



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

INPUT SECTION:

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

OUTPUT SECTION:

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	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
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
-------------	--	-----------------------------	------------

Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packagers, Hand	Importance
-------------	--	-----------------------------	------------

Experience & Education Comparison

Related Work Experience Comparison			Required Education Level Comparison		
Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packagers, Hand	Description	Laborers and Freight, Stock, and Material Movers, Hand	Packers and Packagers, 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 Packagers, 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
 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

Packers and Packagers, Hand

Core Tasks

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.
- Connect hoses and operate equipment to move liquid materials into and out of storage tanks on vessels.

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 climbing, lifting, balancing, walking, stooping, and 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

**Storage tanks or 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, 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

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
- 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



- 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

- Label printers

- Stencil machines

- Vacuum packagers

- Stencil brushes

- Stencil rollers

- Personal computers

- Power nailers

- Power saws

- 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



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

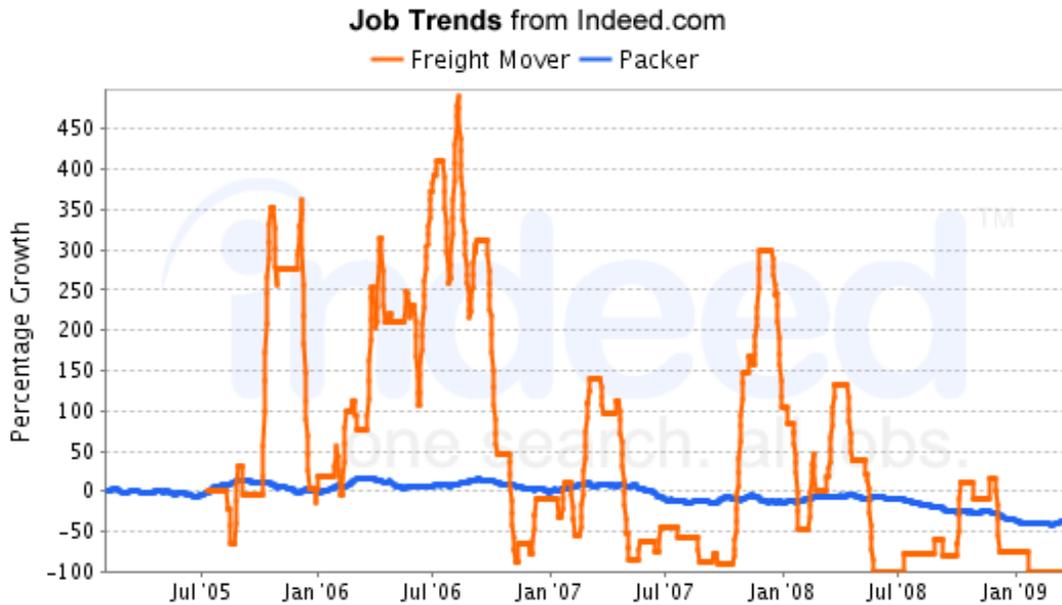
Labor Market Comparison

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 - 2007	8,320	3,780	-4,540
Employment Base - 2006	8,560	3,693	-4,867
Projected Employment - 2016	8,354	3,353	-5,001
Projected Job Growth - 2006-2016	-2.4 %	-9.2 %	-6.8 %
Projected Annual Openings - 2006-2016	274	45	-229

National Job Posting Trends

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

Trend for
Packers
and
Packagers,
Hand



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

Recommended Programs

No program data for 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
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

Top Industries for Packers and Packers, Hand

Industry	NAICS	% in 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	% in 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%