fountain

The Modern Hiring Guide for Logistics and Warehousing

Recruitment Strategies and Solutions for Today's Logistics and Warehousing Workforce



Table of Contents

The state of today's logistics and warehousing workforce 3

- By the numbers 3
- The evolution of logistics and warehousing 3
- What this means for your hiring process 3

Re-evaluate your high volume hiring process 4

- The top 5 hiring challenges for logistics and warehousing today 5

The new hiring standard: Engaging, effortless, and accessible 6

- Uncomplicate your hiring process with intelligent hiring tools 6
- The 5 must-have features for high volume hiring software 7
  - Integrations 7
  - Automation 7
  - Customization 7
  - Communication 8
  - Data and reporting 8

The future of logistics and warehousing recruiting is fast and flexible 9

- How Fountain can help 9

About Fountain 11

The state of today's logistics and warehousing workforce

By the numbers

$18.23 trillion

Projected value of the global logistics market by 2030, with a CAGR of 10.7%[1]

3 million

Number of warehouse workers in the United States, with an estimated demand for more than 125,000 more by 2029[3]

$562 billion

Projected value of the global warehousing market by 2026, with a CAGR of 11.25%[2]

37%

Turnover rate in the warehouse industry as of October 2023[4]

The evolution of logistics and warehousing

It's safe to say that the logistics and warehousing industry has been through a tumultuous few years. On the heels of the COVID-19 pandemic, operations look vastly different from the pre-pandemic years. Supply chain stressors, skyrocketing consumer demand, and staff fluctuations have put managers in a tight spot with an uncertain future.

Despite millions of workers in these industries, the turnover rate hovers around 37%[4], and 66% of logistics workers say they will quit their jobs within the first three months.[5]

As the industry rebounds from the pandemic, managers are enjoying a steady supply chain again. But the personnel problem still persists, leaving hiring teams scrambling to attract the right people, fill roles, and keep new hires engaged for the long term. To address staff shortages, rising turnover, and dissatisfied workers, hiring teams need to thoroughly assess how they recruit, hire, and retain this ever-important workforce.

What this means for your hiring process

Logistics and warehousing recruiting teams need a hiring process that is engaging from the start, one that delivers high-performing candidates and makes it easy to get them on board fast. Like workers in the industry, recruiters need to lean into technology, especially automation, to save time and consolidate resources. But this still leaves a lingering question: How?