

**Infopaks**

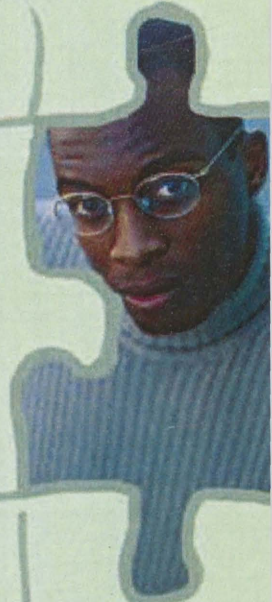
*A Skills Transferability Analysis  
to Support Reemployment  
and Retraining Plans*

*prepared for*

*The Former Workers*

*of*

**Burlington Homes,  
Eco Building Systems,  
and Keiser Homes**





# A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of Burlington Homes, Eco Building Systems, and Keiser Homes

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*October 2008*



A Skills Transferability Analysis to Support  
Re-Employment and Retraining Plans  
Prepared for Former Employees of  
Burlington Homes, LLC Building Systems and  
Kaiser Homes

A Worker Transition Model developed by  
Maine Department of Labor  
Burlington Homes, LLC  
Kaiser Homes

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## Preface

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

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

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

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John Dorrer, Director



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## Company Background

This report addresses the combined layoffs in the manufactured modular and mobile home industry in Oxford, Maine. Burlington Homes, Eco Building Systems, and Keiser Homes experienced difficulties resulting in layoffs and plant closures beginning in late 2007. Keiser Homes has recalled most of the previously laid off workers, but production ceased at Burlington Homes in December 2007 and at Eco Building Systems in May 2008.

## The Labor Market

Oxford is in the Bridgton-Paris Labor Market Area, which comprises nine towns in Southern Oxford and Northwestern Cumberland County. Since 2000 employment growth in the region has been close to the statewide rate, but unemployment has remained relatively high. The August 2008 unemployment rate of 6.1 percent was well above the 4.7 percent statewide average.

Oxford has been the primary hub of Maine's manufactured housing industry. The industry employed 475 workers in Oxford in 2007 – nearly two-thirds of the total in the state. The national housing downturn caused a precipitous drop in home construction leading to the layoffs and closures. The job losses in manufactured housing have cut demand for products and services of other businesses in the area, adversely impacting local re-employment prospects. At this point it seems likely the housing slump will continue for months to come.

While the Oxford manufactured housing industry is not likely to rebound soon, former employees of these companies should be able to realize opportunities to utilize their skills-sets in other industries, especially if they are willing to commute to other areas to work. There is substantial economic mass within 50 miles of Oxford, where the population and labor force total 726,000 and 401,000, and the unemployment rate is 4.2 percent. Faster growth and lower unemployment prevail in the Lewiston-Auburn (5.1 percent unemployment), Augusta (4.5%) and Portland (3.6%) areas.

## Characteristics of the Affected Workers

Demographic information was collected from 100 employees during Rapid Response sessions. Workers reported age ranged from 23 to 67, with an average of 47. Average job tenure was 7.4 years, with half reporting employment of more than 5 years. Seventy-eight percent were male, and 14 percent were veterans. Seventy-nine percent completed high-school and 15 percent completed some level of postsecondary training. Reported wages ranged from a low of \$9.00 to a high of \$31.38 per hour. Excluding management, reported wages ranged from \$9.00 to \$17.00 with a median of \$12.00 per hour.

Characteristic	Workers	Characteristic	Workers
<b>Age</b>		<b>Town of Residence</b>	
45 and under	39	Oxford	33
46 to 55	38	Norway	13
56 to 64	18	South Paris	11
65 and up	1	Mechanic Falls	8
Average Age = 47		Buckfield	5
<b>Job Tenure at Site</b>		West Paris	5
5 or less	55	Waterford	4
5 to 10	23	Bryant Pond	3
10 to 15	11	Harrison	3
16 and over	11	Other	11
Average Tenure = 7.4 years			



## Jobs in Demand – Current Job Openings in Maine

The responsibilities of most of the affected workers fit into four Standard Occupational Classification (SOC) job titles (complete company staffing is covered in the occupational profiles):

- 47-2031 Carpenters
- 47-1011 First-Line Supervisors/Managers of Construction Trades and Extraction Workers
- 51-7011 Cabinetmakers and Bench Carpenters
- 53-7062 Helpers, Laborers, and Material Movers (Hand)

A September 2008 search of job postings with Maine CareerCenters revealed no listings that directly match these occupations within 50 miles of Oxford. When the search criteria were expanded to include all occupational groups there were over 500 listings.

## Re-Employment Prospects and the Employment Outlook

The job outlook for the western region of Maine is for 3.7 percent growth between 2004 and 2014 – about half the statewide rate. The economic base of the region continues a shift away from manufacturing to service-providing industries. Industries projected to gain the most jobs include ambulatory healthcare services, food services and drinking places, nursing and residential care facilities, hospitals, social assistance, and general merchandise stores. Manufacturing of paper, wood, textiles, and leather products are among industries projected to lose the most jobs.

Among occupations, the number of production jobs is expected to continue to decline, while nominal growth is projected for construction and extraction; installation, maintenance, and repair; and transportation and material moving occupations. The majority of projected job openings will occur to meet replacement demand as existing workers retire or otherwise leave the work force. Most job growth and job openings are expected in healthcare; food preparation; personal, community, and social services; sales; and management occupations.

Well-paying jobs in growing occupations generally require specific technical skills. The skill sets of dislocated manufactured housing workers generally are not transferable to those fields of work. The lack of in-demand skills limits their re-employment opportunities. (Additional industry and occupational projections information is provided in Appendices A-D at the back of this report.)

### Employment by Occupational Group in the Western Region, 2004 and Projected 2014

Occupational Group	Employment			Avg Annual Openings
	2004	2014	Net Change	
Total	86,191	89,341	3,150	2,592
Service	17,081	18,802	1,721	653
Healthcare Practitioners and Technical	4,764	5,423	659	155
Food Preparation and Serving Related	6,811	7,461	650	332
Sales and Related	8,342	8,822	480	326
Healthcare Support	2,829	3,237	408	83
Management	5,103	5,466	363	129
Personal Care and Service	2,792	3,107	315	96
Community and Social Services	2,179	2,456	277	70
Building, Grounds Cleaning, Maintenance	3,424	3,649	225	92
Education, Training, and Library	6,099	6,286	187	151
Business and Financial Operations	2,423	2,607	184	65
Installation, Maintenance, and Repair	3,726	3,889	163	109
Construction Trades and Extraction	4,969	5,106	137	116
Protective Service	1,225	1,348	123	50
Transportation and Material Moving	6,038	6,155	117	157
Arts, Design, Entertainment, Sports, & Media	1,146	1,228	82	31
Computer and Mathematical	607	688	81	17
Legal	429	476	47	10
Life, Physical, and Social Science	353	371	18	10
Architecture and Engineering	589	576	-13	15
Farming, Forestry, and Fishing	877	861	-16	23
Office and Administrative Support	13,220	13,031	-189	355
Production	8,246	7,098	-1,148	202

\* Western region consists of Androscoggin, Franklin, and Oxford counties

## Retraining Possibilities

The profiles for matched occupations provided in this report contain related occupations with training requirements. These occupations were selected based on their level of employment and projected growth and job openings in Western Maine. Workers may have additional work experience or hobbies and interests beyond those required in their most recent occupation, which may lead to retraining possibilities for entry into growing or in-demand occupations.

Clients should work with a CareerCenter counselor to assess their skills and identify options for possible entry into other occupations in demand. Brochures such as Hot Jobs in Maine to 2014, and Internet resources such as America's Career InfoNet, Career Voyages, and the Maine Employment Info Guide may be helpful to clients in identifying alternative occupations. 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.



## 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.

**Carpenters:** Opportunities in Western Maine are somewhat limited, with 24 openings per year and a projected job gain of 2.6% between 2004 and 2014. The O\*Net profile of this occupation lists its top five skills as mathematics, time management, active listening, critical thinking, and judgment and decision-making. A skills search of available occupations based on these five attributes produced 230 potential matches, many existing in the same Job Zone as the original occupation.

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 occupations for which applicants might have interest in obtaining training. A client's previous employment in other occupations and their interests also play a role in developing a training plan.

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

The 100 workers who provided occupational information were coded into 25 SOC's. Those occupations are the basis for a skills analysis to capture the details associated with job performance. This provides a basis for comparative analysis to identify related occupations in other industries and helps assess skill gaps workers may have for alternative career paths.

REPORTED JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
General Manager, Plant Manager, Plant Manager-Assistant	3	11-1021	General and Operations Manager
Production Mgr. Quality Control Mgr.	2	11-3051	Industrial Production Manager
Purchasing, Purchasing Manager	2	13-1023	Purchasing Agents, Except Wholesale, Retail, & Farm
Drafter	1	17-3011	Architectural and Civil Drafters
Safety Coordinator-QC Inspector	1	29-9011	Occupational Health and Safety Specialists
Pricing-Sales	1	41-4012	Sales Representatives, Wholesale and Manufacturing
Accounting Clerk	1	43-3031	Bookkeeping, Accounting, and Auditing Clerks
Purchasing	2	43-3061	Procurement Clerks
Sales Assistant	1	43-4051	Customer Service Representative
Head Receiver, Ship Loose	2	43-5071	Shipping, Receiving, and Traffic Clerks
Inventory Control/Database Control, Receiver, Receiving Team Leader	4	43-5081	Stock Clerks and Order Fillers
Administrative Assistant, Admin Assistant-Field Service, Secretary/Receptionist	3	43-9061	Office Clerks, General
Foreman, Supervisor, Team Leader	9	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
Finish, Roof Builder, Doors, Flooring, Trim Work, Vinyl Siding, Leadperson, Carpenter, Wall Setter, Floater, Drywall, Bottoms Builder, Moulder, Finish Carpenter, and Others	30	47-2031	Carpenters
Electrician, Electrician Head, Electrician Supervisor, Electrical	4	47-2111	Electricians
Painter, Paint Sprayer-Head	2	47-2141	Painters, Construction and Maintenance

REPORTED JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
Plumber	4	47-2152	Plumbers, Pipefitters, and Steamfitters
Maintenance Supervisor	1	49-1011	First-Line Supervisor/Manager of Mechanics, Installers, and Repairers
Plumbing/Heating	1	49-9021	Heating, Ventilating, Air Conditioning Mechanics, Installers and Repairers
Field Service, Service Technician, Building/Grounds Maintenance	4	49-9042	Maintenance and Repair Workers, General
Weld Shop-Welder	2	51-4121	Welders, Cutters, Solderers, and Brazers
Cabinet/Counter Assy/Installation, Mill Room, Laborer, Leadperson	6	51-7011	Cabinetmakers and Bench Carpenters
Function Test, Quality Control	2	51-9061	Inspectors, Testers, Samplers, Sorters, and Weighers
Forklift Driver-Receiver	2	53-7051	Industrial Truck and Tractor Operators
Laborer, Roamer, Final Yard, Laborer-Final Yard, Yard	10	53-7062	Laborers and Freight, Stock, and Material Movers (Hand)

## Profile Notes

Wage information is for Maine's Southwest Balance of State. Employment outlook data is for the western region of the state, comprised of Androscoggin, Franklin, and Oxford counties. Largest employing industries are statewide.

For Training Required in each profile, training and education requirements are 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 OCCUPATION: General and Operations Managers**  
**SOC: 11-1021**

Related Job Titles: Area Manager, Assistant Team Manager, Department Manager

Number of Matched Profiles: 7      Learning Requirements: Bachelor's degree or equivalent

Skills Associated with this occupation: Active Listening, Time Management, Monitoring, Speaking, Active Learning, Teamwork, Problem Solving, Customer Service, Communication, Leadership, Decision Making

Education: Bachelor of Science (BS)      2007 Average Salary: \$28,000

Related Occupations: Management

- 110      Management, Science, & Technical Support
- 110      Administration
- 110      Management Science
- 110      Administrative Support
- 110      Executive Business

**MATCHED OCCUPATIONAL PROFILES**

	Education: Bachelor's Degree		Total	Average Salary: \$28,000	
	Male	Female		Male	Female
Year 2008	10,273	1,209	11,482	21	21
Year 2018	11,323	1,209	12,532	11	11
Year Change	1,050	0	1,050	0	0
Percent Change	10.3%	0%	9.1%	0%	0%

View Ranking Profile from O\*NET and Major Requirements for this occupation: [View Profile](#)

SOC	Occupation	Education		Average Salary	
		Male	Female	Male	Female
11-1021	General and Operations Managers	10,273	1,209	\$28,000	\$28,000
11-1022	Management Science	11,323	1,209	\$28,000	\$28,000

Source: Bureau of Labor Statistics, Bureau of Economic Analysis, Standard Occupational Classification

For more information, visit [www.bls.gov](#)

## MATCHED OCCUPATION: General and Operations Managers SOC: 11-1021

Reported Job Titles: Plant Manager, Assistant Plant Manager, General Manager

Number of Affected Workers: 3

Training Requirements: Bachelor's degree plus work experience

Skills Associated with this occupation:

Active Listening	Management of Personnel Resources
Time Management	Judgement and Decision Making
Monitoring	Reading Comprehension
Speaking	Management of Financial Resources
Active Learning	Persuasion

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$39.76

Largest Employing Maine Industries:

Employment	Industry
550	Professional, Scientific, & Technical Services
410	Public Administration
390	Educational Services
360	Administrative Support Services
310	Food and Beverage Stores

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	10,273	1,399	Total	325	37
Year 2014	11,583	1,509	Due to Growth	131	11
Net Change	1,310	110	Due to Replacement	194	26
Percent Change	12.8%	7.9%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
N/A	No O*NET Occupations Defined as Related	N/A	N/A	N/A	N/A

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\* See Profile Notes on page 5.



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

Reported Job Titles: Production Manager, Quality Control Manager

Number of Affected Workers: 2

Training Requirements: Work experience in related occupation

Skills Associated with this occupation:

Active Listening	Judgement and Decision Making
Critical Thinking	Reading Comprehension
Management of Personnel Resources	Coordination
Monitoring	Time Management
Complex Problem Solving	Speaking

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$38.42

Largest Employing Maine Industries:

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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	702	142	Total	14	3
Year 2014	654	127	Due to Growth	0	0
Net Change	-48	-15	Due to Replacement	14	3
Percent Change	-6.8%	-10.6%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest</u>	Training Required*
		Employment 2004	Percent Change to 2014	<u>BOS<sup>1</sup></u> Average Wage	
51-1011	First-Line Supv/Mgrs of Production & Operating Workers	657	-6.2%	\$25.10	8
53-1021	First-Line Supv/Mgrs of Helpers, Laborers, and Material Movers (Hand)	96	5.2%	\$17.93	8
13-1021	Purchasing Agents and Buyers, Farm Products	25	4.0%	\$19.30	8
45-1011	First-Line Supv/Mgrs of Farm, Forestry, Fishing Wkrs	40	2.5%	\$26.36	8
11-3071	Transportation, Storage, Distribution Managers	68	11.8%	\$35.26	8
11-9011	Farm, Ranch, Other Agricultural Managers	74	17.6%	\$27.32	4
11-1011	Chief Executives	200	4.0%	\$55.14	4

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\* See Profile Notes on page 5.

**MATCHED OCCUPATION: Purchasing Agents, Except Wholesale/Retail, & Farm  
SOC: 13-1023**

Reported Job Titles: Purchasing Manager, Purchasing

Number of Affected Workers: 2 Training Requirements: Work experience in a related occupation

Skills Associated with this occupation:

Speaking	Active Listening
Critical Thinking	Judgement and Decision Making
Reading Comprehension	Writing
Time Management	Mathematics
Active Learning	Negotiation

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$24.44

**Largest Employing Maine Industries:**

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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	914	118	Total	26	3
Year 2014	945	120	Due to Growth	3	0
Net Change	11	2	Due to Replacement	23	3
Percent Change	3.4%	1.7%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-4051	Customer Service Representatives	1,078	16.0%	\$13.07	10
13-1051	Cost Estimators	90	8.9%	\$24.49	8
43-3061	Procurement Clerks	24	-4.2%	\$16.77	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\* See Profile Notes on page 5.



**MATCHED OCCUPATION: Architectural and Civil Drafters**  
**SOC: 17-3011**

Reported Job Titles: Drafter

Number of Affected Workers: 1                      Training Requirements: Postsecondary vocational training

Skills Associated with this occupation:

Active Listening	Coordination
Active Learning	Complex Problem Solving
Mathematics	Reading Comprehension
Critical Thinking	Operations Analysis
Instructing	Speaking

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$18.49

Largest Employing Maine Industries:

Employment	Industry
460	Professional, Technical, and Scientific Services
40	Specialty Trade Contractors
20	Building Material and Garden Equipment and Supplies Dealers

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	450	40	Total	13	1
Year 2014	416	37	Due to Growth	0	0
Net Change	-34	-3	Due to Replacement	13	1
Percent Change	-7.6%	-7.5%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	361	-13.0%	\$17.14	10
17-2141	Mechanical Engineers	58	-6.9%	\$36.86	5
17-3022	Civil Engineering Technicians	37	0.0%	\$21.07	6
17-3013	Mechanical Drafters	31	-6.5%	\$22.41	7
17-3023	Electrical & Electronic Engineering Technicians	29	3.4%	\$17.57	6
27-1021	Commercial and Industrial Designers	15	-13.3%	\$18.80	5

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\* See Profile Notes on page 5.

# MATCHED OCCUPATION: Occupational Health and Safety Specialists SOC: 29-9011

Reported Job Titles: QC Inspector-Safety Coordinator

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

Skills Associated with this occupation:

Reading Comprehension	Active Listening
Speaking	Writing
Critical Thinking	Science
Active Learning	Instructing
Time Management	Judgment and Decision Making

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$31.80

Largest Employing Maine Industries:

Employment	Industry
70	Public Administration
30	Professional, Technical, and Scientific Services
20	Paper Manufacturing
10	Hospitals
NA	Insurance Carriers

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	203	18	Total	5	0
Year 2014	217	20	Due to Growth	1	0
Net Change	14	2	Due to Replacement	4	0
Percent Change	6.9%	11.1%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
13-1041	Compliance Officers, Except Agriculture, Construction, Health/Safety, and Transportation	65	13.8%	\$21.42	9
33-9021	Private Detectives and Investigators	27	11.1%	\$14.20	8

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

<sup>NA</sup> Denotes data not available for this area.

\* See Profile Notes on page 5.



**MATCHED OCCUPATION: Sales Representatives, Wholesale & Manufacturing  
Except Scientific and Technical Products  
SOC: 41-4012**

Reported Job Titles: Pricing-Sales

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Active Listening	Speaking
Time Management	Reading Comprehension
Persuasion	Service Orientation
Negotiation	Social Perceptiveness
Active Learning	Coordination

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$22.49

Largest Employing Maine Industries:

Employment	Industry
1,260	Merchant Wholesalers, Nondurable Goods
1,230	Wholesale Electronics Markets, Agents, and Brokers
1,110	Merchant Wholesalers, Durable Goods
320	Professional, Technical, and Scientific Services
310	Specialty Trade Contractors

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	5,043	605	Total	202	21
Year 2014	5,739	651	Due to Growth	70	5
Net Change	696	46	Due to Replacement	132	16
Percent Change	13.8%	7.6%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
41-2031	Retail Salespersons	1,976	12.9%	\$12.37	11
13-1022	Wholesale and Retail Buyers, Except Farm Prod.	88	3.4%	\$18.07	8
27-3031	Public Relations Specialists	59	13.6%	\$26.26	5
41-4011	Sales Representatives, Wholesale and Mfg. Technical and Scientific Products	59	11.9%	\$33.66	10

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

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

Reported Job Titles: Accounting Clerk

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Mathematics	Reading Comprehension
Time Management	Active Listening
Learning Strategies	Social Perceptiveness
Writing	Speaking
Management of Financial Resources	Instructing

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$14.15

Largest Employing Maine Industries:

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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	8,965	1,188	Total	182	22
Year 2014	9,103	1,177	Due to Growth	14	0
Net Change	138	-11	Due to Replacement	168	22
Percent Change	1.5%	-9%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-9061	Office Clerks, General	1,533	-1.0%	\$11.57	11
43-6014	Secretaries, Except Legal, Medical, Executive	1,427	-11.4%	\$13.61	10
43-3021	Billing and Posting Clerks and Machine Oper.	357	-9.0%	\$12.68	10
43-4131	Loan Interviewers and Clerks	150	-3.3%	\$13.32	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



**MATCHED OCCUPATION: Procurement Clerks**  
**SOC: 43-3061**

Reported Job Titles: Purchasing

Number of Affected Workers: 2

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

Skills Associated with this occupation:

Time Management	Reading Comprehension
Speaking	Active Listening
Critical Thinking	Writing
Monitoring	Management of Material Resources
Mathematics	Judgment and Decision Making

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$16.77

Largest Employing Maine Industries:

Employment	Industry
20	Management of Companies and Enterprises
10	Educational Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	251	24	Total	6	1
Year 2014	241	23	Due to Growth	0	0
Net Change	-10	-1	Due to Replacement	6	1
Percent Change	-4.0%	-4.2%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-9061	Office Clerks, General	1,533	-1.0%	\$11.57	11
43-6013	Medical Secretaries	313	1.0%	\$12.74	7
43-9041	Insurance Claims and Policy Processing Clerks	104	-3.8%	\$14.79	10
43-4031	Court, Municipal, and License Clerks	74	16.2%	\$12.79	11
13-2053	Insurance Underwriters	46	-4.3%	\$25.08	5
43-4121	Library Assistants, Clerical	23	8.7%	\$10.41	11
43-4041	Credit Authorizers, Checkers, and Clerks	25	-36.0%	NA	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

<sup>NA</sup>Denotes data not available for this area.

\*See Profile Notes on page 5.

# MATCHED OCCUPATION: Customer Service Representatives

## SOC: 43-4051

Reported Job Titles: Sales Assistant

Number of Affected Workers: 1

Training Requirements: Moderate term on-the-job trainin

Skills Associated with this occupation:

Active Listening	Reading Comprehension
Monitoring	Speaking
Time Management	Service Orientation
Active Learning	Learning Strategies
Writing	Critical Thinking

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$13.07

Largest Employing Maine Industries:

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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	8,406	1,078	Total	257	33
Year 2014	9,724	1,251	Due to Growth	132	17
Net Change	1,318	173	Due to Replacement	125	16
Percent Change	-4.0%	16.0%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
41-2031	Retail Salespersons	1,976	12.9%	\$12.37	11
43-3011	Bill and Account Collectors	263	12.2%	\$14.72	11
41-2021	Counter and Rental Clerks	213	21.1%	\$10.33	11
43-4111	Interviewers, Except Eligibility and Loan	98	12.2%	\$12.05	11
43-9041	Insurance Claims and Policy Processing Clerks	104	-3.8%	\$14.79	10

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



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

Reported Job Titles: Head Receiver, Ship Loose

Number of Affected Workers: 2

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

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$12.88

Largest Employing Maine Industries:

Employment	Industry
280	General Merchandise Stores
230	Merchant Wholesalers, Durable Goods
170	Building Material, Garden Equipment and Supplies Dealers
170	Miscellaneous Store Retailers
160	Merchant Wholesalers, Nondurable Goods
150	Food Manufacturing

	Employment Forecast			Average Annual Openings 2004-2014	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	2,948	405	Total	63	8
Year 2014	2,964	383	Due to Growth	2	0
Net Change	16	-22	Due to Replacement	61	8
Percent Change	-.5%	-5.4%			

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

SOC	Occupation	Western Region <sup>1</sup>		Southwest	Training Required*
		Employment 2004	Percent Change to 2014	BOS <sup>1</sup> Average Wage	
43-5081	Stock Clerks and Order Fillers	895	-10.4%	\$10.19	11
43-5061	Production, Planning, and Expediting Clerks	124	-5.6%	\$19.56	11
43-5111	Weighers, Measurers, Samplers & Checkers	48	-16.7%	\$14.45	11
43-3061	Procurement Clerks	24	-4.2%	\$16.67	11
49-9091	Coin, Vending & Amusement Machine Servicers/Rep	20	-5.0%	\$14.13	10
43-9051	Mail Clerks & Mail Machine Opr, Except Postal Svc	104	-38.5%	\$9.06	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

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

Reported Job Titles: Inventory Control, Inventory/Database Control, Receiver, Receiving Team Leader

Number of Affected Workers: 4 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

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$10.19

**Largest Employing Maine Industries:**

Employment	Industry
3,000	Food and Beverage Stores
1,840	General Merchandise Stores
310	Merchant Wholesalers, Durable Goods
280	Building Materials 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>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	6,725	895	Total	249	33
Year 2014	6,226	802	Due to Growth	0	0
Net Change	-499	-93	Due to Replacement	249	33
Percent Change	-7.4%	-10.4%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-9061	Office Clerks, General	1,533	-1.0%	\$11.57	11
43-5071	Shipping, Receiving, and Traffic Clerks	405	-5.4%	\$12.88	11
43-5061	Production, Planning, and Expediting Clerks	124	-5.6%	\$19.56	11
25-4031	Library Technicians	118	0.0%	\$14.52	7
43-9041	Insurance Claims and Policy Processing Clerks	104	-3.8%	\$14.79	10
43-5111	Weighers, Measurers, Checkers, Samplers,	48	-16.7%	\$14.45	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



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

Reported Job Titles: Administrative Assistant, Administrative Assistant-Field Services, Secretary/Receptionist

Number of Affected Workers: 3                      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

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$11.57

**Largest Employing Maine Industries:**

Employment	Industry
1,290	Administrative and Support Services
1,110	Public Administration
760	Special Trades Contractors
730	Professional, Technical, and Scientific Services
730	Ambulatory Healthcare Services
470	Real Estate
470	Educational Services

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	12,517	1,533	Total	310	34
Year 2014	12,850	1,518	Due to Growth	33	0
Net Change	333	-15	Due to Replacement	277	34
Percent Change	2.7%	-1.0%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-6014	Secretaries, Except Legal, Medical, Executive	1,427	-11.4%	\$13.61	10
43-4171	Receptionists and Information Clerks	415	8.0%	\$10.77	11
43-3021	Billing & Posting Clerks & Machine Operators	357	-9.0%	\$12.68	10
43-4131	Loan Interviewers and Clerks	150	-3.3%	\$13.32	11
43-9041	Insurance Claims and Policy Processing Clerks	104	-3.8%	\$14.79	10
43-9022	Word Processors and Typists	110	-20.9%	\$12.52	10

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

# MATCHED OCCUPATION: First-Line Supervisors/Managers of Construction Trades and Extraction Workers

## SOC: 47-1011

Reported Job Titles: Supervisor, Foreman, Team Leader, Supervisor-Final

Number of Affected Workers: 9                      Training Requirements: Work experience in a related occupation

Skills Associated with this occupation:

Time Management	Coordination
Instructing	Judgment and Decision Making
Speaking	Active Listening
Critical Thinking	Equipment Selection
Reading Comprehension	Mathematics

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$21.74

### Largest Employing Maine Industries:

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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	3,945	496	Total	87	10
Year 2014	4,144	518	Due to Growth	20	2
Net Change	199	22	Due to Replacement	67	8
Percent Change	5.0%	4.4%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	Training Required*
		Employment 2004	Percent Change to 2014	Average Wage	
37-1012	First-Line Supv/Mgr-Landscaping, Lawn Service & Groundskeeping Workers	107	8.4%	\$16.27	8
37-1011	First-Line Supv/Mgr-Houskeeping & Janitorial Wkrs	109	4.6%	\$16.43	8
11-9021	Construction Managers	253	2.0%	\$36.50	5
45-1011	First-Line Supv/Mgr-Farming, Fishing, Forestr Wkrs	40	2.5%	\$26.36	8
47-4011	Construction and Building Inspectors	35	14.3%	\$19.06	8
17-3022	Civil Engineering Technicians	37	0.0%	\$21.07	6

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



## MATCHED OCCUPATION: Carpenters SOC: 47-2031

Reported Job Titles: roofing, roof builder, roof set, finish, leadperson, doors, flooring, trim work, interior doors, vinyl siding, carpenter, wall setter, floater, drywall, bottoms builder, floor framer, finish molder, hardwood floor installer, molder, cabinet setter, mobile home rehab leadman, carpenter-finish

Number of Affected Workers: 30

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

Skills Associated with this occupation:

Mathematics	Time Management
Active Listening	Critical Thinking
Judgment and Decision Making	Active Learning
Management of Material Resources	Quality Control Analysis
Equipment Maintenance	Installation

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$15.88

### Largest Employing Maine Industries:

Employment	Industry
5,254	Self-Employed and Unpaid Family Workers
3,550	Construction of Buildings
990	Specialty Trade Contractors
410	Transportation Equipment Manufacturing
290	Wood Product Manufacturing
190	Heavy and Civil Engineering Construction

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	9,591	1,293	Total	186	24
Year 2014	9,889	1,327	Due to Growth	30	3
Net Change	298	34	Due to Replacement	156	21
Percent Change	3.1%	2.6%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-2152	Plumbers, Pipefitters, and Steamfitters	312	0.6%	\$21.49	9
51-7011	Cabinetmakers and Bench Carpenters	229	-11.8%	\$15.79	9
47-3012	Helpers, Carpenters	90	4.4%	\$11.95	11
47-2081	Drywall and Ceiling Tile Installers	59	-3.4%	\$16.49	10
47-3015	Helpers, Plumbers, Pipefitters, and Steamfitters	40	5.0%	\$12.29	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

**MATCHED OCCUPATION: Electricians**  
**SOC: 47-2111**

Reported Job Titles: Electrical, Electrician, Electrician-Supervisor, Electrician-Head

Number of Affected Workers: 4      Training Requirements: Long-term on-the-job training

Skills Associated with this occupation:

Installation	Active Listening
Reading Comprehension	Troubleshooting
Equipment Selection	Judgment and Decisionmaking
Repairing	Time Management
Active Learning	Mathematics

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$21.10

Largest Employing Maine Industries:

Employment	Industry
1,330	Specialty Trade Contractors
437	Self-Employed and Unpaid Family Workers
260	Paper Manufacturing
250	Public Administration
80	Wood Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	3,649	453	Total	72	9
Year 2014	3,527	444	Due to Growth	0	0
Net Change	-122	-9	Due to Replacement	72	9
Percent Change	-3.3%	-2.0%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
49-2011	Computer, ATM, and Office Machine Repairers	36	0.0%	\$16.47	7
17-3023	Electrical and Electronic Engineering Technicians	29	3.4%	\$17.57	6
49-2094	Electrical & Electronics Repairers Commercial and Industrial Equipment	43	-9.3%	\$26.38	7
17-3012	Electrical and Electronics Drafters	10	0.0%	\$23.00	7

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



# MATCHED OCCUPATION: Painters, Construction and Maintenance SOC: 47-2141

Reported Job Titles: Painter, Paint Sprayer-Head

Number of Affected Workers: 2      Training Requirements: Moderate-term on-the-job training

Skills Associated with this occupation:

Active Listening	Time Management
Coordination	Equipment Selection
Monitoring	Instructing
Speaking	Reading Comprehension
Management of Material Resources	Equipment Maintenance

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$15.98

Largest Employing Maine Industries:

Employment	Industry
1,264	Self-Employed and Unpaid Family Workers
880	Specialty Trade Contractors
230	Public Administration
50	Construction of Buildings
20	Fabricated Metal Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	3,451	278	Total	53	5
Year 2014	3,294	288	Due to Growth	0	1
Net Change	-157	10	Due to Replacement	53	4
Percent Change	-4.5%	3.6%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-2031	Carpenters	1,293	2.6%	\$15.38	9
51-7011	Cabinetmakers and Bench Carpenters	229	-11.8%	\$15.79	9
47-2021	Brickmasons and Blockmasons	40	0.0%	\$19.81	9
47-2022	Stonemasons	38	5.3%	\$13.02	9
51-7021	Furniture Finishers	36	-33.3%	\$14.77	9

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

# MATCHED OCCUPATION: Plumbers, Pipefitters, and Steamfitters

## SOC: 47-2152

Reported Job Titles: Plumber

Number of Affected Workers: 4

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

Skills Associated with this occupation:

Active Listening	Mathematics
Repairing	Troubleshooting
Complex Problem Solving	Installation
Equipment Selection	Reading Comprehension
Time Management	Management of Material Resources

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$21.49

Largest Employing Maine Industries:

Employment	Industry
1,170	Specialty Trade Contractors
810	Self-Employed and Unpaid Family Workers
190	Public Administration
160	Paper Manufacturing
30	Administrative and Support Services
20	Educational Services
**	Construction of Buildings

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	2,820	312	Total	65	7
Year 2014	2,751	314	Due to Growth	0	0
Net Change	-69	2	Due to Replacement	65	7
Percent Change	-2.4%	0.6%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest</u>	Training Required*
		Employment 2004	Percent Change to 2014	<u>BOS<sup>1</sup></u> Average Wage	
47-2031	Carpenters	1,293	2.6%	\$15.38	9
51-4121	Welders, Cutters, Solderers, and Brazers	137	1.5%	\$18.80	9
47-3015	Helpers-Pipelayers, Plumbers, Pipefitters, Steamfitters	40	5.0%	\$12.29	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



# MATCHED OCCUPATION: First-Line Supervisors/Managers of Mechanics, Installers & Repairers SOC: 49-1011

Reported Job Titles: Maintenance Supervisor

Number of Affected Workers: 1

Training Requirements: Work experience in a related occupation

Skills Associated with this occupation:

Management of Personnel Resources	Reading Comprehension
Equipment Selection	Active Listening
Installation	Instructing
Time Management	Critical Thinking
Troubleshooting	Equipment Maintenance

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$24.53

Largest Employing Maine Industries:

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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	2,246	291	Total	76	8
Year 2014	2,447	305	Due to Growth	20	1
Net Change	201	14	Due to Replacement	56	7
Percent Change	8.9%	4.8%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
37-1012	First-Line Supv/Mgr-Landscaping, Lawn Service, and Groundskeeping Workers	107	8.4%	\$16.27	8
45-1011	First-Line Supv/Mgr-Farming, Forestry, Fishing Wkrs	40	2.5%	\$26.36	8

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

**MATCHED OCCUPATION: Heating, Air Conditioning, and Refrigeration (HVAC) Mechanics, Installers and Repairers**  
**SOC: 49-9021**

Reported Job Titles: Plumbing/Heating

Number of Affected Workers: 1

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

Skills Associated with this occupation:

Troubleshooting	Repairing
Active Listening	Equipment Maintenance
Critical Thinking	Installation
Social Perceptiveness	Active Learning
Coordination	Reading Comprehension

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$16.38

Largest Employing Maine Industries:

Employment	Industry
750	Specialty Trade Contractors
670	Nonstore Retailers
147	Self-Employed and Unpaid Family Workers
100+	Other Industries, including Educational Services, Public Administration, Merchant Wholesalers of Durable Goods, U.S. Postal Service, and Repair and Maintenance

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	1,784	223	Total	53	6
Year 2014	2,074	252	Due to Growth	29	3
Net Change	290	29	Due to Replacement	24	3
Percent Change	16.3%	13.0%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
49-2092	Electric Motor, Power Tool, and Related Repairers	67	-9.0%	\$14.62	7
49-9012	Control/Valve Installers & Repairers, Exc Mech Door	49	-10.2%	\$19.63	10
49-9031	Home Appliance Repairers	33	3.0%	\$15.44	9
49-3051	Motorboat Mechanics	20	25.0%	\$17.44	9
49-3052	Motorcycle Mechanics	16	25.0%	\$13.37	9
49-3053	Outdoor Power Equip & Small Engine Mechanics	17	23.5%	\$12.91	10

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



# MATCHED OCCUPATION: Maintenance and Repair Workers, General

## SOC: 49-9042

Reported Job Titles: Maintenance, Service Technician, Field Service, Building/Grounds Maintenance

Number of Affected Workers: 4

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

Skills Associated with this occupation:

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

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$17.56

Largest Employing Maine Industries:

Employment	Industry
670	Accommodation
490	Real Estate
370	Public Administration
330	Paper Manufacturing
300	Administrative and Support Services
260	Transportation Equipment Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	5,726	866	Total	160	21
Year 2014	6,226	906	Due to Growth	50	4
Net Change	500	40	Due to Replacement	110	17
Percent Change	8.7%	4.6%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-2152	Plumbers, Pipefitters, and Steamfitters	312	0.6%	\$21.49	9
51-4121	Welders, Cutters, Solderers, and Brazers	137	1.5%	\$18.80	9
47-3012	Helpers-Carpenters	90	4.4%	\$11.95	11
49-3011	Aircraft Mechanics and Service Technicians	224	4.5%	\$17.18	7
47-2221	Structural Iron and Steel Workers	33	-3.0%	\$17.46	9

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

**MATCHED OCCUPATION: Welders, Cutters, Solderers, and Brazers**  
**SOC: 51-4121**

Reported Job Titles: Welder-Weld Shop

Number of Affected Workers: 2

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

Skills Associated with this occupation:

Active Listening	Mathematics
Equipment Selection	Time Management
Critical Thinking	Reading Comprehension
Equipment Maintenance	Speaking
Learning Strategies	Coordination

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$18.80

Largest Employing Maine Industries:

Employment	Industry
470	Transportation Equipment Manufacturing
360	Fabricated Metal Products Manufacturing
100	Miscellaneous Manufacturing
60	Repair and Maintenance
50	Machinery Manufacturing
40	Specialty Trade Contractors

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	1,749	137	Total	49	4
Year 2014	1,706	139	Due to Growth	0	0
Net Change	-43	2	Due to Replacement	49	4
Percent Change	-2.5%	1.5%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-7011	Cabinetmakers and Bench Carpenters	229	-11.8%	\$15.79	9
51-7041	Sawing Machine Setters, Operators, & Tenders	227	-24.2%	\$12.40	10
51-9032	Cutting/Slicing Machine Setters, Opr, & Tenders	189	-16.4%	\$19.12	10
51-4031	Cutting/Punching/Press Machine Setters, Opr, and Tenders-Metal/Plastic	75	-33.3%	\$11.43	10

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



# MATCHED OCCUPATION: Cabinetmakers and Bench Carpenters

## SOC: 51-7011

Reported Job Titles: Cabinet/Counter Assembly/Installation, Mill Room, Cabinet Shop, Cabinet Shop-Laborer, Cabinet Shop Leadperson

Number of Affected Workers: 6

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

Skills Associated with this occupation:

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

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$15.19

Largest Employing Maine Industries:

Employment	Industry
440	Furniture and Related Product Manufacturing
120	Wood Product Manufacturing
NA	Miscellaneous Store Retailers

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	837	229	Total	21	6
Year 2014	766	202	Due to Growth	0	0
Net Change	-71	-27	Due to Replacement	21	6
Percent Change	-8.5%	-11.8%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-2081	Drywall and Ceiling Tile Installers	59	-3.4%	\$16.49	10
51-2041	Structural Metal Fabricators and Fitters	28	-14.3%	\$16.97	10
No Other O*NET Related Occupations					

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

<sup>NA</sup> Denotes data not available for this area.

\*See Profile Notes on page 5.

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

Reported Job Titles: Quality Control, Function Test

Number of Affected Workers: 2

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

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$17.14

Largest Employing Maine Industries:

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

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	1,886	361	Total	43	8
Year 2014	1,747	314	Due to Growth	0	0
Net Change	-139	-47	Due to Replacement	43	8
Percent Change	-7.4%	-13.0%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-5023	Printing Machine Operators	197	4.6%	\$14.64	10
51-4041	Machinists	313	-6.1%	\$20.31	9
51-4011	Computer-Controlled Machine Tool Operators	84	-6.0%	\$20.36	10
51-6031	Sewing Machine Operators	204	-32.4%	\$10.99	10

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.



# MATCHED OCCUPATION: Industrial Truck and Tractor Operators

## SOC: 53-7051

Reported Job Titles: Forklift Driver, Forklift Driver-Receiver

Number of Affected Workers: 2

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

Skills Associated with this occupation:

Mathematics	Active Listening
Reading Comprehension	Equipment Maintenance
Operation and Control	Instructing
Operation Monitoring	Critical Thinking
Time Management	Equipment Selection

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$13.56

Largest Employing Maine Industries:

Employment	Industry
590	Nonstore Retailers
590	Warehousing and Storage
510	Merchant Wholesalers, Nondurable Goods
300	Building Material and Garden Equipment and Supplies Dealers
250	Wood Products Manufacturing
180	Merchant Wholesalers, Durable Goods
140	Paper Manufacturing
130	Food Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	2,429	420	Total	60	8
Year 2014	2,570	416	Due to Growth	14	0
Net Change	141	-4	Due to Replacement	46	8
Percent Change	5.8%	-1.0%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
37-2011	Janitors and Cleaners, Except Maids/Houskeeping	1,483	5.7%	\$11.50	11
53-7081	Refuse and Recyclable Materials Collectors	130	-0.8%	\$10.78	11
47-2121	Glaziers	17	5.9%	\$14.34	9

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\*See Profile Notes on page 5.

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

Reported Job Titles: Laborer, Roamer, Yard Laborer, Final Yard

Number of Affected Workers: 10                      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

Southwest Balance of State (BOS)<sup>1</sup> 2007 Average Wage: \$11.71

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 Materials and Garden Equipment and Supplies Dealers
340	Wood Product Manufacturing
330	Merchant Wholesalers, Durable Goods

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Western Region <sup>1</sup>		Maine	Western Region <sup>1</sup>
Year 2004	9,892	1,356	Total	331	44
Year 2014	9,975	1,287	Due to Growth	8	0
Net Change	83	-69	Due to Replacement	323	44
Percent Change	0.8%	-5.1%			

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

SOC	Occupation	<u>Western Region<sup>1</sup></u>		<u>Southwest BOS<sup>1</sup></u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
37-3011	Landscaping and Groundskeeping Workers	743	8.7%	\$11.78	11
53-7064	Packers and Packers, Hand	592	4.9%	\$8.64	11
53-7061	Cleaners of Vehicles and Equipment	135	5.9%	\$10.32	11
47-3011	Helpers-Brickmasons, Blockmasons, Stonemasons and Tile/Marble Setters	37	2.7%	\$12.31	11

<sup>1</sup> Southwest Balance of State and Western Region have different geographic definitions.

\* See Profile Notes on page 5.



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

Industries Expected to Gain 10 or More Jobs		Industries Expected to Lose Jobs	
Ambulatory health care services	584	Paper manufacturing	-576
Food services and drinking places	539	Wood product manufacturing	-329
Nursing and residential care facilities	507	Textile mills	-275
Hospitals	474	Leather and allied product manufacturing	-240
Social assistance	457	Support activities for transportation	-204
General merchandise stores	307	Plastics and rubber products manufacturing	-144
Amusements, gambling, and recreation	254	Fabricated metal product manufacturing	-92
Administrative and support services	234	Electrical equipment and appliance mfg.	-44
Credit intermediation and related activities	210	Furniture and related product manufacturing	-41
Local Government	206	Clothing and clothing accessories stores	-33
Accommodation	169	Telecommunications	-31
Motor vehicle and parts dealers	167	Management of companies and enterprises	-28
Food and beverage stores	164	Apparel manufacturing	-24
Nonstore retailers	153	Federal Government	-23
Professional, Scientific and Tech Services	148	Publishing industries, except Internet	-17
Merchant wholesalers, durable goods	118	Agriculture and forestry support activities	-14
Real estate	116	ISPs, search portals, and data processing	-11
Building material and garden supply stores	101	Textile product mills	-7
Repair and maintenance	95	Sporting goods, hobby, book and music stores	-7
Membership associations and organizations	87	Machinery manufacturing	-6
Educational services	83	Broadcasting, except Internet	-6
Specialty trade contractors	76	Miscellaneous manufacturing	-5
Warehousing and storage	67	Computer and electronic product manufacturing	-5
Construction of buildings	56	Private households	-4
Miscellaneous store retailers	53	Chemical manufacturing	-1
Gasoline stations	50	Mining, except oil and gas	-1
Insurance carriers and related activities	34		
Rental and leasing services	32		
Food manufacturing	31		
Electronic markets and agents and brokers	29		
Beverage and tobacco product manufacturing	26		
Personal and laundry services	23		
Transit and ground passenger transportation	23		
State Government	15		
Truck transportation	14		
Nonmetallic mineral product manufacturing	14		
Health and personal care stores	13		
Animal production	12		
Heavy and civil engineering construction	9		
Couriers and messengers	8		
Waste management and remediation services	8		
Crop production	7		
Furniture and home furnishings stores	6		

*Western Maine consists of Androscoggin, Franklin, and Oxford counties.*

**Appendix B:**

**Employment by Occupational Group in Western Maine in 2004 and Projected 2014\***

Occupational Group	Average Employment		Change in Employment		Average Annual Openings		
	2004	2014	Net	Percent	Growth	Replacement	Total
<i>Total</i>	86,191	89,341	3,150	3.7%	557	2,035	2,592
Management, Business and Financial Occupations	7,526	8,073	547	7.3%	60	134	194
Management Occupations	5,103	5,466	363	7.1%	39	90	129
Business and Financial Operations Occupations	2,423	2,607	184	7.6%	21	44	65
Professional and Related Occupations	16,166	17,504	1,338	8.3%	141	318	459
Computer and Mathematical Occupations	607	688	81	13.3%	9	8	17
Architecture and Engineering Occupations	589	576	-13	-2.2%	1	14	15
Life, Physical, and Social Science Occupations	353	371	18	5.1%	2	8	10
Community and Social Services Occupations	2,179	2,456	277	12.7%	28	42	70
Legal Occupations	429	476	47	11.0%	5	5	10
Education, Training, and Library Occupations	6,099	6,286	187	3.1%	21	130	151
Arts, Design, Entertainment, Sports, and Media Occupations	1,146	1,228	82	7.2%	9	22	31
Healthcare Practitioners and Technical Occupations	4,764	5,423	659	13.8%	66	89	155
Service Occupations	17,081	18,802	1,721	10.1%	177	476	653
Healthcare Support Occupations	2,829	3,237	408	14.4%	41	42	83
Protective Service Occupations	1,225	1,348	123	10.0%	15	35	50
Food Preparation and Serving Related Occupations	6,811	7,461	650	9.5%	66	266	332
Building and Grounds Cleaning and Maintenance Occupations	3,424	3,649	225	6.6%	23	69	92
Personal Care and Service Occupations	2,792	3,107	315	11.3%	32	64	96
Sales and Related Occupations	8,342	8,822	480	5.8%	58	268	326
Office and Administrative Support Occupations	13,220	13,031	-189	-1.4%	46	309	355
Farming, Fishing, and Forestry Occupations	877	861	-16	-1.8%	3	20	23
Construction and Extraction Occupations	4,969	5,106	137	2.8%	18	98	116
Installation, Maintenance, and Repair Occupations	3,726	3,889	163	4.4%	24	85	109
Production Occupations	8,246	7,098	-1,148	-13.9%	6	196	202
Transportation and Material Moving Occupations	6,038	6,155	117	1.9%	24	133	157

\*Western Maine consists of Androscoggin, Franklin, and Oxford counties.



## Appendix C:

## Occupations with the Largest Projected Number of Annual Openings in Western Maine, 2004 to 2014\*

SOC Code	Occupation	Average Employment		Average Annual Openings			Education/Training Requirement
		2004	2014	Growth	Replacement	Total	
41-2011	Cashiers	2,214	2,248	3	108	111	Short-term on-the-job training
41-2031	Retail Salespersons	1,976	2,231	26	72	98	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,542	1,731	19	67	86	Short-term on-the-job training
29-1111	Registered Nurses	1,938	2,261	32	41	73	Associate degree
35-3031	Waiters and Waitresses	1,169	1,279	11	60	71	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,356	1,287	0	44	44	Short-term on-the-job training
35-2021	Food Preparation Workers	883	968	9	31	40	Short-term on-the-job training
43-3071	Tellers	594	685	9	29	38	Short-term on-the-job training
11-1021	General and Operations Managers	1,399	1,509	11	26	37	Bachelor's degree plus work experience
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,483	1,567	8	28	36	Short-term on-the-job training
43-9061	Office Clerks, General	1,533	1,518	0	34	34	Short-term on-the-job training
43-4051	Customer Service Representatives	1,078	1,251	17	16	33	Moderate-term on-the-job training
31-1012	Nursing Aides, Orderlies, and Attendants	1,543	1,671	13	20	33	Postsecondary vocational training
43-5081	Stock Clerks and Order Fillers	895	802	0	33	33	Short-term on-the-job training
25-2031	Secondary School Teachers, Except Special and Vocational Education	976	974	0	28	28	Bachelor's degree
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,293	1,367	7	21	28	Moderate-term on-the-job training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,227	1,277	5	22	27	Work experience in a related occupation
43-6014	Secretaries, Except Legal, Medical, and Executive	1,427	1,264	0	27	27	Moderate-term on-the-job training
39-9011	Child Care Workers	875	897	2	24	26	Short-term on-the-job training
25-9041	Teacher Assistants	1,268	1,281	1	25	26	Short-term on-the-job training
25-2021	Elementary School Teachers, Except Special Education	1,036	1,052	2	23	25	Bachelor's degree
37-2012	Maids and Housekeeping Cleaners	907	970	6	19	25	Short-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	607	685	8	16	24	Postsecondary vocational training
47-2031	Carpenters	1,293	1,327	3	21	24	Long-term on-the-job training
21-1093	Social and Human Service Assistants	628	756	13	11	24	Moderate-term on-the-job training
37-3011	Landscaping and Groundskeeping Workers	743	808	7	16	23	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,188	1,177	0	22	22	Moderate-term on-the-job training
43-1011	First-Line Supv/Mgr of Office and Administrative Support Workers	902	931	3	19	22	Work experience in a related occupation
39-9021	Personal and Home Care Aides	638	762	12	10	22	Short-term on-the-job training
49-9042	Maintenance and Repair Workers, General	866	906	4	17	21	Moderate-term on-the-job training
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	605	651	5	16	21	Moderate-term on-the-job training
31-1011	Home Health Aides	574	694	12	8	20	Short-term on-the-job training
35-2014	Cooks, Restaurant	452	494	4	14	18	Long-term on-the-job training
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	229	255	3	15	18	Short-term on-the-job training
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	530	583	5	13	18	Work experience in a related occupation
35-9021	Dishwashers	407	435	3	14	17	Short-term on-the-job training
51-2092	Team Assemblers	602	514	0	16	16	Moderate-term on-the-job training
13-2011	Accountants and Auditors	508	558	5	10	15	Bachelor's degree

\*Western Maine consists of Androscoggin, Franklin, and Oxford counties.



**Appendix D:  
Occupations with the Largest Projected Net Job Loss in Western 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	1,427	1,264	-163	Moderate-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	324	229	-95	Moderate-term on-the-job training
43-5081	Stock Clerks and Order Fillers	895	802	-93	Short-term on-the-job training
51-2092	Team Assemblers	602	514	-88	Moderate-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,356	1,287	-69	Short-term on-the-job training
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	277	210	-67	Moderate-term on-the-job training
51-6031	Sewing Machine Operators	204	138	-66	Moderate-term on-the-job training
41-9041	Telemarketers	562	501	-61	Short-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	361	314	-47	Moderate-term on-the-job training
51-9121	Coating, Painting, & Spraying Machine Setters, Operators, & Tenders	193	148	-45	Moderate-term on-the-job training
53-7063	Machine Feeders and Offbearers	171	127	-44	Short-term on-the-job training
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	657	616	-41	Work experience in a related occupation
51-9196	Paper Goods Machine Setters, Operators, and Tenders	361	320	-41	Moderate-term on-the-job training
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	104	64	-40	Short-term on-the-job training
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	77	44	-33	Moderate-term on-the-job training
43-3021	Billing and Posting Clerks and Machine Operators	357	325	-32	Moderate-term on-the-job training
43-5052	Postal Service Mail Carriers	181	149	-32	Short-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	189	158	-31	Moderate-term on-the-job training
51-8021	Stationary Engineers and Boiler Operators	149	119	-30	Long-term on-the-job training
43-4071	File Clerks	65	36	-29	Short-term on-the-job training
51-9198	Helpers--Production Workers	432	403	-29	Short-term on-the-job training
49-9044	Millwrights	224	196	-28	Long-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	307	279	-28	Short-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	229	202	-27	Long-term on-the-job training
45-4021	Fallers	156	129	-27	Moderate-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	75	50	-25	Moderate-term on-the-job training
51-6042	Shoe Machine Operators and Tenders	54	30	-24	Moderate-term on-the-job training
51-2021	Coil Winders, Tapers, and Finishers	62	39	-23	Short-term on-the-job training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	125	102	-23	Short-term on-the-job training
33-9032	Security Guards	285	262	-23	Short-term on-the-job training
43-9022	Word Processors and Typists	110	87	-23	Moderate-term on-the-job training
43-5071	Shipping, Receiving, and Traffic Clerks	405	383	-22	Short-term on-the-job training
43-9021	Data Entry Keyers	139	118	-21	Moderate-term on-the-job training
43-2011	Switchboard Operators, Including Answering Service	145	124	-21	Short-term on-the-job training
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	54	34	-20	Moderate-term on-the-job training
13-2082	Tax Preparers	107	87	-20	Moderate-term on-the-job training
43-9011	Computer Operators	49	30	-19	Moderate-term on-the-job training
51-4041	Machinists	313	294	-19	Long-term on-the-job training
47-2061	Construction Laborers	443	426	-17	Moderate-term on-the-job training

\*Western Maine consists of Androscoggin, Franklin, and Oxford counties.



