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

MAINE
DEPARTMENT OF
LABOR
Center for Workforce
Research and Information

Prepared by the Maine Department of Labor
Center for Workforce Research and Information
January 2008



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

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January 2008

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Preface

Dislocated workers who are able to confidently identify the knowledge, skills and abilities they possess will be more successful in their job search and career advancement over those who simply rely on past experience, former occupational titles and industry associations. In modern labor markets, knowledge, skills and abilities are primary determinants for employment qualifications across a spectrum of occupations and industries.

To maximize reemployment prospects for these workers, we need to assist them with locating new employment opportunities that require similar knowledge, skills and abilities. 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.

If you have any questions or comments, please contact Craig Holland at (207) 941-3076 or e-mail Craig.Holland@maine.gov

John Dorrer, Director

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Company Background

On June 26, 2007, Fraser Papers Inc. announced it would close two paper machines at its operation in Madawaska, Maine, as part of an efficiency plan to reduce the company's operating costs by \$14 million, affecting 135 employees. The Toronto-based company said it would permanently close the No. 1 and No. 2 paper machines, representing 14 percent of the total plant capacity at the Madawaska mill, effective August 26, 2007. Production from the two paper machines was to be transferred to six other paper machines at the Madawaska operation which is across the Canada-U.S. border from their pulp mill in Edmundston, New Brunswick. A previously announced shutdown of the No. 6 line and C-3 coater was made permanent resulting in another 29 workers being dislocated as the company focused on making uncoated paper. In addition, the company said it planned to close one oil-fired boiler and turbine, reducing green house gas emissions by 35 per cent annually and oil consumption by 3.5 million gallons per year, effective October 2007. All planned layoffs occurred as announced.

To date, 128 workers have been laid off with 44 workers taking permanent layoff, 26 workers taking voluntary layoff, and 58 workers accepting early retirement.

Company History

In 1905 the Fraser Family formed the F & M Lumber Company. The company bought logging rights and sawmills across the provinces of New Brunswick and Quebec. The successor company was named Fraser Limited which would later become Fraser Companies Limited in 1917. The company decided to diversify from one focusing on lumbering and sawmills to include pulp and paper and built a pulp mill 1918 in Edmundston, New Brunswick. This changed the economic structure of the St. John Valley on both sides of the border.

In 1925, a paper mill was constructed in Madawaska, Maine. At the same time the Edmundston mill underwent an expansion. A pipeline joining both mills allowed the Edmundston mill to send its pulp to be made into paper at the newly-built Madawaska mill. The mill contained two paper machines.

Over time the Fraser Company was increasingly controlled by corporate entities from outside the region. During the 1950s the Madawaska Mill grew to eight paper machines and became a major player in the paper industry. In 1974 Noranda Mines acquired controlling interest of the company and in 1985 the company became wholly owned by the Noranda Corp. Later the company merged into Nexfors Fraser Papers (1996).

For decades Fraser Paper was the largest private employer in Aroostook County and the engine that drove the economy of the St. John Valley. It currently remains one of the top employers in Aroostook County. The direct loss of high-paying, skilled jobs and the indirect impact of these layoffs will have severe economic consequences in this rural and remote region.

The Labor Market

Aroostook County is often referred to as "The County." Aroostook County is the largest county east of the Mississippi River with an area of 6,672 square miles. The county's population was 73,008 in 2006, representing a 15 percent decline from 1990. The population of Aroostook County has declined each decade since 1960. However, between 2000 and 2006, the population essentially remained stable and there was a slight net in-migration.

Competition, initially from within the U.S. and then globally, has resulted in declining employment opportunities in agriculture and the forest products industries, historically the base of the area's economy. Economies of scale have replaced many family farms with corporate agribusiness. The county also experienced the closure of Loring Air Force Base, the largest employer in Aroostook County, with a devastating effect in the early 1990s. The loss of civilian jobs and the money spent by military personnel and families, coupled with high Canadian discount rates, damaged the services and retail trade sectors.

Layoffs in the goods-producing sector, particularly manufacturing, dealt a severe blow to the local economy in 2001 and 2002. The success of the local economy had been dependent on the health of its manufacturing sector. Firms in textile, apparel, and lumber and wood products manufacturing had layoffs directly affecting and dislocating over 300 workers. A lack of population growth, coupled with a weak Canadian dollar that inhibited cross-border shopping, affected the retail sector.

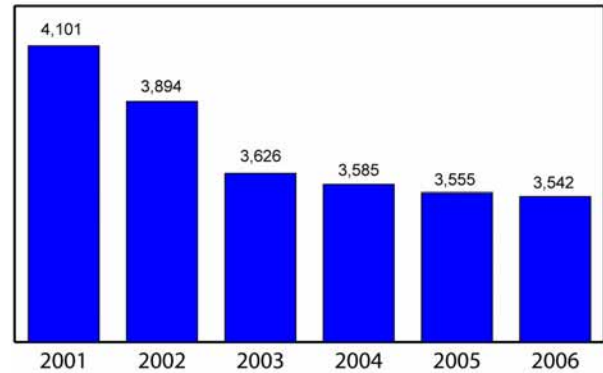
From 2003 through 2005, layoffs in manufacturing continued at a slower pace. Houlton International Corp closed with 48 workers losing their jobs. J. Paul Levesque and Sons Lumber in Ashland ended their 3rd shift, with 28 workers losing their jobs, and Maine Brand Glove let 15 workers go. Kent, Inc. in Fort Kent ceased production, laying off 70 workers, and Fraser Paper Company downsized by 14 high-wage papermaking jobs.

Starting in 2000 layoffs were mitigated by the successful redevelopment of the former Loring Air Force Base as the Loring Commerce Center (LCC). The LCC proved successful in attracting a variety of firms to locate on the site in Limestone, which, over time, has replaced all the civilian jobs lost at base closure.

From 2006 through the current month in 2007, there have been mixed results in the local labor market in terms of job creation. Bank of America call centers closed in Fork Kent and Presque Isle but were replaced and reopened by comparable firms. Expansions at Maine Mutual Group and the Department of Defense Finance and Accounting Service have been offset by layoffs at Fraser Paper’s Ashland sawmill. Marden’s Surplus and Salvage Co. opened in Madawaska adding 70 to 80 new full- and part-time jobs, but those will be more than offset by the loss of higher-paying jobs due to Fraser dislocation. A surge in the value of the Canadian dollar has brought a return of cross-border shoppers to border communities that strengthens the retail trade sector.

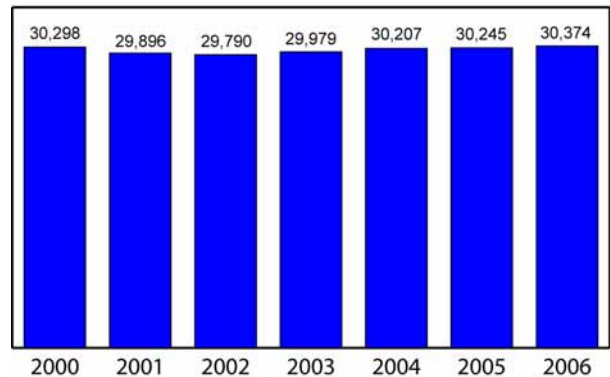
The Aroostook County annual average unemployment rate for 2006 was 6.5 percent compared to a statewide rate of 4.6 percent. For September 2007, the Aroostook County rate was 5.6 percent compared to the statewide rate of 4.2 percent. In 2005, per capita personal income in Aroostook County was \$25,923, approximately 80 percent of the state estimate and ranking 12th of Maine’s 16 counties.

Manufacturing job* losses have diminished in recent years



**Jobs reported by employers subject to Unemployment Insurance Laws. The major exclusion is the self-employed.*

The total number of jobs* located in Aroostook County have remained unchanged



**Jobs reported by employers subject to Unemployment Insurance Laws. The major exclusion is the self-employed.*

Wage Analysis

Wages paid to production workers are pursuant to the labor agreement between Fraser Paper Corporation and United Steel Workers (USW) Locals 365, 1247 and 291, and Office Professionals Employees International Union (OPEIU) Local 232. All of the layoffs have come from USW Locals.

The average weekly wage of Fraser far exceeded those paid in the LMA and statewide in overall terms as well as the manufacturing sector.

Firm/Industry/Area	Average Weekly Wage*
Fraser Paper Corp	Nondisclosable
Madawaska LMA, All Industries	\$659
Madawaska LMA Manufacturing Sector	1,114
Statewide, All Industries	638
Statewide Manufacturing Sector	836

*2006 Annual Average Wages.

Employee Characteristics

Of the 128 hourly employees affected by the downsizing at Fraser Paper, 89 completed survey forms and 85 provided their age. The average age of the dislocated worker was 39.

Age	Number
21 to 45	64
46 to 55	17
56 to 64	4

Eighty-six employees reported their educational level. Of those reporting, the average level of education was 13 years.

Years of Education	Number
Less than 12	0
12	48
More than 12	38

Based on the response from 88 workers, the average length of employment was 8 years.

Years	Employed
10 or less	58
10 to 19	23
20 to 29	4
30 and over	3

Of survey respondents, 88 provided their place of residence.

Place of Residence	
Madawaska	32
Fort Kent	13
Frenchville	13
St. David	12
St. Agatha	10
Other	5
Grand Isle	3

In reviewing the survey forms it was determined that thirty-two percent of the dislocated workers were veterans and eight percent are females.

Employment Projections to 2014

According to our Maine Statewide Employment Projections to 2014, employment is expected to grow by an average of 7.2 percent between 2004 and 2014. Employment opportunities will be concentrated in the service-providing industries, with education and health services, retail trade, and leisure and hospitality services expected to account for about two-thirds of all new jobs. The manufacturing sector is expected to decline by 12.6 percent overall and employment in the paper manufacturing industry is expected to fall by 18.3 percent.

Industries projected to gain the most jobs between 2004 and 2014 in the Northern Region are listed below, and six of the eight match the top eight industries expected to gain the most jobs statewide.

Northern Region Industries Projected to Gain the Most Jobs Between 2004 and 2014

Social assistance	368
Local government	237
Ambulatory health care services	227
Food services and drinking places	205
Nursing care and residential services	157
Publishing industries, except internet	93
General merchandise stores	80
Hospitals	66

The occupational structure of employment will shift due to changes in the industrial structure and shifting occupational staffing patterns within each industry. Based on projected industry growth in the Northern Region between 2004 and 2014, there are a number of occupations which will have above-average employment growth and earnings.

Above-average growth and openings are expected for registered nurses and other health care practitioners and technicians due to the increasing demand for health care services and aging of the local population. Community and social service occupations will also provide above average growth potential. Growth is anticipated in occupations associated with the leisure and hospitality industry.

Replacement demand constitutes job openings that are to replace anticipated retirees and others departing from the workforce or changing careers. There will be replacement opportunities in health care technical disciplines, special trade construction occupations, heavy equipment operators, truck drivers, automotive service and repair, boat building, and utilities. A large number of total openings are expected for retail salespersons, cashiers, waiters and waitresses, and combined food preparation and serving workers due to replacement demand.

Jobs in Demand—Current Job Openings in Maine

A recent search for available job openings utilizing the Maine Employment Info Guide on the Center for Workforce Research and Information web site revealed very few current job openings for most of the matched occupations (Fraser job titles were matched to Standard Occupational Classification Codes). There were only fifteen openings for all the matched occupations within commuting distance for most Fraser workers. The largest number of openings were for Production Worker Helpers (8); Weighers, Measurers, Checkers and Samplers, Recordkeeping (3); and First-Line Supervisor/Manager of Production and Operating Workers (2). No other category had multiple job openings in Aroostook County. In none of the matched occupations did the available opening approximate the current wage level of

the dislocated worker with comparable skill sets. In summary, overall demand is weak. In-demand occupational categories in the region include healthcare practitioners, technical and healthcare support occupations (24) and business and financial operations occupations (14). This is indicative that most of the dislocated workers will need some kind of re-training to be able to compete for jobs in Maine that will have a positive employment forecast and approximate former wages earned at Fraser.

Other websites listed in the Job Openings in Maine section of the Maine Employment Info Guide should be utilized as a potential source of additional job openings.

Reemployment Prospects

The industrial base of the region continues shifting from one predominated by goods-producing industries to one based on service-producing industries. The approximately 150 projected Fraser Paper layoffs add to the more than 550 lost in this region since 2001. As the economy shifts to a service orientation, increasing numbers of employed workers are in part-time, seasonal or on-call positions. The majority of these workers will be seeking full-time employment, and if they are unable obtain such a position, will often engage in multiple job holding, having two or three separate part-time jobs. Jobs in a service-oriented economy providing full-time employment at quality wages with benefits require specific technical skills. The skill sets of these dislocated workers obtained through years of papermaking are, on the whole, not transferable in the current growing service-oriented economy. The lack of in-demand skills limits reemployment opportunities for these workers.

Retraining Possibilities

The profiles for matched occupations included in this report contain related occupations, with training requirements. These occupations were selected based on projected employment growth from 2004-2014 and comparable wages earned at Fraser.

Workers may have additional work experience and hobbies and interests beyond their work skills for a particular Fraser Paper job title. These may lead to additional retraining possibilities for other occupations in demand. Clients should work with a CareerCenter counselor to identify more options by looking at other future occupations in demand that may not be listed in the following Fraser occupational analysis. It would be helpful for clients to look at "Hot Jobs in Maine to 2014" and "Career Opportunities for College Graduates to 2014" produced by the Center for Workforce Research and Information. This would provide a starting point for reviewing their occupations in demand that they may be interested in exploring.

As a next best option to longer-term retraining, workers and placement specialists should look at the matched occupational profile for the list of largest employing industries as a source of potential job openings for potential job development contacts as part of an individual's work search plan.

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

The Maine Department of Labor gathered information from 67 of 70 workers that were permanently or voluntarily laid off from the Madawaska mill. We examined the skills for each occupation provided by the workers to capture the details associated with job performance. This procedure allowed us to match the job titles to common Standard Occupational Classification Codes (SOC). Conversion to SOC provides the basis for comparative analysis to related occupations found in Maine and the regional economy. Such analysis also permits the identification of comparable jobs in different industries or helps in the assessment of skills gaps for workers seeking new careers.

FRASER JOB TITLES	WORKERS	SOC	MATCHED SOC CLASSIFICATION
Bond Shipping Loader	1	53-7051	Industrial Truck and Tractor Operators
Department Spare	6	51-9198	Helpers-Production Workers
Electrician	1	47-2111	Electricians
Electrician-1st Class	3	47-2111	Electricians
Instrumentation Technician	1	17-3023	Electrical and Electronic Engineering Technicians
Instrumentation Technician-1st Class	1	17-3023	Electrical and Electronic Engineering Technicians
Lead Loader	1	53-7051	Industrial Truck and Tractor Operators
Machine Production	1	51-9198	Helpers-Production Workers
Machinist	1	51-4041	Machinist
Mason	2	47-2051	Cement Masons and Concrete Finishers
Mill Laborer	2	51-9198	Helpers-Production Workers
Millwright	5	49-9044	Millwrights
Millwright-3rd Class	1	49-9044	Millwrights
Painter-1st Class	2	47-2141	Painters, Construction and Maintenance
Paper Machine 4th Hand	4	51-9198	Helpers-Production Workers
Paper Machine 4th Hand Spare	1	51-9198	Helpers-Production Workers
Paper Machine 5th Hand	1	51-9198	Helpers-Production Workers
Paper Machine 6th Hand	2	51-9198	Helpers-Production Workers
Pipefitter	1	47-2152	Plumbers, Pipefitters, and Steamfitters
Pipefitter-3rd Class	1	47-2152	Plumbers, Pipefitters, and Steamfitters
Production Laborer	6	51-9198	Helpers-Production Workers
Production Spare	15	51-9198	Helpers-Production Workers
Samples Clerk	1	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
Security Guard	1	33-9032	Security Guards
Shipping	1	43-5071	Shipping, Receiving, and Traffic Clerks
Supervisor-Stock Preparation	1	51-1011	First-Line Supervisor/Manager of Production and Operating Workers
Tin Smith	1	47-2211	Sheet Metal Workers
Winder Assistant	2	51-9198	Helpers-Production Workers
Yard Laborer	1	53-7051	Industrial Truck and Tractor Operators
Total Positions	67		

Profile Notes

Wage data used is for the Northeast Balance of State area while employment data is for the Northeast Region. Both data sets include Aroostook County but are not geographically comparable.

For Retraining Picks in each profile, training required is coded as follows:

- 1 First professional degree
- 2 Doctoral degree
- 3 Master's degree
- 4 Bachelor's or higher degree, plus work experience
- 5 Bachelor's degree
- 6 Associate degree
- 7 Postsecondary vocational training
- 8 Work experience in a related occupation
- 9 Long-term on-the-job training
- 10 Moderate-term on-the-job training
- 11 Short-term on-the-job training

MATCHED OCCUPATIONAL PROFILES

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

Fraser Manufacturing Job Titles: First Class Instrumentation
Instrument Technician

Number of Affected Workers: 2

Training Requirements: Associate Degree

Wages: Fraser Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$19.86

Largest Employing Maine Industries:

Employment	Industry
114	Semiconductor and Electronic Components
35	Power Generation and Supply
27	Postal Service
3	Rail Transportation
Confidential	Architectural and Engineering Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	532	17	Total	16	0
Year 2014	577	19	Due to Growth	5	0
Net Change	45	2	Due to Replacement	11	0
Percent Change	8.5%	11.8%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
17-2141 ³	Mechanical Engineers ³	638 ³	1.4% ³	\$23.82	5
17-3022 ³	Civil Engineering Technicians ³	613 ³	3.8 ³	19.48 ³	6

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Security Guards SOC 33-9032

Fraser Manufacturing Job Titles: Security Guard

Number of Affected Workers: 1

Training Requirements: Short-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$10.45

Largest Employing Maine Industries:

Employment	Industry
834	Investigation and Security Services
164	Colleges and Universities
104	Drinking Places (Alcoholic Beverages)
66	Other Amusement and Recreation Industries
65	Religious Organizations

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	2,463	122	Total	54	3
Year 2014	2,351	100	Due to Growth	0	0
Net Change	-112	-22	Due to Replacement	54	3
Percent Change	-4.5%	-18.0%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
33-3011 ³	Baliffs ³	54 ³	7.4% ³	NA	10
33-3012	Correctional Officers and Jailers	108	1.2	\$13.38	10
33-3021	Detectives and Criminal Investigators	27	11.1	27.11	8
33-3051	Police and Sheriff's Patrol Officers	229	9.6	16.72 ³	9
33-9021 ³	Private Detectives and Investigators ³	22 ³	11.7 ³	20.51 ³	8

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Shipping, Receiving, and Traffic Clerks SOC 43-5071

Fraser Manufacturing Job Titles: Shipping

Number of Affected Workers: 1

Training Requirements: Short-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$11.39

Largest Employing Maine Industries:

Employment	Industry
192	Office Supply, Stationery, and Gift Stores
177	Building Material and Supply Dealers
81	Printing and Related Support Activities
78	Warehousing and Storage
76	Machinery and Supply Merchant Wholesalers

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	2,948	154	Total	63	3
Year 2014	2,964	148	Due to Growth	2	0
Net Change	16	-6	Due to Replacement	61	3
Percent Change	0.5%	-3.9%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
53-6051 ³	Transportation Inspectors ³	71 ³	2.8% ³	\$29.35 ³	8

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Weighers, Measurers, Checkers, and Samplers,
Recordkeeping
SOC 43-5111

Fraser Manufacturing Job Titles: Samples Clerk

Number of Affected Workers: 1

Training Requirements: Short-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$16.01

Largest Employing Maine Industries:

Employment	Industry
Confidential	Animal Slaughtering and Processing
Confidential	Apparel/Piece Goods Merchant Wholesalers
Confidential	Architectural and Engineering Services
Confidential	Building Material and Supplies Dealers
Confidential	Dairy Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	364	25	Total	9	1
Year 2014	339	21	Due to Growth	0	0
Net Change	-25	-4	Due to Replacement	9	1
Percent Change	-6.9%	-16.0%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-5071 ³	Shipping, Receiving, and Traffic Clerks ³	2,948 ³	0.5% ³	\$11.39	11
43-9061 ³	Office Clerks, General ³	12,517 ³	2.7% ³	10.23	11

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

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

Fraser Manufacturing Job Titles: Mason

Number of Affected Workers: 2

Training Requirements: Moderate-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$13.19

Largest Employing Maine Industries:

Employment	Industry
574	Building Foundation/Exterior Contractors
43	Nonresidential Building Construction
27	Other Specialty Trade Contractors
3	Petroleum and Coal Products Manufacturing
Confidential	Building Equipment Contractors

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	717	32	Total	20	1
Year 2014	774	32	Due to Growth	6	0
Net Change	57	0	Due to Replacement	14	1
Percent Change	7.9%	0.0%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
37-3011	Landscaping and Groundskeeping Wkrs.	249	1.6%	\$10.70	11
47-2021 ³	Brickmasons and Block Masons ³	296 ³	2.7 ³	13.86	9
47-2022 ³	Stonemasons ³	190 ³	8.9 ³	13.73	9
47-2121 ³	Glaziers ³	112 ³	14.3 ³	15.97 ³	9
47-3011 ³	Helpers - Brickmasons, Blockmasons, etc. ³	233 ³	6.0 ³	13.48	11

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Painters, Construction and Maintenance 47-2141

Fraser Manufacturing Job Titles: First Gloss Painter
Painter First Class

Number of Affected Workers: 2

Training Requirements: Moderate-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$15.14

Largest Employing Maine Industries:

Employment	Industry
702	Building Finishing Contractors
272	Residential Building Construction
30	Lessors of Real Estate
24	Colleges and Universities
7	Private Households

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	3,451	77	Total	53	1
Year 2014	3,294	73	Due to Growth	0	0
Net Change	-157	-4	Due to Replacement	53	1
Percent Change	-4.5%	-5.2%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-2021 ³	Brickmasons and Blockmasons ³	296 ³	2.7% ³	\$13.86	9
47-2022 ³	Stonemasons ³	190 ³	8.9 ³	13.73	9
47-2031 ³	Construction Carpenters ³	9,591 ³	3.1 ³	14.59	9
47-2044 ³	Tile and Marble Setters ³	105 ³	22.9 ³	12.96	9
47-3014 ³	Helpers - Painters, Paperhangers, etc. ³	53 ³	5.7 ³	NA	11

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

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

Fraser Manufacturing Job Titles: Pipefitter
Third Class Pipefitter

Number of Affected Workers: 2

Training Requirements: Long-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$17.77

Largest Employing Maine Industries:

Employment	Industry
1,105	Building Equipment Contractors
112	Pulp, Paper, and Paperboard Mills
38	Nonresidential Building Construction
24	Colleges and Universities
Confidential	Residential Building Construction

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	2,820	106	Total	65	2
Year 2014	2,751	102	Due to Growth	0	0
Net Change	-69	-4	Due to Replacement	65	2
Percent Change	-2.4%	-3.8%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-2011 ³	Boilermakers ³	49 ³	0.0% ³	NA	9
47-2031	Carpenters	368	-3.0	\$14.59	9
47-3015	Helpers-Pipelayers, Plumbers, etc.	10	10.0	10.94	11
49-3092 ³	Recreational Vehicle Service Technicians ³	136 ³	44.1 ³	13.86	9
51-4121	Welders, Cutters, Solderers, and Brazers	73	8.2	12.59	9
53-7062	Laborers and Feight, Stock, etc.	695	-7.5	10.33	11

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Sheet Metal Workers SOC 47-2211

Fraser Manufacturing Job Titles: Tin Smith

Number of Affected Workers: 1

Training Requirements: Long-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$17.01

Largest Employing Maine Industries:

Employment	Industry
486	Building Equipment Contractors
135	Building Foundation/Exterior Contractors
133	Architectural and Structural Metals
71	Building Finishing Contractors
Confidential	Nonresidential Building Construction
Confidential	Ship and Boat Building

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	1,234	32	Total	30	1
Year 2014	1,188	33	Due to Growth	0	0
Net Change	-46	1	Due to Replacement	30	1
Percent Change	-3.7%	3.1%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-2021 ³	Coil Winders, Tapers, and Finishers ³	163 ³	-27.6% ³	\$13.44	11
51-4021 ³	Extruding & Drawing Machine Setters, etc. ³	88 ³	-31.8 ³	13.20	10
51-4033 ³	Grinding, Lapping, Polishing, etc. ³	260 ³	-13.8 ³	15.24	10
51-4035 ³	Milling & Planning Machine Setters, etc. ³	63 ³	-6.3 ³	12.97	10
51-4111 ³	Tool and Die Makers ³	187 ³	-0.5 ³	21.42	9
51-9196	Paper Goods Machine Setters, etc.	137	-16.1	20.34	10

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Millwrights SOC 49-9044

Fraser Manufacturing Job Titles: Millwright
Millwright Third Class

Number of Affected Workers: 6

Training Requirements: Long-term on-the-job training

Wages: Fraser Manufacturing: \$21.26
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$18.00

Largest Employing Maine Industries:

Employment	Industry
514	Pulp, Paper, and Paperboard Mills
83	Building Equipment Contractors
63	Sawmills and Wood Preservation
34	Nonresidential Building Construction
Confidential	Highway, Street, and Bridge Construction

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	843	142	Total	21	4
Year 2014	744	125	Due to Growth	0	0
Net Change	-99	-17	Due to Replacement	21	4
Percent Change	-11.7%	-12.0%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
49-3011	Aircraft Mechanics and Service Technicians	282	9.6%	\$18.29 ³	7
49-9042	Maintenance and Repair Workers, General	428	1.6	13.65	10
51-4041	Machnists	54	0.0	15.78	9
51-4081	Multiple Machine Tool Setters, Op. & Tenders	702 ³	-6.3	34.92	10

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: First-Line Supervisor/Manager of Production and Operating Workers SOC 51-1011

Fraser Manufacturing Job Titles: Supervisor Stock Prep

Number of Affected Workers: 1

Training Requirements: Work experience in related occupation

Wages: Fraser Manufacturing: Nondisclosable

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$18.88

Largest Employing Maine Industries:

Employment	Industry
256	Pulp, Paper, and Paperboard Mills
168	Other Wood Product Manufacturing
151	Plastics Product Manufacturing
140	Printing and Related Support Activities
110	Sawmills and Wood Preservation
96	Machine Shops and Threaded Products

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	3,722	274	Total	78	6
Year 2014	3,602	263	Due to Growth	0	0
Net Change	-120	-11	Due to Replacement	78	6
Percent Change	-3.2%	-4.0%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)

Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
11-3051 ³	Industrial Production Managers ³	702 ³	-6.3% ³	\$34.92 ³	5
11-3061 ³	Purchasing Managers ³	311 ³	-2.3 ³	34.67 ³	4
11-9121	Natural Science Managers	18	0.0	35.02	4
13-1021	Purchasing Agents and Buyers, Farm Products	15	6.7	20.43	8
45-1011	First-Line Supervisors/Managers of Farming,etc	86	3.5	24.44	8
53-1021	First-Line Supervisors/Managers of Helpers, etc	39	2.6	15.08	8

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Machinist SOC 51-4041

Fraser Manufacturing Job Titles: Machinist

Number of Affected Workers: 1

Training Requirements: Long-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$15.78

Largest Employing Maine Industries:

Employment	Industry
548	Machine Shops and Threaded Products
131	Machinery & Supply Merchant Wholesalers
47	Industrial Machinery Manufacturing
Confidential	Pulp, Paper, and Paperboard Mills
Confidential	Ship and Boat Building
Confidential	Aerospace Product & Parts Manufacturing
Confidential	Metalworking Machinery Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	1,818	54	Total	42	1
Year 2014	1,743	54	Due to Growth	0	0
Net Change	-75	0	Due to Replacement	42	1
Percent Change	-4.1%	0.0%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
17-3027 ³	Mechanical Engineering Technicians ³	57 ³	12.3% ³	\$19.86 ³	6
49-9044	Millwrights	142	-12.0	18.00	9
51-2031 ³	Aircraft Structure, Surface Assemblers ³	163 ³	-27.6 ³	NA	11
51-4061	Model Makers, Metal/Plastic	223	-27.3	NA	10
51-4121	Welders, Cutters, Solderers, and Brazers	73	8.2	12.59	9
51-9061	Inspectors, Testers, Sorters, Samplers, etc.	159	-10.7	16.47	10

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Helpers - Production Workers SOC 51-9198

Fraser Manufacturing Job Titles: Cellar Rat, Department Spare, Fifth Hand No.7, Fourth Hand, Fourth Hand No.4, Fourth Hand Spare, Fourth Hand No.4 Machine, Machine Production, Mill, Laborer Production Workers, Sixth Hand Number 8 Machine, Spare Production, Winder Assistant

Number of Affected Workers: 40

Training Requirements: Short-term on-the-job training

Wages: Fraser Manufacturing: \$17.17

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$10.62

Largest Employing Maine Industries:

Employment	Industry
188	Plastics Product Manufacturing
164	Other Wood Product Manufacturing
147	Employment Services
123	Sawmills and Wood Preservation
Confidential	Pulp, Paper and Paperboard Mills

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	1,945	303	Total	55	9
Year 2014	1,868	283	Due to Growth	0	0
Net Change	-77	-20	Due to Replacement	55	9
Percent Change	-4.0%	-6.6%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-3015	Helpers-Pipelayers, Plumbers, Pipefitters	10	10.0%	\$10.94	11
51-4121	Welders, Cutters, Solderers, and Brazers	73	8.2	12.59	9
51-9032	Cutting and Slicing Machine Setters, etc.	59	-18.6	12.92	10
51-9121	Coating, Painting, & Spraying Mach. Setters	96	-21.9	11.74	10

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

MATCHED OCCUPATION: Industrial Truck and Tractor Operators SOC 53-7051

Fraser Manufacturing Job Titles: Bond Shipping Loader
Lead Loader
Yard

Number of Affected Workers: 3

Training Requirements: Short-term on-the-job training

Wages: Fraser Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$12.59

Largest Employing Maine Industries:

Employment	Industry
229	Building Material and Supplies Dealers
223	Sawmills and Wood Preservation
131	Fruit, Vegetables, & Specialty Foods Mfg.
102	Lumber and Supply Merchant Wholesalers

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	2,429	246	Total	60	5
Year 2014	2,570	225	Due to Growth	14	0
Net Change	141	-21	Due to Replacement	46	5
Percent Change	5.8%	-8.5%			

Best Retraining Picks from O'Net Summary of Related Occupations and Maine Employment Info Guide (MEIG)
Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
37-2011	Janitors and Cleaners, Except Maids	760	3.6%	\$10.48	11
53-7081	Refuse and Recyclable Material Collectors	118	-7.6	9.64	11

¹ Northeast Balance of State and Northern Region have different geographic definitions.

² No other related occupations available for Northern Region.

³ State

⁴ Regional

* See profile notes on page 7.

Appendix A

Industries Projected to Gain or Lose the Largest Number of Jobs in Northern Maine Between 2004 & 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 health care 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 and Tech 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

Appendix B

Industries Projected to Gain or Lose Jobs at the Fastest Rate in Northern Maine Between 2004 & 2014

Industries Expected to Gain Jobs		Industries Expected to Lose Jobs	
Publishing industries, except Internet	27.6%	Paper manufacturing	-21.4%
Social assistance	25.7%	Clothing and clothing accessories stores	-22.1%
Real estate	17.5%	Sporting goods, hobby, book and music stores	-19.4%
Electronic markets and agents and brokers	16.5%	Telecommunications	-18.7%
Machinery manufacturing	14.8%	Animal production	-16.5%
Warehousing and storage	11.6%	ISPs, search portals, and data processing	-15.2%
Ambulatory health care services	11.5%	Broadcasting, except Internet	-13.6%
Repair and maintenance	10.8%	Miscellaneous manufacturing	-12.1%
Motion picture and sound recording industries	10.7%	Securities, commodity contracts, investments	-11.0%
Accommodation	10.6%	Food manufacturing	-10.7%
Food services and drinking places	8.8%	Wood product manufacturing	-10.5%
Rental and leasing services	8.8%	Furniture and related product manufacturing	-10.0%
Amusements, gambling, and recreation	8.0%	Support activities for transportation	-9.6%
Nursing and residential care facilities	7.3%	Management of companies and enterprises	-9.1%
Motor vehicle and parts dealers	7.1%	Waste management and remediation services	-9.1%
General merchandise stores	6.7%	Private households	-8.6%
Building material and garden supply stores	6.4%	Electronics and appliance stores	-8.4%
Nonstore retailers	5.7%	Couriers and messengers	-8.0%
Merchant wholesalers, durable goods	4.3%	Transportation equipment manufacturing	-7.7%
Administrative and support services	4.1%	Fabricated metal product manufacturing	-7.6%
Local Government	3.9%	Federal Government	-6.0%
Heavy and civil engineering construction	3.4%	Educational services	-5.9%
Personal and laundry services	3.0%	Merchant wholesalers, nondurable goods	-5.0%
Hospitals	3.0%	Printing and related support activities	-4.9%
Professional, Scientific and Tech Services	2.5%	Construction of buildings	-4.8%
Food and beverage stores	2.5%	Miscellaneous store retailers	-4.1%
Transit and ground passenger transportation	2.1%	Furniture and home furnishings stores	-3.6%
Credit intermediation and related activities	1.8%	Gasoline stations	-3.5%
Insurance carriers and related activities	0.1%	Crop production	-3.3%
		Nonmetallic mineral product manufacturing	-3.2%
		Health and personal care stores	-2.9%
		Petroleum and coal products manufacturing	-2.3%
		Forestry and logging	-1.7%
		Specialty trade contractors	-1.1%
		State Government	-1.0%
		Truck transportation	-0.7%
		Membership associations and organizations	-0.5%