northeastern
WORKFORCE DEVELOPMENT BOARD

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

As part of the NWDB Strategic Plan, employment and occupation data generated by Eastern Maine Development Corporation (EMDC) using their 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.

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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Occupation Report

Laborers and Freight, Stock, and Material Movers, Hand

NWDB Region

Eastern Maine Development Corporation
40 Harlow Street
Bangor, ME 04401
(207) 942-6389
www.emdc.org

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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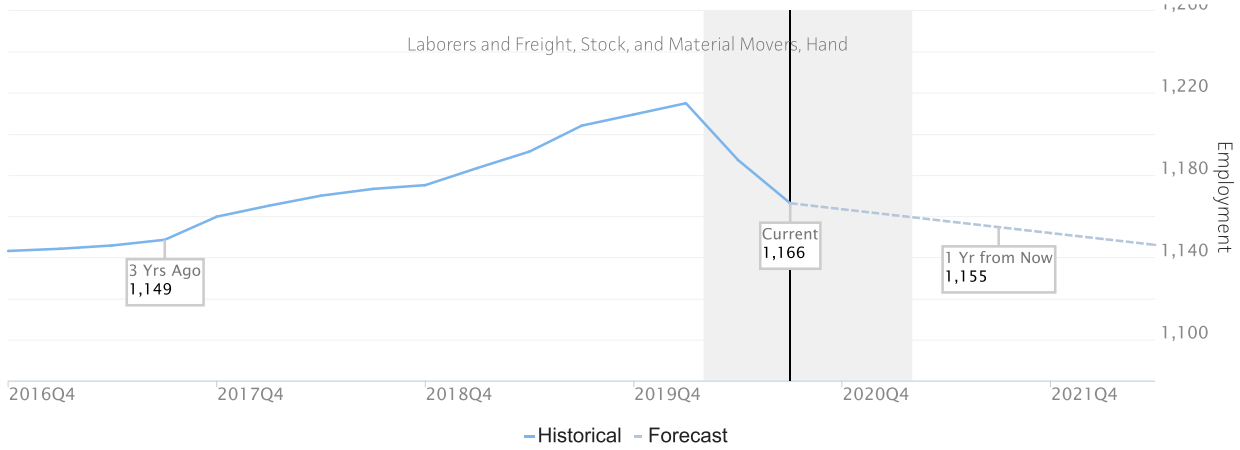
Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Laborers and Freight, Stock, and Material Movers, Hand	**1,166**	**$29,500**	**0.44**	**18**	**144**	**-1.0%**



"Annual Demand" is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.

"Forecast Ann Growth" is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
Couriers and Express Delivery Services	17.4%	203	274	-11	262
Employment Services	6.7%	78	103	-7	96
General Freight Trucking	4.9%	58	75	-7	68
Grocery and Related Product Merchant Wholesalers	4.9%	57	76	-5	72
Building Material and Supplies Dealers	4.2%	49	64	-6	58
Specialized Freight Trucking	3.3%	38	51	-4	47
Sawmills and Wood Preservation	3.3%	38	47	-8	39
General Merchandise Stores, including Warehouse Clubs and Supercenters	2.5%	30	38	-4	34
Grocery Stores	2.3%	27	36	-3	33
Warehousing and Storage	2.2%	26	37	1	38
Other Wood Product Manufacturing	1.8%	21	26	-4	22
Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	1.7%	20	25	-3	22
Support Activities for Air Transportation	1.7%	20	27	-1	27
Pulp, Paper, and Paperboard Mills	1.5%	17	22	-3	18
Fruit and Vegetable Preserving and Specialty Food Manufacturing	1.4%	17	21	-4	17
Promoters of Performing Arts, Sports, and Similar Events	1.3%	15	21	0	21
Direct Selling Establishments	1.3%	15	18	-3	15
Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	1.2%	14	19	-1	18
Lawn and Garden Equipment and Supplies Stores	1.1%	13	18	0	18
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	1.1%	13	17	-1	16
All Others	34.1%	398	526	-37	488

The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.

"10-Year Empl Growth" may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

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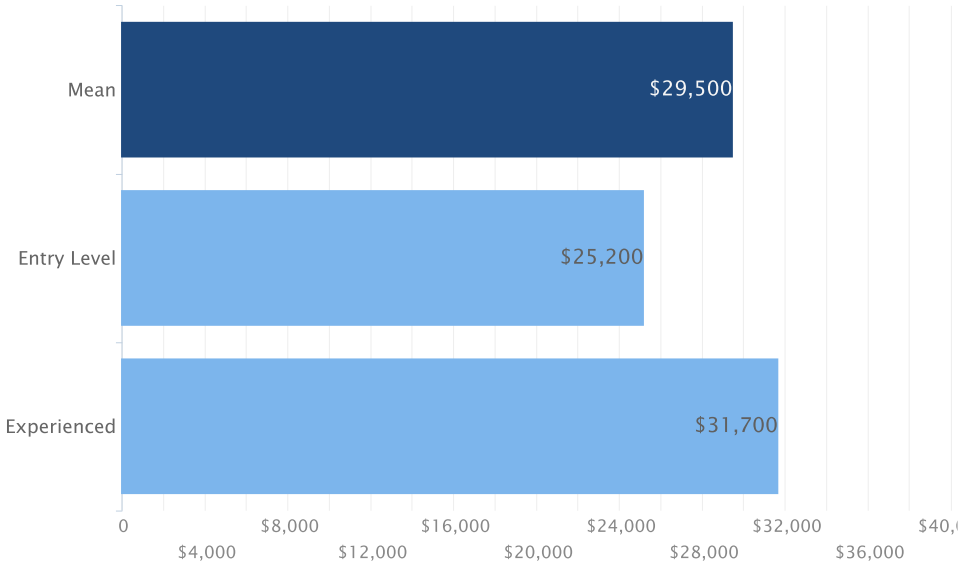
Wages



Occupation	Mean	Median	Entry Level	Experienced
Laborers and Freight, Stock, and Material Movers, Hand	$29,500	$27,000	$25,200	$31,700

Occupation wages here are based on data from the Bureau of Labor Statistics, OES program, and imputed by Chmura where necessary.

When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

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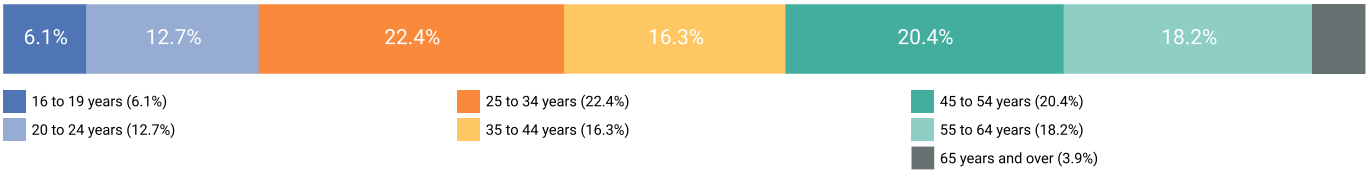
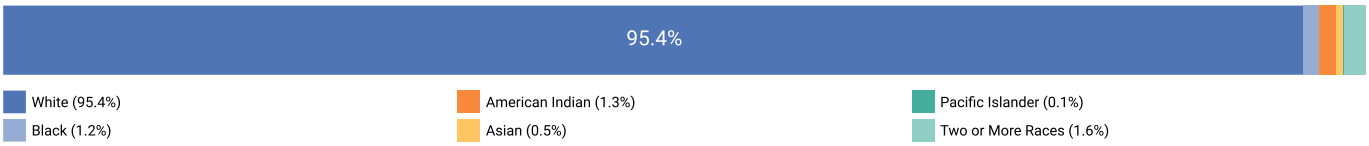
Occupation Demographics

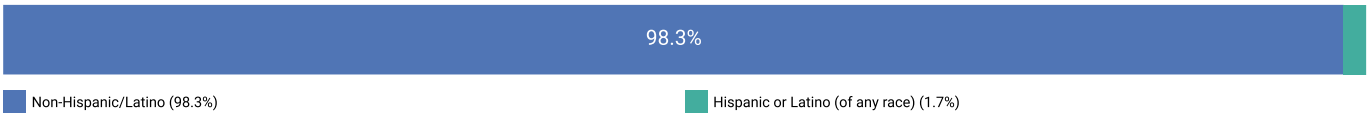
Age



Race

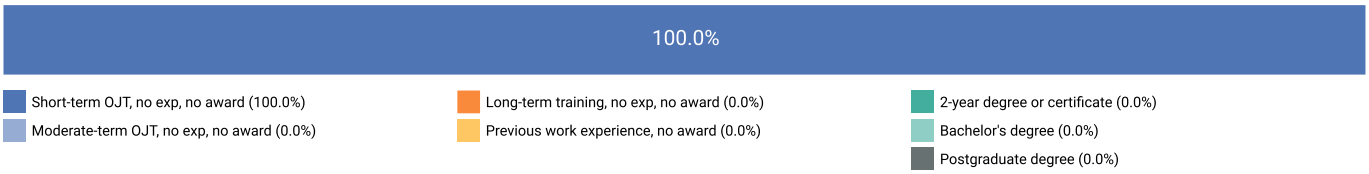


Ethnicity



Gender

Education and Training Requirements



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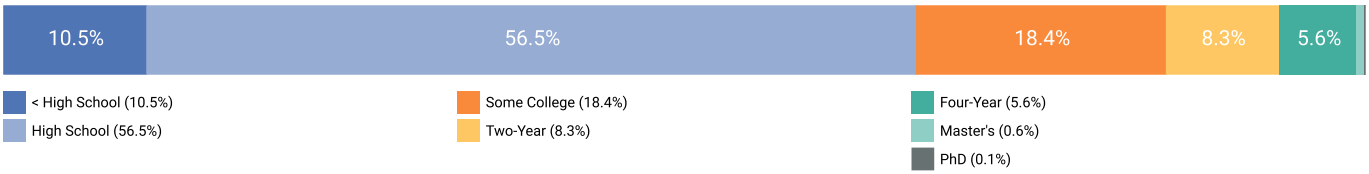
Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Laborers and Freight, Stock, and Material Movers, Hand	None	None	Short-term on-the-job training

The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

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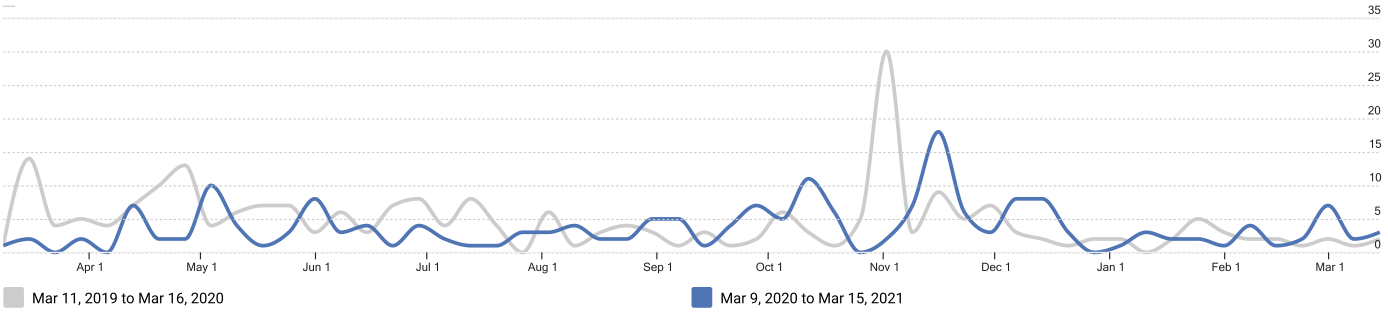
RTI (Job Postings)



Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Total Ads	
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	214	

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Locations

Location	Total Ads
Bangor, ME 04401	18
04401	15
Bangor, Maine	13
19 Aviation Drive, Houlton, ME, US 04730	8
Presque Isle, ME 04769	7
Bangor, ME 04402	6
Old Town, ME 04468	6
Brewer, ME 04412	5
277 State St Suite 1A Bangor, ME 04401	4
Baileyville, Maine	4

Employers

Employer Name	Total Ads
UPS	39
Fedex	19
Manpower Group	14
MANPOWER	10
American Outdoor Brands Corporation	8
HW Staffing Solutions	8
Pepsi Co	7
FedEx Ground	6
Hammond Lumber Company	6
Bonney Staffing Center, LLC.	5

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Hard Skills

Skill Name	Total Ads
Ability to Lift 51-100 lbs.	63
Forklifts	40
Pallet Jacks	17
Ability to Lift 41-50 lbs.	12
Manufacturing	10
Material Handling	8
Inventory Control	7
Hand Trucks	6
IT Support	6
Dust Mops	5

Job Titles

Job Title	Total Ads
Warehouse Worker - Package Handler	26
Warehouse Worker	23
Package Handler- Warehouse	14
Material Handler	13
Warehouse Package Handler	7
Yard Worker	5
Freight Handler Part-Time	4
Loader	4
Production Tm Mbr II-13602 - Loader	4
Warehouse Person (Loader) (FT/Evenings)	4

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Education Levels

Minimum Education Level	Total Ads	
High school diploma or equivalent	61	
Unspecified/other	153	

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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Top Skill and Certification Gaps

Top 10 Skill Gaps in NWDB Region

Name	Candidates	Openings	Gap
Forklifts	15	29	-14
Pallet Jacks	3	11	-8
Manufacturing	3	9	-6
IT Support	0	4	-4
Radio Frequency (RF)	0	3	-3
Material Handling	0	3	-3
Inventory Control	3	6	-3
Microsoft Office	1	4	-2
Barcode Scanners	0	2	-2
Chippers	0	2	-2

Top 10 Certification Gaps in NWDB Region

Name	Candidates	Openings	Gap
DOT Medical Card	0	2	-2
Class A Commercial Driver's License (CDL-A)	0	1	-1
Forklift Certified	2	1	1

Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

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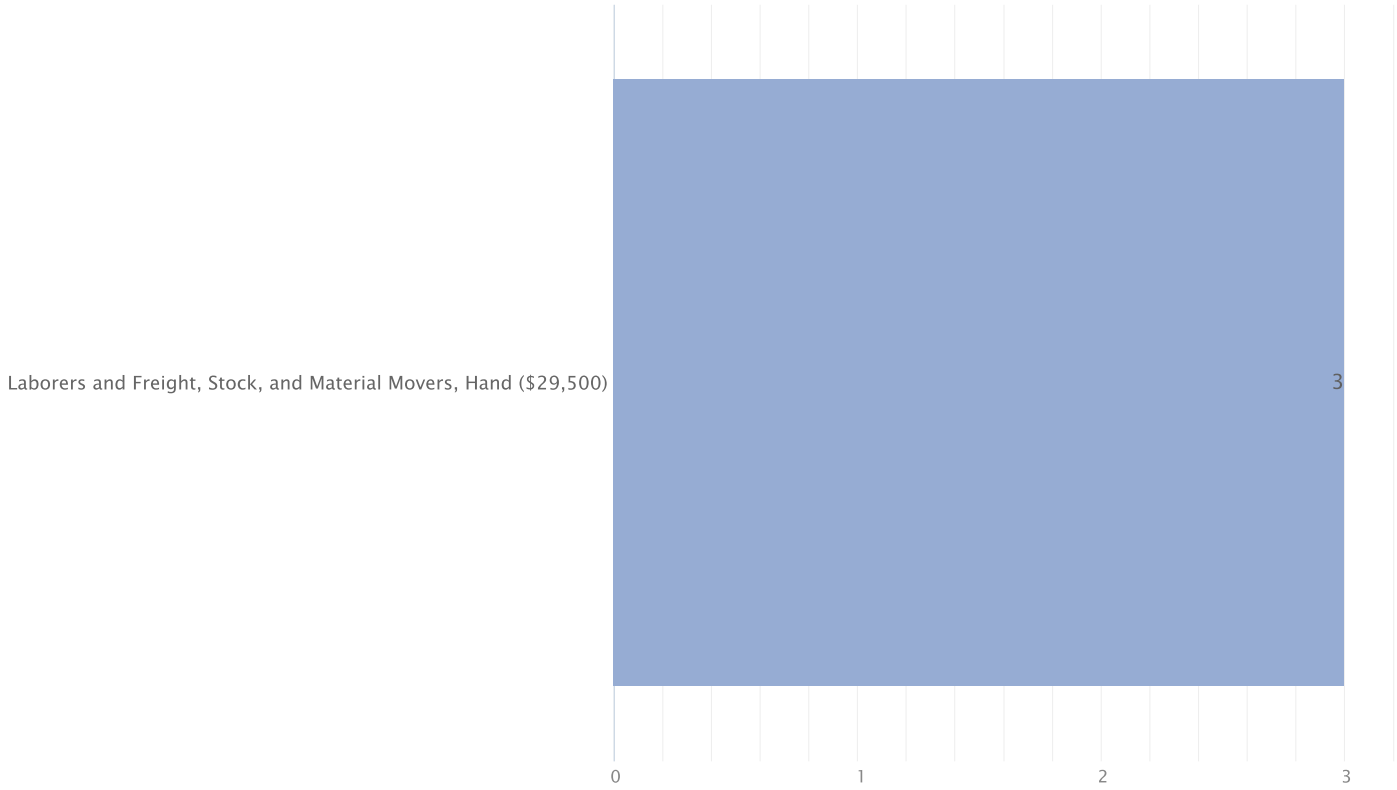
Occupation Gaps



The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.

The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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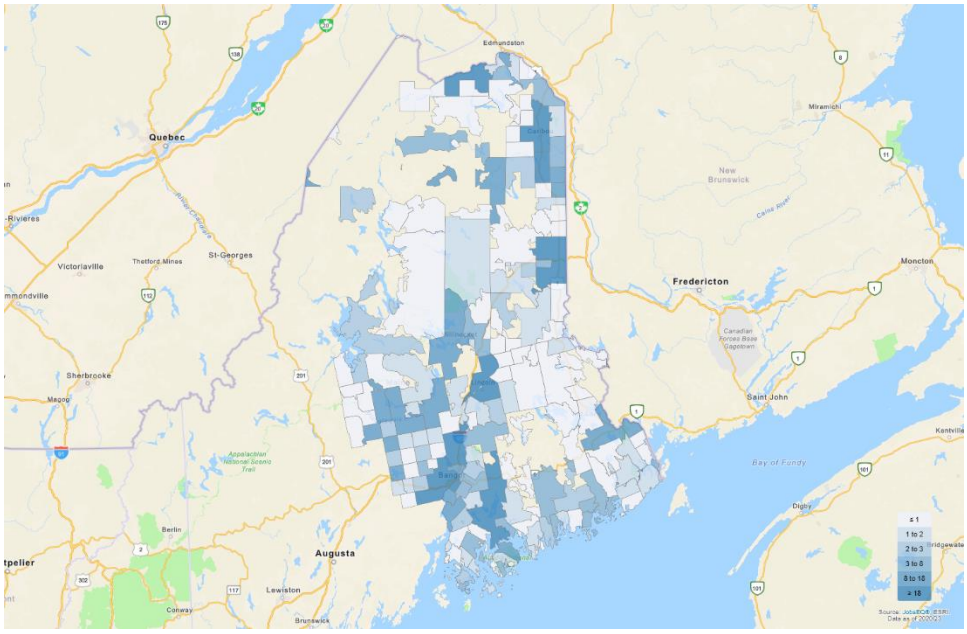
Geographic Distribution



Top ZCTAs by Place of Work for Laborers and Freight, Stock, and Material Movers, Hand, 2020Q3

Region	Employment
ZCTA 04401	308
ZCTA 04412	135
ZCTA 04769	73
ZCTA 04605	51
ZCTA 04444	49
ZCTA 04468	35
ZCTA 04730	30
ZCTA 04457	22
ZCTA 04736	19
ZCTA 04743	19

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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JOBSEQ

Occupation Report

Registered Nurses

NWDB Region

Eastern Maine Development Corporation
40 Harlow Street
Bangor, ME 04401
(207) 942-6389
www.emdc.org

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Data Notes ..... **Error! Bookmark not defined.**
FAQ ..... **Error! Bookmark not defined.**

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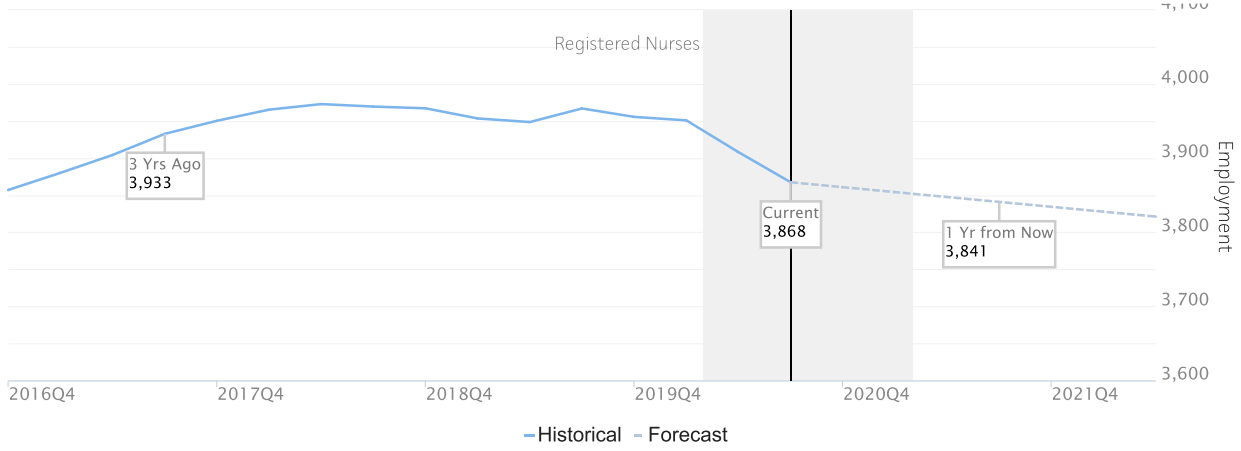
Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Registered Nurses	**3,868**	**$71,700**	**1.39**	**-65**	**176**	**-0.7%**



"Annual Demand" is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.

"Forecast Ann Growth" is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

Source: JobsEQ®, http://www.chmuraecon.com/jobseq

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Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
General Medical and Surgical Hospitals	66.9%	2,588	1,324	-251	1,073
Nursing Care Facilities (Skilled Nursing Facilities)	7.4%	286	143	-42	101
Offices of Physicians	4.0%	155	81	-7	74
Psychiatric and Substance Abuse Hospitals	3.4%	132	74	9	83
Outpatient Care Centers	2.9%	113	64	12	75
Home Health Care Services	2.8%	109	62	11	73
Specialty (except Psychiatric and Substance Abuse) Hospitals	2.1%	82	48	14	62
Elementary and Secondary Schools	1.3%	52	27	-4	23
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1.1%	43	25	6	30
Colleges, Universities, and Professional Schools	1.0%	40	21	-3	17
National Security and International Affairs	0.9%	36	17	-6	11
Individual and Family Services	0.9%	35	21	9	30
Justice, Public Order, and Safety Activities	0.7%	29	14	-4	10
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.7%	27	15	2	17
Other Ambulatory Health Care Services	0.7%	26	15	3	17
All Others	3.0%	115	61	-4	57

The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.

"10-Year Empl Growth" may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

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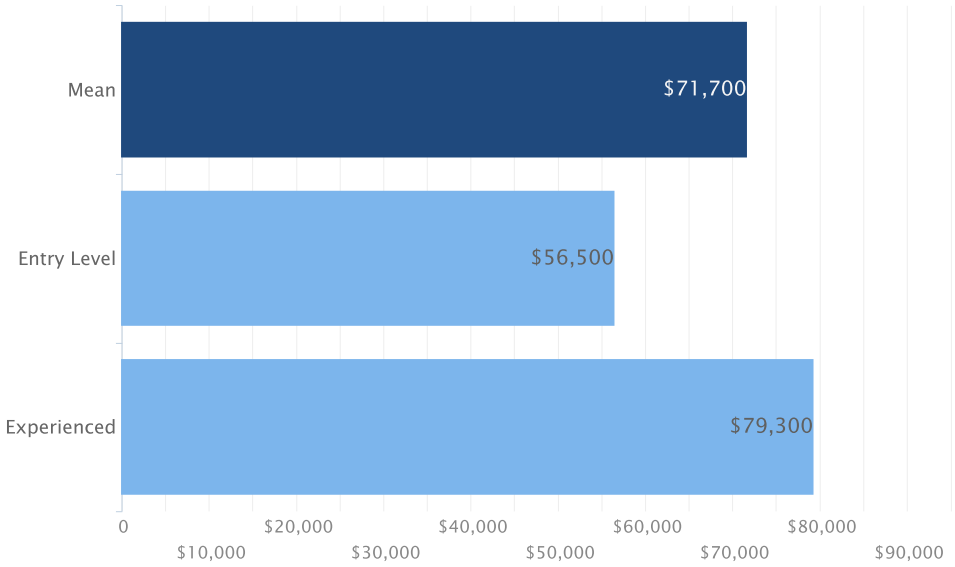
Wages



Occupation	Mean	Median	Entry Level	Experienced
Registered Nurses	$71,700	$70,500	$56,500	$79,300

Occupation wages here are based on data from the Bureau of Labor Statistics, OES program, and imputed by Chmura where necessary.

When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

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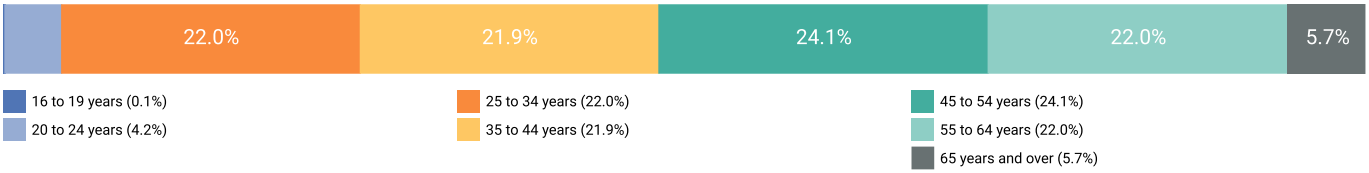
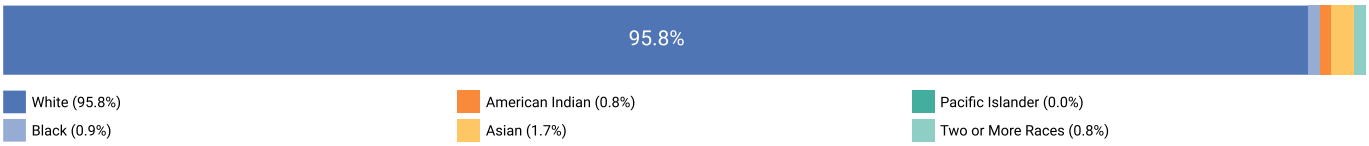
Occupation Demographics

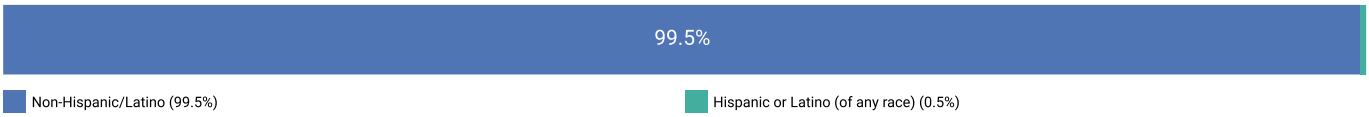
Age



Race

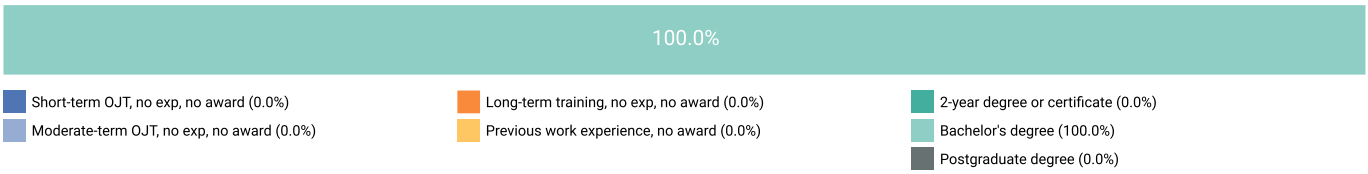


Ethnicity



Gender

Education and Training Requirements



Source: JobsEQ®, http://www.chmuraecon.com/jobseq

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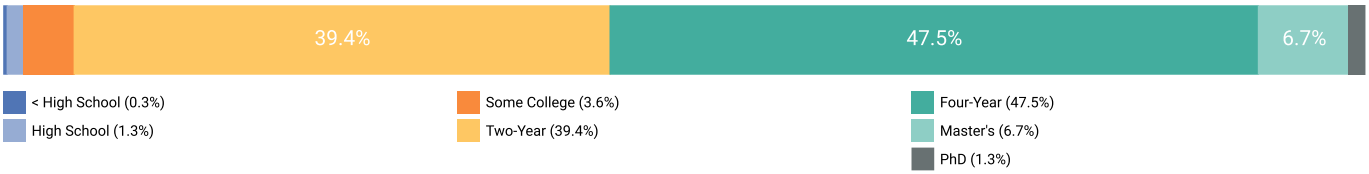
Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Registered Nurses	Bachelor's degree	None	None

The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

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Postsecondary Programs Linked to Registered Nurses

Program	Awards
Eastern Maine Community College	
Registered Nursing/Registered Nurse	25
Husson University	
Family Practice Nurse/Nursing	12
Psychiatric/Mental Health Nurse/Nursing	6
Registered Nursing/Registered Nurse	71
Northern Maine Community College	
Registered Nursing/Registered Nurse	32
University of Maine	
Registered Nursing/Registered Nurse	74
University of Maine at Fort Kent	
Nursing Science	178
University of Maine at Presque Isle	
Registered Nursing/Registered Nurse	0

The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

Among postsecondary programs at schools located in the NWDB Region, the sampling above identifies those most linked to Remote Jobs. For a complete list see JobsEQ®, http://www.chmuraecon.com/jobseq

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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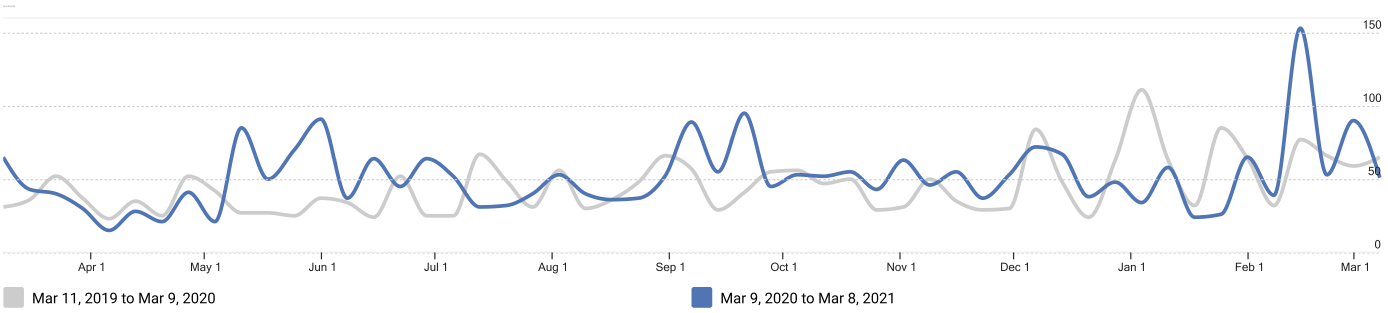
RTI (Job Postings)



Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Total Ads
29-1141.00	Registered Nurses	2,746
29-1141.03	Critical Care Nurses	230
29-1141.01	Acute Care Nurses	39
29-1141.02	Advanced Practice Psychiatric Nurses	16

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Locations

Location	Total Ads
Bangor, Maine	357
Bangor, ME 04401	206
EMMC Campus - EMMC Bangor, ME	124
Bar Harbor, ME 04609	92
Bar Harbor, Maine	92
04401	88
Bangor, ME, 04401	84
Bangor, ME 04402	80
Presque Isle, Maine	72
Machias, ME 04654	70

Employers

Employer Name	Total Ads
Northern Light Health	414
Nomad Health	167
Eastern Maine Healthcare Systems	124
Covenant Health	102
NurseFly	99
Davita Inc	95
Core Medical Group	85
NurseFly Travel Nursing	78
AMERICAN MOBILE HEALTHCARE	72
C&A Industries, LLC	67

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Hard Skills

Skill Name	Total Ads
Nursing	414
Health/Wellness	252
Critical Care	227
Intensive Care Unit (ICU)	153
Microsoft Word	117
Microsoft Outlook	108
Long-Term Care	88
Ability to Lift 41-50 lbs.	75
Ability to Lift 1-10 lbs.	70
Keyboarding/Typing	66

Job Titles

Job Title	Total Ads
Registered Nurse	151
Staff Nurse	95
Registered Nurse (RN)	69
Staff Nurse - RN	57
RN - Registered Nurse	30
Nursing School New Graduate	28
Registered Nurse I	28
Registered Nurse (RN) - Per Diem	24
Registered Nurse(RN) / Travel / Long Term Care	24
Medical ICU (MICU) Travel Nurse RN - $52/hour	23

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Education Levels

Minimum Education Level	Total Ads
Bachelor's degree	278
Associate's degree	242
Master's degree	13
Doctoral or professional degree	1
Unspecified/other	2,497

Programs

Program Name	Total Ads
Nursing	424
Social Science	13
Behavioral Science	7
Counseling	2
Gerontology	2
Human Services	2
Mental Health Counseling	2
Psychology	2
Sociology	2
Education	1

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Top Skill and Certification Gaps

Top 10 Skill Gaps in NWDB Region

Name	Candidates	Openings	Gap
Critical Care	6	15	-9
Microsoft Word	3	10	-7
Microsoft Outlook	5	9	-4
Keyboarding/Typing	3	6	-3
Geriatric	2	3	-1
Intensive Care Unit (ICU)	7	8	-1
Telecommunications	0	1	-1
Electronic Medical Record System (EMR System)	0	1	-1
Electronic Health Record (EHR)	0	1	-1
Epic Systems	0	1	-1

Top 10 Certification Gaps in NWDB Region

Name	Candidates	Openings	Gap
Neonatal Resuscitation Program (NRP)	2	4	-2
Advanced Cardiac Life Support Certification (ACLS)	27	28	-2
Licensed Practical Nurse (LPN)	2	3	-1
Certified Hospice and Palliative Nurse (CHPN)	0	1	-1
NCLEX - RN	0	1	-1
Orthopedic Surgery	0	1	-1
Certified Emergency Nurse (CEN)	0	1	-1
Neonatal Advanced Life Support (NALS)	0	1	-1
Trauma Nursing Core Course (TNCC)	3	3	0
CNOR Certification (CNOR)	2	2	0

Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

Source: JobsEQ®, http://www.chmuraecon.com/jobseq
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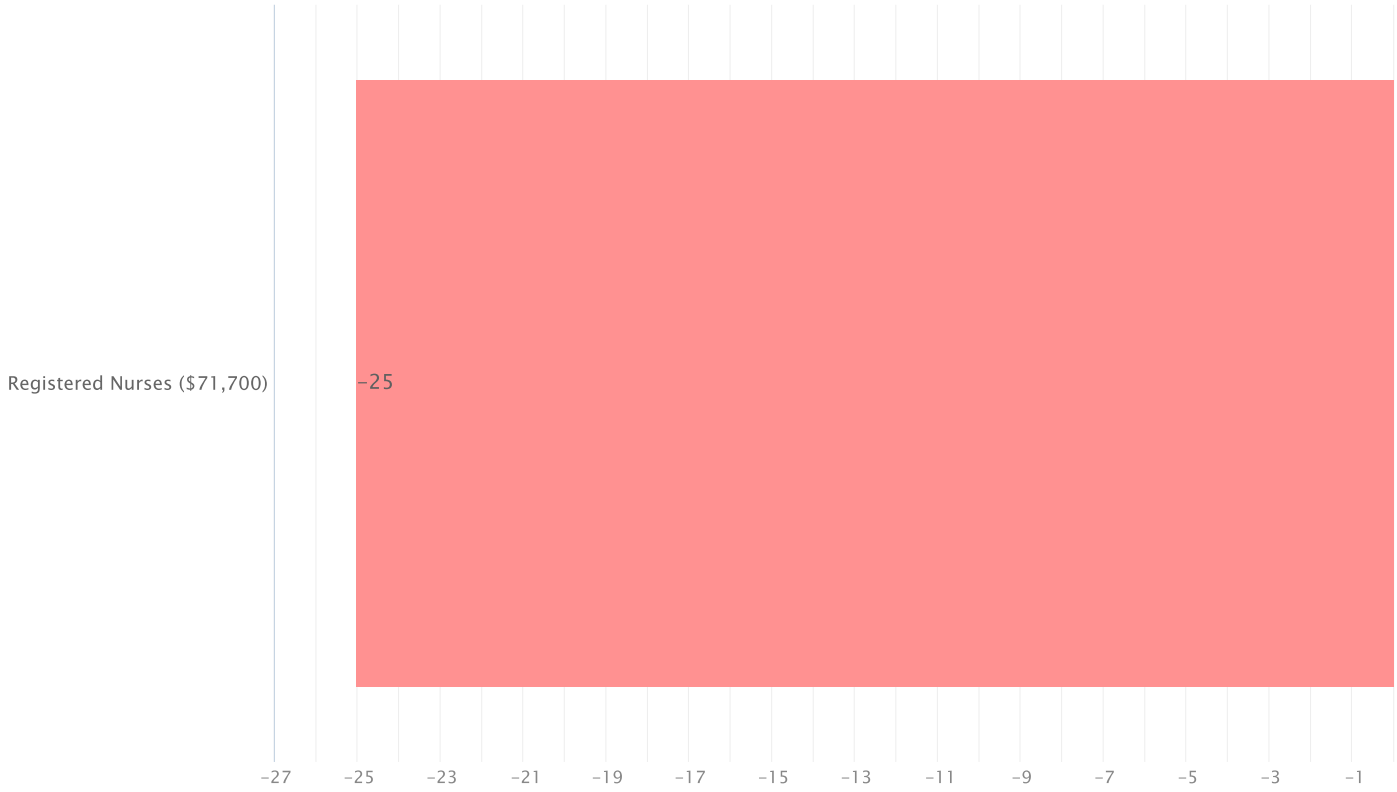
Occupation Gaps



The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.

The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

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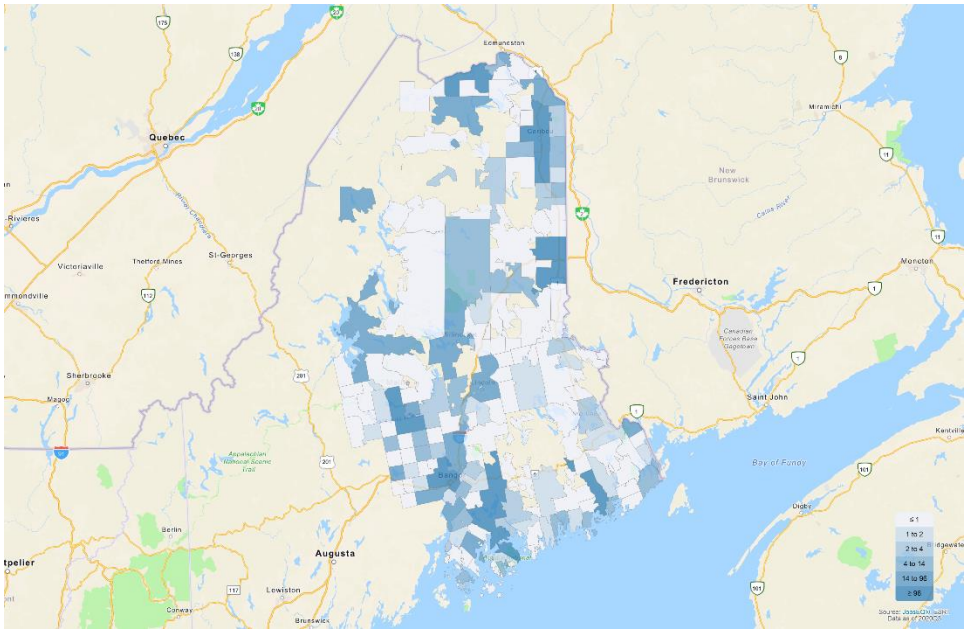
Geographic Distribution



Top ZCTAs by Place of Work for Registered Nurses, 2020Q3

Region	Employment
ZCTA 04401	1,794
ZCTA 04736	228
ZCTA 04769	226
ZCTA 04605	169
ZCTA 04730	150
ZCTA 04426	139
ZCTA 04609	118
ZCTA 04743	103
ZCTA 04654	98
ZCTA 04412	97

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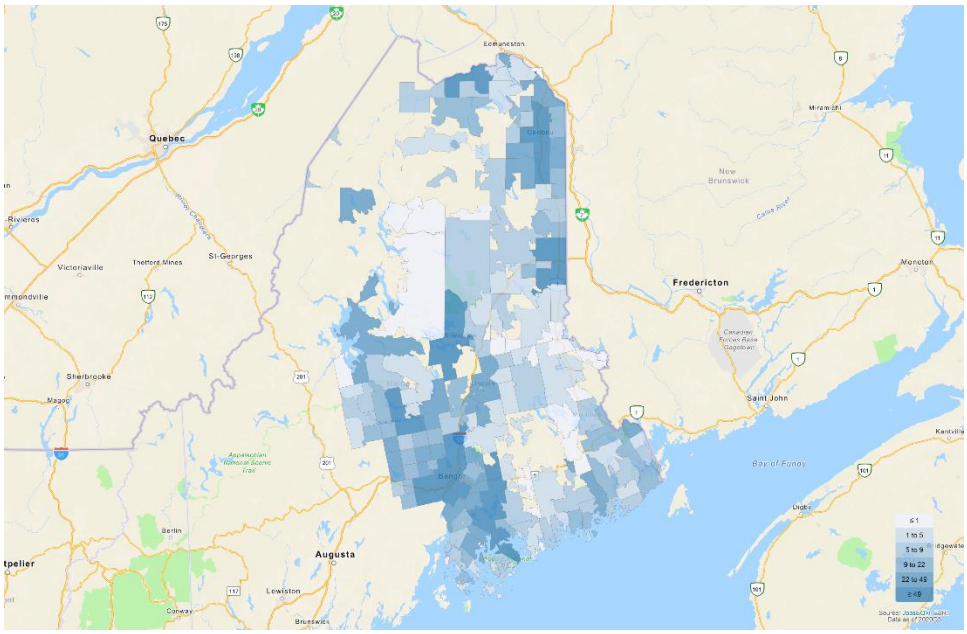

Top ZCTAs by Place of Residence for Registered Nurses, 2020Q3

Region	Employment
ZCTA 04401	691
ZCTA 04736	165
ZCTA 04444	158
ZCTA 04412	154
ZCTA 04473	143
ZCTA 04605	128
ZCTA 04730	119
ZCTA 04769	118
ZCTA 04468	118
ZCTA 04743	77

"Place of work" employment is based upon the location of employers for these workers. "Place of residence" data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

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JOBSEQ

Occupation Report

Registered Nurses

NWDB Region

Eastern Maine Development Corporation
40 Harlow Street
Bangor, ME 04401
(207) 942-6389
www.emdc.org

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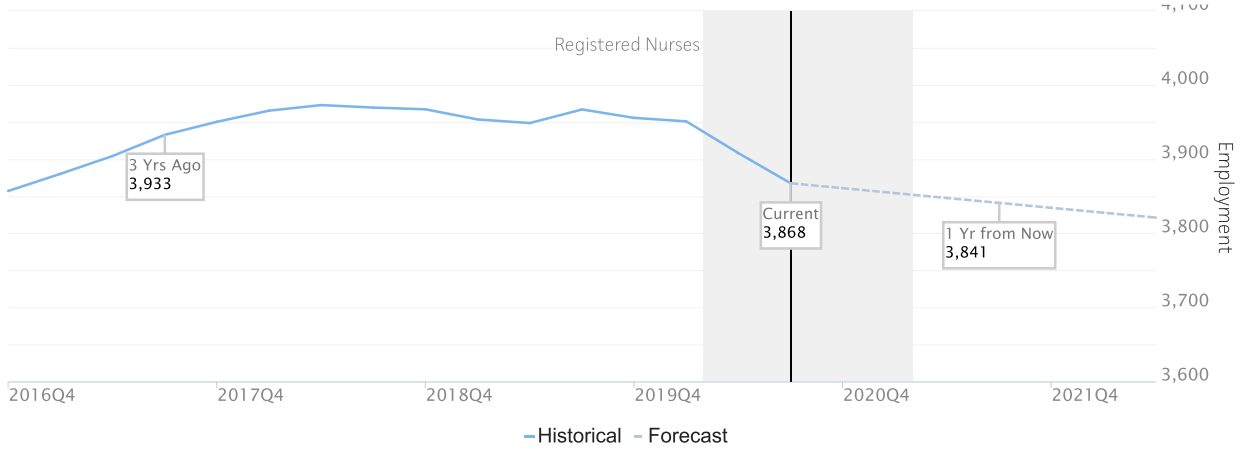
Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Registered Nurses	**3,868**	**$71,700**	**1.39**	**-65**	**176**	**-0.7%**



"Annual Demand" is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.

"Forecast Ann Growth" is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

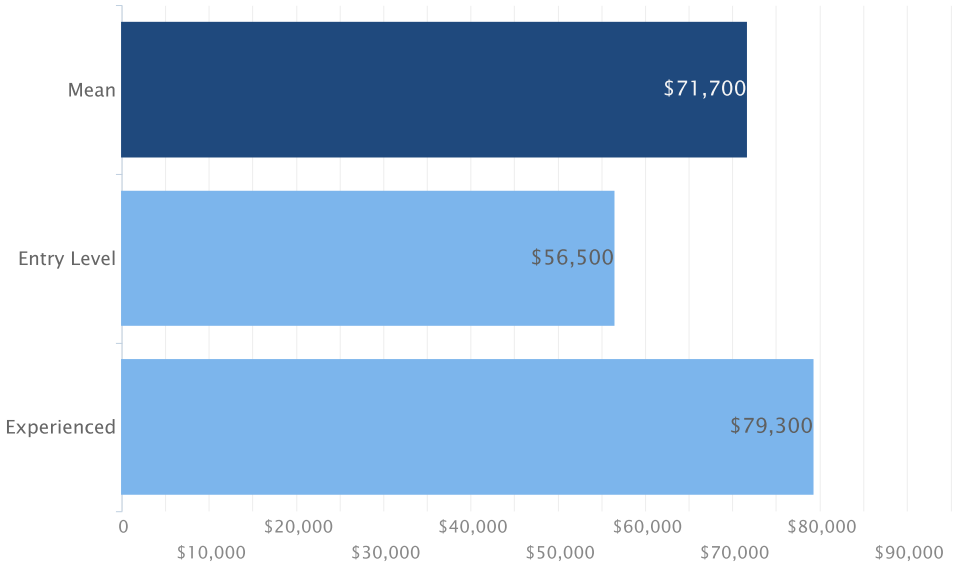
Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
General Medical and Surgical Hospitals	66.9%	2,588	1,324	-251	1,073
Nursing Care Facilities (Skilled Nursing Facilities)	7.4%	286	143	-42	101
Offices of Physicians	4.0%	155	81	-7	74
Psychiatric and Substance Abuse Hospitals	3.4%	132	74	9	83
Outpatient Care Centers	2.9%	113	64	12	75
Home Health Care Services	2.8%	109	62	11	73
Specialty (except Psychiatric and Substance Abuse) Hospitals	2.1%	82	48	14	62
Elementary and Secondary Schools	1.3%	52	27	-4	23
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1.1%	43	25	6	30
Colleges, Universities, and Professional Schools	1.0%	40	21	-3	17
National Security and International Affairs	0.9%	36	17	-6	11
Individual and Family Services	0.9%	35	21	9	30
Justice, Public Order, and Safety Activities	0.7%	29	14	-4	10
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.7%	27	15	2	17
Other Ambulatory Health Care Services	0.7%	26	15	3	17
All Others	3.0%	115	61	-4	57

The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.

"10-Year Empl Growth" may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

Wages



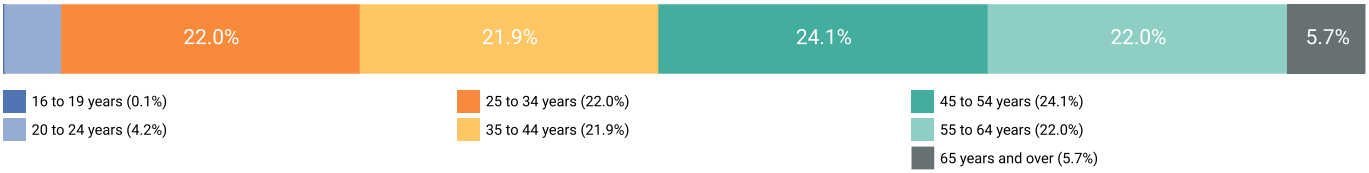
Occupation	Mean	Median	Entry Level	Experienced
Registered Nurses	$71,700	$70,500	$56,500	$79,300

Occupation wages here are based on data from the Bureau of Labor Statistics, OES program, and imputed by Chmura where necessary.

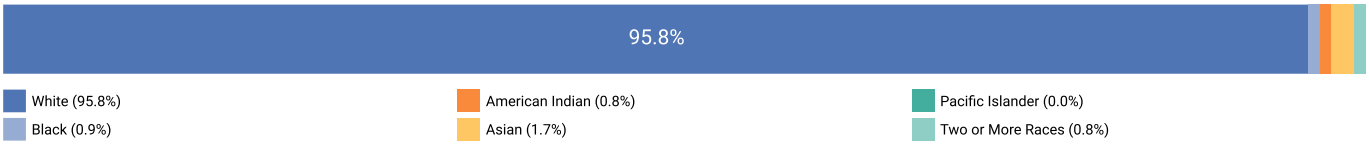
When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

Occupation Demographics

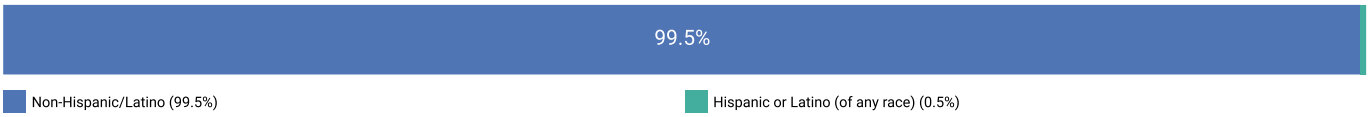
Age



Race

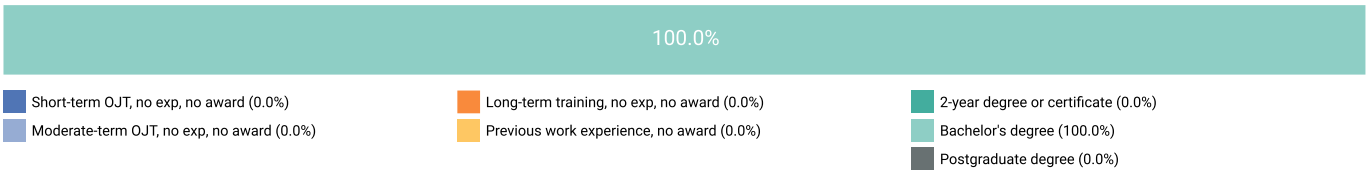


Ethnicity



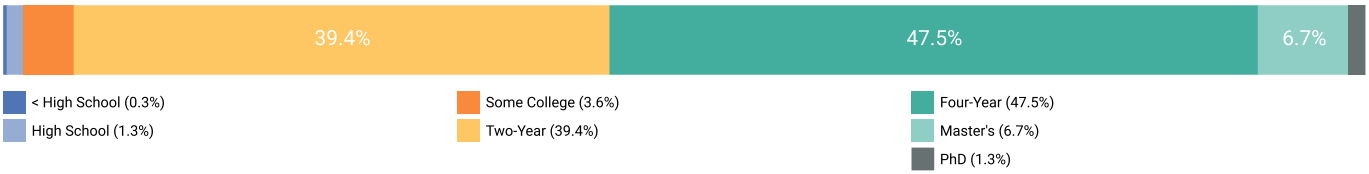
Gender

Education and Training Requirements



Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Registered Nurses	Bachelor's degree	None	None

The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

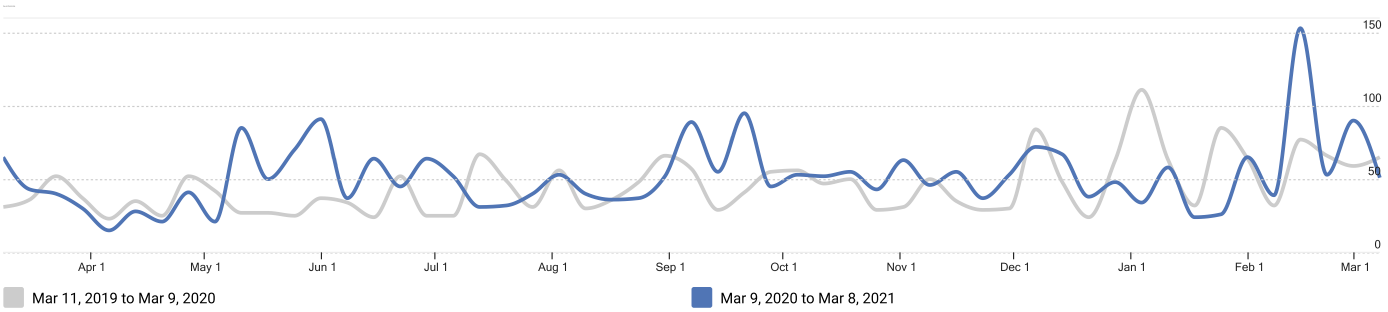
Postsecondary Programs Linked to Registered Nurses

Program	Awards
Eastern Maine Community College	
Registered Nursing/Registered Nurse	25
Husson University	
Family Practice Nurse/Nursing	12
Psychiatric/Mental Health Nurse/Nursing	6
Registered Nursing/Registered Nurse	71
Northern Maine Community College	
Registered Nursing/Registered Nurse	32
University of Maine	
Registered Nursing/Registered Nurse	74
University of Maine at Fort Kent	
Nursing Science	178
University of Maine at Presque Isle	
Registered Nursing/Registered Nurse	0

The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.

Among postsecondary programs at schools located in the NWDB Region, the sampling above identifies those most linked to Remote Jobs. For a complete list see JobsEQ®, http://www.chmuraecon.com/jobseq

RTI (Job Postings)



Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations

SOC	Occupation	Total Ads
29-1141.00	Registered Nurses	2,746
29-1141.03	Critical Care Nurses	230
29-1141.01	Acute Care Nurses	39
29-1141.02	Advanced Practice Psychiatric Nurses	16

Locations

Location	Total Ads
Bangor, Maine	357
Bangor, ME 04401	206
EMMC Campus - EMMC Bangor, ME	124
Bar Harbor, ME 04609	92
Bar Harbor, Maine	92
04401	88
Bangor, ME, 04401	84
Bangor, ME 04402	80
Presque Isle, Maine	72
Machias, ME 04654	70

Employers

Employer Name	Total Ads
Northern Light Health	414
Nomad Health	167
Eastern Maine Healthcare Systems	124
Covenant Health	102
NurseFly	99
Davita Inc	95
Core Medical Group	85
NurseFly Travel Nursing	78
AMERICAN MOBILE HEALTHCARE	72
C&A Industries, LLC	67

Hard Skills

Skill Name	Total Ads
Nursing	414
Health/Wellness	252
Critical Care	227
Intensive Care Unit (ICU)	153
Microsoft Word	117
Microsoft Outlook	108
Long-Term Care	88
Ability to Lift 41-50 lbs.	75
Ability to Lift 1-10 lbs.	70
Keyboarding/Typing	66

Job Titles

Job Title	Total Ads
Registered Nurse	151
Staff Nurse	95
Registered Nurse (RN)	69
Staff Nurse - RN	57
RN - Registered Nurse	30
Nursing School New Graduate	28
Registered Nurse I	28
Registered Nurse (RN) - Per Diem	24
Registered Nurse(RN) / Travel / Long Term Care	24
Medical ICU (MICU) Travel Nurse RN - $52/hour	23

Education Levels

Minimum Education Level	Total Ads
Bachelor's degree	278
Associate's degree	242
Master's degree	13
Doctoral or professional degree	1
Unspecified/other	2,497

Programs

Program Name	Total Ads
Nursing	424
Social Science	13
Behavioral Science	7
Counseling	2
Gerontology	2
Human Services	2
Mental Health Counseling	2
Psychology	2
Sociology	2
Education	1

Top Skill and Certification Gaps

Top 10 Skill Gaps in NWDB Region

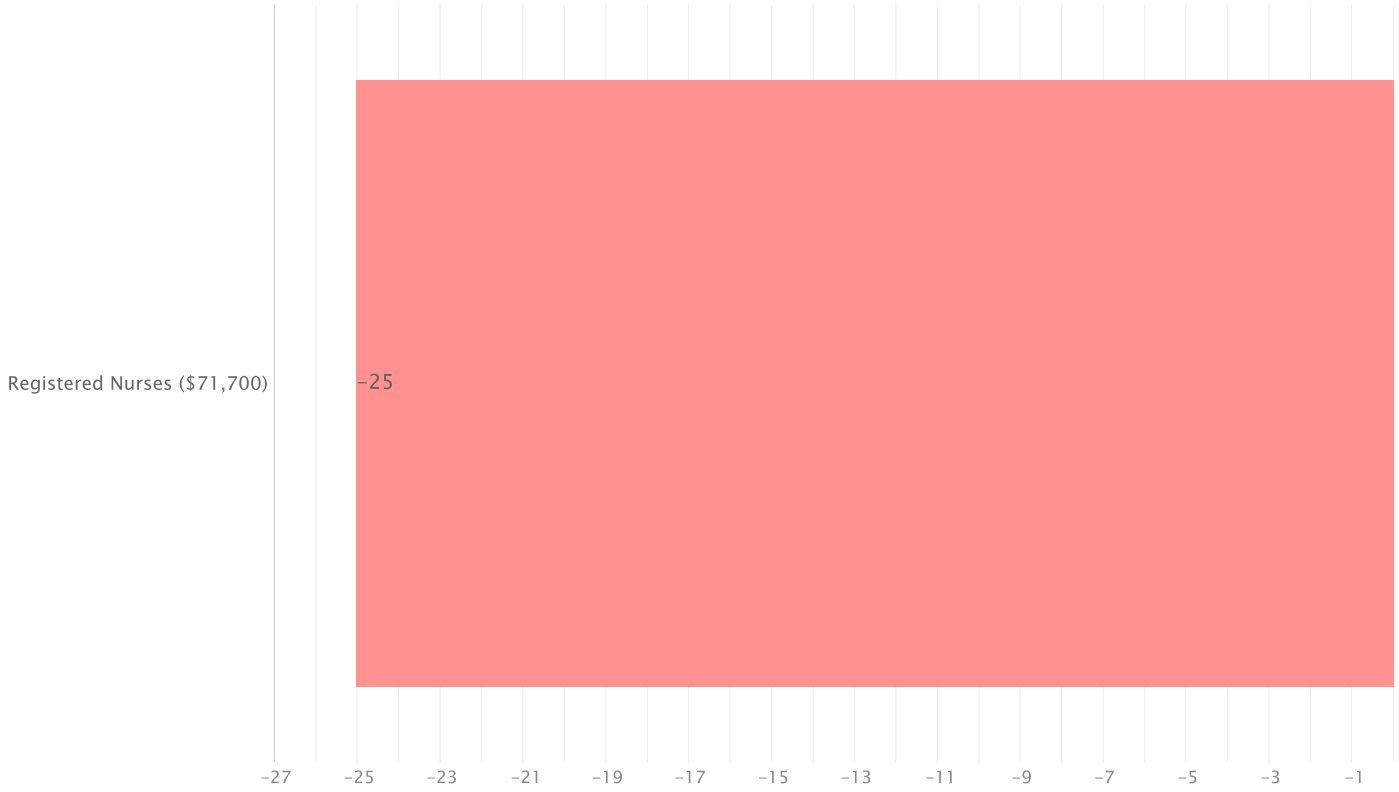
Name	Candidates	Openings	Gap
Critical Care	6	15	-9
Microsoft Word	3	10	-7
Microsoft Outlook	5	9	-4
Keyboarding/Typing	3	6	-3
Geriatric	2	3	-1
Intensive Care Unit (ICU)	7	8	-1
Telecommunications	0	1	-1
Electronic Medical Record System (EMR System)	0	1	-1
Electronic Health Record (EHR)	0	1	-1
Epic Systems	0	1	-1

Top 10 Certification Gaps in NWDB Region

Name	Candidates	Openings	Gap
Neonatal Resuscitation Program (NRP)	2	4	-2
Advanced Cardiac Life Support Certification (ACLS)	27	28	-2
Licensed Practical Nurse (LPN)	2	3	-1
Certified Hospice and Palliative Nurse (CHPN)	0	1	-1
NCLEX - RN	0	1	-1
Orthopedic Surgery	0	1	-1
Certified Emergency Nurse (CEN)	0	1	-1
Neonatal Advanced Life Support (NALS)	0	1	-1
Trauma Nursing Core Course (TNCC)	3	3	0
CNOR Certification (CNOR)	2	2	0

Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

Occupation Gaps



The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.

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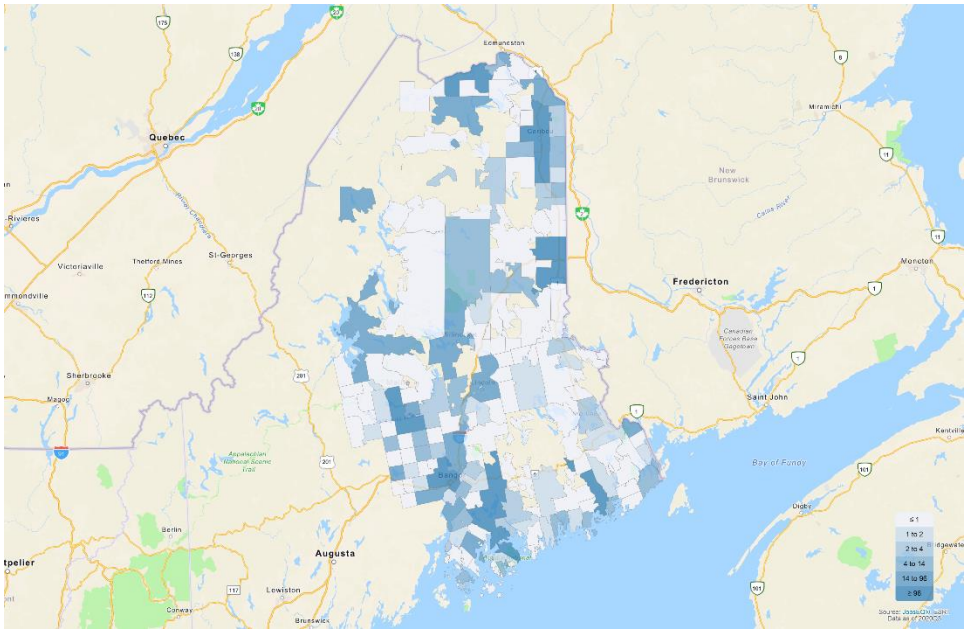
Geographic Distribution



Top ZCTAs by Place of Work for Registered Nurses, 2020Q3

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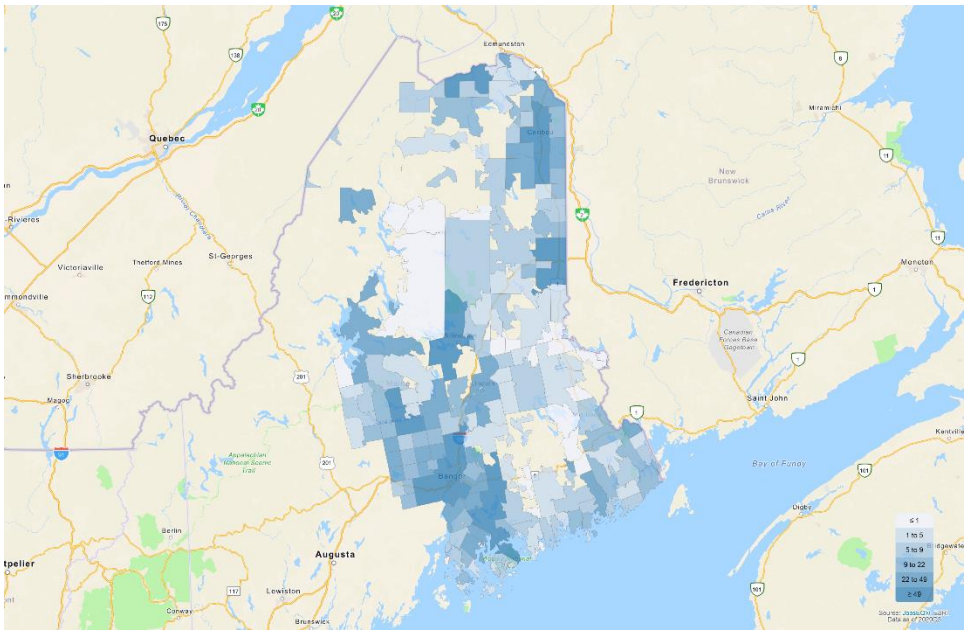
ZCTA 04743	103
ZCTA 04654	98
ZCTA 04412	97



Top ZCTAs by Place of Residence for Registered Nurses, 2020Q3

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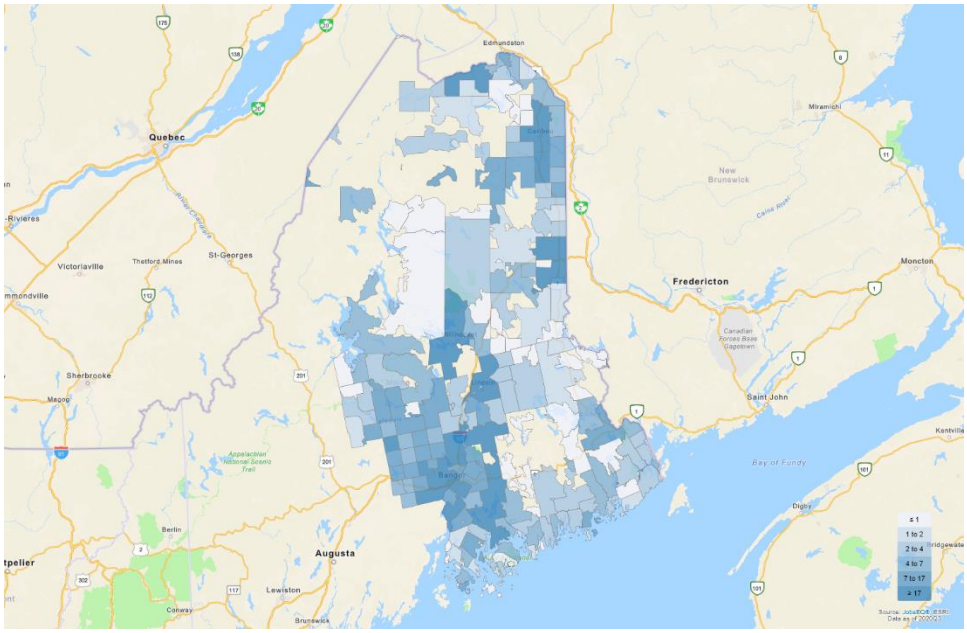
ZCTA 04473	143
ZCTA 04605	128
ZCTA 04730	119
ZCTA 04769	118
ZCTA 04468	118
ZCTA 04743	77

"Place of work" employment is based upon the location of employers for these workers. "Place of residence" data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

Occupation Snapshot



Top ZCTAs by Place of Residence for Laborers and Freight, Stock, and Material Movers, Hand, 2020Q3

Region	Employment
ZCTA 04401	165
ZCTA 04412	41
ZCTA 04444	39
ZCTA 04468	37
ZCTA 04605	37
ZCTA 04769	37
ZCTA 04730	33
ZCTA 04736	28
ZCTA 04457	25
ZCTA 04462 (Penobscot County, ME portion)	18

"Place of work" employment is based upon the location of employers for these workers. "Place of residence" data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

Region Definition

NWDB Region is defined as the following counties:

Washington County, Maine	Hancock County, Maine
Piscataquis County, Maine	Penobscot County, Maine
Aroostook County, Maine	

Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2020Q3 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OES data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Occupation wages (mean, median, and percentiles) are derived from BLS OES data and are as of 2019 and represent the average for all Covered Employment. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2020Q3 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2020Q3 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2018-2019 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 30,000 websites. Data reflect ads active during the last twelve month period ending 03/25/2021 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of January 2021. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dyanamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2020Q3 and modeled by Chmura based upon occuaption employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendancies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) 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 annual demand?

Annual demand is a of the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.