FIND YOURS.

Labor Market Challenges in the Supply Chain: Keeping Your Competitive Advantage

Presented by:
TZA
Presenters

Andy Recard
President
TZA

Mike Scola
Account Executive
TZA
Objectives

• Understand current and future labor market trends, what drives those trends, and how they impact and pose challenges for your business.

• Learn next-gen tools and technologies needed to combat market trends and challenges.

• Grow your competitive advantage to help attract and retain your future workforce and thrive in the supply chain industry.
Raise your hand if...
Shrinking Labor Pool
Unemployment – 50 Year Trend

SOURCE: TRADINGECONOMICS.COM | U.S. BUREAU OF LABOR STATISTICS
Population Growth Rate

Yearly Population Growth Rate (%)

Source: Worldometer.com
Baby Boomer Retirement Wave

Figure 1

Millennials will comprise the majority of the workforce by 2025

Source: U.S. Census Bureau
Difficulty Attracting Talent
Labor Availability – 10 Year Trend
Hourly Compensation – 2 Year Trend

SOURCE: TRADINGECONOMICS.COM | U.S. BUREAU OF LABOR STATISTICS
Poor Company Culture and Reputation
Difficulty Retaining Employees
Difficulty Retaining Employees

• Causes:
  • Low pay
  • Poor company culture
  • Ineffective management
  • Little to no recognition or reward – feeling undervalued
  • Undesirable work environment and atmosphere – dirty, hot/cold
  • Nature of the job – labor intense, hazardous and physically demanding

• Future Predictions:
  • 41% turnover rate in distribution and transportation predicted to climb
  • 30% turnover rate in manufacturing predicted to climb
Multi-Generational Workforce
Managing a Multi-Generational Workforce

Mind the Gap: Managing Five Generations in the Workplace

- **GENERATION Z** (Born 1997 onward)
  - Accustomed to change and expects it in the workplace
  - Value in-person interactions
  - Look for feedback on a frequent, ongoing basis

- **MILLENNIALS** (Born 1977-1997)
  - Looking to be coached or mentored
  - Prefer collaborative and technology-centric training
  - Aligning with company values is key

- **GEN-X** (Born 1965-1976)
  - View change as a vehicle for opportunity
  - Embrace a hands-off management policy
  - Entrepreneurial spirit and results-oriented

- **BABY BOOMERS** (Born 1943-1964)
  - More reserved in communication style
  - Value traditional instructor-led courses or self-learning tools
  - Top qualities for a manager are being ethical, fair, consistent

- **TRADITIONALISTS** (Born before 1943)
  - Believe in hierarchical management style
  - Strong work ethic and loyal to their company
  - Slow to adapt to new technology
Hidden Business Impacts
Secondary Labor Market Affects

- Increased turnover
- Unplanned overtime
- Lost productivity
- Compromised customer service
- High labor costs
Combating Labor Market Challenges with Next-Gen Technology

This Photo by Unknown Author is licensed under CC BY-NC-ND
Labor Management Software
The Power of Labor Management Software

• Gain real-time visibility into workforce and operational performance across all facilities and down to the individual level.

• Forecast demand and plan labor needs to stay on top of customer demand.

• Combat labor market challenges and keep your competitive advantage.
Combat Challenges with LMS

• Use real-time data to turn managers and supervisors into powerful coaches to engage, empower and motivate employees.
• Use gamification to turn work into an exciting and fun way to encourage employees.
• Implement incentive programs to reward top performers and boost company morale.
• Next-generation technology appeals to millennials to help attract and retain talent.
• Provide feedback with supporting data to create a sense of value.
Key Takeaways

• Understand current and future labor market trends, what drives those trends, and how they impact and pose challenges for your business.

• Learn next-gen tools and technologies needed to combat market trends and challenges.

• Grow your competitive advantage to help attract and retain your future workforce and thrive in the supply chain industry.
For More Information

Andy Recard: arecard@tza.com
Website: www.tza.com

Mike Scola: mscola@tza.com
Website: www.tza.com

Visit ProMat Booth #S3571