



Job Connector Toolkit

Move people to in-demand jobs in key industries in Baltimore County, Maryland

Transportation, Distribution & Logistics



Baltimore County Executive Don Mohler and
the Baltimore County Council

Department of Economic & Workforce Development
baltimorecountymd.gov/jobconnector

May 2018

INDUSTRY PROFILE

Transportation, Distribution & Logistics

Baltimore County's strategic East Coast location makes it a critical hub for the Transportation, Distribution & Logistics (TDL) industry, which is central to the region's economy. With strong locational assets, including access to one of the nation's leading ports, miles of rail and major highways, the TDL industry is well situated for continued robustness and growth.

Regional Impacts

235,811
Jobs

\$10 Billion
Associated Worker
Income

Over 14,000
Employers



Statewide Impacts

461,148
Jobs

\$20 Billion
Associated Worker
Income

Over 33,000
Employers

Baltimore County, MD

Baltimore County is home to the 3rd highest number of TDL employers in Maryland.

Northern Central

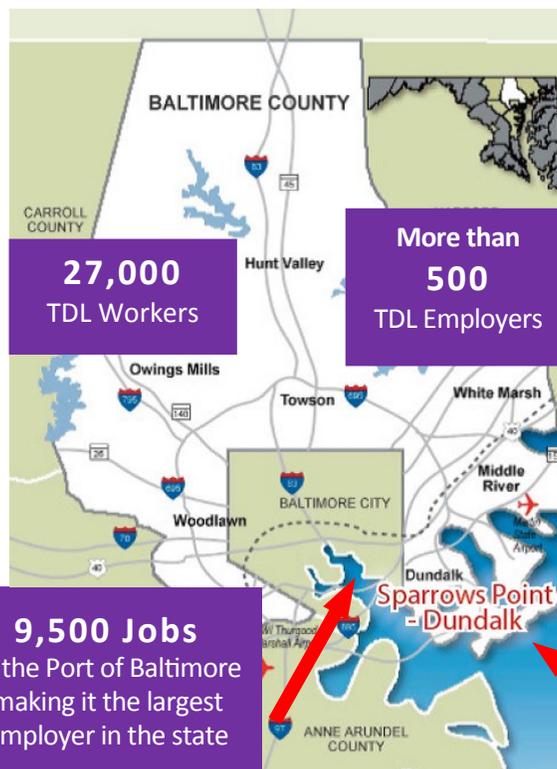
The Hunt Valley I-83 Corridor features a diversified business community with major corporate headquarters and global distribution operations.

- Coty (Formerly Proctor & Gamble)
- Element Fleet Management
- Stanley Black & Decker

Western

The Western Corridor features Industrial and Logistics/Distribution Hubs with direct interstate access.

- Bakery Express Warehouse
- Cowan Systems
- UPS Supply Chain Solutions
- Woodlawn Motor Coach



Eastern

Businesses on the County's East side access the locational assets of Sparrows Point-Dundalk for their TDL operations.

- Alexander's Mobility
- Amazon Fulfillment Center
- General Motors
- Evergreen Shipping Agency
- Pasha Automotive
- Access World
- Sparrows Point Shipyard
- Under Armour
- FedEx Ground

TRADEPOINT ATLANTIC:

The redevelopment of Sparrows Point into a world class multi modal logistics hub is projected to add

17,000 Jobs
in Baltimore County

Data Source: Maryland's Quarterly Census of Employment and Wages (2016)
Note: Regional data is the Baltimore-Columbia-Towson Metropolitan Statistical Area (MSA)



OCCUPATIONAL PROFILE

Transportation, Distribution & Logistics

Baltimore County's TDL industry has grown significantly in the past decade, thanks to the presence of several corporate headquarters with global operations as well as the attraction and growth of new businesses. Employment projections over the next decade indicate a bright outlook regionally, spurred by strong job growth at Sparrows Point and the Port of Baltimore. Hiring will be driven in part by employee turnover and retirement of experienced workers, and the anticipated addition of 17,000 new jobs over the next decade.

The TDL industry is comprised of businesses providing services related to:



Transportation Operations & Logistics Planning
(Air, Rail, Water, Road)



Material Moving / Operating Vehicles
(Trucking, Bus & Passenger Transportation)



Facility & Mobile Equipment Maintenance
(Warehousing, Storage & Distribution Operations)

TDL Related Support Service Occupations include:

Maintenance & Repair

Production & Assembly

Logistics

Sales & Service

Administrative & Clerical

TDL CAREER CLUSTERS

This section provides examples of the entry and middle skilled TDL and related occupations in highest demand among Baltimore County employers, based on 2016 employment data, wages, and projected job growth. The data are categorized by Transportation, Distribution & Logistics Career Clusters groups of TDL occupations in the same field of work that require similar skills which can be used to help focus education plans towards obtaining the necessary knowledge, competencies, and training for success in one of many TDL career options.

TDL Occupations At-A-Glance

- Clusters with the most significant demand: **Transportation Operations / Facility & Mobile Equipment Maintenance**
- Related occupations in other TDL Career Clusters: **Logistics Planning & Management / Sales & Service**
- Non-TDL Support Service Occupations (SSO's) in demand: **Production / Maintenance / Sales / Office & Administrative Support**

Transportation Operations & Logistics Planning, Material Moving / Operating Vehicles

Material Moving / Operating Vehicles:

- ◆ Career options in this cluster can start with occupations including:

Entry-level: Light Truck Delivery Services Drivers

Motor Vehicle Operators

Laborers and Freight, Stock & Material Movers

Mid-Skilled: Industrial Truck and Tractor Operators

Bus Drivers

Crane and Tower Operators

- ◆ Wages increase with years of experience or transition into higher paying supervisory, or driving positions including: **Heavy Truck and Tractor Drivers.**

Logistics Planning

- ◆ Workers with some experience in materials moving occupations have the potential to progress into higher paying logistics planning and management positions such as **Dispatchers, Transportation, Storage and Distribution Managers** and other supervisory roles.

Facility & Mobile Equipment Maintenance

- ◆ Entry-level positions leading to careers in this cluster often start with **Support Service Occupations related to Installation, Maintenance and Repair.**
- ◆ High-demand occupations in this cluster include:

Mid-Skilled/Experienced:

Bus and Truck Mechanics

Diesel Engine Specialists

Mobile Heavy Equipment Mechanics

- ◆ **General Maintenance and Repair Workers** and **Industrial Machinery Mechanics** can progress into more highly-skilled mechanic positions through occupationally specific training coupled with on-the-job experience.
- ◆ Higher wages are earned as workers become proficient and attain **nationally and industry recognized certifications and credentials.**

Support Service Occupations

Support Service Occupations (SSO's) are jobs that can be found across all industry sectors that are critical to the daily operation, administration and management of the business. Within TDL, the key SSO's are related to **Sales and Service, Production, Office and Administrative Support** and **Management**, creating entry-points to any of the career clusters listed above, depending upon one's interests, skills and abilities.



SPOTLIGHT JOBS

Transportation, Distribution & Logistics

Time is money in the Transportation, Distribution & Logistics Industry, so it's important to have a trained workforce that can keep things moving with speed, accuracy and efficiency. With the anticipated attraction and expansion of major TDL employers in Baltimore County and throughout the region, it is critical to develop a skilled talent pipeline to meet employer demand.

Here are a few middle-skilled occupations with projected high growth that...

KEEP THINGS MOVING!

HIGH DEMAND MIDDLE SKILLED OCCUPATIONS

Transportation Operations & Logistics Planning,
Material Moving / Operating Vehicles

Education & Skills:

Upon Entry: HS Diploma or Equivalent / Associates / Post-Secondary Certificate

Advancement: Industry-recognized credentials from vocational training, apprenticeship, moderate- or long-term OJT and work experience

Material Moving / Operating Vehicles

Light Truck or Delivery Service Drivers (53-3033)
2016 Est. Emp.: 3,980 Mean Wage: \$17.74

Bus Drivers, School or Special Client (53-3022)
2016 Est. Emp.: 1,210 Mean Wage: \$14.43

Industrial Truck and Tractor Operators (53-7051)
2016 Est. Emp.: 640 Mean Wage: \$18.48

Crane and Tower Operators (53-7021)
2016 Est. Emp.: 150 Mean Wage: \$27.49

Logistics Planning

Shipping, Receiving and Traffic Clerks (43-5071)
2016 Est. Emp.: 1,550 Mean Wage: \$15.22

Dispatchers, Except Police, Fire, and Ambulance (43-5032)
2016 Est. Emp.: 700 Mean Wage: \$17.13

Production, Planning, and Expediting Clerks (43-5061)
2016 Est. Emp.: 610 Mean Wage: \$23.99

First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators (53-1031)
2016 Est. Emp.: 430 Mean Wage: \$31.43

Facility & Mobile Equipment Maintenance

Education & Skills:

Upon Entry: HS Diploma or Equivalent / Associates / Post-Secondary Certificate

Advancement: Industry-recognized credentials from vocational training, apprenticeship, short- or moderate-term OJT and work experience

Maintenance & Repair Workers, General (49-9071)
2016 Est. Emp.: 3,300 / Mean Wage: \$19.04

Industrial Machinery Mechanics (49-9021)
2016 Est. Emp.: 700 / Mean Wage: \$24.42

Installation, Maintenance & Repair Workers, All Other (49-9099)
2016 Est. Emp.: 520 / Mean Wage: \$20.28

Automotive Service Technicians and Mechanics (49-3023)
2016 Est. Emp.: 2,120 Mean Wage: \$23.29

Mobile Heavy Equipment Mechanics, Except Engines (49-3042)
2016 Est. Emp.: 650 Mean Wage: \$23.52

Bus & Truck Mechanics & Diesel Engine Specialists (49-3031)
2016 Est. Emp.: 480 / Mean Wage: \$25.23

Support Service Occupations

Support Service Occupations (SSO's) are jobs that can be found across all industry sectors that are critical to the daily operation, administration and management of the business. Key SSO's to the TDL industry include **Office, Administrative & Clerical Support** positions. Office and administrative support occupations account for **11% of employment**, creating entry-points to any of the career clusters listed above, depending upon one's interests, skills and abilities.

Customer Service Representatives (43-4051)
2016 Est. Emp.: 8,350 / Mean Wage: \$17.63

Billing and Posting Clerks (43-3021)
2016 Est. Emp.: 1,500 Mean Wage: \$19.18

Bookkeeping, Accounting, and Auditing Clerks (43-3031)
2016 Est. Emp.: 3,870 Mean Wage: \$21.32

Office and Administrative Support Workers, All Other (43-9199)
2016 Est. Emp.: 520 Mean Wage: \$19.23



IN-DEMAND OCCUPATIONS

Transportation, Distribution & Logistics

This table represents Baltimore County 2016 employment and wage data for the leading entry- and middle-skilled occupations in the TDL Career Clusters. The educational requirements for these specific occupations range from less than a high school diploma to a post-secondary non-degree award with an industry recognized credential.

Transportation Operations & Logistics Planning, Material Moving/Operating Vehicles

Less than HS

Helpers – Production Workers (51-9198) *
(SSO – Production)
2016 Est. Emp.: 420 / Mean Wage: \$14.93

Motor Vehicle Operators, All Other (53-3099)
2016 Est. Emp.: 380 / Mean Wage: \$19.55

HS Diploma or Equivalent

Laborers and Freight, Stock & Material Movers, Hand (53-7062) *
2016 Est. Emp.: 6,120 / Mean Wage: \$13.15

Light Truck or Delivery Services Drivers (53-3033)
2016 Est. Emp.: 3,980 / Mean Wage: \$17.74

First-Line Supervisors of Production & Operating Workers (51-1011)
(SSO – Production)
2016 Est. Emp.: 1,040 / Mean Wage: \$30.24

Packaging and Filling Machine Operators & Tenders (51-9111) *
(SSO – Production)
2016 Est. Emp.: 780 / Mean Wage: \$14.17

Dispatchers, Except Police, Fire & Ambulance (43-5032)
(TDL – Logistics Planning and Management Services Career Cluster)
2016 Est. Emp.: 700 / Mean Wage: \$17.13

Driver/Sales Worker (53-3031)
2016 Est. Emp.: 620 / Mean Wage: \$18.51

Industrial Truck & Tractor Operators (53-7051)
2016 Est. Emp.: 640 / Mean Wage: \$18.48

First-Line Supervisors of Helpers, Laborers & Material Movers (53-1021)
2016 Est. Emp.: 590 / Mean Wage: \$22.99

First-Line Supervisors of Transportation & Material Moving Machine & Vehicle Operators (53-1031)
2016 Est. Emp.: 430 / Mean Wage: \$31.43

Post-Secondary Non-Degree Award (Industry Recognized Credential <24 mos.)

Heavy and Tractor-Trailer Truck Drivers (53-3032)
2016 Est. Emp.: 3,800 / Mean Wage: \$21.37

Bus Drivers, School or Special Client (53-3022) *
2016 Est. Emp.: 1,210 / Mean Wage: \$14.43

Crane and Tower Operators (53-7021)
2016 Est. Emp.: 150 / Mean Wage: \$27.49

Facility & Mobile Equipment Maintenance

Post-Secondary Non-Degree Award (Industry Recognized Credential <24 mos.)

Maintenance and Repair Workers, General (49-9071)
(SSO – Installation, Maintenance and Repair)
2016 Est. Emp.: 3,330 / Mean Wage: \$19.04

Automotive Service Technicians & Mechanics (49-3023)
2016 Est. Emp.: 2,120 / Mean Wage: \$23.29

Industrial Machinery Mechanics (49-9041)
(SSO – Installation, Maintenance and Repair)
2016 Est. Emp.: 700 / Mean Wage: \$24.42

Mobile Heavy Equipment Mechanics, Except Engines (49-3042)
2016 Est. Emp.: 650 / Mean Wage: \$23.52

Installation, Maintenance & Repair Workers, All Other (49-9099)
(SSO – Installation, Maintenance and Repair)
2016 Est. Emp.: 520 / Mean Wage: \$20.38

Automotive Body & Related Repairers (49-3021)
2016 Est. Emp.: 516 / Mean Wage: \$27.44

Electrical & Electronics Installers & Repairers, Commercial & Industrial Equipment (49-2094)
(SSO – Installation, Maintenance and Repair)
2016 Est. Emp.: 160 / Mean Wage: \$30.34

Maintenance Workers, Machinery (49-9043)
(SSO – Installation, Maintenance and Repair)
2016 Est. Emp.: 90 / Mean Wage: \$21.29

Aircraft Mechanics and Service Technicians (49-3011)
2016 Est. Emp.: 100 / Mean Wage: \$21.90

TDL Related Support Service Occupations (Entry-Level)

HS Diploma or Equivalent

Customer Service Representatives (43-4051)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 8,350 / Mean Wage: \$17.63

Office Clerks, General (43-9061) *
(SSO – Office & Administrative Support)
2016 Est. Emp.: 5,840 / Mean Wage: \$15.65

Bookkeeping, Accounting & Auditing Clerks (43-3031)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 3,870 / Mean Wage: \$21.32

Shipping, Receiving & Traffic Clerks (43-5071) *
(SSO – Office & Administrative Support)
2016 Est. Emp.: 1,550 / Mean Wage: \$15.22

Billing and Posting Clerks (43-3021)
(TDL – Sales & Service Career Cluster)
2016 Est. Emp.: 1,500 / Mean Wage: \$19.18

Bill & Account Collectors (43-3011)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 1,010 / Mean Wage: \$19.57

Order Clerks (43-4151)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 880 / Mean Wage: \$17.93

Production, Planning & Expediting Clerks (43-5061)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 610 / Mean Wage: \$23.99

Office & Administrative Support Workers, All Other (43-9199)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 520 / Mean Wage: \$19.23

Property, Real Estate & Community Association Managers (11-9141)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 450 / Mean Wage: \$23.63

Information & Records Clerks, All Other (43-4199)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 380 / Mean Wage: \$21.90

Weighers, Measurers, Checkers & Samplers, Recordkeeping (43-5111)
(SSO – Office & Administrative Support)
2016 Est. Emp.: 170 / Mean Wage: \$16.76

*Transportation, Distribution & Logistics Career Clusters were derived from O*NET Career Clusters and Standard Occupational Classifications (SOC). High-demand occupations with wages slightly below the locally determined minimum mean wage are denoted with an asterisk (*).*

