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Maine Department of Manpower Affairs
Maine Bureau of Employment Security
Maine Division of Manpower Research
Maine Labor Market Information Services

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OCCUPATIONAL EMPLOYMENT--
TRENDS AND OUTLOOK FOR
SELECTED OCCUPATIONS

AROOSTOOK COUNTY

Labor Market Information

BUREAU OF EMPLOYMENT SECURITY
MANPOWER RESEARCH DIVISION 20 UNION ST. AUGUSTA, ME 04330
A BUREAU OF THE MAINE DEPARTMENT OF MANPOWER AFFAIRS
The following technical services monograph provides an abbreviated analysis of occupational employment in Aroostook County. The monograph was designed to assist employment and training program planners by identifying those occupations that offer the best chance of success with regard to program design.

Featured within the analysis is a labor market information "tool" identified as an occupational-indicator matrix. The matrix was not designed to be a rigid guide in the choice of occupations for program development, but rather simply to provide a structured approach for evaluating selected characteristics of occupations.

An accompanying appendix to the monograph identifies additional sources of labor market information that might be applicable for employment and training program planning.

Any questions or comments regarding the contents of this monograph should be directed to Paul E. Luce, Chief, Labor Market Information Field Services Section, Maine Department of Manpower Affairs, Bureau of Employment Security, Manpower Research Division, 20 Union Street, Augusta, Maine 04330, or by telephone at 207-289-2271.

Ray A. Fongemie, Director
Manpower Research Division

April 1981
The occupational-indicator matrix presented in Table 1 lists 30 major occupations in Aroostook County in 1980. This matrix was developed by the Manpower Research Division to provide a basis for evaluating occupations for employment and training program purposes. Informed employment and training program planning requires an awareness of occupational labor demand, such that emphasis will be placed on training and job development in occupations which offer a promise of continued employment.

Occupations listed on the matrix had employment of 25 or more workers in Aroostook in 1980. Each of the 30 occupations were ranked in six categories. In each category, occupations were assigned a rank order (1 being the most desirable for training), and these rank orders were added to obtain a composite index for each occupation. The composite index was then ranked to determine which occupations appear the most promising in terms of training and future employment possibilities.

The first category on the occupational-indicator matrix is 1980 employment. The most promising occupations are considered to be those with the largest employment. Those occupations which ranked most favorably in this category are sales clerk; nurse aide and/or orderly; cannery worker; general clerk, office; and cashier.

The second category is net change in employment between 1976 and 1980. The occupations with the greatest net change in employment between 1976 and 1980 are nurse aide and/or orderly, sales clerk, cannery worker, cashier, and waiter/waitress.

The third category is percent change in employment between 1976 and 1980. This measure gives more weight to those occupations with smaller volumes of employment, but whose rapid growth in employment indicates good possibilities for job placement. Occupations with the greatest percent change in employment are sewing-machine operator, child-care worker, bus driver, taxi driver, and social service aide.

The fourth category on the matrix is wages. Wages considered are the average hourly starting wages as listed on the 1980 Maine Job Bank summary. Occupations with the highest hourly wages are considered most desirable, because of the incentive they create for the new job holder to remain with the job. The highest wages are found for sales agents, insurance; line installers and repairers; accountants and/or auditors; professional nurses; and tractor-trailer-truck drivers.

The fifth category on the matrix is the Specific Vocational Preparation (SVP) index. This index indicates the degree of prior training required to enter the occupation. A breakdown of the SVP rankings follows:
Ranking | Preparation time
---|---
1 | Short demonstration
2 | Short demonstration - 30 days
3 | 30 days - 3 months
4 | 3 months - 6 months
5 | 6 months - 1 year
6 | 1 year - 2 years
7 | 2 years - 4 years
8 | 4 years - 10 years
9 | Over 10 years

Category six is the supply to demand index. The supply indicates the number of applicants with applicable occupational skills who registered with the Maine Job Service in the three local offices serving Aroostook County. Demand is the number of job openings posted with the Job Service offices. While the index in no way can be considered a ratio of all applicants to openings, it nevertheless is one indicator of supply and demand.

Rankings for each category were summed to calculate the composite index. According to the rank ordering by composite index, the ten most promising industries for training purposes were nurse aide and/or orderly; cannery worker; sales clerk; buyer, retail and/or wholesale trade; maintenance repairer, general utility; cashier; waiter/waitress; stock clerk, sales floor; teller; and cook, institution. Several of these occupations will be discussed separately.

The top ten occupations on the Aroostook County occupational-indicator matrix have the lowest composite index scores primarily because of large 1980 employment or substantial growth between 1976 and 1980. None of the top ten occupations are characterized by exceptionally high wages. The top occupations are all within the most promising industries in Aroostook. Nurse aide and/or orderly; maintenance repairer, general utility; and cook, institution are in health services. Cannery worker and maintenance repairer, general utility are in food and kindred products. Sales clerk; buyer, wholesale and/or retail trade; and stock clerk, sales floor are in general merchandise and food stores. Waiter/waitress is in eating and drinking places. Teller is in banking; and child-care worker is in social services.

Cannery worker - This occupation is ranked first on the matrix, because of its large volume of employment in 1980 and good net growth between 1976 and 1980. Almost three-fourths of all cannery workers in Maine are employed in Aroostook County. Wages paid were average when compared with all wages paid in the county. Despite sizable employment, this occupation has the disadvantage of being associated with a seasonal industry.

Nurse aide and/or orderly ranks second on the matrix because of a large volume of employment and strong employment growth. While health services as a whole experienced a slight dip in employment between 1979 and 1980, it should remain a major sector for future employment. The lower paid yet vital positions, such as nurse aide and/or orderly, should continue to be very much in demand in the near future.
Maintenance Repairer, General Utility - This occupation is ranked third on the occupational-indicator matrix. It experienced high levels of employment in both 1976 and 1980 and a small increase between those years. Wages in this occupation are average. General utility maintenance repairers are usually responsible for more than cleaning duties. Often employed by small firms, they must be able to do a number of repair and maintenance tasks, such as minor plumbing and carpentry work, insulating, machining, and extermination of pests. The outlook for this occupation appears to be good statewide and should also be good in Aroostook County. Both small and large firms which cannot afford a specialist for minor repairs and must maintain older equipment would be likely employers for this occupation. Training could be in several trades which would be applicable to this occupation and lead to more advanced training in a specific trade.

Sales Clerk is ranked fourth on the matrix. A sales clerk is concerned with the selling of a variety of items, usually on a retail level. In 1980, this occupation had the largest level of employment in Aroostook County. It experienced the second largest level of net growth between 1976 and 1980.

Retail sales may decrease in the future if inflation continues and people buy fewer goods. However, such a high employment level would likely mean a high turnover rate and frequent job openings. Also, the skills used as a sales clerk (operating a cash register, handling money, making inventory records, bookkeeping, etc.) are applicable to a large number of occupations. Training in this field might lead to a starting position as a sales clerk and eventually to a more responsible job.

Teller ranks fifth on the matrix because of its good net and percent growth between 1976 and 1980, and because of its low supply to demand index. Tellers are employed in banks and other savings institutions which have shown good growth rates. Job opportunities should be good, as industry growth creates demand for both new and replacement jobs.

Banks and savings institutions are located in many towns throughout the county and working hours are regular each week. These two characteristics make the banking industry extremely desirable to many workers, especially women with children. Although clerical and/or cashier training might help an applicant obtain a banking job, there is still likely to be great competition for any opening.

Buyer, Wholesale and/or Retail Trade is ranked seventh on the matrix. Between 1976 and 1980, the number of buyers in Aroostook County increased 22 percent, but the total number of buyers remained at a small percentage of total county employment. Wages for buyers were quite good, ranking in the top 12 percent.

Buyers are responsible for purchasing items which will be resold at either the wholesale or retail level. A thorough knowledge of the products to be sold and the management philosophy of the store is essential. Because of this, many sales employers prefer to promote someone to buyer from within the firm and/or put potential buyers through the firm's own training program. For these reasons, a general training program for buyers does not seem advisable.
Child-Care Worker ranks tenth on the occupational-indicator matrix because of impressive growth in employment between 1976 and 1980 and a fairly low ratio of applicants to openings in 1980. Child-care workers are primarily associated with the social services industry, which has grown rapidly in the last several years. Employment potential for this occupation should be quite high in the future.

The occupations listed on the occupational-indicator matrix are by no means all of the occupations found in Aroostook County. The matrix is, however, one means by which employment program planners may decide which occupations have future employment potential. The 30 occupations listed on the matrix appear to be the most promising in terms of future employment to fill both growth and replacement needs in Aroostook County.
### TABLE 1

**OCCUPATIONAL-INDICATOR MATRIX**

ARGOOSTOOK COUNTY

<table>
<thead>
<tr>
<th>DOT</th>
<th>Occupation Title</th>
<th>Employment 1/</th>
<th>Supply to Demand</th>
<th>Composite Index</th>
<th>Rank Order by Composite Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>075</td>
<td>Nurse, Professional</td>
<td>341 369 28</td>
<td>7.5</td>
<td>7.5</td>
<td>125 0.54 140 18</td>
</tr>
<tr>
<td>160</td>
<td>Accountant and/or Auditor</td>
<td>108 107 0</td>
<td>0.9</td>
<td>0.9</td>
<td>140 5.67 101 29</td>
</tr>
<tr>
<td>162</td>
<td>Buyer, Wholesale and/or Retail Trade</td>
<td>72 59 13</td>
<td>22.0</td>
<td>22.0</td>
<td>101 4.50 7 7</td>
</tr>
<tr>
<td>185</td>
<td>Manager, Store</td>
<td>247 235 12</td>
<td>5.1</td>
<td>5.1</td>
<td>131 5.50 11 11</td>
</tr>
<tr>
<td>195</td>
<td>Caseworker</td>
<td>48 55 13</td>
<td>37.1</td>
<td>37.1</td>
<td>112 3.90 7 7</td>
</tr>
<tr>
<td>196</td>
<td>Social Service Aide</td>
<td>61 36 25</td>
<td>18.6</td>
<td>18.6</td>
<td>101 2.80 7 7</td>
</tr>
<tr>
<td>201</td>
<td>Secretary</td>
<td>270 246 24</td>
<td>9.7</td>
<td>9.7</td>
<td>113 6.20 6 6</td>
</tr>
<tr>
<td>209</td>
<td>General Clerk, Office</td>
<td>469 442 27</td>
<td>6.1</td>
<td>6.1</td>
<td>125 8.50 17 17</td>
</tr>
<tr>
<td>211</td>
<td>Cashier</td>
<td>456 396 60</td>
<td>15.1</td>
<td>15.1</td>
<td>115 7.00 14 14</td>
</tr>
<tr>
<td>212</td>
<td>Teller</td>
<td>176 138 38</td>
<td>27.5</td>
<td>27.5</td>
<td>99 2.80 5 5</td>
</tr>
<tr>
<td>219</td>
<td>Stock Clerk, Stockroom</td>
<td>163 154 9</td>
<td>5.8</td>
<td>5.8</td>
<td>133 4.70 23 23</td>
</tr>
<tr>
<td>290</td>
<td>Sales Clerk</td>
<td>691 606 85</td>
<td>14.0</td>
<td>14.0</td>
<td>97 3.40 4 4</td>
</tr>
<tr>
<td>299</td>
<td>Stock Clerk, Sales Floor</td>
<td>273 226 47</td>
<td>20.7</td>
<td>20.7</td>
<td>104 4.10 9 9</td>
</tr>
<tr>
<td>310</td>
<td>Retail/Waitress</td>
<td>356 310 56</td>
<td>18.0</td>
<td>18.0</td>
<td>100 2.90 6 6</td>
</tr>
<tr>
<td>311</td>
<td>Counter Attendant, Lunchroom</td>
<td>66 54 12</td>
<td>22.2</td>
<td>22.2</td>
<td>144 8.60 30 30</td>
</tr>
<tr>
<td>313</td>
<td>Cook, Short Order</td>
<td>110 69 21</td>
<td>23.5</td>
<td>23.5</td>
<td>114 2.10 13 13</td>
</tr>
<tr>
<td>313</td>
<td>Food Preparation/Service Worker</td>
<td>100 82 18</td>
<td>21.9</td>
<td>21.9</td>
<td>128 3.10 21 21</td>
</tr>
<tr>
<td>315</td>
<td>Cook, Institution</td>
<td>74 56 18</td>
<td>32.1</td>
<td>32.1</td>
<td>103 5.20 8 8</td>
</tr>
<tr>
<td>318</td>
<td>Kitchen Helper</td>
<td>208 179 29</td>
<td>16.2</td>
<td>16.2</td>
<td>123 5.20 16 16</td>
</tr>
<tr>
<td>355</td>
<td>Nurse Aide and/or Orderly</td>
<td>572 478 94</td>
<td>18.6</td>
<td>18.6</td>
<td>83 4.25 2 2</td>
</tr>
<tr>
<td>359</td>
<td>Child-Care Worker</td>
<td>70 29 41</td>
<td>141.3</td>
<td>141.3</td>
<td>106 2.50 10 10</td>
</tr>
<tr>
<td>529</td>
<td>Cannery Worker</td>
<td>485 421 64</td>
<td>15.2</td>
<td>15.2</td>
<td>78 3.30 1 1</td>
</tr>
<tr>
<td>638</td>
<td>Maintenance Mechanic</td>
<td>68 60 8</td>
<td>13.3</td>
<td>13.3</td>
<td>126 4.30 20 20</td>
</tr>
<tr>
<td>638</td>
<td>Millwright</td>
<td>61 56 5</td>
<td>8.9</td>
<td>8.9</td>
<td>139 5.50 26 26</td>
</tr>
<tr>
<td>786</td>
<td>Sewing Machine Operator</td>
<td>33 3 30</td>
<td>1000.0</td>
<td>1000.0</td>
<td>125 2.00 19 19</td>
</tr>
<tr>
<td>899</td>
<td>Maintenance Repairer, General Utility</td>
<td>369 339 30</td>
<td>8.8</td>
<td>8.8</td>
<td>83 3.60 7 7</td>
</tr>
<tr>
<td>905</td>
<td>Truck Driver, Heavy</td>
<td>366 375 -9</td>
<td>-2.4</td>
<td>-2.4</td>
<td>135 5.00 25 25</td>
</tr>
<tr>
<td>913</td>
<td>Taxicab Driver</td>
<td>26 14 12</td>
<td>85.7</td>
<td>85.7</td>
<td>134 4.10 24 24</td>
</tr>
<tr>
<td>913</td>
<td>Bus Driver</td>
<td>29 13 16</td>
<td>123.0</td>
<td>123.0</td>
<td>138 5.00 26 26</td>
</tr>
<tr>
<td>921</td>
<td>Industrial Truck Operator</td>
<td>156 151 5</td>
<td>3.3</td>
<td>3.3</td>
<td>139 7.50 27 27</td>
</tr>
</tbody>
</table>


2/ Occupational wages are average hourly starting wages as listed with the Maine Job Bank, 1980.

3/ Specific Vocational Preparation. See text for explanation of SVP rankings.

4/ Ratio of Applicants to openings as listed by the Maine Job Bank for month ending June 30, 1980.

5/ The composite index was calculated by adding the six rank orderings for each occupation. The six categories in which each occupation was ranked were: 1980 employment, net employment change (1976-1980), percent employment change (1976-1980), hourly wages, SVP, and Supply to Demand Index.

6/ When two occupations had the same composite index, the higher rank ordering was given to the occupation with the greatest 1980 employment.
APPENDIX

ADDITIONAL SOURCES OF LABOR MARKET INFORMATION
APPLICABLE FOR EMPLOYMENT AND TRAINING PROGRAM PLANNING

Strategic employment program planning is a process of examining a local labor market to determine the problems that are most persistent, the population groups affected, and the available jobs for which those persons can be made employable. This appendix identifies selected data that may be analyzed by employment program planners to assess economic conditions in a local labor market. It is not a comprehensive treatment of all available labor market information for analytical purposes. The attempt is to identify only current data of particular importance to strategic employment program planning. Planners are encouraged to contact source agencies for a detailed explanation of each data item identified.

Bureau of Employment Security Reports/Data Items:

Publications
LMI Newsletters
Annual Planning Information
Directory of LMI
Affirmative Action Information
Technical Services Monographs
LMI on Special Worker Groups
Occupational/Industrial Projections to 1982
Occupational Staffing Patterns
Occupational Wages in Manufacturing and Nonmanufacturing Industries
Occupational Licensing Requirements
Labor Market Reviews

Data Items
Current Employment Statistics (CES)
Labor Turnover Statistics (LTS)
Employment, Wages, and Contributions (ES-202)
Employment Security Automated Reporting System (ESARS)
Characteristics of the Active File (ESARS, T-93)
Applicants and Nonfarm Job Openings by Classification (ESARS, T-96)
LMI Analytical Table Series
Local Area Unemployment Statistics (LAUS)
Characteristics of the Insured Unemployed (ES-203)
Lawrence Berkeley Laboratory Data (LBL)
Survey of Income and Education (SIE)
Other Agency Reports Information:
Census Series (Demographics, Economic)
Summary Manpower Indicators
Current Population Reports
U.S. Industrial Outlook
BLS Area Wage Surveys
Current Population Survey
Employment and Earnings
Occupational Outlook Handbook
Employment and Training Report of the President
Economic Report of the President
Occupational Information System
Career Information Delivery System

References for Interpreting LMI:
Standard Industrial Classification Manual (SIC)
Dictionary of Occupational Titles (DOT)
ETA Glossary of Terms
Cross-Code Index
BLS Handbook of Methods

Reference Agencies:
Bureau of Employment Security
Maine Occupational Information Coordinating Committee (MOICC)
Bureau of Labor Statistics (Regional Office)
Government Printing Office Bookstores
U.S. Department of Commerce (District Office)
The perceptual movement of the figure illustrates the two facets of research. Viewed one way, the four small arrows pointing to the central square represent the varied inputs to a research project. Viewed another way, the four large arrows pointing outward represent the widespread dissemination of the results of research.

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