



## TORQ Analysis of Laborers and Freight, Stock, and Material Movers, Hand to Packers and Packagers, Hand

### ANALYSIS INPUT

Transfer	Title	O*NET	Filters		
From Title:	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Packers and Packagers, Hand	53-7064.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

### TORQ RESULTS

Grand TORQ:

83

Ability TORQ		Skills TORQ		Knowledge TORQ	
Level	77	Level	85	Level	88

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Imp	Skill	Level	Gap	Imp	Knowledge	Level	Gap	Imp
Oral Expression	35	12	50	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Speech Clarity	30	11	50								
Speech Recognition	30	9	50								
Manual Dexterity	44	7	56								
Near Vision	37	5	53								

LEVEL and IMPT (IMPORTANCE) refer to the Target Packers and Packagers, Hand. GAP refers to level difference between Laborers and Freight, Stock, and Material Movers, Hand and Packers and Packagers, Hand.

### ASK ANALYSIS

#### Ability Level Comparison - Abilities with importance scores over 50

Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packagers, Hand	Importance
Manual Dexterity	37	44	56
Multilimb Coordination	36	35	53
Trunk Strength	47	37	53
Near Vision	32	37	53
Oral Comprehension	41	41	50
Oral Expression	23	35	50
Speech Recognition	21	30	50
Speech Clarity	19	30	50

#### Skill Level Comparison - Abilities with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packagers, Hand	Importance
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Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packers, Hand	Importance
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**Experience & Education Comparison**

Related Work Experience Comparison			Required Education Level Comparison		
Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packers, Hand	Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packers, Hand
10+ years	1%	0%	Doctoral	4%	0%
8-10 years	0%	0%	Professional Degree	0%	0%
6-8 years	0%	0%	Post-Masters Cert	0%	0%
4-6 years	0%	0%	Master's Degree	0%	0%
2-4 years	1%	0%	Post-Bachelor Cert	0%	0%
1-2 years	14%	1%	Bachelors	0%	0%
6-12 months	6%	0%	AA or Equiv	5%	0%
3-6 months	15%	18%	Some College	0%	0%
1-3 months	11%	9%	Post-Secondary Certificate	0%	0%
0-1 month	9%	13%	High School Diploma or GED	69%	62%
None	38%	56%	No HSD or GED	19%	36%

Laborers and Freight, Stock, and Material Movers, Hand

Packers and Packers, Hand

Most Common Educational/Training Requirement:

Short-term on-the-job training

Short-term on-the-job training

Job Zone Comparison

2 - Job Zone Two: Some Preparation Needed

1 - Job Zone One: Little or No Preparation Needed

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.

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 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.

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 months to one year of working with experienced employees.

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.

**Tasks**

Laborers and Freight, Stock, and Material Movers, Hand

Packers and Packers, Hand

Core Tasks

Core Tasks

Generalized Work Activities:

Generalized Work Activities:

- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.

- 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 climbing, lifting, balancing, walking, stooping, and



- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.
- Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.

#### Specific Tasks

#### Occupation Specific Tasks:

- Adjust controls to guide, position and move equipment such as cranes, booms, and cameras.
- Adjust controls to raise and lower scenery and stage curtains during performances, following cues.
- Adjust or replace equipment parts such as rollers, belts, plugs, and caps, using hand tools.
- Assemble product containers and crates, using hand tools and precut lumber.
- Attach identifying tags to containers, or mark them with identifying information.
- Attach slings, hooks, and other devices to lift cargo and guide loads.
- Build braces and otherwise lash and shore cargo in ships' holds, in order to prevent shifting during voyages.
- Bundle and band material such as fodder and tobacco leaves, using banding machines.
- Carry needed tools and supplies from storage or trucks, and return them after use.
- Carry out general yard duties such as performing shunting on railway lines.
- Check out, rent, or requisition all equipment needed for productions or for set construction.
- Connect electrical equipment to power sources so that it can be tested before use.
- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.
- Direct spouts and position receptacles such as bins, carts, and containers so they can be loaded.
- Erect tents and canopies to protect crews and equipment from weather.
- Guide loads being lifted in order to prevent swinging.
- Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.
- Lay tracks for camera dollies and cranes, and carry or push around dollies and cranes as instructed.
- Load and unload ship cargo, using winches

#### Handling of materials.

- 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.
- 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:

- Assemble, line, and pad cartons, crates, and containers, using hand tools.
- Clean containers, materials, supplies, or work areas, using cleaning solutions and hand tools.
- Examine and inspect containers, materials, and products to ensure that packing specifications are met.
- Load materials and products into package processing equipment.
- Mark and label containers, container tags, or products, using marking tools.
- Measure, weigh, and count products and materials.
- Obtain, move, and sort products, materials, containers, and orders, using hand tools.
- Place or pour products or materials into containers, using hand tools and equipment, or fill containers from spouts or chutes.
- Record product, packaging, and order information on specified forms and records.
- Remove completed or defective products or materials, placing them on moving equipment such as conveyors or in specified areas such as loading docks.
- Seal containers or materials, using glues, fasteners, nails, and hand tools.
- Transport packages to customers' vehicles.

#### Detailed Tasks

#### Detailed Work Activities:

- attach or mark identification onto products or containers
- 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
- maintain production or work records
- measure, weigh, or count products or materials



and other noising devices.

- Maintain equipment storage areas to ensure that inventory is protected.
- Move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers, by hand or using trucks, tractors, and other equipment.
- Pack containers and re-pack damaged containers.
- Read work orders or receive oral instructions to determine work assignments and material and equipment needs.
- Record numbers of units handled and moved, using daily production sheets or work tickets.
- Rig and dismantle props and equipment such as frames, scaffolding, platforms, or backdrops, using hand tools.
- Secure and release mooring lines of ships.
- Set up the equipment needed to produce special lighting and sound effects during performances.
- Sew canvas and other materials to make and repair tents, tarps, scrims, and backings, using sewing machines.
- Shovel material such as gravel, ice, or spilled concrete into containers or bins, or onto conveyors.
- Sort cargo before loading and unloading.
- Stack cargo in locations such as transit sheds or in holds of ships as directed, using pallets or cargo boards.
- Wash out cargo containers and storage areas.

#### Detailed Tasks

##### Detailed Work Activities:

- achieve special lighting or sound effects
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- dismantle or reassemble rigging
- handle props during performances
- load, unload, or stack containers, materials, or products
- maintain production or work records
- maintain safe work environment
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate hoist, winch, or hydraulic boom
- operate packaging or banding machine or equipment
- operate sewing machine
- operate woodworking equipment/machinery
- package goods for shipment or storage
- perform safety inspections in manufacturing

- move or fit heavy objects
- operate packaging or banding machine or equipment
- package goods for shipment or storage
- perform safety inspections in manufacturing or industrial setting
- sort manufacturing materials or products
- use hand or power tools
- wrap products

#### Technology - Examples

##### Data base user interface and query software

- Data entry software

##### Inventory management software

- Inventory tracking software

##### Spreadsheet software

- Spreadsheet software

#### Tools - Examples

- Computerized scales
- Electronic water-activated tape dispensers
- Bundling equipment
- Industrial scales
- Forklifts
- Bagging machines
- Glue guns
- Claw hammers
- Heat shrink guns
- Shrink wrap machines
- Pallet jacks
- Label applicators
- Label printers
- Stencil machines
- Vacuum packagers
- Stencil brushes
- Stencil rollers
- Personal computers
- Power nailers
- Power saws



or industrial setting

- read technical drawings
- read work order, instructions, formulas, or processing charts
- repair specialized rigging
- requisition stock, materials, supplies or equipment
- set up specialized rigging
- signal directions or warnings to coworkers
- sort manufacturing materials or products
- use hand or power tools
- use hand or power woodworking tools
- use spray paint equipment
- use two-way radio or mobile phone
- wrap products

#### Technology - Examples

Data base user interface and query software

- Data entry software

Industrial control software

- Machine control software

Inventory management software

- Inventory tracking software

Spreadsheet software

- Spreadsheet software

#### Tools - Examples

- Dollies
- Forklifts
- Claw hammers
- Handtrucks
- Power hoists
- Jacks
- Lifting hooks
- Pallet transport trucks
- Personal computers
- Planes
- Power saws
- Hand saws
- Scaffolding
- Slings
- Winches

- Power tackers

- Computer scanners

- Straight screwdrivers

- Carton closing staplers

- Electric tabletop staplers

- Combination polypropylene strapping tools

- Strap sealers

- Measuring tapes

- Utility knives

- Strap cutters

- Plastic strap crimpers

- Strapping machines



- Overhead cranes
- Banding machines

### Labor Market Comparison

Maine Department of Labor.

Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packagers, Hand	Difference
Median Wage	\$ 22,130	N/A	N/A
10th Percentile Wage	\$ 15,710	N/A	N/A
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 26,170	N/A	N/A
90th Percentile Wage	\$ 31,550	N/A	N/A
Mean Wage	\$ 23,000	N/A	N/A
Total Employment - 2653	8,320	3,780	-4,540
Employment Base - 2006	8,560	3,693	-4,867
Projected Employment - 2662	8,354	3,353	-5,001
Projected Job Growth - 2006-2662	-2.4 %	-9.2 %	-6.8 %
Projected Annual Openings - 2006-2662	274	45	-229
Special			

Special Occupations:

### National Job Posting Trends

Trend for Laborers and Freight, Stock, and Material Movers, Hand and Packers and Packagers, Hand



Data from [Indeed](#)**Programs**

No information on programs or the occupation.

**Maine Statewide Promotion Opportunities for Laborers and Freight, Stock, and Material Movers, Hand**

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings	Special
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	100	2	8,320	\$22,130.00	\$0.00	-2%	274	
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$19,820.00	-12%	10	
43-5052.00	Postal Service Mail Carriers	76	1	1,730	\$43,190.00	\$21,060.00	-3%	50	
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76	1	9,170	\$23,520.00	\$1,390.00	5%	241	
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	76	1	490	\$23,250.00	\$1,120.00	-19%	13	
53-7081.00	Refuse and Recyclable Material Collectors	75	2	930	\$22,780.00	\$650.00	1%	37	
43-5021.00	Couriers and Messengers	74	2	240	\$23,920.00	\$1,790.00	6%	12	
53-7051.00	Industrial Truck and Tractor Operators	74	2	3,210	\$26,160.00	\$4,030.00	-2%	82	
51-4193.00	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	74	2	120	\$32,160.00	\$10,030.00	16%	5	
43-5051.00	Postal Service Clerks	73	2	580	\$44,780.00	\$22,650.00	-3%	13	
51-9198.00	Helpers--Production Workers	73	1	1,490	\$22,260.00	\$130.00	-10%	37	
53-3033.00	Truck Drivers, Light or Delivery Services	73	2	4,100	\$25,210.00	\$3,080.00	7%	108	



51-6041.00	Shoe and Leather Workers and Repairers	73	2	90	\$25,030.00	\$2,900.00	-19%	3
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	72	2	450	\$27,500.00	\$5,370.00	-14%	11
47-2141.00	Painters, Construction and Maintenance	71	4	1,750	\$33,730.00	\$11,600.00	2%	59

Special Occupations:

### Top Industries for Packers and Packers, Hand

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Grocery stores	445100	23.45%	195,489	170,632	-12.72%
Employment services	561300	16.61%	138,507	140,239	1.25%
Warehousing and storage	493100	4.55%	37,952	40,553	6.85%
Plastics product manufacturing	326100	4.14%	34,557	29,305	-15.20%
Grocery and related product wholesalers	424400	2.27%	18,955	16,581	-12.52%
Animal slaughtering and processing	311600	2.18%	18,192	16,610	-8.70%
Bakeries and tortilla manufacturing	311800	1.99%	16,610	13,573	-18.28%
Other support services	561900	1.84%	15,382	16,858	9.60%
Other food manufacturing	311900	1.47%	12,295	10,313	-16.12%
Electronic shopping and mail-order houses	454100	1.40%	11,700	11,708	0.07%
Converted paper product manufacturing	322200	1.40%	11,679	7,841	-32.87%
Printing and related support activities	323100	1.38%	11,483	7,279	-36.61%
Couriers	492100	1.36%	11,331	9,741	-14.03%
Miscellaneous nondurable goods merchant wholesalers	424900	1.19%	9,911	8,620	-13.02%
Fruit and vegetable preserving and specialty food manufacturing	311400	0.82%	6,843	4,963	-27.47%

### Top Industries for Laborers and Freight, Stock, and Material Movers, Hand

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Employment services	561300	19.40%	468,592	533,758	13.91%
Warehousing and storage	493100	5.89%	142,188	170,924	20.21%
Couriers	492100	5.31%	128,381	124,161	-3.29%
Grocery and related product wholesalers	424400	3.05%	73,798	72,627	-1.59%



General freight trucking	484100	2.90%	70,150	71,413	1.80%
Building material and supplies dealers	444100	1.98%	47,890	55,080	15.01%
Grocery stores	445100	1.81%	43,792	43,002	-1.80%
Specialized freight trucking	484200	1.69%	40,898	41,459	1.37%
Miscellaneous durable goods merchant wholesalers	423900	1.69%	40,948	42,309	3.32%
Miscellaneous nondurable goods merchant wholesalers	424900	1.48%	35,809	35,039	-2.15%
Local government, excluding education and hospitals	939300	1.45%	35,063	35,451	1.10%
Wholesale electronic markets and agents and brokers	425100	1.33%	32,082	32,765	2.13%
Lumber and other construction materials merchant wholesalers	423300	1.31%	31,750	32,822	3.37%
Management of companies and enterprises	551100	1.03%	24,918	25,853	3.75%
Furniture stores	442100	1.00%	24,189	22,213	-8.17%



# TORQ Analysis of Laborers and Freight, Stock, and Material Movers, Hand to Stock Clerks- Stockroom, Warehouse, or Storage Yard

ANALYSIS INPUT					
Transfer	Title	O*NET	Filters		
From Title:	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43-5081.03	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

TORQ RESULTS														
Grand TORQ:												80		
Ability TORQ				Skills TORQ				Knowledge TORQ						
Level				68	Level				83	Level				88
Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add						
Ability	Level	Gap	Imp	Skill	Level	Gap	Imp	Knowledge	Level	Gap	Imp			
Oral Expression	48	25	53	No Skills Upgrade Required!				No Knowledge Upgrades Required!						
Inductive Reasoning	39	21	53											
Problem Sensitivity	41	18	59											
Deductive Reasoning	39	17	59											
Speech Clarity	37	18	53											
Oral Comprehension	51	10	59											
Near Vision	42	10	56											
Information Ordering	42	8	56											
Multilimb Coordination	44	8	56											
Extent Flexibility	53	7	53											
<p>LEVEL and IMPT (IMPORTANCE) refer to the Target Stock Clerks- Stockroom, Warehouse, or Storage Yard. GAP refers to level difference between Laborers and Freight, Stock, and Material Movers, Hand and Stock Clerks- Stockroom, Warehouse, or Storage Yard.</p>														

ASK ANALYSIS			
Ability Level Comparison - Abilities with importance scores over 50			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Importance
Oral Comprehension	41	51	59
Problem Sensitivity	23	41	59
Deductive Reasoning	22	39	59
Information Ordering	34	42	56



Manual Dexterity	37	37	56
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Near Vision	32	42	56
Oral Expression	23	48	53
Inductive Reasoning	18	39	53
Static Strength	59	42	53
Extent Flexibility	46	53	53
Speech Clarity	19	37	53

Skill Level Comparison - Abilities with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Importance
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Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Importance
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**Experience & Education Comparison**

Related Work Experience Comparison			Required Education Level Comparison		
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10+ years	1%	0%	Doctoral	4%	0%
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None	38%	60%	No HSD or GED	19%	46%

Laborers and Freight, Stock, and Material Movers, Hand

Stock Clerks- Stockroom, Warehouse, or Storage Yard

Most Common Educational/Training Requirement:

Short-term on-the-job training

Short-term on-the-job training

Job Zone Comparison

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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.



## Tasks

### Laborers and Freight, Stock, and Material Movers, Hand

#### Core Tasks

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- Adjust controls to raise and lower scenery and stage curtains during performances, following cues.
- Adjust or replace equipment parts such as rollers, belts, plugs, and caps, using hand tools.
- Assemble product containers and crates, using hand tools and precut lumber.
- Attach identifying tags to containers, or mark them with identifying information.
- Attach slings, hooks, and other devices to lift cargo and guide loads.
- Build braces and otherwise lash and shore cargo in ships' holds, in order to prevent shifting during voyages.
- Bundle and band material such as fodder and tobacco leaves, using banding machines.
- Carry needed tools and supplies from storage or trucks, and return them after use.
- Carry out general yard duties such as performing shunting on railway lines.
- Check out, rent, or requisition all equipment needed for productions or for set construction.
- Connect electrical equipment to power sources so that it can be tested before use.

### 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.

#### 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



- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.
- Direct spouts and position receptacles such as bins, carts, and containers so they can be loaded.
- Erect tents and canopies to protect crews and equipment from weather.
- Guide loads being lifted in order to prevent swinging.
- Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.
- Lay tracks for camera dollies and cranes, and carry or push around dollies and cranes as instructed.
- Load and unload ship cargo, using winches and other hoisting devices.
- Maintain equipment storage areas to ensure that inventory is protected.
- Move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers, by hand or using trucks, tractors, and other equipment.
- Pack containers and re-pack damaged containers.
- Read work orders or receive oral instructions to determine work assignments and material and equipment needs.
- Record numbers of units handled and moved, using daily production sheets or work tickets.
- Rig and dismantle props and equipment such as frames, scaffolding, platforms, or backdrops, using hand tools.
- Secure and release mooring lines of ships.
- Set up the equipment needed to produce special lighting and sound effects during performances.
- Sew canvas and other materials to make and repair tents, tarps, scrim, and backings, using sewing machines.
- Shovel material such as gravel, ice, or spilled concrete into containers or bins, or onto conveyors.
- Sort cargo before loading and unloading.
- Stack cargo in locations such as transit sheds or in holds of ships as directed, using pallets or cargo boards.
- Wash out cargo containers and storage areas.

#### Detailed Tasks

#### Detailed Work Activities:

- achieve special lighting or sound effects
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- dismantle or reassemble rigging

- 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

#### Technology - Examples



- handle props during performances
- load, unload, or stack containers, materials, or products
- maintain production or work records
- maintain safe work environment
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate hoist, winch, or hydraulic boom
- operate packaging or banding machine or equipment
- operate sewing machine
- operate woodworking equipment/machinery
- package goods for shipment or storage
- perform safety inspections in manufacturing or industrial setting
- read technical drawings
- read work order, instructions, formulas, or processing charts
- repair specialized rigging
- requisition stock, materials, supplies or equipment
- set up specialized rigging
- signal directions or warnings to coworkers
- sort manufacturing materials or products
- use hand or power tools
- use hand or power woodworking tools
- use spray paint equipment
- use two-way radio or mobile phone
- wrap products

#### Technology - Examples

##### Data base user interface and query software

- Data entry software

##### Industrial control software

- Machine control software

##### Inventory management software

- Inventory tracking software

##### Spreadsheet software

- Spreadsheet software

#### Tools - Examples

- Dollies
- Forklifts
- Claw hammers
- Handtrucks
- Power hoists
- Jacks



- Lifting hooks
- Pallet transport trucks
- Personal computers
- Planes
- Power saws
- Hand saws
- Scaffolding
- Slings
- Winches
- Overhead cranes
- Banding machines

### Labor Market Comparison

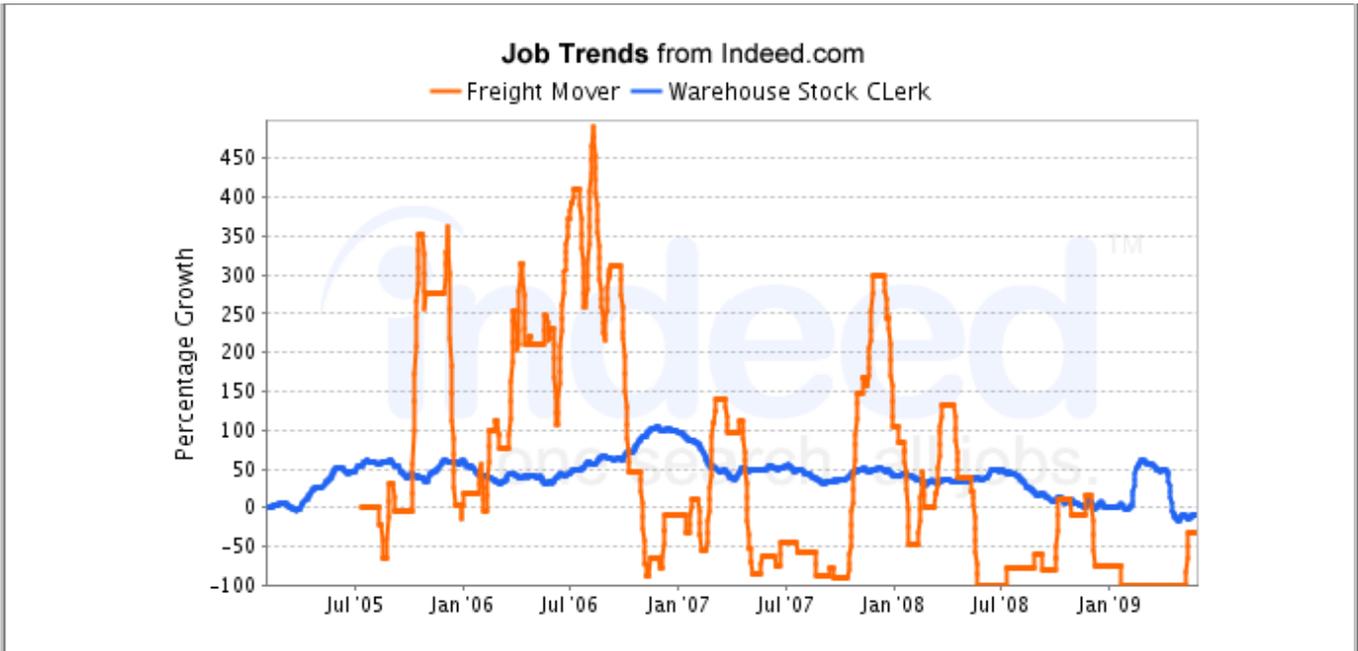
Maine Department of Labor.

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Difference
Median Wage	\$ 22,130	\$ 19,860	\$(-2,270)
10th Percentile Wage	\$ 15,710	\$ 15,330	\$(-380)
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 26,170	\$ 24,350	\$(-1,820)
90th Percentile Wage	\$ 31,550	\$ 30,370	\$(-1,180)
Mean Wage	\$ 23,000	\$ 21,410	\$(-1,590)
Total Employment - 2653	8,320	7,670	-650
Employment Base - 2006	8,560	7,601	-959
Projected Employment - 2662	8,354	6,921	-1,433
Projected Job Growth - 2006-2662	-2.4 %	-8.9 %	-6.5 %
Projected Annual Openings - 2006-2662	274	180	-94
Special			

Special Occupations:

### National Job Posting Trends

Trend for Laborers and Freight, Stock, and Material Movers, Hand and Stock Clerks- Stockroom, Warehouse, or Storage Yard



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

### Programs

#### Related Programs

**General Office/Clerical and Typing Services**

General Office Occupations and Clerical Services. A program that prepares individuals to provide basic administrative support under the supervision of office managers, administrative assistants, secretaries, and other office personnel. Includes instruction in typing, keyboarding, filing, general business correspondence, office equipment operation, and communications skills.

Institution	Address	City	URL
Northern Maine Community College	33 Edgemont Dr	Presque Isle	<a href="http://www.nmcc.edu">www.nmcc.edu</a>

**Retailing and Retail Operations**

Retailing and Retail Operations. A program that prepares individuals to perform operations associated with retail sales in a variety of settings. Includes instruction in over-the-counter and other direct sales operations in business settings, basic bookkeeping principles, customer service, team/staff leadership and supervision, floor management, and applicable technical skills.

No information on schools for the program

### Maine Statewide Promotion Opportunities for Laborers and Freight, Stock, and Material Movers,

O*NET Code	Title	Grand TORO	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings	Special
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	100	2	8,320	\$22,130.00	\$0.00	-2%	274	



43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$19,820.00	-12%	10
43-5052.00	Postal Service Mail Carriers	76	1	1,730	\$43,190.00	\$21,060.00	-3%	50
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76	1	9,170	\$23,520.00	\$1,390.00	5%	241
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	76	1	490	\$23,250.00	\$1,120.00	-19%	13
53-7081.00	Refuse and Recyclable Material Collectors	75	2	930	\$22,780.00	\$650.00	1%	37
43-5021.00	Couriers and Messengers	74	2	240	\$23,920.00	\$1,790.00	6%	12
53-7051.00	Industrial Truck and Tractor Operators	74	2	3,210	\$26,160.00	\$4,030.00	-2%	82
51-4193.00	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	74	2	120	\$32,160.00	\$10,030.00	16%	5
43-5051.00	Postal Service Clerks	73	2	580	\$44,780.00	\$22,650.00	-3%	13
51-9198.00	Helpers--Production Workers	73	1	1,490	\$22,260.00	\$130.00	-10%	37
53-3033.00	Truck Drivers, Light or Delivery Services	73	2	4,100	\$25,210.00	\$3,080.00	7%	108
51-6041.00	Shoe and Leather Workers and Repairers	73	2	90	\$25,030.00	\$2,900.00	-19%	3
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	72	2	450	\$27,500.00	\$5,370.00	-14%	11
47-2141.00	Painters, Construction and Maintenance	71	4	1,750	\$33,730.00	\$11,600.00	2%	59

Special Occupations:

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

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
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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%

### Top Industries for Laborers and Freight, Stock, and Material Movers, Hand

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Employment services	561300	19.40%	468,592	533,758	13.91%
Warehousing and storage	493100	5.89%	142,188	170,924	20.21%
Couriers	492100	5.31%	128,381	124,161	-3.29%
Grocery and related product wholesalers	424400	3.05%	73,798	72,627	-1.59%
General freight trucking	484100	2.90%	70,150	71,413	1.80%
Building material and supplies dealers	444100	1.98%	47,890	55,080	15.01%
Grocery stores	445100	1.81%	43,792	43,002	-1.80%
Specialized freight trucking	484200	1.69%	40,898	41,459	1.37%
Miscellaneous durable goods merchant wholesalers	423900	1.69%	40,948	42,309	3.32%
Miscellaneous nondurable goods merchant wholesalers	424900	1.48%	35,809	35,039	-2.15%
Local government, excluding education and hospitals	939300	1.45%	35,063	35,451	1.10%
Wholesale electronic markets and agents and brokers	425100	1.33%	32,082	32,765	2.13%

Lumber and other construction materials merchant wholesalers	423300	1.31%	31,750	32,822	3.37%
Management of companies and enterprises	551100	1.03%	24,918	25,853	3.75%
Furniture stores	442100	1.00%	24,189	22,213	-8.17%



# TORQ Analysis of Laborers and Freight, Stock, and Material Movers, Hand to Postal Service Mail Sorters, Processors, and Processing Machine Operators

ANALYSIS INPUT					
Transfer	Title	O*NET	Filters		
From Title:	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

TORQ RESULTS											
Grand TORQ:								80			
Ability TORQ			Skills TORQ			Knowledge TORQ					
Level		58	Level		89	Level		91			
Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Oral Expression	46	23	53	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Near Vision	51	19	62								
Speech Clarity	37	18	56								
Perceptual Speed	34	16	50								
Speech Recognition	37	16	50								
Selective Attention	37	15	50								
Category Flexibility	39	13	56								
Finger Dexterity	37	11	53								
Problem Sensitivity	34	11	50								
Written Comprehension	41	7	56								
Manual Dexterity	44	7	56								
Oral Comprehension	46	5	50								
<p>LEVEL and IMPT (IMPORTANCE) refer to the Target Postal Service Mail Sorters, Processors, and Processing Machine Operators. GAP refers to level difference between Laborers and Freight, Stock, and Material Movers, Hand and Postal Service Mail Sorters, Processors, and Processing Machine Operators.</p>											

ASK ANALYSIS			
Ability Level Comparison - Abilities with importance scores over 50			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Importance



Near Vision	32	51	62
Written Comprehension	34	41	56
Category Flexibility	26	39	56
Manual Dexterity	37	44	56
Speech Clarity	19	37	56
Oral Expression	23	46	53
Information Ordering	34	34	53
Finger Dexterity	26	37	53
Oral Comprehension	41	46	50
Problem Sensitivity	23	34	50
Perceptual Speed	18	34	50
Selective Attention	22	37	50
Static Strength	59	46	50
Speech Recognition	21	37	50
Skill Level Comparison - Abilities with importance scores over 69			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Importance
Knowledge Level Comparison - Knowledge with importance scores over 69			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Importance

Experience & Education Comparison					
Related Work Experience Comparison			Required Education Level Comparison		
Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Description	Laborers and Freight, Stock, and Material Movers, Hand	Postal Service Mail Sorters, Processors, and Processing Machine Operators
10+ years	1%	0%			
8-10 years	0%	0%	Doctoral	4%	0%
6-8 years	0%	0%	Professional Degree	0%	0%
4-6 years	0%	0%	Post-Masters Cert	0%	0%
2-4 years	1%	0%	Master's Degree	0%	0%
1-2 years	14%	0%	Post-Bachelor Cert	0%	0%
6-12 months	6%	3%	Bachelors	0%	0%
3-6 months	15%	18%	AA or Equiv	5%	0%
1-3 months	11%	23%	Some College	0%	0%
0-1 month	9%	0%	Post-Secondary Certificate	0%	4%
None	38%	55%	High School Diploma or GED	69%	39%
			No HSD or GED	19%	54%
Laborers and Freight, Stock, and Material Movers, Hand			Postal Service Mail Sorters, Processors, and Processing Machine Operators		
Most Common Educational/Training Requirement:					
Short-term on-the-job training			Short-term on-the-job training		
Job Zone Comparison					
2 - Job Zone Two: Some Preparation Needed			2 - Job Zone Two: Some Preparation Needed		



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 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 months to one year of working with experienced employees.

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

## Tasks

### Laborers and Freight, Stock, and Material Movers, Hand

#### Core Tasks

#### Generalized Work Activities:

- **Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.**
- **Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.**
- **Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.**
- **Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.**
- **Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.**

#### Specific Tasks

#### Occupation Specific Tasks:

- Adjust controls to guide, position and move equipment such as cranes, booms, and cameras.
- Adjust controls to raise and lower scenery and stage curtains during performances, following cues.
- Adjust or replace equipment parts such as rollers, belts, plugs, and caps, using hand tools.
- Assemble product containers and crates, using hand tools and precut lumber.
- Attach identifying tags to containers, or mark them with identifying information.
- Attach slings, hooks, and other devices to lift cargo and guide loads.
- Build braces and otherwise lash and shore cargo in ships' holds, in order to prevent shifting during voyages.
- Bundle and band material such as fodder

### Postal Service Mail Sorters, Processors, and Processing Machine Operators

#### Core Tasks

#### Generalized Work Activities:

- **Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.**
- **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 climbing, lifting, balancing, walking, stooping, and handling of materials.**
- **Updating and Using Relevant Knowledge - Keeping up-to-date technically and applying new knowledge to your job.**
- **Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.**

#### Specific Tasks

#### Occupation Specific Tasks:

- Accept and check containers of mail from large volume mailers, couriers, and contractors.
- Bundle, label, and route sorted mail to designated areas depending on destinations and according to established procedures and deadlines.
- Cancel letter or parcel post stamps by hand.
- Check items to ensure that addresses are legible and correct, that sufficient postage has been paid or the appropriate documentation is attached, and that items are in a suitable condition for processing.
- Clear jams in sorting equipment.
- Direct items according to established routing schemes, using computer controlled keyboards or voice recognition equipment.
- Distribute incoming mail into the correct boxes or pigeonholes.
- Dump sacks of mail onto conveyors for culling and sorting.



- and tobacco leaves, using banding machines.
- Carry needed tools and supplies from storage or trucks, and return them after use.
- Carry out general yard duties such as performing shunting on railway lines.
- Check out, rent, or requisition all equipment needed for productions or for set construction.
- Connect electrical equipment to power sources so that it can be tested before use.
- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.
- Direct spouts and position receptacles such as bins, carts, and containers so they can be loaded.
- Erect tents and canopies to protect crews and equipment from weather.
- Guide loads being lifted in order to prevent swinging.
- Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.
- Lay tracks for camera dollies and cranes, and carry or push around dollies and cranes as instructed.
- Load and unload ship cargo, using winches and other hoisting devices.
- Maintain equipment storage areas to ensure that inventory is protected.
- Move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers, by hand or using trucks, tractors, and other equipment.
- Pack containers and re-pack damaged containers.
- Read work orders or receive oral instructions to determine work assignments and material and equipment needs.
- Record numbers of units handled and moved, using daily production sheets or work tickets.
- Rig and dismantle props and equipment such as frames, scaffolding, platforms, or backdrops, using hand tools.
- Secure and release mooring lines of ships.
- Set up the equipment needed to produce special lighting and sound effects during performances.
- Sew canvas and other materials to make and repair tents, tarps, scrim, and backings, using sewing machines.
- Shovel material such as gravel, ice, or spilled concrete into containers or bins, or onto conveyors.
- Sort cargo before loading and unloading.
- Stack cargo in locations such as transit sheds or in holds of ships as directed, using pallets or cargo boards.
- Wash out cargo containers and storage areas.

- Load and unload mail trucks, sometimes lifting containers of mail onto equipment that transports items to sorting stations.
- Move containers of mail, using equipment such as forklifts and automated "trains."
- Open and label mail containers.
- Operate various types of equipment, such as computer scanning equipment, addressographs, mimeographs, optical character readers, and bar-code sorters.
- Rewrap soiled or broken parcels.
- Search directories to find correct addresses for redirected mail.
- Serve the public at counters or windows, such as by selling stamps and weighing parcels.
- Sort odd-sized mail by hand, sort mail that other workers have been unable to sort, and segregate items requiring special handling.
- Supervise other mail sorters.
- Train new workers.
- Weigh articles to determine required postage.

#### Detailed Tasks

#### Detailed Work Activities:

- calculate monetary exchange
- conduct training for personnel
- direct and coordinate activities of workers or staff
- distribute correspondence or mail
- insert mail into slots of mail rack
- inspect machinery or equipment to determine adjustments or repairs needed
- inspect mail preparation or handling machine output for defects
- inspect outgoing mail for conformance to standards or accuracy
- load, unload, or stack containers, materials, or products
- maintain records, reports, or files
- make minor repairs to mechanical equipment
- measure, weigh, or count products or materials
- monitor operation of mail preparation or handling machines
- operate alpha or numeric mail sorting systems
- operate scanner
- process mail through postage machine
- provide customer service
- sell products or services
- sort mail letters or packages
- use computers to enter, access or retrieve data
- use oral or written communication techniques

#### Technology - Examples



## Detailed Tasks

## Detailed Work Activities:

- achieve special lighting or sound effects
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- dismantle or reassemble rigging
- handle props during performances
- load, unload, or stack containers, materials, or products
- maintain production or work records
- maintain safe work environment
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate hoist, winch, or hydraulic boom
- operate packaging or banding machine or equipment
- operate sewing machine
- operate woodworking equipment/machinery
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## Technology - Examples

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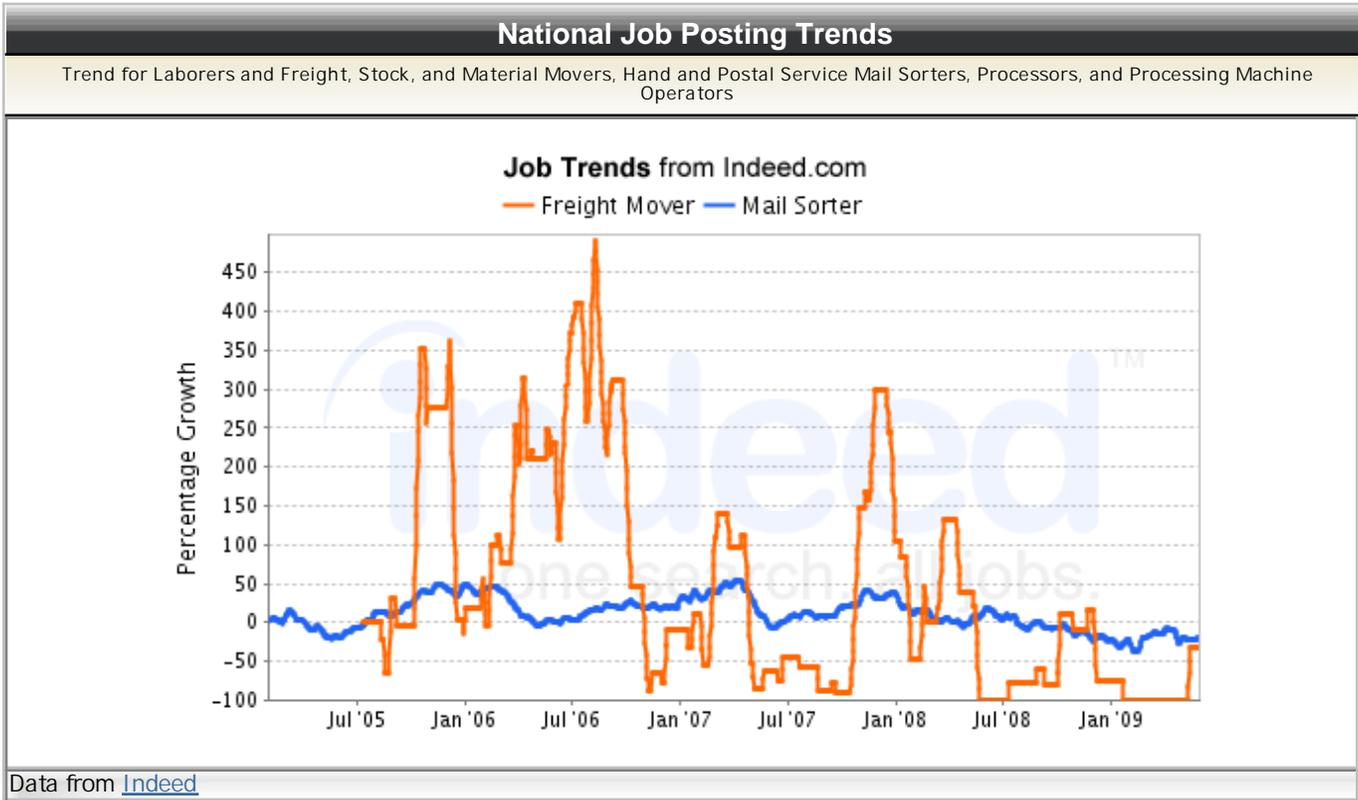
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Projected Annual Openings - 2006-2662	274	10	-264
Special			
Special Occupations:			



### Programs

Related Programs

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Institution	Address	City	URL
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51-6041.00	Shoe and Leather Workers and Repairers	73	2	90	\$25,030.00	\$2,900.00	-19%	3
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	72	2	450	\$27,500.00	\$5,370.00	-14%	11
47-2141.00	Painters, Construction and Maintenance	71	4	1,750	\$33,730.00	\$11,600.00	2%	59

Special Occupations:



### Top Industries for Postal Service Mail Sorters, Processors, and Processing Machine Operators

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Postal service	491100	99.96%	197,637	181,070	-8.38%

### Top Industries for Laborers and Freight, Stock, and Material Movers, Hand

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Employment services	561300	19.40%	468,592	533,758	13.91%
Warehousing and storage	493100	5.89%	142,188	170,924	20.21%
Couriers	492100	5.31%	128,381	124,161	-3.29%
Grocery and related product wholesalers	424400	3.05%	73,798	72,627	-1.59%
General freight trucking	484100	2.90%	70,150	71,413	1.80%
Building material and supplies dealers	444100	1.98%	47,890	55,080	15.01%
Grocery stores	445100	1.81%	43,792	43,002	-1.80%
Specialized freight trucking	484200	1.69%	40,898	41,459	1.37%
Miscellaneous durable goods merchant wholesalers	423900	1.69%	40,948	42,309	3.32%
Miscellaneous nondurable goods merchant wholesalers	424900	1.48%	35,809	35,039	-2.15%
Local government, excluding education and hospitals	939300	1.45%	35,063	35,451	1.10%
Wholesale electronic markets and agents and brokers	425100	1.33%	32,082	32,765	2.13%
Lumber and other construction materials merchant wholesalers	423300	1.31%	31,750	32,822	3.37%
Management of companies and enterprises	551100	1.03%	24,918	25,853	3.75%
Furniture stores	442100	1.00%	24,189	22,213	-8.17%



# TORQ Analysis of Laborers and Freight, Stock, and Material Movers, Hand to Stock Clerks, Sales Floor

ANALYSIS INPUT					
Transfer	Title	O*NET	Filters		
From Title:	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Stock Clerks, Sales Floor	43-5081.01	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

TORQ RESULTS														
Grand TORQ:												77		
Ability TORQ				Skills TORQ				Knowledge TORQ						
Level				61	Level				81	Level				89
Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add						
Ability	Level	Gap	Imp	Skill	Level	Gap	Imp	Knowledge	Level	Gap	Imp	No Knowledge Upgrades Required!		
Oral Expression	53	30	68	Speaking	52	24	74							
Speech Clarity	37	18	65	Active Listening	53	13	85							
Speech Recognition	41	20	56											
Problem Sensitivity	39	16	50											
Category Flexibility	39	13	59											
Deductive Reasoning	37	15	50											
Near Vision	39	7	50											
Oral Comprehension	46	5	62											
Information Ordering	39	5	56											
<p>LEVEL and IMPT (IMPORTANCE) refer to the Target Stock Clerks, Sales Floor. GAP refers to level difference between Laborers and Freight, Stock, and Material Movers, Hand and Stock Clerks, Sales Floor.</p>														

ASK ANALYSIS			
Ability Level Comparison - Abilities with importance scores over 50			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks, Sales Floor	Importance
Oral Expression	23	53	68
Speech Clarity	19	37	65
Oral Comprehension	41	46	62
Trunk Strength	47	42	62
Category Flexibility	26	39	59



Information Ordering	34	39	56
Speech Recognition	21	41	56
Problem Sensitivity	23	39	50
Deductive Reasoning	22	37	50
Static Strength	59	34	50
Near Vision	32	39	50

Skill Level Comparison - Abilities with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks, Sales Floor	Importance
Active Listening	40	53	85
Speaking	28	52	74

Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks, Sales Floor	Importance
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**Experience & Education Comparison**

Related Work Experience Comparison				Required Education Level Comparison			
Description	Laborers and Freight, Stock, and Material Movers, Hand		Stock Clerks, Sales Floor	Description	Laborers and Freight, Stock, and Material Movers, Hand		Stock Clerks, Sales Floor
10+ years	1%	0%	0%	Doctoral	4%	0%	0%
8-10 years	0%	0%	0%	Professional Degree	0%	0%	0%
6-8 years	0%	10%	10%	Post-Masters Cert	0%	0%	0%
4-6 years	0%	0%	0%	Master's Degree	0%	0%	0%
2-4 years	1%	1%	1%	Post-Bachelor Cert	0%	0%	0%
1-2 years	14%	10%	10%	Bachelors	0%	0%	0%
6-12 months	6%	11%	11%	AA or Equiv	5%	10%	10%
3-6 months	15%	2%	2%	Some College	0%	10%	10%
1-3 months	11%	0%	0%	Post-Secondary Certificate	0%	0%	0%
0-1 month	9%	16%	16%	High School Diploma or GED	69%	40%	40%
None	38%	46%	46%	No HSD or GED	19%	37%	37%

Laborers and Freight, Stock, and Material Movers, Hand

Stock Clerks, Sales Floor

Most Common Educational/Training Requirement:

Short-term on-the-job training

Short-term on-the-job training

Job Zone Comparison

**2 - Job Zone Two: Some Preparation Needed**  
 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 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 months to one year of working with experienced employees.

**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.



## Tasks

### Laborers and Freight, Stock, and Material Movers, Hand

#### Core Tasks

##### Generalized Work Activities:

- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.
- Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.

#### Specific Tasks

##### Occupation Specific Tasks:

- Adjust controls to guide, position and move equipment such as cranes, booms, and cameras.
- Adjust controls to raise and lower scenery and stage curtains during performances, following cues.
- Adjust or replace equipment parts such as rollers, belts, plugs, and caps, using hand tools.
- Assemble product containers and crates, using hand tools and precut lumber.
- Attach identifying tags to containers, or mark them with identifying information.
- Attach slings, hooks, and other devices to lift cargo and guide loads.
- Build braces and otherwise lash and shore cargo in ships' holds, in order to prevent shifting during voyages.
- Bundle and band material such as fodder and tobacco leaves, using banding machines.
- Carry needed tools and supplies from storage or trucks, and return them after use.
- Carry out general yard duties such as performing shunting on railway lines.
- Check out, rent, or requisition all equipment needed for productions or for set construction.
- Connect electrical equipment to power sources so that it can be tested before use.

### Stock Clerks, Sales Floor

#### 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.

#### 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



- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.
- Direct spouts and position receptacles such as bins, carts, and containers so they can be loaded.
- Erect tents and canopies to protect crews and equipment from weather.
- Guide loads being lifted in order to prevent swinging.
- Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.
- Lay tracks for camera dollies and cranes, and carry or push around dollies and cranes as instructed.
- Load and unload ship cargo, using winches and other hoisting devices.
- Maintain equipment storage areas to ensure that inventory is protected.
- Move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers, by hand or using trucks, tractors, and other equipment.
- Pack containers and re-pack damaged containers.
- Read work orders or receive oral instructions to determine work assignments and material and equipment needs.
- Record numbers of units handled and moved, using daily production sheets or work tickets.
- Rig and dismantle props and equipment such as frames, scaffolding, platforms, or backdrops, using hand tools.
- Secure and release mooring lines of ships.
- Set up the equipment needed to produce special lighting and sound effects during performances.
- Sew canvas and other materials to make and repair tents, tarps, scrim, and backings, using sewing machines.
- Shovel material such as gravel, ice, or spilled concrete into containers or bins, or onto conveyors.
- Sort cargo before loading and unloading.
- Stack cargo in locations such as transit sheds or in holds of ships as directed, using pallets or cargo boards.
- Wash out cargo containers and storage areas.

#### Detailed Tasks

#### Detailed Work Activities:

- achieve special lighting or sound effects
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- dismantle or reassemble rigging

- 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

#### Technology - Examples



- handle props during performances
- load, unload, or stack containers, materials, or products
- maintain production or work records
- maintain safe work environment
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate hoist, winch, or hydraulic boom
- operate packaging or banding machine or equipment
- operate sewing machine
- operate woodworking equipment/machinery
- package goods for shipment or storage
- perform safety inspections in manufacturing or industrial setting
- read technical drawings
- read work order, instructions, formulas, or processing charts
- repair specialized rigging
- requisition stock, materials, supplies or equipment
- set up specialized rigging
- signal directions or warnings to coworkers
- sort manufacturing materials or products
- use hand or power tools
- use hand or power woodworking tools
- use spray paint equipment
- use two-way radio or mobile phone
- wrap products

#### Technology - Examples

##### Data base user interface and query software

- Data entry software

##### Industrial control software

- Machine control software

##### Inventory management software

- Inventory tracking software

##### Spreadsheet software

- Spreadsheet software

#### Tools - Examples

- Dollies
- Forklifts
- Claw hammers
- Handtrucks
- Power hoists
- Jacks



- Lifting hooks
- Pallet transport trucks
- Personal computers
- Planes
- Power saws
- Hand saws
- Scaffolding
- Slings
- Winches
- Overhead cranes
- Banding machines

### Labor Market Comparison

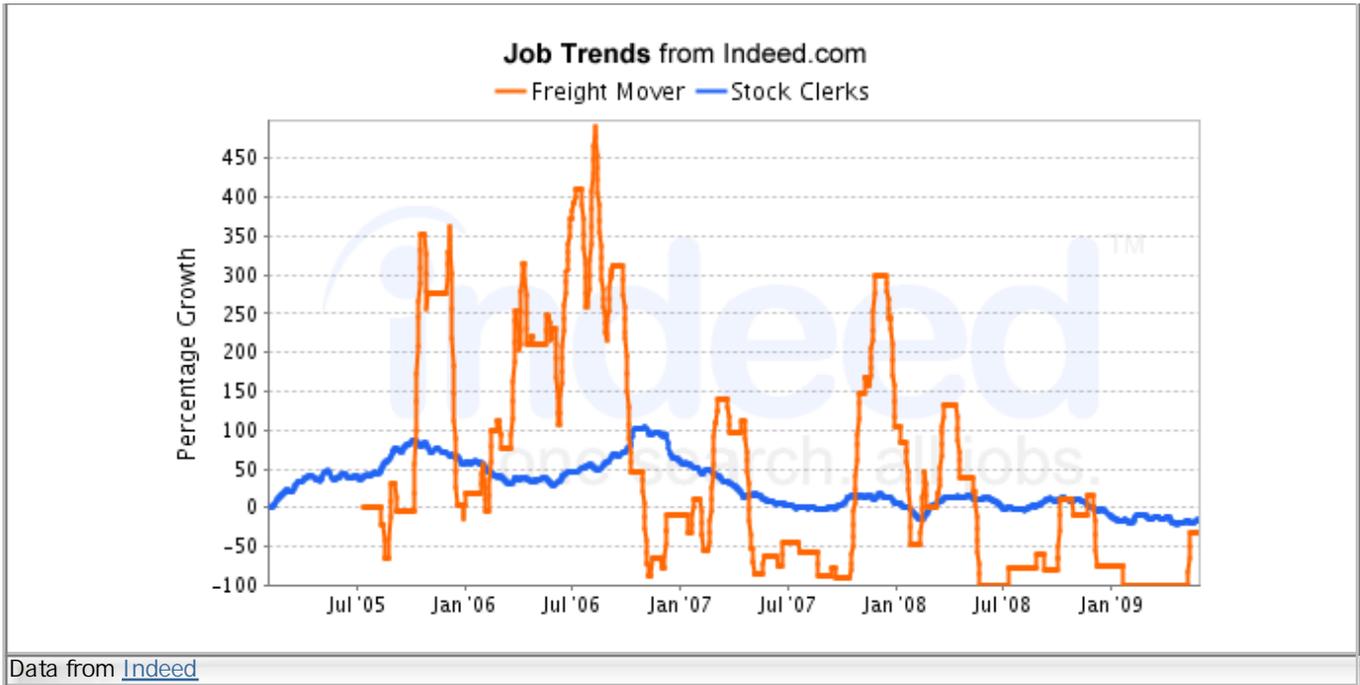
Maine Department of Labor.

Description	Laborers and Freight, Stock, and Material Movers, Hand	Stock Clerks, Sales Floor	Difference
Median Wage	\$ 22,130	\$ 19,860	\$( 2,270)
10th Percentile Wage	\$ 15,710	\$ 15,330	\$( 380)
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 26,170	\$ 24,350	\$( 1,820)
90th Percentile Wage	\$ 31,550	\$ 30,370	\$( 1,180)
Mean Wage	\$ 23,000	\$ 21,410	\$( 1,590)
Total Employment - 2653	8,320	7,670	-650
Employment Base - 2006	8,560	7,601	-959
Projected Employment - 2662	8,354	6,921	-1,433
Projected Job Growth - 2006-2662	-2.4 %	-8.9 %	-6.5 %
Projected Annual Openings - 2006-2662	274	180	-94
Special			

Special Occupations:

### National Job Posting Trends

Trend for Laborers and Freight, Stock, and Material Movers, Hand and Stock Clerks, Sales Floor



Programs			
Related Programs			
General Office/Clerical and Typing Services			
<p>General Office Occupations and Clerical Services. A program that prepares individuals to provide basic administrative support under the supervision of office managers, administrative assistants, secretaries, and other office personnel. Includes instruction in typing, keyboarding, filing, general business correspondence, office equipment operation, and communications skills.</p>			
Institution	Address	City	URL
Northern Maine Community College	33 Edgemont Dr	Presque Isle	<a href="http://www.nmcc.edu">www.nmcc.edu</a>
Retailing and Retail Operations			
<p>Retailing and Retail Operations. A program that prepares individuals to perform operations associated with retail sales in a variety of settings. Includes instruction in over-the-counter and other direct sales operations in business settings, basic bookkeeping principles, customer service, team/staff leadership and supervision, floor management, and applicable technical skills.</p>			
No information on schools for the program			

Maine Statewide Promotion Opportunities for Laborers and Freight, Stock, and Material Movers,									
O*NET Code	Title	Grand TORO	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings	Special
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	100	2	8,320	\$22,130.00	\$0.00	-2%	274	



43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$19,820.00	-12%	10
43-5052.00	Postal Service Mail Carriers	76	1	1,730	\$43,190.00	\$21,060.00	-3%	50
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	76	1	490	\$23,250.00	\$1,120.00	-19%	13
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76	1	9,170	\$23,520.00	\$1,390.00	5%	241
53-7081.00	Refuse and Recyclable Material Collectors	75	2	930	\$22,780.00	\$650.00	1%	37
43-5021.00	Couriers and Messengers	74	2	240	\$23,920.00	\$1,790.00	6%	12
53-7051.00	Industrial Truck and Tractor Operators	74	2	3,210	\$26,160.00	\$4,030.00	-2%	82
51-4193.00	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	74	2	120	\$32,160.00	\$10,030.00	16%	5
43-5051.00	Postal Service Clerks	73	2	580	\$44,780.00	\$22,650.00	-3%	13
51-9198.00	Helpers--Production Workers	73	1	1,490	\$22,260.00	\$130.00	-10%	37
53-3033.00	Truck Drivers, Light or Delivery Services	73	2	4,100	\$25,210.00	\$3,080.00	7%	108
51-6041.00	Shoe and Leather Workers and Repairers	73	2	90	\$25,030.00	\$2,900.00	-19%	3
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	72	2	450	\$27,500.00	\$5,370.00	-14%	11
47-2141.00	Painters, Construction and Maintenance	71	4	1,750	\$33,730.00	\$11,600.00	2%	59

Special Occupations:

### Top Industries for Stock Clerks, Sales Floor

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
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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%

### Top Industries for Laborers and Freight, Stock, and Material Movers, Hand

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Employment services	561300	19.40%	468,592	533,758	13.91%
Warehousing and storage	493100	5.89%	142,188	170,924	20.21%
Couriers	492100	5.31%	128,381	124,161	-3.29%
Grocery and related product wholesalers	424400	3.05%	73,798	72,627	-1.59%
General freight trucking	484100	2.90%	70,150	71,413	1.80%
Building material and supplies dealers	444100	1.98%	47,890	55,080	15.01%
Grocery stores	445100	1.81%	43,792	43,002	-1.80%
Specialized freight trucking	484200	1.69%	40,898	41,459	1.37%
Miscellaneous durable goods merchant wholesalers	423900	1.69%	40,948	42,309	3.32%
Miscellaneous nondurable goods merchant wholesalers	424900	1.48%	35,809	35,039	-2.15%
Local government, excluding education and hospitals	939300	1.45%	35,063	35,451	1.10%
Wholesale electronic markets and agents and brokers	425100	1.33%	32,082	32,765	2.13%



Lumber and other construction materials merchant wholesalers	423300	1.31%	31,750	32,822	3.37%
Management of companies and enterprises	551100	1.03%	24,918	25,853	3.75%
Furniture stores	442100	1.00%	24,189	22,213	-8.17%



# TORQ Analysis of Laborers and Freight, Stock, and Material Movers, Hand to Graders and Sorters, Agricultural Products

ANALYSIS INPUT					
Transfer	Title	O*NET	Filters		
From Title:	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Graders and Sorters, Agricultural Products	45-2041.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

TORQ RESULTS											
Grand TORQ:					78						
Ability TORQ		Skills TORQ		Knowledge TORQ							
Level	63	Level	84	Level	85						
Gaps To Narrow if Possible		Upgrade These Skills		Knowledge to Add							
Ability	Level	Gap	Imp	Skill	Level	Gap	Imp	Knowledge	Level	Gap	Imp
Category Flexibility	34	8	53	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Arm-Hand Steadiness	35	8	50								
LEVEL and IMPT (IMPORTANCE) refer to the Target Graders and Sorters, Agricultural Products. GAP refers to level difference between Laborers and Freight, Stock, and Material Movers, Hand and Graders and Sorters, Agricultural Products.											

ASK ANALYSIS			
Ability Level Comparison - Abilities with importance scores over 50			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Graders and Sorters, Agricultural Products	Importance
Category Flexibility	26	34	53
Arm-Hand Steadiness	27	35	50
Skill Level Comparison - Abilities with importance scores over 69			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Graders and Sorters, Agricultural Products	Importance
Knowledge Level Comparison - Knowledge with importance scores over 69			
Description	Laborers and Freight, Stock, and Material Movers, Hand	Graders and Sorters, Agricultural Products	Importance

Experience & Education Comparison	
Related Work Experience Comparison	Required Education Level Comparison



Laborers and Freight, Stock, and Material Movers, Hand		Graders and Sorters, Agricultural Products		Laborers and Freight, Stock, and Material Movers, Hand		Graders and Sorters, Agricultural Products	
10+ years	1%	0%	0%	4%	0%	0%	0%
8-10 years	0%	0%	0%	0%	0%	0%	0%
6-8 years	0%	0%	0%	0%	0%	0%	0%
4-6 years	0%	1%	0%	0%	0%	0%	0%
2-4 years	1%	0%	0%	0%	0%	0%	0%
1-2 years	14%	0%	0%	0%	0%	0%	0%
6-12 months	6%	0%	0%	0%	0%	0%	0%
3-6 months	15%	2%	0%	0%	1%	0%	0%
1-3 months	11%	0%	0%	0%	0%	0%	0%
0-1 month	9%	0%	0%	0%	0%	0%	0%
None	38%	95%	0%	19%	69%	37%	60%

Laborers and Freight, Stock, and Material Movers, Hand	Graders and Sorters, Agricultural Products
<b>Most Common Educational/Training Requirement:</b>	
Short-term on-the-job training	Work experience in a related occupation
<b>Job Zone Comparison</b>	
<b>2 - Job Zone Two: Some Preparation Needed</b>	<b>1 - Job Zone One: Little or No Preparation Needed</b>
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.	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 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.	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 months to one year of working with experienced employees.	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.

<b>Tasks</b>	
Laborers and Freight, Stock, and Material Movers, Hand	Graders and Sorters, Agricultural Products
Core Tasks	Core Tasks
Generalized Work Activities:	Generalized Work Activities:
<ul style="list-style-type: none"> <li>Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.</li> <li>Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.</li> <li>Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.</li> <li>Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.</li> <li>Operating Vehicles, Mechanized Devices, or Equipment - Running, maneuvering, navigating, or driving vehicles or mechanized</li> </ul>	<ul style="list-style-type: none"> <li>Identifying Objects, Actions, and Events - Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.</li> <li>Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.</li> <li>Judging the Qualities of Things, Services, or People - Assessing the value, importance, or quality of things or people.</li> <li>Documenting/Recording Information - Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.</li> <li>Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.</li> </ul>



navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.

#### Specific Tasks

##### Occupation Specific Tasks:

- Adjust controls to guide, position and move equipment such as cranes, booms, and cameras.
- Adjust controls to raise and lower scenery and stage curtains during performances, following cues.
- Adjust or replace equipment parts such as rollers, belts, plugs, and caps, using hand tools.
- Assemble product containers and crates, using hand tools and precut lumber.
- Attach identifying tags to containers, or mark them with identifying information.
- Attach slings, hooks, and other devices to lift cargo and guide loads.
- Build braces and otherwise lash and shore cargo in ships' holds, in order to prevent shifting during voyages.
- Bundle and band material such as fodder and tobacco leaves, using banding machines.
- Carry needed tools and supplies from storage or trucks, and return them after use.
- Carry out general yard duties such as performing shunting on railway lines.
- Check out, rent, or requisition all equipment needed for productions or for set construction.
- Connect electrical equipment to power sources so that it can be tested before use.
- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.
- Direct spouts and position receptacles such as bins, carts, and containers so they can be loaded.
- Erect tents and canopies to protect crews and equipment from weather.
- Guide loads being lifted in order to prevent swinging.
- Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.
- Lay tracks for camera dollies and cranes, and carry or push around dollies and cranes as instructed.
- Load and unload ship cargo, using winches and other hoisting devices.
- Maintain equipment storage areas to ensure that inventory is protected.
- Move freight, stock, and other materials to and from storage and production areas, loading docks, delivery vehicles, ships, and containers, by hand or using trucks, tractors, and other equipment.
- Pack containers and re-pack damaged containers.

- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.

#### Specific Tasks

##### Occupation Specific Tasks:

- Discard inferior or defective products and/or foreign matter, and place acceptable products in containers for further processing.
- Examine product fibers through microscopes to determine maturity and spirality of fibers.
- Grade and sort products according to factors such as color, species, length, width, appearance, feel, smell, and quality to ensure correct processing and usage.
- Place products in containers according to grade and mark grades on containers.
- Record grade and/or identification numbers on tags or on shipping, receiving, or sales sheets.
- Separate fiber tufts between fingers to assess strength, uniformity, and cohesive quality of fibers.
- Weigh products or estimate their weight, visually or by feel.

#### Detailed Tasks

##### Detailed Work Activities:

- attach or mark identification onto products or containers
- grade, classify, or sort products according to specifications
- identify crop characteristics
- maintain safe work environment
- mark items for acceptance or rejection, according to conformance to specifications
- measure, weigh, or count products or materials
- perform safety inspections in agricultural, forestry, or fishing setting
- recognize plant diseases
- record test results, test procedures, or inspection data
- sort manufacturing materials or products
- understand second language
- use hazardous materials information
- use microscope
- use oral or written communication techniques
- use quality assurance techniques

#### Technology - Examples



- Read work orders or receive oral instructions to determine work assignments and material and equipment needs.
- Record numbers of units handled and moved, using daily production sheets or work tickets.
- Rig and dismantle props and equipment such as frames, scaffolding, platforms, or backdrops, using hand tools.
- Secure and release mooring lines of ships.
- Set up the equipment needed to produce special lighting and sound effects during performances.
- Sew canvas and other materials to make and repair tents, tarps, scrims, and backings, using sewing machines.
- Shovel material such as gravel, ice, or spilled concrete into containers or bins, or onto conveyors.
- Sort cargo before loading and unloading.
- Stack cargo in locations such as transit sheds or in holds of ships as directed, using pallets or cargo boards.
- Wash out cargo containers and storage areas.

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#### Detailed Tasks

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#### Detailed Work Activities:

- achieve special lighting or sound effects
- attach or mark identification onto products or containers
- clean equipment or machinery
- clean rooms or work areas
- dismantle or reassemble rigging
- handle props during performances
- load, unload, or stack containers, materials, or products
- maintain production or work records
- maintain safe work environment
- measure, weigh, or count products or materials
- move or fit heavy objects
- operate hoist, winch, or hydraulic boom
- operate packaging or banding machine or equipment
- operate sewing machine
- operate woodworking equipment/machinery
- package goods for shipment or storage
- perform safety inspections in manufacturing or industrial setting
- read technical drawings
- read work order, instructions, formulas, or processing charts
- repair specialized rigging
- requisition stock, materials, supplies or equipment
- set up specialized rigging
- signal directions or warnings to coworkers



- sort manufacturing materials or products
- use hand or power tools
- use hand or power woodworking tools
- use spray paint equipment
- use two-way radio or mobile phone
- wrap products

#### Technology - Examples

##### Data base user interface and query software

- Data entry software

##### Industrial control software

- Machine control software

##### Inventory management software

- Inventory tracking software

##### Spreadsheet software

- Spreadsheet software

#### Tools - Examples

- Dollies
- Forklifts
- Claw hammers
- Handtrucks
- Power hoists
- Jacks
- Lifting hooks
- Pallet transport trucks
- Personal computers
- Planes
- Power saws
- Hand saws
- Scaffolding
- Slings
- Winches
- Overhead cranes
- Banding machines

## Labor Market Comparison

Maine Department of Labor.



Description	Laborers and Freight, Stock, and Material Movers, Hand	Graders and Sorters, Agricultural Products	Difference
Median Wage	\$ 22,130	\$ 17,170	\$(4,960)
10th Percentile Wage	\$ 15,710	\$ 14,650	\$(1,060)
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 26,170	\$ 19,150	\$(7,020)
90th Percentile Wage	\$ 31,550	\$ 22,610	\$(8,940)
Mean Wage	\$ 23,000	\$ 17,900	\$(5,100)
Total Employment - 2653	8,320	170	-8,150
Employment Base - 2006	8,560	287	-8,273
Projected Employment - 2662	8,354	228	-8,126
Projected Job Growth - 2006-2662	-2.4 %	-20.5 %	-18.2 %
Projected Annual Openings - 2006-2662	274	4	-270
Special			
Special Occupations:			

### National Job Posting Trends

Trend for Laborers and Freight, Stock, and Material Movers, Hand and Graders and Sorters, Agricultural Products



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

**Programs****Related Programs****Agricultural and Food Products Processing Operatio**

Agricultural and Food Products Processing. A program that prepares individuals to receive, inspect, store, process, and package agricultural products in the form of human food consumables, animal or plant food, or other industrial products. Includes instruction in the nutrient and industrial properties of various agricultural products; logistics and storage procedures; chemical and mechanical processing operations; packaging; safety and health requirements; and related technical and business principles.

No information on schools for the program

**Agricultural/Farm Supplies Retailing and Wholesaling**

Agricultural/Farm Supplies Retailing and Wholesaling. A program that prepares individuals to sell agricultural products and supplies, provide support services to agricultural enterprises, and purchase and market agricultural products. Includes instruction in basic business management, marketing, retailing and wholesaling operations, and applicable principles of agriculture and agricultural operations.

No information on schools for the program

**Maine Statewide Promotion Opportunities for Laborers and Freight, Stock, and Material Movers,**

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings	Special
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	100	2	8,320	\$22,130.00	\$0.00	-2%	274	
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	80	2	970	\$41,950.00	\$19,820.00	-12%	10	
43-5052.00	Postal Service Mail Carriers	76	1	1,730	\$43,190.00	\$21,060.00	-3%	50	
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	76	1	490	\$23,250.00	\$1,120.00	-19%	13	
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76	1	9,170	\$23,520.00	\$1,390.00	5%	241	
53-7081.00	Refuse and Recyclable Material Collectors	75	2	930	\$22,780.00	\$650.00	1%	37	
43-5021.00	Couriers and Messengers	74	2	240	\$23,920.00	\$1,790.00	6%	12	
53-7051.00	Industrial Truck and Tractor Operators	74	2	3,210	\$26,160.00	\$4,030.00	-2%	82	



51-4193.00	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	74	2	120	\$32,160.00	\$10,030.00	16%	5
43-5051.00	Postal Service Clerks	73	2	580	\$44,780.00	\$22,650.00	-3%	13
51-9198.00	Helpers--Production Workers	73	1	1,490	\$22,260.00	\$130.00	-10%	37
53-3033.00	Truck Drivers, Light or Delivery Services	73	2	4,100	\$25,210.00	\$3,080.00	7%	108
51-6041.00	Shoe and Leather Workers and Repairers	73	2	90	\$25,030.00	\$2,900.00	-19%	3
51-4031.00	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	72	2	450	\$27,500.00	\$5,370.00	-14%	11
47-2141.00	Painters, Construction and Maintenance	71	4	1,750	\$33,730.00	\$11,600.00	2%	59

Special Occupations:

### Top Industries for Graders and Sorters, Agricultural Products

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Grocery and related product wholesalers	424400	15.19%	6,392	6,990	9.35%
Support activities for agriculture and forestry; primary job	115000	10.55%	4,442	4,283	-3.59%
Crop production; primary job	111000	9.50%	4,001	2,652	-33.71%
Grocery stores	445100	8.75%	3,684	4,020	9.11%
Animal production; primary job	112000	8.65%	3,642	3,229	-11.34%
Fruit and vegetable preserving and specialty food manufacturing	311400	7.60%	3,200	2,901	-9.33%
Employment services	561300	7.37%	3,103	3,928	26.56%
Animal slaughtering and processing	311600	6.85%	2,883	3,290	14.13%
Farm product raw material merchant wholesalers	424500	6.73%	2,831	2,111	-25.46%
Federal government, excluding postal service	919999	4.20%	1,767	1,671	-5.47%
Other food manufacturing	311900	3.53%	1,487	1,559	4.85%
Miscellaneous nondurable goods merchant wholesalers	424900	2.05%	861	936	8.72%
Seafood product preparation and packaging	311700	1.87%	786	701	-10.80%
Specialty food stores	445200	1.67%	701	667	-4.91%



Forestry; primary job	113132	1.44%	605	565	-6.60%
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### Top Industries for Laborers and Freight, Stock, and Material Movers, Hand

Industry	NAICS	% of Industry	Employment	Projected Employment	% Change
Employment services	561300	19.40%	468,592	533,758	13.91%
Warehousing and storage	493100	5.89%	142,188	170,924	20.21%
Couriers	492100	5.31%	128,381	124,161	-3.29%
Grocery and related product wholesalers	424400	3.05%	73,798	72,627	-1.59%
General freight trucking	484100	2.90%	70,150	71,413	1.80%
Building material and supplies dealers	444100	1.98%	47,890	55,080	15.01%
Grocery stores	445100	1.81%	43,792	43,002	-1.80%
Specialized freight trucking	484200	1.69%	40,898	41,459	1.37%
Miscellaneous durable goods merchant wholesalers	423900	1.69%	40,948	42,309	3.32%
Miscellaneous nondurable goods merchant wholesalers	424900	1.48%	35,809	35,039	-2.15%
Local government, excluding education and hospitals	939300	1.45%	35,063	35,451	1.10%
Wholesale electronic markets and agents and brokers	425100	1.33%	32,082	32,765	2.13%
Lumber and other construction materials merchant wholesalers	423300	1.31%	31,750	32,822	3.37%
Management of companies and enterprises	551100	1.03%	24,918	25,853	3.75%
Furniture stores	442100	1.00%	24,189	22,213	-8.17%

## Industry & Occupational Data Sources

TORQ Results: The TORQ Scores is based upon an proprietary algorithm applied against Knowledge, Skills and Ability levels and importance derived from O\*NET 12.

ASK Analysis, Experience & Education Levels and Tasks: O\*Net 12

Labor Market Comparisons Occupational Projections data from Maine Department of Labor

National Posting Trends Indeed.com

Labor Pool & Promotions Opportunities: Occupational Projections data from Maine Department of Labor

Top Industries: Occupational Employment Statistics program (U.S. Bureau of Labor Statistics)