



northeastern

WORKFORCE DEVELOPMENT BOARD

Plan at a Glance

Mission

The Northeastern Workforce Development Board is a local organization dedicated to bringing together employers and employees **in Aroostook, Hancock, Penobscot, Piscataquis, and Washington** counties to promote a healthy economy in the region. We seek to provide citizens with access to training and educational opportunities and the necessary support to obtain sustainable employment that leads to a livable wage as defined by the Maine State Workforce Board and provide employers with a skilled workforce.

The Northeastern Workforce Development Board will direct the use of employment resources for the benefit of our citizens and current and future employers by:

- Nurturing partnerships.
- Working in conjunction with local economic development initiatives.
- Being mindful of the needs of the local economy.

For more information please visit: www.northeasternwdb.org

REACH



Reach your potential through lifelong learning.

FULLFILL



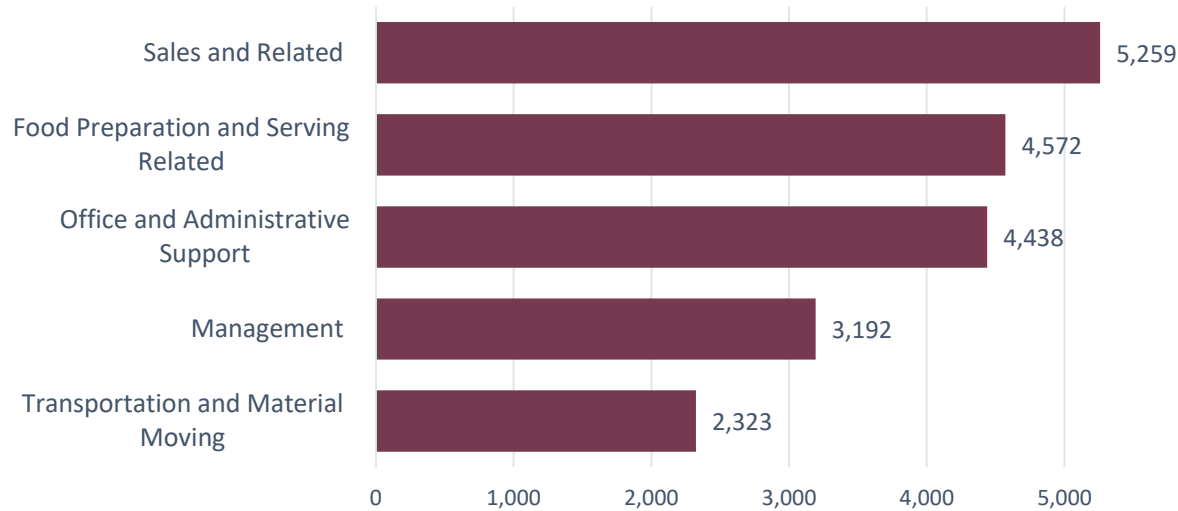
Fill your business with capable, passionate employees.

ATTAIN



Attain your dream career.

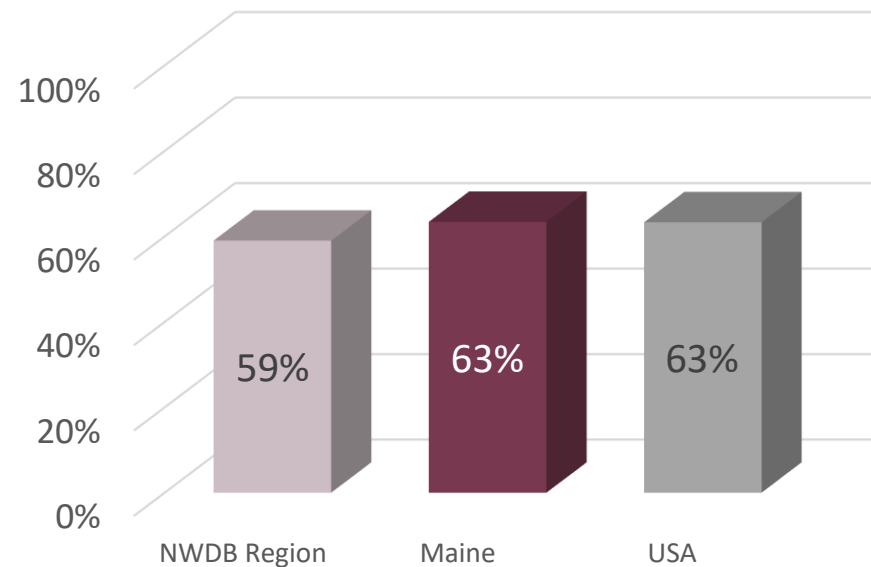
Top 5 Replacement Demand by Occupation Forecast Over the Next 10 Years

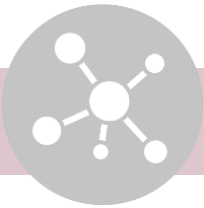


Replacement Demand will drive workforce demand over the next ten years and thus will be an important focus of regional workforce strategies – while there will be some growth resulting from industry growth in healthcare and some sub-industry subsectors, workforce demand will be driven largely by the demand for replacement workers (workers retiring or otherwise leaving the workforce). It is projected that replacement demand will drive the need for 37,454 positions with the highest occupations and corresponding jobs shown to the left.

The unemployment rate for the NWDB region was 5.2% as of November 2016, which was slightly higher than the national rate of 5.0%. Within the NWDB region the civilian labor force is estimated at nearly 162,000 with a 59% labor force participation rate. The participation rate in the NWDB is 4 percentage points lower than that of Maine and the US, both of which have a participation rate of 63%.

Labor Force Participation Rate, 2015 (civilian population 16 years and over)





Strategies

- Improve communications and coordination with partners to ensure the system is operating efficiently and avoiding duplicating services including distributing a regular e-newsletter on important programs and activities, facilitating robust meetings, and encouraging the “cross pollination” of memberships and boards.
- Engage with businesses regularly and meaningfully to understand their projected workforce needs and challenges.
- Capitalize on new initiatives, such as TechHire which develops training programs for in-demand occupations in the IT industry, to engage employers and pilot new ideas that may be applied to other industries and/or initiatives.
- Collaborate with partners and employers to develop a deep understanding of career pathways and utilize that information to develop better training programs and help job seekers, both unemployed and underemployed, to make informed decisions.
- Collaborate with state, regional and local partners for provision of technical assistance, information, programs, and services to support entrepreneurship and business/job creation.
- Regularly engage with partners providing services to job seekers with barriers to employment to ensure workforce training programs, initiatives, and resources are accessible to individuals with disabilities, formerly incarcerated individuals, youth, long-term unemployed individuals, and others with barriers.

Vision



Effectively identify and respond to the workforce development changes and needs of businesses and workers alike as they strive to create and expand economic opportunities within the region’s high-wage, high-growth industries.

Cultivate, convene, manage and participate in successful partnerships that bring traditional and non-traditional, public and private partners together to address economic and workforce challenges.

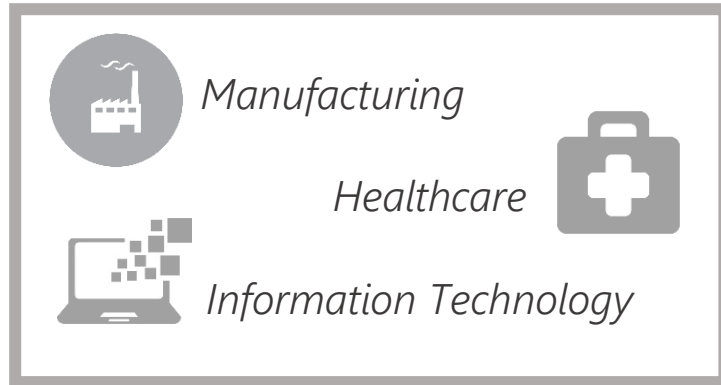
The Board approaches the building of these partnerships with the view that we can accomplish our mutual goals more effectively—and that the region, as a whole, will be more successful—by working together.

Key Priorities



- Communication
- Upskill job seekers to meet employer needs
- Improve coordination and seamlessness of workforce system for customers and partners
- Grow labor force
- Assess, adapt, & administer

Priority Industries



Additional Industries



Opportunities

- Replacement demand driving workforce needs.
- Healthcare industry and occupations projected to increase.
- High levels of self-employment, outreach and engagement with industry must include means to include small businesses and entrepreneurs along with the typical, larger employers.
- Higher education assets spread throughout the region meeting demands of many occupations.
- Higher-than-average 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.

Challenges

- Declining population, which is slightly older and less wealthy than the US as a whole.
- Lower postsecondary educational attainment rates of existing population.
- Lower labor force participation rates than US 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.