

## About the New Jersey TLD Talent Network

To secure and expand its leading role in the global economy, New Jersey must have a world-class workforce that can plan, manage, and implement the international movement of goods. To ensure that there are enough qualified workers to meet this industry's hiring needs, colleges and universities, vocational-technical high schools, and workforce development organizations partnered with companies, business associations, and labor unions to form the New Jersey Transportation, Logistics, and Distribution (TLD) Talent Network.

The Talent Network's top priorities are to strengthen the education and training of current and future TLD employees, to increase awareness about TLD occupations, and to better connect individuals interested in working in the industry with employers who want to hire new employees. As the founding partner in this initiative, North Jersey Partners has provided funding and guidance for much of the Talent Network's activities. Funding was also provided by the New Jersey Department of Labor and Workforce Development and the New Jersey Department of Education. Additional initial partners include Union County College, New Jersey Institute of Technology, Rutgers University, Middlesex County WIB, Union County WIB, and Newark WIB.

Learn more at [www.njtdtn.org](http://www.njtdtn.org).

## Sources

Information on TLD work areas provided by the U.S. Department of Labor O\*Net, New Jersey Department of Labor and Workforce Development Occupational Employment Statistics (2008), New Jersey Occupation-Industry Job Matrix (2006), the Council of Supply Chain Management Professionals (CSCMP), New Jersey Department of Transportation Fact Book 2007, and the U.S. Census Bureau 2006 County Business Patterns.

Data on position compensation, and approximate number of TLD industry employees within each occupation in New Jersey, are from the New Jersey Department of Labor Occupational Employment Statistics for 2008.

## Acknowledgments

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# NEW JERSEY

## ON THE MOVE

BUILDING A SKILLED WORKFORCE FOR  
TRANSPORTATION, LOGISTICS & DISTRIBUTION



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TLD | TALENT NETWORK

## Background

This career brochure as well as everything that you buy or use every day came into your hands through the work of hundreds of individuals, including the truck driver who delivered it, the warehouse workers who stored and moved the paper from one truck to another, the crane operator who offloaded the paper from the container ship, the logistician who helped plan how the paper would get to the printing plant, and the supply chain manager who ensured that the chemicals in the ink were purchased and delivered in a cost-effective manner. There were also the individual who repaired the truck, the person who made sure everyone in the warehouse was operating safely, and the trucking sales manager who helped convince the printer to use their company.

All of these occupations and many more in the dynamic transportation, logistics, and distribution (TLD) sector connect us to the global economy. New Jersey is located in the heart of one of the largest, most dynamic consumer markets in the world and more than 280,000 individuals are responsible for connecting us all to the global economy through the movement of goods.

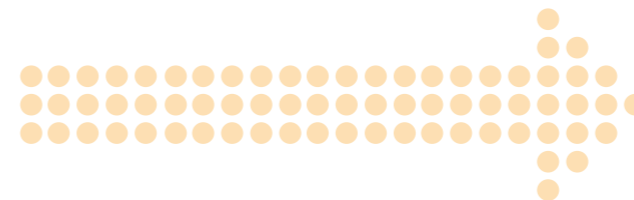
Hundreds of millions of tons of freight valued at more than \$850 billion annually move into, out of, and across New Jersey by truck, barge and ship, plane, and train. Within 25 years, freight volumes are predicted to grow by more than 65%.

A wide range of companies in a wide range of industries hire TLD employees: from transportation, logistics, and distribution companies to retail and manufacturing companies that ship and store products. As these occupations sometimes deal with operating motor vehicles, working with or transporting hazardous materials, and working with valuable materials, security issues are a concern for those working in TLD. Therefore, background and other security checks may be required prior to employment.

Occupations in TLD generally fall into five separate functional work areas:

- Transportation and Port Operations
- Warehousing and Distribution
- Maintenance
- Supply Chain Management and Logistics
- Corporate Administration (Sales, Marketing, Safety, Purchasing, Information Technology)

In this brochure, each functional work area is also broken down into specific job groups, with sample occupations to illustrate some of the career options available to students and job seekers.



## Transportation & Port Operations

Cargo ships, airplanes, trains, and trucks all move goods to New Jersey and throughout the state. In New Jersey, the majority of goods transportation is done via light trucks and tractor-trailers. However, time-sensitive or highly valuable cargo arrive and leave the state by air with most of it leaving from Newark Liberty International Airport. Additionally, millions of tons of materials and products move to and from New Jersey via rail and ocean-going vessels. Transportation operators are the lifeline of the TLD industry.



## Warehousing & Distribution



Receiving, storing, and distributing goods for delivery to customers have always played a vital role in keeping American commerce moving. Today, these traditional services are being transformed by 21st Century technology as businesses work hard to keep pace with an increasingly competitive global market. Inventory control and efficiency in movement and storage of goods requires utilization of technology such as bar code scanners and computerized inventory tracking systems.

Employees in ports, terminals, or warehouses must have a wide range of skills to ensure that customer orders are filled and delivered correctly, accurately, and efficiently. Worker safety is also a primary concern that is reflected in the job descriptions of all warehousing and distribution occupations.

People who work in warehousing and distribution are primarily responsible for receiving, sorting, labeling, and loading large numbers of products each year. It is a complicated challenge, and failure to keep track of the merchandise passing through can be costly and — if certain items are mislabeled — extremely hazardous.

## Maintenance



Transportation, logistics, and distribution involves a large variety of machines — from trucks, rail cars, ships, and airplanes to forklifts, cranes, conveyor belts, and electronics.

Employees who work in maintenance help ensure that the machinery and equipment used to transfer and store high volumes of goods are well maintained and in safe operating condition. Maintenance has become an increasingly challenging occupational area as high-tech, computerized equipment and vehicles require workers with higher-level skill sets. Electronics in transportation is becoming increasingly important to the overall functioning of the TLD system.

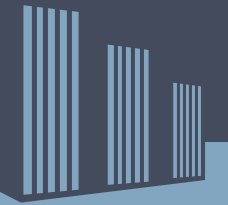
## Supply Chain Management & Logistics

In a complex, global economy, companies that make and sell products — from shoes and groceries to computers and cars — are increasingly buying materials and supplies from other companies around the world and making sure that the various components of a final product come together on time and within budget. In addition, companies must ensure that their products are moved quickly and cost-effectively across the globe from where they are made to where they are purchased by consumers. Workers in supply chain management and logistics plan and manage all of these activities.



## Corporate Administration

Companies in transportation, logistics, and distribution also employ people in a wide variety of corporate administration occupations. Although these occupations appear in most industries, they are important components of the TLD industry, and contribute significantly to the functioning of the system as a whole. Job groups include sales, marketing, and customer service; information technology; and health, safety, and environmental management.



# Find the Education and Training You Need to Prepare for a TLD Career



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## New Jersey Training Sources

This website will allow you to search for the training and education programs that will prepare you for a career in TLD. Learn more at [www.njtrainingsources.org](http://www.njtrainingsources.org)

## New Jersey's Colleges

The state's 19 community colleges offer a wide variety of education and training programs that can prepare people for careers. More information on these colleges, and the programs they offer, can be found at [www.njccc.org](http://www.njccc.org)

An array of educational institutions have been involved in the TLD Talent Network by developing and implementing new education and training programs. These include:

Union County College	<a href="http://www.ucc.edu">www.ucc.edu</a>
New Jersey Institute of Technology	<a href="http://www.njit.edu">www.njit.edu</a>
Rutgers, The State University of New Jersey	<a href="http://www.rutgers.edu">www.rutgers.edu</a>
Middlesex County College	<a href="http://www.middlesexcc.edu">www.middlesexcc.edu</a>
Passaic County Community College	<a href="http://www.pccc.cc.nj.us">www.pccc.cc.nj.us</a>

## Get Help Finding a Job

The New Jersey Department of Labor and Workforce Development provides myriad resources to help individuals find employment and prepare for careers. Learn more at [lwd.dol.state.nj.us](http://lwd.dol.state.nj.us)

New Jersey's One-Stop Career Centers, located throughout the state, offer services (free of charge) to help individuals develop the skills they need to succeed in a 21st Century work environment. Staff of the One-Stop Career Centers can assist individuals to obtain employment or the training they need to meet the demands of the state's employers. Employment counselors can help people explore their career choices, their related interests and abilities, and the occupations that best utilize their current skills. Locations and contact information can be found at [lwd.dol.state.nj.us](http://lwd.dol.state.nj.us)

## Learn More About the Industry

A wide variety of employer associations provide more information on TLD occupations and careers. These include:

American Association of Port Authorities	<a href="http://www.aapa-ports.org">www.aapa-ports.org</a>
American Trucking Associations	<a href="http://www.truckline.com">www.truckline.com</a>
Council of Supply Chain Management Professionals	<a href="http://www.cscmp.org">www.cscmp.org</a>
International Facility Management Association	<a href="http://www.ifma.org">www.ifma.org</a>
Material Handling Industry of America	<a href="http://www.mhia.org">www.mhia.org</a>
Material Handling Society of New Jersey	<a href="http://www.mhsnj.com">www.mhsnj.com</a>
New Jersey Motor Truck Association	<a href="http://www.njmta.org">www.njmta.org</a>
Warehousing Education and Research Council	<a href="http://www.werc.org">www.werc.org</a>

## Why is TLD Important in New Jersey?

- 422,000 total occupational employment
- 280,000 individuals employed in TLD companies
- 6,470 companies operate in TLD arena
- 12,500 new hires in TLD (2007-2008)
- 57% of employees worked at large firms (500 or more employees)



# WORK AREAS | EXPLORATION

LEARN MORE AT [WWW.NJTLDTN.ORG](http://WWW.NJTLDTN.ORG)

## TRANSPORTATION & PORT OPERATIONS

JOB GROUPS

### TRUCKING

In New Jersey, the majority of goods are moved via light trucks and tractor-trailers. Of the more than 600 million tons of goods moved each year, 75% move by truck. While delivery vans and small trucks (light trucks) account for a significant portion of activity, tractor-trailer trucks (heavy trucks) move a large volume of goods. Tractor-trailer truck drivers include short-haul drivers who drive local or regional routes and return home each night. Long-haul truck drivers take their cargo on trips outside of the region and across the country. Truck drivers either own their own truck and operate their own business by contracting their services to private companies, or drive a truck owned by their employer. While many truck drivers work for trucking companies, many others work for companies in a wide variety of industries.

### AIR

Time-sensitive or highly valuable cargo arrives and leaves the state by air with most of it leaving from Newark Liberty International Airport (NLIA). This cargo gets loaded, unloaded, and processed by workers using state-of-the-art technology, with capacity to handle sophisticated and delicate materials with a high level of efficiency. In 2003, NLIA processed 890,712 tons of cargo.

### RAIL

New Jersey's approximately 1,000 miles of rail freight lines connect it to the rest of the country. A significant amount of the goods imported from Asia arrive in the United States through ports in California and are transported to New Jersey by rail. In fact, New Jersey's many rail lines move over 42 million tons of goods through the state in one year. Although transportation by rail is less flexible than transportation by truck or less timely than airplane, under the right conditions, it is more efficient and cost effective. The state is served by 14 short-line railroads, 2 regional railroads, and 3 national railroads. Major commodities shipped by rail include petrochemicals, including plastic pellets, construction materials, food products, raw materials, and finished goods for manufacturers.

### CONTAINER SHIPS/OCEAN PORTS

With large volumes of goods flowing through both northern and southern New Jersey, ports are one of the more highly visible TLD industry employers. The Port of Newark and Elizabeth, the third busiest ocean port in the United States, connects the state to the global economy, with huge container ships arriving each day from Europe, South America, and all parts of the world. In 2004, more than \$110 billion in goods, at more than 112 million tons, passed through the port. The port is equipped to deal with virtually every type of cargo, including vehicles, large containers, liquid and dry bulk loads, and more.

Workers at the state's 34 shipping terminals offload containers and bulk goods from ships and transfer them to trucks and trains for delivery to warehouses in the state and throughout the region. Safety requirements dictate that other skilled workers inspect, clean, and adjust crane and other heavy machinery.

SAMPLE OCCUPATIONS

#### Dispatchers

Q: GED/High School Diploma  
S: \$37,000 - \$40,000  
E: 🟡🟡🟡

#### Truck Drivers, Light or Delivery Services

Q: Commercial Drivers License, GED  
S: \$38,000 - \$42,000  
E: 🟡🟡🟡🟡

#### Truck Drivers, Heavy and Tractor-Trailer

Q: Commercial Drivers License, GED  
S: \$40,000 - \$44,000  
E: 🟡🟡🟡🟡🟡

#### First-Line Supervisors of Transportation Vehicles

Q: AA/BA Preferred, 2+ Years Experience  
S: \$54,000 - \$60,000  
E: 🟡🟡🟡

#### Aircraft Cargo Handling Supervisors

Q: AA/BA Preferred, Certifications  
S: \$38,000 - \$42,000  
E: 🟡🟡

#### Airline Pilots, Co-Pilots, and Flight Engineers

Q: AA/BA Preferred, Certifications  
S: \$111,000 - \$122,000  
E: 🟡

#### Railroad Brake, Signal, and Switch Operators

Q: GED/High School Diploma  
S: \$44,000 - \$49,000  
E: 🟡🟡

#### Rail Yard Engineers and Hostlers

Q: GED/High School Diploma/AA  
S: \$25,000 - \$34,000  
E: 🟡🟡

#### Railroad Conductors and Yard Masters

Q: GED/High School Diploma/AA  
S: \$50,000 - \$56,000  
E: 🟡🟡

#### Tank Car, Truck, and Ship Loaders

Q: GED/High School Diploma Preferred  
S: \$40,000 - \$44,000  
E: 🟡🟡

#### Crane and Tower Operators

Q: GED/High School Diploma  
S: \$51,000 - \$56,000  
E: 🟡🟡

#### Sailors and Marine Oilers

Q: Certifications  
S: \$27,000 - \$30,000  
E: 🟡

#### Captains, Mates, and Pilots of Water Vessels

Q: Certifications  
S: \$52,000 - \$58,000  
E: 🟡🟡

## WAREHOUSING & DISTRIBUTION

JOB GROUPS

### WAREHOUSE FLOOR

Warehouse personnel ensure that materials are placed in designated areas of the warehouse to fulfill customer orders accurately, safely, and efficiently.

### INTERNAL OPERATIONS

Internal operations employees work within the distribution center, assuring order in the receipt and distribution of goods, cost effectiveness in the distribution of labor, and training the internal workforce.

SAMPLE OCCUPATIONS

#### Packers and Packagers

Q: GED/High School Diploma Preferred  
S: \$20,000 - \$22,000  
E: 🟡

#### Laborers and Material Movers

Q: GED/High School Diploma Preferred  
S: \$25,000 - \$27,000  
E: 🟡🟡🟡🟡

#### Forklift Operators

Q: Certification  
S: \$32,000 - \$35,000  
E: 🟡🟡🟡

#### Inventory, Shipping, and Receiving Clerks

Q: GED/High School Diploma Preferred  
S: \$33,000 - \$36,000  
E: 🟡🟡🟡

#### First-Line Supervisors of Laborers and Material Movers

Q: GED/High School Diploma Preferred  
S: \$45,000 - \$50,000  
E: 🟡🟡

## CORPORATE ADMINISTRATION

JOB GROUPS

### SALES, MARKETING & CUSTOMER SERVICES

TLD companies, like companies in most other industries, must continually find potential clients, convince customers to use their services, and ensure that those customers have a good experience with the company. Employees in these areas attract buyers and purchasing agents to a company's distribution or transportation services, communicate directly with customers, resolve customer issues, develop strategic plans with marketing the company to new customers, and advise clients on how services can help their business grow.

### INFORMATION TECHNOLOGY

The TLD industry is rapidly becoming more and more dependent on computers to manage their business, to plan the movement of goods, and to track those goods from when they are picked up to when they are delivered. As a result, every company involved in transportation, logistics, and distribution must have employees who can provide technical support to other workers, handle the installation of up-to-date computer software and hardware, and design, implement, and maintain information technology solutions.

### HEALTH, SAFETY & ENVIRONMENTAL MANAGEMENT

The moving of large quantities of goods (and flammable or hazardous goods, in particular) can be dangerous business if companies do not have the highest standards for the health and safety of employees and for the protection of the environment. As a result, health, safety, and environmental managers play a critical role in TLD.

SAMPLE OCCUPATIONS

#### Billing and Posting Clerks

Q: GED/High School Diploma  
S: \$35,000 - \$38,000  
E: 🟡🟡

#### First-Line Managers of Sales

Q: BA/BS Preferred, 2-5+ Years Experience  
S: \$71,000 - \$79,000  
E: 🟡🟡

#### Sales Managers

Q: BA/BS/MBA, 3-10+ Years Experience  
S: \$130,000 - \$143,000  
E: 🟡🟡

#### Marketing Managers

Q: BA/BS/MBA, 3-10+ Years Experience  
S: \$105,000 - \$117,000  
E: 🟡

#### Computer Support Specialists

Q: GED/High School Diploma/BS  
S: \$46,000 - \$51,000  
E: 🟡🟡

#### Computer and Information Systems Managers

Q: BS/MS, 5-10+ Years Experience, Certifications  
S: \$116,000 - \$128,000  
E: 🟡

#### Occupational Health and Safety Specialists

Q: BA/BS, 3-5+ Years Experience  
S: \$66,000 - \$73,000  
E: 🟡

#### Health and Safety Engineers

Q: BS/MS, 5+ Years Experience  
S: \$69,000 - \$76,000  
E: 🟡

## MAINTENANCE

JOB GROUP

### MAINTENANCE

Maintenance employees support operations by ensuring that the equipment essential to the receipt and distribution of products is maintained and repaired in a timely manner. They also play a major role in enforcing compliance with safety standards throughout the various operating areas.

SAMPLE OCCUPATIONS

#### Automotive Body and Related Repairers

Q: Certifications/Vo-Tech  
S: \$42,000 - \$46,000  
E: 🟡

#### Bus and Truck Mechanics, Diesel Engine Specialists

Q: Certifications, Commercial Drivers License  
S: \$43,000 - \$48,000  
E: 🟡🟡🟡

#### Mobile Heavy Equipment Mechanics

Q: Certification  
S: \$54,000 - \$60,000  
E: 🟡🟡🟡

#### Aircraft Mechanics and Service Technicians

Q: GED/High School Diploma, 2-5+ Years Experience  
S: \$62,000 - \$70,000  
E: 🟡🟡

JOB GROUPS

### SUPPLY CHAIN MANAGEMENT

Supply chain managers are responsible for planning a product's travels from raw materials (such as chemicals, ink, and paper) to a final item that someone will buy or use (like this brochure). Supply chain managers identify and manage the companies that supply the raw materials and identify and manage all the companies that will move the raw materials and the final products.

### LOGISTICS

As one of the largest occupations within supply chain management, logisticians use complex computer systems and a lot of data to ensure that a company's products (whether they are goods, information, or energy) reach the consumer with a minimal use of resources and time. Logisticians help determine if goods should travel by truck, bus, airplane, or ship and help determine the route that these products will take when moving from point A to point B.

SAMPLE OCCUPATIONS

#### Production, Planning, and Expediting Clerks

Q: GED/High School Diploma, AA Preferred  
S: \$43,000 - \$47,000  
E: 🟡🟡🟡

#### Purchasing Agents

Q: GED/High School Diploma, AA Preferred  
S: \$54,000 - \$60,000  
E: 🟡🟡

#### Logisticians

Q: BA/BS/MS  
S: \$58,000 - \$65,000  
E: 🟡🟡

#### Sourcing Managers, Directors of Transportation, or Directors of Operations

Q: BA/BS/MS, 4-6+ Years Experience  
S: \$98,000 - \$108,000  
E: 🟡🟡🟡

#### Vice Presidents of Global Logistics

Q: MBA/MS, 10+ Years Experience  
S: \$150,000+  
E: 🟡

LEGEND

#### Q: QUALIFICATIONS

#### S: SALARY

#### E: EMPLOYMENT

Employment figures are as follows:



NOTE

Salaries listed reflect New Jersey Department of Labor OES Statistics for median annual salary (+5% and -5%) in New Jersey within the TLD industry for 2008.