

November 2017

Tri-State Partnership Develops Career Pathways For Supply Chain Occupations

- Working with employers, educational institutions, and community-based organizations to develop and implement supply chain career pathways
- Enabling high school students to obtain industry-recognized credentials and college articulation credit
- Developing a web portal with multiple resources relating to supply chain occupations

Introduction

Transportation, distribution and logistics is important not only for regional areas, but for the global economy. Supply chains connect sales, marketing, procurement, manufacturing, distribution, customer service and ultimately, the consumer.¹

#SupplyChainOKI is a career pathway initiative led by Partners for a Competitive Workforce (PCW), a partnership in the Ohio, Kentucky, and Indiana tri-state region focused on meeting employer demand by growing the skills of the current and future workforce. This is a collaborative effort among representatives of business, government agencies, chambers of commerce, community-based organizations, port authorities, and educational institutions in this region. The partnership is managed by United Way of Greater Cincinnati.²

In 2015, PCW received funding from the state of Ohio to expand their prior efforts in developing career pathways for specific occupations within four in-demand industry sectors—health care, advanced manufacturing, construction and information technology. This investment enabled PCW to leverage its expertise to develop career pathways in supply chain management.

The Workforce Need

National employment projections from the Bureau of Labor Statistics (BLS) indicate that there will be 1,334,800 job openings for transportation and material moving occupations between 2016 and 2026 due to job growth and replacement needs. BLS data also indicates that there will be 454,100 job openings nationwide for material recording, scheduling, dispatching and distributing workers during that time period.³ “Regional data for the tri-state area indicates that there will be 14,000 open positions between 2017 and 2018 in supply chain occupations such as warehouse workers, truck drivers, cargo and freight agents, transportation managers, logistics analysts, and supply chain managers,” says Janice Urbanik, Executive Director, PCW.

Approach

“Our first step was to hire Jesse Simmons, retired Director of North America Physical Distribution, Procter and Gamble, to lead this effort and apply learning from our work in developing career pathways in other industries to the supply chain function,” says Ms. Urbanik. For this initiative, PCW works with multiple supply chain employers, large and small, national and regional, including Procter & Gamble; Amazon; FedEx; Home Depot; UPS; Amstan Logistics; Cincinnati Barge & Rail Terminal, LLC; Cintas; DHL; Jurgensen; LeanCor; Legion; Kingsgate Logistics;

¹ #SupplyChainOKI, <http://www.supplychainoki.com/>

² Ibid

³ Bureau of Labor Statistics, Employment Projections, https://www.bls.gov/emp/ep_table_102.htm

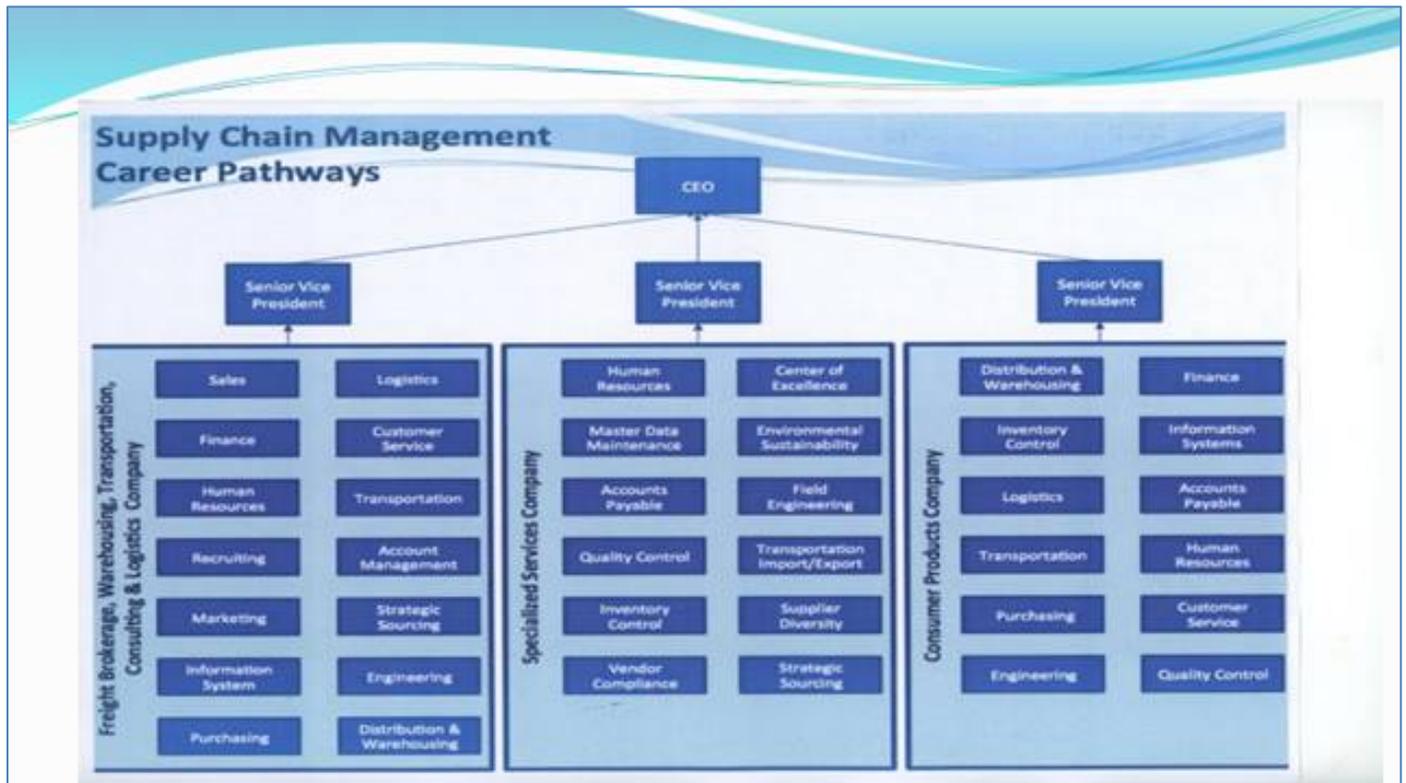
Kroger; Perfetti; TQL; West Chester Gear; and Dayton Freight. The role of these employer partners is to identify their priorities for worker skills to be aligned with the supply chain-related curricula offered by educational partners.

“On the education side, we collaborate with an array of entities ranging from secondary schools in high need areas where the majority of students qualify for free/reduced price school lunch programs, to community/technical colleges to four year institutions,” says Ms. Urbanik. Educational entity partners include Great Oaks Career Campuses (serving both high school students and adults); Sinclair Community College, Gateway Community and Technical College; University of Cincinnati; Butler Tech; Cincinnati State; Miami University of Ohio; Napier Truck Driving School (serving adults); Thomas More University; Warren County Career Center; and Northern Kentucky University. The role of these educational entities is to develop curricula that impart the competencies that supply chain employers seek in their employees.

Community organizations that serve a broad spectrum of community members in the Cincinnati tri-state area also play a critical role in the #SupplyChainOKI initiative. These organizations, which include Cincinnati Works; Cincinnati Community Action Agency; Easter Seals; Kentucky Career Center; Ohio Means Jobs Centers; Rahma Center; Talbert House; Urban League; and YWCA, are actively engaged with the initiative to promote workforce opportunities and provide wraparound services to those they serve.

Return on Investment

“We found that school superintendents and teachers were willing to listen to us,” says Ms. Urbanik. “In 2016, over 2,000 high school students had exposure to the supply chain sector through our job fairs and presentations. Employers would come to these events and students had the chance to learn about the opportunities supply chain careers offered. The career pathway graphic that we have developed and used in our presentations captured the attention of both audiences.”



“We have also been successful in developing a dual credit program for two Manufacturing Skills Standards Council industry credentials – Certified Logistics Associate and Certified Logistics Technical Associate – for high school students,” says Ms. Urbanik. “In the 2016-2017 school year, twenty students at a northern Kentucky high school participated in our pilot program, which enabled them to earn credits for high school graduation as well as for college. They enrolled in six credit hours of college classes through the Gateway Regional Academy in the fall semester of their senior year. In their spring semester, they participated in paid internships/co-ops with an employer that is part of the #SupplyChainOKI initiative. All of these students have gone on to college or were hired by participating partner employers. Our goal is to increase the number of students participating in this dual credit initiative to 120 in the 2017-2018 school year.”

The initiative has also developed the #SupplyChainOKI website. This portal features multiple videos, career pathway graphics, PowerPoint presentations, internship opportunities, and other valuable resources for those interested in careers in the supply chain industry sector.

Next Steps

“We are working on plans to bring registered apprenticeships into our high schools,” says Ms. Urbanik. “In Ohio and Kentucky, we are going into schools to create the curriculum that will meet national apprenticeship standards. We are also working with supply chain employers to see if the on-the-job training they would provide for an apprenticeship is appropriate for high school students. The Adecco Group, a leading provider of temporary staffing, permanent placement, career transition, and talent development, is collaborating with us on this effort. They have offered to be the employer of record for on-the-job training for high school student apprentices in instances where such support will enable interested employers to participate.”

Related Links

#SupplyChainOKI

<http://www.supplychainoki.com/>

Partners for a Competitive Workforce

<http://www.competitiveworkforce.com/>