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# A Skills Transferability Analysis to Support Reemployment and Retraining Plans Prepared for Former Workers of Domtar Paper

Maine Department of Labor

Maine Center for Workforce Research and Information

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**Infopaks**

*A Skills Transferability Analysis  
to Support Reemployment  
and Retraining Plans  
prepared for  
The Former Workers  
of  
**Domtar Paper***



# A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of Domtar Paper

A Workforce Information Product Funded Through  
National Emergency Training Grant  
U.S. Department of Labor  
Employment and Training Administration

*John Dorrer, Director  
Center for Workforce Research and Information*

*May 2009*

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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.

Questions or comments should be addressed to Merrill Huhtala at (207) 621-5196 or [merrill.s.huhtala@maine.gov](mailto:merrill.s.huhtala@maine.gov).

John Dorrer, Director

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## Company and Industry Background

The pulp and paper industry in Maine has had a long, proud history dating back over 270 years to the first mill in Westbrook. International competition, investments in other regions of the nation, environmental issues, and a range of other factors hit the industry, which has shed thousands of jobs in the last decade.

The Domtar mill in Baileyville was built over 100 years ago by the St. Croix Paper Company. A 2007 shutdown of paper making operations displaced over 150 workers. Since then the mill has only produced pulp wood for shipments to other mills in Maine, Canada, Europe, and Asia. With historically low prices on pulp wood and high inventories the future of the mill is uncertain.

## Labor Market Conditions

Workforce conditions in the Calais area have been depressed for many years with high unemployment and a declining population. The steady decline of manufacturing and natural resource jobs coupled with slower growth in the service sector make re-employment in the region difficult. The recession has adversely impacted all regions of the state, but the closure of the largest employer 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

Demographic information was collected from 256 employees during Rapid Response sessions. Workers reported age ranged from 26 to 67, with an average of 52 and average job tenure of 27 years. 89 percent were male, 29 percent were veterans, 57 percent completed high-school, and 36 percent completed some level of postsecondary training. Reported wages ranged from a low of \$18.03 to a high of \$39.58 per hour.

### Jobs in Demand – Current Job Openings in Maine

The duties of the affected workers fit into numerous Standard Occupational Classification (SOC) job titles, such as:

- 47-2073 Operating Engineers
- 47-2111 Electricians
- 49-9044 Millwrights
- 51-9012 Separating, Filtering, Clarifying, Precipitating, & Still Machine Operators, Setters, and Tenders
- 51-9198 Helpers, Production Workers

Occupational analysis reports matched to all reported job titles of the affected workers are included in the pages that follow.

A May 2009 search of job postings on the Maine CareerCenter's Labor Exchange On the Net (LEON) job bank produced 27 postings for jobs of any type within 30 miles of Baileyville. When the search radius was widened to 50 miles the search produced 62 postings. When the keywords "manufacturing" and "production" were added there were 2 job postings in each category. An additional 4 postings appeared within 50 miles of Baileyville under

Characteristic	Workers	Characteristic	Workers
<b>Age</b>		<b>Town of Residence</b>	
Less than 40	15	Baileyville	83
40 to 49	72	Calais	42
50 to 59	130	Princeton	39
60 and over	32	Alexander	18
Average Age = 52		Pembroke	13
<b>Job Tenure</b>		Robbinston	7
0 to 10	15	Baring	7
10 to 19	39	Lubec	6
20 to 29	99	Charlotte	5
30 and over	102	Meddybemps	5
Average Tenure = 27 years		Other	31

the category of “laborer.” These listings are posted by employers with job openings in Maine, through the Maine CareerCenter system ([www.mainecareercenter.com](http://www.mainecareercenter.com)). Another useful resource is America’s Job Exchange ([www.americasjobexchange.com](http://www.americasjobexchange.com)), which offers job postings nationwide. There are many other job search sites available. CareerCenter staff are available to assist customers in locating sites most suited to their needs.

## **Re-Employment Prospects and the Employment Outlook**

Re-employment in the pulp and paper industry is unlikely for most of the displaced workers. 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 retail. Manufacturing of paper, wood, textiles, food, and miscellaneous 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 food preparation and serving, sales, healthcare, and management occupations.

High-paying jobs in growing occupations generally require specific technical skills. The skill sets of many displaced production 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.)

## **Retraining Possibilities**

The comparison analysis reports, or profiles provided in this report represent occupations determined to be related through use of the TORQ (Transitional Occupation Relationship Quotient) software and O\*NET. These comprehensive reports compare abilities, knowledge, and skills of the occupation most recently held to a TORQ related occupation. Related occupations were selected based on their Grand TORQ Score, and level of employment in Northern Maine. Occupations defined by TORQ as related but with no reportable employment in Northern Maine are 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 TORQ 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.



**Projected Employment by Occupational Group in Northern Maine, 2004 to 2014 by Net Change**

Occupational Group	Employment			Avg Annual Openings
	2004	2014	Net Change	
Healthcare Practitioners and Technical Occupations	2,984	3,230	246	82
Food Preparation and Serving Related Occupations	3,563	3,751	188	159
Healthcare Support Occupations	1,721	1,878	157	41
Community and Social Services Occupations	1,283	1,390	107	35
Personal Care and Service Occupations	1,364	1,467	103	42
Total, All Occupations	47,286	47,386	100	1,274
Computer and Mathematical Occupations	372	465	93	15
Protective Service Occupations	894	950	56	34
Management Occupations	3,841	3,891	50	65
Building and Grounds Cleaning and Maintenance Occupations	1,601	1,641	40	36
Legal Occupations	175	191	16	4
Arts, Design, Entertainment, Sports, and Media Occupations	535	547	12	12
Education, Training, and Library Occupations	3,421	3,432	11	82
Sales and Related Occupations	4,212	4,219	7	155
Installation, Maintenance, and Repair Occupations	2,033	2,039	6	53
Life, Physical, and Social Science Occupations	307	310	3	8
Business and Financial Operations Occupations	1,516	1,515	-1	36
Architecture and Engineering Occupations	238	234	-4	5
Construction and Extraction Occupations	1,760	1,743	-17	37
Transportation and Material Moving Occupations	3,835	3,771	-64	86
Farming, Fishing, and Forestry Occupations	1,875	1,787	-88	46
Production Occupations	3,301	2,904	-397	82
Office and Administrative Support Occupations	6,455	6,031	-424	161

**Transferable Skills**

Every occupation has skill requirements that are transferable to other occupations. TORQ is a powerful application developed by Workforce Associates, Inc. which determines the Transferable Occupation Relationship Quotient of an occupation based on the abilities, skills, and knowledge associated with that occupation. TORQ harnesses the power of O\*NET (<http://online.onetcenter.org/>) to perform an analysis of occupational attributes to produce a single Grand TORQ Score that defines the transferability from one occupation to another. TORQ is currently in use by the Center for Workforce Research and Information (CWRI), of the Maine Department of Labor.

A transferable skills match reveals potential occupations for which an applicant may desire to pursue. The client's previous employment experience and personal interests will also play major roles in developing any training plan.

## Job Titles, Number of Workers, and Equivalent Occupational Codes

Occupational information provided by the affected Domtar workers was coded into 64 SOC occupations, and 65 O\*NET classifications. These classifications are the basis for developing the TORQ Comparison Reports, or TORQ analyses. These comparative analyses match the abilities, skills, and knowledge of one occupation to another determined to be related by the TORQ software. The TORQ Comparison allows users to assess skills gaps that exist for workers choosing their next career path. Occupational matching and coding to the Standard Occupational Classification was based on worker responses. Occupations employed at Domtar Paper but not previously reported may be encountered by CareerCenter staff. Use of O\*NET and the Dictionary of Occupational Titles cross-walk search will be useful in matching additional occupations. Counselors may also contact the Center for Workforce Research and Information for assistance.

REPORTED JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
<a href="#">Management</a>	1	11-1021	General and Operations Managers
<a href="#">IT Manager</a>	1	11-3021	Computer and Information Systems Managers
<a href="#">Controller, Manager of Business Analysis</a>	2	11-3031	Financial Managers
<a href="#">Manager of Human Resources</a>	1	11-3040	Human Resources Managers
<a href="#">Facility Services Mgr, Pulping Mgr, Superintendent</a>	3	11-3051	Industrial Production Managers
<a href="#">Transportation Superintendent</a>	1	11-3071	Transportation, Storage, & Distribution Managers
<a href="#">Maintenance Superintendent</a>	1	11-9021	Construction Managers
<a href="#">Hydro Superintendent</a>	1	11-9041	Engineering Managers
<a href="#">Buyer</a>	1	13-1023	Purchasing Agents, Exc. Wholesale, Retail, & Farm
<a href="#">Human Resources Senior Advisor</a>	1	13-1072	Compensation, Benefits, Job Analysis Specialists
<a href="#">H.R. Specialist-O.D. Supervisor</a>	1	13-1073	Training and Development Specialists
<a href="#">Business Analyst, Chief Analyst</a>	2	13-1111	Management Analysts
<a href="#">Accountant/Payroll Supervisor, Financial Accounting Manager</a>	2	13-2011	Accountants and Auditors
<a href="#">Financial Analyst</a>	1	13-2051	Financial Analysts
<a href="#">Systems Analyst</a>	1	15-1051	Computer Systems Analysts
<a href="#">SQL Database Administrator</a>	1	15-1061	Database Administrators
<a href="#">Network Administrator</a>	1	15-1071	Network and Computer Systems Administrators
<a href="#">Maintenance Engineer</a>	1	17-2051	Civil Engineers
<a href="#">Maintenance Manager</a>	1	17-2071	Electrical Engineers
<a href="#">Environmental Engineer</a>	1	17-2081	Environmental Engineers
<a href="#">Environmental and Safety Manager, Fire Protection Assistant</a>	2	17-2111	Health & Safety Engineers
<a href="#">Senior Process Control Engineer, Utilities/Wood Manager</a>	2	17-2112	Industrial Engineer
<a href="#">Maintenance Engineer, Mechanical Maintenance Supervisor</a>	2	17-2141	Mechanical Engineers
<a href="#">Instrument Tech, Instrument Mechanic, Master Journeyman IM</a>	6	17-3023	Electrical and Electronic Engineering Technicians
<a href="#">Environmental Technician, Environmental Tester</a>	3	17-3025	Environmental Engineering Technicians
<a href="#">Utility/Quality Control Specialist</a>	1	17-3026	Industrial Engineering Technicians
<a href="#">Land Compliance Forester, Land Procurement Forester</a>	2	19-1032	Foresters
<a href="#">Lab, Lab Tech, Lab Analyst, Lab Technician</a>	4	19-4031	Chemical Technicians
<a href="#">Safety Coordinator</a>	1	29-9012	Occupational Health and Safety Technicians
<a href="#">Lead Accounts Payable Clerk</a>	1	43-3031	Bookkeeping, Accounting, and Auditing Clerks
<a href="#">Accounting-Payroll</a>	1	43-3051	Payroll and Timekeeping Clerks
<a href="#">Storekeeper, Store/Receiving Clerk, Stores Clerk</a>	4	43-5081	Stock Clerks and Order Fillers
<a href="#">Sr. Staff Administrative Assistant</a>	1	43-6011	Executive Secretaries & Administrative Assistants
<a href="#">Maint/Operations Administrative Assistant</a>	1	43-6014	Secretaries, Except Legal, Medical, Executive

REPORTED JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
<a href="#">Clerk, Office Clerk</a>	4	43-9061	Office Clerks, General
<a href="#">Scaler</a>	2	45-4023	Log Graders and Scalers
<a href="#">Electrical/Instrumentation Supt., E/I Supervisor, Electrical Supervisor, Foreman</a>	4	47-1011	First-Line Supv/Managers of Construction Trades and Extraction Workers
<a href="#">Mason-Insulator</a>	1	47-2051	Cement Masons and Concrete Finishers
<a href="#">D-8T Bulldozer, Bulldozer Operator, Equipment Operator, Heavy Equipment Operator</a>	24	47-2073	Operating Engineers
<a href="#">Electrician, E/I Master Journeyman, E/I Tech., ERT Electrician, Shift Electrician, Shift E/I Tech.</a>	19	47-2111	Electricians
<a href="#">Pipefitter, Pipefitter/Welder, Maintenance Pipefitter, Master Journeyman Pipefitter</a>	14	47-2152	Plumbers, Pipefitters, and Steamfitters
<a href="#">Maintenance Superintendant, Maintenance Supervisor, Mechanical Maintenance Supv.</a>	3	49-1011	First-Line Supv/Managers of Mechanics, Installers, and Repairers
<a href="#">HVAC/Electrician</a>	1	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics, Installers, and Repairers
<a href="#">General Mechanic, General Service Lead Mechanic, Mechanic, Pointer, Class A Pointer</a>	12	49-9041	Industrial Machinery Mechanics
<a href="#">Maintenance Planner</a>	1	49-9042	Maintenance and Repair Workers, General
<a href="#">Oiler</a>	1	49-9043	Maintenance Workers, Machinery
<a href="#">Millwright, M/J Millwright, Shift Millwright</a>	19	49-9044	Millwrights
<a href="#">Gen Services Supv, Kraft Supv, Kraft Shift Supv, Steam Plant Supv, Utilities Shift Foreman, Utilities Shift Supervisor, Pulp Mill Superintendant</a>	11	51-1011	First-Line Supv/Managers of Production and Operating Workers
<a href="#">Machinist, Machinist IRD Technician</a>	4	51-4041	Machinists
<a href="#">Power Distribution Operator</a>	3	51-8012	Power Distributors and Dispatchers
<a href="#">Utilities Operator</a>	1	51-8013	Power Plant Operators
<a href="#">Asst. Boiler Operator, Boiler Operator, Boiler Water/Feedwater Opr., Steam/Power 2<sup>nd</sup> Class Stationary Engineer, Steam Plant Control Room Operator, Steam Plant Trainer, Steamplant/Boiler Operator, Turbine/Evaporator Operator</a>	16	51-8021	Stationary Engineers and Boiler Operators
<a href="#">Grand Fall Hydro Operator, Water Plant Operator</a>	4	51-8031	Water and Liquid Waste Treatment Plant and System Operators
<a href="#">Control Room Operator</a>	3	51-8091	Chemical Plant and System Operators
<a href="#">Recaust Operator</a>	1	51-8092	Gas Plant Operators
<a href="#">K&amp;C Assistant, Kraft Mill Technical Assistant</a>	3	51-9011	Chemical Equipment Operators and Tenders
<a href="#">Pulp Group Assistant/Operator, Pulp Utility, Pulp Quality, Screen Room Operator, Screen Room Quality Control, Digester Operator, Technical Assistant-Pulp Mill, Training Coordinator-Pulp Mill, Lime Kiln Asst/Operator, Lime Kiln Operator, Raw Stock Operator</a>	18	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
<a href="#">Bark Reclaimer</a>	1	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
<a href="#">Pulp Dryer-3<sup>rd</sup>/4<sup>th</sup> Assistant, 2<sup>nd</sup> Assistant Pulp Dryer, 4<sup>th</sup> Assistant Pulp Dryer</a>	6	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
<a href="#">Brown Stock Operator</a>	1	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
<a href="#">Spare/Assistant Operator, 1<sup>st</sup> Assistant, 1<sup>st</sup> Assistant Pulp Machine, 1<sup>st</sup> Year Assistant Pulp Dryer, 2<sup>nd</sup> Assistant, Machine Tender, Mill Laborer, Technical Assistant Digester/Chip Handler, Technical Assistant I, Utility</a>	13	51-9198	Helpers, Production Workers
<a href="#">Backtender, Backtender or Dryer, Backtender Pulp Machine</a>	3	51-9199	Production Workers, All Other
<a href="#">Chip Handling, Hog Fuel Operator</a>	3	53-7011	Conveyor Operators and Tenders
<a href="#">Pay Car Loader</a>	2	53-7121	Tank Car, Truck, and Ship Loaders

## TORQ Analysis Notes

Information provided in the TORQ Comparison Reports that follow is derived from several sources. The Grand TORQ score is determined by the TORQ comparison of abilities, skills, and knowledge of one occupation to another. TORQ comparison reports were developed for the top 5 related occupations as determined by the Grand TORQ score. Related occupations for which no employment exists in Maine's Northern Region (Aroostook and Washington Counties) were not included.

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 TORQ Comparison Reports are 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](mailto:Merrill.s.huhtala@maine.gov)) (telephone 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:**  
Management

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree plus work experience

**Average Wage** \$40.61

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

**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**

	Maine	Region
Year 2004	10,273	662
Year 2014	11,583	690
Net Change	1,310	28
Percent Change	13%	4.2%

**Average Annual Openings**

	Maine	Region
Total	325	16
Due to Growth	131	3
Due to Replacement	194	13

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
94	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	(1.3%)
93	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.2%
93	Lodging Managers	11.9081-00	520	\$43,350	62	17%
93	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	(4.8%)
93	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%
92	Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.2%
92	Loan Officers	13.2072-00	1,450	\$49,380	29	8.9%
92	Insurance Sales Agents	41.3021-00	1,620	\$43,290	80	3.8%
92	Property, Real Estate, and Community Association Managers	11.9141-00	390	\$43,920	19	14%
91	Public Relations Managers	11.2031-00	290	\$71,020	10	8.8%
91	Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230	33	5.2%
91	Training and Development Managers	11.3042-00	140	\$66,670	4	7.1%
91	Market Research Analysts	19.3021-00	200	\$49,960	2	3.5%
91	Treasurers and Controllers	11.3031-01	2,440	\$67,670	58	7.0%

**MATCHED OCCUPATION: Financial Managers**  
11-3031

**Reported Job Titles:**

Manager Business Analysis, Controller

**Number of Affected Workers: 2 Training Requirements:** Bachelor's degree plus work experience

**Average Wage \$32.22**

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

**Largest Employing Maine Industries**

Employment	Industry
510	Credit Intermediation and Related Activities
290	Public Administration
200	Professional, Scientific, and Technical Services
140	Management of Companies and Enterprises
100	Insurance Carriers and Related Activities
80	Educational Services

**Employment Forecast**

	Maine	Region
Year 2004	2,832	194
Year 2014	3,164	199
Net Change	332	5
Percent Change	12%	2.6%

**Average Annual Openings**

	Maine	Region
Total	74	4
Due to Growth	33	1
Due to Replacement	41	3

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.2%
93	Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230	33	5.2%
92	Loan Officers	13.2072-00	1,450	\$49,380	29	8.9%
92	Loan Counselors	13.2071-00	60	\$35,110	1	(3.4%)
91	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	(1.3%)
91	Personal Financial Advisors	13.2052-00	360	\$94,100	13	10%
91	Insurance Underwriters	13.2053-00	460	\$56,090	12	(.86%)
91	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
91	Personnel Recruiters	13.1071-02	610	\$41,200	19	9.7%
90	Auditors	13.2011-02	3,250	\$48,110	113	11%
90	Insurance Sales Agents	41.3021-00	1,620	\$43,290	80	3.8%
90	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	7.6%
90	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	(8.8%)
90	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)

**MATCHED OCCUPATION:** Human Resources Managers, All Other  
11-3049

**Reported Job Titles:**  
HR Manager

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree plus work experience **Average Wage** \$38.52

**Associated ONET Skills:** 'All Other' titles represent occupations with a wide range of characteristics which do not fit into one of the detailed O\*NET occupations. O\*NET data is not available for these residual files

**Largest Employing Maine Industries**

Employment	Industry
60	Management of Companies and Enterprises
30	Educational Services
20	Public Administration
20	Hospitals
20	Administrative and Support Services
10	Professional, Scientific, and Technical Services

**Employment Forecast**

	Maine	Region
Year 2004	353	16
Year 2014	384	17
Net Change	31	1
Percent Change	8.8%	6.3%

**Average Annual Openings**

	Maine	Region
Total	9	0
Due to Growth	3	0
Due to Replacement	6	0

**TORQ**

**Title**

**Code**

**Employed Median Wage Openings Growth**

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Personnel Recruiters	13.1071-02	610	\$41,200	19	10%
93	Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.0%
92	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	8.0%
91	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%
91	Training and Development Managers	11.3042-00	140	\$66,670	4	7.0%
91	Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330	10	12%
90	Insurance Underwriters	13.2053-00	460	\$56,090	12	(1.0%)
90	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	(1.0%)
90	Claims Examiners, Property and Casualty Insurance	13.1031-01	1,570	\$49,360	44	3.0%
89	Loan Counselors	13.2071-00	60	\$35,110	1	(3.0%)
89	Municipal Clerks	43.4031-02	1,190	\$27,650	37	9.0%
89	Arbitrators, Mediators, and Conciliators	23.1022-00	40	\$46,160	1	2.0%
89	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.0%
89	Social and Community Service Managers	11.9151-00	970	\$47,760	33	12%
89	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	(5.0%)



**MATCHED OCCUPATION: Industrial Production Managers**  
11-3051

**Reported Job Titles:**

Superintendent, Facility Services Mngr., Pulping Manager

**Number of Affected Workers:**

**3 Training Requirements:** Work experience in a related occupation

**Average Wage \$42.51**

**Associated ONET Skills:** Monitoring

Speaking

Reading Comprehension

Management of Personnel Resources

Active Learning

Active Listening

Critical Thinking

Time Management

Coordination

Social Perceptiveness

**Largest Employing Maine Industries**

Employment	Industry
100	Paper Manufacturing
90	Wood Product Manufacturing
80	Fabricated Metal Product Manufacturing
50	Food Manufacturing
50	Transportation Equipment Manufacturing
40	Chemical Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	702	55
Year 2014	654	53
Net Change	-48	-2
Percent Change	(6.8%)	(3.6%)

**Average Annual Openings**

	Maine	Region
Total	14	1
Due to Growth	0	0
Due to Replacement	14	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
91	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	(.62%)
91	Storage and Distribution Managers	11.3071-02	710	\$62,270	25	5.0%
91	First-Line Supervisors/Managers of Production and Operating	51.1011-00	3,750	\$45,510	65	(3.8%)
91	Cost Estimators	13.1051-00	750	\$44,990	25	14%
89	First-Line Supervisors/Managers of Helpers, Laborers, and M	53.1021-00	1,160	\$34,540	37	11%
89	Industrial Engineering Technicians	17.3026-00	370	\$51,700	9	5.5%
88	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	(4.8%)
88	Purchasing Agents, Except Wholesale, Retail, and Farm Produ	13.1023-00	920	\$45,210	21	(2.1%)
87	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
87	Purchasing Managers	11.3061-00	330	\$72,560	11	1.8%
87	Industrial Engineers	17.2112-00	580	\$68,350	22	11%
86	Wholesale and Retail Buyers, Except Farm Products	13.1022-00	490	\$38,660	12	(2.0%)
86	Logisticians	13.1081-00	190	\$59,120	4	3.9%
86	Parts Salespersons	41.2022-00	1,390	\$27,760	16	(6.9%)

**MATCHED OCCUPATION:** Transportation, Storage, and Distribution Managers  
11-3071

**Reported Job Titles:**

Transportation Supt.

**Number of Affected Workers:**

**1 Training Requirements:** Work experience in a related occupation

**Average Wage \$35.11**

**Associated ONET Skills:** Reading Comprehension Time Management  
Coordination Active Listening  
Critical Thinking Speaking  
Active Learning Learning Strategies  
Writing Judgment and Decision Making

**Largest Employing Maine Industries**

Employment	Industry
140	Truck Transportation
110	Public Administration
70	Merchant Wholesalers, Nondurable Goods
40	Educational Services
40	Warehousing and Storage
30	Support Activities for Transportation

**Employment Forecast**

	Maine	Region
Year 2004	612	52
Year 2014	669	52
Net Change	57	0
Percent Change	9.3%	.00%

**Average Annual Openings**

	Maine	Region
Total	18	1
Due to Growth	6	0
Due to Replacement	12	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Cargo and Freight Agents	43.5011-00	170	\$40,360	5	4.9%
92	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
91	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	(8.1%)
91	Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16%
90	Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370	83	10%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
90	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	(3.4%)
90	Insurance Underwriters	13.2053-00	460	\$56,090	12	(.86%)
90	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	(8.8%)
89	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
89	Brokerage Clerks	43.4011-00	270	\$39,120	8	( 13%)
89	License Clerks	43.4031-03	1,190	\$27,650	37	8.7%
89	Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330	10	12%

**MATCHED OCCUPATION:** Construction Managers  
11-9021

**Reported Job Titles:**  
Maintenance Superintendant

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** \$33.99

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

**Largest Employing Maine Industries**

Employment	Industry
450	Construction of Buildings
240	Specialty Trade Contractors
130	Heavy and Civil Engineering Construction
40	Public Administration
10	Waste Management and Remediation Services
.	Professional, Scientific, and Technical Services

**Employment Forecast**

	Maine	Region
Year 2004	1,968	89
Year 2014	2,042	88
Net Change	74	-1
Percent Change	3.8%	(1.1%)

**Average Annual Openings**

	Maine	Region
Total	43	2
Due to Growth	7	0
Due to Replacement	36	2

**TORQ Title**

TORQ Title	Code	Employed	Median Wage	Openings	Growth
86 First-Line Supervisors/Managers of Construction Trades and	47.1011-00	3,190	\$46,630	77	2.6%
85 Cost Estimators	13.1051-00	750	\$44,990	25	14%
85 Property, Real Estate, and Community Association Managers	11.9141-00	390	\$43,920	19	14%
85 Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
85 Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
83 Architects, Except Landscape and Naval	17.1011-00	370	\$58,520	13	5.7%
83 Real Estate Brokers	41.9021-00	320	\$61,300	22	(.74%)
83 Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
83 Construction and Building Inspectors	47.4011-00	310	\$42,970	10	12%
83 Appraisers, Real Estate	13.2021-02	390	\$41,840	20	8.1%
83 City and Regional Planning Aides	19.4061-01	100	\$31,910	5	4.9%
83 Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	(.62%)
83 Assessors	13.2021-01	390	\$41,840	20	8.1%
83 Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	(8.8%)

**MATCHED OCCUPATION:** Engineering Managers  
11-9041

**Reported Job Titles:**  
Hydro Superintendant

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree plus work experience

**Average Wage** \$34.92

**Associated ONET Skills:** Reading Comprehension      Critical Thinking  
Judgment and Decision Making      Active Listening  
Speaking      Writing  
Monitoring      Social Perceptiveness  
Negotiation      Complex Problem Solving

**Largest Employing Maine Industries**

Employment	Industry
230	Professional, Scientific, and Technical Services
80	Computer and Electronic Product Manufacturing
70	Public Administration
30	Management of Companies and Enterprises
20	Paper Manufacturing
20	Plastics and Rubber Products Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	769	12
Year 2014	780	13
Net Change	11	1
Percent Change	1.4%	8.3%

**Average Annual Openings**

	Maine	Region
Total	16	0
Due to Growth	1	0
Due to Replacement	15	0

TORQ Title	Code	Employed	Median Wage	Openings	Growth
93 Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.9%
92 Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
91 Marine Architects	17.2121-02	60	\$75,520	1	(9.1%)
91 Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.6%
91 Civil Engineers	17.2051-00	750	\$60,480	26	6.2%
91 Product Safety Engineers	17.2111-03	90	\$49,940	3	2.9%
91 Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
90 Electronic Drafters	17.3012-01	90	\$44,860	3	( 16%)
90 Mechanical Engineers	17.2141-00	620	\$67,210	14	(9.4%)
89 Industrial Engineers	17.2112-00	580	\$68,350	22	11%
89 Materials Engineers	17.2131-00	40	\$70,250	1	(6.8%)
89 Civil Drafters	17.3011-02	680	\$39,040	22	1.7%
89 Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%
88 Landscape Architects	17.1012-00	60	\$58,710	3	5.2%

**MATCHED OCCUPATION:** Purchasing Agents, Except Wholesale, Retail, and Farm Products  
13-1023

**Reported Job Titles:**

Buyer

**Number of Affected Workers:**

**1 Training Requirements:** Work experience in a related occupation

**Average Wage \$22.54**

**Associated ONET Skills:** Speaking                      Active Listening  
Judgment and Decision Making      Critical Thinking  
Reading Comprehension              Writing  
Time Management                      Mathematics  
Active Learning                          Negotiation

**Largest Employing Maine Industries**

Employment	Industry
110	Public Administration
80	Hospitals
70	Administrative and Support Services
60	Transportation Equipment Manufacturing
60	Fabricated Metal Product Manufacturing
50	Merchant Wholesalers, Durable Goods

**Employment Forecast**

	Maine	Region
Year 2004	914	53
Year 2014	945	51
Net Change	31	-2
Percent Change	3.4%	(3.8%)

**Average Annual Openings**

	Maine	Region
Total	26	1
Due to Growth	3	0
Due to Replacement	23	1

**TORQ Title**

**Code    Employed    Median Wage    Openings    Growth**

93	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	(3.4%)
93	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
90	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
90	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.2%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
89	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	(8.8%)
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	(6.3%)
89	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.7%
89	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	(.62%)
88	Tax Preparers	13.2082-00	n/a	\$23,860	0	.00%
88	Market Research Analysts	19.3021-00	200	\$49,960	2	3.5%

**MATCHED OCCUPATION:** Compensation, Benefits, and Job Analysis Specialists  
13-1072

**Reported Job Titles:**

HR Sr. Advisor

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** \$20.37

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

**Largest Employing Maine Industries**

Employment	Industry
170	Educational Services
100	Management of Companies and Enterprises
90	Public Administration
30	Ambulatory Health Care Services
30	Insurance Carriers and Related Activities
30	Professional, Scientific, and Technical Services

**Employment Forecast**

	Maine	Region
Year 2004	735	37
Year 2014	807	40
Net Change	72	3
Percent Change	9.8%	8.1%

**Average Annual Openings**

	Maine	Region
Total	18	1
Due to Growth	7	0
Due to Replacement	11	1

**TORQ Title**

TORQ Title	Code	Employed	Median Wage	Openings	Growth
92 Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	(3.4%)
91 Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330	10	12%
91 Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	(8.1%)
91 Insurance Underwriters	13.2053-00	460	\$56,090	12	(.86%)
91 Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.7%
91 Personnel Recruiters	13.1071-02	610	\$41,200	19	9.7%
90 Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.2%
90 Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
90 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
90 Claims Examiners, Property and Casualty Insurance	13.1031-01	1,570	\$49,360	44	2.5%
90 Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.2%
90 Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
90 Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
89 Loan Counselors	13.2071-00	60	\$35,110	1	(3.4%)

**MATCHED OCCUPATION:** Training and Development Specialists  
13-1073

**Reported Job Titles:**  
HR Generalist.OD Supervisor

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** \$17.67

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

**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**

	Maine	Region
Year 2004	1,026	45
Year 2014	1,173	47
Net Change	147	2
Percent Change	14%	4.4%

**Average Annual Openings**

	Maine	Region
Total	31	1
Due to Growth	15	0
Due to Replacement	16	1

**MATCHED OCCUPATION:** Management Analysts  
13-1111

**Reported Job Titles:**  
Business Analyst, Chief Analyst

**Number of Affected Workers:** 2 **Training Requirements:** Bachelor's degree plus work experience

**Average Wage** \$21.16

**Associated ONET Skills:** Critical Thinking      Judgment and Decision Making  
Coordination      Active Listening  
Time Management      Instructing  
Monitoring      Reading Comprehension  
Quality Control Analysis      Operation and Control

**Largest Employing Maine Industries**

Employment	Industry
280	Insurance Carriers and Related Activities
190	Public Administration
60	Management of Companies and Enterprises
40	Internet Service Providers, Web Search Portals, and Data Pro
30	Credit Intermediation and Related Activities
30	Administrative and Support Services

**Employment Forecast**

	Maine	Region
Year 2004	1,829	50
Year 2014	1,837	49
Net Change	8	-1
Percent Change	.44%	(2.0%)

**Average Annual Openings**

	Maine	Region
Total	26	1
Due to Growth	1	0
Due to Replacement	25	1

**TORQ Title**

	Code	Employed	Median Wage	Openings	Growth
90 Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	7.6%
89 Market Research Analysts	19.3021-00	200	\$49,960	2	3.5%
89 Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%
89 Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
89 Computer Operators	43.9011-00	230	\$33,120	4	(30%)
88 Financial Examiners	13.2061-00	120	\$55,110	2	3.5%
88 Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
88 Property, Real Estate, and Community Association Managers	11.9141-00	390	\$43,920	19	14%
87 Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	(4.8%)
87 Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.7%
87 Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
87 Claims Examiners, Property and Casualty Insurance	13.1031-01	1,570	\$49,360	44	2.5%
87 Insurance Underwriters	13.2053-00	460	\$56,090	12	(.86%)
87 Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	(3.4%)



**MATCHED OCCUPATION: Accountants and Auditors**  
13-2011

**Reported Job Titles:**

Financial Accounting Mgr., Accountant/Payroll Supervisor

**Number of Affected Workers: 2 Training Requirements: Bachelor's degree Average Wage \$27.43**

**Associated ONET Skills:** Mathematics                      Active Listening  
Critical Thinking    Monitoring  
Judgment and Decision Making                      Active Learning  
Reading Comprehension                                      Systems Analysis  
Systems Evaluation    Coordination

**Largest Employing Maine Industries**

Employment	Industry
1,230	Professional, Scientific, and Technical Services
430	Public Administration
180	Management of Companies and Enterprises
170	Insurance Carriers and Related Activities
90	Credit Intermediation and Related Activities
90	Hospitals

**Employment Forecast**

	Maine	Region
Year 2004	3,587	380
Year 2014	3,804	334
Net Change	217	-46
Percent Change	6.0%	( 12%)

**Average Annual Openings**

	Maine	Region
Total	90	7
Due to Growth	22	0
Due to Replacement	68	7

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
92	Financial Analysts	13.2051-00	210	\$71,380	4	10%
91	Tax Preparers	13.2082-00	n/a	\$23,860	0	.00%
90	Financial Examiners	13.2061-00	120	\$55,110	2	3.5%
89	Budget Analysts	13.2031-00	170	\$57,290	5	3.1%
89	Actuaries	15.2011-00	n/a	\$53,980	0	.00%
89	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	(3.4%)
88	Personal Financial Advisors	13.2052-00	360	\$94,100	13	10%
88	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790	13	5.4%
87	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.2%
87	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
87	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
87	Auditors	13.2011-02	3,250	\$48,110	113	11%
87	Economists	19.3011-00	50	\$49,150	2	2.0%
87	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%

**MATCHED OCCUPATION:** Financial Analysts  
13-2051

**Reported Job Titles:**  
Financial Analyst

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** .

**Associated ONET Skills:** Reading Comprehension Time Management  
Active Listening Judgment and Decision Making  
Complex Problem Solving Mathematics  
Critical Thinking Management of Financial Resources  
Active Learning Writing

**Largest Employing Maine Industries**

Employment	Industry
60	Insurance Carriers and Related Activities
30	Professional, Scientific, and Technical Services
20	Credit Intermediation and Related Activities
10	Postal Service
.	Educational Services

**Employment Forecast**

	Maine	Region
Year 2004	337	13
Year 2014	380	14
Net Change	43	1
Percent Change	13%	7.7%

**Average Annual Openings**

	Maine	Region
Total	9	0
Due to Growth	4	0
Due to Replacement	5	0

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Tax Preparers	13.2082-00	n/a	\$23,860	0	.00%
92	Personal Financial Advisors	13.2052-00	360	\$94,100	13	10%
92	Treasurers and Controllers	11.3031-01	2,440	\$67,670	58	7.0%
92	Economists	19.3011-00	50	\$49,150	2	2.0%
91	Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230	33	5.2%
91	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	(8.8%)
91	Accountants	13.2011-01	3,250	\$48,110	113	11%
91	Financial Examiners	13.2061-00	120	\$55,110	2	3.5%
90	Budget Analysts	13.2031-00	170	\$57,290	5	3.1%
90	Actuaries	15.2011-00	n/a	\$53,980	0	.00%
90	Auditors	13.2011-02	3,250	\$48,110	113	11%
89	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.2%
89	Insurance Underwriters	13.2053-00	460	\$56,090	12	(.86%)
89	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790	13	5.4%

**MATCHED OCCUPATION: Computer Systems Analysts**  
15-1051

**Reported Job Titles:**

System Analyst

**Number of Affected Workers: 1 Training Requirements: Bachelor's degree Average Wage \$29.27**

**Associated ONET Skills:** Active Learning      Reading Comprehension  
Complex Problem Solving      Critical Thinking  
Active Listening      Troubleshooting  
Service Orientation      Time Management  
Monitoring      Quality Control Analysis

**Largest Employing Maine Industries**

Employment	Industry
510	Professional, Scientific, and Technical Services
210	Public Administration
190	Management of Companies and Enterprises
190	Insurance Carriers and Related Activities
100	Hospitals
90	Administrative and Support Services

**Employment Forecast**

	Maine	Region
Year 2004	1,186	52
Year 2014	1,365	62
Net Change	179	10
Percent Change	15%	19%

**Average Annual Openings**

	Maine	Region
Total	31	2
Due to Growth	18	1
Due to Replacement	13	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
89	Computer Programmers	15.1021-00	720	\$58,240	16	( 12%)
88	Computer Software Engineers, Systems Software	15.1032-00	290	\$73,410	8	11%
88	Network and Computer Systems Administrators	15.1071-00	1,070	\$57,690	44	18%
87	Computer Software Engineers, Applications	15.1031-00	1,060	\$63,750	47	30%
87	Network Systems and Data Communications Analysts	15.1081-00	610	\$59,790	54	47%
87	Desktop Publishers	43.9031-00	130	\$32,200	5	14%
87	Database Administrators	15.1061-00	300	\$60,260	11	20%
86	Technical Writers	27.3042-00	50	\$46,060	2	(7.5%)
86	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
85	Statistical Assistants	43.9111-00	150	\$32,340	7	.00%
85	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790	13	5.4%
84	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
84	Mapping Technicians	17.3031-02	190	\$33,210	5	5.0%
84	Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16%

**MATCHED OCCUPATION:** Database Administrators  
15-1061

**Reported Job Titles:**  
SQL Database Admin

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** .

**Associated ONET Skills:** Active Listening      Critical Thinking  
Complex Problem Solving      Reading Comprehension  
Writing      Coordination  
Programming      Judgment and Decision Making  
Speaking      Monitoring

**Largest Employing Maine Industries**

Employment	Industry
40	Educational Services
40	Professional, Scientific, and Technical Services
30	Administrative and Support Services
30	Public Administration
20	Hospitals
10	Management of Companies and Enterprises

**Employment Forecast**

	Maine	Region
Year 2004	321	28
Year 2014	415	46
Net Change	94	18
Percent Change	29%	64%

**Average Annual Openings**

	Maine	Region
Total	12	2
Due to Growth	9	2
Due to Replacement	3	0

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
90	Computer Operators	43.9011-00	230	\$33,120	4	( 30%)
88	Computer Systems Analysts	15.1051-00	1,650	\$69,340	78	20%
88	Desktop Publishers	43.9031-00	130	\$32,200	5	14%
87	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
87	Financial Examiners	13.2061-00	120	\$55,110	2	3.5%
87	Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16%
87	Statistical Assistants	43.9111-00	150	\$32,340	7	.00%
86	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	(.62%)
86	Tax Preparers	13.2082-00	n/a	\$23,860	0	.00%
86	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%
86	Insurance Underwriters	13.2053-00	460	\$56,090	12	(.86%)
86	Computer Programmers	15.1021-00	720	\$58,240	16	( 12%)
86	Brokerage Clerks	43.4011-00	270	\$39,120	8	( 13%)
86	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)

**MATCHED OCCUPATION:** Network and Computer Systems Administrators  
15-1071

**Reported Job Titles:**  
Network Administrator

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** \$20.74

**Associated ONET Skills:** Reading Comprehension    Active Listening  
Critical Thinking                                    Speaking  
Complex Problem Solving                        Monitoring  
Systems Evaluation                                Time Management  
Writing    Coordination

**Largest Employing Maine Industries**

Employment	Industry
200	Professional, Scientific, and Technical Services
150	Public Administration
100	Credit Intermediation and Related Activities
80	Educational Services
70	Management of Companies and Enterprises
60	Hospitals

**Employment Forecast**

	Maine	Region
Year 2004	993	40
Year 2014	1,253	54
Net Change	260	14
Percent Change	26%	35%

**Average Annual Openings**

	Maine	Region
Total	37	1
Due to Growth	26	1
Due to Replacement	11	0

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Computer Systems Analysts	15.1051-00	1,650	\$69,340	78	20%
91	Network Systems and Data Communications Analysts	15.1081-00	610	\$59,790	54	47%
90	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
90	Desktop Publishers	43.9031-00	130	\$32,200	5	14%
89	Computer, Automated Teller, and Office Machine Repairers	49.2011-00	640	\$32,000	12	3.4%
89	Computer Programmers	15.1021-00	720	\$58,240	16	( 12%)
89	Database Administrators	15.1061-00	300	\$60,260	11	20%
88	Avionics Technicians	49.2091-00	20	\$34,970	0	5.9%
87	Electrical Engineering Technicians	17.3023-03	430	\$45,180	9	( 20%)
86	Computer Software Engineers, Systems Software	15.1032-00	290	\$73,410	8	11%
86	Computer Operators	43.9011-00	230	\$33,120	4	( 30%)
86	Audio-Visual Collections Specialists	25.9011-00	n/a	\$30,190	0	.00%
85	Audio and Video Equipment Technicians	27.4011-00	110	\$36,210	6	17%
85	Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16%

**MATCHED OCCUPATION:** Civil Engineers  
17-2051

**Reported Job Titles:**  
Maintenance Engineer

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** \$23.17

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

**Largest Employing Maine Industries**

Employment	Industry
450	Professional, Scientific, and Technical Services
240	Public Administration
10	Heavy and Civil Engineering Construction

**Employment Forecast**

	Maine	Region
Year 2004	779	29
Year 2014	816	28
Net Change	37	-1
Percent Change	4.7%	(3.4%)

**Average Annual Openings**

	Maine	Region
Total	16	1
Due to Growth	4	0
Due to Replacement	12	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
94	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
92	Landscape Architects	17.1012-00	60	\$58,710	3	5.2%
92	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.9%
92	Engineering Managers	11.9041-00	720	\$91,030	14	(2.0%)
91	Mechanical Drafters	17.3013-00	710	\$46,630	22	1.6%
91	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
91	Architectural Drafters	17.3011-01	680	\$39,040	22	1.7%
91	Civil Drafters	17.3011-02	680	\$39,040	22	1.7%
90	Architects, Except Landscape and Naval	17.1011-00	370	\$58,520	13	5.7%
90	Marine Architects	17.2121-02	60	\$75,520	1	(9.1%)
90	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.6%
89	Electronic Drafters	17.3012-01	90	\$44,860	3	( 16%)
88	Construction and Building Inspectors	47.4011-00	310	\$42,970	10	12%
88	Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%

**MATCHED OCCUPATION:** Electrical Engineers  
17-2071

**Reported Job Titles:**

Maintenance Mgr

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** .

**Associated ONET Skills:** Active Listening                      Troubleshooting  
Critical Thinking                      Reading Comprehension  
Technology Design                      Complex Problem Solving  
Active Learning                      Systems Analysis  
Judgment and Decision Making                      Time Management

**Largest Employing Maine Industries**

Employment	Industry
100	Professional, Scientific, and Technical Services
50	Public Administration
30	Computer and Electronic Product Manufacturing
.	Utilities

**Employment Forecast**

	Maine	Region
Year 2004	323	n/a
Year 2014	338	n/a
Net Change	15	n/a
Percent Change	4.6%	n/a

**Average Annual Openings**

	Maine	Region
Total	8	n/a
Due to Growth	2	n/a
Due to Replacement	6	n/a

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
89	Electronics Engineers, Except Computer	17.2072-00	210	\$76,420	4	( 26%)
88	Materials Engineers	17.2131-00	40	\$70,250	1	(6.8%)
88	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.6%
88	Electronic Drafters	17.3012-01	90	\$44,860	3	( 16%)
87	Marine Architects	17.2121-02	60	\$75,520	1	(9.1%)
87	Computer Software Engineers, Systems Software	15.1032-00	290	\$73,410	8	11%
87	Industrial Engineers	17.2112-00	580	\$68,350	22	11%
87	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
86	Chemical Engineers	17.2041-00	170	\$81,330	5	( 17%)
86	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.9%
86	Computer Software Engineers, Applications	15.1031-00	1,060	\$63,750	47	30%
85	Operations Research Analysts	15.2031-00	180	\$64,140	6	12%
85	Mechanical Engineers	17.2141-00	620	\$67,210	14	(9.4%)
84	Computer Systems Analysts	15.1051-00	1,650	\$69,340	78	20%

**MATCHED OCCUPATION:** Environmental Engineers  
17-2081

**Reported Job Titles:**  
Environmental Engineer

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** \$27.16

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

**Largest Employing Maine Industries**

Employment	Industry
280	Professional, Scientific, and Technical Services
60	Public Administration
10	Paper Manufacturing
.	Computer and Electronic Product Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	332	14
Year 2014	393	14
Net Change	61	0
Percent Change	18%	.00%

**Average Annual Openings**

	Maine	Region
Total	12	0
Due to Growth	6	0
Due to Replacement	6	0

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
89	Natural Sciences Managers	11.9121-00	180	\$79,810	5	7.5%
89	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.9%
86	Occupational Health and Safety Specialists	29.9011-00	220	\$62,720	4	(1.7%)
86	Geoscientists, Except Hydrologists and Geographers	19.2042-00	150	\$48,770	4	1.3%
86	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.9%
86	Epidemiologists	19.1041-00	20	\$58,250	1	20%
85	Materials Engineers	17.2131-00	40	\$70,250	1	(6.8%)
85	Industrial Safety and Health Engineers	17.2111-01	90	\$49,940	3	2.9%
85	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
85	Chemists	19.2031-00	180	\$49,890	7	9.3%
85	Hydrologists	19.2043-00	130	\$71,270	5	16%
85	Technical Writers	27.3042-00	50	\$46,060	2	(7.5%)
85	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
84	Emergency Management Specialists	13.1061-00	90	\$41,790	2	16%



**MATCHED OCCUPATION:** Health and Safety Engineers, Except Mining Safety Engineers  
17-2111

**Reported Job Titles:**

Environmental and Safety Manager, Fire Protection Asst.

**Number of Affected Workers:** 2 **Training Requirements:** Bachelor's degree **Average Wage** .

**Associated ONET Skills:** Speaking                      Reading Comprehension  
Writing    Active Listening  
Persuasion    Critical Thinking  
Time Management                                Active Learning  
Instructing    Negotiation

**Largest Employing Maine Industries**

Employment	Industry
30	Heavy and Civil Engineering Construction
10	Construction of Buildings

**Employment Forecast Average Annual Openings**

	Maine	Region		Maine	Region
Year 2004	125	17	Total	4	0
Year 2014	131	17	Due to Growth	1	0
Net Change	6	0	Due to Replacement	3	0
Percent Change	4.8%	.00%			

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
97	Occupational Health and Safety Specialists	29.9011-00	220	\$62,720	4	(1.7%)
92	Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%
92	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.9%
92	Occupational Health and Safety Technicians	29.9012-00	40	\$39,170	1	7.0%
91	Emergency Management Specialists	13.1061-00	90	\$41,790	2	16%
90	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.9%
89	Education Administrators, Postsecondary	11.9033-00	600	\$58,090	21	7.4%
89	Natural Sciences Managers	11.9121-00	180	\$79,810	5	7.5%
89	Instructional Coordinators	25.9031-00	n/a	\$49,120	19	38%
88	Cost Estimators	13.1051-00	750	\$44,990	25	14%
88	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	(4.8%)
87	Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.2%
87	Industrial Production Managers	11.3051-00	690	\$72,560	24	( 12%)
87	Logisticians	13.1081-00	190	\$59,120	4	3.9%

**MATCHED OCCUPATION:** Industrial Engineers  
17-2112

**Reported Job Titles:**

Senior Process Control Engineer, Utilities/Wood Manager

**Number of Affected Workers:** 2 **Training Requirements:** Bachelor's degree **Average Wage** \$33.34

**Associated ONET Skills:** Critical Thinking      Time Management  
Active Listening      Reading Comprehension  
Complex Problem Solving      Mathematics  
Writing      Judgment and Decision Making  
Speaking      Equipment Selection

**Largest Employing Maine Industries**

Employment	Industry
110	Paper Manufacturing
60	Plastics and Rubber Products Manufacturing
40	Wood Product Manufacturing
40	Computer and Electronic Product Manufacturing
30	Fabricated Metal Product Manufacturing
20	Machinery Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	435	26
Year 2014	449	26
Net Change	14	0
Percent Change	3.2%	.00%

**Average Annual Openings**

	Maine	Region
Total	12	1
Due to Growth	1	0
Due to Replacement	11	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
91	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.6%
90	Electronic Drafters	17.3012-01	90	\$44,860	3	( 16%)
89	Industrial Engineering Technicians	17.3026-00	370	\$51,700	9	5.5%
88	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
88	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	(.62%)
88	Cost Estimators	13.1051-00	750	\$44,990	25	14%
87	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.9%
87	Electrical Engineers	17.2071-00	260	\$73,050	6	( 10%)
87	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
87	Purchasing Agents, Except Wholesale, Retail, and Farm Produ	13.1023-00	920	\$45,210	21	(2.1%)
87	Marine Architects	17.2121-02	60	\$75,520	1	(9.1%)
86	Engineering Managers	11.9041-00	720	\$91,030	14	(2.0%)
86	Materials Engineers	17.2131-00	40	\$70,250	1	(6.8%)
86	Mechanical Engineers	17.2141-00	620	\$67,210	14	(9.4%)

**MATCHED OCCUPATION:** Mechanical Engineers  
17-2141

**Reported Job Titles:**

Maint. Engineer, Mechanical Maintenance Supervisor

**Number of Affected Workers:** 2 **Training Requirements:** Bachelor's degree **Average Wage** .

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

**Largest Employing Maine Industries**

Employment	Industry
160	Public Administration
110	Professional, Scientific, and Technical Services
60	Computer and Electronic Product Manufacturing
40	Plastics and Rubber Products Manufacturing
40	Machinery Manufacturing
40	Fabricated Metal Product Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	638	11
Year 2014	647	12
Net Change	9	1
Percent Change	1.4%	9.1%

**Average Annual Openings**

	Maine	Region
Total	18	0
Due to Growth	1	0
Due to Replacement	17	0

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
89	Materials Engineers	17.2131-00	40	\$70,250	1	(6.8%)
88	Marine Architects	17.2121-02	60	\$75,520	1	(9.1%)
88	Electronic Drafters	17.3012-01	90	\$44,860	3	( 16%)
86	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
86	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.6%
85	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
85	Electronics Engineers, Except Computer	17.2072-00	210	\$76,420	4	( 26%)
85	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.9%
84	Engineering Managers	11.9041-00	720	\$91,030	14	(2.0%)
84	Mechanical Drafters	17.3013-00	710	\$46,630	22	1.6%
84	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.9%
84	Industrial Engineers	17.2112-00	580	\$68,350	22	11%
84	Mechanical Engineering Technicians	17.3027-00	130	\$44,890	3	2.3%
83	Chemical Engineers	17.2041-00	170	\$81,330	5	( 17%)

**MATCHED OCCUPATION:** Electrical and Electronic Engineering Technicians  
17-3023

**Reported Job Titles:**

Inst. Tech., Inst. Tech., Instr. Mech. E/I, Instrument Mech., Instrument Mechanic, Master Journeyman IM, Master Journeyman Instrument Technician

**Number of Affected Workers:** 6 **Training Requirements:** Associate degree **Average Wage** .

**Associated ONET Skills:** Critical Thinking      Troubleshooting  
Reading Comprehension      Writing  
Speaking      Complex Problem Solving  
Systems Analysis      Active Listening  
Active Learning      Equipment Maintenance

**Largest Employing Maine Industries**

Employment	Industry
170	Computer and Electronic Product Manufacturing
50	Public Administration
40	Professional, Scientific, and Technical Services
30	Postal Service
30	Broadcasting (except Internet)
.	Utilities

**Employment Forecast**

	Maine	Region
Year 2004	532	17
Year 2014	577	19
Net Change	45	2
Percent Change	8.5%	12%

**Average Annual Openings**

	Maine	Region
Total	16	0
Due to Growth	5	0
Due to Replacement	11	0

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
90	Electronic Drafters	17.3012-01	90	\$44,860	3	( 16%)
89	Electronics Engineering Technicians	17.3023-01	430	\$45,180	9	( 20%)
88	Avionics Technicians	49.2091-00	20	\$34,970	0	5.9%
87	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
86	Mechanical Drafters	17.3013-00	710	\$46,630	22	1.6%
86	Civil Drafters	17.3011-02	680	\$39,040	22	1.7%
85	Electrical and Electronics Installers and Repairers, Transp	49.2093-00	130	\$35,960	4	3.9%
85	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
85	Mechanical Engineering Technicians	17.3027-00	130	\$44,890	3	2.3%
85	Camera and Photographic Equipment Repairers	49.9061-00	n/a	\$44,660	0	.00%
84	Desktop Publishers	43.9031-00	130	\$32,200	5	14%
84	Electronics Engineers, Except Computer	17.2072-00	210	\$76,420	4	( 26%)
84	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.6%
83	Tool and Die Makers	51.4111-00	160	\$51,670	2	( 11%)

**MATCHED OCCUPATION:** Environmental Engineering Technicians  
17-3025

**Reported Job Titles:**

Environmental Analyst, Environmental Tech., Environmental Technician, Environmental Tester

**Number of Affected Workers:** 4 **Training Requirements:** Associate degree **Average Wage** .

**Associated ONET Skills:** Active Listening    Reading Comprehension  
Time Management    Coordination  
Writing    Science  
Active Learning    Mathematics  
Troubleshooting    Critical Thinking

**Largest Employing Maine Industries**

Employment	Industry
170	Professional, Scientific, and Technical Services
10	Public Administration

**Employment Forecast**

	Maine	Region
Year 2004	89	n/a
Year 2014	98	n/a
Net Change	9	n/a
Percent Change	10%	n/a

**Average Annual Openings**

	Maine	Region
Total	3	n/a
Due to Growth	1	n/a
Due to Replacement	2	n/a

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
87	Construction and Building Inspectors	47.4011-00	310	\$42,970	10	12%
86	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
86	Civil Drafters	17.3011-02	680	\$39,040	22	1.7%
85	Agricultural Technicians	19.4011-01	20	\$32,000	1	(2.7%)
85	Mechanical Engineering Technicians	17.3027-00	130	\$44,890	3	2.3%
84	Geophysical Data Technicians	19.4041-01	20	\$35,380	1	.00%
84	Materials Engineers	17.2131-00	40	\$70,250	1	(6.8%)
84	Mechanical Drafters	17.3013-00	710	\$46,630	22	1.6%
84	Surveying Technicians	17.3031-01	190	\$33,210	5	5.0%
84	Environmental Science and Protection Technicians, Including	19.4091-00	200	\$30,600	10	9.6%
83	Surveyors	17.1022-00	300	\$42,210	14	9.0%
83	Construction Managers	11.9021-00	970	\$72,320	35	3.7%
83	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
83	Electrical Engineering Technicians	17.3023-03	430	\$45,180	9	( 20%)

**MATCHED OCCUPATION:** Industrial Engineering Technicians  
17-3026

**Reported Job Titles:**  
Utility/Quality Control Specialist

**Number of Affected Workers:** 1 **Training Requirements:** Associate degree **Average Wage** \$19.91

**Associated ONET Skills:** Active Listening      Complex Problem Solving  
Critical Thinking      Judgment and Decision Making  
Coordination      Active Learning  
Reading Comprehension      Instructing  
Speaking      Monitoring

**Largest Employing Maine Industries**

Employment	Industry
30	Wood Product Manufacturing
20	Paper Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	241	n/a
Year 2014	225	n/a
Net Change	-16	n/a
Percent Change	(6.6%)	n/a

**Average Annual Openings**

	Maine	Region
Total	5	n/a
Due to Growth	0	n/a
Due to Replacement	5	n/a

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
91	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.6%
91	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	(.62%)
90	Industrial Engineers	17.2112-00	580	\$68,350	22	11%
89	Cost Estimators	13.1051-00	750	\$44,990	25	14%
89	First-Line Supervisors/Managers of Production and Operating	51.1011-00	3,750	\$45,510	65	(3.8%)
89	Electronic Drafters	17.3012-01	90	\$44,860	3	( 16%)
89	Electrical Drafters	17.3012-02	90	\$44,860	3	( 16%)
89	Statistical Assistants	43.9111-00	150	\$32,340	7	.00%
88	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
88	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
88	Industrial Production Managers	11.3051-00	690	\$72,560	24	( 12%)
88	Fabric and Apparel Patternmakers	51.6092-00	20	\$29,670	0	(6.3%)
87	Desktop Publishers	43.9031-00	130	\$32,200	5	14%
87	Purchasing Agents, Except Wholesale, Retail, and Farm Produ	13.1023-00	920	\$45,210	21	(2.1%)

**MATCHED OCCUPATION:** Foresters  
19-1032

**Reported Job Titles:**

Land Compliance Forester, Procurement Forestor

**Number of Affected Workers:** 2 **Training Requirements:** Bachelor's degree **Average Wage** \$19.72

**Associated ONET Skills:** Time Management      Coordination  
Science      Critical Thinking  
Reading Comprehension      Active Listening  
Active Learning      Mathematics  
Speaking      Management of Financial Resources

**Largest Employing Maine Industries**

Employment	Industry
40	Public Administration
20	Paper Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	159	27
Year 2014	157	24
Net Change	-2	-3
Percent Change	(1.3%)	( 11%)

**Average Annual Openings**

	Maine	Region
Total	5	1
Due to Growth	0	0
Due to Replacement	5	1

**TORQ**

**Title**

**Code**

**Employed Median Wage Openings Growth**

	Title	Code	Employed	Median Wage	Openings	Growth
91	Zoologists and Wildlife Biologists	19.1023-00	180	\$49,910	4	.00%
90	Forest and Conservation Technicians	19.4093-00	40	\$35,710	2	(4.7%)
89	Geoscientists, Except Hydrologists and Geographers	19.2042-00	150	\$48,770	4	1.3%
87	Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%
87	Natural Sciences Managers	11.9121-00	180	\$79,810	5	7.5%
86	Environmental Scientists and Specialists, Including Health	19.2041-00	680	\$46,890	24	8.9%
86	Range Managers	19.1031-02	60	\$58,380	3	(1.2%)
86	Epidemiologists	19.1041-00	20	\$58,250	1	20%
85	Forestry and Conservation Science Teachers, Postsecondary	25.1043-00	40	\$0	0	.00%
85	Assessors	13.2021-01	390	\$41,840	20	8.1%
85	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	(.38%)
84	Appraisers, Real Estate	13.2021-02	390	\$41,840	20	8.1%
84	Statistical Assistants	43.9111-00	150	\$32,340	7	.00%
84	Statisticians	15.2041-00	40	\$56,620	1	5.4%

**MATCHED OCCUPATION:** Chemical Technicians  
19-4031

**Reported Job Titles:**

Lab tech/cust. Service

**Reported Job Titles:**

Lab, Lab Analyst, Lab Tec, Lab Technician

**Number of Affected Workers:** 4 **Training Requirements:** Associate degree **Average Wage** \$18.94

**Associated ONET Skills:** Science Reading Comprehension  
Quality Control Analysis Mathematics  
Operation Monitoring Active Listening  
Critical Thinking Writing  
Time Management Operation and Control

**Largest Employing Maine Industries**

Employment	Industry
20	Educational Services
.	Professional, Scientific, and Technical Services

**Employment Forecast**

	Maine	Region
Year 2004	134	n/a
Year 2014	146	n/a
Net Change	12	n/a
Percent Change	9.0%	n/a

**Average Annual Openings**

	Maine	Region
Total	4	n/a
Due to Growth	1	n/a
Due to Replacement	3	n/a

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
88	Food Science Technicians	19.4011-02	20	\$32,000	1	(2.7%)
86	Biological Technicians	19.4021-00	580	\$36,250	29	16%
86	Chemists	19.2031-00	180	\$49,890	7	9.3%
84	Medical and Clinical Laboratory Technologists	29.2011-00	900	\$47,580	35	25%
84	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700	26	( 14%)
83	Agricultural Technicians	19.4011-01	20	\$32,000	1	(2.7%)
82	Materials Engineers	17.2131-00	40	\$70,250	1	(6.8%)
82	Geological Sample Test Technicians	19.4041-02	20	\$35,380	1	.00%
81	Microbiologists	19.1022-00	50	\$54,430	2	11%
81	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(1.8%)
81	Photographic Processing Machine Operators	51.9132-00	250	\$20,170	9	( 54%)
80	Electrical Engineering Technicians	17.3023-03	430	\$45,180	9	( 20%)
80	Electro-Mechanical Technicians	17.3024-00	200	\$0	5	( 39%)
80	Materials Scientists	19.2032-00	40	\$63,040	2	28%



**MATCHED OCCUPATION:** Occupational Health and Safety Technicians  
29-9012

**Reported Job Titles:**  
Safety Coordinator

**Number of Affected Workers:** 1 **Training Requirements:** Postsecondary vocational training **Average Wage** .

**Associated ONET Skills:** Active Listening Reading Comprehension  
Speaking Instructing  
Critical Thinking Persuasion  
Writing Active Learning  
Monitoring Learning Strategies

**Largest Employing Maine Industries**  
**Employment**      **Industry**  
20                  Public Administration

**Employment Forecast**

	Maine	Region
Year 2004	35	n/a
Year 2014	37	n/a
Net Change	2	n/a
Percent Change	5.7%	n/a

**Average Annual Openings**

	Maine	Region
Total	1	n/a
Due to Growth	0	n/a
Due to Replacement	1	n/a

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
94	Fire Inspectors	33.2021-01	80	\$37,800	2	3.5%
94	Occupational Health and Safety Specialists	29.9011-00	220	\$62,720	4	(1.7%)
93	Industrial Safety and Health Engineers	17.2111-01	90	\$49,940	3	2.9%
92	Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%
91	Emergency Management Specialists	13.1061-00	90	\$41,790	2	16%
91	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.9%
90	Vocational Education Teachers, Postsecondary	25.1194-00	n/a	\$47,550	20	51%
90	Environmental Science and Protection Technicians, Including	19.4091-00	200	\$30,600	10	9.6%
89	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.9%
89	Vocational Education Teachers, Secondary School	25.2032-00	240	\$46,260	7	(9.4%)
88	First-Line Supervisors/Managers of Housekeeping and Janitor	37.1011-00	900	\$33,840	18	3.4%
88	Insurance Appraisers, Auto Damage	13.1032-00	40	\$49,950	1	4.9%
88	Fire Investigators	33.2021-02	80	\$37,800	2	3.5%
88	Private Detectives and Investigators	33.9021-00	120	\$30,000	5	9.0%

**MATCHED OCCUPATION:** Bookkeeping, Accounting, and Auditing Clerks  
43-3031

**Reported Job Titles:**

Lead Accounts Payable Clerk

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$15.61

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

**Largest Employing Maine Industries**

Employment	Industry
930	Public Administration
510	Professional, Scientific, and Technical Services
390	Ambulatory Health Care Services
340	Administrative and Support Services
320	Management of Companies and Enterprises
300	Credit Intermediation and Related Activities

**Employment Forecast**

	Maine	Region
Year 2004	8,965	581
Year 2014	9,103	548
Net Change	138	-33
Percent Change	1.5%	(5.7%)

**Average Annual Openings**

	Maine	Region
Total	182	11
Due to Growth	14	0
Due to Replacement	168	11

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	(3.4%)
91	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
90	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
89	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
88	Tax Preparers	13.2082-00	n/a	\$23,860	0	.00%
88	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	(8.1%)
87	Court Clerks	43.4031-01	1,190	\$27,650	37	8.7%
87	Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.5%
87	Brokerage Clerks	43.4011-00	270	\$39,120	8	( 13%)
86	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	(6.3%)
86	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	(8.8%)
86	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
85	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)

**MATCHED OCCUPATION: Payroll and Timekeeping Clerks**  
43-3051

**Reported Job Titles:**

Accounting-Payroll

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$14.41

**Associated ONET Skills:** Time Management      Mathematics  
 Reading Comprehension      Active Listening  
 Speaking      Active Learning  
 Judgment and Decision Making      Critical Thinking  
 Learning Strategies      Writing

**Largest Employing Maine Industries**

Employment	Industry
100	Public Administration
80	Management of Companies and Enterprises
40	Professional, Scientific, and Technical Services
40	Specialty Trade Contractors
30	Educational Services
30	Administrative and Support Services

**Employment Forecast**

	Maine	Region
Year 2004	1,003	67
Year 2014	1,085	71
Net Change	82	4
Percent Change	8.2%	6.0%

**Average Annual Openings**

	Maine	Region
Total	35	2
Due to Growth	8	0
Due to Replacement	27	2

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.2%
92	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
90	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	(8.1%)
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
89	Brokerage Clerks	43.4011-00	270	\$39,120	8	( 13%)
89	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
89	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
88	Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.5%
88	Tax Preparers	13.2082-00	n/a	\$23,860	0	.00%
88	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
88	Court Clerks	43.4031-01	1,190	\$27,650	37	8.7%
88	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	(8.8%)
88	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	(6.3%)

**MATCHED OCCUPATION:** Stock Clerks and Order Fillers  
43-5081

**Reported Job Titles:**

Store Keeper, Store Keeper, Store/Receiving Clerk, Stores Clerk

**Number of Affected Workers:** 4 **Training Requirements:** Short-term on-the-job training **Average Wage** \$9.88

**Associated ONET Skills:** Active Listening      Speaking  
Reading Comprehension      Coordination  
Social Perceptiveness      Service Orientation  
Time Management      Mathematics  
Active Learning      Learning Strategies

**Largest Employing Maine Industries**

Employment	Industry
3,000	Food and Beverage Stores
1,840	General Merchandise Stores
310	Merchant Wholesalers, Durable Goods
280	Building Material and Garden Equipment and Supplies Dealers
250	Sporting Goods, Hobby, Book, and Music Stores
180	Gasoline Stations

**Employment Forecast**

	Maine	Region
Year 2004	6,725	500
Year 2014	6,226	433
Net Change	-499	-67
Percent Change	(7.4%)	( 13%)

**Average Annual Openings**

	Maine	Region
Total	249	19
Due to Growth	0	0
Due to Replacement	249	19

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
83	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840	94	7.7%
83	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	(8.9%)
82	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	( 21%)
81	Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10%
81	Counter and Rental Clerks	41.2021-00	1,980	\$19,640	103	13%
81	Postal Service Mail Sorters, Processors, and Processing Mac	43.5053-00	970	\$41,950	10	( 12%)
81	Packers and Packagers, Hand	53.7064-00	3,780	\$0	45	(9.2%)
80	Counter Attendants, Cafeteria, Food Concession, and Coffee	35.3022-00	1,520	\$17,050	115	6.0%
80	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.6%
80	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.9%
79	Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	(3.0%)
79	Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870	14	13%
79	Dietetic Technicians	29.2051-00	170	\$27,270	7	13%
79	Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	( 19%)

**MATCHED OCCUPATION:** Executive Secretaries and Administrative Assistants  
43-6011

**Reported Job Titles:**

Sr. Staff Administrative Asst.

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$18.61

**Associated ONET Skills:** Active Listening    Reading Comprehension  
Time Management    Speaking  
Writing    Critical Thinking  
Active Learning    Coordination  
Monitoring    Service Orientation

**Largest Employing Maine Industries**

Employment	Industry
640	Educational Services
490	Public Administration
270	Professional, Scientific, and Technical Services
220	Hospitals
190	Ambulatory Health Care Services
130	Insurance Carriers and Related Activities

**Employment Forecast**

	Maine	Region
Year 2004	4,062	226
Year 2014	4,254	220
Net Change	192	-6
Percent Change	4.7%	(2.7%)

**Average Annual Openings**

	Maine	Region
Total	97	4
Due to Growth	19	0
Due to Replacement	78	4

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
94	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	(8.1%)
94	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	(6.3%)
93	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
93	Court Clerks	43.4031-01	1,190	\$27,650	37	8.7%
92	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	(3.4%)
92	License Clerks	43.4031-03	1,190	\$27,650	37	8.7%
91	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.7%
91	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	( 12%)
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
91	Legal Secretaries	43.6012-00	1,300	\$33,360	29	5.2%
91	Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.5%
90	Procurement Clerks	43.3061-00	n/a	\$33,300	5	(1.6%)
90	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.9%
89	Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330	10	12%

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

**Reported Job Titles:**  
Maint/Oper Admin Asst.

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$13.18

**Associated ONET Skills:** Active Listening    Reading Comprehension  
Time Management    Writing  
Speaking    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**

	Maine	Region
Year 2004	10,687	740
Year 2014	9,850	633
Net Change	-837	-107
Percent Change	(7.8%)	( 14%)

**Average Annual Openings**

	Maine	Region
Total	205	14
Due to Growth	0	0
Due to Replacement	205	14

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
97	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
95	Court Clerks	43.4031-01	1,190	\$27,650	37	8.7%
95	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	(8.1%)
94	License Clerks	43.4031-03	1,190	\$27,650	37	8.7%
94	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	(8.1%)
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	5.5%
92	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.9%
92	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	( 12%)
92	Legal Secretaries	43.6012-00	1,300	\$33,360	29	5.2%
91	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
90	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.2%
90	Word Processors and Typists	43.9022-00	710	\$25,320	14	( 18%)

**MATCHED OCCUPATION:** Office Clerks, General  
43-9061

**Reported Job Titles:**  
Clerk, Office Clerk

**Number of Affected Workers:** 4 **Training Requirements:** Short-term on-the-job training **Average Wage** \$11.15

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

**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**

	Maine	Region
Year 2004	12,517	885
Year 2014	12,850	846
Net Change	333	-39
Percent Change	2.7%	(4.4%)

**Average Annual Openings**

	Maine	Region
Total	310	20
Due to Growth	33	0
Due to Replacement	277	20

TORQ	Title	Code	Employed	Median Wage	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	( 12%)
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	8.7%
91	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.9%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
91	Court Clerks	43.4031-01	1,190	\$27,650	37	8.7%
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%)
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.7%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
89	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.2%
89	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
89	Brokerage Clerks	43.4011-00	270	\$39,120	8	( 13%)

**MATCHED OCCUPATION:** Log Graders and Scalers  
45-4023

**Reported Job Titles:**  
Scaler, Scaler

**Number of Affected Workers:** 2 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$16.27

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

**Largest Employing Maine Industries**

Employment	Industry
110	Wood Product Manufacturing
40	Paper Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	278	57
Year 2014	268	55
Net Change	-10	-2
Percent Change	(3.6%)	(3.5%)

**Average Annual Openings**

	Maine	Region
Total	5	1
Due to Growth	0	0
Due to Replacement	5	1

TORQ	Title	Code	Employed	Median Wage	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	(.89%)
87	Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	( 19%)
87	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	(8.9%)
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	(.62%)
85	Counter and Rental Clerks	41.2021-00	1,980	\$19,640	103	13%
85	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	( 19%)
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	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
84	Cost Estimators	13.1051-00	750	\$44,990	25	14%
84	Gaming and Sports Book Writers and Runners	39.3012-00	n/a	\$17,330	6	47%



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

**Reported Job Titles:**

Electrical/Instrument Supt., Foreman, E/I Supervisor, Electrical Supervisor

**Number of Affected Workers:**

**4 Training Requirements:** Work experience in a related occupation

**Average Wage \$20.56**

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

**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**

	Maine	Region
Year 2004	3,945	182
Year 2014	4,144	176
Net Change	199	-6
Percent Change	5.0%	(3.3%)

**Average Annual Openings**

	Maine	Region
Total	87	3
Due to Growth	20	0
Due to Replacement	67	3

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
90	Construction Managers	11.9021-00	970	\$72,320	35	3.7%
88	Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.3%
88	Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	( 24%)
88	First-Line Supervisors/Managers of Landscaping, Lawn Servic	37.1012-00	620	\$33,470	16	11%
87	Tapers	47.2082-00	70	\$39,910	3	5.2%
87	Glaziers	47.2121-00	n/a	\$29,640	4	(.47%)
87	First-Line Supervisors/Managers of Mechanics, Installers, a	49.1011-00	2,490	\$46,810	60	.20%
86	First-Line Supervisors/Managers of Housekeeping and Janitor	37.1011-00	900	\$33,840	18	3.4%
85	Construction and Building Inspectors	47.4011-00	310	\$42,970	10	12%
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	7.2%
84	Log Graders and Scalers	45.4023-00	170	\$32,040	7	( 20%)
84	Tile and Marble Setters	47.2044-00	90	\$32,570	2	8.1%
84	Environmental Engineering Technicians	17.3025-00	200	\$41,630	6	9.3%

**MATCHED OCCUPATION:** Cement Masons and Concrete Finishers  
47-2051

**Reported Job Titles:**

Mason-Insulator

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$15.26

**Associated ONET Skills:** Coordination                      Mathematics  
Active Listening                      Critical Thinking  
Active Learning                      Complex Problem Solving  
Equipment Selection              Time Management  
Equipment Maintenance        Speaking

**Largest Employing Maine Industries**

Employment	Industry
600	Specialty Trade Contractors
20	Construction of Buildings

**Employment Forecast**

	Maine	Region
Year 2004	717	32
Year 2014	774	32
Net Change	57	0
Percent Change	7.9%	.00%

**Average Annual Openings**

	Maine	Region
Total	20	1
Due to Growth	6	0
Due to Replacement	14	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
87	Glaziers	47.2121-00	n/a	\$29,640	4	(.47%)
84	Brickmasons and Blockmasons	47.2021-00	270	\$38,960	10	5.6%
84	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
84	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
84	Construction Laborers	47.2061-00	3,020	\$26,660	46	4.5%
84	Fence Erectors	47.4031-00	n/a	\$30,280	0	.00%
84	Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.3%
84	Helpers--Carpenters	47.3012-00	390	\$25,410	10	(2.5%)
83	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	( 10%)
82	Tapers	47.2082-00	70	\$39,910	3	5.2%
81	Rough Carpenters	47.2031-02	6,150	\$32,710	156	(1.6%)
81	Carpet Installers	47.2041-00	n/a	\$30,530	0	.00%
81	Reinforcing Iron and Rebar Workers	47.2171-00	20	\$0	0	.00%
81	Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	( 24%)

**MATCHED OCCUPATION:** Operating Engineers and Other Construction Equipment Operato  
47-2073

**Reported Job Titles:**

D-8T Bulldozer, Equip., Equipment, Equipment Operator, Equipment Operator Bulldozer, Heavy Equipment Operator, Heavy, Heavy Equipment Operator, Bulldozer Operator

**Number of Affected Workers:** 24 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$15.35

**Associated ONET Skills:** Active Listening      Equipment Maintenance  
Equipment Selection      Reading Comprehension  
Operation and Control      Operation Monitoring  
Active Learning      Instructing  
Installation      Judgment and Decision Making

**Largest Employing Maine Industries**

Employment	Industry
1,330	Specialty Trade Contractors
170	Heavy and Civil Engineering Construction
170	Public Administration
160	Forestry and Logging
70	Construction of Buildings
40	Waste Management and Remediation Services

**Employment Forecast**

	Maine	Region
Year 2004	1,571	109
Year 2014	1,710	115
Net Change	139	6
Percent Change	8.8%	5.5%

**Average Annual Openings**

	Maine	Region
Total	54	4
Due to Growth	14	1
Due to Replacement	40	3

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
85	Logging Equipment Operators	45.4022-00	1,390	\$29,280	46	3.7%
81	Highway Maintenance Workers	47.4051-00	2,210	\$28,790	60	7.3%
81	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	.93%
80	Welding, Soldering, and Brazing Machine Setters, Operators,	51.4122-00	120	\$36,960	3	1.9%
79	Construction Laborers	47.2061-00	3,020	\$26,660	46	4.5%
79	Helpers--Carpenters	47.3012-00	390	\$25,410	10	(2.5%)
79	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	12%
79	Excavating and Loading Machine and Dragline Operators	53.7032-00	330	\$32,160	8	5.8%
79	Structural Metal Fabricators and Fitters	51.2041-00	680	\$36,030	15	4.6%
79	Plating and Coating Machine Setters, Operators, and Tenders	51.4193-00	120	\$32,160	5	16%
78	Fence Erectors	47.4031-00	n/a	\$30,280	0	.00%
78	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
78	Bindery Workers	51.5011-00	350	\$26,130	5	( 20%)
78	Crane and Tower Operators	53.7021-00	240	\$41,940	4	(1.6%)

**MATCHED OCCUPATION: Electricians**  
47-2111

**Reported Job Titles:**

E/I Master Journeyman, E/I Technician, Electrician, Electrician, Electrician, Electrician, Electrician, Electrician, ERT Electrician, Shift Shift Electrician, Shift E/I Tech

**Number of Affected Workers:** 19 **Training Requirements:** Long-term on-the-job training **Average Wage** \$19.59

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

	Maine	Region
Year 2004	3,649	173
Year 2014	3,527	167
Net Change	-122	-6
Percent Change	(3.3%)	(3.5%)

**Average Annual Openings**

	Maine	Region
Total	72	3
Due to Growth	0	0
Due to Replacement	72	3

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
92	Helpers--Electricians	47.3013-00	560	\$31,250	17	5.0%
91	Mechanical Door Repairers	49.9011-00	n/a	\$29,970	0	.00%
90	Glaziers	47.2121-00	n/a	\$29,640	4	(.47%)
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	6.0%
88	Rough Carpenters	47.2031-02	6,150	\$32,710	156	(1.6%)
88	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
88	Helpers--Carpenters	47.3012-00	390	\$25,410	10	(2.5%)
88	Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.2%
88	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.4%
87	Carpet Installers	47.2041-00	n/a	\$30,530	0	.00%
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%
87	Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.3%

**MATCHED OCCUPATION:** Plumbers, Pipefitters, and Steamfitters  
47-2152

**Reported Job Titles:**

Pipefitter, Pipefitter/Welder, Maintenance Pipefitter, Master Journeyman Pipefitter

**Number of Affected Workers:** 14 **Training Requirements:** Long-term on-the-job training **Average Wage** \$18.84

**Associated ONET Skills:** Installation Instructing  
Critical Thinking Active Learning  
Equipment Selection Judgment and Decision Making  
Active Listening Repairing  
Reading Comprehension Time Management

**Largest Employing Maine Industries**

Employment	Industry
1,170	Specialty Trade Contractors
190	Public Administration
160	Paper Manufacturing
30	Administrative and Support Services
20	Educational Services
.	Construction of Buildings

**Employment Forecast**

	Maine	Region
Year 2004	2,820	106
Year 2014	2,751	102
Net Change	-69	-4
Percent Change	(2.4%)	(3.8%)

**Average Annual Openings**

	Maine	Region
Total	65	2
Due to Growth	0	0
Due to Replacement	65	2

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
86	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
85	Boilermakers	47.2011-00	60	\$39,260	3	12%
85	Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	( 24%)
85	Refrigeration Mechanics and Installers	49.9021-02	1,750	\$36,950	49	7.8%
85	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
85	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.4%
85	Glaziers	47.2121-00	n/a	\$29,640	4	(.47%)
85	Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.2%
85	Bicycle Repairers	49.3091-00	n/a	\$17,220	0	.00%
84	Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.3%
84	Helpers--Electricians	47.3013-00	560	\$31,250	17	5.0%
84	Mechanical Door Repairers	49.9011-00	n/a	\$29,970	0	.00%
84	Electrical Power-Line Installers and Repairers	49.9051-00	280	\$47,750	12	9.2%
84	Electromechanical Equipment Assemblers	51.2023-00	90	\$26,430	2	( 20%)

**MATCHED OCCUPATION:** First-Line Supervisors/Managers of Mechanics, Installers, and Repairers  
49-1011

**Reported Job Titles:**

Maintenance Superintendent, Maintenance Supervisor, Mechanical Maintenance Supervisor

**Number of Affected Workers:**

**3 Training Requirements:** Work experience in a related occupation

**Average Wage \$23.50**

**Associated ONET Skills:** Critical Thinking  
Management of Personnel Resources  
Monitoring  
Time Management  
Speaking  
Coordination  
Active Listening  
Social Perceptiveness  
Reading Comprehension  
Complex Problem Solving

**Largest Employing Maine Industries**

Employment	Industry
410	Motor Vehicle and Parts Dealers
350	Repair and Maintenance
310	Public Administration
180	Paper Manufacturing
140	Specialty Trade Contractors
130	Merchant Wholesalers, Durable Goods

**Employment Forecast**

	Maine	Region
Year 2004	2,246	166
Year 2014	2,447	164
Net Change	201	-2
Percent Change	8.9%	(1.2%)

**Average Annual Openings**

	Maine	Region
Total	76	4
Due to Growth	20	0
Due to Replacement	56	4

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
92	First-Line Supervisors/Managers of Construction Trades and	47.1011-00	3,190	\$46,630	77	2.6%
90	First-Line Supervisors/Managers of Landscaping, Lawn Servicing	37.1012-00	620	\$33,470	16	11%
89	First-Line Supervisors/Managers of Production and Operating	51.1011-00	3,750	\$45,510	65	(3.8%)
87	Construction Managers	11.9021-00	970	\$72,320	35	3.7%
86	Industrial Production Managers	11.3051-00	690	\$72,560	24	(12%)
86	First-Line Supervisors/Managers of Housekeeping and Janitorial	37.1011-00	900	\$33,840	18	3.4%
86	Transportation Vehicle, Equipment and Systems Inspectors, Except	53.6051-07	60	\$42,890	2	4.9%
85	Electromechanical Equipment Assemblers	51.2023-00	90	\$26,430	2	(20%)
85	Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.3%
84	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
84	Motion Picture Projectionists	39.3021-00	70	\$18,770	3	.00%
84	Storage and Distribution Managers	11.3071-02	710	\$62,270	25	5.0%
84	Avionics Technicians	49.2091-00	20	\$34,970	0	5.9%
84	Mechanical Engineering Technicians	17.3027-00	130	\$44,890	3	2.3%

**MATCHED OCCUPATION:** Heating, Air Conditioning, and Refrigeration Mechanics and I  
49-9021

**Reported Job Titles:**

HVAC/Electrician

**Number of Affected Workers:** 1 **Training Requirements:** Long-term on-the-job training **Average Wage** \$21.66

**Associated ONET Skills:** Troubleshooting      Repairing  
Active Listening      Equipment Maintenance  
Social Perceptiveness      Installation  
Critical Thinking      Active Learning  
Coordination      Reading Comprehension

**Largest Employing Maine Industries**

Employment	Industry
750	Specialty Trade Contractors
670	Nonstore Retailers
30	Public Administration
30	Educational Services
20	Postal Service
20	Merchant Wholesalers, Durable Goods

**Employment Forecast**

	Maine	Region
Year 2004	1,784	134
Year 2014	2,074	148
Net Change	290	14
Percent Change	16%	10%

**Average Annual Openings**

	Maine	Region
Total	53	3
Due to Growth	29	1
Due to Replacement	24	2

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
93	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	6.0%
92	Mechanical Door Repairers	49.9011-00	n/a	\$29,970	0	.00%
90	Motorcycle Mechanics	49.3052-00	100	\$29,340	2	2.6%
90	Motorboat Mechanics	49.3051-00	240	\$34,980	8	5.9%
90	Helpers--Installation, Maintenance, and Repair Workers	49.9098-00	590	\$20,870	18	8.6%
89	Elevator Installers and Repairers	47.4021-00	n/a	\$50,960	0	.00%
89	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.4%
89	Bicycle Repairers	49.3091-00	n/a	\$17,220	0	.00%
89	Boilermakers	47.2011-00	60	\$39,260	3	12%
88	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
88	Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210	34	5.6%
88	Farm Equipment Mechanics	49.3041-00	80	\$28,580	2	(9.4%)
88	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	( 45%)
88	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	( 17%)

**MATCHED OCCUPATION:** Industrial Machinery Mechanics  
49-9041

**Reported Job Titles:**

General Mechanic, General Service Lead Mech., Mechanic, Pointer, Class A Pointer

**Number of Affected Workers:** 12 **Training Requirements:** Long-term on-the-job training **Average Wage** \$17.24

**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**

	Maine	Region
Year 2004	943	104
Year 2014	925	98
Net Change	-18	-6
Percent Change	(1.9%)	(5.8%)

**Average Annual Openings**

	Maine	Region
Total	19	2
Due to Growth	0	0
Due to Replacement	19	2

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
94	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210	6	( 12%)
94	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	( 17%)
92	Millwrights	49.9044-00	830	\$41,280	11	( 12%)
91	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	( 29%)
91	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.4%
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%)
91	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
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 Tend	51.4034-00	110	\$34,350	2	(9.2%)
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%
89	Boilermakers	47.2011-00	60	\$39,260	3	12%



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

**Reported Job Titles:**

Maintenance Planner

**Reported Job Titles:**

Maint. Mechanic, Maint. Mechanic, Maintenance

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$17.23

**Associated ONET Skills:** Equipment Maintenance    Repairing  
 Troubleshooting                                    Active Listening  
 Installation    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**

	Maine	Region
Year 2004	5,726	428
Year 2014	6,226	435
Net Change	500	7
Percent Change	8.7%	1.6%

**Average Annual Openings**

	Maine	Region
Total	160	9
Due to Growth	50	1
Due to Replacement	110	8

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
90	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
90	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	( 17%)
90	Millwrights	49.9044-00	830	\$41,280	11	( 12%)
89	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	6.0%
89	Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210	34	5.6%
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%)
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	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	12%
87	Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.4%
87	Boilermakers	47.2011-00	60	\$39,260	3	12%
87	Helpers--Electricians	47.3013-00	560	\$31,250	17	5.0%

**MATCHED OCCUPATION:** Maintenance Workers, Machinery  
49-9043

**Reported Job Titles:**

Oiler

**Number of Affected Workers:** 1 **Training Requirements:** Short-term on-the-job training **Average Wage** \$15.62

**Associated ONET Skills:** Repairing Equipment Maintenance  
Troubleshooting Reading Comprehension  
Installation Equipment Selection  
Active Listening Active Learning  
Learning Strategies Operation and Control

**Largest Employing Maine Industries**

Employment	Industry
150	Paper Manufacturing
30	Food Manufacturing
10	Wood Product Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	256	26
Year 2014	230	23
Net Change	-26	-3
Percent Change	( 10%)	( 12%)

**Average Annual Openings**

	Maine	Region
Total	6	1
Due to Growth	0	0
Due to Replacement	6	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
91	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
90	Millwrights	49.9044-00	830	\$41,280	11	( 12%)
89	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.4%
88	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210	6	( 12%)
88	Motorboat Mechanics	49.3051-00	240	\$34,980	8	5.9%
88	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	6.0%
88	Lathe and Turning Machine Tool Setters, Operators, and Tend	51.4034-00	110	\$34,350	2	(9.2%)
88	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	( 29%)
88	Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.4%
88	Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470	4	1.6%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
87	Boilermakers	47.2011-00	60	\$39,260	3	12%
87	Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210	34	5.6%
87	Motorcycle Mechanics	49.3052-00	100	\$29,340	2	2.6%

**MATCHED OCCUPATION:** Millwrights  
49-9044

**Reported Job Titles:**

Millwright, M/J Millwright, Shift Millwright

**Number of Affected Workers:** 19 **Training Requirements:** Long-term on-the-job training **Average Wage** \$18.18

**Associated ONET Skills:** Equipment Selection      Repairing  
Installation                                      Troubleshooting  
Mathematics                                      Active Listening  
Instructing                                      Complex Problem Solving  
Equipment Maintenance      Coordination

**Largest Employing Maine Industries**

Employment	Industry
450	Paper Manufacturing
120	Specialty Trade Contractors
100	Wood Product Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	843	142
Year 2014	744	125
Net Change	-99	-17
Percent Change	( 12%)	( 12%)

**Average Annual Openings**

	Maine	Region
Total	21	4
Due to Growth	0	0
Due to Replacement	21	4

**TORQ**

	Title	Code	Employed	Median Wage	Openings	Growth
88	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
87	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	( 17%)
86	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.3%
86	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.4%
85	Helpers--Electricians	47.3013-00	560	\$31,250	17	5.0%
85	Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.2%
84	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitter	47.3015-00	320	\$25,760	11	8.7%
84	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	6.0%
83	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	( 45%)
83	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210	6	( 12%)
83	Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210	34	5.6%
83	Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	( 24%)
83	Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.4%
82	Helpers--Carpenters	47.3012-00	390	\$25,410	10	(2.5%)

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

**Reported Job Titles:**

Utilities Shift Supervisor, Gen Services Supervisor, Shift Supervisor, Shift Supervisor, Utilities Shift Foreman, Utilities Supervisor, Kraft Mill Supervisor, Kraft Shift Supervisor, Kraft Supervisor, Steam Plant Supervisor, Pulp Mill Supt.

**Reported Job Titles:**

Floor, Group Leader, Lead Person, Leadman, Supervisor, Supervisor, Supervisor

**Number of Affected Workers:**

**11 Training Requirements:** Work experience in a related occupation

**Average Wage \$23.57**

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

	Maine	Region
Year 2004	3,722	274
Year 2014	3,602	263
Net Change	-120	-11
Percent Change	(3.2%)	(4.0%)

**Average Annual Openings**

	Maine	Region
Total	78	6
Due to Growth	0	0
Due to Replacement	78	6

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
90	Industrial Production Managers	11.3051-00	690	\$72,560	24	( 12%)
90	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700	26	( 14%)
89	First-Line Supervisors/Managers of Helpers, Laborers, and M	53.1021-00	1,160	\$34,540	37	11%
89	Storage and Distribution Managers	11.3071-02	710	\$62,270	25	5.0%
89	Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	( 19%)
88	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	(.62%)
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	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	(4.8%)
87	First-Line Supervisors/Managers of Retail Sales Workers	41.1011-00	6,900	\$31,720	216	.47%
87	Marking Clerks	43.5081-02	7,670	\$19,860	180	(8.9%)
86	First-Line Supervisors/Managers of Food Preparation and Ser	35.1012-00	3,970	\$27,520	64	8.0%
86	Team Assemblers	51.2092-00	3,850	\$23,730	82	(6.7%)
86	Fabric and Apparel Patternmakers	51.6092-00	20	\$29,670	0	(6.3%)

**MATCHED OCCUPATION:** Machinists  
51-4041

**Reported Job Titles:**

Machinist, Machinist IRD Technician

**Number of Affected Workers:** 4 **Training Requirements:** Long-term on-the-job training **Average Wage** \$17.90

**Associated ONET Skills:** Operation Monitoring      Operation and Control  
Monitoring      Active Listening  
Critical Thinking      Speaking  
Coordination      Complex Problem Solving  
Equipment Maintenance      Quality Control Analysis

**Largest Employing Maine Industries**

Employment	Industry
780	Fabricated Metal Product Manufacturing
150	Machinery Manufacturing
150	Paper Manufacturing
120	Public Administration
70	Computer and Electronic Product Manufacturing
40	Repair and Maintenance

**Employment Forecast**

	Maine	Region
Year 2004	1,818	54
Year 2014	1,743	54
Net Change	-75	0
Percent Change	(4.1%)	.00%

**Average Annual Openings**

	Maine	Region
Total	42	1
Due to Growth	0	0
Due to Replacement	42	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
89	Lathe and Turning Machine Tool Setters, Operators, and Tend	51.4034-00	110	\$34,350	2	(9.2%)
85	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
85	Tool and Die Makers	51.4111-00	160	\$51,670	2	( 11%)
84	Forging Machine Setters, Operators, and Tenders, Metal and	51.4022-00	20	\$28,330	1	( 18%)
83	Electro-Mechanical Technicians	17.3024-00	200	\$0	5	( 39%)
83	Printing Machine Operators	51.5023-00	790	\$29,710	18	(2.7%)
83	Drilling and Boring Machine Tool Setters, Operators, and Te	51.4032-00	100	\$33,030	2	( 22%)
83	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
82	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.3%
82	Woodworking Machine Setters, Operators, and Tenders, Except	51.7042-00	900	\$23,040	23	( 12%)
82	Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	( 24%)
82	Computer-Controlled Machine Tool Operators, Metal and Plast	51.4011-00	720	\$40,490	12	6.4%
81	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	( 45%)
81	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)

**MATCHED OCCUPATION:** Power Distributors and Dispatchers  
51-8012

**Reported Job Titles:**  
Power Distribution Operator

**Number of Affected Workers:** 3 **Training Requirements:** Long-term on-the-job training **Average Wage** .

**Associated ONET Skills:** Operation Monitoring      Operation and Control  
Troubleshooting                      Judgment and Decision Making  
Active Listening                          Critical Thinking  
Coordination                              Systems Analysis  
Reading Comprehension      Active Learning

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

	Employment Forecast			Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	22	n/a	Total	1	n/a
Year 2014	21	n/a	Due to Growth	0	n/a
Net Change	-1	n/a	Due to Replacement	1	n/a
Percent Change	(4.5%)	n/a			

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
83	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
82	Chemical Technicians	19.4031-00	160	\$34,890	6	(7.2%)
82	Avionics Technicians	49.2091-00	20	\$34,970	0	5.9%
82	Photographic Processing Machine Operators	51.9132-00	250	\$20,170	9	(54%)
82	Computer Systems Analysts	15.1051-00	1,650	\$69,340	78	20%
82	Electrical Engineering Technicians	17.3023-03	430	\$45,180	9	(20%)
82	Desktop Publishers	43.9031-00	130	\$32,200	5	14%
82	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(1.8%)
82	License Clerks	43.4031-03	1,190	\$27,650	37	8.7%
82	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700	26	(14%)
82	Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16%
81	Emergency Management Specialists	13.1061-00	90	\$41,790	2	16%
81	Network Systems and Data Communications Analysts	15.1081-00	610	\$59,790	54	47%
81	Industrial Engineering Technicians	17.3026-00	370	\$51,700	9	5.5%

**MATCHED OCCUPATION:** Power Plant Operators  
51-8013

**Reported Job Titles:**  
Utilities Operator

**Number of Affected Workers:** 1 **Training Requirements:** Long-term on-the-job training **Average Wage** .

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

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

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	243	17	7	1	
Year 2014	241	15	0	0	
Net Change	-2	-2	7	1	
Percent Change	(.82%)	( 12%)			

TORQ	Title	Code	Employed	Median Wage	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	(.93%)
86	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tender	51.9051-00	300	\$32,980	9	( 18%)
86	Textile Bleaching and Dyeing Machine Operators and Tenders	51.6061-00	150	\$26,480	2	( 17%)
84	Chemical Technicians	19.4031-00	160	\$34,890	6	(7.2%)
84	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.3%)
84	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
84	Conveyor Operators and Tenders	53.7011-00	300	\$27,890	6	( 26%)
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	Motion Picture Projectionists	39.3021-00	70	\$18,770	3	.00%
84	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
83	Food Batchmakers	51.3092-00	640	\$25,410	14	(7.5%)
83	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	( 53%)

**MATCHED OCCUPATION:** Stationary Engineers and Boiler Operators  
51-8021

**Reported Job Titles:**

Boiler Operator, Boiler Water/Feedwater Operator, Steam & Power 2nd Class Stationary Engineer, Steam Plant Control Room Operator, Steam Plant Trainer, Steamplant/Boiler Operator, Asst. Boiler Operator, Turbine and Evaporator Operator, Turbine/Evaporator Operator

**Number of Affected Workers:** 16 **Training Requirements:** Long-term on-the-job training **Average Wage** \$17.75

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

**Largest Employing Maine Industries**

Employment	Industry
260	Paper Manufacturing
60	Wood Product Manufacturing
40	Educational Services
30	Hospitals

**Employment Forecast**

	Maine	Region
Year 2004	561	100
Year 2014	471	85
Net Change	-90	-15
Percent Change	( 16%)	( 15%)

**Average Annual Openings**

	Maine	Region
Total	10	2
Due to Growth	0	0
Due to Replacement	10	2

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
86	Bindery Workers	51.5011-00	350	\$26,130	5	( 20%)
85	Welding, Soldering, and Brazing Machine Setters, Operators,	51.4122-00	120	\$36,960	3	1.9%
85	Plating and Coating Machine Setters, Operators, and Tenders	51.4193-00	120	\$32,160	5	16%
85	Printing Machine Operators	51.5023-00	790	\$29,710	18	(2.7%)
84	Logging Equipment Operators	45.4022-00	1,390	\$29,280	46	3.7%
84	Cutting, Punching, and Press Machine Setters, Operators, an	51.4031-00	450	\$27,500	11	( 14%)
84	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.4%
83	Aircraft Mechanics and Service Technicians	49.3011-00	210	\$44,280	2	(2.4%)
83	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	( 17%)
82	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
82	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	( 29%)
81	Operating Engineers and Other Construction Equipment Operat	47.2073-00	2,110	\$31,990	53	6.1%
81	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.3%
81	Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.4%



**MATCHED OCCUPATION:** Water and Liquid Waste Treatment Plant and System Operators  
51-8031

**Reported Job Titles:**

Grand Fall Hydro Operator, Water Plant Operator, Water Plant Trainer

**Number of Affected Workers:** 4 **Training Requirements:** Long-term on-the-job training **Average Wage** \$15.48

**Associated ONET Skills:** Reading Comprehension    Operation and Control  
 Troubleshooting                                    Active Listening  
 Monitoring    Operation Monitoring  
 Equipment Maintenance                        Learning Strategies  
 Critical Thinking                                    Writing

**Largest Employing Maine Industries**

Employment	Industry
450	Public Administration
90	Paper Manufacturing
30	Utilities

**Employment Forecast**

	Maine	Region
Year 2004	672	71
Year 2014	751	72
Net Change	79	1
Percent Change	12%	1.4%

**Average Annual Openings**

	Maine	Region
Total	31	2
Due to Growth	8	0
Due to Replacement	23	2

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
83	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(1.8%)
82	Power Plant Operators	51.8013-00	480	\$50,240	21	10%
81	Hazardous Materials Removal Workers	47.4041-00	210	\$29,630	5	(.93%)
80	Pesticide Handlers, Sprayers, and Applicators, Vegetation	37.3012-00	n/a	\$23,490	4	5.4%
80	Coating, Painting, and Spraying Machine Setters, Operators,	51.9121-00	850	\$38,860	19	( 26%)
80	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	( 29%)
80	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
80	Food Batchmakers	51.3092-00	640	\$25,410	14	(7.5%)
80	Heat Treating Equipment Setters, Operators, and Tenders, Me	51.4191-00	40	\$32,470	1	(5.5%)
80	Textile Bleaching and Dyeing Machine Operators and Tenders	51.6061-00	150	\$26,480	2	( 17%)
79	Agricultural Technicians	19.4011-01	20	\$32,000	1	(2.7%)
79	Electro-Mechanical Technicians	17.3024-00	200	\$0	5	( 39%)
79	Medical and Clinical Laboratory Technologists	29.2011-00	900	\$47,580	35	25%
79	Meter Readers, Utilities	43.5041-00	90	\$31,240	3	( 11%)

**MATCHED OCCUPATION:** Chemical Plant and System Operators  
51-8091

**Reported Job Titles:**  
Control Room Operator

**Number of Affected Workers:** 3 **Training Requirements:** Average Wage .

**Associated ONET Skills:** Operation and Control      Operation Monitoring  
Troubleshooting                      Active Listening  
Reading Comprehension              Monitoring  
Active Learning                      Critical Thinking  
Speaking                                  Quality Control Analysis

**Largest Employing Maine Industries**  
Employment      Industry

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	n/a	n/a		n/a	n/a
Year 2014	n/a	n/a	Due to Growth	n/a	n/a
Net Change	n/a	n/a	Due to Replacement	n/a	n/a
Percent Change	n/a	n/a			

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
92	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.0%)
91	Textile Bleaching and Dyeing Machine Operators and Tenders	51.6061-00	150	\$26,480	2	( 17%)
91	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(2.0%)
90	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51.4191-00	40	\$32,470	1	(6.0%)
90	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980	9	( 18%)
89	Computer-Controlled Machine Tool Operators, Metal and Plastic	51.4011-00	720	\$40,490	12	6.0%
89	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
88	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51.4023-00	n/a	\$33,460	0	.00%
88	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	( 23%)
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(8.0%)
88	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and T	51.9041-00	260	\$28,330	5	(7.0%)
87	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	( 22%)
87	Hazardous Materials Removal Workers	47.4041-00	210	\$29,630	5	(1.0%)
87	Job Printers	51.5021-00	140	\$31,890	2	( 10%)
87	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	( 29%)

**MATCHED OCCUPATION:** Gas Plant Operators  
51-8092

**Reported Job Titles:**  
Recaust Operator

**Number of Affected Workers:** 1 **Training Requirements:** **Average Wage** .

**Associated ONET Skills:** Operation Monitoring      Operation and Control  
Troubleshooting                      Equipment Maintenance  
Active Listening                          Repairing  
Reading Comprehension      Monitoring  
Speaking                                  Equipment Selection

**Largest Employing Maine Industries**  
**Employment      Industry**

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	n/a	n/a		n/a	n/a
Year 2014	n/a	n/a	Due to Growth	n/a	n/a
Net Change	n/a	n/a	Due to Replacement	n/a	n/a
Percent Change	n/a	n/a			

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
91	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(2.0%)
89	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	( 29%)
88	Computer-Controlled Machine Tool Operators, Metal and Plastic	51.4011-00	720	\$40,490	12	6.0%
88	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51.4023-00	n/a	\$33,460	0	.00%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(8.0%)
88	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.0%)
88	Power Plant Operators	51.8013-00	480	\$50,240	21	10%
88	Electro-Mechanical Technicians	17.3024-00	200	\$-	5	( 39%)
87	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
87	Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470	4	2.0%
87	Hazardous Materials Removal Workers	47.4041-00	210	\$29,630	5	(1.0%)
87	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	( 17%)
86	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	( 45%)
86	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51.4022-00	20	\$28,330	1	( 18%)
86	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastics	51.4034-00	110	\$34,350	2	(9.0%)

**MATCHED OCCUPATION:** Chemical Equipment Operators and Tenders  
51-9011

**Reported Job Titles:**

K & C Assistant, Technical Asst. Kroft Mill

**Number of Affected Workers:** 3 **Training Requirements:** Moderate-term on-the-job training **Average Wage** .

**Associated ONET Skills:** Operation Monitoring      Operation and Control  
Troubleshooting      Instructing  
Active Listening      Monitoring  
Reading Comprehension      Equipment Maintenance  
Coordination      Complex Problem Solving

**Largest Employing Maine Industries**

Employment	Industry
50	Paper Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	102	n/a
Year 2014	96	n/a
Net Change	-6	n/a
Percent Change	(5.9%)	n/a

**Average Annual Openings**

	Maine	Region
Total	3	n/a
Due to Growth	0	n/a
Due to Replacement	3	n/a

**TORQ**

**Title**

**Code**

**Employed Median Wage Openings Growth**

89	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	( 29%)
89	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tender	51.9051-00	300	\$32,980	9	( 18%)
89	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	( 23%)
88	Computer-Controlled Machine Tool Operators, Metal and Plast	51.4011-00	720	\$40,490	12	6.4%
88	Rolling Machine Setters, Operators, and Tenders, Metal and	51.4023-00	n/a	\$33,460	0	.00%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
88	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.3%)
88	Power Plant Operators	51.8013-00	480	\$50,240	21	10%
88	Electro-Mechanical Technicians	17.3024-00	200	\$0	5	( 39%)
88	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
87	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
87	Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470	4	1.6%
87	Hazardous Materials Removal Workers	47.4041-00	210	\$29,630	5	(.93%)
87	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	( 17%)
87	Textile Bleaching and Dyeing Machine Operators and Tenders	51.6061-00	150	\$26,480	2	( 17%)
87	Food Batchmakers	51.3092-00	640	\$25,410	14	(7.5%)
87	Rolling Machine Setters, Operators, and Tenders, Metal and	51.4023-00	n/a	\$33,460	0	.00%
87	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.3%)
86	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	( 45%)
86	Forging Machine Setters, Operators, and Tenders, Metal and	51.4022-00	20	\$28,330	1	( 18%)
86	Lathe and Turning Machine Tool Setters, Operators, and Tend	51.4034-00	110	\$34,350	2	(9.2%)
86	Power Plant Operators	51.8013-00	480	\$50,240	21	10%
86	Hazardous Materials Removal Workers	47.4041-00	210	\$29,630	5	(.93%)
86	Printing Machine Operators	51.5023-00	790	\$29,710	18	(2.7%)
85	Team Assemblers	51.2092-00	3,850	\$23,730	82	(6.7%)
85	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
85	Extruding, Forming, Pressing, and Compacting Machine Setter	51.9041-00	260	\$28,330	5	(7.4%)
85	Coating, Painting, and Spraying Machine Setters, Operators,	51.9121-00	850	\$38,860	19	( 26%)

**MATCHED OCCUPATION:** Separating, Filtering, Clarifying, Precipitating, and Still  
51-9012

**Reported Job Titles:**

Pulp Group Asst., Pulp Group Operator Pulp Utility, Pulp Utility/Quality, Screen Room Operator, Screen Room Quality Control, Digester Operator, Technical Asst. Pulp Mill, Training Coordinator Pulp Mill, Lime Kiln Assistant, Lime Kiln Operator, Raw Stock Operator

**Number of Affected Workers:** 18 **Training Requirements:** Moderate-term on-the-job training **Average Wage** .

**Associated ONET Skills:** Operation Monitoring      Active Listening  
Reading Comprehension      Equipment Maintenance  
Troubleshooting      Operation and Control  
Critical Thinking      Quality Control Analysis  
Repairing      Speaking

**Largest Employing Maine Industries**

Employment	Industry
290	Paper Manufacturing
50	Beverage and Tobacco Product Manufacturing
40	Chemical Manufacturing
.	Food Services and Drinking Places

**Employment Forecast**

	Maine	Region
Year 2004	323	74
Year 2014	286	66
Net Change	-37	-8
Percent Change	( 11%)	( 11%)

**Average Annual Openings**

	Maine	Region
Total	10	2
Due to Growth	0	0
Due to Replacement	10	2

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
91	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51.9041-00	260	\$28,330	5	(7.0%)
89	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
89	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.0%)
88	Food Batchmakers	51.3092-00	640	\$25,410	14	(7.0%)
88	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980	9	( 18%)
88	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51.4191-00	40	\$32,470	1	(6.0%)
88	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51.9121-00	850	\$38,860	19	( 26%)
87	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	( 15%)
87	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(2.0%)
87	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	( 23%)
87	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	( 22%)
87	Textile Bleaching and Dyeing Machine Operators and Tenders	51.6061-00	150	\$26,480	2	( 17%)
87	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(8.0%)
86	Job Printers	51.5021-00	140	\$31,890	2	( 10%)
86	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040	23	( 12%)

**MATCHED OCCUPATION:** Extruding, Forming, Pressing, and Compacting Machine Setters  
51-9041

**Reported Job Titles:**

Bark Reclaimer

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$14.59

**Associated ONET Skills:** Operation Monitoring      Operation and Control  
 Troubleshooting                      Active Listening  
 Equipment Maintenance      Reading Comprehension  
 Instructing                              Quality Control Analysis  
 Critical Thinking                      Learning Strategies

**Largest Employing Maine Industries**

Employment	Industry
50	Paper Manufacturing
30	Food Manufacturing
.	Plastics and Rubber Products Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	392	23
Year 2014	349	18
Net Change	-43	-5
Percent Change	( 11%)	( 22%)

**Average Annual Openings**

	Maine	Region
Total	10	1
Due to Growth	0	0
Due to Replacement	10	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
90	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
89	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.3%)
89	Woodworking Machine Setters, Operators, and Tenders, Except	51.7042-00	900	\$23,040	23	( 12%)
89	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	( 15%)
88	Food Batchmakers	51.3092-00	640	\$25,410	14	(7.5%)
88	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tender	51.9051-00	300	\$32,980	9	( 18%)
88	Heat Treating Equipment Setters, Operators, and Tenders, Me	51.4191-00	40	\$32,470	1	(5.5%)
88	Coating, Painting, and Spraying Machine Setters, Operators,	51.9121-00	850	\$38,860	19	( 26%)
88	Textile Winding, Twisting, and Drawing Out Machine Setters,	51.6064-00	290	\$25,840	0	.00%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
88	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	( 22%)
88	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	(8.1%)
87	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	( 15%)
87	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(1.8%)

**MATCHED OCCUPATION:** Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders  
51-9051

**Reported Job Titles:**

Pulp Dryer 3rd Asst., Pulp Dryer 4th Asst., Pulp Dryer 4th Asst., 2nd Asst. Dryer, 2nd Asst. Pulp Dryer, 4th Asst. Pulp Dryer

**Number of Affected Workers:** 6 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$16.20

**Associated ONET Skills:** Operation Monitoring Instructing  
Operation and Control Active Listening  
Troubleshooting Reading Comprehension  
Monitoring Coordination  
Learning Strategies Speaking

**Largest Employing Maine Industries**

Employment	Industry
130	Paper Manufacturing
70	Wood Product Manufacturing
30	Nonmetallic Mineral Product Manufacturing

**Employment Forecast**

	Maine	Region
Year 2004	206	22
Year 2014	191	19
Net Change	-15	-3
Percent Change	(7.3%)	( 14%)

**Average Annual Openings**

	Maine	Region
Total	5	1
Due to Growth	0	0
Due to Replacement	5	1

**TORQ**

**Title**

**Code**

**Employed Median Wage Openings Growth**

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
84	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	( 22%)
84	Extruding, Forming, Pressing, and Compacting Machine Setter	51.9041-00	260	\$28,330	5	(7.4%)
83	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
83	Food Batchmakers	51.3092-00	640	\$25,410	14	(7.5%)
83	Foundry Mold and Coremakers	51.4071-00	20	\$25,420	1	.00%
83	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	.97%
83	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	( 15%)
82	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
82	Helpers--Extraction Workers	47.5081-00	n/a	\$15,000	0	.00%
82	Excavating and Loading Machine and Dragline Operators	53.7032-00	330	\$32,160	8	5.8%
82	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	.93%
82	Heat Treating Equipment Setters, Operators, and Tenders, Me	51.4191-00	40	\$32,470	1	(5.5%)
81	Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	( 19%)
81	Team Assemblers	51.2092-00	3,850	\$23,730	82	(6.7%)

**MATCHED OCCUPATION:** Cleaning, Washing, and Metal Pickling Equipment Operators and  
51-9192

**Reported Job Titles:**

Brown Stock Operator

**Number of Affected Workers:** 1 **Training Requirements:** Average Wage .

**Associated ONET Skills:** Active Listening      Instructing  
 Reading Comprehension      Time Management  
 Speaking      Coordination  
 Equipment Selection      Critical Thinking  
 Active Learning      Learning Strategies

**Largest Employing Maine Industries**  
 Employment      Industry

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	n/a	n/a		n/a	n/a
Year 2014	n/a	n/a	Due to Growth	n/a	n/a
Net Change	n/a	n/a	Due to Replacement	n/a	n/a
Percent Change	n/a	n/a			

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
84	Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	( 19%)
83	Cooks, Institution and Cafeteria	35.2012-00	2,060	\$23,190	63	2.1%
83	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	( 21%)
83	Butchers and Meat Cutters	51.3021-00	430	\$31,310	16	4.7%
82	Cooks, Short Order	35.2015-00	760	\$18,810	23	3.1%
82	Meat, Poultry, and Fish Cutters and Trimmers	51.3022-00	600	\$19,630	20	(2.2%)
81	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	( 10%)
81	Janitors and Cleaners, Except Maids and Housekeeping Cleane	37.2011-00	9,170	\$23,520	241	5.4%
81	Food and Tobacco Roasting, Baking, and Drying Machine Opera	51.3091-00	90	\$27,600	4	.00%
80	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	( 19%)
80	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.6%
80	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	(8.1%)
80	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910	1	( 12%)
80	Food Preparation Workers	35.2021-00	5,500	\$20,040	245	9.5%



**MATCHED OCCUPATION: Helpers--Production Workers**  
51-9198

**Reported Job Titles:**

Spare/Asst. Operator, 1st Assistant, 1st. Asst. Pulp Machine, 1st. Yr. Ass. Pulp Dryer, 2 Asst. Dryer, 2nd Assistant, Machine Tender, Machine Tender, Machine Tender, Mill Laborer, Technical Asst. Digetser/Chip Handler, Technical Asst. I, Utility

**Number of Affected Workers:** 13 **Training Requirements:** Short-term on-the-job training **Average Wage** \$13.68

**Associated ONET Skills:** Equipment Selection      Active Listening  
Coordination                                      Instructing  
Reading Comprehension                      Speaking  
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**

	Maine	Region
Year 2004	1,945	303
Year 2014	1,868	283
Net Change	-77	-20
Percent Change	(4.0%)	(6.6%)

**Average Annual Openings**

	Maine	Region
Total	55	9
Due to Growth	0	0
Due to Replacement	55	9

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
83	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	(8.1%)
83	Textile Knitting and Weaving Machine Setters, Operators, an	51.6063-00	n/a	\$23,830	0	.00%
83	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	( 53%)
82	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	( 21%)
80	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	( 19%)
80	Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	( 13%)
80	Postal Service Mail Sorters, Processors, and Processing Mac	43.5053-00	970	\$41,950	10	( 12%)
80	Team Assemblers	51.2092-00	3,850	\$23,730	82	(6.7%)
80	Mail Clerks and Mail Machine Operators, Except Postal Servi	43.9051-00	490	\$23,250	13	( 19%)
80	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.4%
80	Furniture Finishers	51.7021-00	70	\$28,550	2	( 31%)
79	Molding and Casting Workers	51.9195-07	n/a	\$26,980	20	6.9%
79	Solderers and Brazers	51.4121-07	1,610	\$38,030	49	7.4%
78	Grinding and Polishing Workers, Hand	51.9022-00	270	\$31,060	5	3.8%

**MATCHED OCCUPATION:** Production Workers, All Other  
51-9199

**Reported Job Titles:**  
Plater, Staker

**Number of Affected Workers:** 3 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$13.22

**Associated ONET Skills:** "All Other" titles represent occupations with a wide range of characteristics which do not fit into one of the detailed O\*Net occupations. O\*NET data is not available for these residual titles.

**Largest Employing Maine Industries**

Employment	Industry
220	Paper Manufacturing
130	Food Manufacturing
120	Miscellaneous Manufacturing
20	Wood Product Manufacturing
10	Chemical Manufacturing
.	Administrative and Support Services

**Employment Forecast**

	Maine	Region
Year 2004	1,574	190
Year 2014	1,220	142
Net Change	-354	-48
Percent Change	( 22%)	( 25%)

**Average Annual Openings**

	Maine	Region
Total	38	5
Due to Growth	0	0
Due to Replacement	38	5

**MATCHED OCCUPATION:** Conveyor Operators and Tenders  
53-7011

**Reported Job Titles:**

Hog Fuel Operator, Chip Handling

**Number of Affected Workers:** 3 **Training Requirements:** Short-term on-the-job training **Average Wage** .

**Associated ONET Skills:** Operation and Control    Operation Monitoring  
Active Listening    Coordination  
Troubleshooting    Quality Control Analysis  
Learning Strategies    Monitoring  
Reading Comprehension    Time Management

**Largest Employing Maine Industries**

Employment	Industry
160	Paper Manufacturing
.	Wood Product Manufacturing
.	Merchant Wholesalers, Nondurable Goods

**Employment Forecast**

	Maine	Region
Year 2004	301	43
Year 2014	301	40
Net Change		-3
Percent Change	.00%	(7.0%)

**Average Annual Openings**

	Maine	Region
Total	9	1
Due to Growth	0	0
Due to Replacement	9	1

TORQ	Title	Code	Employed	Median Wage	Openings	Growth
88	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tender	51.9051-00	300	\$32,980	9	( 18%)
86	Chemical Equipment Operators and Tenders	51.9011-00	n/a	\$38,790	5	(1.8%)
85	Team Assemblers	51.2092-00	3,850	\$23,730	82	(6.7%)
85	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	( 22%)
84	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	(7.7%)
84	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	(9.3%)
84	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	( 26%)
84	Textile Bleaching and Dyeing Machine Operators and Tenders	51.6061-00	150	\$26,480	2	( 17%)
84	Power Plant Operators	51.8013-00	480	\$50,240	21	10%
84	Hazardous Materials Removal Workers	47.4041-00	210	\$29,630	5	(.93%)
84	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700	26	( 14%)
83	Job Printers	51.5021-00	140	\$31,890	2	( 10%)
83	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	( 23%)
83	Heat Treating Equipment Setters, Operators, and Tenders, Me	51.4191-00	40	\$32,470	1	(5.5%)

**MATCHED OCCUPATION:** Tank Car, Truck, and Ship Loaders  
53-7121

**Reported Job Titles:**

Day Car Loader, Pay Car Loader

**Number of Affected Workers:** 2 **Training Requirements:** Moderate-term on-the-job training **Average Wage** .

**Associated ONET Skills:** Operation Monitoring                      Operation and Control  
Reading Comprehension                      Troubleshooting  
Judgment and Decision Making                      Active Listening  
Learning Strategies                      Time Management  
Active Learning                      Coordination

**Largest Employing Maine Industries**  
Employment                      Industry

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	65	12		2	0
Year 2014	57	9	Due to Growth	0	0
Net Change	-8	-3	Due to Replacement	2	0
Percent Change	( 12%)	( 25%)			

TORQ Title	Code	Employed	Median Salary	Openings	Growth
86 Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980	9	-18%
84 Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22%
84 Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51.9041-00	260	\$28,330	5	-7.0%
83 Foundry Mold and Coremakers	51.4071-00	20	\$25,420	1	.00%
83 Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	1.0%
83 Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15%
83 Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26%
82 Helpers--Extraction Workers	47.5081-00	n/a	\$15,000	0	.00%
82 Excavating and Loading Machine and Dragline Operators	53.7032-00	330	\$32,160	8	6.0%
82 Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	1.0%
82 Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51.4191-00	40	\$32,470	1	-6.0%
82 Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-8.0%
81 Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040	23	-12%
81 Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	-9.0%
81 Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51.4023-00	n/a	\$33,460	0	.00%

## 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	Replace-ment	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.*