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A Skills Transferability Analysis to Support Reemployment and Retraining Plans

prepared for

The Former Workers

of

Hinckley Company LLC

MAINE DEPARTMENT OF LABOR
Center for Workforce Research and Information

Prepared by the Maine Department of Labor
Center for Workforce Research and Information
July 2009

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A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of The Hinckley Company LLC

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John Dorrer, Director
Center for Workforce Research and Information

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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. Work-force 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 and Industry Background

Maine has a long, illustrious boat and shipbuilding tradition. The first ship the English built in the New World was on the banks of the Kennebec River. The Hinckley Company is a major employer in Maine's boat building industry, comprising nearly one-quarter of the industry's average employment from 2000 to 2008.

Founded in 1928 as Hinckley Yachts, the Hinckley name is renowned for its luxury sailing yachts and jet-powered picnic boats. In addition to building boats, The Hinckley Company operates full-service boatyards on the East Coast from Maine to Florida, providing yacht refit, maintenance, repair and storage services for boats up to 150 feet in length and 180 tons, and yacht brokerage, charter and retail services.

With the United States' entry into World War II, Hinckley Yachts secured contracts for military boats. Over the course of the war, the company built more than 500 picket boats, tow boats and yawls for U.S. forces. Originally known for its wooden boats, Hinckley was an early leader in the use of fiberglass in hull construction and has continued to lead the industry in the use of new materials, design and technologies.

The company is now headquartered in Portsmouth, Rhode Island, and employs a reported 740 workers with revenue of $69.4 million. The Trenton, Maine manufacturing plant opened in 1998 and at its peak earlier this decade employed more than 400 people building Hinckley Picnic Boats. The Picnic Boat was the first pleasure boat in its class to use an innovative water jet system that eliminated the need for a propeller.

As the economy faltered and demand for luxury yachts fell, the company began reducing its workforce at the Trenton facility beginning in October 2008. Four rounds of layoffs have since occurred and the total jobs lost now stands at 152 workers. The last workers are expected to be laid off and the plant closed in early July 2009.

Labor Market Conditions

Workforce conditions in the Ellsworth area have declined relative to the state, characterized by lower rates of labor force growth and higher annual unemployment rates compared to the state since 2001. The area has experienced a decline in overall employment, accelerated job losses in the goods-producing sector comprised of manufacturing, natural resources and construction industries, and relatively slow growth in the service sector.

The recession has adversely impacted all regions of the state, but the closure of a prominent manufacturing facility in the region will impact the surrounding communities and support industries particularly hard. Finding suitable re-employment for the recently displaced workers is likely to be more difficult than at any other time in more than a decade.

Characteristics of the Affected Workers

Demographic information was collected from 73 employees during Rapid Response sessions. Workers reported job tenure from less than 1 year to 30 years, with an average of 9 years. 80 percent were male, 21 percent were veterans, 59 percent completed high-school, and 37 percent completed some level of postsecondary training. Reported wages ranged from a low of $10.90 to a high of $23.75 per hour.

Characteristic	Workers	Characteristic	Workers
Age (years)		**Town of Residence**	
Fewer than 30	6	Ellsworth	11
30-39 years	18	Hancock	6
40-49 years	21	Bass Harbor	5
50+ years	28	Trenton	5
Average Age = 46 years		Orland	4
Job Tenure (years)		Other Towns	42
0 to 10	54		
10 to 19	12		
20 to 29	5		
30 and over	1		
Average Tenure = 9 years			

Jobs in Demand – Current Job Openings in Maine

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

- 47-2031 Carpenters
- 51-2091 Fiberglass Laminators and Fabricators
- 49-3051 Motorboat Mechanics

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

A July 2009 search of job postings on the Maine CareerCenter's Labor Exchange On the Net (LEON) job bank produced 37 postings for jobs of any type within 30 miles of Trenton. When the search radius was widened to 50 miles the search produced 244 postings. When the keywords "manufacturing", "production", "boats" were added there were no job postings in these categories within 30 miles; yet 7 postings appeared within 50 miles of Trenton under the category of "production", 3 postings in "manufacturing", and just 1 posting for "boats". These listings are posted by employers with job openings in Maine, through the Maine CareerCenter system (www.mainecareercenter.com). Another useful resource is America's Job Exchange (www.americasjobexchange.com), which offers job postings nationwide. There are many other job search sites available. CareerCenter staff is available to assist customers in locating sites most suited to their needs.

Re-Employment Prospects and the Employment Outlook

Re-employment in the boat building industry, which has been hard hit by the recession, is unlikely for most of the displaced workers. The economic base of the region continues to shift away from manufacturing into service-providing industries. Industries projected to gain the most jobs through 2014 include food services, health care, social assistance, and professional and business services. Manufacturing of transportation equipment, wood, textiles, food, and furniture products are among those industries projected to lose the most jobs.

While employment in production related occupations is projected to decline, some job openings will occur to meet replacement demand as remaining workers retire or otherwise leave the workforce. As the nearby table indicates, most job growth and job openings are expected in service occupations, in professional occupations, and in management and business occupations, in such fields as health care, personal services and food services.

High-paying jobs in growing occupations generally require specific technical skills. The skill sets of many dislocated production workers are not readily transferable to occupations common to growing industries, thus limiting their re-employment opportunities. (Industry and occupational projection information is provided in Appendices A - D at the back of this report.)

Retraining Possibilities

The comparison analysis reports, or profiles provided in this report represent occupations determined to be related through use of the TORQ (Transitional Occupation Relationship Quotient) software and O*NET. These comprehensive reports compare abilities, knowledge, and skills of the occupation most recently held to a TORQ related occupation. Related occupations were selected based on their Grand TORQ Score, and level of employment in Northeastern Maine. Occupations defined by TORQ as related but with no reportable employment in Northeastern Maine are not included. Also, occupations defined as related may themselves be declining, and therefore considered with caution as employment options. In many instances, job openings exist to meet replacement demand rather than as new, growth-related jobs. This is particularly true during periods of economic decline. It should be noted that TORQ Comparison Reports are large, sometimes in excess of 10 pages for each related occupation. As such, only the top 5 or 6 related occupations are included for each primary occupation.

Counselors should also consider that many workers have experience, hobbies, and interests beyond those acquired in their most recent employment. These attributes may lead to the exploration of training opportunities not at all related to the affected worker's former employment.

Clients should work with CareerCenter counselors to assess their skills and identify options for possible entry into occupations projected to grow in upcoming years. Brochures such as Hot Jobs in Maine and Internet resources such as America's Career InfoNet, Career Voyages, and the Maine Employment Info Guide can help clients make career choices in today's economy. As an alternative to long-term retraining, workers and placement specialists should look at the matched TORQ Comparison Report for a list of largest employing industries as a source of potential job openings.

Employment by Occupational Group in Northeastern Maine, 2004 and Projected 2014

Occupational Group	Employment			Avg. Annual Openings
	2004	2014	Net Change	
Total	*110,379*	*116,457*	*6,078*	*3,438*
Service Occupations	24,157	26,551	2,394	925
Healthcare Support	3,457	4,012	555	109
Protective Service	1,863	2,026	163	74
Food Preparation and Serving Related	9,801	10,427	626	446
Building and Grounds Cleaning and Maintenance	4,930	5,268	338	133
Personal Care and Service	4,106	4,818	712	163
Professional and Related Occupations	22,780	25,100	2,320	688
Computer and Mathematical	1,152	1,303	151	33
Architecture and Engineering	1,041	1,068	27	29
Life, Physical, and Social Science	1,291	1,454	163	46
Community and Social Services	2,751	3,182	431	96
Legal	613	679	66	14
Education, Training, and Library	7,537	7,926	389	202
Arts, Design, Entertainment, Sports, and Media	1,637	1,749	112	44
Healthcare Practitioners and Technical	6,758	7,739	981	224
Management, Business and Financial Occupations	8,912	9,723	811	249
Management	6,178	6,713	535	169
Business and Financial Operations	2,734	3,010	276	80
Sales and Related Occupations	11,284	11,815	531	438
Transportation and Material Moving Occupations	8,300	8,636	336	220
Installation, Maintenance, and Repair Occupations	5,216	5,506	290	159
Construction and Extraction Occupations	6,059	6,257	198	143
Farming, Fishing, and Forestry Occupations	1,567	1,555	-12	41
Office and Administrative Support Occupations	15,680	15,386	-294	410
Production Occupations	6,424	5,928	-496	165

Details may not add to totals due to rounding.

Transferable Skills

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

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

Job Titles, Number of Workers, and Equivalent Occupational Codes

Occupational information provided by the Hinckley workers was coded into 22 SOC occupations, and 22 O*NET classifications. These classifications are the basis for developing the TORQ Comparison Reports, or TORQ analyses. These comparative analyses match the abilities, skills, and knowledge of one occupation to another determined to be related by the TORQ software. The TORQ Comparison allows users to assess skills gaps that exist for workers choosing their next career path. Occupational matching and coding to the Standard Occupational Classification was based on worker responses. Occupations employed at Hinckley but not previously reported may be encountered by CareerCenter staff. Use of O*NET and the Dictionary of Occupational Titles cross-walk search will be useful in matching additional occupations. Counselors may also contact the Center for Workforce Research and Information for assistance.

REPORTED JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
Treasurer	1	11-3031	Financial Managers
Mgmt/carp	1	11-3051	Industrial Production Managers
purchasing Mgmr.	1	11-3061	Purchasing Managers
purchasing	1	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
Timekeeping	1	43-3051	Payroll and Timekeeping Clerks
purchasing clerk	1	43-3061	Procurement Clerks
ship/rec clerk	1	43-5071	Shipping, Receiving, and Traffic Clerks
stockroom	1	43-5081	Stock Clerks and Order Fillers
Carpenter, Carpenter 2, Marine Carpenter, Service Carp,, carp/mech, carpenter, finish carp, int,finish carp., pre fab carpenter, prefab carp	18	47-2031	Carpenters
Electrician	6	47-2111	Electricians
Systems Installer	1	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
mechanic, Mechanic, mec/elec, mech/assem, mechanic	8	49-3051	Motorboat Mechanics
Maintenance	1	49-9042	Maintenance and Repair Workers, General
hardware Installer	2	49-9096	Riggers
Project Manager, project mgr, team ldr/spray rm	3	51-1011	First-Line Supervisors/Managers of Production and Operating Workers
Laminator, Laminator 2, Laminator 2, Laminator II, Patching, Team Leader, fiberglass team ldr., lamin/deckha, laminator, laminator pitcher, stage 1(FRP)	14	51-2091	Fiberglass Laminators and Fabricators
Mechanic- welder	1	51-4121	Welders, Cutters, Solderers, and Brazers

Upholsterer	1	51-6093	Upholsterers
Quality Control	1	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
Paint varnisher, Paint/Varnish, Sander - Varnisher, Varnisher, painter, varnisher	7	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
deck hd	1	53-5011	Sailors and Marine Oilers
cleaning	1	53-7061	Cleaners of Vehicles and Equipment

TORQ Analysis Notes

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

TORQ scores may be interpreted as follows, within these value ranges:

TORQ Value	Interpretation
Above 95	The two occupations are virtually identical
90 – 95	The prospects for transition are excellent. No major ability barriers; minimal investment of time and money should close gaps in skills and/or knowledge.
85 – 89	Prospects are good for transition. There are likely to be a few more gaps in skills and knowledge that will need filling in some cases.
80 – 84	Fair prospects for transition with significant investment in training and/or education.
75 – 79	Some gaps likely to pose serious challenges for transition
Below 75	Some abilities, skills, and knowledge may be seriously misaligned. Prospects for transition are not particularly good, although not impossible, depending on individual circumstances.

Wage information provided in the TORQ Comparison Reports is 2007 Maine Statewide median annual wages. Hourly rates can be calculated by dividing the annual figure by 2,080 (40 hours per week at 52 weeks per year). Labor Market Comparison data are derived from the 2006 to 2016 occupational projections for Maine, and are statewide figures. Top Industry tables are derived from national staffing pattern data. The ASK Analysis, Experience and Education Comparison, Job Zone, and other information are obtained from the most recent O*NET database. Please contact Merrill Huhtala (Merrill.s.huhtala@maine.gov or 207-621-5196) at the Center for Workforce Research and Information for assistance in interpreting the contents of these reports.

MATCHED OCCUPATIONAL PROFILES

MATCHED OCCUPATION: Financial Managers
11-3031

Reported Job Titles:
Treasurer

Number of Affected Workers: 1

Training Requirements: Bachelor's degree plus work experience

Median Wage: $30.73

Associated ONET Skills:

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

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region
Year 2004	2,832	407
Year 2014	3,164	455
Net Change	332	48
Percent Change	12%	12%

Average Annual Openings	Maine	Region
Total	74	11
Due to Growth	33	5
Due to Replacement	41	6

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
95	Financial Analysts	13.2051-00	210	$71,380	4	10.2%
92	Financial Examiners	13.2061-00	120	$55,110	2	3.4%
92	Compensation and Benefits Managers	11.3041-00	200	$68,560	5	2.1%
91	Budget Analysts	13.2031-00	170	$57,290	5	3.0%
91	Auditors	13.2011-02	3,250	$48,110	113	10.7%
91	Personal Financial Advisors	13.2052-00	360	$94,100	13	10.1%
90	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	$43,900	23	7.5%
89	Municipal Clerks	43.4031-02	1,190	$27,650	37	8.6%
89	Loan Interviewers and Clerks	43.4131-00	770	$28,060	14	-8.7%
89	Financial Managers, Branch or Department	11.3031-02	2,440	$67,670	58	7.0%
89	Statement Clerks	43.3021-01	1,990	$27,580	28	1.0%
89	Accountants	13.2011-01	3,250	$48,110	113	10.7%
89	Economists	19.3011-00	50	$49,150	2	2.0%
88	Loan Officers	13.2072-00	1,450	$49,380	29	8.8%

MATCHED OCCUPATION: Industrial Production Managers
11-3051

Reported Job Titles:
Mgmt/carp

Number of Affected Workers: 1

Training Requirements: Work experience in a related occupation

Median Wage: $36.84

Associated ONET Skills:

Monitoring	Critical Thinking
Speaking	Active Listening
Time Management	Management of Personnel Resources
Reading Comprehension	Coordination
Social Perceptiveness	Active Learning

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	702	92	Total	14	2
Year 2014	654	83	Due to Growth	0	0
Net Change	-48	-9	Due to Replacement	14	2
Percent Change	-6.8%	-9.8%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	Production, Planning, and Expediting Clerks	43.5061-00	1,320	$38,490	35	-0.6%
91	Cost Estimators	13.1051-00	750	$44,990	25	13.5%
91	Storage and Distribution Managers	11.3071-02	710	$62,270	25	4.9%
91	First-Line Supervisors/Managers of Production and Op	51.1011-00	3,750	$45,510	65	-3.8%
89	Industrial Engineering Technicians	17.3026-00	370	$51,700	9	5.5%
89	First-Line Supervisors/Managers of Helpers, Laborers	53.1021-00	1,160	$34,540	37	10.8%
88	Purchasing Agents, Except Wholesale, Retail, and Far	13.1023-00	920	$45,210	21	-2.1%
88	Postmasters and Mail Superintendents	11.9131-00	420	$55,200	10	-4.7%
87	Purchasing Managers	11.3061-00	330	$72,560	11	1.7%
87	Industrial Engineers	17.2112-00	580	$68,350	22	11.2%
86	Wholesale and Retail Buyers, Except Farm Products	13.1022-00	490	$38,660	12	-2.0%
86	Logisticians	13.1081-00	190	$59,120	4	3.8%
86	Parts Salespersons	41.2022-00	1,390	$27,760	16	-6.9%
86	General and Operations Managers	11.1021-00	8,490	$77,050	209	-4.6%

MATCHED OCCUPATION: Purchasing Managers
11-3061

Reported Job Titles:
purchasing Mgmr.

Number of Affected Workers: 1

Training Requirements: Bachelor's degree plus work experience

Median Wage: $38.56

Associated ONET Skills:

Critical Thinking	Active Listening
Judgment and Decision Making	Reading Comprehension
Active Learning	Management of Material Resources
Negotiation	Mathematics
Time Management	Operations Analysis

Largest Employing Maine Industries

Employment	Industry
30	Paper Manufacturing
10	Merchant Wholesalers, Durable Goods
10	Wood Product Manufacturing
10	Merchant Wholesalers, Nondurable Goods
10	Management of Companies and Enterprises

Employment Forecast	Maine	Region
Year 2004	311	35
Year 2014	304	36
Net Change	-7	1
Percent Change	-2.3%	2.9%

Average Annual Openings	Maine	Region
Total	7	1
Due to Growth	0	0
Due to Replacement	7	1

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	Production, Planning, and Expediting Clerks	43.5061-00	1,320	$38,490	35	-0.6%
90	Purchasing Agents, Except Wholesale, Retail, and Far	13.1023-00	920	$45,210	21	-2.1%
89	Storage and Distribution Managers	11.3071-02	710	$62,270	25	4.9%
89	Cost Estimators	13.1051-00	750	$44,990	25	13.5%
89	Treasurers and Controllers	11.3031-01	2,440	$67,670	58	7.0%
89	Postmasters and Mail Superintendents	11.9131-00	420	$55,200	10	-4.7%
89	Budget Analysts	13.2031-00	170	$57,290	5	3.0%
88	Industrial Production Managers	11.3051-00	690	$72,560	24	-11.6%
88	Auditors	13.2011-02	3,250	$48,110	113	10.7%
88	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	$43,900	23	7.5%
88	General and Operations Managers	11.1021-00	8,490	$77,050	209	-4.6%
88	Financial Managers, Branch or Department	11.3031-02	2,440	$67,670	58	7.0%
88	First-Line Supervisors/Managers of Non-Retail Sales	41.1012-00	930	$55,220	19	-1.3%
87	Wholesale and Retail Buyers, Except Farm Products	13.1022-00	490	$38,660	12	-2.0%

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

Reported Job Titles:
purchasing

Number of Affected Workers: 1

Training Requirements: Work experience in a related occupation

Median Wage: $21.44

Associated ONET Skills:

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

Largest Employing Maine Industries

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

Employment Forecast

	Maine	Region
Year 2004	914	116
Year 2014	945	118
Net Change	31	2
Percent Change	3.4%	1.7%

Average Annual Openings

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

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Payroll and Timekeeping Clerks	43.3051-00	650	$30,470	17	-3.4%
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	$27,580	28	1.0%
90	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	$29,840	177	6.1%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	$38,830	76	5.6%
90	Statement Clerks	43.3021-01	1,990	$27,580	28	1.0%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	$27,580	28	1.0%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	$31,380	22	-8.1%
89	Municipal Clerks	43.4031-02	1,190	$27,650	37	8.6%
89	Production, Planning, and Expediting Clerks	43.5061-00	1,320	$38,490	35	-0.6%
89	Loan Interviewers and Clerks	43.4131-00	770	$28,060	14	-8.7%
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	$28,260	172	-6.3%
88	Budget Analysts	13.2031-00	170	$57,290	5	3.0%
88	Market Research Analysts	19.3021-00	200	$49,960	2	3.4%
88	Bill and Account Collectors	43.3011-00	1,590	$29,770	41	10.8%

MATCHED OCCUPATION: Payroll and Timekeeping Clerks
43-3051

Reported Job Titles:
Timekeeping

Number of Affected Workers: 1 Training Requirements: Moderate-term on-the-job training Median Wage: $15.11

Associated ONET Skills:

Time Management	Mathematics
Reading Comprehension	Speaking
Active Listening	Active Learning
Judgment and Decision Making	Critical Thinking
Learning Strategies	Writing

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region
Year 2004	1,003	152
Year 2014	1,085	162
Net Change	82	10
Percent Change	8.2%	6.6%

Average Annual Openings	Maine	Region
Total	35	5
Due to Growth	8	1
Due to Replacement	27	4

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	$29,840	177	6.1%
92	Insurance Policy Processing Clerks	43.9041-02	1,810	$31,380	22	-8.1%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	$27,580	28	1.0%
90	Insurance Claims Clerks	43.9041-01	1,810	$31,380	22	-8.1%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	$27,580	28	1.0%
89	Brokerage Clerks	43.4011-00	270	$39,120	8	-13.1%
89	Statement Clerks	43.3021-01	1,990	$27,580	28	1.0%
89	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	$38,830	76	5.6%
88	Office Clerks, General	43.9061-00	13,910	$24,040	339	5.4%
88	Court Clerks	43.4031-01	1,190	$27,650	37	8.6%
88	Loan Interviewers and Clerks	43.4131-00	770	$28,060	14	-8.7%
88	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	$28,260	172	-6.3%
87	Insurance Underwriters	13.2053-00	460	$56,090	12	-0.8%
87	Legal Secretaries	43.6012-00	1,300	$33,360	29	5.1%

MATCHED OCCUPATION: Procurement Clerks
43-3061

Reported Job Titles:
purchasing clerk

Number of Affected Workers: 1 Training Requirements: Short-term on-the-job training Median Wage: $17.53

Associated ONET Skills:

Time Management	Reading Comprehension
Speaking	Active Listening
Critical Thinking	Writing
Monitoring	Management of Material Resources
Mathematics	Service Orientation

Largest Employing Maine Industries

Employment	Industry
20	Management of Companies and Enterprises
10	Educational Services

Employment Forecast	Maine	Region
Year 2004	251	38
Year 2014	241	36
Net Change	-10	-2
Percent Change	-4.0%	-5.3%

Average Annual Openings	Maine	Region
Total	6	1
Due to Growth	0	0
Due to Replacement	6	1

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Payroll and Timekeeping Clerks	43.3051-00	650	$30,470	17	-3.4%
91	Municipal Clerks	43.4031-02	1,190	$27,650	37	8.6%
91	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	$38,830	76	5.6%
91	Insurance Policy Processing Clerks	43.9041-02	1,810	$31,380	22	-8.1%
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	$27,580	28	1.0%
90	Bill and Account Collectors	43.3011-00	1,590	$29,770	41	10.8%
90	Insurance Claims Clerks	43.9041-01	1,810	$31,380	22	-8.1%
89	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	$29,840	177	6.1%
89	Purchasing Agents, Except Wholesale, Retail, and Far	13.1023-00	920	$45,210	21	-2.1%
89	Court Clerks	43.4031-01	1,190	$27,650	37	8.6%
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	$28,260	172	-6.3%
88	License Clerks	43.4031-03	1,190	$27,650	37	8.6%
88	Loan Interviewers and Clerks	43.4131-00	770	$28,060	14	-8.7%
88	Insurance Underwriters	13.2053-00	460	$56,090	12	-0.8%
87	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	$43,900	23	7.5%

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

Reported Job Titles:
ship/rec clerk

Number of Affected Workers: 1 Training Requirements: Short-term on-the-job training Median Wage: $12.29

Associated ONET Skills:

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

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	2,948	419	Total	63	9
Year 2014	2,964	415	Due to Growth	2	0
Net Change	16	-4	Due to Replacement	61	9
Percent Change	.54%	-.95%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	Postal Service Clerks	43.5051-00	580	$44,780	13	-3.1%
90	Stock Clerks, Sales Floor	43.5081-01	7,670	$19,860	180	-8.9%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	$31,380	22	-8.1%
90	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	$19,860	180	-8.9%
90	Insurance Claims Clerks	43.9041-01	1,810	$31,380	22	-8.1%
90	Receptionists and Information Clerks	43.4171-00	2,680	$23,230	95	8.8%
90	Weighers, Measurers, Checkers, and Samplers, Recordk	43.5111-00	310	$28,060	8	-3.3%
89	Medical Records and Health Information Technicians	29.2071-00	760	$29,180	34	16.4%
89	Cargo and Freight Agents	43.5011-00	170	$40,360	5	4.9%
89	Marking Clerks	43.5081-02	7,670	$19,860	180	-8.9%
89	Court Clerks	43.4031-01	1,190	$27,650	37	8.6%
89	License Clerks	43.4031-03	1,190	$27,650	37	8.6%
89	File Clerks	43.4071-00	410	$23,030	11	-42.0%
89	Library Assistants, Clerical	43.4121-00	510	$20,700	23	13.0%

MATCHED OCCUPATION: Stock Clerks and Order Fillers
43-5081

Reported Job Titles:
stockroom

Number of Affected Workers: 1 Training Requirements: Short-term on-the-job training Median Wage: $9.63

Associated ONET Skills:

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region
Year 2004	6,725	1,170
Year 2014	6,226	1,058
Net Change	-499	-112
Percent Change	-7.4%	-9.6%

Average Annual Openings	Maine	Region
Total	249	43
Due to Growth	0	0
Due to Replacement	249	43

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	Hosts and Hostesses, Restaurant, Lounge, and Coffee	35.9031-00	1,190	$18,840	94	7.7%
83	Stock Clerks, Sales Floor	43.5081-01	7,670	$19,860	180	-8.9%
82	Graders and Sorters, Agricultural Products	45.2041-00	170	$17,170	4	-20.5%
81	Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	$15,760	1	10.0%
81	Counter and Rental Clerks	41.2021-00	1,980	$19,640	103	12.6%
81	Postal Service Mail Sorters, Processors, and Process	43.5053-00	970	$41,950	10	-12.0%
81	Packers and Packagers, Hand	53.7064-00	3,780	$0	45	-9.1%
80	Food Servers, Nonrestaurant	35.3041-00	890	$18,050	21	7.5%
80	Dining Room and Cafeteria Attendants and Bartender H	35.9011-00	800	$15,960	40	6.8%
80	Counter Attendants, Cafeteria, Food Concession, and	35.3022-00	1,520	$17,050	115	5.9%
79	Dietetic Technicians	29.2051-00	170	$27,270	7	12.6%
79	Mail Clerks and Mail Machine Operators, Except Posta	43.9051-00	490	$23,250	13	-18.5%
79	Postal Service Mail Carriers	43.5052-00	1,730	$43,190	50	-2.9%
78	Combined Food Preparation and Serving Workers, Inclu	35.3021-00	13,410	$16,470	455	14.8%

MATCHED OCCUPATION: Carpenters
47-2031

Reported Job Titles:
Carpenter, Carpenter 2, Marine Carpenter, Service Carp,, carp/mech, carpenter, finish carp, int,finish carp., pre fab carpenter, prefab carp

Number of Affected Workers: 18 Training Requirements: Long-term on-the-job training Median Wage: $17.00

Associated ONET Skills:

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

Largest Employing Maine Industries

Employment	Industry
3,550	Construction of Buildings
990	Specialty Trade Contractors
410	Transportation Equipment Manufacturing
290	Wood Product Manufacturing
190	Heavy and Civil Engineering Construction
130	Administrative and Support Services

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	9,591	1,468	Total	186	29
Year 2014	9,889	1,520	Due to Growth	30	5
Net Change	298	52	Due to Replacement	156	24
Percent Change	3.1%	3.5%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
89	Brickmasons and Blockmasons	47.2021-00	270	$38,960	10	5.5%
89	Drywall and Ceiling Tile Installers	47.2081-00	340	$39,090	8	4.5%
88	Helpers--Carpenters	47.3012-00	390	$25,410	10	-2.4%
87	Rough Carpenters	47.2031-02	6,150	$32,710	156	-1.6%
87	Sheet Metal Workers	47.2211-00	1,260	$35,650	40	7.1%
87	Helpers--Electricians	47.3013-00	560	$31,250	17	4.9%
87	Helpers--Pipelayers, Plumbers, Pipefitters, and Stea	47.3015-00	320	$25,760	11	8.7%
86	Insulation Workers, Mechanical	47.2132-00	180	$35,060	4	2.2%
86	Construction Laborers	47.2061-00	3,020	$26,660	46	4.5%
86	Tapers	47.2082-00	70	$39,910	3	5.1%
85	Lay-Out Workers, Metal and Plastic	51.4192-00	180	$43,870	3	-24.2%
85	Cement Masons and Concrete Finishers	47.2051-00	640	$29,060	25	6.9%
84	Pipelayers	47.2151-00	60	$33,170	3	7.6%
84	Tile and Marble Setters	47.2044-00	90	$32,570	2	8.1%

MATCHED OCCUPATION: Electricians
47-2111

Reported Job Titles:
Electrician

Number of Affected Workers: 6 Training Requirements: Long-term on-the-job training Median Wage: $21.18

Associated ONET Skills:

Critical Thinking	Active Listening
Complex Problem Solving	Operation Monitoring
Judgment and Decision Making	Quality Control Analysis
Repairing	Troubleshooting
Monitoring	Speaking

Largest Employing Maine Industries

Employment	Industry
1,330	Specialty Trade Contractors
260	Paper Manufacturing
250	Public Administration
80	Wood Product Manufacturing
30	Educational Services
20	Fabricated Metal Product Manufacturing

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	3,649	558	Total	72	11
Year 2014	3,527	558	Due to Growth	0	0
Net Change	-122	0	Due to Replacement	72	11
Percent Change	-3.3%	.00%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
92	Helpers--Electricians	47.3013-00	560	$31,250	17	4.9%
89	Helpers--Pipelayers, Plumbers, Pipefitters, and Stea	47.3015-00	320	$25,760	11	8.7%
89	Recreational Vehicle Service Technicians	49.3092-00	70	$29,640	1	5.9%
88	Rough Carpenters	47.2031-02	6,150	$32,710	156	-1.6%
88	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	$38,030	49	7.3%
88	Sheet Metal Workers	47.2211-00	1,260	$35,650	40	7.1%
88	Maintenance and Repair Workers, General	49.9042-00	5,140	$31,020	31	3.3%
88	Helpers--Carpenters	47.3012-00	390	$25,410	10	-2.4%
87	Boilermakers	47.2011-00	60	$39,260	3	12.0%
87	Insulation Workers, Mechanical	47.2132-00	180	$35,060	4	2.2%
87	Cement Masons and Concrete Finishers	47.2051-00	640	$29,060	25	6.9%
86	Millwrights	49.9044-00	830	$41,280	11	-12.3%
86	Brickmasons and Blockmasons	47.2021-00	270	$38,960	10	5.5%
85	Engine and Other Machine Assemblers	51.2031-00	20	$29,010	1	-45.0%

MATCHED OCCUPATION: Electrical and Electronics Installers and Repairers, Transpo
49-2093

Reported Job Titles:
Systems Installer

Number of Affected Workers: 1 Training Requirements: Postsecondary vocational training Median Wage: $17.45

Associated ONET Skills:

Repairing	Troubleshooting
Active Learning	Reading Comprehension
Installation	Critical Thinking
Complex Problem Solving	Quality Control Analysis
Judgment and Decision Making	Operation Monitoring

Largest Employing Maine Industries

Employment	Industry
70	Transportation Equipment Manufacturing

Employment Forecast	Maine	Region
Year 2004	74	11
Year 2014	70	12
Net Change	-4	1
Percent Change	-5.4%	9.1%

Average Annual Openings	Maine	Region
Total	2	0
Due to Growth	0	0
Due to Replacement	2	0

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
85	Avionics Technicians	49.2091-00	20	$34,970	0	5.8%
85	Recreational Vehicle Service Technicians	49.3092-00	70	$29,640	1	5.9%
85	Electrical and Electronics Repairers, Commercial and	49.2094-00	440	$49,450	15	-19.3%
85	Electromechanical Equipment Assemblers	51.2023-00	90	$26,430	2	-19.5%
85	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	$38,030	49	7.3%
85	Electrical Engineering Technicians	17.3023-03	430	$45,180	9	-19.5%
84	Lathe and Turning Machine Tool Setters, Operators, a	51.4034-00	110	$34,350	2	-9.1%
84	Motorcycle Mechanics	49.3052-00	100	$29,340	2	2.6%
84	Electronics Engineering Technicians	17.3023-01	430	$45,180	9	-19.5%
84	Security and Fire Alarm Systems Installers	49.2098-00	290	$39,970	10	20.1%
83	Engine and Other Machine Assemblers	51.2031-00	20	$29,010	1	-45.0%
83	Motorboat Mechanics	49.3051-00	240	$34,980	8	5.9%
83	Maintenance and Repair Workers, General	49.9042-00	5,140	$31,020	31	3.3%
83	Control and Valve Installers and Repairers, Except M	49.9012-00	170	$47,860	3	-8.9%

MATCHED OCCUPATION: Motorboat Mechanics
49-3051

Reported Job Titles:
mechanic, Mechanic, mec/elec, mech/assem, mechanic

Number of Affected Workers: 8 Training Requirements: Long-term on-the-job training Median Wage: $18.56

Associated ONET Skills:

Repairing	Troubleshooting
Equipment Maintenance	Installation
Equipment Selection	Reading Comprehension
Active Learning	Judgment and Decision Making
Critical Thinking	Time Management

Largest Employing Maine Industries

Employment	Industry
110	Amusement, Gambling, and Recreation Industries
30	Transportation Equipment Manufacturing
.	Motor Vehicle and Parts Dealers

Employment Forecast	Maine	Region
Year 2004	159	25
Year 2014	188	31
Net Change	29	6
Percent Change	18%	24%

Average Annual Openings	Maine	Region
Total	7	2
Due to Growth	3	1
Due to Replacement	4	1

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	Recreational Vehicle Service Technicians	49.3092-00	70	$29,640	1	5.9%
93	Motorcycle Mechanics	49.3052-00	100	$29,340	2	2.6%
92	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	$31,210	6	-11.7%
92	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	$37,010	22	5.3%
92	Farm Equipment Mechanics	49.3041-00	80	$28,580	2	-9.4%
91	Maintenance Workers, Machinery	49.9043-00	290	$34,100	5	-17.4%
90	Engine and Other Machine Assemblers	51.2031-00	20	$29,010	1	-45.0%
90	Electrical and Electronics Repairers, Commercial and	49.2094-00	440	$49,450	15	-19.3%
90	Boilermakers	47.2011-00	60	$39,260	3	12.0%
90	Automotive Master Mechanics	49.3023-01	3,930	$30,030	133	4.5%
89	Automotive Specialty Technicians	49.3023-02	3,930	$30,030	133	4.5%
89	Bus and Truck Mechanics and Diesel Engine Specialist	49.3031-00	1,180	$34,210	34	5.5%
89	Control and Valve Installers and Repairers, Except M	49.9012-00	170	$47,860	3	-8.9%
89	Maintenance and Repair Workers, General	49.9042-00	5,140	$31,020	31	3.3%

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

Reported Job Titles:
Maintenance

Number of Affected Workers: 1 Training Requirements: Moderate-term on-the-job training Median Wage: $14.71

Associated ONET Skills:

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

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	5,726	933	Total	160	23
Year 2014	6,226	987	Due to Growth	50	5
Net Change	500	54	Due to Replacement	110	18
Percent Change	8.7%	5.8%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	$38,030	49	7.3%
90	Maintenance Workers, Machinery	49.9043-00	290	$34,100	5	-17.4%
90	Millwrights	49.9044-00	830	$41,280	11	-12.3%
89	Recreational Vehicle Service Technicians	49.3092-00	70	$29,640	1	5.9%
89	Bus and Truck Mechanics and Diesel Engine Specialist	49.3031-00	1,180	$34,210	34	5.5%
88	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	$37,010	22	5.3%
88	Helpers--Installation, Maintenance, and Repair Worke	49.9098-00	590	$20,870	18	8.6%
88	Engine and Other Machine Assemblers	51.2031-00	20	$29,010	1	-45.0%
87	Helpers--Pipelayers, Plumbers, Pipefitters, and Stea	47.3015-00	320	$25,760	11	8.7%
87	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	$24,790	15	-7.7%
87	Landscaping and Groundskeeping Workers	37.3011-00	4,040	$24,450	130	11.7%
87	Industrial Machinery Mechanics	49.9041-00	990	$39,370	25	7.3%
87	Boilermakers	47.2011-00	60	$39,260	3	12.0%
87	Helpers--Electricians	47.3013-00	560	$31,250	17	4.9%

MATCHED OCCUPATION: Riggers
49-9096

Reported Job Titles:
hardware Installer

Number of Affected Workers: 2 Training Requirements: Short-term on-the-job training Median Wage: $17.08

Associated ONET Skills:

Equipment Selection	Instructing
Critical Thinking	Operation and Control
Active Listening	Quality Control Analysis
Speaking	Judgment and Decision Making
Reading Comprehension	Coordination

Largest Employing Maine Industries

Employment	Industry
100	Transportation Equipment Manufacturing
20	Amusement, Gambling, and Recreation Industries

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	213	12	Total	5	0
Year 2014	192	12	Due to Growth	0	0
Net Change	-21	0	Due to Replacement	5	0
Percent Change	-9.9%	.00%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	$38,030	49	7.3%
88	Pipelayers	47.2151-00	60	$33,170	3	7.6%
88	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%
87	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	$25,520	7	0.9%
87	Helpers--Pipelayers, Plumbers, Pipefitters, and Stea	47.3015-00	320	$25,760	11	8.7%
87	Lay-Out Workers, Metal and Plastic	51.4192-00	180	$43,870	3	-24.2%
86	Engine and Other Machine Assemblers	51.2031-00	20	$29,010	1	-45.0%
86	Rail-Track Laying and Maintenance Equipment Operator	47.4061-00	120	$36,960	4	7.8%
86	Construction Laborers	47.2061-00	3,020	$26,660	46	4.5%
85	Highway Maintenance Workers	47.4051-00	2,210	$28,790	60	7.2%
85	Landscaping and Groundskeeping Workers	37.3011-00	4,040	$24,450	130	11.7%
85	Cabinetmakers and Bench Carpenters	51.7011-00	660	$29,800	27	-30.5%
85	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	$24,790	15	-7.7%
85	Insulation Workers, Mechanical	47.2132-00	180	$35,060	4	2.2%

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

Reported Job Titles:
Project Manager, project mgr, team ldr/spray rm

Number of Affected Workers: 3

Training Requirements: Work experience in a related occupation

Median Wage: $21.98

Associated ONET Skills:

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

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region
Year 2004	3,722	525
Year 2014	3,602	510
Net Change	-120	-15
Percent Change	-3.2%	-2.9%

Average Annual Openings	Maine	Region
Total	78	11
Due to Growth	0	0
Due to Replacement	78	11

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Industrial Production Managers	11.3051-00	690	$72,560	24	-11.6%
90	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	$29,700	26	-14.3%
89	Storage and Distribution Managers	11.3071-02	710	$62,270	25	4.9%
89	Mail Clerks and Mail Machine Operators, Except Posta	43.9051-00	490	$23,250	13	-18.5%
89	First-Line Supervisors/Managers of Helpers, Laborers	53.1021-00	1,160	$34,540	37	10.8%
88	Industrial Engineering Technicians	17.3026-00	370	$51,700	9	5.5%
88	Production, Planning, and Expediting Clerks	43.5061-00	1,320	$38,490	35	-0.6%
88	Bakers	51.3011-00	740	$24,170	24	5.3%
87	Marking Clerks	43.5081-02	7,670	$19,860	180	-8.9%
87	Postmasters and Mail Superintendents	11.9131-00	420	$55,200	10	-4.7%
87	First-Line Supervisors/Managers of Retail Sales Work	41.1011-00	6,900	$31,720	216	0.4%
86	Fabric and Apparel Patternmakers	51.6092-00	20	$29,670	0	-6.2%
86	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%
86	First-Line Supervisors/Managers of Food Preparation	35.1012-00	3,970	$27,520	64	7.9%

MATCHED OCCUPATION: Fiberglass Laminators and Fabricators
51-2091

Reported Job Titles:
Laminator, Laminator 2, Laminator 2, Laminator II, Patching, Team Leader, fiberglass team ldr., lamin/deckha, laminator, laminator pitcher, stage 1(FRP)

Number of Affected Workers: 14 Training Requirements: Moderate-term on-the-job training Median Wage: $15.16

Associated ONET Skills:

Active Listening	Learning Strategies
Speaking	Coordination
Time Management	Operation and Control
Instructing	Active Learning
Critical Thinking	Monitoring

Largest Employing Maine Industries

Employment	Industry
360	Transportation Equipment Manufacturing

Employment Forecast	Maine	Region
Year 2004	470	55
Year 2014	371	56
Net Change	-99	1
Percent Change	-21%	1.8%

Average Annual Openings	Maine	Region
Total	12	1
Due to Growth	0	0
Due to Replacement	12	1

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
89	Helpers--Production Workers	51.9198-00	1,490	$22,260	37	-10.3%
87	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%
87	Coating, Painting, and Spraying Machine Setters, Ope	51.9121-00	850	$38,860	19	-25.5%
87	Painters, Transportation Equipment	51.9122-00	320	$32,230	8	2.0%
87	Cleaning, Washing, and Metal Pickling Equipment Oper	51.9192-00	40	$22,640	2	-30.7%
87	Shoe Machine Operators and Tenders	51.6042-00	130	$0	1	-18.0%
87	Furniture Finishers	51.7021-00	70	$28,550	2	-30.7%
86	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	$38,030	49	7.3%
86	Sewing Machine Operators	51.6031-00	1,080	$22,440	10	-8.0%
86	Textile Cutting Machine Setters, Operators, and Tend	51.6062-00	110	$24,860	4	-13.4%
85	Solderers and Brazers	51.4121-07	1,610	$38,030	49	7.3%
85	Coil Winders, Tapers, and Finishers	51.2021-00	90	$31,910	1	-53.2%
85	Cabinetmakers and Bench Carpenters	51.7011-00	660	$29,800	27	-30.5%
84	Extruding, Forming, Pressing, and Compacting Machine	51.9041-00	260	$28,330	5	-7.3%

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

Reported Job Titles:
Mechanic- welder

Number of Affected Workers: 1 Training Requirements: Long-term on-the-job training Median Wage: $16.86

Associated ONET Skills:

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

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	1,749	186	Total	49	5
Year 2014	1,706	189	Due to Growth	0	0
Net Change	-43	3	Due to Replacement	49	5
Percent Change	-2.5%	1.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
85	Lathe and Turning Machine Tool Setters, Operators, a	51.4034-00	110	$34,350	2	-9.1%
85	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	$24,790	15	-7.7%
85	Lay-Out Workers, Metal and Plastic	51.4192-00	180	$43,870	3	-24.2%
84	Coil Winders, Tapers, and Finishers	51.2021-00	90	$31,910	1	-53.2%
83	Patternmakers, Wood	51.7032-00	20	$32,160	1	-50.0%
83	Helpers--Production Workers	51.9198-00	1,490	$22,260	37	-10.3%
83	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%
83	Cabinetmakers and Bench Carpenters	51.7011-00	660	$29,800	27	-30.5%
82	Landscaping and Groundskeeping Workers	37.3011-00	4,040	$24,450	130	11.7%
82	Earth Drillers, Except Oil and Gas	47.5021-00	140	$37,470	4	1.5%
82	Pipelayers	47.2151-00	60	$33,170	3	7.6%
82	Engine and Other Machine Assemblers	51.2031-00	20	$29,010	1	-45.0%
81	Millwrights	49.9044-00	830	$41,280	11	-12.3%
81	Woodworking Machine Setters, Operators, and Tenders,	51.7042-00	900	$23,040	23	-11.9%

MATCHED OCCUPATION: Upholsterers
51-6093

Reported Job Titles:
Upholsterer

Number of Affected Workers: 1 Training Requirements: Long-term on-the-job training Median Wage: $13.20

Associated ONET Skills:

Active Listening	Speaking
Active Learning	Learning Strategies
Mathematics	Coordination
Critical Thinking	Installation
Equipment Maintenance	Reading Comprehension

Largest Employing Maine Industries

Employment	Industry
.	Repair and Maintenance

Employment Forecast	Maine	Region
Year 2004	256	46
Year 2014	223	38
Net Change	-33	-8
Percent Change	-13%	-17%

Average Annual Openings	Maine	Region
Total	7	1
Due to Growth	0	0
Due to Replacement	7	1

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	Sewing Machine Operators	51.6031-00	1,080	$22,440	10	-8.0%
83	Cabinetmakers and Bench Carpenters	51.7011-00	660	$29,800	27	-30.5%
83	Coil Winders, Tapers, and Finishers	51.2021-00	90	$31,910	1	-53.2%
83	Shoe and Leather Workers and Repairers	51.6041-00	90	$25,030	3	-19.1%
83	Grinding and Polishing Workers, Hand	51.9022-00	270	$31,060	5	3.7%
82	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%
82	Helpers--Production Workers	51.9198-00	1,490	$22,260	37	-10.3%
81	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	$19,860	180	-8.9%
81	Mail Clerks and Mail Machine Operators, Except Posta	43.9051-00	490	$23,250	13	-18.5%
80	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	$38,030	49	7.3%
80	Coin, Vending, and Amusement Machine Servicers and R	49.9091-00	160	$27,050	6	-8.7%
80	Electromechanical Equipment Assemblers	51.2023-00	90	$26,430	2	-19.5%
80	Solderers and Brazers	51.4121-07	1,610	$38,030	49	7.3%
80	Postal Service Mail Sorters, Processors, and Process	43.5053-00	970	$41,950	10	-12.0%

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

Reported Job Titles:
Quality Control

Number of Affected Workers: 1 Training Requirements: Moderate-term on-the-job training Median Wage: $14.03

Associated ONET Skills:

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

Largest Employing Maine Industries

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

Employment Forecast	Maine	Region	Average Annual Openings	Maine	Region
Year 2004	1,886	179	Total	43	4
Year 2014	1,747	160	Due to Growth	0	0
Net Change	-139	-19	Due to Replacement	43	4
Percent Change	-7.4%	-11%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Mail Clerks and Mail Machine Operators, Except Posta	43.9051-00	490	$23,250	13	-18.5%
87	Solderers and Brazers	51.4121-07	1,610	$38,030	49	7.3%
87	Photographic Processing Machine Operators	51.9132-00	250	$20,170	9	-54.1%
85	Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	$19,860	180	-8.9%
85	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%
85	Sewing Machine Operators	51.6031-00	1,080	$22,440	10	-8.0%
85	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	$38,230	23	-26.3%
84	Postal Service Mail Sorters, Processors, and Process	43.5053-00	970	$41,950	10	-12.0%
84	Marking Clerks	43.5081-02	7,670	$19,860	180	-8.9%
84	Food Batchmakers	51.3092-00	640	$25,410	14	-7.4%
83	Food Servers, Nonrestaurant	35.3041-00	890	$18,050	21	7.5%
83	Food Cooking Machine Operators and Tenders	51.3093-00	120	$22,970	5	-16.5%
82	Coil Winders, Tapers, and Finishers	51.2021-00	90	$31,910	1	-53.2%
82	Photographic Process Workers	51.9131-00	50	$28,860	2	-43.3%

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

Reported Job Titles:
Paint varnisher, Paint/Varnish, Sander - Varnisher, Varnisher, painter, varnisher

Number of Affected Workers: 7 Training Requirements: Moderate-term on-the-job training Median Wage: $17.61

Associated ONET Skills:

Instructing	Operation Monitoring
Active Listening	Quality Control Analysis
Monitoring	Operation and Control
Coordination	Speaking
Reading Comprehension	Equipment Maintenance

Largest Employing Maine Industries

Employment	Industry
570	Paper Manufacturing
50	Fabricated Metal Product Manufacturing
50	Wood Product Manufacturing
40	Miscellaneous Manufacturing

Employment Forecast	Maine	Region
Year 2004	686	134
Year 2014	538	100
Net Change	-148	-34
Percent Change	-22%	-25%

Average Annual Openings	Maine	Region
Total	18	4
Due to Growth	0	0
Due to Replacement	18	4

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Sewing Machine Operators	51.6031-00	1,080	$22,440	10	-8.0%
89	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	$27,620	2	-15.3%
89	Extruding, Forming, Pressing, and Compacting Machine	51.9041-00	260	$28,330	5	-7.3%
88	Textile Winding, Twisting, and Drawing Out Machine S	51.6064-00	290	$25,840	0	0.0%
88	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%
87	Textile Cutting Machine Setters, Operators, and Tend	51.6062-00	110	$24,860	4	-13.4%
87	Cutting and Slicing Machine Setters, Operators, and	51.9032-00	710	$31,350	12	-22.6%
87	Painters, Transportation Equipment	51.9122-00	320	$32,230	8	2.0%
87	Printing Machine Operators	51.5023-00	790	$29,710	18	-2.6%
87	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	$38,230	23	-26.3%
87	Machine Feeders and Offbearers	53.7063-00	480	$26,820	9	-22.0%
86	Helpers--Production Workers	51.9198-00	1,490	$22,260	37	-10.3%
86	Engine and Other Machine Assemblers	51.2031-00	20	$29,010	1	-45.0%
86	Foundry Mold and Coremakers	51.4071-00	20	$25,420	1	0.0%

MATCHED OCCUPATION: Sailors and Marine Oilers
53-5011

Reported Job Titles:
deck hd

Number of Affected Workers: 1 Training Requirements: Short-term on-the-job training Median Wage: $22.02

Associated ONET Skills:

Active Listening	Coordination
Reading Comprehension	Speaking
Equipment Maintenance	Learning Strategies
Management of Personnel Resources	Instructing
Critical Thinking	Active Learning

Largest Employing Maine Industries

Employment	Industry
70	Public Administration
50	Water Transportation
.	Support Activities for Transportation

Employment Forecast	Maine	Region
Year 2004	148	23
Year 2014	162	22
Net Change	14	-1
Percent Change	9.5%	-4.3%

Average Annual Openings	Maine	Region
Total	6	1
Due to Growth	1	0
Due to Replacement	5	1

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
82	Refuse and Recyclable Material Collectors	53.7081-00	930	$22,780	37	0.9%
82	Landscaping and Groundskeeping Workers	37.3011-00	4,040	$24,450	130	11.7%
82	Earth Drillers, Except Oil and Gas	47.5021-00	140	$37,470	4	1.5%
81	Rail-Track Laying and Maintenance Equipment Operator	47.4061-00	120	$36,960	4	7.8%
81	Fiberglass Laminators and Fabricators	51.2091-00	440	$33,960	11	4.5%
81	Railroad Conductors and Yardmasters	53.4031-00	90	$0	4	12.6%
81	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	$25,520	7	0.9%
80	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	$38,030	49	7.3%
80	Construction Laborers	47.2061-00	3,020	$26,660	46	4.5%
80	Tire Repairers and Changers	49.3093-00	330	$19,920	15	24.6%
80	Crane and Tower Operators	53.7021-00	240	$41,940	4	-1.6%
80	Cement Masons and Concrete Finishers	47.2051-00	640	$29,060	25	6.9%
80	Highway Maintenance Workers	47.4051-00	2,210	$28,790	60	7.2%
80	Mates- Ship, Boat, and Barge	53.5021-02	170	$0	6	-4.0%
79	Meter Readers, Utilities	43.5041-00	90	$31,240	3	-11.2%

MATCHED OCCUPATION: Cleaners of Vehicles and Equipment
53-7061

Reported Job Titles:
cleaning

Number of Affected Workers: 1 Training Requirements: Short-term on-the-job training Median Wage: $11.01

Associated ONET Skills:

Equipment Maintenance	Active Listening
Time Management	Instructing
Coordination	Quality Control Analysis
Troubleshooting	Equipment Selection
Speaking	Social Perceptiveness

Largest Employing Maine Industries

Employment	Industry
330	Motor Vehicle and Parts Dealers
310	Repair and Maintenance
210	Rental and Leasing Services
80	Food Manufacturing
10	Truck Transportation

Employment Forecast	Maine	Region
Year 2004	1,089	188
Year 2014	1,145	198
Net Change	56	10
Percent Change	5.1%	5.3%

Average Annual Openings	Maine	Region
Total	44	8
Due to Growth	6	1
Due to Replacement	38	7

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
82	Janitors and Cleaners, Except Maids and Housekeeping	37.2011-00	9,170	$23,520	241	5.4%
82	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	$20,910	1	-11.9%
81	Landscaping and Groundskeeping Workers	37.3011-00	4,040	$24,450	130	11.7%
81	Packers and Packagers, Hand	53.7064-00	3,780	$0	45	-9.1%
80	Dishwashers	35.9021-00	2,600	$17,200	126	6.4%
80	Logging Equipment Operators	45.4022-00	1,390	$29,280	46	3.6%
80	Refuse and Recyclable Material Collectors	53.7081-00	930	$22,780	37	0.9%
79	Shoe and Leather Workers and Repairers	51.6041-00	90	$25,030	3	-19.1%
79	Helpers--Production Workers	51.9198-00	1,490	$22,260	37	-10.3%
78	Sewing Machine Operators	51.6031-00	1,080	$22,440	10	-8.0%
78	Maids and Housekeeping Cleaners	37.2012-00	5,130	$19,320	204	6.6%
78	Farmworkers, Farm and Ranch Animals	45.2093-00	90	$20,000	16	11.0%
77	Construction Laborers	47.2061-00	3,020	$26,660	46	4.5%
77	Team Assemblers	51.2092-00	3,850	$23,730	82	-6.7%

APPENDIXES

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

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

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

Appendix B: Employment by Occupational Group in Northeastern Maine in 2004 and Projected 2014							
Occupational Group	Average Employment		Change in Employment		Average Annual Openings		
	2004	2014	Net	Percent	Growth	Replace-ment	Total
Total	*110,379*	*116,457*	*6,078*	*5.5%*	*796*	*2,642*	*3,438*
Management, Business and Financial Occupations	8,912	9,723	811	9.1%	85	164	249
Management Occupations	6,178	6,713	535	8.7%	56	113	169
Business and Financial Operations Occupations	2,734	3,010	276	10.1%	29	51	80
Professional and Related Occupations	22,780	25,100	2,320	10.2%	242	446	688
Computer and Mathematical Occupations	1,152	1,303	151	13.1%	18	15	33
Architecture and Engineering Occupations	1,041	1,068	27	2.6%	5	24	29
Life, Physical, and Social Science Occupations	1,291	1,454	163	12.6%	17	29	46
Community and Social Services Occupations	2,751	3,182	431	15.7%	44	52	96
Legal Occupations	613	679	66	10.8%	7	7	14
Education, Training, and Library Occupations	7,537	7,926	389	5.2%	41	161	202
Arts, Design, Entertainment, Sports, and Media Occupations	1,637	1,749	112	6.8%	12	32	44
Healthcare Practitioners and Technical Occupations	6,758	7,739	981	14.5%	98	126	224
Service Occupations	24,157	26,551	2,394	9.9%	243	682	925
Healthcare Support Occupations	3,457	4,012	555	16.1%	56	53	109
Protective Service Occupations	1,863	2,026	163	8.7%	19	55	74
Food Preparation and Serving Related Occupations	9,801	10,427	626	6.4%	63	383	446
Building and Grounds Cleaning and Maintenance Occupations	4,930	5,268	338	6.9%	34	99	133
Personal Care and Service Occupations	4,106	4,818	712	17.3%	71	92	163
Sales and Related Occupations	11,284	11,815	531	4.7%	60	378	438
Office and Administrative Support Occupations	15,680	15,386	-294	-1.9%	45	365	410
Farming, Fishing, and Forestry Occupations	1,567	1,555	-12	-0.8%	6	35	41
Construction and Extraction Occupations	6,059	6,257	198	3.3%	24	119	143
Installation, Maintenance, and Repair Occupations	5,216	5,506	290	5.6%	38	121	159
Production Occupations	6,424	5,928	-496	-7.7%	11	154	165
Transportation and Material Moving Occupations	8,300	8,636	336	4.0%	42	178	220

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

Appendix C:
Occupations with the Largest Projected Number of Annual Openings in Northeastern Maine, 2004 to 2014

SOC Code	Occupation	Average Employment		Average Annual Openings			Education/Training Requirement
		2004	2014	Growth	Replace-ment	Total	
41-2011	Cashiers	3,132	3,180	5	152	157	Short-term on-the-job training
41-2031	Retail Salespersons	3,276	3,573	30	119	149	Short-term on-the-job training
35-3031	Waiters and Waitresses	2,026	2,087	6	104	110	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,862	2,073	21	81	102	Short-term on-the-job training
29-1111	Registered Nurses	2,575	3,004	43	54	97	Associate degree
39-9021	Personal and Home Care Aides	1,225	1,559	33	20	53	Short-term on-the-job training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,950	2,104	15	37	52	Short-term on-the-job training
53-3032	Truck Drivers, Heavy and Tractor-Trailer	2,415	2,544	13	39	52	Moderate-term on-the-job training
35-2021	Food Preparation Workers	1,134	1,243	11	40	51	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,519	1,478	0	50	50	Short-term on-the-job training
11-1021	General and Operations Managers	1,658	1,832	17	31	48	Bachelor's degree plus work experience
37-2012	Maids and Housekeeping Cleaners	1,727	1,842	12	36	48	Short-term on-the-job training
43-9061	Office Clerks, General	1,980	1,996	2	44	46	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	1,170	1,058	0	43	43	Short-term on-the-job training
39-9011	Child Care Workers	1,311	1,352	4	36	40	Short-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	935	1,046	11	25	36	Postsecondary vocational training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,821	1,854	3	33	36	Work experience in a related occupation
43-6014	Secretaries, Except Legal, Medical, and Executive	1,809	1,636	0	35	35	Moderate-term on-the-job training
31-1012	Nursing Aides, Orderlies, and Attendants	1,518	1,644	13	20	33	Postsecondary vocational training
43-4051	Customer Service Representatives	1,168	1,300	13	17	30	Moderate-term on-the-job training
47-2031	Carpenters	1,468	1,520	5	24	29	Long-term on-the-job training
25-2031	Secondary School Teachers, Except Special and Vocational Education	989	987	0	28	28	Bachelor's degree
51-2092	Team Assemblers	882	936	5	23	28	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,425	1,426	0	27	27	Moderate-term on-the-job training
35-2014	Cooks, Restaurant	808	827	2	25	27	Long-term on-the-job training
25-9041	Teacher Assistants	1,302	1,322	2	25	27	Short-term on-the-job training
21-1093	Social and Human Service Assistants	623	774	15	11	26	Moderate-term on-the-job training
43-3071	Tellers	405	460	6	20	26	Short-term on-the-job training
25-2021	Elementary School Teachers, Except Special Education	1,044	1,064	2	23	25	Bachelor's degree
35-9021	Dishwashers	659	682	2	22	24	Short-term on-the-job training
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	1,034	1,052	2	22	24	Work experience in a related occupation
37-3011	Landscaping and Groundskeeping Workers	869	923	5	19	24	Short-term on-the-job training
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	691	758	7	16	23	Work experience in a related occupation
31-1011	Home Health Aides	625	776	15	8	23	Short-term on-the-job training
49-9042	Maintenance and Repair Workers, General	933	987	5	18	23	Moderate-term on-the-job training
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	669	720	5	18	23	Moderate-term on-the-job training
35-3011	Bartenders	419	453	3	17	20	Short-term on-the-job training
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	247	272	3	16	19	Short-term on-the-job training

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

Appendix D: Occupations with the Largest Projected Net Job Loss in Northeastern Maine Between 2004 and 2014					
SOC Code	Occupation	Average Employment		Net Decline	Education/Training Requirement
		2004	2014		
43-6014	Secretaries, Except Legal, Medical, and Executive	1,809	1,636	-173	Moderate-term on-the-job training
43-5081	Stock Clerks and Order Fillers	1,170	1,058	-112	Short-term on-the-job training
45-4021	Fallers	322	268	-54	Moderate-term on-the-job training
43-5052	Postal Service Mail Carriers	311	259	-52	Short-term on-the-job training
43-4071	File Clerks	88	44	-44	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,519	1,478	-41	Short-term on-the-job training
51-9196	Paper Goods Machine Setters, Operators, and Tenders	195	159	-36	Moderate-term on-the-job training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	215	179	-36	Short-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	141	105	-36	Moderate-term on-the-job training
43-9022	Word Processors and Typists	132	96	-36	Moderate-term on-the-job training
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	134	100	-34	Moderate-term on-the-job training
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	152	121	-31	Moderate-term on-the-job training
49-9044	Millwrights	184	155	-29	Long-term on-the-job training
15-1021	Computer Programmers	142	114	-28	Bachelor's degree
51-9111	Packaging and Filling Machine Operators and Tenders	210	182	-28	Short-term on-the-job training
43-2011	Switchboard Operators, Including Answering Service	180	152	-28	Short-term on-the-job training
41-9041	Telemarketers	258	230	-28	Short-term on-the-job training
43-3021	Billing and Posting Clerks and Machine Operators	424	398	-26	Moderate-term on-the-job training
33-9032	Security Guards	493	469	-24	Short-term on-the-job training
43-9011	Computer Operators	54	31	-23	Moderate-term on-the-job training
51-8021	Stationary Engineers and Boiler Operators	123	100	-23	Long-term on-the-job training
47-2061	Construction Laborers	497	476	-21	Moderate-term on-the-job training
41-2022	Parts Salespersons	331	310	-21	Moderate-term on-the-job training
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	72	51	-21	Moderate-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	179	160	-19	Moderate-term on-the-job training
43-5051	Postal Service Clerks	109	90	-19	Short-term on-the-job training
51-6031	Sewing Machine Operators	109	90	-19	Moderate-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	166	148	-18	Long-term on-the-job training
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	46	28	-18	Short-term on-the-job training
43-5041	Meter Readers, Utilities	35	18	-17	Short-term on-the-job training
43-9021	Data Entry Keyers	117	101	-16	Moderate-term on-the-job training
51-9198	Helpers--Production Workers	213	197	-16	Short-term on-the-job training
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	525	510	-15	Work experience in a related occupation
25-2022	Middle School Teachers, Except Special and Vocational Education	522	507	-15	Bachelor's degree
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	79	66	-13	Moderate-term on-the-job training
53-7063	Machine Feeders and Offbearers	55	42	-13	Short-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	73	61	-12	Moderate-term on-the-job training
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	134	122	-12	Short-term on-the-job training
11-9131	Postmasters and Mail Superintendents	73	61	-12	Work experience in a related occupation
13-2082	Tax Preparers	54	43	-11	Moderate-term on-the-job training

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