



TORO Analysis of Packers and Packagers, Hand to Order Fillers, Wholesale and Retail Sales

INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Packers and Packagers, Hand	53-7064.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Order Fillers, Wholesale and Retail Sales	43-5081.04	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	79	Level	82	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
Written Comprehension	42	10	56	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Near Vision	46	9	53								
Oral Comprehension	46	5	50								

LEVEL and IMPT (IMPORTANCE) refer to the Target Order Fillers, Wholesale and Retail Sales. GAP refers to level difference between Packers and Packagers, Hand and Order Fillers, Wholesale and Retail Sales.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50

Description	Packers and Packagers, Hand	Order Fillers, Wholesale and Retail Sales	Importance
Written Comprehension	32	42	56
Near Vision	37	46	53
Oral Comprehension	41	46	50
Information Ordering	37	35	50

Skill Level Comparison - Abilities with importance scores over 69

Description	Packers and Packagers, Hand	Order Fillers, Wholesale and Retail Sales	Importance

Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Packers and Packagers, Hand	Order Fillers, Wholesale and Retail Sales	Importance



Experience & Education Comparison

Related Work Experience Comparison			Required Education Level Comparison		
Description	Packers and Packagers, Hand	Order Fillers, Wholesale and Retail Sales	Description	Packers and Packagers, Hand	Order Fillers, Wholesale and Retail Sales
10+ years	0%	0%	Doctoral	0%	0%
8-10 years	0%	0%	Professional Degree	0%	0%
6-8 years	0%	0%	Post-Masters Cert	0%	0%
4-6 years	0%	1%	Master's Degree	0%	0%
2-4 years	0%	0%	Post-Bachelor Cert	0%	0%
1-2 years	1%	7%	Bachelors	0%	0%
6-12 months	0%	12%	AA or Equiv	0%	9%
3-6 months	18%	6%	Some College	0%	8%
1-3 months	9%	2%	Post-Secondary Certificate	0%	0%
0-1 month	13%	2%	High School Diploma or GED	62%	24%
None	56%	66%	No HSD or GED	36%	56%

Packers and Packagers, Hand

Order Fillers, Wholesale and Retail Sales

Most Common Educational/Training Requirement:

Short-term on-the-job training

Short-term on-the-job training

Job Zone Comparison

1 - Job Zone One: Little or No Preparation Needed

2 - Job Zone Two: Some Preparation Needed

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

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

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

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

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

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

Tasks

Packers and Packagers, Hand

Core Tasks

Generalized Work Activities:

- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Communicating with Supervisors, Peers,

Order Fillers, Wholesale and Retail Sales

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



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

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
- 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



- 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
- Label printers
- Stencil machines
- Vacuum packagers
- Stencil brushes
- Stencil rollers
- Personal computers

Technology - Examples



- 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

Labor Market Comparison

Description	Packers and Packagers, Hand	Order Fillers, Wholesale and Retail Sales	Difference
Median Wage	N/A	\$ 19,860	N/A
10th Percentile Wage	N/A	\$ 15,330	N/A
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	N/A	\$ 24,350	N/A
90th Percentile Wage	N/A	\$ 30,370	N/A
Mean Wage	N/A	\$ 21,410	N/A
Total Employment - 2007	3,780	7,670	3,890
Employment Base - 2006	3,693	7,601	3,908
Projected Employment - 2016	3,353	6,921	3,568
Projected Job Growth - 2006-2016	-9.2 %	-8.9 %	0.3 %
Projected Annual Openings - 2006-2016	45	180	135

National Job Posting Trends



Trend for Packers and Packagers, Hand

Trend for
Order
Fillers,
Wholesale
and Retail
SalesData from [Indeed](#)

Recommended 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	www.nmcc.edu

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 schools available for the program

Maine Statewide Promotion Opportunities for Packers and Packagers, Hand

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
43-5081.03	Stock Clerks-Stockroom, Warehouse, or Storage Yard	88	1	7,670	\$19,860.00	\$19,860.00	-9%	180



45-2041.00	Graders and Sorters, Agricultural Products	88	1	170	\$17,170.00	\$17,170.00	-21%	4
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	85	1	490	\$23,250.00	\$23,250.00	-19%	13
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	84	2	970	\$41,950.00	\$41,950.00	-12%	10
43-5081.04	Order Fillers, Wholesale and Retail Sales	83	2	7,670	\$19,860.00	\$19,860.00	-9%	180
35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	82	1	1,520	\$17,050.00	\$17,050.00	6%	115
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food	82	1	13,410	\$16,470.00	\$16,470.00	15%	455
43-5081.01	Stock Clerks, Sales Floor	82	1	7,670	\$19,860.00	\$19,860.00	-9%	180
43-5081.02	Marking Clerks	81	2	7,670	\$19,860.00	\$19,860.00	-9%	180
35-2021.00	Food Preparation Workers	80	1	5,500	\$20,040.00	\$20,040.00	10%	245
35-3031.00	Waiters and Waitresses	80	1	10,610	\$15,700.00	\$15,700.00	8%	680
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	80	1	1,190	\$18,840.00	\$18,840.00	8%	94
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers	80	1	800	\$15,960.00	\$15,960.00	7%	40
35-3041.00	Food Servers, Nonrestaurant	80	1	890	\$18,050.00	\$18,050.00	8%	21
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	79	2	8,320	\$22,130.00	\$22,130.00	-2%	274

Top Industries for Order Fillers, Wholesale and Retail Sales

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Grocery stores	445100	23.82%	406,079	370,728	-8.71%



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

Top Industries for Packers and Packagers, 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%
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