



## Strategic Plan: Appendix 14 – Example of Occupation Data for Use in Implementation

As part of the NWDB Strategic Plan Camoin Associates was provided employment and occupation data by the Eastern Maine Development Corporation (EMDC) using their newly acquired JobsEQ subscription with Chmura Economics and Analytics. The data was used to provide context for the NWDB Strategic Plan and identify opportunities, challenges and issues for the development of goals, strategies, and actions.

Beyond the use in information this Plan, the JobsEQ data provides opportunities for NWDB and its partners to utilize ongoing employment and occupation intelligence to support strategy implementation and assessment. This fits with the strategic NWDB goals of:

- Sharing and utilizing common-set of data regarding employment and occupations
- Market training opportunities and careers and career pathways in high-demand occupations – emphasize the benefits of training (career prospects, future wages, etc.)

The Jobs EQ system not only provides broad data on employment and workforce trends but also allows for detailed data down to the specific occupation level on projected demand, real-time/current demand, wages, required education and skills, industries generating demand, and higher education programs in the region. This information can serve as a valuable tool in developing customized plans for job seekers, training programs, and career pathways.

To serve as an example for future utilization of employment and occupation intelligence, we have provided three sample occupation data profiles in this Appendix that are within the NWDB Targeted Industries of Manufacturing, Healthcare, and Information Technology. They include:

- Laborers and Freight, Stock, and Material Movers, Hand, SOC 53-7062
- Registered Nurses, SOC 29-1141
- Computer User Support Specialists, SOC 15-1151

Through JobsEQ profiles can be completed for any 5-digit Occupation Code.



# Occupation Report for Laborers and Freight, Stock, and Material Movers, Hand NWDB Region

## Definition of Laborers and Freight, Stock, and Material Movers, Hand, SOC 53-7062

Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified. Excludes "Material Moving Workers" (53-7011 through 53-7199) who use power equipment. Excludes "Construction Laborers" (47-2061) and "Helpers, Construction Trades" (47-3011 through 47-3019).

## Occupation Snapshot

As of 2016Q4, total employment for Laborers and Freight, Stock, and Material Movers, Hand in the NWDB Region was 1,924. Over the past three years, this occupation added 38 jobs in the region and is expected to decrease by 112 jobs over the next seven years, or at an annual average rate of -0.9%.

Occupation Snapshot of Laborers and Freight, Stock, and Material Movers, Hand in NWDB Region										
Current					Historical		Forecast			
Four Quarters Ending with 2016q4			2016q3		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2013q4-2016q4	Over the Next 7 Years			
Empl	Avg. Annual Wages <sup>1</sup>	Location Quotient	Unempl	Unempl Rate	Empl	NWDB Region	Current Online Job Ads <sup>2</sup>	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
1,924	\$26,000	0.78	213	9.9%	38	0.7%	34	415	-112	-0.9%

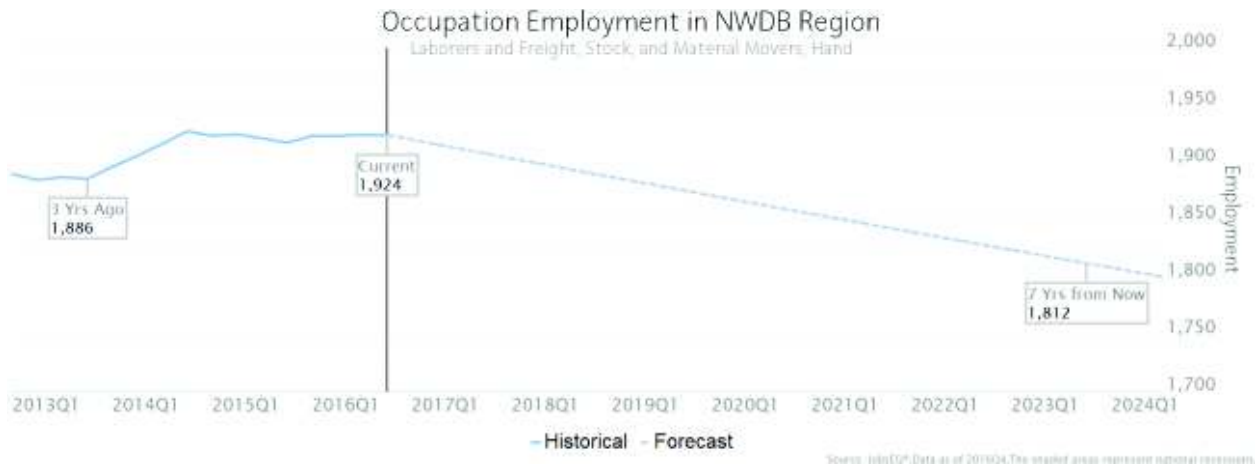
Source: JobsEQ®

Data as of 2016Q4 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2015 and should be taken as the average for all Covered Employment

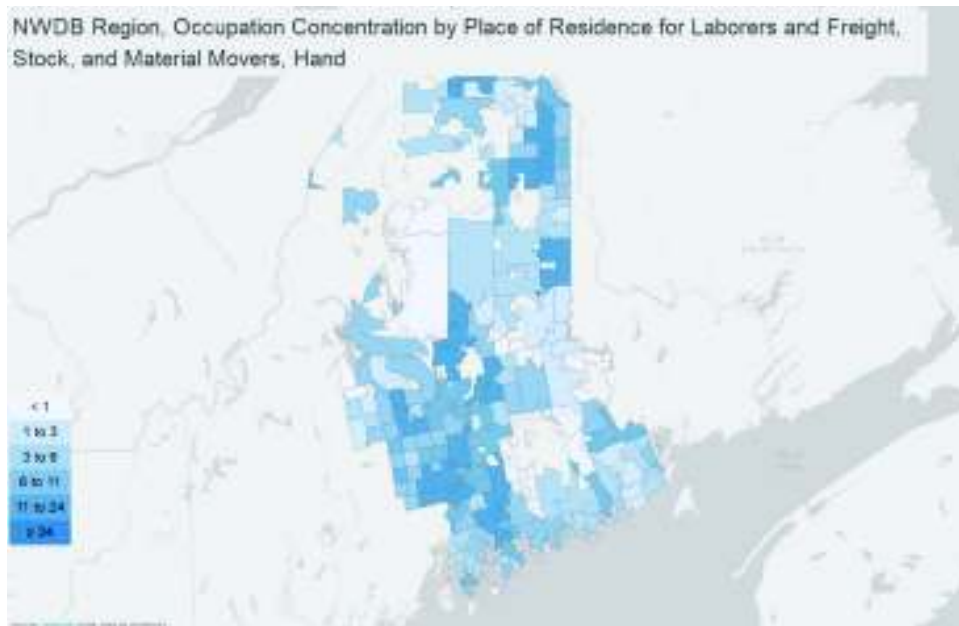
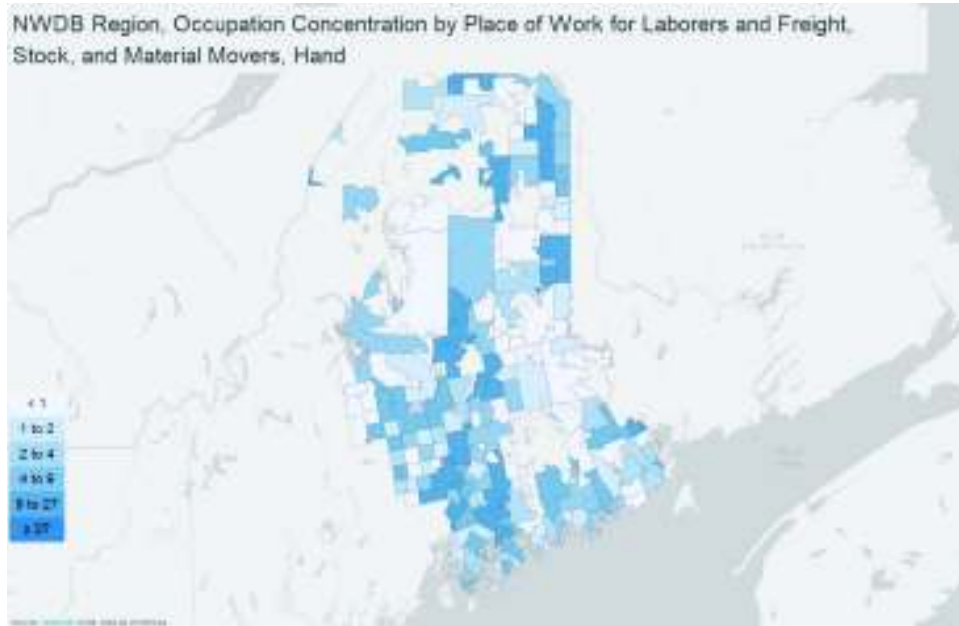
2. Data represent found online ads active within the last thirty days in any zip code intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q2, imputed where necessary with preliminary estimates updated to 2016Q4. Wages by occupation are as of 2015 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

# Geographic Distribution

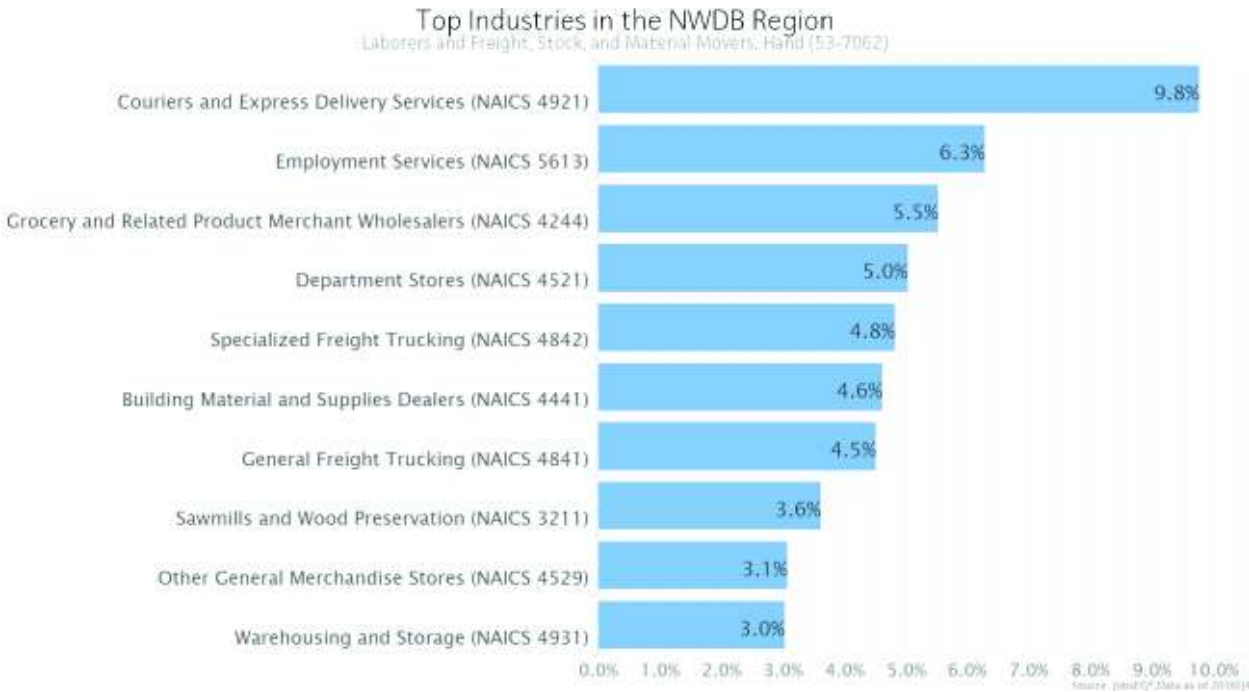
The below maps illustrate the ZCTA-level distribution of employed Laborers and Freight, Stock, and Material Movers, Hand in the NWDB Region. Employment is shown by place of work and by residence.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q2, imputed where necessary with preliminary estimates updated to 2016Q4. Occupation by residence data are derived from the same in addition to commuting pattern data.

# Employment by Industry

The following chart and table illustrate the industries in the NWDB Region which most employ Laborers and Freight, Stock, and Material Movers, Hand. The single industry most employing this occupation in the region is Couriers and Express Delivery Services, NAICS 4921. This industry employs 188 Laborers and Freight, Stock, and Material Movers, Hand—employment which is expected to decrease by 28 jobs over the next ten years; furthermore, 55 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q2, imputed where necessary with preliminary estimates updated to 2016Q4.

NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
4921	Couriers and Express Delivery Services	188	55	-28	28
5613	Employment Services	121	39	5	44
4244	Grocery and Related Product Merchant Wholesalers	106	33	-6	27
4842	Specialized Freight Trucking	93	28	-6	22
4441	Building Material and Supplies Dealers	89	27	-6	22
4841	General Freight Trucking	87	26	-8	19
4521	Department Stores	97	26	-31	0
4529	Other General Merchandise Stores	59	21	12	33

<b>Top Industry Distribution for Laborers and Freight, Stock, and Material Movers, Hand (53-7062) in NWDB Region</b>					
<b>NAICS Code</b>	<b>Industry Title</b>	<b>Current Occupation Employment</b>	<b>10-Year Repl Demand</b>	<b>10-Year Growth Demand</b>	<b>10-Year Total Demand</b>
3211	Sawmills and Wood Preservation	70	21	-10	10
4931	Warehousing and Storage	58	18	-3	15
4451	Grocery Stores	51	16	-3	12
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	37	11	-6	5
7113	Promoters of Performing Arts, Sports, and Similar Events	31	10	0	9
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	27	8	-1	7
4239	Miscellaneous Durable Goods Merchant Wholesalers	23	8	2	10
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	23	7	0	7
4881	Support Activities for Air Transportation	23	7	-1	7
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	23	7	-2	5
3221	Pulp, Paper, and Paperboard Mills	29	8	-10	0
4543	Direct Selling Establishments	22	6	-5	1
	-All Others-	666	203	-53	150

Source: JobsEQ®

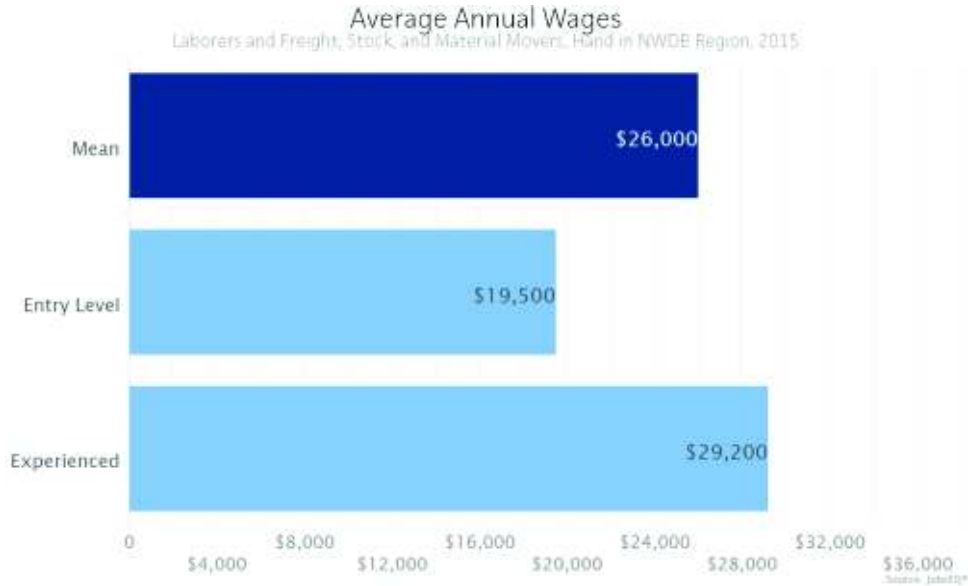
Data as of 2016Q4 except wages which are as of 2015. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

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# Wages

The average (mean) annual wage for Laborers and Freight, Stock, and Material Movers, Hand was \$26,000 in the NWDB Region as of 2015. For the same year, average entry level wages were approximately \$19,500 compared to an average of \$29,200 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2015 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

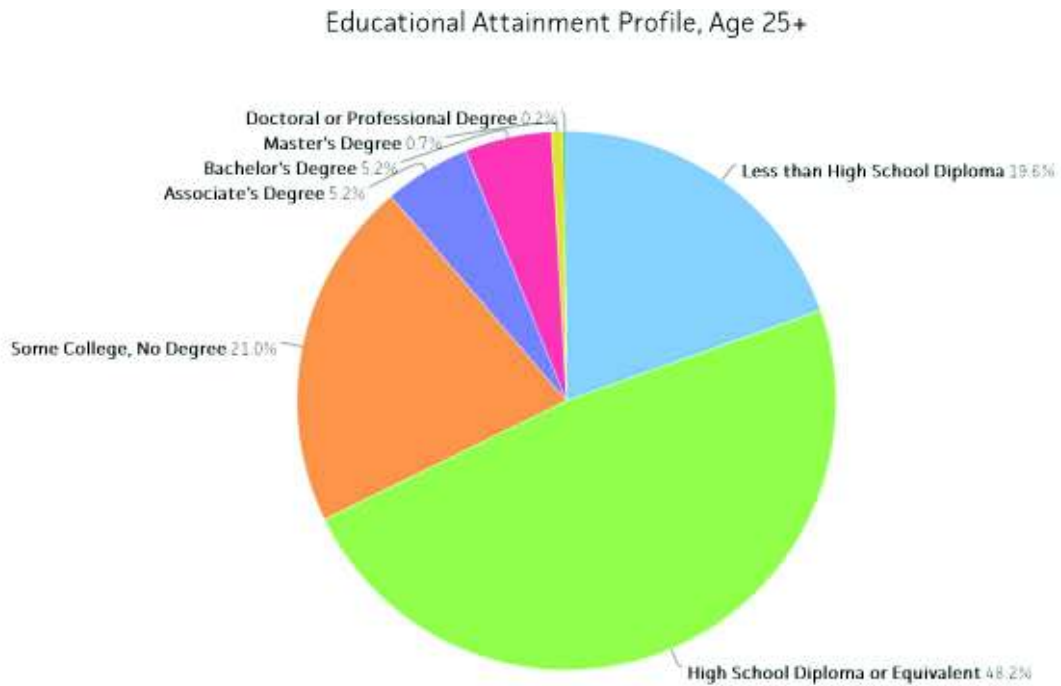


# Education Profile

Typical education and training requirements for Laborers and Freight, Stock, and Material Movers, Hand are described below.

Education and Training Requirements	
Typical Entry-Level Education:	Less than high school
Previous Work Experience:	None
Typical On-the-Job Training:	Short-term on-the-job training

The below education mix for Laborers and Freight, Stock, and Material Movers, Hand is estimated from national survey data.



Source: BLS, 2014

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

# Awards

No postsecondary program awards were granted by postsecondary institutions located in the NWDB Region in the 2015 academic year in programs identified as providing training for Laborers and Freight, Stock, and Material Movers, Hand (for further details, see the source note).

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2015 academic year. Any programs shown here have been identified as being linked with the occupation being analyzed. Other existing programs may also provide training in the region for this occupation but have not been so identified by the program-occupation crosswalk (see the FAQ section at the end of this report for more details). Furthermore, any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

# CRC Profile

AM	AT	L	LI	OB	RI	TW	W
<b>53-7062.03 - Freight, Stock, and Material Movers, Hand</b>							
3	3	3	4	4	3	3	3

AM – Applied Mathematics

AT – Applied Technology

L – Listening

LI – Locating Information

OB – Observation

RI – Reading for Information

TW – Teamwork

W – Writing

Average skill level requirements are based on ACT WorkKeys®.

# Occupation Report for Registered Nurses

## NWDB Region

### Definition of Registered Nurses, SOC 29-1141

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes “Nurse Anesthetists” (29-1151), “Nurse Midwives” (29-1161), and “Nurse Practitioners” (29-1171).

### Occupation Snapshot

As of 2016Q4, total employment for Registered Nurses in the NWDB Region was 3,959. Over the past three years, this occupation added 67 jobs in the region and is expected to increase by 49 jobs over the next seven years, or at an annual average rate of 0.2%.

Occupation Snapshot of Registered Nurses in NWDB Region										
Current					Historical		Forecast			
Four Quarters Ending with 2016q4			2016q3		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2013q4-2016q4	Over the Next 7 Years			
Empl	Avg. Annual Wages <sup>1</sup>	Location Quotient	Unempl	Unempl Rate	Empl	NWDB Region	Current Online Job Ads <sup>2</sup>	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
3,959	\$65,000	1.40	48	1.3%	67	0.6%	352	610	49	0.2%

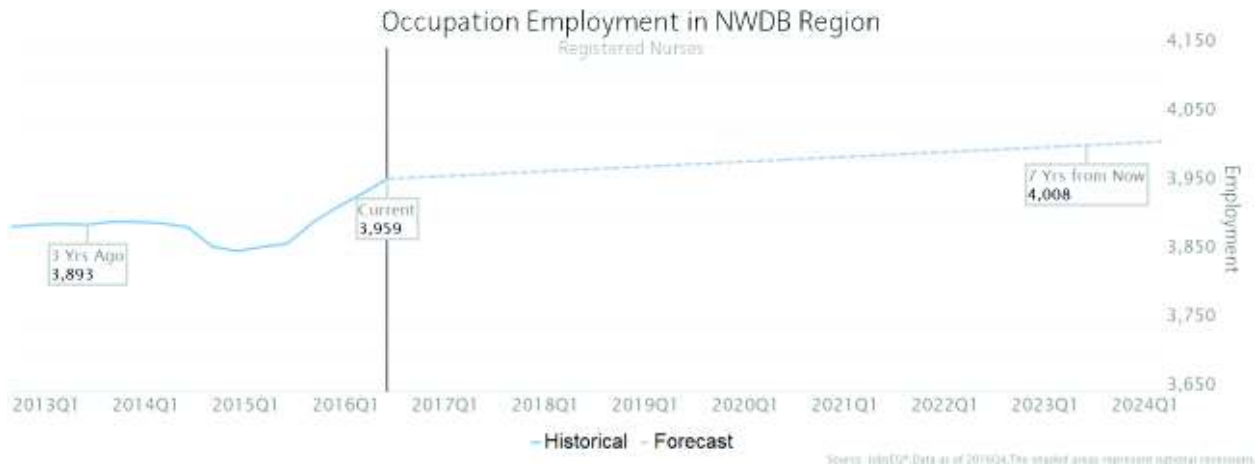
Source: JobsEQ®

Data as of 2016Q4 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2015 and should be taken as the average for all Covered Employment

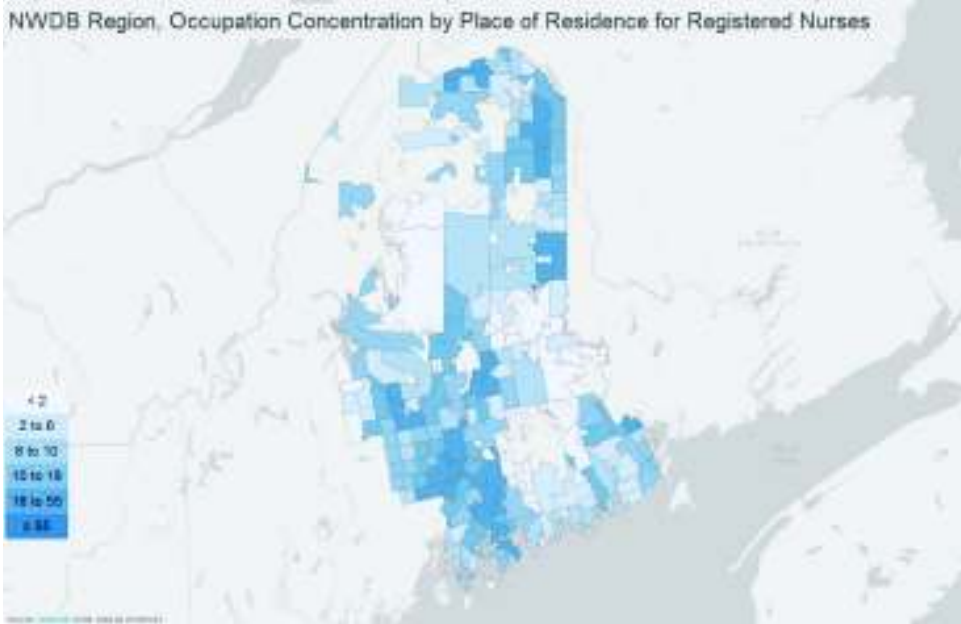
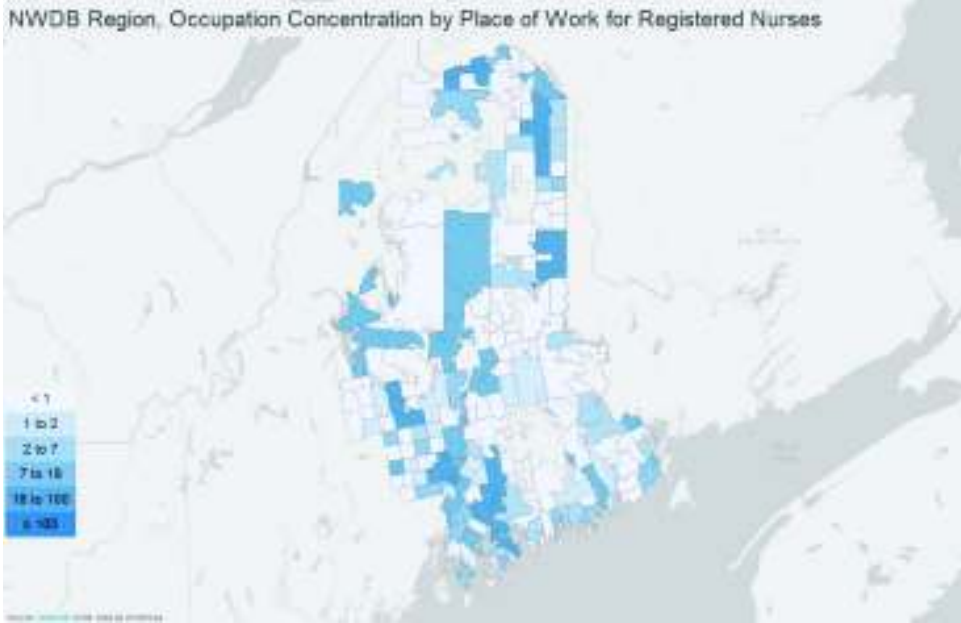
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# Geographic Distribution

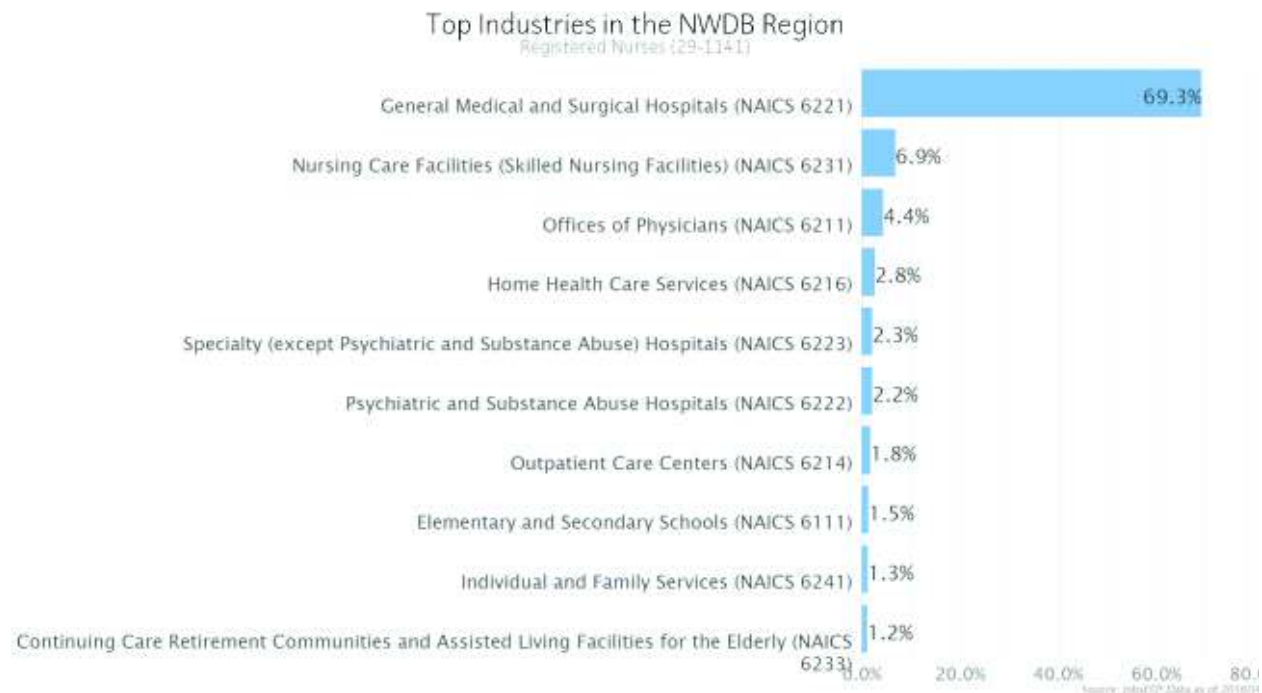
The below maps illustrate the ZCTA-level distribution of employed Registered Nurses in the NWDB Region. Employment is shown by place of work and by residence.



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# Employment by Industry

The following chart and table illustrate the industries in the NWDB Region which most employ Registered Nurses. The single industry most employing this occupation in the region is General Medical and Surgical Hospitals, NAICS 6221. This industry employs 2,743 Registered Nurses—employment which is expected to decrease by 76 jobs over the next ten years; furthermore, 592 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q2, imputed where necessary with preliminary estimates updated to 2016Q4.

NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
6221	General Medical and Surgical Hospitals	2,743	592	-76	516
6231	Nursing Care Facilities (Skilled Nursing Facilities)	273	61	8	69
6211	Offices of Physicians	174	40	20	60
6216	Home Health Care Services	109	31	53	84
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	89	22	19	41
6222	Psychiatric and Substance Abuse Hospitals	88	21	13	33
6214	Outpatient Care Centers	71	18	24	42
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	47	12	18	30
6111	Elementary and Secondary Schools	58	12	-3	9

<b>Top Industry Distribution for Registered Nurses (29-1141) in NWDB Region</b>					
<b>NAICS Code</b>	<b>Industry Title</b>	<b>Current Occupation Employment</b>	<b>10-Year Repl Demand</b>	<b>10-Year Growth Demand</b>	<b>10-Year Total Demand</b>
6241	Individual and Family Services	50	11	3	15
6113	Colleges, Universities, and Professional Schools	38	8	-2	6
9281	National Security and International Affairs	38	8	-9	0
9221	Justice, Public Order, and Safety Activities	32	7	-5	1
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	22	5	4	10
6219	Other Ambulatory Health Care Services	20	5	6	11
	-All Others-	106	23	-1	23

Source: JobsEQ®

Data as of 2016Q4 except wages which are as of 2015. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q2, imputed where necessary with preliminary estimates updated to 2016Q4. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.



# Wages

The average (mean) annual wage for Registered Nurses was \$65,000 in the NWDB Region as of 2015. For the same year, average entry level wages were approximately \$50,000 compared to an average of \$72,400 for experienced workers.



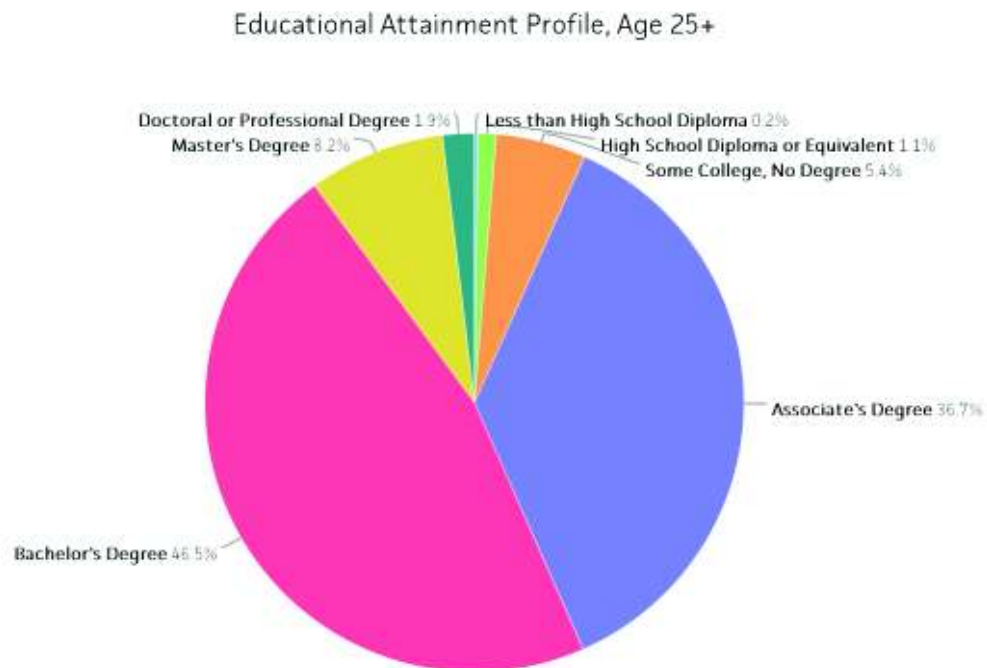
Occupation wages (mean, median, and percentiles) are as of 2015 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

# Education Profile

Typical education and training requirements for Registered Nurses are described below.

Education and Training Requirements	
Typical Entry-Level Education:	Bachelor's degree
Previous Work Experience:	None
Typical On-the-Job Training:	None

The below education mix for Registered Nurses is estimated from national survey data.



Source: BLS, 2014

Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

# Awards

The table below is a list of postsecondary program awards that were granted by postsecondary institutions located in the NWDB Region in the 2015 academic year. These programs have been identified as providing training for Registered Nurses (for further details, see the source note).

Title/School	Annual Awards - NWDB Region		
	Certificates and 2yr Degrees	4yr Degrees	Postgraduate Degrees
<b>51.3801 Registered Nursing/Registered Nurse</b>			
Eastern Maine Community College	32	0	0
Husson University	0	55	0
Northern Maine Community College	29	0	0
University of Maine	0	77	7
<b>51.3805 Family Practice Nurse/Nursing</b>			
Husson University	0	0	7
<b>51.3808 Nursing Science</b>			
University of Maine at Fort Kent	0	79	0
<b>51.3810 Psychiatric/Mental Health Nurse/Nursing</b>			
Husson University	0	0	0
<b>Total</b>			
Total	61	211	14

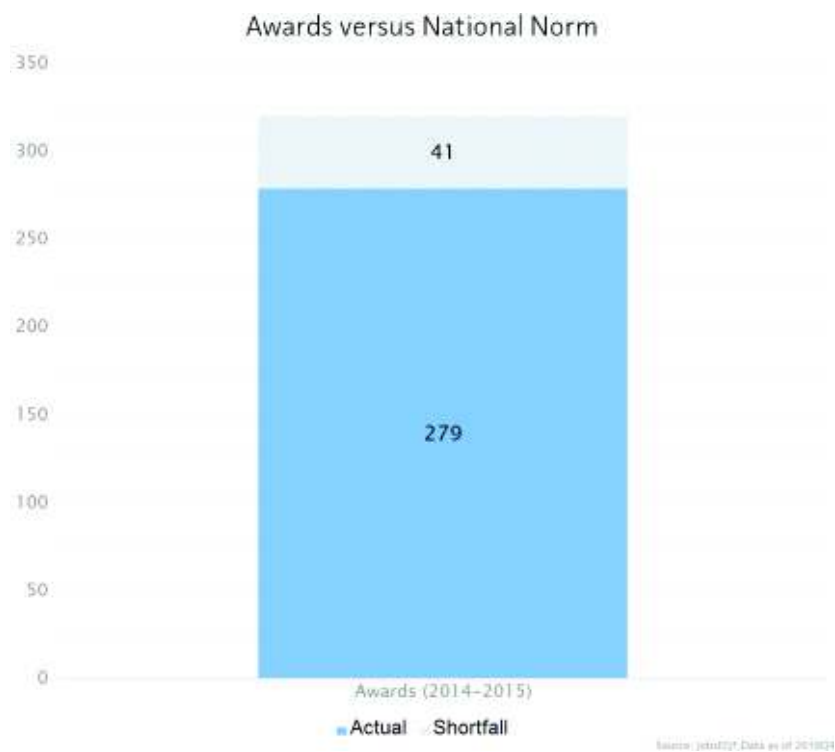
Data as of the 2014-2015 academic year

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2015 academic year. Any programs shown here have been identified as being linked with the occupation being analyzed. Other existing programs may also provide training in the region for this occupation but have not been so identified by the program-occupation crosswalk (see the FAQ section at the end of this report for more details). Furthermore, any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

# Training Concentration

In the 2014-2015 academic year, it is estimated that postsecondary schools in the NWDB Region granted awards for a potential 279 new Registered Nurses.<sup>1</sup> Given the size of this occupation in the region, this award output is below the national norm of 320 awards per year—put another way; it is at 87% of the national average.

Training concentrations above the national average can indicate that the region is an exporter of graduates for this occupation; in other words, some students may come from outside the region for this education and subsequently leave after the award to work outside the region. Training concentrations below the national average can indicate that the region is an importer of graduates for this occupation; in other words, some employers within the region who hire this occupation may need to hire workers who received this training outside of the region.



Awards data by occupation are estimates produced by JobsEQ and for the academic year 2014-2015.

<sup>1</sup> This figure may not match the total awards shown in the prior section since some of those awards may flow into more than one occupation.

# CRC Profile

AM	AT	L	LI	OB	RI	TW	W
<b>29-1111.00 - Registered Nurses</b>							
5	n/a	4	4	5	5	4	4

AM – Applied Mathematics

AT – Applied Technology

L – Listening

LI – Locating Information

OB – Observation

RI – Reading for Information

TW – Teamwork

W – Writing

Average skill level requirements are based on ACT WorkKeys®.

# Occupation Report for Computer User Support Specialists

## NWDB Region

### Definition of Computer User Support Specialists, SOC 15-1151

Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes “Network and Computer Systems Administrators” (15-1142).

### Occupation Snapshot

As of 2016Q4, total employment for Computer User Support Specialists in the NWDB Region was 352. Over the past three years, this occupation shed 2 jobs in the region and is expected to decrease by 4 jobs over the next seven years, or at an annual average rate of -0.2%.

Occupation Snapshot of Computer User Support Specialists in NWDB Region											
Current					Historical		Forecast				
Four Quarters Ending with 2016q4			2016q3		Total Change over the Last 3 Years	Avg Ann % Chg in Empl 2013q4-2016q4	Over the Next 7 Years				
Empl	Avg. Annual Wages <sup>1</sup>	Location Quotient	Unempl	Unempl Rate	Empl	NWDB Region	Current Online Job Ads <sup>2</sup>	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent	
352	\$38,600	0.61	16	4.3%	-2	-0.2%	58	31	-4	-0.2%	

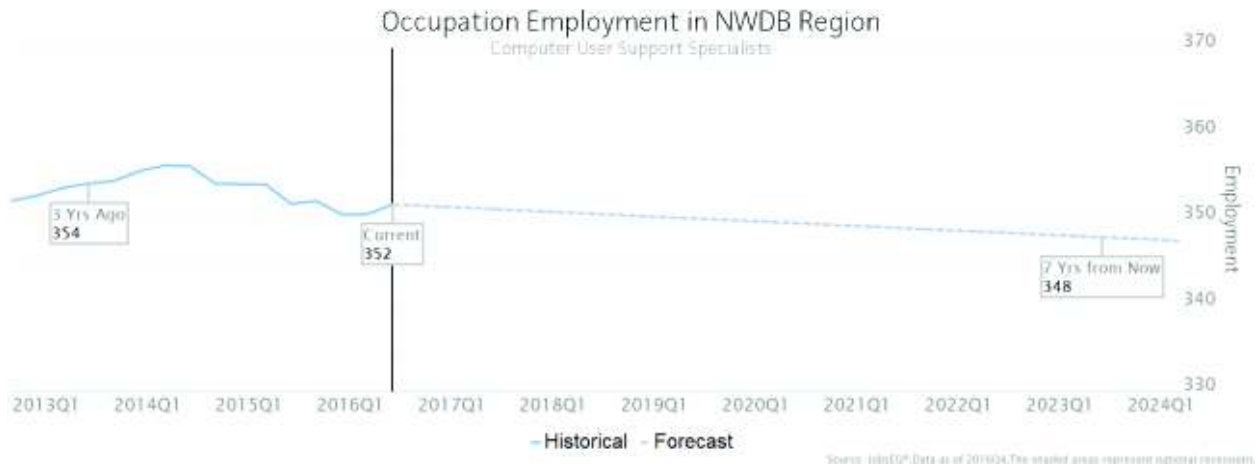
Source: JobsEQ®

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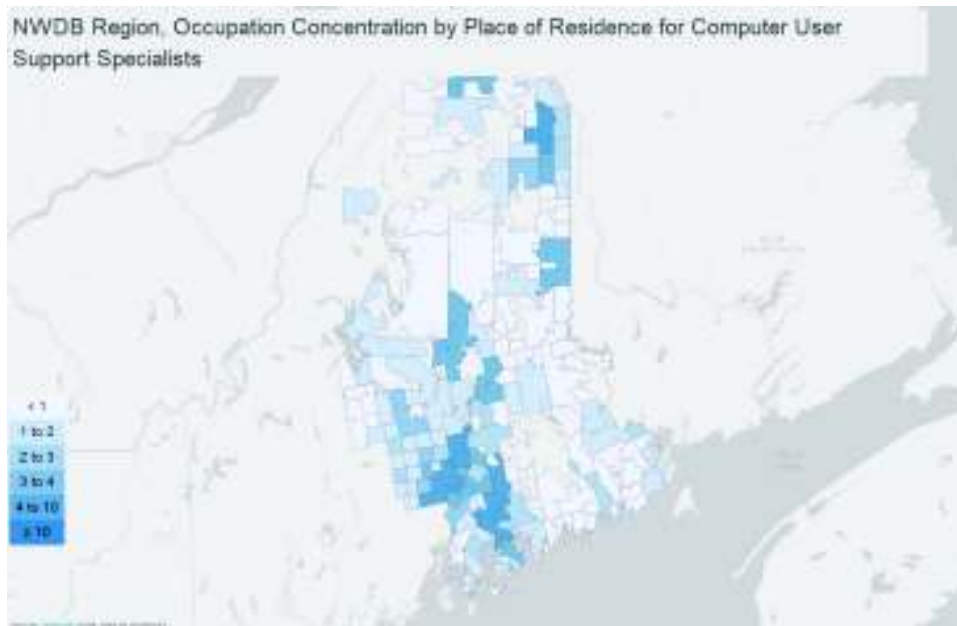
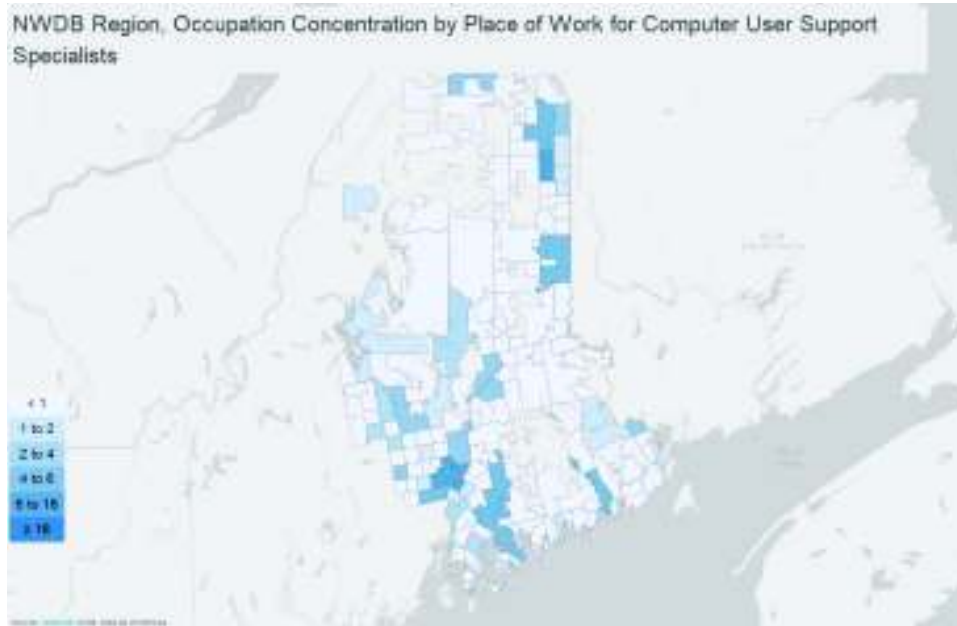


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# Geographic Distribution

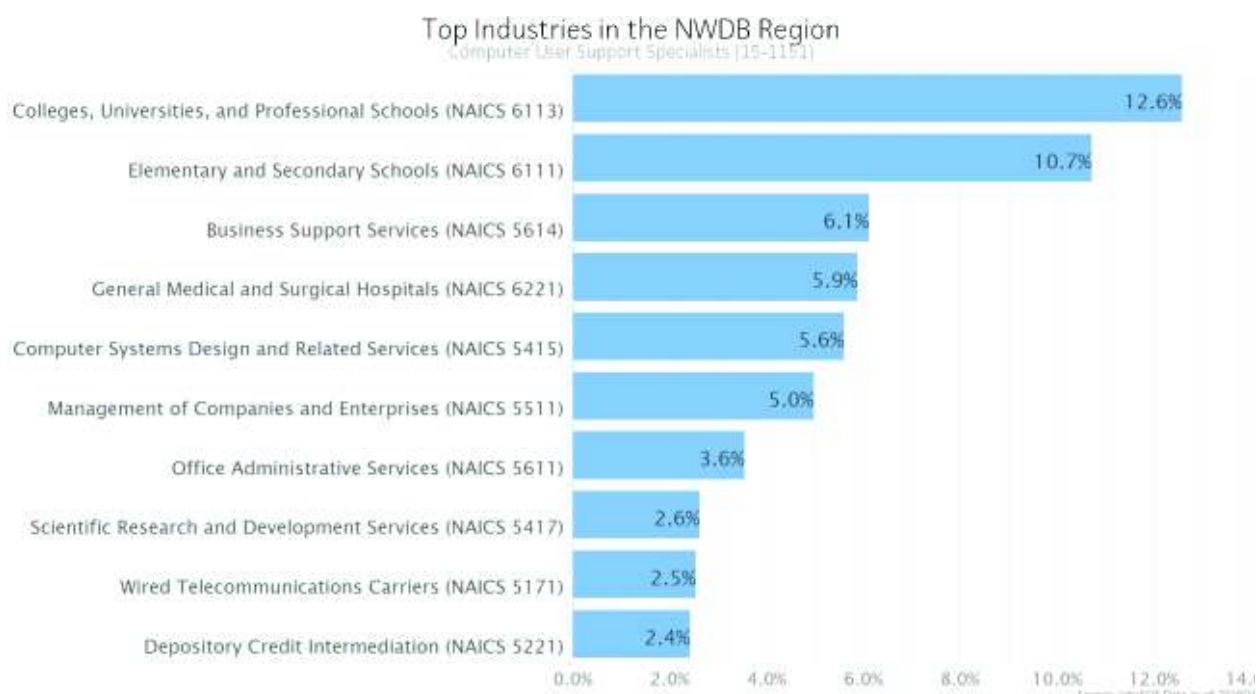
The below maps illustrate the ZCTA-level distribution of employed Computer User Support Specialists in the NWDB Region. Employment is shown by place of work and by residence.



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# Employment by Industry

The following chart and table illustrate the industries in the NWDB Region which most employ Computer User Support Specialists. The single industry most employing this occupation in the region is Colleges, Universities, and Professional Schools, NAICS 6113. This industry employs 44 Computer User Support Specialists—employment which is expected to decrease by 2 jobs over the next ten years; furthermore, 5 additional new workers in this occupation will be needed for this industry due to replacement demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.



Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q2, imputed where necessary with preliminary estimates updated to 2016Q4.

Top Industry Distribution for Computer User Support Specialists (15-1151) in NWDB Region					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
6113	Colleges, Universities, and Professional Schools	44	5	-2	3
6111	Elementary and Secondary Schools	38	5	-2	3
5614	Business Support Services	22	3	3	6
5415	Computer Systems Design and Related Services	20	3	4	7
6221	General Medical and Surgical Hospitals	21	3	-1	1
5511	Management of Companies and Enterprises	18	2	-1	1
5611	Office Administrative Services	12	2	1	3
5417	Scientific Research and Development Services	9	1	0	1
5221	Depository Credit Intermediation	9	1	0	1

Top Industry Distribution for Computer User Support Specialists (15-1151) in NWDB Region					
NAICS Code	Industry Title	Current Occupation Employment	10-Year Repl Demand	10-Year Growth Demand	10-Year Total Demand
5613	Employment Services	7	1	0	1
5171	Wired Telecommunications Carriers	9	1	-2	0
5191	Other Information Services	6	1	0	1
5172	Wireless Telecommunications Carriers (except Satellite)	6	1	0	1
6241	Individual and Family Services	5	1	0	1
9211	Executive, Legislative, and Other General Government Support	6	1	0	0
6112	Junior Colleges	5	1	0	1
6211	Offices of Physicians	4	1	0	1
9221	Justice, Public Order, and Safety Activities	4	1	0	0
5182	Data Processing, Hosting, and Related Services	4	1	0	0
5416	Management, Scientific, and Technical Consulting Services	3	0	0	1
	-All Others-	101	12	-6	6

Source: JobsEQ®

Data as of 2016Q4 except wages which are as of 2015. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2016Q2, imputed where necessary with preliminary estimates updated to 2016Q4. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Wages

The average (mean) annual wage for Computer User Support Specialists was \$38,600 in the NWDB Region as of 2015. For the same year, average entry level wages were approximately \$28,000 compared to an average of \$43,900 for experienced workers.



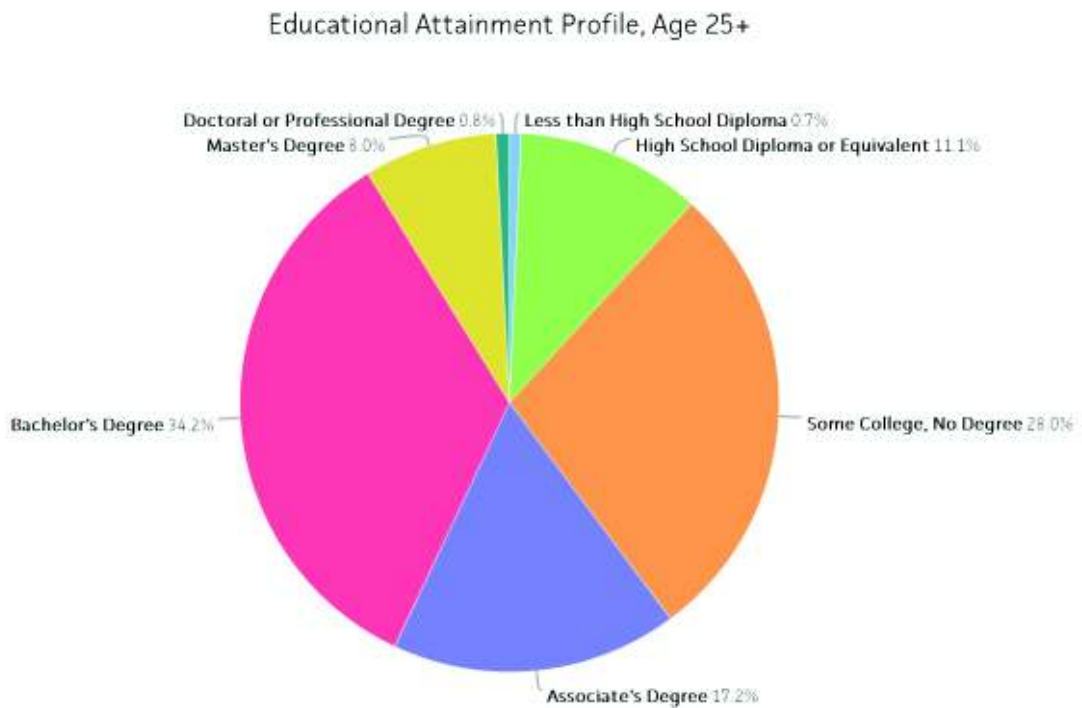
Occupation wages (mean, median, and percentiles) are as of 2015 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

# Education Profile

Typical education and training requirements for Computer User Support Specialists are described below.

Education and Training Requirements	
Typical Entry-Level Education:	Some college, no degree
Previous Work Experience:	None
Typical On-the-Job Training:	None

The below education mix for Computer User Support Specialists is estimated from national survey data.



Education and training requirements as well as educational attainment mix data are from the Bureau of Labor Statistics.

# Awards

The table below is a list of postsecondary program awards that were granted by postsecondary institutions located in the NWDB Region in the 2015 academic year. These programs have been identified as providing training for Computer User Support Specialists (for further details, see the source note).

Title/School	Annual Awards - NWDB Region		
	Certificates and 2yr Degrees	4yr Degrees	Postgraduate Degrees
<b>11.0101 Computer and Information Sciences, General</b>			
Husson University	2	7	0
University of Maine at Fort Kent	0	4	0
<b>11.1006 Computer Support Specialist</b>			
Eastern Maine Community College	1	0	0
<b>Total</b>			
Total	3	11	0

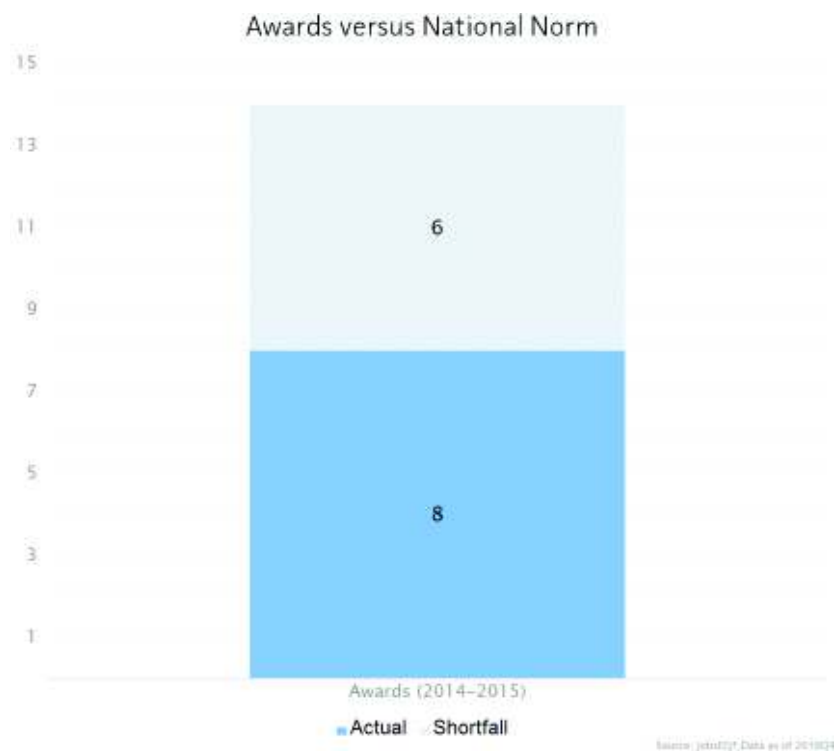
Data as of the 2014-2015 academic year

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2015 academic year. Any programs shown here have been identified as being linked with the occupation being analyzed. Other existing programs may also provide training in the region for this occupation but have not been so identified by the program-occupation crosswalk (see the FAQ section at the end of this report for more details). Furthermore, any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

# Training Concentration

In the 2014-2015 academic year, it is estimated that postsecondary schools in the NWDB Region granted awards for a potential 8 new Computer User Support Specialists.<sup>2</sup> Given the size of this occupation in the region, this award output is below the national norm of 14 awards per year—put another way; it is at 57% of the national average.

Training concentrations above the national average can indicate that the region is an exporter of graduates for this occupation; in other words, some students may come from outside the region for this education and subsequently leave after the award to work outside the region. Training concentrations below the national average can indicate that the region is an importer of graduates for this occupation; in other words, some employers within the region who hire this occupation may need to hire workers who received this training outside of the region.



Awards data by occupation are estimates produced by JobsEQ and for the academic year 2014-2015.

<sup>2</sup> This figure may not match the total awards shown in the prior section since some of those awards may flow into more than one occupation.



# CRC Profile

AM	AT	L	LI	OB	RI	TW	W
<b>15-1041.00 - Computer Support Specialists</b>							
5	4	4	4	4	5	4	3
<b>15-1081.00 - Network Systems and Data Communications Analysts</b>							
6	n/a	5	5	5	5	5	4

- AM – Applied Mathematics
- AT – Applied Technology
- L – Listening
- LI – Locating Information
- OB – Observation
- RI – Reading for Information
- TW – Teamwork
- W – Writing

Average skill level requirements are based on ACT WorkKeys®.

# Region Definition

NWDB Region is defined as the following counties: Aroostook County, Maine; Hancock County, Maine; Penobscot County, Maine; Piscataquis County, Maine; Washington County, Maine

## FAQ

### What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 840 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 97 minor groups, and 461 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

### What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an occupation (or industry) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

### What is training concentration?

The training concentration analysis compares local postsecondary training output compared to the national norm. Let's consider registered nurses as an example. If in the nation, one RN award is granted for every ten RNs employed, that 1:10 ratio is the national norm. If in your region your schools also grant one RN award for every ten RNs employed, then your region will be right at the national norm, or we say at 100% of the national norm which is termed a 100% training concentration. If your region grants two RN awards for every ten employed, your region would be at twice the national norm or have a 200% training concentration. Similarly, if your region grants one RN award for every twenty employed, your region would be at half the national norm or have a 50% training concentration.

### What is the program-to-occupation crosswalk?

Training programs are classified according to the Classification of Instructional Programs (CIP codes). For relating training programs, this report uses a modified version of the CIP to SOC crosswalk from the National Center for Education Statistics (NCES). While this is a very helpful crosswalk for estimating occupation production from training program awards data, the crosswalk is neither perfect nor comprehensive. Indeed, it is hard to imagine such a crosswalk being perfect since many training program graduates for one reason or another do not end up employed in occupations that are most related to the training program from which they graduated. Therefore, the education program analyses should be considered in this light.

As an example of the many scenarios that may unfold, consider a journalism degree that crosswalks into three occupations: editors, writers, and postsecondary communications teachers. Graduates with a journalism degree may get a job in one of these occupations—and that may be the most-likely scenario—but a good number of these graduates may get a job in a different occupation altogether (the job may be somewhat related, such as a reporter, or the job may be totally unrelated, such as a real estate agent). Furthermore, a graduate may stay in school or go back to school for a degree that will lead to other occupation possibilities. Still another possibility includes the graduate not entering the labor market (maybe being unemployed, being a non-participant, or moving to another region).

### What is replacement demand?

Replacement demand is the number of jobs required due to replacements—retirements and turnover resulting from workers moving from one occupation into another. Note that replacement demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The replacement demand shown in this report may also be understated; thus, it can be taken to be a minimum measure of the number of workers who will need to be trained for the occupation due to replacements. The total projected demand for an occupation is the sum of the replacement demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

**What is NAICS?**

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

**About This Report**

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