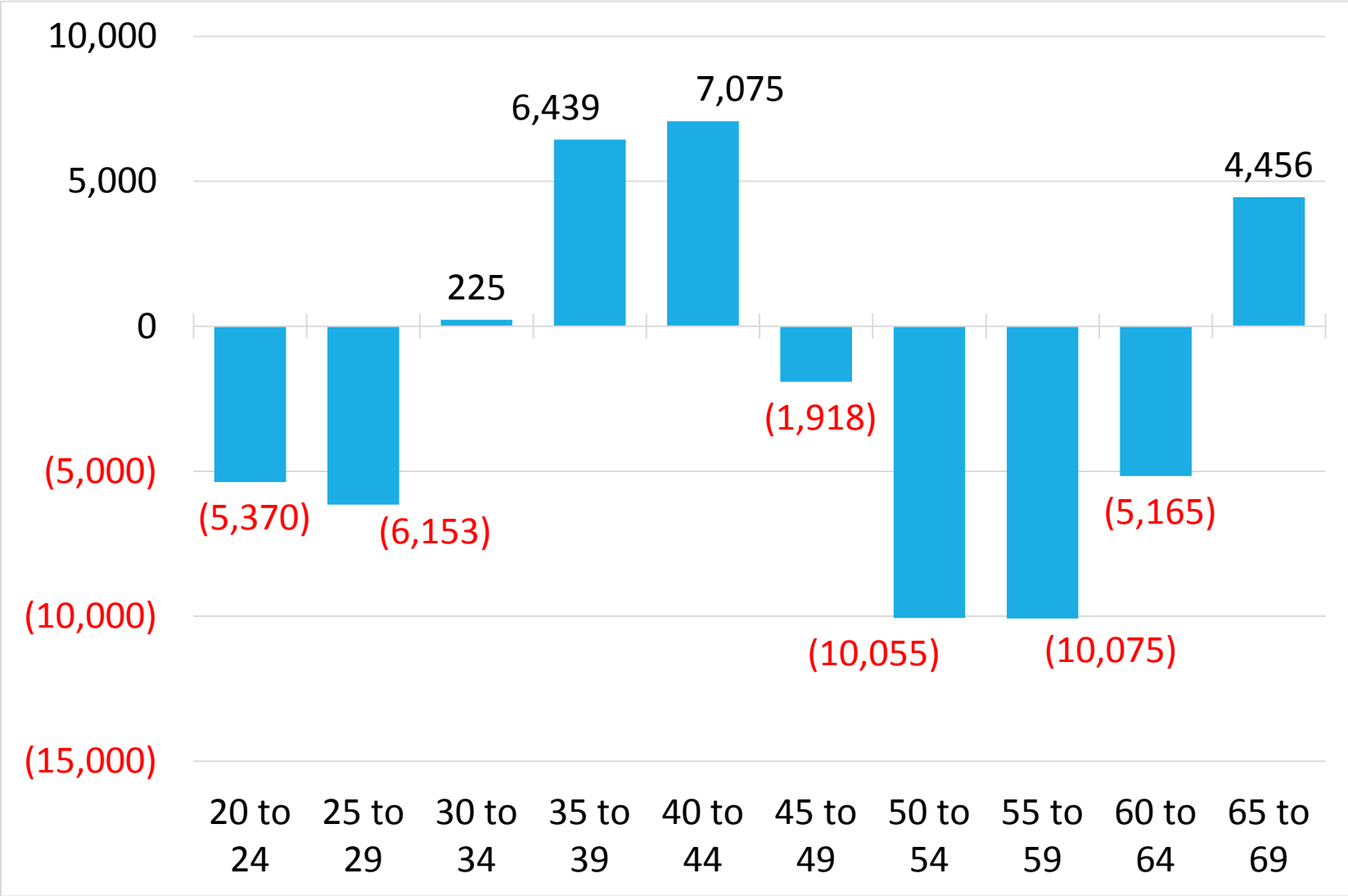
## Participation rates vary across age cohorts, as do unemployment rates

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Age Cohort	Unemployment Rate		LF Participation Rate	
	CCWI	Maine	CCWI	Maine
16 to 24	9.9%	12.0%	67.9%	65.8%
25 to 34	6.1%	7.0%	85.5%	82.1%
35 to 44	4.3%	5.4%	85.5%	83.6%
45 to 54	3.4%	4.3%	83.7%	80.5%
55 to 64	3.8%	3.8%	70.8%	66.9%
65 +	4.1%	4.1%	21.0%	18.4%

Note: Data not for most recent year, but shows comparative differences between age cohorts

Pop projections for the region show 25,000 less working age people by 2028 than today



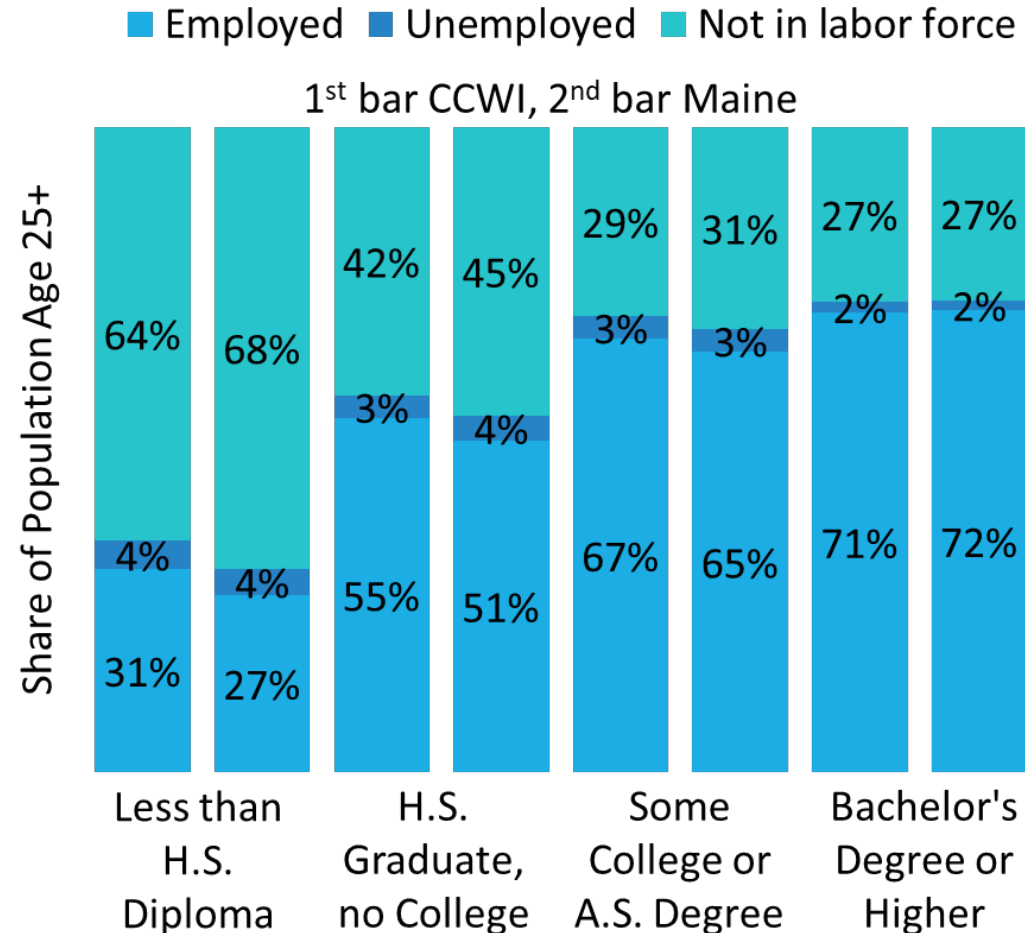


# The response...

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1. Increased migration, both domestic and international
  - Includes services to asylum and refugee populations
2. Engage marginalized and displaced populations

The lower a person's level of formal education attainment, the less likely they will participate in the labor force.



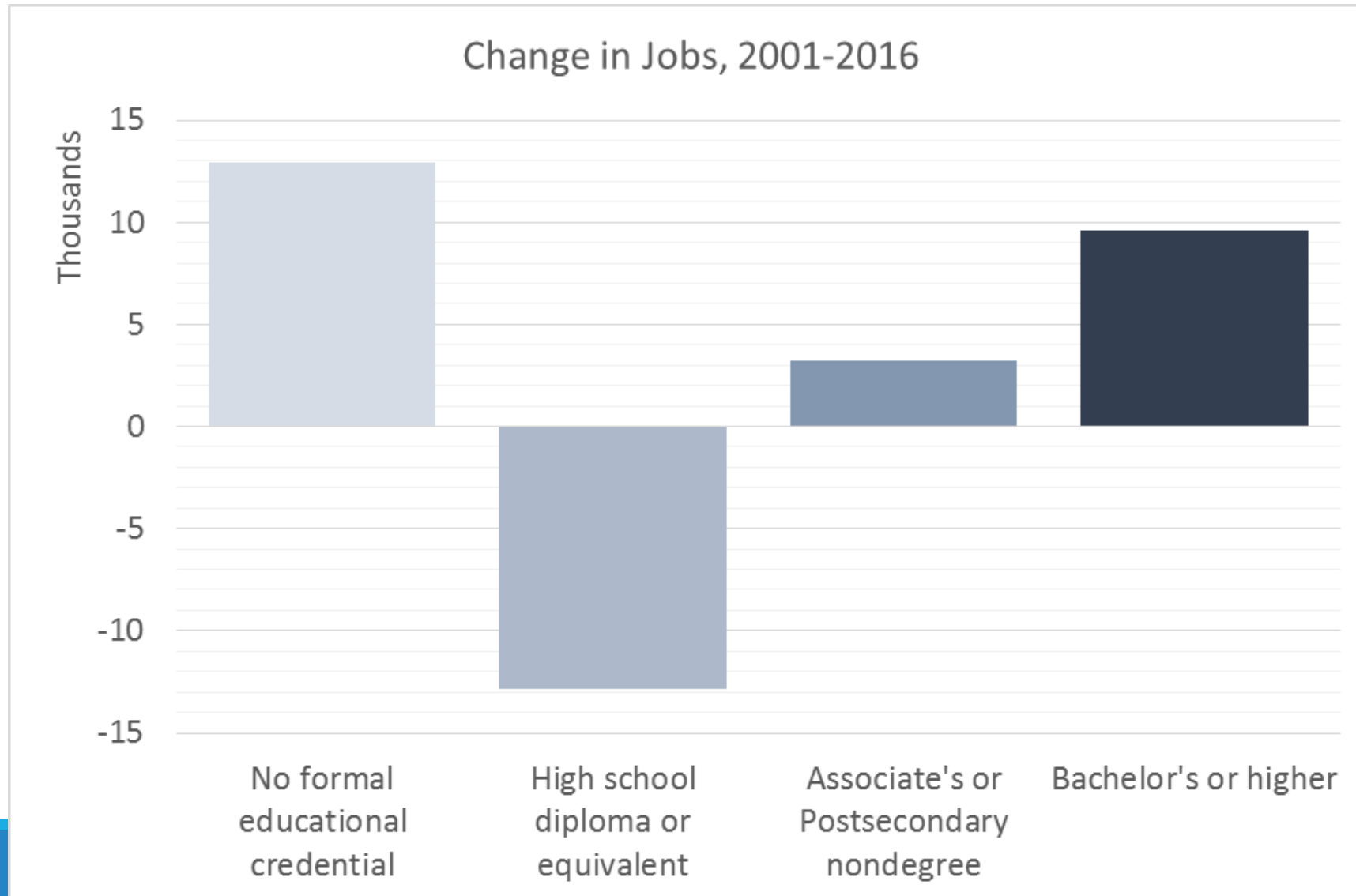
Source: IPUMS 2012-2016, ACS 5-year sample; MCBER calculations. Note: Data in this section is aggregated by PUMA therefore Hancock County is included in CCWI totals.

# Target groups with lower than average labor force participation.

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Category	Unemployment Rate		LF Participation Rate	
	CCWI	Maine	CCWI	Maine
Associate Degree or Less (Age 25+)	6.6%	7.6%	54.4%	50.7%
Youth (Ages 16-24)	9.9%	12.0%	67.9%	65.8%
Veterans (Age 16+)	4.2%	5.4%	49.0%	46.0%
Disability (Age 16+)	21.0%	19.8%	11.1%	13.6%

# Impact of technology on lower skilled, routine jobs important in considering career pathways.



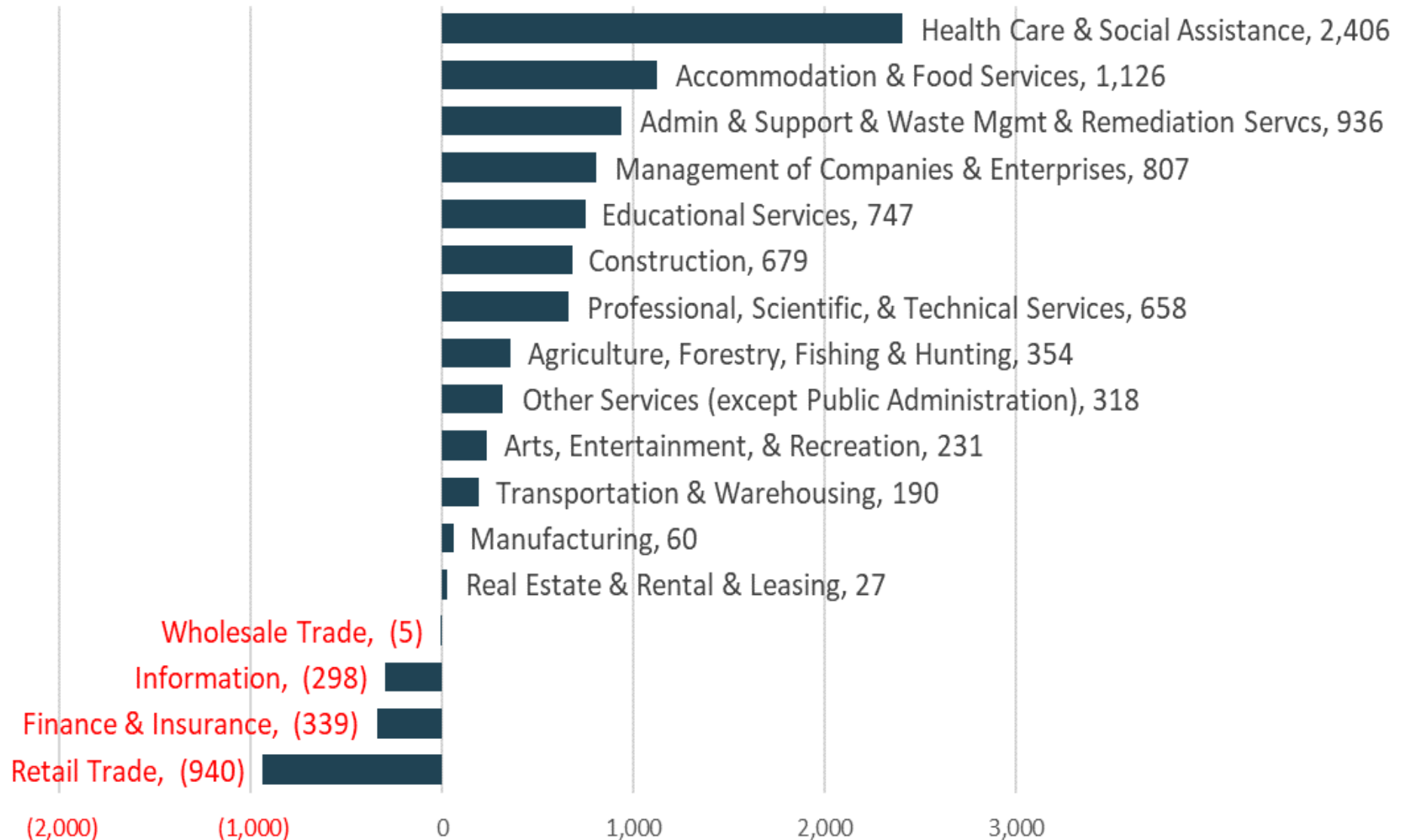
Growing industries, jobs, and skill  
demands

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# Manufacturing, Food and hospitality, Health Care, and Construction fastest employment growth, 2014-18

Description	2018 Jobs	2010 - 2014 Change	2014 - 2018 Change	2014 - 2018 % Change	Avg. Earnings Per Job
Manufacturing	28,352	19	2,660	10%	\$76,580
Accommodation and Food Services	33,907	1,765	2,591	8%	\$25,932
Health Care and Social Assistance	50,217	1,549	1,911	4%	\$59,178
Construction	15,232	860	1,616	12%	\$60,789
Management of Companies and Enterprises	6,506	925	1,276	24%	\$104,342
Professional, Scientific, and Technical Services	15,196	842	819	6%	\$90,848
Administrative and Support and Waste Management and Remediation Services	15,492	2,023	751	5%	\$44,843
Agriculture, Forestry, Fishing and Hunting	2,036	116	587	41%	\$47,909
Finance and Insurance	16,041	(407)	540	3%	\$95,047
Government	47,016	(2,114)	530	1%	\$70,024
Arts, Entertainment, and Recreation	4,968	93	467	10%	\$32,122
Other Services (except Public Administration)	12,301	951	427	4%	\$35,083
Educational Services	10,215	1,410	406	4%	\$45,106
Retail Trade	39,603	458	294	1%	\$34,295
Wholesale Trade	10,061	870	274	3%	\$76,967
Information	4,202	(1,122)	216	5%	\$67,703
Transportation and Warehousing	8,169	766	197	2%	\$49,253
Real Estate and Rental and Leasing	4,086	(23)	173	4%	\$54,768
Mining, Quarrying, and Oil and Gas Extraction	122	32	5	4%	\$76,305
Utilities	550	(245)	(71)	(11%)	\$134,608
Total	324,269	8,767	15,667	5%	\$57,961

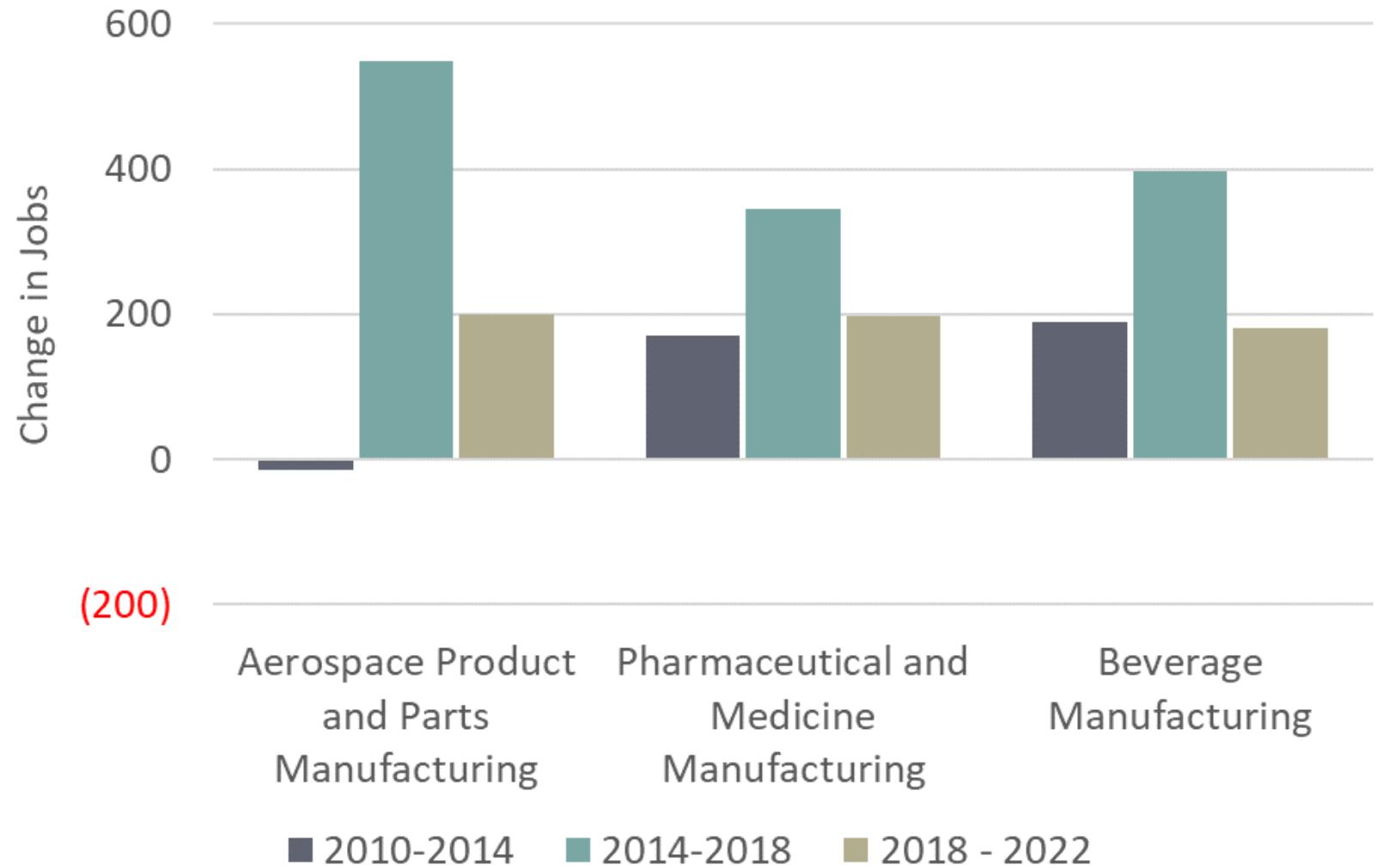
# Projected sector job growth, 2018-2022



Projected job growth, 2018-2022

# Fastest growing industries in Manufacturing

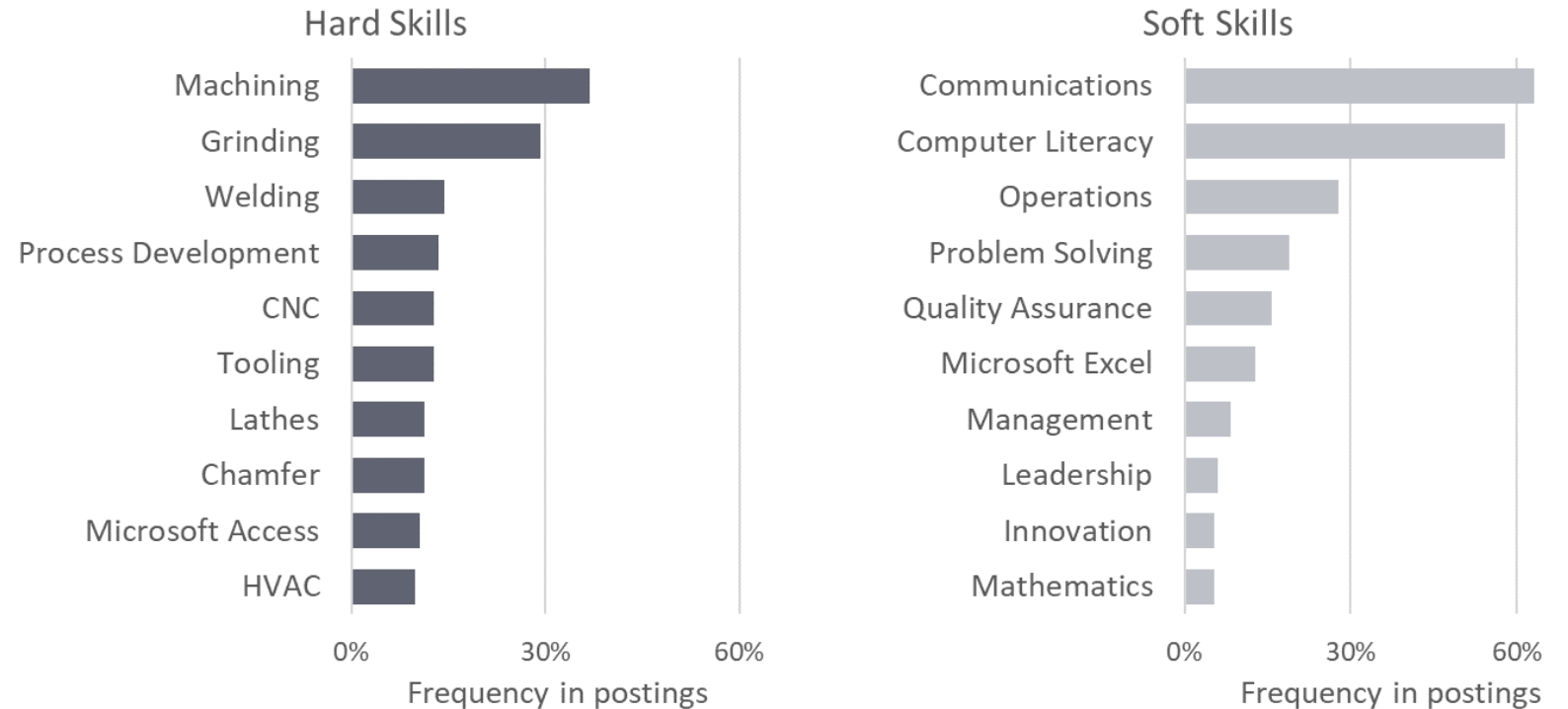
- Growth in defense spending and aircraft purchases expected to drive growth in Aerospace Mftg
- Continued growth in pet health care market and health care diagnostics more generally will continue to boost employment.
- Craft brewing expected to continue to grow in short term, assuming local brewers tap demand in export markets and capture growing tourism market.





# In-demand jobs and skills in Manufacturing

Top Posted Occupations Nov 2017 to Nov 2018	Unique Postings	Posting Intensity
Machinists	19	16.3
Industrial Machinery Mechanics	13	15.2
Assemblers and Fabricators, All Other, Including Team Assemblers	13	24.6
Inspectors, Testers, Sorters, Samplers, and Weighers	12	16.7
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	9	19.8
Industrial Engineering Technicians	6	10.0
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	6	24.2



Note: Includes only jobs typically requiring an Associate's degree, HS diploma, or less than HS

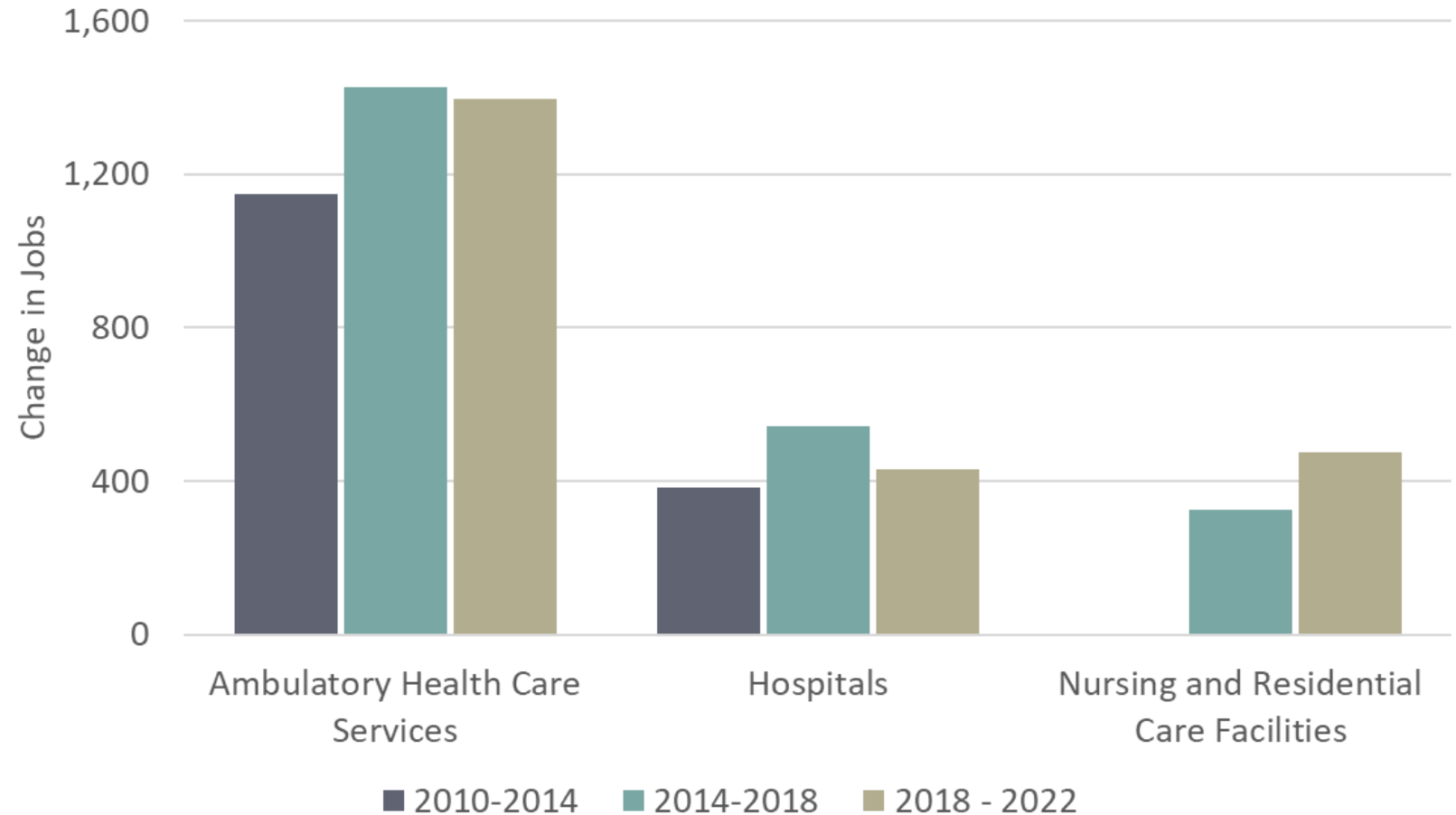
Source: Economic Modeling Specialists Inc. (EMSI), 2018.4 dataseries – QCEW Class of workers

# Fastest growing industries in Health Care

An aging population will continue to drive demand for a variety of jobs and services across the health care spectrum.

Implementation of Medicare expansion is expected to push demand for services as well.

This is a critical sector for the state and regional economy for a number of reasons, and the ability to address labor shortages in the sector has major implications for the welfare of the populous.

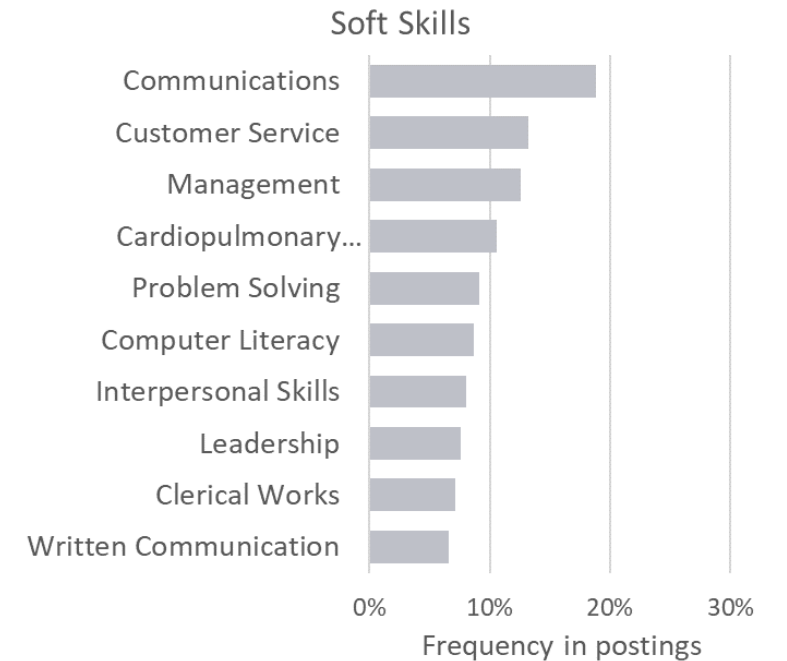
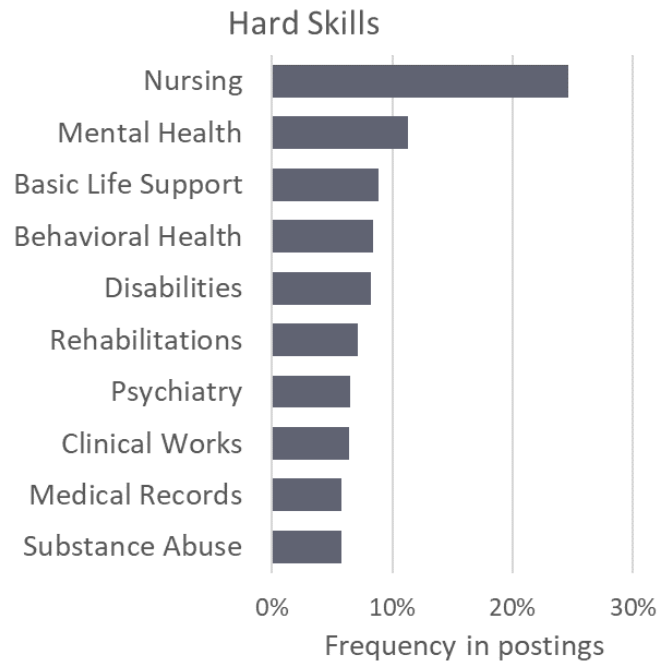
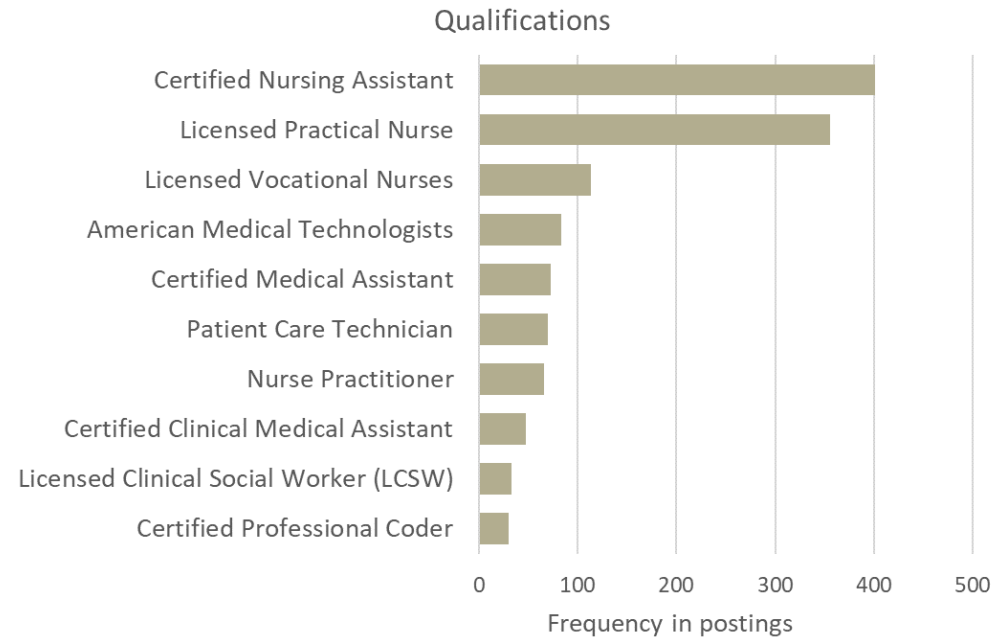


# In-demand jobs and employers in Health Care

Top Posting Employers Nov 2017 to Nov 2018	Unique Postings	Posting Intensity
Maine Medical Center	696	14.7
Sweetser	274	27.2
Genesis Healthcare, Inc.	210	7.0
Maine Behavioral Healthcare	183	8.7
Woodfords Family Services	161	5.2
Southern Maine Health Care	140	11.5
Katahdin Nursing Home	133	3.5
Central Maine Medical Center	130	3.6
Atria Senior Living Group, Inc.	127	7.2
Mercy Health	114	3.2
Mas Homecare	101	1.3
Sequelcare of Maine, LLC	97	9.9
Waldo County General Hospital	86	7.7
Parkview Health System, Inc.	84	7.4
Sunrise Senior Living, Inc.	75	15.5
Catholic Charities Maine	69	1.9
Connections For Kids	64	2.3
Mercy Hospital	63	5.4

Top Posted Occupations Nov 2017 to Nov 2018	Unique Postings	Posting Intensity
Registered Nurses	378	6.4
Certified Nursing Assistants (CNA)	233	11.8
Direct Support Professionals (DSP)	185	6.4
Patient Service Representatives	163	7.3
Medical Assistants	154	9.8
Caregivers (Personal Care and Service)	137	7.3
Licensed Practical Nurses (LPN)	104	7.2
Nurse Practitioners	64	4.8
Pharmacy Technicians	64	14.3
Mental Health Professionals	61	2.3
Home Care Coordinators	60	4.5
Administrative Assistants	57	4.2
Behavioral Health Therapists	54	5.0
Family Counselors	49	33.0
Youth Care Workers	46	16.2
Family Support Workers	42	3.6
Crisis Counselors	39	12.4
Home Health Aides (HHA)	34	40.5

# In-demand skills and qualifications in Health Care



Note: Includes only jobs typically requiring an Associate's degree, HS diploma, or less than HS

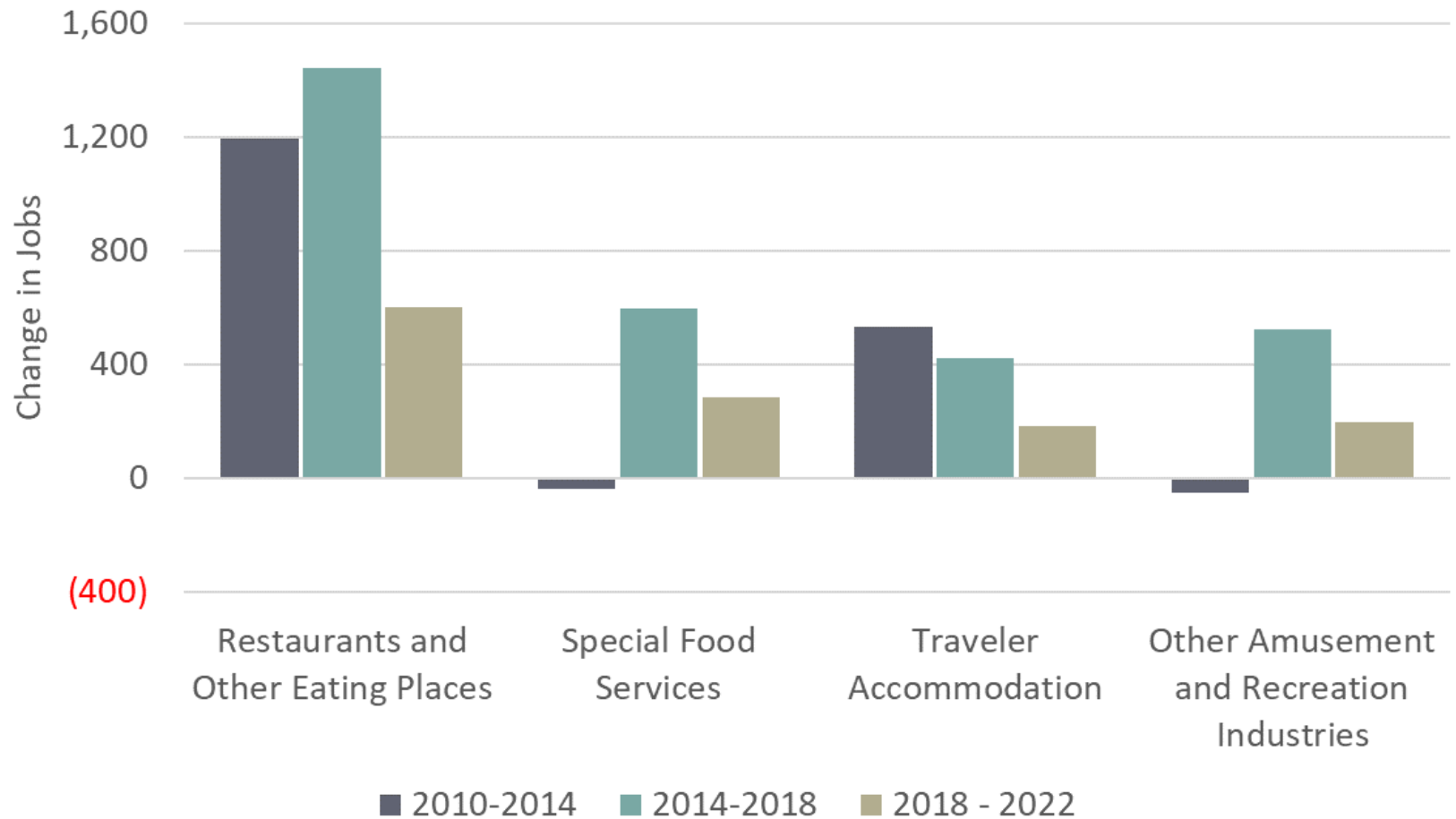
# Fastest growing industries in Accommodations & Food Services

Growth in overall economy and the tourism sector more broadly has driven demand in this sector.

Hotel construction and 'gastro-economy' growth a key contributor.

Bon Appetite named Portland Restaurant City of the Year in 2018.

Slower, but modest growth projected over next several years.



# In-demand jobs: Accommodations & Food Services

Top Posted Occupations Nov 2017 to Nov 2018	Unique Postings	Posting Intensity
First-Line Supervisors of Food Preparation and Serving Workers	112	5.1
Combined Food Preparation and Serving Workers, Including Fast Food	109	5.0
First-Line Supervisors of Retail Sales Workers	75	7.3
Maids and Housekeeping Cleaners	71	4.1
Cooks, Restaurant	58	5.8
Hotel, Motel, and Resort Desk Clerks	55	3.3
General and Operations Managers	53	5.1

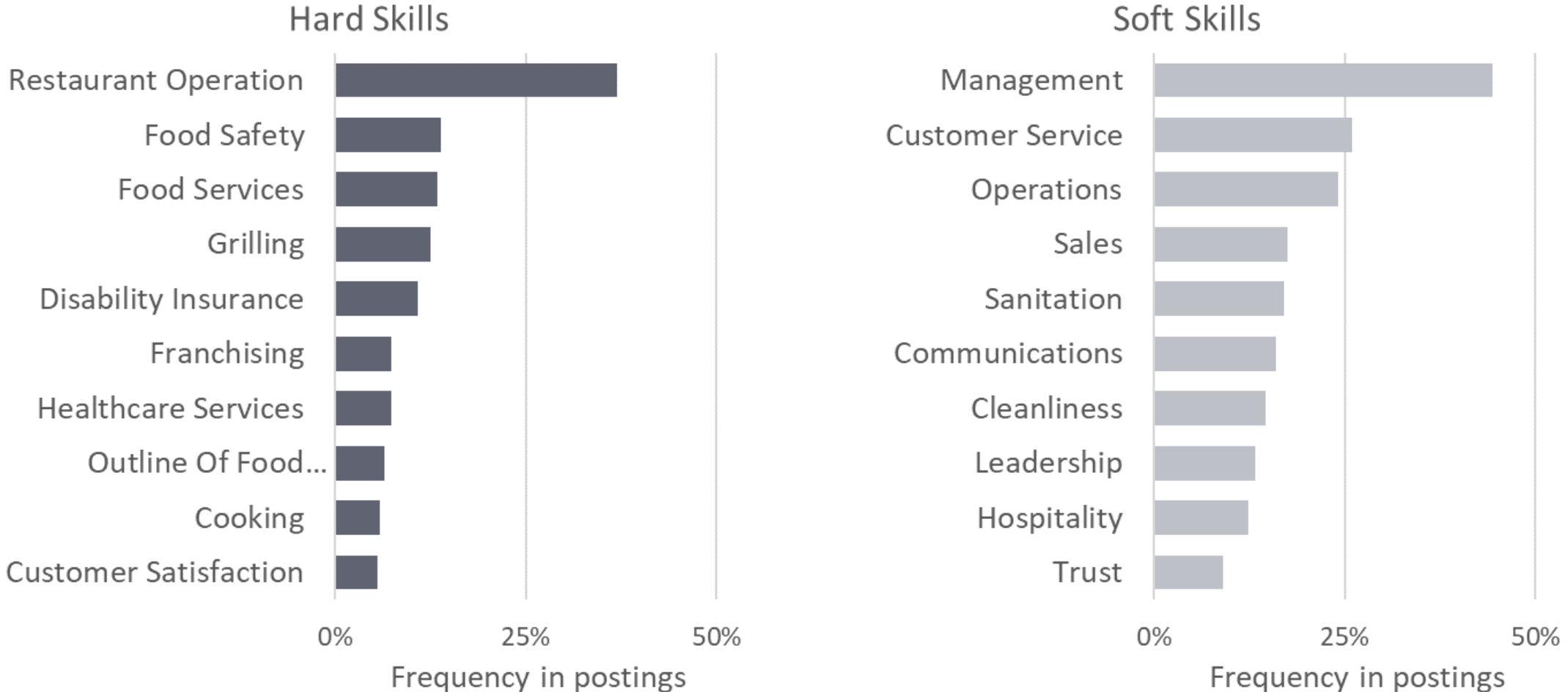
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# Top hiring employers: Accommodations & Food Services

Top Posting Employers Nov 2017 to Nov 2018	Unique Postings	Posting Intensity
Westin Portland Harborview	125	7.1
Healthcare Services Group, Inc.	98	3.2
Sodexo, Inc.	95	9.2
Hmshost Corporation	61	11.3
University of Maine	31	2.0
The Cedars	24	1.8
La Quinta Holdings Inc.	24	5.7
New Castle Hotels LLC	21	2.6
Hyatt Hotels Corporation	18	1.8
Destination Hotels and Resorts, Inc	17	3.3
Southport Marine, Llc.	14	1.2
Portland Regency, Inc.	13	1.8
Carrols Restaurant Group, Inc.	13	1.4
GoodLife Fitness Centres Inc	12	2.3
Host International, Inc.	11	9.5
Sebasco Harbor Resort LLC	10	1.2
Alisha LLC	9	3.9
Round One Entertainment Inc.	9	1.7

Note: Includes only jobs typically requiring an Associate's degree, HS diploma, or less than HS

# In-demand skills: Accommodations & Food Services



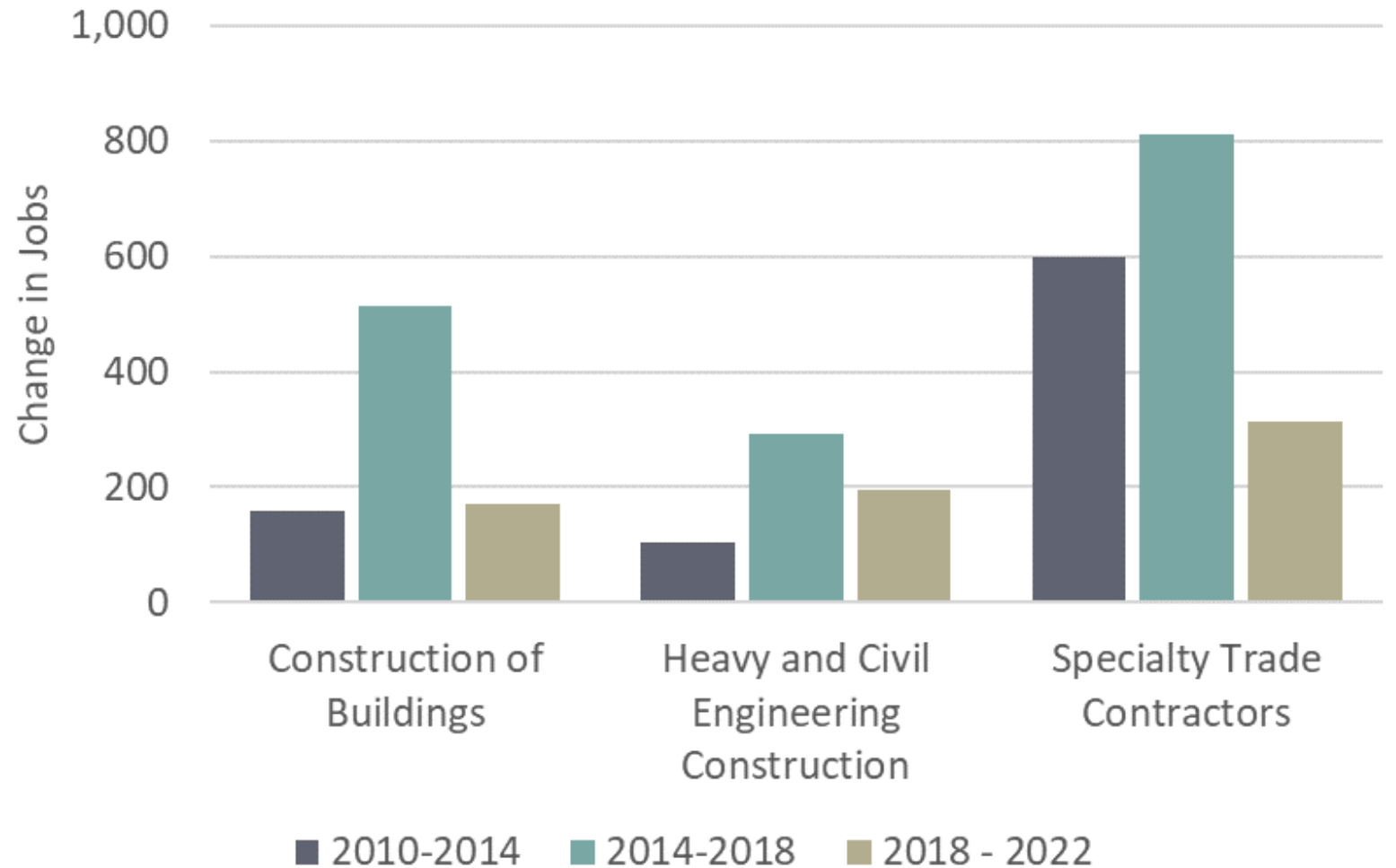
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Source: Economic Modeling Specialists Inc. (EMSI), 2018.4 dataset – QCEW Class of workers



# Fastest growing industries in Construction

- Documented need for workers across the sector
- Demands for infrastructure and housing construction are expected to grow.
- Wages in the industries are above state-wide medians.



# In-demand jobs in Construction

Top Posted Occupations Nov 2017 to Nov 2018	Unique Postings	Posting Intensity
First-Line Supervisors of Construction Trades and Extraction Workers	80	2.6
Construction Managers	68	3.0
Carpenters	51	1.9
First-Line Supervisors of Mechanics, Installers, and Repairers	37	2.8
Heavy and Tractor-Trailer Truck Drivers	37	2.1
Electricians	34	3.4
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	32	3.5
Telecommunications Equipment Installers and Repairers, Except Line Installers	31	7.3
Retail Salespersons	30	2.4
Maintenance and Repair Workers, General	30	3.3

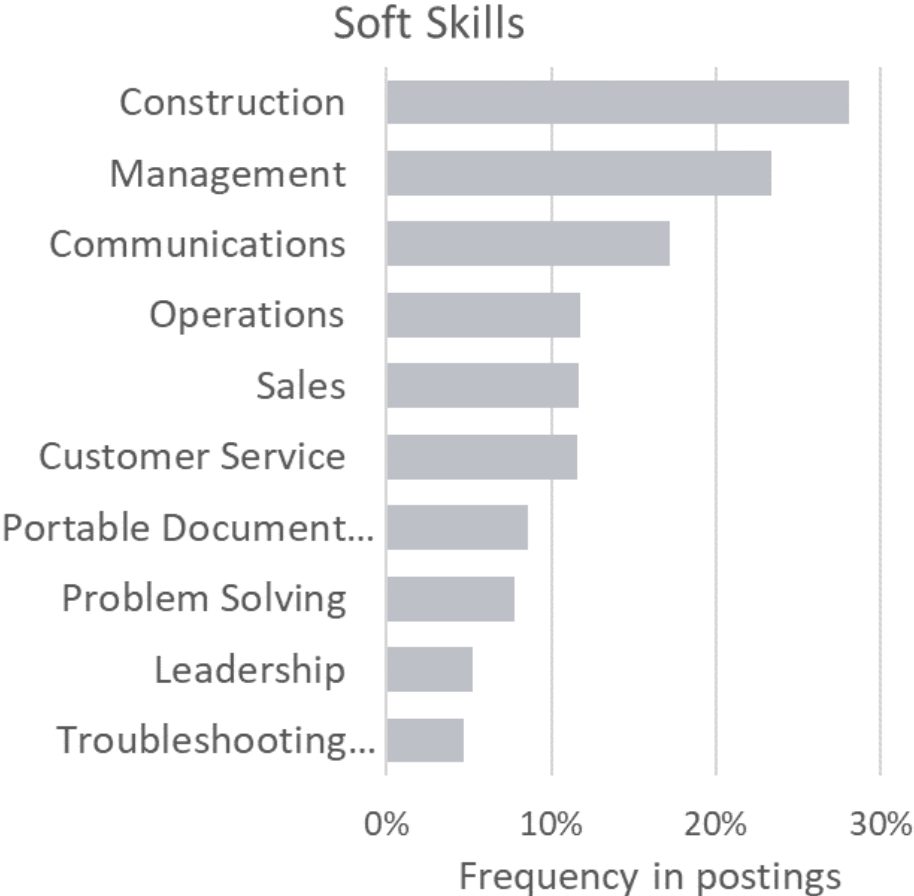
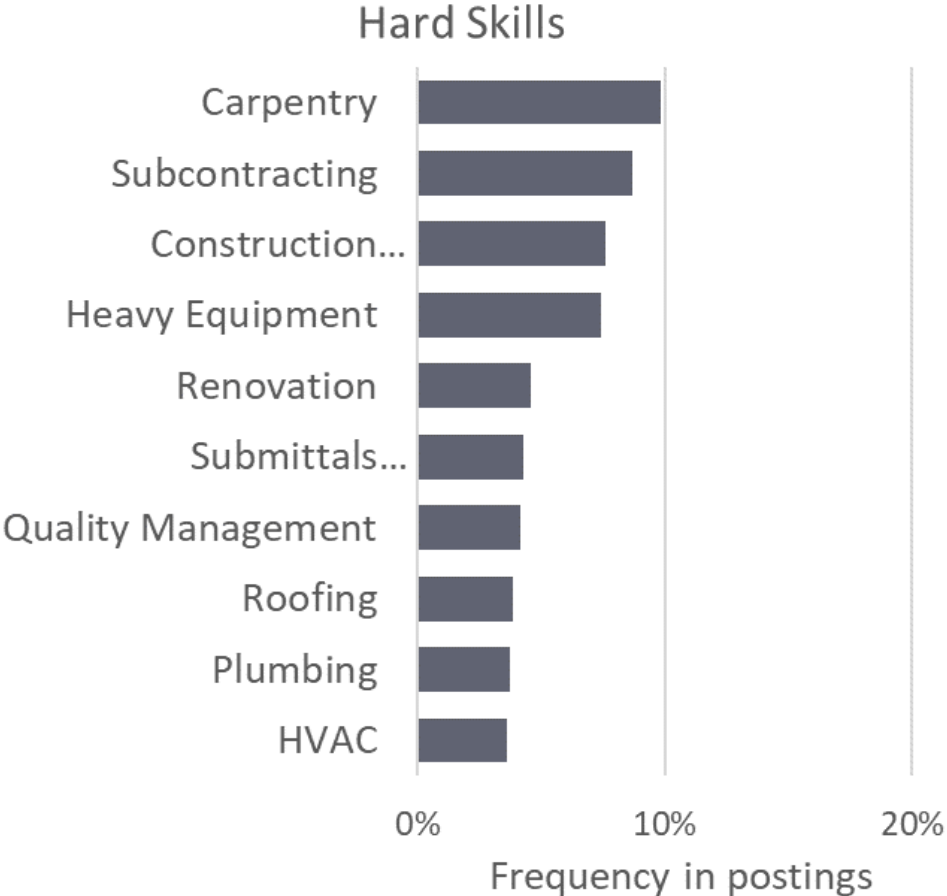
Note: Includes only jobs typically requiring an Associate's degree, HS diploma, or less than HS

# Top hiring employers in Construction

Top Posting Employers Nov 2017 to Nov 2018	Unique Postings
Methuen Construction Co., Inc.	97
Revision Energy LLC	79
Acadia Corporation	68
Sewer Department	50
Remodeling Guys Inc	36
Oldcastle Inc.	35
Cianbro Corporation	32
Consigli Construction Co Inc.	32
Kc Carpenter	32
Pike Industries, Inc.	28
South Mississippi Electric Power Association Employee Benefit Trust	23
National Electric	23
Lucas Tree Experts Co Inc	21
A H Grover Inc	20
Leaffilter North LLC	18
San Juan Construction, Inc.	17
Freedom At Home	17
Paradigm	14
Wright-Ryan Construction, Inc.	13
PC Construction Company	13

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# In-demand skills in Construction



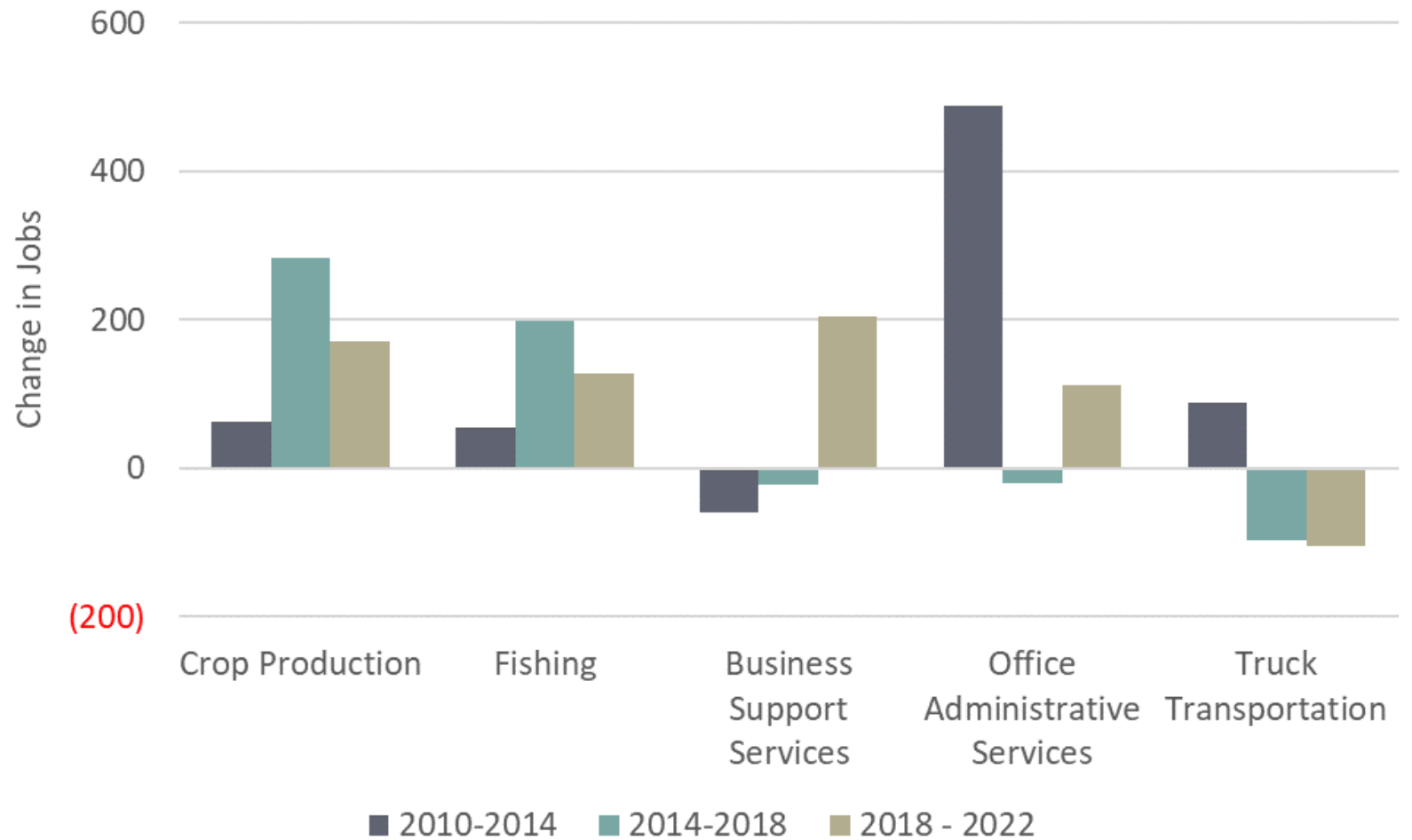
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# Other industries of significance

Natural resource industries (Farming and Fishing) expect strong growth from sector driven food (“Gastro-economy”) movement in region.

Non-technical, lower skills business support and admin jobs expect modest growth.

Truck transport, although in the headlines as an industry scrambling for workers, is projected to decline in-part because of the lack of available workers and industry restructuring.



# Takeaways

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- Extremely tight labor market, unlikely to let up even after economic downturn.
- Opportunity for traditionally displaced or marginalized populations, but outreach and coaching will be critical to connecting.
- Important to consider the impact of automation and technological change on the future of certain routine jobs. Career pathways need to focus on jobs that are less susceptible.
- Diversity of employment opportunities in several industries that could align with workforce programs and career pathways.

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