



Infopaks

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

prepared for

The Former Workers

of

Domtar Paper

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

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

Prepared by: Craig Holland, Senior Economic Research Analyst

Coding by: Merrill Huhtala, Senior Economic Research Analyst

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

November 2007

The Maine Department of Labor provides equal opportunity in employment and programs.
Auxiliary aids and services are available to individuals with disabilities upon request.
Telephone (207) 623-7900 Fax (207) 287-2947 TTY 1-800-794-1110

Preface

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

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

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

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

John Dorrer, Director

Contents

Page

Company Background.....	1
The Labor Market.....	1
Wage Analysis	2
Employee Characteristics	3
Employment Projections to 2014	4
Northern Region Industries Projected to Gain the Most Jobs Between 2004 and 2014.....	4
Jobs in Demand-Current Job Openings in Maine.....	5
Reemployment Prospects.....	5
Retraining Possibilities.....	5
Job Titles, Number of Workers and Equivalent Standard Occupational Classification (SOC) ...	6
Profile Notes.....	7
Matched Occupational Profiles	8
Appendix A – Industries Projected to Gain or Lose the Largest Number of Jobs in Northern Maine Between 2004 and 2014	21
Appendix B – Industries Projected to Gain or Lose Jobs at the Fastest Rate in Northern Maine Between 2004 and 2014	22

Company Background

The community of Baileyville was incorporated in 1828. The community grew from a small population at incorporation to a much larger community when the St. Croix Paper Company began construction of a paper mill in 1905. The mill began operations in 1906 producing paper from timber cut in the St. Croix River watershed. The mill has been at its current location since it first opened. The Georgia-Pacific Corp. (GP) purchased the mill in 1963. A kraft mill was constructed in 1965 to allow for the manufacture of coated papers, and in 1979 the No. 4 paper machine was converted to uncoated free sheet. The mill was again sold in 2001 to Montreal-based Domtar. Domtar is the second largest producer of uncoated freesheet paper in North America and the third largest in the world.

On July 28, 2007, Domtar Corp. announced they would permanently shut down the paper machine at their Woodland mill in Baileyville, eliminating 150 jobs including 103 hourly positions. The shutdown of the mill's only paper machine comes after Montreal-based Domtar, citing poor market conditions, had temporarily idled the machine three times this year. It never was restarted after the third idling on June 25th. The pulp operations at the Baileyville mill, which employs roughly 450 people, will not be affected. Along with market pulp, the Baileyville mill produced specialty and fine papers, uncoated freesheet papers, cutsize paper (ink jet, copy paper, opaques, bond, and offset papers) and ream wrap. Much of the mill's pulp is shipped through the Port of Eastport. Market pulp is also shipped by rail and truck.

The Labor Market

Washington County is often referred to as Downeast Maine. Known as the Sunrise County, Washington County is the easternmost county in the United States. Washington County is designated by the U.S. Department of Labor as a Labor Surplus Area, which means that the unemployment rate exceeds 120 percent of the national average. It has been designated as such since the inception of that designation. This county has historically depended on the region's natural resources and adding value to them. With increasing globalization, the Downeast Region has suffered economically for its heavy dependence on mature industries susceptible to foreign competition.

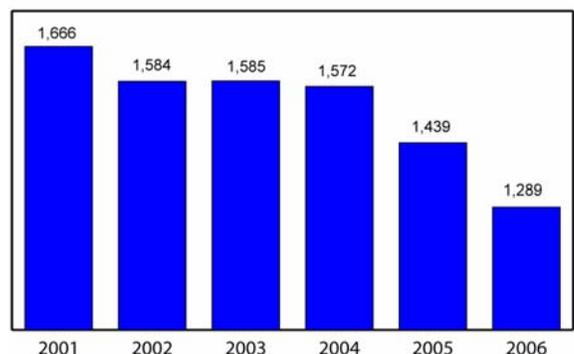
The success of the local economy has traditionally been dependent on the relative health of its manufacturing sector. In 2001 and 2002, key firms in textile, apparel, and lumber and wood products manufacturing, as well as aquaculture and fish processing, closed or experienced major layoffs.

A lack of population growth coupled with a weak Canadian dollar that inhibited cross-border shopping combined to slow employment growth in service-producing industries. With the local population declining over the period and Canadian retail traffic down, the area had no net exporter of services of any significant size to fuel employment increases.

From 2003 through 2005, layoffs in the manufacturing sector continued, with growth in the seasonal wreath-making industry partially offsetting job losses from the final closure of the Louisiana Pacific Oriented Strand Board mill in Baileyville. The service-producing sector provided a small amount of employment growth over this period. The Canadian dollar strengthened against the U.S. dollar bringing more cross-boarder shoppers, but with the stagnant local population, lack of service exporters, and an inability to lure tourists from the Bar Harbor region further Downeast, Washington County employment levels declined.

In early 2006 intermittent layoffs in the paper industry again affected the labor market. From the middle of 2006 through the current month in 2007, mixed economic developments have occurred in the local labor market. In mid-year 2007, the layoffs at Domtar Paper became final with the loss of over 130 jobs at the

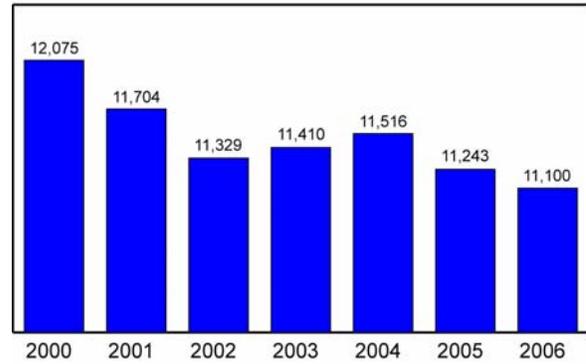
Manufacturing job* losses in Washington County accelerated in 2005 and 2006



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

Baileyville mill. At about the same time, new career possibilities for dislocated workers and others seeking employment have arisen. Cooke Aquaculture of St. George and Blacks Harbour, New Brunswick, announced it will invest \$60 million in stocking salmon in Maine waters over the next 18 months, creating jobs in the aquaculture industry. Construction on a new facility to manufacture structural insulated panels for use in commercial and residential buildings is moving forward in Baileyville and will create manufacturing jobs. Construction on a \$120 million international bridge and border station that will connect Calais, Maine, with St Stephen, New Brunswick, continues creating opportunities in construction trades. A surge in the value of the Canadian dollar has brought a return of shoppers, strengthening the retail trade sector.

Jobs* located in Washington County are at the lowest level of the decade



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

The Washington County annual average unemployment rate for 2006 was 7.4 percent compared to a statewide rate of 4.6 percent. For September 2007, the Washington County rate was 6.1 percent compared to the statewide rate of 4.2 percent. In 2005, per capita personal income in Washington County was \$25,094, approximately 81 percent of the state estimate and 15th of Maine’s 16 counties.

Wage Analysis

Wages paid to production workers are pursuant to the labor agreements between Domtar Corporation and United Steelworkers Union - Local 27, Office and Professional Employees International Union - Local 295, Brotherhood of Fireman and Oilers - Local 330, International Brotherhood of Electrical Workers - Local 1057, International Association of Machinists and Aerospace Workers - Local 1490, and the United Brotherhood of Carpenters and Joiners of American - Local 2400. The average weekly wage of Domtar far exceeded those paid in the MSA and statewide in overall terms as well as the manufacturing sector.

Firm/Industry/Area	Average Weekly Wage*
Domtar	Nondisclosable
Washington County, All Industries	\$526
Washington County Manufacturing Sector	741
Statewide, All Industries	638
Statewide Manufacturing Sector	836

* 2006 Annual Average Wages

Employee Characteristics

Of the 99 hourly employees affected by the downsizing at Domtar Paper, 93 completed survey forms and 92 provided their age. The average age of the dislocated workers was 46.4.

Age	Number
25 to 45	44
46 to 55	34
56 to 64	14

Ninety-one employees reported their education level. Of those reporting, the average level of education was 12 years.

Years of Education	Number
Less than 12	1
12	61
More than	29

Based on the years employed provided by 91 workers, the average length of employment was 17.4 years.

Years Employed	Number
10 or less	21
10 to 19	33
20 to 29	25
30 and over	12

Of survey respondents, 88 provided their place of residence.

Place of Residence	Number
Baileyville	32
Calais	15
Princeton	12
Other	29

In reviewing the survey forms the following additional information was obtained concerning the composition of these dislocated workers.

Twenty-one percent were veterans and fifteen percent are female.

Employment Projections to 2014

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

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

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

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

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

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

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

Jobs in Demand—Current Job Openings in Maine

A recent search for available job openings utilizing the Maine Employment Info Guide on the Center for Workforce Research and Information web site revealed very few current job openings for most of the matched occupations (Domtar job titles were matched to Standard Occupational Classification Codes). There were only forty-three openings for all the matched occupations within commuting distance for most Domtar workers. The largest number of openings was for Production Worker Helpers (12), General Managers (9) and Janitors and Cleaners (7). No other category exceeded three openings in the Calais LMA. In none of the matched occupations did the available openings approximate the current wage level of the dislocated worker with comparable skill sets. In summary, overall demand is weak. Most of the workers will need some kind of re-training to be able to compete for jobs in Maine that have a positive employment forecast and approximate former wages earned at Domtar.

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

Reemployment Prospects

The industrial base of the region continues shifting from one predominated by goods-producing industries to one based on service-producing industries. The approximately 99 Domtar hourly layoffs add to the nearly 500 manufacturing jobs lost in this region since 2001. As the economy shifts to a service orientation, increasing numbers of employed workers are in part-time, seasonal, or on-call positions. The majority of these workers will be seeking full-time employment, and if they are unable obtain such a position, will often engage in multiple job holding, having two or three separate part-time jobs. Jobs in a service-oriented economy providing full-time employment at quality wages with benefits require specific technical skills. The skill sets of these dislocated workers obtained through years of papermaking are, on the whole, not transferable in the current growing service-oriented economy. The lack of in-demand skills limits reemployment opportunities for these workers.

Retraining Possibilities

The profiles for matched occupations (standard occupational definition which is matched to the occupational title provided by Domtar) included in this report contain related occupations, with training requirements. These occupations were selected based on projected employment growth from 2004-2014 and comparable wages earned at Domtar.

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

As a next best option to longer-term retraining, workers and placement specialists should look at the matched occupational profile for the list of largest employing industries as a source of potential job openings

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

Domtar provided the Maine Department of Labor a list of 103 employees affected by the Woodland Mill plant closure. The list included 28 detailed job classifications used to analyze skill levels of impacted workers. We examined the skills for each occupation provided by the company that we fully captured all the details associated with job performance. This procedure allowed us to match the Domtar job titles to common Standard Occupational Classification Codes (SOC). Conversion to SOC provides the basis for comparative analysis to related occupations found in Maine and the regional economy. Such analysis also permits the identification of comparable jobs in different industries or helps in the assessment of skills gaps for workers seeking new careers.

DOMTAR JOB TITLES	WORKERS	SOC	MATCHED SOC CLASSIFICATION
Paper tester	5	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
Technician	1	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
Office clerk	4	43-3031	Bookkeeping, Accounting, and Auditing Clerks
Paper machine 3 rd hand	4	51-9198	Helpers-Production Workers
Paper machine 4 th hand	4	51-9198	Helpers-Production Workers
Paper machine 5 th hand	4	51-9198	Helpers-Production Workers
Paper machine 6 th hand	4	51-9198	Helpers-Production Workers
Paper machine back tender	4	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
Paper machine tenders	4	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
Paper machine hydropulper operators	4	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
Paper machine stock prep operators	4	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
Paper machine utility people	9	51-9198	Helpers-Production Workers
Inventory control	1	43-5081	Stock Clerks and Order Fillers
Lead load weigher	4	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
Trucker checker	4	53-7051	Industrial Truck and Tractor Operators
Wrapper operator	4	51-9111	Packaging and Filling Machine Operators and Tenders
Trucker utility	13	53-7051	Industrial Truck and Tractor Operators
Converter assistant	3	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
Converter operator	2	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
Pipefitter master/journeyman	4	47-2152	Plumbers, Pipefitters, and Steamfitters
Millwright master/journeyman	4	49-9044	Millwrights
Machinist master/journeyman	3	51-4041	Machinists
Instrumental mechanic	1	17-3023	Electrical and Electronic Engineering Technicians
Auto mechanic	1	49-3023	Automotive Service Technicians and Mechanics
Air conditioner mechanic master/journeyman	1	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Power distribution operator	2	51-8021	Stationary Engineers and Boiler Operators (or 51-8013 Power Plant Operators)
Electrician master/journeyman	1	47-2111	Electricians
Paper machine hydropulper operators	4	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
Total positions	103		

Profile Notes

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

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

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

MATCHED OCCUPATIONAL PROFILES

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

Domtar Manufacturing Job Titles: Office Clerk

Number of Affected Workers: 4

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

Wages: Domtar Manufacturing: \$17.11

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$13.82

Largest Employing Maine Industries:

Employment	Industry
480	Management of Companies and Enterprises
322	Depository Credit Intermediation
315	Accounting and Bookkeeping Services
209	Building Materials and Supplies Dealers
209	Grocery Stores

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	8,965	581	Total	182	11
Year 2014	9,103	548	Due to Growth	14	0
Net Change	138	-33	Due to Replacement	168	11
Percent Change	1.5%	-5.7%			

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-4011	Brokerage Clerks ³	137 ³	17.5% ³	\$16.98 ³	10

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

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

Domtar Manufacturing Job Titles: Maintenance Planner
Mill Scheduler-Paper Machine

Number of Affected Workers: 2

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

Wages: Domtar Manufacturing: Nondisclosable
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$17.54

Largest Employing Maine Industries:

Employment	Industry
51	Pulp, Paper, and Paperboard Manufacturing
33	Postal Service
27	Other Wood Product Manufacturing
24	Architectural and Structural Metals
22	Converted Paper Product Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	1,215	42	Total	29	1
Year 2014	1,144	42	Due to Growth	0	0
Net Change	-71	0	Due to Replacement	29	1
Percent Change	-5.8%	0.0%			

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
43-3061	Procurement Clerks	14	-21.4%	\$13.29	11
43-5071	Shipping, Receiving, and Traffic Clerks	154	-3.9	11.39	11
43-5081	Stock Clerks and Order Fillers	500	-13.4	9.12	11
43-5111	Weighers, Measurers, Checkers	25	-16.0	16.01	11
43-6011	Executive Secretaries & Administrative Ass't.	226	-2.7	17.59	10
43-6012	Legal Secretaries	50	0.0	15.10	7

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

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

Domtar Manufacturing Job Titles: Pipefitter Master/Journeyman

Number of Affected Workers: 4

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

Wages: Domtar Manufacturing: \$23.53

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$17.77

Largest Employing Maine Industries:

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

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

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-2031	Carpenters	368	-3.0%	\$14.59	9
47-3015	Helpers-Pipelayers	10	10.0	10.94	11
51-4121	Welders, Cutters, Solderers	73	8.2	12.59	9
53-7062	Laborers & Freight, Stock, etc.	695	-7.5	10.33	11

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

MATCHED OCCUPATION: Millwrights SOC 49-9044

Domtar Manufacturing Job Titles: Millwright Master/Journeyman

Number of Affected Workers: 4

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

Wages: Domtar Manufacturing: \$22.97

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$18.00

Largest Employing Maine Industries:

Employment	Industry
514	Pulp, Paper, and Paperboard Mills
83	Building Equipment Contractors
63	Sawmills and Wood Preservation

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

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
49-9042	Maintenance & Repair Workers, General	428	1.6%	\$13.65	10
51-4081	Machinists	54	0.0	15.78	9

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

MATCHED OCCUPATION: Machinists SOC 51-4041

Domtar Manufacturing Job Titles: Machinist Master/Journeyman

Number of Affected Workers: 3

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

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

Largest Employing Maine Industries:

Employment	Industry
548	Machine Shops and Threaded Products
131	Machinery & Supply Merchant Wholesalers
47	Industrial Machinery Manufacturing
35	Rail Transportation

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

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
49-9044	Millwrights	142	-12.0%	\$18.00	9
51-4121	Welders, Cutters, Solderers	73	8.2	12.59	9
51-9061	Inspectors, Testers, Sorters	159	-10.7	16.47	10

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

MATCHED OCCUPATION: Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders SOC 51-9012

Domtar Manufacturing Job Titles: Paper Machine Tenders
Paper Machine Stock Prep Operators

Number of Affected Workers: 13

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

Wages: Domtar Manufacturing: \$22.10
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$18.96

Largest Employing Maine Industries:

Employment	Industry
199	Pulp, Paper, and Paperboard Mills
18	Beverage Manufacturing
8	Petroleum & Coal Products Manufacturing
Confidential	Agricultural Chemical Manufacturing
Confidential	Basic Chemical Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	323	74	Total	10	2
Year 2014	286	66	Due to Growth	0	0
Net Change	-37	-8	Due to Replacement	10	2
Percent Change	-11.5%	-10.8%			

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-5023 ³	Printing Machine Operators	750 ³	5.2% ³	\$11.92	10

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

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

Domtar Manufacturing Job Titles: Paper Machine Hydrapulper Operators

Number of Affected Workers: 4

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

Wages: Domtar Manufacturing: \$18.76

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$12.95

Largest Employing Maine Industries:

Employment	Industry
39	Highway, Street, and Bridge Construction
22	Cement and Concrete Product Manufacturing
Confidential	Animal Slaughtering and Processing
Confidential	Building Foundation/Exterior Contractors

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	290	42	Total	8	1
Year 2014	255	35	Due to Growth	0	0
Net Change	-35	-7	Due to Replacement	8	1
Percent Change	-12.1%	-16.7%			

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required
	No Related Occupations: Region or State				

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

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

Domtar Manufacturing Job Titles: Paper Tester
Technician
Lead Load Weigher

Number of Affected Workers: 10

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

Wages: Domtar Manufacturing: \$19.94
Northeast Balance of State (BOS)¹ 2006 Average Wage: \$16.47

Largest Employing Maine Industries:

Employment	Industry
121	Veneer and Engineered Wood Products
102	Other Wood Product Manufacturing
68	Plastics Product Manufacturing
49	Machine Shops and Threaded Products
44	Sawmills and Wood Preservation

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	1,886	159	Total	43	4
Year 2014	1,747	142	Due to Growth	0	0
Net Change	-139	-17	Due to Replacement	43	4
Percent Change	-7.4%	-10.7%			

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-5023 ³	Printing Machine Operators	750 ³	5.2% ³	\$11.92	10

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

MATCHED OCCUPATION: Packaging and Filling Machine Operators and Tenders SOC 51-9111

Domtar Manufacturing Job Titles: Wrapper Operator

Number of Affected Workers: 4

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

Wages: Domtar Manufacturing: \$20.09

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$9.38

Largest Employing Maine Industries:

Employment	Industry
218	Fruit, Vegetable, & Specialty Foods Mfg
125	Other Wood Product Manufacturing
74	Dairy Product Manufacturing
36	Employment Services
24	Beverage Manufacturing

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	1,517	207	Total	30	4
Year 2014	1,367	169	Due to Growth	0	0
Net Change	-150	-38	Due to Replacement	30	4
Percent Change	-9.9%	-18.4%			

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-4031	Cutting, Punching, & Press Machine Setters	14	-14.3%	\$11.19	10
51-6031	Sewing Machine Operators	147	-32.0	10.44	10
51-9032	Cutting & Slicing Machine Setters	59	-18.6	12.92	10
51-9041	Extruding & Forming Machine Setters	23	-21.7	13.99 ³	10
53-7011	Conveyor Operator & Tenders	43	-7.0	12.81	11

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

MATCHED OCCUPATION: Coating, Painting, and Spraying Machine Setters, Operators, and Tenders SOC 51-9121

Domtar Manufacturing Job Titles: Paper Machine Back Tender

Number of Affected Workers: 4

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

Wages: Domtar Manufacturing: \$22.63

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$11.74

Largest Employing Maine Industries:

Employment	Industry
396	Pulp, Paper, and Paperboard Mills
42	Other Wood Product Manufacturing
25	Architectural and Structural Metals

	<u>Employment Forecast</u>			<u>Average Annual Openings 2004-2014</u>	
	Maine	Northern Region ¹		Maine	Northern Region ¹
Year 2004	686	96	Total	18	3
Year 2014	538	75	Due to Growth	0	0
Net Change	-148	-21	Due to Replacement	18	3
Percent Change	-21.6%	-21.9%			

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

Occupation Match:

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
51-5023	Printing Machine Operators ³	750 ³	5.2% ³	\$11.92	10

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

MATCHED OCCUPATION: Helpers - Production Workers SOC 51-9198

Domtar Manufacturing Job Titles: Paper Machine 3rd Hand
 Paper Machine 4th Hand
 Paper Machine 5th Hand
 Paper Machine 6th Hand
 Paper Machine Utility Personnel

Number of Affected Workers: 25

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

Wages: Domtar Manufacturing: \$19.73
 Northeast Balance of State (BOS)¹ 2006 Average Wage: \$10.62

Largest Employing Maine Industries:

Employment	Industry
188	Plastics Product Manufacturing
164	Other Wood Product Manufacturing
147	Employment Services
123	Sawmills and Wood Preservation
88	Printing and Related Support Activities
67	Veneer and Engineered Wood Products

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

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
47-3015	Helpers-Pipelayers, Plumbers, Pipefitters	10	10.0%	\$10.94	11
51-4121	Welders, Cutters, and Welder Fitters	73	8.2	12.59	9

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

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

Domtar Manufacturing Job Titles: Trucker Checker
Trucker Utility

Number of Affected Workers: 17

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

Wages: Domtar Manufacturing: \$19.02

Northeast Balance of State (BOS)¹ 2006 Average Wage: \$12.59

Largest Employing Maine Industries:

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

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

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

SOC	Occupation	<u>Northern Region¹</u>		<u>Northeast BOS¹</u>	
		Employment 2004	Percent Change to 2014	Average Wage	Training Required*
37-2011	Janitors and Cleaners, Except Maids, etc.	760	3.6%	\$10.48	11
47-2121 ³	Glaziers	112 ³	14.3	14.92 ³	9

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

² No Other Related Occupations Available for the Northern Region.

³ State

⁴ Regional

* See profile notes on page

Appendix A

Industries Projected to Gain or Lose the Largest Number of Jobs in Northern Maine Between 2004 & 2014			
Industries Expected to Gain Jobs		Industries Expected to Lose Jobs	
Social assistance	368	Paper manufacturing	-310
Local Government	237	Wood product manufacturing	-152
Ambulatory health care services	227	Food manufacturing	-124
Food services and drinking places	205	Federal Government	-76
Nursing and residential care facilities	157	Miscellaneous manufacturing	-39
Publishing industries, except Internet	93	Clothing and clothing accessories stores	-33
General merchandise stores	80	Gasoline stations	-33
Hospitals	66	Crop production	-25
Accommodation	49	Management of companies and enterprises	-25
Real estate	46	Animal production	-24
Motor vehicle and parts dealers	46	Merchant wholesalers, nondurable goods	-24
Repair and maintenance	38	Telecommunications	-20
Food and beverage stores	36	State Government	-17
Administrative and support services	27	Construction of buildings	-17
Nonstore retailers	26	Support activities for transportation	-16
Building material and garden supply stores	21	Forestry and logging	-14
Electronic markets and agents and brokers	19	Broadcasting, except Internet	-13
Credit intermediation and related activities	17	Fabricated metal product manufacturing	-12
Amusements, gambling, and recreation	15	Sporting goods, hobby, book and music stores	-10
Motion picture and sound recording industries	13	Educational services	-9
Merchant wholesalers, durable goods	13	Waste management and remediation services	-9
Professional, Scientific and Tech Services	13	Specialty trade contractors	-8
Rental and leasing services	11	Miscellaneous store retailers	-8
Heavy and civil engineering construction	5	Health and personal care stores	-8
Machinery manufacturing	5	Truck transportation	-7
Personal and laundry services	4	Couriers and messengers	-7
Warehousing and storage	4	Transportation equipment manufacturing	-6
Transit and ground passenger transportation	1	Electronics and appliance stores	-6
		Private households	-6
		ISPs, search portals, and data processing	-5
		Furniture and home furnishings stores	-3
		Membership associations and organizations	-3
		Nonmetallic mineral product manufacturing	-2
		Petroleum and coal products manufacturing	-2
		Printing and related support activities	-1
		Securities, commodity contracts, investments	-1
		Furniture and related product manufacturing	-1

Appendix B

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

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