



# 2025 NATIONAL LABOR MARKET REPORT

## Light Industrial Staffing



# Job Posting Analytics

Lightcast Q2 2025 Data Set

# Parameters

Select Timeframe: Dec 2024 - Apr 2025

Occupations:

Code	Description	Code	Description
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	53-7065	Stockers and Order Fillers
53-7064	Packers and Packagers, Hand		

Regions:

Code	Description
0	United States

Keyword Search:

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Company Type:

Non-Staffing Companies

Posting Type: Active Postings

# Job Postings Overview

320,950

Unique Postings  
1.08M Total Postings

39,400

Employers Competing  
665,561 Total Employers

29 Days

Median Posting Duration  
Regional Average: 29 Days

3 : 1

Posting Intensity



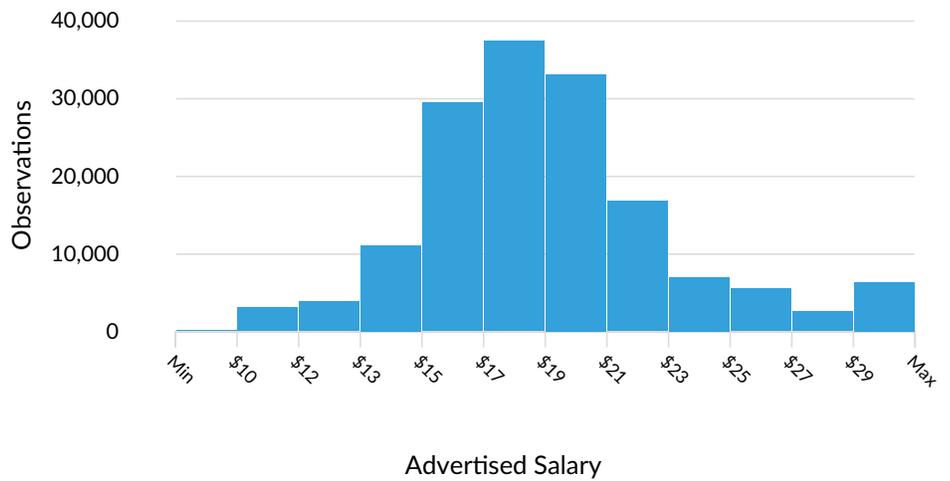
Regional Average: 3 : 1

## Advertised Salary

There are 155,544 advertised salary observations (48% of the 320,950 matching postings).

\$19.05/hr

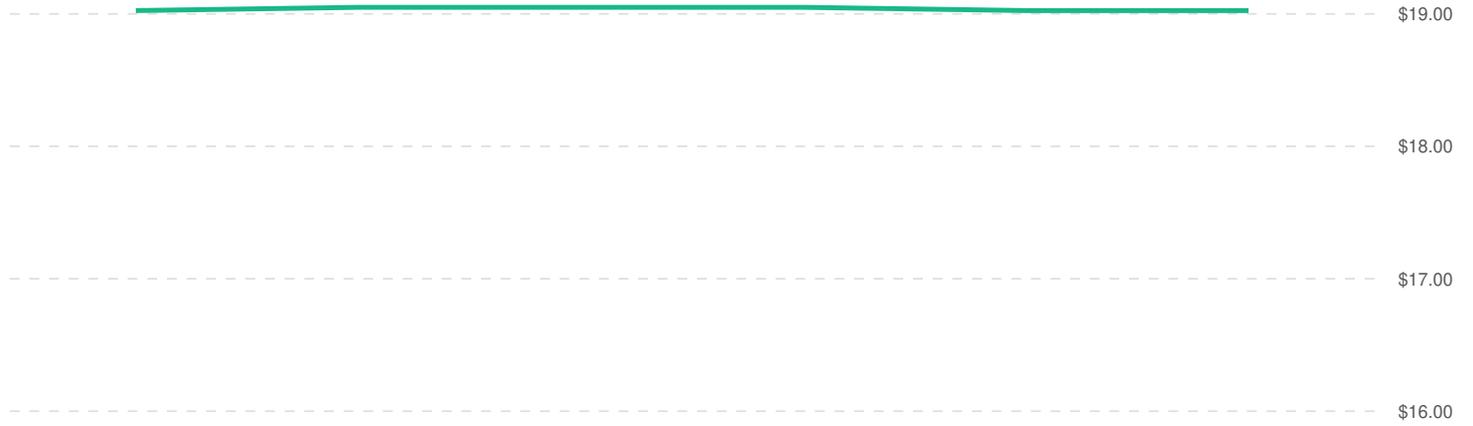
Median Advertised Salary



# Advertised Salary Trend

▲ 0.0% Nov 2024 - Apr 2025

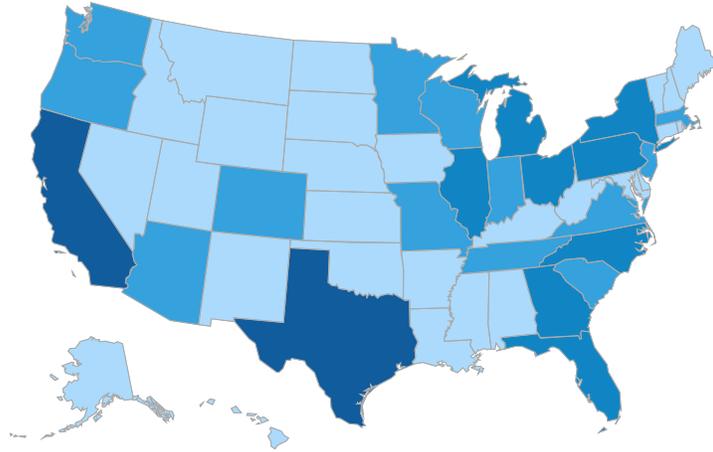
\$19.05 Median



185,612 Job Postings

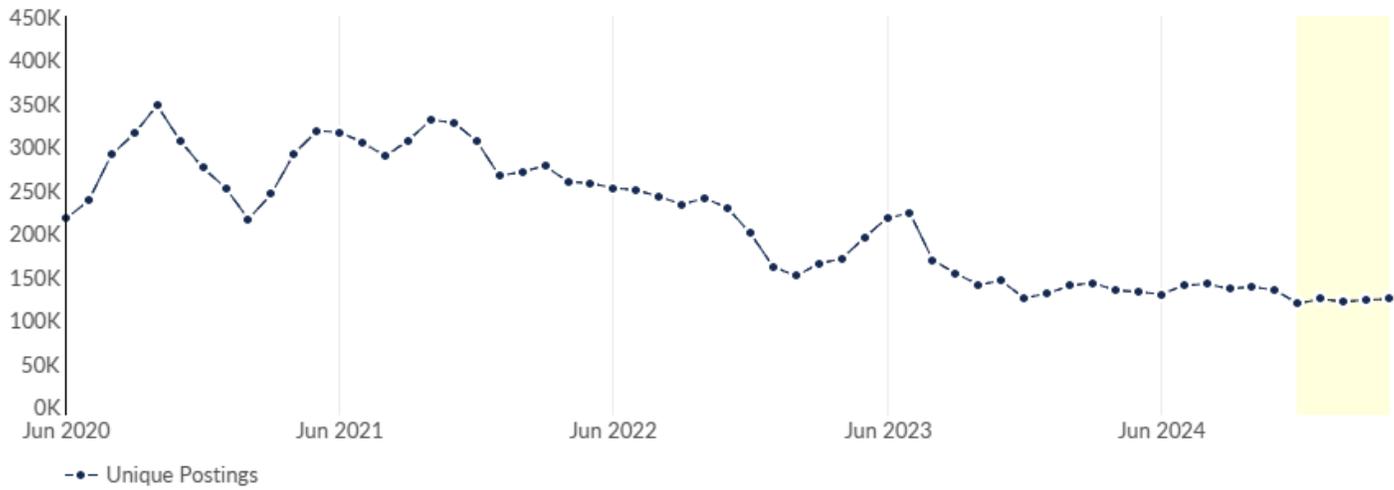


# Job Postings Regional Breakdown



State	Unique Postings (Dec 2024 - Apr 2025)
Texas	28,284
California	27,622
Florida	18,233
Ohio	14,601
Pennsylvania	13,924

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2025	133,838	3 : 1
Apr 2025	124,029	4 : 1
Mar 2025	122,822	4 : 1
Feb 2025	120,730	4 : 1
Jan 2025	123,865	4 : 1
Dec 2024	118,661	4 : 1
Nov 2024	134,130	4 : 1
Oct 2024	137,916	4 : 1
Sep 2024	135,829	4 : 1
Aug 2024	141,279	4 : 1
Jul 2024	139,514	3 : 1
Jun 2024	129,413	3 : 1
May 2024	132,176	3 : 1
Apr 2024	134,031	3 : 1
Mar 2024	142,701	3 : 1
Feb 2024	139,262	4 : 1
Jan 2024	130,076	4 : 1
Dec 2023	125,073	4 : 1
Nov 2023	144,941	4 : 1
Oct 2023	140,322	4 : 1

Sep 2023	153,601	4 : 1
Aug 2023	168,570	4 : 1
Jul 2023	223,060	4 : 1
Jun 2023	217,533	4 : 1
May 2023	194,790	4 : 1
Apr 2023	170,324	4 : 1
Mar 2023	164,836	4 : 1
Feb 2023	150,408	4 : 1
Jan 2023	161,402	4 : 1
Dec 2022	199,784	5 : 1
Nov 2022	229,135	5 : 1
Oct 2022	240,218	5 : 1
Sep 2022	233,206	5 : 1
Aug 2022	242,181	5 : 1
Jul 2022	249,740	5 : 1
Jun 2022	252,063	5 : 1
May 2022	257,583	5 : 1
Apr 2022	259,348	5 : 1
Mar 2022	277,678	5 : 1
Feb 2022	270,813	5 : 1
Jan 2022	266,016	6 : 1
Dec 2021	306,638	7 : 1
Nov 2021	327,680	7 : 1
Oct 2021	330,623	7 : 1
Sep 2021	306,905	7 : 1
Aug 2021	288,792	7 : 1
Jul 2021	304,892	6 : 1
Jun 2021	316,471	6 : 1
May 2021	318,022	6 : 1
Apr 2021	291,562	6 : 1
Mar 2021	245,040	6 : 1

Feb 2021	216,062	7 : 1
Jan 2021	252,338	6 : 1
Dec 2020	275,489	6 : 1
Nov 2020	307,051	7 : 1
Oct 2020	347,491	7 : 1
Sep 2020	314,836	8 : 1
Aug 2020	290,626	8 : 1
Jul 2020	237,622	9 : 1
Jun 2020	216,611	9 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	200,805	63%
High school or GED	115,066	36%
Associate's degree	2,658	1%
Bachelor's degree	5,081	2%
Master's degree	2,245	1%
Ph.D. or professional degree	187	0%

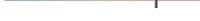
## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	115,066	0	36%
Associate's degree	807	1,586	0%
Bachelor's degree	2,846	2,150	1%
Master's degree	1,368	806	0%
Ph.D. or professional degree	58	129	0%

# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	246,454	77%
0 - 1 Years	53,143	17%
2 - 3 Years	18,043	6%
4 - 6 Years	2,509	1%
7 - 9 Years	393	0%
10+ Years	408	0%

# Top Companies Posting

	Total/Unique (Dec 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Kroger	56,650 / 10,074	6 : 1 	34 days
Lowe's	38,977 / 8,588	5 : 1 	27 days
Walmart	9,328 / 4,329	2 : 1 	28 days
Sam's Club	12,208 / 4,228	3 : 1 	33 days
FedEx	28,230 / 3,877	7 : 1 	35 days
Meijer	13,533 / 3,805	4 : 1 	26 days
UPS	10,481 / 3,708	3 : 1 	27 days
Amazon	10,641 / 3,212	3 : 1 	25 days
Hy-Vee	16,042 / 2,591	6 : 1 	28 days
Ulta Beauty	7,295 / 2,528	3 : 1 	34 days

## Top Cities Posting

City	Total/Unique (Dec 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Houston, TX	10,069 / 2,770	4 : 1 	30 days
Phoenix, AZ	9,317 / 2,089	4 : 1 	30 days
Dallas, TX	5,884 / 1,570	4 : 1 	28 days
Los Angeles, CA	6,688 / 1,524	4 : 1 	30 days
San Antonio, TX	5,578 / 1,419	4 : 1 	25 days
Charlotte, NC	4,709 / 1,362	3 : 1 	30 days
Las Vegas, NV	6,099 / 1,359	4 : 1 	29 days
Denver, CO	5,512 / 1,345	4 : 1 	28 days
Fort Worth, TX	5,450 / 1,314	4 : 1 	28 days
Portland, OR	5,924 / 1,295	5 : 1 	31 days

## Top Posted Occupations

	Total/Unique (Dec 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Laborers and Freight, Stock, and Material Movers, Hand	555,561 / 167,293	3 : 1 	29 days
Stockers and Order Fillers	441,949 / 128,347	3 : 1 	30 days
Packers and Packagers, Hand	84,171 / 25,310	3 : 1 	28 days

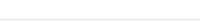
## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Dec 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Laborers and Freight, Stock, and Material Movers, Hand	530,932 / 159,284	3 : 1 	29 days
Stockers and Order Fillers	441,949 / 128,347	3 : 1 	30 days
Packers and Packagers, Hand	84,171 / 25,310	3 : 1 	28 days
Recycling and Reclamation Workers	24,629 / 8,009	3 : 1 	30 days

## Top Posted Occupations

Occupation	Total/Unique (Dec 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Warehouse Worker	467,572 / 135,714	3 : 1 	29 days
Stocking Clerk	429,731 / 123,381	3 : 1 	30 days
Packager	84,171 / 25,310	3 : 1 	28 days
Laborer	63,358 / 23,569	3 : 1 	31 days
Waste / Recycling Worker	24,629 / 8,009	3 : 1 	30 days
Merchandiser	12,133 / 4,944	2 : 1 	27 days
Retail Sales Associate	85 / 22	4 : 1 	35 days
Flight Attendant	2 / 1	2 : 1 	6 days

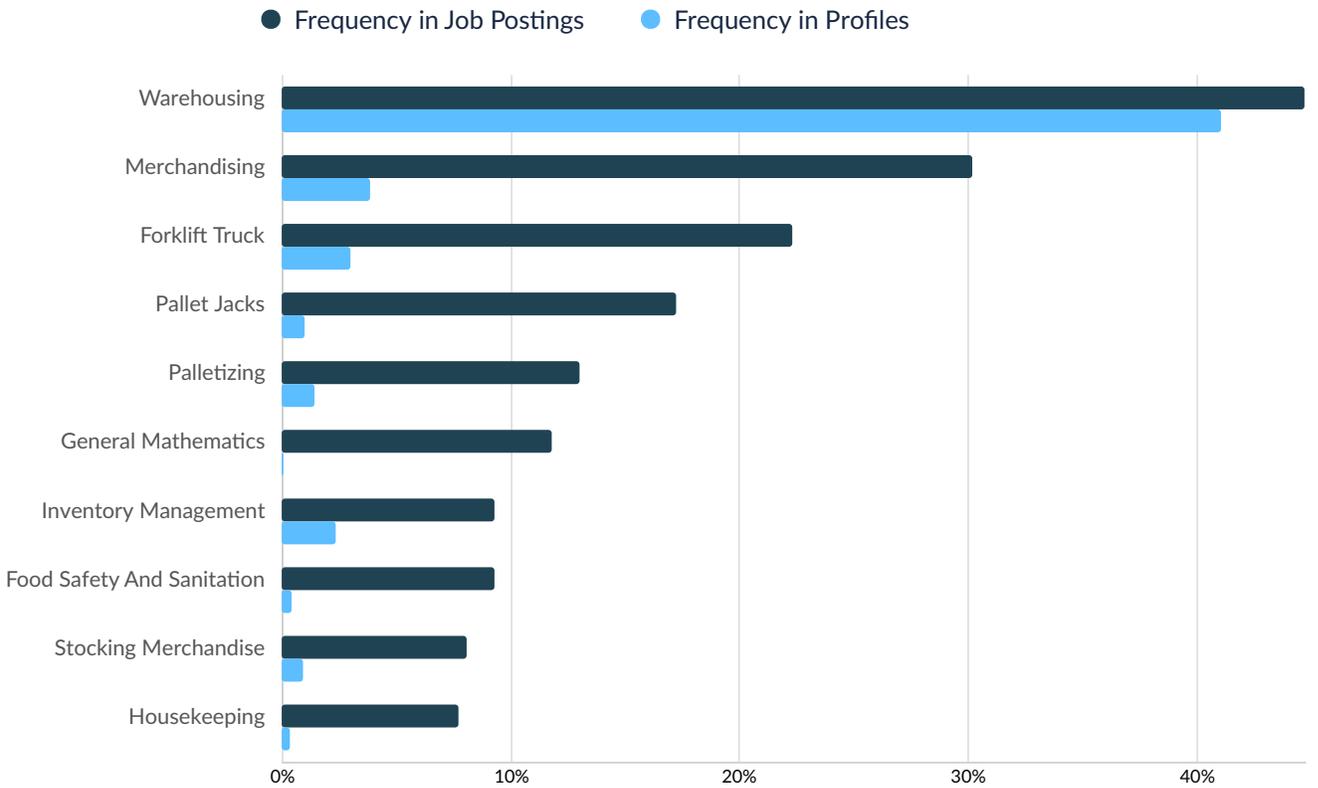
## Top Posted Job Titles

	Total/Unique (Dec 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Warehouse Associates	97,825 / 28,544	3 : 1 	28 days
Material Handlers	60,108 / 17,781	3 : 1 	29 days
General Laborers	24,825 / 9,586	3 : 1 	31 days
Warehouse Workers	28,543 / 8,805	3 : 1 	29 days
Grocery Clerks	39,806 / 8,793	5 : 1 	31 days
Night Stockers	16,698 / 4,904	3 : 1 	27 days
Produce Clerks	19,511 / 4,858	4 : 1 	31 days
Driver Helpers	11,061 / 3,838	3 : 1 	30 days
Pick-Up Associates	23,883 / 3,833	6 : 1 	34 days
Stock Associates	10,392 / 3,808	3 : 1 	31 days

## Top Industries

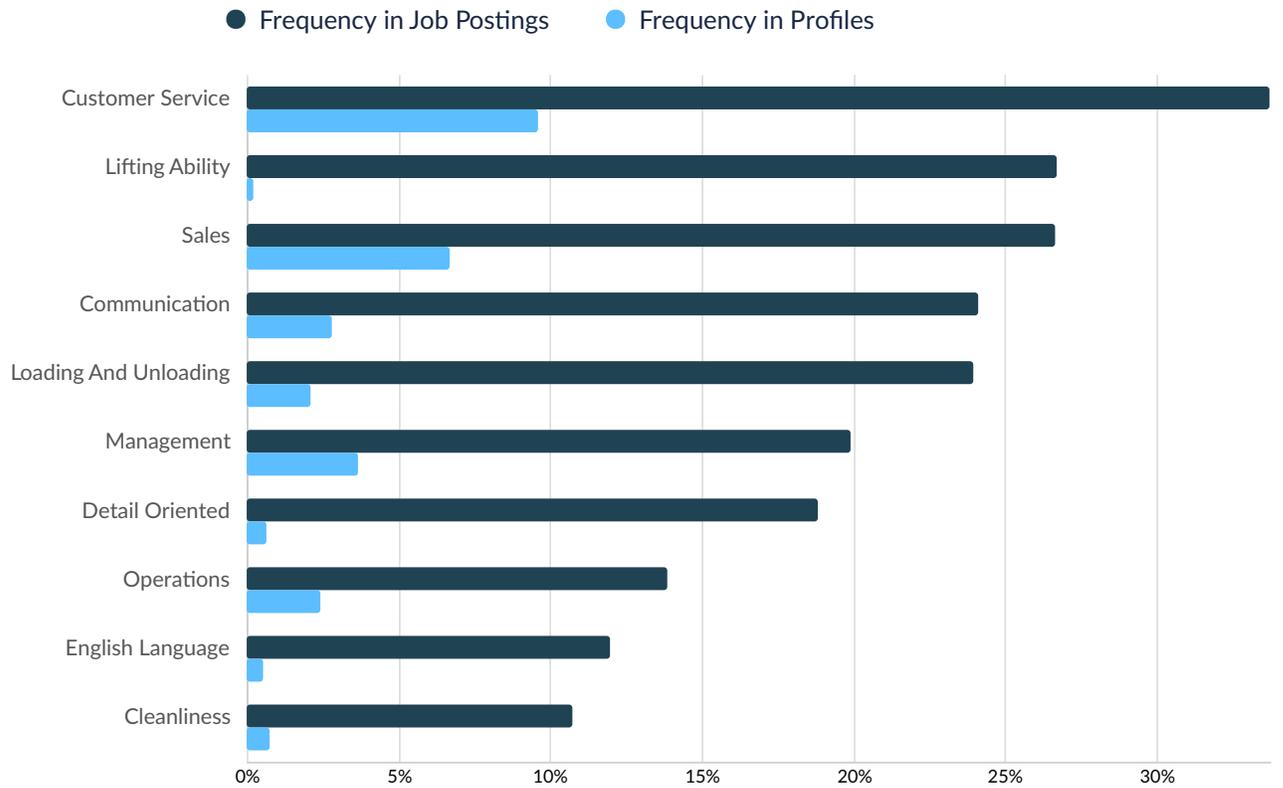
	Total/Unique (Dec 2024 - Apr 2025)	Posting Intensity	Median Posting Duration
Supermarkets and Other Grocery (except Convenience) Stores	173,381 / 43,007	4 : 1 	31 days
Department Stores	35,164 / 10,690	3 : 1 	31 days
Home Centers	40,391 / 9,143	4 : 1 	28 days
Clothing and Clothing Accessories Retailers	28,856 / 9,093	3 : 1 	30 days
Couriers and Express Delivery Services	40,847 / 7,992	5 : 1 	30 days
Other Miscellaneous Durable Goods Merchant Wholesalers	19,100 / 6,233	3 : 1 	32 days
Warehouse Clubs and Supercenters	17,410 / 5,929	3 : 1 	29 days
All Other Miscellaneous Retailers	14,754 / 4,996	3 : 1 	24 days
General Line Grocery Merchant Wholesalers	21,761 / 4,798	5 : 1 	29 days

# Top Specialized Skills



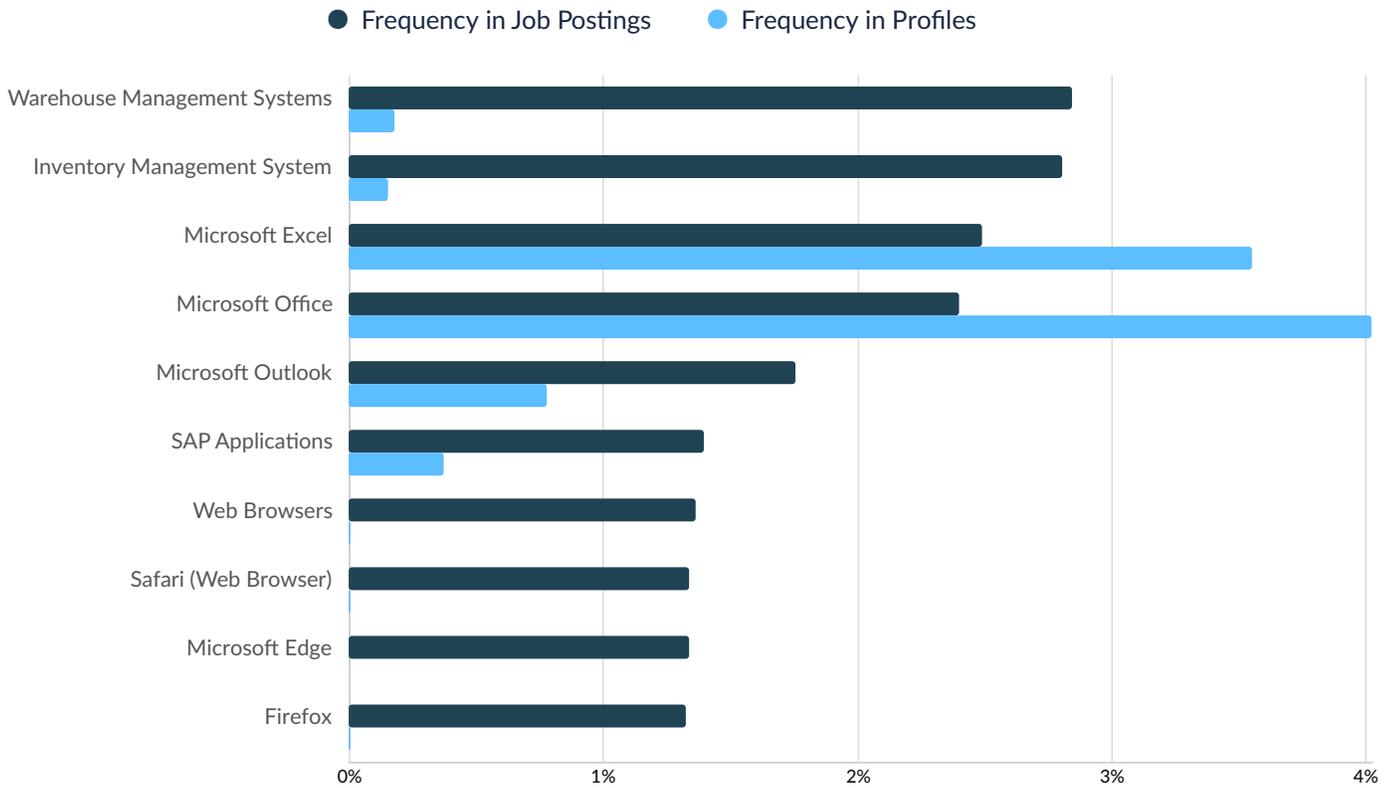
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Warehousing	143,586	45%	272,694	41%	+13.0%	Growing
Merchandising	96,846	30%	25,722	4%	+15.0%	Growing
Forklift Truck	71,722	22%	19,907	3%	+5.5%	Stable
Pallet Jacks	55,433	17%	6,526	1%	+11.6%	Growing
Palletizing	41,888	13%	9,517	1%	+10.0%	Growing
General Mathematics	37,800	12%	252	0%	+14.8%	Growing
Inventory Management	29,887	9%	15,820	2%	+12.6%	Growing
Food Safety And Sanitation	29,818	9%	2,828	0%	+11.7%	Growing
Stocking Merchandise	25,913	8%	6,281	1%	+18.0%	Growing
Housekeeping	24,776	8%	2,532	0%	+13.3%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	108,257	34%	63,576	10%	+5.2%	Stable
Lifting Ability	85,780	27%	1,375	0%	+10.6%	Growing
Sales	85,589	27%	44,512	7%	+7.8%	Stable
Communication	77,475	24%	18,530	3%	+3.6%	Lagging
Loading And Unloading	76,841	24%	13,966	2%	+8.4%	Stable
Management	63,872	20%	24,520	4%	+5.3%	Stable
Detail Oriented	60,370	19%	4,308	1%	+7.1%	Stable
Operations	44,505	14%	16,052	2%	+8.1%	Stable
English Language	38,451	12%	3,462	1%	+15.3%	Growing
Cleanliness	34,503	11%	5,058	1%	+11.1%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Warehouse Management Systems	9,138	3%	1,181	0%	+10.7%	Growing
Inventory Management System	9,009	3%	1,035	0%	+12.0%	Growing
Microsoft Excel	8,006	2%	23,554	4%	+17.7%	Growing
Microsoft Office	7,714	2%	26,690	4%	+18.5%	Growing
Microsoft Outlook	5,641	2%	5,166	1%	+25.0%	Rapidly Growing
SAP Applications	4,492	1%	2,496	0%	+21.6%	Rapidly Growing
Web Browsers	4,371	1%	41	0%	+9.5%	Growing
Safari (Web Browser)	4,303	1%	38	0%	+16.7%	Growing
Microsoft Edge	4,297	1%	0	0%	+8.0%	Stable
Firefox	4,265	1%	47	0%	+7.9%	Stable

# Top Qualifications

	Postings with Qualification
Valid Driver's License	33,707
Forklift Certification	13,746
Food Handler's Card	4,558
Commercial Driver's License (CDL)	4,248
CDL Class B License	931
CDL Class A License	924
Security Clearance	913
Pallet Jack Certification	883
CDL Class C License	462
First Aid Certification	377

# Appendix A

## Top Posting Sources

Website	Postings on Website (Dec 2024 - Apr 2025)
indeed.com	164,132
simplyhired.com	95,752
dejobs.org	67,778
disabledperson.com	27,916
glassdoor.com	26,389
myworkdayjobs.com	23,420
oraclecloud.com	13,117
craigslist.org	12,851
jobit.com	12,470
icims.com	7,749
fashionjobs.com	5,583
themuse.com	5,184
jobserve.com	4,858
lowes.com	4,834
ultipro.com	4,807
jobmonkeyjobs.com	3,862
fairygodboss.com	3,352
careerswithus.com	3,145
illinois.gov	2,953
careerarc.com	2,601
fedex.com	2,512
smartrecruiters.com	2,343
jobsinlogistics.com	2,335
dayforcehcm.com	2,157
brassring.com	2,124

# Appendix B

## Sample Postings

# Stockroom Operations Associates – Kohl's in Lancaster, CA (Apr 2025 - Active)

## Part-Time Stockroom Operations Associate (Early Morning)

Link to Live Job Posting: [kohls.wd1.myworkdayjobs.com](https://kohls.wd1.myworkdayjobs.com)

Location: Lancaster, CA

O\*NET: 53-7065.00

Company: Kohl's

Job Title: Stockroom Operations Associates

**Role Specific Information Job Description About the Role** In this role, you will deliver excellent customer service and consistent execution of store operations. You will efficiently process freight, replenishment, and omni channel operations. **What You'll Do** Receive and process product, including unloading truck shipments and execute stockroom operations and omni channel fulfillment Replenish the sales floor as necessary based on sell through and seasonal changes Engage customers by greeting them and offering assistance with products and services Execute all product protection standards Participate in the training process for new hires on Kohl's brand standards, product knowledge, inventory procedures, productivity standards, tools and resources and as directed by store leadership All associate roles at Kohl's are responsible for: Acting with integrity, honesty and fostering teamwork in an engaged and inclusive culture Exercising good judgment and discernment when making decisions; taking appropriate partners as needed Demonstrating a customer service mindset, anticipating customer needs and satisfactorily resolving issues Supporting point of sale and customer service departments to deliver speed of service transactions while creating a compelling customer experience Meeting or exceeding individual goals (e.g., productivity, credit, loyalty) Accomplishing multiple tasks within established timeframes Following company policies, procedures, standards and guidelines Maintaining adherence to company safety policies for the safety of all associates and customers Receiving, understanding and proactively responding to direction from supervisors/managers and other company personnel Other responsibilities as assigned **What Skills You Have Required** Excellent customer service skills and ability to multi-task with strong attention to detail Verbal/written communication and interpersonal skills No retail experience required Must be 16 years of age or older Flexible availability, including days, nights, weekends, and holidays Preferred Client facing retail or service industry experience **Essential Functions** The requirements listed below are representative of functions you will be required to perform, however you may be required to perform additional functions. Kohl's may revise this job description at any time. To perform this job successfully, you must be able to perform each essential function satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions, absent undue hardship. Ability to perform the accountabilities listed in the "What You'll Do" Section. Ability to satisfactorily complete company training programs. Ability to comply with dress code requirements. Basic math and reading skills, legible handwriting, and basic computer operation. Ability to operate and communicate on multiple frequency devices, handheld scanners, and other technology equipment as directed. Ability to maintain prompt and regular attendance and meet scheduling requirements as set by the company. Ability to withstand exposure to varying temperatures, humidity, and other elements while performing certain job duties, including without limitation, stockroom operations, truck unloading, etc. Perform work in accordance with the Physical Requirements section. Physical Requirements Must be able to lift up to 50 lbs. frequently and occasionally over 50 lbs. with a two person lift. Ability to climb, squat, stoop, kneel, crouch, bend, twist, reach, lift, grasp, push and pull on a frequent basis. Ability to stand/walk for the duration of a scheduled shift. Ability to visually verify information and locate and inspect merchandise. Ability to comply with health and safety standards.

### Pay Range:

\$15.50 - \$22.40 Kohl's offers a variety of benefits to associates depending on full-time/part-time status and work hours, including:

### WORK LIFE BALANCE

(PTO, Vacation Buy Program, Parental Leave), HEALTH & WELLNESS (Medical, Dental, Vision and other short and long term disability programs, Emergency health and wellness programs such as Accident Protection Plans, Critical Illness Plans and more), SAVINGS & RETIREMENT

## BENEFITS

(401k, Flexible Spending Accounts and associate discount programs with Kohl's partners), INSURANCE

## PROGRAMS

(Life Insurance for you, your family or your pet, as well as other protection programs), and

## LIFE EVENTS

(Legal and adoption assistance benefits). Our purpose at Kohl's is to take care of families' realest moments. Kohl's has been caring for families for more than 60 years, both the unique and diverse families that shop us every day and the Kohl's family we all belong to. Caring is something that is core to who we are as a brand, and we believe that truly caring means being there for the good stuff, the bad stuff and the real stuff.

Kohl's is committed to creating a healthy and safe workplace for our associates. We seek out talent that shares our values and strive to support their journey toward fulfillment at work, at home and within our communities.

## Laborers – Unclassified in [Unknown City], ME (Apr 2025 - Active)

<b>Laborer</b>	
Link to Live Job Posting: <a href="http://joblink.maine.gov">joblink.maine.gov</a>	
Location: [Unknown City], ME	O*NET: 53-7062.00
Company: Unclassified	Job Title: Laborers
Laborer in County, ME Job Description Various positions available. Hours are varied and depend on weather, may require working on weekends. Positions include landscaping, and lawn care for warmer months with shoveling and plowing available in winter months.	

# Stockers – Hobby Lobby Stores in Virginia Beach, VA (Apr 2025 - May 2025)

<b>Stocker</b>	
Link to Live Job Posting: Posting is no longer active	
Location: Virginia Beach, VA	O*NET: 53-7065.00
Company: Hobby Lobby Stores	Job Title: Stockers
<p><b>Job Summary:</b></p> <p>Stockers at Hobby Lobby are tasked with ensuring that store shelves and sales floors are stocked, organized, and ready for customers. They play a crucial role in maintaining the overall presentation and inventory management of the store.</p> <p><b>Responsibilities:</b></p> <ul style="list-style-type: none"><li>• Unload merchandise from delivery trucks and organize it in the stockroom.</li><li>• Stock shelves, racks, and bins with new or transferred merchandise.</li><li>• Ensure all displayed merchandise is neat, clean, and fully stocked.</li><li>• Rotate stock and maintain store cleanliness.</li><li>• Use inventory management tools to track and reorder low or depleted stock.</li><li>• Assist customers on the sales floor as needed.</li><li>• Follow safety procedures to prevent injury and report any hazards.</li></ul> <p><b>Qualifications:</b></p> <ul style="list-style-type: none"><li>• Ability to lift heavy objects and perform physically demanding tasks.</li><li>• Good organizational skills and the ability to multitask.</li><li>• Detail-oriented with a focus on maintaining aesthetics and store standards.</li><li>• No prior experience necessary; training is provided.</li><li>• Ability to work flexible hours, including nights and weekends.</li><li>• High school diploma or equivalent preferred.</li></ul>	

## Warehouse Associate - Temporary

Link to Live Job Posting: Posting is no longer active

Location: Pine Bluff, AR

O\*NET: 53-7062.00

Company: Helena Agri Enterprises

Job Title: Warehouse Associates

Warehouse Associate - Temporary Helena - Agri Enterprises, LLC Pine Bluff, AR 71601 WHO WE ARE Helena Agri-Enterprises, LLC is a leading full-service agronomic solutions provider that's been in business since 1957. Our first location was in West Helena, Arkansas hence the name "Helena". We now have close to 600 locations nationwide and over 6,000 employees. Our corporate office is located in Collierville, Tennessee, a suburb outside of Memphis. Year after year we rank at the top nationally for volume and sales in our industry. There are many facets to our company including product development, sales, operations, precision technology and manufacturing just to name a few.

### ABOUT THE JOB

The Warehouse Associate is responsible for maintaining warehouse operations including inventory, equipment and appearance.

### WHAT YOUR DAY WILL LOOK LIKE

Maintains general warehouse appearance including policing outside the building. Maintains inventory numbers accurately throughout the month to help minimize loss. Assists the Warehouse Manager by informing when products are low and disposing of damaged inventory safely as required. Maintains forklift maintenance and service schedule. Assists the Warehouse Manager in monitoring mileage and required service on delivery vehicles. May be required to drive a company vehicle. Provides excellent customer service to all internal and external customers. Other work-related duties as assigned by your leader. Regular and reliable attendance is required. Follows all company policies and procedures.

### EDUCATION & EXPERIENCE A

high school diploma or equivalent is preferred. Previous experience working in a warehouse is preferred.

### SKILLS & QUALIFICATIONS

Ability to lift or move up to 50 pounds (based on the location's needs) is required. Mechanically inclined. Strong math and reading skills. Ability to read, write and speak in English is required. Communicating in Spanish is a valuable skill at Helena. A valid U.S. driver's license is required. Applicants for positions requiring operation of other moving vehicles or interaction with heavy equipment must meet legal age requirement. Successful completion of a drug test and background check is required for all positions at Helena.

### WORK ENVIRONMENT & PHYSICAL ASPECTS OF THE JOB

At Helena, safety is our highest priority. We seek out extensive safety measures and put them in place to minimize exposure to anything that could be potentially harmful to our employees. The work environment for this position is a warehouse/outdoor environment where the noise level is usually moderate to loud and occasionally very loud. In this position, you will work outdoors in all types of weather conditions with exposure to outdoor elements. When working in the warehouse, you will regularly work around moving equipment/mechanical parts and could be exposed to fumes, airborne particles, chemical and biological hazards, vibrations and a risk of electrical shock. This position requires you to use your hands for many different tasks and to talk, hear, walk, sit, stand (8 hours a day or more), lifting, carrying, pushing or pulling (up to and including 50lbs or more), reaching overhead (up to and including 25lbs), climbing, gripping, grasping and twisting using hands and wrists, bending and stooping for long periods of time, working below knee levels for short periods of time and working above shoulder level for short periods.

periods.

## BENEFITS AT HELENA

Access your earned pay between paydays through Earned Wage Access (EWA) with DailyPay and Wisely. Helena's robust 401(k) Savings Plan offers you a 100% company-match up to 5% starting on your first day. As your years of service with Helena increase, so does our company-match - up to 10% based on your contribution amount. Three-year vesting on company match with 1,000 hours of service. For more detailed information about our benefits, visit [helenacareers.com/benefits](https://helenacareers.com/benefits).

## STAY CONNECTED TO THE HELENA POWERHOUSE!

Follow us on social @HelenaCareers or visit us at [helenacareers.com](https://helenacareers.com). Helena supports individuals with disabilities, and reasonable accommodations may be made to enable qualified individuals with disabilities to perform essential job functions. Helena is an equal opportunity employer.

## Gutter Cleaning & Soft Wash Technician

Link to Live Job Posting: Posting is no longer active

Location: University Place, WA

O\*NET: 53-7062.04

Company: Lincoln Gutters

Job Title: Car Wash Technicians

Gutter Cleaning & Soft Wash Technician 2.3 2.3 out of 5 stars University Place, WA 98467 Gutter Cleaning & Soft Wash Technician Join a Trusted Local Business with Over 30 Years of Experience Lincoln Gutters , a family-owned company serving the Tacoma and South Sound area for over three decades, is seeking dependable and motivated individuals to join our team. We specialize in gutter cleaning, maintenance, installation, and soft washing. We frequently perform work on Joint Base Lewis-McChord (JBLM) , so the ability to pass a federal background check is required . If you're reliable, comfortable working at heights, and have experience in exterior cleaning or soft washing, we encourage you to apply. Position Overview As a Gutter Cleaning and Soft Wash Technician, you will be responsible for ensuring gutters, downspouts, and exterior surfaces are clean, safe, and functioning properly. Experience with soft wash systems and tools is essential. Key Responsibilities Clean gutters and downspouts on residential and commercial properties Use ladders safely on 1- to 3-story buildings Clear roofs and gutters using blowers and hand tools Perform minor gutter repairs (resealing, re-pitching, securing) Install downspouts, gutter covers, and screens Soft wash roofs, siding, and decks Pressure wash driveways, patios, and other hard surfaces Maintain and operate soft wash and pressure washing equipment Take photos and document job site conditions or issues Qualifications Comfortable working at heights and on ladders Able to pass a federal background check (required for JBLM access) Strong work ethic and punctuality Ability to work safely and follow procedures Valid driver's license and clean driving record required Ability to work independently and with a team Willingness to work outdoors in all weather conditions Good communication skills Preferred Experience At least 1 year of experience in gutter maintenance or soft washing Roofing or height-related work experience strongly preferred Familiarity with soft wash systems and pressure washing equipment Equal Opportunity Employer Lincoln Gutters is an equal opportunity employer. All qualified applicants will receive consideration without regard to race, color, religion, gender, national origin, disability, veteran status, or any other protected status under applicable law.

### Job Type:

### Full-time Pay:

\$23.00 - \$27.00 per hour Expected hours: 35 - 45 per week

### Benefits:

401(k) Dental insurance Employee discount Flexible schedule Health insurance Paid time off Referral program Vision insurance

### Compensation Package:

Bonus opportunities Hourly pay Overtime pay

### Schedule:

8 hour shift

### Experience:

### Soft Wash:

1 year (Preferred)

**License/Certification:**

Driver's License (Required) Ability to

**Commute:**

University Place, WA (Required)

**Work Location:**

In person

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

# OPPORTUNITY IS EVERYTHING.



## AT INTEGRITY, WE'RE PASSIONATE ABOUT CONNECTING GREAT TALENT WITH GREAT COMPANIES ACROSS NORTH AMERICA.

Our clients are re-inventing the way the economy works, and our associates bring deep competencies that help our clients change the marketplace. Together, we generate opportunities for everyone to thrive in ways, big and small, which make a huge difference.

**We drive the world—and its workforce—forward.**

### YOUR WORKFORCE, *SIMPLIFIED.*

We have over **25 years of experience** staffing these industries and more:

Light Industrial  
Logistics  
E-Commerce

Call Center  
Business & Professional  
Marketing

Finance  
Grocery  
Manufacturing

### WE OFFER CUSTOM, FLEXIBLE WAYS TO STAFF YOUR BUSINESS:

Temporary Staffing  
Temp-to-Hire  
High-Volume

Recruitment Process Outsourcing (RPO)  
Master Service Provider (MSP)  
Workforce Optimization

Contract  
Direct Hire



WITH US AS YOUR STAFFING PARTNER, YOU GAIN  
COST, SERVICE, AND SCALABILITY EFFICIENCIES  
THAT DRIVE YOUR BUSINESS ONWARDS  
AND UPWARDS.



## NEED TO HIRE GREAT TALENT?

From our carefully sourced candidates to our team of Certified Talent, our workforce is the most coveted in the business.

Whether you need one person –or thousands– we build employee infrastructures to exceed your most ambitious goals.



## SAFETY

The health and safety of our associates is our top priority. Our proactive Safety programs and OSHA-Certified Safety team members are the most sought-after in the country.



**OUR CLIENTS  
SUCCEED WHEN  
OUR ASSOCIATES  
SUCCEED.®**

## GREAT ASSOCIATES ARE JUST THE BEGINNING.

We provide our associates with some pretty great perks, including the benefits, financial tools, and community resources they need to lead better lives both on and off the clock.

*Our associate-first approach ensures the people we place with you are happy, thriving, and productive.*

## WE'RE READY TO WORK WHERE YOU ARE.

Our central teams have deep, local market knowledge that allows us to work with companies in all 50 states, even if we don't have an office in your backyard.

Contact us today to learn more about our **8-Hour Guarantee!**



## LET'S TALK.



**Let's work together.**  
Let's talk about building a workforce that exceeds your expectations. The opportunities are *endless*.

**1-833-446-1300 | [sales@integritystaffing.com](mailto:sales@integritystaffing.com)**  
**[integritystaffing.com](http://integritystaffing.com)**

JOIN US ON SOCIAL

