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Customized Labor Market Information Prepared for the Former Employees of True Textiles, Inc., May 2009

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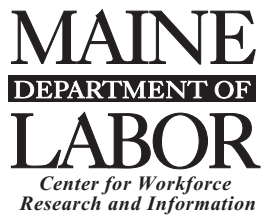
Customized Labor Market Information

prepared for

*The Former Employees
of*

True Textiles, Inc.





A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of True Textiles, Inc.

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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Telephone (207) 623-7900 Fax (207) 287-2947 TTY 1-800-794-1110

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.

John Dorrer, Director

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Company and Industry Background

True Textiles, Inc. operates two plants in Guilford and another in Newport. The first Guilford of Maine mill opened in 1943 on the banks of the Piscataquis River; Guilford of Maine was acquired in 1985 by the Interface Fabric group and later, with its sister mills, became an independent company named True Textiles, Inc. An established manufacturer of panel fabrics for the office industry, the company also manufactures fabrics for a range of applications in offices, churches and cars.

Textile mills first migrated from Massachusetts to Maine in the early 19th century. Mills were established along the state’s rivers, fueled by hydro-power and labor from surrounding farming communities. The industry expanded rapidly following the Civil War but by the mid-20th century, much of the textile industry had moved from Maine to the American south. Maine textile manufacturing industry has experienced a steady decline in employment from 4,643 jobs in 1994, comprising 5.4 percent of Maine’s manufacturing jobs and 0.9 percent of Maine jobs, to 1,466 jobs in 2007, comprising 2.4 percent of manufacturing jobs, and just 0.2 percent of total jobs in Maine’s private sector.

Labor Market Conditions

Like the surrounding Piscataquis County, the Dover-Foxcroft labor market has lagged behind the state in job growth and employment for many years. Historically, the region’s economic vitality has depended on industries supported by its richest natural resource: the Maine woods. Its manufacturing base has declined with the lumber and wood products industries; at the same time, growth in service industries has been slower than average in the region.

Between 2000 and 2008, the labor force in the Dover-Foxcroft labor market area decreased by 5.2 percent compared to an increase in the state labor force of 5.1 percent. During the same period, the region’s annual unemployment rate was consistently higher than the state rate. In February 2009, the region’s unemployment rate was 13.5 percent compared to the state rate of 9.1 percent.

Characteristics of the Affected Workers

Demographic information was collected from 116 employees during Rapid Response sessions. Workers reported age ranged from 24 to 70, with an average of 47 and average job tenure of 10 years. 53 percent were female, 13 percent were veterans, 72 percent completed high-school, and 25 percent completed some level of postsecondary training. Reported wages ranged from a low of \$7.50 to a high of \$25.00 per hour.

Jobs in Demand – Current Job Openings in Maine

The duties of most affected workers fit into several Standard Occupational Classification (SOC) job titles:

- 51-6063 Textile Knitting & Weaving Machine Setters, Operators, and Tenders
- 51-6064 Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, and Tenders
- 51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers
- 51-9199 Production Workers, All Other
- 53-7062 Laborers and Freight, Stock, and Material Movers--Hand
- 53-7063 Machine Feeders and Offbearers

Characteristic	Workers	Characteristic	Workers
Age		Town of Residence	
Less than 40	33	Guilford	16
40 to 49	27	Sangerville	12
50 to 59	43	Dover	10
60 and over	12	Milo	9
Average Age = 47		Abbott	8
Years		Job Tenure	
		Corinna	7
0 to 4	34	Sebec	7
5 to 9	36	Dexter	6
10 to 19	23	Palmyra	6
20 and over	21	Parkman	5
Average Tenure = 10 years		Other	30

Occupational profiles matched to reported job titles of all affected workers are provided in the pages that follow.

An April 2009 search of job postings on the Maine CareerCenter's Labor Exchange On the Net (LEON) job bank produced 251 postings for jobs of all types within 50 miles of Guilford. When the keyword "manufacturing" was added a single posting for a manufacturing engineer resulted. The keyword "production" yielded 66 postings, most of which were logging-related. A search of job postings within 50 miles of Newport yielded 344 job listings of all types. The keywords of "manufacturing" and "production" resulted in 5 and 50 postings respectively. Many, but not all of the production-related job postings in the Newport area were logging-related. These listings are posted by employers with job openings in Maine, through the Maine CareerCenter system (www.mainecareercenter.com). Another useful resource is America's Job Exchange (www.americasjobexchange.com), which offers job postings nationwide. There are many other job search sites available. CareerCenter staff are available to assist customers in locating sites most suited to their needs.

Re-Employment Prospects and the Employment Outlook

Re-employment in the manufacturing sector, which has been hard hit by the recession, is unlikely for most of the displaced workers. Displaced workers also face a challenging regional job market; jobs in Western Maine are projected to grow at a below-average rate through 2014.

The economic base of the region will continue to shift away from manufacturing into service-providing industries. Industries projected to gain the most jobs through 2014 include education, health care and social assistance, and professional and business services. Manufacturing of wood products and textiles 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 dislocated 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 profiles for matched occupations provided in this report contain related occupations and general training requirements. These occupations were selected based on their level of employment, projected growth, and hourly wage in Northeastern Maine. Occupations defined by O*NET as related but with no reportable employment in Northeastern 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.

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 occupational profile for the list of largest employing industries as a source of potential job openings.

**Employment by Occupational Group in Northeastern Maine in 2004
and Projected 2014, by Net Job Gain**

Occupational Group	Employment			Annual Openings (growth and replacement)
	2004	2014	Job Gain (Net)	
<i>Total</i>	110,379	116,457	6,078	3,438
Healthcare Practitioners and Technical Occupations	6,758	7,739	981	224
Personal Care and Service Occupations	4,106	4,818	712	163
Food Preparation and Serving Related Occupations	9,801	10,427	626	446
Healthcare Support Occupations	3,457	4,012	555	109
Management Occupations	6,178	6,713	535	169
Sales and Related Occupations	11,284	11,815	531	438
Community and Social Services Occupations	2,751	3,182	431	96
Education, Training, and Library Occupations	7,537	7,926	389	202
Building and Grounds Cleaning and Maintenance Occupations	4,930	5,268	338	133
Transportation and Material Moving Occupations	8,300	8,636	336	220
Installation, Maintenance, and Repair Occupations	5,216	5,506	290	159
Business and Financial Operations Occupations	2,734	3,010	276	80
Construction and Extraction Occupations	6,059	6,257	198	143
Life, Physical, and Social Science Occupations	1,291	1,454	163	46
Protective Service Occupations	1,863	2,026	163	74
Computer and Mathematical Occupations	1,152	1,303	151	33
Arts, Design, Entertainment, Sports, and Media Occupations	1,637	1,749	112	44
Legal Occupations	613	679	66	14
Architecture and Engineering Occupations	1,041	1,068	27	29
Farming, Fishing, and Forestry Occupations	1,567	1,555	-12	41
Office and Administrative Support Occupations	15,680	15,386	-294	410
Production Occupations	6,424	5,928	-496	165

Transferable Skills

Every occupation has skill requirements that are transferable to other occupations. The O*NET Online Occupational Information Network (<http://online.onetcenter.org/>) is a powerful occupational analysis tool that provides the ability to identify transferable skills. O*NET occupational profiles are available in summary, detail, or custom format. They list Knowledge, Skills, Abilities (KSAs) and additional attributes related to each occupation. A skills search within the application provides alternate occupations that possess some or all of the skills selected for search. O*NET occupational profiles are available online and are therefore not included in this report. The following is an example of several transferable skills of one occupation.

51-6064 Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, and Tenders:

Opportunities in Northeastern Maine are virtually nonexistent for this declining occupation (one opening per year to meet replacement demand). Statewide, only five openings per year are anticipated, with an overall employment decline of 33.6 percent projected between 2004 and 2014. The O*Net profile of this occupation lists its top five skills as Operation Monitoring, Operation and Control, Troubleshooting, Instructing, and Quality Control Analysis. An O*NET skills search of available occupations based on these five attributes produced 31 potential matches, with 16 existing in the same Job Zone as the original occupation (Job Zone 2).

This method of identifying transferable skills is simple, but it does provide a starting point in identifying opportunities for those transitioning out of declining industries. A transferable skills match reveals potential career options that might warrant further research. The client's previous employment experience and personal interests will also play a major role in developing any training plan.

Job Titles, Number of Workers, and Equivalent Occupational Codes

Occupational information provided by the affected True Textiles, Inc. workers was coded into 20 SOC's. These classifications are the basis for a skills analysis to capture the attributes associated with job performance. This comparative analysis can identify related occupations in other industries and help assess skills gaps workers may have when choosing alternate career paths. Matched occupational profiles are based on worker responses. Occupations employed by True Textiles, Inc. 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
Manager, Training and Development	1	11-3042	Training and Development Managers
HR Assistant	2	13-1079	Compensation, Benefits, & Job Analysis Specialists
Lab Tech.	1	19-4031	Chemical Technicians
Cleaner, Utility	2	37-2011	Janitors and Cleaners, Except Maids/Housekeeping Cleaners
Customer Planning	1	43-5061	Production, Planning, and Expediting Clerks
Receiving Clerk, Shipping Clerk	3	43-5071	Shipping, Receiving, and Traffic Clerks
Yarn Storage	1	43-5081	Stock Clerks and Order Fillers
Clerical Worker	1	43-9061	Office Clerks, General
Loom Technician	1	49-9041	Industrial Machinery Mechanics
Millwright	1	49-9044	Millwrights
Mender	1	49-9093	Fabric Menders, Except Garment
Blending Manager, Second Team Shift Leader, Supervisor	4	51-1011	First-Line Supervisors/Managers of Production and Operating Workers
Machine Tech., Weaver, Wet Finish	23	51-6063	Textile Knitting & Weaving Machine Setters, Operators, and Tenders
Bailer Operator, Beamer, Coner Operator, Coner/Spinner, Creel Tender, Dressing Utility, FCY Yarn Operator Machine Operator, Saurer Twister, Spin/Auto Coner Tech, Spinner, Spinning, Technician, Twister Operator Warp Crew, Warp Crew Tech, Warp Starter, Winder Operator, Wool Card Operator, Yarn Operator	46	51-6064	Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, and Tenders
Blender	1	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
Inspection, Lead Inspector, Quality Control, Request Team Leader	5	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
Weaver Utility	1	51-9198	Helpers, Production Workers
Assembly, Booker, Card Technician, Fill Carrier, Portsman, Roving Carrier	6	51-9199	Production Workers, All Other
Chip Handler, Laborer, Materials Handler	6	53-7062	Laborers and Freight, Stock, and Material Movers—Hand
Finish Tender, Finish Tending, Roving Hanger	5	53-7063	Machine Feeders and Offbearers

Profile Notes

Employment outlook and occupational wages are for Maine's Northeastern Region, consisting of Hancock, Penobscot, and Piscataquis Counties, unless otherwise noted.

Training Required for Best Retraining Picks is defined as follows:

1. First Professional Degree
2. Doctoral Degree
3. Master's Degree
4. Bachelor's Degree or higher, plus Work Experience
5. Bachelor's Degree
6. Associate Degree
7. Post Secondary 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: Training and Development Managers

SOC: 11-3042

Reported Job Titles: Manager, Training and Development

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

Skills Associated with this occupation:

Instructing	Reading Comprehension
Speaking	Active Listening
Learning Strategies	Critical Thinking
Monitoring	Time Management
Writing	Coordination

2007 Average Wage¹: \$29.76

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
22	Management of Companies and Enterprises
10	Self-Employed
10	Hospitals

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	184	20	Total	7	1
Year 2014	222	27	Due to Growth	4	1
Net Change	38	7	Due to Replacement	3	0
Percent Change	20.7%	35.0%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment 2004</u>	<u>Percent Change to 2014</u>	<u>Northeastern Region¹</u>	<u>Average Wage</u>	<u>Training Required*</u>
13-1073	Training and Development Specialists	149	11.4%		\$20.20	5
13-1111	Management Analysts	132	5.3%		\$29.87	4
25-9031	Instructional Coordinators	54	9.3%		\$20.63	3

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

MATCHED OCCUPATION: Compensation, Benefits, & Job Analysis Specialists SOC: 13-1072

Reported Job Titles: HR Assistant

Number of Affected Workers: 2

Training Requirements: Bachelor's degree

Skills Associated with this occupation:

Reading Comprehension	Active Listening
Critical Thinking	Writing
Judgment and Decision Making	Service Orientation
Speaking	Time Management
Active Learning	Coordination

2007 Average Wage¹: \$23.18

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
170	Educational Services
100	Management of Companies and Enterprises
90	Public Administration
30	Paper Manufacturing
30	Insurance Carriers and Related Activities
30	Professional, Scientific, and Technical Services
30	Administrative Support Services
30	Ambulatory Healthcare Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	735	90	Total	18	2
Year 2014	807	101	Due to Growth	7	1
Net Change	72	11	Due to Replacement	11	1
Percent Change	9.8%	12.2%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u> <u>2004</u>	<u>Percent</u> <u>Change</u> <u>to 2014</u>	<u>Northeastern Region¹</u>	
				<u>Average</u> <u>Wage</u>	<u>Training</u> <u>Required*</u>
13-1023	Purchasing Agents, Exc Wholesale/Retail/Farm	116	1.7%	\$21.13	8
13-2021	Appraisers and Assessors of Real Estate	85	9.4%	\$22.19	7
15-2031	Operations Research Analysts	20	5.0%	\$30.63 ²	3

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

* See Profile Notes on page 6.

MATCHED OCCUPATION: Chemical Technicians SOC: 19-4031

Reported Job Titles: Lab Tech

Number of Affected Workers: 1

Training Requirements: Associate degree

Skills Associated with this occupation:

Science	Reading Comprehension
Quality Control Analysis	Mathematics
Operation Monitoring	Active Listening
Critical Thinking	Time Management
Writing	Active Learning

2007 Average Wage¹: \$17.26

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
20	Educational Services
na	Professional, Scientific, and Technical Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	134	46	Total	4	2
Year 2014	146	52	Due to Growth	1	1
Net Change	12	6	Due to Replacement	3	1
Percent Change	9.0%	13.0%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u>	<u>Percent</u>	<u>Average</u>	<u>Training</u>
		<u>2004</u>	<u>Change</u>	<u>Wage</u>	<u>Required*</u>
			<u>to 2014</u>		
19-1013	Soil and Plant Scientists	32	3.1%	\$30.28 ³	5
19-2031	Chemists	24	4.2%	\$26.25	5
19-4011	Agricultural and Food Science Technicians	23	13.0%	\$15.37 ²	6
19-4091	Environmental Science Technicians, Including Health	32	6.3%	\$15.78	6
37-2021	Pest Control Workers	20	5.0%	\$14.03	10
51-9011	Chemical Equipment Operators and Tenders	13	-15.4%	\$18.79 ²	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

³ denotes wage rate for the United States (local rate not available).

* See Profile Notes on page 6.

MATCHED OCCUPATION: Janitors and Cleaners (Except Maids/Housekeeping) SOC: 37-2011

Reported Job Titles: Cleaner, Utility

Number of Affected Workers: 2

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

Skills Associated with this occupation:

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

2007 Average Wage¹: \$10.96

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
2,980	Educational Services
1,810	Administrative and Support Services
510	Public Administration
480	Hospitals
300	General Merchandise Stores

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	11,208	1,950	Total	322	52
Year 2014	12,296	2,104	Due to Growth	109	15
Net Change	1,088	154	Due to Replacement	213	37
Percent Change	9.7%	7.9%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u> <u>2004</u>	<u>Percent</u> <u>Change</u> <u>to 2014</u>	<u>Northeastern Region¹</u>	
				<u>Average</u> <u>Wage</u>	<u>Training</u> <u>Required*</u>
37-3011	Landscaping and Groundskeeping Workers	869	6.2%	\$11.09	11
47-3011	Helpers - Brick/Block/Stonemasons, Tile/Marble Set	39	5.1%	\$11.27	11
47-3015	Helpers - Pipelayers, Plumbers, Pipe/Steamfitters	45	6.7%	\$13.08	11
49-3022	Automotive Glass Installers and Repairers	20	10.0%	\$13.24 ²	9
49-9098	Helpers - Installation, Maintenance & Repair Workers	74	12.2%	\$8.77	11

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

* See Profile Notes on page 6.

MATCHED OCCUPATION: Production, Planning, and Expediting Clerks SOC: 43-5061

Reported Job Titles: Customer Planning

Number of Affected Workers: 1

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

Skills Associated with this occupation:	Active Listening	Reading Comprehension
	Coordination	Speaking
	Active Learning	Judgment and Decision Making
	Time Management	Writing
	Service Orientation	Mathematics

2007 Average Wage¹: \$17.60

Largest Employing Maine Industries:

Employment	Industry
60	Paper Manufacturing
50	Hospitals
40	Postal Service
40	Warehousing and Storage
40	Management of Companies and Enterprises

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Northeastern Region ¹		Maine	Northeastern Region ¹
Year 2004	1,215	163	Total	29	4
Year 2014	1,144	163	Due to Growth	0	0
Net Change	-71	0	Due to Replacement	29	4
Percent Change	-5.8%	0.0%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

SOC	Occupation	Employment 2004	Percent Change to 2014	Northeastern Region ¹	
				Average Wage	Training Required*
43-3061	Procurement Clerks	38	-5.3%	\$15.65	11
43-5071	Shipping, Receiving, and Traffic Clerks	419	-1.0%	\$12.37	11
43-5081	Stock Clerks and Order Fillers	1,170	-9.6%	\$10.87	11
43-5111	Weighers, Measurers, Checkers, Samplers, Recordkeeping	40	-10.0%	\$15.08	11
43-6011	Executive Secretaries and Administrative Assistants	743	3.9%	\$17.70	10
43-6012	Legal Secretaries	183	7.1%	\$13.99	7

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

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

Reported Job Titles: Receiving Clerk, Shipping Clerk

Number of Affected Workers: 3 Training Requirements: Short-term on-the-job training

Skills Associated with this occupation:

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

2007 Average Wage¹: \$12.37

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
280	General Merchandise Stores
230	Merchant Wholesalers, Durable Goods
170	Building Material and Garden Equipment and Supplies Dealers
170	Miscellaneous Store Retailers
160	Merchant Wholesalers, Nondurable Goods

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	2,948	419	Total	63	9
Year 2014	2,964	415	Due to Growth	2	0
Net Change	16	-4	Due to Replacement	61	9
Percent Change	0.5%	-1.0%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u>	<u>Percent</u>	<u>Average</u>	<u>Training</u>
		<u>2004</u>	<u>Change</u>	<u>Wage</u>	<u>Required*</u>
			<u>to 2014</u>		
43-3061	Procurement Clerks	38	-5.3%	\$15.65	11
43-5061	Production, Planning, and Expediting Clerks	163	0.0%	\$17.60	11
43-5081	Stock Clerks and Order Fillers	1,170	-9.6%	\$10.87	11
43-5111	Weighers, Measurers, Checkers, & Samplers, Recordkeeping	40	-10.0%	\$15.08	11
43-9051	Mail Clerks & Mail Machine Operators, Exc USPS	46	-39.1%	\$12.35	11
49-9091	Coin, Vending, Amusement Machine Servicers and Repairers	22	-18.2%	\$12.40	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

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

Reported Job Titles: Yarn Storage

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Speaking	Active Listening
Active Learning	Mathematics
Critical Thinking	Coordination
Learning Strategies	Social Perceptiveness
Reading Comprehension	Service Orientation

2007 Average Wage¹: \$10.07

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	6,725	1,170	Total	249	43
Year 2014	6,226	1,058	Due to Growth	0	0
Net Change	-499	-112	Due to Replacement	249	43
Percent Change	-7.4%	-9.6%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u> <u>2004</u>	<u>Percent</u> <u>Change</u> <u>to 2014</u>	<u>Northeastern Region¹</u>	
				<u>Average</u> <u>Wage</u>	<u>Training</u> <u>Required*</u>
25-4031	Library Technicians	161	1.9%	\$12.03	7
43-4121	Library Assistants, Clerical	52	5.8%	\$9.74	11
43-5061	Production, Planning, and Expediting Clerks	163	0.0%	\$17.60	11
43-5071	Shipping, Receiving, and Traffic Clerks	419	-1.0%	\$12.37	11
43-5081	Stock Clerks and Order Fillers	1,170	-9.6%	\$10.07	11
43-5111	Weighers, Measurers, Checkers, Samplers (Clerical)	40	-10.0%	\$15.08	11
43-9041	Insurance Claims and Policy Processing Clerks	62	-1.6%	\$15.65	10
43-9061	Office Clerks, General	1,980	0.8%	\$11.47	11

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

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

Reported Job Titles: Clerical Worker

Number of Affected Workers: 1

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

Skills Associated with this occupation:

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

2007 Average Wage¹: \$11.47

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
1,290	Administrative and Support Services
1,110	Public Administration
760	Specialty Trades Contractors
730	Professional, Scientific, and Technical Services
730	Ambulatory Healthcare Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	12,517	1,980	Total	310	46
Year 2014	12,850	1,966	Due to Growth	33	2
Net Change	333	16	Due to Replacement	277	44
Percent Change	2.7%	0.8%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u> <u>2004</u>	<u>Percent</u> <u>Change</u> <u>to 2014</u>	<u>Northeastern Region¹</u>	
				<u>Average</u> <u>Wage</u>	<u>Training</u> <u>Required*</u>
43-3021	Billing & Posting Clerks and Machine Operators	424	-6.1%	\$12.66	10
43-3061	Procurement Clerks	38	-5.3%	\$15.65	11
43-4131	Loan Interviewers and Clerks	111	-2.7%	\$14.39	11
43-4171	Receptionists and Information Clerks	533	8.4%	\$11.01	11
43-6014	Secretaries, Except Legal, Medical, Executive	1,809	-9.6%	\$13.14	10
43-9022	Word Processors and Typists	132	-27.3%	\$12.33	10
43-9041	Insurance Claims and Policy Processing Clerks	62	-1.6%	\$15.65	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

MATCHED OCCUPATION: Industrial Machinery Mechanics SOC: 49-9041

Reported Job Titles: Loom Technician

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Repairing	Troubleshooting
Equipment Maintenance	Equipment Selection
Installation	Critical Thinking
Operation Monitoring	Reading Comprehension
Active Listening	Active Learning

2007 Average Wage¹: \$16.86

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
120	Food Manufacturing
110	Public Administration
100	Plastics and Rubber Products Manufacturing
90	Wood Products Manufacturing
40	Leather and Allied Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	943	127	Total	19	4
Year 2014	925	137	Due to Growth	0	1
Net Change	-18	10	Due to Replacement	19	3
Percent Change	-1.9%	7.9%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment 2004</u>	<u>Percent Change to 2014</u>	<u>Average Wage</u>	<u>Training Required*</u>
49-3011	Aircraft Mechanics and Service Technicians	148	-3.4%	\$22.83	7
49-3023	Automotive Service Technicians and Mechanics	935	11.9%	\$14.36	7
49-3041	Farm Equipment Mechanics	16	6.3%	\$13.89 ²	7
49-9098	Helpers-Installation, Maintenance & Repair Workers	74	12.2%	\$8.77	11
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	179	-10.6%	\$15.85	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

* See Profile Notes on page 6.

MATCHED OCCUPATION: Millwrights
SOC: 49-9044

Reported Job Titles: Millwright

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Equipment Selection	Repairing
Installation	Troubleshooting
Mathematics	Active Listening
Complex Problem Solving	Instructing
Equipment Maintenance	Coordination

2007 Average Wage¹: \$20.55

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
450	Paper Manufacturing
120	Specialty Trade Contractors
100	Wood Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	843	184	Total	21	5
Year 2014	744	155	Due to Growth	0	0
Net Change	-99	-29	Due to Replacement	21	5
Percent Change	-11.7%	-15.8%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u>	<u>Percent</u>	<u>Northeastern Region¹</u>	
		<u>2004</u>	<u>Change</u>	<u>Average</u>	<u>Training</u>
			<u>to 2014</u>	<u>Wage</u>	<u>Required*</u>
49-3011	Aircraft Mechanics and Service Technicians	148	-3.4%	\$22.83	7
49-9042	Maintenance and Repair Workers, General	933	5.8%	\$14.42	10
51-4041	Machinists	180	0.6%	\$17.41	9

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

MATCHED OCCUPATION: Fabric Menders, Except Garment SOC: 49-9093

Reported Job Titles: Mender

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Active Listening	Quality Control Analysis
Active Learning	Instructing
Equipment Selection	Mathematics
Time Management	Reading Comprehension
Service Orientation	Monitoring

2007 Average Wage³ \$13.74

Largest Employing Maine Industries:

[Employment](#) [Industry](#)

No Industry Information Available

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	44	na	Total	1	na
Year 2014	44	na	Due to Growth	0	na
Net Change	0	na	Due to Replacement	1	na
Percent Change	0.0%	na			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u>	<u>Percent</u>	<u>Average</u>	<u>Training</u>
		<u>2004</u>	<u>Change</u>	<u>Wage</u>	<u>Required*</u>
			<u>to 2014</u>		
51-6041	Shoe and Leather Workers and Repairers	23	-8.7%	\$12.44 ²	9
51-9071	Jewelers and Precious Stone and Metal Workers	30	-6.7%	\$15.30	7

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine Statewide (local rate not available).

³ denotes wage rate for the United States (local rate not available).

^{na} denotes information not available for subject area.

* See Profile Notes on page 6.

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

Reported Job Titles: Blending Manager, Second Team Shift Leader, Supervisor

Number of Affected Workers: 4

Training Requirements: Work experience in a related occupation

Skills Associated with this occupation:

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

2007 Average Wage¹: \$20.08

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
500	Transportation Equipment Manufacturing
320	Fabricated Metal Product Manufacturing
260	Wood Product Manufacturing
210	Food Manufacturing
210	Paper Manufacturing
200	Public Administration

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	3,722	525	Total	78	1
Year 2014	3,602	510	Due to Growth	0	0
Net Change	-120	-15	Due to Replacement	78	1
Percent Change	-3.2%	-2.9%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u>	<u>Percent</u>	<u>Average</u>	<u>Training</u>
		<u>2004</u>	<u>Change</u>	<u>Wage</u>	<u>Required*</u>
			<u>to 2014</u>		
11-3051	Industrial Production Managers	92	-9.8%	\$36.60	8
11-3061	Purchasing Managers	35	2.9%	\$41.39	4
11-9121	Natural Sciences Managers	41	9.8%	\$37.76	4
13-1021	Purchasing Agents & Buyers, Farm Products	25	8.0%	\$18.75	8
17-3026	Industrial Engineering Technicians	22	-9.1%	\$16.48	6
45-1011	First-Line Supv/Mgrs-Farming, Fishing, Forestry Wkrs.	65	3.1%	\$28.31	8
53-1021	First-Line Supv/Mgrs-Helpers, Laborers, Mat'l Movers	104	6.7%	\$15.70	8

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

**MATCHED OCCUPATION: Textile Knitting & Weaving Machine Setters,
Operators, and Tenders
SOC: 51-6063**

Reported Job Titles: Machine Tech, Weaver, Wet Finish

Number of Affected Workers: 23

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

Skills Associated with this occupation:

Operation Monitoring	Operation and Control
Instructing	Time Management
Active Learning	Learning Strategies
Reading Comprehension	Monitoring
Quality Control Analysis	Active Listening

2007 Average Wage²: \$11.27

No Maine industry employment or outlook data are currently published for this occupation.

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment 2004</u>	<u>Percent Change to 2014</u>	<u>Northeastern Region¹</u>	
				<u>Average Wage</u>	<u>Training Required*</u>
51-4011	Computer-Controlled Machine Tool Operators	18	-5.6%	\$15.64	10
51-4031	Cutting, Punching, & Press Machine Setters, Operators, and Tenders - Metal/Plastic	73	-16.4%	\$11.86	10
51-4033	Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders - Metal/Plastic	17	-11.8%	\$17.92 ²	10
51-4194	Tool Grinders, Filers, and Sharpeners	18	-11.1%	\$14.48 ²	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

* See Profile Notes on page 6.

MATCHED OCCUPATION: Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, and Tenders SOC: 51-6064

Reported Job Titles: Bailer Operator, Beamer, Coner Operator, Coner/Spinner, Creel Tender, Dressing Utility, FCY Yarn Operator
Machine Operator, Saurer Twister, Spin/Auto Coner Tech, Spinner, Spinning, Technician, Twister Operator
Warp Crew, Warp Crew Tech, Warp Starter, Winder Operator, Wool Card Operator, Yarn Operator

Number of Affected Workers: 46

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

Skills Associated with this occupation:

Operation Monitoring	Operation and Control
Troubleshooting	Instructing
Quality Control Analysis	Equipment Maintenance
Coordination	Critical Thinking
Judgment and Decision Making	Learning Strategies

2007 Average Wage²: \$12.12

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
220	Textile Mills
na	Textile Product Mills

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	292	72	Total	5	1
Year 2014	194	51	Due to Growth	0	0
Net Change	-98	-21	Due to Replacement	5	1
Percent Change	-33.6%	-29.2%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment 2004</u>	<u>Percent Change to 2014</u>	<u>Northeastern Region¹ Average Wage</u>	<u>Training Required*</u>
51-4011	Computer-Controlled Machine Tool Operators	18	-5.6%	\$15.64	10
51-4031	Cutting, Punching, Press Machine Setters, Opr, Tend.	73	-16.4%	\$11.86	10
51-4033	Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, and Tenders - Metal/Plastic	17	-11.8%	\$17.92 ²	10
51-4194	Tool Grinders, Filers, and Sharpeners	18	-11.1%	\$14.48 ²	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

* See Profile Notes on page 6.

MATCHED OCCUPATION: Mixing & Blending Machine Setters, Operators, & Tenders

SOC: 51-9023

Reported Job Titles: Blender

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Operation and Control	Equipment Maintenance
Operation Monitoring	Active Listening
Troubleshooting	Active Learning
Equipment Selection	Quality Control Analysis
Reading Comprehension	Critical Thinking

2007 Average Wage¹: \$17.82

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
160	Paper Manufacturing
130	Chemical Manufacturing
50	Plastics and Rubber Products Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	493	87	Total	13	2
Year 2014	444	80	Due to Growth	0	0
Net Change	-49	-7	Due to Replacement	13	2
Percent Change	-9.9%	-8.0%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment 2004</u>	<u>Percent Change to 2014</u>	<u>Average Wage</u>	<u>Training Required*</u>
51-2021	Coil Winders, Tapers, and Finishers	21	-28.6%	\$14.01 ²	11
51-4122	Welding, Soldering, Brazing Machine Setters, Operators, and Tenders	50	-14.0%	\$17.62 ²	10
51-9032	Cutting & Slicing Machine Setters, Opr, Tenders	79	-16.5%	\$14.11	10
51-9121	Coating, Painting, & Spraying Machine Setters, Operators, and Tenders	134	-25.4%	\$16.68	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

* See Profile Notes on page 6.

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

Reported Job Titles: Inspection, Lead Inspector, Quality Control, Request Team Leader

Number of Affected Workers: 5

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

Skills Associated with this occupation:

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

2007 Average Wage¹: \$15.85

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
170	Food Manufacturing
170	Paper Manufacturing
130	Wood Product Manufacturing
100	Fabricated Metal Product Manufacturing
90	Plastics and Rubber Products Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	1,886	179	Total	43	4
Year 2014	1,747	160	Due to Growth	0	0
Net Change	-139	-19	Due to Replacement	43	4
Percent Change	-7.4%	-10.6%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u>	<u>Percent</u>	<u>Average</u>	<u>Training</u>
		<u>2004</u>	<u>Change</u>	<u>Wage</u>	<u>Required*</u>
			<u>to 2014</u>		
51-4011	Computer-Controlled Machine Tool Operators	18	-5.6%	\$15.64	10
51-4041	Machinists	180	0.6%	\$17.41	9
51-5023	Printing Machine Operators	79	5.1%	\$13.97	10
51-6031	Sewing Machine Operators	109	-17.4%	\$8.60	10
51-6061	Textile Bleaching & Dyeing Machine Opr/Tenders	13	-53.8%	\$12.65 ²	10
51-9111	Packaging and Filling Machine Operators & Tenders	210	-13.3%	\$11.69	11

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

* See Profile Notes on page 6.

MATCHED OCCUPATION: Helpers, Production Workers SOC: 51-9198

Reported Job Titles: Weaver Utility

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Equipment Selection	Active Listening
Coordination	Instructing
Reading Comprehension	Speaking
Quality Control Analysis	Troubleshooting
Learning Strategies	Critical Thinking

2007 Average Wage¹: \$9.78

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
300	Wood Product Manufacturing
150	Food Manufacturing
140	Fabricated Metal Product Manufacturing
120	Nonmetallic Mineral Products Manufacturing
40	Miscellaneous Manufacturing
40	Textile Product Mills

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	1,945	213	Total	55	6
Year 2014	1,868	197	Due to Growth	0	0
Net Change	-77	-16	Due to Replacement	55	6
Percent Change	-4.0%	-7.5%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment</u>	<u>Percent</u>	<u>Average</u>	<u>Training</u>
		<u>2004</u>	<u>Change</u>	<u>Wage</u>	<u>Required*</u>
			<u>to 2014</u>		
47-3015	Helpers-Pipelayers, Plumbers, Pipe/Steamfitters	45	6.7%	\$13.08	11
51-4011	Computer-Controlled Machine Tool Operators	18	-5.6%	\$15.64	10
51-4121	Welders, Cutters, Solderers, and Brazers	186	1.6%	\$15.76	9
51-5022	Prepress Technicians and Workers	32	-6.3%	\$15.36	7
51-9032	Cutting & Slicing Machine Setters, Oper., Tenders	79	-16.5%	\$14.11	10
51-9121	Coating, Painting, & Spraying Machine Setters, Operators, and Tenders	134	-25.4%	\$16.68	10

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

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

Reported Job Titles: Assembly, Booker, Card Technician, Fill Carrier, Portsman, Roving Carrier

Number of Affected Workers: 6

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

Skills Associated with this occupation: "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.

2007 Average Wage¹: \$12.11

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
220	Paper Manufacturing
130	Food Manufacturing
120	Miscellaneous Manufacturing
20	Wood Product Manufacturing
10	Chemical Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Maine¹</u>		<u>Maine</u>	<u>Northeastern Maine¹</u>
Year 2004	1,574	176	Total	38	4
Year 2014	1,220	133	Due to Growth	0	0
Net Change	-354	-43	Due to Replacement	38	4
Percent Change	-22.5%	-24.4%			

Best Retraining Picks based on Related Occupations Defined by O*NET Online and the Maine Employment Info Guide (MEIG):

<u>SOC</u>	<u>Occupation</u>	<u>Employment 2004</u>	<u>Percent Change to 2014</u>	<u>Northeastern Region¹</u>	
				<u>Average Wage</u>	<u>Training Required*</u>
	Due to the diversity of this occupation there are no O*NET occupations defined as related.				
	Refer to detailed occupations provided elsewhere in this report for guidance.				

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

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

Reported Job Titles: Chip Handler, Laborer, Materials Handler

Number of Affected Workers: 6

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

Skills Associated with this occupation:

Active Listening	Reading Comprehension
Instructing	Coordination
Learning Strategies	Time Management
Service Orientation	Monitoring
Active Learning	Speaking

2007 Average Wage¹: \$10.90

Largest Employing Maine Industries:

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

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Northeastern Region ¹		Maine	Northeastern Region ¹
Year 2004	9,892	1,519	Total	331	50
Year 2014	9,975	1,478	Due to Growth	8	0
Net Change	83	-41	Due to Replacement	323	50
Percent Change	0.8%	-2.7%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

SOC	Occupation	Employment 2004	Percent Change to 2014	Average Wage	Training Required*
37-3011	Landscaping and Groundskeeping Workers	869	6.2%	\$11.09	11
47-3011	Helpers-Brick/Block/Stonemasons & Tile and Marble Setters	39	5.1%	\$11.27	11
53-7061	Cleaners of Vehicles and Equipment	188	5.3%	\$11.03	11
53-7064	Packers and Packers, Hand	543	7.0%	\$8.40	11

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

* See Profile Notes on page 6.

MATCHED OCCUPATION: Machine Feeders and Offbearers SOC: 53-7063

Reported Job Titles: Finish Tender, Finish Tending, Roving Hanger

Number of Affected Workers: 5

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

Skills Associated with this occupation:

Active Listening	Operation and Control
Operation Monitoring	Learning Strategies
Reading Comprehension	Equipment Maintenance
Mathematics	Active Learning
Monitoring	Instructing

2007 Average Wage¹: \$11.17

Largest Employing Maine Industries:

<u>Employment</u>	<u>Industry</u>
90	Wood Product Manufacturing
na	Food Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	<u>Maine</u>	<u>Northeastern Region¹</u>		<u>Maine</u>	<u>Northeastern Region¹</u>
Year 2004	600	55	Total	16	2
Year 2014	455	42	Due to Growth	0	0
Net Change	-145	-13	Due to Replacement	16	2
Percent Change	-24.2%	-23.6%			

Best Retraining Options of O*NET Defined Related Occupations (Presented at SOC Code Level):

<u>SOC</u>	<u>Occupation</u>	<u>Employment 2004</u>	<u>Percent Change to 2014</u>	<u>Average Wage</u>	<u>Training Required*</u>
51-2021	Coil Winders, Tapers, and Finishers	21	-28.6%	\$14.01 ²	11
51-4033	Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, Tenders-Metal/Plastic	17	-11.8%	\$17.92 ²	10
51-5011	Bindery Workers	36	-8.3%	\$13.04	11
51-5022	Prepress Technicians and Workers	32	-6.3%	\$15.36	7
51-9041	Extruding, Forming, Pressing, & Compacting Machine Setters, Operators, and Tenders	52	-11.5%	\$14.12 ²	10
51-9121	Coating, Painting, & Spraying Machine Setters, Operators, and Tenders	134	-25.4%	\$16.68	10
53-7011	Conveyor Operators and Tenders	53	-3.8%	\$12.48	11

¹ Northeastern Region consists of Hancock, Penobscot, and Piscataquis counties.

² denotes wage rate for Maine (statewide).

^{na} denotes data not available.

* See Profile Notes on page 6.

APPENDIXES

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

Industries Expected to Gain 10 or More Jobs		Industries Expected to Lose Jobs	
Social assistance	1,161	Paper manufacturing	-425
Food services and drinking places	798	Support activities for transportation	-132
Ambulatory health care services	664	Transportation equipment manufacturing	-129
Hospitals	613	Wood product manufacturing	-119
Local Government	521	Federal Government	-89
Nursing and residential care facilities	421	Clothing and clothing accessories stores	-63
Amusements, gambling, and recreation	380	Food manufacturing	-60
Professional, Scientific and Tech Services	307	Telecommunications	-52
Motor vehicle and parts dealers	298	Fabricated metal product manufacturing	-39
Food and beverage stores	244	Furniture and related product manufacturing	-37
General merchandise stores	216	Management of companies and enterprises	-37
Accommodation	199	Publishing industries, except Internet	-24
Administrative and support services	162	Agriculture and forestry support activities	-12
Building material and garden supply stores	161	Leather and allied product manufacturing	-10
Membership associations and organizations	144	Private households	-9
Merchant wholesalers, durable goods	143	Apparel manufacturing	-8
Nonstore retailers	116	Machinery manufacturing	-7
Specialty trade contractors	115	Sporting goods, hobby, book and music stores	-6
Repair and maintenance	101	Miscellaneous manufacturing	-5
Credit intermediation and related activities	98	Waste management and remediation services	-4
Real estate	85	Personal and laundry services	-3
Truck transportation	79	Textile product mills	-2
Educational services	65	Chemical manufacturing	-2
Miscellaneous store retailers	60	Scenic and sightseeing transportation	-1
Construction of buildings	57	ISPs, search portals, and data processing	-1
Gasoline stations	41		
Water transportation	37		
Merchant wholesalers, nondurable goods	32		
Animal production	27		
Electronics and appliance stores	24		
Rental and leasing services	23		
Insurance carriers and related activities	21		
Heavy and civil engineering construction	21		
Performing arts and spectator sports	17		
Health and personal care stores	17		
Fishing, hunting and trapping	16		
Warehousing and storage	15		
Furniture and home furnishings stores	14		

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 Northeastern 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>	110,379	116,457	6,078	5.5%	796	2,642	3,438
Management, Business and Financial Occupations	8,912	9,723	811	9.1%	85	164	249
Management Occupations	6,178	6,713	535	8.7%	56	113	169
Business and Financial Operations Occupations	2,734	3,010	276	10.1%	29	51	80
Professional and Related Occupations	22,780	25,100	2,320	10.2%	242	446	688
Computer and Mathematical Occupations	1,152	1,303	151	13.1%	18	15	33
Architecture and Engineering Occupations	1,041	1,068	27	2.6%	5	24	29
Life, Physical, and Social Science Occupations	1,291	1,454	163	12.6%	17	29	46
Community and Social Services Occupations	2,751	3,182	431	15.7%	44	52	96
Legal Occupations	613	679	66	10.8%	7	7	14
Education, Training, and Library Occupations	7,537	7,926	389	5.2%	41	161	202
Arts, Design, Entertainment, Sports, and Media Occupations	1,637	1,749	112	6.8%	12	32	44
Healthcare Practitioners and Technical Occupations	6,758	7,739	981	14.5%	98	126	224
Service Occupations	24,157	26,551	2,394	9.9%	243	682	925
Healthcare Support Occupations	3,457	4,012	555	16.1%	56	53	109
Protective Service Occupations	1,863	2,026	163	8.7%	19	55	74
Food Preparation and Serving Related Occupations	9,801	10,427	626	6.4%	63	383	446
Building and Grounds Cleaning and Maintenance Occupations	4,930	5,268	338	6.9%	34	99	133
Personal Care and Service Occupations	4,106	4,818	712	17.3%	71	92	163
Sales and Related Occupations	11,284	11,815	531	4.7%	60	378	438
Office and Administrative Support Occupations	15,680	15,386	-294	-1.9%	45	365	410
Farming, Fishing, and Forestry Occupations	1,567	1,555	-12	-0.8%	6	35	41
Construction and Extraction Occupations	6,059	6,257	198	3.3%	24	119	143
Installation, Maintenance, and Repair Occupations	5,216	5,506	290	5.6%	38	121	159
Production Occupations	6,424	5,928	-496	-7.7%	11	154	165
Transportation and Material Moving Occupations	8,300	8,636	336	4.0%	42	178	220

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 Northeastern Maine, 2004 to 2014

SOC Code	Occupation	Average Employment		Average Annual Openings			Education/Training Requirement
		2004	2014	Growth	Replacement	Total	
41-2011	Cashiers	3,132	3,180	5	152	157	Short-term on-the-job training
41-2031	Retail Salespersons	3,276	3,573	30	119	149	Short-term on-the-job training
35-3031	Waiters and Waitresses	2,026	2,087	6	104	110	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,862	2,073	21	81	102	Short-term on-the-job training
29-1111	Registered Nurses	2,575	3,004	43	54	97	Associate degree
39-9021	Personal and Home Care Aides	1,225	1,559	33	20	53	Short-term on-the-job training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,950	2,104	15	37	52	Short-term on-the-job training
53-3032	Truck Drivers, Heavy and Tractor-Trailer	2,415	2,544	13	39	52	Moderate-term on-the-job training
35-2021	Food Preparation Workers	1,134	1,243	11	40	51	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,519	1,478	0	50	50	Short-term on-the-job training
11-1021	General and Operations Managers	1,658	1,832	17	31	48	Bachelor's degree plus work experience
37-2012	Maids and Housekeeping Cleaners	1,727	1,842	12	36	48	Short-term on-the-job training
43-9061	Office Clerks, General	1,980	1,996	2	44	46	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	1,170	1,058	0	43	43	Short-term on-the-job training
39-9011	Child Care Workers	1,311	1,352	4	36	40	Short-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	935	1,046	11	25	36	Postsecondary vocational training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,821	1,854	3	33	36	Work experience in a related occupation
43-6014	Secretaries, Except Legal, Medical, and Executive	1,809	1,636	0	35	35	Moderate-term on-the-job training
31-1012	Nursing Aides, Orderlies, and Attendants	1,518	1,644	13	20	33	Postsecondary vocational training
43-4051	Customer Service Representatives	1,168	1,300	13	17	30	Moderate-term on-the-job training
47-2031	Carpenters	1,468	1,520	5	24	29	Long-term on-the-job training
25-2031	Secondary School Teachers, Except Special and Vocational Education	989	987	0	28	28	Bachelor's degree
51-2092	Team Assemblers	882	936	5	23	28	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,425	1,426	0	27	27	Moderate-term on-the-job training
35-2014	Cooks, Restaurant	808	827	2	25	27	Long-term on-the-job training
25-9041	Teacher Assistants	1,302	1,322	2	25	27	Short-term on-the-job training
21-1093	Social and Human Service Assistants	623	774	15	11	26	Moderate-term on-the-job training
43-3071	Tellers	405	460	6	20	26	Short-term on-the-job training
25-2021	Elementary School Teachers, Except Special Education	1,044	1,064	2	23	25	Bachelor's degree
35-9021	Dishwashers	659	682	2	22	24	Short-term on-the-job training
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	1,034	1,052	2	22	24	Work experience in a related occupation
37-3011	Landscaping and Groundskeeping Workers	869	923	5	19	24	Short-term on-the-job training
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	691	758	7	16	23	Work experience in a related occupation
31-1011	Home Health Aides	625	776	15	8	23	Short-term on-the-job training
49-9042	Maintenance and Repair Workers, General	933	987	5	18	23	Moderate-term on-the-job training
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	669	720	5	18	23	Moderate-term on-the-job training
35-3011	Bartenders	419	453	3	17	20	Short-term on-the-job training
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	247	272	3	16	19	Short-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 Northeastern 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	1,809	1,636	-173	Moderate-term on-the-job training
43-5081	Stock Clerks and Order Fillers	1,170	1,058	-112	Short-term on-the-job training
45-4021	Fallers	322	268	-54	Moderate-term on-the-job training
43-5052	Postal Service Mail Carriers	311	259	-52	Short-term on-the-job training
43-4071	File Clerks	88	44	-44	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,519	1,478	-41	Short-term on-the-job training
51-9196	Paper Goods Machine Setters, Operators, and Tenders	195	159	-36	Moderate-term on-the-job training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	215	179	-36	Short-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	141	105	-36	Moderate-term on-the-job training
43-9022	Word Processors and Typists	132	96	-36	Moderate-term on-the-job training
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	134	100	-34	Moderate-term on-the-job training
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	152	121	-31	Moderate-term on-the-job training
49-9044	Millwrights	184	155	-29	Long-term on-the-job training
15-1021	Computer Programmers	142	114	-28	Bachelor's degree
51-9111	Packaging and Filling Machine Operators and Tenders	210	182	-28	Short-term on-the-job training
43-2011	Switchboard Operators, Including Answering Service	180	152	-28	Short-term on-the-job training
41-9041	Telemarketers	258	230	-28	Short-term on-the-job training
43-3021	Billing and Posting Clerks and Machine Operators	424	398	-26	Moderate-term on-the-job training
33-9032	Security Guards	493	469	-24	Short-term on-the-job training
43-9011	Computer Operators	54	31	-23	Moderate-term on-the-job training
51-8021	Stationary Engineers and Boiler Operators	123	100	-23	Long-term on-the-job training
47-2061	Construction Laborers	497	476	-21	Moderate-term on-the-job training
41-2022	Parts Salespersons	331	310	-21	Moderate-term on-the-job training
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	72	51	-21	Moderate-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	179	160	-19	Moderate-term on-the-job training
43-5051	Postal Service Clerks	109	90	-19	Short-term on-the-job training
51-6031	Sewing Machine Operators	109	90	-19	Moderate-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	166	148	-18	Long-term on-the-job training
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	46	28	-18	Short-term on-the-job training
43-5041	Meter Readers, Utilities	35	18	-17	Short-term on-the-job training
43-9021	Data Entry Keyers	117	101	-16	Moderate-term on-the-job training
51-9198	Helpers--Production Workers	213	197	-16	Short-term on-the-job training
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	525	510	-15	Work experience in a related occupation
25-2022	Middle School Teachers, Except Special and Vocational Education	522	507	-15	Bachelor's degree
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	79	66	-13	Moderate-term on-the-job training
53-7063	Machine Feeders and Offbearers	55	42	-13	Short-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	73	61	-12	Moderate-term on-the-job training
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	134	122	-12	Short-term on-the-job training
11-9131	Postmasters and Mail Superintendents	73	61	-12	Work experience in a related occupation
13-2082	Tax Preparers	54	43	-11	Moderate-term on-the-job training

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