



LOGISTICS AND SUPPLY CHAIN MANAGEMENT OCCUPATIONS



The San Diego-Imperial Center of Excellence for Labor Market Research (COE) completed this study to assist the San Diego and Imperial Counties Community Colleges as they conduct program development and strategic planning around *Logistics and Supply Chain Management Occupations*. Due to the complex nature of this industry, the San Diego-Imperial COE analyzed traditional labor market information (LMI) and online job postings (real-time LMI) for various *Logistics and Supply Chain Management Occupations* and grouped them into five categories or functions:



1) Plan



2) Source



3) Make



4) Deliver



5) Return & Store

To make sense of this complex industry, we analyzed employment trends and gathered industry professionals to validate the research. This document summarizes key takeaways from the full report.



KEY TAKEAWAY

Employers need qualified workers in more than just transportation, logistics and warehousing.

While roles may overlap in certain companies, the most commonly found *Logistics and Supply Chain Management Occupations* can be grouped into five categories:

CATEGORY	DESCRIPTION
Plan	Planning, scheduling and enabling
Source	Sourcing and purchasing
Make	Manufacturing operations, production and automation
Deliver	Transportation and logistics
Return & Store	Storage and warehousing



PLANNERS ARE IN DEMAND

Occupations in the *plan* category experienced a 94% employment growth between 2009 and 2019. This data suggests an increased demand for occupations such as “Supply Chain Specialists,” “Logistics Specialists,” “Schedulers,” and “Planners.” These positions pay between \$20 and \$32 per hour.





KEY TAKEAWAY

Industry-recognized certifications are valuable.

Online job postings and industry experts agreed that the top certifications for *Logistics and Supply Chain Management Occupations* include:

- Certified Professional in Supply Chain Management (CPSM)
- Certified Supply Chain Professional (CSCP)
- Certified Purchasing Manager (CPM)
- American Production and Inventory Control Society (APICS)
- PMI Scheduling Professional (PMI-SP)
- Certified Associate in Project Management (CAPM)
- Project Management Professional (PMP)
- Certified Quality Engineer (CQE)
- American Society of Quality (ASQ) Certification
- Certified in Production and Inventory Management (CPIM)
- Certified Quality Auditor (CQA)
- IPC Certification
- OSHA Forklift Certification
- Six Sigma (Black Belt) Certification



KEY TAKEAWAY

Job titles vary, but function is consistent.

Different companies use different job titles for positions with similar functions. We found over 500 different job titles, using a combination of key words from the industry, which you can find in Appendix A of the [full report](#). The job titles below determine which titles had the most online job postings for each category.

CATEGORY	JOB TITLE WITH THE MOST ONLINE JOB POSTINGS
Plan	Planning Analyst
Source	Buyer
Make	Operations Manager
Deliver	Distribution Manager
Return & Store	Warehouse Associate



SOURCING JOB TITLES VARY

Different job titles for positions with similar functions can be confusing for both employers and job seekers in the *source* category. For example, “Buyers” could also be called “Purchasing Associates,” “Purchasing Assistants,” “Procurement Clerks,” “Procurement Specialists,” “Purchasing Agents,” “Purchasing Managers,” etc.





KEY TAKEAWAY

Many high-wage, high-demand positions could be filled with an associate degree plus an industry certification.

Employers for *Logistics and Supply Chain Management Occupations* find it challenging to fill positions in the *plan* and *source* categories due to high demand and varying job titles. Industry experts, however, agreed that with an industry-recognized certification, many of these positions could be filled with individuals who have at least an associate degree.

	OCCUPATIONS IN "PLAN" CATEGORY	ASSOCIATE OR LESS	BACHELOR'S DEGREE +
	Scheduler / Operations Coordinator		
	Logistics Coordinator		
	Producer Clerk / Scheduler / Planner		
	Supply Chain Specialist		
	Logistics Specialist		
	Supply Chain Analyst		
	Supply Chain / Logistics Manager		
	Planning Manager		

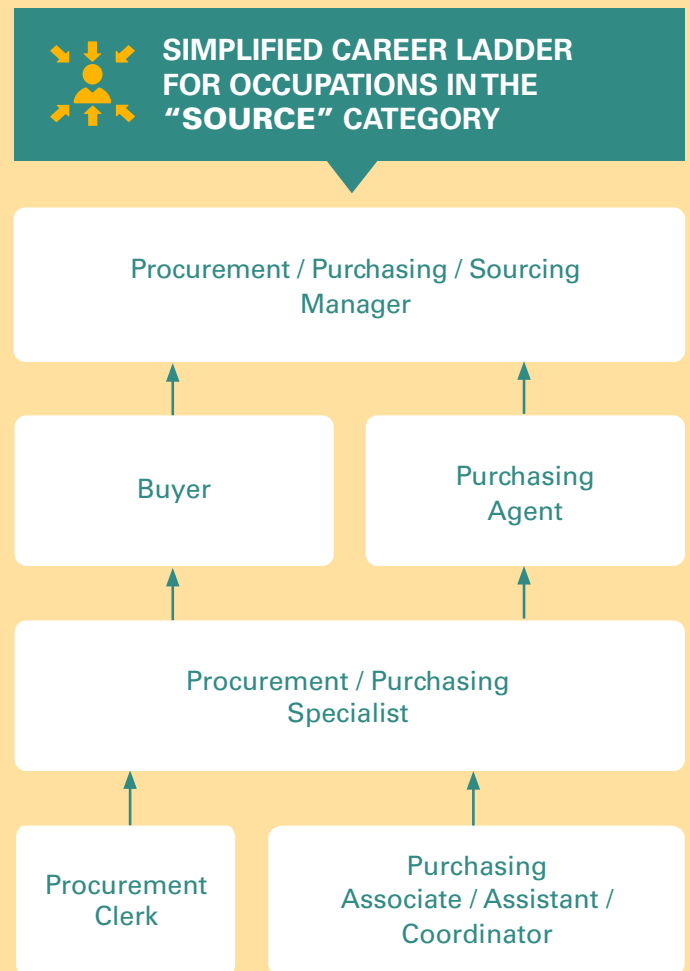
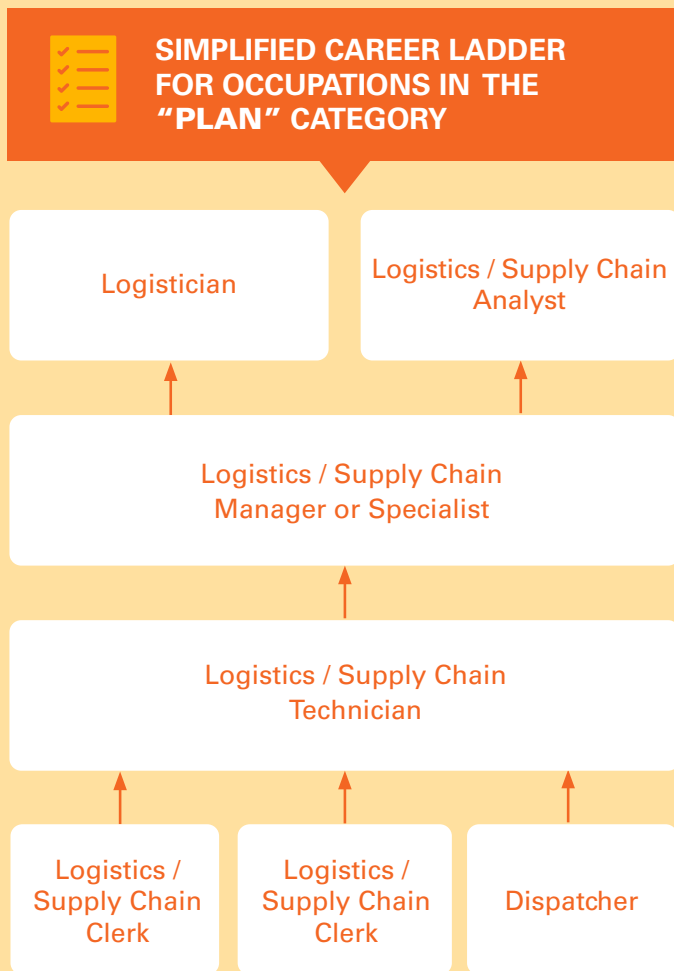
	OCCUPATIONS IN "SOURCE" CATEGORY	ASSOCIATE OR LESS	BACHELOR'S DEGREE +
	Purchasing Assistant		
	Procurement Clerk		
	Procurement / Purchasing Associate		
	Procurement / Purchasing Specialist		
	Buyer / Purchasing Agent		
	Procurement / Sourcing Manager		
	Purchasing Manager		

FOCUS GROUPS

In December 2020, the San Diego and Imperial Counties Community Colleges facilitated focus groups and interviews with employers and industry professionals who worked in *Logistics and Supply Chain Management Occupations*. Participants in these discussions recommended that the community colleges include the following skills in their curriculum, should a new program be developed for logistics and supply chain management:

- Negotiation skills
- Regulatory affairs and compliance skills
- Legal training related to supply chain management
- Microsoft Excel skills
- Inventory control skills

Employers and industry professionals also confirmed that these occupations have “management” and “technical” tracks, which provide students with a variety of career opportunities.



Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

This workforce demand report uses state and federal job projection data that was developed before the economic impact of COVID-19. The COE is monitoring the situation and will provide more information as it becomes available. Please consult with local employers to understand their current employment needs.

For the full report, visit San Diego-Imperial at coecc.net or myworkforceconnection.org/lmi.

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