

Infopaks

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

R.R. Donnelley & Sons Inc.





A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of R.R. Donnelley & Sons Inc.

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

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

Preface

Dislocated workers who are able to confidently identify 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

Contents

Page

Company Background	1
Labor Market Conditions	1
Characteristics of the Affected Workers	1
Jobs in Demand-Current Job Openings in Maine	1
Re-employment Prospects and the Employment Outlook.....	2
Retraining Possibilities	2
Transferable Skills	3
Job Titles, Number of Workers, and Equivalent Occupational Codes	3
TORQ Analysis Notes.....	4
Matched Occupational Profiles.....	5
Appendix A - Industries Projected to Lose the Largest Number of Jobs in Southern Maine to 2014	52
Appendix B - Employment by Occupational Group in Southern Maine, 2004 and Projected 2014	53
Appendix C - Occupations with the Largest Projected Number of Annual Openings in Southern Maine to 2014	54
Appendix D: Occupations with the Largest Projected Net Job Loss in Southern Maine to 2014	55

Company and Industry Background

Spencer Press began operations in Wells in 1981. The Massachusetts based company has been one of the largest employers in the town, printing catalogs as well as promotional mailing materials. R.R. Donnelley, the largest commercial printer in North America, bought Spencer Press in 2005.

Like most manufacturing industries, printers have been gradually shedding jobs for a few decades. Roughly 5,000 printing jobs have been lost in Maine in the past two decades as advances in technology have increased productivity.

Labor Market Conditions

Workforce conditions in the York area have generally been good for many years, with relatively low unemployment. The recession has adversely impacted all regions of the state, but the closure of several major employers in the region (Evonik Cyro in Sanford, Prime Tanning in Berwick, WestPoint Home and Wood Structures in Biddeford) will make re-employment for displaced production workers especially difficult as they compete for relatively few job openings matching their experience and skills

Characteristics of the Affected Workers

Demographic information was collected from 292 employees during Rapid Response sessions. Workers reported age ranged from 19 to 68, with an average of 43 and average job tenure of 12 years. 68 percent were male, 13 percent were veterans, 76 percent completed high-school, and 15 percent completed some level of postsecondary training. Reported wages ranged from a low of \$9.75 to a high of \$36.06 per hour.

Characteristic	Workers	Characteristic	Workers
Age		Town of Residence	
Less than 30	30	Sanford	79
30 to 39	72	Wells	32
40 to 49	88	Springvale	24
50 to 59	74	Biddeford	23
60 and over	19	North Berwick	13
Average Age = 43		Kennebunk	10
Job Tenure			
Years		Saco	10
0 to 10	136	Lebanon	10
10 to 19	91	Alfred	8
20 to 29	60	Arundel	7
Average Tenure = 27 years		Other	72

Jobs in Demand – Current Job Openings in Maine

The duties of most affected workers fit into several Standard Occupational Classification (SOC) job titles:

- 17-3023 Electrical & Electronic Engineering Technicians
- 43-9051 Mail Clerks and Mail Machine Operators, Except Postal Service
- 51-5011 Bindery Workers
- 51-5022 Prepress Technicians and Workers
- 51-5023 Printing Machine Operators
- 53-7041 Hoist and Winch Operators
- 53-7062 Laborers and Freight, Stock, and Material Movers, Hand
- 53-7063 Machine Feeders and Off bearers

Some of the occupations of displaced RR Donnelly workers cross-code to several possible SOCs. CareerCenter staff assisting these workers should work with them to determine the best occupational match based on the individual's specific responsibilities. Occupational profiles matched to reported job titles of all affected workers are provided 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 229 postings for jobs of any type within 30 miles of Wells. When the search radius was widened to 50

miles the search produced 304 postings. When the keywords “manufacturing”, “production”, “printing” were added there were 10, 18, and 4 job postings, respectively. These listings are posted by employers with job openings in Maine, through the Maine CareerCenter system (www.mainecareercenter.com). Another useful resource is America’s Job Exchange (www.americasjobexchange.com), which offers job postings nationwide. There are many other job search sites available. CareerCenter staff are available to assist customers in locating sites most suited to their needs.

Re-Employment Prospects and the Employment Outlook

Re-employment in the printing 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 professional, scientific and technical services. Manufacturing of paper, leather, plastics, food, and fabricated metal 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 dislocated production workers are not readily transferable to occupations common to growing industries, thus limiting their re-employment opportunities. (Industry and occupational projection information is provided in Appendices A - D at the back of this report.)

Retraining Possibilities

The comparison analysis reports, or profiles provided in this report represent occupations determined to be related through use of the TORQ (Transitional Occupation Relationship Quotient) software and O*NET. These comprehensive reports compare abilities, knowledge, and skills of the occupation most recently held to a related occupation. Related occupations were selected based on their Grand TORQ Score, and level of employment in Southern 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 will occur 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

Occupation	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	13,774	17,044	3,270	581
Management	15,885	18,225	2,340	528
Office and Administrative Support	43,752	46,016	2,264	1,334
Personal Care and Service	9,386	11,405	2,019	413
Transportation and Material Moving	17,510	19,446	1,936	585
Healthcare Support	6,797	8,713	1,916	298
Building and Grounds Cleaning and Maintenance	11,092	12,717	1,625	385
Community and Social Services	5,742	7,132	1,390	249
Installation, Maintenance, and Repair	10,893	12,259	1,366	388
Education, Training, and Library	14,351	15,655	1,304	434
Business and Financial Operations	10,287	11,521	1,234	307
Construction and Extraction	15,064	16,158	1,094	409
Protective Service	4,288	4,959	671	191
Computer and Mathematical	3,671	4,302	631	120
Arts, Design, Entertainment, Sports, and Media	4,113	4,728	615	140
Legal	2,191	2,543	352	61
Life, Physical, and Social Science	1,700	1,897	197	60
Architecture and Engineering	5,170	5,356	186	144
Farming, Fishing, and Forestry	1,061	1,168	107	40
Production	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.

Job Titles, Number of Workers, and Equivalent Occupational Codes

Occupational information provided by the affected workers was coded into 44 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 employed at Wood Structures, Inc. but not previously reported may be encountered by

CareerCenter staff. Use of O*NET and the Dictionary of Occupational Titles cross-walk search will be useful in matching additional occupations. Counselors may also contact the Center for Workforce Research and Information for assistance.

Reported Job Titles	Workers	SOC	Matched SOC Occupation Title
Pricing Analyst	1	11-2021	Marketing Manager
HR Generalist	1	11-3040	Human Resources Manager
Purchasing Agent	2	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
Accountant	1	13-2011	Accountants and Auditors
Financial Analyst	1	13-2051	Financial Analyst
Programmer Analyst	1	15-1021	Computer Programmers
IT Infrastructure Professional	1	15-1041	Computer Support Specialists
Operations Planner	1	15-2031	Operations Research Analyst
Electronic Technician, Electrical Technician, Lead Electronic Technician	11	17-3023	Electrical and Electronic Engineering Technicians
Mechanical Technician	1	17-3027	Mechanical Engineering Technicians
Housekeeping, Custodian	6	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
Account Manager	2	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
Accounting Supervisor	1	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers
Biller	2	43-3021	Billing and Posting Clerks and Machine Operators
Payroll and Billing Clerk	1	43-3051	Payroll and Timekeeping Clerks
Customer Service	4	43-4051	Customer Service Representative
HR Representative, Crewing Specialist	2	13-1072	Compensation, Benefits, and Job Analysis Specialists
Shipper, Inventory Manager, Inventory Receiving	4	43-5071	Shipping, Receiving, and Traffic Clerks
Supply Specialist	1	43-5081	Stock Clerks and Order Fillers
Scale Operator	1	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
Administrative Specialist	5	43-6011	Executive Secretaries and Administrative Assistants
Data Entry Clerk	1	43-9021	Data Entry Keyers
Mail Handler, Mail Administration, Mailing Operator	14	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service
Administrative Assistant	5	43-9061	Office Clerks, General
Electrician	1	47-2111	Electricians
Maintenance Supervisor	1	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
Mechanic, Precision Mechanic	3	49-9041	Industrial Machinery Mechanics
Maintenance Mechanic	1	49-9043	Maintenance Workers, Machinery
Bindery Supervisor, Manufacturing Supervisor	4	51-1011	First line Supervisor/Managers of Production and Operating Workers
Real Stand Operator	2	51-4031	Cutting, Punching, & Press Machine Setters, Operators, and Tenders, Metal & Plastic
Machinist	3	51-4041	Machinists
Bindery Technician, Bindery Operator, Saddle Stitch Operator	30	51-5011	Bindery Workers
Pressman, Press Technician, Press Assistant, Prepress Technician	18	51-5022	Prepress Technicians and Workers
Head Pressman, Operator, Web Press Assistant, Machine Operator	43	51-5023	Printing Machine Operators
Cutter Operator	6	51-9032	Cutting and Slicing Machine Setters, Opera-

Sample Department Supervisor	6	51-9061	tors, and Tenders
Baler	2	51-9111	Inspectors, Testers, Sorters, Samplers, and Weighers
Folder Operator	1	51-9196	Packaging and Filling Machine Operators and Testers
Warehouse Supervisor	3	53-1021	Paper Goods Machine Setters, Operators, and Tenders
Hoist Operator	25	53-7041	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand
Forklift Operator	3	53-7051	Hoist and Winch Operators
Material Handler, General Laborer, Stacker Operator, Stock Operator, Lead Feeder, Machine Feeder, Roll Tender, Roll Storage Clamp Operator	42	53-7062	Industrial Truck and Tractor Operators
Packet Fitter, Packer	14	53-7063	Laborers and Freight, Stock, and Material Movers, Hand
	2	53-7064	Machine Feeders and Off bearers
			Packers and Packagers, Hand

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 comparison of abilities, skills, and knowledge of one occupation to another. 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 (York and Cumberland Counties) were not included.

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

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

Wage information provided in the TORQ Comparison Reports is 2007 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: Marketing Managers
11-2021

Reported Job Titles:
pricing analyst

Number of Affected Workers:

1 Training Requirements: Bachelor's degree plus work experience

Median Wage: \$44.67

Associated ONET Skills: Active Listening Critical Thinking
Writing Speaking
Social Perceptiveness Reading Comprehension
Coordination Monitoring
Complex Problem Solving Persuasion

Largest Employing Maine Industries
Employment Industry

- 110 Professional, Scientific, and Technical Services
- 70 Insurance Carriers and Related Activities
- 60 Credit Intermediation and Related Activities
- 40 Administrative and Support Services
- 40 Publishing Industries (except Internet)
- 40 Nursing and Residential Care Facilities

	Employment Forecast		Total	Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	748	372		27	15
Year 2014	879	448	Due to Growth	13	8
Net Change	131	76	Due to Replacement	14	7
Percent Change	18%	20%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
95	Market Research Analysts	19.3021-00	200	\$49,960.00	2	3.5%
93	Public Relations Specialists	27.3031-00	950	\$48,070.00	15	6.9%
92	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230.00	33	5.2%
91	Loan Officers	13.2072-00	1,450	\$49,380.00	29	8.9%
91	Public Relations Managers	11.2031-00	290	\$71,020.00	10	8.8%
91	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670.00	58	7.0%
91	Personal Financial Advisors	13.2052-00	360	\$94,100.00	13	10%
91	Insurance Sales Agents	41.3021-00	1,620	\$43,290.00	80	3.8%
91	Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230.00	33	5.2%
90	Lodging Managers	11.9081-00	520	\$43,350.00	62	17%
90	Advertising Sales Agents	41.3011-00	680	\$34,530.00	25	15%
90	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41.9091-00	n/a	\$18,120.00	0	.00%
90	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220.00	19	-1.3%
89	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900.00	23	7.6%

MATCHED OCCUPATION:

11-3040

Reported Job Titles:

HR generalist

Number of Affected Workers: 1 **Training Requirements:** **Median Wage:** .

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

**Largest Employing
Maine Industries
Employment Industry**

	Employment Forecast		Average Annual Openings		
	Maine Region		Total	Maine Region	
Year 2004	n/a	n/a	n/a	n/a	n/a
Year 2014	n/a	n/a	Due to Growth	n/a	n/a
Net Change	n/a	n/a	Due to Replacement	n/a	n/a
Percent Change	n/a	n/a			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Compensation and Benefits Managers	11.3041-00	200	\$68,560.00	5	2.2%
93	Personnel Recruiters	13.1071-02	610	\$41,200.00	19	9.7%
92	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900.00	23	7.6%
91	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670.00	58	7.0%
91	Training and Development Managers	11.3042-00	140	\$66,670.00	4	7.1%
91	Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330.00	10	12%
90	Claims Examiners, Property and Casualty Insurance	13.1031-01	1,570	\$49,360.00	44	2.5%
90	Insurance Underwriters	13.2053-00	460	\$56,090.00	12	-8.6%
90	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220.00	19	-1.3%
89	Social and Community Service Managers	11.9151-00	970	\$47,760.00	33	12%
89	Arbitrators, Mediators, and Conciliators	23.1022-00	40	\$46,160.00	1	2.2%
89	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230.00	33	5.2%
89	Loan Counselors	13.2071-00	60	\$35,110.00	1	-3.4%
89	Municipal Clerks	43.4031-02	1,190	\$27,650.00	37	8.7%
89	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200.00	10	-4.8%

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

Reported Job Titles:

paper purchaser, purchasing agent

Number of Affected Workers:

2 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		Total	Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	914	364		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	Procurement Clerks	43.3061-00	n/a	\$33,300.00	5	-1.6%
93	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
90	Statement Clerks	43.3021-01	1,990	\$27,580.00	28	1.0%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580.00	28	1.0%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
90	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840.00	177	6.2%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830.00	76	5.7%
89	Municipal Clerks	43.4031-02	1,190	\$27,650.00	37	8.7%
89	Loan Interviewers and Clerks	43.4131-00	770	\$28,060.00	14	-8.8%
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260.00	172	-6.3%
89	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490.00	35	-6.2%
88	Budget Analysts	13.2031-00	170	\$57,290.00	5	3.1%
88	Tax Preparers	13.2082-00	n/a	\$23,860.00	0	.00%

MATCHED OCCUPATION: Compensation, Benefits, and Job Analysis Specialists
13-1072

Reported Job Titles:

HR representative, crewing specialist

Number of Affected Workers: 2 **Training Requirements:** Bachelor's degree **Median Wage:** \$24.88

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

Largest Employing Maine Industries

Employment Industry

- 170 Educational Services
- 100 Management of Companies and Enterprises
- 90 Public Administration
- 30 Ambulatory Health Care Services
- 30 Insurance Carriers and Related Activities
- 30 Professional, Scientific, and Technical Services

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	735	305	Total	18	9
Year 2014	807	347	Due to Growth	7	4
Net Change	72	42	Due to Replacement	11	5
Percent Change	9.8%	14%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
92	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%
91	Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330.00	10	12%
91	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
91	Insurance Underwriters	13.2053-00	460	\$56,090.00	12	-8.6%
91	Municipal Clerks	43.4031-02	1,190	\$27,650.00	37	8.7%
91	Personnel Recruiters	13.1071-02	610	\$41,200.00	19	9.7%
90	Compensation and Benefits Managers	11.3041-00	200	\$68,560.00	5	2.2%
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
90	Claims Examiners, Property and Casualty Insurance	13.1031-01	1,570	\$49,360.00	44	2.5%
90	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230.00	33	5.2%
90	Procurement Clerks	43.3061-00	n/a	\$33,300.00	5	-1.6%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830.00	76	5.7%
89	Loan Counselors	13.2071-00	60	\$35,110.00	1	-3.4%

MATCHED OCCUPATION: Accountants and Auditors
13-2011

Reported Job Titles:
accountant II

Number of Affected Workers: 1 **Training Requirements:** Bachelor's degree **Median Wage:** \$23.94

Associated ONET Skills: Mathematics Active Listening
Critical Thinking Monitoring
Judgment and Decision Making Active Learning
Reading Comprehension Systems Analysis
Systems Evaluation Coordination

Largest Employing Maine Industries
Employment Industry

- 1,230 Professional, Scientific, and Technical Services
- 430 Public Administration
- 180 Management of Companies and Enterprises
- 170 Insurance Carriers and Related Activities
- 90 Credit Intermediation and Related Activities
- 90 Hospitals

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	3,587	1,346	90	45	
Year 2014	3,804	1,542	22	20	
Net Change	217	196	68	25	
Percent Change	6.0%	15%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
92	Financial Analysts	13.2051-00	210	\$71,380.00	4	10%
91	Tax Preparers	13.2082-00	n/a	\$23,860.00	0	.00%
90	Financial Examiners	13.2061-00	120	\$55,110.00	2	3.5%
89	Budget Analysts	13.2031-00	170	\$57,290.00	5	3.1%
89	Actuaries	15.2011-00	n/a	\$53,980.00	0	.00%
89	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%
88	Personal Financial Advisors	13.2052-00	360	\$94,100.00	13	10%
88	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790.00	13	5.4%
87	Treasurers and Controllers	11.3031-01	2,440	\$67,670.00	58	7.0%
87	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840.00	177	6.2%
87	Procurement Clerks	43.3061-00	n/a	\$33,300.00	5	-1.6%
87	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
87	Auditors	13.2011-02	3,250	\$48,110.00	113	11%
87	Economists	19.3011-00	50	\$49,150.00	2	2.0%

MATCHED OCCUPATION: Financial Analysts
13-2051

Reported Job Titles:
financial analyst

Number of Affected Workers: 1 **Training Requirements:** Bachelor's degree **Median Wage:** \$34.83

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

Largest Employing Maine Industries
Employment Industry

- 60 Insurance Carriers and Related Activities
- 30 Professional, Scientific, and Technical Services
- 20 Credit Intermediation and Related Activities
- 10 Postal Service
- . Educational Services

	Employment Forecast		Total	Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	337	174		9	6
Year 2014	380	199	Due to Growth	4	3
Net Change	43	25	Due to Replacement	5	3
Percent Change	13%	14%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Tax Preparers	13.2082-00	n/a	\$23,860.00	0	.00%
92	Personal Financial Advisors	13.2052-00	360	\$94,100.00	13	10%
92	Economists	19.3011-00	50	\$49,150.00	2	2.0%
92	Treasurers and Controllers	11.3031-01	2,440	\$67,670.00	58	7.0%
91	Accountants	13.2011-01	3,250	\$48,110.00	113	11%
91	Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230.00	33	5.2%
91	Loan Interviewers and Clerks	43.4131-00	770	\$28,060.00	14	-8.8%
91	Financial Examiners	13.2061-00	120	\$55,110.00	2	3.5%
90	Auditors	13.2011-02	3,250	\$48,110.00	113	11%
90	Budget Analysts	13.2031-00	170	\$57,290.00	5	3.1%
90	Actuaries	15.2011-00	n/a	\$53,980.00	0	.00%
89	Insurance Underwriters	13.2053-00	460	\$56,090.00	12	-8.6%
89	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790.00	13	5.4%
89	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230.00	33	5.2%

MATCHED OCCUPATION: Computer Programmers
15-1021

Reported Job Titles:
programer/ anal

Number of Affected Workers: 1 **Training Requirements:** Bachelor's degree **Median Wage:** \$28.91

Associated ONET Skills: Programming Critical Thinking
Complex Problem Solving Active Learning
Reading Comprehension Learning Strategies
Operations Analysis Active Listening
Technology Design Troubleshooting

Largest Employing Maine Industries
Employment Industry

- 350 Professional, Scientific, and Technical Services
- 40 Management of Companies and Enterprises
- 40 Public Administration
- 20 Educational Services
- 10 Administrative and Support Services
- 10 Merchant Wholesalers, Nondurable Goods

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	854	411	20	10	
Year 2014	734	363	0	0	
Net Change	-120	-48	20	10	
Percent Change	-14%	-12%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
89	Computer Software Engineers, Applications	15.1031-00	1,060	\$63,750.00	47	30%
88	Computer Software Engineers, Systems Software	15.1032-00	290	\$73,410.00	8	11%
86	Computer Systems Analysts	15.1051-00	1,650	\$69,340.00	78	20%
83	Database Administrators	15.1061-00	300	\$60,260.00	11	20%
83	Computer Science Teachers, Postsecondary	25.1021-00	120	\$52,380.00	4	14%
82	Computer Support Specialists	15.1041-00	1,670	\$40,200.00	61	5.2%
82	Computer Operators	43.9011-00	230	\$33,120.00	4	-30%
82	Desktop Publishers	43.9031-00	130	\$32,200.00	5	14%
82	Technical Writers	27.3042-00	50	\$46,060.00	2	-7.5%
82	Statistical Assistants	43.9111-00	150	\$32,340.00	7	.00%
81	Actuaries	15.2011-00	n/a	\$53,980.00	0	.00%
81	Network and Computer Systems Administrators	15.1071-00	1,070	\$57,690.00	44	18%
80	Mapping Technicians	17.3031-02	190	\$33,210.00	5	5.0%
80	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%

MATCHED OCCUPATION: Computer Support Specialists
15-1041

Reported Job Titles:

IT infrastructure professional

Number of Affected Workers: 1 **Training Requirements:** Associate degree **Median Wage:** \$20.71

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

Largest Employing Maine Industries

Employment Industry

- 310 Educational Services
- 240 Professional, Scientific, and Technical Services
- 130 Hospitals
- 120 Management of Companies and Enterprises
- 120 Public Administration
- 80 Credit Intermediation and Related Activities

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	1,713	749	Total	38	18
Year 2014	1,885	843	Due to Growth	17	9
Net Change	172	94	Due to Replacement	21	9
Percent Change	10%	13%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
86	Desktop Publishers	43.9031-00	130	\$32,200.00	5	14%
85	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
85	Technical Writers	27.3042-00	50	\$46,060.00	2	-7.5%
85	Computer Operators	43.9011-00	230	\$33,120.00	4	-30%
84	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
84	Customer Service Representatives	43.4051-00	8,100	\$27,330.00	359	16%
83	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
83	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
83	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
83	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260.00	172	-6.3%
82	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920.00	18	-12%
82	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490.00	35	-62%
82	Computer Systems Analysts	15.1051-00	1,650	\$69,340.00	78	20%
82	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%

MATCHED OCCUPATION: Operations Research Analysts
15-2031

Reported Job Titles:
operations planner

Number of Affected Workers: 1 **Training Requirements:** Master's degree **Median Wage:** \$30.68

Associated ONET Skills: Mathematics Complex Problem Solving
Critical Thinking Systems Analysis
Operations Analysis Reading Comprehension
Active Learning Active Listening
Judgment and Decision Making Writing

Largest Employing Maine Industries
Employment Industry

- 110 Professional, Scientific, and Technical Services
- 0 Postal Service

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	162	88	Total	5	3
Year 2014	175	100	Due to Growth	1	1
Net Change	13	12	Due to Replacement	4	2
Percent Change	8.0%	14%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Actuaries	15.2011-00	n/a	\$53,980.00	0	.00%
86	Statisticians	15.2041-00	40	\$56,620.00	1	5.4%
85	Statistical Assistants	43.9111-00	150	\$32,340.00	7	.00%
85	Economists	19.3011-00	50	\$49,150.00	2	2.0%
83	Computer Software Engineers, Applications	15.1031-00	1,060	\$63,750.00	47	30%
83	Accountants	13.2011-01	3,250	\$48,110.00	113	11%
83	Financial Analysts	13.2051-00	210	\$71,380.00	4	10%
83	Computer Software Engineers, Systems Software	15.1032-00	290	\$73,410.00	8	11%
82	Budget Analysts	13.2031-00	170	\$57,290.00	5	3.1%
82	Physicists	19.2012-00	50	\$93,210.00	1	-4.0%
81	Mathematical Science Teachers, Postsecondary	25.1022-00	200	\$53,890.00	5	13%
81	Computer Programmers	15.1021-00	720	\$58,240.00	16	-12%
80	Tax Preparers	13.2082-00	n/a	\$23,860.00	0	.00%
80	Materials Engineers	17.2131-00	40	\$70,250.00	1	-6.8%

MATCHED OCCUPATION: Electrical and Electronic Engineering Technicians
17-3023

Reported Job Titles:

electrical tech II, electricaltech, electrician electronic tech II, electromech tech, electronic Tech II, electronics tech 2, electronics tech 3, electronics technician, equipment technician, lead electronic Tech

Number of Affected Workers: 11 **Training Requirements:** Associate degree **Median Wage:** \$25.06

Associated ONET Skills: Troubleshooting Critical Thinking
Systems Analysis Complex Problem Solving
Speaking Writing
Reading Comprehension Time Management
Judgment and Decision Making Repairing

Largest Employing Maine Industries

Employment Industry

- 170 Computer and Electronic Product Manufacturing
- 50 Public Administration
- 40 Professional, Scientific, and Technical Services
- 30 Postal Service
- 30 Broadcasting (except Internet)
- . Utilities

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	532	343	Total	16	10
Year 2014	577	372	Due to Growth	5	3
Net Change	45	29	Due to Replacement	11	7
Percent Change	8.5%	8.5%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Electronic Drafters	17.3012-01	90	\$44,860.00	3	-16%
89	Electronics Engineering Technicians	17.3023-01	430	\$45,180.00	9	-20%
88	Avionics Technicians	49.2091-00	20	\$34,970.00	0	5.9%
87	Computer Support Specialists	15.1041-00	1,670	\$40,200.00	61	5.2%
86	Mechanical Drafters	17.3013-00	710	\$46,630.00	22	1.6%
86	Civil Drafters	17.3011-02	680	\$39,040.00	22	1.7%
85	Electrical and Electronics Installers and Repairers, Transportation Equi	49.2093-00	130	\$35,960.00	4	3.9%
85	Camera and Photographic Equipment Repairers	49.9061-00	n/a	\$44,660.00	0	.00%
85	Electrical Drafters	17.3012-02	90	\$44,860.00	3	-16%
85	Mechanical Engineering Technicians	17.3027-00	130	\$44,890.00	3	2.3%
84	Commercial and Industrial Designers	27.1021-00	140	\$49,170.00	5	4.6%
84	Electronics Engineers, Except Computer	17.2072-00	210	\$76,420.00	4	-26%
84	Desktop Publishers	43.9031-00	130	\$32,200.00	5	14%
83	Numerical Tool and Process Control Programmers	51.4012-00	60	\$43,530.00	2	21%

MATCHED OCCUPATION: First-Line Supervisors/Managers of Housekeeping and Janitori
37-1011

Reported Job Titles:
housekeeping manager

Number of Affected Workers:

1 Training Requirements: Work experience in a related occupation

Median Wage: \$16.76

Associated ONET Skills: Reading Comprehension Active Listening
Instructing Monitoring
Active Learning Speaking
Time Management Writing
Learning Strategies Management of Personnel Resources

Largest Employing Maine Industries
Employment Industry

- 220 Administrative and Support Services
- 200 Accommodation
- 170 Educational Services
- 110 Nursing and Residential Care Facilities
- 50 Public Administration
- 30 Real Estate

	Employment Forecast		Total	Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	821	315		29	13
Year 2014	919	376	Due to Growth	10	6
Net Change	98	61	Due to Replacement	19	7
Percent Change	12%	19%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
82	First-Line Supervisors/Managers of Food Preparation and Serving Workers	35.1012-00	3,970	\$27,520.00	64	8.0%
80	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
80	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860.00	180	-8.9%
80	Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760.00	1	10%
79	First-Line Supervisors/Managers of Production and Operating Workers	51.1011-00	3,750	\$45,510.00	65	-3.8%
79	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050.00	21	7.6%
79	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840.00	94	7.7%
79	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860.00	180	-8.9%
79	Eligibility Interviewers, Government Programs	43.4061-00	610	\$33,440.00	11	.49%
78	Construction Managers	11.9021-00	970	\$72,320.00	35	3.7%
78	Pharmacy Aides	31.9095-00	190	\$19,370.00	2	-13%
78	Amusement and Recreation Attendants	39.3091-00	760	\$17,790.00	49	7.6%
78	Statement Clerks	43.3021-01	1,990	\$27,580.00	28	1.0%
78	Reservation and Transportation Ticket Agents and Travel Clerks	43.4181-00	270	\$24,790.00	4	-5.7%

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

Reported Job Titles:

custodian, housekeeping, housekeeping Dept

Number of Affected Workers: 5 **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		Maine Region	
		Total		
Year 2004	11,208	4,432	322	148
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	\$19,320.00	204	6.7%
83	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860.00	180	-8.9%
82	Postal Service Mail Carriers	43.5052-00	1,730	\$43,190.00	50	-3.0%
82	Crossing Guards	33.9091-00	500	\$18,390.00	22	16%
81	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960.00	40	6.9%
81	Postal Service Mail Sorters, Processors, and Processing Machine Operator	43.5053-00	970	\$41,950.00	10	-12%
81	Laundry and Dry-Cleaning Workers	51.6011-00	950	\$19,490.00	26	3.3%
80	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450.00	130	12%
80	Nonfarm Animal Caretakers	39.2021-00	560	\$19,870.00	13	.65%
80	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35.3022-00	1,520	\$17,050.00	115	6.0%
80	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030.00	3	-19%
80	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050.00	21	7.6%
80	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250.00	13	-19%
80	Packers and Packagers, Hand	53.7064-00	3,780	\$0.00	45	-9.2%

MATCHED OCCUPATION: Sales Representatives, Wholesale and Manufacturing, Except T
41-4012

Reported Job Titles:

Sr. acct manager/Team Leader, account manager, account service professional 2

Number of Affected Workers: 3 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$23.61

Associated ONET Skills: Active Listening Speaking
Time Management Reading Comprehension
Persuasion Service Orientation
Negotiation Social Perceptiveness
Active Learning Coordination

Largest Employing Maine Industries

Employment Industry

- 1,260 Merchant Wholesalers, Nondurable Goods
- 1,230 Wholesale Electronic Markets and Agents and Brokers
- 1,110 Merchant Wholesalers, Durable Goods
- 320 Professional, Scientific, and Technical Services
- 310 Specialty Trade Contractors
- 240 Building Material and Garden Equipment and Supplies Dealers

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	5,043	2,078	Total	202	91
Year 2014	5,739	2,442	Due to Growth	70	36
Net Change	696	364	Due to Replacement	132	55
Percent Change	14%	18%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Loan Officers	13.2072-00	1,450	\$49,380.00	29	8.9%
93	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41.9091-00	n/a	\$18,120.00	0	.00%
93	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230.00	33	5.2%
93	Advertising Sales Agents	41.3011-00	680	\$34,530.00	25	15%
92	Market Research Analysts	19.3021-00	200	\$49,960.00	2	3.5%
92	Telemarketers	41.9041-00	1,670	\$23,680.00	59	-18%
91	Real Estate Brokers	41.9021-00	320	\$61,300.00	22	-7.4%
91	New Accounts Clerks	43.4141-00	210	\$28,080.00	6	-14%
91	Sales Representatives, Wholesale and Manufacturing, Technical and Scient	41.4011-00	720	\$57,210.00	20	3.6%
91	Insurance Sales Agents	41.3021-00	1,620	\$43,290.00	80	3.8%
90	Sales Managers	11.2022-00	1,310	\$72,720.00	32	3.2%
90	Opticians, Dispensing	29.2081-00	290	\$30,670.00	10	4.5%
90	Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230.00	33	5.2%
90	Personal Financial Advisors	13.2052-00	360	\$94,100.00	13	10%
90	Employment Interviewers	13.1071-01	610	\$41,200.00	19	9.7%

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

Reported Job Titles:
Accounting Supervisor

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
95	Procurement Clerks	43.3061-00	n/a	\$33,300.00	5	-1.6%
94	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670.00	58	7.0%
94	Bill and Account Collectors	43.3011-00	1,590	\$29,770.00	41	11%
93	Lodging Managers	11.9081-00	520	\$43,350.00	62	17%
93	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900.00	23	7.6%
93	Compensation and Benefits Managers	11.3041-00	200	\$68,560.00	5	2.2%
93	Personnel Recruiters	13.1071-02	610	\$41,200.00	19	9.7%
93	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220.00	19	-1.3%
93	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%
93	Municipal Clerks	43.4031-02	1,190	\$27,650.00	37	8.7%
92	Insurance Underwriters	13.2053-00	460	\$56,090.00	12	-8.6%
92	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
92	Sales Agents, Securities and Commodities	41.3031-01	n/a	\$65,230.00	33	5.2%
92	Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370.00	83	10%

MATCHED OCCUPATION: Billing and Posting Clerks and Machine Operators
43-3021

Reported Job Titles:
biller II

Number of Affected Workers: 2 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$14.96

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

Largest Employing Maine Industries
Employment Industry

- 340 Ambulatory Health Care Services
- 240 Hospitals
- 170 Management of Companies and Enterprises
- 170 Professional, Scientific, and Technical Services
- 100 Public Administration
- 90 Merchant Wholesalers, Durable Goods

	Employment Forecast		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	2,496	1,008	42	17	
Year 2014	2,407	1,005	0	0	
Net Change	-89	-3	42	17	
Percent Change	-3.6%	-.30%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
95	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
94	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%
94	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
92	Statement Clerks	43.3021-01	1,990	\$27,580.00	28	1.0%
92	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840.00	177	6.2%
92	Brokerage Clerks	43.4011-00	270	\$39,120.00	8	-13%
92	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
92	Office Clerks, General	43.9061-00	13,910	\$24,040.00	339	5.5%
92	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
91	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580.00	28	1.0%
91	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
91	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830.00	76	5.7%
91	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260.00	172	-6.3%
91	Loan Interviewers and Clerks	43.4131-00	770	\$28,060.00	14	-8.8%

**MATCHED OCCUPATION: Payroll and Timekeeping Clerks
43-3051**

Reported Job Titles:
payroll/billing 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		Total	Average Annual Openings	
	Maine	Region		Maine	Region
Year 2004	1,003	385	35	16	
Year 2014	1,085	440	8	6	
Net Change	82	55	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	\$29,840.00	177	6.2%
92	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
90	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580.00	28	1.0%
89	Statement Clerks	43.3021-01	1,990	\$27,580.00	28	1.0%
89	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830.00	76	5.7%
89	Brokerage Clerks	43.4011-00	270	\$39,120.00	8	-13%
88	Tax Preparers	13.2082-00	n/a	\$23,860.00	0	.00%
88	Procurement Clerks	43.3061-00	n/a	\$33,300.00	5	-1.6%
88	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
88	Loan Interviewers and Clerks	43.4131-00	770	\$28,060.00	14	-8.8%
88	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260.00	172	-6.3%
88	Office Clerks, General	43.9061-00	13,910	\$24,040.00	339	5.5%

MATCHED OCCUPATION: Customer Service Representatives
43-4051

Reported Job Titles:
cust service, cust service

Number of Affected Workers: 4 **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	\$31,380.00	22	-8.1%
95	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
95	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
94	Brokerage Clerks	43.4011-00	270	\$39,120.00	8	-13%
94	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
94	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920.00	18	-12%
93	New Accounts Clerks	43.4141-00	210	\$28,080.00	6	-14%
93	Tellers	43.3071-00	2,970	\$21,770.00	184	18%
93	Loan Interviewers and Clerks	43.4131-00	770	\$28,060.00	14	-8.8%
93	Insurance Underwriters	13.2053-00	460	\$56,090.00	12	-.86%
93	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
92	Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370.00	83	10%
91	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790.00	13	5.4%
91	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%

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

Reported Job Titles:

inventory management, inventory receiving, shipper, ups fed ex coordinator

Number of Affected Workers: 4 **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	34
Year 2014	2,964	1,381	Due to Growth	2	7
Net Change	16	65	Due to Replacement	61	27
Percent Change	.54%	4.9%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	Postal Service Clerks	43.5051-00	580	\$44,780.00	13	-3.1%
90	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860.00	180	-8.9%
90	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860.00	180	-8.9%
90	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
90	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
90	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43.5111-00	310	\$28,060.00	8	-3.3%
89	Medical Records and Health Information Technicians	29.2071-00	760	\$29,180.00	34	16%
89	Cargo and Freight Agents	43.5011-00	170	\$40,360.00	5	4.9%
89	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
89	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
89	File Clerks	43.4071-00	410	\$23,030.00	11	-42%
89	Library Assistants, Clerical	43.4121-00	510	\$20,700.00	23	13%
89	Marking Clerks	43.5081-02	7,670	\$19,860.00	180	-8.9%

MATCHED OCCUPATION: Stock Clerks and Order Fillers
43-5081

Reported Job Titles:
supply specialist

Number of Affected Workers: 1 **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	\$19,860.00	180	-8.9%
79	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250.00	13	-19%
79	Packers and Packagers, Hand	53.7064-00	3,780	\$0.00	45	-9.2%
79	Counter and Rental Clerks	41.2021-00	1,980	\$19,640.00	103	13%
78	Postal Service Mail Sorters, Processors, and Processing Machine Operator	43.5053-00	970	\$41,950.00	10	-12%
78	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170.00	4	-21%
78	Marking Clerks	43.5081-02	7,670	\$19,860.00	180	-8.9%
77	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35.3022-00	1,520	\$17,050.00	115	6.0%
76	Combined Food Preparation and Serving Workers, Including Fast Food	35.3021-00	13,410	\$16,470.00	455	15%
76	Postal Service Clerks	43.5051-00	580	\$44,780.00	13	-3.1%
76	Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760.00	1	10%
75	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860.00	180	-8.9%
75	Telemarketers	41.9041-00	1,670	\$23,680.00	59	-18%
75	Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870.00	14	13%

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

Reported Job Titles:
scale operator

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		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	364	174	Total	9	4
Year 2014	339	175	Due to Growth	0	0
Net Change	-25	1	Due to Replacement	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	\$31,380.00	22	-8.1%
87	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
87	Office Clerks, General	43.9061-00	13,910	\$24,040.00	339	5.5%
87	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920.00	18	-12%
86	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
86	File Clerks	43.4071-00	410	\$23,030.00	11	-42%
86	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
85	Postal Service Clerks	43.5051-00	580	\$44,780.00	13	-3.1%
85	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
85	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
84	Statement Clerks	43.3021-01	1,990	\$27,580.00	28	1.0%
84	Dietetic Technicians	29.2051-00	170	\$27,270.00	7	13%
84	Gaming and Sports Book Writers and Runners	39.3012-00	n/a	\$17,330.00	6	47%
84	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250.00	13	-19%

MATCHED OCCUPATION: Executive Secretaries and Administrative Assistants
43-6011

Reported Job Titles:

administrative specialist, administrative specialist II, administrator 2

Number of Affected Workers: 5 **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	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260.00	172	-6.3%
94	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
93	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
93	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
92	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%
92	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
91	Municipal Clerks	43.4031-02	1,190	\$27,650.00	37	8.7%
91	Legal Secretaries	43.6012-00	1,300	\$33,360.00	29	5.2%
91	Office Clerks, General	43.9061-00	13,910	\$24,040.00	339	5.5%
91	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920.00	18	-12%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
90	Procurement Clerks	43.3061-00	n/a	\$33,300.00	5	-1.6%
90	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
89	Human Resources Assistants, Except Payroll and Timekeeping	43.4161-00	510	\$30,330.00	10	12%

MATCHED OCCUPATION: Data Entry Keyers
43-9021

Reported Job Titles:
data entry

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$12.65

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

Largest Employing Maine Industries
Employment Industry

- 150 Administrative and Support Services
- 80 Credit Intermediation and Related Activities
- 80 Public Administration
- 60 Management of Companies and Enterprises
- 60 Insurance Carriers and Related Activities
- 50 Professional, Scientific, and Technical Services

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	1,075	493	Total	25	12
Year 2014	946	448	Due to Growth	0	0
Net Change	-129	-45	Due to Replacement	25	12
Percent Change	-12%	-9.1%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
92	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
92	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
91	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
91	Office Clerks, General	43.9061-00	13,910	\$24,040.00	339	5.5%
90	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
90	File Clerks	43.4071-00	410	\$23,030.00	11	-42%
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
90	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920.00	18	-12%
90	Brokerage Clerks	43.4011-00	270	\$39,120.00	8	-13%
89	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
89	Word Processors and Typists	43.9022-00	710	\$25,320.00	14	-18%
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260.00	172	-6.3%
88	Insurance Underwriters	13.2053-00	460	\$56,090.00	12	-8.6%
88	Medical Records and Health Information Technicians	29.2071-00	760	\$29,180.00	34	16%

MATCHED OCCUPATION: Mail Clerks and Mail Machine Operators, Except Postal Servic
43-9051

Reported Job Titles:

mail admin 3, mail administration administrator 3, mail handler, mail handler/general helper, mail handler/trainer, mailhandler, mailing operator

Number of Affected Workers: 14 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$11.68

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

Largest Employing Maine Industries

Employment Industry

- 160 Professional, Scientific, and Technical Services
- 50 Administrative and Support Services
- 40 Credit Intermediation and Related Activities
- 30 Educational Services
- 30 Printing and Related Support Activities
- 20 Management of Companies and Enterprises

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	663	354	Total	20	11
Year 2014	400	222	Due to Growth	0	0
Net Change	-263	-132	Due to Replacement	20	11
Percent Change	-40%	-37%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	Postal Service Mail Sorters, Processors, and Processing Machine Operator	43.5053-00	970	\$41,950.00	10	-12%
85	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170.00	4	-21%
83	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860.00	180	-8.9%
82	Marking Clerks	43.5081-02	7,670	\$19,860.00	180	-8.9%
81	Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	\$19,860.00	180	-8.9%
81	Packers and Packagers, Hand	53.7064-00	3,780	\$0.00	45	-9.2%
81	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050.00	21	7.6%
80	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030.00	3	-19%
80	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700.00	26	-14%
80	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
79	Dietetic Technicians	29.2051-00	170	\$27,270.00	7	13%
79	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43.5111-00	310	\$28,060.00	8	-3.3%
79	Crossing Guards	33.9091-00	500	\$18,390.00	22	16%
79	Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870.00	14	13%

MATCHED OCCUPATION: Office Clerks, General
43-9061

Reported Job Titles:

admin asst 1, admin spec II, administrative Assistant 3, administrative assistant II, sales admin assistant

Number of Affected Workers: 5 **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	Total	Maine	Region
Year 2004	12,517	5,170	310	151	
Year 2014	12,850	5,528	Due to Growth	33	36
Net Change	333	358	Due to Replacement	277	115
Percent Change	2.7%	6.9%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	Insurance Claims Clerks	43.9041-01	1,810	\$31,380.00	22	-8.1%
93	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920.00	18	-12%
92	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380.00	22	-8.1%
91	License Clerks	43.4031-03	1,190	\$27,650.00	37	8.7%
91	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580.00	28	1.0%
91	Court Clerks	43.4031-01	1,190	\$27,650.00	37	8.7%
91	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230.00	95	8.9%
90	Billing, Posting, and Calculating Machine Operators	43.3021-03	1,990	\$27,580.00	28	1.0%
90	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470.00	17	-3.4%
90	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260.00	172	-6.3%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830.00	76	5.7%
89	Statement Clerks	43.3021-01	1,990	\$27,580.00	28	1.0%
89	Brokerage Clerks	43.4011-00	270	\$39,120.00	8	-13%
89	File Clerks	43.4071-00	410	\$23,030.00	11	-42%

MATCHED OCCUPATION: Electricians
47-2111

Reported Job Titles:
electrician

Number of Affected Workers: 1 **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	\$31,250.00	17	5.0%
91	Mechanical Door Repairers	49.9011-00	n/a	\$29,970.00	0	.00%
90	Glaziers	47.2121-00	n/a	\$29,640.00	4	-.47%
89	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47.3015-00	320	\$25,760.00	11	8.7%
89	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640.00	1	6.0%
88	Rough Carpenters	47.2031-02	6,150	\$32,710.00	156	-1.6%
88	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030.00	49	7.4%
88	Sheet Metal Workers	47.2211-00	1,260	\$35,650.00	40	7.2%
88	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020.00	31	3.4%
88	Helpers--Carpenters	47.3012-00	390	\$25,410.00	10	-2.5%
87	Boilermakers	47.2011-00	60	\$39,260.00	3	12%
87	Insulation Workers, Mechanical	47.2132-00	180	\$35,060.00	4	2.3%
87	Cement Masons and Concrete Finishers	47.2051-00	640	\$29,060.00	25	6.9%
87	Carpet Installers	47.2041-00	n/a	\$30,530.00	0	.00%

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

Reported Job Titles:
maintenance Supervisor

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 Extraction Workers	47.1011-00	3,190	\$46,630.00	77	2.6%
90	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Grounds Maintenance Workers	37.1012-00	620	\$33,470.00	16	11%
89	First-Line Supervisors/Managers of Production and Operating Workers	51.1011-00	3,750	\$45,510.00	65	-3.8%
87	Construction Managers	11.9021-00	970	\$72,320.00	35	3.7%
86	Industrial Production Managers	11.3051-00	690	\$72,560.00	24	-12%
86	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	37.1011-00	900	\$33,840.00	18	3.4%
86	Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation Inspectors	53.6051-07	60	\$42,890.00	2	4.9%
85	Electromechanical Equipment Assemblers	51.2023-00	90	\$26,430.00	2	-20%
85	Insulation Workers, Mechanical	47.2132-00	180	\$35,060.00	4	2.3%
84	Computer Support Specialists	15.1041-00	1,670	\$40,200.00	61	5.2%
84	Motion Picture Projectionists	39.3021-00	70	\$18,770.00	3	.00%
84	Storage and Distribution Managers	11.3071-02	710	\$62,270.00	25	5.0%
84	Avionics Technicians	49.2091-00	20	\$34,970.00	0	5.9%
84	Mechanical Engineering Technicians	17.3027-00	130	\$44,890.00	3	2.3%

MATCHED OCCUPATION: Industrial Machinery Mechanics
49-9041

Reported Job Titles:

mechanic, mechanic 2, precision mechanic

Number of Affected Workers: 3 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$21.72

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

Largest Employing Maine Industries

Employment Industry

- 120 Food Manufacturing
- 110 Public Administration
- 100 Plastics and Rubber Products Manufacturing
- 90 Wood Product Manufacturing
- 40 Leather and Allied Product Manufacturing
- 30 Utilities

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	943	384	Total	19	8
Year 2014	925	386	Due to Growth	0	0
Net Change	-18	2	Due to Replacement	19	8
Percent Change	-1.9%	.52%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210.00	6	-12%
94	Maintenance Workers, Machinery	49.9043-00	290	\$34,100.00	5	-17%
92	Millwrights	49.9044-00	830	\$41,280.00	11	-12%
91	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900.00	1	-29%
91	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020.00	31	3.4%
91	Helpers--Installation, Maintenance, and Repair Workers	49.9098-00	590	\$20,870.00	18	8.6%
91	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010.00	1	-45%
91	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030.00	49	7.4%
90	Farm Equipment Mechanics	49.3041-00	80	\$28,580.00	2	-9.4%
90	Motorboat Mechanics	49.3051-00	240	\$34,980.00	8	5.9%
90	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal an	51.4034-00	110	\$34,350.00	2	-9.2%
90	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
90	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010.00	22	5.3%
89	Boilermakers	47.2011-00	60	\$39,260.00	3	12%

MATCHED OCCUPATION: Maintenance Workers, Machinery
49-9043

Reported Job Titles:
maintenance mechanic2

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		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	256	63	Total	6	1
Year 2014	230	62	Due to Growth	0	0
Net Change	-26	-1	Due to Replacement	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	\$38,030.00	49	7.4%
90	Millwrights	49.9044-00	830	\$41,280.00	11	-12%
89	Maintenance and Repair Workers, General	49.9042-00	5,140	\$31,020.00	31	3.4%
88	Electric Motor, Power Tool, and Related Repairers	49.2092-00	170	\$31,210.00	6	-12%
88	Motorboat Mechanics	49.3051-00	240	\$34,980.00	8	5.9%
88	Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470.00	4	1.6%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
88	Industrial Machinery Mechanics	49.9041-00	990	\$39,370.00	25	7.4%
88	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640.00	1	6.0%
88	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal an	51.4034-00	110	\$34,350.00	2	-9.2%
88	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900.00	1	-29%
87	Bus and Truck Mechanics and Diesel Engine Specialists	49.3031-00	1,180	\$34,210.00	34	5.6%
87	Motorcycle Mechanics	49.3052-00	100	\$29,340.00	2	2.6%
87	Helpers--Installation, Maintenance, and Repair Workers	49.9098-00	590	\$20,870.00	18	8.6%

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

Reported Job Titles:

bindery supervisor, manufacturing supervisor, manufacturing supervisor/bindery/interim manager, supervisor

Number of Affected Workers:

4 Training Requirements: Work experience in a related occupation

Median Wage: \$23.40

Associated ONET Skills:

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

Largest Employing Maine Industries
Employment Industry

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

Employment Forecast

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	\$72,560.00	24	-12%
90	Inspectors, Testers, Sorters, Samplers, and Weighers	51.9061-00	1,700	\$29,700.00	26	-14%
89	Storage and Distribution Managers	11.3071-02	710	\$62,270.00	25	5.0%
89	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250.00	13	-19%
89	First-Line Supervisors/Managers of Helpers, Laborers, and Material Mover	53.1021-00	1,160	\$34,540.00	37	11%
88	Industrial Engineering Technicians	17.3026-00	370	\$51,700.00	9	5.5%
88	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490.00	35	-6.2%
88	Bakers	51.3011-00	740	\$24,170.00	24	5.3%
87	Marking Clerks	43.5081-02	7,670	\$19,860.00	180	-8.9%
87	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200.00	10	-4.8%
87	First-Line Supervisors/Managers of Retail Sales Workers	41.1011-00	6,900	\$31,720.00	216	.47%
86	Fabric and Apparel Patternmakers	51.6092-00	20	\$29,670.00	0	-6.3%
86	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
86	First-Line Supervisors/Managers of Food Preparation and Serving Workers	35.1012-00	3,970	\$27,520.00	64	8.0%

MATCHED OCCUPATION: Cutting, Punching, and Press Machine Setters, Operators, and 51-4031

Reported Job Titles:

Real Stand Operator, reelstand operator

Number of Affected Workers: 2 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$14.69

Associated ONET Skills: Quality Control Analysis Troubleshooting
 Operation Monitoring Operation and Control
 Active Listening Instructing
 Equipment Maintenance Reading Comprehension
 Monitoring Equipment Selection

Largest Employing Maine Industries

Employment Industry

- 250 Fabricated Metal Product Manufacturing
- 40 Machinery Manufacturing
- 30 Administrative and Support Services
- 20 Computer and Electronic Product Manufacturing
- 10 Plastics and Rubber Products Manufacturing

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	489	232	Total	11	5
Year 2014	382	175	Due to Growth	0	0
Net Change	-107	-57	Due to Replacement	11	5
Percent Change	-22%	-25%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	Plating and Coating Machine Setters, Operators, and Tenders, Metal and P	51.4193-00	120	\$32,160.00	5	16%
92	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51.4122-00	120	\$36,960.00	3	1.9%
92	Bindery Workers	51.5011-00	350	\$26,130.00	5	-20%
91	Printing Machine Operators	51.5023-00	790	\$29,710.00	18	-2.7%
85	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
84	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
84	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620.00	2	-15%
84	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350.00	12	-23%
84	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
83	Structural Metal Fabricators and Fitters	51.2041-00	680	\$36,030.00	15	4.6%
83	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
83	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
83	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
82	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010.00	1	-45%

MATCHED OCCUPATION: Machinists
51-4041

Reported Job Titles:

machinist III, machinist/mechanic

Number of Affected Workers: 3 **Training Requirements:** Long-term on-the-job training **Median Wage:** \$18.67

Associated ONET Skills: Operation Monitoring Operation and Control
Monitoring Critical Thinking
Active Listening Quality Control Analysis
Equipment Maintenance Judgment and Decision Making
Complex Problem Solving Coordination

Largest Employing Maine Industries

Employment Industry

- 780 Fabricated Metal Product Manufacturing
- 150 Machinery Manufacturing
- 150 Paper Manufacturing
- 120 Public Administration
- 70 Computer and Electronic Product Manufacturing
- 40 Repair and Maintenance

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	1,818	654	Total	42	16
Year 2014	1,743	662	Due to Growth	0	1
Net Change	-75	8	Due to Replacement	42	15
Percent Change	-4.1%	1.2%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
89	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and	51.4034-00	110	\$34,350.00	2	-9.2%
85	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
85	Tool and Die Makers	51.4111-00	160	\$51,670.00	2	-11%
84	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51.4022-00	20	\$28,330.00	1	-18%
83	Electro-Mechanical Technicians	17.3024-00	200	\$0.00	5	-39%
83	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal	51.4032-00	100	\$33,030.00	2	-22%
83	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030.00	49	7.4%
83	Printing Machine Operators	51.5023-00	790	\$29,710.00	18	-2.7%
82	Lay-Out Workers, Metal and Plastic	51.4192-00	180	\$43,870.00	3	-24%
82	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
82	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010.00	22	5.3%
82	Computer-Controlled Machine Tool Operators, Metal and Plastic	51.4011-00	720	\$40,490.00	12	6.4%
81	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010.00	1	-45%
81	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%

MATCHED OCCUPATION: Bindery Workers
51-5011

Reported Job Titles:

Bindery operator, binder operator, bindery, bindery Tech, bindery Tech 3, bindery Tech II, bindery Tech III, bindery floor coordinator, bindery operator, bindery operator, bindery tech, bindery tech 2, bindery tech 3, bindery tech I, bindery tech II, bindery tech III, bindery technician III, saddle stitch operator, saddle stitcher operator

Number of Affected Workers: 30 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$14.44

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

Largest Employing Maine Industries

Employment Industry

300 Printing and Related Support Activities

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	364	161	Total	10	4
Year 2014	340	153	Due to Growth	0	0
Net Change	-24	-8	Due to Replacement	10	4
Percent Change	-6.6%	-5.0%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51.4122-00	120	\$36,960.00	3	1.9%
88	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Me	51.4031-00	450	\$27,500.00	11	-14%
87	Printing Machine Operators	51.5023-00	790	\$29,710.00	18	-2.7%
87	Plating and Coating Machine Setters, Operators, and Tenders, Metal and P	51.4193-00	120	\$32,160.00	5	16%
84	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
83	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
81	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
81	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350.00	12	-23%
81	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
81	Logging Equipment Operators	45.4022-00	1,390	\$29,280.00	46	3.7%
81	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620.00	2	-15%
80	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
80	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
79	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010.00	1	-45%

MATCHED OCCUPATION: Prepress Technicians and Workers
51-5022

Reported Job Titles:

Tech III, Technician, Technician 3, prep/plate, prepress, prepress operator 3, prepress tech 3, prepress technician level 4, prepress/platemaking, press Tech II, press ast, press tech II, press tech III, tech 3, tech III, technician III

Number of Affected Workers: 18 **Training Requirements:** Postsecondary vocational training **Median Wage:** \$15.28

Associated ONET Skills: Active Listening Reading Comprehension
Active Learning Time Management
Coordination Troubleshooting
Learning Strategies Critical Thinking
Speaking Instructing

Largest Employing Maine Industries

Employment Industry

- 200 Printing and Related Support Activities
- 60 Publishing Industries (except Internet)

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	282	122	Total	7	3
Year 2014	272	120	Due to Growth	0	0
Net Change	-10	-2	Due to Replacement	7	3
Percent Change	-3.5%	-1.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	Desktop Publishers	43.9031-00	130	\$32,200.00	5	14%
81	Graphic Designers	27.1024-00	700	\$34,090.00	30	5.2%
80	Ophthalmic Laboratory Technicians	51.9083-00	n/a	\$26,810.00	0	.00%
80	Office Machine Operators, Except Computer	43.9071-00	190	\$26,260.00	6	-5.0%
79	Film and Video Editors	27.4032-00	80	\$30,810.00	2	-4.2%
79	Printing Machine Operators	51.5023-00	790	\$29,710.00	18	-2.7%
79	Photographic Process Workers	51.9131-00	50	\$28,860.00	2	-43%
79	Solderers and Brazers	51.4121-07	1,610	\$38,030.00	49	7.4%
78	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030.00	3	-19%
77	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51.4122-00	120	\$36,960.00	3	1.9%
77	Technical Writers	27.3042-00	50	\$46,060.00	2	-7.5%
77	Computer Operators	43.9011-00	230	\$33,120.00	4	-30%
77	Tailors, Dressmakers, and Custom Sewers	51.6052-00	n/a	\$23,490.00	0	.00%
77	File Clerks	43.4071-00	410	\$23,030.00	11	-42%

MATCHED OCCUPATION: Printing Machine Operators
51-5023

Reported Job Titles:

1st press operator, 2nd pressman, 2nd pressman printer, Head pressman, II pressman, WPA, floater in pressroom, head pressman, headpressman, lead person, lead pressperson, machine operator, machine operator, machine operator saddle stitcher, mbo operator, operator, prep shift supervisor, press operator, press operator 3, pressman, pressroom coordinator, pressroom supervisor, second pressman, web press asst

Number of Affected Workers: 43 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$15.37

Associated ONET Skills: Operation and Control Operation Monitoring
Troubleshooting Equipment Maintenance
Reading Comprehension Quality Control Analysis
Critical Thinking Equipment Selection
Active Listening Time Management

Largest Employing Maine Industries

Employment Industry

- 440 Printing and Related Support Activities
- 110 Clothing and Clothing Accessories Stores
- 80 Publishing Industries (except Internet)
- 40 Paper Manufacturing
- 30 Professional, Scientific, and Technical Services

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	750	332	Total	21	10
Year 2014	789	354	Due to Growth	4	2
Net Change	39	22	Due to Replacement	17	8
Percent Change	5.2%	6.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
86	Plating and Coating Machine Setters, Operators, and Tenders, Metal and P	51.4193-00	120	\$32,160.00	5	16%
85	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Me	51.4031-00	450	\$27,500.00	11	-14%
84	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51.4122-00	120	\$36,960.00	3	1.9%
83	Bindery Workers	51.5011-00	350	\$26,130.00	5	-20%
81	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
80	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal an	51.4034-00	110	\$34,350.00	2	-9.2%
80	Gem and Diamond Workers	51.9071-06	220	\$32,520.00	7	7.0%
79	Job Printers	51.5021-00	140	\$31,890.00	2	-10%
79	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
79	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
79	Solderers and Brazers	51.4121-07	1,610	\$38,030.00	49	7.4%
79	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
78	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350.00	12	-23%
78	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620.00	2	-15%

MATCHED OCCUPATION: Cutting and Slicing Machine Setters, Operators, and Tenders
51-9032

Reported Job Titles:

cutter operator, cutter operator/feeder, paper cutter

Number of Affected Workers: 6 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$13.60

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

Largest Employing Maine Industries

Employment Industry

- 440 Paper Manufacturing
- 50 Leather and Allied Product Manufacturing
- 40 Food Manufacturing
- 40 Nonmetallic Mineral Product Manufacturing
- 30 Textile Mills
- 10 Printing and Related Support Activities

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	801	337	Total	17	7
Year 2014	680	290	Due to Growth	0	0
Net Change	-121	-47	Due to Replacement	17	7
Percent Change	-15%	-14%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
89	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
89	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620.00	2	-15%
88	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
88	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
88	Food Batchmakers	51.3092-00	640	\$25,410.00	14	-7.5%
88	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
87	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51.4023-00	n/a	\$33,460.00	0	.00%
87	Helpers--Production Workers	51.9198-00	1,490	\$22,260.00	37	-10%
87	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, a	51.6064-00	290	\$25,840.00	0	.00%
87	Machine Feeders and Offbearers	53.7063-00	480	\$26,820.00	9	-22%
87	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51.4022-00	20	\$28,330.00	1	-18%
86	Printing Machine Operators	51.5023-00	790	\$29,710.00	18	-2.7%

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

Reported Job Titles:

Quality Analyst, Quality analyst, plateroom quality supervisor, qa/Backup supervisor, sample dept supervisor

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%	-.23%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250.00	13	-19%
87	Solderers and Brazers	51.4121-07	1,610	\$38,030.00	49	7.4%
87	Photographic Processing Machine Operators	51.9132-00	250	\$20,170.00	9	-54%
85	Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	\$19,860.00	180	-8.9%
85	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
85	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
85	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
84	Marking Clerks	43.5081-02	7,670	\$19,860.00	180	-8.9%
84	Food Batchmakers	51.3092-00	640	\$25,410.00	14	-7.5%
84	Postal Service Mail Sorters, Processors, and Processing Machine Operator	43.5053-00	970	\$41,950.00	10	-12%
83	Food Cooking Machine Operators and Tenders	51.3093-00	120	\$22,970.00	5	-17%
83	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050.00	21	7.6%
82	Desktop Publishers	43.9031-00	130	\$32,200.00	5	14%
82	Office Machine Operators, Except Computer	43.9071-00	190	\$26,260.00	6	-5.0%

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

Reported Job Titles:
baler, baler operator

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	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
88	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51.9121-00	850	\$38,860.00	19	-26%
88	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
88	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
88	Machine Feeders and Offbearers	53.7063-00	480	\$26,820.00	9	-22%
87	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
87	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
87	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51.4122-00	120	\$36,960.00	3	1.9%
87	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, a	51.6064-00	290	\$25,840.00	0	.00%
87	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350.00	12	-23%
87	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010.00	1	-45%
87	Job Printers	51.5021-00	140	\$31,890.00	2	-10%
86	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51.4023-00	n/a	\$33,460.00	0	.00%
86	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980.00	9	-18%

MATCHED OCCUPATION: Paper Goods Machine Setters, Operators, and Tenders
51-9196

Reported Job Titles:
folder operator

Number of Affected Workers: 1 **Training Requirements:** Moderate-term on-the-job training **Median Wage:** \$18.62

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

Largest Employing Maine Industries
Employment Industry

.Paper Manufacturing

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine	Region	
Year 2004	1,037	169	Total	22	4
Year 2014	911	164	Due to Growth	0	0
Net Change	-126	-5	Due to Replacement	22	4
Percent Change	-12%	-3.0%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
89	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
88	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
88	Machine Feeders and Offbearers	53.7063-00	480	\$26,820.00	9	-22%
88	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
88	Job Printers	51.5021-00	140	\$31,890.00	2	-10%
88	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
88	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350.00	12	-23%
87	Food Batchmakers	51.3092-00	640	\$25,410.00	14	-7.5%
87	Printing Machine Operators	51.5023-00	790	\$29,710.00	18	-2.7%
87	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51.6063-00	n/a	\$23,830.00	0	.00%
87	Solderers and Brazers	51.4121-07	1,610	\$38,030.00	49	7.4%
87	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
86	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010.00	1	-45%
86	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980.00	9	-18%

MATCHED OCCUPATION: First-Line Supervisors/Managers of Helpers, Laborers, and Ma
53-1021

Reported Job Titles:

Supervisor shipping, paper warehouse controller, warehouse supervisor

Number of Affected Workers:

3 Training Requirements: Work experience in a related occupation

Median Wage: \$17.42

Associated ONET Skills: Time Management Monitoring
Judgment and Decision Making Active Listening
Speaking Management of Personnel Resources
Critical Thinking Persuasion
Reading Comprehension Service Orientation

Largest Employing Maine Industries
Employment Industry

- 110 Warehousing and Storage
- 100 Merchant Wholesalers, Nondurable Goods
- 90 Couriers and Messengers
- 60 Merchant Wholesalers, Durable Goods
- 40 Repair and Maintenance
- 40 Administrative and Support Services

	Employment Forecast		Total	Average Annual Openings	
	Maine Region			Maine Region	
Year 2004	741	318		22	12
Year 2014	787	357	Due to Growth	5	4
Net Change	46	39	Due to Replacement	17	8
Percent Change	6.2%	12%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Storage and Distribution Managers	11.3071-02	710	\$62,270.00	25	5.0%
90	Shipping, Receiving, and Traffic Clerks	43.5071-00	2,660	\$26,320.00	63	-8.9%
90	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200.00	10	-4.8%
90	Cargo and Freight Agents	43.5011-00	170	\$40,360.00	5	4.9%
89	First-Line Supervisors/Managers of Retail Sales Workers	41.1011-00	6,900	\$31,720.00	216	.47%
88	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860.00	180	-8.9%
88	First-Line Supervisors/Managers of Food Preparation and Serving Workers	35.1012-00	3,970	\$27,520.00	64	8.0%
88	Procurement Clerks	43.3061-00	n/a	\$33,300.00	5	-1.6%
88	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840.00	94	7.7%
88	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860.00	180	-8.9%
87	Dispatchers, Except Police, Fire, and Ambulance	43.5032-00	870	\$31,480.00	20	-1.1%
87	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050.00	21	7.6%
87	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490.00	35	-6.2%
87	Administrative Services Managers	11.3011-00	1,090	\$56,630.00	34	4.9%

MATCHED OCCUPATION: Hoist and Winch Operators
53-7041

Reported Job Titles:

Hoist operator, hoist 2, hoist 2 /rewinder, hoist 2 forklift, hoist 3, hoist 3 lead, hoist II, hoist II shipping, hoist III working supervisor, hoist III/material controller, hoist operator, hoist operator 2, hoist operator 3, hoist operator I, hoist operator II, hoist operator III, working supervisor, hoist operator2

Number of Affected Workers: 25 **Training Requirements:** **Median Wage:** .

Associated ONET Skills: Operation and Control Coordination
Reading Comprehension Speaking
Judgment and Decision Making Repairing
Operation Monitoring Critical Thinking
Equipment Maintenance Time Management

**Largest Employing
Maine Industries
Employment Industry**

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	n/a	n/a	Total	n/a	n/a
Year 2014	n/a	n/a	Due to Growth	n/a	n/a
Net Change	n/a	n/a	Due to Replacement	n/a	n/a
Percent Change	n/a	n/a			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
85	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780.00	37	.97%
84	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
84	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
84	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520.00	7	.93%
83	Crane and Tower Operators	53.7021-00	240	\$41,940.00	4	-1.6%
83	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620.00	2	-15%
83	Earth Drillers, Except Oil and Gas	47.5021-00	140	\$37,470.00	4	1.6%
83	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030.00	49	7.4%
82	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
82	Excavating and Loading Machine and Dragline Operators	53.7032-00	330	\$32,160.00	8	5.8%
82	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450.00	130	12%
82	Meter Readers, Utilities	43.5041-00	90	\$31,240.00	3	-11%
82	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
81	Motion Picture Projectionists	39.3021-00	70	\$18,770.00	3	.00%
81	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010.00	1	-45%

MATCHED OCCUPATION: Industrial Truck and Tractor Operators
53-7051

Reported Job Titles:

forklift operator, hoist 2 operator drives hibay rack trucks forklifts and standup hoist lift

Number of Affected Workers: 3 **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	\$22,780.00	37	.97%
87	Truck Drivers, Light or Delivery Services	53.3033-00	4,100	\$25,210.00	108	7.2%
86	Laborers and Freight, Stock, and Material Movers, Hand	53.7062-00	8,320	\$22,130.00	274	-2.4%
85	Truck Drivers, Heavy and Tractor-Trailer	53.3032-00	9,940	\$31,140.00	246	3.0%
85	Nursery Workers	45.2092-01	360	\$19,720.00	54	15%
84	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620.00	2	-15%
84	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450.00	130	12%
84	Highway Maintenance Workers	47.4051-00	2,210	\$28,790.00	60	7.3%
83	Couriers and Messengers	43.5021-00	240	\$23,920.00	12	6.4%
83	Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860.00	4	-13%
82	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520.00	7	.93%
82	Rail-Track Laying and Maintenance Equipment Operators	47.4061-00	120	\$36,960.00	4	7.9%
82	Helpers--Production Workers	51.9198-00	1,490	\$22,260.00	37	-10%
82	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%

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

Reported Job Titles:

General worker, Material/mail, floor coordinator, general laborer, general worker, material handler, material handler 2, material handler 2/stacker operator, material handler I, material handler II, material tech 2, stacker operator, stock operator

Number of Affected Workers: 43 **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	
			Total	
Year 2004	9,892	3,949		331
Year 2014	9,975	4,202	Due to Growth	8
Net Change	83	253	Due to Replacement	323
Percent Change	.84%	6.4%		129

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	Packers and Packagers, Hand	53.7064-00	3,780	\$0.00	45	-9.2%
80	Postal Service Mail Sorters, Processors, and Processing Machine Operator	43.5053-00	970	\$41,950.00	10	-12%
80	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860.00	180	-8.9%
78	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170.00	4	-21%
77	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860.00	180	-8.9%
76	Postal Service Mail Carriers	43.5052-00	1,730	\$43,190.00	50	-3.0%
76	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250.00	13	-19%
76	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37.2011-00	9,170	\$23,520.00	241	5.4%
76	Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320.00	204	6.7%
75	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780.00	37	.97%
75	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960.00	40	6.9%
74	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910.00	1	-12%
74	Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	\$19,860.00	180	-8.9%
74	Industrial Truck and Tractor Operators	53.7051-00	3,210	\$26,160.00	82	-1.9%

MATCHED OCCUPATION: Machine Feeders and Offbearers
53-7063

Reported Job Titles:

Roll tender, feeder, feeding papers, lead feeder, machine feeding, pocket feeder, roll storage clamp operator, roll tender

Number of Affected Workers: 14 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$13.12

Associated ONET Skills: Active Listening Operation and Control
 Operation Monitoring Reading Comprehension
 Learning Strategies Equipment Maintenance
 Mathematics Active Learning
 Monitoring Instructing

Largest Employing Maine Industries

Employment Industry

- 90 Wood Product Manufacturing
- . Food Manufacturing

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	600	200	Total	16	6
Year 2014	455	157	Due to Growth	0	0
Net Change	-145	-43	Due to Replacement	16	6
Percent Change	-24%	-22%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	Team Assemblers	51.2092-00	3,850	\$23,730.00	82	-6.7%
90	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790.00	15	-7.7%
90	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,	51.9041-00	260	\$28,330.00	5	-7.4%
90	Sewing Machine Operators	51.6031-00	1,080	\$22,440.00	10	-8.1%
90	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230.00	23	-26%
89	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040.00	23	-12%
89	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51.6063-00	n/a	\$23,830.00	0	.00%
88	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980.00	9	-18%
88	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910.00	1	-53%
87	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910.00	1	-12%
87	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350.00	12	-23%
87	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620.00	2	-15%
87	Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860.00	4	-13%
87	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51.4023-00	n/a	\$33,460.00	0	.00%

MATCHED OCCUPATION: Packers and Packagers, Hand
53-7064

Reported Job Titles:

paacker, packet fitter/mail handling

Number of Affected Workers: 2 **Training Requirements:** Short-term on-the-job training **Median Wage:** \$9.21

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

Largest Employing Maine Industries

Employment Industry

- 1,790 Food and Beverage Stores
- 690 Nonstore Retailers
- 200 Administrative and Support Services
- 90 Food Manufacturing
- 30 Wood Product Manufacturing
- 30 Leather and Allied Product Manufacturing

	Employment Forecast		Average Annual Openings		
	Maine Region		Maine Region		
Year 2004	3,753	1,497	Total	99	44
Year 2014	4,047	1,652	Due to Growth	29	16
Net Change	294	155	Due to Replacement	70	28
Percent Change	7.8%	10%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	Graders and Sorters, Agricultural Products	45.2041-00	170	\$17,170.00	4	-21%
88	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43.5081-03	7,670	\$19,860.00	180	-8.9%
85	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250.00	13	-19%
84	Postal Service Mail Sorters, Processors, and Processing Machine Operator	43.5053-00	970	\$41,950.00	10	-12%
83	Order Fillers, Wholesale and Retail Sales	43.5081-04	7,670	\$19,860.00	180	-8.9%
82	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35.3022-00	1,520	\$17,050.00	115	6.0%
82	Combined Food Preparation and Serving Workers, Including Fast Food	35.3021-00	13,410	\$16,470.00	455	15%
82	Stock Clerks, Sales Floor	43.5081-01	7,670	\$19,860.00	180	-8.9%
81	Marking Clerks	43.5081-02	7,670	\$19,860.00	180	-8.9%
80	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960.00	40	6.9%
80	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050.00	21	7.6%
80	Food Preparation Workers	35.2021-00	5,500	\$20,040.00	245	9.5%
80	Waiters and Waitresses	35.3031-00	10,610	\$15,700.00	680	7.9%
80	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35.9031-00	1,190	\$18,840.00	94	7.7%

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	Replace-ment	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.