

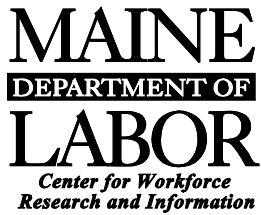
Infopaks

*A Skills Transferability Analysis
to Support Reemployment
and Retraining Plans*

*prepared for
Former Employees of
Private Sector Businesses in*

Aroostook County





A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of Private Sector Businesses in Aroostook County

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Center for Workforce Research and Information*

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Preface

Dislocated workers who are able to confidently identify their knowledge, skills, and abilities (KSAs) will be more successful in their job search and career advancement over those who rely on past experience, former job titles, and industry associations. In modern labor markets, KSAs are primary determinants of employment qualifications among occupations and industries.

To maximize reemployment prospects for these workers, we need to assist them with locating new employment opportunities that require similar KSAs. For workers seeking career advancement or qualifications for new jobs, we need to assist them in gauging the skills gap they have in relation to target occupations and careers. Workforce boards must also be able to alert economic development agencies and businesses in the region seeking to expand by communicating skills based information about the new pool of workers that is available as a result of layoffs or plant closings.

The Maine Department of Labor, Center for Workforce Research and Information is committed to the analysis of structural changes in the Maine economy. The information in this report is intended to facilitate the movement of Maine workers from industries in decline to other employers with growing need for skilled workers.

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John Dorrer, Director

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County and Industry Background

Aroostook County, often referred to as “The County”, occupies an area of 6,672 square miles in northern Maine, bounded on three sides by Canada; it is the largest county east of the Mississippi River. The County’s economy has long depended on agricultural and forest products industries: farming, logging, wood processing and paper manufacturing. Mechanization and international competition have displaced thousands from those industries, resulting in long term economic decline and diminished job prospects for residents.

The contracting regional economy is the underlying cause of out-migration, especially among young adults who leave for post-secondary education and better job prospects elsewhere. The County’s population was estimated to be 71,676 in 2008, down 3 percent from the 2000 census and down 18 percent from 1990. Out-migration and a declining birth rate have resulted in a shrinking population, decreasing with each decennial census since peaking at 106,000 in 1960.

In general, the economic downturn in Maine parallels the national recession. However, the effects have been felt most strongly in the northern and easternmost areas of the state where traditional industries: natural resources and forest products, have been hit especially hard, experiencing temporary and permanent layoffs, business closures, and reductions in work schedules and benefits.

Wages in Aroostook County are consistently below the state average and the unemployment rate is consistently above the average statewide rate. In 2008, the average annual wage in The County was \$28,218, about 20 percent below the state average of \$35,622. Between September 2008 and September 2009, the unemployment rate increased from 6.8 to 9.3 percent in The County. In comparison, the statewide unemployment rate was 5.0 percent in September 2008 and 7.8 percent in September 2009. These figures are not seasonally-adjusted — September unemployment rates tend to be lower than average due to normal seasonal patterns.

From September 1, 2008 to August 31, 2009, the local Rapid Response Team was involved with 25 individual occurrences of layoffs in the region effecting 1,243 workers. A substantial number of these layoffs were permanent or indefinite in duration. Many of the dislocation events did not meet the threshold for National Emergency Grants until the American Recovery and Reinvestment Act expanded coverage from individual mass layoff events. The effect of smaller layoffs on small, rural communities in Aroostook has been significant, particularly to workers in forest products industries.

Labor Market Conditions

Workforce conditions in Aroostook County have declined relative to the state, characterized by lower rates of labor force growth and higher annual unemployment rates compared to the state since 2001. The area has experienced a decline in overall employment, accelerated job losses in the goods-producing sector comprised of manufacturing and natural resources industries, and relatively slow growth in the service sector.

The recession has adversely impacted all regions of the state, but the closure of prominent wood manufacturing facilities, forestry, and logging companies, food services, support services, and hospital downsizing in the region will impact the surrounding communities and support industries particularly hard. Finding suitable re-employment for the recently displaced workers is likely to be more difficult than at any other time in more than a decade.

Characteristics of the Affected Workers

Workers in this study represent a cross section of businesses in Aroostook County. The table below outlines the number of displaced workers in each industry. The Wood Product Manufacturing Industry was the largest Industry impacted with 290 dislocated workers across 10 companies.

Industry	NAICS	Company	# of Displaced Workers
Food Services and Drinking Places	722110	Slopes Restaurant	15
Social Assistance	624310	Training & Development Corp	11
Hospitals	622110	Northern Maine Medical Center	19
Administrative and Support Services	561422	Sitel Corp	35
Other Information Services	519190	BurrellesLuce	37
	519190	BurrellesLuce (Houlton)	33
		Other Information Services Total	70
Miscellaneous Manufacturing	339950	Pattison Sign	50
Wood Product Manufacturing	321999	Northeast Pellets	12
	321221	National Starch	37
	321219	Louisiana Pacific	90
	321219	Huber Engineered Woods	20
	321211	Columbia Forest Products	43
	321198	PM Kelly	9
	321198	Kelley Lumber	8
	321113	SWP, Inc	6
	321113	Maine Woods	59
	321113	Beaver Brook Lumber (Nashville Plantation)	6
		Wood Product Manufacturing Total	290
Construction of Buildings	236220	Buildings Etcetera	14
Utilities	221119	Boralex	19
Forestry and Logging	113310	Maine Wood Recycling	10
		Total	533

Jobs in Demand – Current Job Openings in Maine

The duties of the affected workers of Aroostook County fit into widely varying Standard Occupational Classification (SOC) job titles because of the diversity of industries with affected workers. Job Titles such as:

- 51-7042 Woodworking Machine Setters, Operators, and
- 51-7041 Sawing Machine Setters, Operators, and Tenders
- 43-9061 General Office Clerks
- 43-9011 Computer Operators
- 43-4051 Customer Service Representatives
- 41-9041 Telemarketers

Occupational analysis reports matched to all Aroostook County industries with displaced workers are included in the pages that follow.

A September 2009 search of job postings on the Maine CareerCenter's Labor Exchange On the Net (LEON) job bank produced 61 postings for jobs of any type in Northern Maine. When the keywords "production", were added there were 5 job postings, and keyword "clerical" returned no job openings. These listings are posted by employers with job openings in Maine, through the Maine CareerCenter system (www.mainecareercenter.com). Another useful resource is America's Job Exchange (www.americasjobexchange.com), which offers job postings nationwide. There are many other job search sites available. CareerCenter staff is available to assist customers in locating sites most suited to their needs.

Re-Employment Prospects and the Employment Outlook

The economic base of the region continues to shift away from manufacturing into service-providing industries. Industries projected to gain the most jobs through 2014 include food services, health care, social assistance, and professional and business services. Manufacturing of transportation equipment, wood, textiles, food, and furniture products are among those industries projected to lose the most jobs.

While employment in production related occupations is projected to decline, some job openings will occur to meet replacement demand as remaining workers retire or otherwise leave the workforce. As the nearby table indicates, most job growth and job openings are expected in service occupations, in professional occupations, and in management and business occupations, in such fields as health care, personal services and food services.

High-paying jobs in growing occupations generally require specific technical skills. The skill sets of many dislocated workers are not readily transferable to occupations common to growing industries, thus limiting their re-employment opportunities. (Industry and occupational projection information is provided in Appendices A - D at the back of this report.)

Transferable Skills and Retraining Possibilities

The comparison analysis profiles provided in this report represent occupations determined to be related through the TORQ (Transitional Occupation Relationship Quotient) tool and O*Net. These comprehensive reports compare abilities, knowledge, and skills of the occupation most recently held to a related occupation. Related occupations were selected based on their Grand TORQ Score and level of employment in Maine. Related occupations with no employment were not included. Also, occupations defined as related may themselves be declining, and therefore considered with caution as employment options. In many instances, job openings exist to meet replacement demand rather than as new, growth-related jobs. This is particularly true during periods of economic decline. It should be noted that Comparison Reports are large, sometimes in excess of 10 pages for each related occupation. As such, only the top 5 or 6 related occupations are included for each primary occupation.

Counselors should also consider that many workers have experience, hobbies, and interests beyond those acquired in their most recent employment. These attributes may lead to the exploration of training opportunities not at all related to the affected worker's former employment.

Clients should work with CareerCenter counselors to assess their skills and identify options for possible entry into occupations projected to grow in upcoming years. Brochures such as Hot Jobs in Maine and Internet resources such as America's Career InfoNet, Career Voyages, and the Maine Employment Info Guide can help clients make career choices in today's economy. As an alternative to long-term retraining, workers and placement specialists should look at the matched TORQ Comparison Report for a list of largest employing industries as a source of potential job openings.

Employment by Occupational Group in Northern Maine In 2004 and Projected 2014

Occupational Group	Employment			Avg. Annual Openings
	2004	2014	Net Change	
Total	47,286	47,386	0.2%	1,274
Management, Business and Financial Occupations	5,357	5,406	0.9%	101
Management Occupations	3,841	3,891	1.3%	65
Business and Financial Operations Occupations	1,516	1,515	-0.1%	36
Professional and Related Occupations	9,315	9,799	5.2%	243
Computer and Mathematical Occupations	372	465	25.0%	15
Architecture and Engineering Occupations	238	234	-1.7%	5
Life, Physical, and Social Science Occupations	307	310	1.0%	8
Community and Social Services Occupations	1,283	1,390	8.3%	35
Legal Occupations	175	191	9.1%	4
Education, Training, and Library Occupations	3,421	3,432	0.3%	82
Arts, Design, Entertainment, Sports, and Media Occupations	535	547	2.2%	12
Healthcare Practitioners and Technical Occupations	2,984	3,230	8.2%	82
Service Occupations	9,143	9,687	5.9%	312
Healthcare Support Occupations	1,721	1,878	9.1%	41
Protective Service Occupations	894	950	6.3%	34
Food Preparation and Serving Related Occupations	3,563	3,751	5.3%	159
Building and Grounds Cleaning and Maintenance Occupations	1,601	1,641	2.5%	36
Personal Care and Service Occupations	1,364	1,467	7.6%	42
Sales and Related Occupations	4,212	4,219	0.2%	155
Office and Administrative Support Occupations	6,455	6,031	-6.6%	161
Farming, Fishing, and Forestry Occupations	1,875	1,787	-4.7%	46
Construction and Extraction Occupations	1,760	1,743	-1.0%	37
Installation, Maintenance, and Repair Occupations	2,033	2,039	0.3%	53
Production Occupations	3,301	2,904	-12.0%	82
Transportation and Material Moving Occupations	3,835	3,771	-1.7%	86

Details may not add to totals due to rounding.

Job Titles, Number of Workers, and Equivalent Occupational Codes

Occupational information provided by the Aroostook/Washington Workforce Board was coded into 44 SOC occupations and O*NET classifications. These classifications are the basis for developing the Comparison Reports which may allow users to assess skills gaps that exist for workers choosing their next career path. Occupations employed in Aroostook County businesses but not previously reported may be encountered by CareerCenter staff.

SOC	Occupational Profiles Included
11-9111	Medical and Health Services Managers
11-1021	General and Operations Managers
13-1073	Training and Development Specialists
21-1012	Educational, Vocational, and School Counselors
29-1111	Registered Nurses
29-2011	Medical and Clinical Laboratory Technologists
29-2034	Radiologic Technologists and Technicians
31-1012	Nursing Aides, Orderlies, and Attendants
31-1013	Psychiatric Aides
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers
35-2014	Cooks, Restaurant
35-3011	Bartenders
35-3031	Waiters and Waitresses
35-9021	Dishwashers
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
37-2012	Maids and Housekeeping Cleaners
41-4012	Sales Representatives, Wholesale and Manufacturing
41-9041	Telemarketers
43-4051	Customer Service Representatives
43-6013	Medical Secretaries
43-6014	Secretaries, Except Legal, Medical, and Executive
43-9011	Computer Operators
43-9061	General Office Clerks
45-4022	Logging Equipment Operators
45-4023	Log Graders and Scalars
47-1011	First-Line Supervisors/Managers of Construction Workers
47-2031	Carpenters
47-2061	Construction Laborers
47-2111	Electricians
49-9041	Industrial Machinery Mechanics
49-9042	Maintenance and Repair Workers, General
51-1011	First-Line Supervisors/managers of Production Workers
51-2092	Team Assemblers
51-4072	Mold, Coremakers, & Cast Machine Operators
51-7041	Sawing machine Setters, Operators, and Tenders
51-7042	Woodworking Machine Setters, Operators, and
51-8013	Power Plant Operators
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-9061	Inspectors, Testers, Sorters, Samplers, and
51-9198	Helpers--Production Workers
53-3032	Truck Drivers, Heavy and Tractor-Trailer
53-7051	Industrial Truck and Tractor Operators
53-7062	Laborers and Freight, Stock, and Material Movers
53-7063	Machine Feeders and Offbearerers

TORQ Analysis Notes

Information provided in the Comparison Reports that follow is derived from several sources. TORQ scores may be interpreted as follows, within these value ranges:

TORQ Value	Interpretation
Above 95	The two occupations are virtually identical
90 – 95	The prospects for transition are excellent. No major ability barriers; minimal investment of time and money should close gaps in skills and/or knowledge.
85 – 89	Prospects are good for transition. There are likely to be a few more gaps in skills and knowledge that will need filling in some cases.
80 – 84	Fair prospects for transition with significant investment in training and/or education.
75 – 79	Some gaps likely to pose serious challenges for transition
Below 75	Some abilities, skills, and knowledge may be seriously misaligned. Prospects for transition are not particularly good, although not impossible, depending on individual circumstances.

Wage information provided in the Comparison Reports is 2007 Maine Statewide median annual wages. Hourly rates can be calculated by dividing the annual figure by 2,080 (40 hours per week at 52 weeks per year). Labor Market Comparison data are derived from the 2006 to 2016 occupational projections for Maine, and are statewide figures. Top Industry tables are derived from national staffing pattern data. The ASK Analysis, Experience and Education Comparison, Job Zone, and other information are obtained from the most recent O*NET database. Please contact Merrill Huhtala (Merrill.s.huhtala@maine.gov or 207-621-5196) at the Center for Workforce Research and Information for assistance in interpreting the contents of these reports.

MATCHED OCCUPATIONAL PROFILES

MATCHED OCCUPATION: General and Operations Managers
11-1021

Reported Job Titles:

General and Operations Managers

Number of Affected Workers:

1 Training Requirements: Bachelor's degree plus work experience

Median Wage: \$32.36

Associated ONET Skills: Active Listening
Coordination
Critical Thinking
Monitoring
Management of Personnel Resources
Speaking
Time Management
Complex Problem Solving
Judgment and Decision Making
Reading Comprehension

Largest Employing Maine Industries
Employment Industry

550 Professional, Scientific, and Technical Services
410 Public Administration
390 Educational Services
360 Administrative and Support Services
340 Food and Beverage Stores
340 Management of Companies and Enterprises

	Employment Forecast			Average Annual Openings	
	Maine Region			Maine	Region
Year 2004	10,273	1,658	Total	325	48
Year 2014	11,583	1,832	Due to Growth	131	17
Net Change	1,310	174	Due to Replacement	194	31
Percent Change	13%	10%			

TORQ Title	Code	Employed	Median Salary	Openings	Growth
94 First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	-1.3%
93 Lodging Managers	11.9081-00	520	\$43,350	62	16.7%
93 Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%
93 Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	-4.8%
93 Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.2%
92 Loan Officers	13.2072-00	1,450	\$49,380	29	8.8%
92 Insurance Sales Agents	41.3021-00	1,620	\$43,290	80	3.8%
92 Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.1%
92 Property, Real Estate, and Community Association Managers	11.9141-00	390	\$43,920	19	14.2%
91 Public Relations Managers	11.2031-00	290	\$71,020	10	8.7%
91 Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230	33	5.2%
91 Personnel Recruiters	13.1071-02	610	\$41,200	19	9.6%
91 Meeting and Convention Planners	13.1121-00	130	\$35,640	5	11.8%
91 Treasurers and Controllers	11.3031-01	2,440	\$67,670	58	7.0%

MATCHED OCCUPATION: Medical and Health Services Managers
11-9111

Reported Job Titles:

Medical and Health Services Managers

Number of Affected Workers:

1 Training Requirements: Bachelor's degree plus work experience

Median Wage: \$31.59

Associated ONET Skills: Management of Personnel Resources Judgment and Decision Making
Coordination Time Management
Critical Thinking Writing
Active Listening Speaking
Reading Comprehension Monitoring

Largest Employing Maine Industries
Employment Industry

640	Hospitals
480	Ambulatory Health Care Services
150	Nursing and Residential Care Facilities
120	Public Administration
60	Social Assistance
40	Management of Companies and Enterprises

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	1,544	286	Total	55
Year 2014	1,794	327	Due to Growth	25
Net Change	250	41	Due to Replacement	30
Percent Change	16%	14%		6

TORQ Title	Code	Employed	Median Salary	Openings	Growth
93 Education Administrators, Postsecondary	11.9033-00	600	\$58,090	21	7.4%
92 Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	-4.8%
92 Social and Community Service Managers	11.9151-00	970	\$47,760	33	11.9%
92 Residential Advisors	39.9041-00	220	\$20,760	9	12.1%
92 Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	7.5%
91 Counseling Psychologists	19.3031-03	410	\$61,230	21	11.0%
91 Dietitians and Nutritionists	29.1031-00	260	\$44,360	10	4.8%
91 Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.1%
91 Education Administrators, Elementary and Secondary School	11.9032-00	1,530	\$66,870	41	-2.1%
91 Personnel Recruiters	13.1071-02	610	\$41,200	19	9.6%
91 Instructional Coordinators	25.9031-00	n/a	\$49,120	19	37.9%
91 Educational, Vocational, and School Counselors	21.1012-00	1,110	\$44,280	22	-1.0%
91 Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.2%
90 Business Teachers, Postsecondary	25.1011-00	230	\$56,500	7	12.5%

MATCHED OCCUPATION: Training and Development Specialists
13-1073

Reported Job Titles:

Training and Development Specialists

Number of Affected Workers: 1 **Training Requirements:** Bachelor's degree **Median Wage:** \$16.76

Associated ONET Skills: Instructing
Learning Strategies
Active Listening
Time Management
Judgment and Decision Making
Speaking
Writing
Reading Comprehension
Social Perceptiveness
Complex Problem Solving

Largest Employing Maine Industries

Employment Industry

90	Management of Companies and Enterprises
80	Administrative and Support Services
70	Insurance Carriers and Related Activities
60	Social Assistance
50	Credit Intermediation and Related Activities
50	Public Administration

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	1,026	149Total	31	4
Year 2014	1,173	166Due to Growth	15	2
Net Change	147	17Due to Replacement	16	2
Percent Change	14%	11%		

TORQ Title	Code	Employed	Median	Openings	Growth
			Salary		
93 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
93 Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330	10	11.7%
92 Interviewers, Except Eligibility and Loan	43.4111-00	680	\$24,060	24	8.1%
92 Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	7.5%
92 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
91 Arbitrators, Mediators, and Conciliators	23.1022-00	40	\$46,160	1	2.1%
91 Preschool Teachers, Except Special Education	25.2011-00	1,670	\$25,500	34	3.7%
91 Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
91 Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
91 Child, Family, and School Social Workers	21.1021-00	2,050	\$38,710	65	9.3%
91 Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
91 Social and Human Service Assistants	21.1093-00	4,770	\$23,660	182	26.5%
91 Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16.4%
91 Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370	83	10.4%

MATCHED OCCUPATION: Educational, Vocational, and School Counselors
21-1012

Reported Job Titles:

Educational, Vocational, and School Counselors

Number of Affected Workers: 1 **Training Requirements:** Master's degree **Median Wage:** \$18.88

Associated ONET Skills: Active Listening Social Perceptiveness
Speaking Reading Comprehension
Service Orientation Critical Thinking
Time Management Writing
Active Learning Instructing

Largest Employing Maine Industries

Employment Industry

900	Educational Services
150	Public Administration
40	Social Assistance
.	Nursing and Residential Care Facilities

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	1,125	192	Total	26
Year 2014	1,120	188	Due to Growth	0
Net Change	-5	-4	Due to Replacement	4
Percent Change	-.44%	-2.1%		

TORQ Title	Code	Median		Openings	Growth
		Employed	Salary		
95 Substance Abuse and Behavioral Disorder Counselors	21.1011-00	630	\$39,350	37	37.0%
95 Child, Family, and School Social Workers	21.1021-00	2,050	\$38,710	65	9.3%
95 School Psychologists	19.3031-01	410	\$61,230	21	11.0%
95 Mental Health Counselors	21.1014-00	450	\$40,130	21	25.6%
94 Clinical Psychologists	19.3031-02	410	\$61,230	21	11.0%
94 Counseling Psychologists	19.3031-03	410	\$61,230	21	11.0%
92 Medical and Public Health Social Workers	21.1022-00	730	\$36,760	32	20.6%
92 Marriage and Family Therapists	21.1013-00	110	\$35,290	5	22.7%
91 Arbitrators, Mediators, and Conciliators	23.1022-00	40	\$46,160	1	2.1%
91 Interviewers, Except Eligibility and Loan	43.4111-00	680	\$24,060	24	8.1%
91 Social and Community Service Managers	11.9151-00	970	\$47,760	33	11.9%
91 Education Teachers, Postsecondary	25.1081-00	280	\$48,070	8	10.0%
91 Mental Health and Substance Abuse Social Workers	21.1023-00	1,670	\$40,640	71	19.3%
91 Adult Literacy, Remedial Education, and GED Teachers and In	25.3011-00	180	\$42,610	8	28.1%

MATCHED OCCUPATION: Registered Nurses
29-1111

Reported Job Titles:
Registered Nurses

Number of Affected Workers: 1 **Training Requirements:** Associate degree **Median Wage:** \$24.13

Associated ONET Skills: Active Listening Speaking
Reading Comprehension Social Perceptiveness
Monitoring Critical Thinking
Service Orientation Coordination
Active Learning Writing

Largest Employing Maine Industries
Employment Industry

8,700	Hospitals
2,160	Ambulatory Health Care Services
1,400	Nursing and Residential Care Facilities
550	Public Administration
520	Educational Services
210	Social Assistance

	Employment Forecast			Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	13,837	2,575	Total	568	97
Year 2014	16,613	3,004	Due to Growth	278	43
Net Change	2,776	429	Due to Replacement	290	54
Percent Change	20%	17%			

TORQ Title	Code	Employed	Median Salary	Openings	Growth
95 Physician Assistants	29.1071-00	550	\$79,010	21	22.5%
92 Pediatricians, General	29.1065-00	140	\$0	4	7.1%
92 Medical and Public Health Social Workers	21.1022-00	730	\$36,760	32	20.6%
91 Psychiatric Aides	31.1013-00	620	\$29,060	14	12.5%
91 Occupational Therapists	29.1122-00	630	\$50,330	19	12.6%
91 Physical Therapists	29.1123-00	900	\$59,130	35	23.3%
91 Medical Assistants	31.9092-00	1,970	\$27,610	89	33.5%
91 Physical Therapist Assistants	31.2021-00	200	\$38,770	9	32.6%
90 Pharmacy Technicians	29.2052-00	1,590	\$25,500	99	32.6%
90 Mental Health and Substance Abuse Social Workers	21.1023-00	1,670	\$40,640	71	19.3%
90 Psychiatric Technicians	29.2053-00	220	\$25,130	11	19.7%
90 Child, Family, and School Social Workers	21.1021-00	2,050	\$38,710	65	9.3%
90 Pharmacists	29.1051-00	1,190	\$112,550	46	22.4%
90 Family and General Practitioners	29.1062-00	710	\$138,550	20	7.3%

MATCHED OCCUPATION: Medical and Clinical Laboratory Technologists
29-2011

Reported Job Titles:

Medical and Clinical Laboratory Technologists

Number of Affected Workers: 1 **Training Requirements:** Bachelor's degree **Median Wage:** \$25.64

Associated ONET Skills: Reading Comprehension Speaking
Active Listening Critical Thinking
Complex Problem Solving Monitoring
Writing Active Learning
Time Management Judgment and Decision Making

Largest Employing Maine Industries

Employment Industry

500 Hospitals
370 Ambulatory Health Care Services

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	834	198	Total	42 11
Year 2014	1,020	254	Due to Growth	19 6
Net Change	186	56	Due to Replacement	23 5
Percent Change	22%	28%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
89 Chemical Technicians	19.4031-00	160	\$34,890	6	-7.2%
88 Microbiologists	19.1022-00	50	\$54,430	2	10.7%
88 Biological Technicians	19.4021-00	580	\$36,250	29	16.0%
87 Agricultural Technicians	19.4011-01	20	\$32,000	1	-2.7%
86 Food Science Technicians	19.4011-02	20	\$32,000	1	-2.7%
85 <u>Medical and Clinical Laboratory Technicians</u>	29.2012-00	760	\$33,630	25	18.5%
84 <u>Veterinary Technologists and Technicians</u>	29.2056-00	550	\$28,730	31	27.8%
83 Nuclear Medicine Technologists	29.2033-00	70	\$65,730	2	16.6%
82 <u>Radiologic Technologists</u>	29.2034-01	1,120	\$49,620	37	19.9%
82 <u>Medical Equipment Preparers</u>	31.9093-00	220	\$28,760	6	14.6%
82 <u>Inspectors, Testers, Sorters, Samplers, and Weighers</u>	51.9061-00	1,700	\$29,700	26	-14.3%
81 Photographic Processing Machine Operators	51.9132-00	250	\$20,170	9	-54.1%
81 Photographic Process Workers	51.9131-00	50	\$28,860	2	-43.4%
81 Electro-Mechanical Technicians	17.3024-00	200	\$0	5	-38.7%

MATCHED OCCUPATION: Radiologic Technologists and Technicians
29-2034

Reported Job Titles:

Radiologic Technologists and Technicians

Number of Affected Workers: 1 **Training Requirements:** Associate degree **Median Wage:** \$23.80

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Writing
Critical Thinking Instructing
Service Orientation Learning Strategies
Coordination Active Learning

Largest Employing Maine Industries

Employment Industry

690 Hospitals
420 Ambulatory Health Care Services

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	991	221	Total	38
Year 2014	1,179	262	Due to Growth	19
Net Change	188	41	Due to Replacement	19
Percent Change	19%	19%		4

TORQ Title	Code	Employed	Median Salary	Openings	Growth
92 Medical Assistants	31.9092-00	1,970	\$27,610	89	33.5%
91 Veterinary Assistants and Laboratory Animal Caretakers	31.9096-00	650	\$23,720	10	2.6%
90 Pharmacy Technicians	29.2052-00	1,590	\$25,500	99	32.6%
89 Radiologic Technologists	29.2034-01	1,120	\$49,620	37	19.9%
89 Pharmacy Aides	31.9095-00	190	\$19,370	2	-12.5%
88 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
88 Diagnostic Medical Sonographers	29.2032-00	160	\$63,000	5	16.2%
88 Veterinary Technologists and Technicians	29.2056-00	550	\$28,730	31	27.8%
87 Cardiovascular Technologists and Technicians	29.2031-00	200	\$51,960	8	25.6%
87 Physical Therapist Aides	31.2022-00	160	\$22,800	5	21.0%
87 Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
87 Occupational Therapist Aides	31.2012-00	30	\$27,680	2	15.6%
86 Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
86 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%

MATCHED OCCUPATION: Nursing Aides, Orderlies, and Attendants
31-1012

Reported Job Titles:

Nursing Aides, Orderlies, and Attendants

Number of Affected Workers: 1 **Training Requirements:** Postsecondary vocational training **Median Wage:** \$10.44

Associated ONET Skills:

Active Listening	Speaking
Social Perceptiveness	Service Orientation
Reading Comprehension	Critical Thinking
Coordination	Time Management
Monitoring	Complex Problem Solving

Largest Employing Maine Industries

Employment Industry

6,150	Nursing and Residential Care Facilities
2,290	Hospitals
540	Ambulatory Health Care Services
510	Public Administration
140	Social Assistance

	Employment Forecast			Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	9,209	1,518	Total	229	33
Year 2014	10,285	1,644	Due to Growth	108	13
Net Change	1,076	126	Due to Replacement	121	20
Percent Change	12%	8.3%			

TORQ Title	Code	Employed	Median Salary	Openings	Growth
93 Personal and Home Care Aides	39.9021-00	5,110	\$18,670	279	28.0%
92 Home Health Aides	31.1011-00	4,860	\$21,880	145	20.3%
90 Physical Therapist Aides	31.2022-00	160	\$22,800	5	21.0%
90 Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
89 Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320	204	6.6%
89 Child Care Workers	39.9011-00	1,720	\$21,510	217	8.7%
89 Preschool Teachers, Except Special Education	25.2011-00	1,670	\$25,500	34	3.7%
89 Medical Assistants	31.9092-00	1,970	\$27,610	89	33.5%
89 Nonfarm Animal Caretakers	39.2021-00	560	\$19,870	13	0.6%
88 Lifeguards, Ski Patrol, and Other Recreational Protective S	33.9092-00	260	\$16,010	22	5.8%
88 Occupational Therapist Aides	31.2012-00	30	\$27,680	2	15.6%
87 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
87 Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870	14	13.2%
87 Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-2.9%

MATCHED OCCUPATION: Psychiatric Aides
31-1013

Reported Job Titles:
Psychiatric Aides

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$13.87

Associated ONET Skills: Social Perceptiveness Active Listening
Service Orientation Writing
Persuasion Reading Comprehension
Speaking Coordination
Critical Thinking Instructing

**Largest Employing
Maine Industries
Employment Industry**
530 Hospitals

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	367	177	Total	11
Year 2014	428	207	Due to Growth	6
Net Change	61	30	Due to Replacement	5
Percent Change	17%	17%		2

TORQ Title	Code	Employed	Median Salary	Openings	Growth
93 Mental Health Counselors	21.1014-00	450	\$40,130	21	25.6%
92 Psychiatric Technicians	29.2053-00	220	\$25,130	11	19.7%
92 Mental Health and Substance Abuse Social Workers	21.1023-00	1,670	\$40,640	71	19.3%
91 Substance Abuse and Behavioral Disorder Counselors	21.1011-00	630	\$39,350	37	37.0%
91 Child, Family, and School Social Workers	21.1021-00	2,050	\$38,710	65	9.3%
90 Child Care Workers	39.9011-00	1,720	\$21,510	217	8.7%
90 Medical and Public Health Social Workers	21.1022-00	730	\$36,760	32	20.6%
90 Recreational Therapists	29.1125-00	100	\$35,040	2	-0.9%
89 Educational, Vocational, and School Counselors	21.1012-00	1,110	\$44,280	22	-1.0%
89 Preschool Teachers, Except Special Education	25.2011-00	1,670	\$25,500	34	3.7%
88 School Psychologists	19.3031-01	410	\$61,230	21	11.0%
88 Home Health Aides	31.1011-00	4,860	\$21,880	145	20.3%
88 Residential Advisors	39.9041-00	220	\$20,760	9	12.1%
88 Interviewers, Except Eligibility and Loan	43.4111-00	680	\$24,060	24	8.1%

MATCHED OCCUPATION: First-Line Supervisors/Managers of Food Preparation and Serv
35-1012

Reported Job Titles:

First-Line Supervisors/Managers of Food Preparation and Serving Workers

Number of Affected Workers:

1 Training Requirements: Work experience in a related occupation

Median Wage: \$13.24

Associated ONET Skills: Speaking Active Listening
Time Management Reading Comprehension
Instructing Monitoring
Mathematics Service Orientation
Social Perceptiveness Management of Personnel Resources

Largest Employing Maine Industries
Employment Industry

2,540	Food Services and Drinking Places
480	Educational Services
290	Food and Beverage Stores
160	Nursing and Residential Care Facilities
80	Religious, Grantmaking, Civic, Professional, and Similar Org
70	Accommodation

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	4,000	691	Total	148
Year 2014	4,527	758	Due to Growth	53
Net Change	527	67	Due to Replacement	95
Percent Change	13%	9.7%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
92 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
90 Counter Attendants, Cafeteria, Food Concession, and Coffee	35.3022-00	1,520	\$17,050	115	5.9%
89 Waiters and Waitresses	35.3031-00	10,610	\$15,700	680	7.8%
89 Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
89 Combined Food Preparation and Serving Workers, Including Fa	35.3021-00	13,410	\$16,470	455	14.8%
89 Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10.0%
89 Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%
89 Door-To-Door Sales Workers, News and Street Vendors, and Re	41.9091-00	n/a	\$18,120	0	0.0%
88 First-Line Supervisors/Managers of Retail Sales Workers	41.1011-00	6,900	\$31,720	216	0.4%
87 Counter and Rental Clerks	41.2021-00	1,980	\$19,640	103	12.6%
87 Tellers	43.3071-00	2,970	\$21,770	184	18.2%
87 Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
87 Bartenders	35.3011-00	2,440	\$16,730	123	12.2%
87 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%

MATCHED OCCUPATION: Cooks, Restaurant
35-2014

Reported Job Titles:
Cooks, Restaurant

Number of Affected Workers: 1 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$9.20

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Active Learning
Instructing Learning Strategies
Social Perceptiveness Coordination
Time Management Critical Thinking

Largest Employing Maine Industries

Employment	Industry
4,140	Food Services and Drinking Places
310	Accommodation
40	Amusement, Gambling, and Recreation Industries
.	Gasoline Stations
.	Food and Beverage Stores

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	4,325	808	Total	186
Year 2014	4,846	827	Due to Growth	52
Net Change	521	19	Due to Replacement	134
Percent Change	12%	2.4%		25

TORQ Title		Code	Employed	Median Salary	Openings	Growth
88	Combined Food Preparation and Serving Workers, Including Fa	35.3021-00	13,410	\$16,470	455	14.8%
88	Food Preparation Workers	35.2021-00	5,500	\$20,040	245	9.5%
87	Cooks, Institution and Cafeteria	35.2012-00	2,060	\$23,190	63	2.1%
87	Butchers and Meat Cutters	51.3021-00	430	\$31,310	16	4.6%
86	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
86	Cooks, Short Order	35.2015-00	760	\$18,810	23	3.0%
85	First-Line Supervisors/Managers of Food Preparation and Ser	35.1012-00	3,970	\$27,520	64	7.9%
85	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
84	Dietetic Technicians	29.2051-00	170	\$27,270	7	12.6%
84	Counter Attendants, Cafeteria, Food Concession, and Coffee	35.3022-00	1,520	\$17,050	115	5.9%
84	Waiters and Waitresses	35.3031-00	10,610	\$15,700	680	7.8%
83	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
82	Meat, Poultry, and Fish Cutters and Trimmers	51.3022-00	600	\$19,630	20	-2.2%
82	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%

MATCHED OCCUPATION: Bartenders
35-3011

Reported Job Titles:
Bartenders

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$8.34

Associated ONET Skills: Active Listening Speaking
Social Perceptiveness Mathematics
Service Orientation Critical Thinking
Reading Comprehension Learning Strategies
Coordination Judgment and Decision Making

Largest Employing Maine Industries

Employment	Industry
1,540	Food Services and Drinking Places
590	Religious, Grantmaking, Civic, Professional, and Similar Org
220	Accommodation
90	Amusement, Gambling, and Recreation Industries

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	2,169	419	Total	117 20
Year 2014	2,482	453	Due to Growth	31 3
Net Change	313	34	Due to Replacement	86 17
Percent Change	14%	8.1%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
94 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
94 Waiters and Waitresses	35.3031-00	10,610	\$15,700	680	7.8%
91 Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10.0%
90 Counter Attendants, Cafeteria, Food Concession, and Coffee	35.3022-00	1,520	\$17,050	115	5.9%
90 Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%
90 Combined Food Preparation and Serving Workers, Including Fa	35.3021-00	13,410	\$16,470	455	14.8%
90 Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870	14	13.2%
89 Gaming and Sports Book Writers and Runners	39.3012-00	n/a	\$17,330	6	46.5%
89 Retail Salespersons	41.2031-00	18,460	\$22,050	677	4.3%
87 Door-To-Door Sales Workers, News and Street Vendors, and Re	41.9091-00	n/a	\$18,120	0	0.0%
87 Amusement and Recreation Attendants	39.3091-00	760	\$17,790	49	7.5%
87 Counter and Rental Clerks	41.2021-00	1,980	\$19,640	103	12.6%
87 Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
86 Tellers	43.3071-00	2,970	\$21,770	184	18.2%

MATCHED OCCUPATION: Waiters and Waitresses
35-3031

Reported Job Titles:
Waiters and Waitresses

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$7.55

Associated ONET Skills: Speaking Active Listening
Service Orientation Social Perceptiveness
Coordination Reading Comprehension
Instructing Learning Strategies
Time Management Critical Thinking

Largest Employing Maine Industries

Employment	Industry
9,350	Food Services and Drinking Places
650	Accommodation
170	Nursing and Residential Care Facilities
140	Amusement, Gambling, and Recreation Industries
60	Religious, Grantmaking, Civic, Professional, and Similar Org
.	Gasoline Stations

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	10,807	2,026	Total	689 110
Year 2014	12,134	2,087	Due to Growth	133 6
Net Change	1,327	61	Due to Replacement	556 104
Percent Change	12%	3.0%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
95 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
93 Counter Attendants, Cafeteria, Food Concession, and Coffee	35.3022-00	1,520	\$17,050	115	5.9%
92 Combined Food Preparation and Serving Workers, Including Fa	35.3021-00	13,410	\$16,470	455	14.8%
92 Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10.0%
91 Bartenders	35.3011-00	2,440	\$16,730	123	12.2%
89 Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%
87 Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870	14	13.2%
87 Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
87 Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
86 Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
86 Counter and Rental Clerks	41.2021-00	1,980	\$19,640	103	12.6%
86 Retail Salespersons	41.2031-00	18,460	\$22,050	677	4.3%
85 Amusement and Recreation Attendants	39.3091-00	760	\$17,790	49	7.5%
85 Door-To-Door Sales Workers, News and Street Vendors, and Re	41.9091-00	n/a	\$18,120	0	0.0%

MATCHED OCCUPATION: Dishwashers
35-9021

Reported Job Titles:
Dishwashers

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$8.16

Associated ONET Skills: Learning Strategies Speaking
Active Listening Equipment Maintenance
Instructing Service Orientation
Reading Comprehension Operation Monitoring
Quality Control Analysis Social Perceptiveness

Largest Employing Maine Industries

Employment	Industry
1,960	Food Services and Drinking Places
200	Accommodation
120	Nursing and Residential Care Facilities
100	Educational Services
60	Food and Beverage Stores
20	Food Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	3,533	659Total	155	24
Year 2014	3,892	682Due to Growth	36	2
Net Change	359	23Due to Replacement	119	22
Percent Change	10%	3.5%		

TORQ Title		Code	Employed	Median Salary	Openings	Growth
76	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910	1	-11.9%
76	Postal Service Mail Sorters, Processors, and Processing Mac	43.5053-00	970	\$41,950	10	-12.0%
76	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
74	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	0.9%
73	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	-20.5%
72	Cleaners of Vehicles and Equipment	53.7061-00	1,040	\$20,080	43	-1.0%
72	Textile Knitting and Weaving Machine Setters, Operators, an	51.6063-00	n/a	\$23,830	0	0.0%
72	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
72	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
72	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
71	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37.2011-00	9,170	\$23,520	241	5.4%
71	Couriers and Messengers	43.5021-00	240	\$23,920	12	6.3%
71	Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320	204	6.6%
71	Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-2.9%

MATCHED OCCUPATION: Janitors and Cleaners, Except Maids and Housekeeping Cleaner
37-2011

Reported Job Titles:

Janitors and Cleaners, Except Maids and Housekeeping Cleaners

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$11.09

Associated ONET Skills: Reading Comprehension Active Listening
Speaking Coordination
Equipment Selection Time Management
Equipment Maintenance Writing
Judgment and Decision Making Instructing

Largest Employing Maine Industries

Employment Industry

2,980	Educational Services
1,810	Administrative and Support Services
510	Public Administration
480	Hospitals
300	General Merchandise Stores
290	Social Assistance

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine Region	
Year 2004	11,208	1,950	Total	322
Year 2014	12,296	2,104	Due to Growth	109
Net Change	1,088	154	Due to Replacement	213
Percent Change	9.7%	7.9%		37

TORQ Title	Code	Employed	Median Salary	Openings	Growth
86 Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320	204	6.6%
83 Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
82 Crossing Guards	33.9091-00	500	\$18,390	22	16.2%
82 Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-2.9%
81 Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
81 Postal Service Mail Sorters, Processors, and Processing Mac	43.5053-00	970	\$41,950	10	-12.0%
81 Laundry and Dry-Cleaning Workers	51.6011-00	950	\$19,490	26	3.3%
80 Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	11.7%
80 Nonfarm Animal Caretakers	39.2021-00	560	\$19,870	13	0.6%
80 Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	-18.5%
80 Packers and Packagers, Hand	53.7064-00	3,780	\$0	45	-9.2%
80 Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
80 Counter Attendants, Cafeteria, Food Concession, and Coffee	35.3022-00	1,520	\$17,050	115	5.9%
80 Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	-19.2%

MATCHED OCCUPATION: Maids and Housekeeping Cleaners
37-2012

Reported Job Titles:

Maids and Housekeeping Cleaners

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$9.02

Associated ONET Skills: Reading Comprehension Time Management
Speaking Active Listening
Instructing Service Orientation
Social Perceptiveness Equipment Selection
Coordination Learning Strategies

Largest Employing Maine Industries

Employment Industry

2,330	Accommodation
870	Nursing and Residential Care Facilities
800	Hospitals
380	Administrative and Support Services
180	Food Services and Drinking Places
140	Real Estate

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	8,283	1,727	Total	260
Year 2014	9,147	1,842	Due to Growth	86
Net Change	864	115	Due to Replacement	174
Percent Change	10%	6.7%		36

TORQ Title	Code	Employed	Median Salary	Openings	Growth
83 Crossing Guards	33.9091-00	500	\$18,390	22	16.2%
83 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37.2011-00	9,170	\$23,520	241	5.4%
83 Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10.0%
83 Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-2.9%
82 Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
81 Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
81 Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
81 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
80 Counter Attendants, Cafeteria, Food Concession, and Coffee	35.3022-00	1,520	\$17,050	115	5.9%
80 Laundry and Dry-Cleaning Workers	51.6011-00	950	\$19,490	26	3.3%
79 Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870	14	13.2%
79 Waiters and Waitresses	35.3031-00	10,610	\$15,700	680	7.8%
79 Amusement and Recreation Attendants	39.3091-00	760	\$17,790	49	7.5%
79 Models	41.9012-00	20	\$28,940	1	5.2%

MATCHED OCCUPATION: Sales Representatives, Wholesale and Manufacturing, Except T
41-4012

Reported Job Titles:

Sales Representatives, Wholesale and Manufacturing

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$23.82

Associated ONET Skills: Active Listening Speaking
Time Management Reading Comprehension
Persuasion Service Orientation
Negotiation Social Perceptiveness
Active Learning Coordination

Largest Employing Maine Industries

Employment Industry

1,260	Merchant Wholesalers, Nondurable Goods
1,230	Wholesale Electronic Markets and Agents and Brokers
1,110	Merchant Wholesalers, Durable Goods
320	Professional, Scientific, and Technical Services
310	Specialty Trade Contractors
240	Building Material and Garden Equipment and Supplies Dealers

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine Region	
Year 2004	5,043	669	Total	202
Year 2014	5,739	720	Due to Growth	70
Net Change	696	51	Due to Replacement	132
Percent Change	14%	7.6%		18

TORQ Title	Code	Employed	Median Salary	Openings	Growth
93 Loan Officers	13.2072-00	1,450	\$49,380	29	8.8%
93 Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.2%
93 Door-To-Door Sales Workers, News and Street Vendors, and Re	41.9091-00	n/a	\$18,120	0	0.0%
93 Advertising Sales Agents	41.3011-00	680	\$34,530	25	15.4%
92 Telemarketers	41.9041-00	1,670	\$23,680	59	-17.5%
92 Market Research Analysts	19.3021-00	200	\$49,960	2	3.4%
91 Insurance Sales Agents	41.3021-00	1,620	\$43,290	80	3.8%
91 Sales Representatives, Wholesale and Manufacturing, Technic	41.4011-00	720	\$57,210	20	3.6%
91 New Accounts Clerks	43.4141-00	210	\$28,080	6	-13.7%
91 Real Estate Brokers	41.9021-00	320	\$61,300	22	-0.7%
90 Wholesale and Retail Buyers, Except Farm Products	13.1022-00	490	\$38,660	12	-2.0%
90 First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	-1.3%
90 Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-8.8%
90 Sales Managers	11.2022-00	1,310	\$72,720	32	3.1%

MATCHED OCCUPATION: Telemarketers
41-9041

Reported Job Titles:
Telemarketers

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$10.06

Associated ONET Skills: Active Listening Speaking
Persuasion Reading Comprehension
Time Management Monitoring
Negotiation Social Perceptiveness
Learning Strategies Critical Thinking

Largest Employing Maine Industries

Employment	Industry
1,400	Administrative and Support Services
40	Publishing Industries (except Internet)
.	Credit Intermediation and Related Activities

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	2,971	258	Total	49
Year 2014	2,597	230	Due to Growth	0
Net Change	-374	-28	Due to Replacement	49
Percent Change	-13%	-11%		4

TORQ Title	Code	Employed	Median Salary	Openings	Growth
86 Door-To-Door Sales Workers, News and Street Vendors, and Re	41.9091-00	n/a	\$18,120	0	0.0%
80 Loan Officers	13.2072-00	1,450	\$49,380	29	8.8%
80 Demonstrators and Product Promoters	41.9011-00	130	\$19,480	6	10.9%
78 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
78 Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
78 New Accounts Clerks	43.4141-00	210	\$28,080	6	-13.7%
77 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
77 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
77 Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.2%
77 Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10.0%
77 Advertising Sales Agents	41.3011-00	680	\$34,530	25	15.4%
76 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
76 Interviewers, Except Eligibility and Loan	43.4111-00	680	\$24,060	24	8.1%
76 Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%

MATCHED OCCUPATION: Customer Service Representatives
43-4051

Reported Job Titles:
Customer Service Representatives

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$10.50

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Time Management
Monitoring Service Orientation
Active Learning Learning Strategies
Writing Social Perceptiveness

Largest Employing Maine Industries
Employment Industry

1,400	Credit Intermediation and Related Activities
1,060	Insurance Carriers and Related Activities
1,030	Administrative and Support Services
640	Professional, Scientific, and Technical Services
520	Telecommunications
320	Hospitals

	Employment Forecast			Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	8,406	1,168	Total	257	30
Year 2014	9,724	1,300	Due to Growth	132	13
Net Change	1,318	132	Due to Replacement	125	17
Percent Change	16%	11%			

TORQ Title	Code	Employed	Median	Openings	Growth
			Salary		
96 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
95 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
95 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
94 Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%
94 Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
94 Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
93 Tellers	43.3071-00	2,970	\$21,770	184	18.2%
93 New Accounts Clerks	43.4141-00	210	\$28,080	6	-13.7%
93 Insurance Underwriters	13.2053-00	460	\$56,090	12	-0.8%
93 Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
93 Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-8.8%
92 Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370	83	10.4%
91 Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790	13	5.4%
91 Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%

MATCHED OCCUPATION: Medical Secretaries
43-6013

Reported Job Titles:
Medical Secretaries

Number of Affected Workers: 1 **Training Requirements:** Postsecondary vocational training **Median Wage:** \$11.46

Associated ONET Skills: Speaking Active Listening
Social Perceptiveness Reading Comprehension
Service Orientation Coordination
Writing Time Management
Critical Thinking Judgment and Decision Making

Largest Employing Maine Industries
Employment Industry

2,410	Ambulatory Health Care Services
990	Hospitals
70	Professional, Scientific, and Technical Services
40	Nursing and Residential Care Facilities
20	Public Administration

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	2,389	419	Total	60
Year 2014	2,529	425	Due to Growth	14
Net Change	140	6	Due to Replacement	46
Percent Change	5.9%	1.4%		8

TORQ Title	Code	Employed	Median Salary	Openings	Growth
91 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
90 Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
89 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
89 Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
89 Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
88 Medical Records and Health Information Technicians	29.2071-00	760	\$29,180	34	16.4%
88 Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
88 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
88 Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
87 Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
87 File Clerks	43.4071-00	410	\$23,030	11	-42.1%
87 Medical Transcriptionists	31.9094-00	620	\$29,490	17	15.2%
87 Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.4%
85 Tellers	43.3071-00	2,970	\$21,770	184	18.2%

MATCHED OCCUPATION: Secretaries, Except Legal, Medical, and Executive
43-6014

Reported Job Titles:

Secretaries, Except Legal, Medical, and Executive

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$13.07

Associated ONET Skills: Active Listening Reading Comprehension
Time Management Speaking
Writing Social Perceptiveness
Critical Thinking Active Learning
Monitoring Learning Strategies

Largest Employing Maine Industries

Employment Industry

3,260	Educational Services
730	Professional, Scientific, and Technical Services
620	Hospitals
610	Public Administration
540	Ambulatory Health Care Services
430	Specialty Trade Contractors

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	10,687	1,809	Total	205	35
Year 2014	9,850	1,636	Due to Growth	0	0
Net Change	-837	-173	Due to Replacement	205	35
Percent Change	-7.8%	-9.6%			

TORQ Title	Code	Employed	Median	Openings	Growth
			Salary		
97 Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
95 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
95 Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
94 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
94 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
93 Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
93 Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
93 Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.4%
92 Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
92 Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
92 Legal Secretaries	43.6012-00	1,300	\$33,360	29	5.1%
91 Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
90 Bill and Account Collectors	43.3011-00	1,590	\$29,770	41	10.8%
90 Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.1%

MATCHED OCCUPATION: Computer Operators
43-9011

Reported Job Titles:
Computer Operators

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$10.85

Associated ONET Skills: Active Listening Reading Comprehension
Critical Thinking Active Learning
Time Management Troubleshooting
Instructing Speaking
Service Orientation Judgment and Decision Making

Largest Employing Maine Industries

Employment	Industry
30	Public Administration
30	Credit Intermediation and Related Activities
20	Internet Service Providers, Web Search Portals, and Data Pro
20	Administrative and Support Services
20	Hospitals
10	Postal Service

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	473	54Total	10	1
Year 2014	299	31Due to Growth	0	0
Net Change	-174	-23Due to Replacement	10	1
Percent Change	-37%	-43%		

		Median		Openings	Growth
TORQ Title	Code	Employed	Salary		
91 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
90 Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
90 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
89 Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
89 Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
89 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
89 Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
89 Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
88 Medical Records and Health Information Technicians	29.2071-00	760	\$29,180	34	16.4%
88 Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%
88 Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
88 Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16.4%
87 Insurance Underwriters	13.2053-00	460	\$56,090	12	-0.8%
87 Bill and Account Collectors	43.3011-00	1,590	\$29,770	41	10.8%

MATCHED OCCUPATION: Office Clerks, General
43-9061

Reported Job Titles:
General Office Clerks

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$10.12

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Writing
Social Perceptiveness Learning Strategies
Mathematics Service Orientation
Time Management Critical Thinking

Largest Employing Maine Industries
Employment Industry

1,290	Administrative and Support Services
1,110	Public Administration
760	Specialty Trade Contractors
730	Professional, Scientific, and Technical Services
730	Ambulatory Health Care Services
470	Real Estate

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine Region	
Year 2004	12,517	1,980	Total	310
Year 2014	12,850	1,996	Due to Growth	33
Net Change	333	16	Due to Replacement	277
Percent Change	2.7%	.81%		44

TORQ Title	Code	Employed	Median Salary	Openings	Growth
94 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
93 Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
92 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
91 License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
91 Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
91 Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
91 Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
90 Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
90 Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
90 Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
90 Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
89 File Clerks	43.4071-00	410	\$23,030	11	-42.1%
89 Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.1%
89 Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%

MATCHED OCCUPATION: Logging Equipment Operators
45-4022

Reported Job Titles:
Logging Equipment Operators

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$14.29

Associated ONET Skills: Equipment Maintenance Repairing
Time Management Operation and Control
Operation Monitoring Troubleshooting
Instructing Active Listening
Equipment Selection Coordination

Largest Employing Maine Industries

1,160	Forestry and Logging
160	Truck Transportation
70	Wood Product Manufacturing

Employment Forecast			Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	1,878	517	Total	46 13
Year 2014	1,991	548	Due to Growth	11 3
Net Change	113	31	Due to Replacement	35 10
Percent Change	6.0%	6.0%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
75 Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470	4	1.5%
74 Bindery Workers	51.5011-00	350	\$26,130	5	-19.9%
73 Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	11.7%
73 Cleaners of Vehicles and Equipment	53.7061-00	1,040	\$20,080	43	-1.0%
72 Tire Repairers and Changers	49.3093-00	330	\$19,920	15	24.6%
72 Gem and Diamond Workers	51.9071-06	220	\$32,520	7	6.9%
72 Helpers--Extraction Workers	47.5081-00	n/a	\$15,000	0	0.0%
71 Molding, Coremaking, and Casting Machine Setters, Operators	51.4072-00	200	\$33,770	4	-21.6%
71 Excavating and Loading Machine and Dragline Operators	53.7032-00	330	\$32,160	8	5.8%
71 Plating and Coating Machine Setters, Operators, and Tenders	51.4193-00	120	\$32,160	5	15.6%
71 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
71 Operating Engineers and Other Construction Equipment Operat	47.2073-00	2,110	\$31,990	53	6.1%
70 Farmworkers and Laborers, Crop	45.2092-02	360	\$19,720	54	14.8%
70 Welding, Soldering, and Brazing Machine Setters, Operators,	51.4122-00	120	\$36,960	3	1.9%

MATCHED OCCUPATION: Log Graders and Scalers
45-4023

Reported Job Titles:
Log Graders and Scalers

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$16.28

Associated ONET Skills:

Active Listening	Mathematics
Time Management	Speaking
Reading Comprehension	Social Perceptiveness
Active Learning	Learning Strategies
Critical Thinking	Writing

Largest Employing Maine Industries

Employment	Industry
110	Wood Product Manufacturing
40	Paper Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	278	42	Total	5
Year 2014	268	41	Due to Growth	0
Net Change	-10	-1	Due to Replacement	5
Percent Change	-3.6%	-2.4%		1

TORQ Title	Code	Employed	Median Salary	Openings	Growth
90 Marking Clerks	43.5081-02	7,670	\$19,860	180	-8.9%
88 Shipping, Receiving, and Traffic Clerks	43.5071-00	2,660	\$26,320	63	-0.9%
87 Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
87 Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	-18.5%
86 Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43.5111-00	310	\$28,060	8	-3.3%
86 Postal Service Clerks	43.5051-00	580	\$44,780	13	-3.1%
85 Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-0.6%
85 Counter and Rental Clerks	41.2021-00	1,980	\$19,640	103	12.6%
85 Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%
85 Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	\$19,860	180	-8.9%
85 Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	-19.2%
85 Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
84 Parts Salespersons	41.2022-00	1,390	\$27,760	16	-6.9%
84 Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700	26	-14.3%

MATCHED OCCUPATION: First-Line Supervisors/Managers of Construction Trades and E
47-1011

Reported Job Titles:

First-Line Supervisors/Managers of Construction Workers

**Number of Affected
Workers:**

1 Training Requirements: Work experience in a related
occupation

Median Wage: \$19.12

Associated ONET Skills: Time Management Coordination
Instructing Judgment and Decision Making
Speaking Active Listening
Equipment Selection Critical Thinking
Reading Comprehension Monitoring

**Largest Employing Maine Industries
Employment Industry**

1,090	Specialty Trade Contractors
830	Construction of Buildings
560	Public Administration
320	Heavy and Civil Engineering Construction
60	Waste Management and Remediation Services
30	Wood Product Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	3,945	578	87	13
Year 2014	4,144	603	20	3
Net Change	199	25	67	10
Percent Change	5.0%	4.3%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
90 Construction Managers	11.9021-00	970	\$72,320	35	3.6%
88 Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.2%
88 Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	-24.2%
88 First-Line Supervisors/Managers of Landscaping, Lawn Servic	37.1012-00	620	\$33,470	16	11.2%
87 Tapers	47.2082-00	70	\$39,910	3	5.1%
87 Glaziers	47.2121-00	n/a	\$29,640	4	-0.4%
87 First-Line Supervisors/Managers of Mechanics, Installers, a	49.1011-00	2,490	\$46,810	60	0.2%
86 First-Line Supervisors/Managers of Housekeeping and Janitor	37.1011-00	900	\$33,840	18	3.3%
85 Construction and Building Inspectors	47.4011-00	310	\$42,970	10	11.7%
85 First-Line Supervisors/Managers of Production and Operating	51.1011-00	3,750	\$45,510	65	-3.8%
85 Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.1%
84 Log Graders and Scalers	45.4023-00	170	\$32,040	7	-19.6%
84 Tile and Marble Setters	47.2044-00	90	\$32,570	2	8.1%
84 Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%

MATCHED OCCUPATION: Carpenters
47-2031

Reported Job Titles:
Carpenters

Number of Affected Workers: 2 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$13.25

Associated ONET Skills: Mathematics
Critical Thinking
Judgment and Decision Making
Management of Material Resources
Installation
Time Management
Active Listening
Quality Control Analysis
Active Learning
Management of Financial Resources

Largest Employing Maine Industries

Employment	Industry
3,550	Construction of Buildings
990	Specialty Trade Contractors
410	Transportation Equipment Manufacturing
290	Wood Product Manufacturing
190	Heavy and Civil Engineering Construction
130	Administrative and Support Services

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	9,591	1,468	Total	186	29
Year 2014	9,889	1,520	Due to Growth	30	5
Net Change	298	52	Due to Replacement	156	24
Percent Change	3.1%	3.5%			

TORQ Title	Code	Employed	Median Salary	Openings	Growth
89 Brickmasons and Blockmasons	47.2021-00	270	\$38,960	10	5.5%
89 Drywall and Ceiling Tile Installers	47.2081-00	340	\$39,090	8	4.5%
88 Helpers--Carpenters	47.3012-00	390	\$25,410	10	-2.5%
87 Stonemasons	47.2022-00	n/a	\$25,370	0	0.0%
87 Rough Carpenters	47.2031-02	6,150	\$32,710	156	-1.6%
87 Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.1%
87 Helpers--Electricians	47.3013-00	560	\$31,250	17	4.9%
87 Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
86 Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.2%
86 Construction Laborers	47.2061-00	3,020	\$26,660	46	4.5%
86 Tapers	47.2082-00	70	\$39,910	3	5.1%
86 Fence Erectors	47.4031-00	n/a	\$30,280	0	0.0%
85 Glaziers	47.2121-00	n/a	\$29,640	4	-0.4%
85 Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	-24.2%

MATCHED OCCUPATION: Construction Laborers
47-2061

Reported Job Titles:
Construction Laborers

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$12.42

Associated ONET Skills: Active Listening Coordination
Equipment Selection Speaking
Instructing Monitoring
Equipment Maintenance Learning Strategies
Critical Thinking Mathematics

Largest Employing Maine Industries
Employment Industry

1,540	Specialty Trade Contractors
550	Construction of Buildings
410	Heavy and Civil Engineering Construction
220	Administrative and Support Services
180	Public Administration
20	Nonmetallic Mineral Product Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	3,393	497	Total	45
Year 2014	3,334	476	Due to Growth	0
Net Change	-59	-21	Due to Replacement	7
Percent Change	-1.7%	-4.2%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
88 Cement Masons and Concrete Finishers	47.2051-00	640	\$29,060	25	6.9%
87 Glaziers	47.2121-00	n/a	\$29,640	4	-0.4%
87 Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
86 Tapers	47.2082-00	70	\$39,910	3	5.1%
86 Brickmasons and Blockmasons	47.2021-00	270	\$38,960	10	5.5%
86 Helpers--Carpenters	47.3012-00	390	\$25,410	10	-2.5%
86 Fence Erectors	47.4031-00	n/a	\$30,280	0	0.0%
85 Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	11.7%
85 Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
84 Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	0.9%
84 Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.2%
84 Reinforcing Iron and Rebar Workers	47.2171-00	20	\$0	0	0.0%
84 Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile an	47.3011-00	200	\$27,220	6	6.1%
83 Pipefitters	47.2151-00	60	\$33,170	3	7.6%

MATCHED OCCUPATION: Electricians
47-2111

Reported Job Titles:
Electricians

Number of Affected Workers: 1 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$18.63

Associated ONET Skills: Critical Thinking
Complex Problem Solving
Judgment and Decision Making
Repairing
Monitoring
Active Listening
Operation Monitoring
Quality Control Analysis
Troubleshooting
Speaking

Largest Employing Maine Industries

Employment	Industry
1,330	Specialty Trade Contractors
260	Paper Manufacturing
250	Public Administration
80	Wood Product Manufacturing
30	Educational Services
20	Fabricated Metal Product Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	3,649	558Total	72	11
Year 2014	3,527	558Due to Growth	0	0
Net Change	-122	0Due to Replacement	72	11
Percent Change	-3.3%	.00%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
92 Helpers--Electricians	47.3013-00	560	\$31,250	17	4.9%
91 Mechanical Door Repairers	49.9011-00	n/a	\$29,970	0	0.0%
90 Glaziers	47.2121-00	n/a	\$29,640	4	-0.4%
89 Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
89 Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	5.9%
88 Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
88 Rough Carpenters	47.2031-02	6,150	\$32,710	156	-1.6%
88 Helpers--Carpenters	47.3012-00	390	\$25,410	10	-2.5%
88 Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.1%
88 Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.3%
87 Carpet Installers	47.2041-00	n/a	\$30,530	0	0.0%
87 Cement Masons and Concrete Finishers	47.2051-00	640	\$29,060	25	6.9%
87 Boilermakers	47.2011-00	60	\$39,260	3	12.0%
87 Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.2%

MATCHED OCCUPATION: Industrial Machinery Mechanics
49-9041

Reported Job Titles:
Industrial Machinery Mechanics

Number of Affected Workers: 1 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$16.79

Associated ONET Skills: Repairing Troubleshooting
Equipment Maintenance Equipment Selection
Installation Critical Thinking
Operation Monitoring Reading Comprehension
Active Listening Operation and Control

Largest Employing Maine Industries

Employment	Industry
120	Food Manufacturing
110	Public Administration
100	Plastics and Rubber Products Manufacturing
90	Wood Product Manufacturing
40	Leather and Allied Product Manufacturing
30	Utilities

Employment Forecast			Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	943	127	Total	19	4
Year 2014	925	137	Due to Growth	0	1
Net Change	-18	10	Due to Replacement	19	3
Percent Change	-1.9%	7.9%			

TORQ Title	Code	Employed	Median Salary	Openings	Growth
94 Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210	6	-11.7%
94 Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	-17.5%
92 Millwrights	49.9044-00	830	\$41,280	11	-12.3%
91 Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
91 Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	-29.1%
91 Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.3%
91 Helpers--Installation, Maintenance, and Repair Workers	49.9098-00	590	\$20,870	18	8.6%
91 Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45.0%
90 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
90 Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.3%
90 Farm Equipment Mechanics	49.3041-00	80	\$28,580	2	-9.4%
90 Motorboat Mechanics	49.3051-00	240	\$34,980	8	5.9%
90 Lathe and Turning Machine Tool Setters, Operators, and Tenders	51.4034-00	110	\$34,350	2	-9.1%
89 Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	5.9%

MATCHED OCCUPATION: Maintenance and Repair Workers, General
49-9042

Reported Job Titles:

Maintenance and Repair Workers, General

Number of Affected Workers: 2 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$16.93

Associated ONET Skills: Equipment Maintenance Repairing
Troubleshooting Installation
Active Listening Equipment Selection
Reading Comprehension Critical Thinking
Operation Monitoring Coordination

Largest Employing Maine Industries

Employment Industry

670	Accommodation
490	Real Estate
370	Public Administration
330	Paper Manufacturing
300	Administrative and Support Services
260	Hospitals

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	5,726	933	Total	160
Year 2014	6,226	987	Due to Growth	50
Net Change	500	54	Due to Replacement	110
Percent Change	8.7%	5.8%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
90 Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
90 Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	-17.5%
90 Millwrights	49.9044-00	830	\$41,280	11	-12.3%
89 Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	5.9%
89 Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210	34	5.5%
88 Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.3%
88 Helpers--Installation, Maintenance, and Repair Workers	49.9098-00	590	\$20,870	18	8.6%
88 Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45.0%
87 Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
87 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
87 Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	-29.1%
87 Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	11.7%
87 Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.3%
87 Boilermakers	47.2011-00	60	\$39,260	3	12.0%

MATCHED OCCUPATION: First-Line Supervisors/Managers of Production and Operating
51-1011

Reported Job Titles:

First-Line Supervisors/managers of Production Workers

**Number of Affected
Workers:**

1 Training Requirements: Work experience in a related
occupation

Median Wage: \$18.86

Associated ONET Skills: Active Listening Reading Comprehension
Management of Personnel Resources Instructing
Monitoring Speaking
Time Management Judgment and Decision Making
Critical Thinking Coordination

**Largest Employing Maine Industries
Employment Industry**

500	Transportation Equipment Manufacturing
320	Fabricated Metal Product Manufacturing
260	Wood Product Manufacturing
210	Food Manufacturing
210	Paper Manufacturing
200	Public Administration

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	3,722	525	Total	78 11
Year 2014	3,602	510	Due to Growth	0 0
Net Change	-120	-15	Due to Replacement	78 11
Percent Change	-3.2%	-2.9%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
90 Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700	26	-14.3%
90 Industrial Production Managers	11.3051-00	690	\$72,560	24	-11.6%
89 First-Line Supervisors/Managers of Helpers, Laborers, and M	53.1021-00	1,160	\$34,540	37	10.8%
89 Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	-18.5%
89 Storage and Distribution Managers	11.3071-02	710	\$62,270	25	4.9%
88 Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-0.6%
88 Industrial Engineering Technicians	17.3026-00	370	\$51,700	9	5.5%
88 Bakers	51.3011-00	740	\$24,170	24	5.3%
87 First-Line Supervisors/Managers of Retail Sales Workers	41.1011-00	6,900	\$31,720	216	0.4%
87 Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	-4.8%
87 Marking Clerks	43.5081-02	7,670	\$19,860	180	-8.9%
87 First-Line Supervisors/Managers of Transportation and Mater	53.1031-00	860	\$48,690	25	6.1%
86 First-Line Supervisors/Managers of Food Preparation and Ser	35.1012-00	3,970	\$27,520	64	7.9%
86 Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%

MATCHED OCCUPATION: Team Assemblers
51-2092

Reported Job Titles:
Team Assemblers

Number of Affected Workers: 2 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$8.71

Associated ONET Skills: Learning Strategies Active Listening
Quality Control Analysis Instructing
Active Learning Operation Monitoring
Reading Comprehension Equipment Selection
Speaking Coordination

Largest Employing Maine Industries

Employment	Industry
420	Food Manufacturing
400	Transportation Equipment Manufacturing
380	Plastics and Rubber Products Manufacturing
330	Administrative and Support Services
320	Wood Product Manufacturing
240	Miscellaneous Manufacturing

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	3,918	882	Total	101	28
Year 2014	3,700	936	Due to Growth	0	5
Net Change	-218	54	Due to Replacement	101	23
Percent Change	-5.6%	6.1%			

TORQ Title		Code	Employed	Median Salary	Openings	Growth
89	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
89	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
89	Solderers and Brazers	51.4121-07	1,610	\$38,030	49	7.3%
87	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700	26	-14.3%
87	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
87	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
87	Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	-18.5%
87	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45.0%
87	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
86	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
86	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
86	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
85	Electromechanical Equipment Assemblers	51.2023-00	90	\$26,430	2	-19.5%
85	Forging Machine Setters, Operators, and Tenders, Metal and	51.4022-00	20	\$28,330	1	-17.6%

MATCHED OCCUPATION: Molding, Coremaking, and Casting Machine Setters, Operators, 51-4072

Reported Job Titles:

Mold, Coremakers, & Cast Machine Operators

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$18.90

Associated ONET Skills: Quality Control Analysis Operation and Control
Time Management Active Listening
Monitoring Troubleshooting
Instructing Operation Monitoring
Learning Strategies Active Learning

**Largest Employing
Maine Industries
Employment Industry**

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	120	n/a	Total	3 n/a
Year 2014	106	n/a	Due to Growth	0 n/a
Net Change	-14	n/a	Due to Replacement	3 n/a
Percent Change	-12%	n/a		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
84 Bindery Workers	51.5011-00	350	\$26,130	5	-19.9%
83 Welding, Soldering, and Brazing Machine Setters, Operators,	51.4122-00	120	\$36,960	3	1.9%
81 Cutting, Punching, and Press Machine Setters, Operators, an	51.4031-00	450	\$27,500	11	-14.3%
81 Plating and Coating Machine Setters, Operators, and Tenders	51.4193-00	120	\$32,160	5	15.6%
80 Printing Machine Operators	51.5023-00	790	\$29,710	18	-2.6%
79 Grinding, Lapping, Polishing, and Buffing Machine Tool Sett	51.4033-00	420	\$37,930	4	-11.2%
77 Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
76 Molding and Casting Workers	51.9195-07	n/a	\$26,980	20	6.8%
76 Furnace, Kiln, Oven, Drier, and Kettle Operators and Tender	51.9051-00	300	\$32,980	9	-17.5%
75 Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
75 Gem and Diamond Workers	51.9071-06	220	\$32,520	7	6.9%
74 Coating, Painting, and Spraying Machine Setters, Operators,	51.9121-00	850	\$38,860	19	-25.5%
74 Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
74 Textile Winding, Twisting, and Drawing Out Machine Setters,	51.6064-00	290	\$25,840	0	0.0%

MATCHED OCCUPATION: Sawing Machine Setters, Operators, and Tenders, Wood
51-7041

Reported Job Titles:

Sawing machine Setters, Operators, and Tenders

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$13.65

Associated ONET Skills: Operation and Control Equipment Maintenance
Operation Monitoring Active Listening
Mathematics Troubleshooting
Critical Thinking Repairing
Equipment Selection Speaking

Largest Employing Maine Industries

Employment Industry

520	Wood Product Manufacturing
40	Building Material and Garden Equipment and Supplies Dealers
.	Forestry and Logging

Employment Forecast			Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	989	152	Total	28 4
Year 2014	789	121	Due to Growth	0 0
Net Change	-200	-31	Due to Replacement	28 4
Percent Change	-20%	-20%		

TORQ Title		Code	Employed	Median Salary	Openings	Growth
91	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Wood	51.4034-00	110	\$34,350	2	-9.1%
91	<u>Woodworking Machine Setters, Operators, and Tenders, Except</u>	51.7042-00	900	\$23,040	23	-11.9%
91	<u>Welders, Cutters, and Welder Fitters</u>	51.4121-06	1,610	\$38,030	49	7.3%
90	<u>Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders</u>	51.9041-00	260	\$28,330	5	-7.3%
90	<u>Paper Goods Machine Setters, Operators, and Tenders</u>	51.9196-00	910	\$38,230	23	-26.3%
90	Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
88	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
88	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45.0%
88	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
87	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
87	Foundry Mold and Coremakers	51.4071-00	20	\$25,420	1	0.0%
87	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
87	Forging Machine Setters, Operators, and Tenders, Metal and	51.4022-00	20	\$28,330	1	-17.6%
87	Bindery Workers	51.5011-00	350	\$26,130	5	-19.9%

MATCHED OCCUPATION: Woodworking Machine Setters, Operators, and Tenders, Except
51-7042

Reported Job Titles:

Woodworking Machine Setters, Operators, and

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$13.94

Associated ONET Skills: Troubleshooting Equipment Maintenance
Instructing Operation and Control
Equipment Selection Operation Monitoring
Active Listening Mathematics
Time Management Critical Thinking

Largest Employing Maine Industries

Employment Industry

700	Wood Product Manufacturing
50	Furniture and Related Product Manufacturing
40	Administrative and Support Services
.	Building Material and Garden Equipment and Supplies Dealers

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	1,051	141	Total	28
Year 2014	771	105	Due to Growth	0
Net Change	-280	-36	Due to Replacement	4
Percent Change	-27%	-26%		

TORQ Title	Code	Median			
		Employed	Salary	Openings	Growth
91 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
90 Extruding, Forming, Pressing, and Compacting Machine Setter	51.9041-00	260	\$28,330	5	-7.3%
89 Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
88 Lathe and Turning Machine Tool Setters, Operators, and Tend	51.4034-00	110	\$34,350	2	-9.1%
88 Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
88 Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13.4%
87 Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
87 Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
87 Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
87 Cabinetmakers and Bench Carpenters	51.7011-00	660	\$29,800	27	-30.5%
87 Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
87 Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15.3%
86 Job Printers	51.5021-00	140	\$31,890	2	-10.1%
86 Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%

MATCHED OCCUPATION: Power Plant Operators
51-8013

Reported Job Titles:
Power Plant Operators

Number of Affected Workers: 1 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$28.63

Associated ONET Skills: Operation Monitoring Reading Comprehension
Active Listening Operation and Control
Equipment Maintenance Active Learning
Time Management Coordination
Speaking Instructing

**Largest Employing
Maine Industries
Employment Industry**
460 Utilities

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	243	50	Total	7
Year 2014	241	46	Due to Growth	0
Net Change	-2	-4	Due to Replacement	1
Percent Change	-.82%	-8.0%		

TORQ Title	Code	Employed	Median Salary	Openings	Growth
89 Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	-1.8%
87 Hazardous Materials Removal Workers	47.4041-00	210	\$29,630	5	-0.9%
86 Furnace, Kiln, Oven, Drier, and Kettle Operators and Tender	51.9051-00	300	\$32,980	9	-17.5%
86 Textile Bleaching and Dyeing Machine Operators and Tenders	51.6061-00	150	\$26,480	2	-16.6%
84 Motion Picture Projectionists	39.3021-00	70	\$18,770	3	0.0%
84 Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
84 Chemical Technicians	19.4031-00	160	\$34,890	6	-7.2%
84 Heat Treating Equipment Setters, Operators, and Tenders, Me	51.4191-00	40	\$32,470	1	-5.5%
84 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
84 Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
84 Conveyor Operators and Tenders	53.7011-00	300	\$27,890	6	-26.3%
84 Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	-9.3%
83 Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
83 Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%

MATCHED OCCUPATION: Crushing, Grinding, and Polishing Machine Setters, Operators
51-9021

Reported Job Titles:

Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$19.03

Associated ONET Skills: Operation Monitoring Equipment Maintenance
Quality Control Analysis Operation and Control
Troubleshooting Equipment Selection
Active Listening Time Management
Judgment and Decision Making Active Learning

Largest Employing Maine Industries

Employment Industry

50 Paper Manufacturing
. Nonmetallic Mineral Product Manufacturing

	Employment Forecast Maine Region		Average Annual Openings Maine Region	
Year 2004	290	66	Total	8
Year 2014	255	57	Due to Growth	0
Net Change	-35	-9	Due to Replacement	8
Percent Change	-12%	-14%		2

TORQ Title	Code	Employed	Median Salary	Openings	Growth
94 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
93 Drilling and Boring Machine Tool Setters, Operators, and Te	51.4032-00	100	\$33,030	2	-21.5%
93 Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	-9.3%
93 Job Printers	51.5021-00	140	\$31,890	2	-10.1%
93 Extruding, Forming, Pressing, and Compacting Machine Setter	51.9041-00	260	\$28,330	5	-7.3%
93 Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15.3%
93 Computer-Controlled Machine Tool Operators, Metal and Plast	51.4011-00	720	\$40,490	12	6.3%
93 Woodworking Machine Setters, Operators, and Tenders, Except	51.7042-00	900	\$23,040	23	-11.9%
92 Lathe and Turning Machine Tool Setters, Operators, and Tend	51.4034-00	110	\$34,350	2	-9.1%
92 Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
92 Rolling Machine Setters, Operators, and Tenders, Metal and	51.4023-00	n/a	\$33,460	0	0.0%
92 Heat Treating Equipment Setters, Operators, and Tenders, Me	51.4191-00	40	\$32,470	1	-5.5%
92 Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
92 Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%

MATCHED OCCUPATION: Inspectors, Testers, Sorters, Samplers, and Weighers
51-9061

Reported Job Titles:

Inspectors, Testers, Sorters, Samplers, and

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$12.38

Associated ONET Skills: Quality Control Analysis Reading Comprehension
Active Listening Instructing
Operation Monitoring Learning Strategies
Mathematics Speaking
Active Learning Time Management

Largest Employing Maine Industries

Employment Industry

170	Paper Manufacturing
170	Food Manufacturing
130	Wood Product Manufacturing
100	Fabricated Metal Product Manufacturing
90	Plastics and Rubber Products Manufacturing
70	Computer and Electronic Product Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	1,886	179Total	43	4
Year 2014	1,747	160Due to Growth	0	0
Net Change	-139	-19Due to Replacement	43	4
Percent Change	-7.4%	-11%		

TORQ Title	Code	Employed	Median	Openings	Growth
			Salary		
90 Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	-18.5%
87 Photographic Processing Machine Operators	51.9132-00	250	\$20,170	9	-54.1%
87 Solderers and Brazers	51.4121-07	1,610	\$38,030	49	7.3%
85 Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
85 Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
85 Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
85 Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	\$19,860	180	-8.9%
84 Marking Clerks	43.5081-02	7,670	\$19,860	180	-8.9%
84 Food Batchmakers	51.3092-00	640	\$25,410	14	-7.4%
84 Postal Service Mail Sorters, Processors, and Processing Mac	43.5053-00	970	\$41,950	10	-12.0%
83 Food Cooking Machine Operators and Tenders	51.3093-00	120	\$22,970	5	-16.5%
83 Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
82 Food Science Technicians	19.4011-02	20	\$32,000	1	-2.7%
82 Desktop Publishers	43.9031-00	130	\$32,200	5	13.8%

MATCHED OCCUPATION: Helpers--Production Workers
51-9198

Reported Job Titles:

Helpers--Production Workers

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$12.25

Associated ONET Skills: Equipment Selection Active Listening
Coordination Instructing
Speaking Reading Comprehension
Quality Control Analysis Troubleshooting
Learning Strategies Equipment Maintenance

Largest Employing Maine Industries

Employment Industry

300	Wood Product Manufacturing
150	Food Manufacturing
140	Fabricated Metal Product Manufacturing
120	Paper Manufacturing
40	Nonmetallic Mineral Product Manufacturing
40	Miscellaneous Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	1,945	213	Total	55
Year 2014	1,868	197	Due to Growth	0
Net Change	-77	-16	Due to Replacement	55
Percent Change	-4.0%	-7.5%		6

TORQ Title	Code	Employed	Median Salary	Openings	Growth
83 Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
83 Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
83 Textile Knitting and Weaving Machine Setters, Operators, an	51.6063-00	n/a	\$23,830	0	0.0%
82 Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	-20.5%
80 Postal Service Mail Sorters, Processors, and Processing Mac	43.5053-00	970	\$41,950	10	-12.0%
80 Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
80 Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	-19.2%
80 Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13.4%
80 Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	-18.5%
80 Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
80 Furniture Finishers	51.7021-00	70	\$28,550	2	-30.7%
79 Molding and Casting Workers	51.9195-07	n/a	\$26,980	20	6.8%
79 Solderers and Brazers	51.4121-07	1,610	\$38,030	49	7.3%
78 Grinding and Polishing Workers, Hand	51.9022-00	270	\$31,060	5	3.7%

MATCHED OCCUPATION: Truck Drivers, Heavy and Tractor-Trailer
53-3032

Reported Job Titles:

Truck Drivers, Heavy and Tractor-Trailer

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$13.23

Associated ONET Skills: Equipment Maintenance Active Listening
Time Management Coordination
Judgment and Decision Making Reading Comprehension
Troubleshooting Speaking
Mathematics Operation Monitoring

Largest Employing Maine Industries

Employment Industry

3,860	Truck Transportation
1,160	Specialty Trade Contractors
930	Nonstore Retailers
790	Merchant Wholesalers, Nondurable Goods
390	Merchant Wholesalers, Durable Goods
340	Waste Management and Remediation Services

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine Region	
Year 2004	11,188	2,415	Total	277
Year 2014	12,126	2,544	Due to Growth	94
Net Change	938	129	Due to Replacement	183
Percent Change	8.4%	5.3%		39

TORQ Title	Code	Employed	Median Salary	Openings	Growth
83 Truck Drivers, Light or Delivery Services	53.3033-00	4,100	\$25,210	108	7.2%
83 Industrial Truck and Tractor Operators	53.7051-00	3,210	\$26,160	82	-1.8%
83 Bus Drivers, Transit and Intercity	53.3021-00	440	\$26,990	12	10.9%
81 Laborers and Freight, Stock, and Material Movers, Hand	53.7062-00	8,320	\$22,130	274	-2.4%
81 Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	0.9%
80 Taxi Drivers and Chauffeurs	53.3041-00	600	\$20,400	15	7.7%
79 Couriers and Messengers	43.5021-00	240	\$23,920	12	6.3%
79 Highway Maintenance Workers	47.4051-00	2,210	\$28,790	60	7.2%
77 Railroad Conductors and Yardmasters	53.4031-00	90	\$0	4	12.6%
76 Bus Drivers, School	53.3022-00	n/a	\$27,370	29	2.1%
76 Locomotive Engineers	53.4011-00	100	\$59,580	4	12.3%
75 Tire Repairers and Changers	49.3093-00	330	\$19,920	15	24.6%
74 Meter Readers, Utilities	43.5041-00	90	\$31,240	3	-11.2%
74 Logging Equipment Operators	45.4022-00	1,390	\$29,280	46	3.6%

MATCHED OCCUPATION: Industrial Truck and Tractor Operators
53-7051

Reported Job Titles:

Industrial Truck and Tractor Operators

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$13.15

Associated ONET Skills: Operation Monitoring Operation and Control
Active Listening Monitoring
Critical Thinking Speaking
Coordination Social Perceptiveness
Reading Comprehension Time Management

Largest Employing Maine Industries

Employment Industry

590	Nonstore Retailers
590	Warehousing and Storage
510	Merchant Wholesalers, Nondurable Goods
300	Building Material and Garden Equipment and Supplies Dealers
250	Wood Product Manufacturing
180	Merchant Wholesalers, Durable Goods

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	2,429	278	Total	60
Year 2014	2,570	271	Due to Growth	0
Net Change	141	-7	Due to Replacement	5
Percent Change	5.8%	-2.5%		

TORQ Title	Code	Employed	Median	Openings	Growth
			Salary		
88 Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	0.9%
87 Truck Drivers, Light or Delivery Services	53.3033-00	4,100	\$25,210	108	7.2%
86 Laborers and Freight, Stock, and Material Movers, Hand	53.7062-00	8,320	\$22,130	274	-2.4%
85 Truck Drivers, Heavy and Tractor-Trailer	53.3032-00	9,940	\$31,140	246	3.0%
85 Nursery Workers	45.2092-01	360	\$19,720	54	14.8%
84 Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15.3%
84 Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	11.7%
84 Highway Maintenance Workers	47.4051-00	2,210	\$28,790	60	7.2%
83 Couriers and Messengers	43.5021-00	240	\$23,920	12	6.3%
83 Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13.4%
82 Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	0.9%
82 Rail-Track Laying and Maintenance Equipment Operators	47.4061-00	120	\$36,960	4	7.8%
82 Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
82 Service Station Attendants	53.6031-00	820	\$16,570	42	4.0%

MATCHED OCCUPATION: Laborers and Freight, Stock, and Material Movers, Hand
53-7062

Reported Job Titles:

Laborers and Freight, Stock, and Material Movers

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$9.50

Associated ONET Skills: Active Listening Reading Comprehension
Instructing Learning Strategies
Time Management Coordination
Service Orientation Monitoring
Speaking Active Learning

Largest Employing Maine Industries

Employment Industry

1,770	Administrative and Support Services
670	Merchant Wholesalers, Nondurable Goods
670	General Merchandise Stores
440	Couriers and Messengers
350	Building Material and Garden Equipment and Supplies Dealers
340	Wood Product Manufacturing

	Employment Forecast			Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	9,892	1,519	Total	331	50
Year 2014	9,975	1,478	Due to Growth	8	0
Net Change	83	-41	Due to Replacement	323	50
Percent Change	.84%	-2.7%			

TORQ Title	Code	Employed	Median Salary	Openings	Growth
83 Packers and Packagers, Hand	53.7064-00	3,780	\$0	45	-9.2%
80 Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
80 Postal Service Mail Sorters, Processors, and Processing Mac	43.5053-00	970	\$41,950	10	-12.0%
78 Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	-20.5%
77 Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%
76 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37.2011-00	9,170	\$23,520	241	5.4%
76 Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-2.9%
76 Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-18.5%
76 Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320	204	6.6%
75 Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	0.9%
75 Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
74 Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910	1	-11.9%
74 Baggage Porters and Bellhops	39.6011-00	120	\$19,820	2	-4.5%
74 Couriers and Messengers	43.5021-00	240	\$23,920	12	6.3%

MATCHED OCCUPATION: Machine Feeders and Offbearers
53-7063

Reported Job Titles:

Machine Feeders and Offbearers

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$17.09

Associated ONET Skills: Active Listening Operation and Control
Operation Monitoring Reading Comprehension
Learning Strategies Equipment Maintenance
Mathematics Active Learning
Monitoring Instructing

Largest Employing Maine Industries

Employment Industry

90 Wood Product Manufacturing
. Food Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine Region		Maine	Region
Year 2004	600	55	Total	16
Year 2014	455	42	Due to Growth	0
Net Change	-145	-13	Due to Replacement	16
Percent Change	-24%	-24%		2

TORQ Title	Code	Employed	Median Salary	Openings	Growth
90 Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
90 Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
90 Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
90 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
90 Extruding, Forming, Pressing, and Compacting Machine Setter	51.9041-00	260	\$28,330	5	-7.3%
89 Textile Knitting and Weaving Machine Setters, Operators, an	51.6063-00	n/a	\$23,830	0	0.0%
89 Woodworking Machine Setters, Operators, and Tenders, Except	51.7042-00	900	\$23,040	23	-11.9%
88 Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
88 Furnace, Kiln, Oven, Drier, and Kettle Operators and Tender	51.9051-00	300	\$32,980	9	-17.5%
87 Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15.3%
87 Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13.4%
87 Rolling Machine Setters, Operators, and Tenders, Metal and	51.4023-00	n/a	\$33,460	0	0.0%
87 Welding, Soldering, and Brazing Machine Setters, Operators,	51.4122-00	120	\$36,960	3	1.9%
87 Coating, Painting, and Spraying Machine Setters, Operators,	51.9121-00	850	\$38,860	19	-25.5%

APPENDIXES

Appendix A:
Industries Projected to Gain or Lose the Largest Number of Jobs
in Northern Maine Between 2004 and 2014

Industries Expected to Gain Jobs		Industries Expected to Lose Jobs	
Social Assistance	368	Paper Manufacturing	-310
Local Government	237	Wood Product Manufacturing	-152
Ambulatory Healthcare Services	227	Food Manufacturing	-124
Food Services and Drinking Places	205	Federal Government	-76
Nursing and Residential Care Facilities	157	Miscellaneous Manufacturing	-39
Publishing Industries, Except Internet	93	Clothing and Clothing Accessories Stores	-33
General Merchandise Stores	80	Gasoline Stations	-33
Hospitals	66	Crop Production	-25
Accommodation	49	Management of Companies and Enterprises	-25
Real Estate	46	Animal Production	-24
Motor Vehicle and Parts Dealers	46	Merchant Wholesalers, Nondurable Goods	-24
Repair and Maintenance	38	Telecommunications	-20
Food and Beverage Stores	36	State Government	-17
Administrative and Support Services	27	Construction of Buildings	-17
Nonstore Retailers	26	Support Activities for Transportation	-16
Building Material and Garden Supply Stores	21	Forestry and Logging	-14
Electronic Markets and Agents and Brokers	19	Broadcasting, Except Internet	-13
Credit Intermediation and Related Activities	17	Fabricated Metal Product Manufacturing	-12
Amusements, Gambling, and Recreation	15	Sporting Goods, Hobby, Book, and Music Stores	-10
Motion Picture and Sound Recording Industries	13	Educational Services	-9
Merchant Wholesalers, Durable Goods	13	Waste Management and Remediation Services	-9
Professional, Scientific, Technical Services	13	Specialty Trade Contractors	-8
Rental and Leasing Services	11	Miscellaneous Store Retailers	-8
Heavy and Civil Engineering Construction	5	Health and Personal Care Stores	-8
Machinery Manufacturing	5	Truck Transportation	-7
Personal and Laundry Services	4	Couriers and Messengers	-7
Warehousing and Storage	4	Transportation Equipment Manufacturing	-6
Transit and Ground Passenger Transportation	1	Electronics and Appliance Stores	-6
		Private Households	-6
		ISPs, Search Portals, and Data Processing	-5
		Furniture and Home Furnishings Stores	-3
		Membership Associations and Organizations	-3
		Nonmetallic Mineral Product Manufacturing	-2
		Petroleum and Coal Products Manufacturing	-2
		Printing and Related Support Activities	-1
		Securities, Commodity Contracts, Investments	-1
		Furniture and Related Product Manufacturing	-1

Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.

Appendix B:
Employment by Occupational Group in Northern Maine in 2004 and Projected 2014

Occupational Group	Average Employment		Change in Employment		Average Annual Openings		
	2004	2014	Net	Percent	Growth	Replacement	Total
<i>Total</i>	47,286	47,386	100	0.2%	178	1,096	1,274
Management, Business and Financial Occupations	5,357	5,406	49	0.9%	16	85	101
Management Occupations	3,841	3,891	50	1.3%	10	55	65
Business and Financial Operations Occupations	1,516	1,515	-1	-0.1%	6	30	36
Professional and Related Occupations	9,315	9,799	484	5.2%	59	184	243
Computer and Mathematical Occupations	372	465	93	25.0%	10	5	15
Architecture and Engineering Occupations	238	234	-4	-1.7%	0	5	5
Life, Physical, and Social Science Occupations	307	310	3	1.0%	1	7	8
Community and Social Services Occupations	1,283	1,390	107	8.3%	11	24	35
Legal Occupations	175	191	16	9.1%	2	2	4
Education, Training, and Library Occupations	3,421	3,432	11	0.3%	7	75	82
Arts, Design, Entertainment, Sports, and Media Occupations	535	547	12	2.2%	2	10	12
Healthcare Practitioners and Technical Occupations	2,984	3,230	246	8.2%	26	56	82
Service Occupations	9,143	9,687	544	5.9%	61	251	312
Healthcare Support Occupations	1,721	1,878	157	9.1%	16	25	41
Protective Service Occupations	894	950	56	6.3%	8	26	34
Food Preparation and Serving Related Occupations	3,563	3,751	188	5.3%	21	138	159
Building and Grounds Cleaning and Maintenance Occupations	1,601	1,641	40	2.5%	4	32	36
Personal Care and Service Occupations	1,364	1,467	103	7.6%	12	30	42
Sales and Related Occupations	4,212	4,219	7	0.2%	13	142	155
Office and Administrative Support Occupations	6,455	6,031	-424	-6.6%	9	152	161
Farming, Fishing, and Forestry Occupations	1,875	1,787	-88	-4.7%	3	43	46
Construction and Extraction Occupations	1,760	1,743	-17	-1.0%	4	33	37
Installation, Maintenance, and Repair Occupations	2,033	2,039	6	0.3%	6	47	53
Production Occupations	3,301	2,904	-397	-12.0%	2	80	82
Transportation and Material Moving Occupations	3,835	3,771	-64	-1.7%	5	81	86

Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.

Appendix C:
Occupations with the Largest Projected Number of Annual Openings in Northern Maine, 2004 to 2014

SOC Code	Occupation	Average Employment		Average Annual Openings			Education/Training Requirement
		2004	2014	Growth	Replacement	Total	
41-2011	Cashiers	1,362	1,315	0	66	66	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	831	900	7	36	43	Short-term on-the-job training
29-1111	Registered Nurses	1,238	1,369	13	26	39	Associate degree
41-2031	Retail Salespersons	937	989	5	34	39	Short-term on-the-job training
35-3031	Waiters and Waitresses	584	620	4	30	34	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	695	643	0	23	23	Short-term on-the-job training
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,289	1,307	2	21	23	Moderate-term on-the-job training
35-2021	Food Preparation Workers	503	529	3	18	21	Short-term on-the-job training
43-9061	Office Clerks, General	885	846	0	20	20	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	500	433	0	19	19	Short-term on-the-job training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	760	787	3	14	17	Short-term on-the-job training
31-1012	Nursing Aides, Orderlies, and Attendants	957	995	4	13	17	Postsecondary vocational training
11-1021	General and Operations Managers	662	690	3	13	16	Bachelor's degree plus work experience
39-9021	Personal and Home Care Aides	486	569	8	8	16	Short-term on-the-job training
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	522	504	0	15	15	Short-term on-the-job training
25-2031	Secondary School Teachers, Except Special and Vocational Education	544	532	0	15	15	Bachelor's degree
43-6014	Secretaries, Except Legal, Medical, and Executive	740	633	0	14	14	Moderate-term on-the-job training
25-2021	Elementary School Teachers, Except Special Education	579	577	0	13	13	Bachelor's degree
45-4022	Logging Equipment Operators	563	593	3	10	13	Moderate-term on-the-job training
25-9041	Teacher Assistants	693	680	0	13	13	Short-term on-the-job training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	674	662	0	12	12	Work experience in a related occupation
43-3071	Tellers	205	225	2	10	12	Short-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	332	355	2	9	11	Postsecondary vocational training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	581	548	0	11	11	Moderate-term on-the-job training
39-9011	Child Care Workers	397	385	0	11	11	Short-term on-the-job training
37-2012	Maids and Housekeeping Cleaners	480	492	1	10	11	Short-term on-the-job training
33-2011	Fire Fighters	215	250	4	6	10	Long-term on-the-job training
31-1011	Home Health Aides	343	396	5	5	10	Short-term on-the-job training
21-1093	Social and Human Service Assistants	315	357	4	6	10	Moderate-term on-the-job training
43-4051	Customer Service Representatives	417	446	3	6	9	Moderate-term on-the-job training
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	287	305	2	7	9	Work experience in a related occupation
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	428	427	0	9	9	Work experience in a related occupation
51-9198	Helpers--Production Workers	303	283	0	9	9	Short-term on-the-job training
49-9042	Maintenance and Repair Workers, General	428	435	1	8	9	Moderate-term on-the-job training
35-2014	Cooks, Restaurant	224	236	1	7	8	Long-term on-the-job training
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	103	111	1	7	8	Short-term on-the-job training
35-9021	Dishwashers	202	209	1	7	8	Short-term on-the-job training
11-9012	Farmers and Ranchers	1,350	1,321	0	8	8	Long-term on-the-job training
33-3051	Police and Sheriff's Patrol Officers	229	251	2	6	8	Long-term on-the-job training

Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.

Appendix D:
Occupations with the Largest Projected Net Job Loss in Northern Maine Between 2004 and 2014

SOC Code	Occupation	Average Employment		Net Decline	Education/Training Requirement
		2004	2014		
43-6014	Secretaries, Except Legal, Medical, and Executive	740	633	-107	Moderate-term on-the-job training
43-5081	Stock Clerks and Order Fillers	500	433	-67	Short-term on-the-job training
45-4021	Fallers	349	287	-62	Moderate-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	695	643	-52	Short-term on-the-job training
41-2011	Cashiers	1,362	1,315	-47	Short-term on-the-job training
51-6031	Sewing Machine Operators	147	100	-47	Moderate-term on-the-job training
13-2011	Accountants and Auditors	380	334	-46	Bachelor's degree
43-9061	Office Clerks, General	885	846	-39	Short-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	207	169	-38	Short-term on-the-job training
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	171	133	-38	Moderate-term on-the-job training
41-9041	Telemarketers	159	123	-36	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	581	548	-33	Moderate-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	130	97	-33	Moderate-term on-the-job training
11-9012	Farmers and Ranchers	1,350	1,321	-29	Long-term on-the-job training
43-9022	Word Processors and Typists	104	76	-28	Moderate-term on-the-job training
43-5052	Postal Service Mail Carriers	131	107	-24	Short-term on-the-job training
51-9196	Paper Goods Machine Setters, Operators, and Tenders	137	115	-22	Moderate-term on-the-job training
33-9032	Security Guards	122	100	-22	Short-term on-the-job training
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	96	75	-21	Moderate-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	246	225	-21	Short-term on-the-job training
51-9198	Helpers--Production Workers	303	283	-20	Short-term on-the-job training
43-4071	File Clerks	39	20	-19	Short-term on-the-job training
43-3021	Billing and Posting Clerks and Machine Operators	163	145	-18	Moderate-term on-the-job training
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	522	504	-18	Short-term on-the-job training
43-9011	Computer Operators	34	17	-17	Moderate-term on-the-job training
35-2012	Cooks, Institution and Cafeteria	162	145	-17	Moderate-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	159	142	-17	Moderate-term on-the-job training
49-9044	Millwrights	142	125	-17	Long-term on-the-job training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	90	74	-16	Short-term on-the-job training
43-9021	Data Entry Keyers	67	52	-15	Moderate-term on-the-job training
51-8021	Stationary Engineers and Boiler Operators	100	85	-15	Long-term on-the-job training
25-2022	Middle School Teachers, Except Special and Vocational Education	288	274	-14	Bachelor's degree
43-2011	Switchboard Operators, Including Answering Service	65	52	-13	Short-term on-the-job training
25-9041	Teacher Assistants	693	680	-13	Short-term on-the-job training
39-9011	Child Care Workers	397	385	-12	Short-term on-the-job training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	674	662	-12	Work experience in a related occupation
53-7063	Machine Feeders and Offbearers	60	48	-12	Short-term on-the-job training
25-2031	Secondary School Teachers, Except Special and Vocational Education	544	532	-12	Bachelor's degree

Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.