

Maine Department of Labor  
Center for Workforce Research and Information  
Workforce and Labor Market Information Grants to States  
Annual Performance Report  
Program Year 2023



## Section I: Workforce Information Database (WID):

WID version 2.8 has been populated and maintained by the Center for Workforce Research and Information (CWRI). Data is updated as it becomes available for public release.

The WID is used to compile data products for online publication. The CWRI [website](#) contains interactive data visualizations created using Tableau that enable data users to visualize, customize and download data from four core Bureau of Labor Statistics (BLS) cooperative programs. Each program has its own dedicated page that contains a detailed description about the data program, current and historical data and related products and links, including: Local Area Unemployment Statistics (LAUS), Current Employment Statistics (CES), Quarterly Census of Employment and Wages (QCEW) and Occupational Employment and Wage Statistics (OEWS). The four program websites and data visualizations can be found here: [LAUS](#), [CES](#), [QCEW](#) & [OEWS](#).

Additional interactives available on the CWRI webpage include:

- [Average Wage Lookup](#) – Quickly find Maine average annual and hourly wages by selected occupation.
- [Characteristics and County of Residence for Continued Unemployment Claimants](#) – Aggregated counts of claimants by county of residence, by educational attainment, by age group, by gender, by race, by industry, by occupation and by unemployment insurance program type.
- [County Profiles](#) – A synthesis of information available for each county including employment and wages by industry and occupation, labor force and unemployment, population, demographics, educational attainment, income and poverty.
- [Demographics of Employment and Unemployment](#) – Data derived from the Current Population Survey (CPS) and other sources includes labor force participation by gender, labor force by industry and occupation, population, educational attainment, employment status by veteran status, hours worked by gender and age, full/part-time status by gender and age, reasons for working part-time by gender, reasons for unemployment by gender, duration of unemployment by gender, agricultural/non-agricultural/self-employed by gender, and alternative measures of labor underutilization.
- [Economic Snapshot](#) – A collection of data from different sources in one location including payroll jobs, unemployment and labor force, income and wages, claims for unemployment insurance and demographics.
- [Employer Locator](#) – Search for Maine employers by location, occupation, industry, or employer name leveraging the Career OneStop business finder tool.
- [Employers and Employment by Size and Industry](#) – Data on private and not for profit sector employers, classified by total number of jobs (size class). Includes data on establishments by size class and industry, establishments by size class and county and employment by size class.

- [Employment Outcomes for Maine's Public Post-Secondary Graduates](#) – The Maine Post-Secondary Outcomes report (MPSO) provides information on employment and wage outcomes for Maine workers who graduated from partnering post-secondary institutions. Graduate records of students from the University of Maine System and Maine Community College System are linked to wage and employer records. These data are available by broad field of study, program, credential, and school. Includes data on graduates by industry, age at graduation, employment and wages adjusted for inflation.
- [High-Wage, In-Demand Jobs](#) – Jobs considered "in-demand" by expected job growth or employment opportunities from job openings. Uses Maine's 2032 occupational projections and OEWS wage data to identify occupations for which wages exceed the statewide median wage per job. Data can be filtered or sorted by the typical educational requirement of the occupation.
- [Hours and Earnings](#) – Monthly average weekly earnings, average weekly hours, and average hourly earnings by industry from CES.
- [Industry Employment \(monthly\)](#) – Monthly employment by industry with over-the-year change available at the statewide and county level.
- [Job Outlook](#) – 2022-2032 statewide employment projections detailing growing/declining occupations and industries. 2021-2031 [substate employment projections](#).
- [Labor Market Information for Students](#) – presents data on jobs and wages in a manner that is accessible to students in grades six through twelve. Students can explore these data in a variety of ways, such as by geographic region, career cluster of occupations with similar characteristics, and the typical educational requirement of the career. Students can find information about the role of each career cluster in the economy with a specific data point, like how many jobs there are today, what Maine workers earn in the career, how many job openings are projected in the next ten years and where to find education and training to prepare.
- [Net Job Change for the Last 8 Recessions](#) – Net change in payroll jobs from start of recession and months to full recovery for the most recent eight recessions identified by the National Bureau of Economic Research (NBER).
- [News Release](#) – An accessible online version of the monthly news release containing the latest job and labor force estimates from the CES and LAUS programs.
- [Largest Private Sector Employers](#) – Top 50 private sector employers statewide and top 25 private sector employers by county.
- [Unemployment Insurance Claims and Trust Fund Balance](#) – Weekly unemployment insurance claims including both initial claims and continued claims, trust fund balance, disbursements and revenues under the unemployment insurance program.
- [Unemployment Rates by County \(Map\)](#) – Monthly unemployment rates and over-the-year change.
- [Unemployment Rates for Maine Counties, City/Towns, Labor Market Areas](#) – Monthly and annual unemployment rates, civilian labor force, employment and unemployment.

- [Unemployment Rates and Labor Force within a User Defined Distance](#) – Build a customized labor force report around an origin city/town to see data within a user defined radius.
- [Which Industries are Growing in Maine?](#) – Percent change in employment by industry over time.
- [Workers with Disabilities](#) – Data on Maine’s population and workers with disabilities by age, county, disability type, education, labor force participation, full-time/part-time status, earnings from work, poverty and health insurance.
- [Workforce Report](#) – A data visualization that contains all of the data, charts, tables and content from the annual economic analysis report in an interactive format.

## Section II: Employment Projections:

### Statewide Short-term Projections

Statewide short-term 2023-2025 occupational and industry projections were completed and published to the CWRI website. The projections data are available here:

[www.maine.gov/labor/cwri/data/projections/2yr\\_me-job\\_outlook.xlsx](http://www.maine.gov/labor/cwri/data/projections/2yr_me-job_outlook.xlsx)

### Statewide Long-term Projections

Long-term industry and occupational projections through 2032 were completed and published to the CWRI website. The projections data are available as an interactive data visualization here:

[www.maine.gov/labor/cwri/outlook.html](http://www.maine.gov/labor/cwri/outlook.html)

and a downloadable spreadsheet here:

[www.maine.gov/labor/cwri/data/projections/Job\\_Outlook.xlsx](http://www.maine.gov/labor/cwri/data/projections/Job_Outlook.xlsx)

## Section III: LMI training for service delivery

### State Workforce Board (SWB)

Mark McInerney presented some of the key findings from a report on [Maine's Changing Labor Market](#) to the SWB on September 13, 2024.

Andrew Dawson presented to the SWB on June 14, 2024. Andrew provided board members with an overview of OEWS and long-term occupational projections as both of the data sources are used to identify high-wage, in-demand occupations. The high-wage, in-demand list is used in eligibility determination in the Competitive Skills Scholarship Program which supports low income job seekers to pursue a career with funding for education and wrap around supports during their training period.

Mark McInerney [presented to the SWB](#) on March 8, 2024. The presentation focused on current economic conditions and how they differ across the three workforce investment regions, recent trends in migration and remote work and the employment outcomes of participants completing services in the Workforce Innovation and Opportunity Act (WIOA) Adult program and Apprenticeship program.

The CWRI team worked closely with the SWB and other WIOA partners to support the [2024-2027 WIOA Unified State Plan](#).

### Local Workforce Boards

#### **Coastal Counties Workforce Board:**

The CWRI team collaborated with the Coastal Counties Workforce staff in a number of areas during the program year including providing data and analysis to understand how LMI data are used in WIOA funding formulas and training related to the WIOA local area statistical adjustment model.

#### **Central-Western Workforce Development Board:**

Mark McInerney presented to the Central Western Maine Workforce Board on July 25, 2024. The presentation provided an overview of regional economic trends as well as employment and earnings outcomes of participants enrolled in the WIOA Adult program and Apprenticeship program.

#### **Northeastern Workforce Development Board:**

The CWRI team collaborated with the Northeastern Workforce Board staff in a number of areas during the program year including providing training related to the WIOA local area statistical adjustment model.

## Bureau of Rehabilitation Services (BRS)

**New Vocational Rehabilitation Councilor training:** This training provides an introduction to LMI and other data products that are available to support job seekers with disabilities. Participants explore the LMI for Students website, occupational employment and wage data and long-term projections. The training includes information about current economic conditions in Maine and demonstrates CWRI's online resources for career counseling. Erin Fenton provided this training to new councilors on March 28, 2024.

Mark McInerney provided an overview of economic conditions, a report of recent employment trends among workers with disabilities and key takeaways from the 2032 job outlook to BRS managers and central office staff on September 5, 2024.

## Bureau of Employment Services (BES)

**Re-Employment Services and Eligibility Assessment (RESEA):** the RESEA program provides career guidance, LMI and other employment services to unemployment insurance claimants determined to be most likely to exhaust their benefits. Erin Fenton provided a demonstration of CWRI's online resources for job seekers to RESEA program staff that work directly with claimants selected for RESEA on May 7, 2024.

**Rapid Response:** The employment services rapid response team assists workers facing job loss due to downsizing or closures. As a resource available to workers affected by large layoffs, Erin Fenton provided a demonstration CWRI's online resources for job seekers to the rapid response team on June 20, 2024.

**CareerCenter Consultants:** CareerCenter consultants work with the public to provide a variety of job-seeking and career services. Clara Mugnai and Erin Fenton provided a demonstration of CWRI's online resources for job seekers to CareerCenter consultants from the Augusta, Northern Kennebec Valley and Rockland CareerCenters on July 15, 2024.

## Managing in State Government

Managing in State Government is a training program for supervisors in State Government who are new to their role due to a promotion, and for new employees starting a supervisory level position. CWRI worked with the State Economist Office to develop a section of the training called Data Deep Dive: Population and Workforce Insights for Managers. The training is intended to help superiors and hiring managers use data to inform hiring and retention strategies. Erin Fenton provided this training on September 10<sup>th</sup>, June 11<sup>th</sup>, and May 14<sup>th</sup> 2024.

## 131<sup>st</sup> Maine Legislature

Mark McNerney presented to the Joint Standing Committee on Labor and Housing on January 16, 2024 with an overview of the state LMI programs, recent economic and demographic trends.

### Consensus Economic Forecasting Commission

The [Consensus Economic Forecasting Commission](#) (CEFC) is an independent group of economists who forecast Maine's economy. The CEFC meets twice per year to update its economic forecast, which is used in establishing the revenue forecast for the State. The Commission forecasts four key indicators: wage and salary employment, personal income (by component), the Consumer Price Index, and corporate profits. The [Revenue Forecasting Committee](#) (RFC) uses state revenue data, the variables forecasted by the CEFC and information from other source to make a five year revenue forecast.

Mark McNerney [presented to a joint meeting of the CEFC and RFC](#) on September 6, 2024. An economic forecast will be published by the CEFC on November 1<sup>st</sup> and a revenue forecast will be published by the RFC on December 1, 2024.

Glenn Mills presented a [labor report to the CEFC on January 26, 2024](#) to inform the final report of the CEFC on February 1, 2024.

Mark McNerney presented a [labor report to the CEFC on October 23, 2023](#) to inform the final report of the CEFC on November 1, 2023.

### Other Training and Presentations

**Kennebec Regional Development Authority:** Glenn Mills presented to the group on June 20, 2024. The focus included workforce trends in the state and within the 24 communities that comprise the Kennebec Regional Development Authority.

**Kennebec Behavioral Health:** Glenn Mills presented to the Board of Directors on June 13, 2024. Kennebec Behavioral Health is an organization that provides social work and counseling services primarily in the Central Western region. This presentation focused on labor market conditions and recent job trends in the health care and social assistance sector and each subsector, as well as strategies that employers might adopt in a competitive hiring environment of historically low unemployment.

**Peak Careers:** Erin Fenton provided a training to participants enrolled in [Peak Careers](#) professional development for career practitioners on January 25, 2024 and on July 12, 2024. The audiences consisted of professionals and career practitioners who work in a variety of fields. Presentation content included an overview of economic conditions, as well as a demonstration of using CWRI's web tools for job seekers and career facilitators.



**Lewiston-Auburn Chamber of Commerce:** Mark McNerney spoke at an [event organized by the Lewiston-Auburn chamber](#) focused on workforce issues. Attendees included local business leaders and community organizations hoping to learn about the local workforce and poverty in the community.

**Technology Association of New England (TANE):** Erin Fenton spoke at the [annual meeting of the TANE](#) on October 24, 2023. Other speakers included state broadband executives and representatives from national associations and the federal government. The presentation focused on the economic and labor outlook for Maine and the region. The conference focused on the federal funding for expansion of broadband and challenges related to workforce and supply chain.

**Maine Career Development Association (MCDA):** Andrew Dawson and Erin Fenton presented to the annual conference of the MCDA on June 21, 2024. The presentation provided an overview of current labor market conditions and information about resources and data products available to support career advancement. In this session Andrew and Erin demonstrated how to access valuable online resources for career development professionals and job seekers. Other topics included the long-term job outlook, wage and employment outcomes of graduates, occupational employment and wage estimates.

**Healthcare Workforce Summit:** Mark McNerney spoke at the [Maine Healthcare Workforce Summit](#) on April 29, 2024, a 1-day event for employers, educators and workforce professionals supporting the healthcare sector. The conference focused on workforce challenges and promising practices from an industry-specific lens.

**Tourism Workforce Summit:** Mark McNerney spoke at the [Maine Tourism Workforce Summit](#) on October 25, 2023, a 1-day event for employers in the tourism and hospitality industry to discuss workforce, hiring and retention strategies.

**Maine Apprenticeship Stakeholder Group:** Hunter Morancy and Clara Mugnai presented research on the employment rate and earnings outcomes of those completing an apprenticeship and the rate at which apprentices retained employment with their sponsoring employer or sponsoring industry.

**Colby College Economics Department:** Hunter Morancy was invited to speak to students and faculty in the Colby College economics department on March 12, 2024. The presentation provided an introduction to LMI data programs, the work in federal and state government to produce the data, recent trends in the data and how it is used by students, researchers and others.

**Maine Association for Community Service Providers (MACSP):** Erin Fenton spoke at the MACSP Policy Summit on November 14, 2023. The MACSP is the statewide association of 90 community-based agencies providing services and supports to thousands of children and adults with intellectual and developmental disabilities. The



Policy Summit focused on challenges facing the direct care community and efforts to stabilize and support the growth of the direct care workforce.

**Maine Town City and County Management Association (MTCMA):** Mark McInerney spoke at a joint conference of the MTCMA and the New Hampshire Managers Association on December 1, 2023. The presentation focused on demographic trends, economic and workforce conditions.

#### Other Customer Consultations:

**Department of Economic & Community Development (DECD).** CWRI collaborated with the Office of Business Development throughout the year, in many cases providing customized occupational employment and wage data to inform employers considering development of a worksite. CWRI uses information about a prospective employer and potential occupations they might employ to generate relevant data from OEWS. Some of these reports include custom estimates developed based upon a geographic area around the intended site for development.

CWRI also collaborated with DECD to support an evaluation of the Pine Tree Development Zone and Employment Tax Increment Financing tax incentive programs. CWRI analysts matched records of employers that had participated in these tax incentive programs with their employment and wage data from QCEW. A comparison group of non-participating employers during the same time period and in the same industries was also developed for the purpose of the evaluation.

**Department of Health and Human Services (DHHS).** CWRI collaborated with DHHS throughout the program year, with a variety of different divisions.

Mark McInerney served on the MaineCare Rate System Technical Advisory Panel. The Technical Advisory Panel was formed to provide subject matter expertise and input on rate determination schedules.

CWRI work with the Office of Family Independence (OFI) to match records of reciprocity and exit from the Temporary Assistance for Needy Families (TANF) program to records of employment and earnings. Planning to analyze cohorts of participants in the Higher Opportunity for Pathways to Employment (HOPE) program and match program participants to employment and earnings also occurred as a new data sharing agreement was drafted and signed.

CWRI worked with the DHHS Division of Support Enforcement & Recovery (DSER) to update a data sharing agreement that had expired and modernize a data feed that supports the work of DSER by providing employment information that can facilitate enforcement of child support agreements.

CWRI supported a project in collaboration with the DHHS Office of Workforce Development to begin collecting a Cross Profession Minimum Dataset via a new survey instrument. The survey would be distributed alongside the occupational license renewal for licensed healthcare professionals. The project is intended to proceed by testing with an initial group of licensing boards and scaling up, following a successful model in other states. Results will be used to assess access to a variety of types of care by area and to create a more complete understanding of the healthcare workforce, their demographics and facilitate targeted public and philanthropic investments in healthcare workforce development.

**Maine Community College System (MCCS).** The Maine Department of Labor and MCCS had several joint, strategic meetings throughout the year focusing on fully leveraging resources to support job seekers pursuing workforce training and higher education. Mark McNerney provided an economic overview and demonstration of LMI tools for workforce development professionals working at campuses across the state.

**Maine Retirement Savings Board.** CWRI collaborated with the Maine Retirement Savings Board to develop a data sharing agreement and map data elements needed by the Board to implement the Maine Retirement Savings Program. To effectively implement the program the Board must contact employers and enable them to register for the program. The board is tasked with enforcing the requirement that all employers who do not offer a retirement plan to their employees register for the program.

**Maine Association of Non-Profits (MANP).** CWRI provided a report of employment and wages by sector, statewide and by county of all Maine-based 501c3 not for profit organizations. This data is used by the MANP in a variety of ways and is a key component of the [MANP Adding Up Impact report](#).

**Paid Family and Medical Leave Benefits Program (PFML).** CWRI developed a custom job and wage report by firm size for an actuarial analysis and to support the rule making process to establish the program. CWRI also developed a data sharing agreement to support PFML who will be developing resources for employers intended to educate employers about key provisions, dates and their obligations under the PFML program.

**U.S. Department of Labor Chief Evaluation Office.** CWRI worked closely with the Bureau of Unemployment Compensation and the U.S DOL Chief Evaluation Office on a research project to understand equity of access to unemployment insurance. CWRI conducted a data mapping to determine which data elements would be needed to conduct the research. CWRI further supported the project with technical guidance for the U.S. DOL research team and with the interpretation of the preliminary results intended to understand the demographic, geographic, industry and earnings of those who apply for, receive or are denied unemployment insurance benefits.

**Employer Community.** CWRI provided data to a wide variety of employers and industry representative groups. Information was delivered in response to inquiries

involving employment and wage estimates, to inform recruiting and retention and prevailing wages for a variety of different industries and occupations.

## Section IV: Statewide Annual Economic Analysis Report and Other Reports

### Annual Economic Analysis Report

CWRI's annual economic analysis report has been published at the following locations:

[www.maine.gov/labor/cwri/publications/pdf/2024MaineAnnualWorkforceReport.pdf](http://www.maine.gov/labor/cwri/publications/pdf/2024MaineAnnualWorkforceReport.pdf)  
[www.maine.gov/labor/cwri/workforcereport/](http://www.maine.gov/labor/cwri/workforcereport/)

The report provides analysis of data products available from CWRI, the Bureau of Labor Statistics, Census Bureau and Bureau of Economic Analysis. The report is structured with a focus on statewide labor market conditions, demographics and labor force participation, long term job outlook and regional analysis. The report focuses on the full employment conditions in 2023, long term structural changes in the population and economy over time and differences in economic outcomes across regions.

CWRI published reports on a variety of other topics during the 2023 Program Year including the following:

### Employment Outlook to 2032

Job growth has gradually slowed over many decades, primarily from sliding birth rates which yield smaller numbers of labor force entrants. Combined with thousands of retiring baby boomers, the number of jobs is not expected to change appreciably in the decade through 2032, even as the population continues to increase in size.

[www.maine.gov/labor/cwri/publications/pdf/Outlook2032.pdf](http://www.maine.gov/labor/cwri/publications/pdf/Outlook2032.pdf)

### Maine's Changing Labor Market

Maine's economy and labor market have undergone substantial change over many decades. Population and labor force growth have varied; companies and entire industries have gone through lifecycle stages from inception to maturity, and some through decline and demise; and the types of occupations individuals hold, reflecting the functions they perform at work, have shifted. Underlying these changes are the vast changes in technology and the competitive landscape that have occurred.

[www.maine.gov/labor/cwri/blogs/ChangingLaborMarket.pdf](http://www.maine.gov/labor/cwri/blogs/ChangingLaborMarket.pdf)

## Remote Work, New Worksites and the Industry Structure of Jobs

Before the pandemic, jobs and worksites increased at similar rates. The number of worksites has spiked since then. This is primarily from the remote work revolution. It is a combination of people moving to the state while continuing to work for an employer located elsewhere, and from residents of the state gaining jobs that allow them to work here for employers located elsewhere. In each of those cases the employer is required to open an unemployment insurance tax account in Maine on behalf of those individuals; their employment is counted here rather than where the employer is located.

[www.maine.gov/labor/cwri/blogs/RemoteWork2024.pdf](http://www.maine.gov/labor/cwri/blogs/RemoteWork2024.pdf)

## Job Trends in Metro and Nonmetro Areas

In the last three decades, jobs and wages became more concentrated in the three metro areas – Portland-South Portland, Bangor and Lewiston-Auburn – than in many other areas. This pattern is largely due to industry trends. This report examines trends across all industries, then focuses on three groups of industries: goods producing, education and health services, and professional, financial and information services. Over the three decades, a few patterns emerge:

- Industries that had net job gains tended to be more concentrated in metro areas.
- Industries that had net job losses tended to be more concentrated in non-metro areas.
- There were exceptions, as some industries became somewhat less concentrated in metro areas.

[www.maine.gov/labor/cwri/blogs/Metro\\_Non-Metro\\_job\\_trends.pdf](http://www.maine.gov/labor/cwri/blogs/Metro_Non-Metro_job_trends.pdf)

## 2024 Workforce Data Revisions

In March of each year revised data replaces previously published estimates as the official measures. Revisions usually are larger for the most recent year than for the year before that. Compared to previously published data, now official revised estimates indicate that:

- The number of nonfarm jobs was somewhat lower in the first and last three months of 2022 and the last three of 2023 and were higher through the middle of 2023.
- Unemployment was lower from mid-2022 through early 2023 and higher thereafter.

[www.maine.gov/labor/cwri/blogs/2024\\_workforce\\_data\\_revisions.pdf](http://www.maine.gov/labor/cwri/blogs/2024_workforce_data_revisions.pdf)

## Jobs Recovery and Worker Retention in Childcare Services

Accessible and reliable childcare provides early education opportunities for children and supports the labor force participation of caregivers. Having a sufficient supply of childcare providers and workers allows parents and guardians to seek and maintain employment. This article analyzes jobs recovery and worker retention in childcare services.

[https://www.maine.gov/labor/cwri/blogs/childcare\\_services.pdf](https://www.maine.gov/labor/cwri/blogs/childcare_services.pdf)

## Workforce Innovation and Opportunity Act Adult Program Outcomes Evaluation

The Workforce Innovation and Opportunity Act (WIOA) Adult program is designed to provide support to job seekers through job search assistance and training opportunities. The program serves low-income people age 18 and over who meet certain eligibility criteria. It provides support through education or skill training to connect to employment, for improved job stability and higher earnings, and to meet career aspirations. Among those who started the program on or after July 1, 2016 and had completed the program by July 1, 2021, 1,590 participants completed services through the program.

This brief evaluates outcomes for those that complete services. The majority were female, under 45 years of age, and had somewhat lower educational attainment than the population of Maine residents. A higher than average share were in historically marginalized groups, headed a single parent household, or had a disability. Employment rates and annual wage and salary earnings improved upon completing the program. Among all participants, inflation-adjusted earnings had nearly doubled from \$13,800 two years before enrollment to \$25,600 two years after completion.

[www.maine.gov/labor/cwri/publications/pdf/WIOAAAdultOutcomesEvaluation.pdf](http://www.maine.gov/labor/cwri/publications/pdf/WIOAAAdultOutcomesEvaluation.pdf)