August 2024

TRANSPORTATION AND LOGISTICS

TALENT STUDY

JAXUSA PARTNERSHIP

TMP STRATEGIES

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TIP Strategies, Inc., would like to thank the following JAXUSA Partnership team members who contributed to the planning process.

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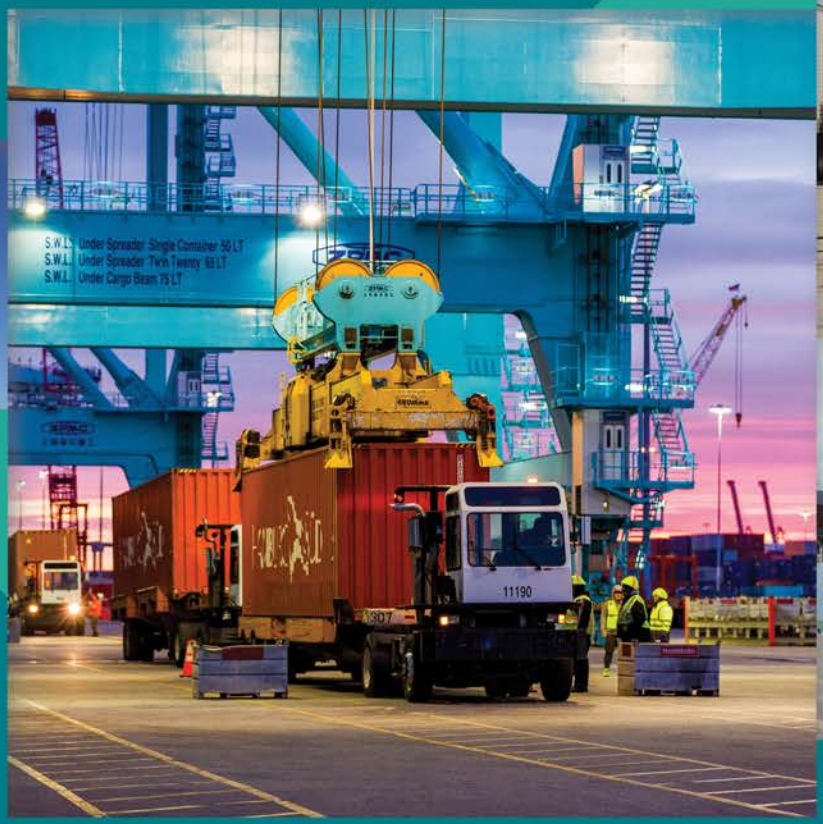


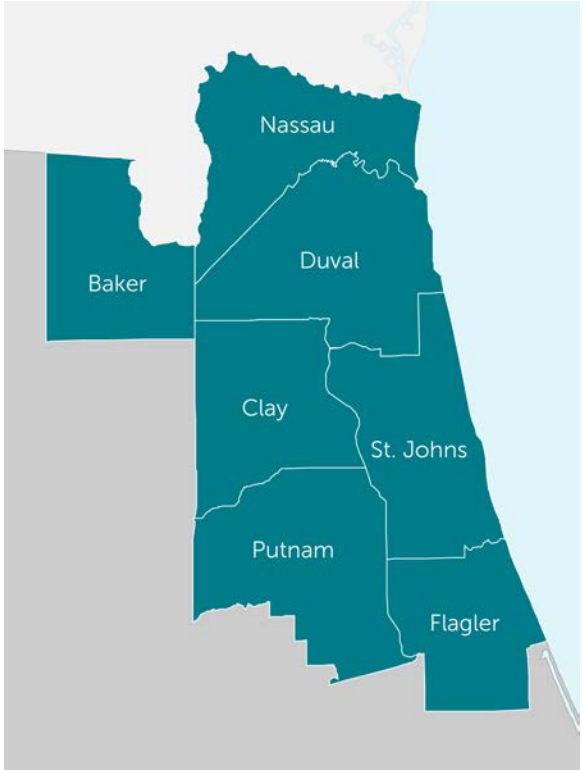
PROJECT OVERVIEW

ABOUT THIS WORK

In March 2023, JAXUSA Partnership (JAXUSA) released *The Future Is Now*, an ambitious economic development strategy for the seven counties that make up Northeast Florida (NEFL): Baker, Clay, Duval, Flagler, Nassau, Putnam, and St. Johns (see Figure 1). The strategy acknowledged that talent is, and will continue to be, the primary driver of economic success for the region. It also outlined six target industry sectors: advanced manufacturing, corporate operations, financial services, life sciences, technology services, along with transportation and logistics (T&L).

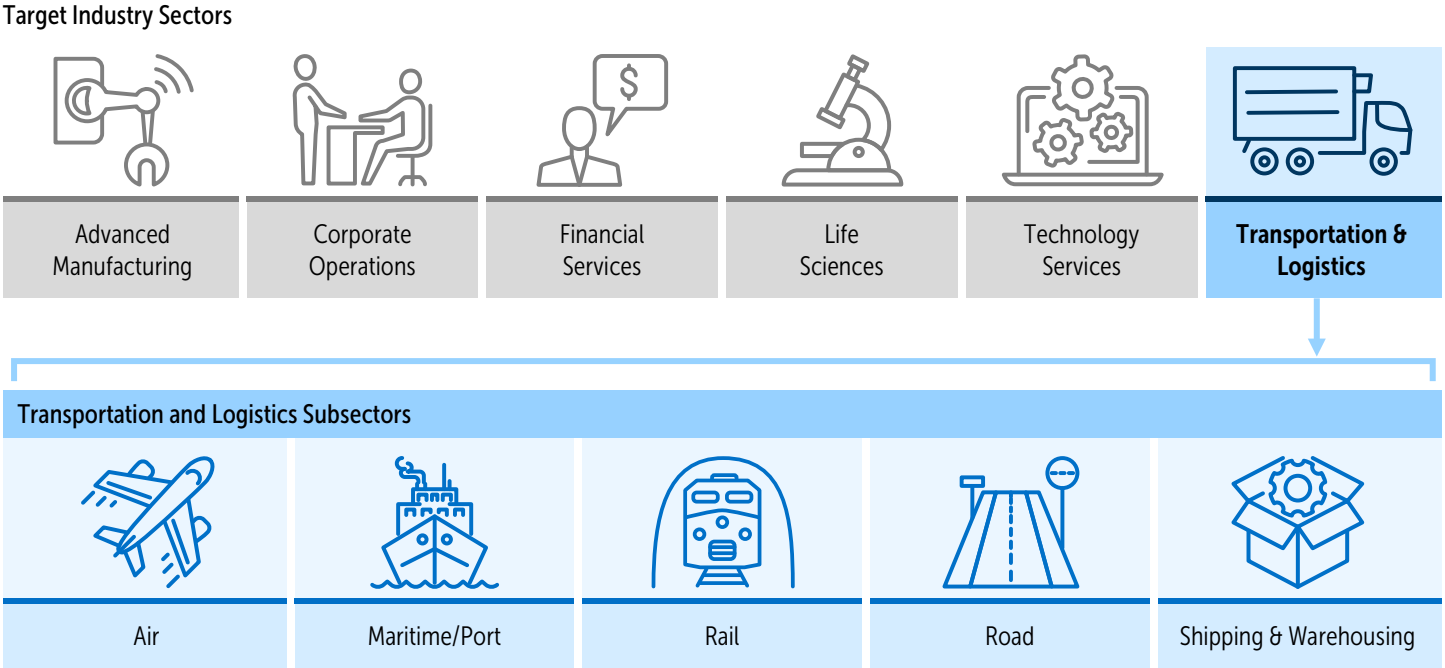
The first goal of *The Future Is Now* focused on talent development, aiming to promote accessible career pathways that create a talent pipeline reflective of employer needs. This *Transportation and Logistics Talent Study* is an extension of that goal. By assessing the sector's occupational needs, in-demand skills, and training environment, it lays the groundwork for better meeting the talent needs of the region's T&L employers. The *Transportation and Logistics Talent Study* offers a deep dive into the unique workforce challenges and opportunities facing the sector. With the help of the JAXUSA team, TIP Strategies (TIP) led a comprehensive quantitative analysis across five subsectors: air, maritime/port, rail, road, and shipping and warehousing (see Figure 2). The results of the analysis were presented as an interactive data visualization and were used to compile a profile of the T&L sector in aggregate, with additional detail for the five subsectors.

Figure 1. The Northeast Florida Region



Source(s): JAXUSA Partnership; TIP Strategies, Inc.

Figure 2. Target Industry Sectors and T&L Subsectors



Source(s): JAXUSA Partnership; TIP Strategies, Inc.

In addition to defining discrete industry subsectors, the analysis examined job postings from regional T&L companies to understand employer demand in near real-time. This approach to identifying in-demand occupations differs from an approach based on industry staffing patterns, which can be dated and unclear as to where hiring demands are tightest. Carefully selected samples of recent job postings allowed for the identification of the T&L industry cluster's most sought-after roles and specialized skills. Through this approach, 35 in-demand occupations were identified in Northeast Florida's T&L target industry sector (see Figure 5, page 4).

Beyond identifying the top in-demand occupations, the analysis includes information on workforce participation by race and ethnicity, gender, and age. The project team also compared the in-demand occupations' wages with the living wage thresholds for a mix of family household situations. These data empower Northeast Florida to tailor workforce development efforts, ensuring that workers better reflect their community and secure family-sustaining wages.

Figure 3. Overview of Interactive Deliverable Menu

SECTOR STRUCTURE	SECTOR DYNAMICS	TALENT DEMAND	TALENT SUPPLY
• **Employment.** Growth trends, concentration, and geographic distribution by subsector. • **Competitive Landscape.** JAX air freight data with comparisons to MIA and ATL.	• **Commuting Patterns.** Trends and commuter demographics. • **Worker Migration.** Top sources of and destinations for worker flows.	• **Subsector Profiles.** Subsector definitions and key characteristics of the workforce, including in-demand job skills, desired qualifications, occupational demographics, and earnings.	• **Awards and Program Completions.** Data by institution, field of study, and detailed program area. • **Apprenticeships.** Trends by occupation, industry sector, demographics, and union and veteran status.

Source(s): TIP Strategies, Inc.
Note(s): JAX is Jacksonville International Airport; MIA is Miami International Airport; and ATL is Hartsfield-Jackson Atlanta International Airport.

With a clear picture of the in-demand occupations, the project team analyzed the degree to which the region's training pipeline matches the educational requirements of key T&L roles. This analysis helps identify any necessary strategic adjustments to better align the education and training infrastructure with current and future employer needs in the T&L target industry cluster. Results from the talent pipeline deep dive were used to profile selected in-demand positions. The Occupational Profiles section (starting on page 18) highlights the job duties, employment outlook, training program completions, and more for these key T&L roles.

This robust quantitative analysis was validated through stakeholder engagement, specifically one-on-one interviews and roundtables. Common themes from the stakeholder engagement are presented in the following section. Findings from the quantitative and qualitative analysis, coupled with the expertise of the project team, served as the foundation for the recommendations to bolster the talent pipeline for the T&L target industry cluster. The recommendations, which begin on page 8, are grouped by three categories, the ABCs: awareness,

Figure 4. Recommendation Framework

A	**AWARENESS.** Increase awareness of and exposure to careers in transportation and logistics.
B	**BUILDING BLOCKS.** Strengthen the regional transportation and logistics talent infrastructure.
C	**CURRICULUM.** Enhance transportation and logistics training opportunities.

building blocks, and curriculum (see Figure 4). To assist JAXUSA and its partners in implementing the ABCs, a Case Studies Guide is provided (see page 11).

Figure 5. In-Demand Occupations in the Transportation and Logistics Target Industry Sector by Job Count

SOC Code	Description	2023 Jobs
53-7065	Stockers and Order Fillers	27,509
11-1021	General and Operations Managers	15,272
53-3032	Heavy and Tractor-Trailer Truck Drivers	14,555
53-7062	Laborers & Material Movers, Hand	13,205
43-1011	First-Line Supervisors, Office and Administrative	8,538
13-2011	Accountants and Auditors	8,179
49-9071	Maintenance and Repair Workers, General	8,164
53-3033	Light Truck Drivers	6,247
41-4012	Sales Representatives, Non-Technical & Scientific Products	6,063
15-1252	Software Developers	5,962
13-1071	Human Resources Specialists	4,859
43-5071	Shipping, Receiving, and Inventory Clerks	4,218
11-9199	Managers, All Other	3,967
53-1047	First-Line Supervisors of Transportation Workers	3,737
11-3031	Financial Managers	3,692
53-7051	Industrial Truck & Tractor Operators	3,363
49-1011	First-Line Supervisors of Mechanics and Repairers	3,250
49-3011	Aircraft Mechanics and Service Technicians	2,638
11-2022	Sales Managers	2,133
15-1299	Computer Occupations, All Other	2,086
53-3031	Driver/Sales Workers	2,040
13-1081	Logisticians	1,928
13-2051	Financial and Investment Analysts	1,894
43-5061	Production, Planning, and Expediting Clerks	1,853
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	1,791
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,505
51-9199	Production Workers, All Other	1,116
53-5021	Captains, Mates, and Pilots of Water Vessels	995
11-3071	Transportation, Storage, and Distribution Managers	970
53-5011	Sailors and Marine Oilers	687
11-9041	Architectural and Engineering Managers	499
19-5011	Occupational Health and Safety Specialists	495
43-4181	Reservation and Transportation Ticket Agents	431
47-5022	Excavating and Loading Operators, Surface	160
17-3026	Industrial Engineering Technologists and Technicians	231

Source(s): US Bureau of Labor Statistics (BLS); Lightcast 2024.1—Quarterly Census of Employment and Wages (QCEW) Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.
Note(s): SOC = Standard Occupational Classification system. See page 6 for more information.

COMMON THEMES

The stakeholder engagement process was designed to collect information on a range of topics, including but not limited to the following subjects.

- Awareness of career opportunities in the T&L sector
- Relevant education and training programs experiencing the highest demand
- Career pathways for upward economic mobility
- Curricula development and other education resources
- Skills gaps between workforce training and the needs of current and future employers
- Reskilling and upskilling opportunities
- Job openings that employers have difficulty filling
- Reducing barriers to obtaining and staying in high-wage jobs

Several common themes emerged across interviews and roundtables. Some opportunities may be beyond the scope of JAXUSA but are included for a holistic view.

LACK OF AWARENESS. There is a widespread lack of awareness about career opportunities in the T&L sector, highlighting the need for broader education and myth-busting. Stakeholders should enhance K–12 career exposure programs, particularly in underserved communities, to ensure students understand the T&L subsectors and career paths available in Northeast Florida. This effort should include a practical understanding of day-to-day job duties, scheduling, wage ranges, education and experience requirements, and other key occupation details.

TRAINING. Available education and training programs were key topics of discussion. While programs like Florida State College at Jacksonville's (FSCJ) successful truck driver program and the University of North Florida's (UNF) logistics specialty received praise, stakeholders expressed concerns about the lack of a robust logistics curriculum in high schools. Participants emphasized the need for better collaboration among employers and educational institutions to develop relevant curricula and attract qualified faculty. Additionally, discussions highlighted the tension between the return on investment in talent pipeline activities for employers and the return on investment for education programs developing talent, particularly regarding the challenges of funding and maintaining up-to-date equipment.

TALENT POOL. To attract talent, stakeholders stressed the need to align job offerings with candidates' preferences, such as preferred shift schedules, strong company reputations, and competitive pay rates. Another significant point was the untapped potential of transitioning military members, who could bring valuable skills and experience, especially for maritime roles.

BARRIERS. Some potential barriers to high-wage jobs in the T&L sector, such as obtaining security clearances, were discussed. Leaders in Northeast Florida also acknowledged that unemployed, underemployed, and underserved populations can face systemic barriers to accessing high-wage jobs in the T&L sector. *The Future Is Now* outlines strategies to tackle these challenges by helping employers broaden their applicant pool and adjust hiring practices to create more opportunities for job seekers from diverse backgrounds.

TECHNOLOGICAL IMPACTS. Across the economy, employers' talent needs are changing rapidly due to technological advancements. Stakeholders noted concerns about the unknown impacts of artificial intelligence on the T&L sector. While many praised Jones Technical Institute (J-Tech) for rapidly adapting its curriculum and practices as the industry changes, it is clear that the sector will need a strong supply of talent capable of meeting challenges and technological transformations on the horizon.

SECTOR OVERVIEW

The Northeast Florida T&L industry sector employed about 50,000 people in 2023. Using carefully selected North American Industry Classification System (NAICS) codes to define the five T&L subsectors, each subsector in Northeast Florida has a location quotient (LQ) above 1.00, indicating that the region's share of employment in each subsector is larger than would be expected based on national patterns (see Figure 6).

Figure 6. T&L Subsector Overview
Number of Jobs (2023), Location Quotient, and Description

Subsector	Jobs	LQ	Description
Air	5,798	7.13	The air subsector includes establishments providing scheduled air freight as well as those providing nonscheduled charter air transportation of cargo, air traffic control services, and other support activities. **NAICS codes: 481112, 481212, 488111, 488109**
Maritime/Port	4,086	3.13	Along with port and harbor operations, the maritime/port subsector encompasses deep sea transportation of both freight and passengers, coastal and inland waterway freight transportation, marine cargo handling, navigational services, and other support activities. **NAICS codes: 483111, 483112, 483113, 483211, 488310, 488320, 488330, 488390**
Rail	2,016	2.35	The rail subsector includes railroads that are primarily operated over a long distance within a rail network and used for passengers and/or cargo (known as line-haul railroads) as well as short-line railroads transporting cargo over short distances on rail lines that are not part of a larger network. **NAICS codes: 482111, 482112, 488210**
Road	27,712	1.67	Trucking activities are the focus of the road subsector, with establishments categorized by the type of freight (general or specialized), the amount of freight (truckload or less than truckload), and the distance traveled (local versus long-distance). **NAICS codes: 484110, 484121, 484122, 484220, 484230**
Shipping & Warehousing	10,323	1.14	General and specialized (e.g., refrigerated) warehousing and storage establishments are included in the shipping and warehousing subsector, along with firms involved in arranging freight transportation, packing and crating, and other support activities, as well as couriers and express delivery services. **NAICS codes: 488510, 488991, 488999, 492110, 493110, 493120, 493130, 493190**

Source(s): BLS; Lightcast 2024.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

TERMS TO KNOW

NAICS Codes. The North American Industry Classification System (NAICS) is used by federal statistical agencies to classify North American business establishments to facilitate the collection, analysis, and publication of statistical data related to the business economy. The NAICS taxonomy categorizes industries into five levels using codes ranging from two to six digits. Visit the US Census Bureau NAICS overview page for more information.

SOC Codes. The Standard Occupational Classification (SOC) system is used by federal agencies to classify workers into occupational categories for statistical purposes. The SOC system classifies occupations at four levels ranging from major group level to the detailed occupation level. Visit the US Bureau of Labor Statistics Standard Occupational Classification page to learn more.

Location Quotients. A location quotient (LQ) analysis is used to highlight areas of relative concentration. LQs are typically calculated as an industry/occupation's share of total local employment divided by the same industry/occupation's share of employment at the national level. For example, if an occupation represents 1 percent of US employment and 5 percent of local employment, its LQ would be 5.00, meaning that employment in the occupation in the local area is five times as large as would be expected based on national patterns.

This strong employment presence in the T&L sector is further reflected in job market activity. Over the two-year period analyzed, there were more than 15,700 T&L job postings in Northeast Florida. The following top 10 in-demand T&L occupations comprised 43 percent of those job postings.

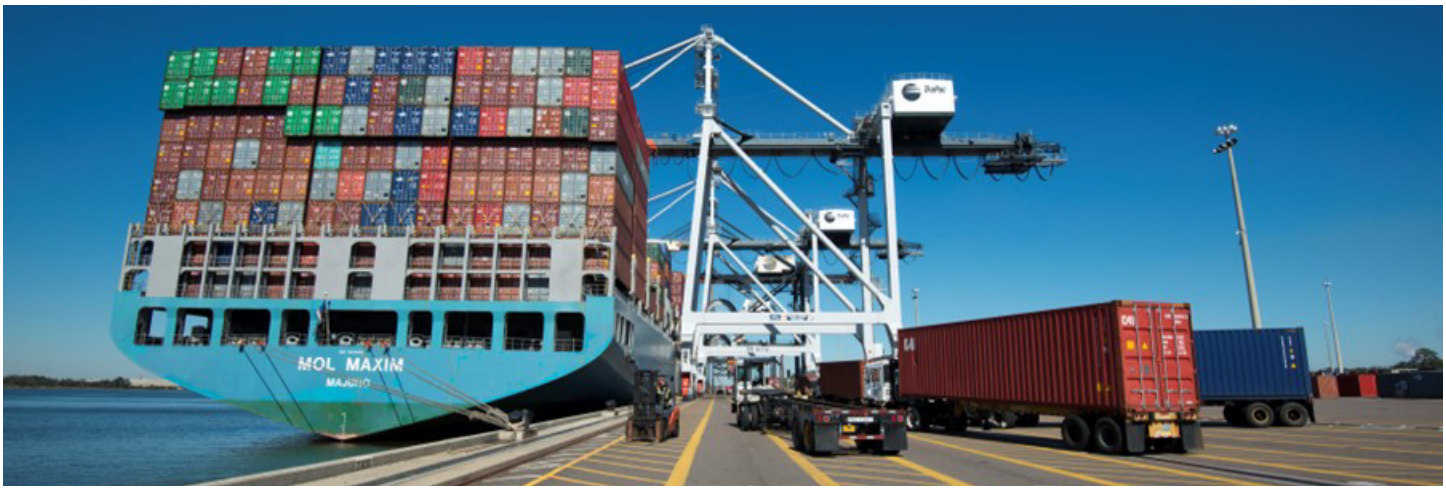
- Heavy and Tractor-Trailer Truck Drivers (SOC 53-3032)
- Laborers and Freight, Stock, and Material Movers, Hand (SOC 53-7062)
- Industrial Truck and Tractor Operators (SOC 53-7051)
- Driver/Sales Workers (SOC 53-3031)
- Transportation, Storage, and Distribution Managers (SOC 11-3071)
- General and Operations Managers (SOC 11-1021)
- First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors (SOC 53-1047)
- Bus and Truck Mechanics and Diesel Engine Specialists (SOC 49-3031)
- Stockers and Order Fillers (SOC 53-7065)
- Shipping, Receiving, and Inventory Clerks (SOC 43-5071)

The job posting analysis also shed light on the top hiring T&L employers and the most sought-after skills for the T&L sector in aggregate. This information offers a comprehensive view of the job market and the skills that are in high demand.

Figure 7. T&L Job Market Highlights

Top Hiring T&L Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Amazon	1 Communication	1 Warehousing
2 Walmart	2 Customer Service	2 Workflow Management
3 CSX	3 Operations	3 Forklift Truck
4 Landstar System	4 Management	4 Palletizing
5 The Coca-Cola Company	5 Teamwork	5 Merchandising
6 Suddath International	6 Multitasking	6 Auditing
7 BJ's Wholesale Club	7 Writing	7 Calculations
8 FedEx	8 Problem-Solving	8 Material Handling Equipment
9 Sysco	9 Microsoft Office	9 Invoicing
10 Toyota Motors	10 Microsoft Excel	10 Accounting

Source(s): BLS; Lightcast 2024.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.



RECOMMENDATIONS

Goal 1. Awareness

Increase awareness of and exposure to careers in transportation and logistics.

Raising awareness of and exposure to careers in T&L is crucial. As the backbone of global commerce, the T&L sector offers a diverse range of in-demand career opportunities spanning from truck drivers to logistics managers, yet it often faces challenges in attracting and retaining skilled professionals. To address these challenges effectively, a comprehensive strategy is essential—one that not only educates students and families about the breadth of T&L occupations but also empowers current workers with opportunities for career advancement. It must also involve employers in spreading the word and shaping new talent. The outlined recommendations represent a concerted effort to raise awareness, educate stakeholders, and cultivate a skilled workforce equipped to meet the evolving needs of the T&L industry in Northeast Florida. By fostering a deeper understanding of T&L careers among students, families, and educators alike, Northeast Florida can ensure a steady pipeline of talent prepared to contribute to and flourish in America's logistics center.

EDUCATOR EXTERNSHIPS

Externship programs allow educators to directly incorporate what they learn from job shadowing into their instruction and interaction with students. A sample schedule could invite educators to explore each T&L subsector with local entities.

- **Air** at Jacksonville International Airport
- **Maritime/Port** at JAXPORT
- **Rail** at CSX
- **Road** at Landstar
- **Shipping and Warehousing** at FedEx or UPS

Strategies

1.1. Expand JAXUSA's Earn Up materials with T&L subsector information and distribute career awareness materials to K–12 school partners.

1.2. Invite JAXUSA investors in the T&L sector to do social media takeovers of JAXUSA accounts to raise awareness about the depth and breadth of career opportunities in each Northeast Florida company.

1.3. Work with local news stations to create compelling stories that showcase regional T&L employers and career opportunities to reach audiences who are not on social media or other digital platforms.

1.4. Feature T&L jobs in existing career awareness events like Construction Career Days to introduce students, parents, guardians, and caregivers to the wide range of opportunities within the field.

1.5. Host an educator externship program focused on the T&L target industry cluster and raise funds to provide educators a stipend for their time or to provide educators professional development credit for their time.

Goal 2. Building Blocks

Strengthen the regional transportation and logistics talent infrastructure.

Strengthening the regional T&L talent infrastructure is pivotal for sustaining economic growth and meeting industry demands in Northeast Florida. For success, it is important to grow a strong foundation of organizational supports to increase training capacity and maximize outcomes for students. Strategic initiatives and partnerships are vital. By fostering collaborations among educational institutions, industry leaders, workforce development organizations, and community stakeholders, the region can leverage existing champions and resources to drive talent development. Strengthening the regional T&L talent infrastructure will contribute to a more dynamic, competitive, and sustainable talent pipeline, ultimately benefiting both businesses and the broader community.

SECTOR PARTNERSHIPS

Next Generation Sector Partnerships, an initiative of the Institute for Networked Communities and the US Chamber of Commerce Foundation, offers training and resources to learn more about industry sector models that focus on employer needs. The Next Gen 101 Workshop provides a two-day virtual intensive session on building and sustaining effective sector partnerships.

The TPM Academy teaches leaders the talent pipeline management (TPM) approach, a strategy for aligning career pathways with evolving business needs.

Both programs emphasize the importance of having employers drive the partnership's agenda, defining their skill requirements based on industry trends and business goals to ensure strategies and solutions meet their talent needs.

Strategies

2.1. Continue marketing Jacksonville as the logistics center of America to attract top T&L employers and talent to the region.

2.2. Consider launching a sector partnership initiative for T&L employers.

2.3. Support the growth of relevant education programs, like UNF's Transportation and Logistics Flagship Program, to develop a skilled workforce trained to meet industry needs.

2.4. Raise funds and offer scholarships to support students entering the T&L field, ensuring financial barriers do not hinder their career development.

2.5. Administer a periodic survey of regional T&L employers to gather real-time data on hiring plans and skill requirements, guiding workforce development strategies.

Goal 3. Curriculum

Enhance transportation and logistics training opportunities.

Updating and expanding training programs is essential for preparing the workforce with the skills and knowledge needed in today's dynamic T&L industry. Training programs should be designed to teach not only specific specialized skills but also a range of multidisciplinary skills, like communication, customer service, and operations. These sorts of transferrable skills are valuable across roles within the T&L industry, enhancing students' employability in a diverse set of roles today and equipping them with adaptability to the dynamic future needs of the T&L industry. Providing these versatile skills supports career advancement and economic mobility. These trainings and skills provide career seekers a versatile foundation of skills for career advancement and upward economic mobility. To ensure that educational programs teach in-demand skills, ongoing collaboration among educators and industry professionals is essential. Regular curriculum updates, based on feedback from T&L employers and industry trends, will keep training programs aligned with real-world needs.

LEASING AGREEMENTS

An equipment and space leasing program tackles several challenges at once.

- **Boosts business engagement.** Leasing encourages businesses to actively shape the curriculum being taught in their own facilities.
- **Generates revenue.** Employers earn money by leasing equipment and providing on-site trainers.

Strategies

3.1. Update T&L education programs to include essential common skills and specialized skills training across subsectors, ensuring students are equipped with the in-demand expertise needed for today's T&L job market.

3.2. Consider leasing employer equipment and space for training opportunities, where applicable, to provide an additional incentive for employer engagement in the talent pipeline.

3.3. Leverage relationships with employers and local unions to validate and refine curriculum with regional education partners, ensuring alignment with industry needs and standards.

3.4. Connect incumbent T&L workers in entry-level roles with upskilling opportunities to help with their career advancement (see "What occupations could they transition to?" in the Occupational Profiles, starting on page 18).

3.5. Collaborate with local rail companies to create and implement tailored internal training programs for rail workers.

CONCLUSION

Northeast Florida offers a wealth of advantages to back up Jacksonville's claim as America's Logistics Center. Along with rail, air, maritime, and highway assets, the region has consistently made strategic infrastructure investments to support the sector. As these data show, the region's T&L talent cluster warrants additional investment and enhanced stakeholder connections to bolster this image. Additionally, the talent pipeline must be strengthened by expanding awareness of all aspects of the industry. Completions of relevant training programs must increase to keep up with employer demand for roles in this sector.

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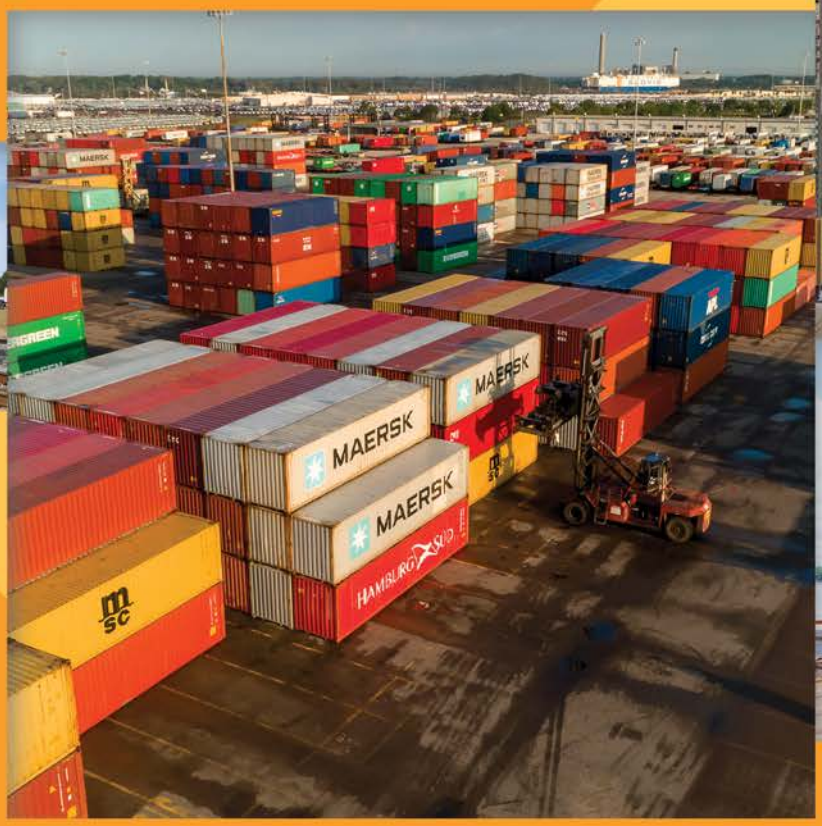
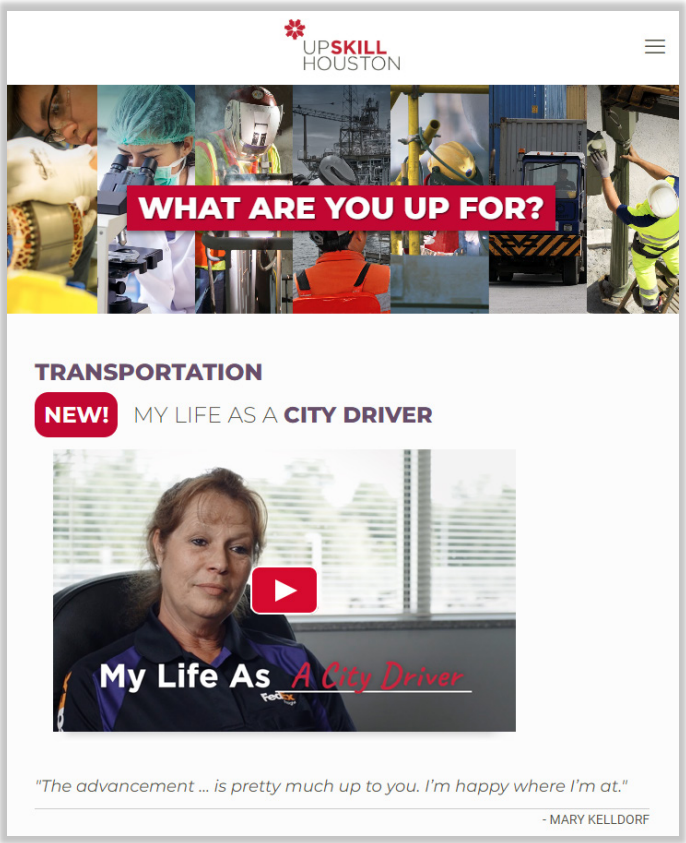


CASE STUDIES GUIDE

The following case studies detail information from other programs focused on the ABC's: awareness, building blocks, and curriculum.

Upskill Houston

Website: www.upskillhouston.org
Description: Works to address the skills gap in middle-skill careers through testimonial videos and fact sheets.

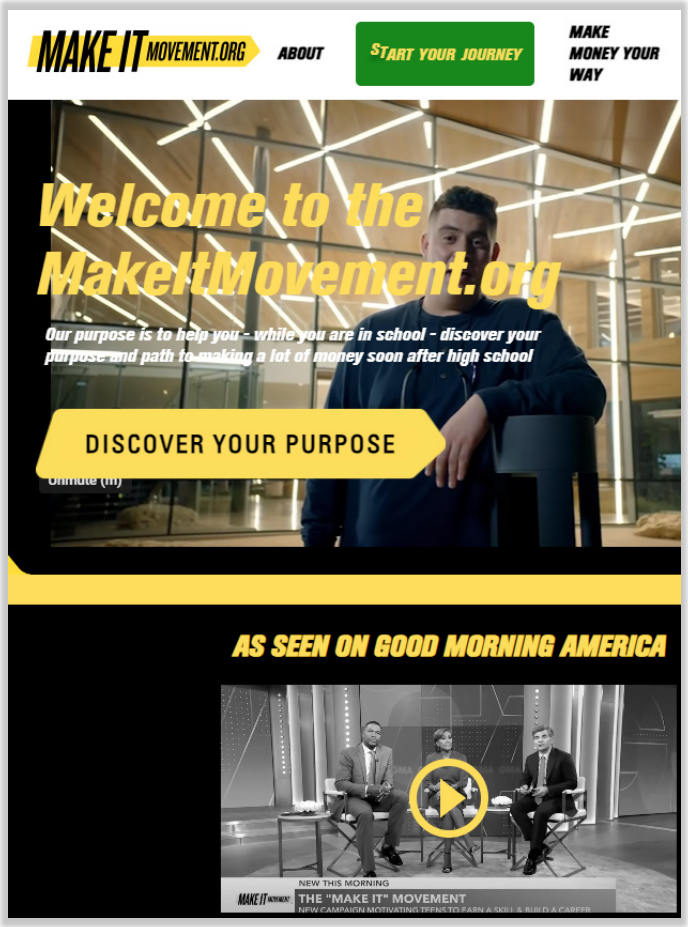


Nationally, almost one-half of employers report difficulties with filling skilled jobs that are integral to economic stability and growth. Many of these jobs do not require a college degree. UpSkill Houston, an initiative of the Greater Houston Partnership celebrating its 10th anniversary in 2024, is a collaborative of employers, school districts, higher education institutions, and community-based organizations in the Houston region working to address the skills gap. The collaborative focuses on increasing awareness of middle-skill jobs, which typically require more than a high school diploma but less than a four-year degree. UpSkill Houston focuses on building exposure in the construction, health science, petrochemical, and transportation sectors for these well-paying careers with good benefits and opportunities for advancement. It also assists with connecting individuals, including veterans, to career coaching and transition assistance services.

As part of a larger campaign to inspire students to pursue middle-skill jobs in its target sectors, Upskill Houston developed *My Life As* videos and career fact sheets. For the transportation sector, the videos feature young workers telling their stories of success in their jobs as city drivers and automotive technicians, illustrating the quality-of-life improvements that workers can glean from upskilling opportunities like certifications and job training. The organization also invites teachers and employers to contribute to the videos, providing insight into the ways that middle-skill positions help businesses and the economy thrive. Along with the video testimonials, fact sheets detail information about job requirements, responsibilities, salary ranges, career paths, advancement opportunities, and tips for success from the individual profiled in the video.

Make It Movement

Website: www.makeitmovement.org
Description: Engages high school and college-age people to learn about in-demand occupations and career pathways.



The Make It Movement, a central Texas organization established in 2021, uses a public relations and marketing approach to promote awareness of high-demand occupations and accessible pathways to these careers. The organization targets high school and college-age individuals, highlighting lucrative job opportunities in sectors like manufacturing, healthcare, welding, and truck driving through website tools, high-production videos, and billboards. It also collaborates with a coalition of organizations including Austin Community College, Workforce Solutions Capital Area, E3 Alliance, Texas Association of Builders, United Way for Greater Austin, American YouthWorks, Austin Regional Manufacturers Association, and Skillpoint Alliance to empower students in career exploration. When it started, the organization aimed to reach 20,000 young central Texans with this information. As of January 2024, they had 80,000 web page visits.

The messaging is versatile and highly applicable to the workforce, as Make It could mean money, a successful career, or quality products/services. It is also straightforward. One of the first pages on the website invites students to "discover your purpose and path to making a lot of money soon after high school." This conveys that they understand what young people want from a career: purpose, autonomy, and a stable salary. The videos showcase a diverse group of workers achieving these goals. In one ad, a truck driver leans against her heavy-duty truck and says, "I make a great living my way," as her $64,000/year salary appears on the screen. Finally, the website has a four-question survey, which asks students about their aptitudes and preferred work styles, then suggests suitable occupations and encourages them to ask their school counselor for career exploration assistance. Through simple marketing and web tools, the Make It Movement has empowered many students to consider how a high-demand career can align with their goals and values.

Anderson Trucking Service Career Success Center

Website: www.atsinc.com/corporate-careers/success-center
Description: Publishes insights about entering the broad variety of T&L occupations on the website and social media.

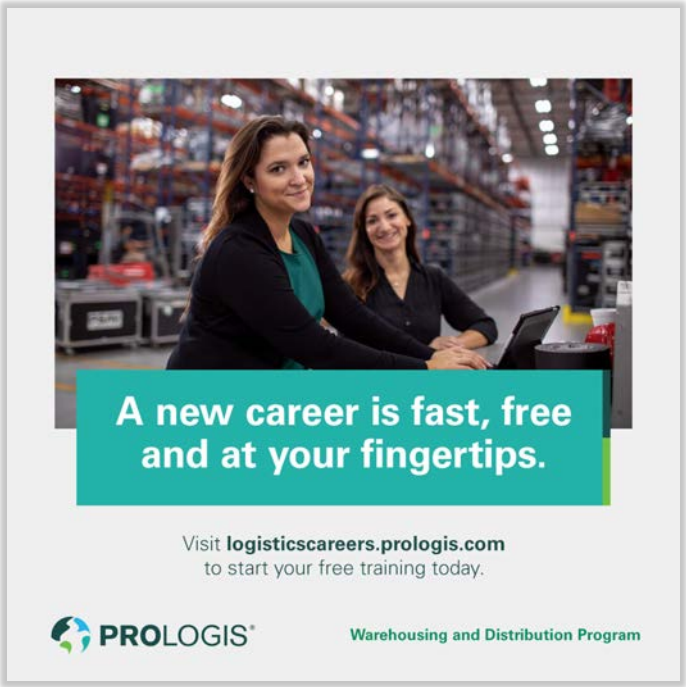
Anderson Trucking Service (ATS) Logistics is a Minnesota-based freight shipper and carrier that serves over 5,000 customers nationwide. Its career tracks include drivers, maintenance workers, and salespersons at the St. Cloud, Minnesota, headquarters, the Jacksonville, Florida, location, and elsewhere. Through the Career Success Center web page, the ATS team publishes valuable recommendations for the diverse set of individuals seeking careers in T&L. These articles span from general résumé and interview tips to informational posts about the T&L industry to guidance about breaking into a specific role. Articles include the following.

- "Diesel Mechanic Skills: The 6 Skills Needed for a Diesel Mechanic"
- "The National Sales Representative (NSR) Career Path at ATS"
- "Women Driving Success in the Transportation Industry"
- "From Service to Success: How Your Veteran Background Fits the Transportation Industry"

The company frequently posts to social media, particularly YouTube and TikTok, to engage younger audiences with career advice and to increase exposure for the field's occupations. The videos regularly receive hundreds to thousands of views on both platforms. In the day-in-the-life TikTok series, employees at all career levels—from entry-level salespersons to senior national coordinators—showcase their job duties and reveal what they find most rewarding about their work, highlighting the human being behind the role. Other videos use skits to convey best practices for the professional world, including the job application process, office etiquette, and communication with a supervisor. This approach meets young job seekers in a familiar digital space, building awareness for what T&L careers look like and providing direction for entering the field.

Prologis Learning Academy

Website: www.logisticscareers.prologis.com
Description: Provides an accessible digital platform for education and certifications in the logistics industry.



Strategic industry partnerships can elevate accessibility and broaden the impact of workforce initiatives. The talent development efforts launched by Prologis, an international logistics and supply chain company with over 850,000 employees, show how these partnerships can expand outreach and opportunities to the workforce. In 2018, Prologis began its Community Workforce Initiative (CWI) to supply funding, internships, and skills training for those exploring careers in the T&L sector. Over time, as the labor shortage grew, the CWI's scope also grew to a new aim: train 25,000 people for in-demand T&L jobs by the end of 2025.

To achieve this ambitious goal, Prologis began a partnership with Jobs for the Future, a national workforce nonprofit. Together, they developed the Prologis Learning Academy, a fully digital and mobile-friendly platform that allows career seekers to complete certifications and build knowledge in warehouse safety, supply chain processes, and industry sustainability. They also collaborated with a virtual assistant developer to offer a customer service chatbot on the platform, reducing user wait times and increasing engagement.

The focus on digital accessibility has directly translated to improved outcomes for career seekers. For example, through a CWI partnership with Workforce Solutions Greater Dallas, Prologis facilitated over 10,000 certification completions and over 1,800 successful placements in the T&L industry in under four years. Prologis and Workforce Solutions Greater Dallas then teamed up with Walmart to develop accessible tools for job applicants, such as QR codes that link to a job posting for a specific store location. As new technology emerges, stakeholders in the T&L sector can seize growing opportunities to automate or transform current processes, improving the ability to attract and train local talent.

Portland Community College Mobile Welding Outreach and Skills Training Center

Website: www.pcc.edu/programs/welding/mobile-welding-center
Description: A community college's mobile classroom expands outreach and training access to future welders.

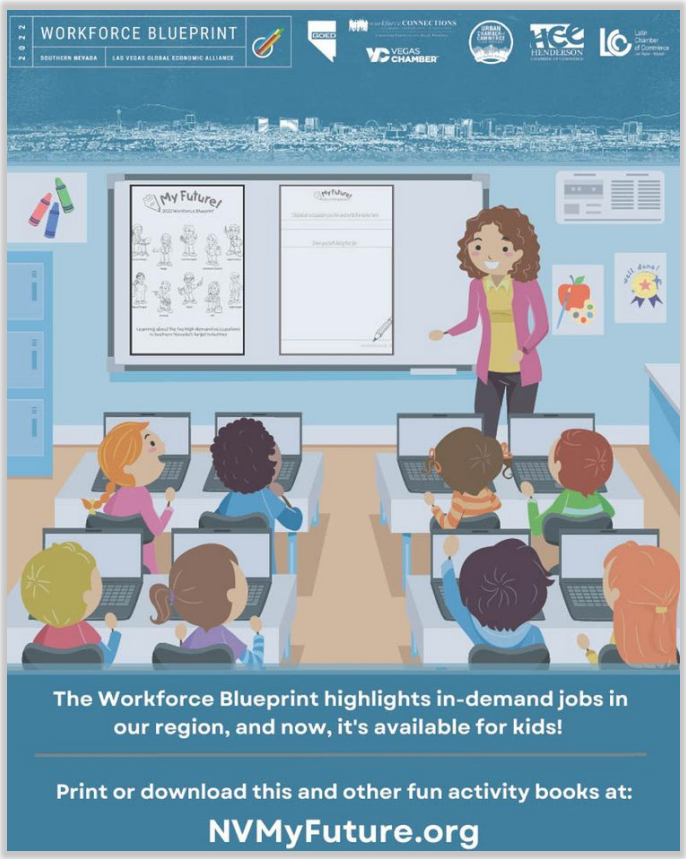
Higher education institutions are a vital partner in aligning the T&L sector's talent pipeline. While striving to better educate and train students, these institutions innovate in exciting ways that not only improve service delivery but also help spread awareness of career opportunities. In Portland, Oregon, a partnership between Portland Community College (PCC) and local industry effectively demonstrates this.

Seeing the need to expand access to high-paying, in-demand jobs in this sector, Portland Community College founded the Mobile Welding Outreach and Skills Training Center in October 2023 to take the welding classroom to nearby communities. Built into a large trailer, the classroom was made possible by a $375,000 investment from railroad company Union Pacific, equipment donations from leading regional shipbuilder Vigor International, and state government grants. The trailer was unveiled through a unique chain-cutting ceremony performed by a welding graduate, which PCC and the *Portland Tribune* highlighted through photos attached to their news articles announcing the program. PCC instructors then began hosting students for on-site training, aiming to help them pass welding tests or earn a certificate through the community college.

Direct community outreach is crucial for recruiting talent to lesser-known opportunities in manufacturing, transportation, and logistics, especially as aging workers in these key sectors retire. For example, the Oregon Employment Department anticipates at least 250 welding job openings each year until 2027. PCC graduated just 21 students from its maritime welding program in 2024, which the US Department of Transportation's Maritime Administration designated as one of 32 Centers of Excellence for Domestic Maritime Workforce Training and Education. While this graduating class size is a success, there remains a large gap in attracting and training necessary talent. Attracting talent, by working directly with communities, is especially important as more employees in manufacturing, skilled trades, and transportation and logistics age out of the workforce, and students remain unaware of these openings.

Workforce Connections: NV My Future

Website: www.nvworkforceconnections.org/nv-my-future
Description: Workforce development board creates K–12 curriculum to introduce students to local in-demand careers.



As Southern Nevada's workforce development board, Workforce Connections receives federal funding to connect job seekers to training and employment opportunities through strong partnerships with the regional community, educators, and employers. Through its understanding of the area's workforce landscape and employers' needs, the organization develops resources for its partners and works to strengthen the talent pipeline. As part of these efforts, the Workforce Connections team created the NV My Future curriculum based on similar initiatives from workforce development boards in Texas. The curriculum aims to expose K–12 students to the wide array of careers that will be in high demand over the next decade, aligned with key sectors outlined in Southern Nevada's *Workforce Blueprint:* healthcare services, clean technologies, construction, and transportation and logistics technologies.

NV My Future is divided into three parts—for elementary, middle, and high school—consisting of developmentally appropriate activities that build career readiness and awareness of occupations in the key sectors. For example, in the transportation and logistics technologies curriculum, elementary schoolers learn about the job duties of logisticians, pilots, drivers, purchasers, and mechanics through word searches, matching games, and math puzzles. In 2023, Workforce Connections partnered with Clark County School District, which encompasses Las Vegas and serves about 300,000 students, to incorporate these activities into elementary school classrooms. The Workforce Connections Instagram account underscored the rollout with a post. On the LinkedIn announcement, it attached a video promoting the curriculum as fun, imaginative, and compatible with classroom standards.

The middle and high school sections teach students about the breadth of careers available to them through videos about the US Department of Education's career clusters. Another video, *Success in the New Economy,* stresses the importance of getting a postsecondary degree or technical training to prepare for a career, and the accompanying activity book describes ways students can fund their education through grants, loans, or scholarships. These sections also offer a career self-assessment and resources related to science, technology, engineering, and math (STEM) education and career and technical education (CTE). Workforce Connections' approach of integrating career awareness into K–12 education takes career exposure into classrooms at no cost, empowering students to pursue high-demand jobs.

3

OCCUPATIONAL PROFILES

INTRODUCTION

For a deeper dive into the alignment between education and employer needs for the transportation and logistics sector, TIP prepared a brief profile of 10 key occupations. These occupations were chosen through a careful selection process that prioritized three factors. First, qualitative insights from industry experts were used to identify roles that are projected to remain essential to T&L employers. Second, the selection criteria considered training requirements, focusing on middle-skill careers. This emphasis on some form of postsecondary completion reflects the sector's need for a skilled workforce with specialized knowledge and technical expertise. The chosen occupations typically require training beyond a high school diploma, highlighting the importance of educational attainment for career advancement. Third, the criticality of each occupation to key subsectors was a determining factor. The profiles cover a range of roles across subsectors, such as water vessel pilots, aircraft mechanics, and truck drivers, ensuring a holistic view of the industry's needs. The profiles provide information on relevant employment trends, wages, educational offerings, and skills, along with transferrable occupations for upward mobility. Each profile is structured as a series of questions about the occupation. This section provides additional detail about these questions, along with a list of sources for each.

WHAT DO THEY DO?

This section of the occupational profile details the daily tasks of a specific occupation. Understanding the day-to-day job duties of an occupation is essential as it offers practical insights and reveals challenges associated with the position. This helps individuals make informed career decisions, prepare for the demands of the job, and achieve professional success. This section of the profile also includes several indicators that speak to the competitive job market for the occupation, including average annual number of job postings by T&L companies in the region.

Sources for this section include the Occupational Information Network (O*NET) OnLine, a database developed by the US Department of Labor Employment and Training Administration (USDOL/ETA); Lightcast 2024.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS); and TIP Strategies, Inc.

WHAT IS THE EMPLOYMENT OUTLOOK FOR THEM?

Talent demand data from job postings provide critical information for education partners seeking to align training programs with market needs. Understanding the in-demand skills within a community enables education providers to tailor training program curricula and prioritize initiatives that cultivate these sought-after skills. At the same time, employers rely on occupational employment data to assess the existing talent pool in occupations aligned to their staffing needs. This insight is vital for employers in strategizing effective recruitment and retention approaches, ensuring they remain competitive in attracting and retaining skilled personnel.

Sources for this section include US Bureau of Labor Statistics (BLS); Lightcast 2024.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; and TIP Strategies, Inc.

HOW MUCH DO THEY EARN?

Examining the wage range for a specific occupation enables workers to determine whether it offers the opportunity to earn a living wage. A living wage is an estimate of earnings necessary for residents to meet basic living standards, considering local costs of goods and services. For instance, in Northeast Florida, a single adult with no children requires $21.36 per hour, while a family of two adults, one working, with two children needs $39.30 per hour. In many cases, the median (50th percentile) provides a more accurate representation than the mean (average) wage, especially in occupations where top performers may earn unusually high salaries, skewing the mean upward. Employers use local wage data to gauge whether they can offer competitive salaries to attract employees, as well as to tailor pay scales based on candidates' experience.

Sources for this section include Amy K. Glasmeier, "Living Wage Calculator," Massachusetts Institute of Technology, 2024; BLS; Lightcast 2024.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; and TIP Strategies, Inc.

HOW DO THEY COMPARE TO THE REGIONAL WORKFORCE?

Understanding the diversity of workers in an occupation aids workforce and education partners to direct resources and implement initiatives aimed at fostering equitable workforce development. Through an analysis of occupational demographics, including representation across gender, race/ethnicity, and age, stakeholders can identify areas where targeted support is needed most. This approach ensures that efforts to enhance training programs, expand employment opportunities, and promote inclusive hiring practices are strategically aligned with the specific needs and strengths of the community, ultimately ensuring that residents from all backgrounds have the ability to thrive.

Sources for this section include BLS; Lightcast 2024.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; and TIP Strategies, Inc.

WHAT TYPE OF TRAINING IS NEEDED?

The BLS provides information about the work experience, typical on-the-job (OTJ) training, and entry-level education requirements for hundreds of occupations. Work experience details whether related work experience is commonly required or accepted in place of formal training. OTJ training outlines the typical training needed to develop competency in the skills needed in the occupation. Entry-level education represents the typical education level most workers need to enter an occupation. Additionally, BLS provides data on the level of education attained by workers who are employed in the occupation nationwide. However, this information is not available below the national level.

Sources for this section include BLS and TIP Strategies, Inc.

WHERE DO THEY GET TRAINING IN NORTHEAST FLORIDA?

Talent supply data help employers understand the availability of skilled workers in a region. The number of graduates with specific credentials indicates a community's ability to fuel an employer's future pipeline of talent. However, while education program completers contribute to the potential labor pool, there is no guarantee that this skilled talent will stay in the region. Additionally, completions tracked through the Integrated Postsecondary Education Data System (IPEDS) are generally comprehensive but may miss some training and certification programs completed outside formal reporting systems (such as noncredit programs) or at institutions that do not qualify for federal funding. Ultimately, this information assists employers in forming partnerships with education providers and sourcing talent from relevant training programs.

Sources for this section include NCES, IPEDS; and TIP Strategies, Inc.

WHAT OCCUPATIONS COULD THEY TRANSITION TO?

Information about related occupations helps illustrate opportunities for career advancement and upward mobility. By analyzing transferrable skills, individuals can identify potential career pathways that match their competencies and interests. This analysis also considers the number of jobs in related occupations and wage trends in Northeast Florida, empowering individuals to make data-driven decisions about their career trajectories. Each occupation presented in this section includes regional data on the number of jobs and wage rates, as well as national data on typical training requirements.

Sources for this section include BLS; Lightcast 2024.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; and TIP Strategies, Inc.

11-1021 GENERAL AND OPERATIONS MANAGERS

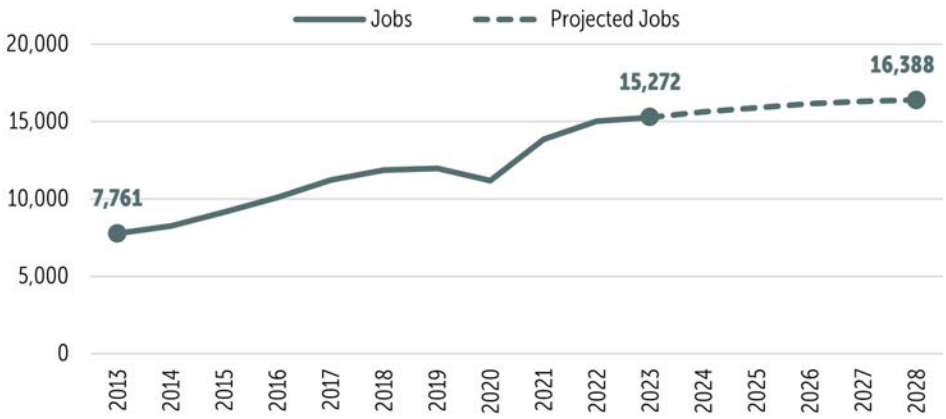
Key Takeaway

General and Operations Managers (general managers) are in high demand in the T&L sector, especially in the rail, road, and shipping and warehousing subsectors. There are about 3,150 annual job postings for these roles in NEFL, but only 189 of those are posted by T&L companies. With only 1,891 relevant degree completions in 2022, **the training pipeline is not meeting overall employer demand**.

What do they do? General managers plan, direct, or coordinate public or private sector organizations. They oversee many departments or locations and usually delegate tasks through supervisors. They may formulate policies, manage daily operations, or plan the use of materials and human resources.

189	6%	1,891
Avg. annual job postings for general managers in T&L companies in NEFL	Of all job postings for general managers are by T&L companies	Related training completions in 2022

Jobs: 11-1021 Occupational Employment in NEFL, 2013 to 2028

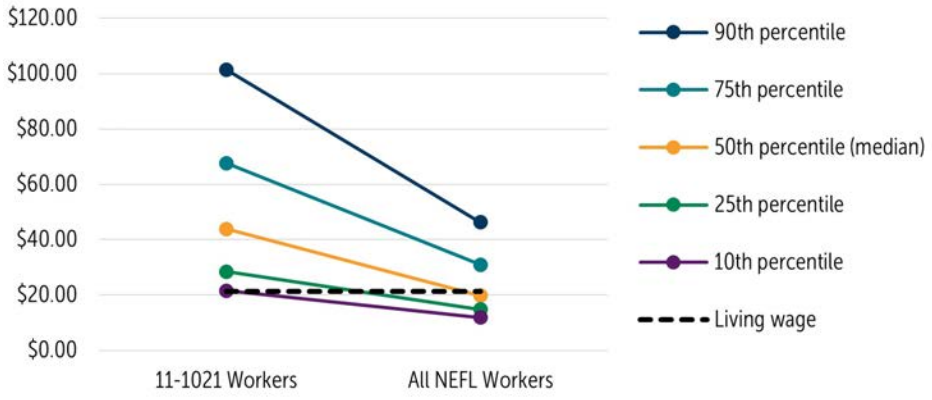


What is the employment outlook for them? General manager jobs in NEFL have nearly doubled from 2013 to 2023. Lightcast projects an additional 1,100+ jobs in these roles by 2028. With 15,272 jobs and only 15,450 resident workers in these roles in 2023, demand for general managers will remain steady. Meanwhile, the monthly turnover rate in the region for this occupation is 4.7%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 CVS Health	1 Operations	1 Marketing
2 Deutsche Bank	2 Management	2 Operations Management
3 Bank of America	3 Communication	3 Merchandising
4 Citigroup	4 Leadership	4 Finance
5 Buckle	5 Customer Service	5 Auditing

How much do they earn? Hourly wages for general managers in NEFL range between $21.56 and $101.37. With a median hourly wage of $43.82, these workers generally do earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 11-1021 Workers and all NEFL Workers



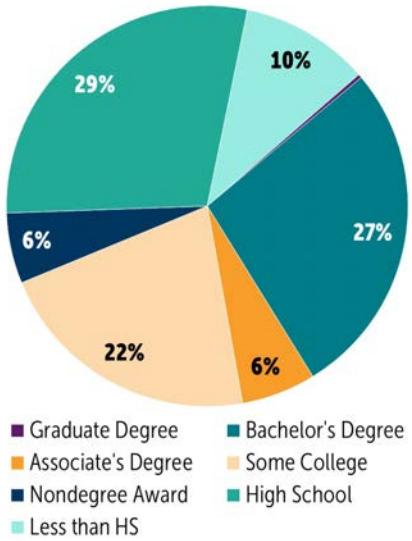
How do they compare to the regional workforce? There are fewer general managers under 25 and ages 25 to 34 as compared to the regional workforce, and more workers in this occupation ages 35 to 44 and 45 to 54. One-third of general managers are women and two-thirds are men. Relative to all NEFL workers, general managers are less likely to be Black, Hispanic, and Asian.

What type of training is needed? No on-the-job training is typically required for general managers, but this role usually requires at least five years of work experience and a bachelor's degree. Despite this, the breakdown of the educational attainment of US workers in this occupation shows a different pattern. Just 27% of US general managers have a bachelor's degree. Over two in ten have some college education with no degree completion, and four in ten have at most a high school (HS) diploma or equivalent.

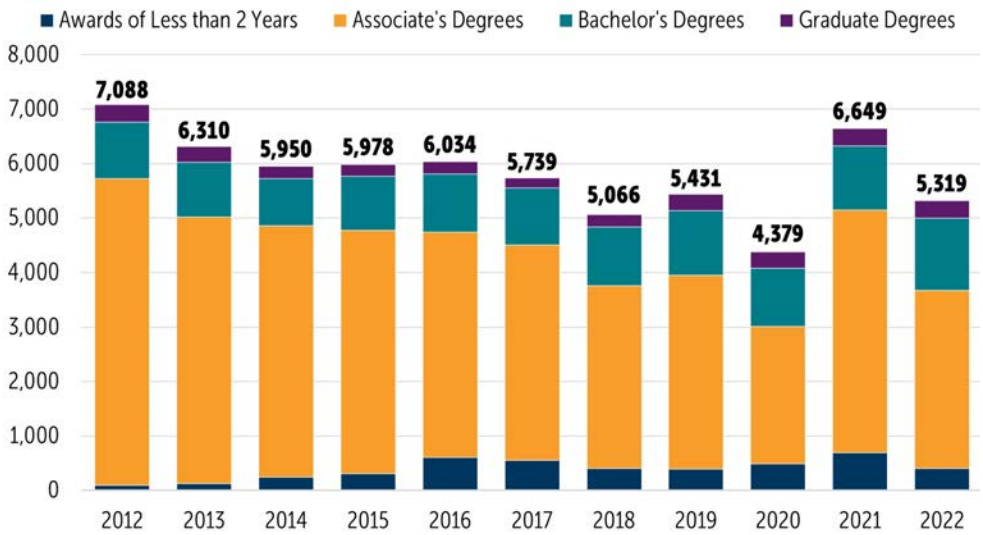
Where do they get training in Northeast Florida? Education program completions in related fields of study are remaining steady in recent years. These completions range from awards of less than two years to graduate degrees. In 2022, the top three conferring institutions for these programs were Florida State College at Jacksonville (915 completions), University of North Florida (546 completions), and Jacksonville University (179 completions).

Demographics	NEFL 11-1021 Workers	All NEFL Workers
Age		
Under 25	2%	13%
25 to 34	17%	21%
35 to 44	29%	22%
45 to 54	27%	20%
55 to 64	20%	17%
65 and Older	6%	7%
Gender		
Female	33%	49%
Male	67%	51%
Race/Ethnicity		
White	76%	60%
Black/African Descent	10%	19%
Hispanic or Latino	9%	15%
Asian	3%	4%
Other Race/Ethnicity	2%	2%

Education Level of US 11-1021 Workers



Trends in Select NEFL 11-1021 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, some occupations could offer general managers an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	11-2022 Sales Managers	11-3051 Industrial Production Managers	11-3071 Transportation, Storage, & Distribution Managers
2023 NEFL Jobs:	2,133	762	970
Median Wage:	$59.70	$50.29	$47.49
Wage Range:	$28.08–$115.38	$28.07–$86.25	$24.25–$79.98
Education:	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree
Experience:	< 5 Years	5+ Years	5+ Years
OTJ Training:	None	None	None

11-3071 TRANSPORTATION, STORAGE, AND DISTRIBUTION MANAGERS

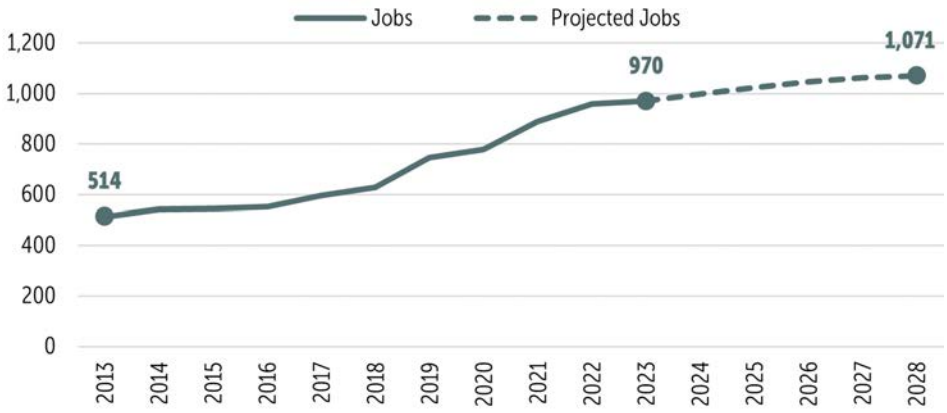
Key Takeaway

Transportation, Storage, and Distribution Managers (supply chain managers) are in high demand in the T&L sector, especially the road and shipping and warehousing subsectors. In NEFL, there are over 1,300 job postings for supply chain managers, meaning training institutions would need to increase graduates in relevant fields by **more than one-and-a-half times** to satisfy regional talent needs.

What do they do? Supply chain managers plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. This occupation includes logistics managers.

200	15%	803
Avg. annual job postings for this occupation in T&L companies in NEFL	Of all job postings for this occupation are by T&L companies	Related training completions in 2022

Jobs: 11-3071 Occupational Employment in NEFL, 2013 to 2028

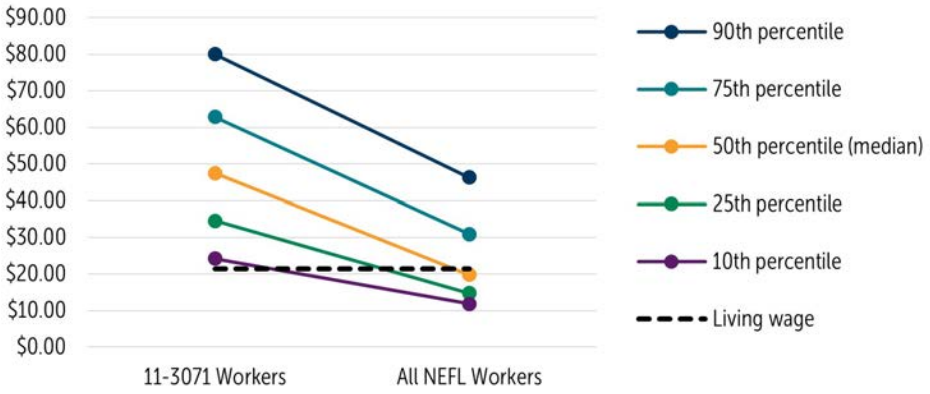


What is the employment outlook for them? The training pipeline for supply chain managers in NEFL is not keeping up with regional employer demand. Even with over 1,000 resident workers in this role, demand will remain steady. Supply chain manager jobs in the region are expected to grow by over 100 positions during the next five years. Meanwhile, the monthly turnover rate in the region for this occupation is 4.5%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Lowe's	1 Communication	1 Warehousing
2 Johnson & Johnson	2 Management	2 Supply Chain
3 Restaurant Depot	3 Operations	3 Inventory Control
4 Crowley Maritime Corporation	4 Customer Service	4 Inventory Management
5 Ryder	5 Leadership	5 Auditing

How much do they earn? Hourly wages for supply chain managers in NEFL range between $24.25 and $79.98. With a median hourly wage of $47.49, these workers generally do earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 11-3071 Workers and all NEFL Workers



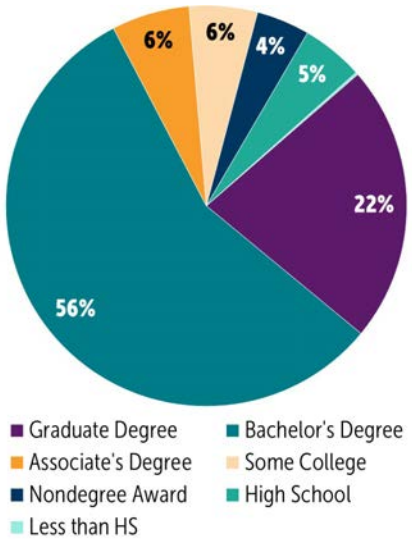
How do they compare to the regional workforce? Supply chain managers match the age distribution of NEFL workers, with slightly more workers ages 35 to 44 and 45 to 54. Almost four out of five supply chain managers in the region are men. The race/ethnicity distribution of this occupation also closely matches the regional workforce.

What type of training is needed? While the typical education level most workers need to secure a job as a supply chain manager is a high school diploma or equivalent, at least five years of work experience is usually required. Despite this, the breakdown of the educational attainment of US workers in this occupation shows a different pattern. Over one-half (56%) of US supply chain managers have a bachelor's degree, and more than two in ten have a graduate degree. Almost four in ten have at least eight years of related work experience.

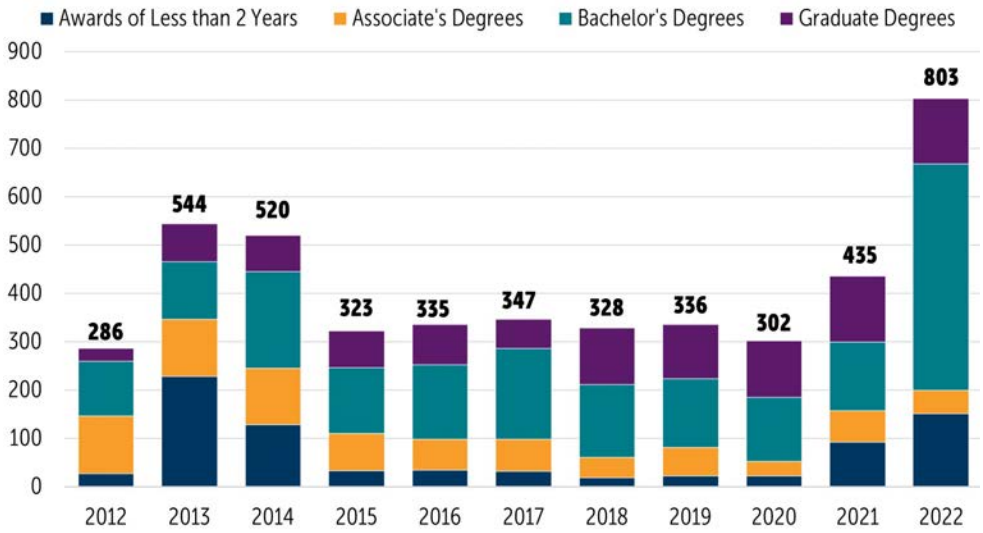
Where do they get training in Northeast Florida? Education program completions in related fields of study are increasing in recent years, spanning from awards of less than two years to graduate degrees. In 2022, the leading institutions awarding these credentials were Florida State College at Jacksonville (584 completions), University of North Florida (127 completions), and Jacksonville University (71 completions).

Demographics	NEFL 11-3071 Workers	All NEFL Workers
Age		
Under 25	5%	13%
25 to 34	22%	21%
35 to 44	26%	22%
45 to 54	24%	20%
55 to 64	19%	17%
65 and Older	5%	7%
Gender		
Female	22%	49%
Male	78%	51%
Race/Ethnicity		
White	60%	60%
Black/African Descent	20%	19%
Hispanic or Latino	14%	15%
Asian	3%	4%
Other Race/Ethnicity	3%	2%

Education Level of US 11-3071 Workers



Trends in Select NEFL 11-3071 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, some occupations could offer supply chain managers an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	11-2022 Sales Managers	11-3051 Industrial Production Managers	11-3061 Purchasing Managers
2023 NEFL Jobs:	2,133	762	245
Median Wage:	$59.70	$50.29	$59.70
Wage Range:	$28.08–$115.38	$28.07–$86.25	$31.83–$96.47
Education:	Bachelor's Degree	Bachelor's Degree	Bachelor's Degree
Experience:	< 5 Years	5+ Years	5+ Years
OTJ Training:	None	None	None

13-1081 LOGISTICIANS

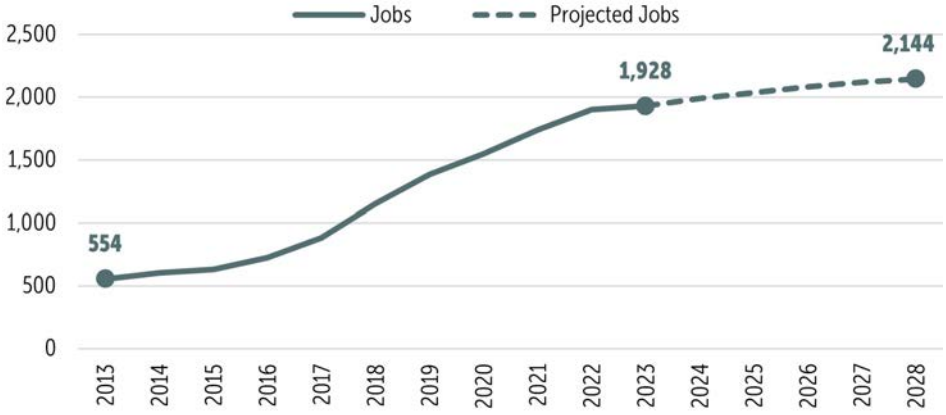
Key Takeaway

Logisticians are in high demand in the T&L sector, especially the air subsector. With approximately 925 annual job postings for this role in NEFL, T&L employers in NEFL must be competitive in attracting Logisticians trained at regional higher education institutions. These institutions would need to graduate **more than five times** the current number of students to fill the average annual job postings for this occupation.

What do they do? Logisticians analyze and coordinate the ongoing functions of a firm or organization. They can also track the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources.

111	12%	167
Avg. annual job postings for Logisticians in T&L companies in NEFL	Of all job postings for Logisticians are by T&L companies	Related training completions in 2022

Jobs: 13-1081 Occupational Employment in NEFL, 2013 to 2028

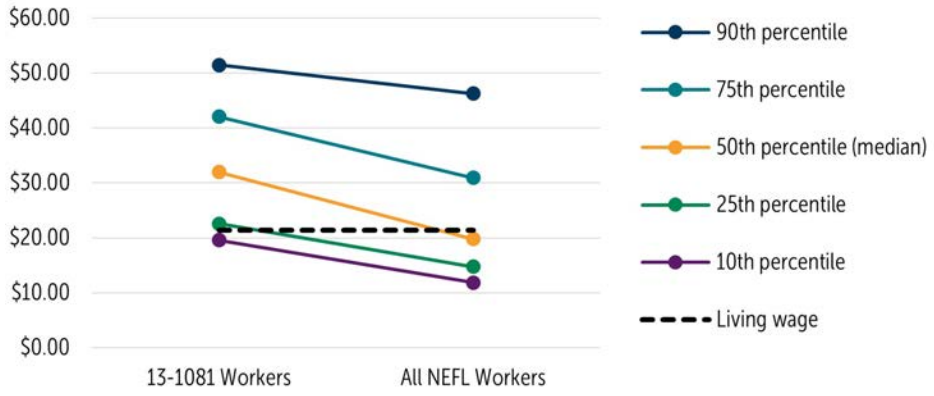


What is the employment outlook for them? Jobs as Logisticians in NEFL have grown by nearly 250% since 2013, and Lightcast projects that these jobs will grow by over 200 positions during the next five years. With 1,928 jobs and only 1,700 resident workers in these roles in 2023, demand for Logisticians will remain steady. The monthly turnover rate for this occupation in the region is relatively low at 3.8%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Baptist Health	1 Communication	1 Supply Chain
2 Fastenal	2 Management	2 Logistics
3 Northrop Grumman	3 Customer Service	3 Warehousing
4 McKesson	4 Operations	4 Purchasing
5 Citigroup	5 Planning	5 Inventory Management

How much do they earn? Hourly wages for Logisticians in NEFL range between $19.57 and $51.47. With a median hourly wage of $31.99, most of these workers generally do earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 13-1081 Workers and all NEFL Workers



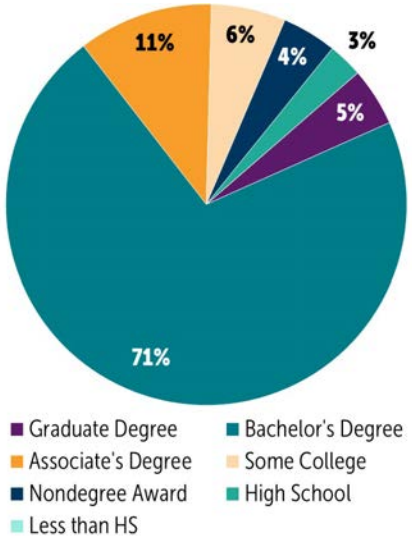
How do they compare to the regional workforce? There are relatively more Logisticians ages 25 to 34 as compared to NEFL workers, and fewer Logisticians under 25 and ages 65 and older. About one-third of Logisticians are women and two-thirds are men. Relative to all NEFL workers, Logisticians are less likely to be white.

What type of training is needed? No work experience or on-the-job training is typically required for Logisticians, but the typical education level most workers need to secure a job as a Logistician is a bachelor's degree. While over seven in ten US Logisticians have a bachelor's degree, 11% of them have an associate's degree, and almost 5% have a graduate degree.

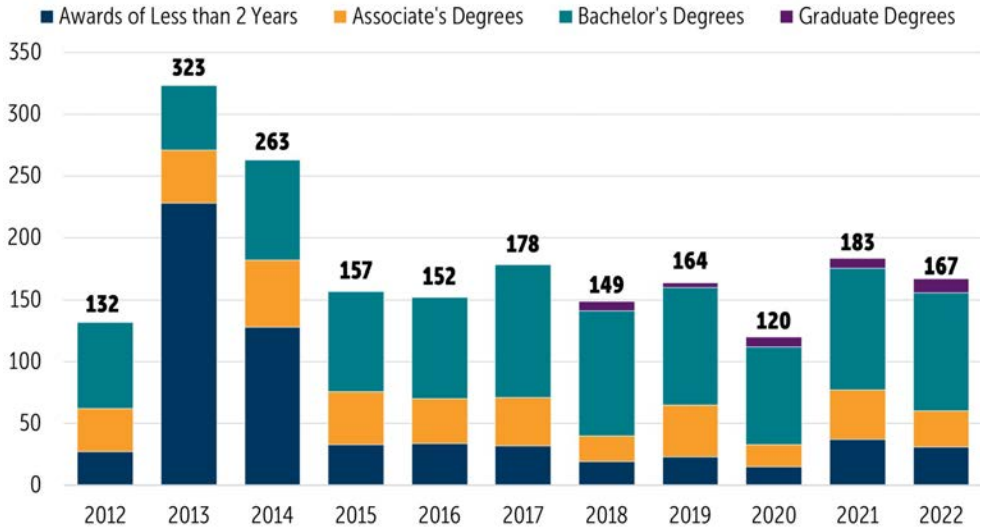
Where do they get training in Northeast Florida? Education program completions in related fields of study are remaining steady in recent years. These completions range from awards of less than two years to graduate degrees. In 2022, the two conferring institutions for related programs were Florida State College at Jacksonville (115 completions) and the University of North Florida (52 completions).

Demographics	NEFL 13-1081 Workers	All NEFL Workers
Age		
Under 25	6%	13%
25 to 34	30%	21%
35 to 44	24%	22%
45 to 54	19%	20%
55 to 64	17%	17%
65 and Older	5%	7%
Gender		
Female	34%	49%
Male	66%	51%
Race/Ethnicity		
White	51%	60%
Black/African Descent	24%	19%
Hispanic or Latino	16%	15%
Asian	4%	4%
Other Race/Ethnicity	5%	2%

Education Level of US 13-1081 Workers



Trends in Select NEFL 13-1081 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, some occupations could offer Logisticians an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	11-3071 Transportation, Storage, & Distribution Managers	13-1082 Project Management Specialists	13-1111 Management Analysts
2023 NEFL Jobs:	970	5,203	6,686
Median Wage:	$47.49	$43.84	$38.25
Wage Range:	$24.25–$79.98	$25.36–$70.23	$20.49–$70.74
Education:	High School Diploma	Bachelor's Degree	Bachelor's Degree
Experience:	5+ Years	None	< 5 Years
OTJ Training:	None	None	None

43-5071 SHIPPING, RECEIVING, AND INVENTORY CLERKS

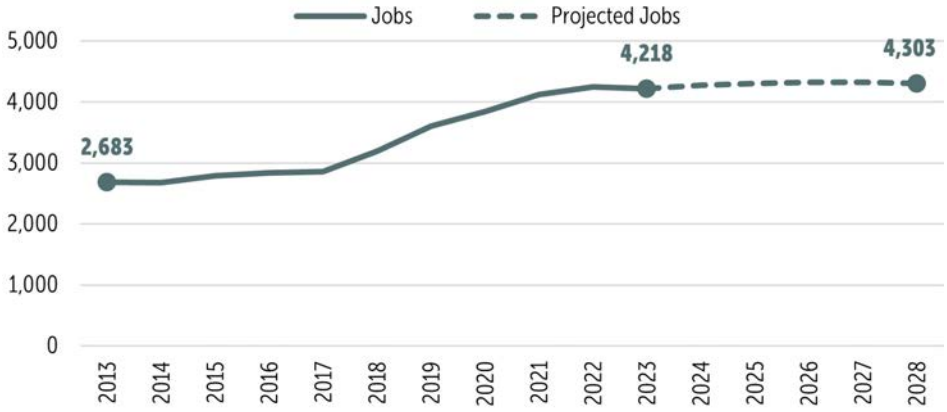
Key Takeaway

Shipping, Receiving, and Inventory Clerks (inventory clerks) are in high demand in the T&L sector, especially the air and shipping and warehousing subsectors. With 1,200 annual job postings for inventory clerks in NEFL, Florida Career College-Jacksonville would need to graduate **more than five times** the number of clerical services students to match demand.

What do they do? Inventory clerks verify and maintain records on incoming and outgoing shipments of inventory (such as merchandise or material), arrange product transportation, and sometimes prepare items for shipment.

114	9%	22
Avg. annual job postings for inventory clerks in T&L companies in NEFL	Of all job postings for inventory clerks are by T&L companies	Clerical services training completions in 2022

Jobs: 43-5071 Occupational Employment in NEFL, 2013 to 2028

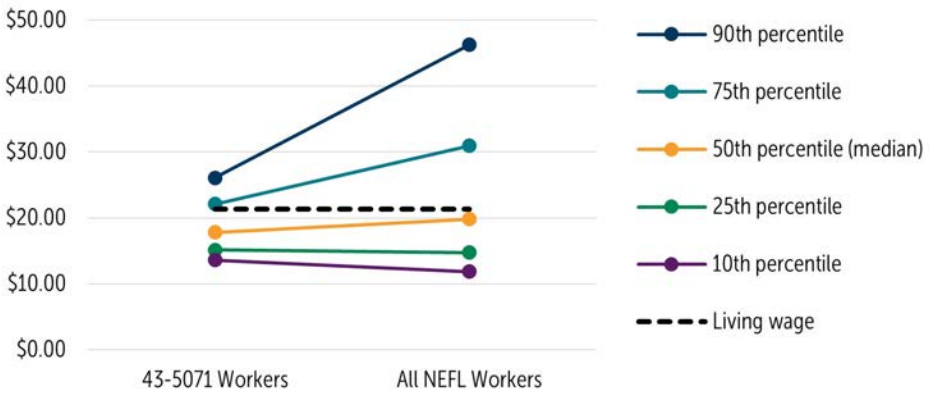


What is the employment outlook for them? Since 2013, jobs for inventory clerks have increased by over 1,500 positions, reaching over 4,200 in 2023. Lightcast projects an additional growth of nearly 90 jobs in these roles over the next five years. As of 2023, there were approximately 4,200 resident workers employed as inventory clerks in the region, with a monthly turnover rate of 7.1% for this occupation.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 WIS International	1 Customer Service	1 Warehousing
2 The Home Depot	2 Communication	2 Merchandising
3 Winn-Dixie Stores	3 Management	3 Inventory Control
4 Floor & Decor	4 Detail Oriented	4 Forklift Truck
5 C&S Wholesale Grocers	5 Lifting Ability	5 Shipping And Receiving

How much do they earn? Hourly wages for inventory clerks in NEFL range between $13.59 and $26.09. With a median hourly wage of $17.80, these workers generally do not earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 43-5071 Workers and all NEFL Workers



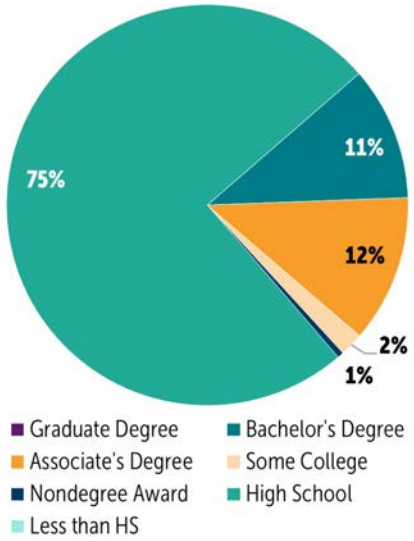
How do they compare to the regional workforce? Inventory clerks match the age distribution of the regional workforce, with slightly more workers ages 25 to 34 and fewer workers 65 and older. Just one-third of inventory clerks are women. Inventory clerks are more likely to be Black and Hispanic, when compared to all NEFL workers.

What type of training is needed? No work experience is typically required for inventory clerks. On-the-job training is short-term, and the typical education level to secure a job as an inventory clerk is a high school diploma or equivalent. Despite this, the breakdown of the educational attainment of US workers in this occupation shows a different pattern. Almost 25% of US inventory clerks have at least some college education, with more than one in ten holding a bachelor's degree.

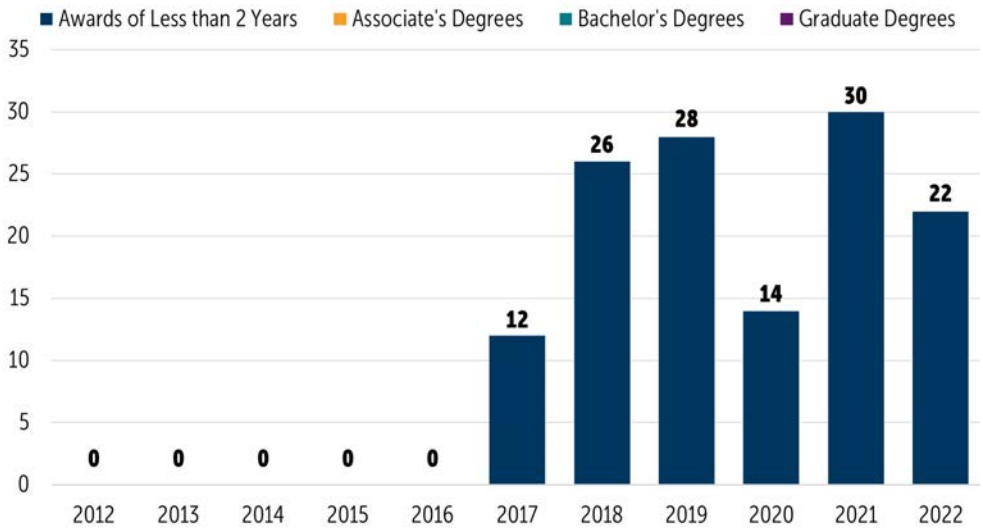
Where do they get training in Northeast Florida? There is no direct postsecondary educational pathway specifically tailored for employment as an inventory clerk. The closest relevant program offered locally is the General Office Occupations and Clerical Services program, which offers awards of less than two years. In 2022, Florida Career College-Jacksonville was the sole institution awarding completions in this field of study.

Demographics	NEFL 43-5071 Workers	All NEFL Workers
Age		
Under 25	13%	13%
25 to 34	23%	21%
35 to 44	22%	22%
45 to 54	20%	20%
55 to 64	17%	17%
65 and Older	4%	7%
Gender		
Female	34%	49%
Male	66%	51%
Race/Ethnicity		
White	50%	60%
Black/African Descent	27%	19%
Hispanic or Latino	19%	15%
Asian	3%	4%
Other Race/Ethnicity	2%	2%

Education Level of US 43-5071 Workers



Trends in Select NEFL 43-5071 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, some occupations could offer inventory clerks an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	11-3071 Transportation, Storage, & Distribution Managers	43-5011 Cargo & Freight Agents	43-5061 Production, Planning, & Expediting Clerks
2023 NEFL Jobs:	970	1,092	1,853
Median Wage:	$47.49	$22.28	$23.28
Wage Range:	$24.25–$79.98	$15.39–$31.69	$15.81–$36.11
Education:	High School Diploma	High School Diploma	High School Diploma
Experience:	5+ Years	None	None
OTJ Training:	None	Short-Term	Moderate-Term

49-3011 AIRCRAFT MECHANICS AND SERVICE TECHNICIANS

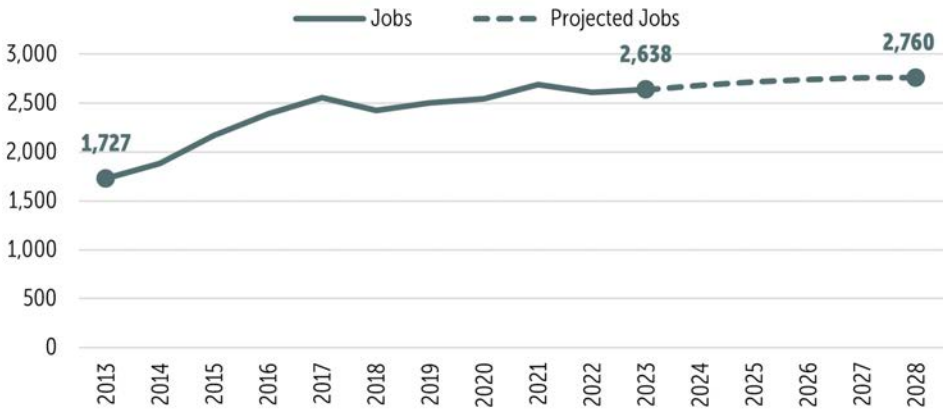
Key Takeaway

This occupation is highly sought after in the T&L sector—particularly in the air subsector, where it ranks first among in-demand occupations. With an average of over 360 annual job postings for Aircraft Mechanics and Service Technicians (aircraft techs), the training pipeline in NEFL is not keeping up with employer demand as there are **no recent graduates** from relevant training programs in the region.

What do they do? Aircraft techs diagnose, adjust, repair, or overhaul aircraft engines and assemblies, such as hydraulic and pneumatic systems.

25	7%	0
Avg. annual job postings for this occupation in T&L companies in NEFL	Of all job postings for this occupation are by T&L companies	Related training completions in 2022

Jobs: 49-3011 Occupational Employment in NEFL, 2013 to 2028

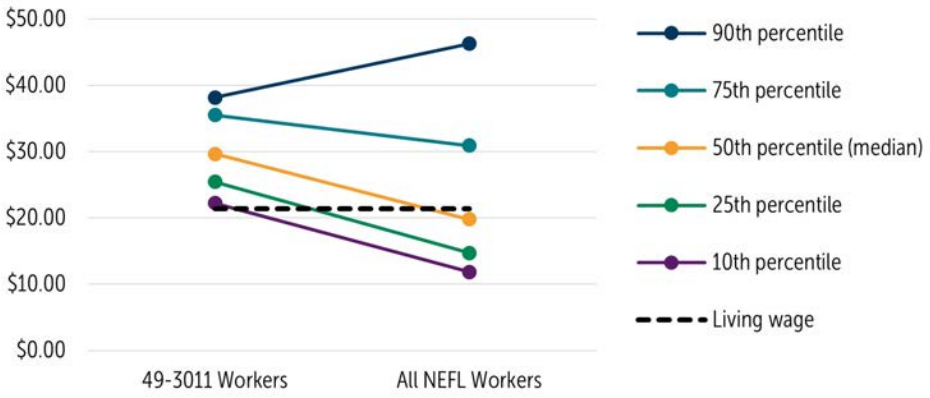


What is the employment outlook for them? The training pipeline for aircraft techs in NEFL is not meeting the needs of regional employers. Over the past decade, jobs in these roles have increased by over 50%, but completions in relevant education programs have halted. Meanwhile, Lightcast projects that jobs in these roles will grow by almost 125 positions over the next five years. In 2023, NEFL was home to 2,400 resident workers in this role, and the monthly turnover rate was 3.7%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Northrop Grumman	1 Operations	1 Aircraft Maintenance
2 Amentum	2 Troubleshooting (Problem-Solving)	2 Hand Tools
3 The Boeing Company	3 Management	3 Sheet Metal
4 VSE Corporation	4 Communication	4 Micrometer
5 LSI	5 Lifting Ability	5 Federal Aviation Administration

How much do they earn? Hourly wages for aircraft techs in NEFL range between $22.24 and $38.15. With a median hourly wage of $29.64, these workers generally do earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 49-3011 Workers and all NEFL Workers



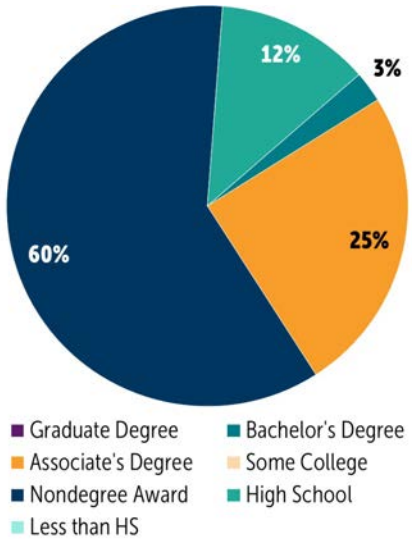
How do they compare to the regional workforce? There are more aircraft techs aged 25 to 34, and fewer older than 65, as compared to the region's workforce. Almost all (94%) of these workers in the region are male. Workers in this occupation are more likely to be Hispanic and less likely to be Black, relative to all NEFL workers.

What type of training is needed? No work experience or on-the-job training is typically required for this occupation. However, most workers usually need a postsecondary nondegree award to secure this role. National data validate this with 60% of aircraft techs having some form of postsecondary nondegree award. Almost one-quarter have an associate's degree, and nearly one in eight have a high school diploma or equivalent.

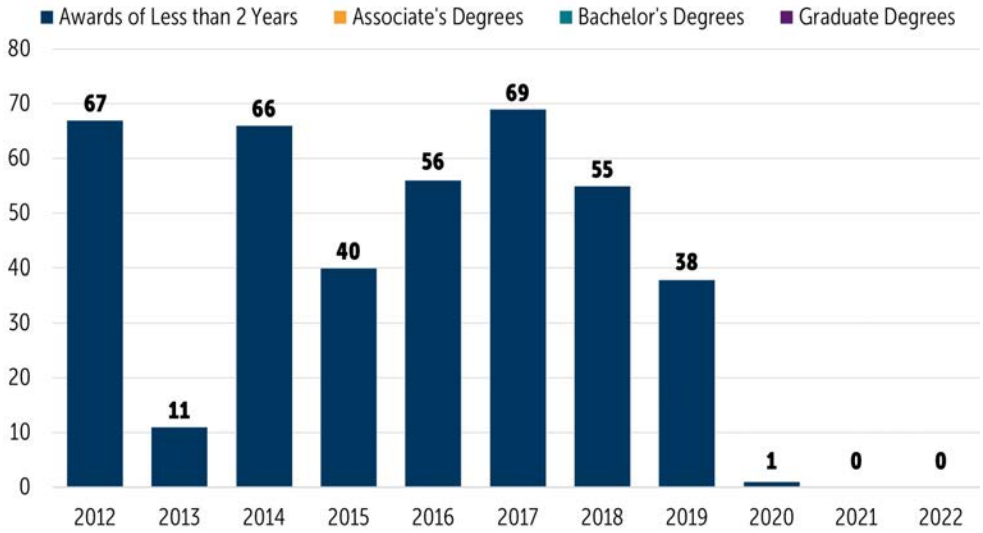
Where do they get training in Northeast Florida? Education program completions in the Aircraft Powerplant Technology/Technician and Airframe Mechanics & Aircraft Maintenance Technology/Technician fields of study have stagnated in recent years. The last year that Florida State College at Jacksonville (FSCJ) awarded completions in the former field of study was 2019. For the latter field of study, FSCJ gave one award in 2020.

Demographics	NEFL 49-3011 Workers	All NEFL Workers
Age		
Under 25	12%	13%
25 to 34	25%	21%
35 to 44	21%	22%
45 to 54	20%	20%
55 to 64	18%	17%
65 and Older	4%	7%
Gender		
Female	6%	49%
Male	94%	51%
Race/Ethnicity		
White	62%	60%
Black/African Descent	13%	19%
Hispanic or Latino	19%	15%
Asian	3%	4%
Other Race/Ethnicity	3%	2%

Education Level of US 49-3011 Workers



Trends in Select NEFL 49-3011 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, some occupations could offer aircraft techs an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	17-3023 Electrical and Electronic Engineering Technologists & Techs.	17-3029 Engineering Technologists & Technicians, Except Drafters, All Other	53-2021 Air Traffic Controllers
2023 NEFL Jobs:	493	559	494
Median Wage:	$33.55	$34.57	$71.50
Wage Range:	$23.38–$48.57	$16.95–$48.91	$39.22–$82.90
Education:	Associate's Degree	Associate's Degree	Associate's Degree
Experience:	None	None	None
OTJ Training:	None	None	Long-Term

49-3031 BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

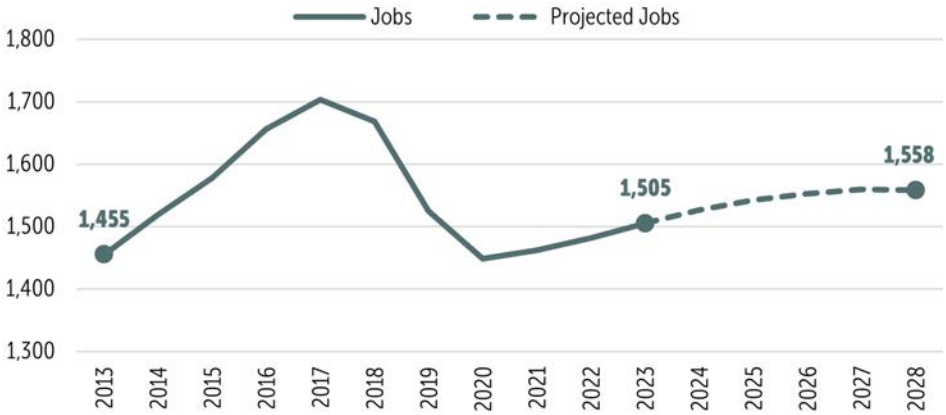
Key Takeaway

Bus and Truck Mechanics and Diesel Engine Specialists (diesel mechanics) are in high demand, especially in the road subsector. T&L employers in NEFL must be competitive to recruit diesel mechanics. There are about 650 annual job postings for these roles in NEFL—to meet demand with trained talent, regional education institutions would need to increase their graduates in relevant programs by **over five times**.

What do they do? Diesel mechanics diagnose, adjust, repair, or overhaul buses and trucks. They also maintain and repair diesel engines, usually for automobiles or marine vessels.

130	20%	119
Avg. annual job postings for diesel mechanics in T&L companies in NEFL	Of all job postings for diesel mechanics are by T&L companies	Related training completions in 2022

Jobs: 49-3031 Occupational Employment in NEFL, 2013 to 2028

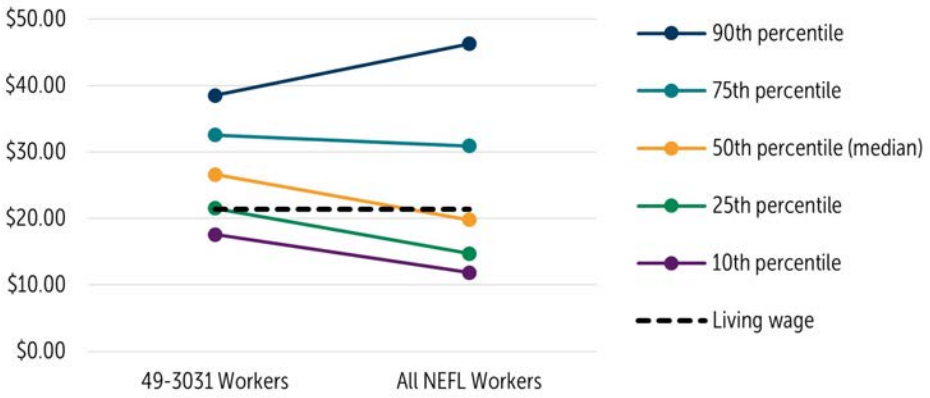


What is the employment outlook for them? Jobs for diesel mechanics have remained relatively steady over the past decade, and Lightcast projects an additional 50+ jobs in these roles over the next five years. NEFL is home to 1,500 resident workers in these roles as of 2023. The monthly turnover rate in the region for this occupation is 4.4%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Ryder	1 Communication	1 Diesel Engines
2 Waste Pro USA	2 Troubleshooting (Problem-Solving)	2 Preventive Maintenance
3 Penske Automotive Group	3 Management	3 Suspension (Vehicle)
4 KBR	4 Computer Literacy	4 Hydraulics
5 U.S. Xpress	5 Lifting Ability	5 Mechanics

How much do they earn? Hourly wages for diesel mechanics in NEFL range between $17.57 and $38.50. With a median hourly wage of $26.62, these workers generally do earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 49-3031 Workers and all NEFL Workers



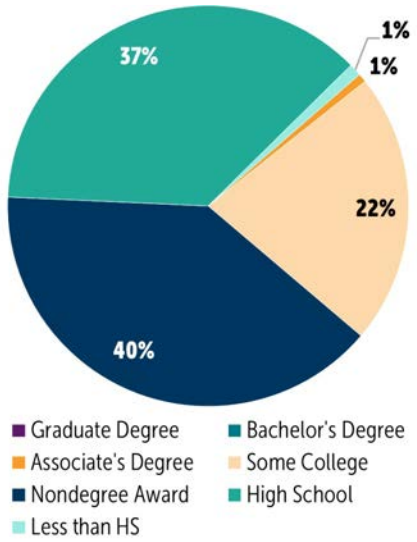
How do they compare to the regional workforce? Diesel mechanics match the age distribution of the regional workforce, with slightly more workers ages 45 to 54 and fewer under 25 or over 65. Nearly all (98%) diesel mechanics are men. This occupation has a disproportionately high number of white workers, and fewer Black and Asian workers than the NEFL workforce as a whole.

What type of training is needed? No work experience is typically required for diesel mechanics, but on-the-job training is long-term: more than 12 months. The typical education level most workers need to secure a job as a diesel mechanic is a high school diploma or equivalent. Almost four in ten US diesel mechanics have some form of postsecondary degree award, and over two in ten have some college education.

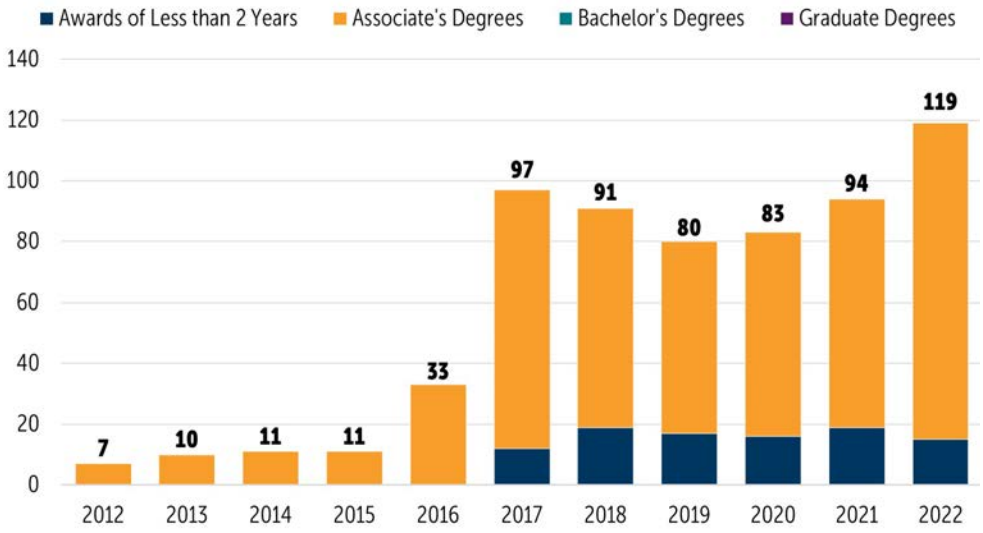
Where do they get training in Northeast Florida? Completions in related fields of study have increased in recent years. In 2022, conferring institutions were J-Tech (102 completions in the Diesel Mechanics Technology/Technician program), First Coast Technical College (15 completions in the Medium/Heavy Vehicle & Truck Technology/Technician program), and Florida State College at Jacksonville (2 completions in the Diesel Mechanics Technology/Technician program).

Demographics	NEFL 49-3031 Workers	All NEFL Workers
Age		
Under 25	10%	13%
25 to 34	23%	21%
35 to 44	21%	22%
45 to 54	23%	20%
55 to 64	19%	17%
65 and Older	4%	7%
Gender		
Female	2%	49%
Male	98%	51%
Race/Ethnicity		
White	68%	60%
Black/African Descent	14%	19%
Hispanic or Latino	15%	15%
Asian	1%	4%
Other Race/Ethnicity	2%	2%

Education Level of US 49-3031 Workers



Trends in Select NEFL 49-3031 Education Program Completions



What occupations could they transition to? Some occupations offer diesel mechanics opportunities for lateral moves or upward mobility with higher median wages, based on an analysis of transferrable skills.

Other Career Opportunities

	49-3011 Aircraft Mechanics & Service Technicians	49-3042 Mobile Heavy Equipment Mechanics, Except Engines	49-9044 Millwrights
2023 NEFL Jobs:	2,638	1,040	261
Median Wage:	$29.64	$25.85	$31.73
Wage Range:	$22.24–$38.15	$17.78–$36.91	$23.61–$35.17
Education:	Nondegree Award	HS Diploma	HS Diploma
Experience:	None	None	None
OTJ Training:	None	Long-Term	Apprenticeship

49-9071 MAINTENANCE AND REPAIR WORKERS, GENERAL

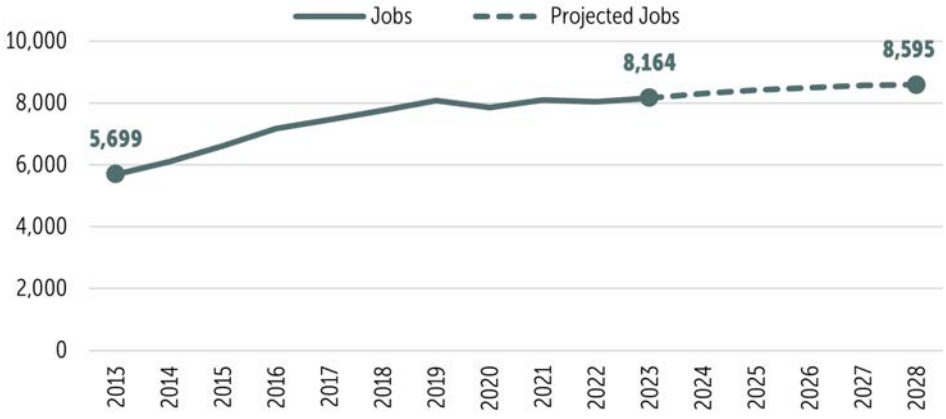
Key Takeaway

With nearly 3,700 job postings in 2022, Maintenance and Repair Workers, General (maintenance and repair workers) are in high demand within the T&L sector, especially the air, maritime/port, and shipping and warehousing subsectors. This role is also **primed for upskilling opportunities** to occupations that require on-the-job training and offer higher living wages in NEFL.

What do they do? Maintenance and repair workers perform work to keep machines, mechanical equipment, or the structure of a building in repair. This might involve pipe fitting; heating, ventilation, and air conditioning (HVAC) maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing and calibrating new equipment; or other duties.

111	3%	1,192
Avg. annual job postings for this occupation in T&L companies in NEFL	Of all job postings for this occupation are by T&L companies	Related training completions in 2022

Jobs: 49-9071 Occupational Employment in NEFL, 2013 to 2028

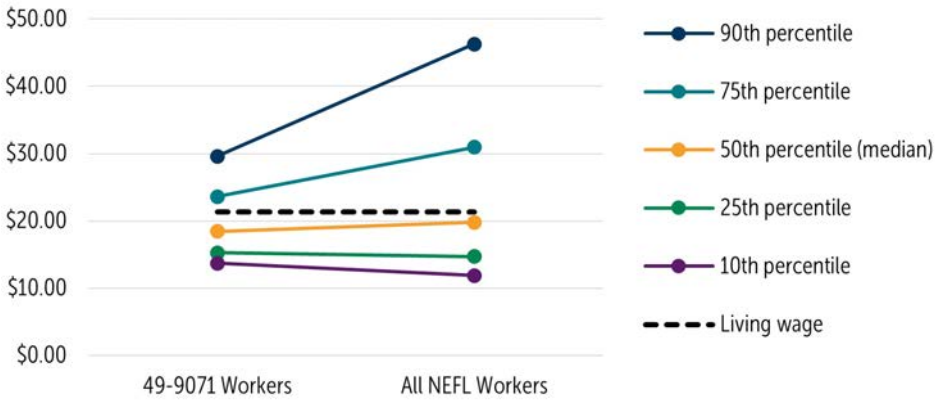


What is the employment outlook for them? Since 2013, jobs for maintenance and repair workers have increased by over 43%. Lightcast projects additional growth of over 400 jobs in these roles during the next five years. As of 2023, there were approximately 8,100 resident workers employed in these occupations, with a monthly turnover rate of 4.9%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Baptist Health	1 Communication	1 Plumbing
2 MAA	2 Customer Service	2 HVAC
3 Vesta Property Services	3 Troubleshooting (Problem-Solving)	3 Carpentry
4 Marriott International	4 Lifting Ability	4 Painting
5 Highmark Residential	5 Management	5 Preventive Maintenance

How much do they earn? Hourly wages for maintenance and repair workers in NEFL range between $13.69 and $29.62. With a median hourly wage of $18.43, these workers generally do not earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 49-9071 Workers and all NEFL Workers



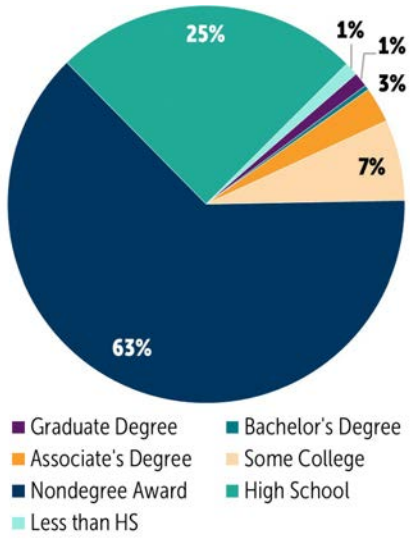
How do they compare to the regional workforce? There are more maintenance and repair workers ages 45 and older, and fewer workers under age 44, as compared to the regional workforce. Nearly all (96%) maintenance and repair workers are men. There are more white and Hispanic workers, and fewer Black and Asian workers in this occupation relative to the NEFL workforce.

What type of training is needed? No work experience is typically required for maintenance and repair workers, but moderate-term on-the-job training is typical and lasts between 1 and 12 months. The typical education level most workers need to secure this role is a high school diploma or equivalent. Over six in ten US maintenance and repair workers have a postsecondary nondegree award, and over one in ten have at least some college education.

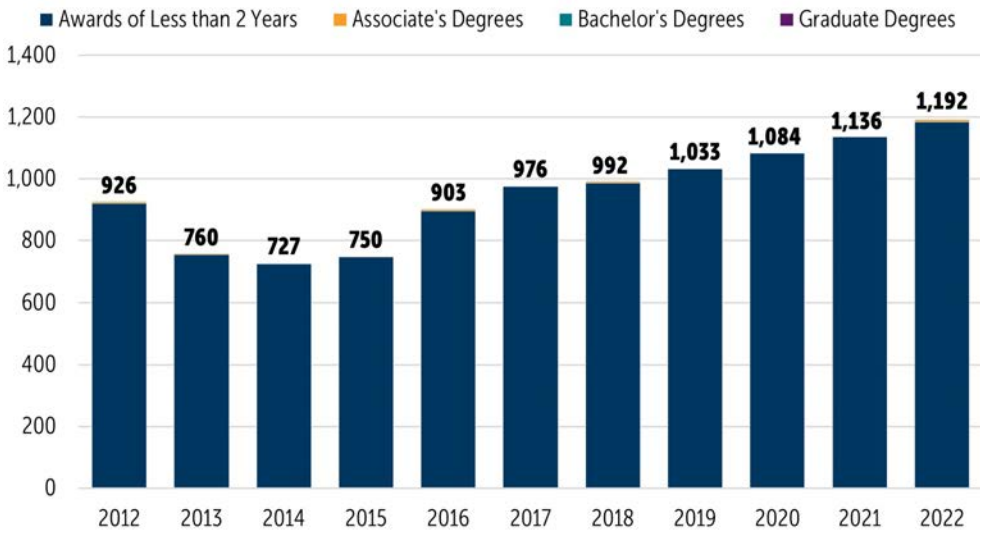
Where do they get training in Northeast Florida? Education program completions in related fields of study are increasing in recent years to 1,192 related completions in 2022. Nearly all these completions are for awards of less than two years, with fewer than 10 associate's degrees awarded each year. In 2022, the top three conferring institutions were Tulsa Welding School-Jacksonville (1,044 completions), Florida State College at Jacksonville (52 completions), and First Coast Technical College (45 completions).

Demographics	NEFL 49-9071 Workers	All NEFL Workers
Age		
Under 25	6%	13%
25 to 34	15%	21%
35 to 44	20%	22%
45 to 54	25%	20%
55 to 64	25%	17%
65 and Older	9%	7%
Gender		
Female	4%	49%
Male	96%	51%
Race/Ethnicity		
White	63%	60%
Black/African Descent	15%	19%
Hispanic or Latino	17%	15%
Asian	2%	4%
Other Race/Ethnicity	2%	2%

Education Level of US 49-9071 Workers



Trends in Select NEFL 49-9071 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, some occupations could offer maintenance and repair workers an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	47-2152 Plumbers, Pipefitters, & Steamfitters	49-3042 Mobile Heavy Equipment Mechanics, Except Engines	49-9041 Industrial Machinery Mechanics
2023 NEFL Jobs:	3,217	1,040	1,806
Median Wage:	$22.94	$25.85	$27.99
Wage Range:	$17.36–$30.26	$17.78–$36.91	$18.36–$38.70
Education:	HS Diploma	HS Diploma	HS Diploma
Experience:	None	None	None
OTJ Training:	Apprenticeship	Long-Term	Long-Term

53-3032 HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

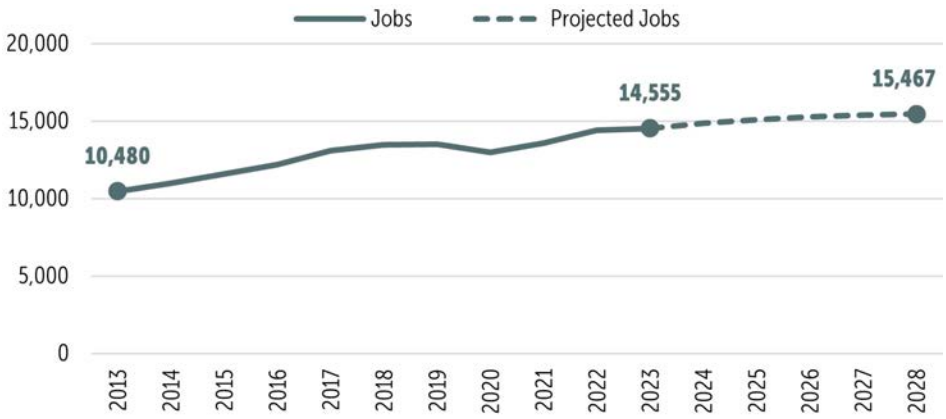
Key Takeaway

Heavy and Tractor-Trailer Truck Drivers (truck drivers) are an in-demand occupation in the rail, road, and shipping and warehousing subsectors. The training pipeline in NEFL is not keeping up with employer demand. Regional institutions would need to graduate **over four times** the current number of students to fill all job postings for this role in the region.

What do they do? These workers drive a tractor-trailer combination or a truck with a capacity of at least 26,001 pounds gross vehicle weight. They are required to have a commercial driver's license and may be required to unload the truck.

1,216	26%	271
Avg. annual job postings for truck drivers in T&L companies in NEFL	Of all job postings for truck drivers are by T&L companies	Truck driving training completions in 2022

Jobs: 53-3032 Occupational Employment in NEFL, 2013 to 2028

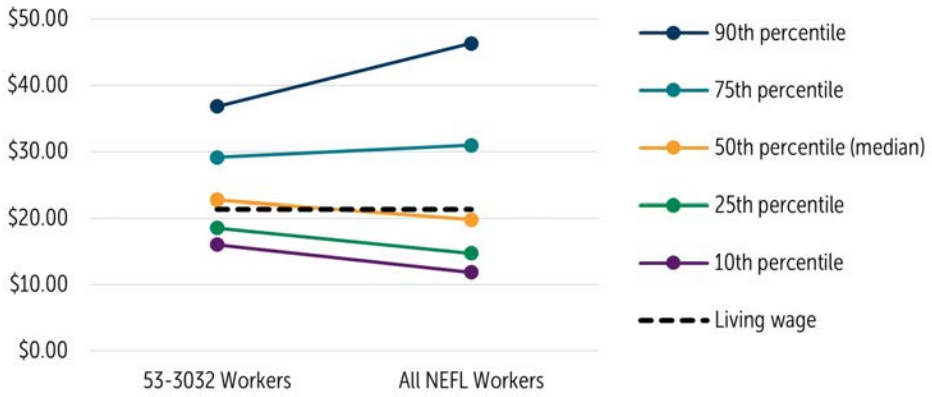


What is the employment outlook for them? Even with over 14,500 resident workers in truck driver roles in the region, the demand for truck drivers will remain steady over the coming years. Lightcast projects that demand for truck drivers will increase by 900+ jobs by 2028. Meanwhile, the monthly turnover rate for truck drivers in the region is 6.2%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Amazon	1 Loading and Unloading	1 Truck Driving
2 Mesilla Valley Transportation	2 Customer Service	2 Pre-Trip and Post-Trip Vehicle Inspection
3 EPES Transport System	3 Good Driving Record	3 Warehousing
4 Advance Auto Parts	4 Communication	4 Commercial Driving
5 Brown Trucking	5 Lifting Ability	5 Forklift Truck

How much do they earn? Hourly wages for truck drivers in Northeast Florida range between $16.03 and $36.79. With a median hourly wage of $22.69, these workers generally do earn more than the living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 53-3032 Workers and all NEFL Workers



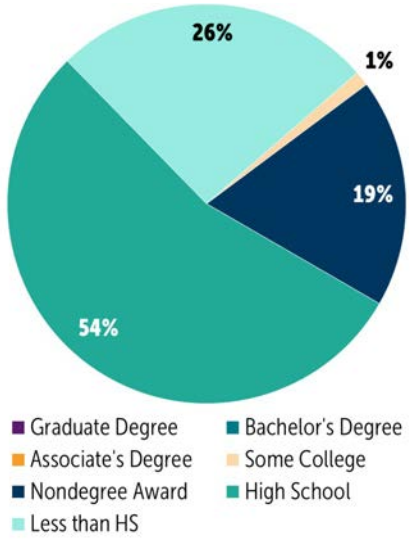
How do they compare to the regional workforce? Nearly six in ten truck drivers are over the age of 45 (58%), compared to just 44% of the regional workforce. Almost all NEFL truck drivers are men. More truck drivers are Black or Hispanic compared to all NEFL workers.

What type of training is needed? No work experience is typically required for truck drivers. On-the-job training is typically short-term: about one month or less. The typical education level most workers need to secure a job as a truck driver is a postsecondary nondegree award. Despite this, just 19% of US truck drivers have some form of postsecondary nondegree award.

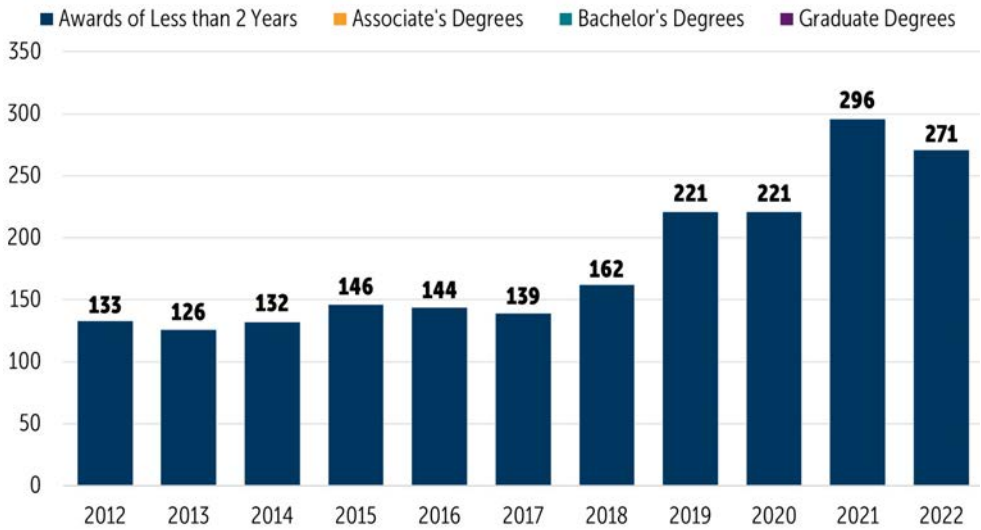
Where do they get training in Northeast Florida? Education program completions in the Truck & Bus Driver/Commercial Vehicle Operator & Instructor field of study have increased in recent years. All these completions were for awards of less than two years. In 2022, the conferring institutions were Jones Technical Institute (141 completions), Florida State College at Jacksonville (112 completions), and Flagler Technical College (18 completions).

Demographics	NEFL 53-3032 Workers	All NEFL Workers
Age		
Under 25	5%	13%
25 to 34	16%	21%
35 to 44	23%	22%
45 to 54	27%	20%
55 to 64	23%	17%
65 and Older	8%	7%
Gender		
Female	7%	49%
Male	93%	51%
Race/Ethnicity		
White	53%	60%
Black/African Descent	27%	19%
Hispanic or Latino	18%	15%
Asian	1%	4%
Other Race/Ethnicity	2%	2%

Education Level of US 53-3032 Workers



Trends in Select NEFL 53-3032 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, the following occupations could offer truck drivers an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	49-3031 Bus & Truck Mechanics & Diesel Engine Specialists	53-7121 Tank Car, Truck, & Ship Loaders	53-7021 Crane & Tower Operators
2023 NEFL Jobs:	1,505	152	272
Median Wage:	$26.62	$29.34	$33.85
Wage Range:	$17.57–$38.50	$21.29–$38.85	$18.55–$39.18
Education:	HS Diploma	No Formal Credit	HS Diploma
Experience:	None	None	< 5 Years
OTJ Training:	Long-Term	Long-Term	Moderate-Term

53-5021 CAPTAINS, MATES, AND PILOTS OF WATER VESSELS

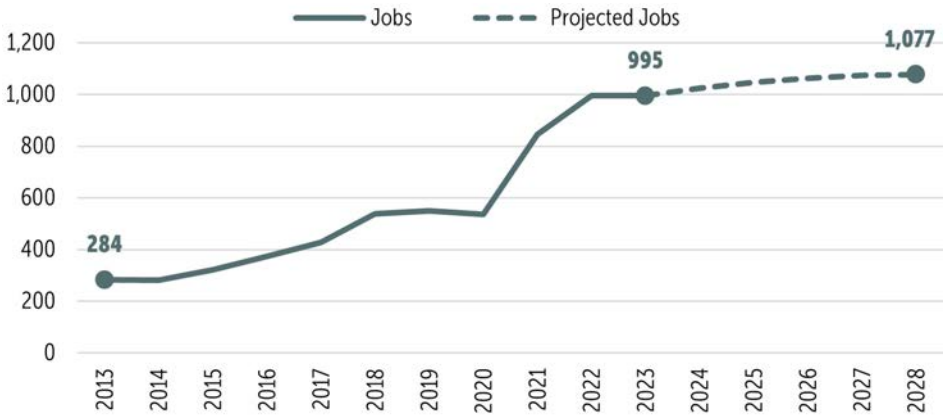
Key Takeaway

This occupation is highly sought after—especially in the maritime/port subsector, where it ranks as the second most in-demand role. Annually, there are about 60 job postings for this occupation in the region, and just 6 of those are posted by T&L companies in the maritime/port subsector. Despite the seemingly small number of postings, this occupation plays **a crucial role in almost all maritime/port operations**.

What do they do? Captains, Mates, and Pilots of Water Vessels (water vessel staff) command or supervise the operation of ships, like tugboats and ferryboats. They are required to hold a license issued by the US Coast Guard.

6	10%	247
Avg. annual job postings for this occupation in T&L companies in NEFL	Of all job postings for this occupation are by T&L companies	Diver training completions in 2022

Jobs: 53-5021 Occupational Employment in NEFL, 2013 to 2028

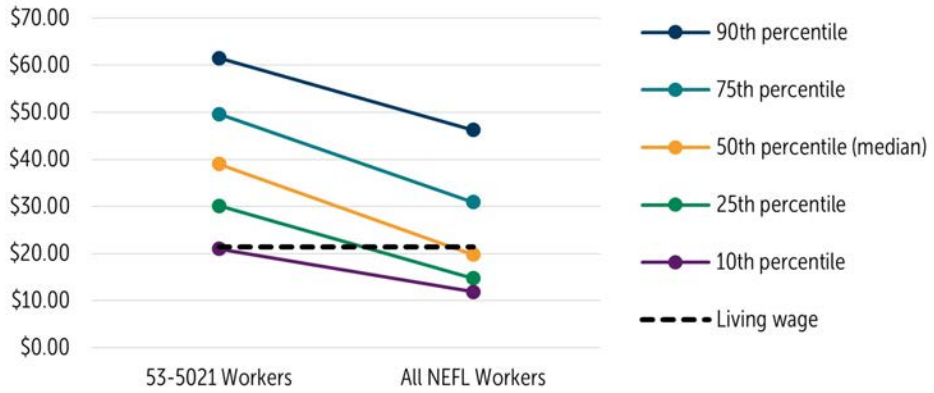


What is the employment outlook for them? Jobs as water vessel staff in NEFL have grown by over 250% since 2013. Lightcast projects these jobs to continue increasing, adding over 80 positions during the next five years. Even with almost 1,000 resident workers in this role in 2023, the demand for Captains, Mates, and Pilots of Water Vessels will remain steady. Meanwhile, the monthly turnover rate in the region for this occupation is 6%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 Crowley Maritime Corporation	1 Operations	1 Safety Training
2 RQ Construction	2 Communication	2 Environmental Laws
3 City Experiences	3 Microsoft Office	3 Firefighting
4 Marquette Transportation Company	4 Management	4 Standard Operating Procedure
5 Sea Tow Jacksonville	5 Customer Service	5 Safety Culture

How much do they earn? Hourly wages for water vessel staff in NEFL range between $21.01 and $61.54. With a median hourly wage of $39.02, these workers generally do earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 53-5021 Workers and all NEFL Workers



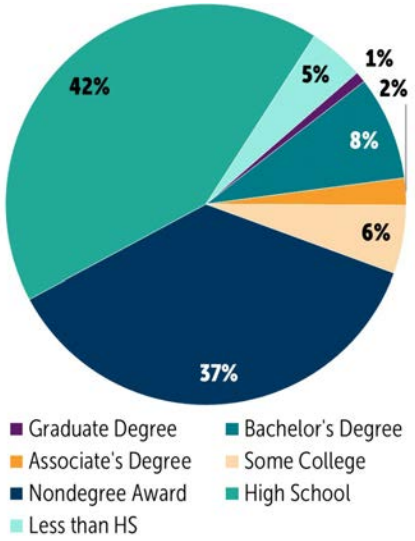
How do they compare to the regional workforce? There are more Captains, Mates, and Pilots of Water Vessels aged 55 and older as compared to the regional workforce. Nearly all (about 96%) water vessel staff are men. This occupation's workforce is disproportionately more white and less likely to be Hispanic or Asian relative to NEFL workers.

What type of training is needed? Typically, jobs for water vessel staff request a postsecondary nondegree award and less than five years of work experience. However, only 37% of these workers nationwide have some form of postsecondary nondegree award. Nearly one-half (46.5%) have a high school diploma or less. One in five US workers in these roles have beyond four years of work experience.

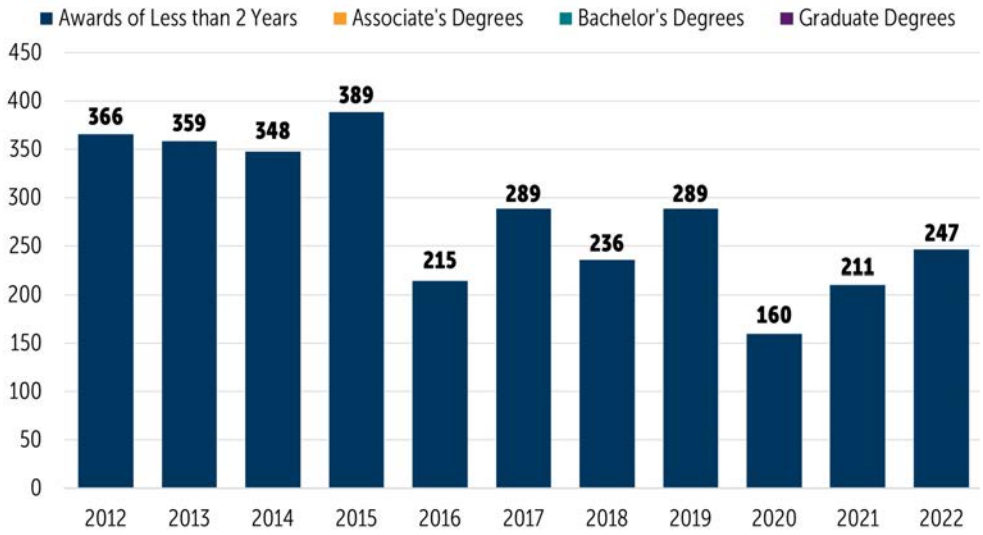
Where do they get training in Northeast Florida? There is no direct postsecondary educational pathway specifically tailored for employment in this role. The closest relevant program offered locally is the professional and instructor diver field of study. Local awards of less than 2 years in this program remain steady in recent years. In 2022, the only conferring institution for this program was CDA Technical Institute (247 completions).

Demographics	NEFL 53-5021 Workers	All NEFL Workers
Age		
Under 25	6%	13%
25 to 34	20%	21%
35 to 44	20%	22%
45 to 54	22%	20%
55 to 64	23%	17%
65 and Older	9%	7%
Gender		
Female	4%	49%
Male	96%	51%
Race/Ethnicity		
White	73%	60%
Black/African Descent	17%	19%
Hispanic or Latino	6%	15%
Asian	1%	4%
Other Race/Ethnicity	3%	2%

Education Level of US 53-5021 Workers



Trends in Select NEFL 53-5021 Education Program Completions



What occupations could they transition to? Wages for water vessel staff are higher compared to other key occupations in the T&L sector. Finding occupations with higher wage trends for career advancement is challenging, though some T&L roles offer comparable rates.

Other Career Opportunities

	53-2011 Airline Pilots, Copilots, & Flight Engineers	53-2021 Air Traffic Controllers	53-5031 Ship Engineers
2023 NEFL Jobs:	511	494	433
Median Wage:	$78.33	$71.50	$50.31
Wage Range:	$47.85–$166.04	$39.22–$82.90	$36.37–$61.31
Education:	Bachelor's Degree	Associate's Degree	Nondegree Award
Experience:	< 5 Years	None	< 5 Years
OTJ Training:	Moderate-Term	Long-Term	None

53-7051 INDUSTRIAL TRUCK AND TRACTOR OPERATORS

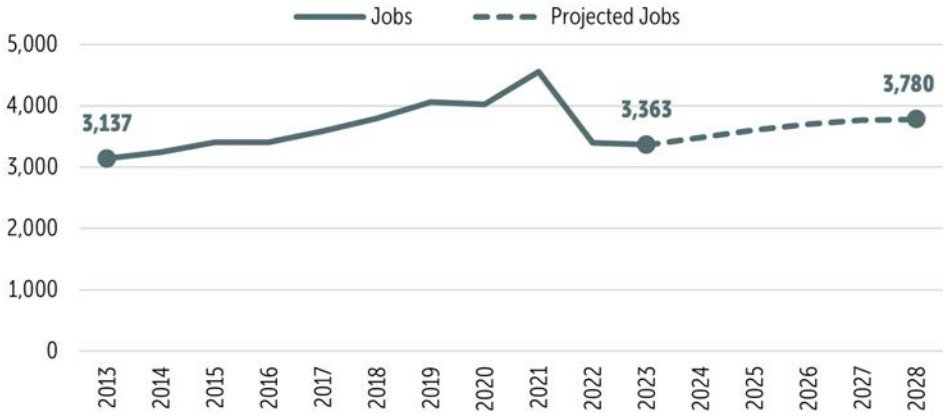
Key Takeaway

This occupation is in high demand in the T&L sector, especially the road and shipping and warehousing subsectors. Education institutions would need to train **more than triple** the number of graduates in relevant fields of study to meet regional talent demand. Meanwhile, Flagler Technical College is the only regional institution with a Construction/Heavy Equipment/Earthmoving Equipment Operation program, graduating just four students from this program in 2022.

What do they do? Industrial Truck and Tractor Operators (industrial truck operators) operate industrial vehicles equipped to move materials around a warehouse, storage yard, factory, construction site, or a similar location. This occupation includes forklift drivers.

238	25%	275
Avg. annual job postings for this occupation in T&L companies in NEFL	Of all job postings for this occupation are by T&L companies	Related training completions in 2022

Jobs: 53-7051 Occupational Employment in NEFL, 2013 to 2028

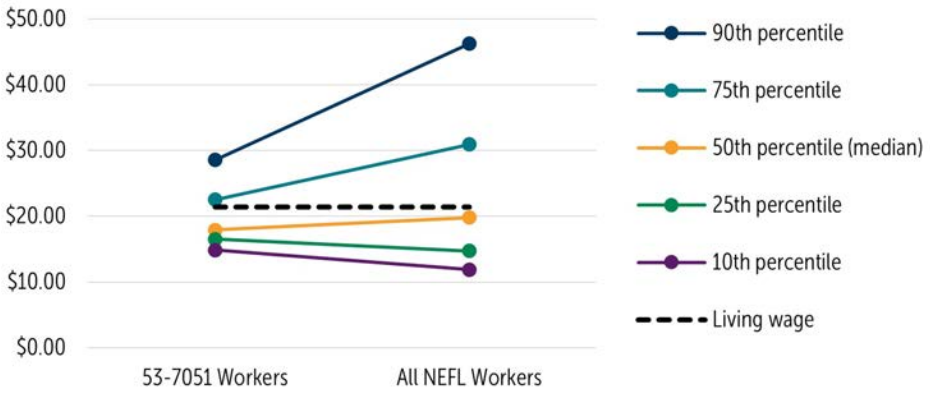


What is the employment outlook for them? The training pipeline for Industrial Truck and Tractor Operators in NEFL is not keeping up with regional employer demand. Even with over 3,600 resident workers in this role, the demand for this occupation will remain steady with nearly 1,000 annual jobs in the region. Lightcast projects that this role will grow by over 410 positions regionally during the next five years. Meanwhile, the monthly turnover rate in the region for this occupation is 8.3%.

Top Hiring Employers	Top In-Demand Common Skills	Top In-Demand Specialized Skills
1 C&S Wholesale Grocers	1 Loading and Unloading	1 Forklift Truck
2 BJ's Wholesale Club	2 Lifting Ability	2 Warehousing
3 Ryder	3 Communication	3 Palletizing
4 KeHE Distributors	4 Detail Oriented	4 Pallet Jacks
5 Sysco	5 Management	5 Material Handling Equipment

How much do they earn? Hourly wages for Industrial Truck and Tractor Operators in NEFL range between $14.87 and $28.57. With a median hourly wage of $17.91, these workers generally do not earn a living wage for a single adult in the region ($21.36/hour). A living wage is an estimate of the earnings required for residents to meet minimum standard of living while considering local costs of goods and services.

Hourly Earnings: Wage Ranges for NEFL 53-7051 Workers and all NEFL Workers



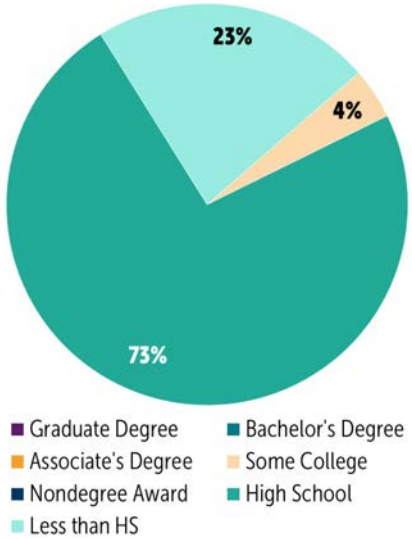
How do they compare to the regional workforce? Industrial truck operators match the age distribution of the regional workforce, with more workers ages 25 to 34 and 35 to 44, and fewer 65 and older. Almost nine in ten industrial truck operators are men. Compared to all NEFL workers, more industrial truck operators–over four in ten–are Black or of African descent.

What type of training is needed? No work experience is typically required for industrial truck operators. On-the-job training is usually short-term, one month or less. Typically, most workers do not need a formal educational credential to secure a job as an industrial truck operator. Over seven in ten US workers in this occupation have a high school diploma or equivalent.

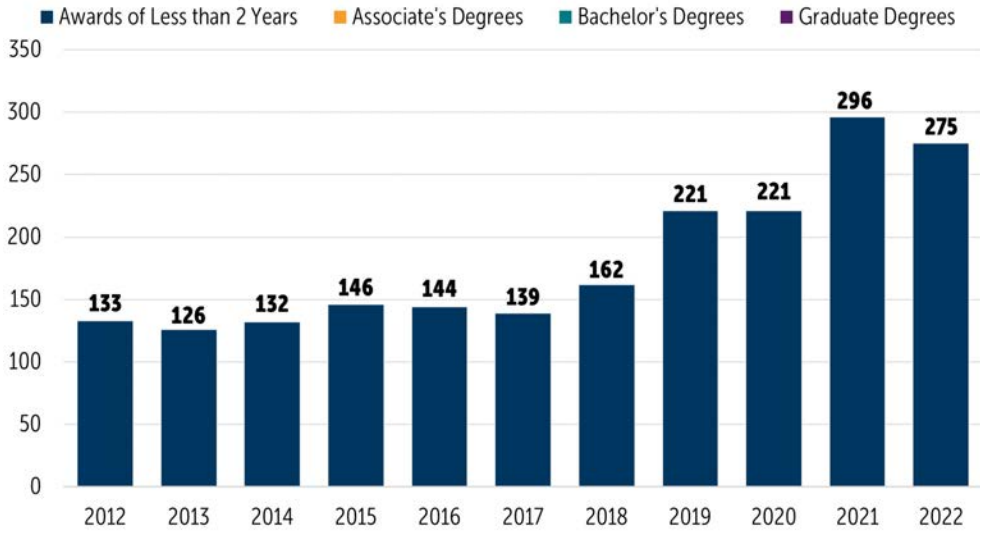
Where do they get training in Northeast Florida? Education program completions in the Truck and Bus Driver/Commercial Vehicle Operation and Construction/Heavy Equipment/Earthmoving Equipment Operation fields of study are increasing in recent years. In 2022, the top three conferring institutions for these two programs were J-Tech (141 completions), Florida State College at Jacksonville (112 completions), and Flagler Technical College (22 completions).

Demographics	NEFL 53-7051 Workers	All NEFL Workers
Age		
Under 25	11%	13%
25 to 34	27%	21%
35 to 44	25%	22%
45 to 54	21%	20%
55 to 64	15%	17%
65 and Older	3%	7%
Gender		
Female	10%	49%
Male	90%	51%
Race/Ethnicity		
White	34%	60%
Black/African Descent	44%	19%
Hispanic or Latino	18%	15%
Asian	2%	4%
Other Race/Ethnicity	2%	2%

Education Level of US 53-7051 Workers



Trends in Select NEFL 53-7051 Education Program Completions



What occupations could they transition to? Based on an analysis of transferrable skills, some occupations could offer Industrial Truck and Tractor Operators an opportunity for upward mobility with higher median wages.

Other Career Opportunities

	49-3042 Mobile Heavy Equipment Mechanics, Except Engines	53-7021 Crane & Tower Operators	53-7121 Tank Car, Truck, & Ship Loaders
2023 NEFL Jobs:	1,040	272	152
Median Wage:	$25.85	$33.85	$31.04
Wage Range:	$17.78–$36.91	$18.55- $39.18	$20.61–$32.32
Education:	HS Diploma	HS Diploma	No Formal Credential
Experience:	None	< 5 Years	None
OTJ Training:	Long-Term	Moderate-Term	Short-Term

TIP STRATEGIES

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