valley vision

LOS RIOS COMMUNITY COLLEGE DISTRICT



Regional Industry Advisory:

Logistics and Supply Chain Careers

10.29.2026| Workforce Development

LOGISTICS AND SUPPLY CHAIN CAREERS

Welcome and Introduction



Caitlin Blockus

Valley Vision

Workforce Development | Senior Project Manager



Diangelo Andrews

Valley Vision

Workforce Development | Project Coordinator

valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Welcome and Introduction

Alena Anberg

North Far North Regional Consortium

Director of Employer Partnership



valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Housekeeping

- Enable your video camera (optional)
- Please stay on  unless you are called on to ask a question
- Submit all questions and commentary using the chat function
- This meeting is being recorded and will be provided as part of the post-meeting materials

valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Agenda

1:00	Welcome and Introduction
1:10	Labor Market and Trend Analysis
1:55	Panel Discussion
2:45	Conclusion and Next Steps

valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Thank You To Our Sponsors

LOS RIOS COMMUNITY COLLEGE DISTRICT

California Community Colleges

CENTERS OF EXCELLENCE FOR LABOR MARKET RESEARCH

NORTH FAR NORTH REGIONAL CONSORTIUM

SIERRA COLLEGE

WORKFORCE DEVELOPMENT BOARD

LAKE TAHOE COMMUNITY COLLEGE

SACOG

Yolo County, CA WIB

SETA

YCCD YUBA COMMUNITY COLLEGE DISTRICT

Golden Sierra

valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Labor Market & Trend Analysis

Anna Hoehenrieder

Centers of Excellence for Labor Market Research

Research Analyst



valley vision

Supply Chain Logistics

Anna Hoehenrieder, Research Analyst

North (Greater Sacramento)
Center of Excellence for Labor Market Research

Thursday, October 29, 2026

Presentation Overview

- About COE
- Top Middle-Skill Occupations
- Job Postings
- Industry Trends
- Postsecondary Educational Training
- Conclusion and Resources

The Centers of Excellence for Labor Market Research



Region	Regional Director
North Far North	Ebony J. Benzing (North)
	Sara Phillips (Far North)
Bay Area	Marcela Reyes
Central Valley/Motherlode	Patricia Salinas
South Central Coast	Jacob Poore
Los Angeles	Luke Meyers
Orange County	Jesse Crete
Inland Empire/Desert	Shannon Moran
San Diego/Imperial	Tina Ngo Bartel
Statewide	Laura Coleman

Our Research Focus

We Use Data From...

- Industries & Businesses
- Occupations & Jobs
- Wages & Earnings
- Education & Training Requirements
- Credentials
- Skills
- Emerging Trends

To Answer Questions Like...

What is the job outlook for students?
Which jobs pay a living wage?
What skills and credentials are needed?
Where are there opportunities for career mobility?
And others.

And Support...



Invest in new and relevant programs



Review and modify existing programs



Assessing regional labor market needs



Support applications for grants and other funds

Industry Overview

About Supply Chain and Logistics

- Supply chain planning is imbedded in almost every industry
- Considered part of the Advanced Transportation and Logistics sector
- 2,963 Establishments in Transportation and Warehousing; 72 in Process, Physical Distribution, and Logistics Consulting Services
- Greater Sacramento is a hub for Postal Services and Courier/Messenger Services

Source: Lightcast 2026.4 Industries

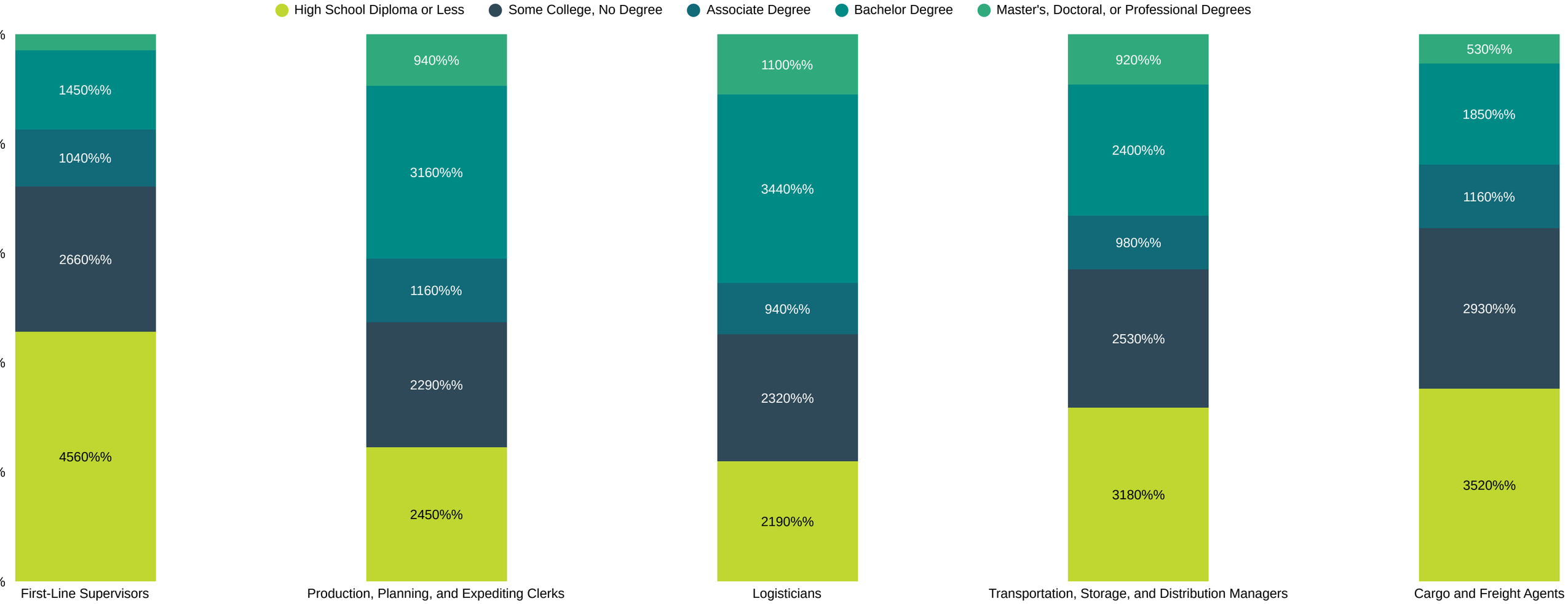
Occupations

Top Middle-Skill Occupations

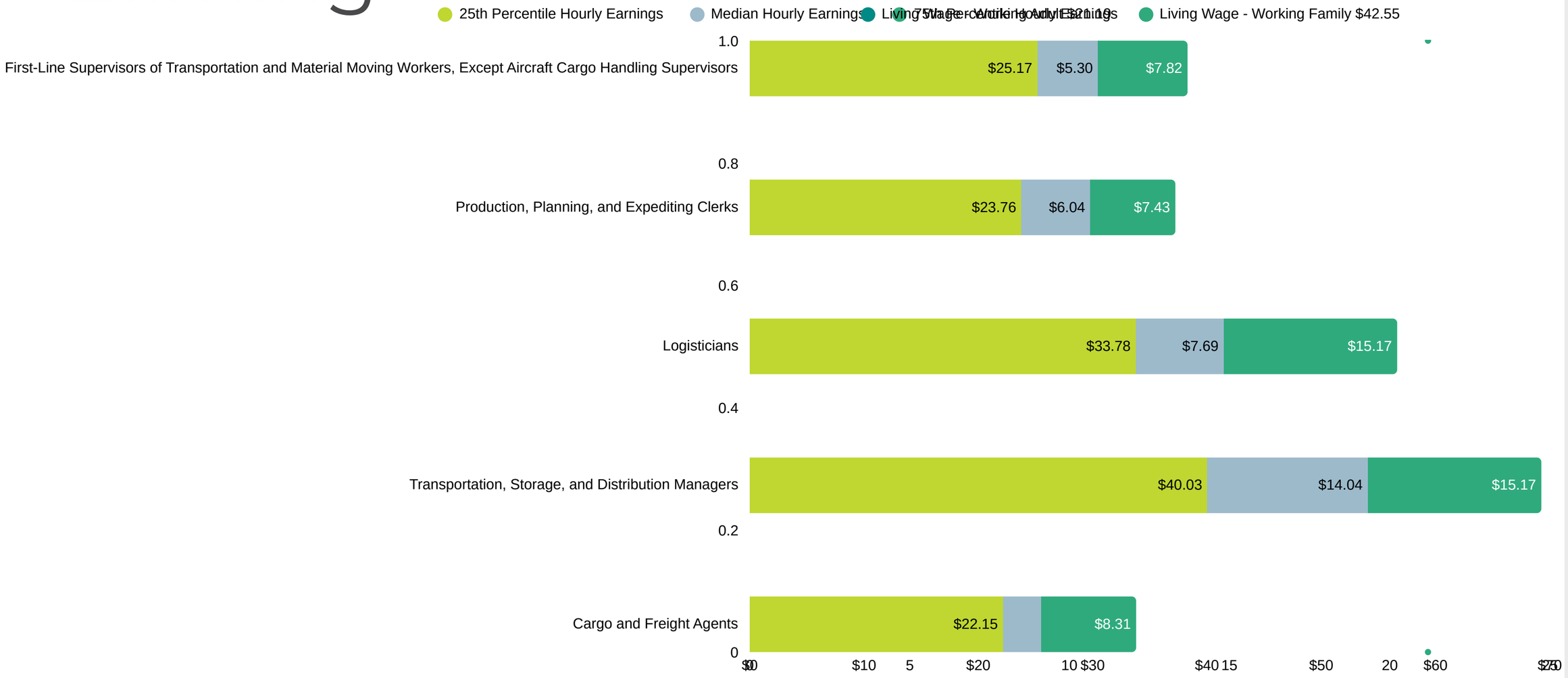
Occupation	2025 Jobs	5-Yr Projected Job Growth	5-Yr Annual Openings	Typical Entry-Level Education
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,878	6%	430	High school diploma or equivalent
Production, Planning, and Expediting Clerks	2,550	3%	251	High school diploma or equivalent
Logisticians	1,458	10%	162	Bachelor's degree
Transportation, Storage, and Distribution Managers	1,629	7%	155	High school diploma or equivalent
Cargo and Freight Agents	320	4%	29	High school diploma or equivalent
Total	**9,834**	**6%**	**1,027**	

Source: Lightcast 2026.4, QCEW, Non-QCEW, and Self-employed.

Educational Attainment



Earnings



Source: Lightcast 2026.4, QCEW, Non-QCEW, and Self-employed.

CENTER OF EXCELLENCE
FOR LABOR MARKET RESEARCH

Job Postings Analysis

- Online advertisements, October 2025-September 2026
- Excludes staffing companies and internships

Overview of Job Postings

Occupation	Number of Postings	Median Advertised Hourly Salary
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	548	$30.52
Production, Planning, and Expediting Clerks	726	$28.80
Logisticians	607	$36.06
Transportation, Storage, and Distribution Managers	754	$44.68
Cargo and Freight Agents	54	$26.71
	2,689	**$34.83**

Source: Lightcast 2026.4 Job Posting Analysis

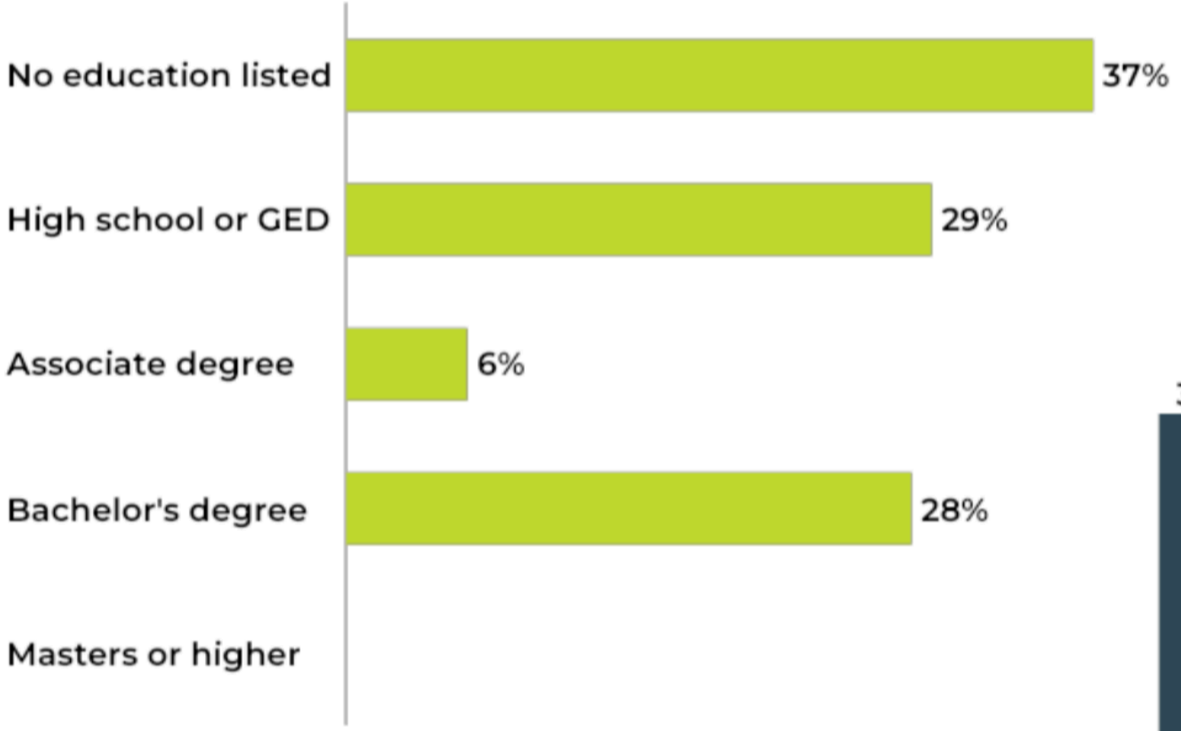
Top 10 Companies and Job Titles

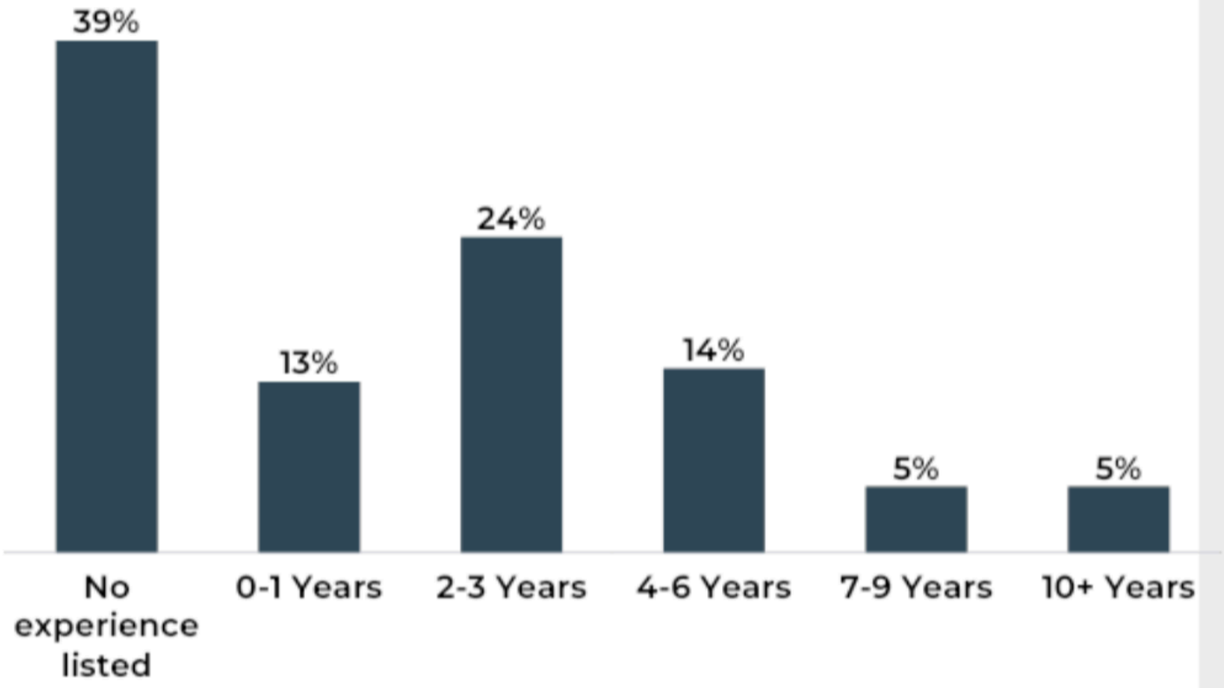
Company	Number of Postings
Accenture	62
Ryder	41
Cardinal Health	33
Jacobs Solutions	22
Waste Management	20
Walmart	18
UPS	18
United States Postal Service	18
Balanced Body	17
State of California	16

Job Title	Number of Postings
Warehouse Supervisors	78
Warehouse Managers	61
Schedulers	42
Warehouse Leads	42
Operations Coordinators	38
Operations Specialists	28
Warehouse Coordinators	25
Project Schedulers	25
Logistics Coordinators	25
Expeditors	24

Source: Lightcast 2026.4 Job Posting Analysis

Requested Experience and Education





Source: Lightcast 2026.4 Job Posting Analysis

Top Skills

Specialized Skills

- Warehousing
- Inventory Management
- Workflow Management
- Project Management
- Continuous Improvement Process
- Auditing
- Lifting Ability
- Purchasing
- Procurement
- Logistics

Common/Soft Skills

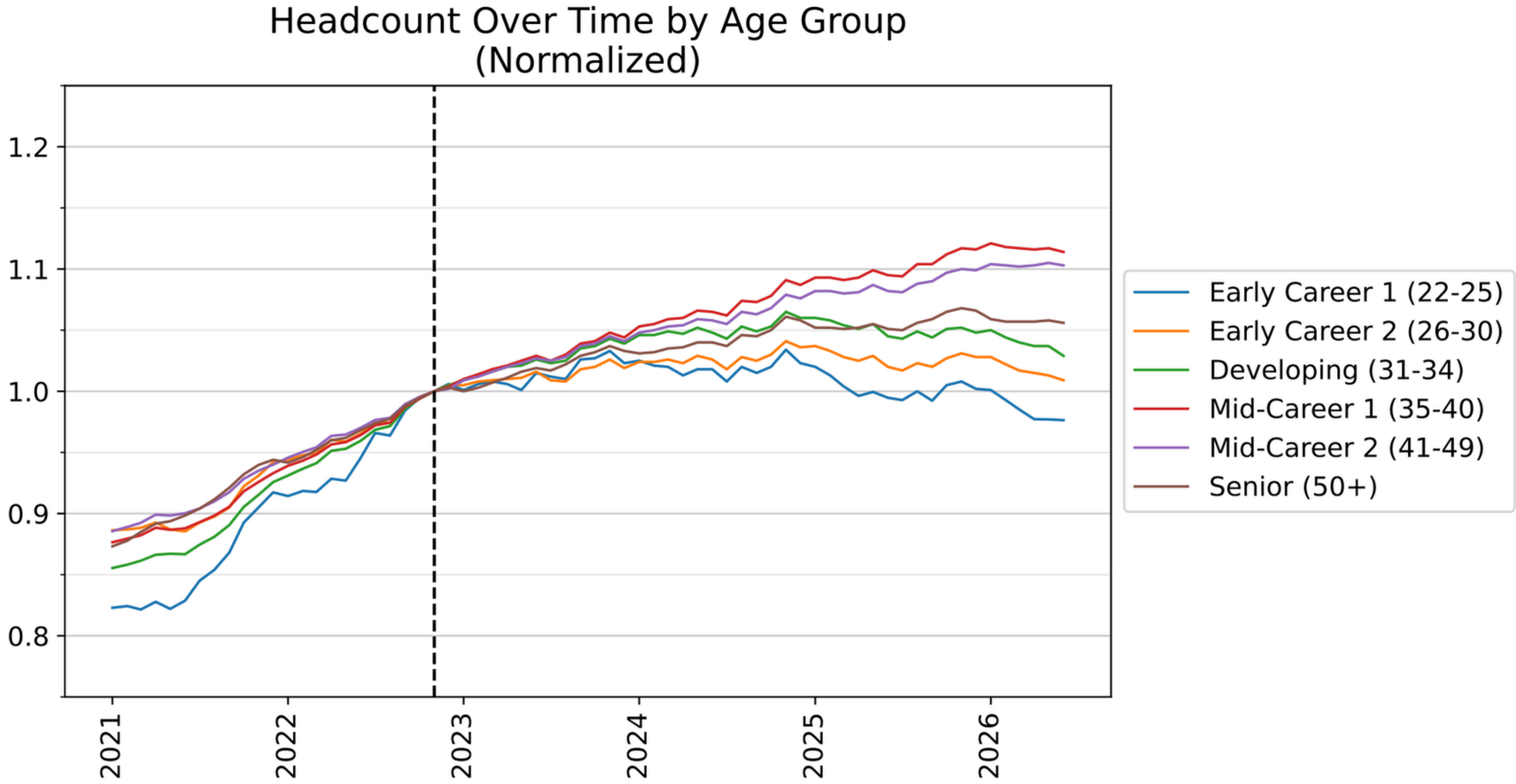
- Communication
- Operations
- Management/Leadership
- Customer Service
- Planning/ Coordinating
- Detail-Oriented
- Problem Solving
- Scheduling
- Organizational Skills
- Time Management

Software Skills

- Microsoft Office (Excel, Outlook, PowerPoint, Word)
- Warehouse Management Systems
- SAP Applications
- Spreadsheets
- Inventory Management Systems
- Power BI
- Primavera (Software)
- Productivity Software
- Microsoft Access
- Tableau

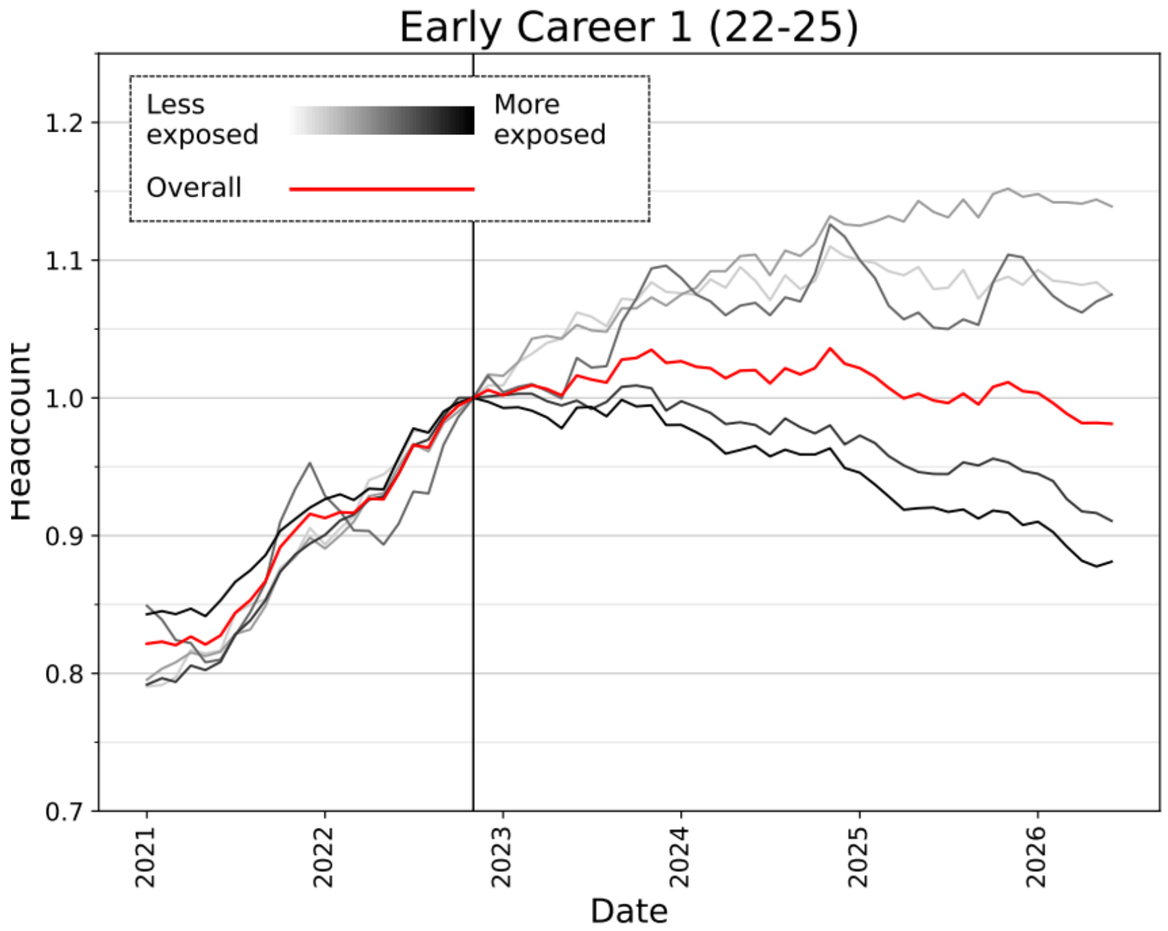
Source: Lightcast 2026.4 Job Posting Analysis

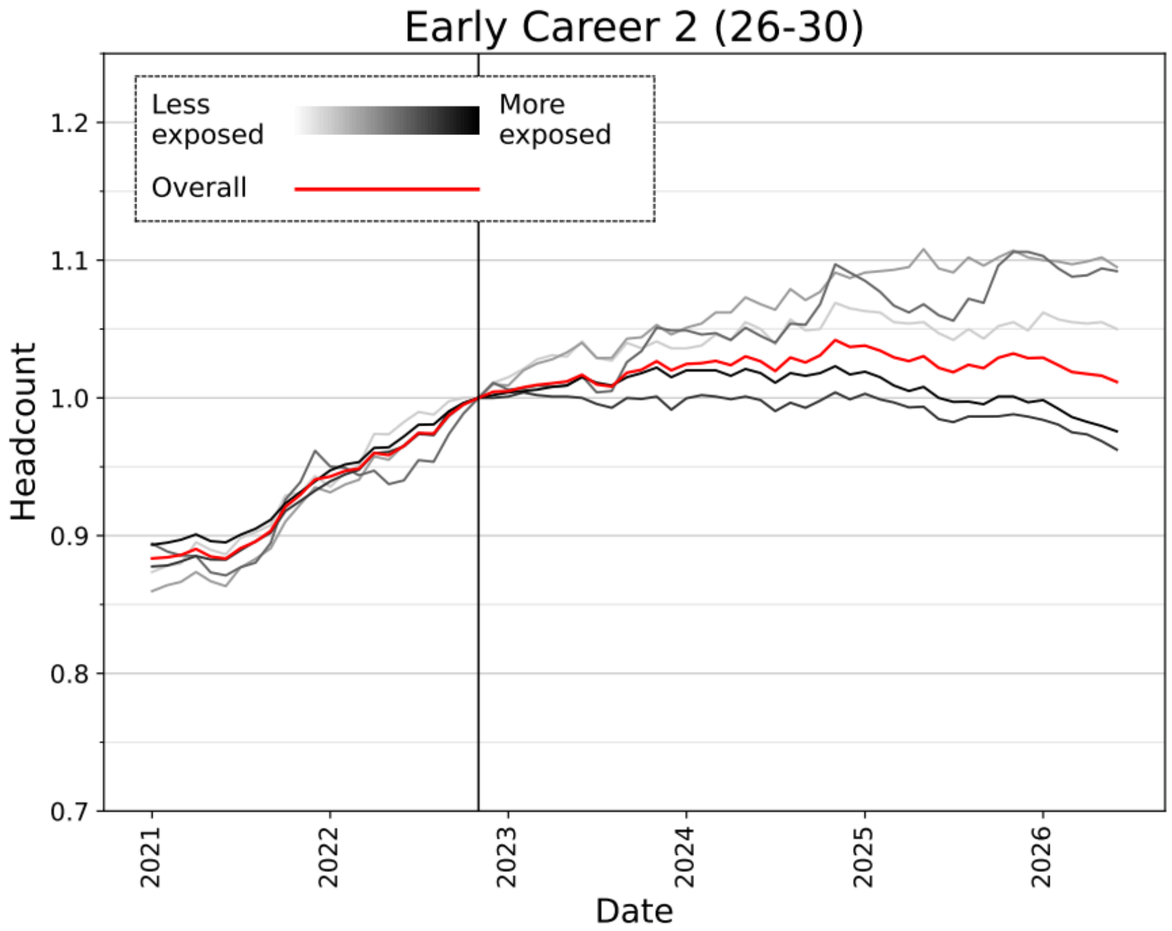
Changes in employment by Age Group



Brynjolfsson, Erik, Bharat Chandar, and Ruyu Chen. "Canaries in the Coal Mine?: Six Facts about the Recent Employment Effects of Artificial Intelligence." August 2026. Stanford Digital Economy Lab. https://digitaleconomy.stanford.edu/app/uploads/2026/08/Canaries_August2026.pdf

Early Career Employment by AI Exposure





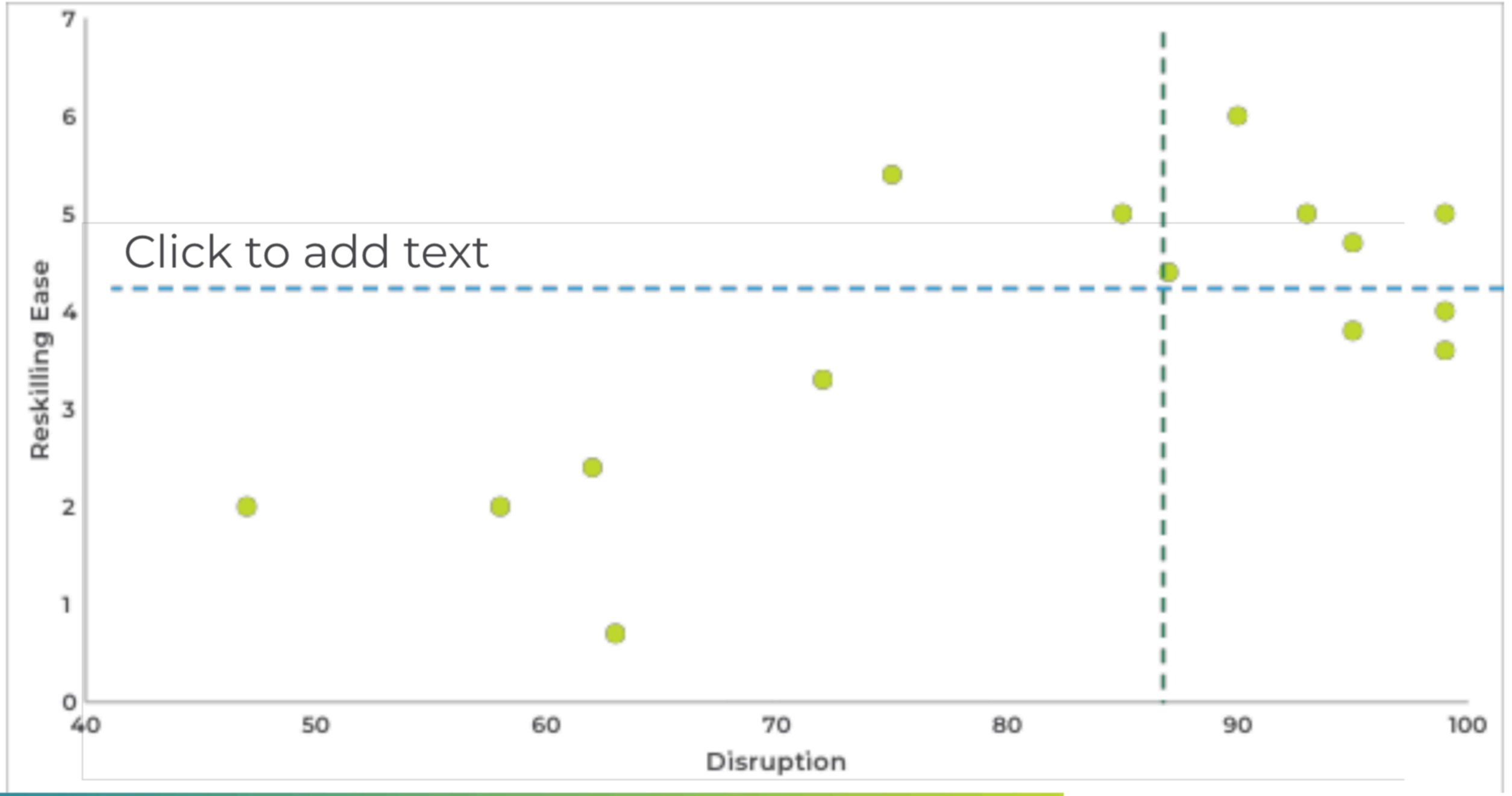
Brynjolfsson, Erik, Bharat Chandar, and Ruyu Chen. "Canaries in the Coal Mine?: Six Facts about the Recent Employment Effects of Artificial Intelligence." August 2026. Stanford Digital Economy Lab. https://digitaleconomy.stanford.edu/app/uploads/2026/08/Canaries_August2026.pdf

How AI is Affecting Supply Chain Management

- Some companies are planning to reduce hiring or cut roles
  - Zero100's analysis of 115,000 LinkedIn job postings found planning hiring fell 13% in the past year
- Other studies show large growth in supply chain functions, leading to a potential rise of over a million roles across the US
- Roles are evolving (augmentation)
- Demand is growing for tech-focused skills
  - Digital Product Ownership (DPO)
  - Data Architecture
  - Cloud Engineering

Chumakov, Caroline. "Supply Chain Hiring Is Shrinking, but Companies Aren't Simply Replacing People with AI." *Supply Chain Management Review*, August 7, 2026. https://www.scmr.com/article/supply-chain-hiring-is-shrinking-but-companies-arent-simply-replacing-people-with-ai.

Renker, Kristine, et al. *Turning the Supply Chain Talent Shortage into Strength: How Supply Chain Leaders Can Close a Gap of More than One Million Roles and Turn Talent Pressure into Growth*. Accenture, 2026. https://www.accenture.com/content/dam/accenture/final/accenture-com/document-fy26/q3/Accenture-Building-the-Workforce-of-the-Future-FY26-POV.pdf.



Renker, Kristine, et al. *Turning the Supply Chain Talent Shortage into Strength: How Supply Chain Leaders Can Close a Gap of More than One Million Roles and Turn Talent Pressure into Growth*. Accenture, 2026. https://www.accenture.com/content/dam/accenture/final/accenture-com/document-fy26/q3/Accenture-Building-the-Workforce-of-the-Future-FY26-POV.pdf.

Top Middle-Skill Occupations

Occupation	2025 Jobs	5-Yr Projected Job Growth	5-Yr Annual Openings	Typical Entry-Level Education
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,878	6%	430	High school diploma or equivalent
Production, Planning, and Expediting Clerks	2,550	3%	251	High school diploma or equivalent
Logisticians	1,458	10%	162	Bachelor's degree
Transportation, Storage, and Distribution Managers	1,629	7%	155	High school diploma or equivalent
Cargo and Freight Agents	320	4%	29	High school diploma or equivalent
Total	**9,834**	**6%**	**1,027**	

Source: Lightcast 2026.1, QCEW, Non-QCEW, and Self-employed.

Programs & Supply

Areas of Study

- Los Rios has an Advanced Transportation and Logistics department
  - No programs under Logistics, Materials Transportation, Supply Chain Management, Warehousing, or Inventory Management
- Common for students to complete business-related degrees
- Sacramento State has a BS in Business Administration with a focus on Supply Chain Management

Source: CCCCO DataMart and COCI.

California State University, Sacramento, Office of Institutional Research. “Degrees Awarded.” https://www.csus.edu/information-resources-technology/institutional-research/dashboards/degrees-awarded.html.

Other Local Education Options

- Charles A Jones Education and Career Center
  - Under governance of Sacramento City Unified School District
  - Online Freight Broker/Agent Training - $2,162
  - Online Certified Supply Chain Professional (CSCP) Training - $2,731
    - In line with Association for Supply Chain Management certification
- ed2go - $409
  - Partners with Elk Grove Adult and Community Education/Sacramento City Unified School District
  - Online Supply Chain Suite covering purchasing, distribution and logistics, and supply chain
- Delta College (Stockton)
  - 24-unit certificate for Logistics and Transportation Supervisor
  - Associate of Science in Logistics and Transportation
  - Online Eligible

Conclusion

- Most supply chain and logistics roles will see growth, but also significant change
- Greater Sacramento community colleges should explore supply chain and logistics programs and courses
- AI, data skills, and other technical training should be integrated in all curriculum

Thank You!

Anna Hoehenrieder, Research Analyst

North (Greater Sacramento) Center of Excellence for Labor Market Research

Anna.Hoehenrieder@losrios.edu

Visit Our Website:

https://coeccc.net

Related Resources

Priority Jobs and Programs in Greater Sacramento

https://coeccc.net/greater-sacramento/2025/08/priority-jobs-and-programs-in-greater-sacramento/

Advanced Transportation & Logistics Sector Profile

https://coeccc.net/greater-sacramento/2026/03/advanced-transportation-and-logistics-career-training-pathways-profile/

Data Sources & Notes

- Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast's occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and non-QCEW employee classes of worker) and the American Community Survey (self-employed and extended proprietors). For more information, see https://lightcast.io/.
- The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, visit https://www.bls.gov/emp/documentation/education/tech.htm.
- The CCCCO Management Information Systems (MIS) Data Mart provides information about students, courses, student services, outcomes, and faculty and staff. For more information, visit https://datamart.cccco.edu.
- The Chancellor's Office Curriculum Inventory System (COCI) collects data on courses and programs offered by the California Community Colleges. For more information, visit https://coci2.ccctechcenter.org/.
- The National Center for Education Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS) collects data from providers of postsecondary education, including the number of postsecondary awards earned (completions). For more information, visit https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions.

Resources

- Brynjolfsson, Erik, Bharat Chandar, and Ruyu Chen. "Canaries in the Coal Mine?: Six Facts about the Recent Employment Effects of Artificial Intelligence." August 2026. Stanford Digital Economy Lab. https://digitaleconomy.stanford.edu/app/uploads/2026/08/Canaries_August2026.pdf
- Chumakov, Caroline. “Supply Chain Hiring Is Shrinking, but Companies Aren’t Simply Replacing People with AI.” *Supply Chain Management Review*, August 7, 2026. https://www.scmr.com/article/supply-chain-hiring-is-shrinking-but-companies-arent-simply-replacing-people-with-ai.
- California State University, Sacramento, Office of Institutional Research. “Degrees Awarded.” https://www.csus.edu/information-resources-technology/institutional-research/dashboards/degrees-awarded.html.
- Charles A. Jones Career and Education Center. “Career Training Programs.” Sacramento City Unified School District. https://charlesajonescec.scusd.edu/training-programs/.
- Elk Grove Adult & Community Education. “Supply Chain Suite.” Ed2Go. https://www.ed2go.com/egace/online-courses/supply-chain-courses/.
- Renker, Kristine, Inge Oosterhuis, Jaime Lagunas, Stephen Meyer, and Stephen Wroblewski. *Turning the Supply Chain Talent Shortage into Strength: How Supply Chain Leaders Can Close a Gap of More than One Million Roles and Turn Talent Pressure into Growth*. Accenture, 2026. https://www.accenture.com/content/dam/accenture/final/accenture-com/document-fy26/q3/Accenture-Building-the-Workforce-of-the-Future-FY26-POV.pdf.

Break

Return for the Employer Panel at:

1:55

valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Industry Panel Discussion



Stephanie Mills

SMUD

Manager, Warehouse Operations, Operations Support



Ann-Marie Mason

Bosch Semiconductor

Logistics & Purchasing Senior Manager

valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Handshake

Diangelo Andrews

Valley Vision

Workforce Development | Project Coordinator



valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Connecting to Handshake at Los Rios



valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Introducing Handshake at Los Rios Community College District

Handshake is a modern platform designed to connect employers with student talent across the Los Rios Community College District, comprising American River, Cosumnes River, Folsom Lake, and Sacramento City Colleges. Handshake provides a pathway to a diverse, skilled, and eager workforce ready for internships, apprenticeships, part-time, and full-time roles.



valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Unlock Opportunities with Handshake

Post Jobs & Internships

Efficiently post jobs and internships with a seamless process. Schedule start and end dates, track applicants, and manage hiring all in one place. Reach over 70,000 students districtwide.

Engage Directly with Students

Search for candidates by major, skills, and interests. Message students directly to promote opportunities and encourage them to apply. Connect with your future workforce.

Attend Career Fairs

Meet students at in-person and virtual career fairs. Offer employer information sessions to highlight your organization and career pathways. Take part in on-campus hiring events and panels.

Build Your Brand

Customize your Handshake profile with your logo, company description, and testimonials. Gain visibility as an employer of choice for early talent in the public sector and beyond.

valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Join a Thriving Network & Get Started

Growing Network

Join 6,000+ employers and 34 California Department agencies already using Handshake, including the California Department of Justice and the California Department of Motor Vehicles. Be among the leading recruiters.

Simple Steps

Visit joinhandshake.com and select “Employers.” Search for Los Rios Community College District and connect. Post your opportunities and start hiring! It’s straightforward.

Personalized Assistance

Need support? Contact the Career Center or Work Experience and Internship Program (WEXP) office at any Los Rios college for personalized assistance. Benefit from personalized guidance.



valley vision

LOGISTICS AND SUPPLY CHAIN CAREERS

Upcoming Events

Dental Assisting Careers

November 17, 2026
1:00 pm - 3:00 pm



valley vision

SUPPLY CHAIN AND LOGISTICS ADVISORY

Let us Know What You Think!



valley vision

Contact Us

For more information, please contact:

Caitlin Blockus, Senior Project Manager, Valley Vision
Caitlin.Blockus@valleyvision.org

Diangelo Andrews, Project Coordiniator, Valley Vision
Diangelo.Andrews@valleyvision.org

valley vision