



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:

- More effectively providing services to job seekers and employers.
- Addressing skill gaps impeding economic growth.
- Developing career pathways that support the efforts of workers to access higher wages and more skilled employment.

For more information, please visit www.northeasternwdb.org.

REACH



Reach your potential through lifelong learning.

FULFILL



Fill your business with capable, passionate employees.

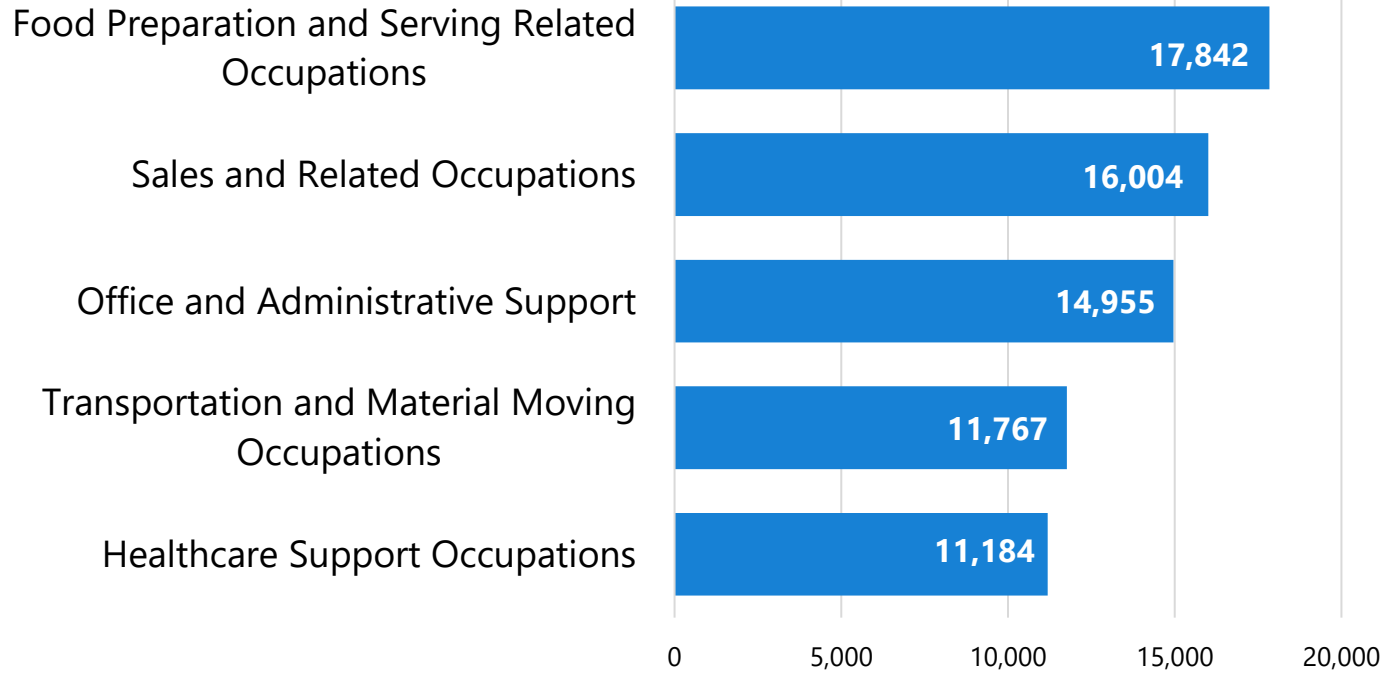
ATTAIN



Attain your dream career.

Top 5 Replacement Demand by Occupation

Forecast over the next 10 years

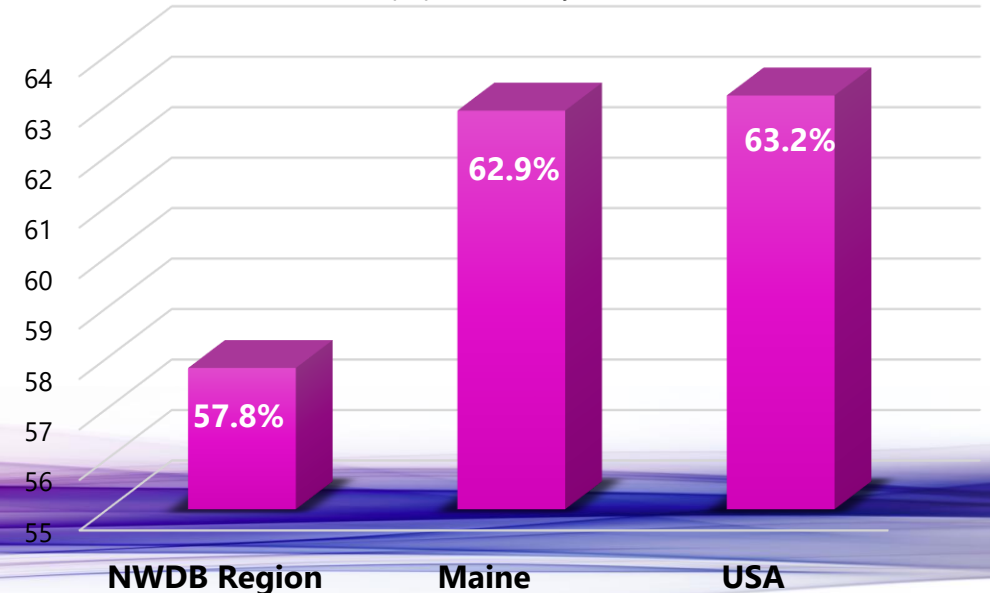


Replacement Demand will drive workforce demand over the next ten years and thus will be an important focus of regional workforce strategies – while there will be growth in healthcare and some industry sub-sectors, workforce demand will be driven largely by the demand for replacement workers (workers retiring or otherwise leaving the workforce). It is projected that replacement demand will drive the need for 140,315 positions with the highest occupations and corresponding jobs shown to the left.

The unemployment rate for the NWDB region was 6% as of March 2021, which was higher than the state average of 5.4%. Within the NWDB region the civilian labor force is estimated at 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 at 62.9% and the U.S. at 63.2%.

Labor Force Participation Rate, 2019

(civilian population 16 years and over)





Strategies

- Continue facilitating robust meetings among groups of partners including those focused on the One Stops, Adult Education, and the implementation of other Core Programs.
- Develop committees on an as-needed basis to address new challenges or capitalize on new opportunities and initiatives.
- Encourage the “cross pollination” of board memberships by encouraging partners to serve on the NWDB and NWDB representatives to serve on partner boards.
- Improve mechanisms of communications to ensure that all partners are operating efficiently through awareness of all the resources in the region that can support job seekers and employers while avoiding duplicating services.
- Engage with businesses regularly and meaningfully to understand their projected workforce needs and current challenges.
- Recognize emerging industries that lead to job opportunities (e.g., clean energy, climate change, changing technologies).
- Capitalize on new program initiatives to engage employers and develop new training activities while working towards piloting new ideas and strategies that may be applied to other industries.
- 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.
- Cross sharing information with state, regional, and local partners to support entrepreneurship and business/job creation including Small Business Development Center, start-up initiatives, and services through the higher education system.
- Strengthen collaborations with workforce service providers to ensure access for all individuals with barriers including formerly incarcerated, youth, long-term unemployed, and individuals with disabilities.



Vision

The Northeastern Workforce Development Board, as an active member of the region’s overall economic, educational and social service network, effectively identifies and responds to 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. This action reinforces the direct alignment with the Comprehensive Economic Development Strategy (CEDS) developed by regional economic partners. To view the current CEDS plan, click here:

<https://www.emdc.org/wp-content/uploads/2019/09/CEDS-for-Web-2019.pdf>

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



Healthcare

Manufacturing



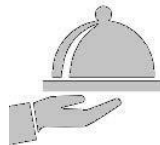
Technology

Additional Industries



Educational Services

**Accommodation
and Food Services**



Construction

Opportunities

- Replacement demand will drive workforce needs
- Healthcare industry and occupations projected to increase
- Emerging industries in technology and clean energy are 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 who 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