



TORO Analysis of Helpers--Production Workers to Shoe and Leather Workers and Repairers

INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Helpers--Production Workers	51-9198.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Shoe and Leather Workers and Repairers	51-6041.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

OUTPUT SECTION:

Grand TORQ:		80
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Ability TORQ		Skills TORQ		Knowledge TORQ	
Level	 92	Level	 79	Level	 67

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Arm-Hand Steadiness	53	5	53	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Finger Dexterity	42	1	56								

LEVEL and IMPT (IMPORTANCE) refer to the Target Shoe and Leather Workers and Repairers. GAP refers to level difference between Helpers--Production Workers and Shoe and Leather Workers and Repairers.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50

Description	Helpers--Production Workers	Shoe and Leather Workers and Repairers	Importance
Manual Dexterity	42 	 42	 56
Finger Dexterity	41 	 42	 56
Near Vision	48 	 46	 56
Arm-Hand Steadiness	48 	 53	 53
Control Precision	50 	 35	 50
Multilimb Coordination	44 	 32	 50

Skill Level Comparison - Abilities with importance scores over 69

Description	Helpers--Production Workers	Shoe and Leather Workers and Repairers	Importance
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Knowledge Level Comparison - Knowledge with importance scores over 69



Description	Helpers--Production Workers	Shoe and Leather Workers and Repairers	Importance
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Experience & Education Comparison

Related Work Experience Comparison				Required Education Level Comparison			
Description	Helpers--Production Workers		Shoe and Leather Workers and Repairers	Description	Helpers--Production Workers		Shoe and Leather Workers and Repairers
10+ years	0%	0%	0%	Doctoral	0%	0%	1%
8-10 years	0%	0%	0%	Professional Degree	0%	0%	0%
6-8 years	0%	0%	0%	Post-Masters Cert	0%	0%	0%
4-6 years	0%	0%	8%	Master's Degree	0%	0%	0%
2-4 years	0%	0%	3%	Post-Bachelor Cert	0%	0%	0%
1-2 years	13%	0%	15%	Bachelors	0%	0%	0%
6-12 months	39%	0%	4%	AA or Equiv	0%	0%	2%
3-6 months	7%	0%	10%	Some College	0%	0%	21%
1-3 months	1%	0%	11%	Post-Secondary Certificate	11%	0%	0%
0-1 month	10%	0%	2%	High School Diploma or GED	51%	0%	56%
None	27%	0%	43%	No HSD or GED	36%	0%	17%

Helpers--Production Workers

Shoe and Leather Workers and Repairers

Most Common Educational/Training Requirement:

Short-term on-the-job training

Long-term on-the-job training

Job Zone Comparison

1 - Job Zone One: Little or No Preparation Needed

2 - Job Zone Two: Some 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.

Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.

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

These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

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.

Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Tasks

Helpers--Production Workers

Shoe and Leather Workers and Repairers

Core Tasks

Core Tasks

Generalized Work Activities:

- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as

Generalized Work Activities:

- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- Controlling Machines and Processes - Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or



- climbing, lifting, balancing, walking, stooping, and handling of materials.
- Controlling Machines and Processes - Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Identifying Objects, Actions, and Events - Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Specific Tasks

Occupation Specific Tasks:

- Attach slings, ropes, and cables to objects such as pipes, hoses, and bundles.
- Break up defective products for reprocessing.
- Change machine gears, using wrenches.
- Clean and lubricate equipment.
- Count finished products to determine if product orders are complete.
- Cut or break flashing from materials or products.
- Dump materials such as prepared ingredients into machine hoppers prior to mixing.
- Examine products to verify conformance to quality standards.
- Fold products and product parts during processing.
- Help production workers by performing duties of lesser skill, such as supplying or holding materials or tools, and cleaning work areas and equipment.
- Lift raw materials, finished products, and packed items, manually or using hoists.
- Load and unload items from machines, conveyors, and conveyances.
- Mark or tag identification on parts.
- Measure amounts of products, lengths of extruded articles, or weights of filled containers to ensure conformance to specifications.
- Mix ingredients according to specified procedures and formulas.
- Observe equipment operations so that malfunctions can be detected, and notify operators of any malfunctions.
- Operate machinery used in the production process, or assist machine operators.
- Pack and store materials and products.
- Pack food products in paper bags and boxes, and stack them in warehouses and coolers.
- Perform minor repairs to machines, such

vehicles).

- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Evaluating Information to Determine Compliance with Standards - Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.
- Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.

Specific Tasks

Occupation Specific Tasks:

- Align and stitch or glue materials such as fabric, fleece, leather, or wood, in order to join parts.
- Attach accessories or ornamentation to decorate or protect products.
- Attach insoles to shoe lasts, affix shoe uppers, and apply heels and outsoles.
- Cement, nail, or sew soles and heels to shoes.
- Check the texture, color, and strength of leather to ensure that it is adequate for a particular purpose.
- Clean and polish shoes.
- Construct, decorate, or repair leather products according to specifications, using sewing machines, needles and thread, leather lacing, glue, clamps, hand tools, and/or rivets.
- Cut out parts following patterns or outlines, using knives, shears, scissors, or machine presses.
- Cut, insert, position, and secure paddings, cushioning, and/or linings, using stitches or glue.
- Draw patterns, using measurements, designs, plaster casts, or customer specifications, and position or outline patterns on work pieces.
- Dress and otherwise finish boots or shoes, as by trimming the edges of new soles and heels to the shoe shape.
- Drill or punch holes; then insert or attach metal rings, handles, and fastening hardware such as buckles.
- Dye, soak, polish, paint, stamp, stitch, stain, buff, or engrave leather or other materials to obtain desired effects, decorations, or shapes.
- Estimate the costs of requested products or services such as custom footwear or footwear repair, and receive payment



as replacing damaged or worn parts.

- Place products in equipment or on work surfaces for further processing, inspecting, or wrapping.
- Position spouts or chutes of storage bins so that containers can be filled.
- Prepare raw materials for processing.
- Read gauges and charts, and record data obtained.
- Record information such as the number of products tested, meter readings, and dates and times of product production.
- Remove products, machine attachments, and waste material from machines.
- Separate products according to weight, grade, size, and composition of materials used to produce them.
- Signal coworkers to direct them to move products during the production process.
- Start machines or equipment in order to begin production processes.
- Thread ends of items such as thread, cloth, and lace through needles and rollers, and around take-up tubes.
- Tie products in bundles for further processing or shipment, following prescribed procedures.
- Transfer finished products, raw materials, tools, or equipment between storage and work areas of plants and warehouses, by hand or using hand trucks or powered lift trucks.
- Turn valves to regulate flow of liquids or air, to reverse machines, to start pumps, or to regulate equipment.
- Unclamp and hoist full reels from braiding, winding, and other fabricating machines, using power hoists.
- Wash work areas, machines, equipment, vehicles, and products.

Detailed Tasks

Detailed Work Activities:

- adjust production equipment/machinery setup
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- examine products or work to verify conformance to specifications
- load or unload material or workpiece into machinery
- load, unload, or stack containers, materials, or products
- lubricate machinery, equipment, or parts
- maintain or repair industrial or related equipment/machinery
- maintain production or work records
- measure, weigh, or count products or

from customers.

- Inspect articles for defects, and remove damaged or worn parts, using hand tools.
- Make, modify, and repair orthopedic or therapeutic footwear according to doctors' prescriptions, or modify existing footwear for people with foot problems and special needs.
- Measure customers for fit, and discuss with them the type of footwear to be made, recommending details such as leather quality.
- Nail heel and toe cleats onto shoes.
- Place shoes on lasts to remove soles and heels, using knives and/or pliers.
- Prepare inserts, heel pads, and lifts from casts of customers' feet.
- Re-sew seams, and replace handles and linings of suitcases or handbags.
- Read prescriptions or specifications, and take measurements to establish the type of product to be made, using calipers, tape measures, or rules.
- Repair and recondition leather products such as trunks, luggage, shoes, saddles, belts, purses, and baseball gloves.
- Repair or replace soles, heels, and other parts of footwear, using sewing, buffing and other shoe repair machines, materials, and equipment.
- Select materials and patterns, and trace patterns onto materials to be cut out.
- Shape shoe heels with a knife, and sand them on a buffing wheel for smoothness.
- Stretch shoes, first dampening parts; then inserting and twisting parts, using an adjustable stretcher.

Detailed Tasks

Detailed Work Activities:

- apply adhesives, caulking, sealants, or coatings
- calculate dimensions or specifications of fabric or leather pattern
- cut or trim fabric or leather
- draw master pattern for fabric or leather goods
- dye fabric or leather articles
- engrave variety of materials and products
- examine products or work to verify conformance to specifications
- fabricate, assemble, or disassemble manufactured products by hand
- measure and mark reference points or cutting lines on workpieces
- measure, weigh, or count products or materials
- operate sewing machine
- read specifications
- read tape measure



- materials
- mix paint, ingredients, or chemicals, according to specifications
- monitor production machinery/equipment operation to detect problems
- move or fit heavy objects
- operate food processing production equipment/machinery
- operate hoist, winch, or hydraulic boom
- operate metal or plastic fabricating equipment/machinery
- operate ore refining/foundry equipment/machinery
- operate packaging or banding machine or equipment
- operate pulp or paper making equipment
- operate textile production equipment/machinery
- operate woodworking equipment/machinery
- package goods for shipment or storage
- perform repetitive tasks in assembly setting
- perform safety inspections in manufacturing or industrial setting
- read work order, instructions, formulas, or processing charts
- signal directions or warnings to coworkers
- sort manufacturing materials or products
- wrap products

Technology - Examples

Data base user interface and query software

- Data entry software

Spreadsheet software

- Microsoft Excel

Word processing software

- Microsoft Word

Tools - Examples

- Adjustable wrenches
- Hand files
- Industrial platform scales
- Forklifts
- Grease guns
- Claw hammers
- Handtrucks
- Power hoists

- read work order, instructions, formulas, or processing charts
- repair tears or defects in fabrics, garments, or leather products
- sew by hand
- understand technical operating, service or repair manuals
- use hand or power tools
- use leather fabrication or repair equipment
- use portable electric fabric cutter
- use shoe repair materials

Technology - Examples



- Hydraulic booms
- Hand jacks
- Label-making machines
- Platform ladders
- Locking pliers
- Personal computers
- Planing tools
- Jackhammers
- Power drills
- Power grinders
- Power nail guns
- Power sanders
- Power saws
- Pressure wands
- Hand saws
- Phillips head screwdrivers
- Skid steer loaders
- Material-hoisting slings
- Power staple guns
- Measuring tapes
- Utility knives
- Industrial vacuum cleaners
- Hydraulic winches

Labor Market Comparison

Description	Helpers--Production Workers	Shoe and Leather Workers and Repairers	Difference
Median Wage	\$ 22,260	\$ 25,030	\$ 2,770
10th Percentile Wage	\$ 17,160	\$ 18,110	\$ 950
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 25,210	\$ 29,300	\$ 4,090
90th Percentile Wage	\$ 30,870	\$ 35,580	\$ 4,710
Mean Wage	\$ 23,130	\$ 25,870	\$ 2,740

Total Employment - 2007	1,490	90	-1,400
Employment Base - 2006	1,522	151	-1,371
Projected Employment - 2016	1,365	122	-1,243
Projected Job Growth - 2006-2016	-10.3 %	-19.2 %	-8.9 %
Projected Annual Openings - 2006-2016	37	3	-34

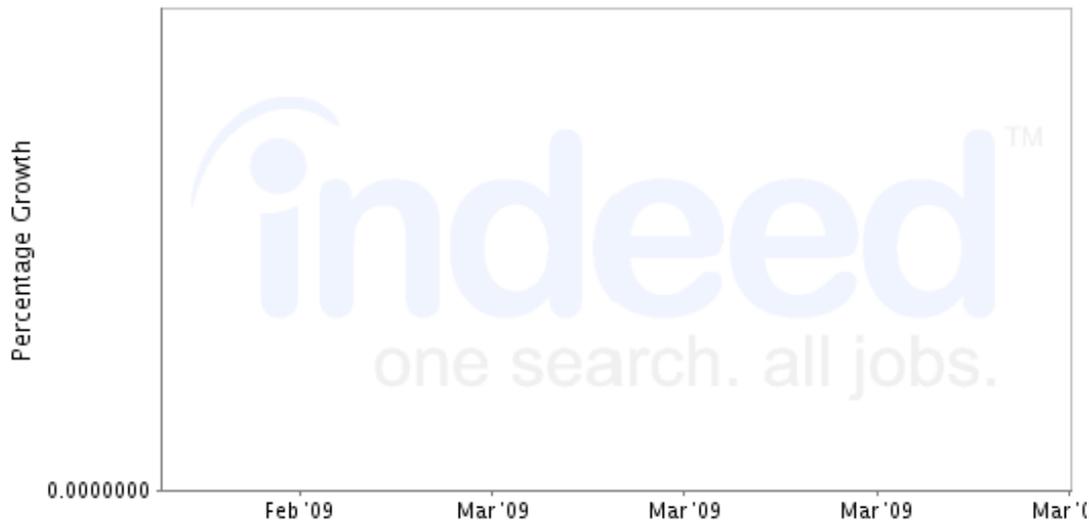
National Job Posting Trends

Trend for Helpers--Production Workers

Trend for Shoe and Leather Workers and Repairers

Job Trends from Indeed.com

— Helpers--Production Worker — Shoe and Leather Worker



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

Recommended Programs

Shoe, Boot and Leather Repairer

Shoe, Boot and Leather Repair. A program that prepares individuals to apply technical knowledge and skills to repair all types of footwear, including replacement and mending of worn parts; repairing orthopedic footwear, refinishing and dyeing leather; and repairing other leather goods such as handbags, belts, and luggage.

No schools available for the program

Leatherworkers and Upholsterers, Other

Leatherworking and Upholstery, Other. Any instructional program in leatherworking and upholstering not listed above.

No schools available for the program

Maine Statewide Promotion Opportunities for Helpers--Production Workers

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
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51-9198.00	Helpers--Production Workers	100	1	1,490	\$22,260.00	\$0.00	-10%	37
51-6031.00	Sewing Machine Operators	83	1	1,080	\$22,440.00	\$180.00	-8%	10
51-6063.00	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	83	3	0	\$23,830.00	\$1,570.00	0%	0
51-2021.00	Coil Winders, Tapers, and Finishers	83	2	90	\$31,910.00	\$9,650.00	-53%	1
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$19,690.00	-12%	10
51-6041.00	Shoe and Leather Workers and Repairers	80	2	90	\$25,030.00	\$2,770.00	-19%	3
51-6062.00	Textile Cutting Machine Setters, Operators, and Tenders	80	3	110	\$24,860.00	\$2,600.00	-13%	4
51-2092.00	Team Assemblers	80	2	3,850	\$23,730.00	\$1,470.00	-7%	82
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	80	1	490	\$23,250.00	\$990.00	-19%	13
51-4121.06	Welders, Cutters, and Welder Fitters	80	2	1,610	\$38,030.00	\$15,770.00	7%	49
51-7021.00	Furniture Finishers	80	2	70	\$28,550.00	\$6,290.00	-31%	2
51-9195.07	Molding and Casting Workers	79	2	0	\$26,980.00	\$4,720.00	7%	20
51-4121.07	Solderers and Brazers	79	2	1,610	\$38,030.00	\$15,770.00	7%	49
51-9022.00	Grinding and Polishing Workers, Hand	78	1	270	\$31,060.00	\$8,800.00	4%	5
51-3092.00	Food Batchmakers	78	2	640	\$25,410.00	\$3,150.00	-7%	14

Top Industries for Shoe and Leather Workers and Repairers

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Self-employed workers, primary job	000601	49.81%	7,758	8,265	6.54%
Footwear manufacturing	316200	12.71%	1,980	927	-53.16%
Personal and household goods repair and maintenance	811400	12.44%	1,937	1,798	-7.19%
Self-employed workers, secondary job	000602	2.57%	401	399	-0.45%
Shoe stores	448200	2.48%	386	322	-16.58%



Apparel accessories and other apparel manufacturing	315900	0.90%	140	98	-30.10%
Clothing stores	448100	0.61%	95	99	4.97%

Top Industries for Helpers--Production Workers					
Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Employment services	561300	22.19%	120,164	142,842	18.87%
Animal slaughtering and processing	311600	5.61%	30,385	36,112	18.85%
Printing and related support activities	323100	4.49%	24,300	19,253	-20.77%
Converted paper product manufacturing	322200	3.76%	20,372	17,096	-16.08%
Plastics product manufacturing	326100	3.35%	18,157	19,247	6.00%
Bakeries and tortilla manufacturing	311800	2.61%	14,121	14,424	2.15%
Architectural and structural metals manufacturing	332300	2.49%	13,499	14,418	6.80%
Other wood product manufacturing	321900	2.45%	13,261	12,496	-5.77%
Fruit and vegetable preserving and specialty food manufacturing	311400	1.83%	9,936	9,009	-9.33%
Motor vehicle parts manufacturing	336300	1.77%	9,606	7,648	-20.39%
Coating, engraving, heat treating, and allied activities	332800	1.68%	9,101	7,459	-18.03%
Household and institutional furniture manufacturing	337120	1.32%	7,166	5,452	-23.91%
Machine shops	332710	1.30%	7,021	5,808	-17.28%
Cement and concrete product manufacturing	327300	1.17%	6,321	6,861	8.55%
Other fabricated metal product manufacturing	332900	1.15%	6,215	5,507	-11.39%