

The Future is Now: Integrating
Advanced Technologies into the
Goods Movement Workforce

TRANSPORTATION & WAREHOUSING WORKFORCE TRENDS



Comprehensive Economic Development Strategy (CEDS)

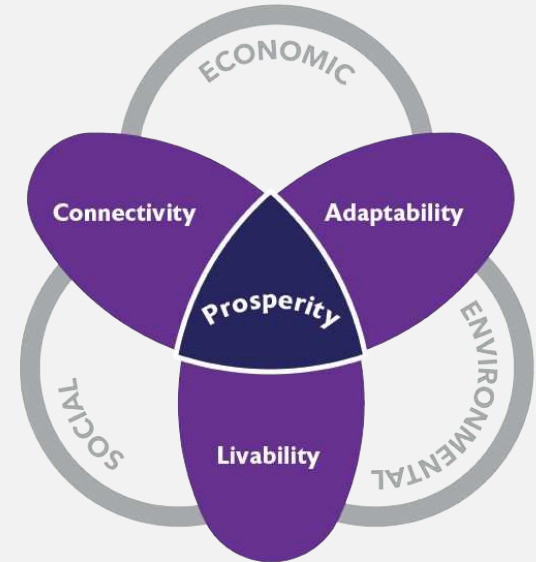
Prosperity

Residents and businesses have access to the educational, technological, and capital resources needed for financial and economic mobility.

Connectivity

Adaptability

Livability



Digitalization is a transformative economic trend with varying impacts on the workforce across occupations and industries.

- **Telework Capacity:** extent to which an occupation can be performed away from the job's physical location, also referred to as working remotely
- **Automation Risk:** extent to which tasks and/or job functions can be replaced by digital technologies

Transportation & Warehousing

Employment Growth

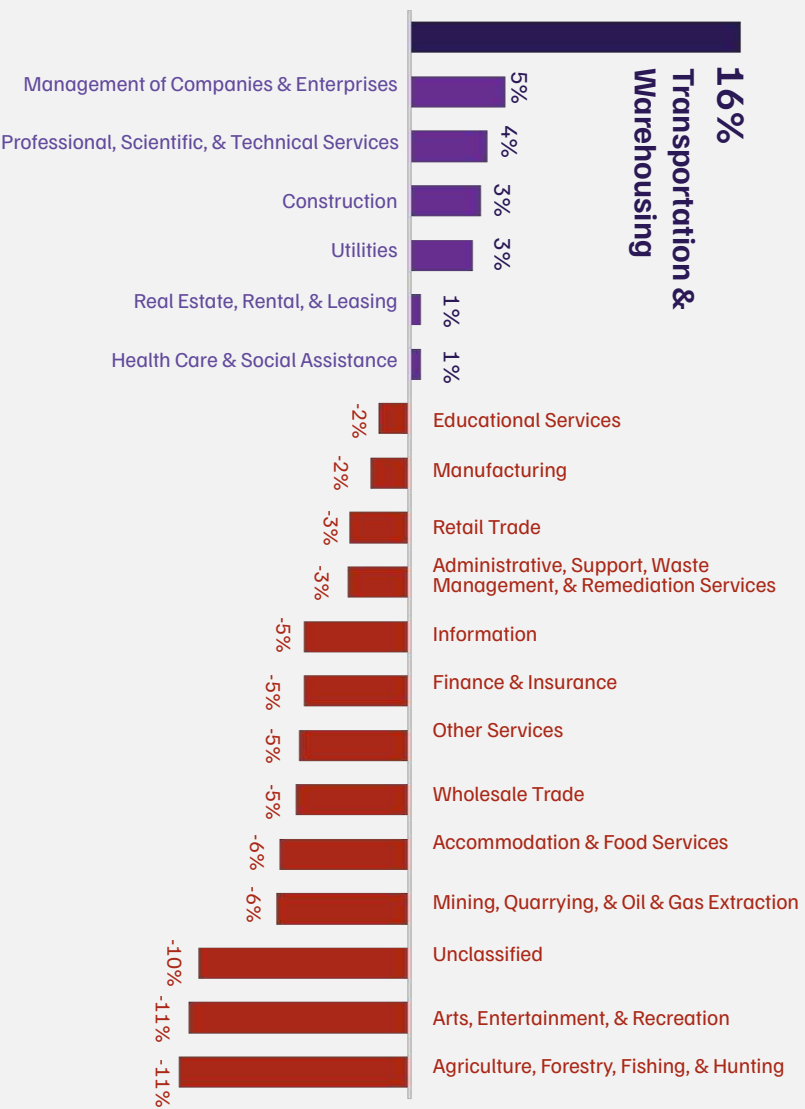
Workforce Characteristics

Digitalization

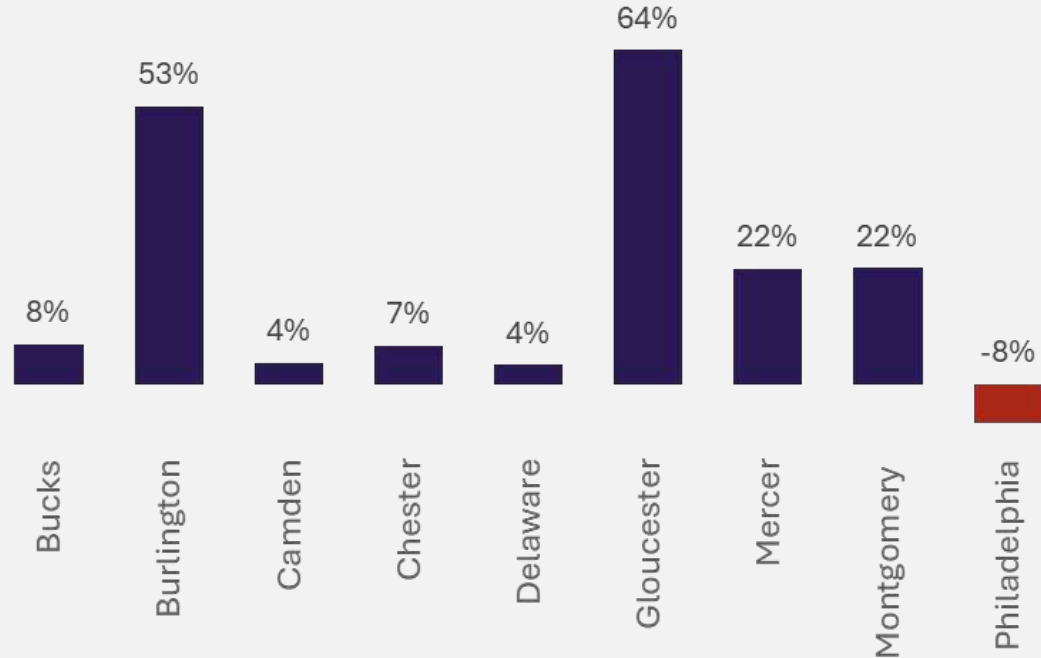
Employment Projections

Occupational Trends

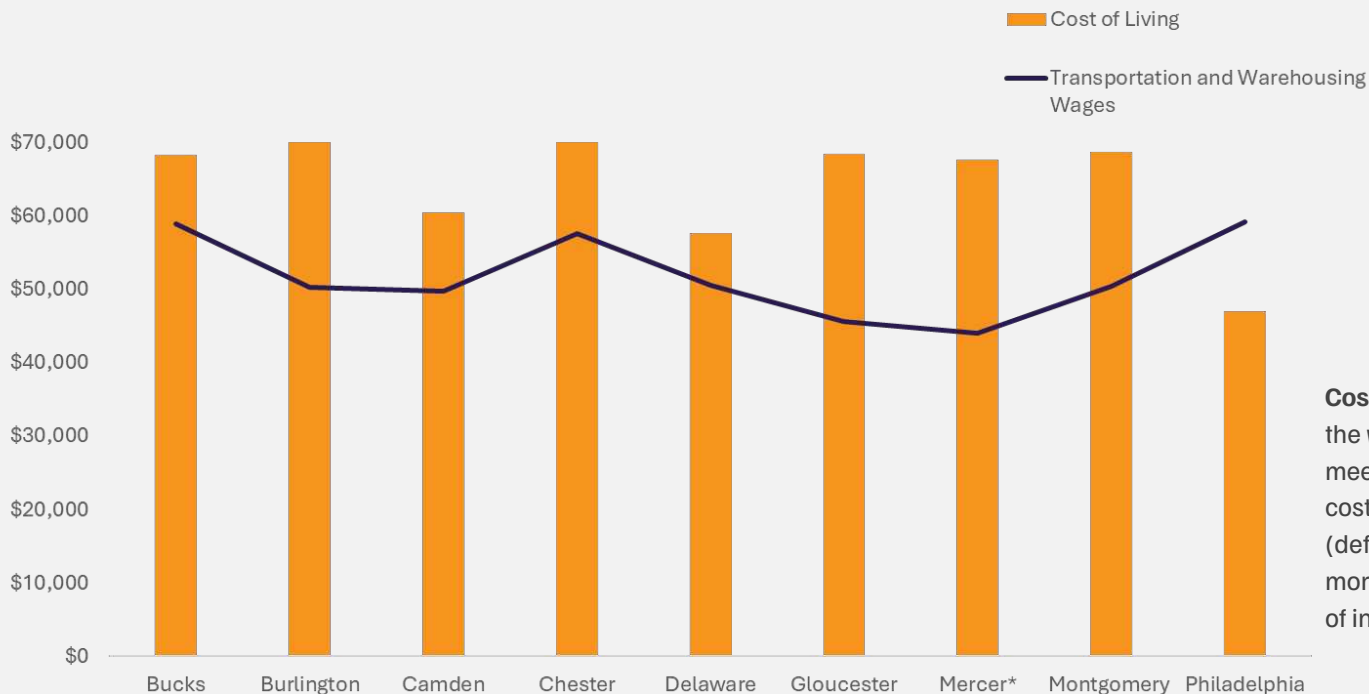
In Greater Philadelphia, total employment declined 1%, but employment in Transportation and Warehousing grew 16%.



Gloucester and Burlington Counties led regional growth in Transportation and Warehousing.



Transportation and Warehousing | Cost of Living and Average Wages



Cost of Living reflects the wages required to meet median housing costs without burden (defined as spending more than 30 percent of income on housing).

Transportation and Warehousing | Telework Capacity

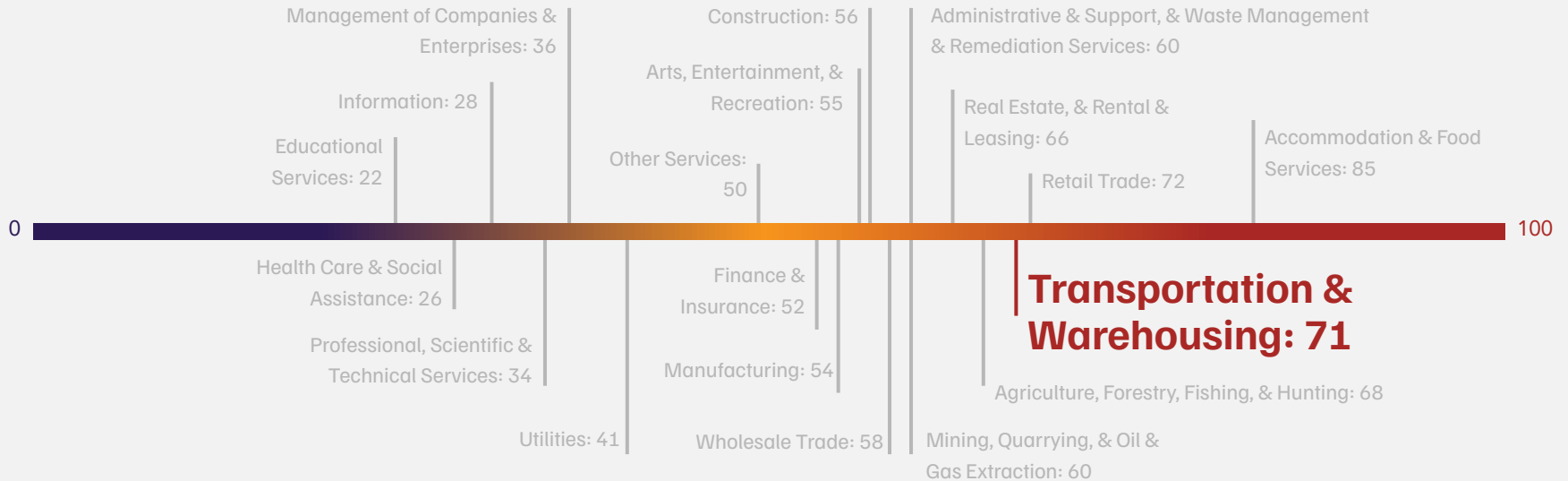
Transportation and Warehousing has a **relatively low capacity for telework** compared to other industries, meaning the workforce is more tied to the physical employment location.

Transportation & Warehousing: 22

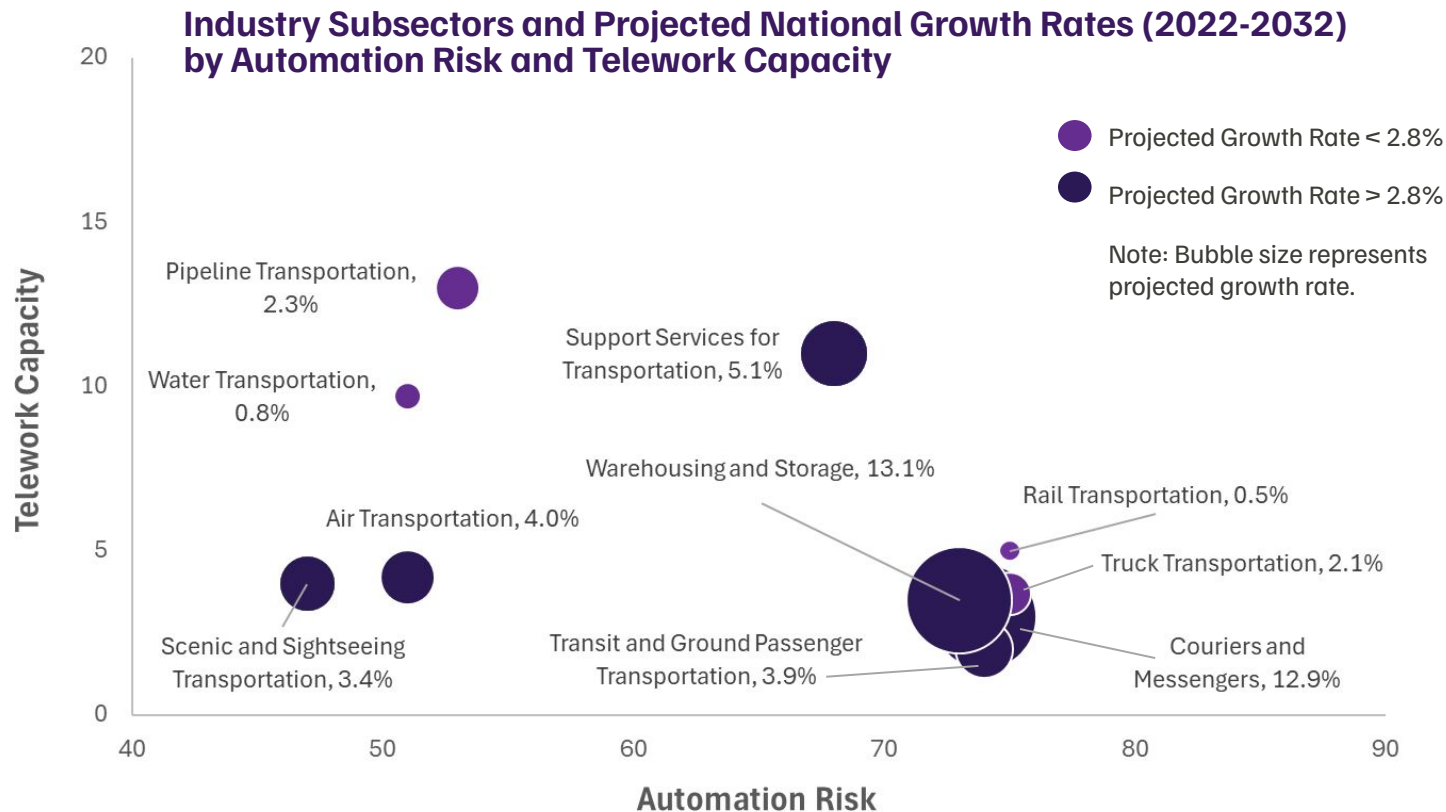


Transportation and Warehousing | Automation Risk

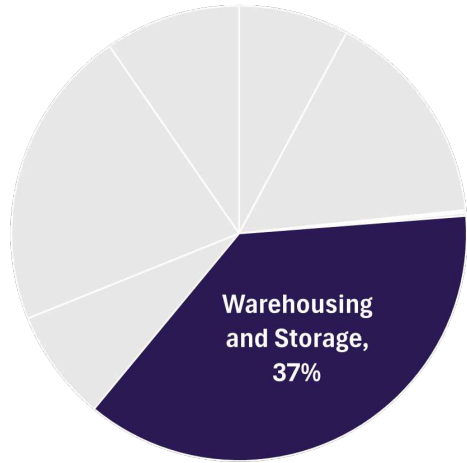
Compared to other industries, Transportation and Warehousing has a **relatively high automation risk**, which means digital tools and technologies are likely to augment or replace tasks in this industry.



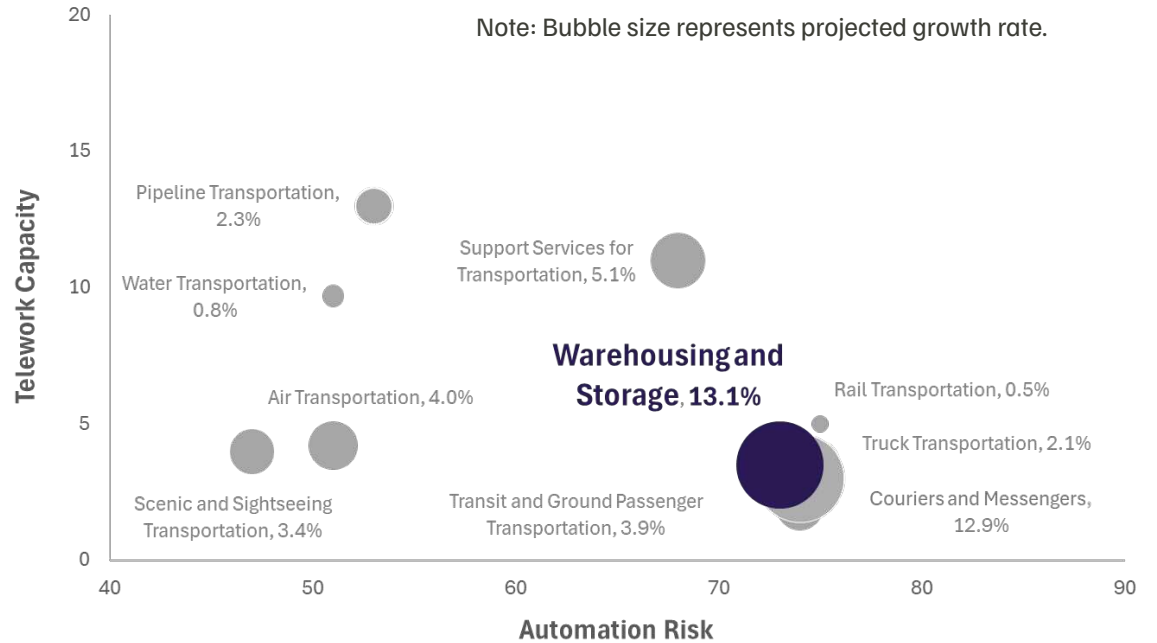
Nationally, total employment is projected to grow by 2.8%, but employment in **Transportation and Warehousing is projected to grow 8.6%.**



Share of Industry Employment (2022) in Greater Philadelphia

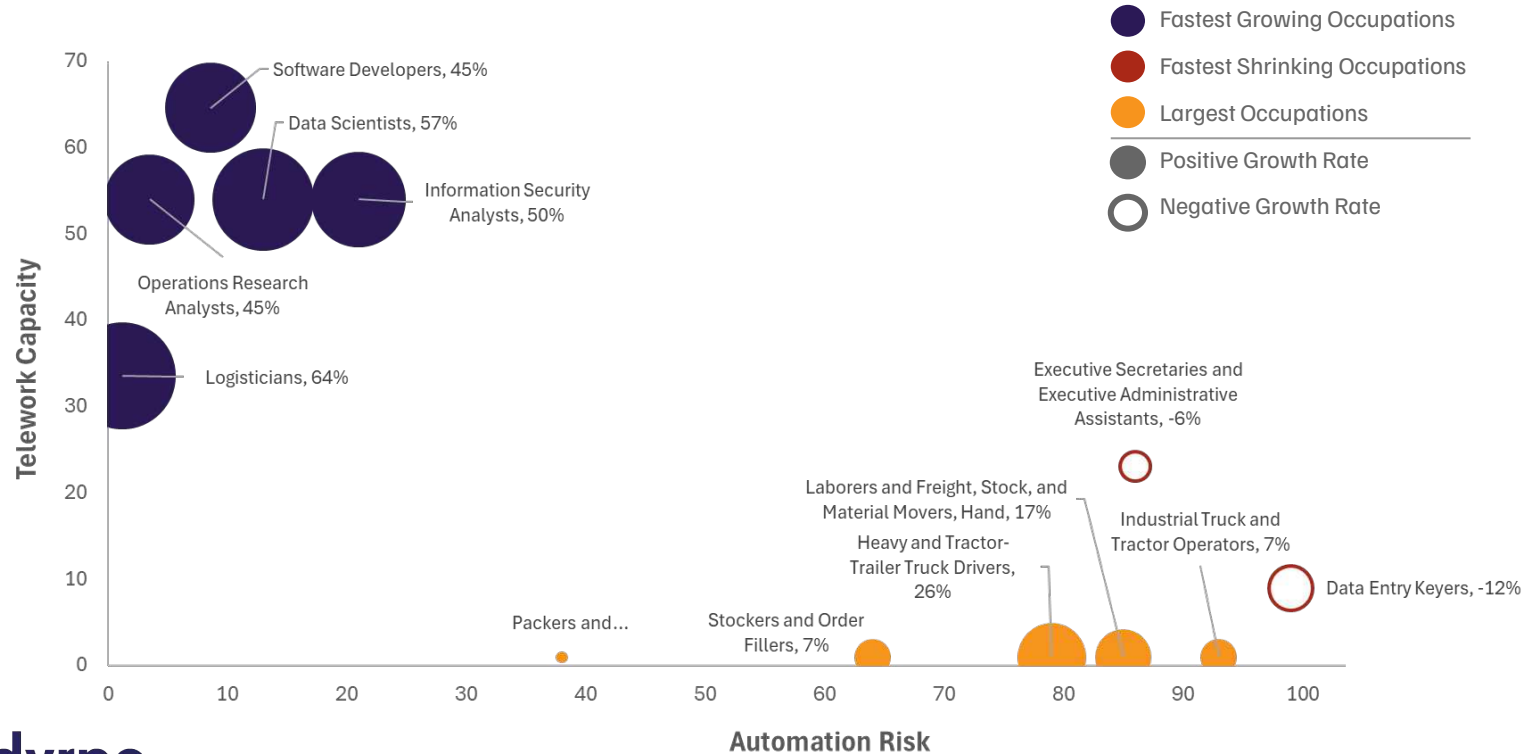


Subsectors and Projected National Growth Rates (2022-2032) by Automation Risk and Telework Capacity



Subsectors | Warehousing and Storage Occupation Highlights

Projected National Growth Rates for Select Occupations (2022-2032) by Automation Risk and Telework Capacity



Subsectors | Warehousing and Storage Occupation Highlights

Projected National Growth for the Fastest Shrinking Occupations (2022-2032) by Automation Risk and Telework Capacity



Projected Shrinking Occupations

Higher Automation Risk

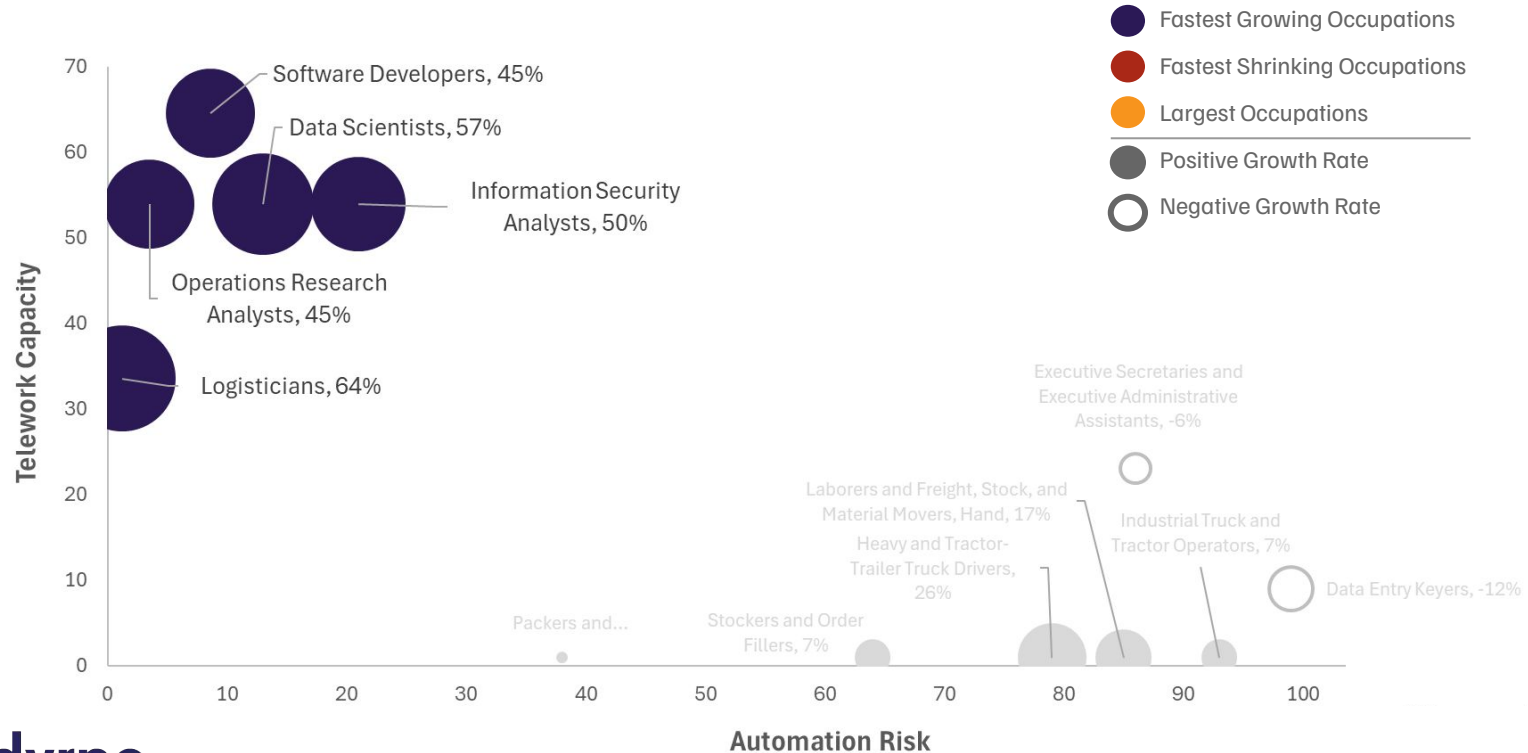
Lower Telework Capacity

Lower-paying

Administrative & Manual Occupations

Subsectors | Warehousing and Storage Occupation Highlights

Projected National Growth for the Fastest Growing Occupations (2022-2032) by Automation Risk and Telework Capacity



Projected High Growth Occupations

Lower Automation Risk

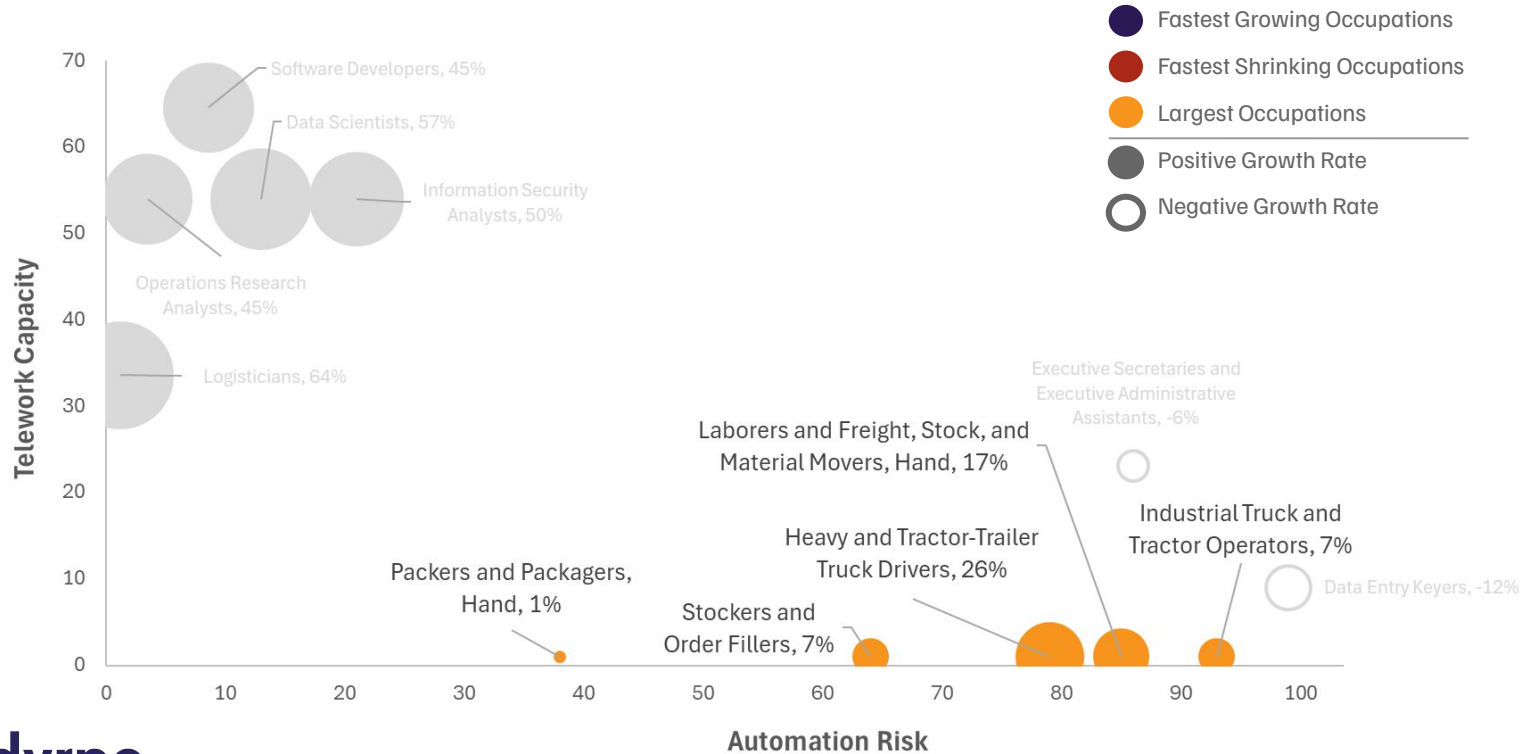
Higher Telework Capacity

Higher-paying

Computer & Mathematical Occupations

Subsectors | Warehousing and Storage Occupation Highlights

Projected National Growth for the Largest Occupations (2022-2032) by Automation Risk and Telework Capacity

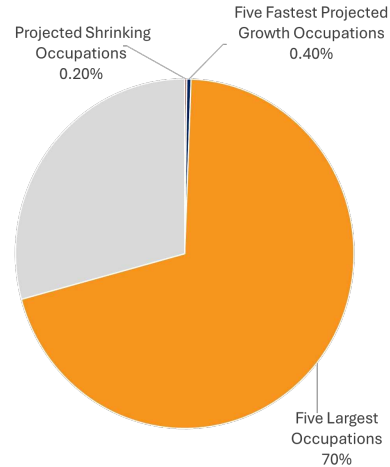


Largest Occupations

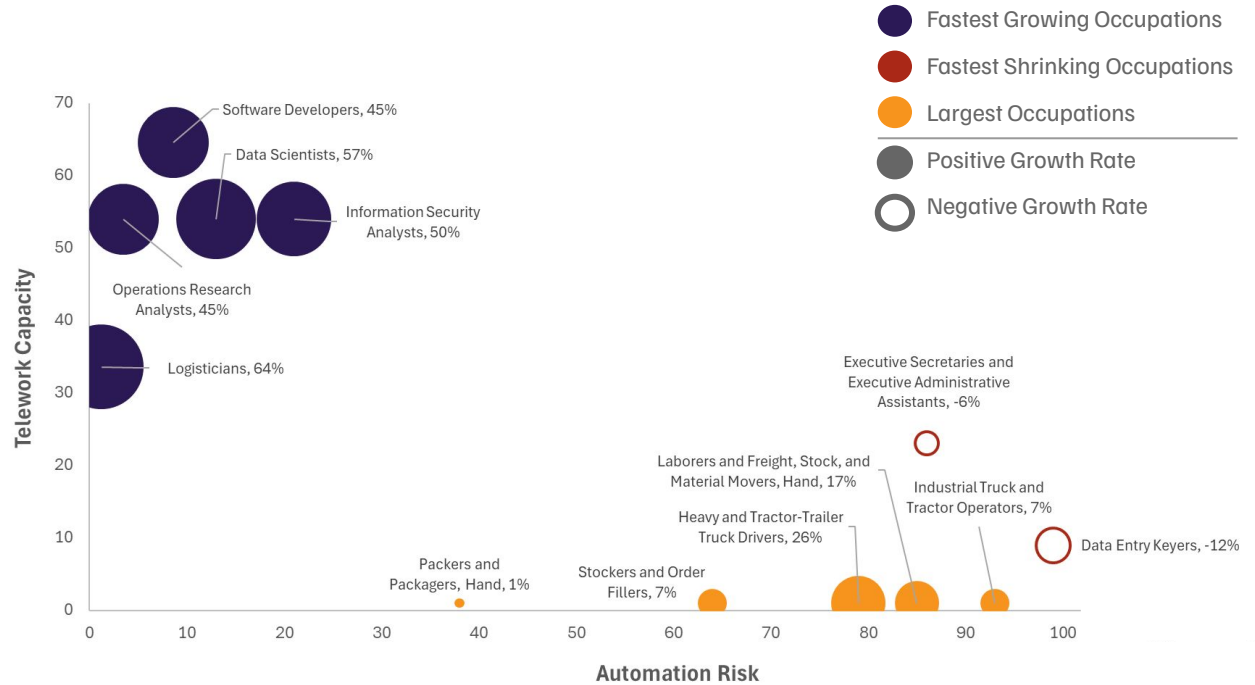
- Higher Automation Risk
- Lower Telework Capacity
- Lower, Steady Growth
- Manual Occupations

Subsectors | Warehousing and Storage Occupation Highlights

Share of Subsector Employment



Projected National Growth Rates for Select Occupations (2022-2032) by Automation Risk and Telework Capacity



Key Considerations

Provide Reskilling & Upskilling Opportunities

A skills mismatch and displaced workforce will likely be key challenges in regions where economies are more reliant on sectors with greater Automation Risk.

Focus on Talent Retention and Quality of Life

Regional economies built upon sectors with higher Telework Capacities should focus on sustaining a desirable and affordable region that encourages workers to live and work locally.

Plan for Infrastructure Updates

Beyond freight infrastructure; a sustainable power grid to support data storage, transportation networks that efficiently move people and goods, and universal broadband access; will be critical for meeting future demands.