

2.0 Demographics

2.1 Introduction

Generally regional travel demand is closely related to the region’s population size, characteristics, and employment. Travel demand is the combined effect of the need to make trips to satisfy personal, household, commercial, and community needs. However, in Maine, well over 70 percent of all employment, retail sales and all services, such as hospitals, social services, education institutions, cultural activities, and government occur within just over 14 percent of the State’s municipalities. These cities and towns are referred to as service centers.

The BACTS area is one of the State’s service centers, providing services to a populous much larger than that which resides within the area. Services in the greater Bangor area are regularly utilized by and, in many cases, are the closest services for residents living in almost half of the State. Therefore, travel demand for the area is inflated by the daily influx of individuals making their way into the region for employment, education, health care and retail services.

2.2 Geographical Distribution

In land area, Maine is the largest state in New England, representing almost half of the region’s total area. In 2016, the U.S. Census Bureau reported Maine is the least densely populated state on the eastern seaboard, with just 43.1 people per square mile. Maine is nearly 90 percent forested which causes the population to be unevenly distributed. The most populated county in the State, Cumberland County, is home to 22 percent of the State’s total population but covers only 4 percent of the State’s land area; and although the four counties to the east and north of Penobscot County make up 50 percent of the State’s land area, only 13 percent of the population inhabit those areas.

The State is divided into 16 counties and 491 municipalities - 431 towns, 34 plantations, 23 cities, as well as 3 Indian Nations. Bangor, the third largest city in Maine, is the county seat of Penobscot County, the third most populated county of Maine. There are 60 municipalities within Penobscot County’s 3,397 square miles, accounting for 12.2 percent of the State’s municipalities, 11.0 percent of the land area and 11.6 percent of the population.

Figure 2.1

BACTS METROPOLITAN PLANNING AREA MUNICIPALITIES 1990 - 2010		
2010	2000	1990
Bangor	Bangor	Bangor
Bradley	Bradley	Brewer
Brewer	Brewer	Hampden
Hampden	Eddington	Old Town
Hermon	Hampden	Orono
Milford	Milford	Veazie
Old Town	Old Town	
Orono	Orono	
Orrington	Orrington	
Penobscot Indian Island	Penobscot Indian Island	
Veazie	Veazie	

The BACTS metropolitan planning area consists of 11 municipalities (3 cities, 7 towns and 1 Indian Nation), which make up the 2010 Census designated Greater Bangor urbanized area (UZA). There are only three UZAs in Maine – the Greater Portland Area, Lewiston-Auburn Area, and the Greater Bangor Area. The designated Greater Bangor UZA has changed with each decennial census, as shown in Figure 2.1. A UZA is a census-designated urban area with 50,000 or more residents. An urban area is defined by the census is an area consisting of a central core and adjacent densely settled area that together contain at least 2,500 residents.

The Federal Highway Administration (FHWA) defines an urban area as an area having a population of 5,000 or more.

Figure 2.2

GEOGRAPHICAL DISTRIBUTION									
	Percent of State			Percent of Penobscot County			Percent of Metropolitan Planning Area		
	Land Area	Population	Municipalities	Land Area	Population	Municipalities	Land Area	Population	Municipalities
Greater Bangor UZA	0.14%	4.61%	2.24%	1.25%	39.77%	18.33%	13.37%	72.68%	100%
BACTS Metropolitan Planning Area	1.03%	6.34%	2.24%	9.35%	54.72%	18.33%			
Penobscot County	11.02%	11.59%	12.22%						

In total, the 11 municipalities in the BACTS metropolitan planning area have a combined land area of 318 square miles and a total (2010) population of 84,220. These 11 communities represent 18.33 percent of the municipalities in Penobscot County, 9.35 percent of land area and 54.72 percent of the population. Although all 11 municipalities make up the metropolitan planning area, the UZA includes only the urban portions of these communities. The UZA contains .14 percent of the State’s land area, 1.25 percent of Penobscot County and 13.37 percent of the metropolitan planning area; and represents 4.61 percent of the total Maine population, 39.77 percent of Penobscot County and 72.68 percent of the metropolitan planning area. (Figure 2.2)

The density in the Greater Bangor UZA is 1,440 persons per square mile, compared to 265 for the Metropolitan Planning Area, 45 for Penobscot County and 43 for the State. (Figure 2.3) In 2010, 42.4 percent of Penobscot County residents lived in urban areas, the majority located within the BACTS area. Slightly more than one-third (38.7%) of the State of Maine’s residents live within an urban area. As shown in Figure 2.3, the percentage of residents living in urban areas of BACTS municipalities varies greatly from community to community. More than 90 percent of residents in Bangor, Orono and Penobscot Indian Island live in urban areas, while less than 50 percent of residents in Bradley, Hampden, Hermon

Figure 2.3

Land Area and Population 2010		
	Square Miles	Density
Bangor	34	965.2
Bradley	51	29.5
Brewer	15	622.6
Hampden	38	190.5
Hermon	37	147.3
Milford	46	66.6
Old Town	45	175.0
Orono	20	529.2
Orrington	26	141.5
Indian Island	3	217.1
Veazie	3	613.1
Greater Bangor UZA	43	1,440.2
Penobscot County	3,397	45.3
Maine	30,843	43.1

and Orrington live in urban areas. **Figure 2.4**

Urban and Rural Population Changes 2000-2010												
	Total			Urban			Rural			Percent of Total Population in Urban Area		
	2010	2000	Change	2010	2000	Change	2010	2000	Change	2010	2000	Change
Bangor	33,039	31,473	4.98%	30,949	29,736	4.08%	2,090	1,737	20.32%	93.67%	94.48%	-0.81%
Bradley	1,492	1,242	20.13%	461	436	5.73%	1,031	806	27.92%	30.90%	35.10%	-4.21%
Brewer	9,482	8,987	5.51%	7,803	7,552	3.32%	1,679	1,435	17.00%	82.29%	84.03%	-1.74%
Hampden	7,257	6,327	14.70%	2,659	2,868	-7.29%	4,598	3,459	32.93%	36.64%	45.33%	-8.69%
Hermon	5,416	4,437	22.06%	14	0	NA	5,402	4,437	21.75%	0.26%	0.00%	0.26%
Milford	3,070	2,950	4.07%	1,854	1,696	9.32%	1,216	1,254	-3.03%	60.39%	57.49%	2.90%
Old Town	7,840	8,130	-3.57%	5,754	6,298	-8.64%	2,086	1,832	13.86%	73.39%	77.47%	-4.07%
Orono	10,362	9,112	13.72%	9,372	8,138	15.16%	990	974	1.64%	90.45%	89.31%	1.14%
Orrington	3,733	3,526	5.87%	473	400	18.25%	3,260	3,126	4.29%	12.67%	11.34%	1.33%
Penobscot Indian Island	610	562	8.54%	608	560	8.57%	2	2	0.00%	99.67%	99.64%	0.03%
Veazie	1,919	1,744	10.03%	1,263	1,177	7.31%	656	567	15.70%	65.82%	67.49%	-1.67%
BACTS Area	84,220	78,490	7.30%	61,210	58,861	3.99%	23,010	19,629	17.22%	72.68%	74.99%	-2.31%
Penobscot County	153,923	144,919	6.21%	65,186	63,784	2.20%	88,737	81,135	9.37%	42.35%	44.01%	-1.66%
Maine	1,328,361	1,274,923	4.19%	513,542	512,878	0.13%	814,819	762,045	6.93%	38.66%	40.23%	-1.57%

Source: U.S. Decennial Census 2000, 2010 SF1

and Orrington live in urban areas.

2.3 Population

Between 2000 and 2010 the BACTS area, as well as Penobscot County and the State as a whole, experienced population gains. The State of Maine total population increased by just over four percent. Just as the BACTS area experienced an overall 7.3 percent increase in population from 2000 to 2010, but a decrease of 1.67 percent in population living in urban areas, Penobscot County experienced a 6.21 percent increase in population, but the number of residents living in urban areas decreased by 1.66 percent. The apparent out-migration of the population from the urban areas into their surrounding suburbs is a pattern that has been repeated all over the nation. Though in each urban area there may be particular reasons for the phenomenon, it reflects a widespread desire for a more rural lifestyle, without discarding the benefits of urban opportunities.

Since then, based on intercensal annual population estimates, the State’s total population remained relatively even with a modest increase of .28 percent from 2010 to 2016. Penobscot County population decreased by 1.34 percent, and the BACTS area population remained relatively even as well with a .7 percent decrease. The population growth experienced in the BACTS area is occurring in suburb communities. Although Bangor’s population decreased, it is reported that the towns of Orono and Hermon stand among the fastest-growing towns in the State. (Figure 2.5)

Figure 2.5

POPULATION ANNUAL ESTIMATES 2000 - 2016																	
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Bangor	31,512	31,743	31,968	32,264	32,131	32,292	32,687	32,721	33,008	33,044	33,033	32,967	32,802	32,740	32,654	32,309	31,985
Bradley	1,229	1,257	1,285	1,316	1,341	1,368	1,398	1,430	1,454	1,476	1,491	1,491	1,491	1,483	1,484	1,476	1,467
Brewer	9,008	9,068	9,129	9,205	9,229	9,275	9,354	9,420	9,459	9,477	9,471	9,450	9,397	9,346	9,309	9,221	9,107
Hampden	6,353	6,451	6,553	6,663	6,746	6,837	6,947	7,061	7,140	7,211	7,258	7,275	7,266	7,284	7,390	7,381	7,348
Hermon	4,382	4,492	4,604	4,722	4,823	4,927	5,046	5,168	5,264	5,354	5,432	5,501	5,589	5,695	5,756	5,794	5,865
Milford	2,913	2,932	2,952	2,976	2,988	3,003	3,026	3,052	3,061	3,068	3,067	3,066	3,049	3,038	3,035	3,004	2,969
Old Town	7,882	7,885	7,891	7,908	7,892	7,884	7,900	7,918	7,897	7,869	7,835	7,810	7,761	7,720	7,691	7,612	7,518
Orono	9,340	9,519	9,674	9,885	9,622	9,748	10,106	9,919	10,293	10,339	10,348	10,333	10,578	10,706	10,755	10,721	11,242
Orrington	3,521	3,546	3,572	3,604	3,620	3,641	3,672	3,705	3,719	3,728	3,737	3,730	3,715	3,710	3,706	3,687	3,672
Penobscot Indian Island	559	564	571	578	582	587	593	600	605	608	609	609	606	605	604	599	593
Veazie	1,793	1,807	1,822	1,840	1,851	1,863	1,880	1,900	1,909	1,915	1,917	1,911	1,899	1,889	1,882	1,864	1,840
BACTS Total	78,492	79,264	80,021	80,961	80,825	81,425	82,609	82,894	83,809	84,089	84,198	84,143	84,153	84,216	84,266	83,668	83,606
Penobscot County	144,937	146,110	147,298	148,759	148,814	149,726	151,446	152,232	153,372	153,770	153,872	153,814	153,589	153,518	153,500	152,478	151,806
Maine	1,277,072	1,285,692	1,295,960	1,306,513	1,313,688	1,318,787	1,323,619	1,327,040	1,330,509	1,329,590	1,327,730	1,328,231	1,328,895	1,329,076	1,330,719	1,329,453	1,331,479

<https://www.census.gov/data/datasets/2016/demo/popest/total-cities-and-towns.html>

Population by Age

Maine’s population has always been among the oldest in the nation and continues to age at an increasing rate. This trend, largely attributable to the baby-boomer generation reaching retirement age; the following generation having fewer children than generations before; and the decline in child-bearing age population, is occurring throughout the United States. Residents age 65 and older made up 15.2 percent of the population in the United States in 2016.

Figure 2.6

BACTS Municipalities Median Age Youngest to Oldest Ranking in the State 2015		
	Median Age	Ranking
Orono	21.7	4
Old Town	33.5	13
Bangor	35.4	16
Penobscot Indian Island	37.2	24
Hermon	40.7	72
Brewer	41.7	91
Hampden	42.6	115
Veazie	43.0	126
Milford	45.0	199
Bradley	48.5	315
Orrington	48.6	319

Figure 2.7

School-Age and Senior Population as Percentage of Total Population 2000 - 2015				
		Total	5 - 17	65+
Bangor	2000	31,473	15.52%	14.08%
	2010	33,039	12.28%	14.39%
	2015	32,695	13.51%	15.27%
Bradley	2000	1,242	16.75%	14.33%
	2010	1,492	15.68%	14.68%
	2015	1,471	13.12%	19.51%
Brewer	2000	8,987	16.96%	16.67%
	2010	9,482	14.89%	17.11%
	2015	9,341	14.57%	16.34%
Hampden	2000	6,327	21.51%	10.72%
	2010	7,257	18.88%	12.99%
	2015	7,329	18.77%	14.33%
Hermon	2000	4,437	21.34%	9.92%
	2010	5,416	17.74%	12.00%
	2015	5,664	17.14%	10.82%
Milford	2000	2,950	18.47%	10.85%
	2010	3,070	14.10%	12.05%
	2015	3,043	13.64%	13.11%
Old Town	2000	8,130	15.04%	13.86%
	2010	7,840	12.60%	13.79%
	2015	7,726	9.20%	14.30%
Orono	2000	9,112	9.02%	9.30%
	2010	10,362	6.48%	10.37%
	2015	10,617	5.81%	12.37%
Orrington	2000	3,526	18.04%	12.08%
	2010	3,733	17.12%	13.47%
	2015	3,714	17.91%	16.18%
Penobscot Indian Island	2000	562	26.51%	9.61%
	2010	610	20.49%	8.69%
	2015	789	18.88%	11.66%
Veazie	2000	1,744	18.41%	14.56%
	2010	1,919	14.90%	16.68%
	2015	2,045	18.63%	17.26%
All BACTS Communities	2000	78,490	16.08%	13.06%
	2010	84,220	13.27%	13.76%
	2015	84,434	13.33%	14.60%
Penobscot County	2000	144,919	21.18%	13.06%
	2010	153,923	18.63%	14.46%
	2015	153,437	17.70%	16.0%
Maine	2000	1,274,923	20.77%	14.39%
	2010	1,328,361	18.18%	15.89%
	2015	1,329,100	17.50%	17.60%

In 2016, the U.S. Census Bureau stated the median age in Maine is the highest in Nation at 44.6 years, followed by New Hampshire (43.0) and Vermont (42.7). Maine’s median age is high because of the lower percentage of residents between the ages of 15 and 44 and the higher percentage of residents over 45 years old.

The median age of all residents in the BACTS area has consistently been younger than that of the State as a whole. Based on the 2015 5-year population estimates, the Town of Orono has the youngest population in Penobscot County and the fourth youngest population in the State with a median age of 21.7 years. The community in Penobscot County with the oldest median age, 63.2, is the unorganized township of Kingman. In the BACTS area, Orrington has the oldest population with a median age of 48.6. (Figure 2.6)

School age and senior populations require services that are dependent on local, state and federal funding programs. With limited resources, it is essential that programs and services that will best serve the community, region, and state as a whole are identified and strategies to use available funding in the most cost-effective and efficient manner are implemented to ensure proper care and services for our most dependent population segments. (Figure 2.7)

Funding for education is shared by the State and municipality. (Figure 2.8) In fiscal year 2016, the Maine Department of Education reported a statewide average operating cost of \$11,349 per pupil, an increase of 17.5 percent from 2010. In the BACTS area the average operating cost per pupil was \$12,285, with the highest cost per pupil for Penobscot Indian Island and the lowest cost per pupil in Hermon. More than 18 percent

Figure 2.8

Per Pupil Operating Costs			
	Elementary	Secondary	Total
STATE TOTALS	\$10,682.37	\$12,858.13	\$11,348.78
Bangor	\$10,516.96	\$10,889.68	\$10,621.06
Brewer	\$9,201.05	\$13,100.73	\$10,349.31
Hermon	\$8,798.54	\$10,943.77	\$9,418.30
Indian Island	\$26,134.26	\$10,458.93	\$22,802.57
Milford	\$10,915.47	\$11,181.08	\$11,002.18
Orrington	\$8,364.17	\$12,196.37	\$9,422.14
RSU 22	\$9,124.15	\$11,767.21	\$9,905.30
RSU 26	\$13,923.16	\$13,143.63	\$13,670.88
RSU 34	\$10,702.20	\$13,118.06	\$11,378.79
Veazie Public Schools	\$15,521.61	\$12,232.25	\$14,275.12

Source: <http://www.maine.gov/education/data/ppcosts/index.html>

of the total population in each community of Hampden, Penobscot Indian Island and Veazie are school age and less than ten percent of the population in both Old Town and Orono are school age.

Maine’s State Plan on Aging 2016-2020, indicates that nearly two-thirds of all individuals age 65 and older will need long-term services. With an aging population, the State is facing a high dependency ratio which strains resources and services and creates a serious consequence to the economy and available workforce. A smaller number of residents will be available to pay the increasing amount of services needed for the senior population. The baby boomer generation is beginning to retire and leaving the workforce with a smaller population available to fill the positions left vacant. This situation will make maintaining the current workforce of the State difficult, and create obstacles to attracting development and new business. Businesses tend to base relocation and expansion decisions on the availability of a skilled workforce.

Figure 2.9

In 2015, while the State and Penobscot County averaged 3.8 working persons for every senior person, the BACTS area as a whole averaged 4.6 working age persons for every senior person. The towns of Hermon, Milford, Old Town, Orono and Penobscot Indian Island all had the lowest working-age to senior ratios in the BACTS area. In the 2015 report on Economic Implications of Maine’s Changing Age Structure, the data showed that a common thread among the counties with a higher percentage of workers to seniors was the proximity to Interstate 95 and a metropolitan area. (Figure 2.9)

Median Age and Working Age Population to Senior Population Ratio			
		Median Age	Working Age to Senior Ratio
Bangor	2000	36.1	4.6
	2010	36.7	4.7
	2015	35.4	4.3
Bradley	2000	38.9	4.4
	2010	40.0	4.3
	2015	48.5	3.3
Brewer	2000	39.2	3.7
	2010	41.1	3.7
	2015	41.7	3.9
Hampden	2000	38.8	5.8
	2010	40.8	4.8
	2015	42.6	4.4
Hermon	2000	36.8	6.4
	2010	40.4	5.4
	2015	40.7	6.1
Milford	2000	35.9	6.0
	2010	39.7	5.7
	2015	45.0	5.3
Old Town	2000	33.8	4.8
	2010	33.0	5.0
	2015	33.5	4.9
Orono	2000	22.3	8.5
	2010	21.8	7.8
	2015	21.7	6.4
Orrington	2000	40.3	5.3
	2010	43.5	4.8
	2015	48.6	4.0
Penobscot Indian Island	2000	32.0	5.9
	2010	33.6	7.0
	2015	37.2	5.4
Veazie	2000	40.3	4.2
	2010	43.4	3.8
	2015	43.0	3.5
BACTS Area Total	2000	36.8	5.0
	2010	40.0	4.9
	2015	41.7	4.6
Penobscot County	2000	37.2	4.6
	2010	39.9	4.3
	2015	41.3	3.8
Maine	2000	38.6	4.6
	2010	42.7	4.2
	2015	43.8	3.8

Figure 2.10

Percent of Residents Who Lived Outside Maine in the Previous Year 2015	
Bangor	3.66%
Bradley	0.75%
Brewer	2.10%
Hampden	0.75%
Hermon	3.85%
Milford	0.53%
Old Town	2.20%
Orono	8.68%
Orrington	0.54%
Penobscot Indian Island	0.77%
Veazie	1.58%
Total BACTS Communities	3.37%
Penobscot County	2.66%
Maine	2.83%

Geographic Mobility

Society is very mobile. A higher percentage of residents report living in a different community from the past year in the BACTS area than in Penobscot County and the State. This may be attributable to the concentration of higher education institutions in the BACTS area, as evidenced in the high rates shown in Orono, the host community to

the University of Maine flagship campus.

The BACTS area is attracting in-migration of residents from other states at a higher rate than Penobscot County and the State. (Figure 2.10) Again, this may be attributable to the influx of students to the area. In 2015, of the residents of BACTS area communities living in a different home than the previous year, 3.37 percent report they lived in a state other than Maine, compared to 2.66 percent in Penobscot County and 2.83 percent of the State. Bangor, Hermon and Orono all have a higher percentage of out of state in-migration

than Penobscot County and the State as a whole. Hermon and Orono have been reported among the fastest growing towns in the State; however, the total population in Bangor has decreased annually since 2009. (Figure 2.11)

Geographic Mobility in the Past Year for Current Residence 2010 and 2015									
	Total	Same House	Same City or Town	Same County	Same State	Different State	Abroad	Residing in Same Community	Residing in Different Community
Bangor									
2010	32,562	24,459	3,126	1,986	1,888	856	247	84.72%	15.28%
2015	32,353	24,709	2,207	1,901	2,353	1,082	101	83.19%	16.81%
Bradley									
2010	1,384	1,174	0	182	5	23	0	84.83%	15.17%
2015	1,468	1,353	0	58	46	11	0	92.17%	7.83%
Brewer									
2010	9,372	8,014	453	380	220	297	8	90.34%	9.66%
2015	9,241	8,095	230	575	147	194	0	90.09%	9.91%
Hampden									
2010	7,002	6,448	12	358	104	56	24	92.26%	7.74%
2015	7,295	6,306	215	377	342	55	0	89.39%	10.61%
Hermon									
2010	5,220	4,711	0	293	39	167	10	90.25%	9.75%
2015	5,583	4,857	0	421	90	201	14	87.00%	13.00%
Milford									
2010	3,024	2,481	165	333	45	0	0	87.50%	12.50%
2015	3,028	2,742	0	270	0	16	0	90.55%	9.45%
Old Town									
2010	7,804	6,117	424	727	267	232	37	83.82%	16.18%
2015	7,623	6,062	327	854	212	111	57	83.81%	16.19%
Orono									
2010	10,130	5,344	1,543	822	1,796	550	75	67.99%	32.01%
2015	10,561	6,486	688	837	1,633	849	68	67.93%	32.07%
Orrington									
2010	3,682	3,440	0	225	0	17	0	93.43%	6.57%
2015	3,714	3,552	0	131	11	20	0	95.64%	4.36%
Penobscot Indian Island									
2010	592	510	0	54	19	9	0	86.15%	13.85%
2015	779	680	0	84	9	6	0	87.29%	12.71%
Veazie									
2010	1,992	1,656	0	255	73	8	0	83.13%	16.87%
2015	2,021	1,753	0	212	24	32	0	86.74%	13.26%
Total BACTS Communities									
2010	82,764	64,354	5,723	5,615	4,456	2,215	401	84.67%	15.33%
2015	83,666	66,595	3,667	5,720	4,867	2,577	240	83.98%	16.02%
Penobscot County									
2010	151,307	125,450	6,259	10,001	5,906	3,210	481	87.05%	12.95%
2015	152,011	127,655	4,384	9,811	6,123	3,698	340	86.86%	13.14%
Maine									
2010	1,313,667	1,132,559	37,598	69,180	39,221	31,621	3,488	89.08%	10.92%
2015	1,316,671	1,131,604	35,701	72,585	39,472	32,716	4,593	88.66%	11.34%

Source: American Community Survey 5 - Year Estimates, 2006-2010 and 2011-2015

An amalgamation of factors such as the aging population, decline in native births due in part to the limited numbers of child-bearing aged residents, and young adults migrating to larger cities for educational and career opportunities, is causing the growth to stagnate at best, and decline in many cases. These trends are warning indicators of a potential distressed economic situation developing. It demonstrates the urgency of developing effective strategies for attracting an in-migration of young workers who can power businesses, pay taxes, and won't dip into social security for decades.

Figure 2.12

Population Forecasts

Population forecasts were determined using a linear regression formula based on the reported Decennial Census values from 1980 to 2010. The trends predict growth between now and 2040 strictly by formula and does not account for the many ambiguities and uncertainties created by the aging population, decline in births and limited in-migration, which have the potential to significantly affect rates of growth. Nor, does the formula account for potential of increased in-migration of working and child-bearing age individuals to the area with the potential to multiply forecasted growth over the next couple decades.

BACTS Area Population Forecast to 2040							
	1980	1990	2000	2010	2020	2030	2040
Bangor	31,643	33,181	31,473	33,039	32,735	33,008	33,281
Bradley	1,149	1,136	1,242	1,492	1,573	1,691	1,810
Brewer	9,017	9,021	8,987	9,482	9,529	9,676	9,822
Hampden	5,250	5,974	6,327	7,257	7,828	8,472	9,116
Hermon	3,170	3,755	4,437	5,416	6,101	6,850	7,600
Milford	2,160	2,884	2,950	3,070	3,381	3,653	3,924
Old Town	8,422	8,317	8,130	7,840	7,670	7,473	7,276
Orono	10,578	10,573	9,112	10,362	9,881	9,707	9,532
Orrington	3,244	3,309	3,526	3,733	3,894	4,064	4,234
Penobscot Indian Island	458	476	562	610	662	713	763
Veazie	1,610	1,633	1,744	1,919	2,006	2,113	2,219
Total	76,701	80,259	78,490	84,220	85,259	87,419	89,579

The overall population in the BACTS area is forecasted to increase by 6.36 percent between 2010 and 2040, with the majority of growth happening in the suburb communities. The most significant change is predicted in Hermon, with a 40.32 percent forecasted increase in population. (Figure 2.12)

The current local population trends do not necessarily adhere to the same principles and analysis as other areas. For example, the City of Bangor is experiencing an overall decrease in population. However it has a lower median age, a lower percentage of dependent population (population aged 0-17 and 65+), a greater number of worker to senior population ratio, and a higher percentage of in-migration from out of state. (Figure 2.13)

Population Analysis Summary								
2015								
	Count			2015				
	2010 Decennial	2015 Estimated	2010- 2015 Change	Density (sq. mi.)	Median Age	Dependent Population	Senior Dependency Ratio	Out of State In-Migration
Bangor	33,039	32,695	(344)	965.2	35.4	33.80%	4.3	3.66%
Bradley	1,492	1,471	(21)	29.5	48.5	35.76%	3.3	0.75%
Brewer	9,482	9,341	(141)	622.6	41.7	35.85%	3.9	2.10%
Hampden	7,257	7,329	72	190.5	42.6	36.73%	4.4	0.75%
Hermon	5,416	5,664	248	147.3	40.7	33.72%	6.1	3.85%
Milford	3,070	3,043	(27)	66.6	45.0	30.83%	5.3	0.53%
Old Town	7,840	7,726	(114)	175.0	33.5	30.51%	4.9	2.20%
Orono	10,362	10,617	255	529.2	21.7	20.76%	6.4	8.68%
Orrington	3,733	3,714	(19)	141.5	48.6	35.35%	4.0	0.54%
Penobscot Indian Island	610	789	179	217.1	37.2	37.01%	5.4	0.77%
Veazie	1,919	2,045	126	613.1	43.0	39.56%	3.5	1.58%
Total	84,220	84,434	214	1,440.2	41.7	32.50%	4.6	3.37%
Penobscot County	153,923	153,437	(486)	45.3	41.3	38.50%	3.8	2.66%
Maine	1,328,361	1,329,100	739	43.1	43.8	40.00%	3.8	2.83%

2.4 Bangor Metropolitan Labor Market Area

Bangor Metropolitan Labor Market Area Population Forecasted to 2040							
Municipalities within the Greater Bangor UZA							
	1980	1990	2000	2010	2020	2030	2040
Bangor	31,643	33,181	31,473	33,039	32,735	33,008	33,281
Bradley	1,149	1,136	1,242	1,492	1,573	1,691	1,810
Brewer	9,017	9,021	8,987	9,482	9,529	9,676	9,822
Hampden	5,250	5,974	6,327	7,257	7,828	8,472	9,116
Hermon	3,170	3,755	4,437	5,416	6,101	6,850	7,600
Milford	2,160	2,884	2,950	3,070	3,381	3,653	3,924
Old Town	8,422	8,317	8,130	7,840	7,670	7,473	7,276
Orono	10,578	10,573	9,112	10,362	9,881	9,707	9,532
Orrington	3,244	3,309	3,526	3,733	3,894	4,064	4,234
Indian Island	458	476	562	610	662	713	763
Veazie	1,610	1,633	1,744	1,919	2,006	2,113	2,219
Total	76,701	80,259	78,490	84,220	85,259	87,419	89,579
Municipalities Outside of the Greater Bangor UZA							
	1980	1990	2000	2010	2020	2030	2040
Alton	468	771	816	890	1,032	1,146	1,254
Amherst	203	226	230	265	281	300	319
Argyle	225	202	253	277	291	308	324
Aurora	110	82	121	114	119	121	123
Bradford	888	1,103	1,186	1,290	1,423	1,551	1,679
Burlington	322	360	351	363	378	391	405
Carmel	1,695	1,905	2,416	2,794	3,154	3,519	3,884
Charleston	1,037	1,187	1,397	1,409	1,565	1,695	1,824
Clifton	462	607	743	921	1,067	1,219	1,371
Corinth	1,711	2,177	2,511	2,878	3,277	3,669	4,061
Dedham	841	1,229	1,422	1,681	1,971	2,254	2,536
Dixmont	812	1,007	1,065	1,181	1,308	1,432	1,555
EC Penobscot		12	324	343	546	723	901
Eddington	1,769	1,947	2,052	2,225	2,363	2,510	2,658
Edinburg	126	107	98	131	124	125	127
Enfield	1,397	1,476	1,616	1,107	1,142	1,057	971
Etna	758	977	1,012	1,246	1,364	1,516	1,668
Exeter	823	937	997	1,092	1,179	1,269	1,358
Garland	718	1,064	990	1,105	1,242	1,373	1,504
Glenburn	2,319	3,198	3,964	4,594	5,384	6,138	6,893
Greenbush	1,064	1,309	1,421	1,491	1,646	1,782	1,919
Holden	2,554	2,952	2,827	3,076	3,218	3,384	3,550
Howland	1,602	1,435	1,362	1,241	1,121	1,000	880
Hudson	797	1,048	1,393	1,536	1,810	2,063	2,317
Kenduskeag	1,210	1,234	1,171	1,348	1,356	1,395	1,434
Lagrange	509	557	747	708	812	888	964
Levant	1,117	1,627	2,171	2,851	3,400	3,978	4,556
Newburg	1,228	1,317	1,394	1,551	1,643	1,749	1,855
Newport	2,755	3,036	3,017	3,275	3,389	3,545	3,701
Osborn	47	72	69	67	74	80	85
Otis	307	355	543	672	790	911	1,031
Passadumkeag	430	428	441	374	368	351	334
SE Piscataquis UT	183	247	254	253	280	300	321
Stetson	618	847	981	1,202	1,378	1,567	1,756
Winterport	2,675	3,175	3,602	3,757	4,176	4,536	4,897
Total	33,780	40,213	44,957	49,308	54,671	59,846	65,014
Bangor Metropolitan LMA	110,481	120,472	123,447	133,528	139,930	147,265	154,593

Sources: U.S. Decennial Census 1980, 1990, 2000, 2010
 2015 Labor Market Area as defined by U.S. OMB Bulletin No. 15-01 and provided by Maine Department of Labor at
<http://www.maine.gov/labor/cwri/LMADefinitions.html>.

*Populations were forecasted using a linear regression formula based on the reported Decennial Census values from 1980-2010.

The Bangor Metropolitan Labor Market Area (LMA) gained 10,081 individuals between 2000 and 2010, compared to 2,975 persons between 1990 and 2000. From 2000 to 2010, most of the communities in the Bangor Metropolitan LMA experienced increases in population, including all communities within the urban region. The majority of population losses in the LMA occurred in communities clustered along Route 155 (Enfield, Howland, Lagrange, Passadumkeag and Southeast Piscataquis UT). This area experienced a loss in population of 737. These losses may be attributed to the turmoil and decline of Maine's pulp and paper industry. Since then, five of Maine's paper mills shut down, four of which were located in Penobscot County. Verso in Bucksport, Expera in Old Town, and Great Northern Paper in East Millinocket all closed their facilities in 2014; Lincoln Paper and Tissue closed its facility in 2015; and Madison Paper Industries closed its Madison facility in 2016. (Figure 2.14)

Labor Force and Economic Characteristics

The employment market in the Greater Bangor area is a reflection of the major role that the Bangor area plays as the major service center for eastern and central Maine. The market is expected to continue to focus on services as shown in Figure 2.15.

BACTS MEMBER MUNICIPALITIES LABOR FORCE AND ECONOMIC CHARACTERISTICS 2010 - 2015						
	2010	2011	2012	2013	2014	2015
EMPLOYMENT STATUS						
Population 16 years and over	69,836	70,494	71,022	71,369	71,234	71,330
In labor force	46,152	46,369	46,578	46,200	45,610	45,089
Civilian labor force	46,018	46,277	46,465	46,058	45,435	44,928
Employed	43,770	43,392	43,418	42,593	42,049	41,420
Unemployed	2,248	2,885	3,047	3,465	3,386	3,508
Armed Forces	134	92	113	142	175	161
Not in labor force	23,684	24,125	24,444	25,169	25,624	26,241
OCCUPATION - Civilian employed population						
Management, business, science, and arts occupations	15,974	15,831	16,314	16,316	16,354	16,300
Service occupations	8,671	8,872	8,972	9,083	8,887	9,320
Sales and office occupations	11,959	11,817	11,261	10,814	10,620	10,061
Natural resources, construction, and maintenance occupations	3,245	3,250	3,143	2,923	2,916	2,644
Production, transportation, and material moving occupations	3,921	3,622	3,728	3,457	3,272	3,095
INDUSTRY - Civilian employed population						
Agriculture, forestry, fishing and hunting, and mining	536	472	488	379	293	277
Construction	2,161	2,205	2,209	2,043	2,041	2,048
Manufacturing	2,113	2,047	1,917	1,901	1,682	1,680
Wholesale trade	1,103	974	912	931	923	772
Retail trade	6,225	6,356	6,450	6,144	6,132	6,284
Transportation and warehousing, and utilities	1,745	1,599	1,842	1,665	1,547	1,527
Information	907	861	876	721	718	704
Finance and insurance, and real estate and rental and leasing	2,366	2,225	1,819	1,860	2,077	2,049
Professional, scientific, and management, and administrative and waste management services	3,492	3,680	3,493	3,346	3,418	3,298
Educational services, and health care and social assistance	15,056	14,972	15,679	15,843	15,409	15,128
Arts, entertainment, and recreation, and accommodation and food services	4,496	4,297	4,245	4,274	4,390	4,252
Other services, except public administration	1,762	1,913	2,004	1,870	1,849	1,757
Public administration	1,808	1,791	1,484	1,616	1,570	1,644
CLASS OF WORKER - Civilian employed population						
Private wage and salary workers	33,731	33,767	33,829	33,148	32,634	32,091
Government workers	7,483	6,906	7,040	7,271	7,219	7,154
Self-employed in own not incorporated business workers	2,477	2,627	2,494	2,121	2,166	2,150
Unpaid family workers	79	92	55	53	30	25
INCOME AND BENEFITS						
Total households	33,915	33,994	34,157	34,280	34,023	33,795
Median household income (dollars)	\$48,676	\$47,832	\$48,387	\$48,541	\$49,853	\$48,317
Mean household income (dollars)	\$58,542	\$59,266	\$60,170	\$61,585	\$62,668	\$62,009
With earnings	26,092	26,173	26,233	26,137	25,678	25,436
Mean earnings (dollars)	\$59,701	\$60,225	\$61,383	\$62,938	\$64,569	\$64,425
With Social Security	9,687	9,761	9,941	10,623	11,015	10,935
Mean Social Security income (dollars)	\$14,985	\$15,669	\$16,055	\$16,107	\$16,050	\$15,854
With retirement income	5,904	5,763	5,665	5,599	5,711	5,550
Mean retirement income (dollars)	\$17,480	\$18,059	\$18,110	\$20,075	\$20,530	\$20,019
With Supplemental Security Income	1,762	1,842	2,086	2,291	2,262	2,356
Mean Supplemental Security Income (dollars)	\$7,985	\$9,019	\$8,511	\$9,549	\$11,984	\$10,617
With cash public assistance income	1,991	1,887	2,017	1,955	1,829	1,764
Mean cash public assistance income (dollars)	\$3,121	\$3,800	\$3,522	\$2,958	\$2,636	\$2,105
With Food Stamp/SNAP benefits in the past 12 months	4,662	5,154	5,932	6,476	6,533	6,551
Per capita income (dollars)	\$23,852	\$23,699	\$24,123	\$25,016	\$25,646	\$25,604
Median earnings for workers (dollars)	\$24,748	\$24,851	\$25,119	\$26,047	\$26,132	\$26,291
Median earnings for male full-time, year-round workers (dollars)	\$43,021	\$45,121	\$43,319	\$44,873	\$46,962	\$47,388
Median earnings for female full-time, year-round workers (dollars)	\$34,272	\$35,739	\$36,174	\$36,340	\$37,397	\$37,514

Source: DPO3 American Community Survey 5-Year Estimates 2010, 2011, 2012, 2013, 2014, 2015

In 2016, BACTS residents made up 63.64 percent of the total workforce in the Bangor Labor Market Area, 58.36 percent of Penobscot County and 6.5 percent of the State. These percentages have remained fairly consistent since 2010. The Greater Bangor area serves as an employment hub for population greater than that of the area and immediate surrounding communities. In the City of Bangor, there are 36,462 jobs and a civilian labor force of 16,827. (Figure 2.16)

Figure 2.16

Civilian Labor Force 1990 - 2016							
	Total Civilian Workforce by Geography				BACTS Percentage of Workforce		
	BACTS	Bangor LMA	Penobscot County	Maine	Bangor LMA	Penobscot County	Maine
1990	42,322	63,220	74,551	633,069	66.94%	56.77%	6.69%
1991	42,501	64,013	75,492	645,139	66.39%	56.30%	6.59%
1992	41,864	63,914	75,427	644,489	65.50%	55.50%	6.50%
1993	41,504	62,995	73,758	628,854	65.88%	56.27%	6.60%
1994	40,495	62,059	72,535	621,684	65.25%	55.83%	6.51%
1995	41,693	63,591	74,131	637,534	65.56%	56.24%	6.54%
1996	42,325	64,967	75,547	656,737	65.15%	56.02%	6.44%
1997	42,280	64,680	74,793	656,709	65.37%	56.53%	6.44%
1998	42,212	65,123	74,997	653,210	64.82%	56.28%	6.46%
1999	43,401	67,430	77,190	668,497	64.36%	56.23%	6.49%
2000	42,578	66,426	75,494	678,164	64.10%	56.40%	6.28%
2001	42,772	66,725	75,763	674,319	64.10%	56.45%	6.34%
2002	42,963	67,119	76,195	675,232	64.01%	56.39%	6.36%
2003	43,646	68,226	76,852	683,535	63.97%	56.79%	6.39%
2004	43,187	67,899	75,961	686,000	63.60%	56.85%	6.30%
2005	43,970	69,202	77,286	697,153	63.54%	56.89%	6.31%
2006	44,199	69,491	77,596	701,541	63.60%	56.96%	6.30%
2007	44,891	70,406	78,551	700,468	63.76%	57.15%	6.41%
2008	45,083	70,726	78,814	701,646	63.74%	57.20%	6.43%
2009	44,701	70,411	78,535	696,219	63.49%	56.92%	6.42%
2010	45,091	70,944	79,052	695,182	63.56%	57.04%	6.49%
2011	45,506	71,590	79,570	699,281	63.56%	57.19%	6.51%
2012	45,852	72,143	79,865	702,636	63.56%	57.41%	6.53%
2013	46,180	72,639	80,294	707,368	63.57%	57.51%	6.53%
2014	45,567	71,695	78,962	696,593	63.56%	57.71%	6.54%
2015	44,575	70,088	76,761	682,701	63.60%	58.07%	6.53%
2016	44,910	70,566	76,955	690,624	63.64%	58.36%	6.50%

Source: <http://www.maine.gov/labor/cwri/laus1.html>

Labor Force Projections

Just like the population forecasts, forecasts for the labor force predicts growth between now and 2040 strictly by formula and does not account for the natural and manufactured dynamic that have the potential to significantly affect economic growth. Based on the formula forecast, the civilian workforce of the Bangor Labor Market Area is expected to increase by 11.68 percent between now and 2040. (Figure 2.17)

BANGOR LABOR MARKET AREA FORECASTED LABOR FORCE STATISTICS 2020 - 2040				
	Civilian Labor Force	Employed	Unemployed	Unemployment Rate
2020	71,865	68,768	3,096	4.3%
2025	73,868	70,396	3,472	4.7%
2030	75,514	71,581	3,933	5.2%
2035	77,160	72,766	4,394	5.7%
2040	78,806	73,951	4,855	6.2%

Forecasts were calculated using 2000 - 2016 historical values provided by the Maine Department of Labor and the AAA version of the Exponential Smoothing (ETS) algorithm.

There has been a growing emphasis and concern on the effects of the aging population, stagnant immigration and decline in birth rates on the available workforce, and ultimate potential for an economic crisis in the State. This is the result of conditions that have been developing over a number of years. There is great concern that the implications of population trends are lower tax revenue, greater demands on services, smaller school populations

and an inadequate workforce. In order to attract new and expanding enterprises to the area, businesses will require an available, skilled workforce. If the workforce is unavailable, locating here will not be attractive and economic growth will not occur.

Employment

In 2016, BACTS residents made up 63.64 percent of the total workforce in the Bangor Labor Market Area, 58.36 percent of Penobscot County and 6.5 percent of the State. These percentages have remained fairly consistent since 2010. The Greater Bangor area serves as an employment hub for population greater than that of the area and immediate surrounding communities. In the City of Bangor, there are 36,462 jobs and a civilian labor force of 16,827. (Figure 2.16)

Figure 2.18

The Bangor LMA, as well as the State and Penobscot County, are experiencing the lowest unemployment rates in 15 years. Since 2010, the unemployment rate has decreased from 8.10 percent to 3.90 percent for the State as a whole and from 7.80 percent to 3.80 percent for the Bangor LMA. In 2016, BACTS communities had some of the lowest unemployment rates in Penobscot County. Edinburg had the lowest unemployment rate (1 out of 78 people in the labor force are unemployed), followed by Orono at 2.7. At 5.1 Penobscot Indian Island had the highest unemployment rate of all BACTS communities; however, lower than 54 percent of all the communities in Penobscot County.

2016 Annual Average Civilian Labor Force			
	Labor Force	Employment	Unemployment Rate
Bangor	16,827	16,207	3.7
Bradley	779	741	4.9
Brewer	5,062	4,894	3.3
Hampden	4,398	4,276	2.8
Hermon	3,415	3,310	3.1
Milford	1,640	1,557	5.1
Old Town	4,226	4,075	3.6
Orono	5,220	5,079	2.7
Orrington	2,127	2,060	3.1
Penobscot Indian Island	255	242	5.1
Veazie	961	929	3.3
Bangor Labor Market Area	70,570	67,890	3.8
Penobscot County	76,955	73,593	4.4
Maine	690,624	664,010	3.9

According to the Maine Development Foundation, 24,300 nonfarm payroll jobs were created in the State between 2010 and 2016. Of those jobs, 27.6 percent, or 6,700 jobs, were created between 2015 and 2016. With unemployment rates at 15-year lows, employers are reporting difficulty in finding an adequate workforce. (Figure 2.18)

Of Penobscot County’s top 25 largest employers, only one, Millinocket Regional Hospital, is not based in the Greater Bangor area. Eight of the top 25 largest employers in Penobscot County are also among the top 50 private employers in the State.

Figure 2.19

Top 25 Largest Employers Penobscot County 2016			
Rank	Name	Employment Range	Business Description
1	EASTERN MAINE MEDICAL CENTER	4,001 to 4,500	General medical and surgical hospitals
2	ST JOSEPH HOSPITAL INC	1,001 to 1,500	General medical and surgical hospitals
3	WAL MART / SAM'S CLUB	1,001 to 1,500	Warehouse clubs and supercenters
4	HANNAFORD BROS CO	501 to 1,000	Supermarkets and other grocery stores
5	EMHS	501 to 1,000	Office administrative services
6	PENOBSCOT COMMUNITY HEALTH CARE	501 to 1,000	Offices of physicians, except mental health
7	HUSSON UNIVERSITY	501 to 1,000	Colleges and universities
8	ACADIA HOSPITAL CORP	501 to 1,000	Psychiatric and substance abuse hospitals
9	BANGOR SAVINGS BANK	501 to 1,000	Savings institutions
10	GENERAL ELECTRIC CO	1 to 500	Switchgear and switchboard apparatus mfg.
11	HC BANGOR LLC	1 to 500	Casino hotels
12	PENQUIS C.A.P., INC.	1 to 500	Other individual and family services
13	EMERA MAINE	1 to 500	Electric power distribution
14	OHI	1 to 500	Services for the elderly and disabled
15	DYSARTS SERVICE INC	1 to 500	Other gasoline stations
16	GLOBAL SPECTRUM LP	1 to 500	Promoters with facilities
17	COMMUNITY HEALTH AND COUNSELING SVC	1 to 500	Other individual and family services
18	SARGENT CORPORATION	1 to 500	Nonresidential site preparation contractors
19	DARLINGS	1 to 500	New car dealers
20	JOHN T CYR AND SON INC	1 to 500	School and employee bus transportation
21	LOWES HOME CENTERS LLC	1 to 500	Home centers
22	UPS SOLUTIONS	1 to 500	Couriers and express delivery services
23	VERIZON WIRELESS	1 to 500	Electronics stores
24	MICRODYNE OUTSOURCING INC	1 to 500	Telemarketing and other contact centers
25	MILLINOCKET REGIONAL HOSPITAL	1 to 500	General medical and surgical hospitals

Source: <http://www.maine.gov/labor/cwri/qcwr3.html>

Occupations

The occupations with the highest percentage of positions in Penobscot County include Administrative, Sales and Related, Education, and Management. The Maine Center for Workforce Research and Information estimates that the top five highest growing occupations between now and 2024 in the State will be Healthcare Practitioners and Technical Occupations, Healthcare Support Occupations, Food Preparation and Serving Related Occupations, Personal Care and Service Occupations and Computer and Mathematical Occupations. The highest paying occupations in 2016 for the Bangor Labor Market Area were Management Occupations, Computer and Mathematical Occupations and Healthcare Practitioner and Technical Occupations.

Figure 2.20

2016 Hourly Wage by Occupation Bangor MSA			
Occupation	Estimated Employment	Mean (Average)	Median (50th Percentile)
Total all occupations	64,230	\$20.01	\$15.76
Management Occupations	3,300	\$41.94	\$36.10
Business and Financial Operations Occupations	2,210	\$27.81	\$25.68
Computer and Mathematical Occupations	1,090	\$35.28	\$30.11
Architecture and Engineering Occupations	600	\$27.31	\$24.55
Life, Physical, and Social Science Occupations	390	\$28.74	\$24.37
Community and Social Services Occupations	1,760	\$22.01	\$20.28
Legal Occupations	390	\$31.24	\$23.99
Education, Training, and Library Occupations	4,700	\$23.16	\$20.53
Arts, Design, Entertainment, Sports, and Media Occupations	840	\$18.69	\$15.94
Healthcare Practitioners and Technical Occupations	5,050	\$36.86	\$29.20
Healthcare Support Occupations	2,670	\$13.66	\$12.89
Protective Service Occupations	1,430	\$16.66	\$15.21
Food Preparation and Serving-Related Occupations	6,160	\$10.52	\$9.40
Building and Grounds Cleaning and Maintenance Occupations	2,580	\$12.49	\$11.34
Personal Care and Service Occupations	2,930	\$11.67	\$10.92
Sales and Related Occupations	6,790	\$14.92	\$10.97
Office and Administrative Support Occupations	9,810	\$16.09	\$15.08
Farming, Fishing, and Forestry Occupations	150	\$17.07	\$16.92
Construction and Extraction Occupations	2,580	\$18.60	\$17.57
Installation, Maintenance, and Repair Occupations	2,770	\$20.86	\$19.12
Production Occupations	2,320	\$16.28	\$14.53
Transportation and Material Moving Occupations	3,720	\$16.28	\$14.72

Source: <http://www.maine.gov/labor/cwri/oes1.html>

Industry

The highest percentage of jobs in Penobscot County are in Healthcare, Retail, and Education Industries. That largest sector is Healthcare, and is expected to be the sector with the highest growth rate through 2024. The State projects that the highest growth will occur in Health Care and Social Assistance, Professional and Business Services, Educational Services, Leisure and Hospitality and Service-Providing industries.

Travel to Work

As is the case throughout the State of Maine, the majority of workers in the BACTS area, travel individually by passenger automobile. However, compared to the State and Penobscot County, a higher percentage of the worker population in the BACTS area use alternate transportation modes of transportation. Workers from Old Town (14.0%) and Penobscot Indian Island (23.90%) carpool to work at a significantly higher percentage of all BACTS communities, Penobscot County and the States.

The percentage of Orono residents who use alternate modes (transit, walk and bicycle) of transportation to get to work is significantly higher than any other community. More than 20 percent of the civilian workforce walk to work, and almost 2 percent bicycle to work. Penobscot Indian Island and Bangor residents also have a higher percentage of workers walking to work at 7.6% and 5.2%, respectively. Old Town residents have a notable percentage (2.3%) of workers using bicycles as a means of transportation to work. Veazie residents use public transit at a higher rate (2.6%) than of workers of any of the other communities. (Figure 2.21)

Figure 2.21

MEANS OF TRANSPORTATION TO WORK 2015													
	Total Workers (16 years and older)	Car, Truck or Van						Workers per car, truck, or van	Alternate Transportation			Worked at home	
		Total	SOV	Carpool					Public Transit	Active Transportation			Taxicab, motorcycle or other
				Total	2-person	3-person	4-person			Walked	Bicycle		
Bangor	14,942	12,940	11,371	1,584	1,330	164	90	15,988	224	777	30	299	672
Bradley	726	675	632	43	43	0	0	748	0	14	0	0	37
Brewer	4,941	4,481	3,973	509	445	30	35	5,237	25	44	5	168	222
Hampden	4,009	3,776	3,508	269	204	0	60	4,169	0	24	0	0	208
Hermon	3,040	2,909	2,642	264	198	36	33	3,192	0	0	0	36	97
Milford	1,620	1,523	1,374	147	105	44	0	1,717	0	11	0	60	28
Old Town	3,758	3,217	2,694	526	477	34	15	4,096	34	98	86	210	113
Orono	4,617	3,333	2,881	452	351	65	37	4,986	46	951	83	18	180
Orrington	1,887	1,757	1,628	128	128	0	0	1,962	0	17	0	0	113
Penobscot Indian Island	330	291	212	79	61	14	4	383	3	25	0	3	8
Veazie	934	867	782	85	66	18	1	990	24	7	0	14	22
BACTS Total	40,804	35,770	31,697	4,087	3,409	404	275	43,470	356	1,968	204	809	1,701
Penobscot County	70,797	63,434	56,496	6,938	5,947	637	425	75,045	425	2,761	212	1,062	2,903
Maine	635,475	561,124	495,671	65,454	54,015	6,355	4,448	679,958	3,813	25,419	2,542	7,626	34,316

Source: S0801 2011-2015 American Community Survey 5-Year Estimates

The average of all BACTS area residents spend less time traveling to work than the County and State as a whole. Between 2010 and 2015, mean travel time to work for residents of BACTS communities decreased slightly, but increased for Penobscot County and the State as a whole over the same time period. In 2015, workers from both Bradley and Milford spent more than 23 minutes traveling to work, the highest in the BACTS area, but consistent with the State as a whole. The most significant changes in mean travel time between 2010 and 2015 for BACTS area residents include a decrease of 6.20 minutes for Milford residents and an increase of 2.6 minutes for Penobscot Indian Island residents. (Figure 2.22)

MEAN TRAVEL TIME TO WORK (in minutes) 2010 - 2015							
	2010-2015						
	2010	2011	2012	2013	2014	2015	Change
Bangor	15.20	15.70	15.40	15.20	14.60	14.70	-0.50
Bradley	22.70	23.60	24.40	22.60	21.90	23.70	1.00
Brewer	16.70	17.90	18.20	16.90	17.70	18.40	1.70
Hampden	20.00	20.40	19.80	20.30	19.50	20.40	0.40
Hermon	20.40	19.80	21.90	19.60	19.50	19.70	-0.70
Milford	29.50	28.80	25.30	25.90	25.90	23.30	-6.20
Old Town	18.90	19.50	18.90	19.80	19.50	19.90	1.00
Orono	16.40	16.90	16.00	16.30	15.50	15.30	-1.10
Orrington	20.00	20.40	20.20	20.10	18.80	20.70	0.70
Penobscot Indian Island	14.80	14.50	16.00	16.40	17.80	17.40	2.60
Veazie	20.10	20.50	20.10	21.70	22.70	19.00	-1.10
BACTS Municipalities (Average)	19.52	19.82	19.65	19.53	19.40	19.32	-0.20
Penobscot County	21.50	22.10	22.00	22.00	21.90	22.30	0.80
Maine	22.80	23.00	23.30	23.30	23.50	23.60	0.80

Source: DP03 American Community Survey 5-Year Estimates 2010, 2011, 2012, 2013, 2014, 2015

The Maine Department of Labor reports that within a 30-mile range of Bangor, there is a total of 185,239 residents; a civilian labor force of 97,311; and 82,626 jobs. As shown in Figure 2.23, in 2015 there was a 58,169 worker population in the BACTS area, with only 16,978 BACTS area residents filling those jobs. Meaning 41,191 individuals travel into and within the BACTS area on a daily basis for employment. Although, not necessarily in the same community of their residence, 88 percent of BACTS area residents are also employed within the BACTS area. Twelve percent travel outside of the BACTS area for employment.

Figure 2.23

WORKERS COMMUTING TO BACTS AREA MUNICIPALITIES BY PLACE OF EMPLOYMENT 2013 - 2015									
	2013			2014			2015		
	Worker Population	Resident	In Flow	Worker Population	Resident	In Flow	Worker Population	Resident	In Flow
Bangor	36,311	10,776	25,535	35,485	10,349	25,136	35,165	10,014	25,151
Bradley	265	69	196	300	76	224	286	93	193
Brewer	6,057	1,490	4,567	6,482	1,459	5,023	6,621	1,478	5,143
Hampden	2,409	580	1,829	2,240	613	1,627	2,241	540	1,701
Hermon	2,423	618	1,805	2,522	615	1,907	2,415	645	1,770
Milford	597	280	317	541	237	304	460	176	284
Old Town	2,733	1,070	1,663	2,980	1,171	1,809	2,905	1,056	1,849
Orono	6,724	2,300	4,424	6,922	2,447	4,475	7,048	2,535	4,513
Orrington	511	269	242	553	279	274	508	232	276
Penobscot Indian Island	206	147	59	204	149	55	221	139	82
Veazie	280	42	238	278	51	227	299	70	229
Total	58,516	17,641	40,875	58,507	17,446	41,061	58,169	16,978	41,191

Source: U.S. Census Bureau, 2009-2013 American Community Survey

2.6 Demographic Challenges

Both employment and population in the BACTS area are expected to grow very slowly. While the majority of population growth will occur outside the BACTS area, most of the job growth will occur within it. This imbalance will accentuate the current trend of increasing numbers of vehicular trips to the urban area originating outside the urban area.

Workforce challenges are expected to become more acute in the near future, as the population ages and the current workforce retires. Many of the baby boomers that are still in the labor force will be retiring. If current conditions persist, there will be a lack of available workers to maintain, much less grow, the workforce in the coming years.

While the overall outlook for the State's economy is fairly concerning because of the potential workforce shortages that will be experienced should nothing change, the BACTS area is poised to be an attractive area for economic and business development opportunities if proactive measures are taken to induce in-migration of out of state residents to the area. The BACTS area is a metropolitan area, located along the Interstate 95 corridor, with available public transportation and a lower than average median age (for Maine). Transportation assets should be improved and expanded to ensure that the area remains attractive for business development.

2.7 Recommendations

- Increase transportation alternatives for senior populations
- Implement strategies to attract in-migration of non-native residents to the area
- Increase the availability, reliability and accessibility of public transportation

Resources:

<https://statisticalatlas.com/metro-area/Maine/Bangor/Overview>

<https://datausa.io/profile/geo/penobscot-county-me/>

Maine State Plan on Aging 2016 - 2020.

<http://www.maine.gov/dhhs/oads/trainings-resources/documents/STATEPLANONAGING2016-2020DRAFT.pdf>

<https://onthemap.ces.census.gov/>