

January 15, 2025

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

# TRANSPORTATION & WAREHOUSING WORKFORCE TRENDS



# Comprehensive Economic Development Strategy (CEDS)

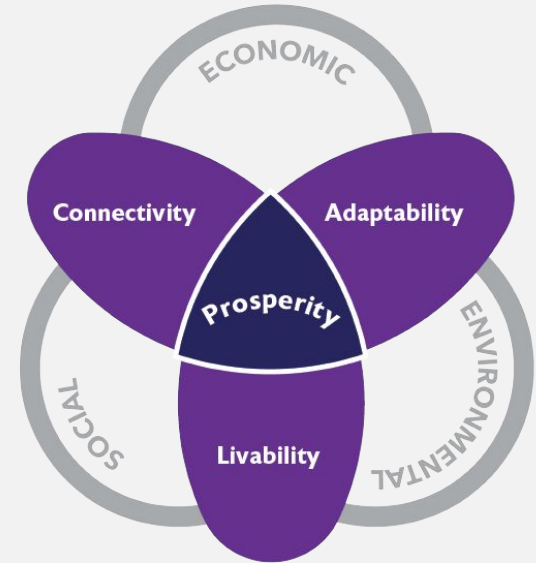
## Prosperity

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

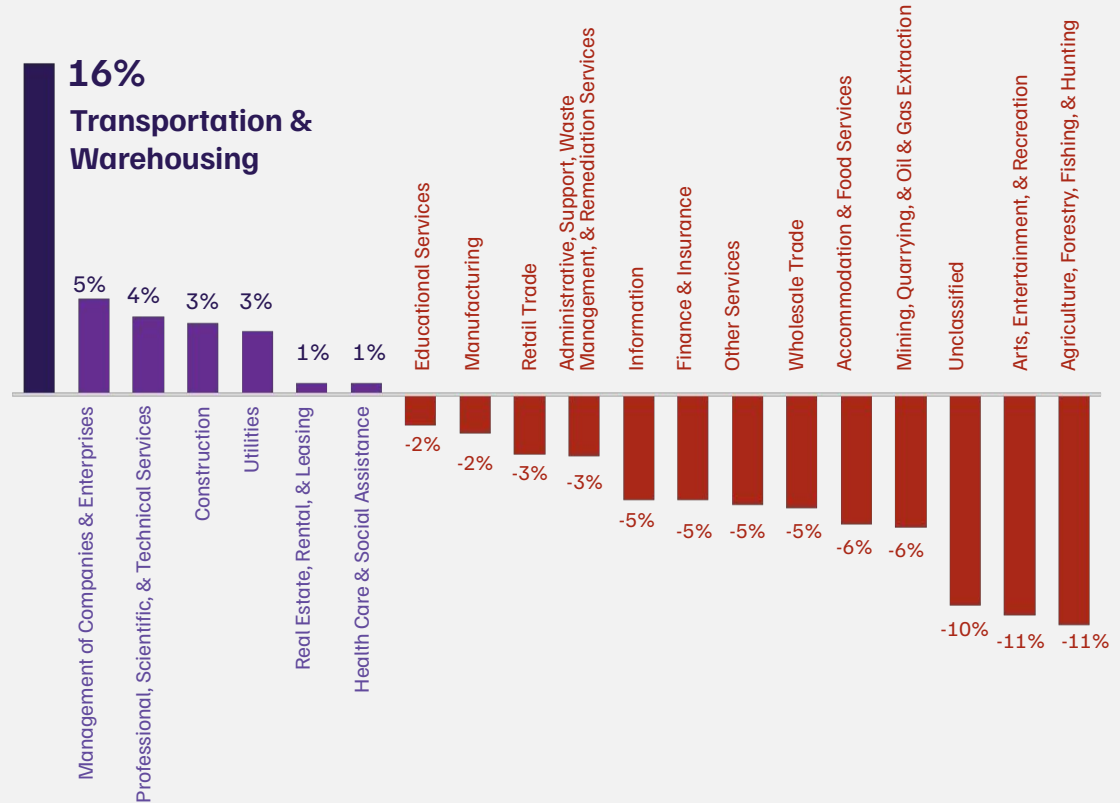
Workforce Characteristics

Digitalization

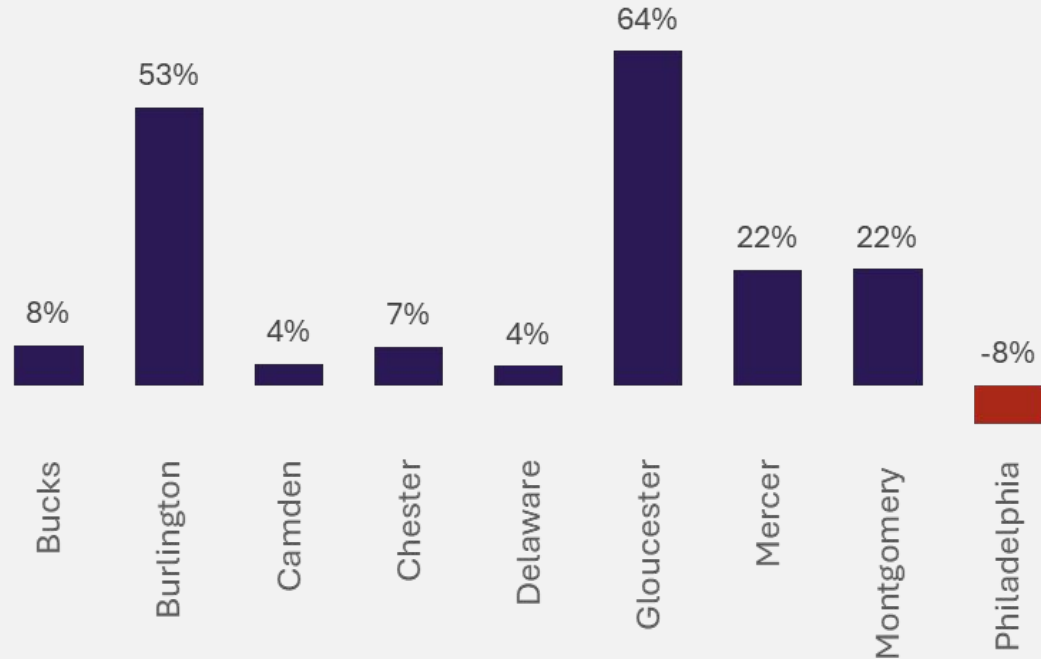
Employment Projections

Occupational Trends

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

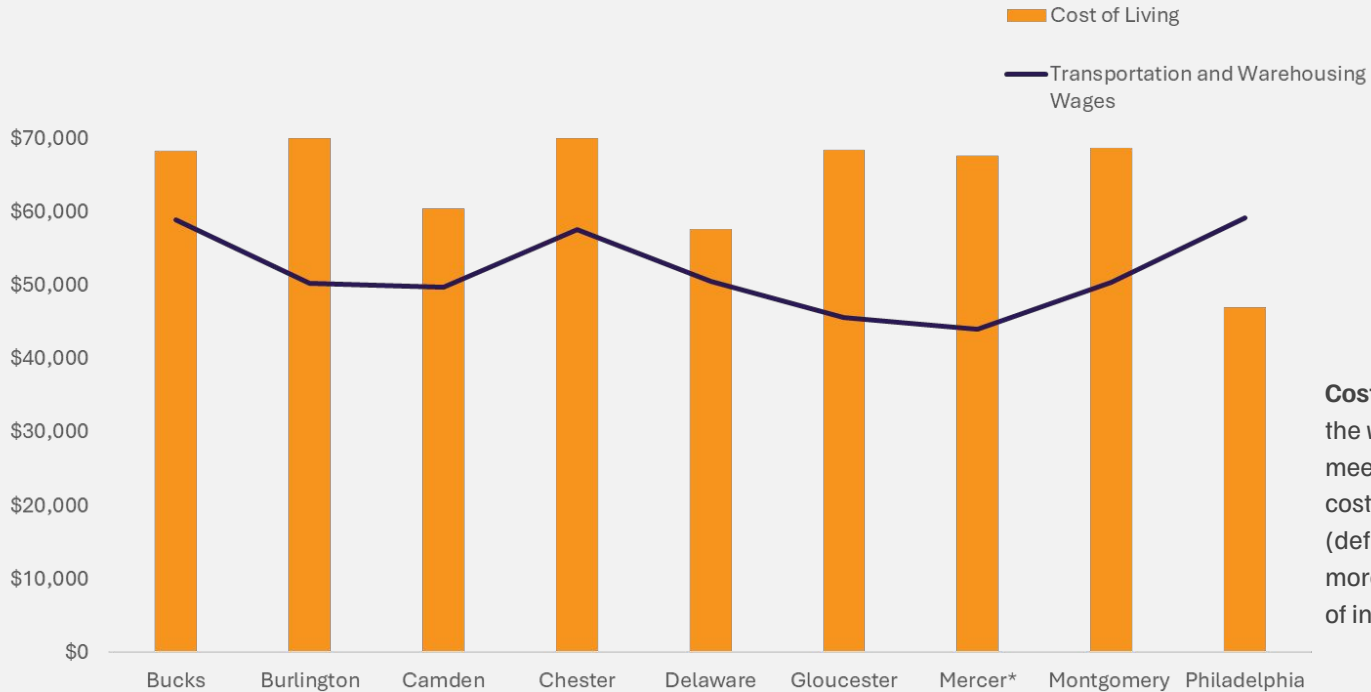


Gloucester and Burlington Counties led regional growth in Transportation and Warehousing.



The workforce is **becoming more racially and ethnically diverse**. From 2012 to 2022, the combined shares of Black, Asian, and Latino workers grew from 39% to 50%.

# 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

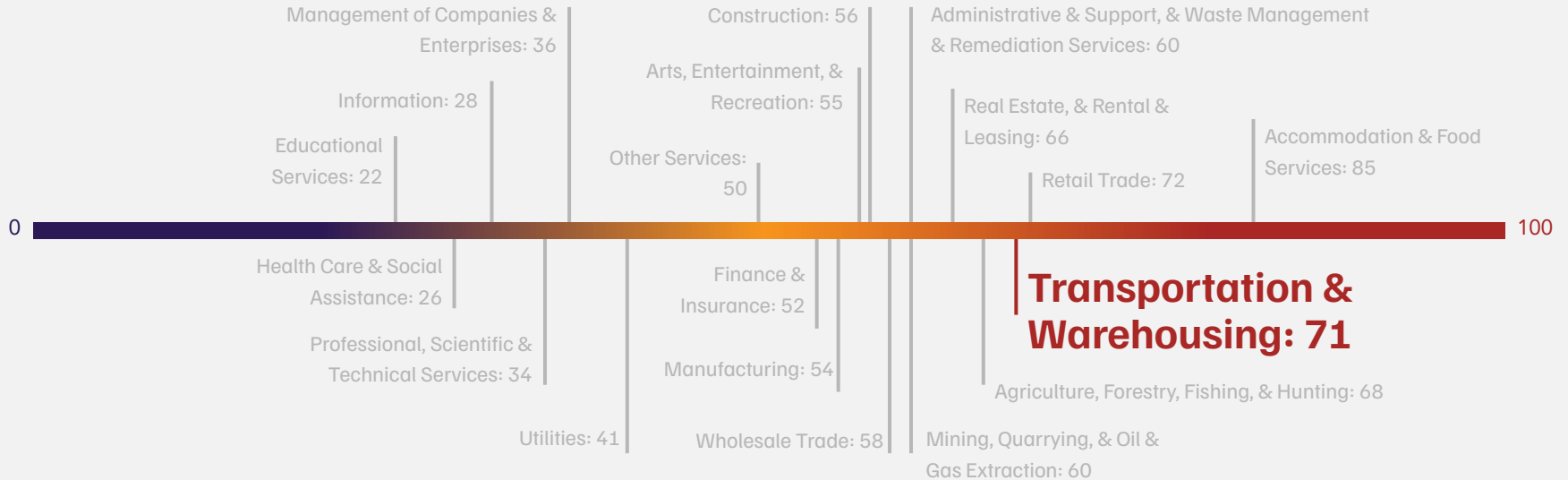
Transportation and Warehousing has a **relatively low capacity for telework** compared to other industries, meaning the workforce is more tied to the physical employment location.

## Transportation & Warehousing: 22

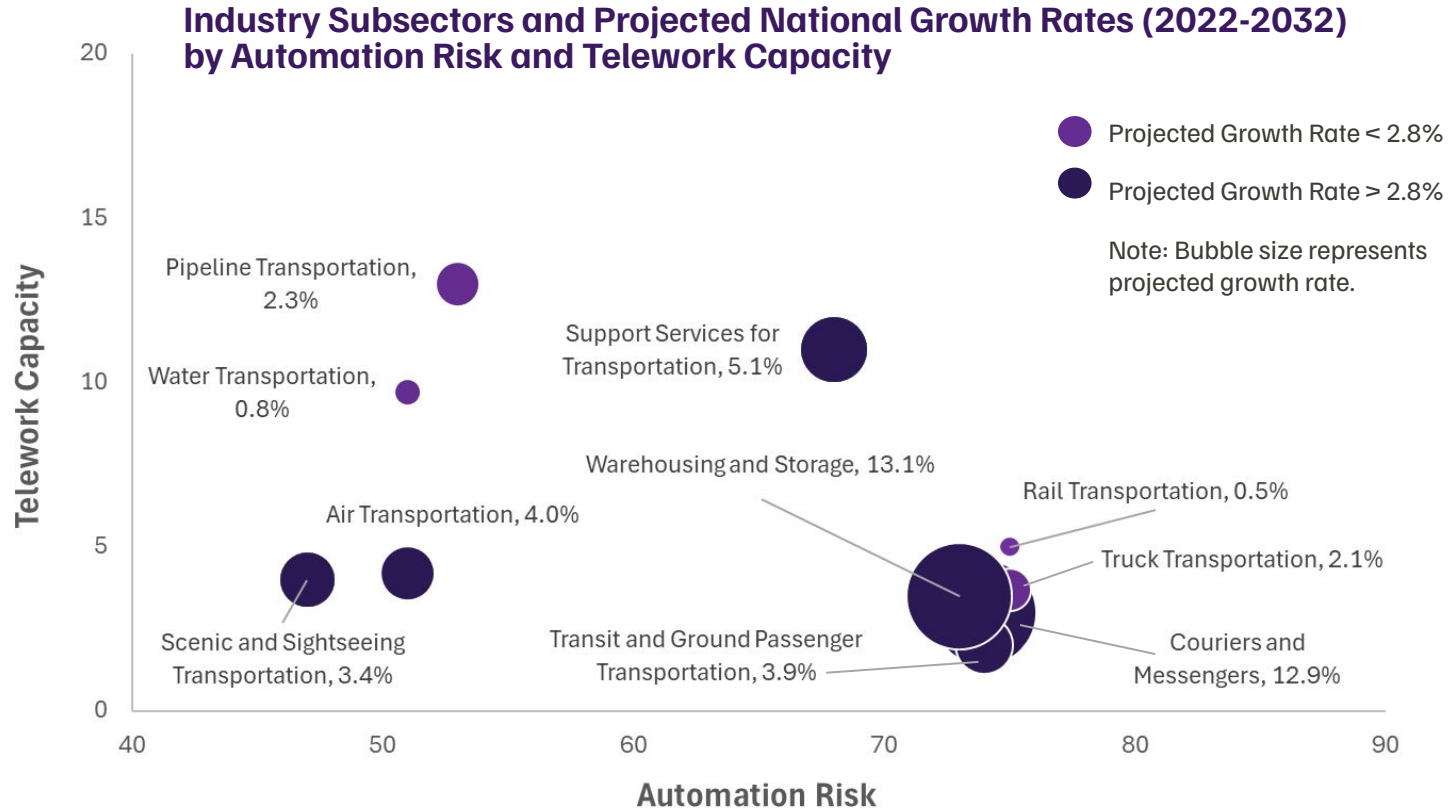


# Transportation and Warehousing | Automation Risk

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%.**

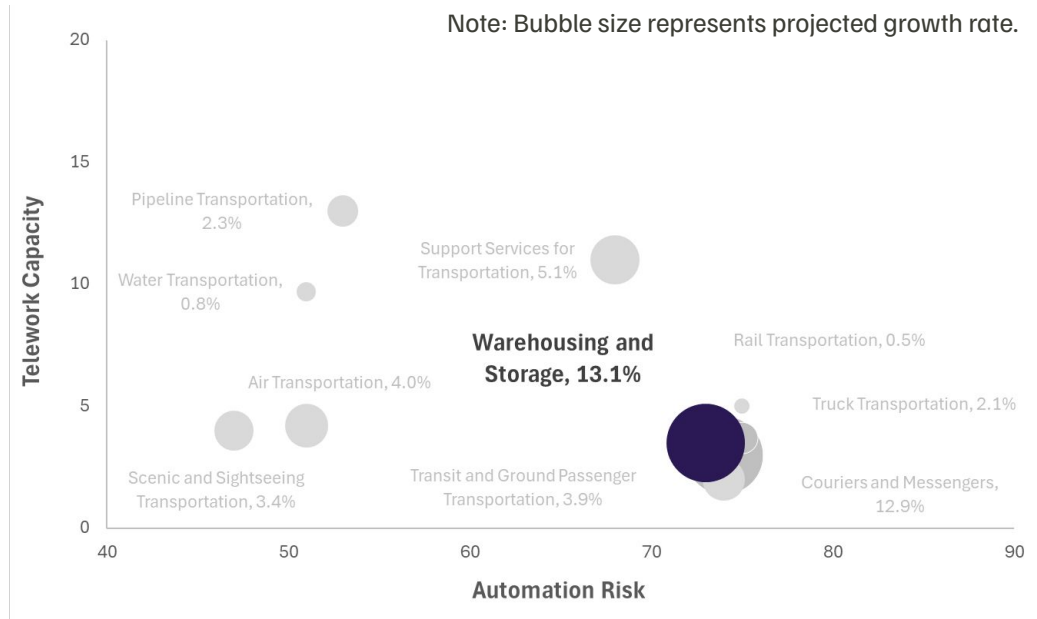


# Subsectors | Digital Trends and Projected National Growth (2022-2032)

Share of Industry Employment (2022) in Greater Philadelphia

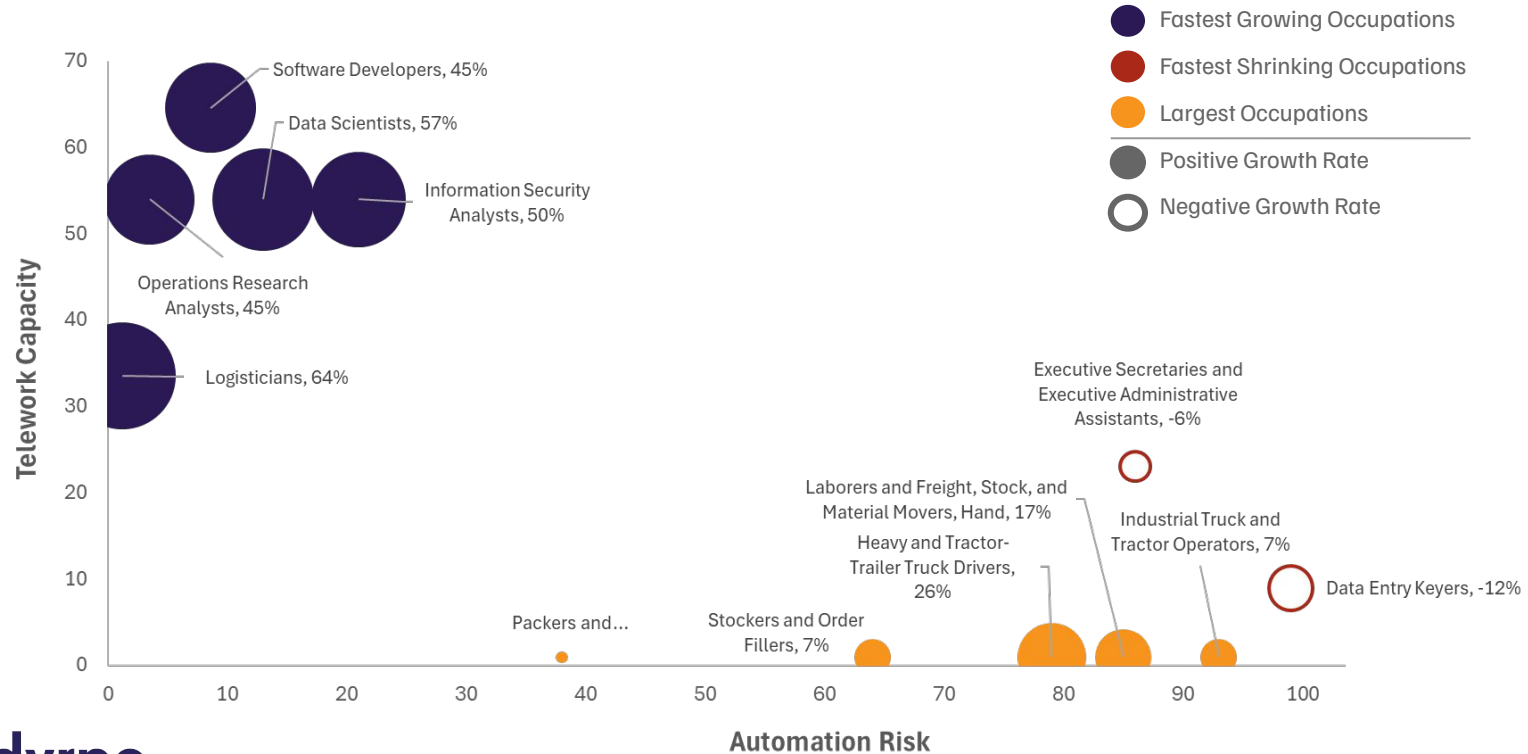


Subsectors and Projected National Growth Rates (2022-2032) by Automation Risk and Telework Capacity



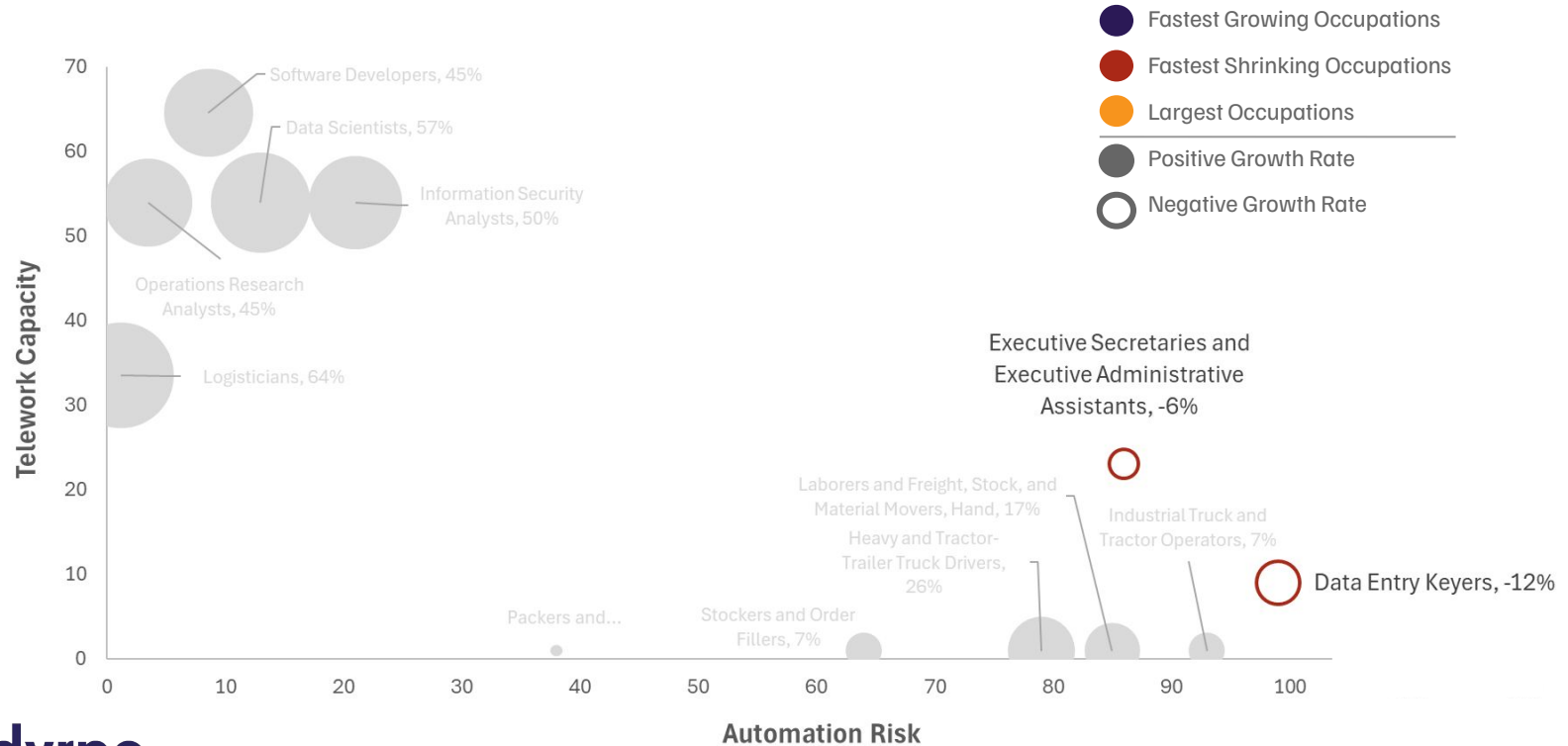
# Subsectors | Warehousing and Storage Occupation Highlights

## 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

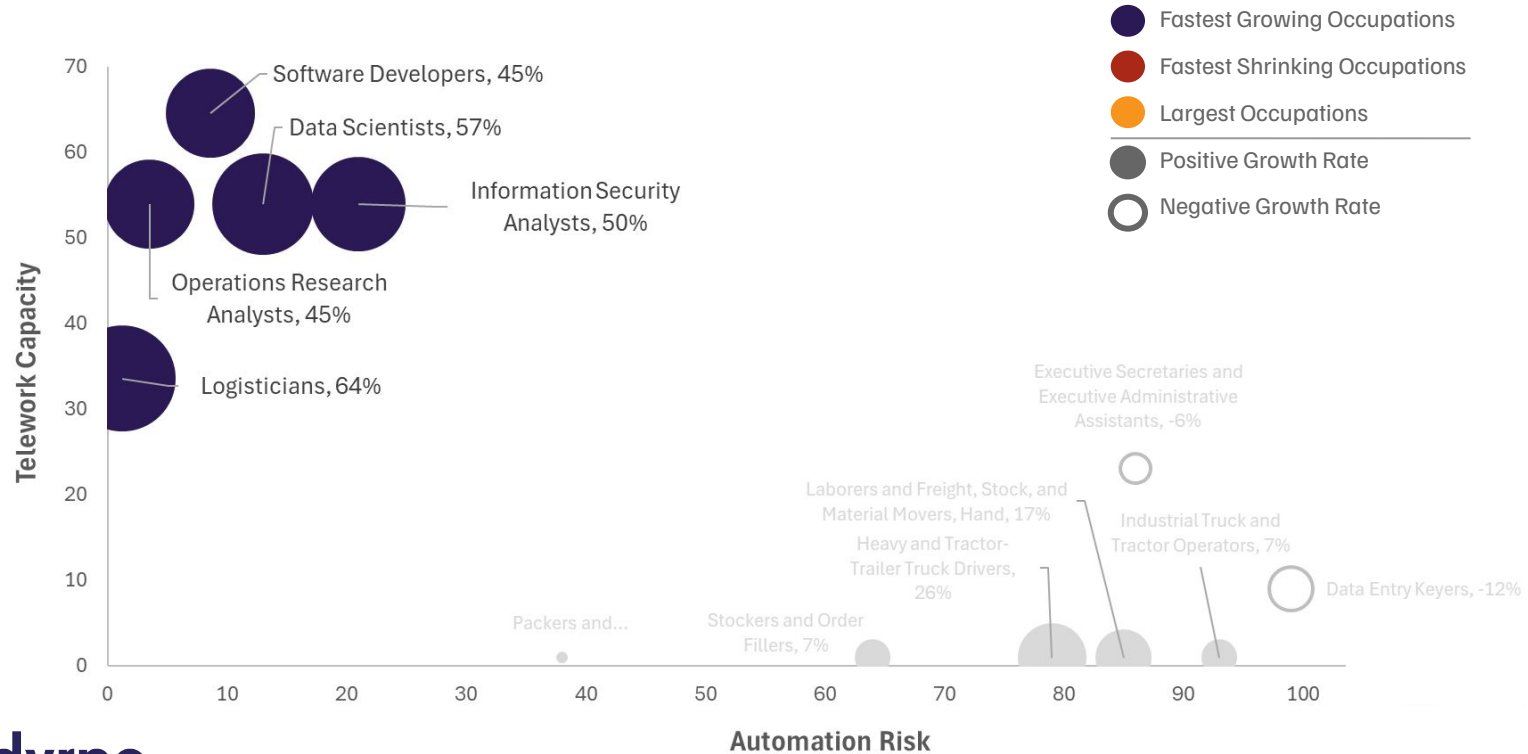
Lower-paying

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

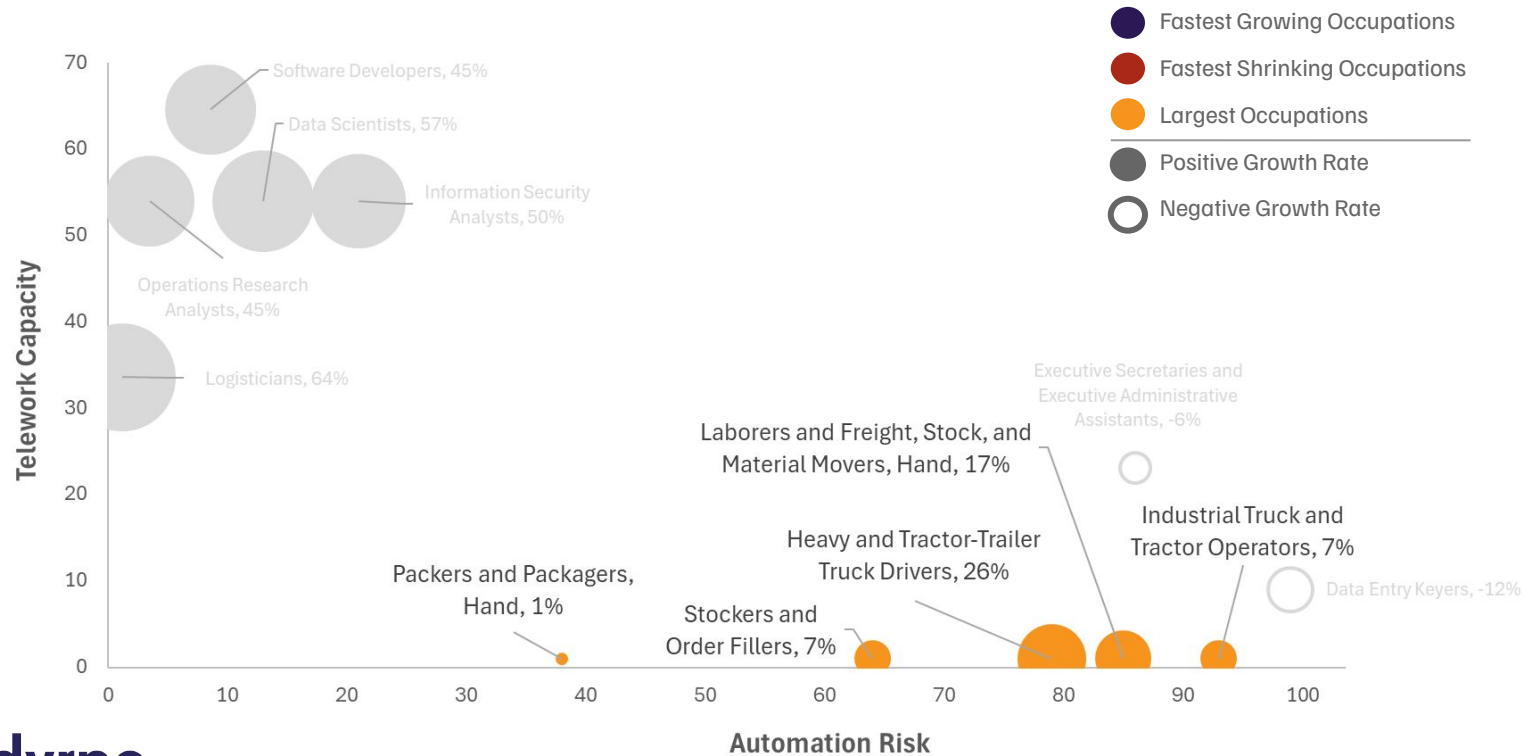
Higher Telework Capacity

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

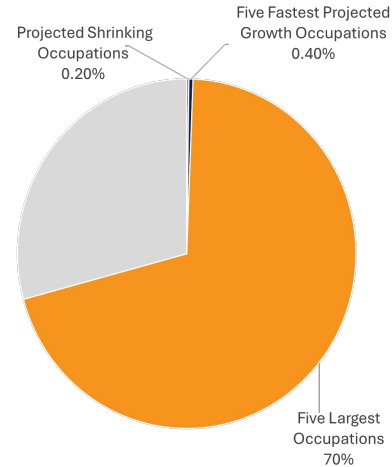


# Largest Occupations

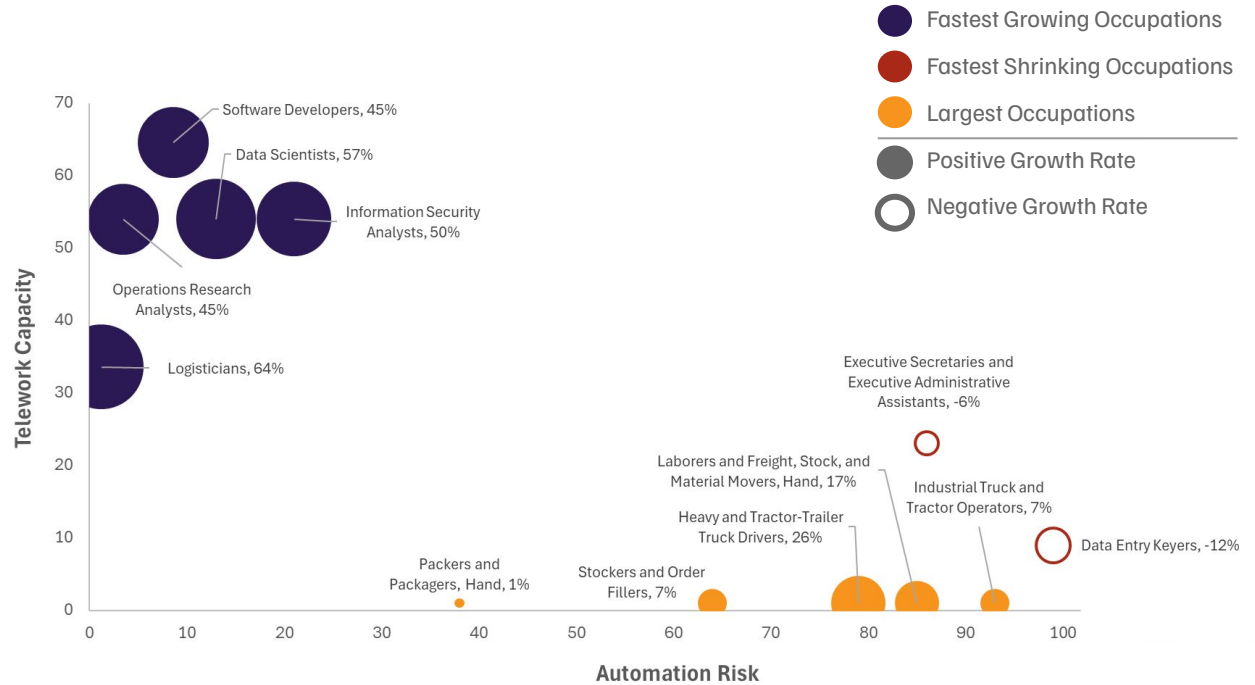
- Higher Automation Risk
- Lower Telework Capacity
- Lower, Steady Growth
- Manual Occupations

# 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

Sustaining a desirable and affordable region to encourage workers to live and work locally by should be a focus for regional economies built upon sectors with higher Telework Capacities.

## 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.

# Questions?

**Thank you!**

Maggie Nemetz  
Economic Development Planner  
mnemetz@dvrpc.org

