



# **Northeastern Workforce Development Board (NWDB)**

## **2025 Strategic Plan**

*Appendix I – Economic and Workforce Data*  
*May 2025*

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.

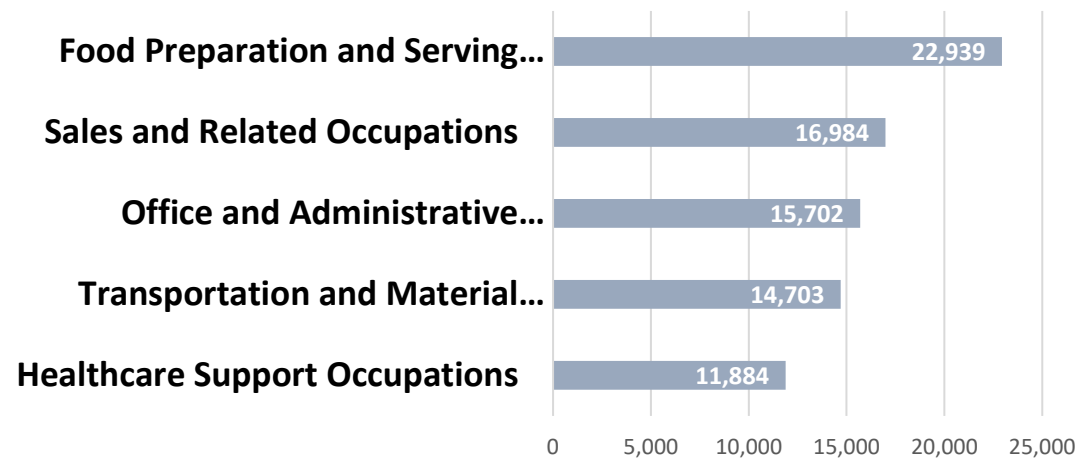
## Executive Summary

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 occupational replacement demand will drive the need for 160,849 positions with the highest occupations being Food Preparation and Serving (22,983 jobs), Sales and Related Occupations (16,984 jobs), Office and Administrative Support (15,702 jobs), Transportation and Material Moving (14,703 jobs), and Healthcare Support Occupations (11,884). 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.

## 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:

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

Healthcare, Manufacturing, and Technology as its top three priority sectors for targeted workforce strategies. These sectors demonstrate strong employer demand, high levels of replacement need, and a mix of accessible and high-wage job opportunities. 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 83% having fewer than 10 employees and a mere 1% having 100 or more employees. Additionally, there is an estimated 10,305 self-employed persons in the region, which represents 7% 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 will drive over 158,000 job openings in the next ten years.
- Healthcare remains a strong sector, with steady growth and high demand for nurses and personal care aides.
- Technology and clean energy are gaining momentum. Tech-sector jobs have grown by over 4% annually and are projected to keep rising. Clean energy, including solar and wind, is expected to generate thousands of new jobs across Maine by 2030.
- Entrepreneurship is strong, especially in construction and agriculture, making small business support critical.
- The region is supported by a strong network of training providers, including adult education, community colleges, and technical programs. This positions the region well to meet the demand for middle-skill jobs.
- The growing diversity of the population, including new Mainers and people of color, adds strength and depth to the local workforce.

### **Challenges**

- Population decline and aging are reducing labor supply across the region.
- Several key industries, particularly healthcare, manufacturing, and public sector employment, have a high percentage of workers over age 55, creating urgency around recruitment, training, and succession strategies.
- Lower bachelor's degree attainment may limit access to higher-wage roles.

- Labor force participation is lower than average, especially among younger workers and those facing barriers like transportation, childcare, and digital access.
- Projected job growth overall is minimal, reinforcing the need to support both jobseekers and those looking to transition into more stable or higher-paying roles.
- Many of the highest-paying sectors do not currently employ large numbers of workers in the region, requiring intentional effort to build access and pathways.

## Data Analysis

### Socio-Demographics and Labor

- The population in the NWDB region in 2023 was 325,268, increasing by about 2,757 from 2019 to 2023. This population growth is impacted by in-migration for the region as a whole, partially due to the rise in remote work.

Race / Ethnicity						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
Race: White	92.4%	91.3%	63.4%	300,547	1,258,122	210,875,446
Race: Black or African American	0.9%	1.7%	12.4%	3,000	23,145	41,070,890
Race: American Indian and Alaska Native	1.3%	0.5%	0.9%	4,067	6,237	2,924,996
Race: Asian	0.9%	1.1%	5.8%	2,782	15,318	19,352,659
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.0%	0.2%	141	276	629,292
Race: Some Other Race	0.7%	0.7%	6.6%	2,315	9,593	21,940,536
Race: Two or More Races	3.8%	4.7%	10.7%	12,416	64,709	35,593,721
Hispanic or Latino (of any race)	1.9%	2.1%	19.0%	6,069	28,609	63,131,589

Source: JobsEQ®

1. American Community Survey 2019-2023, 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 Population Estimate for 2023, annual average growth rate since 2013.

- The percentage of the population that speak English “less than very well” within the NWDB region is 1.2% and Maine at 1.5%, compared to 8.4% in the US.
- The percentage of disconnected youth is 2.5% in the NWDB region compared to 2.3% in Maine and 2.4% 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%	1.3%	3,547	16,208	4,405,676
Disconnected Youth <sup>3</sup>	2.5%	2.3%	2.4%	403	1,524	420,352
Children in Single Parent Families (% of all children)	30.3%	30.7%	34.0%	16,524	73,411	23,701,745
Uninsured	8.3%	6.6%	8.6%	26,506	90,362	28,000,876
With a Disability, Age 18-64	16.3%	13.0%	10.7%	31,192	106,521	21,269,700
With a Disability, Age 18-64, Labor Force Participation Rate and Size	42.3%	43.5%	47.0%	13,195	46,313	10,001,264

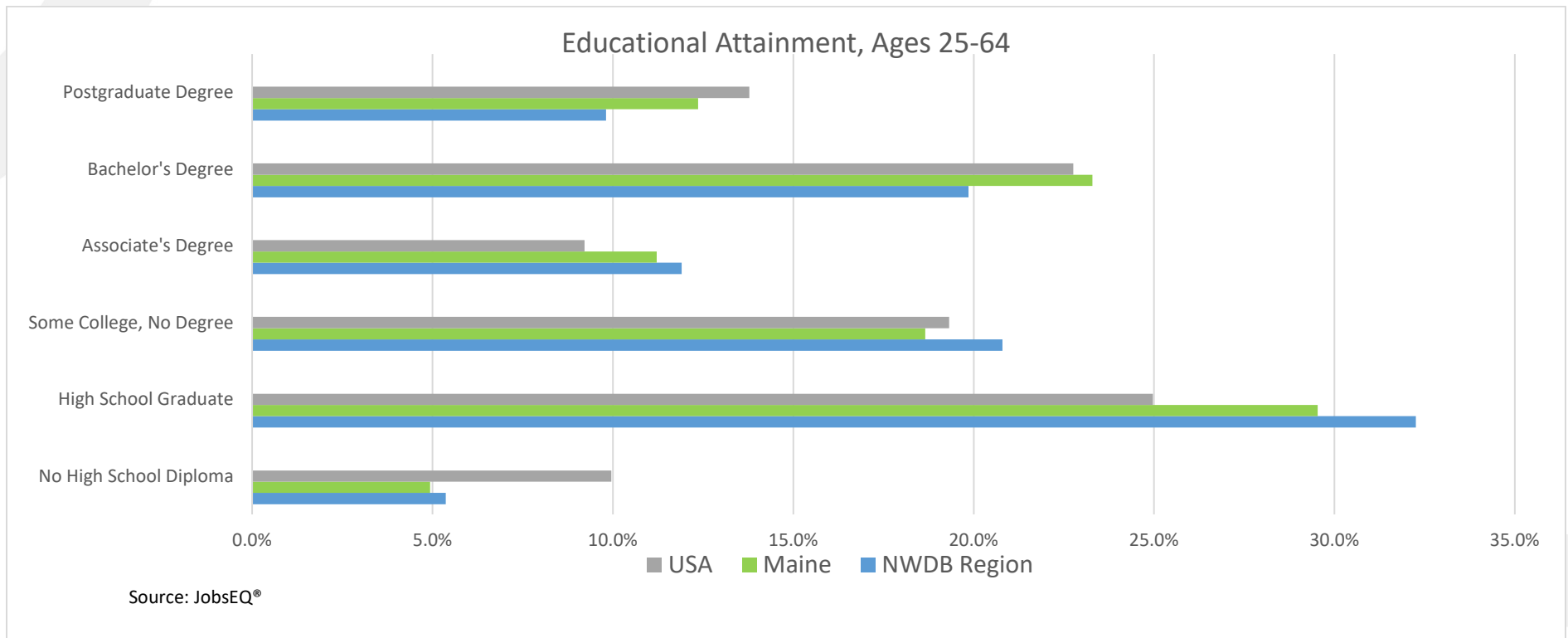
Foreign Born	3.3%	3.9%	13.9%	10,729	53,627	46,108,901
Speak English Less Than Very Well (population 5 yrs and over)	1.2%	1.5%	8.4%	3,672	19,527	26,299,012

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Source: JobsEQ®

## Educational Attainment

- Within the NWDB region, 29.7% of people between the ages of 25 and 64 have a bachelor’s degree or higher, which is slightly higher than that reported in 2019 (26.7%). However, the region reports lower than the rates of 35.7% in Maine and 36.5% in the U.S. A total of 11.9% within the NWDB region have an associate’s degree, which is higher than Maine (11.2%) and the U.S. at 9.2%. This makes the region best able to support businesses and occupations demanding middle skill jobs including those requiring more than a high school diploma but less than a 4-year degree.



Educational Attainment, Ages 25-64						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
No High School Diploma	5.4%	4.9%	10.0%	8,902	35,279	17,176,172



High School Graduate	32.3%	29.5%	25.0%	53,497	211,327	43,057,491
Some College, No Degree	20.8%	18.7%	19.3%	34,495	133,513	33,315,654
Associate's Degree	11.9%	11.2%	9.2%	19,749	80,236	15,894,085
Bachelor's Degree	19.9%	23.3%	22.8%	32,924	166,647	39,256,774
Postgraduate Degree	9.8%	12.4%	13.8%	16,272	88,467	23,764,438

*Source: JobsEQ®*

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NWDB Regional Educational Awards, 2023			
	Certificates and 2yr Degrees	4 Year Degrees	Postgraduate Degrees
University of Maine	63	2,038	894
Husson University	84	509	316
Eastern Maine Community College	392	0	0
University of Maine at Presque Isle	18	360	13

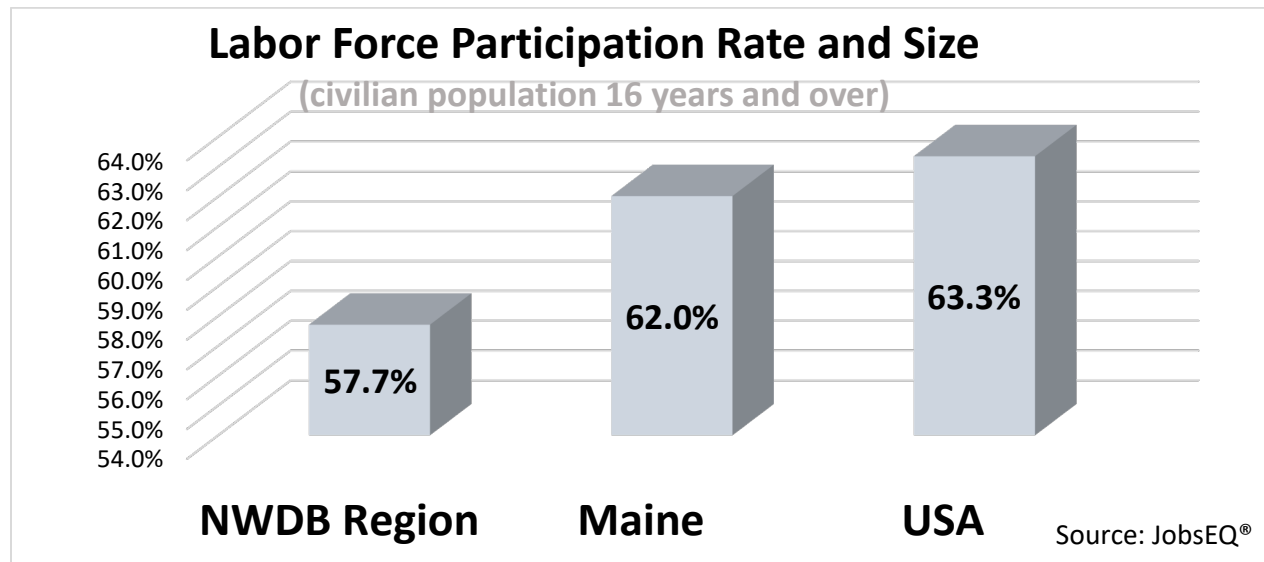
University of Maine at Fort Kent	10	209	0
Northern Maine Community College	163	0	0
Maine Maritime Academy	4	127	6
Beal University	130	4	1
Washington County Community College	100	0	0
College of the Atlantic	0	93	1
Total	964	3,340	1,231

[Source: JobsEQ®](#)

*Data as of the 2022-2023 academic year unless noted otherwise; related occupation data as of 2024Q3.*

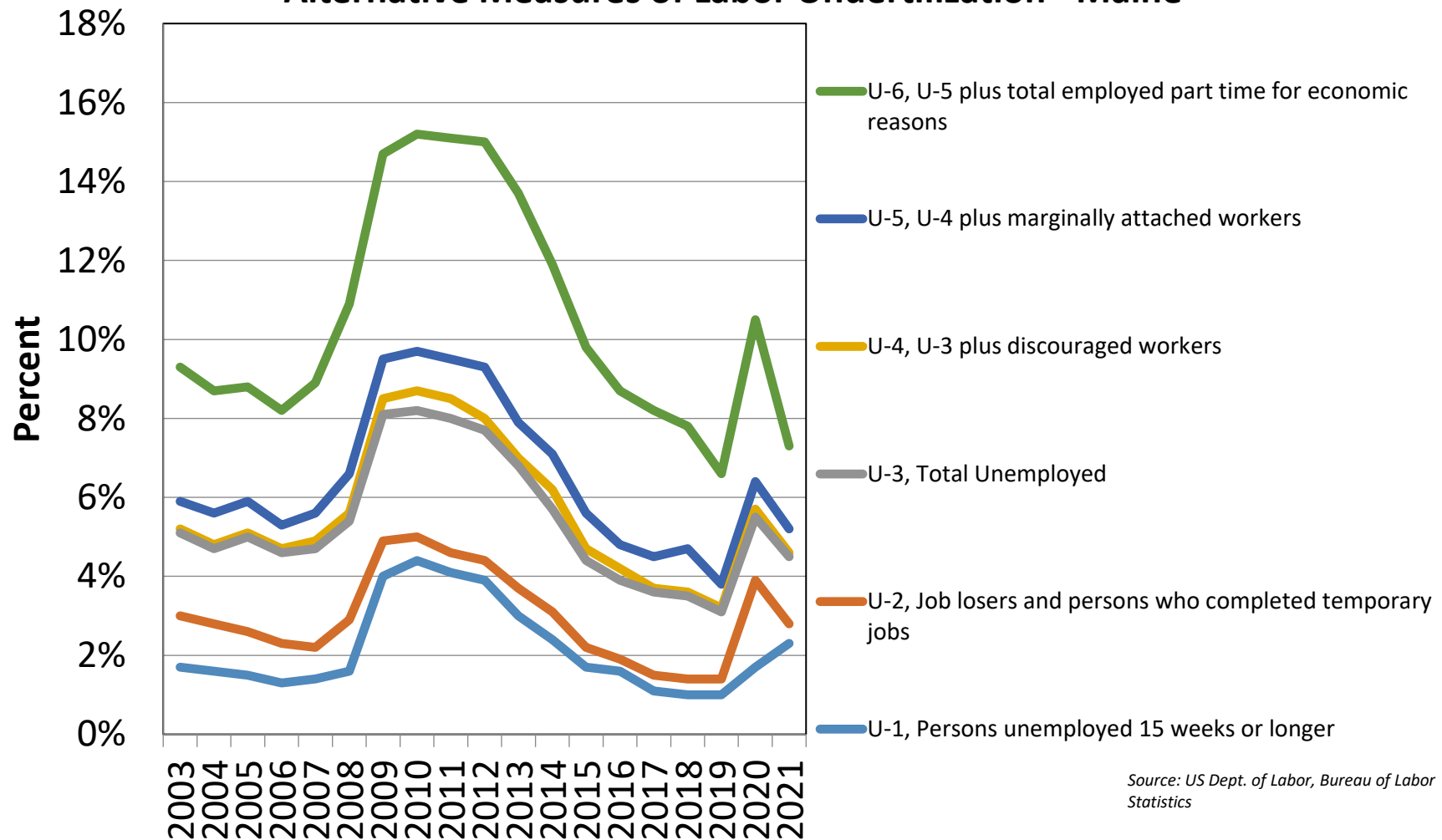
### Labor, Income, Housing

- The unemployment rate for the NWDB region was 3.7% in 2024, higher than the state average of 3.4% but lower than the national rate of 4.1% for the same period. The civilian labor force in the NWDB region is estimated at 158,553, with a labor force participation rate of 57.7% in 2024. This rate is 4.3 percentage points lower than Maine's average of 62.0%, and 5.6 percentage points lower than the national rate of 63.3%.



- Adding to the workforce challenge is the number of individuals who are unemployed but not actively seeking work, those working part-time who would prefer full-time employment, and those who are underemployed. Labor underutilization continues to be an issue in the NWDB region and includes jobless people actively seeking and available for work.
- While commonly reported unemployment rates have returned to pre-recession levels, the U-6 rate remains elevated, measured at 6.3% compared to 8.9% in 2007. U-6 does not fully reflect underemployment, particularly among full-time workers in positions that do not match their skills or pay levels. These individuals may remain counted as fully employed, though they are not fully utilized in the labor market.

## Alternative Measures of Labor Underutilization - Maine



- The median household income in the NWDB region is \$60,941, which is lower than both the state median of \$71,773 and the national median of \$78,538.
- Both the percentage of people living below the poverty level and the percentage of households receiving food stamps are higher in the NWDB region than in Maine or the United States overall.

- The regional poverty rate is 13.7%, compared to 10.8% in Maine and 12.4% nationwide. Similarly, 15.6% of households in the NWDB region receive food stamps, which is 3.8 percentage points higher than the rate for both Maine and the U.S., each at 11.8%.

Economic Overview						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
Labor Force Participation Rate and Size (civilian population 16 years and over)	57.7%	62.0%	63.3%	158,553	716,296	168,567,852
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	80.5%	83.8%	83.0%	91,951	420,431	107,055,165
Work from Home	10.3%	14.1%	13.5%	15,204	95,335	21,267,373
Armed Forces Labor Force	0.2%	0.2%	0.5%	419	2,109	1,287,774
Veterans, Age 18-64	5.6%	5.5%	4.2%	10,785	45,351	8,410,268
Veterans Labor Force Participation Rate and Size, Age 18-64	71.3%	76.0%	77.0%	7,692	34,445	6,478,181
Median Household Income <sup>2</sup>				\$60,941	\$71,773	\$78,538
Per Capita Income				\$36,303	\$42,035	\$43,289
Mean Commute Time (minutes)				22.5	24.4	26.6
Commute via Public Transportation	0.3%	0.5%	3.5%	495	3,297	5,528,841

[Source: JobsEQ®](#)

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- The cost of living in the NWDB region is 0.7% higher than the average cost of living in the USA, and 5.2% lower than the cost of living in Maine, the annual average salary in the NWDB region is \$20,449 lower than that of the U.S. and \$8,785 lower than in Maine.

Cost of Living			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
NWDB Region	\$52,160	100.7	\$51,795
Maine	\$60,945	105.9	\$57,554
USA	\$72,609	100.0	\$72,609

[Source: JobsEQ®](#)

[Cost of Living per COLI, data as of 2024Q4, imputed by Chmura where necessary.](#)

Total - All Industries, Total Employment, NWDB Region

- Median house value within the NWDB region is \$189,320, which is substantially lower than that of Maine and the U.S. being \$266,400 and \$303,400, respectively.
- Renter-occupied housing units as a percentage of all occupied units is marginally higher in the NWDB region at 26.2% than in Maine at 26%, both of which are lower than that of the U.S. at 35%.

Housing						
	Percent			Value		
	NWDB Region	Maine	USA	NWDB Region	Maine	USA
Total Housing Units	—	—	—	190,717	746,552	142,332,876

Median House Value (of owner-occupied units) <sup>2</sup>	—	—	—	\$189,320	\$266,400	\$303,400
Homeowner Vacancy	0.9%	0.9%	1.0%	1,006	3,806	850,724
Rental Vacancy	5.9%	4.3%	5.5%	2,369	7,027	2,605,688
Renter-Occupied Housing Units (% of Occupied Units)	26.2%	26.0%	35.0%	37,096	153,056	44,590,828
Owner-Occupied Housing Units (% of Occupied Units)	73.8%	74.0%	65.0%	104,449	436,029	82,892,037
Occupied Housing Units with No Vehicle Available (% of Occupied Units)	7.2%	6.7%	8.3%	10,155	39,464	10,602,826

[Source: JobsEQ®](#)

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# Industry Snapshot in NWDB Region, 2024Q3

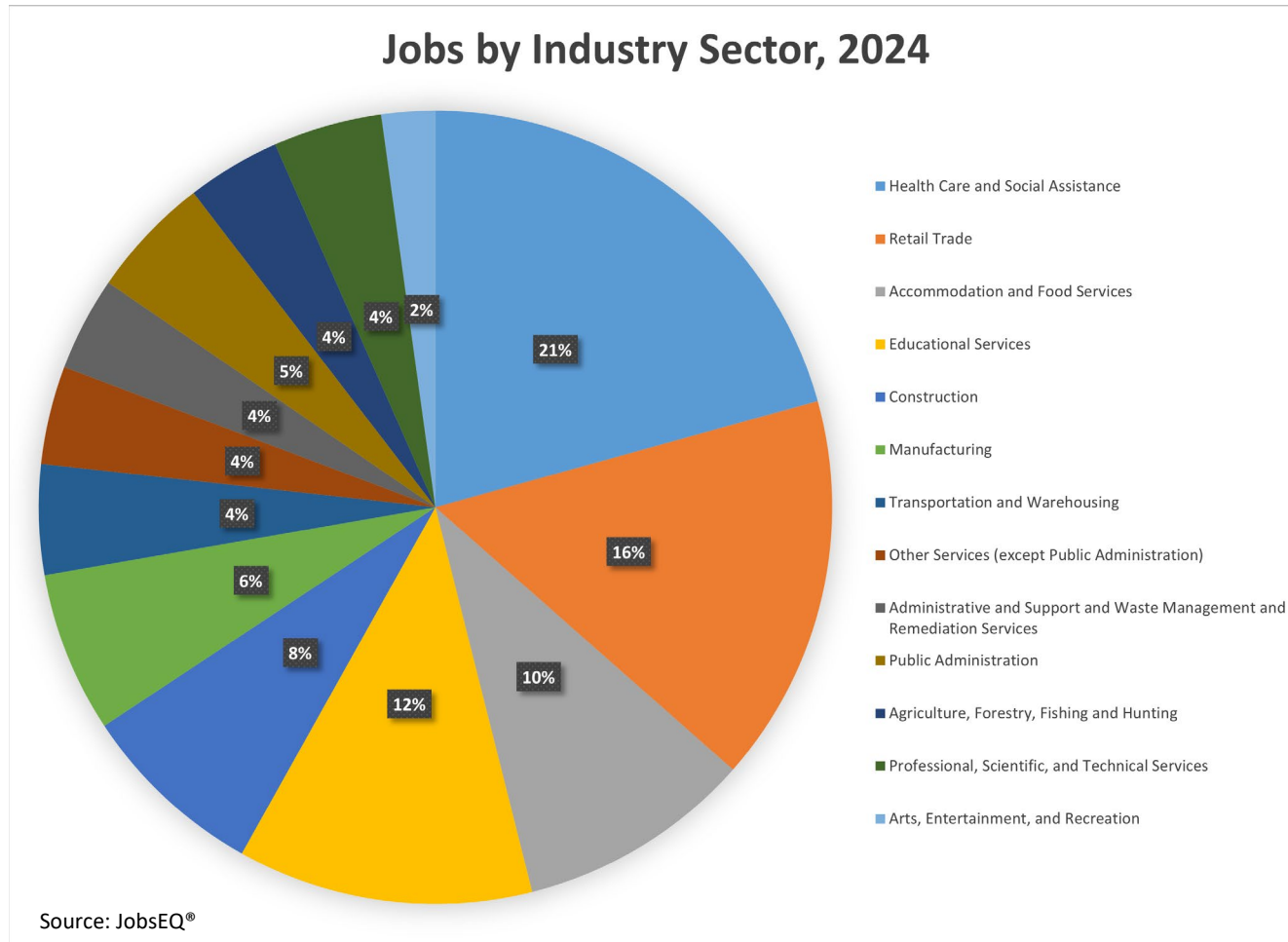
		Current			5-Year History				10-Year Forecast				
NAICS	Industry	Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Ann % - Maine	Ann % - USA	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	27,679	\$61,262	1.25	-999	-0.7%	0.7%	1.7%	28,814	12,522	14,964	1,328	0.5%
44	Retail Trade	21,160	\$36,954	1.47	478	0.5%	0.4%	-0.1%	26,183	11,646	16,139	-1,601	-0.8%
61	Educational Services	16,109	\$49,565	1.36	163	0.2%	0.5%	0.6%	15,412	6,861	8,298	253	0.2%
72	Accommodation and Food Services	12,807	\$29,605	1.00	-2	0.0%	-0.1%	0.2%	22,844	9,689	13,071	83	0.1%
23	Construction	10,165	\$57,285	1.15	970	2.0%	2.3%	1.5%	8,781	3,203	5,489	89	0.1%
31	Manufacturing	8,759	\$58,916	0.75	-694	-1.5%	0.0%	0.0%	7,789	3,118	5,352	-681	-0.8%
92	Public Administration	6,668	\$62,287	0.97	470	1.5%	1.4%	0.8%	5,778	2,398	3,594	-214	-0.3%
48	Transportation and Warehousing	6,005	\$54,398	0.82	199	0.7%	0.5%	3.2%	6,380	2,616	3,837	-73	-0.1%
54	Professional, Scientific, and Technical Services	5,929	\$79,108	0.55	577	2.1%	3.2%	2.3%	5,204	1,804	3,070	331	0.5%
81	Other Services (except Public Administration)	5,355	\$38,372	0.86	97	0.4%	-0.1%	-0.1%	6,102	2,484	3,597	20	0.0%
56	Management and Remediation Services	5,128	\$37,237	0.57	-1,221	-4.2%	-2.1%	-0.2%	5,782	2,315	3,484	-17	0.0%
11	Agriculture, Forestry, Fishing and Hunting	5,105	\$55,405	2.87	93	0.4%	1.9%	-0.9%	5,723	2,858	3,190	-324	-0.7%
42	Wholesale Trade	3,478	\$68,393	0.63	-130	-0.7%	-0.4%	0.8%	3,338	1,274	2,146	-82	-0.2%
52	Finance and Insurance	3,185	\$75,305	0.55	-122	-0.8%	-0.1%	0.9%	2,467	984	1,585	-103	-0.3%
71	Arts, Entertainment, and Recreation	2,928	\$28,117	0.96	178	1.3%	0.4%	0.9%	4,508	1,747	2,636	126	0.4%
55	Management of Companies and Enterprises	2,383	\$93,127	1.04	908	10.1%	7.5%	1.6%	2,096	753	1,269	74	0.3%
53	Real Estate and Rental and Leasing	1,974	\$54,481	0.75	10	0.1%	1.2%	1.1%	1,842	826	1,041	-26	-0.1%
51	Information	1,560	\$56,445	0.55	-146	-1.8%	2.6%	0.5%	1,208	475	828	-95	-0.6%
22	Utilities	978	\$94,312	1.28	101	2.2%	1.3%	1.2%	871	318	540	13	0.1%
21	Mining, Quarrying, and Oil and Gas Extraction	51	\$53,401	0.10	33	22.7%	2.5%	-3.0%	49	16	31	1	0.3%
99	Unclassified	0 n/a		0.00	-9 n/a		15.4%	17.0%	0	0	0	0	0.0%
	Total - All Industries	147,407	\$52,160	1.00	954	0.1%	0.8%	0.9%	158,111	65,405	93,602	-896	-0.1%

Source: JobsEQ®

Data as of 2024Q3



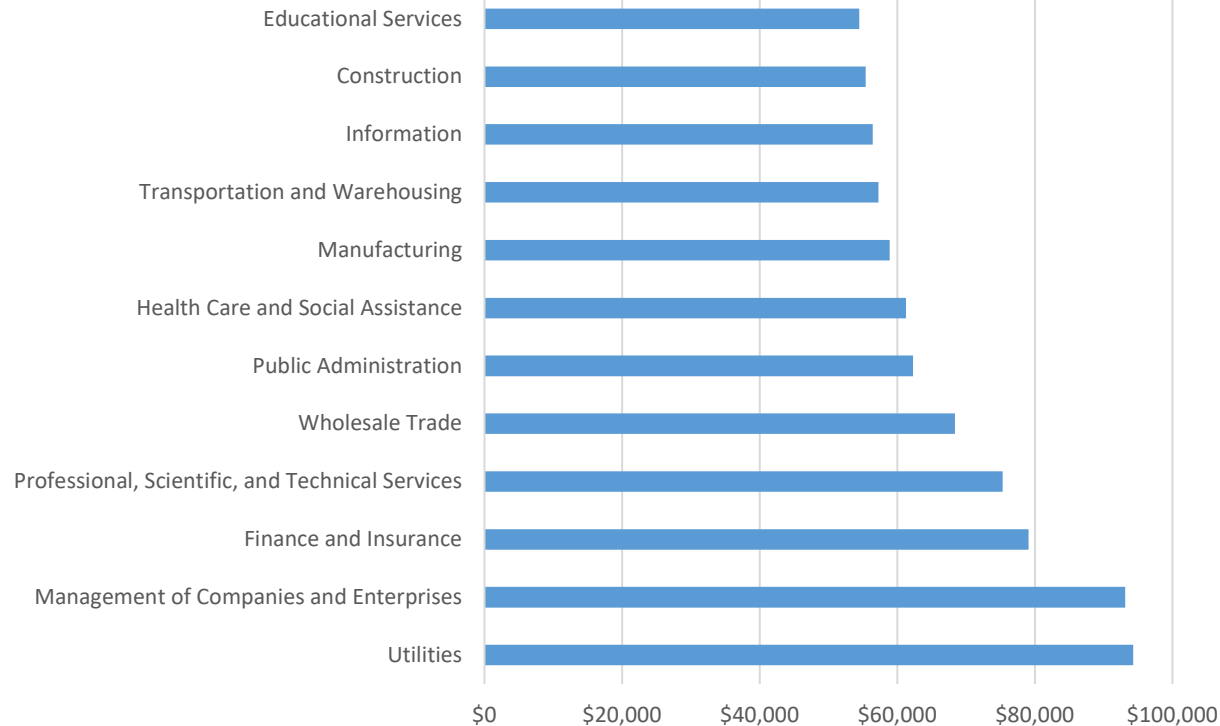
## Employment and Establishments



- In 2024 there were a total of 147,407 jobs (compared to 139,881 in 2019) in the NWDB region. In the past five years, the region has experienced an overall decrease in unemployment, similar to decreases in unemployment in Maine and the US.
- Over the next ten years, the NWDB region is projected to experience a 0.1% annual decrease in total employment. However, there will still be a need for workforce development resulting from replacement demand (demand resulting from retirements and individuals leaving the workforce), which will create the need to fill 158,111 jobs over the course of the next ten years.

- Health Care & Social Assistance, along with Retail Trade, are the two largest industries within the NWDB region, providing over 27,679 jobs and nearly 21,160 jobs, respectively. Health Care and Social Assistance is projected to grow at an average annual growth rate of 0.5% which is the only major industry class projected to grow. Other industries that represent considerable portions of jobs in the region include: Educational Services (16,109 jobs), Accommodation and Food Services (12,807 jobs), Construction (10,165 jobs), and Manufacturing (8,759 jobs).
- Retail, though the second largest sector, is projected to decline by more than 0.8% jobs and pays lower than average annual wages. It therefore may not be a strong sector to target. Additionally, the sector 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.
- 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 1.25 and 1.47, respectively showing these industries are slightly more concentrated in the NWDB region compared to the United States. Other industries in which the NWDB region exhibits a greater than average concentration (above average LQ) include Education Services (1.36), Management of Companies and Enterprises (1.28), and Construction (1.15).  
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.

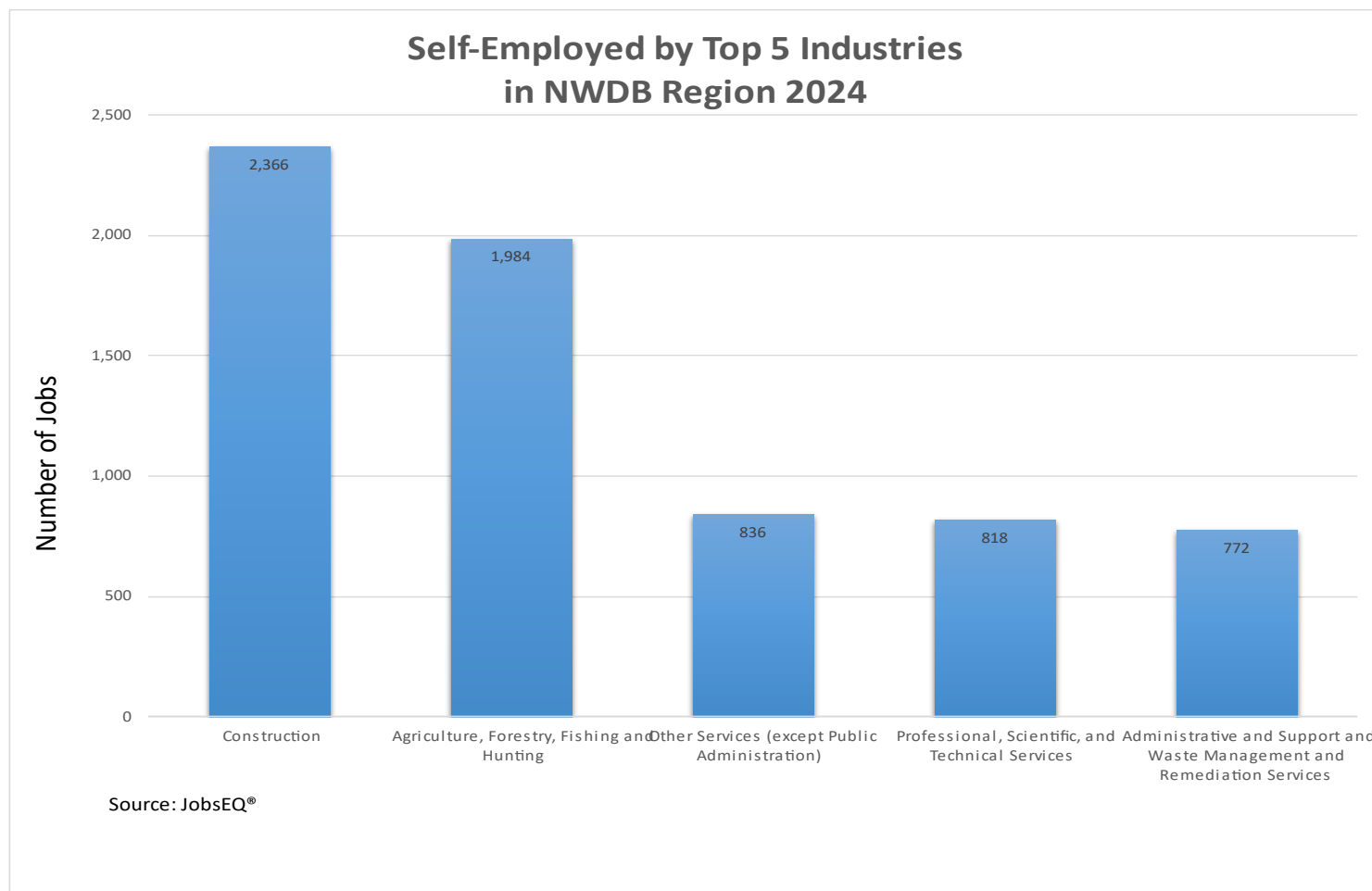
## Average Annual Wages, 2024



Source: JobsEQ®

- In 2024 wages for all industries in the region averaged \$ \$52,160. Utilities had the highest average wages (\$94,312), followed by Management of Companies and Enterprises (\$93,127), Finance and Insurance (\$79,108), Professional, Scientific, and Technical Services (\$75,305), and Wholesale Trade (\$68,393).
- The total number of establishments for all industries in 2024 within the NWDB region was 12,182. The Retail Trade industry, unsurprisingly, has the highest number of establishments in the region at 1,465. Industries closely following in terms of number of establishments are Construction with 1,308, Professional, Scientific, and Technical Services with 1,286, Health Care and Social Assistance with just over 1,147, and Accommodation and Food Services with 1,001. Mining, Quarrying, and Oil and Gas Extraction has the least number of establishments at 8.

- The NWDB region has an estimated 10,305 total self-employed persons, which represents approximately 7% of total jobs. These individuals earn an average \$42,033 annually. Within the entire NWDB region the industry with the most self-employed individuals are in Construction with 2,366 self-employed and Agriculture, Forestry, Fishing and Hunting with 1,984 self-employed.



## Occupations

- In terms of occupations, of the region's 147,407 jobs, Office and Administrative Support have the highest number of jobs with 15,869. This is followed by Sales and Related with 13,693, Food Preparation and Serving with 12,260, Transportation and Material Moving with 11,949, Management with 11,155, Healthcare Practitioner and Technical with 10,723, and Educational Instruction and Library with 10,521.

- Growth in occupational demand 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 (704 jobs) followed by Community and Social Service (271 jobs). Other occupations with projected growth are Educational Instruction and Library (274), Management (256), Computer and Mathematical (110), Construction and Extraction (105), Personal Care and Service (80), Business and Financial Operations (69), Life, Physical, and Social Science (57), Architecture and Engineering (32). All other sectors are expected to retract.
- As depicted in the chart below it is projected that occupational replacement demand will drive the need for 160,849 positions with the highest occupations being Food Preparation and Serving (22,983 jobs), Sales and Related Occupations (16,984 jobs), Office and Administrative Support (15,702 jobs), Transportation and Material Moving (14,703 jobs), and Healthcare Support Occupations (11,884). 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.

### **Targeted Industry Sector Overview**

Analysis of regional employment, wage, and occupational data highlights several key industries that are driving workforce demand across the NWDB region. Those industries include:

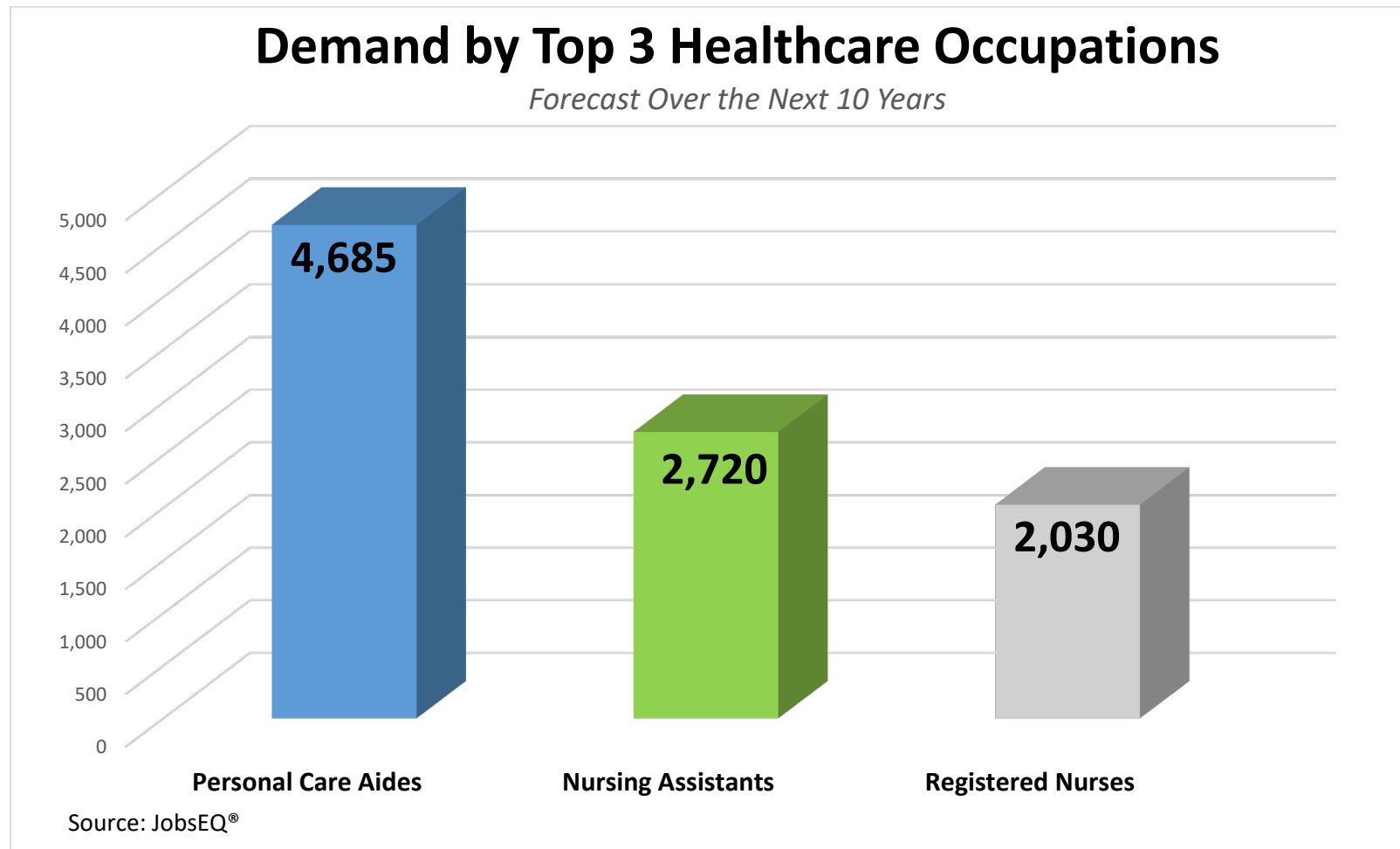
- Healthcare and Social Assistance
- Manufacturing
- Construction
- Accommodation and Food Services
- Retail Trade
- Educational Services
- Transportation and Warehousing
- Administrative and Support Services
- Professional, Scientific, and Technical Services

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

#### Healthcare

- The Healthcare industry sector has 18,767 jobs within the NWDB region, representing 12.7% of the 147,407 total jobs across all industries in the Region.

- The sector has shown a decline over the past 5 years, dropping 46 jobs. The Healthcare industry is projected to grow over the next 10 years at an average annual rate of 0.6%. However, the major opportunity in healthcare derives from the high replacement demand of 18,130 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 Registered Nurses (3,931), Personal Care Aides (2,888), followed by Nursing Assistants (2,009). Personal Care Aides is expected to grow by 1.4% (434 jobs), and Registered Nurses is poised to grow by 0.1%, while a decline in Nursing Assistants (-0.2%) is anticipated.

- The average annual wage for workers in this specific sector is \$75,900. 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 \$37,600 per year up to Cardiologists with average annual earnings of \$410,500.

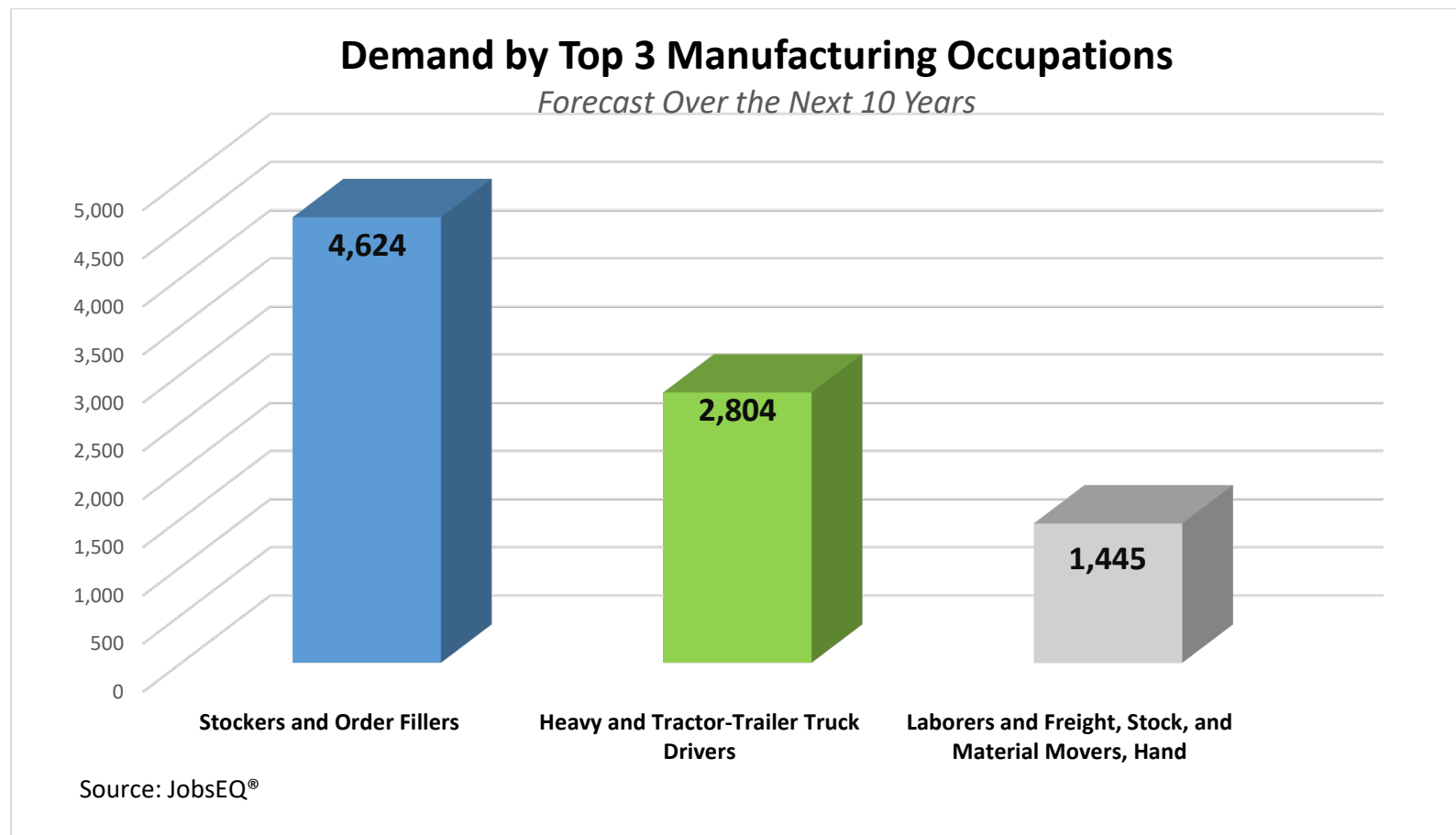
NWDB Healthcare in NWDB Region, 2024Q3:													
NAICS	Industry	Current				5-Year History			10-Year Forecast				
		Empl	Wages	LQ	Empl Change	Ann %	Maine	USA	Demand	Exits	Transfers	Growth	Growth
62211	General Medical and Surgical Hospitals	8,411	\$81,724	1.48	-595	-1.4%	-1.7%	1.2%	6,581	3,021	3,554	5	0.0%
62311	Facilities)	2,517	\$44,019	1.85	-364	-2.7%	-3.7%	-1.6%	2,648	1,264	1,572	-188	-0.8%
62412	Disabilities	2,506	\$32,689	1.16	-153	-1.2%	1.3%	4.2%	4,033	1,763	1,722	548	2.0%
62111	Offices of Physicians	2,466	\$89,442	0.90	-69	-0.5%	5.5%	2.1%	2,120	883	1,144	93	0.4%
62441	Child Care Services	1,160	\$31,023	1.06	24	0.4%	1.3%	0.9%	1,434	629	872	-68	-0.6%
62419	Other Individual and Family Services	1,086	\$48,677	1.86	117	2.3%	2.8%	2.6%	1,344	480	664	199	1.7%
62331	Assisted Living Facilities for the Elderly	1,076	\$33,653	1.22	-135	-2.3%	0.0%	0.4%	1,562	672	787	104	0.9%
62321	Disability Facilities	992	\$40,910	2.28	48	1.0%	4.9%	-0.7%	1,181	583	611	-13	-0.1%
62121	Offices of Dentists	855	\$62,755	0.91	-25	-0.6%	1.7%	1.3%	850	366	463	21	0.2%
62161	Home Health Care Services	834	\$45,688	0.50	-53	-1.2%	0.2%	2.5%	1,092	487	491	114	1.3%
62142	Abuse Centers	686	\$49,886	2.29	-45	-1.3%	2.4%	3.9%	747	274	362	111	1.5%
62221	Psychiatric and Substance Abuse Hospitals	614	\$67,982	2.78	-64	-2.0%	-0.2%	-0.3%	553	240	305	8	0.1%
62134	Therapists, and Audiologists	521	\$50,496	1.13	110	4.9%	3.6%	2.8%	583	197	280	107	1.9%
62149	Other Outpatient Care Centers	499	\$65,047	0.69	177	9.1%	8.6%	2.4%	507	186	238	83	1.5%
62231	Abuse) Hospitals	486	\$83,164	1.77	96	4.5%	-0.3%	2.9%	446	182	226	38	0.8%
62151	Medical and Diagnostic Laboratories	457	\$55,871	1.61	130	7.0%	3.0%	2.1%	406	156	234	16	0.4%
62191	Ambulance Services	429	\$58,060	2.52	-5	-0.2%	-2.1%	-0.4%	317	113	204	-1	0.0%
62322	Abuse Facilities	377	\$40,843	1.55	-73	-3.5%	-0.5%	1.9%	408	170	220	18	0.5%
62139	Offices of All Other Health Practitioners	311	\$53,008	1.25	148	13.8%	4.5%	3.4%	319	136	157	26	0.8%
62411	Child and Youth Services	275	\$50,638	1.08	-24	-1.7%	-2.6%	1.9%	338	121	168	48	1.6%
62399	Other Residential Care Facilities	244	\$44,168	1.55	-101	-6.7%	-2.6%	-0.5%	273	125	157	-8	-0.3%
62133	Physicians)	203	\$57,932	0.73	33	3.6%	7.5%	12.3%	208	75	97	36	1.7%
62132	Offices of Optometrists	199	\$50,737	1.43	1	0.1%	0.6%	1.7%	196	88	102	7	0.3%
62422	Community Housing Services	157	\$40,660	1.21	-29	-3.3%	0.2%	4.3%	170	67	100	3	0.2%
62199	All Other Ambulatory Health Care Services	122	\$71,597	0.67	-110	-12.0%	-1.3%	5.8%	130	47	70	13	1.0%
62131	Offices of Chiropractors	118	\$49,396	0.85	-26	-3.9%	-1.0%	1.0%	111	51	58	2	0.2%
62141	Family Planning Centers	40	\$48,869	1.49	-2	-1.1%	1.6%	4.0%	40	15	19	7	1.6%
62421	Community Food Services	23	\$46,463	0.49	20	53.5%	7.5%	6.2%	25	10	14	0	0.2%
62431	Vocational Rehabilitation Services	17	\$29,086	0.06	-26	-16.9%	-5.9%	-2.5%	16	8	10	-2	-1.2%
62423	Emergency and Other Relief Services	1	\$45,781	0.03	-3	-23.7%	-1.0%	4.3%	1	0	1	0	0.7%
1670	NWDB Healthcare	27,679	\$61,262	1.25	-999	-0.7%	0.7%	1.7%	28,637	12,409	14,900	1,328	0.5%
	Total - All Industries	147,407	\$52,160	1.00	954	0.1%	0.8%	0.9%	158,111	65,405	93,602	-896	-0.1%

Source: JobsEQ®

## Manufacturing



- The Manufacturing industry sector employs nearly 18,470 people in the NWDB region, accounting for 13% of the region's total employment of 147,407 jobs.
- Although the sector has declined over the past five years, losing more than 900 jobs at an average annual rate of -0.1%, it remains a key focus for the workforce system .
- Despite total employment in manufacturing being projected to decline, replacement demand driven by retirements and workforce exits is expected to create 21,177 job openings in the sector over the next ten years.



- Within the sector, the largest occupations include Stockers and Order Fillers (4,624 jobs), Heavy and Tractor-Trailer Truck Drivers (2,804 jobs), Laborers and Freight, Stock, and Material Movers by hand (1,445 jobs), and Light Truck Drivers (1,044 jobs). Other in-demand roles include Team Assemblers (645 jobs), School Bus Drivers (503), Industrial Truck and Tractor Operators (500), and First-Line Supervisors of



Production and Operating Workers (492). Manufacturing jobs are expected to decline over the next ten years at a rate of 0.3%. The average annual wage for workers in this specific sector are nearly \$47,400.

- The top occupation within the Manufacturing industry sector is Stockers and Order Fillers with 4,624 jobs followed by Heavy and Tractor-Trailer Truck Drivers with 2,804 jobs; Laborers and Freight, Stock, and Material Movers, Hand 1,445 jobs. Each is projected to contribute significantly to projected demand for replacement workers.

NWDB Manufacturing in NWDB Region, 2024Q3:													
NAICS	Industry	Current			5-Year History				10-Year Forecast				
		Empl	Wages	LQ	Empl Change	Ann %	Maine	USA	Demand	Exits	Transfers	Growth	Growth
31141	Frozen Food Manufacturing	758	\$51,746	8.84	56	1.5%	-0.4%	0.9%	762	308	511	-57	-0.8%
32111	Sawmills and Wood Preservation	692	\$59,639	8.19	55	1.7%	0.3%	-0.2%	701	266	472	-37	-0.6%
32212	Paper Mills	532	\$71,629	12.16	-163	-5.2%	-6.7%	-3.2%	250	151	276	-176	-4.0%
32121	Product Manufacturing	501	\$67,424	6.80	-3	-0.1%	-2.0%	0.1%	452	180	322	-50	-1.1%
33661	Ship and Boat Building	489	\$54,950	2.87	-6	-0.3%	1.3%	1.1%	467	165	299	4	0.1%
32199	All Other Wood Product Manufacturing	409	\$52,214	5.60	79	4.4%	2.3%	1.8%	399	150	268	-19	-0.5%
32211	Pulp Mills	356	\$72,511	87.46	-1	0.0%	-0.6%	-3.8%	205	106	193	-94	-3.0%
33999	All Other Miscellaneous Manufacturing	294	\$23,085	2.36	-58	-3.6%	-1.4%	0.3%	288	106	185	-3	-0.1%
33361	Equipment Manufacturing	274	\$85,856	3.35	-84	-5.2%	-5.0%	-1.6%	217	86	154	-23	-0.9%
31181	Bread and Bakery Product Manufacturing	240	\$28,566	0.95	-82	-5.7%	3.2%	2.4%	336	139	193	5	0.2%
33911	Manufacturing	220	\$56,006	0.75	-314	-16.2%	-4.4%	0.3%	232	80	140	11	0.5%
32311	Printing	207	\$39,429	0.63	47	5.3%	-3.3%	-2.9%	146	75	117	-46	-2.5%
31199	All Other Food Manufacturing	199	\$47,211	1.96	-14	-1.4%	-5.9%	3.9%	238	87	144	7	0.4%
33721	Manufacturing	184	\$51,050	2.06	9	1.0%	-2.5%	-2.2%	167	68	110	-11	-0.6%
31161	Animal Slaughtering and Processing	174	\$40,620	0.36	80	13.1%	-0.3%	0.9%	204	77	125	2	0.1%
32732	Ready-Mix Concrete Manufacturing	164	\$60,934	1.73	29	3.9%	2.4%	1.6%	160	62	102	-3	-0.2%
33271	Machine Shops	161	\$55,812	0.67	-8	-1.0%	-3.9%	-1.8%	149	56	98	-6	-0.4%

Source: JobsEQ®

## Technology

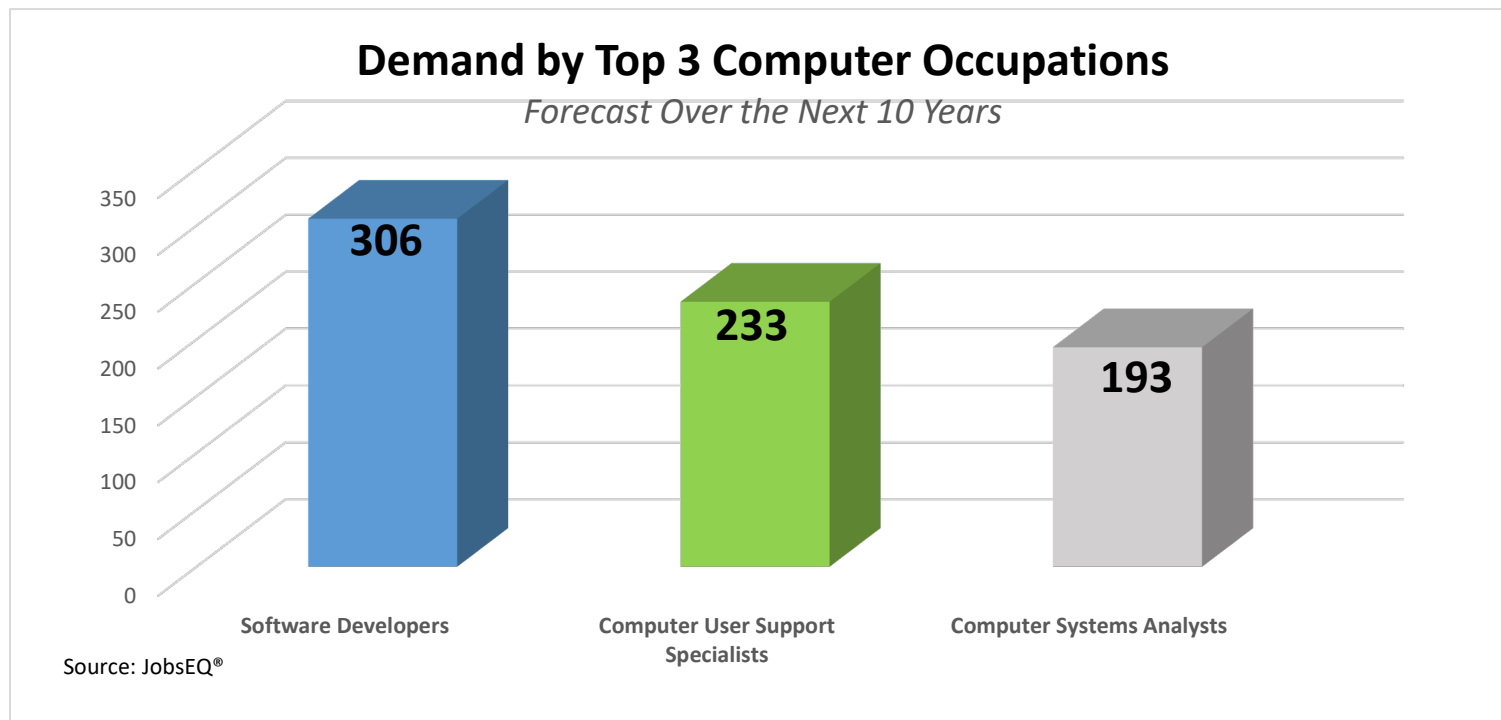
For employment within Technology specific companies:

- The Technology industry sector in the NWDB region includes 1,983 jobs, accounting for 1.35% of the region's total employment of 147,407 jobs.
- Over the past five years, the sector has added 145 jobs, reflecting an average annual growth rate of 4.7%. Looking ahead, the industry is projected to grow at an average annual rate of 1.5% over the next ten years, with a total projected demand of 1,207 jobs during that period.
- Within the sector, Software Developers represent the largest occupational group, with 450 jobs. This occupation has grown by 92 positions over the past five years, also at an average annual growth rate of 4.7%, and is expected to continue growing at a rate of 1.2% annually over the next decade.

- The average annual wage in the Technology sector is approximately \$90,500, significantly higher than the regional average across all industries, which stands at \$60,300.

Regarding Technology Occupations in the Region Across All Industry Sectors:

- There are a total of 1,983 computer-related occupations in the region across all industries. The most common roles include Software Developers (450 jobs), Computer User Support Specialists (396 jobs), Computer Systems Analysts (318 jobs), and Network and Computer Support Specialists (201 jobs). Over the next ten years, Software Developers and Computer Systems Analysts are projected to experience modest growth, while the other leading computer occupations are expected to see slight declines.
- Despite limited new job growth, replacement demand across all computer-related occupations in the region is projected to total 1,207 jobs over the next decade.



- NWDB's continued focus on technology is driven by growing demand for digital skills across nearly every industry. Entry-level positions in manufacturing, healthcare, retail, and construction now routinely require basic computer literacy, and many employers are prioritizing candidates with technology proficiency. This includes roles that require only a high school diploma or equivalent but benefit from additional

digital training. To meet this need, NWDB will continue expanding training programs, certifications, and skill-building initiatives that equip job seekers with the technology tools needed to thrive in today's workforce.

Computer and Mathematical Occupations in NWDB Region, 2024Q3														
Current								5-Year History		10-Year Forecast				
SOC	Occupation	Empl	Mean Ann Wages <sub>2</sub>	LQ	Unempl	Unempl Rate	Online Job Ads <sub>3</sub>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
15-1252	Software Developers	450	\$119,100	0.30	18	2.8%	5	92	4.7%	306	81	166	59	1.2%
15-1232	Computer User Support Specialists	396	\$59,300	0.63	11	2.3%	38	28	1.5%	233	93	152	-12	-0.3%
15-1211	Computer Systems Analysts	318	\$89,300	0.70	13	3.5%	3	16	1.0%	193	80	103	10	0.3%
15-1244	Network and Computer Systems Administrators	201	\$83,300	0.70	7	3.0%	9	-7	-0.7%	87	37	66	-16	-0.8%
15-1299	Computer Occupations, All Other	151	\$87,500	0.37	5	2.4%	8	10	1.4%	97	35	55	7	0.4%
15-1241	Computer Network Architects	76	\$109,400	0.49	4	3.8%	n/a	8	2.4%	45	13	27	4	0.6%
15-1251	Computer Programmers	68	\$89,900	0.58	3	3.3%	n/a	-43	-9.4%	27	15	22	-9	-1.5%
15-1231	Computer Network Support Specialists	55	\$68,200	0.38	2	2.4%	n/a	1	0.5%	35	13	21	0	0.0%
15-1255	Web and Digital Interface Designers	51	\$78,600	0.45	3	4.6%	n/a	11	4.9%	33	12	22	0	-0.1%
15-1212	Information Security Analysts	45	\$96,100	0.29	1	0.8%	4	9	4.3%	38	8	18	11	2.1%
15-1254	Web Developers	43	\$92,600	0.53	1	2.3%	n/a	8	4.5%	26	8	17	1	0.2%
15-1242	Database Administrators	42	\$97,000	0.60	1	1.2%	2	2	0.8%	24	11	13	1	0.3%
15-1253	Software Quality Assurance Analysts and Testers	42	\$87,200	0.24	3	4.3%	n/a	9	4.8%	27	10	15	2	0.6%
15-1221	Scientists	28	\$135,300	0.99	1	3.1%	2	0	-0.4%	23	6	12	5	1.8%
15-1243	Database Architects	18	\$119,000	0.34	0	n/a	1	2	2.4%	11	5	5	1	0.4%
15-1200	Computer Occupations	1,983	\$90,500	0.46	70	2.8%	72	145	1.5%	1,207	429	714	65	0.3%
00-0000	Total - All Occupations	147,407	\$60,300	1.00	5,711	3.7%	9,279	954	0.1%	160,849	67,847	93,899	-896	-0.1%

Source: JobsEQ®

## Employers and Business Size

- Based on available 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.

**Establishments by Industry  
within the NWDB Region, 2024**

NAICS	Industry	Establishments
11	Agriculture, Forestry, Fishing and Hunting	607
21	Mining, Quarrying, and Oil and Gas Extraction	8
22	Utilities	98
23	Construction	1,308
31	Manufacturing	417
42	Wholesale Trade	445
44	Retail Trade	1,465
48	Transportation and Warehousing	607
51	Information	237
52	Finance and Insurance	407
53	Real Estate and Rental and Leasing	397
54	Professional, Scientific, and Technical Services	1,286
55	Management of Companies and Enterprises	288
56	Administrative and Support and Waste Management and Remediation Services	636
61	Educational Services	373
62	Health Care and Social Assistance	1,147
71	Arts, Entertainment, and Recreation	243
72	Accommodation and Food Services	1,001
81	Other Services (except Public Administration)	788
92	Public Administration	422
99	Unclassified	2
	<b>Total - All Industries</b>	<b>12,182</b>

Source: JobsEQ®

*NWDB Region Businesses by Business Size and Self-Employment, 2024*

NWDB Region Businesses		
Businesses	2020	% of Total
Homebased Business	1836	9%
2-9 Employees	15720	74%
10-99 Employees	3385	16%
100-499 Employees	194	1%
500+ Employees	18	0%
Total	21153	100%

*Source: Data Axle*

*Top 10 Employers by Size in the Northeastern Workforce Development Board Region*

Top 10 Employers by Size, NWDB 2024					
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 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
University Of Maine	Orono	61131009	Colleges, Universities, And Professional Schools	1000 to 4999	2000
Jackson Laboratory	Bar Harbor	54171414	Research And Development In Biotechnology (Except	1000 to 4999	1500
Northern Light-A R Gould	Presque Isle	62211003	General Medical And Surgical Hospitals	1000 to 4999	1000
Northern Light ME Coast Hosp	Ellsworth	62211002	General Medical And Surgical Hospitals	500 to 999	900
Northern Light AR Gould Hosp	Presque Isle	62211002	General Medical And Surgical Hospitals	500 to 999	895
Mc Cain FOODS USA Inc	Easton	31141202	Frozen Specialty Food Manufacturing	500 to 999	800
Bangor Savings Bank	Millinocket	52211002	Commercial Banking	500 to 999	700

*Source: Data Axle*

*Aroostook County Businesses by Business Size and Self-Employment, 2024*

Aroostook County Businesses		
Businesses	2020	% of Total
Homebased Business	293	7%
2-9 Employees	3491	78%
10-99 Employees	668	15%
100-499 Employees	47	1%
500+ Employees	4	0%
Total	4503	100%

Source: Data Axle

*Top 10 Employers by Size in Aroostook County*

Top 10 Employers by Size, Aroostook County, 2024					
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
Northern Light AR Gould Hosp	Presque Isle	62211002	General Medical And Surgical Hospitals	500 to 999	895
Mc Cain FOODS USA Inc	Easton	31141202	Frozen Specialty Food Manufacturing	500 to 999	800
Madawaska Bond-Catalog Paper	Madawaska	42413023	Industrial And Personal Service Paper Merchant Who	250 to 499	480
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	45511001	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, 2024

Hancock County Businesses		
Businesses	2024	% of Total
Homebased Business	461	10%
2-9 Employees	3654	76%
10-99 Employees	662	14%
100-499 Employees	28	1%
500+ Employees	2	0%
Total	4807	100%

Source: Data Axle

### Top 10 Employers by Size in Hancock County

Top 10 Employers by Size, Hancock County, 2024					
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	45921018	Book Retailers And News Dealers	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	Ellsworth	44511003	Supermarkets And Other Grocery Retailers (Except C	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, 2024*

Penobscot County Businesses		
Businesses	2020	% of Total
Homebased Business	813	8%
2-9 Employees	7790	75%
10-99 Employees	1631	16%
100-499 Employees	91	1%
500+ Employees	12	0%
Total	10337	100%

Source: Data Axle

*Top 10 Employers by Size in Penobscot County*

Top 10 Employers by Size, Penobscot County, 2024					
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
University Of Maine	Orono	61131009	Colleges, Universities, And Professional Schools	1000 to 4999	2000
Bangor Savings Bank	Millinocket	52211002	Commercial Banking	500 to 999	700
Bangor Savings Bank	Bangor	52211002	Commercial Banking	500 to 999	560
Rape Response Svc	Bangor	81331903	Other Social Advocacy Organizations	500 to 999	550
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 Health	Brewer	54161110	Administrative Management And General Managemen	250 to 499	438

Source: Data Axle



*Piscataquis County Businesses by Business Size and Self-Employment, 2024*

Piscataquis County Businesses		
Businesses	2020	% of Total
Homebased Business	93	9%
2-9 Employees	846	77%
10-99 Employees	146	13%
100-499 Employees	9	1%
500+ Employees	0	0%
Total	1094	100%

Source: Data Axle

*Top 10 Employers by Size in Piscataquis County*

Top 10 Employers by Size, Piscataquis County, 2024					
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
Duvaltex	Guilford	45913021	Sewing, Needlework, And Piece Goods Retailers	250 to 499	250
Hospital Administrative Dist 4	Dover Foxcroft	54161110	Administrative Management And General Management C	100 to 249	177
Hibbard Nursing Home Inc	Dover Foxcroft	62311016	Nursing Care Facilities (Skilled Nursing Facilitie	100 to 249	150
Maine School Admin Dist	Guilford	61111018	Elementary And Secondary Schools	100 to 249	140
JSI Store Fixtures Inc	Milo	33721503	Showcase, Partition, Shelving, And Locker Manufact	100 to 249	105
Puritan Medical Products	Guilford	33911203	Surgical And Medical Instrument Manufacturing	100 to 249	104
American Legion	Dover Foxcroft	81341003	Civic And Social Organizations	100 to 249	100
Country Pride Cleaning Svc	Sebec	56172001	Janitorial Services	50 to 99	90

Source: Data Axle

*Washington County Businesses by Business Size and Self-Employment, 2024*

Washington County Businesses		
Businesses	2020	% of Total
Homebased Business	176	8%
2-9 Employees	1775	79%
10-99 Employees	278	12%
100-499 Employees	19	1%
500+ Employees	0	0%
Total	2248	100%

Source: Data Axle

*Top 10 Employers by Size in Washington County*

Top 10 Employers by Size, Washington County, 2024					
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	45912037	Hobby, Toy, And Game Retailers	250 to 499	300
Down East Community Hospital	Machias	62211002	General Medical And Surgical Hospitals	250 to 499	272
Calais Community Hospital	Calais	62211002	General Medical And Surgical Hospitals	100 to 249	240
Dore's Evergreen	Perry	45521958	All Other General Merchandise Retailers	100 to 249	200
Dorr Lobster Co Inc	Milbridge	44525003	Fish And Seafood Retailers	100 to 249	200
US Navy Dept	East Machias	92112008	Legislative Bodies	100 to 249	200
Sunrise County Evergreens	Milbridge	92119002	Other General Government Support	100 to 249	175
Child & Family Opportunities	Machias	61131013	Colleges, Universities, And Professional Schools	100 to 249	150

Source: Data Axle

Occupation Snapshot within the NWDB Regions, 2024, Current, Historical and Forecasted Estimates

Occupational Snapshot in NWDB Region														
SOC (2-digit)	Occupation	Current				5-Year History				10-Year Forecast				
		Four Quarters Ending with 2024Q3				2024Q3				Over the Next 10 Years				
		Jobs	Avg Annual Wages	Location Quotient	Unempl	Unempl Rate	Online Job Ads	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
11 0000	Management Occupations	11,155	\$106,600	0.98	192	1.7%	532	1,285	2.5%	9,136	3,281	5,600	256	0.2%
13 0000	Business and Financial Operations Occupations	6,213	\$79,700	0.66	183	2.6%	171	594	2.0%	5,029	1,742	3,218	69	0.1%
15 0000	Computer and Mathematical Occupations	2,176	\$91,400	0.46	74	2.8%	75	191	1.9%	1,376	481	786	110	0.5%
17 0000	Architecture and Engineering Occupations	1,615	\$95,500	0.69	36	2.1%	52	44	0.6%	1,128	408	688	32	0.2%
19 0000	Life, Physical, and Social Science Occupations	1,479	\$82,300	1.10	44	2.9%	73	62	0.9%	1,352	249	1,046	57	0.4%
21 0000	Community and Social Service Occupations	3,269	\$57,100	1.20	88	2.7%	452	85	0.5%	3,244	1,226	1,746	271	0.8%
23 0000	Legal Occupations	725	\$92,900	0.59	9	1.2%	16	-5	0.1%	407	172	242	8	-0.1%
25 0000	Educational Instruction and Library Occupations	10,521	\$62,600	1.32	251	2.4%	403	212	0.4%	9,629	4,360	4,995	274	0.3%
27 0000	Arts, Design, Entertainment, Sports, and Media Occupations	2,204	\$60,900	0.82	85	3.7%	171	10	0.1%	2,075	851	1,239	-15	-0.1%
29 0000	Healthcare Practitioners and Technical Occupations	10,723	\$101,400	1.22	131	1.2%	3,987	170	0.3%	6,245	3,011	2,845	389	0.4%
31 0000	Healthcare Support Occupations	8,044	\$42,000	1.18	306	3.4%	462	-216	0.5%	11,884	5,060	6,120	704	0.8%
33 0000	Protective Service Occupations	2,588	\$53,900	0.82	86	3.1%	76	86	0.7%	2,654	1,174	1,533	-53	-0.2%
35 0000	Food Preparation and Serving Related Occupations	12,260	\$40,700	1.01	737	5.7%	573	-166	0.3%	22,939	9,906	13,079	-45	0.0%
37 0000	Building and Grounds Cleaning and Maintenance Occupations	6,080	\$41,900	1.26	296	4.7%	235	47	0.2%	8,126	3,608	4,531	-13	0.0%
39 0000	Personal Care and Service Occupations	3,609	\$41,000	0.95	193	5.1%	76	-70	0.4%	6,366	2,426	3,860	80	0.2%
41 0000	Sales and Related Occupations	13,693	\$47,200	1.06	699	4.8%	665	-330	0.5%	16,984	7,903	10,186	-1,105	-0.8%
43 0000	Office and Administrative Support Occupations	15,869	\$47,800	0.92	539	3.1%	468	-1,408	-1.7%	15,702	7,447	9,465	-1,210	-0.8%
45 0000	Farming, Fishing, and Forestry Occupations	2,555	\$46,800	3.00	205	7.5%	7	-165	-1.2%	3,402	1,458	2,151	-207	-0.8%
47 0000	Construction and Extraction Occupations	7,639	\$56,200	1.16	395	4.9%	107	454	1.2%	6,422	2,339	3,978	105	0.1%
49 0000	Installation, Maintenance, and Repair Occupations	6,521	\$59,000	1.14	185	2.7%	241	249	0.8%	5,571	2,257	3,325	-11	0.0%
51 0000	Production Occupations	6,521	\$48,700	0.81	320	4.5%	97	-431	-1.3%	6,474	2,610	4,368	-504	-0.8%
53 0000	Transportation and Material Moving Occupations	11,949	\$46,700	0.94	656	5.1%	339	424	0.7%	14,703	5,876	8,898	-71	-0.1%
00 0000	Total - All Occupations	147,407	\$60,300	1.00	5,711	3.7%	9,279	954	0.1%	160,849	67,847	93,899	896	-0.1%

Source: JobsEQ®

NWDB Regional Educational Awards, 2019			
	Certificates and 2yr Degrees	4 Year Degrees	Postgraduate Degrees
University of Maine	63	2,038	894
Husson University	84	509	316
Eastern Maine Community College	392	0	0
University of Maine at Presque Isle	18	360	13
University of Maine at Fort Kent	10	209	0
Northern Maine Community College	163	0	0
Maine Maritime Academy	4	127	6
Beal University	130	4	1
Washington County Community College	100	0	0
College of the Atlantic	0	93	1
Total	964	3,340	1,231
University of Maine	63	2,038	894

[Source: JobsEQ®](#)

Data as of the 2022-2023 academic year unless noted otherwise; related occupation data as of 2024Q3.

Note: Figures may not sum due to rounding.

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## Educational Attainment

- The total number of degrees awarded from all colleges within the region was 5,535 in 2023.
- Bachelor's degrees were the most commonly awarded at over 3,340.
- The University of Maine Orono awarded the most bachelor's degrees at 2,038. The University of Maine system awarded 2,607 bachelor's degrees through their campuses in the NWDB region. The University of Maine also awarded the most master's degrees at 648 out of 903 and doctorate degrees at 62 out of a total of 120.

<i>Total Awards by Award Level for Various Colleges within the NWDB Region, 2023</i>											
Total Awards by Award Level											
Award Level	College of the Atlantic (160959)	Beal University (160995)	Maine Community College (161138)	University of Maine at Fort Kent (161235)	University of Maine (161253)	Maine Maritime Academy (161299)	University of Maine at Presque Isle (161341)	Maine Community College (161484)	County Community College (161581)	Husson University (487524)	NWDB Region-All Schools
Certificate		39	117		58		2	57	56	75	404
Associate's		91	275	10	5	4	16	106	44	9	560
Bachelor's	93	4		209	2,038	127	360			509	3,340
Post-Baccalaureate					158					12	170
Master's	1	1			648	6	13			234	903
Post-Master's					26					12	38
Doctorate					62					58	120
All Award Levels	94	135	392	219	2,995	137	391	163	100	909	5,535

[Source: JobsEQ®](#)

*All Awards, including Certifications, Bachelor's Degrees, Associate's Degrees, Master's Degrees, and Doctoral Degrees, from Various College, Organized Programs, within the NWDB, 2023*

		College of the Atlantic (160959)	Beal University (160995)	Eastern Maine Community College (161138)	University of Maine at Fort Kent (161235)	University of Maine (161253)	Maine Maritime Academy (161299)	University of Maine at Presque Isle (161341)	Northern Maine Community College (161484)	Washington County Community College (161581)	Husson University (487524)
Programs and Occupations	Code										
Total - All Programs	00.0000	94	135	392	219	2,995	137	391	163	100	909
Agricultural/Animal/Plant/Veterinary Science and Related Fields	01					81		2			
Natural Resources and Conservation	03				4	127		6			3
Architecture and Related Services	04										
Area, Ethnic, Cultural, Gender, and Group Studies	05					5					
Communication, Journalism, and Related Programs	09					76					18
Communications Technologies/Technicians and Support Services	10										48
Computer and Information Sciences and Support Services	11			33	7	84		2	4	1	6
Culinary, Entertainment, and Personal Services	12			8							
Education	13			26		433		22	7	16	24
Engineering	14					310	32				
Engineering/Engineering-Related Technologies/Technicians	15			8		109	30		2	5	
Foreign Languages, Literatures, and Linguistics	16					4					
Family and Consumer Sciences/Human Sciences	19					56					
Reserved	21										
Legal Professions and Studies	22										34
English Language and Literature/Letters	23					39		7			3
Liberal Arts and Sciences, General Studies and Humanities	24	94		37	4	38		131	7	4	9
Library Science	25										
Biological and Biomedical Sciences	26				3	175	7	3			5
Mathematics and Statistics	27					20		2			1
Military Science, Leadership and Operational Art	28										
Military Technologies and Applied Sciences	29										
Multi/Interdisciplinary Studies	30			17	14	138	5	5	2	1	
Parks, Recreation, Leisure, Fitness, and Kinesiology	31					26		7			72
Basic Skills and Developmental/Remedial Education	32										
Citizenship Activities	33										
Health-Related Knowledge and Skills	34										
Interpersonal and Social Skills	35										
Leisure and Recreational Activities	36										
Personal Awareness and Self-Improvement	37										
Philosophy and Religious Studies	38					13					
Theology and Religious Vocations	39										
Physical Sciences	40					57	1				
Science Technologies/Technicians	41					1					
Psychology	42					133		13			56
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	43			8	11					5	75
Public Administration and Social Service Professions	44			12	3	69		7		2	
Social Sciences	45					165		20			
Construction Trades	46			45					32	14	
Mechanic and Repair Technologies/Technicians	47			23					18	16	
Precision Production	48		22	20					5	6	
Transportation and Materials Moving	49						35			7	
Visual and Performing Arts	50					47		2			15
Health Professions and Related Programs	51		109	98	160	148		9	62	14	303
Business, Management, Marketing, and Related Support Services	52		4	57	13	612	27	153	24	9	237
High School/Secondary Diplomas and Certificates	53										
History	54					29					
Reserved	55										
Health Professions Residency/Fellowship Programs	60										
Medical Residency/Fellowship Programs	61										

Source: JobsEQ®

*Associates Degrees Awarded by Program for Various Colleges in the NWDB Region, 2023*

Programs and Occupations	Code	Maine									
		NWDB Region-All Schools	Beal University (160995)	Maine Community College (161138)	University of Maine at Fort Kent (161235)	University of Maine (161253)	Maine Maritime Academy (161299)	University of Maine at Presque Isle (161341)	Maine Community College (161484)	County Community College (161581)	Husson University (487524)
Total - All Programs	00.0000	560	91	275	10	5	4	16	106	44	9
Agricultural/Animal/Plant/Veterinary Science and Related Fields	01										
Natural Resources and Conservation	03	4			4						
Computer and Information Sciences and Support Services	11	32		28	1				2	1	
Culinary, Entertainment, and Personal Services	12	7		7							
Education	13	35		16					6	13	
Engineering	14	1					1				
Engineering/Engineering-Related Technologies/Technicians	15	14		8					1	5	
Liberal Arts and Sciences, General Studies and Humanities	24	65		37		2		8	7	4	7
Multi/Interdisciplinary Studies	30	18		17						1	
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	43	17		8	4					5	
Public Administration and Social Service Professions	44	14		12						2	
Social Sciences	45										
Construction Trades	46	29		7					22		
Mechanic and Repair Technologies/Technicians	47	34		21					10	3	
Precision Production	48	21	4	17							
Transportation and Materials Moving	49	3					3				
Visual and Performing Arts	50										
Health Professions and Related Programs	51	204	83	73	1			8	35	4	
Business, Management, Marketing, and Related Support Services	52	62	4	24		3			23	6	2

[Source: JobsEQ®](#)



*Bachelor's Degrees Awarded by Program for Various Colleges in the NWDB Region, 2023*

		College of the Atlantic (160959)	Beal University (160995)	Community College (161138)	of Maine at Fort Kent (161235)	University of Maine (161253)	Maritime Academy (161299)	of Maine at Presque Isle (161341)	Community College (161484)	Community College (161581)	Husson University (487524)
Programs and Occupations	Code										
Total - All Programs	00.0000	93	4		209	2,038	127	360			509
Agricultural/Animal/Plant/Veterinary Science and Related Fields	01					52		2			
Natural Resources and Conservation	03					90		5			3
Area, Ethnic, Cultural, Gender, and Group Studies	05					4					
Communication, Journalism, and Related Programs	09					72					11
Communications Technologies/Technicians and Support Services	10										37
Computer and Information Sciences and Support Services	11				6	39		2			6
Education	13					172		22			23
Engineering	14					215	31				
Engineering/Engineering-Related Technologies/Technicians	15					101	30				
Foreign Languages, Literatures, and Linguistics	16					3					
Family and Consumer Sciences/Human Sciences	19					52					
English Language and Literature/Letters	23					29		7			3
Liberal Arts and Sciences, General Studies and Humanities	24	93			4	24		123			2
Library Science	25										
Biological and Biomedical Sciences	26				3	155	7	3			5
Mathematics and Statistics	27					16		2			1
Multi/Interdisciplinary Studies	30				14	87	5	5			
Parks, Recreation, Leisure, Fitness, and Kinesiology	31					26		7			72
Philosophy and Religious Studies	38					13					
Physical Sciences	40					33	1				
Psychology	42					105		13			34
Homeland Security, Law Enforcement, Firefighting and Related Protective Services	43				7						52
Public Administration and Social Service Professions	44				3	22		7			
Social Sciences	45					147		20			
Transportation and Materials Moving	49						32				
Visual and Performing Arts	50					38		2			5
Health Professions and Related Programs	51		4		159	96					139
Business, Management, Marketing, and Related Support Services	52				13	421	21	140			108
History	54					26					

[Source: JobsEQ®](#)



Advanced Degrees by Program

CIP (2- digit)	Programs and Occupations	Beal University	Eastern Maine Community College	University of Maine	University of Maine at Fort Kent	University of Maine at Presque Isle	Washington County Community College	Northern Maine Community College	Maine Maritime Academy	Husson University
01	Agriculture, Agriculture Operations, and Related Sciences			110		2				
03	Natural Resources and Conservation			164	4	6				3
05	Area, Ethnic, Cultural, Gender, and Group Studies			6						
09	Communication, Journalism, and Related Programs			80						18
11	Computer and Information Sciences and Support Services		33	129	7	2	1	4		6
13	Education		26	694		22	16	7		24
14	Engineering		8	497			5	2	62	
16	Foreign Languages, Literatures, and Linguistics			5						
19	Family and Consumer Sciences/Human Sciences			60						
23	English Language and Literature/Letters			49		7				3
26	Biological and Biomedical Sciences			195		3			7	5
27	Mathematics and Statistics			24		2	1			
30	Multi/Interdisciplinary Studies		17	189	14	5		2	5	1
40	Physical Sciences			81					1	

42	Psychology			147		13				78
43	Homeland Security, Law Enforcement, Firefighting and Related Protective Services				11				8	96
44	Public Administration and Social Service Professions		12	116	3	7	2			
45	Social Sciences			182		20				
50	Visual and Performing Arts			56		2				15
51	Health Professions and Related Programs	110	98	196	160	9	14	62		303
52	Business, Management, Marketing, and Related Support Services	4	57	794	13	153	9	24	27	351
54	History			32						

Source: JobsEQ®