



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

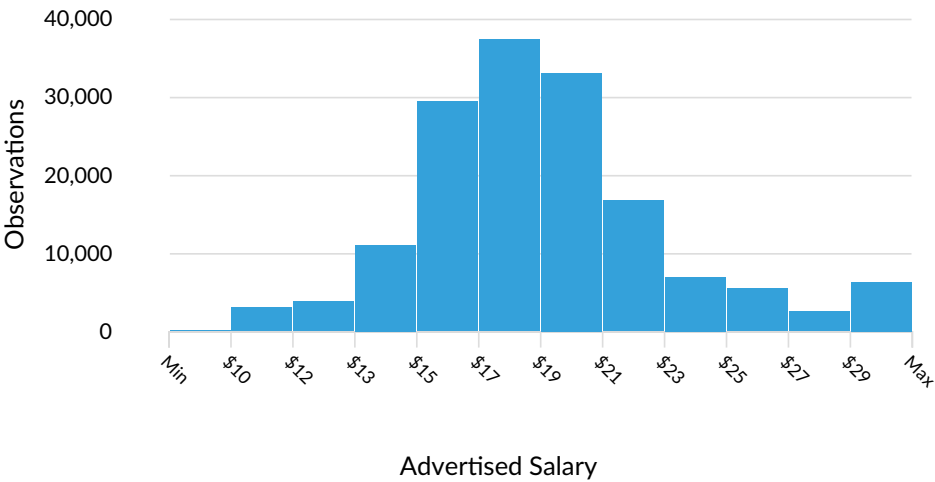
Posting Intensity
Regional Average: 3 : 1

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

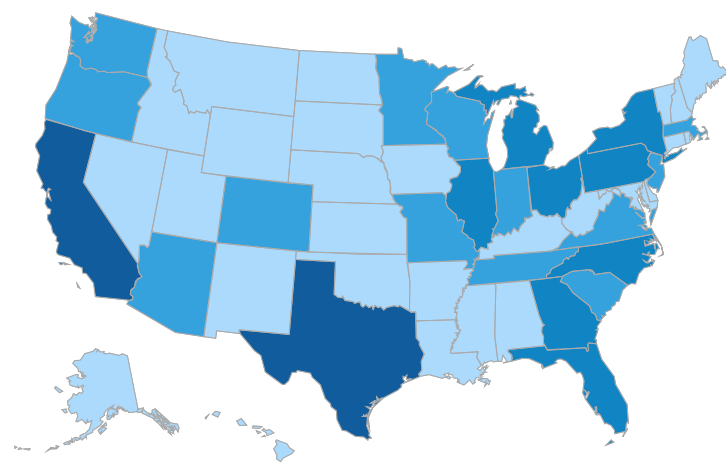
▲ 0.0% Nov 2024 – Apr 2025
\$19.05 Median



185,612 Job Postings

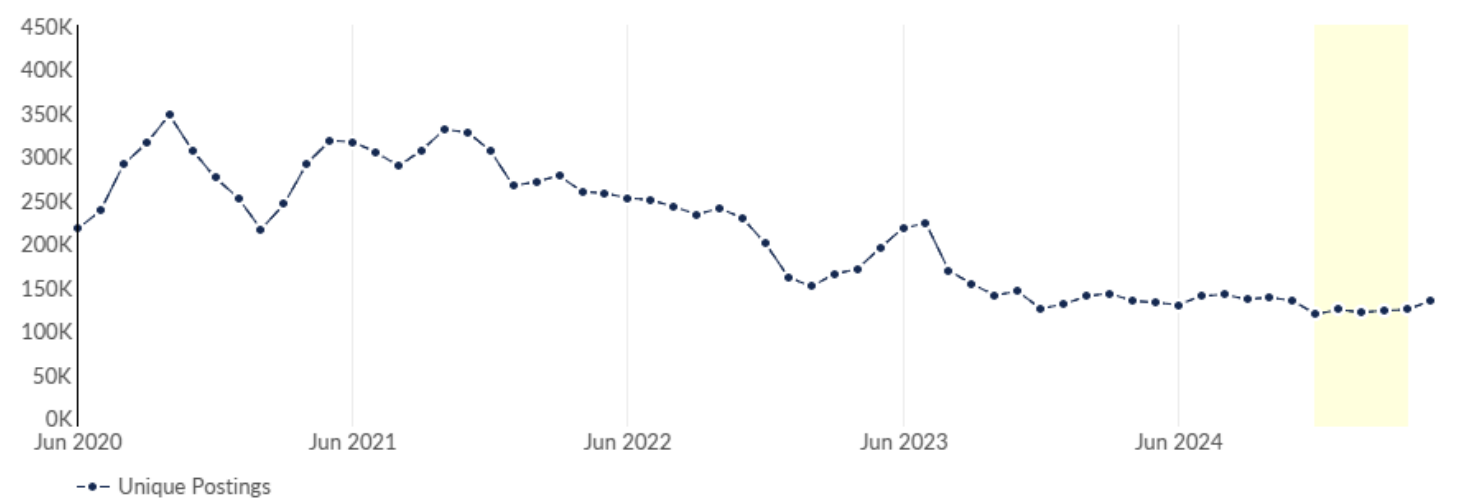


Job Postings Regional Breakdown



| 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 |

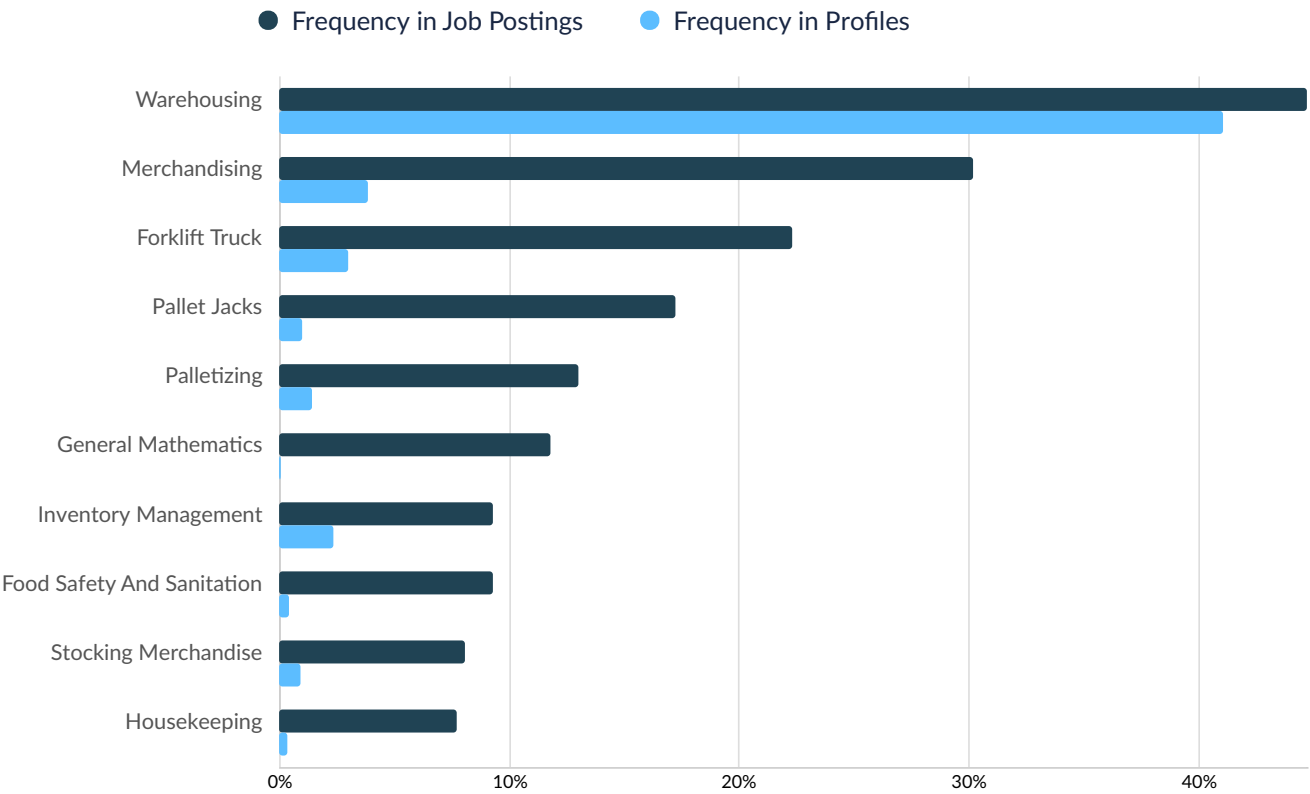
Top Posted Job Titles

| | 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

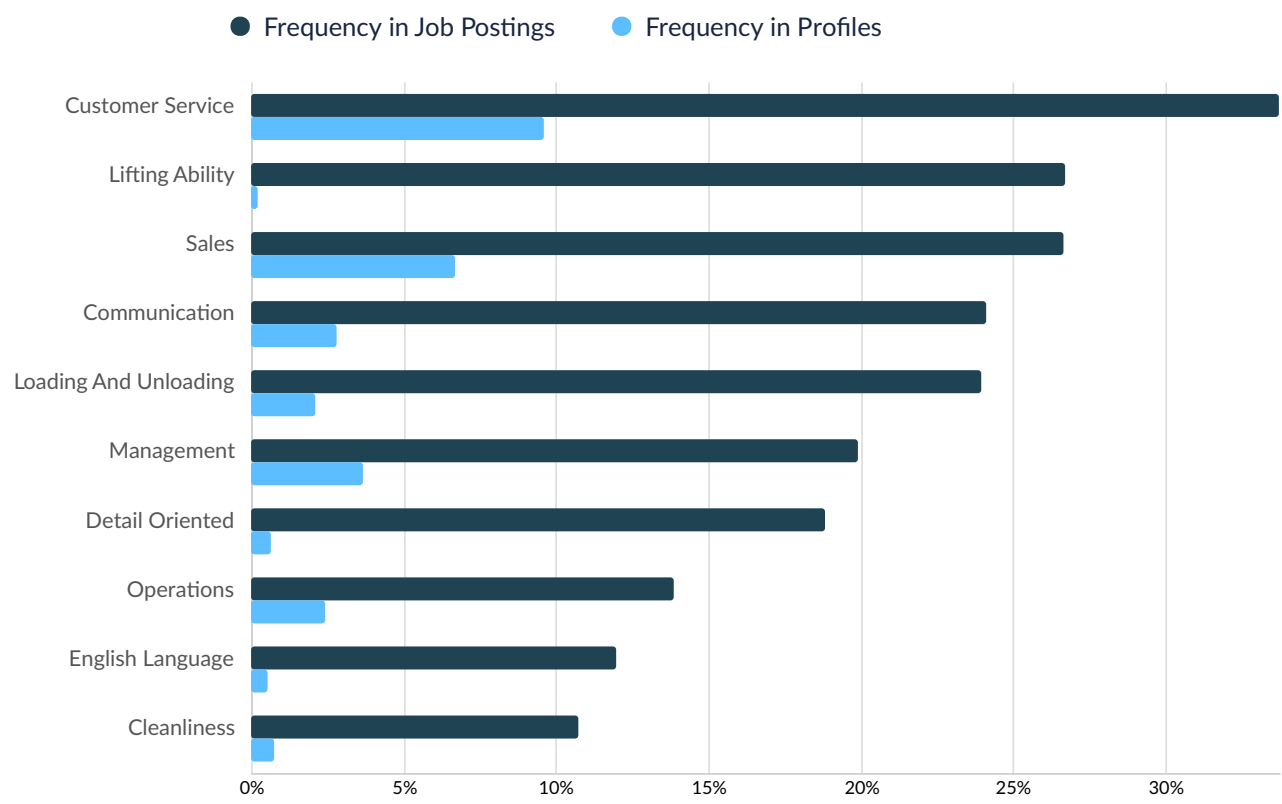
| | Total/Unique (Dec 2024 - Apr 2025) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|---|-------------------------|
| Supermarkets and Other Grocery (except Convenience) Stores | 173,381 / 43,007 | 4 : 1  | 31 days |
| Department Stores | 35,164 / 10,690 | 3 : 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



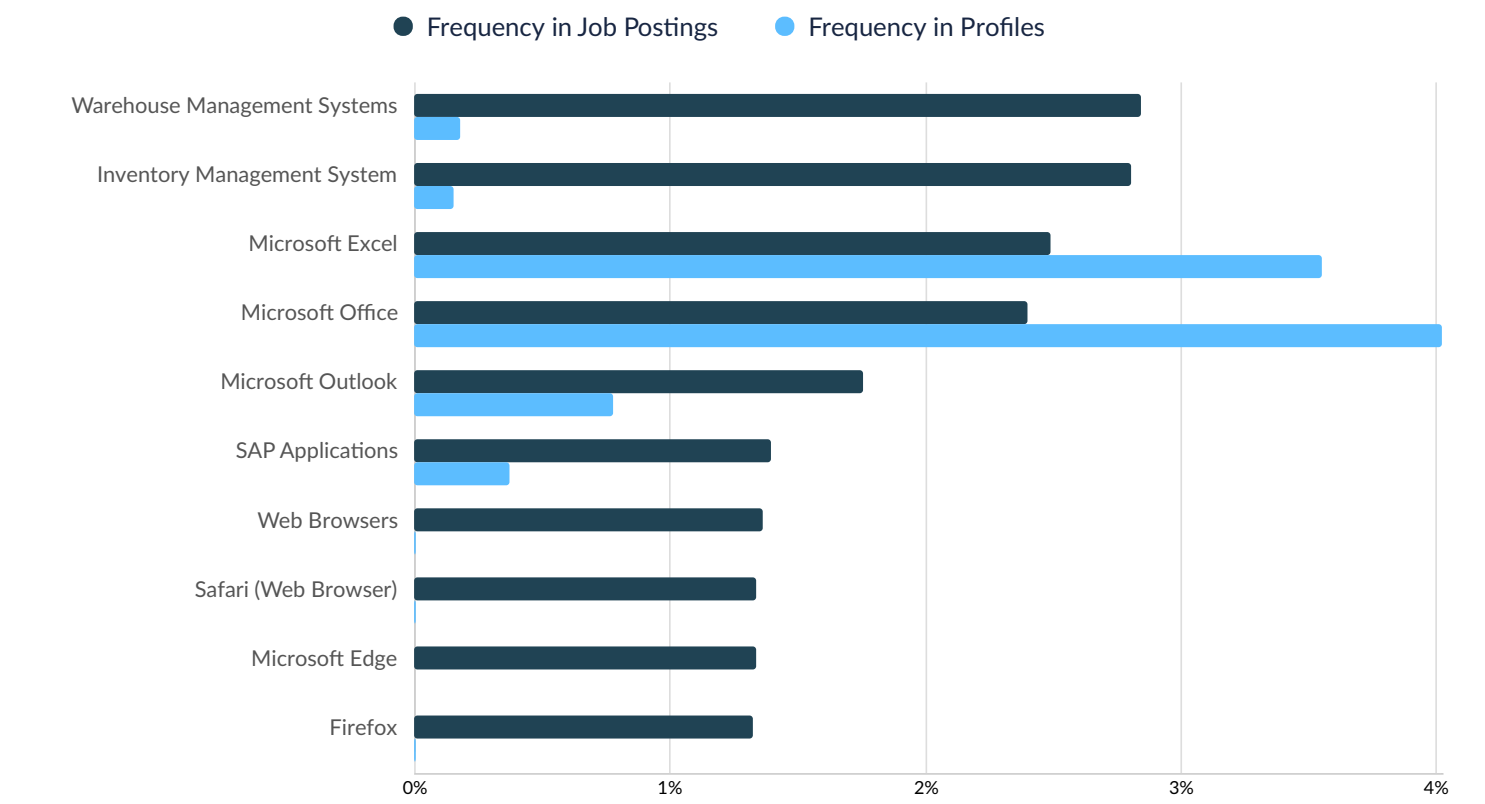
| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Warehousing | 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

| | |
|---|--|
| Part-Time Stockroom Operations Associate (Early Morning) | |
| Link to Live Job Posting: kohls.wd1.myworkdayjobs.com | |
| Location: Lancaster, CA | O*NET: 53-7065.00 |
| Company: Kohl's | Job Title: Stockroom Operations Associates |
| <p>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.</p> <p>Pay Range:</p> <p>\$15.50 - \$22.40 Kohl's offers a variety of benefits to associates depending on full-time/part-time status and work hours, including:</p> <p>WORK LIFE BALANCE</p> <p>(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</p> | |

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)

| | |
|---|---------------------|
| Laborer | |
| Link to Live Job Posting: joblink.maine.gov | |
| 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. | |

| | |
|--|---------------------|
| Stocker | |
| 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>Job Summary:</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>Responsibilities:</p> <ul style="list-style-type: none">• Unload merchandise from delivery trucks and organize it in the stockroom.• Stock shelves, racks, and bins with new or transferred merchandise.• Ensure all displayed merchandise is neat, clean, and fully stocked.• Rotate stock and maintain store cleanliness.• Use inventory management tools to track and reorder low or depleted stock.• Assist customers on the sales floor as needed.• Follow safety procedures to prevent injury and report any hazards. <p>Qualifications:</p> <ul style="list-style-type: none">• Ability to lift heavy objects and perform physically demanding tasks.• Good organizational skills and the ability to multitask.• Detail-oriented with a focus on maintaining aesthetics and store standards.• No prior experience necessary; training is provided.• Ability to work flexible hours, including nights and weekends.• High school diploma or equivalent preferred. | |

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.

perious.

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.

STAY CONNECTED TO THE HELENA POWERHOUSE!

Follow us on social @HelenaCareers or visit us at 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 |
| <p>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.</p> <p>Job Type:</p> <p>Full-time Pay:</p> <p>\$23.00 - \$27.00 per hour Expected hours: 35 - 45 per week</p> <p>Benefits:</p> <p>401(k) Dental insurance Employee discount Flexible schedule Health insurance Paid time off Referral program Vision insurance</p> <p>Compensation Package:</p> <p>Bonus opportunities Hourly pay Overtime pay</p> <p>Schedule:</p> <p>8 hour shift</p> <p>Experience:</p> <p>Soft Wash:</p> <p>4 years (Preferred)</p> | |

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.

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We drive the world—and its workforce—forward.

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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!**



WE GENERATE OPPORTUNITIES
FOR PEOPLE TO EXCEED THEIR OWN
EXPECTATIONS AND ADVANCE CAREERS,
COMPANIES, AND COMMUNITIES.

LET'S TALK.

Let's work together.

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



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