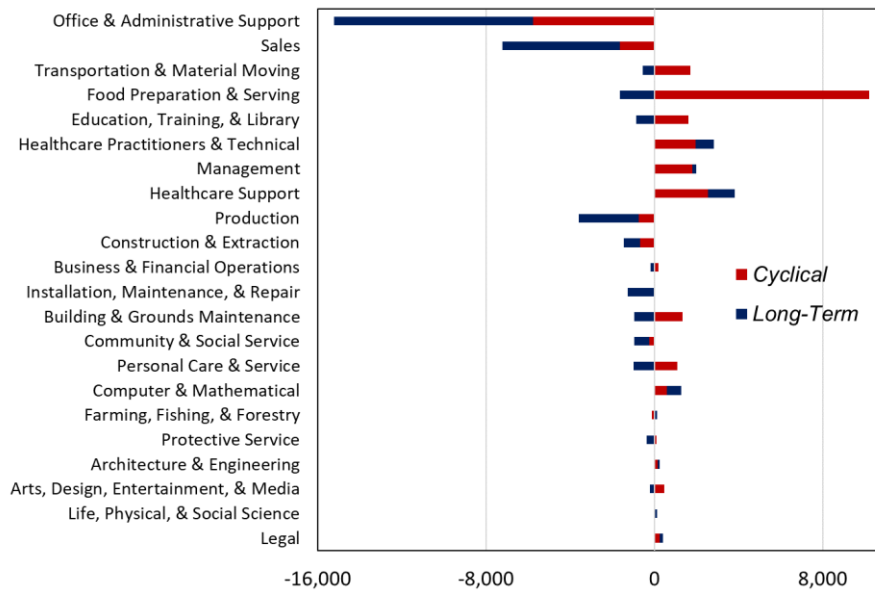


Occupational Employment Outlook to 2030

Changes in our population and shifts in jobs among industries (described [here](#) and [here](#)) will gradually shift the composition of jobs. This article adds to that, examining how those changes will impact occupational job trends are expected in the decade from 2020 to 2030. It also delineates the cyclical aspects of change – those resulting from pandemic suppressed employment in 2020 and the recovery through the middle of 2022 – from the long-term aspects – those that are expected to prevail for the remainder of the decade.

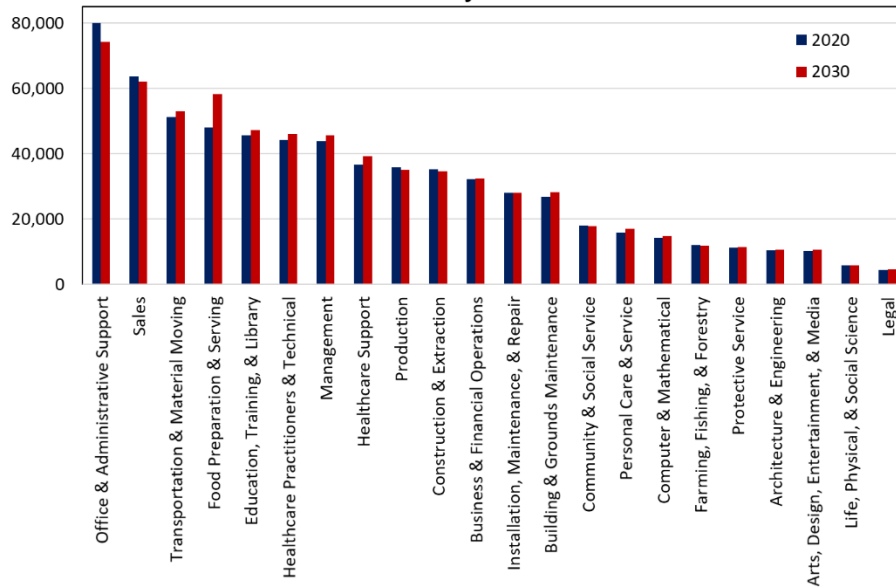
Of 22 broad occupational groups, jobs are expected to increase in 15 and decrease in seven. The largest net job increases are expected in food preparation and serving, and in and healthcare support occupations, both of which experienced sharper decreases in jobs at the onset of the pandemic than most other types of occupations. The largest net job decrease in the decade is expected in office and administrative support occupations.

Projected Cyclical and Long-Term Change in Jobs by Occupational Group in Maine, 2020 to 2030



It is important to note that though some groups of occupations will experience much larger rates of job change than others. That said, the overall occupational composition of employment is expected to change modestly, continuing the gradual evolution that has been underway for decades. As an example, jobs in the office and administrative support and the sales groups are expected to experience the largest net decreases through 2030. They also are expected to remain the two largest occupational groups by employment and provide the second and third largest numbers of job openings.

Jobs by Occupational Group in Maine 2020 and Projected 2030



The following narrative describes cyclical and long-term aspects of change that are expected in three very different groups of occupations. It also describes how replacement demand is a much larger source of job openings than growth and that openings are expected in all occupations, including those in which employment is expected to decrease. The descriptions for these three groups of occupations provide context for evaluating other occupations.

Food Preparation & Serving Occupations

Restaurants and pubs were the most severely impacted industry by COVID-19, as most closed for a period in the spring of 2020. The industry experiences large fluctuations in employment from winter lows to summer tourism-season highs. Much lower-than-normal tourism that summer had an outsized impact on jobs in food preparation and serving occupations, including waiters and waitresses, bartenders, cooks, and other types of food service occupations.

From 2020 to 2030 jobs in these occupations are projected to increase by more than 10,000. By the middle of 2022 nearly all of that increase had already occurred as restaurants and pubs returned close to pre-pandemic job levels. For the remaining eight years through 2030 the long-term trend is expected to be for a modest decrease of 1,600 food preparation and serving jobs. This reflects productivity enhancements that are expected to be implemented as a response by restaurants to the dwindling number of young people who long have comprised a large share of their staffing.

Though the number of jobs is expected to decrease modestly in the remaining eight years, an average of 10,500 job openings are expected in each of the ten years through 2030. (Openings provide a better indication of opportunity than increases or decreases in jobs, which is described later in this narrative.)

Healthcare Practitioner and Technical Plus Healthcare Support Occupations

At the onset of the pandemic much non-emergency care temporarily stopped, including surgical procedures, as well as dental, chiropractic, massage, physical therapy, and other types of care. While the situation has returned closer to normal in the following two years, the jobs recovery is not yet complete in 2022.

Jobs in healthcare practitioner and technical occupations are projected to increase by 2,000 and jobs in healthcare support occupations by 2,600 in the decade. Since the cyclical recovery is not yet complete, job gains from mid-2022 to 2030 in these occupations are expected to be partially from continued cyclical recovery from the pandemic, as well as from long-term trends.

A range of factors are expected to continue to drive the long-term increase in health-related jobs. These include innovations that create entirely new ways of diagnosing and treating patients, and the rising number of seniors in our population. This growth, combined with the need to replace those who change occupations or retire is expected to create an average of 2,600 job openings each year in health practitioner and technical occupations and 4,800 in healthcare support occupations through 2030.

Office and Administrative Support

Unlike jobs in food service and healthcare-related occupations, each of which are mostly concentrated in a single sector, office and administrative support jobs are dispersed across all industries. This caused an uneven impact early in the pandemic, depending on the operational status of a particular employer. Many banks were able to shift to remote operations, allowing loan interviewers and clerks to continue to do their jobs. Conversely, most hotel, motel, and resort desk clerks experienced some period of joblessness as most lodging places closed for a period and summer tourism was much lower than normal in 2020. These services require in-person contact and mostly could not be performed remotely.

Jobs in the office and administrative support group of occupations are projected to decrease by 5,700 during the decade. This continues a longstanding downward trend as technology makes many of these functions much less labor-intensive and more easily performed by people in managerial and technical occupations. No significant cyclical recovery in these jobs is expected, as pandemic expedited the antiquation of filing and some other office functions. Simply put, fewer workers will be required to complete these functions than in the past.

Though the number of jobs is expected to gradually decrease, an average of 7,900 job openings are expected each year through 2030 to replace workers who change occupations, retire or otherwise leave the labor force.

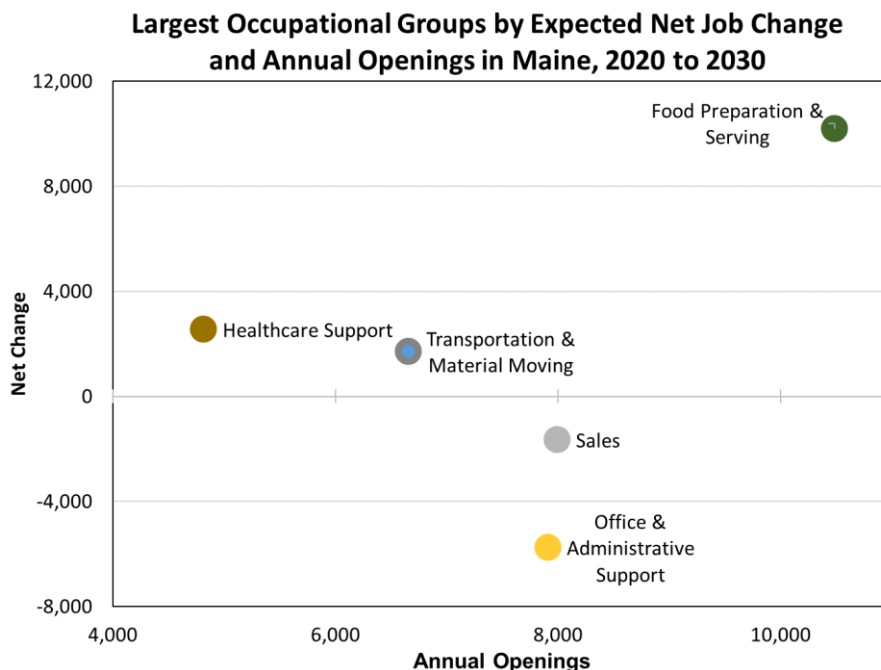
Replacement Demand Far Exceeds Growth as a Source of Job Openings

Users of job projections tend to focus on occupations with the fastest rates or largest net job growth as a primary indication of opportunity; they tend to view occupations in which the number of jobs is expected to decrease as lacking opportunity. Growth occurs when employers expand or when entrepreneurs start new ventures. Hiring for growth needs is important, but it accounts for a small portion of all hiring. People flow out of the labor force for retirement, family, educational, or other reasons, and they change jobs, sometimes by earning a promotion, and sometimes by changing occupations. The need to replace workers that leave an occupation accounts for 98 percent of expected job openings in the decade, compared to two percent that stem from needs of growing employers.

This being the case, job openings provide a more complete picture of opportunity. Though the total number of jobs is expected to contract modestly between 2022 and 2030, an average of 75,000 job openings are

expected each year during the decade. Openings are expected in nearly every occupation, including those in which the number of jobs is projected to decrease.

Jobs in office and administrative services and in sales occupations illustrate the importance of evaluating opportunity by job openings. As previously mentioned, these two groups are expected to have the largest net decreases in jobs through 2030; they also are expected to have the second and third-largest numbers of job openings per year among the 22 occupational groups.



Occupational Job Outlook in Context

Occupations that require an advanced degree or specialized training that pay well, such as healthcare practitioners, tend to have an older, more established workforce that has lower rates of turnover and job openings. Conversely, occupations that have limited educational or skill requirements that offer lower than average pay, such as food service jobs, tend to have a younger, less established workforce that has higher rates of turnover. Therefore, job openings should be one of several considerations in career exploration, including an individual's personal interests, aptitudes, education, and skills.

Finally, the pandemic drove the adoption of work from home and more decentralized work situations. It spurred innovation in, and adoption of new tools for communication and a wide range of other functions. These trends will continue to evolve over time and change how the labor market functions. Time will provide more clarity to how these changes and innovations will alter the world of work in the years ahead.

This has been a very general description of occupational employment projections to 2030. Detail on over 600 individual occupations, including expected growth or decline, openings, and wages is available at maine.gov/labor/cwri/outlook.html. Users can generate charts or tables for occupations by number of expected job openings, rate of change, or net change by education requirement, and can look at the outlook for individual occupations or groups.
