Wednesday Webinar
Maine's Workforce Challenge and MaineSpark
March 2018

- The Workforce Challenge
- Proposed Solutions - MaineSpark

No economy can succeed without a high-quality workforce, particularly in an age of globalization and technical change.
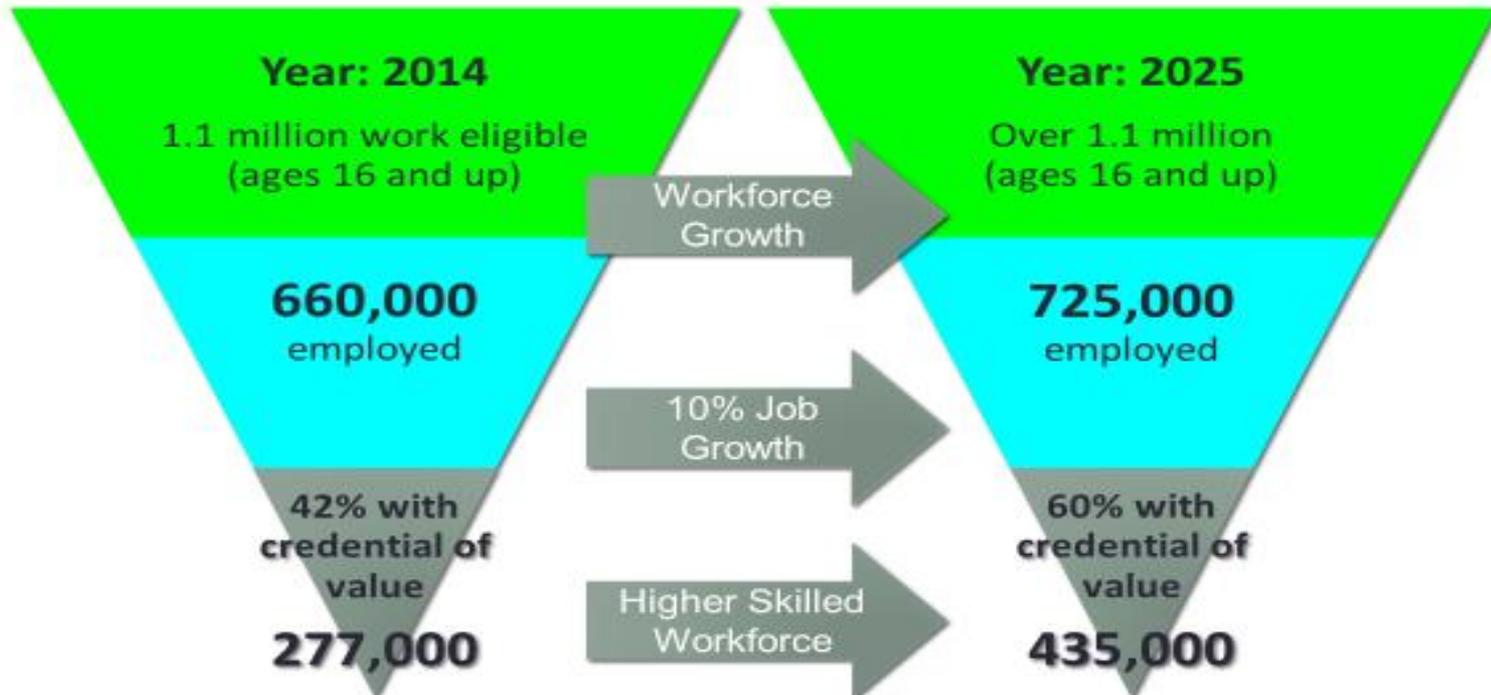
Ben Bernanke

Martha H. Johnston
Director of Education

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- Population Trends – 2003 to 2032
  - Population 65 and older ⬆ 166,000 & under 65 ⬇ 172,000
  - Mortality rates exceeding birth rates
  - Net-zero in-migration
- 660,000 current workers
  - 42% have a credential of value
- Economic Activity
  - 2009 to 2014: GDP ⬇ -1.2%
  - 2014 to 2024: Total Job Growth Projections < 1%

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A 10-Year Workforce Growth Scenario

Year: 2014

1.1 million work eligible
(ages 16 and up)

660,000
employed

42% with
credential of
value

277,000

Workforce Growth

10% Job Growth

Higher Skilled Workforce

Year: 2025

Over 1.1 million
(ages 16 and up)

725,000
employed

60% with
credential of
value

435,000

Note: This depicts future workforce requirements necessary to support a 10-year total labor force growth of 10% over today's workforce. This is a "high growth scenario estimate" produced by the Maine Department of Labor's CWRI and the Maine Office of Policy and Management. It assumes that future jobs will require the same level of degree/credential attainment as today's jobs.

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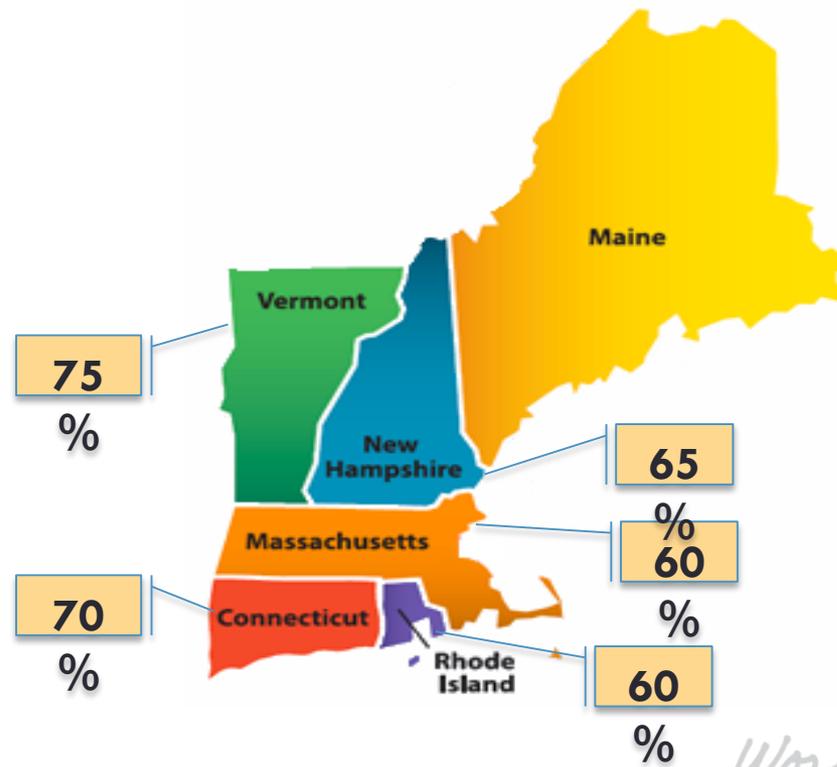
- If Maine were to grow jobs by 10% over 10 years that would mean 65,000 more jobs than today

- To meet the demands of the economy, 60% of that larger worker forces would need a credential of value in addition to a high school diploma

- This translates to an increase of 158,000 skilled workers over today's levels

- 60% of Maine's workforce will have a credential of value by 2025

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- States nationwide are addressing their workforce challenge by setting postsecondary educational attainment goals, identifying strategies, & building coalitions (business, education, and policy) to solve the problem

- Postsecondary attainment is defined broadly to include professional certificates, trade credentials, technical certifications, and college degrees - the common trait is that the training/education pathway is connected to demand in the economy – a job
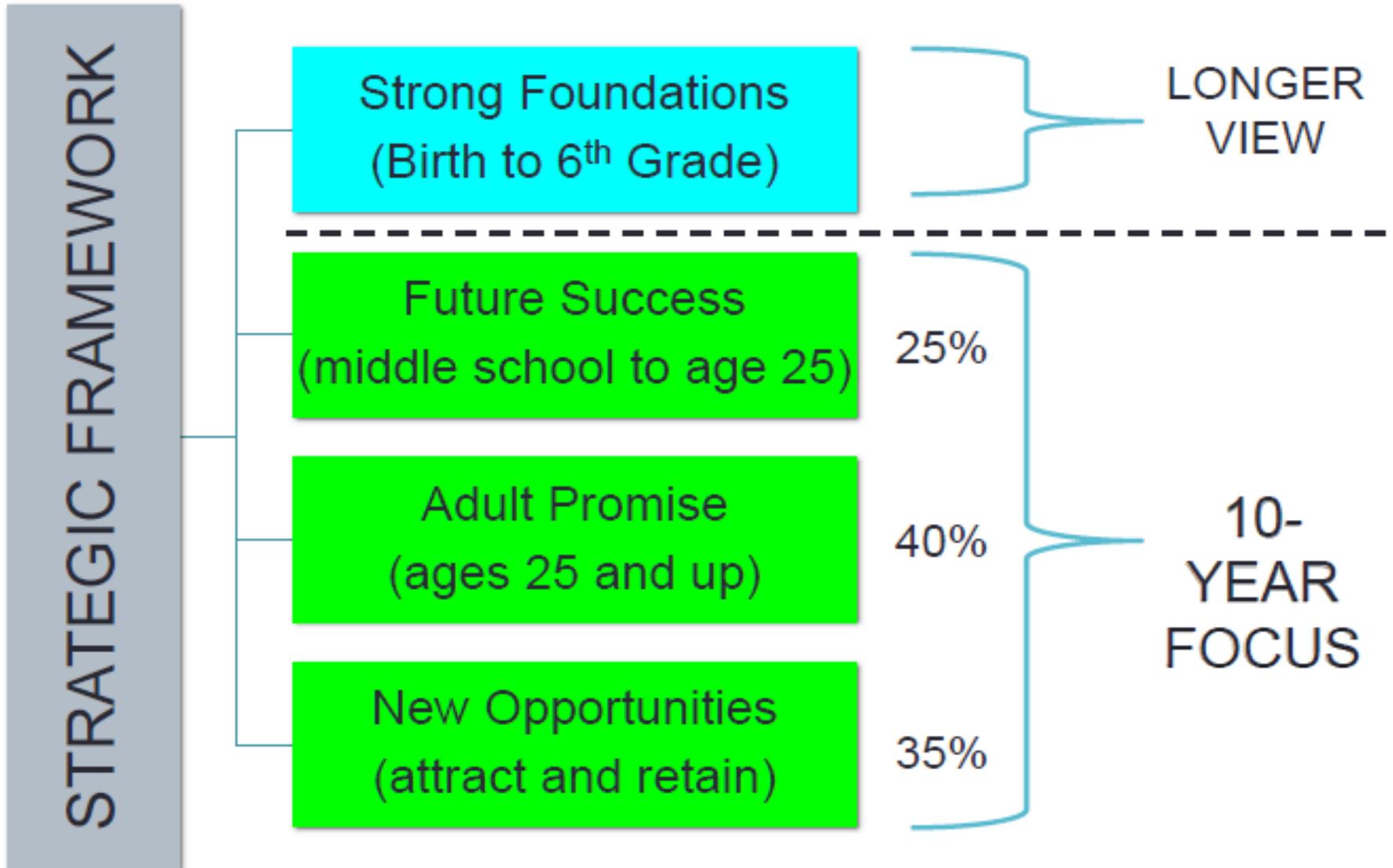
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Other Attainment Goals

- National – Lumina Foundation, 60% by 2025
  - 60% of workforce will have a credential of value
- New England

Vermont 75%

Maine

New Hampshire 65%

Massachusetts 60%

Connecticut 70%

Rhode Island 60%

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- Newly formed coalition of Maine's most influential education and business leaders who've made a 10-year commitment to work together to ensure that Maine's workforce is productive and competitive.

- Set statewide educational attainment goal: *by 2025, 60% of Mainers will hold education and workforce credentials that position Maine and its families for success* and this goal has been adopted by the Maine State Legislature.

- MaineSpark is comprised of four tracks, each providing programs and services for Maine people at all stages of life to reach their education and career goals: Strong Foundations, Future Success, Adult Promise, and New Opportunities.

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CONNECT TO YOUR FUTURE

mainespark STRONG FOUNDATIONS — Strong Foundations, for children from birth through Sixth Grade

mainespark FUTURE SUCCESS — Future Success, for students from Sixth Grade through post-secondary education

mainespark ADULT PROMISE — Adult Promise, for those returning to complete degrees or change careers

mainespark NEW OPPORTUNITIES — New Opportunities, for professionals looking to move or begin new careers in Maine

60% by 2025

Strong Foundations

- For children from birth through sixth grade

- Focuses on the goal of helping children begin life with educational opportunities that will create a foundation for strong educational outcomes for their futures.

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- The Harold Alfond College Challenge, which gives every Maine baby a $500 start toward higher education costs, and Educare, a state-of-the-art early learning facility for low-income children in Central Maine, are two ways MaineSpark members are connecting Maine's youth to their futures.

- The 10-year goal is to support the "pipeline" of educational attainment by increasing skills and aspirations of children from birth through sixth grade.

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- For students in sixth grade through post-secondary education

- Focuses on preparing Maine's middle school through high school students for higher education and career options so they're equipped to launch successful adult lives.

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- Programs supporting Future Success include [JMG's Drop-Out Recovery Program](), which provides counsels youth back into quality jobs and post-secondary enrollment, and the [Island Institute's Island Fellows Program](), which places recent college graduates in professional positions in Maine's year-round island communities.

- The 10-year goal of Future Success is for 39,500 young adults (from middle school to age 25) to be working toward/earning a college degree or education credential of value.

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- For individuals returning to complete degrees or change careers.

- Adult Promise offers information, support and resources for those looking to attain a credential of value or a degree.

- Develop easy access to service

- Create and test a "financial promise"

- Strengthen and coordinate wrap-around services

- Identify and help replicate best practices

- 10-year goal is to have 63,200 adults with a credential of value

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- For professionals relocating to or beginning new careers in Maine

- New Opportunities supports graduates of Maine colleges and other programs who would like to build their careers here, as well as professionals looking to begin a new chapter of life in Maine.

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- Live + Work in Maine's interactive job board and the Opportunity Maine Tax Credit for college graduates help provide incentive for young professionals to live and work in Maine.

- The 10-year goal of MaineSpark's New Opportunities track is for 55,300 adults (ages 18-65) with a college degree or other credential of value staying in or having moved to Maine.

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STEM Jobs Growth in Maine by Occupation 2014 – 2024
(Annual Openings/Average Hourly Wage)

- Healthcare Practitioners & Techs (1320/$38.13)

- Management (286/$40.86)

- Computer & Mathematical (262/$33.34)

- Architects & Engineers (245/$33.89)

- Business & Financial (243/$29.20)

- Food Preparation & Serving (188/$14.77)

- Installation, Maintenance & Repair (126/$18.22)

Non-STEM Jobs Growth in Maine by Occupation 2014 – 2024
(Annual Openings/Average Hourly Wage)

- Office & Administrative Support (2,158/$16.33)

- Sales & Related (2,145/$16.54)

- Food Preparation & Serving Related (2,144/$10.45)

- Transportation & Material Moving (900/$15.94)

- Education, Training and Library (856/$33.44)

- Production (803/$17.88)

- Management (728/$41.33)

- Healthcare Support (698/$13.75)

- http://www.maine.gov/labor/cwri/outlook.html
  - Job Outlook for STEM and Non-STEM Occupations, 2014 to 2024 (Excel)

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- https://www.burning-glass.com/research/
  - o Job market data and research papers
  - o May need subscription for access to certain data

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- Stay informed about the initiative through the monthly newsletter and communications – sign-up at http://mainespark.me/.

- Sign the resolution here to demonstrate your organization's formal support. You'll receive information about how to publicly endorse MaineSpark's goal – **60% of Mainers will have education and workforce credentials of value by 2025.**

- Help spread the word about the various programs & initiatives offered by MaineSpark members, and help Maine hit the 60% goal!

Thank You for Attending

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Next Month's Wednesday Webinar: April 11 - 10am

Things Every Young Adult Should Know: During this webinar, participants will learn the first steps for helping youth achieve financial capability, along with an overview of helpful resources to support them along the way.

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