

# **A State Consortium Study for Fabricated Metals Industry**

Presented by

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# Who We Are!

- Manufacturers Association of Maine (formerly Maine Metal Products Association)
- 160 members statewide
- Members represent fabricated metal products, machinery mftg., computer and electronics mftg., transportation, plastics, composites, R&D and technical services, construction, wood products mftg., coating, suppliers, distributors, etc.
- Number of employees: ~ 10,000
- Industry manufacturers parts and components for defense and military, power generation, medical, automotive, boatbuilding, aerospace, energy, agriculture, forestry, fisheries, gaming, etc.

# History

- In 2000, the industry underwent a statewide sectoral study with BVP (Business Visitation Program)
- Significant findings included skilled worker issues, need for training, industry provides high wage and salaries, and recruitment and retention
- Since then, consistent strategies to address issues facing industry: 1) Skilled worker shortage, 2) Health care, and 3) Cost of doing business in Maine

# “What Brings Us Here?”

- Skilled Worker Issues exacerbated by reports of decline in manufacturing jobs
- Data of declining mftg. jobs does not reflect the current state of the state according to industry
  - Reports of 12% decline has affected schools, programs and services, and end-users (i.e. Lewiston Regional Technology Center closing program, Veterans and Dislocated workers discouraged from and denied access of training funds for machine tool/mfg technology programs)

# The Industry and DOL Responds

- Industry leaders recognize the importance of the data regarding workforce development, image, attracting and training.
- In Nov 2006, Mftrs Association met with DOL/LMIS to discuss the data, the value and effect of data reporting on industry growth.
- This meeting lead to a series of actions to work on data reporting, outreach and replacement of older workers. (Lisa presented to the New England Council on Older Workers Commission based on data from DOL. Members provided information on their issues of aging workforce (P&W, RTI and Me Oxy)

# The Industry and DOL Response

- DOL used membership list to code industry using NAICS
- Established an action plan to track industry data, what DOL already has and what data we want to capture
- Plan to assess skills sets, education and training requirements of industry and how we can coordinate with schools on education/training

# Battle the “Bad Rap”

- Image of manufacturing does not help with attracting and training qualified workers
- Use data to deflect decline of jobs through revealing positive aspects:
  - increase in high tech equipment & technology,
  - lack of skilled workers (using more technology to accomplish the work)
  - project increase in efficiency and levels of productivity, sales and output

# A Communications Campaign!

- Use positive output data to show a healthy manufacturing industry that provides:
  - Employment opportunities
  - High wages
  - Excellent benefits
  - Quality jobs
  - Advancement

# Multi-State Consortium

- Maine, along with six other states (Penn., Illinois, Indiana, Wisconsin, Colorado and Oregon) to participate in a multi-state consortium to study the fabricated metal industry
- DOL will work with LED (Local Employment Dynamics) state partners
- Manufacturers Association has contacted colleagues in participating states

# Multi-State Consortium

- The purpose is to provide data analysis guided by industry
- Up-to-date data collection by working with association & members to reflect the needs of industry (to reflect the rapid change in the state of the economy)
- The Association and DOL's job is to respond to the needs of industry, collaborate, coordinate and assist

# Uses of LED for Industry Workforce Strategy Development and Planning

- Industry in Perspective (QWI's)
- Workforce Demographics
- Employment Developments
- Earnings Experiences

# Fabricated Metal Products Manufacturing: QWI's and the Industry in Perspective

<b>QWI Quick Facts</b>	<b>Fabricated Metal Product Manufacturing (Q4)</b>	<b>Fabricated Metal Product Manufacturing (Avg: Selected + 3 Prior qtrs)</b>	<b>All NAICS subsectors (Q4)</b>	<b>All NAICS subsectors (Avg: Selected + 3 Prior qtrs)</b>
<b>Total_Employment</b>	<b>4,473</b>	<b>4,656</b>	<b>583,076</b>	<b>574,142</b>
<b>Net_Job_Flows</b>	<b>-43</b>	<b>-74</b>	<b>-27,026</b>	<b>-3,180</b>
<b>Job_Creation</b>	<b>163</b>	<b>179</b>	<b>31,678</b>	<b>37,557</b>
<b>New_Hires</b>	<b>391</b>	<b>403</b>	<b>82,867</b>	<b>87,640</b>
<b>Separations</b>	<b>502</b>	<b>540</b>	<b>137,122</b>	<b>118,449</b>
<b>Turnover</b>	<b>6.60%</b>	<b>7.20%</b>	<b>12.10%</b>	<b>10.60%</b>
<b>Avg_Monthly_Earnings</b>	<b>\$3,568.00</b>	<b>\$3,351.75</b>	<b>\$2,941.00</b>	<b>\$2,773.00</b>
<b>Avg_New_Hire_Earnings</b>	<b>\$2,265.00</b>	<b>\$2,295.00</b>	<b>\$1,764.00</b>	<b>\$1,776.00</b>

# Fabricated Metal Products Manufacturing: QWI's and the Industry in Perspective

Industry	QWI Quickfacts	2005_1	2005_2	2005_3	2005_4
332 Fabricated Metal Product Manufacturing	Avg Monthly Earnings	\$3,137.00	\$3,340.00	\$3,362.00	\$3,568.00
	Avg New Hire Earnings	\$2,249.00	\$2,435.00	\$2,231.00	\$2,265.00
	Job Creation	196	208	151	163
	Net Job Flows	56	-94	-217	-43
	New Hires	359	425	440	391
	Separations	385	580	696	502
	Total Employment	4,761	4,777	4,613	4,473
	Turnover	5.50%	7.70%	8.80%	6.60%

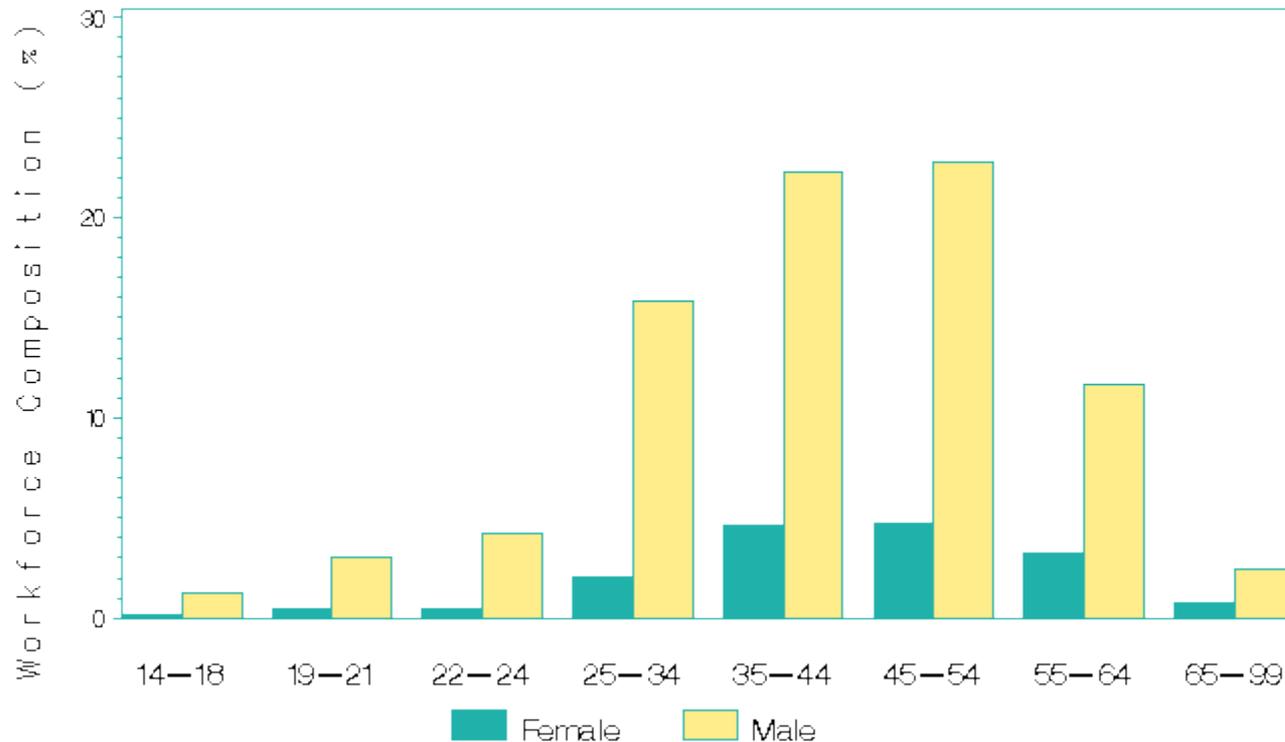
# Monitoring Employment Developments and Workforce Behavior Over Time

Industry	QWI Quickfacts	2002_1	2002_2	2002_3	2002_4
332 Fabricated Metal Product Manufacturing	Avg Monthly Earnings	\$3,136.00	\$3,013.00	\$2,931.00	\$3,208.00
	Avg New Hire Earnings	\$2,097.00	\$2,416.00	\$2,178.00	\$2,099.00
	Job Creation	202	193	142	133
	Net Job Flows	-7	4	-96	-25
	New Hires	390	446	452	346
	Separations	482	538	624	433
	Total Employment	4,778	4,922	4,825	4,704
	Turnover	8.30%	7.80%	6.90%	5.70%

# Employee Distribution by Age and Sex

## State=Maine, Statewide

Industry=332 Fabricated Metal Product Manufacturing  
Date=2005Q4 , Private Firms Only



# Employee Turnover by Age and Sex

## State=Maine, Statewide

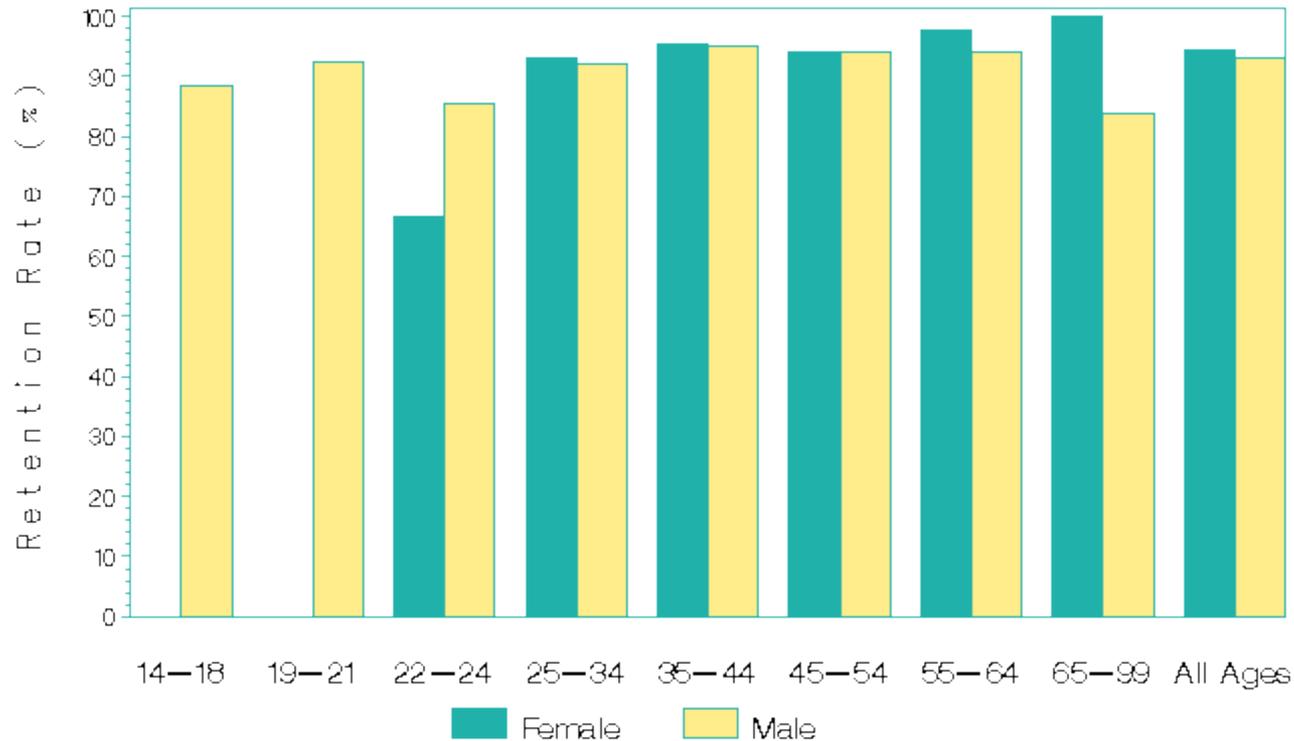
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Date=2005Q4 , Private Firms Only



# Employee Retention Rates by Age and Sex

## State=Maine, Statewide

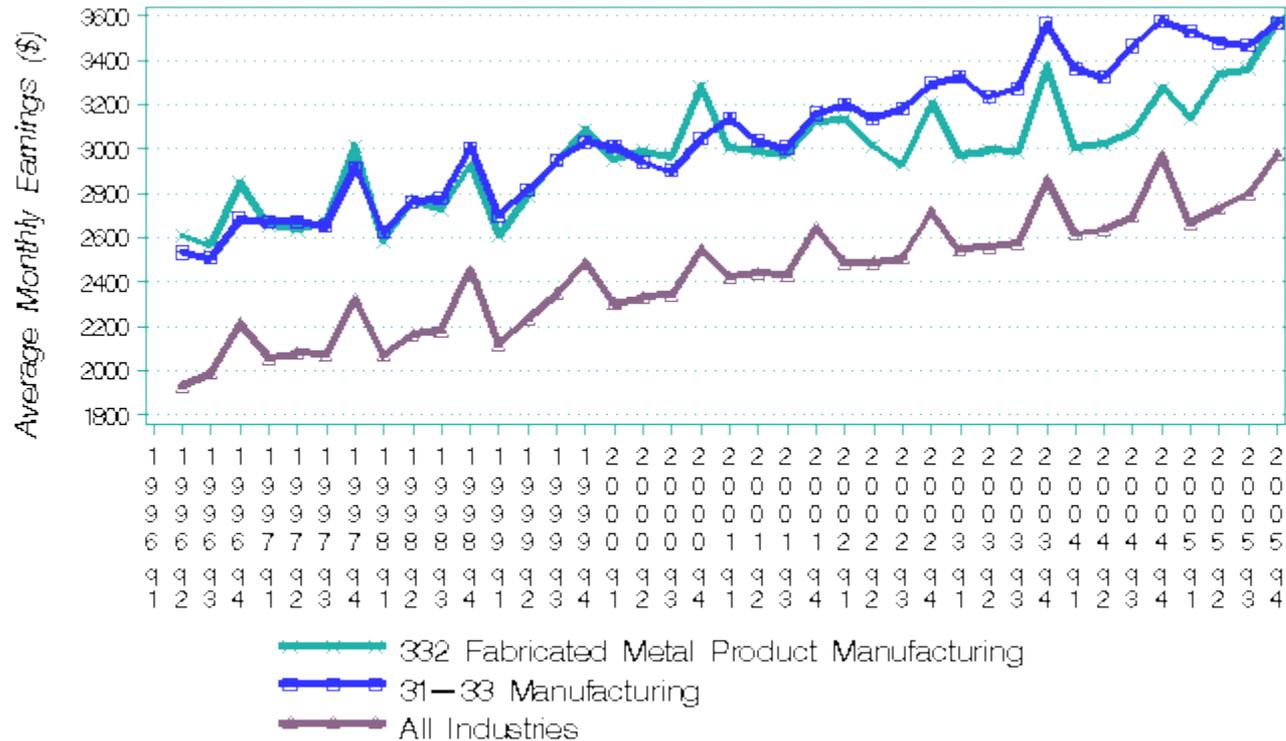
Industry=332 Fabricated Metal Product Manufacturing  
Date=2005Q3 to 2005Q4 , Private Firms Only



# Trends in Average Monthly Earnings

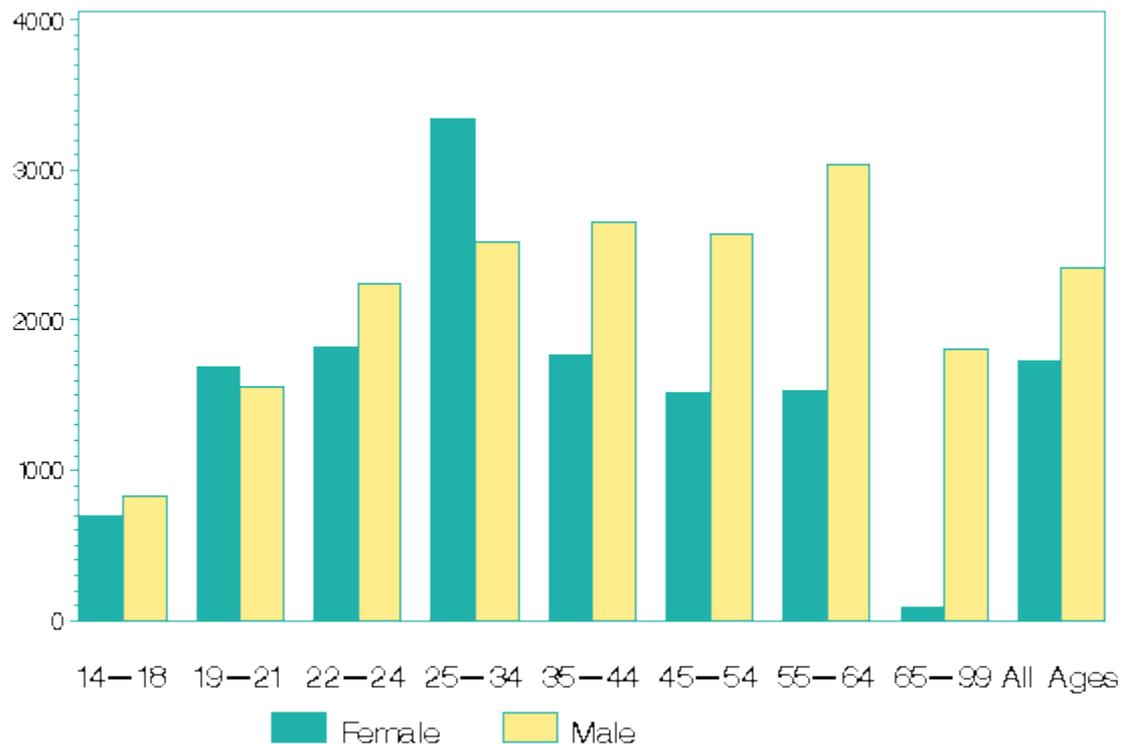
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### Industry=332 Fabricated Metal Product Manufacturing, Private Firms Only



# New Employee Average Monthly Earnings by Age and Sex

State=Maine, Statewide  
Industry=332 Fabricated Metal Product Manufacturing  
Date=2005Q4 , Private Firms Only



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