

# CAREER QUARTERLY

Career Information, Job Seeking Advice, Labor Market Data, and More!



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# Virginia's Economy at a Glance

Data Series	Aug 2019	Sept 2019	Oct 2019	Nov 2019	Dec 2019	Jan 2020
<b>Labor Force Data</b>						
Civilian Labor Force(1)	(R)4,423.9	(R)4,435.9	(R)4,444.1	(R)4,444.6	(R)4,443.3	(P)4,453.9
Employment(1)	(R)4,303.8	(R)4,316.8	(R)4,325.7	(R)4,326.2	(R)4,324.7	(P)4,335.6
Unemployment(1)	(R)120.1	(R)119.1	(R)118.5	(R)118.4	(R)118.6	(P)118.3
Unemployment Rate(2)	(R)2.7	(R)2.7	(R)2.7	(R)2.7	(R)2.7	(P)2.7
<b>Nonfarm Wage and Salary Employment</b>						
Total Nonfarm(3)	4,062.8	4,064.2	4,063.6	4,087.6	4,087.9	(P)4,091.7
12-month % change	1.2	1.2	1.0	1.4	1.5	(P)1.2
Mining and Logging(3)	7.8	7.8	7.8	7.8	7.8	(P)7.8
12-month % change	0.0	-1.3	-1.3	-1.3	-1.3	(P)0.0
Construction(3)	204.0	204.1	203.8	203.2	203.1	(P)204.9
12-month % change	2.4	3.0	2.2	1.5	1.2	(P)0.9
Manufacturing(3)	242.8	242.2	239.8	244.4	243.6	(P)240.4
12-month % change	0.6	-0.1	-1.2	0.5	0.1	(P)-1.4
Trade, Transportation, and Utilities(3)	658.0	657.8	657.4	659.0	659.5	(P)662.5
12-month % change	-0.5	-0.5	-0.4	-0.2	-0.1	(P)0.1
Information(3)	68.2	68.7	68.9	69.3	68.7	(P)68.3
12-month % change	1.6	1.9	1.8	3.1	2.2	(P)1.2
Financial Activities(3)	212.4	212.9	211.4	213.9	214.6	(P)214.6
12-month % change	1.7	2.0	1.1	2.1	2.4	(P)2.0
Professional & Business Services(3)	769.3	770.2	767.9	772.6	775.1	(P)774.8
12-month % change	2.4	2.5	1.8	2.3	2.9	(P)1.9
Education & Health Services(3)	555.3	557.4	558.0	560.1	563.4	(P)563.4
12-month % change	1.7	1.8	1.6	1.9	2.6	(P)2.6
Leisure & Hospitality(3)	407.9	408.1	412.3	414.9	417.4	(P)417.6
12-month % change	-0.4	0.1	0.6	0.9	1.6	(P)1.6
Other Services(3)	202.5	202.3	202.8	203.0	202.7	(P)203.7
12-month % change	1.4	1.4	1.5	1.3	1.0	(P)1.2
Government(3)	734.6	732.7	733.5	739.4	732.0	(P)733.7
12-month % change	1.6	1.2	1.3	2.0	1.0	(P)1.1

## Footnotes

(1) Number of persons, in thousands, seasonally adjusted; (2) In percent, seasonally adjusted.; (3) Number of jobs, in thousands, seasonally adjusted.; (P) Preliminary; (r) Revised

Source: <https://www.bls.gov/eag/eag.va.htm>

Labor Market Research

Job openings decrease 14.9 percent for the year ended December 2019

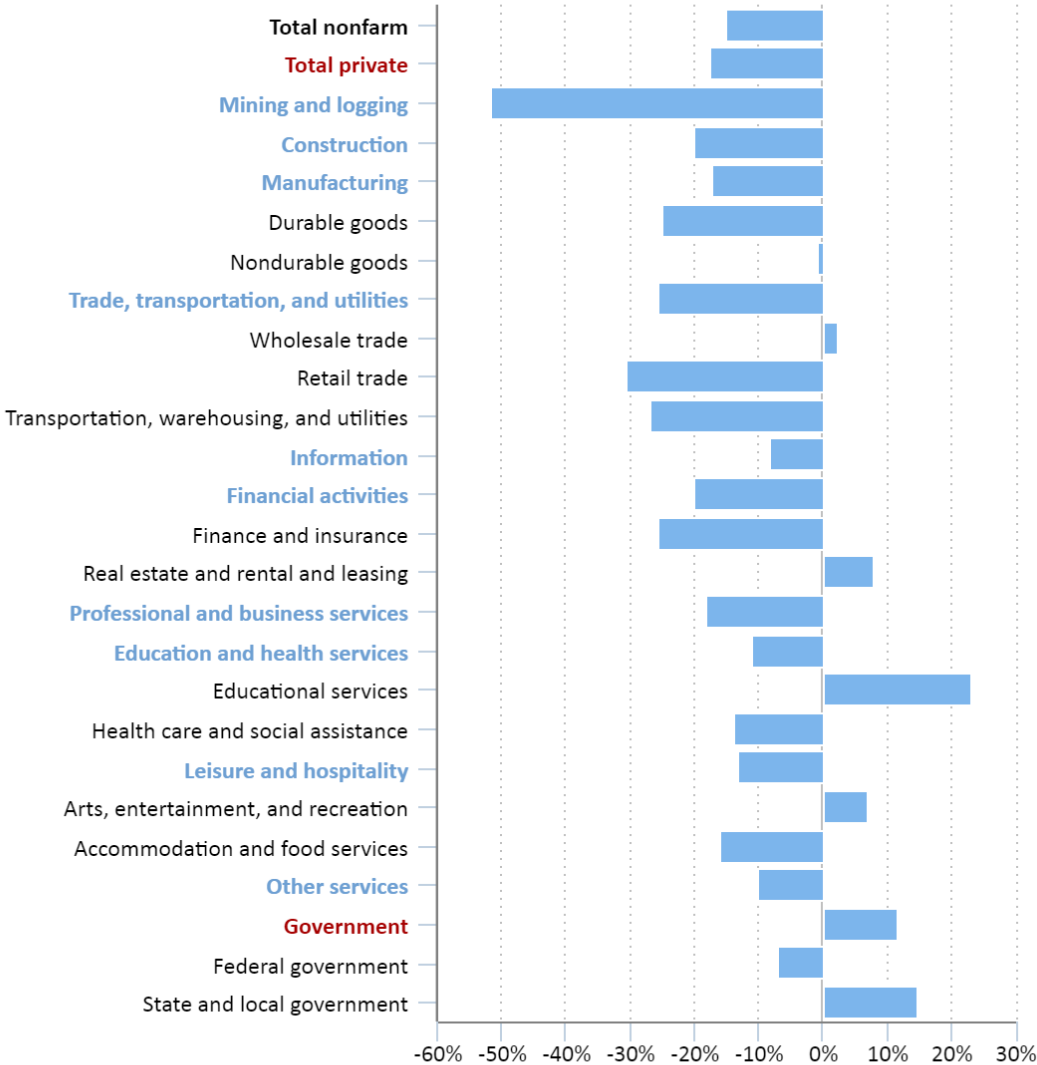
BLS

On the last business day of December 2019, there were 5,892,000 job openings, a decrease of 14.9 percent from 6,921,000 job openings on the last business day of December 2018. For private industry, job openings on the last business day of December 2019 were 5,221,000, representing a 17.4-percent decrease from the 6,321,000 job openings on the last business day of December 2018.

From the last business day of December 2018 to that of December 2019, job openings decreased for most industries, including mining and logging (–51.7 percent), retail trade (–30.5 percent), transportation, warehousing, and utilities (–26.7 percent), finance and insurance (–25.5 percent), and durable goods manufacturing (–24.8 percent).

In educational services, job openings increased 23.1 percent from 91,000 on the last business day of December 2018 to 112,000 on the last business day of December 2019. Over the same period, job openings increased 14.8 percent for state and local government.

12-month percent change in job openings by industry, not seasonally adjusted, December 2018–December 2019



Source: U.S. Bureau of Labor Statistics.

See table on page 4 for complete data.

These data are from the Job Openings and Labor Turnover Survey and are not seasonally adjusted.

## 12-month percent change in job openings by industry, not seasonally adjusted, December 2018–December 2019

Industry	12-month percent change <sup>[p]</sup>	12-month net change <sup>[p]</sup>	December 2018	December 2019 <sup>[p]</sup>
<b>Total nonfarm</b>	-14.9%	-1,029,000	6,921,000	5,892,000
<b>Total private</b>	-17.4	-1,100,000	6,321,000	5,221,000
<b>Mining and logging</b>	-51.7	-15,000	29,000	14,000
<b>Construction</b>	-20.1	-60,000	299,000	239,000
<b>Manufacturing</b>	-17.2	-75,000	435,000	360,000
<b>Durable goods</b>	-24.8	-74,000	298,000	224,000
<b>Nondurable goods</b>	-0.7	-1,000	137,000	136,000
<b>Trade, transportation, and utilities</b>	-25.7	-347,000	1,350,000	1,003,000
<b>Wholesale trade</b>	2.5	4,000	163,000	167,000
<b>Retail trade</b>	-30.5	-265,000	868,000	603,000
<b>Transportation, warehousing, and utilities</b>	-26.7	-85,000	318,000	233,000
<b>Information</b>	-8.1	-10,000	123,000	113,000
<b>Financial activities</b>	-20.1	-75,000	373,000	298,000
<b>Finance and insurance</b>	-25.5	-79,000	310,000	231,000
<b>Real estate and rental and leasing</b>	7.9	5,000	63,000	68,000
<b>Professional and business services</b>	-18.2	-232,000	1,275,000	1,043,000
<b>Education and health services</b>	-11.0	-142,000	1,294,000	1,152,000
<b>Educational services</b>	23.1	21,000	91,000	112,000
<b>Health care and social assistance</b>	-13.7	-165,000	1,204,000	1,039,000
<b>Leisure and hospitality</b>	-13.2	-118,000	893,000	775,000
<b>Arts, entertainment, and recreation</b>	6.9	7,000	102,000	109,000
<b>Accommodation and food services</b>	-15.8	-125,000	791,000	666,000
<b>Other services</b>	-10.0	-25,000	250,000	225,000
<b>Government</b>	11.7	70,000	600,000	670,000
<b>Federal government</b>	-6.9	-6,000	87,000	81,000
<b>State and local government</b>	14.8	76,000	514,000	590,000

<sup>[p]</sup> = preliminary.

Source: Bureau of Labor Statistics, U.S. Department of Labor, The Economics Daily, Job openings decrease 14.9 percent for the year ended December 2019 on the Internet at <https://www.bls.gov/opub/ted/2020/job-openings-decrease-14-point-9-percent-for-the-year-ended-december-2019.htm> (visited February 25, 2020).



## Career Planning

### Finding the Best Job Search Sites

More and more people are using the Internet in their job search. Companies are also using various on-line Job sites to aid in their recruitment of new hires. But how do you determine which sites are good and which ones aren't worth your time?

According to the article, "Best Job Search Sites" in U.S. News & World Report (June 20, 2019), finding the job sites used most by HR professionals and recruiters is key. For job seekers, this might mean that their favorite job board may not be the preferred job search site for every company.

Some of the top job search sites that are used most by recruiters are:

Private	
<a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>	On the <b>careerbuilder</b> site, you can add a résumé, browse jobs, explore careers, and search resources.
<a href="https://www.indeed.com">https://www.indeed.com</a>	<b>Indeed</b> lets you search for jobs by career title, company name, and location. You can also apply for job openings on the site or through links, and read company reviews.
<a href="http://www.job.com">http://www.job.com</a>	Based out of Fredericksburg, VA and one of the fastest growing career portals on the Internet, <b>Job.com</b> connects great people across the U.S. with great companies.
<a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	On <b>glassdoor</b> , search all the open positions on the web. Get your own personalized salary estimate. Read reviews on over 600,000 companies worldwide.
<a href="https://www.monster.com">https://www.monster.com</a>	<b>Monster</b> lets you create an account and upload your résumé, search for job postings and receive alerts when a posting fits your profile, plus read career advice articles and more.
<a href="http://www.simplyhired.com">http://www.simplyhired.com</a>	On <b>SimplyHired</b> , view detailed salary information for thousands of different careers and learn about and find jobs in each city's most popular industries, top companies, and job types.
Government	
<a href="https://www.usajobs.gov">https://www.usajobs.gov</a>	<b>USAJOBS</b> lets you create a profile, upload your résumé and documents, job search and apply for openings with the Federal Government.
<a href="http://jobs.virginia.gov">http://jobs.virginia.gov</a>	<b>Jobs.Virginia.Gov</b> lists all job opportunities available in Virginia government. You can search by state agencies, location, and role titles. You also apply for job openings on this site.
<a href="http://www.vaco.org/county-profiles/links-to-county-websites/">http://www.vaco.org/county-profiles/links-to-county-websites/</a>	<b>Virginia Association of Counties</b> provides a list with links to all county websites in the state. From these sites, you can search for job openings for each county.

Another good on-line option is to go directly to the website for a company or government agency and view the job listings found on their websites, usually under a link for Employment or Job Openings.

There are also sites that specialize in job listing for a specific industry. For instance, [www.dice.com](http://www.dice.com) specializes in job opportunities in the technology industry; <https://www.higheredjobs.com/> has listing for college and universities; and <https://www.idealists.org/> has listings for jobs and internships for non-profit companies and organizations.

Most importantly, don't limit yourself to just using on-line job search sites. There are still many companies that still consider hiring through recommendations and networking. Connecting with other people in your field and keeping in contact with former colleagues can be helpful in getting information on what jobs might be coming available, or what specific requirements might be needed for the job.

For more information on using job search sites and other helpful career information, please check out the [Virginia Occupational Career Resource Guide](#).

Source: <https://money.usnews.com/money/blogs/outside-voices-careers/articles/best-job-search-sites>

# What is the Difference Between Hourly and Salary Employees?

By Alison Doyle, Updated December 18, 2019

What's the difference between hourly and salary employees, and why does it matter how you're categorized? Employees are classified based on the type of work they do and how they are paid.

The main difference between hourly and salaried employees is how they are paid:

- ▶ **Hourly workers** are paid an hourly rate for each hour they work and are entitled to overtime pay if they work over 40 hours per week.
- ▶ **Salary employees** are typically not given overtime pay, but company-provided benefits are often more substantial than those provided to hourly workers.

## Pay for Hourly Employees

Hourly employees are compensated at a set hourly rate, which is multiplied by the hours worked during any given pay period. For example, if a worker has an hourly rate of \$10.50 and works 40 hours in a given week, then their wages for that period would be  $40 \times \$10.50$  or \$420.

All hourly workers are considered non-exempt employees under the Fair Labor Standards guidelines. Non-exempt employees are not exempt from being paid overtime. They must be paid time and a half for all hours worked over 40 in a given week.<sup>1</sup>

For example, if the same employee worked 50 hours in a week, then her compensation would be  $40 \times \$10.50$  for her regular 40 hours plus  $10 \times \$15.75$  for the 10 overtime hours.

Hourly employees are also often not guaranteed a set number of hours of work per week, unless they are covered by a labor contract. An hourly employee's hours per week may vary based on his or her weekly schedule. Sometimes, employees have a shift schedule that changes every week, so their hours might vary week to week. These employees must be paid, at the least, minimum wage.<sup>2</sup>

Minimum wage varies from state to state, and some counties and cities also have a range of rates. [Currently, the minimum wage in Virginia is the federal minimum — \$7.25 an hour.]

*Employers must pay their hourly employees either the state or federal minimum wage, whichever is higher.*

## Pay for Salary Employees

Salaried employees have a set minimum annual level of compensation. That annual amount is divided by the number of pay periods to arrive at their weekly, bi-weekly, or monthly paycheck.

For example, if a salaried employee earns a salary of \$50,000 that is paid weekly, each paycheck would be \$961.54 before deductions. If the employee is exempt from overtime pay, that amount wouldn't change, regardless of how many hours per week are worked.

## Exempt Salary Employees

Many salaried employees are exempt employees. This means they are exempt from the overtime rules outlined by the Fair Labor Standards Act.<sup>3</sup>



For this reason, employers do not generally keep track of the number of hours worked by salaried employees or compensate them for extra hours worked.

Some employers do offer overtime pay for their salaried employees. Or, instead of overtime pay, employers might offer their salaried employees compensatory time off or some other form of benefits instead of overtime pay.

Certain occupations are exempt from overtime provisions, even if they are paid on an hourly basis.

## Non-Exempt Salary Employees

If a salaried employee is classified as a non-exempt worker under the Fair Labor Standards Act, then the employer must pay that worker time and a half for any hours worked over 40 hours in a given week.

Effective January 1, 2020, salaried employees must be classified as non-exempt if they are earning less than \$684 per week, or \$35,568 per year, or if they don't meet the Department of Labor's standards for classification as exempt.<sup>4</sup>

## State Rules

Some states have enacted overtime rules that have expanded overtime eligibility, so check with your State Department of Labor for eligibility in your location. If you do work in a state with overtime pay regulations, overtime is paid according to the standard that will provide the higher amount of pay.

## Salary vs. Hourly: Pros and Cons

### Benefits of Salary Jobs

There are benefits to both salaried and hourly jobs. Salaried jobs often offer more benefits, including health insurance, parental leave, and 401(k) plans. Some salaried jobs come with more responsibility and influence than hourly jobs, which can be a plus if you are trying to move up the career ladder. Also, some people enjoy the stability of knowing they will receive the same amount in their paycheck every month.

However, there are also drawbacks to salaried employment. For example, since you are not paid overtime, any extra work you do does not come with extra pay.

### Benefits of Hourly Jobs

The benefits of hourly jobs are that you can sometimes earn even more than you would in a salaried job, especially if you work a lot of overtime. You also know that you will be compensated for every single hour you work, unlike a salaried job.

However, hourly jobs do not always have the same benefits as salaried jobs. Also, if you are working a shift schedule, you might get more hours some weeks than others, which will affect the amount you earn each week.

Consider these pros and cons when you are deciding whether you'd prefer a salaried or hourly job. For example, take into account how important things like health insurance and other benefits are to you.

1. U.S. Department of Labor: "Overtime Pay," Accessed Dec. 3, 2019.
2. U.S. Department of Labor: "Salary Basis Requirement and the Part 541 Exemptions Under the Fair Labor Standards Act," Accessed Dec. 3, 2019.
3. U.S. Department of Labor: "Exemption for Executive, Administrative, Professional, Computer & Outside Sales Employees Under the Fair Labor Standards Act," Accessed Dec. 3, 2019.
4. U.S. Department of Labor: "Final Rule: Overtime Update," Accessed Dec. 3, 2019.

Source: <https://www.thebalancecareers.com/hourly-vs-salary-employees-2063373>



## Job Searching

*At this time of workforce uncertainty due to the Coronavirus epidemic, whole industries such as Food Service and Retail are experiencing large layoffs of workers. Along with Unemployment Insurance, there are federal and state programs designed to aid displaced workers find new employment through training and other services.*

## Dislocated Worker Definition and Programs

Dislocated workers are individuals who have lost their jobs due to a layoff. Also known as displaced workers, they've experienced job loss due to circumstances beyond their control. Workers who are terminated from employment due to unsatisfactory job performance are not considered displaced workers. Read on to learn more about dislocated workers and programs that can help them get back to work.

### Definition of a Dislocated Worker

According to the Department of Labor, a worker is considered dislocated if he or she meets one of the following criteria:

- ▶ Has been laid off or received a layoff notice from a job or receives unemployment benefits as a result of being laid off and is unlikely to return to a previous occupation
- ▶ Was self-employed but is now without work due to economic conditions or natural disaster
- ▶ Is the spouse of an active duty member of the Armed Forces and lost employment as a result of relocating because of a permanent duty station change
- ▶ Is the spouse of an active duty member of the Armed Forces, is also unemployed or underemployed, and finding difficulty in obtaining or upgrading employment
- ▶ Is a displaced homemaker – someone who was taking care of a family without pay, such as a stay-at-home mother or father, is no longer supported by their spouse, is unemployed or underemployed, and can't find or upgrade their employment

### Reasons for Worker Dislocation

#### Economic Downturn

A common reason for the dislocation of workers is a downturn in the general economy that reduces overall demand for products or services, and therefore, reduced need for workers. In some cases, the impetus is a downturn in a particular industry, such as the newspaper business, which is based on economic or technological trends.

#### Mergers and Acquisitions

Some employees are laid off due to the duplication of jobs when mergers or acquisitions are carried out. Other workers are dislocated due to automation or other workplace trends that reduce demand for their particular skills, so they're let go.

#### Company Closings

Layoffs can occur when a company moves to a new location or closes a facility where a worker was employed. Foreign competition or outsourcing, such as seen in areas like computer programming, is also a factor that affects the displacement of workers.

#### Unemployment Benefits

Employees who lose their jobs through no fault of their own may be eligible for unemployment benefits. Here's information on qualifying and filing for unemployment compensation.



## Examples of Dislocated Workers

- ▶ After a plant shuts down, hundreds of displaced workers were without jobs.
- ▶ A merger resulted in massive layoffs and generated over 500 dislocated workers.
- ▶ An assembly line worker was displaced when his function was automated.
- ▶ A purchasing coordinator was laid off when the role was outsourced to a contract firm.

## What Are Dislocated Worker Programs?

Dislocated Worker Program services are provided through the State Department of Labor Offices and are designed to help workers get back to work as quickly as possible. They're federally funded by The Workforce Investment Act (WIA).

These programs help people overcome obstacles such as challenges in entering a new industry, lowered demand for acquired skills, or lack of work experience or education. They're designed to help people achieve competitive salaries to match their background.

The available programs vary slightly based on the type of work or location of the worker. Services provided include skills assessment, career planning and counseling, job search and placement services, training, educational services, and other job seeker support services.

## Am I Eligible for a Dislocated Worker Program?

Workers who have been terminated or laid off, or received notice that they will be terminated or laid off because of a permanent plant closing, a substantial layoff, foreign competition, and/or a lack of demand for their skills are eligible.

Self-employed workers who are out of work because of the economy or a natural disaster may also be eligible. Manual labor including agriculture, farming, ranching, or fishing fall into this category, as do displaced homemakers.

To determine if you may be eligible for Dislocated Worker Program services, check with your State Department of Labor.

## How to Explain Your Unemployment Status

Dislocated workers should convey the circumstances underlying their unemployment in their job search communications. Make a clear statement on your resume, cover letter, applications, and during your interview to explain why you were displaced.

For example, you might say, "My position was eliminated when my department's function was outsourced. Evaluations and recommendations indicate that my performance was excellent." Provide recommendations or letters of introduction to employers to counteract any assumptions that you were terminated for cause.

### More websites of programs for displaced workers:

<https://www.dol.gov/agencies/eta/>

<https://www.careeronestop.org/localhelp/americanjobcenters/find-american-job-centers.aspx?location=Virginia&radius=25&ct=0&y=0&w=0&e=0&sortcolumns=Location&sortdirections=ASC>

Source: <https://www.thebalancecareers.com/what-is-a-dislocated-worker-2061969>



## Career In-Depth Focus



## Hand Laborers and Material Movers

### Quick Facts: Hand Laborers and Material Movers

<a href="#">2018 Median Pay</a>	\$27,270 per year \$13.11 per hour
<a href="#">Typical Entry-Level Education</a>	No formal educational credential
<a href="#">Work Experience in a Related Occupation</a>	None
<a href="#">On-the-job Training</a>	Short-term on-the-job training
<a href="#">Number of Jobs, 2018</a>	4,234,900
<a href="#">Job Outlook, 2018-28</a>	4% (As fast as average)
<a href="#">Employment Change, 2018-28</a>	156,200



## What Hand Laborers and Material Movers Do

Hand laborers and material movers manually move freight, stock, or other materials. Some of these workers feed or remove material to or from machines, clean vehicles, pick up unwanted household goods, and pack materials for moving.

### Duties

Hand laborers and material movers typically do the following:

- ▶ Manually move material from one place to another
- ▶ Pack or wrap products by hand
- ▶ Keep a record of the material they move
- ▶ Signal machine operators to help move material
- ▶ Clean cars, equipment, and workplaces



In warehouses and in wholesale and retail operations, hand laborers and material movers work closely with material moving machine operators and material recording clerks. Some workers are employed in manufacturing industries, loading material onto conveyor belts or other machines.

**The following are examples of types of hand laborers and material movers:**

**Cleaners of vehicles and equipment** wash automobiles and other vehicles, as well as storage tanks, pipelines, and related machinery. They use cleaning products, vacuums, hoses, and brushes. Most of these workers clean cars at a carwash, an automobile dealership, or a rental agency. Some clean industrial equipment at manufacturing firms. Some—for example, those who work at a carwash, also known as carwash attendants—interact with customers.

**Hand laborers and freight, stock, and material movers** move materials to and from storage and production areas, loading docks, delivery trucks, ships, and containers. Although their specific duties may vary, most of these movers, often called pickers, work in warehouses. Some workers retrieve products from storage and move them to loading areas. Other workers load and unload cargo from a truck. When moving a package, pickers keep track of the package number, sometimes with a hand-held scanner, to ensure proper delivery. Sometimes they open containers and sort the material.

**Hand packers and packagers** package a variety of materials by hand. They may label cartons, inspect items for defects, and keep records of items packed. Some of these workers pack materials for shipment and move them to a loading dock. Hand packers in grocery stores, also known as grocery baggers, bag groceries for customers at checkout.

**Machine feeders and offbearers** process materials by feeding them into equipment or by removing them from equipment. The equipment is generally operated by other workers, such as material moving machine operators. Machine feeders and offbearers help the operator if the machine becomes jammed or needs minor repairs. Machine feeders also track the amount of material they process during a shift.

**Refuse and recyclable material collectors** gather garbage and recyclables from homes and businesses to transport to a dump, landfill, or recycling center. Many collectors lift garbage cans by hand and empty them into their truck. Some collectors drive the garbage or recycling truck along a scheduled route and may use a hydraulic lift to empty the contents of a dumpster into the truck.

Work Environment

Hand laborers and material movers held about 4.2 million jobs in 2018. Employment in the detailed occupations that make up hand laborers and material movers was distributed as follows:

Laborers and freight, stock, and material movers, hand	2,953,800
Packers and packagers, hand	673,400
Cleaners of vehicles and equipment	408,500
Refuse and recyclable material collectors	133,000
Machine feeders and offbearers	66,200

The largest employers of hand laborers and material movers were as follows:

Transportation and warehousing	23%
Administrative and support and waste management and remediation services	22
Manufacturing	13
Wholesale trade	13

Hand laborers and material movers lift and carry heavy objects, and their work is usually repetitive and physically demanding. They bend, kneel, crouch, or crawl in awkward positions.

Injuries and Illnesses

Hand laborers and freight, stock, and material movers and refuse and recyclable material collectors have some of the highest rates of injuries and illnesses of all occupations. Moving heavy objects around warehouses or onto trucks, or bending while cleaning a vehicle, may lead to sprains, strains, or overexertion.

Work Schedules

Most hand laborers and freight, stock, and material movers work full time. Shifts longer than 8 hours are common, and sometimes overtime is available. Because materials are shipped around the clock, some workers, especially those in warehousing, work overnight shifts.

How to Become a Hand Laborer or Material Mover

There are usually no formal educational requirements for anyone to become a hand laborer or material mover. Employers typically require only that applicants be physically able to perform the work.

Education

There are no formal educational requirements for anyone to become a hand laborer or material mover.



Training

Most positions for hand laborers and material movers require less than 1 month of on-the-job training. Some workers need only a few days of training, and most training is done by a supervisor or a more experienced worker who decides when trainees are ready to work on their own.

Workers learn safety rules as part of their training. Many of these rules are standardized through the Occupational Safety and Health Administration (OSHA).

Licenses, Certifications, and Registrations

Refuse and recyclable material collectors who drive trucks that exceed a certain capacity—such as vehicles with the combined weight of the vehicle, passengers, and cargo exceeding 26,000 pounds—must have a commercial driver’s license (CDL). Obtaining a CDL requires passing written, skill, and vision tests.

Important Qualities

**Customer-service skills.** Hand laborers and material movers who work with the public, such as grocery baggers or carwash attendants, must be pleasant and courteous to customers.

**Hand–eye coordination.** Most hand laborers and material movers use their arms and hands to manipulate objects or move objects into specific positions.

**Listening skills.** Hand laborers and material movers follow instructions that a supervisor gives them.

**Physical stamina.** Hand laborers and material movers need the endurance to perform strenuous tasks, such as moving or cleaning objects, throughout the day.

**Physical strength.** Some hand laborers and material movers must be able to lift and carry heavy objects.

Pay

Hand Laborers and Material Movers

The median annual wage for hand laborers and material movers was \$27,270 in May 2018. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$20,000, and the highest 10 percent earned more than \$44,670.

Median annual wages for hand laborers and material movers in May 2018 were as follows:

Refuse and recyclable material collectors	\$37,260
Machine feeders and offbearers	29,560
Laborers and freight, stock, and material movers, hand	28,260
Packers and packagers, hand	24,580
Cleaners of vehicles and equipment	24,530

In May 2018, the median annual wages for hand laborers and material movers in the top industries in which they worked were as follows:

Wholesale trade	\$29,570
Manufacturing	29,390
Transportation and warehousing	29,220
Administrative and support and waste management and remediation services	25,080

Some hand laborers and material movers, such as grocery baggers or carwash attendants, may receive tips.

Most hand laborers and freight, stock, and material movers work full time.

Shifts longer than 8 hours are common, and sometimes overtime is available. Because materials are shipped around the clock, some workers, especially those in warehousing, work overnight shifts.

Job Outlook

Overall employment of hand laborers and material movers is projected to grow 4 percent from 2018 to 2028, about as fast as the average for all occupations. Projected employment changes will vary by occupation.

Employment of hand laborers and freight, stock, and material movers—about two-thirds of all the workers in this profile—is projected to grow 5 percent from 2018 to 2028, about as fast as the average for all occupations. Although some warehouses are installing equipment such as high-speed conveyors and sorting systems to increase efficiency, these workers will still be needed to move materials in nearly all sectors of the economy.

Employment of hand packers and packagers is projected to decline 3 percent from 2018 to 2028. Grocery stores, which employ many hand packers and packagers, may employ fewer baggers as a growing number of stores have self-checkouts where customers or existing cashiers bag groceries themselves. Automation is becoming more viable in warehouses and, if it expands, will reduce the need for workers there.

Employment of refuse and recyclable material collectors is projected to grow 8 percent from 2018 to 2028, faster than the average for all occupations. Trash collection activity should be expected to increase as the population grows, and collectors will be needed to remove trash.

Employment of cleaners of vehicles and equipment is projected to grow 6 percent from 2018 to 2028, about as fast as the average for all occupations. Demand for automotive repair and maintenance services, as well as a growing automobile dealers industry, is expected to contribute to employment growth of cleaners of vehicles and equipment.

Employment of machine feeders and offbearers is projected to show little or no change from 2018 to 2028. Many of these workers are employed in manufacturing industries, in which functions are being automated, so employment is expected to remain unchanged.

## Job Prospects

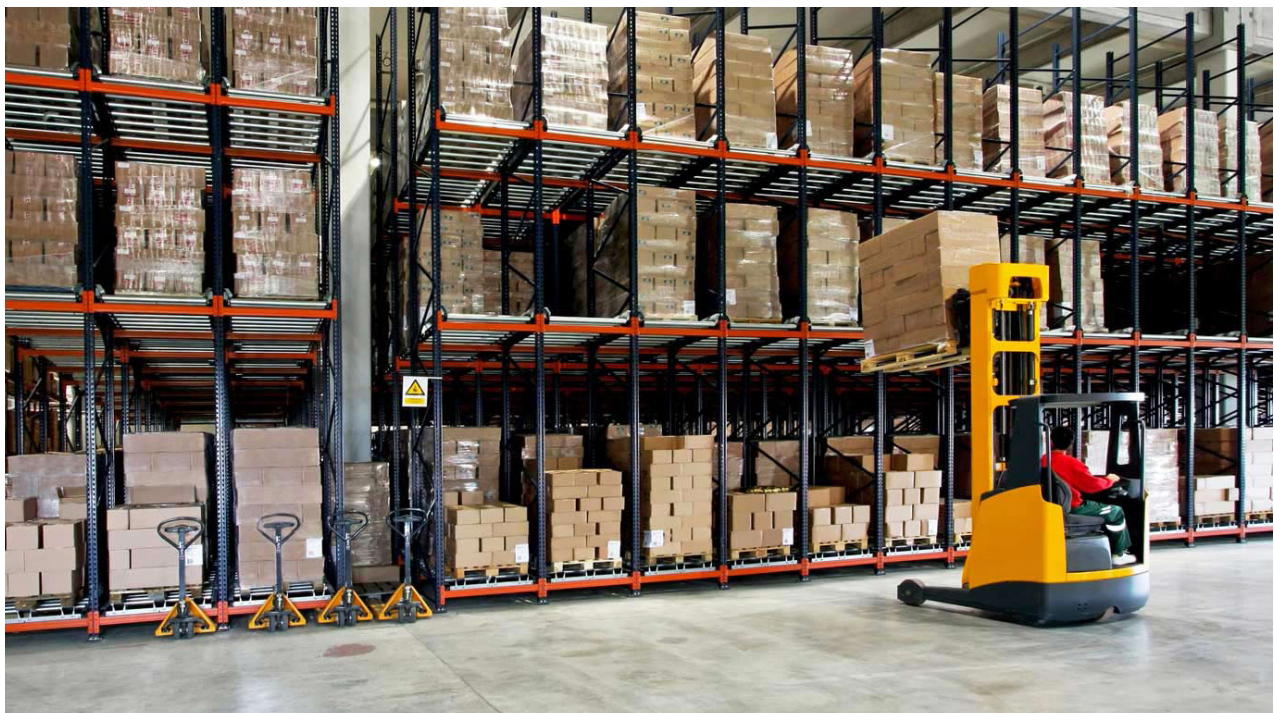
Job prospects for hand laborers and material movers are expected to be good. The need to replace workers who leave these occupations should create a large number of job openings.

### Employment projections data for hand laborers and material movers, 2018-28

Occupational Title	SOC Code	Employment, 2018	Projected Employment, 2028	Change, 2018-28		Employment by Industry
				Percent	Numeric	
Hand laborers and material movers	—	4,234,900	4,391,200	4	156,200	—
Cleaners of vehicles and equipment	53-7061	408,500	433,000	6	24,600	<a href="#">Get data</a>
Laborers and freight, stock, and material movers, hand	53-7062	2,953,800	3,097,900	5	144,000	<a href="#">Get data</a>
Machine feeders and offbearers	53-7063	66,200	66,300	0	100	<a href="#">Get data</a>
Packers and packagers, hand	53-7064	673,400	650,000	-3	-23,400	<a href="#">Get data</a>
Refuse and recyclable material collectors	53-7081	133,000	143,900	8	10,900	<a href="#">Get data</a>

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

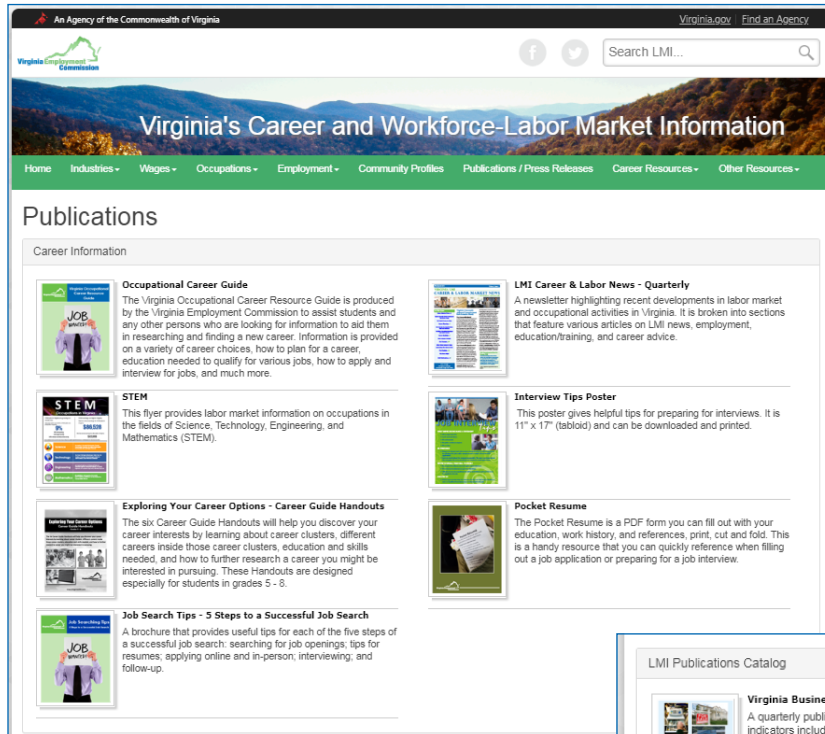
Source: <https://www.bls.gov/ooh/transportation-and-material-moving/hand-laborers-and-material-movers.htm#tab-1>



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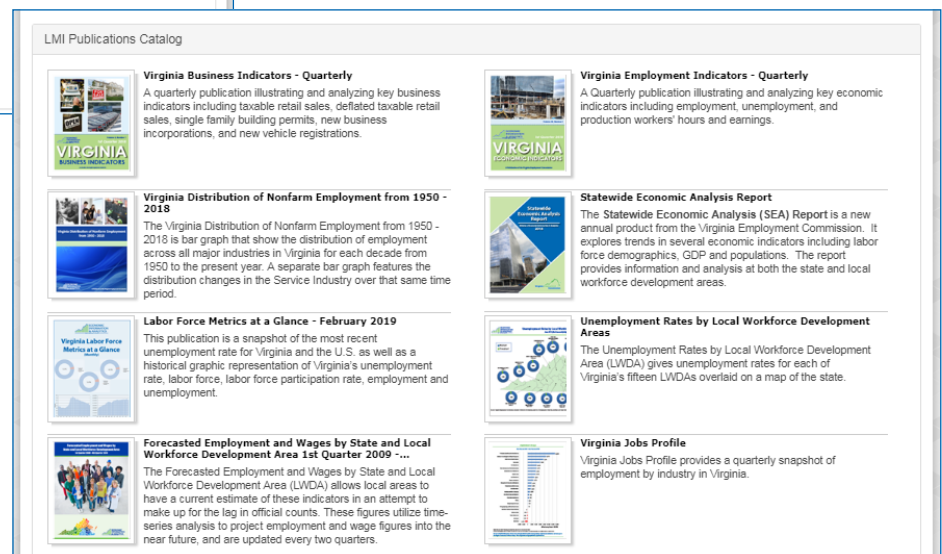
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