



TORO Analysis of Packers and Packagers, Hand to Graders and Sorters, Agricultural Products

INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Packers and Packagers, Hand	53-7064.00	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

OUTPUT SECTION:

Grand TORQ:		88
--------------------	--	----

Ability TORQ		Skills TORQ		Knowledge TORQ	
Level		88	Level		89
			Level		86

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Arm-Hand Steadiness	35	5	50	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Category Flexibility	34	2	53								

LEVEL and IMPT (IMPORTANCE) refer to the Target Graders and Sorters, Agricultural Products. GAP refers to level difference between Packers and Packagers, Hand and Graders and Sorters, Agricultural Products.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50

Description	Packers and Packagers, Hand	Graders and Sorters, Agricultural Products	Importance
Category Flexibility	32 	34 	53 
Arm-Hand Steadiness	30 	35 	50 

Skill Level Comparison - Abilities with importance scores over 69

Description	Packers and Packagers, Hand	Graders and Sorters, Agricultural Products	Importance
-------------	-----------------------------	--	------------

Knowledge Level Comparison - Knowledge with importance scores over 69

Description	Packers and Packagers, Hand	Graders and Sorters, Agricultural Products	Importance
-------------	-----------------------------	--	------------



Experience & Education Comparison

Related Work Experience Comparison			Required Education Level Comparison		
Description	Packers and Packagers, Hand	Graders and Sorters, Agricultural Products	Description	Packers and Packagers, Hand	Graders and Sorters, Agricultural Products
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%	0%	Bachelors	0%	0%
6-12 months	0%	0%	AA or Equiv	0%	0%
3-6 months	18%	2%	Some College	0%	1%
1-3 months	9%	0%	Post-Secondary Certificate	0%	0%
0-1 month	13%	0%	High School Diploma or GED	62%	37%
None	56%	95%	No HSD or GED	36%	60%

Packers and Packagers, Hand

Graders and Sorters, Agricultural Products

Most Common Educational/Training Requirement:

Short-term on-the-job training

Work experience in a related occupation

Job Zone Comparison

1 - Job Zone One: Little or No Preparation Needed

1 - Job Zone One: Little or No Preparation Needed

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

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.

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.

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

Packers and Packagers, Hand

Graders and Sorters, Agricultural Products

Core Tasks

Core Tasks

Generalized Work Activities:

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

Generalized Work Activities:

- Identifying Objects, Actions, and Events - Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.
- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- Judging the Qualities of Things, Services, or People - Assessing the value, importance, or quality of things or people.
- Documenting/Recording Information - Entering, transcribing, recording, storing,



- 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
- move or fit heavy objects

or maintaining information in written or electronic/magnetic form.

- 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.

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



- 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
- Power tackers

Technology - Examples



- 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	Graders and Sorters, Agricultural Products	Difference
Median Wage	N/A	\$ 17,170	N/A
10th Percentile Wage	N/A	\$ 14,650	N/A
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	N/A	\$ 19,150	N/A
90th Percentile Wage	N/A	\$ 22,610	N/A
Mean Wage	N/A	\$ 17,900	N/A
Total Employment - 2007	3,780	170	-3,610
Employment Base - 2006	3,693	287	-3,406
Projected Employment - 2016	3,353	228	-3,125
Projected Job Growth - 2006-2016	-9.2 %	-20.5 %	-11.4 %
Projected Annual Openings - 2006-2016	45	4	-41

National Job Posting Trends

Trend for Packers and Packagers, Hand

Trend for Graders and Sorters, Agricultural Products



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

Recommended Programs

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 schools available for the program

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 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
35-9011.00	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
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
39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants	79	1	20	\$15,760.00	\$15,760.00	10%	1

Top Industries for Graders and Sorters, Agricultural Products

Industry	NAICS	% in 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%

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%