# SOLVING TALENT MANAGEMENT CHALLENGES
TODAY AND IN THE FUTURE

The skills required to be successful in a supply chain organization are diverse, complex and broad. This, combined with the current market situation, global economic changes and rising consumer demand, is creating a shortage in supply chain talent from the warehouse to drivers to the executive suite.

A LABOR BREAKDOWN

In some industries, the worker shortage is on the cusp of becoming a crisis, and the logistics and transportation industry is being hit hard.
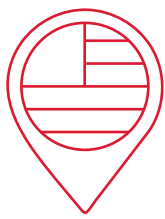
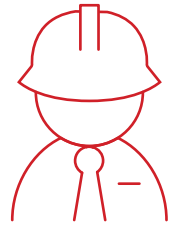**10.4 MILLION** JOBS ARE OPEN IN THE U.S.**

1.5 MILLION JOBS THE LOGISTICS AND TRANSPORTATION INDUSTRY NEEDS TO FILL THROUGH 2022

DEMAND FOR SUPPLY CHAIN TALENT OUTPACES SUPPLY SIX TO ONE.
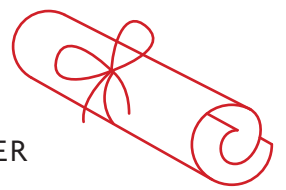THERE ARE OPENINGS IN ALL AREAS OF THE SUPPLY CHAIN

FROM ENGINEERS

13,000-14,000 OPENINGS FOR INDUSTRIAL ENGINEERS CURRENTLY EXIST

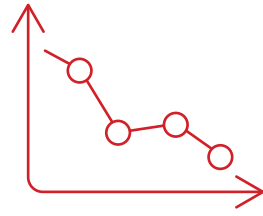**10,000** INDUSTRIAL ENGINEERS GRADUATE EACH YEAR

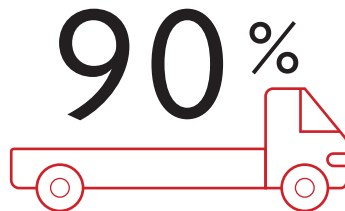JUST **2.1%** UNEMPLOYMENT EXISTS FOR THOSE WITH A BACHELOR'S DEGREE OR BETTER

TO TRUCK DRIVERS

80,000 THE CURRENT DRIVER SHORTAGE*

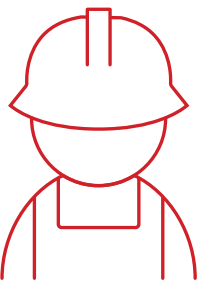**160,000+** THE ESTIMATED DRIVER SHORTAGE IN 2030*

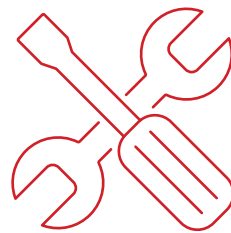**90%** DRIVER TURNOVER IN LONG-HAUL TRUCKING

47% OF THE OVERALL WORKFORCE IS COMPRISED OF WOMEN BUT LESS THAN 8% OF THE TRUCKING INDUSTRY IS

TO SERVICE TECHNICIANS

28,000+ OPENINGS FOR DIESEL SERVICE TECHNICIANS AND MECHANICS FOR EACH OF THE NEXT 10 YEARS*

1/3 OF THE NUMBER OF NEEDED TECHNICIANS AND MECHANICS ARE JOINING THE INDUSTRY

THE ROLE OF TECHNOLOGY

As supply chains become more sophisticated and digitalized, the roles of workers are changing. New technology platforms and automation can enable workers to focus on other areas of value, increasing talent retention and efficiency.

The FastSensor ActiveDistance Alert & Monitoring

is being used across Ryder supply chains to allow managers to see heat maps of employee locations, which can improve efficiencies, whether it is moving high-touch inventory for easier access or redirecting employee flow.

Ryder OpsBox™

is an analytics platform for labor management that provides floor visuals for employees, daily metrics, workforce planning, and customer visibility dashboards. It provides an automated, accurate platform that drives analytics and increases labor productivity by more than 10%.
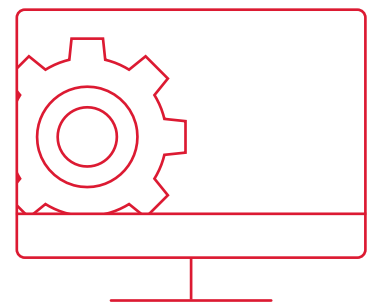
THE DEVELOPMENT PATH

Supply chain companies must do their part in attracting a stronger, skilled workforce to the industry.

To develop a best-in-class recruiting, training, and retaining strategy:

- Start the workforce pipeline earlier by offering internships to build experience
- Create a culture to mentor workers
- Implement career development plans
- Create access to cross-functional programs
- Focus on communication
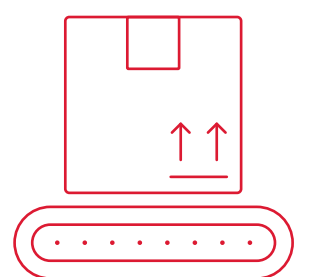
Communication issues plague the most dissatisfied workers and those most likely to quit. Workers with the lowest satisfaction scores made 178% more comments about communication than their satisfied peers through the first half of 2021.***

Improve supply chain talent management with:

- A clear vision/strategy/plan for internships, hiring and retention
- Automation where it makes sense
- Continuity of talent, focusing on risk mitigation strategies for ensuring talent availability
- Intelligent decisions on whether to recruit external talent or develop existing resources
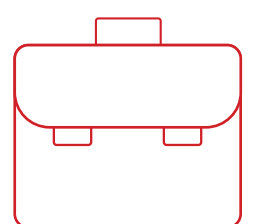
SOURCES:
* American Trucking Associations
** U.S. Bureau of Labor Statistics
***2021 WorkHound Report: How to Disrupt Driver

Ryder® Ever better.™