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JOB VACANCY SURVEY

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2009 Job Vacancy Survey

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Preface

Statistics about the labor market are among the most prominent measures of economic performance. Rising unemployment and declining number of jobs send powerful signals about an economy in decline. These signals in turn often condition the behavior and expectations of both workers and employers by discouraging job search and hiring activities. Labor market realities however are made up of more complex forces that are often counter intuitive and not adequately represented by traditional measures.

The Center for Workforce Research and Information has sought out alternative methods to more effectively capture labor market and workforce development challenges for Maine workers and employers. One such alternative is the administration of job vacancy surveys. These surveys provide a snapshot of job openings across the State along with more detailed information about the characteristics of job vacancies. The information may be used by workers to assess available opportunities along with what qualifications are needed to compete for jobs. Employers are able to develop a deeper appreciation about the competitive landscape for recruiting, hiring and training workers. Educators and training providers are exposed to what employers are looking for in terms of occupations and skills.

The Center for Workforce Research and Information conducts job vacancy surveys periodically so that more may be learned about the persistence of employers needs and the changing nature of skill requirements over time. As always, we appreciate the cooperation of Maine employers who share their time and insights about work in Maine. Without their cooperation, this report would not be possible.

John Dorrer, Director
Center for Workforce Research and Information
Maine Department of Labor

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Executive Summary

There were nearly 11,000 unfilled positions in Maine during the summer and fall months of 2009 according to the 2009 Job Vacancy Survey (JVS). This represented a 2.2 percent vacancy rate or 2.2 unfilled jobs for every 100 employed persons. While this level of job vacancies may seem high—particularly in light of the fact that the 2009 unemployment rate was at its highest level in over two decades—these figures are relatively low compared to the more than 25,000 unfilled positions and 4.3 percent vacancy rate found in the previous JVS, which was conducted in 2005 during a much stronger period of economic growth.

Although most of the unfilled jobs were for full-time and permanent work, nearly two-thirds required a high school education or less and approximately one-third required no work experience. These education and experience requirements reflect the structure of Maine's employment market, where most of the jobs have low to moderate education requirements.

Three **industries**—healthcare and social assistance, accommodation and food services, and retail trade—represented 63 percent of all job vacancies. Compared to the prior survey, healthcare and social assistance vacancies grew significantly as a percentage of unfilled jobs, increasing from 17 to 31 percent. The growing proportion of healthcare related vacancies reflects the sector's consistent and significant job creation over the preceding years. Industries that are more economically sensitive—trade and transportation in particular—declined as a proportion of total job vacancies.

Occupations with the most vacant positions were food preparation and services, office and administrative, healthcare practitioners, and sales. In total, these four occupational categories represented 55 percent of all job vacancies. While there were nearly 700 individual occupations with at least one unfilled position, 46 had 50 or more vacancies each. The three occupations with the highest number of unfilled positions were:

- Retail salespersons: 624 job vacancies
- Combined food prep and serving workers: 574 job vacancies
- Registered nurses: 555 vacancies

The three metropolitan areas—Bangor, Lewiston-Auburn, Portland-South Portland-Biddeford—represented 51 percent of all unfilled positions, with the Portland-South Portland-Biddeford area comprising one third of all job vacancies. Lewiston-Auburn had the highest vacancy rate of all regions, at 2.4 percent.

About This Report

The 2009 Maine Job Vacancy Survey (JVS) was a confidential phone survey of 3,137 employers conducted during the summer and fall months of 2009. Businesses contacted employed over 155,000 persons (26 percent of the workforce) and were asked a series of questions regarding their hiring status, the type of position (and benefits) being offered as well as the minimum education and experience requirements for the advertised positions. The survey response rate was 95.2 percent. Statistical methods were then used to generate job vacancy estimates by industry, occupation and region.

The JVS yields valuable information about the Maine economy by estimating the number and type of vacant or unfilled jobs that exist over a certain period of time. A variety of Center for Workforce Research and Information customers—from policy makers to business leaders and job seekers—can use this information to gain a better understanding of where shortages of workers may exist, which occupations may be in demand or to identify knowledge and skill gaps in the workforce. Contrasting the current JVS with prior ones also provides a benchmark for understanding the relative economic sensitivity of Maine’s industries and occupations.

This report reviews the 2009 JVS results on a statewide basis followed by industry, occupational and regional analysis. For context, results will be contrasted with CWRI’s 2005 job vacancy survey.

Statewide Results

There were an estimated 10,914 vacant jobs in Maine during the 2009 survey period, representing a vacancy rate of 2.2 percent. The 2005 JVS revealed 25,369 vacancies and a 4.3 percent job vacancy rate. The steep decline in the number of vacancies and vacancy rate between the two surveys reflects the very different economic climates in which the surveys were taken: the 2009 survey was conducted during a recession—one in which the unemployment rate was at its highest level in the last 26 years; the 2005 survey occurred during a period of job growth and low unemployment.¹ Thus, while close to 11,000 unfilled jobs may seem high given the recession these results are relatively low compared to surveys taken in better times. The decline in job vacancies mirrors similar declines at the national level (Figure 2). Even in the worst economic environments there will be vacant positions offered due to the natural turnover of employment.

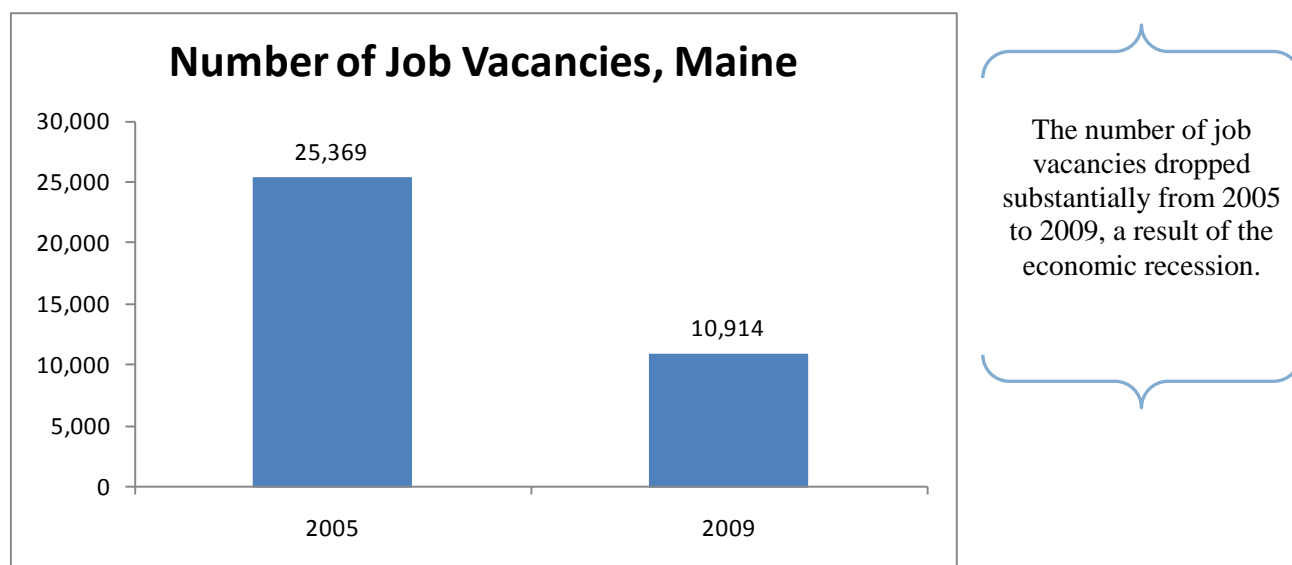


Figure 1

¹ 2005 average unemployment rate in Maine was 4.9 percent, substantially below the 8 percent level in 2009.

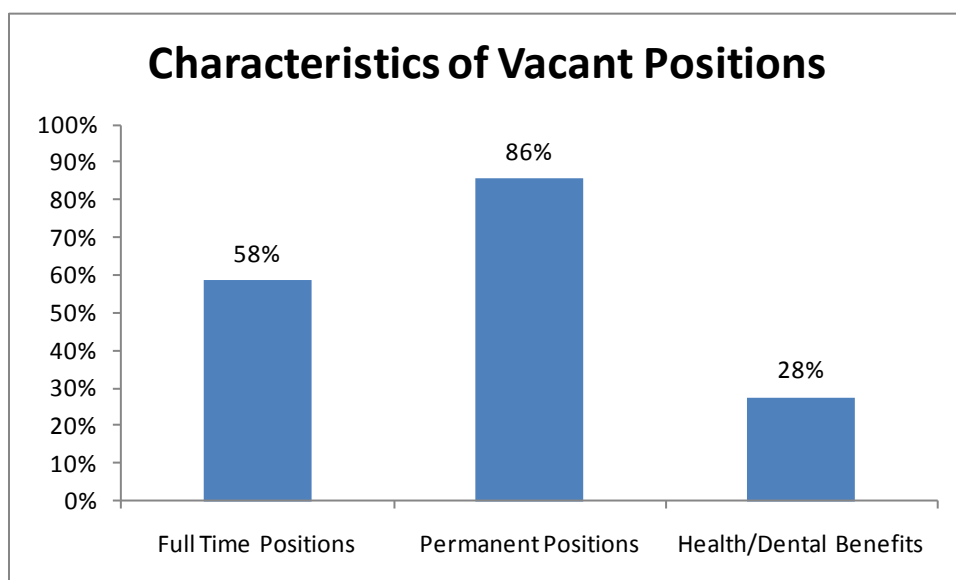


Job openings have declined not only in Maine, but nationally as well.

Source: Job Opening and Labor Turnover Survey (JOLTS), Bureau of Labor Statistics

Figure 2

Eighty six percent of the job vacancies were for permanent positions and 58 percent were for full-time work. Nearly 30 percent offered some form of health and dental benefits.



Most of the vacancies were for permanent and/or full-time positions. Nearly 30 percent offered some form of health and dental benefits.

Figure 3

Sixty two percent of the vacancies required a high school education or less and thirty six percent required no work experience (Figures 4, 5). These education and experience requirements reflect the structure of Maine's employment market, where most of the jobs have low to moderate education requirements. Figure 6 indicates that a majority of Maine's employed workers are in positions requiring short-term (up to one month) or moderate (1 to 12 months) on-the-job (OJT)

training. These positions typically require a high school education or less and limited work experience.

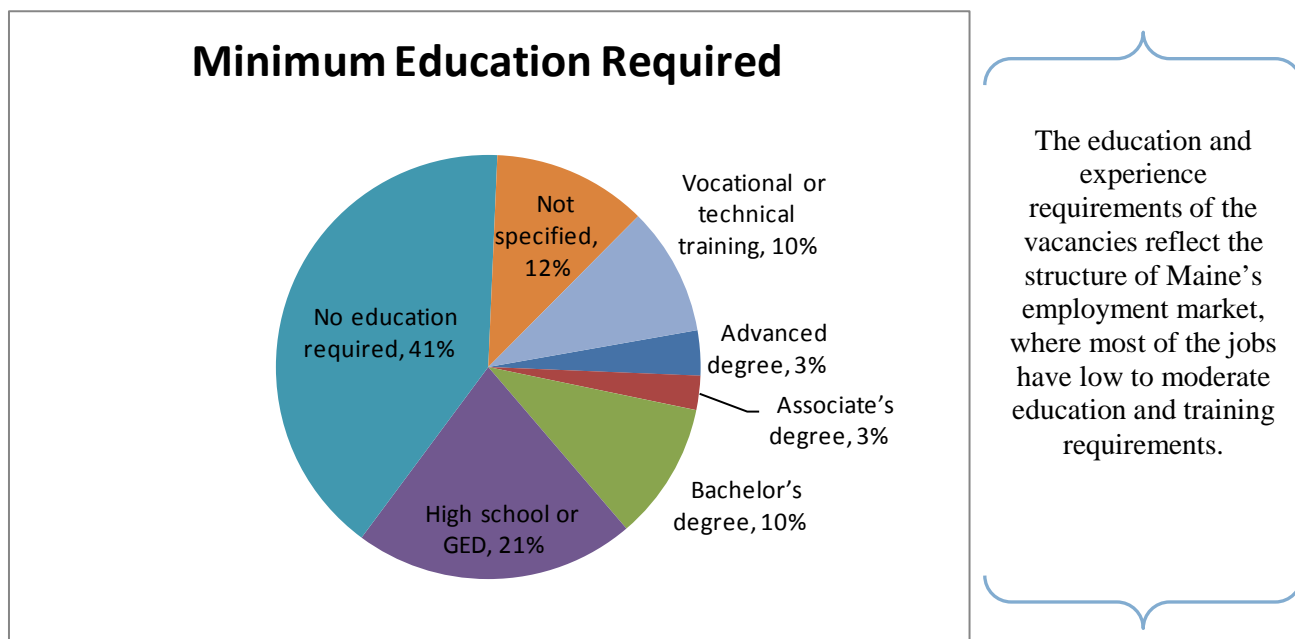
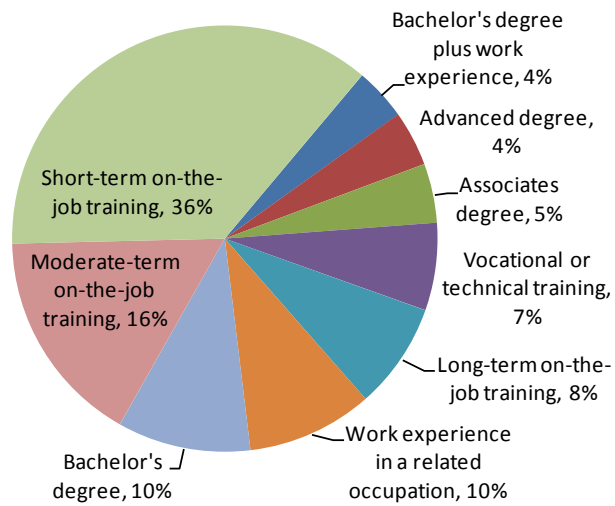


Figure 4



Figure 5

Maine Occupational Employment by Education/Training Requirement, 2008



Source: OES², CWRI

Figure 6

Statistics for the statewide job vacancies are shown in Table 1, below.

² The Occupational Employment Statistics (OES) program, a cooperative effort between the Maine Department of Labor Center for Workforce Research and Information (MDOL CWRI) and the Bureau of Labor Statistics (BLS), provides employment and wage estimates for over 800 occupations. These estimates are available at the national, state, metropolitan and nonmetropolitan area levels, and do not include self employed workers and independent contractors.

2009 Maine Job Vacancy Survey

| | Maine Number of Unfilled Positions | Pct. (%) of Total Positions |
|--|--|-----------------------------------|
| Total Estimated Vacant Positions | 10,914 | 100% |
| Full Time Positions | 6,380 | 58% |
| Permanent Positions | 9,360 | 86% |
| Health/Dental Benefits | 3,015 | 28% |
| Minimum Education Required: | | |
| No education required | 4,424 | 41% |
| High school or GED | 2,334 | 21% |
| Not specified | 1,283 | 12% |
| Bachelor's degree | 1,146 | 10% |
| Vocational or technical training | 1,067 | 10% |
| Advanced degree | 374 | 3% |
| Associate's degree | 285 | 3% |
| Minimum Experience Required: | | |
| No experience required | 3,974 | 36% |
| Some experience related to position | 3,871 | 35% |
| Not specified | 1,401 | 13% |
| Any general work experience | 977 | 9% |
| Long term experience related to position | 691 | 6% |

Table 1

Job Vacancies by Industry

The 10,914 statewide job vacancies were distributed among 20 industries, with three—healthcare and social assistance, accommodations and food services, and retail trade—accounting for 6,826 or nearly two out of three unfilled jobs.

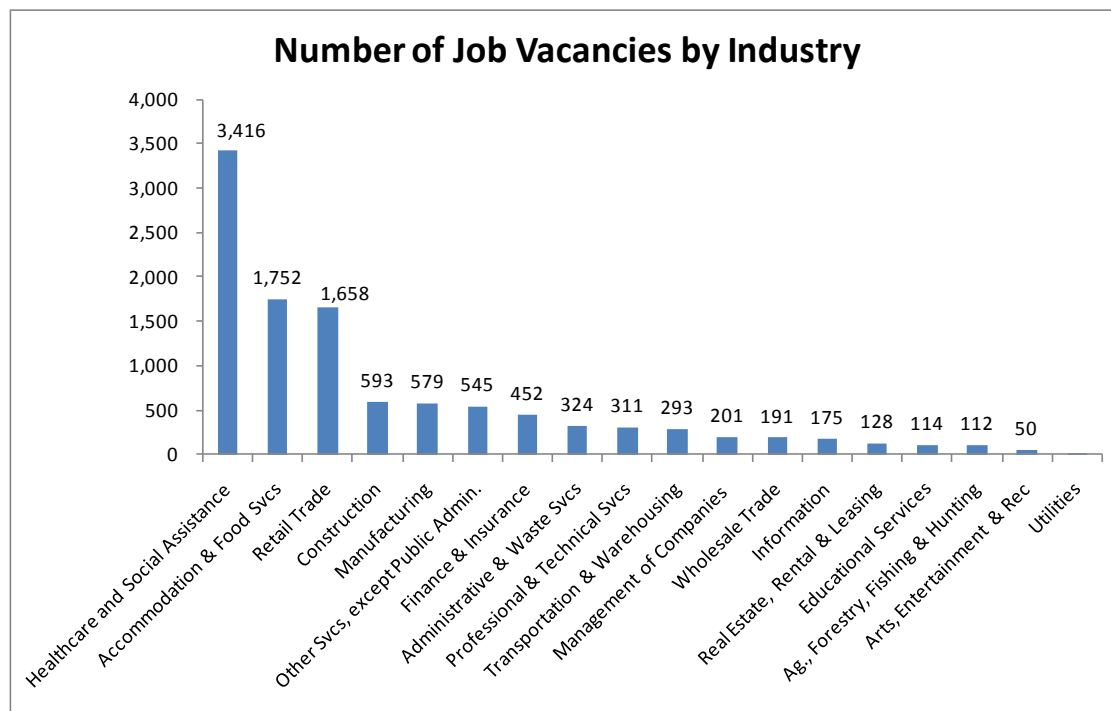


Figure 7

Healthcare industry job vacancies increased to 31 percent of vacancies from 17 percent in 2005 (Figure 8). More cyclical industries, such as leisure and hospitality³, trade and transportation⁴ fell as a proportion of total vacancies.

³ For the purposes of this report, leisure and hospitality industries include: arts, entertainment and recreation, accommodations and food services.

⁴ For the purposes of this report, trade and transportation includes retail, wholesale trade, transportation and utilities.

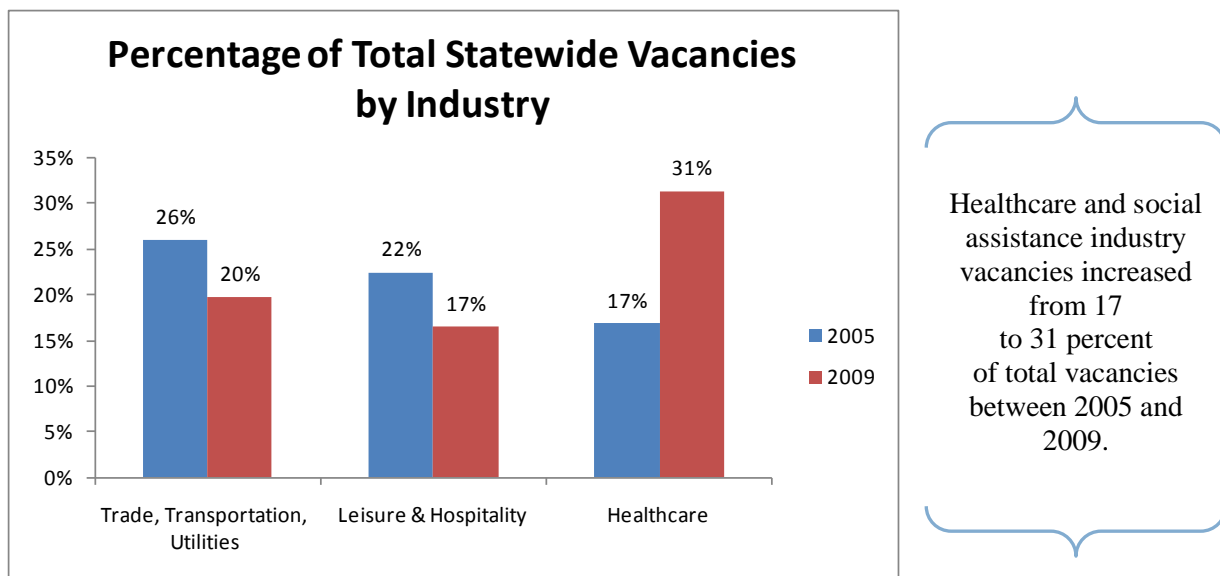


Figure 8

The 2009 JVS revealed industry vacancy rates ranging from 0.6 to 3.4 percent. Two of the three industries with the highest number of vacancies—healthcare and social assistance, accommodations and food services—were also among the set of industries with the highest vacancy rates.

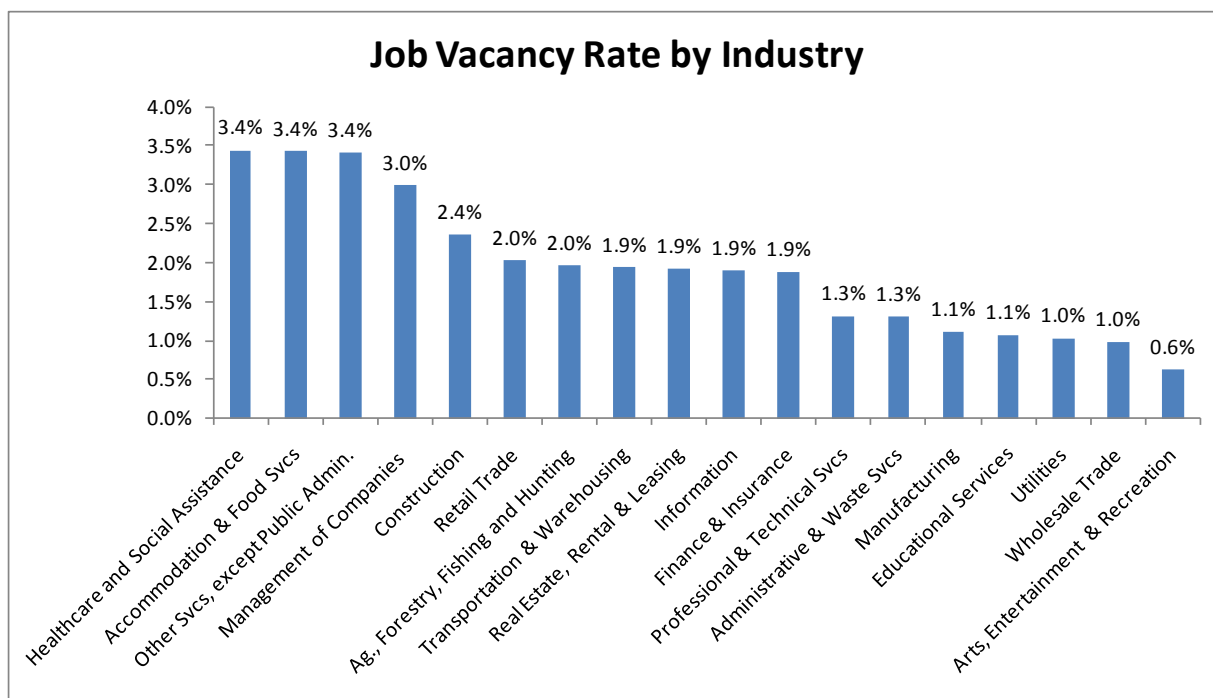


Figure 9

Each industry had varying proportions of unfilled positions that were for full-time, permanent work that offered health/dental benefits. The education and work experience requirements varied substantially by industry.

- The utility industry had the highest proportion of full-time job vacancies (100 percent); arts and entertainment had the lowest (20 percent).
- 100 percent of the utility industry vacancies offered some form of health and/or dental benefits. Agriculture, other services, and arts and entertainment had the lowest share of job vacancies offering these benefits (2, 4 and 4 percent, respectively).
- 83 percent of unfilled openings in the education and wholesale trade industries required specialized work experience, or at least some related work experience. Only one percent of the agriculture industry vacancies required industry specific experience.
- 63 percent of the educational services unfilled positions required more than a high school education, which was substantially higher than the 26 percent average for all unfilled positions statewide.

| Number and Characteristics of Vacant Positions by Industry | | | | | | | | |
|--|---------------------|---------------------------------|--------------|--------------------|--------------------|-----------------------------|---|---|
| Industry | Statewide Vacancies | Pct. (%) of Statewide Vacancies | Vacancy Rate | Pct. (%) Full-Time | Pct. (%) Permanent | Pct. (%) with Health/Dental | Pct. (%) Requiring More than a HS Education | Pct. (%) Requiring Specialized Experience |
| Healthcare and Social Assistance | 3,416 | 31% | 3.4% | 65% | 83% | 39% | 50% | 52% |
| Accommodation & Food Svcs | 1,752 | 16% | 3.4% | 43% | 94% | 10% | 2% | 19% |
| Retail Trade | 1,658 | 15% | 2.0% | 32% | 80% | 9% | 1% | 16% |
| Construction | 593 | 5% | 2.4% | 64% | 73% | 47% | 2% | 29% |
| Manufacturing | 579 | 5% | 1.1% | 79% | 80% | 31% | 26% | 45% |
| Other Svcs, except Public Admin. | 545 | 5% | 3.4% | 55% | 100% | 4% | 41% | 55% |
| Finance & Insurance | 452 | 4% | 1.9% | 57% | 100% | 45% | 23% | 62% |
| Administrative & Waste Svcs | 324 | 3% | 1.3% | 81% | 62% | 36% | 20% | 48% |
| Professional & Technical Svcs | 311 | 3% | 1.3% | 95% | 84% | 39% | 58% | 69% |
| Transportation & Warehousing | 293 | 3% | 1.9% | 75% | 89% | 49% | 24% | 62% |
| Management of Companies | 201 | 2% | 3.0% | 73% | 86% | 16% | 56% | 79% |
| Wholesale Trade | 191 | 2% | 1.0% | 87% | 97% | 75% | 28% | 83% |
| Information | 175 | 2% | 1.9% | 71% | 99% | 42% | 23% | 70% |
| Real Estate, Rental & Leasing | 128 | 1% | 1.9% | 49% | 100% | 7% | 5% | 52% |
| Educational Services | 114 | 1% | 1.1% | 73% | 77% | 14% | 63% | 83% |
| Ag., Forestry, Fishing & Hunting | 112 | 1% | 2.0% | 100% | 100% | 2% | <1% | 1% |
| Arts, Entertainment & Rec | 50 | <1% | 0.6% | 20% | 82% | 4% | 28% | 22% |
| Utilities | 19 | <1% | 1.0% | 100% | 100% | 100% | <1% | 44% |
| Total | 10,914 | 100% | 1.8% | 58% | 86% | 28% | 26% | 42% |

Table 2

Job Vacancies by Occupation

Job vacancies were distributed across 22 broad occupational categories, with four—food preparation and service, healthcare practitioners, office and administration, and sales—accounting for just over 6,000 or 56 percent of all unfilled jobs.

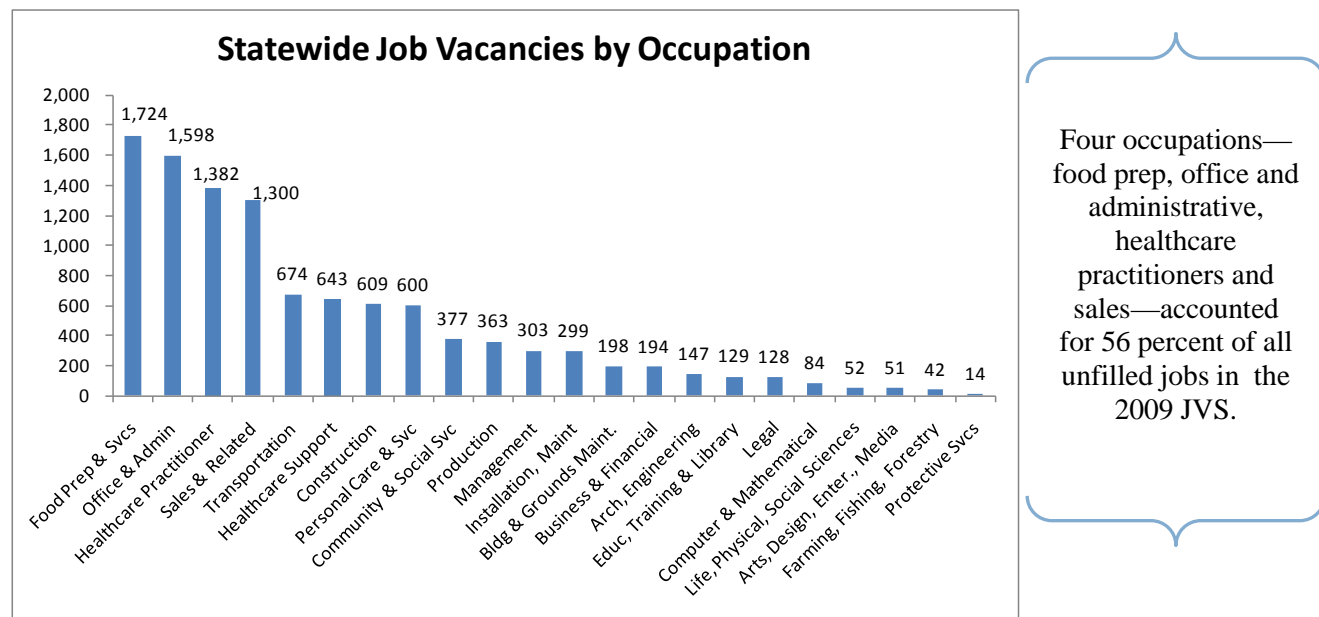


Figure 10

The vacancy rate was highest for personal care and service jobs in both the 2005 and 2009 surveys (11.6 and 3.8 percent respectively). Healthcare practitioners had the second highest vacancy rate in the 2009 JVS, up from seventh in 2005. Life, physical and social sciences was the only occupation with a higher vacancy rate in 2009 compared to 2005 (1.1 versus 1.0 percent, respectively). Detailed statistics on the number of vacancies, vacancy rates and percent of total unfilled jobs by occupation are available in Figure 11 and Table 3.

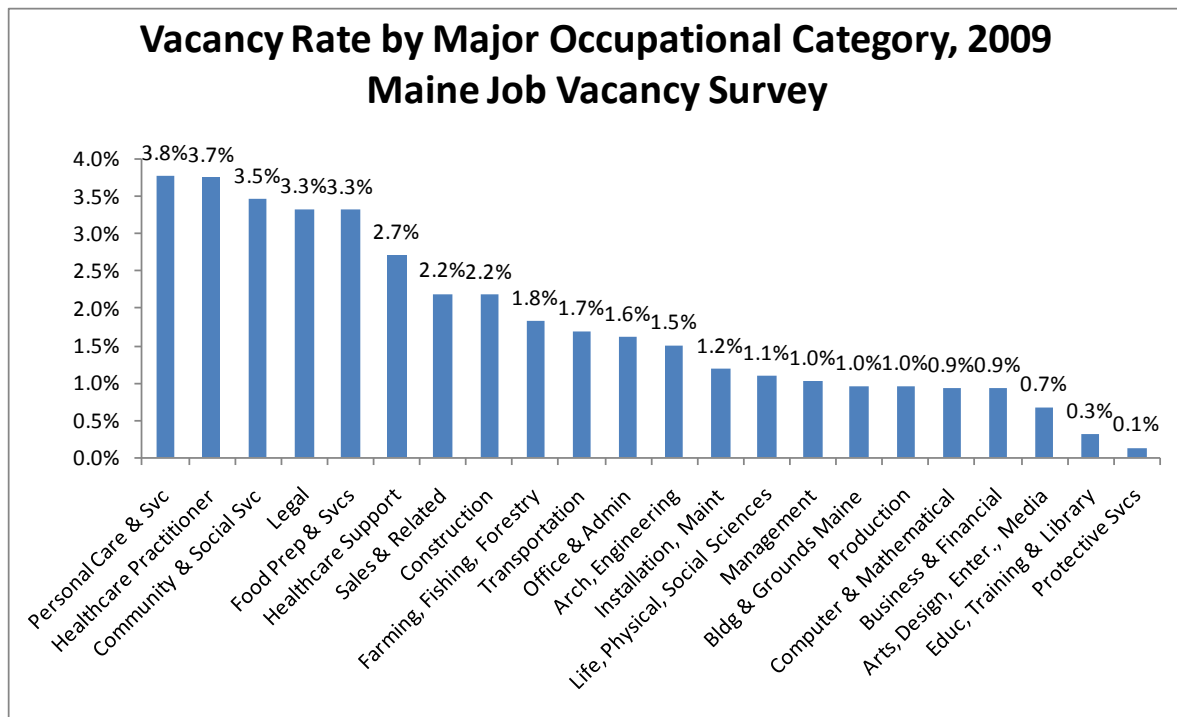
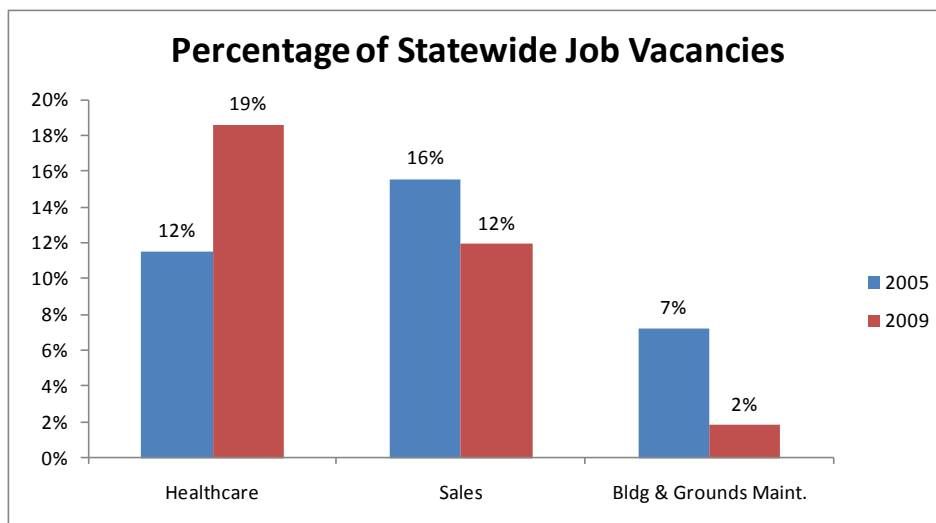


Figure 11

| Number and Proportion of Vacancies by Occupation, Vacancy Rates 2005, 2009 | | | | | | |
|---|--|--|--|--|-------------------------|-------------------------|
| Occupational Category | Number of Statewide Vacancies, 2009 | Number of Statewide Vacancies, 2005 | Pct. Of Total Vacancies, 2009 | Pct. Of Total Vacancies, 2005 | 2009 Vacancy Rate | 2005 Vacancy Rate |
| Food Prep & Svcs | 1,724 | 3,494 | 16% | 14% | 3.3% | 6.4% |
| Office & Admin | 1,598 | 3,483 | 15% | 14% | 1.6% | 3.4% |
| Healthcare Practitioner | 1,382 | 1,820 | 13% | 7% | 3.7% | 5.3% |
| Sales & Related | 1,300 | 3,952 | 12% | 16% | 2.2% | 6.6% |
| Transportation | 674 | 1,655 | 6% | 7% | 1.7% | 3.8% |
| Healthcare Support | 643 | 1,103 | 6% | 4% | 2.7% | 6.0% |
| Construction | 609 | 1,364 | 6% | 5% | 2.2% | 4.4% |
| Personal Care & Svc | 600 | 1,613 | 6% | 6% | 3.8% | 11.6% |
| Community & Social Svc | 377 | 540 | 3% | 2% | 3.5% | 4.0% |
| Production | 363 | 978 | 3% | 4% | 1.0% | 2.3% |
| Management | 303 | 548 | 3% | 2% | 1.0% | 1.7% |
| Installation, Maint | 299 | 519 | 3% | 2% | 1.2% | 2.0% |
| Bldg & Grounds Maint. | 198 | 1,833 | 2% | 7% | 1.0% | 8.4% |
| Business & Financial | 194 | 296 | 2% | 1% | 0.9% | 1.5% |
| Arch, Engineering | 147 | 273 | 1% | 1% | 1.5% | 3.0% |
| Educ, Training & Library | 129 | 874 | 1% | 3% | 0.3% | 2.0% |
| Legal | 128 | 130 | 1% | 1% | 3.3% | 3.7% |
| Computer & Mathematical | 84 | 181 | 1% | 1% | 0.9% | 2.5% |
| Life, Physical, Social Sciences | 52 | 41 | 0% | 0% | 1.1% | 1.0% |
| Arts, Design, Enter., Media | 51 | 138 | 0% | 1% | 0.7% | 2.3% |
| Farming, Fishing, Forestry | 42 | 166 | 0% | 1% | 1.8% | 6.5% |
| Protective Svcs | 14 | 368 | 0% | 1% | 0.1% | 3.2% |
| Statewide | 10,914 | | | | 1.8% | 4.2% |

Table 3

The proportion of vacancies by occupation shifted from 2005 to 2009. The share of healthcare vacancies (practitioners, support workers) grew substantially, from 11.5 percent of vacancies in 2005 to 19 percent in 2009. Healthcare's growing share of unfilled jobs reflects the sector's economic resilience; occupations that are more economically sensitive (i.e., sales and building and grounds maintenance) lost share of unfilled jobs.



The share of healthcare occupational job vacancies grew substantially from 2005 to 2009.

Figure 12

Job characteristics of vacant positions (full time, permanent, benefits offered, education and experience requirements) by occupation are displayed in Table 4.

Characteristics of Vacant Positions by Occupation

| Occupation | Number of Vacancies | Pct. (%) Full time | Pct. (%) Permanent | Pct. (%) with Health/Dental | Pct. (%) Requiring More Than a HS Education | Pct. (%) Requiring Specialized Experience |
|------------------------------|---------------------|--------------------|--------------------|-----------------------------|---|---|
| Food Prep Svcs | 1,724 | 42% | 92% | 9% | <1% | 20% |
| Office & Admin | 1,598 | 62% | 89% | 34% | 8% | 50% |
| Health Practitioners | 1,382 | 57% | 81% | 48% | 55% | 72% |
| Sales & Related | 1,301 | 33% | 80% | 14% | 2% | 16% |
| Transportation | 674 | 60% | 91% | 30% | 2% | 36% |
| Health Support Workers | 643 | 60% | 79% | 20% | 5% | 38% |
| Construction | 609 | 62% | 70% | 37% | <1% | 32% |
| Personal Care & Svc | 600 | 62% | 91% | 8% | 2% | 36% |
| Community, social svcs | 377 | 61% | 86% | 38% | 28% | 34% |
| Production | 363 | 93% | 87% | 48% | 3% | 32% |
| Mgt | 303 | 90% | 93% | 31% | 80% | 91% |
| Installation, Maint. | 299 | 75% | 97% | 28% | 1% | 58% |
| Bldgs & Ground Maint. | 198 | 46% | 88% | 13% | 1% | 35% |
| Business/financial | 194 | 97% | 69% | 33% | 78% | 66% |
| Arch/Engin | 147 | 100% | 100% | 52% | 61% | 98% |
| Educ, training & Library | 129 | 76% | 77% | 20% | 57% | 68% |
| Legal | 128 | 100% | 93% | 81% | 14% | 22% |
| Computer/Mathematical | 84 | 100% | 93% | 45% | 76% | 95% |
| Life, physical, social | 52 | 89% | 89% | 25% | 70% | 100% |
| Arts, design, Entertainment, | 51 | 26% | 72% | 19% | 48% | 50% |
| Farming, Fishing, Forestry | 42 | 100% | 100% | <1% | <1% | 16% |
| Protective Svcs | 14 | 64% | 86% | 20% | 21% | 72% |

Table 4

Occupations with the most vacancies (50 or more) are displayed in Table 5.

| Occupations with 50 or More Job Vacancies Statewide | | | |
|--|------------------------|------------|-----------------|
| Occupation | Number of Vacancies | Mean Wage* | Entry Level* |
| Retail Salespersons | 624 | \$12.36 | \$8.14 |
| Combined Fd Prep and Serving Workrs | 574 | \$8.72 | \$7.80 |
| Registered Nurses | 555 | \$31.37 | \$21.89 |
| Cashiers | 477 | \$8.96 | \$7.91 |
| Personal & Home Care Aides | 343 | \$9.82 | \$8.61 |
| Waiters, Waitresses | 331 | \$10.01 | \$7.62 |
| Construction Laborers | 330 | \$13.61 | \$10.37 |
| Customer Service Reps | 322 | \$14.41 | \$10.68 |
| Nursing Aides | 314 | \$11.53 | \$9.53 |
| Truck Driver, Heavy & Tractor-Trail | 299 | \$16.56 | \$11.99 |
| Food Preparation Workers | 220 | \$10.27 | \$8.30 |
| Tellers | 194 | \$11.36 | \$9.49 |
| Child, Family, & Sch Social Workers | 185 | \$19.33 | \$14.10 |
| Office Clerks, General | 180 | \$12.73 | \$8.85 |
| Stock Clerks and Order Fillers | 177 | \$10.91 | \$8.39 |
| Medical Assistants | 158 | \$14.17 | \$11.47 |
| Bus & Truck Mechanc & Diesel Eng Sp | 157 | \$18.32 | \$14.37 |
| Receptionists & Information Clerks | 151 | \$12.13 | \$9.27 |
| Laborers & Frght, Stock, & Mat Move | 147 | \$11.84 | \$8.54 |
| Dining Room & Cafeteria Attendants | 143 | \$8.83 | \$7.98 |
| All Other Production Workers | 126 | \$14.06 | \$10.00 |
| Carpenters | 121 | \$16.89 | \$12.68 |
| Hotel, Motel, & Resort Desk Clerks | 118 | \$10.35 | \$8.35 |
| Counter Attendnt, Cafe, Fd, Coffee | 114 | \$8.72 | \$7.88 |
| Physical Therapists | 113 | \$33.33 | \$25.58 |
| First-Line Sup/Mgr of Office & Admi | 109 | \$20.88 | \$14.47 |
| Maids and Housekeeping Cleaners | 105 | \$10.24 | \$8.43 |
| AO Legal Support Workers | 93 | \$20.63 | \$13.91 |
| Medical Secretaries | 92 | \$14.09 | \$11.12 |
| Cooks, Restaurant | 82 | \$11.28 | \$8.62 |
| AO Health Diagnosing & Treat Pract | 81 | \$27.76 | \$18.44 |
| Pharmacy Technicians | 78 | \$13.39 | \$10.21 |
| Hairdressers, Hairstylists, & Cosme | 77 | \$12.67 | \$8.53 |
| Bookkeepng, Accountng, & Aud Clerks | 76 | \$15.44 | \$11.30 |
| Medical & Health Services Managers | 74 | \$39.13 | \$23.23 |
| Physical Therapist Aides | 68 | \$12.06 | \$8.68 |
| Exec Secretaries & Admin Assistants | 66 | \$19.06 | \$13.91 |
| First-Line Sup/Mgr of Fd Prep & Ser | 63 | \$14.18 | \$9.89 |
| Janitor & Cleaner, Ex Maids & Hous | 61 | \$12.42 | \$9.12 |
| Highway Maintenance Workers | 61 | \$14.54 | \$10.99 |
| Service Station Attendants | 60 | \$8.79 | \$7.65 |
| Marine Engineers & Naval Architects | 56 | \$39.65 | \$30.41 |
| AO Physicians & Surgeons | 56 | \$81.09 | \$30.81 |
| Cardiovascular Technlgists & Tech | 55 | \$25.32 | \$15.14 |
| Child Care Workers | 52 | \$10.47 | \$8.46 |
| Automotive Service Tech & Mechanics | 50 | \$16.55 | \$11.66 |
| Statewide, All Occupations | | \$18.53 | \$9.47 |

* Reflects Maine mean and entry level wages for each occupation. Source: BLS/CWRI

Table 5

Job Vacancies by Region

The 2009 JVS aggregated job data by three metropolitan areas—Bangor, Lewiston-Auburn, Portland-South Portland-Biddeford—and the balance of state. The three metropolitan areas represented 51 percent of total unfilled jobs; the balance of state had 49 percent. Reflecting the region’s large relative size, Portland-South Portland-Biddeford had the most unfilled jobs of the three metropolitan areas and represented one third of all job vacancies in Maine.

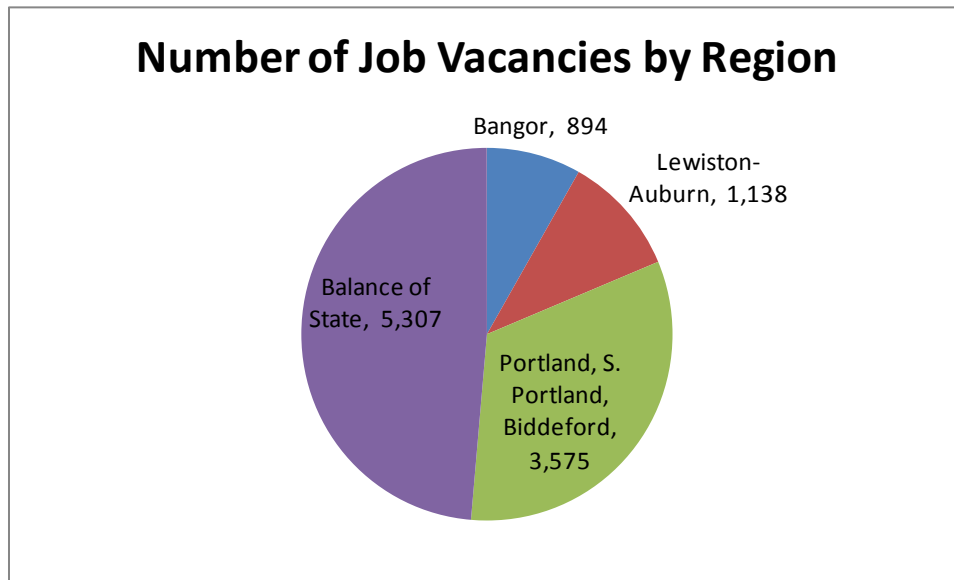


Figure 13

Although Portland had the most unfilled jobs, Lewiston-Auburn had the highest vacancy rate of the four regions; Bangor had the lowest.

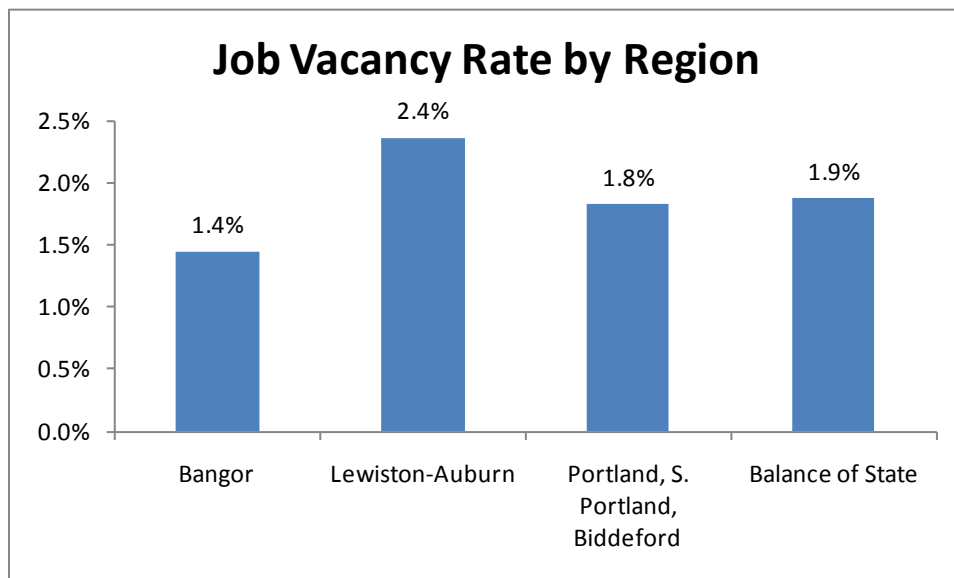


Figure 14

While each of the four regions had a majority of job vacancies coming from the same three industries—healthcare and social assistance, accommodations and food services, and retail

trade—the occupations with the highest numbers of vacancies varied by region. Sales and related occupations had the most vacancies in Bangor; office and administrative positions were the highest in Lewiston-Auburn; food preparations vacancies dominated the Portland area, and healthcare practitioners had the most vacancies in the balance of state. Details of industry and occupational vacancies by region follow.

Bangor Area

Bangor's 894 job vacancies were spread across 17 industries with three—healthcare, retail trade and accommodations—accounting for 534 or 60 percent of total area unfilled positions.

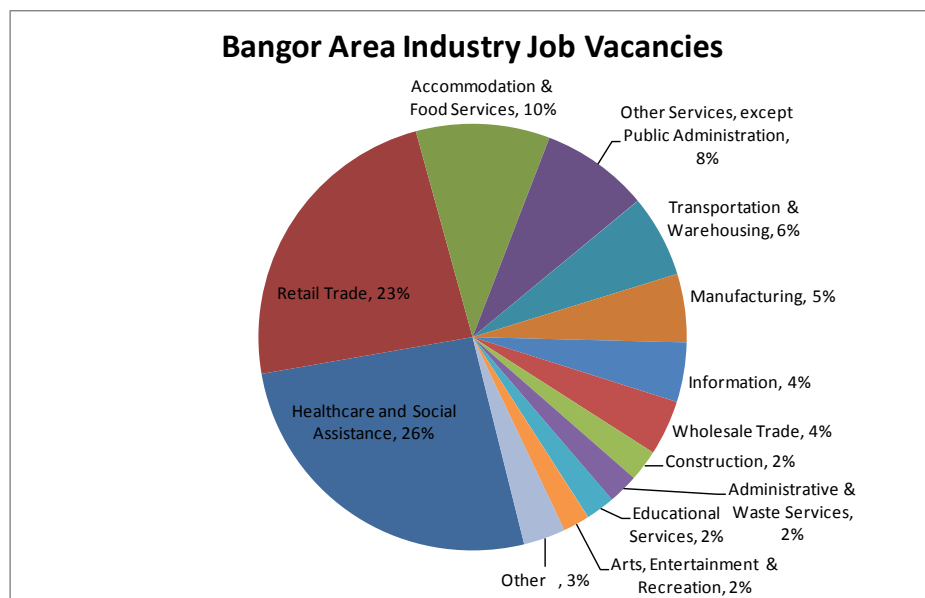


Figure 15

Four occupational categories—sales, healthcare practitioners, healthcare support workers and food preparations—accounted for 50 percent of area vacancies.

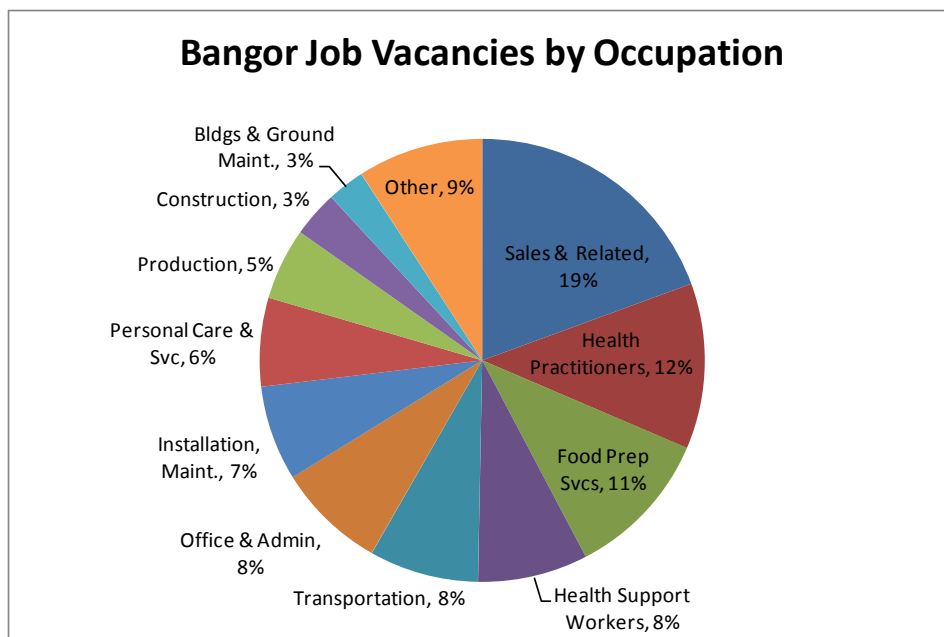


Figure 16

At the detailed occupational level, dental assistants, kitchen helpers and hair stylists had the most unfilled positions in the Bangor area. With the exception of dental assistants and truck drivers, the occupations with the most vacancies in Bangor pay below the all occupations average wage for the area (Table 6).

| Occupations with the Most Job Vacancies in the Bangor Area | | | |
|--|-------------------------|---------------|--------------|
| Job Title | Number of Job Vacancies | Mean Wage* | Entry Level* |
| Dental Assistant | 37 | \$17.5 | \$14.5 |
| Kitchen Help | 37 | \$10.5 | \$8.2 |
| Stylist | 36 | \$12.2 | \$8.8 |
| Cashier/ Sales Associate | 31 | \$12.4 | \$7.9 |
| Store Clerks | 22 | \$12.4 | \$7.9 |
| Truck Driver | 20 | \$18.2 | \$12.5 |
| Production Workers | 20 | \$9.5 | \$8.2 |
| Service Mechanic | 16 | \$15.9 | \$11.2 |
| Sales Representative | 16 | \$12.4 | \$7.9 |
| Sales Associate | 16 | \$12.4 | \$7.9 |
| Bangor--Total All Occupations | | \$17.9 | \$9.2 |

*Reflects mean and entry level wages for this occupation in this region. Source: CWRI's OES program

Table 6

Lewiston-Auburn

The healthcare, accommodations and retail trade industries accounted for 685 or 60 percent of Lewiston-Auburn’s vacancies. The healthcare industry accounted for nearly one third of unfilled positions in the region.

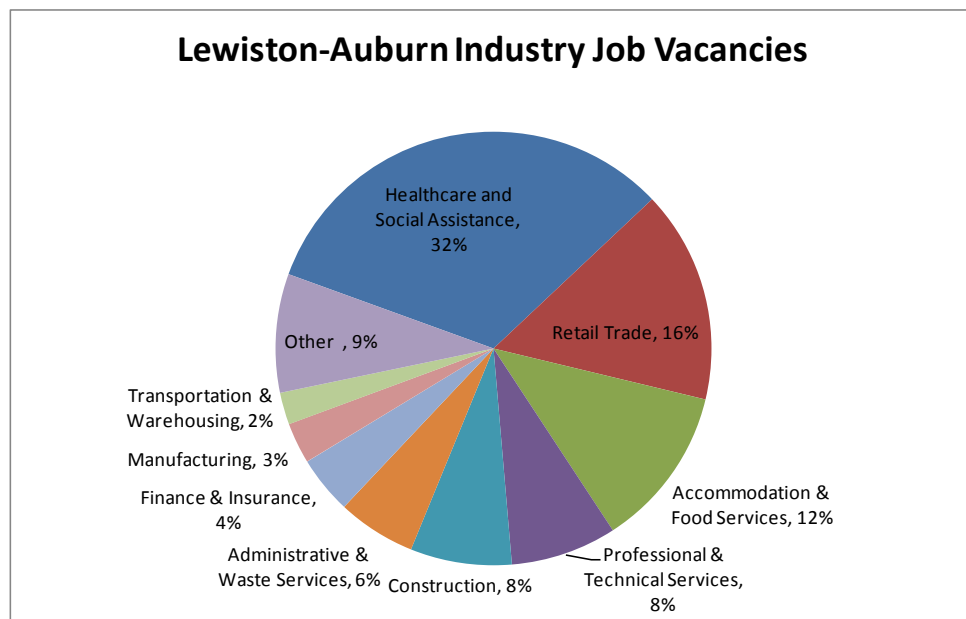


Figure 17

In terms of job vacancies by broad occupational categories, office and administration, community and social services, sales, and food preparation services accounted for 56 percent of the area’s vacancies.

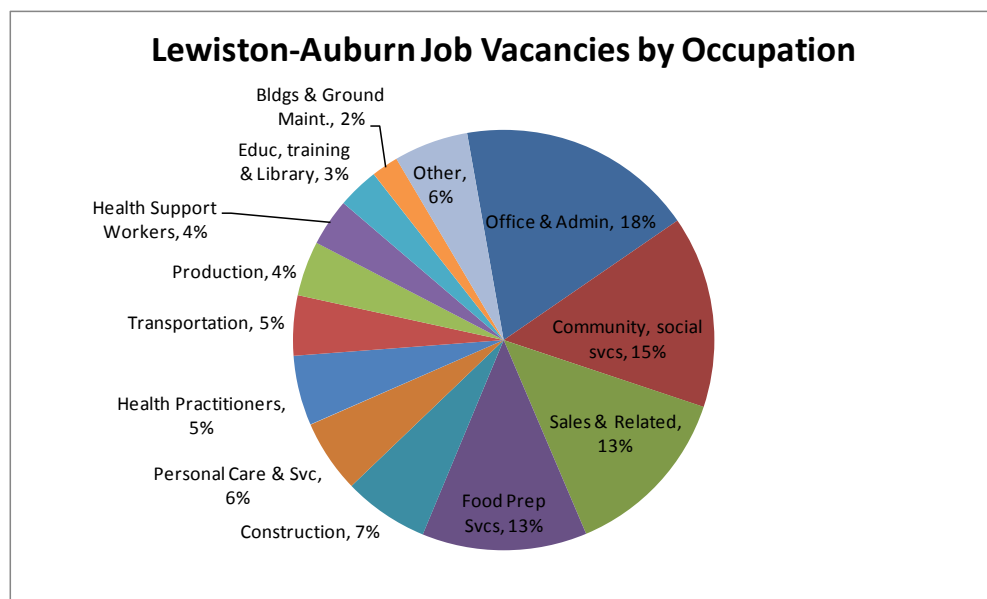


Figure 18

Specific occupations with the most vacancies are shown in Table 7.

Occupations with the Most Job Vacancies in the Lewiston-Auburn Area

| Job Title | Number of Job Vacancies | Mean Wage* | Entry Level* |
|--|-------------------------------|---------------|--------------|
| Direct Care Position (child, family soc | 146 | \$17.1 | \$11.9 |
| Food Server | 70 | \$9.2 | \$7.6 |
| Accounts Receivable Manager | 22 | \$22.0 | \$15.2 |
| Accounts Receivable Clerk | 22 | \$13.8 | \$10.0 |
| Office Assistant | 22 | \$12.2 | \$9.1 |
| Cook | 22 | \$10.7 | \$8.4 |
| Child Care/Teacher | 20 | \$10.1 | \$8.2 |
| Sales Associate | 18 | \$11.6 | \$8.1 |
| Cashiers | 18 | \$8.6 | \$7.8 |
| Seasonal Bus Driver | 15 | \$14.0 | \$11.9 |
| Lewiston-Auburn Total All Occupations | | \$17.6 | \$9.5 |

**Reflects mean and entry level wages for this occupation in this region. Source: CWRI's OES program*

Table 7

Portland-South Portland, Biddeford

Similar to the other metropolitan areas, the healthcare, accommodations and retail trade industries comprised the majority of job vacancies in the Portland-South Portland-Biddeford area. In total, these three industries represented over 2,200 or 64 percent of unfilled jobs in Maine's largest metropolitan area.

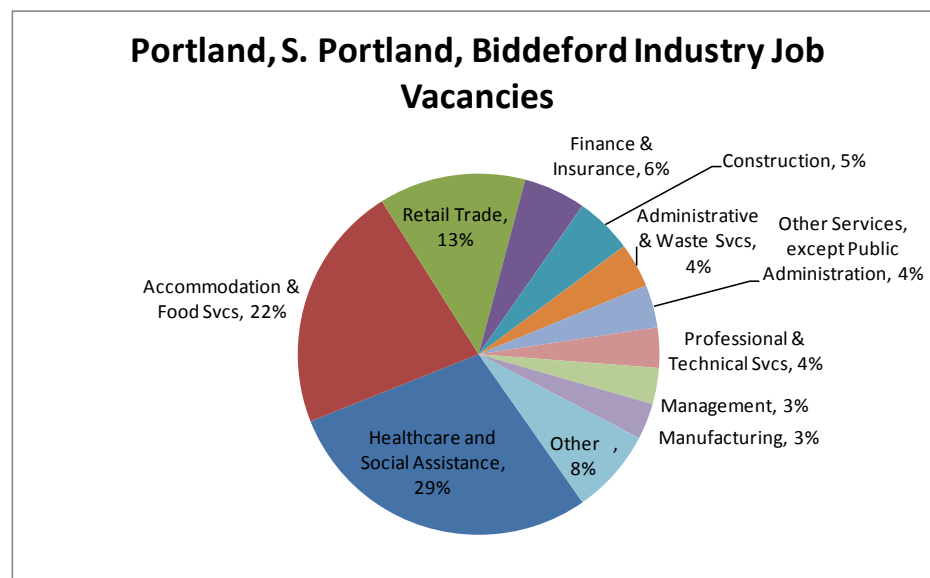


Figure 19

Most of the area vacancies were for food preparation services, office and administration, health practitioners and personal care occupations.

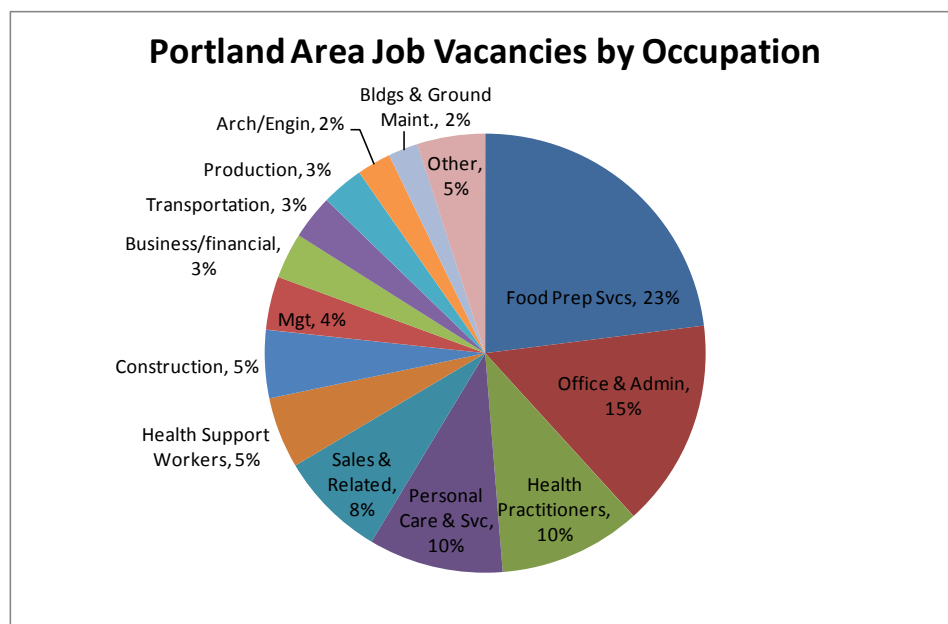


Figure 20

The 10 specific occupations with the highest number of vacancies are shown in Table 8. All of these occupations have mean hourly wages below the \$20 per hour area average.

| Occupations with the Most Job Vacancies in the Portland-S. Portland-Biddeford Area | | | |
|--|-------------------------|---------------|--------------|
| Job Title | Number of Job Vacancies | Mean Wage* | Entry Level* |
| Direct Support Professional (home care) | 204 | \$9.4 | \$8.6 |
| Technicians (Construction) | 139 | \$14.3 | \$10.4 |
| Patient care manager | 85 | \$15.2 | \$11.7 |
| Team Member (accommodations) | 72 | \$8.9 | \$8.1 |
| Wait Staff | 72 | \$10.9 | \$7.6 |
| Kitchen Help | 72 | \$8.7 | \$8.1 |
| Support System (Phys. Therapy aides/) | 68 | \$12.6 | \$9.0 |
| Sandwich Makers | 55 | \$10.6 | \$8.5 |
| Crew member (food prep) | 50 | \$8.9 | \$8.1 |
| Part Time Associates (food prep) | 50 | \$8.9 | \$8.1 |
| Portland-S. Portland-Biddeford Total All Occupations | | \$20.0 | \$9.9 |

*Reflects mean and entry level wages for this occupation in this region. Source: CWRI's OES program

Table 8

Balance of State

Similar to the metropolitan areas, healthcare, retail trade and accommodations accounted for the majority of job vacancies (63 percent) in the balance of state.

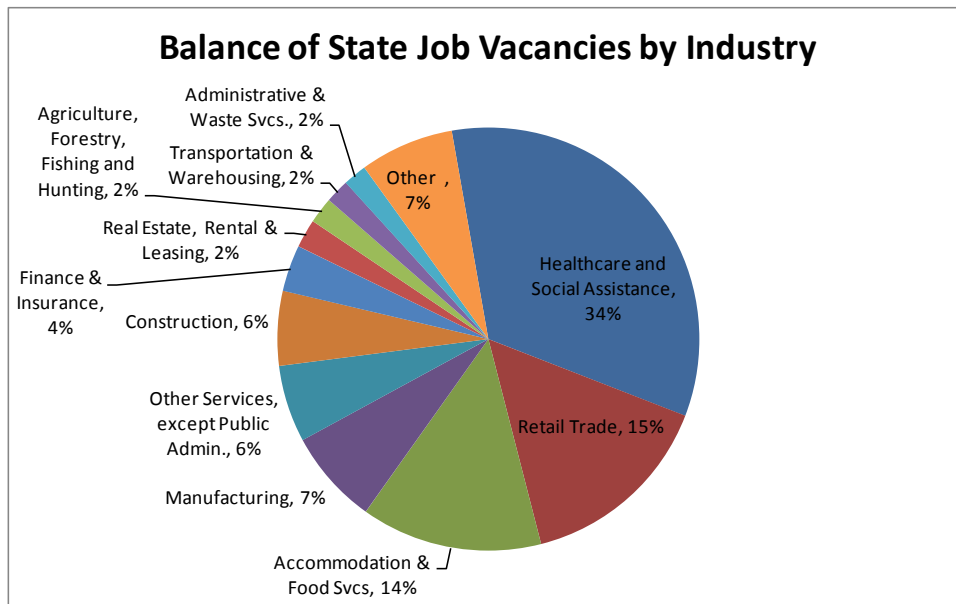


Figure 21

In terms of vacancies by occupation, health practitioners accounted for 16 percent of area unfilled openings.

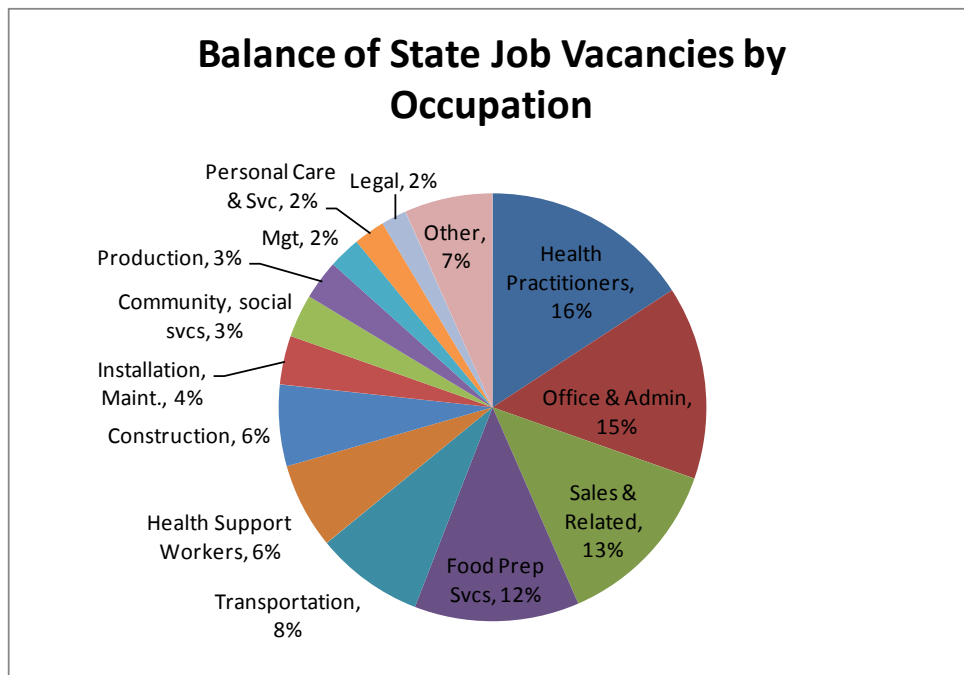


Figure 22

Job titles of the 10 occupations with the highest number of vacancies are listed below.

| Occupations with the Most Job Vacancies in the Balance of State | | | |
|---|-------------------------|------------|--------------|
| Job Title | Number of Job Vacancies | Mean Wage* | Entry Level* |
| General Laborers | 146 | \$15.5 | \$12.6 |
| Medical Assistant | 92 | \$14.2 | \$11.5 |
| Crew Member (food prep) | 89 | \$8.7 | \$7.8 |
| Store Clerks | 88 | \$12.4 | \$8.1 |
| Truck Driver/ Equipment Operator | 73 | \$16.6 | \$12.0 |
| Loader/operator | 69 | \$11.8 | \$8.5 |
| RN/LPN | 64 | \$31.4 | \$21.9 |
| Mechanic | 61 | \$18.3 | \$14.4 |
| Mechanic | 61 | \$18.3 | \$14.4 |
| Warehouse Worker | 61 | \$10.9 | \$8.4 |

**Mean and entry level wages reflect statewide averages.*

Table 9

For detailed statistics on the number of vacancies by industry and occupation in each of the four regions, see Tables 10 and 11.

Job Vacancies by Region and Industry

| Industry | <i>Number of Job Vacancies</i> | | | | <i>Percent of Area Vacancies</i> | | | |
|--|--------------------------------|---------------------|-------------------------------------|---------------------|----------------------------------|---------------------|-------------------------------------|---------------------|
| | Bangor | Lewiston- Auburn | Portland- Portland- Biddeford | Balance of State | Bangor | Lewiston- Auburn | Portland- Portland- Biddeford | Balance of State |
| | | | | | | | | |
| Healthcare and Social Assistance | 234 | 369 | 1025 | 1788 | 26% | 32% | 29% | 34% |
| Retail Trade | 210 | 180 | 469 | 799 | 23% | 16% | 13% | 15% |
| Accommodation & Food Svcs | 91 | 137 | 790 | 734 | 10% | 12% | 22% | 14% |
| Manufacturing | 46 | 35 | 114 | 384 | 5% | 3% | 3% | 7% |
| Other Services, except Public Admin. | 73 | 22 | 137 | 314 | 8% | 2% | 4% | 6% |
| Construction | 21 | 86 | 183 | 303 | 2% | 8% | 5% | 6% |
| Finance & Insurance | 16 | 49 | 198 | 189 | 2% | 4% | 6% | 4% |
| Real Estate, Rental & Leasing | 2 | 7 | 3 | 116 | 0% | 1% | 0% | 2% |
| Agriculture, Forestry, Fishing and Hunting | 2 | 4 | 0 | 106 | 0% | 0% | 0% | 2% |
| Transportation & Warehousing | 56 | 27 | 113 | 97 | 6% | 2% | 3% | 2% |
| Administrative & Waste Svcs. | 20 | 66 | 142 | 95 | 2% | 6% | 4% | 2% |
| Professional & Technical Services | 4 | 90 | 129 | 89 | 0% | 8% | 4% | 2% |
| Wholesale Trade | 37 | 12 | 64 | 78 | 4% | 1% | 2% | 1% |
| Information | 40 | 13 | 53 | 68 | 4% | 1% | 1% | 1% |
| Management of Companies and Enterprises | 5 | 16 | 116 | 64 | 1% | 1% | 3% | 1% |
| Educational Services | 20 | 12 | 19 | 63 | 2% | 1% | 1% | 1% |
| Utilities | 0 | 0 | 4 | 15 | 0% | 0% | 0% | 0% |
| Arts, Entertainment & Recreation | 18 | 14 | 14 | 4 | 2% | 1% | 0% | 0% |
| Total | 894 | 1138 | 3575 | 5307 | 100% | 100% | 100% | 100% |

Table 10

| Job Vacancies by Occupation and Region | | | | | | | | | | |
|--|---------------------|------------------------|---------------------------|---------------------|------------------------|----------------------------------|---------------------|------------------------|---------------------------|---------------------|
| Bangor | | | Lewiston-Auburn | | | Portland, S. Portland, Biddeford | | | Balance of State | |
| Occupation | Number of Vacancies | Pct. Of Area Vacancies | Occupation | Number of Vacancies | Pct. Of Area Vacancies | Occupation | Number of Vacancies | Pct. Of Area Vacancies | Occupation | Number of Vacancies |
| Sales & Related | 173 | 19% | Office & Admin | 207 | 18% | Food Prep Svcs | 822 | 23% | Health Practitioners | 839 |
| Health Practitioners | 108 | 12% | Community, social svc | 168 | 15% | Office & Admin | 545 | 15% | Office & Admin | 774 |
| Food Prep Svcs | 97 | 11% | Sales & Related | 153 | 13% | Health Practitioners | 375 | 10% | Sales & Related | 692 |
| Health Support Worker: | 72 | 8% | Food Prep Svcs | 144 | 13% | Personal Care & Svc | 353 | 10% | Food Prep Svcs | 661 |
| Transportation | 71 | 8% | Construction | 75 | 7% | Sales & Related | 281 | 8% | Transportation | 434 |
| Office & Admin | 71 | 8% | Personal Care & Svc | 64 | 6% | Health Support Worker | 187 | 5% | Health Support Worker | 344 |
| Installation, Maint. | 62 | 7% | Health Practitioners | 61 | 5% | Construction | 178 | 5% | Construction | 326 |
| Personal Care & Svc | 57 | 6% | Transportation | 53 | 5% | Mgt | 140 | 4% | Installation, Maint. | 195 |
| Production | 47 | 5% | Production | 48 | 4% | Business/financial | 120 | 3% | Community, social svcs | 173 |
| Construction | 30 | 3% | Health Support Worker | 41 | 4% | Transportation | 116 | 3% | Production | 158 |
| Bldgs & Ground Maint. | 24 | 3% | Educ, training & Libra | 36 | 3% | Production | 111 | 3% | Mgt | 128 |
| Community, social svcs | 22 | 2% | Bldgs & Ground Main | 24 | 2% | Arch/Engin | 89 | 2% | Personal Care & Svc | 126 |
| Mgt | 18 | 2% | Mgt | 17 | 2% | Bldgs & Ground Maint. | 78 | 2% | Legal | 101 |
| Educ, training & Librar | 15 | 2% | Business/financial | 11 | 1% | Computer/Mathematica | 49 | 1% | Bldgs & Ground Maint. | 72 |
| Business/financial | 9 | 1% | Legal | 11 | 1% | Installation, Maint. | 33 | 1% | Arch/Engin | 58 |
| Farming, Fishing, Fores | 7 | 1% | Arts, design, Entertain | 10 | 1% | Life, physical, social sc | 31 | 1% | Business/financial | 54 |
| Arts, design, Entertain | 5 | 1% | Installation, Maint. | 9 | 1% | Educ, training & Librar | 24 | 1% | Educ, training & Librar | 54 |
| Protective Svcs | 4 | 0% | Protective Svcs | 6 | 1% | Legal | 15 | 0% | Farming, Fishing, Fores | 35 |
| Computer/Mathematica | 2 | 0% | Computer/Mathematic | 1 | 0% | Community, social svcs | 14 | 0% | Computer/Mathematica | 32 |
| Arch/Engin | 0 | 0% | Farming, Fishing, For | 0 | 0% | Arts, design, Entertain | 10 | 0% | Arts, design, Entertain | 25 |
| Legal | 0 | 0% | Arch/Engin | 0 | 0% | Protective Svcs | 2 | 0% | Life, physical, social sc | 21 |
| Life, physical, social sci | 0 | 0% | Life, physical, social sc | 0 | 0% | Farming, Fishing, Fores | 0 | 0% | Protective Svcs | 2 |
| Total | 894 | 100% | | 1,138 | 100% | | 3,575 | 100% | | 5,307 |
| | | | | | | | | | | 100% |

Table 11