

THE STATE OF TECHNOLOGY AND SOFTWARE

What's Next in the Logistics Workforce



CONDUCTED FOR

SupplyChain247

CONDUCTED BY

PRG
PEERLESS RESEARCH GROUP



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Introduction & Methodology

Background

This study was conducted by *Peerless Research Group* on behalf of *Supply Chain 24/7* focused among respondents that evaluate, operate, recommend or purchase products and services for their organization or for those companies with whom they consult. From frontline labor to digital and automation roles, the logistics workforce is being reshaped by demographic shifts, technology adoption, and rising operational complexity. The summary report data includes how organizations are responding today and highlight the strategies logistics and supply chain managers are using to hire, develop, and manage the workforce they'll need for the next decade and how technology is impacting various aspects of labor management.

Objectives

Specifically, the study is designed to examine the following:

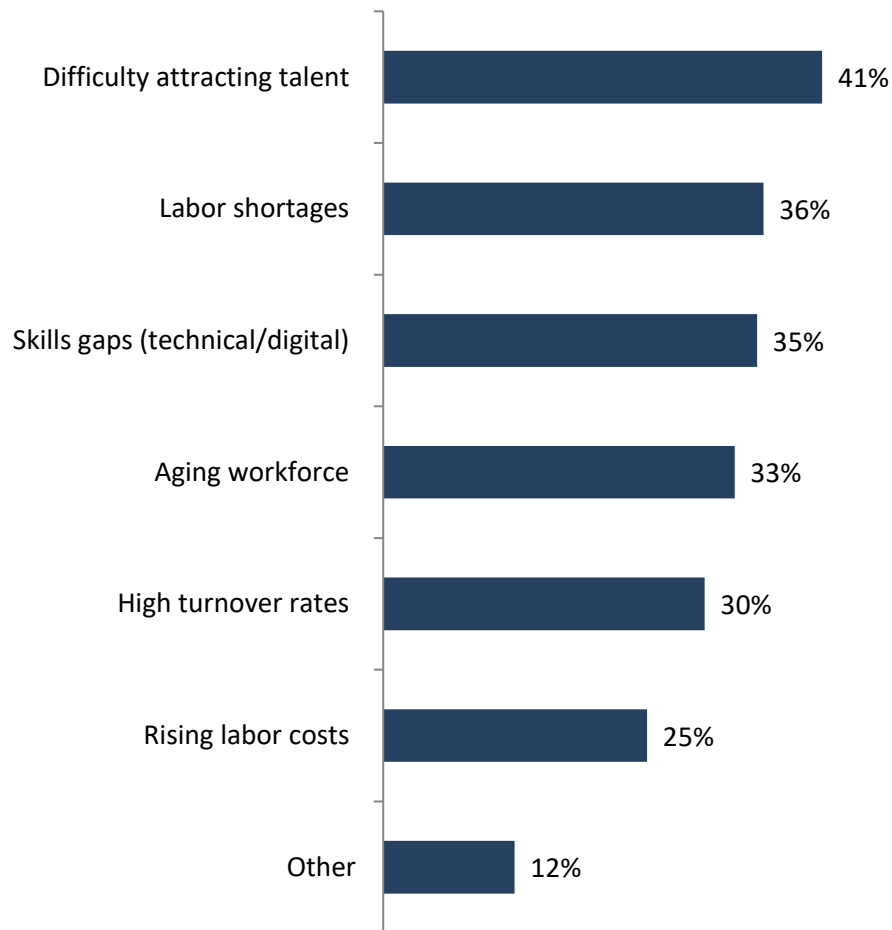
- Involvement in technology and software services operations for your enterprise
- Biggest workforce challenges your organization currently faces
- Workforce availability changes in the past 2–3 years
- Factors that are most important when considering robotics
- Overall sentiment toward robotics adoption
- Types of automation or digital technologies adopted
- Impact on workforce needs with technology adoption
- Strategies to attract and retain talent
- Respondent and company demographics

Method

- **Sample:** Subscribers to *Supply Chain 24/7*
- **Method:** E-mail
- **Incentive:** Drawing for a \$100 Amazon card
- **Field:** April 2026
- **Respondent qualifications:** Involvement in the purchase of materials handling equipment/products, technologies and services
- **Response:** 85 individuals responded to the survey
- **The margin of error at the 90% confidence level :** +/- 9%, meaning if the entire population responded, results may vary by +/- 9%.

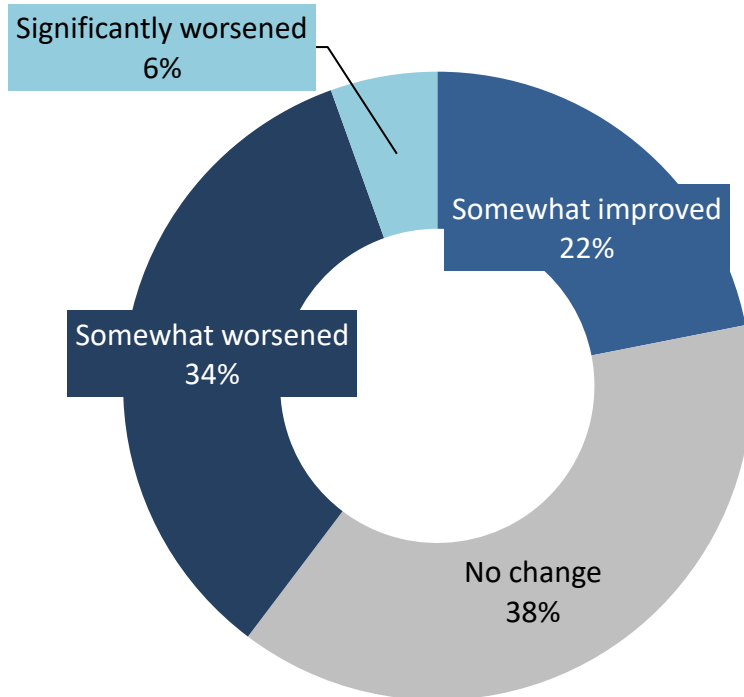


What are the biggest workforce challenges your organization currently faces?
(Select all that apply)



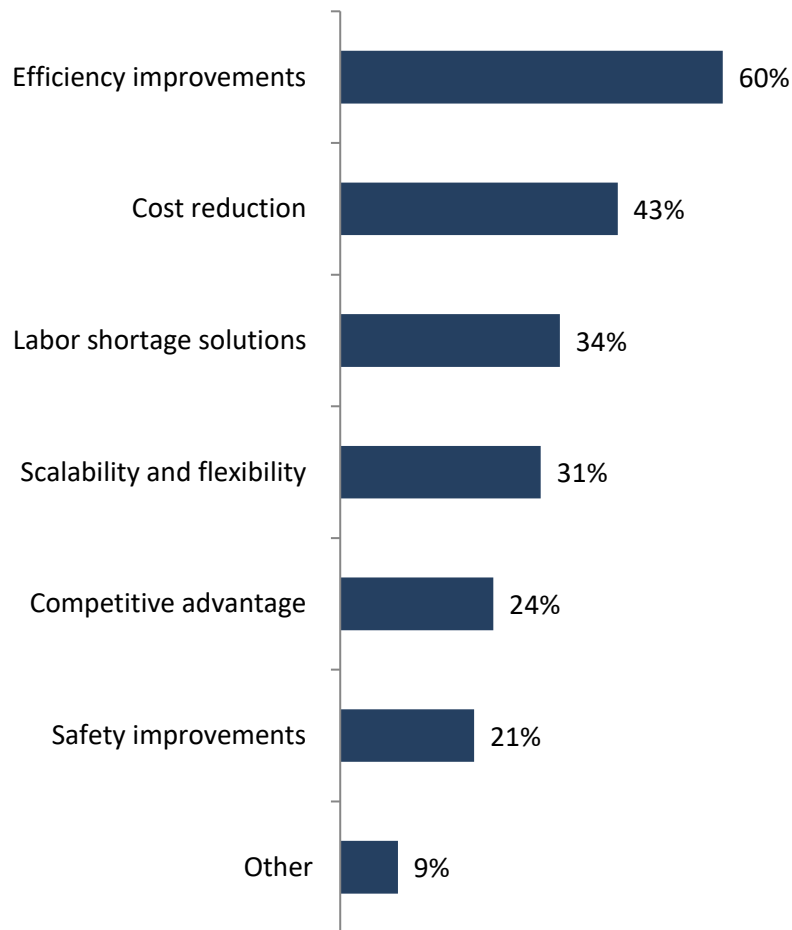


How has workforce availability changed in the past 2–3 years?



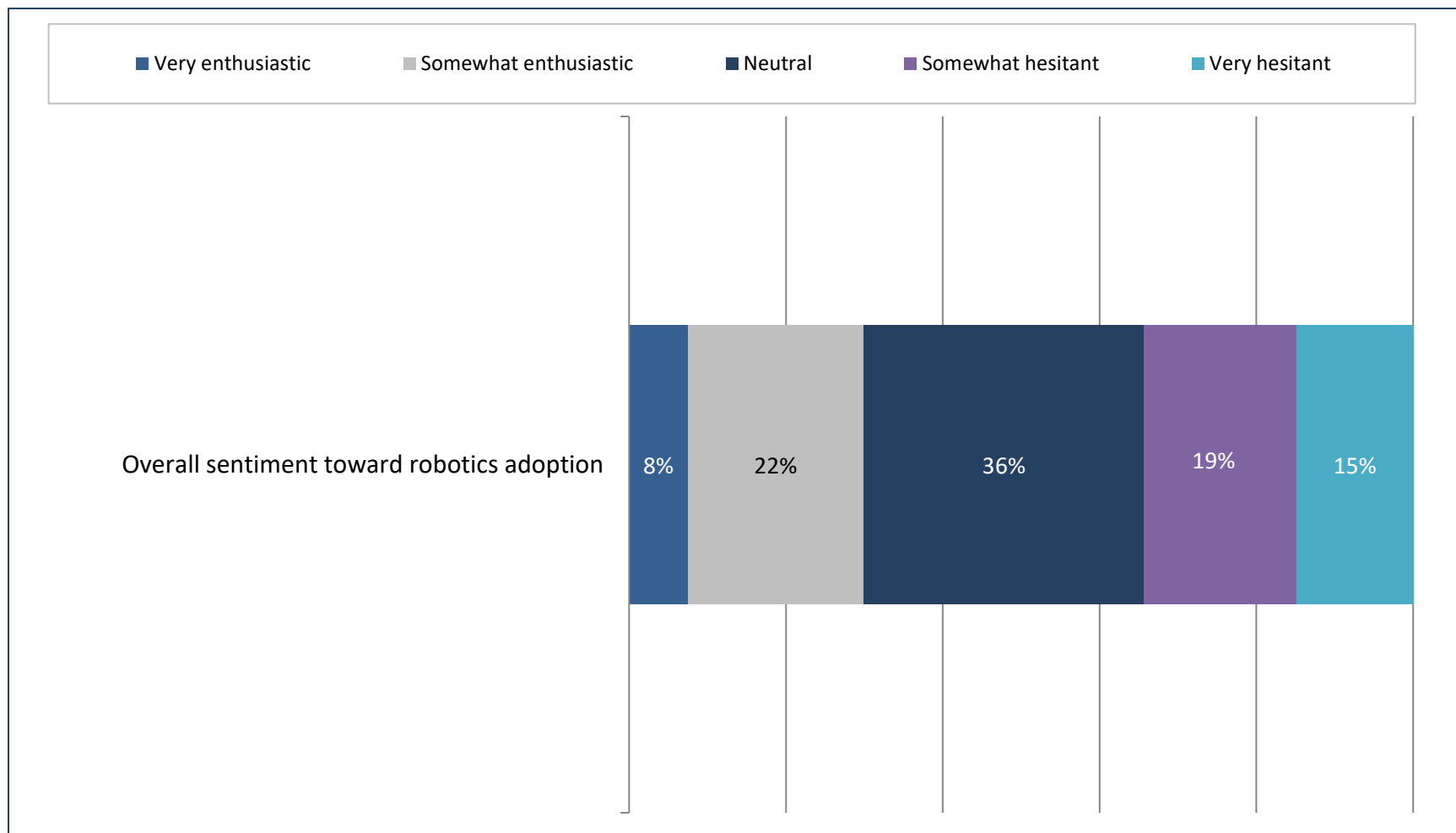


What factors are most important when considering robotics for your organization?
(Select all that apply)





Which of the following best describes your organization's overall sentiment toward robotics adoption?

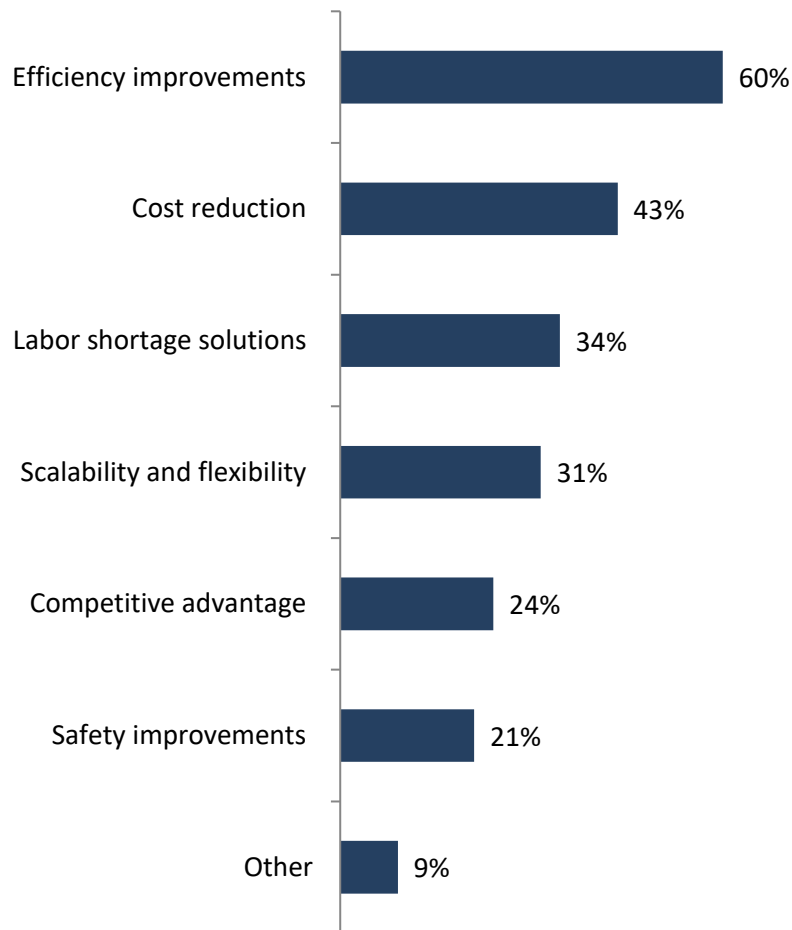




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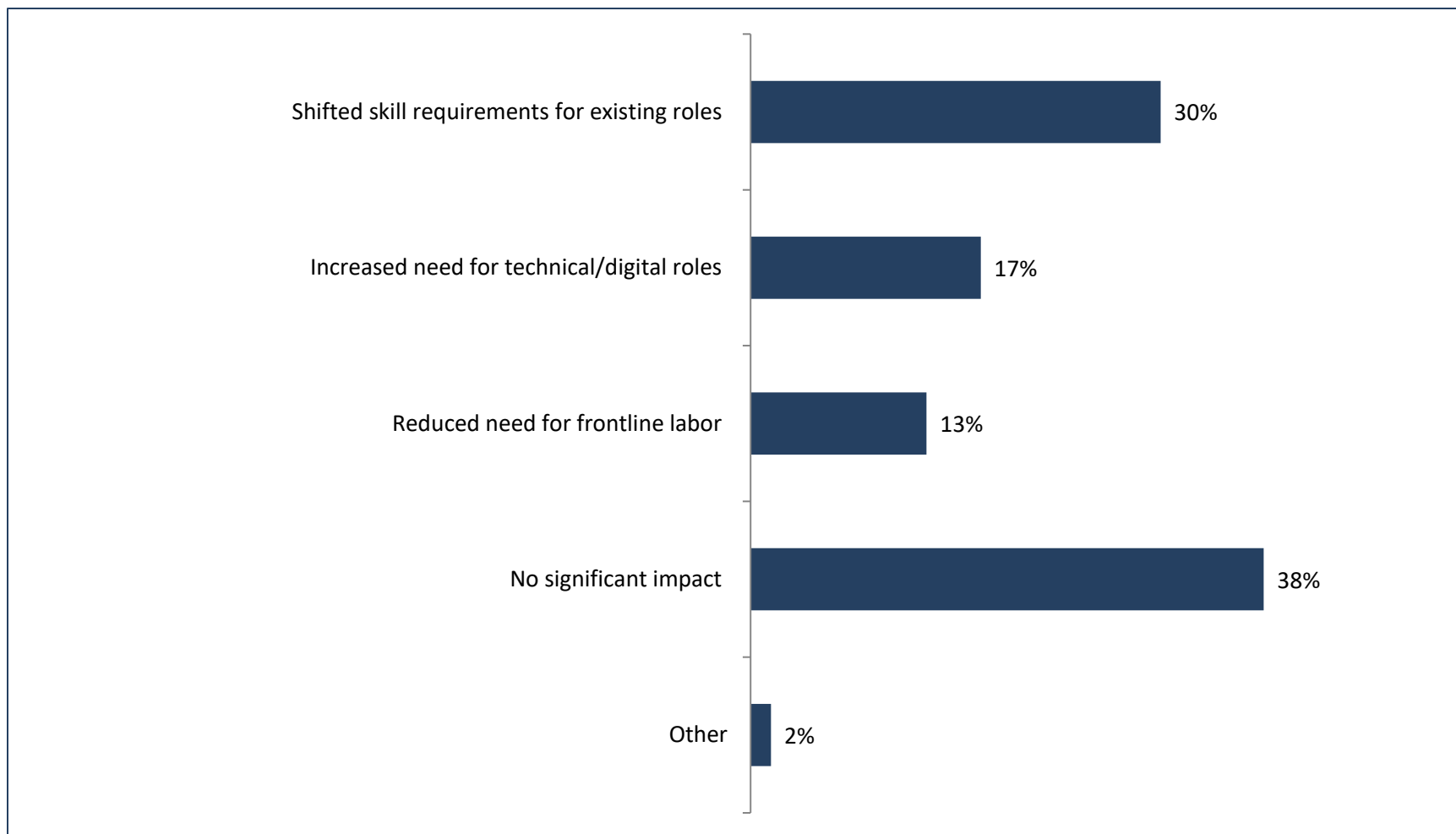
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What factors are most important when considering robotics for your organization?
(Select all that apply)



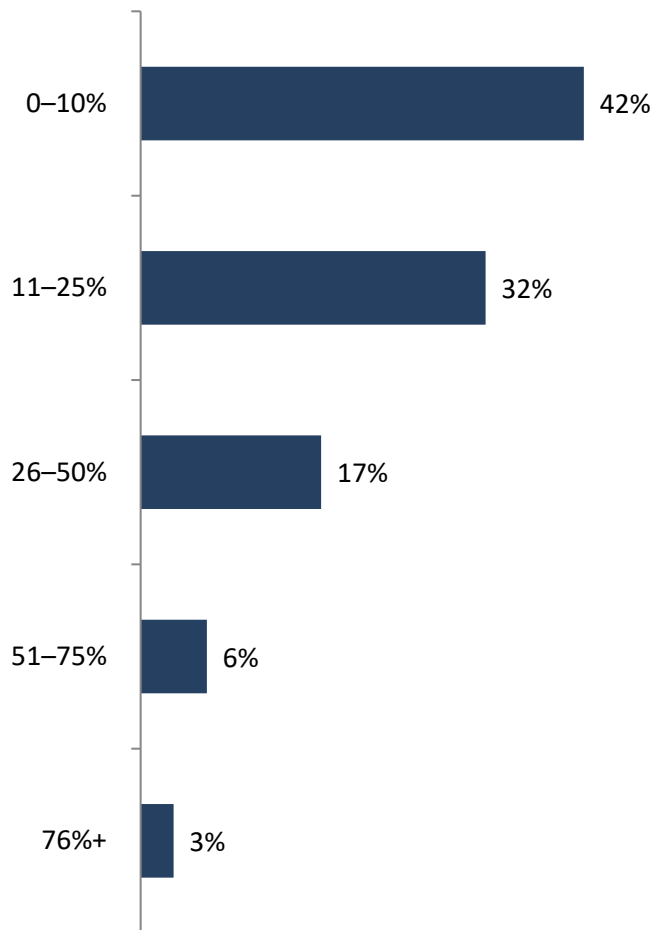


How has technology adoption impacted your workforce needs?



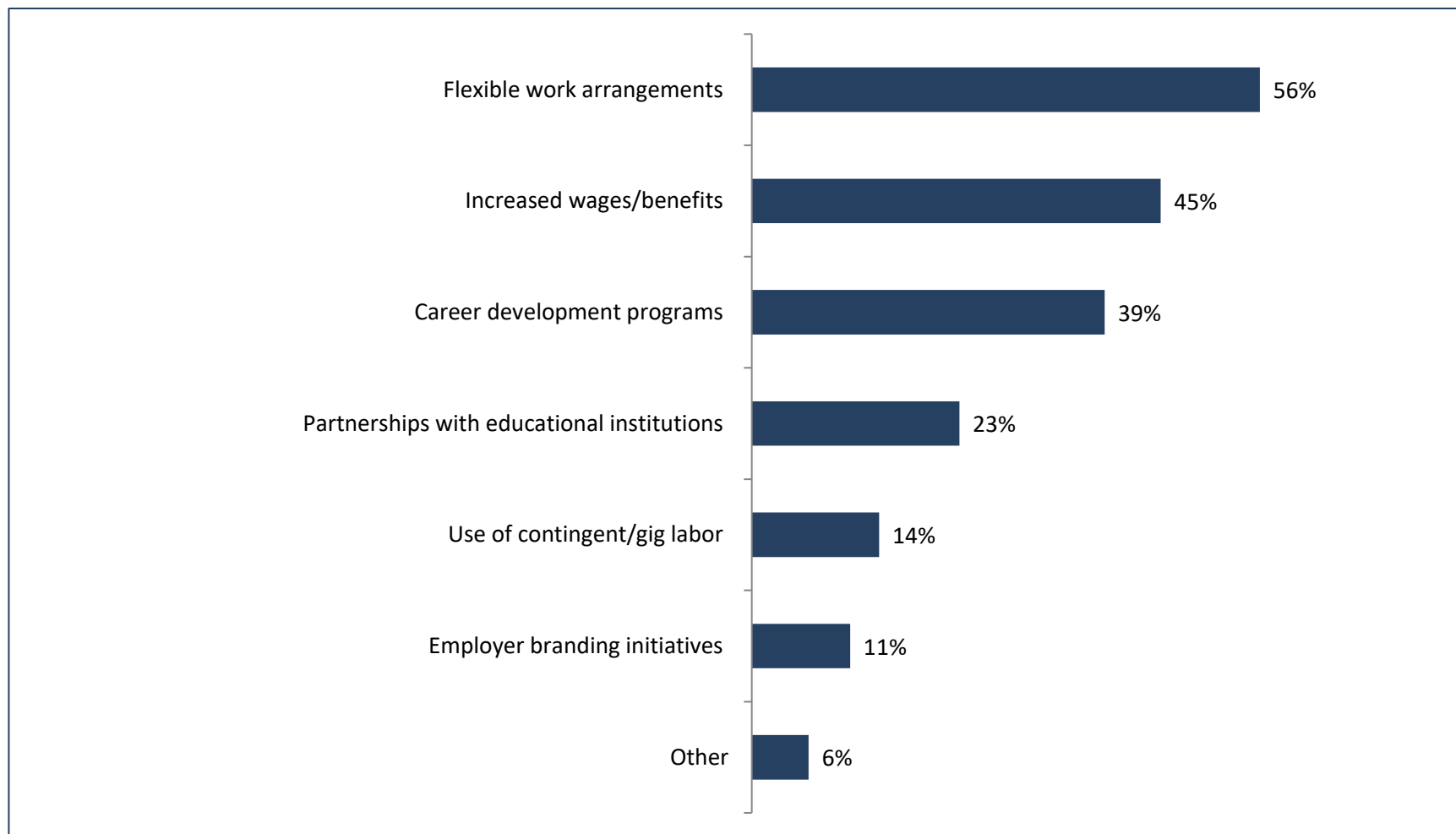


What percentage of your workforce is currently in digital/technical roles?



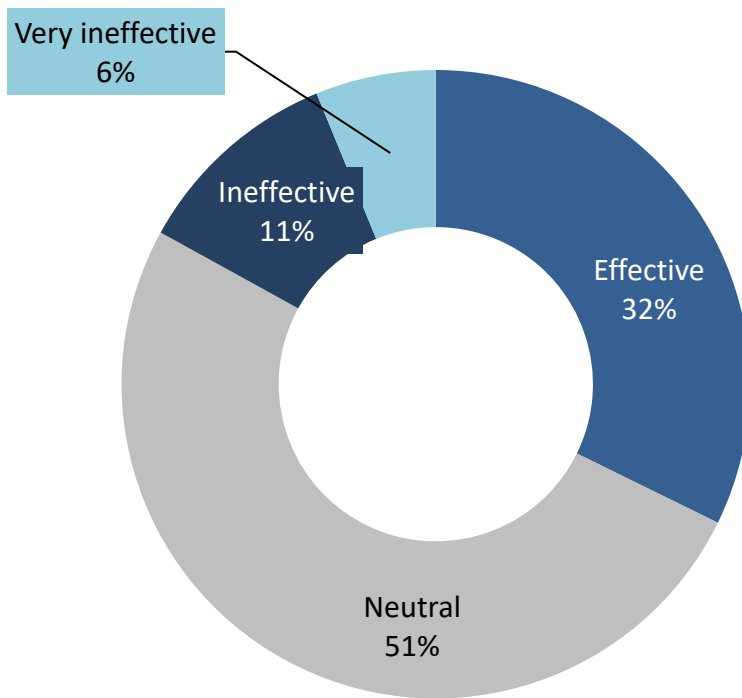


Which strategies are you using to attract and retain talent? (Select all that apply)



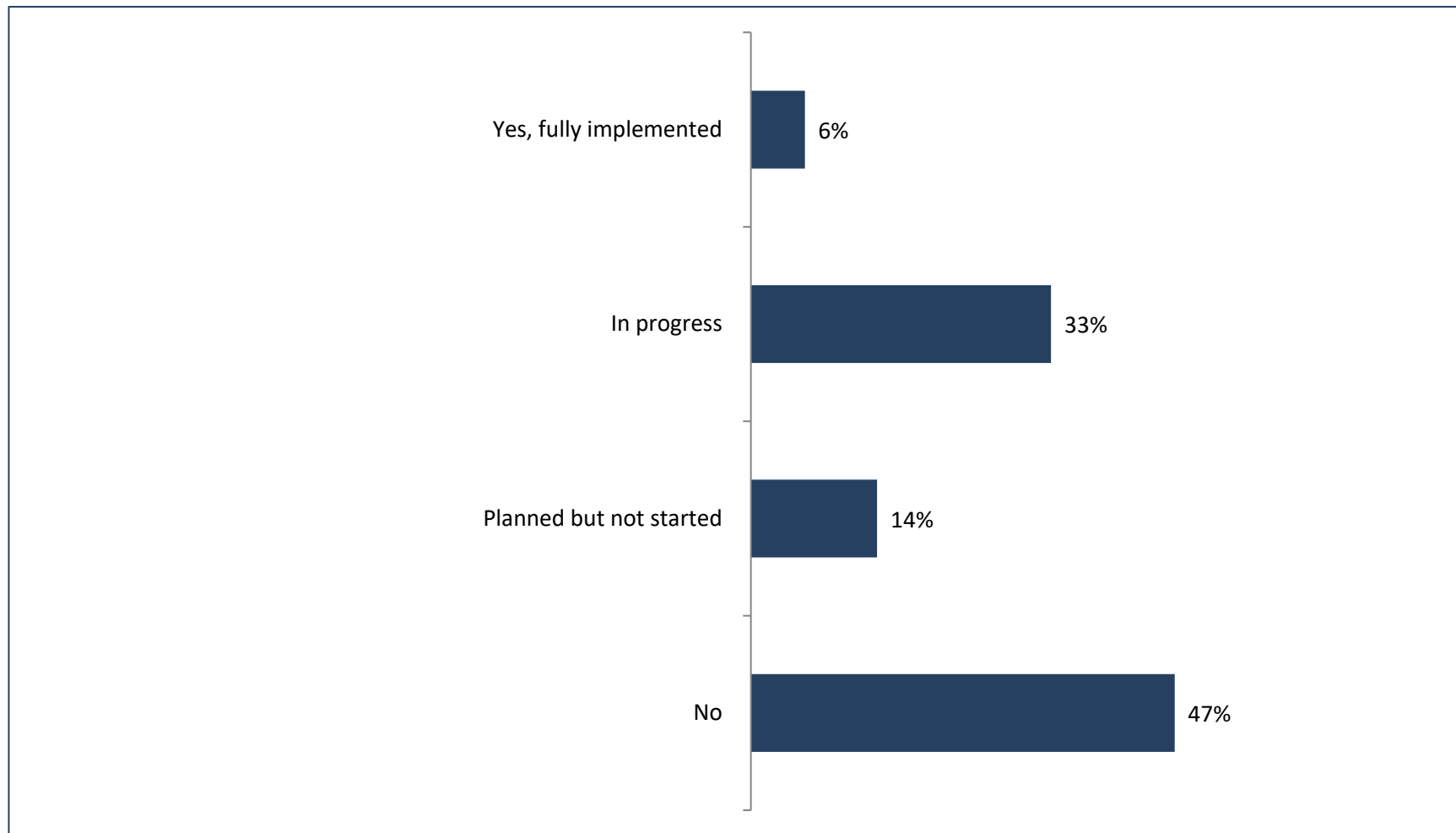


How effective are your current workforce development programs (training, upskilling, reskilling)?





Does your organization have a formal upskilling/reskilling strategy for automation and digital transformation?

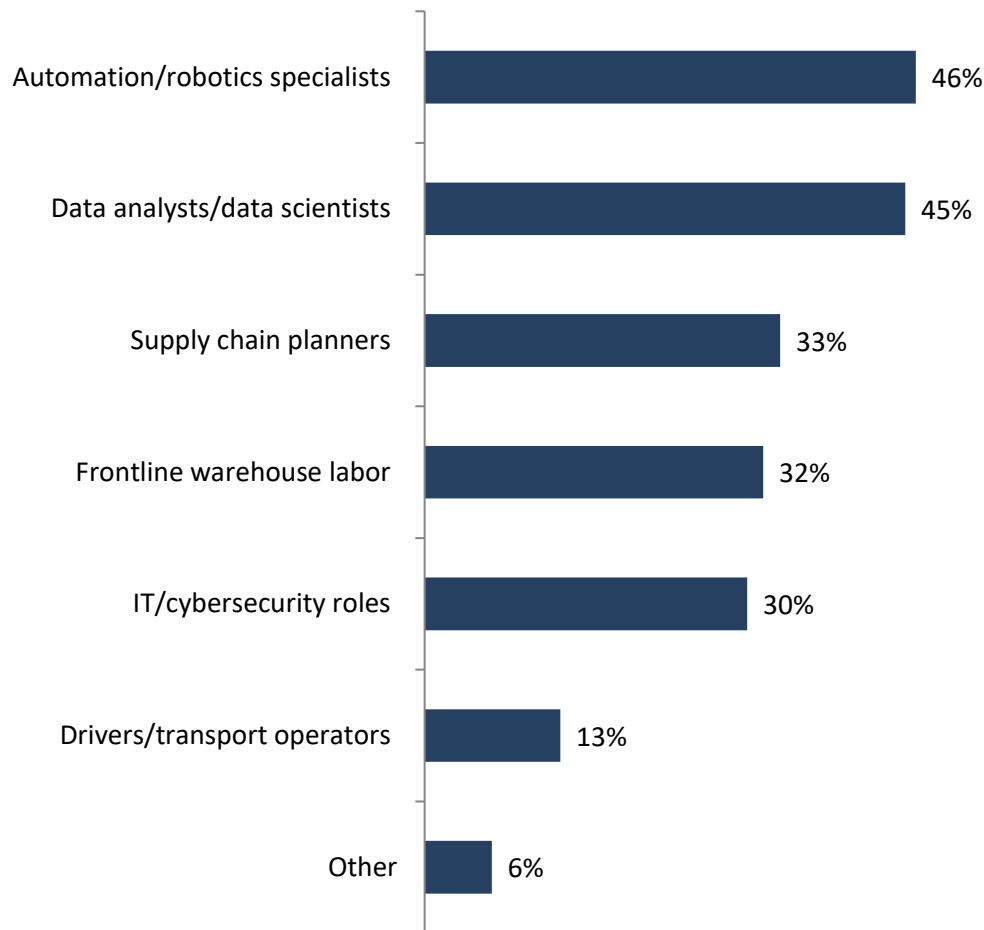




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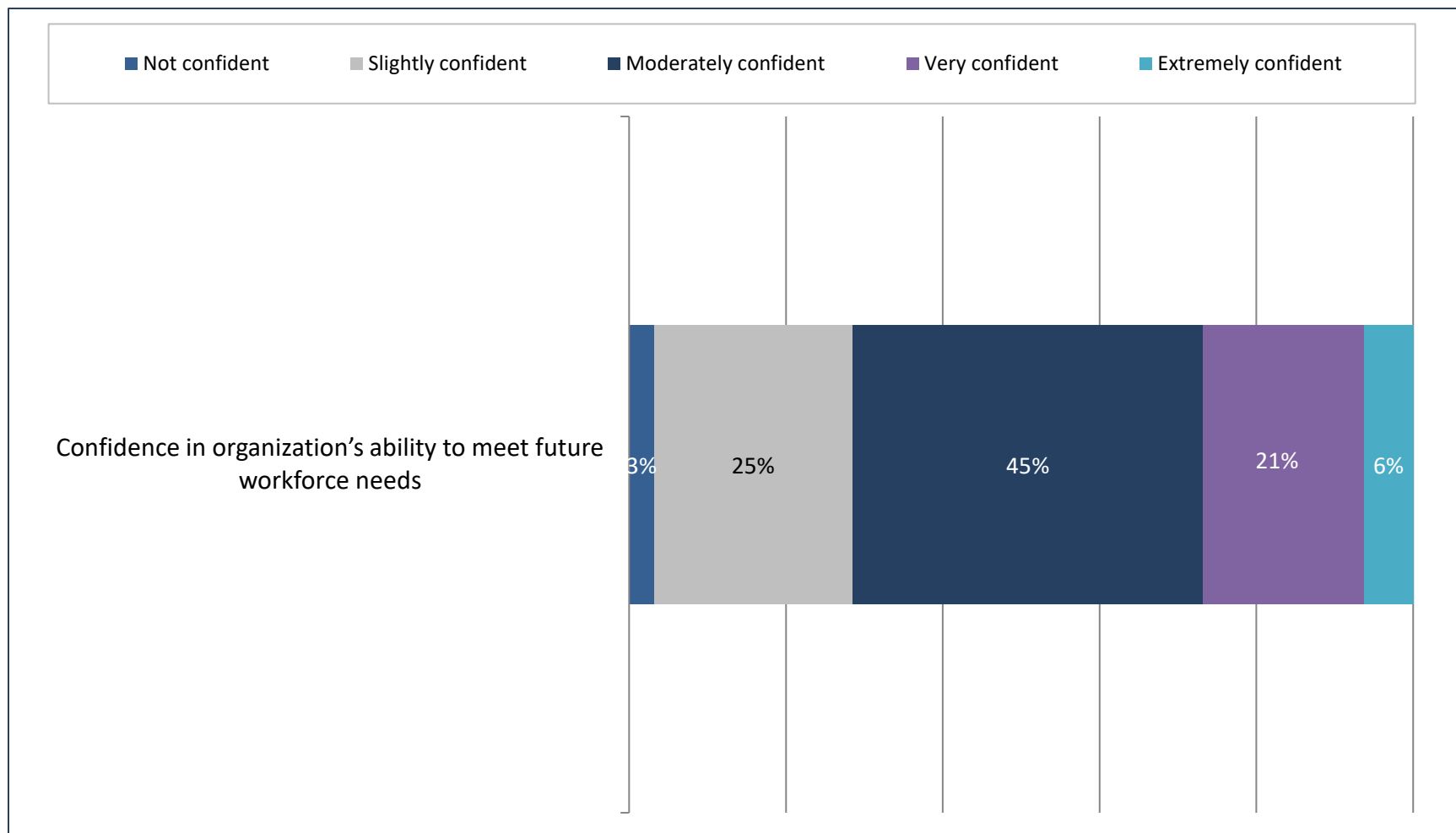
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Over the next 5–10 years, which roles do you expect to grow the most?
(Select all that apply)



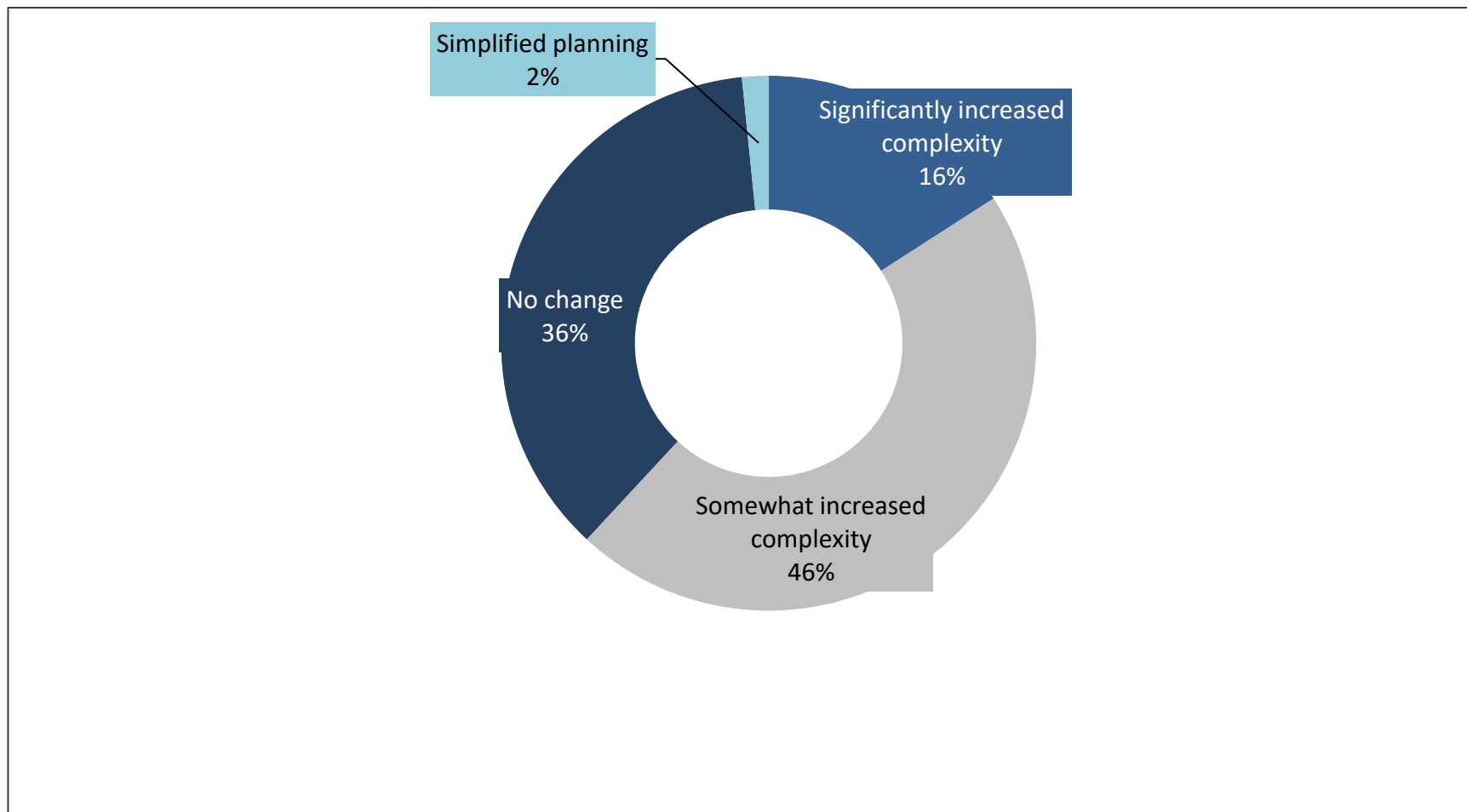


How confident are you in your organization's ability to meet future workforce needs?



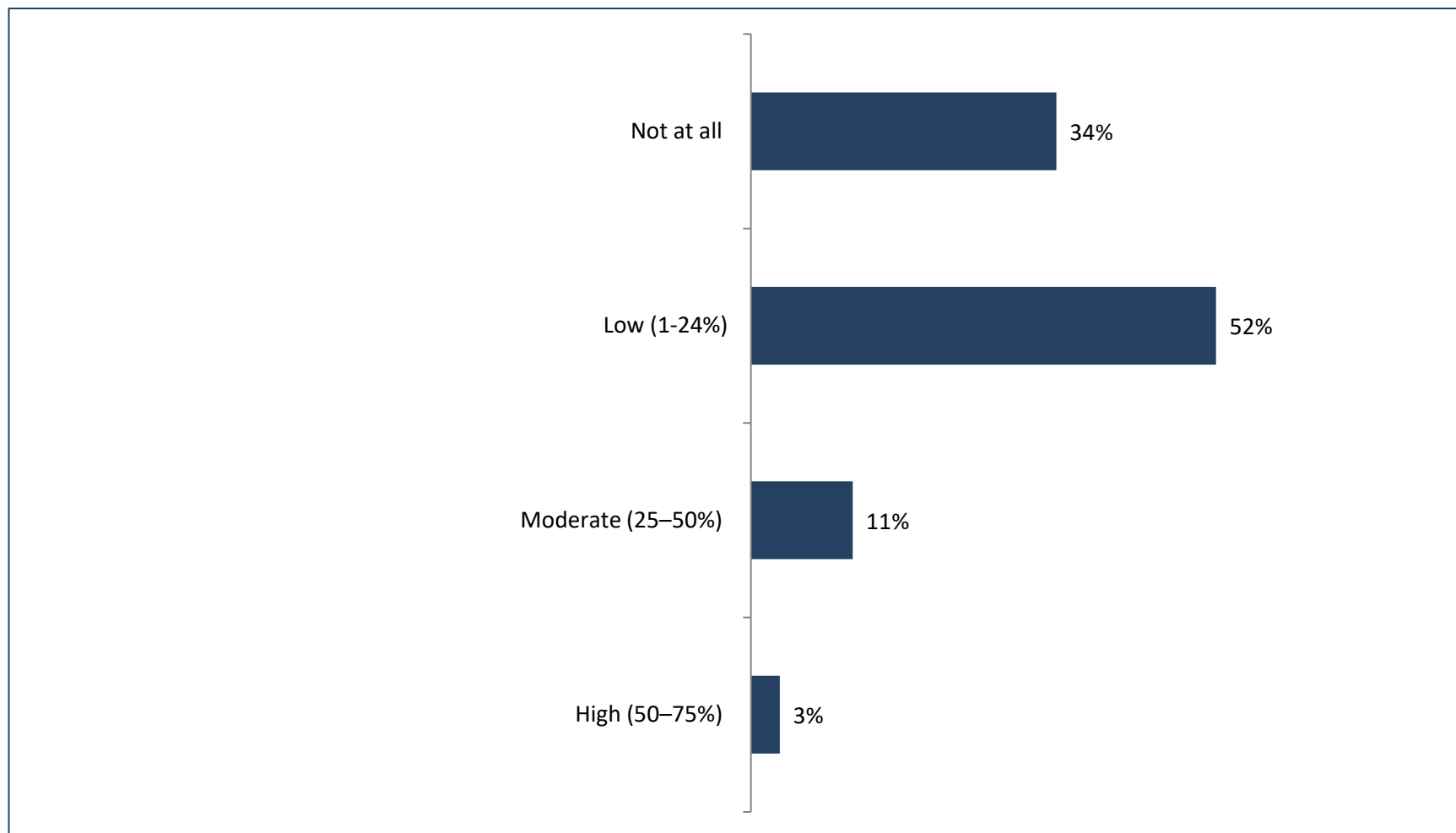


How has client demand volatility affected your workforce planning?



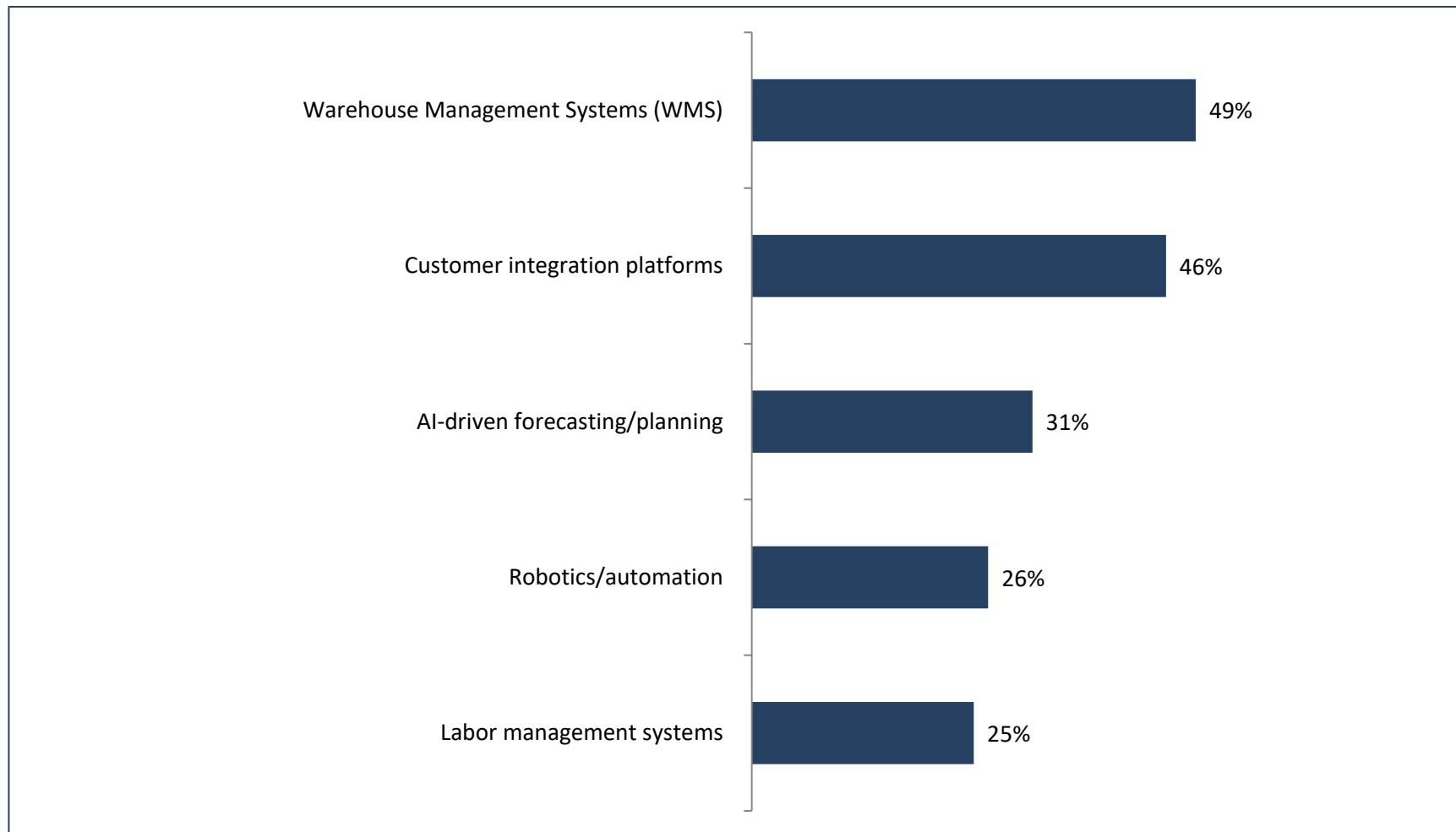


To what extent do you rely on contingent or temporary labor?



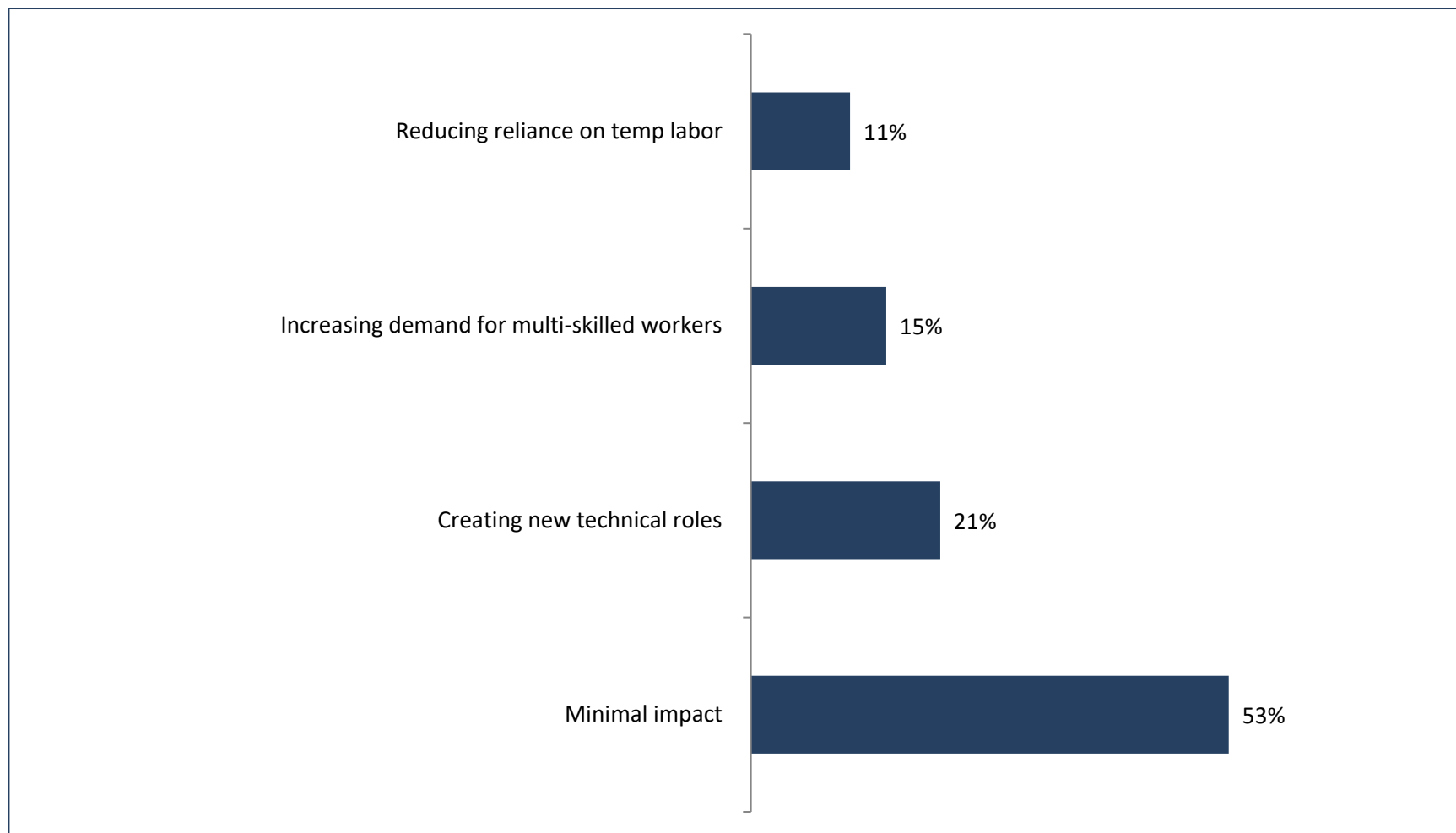


What technologies are most critical to your operations? (Select all that apply)



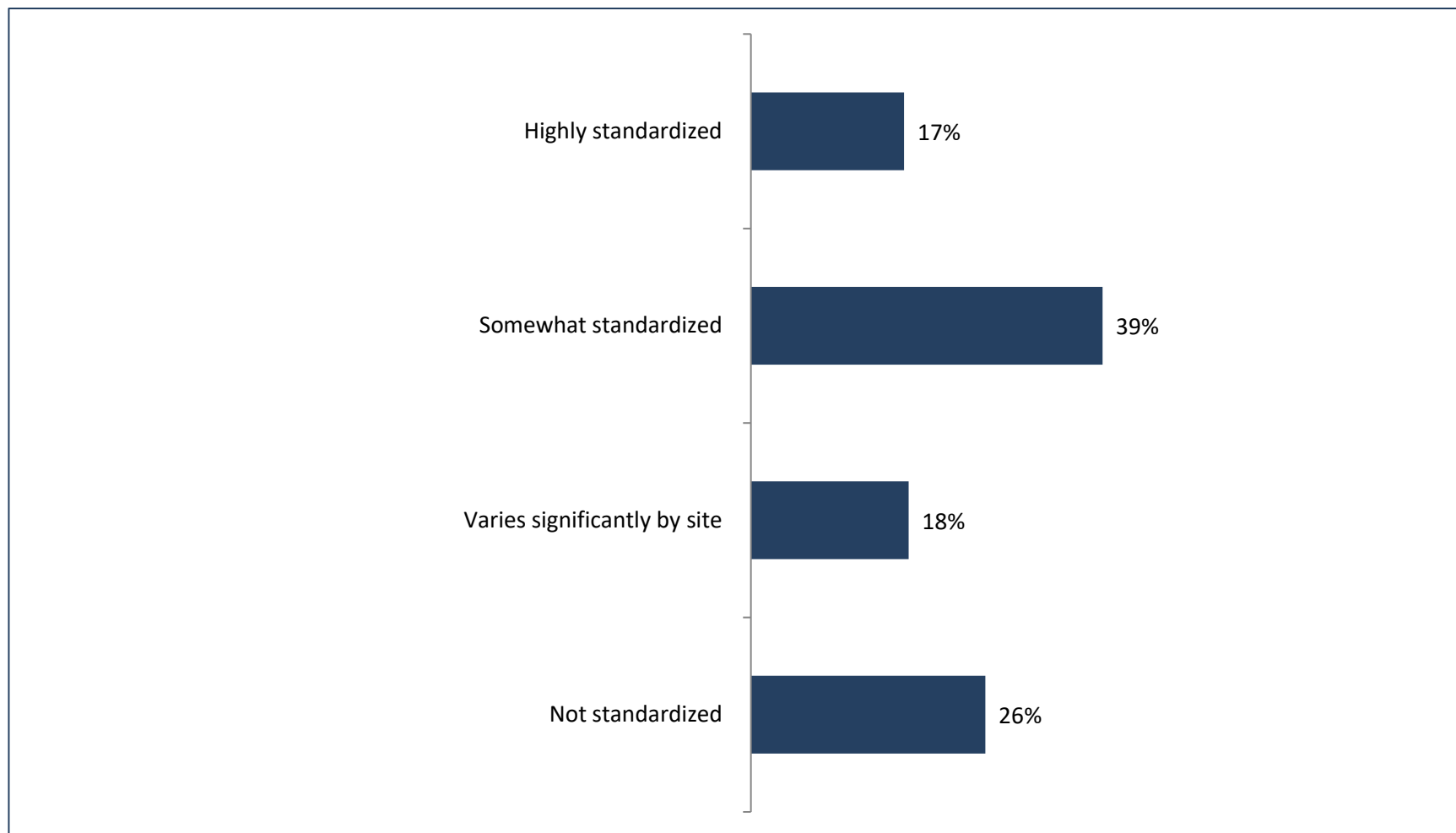


How is automation changing your workforce mix?





How standardized are workforce skills across your sites?





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Demographics



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Respondent Demographics

Job title or function	
Corporate Management (President, CEO, GMs, VPs, etc.)	33%
Plant Management (Operations, Plant, Production, Maintenance, etc.)	11%
Distribution Center/Warehouse Director/Manager	10%
Material Handling Director/Manager	3%
Logistics Director/Manager	8%
Purchasing/Procurement	17%
Industrial Engineer	3%
Other	15%

Company Revenue Estimate for 2025	
Less than \$50 million	21%
\$50 million - \$99.9 million	17%
\$100 million - \$499.9 million	16%
\$500 million - \$999.9 million	7%
\$1 billion - \$2.49 billion	5%
\$2.5 billion - \$4.9 billion	6%
\$5 billion or more	11%
Cannot disclose	17%



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Respondent Demographics (Continued)

Primary Industry	
Manufacturing	45%
Logistics/Warehousing	24%
Retail	11%
Agriculture	3%
Other	17%

Company Revenue Estimate for 2025	
Less than \$10 million	20%
\$10 million – \$50 million	24%
\$50 million – \$200 million	11%
\$200 million – \$1 billion	16%
Over \$1 billion	14%
Cannot disclose	15%

Number of Employees	
Less than 50	25%
51 – 200	19%
201 – 500	22%
501 – 1,000	11%
Over 1,000	23%