

**Reemployment Assessment Report for  
ABC Company**

Center for Workforce Information & Analysis  
November 26, 2007

## Reemployment Assessment Request for ABC Company

ABC Company has announced layoffs at its manufacturing facility in XYZ County. The geographical areas affected by these layoffs are the X Metropolitan Statistical Area (MSA), which includes X County; and the XYZ Workforce Investment Area (WIA), which includes X, Y and Z counties. Eighty-four ABC employees are affected representing 29 occupations. These occupations have been converted to a list of 18 unique Standard Occupational Classification (SOC) codes in a “crosswalk” table (Attachment A).

The prospects for reemployment in the 18 SOC occupations have been classified into one of three categories (Attachment B).

- Twelve occupations representing 28 employees, or thirty-three percent, are classified as “Good” or “Fair” Reemployment Prospects. Workers in this category should find sufficient job openings within the X MSA or XYZ WIA.
- “Fair to Difficult” prospects exist for six occupations representing one-third of the layoffs. These 56 employees may have difficulty finding work in their current occupation within their immediate geographical area. However, prospects for reemployment improve if the dislocated employees are willing to relocate elsewhere in the state.
- Sixty-seven percent of ABC Company employees work in the occupations that fall into the “Fair to Difficult” category. For these occupations, lists of jobs that require similar skills have been identified and are presented in Attachment C. Additional information on these related occupations is included in Attachment D.
- Attachment E is the 2007 High Priority Occupations listing for the XYZ WIA. Workforce and training program dollars in the commonwealth are focused on these occupations.
- Average wage data for X MSA, XYZ WIA and the commonwealth are provided in Attachment F for the SOC occupations impacted by this layoff.

Some additional characteristics of X County were gathered from the October 2007 edition of the Pennsylvania Civilian Labor Force Packet, available at [www.paworkstats.state.pa.us](http://www.paworkstats.state.pa.us).

- X County had a seasonally adjusted unemployment rate of 5.0 percent in October 2007, down from 5.1 in September 2007. X’s current rate is slightly higher than both the state (4.6 percent) and the nation (4.5 percent).
- In October 2007, the labor force in X County totaled 141,000. This accounts for about 56 percent of the XYZ WIA labor force that same month (251,900).

## Attachment A

### Crosswalk of ABC Company Job Titles and SOC Codes

ABC Company Job Title	SOC Code	SOC Title	Layoffs
A700 Operator	51-7042	Woodworking Machine Operators	1
Assembler	51-2092	Team Assemblers	6
Carton Sealer	51-9111	Packaging & Filling Machine Operators	1
Electrician	47-2111	Electricians	1
Fletcher Operator	51-7042	Woodworking Machine Operators	1
Fm 400	51-7042	Woodworking Machine Operators	2
Foam Cut	51-9032	Cutting & Slicing Machine Operators	1
Jr. Mfg Scheduler	43-5061	Production, Planning & Expediting Clerks	1
Laminator	51-9191	Cementing & Gluing Machine Operators	1
Lift Operator	53-7051	Industrial Truck & Tractor Operators	14
Line Leader	51-2092	Team Assemblers	1
Line Leader, Technician	51-7042	Woodworking Machine Operators	3
Maintenance Helper	49-9098	Helpers--Installation, Maintenance & Repair Workers	1
Millwright	49-9044	Millwrights	2
Order Clerk	43-4151	Order Clerks	1
Packer/assembler	51-9111	Packaging & Filling Machine Operators	14
Pt Executive Secretary	43-6011	Executive Secretaries & Administrative Assistants	1
QA Inspector	51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	2
Receiving Clerk	43-5071	Shipping, Receiving & Traffic Clerks	1
Repairman	49-9041	Industrial Machinery Mechanics	1
Saw Operator	51-7041	Sawing Machine Operators, Wood	1
Stacker	53-7062	Laborers & Freight, Stock & Material Movers, Hand	7
Supervisor, Quality	51-1011	Supervisors - Production & Operating Workers	1
Supervisor, Pack	51-1011	Supervisors - Production & Operating Workers	1
Team Leader	51-2092	Team Assemblers	2
Technician	51-7042	Woodworking Machine Operators	3
Technician/Operator	51-7042	Woodworking Machine Operators	2
U550 Operator	51-7042	Woodworking Machine Operators	2
Utility Operator	51-7042	Woodworking Machine Operators	9
Total:			<b>84</b>

## Attachment B Reemployment Assessment for ABC Company

### Good Reemployment Prospects

	Company Layoffs	6 Month Openings		
		MSA	WIA	PA
Electricians	1	8	10	320
Executive Secretaries & Administrative Assistants	1	18	26	932
Helpers--Installation, Maintenance & Repair Workers	1	2	4	164
Inspectors, Testers, Sorters, Samplers & Weighers	2	5	6	154
Laborers & Freight, Stock & Material Movers, Hand	7	18	33	1,538
Order Clerks	1	8	2	N/A
Production, Planning & Expediting Clerks	1	3	4	168
Shipping, Receiving & Traffic Clerks	1	5	6	300
Supervisors - Production & Operating Workers	2	8	14	332
Team Assemblers	9	14	26	576
	26			

### Fair Reemployment Prospects

	Company Layoffs	6 Month Openings		
		MSA	WIA	PA
Industrial Machinery Mechanics	1	0	1	83
Sawing Machine Operators, Wood	1	0	2	21
	2			

### Fair to Difficult Reemployment Prospects

	Company Layoffs	6 Month Openings		
		MSA	WIA	PA
Cementing & Gluing Machine Operators	1	N/A	0	13
Cutting & Slicing Machine Operators	1	0	0	18
Industrial Truck & Tractor Operators	14	4	6	489
Millwrights	2	0	0	28
Packaging & Filling Machine Operators	15	2	1	98
Woodworking Machine Operators	23	0	3	40
	56			

## **Attachment C**

### **Related Occupations for "Fair to Difficult" Reemployment**

#### **Cementing & Gluing Machine Operators**

Cleaning, Washing & Metal Pickling Equip.	Molding & Casting Machine Oprs
Coating, Painting & Spraying Machine Oprs	Multiple Machine Tool Oprs
Computer-Controlled Machine Tool Oprs	Plating & Coating Machine Oprs
Grinding, Polishing & Buffing Machine Oprs	

#### **Cutting & Slicing Machine Operators**

Bindery Workers	Molding & Casting Machine Oprs
Computer-Controlled Machine Tool Oprs	Multiple Machine Tool Oprs
Cutting, Punching & Press Machine Oprs	Prepress Technicians & Workers
Etchers & Engravers	Printing Machine Oprs
Grinding, Polishing & Buffing Machine Oprs	Sawing Machine Oprs, Wood
Heat Treating Equipment Oprs	Welding, Soldering & Brazing Machine Oprs

#### **Industrial Truck & Tractor Operators**

Glaziers	Refuse & Recyclable Material Collectors
Janitors & Cleaners	

#### **Millwrights**

Aircraft Mechanics & Service Technicians	Maintenance & Repair Workers, General
Engine & Other Machine Assemblers	Multiple Machine Tool Oprs
Machinists	

#### **Packaging & Filling Machine Operators**

Bindery Workers	Extruding, Forming, Pressing & Compacting
Conveyor Oprs & Tenders	Molding & Casting Machine Oprs
Cutting, Punching & Press Machine Oprs	Multiple Machine Tool Oprs

#### **Woodworking Machine Operators**

Computer-Controlled Machine Tool Oprs	Patternmakers, Metal & Plastic
Cutting, Punching & Press Machine Oprs	Prepress Technicians & Workers
Drilling & Boring Machine Tool Oprs	Printing Machine Oprs
Forging Machine Oprs	Sawing Machine Oprs, Wood
Grinding, Polishing & Buffing Machine Oprs	Tool Grinders, Filers & Sharpeners
Multiple Machine Tool Oprs	

## Attachment D

### Job Openings, Annual Wages & Employing Industry Data for the Related Occupations

Related Occupations	6 month openings			Average Wages (\$)			Examples of Dominant Employers
	MSA	WIA	PA	MSA	WIA	PA	
<b><i>Cementing &amp; Gluing Machine Operators</i></b>							
Cleaning, Washing & Metal Pickling Equip. Oprs	N/A	0	10	N/A	27,570	31,470	Food Manufacturers Pharmaceutical & Medicine Manufacturers
Coating, Painting & Spraying Machine Oprs	3	4	44	23,840	23,960	32,320	Fabricated Metal Shops Furniture Manufacturers Metal Coating & Engraving Companies
Computer-Controlled Machine Tool Oprs	4	4	56	34,300	32,750	31,960	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Grinding, Polishing & Buffing Machine Oprs	0	1	16	26,460	26,360	31,800	Fabricated Metal Shops Foundries Metalworking Machinery Manufacturers
Molding & Casting Machine Oprs	12	14	64	23,270	24,160	28,080	Plastic Products Manufacturers
Multiple Machine Tool Oprs	N/A	4	38	N/A	N/A	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Plating & Coating Machine Oprs	2	2	21	26,330	28,530	30,650	Electronics Manufacturers Metal Coating & Engraving Companies
<b><i>Cutting &amp; Slicing Machine Operators</i></b>							
Bindery Workers	1	1	32	21,190	23,340	29,480	Printing Presses
Computer-Controlled Machine Tool Oprs	4	4	56	34,300	32,750	31,960	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Cutting, Punching & Press Machine Oprs	0	0	3	27,080	26,980	28,200	Fabricated Metal Shops Plastic Products Manufacturers
Etchers & Engravers	N/A	0	12	N/A	N/A	28,570	Metal Coating & Engraving Companies
Grinding, Polishing & Buffing Machine Oprs	0	1	16	26,460	26,360	31,800	Fabricated Metal Shops Foundries Metalworking Machinery Manufacturers
Heat Treating Equipment Oprs	N/A	1	22	N/A	35,600	32,030	Forgings & Stampings Manufacturers Iron & Steel Mills Metal Coating & Engraving Companies
Molding & Casting Machine Oprs	12	14	64	23,270	24,160	28,080	Plastic Products Manufacturers

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Related Occupations	6 month openings			Average Wages (\$)			Examples of Dominant Employers
	MSA	WIA	PA	MSA	WIA	PA	
Multiple Machine Tool Oprs	N/A	4	38	N/A	N/A	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Prepress Technicians & Workers	0	1	32	29,380	28,600	33,050	Newspaper & Book Publishers Printing Presses
Printing Machine Operators	3	3	137	24,520	29,700	33,100	Printing Presses
Sawing Machine Oprs, Wood	0	2	21	20,920	23,280	24,950	Furniture Manufacturers Sawmills Wood Product Manufacturers
Welding, Soldering & Brazing Machine Oprs	1	2	32	26,830	26,130	31,320	Fabricated Metal Shops Machine Shops Steel Product Manufacturers
<b><i>Industrial Truck &amp; Tractor Operators</i></b>							
Glaziers	0	0	24	N/A	N/A	41,870	Automotive Repair Shops Building Contractors
Janitors & Cleaners	40	60	1,672	19,330	19,100	21,220	Building Services Firms Colleges & Universities Elementary & Secondary Schools
Refuse & Recyclable Material Collectors	2	2	56	N/A	30,720	28,750	Local Government Waste Collection Companies Waste Treatment & Disposal Firms
<b><i>Millwrights</i></b>							
Aircraft Mechanics & Service Technicians	0	0	30	N/A	N/A	46,840	Air Transportation Companies Air Transportation Support Services Federal Government
Engine & Other Machine Assemblers	N/A	N/A	16	18,940	30,490	31,730	Cutlery & Handtool Manufacturers Machinery Manufacturers
Machinists	7	11	198	35,750	32,570	34,330	Fabricated Metal Shops Machine Shops Metalworking Machinery Manufacturers
Maintenance & Repair Workers, General	18	27	746	30,930	30,840	32,240	Colleges & Universities Local Government Real Estate Firms
Multiple Machine Tool Oprs	N/A	4	38	N/A	N/A	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers

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### Job Openings, Annual Wages & Employing Industry Data for the Related Occupations

Related Occupations	6 month openings			Average Wages (\$)			Examples of Dominant Employers
	MSA	WIA	PA	MSA	WIA	PA	
<b><i>Packaging &amp; Filling Machine Operators</i></b>							
Bindery Workers	1	1	32	21,190	23,340	29,480	Printing Presses
Conveyor Operators & Tenders	N/A	0	40	N/A	N/A	28,830	Courier Firms Mining Companies Newspaper & Book Publishers
Cutting, Punching & Press Machine Oprs	0	0	3	27,080	26,980	28,200	Fabricated Metal Shops Plastic Products Manufacturers
Extruding, Forming, Pressing & Compacting Machine Oprs	1	2	28	21,330	28,140	32,350	Glass Products Manufacturers Plastic Products Manufacturers Pulp Mills
Molding & Casting Machine Oprs	12	14	64	23,270	24,160	28,080	Plastic Products Manufacturers
Multiple Machine Tool Oprs	N/A	4	38	N/A	N/A	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
<b><i>Woodworking Machine Operators</i></b>							
Computer-Controlled Machine Tool Oprs	4	4	56	34,300	32,750	31,960	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Cutting, Punching & Press Machine Oprs	0	0	3	27,080	26,980	28,200	Fabricated Metal Shops Plastic Products Manufacturers
Drilling & Boring Machine Tool Oprs	N/A	2	22	35,020	33,970	32,490	Fabricated Metal Shops Forgings & Stampings Manufacturers Machine Shops
Forging Machine Operators	N/A	0	8	38,960	36,520	29,070	Forgings & Stampings Manufacturers Machine Shops Plastic Products Manufacturers
Grinding, Polishing & Buffing Machine Oprs	0	1	16	26,460	26,360	31,800	Fabricated Metal Shops Foundries Metalworking Machinery Manufacturers
Multiple Machine Tool Oprs	N/A	4	38	N/A	N/A	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Patternmakers, Metal & Plastic	N/A	0	4	29,580	32,980	31,630	Foundries
Prepress Technicians & Workers	0	1	32	29,380	28,600	33,050	Newspaper & Book Publishers Printing Presses

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	MSA	WIA	PA	MSA	WIA	PA	
Printing Machine Operators	3	3	137	24,520	29,700	33,100	Printing Presses
Sawing Machine Oprs, Wood	0	2	21	20,920	23,280	24,950	Furniture Manufacturers Sawmills Wood Product Manufacturers
Tool Grinders, Filers & Sharpeners	1	2	13	24,360	30,430	31,500	Metal Coating & Engraving Companies Metalworking Machinery Manufacturers Commercial Machinery Repair Companies

## Attachment E

### 2007 High Priority Occupations for XYZ Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2006)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2004	Projected 2014		
11-1011	Chief Executives	BD+	\$119,300	\$48,840	\$154,530	1,050	1,140	8.6	29
11-1021	General & Operations Managers	BD+	\$73,330	\$37,320	\$91,340	3,650	4,030	10.4	107
11-2022	Sales Managers	BD+	\$84,890	\$42,980	\$105,840	460	540	17.4	17
11-3011	Administrative Services Managers	BD+	\$55,480	\$26,590	\$69,930	610	680	11.5	19
11-3031	Financial Managers	BD+	\$72,490	\$34,160	\$91,650	1,320	1,430	8.3	30
11-3040	Human Resources Managers	BD+	N/A	N/A	N/A	290	310	6.9	7
11-9021	Construction Managers	BD	\$56,660	\$32,950	\$68,520	290	320	10.3	8
11-9031	Education Administrators, Preschool & Child Care Center	BD+	\$31,040	\$21,260	\$35,940	90	110	22.2	4
11-9032	Education Administrators, Elementary & Secondary School	BD+	\$70,340	\$50,560	\$80,230	400	430	7.5	13
11-9033	Education Administrators, Postsecondary	BD+	\$61,100	\$32,190	\$75,550	240	280	16.7	10
11-9111	Medical & Health Services Managers	BD+	\$55,890	\$31,140	\$68,260	220	270	22.7	9
11-9141	Property, Real Estate & Community Association Managers	BD	\$45,060	\$28,590	\$53,300	170	160	-5.9	2
13-1023	Purchasing Agents	BD	\$38,930	\$25,150	\$45,820	410	430	4.9	12
13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	N/A	N/A	N/A	230	230	0.0	3
13-1051	Cost Estimators	BD	\$46,970	\$31,220	\$54,840	240	250	4.2	6
13-1073	Training & Development Specialists	BD	\$42,550	\$26,470	\$50,600	250	300	20.0	9
13-1111	Management Analysts	BD+	\$65,390	\$39,050	\$78,560	390	350	-10.3	1
13-2011	Accountants & Auditors	BD	\$47,910	\$27,710	\$58,020	1,230	1,350	9.8	35
13-2051	Financial Analysts	BD	\$53,400	\$29,260	\$65,470	60	70	16.7	2
13-2052	Personal Financial Advisors	BD	\$104,510	\$45,350	\$134,090	330	430	30.3	14
13-2072	Loan Officers	BD	\$50,500	\$27,200	\$62,150	180	200	11.1	5
15-1011	Computer & Information Scientists, Research	PhD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15-1021	Computer Programmers	BD	\$62,320	\$31,970	\$77,500	350	340	-2.9	7
15-1031	Computer Software Engineers, Applications	BD	\$58,460	\$36,850	\$69,260	140	210	50.0	8
15-1032	Computer Software Engineers, Systems Software	BD	\$65,300	\$46,300	\$74,800	30	40	33.3	1
15-1041	Computer Support Specialists	AD	\$34,330	\$21,740	\$40,620	530	600	13.2	14
15-1051	Computer Systems Analysts	BD	\$56,580	\$33,120	\$68,320	240	290	20.8	8
15-1071	Network & Computer Systems Administrators	BD	\$53,480	\$35,950	\$62,240	290	360	24.1	10
15-1081	Network Systems & Data Communications Analysts	BD	\$51,930	\$33,610	\$61,080	130	190	46.2	8
15-2041	Statisticians	MD	N/A	N/A	N/A	10	10	0.0	0
17-2031	Biomedical Engineers	BD	N/A	N/A	N/A	10	10	0.0	0
17-2081	Environmental Engineers	BD	N/A	N/A	N/A	30	30	0.0	0
17-2112	Industrial Engineers	BD	\$53,400	\$35,590	\$62,310	310	320	3.2	8
17-2161	Nuclear Engineers	BD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
17-3011	Architectural & Civil Drafters	PS VOC	\$39,300	\$28,040	\$44,920	130	130	0.0	4

## Attachment E

### 2007 High Priority Occupations for XYZ Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2006)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2004	Projected 2014		
17-3013	Mechanical Drafters	PS VOC	\$40,800	\$27,100	\$47,650	510	500	-2.0	13
17-3026	Industrial Engineering Technicians	AD	\$40,360	\$24,550	\$48,260	130	130	0.0	3
19-1021	Biochemists & Biophysicists	PhD	N/A	N/A	N/A	N/A	N/A	N/A	N/A
19-1042	Medical Scientists	PhD	N/A	N/A	N/A	220	260	18.2	8
19-2031	Chemists	BD	\$54,130	\$33,060	\$64,670	100	100	0.0	3
19-2041	Environmental Scientists & Specialists	BD	N/A	N/A	N/A	20	30	50.0	1
19-4021	Biological Technicians	AD	\$29,470	\$16,460	\$35,980	40	50	25.0	2
21-1011	Substance Abuse & Behavioral Disorder Counselors	MD	\$26,790	\$19,150	\$30,610	80	90	12.5	3
21-1012	Educational, Vocational & School Counselors	MD	\$44,380	\$29,370	\$51,880	470	490	4.3	13
21-1014	Mental Health Counselors	MD	\$28,320	\$21,450	\$31,750	440	600	36.4	26
21-1022	Medical & Public Health Social Workers	BD	\$31,250	\$22,840	\$35,450	170	200	17.6	6
21-1023	Mental Health & Substance Abuse Social Workers	MD	\$35,840	\$26,590	\$40,470	740	820	10.8	21
21-1093	Social & Human Service Assistants	MT OJT	\$23,040	\$15,890	\$26,620	450	680	51.1	31
23-1011	Lawyers	PROF	\$86,820	\$30,640	\$114,910	370	440	18.9	12
23-2011	Paralegals & Legal Assistants	AD	\$38,070	\$24,580	\$44,820	250	310	24.0	8
25-1011	Business Teachers, Postsecondary	PhD	\$63,670	\$29,350	\$80,830	320	420	31.3	17
25-1021	Computer Science Teachers, Postsecondary	PhD	\$59,270	\$27,910	\$74,950	90	110	22.2	4
25-1022	Mathematical Science Teachers, Postsecondary	PhD	\$63,410	\$38,090	\$76,070	120	140	16.7	5
25-1032	Engineering Teachers, Postsecondary	PhD	N/A	N/A	N/A	140	180	28.6	7
25-1042	Biological Science Teachers, Postsecondary	PhD	\$71,680	\$42,720	\$86,160	100	130	30.0	5
25-1052	Chemistry Teachers, Postsecondary	PhD	\$71,440	\$40,490	\$86,920	70	80	14.3	3
25-1066	Psychology Teachers, Postsecondary	PhD	N/A	N/A	N/A	70	90	28.6	4
25-1071	Health Specialties Teachers, Postsecondary	PhD	\$59,200	\$29,600	\$74,000	130	170	30.8	7
25-1072	Nursing Instructors & Teachers, Postsecondary	MD	N/A	N/A	N/A	60	80	33.3	3
25-1081	Education Teachers, Postsecondary	PhD	N/A	N/A	N/A	150	190	26.7	7
25-1124	Foreign Language & Literature Teachers, Postsecondary	PhD	\$50,250	\$21,250	\$64,750	60	80	33.3	3
25-1194	Vocational Education Teachers, Postsecondary	WK EXP	\$36,810	\$26,330	\$42,050	130	170	30.8	7
25-2012	Kindergarten Teachers	BD	\$39,710	\$28,780	\$45,170	160	170	6.3	3
25-2022	Middle School Teachers	BD	\$47,480	\$31,100	\$55,670	740	750	1.4	17
25-2031	Secondary School Teachers	BD	\$39,800	\$26,930	\$46,230	2,220	2,290	3.2	70
25-2032	Vocational Education Teachers, Secondary School	BD	\$59,570	\$45,580	\$66,570	730	730	0.0	21
25-2041	Special Education Teachers, Preschool, Kindergarten & Elementary	BD	\$47,900	\$34,330	\$54,680	440	500	13.6	17
25-2042	Special Education Teachers, Middle School	BD	N/A	N/A	N/A	110	120	9.1	4
25-2043	Special Education Teachers, Secondary School	BD	\$49,310	\$36,670	\$55,630	210	230	9.5	7
25-3011	ESL Teachers	BD	\$30,740	\$22,040	\$35,080	550	600	9.1	12

## Attachment E

### 2007 High Priority Occupations for XYZ Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2006)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2004	Projected 2014		
25-3021	Self-Enrichment Education Teachers	WK EXP	\$20,390	\$13,190	\$23,990	240	330	37.5	12
25-4021	Librarians	MD	\$44,830	\$27,860	\$53,320	300	310	3.3	8
25-4031	Library Technicians	ST OJT	\$22,990	\$15,620	\$26,670	130	150	15.4	7
25-9041	Teacher Assistants	AD*	\$19,120	\$14,250	\$21,560	1,580	1,740	10.1	47
27-1024	Graphic Designers	BD	\$32,000	\$20,270	\$37,870	160	200	25.0	6
27-3031	Consumer Information Specialists	BD	\$42,810	\$24,000	\$52,210	140	170	21.4	5
29-1051	Pharmacists	PROF	\$90,600	\$46,090	\$112,850	480	580	20.8	19
29-1111	Registered Nurses	AD	\$49,060	\$35,050	\$56,060	4,550	5,210	14.5	161
29-1122	Occupational Therapists	BD	\$54,770	\$36,820	\$63,740	150	190	26.7	6
29-1123	Physical Therapists	MD	\$62,190	\$41,660	\$72,450	250	320	28.0	10
29-1126	Respiratory Therapists	AD	\$42,110	\$36,540	\$44,900	190	220	15.8	9
29-1131	Veterinarians, Large Animals	PROF	\$58,870	\$44,970	\$65,830	110	130	18.2	5
29-2011	Medical & Clinical Laboratory Technologists	BD	\$39,680	\$33,640	\$42,700	340	370	8.8	12
29-2012	Medical & Clinical Laboratory Technicians	AD	\$23,630	\$16,580	\$27,150	250	260	4.0	8
29-2021	Dental Hygienists	AD	\$49,800	\$39,200	\$55,090	390	500	28.2	14
29-2031	Cardiovascular Technologists & Technicians	AD	\$34,870	\$22,020	\$41,300	110	130	18.2	4
29-2034	Radiologic Technologists & Technicians	AD	\$36,640	\$30,420	\$39,750	380	390	2.6	8
29-2041	Emergency Medical Technicians & Paramedics	PS VOC	\$25,810	\$17,330	\$30,050	510	710	39.2	26
29-2052	Pharmacy Technicians	MT OJT	\$19,620	\$13,800	\$22,530	380	450	18.4	12
29-2055	Surgical Technologists	PS VOC	\$26,380	\$20,440	\$29,350	90	100	11.1	2
29-2056	Veterinary Technologists & Technicians	AD	\$21,780	\$17,350	\$24,000	90	110	22.2	3
29-2061	Licensed Practical & Licensed Vocational Nurses	PS VOC	\$32,000	\$25,330	\$35,340	1,640	1,820	11.0	54
29-2071	Medical Records & Health Information Technicians	AD	\$27,760	\$19,540	\$31,870	230	290	26.1	9
31-1011	Home Health Aides	ST OJT	\$18,290	\$14,320	\$20,280	1,400	1,920	37.1	70
31-1012	Nursing Aides, Orderlies & Attendants	ST OJT	\$21,700	\$16,730	\$24,190	2,880	3,300	14.6	80
31-2021	Physical Therapist Assistants	AD	\$25,660	\$15,950	\$30,510	110	150	36.4	6
31-9091	Dental Assistants	MT OJT	\$17,030	\$13,320	\$18,890	530	680	28.3	30
31-9092	Medical Assistants	MT OJT	\$23,070	\$18,260	\$25,480	340	520	52.9	24
31-9094	Medical Transcriptionists	PS VOC	\$25,670	\$20,700	\$28,160	230	250	8.7	6
31-9096	Veterinary Assistants	ST OJT	\$18,860	\$14,210	\$21,180	100	110	10.0	3
31-9099	Phlebotmists	N/A	\$21,290	\$14,190	\$24,840	580	660	13.8	19
39-9011	Child Care Workers	ST OJT	\$16,010	\$12,370	\$17,830	1,800	2,310	28.3	100
39-9021	Personal & Home Care Aides	ST OJT	\$19,630	\$16,130	\$21,380	1,420	1,850	30.3	66
41-3011	Advertising Sales Agents	MT OJT	\$29,470	\$15,440	\$36,490	120	130	8.3	3
41-3021	Insurance Sales Agents	BD	\$50,060	\$22,940	\$63,620	620	740	19.4	27

## Attachment E

### 2007 High Priority Occupations for XYZ Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2006)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2004	Projected 2014		
41-3031	Securities, Commodities & Financial Services Sales Agents	BD	\$71,340	\$31,280	\$91,370	300	330	10.0	6
41-3041	Travel Agents	PS VOC	\$24,060	\$15,150	\$28,520	100	100	0.0	4
41-4011	Sales Representatives, Scientific & Technical	MT OJT	\$55,960	\$30,880	\$68,490	310	330	6.5	10
41-4012	Sales Representatives	MT OJT	\$47,920	\$26,630	\$58,570	1,930	2,070	7.3	65
41-9041	Telemarketers	ST OJT	N/A	N/A	N/A	290	250	-13.8	1
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$40,200	\$23,120	\$48,740	2,390	2,390	0.0	51
43-3011	Bill & Account Collectors	ST OJT	\$25,230	\$17,630	\$29,030	250	280	12.0	8
43-3021	Billing & Posting Clerks & Machine Operators	ST OJT	\$24,590	\$19,050	\$27,360	930	980	5.4	21
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$25,890	\$17,480	\$30,090	2,610	2,500	-4.2	38
43-4051	Customer Service Representatives	MT OJT	\$25,510	\$17,440	\$29,550	3,140	3,640	15.9	97
43-4171	Receptionists & Information Clerks	ST OJT	\$19,060	\$14,820	\$21,170	1,580	1,890	19.6	70
43-5061	Production, Planning & Expediting Clerks	ST OJT	\$33,270	\$22,170	\$38,810	450	450	0.0	11
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$23,930	\$15,720	\$28,040	1,280	1,170	-8.6	15
43-6011	Executive Secretaries & Administrative Assistants	MT OJT	\$29,550	\$21,260	\$33,690	1,920	1,930	0.5	38
43-6012	Legal Secretaries	PS VOC	\$28,670	\$20,480	\$32,760	400	440	10.0	12
43-6013	Medical Secretaries	PS VOC	\$22,760	\$18,170	\$25,060	490	530	8.2	13
43-6014	Secretaries	MT OJT	\$22,980	\$16,340	\$26,310	4,250	3,800	-10.6	49
43-9031	Desktop Publishers	PS VOC	N/A	N/A	N/A	10	10	0.0	0
43-9061	Office Clerks	ST OJT	\$21,070	\$14,240	\$24,490	4,840	4,850	0.2	108
45-2011	Agricultural Inspectors	WK EXP	N/A	N/A	N/A	N/A	N/A	N/A	N/A
47-1011	Supervisors - Construction Trades & Extraction Workers	WK EXP	\$49,070	\$32,910	\$57,150	660	690	4.5	14
47-2021	Brickmasons & Blockmasons	LT OJT	\$34,360	\$25,110	\$38,990	200	210	5.0	4
47-2022	Stonemasons	LT OJT	N/A	N/A	N/A	N/A	N/A	N/A	N/A
47-2031	Carpenters	LT OJT	\$34,760	\$22,250	\$41,010	1,520	1,740	14.5	47
47-2051	Cement Masons & Concrete Finishers	LT OJT	\$30,450	\$21,900	\$34,720	200	230	15.0	7
47-2061	Construction Laborers	MT OJT	\$27,460	\$18,530	\$31,930	1,480	1,530	3.4	25
47-2073	Operating Engineers	MT OJT	N/A	N/A	N/A	850	860	1.2	23
47-2111	Electricians	LT OJT	\$40,050	\$24,590	\$47,770	960	1,050	9.4	28
47-2141	Painters, Construction & Maintenance	MT OJT	\$32,820	\$19,550	\$39,460	480	530	10.4	12
47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	\$39,540	\$29,170	\$44,730	580	570	-1.7	12
47-2211	Sheet Metal Workers	MT OJT	\$33,430	\$22,850	\$38,720	370	390	5.4	11
49-3023	Automotive Service Technicians & Mechanics	PS VOC	\$28,040	\$19,430	\$32,350	1,650	1,690	2.4	48
49-3031	Bus, Truck & Diesel Mechanics	PS VOC	\$31,910	\$23,330	\$36,200	490	510	4.1	15
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	LT OJT	N/A	N/A	N/A	460	540	17.4	14
49-9041	Industrial Machinery Mechanics	LT OJT	\$38,950	\$29,360	\$43,750	330	320	-3.0	6

## Attachment E

### 2007 High Priority Occupations for XYZ Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2006)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2004	Projected 2014		
49-9042	Maintenance & Repair Workers, General	LT OJT	\$29,620	\$19,300	\$34,780	2,820	3,030	7.4	75
49-9043	Maintenance Workers, Machinery	LT OJT	\$31,050	\$22,740	\$35,210	300	320	6.7	9
49-9052	Telecommunications Line Installers & Repairers	LT OJT	\$44,410	\$25,380	\$53,930	190	250	31.6	11
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$44,640	\$29,410	\$52,260	1,880	1,970	4.8	48
51-3021	Butchers & Meat Cutters	LT OJT	\$24,800	\$17,830	\$28,280	250	220	-12.0	3
51-3092	Food Batchmakers	ST OJT	N/A	N/A	N/A	180	160	-11.1	2
51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	LT OJT	\$33,120	\$21,110	\$39,120	1,220	1,130	-7.4	11
51-4012	Numerical Tool & Process Control Programmers	LT OJT	\$42,210	\$30,930	\$47,850	110	130	18.2	4
51-4041	Machinists	LT OJT	\$32,530	\$20,770	\$38,410	1,390	1,380	-0.7	31
51-4072	Molding & Casting Machine Oprs, Metal & Plastic	MT OJT	\$22,130	\$15,080	\$25,660	1,520	1,610	5.9	47
51-4121	Welders, Cutters, Solderers & Brazers	PS VOC	\$32,460	\$23,320	\$37,030	1,050	1,050	0.0	30
51-5021	Job Printers	LT OJT	\$27,030	\$14,530	\$33,290	100	110	10.0	3
51-5022	Prepress Technicians & Workers	LT OJT	\$26,900	\$17,990	\$31,360	160	130	-18.8	2
51-5023	Printing Machine Operators	MT OJT	\$28,720	\$18,750	\$33,700	360	360	0.0	8
51-7011	Cabinetmakers & Bench Carpenters	LT OJT	\$22,350	\$15,280	\$25,880	630	630	0.0	16
51-7021	Furniture Finishers	LT OJT	\$19,010	\$15,090	\$20,970	110	110	0.0	2
51-7042	Woodworking Machine Oprs/Tenders	MT OJT	\$24,910	\$19,260	\$27,730	300	330	10.0	11
51-8013	Power Plant Operators	LT OJT	\$47,430	\$33,330	\$54,480	20	20	0.0	0
51-9011	Chemical Equipment Operators & Tenders	MT OJT	\$35,710	\$26,300	\$40,410	170	150	-11.8	4
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$30,600	\$19,810	\$36,000	1,410	1,400	-0.7	31
51-9081	Dental Laboratory Technicians	LT OJT	\$28,770	\$20,460	\$32,930	80	90	12.5	3
51-9082	Medical Appliance Technicians	LT OJT	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51-9111	Packaging & Filling Machine Operators/Tenders	ST OJT	\$25,000	\$15,840	\$29,580	280	270	-3.6	5
51-9196	Paper Goods Machine Oprs/Tenders	MT OJT	\$23,090	\$16,690	\$26,300	130	110	-15.4	1
53-1031	Supervisors - Trans. & Material-Moving Machine/Vehicle Oprs	WK EXP	\$42,380	\$26,230	\$50,460	280	290	3.6	8
53-3032	Truck Drivers, Heavy & Tractor-Trailer	MT OJT	\$32,510	\$22,440	\$37,550	2,970	3,210	8.1	72
53-3033	Truck Drivers, Light or Delivery Services	ST OJT	\$27,050	\$14,390	\$33,380	2,200	2,440	10.9	44
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$28,390	\$20,890	\$32,150	900	910	1.1	18
53-7062	Laborers & Freight, Stock & Material Movers	ST OJT	\$19,040	\$13,690	\$21,710	2,310	2,110	-8.7	56
51-9011	Chemical Equipment Operators & Tenders	MT OJT	\$33,840	\$24,970	\$38,270	180	180	0.0	6
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$32,220	\$20,740	\$37,960	2,960	2,860	-3.4	57
51-9081	Dental Laboratory Technicians	LT OJT	\$33,370	\$19,820	\$40,150	320	370	15.6	12
51-9082	Medical Appliance Technicians	LT OJT	N/A	N/A	N/A	20	20	0.0	0
51-9111	Packaging & Filling Machine Operators/Tenders	ST OJT	\$26,730	\$18,550	\$30,820	2,840	2,810	-1.1	54
51-9196	Paper Goods Machine Oprs/Tenders	MT OJT	\$25,350	\$16,720	\$29,660	720	650	-9.7	10

## Attachment E

### 2007 High Priority Occupations for XYZ Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2006)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2004	Projected 2014		
53-1031	Supervisors - Trans. & Material-Moving Machine/Vehicle Oprs	WK EXP	\$48,560	\$30,190	\$57,750	1,110	1,280	15.3	43
53-3032	Truck Drivers, Heavy & Tractor-Trailer	MT OJT	\$38,770	\$26,310	\$45,000	14,110	17,210	22.0	540
53-3033	Truck Drivers, Light or Delivery Services	ST OJT	\$25,260	\$15,260	\$30,270	6,270	7,370	17.5	168
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$28,490	\$21,790	\$31,840	6,630	7,910	19.3	254
53-7062	Laborers & Freight, Stock & Material Movers	ST OJT	\$25,290	\$16,680	\$29,590	13,300	13,640	2.6	469

## Attachment F

### Average Wages for SOC Occupations within ABC Company

SOC Code	SOC Title	Annual Average Wages (\$)					
		MSA		WIA		Pennsylvania	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
43-4151	Order Clerks	11.97	24,900	11.69	24,310	12.88	26,790
43-5061	Production, Planning & Expediting Clerks	15.62	32,500	17.35	36,090	17.52	36,450
43-5071	Shipping, Receiving & Traffic Clerks	11.35	23,610	11.76	24,460	13.21	27,480
43-6011	Executive Secretaries & Administrative Assistants	14.92	31,030	15.66	32,580	17.21	35,790
47-2111	Electricians	22.88	47,590	21.82	45,380	24.29	50,520
49-9041	Industrial Machinery Mechanics	18.30	38,070	18.50	38,470	18.99	39,500
49-9044	Millwrights	N/A	N/A	19.30	40,150	19.35	40,250
49-9098	Helpers--Installation, Maintenance & Repair Workers	12.01	24,990	9.27	19,280	11.29	23,490
51-1011	Supervisors - Production & Operating Workers	23.26	48,370	22.96	47,750	24.53	51,020
51-2092	Team Assemblers	10.10	21,000	10.61	22,080	12.35	25,680
51-7041	Sawing Machine Operators, Wood	10.06	20,920	11.19	23,280	12.00	24,950
51-7042	Woodworking Machine Operators	11.39	23,690	12.16	25,290	12.39	25,770
51-9032	Cutting & Slicing Machine Operators	N/A	N/A	13.37	27,800	14.21	29,550
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	15.07	31,340	14.53	30,230	15.74	32,730
51-9111	Packaging & Filling Machine Operators	12.50	26,000	14.57	30,320	12.70	26,410
51-9191	Cementing & Gluing Machine Operators	N/A	N/A	11.14	23,160	13.42	27,910
53-7051	Industrial Truck & Tractor Operators	13.27	27,600	13.86	28,820	14.07	29,260
53-7062	Laborers & Freight, Stock & Material Movers, Hand	10.23	21,280	9.50	19,760	11.61	24,150