



TORO Analysis of Stock Clerks- Stockroom, Warehouse, or Storage Yard to Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop

INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43-5081.03	Abilities:	Importance Level: 50	Weight: 1
To Title:	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

OUTPUT SECTION:

Grand TORQ:

83

Ability TORQ		Skills TORQ		Knowledge TORQ	
Level	81	Level	93	Level	73

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Speech Recognition	48	13	72	Active Listening	41	5	84	Customer and Personal Service	48	18	79
Deductive Reasoning	44	5	53								
Oral Expression	51	3	87								
Problem Sensitivity	44	3	65								
Speech Clarity	38	1	78								

LEVEL and IMPT (IMPORTANCE) refer to the Target Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop. GAP refers to level difference between Stock Clerks- Stockroom, Warehouse, or Storage Yard and Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50

Description	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Importance
Oral Comprehension	51	50	87
Oral Expression	48	51	87
Speech Clarity	37	38	78



Speech Recognition	35	48	72
Problem Sensitivity	41	44	65
Trunk Strength	39	35	59
Deductive Reasoning	39	44	53
Near Vision	42	42	53
Skill Level Comparison - Abilities with importance scores over 69			
Description	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Importance
Active Listening	36	41	84
Speaking	42	40	77
Knowledge Level Comparison - Knowledge with importance scores over 69			
Description	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Importance
Customer and Personal Service	30	48	79

Experience & Education Comparison					
Related Work Experience Comparison			Required Education Level Comparison		
Description	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Description	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
10+ years	0%	0%	Doctoral	0%	0%
8-10 years	0%	0%	Professional Degree	0%	0%
6-8 years	0%	0%	Post-Masters Cert	0%	0%
4-6 years	1%	0%	Master's Degree	0%	0%
2-4 years	0%	0%	Post-Bachelor Cert	0%	0%
1-2 years	3%	1%	Bachelors	1%	0%
6-12 months	19%	4%	AA or Equiv	0%	0%
3-6 months	11%	10%	Some College	0%	0%
1-3 months	0%	14%	Post-Secondary Certificate	0%	0%
0-1 month	2%	5%	High Scol Diploma or GED	51%	48%
None	60%	61%	No HSD or GED	46%	50%
Stock Clerks- Stockroom, Warehouse, or Storage Yard			Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		
Most Common Educational/Training Requirement:					
Short-term on-the-job training			Short-term on-the-job training		
Job Zone Comparison					
1 - Job Zone One: Little or No Preparation Needed			1 - Job Zone One: Little or No Preparation Needed		



No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a cashier even if he/she has never worked before.

These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.

Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

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Tasks

Stock Clerks- Stockroom, Warehouse, or Storage Yard

Core Tasks

Generalized Work Activities:

- Communicating with Supervisors, Peers, or Subordinates - Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- Coordinating the Work and Activities of Others- Getting members of a group to work together to accomplish tasks.
- Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
- Organizing, Planning, and Prioritizing Work - Developing specific goals and plans to prioritize, organize, and accomplish your work.
- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.

Specific Tasks

Occupation Specific Tasks:

- Change the price of books in a warehouse.
- Compare printed price tickets with entries on purchase orders to verify accuracy and notify supervisor of discrepancies.
- Indicate item size, style, color, and inspection results on tags, tickets, and labels, using rubber stamp or writing instrument.
- Keep records of production, returned goods, and related transactions.
- Mark selling price by hand on boxes containing merchandise.
- Pin, paste, sew, tie, or staple tickets, tags, or labels to article.
- Put price information on tickets, marking by hand or using ticket-printing machine.
- Record number and types of articles marked and pack articles in boxes.
- Record price, buyer, and grade of product on tickets attached to products auctioned.

Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop

Core Tasks

Generalized Work Activities:

- Performing for or Working Directly with the Public - Performing for people or dealing directly with the public. This includes serving customers in restaurants and stores, and receiving clients or guests.
- Communicating with Supervisors, Peers, or Subordinates - Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Resolving Conflicts and Negotiating with Others - Handling complaints, settling disputes, and resolving grievances and conflicts, or otherwise negotiating with others.

Specific Tasks

Occupation Specific Tasks:

- Assign patrons to tables suitable for their needs.
- Confer with other staff to help plan establishments' menus.
- Direct patrons to coatrooms and waiting areas such as lounges.
- Greet guests and seat them at tables or in waiting areas.
- Hire, train, and supervise food and beverage service staff.
- Inform patrons of establishment specialties and features.
- Inspect dining and serving areas to ensure cleanliness and proper setup.
- Maintain contact with kitchen staff, management, serving staff, and customers to ensure that dining details are handled properly and customers' concerns are addressed.



Detailed Tasks

Detailed Work Activities:

- attach or mark identification onto products or containers
- complete record of production
- fill out business or government forms
- maintain records, reports, or files
- manage inventories or supplies
- measure, weigh, or count products or materials
- package goods for shipment or storage
- perform clerical duties including typing, accepting orders, or sorting mail
- price merchandise
- process returned merchandise
- retrieve or place goods from/into storage
- stock or organize goods
- use computers to enter, access or retrieve data
- use inventory control procedures
- use oral or written communication techniques
- verify completeness or accuracy of data

concerns are addressed.

- Operate cash registers to accept payments for food and beverages.
- Order or requisition supplies and equipment for tables and serving stations.
- Perform marketing and advertising services.
- Plan parties or other special events and services.
- Prepare cash receipts after establishments close, and make bank deposits.
- Prepare staff work schedules.
- Provide guests with menus.
- Receive and record patrons' dining reservations.
- Speak with patrons to ensure satisfaction with food and service, and to respond to complaints.
- Supervise and coordinate activities of dining room staff to ensure that patrons receive prompt and courteous service.

Detailed Tasks

Detailed Work Activities:

- access media advertising services
- assist patrons at entertainment events
- balance cash register
- calculate monetary exchange
- collect payment
- complete time or attendance forms
- direct and coordinate activities of workers or staff
- evaluate premises for cleanliness
- explain work orders, specifications, or work techniques to workers
- greet customers, guests, visitors, or passengers
- hire, discharge, transfer, or promote workers
- investigate customer complaints
- monitor worker performance
- order or purchase supplies, materials, or equipment
- oversee work progress to verify safety or conformance to standards
- plan for entertainment or dining activities
- plan menus
- prepare bank deposits
- process payroll documents, records, or checks
- provide customer service
- requisition stock, materials, supplies or equipment
- resolve customer or public complaints
- schedule employee work hours
- schedule restaurant reservations



- understand government alcoholic beverage service regulations
- understand government health, hotel or food service regulations
- use cash registers
- use oral or written communication techniques

Tools - Examples

- Calculators
- Carbonated beverage dispensers
- Cash registers
- Commercial coffeemakers
- Desktop computers
- Ice-making machines
- Juice dispensers
- Personal computers
- Point of sale POS computer terminals
- Multi-line telephone systems
- Touch screen computer terminals

Labor Market Comparison

Description	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Difference
Median Wage	\$ 19,860	\$ 18,840	\$(1,020)
10th Percentile Wage	\$ 15,330	\$ 15,340	\$ 10
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 24,350	\$ 21,930	\$(2,420)
90th Percentile Wage	\$ 30,370	\$ 25,200	\$(5,170)
Mean Wage	\$ 21,410	\$ 19,550	\$(1,860)
Total Employment - 2007	7,670	1,190	-6,480
Employment Base - 2006	7,601	1,229	-6,372
Projected Employment - 2016	6,921	1,324	-5,597
Projected Job Growth - 2006-2016	-8.9 %	7.7 %	16.7 %
Projected Annual Openings - 2006-2016	180	94	-86



National Job Posting Trends

Trend for Stock Clerks- Stockroom, Warehouse, or Storage Yard

Trend for Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop



Data from [Indeed](http://Indeed.com)

Recommended Programs

Waiter/Waitress and Dining Room Manager

Food Service, Waiter/Waitress, and Dining Room Management/Manager. A program that prepares individuals to serve food to customers in formal or informal settings. Includes instruction in the nutritional, sensory, and functional properties of food and its ingredients; food services principles; table and counter services; dining room operations and procedures; service personnel supervision and management; communication skills; business math; safety and sanitation.

No schools available for the program

Maine Statewide Promotion Opportunities for Stock Clerks- Stockroom, Warehouse, or Storage Yard

O* NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard	100	1	7,670	\$19,860.00	\$0.00	-9%	180
43-5081.01	Stock Clerks, Sales Floor	83	1	7,670	\$19,860.00	\$0.00	-9%	180
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	81	2	970	\$41,950.00	\$22,090.00	-12%	10



43-5052.00	Postal Service Mail Carriers	79	1	1,730	\$43,190.00	\$23,330.00	-3%	50
29-2051.00	Dietetic Technicians	79	3	170	\$27,270.00	\$7,410.00	13%	7
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	79	1	490	\$23,250.00	\$3,390.00	-19%	13
43-5051.00	Postal Service Clerks	77	2	580	\$44,780.00	\$24,920.00	-3%	13
43-5081.04	Order Fillers, Wholesale and Retail Sales	77	2	7,670	\$19,860.00	\$0.00	-9%	180
43-3071.00	Tellers	77	2	2,970	\$21,770.00	\$1,910.00	18%	184
43-4031.03	License Clerks	76	2	1,190	\$27,650.00	\$7,790.00	9%	37
43-3021.01	Statement Clerks	76	2	1,990	\$27,580.00	\$7,720.00	1%	28
43-9041.02	Insurance Policy Processing Clerks	76	2	1,810	\$31,380.00	\$11,520.00	-8%	22
35-2021.00	Food Preparation Workers	76	1	5,500	\$20,040.00	\$180.00	10%	245
41-2031.00	Retail Salespersons	76	2	18,460	\$22,050.00	\$2,190.00	4%	677
43-5111.00	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	75	1	310	\$28,060.00	\$8,200.00	-3%	8

Top Industries for Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Full-service restaurants	722100	81.34%	285,644	316,190	10.69%
Limited-service eating places	722200	4.46%	15,661	15,361	-1.91%
Drinking places (alcoholic beverages)	722400	1.56%	5,474	5,044	-7.86%
Religious organizations	813100	1.37%	4,805	5,559	15.70%
Casino hotels	721120	0.92%	3,222	3,827	18.78%
Employment services	561300	0.90%	3,168	4,009	26.56%
Special food services	722300	0.88%	3,090	3,573	15.61%
Local government, excluding education and hospitals	939300	0.51%	1,809	2,032	12.34%
Gambling industries	713200	0.40%	1,408	2,619	86.04%
Fitness and recreational sports centers	713940	0.35%	1,216	1,620	33.24%
Self-employed workers, primary job	000601	0.30%	1,042	1,110	6.54%
Lessors of real estate	531100	0.16%	565	622	10.18%



Gasoline stations	447100	0.16%	558	500	-10.48%
Management of companies and enterprises	551100	0.14%	488	563	15.28%
Performing arts companies	711100	0.13%	450	449	-0.22%

Top Industries for Stock Clerks- Stockroom, Warehouse, or Storage Yard

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Grocery stores	445100	23.82%	406,079	370,728	-8.71%
Department stores	452100	16.56%	282,337	232,482	-17.66%
Other general merchandise stores	452900	9.11%	155,334	175,987	13.30%
Warehousing and storage	493100	3.42%	58,300	65,157	11.76%
Employment services	561300	2.57%	43,742	46,324	5.90%
Clothing stores	448100	2.50%	42,692	37,499	-12.16%
Grocery and related product wholesalers	424400	2.26%	38,557	35,278	-8.50%
Pharmacies and drug stores	446110	1.85%	31,599	29,366	-7.07%
General medical and surgical hospitals, public and private	622100	1.51%	25,696	23,804	-7.36%
Miscellaneous nondurable goods merchant wholesalers	424900	1.11%	18,994	17,279	-9.03%
Electronics and appliance stores	443100	0.97%	16,458	13,754	-16.43%
Wholesale electronic markets and agents and brokers	425100	0.95%	16,236	15,416	-5.05%
Office supplies, stationery, and gift stores	453200	0.91%	15,522	10,716	-30.97%
Motor vehicle and motor vehicle parts and supplies merchant wholesalers	423100	0.82%	14,032	13,402	-4.49%
Local government, excluding education and hospitals	939300	0.80%	13,602	12,785	-6.00%