There are not enough workers to support the open positions due to:

• The economy is at full employment
• Baby Boomers are retiring
• Millennials are less attracted to warehouse jobs
• Fewer applicants pass drug tests
• Warehouses are clustered in hubs causing tight labor pools

All this is exacerbated during peak seasons when even more workers are needed.

In a tight labor market, companies need a competitive edge. Here are some of the creative things our clients are doing to tackle the labor challenge:

- Tapping into alternative labor pools (college students, immigrants, disabled workers, stay-at-home parents, retirees)
- Giving perks like free lunches, onsite gyms and daycare, upgraded break rooms, etc.
- Crowdsourcing shifts so employees have more control over work hours
- Providing transportation to the DC
- Holding job fairs and open houses
- Offering hiring and referral bonuses
- Increasing wages and benefits

For over 70 years, Fortna® has partnered with the world’s top brands to transform their distribution operations into a competitive advantage. Fortna helps clients make and keep bold promises to their customers – fast, accurate and cost-effective fulfillment consistently at every touchpoint, across every channel. Our expertise spans distribution strategy, distribution center operations, material handling automation, supply chain systems and warehouse execution systems. We built our firm on a promise – we develop a solid business case for change and hold ourselves accountable for results.

Based on data available as of December 2017

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