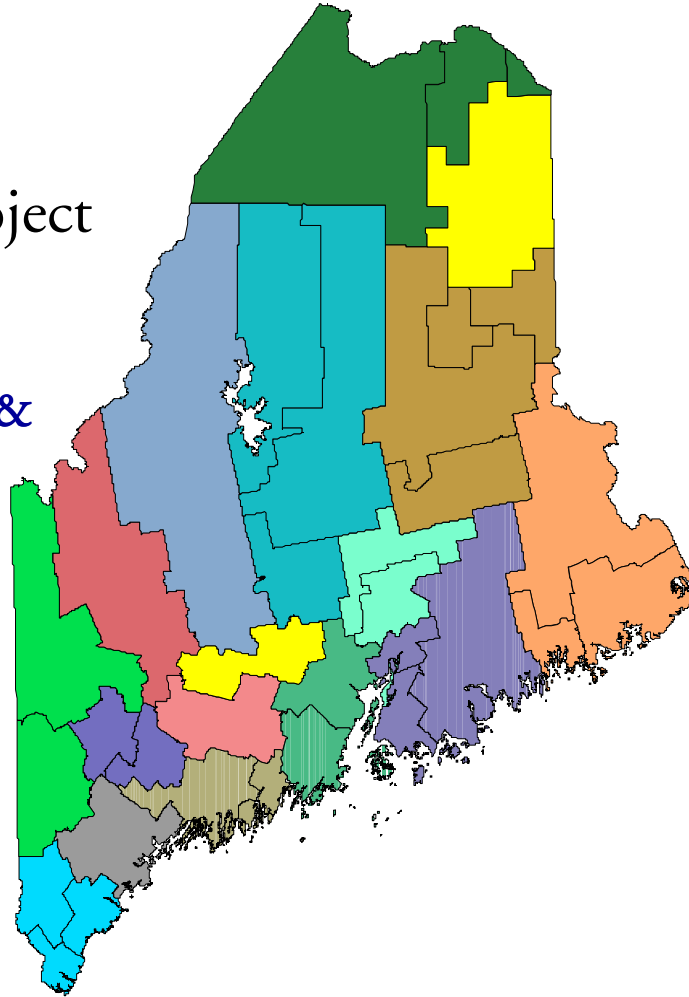


A Job Training Agenda for Maine

Maine Labor Force Assessment Project

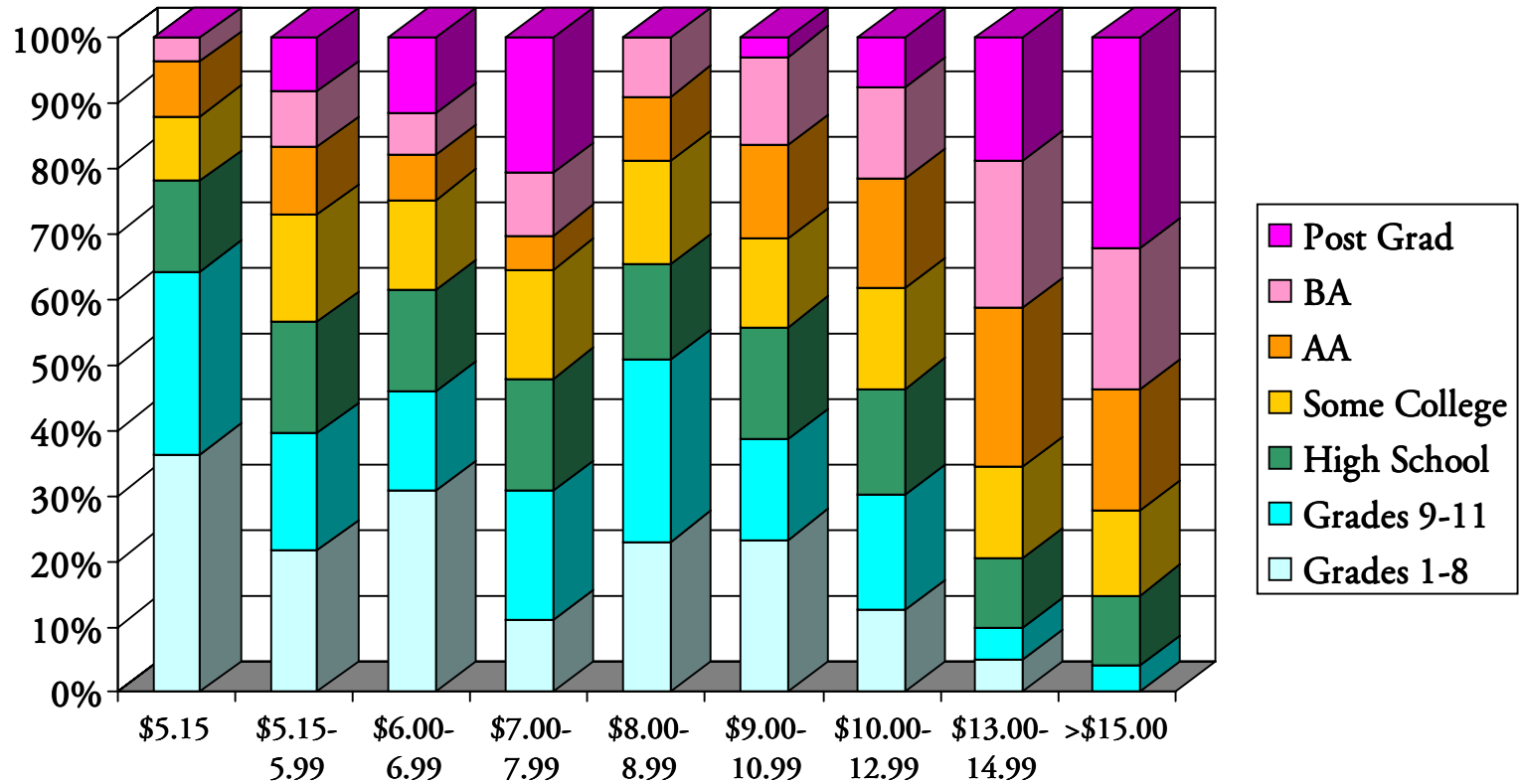
UNIVERSITY OF
Southern Maine

Center for Business and Economic Research &
Muskie School of Public Service

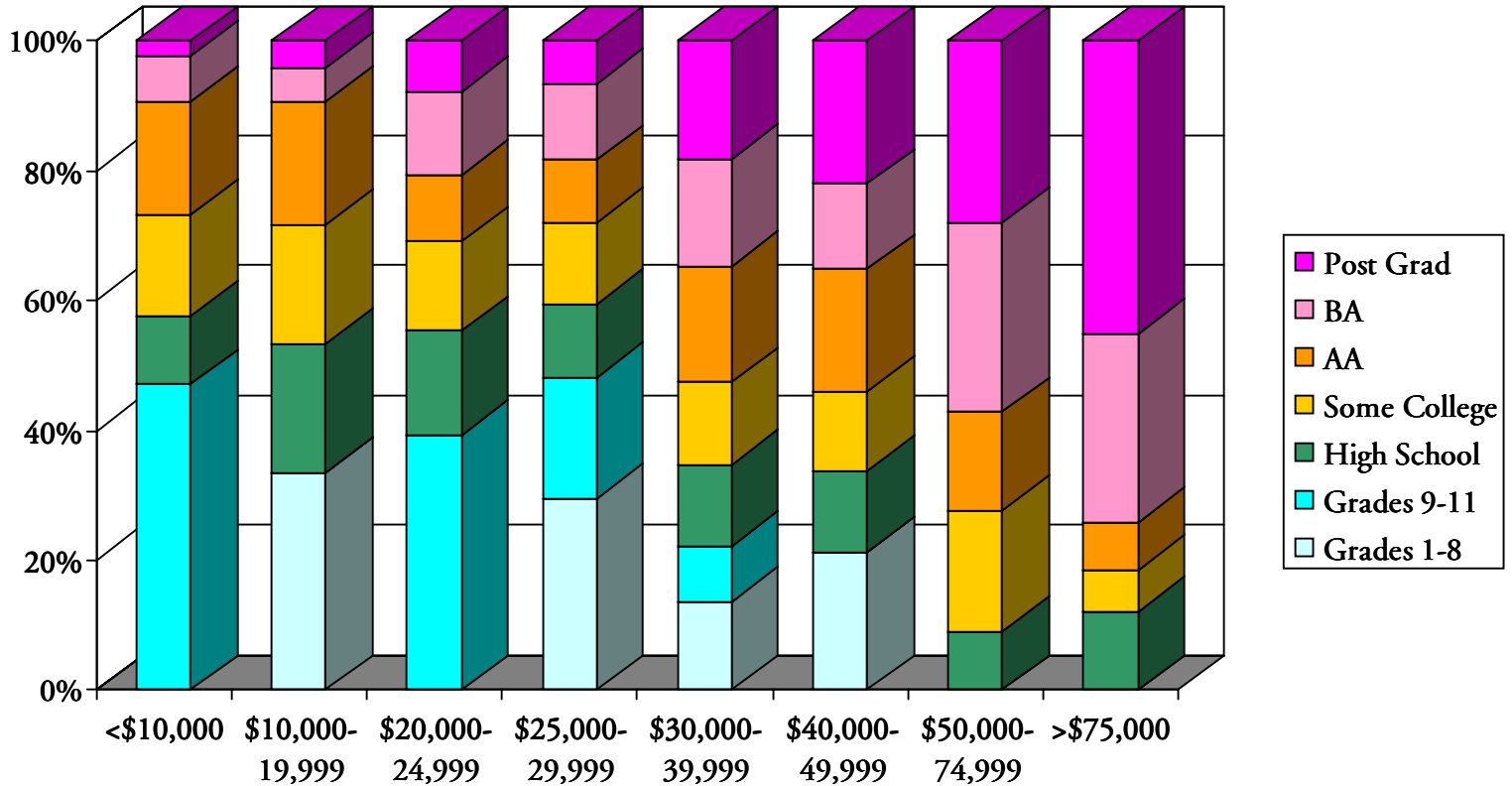


Funded by Maine Department of Economic and Community Development

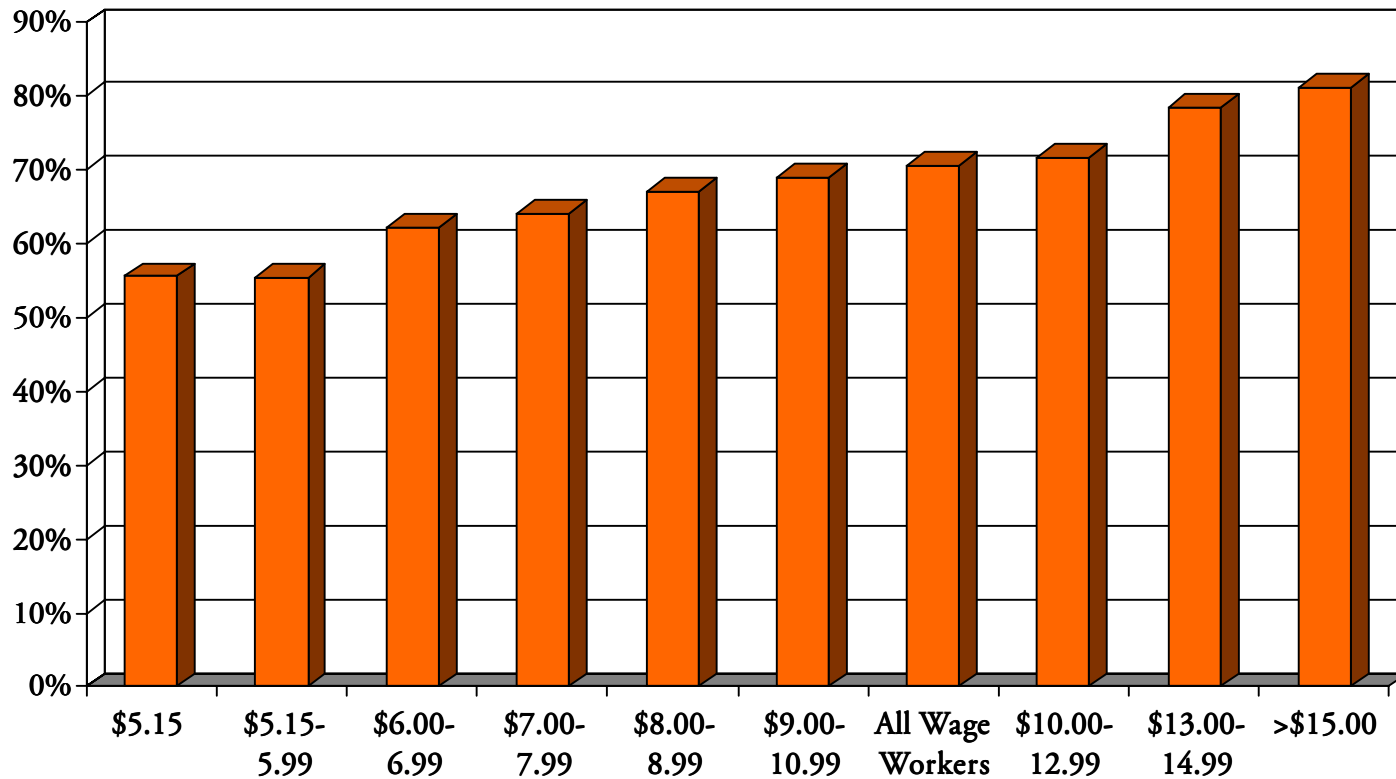
Wages and Education Level



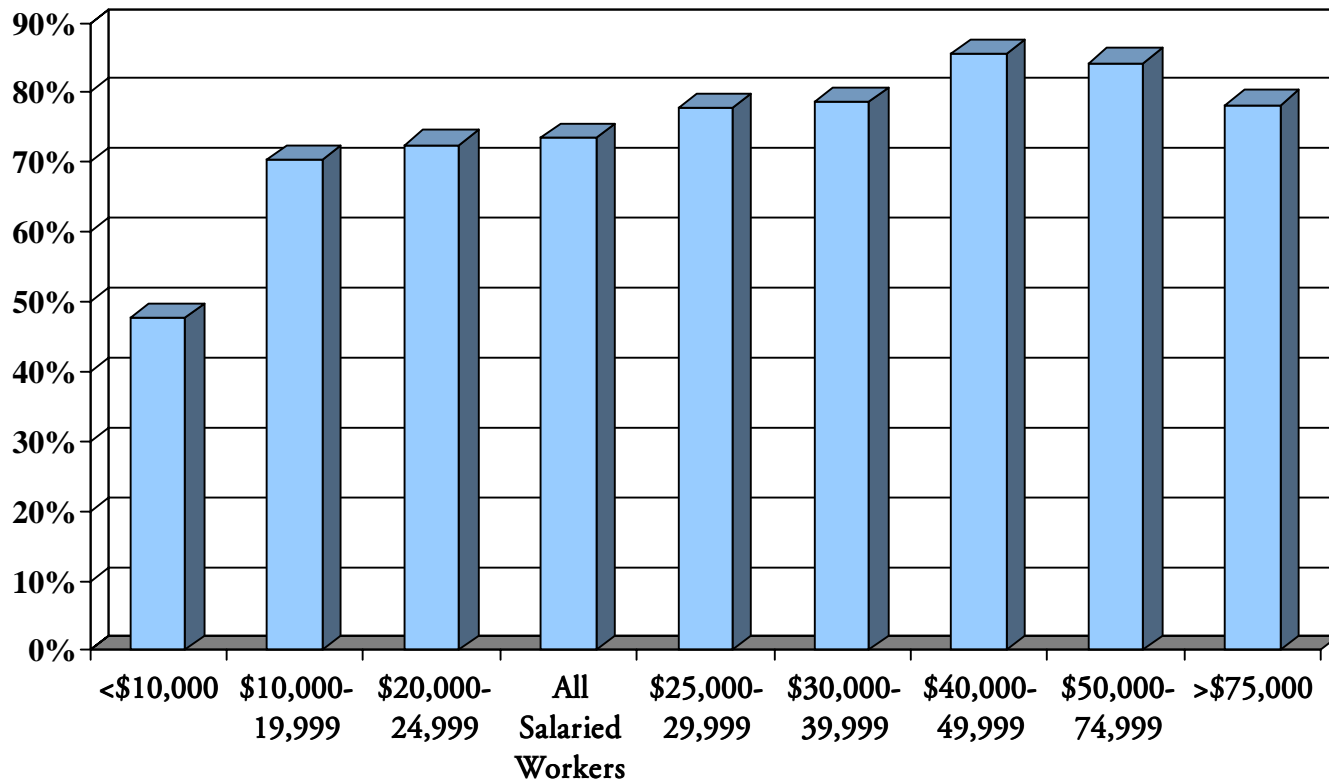
Salaries and Education Level



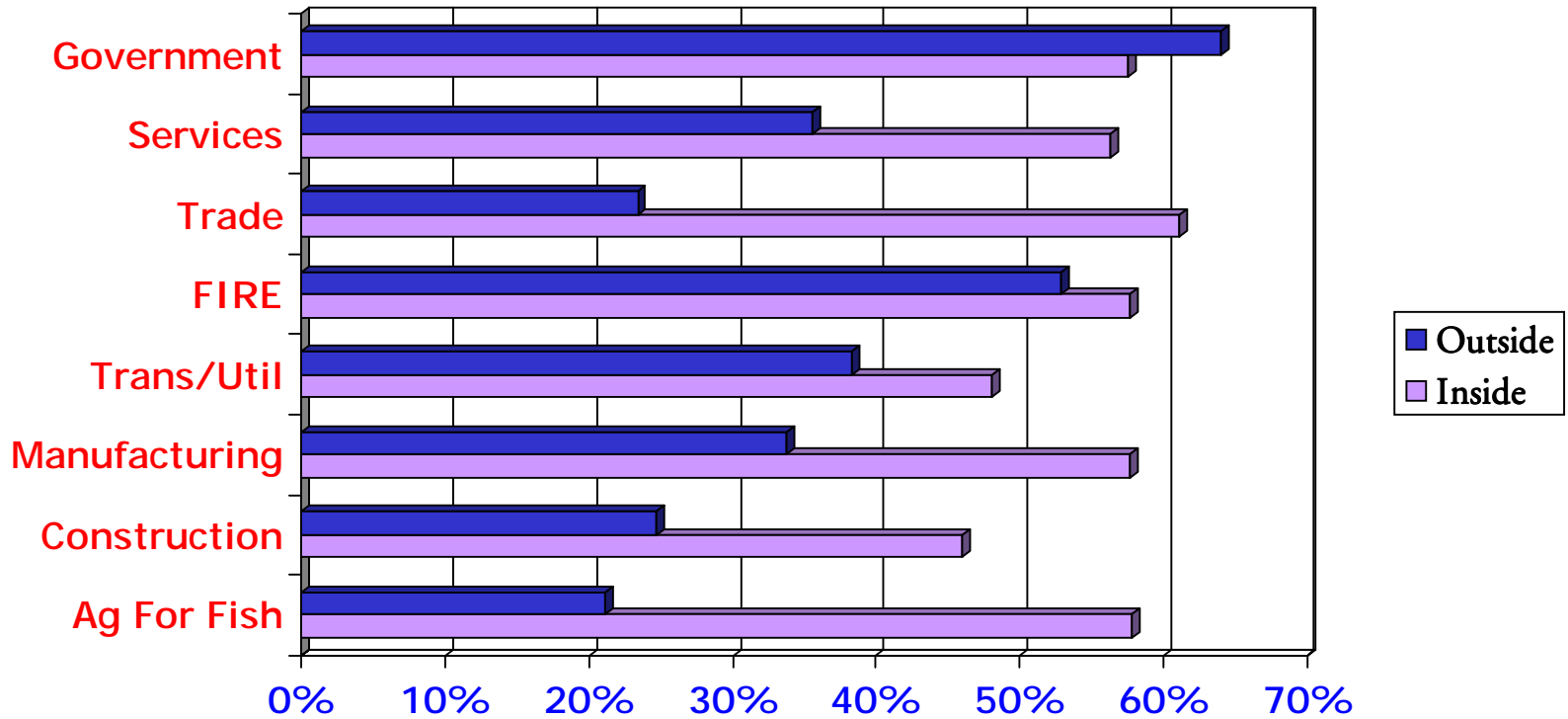
Workplace Training and Income: Wage Workers



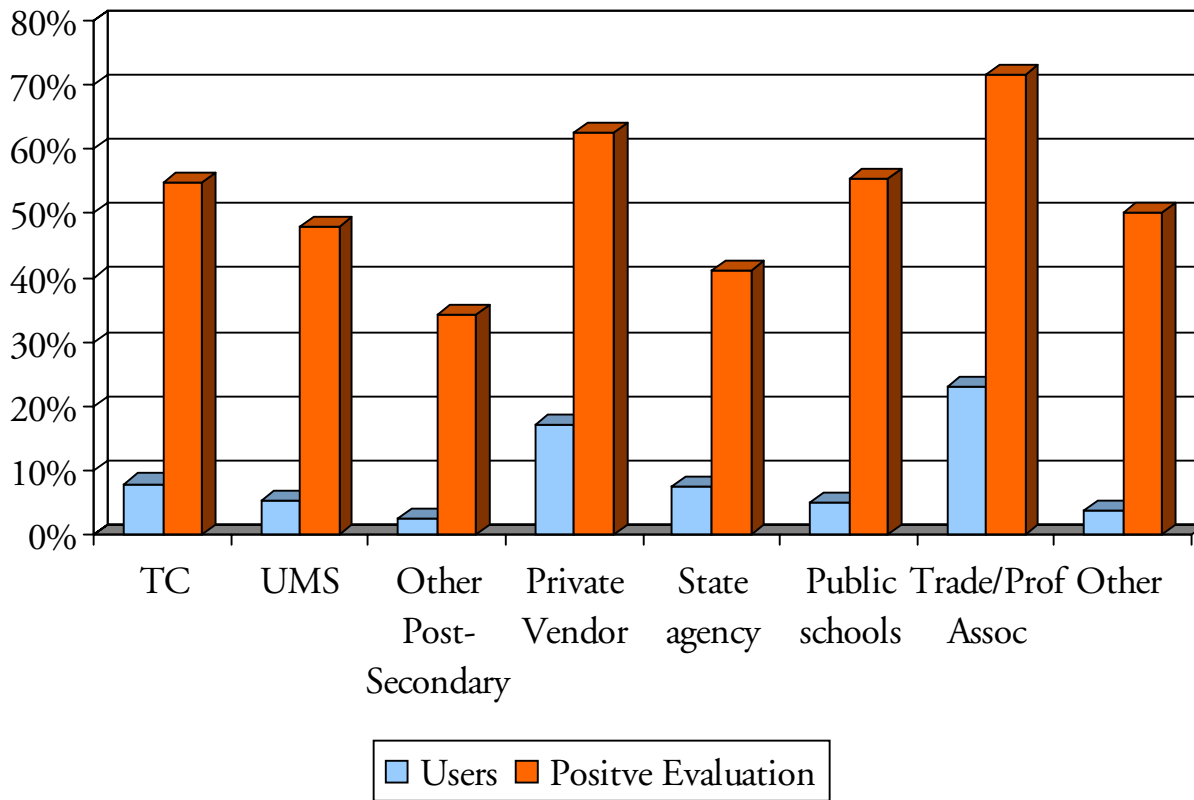
Workplace Training and Income: Salaried Workers



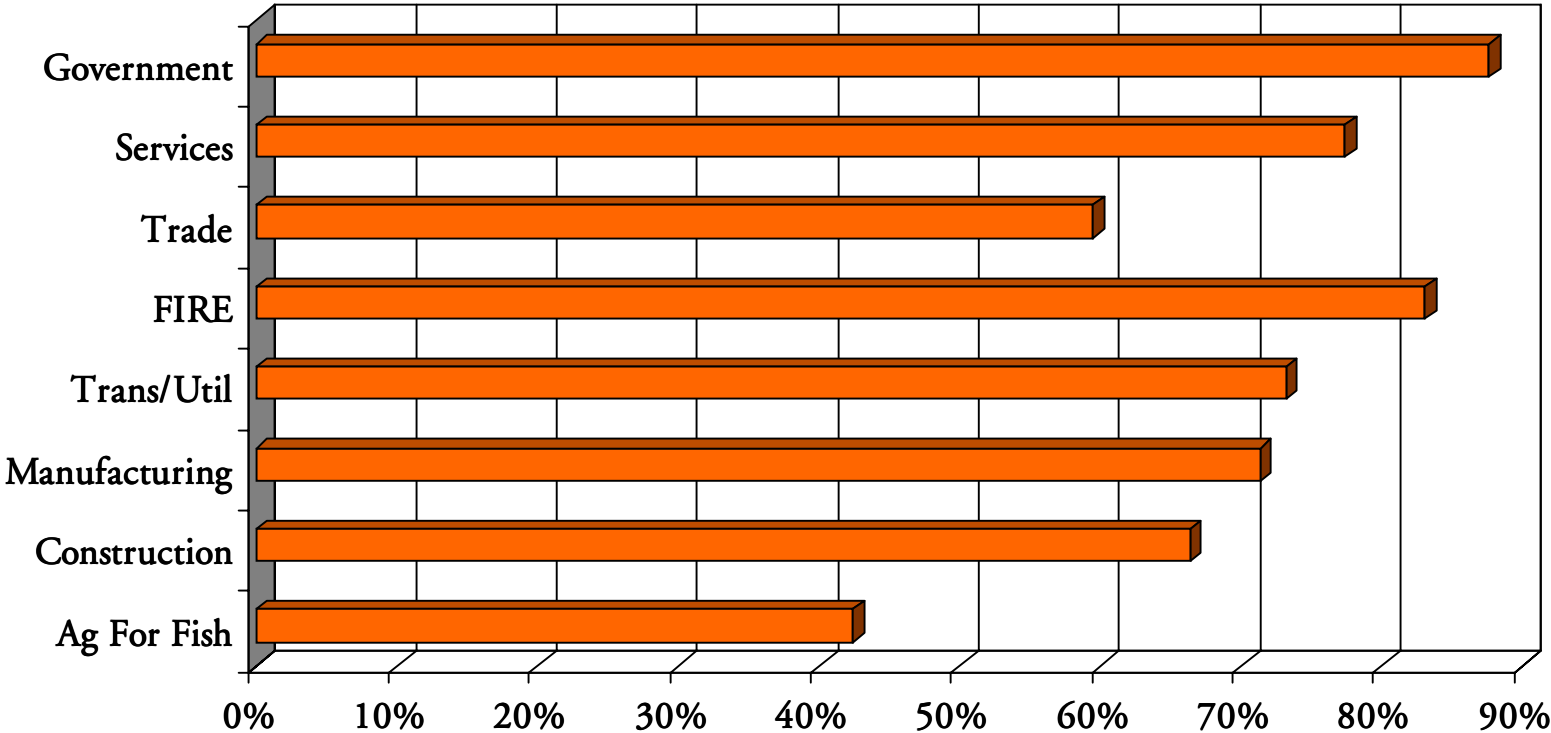
Employer training services



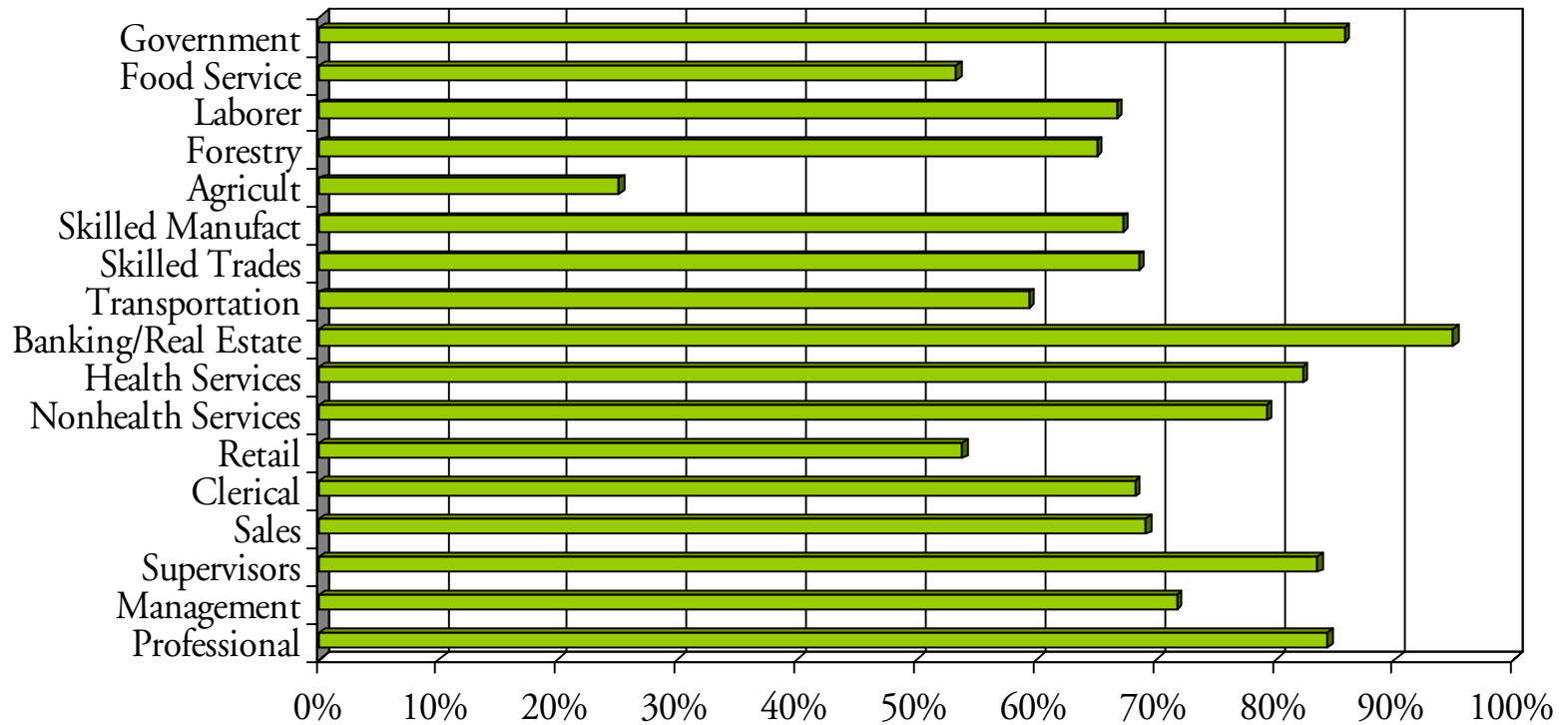
Outside training agencies



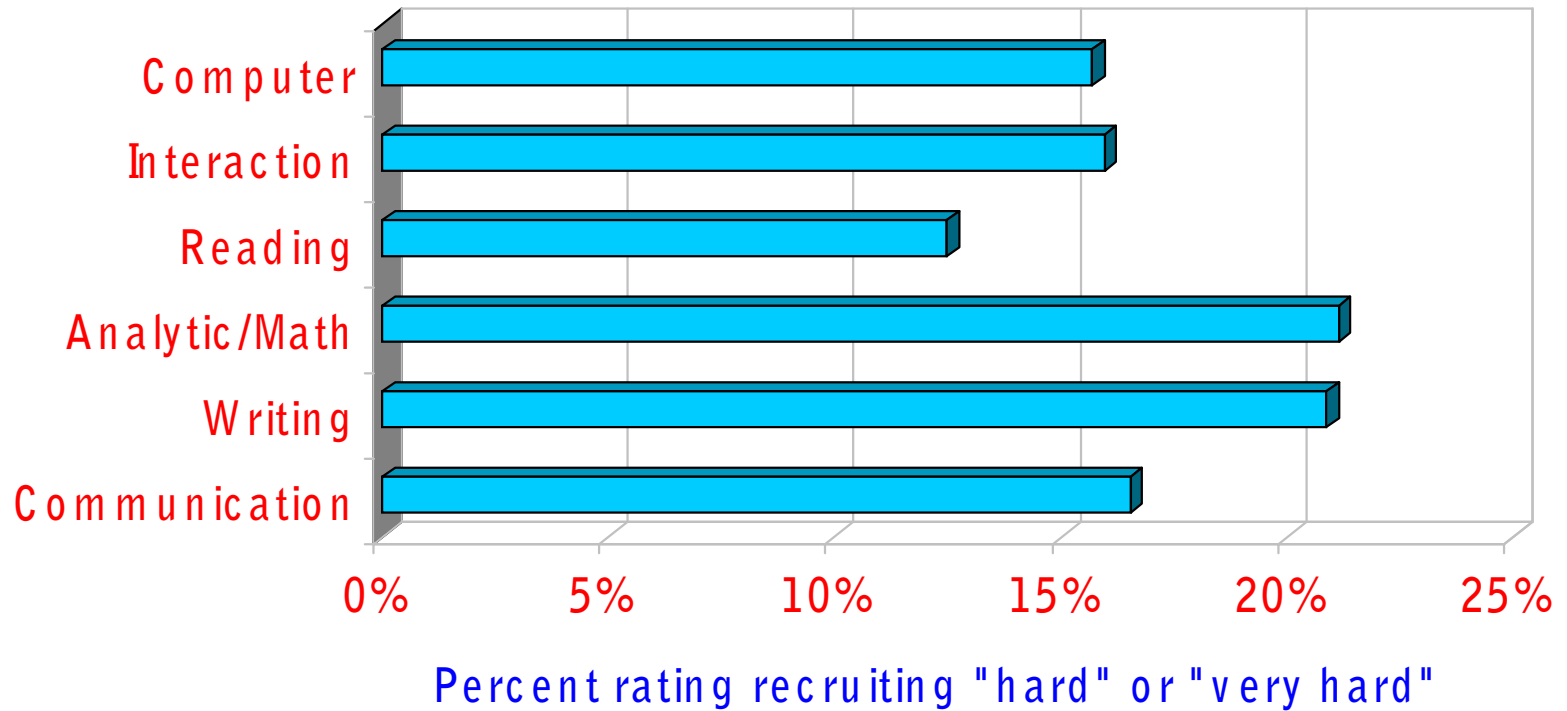
Employees Reporting of Training



Training by job type

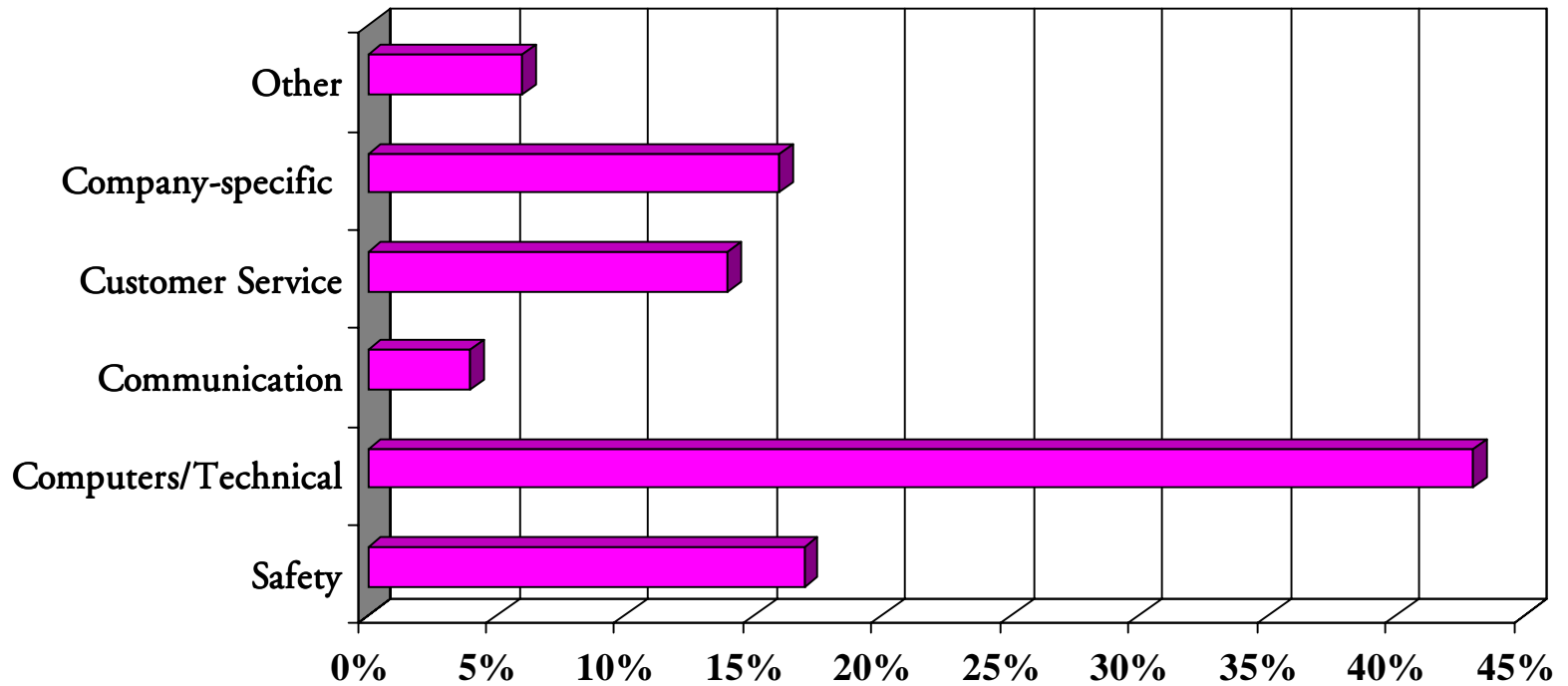


Employers Rating Of Skills of New Hires

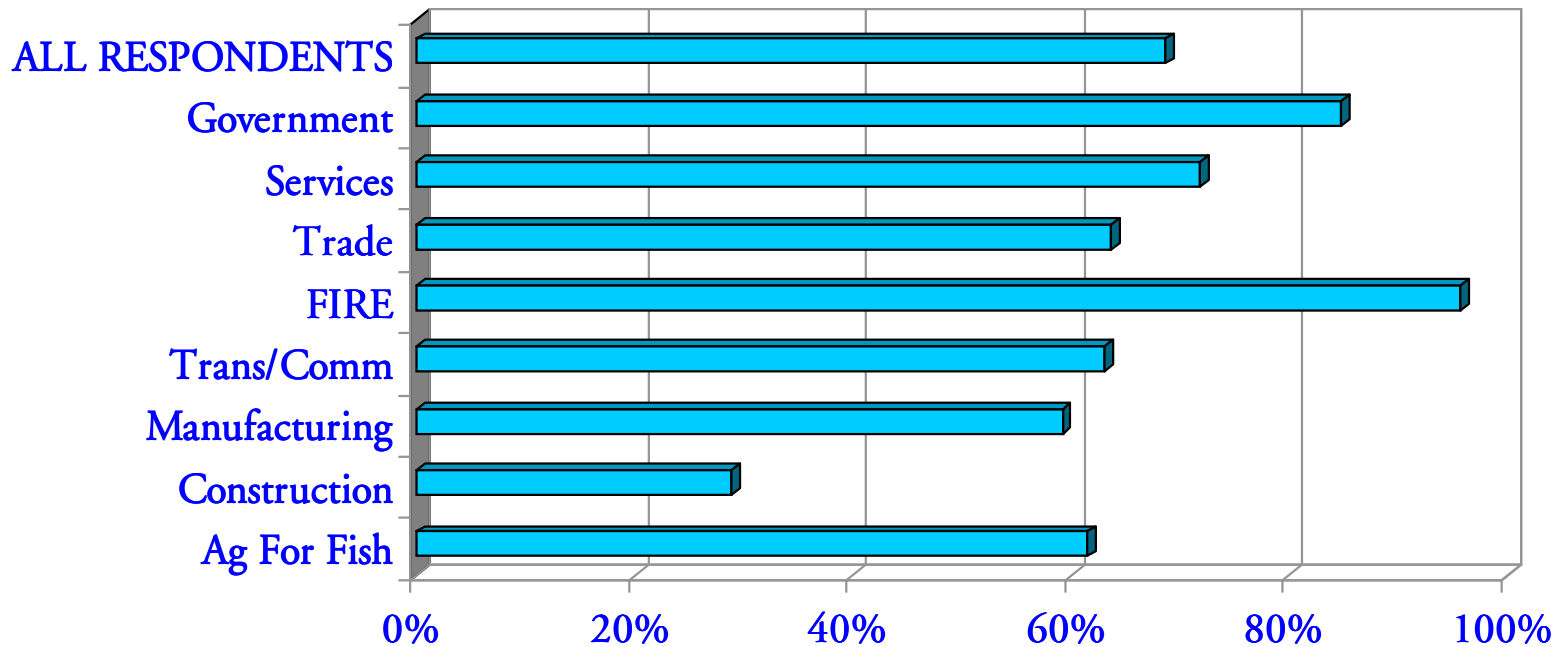


In-house Training Areas

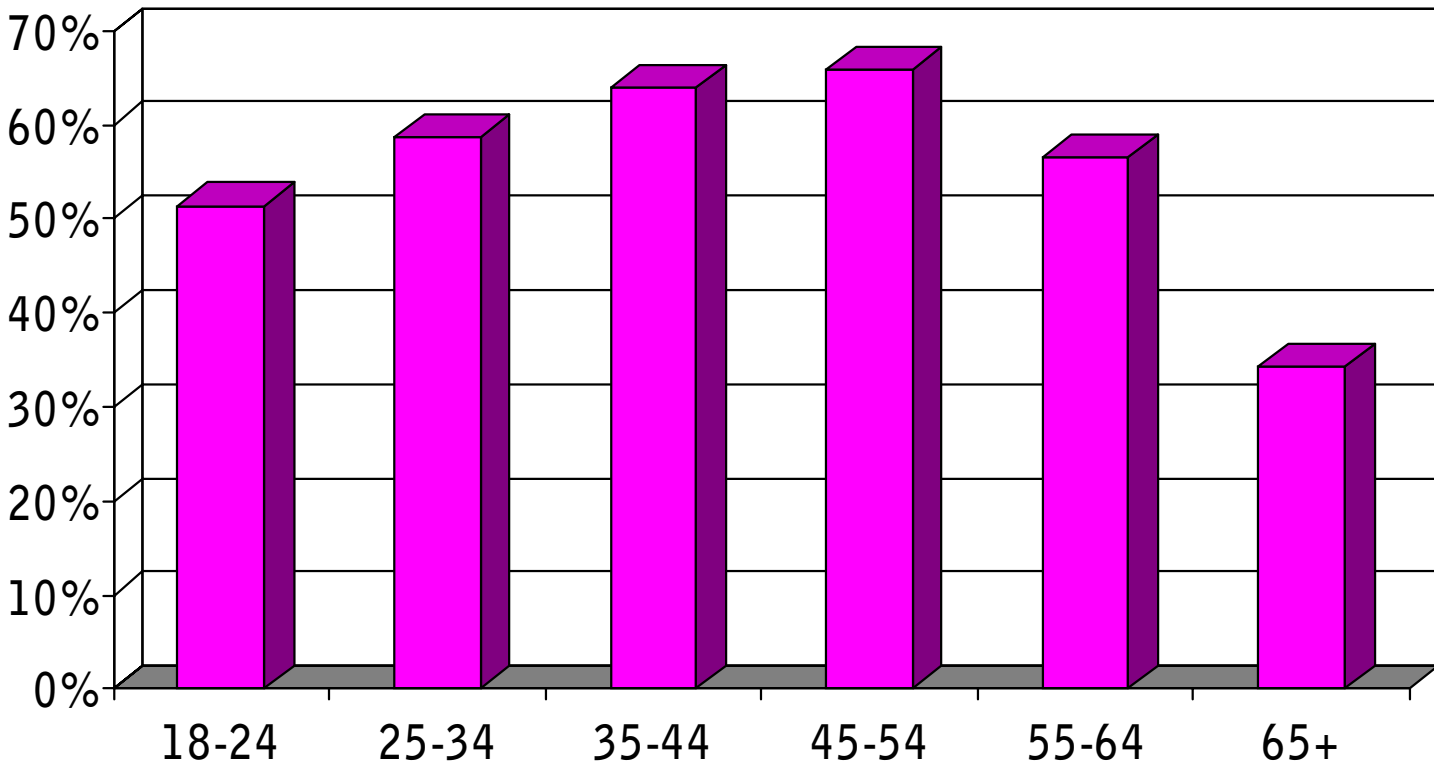
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Proportion of Workers who use a computer at work



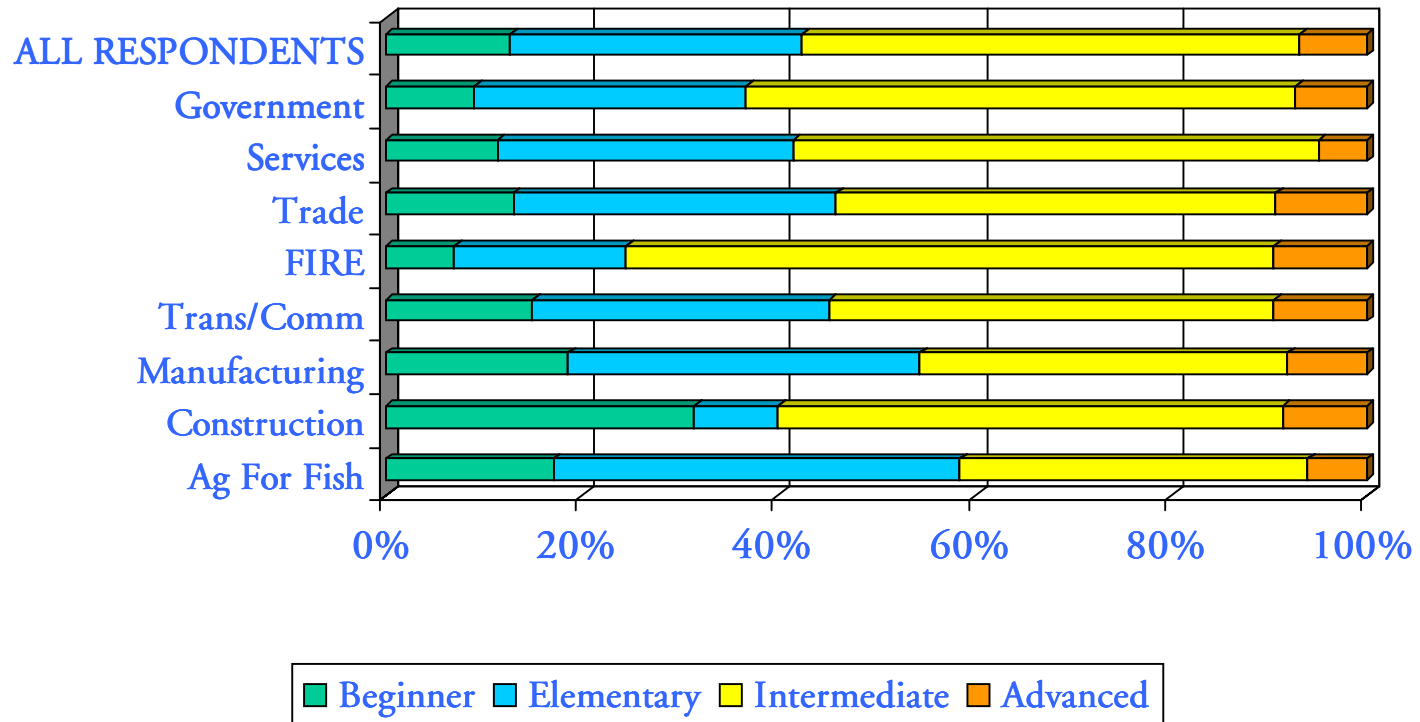
Computer Use at Work By Age



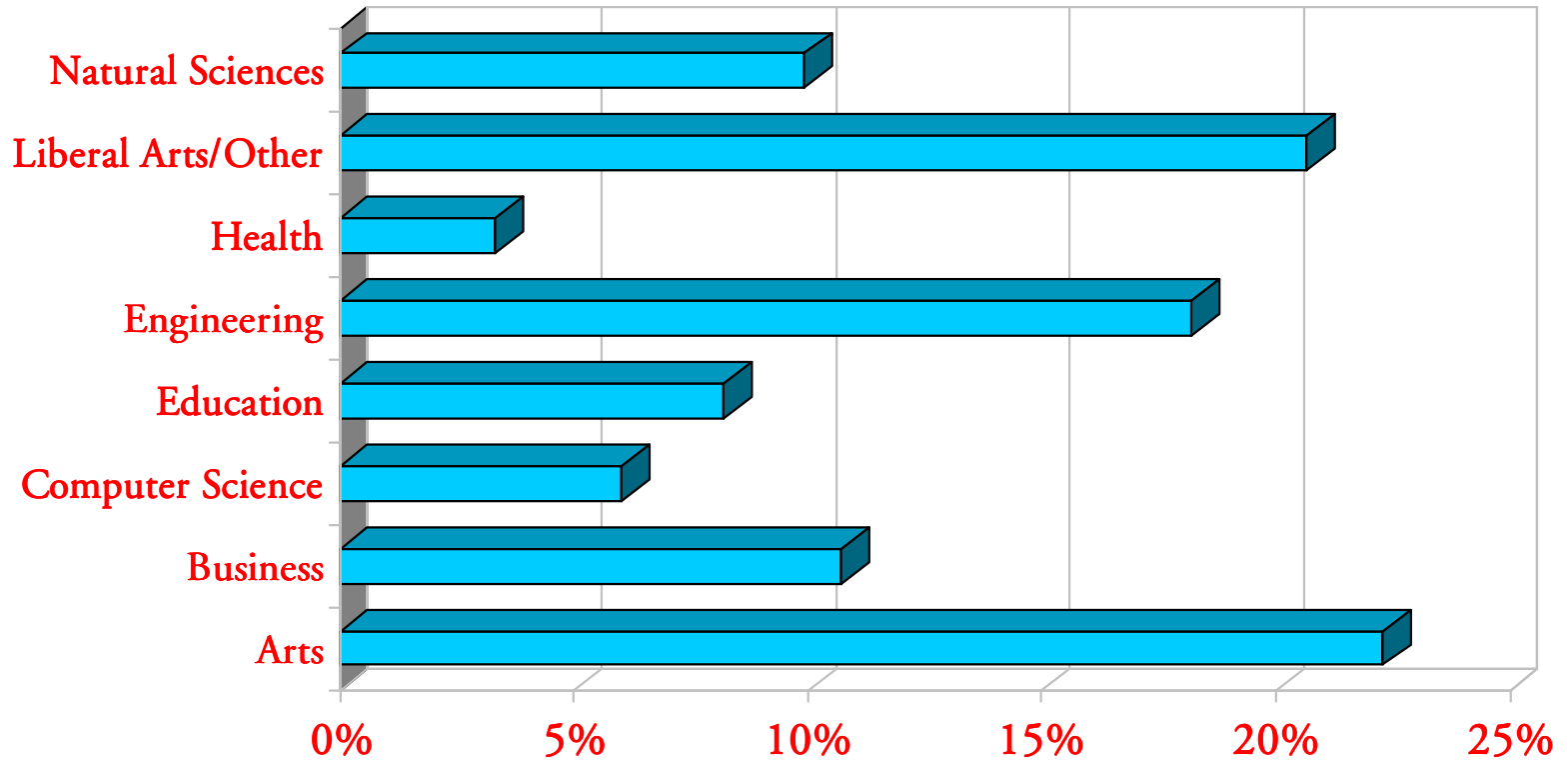
Computer Skills Rating

- **Beginner**- I can turn the machine on
- **Elementary**- I can do simple input
- **Intermediate**- I can use several types of programs and fix routine problems
- **Advanced**-I can write my own programs.

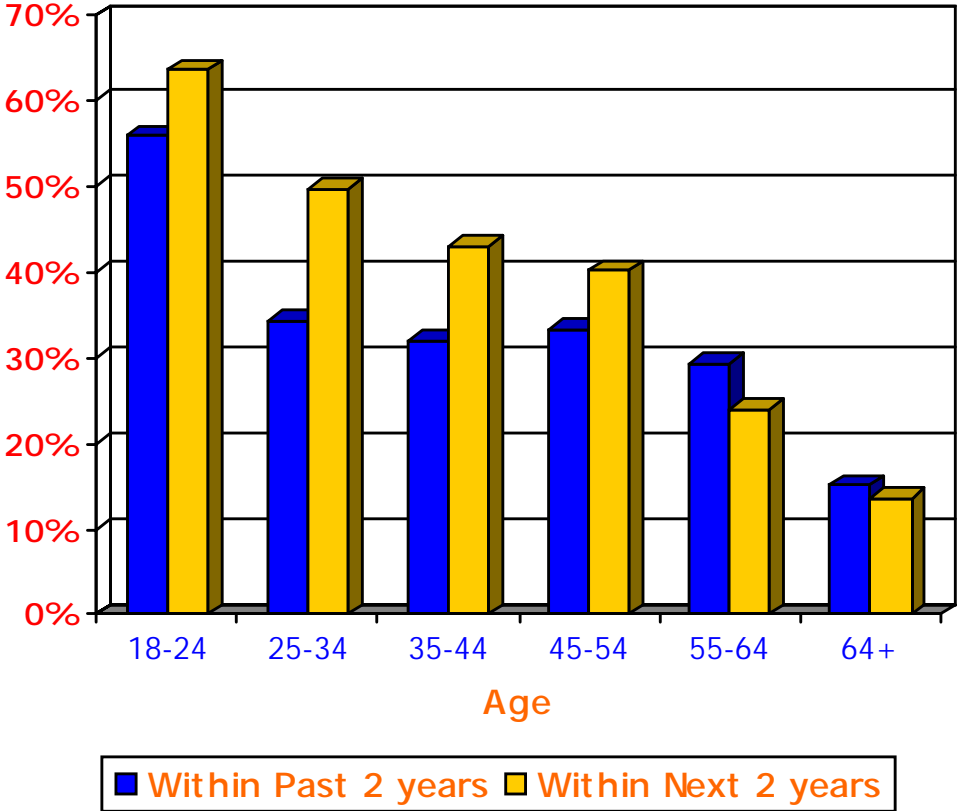
Computer Skills



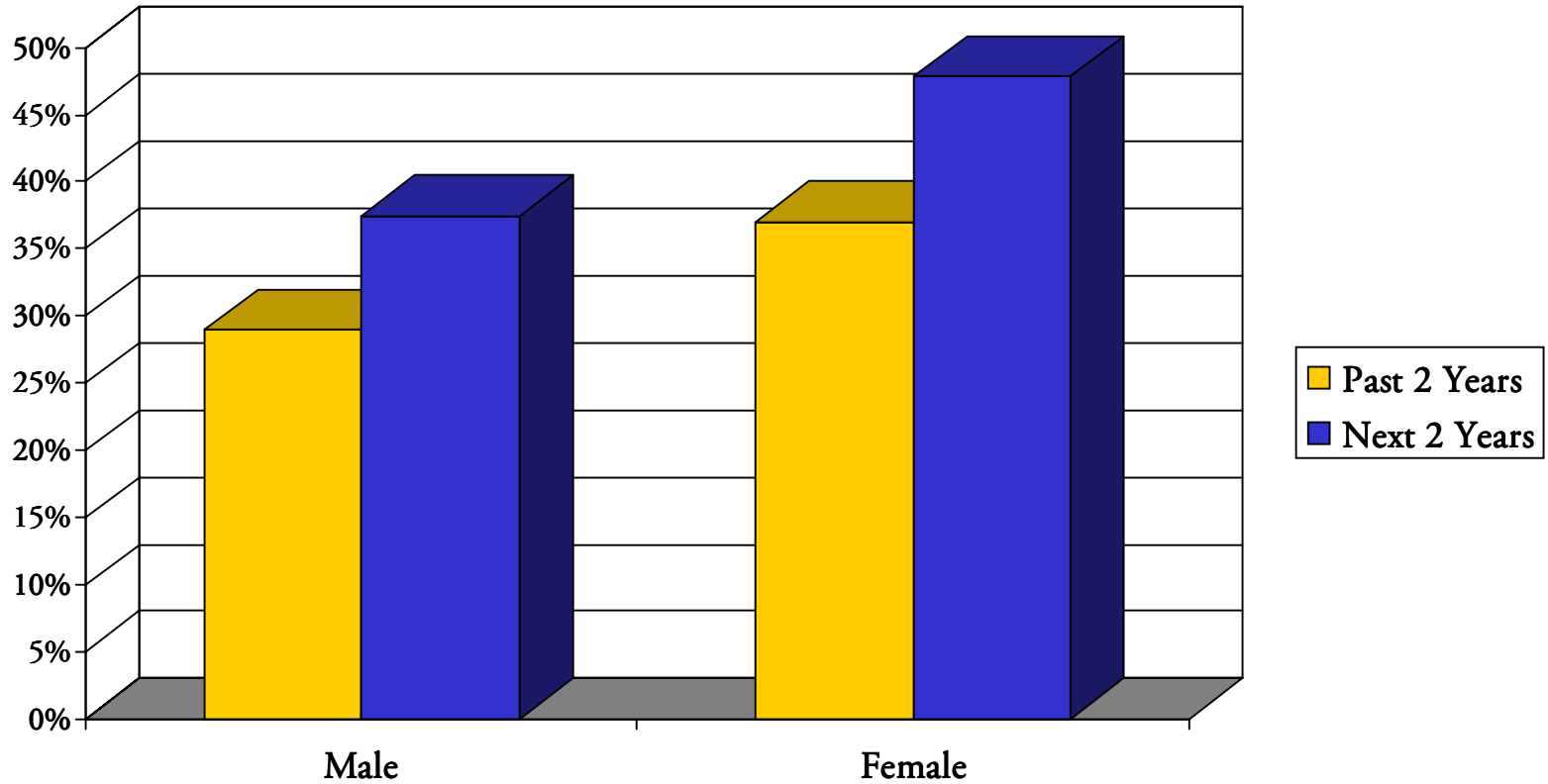
Education Field of “Advanced Computer Users”



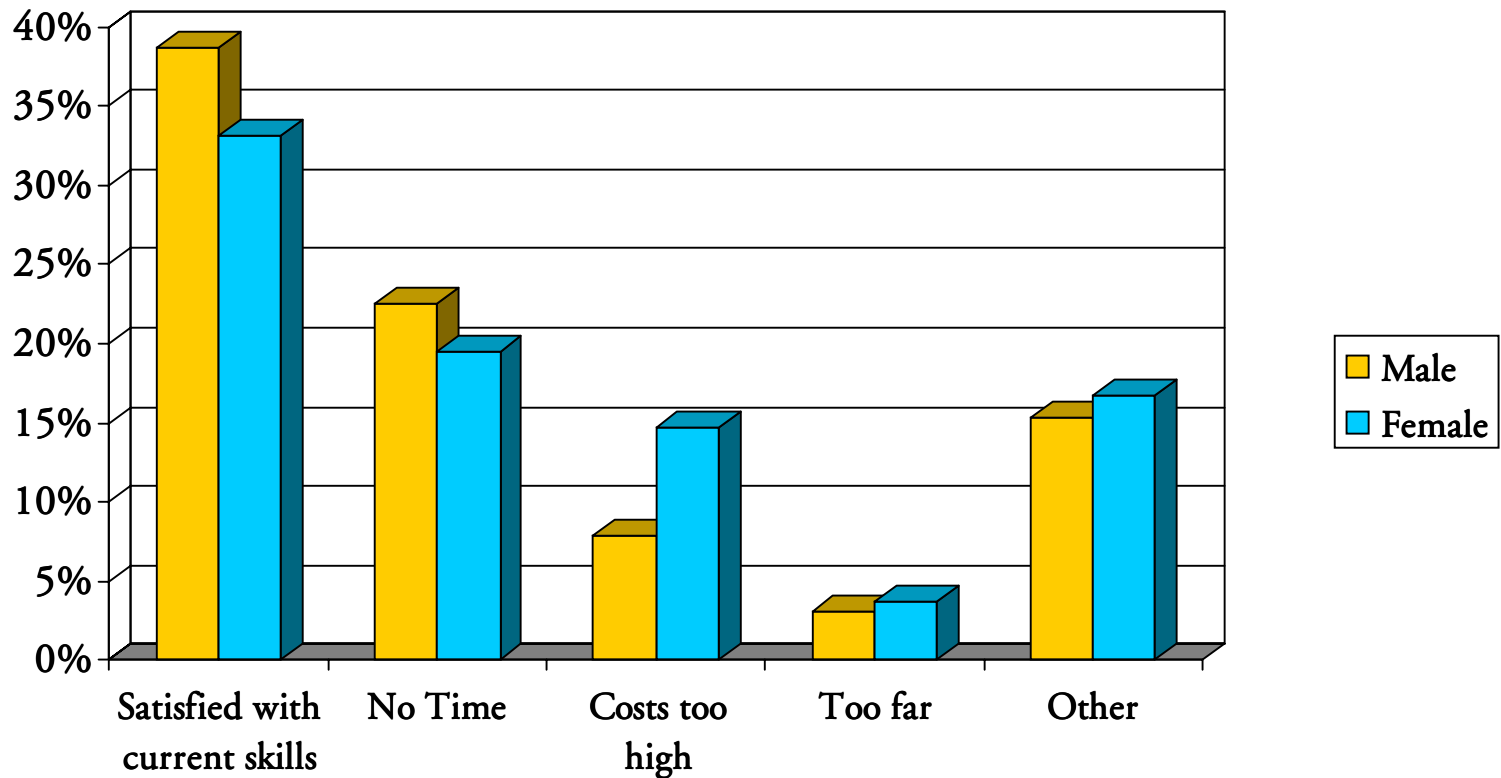
Going Back to School?



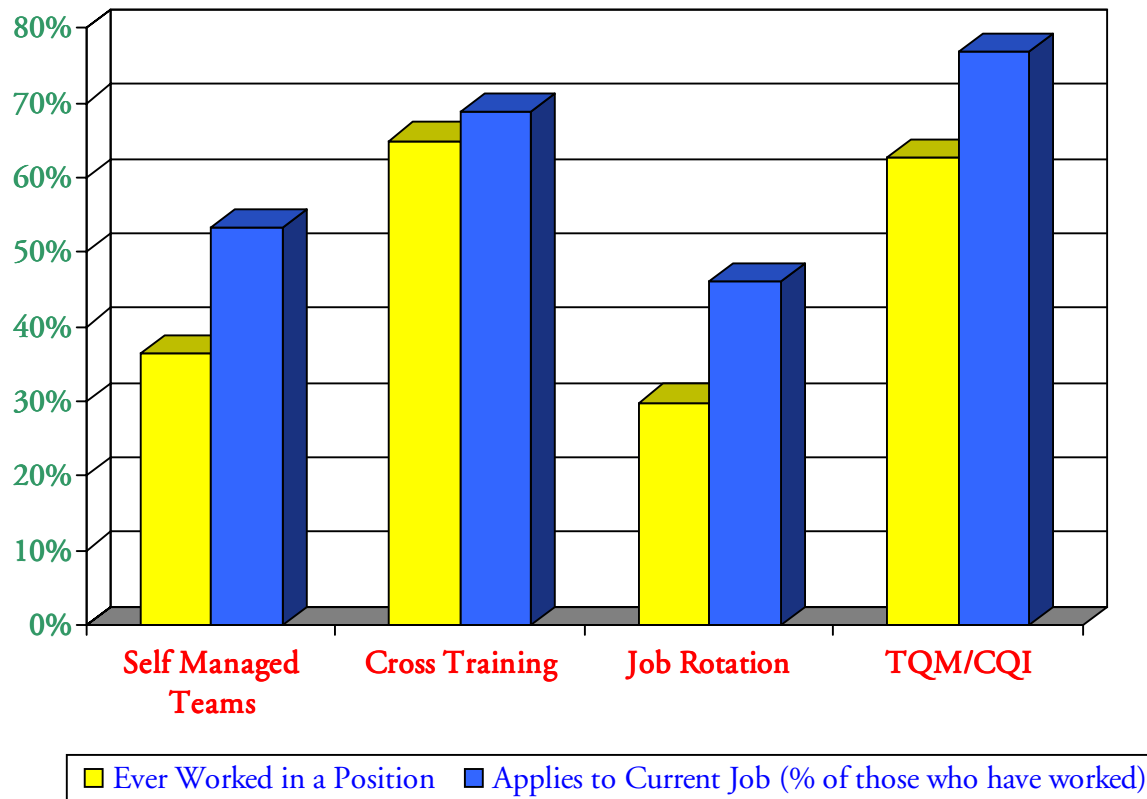
Gender and School Return



Reasons for not going back to school

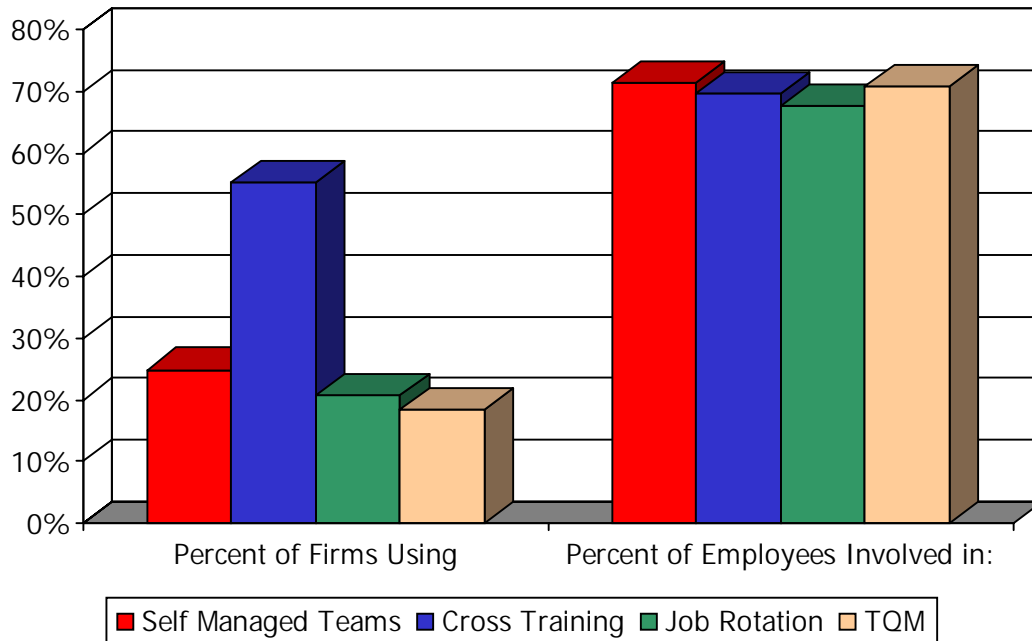


Experience with Contemporary Workplace Practices

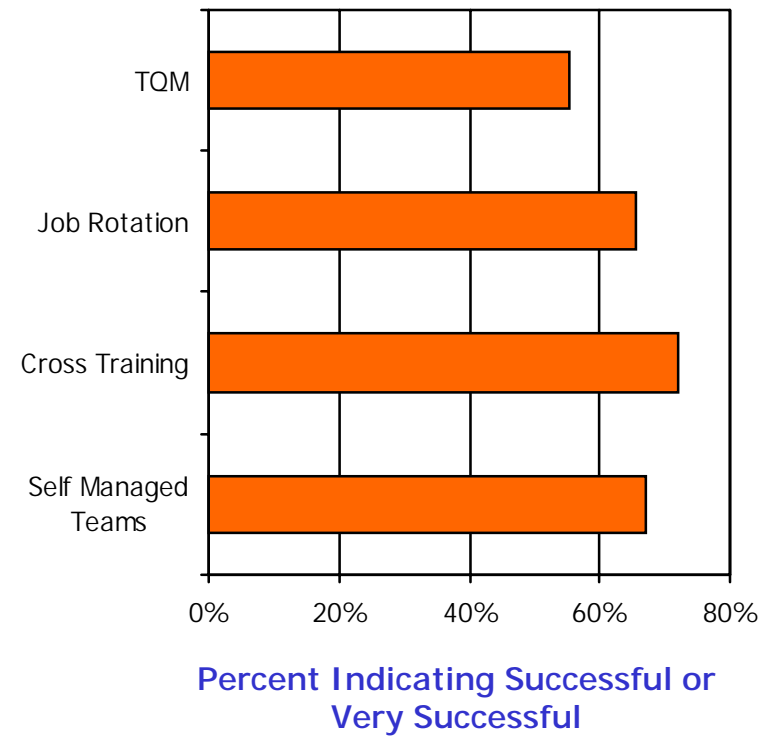


Using Contemporary Workplace Practices

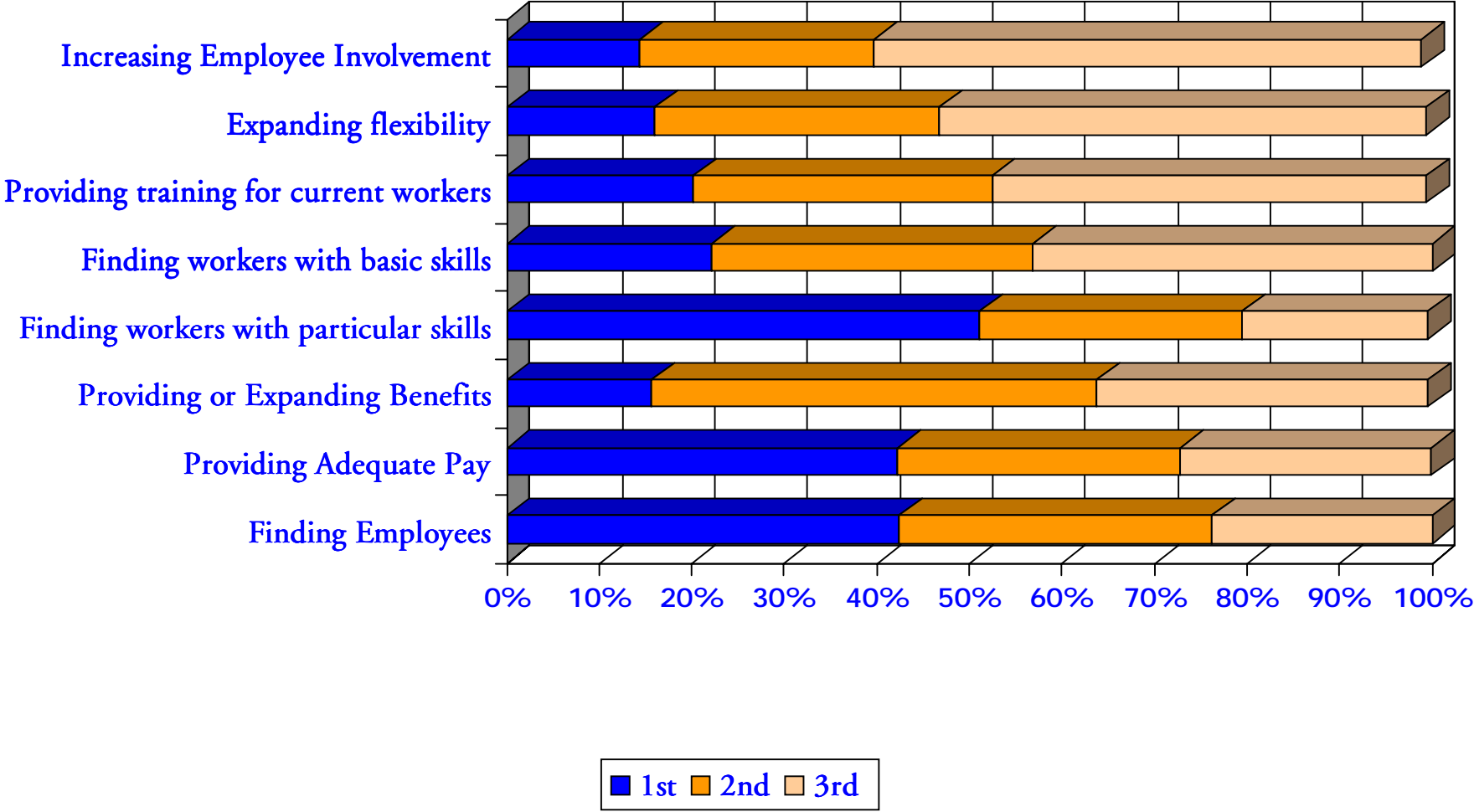
Use of Workplace Practices



Success in Improving Performance



Most Important Issues in Building the Firm's Workforce



A Job Training Agenda for Maine

- Job training is positively associated associated with increasing wages & salaries
- People do get the education connection
- Trade/Professional Organization training may provide useful models.
- Employees in Trade and Ag, Forestry, Fishing least likely to be trained.
- Computers are increasingly critical
- But computer learning is instrumental rather than an end in and of itself.
- Women have somewhat greater difficulties than men with additional additional education
- Employees who can work in self-managed teams, know TQM-CQI, and can work multiple jobs are more more likely to be highly valued.
- Specialized and advanced skills are still most prized. Education and training must be continuous.

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