

**Impact of the Hershey Foods
Layoffs in Confectionary
Manufacturing
on Dauphin County and
Surrounding Areas**

**Center for Workforce
Information & Analysis
(CWIA)**

May 2007

This page left intentionally blank.

Executive Summary

This report outlines the overall employment and specific industries and occupations likely to be impacted by a layoff in the confectionary manufacturing industry. All data provided are estimates. (Note: Dauphin County was selected as the impact site, however, it is highly likely that the job and output loss will also affect bordering counties and beyond, including outside Pennsylvania. For example, it is not known where the specific supplier/customer companies to Hershey Foods are located.)

CWIA based its impact analysis on layoff estimates announced by the Hershey Foods Corporation. Hershey Foods Corporation estimates 900 jobs will be eliminated at its three Derry Township plants in Dauphin County by 2010.

By 2010, Dauphin county and surrounding areas can expect a loss of 900 jobs in the confectionary manufacturing industry, 1,050 jobs in the supplier/customer industries, and 450 jobs in the peripheral industries, for a total loss of approximately 2,400 jobs.

Across all industries, Dauphin County and the surrounding areas can expect a total output (sales) loss of approximately 570 million dollars between by 2010. Nearly 109 million dollars in employee compensation, or wages and benefits, will be lost. State and local government will lose over 18 million dollars in tax revenues from businesses and individuals.

Other industries projected to lose at least 50 jobs as a result of the confectionary manufacturing layoff include wholesale trade; warehousing and storage; food service and drinking places; management of companies and enterprises; and truck transportation.

Occupations expected to experience the most significant job losses (at least 100) include: material moving occupations; miscellaneous production workers; retail sales workers; food processing occupations; material recording, scheduling, dispatching, and distributing occupations; and motor vehicle operators.

Occupations within Hershey Foods that are expected to experience the most significant job losses (at least 40) include packers and packagers, hand; food batch makers; packaging and filling machine operators; and maintenance and repair workers, general.

Workers in these occupations already possess a range of knowledge, skills, and abilities that are applicable in related occupations and which can be enhanced by additional training to prepare them for work in other industries.

Approximately 73 percent of Derry Township workers (from all industries) live in Dauphin and Lebanon counties. Another 16 percent commute from Lancaster, Cumberland, and York counties.

Data

The following tables in the appendices will provide the specific industries and occupations associated with a layoff in the confectionary manufacturing industry (NAICS 31132 and 31133). In addition, included is a reemployment assessment report for a typical Sugar & Confectionery Product Manufacturer (NAICS 3113) laying off 900 workers.

Appendix A - Outlines the overall economic impact by a layoff in the confectionary manufacturing industry.

Appendix B – Outlines industries most likely affected (job loss of 10 or more) by a layoff in the confectionary manufacturing industry.

Appendix C – Outlines industries most likely affected (output loss of 1 million dollars or more) by a layoff in the confectionary manufacturing industry.

Appendix D - Outlines all occupations in all industries most likely affected (job loss of 10 or more) by a layoff in the confectionary manufacturing industry.

Appendix E - Lists the NAICS codes for each identified industry.

Appendix F – Reemployment Assessment Report for a Sugar & Confectionary Product Manufacturer (NAICS 3113) laying off 900 workers.

- Attachment 1 – Pennsylvania Staffing Pattern of a Sugar & Confectionary Manufacturer
- Attachment 2 – Reemployment Assessment for a Sugar & Confectionary Manufacturer
- Attachment 3 – Related Occupations for "Fair to Difficult" Reemployment Prospects
- Attachment 4 – Related Occupations for "Difficult" Reemployment Prospects
- Attachment 5 – Job Openings, Annual Wages & Employing Industry Data for the Related Occupations
- Attachment 6 – 2006 High Priority Occupations for South Central Workforce Investment Area
- Attachment 7 - Average Wages for SOC Occupations within a Sugar & Confectionery Product Manufacturer

Appendix G – Labor shed analysis for Derry Township, Dauphin County, site of the Hershey Foods layoff, using Local Employment Dynamics (LED).

Appendix A - Overall Impact Summary

The following table outlines the overall economic impact by a layoff in the confectionary manufacturing industry (31132 and 31133). Included are an estimated count of lost output (sales), employment, and employee compensation by 2010.

	Impact Totals					
	Dauphin Totals	Direct ^{1/}	Indirect ^{2/}	Induced ^{3/}	Total	% Loss
Output (Sales)	-\$23,337,974,000	-\$388,620,096	-\$138,550,585	-\$45,613,595	-\$572,784,290	-2.5%
Employment	-202,747	-900	-1,050	-450	-2,400	-1.2%
Employee Compensation	-\$8,989,970,000	-\$47,979,976	-\$46,133,715	-\$14,491,640	-\$108,605,331	-1.2%
State and Local Tax	-----	-----	-----	-----	-\$17,596,914	

^{1/}The Direct impact is the number of employees lost within the specific industry (Confectionary Manufacturing).

^{2/}The Indirect impact is the number of employees lost in related industries (suppliers/customers of Confectionary Manufacturing) caused by the decrease in spending by the direct industry.

^{3/}The Induced impact is the number of employees lost by other industries due to extraneous spending decreases by those having lost jobs (direct and indirect) and decreased available household income, such as less retail spending, health care, etc.

Appendix B - Industry Job Loss List

The following table outlines all industries most likely affected (job loss of 10 or more) by a layoff in the confectionary manufacturing industry. Included are an estimated count of lost jobs by 2010 and the type of impact.

Industry	Impact Type	Employment Loss
Confectionary Manufacturing	Direct	-900
Wholesale trade	Indirect	-216
Warehousing and storage	Indirect	-114
Food services and drinking places	Indirect and Induced	-100
Management of companies and enterprises	Indirect	-66
Truck transportation	Indirect	-54
Cattle ranching and farming	Indirect	-44
Employment services	Indirect	-41
General merchandise stores	Indirect and Induced	-36
Food and beverage stores	Indirect and Induced	-33
Real estate	Indirect and Induced	-31
Advertising and related services	Indirect	-29
Offices of physicians- dentists- and other health	Induced	-26
Hospitals	Induced	-25
Fluid milk manufacturing	Indirect	-24
Automotive repair and maintenance	Indirect and Induced	-24
Motor vehicle and parts dealers	Indirect and Induced	-23
Monetary authorities and depository credit	Indirect and Induced	-21
Clothing and clothing accessories stores	Indirect and Induced	-21
Spectator sports	Induced	-18
Nursing and residential care facilities	Induced	-17
Services to buildings and dwellings	Indirect and Induced	-17
Legal services	Indirect and Induced	-16
Architectural and engineering services	Indirect	-16
Miscellaneous store retailers	Induced	-16
Radio and television broadcasting	Indirect	-16
Civic- social- professional and similar organizations	Indirect and Induced	-15
Building material and garden supply stores	Indirect and Induced	-15
All other plastic products	Indirect	-14
Nonstore retailers	Indirect and Induced	-14
Management consulting services	Indirect	-13
Commercial machinery repair and maintenance	Indirect	-13
Social assistance- except child day care services	Induced	-13
Health and personal care stores	Indirect and Induced	-13
Hotels and motels- including casino hotels	Indirect and Induced	-12
Gasoline stations	Indirect and Induced	-12
Business support services	Indirect	-12
Newspaper publishers	Indirect	-11

Industry	Impact Type	Employment Loss
Couriers and messengers	Indirect	-11
Insurance carriers	Indirect and Induced	-11
Accounting and bookkeeping services	Indirect	-10
Power generation and supply	Indirect	-10
Other amusement, gambling, and recreation	Induced	-10
Remaining Industries		-245
Total		-2,400

Appendix C - Industry Output Loss List

The following table outlines all industries most likely affected (output loss of 1 million or more) by a layoff in the confectionary manufacturing industry. Included are an estimate of lost output (sales) by 2010 and the type of impact.

Industry	Impact Type	Output Loss
Confectionary Manufacturing	Direct	-\$389,995,520
Wholesale trade	Indirect	-\$33,023,904
Management of companies and enterprises	Indirect	-\$15,039,955
Fluid milk manufacturing	Indirect	-\$13,220,010
Warehousing and storage	Indirect	-\$7,253,775
Truck transportation	Indirect	-\$7,238,605
Owner-occupied dwellings	Induced	-\$6,995,094
Power generation and supply	Indirect	-\$5,327,994
Real estate	Indirect and Induced	-\$4,716,506
Food services and drinking places	Indirect and Induced	-\$4,603,919
Advertising and related services	Indirect	-\$4,460,095
Monetary authorities and depository credit	Indirect and Induced	-\$4,188,326
Hospitals	Induced	-\$2,868,548
Cattle ranching and farming	Indirect	-\$2,604,167
Radio and television broadcasting	Indirect	-\$2,584,694
All other plastic products	Indirect	-\$2,493,100
Insurance carriers	Indirect and Induced	-\$2,481,420
Telecommunications	Indirect and Induced	-\$2,423,905
Offices of physicians- dentists- and other health	Induced	-\$2,279,742
Motor vehicle and parts dealers	Indirect and Induced	-\$2,202,062
Legal services	Indirect and Induced	-\$2,193,272
Nonstore retailers	Indirect and Induced	-\$2,005,636
Automotive repair and maintenance	Indirect and Induced	-\$1,947,781
Food and beverage stores	Indirect and Induced	-\$1,821,493
General merchandise stores	Indirect and Induced	-\$1,798,904
All other miscellaneous professional and technical	Indirect	-\$1,755,748
Architectural and engineering services	Indirect	-\$1,732,008
Commercial machinery repair and maintenance	Indirect	-\$1,612,138
Management consulting services	Indirect	-\$1,462,184
Newspaper publishers	Indirect	-\$1,411,690
Natural gas distribution	Indirect	-\$1,408,236
Rail transportation	Indirect	-\$1,388,427
Building material and garden supply stores	Indirect and Induced	-\$1,295,099
Employment services	Indirect	-\$1,169,498
Clothing and clothing accessories stores	Indirect and Induced	-\$1,132,659
Remaining Industries		-\$32,648,176
Total		-\$572,784,290

Appendix D – Overall Occupational Job Loss List

The following table outlines all occupations in all industries most likely affected (employment loss of 10 or more) by a layoff in the confectionary manufacturing industry. Included are an estimated count of lost jobs by 2010 and the occupational code.

Occupation	Job Loss	SOC Code
Material moving occupations	264	53-7000
Other production occupations	239	51-9000
Retail sales workers	183	41-2000
Food processing occupations	135	51-3000
Material recording, scheduling, dispatching, and distributing occupations	102	43-5000
Motor vehicle operators	94	53-3000
Other installation, maintenance, and repair occupations	79	49-9000
Information and record clerks	75	43-4000
Food and beverage serving workers	71	35-3000
Other office and administrative support workers	67	43-9000
Financial clerks	60	43-3000
Sales representatives, wholesale and manufacturing	59	41-4000
Top executives	50	11-1000
Building cleaning and pest control workers	47	37-2000
Secretaries and administrative assistants	46	43-6000
Agricultural workers	39	45-2000
Business operations specialists	37	13-1000
Operations specialties managers	36	11-3000
Vehicle and mobile equipment mechanics, installers, and repairers	35	49-3000
Cooks and food preparation workers	35	35-2000
Other management occupations	34	11-9000
Computer specialists	33	15-1000
Supervisors, sales workers	32	41-1000
Supervisors, production workers	31	51-1000
Assemblers and fabricators	29	51-2000
Financial specialists	28	13-2000
Other sales and related workers	25	41-9000
Health diagnosing and treating practitioners	23	29-1000
Supervisors, office and administrative support workers	23	43-1000
Construction trades and related workers	19	47-2000
Advertising, marketing, promotions, public relations, and sales managers	18	11-2000
Metal workers and plastic workers	18	51-4000
Other food preparation and serving related workers	16	35-9000
Other personal care and service workers	16	39-9000
Other protective service workers	16	33-9000
Health technologists and technicians	16	29-2000
Supervisors, transportation and material moving workers	15	53-1000
Engineers	15	17-2000
Electrical and electronic equipment mechanics, installers, and repairers	13	49-2000
Grounds maintenance workers	12	37-3000
Nursing, psychiatric, and home health aides	12	31-1000
Media and communication occupations	12	27-3000
Supervisors of installation, maintenance, and repair workers	11	49-1000
Supervisors, food preparation and serving workers	10	35-1000

Occupation	Job Loss	SOC Code
Life, physical, and social science technicians	10	19-4000
Sales representatives, services	10	41-3000
Remaining Occupations	149	
Total	2,400	

Appendix E – Industry NAICS Code List

Lists the NAICS codes for each identified industry.

Industry	NAIC(s) Code
Confectionary Manufacturing	31132, 31133
Wholesale trade	42
Warehousing and storage	493
Food services and drinking places	722
Management of companies and enterprises	55
Truck transportation	484
Cattle ranching and farming	11211, 11212, 11213
Employment services	5613
General merchandise stores	452
Food and beverage stores	445
Real estate	531
Advertising and related services	5418
Offices of physicians- dentists- and other health	6211, 6212, 6213
Hospitals	622
Fluid milk manufacturing	311511
Automotive repair and maintenance	81111
Motor vehicle and parts dealers	441
Monetary authorities and depository credit	521, 5221
Clothing and clothing accessories stores	448
Spectator sports	7112
Nursing and residential care facilities	623
Services to buildings and dwellings	5617
Legal services	5411
Architectural and engineering services	5413
Miscellaneous store retailers	8134
Radio and television broadcasting	5131
Civic- social- professional and similar organizations	8139
Building material and garden supply stores	444
All other plastic products	326191, 326199
Nonstore retailers	454
Management consulting services	54161
Commercial machinery repair and maintenance	8113
Social assistance- except child day care services	6241, 6242, 6243
Health and personal care stores	446
Hotels and motels- including casino hotels	72111, 72113
Gasoline stations	447
Business support services	5614
Newspaper publishers	51111
Couriers and messengers	492
Insurance carriers	5241
Accounting and bookkeeping services	5412
Power generation and supply	2211
Other amusement, gambling, and recreation	7131, 7132, 71391, 71392, 71393, 71399
Owner-occupied dwellings	
Telecommunications	5133

Industry	NAIC(s) Code
All other miscellaneous professional and technical	54191, 54193, 54199
Natural gas distribution	2212
Rail transportation	482

Appendix F – Reemployment Assessment Report for a Sugar & Confectionery Product Manufacturer (NAICS 3113)

This reemployment assessment report is for a typical Sugar & Confectionery Product Manufacturer (NAICS 3113) employing 900 workers in Dauphin County. The geographical areas affected by these potential layoffs are the Harrisburg-Carlisle Metropolitan Statistical Area (MSA), which includes Cumberland, Dauphin and Perry counties; and the South Central Workforce Investment Area (WIA), which includes Adams, Cumberland, Dauphin, Franklin, Juniata, Lebanon, Perry and York counties. Attachment 1 provides an estimated workforce composition of a candy manufacturer with 900 employees, based on the industry-staffing pattern.

Assuming a workforce of this makeup, 900 employees are affected, representing 94 detailed occupations. Another 7 persons fall into occupations that do not fall under a specific SOC code. These individuals are labeled as “all others” and not included in the following analysis. The prospects for reemployment in the 94 SOC-coded occupations have been classified into one of four categories (Attachment 2). This reemployment outlook assumes that the current companies in these areas remain and continue to hire workers at the same rates as they have historically.

- Seventy-eight occupations representing 393 employees, or 44 percent, are classified as “Good” or “Fair” Reemployment Prospects. Workers in this category should find sufficient job openings within the Harrisburg-Carlisle MSA or South Central WIA.
- “Fair to Difficult” prospects exist for 10 occupations representing 23 percent of the layoffs. These 211 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.
- The remaining 6 occupations represent 289 employees. Reemployment prospects for these workers – primarily food production workers – are classified as “Difficult”. These dislocated employees can expect substantial difficulty finding reemployment in their current occupation within their current region and throughout the commonwealth.
- Fifty-six percent of affected employees work in the occupations that fall into the “Fair to Difficult” or “Difficult” category. For these occupations, lists of jobs that require similar skills have been identified and are presented in Attachment 3 and 4. Additional information on these related occupations is included in Attachment 5.
- Attachment 6 is the 2006 High Priority Occupations listing for the South Central WIA. Workforce and training program dollars in the commonwealth are targeted to these occupations.
- Average wage data for Harrisburg-Carlisle MSA, South Central WIA and the commonwealth are provided in Attachment 7 for the SOC occupations impacted by this possible layoff.

Some additional characteristics of Dauphin County were gathered from the March 2007 edition of the Pennsylvania Civilian Labor Force Packet. The most current version of this publication is available at www.paworkstats.state.pa.us.

- Dauphin County had a seasonally adjusted unemployment rate of 3.4 percent in March 2007, down from 3.6 in February 2007. Dauphin’s current rate is lower than both the state (3.8 percent) and the nation (4.4 percent).
- In March 2007, the labor force in Dauphin County totaled 136,400. This county accounts for about 19 percent of the South Central WIA labor force that same month (724,100).

Attachment 1 – Pennsylvania Staffing Pattern of a Sugar & Confectionary Manufacturer

SOC Code	Occupation Title	Percent of Industry	Estimated Emp.
53-7064	Packers & Packagers, Hand	13.2	119
51-3092	Food Batchmakers	12.1	109
51-9111	Packaging & Filling Machine Operators	12.1	109
49-9042	Maintenance & Repair Workers, General	4.4	39
41-2031	Retail Salespersons	4.1	37
51-9198	Helpers--Production Workers	4.0	36
51-3091	Food & Tobacco Roasting, Baking & Drying Machine Oprs	3.3	30
51-9023	Mixing & Blending Machine Operators	3.3	30
37-2011	Janitors & Cleaners	2.6	24
49-9041	Industrial Machinery Mechanics	2.4	22
51-1011	Supervisors - Production & Operating Workers	2.1	19
51-9021	Crushing, Grinding & Polishing Machine Oprs	2.2	19
53-7051	Industrial Truck & Tractor Operators	2.1	19
51-3093	Food Cooking Machine Operators	2.0	18
51-3099	Food Processing Workers, Other	1.8	17
53-7062	Laborers & Freight, Stock & Material Movers, Hand	1.9	17
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	1.8	16
41-2011	Cashiers	1.4	12
43-9061	Office Clerks, General	1.3	11
51-2092	Team Assemblers	1.3	11
43-5071	Shipping, Receiving & Traffic Clerks	0.9	8
51-3011	Bakers	0.9	8
51-9041	Extruding, Forming, Pressing & Compacting Machine Oprs	0.8	8
11-1021	General & Operations Managers	0.8	7
43-3031	Bookkeeping, Accounting & Auditing Clerks	0.8	7
43-4051	Customer Service Representatives	0.8	7
**	All Other Occupations	1.0	7
41-4012	Sales Representatives	0.7	6
51-9193	Cooling & Freezing Equipment Operators	0.6	6
35-2021	Food Preparation Workers	0.6	5
53-3033	Truck Drivers, Light or Delivery Services	0.5	5
11-3051	Industrial Production Managers	0.4	4
35-3022	Counter Attendants: Cafeteria, Food Concession & Coffee Shop	0.5	4
43-6011	Executive Secretaries & Administrative Assistants	0.4	4
51-9012	Separating, Filtering, Precipitating & Still Machine Oprs	0.4	4
11-1011	Chief Executives	0.3	3
11-2022	Sales Managers	0.3	3
19-4011	Agricultural & Food Science Technicians	0.3	3
35-3031	Waiters & Waitresses	0.4	3
43-5061	Production, Planning & Expediting Clerks	0.3	3
43-5081	Stock Clerks & Order Fillers	0.3	3
51-9192	Cleaning, Washing & Metal Pickling Equipment Oprs	0.3	3
51-9199	Production Workers, Other	0.3	3

SOC Code	Occupation Title	Percent of Industry	Estimated Emp.
53-3032	Truck Drivers, Heavy & Tractor-Trailer	0.3	3
53-7011	Conveyor Operators & Tenders	0.3	3
53-7063	Machine Feeders & Offbearers	0.4	3
11-2021	Marketing Managers	0.2	2
11-3031	Financial Managers	0.3	2
13-2011	Accountants & Auditors	0.2	2
17-2112	Industrial Engineers	0.3	2
33-9032	Security Guards	0.3	2
35-9021	Dishwashers	0.3	2
41-1011	Supervisors - Retail Sales Workers	0.2	2
43-1011	Supervisors - Office & Administrative Support Workers	0.2	2
43-3051	Payroll & Timekeeping Clerks	0.2	2
43-4161	Human Resources Assistants	0.3	2
43-6014	Secretaries	0.2	2
49-1011	Supervisors - Mechanics, Installers & Repairers	0.2	2
49-9043	Maintenance Workers, Machinery	0.2	2
51-9195	Molders, Shapers & Casters, Ex. Metal & Plastic	0.2	2
11-3011	Administrative Services Managers	0.1	1
11-3021	Computer & Information Systems Managers	0.1	1
11-3041	Compensation & Benefits Manager	0.1	1
11-3061	Purchasing Managers	0.1	1
11-3071	Transportation, Storage & Distribution Managers	0.1	1
11-9199	Managers, Other	0.1	1
13-1022	Wholesale & Retail Buyers, Except Farm Products	0.1	1
13-1023	Purchasing Agents, Other	0.1	1
13-1199	Business Operations Specialists, Other	0.1	1
15-1041	Computer Support Specialists	0.2	1
15-1051	Computer Systems Analysts	0.2	1
15-1071	Network & Computer Systems Administrators	0.1	1
19-1012	Food Scientists & Technologists	0.1	1
19-4031	Chemical Technicians	0.1	1
35-1012	Supervisors - Food Preparation & Serving Workers	0.1	1
35-3021	Combined Food Preparation & Serving Workers	0.1	1
35-9031	Hosts & Hostesses: Restaurant, Lounge & Coffee Shop	0.1	1
35-9099	Food Preparation & Serving Related Workers, Other	0.1	1
37-1011	Supervisors - Housekeeping & Janitorial Workers	0.1	1
41-1012	Supervisors - Non-Retail Sales Workers	0.1	1
43-3021	Billing & Posting Clerks & Machine Operators	0.1	1
43-3061	Procurement Clerks	0.1	1
43-4151	Order Clerks	0.1	1
43-4171	Receptionists & Information Clerks	0.1	1
43-5111	Weighers, Measurers, Checkers & Samplers, Recordkeeping	0.1	1
43-9021	Data Entry Keyers	0.1	1
47-2111	Electricians	0.1	1
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	0.1	1
51-9032	Cutting & Slicing Machine Operators	0.1	1
51-9121	Coating, Painting & Spraying Machine Oprs	0.1	1
51-9123	Painting, Coating & Decorating Workers	0.1	1

SOC Code	Occupation Title	Percent of Industry	Estimated Emp.
53-1021	Supervisors - Helpers & Laborers	0.1	1
53-1031	Supervisors - Transportation & Material-Moving Machine Oprs	0.1	1
53-7061	Cleaners of Vehicles & Equipment	0.1	1
53-7121	Tank Car, Truck & Ship Loaders	0.1	1
Total:		100	900

Attachment 2 – Reemployment Assessment for a Sugar & Confectionary Manufacturer

Good Reemployment Prospects

	Potential Layoffs	6 Month Openings		
		MSA	WIA	PA
Maintenance & Repair Workers, General	39	46	95	746
Retail Salespersons	37	218	468	3,846
Janitors & Cleaners	24	96	182	1,672
Industrial Truck & Tractor Operators	19	92	164	489
Laborers & Freight, Stock & Material Movers, Hand	17	165	305	1,538
Cashiers	12	202	424	3,608
Team Assemblers	11	16	86	576
Office Clerks, General	11	127	219	1,788
Shipping, Receiving & Traffic Clerks	8	32	61	300
Bakers	8	13	26	156
General & Operations Managers	7	95	194	1,398
Customer Service Representatives	7	92	152	1,198
Bookkeeping, Accounting & Auditing Clerks	7	54	100	715
Sales Representatives	6	65	144	1,044
Truck Drivers, Light or Delivery Services	5	54	94	562
Food Preparation Workers	5	55	136	996
Executive Secretaries & Administrative Assistants	4	62	107	932
Counter Attendants: Cafeteria, Food Concession & Coffee Shop	4	62	120	772
Waiters & Waitresses	3	186	412	3,186
Truck Drivers, Heavy & Tractor-Trailer	3	126	252	1,068
Stock Clerks & Order Fillers	3	68	127	805
Sales Managers	3	18	33	250
Production, Planning & Expediting Clerks	3	14	28	168
Production Workers, Other	3	6	24	114
Chief Executives	3	30	56	470
Supervisors - Retail Sales Workers	2	39	87	572
Supervisors - Office & Administrative Support Workers	2	56	100	780
Supervisors - Mechanics, Installers & Repairers	2	18	37	247
Security Guards	2	39	62	662
Secretaries	2	73	142	1,148
Payroll & Timekeeping Clerks	2	10	20	140
Marketing Managers	2	10	16	142
Industrial Engineers	2	6	17	103
Human Resources Assistants	2	10	16	101
Financial Managers	2	27	49	400
Dishwashers	2	31	62	483
Accountants & Auditors	2	50	82	550
Wholesale & Retail Buyers, Except Farm Products	1	8	12	102
Transportation, Storage & Distribution Managers	1	7	14	74
Supervisors - Transportation & Material-Moving Machine Oprs	1	16	27	157
Supervisors - Non-Retail Sales Workers	1	10	20	138
Supervisors - Housekeeping & Janitorial Workers	1	9	18	153
Supervisors - Helpers & Laborers	1	10	20	98
Supervisors - Food Preparation & Serving Workers	1	26	50	358
Receptionists & Information Clerks	1	60	113	970

Good Reemployment Prospects (Cont.)

	Potential Layoffs	6 Month Openings		
		MSA	WIA	PA
Purchasing Managers	1	4	8	62
Purchasing Agents, Other	1	10	22	134
Procurement Clerks	1	2	6	24
Painting, Coating & Decorating Workers	1	4	6	15
Network & Computer Systems Administrators	1	18	24	200
Managers, Other	1	76	122	899
Hosts & Hostesses: Restaurant, Lounge & Coffee Shop	1	20	36	284
Heating, A/C & Refrigeration Mechanics & Installers	1	13	24	146
Food Preparation & Serving Related Workers, Other	1	12	18	156
Electricians	1	18	43	320
Data Entry Keyers	1	12	18	156
Cutting & Slicing Machine Operators	1	2	4	18
Computer Systems Analysts	1	48	62	305
Computer Support Specialists	1	24	34	293
Computer & Information Systems Managers	1	28	37	228
Compensation & Benefits Manager	1	6	14	100
Combined Food Preparation & Serving Workers	1	76	208	1,902
Coating, Painting & Spraying Machine Oprs	1	2	8	44
Cleaners of Vehicles & Equipment	1	12	28	220
Chemical Technicians	1	2	2	36
Business Operations Specialists, Other	1	67	102	670
Billing & Posting Clerks & Machine Operators	1	12	23	172
Administrative Services Managers	1	19	32	234
	307			

Fair Reemployment Prospects

	Potential Layoffs	6 Month Openings		
		MSA	WIA	PA
Conveyor Operators & Tenders	3	N/A	12	40
Food Scientists & Technologists	1	0	1	4
Helpers--Production Workers	36	14	59	313
Industrial Production Managers	4	2	10	80
Inspectors, Testers, Sorters, Samplers & Weighers	16	6	22	154
Machine Feeders & Offbearers	3	N/A	5	18
Maintenance Workers, Machinery	2	N/A	8	46
Order Clerks	1	0	6	N/A
Supervisors - Production & Operating Workers	19	14	49	332
Weighers, Measurers, Checkers & Samplers, Recordkeeping	1	0	2	19
	86			

Fair to Difficult Reemployment Prospects

	Potential Layoffs	6 Month Openings		
		MSA	WIA	PA
Agricultural & Food Science Technicians	3	0	1	8
Cleaning, Washing & Metal Pickling Equipment Oprs	3	N/A	N/A	10
Crushing, Grinding & Polishing Machine Oprs	19	2	8	38
Extruding, Forming, Pressing & Compacting Machine Oprs	8	N/A	3	28

Fair to Difficult Reemployment Prospects (Cont.)

	Potential Layoffs	6 Month Openings		
		MSA	WIA	PA
Industrial Machinery Mechanics	22	2	12	83
Mixing & Blending Machine Operators	30	2	8	64
Molders, Shapers & Casters, Ex. Metal & Plastic	2	1	1	14
Packers & Packagers, Hand	119	71	134	452
Separating, Filtering, Precipitating & Still Machine Oprs	4	0	1	28
Tank Car, Truck & Ship Loaders	1	N/A	N/A	1
	211			

Difficult Reemployment Prospects

	Potential Layoffs	6 Month Openings		
		MSA	WIA	PA
Cooling & Freezing Equipment Operators	6	N/A	N/A	2
Food & Tobacco Roasting, Baking & Drying Machine Oprs	30	0	2	15
Food Batchmakers	109	4	10	66
Food Cooking Machine Operators	18	0	2	8
Food Processing Workers, Other	17	N/A	N/A	N/A
Packaging & Filling Machine Operators	109	1	8	98
	289			

Attachment 3 – Related Occupations for "Fair to Difficult" Reemployment Prospects

Agricultural & Food Science Technicians

Animal Breeders	Microbiologists
Biochemists & Biophysicists	Non-farm Animal Caretakers
Chemical Technicians	Soil & Plant Scientists
Environmental Science & Protection Technicians	Zoologists & Wildlife Biologists
Environmental Scientists & Specialists	

Cleaning, Washing & Metal Pickling Equipment Oprs

Molding & Casting Machine Oprs	Printing Machine Oprs
Plating & Coating Machine Oprs	Welding, Soldering & Brazing Machine Oprs
Prepress Technicians & Workers	

Crushing, Grinding & Polishing Machine Oprs

Cementing & Gluing Machine Oprs	Molding & Casting Machine Oprs
Coating, Painting & Spraying Machine Oprs	Multiple Machine Tool Oprs
Coil Winders, Tapers & Finishers	Welding, Soldering & Brazing Machine Oprs
Cutting & Slicing Machine Oprs	

Extruding, Forming, Pressing & Compacting Machine Oprs

Bindery Workers	Machine Feeders & Offbearers
Cementing & Gluing Machine Oprs	Milling & Planing Machine Oprs
Coating, Painting & Spraying Machine Oprs	Multiple Machine Tool Oprs
Coil Winders, Tapers & Finishers	Paper Goods Machine Oprs
Computer-Controlled Machine Tool Oprs	Prepress Technicians & Workers
Extruding & Drawing Machine Oprs	Printing Machine Oprs
Furnace, Kiln, Oven, Drier & Kettle Oprs	Sheet Metal Workers
Grinding, Polishing & Buffing Machine Oprs	Welding, Soldering & Brazing Machine Oprs
Lathe & Turning Machine Tool Oprs	

Industrial Machinery Mechanics

Aircraft Mechanics & Service Technicians	Farm Equipment Mechanics
Automotive Service Technicians & Mechanics	Helpers--Maintenance & Repair Workers
Earth Drillers	Inspectors, Testers, Sorters, Samplers & Weighers
Engine & Other Machine Assemblers	

Mixing & Blending Machine Oprs

Cementing & Gluing Machine Oprs	Molding & Casting Machine Oprs
Coating, Painting & Spraying Machine Oprs	Multiple Machine Tool Oprs
Coil Winders, Tapers & Finishers	Welding, Soldering & Brazing Machine Oprs
Cutting & Slicing Machine Oprs	

Molders, Shapers & Casters, Ex. Metal & Plastic

Coating, Painting & Spraying Machine Oprs	Pourers & Casters, Metal
Cutters & Trimmers, Hand	Prepress Technicians & Workers
Etchers & Engravers	Printing Machine Oprs
Foundry Mold & Coremakers	Tire Builders
Jewelers & Precious Stone & Metal Workers	Tool & Die Makers
Molding & Casting Machine Oprs	Welders, Cutters, Solderers & Brazers
Plating & Coating Machine Oprs	Welding, Soldering & Brazing Machine Oprs

Packers & Packagers, Hand

Floor Layers	Plating & Coating Machine Oprs
Graders & Sorters, Agricultural Products	Printing Machine Oprs

Separating, Filtering, Precipitating & Still Machine Oprs

Conveyor Oprs & Tenders	Gas Compressor & Gas Pumping Station Oprs
Cutting, Punching & Press Machine Oprs	Plating & Coating Machine Oprs
Extruding & Forming Machine Oprs, Synthetic	Printing Machine Oprs

Tank Car, Truck & Ship Loaders

Gas Compressor & Gas Pumping Station Oprs	Petroleum Pump System Oprs & Gaugers
Gas Plant Oprs	Plating & Coating Machine Oprs
Molding & Casting Machine Oprs	Welders, Cutters, Solderers & Brazers

Attachment 4 – Related Occupations for "Difficult" Reemployment Prospects

Cooling & Freezing Equipment Operators

Coil Winders, Tapers & Finishers	Molding & Casting Machine Oprs
Extruding & Forming Machine Oprs	Printing Machine Operators
Forging Machine Oprs	Welding, Soldering & Brazing Machine Oprs
Grinding, Polishing & Buffing Machine Oprs	

Food & Tobacco Roasting, Baking & Drying Machine Oprs

Extruding & Forming Machine Oprs, Synthetic	Prepress Technicians & Workers
Grinding, Polishing & Buffing Machine Oprs	Printing Machine Operators

Food Batchmakers

Bakers	Photographic Process Workers
Bindery Workers	Prepress Technicians & Workers
Graders & Sorters, Agricultural Products	

Food Cooking Machine Operators

Bakers	Mail Clerks & Mail Machine Oprs
Bindery Workers	Molding & Casting Machine Oprs
Computer-Controlled Machine Tool Oprs	Printing Machine Operators

Food Processing Workers, Other

Data not available.

Packaging & Filling Machine Operators

Bindery Workers	Cutting, Punching & Press Machine Oprs
Coil Winders, Tapers & Finishers	Molding & Casting Machine Oprs
Conveyor Operators & Tenders	Multiple Machine Tool Oprs
Cutting & Slicing Machine Oprs	Sewing Machine Operators

Attachment 5 – Job Openings, Annual Wages & Employing Industry Data for the Related Occupations

Related Occupations	6 month openings			November 2005 Average Wages (\$)			Examples of Dominant Employers
	MSA	WIA	PA	MSA	WIA	PA	
<i>Agricultural & Food Science Technicians</i>							
Animal Breeders	0	1	4	N/A	26,270	21,390	Animal Farm Support Services Animal Farms Self-Employed
Biochemists & Biophysicists	0	2	38	N/A	N/A	72,290	Pharmaceutical & Medicine Manufacturers Research & Development Firms
Chemical Technicians	2	2	36	N/A	35,440	38,070	Architectural & Engineering Firms Research & Development Firms Synthetic Rubber Manufacturers
Environmental Science & Protection Technicians	1	2	12	29,350	30,790	32,190	Hospitals Local Government Management & Technical Firms
Environmental Scientists & Specialists	3	5	16	N/A	62,400	59,330	Architectural & Engineering Firms Federal Government Management & Technical Firms
Microbiologists	0	0	8	61,200	61,200	N/A	Hospitals Medical & Diagnostic Laboratories Pharmaceutical & Medicine Manufacturers
Non-farm Animal Caretakers	6	16	98	18,260	18,550	18,650	Pet Care Services Self-Employed Social Advocacy Organizations
Soil & Plant Scientists	0	0	1	N/A	N/A	48,520	Federal Government Museums, Parks & Historical Sites Self-Employed
Zoologists & Wildlife Biologists	2	2	6	N/A	N/A	N/A	Federal & State Government Museums, Parks & Historical Sites
<i>Cleaning, Washing & Metal Pickling Equipment Oprs</i>							
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers
Plating & Coating Machine Oprs	N/A	4	21	N/A	32,250	30,650	Electronics Manufacturers Metal Coating & Engraving Companies
Prepress Technicians & Workers	2	6	32	N/A	30,160	33,050	Newspaper & Book Publishers Printing Presses
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses
Welding, Soldering & Brazing Machine Oprs	2	6	32	31,150	36,370	31,320	Fabricated Metal Shops Machine Shops Steel Product Manufacturers
<i>Crushing, Grinding & Polishing Machine Oprs</i>							
Cementing & Gluing Machine Oprs	N/A	4	13	N/A	25,590	27,910	Converted Paper Product Manufacturers Printing Presses Wood Product Manufacturers
Coating, Painting & Spraying Machine Oprs	2	8	44	28,730	36,930	32,320	Fabricated Metal Shops Furniture Manufacturers Metal Coating & Engraving Companies

Crushing, Grinding & Polishing Machine Oprs (Cont.)							
Coil Winders, Tapers & Finishers	0	0	0	N/A	26,100	29,830	Electronics Manufacturers Motor Vehicle Parts Manufacturing Railroad Car Manufacturers
Cutting & Slicing Machine Oprs	2	4	18	N/A	27,790	29,550	Converted Paper Product Manufacturers Glass Products Manufacturers Printing Presses
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers
Multiple Machine Tool Oprs	N/A	5	38	33,490	31,900	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Welding, Soldering & Brazing Machine Oprs	2	6	32	31,150	36,370	31,320	Fabricated Metal Shops Machine Shops Steel Product Manufacturers
Extruding, Forming, Pressing & Compacting Machine Oprs							
Bindery Workers	2	6	32	25,720	30,700	29,480	Printing Presses
Cementing & Gluing Machine Oprs	N/A	4	13	N/A	25,590	27,910	Converted Paper Product Manufacturers Printing Presses Wood Product Manufacturers
Coating, Painting & Spraying Machine Oprs	2	8	44	28,730	36,930	32,320	Fabricated Metal Shops Furniture Manufacturers Metal Coating & Engraving Companies
Coil Winders, Tapers & Finishers	0	0	0	N/A	26,100	29,830	Electronics Manufacturers Motor Vehicle Parts Manufacturing Railroad Car Manufacturers
Computer-Controlled Machine Tool Oprs	N/A	6	56	30,830	31,520	31,960	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Extruding & Drawing Machine Oprs	N/A	N/A	20	34,060	30,490	31,730	Plastic Products Manufacturers Steel Product Manufacturers
Furnace, Kiln, Oven, Drier & Kettle Oprs	1	1	12	30,000	29,530	31,400	Aluminum Manufacturers Clay Product & Refractory Manufacturers Glass Products Manufacturers
Grinding, Polishing & Buffing Machine Oprs	2	5	16	34,680	37,940	31,800	Fabricated Metal Shops Foundries Metalworking Machinery Manufacturers
Lathe & Turning Machine Tool Oprs	0	2	14	42,290	38,620	34,260	Fabricated Metal Shops Forgings & Stampings Manufacturers Machine Shops
Machine Feeders & Offbearers	N/A	5	18	34,320	26,510	25,110	Iron & Steel Mills Plastic Products Manufacturers Printing Presses
Milling & Planing Machine Oprs	N/A	N/A	12	37,320	34,860	33,890	Fabricated Metal Shops Machine Shops Metalworking Machinery Manufacturers
Multiple Machine Tool Oprs	N/A	5	38	33,490	31,900	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Paper Goods Machine Oprs	1	5	32	29,740	25,980	30,690	Converted Paper Product Manufacturers
Prepress Technicians & Workers	2	6	32	N/A	30,160	33,050	Newspaper & Book Publishers Printing Presses

Extruding, Forming, Pressing & Compacting Machine Oprs (Cont.)							
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses
Sheet Metal Workers	10	19	111	40,900	40,680	43,730	Building Contractors Fabricated Metal Shops
Welding, Soldering & Brazing Machine Oprs	2	6	32	31,150	36,370	31,320	Fabricated Metal Shops Machine Shops Steel Product Manufacturers
Industrial Machinery Mechanics							
Aircraft Mechanics & Service Technicians	5	6	30	44,790	45,160	46,840	Air Transportation Companies Air Transportation Support Services Federal Government
Automotive Service Technicians & Mechanics	32	86	626	34,220	32,690	32,470	Automobile Dealers Automotive Repair Shops Self-Employed
Earth Drillers	0	1	10	N/A	42,370	35,030	Mining Support Services Special Trade Contractors Utility Line Construction Firms
Engine & Other Machine Assemblers	N/A	N/A	16	N/A	36,070	31,730	Cutlery & Handtool Manufacturers Machinery Manufacturers
Farm Equipment Mechanics	0	4	18	N/A	31,330	30,210	Machinery & Supply Wholesalers
Helpers--Installation, Maintenance & Repair	8	20	164	26,920	25,990	23,490	Automotive Repair Shops Building Contractors
Inspectors, Testers, Sorters, Samplers & Weigh.	6	22	154	37,750	33,250	32,730	Architectural & Engineering Firms Glass Products Manufacturers Plastic Products Manufacturers
Mixing & Blending Machine Oprs							
Cementing & Gluing Machine Oprs	N/A	4	13	N/A	25,590	27,910	Converted Paper Product Manufacturers Printing Presses Wood Product Manufacturers
Coating, Painting & Spraying Machine Oprs	2	8	44	28,730	36,930	32,320	Fabricated Metal Shops Furniture Manufacturers Metal Coating & Engraving Companies
Coil Winders, Tapers & Finishers	0	0	0	N/A	26,100	29,830	Electronics Manufacturers Motor Vehicle Parts Manufacturing Railroad Car Manufacturers
Cutting & Slicing Machine Oprs	2	4	18	N/A	27,790	29,550	Converted Paper Product Manufacturers Glass Products Manufacturers Printing Presses
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers
Multiple Machine Tool Oprs	N/A	5	38	33,490	31,900	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Welding, Soldering & Brazing Machine Oprs	2	6	32	31,150	36,370	31,320	Fabricated Metal Shops Machine Shops Steel Product Manufacturers
Molders, Shapers & Casters, Ex. Metal & Plastic (Cont.)							
Coating, Painting & Spraying Machine Oprs	2	8	44	28,730	36,930	32,320	Fabricated Metal Shops Furniture Manufacturers Metal Coating & Engraving Companies

Molders, Shapers & Casters, Ex. Metal & Plastic							
Cutters & Trimmers, Hand	0	1	12	N/A	24,920	22,040	Furniture Manufacturers Plastic Products Manufacturers Printing Presses
Etchers & Engravers	0	0	12	26,390	27,680	28,570	Metal Coating & Engraving Companies
Foundry Mold & Coremakers	0	2	13	N/A	25,360	27,370	Fabricated Metal Shops Foundries
Jewelers & Precious Stone & Metal Workers	0	1	10	N/A	N/A	N/A	Jewelry Manufacturers Jewelry Stores Self-Employed
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers
Plating & Coating Machine Oprs	N/A	4	21	N/A	32,250	30,650	Electronics Manufacturers Metal Coating & Engraving Companies
Pourers & Casters, Metal	N/A	2	8	N/A	36,990	30,330	Aluminum Manufacturers Foundries Iron & Steel Mills
Prepress Technicians & Workers	2	6	32	N/A	30,160	33,050	Newspaper & Book Publishers Printing Presses
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses
Tire Builders	N/A	N/A	N/A	24,460	24,650	26,110	Tire Manufacturers
Tool & Die Makers	2	8	46	40,140	39,410	39,490	Metalworking Machinery Manufacturers Tool & Die Shops
Welders, Cutters, Solderers & Brazers	12	43	237	34,140	34,460	33,160	Fabricated Metal Shops Machinery Manufacturers Motor Vehicle Manufacturers
Welding, Soldering & Brazing Machine Oprs	2	6	32	31,150	36,370	31,320	Fabricated Metal Shops Machine Shops Steel Product Manufacturers
Packers & Packagers, Hand							
Floor Layers	N/A	0	21	25,360	29,500	38,000	Building Contractors Home Furnishings Stores Self-Employed
Graders & Sorters, Agricultural Products	0	4	22	N/A	22,800	17,610	Animal & Crop Farms Grocery Wholesalers
Molders, Shapers & Casters	1	1	14	30,250	23,020	28,730	Clay Product & Refractory Manufacturers Magnetic & Optical Media Manufacturers Self-Employed
Plating & Coating Machine Oprs	N/A	4	21	N/A	32,250	30,650	Electronics Manufacturers Metal Coating & Engraving Companies
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses
Separating, Filtering, Precipitating & Still Machine Oprs							
Conveyor Oprs & Tenders	N/A	12	40	N/A	28,150	28,830	Courier Firms Mining Companies Newspaper & Book Publishers
Cutting, Punching & Press Machine Oprs	N/A	3	3	30,520	30,860	28,200	Fabricated Metal Shops Plastic Products Manufacturers

Separating, Filtering, Precipitating & Still Machine Oprs Cont.)								
Extruding & Forming Machine Oprs, Synthetic	N/A	0	0	N/A	N/A	30,280	Fabric Mills Paint & Adhesive Manufacturers Plastic Products Manufacturers	
Gas Compressor & Gas Pumping Station Oprs	N/A	0	0	N/A	N/A	44,660	Local Government Pipeline Operators Utility Line Construction Firms	
Plating & Coating Machine Oprs	N/A	4	21	N/A	32,250	30,650	Electronics Manufacturers Metal Coating & Engraving Companies	
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses	
Tank Car, Truck & Ship Loaders								
Gas Compressor & Gas Pumping Station Oprs	N/A	0	0	N/A	N/A	44,660	Local Government Pipeline Operators Utility Line Construction Firms	
Gas Plant Oprs	N/A	0	2	N/A	51,670	46,530	Pipeline Operators	
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers	
Petroleum Pump System Oprs & Gaugers	0	1	8	42,650	44,100	48,060	Petroleum & Coal Products Manufacturers	
Plating & Coating Machine Oprs	N/A	4	21	N/A	32,250	30,650	Electronics Manufacturers Metal Coating & Engraving Companies	
Welders, Cutters, Solderers & Brazers	12	43	237	34,140	34,460	33,160	Fabricated Metal Shops Machinery Manufacturers Motor Vehicle Manufacturers	
Cooling & Freezing Equipment Oprs								
Coil Winders, Tapers & Finishers	0	0	0	N/A	26,100	29,830	Electronics Manufacturers Motor Vehicle Parts Manufacturing Railroad Car Manufacturers	
Extruding & Forming Machine Oprs, Synthetic	N/A	0	0	N/A	N/A	30,280	Fabric Mills Paint & Adhesive Manufacturers Plastic Products Manufacturers	
Forging Machine Oprs	N/A	2	8	32,380	30,070	29,070	Forgings & Stampings Manufacturers Machine Shops Plastic Products Manufacturers	
Grinding, Polishing & Buffing Machine Oprs	2	5	16	34,680	37,940	31,800	Fabricated Metal Shops Foundries Metalworking Machinery Manufacturers	
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers	
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses	
Welding, Soldering & Brazing Machine Oprs	2	6	32	31,150	36,370	31,320	Fabricated Metal Shops Machine Shops Steel Product Manufacturers	
Food & Tobacco Roasting, Baking & Drying Machine Oprs								
Extruding & Forming Machine Oprs, Synthetic & Glass Fibers	N/A	0	0	N/A	N/A	30,280	Fabric Mills Paint & Adhesive Manufacturers Plastic Products Manufacturers	
Grinding, Polishing & Buffing Machine Oprs	2	5	16	34,680	37,940	31,800	Fabricated Metal Shops Foundries Metalworking Machinery Manufacturers	

Food & Tobacco Roasting, Baking & Drying Machine Oprs Cont.)							
Prepress Technicians & Workers	2	6	32	N/A	30,160	33,050	Newspaper & Book Publishers Printing Presses
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses
Food Batchmakers							
Bakers	13	26	156	24,560	22,920	22,330	Bakery Product Manufacturers Grocery Stores Retail Bakeries
Bindery Workers	2	6	32	25,720	30,700	29,480	Printing Presses
Graders & Sorters, Agricultural Products	0	4	22	N/A	22,800	17,610	Animal & Crop Farms Grocery Wholesalers
Photographic Process Workers	0	1	2	N/A	22,550	22,530	Photofinishing Laboratories Printing Presses Professional & Technical Services
Prepress Technicians & Workers	2	6	32	N/A	30,160	33,050	Newspaper & Book Publishers Printing Presses
Food Cooking Machine Oprs							
Bakers	13	26	156	24,560	22,920	22,330	Bakery Product Manufacturers Grocery Stores Retail Bakeries
Bindery Workers	2	6	32	25,720	30,700	29,480	Printing Presses
Computer-Controlled Machine Tool Oprs	N/A	6	56	30,830	31,520	31,960	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers
Mail Clerks & Mail Machine Oprs	0	0	16	21,840	21,720	22,970	Colleges & Universities Federal Government Personnel Agencies
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers
Printing Machine Oprs	4	16	137	N/A	31,790	33,100	Printing Presses
Packaging & Filling Machine Oprs							
Bindery Workers	2	6	32	25,720	30,700	29,480	Printing Presses
Coil Winders, Tapers & Finishers	0	0	0	N/A	26,100	29,830	Electronics Manufacturers Motor Vehicle Parts Manufacturing Railroad Car Manufacturers
Conveyor Oprs & Tenders	N/A	12	40	N/A	28,150	28,830	Courier Firms Mining Companies Newspaper & Book Publishers
Cutting & Slicing Machine Oprs	2	4	18	N/A	27,790	29,550	Converted Paper Product Manufacturers Glass Products Manufacturers Printing Presses
Cutting, Punching & Press Machine Oprs	N/A	3	3	30,520	30,860	28,200	Fabricated Metal Shops Plastic Products Manufacturers
Molding & Casting Machine Oprs	0	8	64	32,910	29,480	28,080	Plastic Products Manufacturers
Multiple Machine Tool Oprs	N/A	5	38	33,490	31,900	31,120	Fabricated Metal Shops Machine Shops Plastic Products Manufacturers

Packaging & Filling Machine Oprs (Cont.)							
Sewing Machine Oprs	0	0	0	16,250	18,730	19,930	Apparel Manufacturers Textile Mills

Attachment 6 – 2006 High Priority Occupations for South Central Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2004)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2002	Projected 2012		
11-1011	Chief Executives	BD+	\$134,850	\$67,720	\$168,410	3,200	3,750	17.2	115
11-1021	General & Operations Managers	BD+	\$80,240	\$41,320	\$99,700	10,610	12,250	15.5	364
11-2022	Sales Managers	BD+	\$83,210	\$39,640	\$104,990	1,830	2,300	25.7	81
11-3011	Administrative Services Managers	BD+	\$64,650	\$32,050	\$80,950	1,920	2,180	13.5	63
11-3031	Financial Managers	BD+	\$83,180	\$49,760	\$99,890	3,380	3,900	15.4	101
11-3040	Human Resources Managers	BD+	N/A	N/A	N/A	1,090	1,270	16.5	36
11-9012	Farmers & Ranchers	LT OJT	N/A	N/A	N/A	5,620	5,710	1.6	158
11-9021	Construction Managers	BD	\$60,200	\$43,890	\$68,350	1,600	1,910	19.4	60
11-9031	Education Administrators, Preschool & Child Care Center	BD+	\$45,770	\$23,230	\$57,050	200	240	20.0	9
11-9032	Education Administrators, Elementary & Secondary School	BD+	\$74,330	\$55,730	\$83,620	780	880	12.8	29
11-9033	Education Administrators, Postsecondary	BD+	\$70,620	\$40,090	\$85,880	410	490	19.5	18
11-9111	Medical & Health Services Managers	BD+	\$71,240	\$44,340	\$84,690	1,050	1,340	27.6	50
11-9141	Property, Real Estate & Community Association Managers	BD	\$52,500	\$27,430	\$65,040	510	660	29.4	25
13-1023	Purchasing Agents	BD	\$49,490	\$31,340	\$58,570	1,410	1,520	7.8	46
13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	\$41,250	\$25,540	\$49,100	2,280	2,470	8.3	47
13-1051	Cost Estimators	BD	\$49,370	\$33,390	\$57,360	1,060	1,230	16.0	41
13-1073	Training & Development Specialists	BD	\$44,430	\$28,900	\$52,190	780	990	26.9	33
13-1111	Management Analysts	BD+	\$66,550	\$40,940	\$79,360	1,730	2,020	16.8	53
13-2011	Accountants & Auditors	BD	\$52,730	\$34,450	\$61,860	5,330	5,830	9.4	151
13-2051	Financial Analysts	BD	\$55,050	\$35,620	\$64,770	880	960	9.1	21
13-2052	Personal Financial Advisors	BD	\$70,630	\$34,710	\$88,580	850	1,240	45.9	50
13-2072	Loan Officers	BD	\$49,300	\$30,630	\$58,640	610	720	18.0	21
15-1011	Computer & Information Scientists, Research	PhD	N/A	N/A	N/A	50	60	20.0	2
15-1021	Computer Programmers	BD	\$59,510	\$37,770	\$70,390	2,570	2,740	6.6	78
15-1031	Computer Software Engineers, Applications	BD	\$84,530	\$53,020	\$100,280	640	890	39.1	31
15-1032	Computer Software Engineers, Systems Software	BD	\$66,310	\$45,600	\$76,660	400	560	40.0	20
15-1041	Computer Support Specialists	AD	\$37,120	\$24,520	\$43,430	2,310	2,710	17.3	68
15-1051	Computer Systems Analysts	BD	\$64,490	\$48,740	\$72,360	3,390	4,160	22.7	115
15-1071	Network & Computer Systems Administrators	BD	\$59,190	\$39,660	\$68,950	920	1,230	33.7	41
15-1081	Network Systems & Data Communications Analysts	BD	\$59,820	\$39,870	\$69,800	470	750	59.6	34
15-2041	Statisticians	MD	\$55,610	\$37,600	\$64,610	30	30	0.0	1
17-1021	Cartographers & Photogrammetrists	BD	\$35,910	\$26,950	\$40,390	50	50	0.0	2
17-2031	Biomedical Engineers	BD	N/A	N/A	N/A	40	50	25.0	2
17-2081	Environmental Engineers	BD	\$62,390	\$33,490	\$76,840	190	290	52.6	13
17-2112	Industrial Engineers	BD	\$61,500	\$43,640	\$70,430	900	960	6.7	28
17-2161	Nuclear Engineers	BD	N/A	N/A	N/A	120	120	0.0	4
17-3011	Architectural & Civil Drafters	PS VOC	\$37,640	\$28,310	\$42,300	740	790	6.8	26
17-3013	Mechanical Drafters	PS VOC	\$41,560	\$30,310	\$47,180	500	480	-4.0	12

Attachment 6 – 2006 High Priority Occupations for South Central Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2004)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2002	Projected 2012		
17-3026	Industrial Engineering Technicians	AD	\$46,140	\$33,140	\$52,640	280	290	3.6	7
19-1021	Biochemists & Biophysicists	PhD	N/A	N/A	N/A	60	80	33.3	4
19-1042	Medical Scientists	PhD	N/A	N/A	N/A	240	310	29.2	11
19-2031	Chemists	BD	\$54,090	\$35,680	\$63,300	200	210	5.0	8
19-2041	Environmental Scientists & Specialists	BD	\$65,310	\$43,280	\$76,320	300	390	30.0	14
19-4021	Biological Technicians	AD	\$34,260	\$23,670	\$39,560	20	20	0.0	0
21-1011	Substance Abuse & Behavioral Disorder Counselors	MD	\$35,920	\$23,910	\$41,930	160	200	25.0	8
21-1012	Educational, Vocational & School Counselors	MD	\$43,900	\$26,000	\$52,860	1,380	1,460	5.8	40
21-1014	Mental Health Counselors	MD	\$30,360	\$19,950	\$35,560	530	600	13.2	19
21-1022	Medical & Public Health Social Workers	BD	\$36,320	\$23,660	\$42,640	470	610	29.8	22
21-1023	Mental Health & Substance Abuse Social Workers	MD	\$30,030	\$19,440	\$35,330	290	420	44.8	18
21-1093	Social & Human Service Assistants	MT OJT	\$25,760	\$18,340	\$29,470	1,110	1,700	53.2	79
23-1011	Lawyers	PROF	\$81,280	\$44,960	\$99,430	2,730	3,490	27.8	111
23-2011	Paralegals & Legal Assistants	AD	\$38,080	\$27,870	\$43,180	910	1,160	27.5	32
25-1011	Business Teachers, Postsecondary	PhD	\$60,440	\$24,090	\$78,610	360	470	30.6	19
25-1021	Computer Science Teachers, Postsecondary	PhD	\$60,920	\$29,110	\$76,820	200	260	30.0	11
25-1022	Mathematical Science Teachers, Postsecondary	PhD	\$64,020	\$35,180	\$78,440	230	290	26.1	11
25-1032	Engineering Teachers, Postsecondary	PhD	\$74,150	\$34,510	\$93,970	200	260	30.0	11
25-1042	Biological Science Teachers, Postsecondary	PhD	\$62,150	\$27,680	\$79,380	160	210	31.3	9
25-1052	Chemistry Teachers, Postsecondary	PhD	\$61,870	\$27,720	\$78,950	100	130	30.0	5
25-1066	Psychology Teachers, Postsecondary	PhD	\$56,720	\$21,810	\$74,170	130	170	30.8	7
25-1071	Health Specialties Teachers, Postsecondary	PhD	\$59,780	\$33,610	\$72,870	290	410	41.4	19
25-1072	Nursing Instructors & Teachers, Postsecondary	MD	N/A	N/A	N/A	170	210	23.5	8
25-1081	Education Teachers, Postsecondary	PhD	\$48,040	\$17,050	\$63,530	210	280	33.3	12
25-1124	Foreign Language & Literature Teachers, Postsecondary	PhD	\$57,010	\$33,170	\$68,930	90	120	33.3	5
25-1194	Vocational Education Teachers, Postsecondary	WK EXP	\$37,050	\$26,980	\$42,090	780	1,000	28.2	40
25-2012	Kindergarten Teachers	BD	\$41,690	\$25,620	\$49,730	500	600	20.0	16
25-2022	Middle School Teachers	BD	\$49,650	\$34,940	\$57,000	3,160	3,200	1.3	74
25-2031	Secondary School Teachers	BD	\$47,350	\$33,070	\$54,490	4,750	5,230	10.1	182
25-2032	Vocational Education Teachers, Secondary School	BD	\$48,890	\$35,780	\$55,450	290	300	3.4	9
25-2041	Special Education Teachers, Preschool, Kindergarten & Elementary	BD	\$46,390	\$33,120	\$53,020	630	760	20.6	28
25-2042	Special Education Teachers, Middle School	BD	\$46,800	\$34,260	\$53,070	290	350	20.7	13
25-2043	Special Education Teachers, Secondary School	BD	\$49,320	\$35,910	\$56,030	560	670	19.6	24
25-3011	ESL Teachers	BD	\$34,440	\$22,740	\$40,290	340	410	20.6	11
25-3021	Self-Enrichment Education Teachers	WK EXP	\$32,250	\$14,780	\$40,980	660	940	42.4	36
25-4021	Librarians	MD	\$45,060	\$27,370	\$53,910	660	730	10.6	23
25-4031	Library Technicians	ST OJT	\$21,490	\$12,200	\$26,130	410	500	22.0	24
25-9041	Teacher Assistants	AD*	\$18,370	\$13,370	\$20,870	4,570	5,380	17.7	169

Attachment 6 – 2006 High Priority Occupations for South Central Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2004)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2002	Projected 2012		
27-1024	Graphic Designers	BD	\$36,650	\$23,380	\$43,290	520	650	25.0	20
27-3031	Consumer Information Specialists	BD	\$52,530	\$24,100	\$66,750	560	700	25.0	22
29-1051	Pharmacists	PROF	\$82,530	\$67,960	\$89,810	1,010	1,300	28.7	49
29-1111	Registered Nurses	AD	\$52,270	\$38,110	\$59,350	11,030	13,110	18.9	439
29-1122	Occupational Therapists	BD	\$57,660	\$41,270	\$65,860	290	370	27.6	12
29-1123	Physical Therapists	MD	\$61,890	\$43,930	\$70,860	550	730	32.7	23
29-1124	Radiation Therapists	AD	N/A	N/A	N/A	30	30	0.0	1
29-1126	Respiratory Therapists	AD	\$44,060	\$36,490	\$47,840	430	520	20.9	23
29-1131	Veterinarians, Large Animals	PROF	\$75,810	\$53,760	\$86,830	230	290	26.1	12
29-2011	Medical & Clinical Laboratory Technologists	BD	\$49,520	\$38,740	\$54,910	510	530	3.9	16
29-2012	Medical & Clinical Laboratory Technicians	AD	\$31,680	\$23,130	\$35,950	950	1,050	10.5	36
29-2021	Dental Hygienists	AD	\$52,390	\$43,690	\$56,740	780	1,120	43.6	41
29-2031	Cardiovascular Technologists & Technicians	AD	\$38,690	\$24,910	\$45,580	150	190	26.7	7
29-2032	Diagnostic Medical Sonographers	AD	\$47,870	\$37,670	\$52,970	190	200	5.3	5
29-2034	Radiologic Technologists & Technicians	AD	\$43,310	\$33,140	\$48,400	970	1,130	16.5	34
29-2041	Emergency Medical Technicians & Paramedics	PS VOC	\$22,900	\$16,350	\$26,180	1,460	1,960	34.2	67
29-2052	Pharmacy Technicians	MT OJT	\$22,720	\$16,880	\$25,640	1,040	1,310	26.0	41
29-2055	Surgical Technologists	PS VOC	\$32,070	\$24,920	\$35,650	370	420	13.5	10
29-2056	Veterinary Technologists & Technicians	AD	\$22,500	\$17,250	\$25,130	150	200	33.3	7
29-2061	Licensed Practical & Licensed Vocational Nurses	PS VOC	\$34,960	\$28,140	\$38,370	4,200	4,970	18.3	169
29-2071	Medical Records & Health Information Technicians	AD	\$27,420	\$19,890	\$31,180	460	600	30.4	21
31-1011	Home Health Aides	ST OJT	\$18,510	\$14,990	\$20,270	1,790	2,770	54.7	122
31-1012	Nursing Aides, Orderlies & Attendants	ST OJT	\$22,970	\$18,780	\$25,070	7,740	9,370	21.1	264
31-2011	Occupational Therapist Assistants	AD	\$37,900	\$27,770	\$42,960	90	120	33.3	4
31-2021	Physical Therapist Assistants	AD	\$32,590	\$24,170	\$36,790	200	270	35.0	10
31-9091	Dental Assistants	MT OJT	\$27,530	\$21,980	\$30,310	940	1,350	43.6	67
31-9092	Medical Assistants	MT OJT	\$24,400	\$19,160	\$27,010	1,660	2,650	59.6	130
31-9094	Medical Transcriptionists	PS VOC	\$27,110	\$22,030	\$29,660	890	1,090	22.5	37
31-9096	Veterinary Assistants	ST OJT	\$17,080	\$12,320	\$19,460	360	440	22.2	15
31-9099	Phlebotomists	N/A	\$24,240	\$14,400	\$29,170	1,340	1,680	25.4	59
33-3051	Police & Sheriff's Patrol Officers	LT OJT	\$49,590	\$31,700	\$58,540	1,940	2,440	25.8	100
35-1012	Supervisors - Food Preparation & Serving Workers	WK EXP	\$28,130	\$18,400	\$32,990	2,240	2,580	15.2	87
39-9011	Child Care Workers	ST OJT	\$18,330	\$12,780	\$21,100	3,560	4,420	24.2	183
39-9021	Personal & Home Care Aides	ST OJT	\$18,980	\$14,600	\$21,170	2,290	2,990	30.6	107
41-3011	Advertising Sales Agents	MT OJT	\$41,140	\$21,350	\$51,030	610	710	16.4	22
41-3021	Insurance Sales Agents	BD	\$50,040	\$23,900	\$63,110	2,230	2,520	13.0	82
41-3031	Securities, Commodities & Financial Services Sales Agents	BD	\$77,060	\$29,890	\$100,650	880	1,050	19.3	27
41-3041	Travel Agents	PS VOC	\$22,620	\$15,730	\$26,070	250	230	-8.0	7

Attachment 6 – 2006 High Priority Occupations for South Central Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2004)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2002	Projected 2012		
41-4011	Sales Representatives, Scientific & Technical	MT OJT	\$55,010	\$30,910	\$67,060	1,480	1,720	16.2	63
41-4012	Sales Representatives	MT OJT	\$50,630	\$26,310	\$62,790	6,350	7,660	20.6	298
41-9041	Telemarketers	ST OJT	\$27,080	\$15,700	\$32,780	1,080	980	-9.3	8
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$45,460	\$27,530	\$54,420	6,540	6,840	4.6	170
43-3011	Bill & Account Collectors	ST OJT	\$24,370	\$18,230	\$27,440	1,460	1,820	24.7	64
43-3021	Billing & Posting Clerks & Machine Operators	ST OJT	\$26,590	\$19,740	\$30,020	2,250	2,350	4.4	48
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$28,930	\$19,690	\$33,550	7,860	7,920	0.8	153
43-4051	Customer Service Representatives	MT OJT	\$27,600	\$18,680	\$32,060	7,530	9,010	19.7	260
43-4171	Receptionists & Information Clerks	ST OJT	\$21,330	\$15,550	\$24,220	4,630	5,860	26.6	237
43-5061	Production, Planning & Expediting Clerks	ST OJT	\$36,940	\$26,210	\$42,300	1,800	1,950	8.3	59
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$27,150	\$17,860	\$31,800	4,600	4,540	-1.3	88
43-6011	Executive Secretaries & Administrative Assistants	MT OJT	\$34,320	\$24,300	\$39,330	5,910	6,310	6.8	153
43-6012	Legal Secretaries	PS VOC	\$31,310	\$23,370	\$35,290	1,310	1,570	19.8	51
43-6013	Medical Secretaries	PS VOC	\$25,920	\$20,650	\$28,560	1,640	1,840	12.2	51
43-6014	Secretaries	MT OJT	\$26,840	\$17,890	\$31,320	11,720	10,910	-6.9	177
43-9031	Desktop Publishers	PS VOC	\$35,970	\$21,440	\$43,240	290	360	24.1	14
43-9061	Office Clerks	ST OJT	\$25,130	\$16,580	\$29,410	14,300	15,030	5.1	390
45-2011	Agricultural Inspectors	WK EXP	\$42,990	\$33,420	\$47,780	30	30	0.0	1
47-1011	Supervisors - Construction Trades & Extraction Workers	WK EXP	\$48,990	\$34,200	\$56,390	2,500	2,870	14.8	80
47-2021	Brickmasons & Blockmasons	LT OJT	\$32,660	\$18,110	\$39,940	960	1,120	16.7	30
47-2022	Stonemasons	LT OJT	N/A	N/A	N/A	N/A	N/A	N/A	N/A
47-2031	Carpenters	LT OJT	\$30,930	\$21,970	\$35,410	5,670	6,410	13	166
47-2051	Cement Masons & Concrete Finishers	LT OJT	\$32,490	\$23,120	\$37,180	350	430	22.9	15
47-2061	Construction Laborers	MT OJT	\$26,680	\$17,880	\$31,080	3,160	3,610	14.2	87
47-2073	Operating Engineers	MT OJT	\$36,700	\$26,700	\$41,690	2,040	2,230	9.3	72
47-2111	Electricians	LT OJT	\$43,570	\$29,120	\$50,800	2,960	3,400	14.9	103
47-2141	Painters, Construction & Maintenance	MT OJT	\$30,670	\$21,750	\$35,130	1,060	1,200	13.2	30
47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	\$41,810	\$33,100	\$46,160	1,900	2,110	11.1	65
47-2211	Sheet Metal Workers	MT OJT	\$41,480	\$32,360	\$46,040	910	1,070	17.6	38
49-2097	Electronic Home Entertainment Equipment Installers & Repairers	PS VOC	\$23,580	\$15,370	\$27,680	290	290	0.0	6
49-3021	Automotive Body & Related Repairers	LT OJT	\$35,490	\$23,300	\$41,590	1,120	1,270	13.4	38
49-3023	Automotive Service Technicians & Mechanics	PS VOC	\$31,540	\$20,570	\$37,030	4,340	4,840	11.5	165
49-3031	Bus, Truck & Diesel Mechanics	PS VOC	\$34,520	\$25,630	\$38,970	2,270	2,600	14.5	92
49-3052	Motorcycle Mechanics	LT OJT	\$34,580	\$22,110	\$40,820	110	140	27.3	6
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	LT OJT	\$38,260	\$26,920	\$43,940	1,710	2,030	18.7	55
49-9041	Industrial Machinery Mechanics	LT OJT	\$38,700	\$27,970	\$44,070	1,250	1,270	1.6	27
49-9042	Maintenance & Repair Workers, General	LT OJT	\$31,730	\$21,370	\$36,920	6,270	7,050	12.4	198
49-9043	Maintenance Workers, Machinery	LT OJT	\$35,540	\$25,660	\$40,490	640	650	1.6	15

Attachment 6 – 2006 High Priority Occupations for South Central Workforce Investment Area

SOC Code	SOC Title	Educational Attainment	Wages (2004)			Employment		Percent Change	Annual Openings
			Annual Average	Entry Level	Exper. Level	Estimated 2002	Projected 2012		
49-9051	Electrical Power-Line Installers & Repairers	LT OJT	\$52,380	\$39,360	\$58,900	250	250	0.0	8
49-9052	Telecommunications Line Installers & Repairers	LT OJT	\$39,130	\$19,710	\$48,840	580	670	15.5	25
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$48,190	\$33,120	\$55,730	4,290	4,490	4.7	110
51-2092	Team Assemblers	MT OJT	\$28,030	\$18,090	\$32,990	5,590	5,220	-6.6	117
51-3021	Butchers & Meat Cutters	LT OJT	\$27,650	\$19,750	\$31,600	740	700	-5.4	14
51-3092	Food Batchmakers	ST OJT	\$31,730	\$20,040	\$37,570	1,230	1,150	-6.5	22
51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	LT OJT	\$30,640	\$22,560	\$34,680	790	810	2.5	15
51-4012	Numerical Tool & Process Control Programmers	LT OJT	\$42,480	\$29,960	\$48,750	110	120	9.1	3
51-4041	Machinists	LT OJT	\$34,480	\$26,190	\$38,620	1,890	2,010	6.3	56
51-4072	Molding & Casting Machine Oprs, Metal & Plastic	MT OJT	\$29,440	\$20,370	\$33,970	1,200	1,240	3.3	34
51-4121	Welders, Cutters, Solderers & Brazers	PS VOC	\$34,340	\$26,410	\$38,300	2,510	2,670	6.4	87
51-5021	Job Printers	LT OJT	\$31,760	\$21,880	\$36,700	440	470	6.8	13
51-5022	Prepress Technicians & Workers	LT OJT	\$30,780	\$23,940	\$34,200	820	690	-15.9	15
51-5023	Printing Machine Operators	MT OJT	\$31,190	\$22,030	\$35,760	1,320	1,310	-0.8	30
51-7011	Cabinetmakers & Bench Carpenters	LT OJT	\$31,370	\$20,680	\$36,720	750	830	10.7	27
51-7021	Furniture Finishers	LT OJT	\$23,120	\$19,770	\$24,800	260	280	7.7	7
51-7042	Woodworking Machine Oprs/Tenders	MT OJT	\$23,150	\$17,320	\$26,060	600	650	8.3	21
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
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 7 - Average Wages for SOC Occupations within a Sugar & Confectionery Product Manufacturer

SOC Code	SOC Title	May 2005 Annual Average Wages (\$)					
		MSA		WIA		Pennsylvania	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
11-1011	Chief Executives	60.54	125,930	62.13	129,230	65.02	135,240
11-1021	General & Operations Managers	42.52	88,450	41.35	86,000	45.03	93,670
11-2021	Marketing Managers	42.00	87,360	41.43	86,170	45.28	94,180
11-2022	Sales Managers	43.61	90,700	40.94	85,160	43.73	90,950
11-3011	Administrative Services Managers	31.28	65,060	31.33	65,160	32.48	67,560
11-3021	Computer & Information Systems Managers	39.98	83,160	39.61	82,400	47.33	98,450
11-3031	Financial Managers	40.66	84,570	41.02	85,330	45.43	94,490
11-3041	Compensation & Benefits Manager	33.22	69,100	33.97	70,650	33.40	69,480
11-3051	Industrial Production Managers	41.51	86,340	39.60	82,370	41.37	86,040
11-3061	Purchasing Managers	38.07	79,190	37.55	78,100	36.72	76,380
11-3071	Transportation, Storage & Distribution Managers	37.52	78,040	35.94	74,760	36.32	75,550
11-9199	Managers, Other	N/A	N/A	N/A	N/A	36.59	76,110
13-1022	Wholesale & Retail Buyers, Except Farm Products	24.50	50,970	24.59	51,160	24.21	50,350
13-1023	Purchasing Agents, Other	25.70	53,450	24.70	51,380	25.35	52,730
13-1199	Business Operations Specialists, Other	28.48	59,240	28.41	59,100	30.47	63,380
13-2011	Accountants & Auditors	25.27	52,560	25.76	53,580	28.57	59,430
15-1041	Computer Support Specialists	16.99	35,340	17.54	36,480	19.50	40,550
15-1051	Computer Systems Analysts	31.59	65,700	31.75	66,040	31.90	66,360
15-1071	Network & Computer Systems Administrators	29.42	61,200	28.49	59,250	29.83	62,050
17-2112	Industrial Engineers	30.78	64,020	30.06	62,530	33.13	68,920
19-1012	Food Scientists & Technologists	N/A	N/A	29.78	61,950	27.70	57,620
19-4011	Agricultural & Food Science Technicians	N/A	N/A	17.15	35,670	20.25	42,120
19-4031	Chemical Technicians	N/A	N/A	17.04	35,440	18.30	38,070
33-9032	Security Guards	10.44	21,720	10.47	21,790	10.14	21,090
35-1012	Supervisors - Food Preparation & Serving Workers	13.93	28,970	14.14	29,410	14.65	30,480
35-2021	Food Preparation Workers	8.33	17,330	8.11	16,870	8.34	17,340
35-3021	Combined Food Preparation & Serving Workers	7.59	15,780	7.48	15,570	7.46	15,520
35-3022	Counter Attendants: Cafeteria, Food Concession & Coffee Shop	8.29	17,250	7.69	15,990	7.24	15,050
35-3031	Waiters & Waitresses	6.80	14,140	6.86	14,280	7.25	15,090
35-9021	Dishwashers	7.19	14,940	7.04	14,640	7.16	14,900
35-9031	Hosts & Hostesses: Restaurant, Lounge & Coffee Shop	7.95	16,530	7.76	16,140	8.15	16,940
35-9099	Food Preparation & Serving Related Workers, Other	N/A	N/A	7.88	16,380	9.05	18,820
37-1011	Supervisors - Housekeeping & Janitorial Workers	14.96	31,110	15.31	31,840	16.93	35,210
37-2011	Janitors & Cleaners	10.01	20,810	9.98	20,770	10.20	21,220
41-1011	Supervisors - Retail Sales Workers	17.60	36,610	17.76	36,940	18.75	39,000
41-1012	Supervisors - Non-Retail Sales Workers	43.17	89,790	40.04	83,290	38.08	79,210

Attachment 7 - Average Wages for SOC Occupations within a Sugar & Confectionery Product Manufacturer

SOC Code	SOC Title	May 2005 Annual Average Wages (\$)					
		MSA		WIA		Pennsylvania	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
41-2011	Cashiers	9.05	18,830	8.14	16,940	7.71	16,040
41-2031	Retail Salespersons	10.06	20,930	10.32	21,460	10.58	22,000
41-4012	Sales Representatives	N/A	N/A	29.97	62,340	27.00	56,160
43-1011	Supervisors - Office & Administrative Support Workers	23.60	49,080	22.08	45,920	22.46	46,710
43-3021	Billing & Posting Clerks & Machine Operators	12.94	26,920	12.70	26,410	13.26	27,570
43-3031	Bookkeeping, Accounting & Auditing Clerks	14.24	29,610	13.53	28,140	14.08	29,280
43-3051	Payroll & Timekeeping Clerks	15.90	33,070	14.58	30,330	14.80	30,780
43-3061	Procurement Clerks	17.05	35,450	17.95	37,350	16.33	33,970
43-4051	Customer Service Representatives	13.57	28,230	13.50	28,080	13.47	28,030
43-4151	Order Clerks	11.62	24,170	11.62	24,160	12.88	26,790
43-4161	Human Resources Assistants	17.01	35,390	16.26	33,810	16.13	33,550
43-4171	Receptionists & Information Clerks	10.67	22,200	10.46	21,760	10.67	22,190
43-5061	Production, Planning & Expediting Clerks	18.11	37,670	18.34	38,140	17.52	36,450
43-5071	Shipping, Receiving & Traffic Clerks	13.39	27,850	13.23	27,520	13.21	27,480
43-5081	Stock Clerks & Order Fillers	11.90	24,750	11.19	23,270	10.34	21,500
43-5111	Weighers, Measurers, Checkers & Samplers, Recordkeeping	14.56	30,290	13.49	28,050	14.82	30,830
43-6011	Executive Secretaries & Administrative Assistants	17.08	35,530	16.46	34,230	17.21	35,790
43-6014	Secretaries	14.01	29,130	13.17	27,390	13.03	27,100
43-9021	Data Entry Keyers	10.73	22,320	10.85	22,560	11.64	24,220
43-9061	Office Clerks, General	12.67	26,360	12.23	25,430	11.79	24,510
47-2111	Electricians	20.24	42,100	19.78	41,140	24.29	50,520
49-1011	Supervisors - Mechanics, Installers & Repairers	28.54	59,360	27.19	56,560	26.39	54,890
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	19.15	39,830	18.90	39,300	19.15	39,830
49-9041	Industrial Machinery Mechanics	19.05	39,620	19.42	40,400	18.99	39,500
49-9042	Maintenance & Repair Workers, General	14.88	30,950	15.46	32,170	15.50	32,240
49-9043	Maintenance Workers, Machinery	17.96	37,350	17.43	36,250	16.76	34,860
51-1011	Supervisors - Production & Operating Workers	24.96	51,920	23.98	49,870	24.53	51,020
51-2092	Team Assemblers	11.18	23,260	13.72	28,550	12.35	25,680
51-3011	Bakers	11.81	24,560	11.02	22,920	10.74	22,330
51-3091	Food & Tobacco Roasting, Baking & Drying Machine Oprs	14.69	30,550	14.08	29,290	13.00	27,030
51-3092	Food Batchmakers	N/A	N/A	15.35	31,930	13.07	27,190
51-3093	Food Cooking Machine Operators	N/A	N/A	12.60	26,200	11.55	24,020
51-3099	Food Processing Workers, Other	N/A	N/A	N/A	N/A	N/A	N/A
51-9012	Separating, Filtering, Precipitating & Still Machine Oprs	N/A	N/A	16.90	35,140	17.64	36,690
51-9021	Crushing, Grinding & Polishing Machine Oprs	17.04	35,430	16.40	34,100	15.37	31,980
51-9023	Mixing & Blending Machine Operators	N/A	N/A	15.28	31,790	15.23	31,690

Attachment 7 - Average Wages for SOC Occupations within a Sugar & Confectionery Product Manufacturer

		May 2005 Annual Average Wages (\$)					
		MSA		WIA		Pennsylvania	
SOC Code	SOC Title	Hourly	Annual	Hourly	Annual	Hourly	Annual
51-9032	Cutting & Slicing Machine Operators	N/A	N/A	13.36	27,790	14.21	29,550
51-9041	Extruding, Forming, Pressing & Compacting Machine Oprs	N/A	N/A	18.21	37,870	15.55	32,350
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	18.15	37,750	15.98	33,250	15.74	32,730
51-9111	Packaging & Filling Machine Operators	13.10	27,250	12.71	26,440	12.70	26,410
51-9121	Coating, Painting & Spraying Machine Oprs	13.81	28,730	17.75	36,930	15.54	32,320
51-9123	Painting, Coating & Decorating Workers	13.72	28,550	12.91	26,860	12.63	26,260
51-9192	Cleaning, Washing & Metal Pickling Equipment Oprs	N/A	N/A	10.77	22,400	15.13	31,470
51-9193	Cooling & Freezing Equipment Operators	N/A	N/A	13.32	27,710	13.69	28,470
51-9195	Molders, Shapers & Casters, Ex. Metal & Plastic	14.55	30,250	11.07	23,020	13.81	28,730
51-9198	Helpers--Production Workers	12.02	25,000	11.22	23,330	11.40	23,700
51-9199	Production Workers, Other	15.11	31,420	13.56	28,210	15.32	31,860
53-1021	Supervisors - Helpers & Laborers	20.13	41,860	21.05	43,780	21.66	45,040
53-1031	Supervisors - Transportation & Material-Moving Machine Oprs	24.48	50,910	24.64	51,250	24.78	51,540
53-3032	Truck Drivers, Heavy & Tractor-Trailer	19.63	40,830	19.03	39,580	17.14	35,660
53-3033	Truck Drivers, Light or Delivery Services	12.10	25,160	12.28	25,550	12.35	25,680
53-7011	Conveyor Operators & Tenders	N/A	N/A	13.53	28,150	13.86	28,830
53-7051	Industrial Truck & Tractor Operators	14.14	29,400	14.12	29,370	14.07	29,260
53-7061	Cleaners of Vehicles & Equipment	9.47	19,690	9.75	20,270	8.92	18,550
53-7062	Laborers & Freight, Stock & Material Movers, Hand	12.20	25,380	12.28	25,540	11.61	24,150
53-7063	Machine Feeders & Offbearers	16.50	34,320	12.75	26,510	12.07	25,110
53-7064	Packers & Packagers, Hand	9.30	19,340	10.37	21,570	10.10	21,000
53-7121	Tank Car, Truck & Ship Loaders	N/A	N/A	N/A	N/A	13.65	28,390

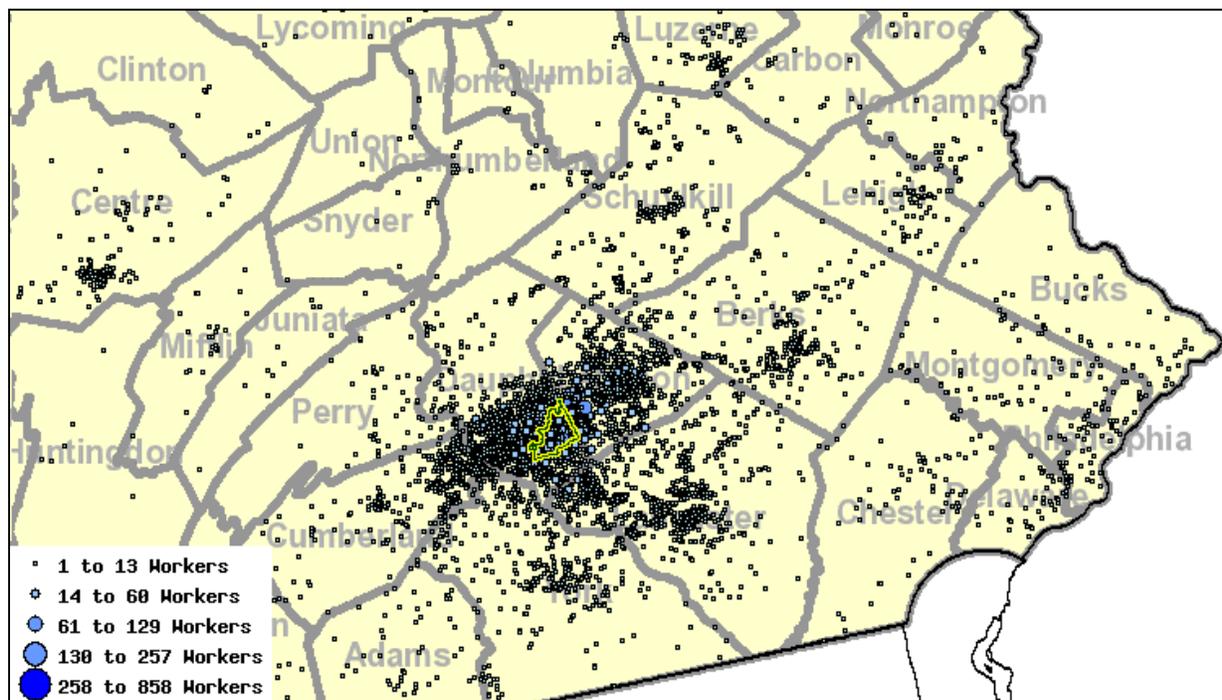
Appendix G – Derry Township Labor Shed Analysis

With the number of large employers in Hershey, PA, including Hershey Foods, Hershey Park, and Hershey Medical Center, Derry Township has a labor shed that extends into Centre, Luzerne, and Philadelphia counties. The majority of workers, approximately 73 percent (see Table 1), live in Dauphin and Lebanon counties. Another 16 percent commute from Lancaster, Cumberland, and York. Excluding unincorporated areas, Palmyra, Lebanon, Harrisburg, and Hummelstown are the largest cities or towns from which employees commute.

Table 1: Residence County of Derry Township Workers
2003

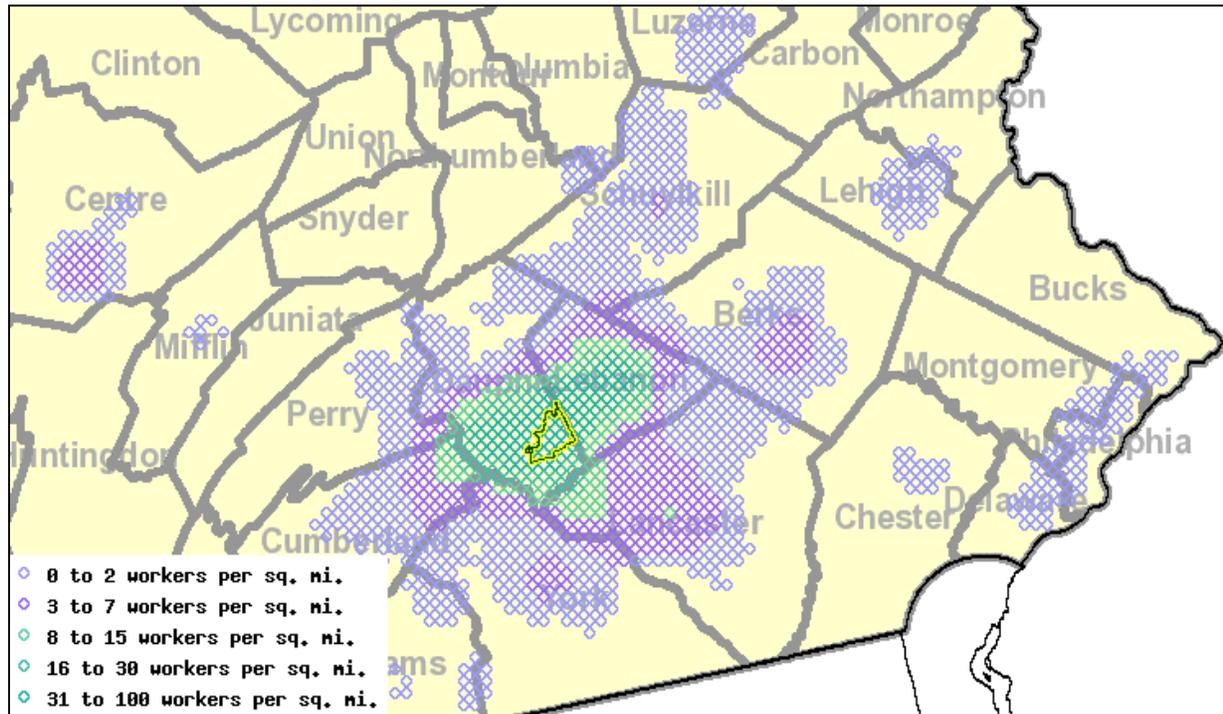
<u>County</u>	<u>Count</u>	<u>Percent of Total</u>
Dauphin	9,688	42.7%
Lebanon	6,917	30.5%
Lancaster	2,194	9.7%
Cumberland	897	4.0%
York	603	2.7%
All Other Locations	2,365	10.4%

The following map displays the size of Derry Township's labor shed by identifying where the approximately 23,000 workers live. Each dot on the map represents at least one worker, with the larger dots identifying locations from which multiple people commute. Derry Township is highlighted in yellow. As the map shows, people commute from all over Central and Southeastern Pennsylvania. It is clear where the majority of workers in Derry Township reside, but also of note are the patches of employees that commute from Centre, Luzerne, Schuylkill, Berks, and Lehigh counties.



Source: Local Employment Dynamics, On the Map

The map below provides an additional look at the labor shed for Derry Township by replacing the individual locations with a density graphic, displaying the number of workers per square mile. This display shows additional small areas of commuters coming from Perry, Chester, and Adams counties and in and around the Philadelphia region.



Source: Local Employment Dynamics, On the Map

Derry Township Employment Characteristics

Industry:

- Only the Health Care & Social Assistance industry sector employed more workers than Manufacturing in 2003.
- With tourist attractions such as Hershey Park, it is not surprising that Arts, Entertainment, and Recreation is the third largest industry, followed by Accommodation and Food Services.

Age:

- Over 75 percent of workers are over 30 years of age.
- Workers 55 and older made up 14 percent of the workforce in 2003, up 1 percentage point from 2002.

Earnings:

- Nearly 30 percent of workers earn \$1,200 or less per month.
- From 2002 to 2003, the number of workers earning more than \$3,400 per month increased by over 1,600 workers.

(See the following pages for additional details)

Report Title: Selection Area Profile - Characteristics of Employed Workers

<u>Area Employment by Category</u>	<u>2003</u>		<u>2002</u>	
	Count	Share	Count	Share
Total Employers	478	479		
* All Jobs	23,901	100.0%	23,327	100.0%
* All Jobs (Private Sector Only)	22,664	94.8%	21,794	93.4%
* All Primary Jobs (Worker's highest paying job)	22,155	92.7%	21,460	92.0%
* All Primary Jobs (Private Sector Only)	21,021	88.0%	20,065	86.0%

<u>Baseline Count of Jobs</u>	<u>2003</u>		<u>2002</u>	
	Count	Share	Count	Share
All Jobs (Private Sector Only)	22,664	100.0%	21,794	100.0%

<u>Jobs by Worker Age</u>	<u>2003</u>		<u>2002</u>	
	Count	Share	Count	Share
* Age 30 or younger	5,582	24.6%	5,568	25.5%
* Age 31 to 54	13,917	61.4%	13,394	61.5%
* Age 55 or older	3,165	14.0%	2,832	13.0%

<u>Jobs by Earnings Paid</u>	<u>2003</u>		<u>2002</u>	
	Count	Share	Count	Share
* \$1,200 per month or less	6,661	29.4%	6,725	30.9%
* \$1,201 to \$3,400 per month	8,940	39.4%	9,663	44.3%
* More than \$3,400 per month	7,063	31.2%	5,406	24.8%

<u>Jobs by Industry Type (2-digit NAICS)</u>	<u>2003</u>		<u>2002</u>	
	Count	Share	Count	Share
* Agriculture, Forestry, Fishing and Hunting	0	0.0%	0	0.0%
* Mining	32	0.1%	30	0.1%
* Utilities	0	0.0%	0	0.0%
* Construction	116	0.5%	125	0.6%
* Manufacturing	4,263	18.8%	4,265	19.6%
* Wholesale Trade	77	0.3%	74	0.3%
* Retail Trade	1,151	5.1%	1,115	5.1%
* Transportation and Warehousing	6	0.0%	4	0.0%
* Information	275	1.2%	272	1.2%

* Finance and Insurance	230	1.0%	198	0.9%
* Real Estate and Rental and Leasing	57	0.3%	76	0.3%
* Professional, Scientific, and Technical Services	242	1.1%	219	1.0%
* Management of Companies and Enterprises	1,977	8.7%	2,041	9.4%
* Administration & Support, Waste Management and Remediation	339	1.5%	335	1.5%
* Educational Services	1,748	7.7%	1,371	6.3%
* Health Care and Social Assistance	6,479	28.6%	6,185	28.4%
* Arts, Entertainment, and Recreation	3,181	14.0%	2,890	13.3%
* Accommodation and Food Services	2,034	9.0%	2,121	9.7%
* Other Services (excluding Public Administration)	457	2.0%	473	2.2%
* Public Administration	0	0.0%	0	0.0%