



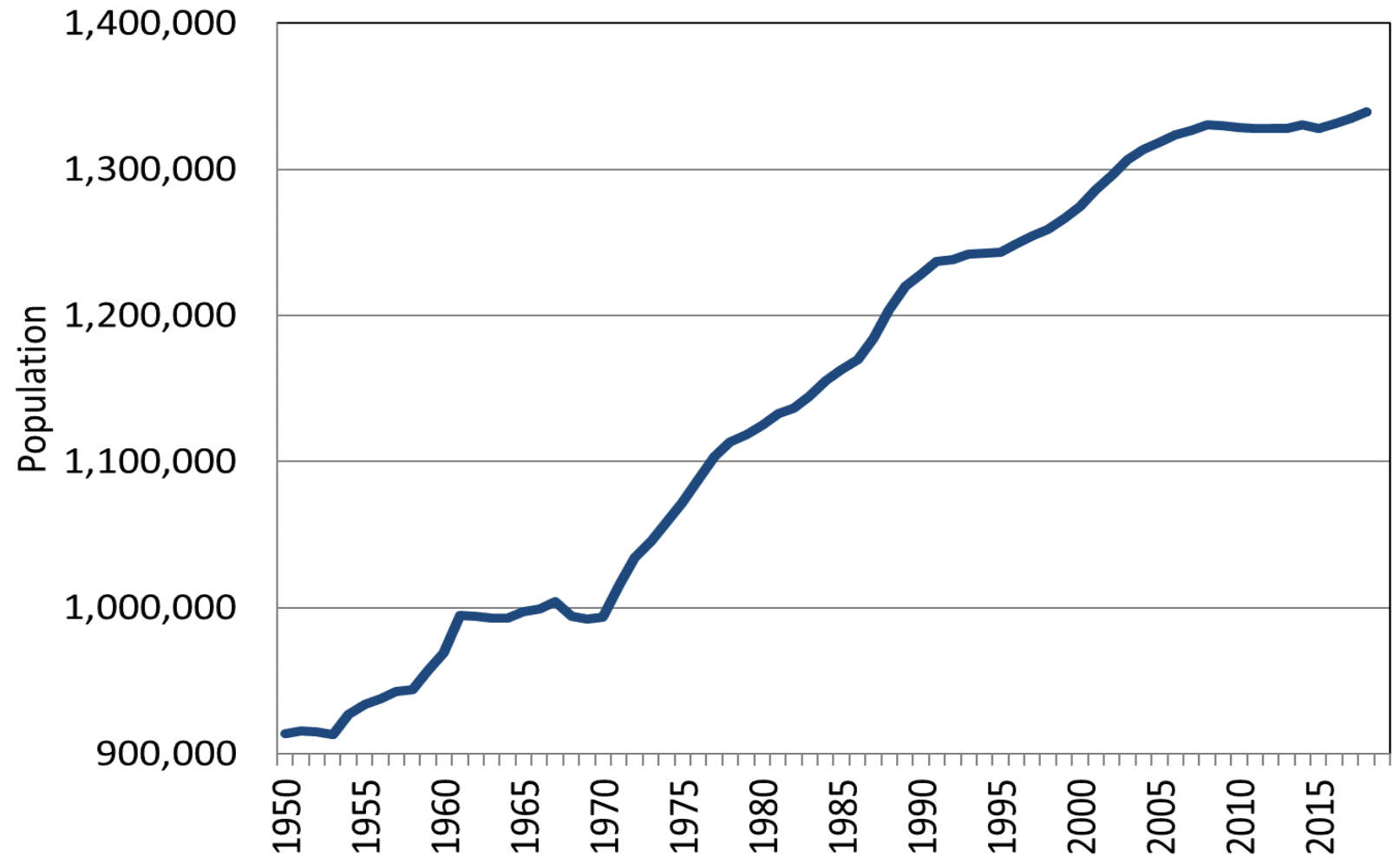
## **Demographics of Maine's Workforce**

**Presented to Commission to Develop  
Paid FML Program  
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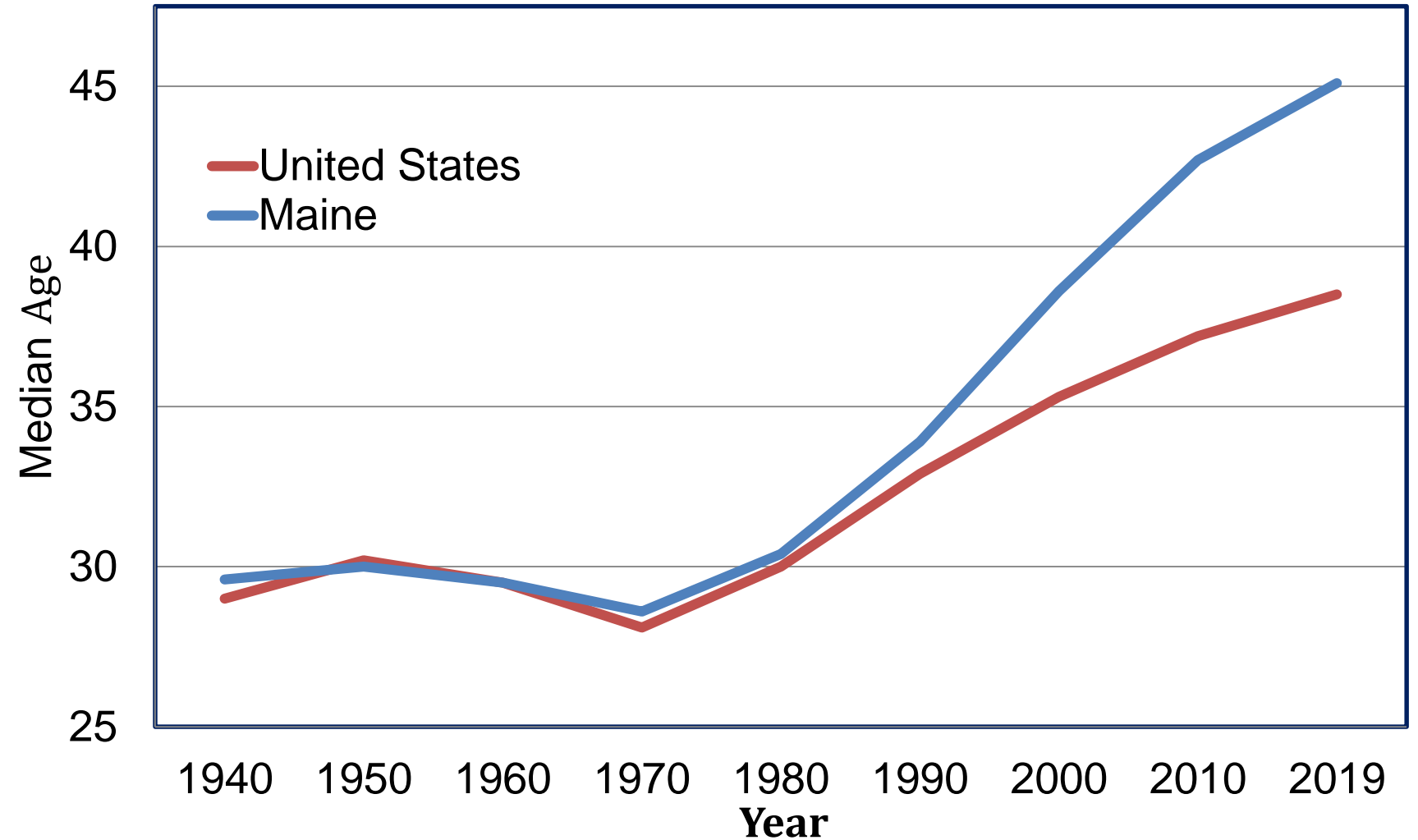
# Maine Population

- Maine's population has stayed relatively unchanged over the past 15+ years
- Following steady population growth throughout the second half of the 20th century



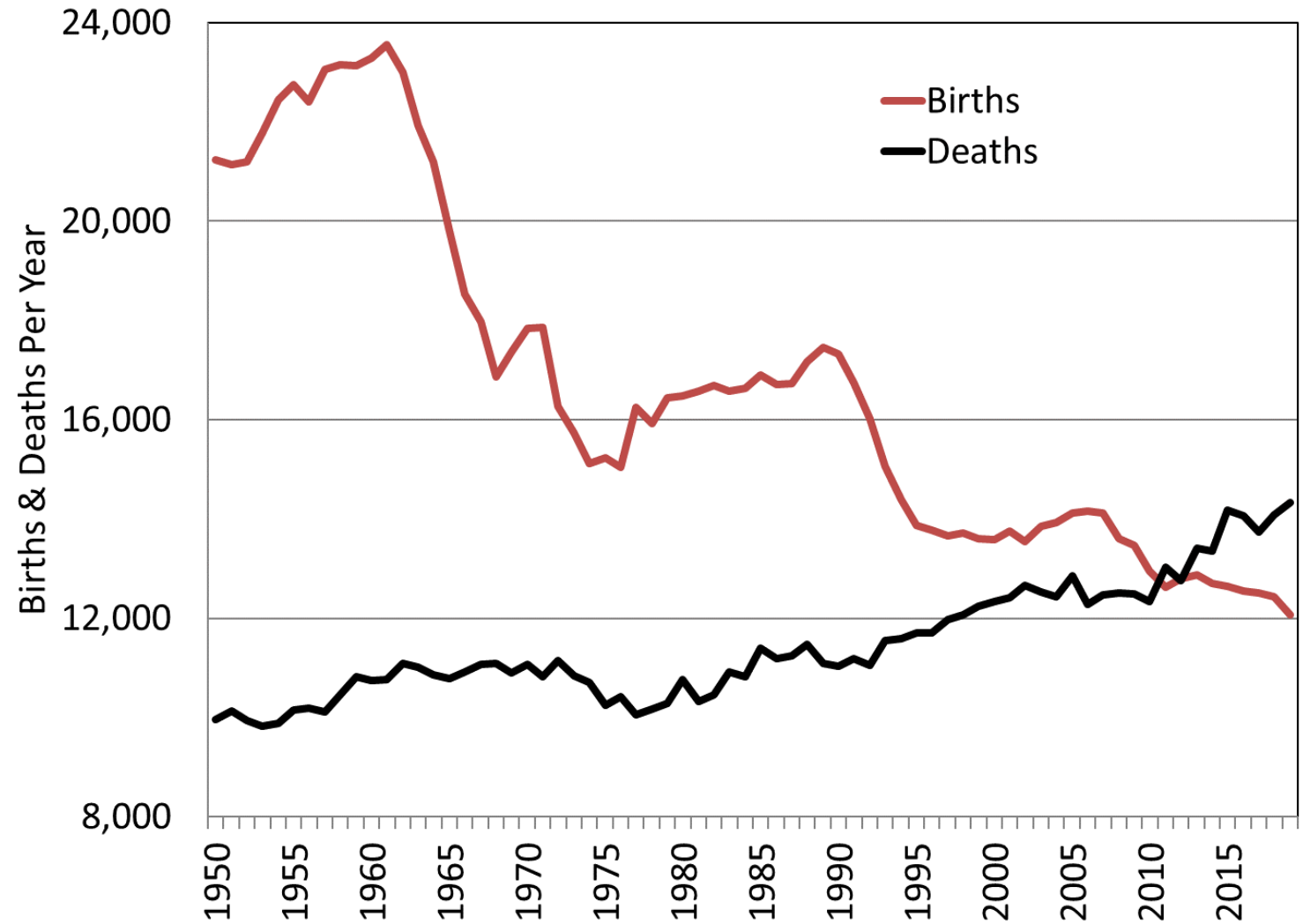
## Median Age, U.S. and Maine

- The median age in the U.S. has gradually increased in the last four decades
- The increase was sharper in Maine which had the highest median age in the U.S. through 2019



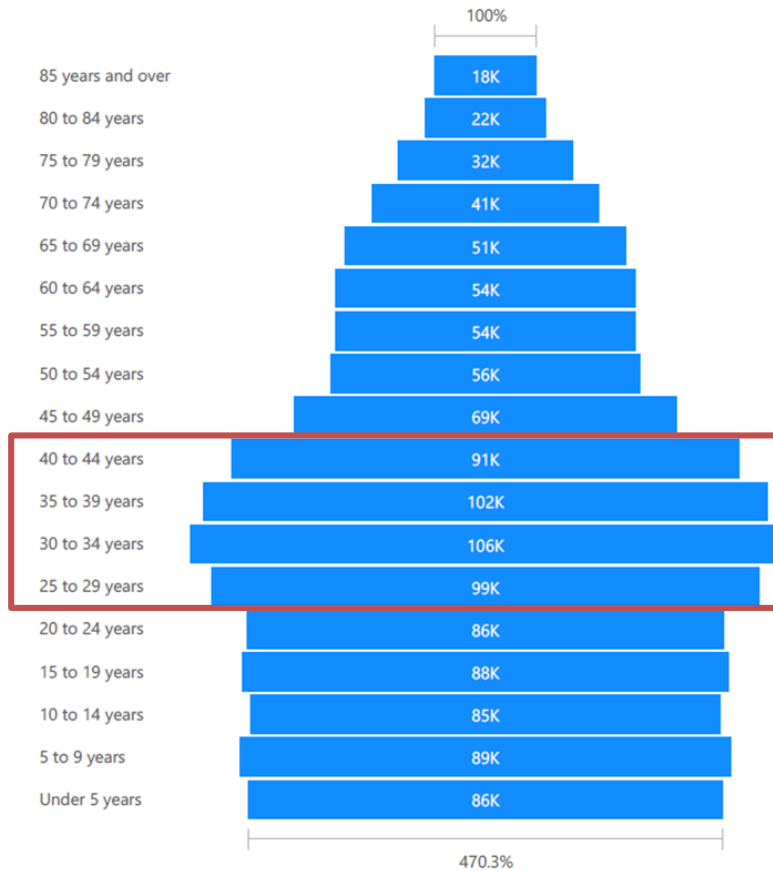
# Maine Natural Population Change

- Explained by a decline in the birth rate
- Maine experienced a natural population decrease in 8 of 9 years from 2011-2019
- Modest population growth has been driven by in-migration in recent years

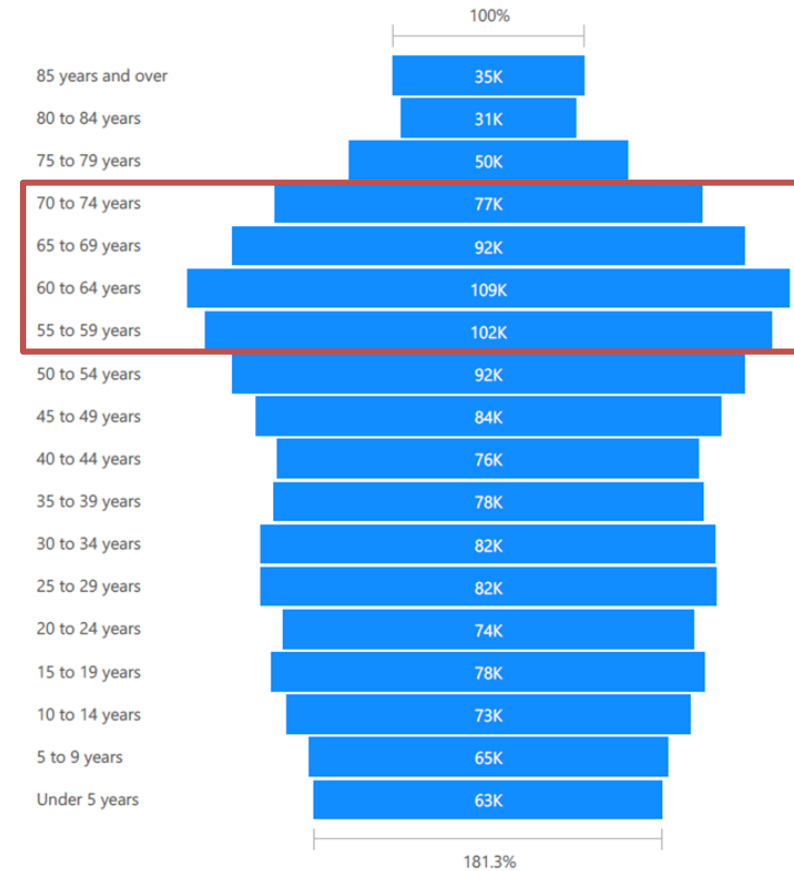


- In the last 30 years, the largest segment of Maine's population has moved from prime working ages (25-44) toward later career or retirement ages (55-74)

### 1990 Decennial Census

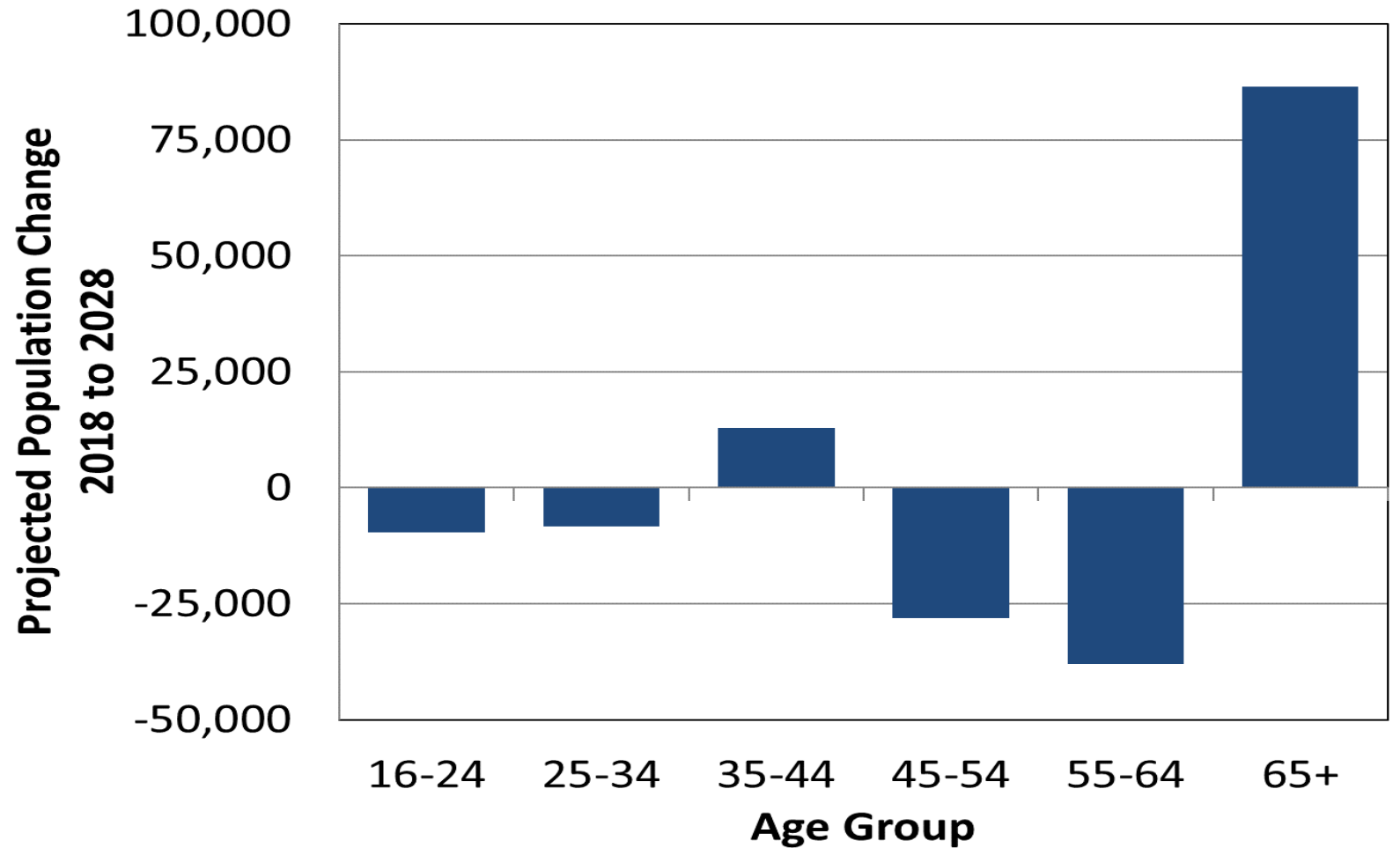


### 2019 American Community Survey



- Maine's population in the 45-64 age groups is projected to decline through 2028
- While the age 65 plus population is expect to grow substantially

## Projected Population Change 2018 to 2028



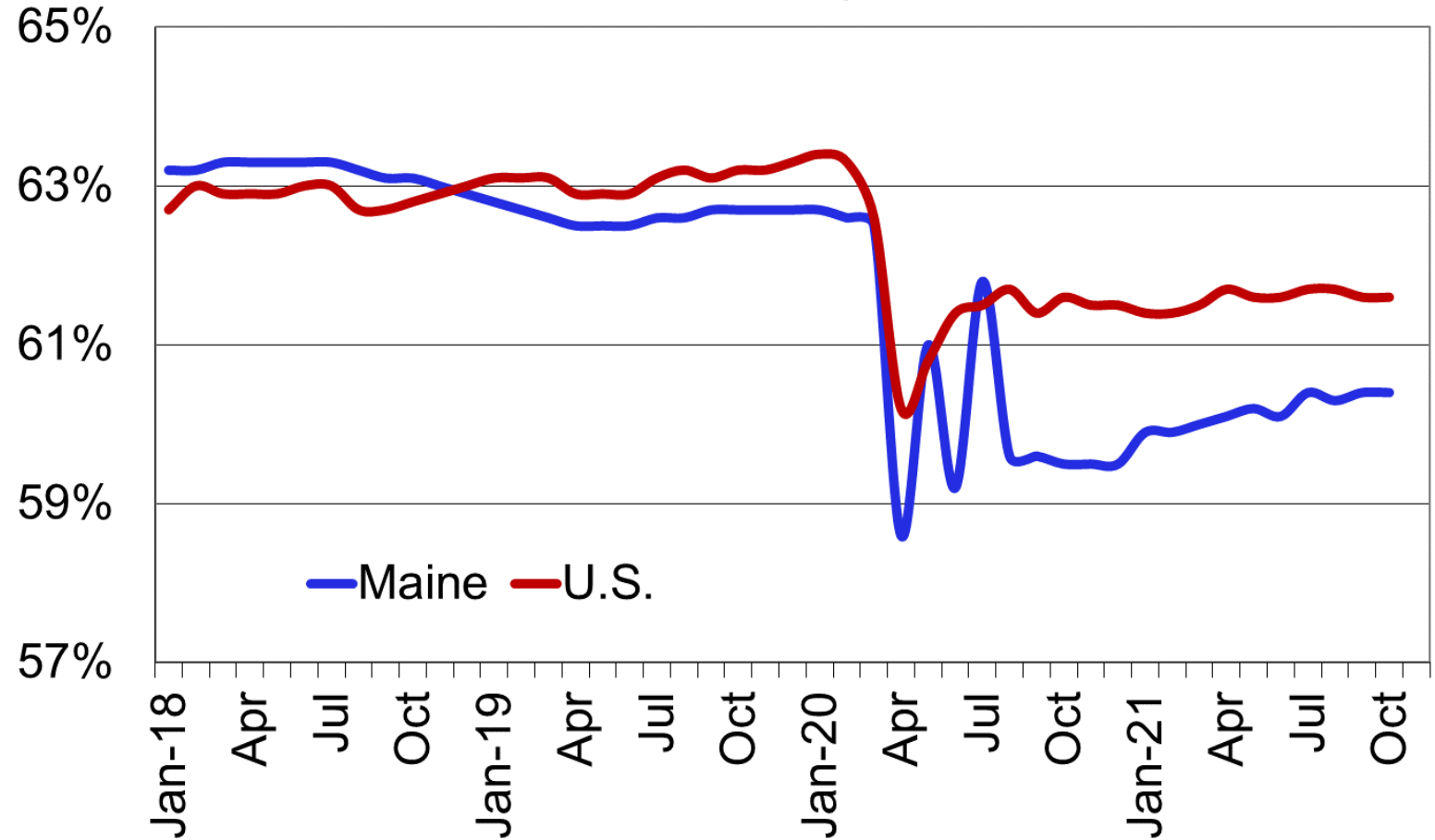
# Maine's Labor Force

- The labor force includes those who are employed and those who are not employed but are actively seeking work—the unemployed
  - Retired and others not employed and not seeking work are not in the labor force
- Maine's aging population has contributed to a gradual decline in labor force participation rates in the 20-year period ***leading up to the pandemic***
- Maine's labor force participation rate has decreased substantially ***during the pandemic***

# Labor Force Participation Rates

(Seasonally Adjusted)

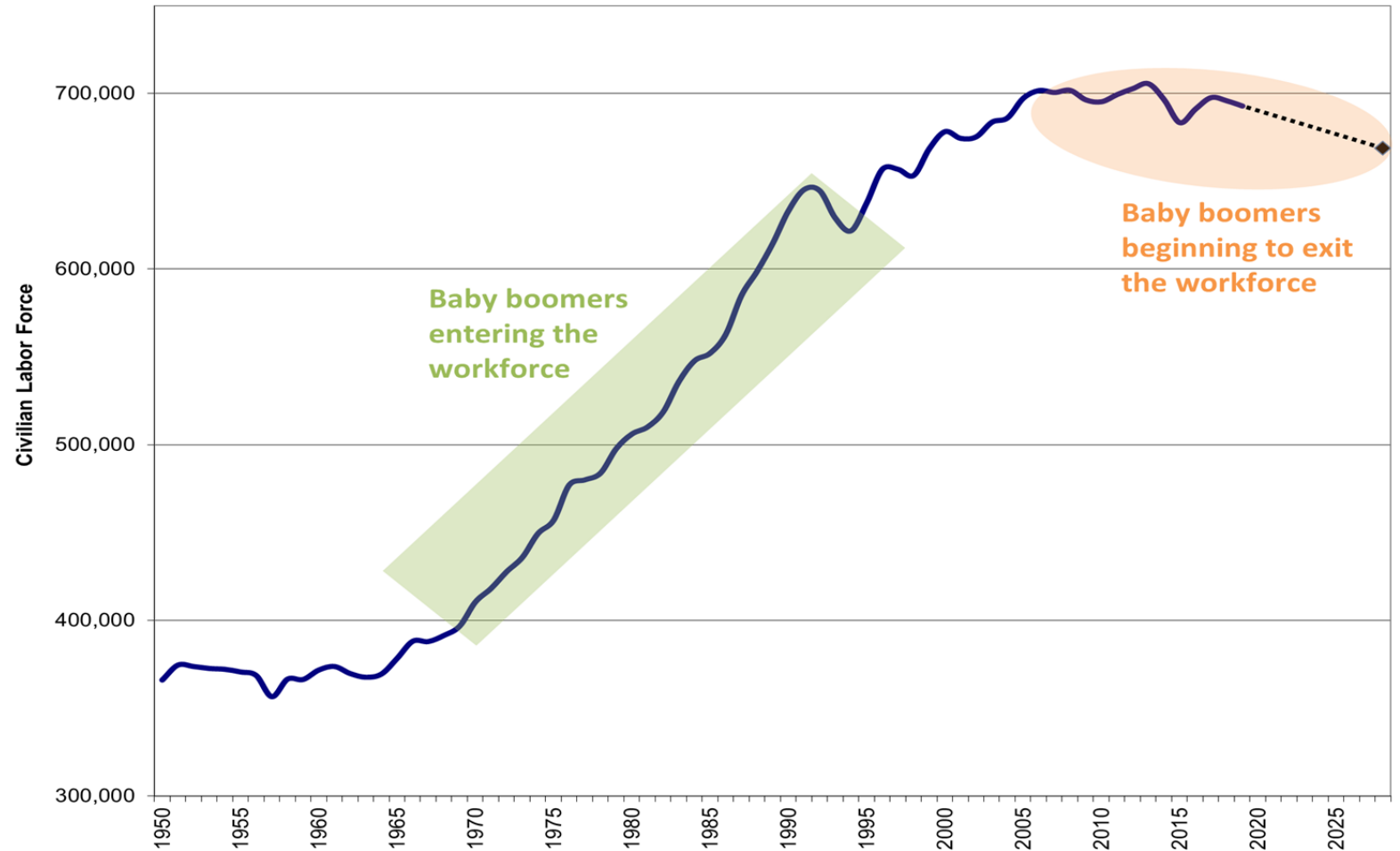
- There would be **22,500 additional people** in Maine's labor force today
- If the labor force participation rate was the same as it was before the pandemic





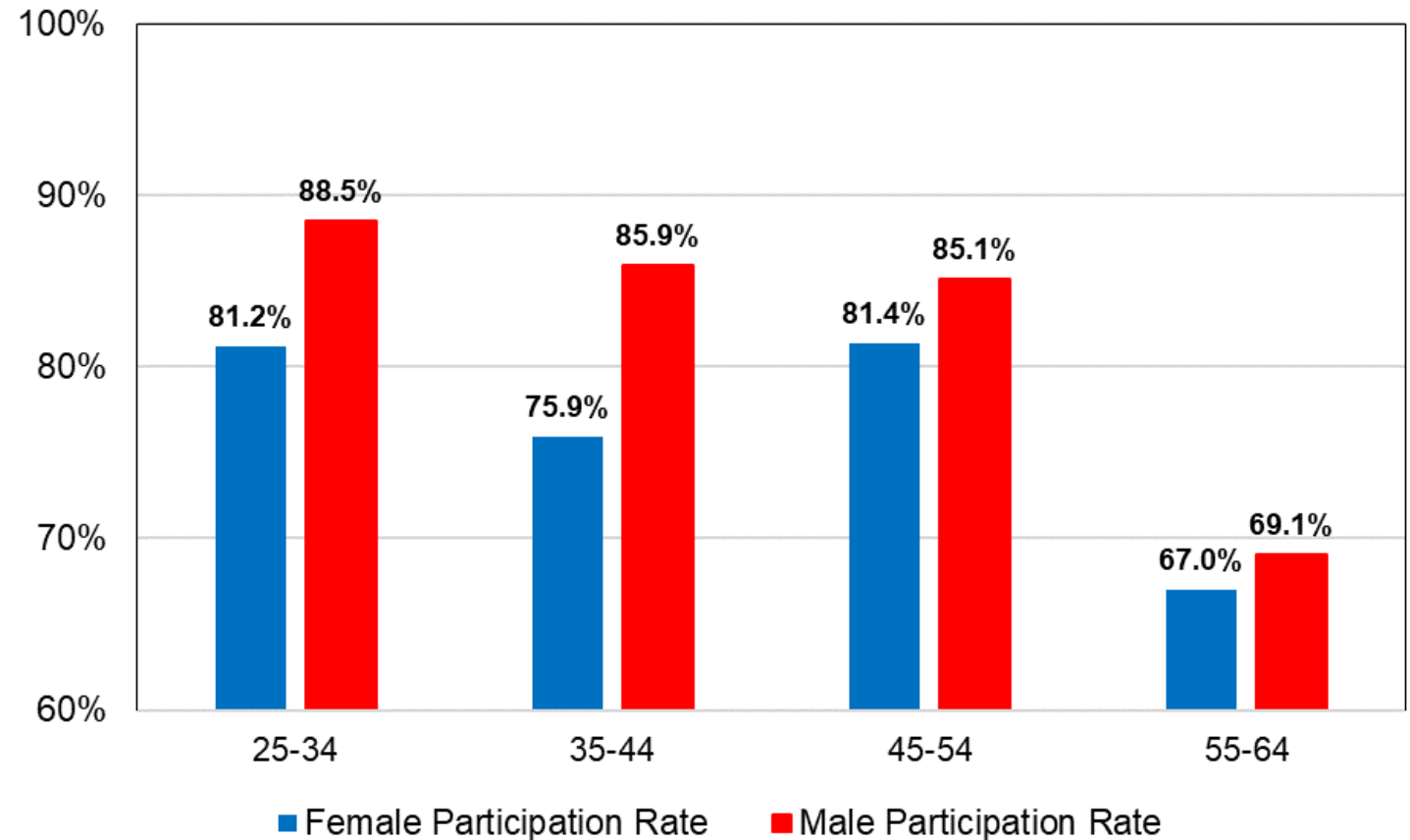
## Maine's Labor force 1950 through 2018, 2028 Projection

- With fewer young people aging into prime working ages
- Relative to an older population expected to participate at lower rates
- Maine's labor force is projected to contract modestly between 2018-2028

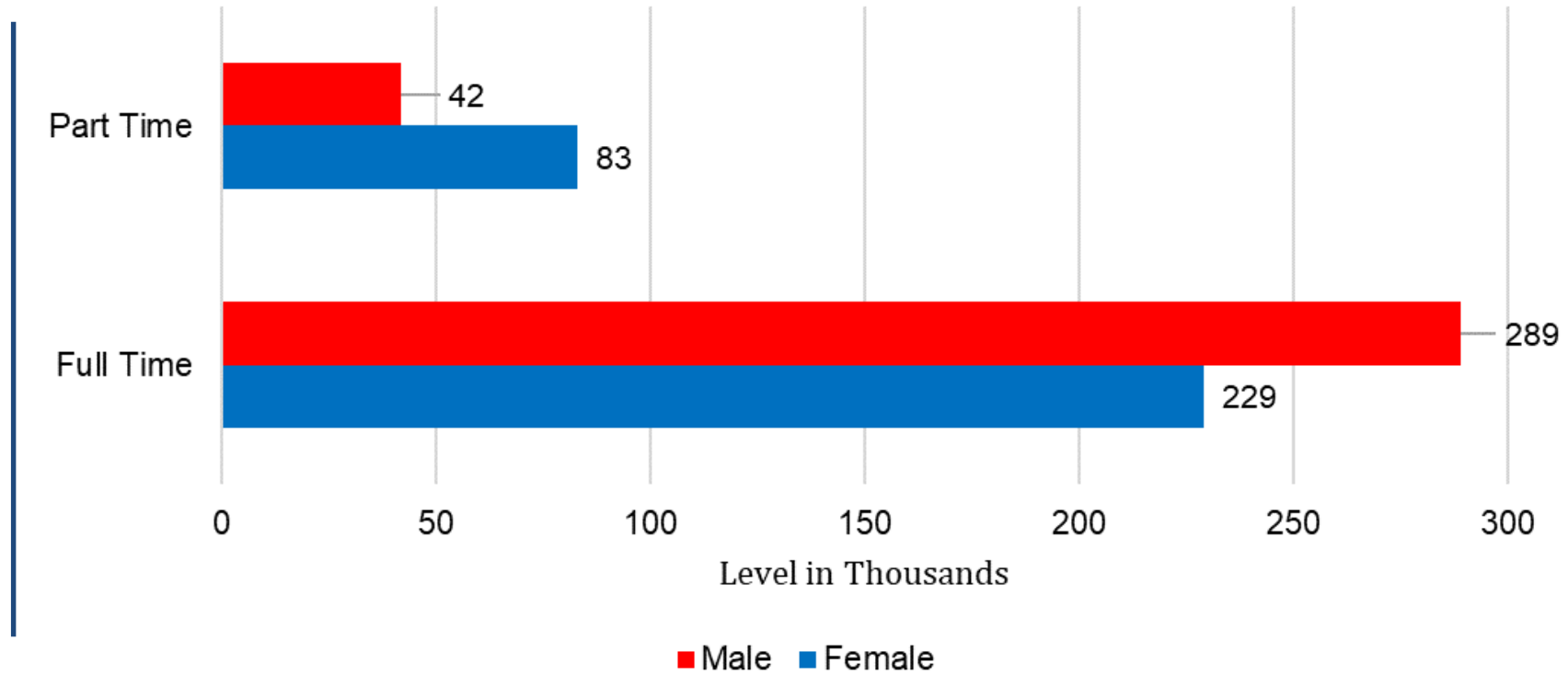


## Labor Force Participation Rate *(by Gender, 2020)*

- Labor force participation is lower among women in younger age groups
- Converging in the 45 to 54 age range
- Then begins to decrease among both groups with age



## Full-Time, Part-Time Employment Status *(by Gender, 2020)*



- Women in Maine are more likely than men to be working part time rather than full time

# Household Structure

## Census American Community Survey



There are approximately 347,000 households in Maine



About 272,000 are married couple families



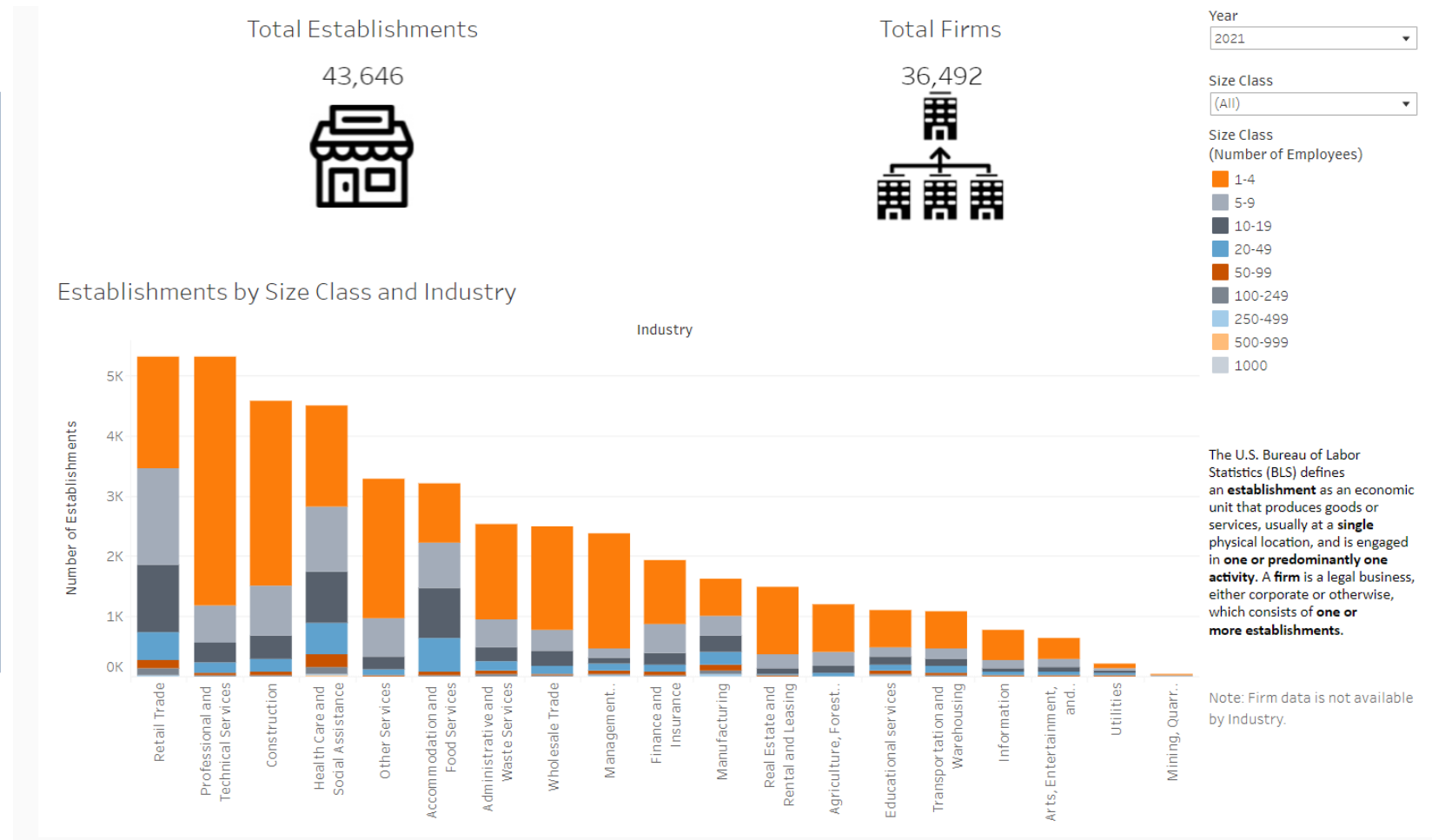
128,500 are households with children under the age of 18

# Average Weekly Wage

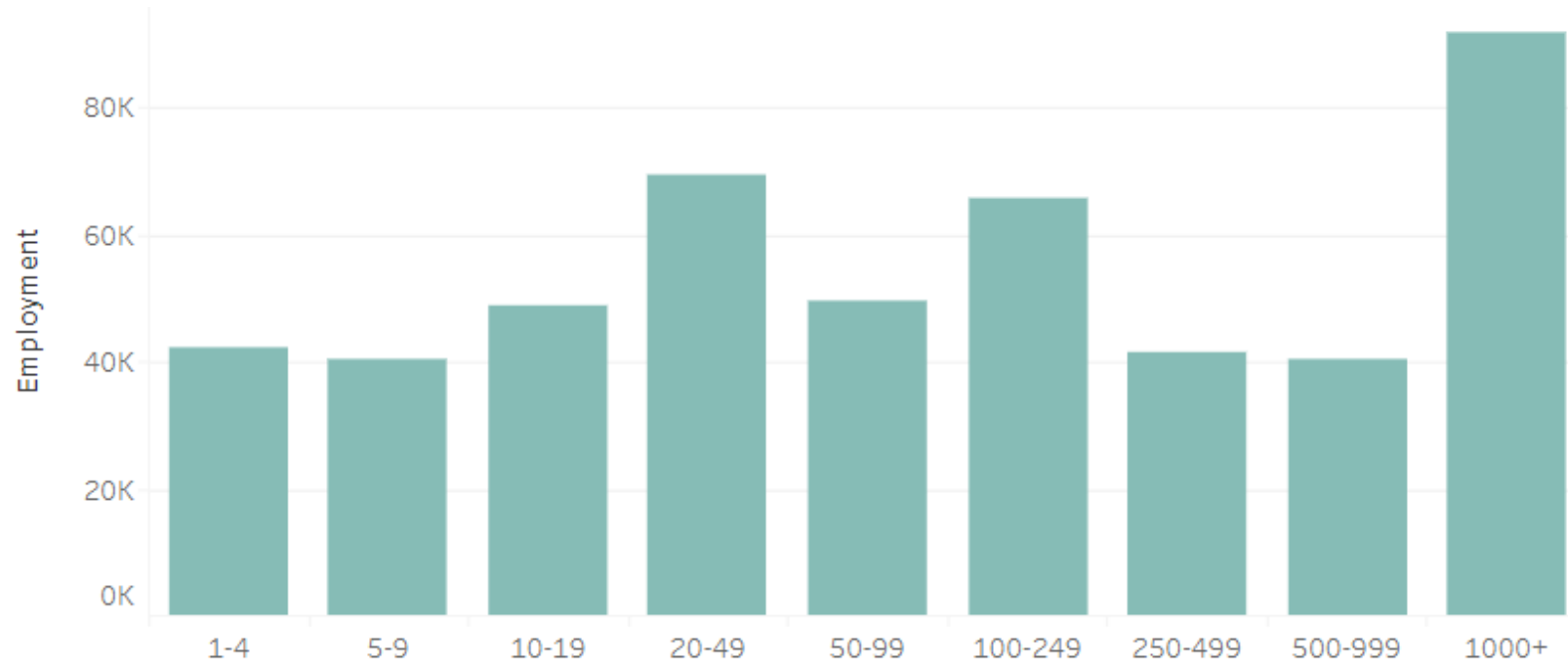
- Maine's average weekly wage is \$1,005 (second quarter of 2021)
- Average weekly wage values are calculated using total wages divided by the average employment level
- Part time and seasonal wages are included in this figure
  - Employers report total wages to the Maine Department of Labor but do not report hours and whether a worker is part time, full time

## Private Sector Employers by Employer Size, 2021

- About 5 out of 6 Maine jobs are in the private sector and 1 out of 6 jobs are in local, state or federal government
- There are just under 36,500 private sectors firms employing workers in Maine
- 98 percent of these firms employ less than 100 workers



## Private Sector Employment by Employer Firm Size, 2021



Total Employment by Firm  
Size

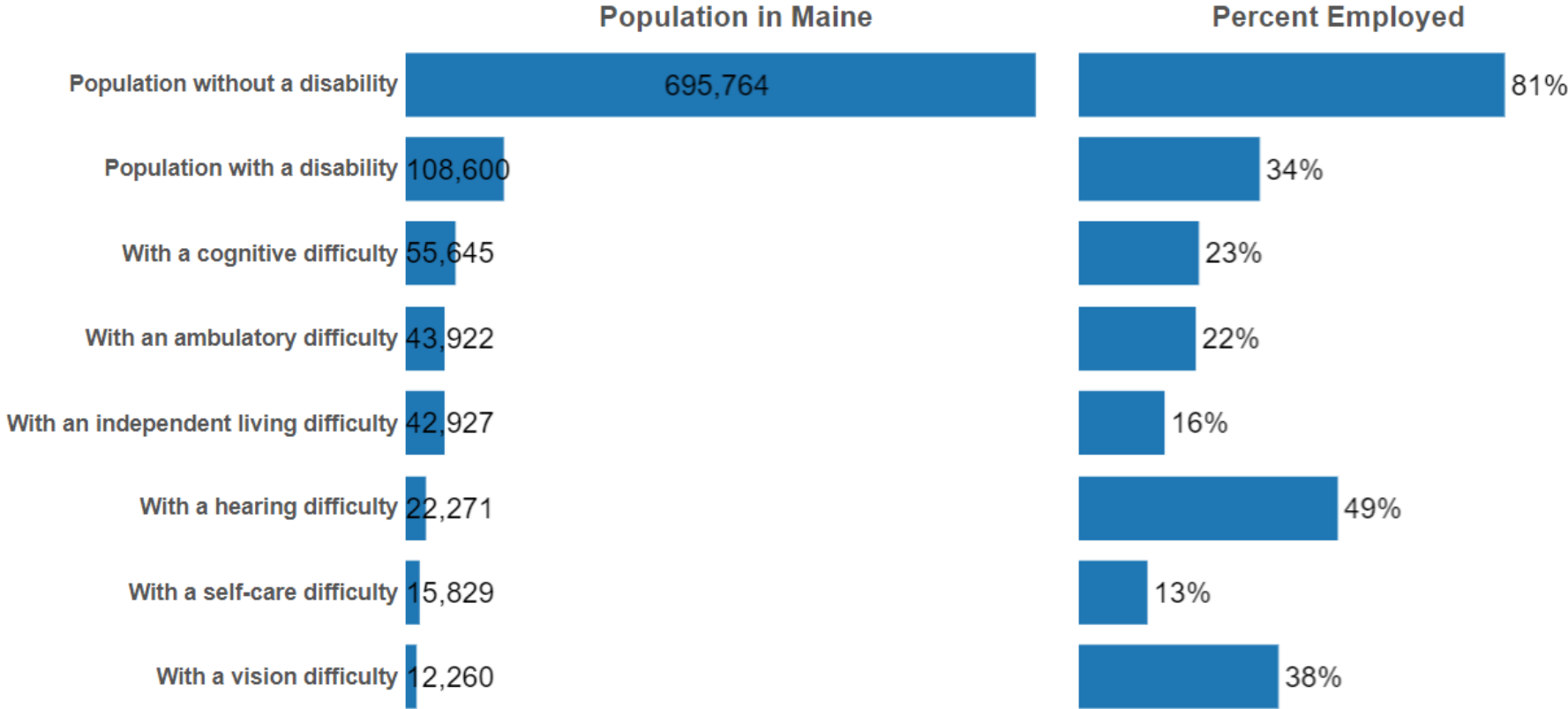
489,746



- However, just under half of private sector jobs in Maine are within firms with 100 or more employees

# Maine Working Age Population by Disability Status

- Employment rates are lower among the population with a disability
- Disabilities are more prevalent among older age groups. Among Maine’s total population (working age and non), 41 percent of those with a disability are age 65 or older





# Data Sources

- [Demographics of Employment and Unemployment in Maine](#)
- [Maine Unemployment and Labor Force Estimates](#)
- [Maine Job Outlook](#) and [Demographic Outlook](#)
- [Maine Employment and Wages by Industry](#) (including average weekly wage data)
- [Maine Employers and Employment by Size and Industry](#)
- [Maine Workers with Disabilities](#)
- [Maine County Profiles](#)
- [U.S. Census Bureau](#)