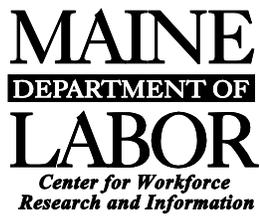




Infopaks

*A Skills Transferability Analysis
to Support Reemployment
and Retraining Plans*
prepared for
The Former Workers
of
WestPoint Home



A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of WestPoint Home

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

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

July 2009

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Preface

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

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

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

Questions or comments should be addressed to Merrill Huhtala at (207) 621-5196 or merrill.s.huhtala@maine.gov.

John Dorrer, Director

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Company and Industry Background

WestPoint Home has a long history dating back over 200 years. The company would be formed by three separate startups of J.P. Stevens & Co. in Massachusetts, Pepperell Manufacturing Co. of Maine and West Point Manufacturing Co. in Georgia. Before 2005 the company was known as WestPoint Stevens however after emerging from bankruptcy became WestPoint Home.

Textile mills first migrated from Massachusetts to Maine in the early 19th century. Mills were established along the state's rivers, fueled by hydro-power and labor from surrounding farming communities. The industry expanded rapidly following the Civil War but by the mid-20th century, much of the textile industry had moved from Maine to the American south. Maine textile manufacturing industry has experienced a steady decline in employment since the mid 1990s, shedding thousands of jobs over the past 15 years.

Labor Market Conditions

Workforce conditions in the Portland metropolitan area have remained strong for many years with low unemployment and a growing population. The recession has adversely impacted all regions of the state, but the closure of several large employers in the region (Evonik Cyro in Sanford, Prime Tanning in Berwick and Wood Structures in Biddeford) will make re-employment for the displaced workers more difficult than at any time in more than a decade.

Characteristics of the Affected Workers

Demographic information was collected from 110 employees during Rapid Response sessions. Workers reported age ranged from 25 to 69, with an average of 51 and average job tenure of 18 years. 61 percent were male, 16 percent were veterans, 72 percent completed high-school, and 81 percent completed some level of postsecondary training. Reported wages ranged from a low of \$10.00 to a high of \$23.32 per hour.

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:

- 43-5081 Stock Clerks and Order fillers
- 51-6061 Textile Bleaching and Dyeing Machine, Operators and Tenders
- 51-6063 Textile knitting and Weaving Machine Setters, Operators, and Tenders

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 16 postings for jobs in production within 30 miles of Biddeford and 8 jobs in manufacturing. When the search radius was widened to 50 miles the search produced 21 production jobs and 15 manufacturing postings. There were 252 total jobs listed within 30 miles of Biddeford and 373 jobs within 50 miles. 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

Characteristic	Workers	Characteristic	Workers
Age		Town of Residence	
Less than 40	15	Biddeford	43
40 to 49	26	Saco	26
50 to 59	41	Lyman	7
60 and over	27	Arundel	6
Average Age = 51		Sanford	5
Years		Old Orchard Beach	3
Job Tenure		Other	20
0 to 9	32		
10 to 19	30		
20 to 29	19		
30 and over	27		
Average Tenure = 18 years			

(www.americasjobexchange.com), which offers job postings nationwide. There are many other job search sites available. CareerCenter staff are available to assist customers in locating sites most suited to their needs.

Re-Employment Prospects and the Employment Outlook

Re-employment in the textile industry 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 retail. Manufacturing of leather, fabricated metals, plastics, food, and paper 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 food preparation and serving, sales, healthcare, and management occupations.

High-paying jobs in growing occupations generally require specific technical skills. The skill sets of many displaced 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 Northern Maine. Occupations defined by TORQ as related but with no reportable employment in Southern 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.

Projected Employment by Occupational Group in Southern Maine, 2004 to 2014 by Net Change

Occupational Group	Employment			Avg Annual Openings
	2004	2014	Net Change	
Total	265,478	296,483	31,005	9,637
Food Preparation and Serving Related	23,182	26,751	3,569	1,269
Sales and Related	29,696	33,075	3,379	1,291
Healthcare Practitioners and Technical Management	13,774	17,044	3,270	581
Office and Administrative Support	15,885	18,225	2,340	528
Personal Care and Service	43,752	46,016	2,264	1,334
Transportation and Material Moving	9,386	11,405	2,019	413
Healthcare Support	17,510	19,446	1,936	585
Building and Grounds Cleaning and Maintenance	6,797	8,713	1,916	298
Community and Social Services	11,092	12,717	1,625	385
Installation, Maintenance, and Repair	5,742	7,132	1,390	249
Education, Training, and Library	10,893	12,259	1,366	388
Business and Financial Operations	14,351	15,655	1,304	434
Construction and Extraction	10,287	11,521	1,234	307
Protective Service	15,064	16,158	1,094	409
Computer and Mathematical	4,288	4,959	671	191
Arts, Design, Entertainment, Sports, and Media	3,671	4,302	631	120
Legal	4,113	4,728	615	140
Life, Physical, and Social Science	2,191	2,543	352	61
Architecture and Engineering	1,700	1,897	197	60
Farming, Fishing, and Forestry	5,170	5,356	186	144
Production	1,061	1,168	107	40
	15,873	15,413	-460	413

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 affected workers was coded into 41 SOC occupations. 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 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
IT Manager	1	11-3021	Computer and Information Systems Managers
Supply Manager, Purchasing Manager	2	11-3061	Purchasing Managers
Plant Engineer	1	11-9041	Engineering Managers
Purchasing	1	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
Budget Manager	1	13-2031	Budget Analysts
Safety Director	1	17-2111	Health & Safety Engineers
Quality Control Mgr, Industrial Engineer	3	17-3026	Industrial Engineering Technicians
Assistant Plant Engineer	1	17-3027	Mechanical Engineering Technicians
Safety Coordinator	1	29-9012	Occupational Health and Safety Technicians
Watchman	1	33-9032	Security Guards
Janitor	2	37-2011	Janitors and Cleaners, Except Maids and House-keeping Cleaners
Property Maintenance	1	37-3011	Landscaping and Groundskeeping Workers
Shipping Manager	1	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers
Payroll Clerk	1	43-3051	Payroll and Timekeeping Clerks
Customer Service	1	43-4051	Customer Service Representatives
HR Asst.	1	43-4161	Human Resources Assistants, Except Payroll and Timekeeping
Scheduler	1	43-5061	Production, Planning, & Expediting Clerks
UPS Operator, Shipper, Receiver, Shipper Supervisor, Traffic Clerk	6	43-5071	Shipping, Receiving, and Traffic Clerks
Railman, Ticketer, Supply Clerk, Store Clerk, Warehouse Worker	12	43-5081	Stock Clerks and Order Fillers
Checker	1	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
Executive Secretary	2	43-6011	Executive Secretaries & Administrative Assistants
Office Clerk	1	43-9061	Office Clerks, General
Industrial Electrician, Electrician	3	47-2111	Electricians
Pipefitter	2	47-2152	Plumbers, Pipefitters, and Steamfitters
Manufacturing Services Manager	1	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
Maintenance	1	49-9043	Maintenance Workers, Machinery
Millwright	2	49-9044	Millwrights
Finishing Dept Mgr, Mfg Supervisor, Supervisor	3	51-1011	First-Line Supervisors/Managers of Production and Operating Workers
Stitcher	1	51-6031	Sewing Machine Operators
Range Spare, Ranger Operator, Printer, Dye Operator, Chemical Mixer, Fixer	12	51-6061	Textile Bleaching & Dyeing Machine Operators and Tenders
Machine Operator, Cutting Inspector	8	51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
Folder, Folding Machine Operator, Flockroom	5	51-6064	Textile Winding, Twisting, & Drawing Out Machine Setters, Operators, and Tenders
Boiler Operator	2	51-8021	Stationary Engineers and Boiler Operators
Oven Opr, Oven Helper, Adh Operator, Kettle Operator	4	51-9051	Furnace, Kiln, Oven, Drier, & Kettle Operators and Tenders
Roll-Up Inspector, Inspector, Reinspector	6	51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers
Packer, Sealer	2	51-9111	Packaging & Filling Machine Operators and Tenders

REPORTED JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
Laminator Operator	1	51-9191	Cementing and Gluing Machine Operators and Tenders
Production Worker, Laborer, General Helper	3	51-9198	Helpers-Production Workers
Truck Driver	1	53-7051	Industrial Truck and Tractor Operators
Transporter, Material Handler	4	53-7062	Laborers and Freight, Stock, & Material Movers, Hand
Raw Material Handler	1	53-7063	Machine Feeders & Offbearers

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 Southern Region (Cumberland and York 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 are 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: Computer and Information Systems Managers
11-3021

Reported Job Titles:
IT Manager

Number of Affected Workers:

1 Training Requirements: Bachelor's degree plus work experience

Median Wage: \$45.63

Associated ONET Skills: Critical Thinking Active Listening
Management of Personnel Resources Judgment and Decision Making
Systems Analysis Coordination
Speaking Reading Comprehension
Writing Monitoring

Largest Employing Maine Industries
Employment Industry

300 Professional, Scientific, and Technical Services
110 Educational Services
70 Public Administration
60 Management of Companies and Enterprises
50 Administrative and Support Services
50 Credit Intermediation and Related Activities

Employment Forecast

Average Annual Openings

	Maine	Region	Total	Maine	Region
Year 2004	1,026	438	32	15	
Year 2014	1,151	506	Due to Growth	13	7
Net Change	125	68	Due to Replacement	19	8
Percent Change	12%	16%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13.1023-00	920	\$45,210	21	-2.1%
90	Budget Analysts	13.2031-00	170	\$57,290	5	3.0%
88	Database Administrators	15.1061-00	300	\$60,260	11	20.0%
88	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-0.6%
87	Financial Examiners	13.2061-00	120	\$55,110	2	3.4%
87	Accountants	13.2011-01	3,250	\$48,110	113	10.7%
87	Financial Analysts	13.2051-00	210	\$71,380	4	10.2%
87	Computer Operators	43.9011-00	230	\$33,120	4	-30.1%
86	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.6%
86	Technical Writers	27.3042-00	50	\$46,060	2	-7.5%
86	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
86	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
86	Bill and Account Collectors	43.3011-00	1,590	\$29,770	41	10.8%
85	Market Research Analysts	19.3021-00	200	\$49,960	2	3.4%

MATCHED OCCUPATION: Purchasing Managers
11-3061

Reported Job Titles:

Purchasing Mgr., Supply Mgr.

Number of Affected Workers:

2 Training Requirements: Bachelor's degree plus work experience

Median Wage: \$38.80

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		Average Annual Openings		
	Maine	Region	Maine	Region	
Year 2004	311	103	Total	7	4
Year 2014	304	118	Due to Growth	0	2
Net Change	-7	15	Due to Replacement	7	2
Percent Change	-2.3%	15%			

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 Farm Products	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 Workers	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: Engineering Managers
11-9041

Reported Job Titles:
Plant Eng.

Number of Affected Workers:

1 Training Requirements: Bachelor's degree plus work experience

Median Wage: \$49.92

Associated ONET Skills: Critical Thinking Reading Comprehension
Judgment and Decision Making Active Listening
Speaking Complex Problem Solving
Negotiation Writing
Social Perceptiveness Monitoring

Largest Employing Maine Industries
Employment Industry

230	Professional, Scientific, and Technical Services
80	Computer and Electronic Product Manufacturing
70	Public Administration
30	Management of Companies and Enterprises
20	Paper Manufacturing
20	Plastics and Rubber Products Manufacturing

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	769	457	Total	16	10
Year 2014	780	466	Due to Growth	1	1
Net Change	11	9	Due to Replacement	15	9
Percent Change	1.4%	2.0%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.8%
92	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	-0.3%
91	Marine Architects	17.2121-02	60	\$75,520	1	-9.0%
91	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.5%
91	Civil Engineers	17.2051-00	750	\$60,480	26	6.1%
91	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.8%
91	Electrical Drafters	17.3012-02	90	\$44,860	3	-15.5%
90	Electronic Drafters	17.3012-01	90	\$44,860	3	-15.5%
90	Mechanical Engineers	17.2141-00	620	\$67,210	14	-9.3%
89	Industrial Engineers	17.2112-00	580	\$68,350	22	11.2%
89	Materials Engineers	17.2131-00	40	\$70,250	1	-6.8%
89	Civil Drafters	17.3011-02	680	\$39,040	22	1.6%
89	Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%
88	Landscape Architects	17.1012-00	60	\$58,710	3	5.2%

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

Reported Job Titles:
Purchasing

Number of Affected Workers:

1 Training Requirements: Work experience in a related occupation

Median Wage: \$25.60

Associated ONET Skills: Speaking
Judgment and Decision Making
Reading Comprehension
Time Management
Active Learning
Active Listening
Critical Thinking
Writing
Mathematics
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

Average Annual Openings

	Maine Region			Maine Region	
Year 2004	914	364	Total	26	12
Year 2014	945	392	Due to Growth	3	3
Net Change	31	28	Due to Replacement	23	9
Percent Change	3.4%	7.7%			

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: Budget Analysts
13-2031

Reported Job Titles:
Budget Manager

Number of Affected Workers: 1 **Training Requirements:** Bachelor's degree **Median Wage:** \$30.58

Associated ONET Skills: Speaking
Reading Comprehension
Mathematics
Management of Financial Resources
Monitoring
Critical Thinking
Active Listening
Judgment and Decision Making
Complex Problem Solving
Writing

Largest Employing Maine Industries
Employment Industry

100	Public Administration
20	Hospitals
20	Educational Services
10	Management of Companies and Enterprises
0	Postal Service

	Employment Forecast		Average Annual Openings		
	Maine	Region	Maine	Region	
Year 2004	178	67	Total	4	2
Year 2014	192	75	Due to Growth	1	1
Net Change	14	8	Due to Replacement	3	1
Percent Change	7.9%	12%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	Financial Analysts	13.2051-00	210	\$71,380	4	10.2%
91	Financial Examiners	13.2061-00	120	\$55,110	2	3.4%
90	Treasurers and Controllers	11.3031-01	2,440	\$67,670	58	7.0%
90	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13.1023-00	920	\$45,210	21	-2.1%
89	Accountants	13.2011-01	3,250	\$48,110	113	10.7%
89	Economists	19.3011-00	50	\$49,150	2	2.0%
89	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.1%
89	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
88	Auditors	13.2011-02	3,250	\$48,110	113	10.7%
88	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.6%
87	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	7.5%
87	Personal Financial Advisors	13.2052-00	360	\$94,100	13	10.1%
87	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
87	Statistical Assistants	43.9111-00	150	\$32,340	7	0.0%

MATCHED OCCUPATION: Health and Safety Engineers, Except Mining Safety Engineers
17-2111

Reported Job Titles:
Safety Director

Number of Affected Workers: 1 **Training Requirements:** Bachelor's degree **Median Wage:** \$34.84

Associated ONET Skills: Speaking Writing
Reading Comprehension Persuasion
Active Listening Critical Thinking
Time Management Active Learning
Instructing Negotiation

Largest Employing Maine Industries
Employment Industry

30 Heavy and Civil Engineering Construction
10 Construction of Buildings

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	125	54	Total	4	2
Year 2014	131	60	Due to Growth	1	1
Net Change	6	6	Due to Replacement	3	1
Percent Change	4.8%	11%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
97	Occupational Health and Safety Specialists	29.9011-00	220	\$62,720	4	-1.7%
92	Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%
92	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.8%
92	Occupational Health and Safety Technicians	29.9012-00	40	\$39,170	1	6.9%
91	Emergency Management Specialists	13.1061-00	90	\$41,790	2	15.5%
90	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.8%
89	Education Administrators, Postsecondary	11.9033-00	600	\$58,090	21	7.4%
89	Natural Sciences Managers	11.9121-00	180	\$79,810	5	7.5%
88	Cost Estimators	13.1051-00	750	\$44,990	25	13.5%
88	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	-4.7%
87	Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.1%
87	Industrial Production Managers	11.3051-00	690	\$72,560	24	-11.6%
87	Logisticians	13.1081-00	190	\$59,120	4	3.8%
87	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	-1.3%

MATCHED OCCUPATION: Industrial Engineering Technicians
17-3026

Reported Job Titles:

Industrial Eng., Quality Control, Quality Control Mgr.

Number of Affected Workers: 3 **Training Requirements:** Associate degree **Median Wage:** \$21.35

Associated ONET Skills: Active Listening Complex Problem Solving
Critical Thinking Judgment and Decision Making
Coordination Active Learning
Reading Comprehension Instructing
Speaking Monitoring

Largest Employing Maine Industries

Employment Industry

30 Wood Product Manufacturing
20 Paper Manufacturing

	Employment Forecast			Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	241	100	Total	5	2
Year 2014	225	101	Due to Growth	0	0
Net Change	-16	1	Due to Replacement	5	2
Percent Change	-6.6%	1.0%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	Commercial and Industrial Designers	27.1021-00	140	\$49,170	5	4.5%
91	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-0.6%
90	Industrial Engineers	17.2112-00	580	\$68,350	22	11.2%
89	Cost Estimators	13.1051-00	750	\$44,990	25	13.5%
89	First-Line Supervisors/Managers of Production and Operating Wo	51.1011-00	3,750	\$45,510	65	-3.8%
89	Electronic Drafters	17.3012-01	90	\$44,860	3	-15.5%
89	Electrical Drafters	17.3012-02	90	\$44,860	3	-15.5%
89	Statistical Assistants	43.9111-00	150	\$32,340	7	0.0%
88	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
88	Industrial Production Managers	11.3051-00	690	\$72,560	24	-11.6%
88	Fabric and Apparel Patternmakers	51.6092-00	20	\$29,670	0	-6.2%
88	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
87	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13.1023-00	920	\$45,210	21	-2.1%
87	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	-0.3%

MATCHED OCCUPATION: Occupational Health and Safety Technicians
29-9012

Reported Job Titles:
Safety Coord.

Number of Affected Workers: 1 **Training Requirements:** Postsecondary vocational training **Median Wage:** \$21.49

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Instructing
Persuasion Critical Thinking
Monitoring Writing
Active Learning Learning Strategies

Largest Employing Maine Industries

Employment Industry
20 Public Administration

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	35	11	Total	1	0
Year 2014	37	12	Due to Growth	0	0
Net Change	2	1	Due to Replacement	1	0
Percent Change	5.7%	9.1%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	Fire Inspectors	33.2021-01	80	\$37,800	2	3.5%
94	Occupational Health and Safety Specialists	29.9011-00	220	\$62,720	4	-1.7%
93	Industrial Safety and Health Engineers	17.2111-01	90	\$49,940	3	2.8%
92	Environmental Engineers	17.2081-00	390	\$62,340	16	9.7%
91	Emergency Management Specialists	13.1061-00	90	\$41,790	2	15.5%
91	Product Safety Engineers	17.2111-03	90	\$49,940	3	2.8%
90	Environmental Science and Protection Technicians, Including He	19.4091-00	200	\$30,600	10	9.6%
89	Fire-Prevention and Protection Engineers	17.2111-02	90	\$49,940	3	2.8%
89	Vocational Education Teachers, Secondary School	25.2032-00	240	\$46,260	7	-9.3%
88	First-Line Supervisors/Managers of Housekeeping and Janitorial	37.1011-00	900	\$33,840	18	3.3%
88	Insurance Appraisers, Auto Damage	13.1032-00	40	\$49,950	1	4.8%
88	Fire Investigators	33.2021-02	80	\$37,800	2	3.5%
88	Private Detectives and Investigators	33.9021-00	120	\$30,000	5	8.9%
87	Appraisers, Real Estate	13.2021-02	390	\$41,840	20	8.1%

MATCHED OCCUPATION: Security Guards
33-9032

Reported Job Titles:
Watchman

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$12.13

Associated ONET Skills: Monitoring
Critical Thinking
Judgment and Decision Making
Reading Comprehension
Time Management
Active Listening
Speaking
Social Perceptiveness
Service Orientation
Complex Problem Solving

Largest Employing Maine Industries
Employment Industry

900	Administrative and Support Services
280	Educational Services
170	Hospitals
90	Public Administration
60	Transportation Equipment Manufacturing
60	Paper Manufacturing

	Employment Forecast		Average Annual Openings	
	Maine	Region	Maine	Region
Year 2004	2,463	1,058	Total	54 26
Year 2014	2,351	1,083	Due to Growth	0 3
Net Change	-112	25	Due to Replacement	54 23
Percent Change	-4.5%	2.4%		

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	Crossing Guards	33.9091-00	500	\$18,390	22	16.2%
87	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
86	Bailiffs	33.3011-00	90	\$28,350	3	11.1%
85	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
85	Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
85	Parking Enforcement Workers	33.3041-00	50	\$27,760	2	12.0%
84	Concierges	39.6012-00	30	\$23,450	0	0.0%
84	Police, Fire, and Ambulance Dispatchers	43.5031-00	650	\$32,680	25	13.1%
84	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
83	Library Assistants, Clerical	43.4121-00	510	\$20,700	23	13.0%
83	Medical Secretaries	43.6013-00	3,600	\$27,450	112	15.1%
83	Correctional Officers and Jailers	33.3012-00	1,260	\$31,330	49	15.4%
83	Animal Control Workers	33.9011-00	170	\$21,400	6	11.9%
83	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%

MATCHED OCCUPATION: Janitors and Cleaners, Except Maids and Housekeeping Cleaner
37-2011

Reported Job Titles:

Janitor

Number of Affected Workers: 2 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$12.57

Associated ONET Skills: Reading Comprehension Active Listening
Speaking Coordination
Equipment Selection Time Management
Equipment Maintenance Writing
Judgment and Decision Making Instructing

Largest Employing Maine Industries

Employment Industry

2,980	Educational Services
1,810	Administrative and Support Services
510	Public Administration
480	Hospitals
300	General Merchandise Stores
290	Social Assistance

Employment Forecast

Average Annual Openings

	Maine		Region	
Year 2004	11,208	4,432	Total	322
Year 2014	12,296	5,069	Due to Growth	109
Net Change	1,088	637	Due to Replacement	213
Percent Change	9.7%	14%		84

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
86	Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320	204	6.6%
83	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
82	Crossing Guards	33.9091-00	500	\$18,390	22	16.2%
82	Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-2.9%
81	Laundry and Dry-Cleaning Workers	51.6011-00	950	\$19,490	26	3.3%
81	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
81	Postal Service Mail Sorters, Processors, and Processing Machin	43.5053-00	970	\$41,950	10	-12.0%
80	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
80	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-18.5%
80	Counter Attendants, Cafeteria, Food Concession, and Coffee Sho	35.3022-00	1,520	\$17,050	115	5.9%
80	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	-19.1%
80	Packers and Packagers, Hand	53.7064-00	3,780	\$0	45	-9.1%
80	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	11.7%
80	Nonfarm Animal Caretakers	39.2021-00	560	\$19,870	13	0.6%

MATCHED OCCUPATION: Landscaping and Groundskeeping Workers
37-3011

Reported Job Titles:
Property Maint.

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$13.34

Associated ONET Skills: Equipment Maintenance Active Listening
Speaking Reading Comprehension
Equipment Selection Repairing
Time Management Troubleshooting
Coordination Judgment and Decision Making

Largest Employing Maine Industries
Employment Industry

2,300	Administrative and Support Services
520	Amusement, Gambling, and Recreation Industries
360	Accommodation
350	Public Administration
140	Educational Services
80	Real Estate

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	5,425	2,386	Total	179	88
Year 2014	6,033	2,749	Due to Growth	61	36
Net Change	608	363	Due to Replacement	118	52
Percent Change	11%	15%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
85	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	-19.1%
84	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
84	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37.2011-00	9,170	\$23,520	241	5.4%
82	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
82	Tire Repairers and Changers	49.3093-00	330	\$19,920	15	24.6%
81	Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470	4	1.5%
81	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
81	Farmworkers, Farm and Ranch Animals	45.2093-00	90	\$20,000	16	11.0%
81	Furniture Finishers	51.7021-00	70	\$28,550	2	-30.7%
81	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	0.9%
80	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
80	Logging Equipment Operators	45.4022-00	1,390	\$29,280	46	3.6%
80	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	0.9%
80	Cleaners of Vehicles and Equipment	53.7061-00	1,040	\$20,080	43	-1.0%

MATCHED OCCUPATION: First-Line Supervisors/Managers of Office and Administrative
43-1011

Reported Job Titles:
Shipping Manager

Number of Affected Workers:

1 Training Requirements: Work experience in a related occupation

Median Wage: \$20.27

Associated ONET Skills: Active Listening Speaking
Reading Comprehension Critical Thinking
Time Management Monitoring
Management of Personnel Resources Judgment and Decision Making
Instructing Social Perceptiveness

Largest Employing Maine Industries
Employment Industry

840 Ambulatory Health Care Services
830 Credit Intermediation and Related Activities
670 Food and Beverage Stores
500 Professional, Scientific, and Technical Services
490 Public Administration
460 Hospitals

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	6,745	2,868	Total	182	90
Year 2014	7,110	3,143	Due to Growth	37	28
Net Change	365	275	Due to Replacement	145	62
Percent Change	5.4%	9.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%
94	Bill and Account Collectors	43.3011-00	1,590	\$29,770	41	10.8%
93	Lodging Managers	11.9081-00	520	\$43,350	62	16.7%
93	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	7.5%
93	Compensation and Benefits Managers	11.3041-00	200	\$68,560	5	2.1%
93	Personnel Recruiters	13.1071-02	610	\$41,200	19	9.6%
93	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	-1.3%
93	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
93	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.6%
92	Insurance Underwriters	13.2053-00	460	\$56,090	12	-0.8%
92	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
92	Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370	83	10.4%
92	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
92	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%

MATCHED OCCUPATION: Payroll and Timekeeping Clerks
43-3051

Reported Job Titles:
Payroll Clerk

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$15.73

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		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	1,003	385	Total	35	16
Year 2014	1,085	440	Due to Growth	8	6
Net Change	82	55	Due to Replacement	27	10
Percent Change	8.2%	14%			

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	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%
89	Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%
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%
88	Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.4%
87	Legal Secretaries	43.6012-00	1,300	\$33,360	29	5.1%
87	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%

MATCHED OCCUPATION: Customer Service Representatives
43-4051

Reported Job Titles:
Customer Service

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$14.25

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Time Management
Monitoring Service Orientation
Active Learning Learning Strategies
Writing Social Perceptiveness

Largest Employing Maine Industries
Employment Industry

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

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	8,406	4,094	Total	257	137
Year 2014	9,724	4,852	Due to Growth	132	76
Net Change	1,318	758	Due to Replacement	125	61
Percent Change	16%	19%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
96	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
95	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
95	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
94	Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%
94	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
94	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
93	New Accounts Clerks	43.4141-00	210	\$28,080	6	-13.7%
93	Insurance Underwriters	13.2053-00	460	\$56,090	12	-0.8%
93	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
93	Tellers	43.3071-00	2,970	\$21,770	184	18.2%
93	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-8.7%
92	Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370	83	10.4%
91	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790	13	5.4%
91	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%

MATCHED OCCUPATION: Human Resources Assistants, Except Payroll and Timekeeping
43-4161

Reported Job Titles:
HR Asst

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$16.01

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Time Management
Critical Thinking Writing
Mathematics Learning Strategies
Instructing Social Perceptiveness

Largest Employing Maine Industries
Employment Industry

60	Management of Companies and Enterprises
50	Hospitals
50	Public Administration
30	Food and Beverage Stores
20	Social Assistance
20	Professional, Scientific, and Technical Services

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	582	237	Total	19	8
Year 2014	639	264	Due to Growth	6	3
Net Change	57	27	Due to Replacement	13	5
Percent Change	9.8%	11%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
95	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
94	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
94	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
94	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
94	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
93	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
93	Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.4%
93	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	7.5%
93	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
92	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
92	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.6%
92	Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
92	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
91	Insurance Underwriters	13.2053-00	460	\$56,090	12	-0.8%

MATCHED OCCUPATION: Cargo and Freight Agents
43-5011

Reported Job Titles:
Traffic Clerk

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$19.35

Associated ONET Skills: Reading Comprehension Active Listening
Critical Thinking Speaking
Negotiation Complex Problem Solving
Time Management Mathematics
Active Learning Coordination

Largest Employing Maine Industries
Employment Industry
0 Postal Service

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	96	32	Total	2	1
Year 2014	88	33	Due to Growth	0	0
Net Change	-8	1	Due to Replacement	2	1
Percent Change	-8.3%	3.1%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
89	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
88	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
88	Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
87	New Accounts Clerks	43.4141-00	210	\$28,080	6	-13.7%
87	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
87	Travel Agents	41.3041-00	230	\$26,680	2	-18.5%
86	Insurance Underwriters	13.2053-00	460	\$56,090	12	-0.8%
86	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
86	Tellers	43.3071-00	2,970	\$21,770	184	18.2%
86	Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%
86	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
85	Claims Examiners, Property and Casualty Insurance	13.1031-01	1,570	\$49,360	44	2.5%

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

Reported Job Titles:
Scheduler

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$20.73

Associated ONET Skills: Active Listening Reading Comprehension
Coordination Speaking
Judgment and Decision Making Active Learning
Time Management Writing
Service Orientation Mathematics

Largest Employing Maine Industries
Employment Industry

60	Paper Manufacturing
50	Hospitals
40	Warehousing and Storage
40	Postal Service
40	Management of Companies and Enterprises
30	Merchant Wholesalers, Nondurable Goods

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	1,215	395	Total	29	13
Year 2014	1,144	425	Due to Growth	0	3
Net Change	-71	30	Due to Replacement	29	10
Percent Change	-5.8%	7.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
91	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
91	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
90	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13.1023-00	920	\$45,210	21	-2.1%
90	Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%
89	Insurance Underwriters	13.2053-00	460	\$56,090	12	-0.8%
89	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.1%
89	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-8.7%
89	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
89	Bill and Account Collectors	43.3011-00	1,590	\$29,770	41	10.8%
89	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.6%
89	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%

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

Reported Job Titles:

Receiver, Shipper, Shipper Supervisor, UPS/Rps Operator,
Traffic Clerk

Number of Affected Workers: 6 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$14.08

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

Average Annual Openings

	Maine Region		Maine Region	
Year 2004	2,948	1,316	Total	63
Year 2014	2,964	1,381	Due to Growth	2
Net Change	16	65	Due to Replacement	27
Percent Change	.54%	4.9%		

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	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
90	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43.5111-00	310	\$28,060	8	-3.3%
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%
89	Marking Clerks	43.5081-02	7,670	\$19,860	180	-8.9%
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	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:

Railman, Store Clerk, Supply Clerk, Ticker, Ticketer, Warehouse, Warehouse Worker

Number of Affected Workers: 12 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$10.12

Associated ONET Skills: Reading Comprehension Active Listening
Mathematics Quality Control Analysis
Speaking Social Perceptiveness
Learning Strategies Time Management
Critical Thinking Operation and Control

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

Average Annual Openings

	Maine Region		Maine Region	
Year 2004	6,725	2,572	Total	249 95
Year 2014	6,226	2,473	Due to Growth	0 0
Net Change	-499	-99	Due to Replacement	249 95
Percent Change	-7.4%	-3.8%		

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
80	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
79	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-18.5%
79	Packers and Packers, Hand	53.7064-00	3,780	\$0	45	-9.1%
79	Counter and Rental Clerks	41.2021-00	1,980	\$19,640	103	12.6%
78	Postal Service Mail Sorters, Processors, and Processing Machin	43.5053-00	970	\$41,950	10	-12.0%
78	Marking Clerks	43.5081-02	7,670	\$19,860	180	-8.9%
78	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	-20.5%
77	Counter Attendants, Cafeteria, Food Concession, and Coffee Sho	35.3022-00	1,520	\$17,050	115	5.9%
76	Combined Food Preparation and Serving Workers, Including Fast	35.3021-00	13,410	\$16,470	455	14.8%
76	Postal Service Clerks	43.5051-00	580	\$44,780	13	-3.1%
76	Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10.0%
75	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%
75	Retail Salespersons	41.2031-00	18,460	\$22,050	677	4.3%
75	Telemarketers	41.9041-00	1,670	\$23,680	59	-17.5%

MATCHED OCCUPATION: Weighers, Measurers, Checkers, and Samplers, Recordkeeping
43-5111

Reported Job Titles:
Checker

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$11.34

Associated ONET Skills: Reading Comprehension Writing
Active Listening Speaking
Coordination Mathematics
Monitoring Instructing
Learning Strategies Operation Monitoring

Largest Employing Maine Industries
Employment Industry

20 Plastics and Rubber Products Manufacturing
20 Food Manufacturing
. Administrative and Support Services

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	364	174	9	4	
Year 2014	339	175	0	0	
Net Change	-25	1	9	4	
Percent Change	-6.9%	.57%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
87	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
87	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
87	Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.4%
87	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
86	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
86	File Clerks	43.4071-00	410	\$23,030	11	-42.0%
86	Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
85	Postal Service Clerks	43.5051-00	580	\$44,780	13	-3.1%
85	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
85	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
84	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
84	Shipping, Receiving, and Traffic Clerks	43.5071-00	2,660	\$26,320	63	-0.8%
84	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.1%
84	Tellers	43.3071-00	2,970	\$21,770	184	18.2%

MATCHED OCCUPATION: Executive Secretaries and Administrative Assistants
43-6011

Reported Job Titles:
Executive Sec

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$19.31

Associated ONET Skills: Active Listening Reading Comprehension
Time Management Speaking
Writing Critical Thinking
Active Learning Coordination
Monitoring Service Orientation

Largest Employing Maine Industries
Employment Industry

640	Educational Services
490	Public Administration
270	Professional, Scientific, and Technical Services
220	Hospitals
190	Ambulatory Health Care Services
130	Insurance Carriers and Related Activities

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	4,062	1,718	Total	97	46
Year 2014	4,254	1,848	Due to Growth	19	13
Net Change	192	130	Due to Replacement	78	33
Percent Change	4.7%	7.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
94	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
93	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
93	Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
92	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
92	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
91	Municipal Clerks	43.4031-02	1,190	\$27,650	37	8.6%
91	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
91	Legal Secretaries	43.6012-00	1,300	\$33,360	29	5.1%
91	Office Clerks, General	43.9061-00	13,910	\$24,040	339	5.4%
90	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
89	Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330	10	11.7%
89	Medical Records and Health Information Technicians	29.2071-00	760	\$29,180	34	16.4%

MATCHED OCCUPATION: Office Clerks, General
43-9061

Reported Job Titles:

Depart. Clerk, Office Clerk

Number of Affected Workers: 2 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$13.00

Associated ONET Skills: Active Listening Reading Comprehension
Speaking Writing
Social Perceptiveness Learning Strategies
Mathematics Service Orientation
Time Management Critical Thinking

Largest Employing Maine Industries

Employment Industry

1,290	Administrative and Support Services
1,110	Public Administration
760	Specialty Trade Contractors
730	Professional, Scientific, and Technical Services
730	Ambulatory Health Care Services
470	Real Estate

Employment Forecast

Average Annual Openings

	Maine		Region	
Year 2004	12,517	5,170	Total	310
Year 2014	12,850	5,528	Due to Growth	33
Net Change	333	358	Due to Replacement	277
Percent Change	2.7%	6.9%		115

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.1%
93	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-11.6%
92	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.1%
91	License Clerks	43.4031-03	1,190	\$27,650	37	8.6%
91	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	8.8%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
91	Court Clerks	43.4031-01	1,190	\$27,650	37	8.6%
90	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.4%
90	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.3%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	5.6%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580	28	1.0%
89	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.1%
89	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
89	Brokerage Clerks	43.4011-00	270	\$39,120	8	-13.1%

MATCHED OCCUPATION: Electricians
47-2111

Reported Job Titles:

Electrician, Industrial Electrician

Number of Affected Workers: 3 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$21.01

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

Average Annual Openings

	Maine Region		Maine Region	
Year 2004	3,649	1,338	Total	72 33
Year 2014	3,527	1,397	Due to Growth	0 6
Net Change	-122	59	Due to Replacement	72 27
Percent Change	-3.3%	4.4%		

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 Steamfitters	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: Plumbers, Pipefitters, and Steamfitters
47-2152

Reported Job Titles:
Pipefitter

Number of Affected Workers: 2 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$19.82

Associated ONET Skills: Critical Thinking Installation
Complex Problem Solving Speaking
Time Management Judgment and Decision Making
Quality Control Analysis Troubleshooting
Operation Monitoring Equipment Selection

Largest Employing Maine Industries
Employment Industry

1,170 Specialty Trade Contractors
190 Public Administration
160 Paper Manufacturing
30 Administrative and Support Services
20 Educational Services
. Construction of Buildings

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	2,820	1,120	Total	65	31
Year 2014	2,751	1,170	Due to Growth	0	5
Net Change	-69	50	Due to Replacement	65	26
Percent Change	-2.4%	4.5%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
87	Electricians	47.2111-00	2,910	\$43,650	89	1.0%
87	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	5.9%
87	Helpers--Electricians	47.3013-00	560	\$31,250	17	4.9%
86	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47.3015-00	320	\$25,760	11	8.7%
85	Boilermakers	47.2011-00	60	\$39,260	3	12.0%
85	Automotive Body and Related Repairers	49.3021-00	790	\$28,590	25	0.0%
85	Heating and Air Conditioning Mechanics and Installers	49.9021-01	1,750	\$36,950	49	7.7%
85	Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.2%
85	Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.1%
84	Millwrights	49.9044-00	830	\$41,280	11	-12.3%
84	Helpers--Carpenters	47.3012-00	390	\$25,410	10	-2.4%
84	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.3%
83	Drywall and Ceiling Tile Installers	47.2081-00	340	\$39,090	8	4.5%
83	Roofers	47.2181-00	310	\$30,510	16	11.1%

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

Reported Job Titles:
Mfg. Svs. Mgr.

Number of Affected Workers:

1 Training Requirements: Work experience in a related occupation

Median Wage: \$24.98

Associated ONET Skills: Management of Personnel Resources Coordination
Critical Thinking Time Management
Social Perceptiveness Monitoring
Active Listening Speaking
Reading Comprehension Complex Problem Solving

Largest Employing Maine Industries
Employment Industry

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

Employment Forecast

Average Annual Openings

	Maine Region			Maine Region	
Year 2004	2,246	826	Total	76	32
Year 2014	2,447	940	Due to Growth	20	11
Net Change	201	114	Due to Replacement	56	21
Percent Change	8.9%	14%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
92	First-Line Supervisors/Managers of Construction Trades and Ext	47.1011-00	3,190	\$46,630	77	2.6%
90	First-Line Supervisors/Managers of Landscaping, Lawn Service,	37.1012-00	620	\$33,470	16	11.2%
89	First-Line Supervisors/Managers of Production and Operating Wo	51.1011-00	3,750	\$45,510	65	-3.8%
87	Construction Managers	11.9021-00	970	\$72,320	35	3.6%
86	Industrial Production Managers	11.3051-00	690	\$72,560	24	-11.6%
86	First-Line Supervisors/Managers of Housekeeping and Janitorial	37.1011-00	900	\$33,840	18	3.3%
86	Transportation Vehicle, Equipment and Systems Inspectors, Exce	53.6051-07	60	\$42,890	2	
85	Electromechanical Equipment Assemblers	51.2023-00	90	\$26,430	2	-19.5%
85	Insulation Workers, Mechanical	47.2132-00	180	\$35,060	4	2.2%
84	Computer Support Specialists	15.1041-00	1,670	\$40,200	61	5.2%
84	Motion Picture Projectionists	39.3021-00	70	\$18,770	3	0.0%
84	Mechanical Engineering Technicians	17.3027-00	130	\$44,890	3	2.3%
84	Parts Salespersons	41.2022-00	1,390	\$27,760	16	-6.9%
84	Industrial Engineering Technicians	17.3026-00	370	\$51,700	9	5.5%

MATCHED OCCUPATION: Maintenance Workers, Machinery
49-9043

Reported Job Titles:
Maintenance

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$19.58

Associated ONET Skills: Repairing Equipment Maintenance
 Troubleshooting Reading Comprehension
 Installation Equipment Selection
 Active Listening Active Learning
 Learning Strategies Operation and Control

Largest Employing Maine Industries
Employment Industry

150 Paper Manufacturing
30 Food Manufacturing
10 Wood Product Manufacturing

	Employment Forecast		Total	Average Annual Openings	
	Maine Region			Maine	Region
Year 2004	256	63	6	1	
Year 2014	230	62	0	0	
Net Change	-26	-1	6	1	
Percent Change	-10%	-1.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
90	Millwrights	49.9044-00	830	\$41,280	11	-12.3%
89	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.3%
88	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210	6	-11.7%
88	Motorboat Mechanics	49.3051-00	240	\$34,980	8	5.9%
88	Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470	4	1.5%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
88	Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.3%
88	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	5.9%
88	Lathe and Turning Machine Tool Setters, Operators, and Tenders	51.4034-00	110	\$34,350	2	-9.1%
88	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	-29.1%
87	Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210	34	5.5%
87	Motorcycle Mechanics	49.3052-00	100	\$29,340	2	2.6%
87	Helpers--Installation, Maintenance, and Repair Workers	49.9098-00	590	\$20,870	18	8.6%

MATCHED OCCUPATION: Millwrights
49-9044

Reported Job Titles:
Mill Wright

Number of Affected Workers: 2 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$22.27

Associated ONET Skills: Equipment Selection Repairing
Installation Troubleshooting
Mathematics Active Listening
Instructing Complex Problem Solving
Equipment Maintenance Coordination

Largest Employing Maine Industries
Employment Industry

450 Paper Manufacturing
120 Specialty Trade Contractors
100 Wood Product Manufacturing

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	843	122	21	3	
Year 2014	744	119	0	0	
Net Change	-99	-3	21	3	
Percent Change	-12%	-2.5%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.3%
87	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	-17.4%
86	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.3%
86	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.3%
85	Helpers--Electricians	47.3013-00	560	\$31,250	17	4.9%
85	Sheet Metal Workers	47.2211-00	1,260	\$35,650	40	7.1%
84	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47.3015-00	320	\$25,760	11	8.7%
84	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	5.9%
83	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45.0%
83	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210	6	-11.7%
83	Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210	34	5.5%
83	Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870	3	-24.2%
83	Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.3%
82	Helpers--Carpenters	47.3012-00	390	\$25,410	10	-2.4%

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

Reported Job Titles:

Finishing Dept. Mgr., Mfg Supervisor, Supervisor

Number of Affected Workers:

3 Training Requirements: Work experience in a related occupation

Median Wage: \$23.40

Associated ONET Skills: Active Listening
Management of Personnel Resources
Monitoring
Time Management
Critical Thinking
Reading Comprehension
Instructing
Speaking
Judgment and Decision Making
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		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	3,722	1,270	Total	78	31
Year 2014	3,602	1,306	Due to Growth	0	4
Net Change	-120	36	Due to Replacement	78	27
Percent Change	-3.2%	2.8%			

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 Postal Service	43.9051-00	490	\$23,250	13	-18.5%
89	First-Line Supervisors/Managers of Helpers, Laborers, and Mate	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 Workers	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 and Servin	35.1012-00	3,970	\$27,520	64	7.9%

MATCHED OCCUPATION: Sewing Machine Operators
51-6031

Reported Job Titles:
Stitcher

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$11.18

Associated ONET Skills: Active Listening Quality Control Analysis
Instructing Learning Strategies
Equipment Maintenance Active Learning
Time Management Operation Monitoring
Reading Comprehension Troubleshooting

Largest Employing Maine Industries
Employment Industry

290 Leather and Allied Product Manufacturing
170 Textile Product Mills
160 Apparel Manufacturing
70 Miscellaneous Manufacturing
30 Textile Mills
. Personal and Laundry Services

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	1,143	324	Total	14	4
Year 2014	836	296	Due to Growth	0	0
Net Change	-307	-28	Due to Replacement	14	4
Percent Change	-27%	-8.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
80	Textile Winding, Twisting, and Drawing Out Machine Setters, Op	51.6064-00	290	\$25,840	0	0.0%
80	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-18.5%
79	Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13.4%
78	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
78	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	-19.1%
78	Postal Service Mail Sorters, Processors, and Processing Machin	43.5053-00	970	\$41,950	10	-12.0%
77	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910	1	-11.9%
77	Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
77	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
76	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	-20.5%
76	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
76	Extruding, Forming, Pressing, and Compacting Machine Setters,	51.9041-00	260	\$28,330	5	-7.3%
76	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
75	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15.3%

MATCHED OCCUPATION: Textile Winding, Twisting, and Drawing Out Machine Setters,
51-6064

Reported Job Titles:

Flockroom, Folder, Folder Machine Op., Folding Machine Op.

Number of Affected Workers: 5 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$12.00

Associated ONET Skills: Operation Monitoring Operation and Control
 Troubleshooting Instructing
 Quality Control Analysis Equipment Maintenance
 Time Management Coordination
 Critical Thinking Judgment and Decision Making

Largest Employing Maine Industries

Employment Industry

220 Textile Mills
 . Textile Product Mills

Employment Forecast

Average Annual Openings

	Maine Region			Maine Region	
Year 2004	292	77	Total	5	1
Year 2014	194	61	Due to Growth	0	0
Net Change	-98	-16	Due to Replacement	5	1
Percent Change	-34%	-21%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
85	Extruding, Forming, Pressing, and Compacting Machine Setters,	51.9041-00	260	\$28,330	5	-7.3%
85	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15.3%
84	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
82	Coating, Painting, and Spraying Machine Setters, Operators, an	51.9121-00	850	\$38,860	19	-25.5%
82	Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13.4%
82	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
81	Foundry Mold and Coremakers	51.4071-00	20	\$25,420	1	0.0%
81	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45.0%
81	Job Printers	51.5021-00	140	\$31,890	2	-10.1%
81	Woodworking Machine Setters, Operators, and Tenders, Except Sa	51.7042-00	900	\$23,040	23	-11.9%
80	Printing Machine Operators	51.5023-00	790	\$29,710	18	-2.6%
80	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
80	Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%

MATCHED OCCUPATION: Stationary Engineers and Boiler Operators
51-8021

Reported Job Titles:
Boiler Operator

Number of Affected Workers: 2 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$21.02

Associated ONET Skills: Equipment Maintenance Repairing
Operation Monitoring Operation and Control
Troubleshooting Installation
Equipment Selection Reading Comprehension
Critical Thinking Instructing

Largest Employing Maine Industries
Employment Industry

260 Paper Manufacturing
60 Wood Product Manufacturing
40 Educational Services
30 Hospitals

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	561	90	Total	10	2
Year 2014	471	88	Due to Growth	0	0
Net Change	-90	-2	Due to Replacement	10	2
Percent Change	-16%	-2.2%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
86	Bindery Workers	51.5011-00	350	\$26,130	5	-19.9%
85	Welding, Soldering, and Brazing Machine Setters, Operators, and	51.4122-00	120	\$36,960	3	1.9%
85	Plating and Coating Machine Setters, Operators, and Tenders, M	51.4193-00	120	\$32,160	5	15.6%
85	Printing Machine Operators	51.5023-00	790	\$29,710	18	-2.6%
84	Logging Equipment Operators	45.4022-00	1,390	\$29,280	46	3.6%
84	Cutting, Punching, and Press Machine Setters, Operators, and T	51.4031-00	450	\$27,500	11	-14.3%
84	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020	31	3.3%
83	Aircraft Mechanics and Service Technicians	49.3011-00	210	\$44,280	2	-2.3%
83	Maintenance Workers, Machinery	49.9043-00	290	\$34,100	5	-17.4%
82	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	-29.1%
82	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
81	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.3%
81	Industrial Machinery Mechanics	49.9041-00	990	\$39,370	25	7.3%
81	Operating Engineers and Other Construction Equipment Operators	47.2073-00	2,110	\$31,990	53	6.1%

MATCHED OCCUPATION: Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-9051

Reported Job Titles:

Adh. Operator, Kettle Operator, Oven Helper, Oven Operator

Number of Affected Workers: 4 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$14.36

Associated ONET Skills: Operation Monitoring Instructing
 Operation and Control Active Listening
 Troubleshooting Reading Comprehension
 Monitoring Coordination
 Learning Strategies Speaking

Largest Employing Maine Industries

Employment Industry

130 Paper Manufacturing
 70 Wood Product Manufacturing
 30 Nonmetallic Mineral Product Manufacturing

	Employment Forecast		Total	Average Annual Openings	
	Maine Region			Maine	Region
Year 2004	206	49	5	1	
Year 2014	191	44	0	0	
Net Change	-15	-5	5	1	
Percent Change	-7.3%	-10%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
83	Food Batchmakers	51.3092-00	640	\$25,410	14	-7.4%
82	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
82	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
81	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
81	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-18.5%
81	Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
81	Plating and Coating Machine Setters, Operators, and Tenders, M	51.4193-00	120	\$32,160	5	15.6%
80	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53.2%
80	Food and Tobacco Roasting, Baking, and Drying Machine Operator	51.3091-00	90	\$27,600	4	0.0%
80	Job Printers	51.5021-00	140	\$31,890	2	-10.1%
80	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
80	Mixing and Blending Machine Setters, Operators, and Tenders	51.9023-00	420	\$36,040	7	-9.3%
80	Lathe and Turning Machine Tool Setters, Operators, and Tenders	51.4034-00	110	\$34,350	2	-9.1%

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

Reported Job Titles:

Insepector, Inspector, Reinsepector, Roll UP Inspector, Roll Up/BBA

Number of Affected Workers: 6 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$14.66

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

Average Annual Openings

	Maine Region			Maine Region	
Year 2004	1,886	883	Total	43	20
Year 2014	1,747	881	Due to Growth	0	0
Net Change	-139	-2	Due to Replacement	43	20
Percent Change	-7.4%	-2.3%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Mail Clerks and Mail Machine Operators, Except Postal Service	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	Marking Clerks	43.5081-02	7,670	\$19,860	180	-8.9%
84	Food Batchmakers	51.3092-00	640	\$25,410	14	-7.4%
84	Postal Service Mail Sorters, Processors, and Processing Machin	43.5053-00	970	\$41,950	10	-12.0%
83	Food Cooking Machine Operators and Tenders	51.3093-00	120	\$22,970	5	-16.5%
83	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	7.5%
82	Desktop Publishers	43.9031-00	130	\$32,200	5	13.8%
82	Office Machine Operators, Except Computer	43.9071-00	190	\$26,260	6	-5.0%

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

Reported Job Titles:

Packer, Sealer

Number of Affected Workers: 2 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$12.73

Associated ONET Skills: Reading Comprehension Quality Control Analysis
Operation and Control Active Listening
Instructing Equipment Maintenance
Coordination Troubleshooting
Time Management Judgment and Decision Making

Largest Employing Maine Industries

Employment Industry

720	Food Manufacturing
340	Administrative and Support Services
160	Merchant Wholesalers, Nondurable Goods
130	Paper Manufacturing
50	Wood Product Manufacturing
40	Publishing Industries (except Internet)

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	1,517	547	Total	30	11
Year 2014	1,367	513	Due to Growth	0	0
Net Change	-150	-34	Due to Replacement	30	11
Percent Change	-9.9%	-6.2%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
88	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
88	Woodworking Machine Setters, Operators, and Tenders, Except Sa	51.7042-00	900	\$23,040	23	-11.9%
88	Coating, Painting, and Spraying Machine Setters, Operators, an	51.9121-00	850	\$38,860	19	-25.5%
88	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
87	Textile Winding, Twisting, and Drawing Out Machine Setters, Op	51.6064-00	290	\$25,840	0	0.0%
87	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
87	Welding, Soldering, and Brazing Machine Setters, Operators, an	51.4122-00	120	\$36,960	3	1.9%
87	Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
87	Extruding, Forming, Pressing, and Compacting Machine Setters,	51.9041-00	260	\$28,330	5	-7.3%
87	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45.0%
87	Job Printers	51.5021-00	140	\$31,890	2	-10.1%
86	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980	9	-17.5%
85	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-18.5%

MATCHED OCCUPATION: Cementing and Gluing Machine Operators and Tenders
51-9191

Reported Job Titles:
Laminator Operator

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$13.71

Associated ONET Skills: Operation and Control Troubleshooting
Equipment Maintenance Operation Monitoring
Equipment Selection Instructing
Judgment and Decision Making Learning Strategies
Reading Comprehension Mathematics

Largest Employing Maine Industries
Employment Industry

20 Leather and Allied Product Manufacturing
20 Wood Product Manufacturing

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	125	37	3	1	
Year 2014	105	31	0	0	
Net Change	-20	-6	3	1	
Percent Change	-16%	-16%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Extruding, Forming, Pressing, and Compacting Machine Setters,	51.9041-00	260	\$28,330	5	-7.3%
88	Textile Winding, Twisting, and Drawing Out Machine Setters, Op	51.6064-00	290	\$25,840	0	0.0%
88	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-22.6%
87	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26.3%
87	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
87	Woodworking Machine Setters, Operators, and Tenders, Except Sa	51.7042-00	900	\$23,040	23	-11.9%
87	Coating, Painting, and Spraying Machine Setters, Operators, an	51.9121-00	850	\$38,860	19	-25.5%
87	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%
86	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
86	Printing Machine Operators	51.5023-00	790	\$29,710	18	-2.6%
86	Foundry Mold and Coremakers	51.4071-00	20	\$25,420	1	0.0%
86	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22.0%
85	Team Assemblers	51.2092-00	3,850	\$23,730	82	-6.7%
85	Cutting, Punching, and Press Machine Setters, Operators, and T	51.4031-00	450	\$27,500	11	-14.3%

MATCHED OCCUPATION: Industrial Truck and Tractor Operators
53-7051

Reported Job Titles:
Truck Driver

Number of Affected Workers: 1 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$14.64

Associated ONET Skills: Operation Monitoring Operation and Control
Active Listening Monitoring
Critical Thinking Speaking
Coordination Social Perceptiveness
Reading Comprehension Time Management

Largest Employing Maine Industries
Employment Industry

590 Nonstore Retailers
590 Warehousing and Storage
510 Merchant Wholesalers, Nondurable Goods
300 Building Material and Garden Equipment and Supplies Dealers
250 Wood Product Manufacturing
180 Merchant Wholesalers, Durable Goods

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	2,429	1,029	Total	60	37
Year 2014	2,570	1,195	Due to Growth	14	17
Net Change	141	166	Due to Replacement	46	20
Percent Change	5.8%	16%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	0.9%
87	Truck Drivers, Light or Delivery Services	53.3033-00	4,100	\$25,210	108	7.2%
86	Laborers and Freight, Stock, and Material Movers, Hand	53.7062-00	8,320	\$22,130	274	-2.3%
85	Truck Drivers, Heavy and Tractor-Trailer	53.3032-00	9,940	\$31,140	246	3.0%
85	Nursery Workers	45.2092-01	360	\$19,720	54	14.8%
84	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15.3%
84	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	11.7%
84	Highway Maintenance Workers	47.4051-00	2,210	\$28,790	60	7.2%
83	Couriers and Messengers	43.5021-00	240	\$23,920	12	6.3%
83	Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13.4%
82	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	0.9%
82	Rail-Track Laying and Maintenance Equipment Operators	47.4061-00	120	\$36,960	4	7.8%
82	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10.3%
82	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-7.7%

MATCHED OCCUPATION: Laborers and Freight, Stock, and Material Movers, Hand
53-7062

Reported Job Titles:

Material Handler, Transporter

Number of Affected Workers: 4 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$11.39

Associated ONET Skills: Active Listening Reading Comprehension
 Instructing Learning Strategies
 Time Management Coordination
 Service Orientation Monitoring
 Speaking Active Learning

Largest Employing Maine Industries

Employment Industry

1,770	Administrative and Support Services
670	Merchant Wholesalers, Nondurable Goods
670	General Merchandise Stores
440	Couriers and Messengers
350	Building Material and Garden Equipment and Supplies Dealers
340	Wood Product Manufacturing

Employment Forecast

Average Annual Openings

	Maine Region		Maine Region	
Year 2004	9,892	3,949	Total	331 154
Year 2014	9,975	4,202	Due to Growth	8 25
Net Change	83	253	Due to Replacement	323 129
Percent Change	.84%	6.4%		

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	Packers and Packagers, Hand	53.7064-00	3,780	\$0	45	-9.1%
80	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860	180	-8.9%
80	Postal Service Mail Sorters, Processors, and Processing Machin	43.5053-00	970	\$41,950	10	-12.0%
78	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170	4	-20.5%
77	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860	180	-8.9%
76	Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-2.9%
76	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-18.5%
76	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37.2011-00	9,170	\$23,520	241	5.4%
76	Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320	204	6.6%
75	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	0.9%
75	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	6.8%
74	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910	1	-11.9%
74	Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	\$19,860	180	-8.9%
74	Industrial Truck and Tractor Operators	53.7051-00	3,210	\$26,160	82	-1.8%

APPENDIXES

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

Industries Expected to Gain 100 or More Jobs		Industries Expected to Lose Jobs	
Food services and drinking places	2,782	Federal Government	-280
Ambulatory health care services	2,487	Leather and allied product manufacturing	-205
Hospitals	2,137	Fabricated metal product manufacturing	-167
Social assistance	2,096	Plastics and rubber products manufacturing	-159
Professional, Scientific and Tech Services	1,838	Paper manufacturing	-139
Nursing and residential care facilities	1,776	Food manufacturing	-101
Local Government	1,385	Wood product manufacturing	-87
Administrative and support services	1,378	Computer and electronic product manufacturing	-58
Nonstore retailers	1,139	Electrical equipment and appliance mfg.	-58
Food and beverage stores	1,072	Textile product mills	-56
Accommodation	967	Textile mills	-45
Merchant wholesalers, durable goods	862	Machinery manufacturing	-41
Specialty trade contractors	858	Furniture and related product manufacturing	-34
Real estate	718	Chemical manufacturing	-34
General merchandise stores	705	Apparel manufacturing	-19
Motor vehicle and parts dealers	600	Transportation equipment manufacturing	-8
Educational services	567	Primary metal manufacturing	-5
Credit intermediation and related activities	554		
Miscellaneous store retailers	528		
Amusements, gambling, and recreation	504		
Warehousing and storage	470		
Membership associations and organizations	463		
Building material and garden supply stores	439		
Repair and maintenance	416		
Gasoline stations	380		
Merchant wholesalers, nondurable goods	356		
Securities, commodity contracts, investments	280		
Construction of buildings	250		
Clothing and clothing accessories stores	217		
Personal and laundry services	208		
Sporting goods, hobby, book and music stores	207		
Truck transportation	203		
Rental and leasing services	180		
Management of companies and enterprises	171		
Motion picture and sound recording industries	164		
Health and personal care stores	156		
Furniture and home furnishings stores	144		
Electronic markets and agents and brokers	142		
Performing arts and spectator sports	130		
Electronics and appliance stores	119		
Transit and ground passenger transportation	113		
Couriers and messengers	112		
Publishing industries, except Internet	107		
Waste management and remediation services	104		

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 Southern Maine in 2004 and Projected 2014

Occupational Group	Average Employment		Change in Employment		Average Annual Openings		
	2004	2014	Net	Percent	Growth	Replacement	Total
<i>Total</i>	265,478	296,483	31,005	11.7%	3,350	6,287	9,637
Management, Business and Financial Occupations	26,172	29,746	3,574	13.7%	363	472	835
Management Occupations	15,885	18,225	2,340	14.7%	236	292	528
Business and Financial Operations Occupations	10,287	11,521	1,234	12.0%	127	180	307
Professional and Related Occupations	50,712	58,657	7,945	15.7%	807	982	1,789
Computer and Mathematical Occupations	3,671	4,302	631	17.2%	68	52	120
Architecture and Engineering Occupations	5,170	5,356	186	3.6%	24	120	144
Life, Physical, and Social Science Occupations	1,700	1,897	197	11.6%	21	39	60
Community and Social Services Occupations	5,742	7,132	1,390	24.2%	140	109	249
Legal Occupations	2,191	2,543	352	16.1%	35	26	61
Education, Training, and Library Occupations	14,351	15,655	1,304	9.1%	130	304	434
Arts, Design, Entertainment, Sports, and Media Occupations	4,113	4,728	615	15.0%	62	78	140
Healthcare Practitioners and Technical Occupations	13,774	17,044	3,270	23.7%	327	254	581
Service Occupations	54,745	64,545	9,800	17.9%	981	1,575	2,556
Healthcare Support Occupations	6,797	8,713	1,916	28.2%	192	106	298
Protective Service Occupations	4,288	4,959	671	15.6%	67	124	191
Food Preparation and Serving Related Occupations	23,182	26,751	3,569	15.4%	357	912	1,269
Building and Grounds Cleaning and Maintenance Occupations	11,092	12,717	1,625	14.7%	163	222	385
Personal Care and Service Occupations	9,386	11,405	2,019	21.5%	202	211	413
Sales and Related Occupations	29,696	33,075	3,379	11.4%	357	934	1,291
Office and Administrative Support Occupations	43,752	46,016	2,264	5.2%	344	990	1,334
Farming, Fishing, and Forestry Occupations	1,061	1,168	107	10.1%	12	28	40
Construction and Extraction Occupations	15,064	16,158	1,094	7.3%	112	297	409
Installation, Maintenance, and Repair Occupations	10,893	12,259	1,366	12.5%	140	248	388
Production Occupations	15,873	15,413	-460	-2.9%	34	379	413
Transportation and Material Moving Occupations	17,510	19,446	1,936	11.1%	202	383	585

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 Southern Maine, 2004 to 2014**

SOC Code	Occupation	Average Employment		Average Annual Openings			Education/Training Requirement
		2004	2014	Growth	Replacement	Total	
41-2031	Retail Salespersons	8,610	10,006	140	313	453	Short-term on-the-job training
41-2011	Cashiers	5,955	6,384	43	290	333	Short-term on-the-job training
35-3031	Waiters and Waitresses	4,844	5,543	70	249	319	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	4,771	5,596	83	207	290	Short-term on-the-job training
29-1111	Registered Nurses	4,914	6,187	127	103	230	Associate degree
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,949	4,202	25	129	154	Short-term on-the-job training
11-1021	General and Operations Managers	4,237	4,943	71	80	151	Bachelor's degree plus work experience
43-9061	Office Clerks, General	5,170	5,528	36	115	151	Short-term on-the-job training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,432	5,069	64	84	148	Short-term on-the-job training
43-4051	Customer Service Representatives	4,094	4,852	76	61	137	Moderate-term on-the-job training
35-2021	Food Preparation Workers	2,441	2,886	45	86	131	Short-term on-the-job training
37-2012	Maids and Housekeeping Cleaners	3,343	3,841	50	70	120	Short-term on-the-job training
39-9021	Personal and Home Care Aides	2,135	2,988	85	34	119	Short-term on-the-job training
53-3032	Truck Drivers, Heavy and Tractor-Trailer	3,810	4,367	56	62	118	Moderate-term on-the-job training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	3,915	4,252	34	70	104	Work experience in a related occupation
39-9011	Child Care Workers	2,601	2,879	28	71	99	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	2,572	2,473	0	95	95	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	2,078	2,442	36	55	91	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	3,703	3,916	21	69	90	Moderate-term on-the-job training
35-2014	Cooks, Restaurant	1,985	2,265	28	62	90	Long-term on-the-job training
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,868	3,143	28	62	90	Work experience in a related occupation
31-1012	Nursing Aides, Orderlies, and Attendants	2,906	3,412	51	38	89	Postsecondary vocational training
37-3011	Landscaping and Groundskeeping Workers	2,386	2,749	36	52	88	Short-term on-the-job training
47-2031	Carpenters	3,567	3,842	28	58	86	Long-term on-the-job training
43-6014	Secretaries, Except Legal, Medical, and Executive	4,244	4,074	0	81	81	Moderate-term on-the-job training
21-1093	Social and Human Service Assistants	1,502	2,036	53	26	79	Moderate-term on-the-job training
49-9042	Maintenance and Repair Workers, General	2,133	2,490	36	41	77	Moderate-term on-the-job training
31-1011	Home Health Aides	1,410	1,982	57	19	76	Short-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	1,709	2,003	29	46	75	Postsecondary vocational training
35-9021	Dishwashers	1,543	1,738	20	52	72	Short-term on-the-job training
25-9041	Teacher Assistants	2,788	2,957	17	54	71	Short-term on-the-job training
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,614	1,888	27	38	65	Work experience in a related occupation
25-2031	Secondary School Teachers, Except Special and Vocational Education	2,034	2,111	8	57	65	Bachelor's degree
43-3071	Tellers	919	1,110	19	45	64	Short-term on-the-job training
43-4171	Receptionists and Information Clerks	1,493	1,753	26	37	63	Short-term on-the-job training
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,855	2,101	25	36	61	Postsecondary vocational training
25-2021	Elementary School Teachers, Except Special Education	2,153	2,274	12	48	60	Bachelor's degree
41-3021	Insurance Sales Agents	2,475	2,332	0	59	59	Bachelor's degree
35-3011	Bartenders	966	1,130	16	38	54	Short-term on-the-job training
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	623	742	12	41	53	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 Southern 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	4,244	4,074	-170	Moderate-term on-the-job training
41-3021	Insurance Sales Agents	2,475	2,332	-143	Bachelor's degree
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	354	222	-132	Short-term on-the-job training
43-4071	File Clerks	244	144	-100	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	2,572	2,473	-99	Short-term on-the-job training
43-5052	Postal Service Mail Carriers	714	624	-90	Short-term on-the-job training
43-9041	Insurance Claims and Policy Processing Clerks	1,071	985	-86	Moderate-term on-the-job training
43-9011	Computer Operators	214	140	-74	Moderate-term on-the-job training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	493	431	-62	Short-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	232	175	-57	Moderate-term on-the-job training
43-9022	Word Processors and Typists	284	235	-49	Moderate-term on-the-job training
15-1021	Computer Programmers	411	363	-48	Bachelor's degree
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	337	290	-47	Moderate-term on-the-job training
43-9021	Data Entry Keyers	493	448	-45	Moderate-term on-the-job training
53-7063	Machine Feeders and Offbearers	200	157	-43	Short-term on-the-job training
43-2011	Switchboard Operators, Including Answering Service	440	398	-42	Short-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	192	154	-38	Moderate-term on-the-job training
43-5041	Meter Readers, Utilities	80	44	-36	Short-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	547	513	-34	Short-term on-the-job training
43-5051	Postal Service Clerks	252	219	-33	Short-term on-the-job training
51-6031	Sewing Machine Operators	324	296	-28	Moderate-term on-the-job training
51-2092	Team Assemblers	1,450	1,424	-26	Moderate-term on-the-job training
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	177	153	-24	Moderate-term on-the-job training
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	175	151	-24	Moderate-term on-the-job training
41-9041	Telemarketers	1,008	984	-24	Short-term on-the-job training
43-4041	Credit Authorizers, Checkers, and Clerks	56	33	-23	Short-term on-the-job training
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters/Operators/Tenders, Metal&Plastic	130	108	-22	Moderate-term on-the-job training
13-2053	Insurance Underwriters	500	479	-21	Bachelor's degree
11-9131	Postmasters and Mail Superintendents	169	148	-21	Work experience in a related occupation
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	135	116	-19	Moderate-term on-the-job training
51-6042	Shoe Machine Operators and Tenders	44	25	-19	Moderate-term on-the-job training
51-2041	Structural Metal Fabricators and Fitters	262	243	-19	Moderate-term on-the-job training
43-9071	Office Machine Operators, Except Computer	89	71	-18	Short-term on-the-job training
53-6021	Parking Lot Attendants	90	72	-18	Short-term on-the-job training
13-2082	Tax Preparers	164	147	-17	Moderate-term on-the-job training
41-2022	Parts Salespersons	520	504	-16	Moderate-term on-the-job training
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	77	61	-16	Moderate-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	277	263	-14	Long-term on-the-job training
51-9131	Photographic Process Workers	80	66	-14	Moderate-term on-the-job training

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