



northeastern

WORKFORCE DEVELOPMENT BOARD

Plan at a Glance

Mission

The Northeastern Workforce Development Board (NWDB) 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 NWDB 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.

FULFILL



Fill your business with capable, passionate employees.

ATTAIN



Attain your dream career.



Vision and Key Priorities



VISION

The Northeastern Workforce Development Board (NWDB) continues to align its strategic vision with the State of Maine's priorities and regional needs by engaging in a coordinated, data-informed approach to workforce development. As demographic shifts, economic pressures, and employer needs evolve, the Board remains focused on preparing a workforce that is inclusive, resilient, and equipped to meet both current and future labor market demands. This vision is grounded in building equitable access to opportunity and addressing persistent systemic barriers that impact workforce participation.

Our goal continues to focus on the cultivation, convening, management, and participation 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, is more successful—by working together.

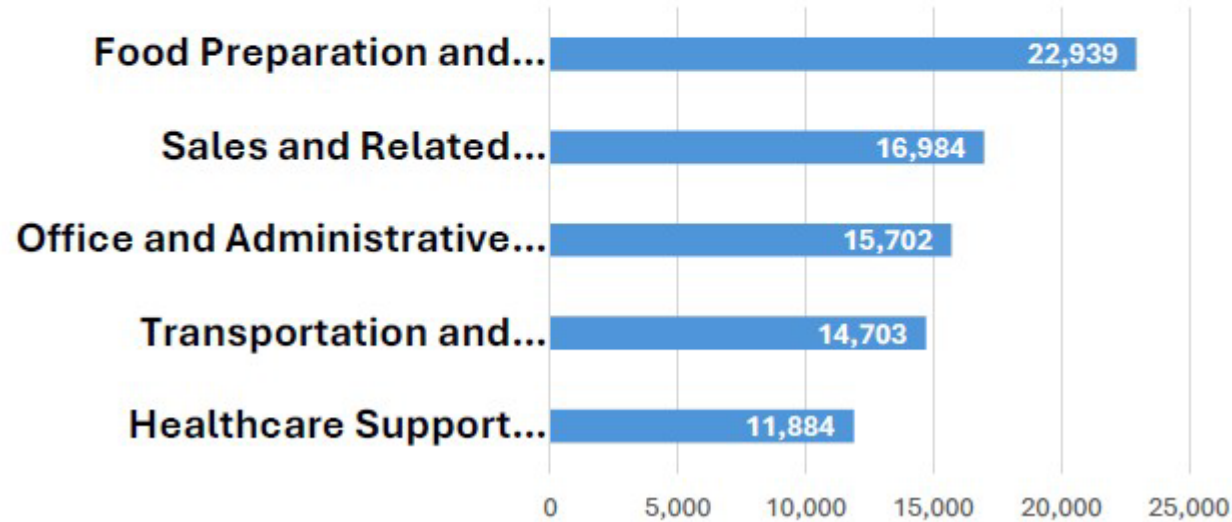
Through extensive engagement with workforce development partners, stakeholders affirmed that while the core goals for job seekers remain consistent—access to training, career pathways, and quality employment—the strategies to achieve them must evolve. Economic and labor market shifts, including the widespread integration of technology, the expansion of remote work, and increased demand in emerging sectors, require more flexible and responsive approaches. The post-pandemic environment has heightened the need for digital access and targeted strategies to meet both immediate workforce needs and long-term career development. Clear, coordinated communication across job seekers, employers, and partner organizations will be essential to building shared understanding, expanding access, and delivering services that are inclusive, timely, and aligned with real-world demand.

KEY PRIORITIES

1. Improve and align training pathways with employer demand
2. Develop Sector Strategies to Guide Workforce Development
3. Build inclusive, resilient workforce systems for underserved populations
4. Address urgent replacement demand and succession planning needs
5. Strengthen collaborative partnerships and service coordination

Top 5 Replacement Demand by Occupation

Forecast over the next 10 years



Source: JobsEQ

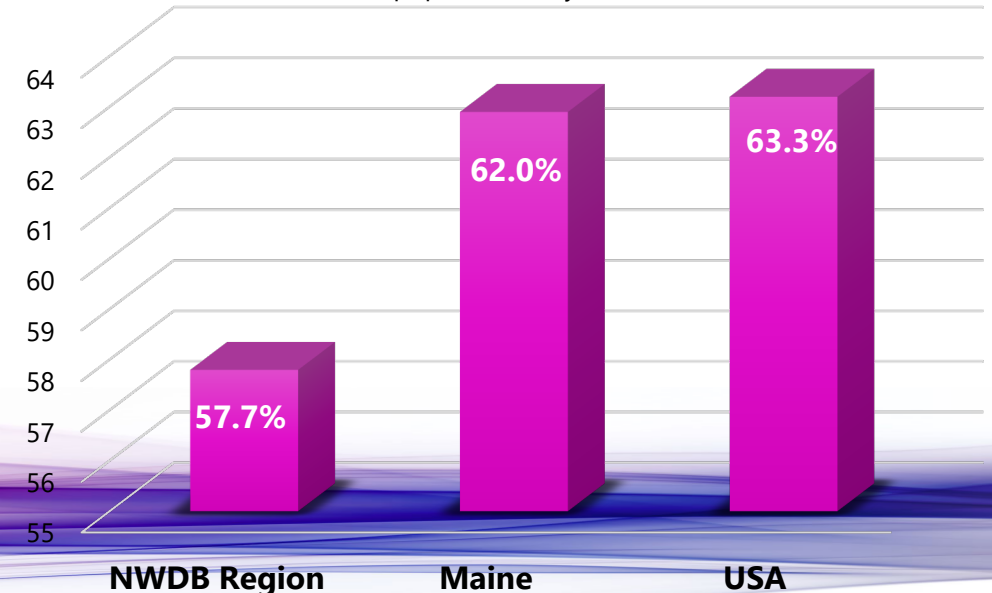
Adding to the workforce challenge is the number of individuals who are unemployed but not actively seeking work, those working part-time who would prefer full-time employment, and those who are underemployed. The unemployment rate is just one of six official measures of labor underutilization. It includes only those who are jobless, actively seeking employment, and available to work.

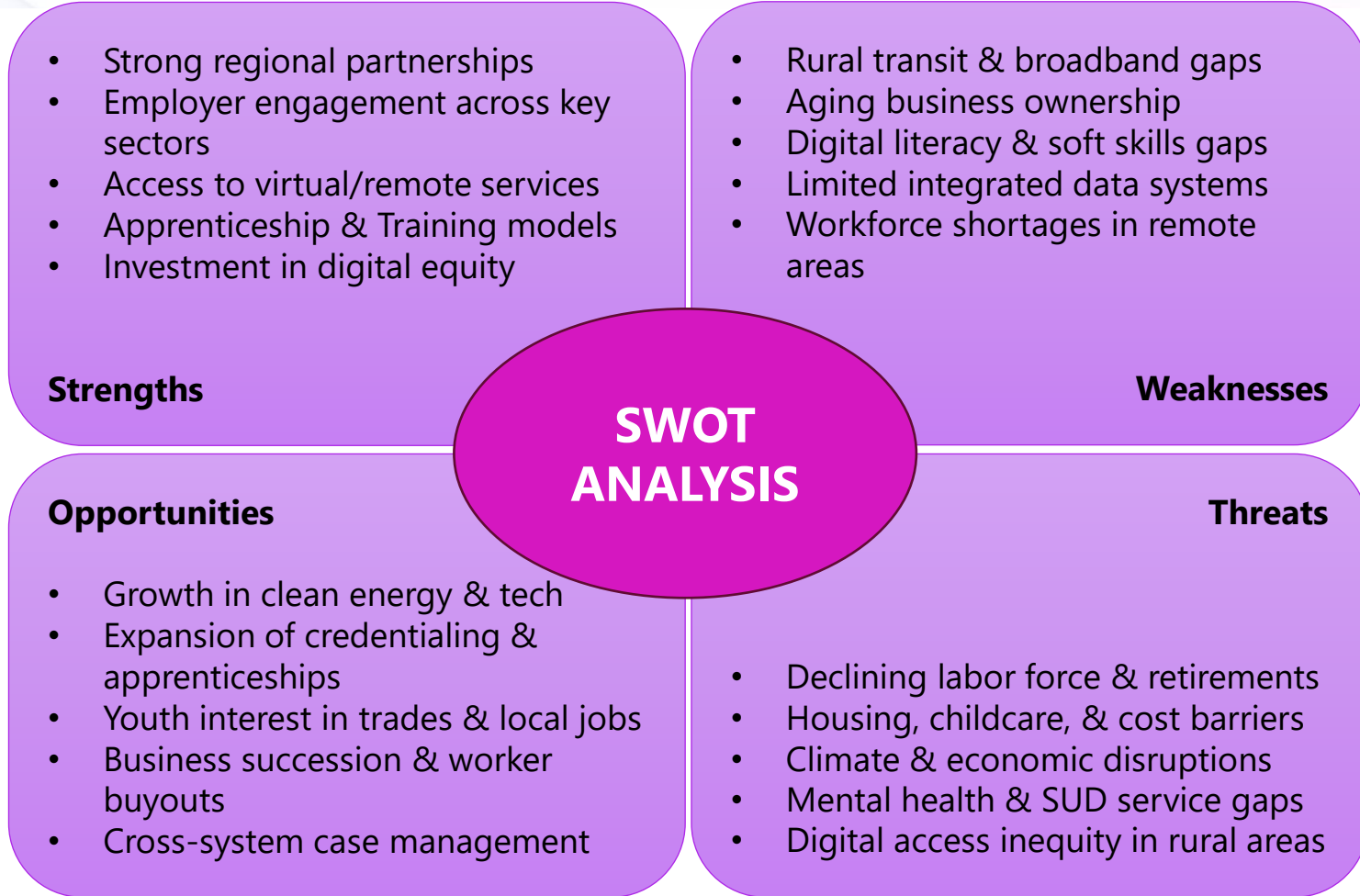
Targeted Industry Sector Based on Employer Demand

Analysis of regional employment, wage, and occupational data highlights several key industries that are driving workforce demand across the NWDB region. These industries play a significant role in overall employment levels, offer opportunities for wage growth, or face urgent workforce needs due to projected retirements and replacement demand.

Labor Force Participation Rate

(civilian population 16 years and over)





SUMMARY

The Board recognizes that addressing the region's complex workforce challenges and advancing economic opportunities requires the active collaboration of strong, engaged partners. One of NWDB's most essential roles is to convene these partners, facilitate shared planning, and align resources to meet the needs of job seekers and employers across the region.