



*Geared Toward The Future*

NORTHWEST CENTRAL ILLINOIS

**WORKS**

## Industry Brief: Logistics

1. What skills do companies look for in logistics?
  - Commitment to the job, being at work when scheduled to help the team, and pass background check.
  - Logistics means different things to different people. It can be as simple as trucking, or as complex as warehousing. It's all about moving product from one location to another. In the Distribution Center (Warehouse) I am in, we are a supply chain. We select customer orders, and get it to the customer, whether it is by truck or even UPS.
  - The skills that I see most in demand are the ability to be flexible, finding efficiencies, thinking ahead- seeing the big picture, and thinking outside the box. Companies are trying to make a profit. We have to be efficient to be profitable. The more times we touch a case, the more it costs us in time and dollars.
  - Willingness to work in refrigerated warehouse environment.
2. What education and training would one need to get started in logistics?
  - None is required, but general math is a plus.
  - Education and training depend on what level you wish to grow to. For example, an entry level order selector would be trained on the job for the correct procedures, while a manager may require education to be able to understand the numbers in the P&L, negotiating contracts-trucking, regulations, and people skills.
  - CDL for truck driver positions and a clean driving record.
3. What are the positions companies are hiring for the most in logistics?
  - Order filling all shifts and all days.
  - The number one thing we hire in our DC is warehouse workers. Finding associates in a very tight job market is tough. With the current low unemployment rate, it is hard to find associates to stay with companies. Many jump for the chance to make more money. We promote from within when we can, and we try to develop the talent we have. The lack of workers are causing many companies to bring in more automation to overcome the constant turnover, hiring, and training that costs.
4. Will I like the work and how can I find out before I invest in the training?
  - It is hard work that requires heavy lifting for three or four days a week but the pay is good and you control if you make more.
  - I don't know if you would like it, but understanding the whole business, the customer's requirements, shipping schedules, calculating labor, being flexible every day to handle all the moving pieces, is that something you can do?
  - If your goal is to become management with a company, I suggest that you do an internship first. This will give you an inside opportunity to understand the job demand. Many companies invest in their interns and hope to get them back.
5. What are the challenges facing logistics companies today?
  - Very manual process that requires the lifting of 2,500 to 3,500 cases a day weighing 15 to 65 pounds average.
  - Challenges today...I would have to say with the low unemployment labor market, finding qualified associates and retaining them, with the Trucking part of the business, I would have to say available experienced driver pool, driver regulations, fuel costs, and retention. Our goal is to get the product to the customer so it is there when the customer wants it. If you go to a specific store for a sale and the product you want is gone, are you happy? Probably not.
  - If we don't have the labor to select the product, and we struggle with the time to get it to the customer and rising costs of fuel, we are not providing the customer service we need to retain our customer base.

## Sample of Logistics Establishments in NCI Works Area

Company Name	Primary County	Mailing City	Mailing State	Line Of Business	Revenue (US Dollars, millions)	Total Employees
Walmart Distribution	Bureau and Whiteside	Spring Valley and Sterling	IL	Warehousing/Distribution	\$517 Billion Worldwide	2.2m Worldwide
SuperValu	La Salle	Oglesby	IL	Warehousing/Distribution	Unavailable	275
Total Logistics	Ogle	Rochelle	IL	Warehousing/Distribution	Unavailable	200
Xpo Cnw Inc	LaSalle	LaSalle	IL	Trucking	Unavailable	177
Double D Express	LaSalle	Peru	IL	Trucking	\$14m	140
Lucky Trucking	LaSalle	Streator	IL	Trucking	7.6M	150
Americold LLC	Ogle	Rochelle	IL	Warehousing	Unavailable	100
Dohrn Transfer	Whiteside	Rock Falls	IL	Trucking	Unavailable	100
BP Trucking	LaSalle	Peru	IL	Trucking	\$11M	100
Rock River Cartage	Whiteside	Sterling	IL	Trucking	\$7.9M	50

## Industry Snapshot of Logistics in NCI Works/Local Workforce Area 4, 2019q

NAICS	Industry	Current		1-Year Forecast Separations		
		Empl	Avg Ann Wages	Total New Demand	Exits	Transfers
493	Warehousing and Storage	3,859	\$38,255	495	176	283
484	Truck Transportation	2,908	\$53,565	282	121	186
491	Postal Service	648	\$52,848	30	26	21
485	Transit and Ground Passenger Transportation	439	\$18,793	50	30	21
482	Rail Transportation	429	\$81,569	32	13	26
488	Support Activities for Transportation	339	\$51,720	34	14	22
492	Couriers and Messengers	253	\$33,208	28	11	18
483	Water Transportation	54	\$72,463	6	2	4
487	Scenic and Sightseeing Transportation	54	\$22,535	7	3	4
486	Pipeline Transportation	30	\$90,978	2	1	2
481	Air Transportation	5	\$40,821	0	0	0
48	Transportation and Warehousing	9,018	\$48,981	944	408	547
	Total All Industries	126,876	\$43,212	12,976	5,921	7,892

Source: JobsEQ®, 2019 Qrt2

Northwest Central Illinois Works (NCI Works) is a locally appointed workforce board that oversees workforce development programs that are funded by millions of federal tax dollars for an eight-county area (Bureau, Carroll, Jo Daviess, LaSalle, Lee, Ogle, Putnam and Whiteside Counties).

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