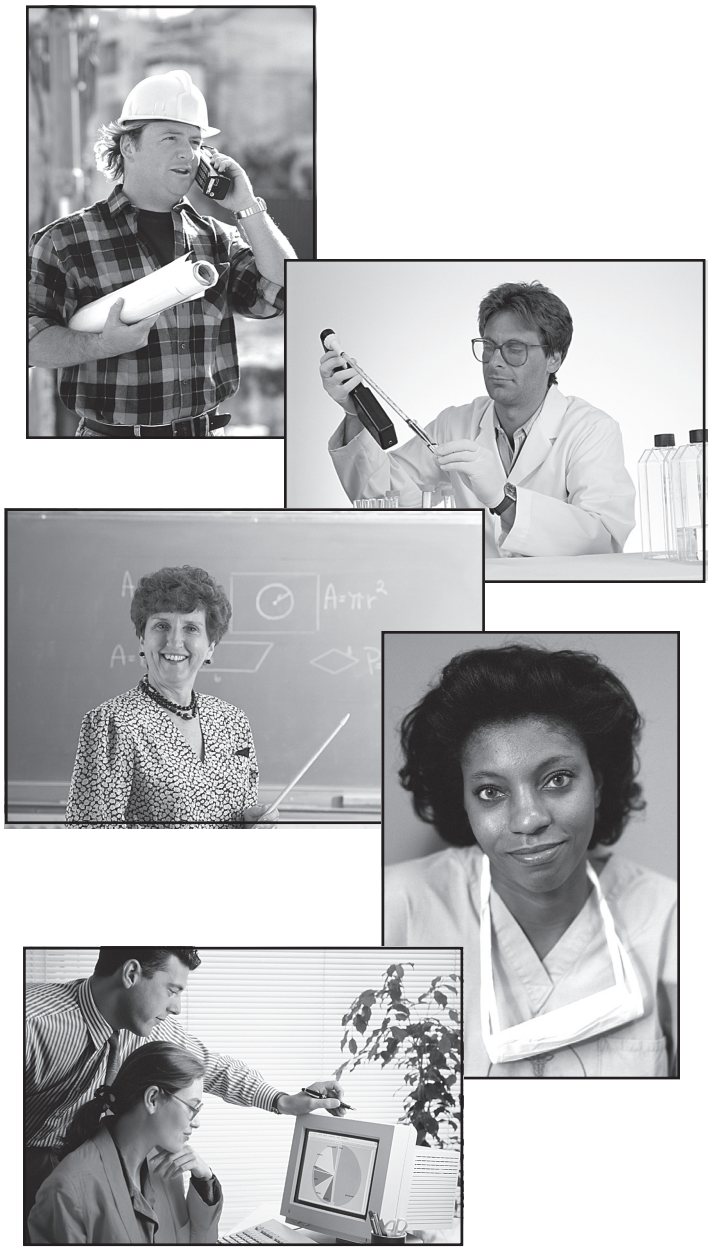
Maine

Job Vacancy Survey

Spring 2005



An Assessment of Potential Training Needs

MAINE DEPARTMENT OF LABOR

Labor Market Information

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Spring 2005

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Preface

The Labor Market Information Services Division staff wish to express our sincere appreciation to all who contributed to this publication. We thank in particular the employers of Maine who participated in the ***Maine Job Vacancy Survey-Spring 2005*** by giving their time to provide occupational, wage, and skills data relating to job vacancies.

This information has been aggregated by occupation and by industry regionally and statewide, to provide a valuable resource for the business community, education and training providers, and job seekers.

Similar to the survey in 2002, the ***Maine Job Vacancy Survey-Spring 2005*** was conducted using methodology developed by the U.S. Bureau of Labor Statistics (USBLS) and the Job Vacancy Statistics Workgroup. In addition, we piloted a new online version of the Estimation Production System, which calculates estimated job vacancies based on survey responses. For more information about this effort, please visit www.JVSinfo.org.

If you have questions regarding Maine labor market information or products available through our office, please call (207) 287-2271, e-mail lmi.me@Maine.gov, or visit our web site at www.Maine.gov/labor/lmis.

If you have questions specific to this publication or about job vacancy surveys, please contact David Welch at (207) 287-1250, David.F.Welch@Maine.gov or Suzanne Thivierge at (207) 287-5294, Suzanne.P.Thivierge@Maine.gov.

John Dorrer, Director
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Introduction

Purpose

The ***Maine Job Vacancy Survey-Spring 2005*** report provides valuable information about labor market demand by approximating the number of job vacancies by occupation and by major industry, on a statewide and regional basis. The survey identifies wages and benefits offered, education and experience requirements, and full-time or part-time status associated with job vacancies. It also presents, where available, the job vacancy rate, which represents the percentage of job vacancies with respect to employment.

To obtain this data, Labor Market Information Services conducted a confidential survey of Maine employers during April, May, and June of 2005. Similar to the one in 2002, this survey was done as part of a national effort to develop a state and local job vacancy information system, a critical need identified by the National Association of State Workforce Agencies and the Workforce Investment Council, which is responsible for providing leadership, oversight, policy guidance, and technical assistance to the one-stop public employment service system and the youth and adult employment and training programs. The national survey model that was developed uses standard definitions and statistical methodology to allow comparison of results from independent surveys across time and geographic regions.

Once fully implemented, these surveys will produce results which can be used by:

- Training service providers to plan workforce development curriculum;
- Policy makers and business leaders to address labor market imbalances;
- Human resource professionals to determine hiring patterns and demand for labor;
- Economic developers to assess workforce needs and supply of labor;
- Counselors and educators to aid students and jobseekers plan careers and find employment.

The ***Maine Job Vacancy Survey-Spring 2005*** report serves as a starting point toward a better understanding of occupational workforce shortages and labor market demand.

Executive Summary

This report examines the quantity and quality of job vacancies in Maine statewide and regionally, and offers select comparisons with the survey done in 2002. According to the national Workforce Investment Council, this information is needed to "fill critical data gaps" that now exist. Analyses of Job Vacancy Survey results can help meet the needs of a variety of members in the community, ranging from training service providers to jobseekers.

The following highlights some of the key findings this analysis has produced:

Regional:

- The Tri-County region, consisting of Hancock, Penobscot, and Piscataquis counties, accounts for the highest job vacancy rate at 4.9% of employment.
- Job vacancies in the Central/Western Maine region, consisting of Androscoggin, Franklin, Kennebec, Oxford, and Somerset counties, were offered the highest mean hourly wage at $12.01.
- Food Preparation & Serving Related occupations is the only occupational group that ranked among the top three in number of job vacancies in all four regions.
- Among industries with over 300 estimated job vacancies, Durable Goods Manufacturing (i.e. wood products, metal products, computers & electronics, etc) showed the greatest range in average hourly wages offered across all four regions.

Maine Statewide:

- The job vacancy rate in Maine increased from 3.9% in 2002 to 4.2% in 2005, representing an increase of nearly 2,000 job vacancies.
- Among occupational groups with over 1,000 estimated job vacancies statewide, Healthcare Practioners & Technical occupations are offered the highest average hourly wage at $21.67.
- Food Preparation & Serving Related occupations account for the largest concentration of part-time vacancies at 49.2%. These occupations are also offered the lowest mean hourly wage at $7.76.
- The occupation Retail Salespersons boasts the most job vacancies, at an estimated 1,596 openings statewide.
- Among the six levels of educational attainment available to respondents, the greatest change in average hourly wages between 2002 and 2005 is an increase of $2.29 for those vacancies requiring an Associate's Degree.
- The occupational group in which employers report to be always recruiting or hiring is Protective Services.

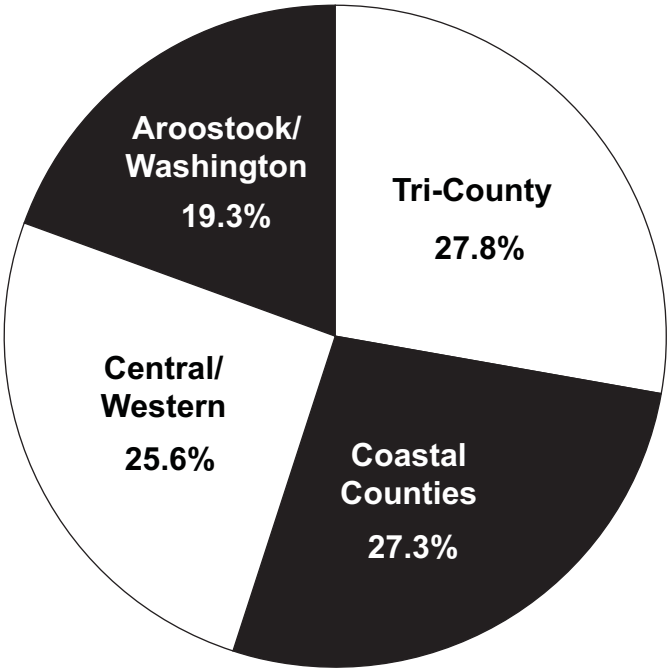
Regional

- *The Aroostook/Washington region has the lowest job vacancy rate in Maine at 3.4%. The pie graph shows that as a percentage of regional employment, the Aroostook/Washington region job vacancies make up nearly 20% statewide.*
- *The Central/Western Maine region accounts for the highest mean hourly wage for job vacancies at $12.01, more than $2.00 per hour higher than the average wage offered for job vacancies in the Aroostook/Washington region.*
- *The Aroostook/Washington region accounts for the highest percentage (30.6%) of vacancies requiring education beyond a high school diploma. It is also the region with the highest percentage (55.4%) of vacancies that are part-time jobs.*
- *The Tri-County region has the highest job vacancy rate at 4.9%. As a percentage pf regional employment, the Tri-County region makes up 27.8% of all job vacancies statewide.*

Job Vacancies by Region

Region	Number of Job Vacancies	Job Vacancy Rate	Mean Hourly Wage	Part-time	Temporary or Seasonal	Requires Specialized Work Experience	Requires Education Beyond a High School Diploma
Aroostook/Washington	1,305	3.4%	$9.95	55.4%	30.4%	27.5%	30.6%
Central/Western Maine	6,271	4.5	12.01	25.6	20.4	38.1	29.0
Coastal Counties	13,347	4.8	11.21	28.8	38.0	23.2	24.3
Tri-County	4,446	4.9	11.01	36.6	34.4	31.9	22.4
Total	**25,369**	**4.2%**	**$11.31**	**30.8%**	**32.6%**	**28.6%**	**25.4%**

Job Vacancies by Region, As a Percentage of Regional Employment



- *Statewide, Sales & Related represents 15.6% of all job vacancies. This occupational group has the highest number of job vacancies in only two areas, Coastal Counties and the Tri-County area.*
- *By occupational group, mean wage ranges are largest in the Central/Western Maine area, with average hourly wages varying from $7.63 to $26.81.*
- *Mean wage ranges are smallest in the Coastal Counties, with mean hourly wages varying from $8.05 to $23.60.*
- *Food Preparation & Serving Related is the only occupational group that ranked among the top three in number of job vacancies in all four regions.*

* Indicates data is nondisclosable

Job Vacancies by Major Occupational Group by Region

Major Occupational Group	Maine		Aroostook/ Washington		Central/Western Maine		Coastal Counties		Tri-County	
	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage
Sales & Related	3,952	$10.39	72	$7.43	721	$12.21	1,979	$11.39	1,180	$7.78
Food Preparation & Serving Related	3,494	7.76	389	6.57	848	7.63	1,856	8.05	401	7.87
Office & Administrative Support	3,483	10.22	80	7.90	1,090	10.69	1,966	10.15	347	9.64
Building & Grounds Maintenance	1,833	9.24	141	8.02	94	9.20	1,316	9.43	282	9.02
Healthcare Practitioners & Technical	1,820	21.67	112	18.91	626	24.00	664	21.79	418	18.73
Transportation & Material Moving	1,655	11.46	125	11.80	377	11.68	868	11.12	285	12.05
Personal Care & Service	1,613	7.96	33	7.73	296	8.30	1,042	7.77	242	8.35
Construction & Extraction	1,364	11.86	48	10.79	283	10.22	690	12.01	343	13.07
Healthcare Support	1,103	8.94	76	8.43	368	8.56	485	9.26	175	9.07
Production	978	10.25	12	9.05	202	10.85	676	9.69	88	13.42
Education, Training, & Library	874	11.49	92	12.10	310	10.67	311	11.09	162	13.48
Management	548	19.59	9	20.88	161	16.39	254	21.80	124	19.12
Community & Social Services	540	12.22	6	17.72	293	10.82	182	13.71	60	14.05
Installation, Maintenance, & Repair	519	12.39	*	*	118	14.22	281	11.93	114	11.75
Protective Services	368	9.61	*	*	153	7.91	135	12.17	78	8.51
Business & Financial Operations	296	18.58	5	25.15	75	15.05	206	19.36	11	24.87
Architecture & Engineering	273	18.61			32	12.78	228	19.35	12	20.13
Computer & Mathematical	181	22.22	*	*	35	23.27	57	23.60	50	22.26
Farming, Fishing, & Forestry	166	12.02	42	13.20	64	13.42	*	*	*	*
Arts, Design, Entertainment, & Media	138	10.36	*	*	30	8.60	92	11.63		
Legal	130	19.02			88	18.93	41	19.23		
Life, Physical, & Social Science	41	25.15			10	26.81	*	*	29	24.77
All Job Vacancies	**25,369**	**$11.31**	**1,305**	**$9.95**	**6,271**	**$12.01**	**13,348**	**$11.21**	**4,446**	**$11.01**

Regional Workforce Investment Area (WIA)	Respective Counties
Aroostook/Washington County WIA	Aroostook, Washington
Central/Western Maine WIA	Androscoggin, Franklin, Kennebec, Oxford, Somerset
Coastal Counties WIA	Cumberland, Knox, Lincoln, Sagadahoc, Waldo, York
Tri-County WIA	Hancock, Penobscot, Piscataquis

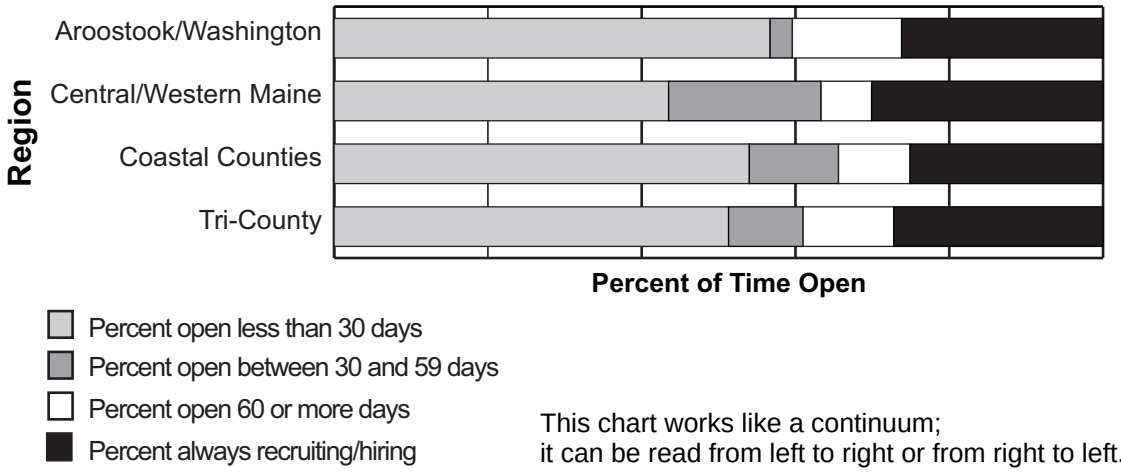
- *Trade, Transportation, & Utilities represents 26.0% of all job vacancies and has the highest number of job vacancies in both the Central/Western and Tri-County regions.*
- *The Leisure & Hospitality industry has the highest number of job vacancies in the Aroostook/Washington and Coastal Counties areas, representing 38.0% and 26.5% of total regional employment respectively.*
- *By industry group, mean wage ranges are largest in the Tri-County area, with mean hourly wages varying from $8.40 to $21.28. They are smallest in the Central/Western area, with mean hourly wages varying from $8.69 to $15.37.*
- *In industries with over 300 job vacancies statewide, Durable Goods Manufacturing shows the largest range in average hourly wages across all four regions. Healthcare & Social Assistance shows the smallest range.*

* Indicates data is nondisclosable

Job Vacancies by Industry by Region

Industry	Maine		Aroostook/ Washington		Central/Western Maine		Coastal Counties		Tri-County	
	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage	Number of Job Vacancies	Mean Hourly Wage
Trade, Transportation, & Utilities	6,591	$10.19	261	$10.53	1,693	$11.98	3,112	$9.96	1,525	$8.62
Leisure & Hospitality	5,693	8.28	496	6.97	933	8.69	3,532	8.29	733	8.61
Health Care & Social Assistance	4,274	14.54	238	13.70	1,495	14.94	1,679	14.32	861	14.52
Professional & Business Services	2,760	12.23	10	14.05	666	9.81	1,885	13.03	198	12.62
Construction	1,416	12.41	59	10.65	209	12.65	669	12.80	480	11.99
Educational Services	1,298	11.50	114	11.57	414	11.26	602	11.05	168	13.67
Financial Activities	1,086	14.08	*	*	130	11.81	857	14.69	*	*
Durable Goods Manufacturing	699	12.23	55	10.21	224	10.58	282	11.99	137	16.21
Nondurable Goods Manufacturing	420	12.12	9	8.85	142	13.03	230	11.86	39	11.11
Public Administration	328	14.31	5	11.20	50	12.62	224	15.04	49	12.98
Other Services	312	10.20	*	*	130	12.60	110	8.46	69	8.40
Information	256	16.52	*	*	46	15.37	164	15.57	45	21.28
Natural Resources & Mining	236	13.28	50	13.25	139	14.26	*	*	*	*
All Job Vacancies	**25,369**	**$11.31**	**1,305**	**$9.95**	**6,271**	**$12.01**	**13,348**	**$11.21**	**4,446**	**$11.01**

Duration of Job Vacancies by Region



This chart works like a continuum;
it can be read from left to right or from right to left.

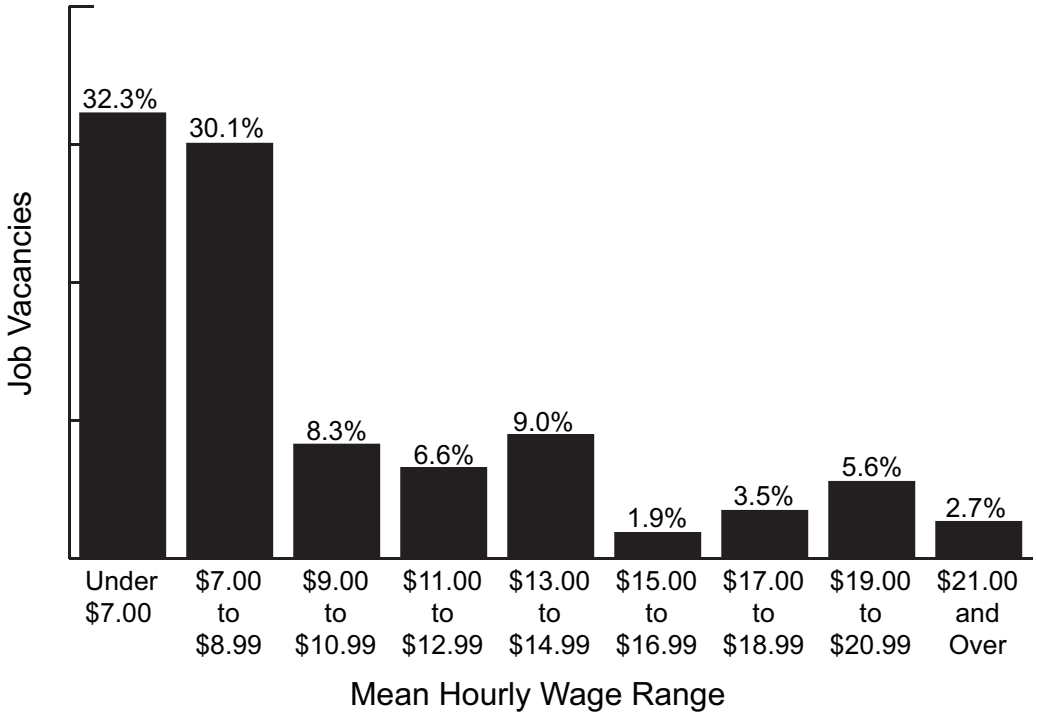
- *The Central/Western Maine region has the highest percentage of job vacancies for which employers are always recruiting/hiring.*
- *The Aroostook/Washington region is the only region where fewer than 60% of job vacancies are open less than 60 days.*

Occupations with the Most Job Vacancies in the Aroostook/Washington Region

Job Title	Number of Job Vacancies	Mean Hourly Wage	Job Vacancy Rate
Combined Food Prep & Serving Workers	176	$6.46	24.4%
Maids & Housekeeping Cleaners	138	7.96	31.5
Nursing Aides, Orderlies, & Attendants	70	8.39	6.0
Truck Drivers, Heavy & Tractor-Trailer	68	13.57	6.7
Registered Nurses	67	18.12	6.0
Cashiers	59	7.14	3.7
Food Preparation Workers	39	6.88	7.8
Secondary School Teachers	36	11.46	7.3
Personal & Home Care Aides	29	7.07	11.5
Stock Clerks & Order Fillers	28	7.99	6.2

- *Of all occupations with more than 30 estimated job vacancies in the Aroostook/Washington region, Registered Nurses have the highest reported mean hourly wage at $18.12.*
- *In the Aroostook/Washington region, Maids & Housekeeping Cleaners have the highest job vacancy rate at 31.5%.*
- *Over 62% of job vacancies in the Aroostook/ Washington Region have a reported wage of less than $9.00 per hour.*

Percent of Job Vacancies by Mean Hourly Wage Range in Aroostook/Washington Region

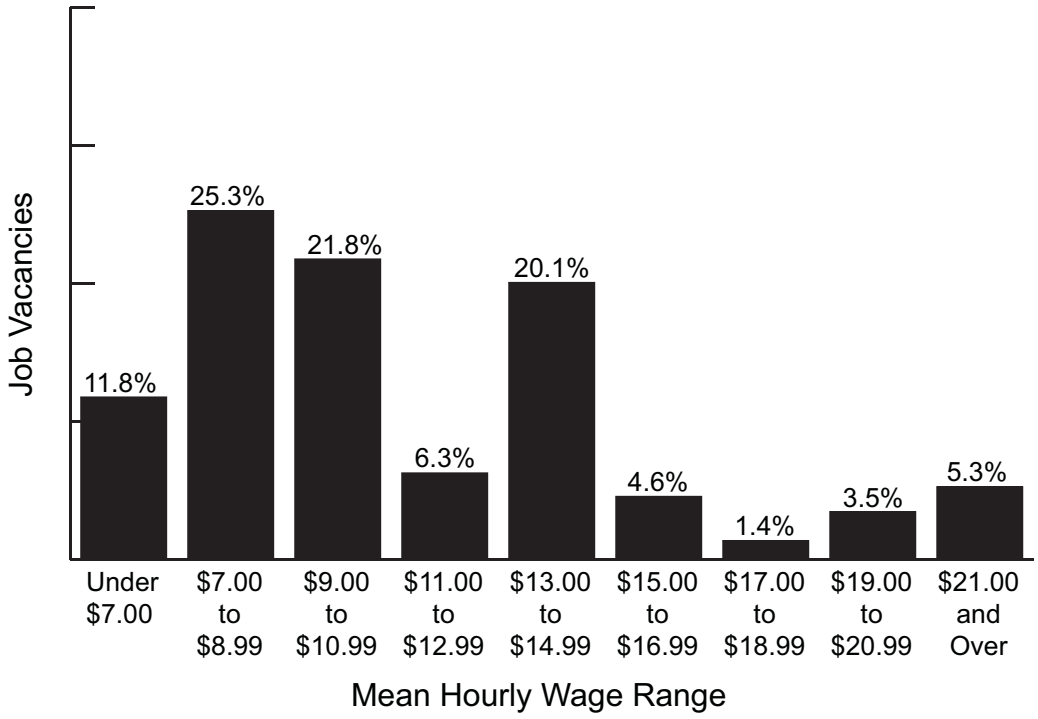


Occupations with the Most Job Vacancies in the Central/Western Maine Region

Job Title	Number of Job Vacancies	Mean Hourly Wage	Job Vacancy Rate
Customer Service Representatives	608	$12.06	33.4%
Retail Salespersons	466	13.30	11.9
Nursing Aides, Orderlies, & Attendants	341	8.34	10.5
Registered Nurses	324	22.49	7.6
Waiters & Waitresses	227	8.18	9.6
Social and Human Service Assistants	159	9.51	16.8
Food Preparation Workers	159	7.10	10.0
Teacher Assistants	157	8.61	6.0
Combined Food Prep & Serving Workers	152	6.35	4.3
Personal & Home Care Aides	151	8.67	26.1

- *In the Central/Western Maine Region, the job vacancy rate is highest for Customer Service Representatives at 33.4%. This occupation also ranks third highest in average hourly wage in the region at $12.06.*
- *The occupations with the three highest average hourly wages in the Central/Western Maine region are in the top four by estimated job vacancies.*
- *In the Central/Western Maine region, 73.5% of job vacancies offer between $7.00 and $14.99 per hour.*

Percent of Job Vacancies by Mean Hourly Wage Range in the Central/Western Maine Region

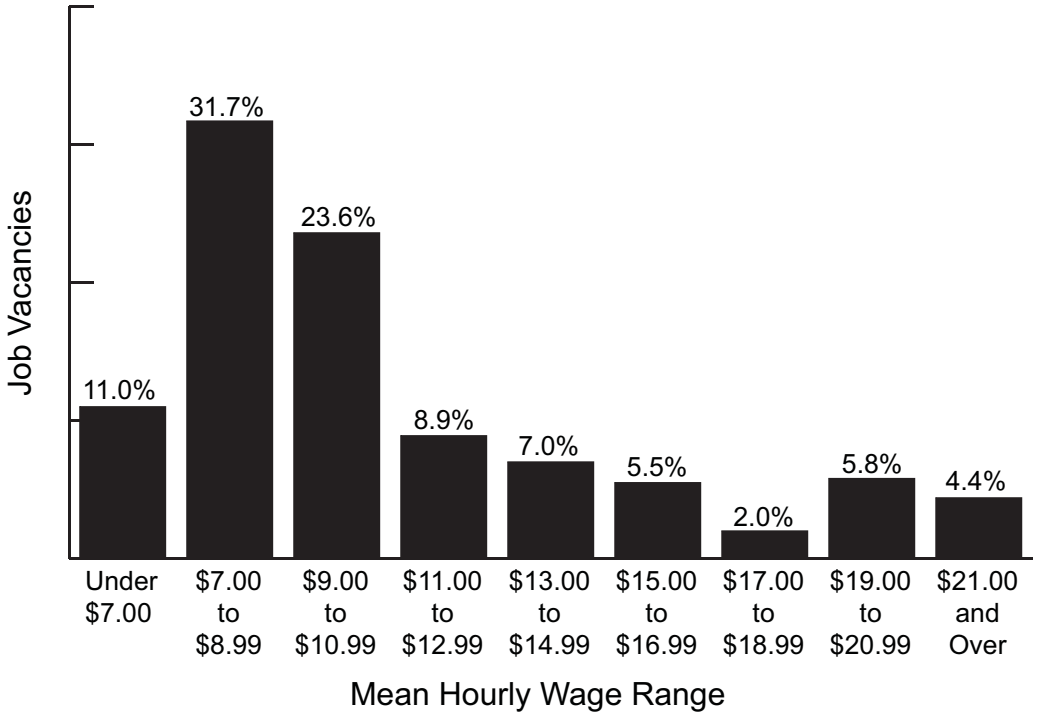


Occupations with the Most Job Vacancies in the Coastal Counties Region

Job Title	Number of Job Vacancies	Mean Hourly Wage	Job Vacancy Rate
Cashiers	637	$7.58	8.7%
Retail Salespersons	546	10.07	5.4
Maids & Housekeeping Cleaners	539	8.42	15.9
Nursing Aides, Orderlies, & Attendants	469	9.19	10.3
Customer Service Representatives	454	10.71	9.9
Combined Food Prep & Serving Workers	454	7.19	7.7
Telemarketers	427	14.34	26.4
Stock Clerks & Order Fillers	403	7.48	13.0
Waiters & Waitresses	397	8.30	6.4
Janitors and Cleaners	378	9.31	5.6

- *The highest job vacancy rate in the Coastal Counties region among occupations with more than 350 estimated openings is for Telemarketers at 26.4%. This occupation also ranks highest in average hourly wage in the region at $14.34.*
- *Although Retail Salespersons ranks second for number of job vacancies in the Coastal Counties region, it represents the lowest job vacancy rate in the top ten occupations at just 5.4% of employment.*
- *Compared to other regions, the Coastal Counties region represents the lowest percentage (11%) of job vacancies offering under $7.00 per hour.*

Percent of Job Vacancies by Mean Hourly Wage Range in the Coastal Counties Region

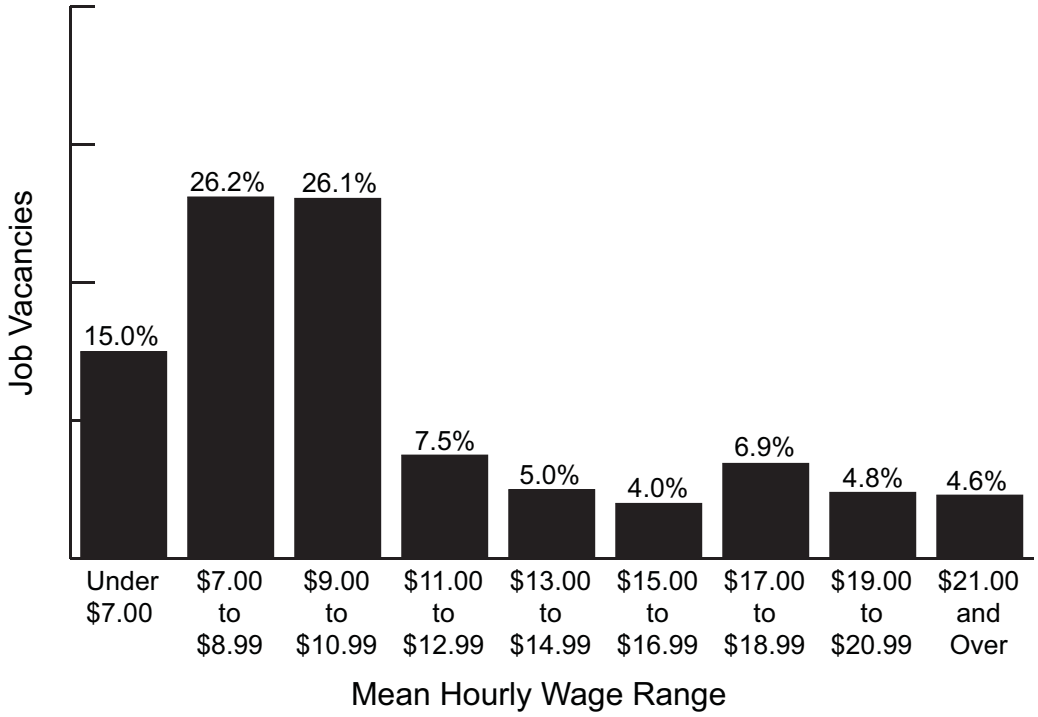


Occupations with the Most Job Vacancies in the Tri-County Region

Job Title	Number of Job Vacancies	Mean Hourly Wage	Job Vacancy Rate
Retail Salespersons	579	$8.23	18.2%
Cashiers	390	7.56	12.0
Registered Nurses	189	18.84	6.4
Nursing Aides, Orderlies, & Attendants	159	8.88	8.3
Truck Drivers, Heavy & Tractor-Trailer	152	14.44	7.4
Maids & Housekeeping Cleaners	119	9.10	9.7
Recreation Workers	104	7.44	64.5
Personal & Home Care Aides	103	8.62	30.1
Operating Engineers & Other Construction Equipment Operators	96	11.71	20.5
Carpenters	82	13.82	7.4

- *The top two occupations in the Tri-County region (Retail Salespersons and Cashiers) make up 21.8% of all estimated job vacancies in the region.*
- *In the Tri-County region, 67.3% of job vacancies offer less than $11.00 per hour.*

Percent of Job Vacancies by Mean Hourly Wage Range in the Tri-County Region



Maine Statewide

- *The job vacancy rate increased slightly between 2002 and 2005, representing an estimated increase of nearly 2,000 job vacancies.*
- *Forty-three percent of all job vacancies are concentrated in 3 of 22 occupational groups.*
- *For occupational groups with 200 or more vacancies, Building & Grounds Maintenance shows the greatest increase in job vacancy rate between 2002 and 2005. Community & Social Services shows the greatest decrease.*
- *Food Preparation & Serving Related account for the largest concentration of part-time vacancies at 49.2%.*
- *The statewide mean hourly wage ranges from $7.76 in Food Preparation & Serving Related to $25.15 in Life, Physical, & Social Science.*
- *Similar to the 2002 survey, Building & Grounds Maintenance shows the highest percentage (68.4%) of temporary or seasonal workers.*

Job Vacancies by Major Occupational Group in Maine Statewide

Major Occupational Group	Number of Job Vacancies	2002 Job Vacancy Rate	2005 Job Vacancy Rate	Mean Hourly Wage	Part-time	Temporary or Seasonal	Requires Specialized Work Experience	Requires Education Beyond a High School Diploma
Sales & Related	3,952	5.5%	6.6%	$10.39	35.7%	30.3%	3.5%	6.0%
Food Preparation & Serving Related	3,494	7.1	6.4	7.76	49.2	41.0	9.2	3.2
Office & Administrative Support	3,483	2.6	3.4	10.22	38.7	45.1	23.0	10.2
Building & Grounds Maintenance	1,833	4.5	8.4	9.24	30.1	68.4	10.1	4.2
Healthcare Practitioners & Technical	1,820	4.4	5.3	21.67	39.3	4.2	66.3	95.0
Transportation & Material Moving	1,655	4.0	3.8	11.46	11.5	31.0	38.3	16.6
Personal Care & Service	1,613	10.7	11.6	7.96	43.2	51.2	17.0	13.7
Construction & Extraction	1,364	5.3	4.4	11.86	10.4	26.3	28.6	10.5
Healthcare Support	1,103	6.9	6.0	8.94	38.9	1.0	32.3	35.4
Production	978	1.9	2.3	10.25	4.3	37.2	22.9	18.7
Education, Training, & Library	874	2.0	2.0	11.49	25.5	24.3	53.8	96.2
Management	548	1.6	1.7	19.59	2.5	6.6	90.0	79.6
Community & Social Services	540	9.8	4.0	12.22	20.6	1.7	53.5	60.1
Installation, Maintenance, & Repair	519	2.8	2.0	12.39	5.8	5.6	57.6	50.2
Protective Services	368	2.3	3.2	9.61	21.7	54.0	63.1	6.0
Business & Financial Operations	296	2.6	1.5	18.58	1.6	4.8	75.3	87.9
Architecture & Engineering	273	2.8	3.0	18.61	0.0	8.6	76.9	94.4
Computer & Mathematical	181	1.7	2.5	22.22	23.2	0.8	85.2	68.6
Farming, Fishing, & Forestry	166	1.3	6.5	12.02	0.0	51.0	48.6	6.3
Arts, Design, Entertainment, & Media	138	2.0	2.3	10.36	35.1	42.3	74.6	25.2
Legal	130	N/A	3.7	19.02	0.0	0.0	100.0	99.2
Life, Physical, & Social Science	41	1.6	1.0	25.15	4.1	0.0	89.2	100.0
Total	**25,369**	**3.9%**	**4.2%**	**$11.31**	**30.8%**	**32.6%**	**28.6%**	**25.4%**

- *Statewide, the top 25 occupations with the most job vacancies account for 58.4% (14,810) of all job vacancies. (Total all job vacancies= 25,369)*
- *Recreation Workers show the greatest increase in job vacancy rate from 2002 to 2005, representing an estimated increase of 185 vacancies. However, this occupation also offers the sixth lowest mean hourly wage in the top 25.*
- *Restaurant Cooks show the greatest decrease in job vacancy rate, dropping from 19.0% to 7.0% of employment.*
- *Combined Food Preparation & Serving Workers account for the highest percentage of part-time vacancies, as well as for the lowest mean hourly wage at $6.81.*
- *Operating Engineers & Other Construction Equipment Operators show the 2nd greatest increase in job vacancy rate and boast the fourth lowest in percentage of part-time job vacancies.*

Top 25 Occupations with the Most Vacancies in Maine Statewide

Job Title	Number of Job Vacancies	Mean Hourly Wage	2002 Job Vacancy Rate	2005 Job Vacancy Rate	Part-time
Retail Salespersons	1,596	$10.33	5.9%	9.1%	26.2%
Cashiers	1,169	7.54	5.1	7.1	55.8
Customer Service Representatives	1,128	11.26	1.4	13.3	46.6
Nursing Aides, Orderlies, and Attendants	1,038	8.81	11.8	11.7	40.4
Combined Food Prep & Serving Workers	912	6.81	9.1	7.9	70.5
Waiters and Waitresses	854	7.94	7.2	8.0	54.5
Registered Nurses	853	20.90	5.2	6.3	42.8
Maids and Housekeeping Cleaners	820	8.42	11.9	15.1	40.4
Truck Drivers, Heavy and Tractor-Trailer	650	14.30	3.9	6.6	5.4
Construction Laborers	528	9.08	9.7	19.1	13.8
Stock Clerks and Order Fillers	497	7.43	4.7	7.3	27.3
Telemarketers	486	13.52	9.4	16.5	42.7
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	481	9.78	1.4	4.6	33.2
Personal and Home Care Aides	420	8.75	7.0	8.5	67.4
Landscaping and Groundskeeping Workers	399	8.97	3.2	9.7	15.5
Recreation Workers	387	7.81	22.9	37.9	65.4
Laborers and Freight, Stock, & Material Movers, Hand	369	9.20	9.3	3.8	30.9
Food Preparation Workers	335	7.26	12.4	5.2	38.5
Truck Drivers, Light or Delivery Services	328	10.36	4.0	7.2	2.3
Teacher Assistants	320	9.09	2.1	3.7	57.5
Cooks, Restaurant	292	9.24	19.0	7.0	45.4
Carpenters	248	13.65	5.1	4.8	0.0
Operating Engineers & Other Construction Equipment Operators	245	13.38	3.1	15.2	8.2
Hotel, Motel, and Resort Desk Clerks	235	8.84	12.6	15.3	22.4
Social and Human Service Assistants	230	9.66	17.5	5.6	26.6

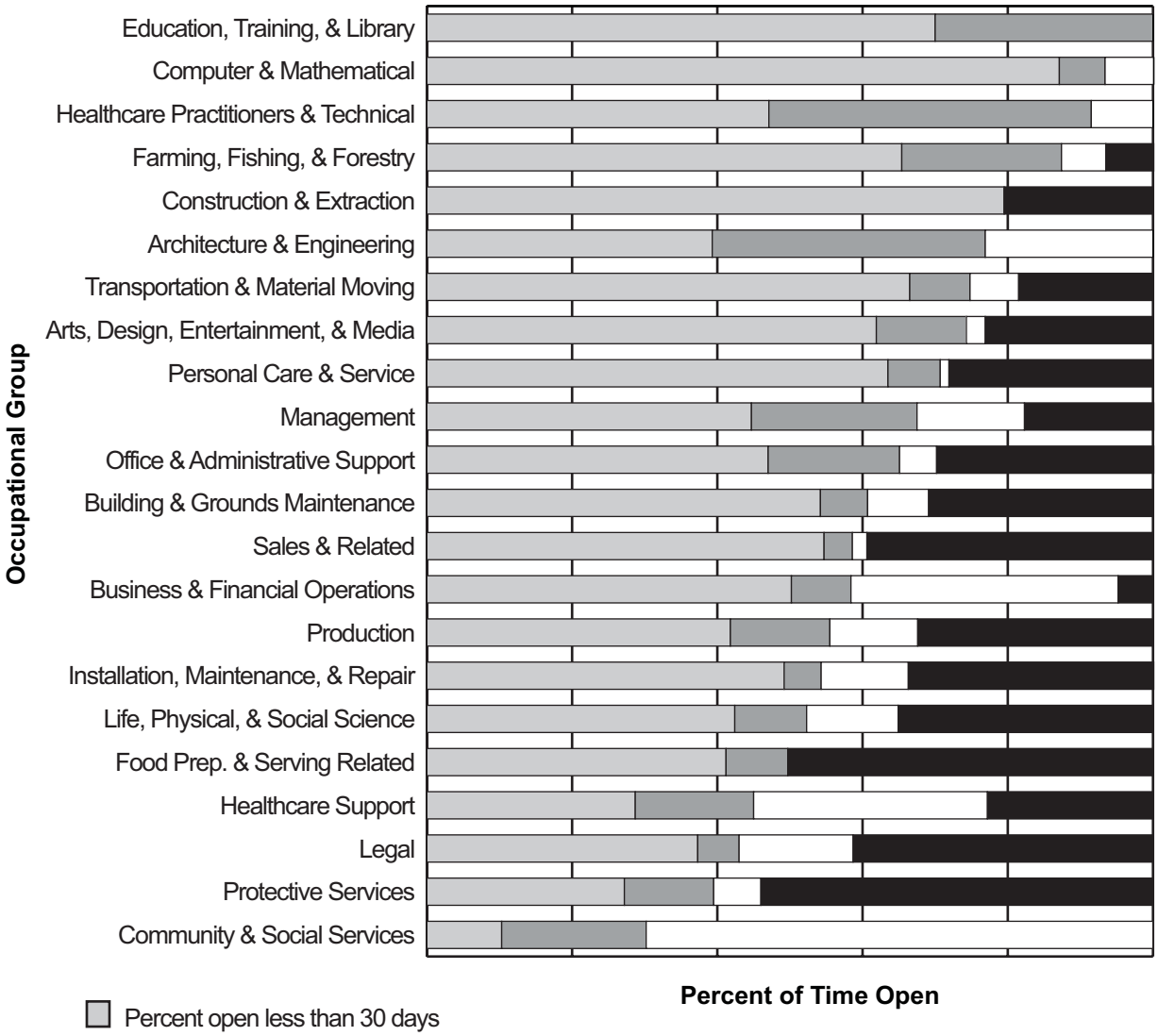
- *The highest concentration of part-time vacancies is in Health Care & Social Assistance, while the highest concentration of temporary or seasonal vacancies is in Leisure & Hospitality.*
- *The job vacancy rate is highest in the Leisure & Hospitality industry (19.9%), which is more than double the next highest industry (Natural Resources & Mining).*
- *The Information industry offers the highest average wage at $16.52 per hour. However, this industry ranks 8th with a job vacancy rate at 2.3% of employment and 12th with an estimated 256 job vacancies in Maine.*
- *The two industries with job vacancies requiring the highest percentages of specialized work experience (Information and Natural Resources & Mining) rank as the lowest two industries by number of job vacancies in Maine.*

Job Vacancies by Industry in Maine Statewide

Industry	Number of Vacancies	2005 Job Vacancy Rate	Mean Hourly Wage	Part-time	Temporary or Seasonal	Requires Specialized Work Experience	Requires Education Beyond a High School Diploma
Trade, Transportation, & Utilities	6,591	5.0%	$10.19	33.9%	37.7%	13.1%	4.3%
Leisure & Hospitality	5,694	19.9	8.28	37.7	59.1	15.6	4.8
Health Care & Social Assistance	4,274	4.5	14.54	41.9	2.4	45.4	60.2
Professional & Business Services	2,760	5.5	12.23	12.7	29.0	42.3	33.5
Construction	1,416	4.5	12.41	13.1	33.9	35.9	14.5
Educational Services	1,298	2.1	11.50	36.3	34.9	40.6	72.3
Financial Activities	1,086	3.2	14.08	32.2	32.0	20.2	37.5
Durable Goods Manufacturing	699	2.1	12.23	6.5	11.3	53.6	50.4
Nondurable Goods Manufacturing	420	1.5	12.12	3.4	8.2	38.4	35.6
Public Administration	328	0.7	14.31	27.7	0.7	39.5	20.2
Other Services	312	2.1	10.20	34.4	9.3	54.6	38.4
Information	256	2.3	16.52	5.5	1.8	57.5	37.1
Natural Resources & Mining	236	8.8	13.28	0.0	35.9	64.5	26.7
Total	**25,369**	**4.2%**	**$11.31**	**30.8%**	**32.6%**	**28.6%**	**25.4%**

- *Job vacancies in the Computer & Mathematical occupational group are filled most quickly, where only 13% of vacancies remain open 30 or more days.*
- *The occupational group in which employers are most likely to be always recruiting or hiring is Protective Service.*
- *One of the most notable changes between 2002 and 2005 is the increase in occupational groups in which no employers report to always be recruiting or hiring employees. In 2002, only Farming, Fishing, & Forestry fell into this category, while in 2005, five different groups failed to report vacancies in which they were always recruiting or hiring.*

Duration of Job Vacancies in Maine Statewide

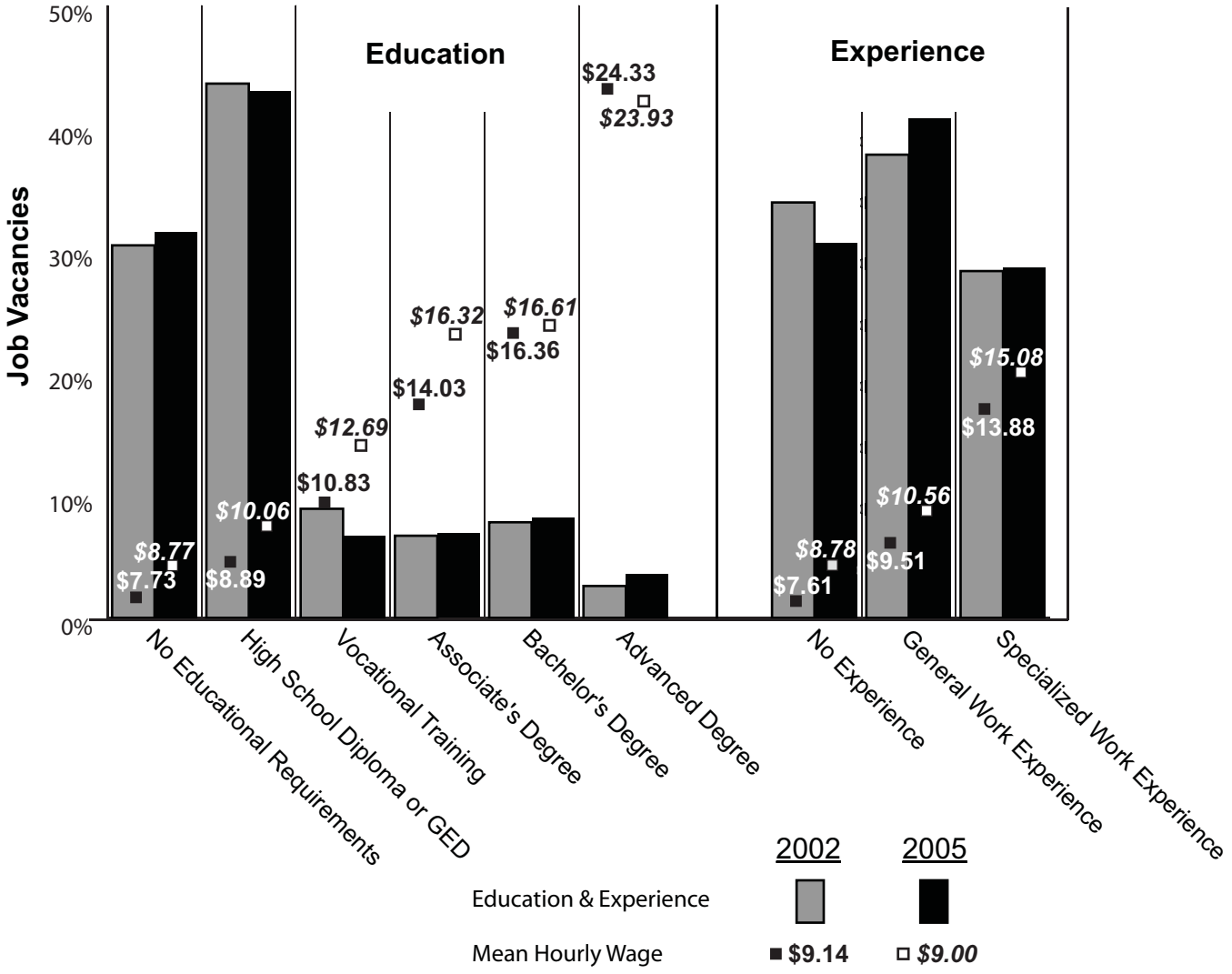


- Percent open less than 30 days
- Percent open between 30 and 59 days
- Percent open 60 or more days
- Percent always recruiting/hiring

This chart works like a continuum;
it can be read from left to right or from right to left.

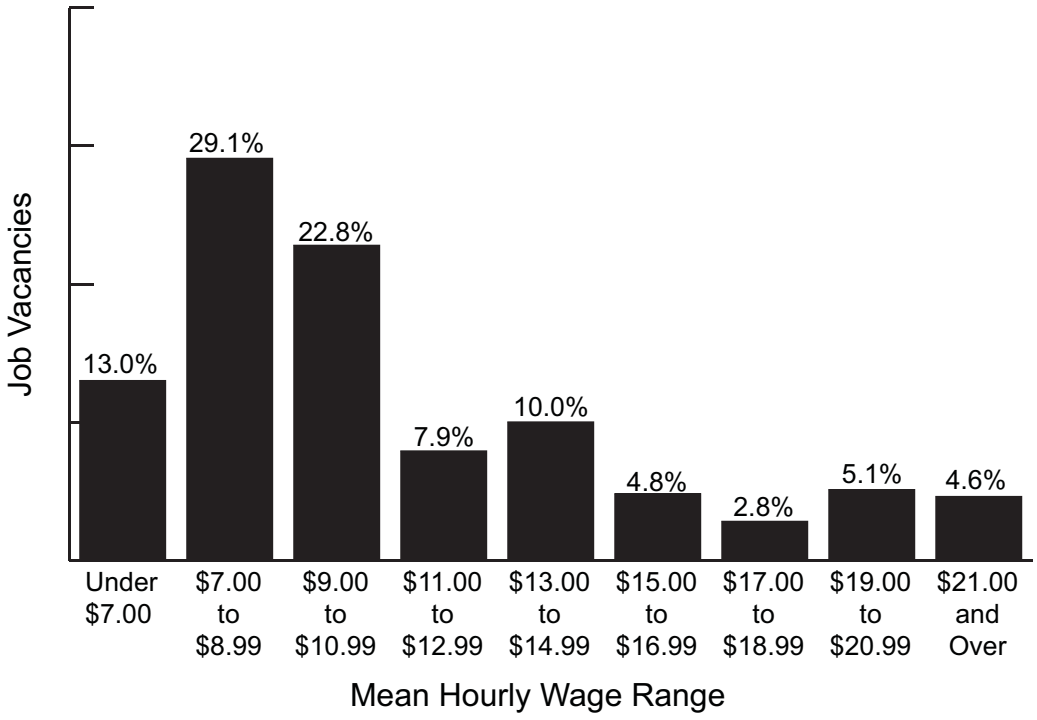
- *The greatest change in average wages by experience or education between 2002 and 2005 is an increase of over $2.00 per hour for those vacancies requiring an Associate's Degree.*
- *While the percentage of job vacancies requiring specialized work experience remained about the same between 2002 and 2005, those requiring no work experience and those requiring general work experience decreased and increased respectively by approximately 7.0% each.*
- *Average hourly wages rose between 2002 and 2005 for all three experience responses, from an increase of $1.05 for those jobs requiring general work experience to an increase of $1.20 for those jobs requiring specialized work experience.*

Education and Experience Requirements of Job Vacancies with Mean Hourly Wages in Maine Statewide



- *About 58% of job vacancies offer a mean hourly wage of $9.00 or above.*
- *Nearly 52% of job vacancies offer a mean hourly wage of between $7.00 and $10.99.*
- *Mean hourly wages of $15.00 or above are offered in 17.3% of statewide job vacancies.*

Job Vacancies by Mean Hourly Wage Range in Maine Statewide



Methodology

Survey Process

The Maine Job Vacancy Survey was conducted in accordance with software developed by the U.S. Bureau of Labor Statistics and the Job Vacancy Statistics Workgroup. The set of standardized survey tools and software were based on sound statistical methodology and include a cognitively tested survey instrument. The survey response rate of 74.7% means 2,090 employers returned the survey for usable responses. The following describes the major elements of the survey data:

Survey Population: Employers in the State of Maine contained in the 2004 2nd Quarter Census of Employment and Wages (QCEW) Report.

Sampling Frame: Reportable units which met specific criteria, including only active employers and those with identifiable industries and areas.

Sample Size: 2,700 reportable units were randomly sampled by region (Workforce Investment Area) and industry. The survey population was stratified by the following three categories:

Employer Size Class

Size Class	Number of Employees
1	0-9
2	10-19
3	20-49
4	50-99
5	100-249
6	250 or more

Major Industry Group (see Industry Sectors on next page)

Workforce Investment Areas (WIA)

Regional Workforce Investment Area	Respective Counties
Aroostook/Washington County WIA	Aroostook, Washington
Central/Western Maine WIA	Androscoggin, Franklin, Kennebec, Oxford, Somerset
Coastal Counties WIA	Cumberland, Knox, Lincoln, Sagadahoc, Waldo, York
Tri-County WIA	Hancock, Penobscot, Piscataquis

Industry Sectors
North American Industry Classification System (NAICS)

The North American Industry Classification System (NAICS) defines the following major industry sectors.

Goods-Producing Industries

Natural Resources and Mining
- Sector 11--Agriculture, Forestry, Fishing and Hunting
- Sector 21--Mining

Construction
- Sector 23--Construction

Manufacturing
- Sectors 31, 32, 33--Manufacturing
  - Durable Goods (NAICS 321, 327, 331, 332, 333, 334, 335, 336, 337, 339)
  - Nondurable Goods (NAICS 311, 312, 313, 314, 315, 316, 322, 323, 324, 325, 326)

Service-Providing Industries

Trade, Transportation, and Utilities
- Sector 42--Wholesale Trade
- Sectors 44, 45--Retail Trade
- Sectors 48, 49--Transportation and Warehousing
- Sector 22--Utilities

Information
- Sector 51--Information

Financial Activities
- Sector 52--Finance and Insurance
- Sector 53--Real Estate and Rental and Leasing

Professional and Business Services
- Sector 54--Professional, Scientific, and Technical Services
- Sector 55--Management of Companies and Enterprises
- Sector 56--Administrative and Support and Waste Management and Remediation Services

Education and Health Services
- Sector 61--Educational Services
- Sector 62--Health Care and Social Assistance

Leisure and Hospitality
- Sector 71--Arts, Entertainment, and Recreation
- Sector 72--Accommodation and Food Services

Other Services
- Sector 81--Other Services, except Public Administration

Government (Public Administration)
- Sector 92--Federal, State, Local

Major Occupational Groups
Standard Occupational Classification (SOC) System

The Standard Occupational Classification (SOC) System defines the following twenty-two major occupational groups.

SOC	Major Occupational Group
11-0000	Management Occupations
13-0000	Business and Financial Operations Occupations
15-0000	Computer and Mathematical Occupations
17-0000	Architecture and Engineering Occupations
19-0000	Life, Physical, and Social Science Occupations
21-0000	Community and Social Services Occupations
23-0000	Legal Occupations
25-0000	Education, Training, and Library Occupations
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
29-0000	Healthcare Practitioners and Technical Occupations
31-0000	Healthcare Support Occupations
33-0000	Protective Service Occupations
35-0000	Food Preparation and Serving Related Occupations
37-0000	Building and Grounds Cleaning and Maintenance Occupations
39-0000	Personal Care and Service Occupations
41-0000	Sales and Related Occupations
43-0000	Office and Administrative Support Occupations
45-0000	Farming, Fishing, and Forestry Occupations
47-0000	Construction and Extraction Occupations
49-0000	Installation, Maintenance, and Repair Occupations
51-0000	Production Occupations
53-0000	Transportation and Material Moving Occupations

Maine Job Vacancy Survey-Spring 2005

DIRECTIONS

- **Please direct this survey to the manager or human resources professional responsible for hiring and recruitment at your firm.**
- Please respond **before April 22, 2005**. Your cooperation will allow us to complete this survey in a timely manner.
- Surveys can be returned by mail in the enclosed postage paid envelope or by fax at **(207) 287-5592**.
- **No data identifying individual firms, directly or indirectly, will be published or released.**
- If you have any questions about the survey, please contact: **David Welch** at (207) 287-1250 or via e-mail to **David.Welch@Maine.gov**. Please refer to the 6-digit number at the top right.
- **Answer Part A below, and then turn the form over to complete Part B, if needed.**

MAINE DEPARTMENT OF LABOR
LABOR MARKET INFORMATION SERVICES
PO BOX 259
AUGUSTA, ME 04330-9945

Part A – About Your Business

This form asks for information about the business, institution or organization listed in the box above.

1: Total number of employees:

_____

If you have multiple locations, please fill out the survey for only the location(s) defined in the "Report For" field shown above the address.

2: Who is responding to this survey?

Name: _____

Title: _____

Phone: _____

Email: _____

3: Do you have vacancies at this location?

☐ **Yes** Turn over survey and complete Part B. ⇨

☐ **No** Mail or fax this side of the survey to the contact listed above.

It is important for you to return the survey even if you have no vacancies. You may also notify us by phone at (207) 287-1250 if you have no vacancies.

Comments:

Part B- CURRENT Job Vacancies At This Location

A — Job Titles for Vacancies (brief description if necessary)

- Include positions for which you are actively recruiting
- Include full- and part-time, temporary and permanent workers
- Exclude positions reserved for consultants, outside contractors and others not considered employees

Full-time = 35+ hours per week
Part-time = 1-34 hours per week

(Please print)

	A Job Titles for Vacancies	B Number of current job openings	C Please ✓ if position is temporary or seasonal.	D How long have you been trying to fill this vacancy? (If multiple openings, report for the oldest one)				E What education level is usually required? (Choose one)						F Please ✓ if license or certification is required.	G What experience is usually req'd? (Choose one)			H What is the expected hourly, monthly or annual compensation?	I What benefits are offered? (Choose all that apply)				
				Less than 30 days	30 – 59 days	60 or more days	Always recruiting/hiring	No educational requirements	High school or GED	Vocational training	Associate's degree	Bachelor's degree	Advanced degree		No experience required	General work experience	Specialized work experience		Partial/fully pd health insurance	Paid sick leave	Paid vacation	Retirement saving plan or pension	No benefits offered
Full-time	(Example) *Junior Accountant*	2			✓							✓				✓		*$45,000 to 50,000/yr*	✓	✓	✓	✓	
Full-time	(Example) *Trainer*	1	✓	✓							✓						✓	*$12/hr*	✓			✓	
Full-time																		$					
Full-time																		$					
Full-time																		$					
Full-time																		$					
Full-time																		$					
Part-time																		$					
Part-time																		$					
Part-time																		$					

Not enough space? Call for another copy (207-287-1250) or make a photocopy of this page.

Thank you for your participation!

Data Limitations and Notes

Data Limitations:
As with any statistical data, there are some limitations. Two potential sources of bias in the data that are common to any statistical data are sampling and nonsampling errors. Sampling errors result from the differences that occur because a sample rather than the whole population was surveyed. Nonsampling errors result from numerous sources apart from the chance effects of using a sample. Some sources of nonsampling error include survey nonresponse, definitional problems, and processing errors. Quality control measures, such as follow-up on missing data, validating questionable items, and verification of data entries, are able to reduce nonsampling error. Effort is made to keep these errors to a minimum.

Notes:
Responses from employers that did not expressly fit the answer format were transcribed to the greatest extent possible. Responses that could not be reasonably transcribed were omitted.

No adjustments were made for seasonality.

In order to extend the sampling in a meaningful way to various geographic areas, reportable units were selected, which could have included a reportable unit representing an employer with a single location or several reportable units from one employer who has numerous locations in different parts of the state.

Rounding may cause some percentages and totals to vary slightly.

Nondisclosable data either does not meet statistical validity or does not pass other publication screening tests.

This report has presented point-in-time estimates of job vacancies in Maine as of April, May, and June 2005. These estimates should be viewed as an indicator rather than an actual value of the demand for workers at that point in time. Some factors influencing the number of job vacancies are seasonality, turnover, difficulty of finding workers, business cycles, and financial growth. Readers desiring industry or occupational employment projections should consult the projection series *Maine Employment Outlook*.

MAINE DEPARTMENT OF LABOR, LABOR MARKET INFORMATION SERVICES

Customer Satisfaction – How Can We Improve?

We want to be responsive to your needs. Please share your thoughts about
Maine Job Vacancy Survey, Spring 2005
and other related topics. Thank you for your time.

1. Do you find this publication clear and easy to understand? Yes No

2. What do you like about it?

3. What do you dislike about it?

4. How can we make this publication more valuable to you?

5. What other information regarding this publication would be helpful to you?

6. Any suggestions for information on other areas of the labor market?

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Labor Market Information Services

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Augusta, ME 04330

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Fax (207) 287-2947
Web site: www.Maine.gov/labor/lmis

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